

ANNUAL REPORT

**Transforming
Lives**

**Empowering
Communities**

**Building
Economic
Resilience**



**Workforce
Snohomish**

Program Year 2024

July 1, 2023 - June 30, 2024



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Letter from the CEO

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The partnership is working. It's working because of people committed to making a difference.

Program Year 2024 tested our resilience like never before. Despite facing a 47% budget reduction and unprecedented economic disruptions affecting our aerospace sector, we didn't just survive—we thrived. We exceeded federal performance targets, launched groundbreaking initiatives, and most importantly, transformed lives in ways that will strengthen our community for generations.

Behind every statistic in this report is a human story. Ricky, experiencing homelessness at 23, now pursuing accounting at Everett Community College. Michael, a Ukrainian refugee who overcame language barriers to secure stable carpentry work. Jerome, who transformed his justice-involved background into a manufacturing career. These stories demonstrate that when comprehensive support meets human determination, extraordinary things happen.

Our innovation in AI workforce development, financial empowerment, and poverty reduction has garnered national recognition. But the real success is measured in personal terms—in families achieving stability, young people discovering purpose, and businesses finding the talent they need to grow.

Whether investments prepare our young people for emerging careers, help disconnected workers find new pathways, or enable businesses to build strong teams, the desired outcome is always the same: vibrant, prosperous communities.

Thank you to the countless individuals who have partnered with us to make a real difference today and create new opportunities for tomorrow.

Joy Emory

President & CEO, Workforce Snohomish

Organization Overview

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**Workforce
Snohomish**



**Snohomish
County**

Workforce Snohomish is a 501(c)(3) non-profit organization that serves as the fiscal agent for the Future Workforce Alliance, Snohomish County's Local Workforce Development Board. We work to bolster and reinforce Snohomish County's economic foundation by strengthening local businesses, supporting workers, and assisting residents in finding gainful employment.

Our Mission: Building economic resilience through integrated workforce development, financial empowerment, and business engagement services that create pathways to prosperity for all Snohomish County residents.

Our Vision: Snohomish County as a globally recognized hub for talent that supports the regional economy and creates economic opportunity for all.

Workforce Snohomish serves Snohomish County, Washington, home to 847,842 residents and a diverse economy anchored by aerospace manufacturing, healthcare, construction, and emerging technology sectors. Our region has experienced significant growth with 33,735 new residents over five years, creating both opportunities and challenges in workforce development.

The county's economic landscape includes major employers like Boeing, while 97% of businesses have fewer than 99 employees. With 143,972 residents commuting to King County for work, we focus on creating local career opportunities that keep talent in our community.

Program Impact

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In Program Year 2024, we exceeded federal performance targets, launched groundbreaking initiatives, and transformed lives in ways that will strengthen our community for generations.

WorkSource Snohomish County

WorkSource Everett relocated to a new facility featuring an improved layout designed specifically for customer support and service delivery, with all partners co-located on one floor for truly integrated services.

WIOA Adult, Dislocated Worker, Youth

WIOA Adult/DW served 412 individuals meeting 130% of enrollment targets and an average participant employment rate of 72%. WIOA Youth served 144 individuals with a 62% employment rate and average hourly wage of \$21.04.

Economic Security for All (EcSA)

EcSA served 378 individuals in Snohomish County, producing \$1.68 return for every \$1 invested and generating \$1.5 million back to Washington State in tax revenue.

Financial Empowerment

Financial Empowerment provides essential financial tools and knowledge to achieve financial stability. 96 clients received personalized financial coaching, 176 local service providers joined the Snohomish County Asset Building Coalition, and over 400 students and families received financial aid support.

Workforce Compass

Our revolutionary AI-enabled, skills-based job matching platform gained 2,014 registered users with 17% quarterly growth. Users uploaded 1,076 resumes, submitted 2,147 job applications, and explored 990 careers.

Community Impact

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The true measure of our success isn't just in individual transformations—it's in how those transformations strengthen the entire fabric of our community. Through our Five Priority Sectors Strategy, we're not just responding to current economic needs; we're building the foundation for future prosperity.

Aerospace & Advanced Manufacturing

Supporting the supply chain while preparing workers for the future of sustainable aviation fuel development.

Information & Communication Technology

Positioning Snohomish County as a leader in cybersecurity, AI, and 5G technology.

Healthcare & Social Assistance

Addressing growing needs while creating career pathways in one of our fastest-growing sectors.

Construction & Infrastructure

Supporting Sound Transit expansion and broadband projects that will define our region's connectivity.

Life Sciences

Advancement and innovation creating high-wage opportunities in emerging fields.

Our Community Network of 27 WorkSource Connection sites ensures that no matter where someone lives in Snohomish County, opportunity is within reach. But the real impact comes in the relationships built, the trust established, and the ongoing partnerships that continue to create opportunities long after events end.

Success Stories

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Behind every program, every initiative, and every innovation are individual human beings whose lives have been transformed. These stories aren't just feel-good anecdotes—they're proof of concept for what's possible when comprehensive support meets human determination.

Ricky

At 23, experiencing homelessness in downtown Everett, Ricky could have become another statistic. Instead, through SnoCo Connect's comprehensive support—including housing assistance, career exploration using Labor Market Information, and a Work Experience program that built both technical and soft skills—Ricky discovered his passion for accounting. Today, he's pursuing that dream at Everett Community College.



Addison

After losing a pharmaceutical project management position, Addison faced the challenge of transitioning to a new industry. Through our Economic Security for All program, strategic career counseling, and Manufacturing Core Training, Addison secured a temporary Project Manager role at \$90/hour that quickly became permanent. By program exit, Addison's self-sufficiency level reached 502%—a testament to the power of targeted support and the resilience of the human spirit.



Jerome

Despite facing the familiar challenges of a competitive job market and the stigma of a criminal record, Jerome's determination combined with the dedicated advocacy from our Business Engagement Specialist opened doors. He earned a position earning \$21.50/hour as a manufacturing specialist. This represents more than employment—it's proof that with the right support and dedicated advocacy, individuals can overcome barriers and unlock their potential.



Each story represents not just individual transformation but community strengthening. When Ricky succeeds, he inspires other young people facing homelessness. When Jerome thrives, he changes employer perceptions about justice-involved individuals. When Addison transitions successfully, she demonstrates that career disruption can lead to even greater success.

Future Outlook

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Innovation & Recognition: Leading the Way Forward



Innovation isn't just about having the latest technology—it's about using every tool available to unlock human potential. Our AI Workforce Initiative, developed in partnership with Northwest Innovation Resource Center, represents a first-of-its-kind approach that puts workers at the center of AI implementation rather than treating them as an afterthought.

The three-pronged approach—worker training through AI bootcamps, business leadership development workshops, and applied learning that pairs trained workers with small businesses—ensures that artificial intelligence enhances rather than replaces human capability. The key innovation is worker-led technical assistance, ensuring that worker perspectives are integrated from the beginning of AI implementation, not added as an afterthought.

This approach has garnered national attention. Our Economic Security for All program has been recognized as a best practice by the US Department of Labor. Our co-enrollment model has been adopted statewide across Washington. Our community-engaged service delivery has become a model for other regions nationwide. Our skills-based hiring innovation.

Financial Statements

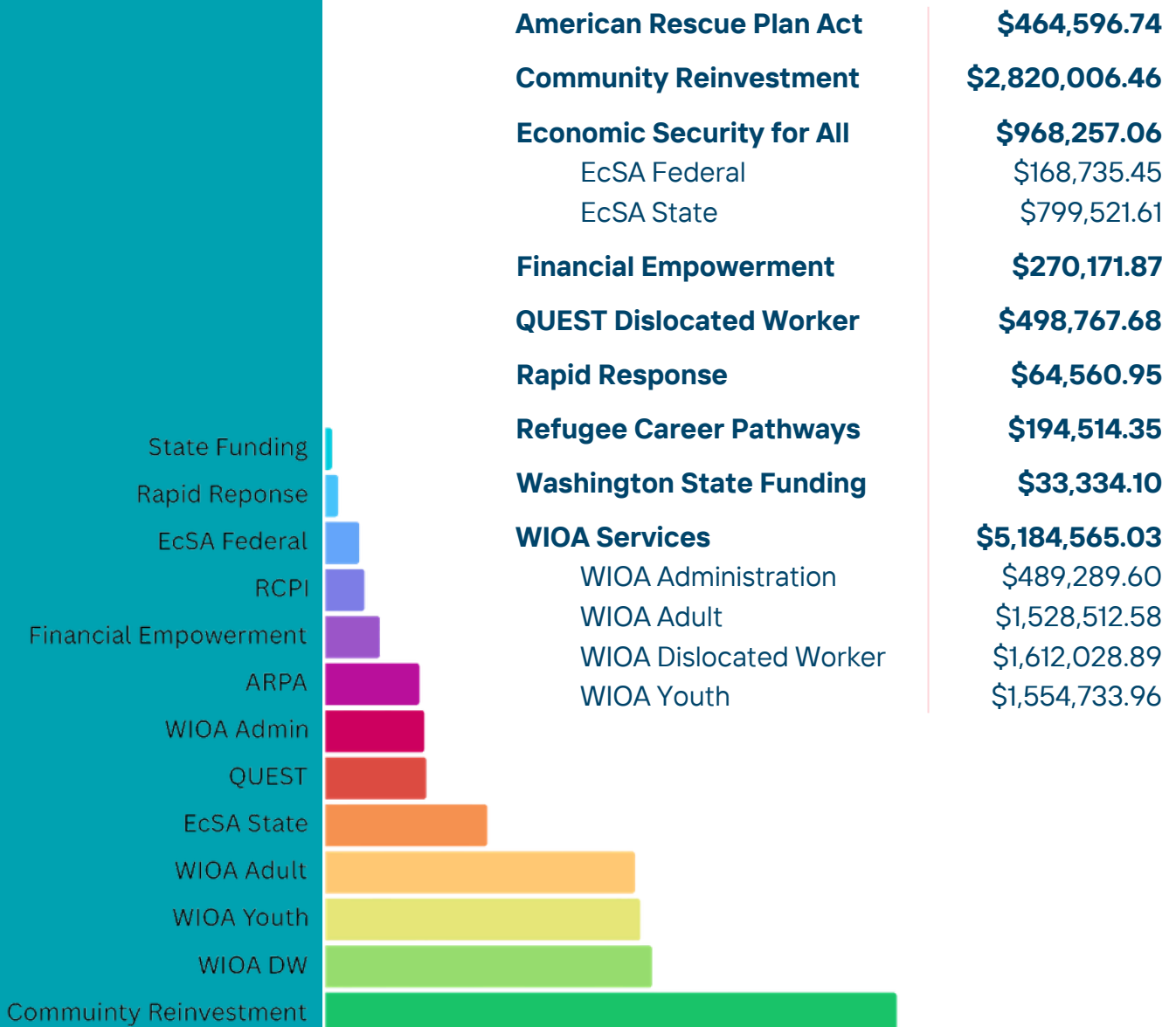
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Revenue Statements

\$10,498,774.24

Total PY 2024 Revenue

*Federal and other funding sources for program year 2024 includes carry forward funding from prior program years.



Contact Us

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Workforce Snohomish/WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711. Language assistance services for limited English proficient individuals are available free of charge. Workforce Snohomish/WorkSource receives support and funding from US DOL and HHS grant(s). To learn the sources and proportions, please go to www.workforcesnohomish.org/funding.