



YWCA's Economic Advancement programs work to overcome racial and gender disparities by helping to reduce institutional and societal barriers in compensation, education, and employment opportunities.

As individuals with lower incomes secure living wage jobs, they gain access to pathways that build careers.

Program Summary

YWCA's Economic Advancement Programs are specialized to serve the unique needs of communities that face higher barriers to employment. Not only do program participants have the opportunity to access career centers, job training and placement, but our YWCA also provides assistance with housing, health, and safety.

Our economic advancement programs are sustainable, successful, and inclusive, helping to ensure everyone has access to the tools needed to start the journey to prosperity.

Challenges in our Community

- Women and BIPOC communities in Seattle earn between 44% and 71% of what white men earn.
- On the low end, median earnings for black women are **nearly 1/2** that of white men.
- During the pandemic, in terms of caregiving, women bear most of the burden and **nearly 2/3** of women in Seattle are Essential Workers.
- Women and members of BIPOC communities are **over-represented in low-wage industries** — 45% of Seattle's low-wage workers are people of color, and 60% are women

ABOUT US

YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. For over 127 years, YWCA Seattle | King | Snohomish has been committed to breaking down barriers to opportunity for women and girls in the region. We are advocates for equity and operate a network of community-based programs from Everett to Auburn, delivering culturally-relevant services in the most critical areas of people's lives, such as housing, health, safety, employment, and economic advancement.

Program Highlights

YWCA operates a number of economic advancement programs. Each falls into one of four categories and works to meet the needs of people in our community seeking economic achievement.

Career Development Centers: provide free job search resources to participants and the community. Heavily focus on providing job postings, resume and cover letter assistance, access to computers, faxes, and/or phones. In addition, in-site staff provide career counseling and coaching, teach computer skills and host employer events like job fairs.

Job Training Programs: provides vocational training to low income individuals in our community. We provide specialized services to populations that face higher barriers to employment, such as Individuals experiencing homelessness, formerly incarcerated individuals, veterans, youth, and people 55+ .

Financial Resources: offer multi-lingual financial classes, coaching, resources, and workshops that help women and families build economic stability.

Specialized Employment Programs: center targeted populations with access to specialized employment programs. By focusing on this specific group YWCA can help them obtain living wage jobs or jobs on a career pathway and overcome societal barriers.

Youth Development Programs: focus on providing young adults (ages 16-24) career and education assistance. YWCA also works to provide resources to parents seeking employment such as child care and tutoring services.

Participant Outcomes

- In 2020 **58%** of people seeking a job using YWCA employment services **got a job**.
- Almost **1,800** people used YWCA career centers and job banks for self-directed **job searches**.
- Nearly **500** people received one-on-one support and services related to employment.
- In response to the pandemic, YW **launched a new program**, CareerWork\$ Ready—a 3 week online job readiness course to help job seekers reenter the workforce .

