



Region: Career Connect NW

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Regional Overview

Introduction to Career Connect NW (CCNW) and the NW Region: Career Connect NW (CCNW) serves Island, San Juan, Skagit, Snohomish, and Whatcom counties and is hosted at the Northwest Educational Service District 189 (NWESD). The region consists of 35 K-12 school districts, Tribal Education Compact Schools, and several private schools. Approximately 16 percent of the state's K-12 public school students are served in the region's school districts, which range from large to small, urban to rural. There are 5 community and technical colleges in the region that offer certificates, associates degrees, and an increasing number of baccalaureate degrees; these include Bellingham Technical College, Edmonds College, Everett Community College, Skagit Valley College, and Whatcom Community College. Additionally, while Shoreline Community College and Cascadia College are adjacent to the region, students from the NW attend. Northwest Indian College, a public tribal land-grant community college is in Whatcom County. Western Washington University and Washington State University Everett are public four-year postsecondary institutions in the region, and University of Washington Bothell is NW adjacent.

There are two Regional Workforce Councils in the Northwest: the NW Workforce Council (supporting Island, San Juan, Skagit, Whatcom Counties) and Workforce Snohomish (supporting Snohomish County). Associate Development Organizations in the region include Economic Alliance Snohomish County (EASC), Economic Development Alliance of Skagit County (EDASC), Economic Development Council for Island County (EDC Island County), San Juan County Economic Development Council (San Juan EDC), and the Port of Bellingham.

CCNW Network Goals:

1. Catalyze Regional Stakeholder Partnerships, Collaborations, and Strategies
2. Increase Equity and Access to Family Wage/High Demand Career Opportunities
3. Support Coherent Career Pathways and Workforce Readiness

NW Regional Priority Industry Sectors: Career Connect NW conducted an environmental scan within the five county region to determine industry sector focus. Significant input and alignment was gained through utilization of the Regional Workforce Plans of our two regional workforce councils, the NW Workforce Council ([NWC Regional Workforce Plan 2024-28](#)) and Workforce Snohomish/Future Workforce Alliance ([Future Workforce Alliance Plan 2024-28](#)). Also utilized were the high wage/high demand job list curated through the NW Workforce Council ([NWC Regional Workforce Plan](#) p. 13), the Snohomish Occupations in Demand list, WorkSource job openings, as well as input from industry and post-secondary partners.

CCNW has identified the following sectors as focus priorities for the NW Region:

Priorities:	Emerging Priorities:
<ul style="list-style-type: none"> ● Information Technology/ Computer Science ● Construction ● Manufacturing/Aerospace ● Healthcare 	<ul style="list-style-type: none"> ● CleanTech ● Maritime ● Life Science ● Education

CCW Grant-Supported Programming:

Organization/Type	Program	Type	Status
Aerospace Machinists Joint Training Committee (AJAC)	Supply Chain & Logistics	Registered Apprenticeship	Developed
Apprenticeship and Nontraditional Employment for Women (ANEW)	Construction Trades	Pre-Apprenticeship	In-Development
Boys & Girls Clubs of Skagit County	Career Exploration	Career Explore	In-Development
Boys & Girls Clubs of Snohomish County	Career Exploration	Career Explore	In-Development
Coding for All	Go Tech	Career Explore	In-Development
Computing for All	Cloud Computing	Career Launch	Developed
Edmonds College	Healthcare	Career Launch	In-Development
Everett Community College	Computer Systems & Network Communications	Career Launch	Developed
Everett Community College	Machinist-AJAC	Career Launch	Developed
HopeWorks Social Enterprises	Tomorrow's Hope Child Development Center Training Academy	Career Launch	Developed
International Brotherhood of Boilermakers Local 502	Boilermaker/Industrial Rigging	Registered Apprenticeship	In-Development
Mentors in Tech	Information Technology	Career Launch	Developed
Mount Baker School District	Advanced Manufacturing	Career Launch	In-Development
Mukilteo School District	Pre-Apprenticeship in Platform Security	Pre-Apprenticeship	In-Development
Mukilteo School District	Sno-Isle Career Link	Career Prep	In-Development
Nooksack Salmon Enhancement Association	Restoration & Education Certificate Pathways	Career Launch	Developed
Nooksack Valley School District	Career Exploration	Career Explore	In-Development
Northwest Alliance for Better Schools	Learning With Leaders	Career Explore	Developed
Pacific Education Institute	Youth Engaged in Sustainable Systems	Career Prep	Developed
Quantilogica	Data Analyst	Career Launch	Developed
San Juan Islands Conservation District	Restoration Ecology	Career Launch	Developed

Shoreline Community College	Biotechnology	Career Launch	Developed
Skagit Legal Aid	Interpretation	Career Launch	In-Development
Skagit Valley College	Manufacturing Technology	Career Launch	Developed
Skagit Valley College	Marine Maintenance Technology	Career Launch	Developed
Sustainable Connections	Agriculture Farmer-Mentor	Career Explore	In-Development
Vamos Outdoor Project	Education & Social Services	Career Launch	Developed
Washington Alliance for Better Schools	T-Mobile IT	Career Launch	Developed
Washington Alliance for Better Schools	Health Industry Leadership Table	Career Explore	Developed
Washington Cement Masons Apprenticeship Committee	Masons & Plasterers	Registered Apprenticeship	In-Development
Washington Commission on Hispanic Affairs	Career Connect Tech	Career Launch	Developed
We Train Washington	Fishmonger	Registered Apprenticeship	In-Development
Whatcom Community College	Behavioral Health	Career Launch	Developed
Whatcom Community College	Healthcare	Career Launch	In-Development
Whatcom Community College	Information Technology	Career Launch	Developed
Whatcom Community College	Software Development	Career Launch	Developed
Whatcom Working Waterfront	Pre-Apprenticeship for Maritime	Pre-Apprenticeship	In-Development
Whatcom Working Waterfront	Northwest Maritime Apprenticeship	Registered Apprenticeship	Developed; In-Development

Most recent Career Launch Program Enrollment in CTCs/School Districts as of 2023-24*:

Organization/Type	Program	Occupation Group	Enrollment
Everett Community College	Information Technology	Computer & Mathematical	89
Skagit Valley College	Automotive Technology	Installation, Maintenance, & Repair	45
Skagit Valley College	Data Science	Computer & Mathematical	9
Skagit Valley College	Diesel Power Technology	Installation, Maintenance, & Repair	26
Skagit Valley College	Marine Maintenance Technology	Installation, Maintenance, & Repair	24
Skagit Valley College	Manufacturing Engineering Technology	Installation, Maintenance, & Repair	9
Whatcom Community College	Computer Information	Computer & Mathematical	23
Whatcom Community College	Cybersecurity	Computer & Mathematical	26
Whatcom Community College	Software Development	Computer & Mathematical	28
Edmonds School District	CIS-Full Stack Developer	Computer & Mathematical	3
		Total College/School District Enrollment:	282

Registered Apprenticeship	218 pathways in 5-County region	Total Reg. Apprenticeship Enrollment:	1865
* CCW Impact Dashboard , 2023-24 is the most current data available		2023-24 Total Enrollment:	2,147

Future Career Launch Needs and Enrollment: Career Connect Washington’s goal is that 60% of the class of 2030 will enroll in a Career Launch program before age 30 and complete it. To be on track toward this long-term goal, collectively regions need to support increased enrollments in Career Launch opportunities. According to the 2023 Network RFP for CCW and enrollment, NWESD 189 has approximately 16% of the students in Washington State.

CCNW aims to meet the following enrollments in Career Launch opportunities by 2027:

Year	Total Washington state Career Launch enrollments needed for goal	NW Region enrollments needed (16% of Washington state total)	NW Region enrollments growth goal from previous goal
2023-24	Baseline/Latest Data Available per CCW Impact Dashboard	2,147	N/A
2025	19,300	3,088	838
2026	21,600	3,456	368
2027	24,600	3,936	480

Regional Expansion Priorities

Career Connect NW and its partners will develop and support the following career connected learning program priorities in 2024-2027:

- 1) **Career Launch growth**
 - Career Launch Program Endorsement applications and renewals support
- 2) **Career Connected Learning programming capacity development in priority sectors**
 - Career Exploration Culminating Experiences Facilitation/Expansion
 - Apprenticeship/Internship Introductions and Exploration
 - Program Builder Support
 - Employer Engagement
- 3) **Facilitation of partnerships, pathway clarity, and alignment**
 - CTE Dual Credit Alignment in collaboration with regional community college and K-12 partners
 - Educator Professional Development in Priority Sector Knowledge Support/Workforce System Support
 - Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations

Equity and Inclusion considerations:

Focus populations for CCNW identified career connected learning program priorities include students who have one or more of the following designations: of color, from low-income backgrounds, English language learners, first-generation college attendees, from migrant families, with disabilities, and/or preparing for non-traditional careers.

Working largely through the PEAR Service Lines of Workforce Equity, Public Communication & Education, Engagement & Community Partnerships, Data & Strategy Reporting, and Capacity Building, CCNW identified career connected learning program priorities strategically and purposefully strive to connect students to family wage/high demand pathways that they may not have access to otherwise. Details are included by program priority in the next section, “Approach to Expanding Regional Career Connected Learning.”

Future Career Launch Program Endorsements: After consulting with post-secondary institutions, current Career Launch program builders, and CCW sector leads, projected Career Launch applications in the next 3 years are as follows. Note the majority of future Career Launch programs are in sectors identified as high/emerging priority.

Institution	Initiative	Program	Projected Enrollment
Edmonds College	CCW Program Builder awardee	Healthcare	30
Mount Baker School District	CCW Program Builder awardee	Manufacturing	30
Skagit Legal Aid	CCW Program Builder awardee	Interpretation	30
Whatcom Community College	CCW Program Builder awardee	Healthcare-BAS in Social Work	30
Whatcom Working Waterfront	CCW ABA Program Builder awardee	Marine Service Technician 2nd year	15
Whatcom Working Waterfront	CCW ABA Program Builder pending	Marine Service Technician 3rd year	15
Whatcom Working Waterfront	CCW ABA Program Builder pending	Marine Service Technician 4th year	15
Everett Community College	Career Launch	Certified Nursing Assistant	30
Everett Community College	Career Launch	Medical Assisting	30
Everett Community College	Career Launch	Mechatronics	30
Everett Community College	Career Launch	Machining	30
Everett Community College	Career Launch	Welding	30
Skagit Valley College	Career Launch	Information Management & Data Science	30
Skagit Valley College	Career Launch	Early Childhood Education	30
Skagit Valley College	Career Launch	Culinary Arts	30
Skagit Valley College	Career Launch	Welding	30
CTE Dual Credit	Career Prep/Launch	Computer Science programs	100
CTE Dual Credit	Career Prep/Launch	Manufacturing/Engineering programs	100
Apprenticeship growth	Career Launch	Various pathways	400
		Total anticipated additional enrollment	1035

Approach to Expanding Regional Career Connected Learning

Based on the career connected learning opportunities Career Connect NW and its partners have prioritized, CCNW will engage with regional partners in the following ways:

Partner	Program Priorities	Representatives who have informed these priorities
K12	<ul style="list-style-type: none"> • CTE Dual Credit Alignment • Career Exploration Culminating Experiences Facilitation/Expansion • Apprenticeship/Internship Introductions and Exploration • Program Builder Support • Employer Engagement • Educator Professional Development in Priority Sector Knowledge Support/Workforce System Support • Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations 	<ul style="list-style-type: none"> • Superintendents • CTE Directors • CTE Teachers • K12 Counselors • NWESD leadership • Community Organizations • Regional Employers • SBCTC • OSPI
Community & Technical Colleges	<ul style="list-style-type: none"> • CTE Dual Credit Alignment • Educator Professional Development in Priority Sector Knowledge Support/Workforce System Support • Career Exploration Culminating Experiences Facilitation/Expansion • Program Builder Support • Career Launch Program Endorsement applications and renewals support • Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations 	<ul style="list-style-type: none"> • College Leadership • Deans and Directors • College Faculty • CTE Directors • CTE Teachers • Community Organizations • SBCTC • OSPI
4-Year Institutions	<ul style="list-style-type: none"> • Educator Professional Development in Priority Sector Knowledge Support/Workforce System Support • Career Exploration Culminating Experiences Facilitation/Expansion • Program Builder Support • Career Launch Program Endorsement applications • Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations 	<ul style="list-style-type: none"> • College Leadership • Deans and Directors • College Faculty
Apprenticeships	<ul style="list-style-type: none"> • Apprenticeship/Internship Introductions and Exploration • Educator Professional Development in Priority Sector Knowledge Support/Workforce System Support • Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations 	<ul style="list-style-type: none"> • Local Union Organizations • Regional Employers • CTE Directors • CTE Teachers • K12 Counselors • NWESD leadership • Community Organizations

By Program Priority:

Career Launch Program Endorsement Applications and Renewal Support:

- *Engagement:* CCNW commits to introducing the value add of Career Launch Endorsement to partners, as well as providing support for the initial Career Launch Endorsement application and/or re-endorsement process. CCNW will discuss with partners enrollment, leveraged funding, and student wraparound support to ensure completion while also considering program sustainability.
- *Partnership actions:* Organizations will commit to working toward Career Launch requirements and submitting programming for Career Launch review.
- *Reduction of equity gaps:* Additional and renewed Career Launch endorsement not only contributes to local completion and statewide goals, but serves students furthest from educational and career opportunities by providing paid high-quality on-the-job experience, classroom learning, and industry recognized credential that will help them access job opportunities.

Career Exploration Culminating Experiences Facilitation/Expansion:

- *Engagement:* CCNW will partner with K12, community & technical colleges, 4-year institutions, and apprenticeships along with employers and community organizations to facilitate career exploration culminating experiences for high school students that focus on introduction and connection to priority career sectors. CCNW currently facilitates experiences in construction and healthcare (WAVE and ECHO Tours); CCNW will scale these events to additional counties and priority sectors starting with computer science/IT through 2027.
- *Partnership actions:* Community & technical colleges, 4-year institutions, and apprenticeships along with employers will provide locations and/or workshops, while K12 districts will identify students to attend based on their interests, HSBP, and priority populations. Collaboration with workforce partners will expand relationships with employers, allowing CCNW to broker additional connections between businesses and K12 in a systemic way. This systemic support will begin in the 2024-25 year and will be built through 2027 so K12 districts have a designated point for business connections as requested.
- *Reduction of equity gaps:* An important aspect of these events is a focus on introducing these careers to BIPOC and Perkins-defined special populations. K12 staff is encouraged to prioritize attendance for BIPOC and non-traditional gender students dependent on career sector, as well as out-of-school youth and those currently enrolled in CTE courses. From past events, we know that over 80% of students report that they learned more about the priority career sector highlighted, and similarly report that they are more likely to move toward that career.

Apprenticeship/Internship Introduction and Exploration:

- *Engagement:* CCNW will partner with K12 and apprenticeships along with employers and community organizations to facilitate the Washington Apprenticeship Vocational Education (WAVE) Tour highlighting construction apprenticeships, support our Regional Apprenticeship Program (RAP) and other pre-apprenticeship enrollment, as well as provide opportunities for employers and educators to learn more about apprenticeship pathways and internship facilitation.
- *Partnership actions:* Apprenticeships and workforce partners will provide locations and/or workshops, while K12 districts will identify students to attend based on their interests, HSBP, and priority populations. K12 educators and employers will also attend apprenticeship and internship exploration events supported by potential Career Launch partners.
- *Reduction of equity gaps:* While post-secondary focus often turns to avenues encouraging college attendance, industries are increasingly looking to apprenticeship to increase opportunities to grow the workforce. Highlighting apprenticeship opportunities elevates additional economic avenues/post-secondary/job training pathways and economically viable opportunities for underserved populations and non-traditional fields. Additionally, the experience students receive from internships are important for career pathway identification as well as potential open doors for future employment.

Program Builder Support:

- *Engagement:* CCNW will focus on supporting programming in identified regional priority sectors, that serves students from priority populations, and that connects to other regional programming [within the Career Explore, Career Prep, and Career Launch continuum](#) to ultimately create pathways. CCNW will introduce the grant opportunity to organizations focused on these sectors, refer organizations to [CCW Sector Strategies](#), walk through the RFP, answer questions, review drafts, and introduce organizations to additional stakeholders (community based organizations to K12/post-secondary institutions, K12 to industry/business, etc) that could partner in the work.
- *Partnership actions:* Organizations will commit to supporting CCNW regional strategy, reviewing the CCW sector strategies, writing the grant, and understanding the deliverables upon grant awarding.
- *Reduction of equity gaps:* CCNW has and will continue to focus on actively recruiting organizations that are women and BIPOC led and who are focused on serving students of color, Indigenous students, low-income students, rural students, and students with disabilities. We will also consider and share [Multi-Tiered Systems of Support](#) best practice within programming design and proposals.

Employer Engagement:

- *Engagement:* CCNW will continue to engage in partnership building with regional business to grow opportunities for career pathways. CCNW will highlight internship programs in the region that businesses can connect to as well as programming and classroom speaker opportunities, work-based learning support, and additional business/education cross-collaboration options. CCNW will provide onboarding for business representatives, background checks for educational speakers, and assistance in development of materials and activities appropriate and inspiring for students being introduced to various industries.
- *Partnership actions:* Business will show interest in getting involved, learn about opportunities, and participate in training/events that introduce students to opportunities within their business.
- *Reduction of equity gaps:* Connection between education and business is pivotal to create greater regional capacity to build pathways for all students. CCNW will work with business to incorporate Universal Design for Learning/[Multi-Tiered Systems of Support](#) practices, along with cultural/community relevance, into activities to make these learning opportunities accessible for all students.

CTE Dual Credit Alignment:

- *Engagement:* CCNW will work with K12 districts and regional community and technical colleges to align CTE coursework with post-secondary pathways, incorporating opportunities for CTE Dual Credit articulations. Focus will be continuing Computer Science/IT alignment and leveraging this work to add Manufacturing/Engineering. This will streamline pathways for students, ensuring smooth transitions and bolstered enrollment and credential attainment in higher education as well as connect students with regional current and planned Career Launch programs.
- *Partnership actions:* Regional K12 and community & technical colleges will collaborate to align curriculum, infuse culturally relevant teaching practice, and follow through with CTE Dual Credit course articulation. A number of our college partners have Career Launch Endorsed programming in Computer Science/IT and Manufacturing/Engineering, and if CTE courses at local high schools are better aligned there is opportunity to integrate and articulate these courses into a fully-formed continuum.
- *Reduction of equity gaps:* Research indicates that dual credit programs offer numerous advantages for students, such as increasing the likelihood of high school graduation, college attendance, and attainment of post-secondary degrees. While participation in dual credit courses varies nationally based on family income and race/ethnicity, studies suggest that students from historically marginalized communities may derive greater benefits compared to their counterparts. CTE course enrollment data shows that student demographics in CTE are more representative of our focus populations which include students: of color, from low-income backgrounds, English language learners, first-generation college students, and students with disabilities. CCNW will ensure that curriculum development and alignment is inclusive of culturally relevant materials and teaching practice to include and welcome students often excluded from opportunity. This will streamline pathways for students, ensuring smooth transitions and bolstered enrollment and credential attainment in higher education.

Educator Professional Development:

- *Engagement:* CCNW will partner with K12, community & technical colleges, 4-year institutions, and apprenticeships along with employers and community organizations to facilitate professional development for educators to gain knowledge about family wage/high demand careers so that they can better provide guidance and support for students. Additionally, CCNW will facilitate Communities of Practice focusing on specific outcomes; examples include High School & Beyond Planning and Pathway specific work in Computer Science/IT and Manufacturing/Engineering, directly tying high school courses to Career Launch endorsed programming for increased pathway enrollment.
- *Partnership actions:* CCNW will partner with community & technical colleges, 4-year institutions, and apprenticeships along with employers to provide experiences for educators that help them better understand priority sectors and family wage/high demand careers and pathways to reach these opportunities. These experiences will include workplace tours, speakers, and hands-on workshops. Additionally, communities of Practice will include curriculum alignment, industry input, and culturally relevant best practice. K12 educators will participate in professional development and gain experience as well as clock hours.
- *Reduction of equity gaps:* Research shows that there is significant discrepancy between student aspirations for postsecondary plans compared with staff perceptions of student aspirations, yet teaching staff are the number one student resource for information. It is vital that educators understand pathways to family wage/high demand careers so they can provide pivotal information for regional students. Through facilitated conversation and work across agency silos, CCNW is committed to system disruption by collaborating cross-organizationally to explore equitable practices, strategies, and effective approaches to support students in entering family supporting, in-demand careers.

Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations:

- *Engagement:* Career Connect NW will actively work to foster collaboration and contribute to the alignment of shared visioning and clear goals for our regional workforce system. This includes engagement of leadership in organizations working in economic and workforce development, industry and business, K-12, post-secondary, government, and community. CCNW will prioritize the development of trusted partnerships in order to develop cohesive career pathways for students and focus on creating foundations, connections, and relationships to support building capacity, working on a wider scale, and utilizing and leveraging resources.
- *Partnership actions:* CCNW will systematically connect with stakeholders to strategize on growing career connected opportunities, resources, and pathway alignment. CCNW will offer opportunities to collaborate, as will partners, in support of shared goals.
- *Reduction of equity gaps:* By working together and leveraging different resources and approaches, we can create a stronger system together for the success of our region's workforce.

Key Milestones

	Key milestones by June 2025	Key milestones 2025-2027
Career Launch growth <ul style="list-style-type: none"> - Career Launch Endorsement applications and renewals 	3+ programs will apply for and receive Career Launch endorsement	10+ programs will apply for and receive Career Launch endorsement
	Key stakeholders will be engaged to begin building regional career pathway maps	5+ regional organizations will receive CCW funding in support of building the CCL continuum
Career Connected Learning programming capacity development in priority sectors <ul style="list-style-type: none"> - Career Exploration Experiences Facilitation/Expansion - Apprenticeship/ Internship Introduction and Exploration - Program Builder Support - Employer Engagement 	800+ high school and middle school students will be engaged with career connected learning programming	2+ additional counties will have career connected learning programming in family wage/high demand sectors
	80% of invited schools and programs will attend regional career exploration events.	Recruitment of priority populations for career exploration event attendance will be increased
	30+ employer partners will be onboarded to participate in regional career exploration activities	10+ Schools and educational organizations will be better connected to industry through CCNW facilitated relationships
	1+ event hosted to introduce internships	Increase the number of students who report an increase in knowledge and/or interest in priority sector careers by 30% as measured by surveys.
	1+ event hosted to introduce apprenticeship	3+ programs will apply for and receive Program Builder funding
Facilitation of partnerships, pathway clarity, and alignment <ul style="list-style-type: none"> - CTE Dual Credit Alignment - Educator Professional Development in Priority Sector Knowledge Support/ Workforce System Support - Collaboration and initiative alignment with leadership in workforce, industry, K12, post-secondary, government, and community organizations 	3+ HS&B meetings per year to support educator professional development with clock hour earning opportunities.	More students will have formal High School & Beyond plans.
	3+ in-person meetings will be held to facilitate CTE curriculum alignment between K12 and post-secondary and professional development	High School students will have additional high school STEM CTE course options that directly connect with post-secondary degree programs in the region.
	20+ CTE teachers will be engaged in professional development around curriculum alignment and culturally relevant best practices, including clock hour earning opportunities.	5+ High school course offerings in priority sectors will be in alignment with post secondary programs as well as industry need
	4+ post-secondary faculty will be engaged in high school curriculum/programming for at least 2 career pathways.	Key stakeholders will be engaged to begin building regional career pathway maps
	20+ CTE Directors will be engaged within CTE Directors meetings around CTE courses and pathways	Increase the number of educators who report an increase in knowledge of high-demand & family-wage careers and pathways by 25% as measured by surveys.
	100+ clock hours will be awarded to educators in the region through career connected professional development and training.	