



Region: King-Pierce Regional Network

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Regional Overview

The King-Pierce Regional Network is diverse, dynamic, and complex and represents approximately 40% of the youth in Washington State. Both [Pierce County](#) and [King County](#) are increasingly racially and ethnically diverse. The geography of opportunity across our region is vastly uneven. Each county differs significantly as do the communities within them. Across the region attention must be paid to local circumstances, established work, and historical contexts in order to honor, align with, and complement existing work of communities and partners while maintaining a focus on populations furthest from meaningful opportunities.

The region includes 35 public school districts, tribal compact schools, an expansive network of community colleges, public and private institutions of higher learning, nearly 50 Career Launch program partnerships, scores of registered apprenticeship programs, program builders, community based organizations, labor, government, employers, and industry sectors partnerships, and a number of collective impact community partnerships. Two regional workforce councils serve the region: Workforce Development Council, Seattle-King County, and Workforce Central, which serves Pierce County.

The King-Pierce Regional Network (KPRN) is led by Washington Alliance for Better Schools (WABS) in partnership with Workforce Central, Workforce Development Council Seattle-King County, College Success Foundation, and Puget Sound Educational Service District (PSESD).

Our regional goal is to create and equitably scale a regional continuum of career connected learning (CCL) experiences that help ensure young people, especially those furthest from opportunity, can envision and achieve high opportunity careers in our regional economy.

Strategic engagement strands:

- Center equity and community through authentic engagement and partnerships
- Develop school district and employer capacity to scale company-sited work based learning

- Collaborate with regional partners to align and scale career connected pathways leading to Career Launch and high opportunity employment with regional employers

There were approximately 5500 registered apprenticeship enrollments in the region in 2022-2023. There were 2050 enrollments for Career Launch. The region's share of student growth for career launch for the next three years is:

2025: 122
 2026: 920
 2027 1322

Our region is home to seven Washington Jobs Initiative Sectoral Partnerships focused on training young people for high opportunity careers. These partnerships project to grow approximately 1000 new enrollments across the region for 2027.

- a. Manufacturing WORKS (advanced manufacturing & aerospace sector) — a partnership with WorkForce Central, AJAC, and regional community colleges in manufacturing occupations such as machinists and welders.
- b. Pierce Spokane Construction WORKS (construction sector) — a partnership with WorkForce Central and Spokane Workforce Council placements in construction trades, partnering with programs like Palmer Scholars serving young adults between 18 and 26 who are neither enrolled in a postsecondary program nor gainfully employed and have an interest in pursuing a career in the trades.
- c. Aerospace and Manufacturing Sector Partnership (advanced manufacturing & aerospace sector) — a partnership led by Machinists Institute with ANEW in industries like manufacturing and maritime.
- d. Construct A Career (construction sector) — a partnership with Washington State Building & Construction Trades Council for apprenticeships in the building and construction trades.
- e. JumpStart (clean technology & energy sector) — an innovative clean energy workforce partnership, led by King County, to provide training and paid work-based learning in a cohort-style approach for clean energy deployment careers for youth 18-24.
- f. TRIAGE (healthcare sector) — led by SEIU Healthcare 1199NW for healthcare careers in good, unionized healthcare occupations via work-based learning, expanded navigation, and enhanced support services.
- g. Washington Technology Workforce Coalition (information technology & cybersecurity sector) — coalition formed by Washington Tech Workforce Coalition and led by Computing for All.

The following industry sectors are prioritized based on employment demand data from Workforce Development Council Seattle-King County, Workforce Central, Washington STEM Labor Market Data, CCW Industry Sector strategy, Washington Jobs Initiative Sectoral Partnership investments, and alignment with school district, college, and apprenticeship disciplines and programs.

- Aerospace/Advanced Manufacturing

- Clean Technology
- Construction
- Healthcare
- Information Technology/Cybersecurity
- Life Sciences
- Maritime
- Creative economy–emerging

CCW Industry Sector for Education, Agriculture & Natural Resources, and Finance are also key sectors that will continue to be engaged and supported, especially through program builder activities. Although it is not currently a CCW Industry Sector, the Creative Economy represents a broad swath of careers of high interest to young people, offering an array of entry-level roles in the region in advertising and media, gaming, film, theater and the arts, music, and live entertainment and events. Early collaboration with the City of Seattle, King County, and other organizations supporting the creative economy shows promise for collaboration to expand career connected opportunities for the region’s youth. Many of the rewarding creative economy careers represent non-traditional pathways. The City of Seattle alone has identified more than 67,000 creative jobs and growing. Pierce County also boasts a dynamic creative economy.

Broad outcomes of this plan include increased participation and/or completion of:

- Career Launch
- Recognized Youth Apprenticeship/Pre-Apprenticeship, or Registered apprenticeship
- College or industry-recognized credentials
- Paid internships
- High opportunity employment

Our primary focus will be on students furthest from opportunity, including:

- Black
- Indigenous
- Latinx
- Pacific-Islander
- Mixed race/ethnicities
- Low-income
- With disabilities
- First in family to enroll in postsecondary education
- Rural
- Other underserved/underrepresented populations

Partnerships and programs outlined in this plan apply principles of targeted universalism. As partners we seek to disrupt forces of structural exclusion embedded in our education and employment systems while also promoting equitable access and experiences of belonging for all students.

CCW Grant Supported Program Builders and Programming

Organization/Type	Program	Type	Status
Aerospace Joint Apprenticeship Committee (AJAC)	Manufacturing	Career Launch	Developed

Aerospace Joint Apprenticeship Committee (AJAC)	Supply Chain and Logistics	Registered Apprenticeship	In-Development
Association of General Contractors	Construction	Career Prep	Developed
ANEW	Regional Pre- Apprenticeship Council	Career Launch	No status reported
ANEW	Construction Trades	Career Launch	No status reported
ANEW	Construction Trades	Pre-Apprenticeship	Developed
Boys and Girls Club of King County	Construction Trades	Pre-Apprenticeship	In-Development
Computing for All	Cloud Computing	Career Launch	Developed
Computing for All	Cybersecurity Technician	Career Launch	In-Development
Computing for All	Pre-Apprenticeship Program	Career Prep	Developed
College Success Foundation	My CSF Pathway Builder	Career Prep	In-Development
Construct A Career	Washington State Building and Construction Trades	Career Explore	Developed
Degrees of Change	Accounting, Finance and Marketing	Career Prep	Developed
Eat on the Wild Side	Inbreaker Program	Registered Apprenticeship	Developed
Eat on the Wild Side	Marine Engineering	Career Launch	In-Development
Edmonds College	Allied Health	Career Launch	In-Development
Elements of Education Partners	Engineering, Audio, Visual Technology	Career Prep	Developed
Elements of Education Partners	Next Move Internship-Nursing	Career Launch	In-Development
Highline School District	7 th Grade Introduction to Career Pathways	Career Explore	In-Development
Independent Automotive Technicians Apprenticeship Committee	Expanded General/Master Service Technician	Career Launch	Developed
Independent Automotive Technicians Apprenticeship Committee	RV Service Technician	Registered Apprenticeship	Developed
Independent Automotive Technicians Apprenticeship Committee	Service Advisor	Registered Apprenticeship	Developed
Machinist Institute	Career Accelerator	Career Prep	In-Development
Mentors in Tech	IT	Career Launch	Developed
Mentors in Tech	Role Prep	Career Prep	In-Development
Mukilteo School District	IT Platform Security	Pre-Apprenticeship	In-Development
Northwest Education Access	CCL Career Pathways for Opportunity Youth	Career Explore	In-Development

Northwest Maritime Center	Seattle Maritime Academy	Career Launch	In-Development
Northwest Maritime Center	Maritime	Career Explore	In-Development
Pacific Education Institute	Pathways to Teacher Education	Career Prep	Developed
Pacific Education Institute	Aquaculture	Career Prep	In-Development
Pacific Northwest Ironworkers	Metal Trades	Pre-apprenticeship	In-Development
Palmer Scholars	Palmer Pathways	Career Prep	Developed
Palmer's Scholars	Construction	Pre-apprenticeship	In-Development
Pierce Co for Arts and Development	Certified Medical Assistant	Career Prep	In-Development
Players Philanthropy Fund	Mentorship, Internship, Leadership Development	Career Prep	Developed
Puget Sound ESD 121	Paraeducator to Credentialed Teacher Pathway	Career Launch	In-Development
Quantalogica, LLC	Data Analyst	Career Launch	Developed
Renton Improvement Zone Partnership	RIZP Summer Learning	Career Explore	In-Development
Sawhorse Revolution	Boat Building Program	Career Prep	In-Development
Sawhorse Revolution	The Rainier Beach Build	Career Prep	In-Development
Seattle Central College	Dental Assistant	Career Launch	Developed
Seattle Central College	Academic for Rising Educators	Career Launch	Developed
Seattle Colleges	Extended Reality	Career Launch	Developed
Seattle Jobs Initiative	Automotive Machining	Career Prep	Developed
Seattle Jobs Initiative	Automotive Machining	Career Launch	Developed
Seattle Jobs Initiative	Automotive Pre-Apprenticeship	Career Prep	Developed
Seattle Maritime Academy	Northwest Maritime Center	Career Launch	In-Development
Shoreline Community College	Biomanufacturing	Career Launch	Developed
Skills Inc.	Advanced Manufacturing Academy	Career Launch	Developed
Skillspire	IT Platform Security	Career Prep Pre-Apprent.	In-Development
South Kitsap School District	Marine Renewal Energy Pathways	Career Explore	Developed
Student Research and Development	Codeday	Career Explore	In-Development
Tacoma School District 10	Healthcare Careers Academy/Connection to Careers	Career Launch	In-Development

The Silent Task Force	Construction Trades	Pre-Apprenticeship	In-Development
The Training Fund (SEIU)	Central Steel Processing	Registered Apprenticeship	Developed
The Training Fund (SEIU)	Pharmacy Technician & Expanded Medical Assisting	Registered Apprenticeship	Developed
The Training Fund (SEIU)	Environmental Healthcare Services Technician	Career Launch	Developed
Vann Studio Salon	Vann Studio Apprenticeship	Career Prep	Developed
Washington Alliance for Better Schools	Cybersecurity	Career Launch	In-Development
Washington Alliance for Better Schools	Nursing Pathway	Career Launch	Developed
Washington Alliance for Better Schools	Health Industry Leadership Table (HILT)	Career Explore	Developed
Washington Alliance for Better Schools	IT	Career Launch	Developed
Washington Alliance for Better Schools	Interactive Job Shadows	Career Explore	In-Development
Washington Alliance for Better Schools	Lab Technician	Career Launch	Developed
Washington Alliance for Better Schools	Nursing	Career Launch	Developed
Washington Commission on Hispanic Affairs	Career Connect Tech	Career Launch	Developed
Washington Maritime Blue	Youth Maritime Collaborative	Career Prep	Developed
Washington Maritime Blue	Maritime Explorers	Career Prep	In-Development
Washington State Building & Construction Trades Council	Building and Construction	Career Explore	In-Development
Washington State University-Spokane	Biotechnician Assistant Credentialing Exam	Career Launch	Developed
WeTrain Washington	Fishmonger	Registered Apprenticeship	In-Development

Regional Expansion Priorities

OVERVIEW OF EXPANSION STRATEGY

Regional Goal: Create and equitably scale a regional continuum of career connected learning (CCL) experiences that help ensure young people, especially those furthest from opportunity, can envision and achieve high opportunity careers in our regional economy.

Career Explore and Career Prep

Company-sited partnership frameworks developed with districts and employers, including Career Tours (awareness of range of careers at a company), Career Shadows (exploration of a specific career), and Career Internships (career preparation), provide a scaffolded series of company-sited work based learning experiences during the school day to support students along their continuum journey. Our company-sited partnerships include more than a dozen school districts and 50+ employers serving more than 2500 students furthest from educational justice and growing. These experiences primarily are focused on serving BIPOC, immigrant, refugee, and low income students participating in Career & Technical Education (CTE), AVID programs, and Title I schools. School district partners have asked for assistance in addressing this need along the career connected learning continuum. These on-site experiences are designed to complement existing Career Explore and Career Prep activities already provided by schools or through regional partners, including CCW program builders across our region, many of whom also serve youth out-of-school youth.

As a near term strategy, we are working to facilitate schools' scaling of these experiences to achieve a 'tipping point' that moves this work from an initiative to a longer term strategic focus within schools. Ultimately we seek to *strategically and equitably embed and routinize* these on-site experiences within schools so that in the future all students in our region will have an opportunity to participate in Career Explore and Career Prep as an integral part of their standard education experience.

Career Launch

We are working with our partners to strengthen connections between these on-site Career Explore and Career Prep experiences and existing (or new) career pathways in the region's industry sector focus areas so students introduced to these careers have clearer, more seamless access to pathways leading to college, apprenticeship, and career opportunities available in the region.

Summary of Priorities for KPRN and its partners:

1. Equitably scale Career Explore (CE) and Career Prep (CP) company-sited partnership frameworks to support students furthest from opportunity to choose a pathway that is right for them, while also supporting expansion of CE and CP through a network of Program Builders.
2. Better connect this cohort of students with *existing* Career Launch and other regional partnerships to strengthen access to paid work experiences and high opportunity employment for students.
3. Collaborate with partners and Program Builders to create *new* Career Launch programs or *expand* existing ones to address critical areas of need in our region's prioritized industry sectors, helping ensure a local, diverse, and ready workforce is available for our region's employers.

Approach to Expanding Regional Career Connected Learning

NEAR TERM (2025)

Our career launch goal for 2025 is to collaborate with partners to increase career launch opportunities through two primary activities and outcomes:

1. **Convene, consult, and/or provide technical support to grow enrollment capacity for partnerships currently collaborating with KPRN to build, redesign, or implement Career Launch programs.**

Program	Expected Partners	Sector/Careers	Outcome
Advanced Manufacturing Leadership Academy	Skills Inc, Clover Park Technical College, Kent District; Additional partners TBD	Aerospace/Advanced Manufacturing CNC Machinist	Program launch and potential expansion
Engineering Technician Program	Boeing, Mukilteo District, Edmonds College, WABS additional supply chain employers TBD.	Aerospace/Advanced Manufacturing CNC Programmer Dimensional Inspection Tooling	Program development and launch; includes Career Tours and Career Shadows
IT/Cybersecurity CAST	Computing for All	Computer and Software Technician	CAST expansion, district outreach and recruitment
IT Youth Apprenticeship Model	Computing for All Federal Way Public Schools, and TBD K-12, employer, and college partners	Computer and Software Technician and TBD	New youth apprenticeship model
T-Mobile Explore Prep	T-Mobile, Seattle PS, Edmonds PS, North Seattle College, Edmonds College, WABS	Full Stack Developer UX/UI Designer Cybersecurity	Program expansion; endorsement
Fred Hutch LabLaunch	Fred Hutch, Shoreline District, Shoreline College, WABS	Lab Technician	Program redesign, implementation, and potential expansion
Healthcare Careers Academy	Tacoma Public Schools, Tacoma Community College, Multicare	Medical Assisting	Program building and endorsement
CNA Bridge to Nursing	Providence, Highline District, Renton	CNA, MA, RN	Program redesign,

	District, Renton Technical College, Highline College, WABS		implementation,
Teacher Certificate	Puget Sound Educational Service District	Teacher Pathways	Program design and endorsement
Cosmetology	Vann Studio	Cosmetology	Program design and endorsement
IT and Healthcare	Bellevue College	IT/Cyber Security	Program develop.

KPRN’s Role:

KPRN’s role varies by partnership but typically includes regular and on-ongoing consulting on regional alignment and need, partnership development, partnership convenings, program design or refinement, proposal development, K-12 outreach strategies, endorsement, program exposure, and collaborating on expansion strategies and proposals. Many of these programs also collaborate to align our CCL continuum strategy to support enrollment of students furthest from opportunity.

2. Broaden outreach and engagement with previously funded and potential new Career Launch program builders.

Explore new and/or expansion Career Launch program opportunities aligned with priority industry sectors and partners outlined in this expansion plan. Additionally, KPRN and PSESD will continue to engage regularly with potential, new, and established program builders across the region to share funding opportunities, provide technical assistance, consult on program design, support partnership development, and promote programs and partnerships.

MID-TERM (2025-2027)

1. Scale Career Explore and Career Prep partnerships to prepare students to choose a pathway that is right for them.

Build out a continuum of scaffolded career connected learning on-site experiences, including *Career Tours, Career Shadows, and Career Internships*. Working with these partners, we will integrate Career Launch, college, apprenticeship, and career opportunities into the continuum, scale up teacher participation and supports to guide students, and foster connections between partners eager to grow enrollment and employment for our focused population of students.

- **Industry.** Collaborate with WABS to expand *Industry Advisory Council* to provide strategic insights and support scaling of career connected learning continuum. Develop and implement annual action plans with each council member organization to grow the on-site continuum of career connected learning. Partners: Washington State Labor Council, McKinstry, Aerospace Futures Alliance, CleanTech Alliance, Providence, King County, Partnership for Learning, Boeing, Workforce Development Council Seattle-King County, Association of General Contractors, Life Sciences Washington, Port of Seattle, and Renton School District.
- **School Districts.** School districts will partner to conduct 2500+ visits of students furthest from opportunity to employer and college sites in King and Pierce counties across 50+ employer partners. Partners: Tacoma, Kent, Highline, Renton, Seattle, Bellevue, Lake Washington, Shoreline, Northshore, Edmonds
- **Colleges.** Colleges will host students and share career pathways, enrollment, financial aid, and support available. Partners: Clover Park Technical College, Green River

College, Renton Technical College, Seattle Colleges, Bellevue College, University of Washington Gear Up, Edmonds College, Washington State University–Everett (serves King/Pierce students)

- **Apprenticeships.** Apprenticeship programs will host students and share career pathways, enrollment, financial considerations, and supports available. Initial Partners: AJAC, Machinist Institute, Washington State Labor Council, Puget Sound Electrical Joint Apprenticeship Training Committee, labor apprenticeship programs in Pierce County (specific partners are being identified)

2. Strengthen pathways and partnerships to increase college transitions

- Convene South King County partners, including Kent, Seattle, and Renton school districts, Green River College, Renton Technical College, Seattle Colleges, and University of Washington Gear Up, to pilot strategies to support transitions of high school students furthest from opportunity who are participating in *Career Tours and other continuum experiences* to postsecondary career pathways, including tracking tools (Multiple Pathways).

This will include connecting these students to existing or in-development Career Launch programs in the region, including registered apprenticeship programs. KPRN will also collaborate with these partners in the design of new programs or the expansion of existing programs.

- Information Technology/Cybersecurity. Support development of Career Launch programs with Computing For All and other regional partners and assist in K-12, employer, and college partnership development. Jointly pursue funding opportunities to support implementation.

3. Collaborate with WJI Sectoral Partnerships and regional Career Launch/Registered Apprenticeship programs. Partners with enrollment capacity will be connected with continuum students to support transitions into college, apprenticeship, paid work-based learning, and careers. The KPRN will also collaborate with these partners to identify and support Career Launch program development or expansion.

- Pierce Spokane Construction WORKS (construction sector) — a partnership with WorkForce Central placements in construction trades
- Manufacturing WORKS (advanced manufacturing & aerospace sector) — a Pierce County partnership with WorkForce Central, AJAC, and regional community colleges in manufacturing occupations.
- Aerospace and Manufacturing Sector Partnership (advanced manufacturing & aerospace sector) — Machinists Institute serving Manufacturing and Maritime.
- JumpStart (clean technology & energy sector) — an innovative clean energy workforce partnership, led by King County to provide training and paid work-based learning.
- Washington Technology Workforce Coalition (information technology & cybersecurity sector) led by Computing for All.
- New and expanded Career Launch/Registered Apprenticeship programs

The efforts outlined above project to serve more than 1000 new student enrollments within the region by 2027.

Key Milestones

	Key milestones by June 2025	Key milestones 2025-2027
Career Launch Growth	3+ programs will apply for and receive Career Launch funding	10+ programs will receive Career Launch endorsement
Career Connected Programming	Company-sited partnership frameworks will serve 2800+ students in company-sited career connected learning programming	Partnership frameworks will serve 3500+ students in company-sited career connected learning programming
Funding support	Collaborate with partner to pursue funding to support regional partnerships focused on Career Launch and postsecondary completion	Grow funding to support implementation of these partnerships