

Generation Work Youth Manufacturing Updates:

In February and March, SkillUp convened Generation Work partners to discuss emerging partnership opportunities related to manufacturing career pathways associated with South Seattle College's Georgetown campus. Partners included: SSC Georgetown; Aerospace Joint Apprenticeship Committee; Pioneer Human Services; Seattle Education Access; King County Employment and Education Resources.

Existing and New Manufacturing Pathways

There are multiple manufacturing and aerospace pathways connected with South Seattle College's Georgetown campus. Existing programs mostly include short-term (10-12 week) trainings including industry-recognized certifications for entry-level manufacturing/warehouse/trades jobs (e.g. OSHA 30, Flagging, Forklift, etc.). The two existing programs are:

- **Manufacturing Academy:** 12-week AJAC pre-apprenticeship offered at SSC Georgetown campus. King County's B2P was a shortened version of MA (5-week training plus internship). PHS & AJAC are currently partnering to refer youth out of Green Hill detention center in Tacoma for MA at Georgetown (currently funded to do this through June). Next-step options include entry-level employment and advanced training, primarily:
 - *CNC Machining:* 2-3 quarter program with 2-year degree option. Offered in partnership between SSC Georgetown and Shoreline CC.
 - *Welding:* 6-month welding intensive at Vigor Shipyard. 1-2-year option available at SSC main campus.
 - *Composites:* 2-quarter certificate program at SSC main campus. 2-year degree option available.
 - *Aviation Maintenance Technology:* 2-year certification & degree program at SSC main campus.
 - *AJAC apprenticeships:* multiple 2-4 year apprenticeship programs; currently only available for incumbent workers. MA graduate would need to be hired by training agent and then be nominated by that agent after period of employment (varies by employer).
- **MechaReady:** 12-week mechatronics "boot camp" at SSC Georgetown campus for next-step 1-2 year AAAS degrees at North, Renton, Shoreline, and Everett. 2-year pathway will include internship opportunities. Seattle Education Access will also begin enrolling interested MechaReady students beginning in June.

SkillUp is supporting a Transition Specialist at the Georgetown campus through its Manufacturing Advancement Pathways Project funding from Boeing to provide additional math support and career coaching for manufacturing students enrolled in SSC Georgetown programs with low basic math skills (CASAS scores of 230 and below). Many young adults 18-29 are currently working with her. The Transition Specialist is working closely with the Mecha WA navigator at North Seattle College to strengthen next-step transitions for MechaReady completers.

It should also be noted that YouthCare is expanding its YouthBuild program at the Georgetown campus from 30 to 45 youth enrolled per year (and eventually to 60 youth per year). YouthBuild has been primarily focused on construction/trades-related pathways, but is interested in expanding next-step options to include manufacturing/aerospace pathways, aviation pathways at SeaTac Airport, IT-related pathways, and potentially a retail/post-secondary option.

Two emerging manufacturing AJAC apprenticeship pathways under development are:

- **Youth Apprenticeship (Production Technician):** 12-month apprenticeship for high school youth. Currently offered in Pierce County in partnership with Bates. Planning to expand to Snohomish County and Yakima, and eventually King County in partnership with SSC Georgetown (timeline TBD).
- **Industrial Manufacturing Technician:** 18-month apprenticeship for wide range of assembly/production-related occupations. Graduates of MA would be prepared for the IMT, which would serve as a springboard to existing, longer-term AJAC apprenticeships. Scheduled to launch in Fall (locations TBD, but will likely include SSC GT).

Partner Lessons Learned

- **Juvenile Rehabilitation:** There continues to be a strong interest/need to refer JR-involved youth to entry-level manufacturing programs. PHS/AJAC partnership continues to connect JR-involved youth to SSC Georgetown pathways. PHS funding (through June) supports housing, tuition and limited case management. Both AJAC and PHS noted that, if funding for this pathway continues past June, strategies to enhance case management, support services and next-step transitions would be beneficial for enrolled students.
- **Rolling Enrollment:** One of the PHS/AJAC innovations from the most recent cohort is to structure Manufacturing Academy in 4-week modules in order to support ongoing, smaller cohorts of young adults. Currently young adults are enrolled in mixed cohorts with older adults. Ideally, they would like to support entire young adult cohorts; this could be an opportunity for additional partnership with King County and others.
- **Manufacturing Industry Exposure:** All partners acknowledged the need to support more “light-touch” industry exposure so that young adults are better equipped to make a decision if this is the right career choice before committing to various training programs, internships, and/or jobs. Discussions focused on both existing and emerging opportunities to do this:
 - *Existing:* Daylong industry exposure events like the King County Construction Career Day and the National Manufacturing Day are designed to expose high school-aged youth to manufacturing careers, and include tours of employers and college campuses. This could be expanded to include Opportunity Youth involved in regional high school completion programs.
 - *Emerging:* AJAC is considering a two-day “Manufacturing Essentials” program that would provide an overview of the industry and timed to include current job openings and enrollment opportunities in short- and longer-term trainings. In addition to an industry overview it would include drug testing, financial readiness, conflict resolution, and pointers for getting/keeping a job. SSC Georgetown would be an ideal location to pilot this idea.
- **Employer Engagement:** More intentional employer engagement is needed to find employers willing to sponsor high school youth and/or Opportunity Youth, especially as new apprenticeship pathways are developed (e.g. Production Technician and Industrial Manufacturing Technician). More collaborative efforts to communicate with employers between AJAC, colleges, school districts, WDCs and others are needed to determine the right “fit” for both youth and employers for these opportunities. Strategies such as paid internships might be good ways to incent employers to participate, but it is important to note that until a young person actually gets a job, any training-related program would be considered pre-apprenticeship.

Next Steps

- Seattle Education Access will begin serving young adults enrolled in MechaReady in June but is planning to use its time on campus (likely 2 days a week) to understand the other Georgetown manufacturing programs/pathways described above. Depending on capacity, SEA may also look to enroll some YouthBuild graduates interested in next-step education.
- SSC will share flyers for Manufacturing Academy and MechaReady with YouthBuild staff; young adults who do not make it through YouthBuild’s “Mental Toughness” week might be good referrals for Manufacturing Academy, which starts two weeks later.
- SkillUp will reach out to King County ReOpp staff to discuss options for recruitment support for existing Georgetown programs targeting young adults (e.g. MechaReady) and how recruitment support for Manufacturing Academy might make sense.
- SkillUp will also reach out to Re-Engagement Network partners (King County & CCER) to discuss interest in supporting planning related to Opportunity Youth participation in upcoming industry exposure events (e.g. National Manufacturing Day).