



Funds Distribution Report

Recipient Organization:
Uplift Northwest

Address:
2515 Western Ave
Seattle, WA 98121

Contact:
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<https://www.upliftnw.org>

Organization's General Goals:

Uplift Northwest has operated continuously in Seattle since 1921 with a mission to provide dignified jobs and job-readiness services to men and women experiencing poverty and homelessness in the Puget Sound Region. We connect men and women with life-changing job opportunities, and our temporary staffing operation provides employers with dependable, flexible, and affordable staffing solutions.

Date of Award:	Level:
2021 Q3	\$5,001 to \$7,500

For more information, please read the attached report from Uplift Northwest.

8802 27th Ave NE
Tulalip, WA 98271
TulalipCares.org



July 31, 2022

Tulalip Tribes Charitable Contributions
Marilyn Sheldon, Director
8802 27th Avenue NE
Tulalip, WA 98271

Dear Marilyn,

On behalf of Uplift Northwest's internal staff, board, and community served, thank you and the Tulalip Tribes Charitable Contributions for your generous \$█████ grant (Q3 2021 14.2) in 2021. Your gift played a key role in our ability to shift our programs, develop new training and education opportunities and deepen our impact, despite the many challenges caused by the pandemic and social unrest. We are thrilled to share more about our work in 2021 and provide an update on our progress in 2022.

Organization & Program Overview

Over the last century, Uplift Northwest has become one of Seattle's oldest nonprofits and one of its most successful economic mobility boosting programs for people experiencing poverty, social inequities, and homelessness. We have helped our community overcome many economic changes, community crises, and systemic inequities over our history. This includes COVID-19, which exasperated the systemic inequities that have existed in our country for centuries.

To continue this work in 2021, Uplift Northwest offered the following job training, job placement, and wraparound services to more than 640 workers and individuals:

- Business Enterprise: Our Temporary Staffing Operations generates over 80% of the revenue for our organization and helps hundreds of men and women secure temporary, long-term, and permanent jobs in a wide range of industries across the Puget Sound Region through, day labor, stadium work, and project management.
- Advanced job training, education, and certification workshops: The goal of our employment readiness workshops is to assist workers with the ability to achieve economic self-sufficiency through employment, job-readiness training, workshops, credentialing, and support services. When Individuals from our Business Enterprise are identified or personally express a desire for career development or career counseling, Uplift Northwest refers them to the variety of the advanced employment and certification trainings including our STEP (Strategy-Training-Employment-Performance) workshop. Individuals are paired with an Employment Specialist/Case Manager for an assessment to create an Individual Achievement Plan. Each plan is personalized to each worker and includes self-identified or visible barriers and unique goals.





- Kasota Apartments & Housing Assistance: Housing is vital to one's mental and physical health, overall well-being, and employment success. However, Seattle's rising cost of living and limited affordable housing options continues to affect workers facing unemployment, under-employment, and/or homelessness. Uplift Northwest addresses this urgent need by referring workers to housing providers, verifying workers' income to gain access to housing, and through our Kasota Apartments or other affordable housing providers in this region.
- Wraparound Services: Every worker or individual who comes to Uplift Northwest gains access to a variety of services, supplies, and basic needs. A few examples include access to eye care and prescription eyeglasses at our in-house Eye Clinic, meals through our partnership with Operation Sack Lunch, showers, and hygiene supplies through our Hygiene Center, and more.

We are grateful for your encouragement and generosity that supports all these activities to rebuild the confidence, self-sufficiency, and dignity of our neighbors every day.

Annual Outcomes & Community Served

In 2021, our services impacted the lives of more than 640 men and women in the following ways:

- Placed 458 essential workers into jobs, where they collectively earned more than \$4M.
- Helped workers earn Job Certifications in Food Handlers (322) and Mandatory Alcohol Server Training (52).
- Housed 35 people through our Kasota Apartment complex or other housing providers.
- Re-opened our Eye Clinic, where 96 people gained prescription glasses between October – December 2021.
- Provided advanced job training to 66 graduates of the STEP (Strategy, Training, Employment, and Performance) Program.
- Created access to thousands of community meals in partnership with Operation Sack Lunch.
- Partnered with 305 employers around the region.

Please find more detail about this work in the enclosed Community Impact graphic.

Most of our workers in 2021 were low-income, earning less than 200% of the federal poverty threshold. They often faced barriers to employment, such as homelessness, a history of substance abuse, systemic racism, a lack of resources to obtain work clothes and training, and more. Approximately 9% of our clients self-identified as veterans; 20% female, 68% male. Over 60% of the individuals we serve identify as BIPOC, and 68% reported that they are experiencing homelessness or unstable housing.

Challenges & Solutions

Our biggest challenges in 2021 were a result of the COVID-19 pandemic. Prior to the pandemic, ULNW prioritized addressing the effects of Seattle's homeless crisis, skyrocketing cost of living, lack of affordable housing, and systemic inequities that harm our workers. All these challenges and inequities were exasperated during the pandemic, disproportionately impacting the communities we serve. As a result, we saw the increasing need for advanced job training, placement into living-wage jobs, and wrap around services for individuals experiencing homelessness, poverty, and job loss.



Uplift Northwest responded to these challenges by quickly pivoting and partnering with local and national groups like King County, City of Seattle, Stand Together and Seattle Jobs Initiatives to continue offering jobs and crucial resources. Together, we were able to connect workers with more long-term, higher-paying jobs through the pandemic. We were able to deploy our workers to support mobile shower units, sanitation, and litter abatement efforts to help keep our neighbors, housed and unhoused, safe, and healthy during the pandemic.

The pandemic has taught our team a lot about our organization, community, and local need. It was clear that there is a heightened need for job training and placement in high demand sectors such as construction, technology, manufacturing, healthcare, and more. So, in 2022, as part of a multi-year strategic plan, we are working with our staff and partners to fill this gap for our community.

2022 Update & Progress Report

So far in 2022, Uplift Northwest is embarking on our multi-year strategic plan to build more equitable pathways to living-wage jobs in high-demand sectors, including construction, technology, and health care. To make this a reality, we are expanding our STEP Advanced Training opportunities; increasing our capacity to serve more workers annually; and prioritizing the integration of Diversity, Equity, and Inclusion into our long-term strategic planning process.

In 2021, 70 STEP workers and participants earned advance training and certification in digital literacy, HVAC, healthcare apprenticeship, maritime, iron worker, and residential construction training. By 2024, we



aim to build this number to more than 270 STEP workers. To do this, we are in the process of launching new curriculum and certification offerings that lead to high demand sectors, including new Custodian, Flagging, Residential Construction, Welding, and Cloud Services Certifications. So far in 2022, we have already added over 11 new employment readiness trainings.

We are also increasing our capacity to serve more workers and individuals each year by refining our infrastructure, developing our staff resources, and strengthening our community partnerships, and outreach strategies. This increased capacity allows us to enhance outreach strategies to ensure our programs are accessible to individuals most impacted by racial inequities and disparities. Outreach strategies include working with our 60 community-based organizations and housing agency partners, especially those serving communities of color, individuals experiencing homelessness, and low-income groups in addition to developing a comprehensive recruitment strategy. By building new partnerships with local food banks, shelters, medical clinics, and community groups, we can improve accessibility of our services, expand our geographic impact, and create pathways to living-wage jobs in high-demand careers for more workers.

Thirdly, we have prioritized Diversity, Equity, and Inclusion resulting in the creation of a long-term DEI strategic. This plan will bolster our commitment to address economic inequities and racial wage gaps that affect thousands of Seattle workers, especially those from communities of color.

All this work will help us reach our 2022 Goals:



- Serve approximately 120 STEP participants and workers.
- Provide STEP Job Training to 120 Participants. (A 71% increase from 2021)
- Add at least 4 new Certification Offerings (an 80% increase from 2021)
- Increasing outreach efforts with 60 community-based organizations and housing agency partners and expanded efforts through job fairs, street outreach, resource exchanges, and more.
- Place approximately 70 STEP workers into living-wage jobs in high-demand sectors.

Of course, none of this would be possible without our strong community of supporters. With continued support from partners like the Tulalip Tribes Charitable Contributions, we will reach these multi-year goals and help more individuals develop a pathway to a better life.

Conclusion

Thank you for your support and partnership in 2021. Your generous commitment to Uplift Northwest help make our mission a reality and supports hundreds of individuals who depend on our dignified care and services each year. If you have any questions or would like to visit us in Seattle's Belltown neighborhood, please do not hesitate to contact me at ginah@upliftnw.org.

Sincerely,

A handwritten signature in blue ink that reads "Gina Hall". The signature is written in a cursive, flowing style.

Gina Hall
Executive Director



Uplift Northwest Eye Clinic



Digital Literacy course available



Uplift Northwest essential workers managing the King County Hygiene Trailer

In 2021, Uplift Northwest continued to expand our work to break the cycle of poverty. Thanks to strong community-wide support that enables us to stabilize our workers with wraparound services, mobilize them through free job training and job placement services, and change their lives for the better by helping them achieve long-term quality jobs and housing.

OUR IMPACT IN 2021

Our Temporary Staffing Workers

458 Essential Workers Placed

184,196 Total Hours Worked

Compared to 90,215 in 2020

\$4,021,826 Wages Earned

Compared to \$1,661,278 in 2020

\$21.82 Average Hourly Wage Earned

Compared to \$18.41 in 2020

Our Employment Programs

Uplift Northwest employment programs support our workers at every step of their journey. **INTAKE** gets them started; **ORIENTATION** provides the skills and matches them to the right job; **CASE MANAGEMENT** supports them on their path; and our **STEP PROGRAM** provides them with critical tools they will need to achieve long-term living wage employment.



Certifications

Food Handlers and Mandatory Alcohol Server Training (MAST) are two certifications that Uplift Northwest provides to workers to prepare them for employment.

In 2021, we provided

322 Food Handlers

Certifications

52 MAST

Certifications

Wraparound Services

To help workers be job-ready we provide a variety of wraparound services including prescription eyeglasses from our in-house eye clinic, and housing either at our own Kasota apartment building or other housing providers.

35 People Housed

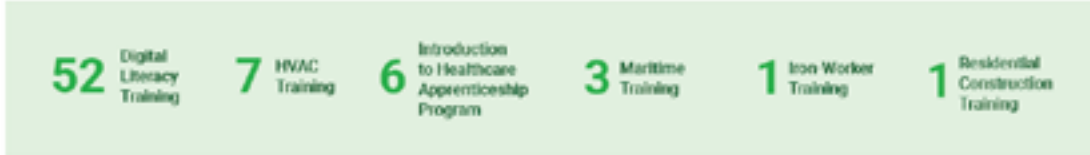
96 People Given Eyeglasses (Oct. 2021 – Dec. 2021)



"I came here for a job, but found so much more – including the confidence to earn an Associate's Degree in Business." – Randall

Training Programs

Uplift Northwest provides job training to workers as they progress through the STEP (Strategy, Training, Employment, Performance) Program. These vocation training programs, in collaboration with our partners, allow workers to earn advanced credentials and allow them to take a big STEP towards a living wage career.



Employer Partnerships



95-115 Workers per game



40-80 Workers per game



40-70 Workers per game



20-35 Workers per game



15-25 Workers per game

Business Enterprise

Uplift Northwest is proud to partner with 305 employers around the region to provide our workers with quality jobs. Our workers can be found in industries including landscaping, housekeeping, litter abatement and sanitation, hospitality, food service and preparation and so much more. At any given sporting event, you are likely engaging with an Uplift Northwest worker serving you food, helping you park your car, and more.



Financial Support

1,151
Community Supporters

\$1.92 million
Charitable Contributions

Thanks to our community of supporters Uplift Northwest continues our work to break the cycle of poverty and help men and women on their pathway to living wage careers.

Your generous support helps Uplift Northwest invest \$3,500-\$4,500 for every worker who moves from intake to graduation from the STEP program – changing somebody's life for the better.

Total Revenue: **\$9.7 Million**
(Grants, Donations & Temporary Staffing)

Expenses: **\$8.2 Million**

Reserve Funds: **\$1.5 Million**

Learn more and support Uplift Northwest by visiting UpliftNW.org

