



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.

Program Summary

YWCA's BankWork\$, PharmacyWork\$, and ReadyWork\$ programs are delivered at no cost to participants. These "Work\$" programs are focused on helping a diverse array of primarily low-income clients prepare to launch new careers that will put them on a path towards economic mobility and stability for themselves and their families.

All three programs provide a combination of skills to assist job seekers in obtaining in-demand positions in the Puget Sound region. They offer interactive instruction with a wide array of guest speakers and offer one-on-one career navigation support to remove barriers, hone skills, market strengths, and help students obtain good-paying jobs with advancement potential. All three also provide follow up support including job retention, financial empowerment services, and advancement support along a career pathway.

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.
- 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 129 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

ReadyWork\$ is a 3-week online job readiness training program to help job seekers enter or re-enter the workforce in any industry and incorporates updated job search strategies such as video interviews, job searching using a smart phone, best practices for LinkedIn/social media, and other online tools. Participants receive one-on-one coaching and navigation with experienced career navigators and are invited to attend a monthly job-fair with multiple employers.

ReadyWork\$ includes a monthly hiring event with multiple employers in a wide range of industries (health care, finance, manufacturing, retail, tech etc.)

BankWork\$ provides high-quality job skills training to qualified candidates, preparing them for entry-level retail banking careers with financial institutions. Participants gain industry-specific skills that are relevant in today's workforce. In addition to job training, BankWork\$ provides participants with career navigation, job placement assistance, coaching, and mentoring for up to one year after placement. The program currently operates in a hybrid format occurring partially online and partially in-person in Seattle, Auburn, Bellevue, and White Center.

Program graduates will be matched with positions in sales and customer service including: Customer Service Representative, Member Services Representative, Universal Banker and Personal Banker.

PharmacyWork\$ provides industry-specific instruction offered entirely online over a 5-week period. PharmacyWork\$ prepares students to enter the pharmacy field in Pharmacy Technician positions at CVS Pharmacies, Omnicare, and other major pharmacies throughout the region and to pursue certification including the Pharmacy Technician Certification Board's PTCB exam. Students receive one-on-one career coaching and navigation, obtain their Pharmacy Assistant license and participate in a "Virtual Job Tryout" leading to hiring at local retail and hospital-based pharmacies.

Participant Outcomes

- In 2022 **nearly 80%** of BankWork\$ program graduates accepted job offers
- BankWork\$ has launched **733** banking careers in the Puget Sound region
- Recent Work\$ graduates have received a pay rate of **more than \$22 per hour**
- **87%** of Work\$ graduates are people of color
- **94%** of Work\$ graduates are women

