



## Region: Capital STEM Alliance

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**Introduction** - The Capital region, as its name suggests, is home to the state Capital, in Olympia, and includes an area of 700+ square miles within its five counties: Grays Harbor, Lewis, Mason, Pacific, and Thurston. Located at the very southern end of Puget Sound in western Washington, it supports most of Washington's state agencies, with a variety of thriving industry, business, education, community, and recreation and tourism programs. Most of the total 540,000 population resides in Thurston County (~295,000 in 2020). Other than urban Olympia and surrounding communities, the Capital region is considered rural, with the majority of larger employers clustered along the I-5 corridor.

Educational Service District 113 provides a variety of support services to the 44 school districts and one Tribal Compact school in the region. Over 74,000 students attend public schools in the five counties. Most of the state's agencies are also located within our boundaries. We boast three Community Technical Colleges, Evergreen State College, and St. Martin's University..

**Priority Sectors & Career Connected Learning Opportunities: A Synopsis** - BIPOC and other students are greatly underrepresented in accessing family-wage career opportunities in high-demand sectors, compared with students who identify as White. Therefore, we focus our efforts on specific priority populations, namely BIPOC, rural, immigrant/migrant, disengaged, neurodivergent, and justice-involved youth:

- Construction & Wood Products - The vast majority (71%) of our region's students who enter a CL apprenticeship do so in the 18+ trades that make up the Construction and Wood Products sector. According to the PacMtn WDA "[Wood Products Fact Sheet](#)" (Thurston Chamber of Commerce, 2024), construction and wood products is the top sector in our region, with five of the largest lumber companies in Washington located within our five counties. Both registered apprenticeships and youth apprenticeships exist within this sector.
- Health Care - Health care and related professions are one of the fastest-growing sectors in our region, especially in rural and remote counties. PacMtn WDC's "[Healthcare Fact Sheet](#)" (2024) shows over 25,373 new jobs projected in healthcare fields in 2025 in our region alone. Based on this data, for the next three years the Capital STEM Alliance plans to focus the bulk of its CL expansion efforts on this sector, particularly in rural and remote communities, and increase the number of CL credentials 10% annually.
- Information Technology (and related occupations) - In the Capital region alone, the tech sector is projected to gain an additional 1,270 new jobs across all other sectors in 2025, for an increase of 10%. Currently, our region shows an average of 313 tech sector-related job

openings and only 90 credentials produced. To meet that need and create a sustainable pipeline in these high-wage occupations, we plan to expand the number of CL credential pathways by up to 25% over the next three years.

- Agriculture and Food Production - Our proximity to the coast and South Puget Sound offers multiple employment opportunities in seafood and crop production and transportation logistics. The [“Food Production Fact Sheet”](#) compiled by PacMtn WDC (2024) indicates that median wages for most food production occupations are considered family-wage, and involve a wide range of jobs involved in food production and processing, packaging, logistics, and retail, to name a few.
- Maritime is a rapidly emerging sector within our region, and we are working closely with the Maritime COE, Sector Leads in Ag, Construction and Manufacturing, school districts, CTCs, and local employers to align regional sector strategies, and to develop customized curriculum that allows students the option of transferring course credits between CTE pathways for skills they acquire in the K-12 setting (such as welding, which currently is only available as part of the Core Plus Construction and Aerospace curriculums, preventing students from transferring course credit towards another CTE pathway like Maritime).
- Clean Energy - A report from the Center of Excellence for Clean Energy notes that “The Northwest region will [soon] see a dramatic increase in demand for construction and manufacturing workers with new installed generating capacity, buildings electrification work, new hydrogen and biofuel production, and installation of electric vehicle charging stations. Installation/Repair occupations and, to a slightly lesser extent, Management/Professional occupations, also increase dramatically, particularly in the Electricity and Buildings subsector,” ([https://www.cleanenergyexcellence.org/wp-content/uploads/2023/11/CETI\\_Net-Zero-Northwest-Workforce-Analysis\\_Key-Findings\\_2023-11-02.pdf](https://www.cleanenergyexcellence.org/wp-content/uploads/2023/11/CETI_Net-Zero-Northwest-Workforce-Analysis_Key-Findings_2023-11-02.pdf)) p. 7. We plan to create new CL opportunities in this sector as it emerges.
- Creative Arts Economy - According to the Department of Commerce (2022): “[t]he largest occupation groups that employ the most creative workers are photographers (23,293 jobs), bartenders (12,820 jobs), marketing managers (12,406 jobs), writers and authors (11,459 jobs), and graphic designers (10,211 jobs). Musicians and singers (10,095 jobs) and fine artists, including painters, sculptors, and illustrators (6,771 jobs) are in the top 10 occupations within the state.” For the Capital region in particular, employment has a rosy outlook. This sector will be one to watch in the next several years, and we are poised to develop several CL opportunities starting in Thurston County.
- Operational Technology/Cybersecurity - The Capital STEM Alliance is currently collaborating with employers, post-secondary institutions, and K-12 districts to develop a first-of-its-kind CL credential in OT/Cyber, for IBEW incumbent workers. We anticipate at least 5-10 CL credentials to be created in the next year alone.

**Sector Growth Targets (2025-2027)** - The goal for all CL programs is to enroll increasing numbers of graduating youth each year, which will sustain the career pipeline and contribute to regional economic expansion. The Capital STEM Alliance has aligned its CLE goal with that of Career Connect Washington, to have at least 60% of all high school graduates from the class of 2030 enroll in a CLE program.

From Fall 2023 to Spring 2024, there were 903 total CL enrollments in our region, with only 35% of the approximately 74,000 of our students expected to enroll in a Career Launch program after graduation. To meet the 2030 goal of 60% enrollment in CL, we must increase the number of students who are on-track to earn credentials through 2027 as follows:

- 2025: 420 additional students enrolled in CL credentials or 42%
- 2026: 663 additional students enrolled in CL credentials or 48%
- 2027: 960 additional students enrolled in CL credentials or 52%

For each of the above sectors, the Capital region's approximate share of growth needed to meet statewide near-term goals for career launch endorsed enrollments in 2025, 2026, and 2027 is as follows:

Sector	2025 CLE Targets	2026 CLE Targets	2027 CLE Targets
Construction	372 (18 BIPOC)	399 (19 BIPOC)	425 (21 BIPOC)
Health Care	4 rural	5 rural	5 rural
Information Tech	22 rural	90 rural	135 rural
Ag & Food Product.	15 (5 rural & imm/mig)	5 rural & imm/mig	5 rural & imm/mig
Maritime	3 rural	3 rural	3 rural
Clean Energy	5 BIPOC & rural	5 BIPOC & rural	5 BIPOC & rural
Creative Arts Econ.	Emerging sector	Emerging sector	Emerging sector
OT/Cybersecurity	Emerging sector	Emerging sector	Emerging sector

## Regional Expansion Priorities

### Year 1: 2024-2025

Y1: Project 1	Sector/ Pathway	CCW Continuum	Training Level	Training Capacity	CLE Potential
REVIT	Clean Energy	Career Prep	K-12, Post-Sec	100+ (K-12)	Yes- 2026
<b>Target Populations:</b>		Lewis County, Low income, BIPOC, Rural students. Informed by county data, Centralia/Chehalis HS, Centralia college, Lewis County Transit, and Centralia Community Foundation			
<b>Measurable Goals:</b>		<ul style="list-style-type: none"> <li>• Curriculum Development - CTE Exploratory HS Model Framework - Complete, piloted in 2023-2024 School year at Centralia HS</li> <li>• Curriculum Development - CTE Preparatory HS Course - In Progress</li> <li>• Dual Credit articulation for full pathway with Centralia College - In progress</li> <li>• Apply for program builder round 13 - Career Prep to finish curriculum development</li> <li>• Apply for program builder round 14 - Career Launch development - partnerships for paid apprenticeships and Centralia programming to continue the pathway.</li> <li>• Create industry recognized clean energy certifications in partnership with employers, college, and CTE programming.</li> </ul>			
<b>Notes:</b>		Programming connects with community plans for clean energy transition and expansion and the Hydrogen Hub grants received by the Center of Excellence at Centralia College.			

Y1: Project 2	Sector/ Pathway	CCW Continuum	Training Level	Training Capacity	CLE Potential
MAC -1	Welding: Maritime, Agriculture, Construction	Career Prep Career Launch	K-12	100+	Yes - 2026
<b>Target Populations:</b>		Grays Harbor County - Rural, BIPOC, Low Income youth informed by Maritime Center of Excellence, Local rural high schools, Grays Harbor College, IBEW Training, Agriculture Sector Lead			
<b>Measurable Goals:</b>		<ul style="list-style-type: none"> <li>• Curriculum Development - CTE Exploratory Model HS Framework</li> <li>• Curriculum Development - CTE Preparatory Model HS Framework</li> <li>• Full Math, ELA, Science equivalency approved for HS courses and grad requirements</li> <li>• College course articulations for credit</li> <li>• Identify 3 community colleges for Career Launch partnership and pathway development.</li> <li>• Apply for program builder in Career Prep or Career Launch</li> </ul>			
<b>Notes</b>		This project intends to develop a full CTE pathway in collaboration with sector leads, welding experts and employers across multiple sectors to be used in high schools where a specific sector (maritime, aerospace) doesn't serve their community or population. Initial partners are in the Capital Region, but this will scale quickly. Supporting employers and colleges can then partner for career launch opportunities based on pathway completers.			

Y1: Project 3	Sector/Pathway	CCW Continuum	Training Level	Training Capacity	CLE Potential
Mason Health	Healthcare: Nursing, Phlebotomy, MA	Career Launch	K-12, Post-Sec, OJT	8-10/year	Yes - 2025
<b>Target Populations:</b>		Mason County - Rural, multi-lingual, low income youth, informed by Shelton School District, Mason Health, and Capital STEM Alliance			
<b>Measurable Goals:</b>		<ul style="list-style-type: none"> <li>• Solidify community college partner for Career Launch program builder and endorsement applications.</li> <li>• Apply for Round 13 Program Builder- Career Launch Development</li> <li>• Complete career launch endorsement application by Fall 2025</li> <li>• Create a playbook for use with the Washington Department of Health rural outreach efforts.</li> </ul>			
<b>Notes</b>		Mason Health is on their 3rd year of piloting this program with Bates and Olympic Colleges providing credit to scholarship recipients who have completed the Shelton HS healthcare careers pathway.			

Y1: Project 4	Sector/Pathway	CCW Continuum	Training Level	Training Capacity	CLE Potential
Enterprise for Equity - ACE	Creative Economy	Career Prep	K-12	15-20/year	Possible - 2027 +
<b>Target Populations:</b>		Thurston County - Rural, BIPOC, disengaged, disabled youth informed by Olympia School district, Avanti HS, and Olympia Department of Commerce, Arts Washington			
<b>Measurable Goals:</b>		<ul style="list-style-type: none"> <li>• Build on successful 2 year pilot at Avanti HS to expand job shadow opportunities, including: entrepreneurship pathway</li> <li>• In partnership with Olympia DOC, create a roster of teaching artists who will partner with ACE to provide training and apprenticeship opportunities for high school students and disengaged youth.</li> <li>• Apply for Round 13 program builder - Career Prep to continue development of growing coalition and develop curriculum and teacher resources for 1-3 creative arts pathways.</li> </ul>			
<b>Notes</b>		Backed by Enterprise for Equity, Inspire Olympia, Lacey Maker Space, the ACE program at Avanti HS in Olympia SD has completed two successful years of teaching artist apprenticeship/mentorship for 11th and 12th grade students, receiving the Innovator Award in 2024.			

Y1: Other Projects	Sector	Goals
Try-A-Trade	Construction, Public Service	Work with union leadership to provide a 'try-a-trade' event in the fall of 2024, targeted toward rural and remote students with the goal of connecting them to various pathways, unions, and training programs in their area.

**Year 2-3: 2025-2027**

Y2-3: Project 1	Sector/ Pathway	CCW Continuum	Training Level	Training Capacity	CLE Potential
Westport Maritime Training	Maritime - all	Career Launch	Post-secondary	40+/year	Yes - Early 2026
<b>Target Populations:</b>		Grays Harbor County, Pacific County - Rural, low income, non-traditional (women) youth informed by Center of Excellence for Maritime, Grays Harbor College, and CTE data.			
<b>Measurable Goals:</b>		<ul style="list-style-type: none"> <li>• Leverage a strong coalition of employers, CBOs, municipal leadership, sector leaders, and post-secondary professionals to launch the Westport Community Center Maritime Training Programs.</li> <li>• Managed by Emerald Coast Communications and their foundation, initiate training cohorts for 2-3 training pathways possibly including: Welding, Able Seamen/women, Refrigeration, Captain/Co-pilot</li> <li>• Apply for Round 13 program builder: Career Launch to fund coordination of trainers and initial cohort planning.</li> <li>• In partnership with Grays Harbor College, provide trainees with college credit and industry certifications at the completion of their training cohorts.</li> <li>• Connect this program to WIOA funding for underserved and disengaged youth</li> </ul>			
<b>Notes</b>		Emerald Coast Communications is women-led, has a strong existing coalition in Westport and is uniquely situated to bring key stakeholders together to provide this training opportunity for employers who are clamoring for more solid and local employment pipelines. ECCs equity goal is to provide more maritime training opportunities for women and girls in Westport and the surrounding areas.			

Y2-3: Project 2	Sector/ Pathway	Partners	Training Level	Training Capacity	CLE Potential
LEADER - BIPOC Educators	Education - Early Childhood, Paraprofessional, Licensed Teachers	ESD 113, Center for Equity and Social Justice in Education, CSTP	K-12, Post-secondary	Unknown	Yes - 2027+
<b>Action items:</b>		<ul style="list-style-type: none"> <li>• 2024-2025: Hold education roundtable 'roadshow' for ESD 113 region in partnership with the Center for Equity, CSTP, and CCW/CCLC. Identify diverse stakeholders and how state sector goals can align with the federal LEADER grant awarded to ESD 113 (\$100K over 7 years)</li> <li>• 2025-2026: Examine model programming in ESD 121 and ESD 105 to start the process of creating a college credit-bearing paraprofessional apprenticeship for existing paras who are working in our region.</li> </ul>			

Y2-3: Project 3	Sector/ Pathway	Partners	Training Level	Training Capacity	CLE Potential
Early Childhood Educators	Education - Early Childhood, child care	ESD 113, South Sound YMCA	K-12, Post-secondary	Unknown	Yes - 2025+

<b>Action Items:</b>	<ul style="list-style-type: none"> <li>2024-2025: Work with South Sound YMCA and existing childcare centers in four local school districts to create paid work experiences aligned with CTE coursework, including dual credit opportunities.</li> </ul>
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<b>Y1: Other Projects</b>	<b>Sector</b>	<b>Goals</b>
Regional Community College Convening	All	Hold a regional convening of community college leadership partners and stakeholders in order to: Solidify partnerships with local colleges, educate and inform about CL and CLE, solicit feedback from existing CL participants (colleges and youth) to inform next steps
Skills Center Alignment	All	Work with New Market Skills Center to identify Career Launch ready or developing programs with existing partners. Assist with connecting employment partners where appropriate to provide initial paid experiences for NMSC students.

## Approach to Expanding Regional Career Connected Learning

Partners	Program Priorities & Actions	Regional Network Engagement Representative(s)
<p>K12 - Public Schools, ALEs, Skills Centers, Open Doors/Gravity Centers, ESD113</p>	<p>Career Prep in Clean Energy</p> <ul style="list-style-type: none"> <li>● exploratory CTE course in clean energy at Centralia HS created</li> <li>● dual credit articulation at Centralia College, Fall 2025</li> <li>● Lewis County Transit (employer) provides internship hours</li> <li>● Equity focus: rural, BIPOC, neurodivergent, migrant/immigrant students</li> </ul> <p>Career Launch in MAC-1 (maritime, ag/mfg/construction)</p> <ul style="list-style-type: none"> <li>● Agnostic welding framework development/alignment</li> <li>● Data collection &amp; reporting</li> <li>● Playbook development</li> <li>● State equivalencies</li> <li>● Project management</li> <li>● Multi-region (Mid-Columbia, Capital, NW)</li> <li>● Social Media/messaging</li> <li>● Equity focus: rural youth</li> </ul> <p>Career Launch in Healthcare</p> <ul style="list-style-type: none"> <li>● CTE-IRC alignment (Health care academy)</li> <li>● Dual credit articulation</li> <li>● RSI/OJT</li> <li>● Equity focus: rural, migrant/immigrant, neurodivergent youth</li> </ul> <p>Career Prep in Creative Arts Economy</p> <ul style="list-style-type: none"> <li>● Mentor recruitment (entrepreneurship, arts)</li> <li>● Program Builder application to develop CTE-IRC alignment &amp; dual credit articulation at</li> </ul>	<p>REVIT Team: Joe Clark, LC Transit (employer) Monica Brummer, COE Clean Energy (sector lead), Phil Crocker, OSPI (DACUM process), Lisa Grant (Centralia SD Superintendent)</p> <p>Ann Avary/Kim Davis, COE Maritime, Andrea Mirante, Emerald Coast Communications Sarah Patterson, Construction Sector lead, Lindsay Williams, Ag sector lead, Wishkah Valley SD, Napavine SD, South Bend SD, Ocosta SD, Carli Schiffner, President, Grays Harbor CC, ESD113, Central Welding, Safe Boats, Port of GH, Little Hoquiam Shipyard, Jessica Williams, Open Doors/Gravity, Lynn Green, Twin Harbors Skills Center</p> <p>Nicole Eddins, Mason General Health Gretchen Maliska, Shelton SD, Olympic College, Jessica Williams, Open Doors/Gravity</p> <p>Evan Horback, Avanti HS, Enterprise for Equity, Olympia SD, Michael Cade, Thurston EDC, Arts WA, Tim Stokes, SPSCC, Olympia Creative Arts District, Jessica Williams, Open</p>



	<p>SPSCC</p> <ul style="list-style-type: none"> <li>● Advisory Board recruitment</li> <li>● Corporate sponsorship (from Olympia Creative Arts District businesses)</li> <li>● Equity focus: rural, neurodivergent, disengaged, BIPOC youth</li> </ul>	Doors/Gravity
<b>Community &amp; Technical Colleges</b>	<p>Grays Harbor College Centralia College</p> <p>Olympic College</p> <p>South Puget Sound CC Bates College/AJAC</p>	<p>*Carli Schiffner, President *Bob Mohrbacher, President</p> <p>*Marty Cavalluzzi, President</p> <p>*Tim Stokes, President *Damian Magista (AJAC)</p>
<b>4-year Institutions</b>	Evergreen College	*John Carmichael, President
<b>Apprenticeships</b>	<p>Construction Trades *AJAC</p> <p>Youth Registered Apprenticeship in Construction &amp; Logistics</p> <ul style="list-style-type: none"> <li>● Core Plus curriculum development &amp; dual credit articulation</li> <li>● RSI/OJT</li> <li>● Equity focus: rural, neurodivergent, migrant/immigrant youth</li> </ul>	<p>Jared Ross, Laborers Union Representative, Chad Campbell, Building Trades Representative</p> <p>David Rutherford, Napavine SD, Damian Magista, AJAC, Walsh Trucking, Braun NW, Centralia College</p>

## Key Milestones

Milestones for 2025 include:

1. Sector Strategy Alignment and **Sector Lead partnerships** in Maritime, Construction, and Agriculture/Manufacturing leading to the development of a model framework in welding skills that can be implemented in rural schools and outside of Core Plus Curriculum constraints. Students who complete coursework in CTE welding can transfer their skill gains to any number of occupations in multiple regions across the three mentioned sectors.
2. Through our partnership with AJAC, an increase in the number of **youth apprenticeships** in advanced manufacturing, construction, maritime, agriculture, and other sectors with local employers including Sierra Pacific Industries in Mason County, Braun NW, and Walsh Trucking in Lewis County..
3. **Alignment across system actors** (CoCs, EDCs, WDC) through regional asset mapping and tracking of all CBOs, employers and educational institutions to:
  - a. Identify and evaluate current youth organizations and programs that could be eligible for WIOA funding based on their structure, objectives, and alignment with WIOA criteria and goals.
  - b. Develop a comprehensive list of organizations providing youth services (ages 16-24) in the PacMtn region, detailing organizational information, key contacts, and programming capabilities.
  - c. Build a comprehensive asset list of organizations and programs that are potential resources for participants of WIOA youth program. Including the services that are required by the WIOA Youth 14 Elements.
  - d. Document and monitor projects among identified providers that encompass elements essential for out of school youth aged 16-24, with a particular focus on their demonstrated experience, expertise in comprehensive career counseling, and ability to coordinate work-based learning experiences.
  - e. Foster strong partnerships with local employers, post-secondary institutions, community organizations, and other stakeholders to enhance program outcomes.
  - f. Track and evaluate the impact of youth service providers on program performance goals, including placement and retention rates. Prepare and submit regular progress reports and a detailed closeout report.
4. **Develop key relationships** with regional trade associations in construction and related industries by hosting an annual construction try-a-trade event each fall. Target populations include rural, BIPOC, immigrant/migrant, disengaged, neurodivergent, justice-involved and foster-impacted youth.
5. Provide technical support to potential **Program Builders** in high-demand sector career explore, prep and launch proposals.

Milestones for 2026-2027 include:

1. Increase in the number of **CLE endorsed programs** from **CTCs and K12** school districts via development of youth apprenticeships with AJAC, ANEW and other intermediaries.
2. Year-over-year increase in the number of priority-population students who complete a **post-secondary** credential program within 8 years of enrollment, through: 1) annual financial literacy and post-secondary recruitment events at high schools, CTCs and 4-year institutions; 2) participation with Evergreen College and the Shelton SD on the Gates Limitless grant; 3) continued participation on the H2P WA STEM Catalyst grant with Chehalis and Morton SDs; and 4) co-development, with CTCs and 4-year institutions, of post-secondary long-term mentorship programs for enrolled students.
3. Completion of **new CLE programs** in emerging sectors (OT/Cybersecurity, Creative Arts Economy, Clean Energy, Early Education) in rural communities that expand the network footprint and foster regional economic development.