Inclusive Sustainability:
Workforce Development Potential in Offshore Wind Energy

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Elodie Marlet, PhD
Eileen Sleesman
Kathleen Carson, PhD
Tiffany Sevilla

Port of Seattle

SJI SEATTLE JOBS INITIATIVE

Who is SJI?

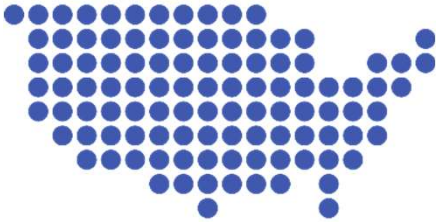
SJI supports people from under-invested communities to build careers.

By creating equitable workforce systems and developing impactful partnerships, we address structural racism.

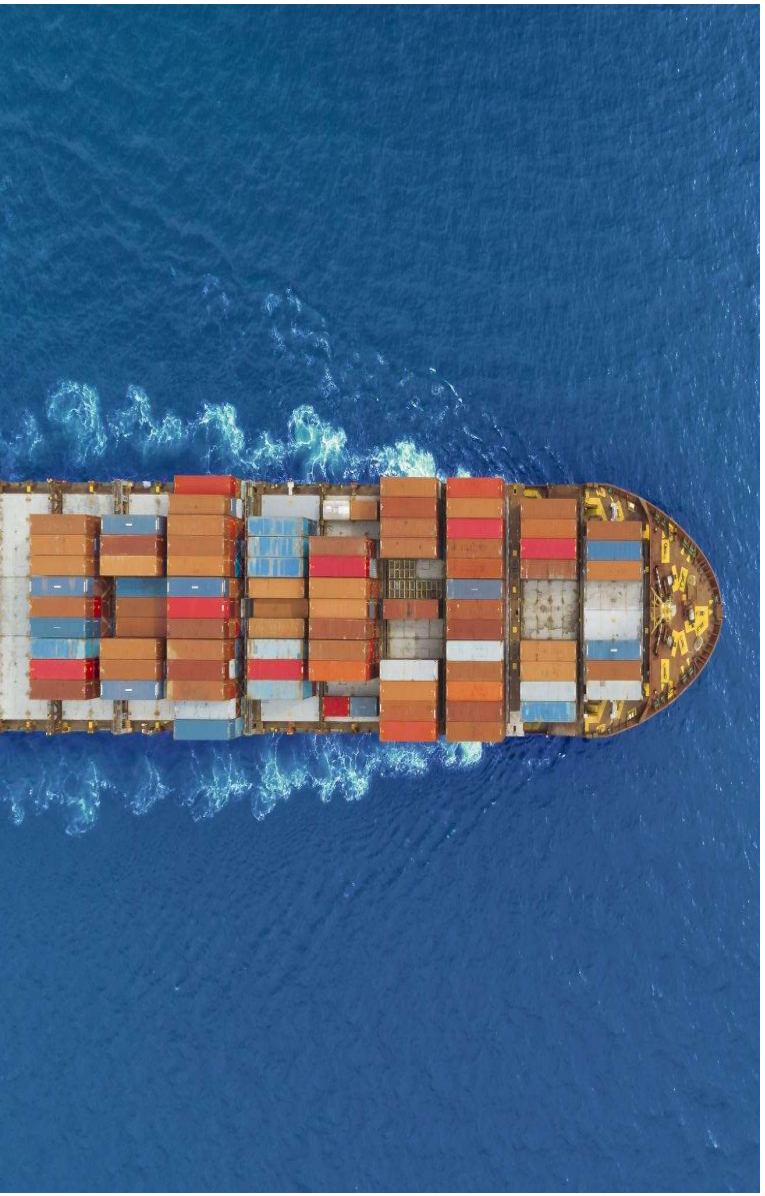
What does SJI do?

Partnerships & Community Pathways

Policy Research & Evaluation

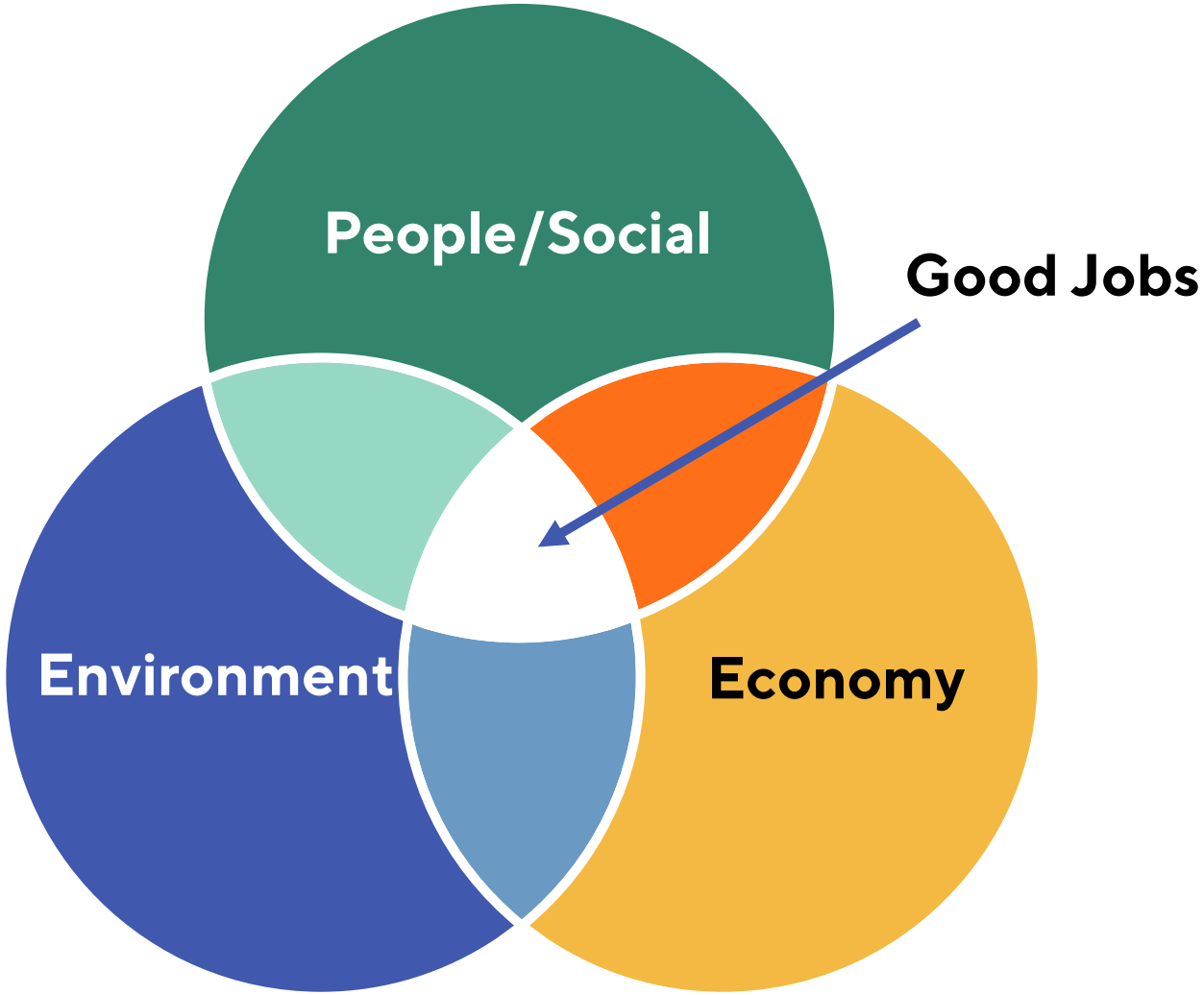


Technical Assistance



Port Of Seattle's Mission

Promote **economic opportunities** and quality of life in the region by advancing trade, travel, commerce, and **job creation** in an **equitable**, accountable, and **environmentally responsible manner**.



The triple bottom line:

How to ensure that those most immediately impacted by environmental degradation have access and opportunity to succeed in OSW's "good jobs"?

What are "good jobs"?

Quality wages

Growth opportunities

Workplace flexibility

Benefits

Safe working conditions

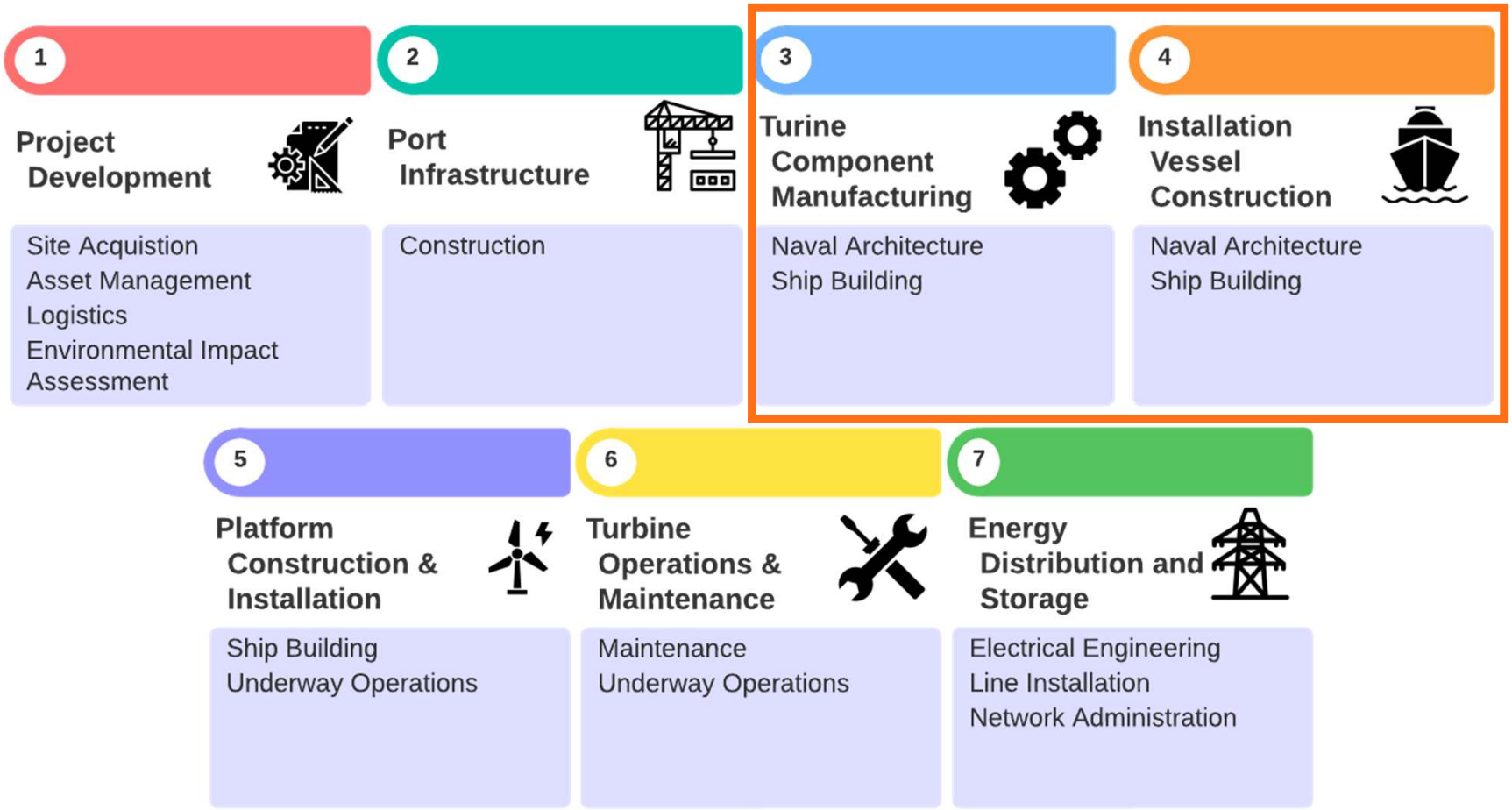
– Urban Institute

Our focus:

Middle-wage

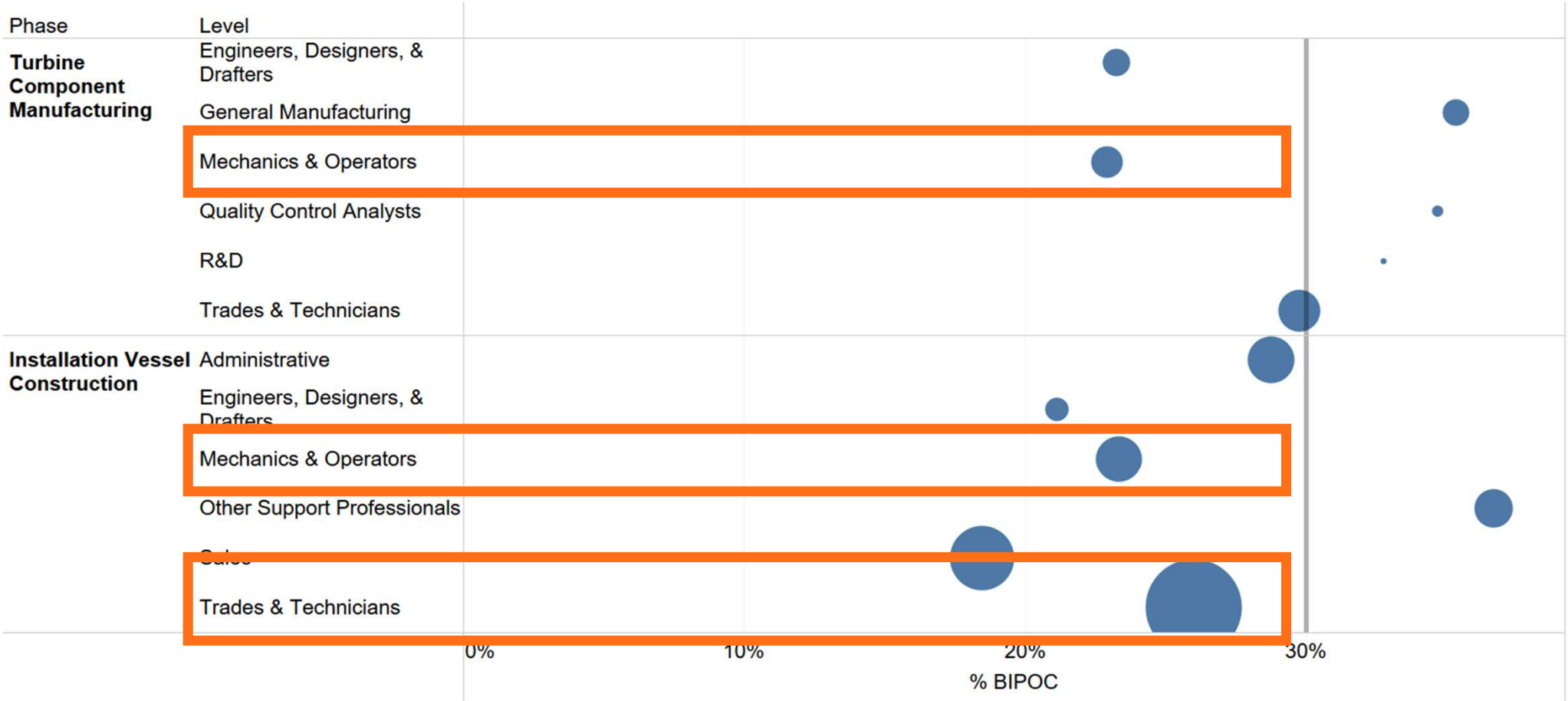
Enter with less than a 4-yr degree

Phases


1
Project Development
Site Acquistion
Asset Management
Logistics
Environmental Impact Assessment
2
Port Infrastructure
Construction
3
Turine Component Manufacturing
Naval Architecture
Ship Building
4
Installation Vessel Construction
Naval Architecture
Ship Building
5
Platform Construction & Installation
Ship Building
Underway Operations
6
Turbine Operations & Maintenance
Maintenance
Underway Operations
7
Energy Distribution and Storage
Electrical Engineering
Line Installation
Network Administration

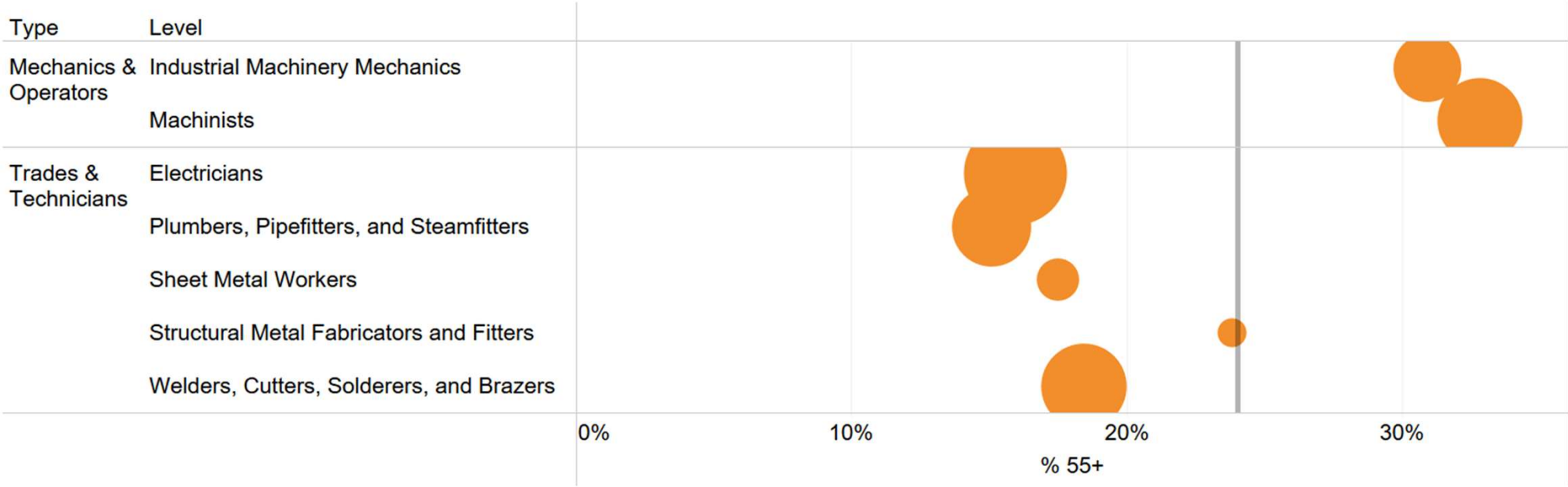
OSW Labor Pool

Worker Race & Ethnicity by Phase & Occupation Type



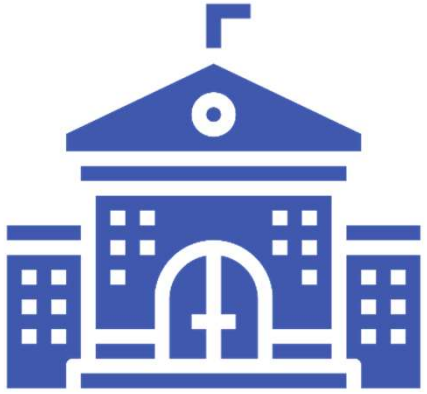
Workers Age 55+

Workers Age 55+ by Selected Occupation



Training Programs

Apprenticeship



Community &
Technical Colleges

Grow Workforce

Historically low unemployment rate

On-Ramps

Communicate The Value Effectively

Two-generation strategy

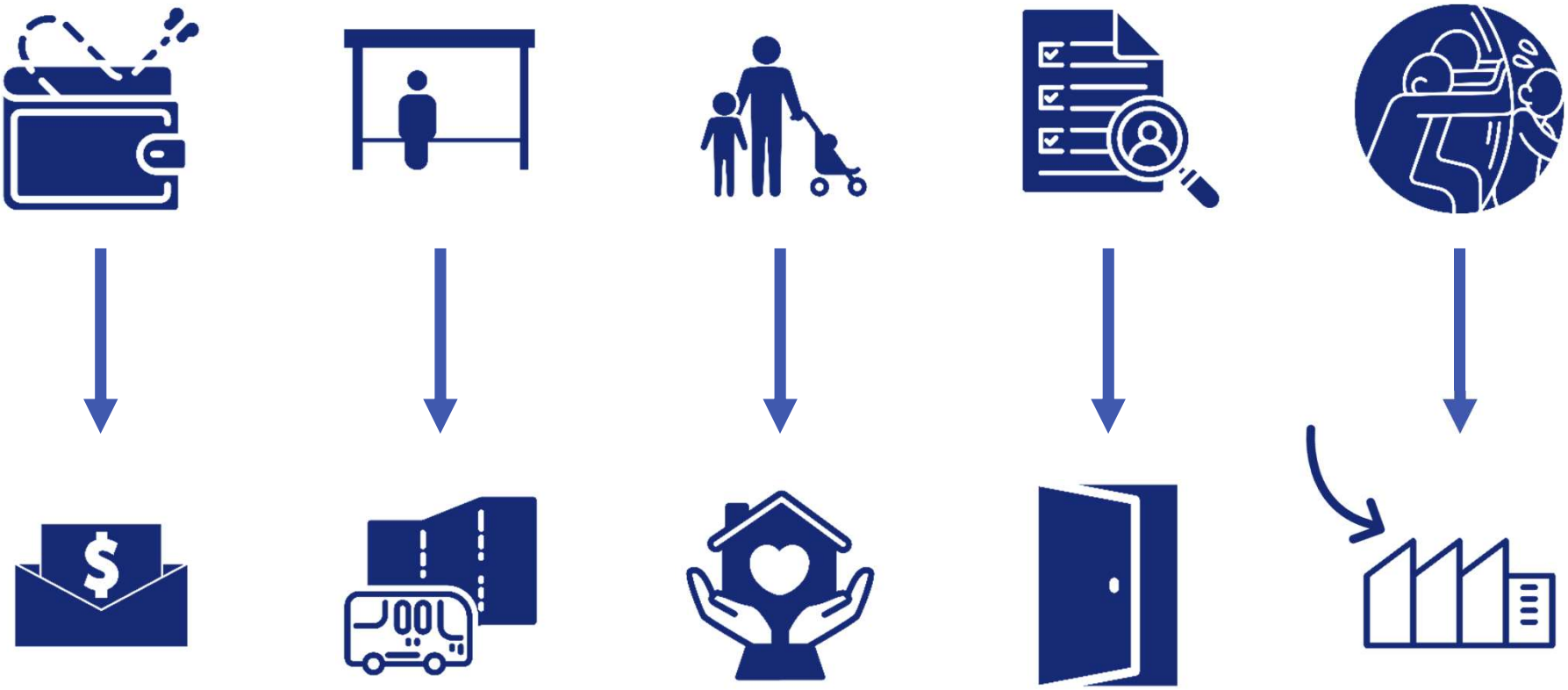
New communication channels to reach priority populations

Training for workforce professionals

Transparent career lattice

CCL Programmatic investments

Addressing Barriers to Success: Wraparound Services



Thank you!

Kathleen Carson, PhD
kcarson@seattlejobsinit.com