

DRAFT MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) executed this ___ day of ___ 2016, between Port Jobs (PJ), South Seattle College (SSC), Community Center for Education Results (CCER) , Educurious, Puget Sound Educational Service District (ESD), Highline Public Schools (HPS), Office of Superintendent of Public Instruction (OSPI), King County Employment and Education Resources (KCEER), Workforce Development Council of Seattle-King County (WDC), Pacific Associates (PA), Seattle Education Access (SEA), United Way of King County (UWKC), State Board of Community and Technical Colleges (SBCTC), YouthCare, Pioneer Human Services (PHS) Seattle Goodwill (SG) and SkillUp Washington, a workforce collaborative at the Seattle Foundation (Skillup).

I. Purpose

WHEREAS, PJ, SSC, CCER, Educurious, ESD, HPS, OSPI, KCEER, WDC, PA, SEA, UWKC, SBCTC, YouthCare, PHS, SG and SkillUp are committed to working together to build supported on-ramps for young adults, ages 18-29, focusing on those who do not have secondary credentials, to demand-driven employment and training opportunities.

WHEREAS, PJ, SSC, CCER, Educurious, ESD, HPS, OSPI, KCEER, WDC, PA, SEA, UWKC, SBCTC, YouthCare, PHS, SG and SkillUp are committed to working together to build upon the system-building efforts begun under CCER’s Opportunity Youth Advisory Group to expand the number of dropout re-engagement options for young adults without a secondary credential, focusing specifically on those young adults who are currently working or need employment while pursuing their educational goals.

WHEREAS, PJ, SSC, CCER, Educurious, ESD, HPS, OSPI, KCEER, WDC, PA, SEA, UWKC, SBCTC, YouthCare, PHS, SG and SkillUp embrace this unique opportunity to work on a multi-year initiative and devise and pilot on-ramp strategies that connect youth and young adult systems and funding streams.

WHEREAS, PJ, SSC, CCER, Educurious, ESD, HPS, OSPI, KCEER, WDC, PA, SEA, UWKC, SBCTC, YouthCare, PHS, SG and SkillUp agree to ensure that the cornerstones of an effective career path for young adults include: (1) a focus on youth strengths; (2) the development of a student-driven education and career plan; (3) a navigator who fosters the young adult’s education and vocational goals; (4) access and connection to education, employment and community supports dedicated to supporting young adult self-efficacy contributing to the end-goal of a living-wage job and career; and (5) shared referral, assessment, training, persistence, job search, post-employment, employer engagement, data and communication strategies.

WHEREAS, PJ, SSC, CCER, Educurious, ESD, HPS, OSPI, KCEER, WDC, PA, SEA, UWKC, SBCTC, YouthCare, PHS, SG and SkillUp agree to participate in a learning community dedicated to improving collaboration to resolve common areas of interest regarding: (1) Resources needed in high performing, supported on-ramp strategies connecting young adults to demand-driven employment and training; (2) Effective coordination of community resources to ensure that young adults enrolled in supported on-ramps have access to these resources; (3) Identification of gaps in resources and ways to effectively fill these gaps; (4) More effective engagement, growth and sustainability of relationships with employers; (4) Systemic gathering and use of feedback data from key stakeholders (employer, young adult, navigator, instructor, etc.) to increase timely improvements regarding on-ramp strategies; (5) Results, outcomes and insights of the Generation Work pilot initiatives to inform future work to plan, scale up and launch other regional on-ramp pilots.

II. Agency Commitments

A. Generation Work Pilot Strategy Roles

The following sections outline two pilot strategies to connect young adults to demand-driven training and job opportunities. Core partners are identified and will expand as necessary over the course of the initiative.

The partners below agree to work together to pilot supported on-ramp strategies to (1) pre-apprenticeship and apprenticeship-like opportunities in advanced manufacturing, aviation, construction and maritime supported under SSC’s American Apprenticeship Initiative (AAI) grant and (2) transportation distribution logistics (TDL) opportunities supported by PJ:

On-Ramp to Pre-Apprenticeship and Apprenticeship-Like Opportunities	
Role	Core Partner(s)
Pilot Lead	SSC
Recruitment	SSC; KCEER; SEA;
Assessment	SSC; SEA;
Training	SSC;
Navigation Support	SSC; KCEER; SEA;
Job Search	SSC; WDC
Post-Employment	SSC;
Employer Engagement	SSC; Educurious; PA;
Project Management, Fund Development, Documentation and Convening	SkillUp

On-Ramp to TDL Opportunities	
Role	Core Partner(s)
Pilot Lead	PJ
Recruitment	PJ; KCEER; SEA;
Assessment	PJ; SEA;
Training	PJ; HPS;
Navigation Support	PJ; KCEER; SEA
Job Search	PJ;
Post-Employment	PJ;
Employer Engagement	PJ; Educurious; PA;
Project Management, Fund Development, Documentation and Convening	SkillUp

C. Data Collection and Sharing

SkillUp will work with the two pilot leads (SSC and PJ) to identify aggregate data being collected under the pilot strategies such as:

- Young adult participant demographics;
- Referrals from partner agencies to Generation Work training programs;
- Training enrollment and completion data;
- Job placement data (job title, wage);
- Post-employment data; and
- Employer and young adult satisfaction data.

These efforts will be a first step to track the career and education trajectories of Generation Work young adult participants and employer partners. SkillUp will work with other partners who also aggregate data such as the WDC, PSESD and/or CCER to build out the data collection and sharing capacity of the partnership.

D. All Partners

All partners agree to participate in quarterly learning community meetings, and to participate in ongoing efforts to improve and grow on-ramps to industry partnerships for young adults. These learning community meetings will be aligned with and, as appropriate, connected to quarterly Opportunity Youth Advisory Group and/or King County Re-Engagement Network meetings convened by CCER, and/or quarterly Youth Workforce Development meetings convened by the WDC.

All partners also agree to:

- Share results of young adult career interest assessment and planning tools when referring young adults to partner agencies;
- Jointly develop and implement young adult and employer satisfaction tools;
- Share results of the satisfaction tools to inform program improvement; and
- Jointly identify, recognize and celebrate employer champions and promising on-ramp strategies which support the career and educational goals of young adults 18-29 participating in Generation Work partner programs.

E. Generation Work Partner Results

The Partner's work will result in:

- A learning community comprised of cross system partners who are dedicated to planning, piloting and implementing exemplary on ramp initiatives, and using what they learn to streamline, coordinate and align their resources to increase the number of supported on-ramps for young adults over time;
- Over-time increases in the number of employers who support the training and career progression efforts of young adults; and

- Over-time increases in the number/percent of young adults 18-29 who find and persist in employment.

III. Indemnification

Each party to this agreement (SkillUp and each of the Generation Work partners) agrees that, to the fullest extent permitted by law, it will hold harmless, defend and indemnify each other party and each other party's agents, employees, and board members from any liability, costs or expense, including without limitation penalties, losses, damages, attorneys' fees, taxes, expenses of litigation, judgments, liens, and encumbrances, to the extent arising out of or resulting from any act or omission by the indemnifying party. The terms of this section shall survive the termination of this Agreement.

IV. Effective Dates

This MOU shall be effective from the date hereof until _____. At the end of the term of this MOU, it can be extended based on mutual written agreement.

V. Termination

SkillUp and any of the Generation Work partners may terminate their participation in this agreement with 30 days written notice to all parties to this agreement, at any time, for any reason.

This MOU represents the entire agreement between the parties.

IN WITNESS WHEREOF, the parties have caused this MOU to be executed as of the day and year listed above.

By: _____ Date: _____
Port Jobs

By: _____ Date: _____
South Seattle College Georgetown campus

By: _____ Date: _____
Community Center for Education Results

By: _____ Date: _____
Educurious

By: _____ Date: _____
Puget Sound Educational Service District

By: _____ Date: _____
Highline Public Schools

By: _____ Date: _____
Office of Superintendent of Public Instruction

By: _____ Date: _____
King County Employment and Education Resources

By: _____ Date: _____
Workforce Development Council of Seattle-King County

By: _____ Date: _____
Pacific Associates

By: _____ Date: _____
Seattle Education Access

By: _____ Date: _____
United Way of King County

By: _____ Date: _____
WA State Board of Community and Technical Colleges

By: _____ Date: _____
YouthCare

By: _____ Date: _____
Pioneer Human Services

By: _____ Date: _____
Seattle Goodwill

By: _____ Date: _____
SkillUp Washington

