



# Washington Jobs Initiative Q4 2025 Update

February 2026

## Highlights

As the Washington Jobs Initiative (WJI) enters its final grant year, enrollment and completion outcomes are at nearly 100 percent of targets. Despite the typically slow winter hiring season, there was a strong number of job placements during Q4 2025. This puts WJI on track to meet the final placement target by the end of the grant in September 2026. For the remainder of the grant, sectoral partnerships will focus on ensuring participants in the workforce pipeline are being placed in good jobs.

**Table 1. WJI Cumulative Outcomes as of Q4 (October - December) 2025. Enrollments and completions are almost at target goals, with significant progress on job placements.**

	Targets	Q3 2025 Outcomes	Q3 2025 % Complete	Q4 2025 Outcomes	Q4 2025 % Complete
Enrollments	5,000	4,675	94%	4,819	96%
Completions	3,150	2,659	84%	2,923	93%
Placements	3,150	2,028	64%	2,366	75%

## WJI Program Focuses on Identifying Best Practices for Job Placements

Because of today’s economic uncertainty and slower hiring process across many industries, sectoral partnerships are facing challenges. Many employer partners have less capacity to offer job placements, and it is harder to build new partnerships with employers. In Q4 2025, the WJI team worked to support sectoral partnerships with both 1:1 and community meetings. Washington Employment Security Department, the sectoral partnership contract manager, created monthly program contract check-ins and progress plans with sectoral partnerships. Washington STEM, the technical assistance provider, continued monthly 1:1 check-ins and supported sector-to-sector conversations. They also held community-of-practice meetings to highlight different approaches and best practices for employer engagement and job placements.

Moving forward, WSAC will be gathering feedback from sectoral partnerships on best practices and lessons learned throughout the grant. These will be summarized in a final grant learnings report developed in collaboration with Washington STEM and the rest of the WJI team.

## Participants Leverage Lived Experiences in Healthcare Apprenticeships

WJI’s goal is to ensure that all Washingtonians have pathways to good jobs and economic mobility. This can be especially challenging for participants who have experienced disconnections due to life events.

This quarter, we heard from Jamar Glenn, a participant in the TRIAGE sectoral partnership. Jamar spoke on how his own lived experience has impacted his ability to deliver care as a Substance Use Disorder Professional (SUDP) Apprentice.



“After battling addiction and spending over 23 years, in total, incarcerated... I realized how powerful support, understanding, and second chances can be. Becoming an SUDP allows me to give back by helping others who are facing similar challenges, especially those transitioning home from incarceration or struggling with substance use... The apprenticeship program has supported me by giving me the opportunity to gain hands-on experience, learn from professionals in the field, and build the skills I need to be successful.”

*Photo of Jamar Glenn, a WJI SUDP apprentice*

You can hear Jamar talk more about his experiences in a [short video interview](#).

## Sectors Focus on Employer Engagement During Economic Uncertainty

In Q4 2025, sectors continued to face an unsteady economy and job market. Sectors increased their employer engagement efforts, developing and expanding partnerships.

Note: All WJI sectoral partnerships engaged in contract updates during Q4 as part of the no-cost extension. Modified targets have been updated below. The sum of these targets exceeds the cumulative grant targets as some sectors took on larger individual targets.

### Advanced Manufacturing and Aerospace

The Advanced Manufacturing and Aerospace sector has completed its enrollment and completion goals; however, placements lag behind due to economic uncertainty and hiring slowdowns.

Table 2. Advanced Manufacturing and Aerospace Outcomes as of December 2025.

	Targets	Outcomes	% Complete
Enrollments	940	949	101%
Completions	736	736	100%
Placements	453	316	70%

**Highlights:** The Advanced Manufacturing and Aerospace sector is focusing on participant support during the last mile between training and placement. This includes matching, coordinated referrals, and close follow-up with candidates and hiring managers.

**Challenges and Strategic Shifts:** Rising raw material and input costs, as well as trade policy uncertainty, have continued to impact hiring. Sectoral partnerships are working with employers to find the best ways to meet their hiring needs and place participants during this challenging time.

## Clean Technology and Energy

The Clean Technology and Energy sectoral partnership is an innovative program that is quickly ramping up its pilot model to include more employers and participants each quarter.

**Table 3. Clean Technology and Energy Outcomes as of December 2025.**

	Targets	Outcomes	% Complete
Enrollments	116	68	59%
Completions	98	55	56%
Placements	80	39	49%

**Highlights:** The Clean Technology and Energy sector focused heavily on employer engagement and outreach in Q4. In December, the King County JumpStart sectoral partnership hosted a contractor reception. They also developed new partnerships and programs with employers. These include an MOU with the King County Parks Division to hire trainees for seasonal maintenance roles and a four-hour brazing class provided by Daikin Thermal Supply to help participants prepare for HVAC certification.

**Challenges and Strategic Shifts:** The King County JumpStart sectoral partnership has experienced some transition in Q4 due to the restructuring of the King County Executive Office. This has led to some staff and structural changes as the program was rehoused in a different department. Additionally, the program has switched to a new work-based learning administrator, Evergreen Goodwill. The switch will enable them to serve participants more flexibly and expand the demographics they serve.

## Construction

The Construction workforce pipeline is strong. Both construction sectoral partnerships are adding placement targets in the no-cost extension process. As they move forward, they are working to sustain their programs through partnerships with employers, trainers, and the community.

**Table 4. Construction Outcomes as of December 2025.**

	Targets	Outcomes	% Complete
Enrollments	1,355	1,214	90%
Completions	298	242	81%
Placements	1,235	994	80%

**Highlights:** The Construction sectoral partnerships are heavily focused on employer and partner engagement. The Construct a Career sectoral partnership onboarded another 12 joint apprenticeship training committees in the no-cost extension. Pierce Spokane Construction WORKS added more monthly Construction Sector Roundtable meetings to meet demand from employers, training providers, and public partners. They continue to transition from a grant-led convening to a durable partner-led hub for ongoing industry-driven workforce solutions.

**Challenges and Strategic Shifts:** An ongoing challenge for the Construction sector is how to get more women into the trades. The Construct a Career sectoral partnership has continued to expand its outreach efforts. This includes developing the I Am Construction campaign to highlight women in apprenticeship pathways. They are also supporting industry discussions on how to tackle other issues facing participants in the trades, such as mental health, suicide prevention, and addiction.

## Healthcare

The Healthcare sector is growing its workforce pipeline by increasing outreach to underserved participants and working with employers to create more job opportunities.

**Table 5. Healthcare Outcomes as of December 2025.**

	Targets	Outcomes	% Complete
Enrollments	1,557	921	59%
Completions	975	624	64%
Placements	745	576	77%

**Highlights:** The TRIAGE sectoral partnership worked with community organizations to offer informational and professional development workshops to help new participants continue their healthcare career journeys. They covered topics such as Online Safety to Patient Portals, Intro to EVS & Nutrition Healthcare Jobs, Resume & Job Preparation, and more.

**Challenges and Strategic Shifts:** Layoffs, Medicaid cuts, and economic uncertainty continue to challenge employers' support for apprentices. The Healthcare sectoral partnerships are working with employers to find solutions to their training and hiring needs and be responsive to the market. The Healthcare Talent Development Pipeline recently developed and ran a new English-Language Learner Phlebotomy program in partnership with Providence Healthcare. They also worked with Providence to restructure their Medical Assistant program, reducing the completion time from 12 months to 6 months.

## Information Technology and Cybersecurity

The Information Technology and Cybersecurity sector is heavily impacted by layoffs and reduced hiring due to AI shifts in the workforce. But it is responding by creating opportunities for participants to connect with employers.

Table 6. Information Technology and Cybersecurity Outcomes as of December 2025.

	Targets	Outcomes	% Complete
Enrollments	2,068	1,667	81%
Completions	1,550	1,266	82%
Placements	1,000	441	44%

**Highlights:** The Washington Tech Workforce Coalition sectoral partnership has focused on building connections between participants and employers, such as Bank of America, Sabey Data Centers, and Expedia. They have also built a LinkedIn group to create networking opportunities for participants, training providers, and employers.

**Challenges and Strategic Shifts:** The slow hiring market has impacted the timeline for participants to be placed in jobs, shifting the hiring window from 6 months to nearly 12 months. During this time, it is challenging for training providers to stay connected with participants. Washington Tech Workforce Coalition is using AI to help them reconnect with former graduates who have found employment, ensuring their outcomes are represented in the data.

## About the Washington Student Achievement Council

The Washington Student Achievement Council is committed to increasing educational opportunities and attainment in Washington. The Council has three main functions:

- Lead statewide strategic planning to increase educational attainment.
- Administer programs that help people access and pay for college.
- Advocate for the economic, social, and civic benefits of higher education.

The Council has ten members. Four members represent each of Washington's major education sectors: four-year public baccalaureates, four-year private colleges, public community and technical colleges, and K-12 public schools. Six are citizen members, including two current students (one graduate student and one undergraduate student).

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