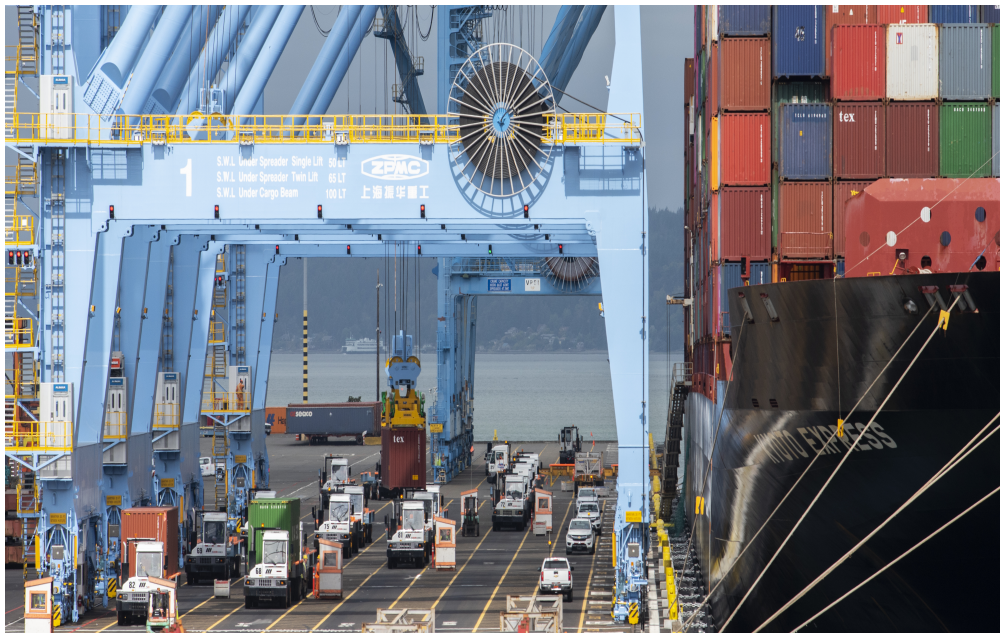




Workforce Development Strategic Plan

Annual Report | 2025



Letter from the Executive Director



The Port of Tacoma's mission is to serve as an economic development agency, and workforce development is an essential component of our efforts. In collaboration with economic development partners, tenants, industry businesses, educational institutions, elected officials and community members, the Port strives to generate quality, family-wage jobs and economic growth for the region.

On August 18, 2022, the Port of Tacoma Commission adopted a Workforce Development Strategic Plan, approving ten initiatives towards advancing and supporting the future workforce in Pierce County.

Those ten were:

1. Career exposure in elementary school
2. Provide exposure to future career pathways through community engagement activities and communication channels
3. Host the Youth Marine Foundation (YMF) of Tacoma on Port property
4. Contract for internships/paid work experiences with third party employers.
5. Financial support for the Tacoma Public Schools Certification Program
6. Apprentice utilization requirement for Port of Tacoma public works projects
7. Port of Tacoma internship program
8. Presenting sponsor of the Hire Pierce County Job Fair
9. Workforce development advocacy
10. Participate in the Tacoma School District CTE Advisory Board

One highlight of note was that 2025 wrapped up a second year of our contract with Workforce Central to meet initiative 4. That contract resulted in 46 participants from all over Pierce County and of many backgrounds and ethnicities completing 11,979 training hours, and by the middle of December 2025, 37 of the 46 had found employment.

The following pages provide further information about the implementation and successes of our initiatives.

Sincerely,

A handwritten signature in black ink that reads "Eric Johnson". The signature is fluid and cursive.

Eric Johnson
Executive Director, Port of Tacoma



1.

Career Exposure at the Elementary Age

A new event was created to teach young children about salmon this year, a Gnome & Fairy Walk! Families were welcomed to the Port of Tacoma's Place of Circling Waters to learn to mulch plants, understand the salmon's role in the design of a habitat site, and they were able to look for wildlife with binoculars and create craft projects to take home. The Port also participated again in Salmon Homecoming with its Environmental Department, several Elementary School career fairs, and 3,150 people, largely families with children, attended our annual Touch A Truck event, learning about Port handling equipment, Port operations, and environmental projects.



2.

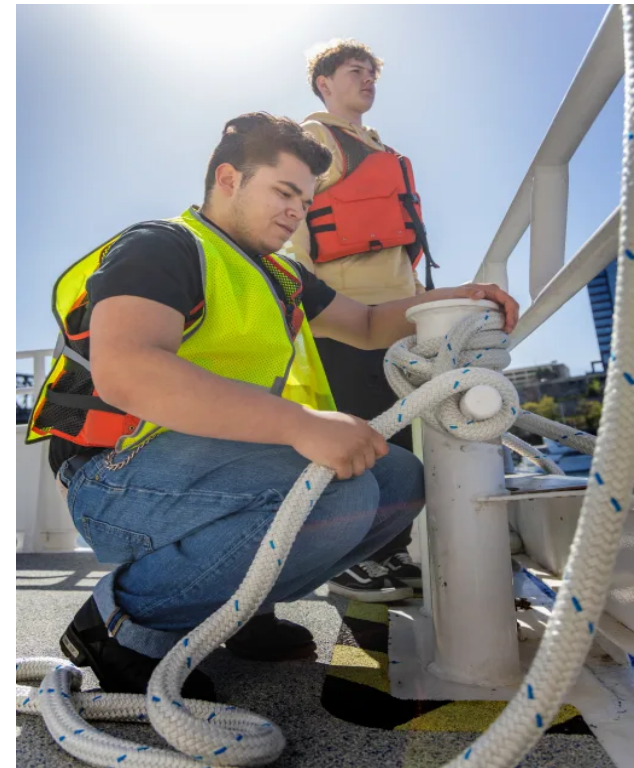
Provide Exposure To Future Career Pathways Through Community Engagement Activities and Communication Channels

The number of tours, events, and speaking engagements executed in 2025 was over 16,000 one-on-one touches with community members. Through 2024-2025, the Port attended 15 career fairs across Pierce County and engaging with upwards of 11,000 students. The Port's VR goggles continued to excite students, experiencing port jobs in a virtual reality space, experiencing either running a Top Pick machine or a container crane. We worked with the Youth Marine Center to provide maritime career exposure, Bus Tours for 2830 citizens, a beach cleanup and a Fife/Milton/Edgewood Chamber of Commerce after-hours event. The latter coordinated with their Fife school district to take art students on a tour of the Port, then their art was featured at the after-hours.

3.

Host the Youth Marine Foundation of Tacoma on Port Property

In 2025, the Port of Tacoma continued its support with its lease of the YMC space, and also leased the MV Doolin-Rogers vessel several times for educational boat tours. New this year, the Port worked with Workforce Central to support a Merchant Mariner training program at YMC designed to get adults employed in Maritime careers.



4.

Contract for Internships/Paid Work Experiences with Third-Party Employers

The Workforce Development Strategic Plan included a provision to retain a service provider to provide career pathways training through paid work experience or internships in the areas of building trades, manufacturing trades, maritime and logistics trades and the environment.

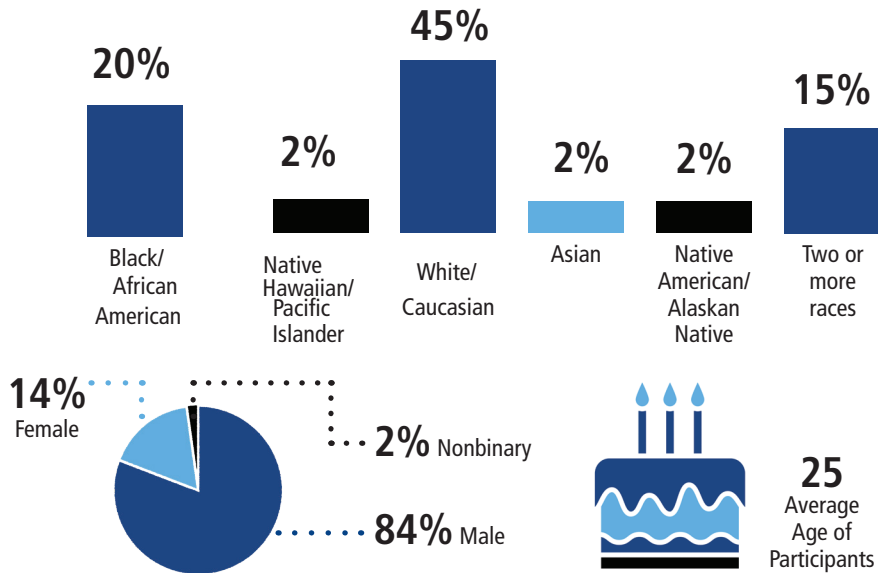
This was the 2nd year of the Port's contract with Workforce Central, and another great year of getting people trained and put to work.



WORKFORCE TRAINING & INTERNSHIP PATHWAYS OUTCOME REPORT



Participant Demographic Information



5.

Financial Support for the Tacoma Public Schools Tideflats Summer Certification Program

Students participating in Jobs253 were able to select two Tideflats paths: a Merchant Mariner path of study or a Warehouse & Logistics path. Tacoma Public Schools arranged a six-week training program for students where they received real world certifications (TWIC, forklift certification, Merchant Mariner card, etc.) to assist them in gaining employment. With the Port of Tacoma's financial support for the program in the past two years, they were able to provide stipends for training to 300 total students. Port staff were also involved with each group one day of their six weeks taking them to Tideflats tenants such as Safe Boats, TOTE, and MacMillian Piper.



6.

Apprentice Utilization Requirement for Port of Tacoma Public Works Projects

The Port of Tacoma had four contracts large enough to qualify for the Apprentice Utilization requirement this year:

201189.01 General Mechanical Inc. • \$1,124,979.49
Journey Level Hours 3,520.06 • Apprentice Hours 527
Percentage 13.02%

101549.01 BNB Builders • \$123,000,000.000
Journey Level Hours 65,316.87 • Apprentice Hours 8,797.50
Percentage 11.87%

101692.01 & 201114.03 American Construction Inc •
\$3,393,296.78 Journey Level Hours 1,928.25 •
Apprentice Hours 72.50 Percentage 3.62%

92839 • \$1,779,370.63 Journey Level Hours 4,219.61 •
Apprentice Hours 1,067.50 Percentage 20.19%

Since the adoption of the Port's Workforce Development Strategy, Port capital investments have resulted in 107,862.90 Journey Level hours and 13,862.50 Apprentice Hours.



7.

Port Internship Program

The Port of Tacoma was pleased once again to host five Summer Interns in Environmental, Operations, Community Relations, and Accounting.

8.

Presenting Sponsor of Hire Pierce County

Open to every high school in Pierce County, this trades-orientated career fair has now been sponsored by the Port of Tacoma for three years now. The Port's sponsorship allows the organizers to focus on recruiting schools and companies to show up to the event, over 3900 students from around the county have attended since the Port became the key sponsor. The Port of Tacoma's Maintenance and Security Departments bring practically every piece of equipment that can be moved to the Puyallup Fairgrounds, and show students what its like to operate various equipment, as well as answering their questions about how to obtain good-paying careers in the Trades.



9.

Workforce Development Advocacy

Our Port Commissioners and Government Relations teams continued to lobby in Olympia in support of Workforce Development programs and the goals of our partners throughout Pierce County. An example of this advocacy was continuing to assist Pierce County partners seeking financial support for Trades and Workforce training.

10.

Participate in the Tacoma Public Schools CTE Advisory Board

Commissioner Keller and the Community Relations Manager are members of the Tacoma Public Schools CTE Advisory Board, and the Community Relations Manager continues as a member of the Fife School District's CTE Advisory Board. This year the Community Relations Manager was selected by all of the CTE Directors in WA State as the VIP Business Partner of the Year.





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