WASHINGTON STUDENT ACHIEVEMENT COUNCIL
EDUCATION · OPPORTUNITY · RESULTS

Washington Jobs Initiative

Workforce Board – October 28, 2026

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Agenda

- WJI Program Overview
- Sector Spotlights
- Outcomes
- Learnings

WASHINGTON STUDENT ACHIEVEMENT COUNCIL

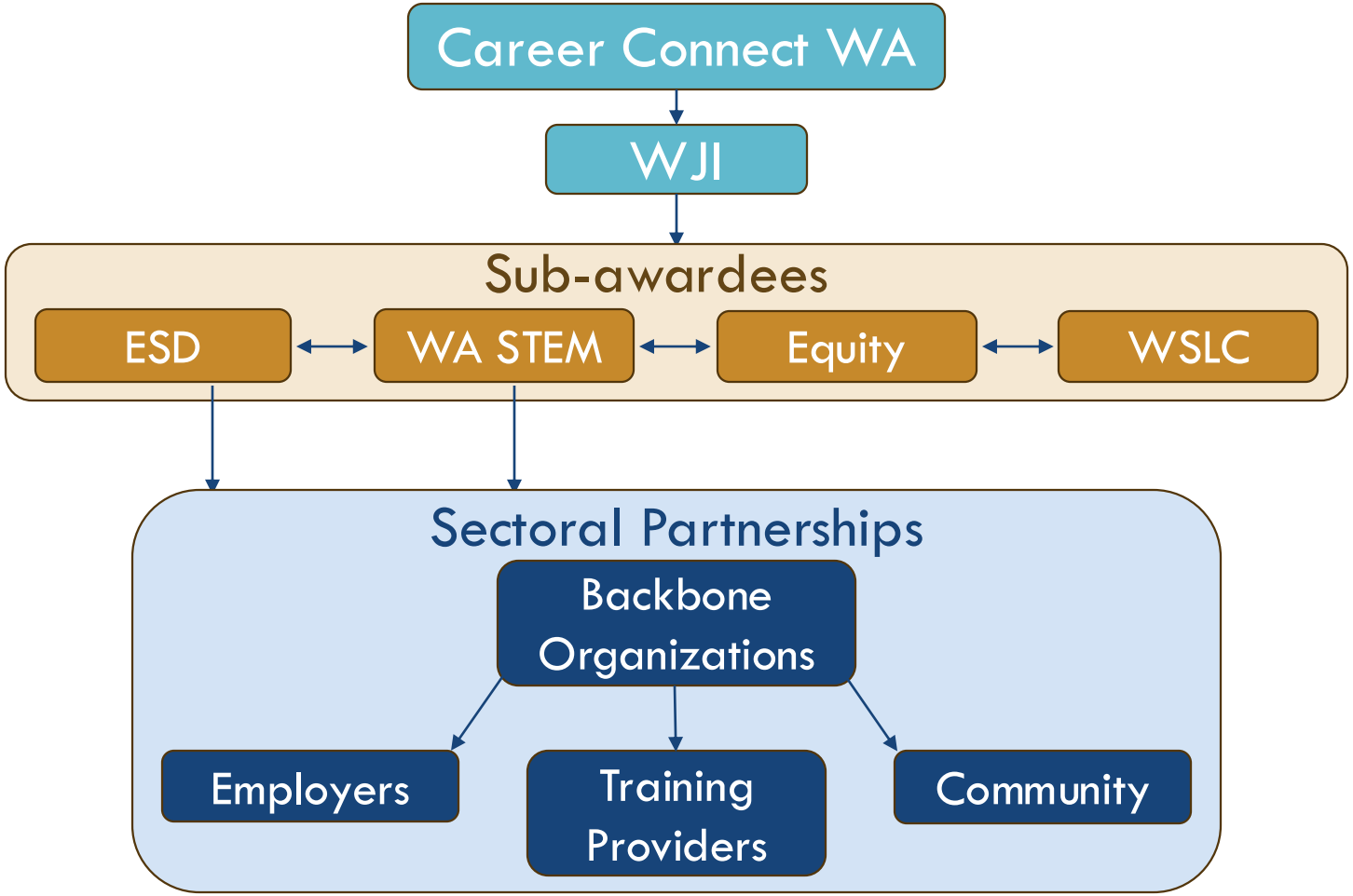
Washington Jobs Initiative

WJI Program Overview

WJI Program Overview

- $23.5M Federal Grant via EDA (Economic Development Administration)
  - GJC = Good Jobs Challenge (federal-level name)
  - WJI = Washington Jobs Initiative (state-level name)
- Goal: **Train 5,000** Washingtonians and **place 3,150 in "good jobs."**
  - "Good Job" = exceeds local prevailing wage and has benefits/is a union job.
- WJI application led by Career Connect Washington.
- Grant period: September 2022 – September 2026

WJI Organization Relationships



Sectoral Partnerships

Sector	Sectoral Partnerships	Backbone Organizations
Advanced Manufacturing & Aerospace	Aerospace and Manufacturing Sector Partnership	Machinists Institute
	Manufacturing WORKS	WorkForce Central & AJAC
Clean Tech & Energy	JumpStart	King County
Construction	Construct a Career	WA State Building and Construction Trades Council
	Pierce Spokane Construction WORKS	WorkForce Central
Healthcare	Healthcare Talent Development Pipeline	Spokane Workforce Development Council
	TRIAGE	Healthcare Training Fund
IT & Cybersecurity	WA Technology Workforce Coalition	Computing for All

Training Provider Examples

WJI Sectoral Partnerships work with a variety of training providers, such as:

Community and Technical Colleges

- Bellevue College, Clover Park Technical College, Everett Community College, etc.

Public and private baccalaureate institutions

- Eastern Washington University, Seattle University, University of Washington, etc.

Community Based Organizations and Workforce Development Councils

- Seattle Jobs Initiative, SkillSource, Urban League, WorkForce Central, etc.

Employers

- Eastern State Hospital, Providence Health, etc.

Others (JATCs, Bootcamps, etc.)

- Pierce County Roofers Apprenticeship Committee, Per Scholas, Year Up, etc.

Sector Spotlights

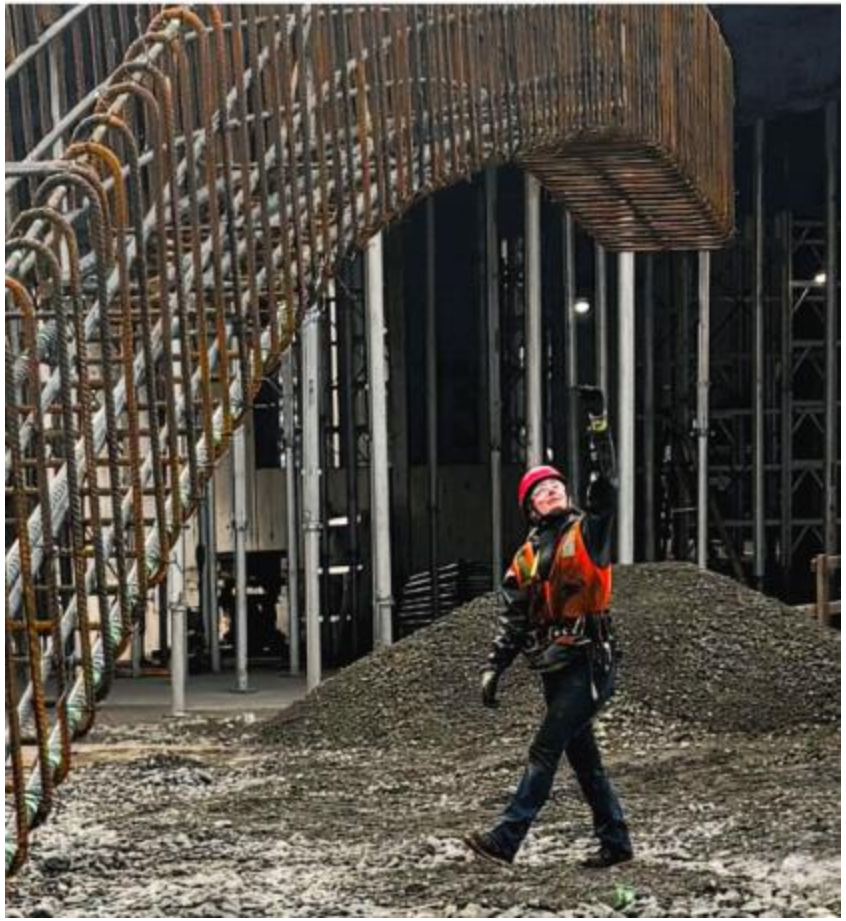
Construct a Career Initiative (Construction)

- **Training model and partners**
  - Partnership with 29 Joint Apprenticeship and Training Committees (JATCs), representing approximately 2,300 building and construction employers.
  - Regional navigators recruit participants and provide intensive case management.
- **Participant support model**
  - Navigators identify barriers and connect apprentices to wraparound supports.
  - Individualized persistence support helps participants waiting for placement.
- **Retention Outcomes**
  - 92% Retention for navigation & wraparounds (83% navigation only)
  - 64% Retention baseline in WA state

Participant Success Story – Alexandra Murray

"Just knowing someone had my back meant so much... Because of Construct a Career, I've been able to focus on my apprenticeship, keep providing for my son, and keep moving forward toward a career I'm proud of."

- **Alexandra Murray**, a participant in a Construct a Career Ironworkers Apprenticeship



JumpStart (Clean Technology & Energy)

- **Training model and partners**
  - Community-based training programs feed graduates into work-based learning (WBL).
  - Participants complete 240 hours of paid work-based learning with contractors.
  - Contractors make a good-faith effort to hire participants after WBL.
  - JumpStart provides support with placement and Registered Apprenticeship applications.
- **Participant support model**
  - Subsidized WBL full-time wages averaging $25/hour.
  - Braided funding through Economic Security for All (EcSA).
  - Case management plus wraparound supports and referrals.
  - Hiring events and registered apprenticeship application clinics.
- **Regional Expansion**
  - Replicable model with multi-region coordination that is expanding across WA.

Employer Success Story – Mike O'Brien

"It's difficult, frankly, to find people that have just enough skills to come in and are ready to learn. Having a partner like King County and the JumpStart program where they are recruiting people to their program, they're vetting them... It's been a dream for us."

- **Mike O'Brien**, Co-Owner, EcoSpark Heat Pumps – a JumpStart Employer

Healthcare Talent Development Pipeline (Healthcare)

- **Training model and partners**
  - Partnerships to offer training through community colleges and training academies.
  - Partnerships with Spokane-area employers to design pathways into high-demand roles.
  - Two-way referral process with employers.
- **Participant support model**
  - Career navigators identify wraparound needs and support job applications.
  - Extended case management for students waiting for state certification.
  - Focused support for immigrant and refugee participants facing language, credential-recognition, and support-service barriers.
- **New programs developed in partnership with employers**
  - Providence Certified Nursing Assistant (CNA) program integrating English as a Second Language (ESL) instructors alongside course instructors.

Employer Success Story – Emily Fleury

"At Providence, we really wanted to do a CNA program for English learners... I think that we're going to get lifelong loyal employees, which is huge."

- **Emily Fleury,** Director of Community Wellness and Health Training at Providence Hospital

See video showcase at

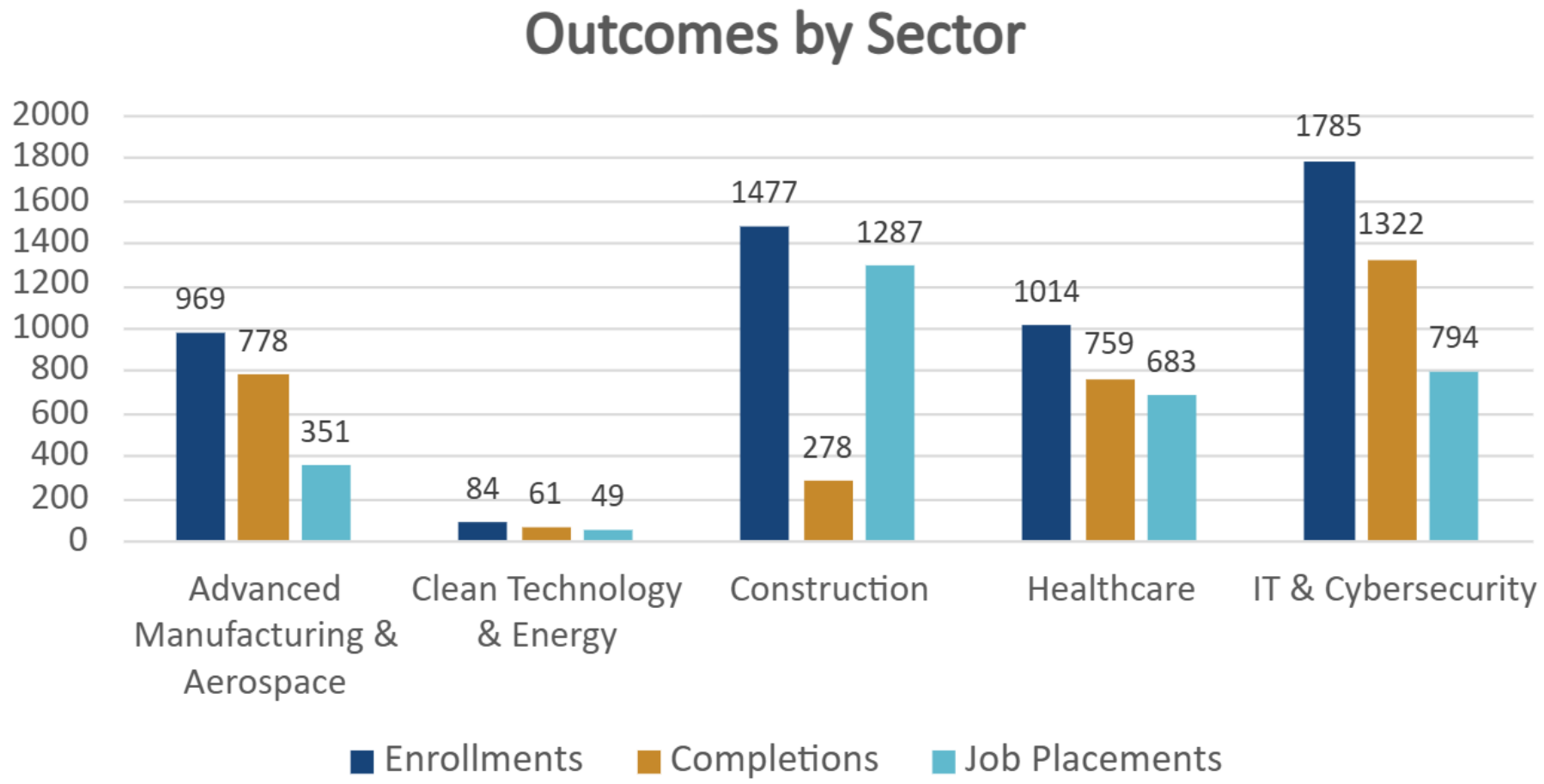
https://vimeo.com/showcase/11642100

Outcomes

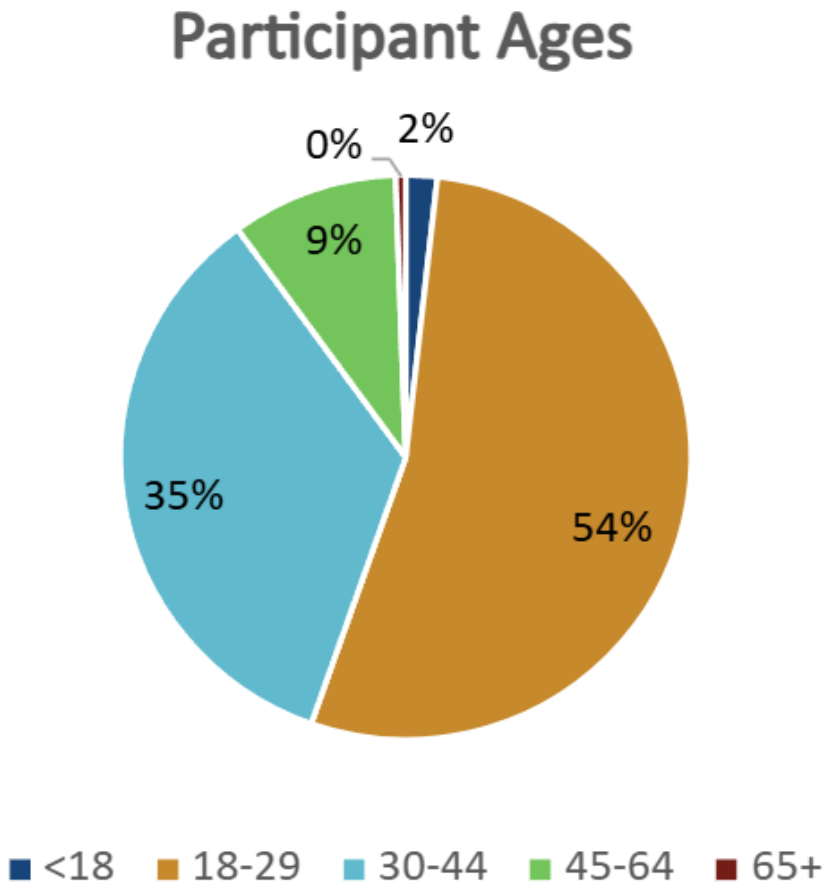
Overall Outcomes as of June 2026

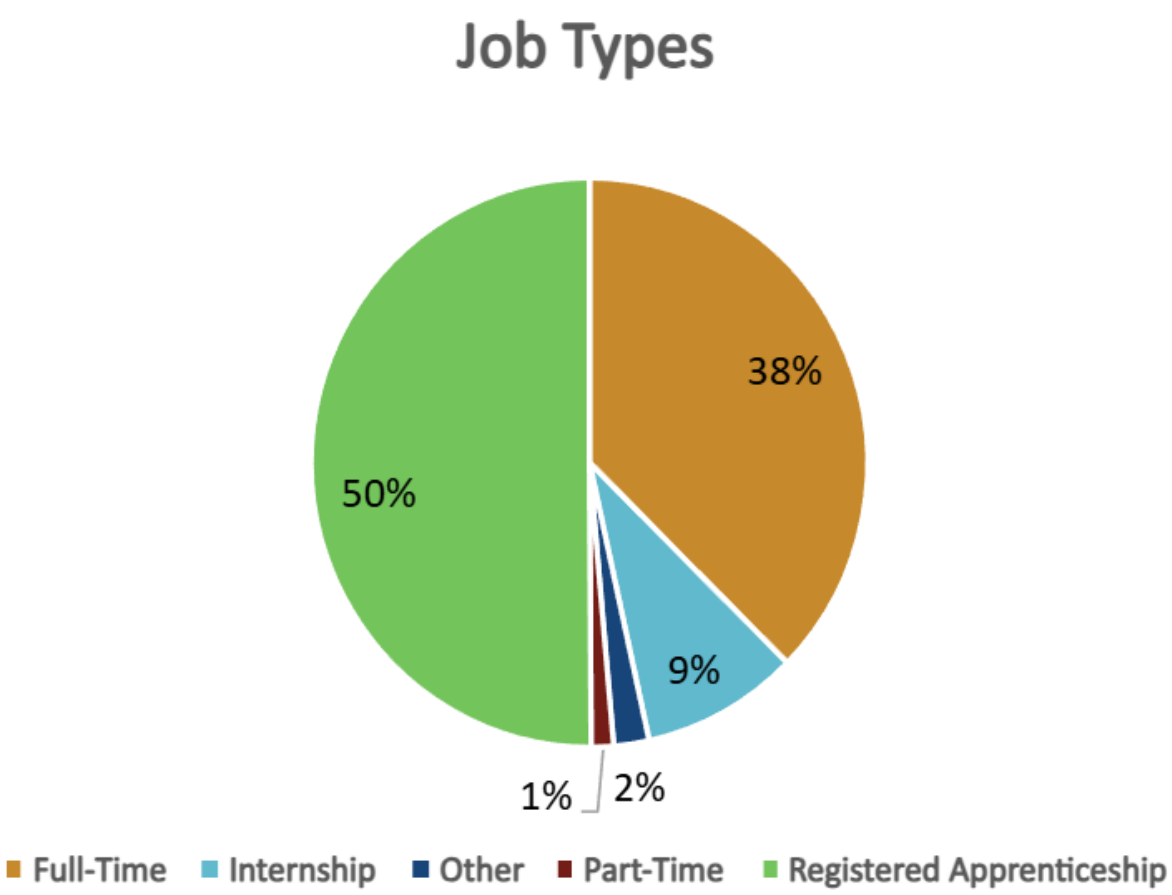
	Targets	Actuals (June 2026)	% Complete
Enrollments	5,000	5,329	**107%**
Completions	3,150	3,198	**102%**
Placements	3,150	3,164	**100%**

Outcomes by Sector as of June 2026



Participant Ages and Job Types as of June 2026





Lasting Impact of WJI

- **Partnerships strengthened**
  Employers, educators, and workforce organizations built lasting relationships
- **Career pathways expanded**
  New training models connected more Washingtonians to good jobs
- **Barriers reduced**
  Wraparound supports helped more participants succeed
- **Regional capacity increased**
  Communities developed stronger workforce systems
- **Models ready to scale**
  Successful approaches can inform future workforce investments

Sectoral Partnership Sustainability Plans

Sectoral Partnership	What WJI Helped Build	Capabilities That Remain	Looking Ahead
Manufacturing & Construction WORKS	Employer roundtables; Employer-supported tool drives	Deeper employer relationships and buy-in	Grow employer ownership of roundtables
Construct a Career	Apprenticeship-navigation model; Coordinated wraparound system	Sector partnerships; Effective model	Pursue braided funding through WIOA, grants, etc.
Healthcare Talent Development Pipeline	ELL CNA Providence Program	Two-way referral pipeline with employers	Continue employer partnerships and training
TRIAGE	New Introduction to Healthcare Apprenticeship Program (IHAP)	Improved data systems & participant tracking	Launch a nursing apprenticeship
JumpStart	Piloted and fully developed program and contractor network	Integration into KC Climate and Workforce Capital Projects	Expanding model to other counties
WA Tech Workforce Coalition	Greater awareness of tech pathways in CTCs	Stronger employer partnerships	Grow LinkedIn group and host more in-person events

Learnings

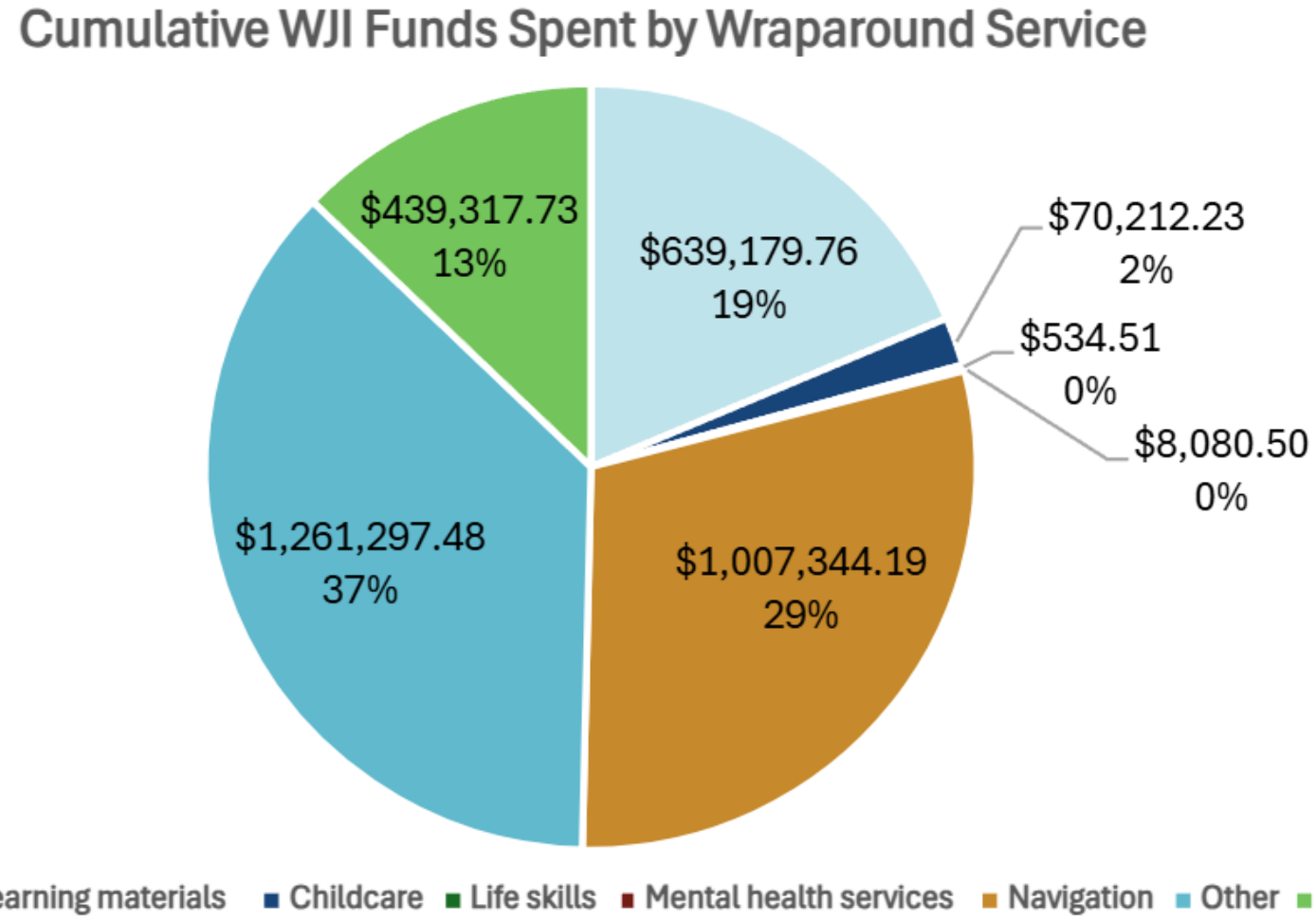
Grant Management Learnings

1. **Start with a strong foundation**
   Early clarity on outcomes, roles, and timelines make implementation smoother
2. **Make data expectations clear from the start**
   Partners need clear data definitions, training, and responsive technical assistance
3. **Invest in collaboration – not just administration**
   Convene partners regularly and build relationships around trust and respect
4. **Build compliance capacity**
   Help partners understand Uniform Guidance and develop local controls and policies
5. **Tell the story as the work happens**
   Communicate progress and ROI regularly; Build a library of data and success stories

Sectoral Partnership Learnings

1. **Build employer relationships before you need them**
   Build trust over time, demonstrate ROI, and be responsive to employer needs
2. **Let backbone organizations do the connecting**
   Build sectoral expertise and develop deep relationships around shared goals
3. **Plan for sustainability from day one**
   Braid funding, involve employers in sustainability, and build models that scale
4. **Design for persistence, not just enrollment**
   Provide 1:1 navigation and address barriers with wraparound supports

WJI Wraparound Funds Spent to date (June 2026)



WJI Sector Funding and Wraparound Spending (June 2026)

Sectoral Partnership	Award	Wraparound Spending	% of Award spent on Wraparounds
Advanced Manufacturing & Aerospace	$3,782,000	$566,194	12%
Clean Technology & Energy	$598,000	$40,017	7%
Construction	$4,930,000	$1,917,462	39%
Healthcare	$4,170,000	$376,499	9%
IT & Cybersecurity	$4,875,000	$525,793	11%

Participant Success Story – Amanda Palmer

"We got financial support, we got a laptop… so that we could do the state exam. The help really gave me a sense of ease so that I could enjoy the classes… We didn't have to worry about a lot of things. All we had to do was execute, and that was it."

- **Amanda Palmer,** a participant in the Healthcare Talent Development Pipeline's Providence Healthcare ELL Certified Nursing Assistant Program

See video showcase at

https://vimeo.com/showcase/11642100

Questions?

- Any questions about WJI?
- Reach out if you have any further questions:
  - Inez Olive (InezO@wsac.wa.gov) - Senior Director
  - Shannon Peterson (ShannonP@wsac.wa.gov) - Grant Manager