

City of Seattle Construction Hiring Analysis

SPATIAL ANALYSIS OF PRIORITY WORKERS AND DISTRESSED ZIP CODES FOR KING COUNTY

Project Manager:
Madalina Calen

Analysts:
Carly Bednarski
Michaela Jellicoe
Ethan Schmidt
Dominic Roche

October 3, 2023

Community Attributes Inc.
119 Pine Street, Suite 400
Seattle, Washington 98101
www.communityattributes.com



1. Introduction

- Background and Purpose
- Methods
- Terms and Concepts

2. Priority Hire ZIP Codes

- Seattle
- Elsewhere in King County

3. Demographic Changes in Seattle and King County

4. Appendices

- A. Priority Hire Criteria Data for All Other ZIP Codes in King County
- B. Maps of criteria for all Seattle and King County ZIP codes

1. Introduction

Background and Purpose

The City of Seattle uses a list of economically distressed ZIP codes to prioritize workers for hire on City infrastructure projects and when making investments in construction workforce recruitment, training and retention efforts.

The City's current economically distressed ZIP code list was developed in 2016 using 2014 data. This list will be referred to as the "2016 list" throughout this report.

Given the ever-changing nature of the economy, the City requested an update to the ZIP code list to reflect the changing demographics and economic characteristics of the city and region. With this update, the city also aims to reach the most people who meet their priority ZIP code criteria (explained in more detail below) and align with the City's Racial and Social Equity Index.

The following analyses completed during this update are summarized in this report:

1. Spatial analysis of priority workers and distressed ZIP codes for Seattle and King County
2. Analysis of demographic changes in Seattle and King County over time

A spatial analysis of priority workers and distressed ZIP codes was also conducted for Pierce and Snohomish County and results are included in a separate report.

Methods

The city's current economically distressed ZIP codes have a high density per acre of at least two of the following three criteria:

- > People living under 200% of the federal poverty line
- > Unemployed people
- > People 25 and over with less than a college degree

For this update, the methodology was revised and updated to ZIP codes that have either a high number or high rate of at least two of the following three criteria:

- > People living under 200% of the federal poverty line
- > Unemployed people
- > People 25 and over with less than a bachelor's degree

The goal is that the newly selected economically distressed ZIP codes would capture **at least 60% of the population meeting each criteria** in King County.

This analysis uses 2021 data (U.S. Census American Community Survey 5-Year Estimates 2017-2021). At the time of the analysis, this was the most recent data available.

The analysis was conducted for Seattle and King County, as well as for the Tri-County region (King, Snohomish, and Pierce). The City of Seattle presented the results using the updated methodology to the Priority Hire Advisory Committee (PHAC) in May 2023. PHAC recommended the City use the updated methodology above and maintain a Priority Hire ZIP code list within King County boundaries.

1. Introduction

Terms and Concepts

Census Tracts are small subdivisions of counties that often span multiple ZIP codes. For the purposes of this analysis, data by Census Tract were summed into the relevant ZIP codes according to the share of each Census Tract that overlaps each relevant ZIP code. For example, if 80% of the area of a Census Tract is in one ZIP code and 20% is in another, 80% of the Census Tract's population is attributed to the first ZIP code and 20% to the second.

BIPOC (Black, Indigenous, and People of Color) include non-white people. This includes those who identify as Hispanic. This definition is consistent with the definitions used in past construction hiring analyses.

Priority Hire ZIP Codes are ZIP codes that have either a high number or high rate of at least two of the following three criteria:

- > People living under 200% of the federal poverty line
- > Unemployed people
- > People 25 and over with less than a bachelor's degree

The **rate** is the ratio of the number of people in each criterion and the total population accounted for within that criterion in each ZIP code:

- > **Poverty rate:** The number of people living under 200% of the federal poverty line as a percentage of people for whom poverty status is determined. For example, zip code 98104 in Seattle has roughly 4,300 people living under 200% of the federal poverty line of 12,200 total people in that zip code for whom poverty status is determined. The poverty rate for 98104 is 35%.

- > **Unemployment rate:** The number of unemployed people as a percentage of the labor force (the sum of employed and unemployed people aged 16 and over).
- > **Educational attainment rate:** The number of people with less than a bachelor's degree as a percentage of total population 25 years and over.

The **density per acre** is the ratio of the number of people in each criterion and the total acres in each ZIP code.

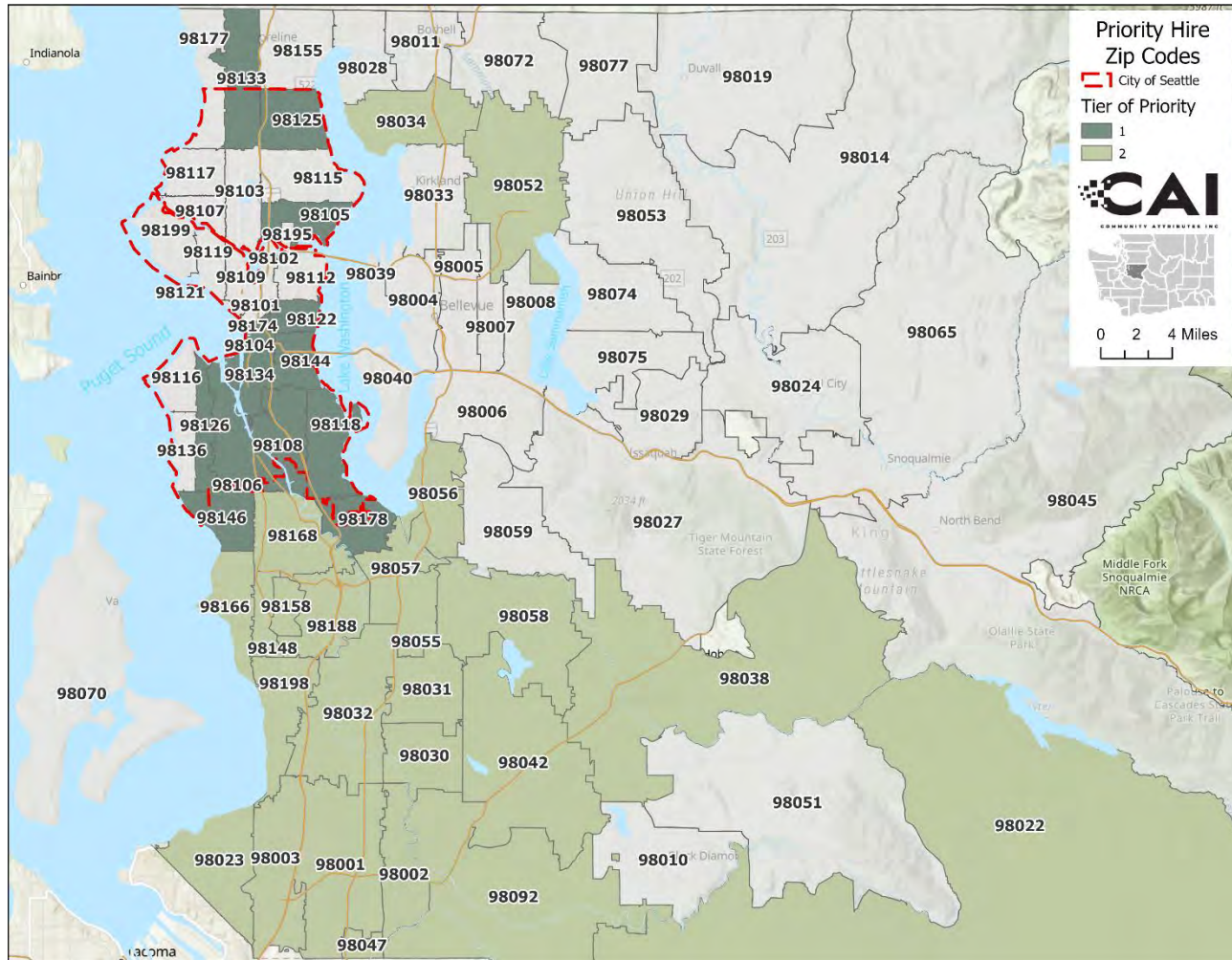
Tier I ZIP Codes are priority ZIP Codes within Seattle.

Tier II ZIP Codes are priority ZIP Codes elsewhere in King County.

2. Priority Hire ZIP Codes

Exhibit 1. Priority Hire ZIP Codes by Tier

Seattle and King County, 2017 - 2021



Tier	Zip	Neighborhood/City
Tier I		
Tier I	98104	Downtown/ID
Tier I	98105	Laurelhurst/University District
Tier I	98106	Delridge
Tier I	98108	S. Beacon Hill/South Park
Tier I	98118	Rainier Valley/Rainier Beach
Tier I	98122	Central District
Tier I	98125	Lake City
Tier I	98126	Delridge/High Point
Tier I	98133	Bitter Lake
Tier I	98134	Industrial District
Tier I	98144	N. Beacon Hill
Tier I	98146	White Center
Tier I	98178	Rainier Beach/Skyway
Tier II		
Tier II	98001	Auburn
Tier II	98002	Auburn
Tier II	98003	Federal Way
Tier II	98022	Enumclaw
Tier II	98023	Federal Way
Tier II	98030	Kent
Tier II	98031	Kent
Tier II	98032	Kent
Tier II	98034	Kirkland
Tier II	98038	Maple Valley
Tier II	98042	Kent
Tier II	98047	Pacific
Tier II	98052	Redmond
Tier II	98055	Renton
Tier II	98056	Renton
Tier II	98057	Renton
Tier II	98058	Renton
Tier II	98092	Auburn
Tier II	98148	Burien
Tier II	98158	SeaTac
Tier II	98166	Burien
Tier II	98168	SeaTac/Tukwila
Tier II	98188	SeaTac/Tukwila
Tier II	98198	Des Moines

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

2. Priority Hire ZIP Codes

Exhibit 1 (on previous slide 5) shows the new list of Priority Hire ZIP Codes for Seattle and King County identified using 2017-2021 data and the updated methodology described previously.

Five Tier I ZIP codes crossed Seattle's jurisdictional boundaries. These include:

- > 98133 - Shoreline and North Seattle
- > 98106 - West Seattle and White Center
- > 98146 - White Center
- > 98178 - Southeast Seattle and Renton
- > 98126 - West Seattle and White Center
- > 98108 - South Seattle and White Center

ZIP Codes that cross Seattle's jurisdictional boundaries are considered part of Seattle.

Most of the Tier II priority ZIP codes, which are located outside of Seattle, can be found in South and South-east King County. Kent and Renton have the most Priority Hire ZIP codes with 4 each, followed by Auburn with 3, and Burien, Federal Way, and SeaTac/Tukwila with 2 each. Only two Priority Hire ZIP codes were identified on the Eastside: 98034 in Kirkland and 98052 in Redmond.

Exhibit 2 (on next slide) shows the criteria values for the Tier I and Tier II Priority ZIP Codes, the cutoffs for inclusion, as well as the 2016 Tier.

The updated list includes 13 Tier I ZIP codes, compared to 16 ZIP codes in the 2016 list. Two new ZIP codes have been added and five ZIP codes have been removed.

New Tier I Priority Hire ZIP codes include:

- > 98105 – Laurelhurst/University District
- > 98134 – Industrial District

Tier I Priority Hire ZIP codes that have been removed include:

- > 98101 – Downtown
- > 98102 – Capitol Hill/Eastlake
- > 98107 – Ballard
- > 98109 – Interbay/Queen Anne
- > 98121 - Belltown

The updated list also includes 24 Tier II ZIP codes, compared to 15 ZIP codes in the 2014 list. Ten new ZIP codes have been added and only one ZIP code has been removed (98007 – East Bellevue).

New Tier II Priority Hire ZIP codes include:

- > 98001 – Auburn
- > 98022 – Enumclaw
- > 98034 – Kirkland
- > 98038 – Maple Valley
- > 98042 – Kent
- > 98052 – Redmond
- > 98058 – Renton
- > 98092 – Auburn
- > 98158 – SeaTac
- > 98166 – Burien

The tables in Appendix A show the criteria values for all the other ZIP codes in Seattle and the rest of King County that did not make the cutoff to be included as Priority Hire.

2. Priority Hire ZIP Codes

Exhibit 2. Criteria for Priority Hire ZIP Codes

King County, 2017-2021

Priority ZIP Codes	Neighborhood	People living under 200% of the federal poverty line		Unemployed people		People 25 and over with less than a bachelor's degree		2016 Tier
		Total (Absolute)	Rate	Total (Absolute)	Rate	Total (Absolute)	Rate	
Tier I								
98104	Downtown/ID	4,270	35%	375	5%	6,421	54%	1
98105	Laurelhurst/University District	14,000	34%	1,554	5%	5,671	23%	0
98106	Delridge	6,083	24%	625	4%	10,570	56%	1
98108	S. Beacon Hill/South Park	8,661	33%	825	6%	12,147	66%	1
98118	Rainier Valley/Rainier Beach	12,124	25%	1,273	4%	19,112	52%	1
98122	Central District	8,624	22%	1,881	6%	9,393	31%	1
98125	Lake City	8,728	20%	1,156	4%	13,786	43%	1
98126	Delridge/High Point	5,150	22%	638	4%	7,994	45%	1
98133	Bitter Lake	9,384	21%	995	4%	18,189	52%	1
98134	Industrial District	811	21%	170	6%	1,519	45%	0
98144	N. Beacon Hill	5,894	20%	864	5%	9,121	39%	1
98146	White Center	7,250	27%	738	5%	12,929	66%	1
98178	Rainier Beach/Skyway	6,473	26%	689	5%	12,253	67%	1
Tier II								
98001	Auburn	9,413	23%	1,186	6%	20,910	74%	0
98002	Auburn	9,058	30%	906	6%	17,266	83%	2
98003	Federal Way	17,316	34%	1,443	5%	25,199	73%	2
98022	Enumclaw	4,163	18%	574	5%	12,448	73%	0
98023	Federal Way	11,049	23%	1,431	6%	22,274	68%	2
98030	Kent	10,554	31%	1,470	8%	17,427	76%	2
98031	Kent	6,473	25%	1,576	7%	20,034	71%	2
98032	Kent	14,259	34%	2,004	9%	20,623	74%	2
98034	Kirkland	7,419	16%	1,458	5%	14,652	43%	0
98038	Maple Valley	3,182	9%	913	5%	13,089	59%	0
98042	Kent	6,039	13%	818	3%	21,942	67%	0
98047	Pacific	2,155	32%	137	4%	3,523	79%	2
98052	Redmond	7,694	11%	1,526	4%	14,447	28%	0
98055	Renton	5,622	22%	665	5%	11,521	65%	2
98056	Renton	7,313	18%	833	4%	17,063	58%	2
98057	Renton	4,265	28%	492	5%	7,870	70%	2
98058	Renton	7,415	17%	1,307	5%	19,025	61%	0
98092	Auburn	8,672	18%	1,200	5%	21,056	67%	0
98148	Burien	1,790	17%	390	6%	5,397	74%	2
98158	SeaTac	1,178	31%	159	7%	1,945	76%	0
98166	Burien	4,758	20%	795	6%	10,192	58%	0
98168	SeaTac/Tukwila	9,689	30%	1,221	7%	17,283	76%	2
98188	SeaTac/Tukwila	6,607	28%	1,073	8%	13,206	75%	2
98198	Des Moines	11,054	32%	1,486	8%	17,613	72%	2
King County Cutoff for Inclusion		8,720	20%	610	4%	12,928	64%	

Note: A zero (0) in the 2016 Tier column indicates that the ZIP code was not on the 2016 list of Priority Hire ZIP codes.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

2. Priority Hire ZIP Codes

Priority Hire ZIP Codes Demographics

Exhibit 3 compares the demographics of Tier I and Tier II ZIP Codes from 2016 and 2023. This exhibit shows demographic characteristics for workers living in these ZIP codes.

In 2023, the analysis identified 13 Tier I Priority Hire Zip Codes which make up 50% of the total population across all City of Seattle ZIP codes. This is a decrease from 16 ZIP codes in 2016 which were accounting for 54% of the total population of the city. However, the 2023 Priority Hire ZIP code list captures a higher share of constructions workers living in Seattle – 66% compared to 61% in 2016.

Within Seattle, 61% of female construction workers that live in the city are in 2023 Tier I ZIP codes, significantly higher than the 49% seen in 2016 Tier I ZIP codes. The same applies for the share of BIPOC construction workers that live in Seattle in Tier I ZIP codes, which increased from 77% in 2016 to 85% in 2023.

Throughout the rest of King County, the Tier II ZIP Codes in 2023 covered a higher proportion of the county's population outside of Seattle, including a larger share of construction workers, female construction workers and BIPOC construction workers. This is likely driven by the increase by ten total Tier II ZIP codes from 2016 to 2023.

Exhibit 3. Priority Hire ZIP Code Demographics

2016 and 2023

		2014	2021
Seattle	Tier I		
	Number of ZIP Codes	16	13
	Share of Population	54%	50%
	Share of Construction Workers	61%	66%
	Share of Female Construction Workers	49%	61%
	Share of BIPOC Construction Workers	77%	85%
Elsewhere in King County	Tier II		
	Number of ZIP Codes	15	24
	Share of Population	35%	58%
	Share of Construction Workers	46%	76%
	Share of Female Construction Workers	37%	79%
	Share of BIPOC Construction Workers	65%	86%
King County	Tier I and Tier II		
	Number of ZIP Codes	31	37
	Share of Population	43%	55%
	Share of Construction Workers	51%	73%
	Share of Female Construction Workers	42%	73%
	Share of BIPOC Construction Workers	69%	86%

Note: The year refers to the year of the analysis, not the year of the data. The 2016 analysis uses 2014 data, while the 2023 analysis uses 2021 data.

Sources: American Community Survey Five-Year Estimates, 2017-2021; American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2023.

3. Demographic Changes in Seattle and King County

Exhibit 4. Share of Women out of Total Population

2010 and 2021

	Total Women		% Women	
	2010	2021	2010	2021
Seattle	299,724	357,945	50.4%	49.3%
King County	943,360	1,108,652	50.2%	49.5%

Sources: American Community Survey Five-Year Estimates, 2006-2010 and 2017-2021; Community Attributes Inc., 2023.

The share of women has decreased in both Seattle and King County between 2010 and 2021.

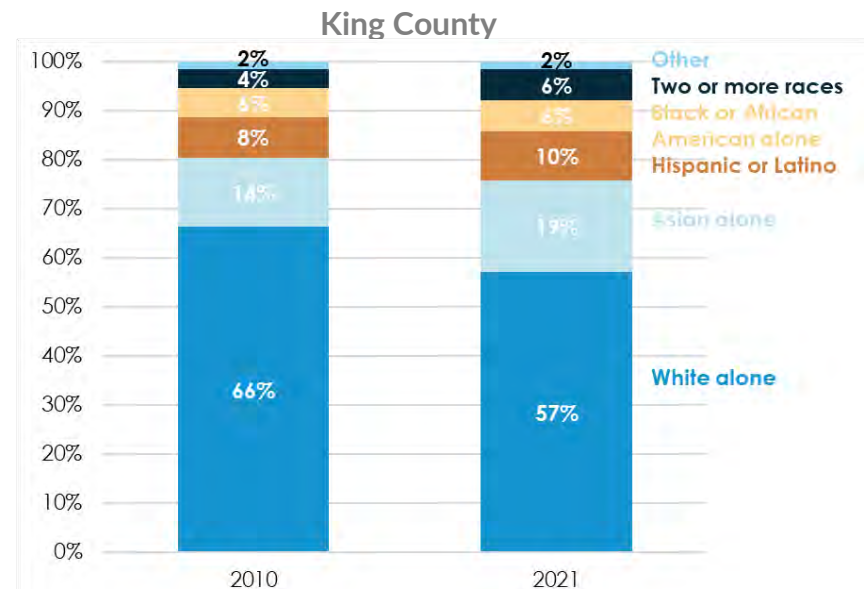
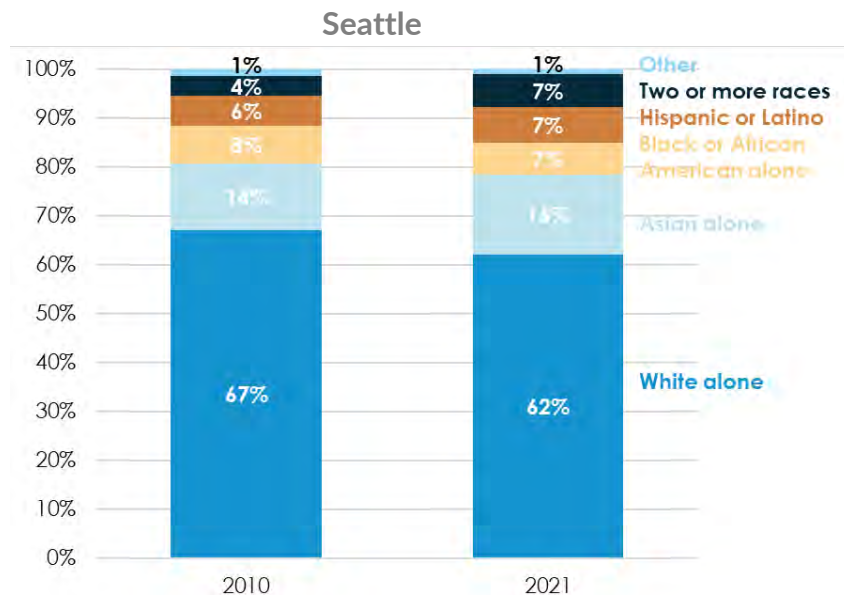
The share of BIPOC in Seattle has increased from 33% to 38% of the total population. The increase is due to the increase in the Asian and Hispanic residents and residents of two or more races.

King County's population has also become more diverse. In 2021, BIPOC represented 43% of the total county's population, 9 percentage points higher than in 2010. The Asian population increased its share the most, followed by Hispanics or Latino and residents of two or more races.

The share of Black or African American residents has decreased in Seattle and remained unchanged in King County from 2010 to 2021.

Exhibit 5. Population by Race and Ethnicity

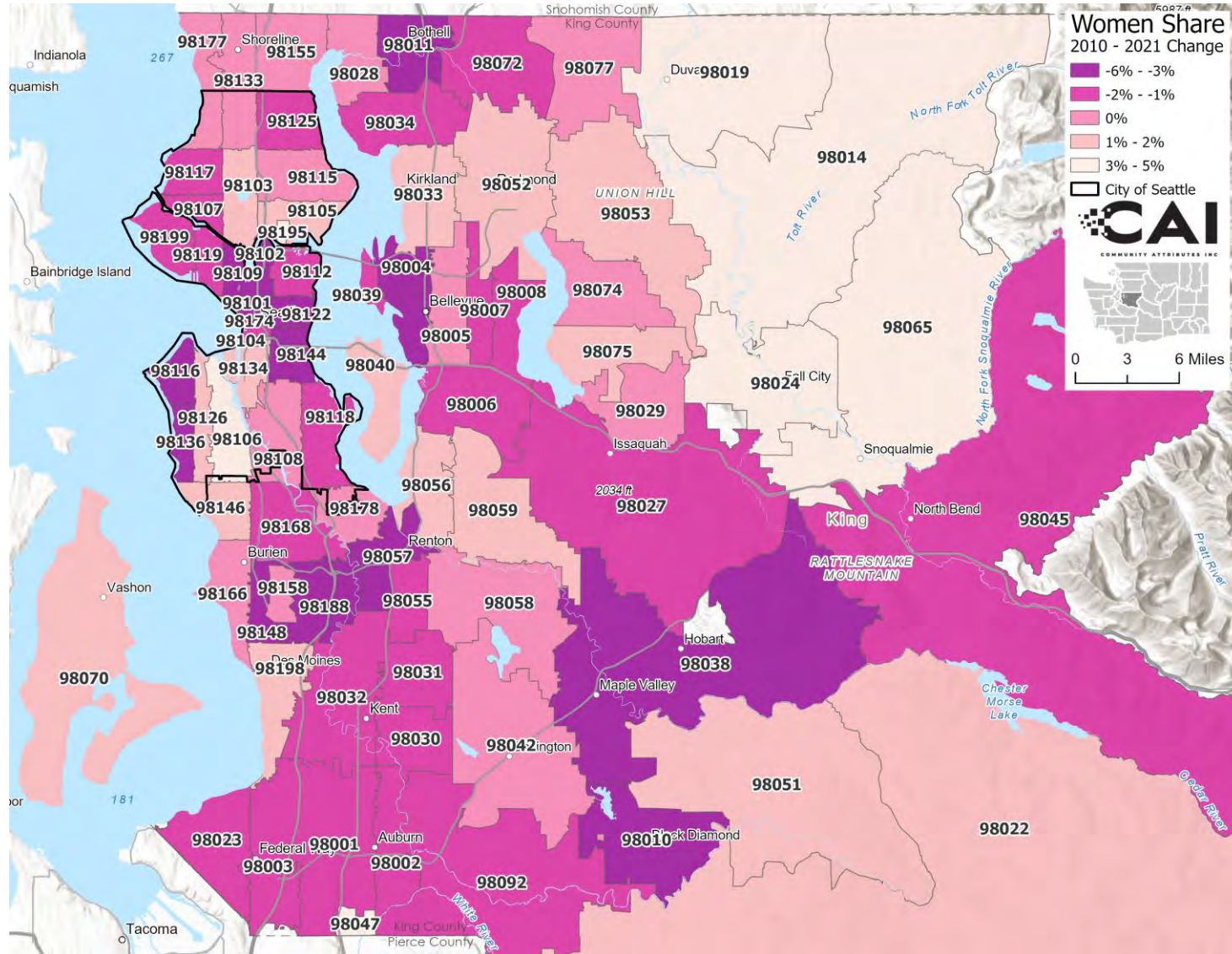
2010 and 2021



Sources: American Community Survey Five-Year Estimates, 2006-2010 and 2017-2021; Community Attributes Inc., 2023.

Exhibit 6. Change in Share of Women by ZIP Code

King County, 2010-2021



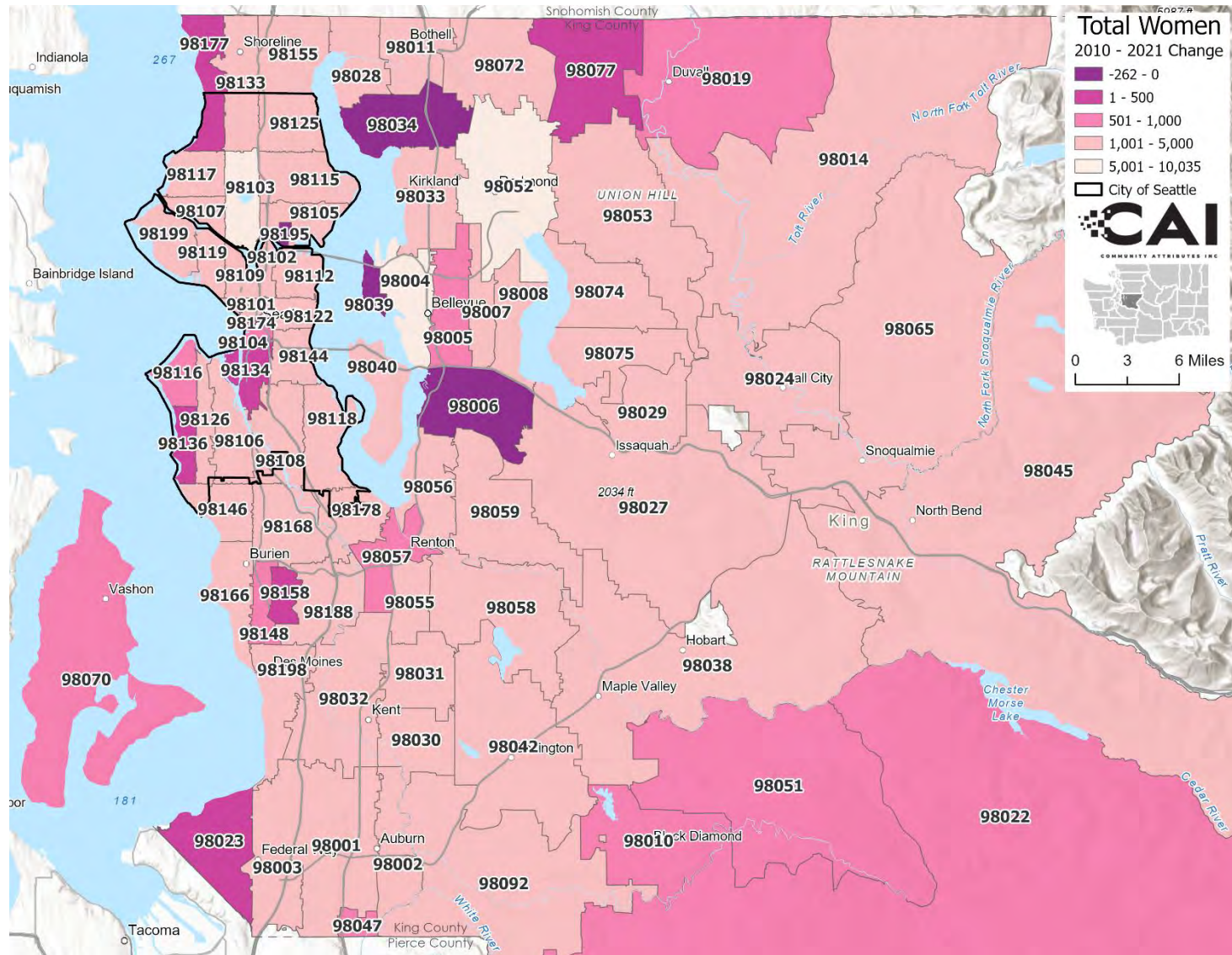
The share of women (as a percentage of the total population in a ZIP code) has decreased between 2010 and 2021 in 15 of the 31 ZIP codes in the City of Seattle and 25 of the 51 ZIP codes outside of Seattle in other parts of King County.

The highest decrease (by 6 percentage points from 53% in 2010 to 47% in 2021) has been in 98122 in the Central District, followed by 98004 in Bellevue (by 5 percentage points from 53% in 2010 to 48% in 2021).

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

King County, 2010-2021



Of the 82 ZIP codes located throughout King County, the total number of women decreased in only 4 ZIP codes (98006, 98034, 98039, and 98195).

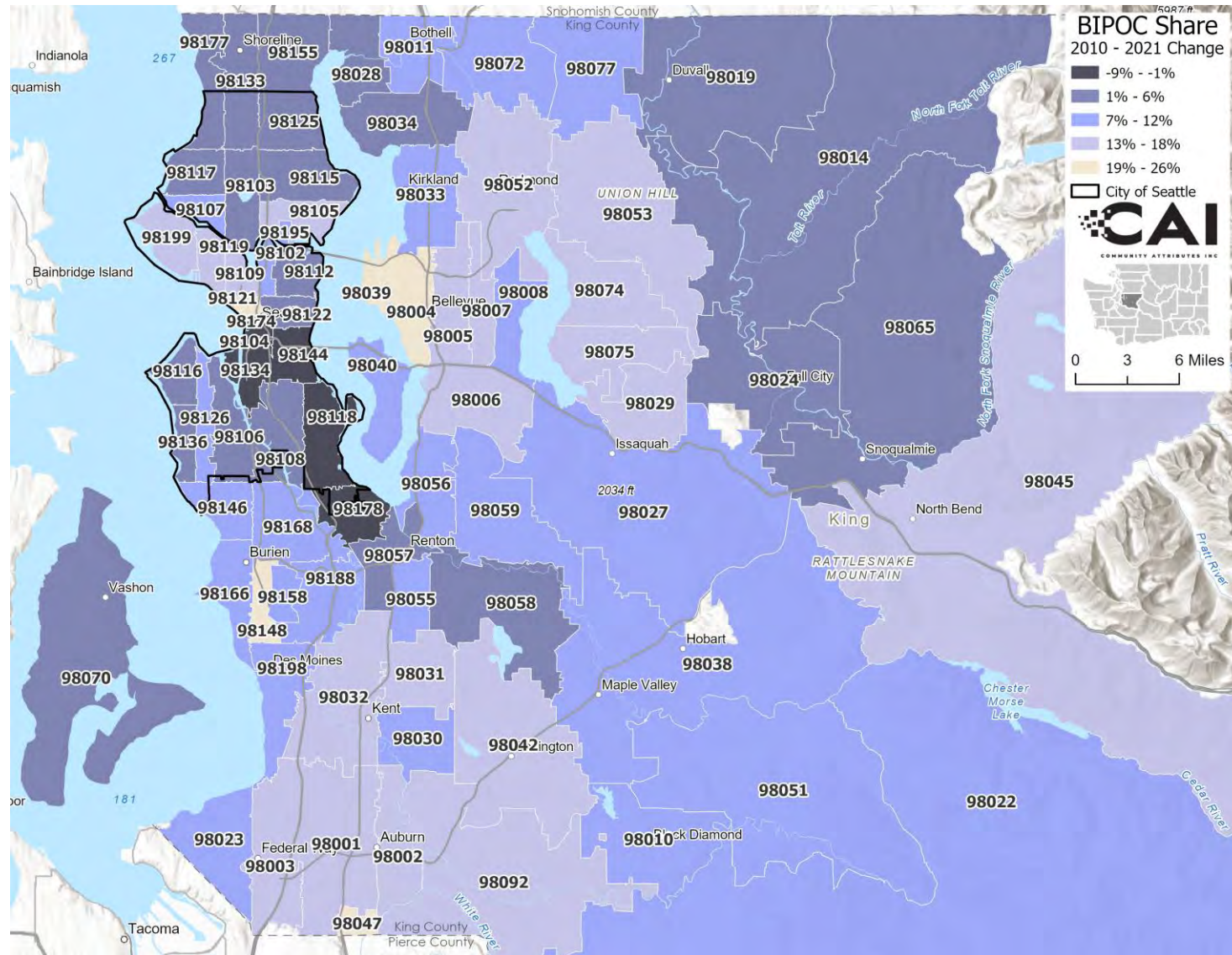
Although the share of women decreased in 40 ZIP codes, the aggregate number of persons increased in 78 ZIP codes, including 58 ZIP codes where that figure exceeded 1,000 persons.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 8. Change in Share of BIPOC by ZIP Code

King County, 2010-2021



Diversity has increased in most Seattle ZIP codes between 2010 and 2021. The share of BIPOC has only decreased in 5 of the 31 ZIP codes in Seattle, with the highest decrease in 98144 in North Beacon Hill and 98118 in Rainier Valley/Rainier Beach.

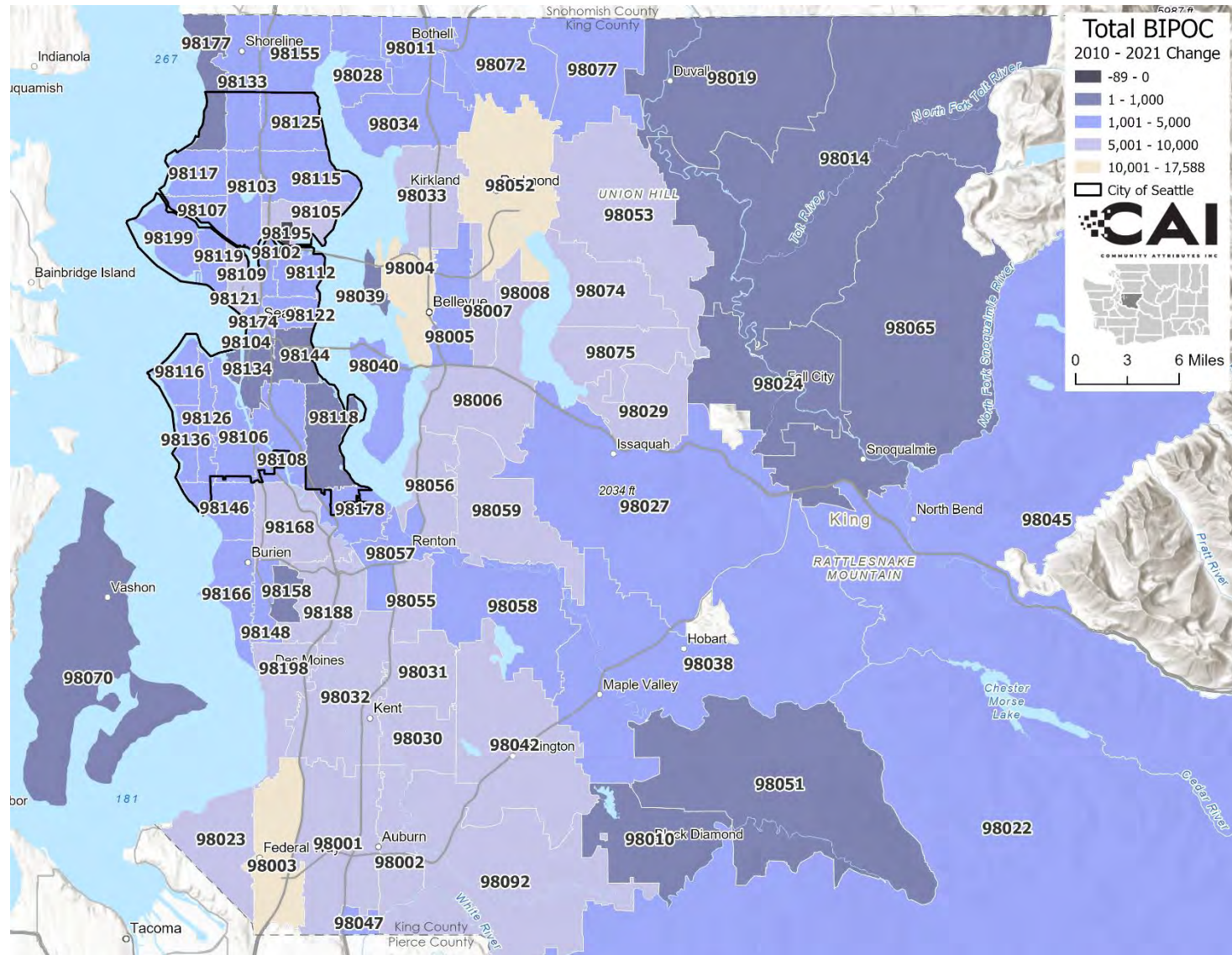
The percentage of people of color has increased in all other ZIP codes in King County outside of Seattle. Of the 51 ZIP codes outside of Seattle, 31 have experienced an increase in the share of BIPOC by 10 percentage points or more.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 9. Change in Total BIPOC by ZIP Code

King County, 2010-2021



The total number of BIPOC persons has only decreased in 1 of the 82 ZIP codes in King County, compared to 5 ZIP codes with a negative percent share change. The Seattle ZIP code 98195 was the only ZIP code that had a lower number of BIPOC persons.

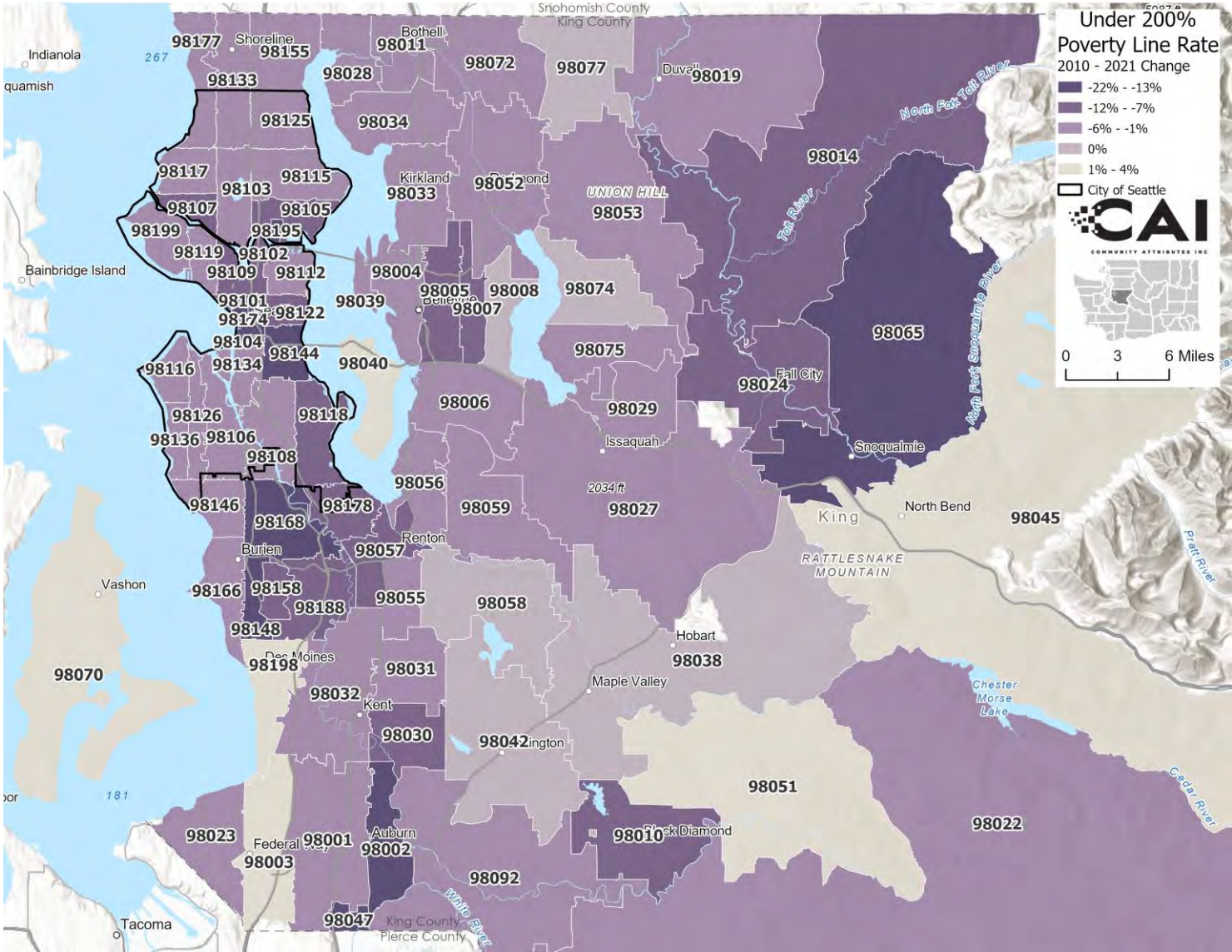
Sixty-five of the 82 ZIP codes in King County had 1,000 or more people of color in 2021, 28 of which had 5,000 or more people of color.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 10. Change in Under 200% Poverty Rate by ZIP Code

King County, 2010-2021



The proportion of residents living under the 200% poverty threshold has decreased for all Seattle ZIP codes from 2010 to 2021.

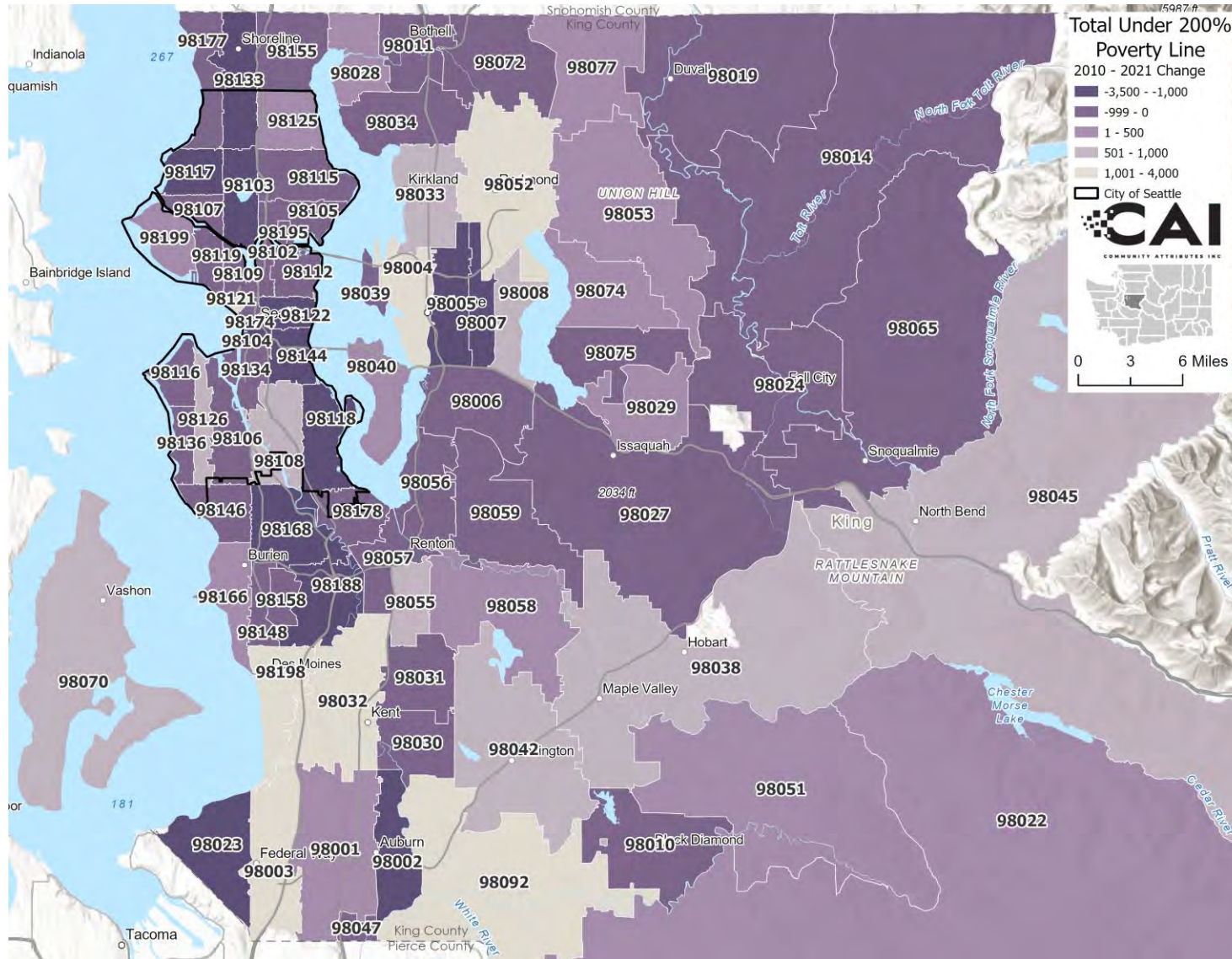
Outside Seattle, poverty rates have increased in only 6 of the 51 ZIP codes in King County. These ZIP codes are in south King County (98003 Federal Way, 98198 Des Moines), in the east (98045 North Bend, 98051 Ravensdale), Vashon Island (98070) and Mercer Island (98040).

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 11. Change in Total People Under 200% Poverty Line by ZIP Code

King County, 2010-2021



Of the 82 zip codes located throughout King County, the total number of residents living under the 200% poverty threshold decreased in 53 counties, or nearly 65% of all zip codes from 2010 to 2021.

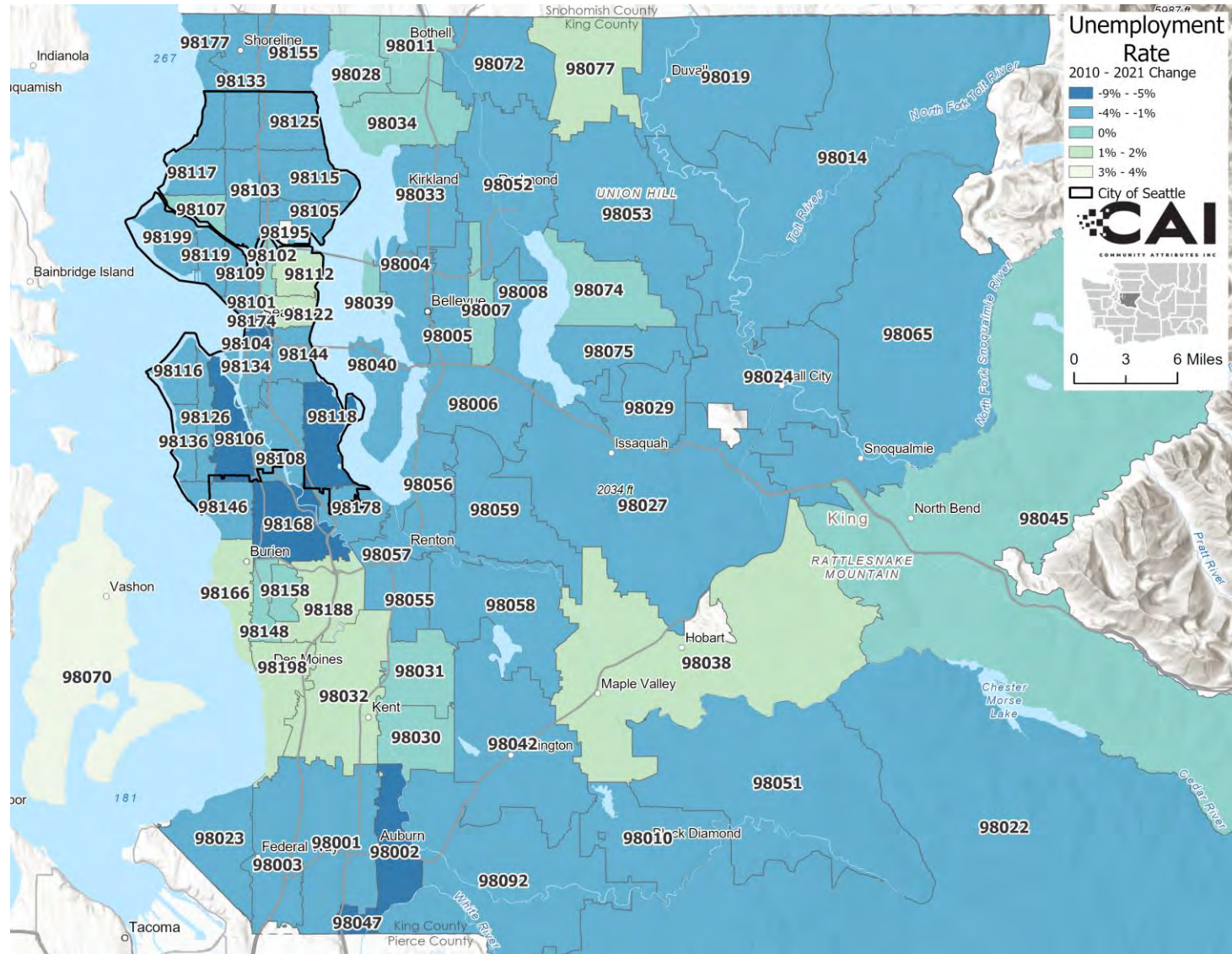
During the same period, in Seattle, the total number of people under 200% poverty line increased only in five ZIP codes located mostly in the south part of the city (98108, 98121, 98125, 98126, and 98199).

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 12. Change in Unemployment Rate by ZIP Code

King County, 2010-2021



Between 2010 and 2021, the unemployment rate decreased in 65 zip codes throughout King County, and nine of the 17 zip codes that experienced increases in unemployment rates saw marginal increases of less than 1.0%.

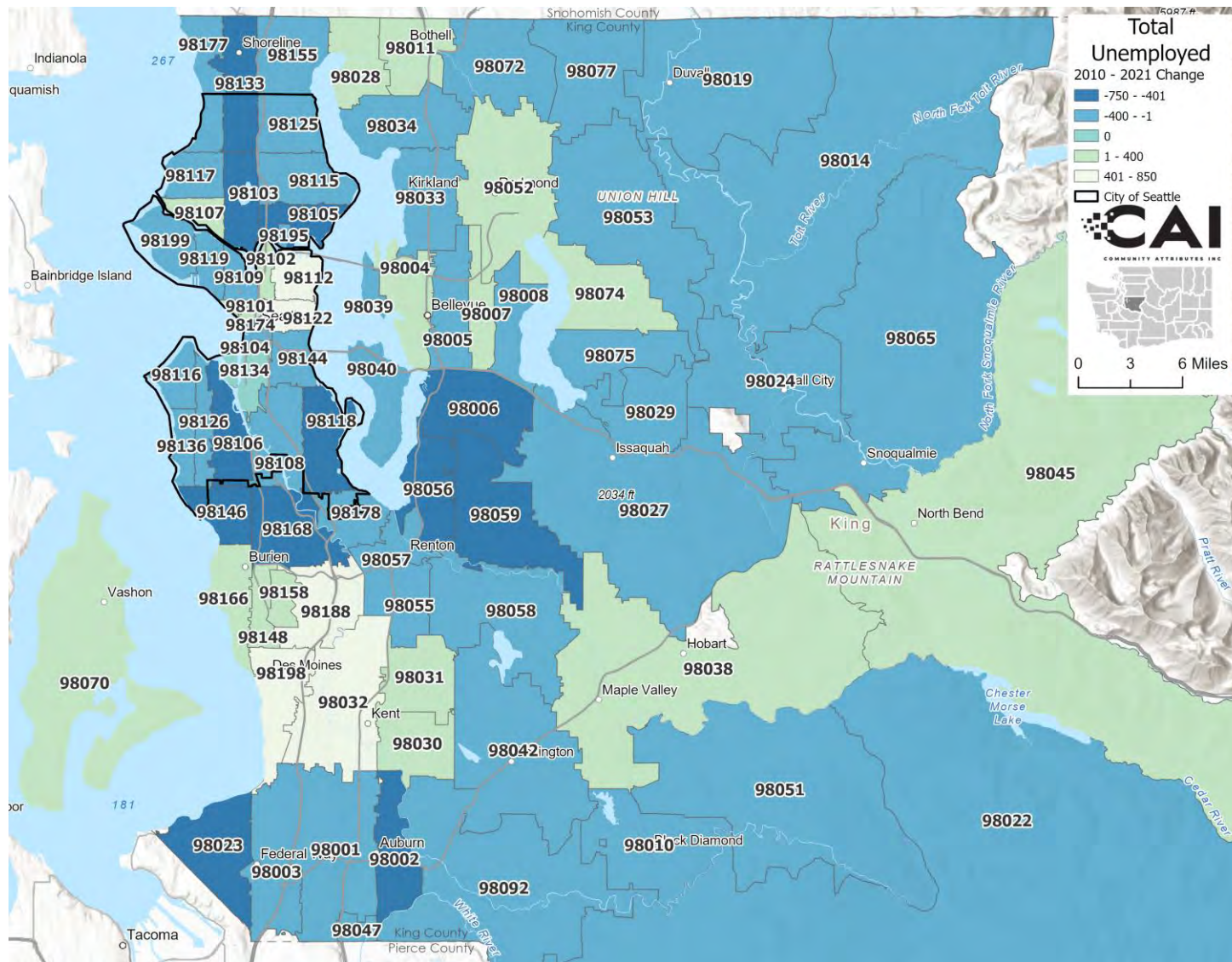
The unemployment rate decreased by at least 3.0% in 18 zip codes, five of which recorded rate declines greater than 5.0%.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 13. Change in Total Unemployed People by ZIP Code

King County, 2010-2021



The total number of unemployed persons contracted by 7,032 between 2010 and 2021 across King County. Although the unemployment rate decreased in 65 zip codes, the aggregate number of unemployed persons decreased in only 59 zip codes.

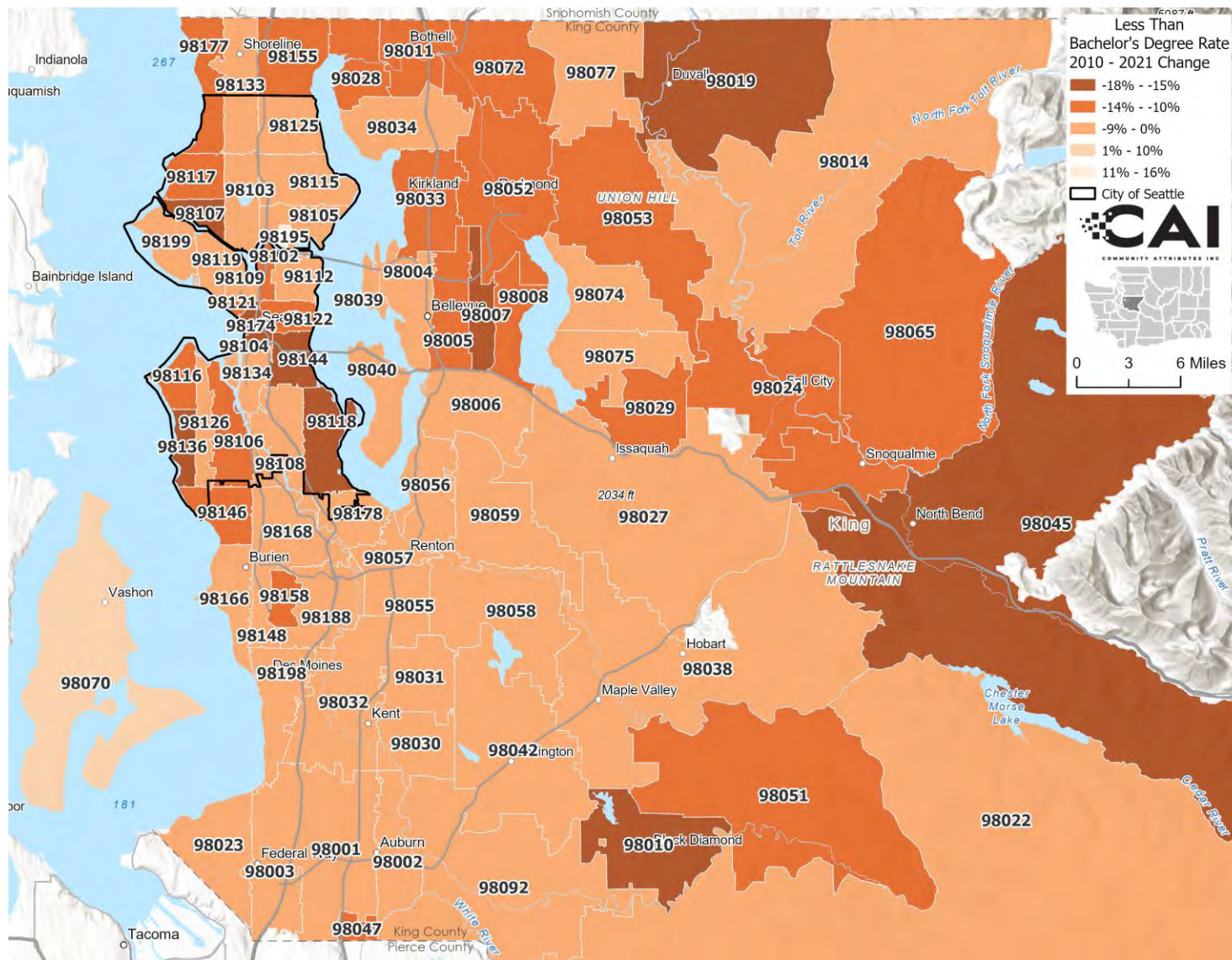
Nine zip codes recorded unemployment decreases of more than 500, including 98118, which had the largest unemployment decline over the period at 737. Conversely, 98122 saw the largest gain in unemployment persons with 822, or an aggregate increase of more than 77%.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 14. Change in Less Than Bachelor's Degree Rate by ZIP Code

King County, 2010-2021



The rate of persons with less than a bachelor's degree throughout King County fell in all but two zip codes, including 98070 (Vashon), and 98195 in Seattle, where the rate of persons with less than a bachelor's increased by 5.8% and 15.9%, respectively.

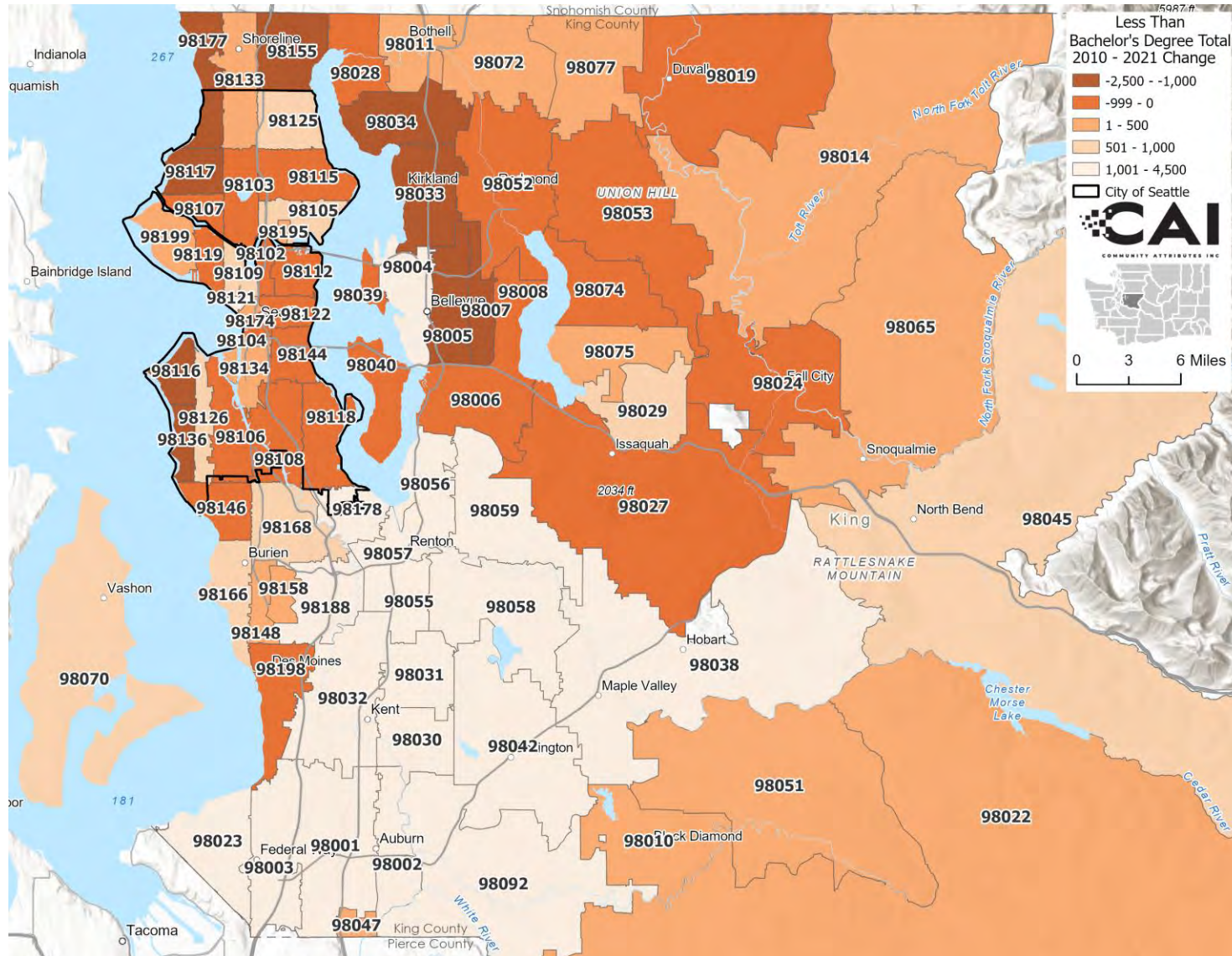
In total, the rate of persons with less than a bachelor's degree increased by at least 10% in 32 zip codes over the period, including seven codes where the rate exceeded 15%.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

Exhibit 15. Change in Total People with Less Than a Bachelor's Degree by ZIP Code

King County, 2010-2021



The total number of residents across King County with less than a bachelor's degree increased by 28,549 from 2010 to 2021, including 45 zip codes with changes greater than zero.

Although the rate of persons with less than a bachelor's degree only increased in two zip codes, the aggregate number of persons increased in 45 zip codes, including 19 where that figure exceeded 1,000 persons.

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: Census tract boundaries have changed between 2010 and 2020. Some of the changes in the data may be due to boundaries being different.

APPENDIX A. PRIORITY HIRE CRITERIA DATA FOR ALL OTHER ZIP CODES IN KING COUNTY

A. All Other ZIP Codes Criteria

The tables in this appendix show the priority hire criteria values for all the other ZIP codes in Seattle and the rest of King County that did not make the cutoff to be included as Priority Hire.

Criteria for All Other ZIP Codes (1 of 2)

King County, 2017-2021

Priority ZIP Codes	Neighborhood	People living under 200% of the federal poverty line		Unemployed people		People 25 and over with less than a bachelor's degree		2016 Tier
		Total (Absolute)	Rate	Total (Absolute)	Rate	Total (Absolute)	Rate	
98004	Bellevue	3,738	10%	873	4%	7,271	25%	0
98005	Bellevue	2,841	13%	559	4%	5,101	31%	0
98006	Bellevue	3,735	10%	651	3%	7,727	29%	0
98007	Bellevue	3,991	16%	684	5%	5,448	29%	2
98008	Bellevue	4,721	17%	558	4%	7,513	37%	0
98010	Black Diamond	446	7%	83	2%	2,332	52%	0
98011	Bothell	3,560	13%	869	5%	8,860	44%	0
98014	Carnation	641	6%	181	3%	4,004	49%	0
98019	Duvall	457	4%	167	3%	3,344	46%	0
98024	Fall City	298	3%	110	2%	2,033	33%	0
98027	Issaquah	3,519	11%	764	4%	8,453	35%	0
98028	Kenmore	3,114	13%	582	4%	7,229	41%	0
98029	Issaquah	2,304	9%	456	3%	5,078	27%	0
98033	Kirkland	4,906	12%	1,000	4%	9,100	30%	0
98039	Medina	122	4%	33	3%	286	14%	0
98040	Mercer Island	2,306	9%	285	2%	4,077	22%	0
98045	North Bend	2,260	17%	245	3%	4,635	51%	0
98051	Ravensdale	970	13%	166	4%	3,023	60%	0
98053	Redmond	2,048	7%	450	3%	4,628	24%	0
98059	Renton	4,401	12%	597	3%	12,927	51%	0
98065	Snoqualmie	391	4%	172	3%	3,095	42%	0
98070	Vashon	1,828	17%	329	6%	4,030	48%	0
King County Cutoff for Inclusion		8,720	20%	610	4%	12,928	64%	

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: A zero (0) in the 2016 Tier column indicates that the ZIP code was not on the 2016 list of Priority Hire ZIP codes. 98007 was a Tier II ZIP code in 2016 but did not make the cutoff to be included in 2023.

A. All Other ZIP Codes Criteria

Criteria for All Other ZIP Codes (2 of 2)

King County, 2017-2021

Priority ZIP Codes	Neighborhood	People living under 200% of the federal poverty line		Unemployed people		People 25 and over with less than a bachelor's degree		2016 Tier
		Total (Absolute)	Rate	Total (Absolute)	Rate	Total (Absolute)	Rate	
98072	Woodinville	3,032	10%	555	3%	8,359	38%	0
98074	Sammamish	1,354	5%	385	3%	3,517	21%	0
98075	Sammamish	1,082	5%	277	2%	4,509	28%	0
98077	Woodinville	1,065	8%	302	5%	3,887	41%	0
98101	Seattle	2,954	19%	535	5%	4,109	32%	1
98102	Seattle	3,861	17%	819	5%	3,946	20%	1
98103	Seattle	7,049	14%	1,074	3%	10,278	25%	0
98107	Seattle	3,055	12%	1,019	6%	5,227	25%	1
98109	Seattle	4,300	13%	865	3%	6,729	25%	1
98112	Seattle	3,424	13%	1,024	6%	3,722	18%	0
98115	Seattle	7,518	14%	1,322	4%	9,019	23%	0
98116	Seattle	2,727	11%	492	3%	6,366	32%	0
98117	Seattle	3,659	10%	854	4%	8,791	31%	0
98119	Seattle	3,270	13%	687	4%	5,189	26%	0
98121	Seattle	3,732	19%	588	4%	4,101	23%	1
98136	Seattle	1,895	11%	323	3%	4,665	34%	0
98154	Seattle	10	30%	2	7%	15	45%	N/A
98155	Shoreline/Lake Forest Park	5,399	15%	911	4%	12,075	45%	0
98164	Seattle	10	30%	2	7%	15	45%	N/A
98174	Seattle	10	30%	2	7%	15	45%	N/A
98177	Seattle	3,288	14%	519	4%	6,727	36%	0
98195	Seattle	17	62%	76	18%	24	48%	0
98199	Seattle	2,299	10%	302	2%	4,401	26%	0
King County Cutoff for Inclusion		8,720	20%	610	4%	12,928	64%	

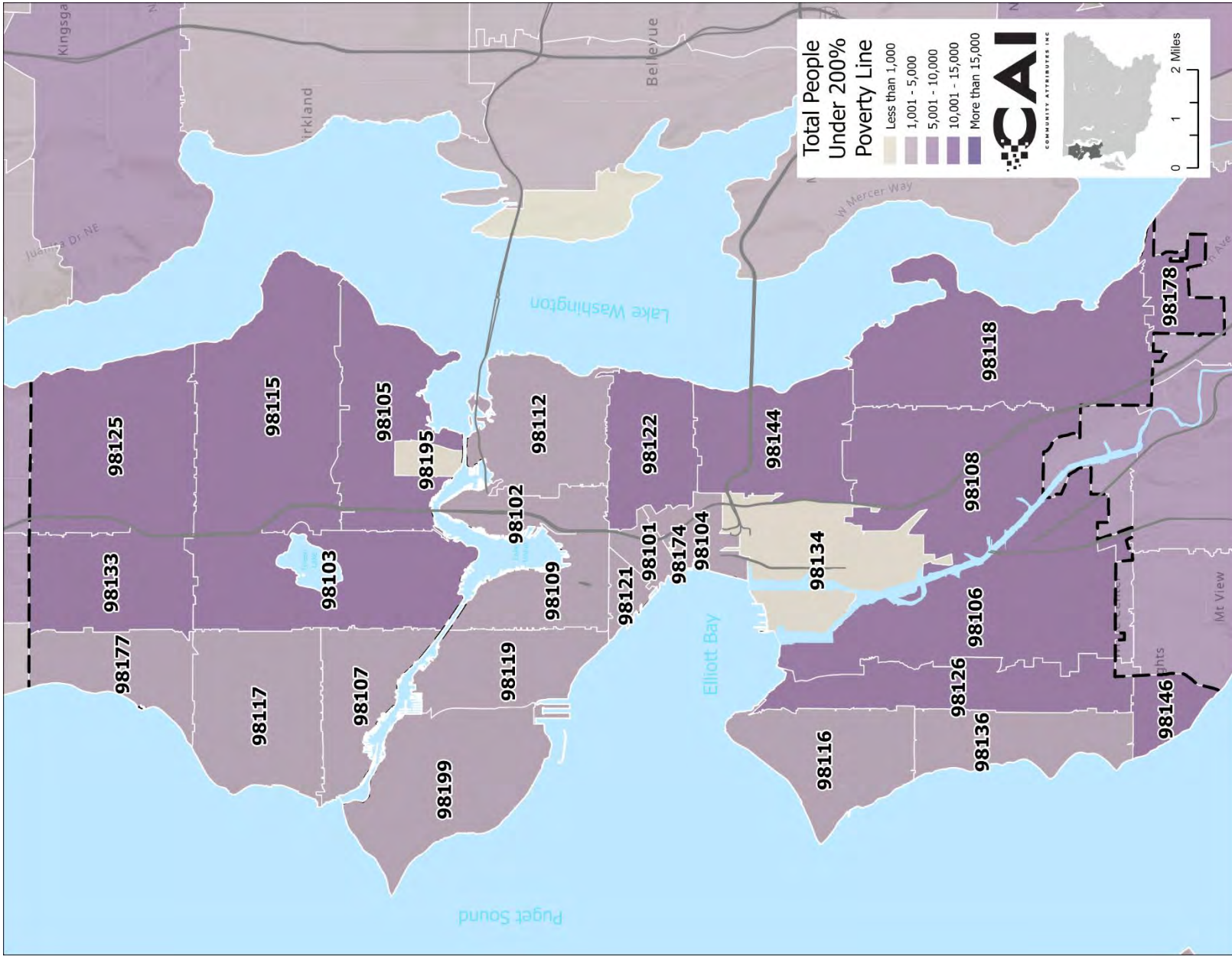
Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Note: A zero (0) in the 2016 Tier column indicates that the ZIP code was not on the 2016 list of Priority Hire ZIP codes. 98101, 98102, 98107, 98109, 98121 were Tier I ZIP codes in 2016 but did not make the cutoff to be included in 2023. N/A in the 2016 Tier column indicates that the ZIP codes are new and did not exist in 2016.

APPENDIX B. MAPS OF CRITERIA FOR ALL SEATTLE AND KING COUNTY ZIP CODES

Total People Under 200% Poverty Line by ZIP Code

Seattle, 2017-2021



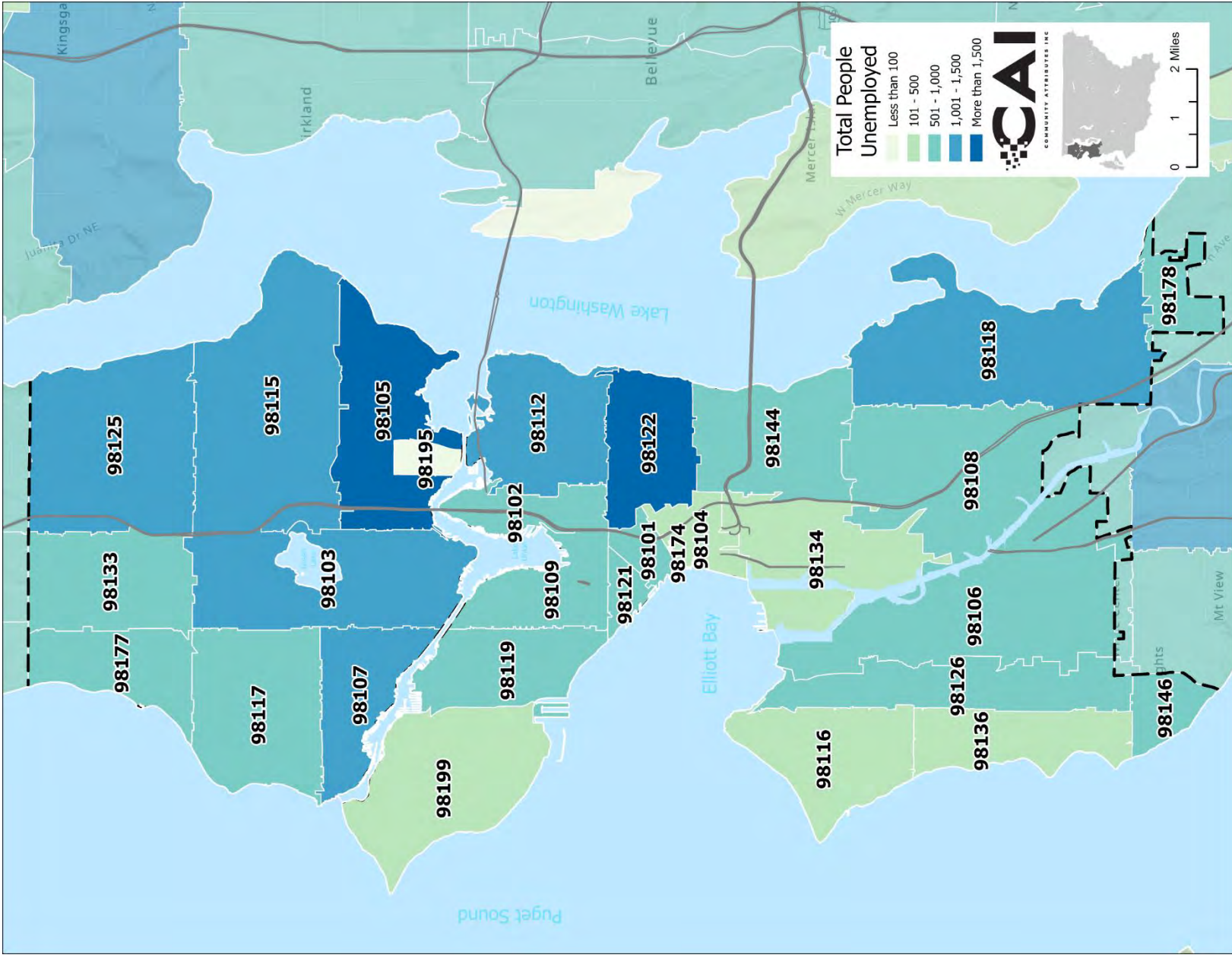
Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Seattle, 2017-2021



Total Unemployed People by ZIP Code

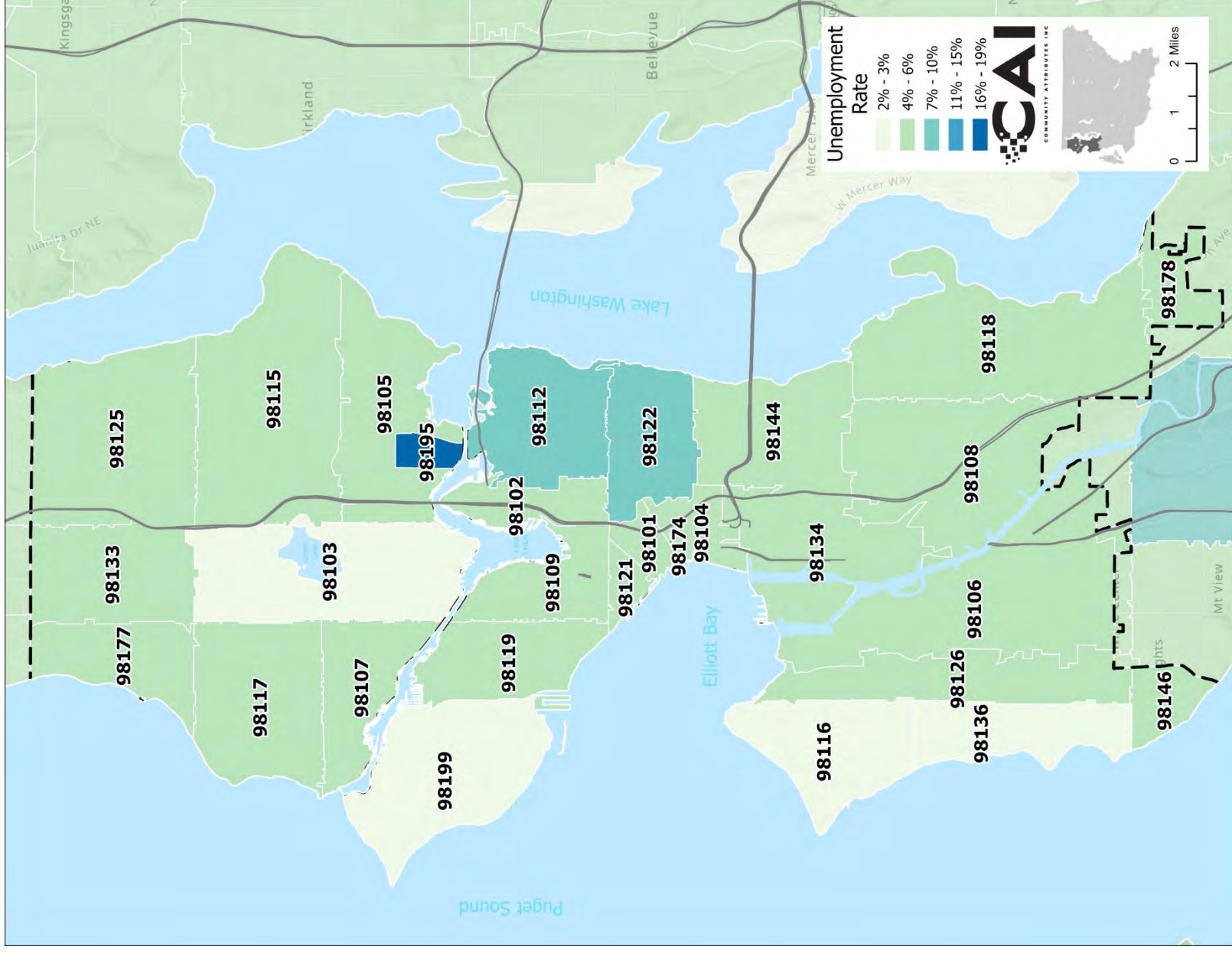
Seattle, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Unemployment Rate by ZIP Code, Ratio of Total Unemployed People to Total People in the Labor Force (employed and unemployed 16 and over)

Seattle, 2017-2021

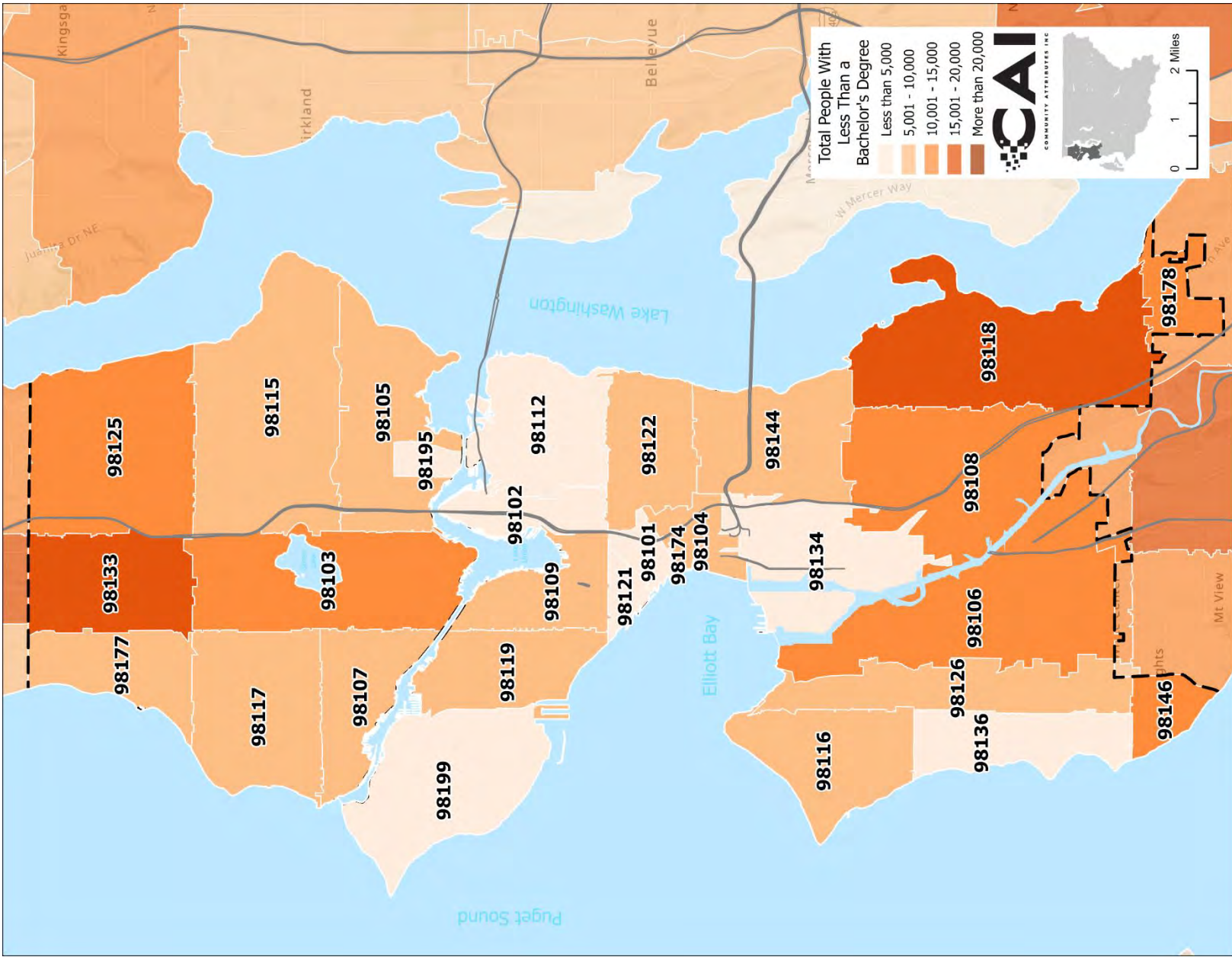


Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

City of Seattle Priority Hire 2023 Update

Total People with Less Than a Bachelor's Degree by ZIP Code

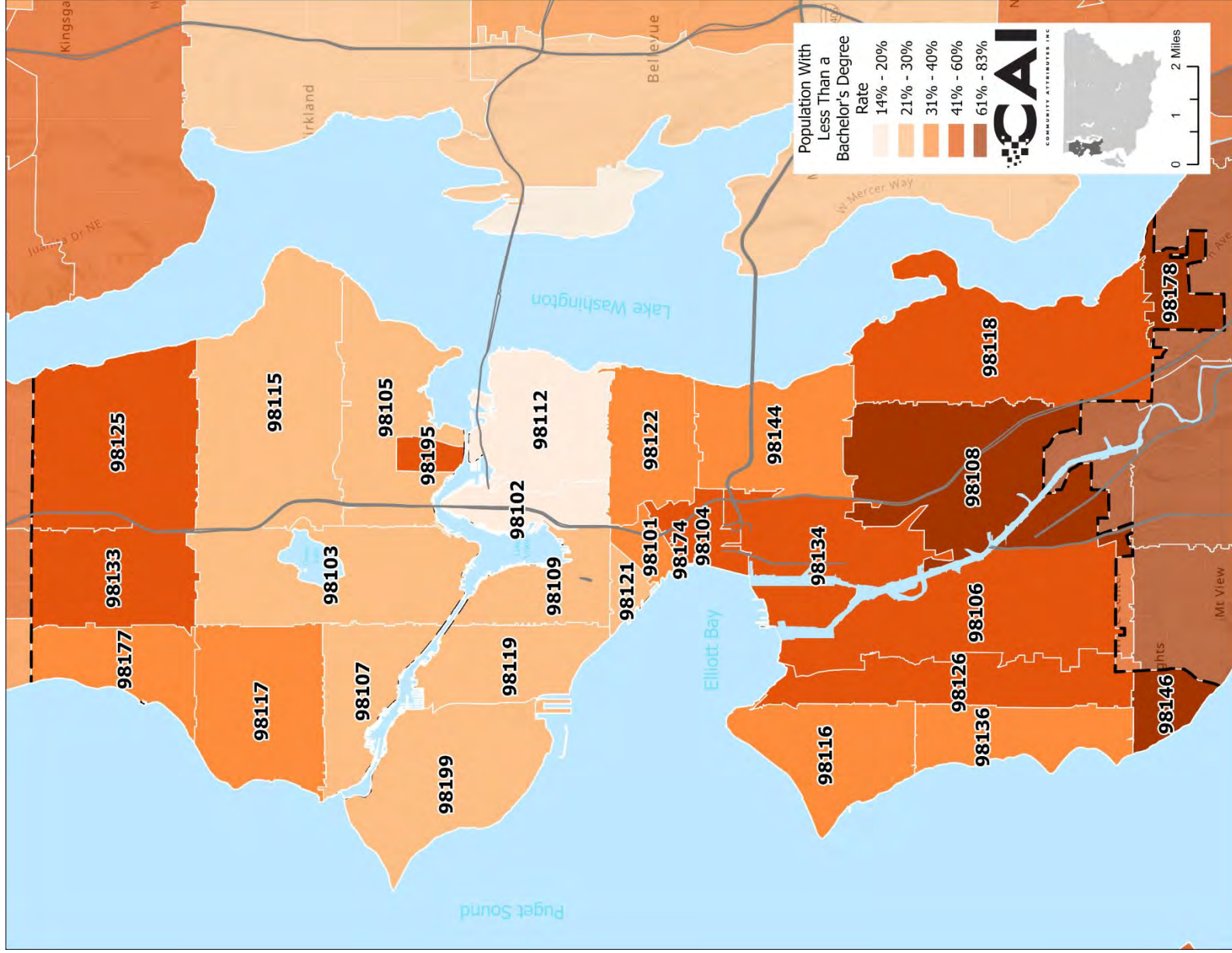
Seattle, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Less Than Bachelor's Degree Rate by ZIP Code, Ratio of Total People with Less Than a Bachelor's Degree to Total Population 25 years and Over

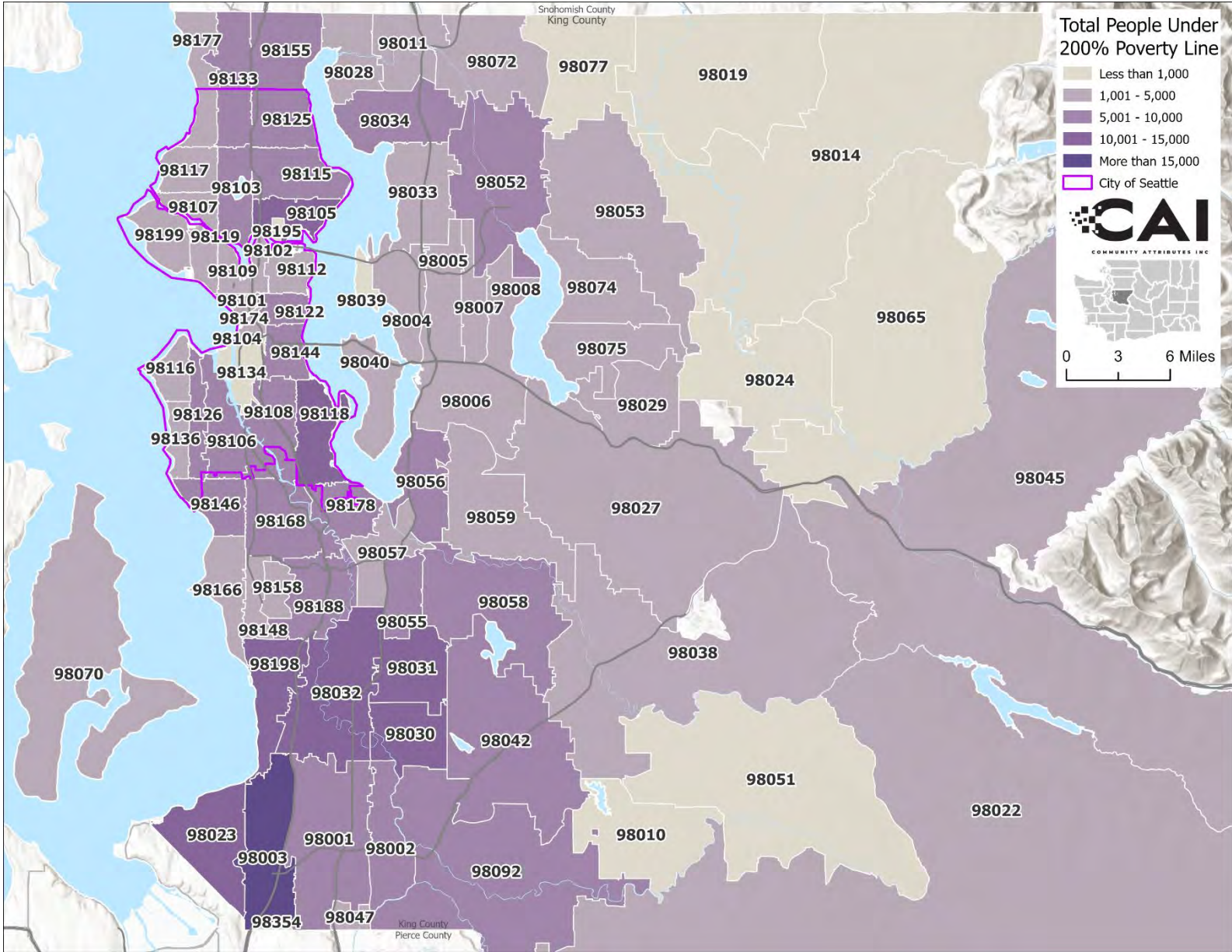
Seattle, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Total People Under 200% Poverty Line by ZIP Code

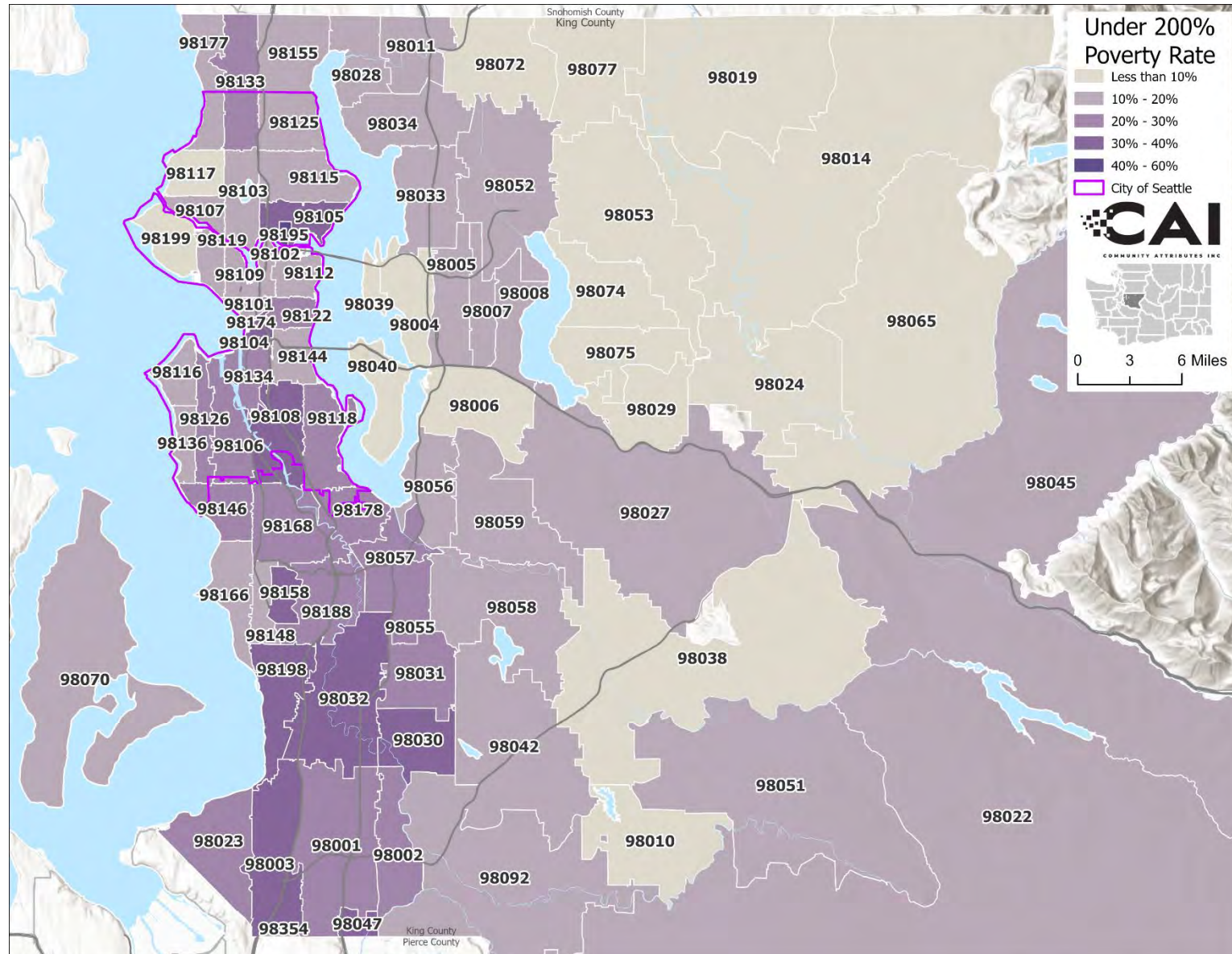
King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

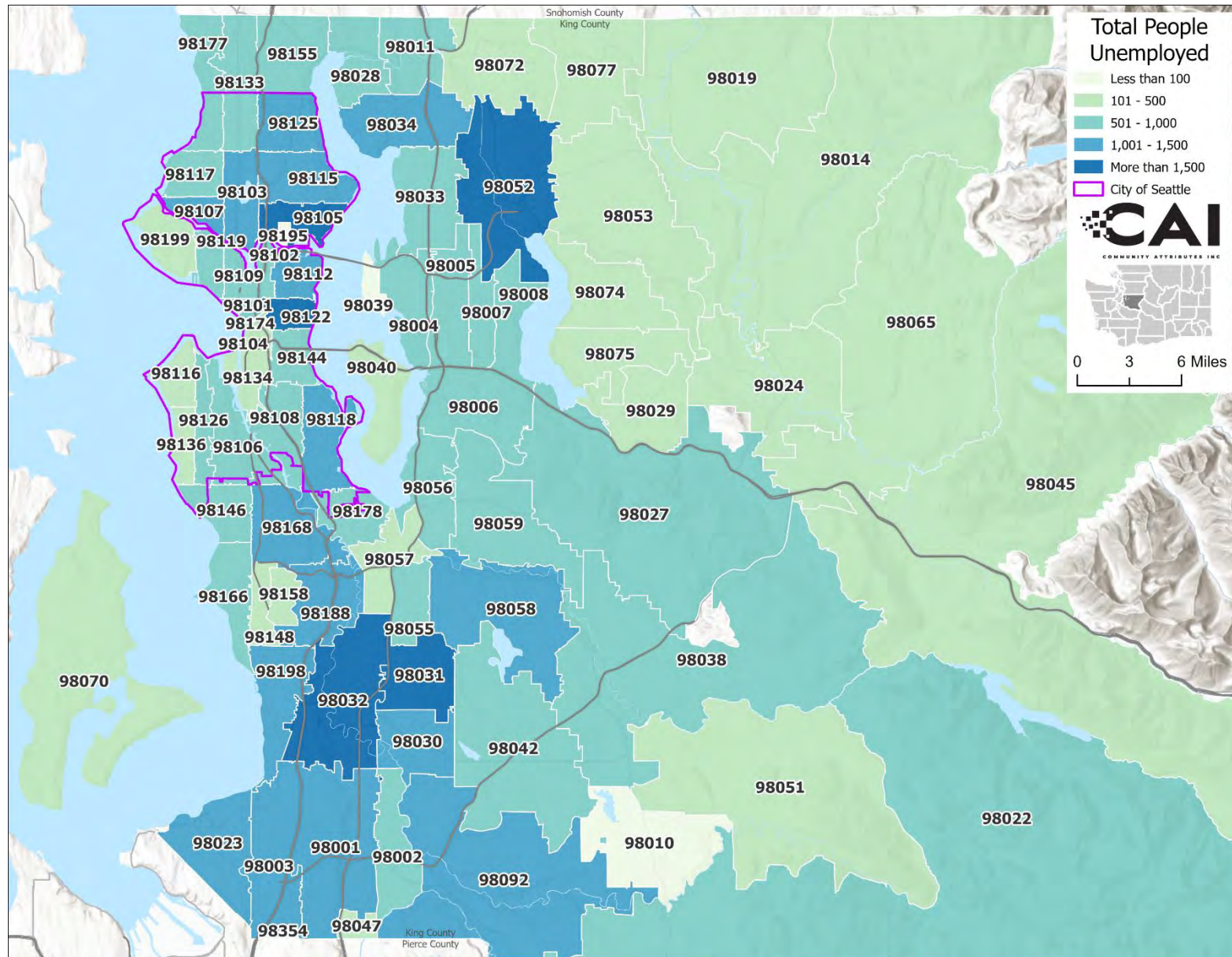
Under 200% Poverty Rate by ZIP Code, Ratio of Total People Under 200% Poverty Line to Total Population for whom Poverty Status is Determined

King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

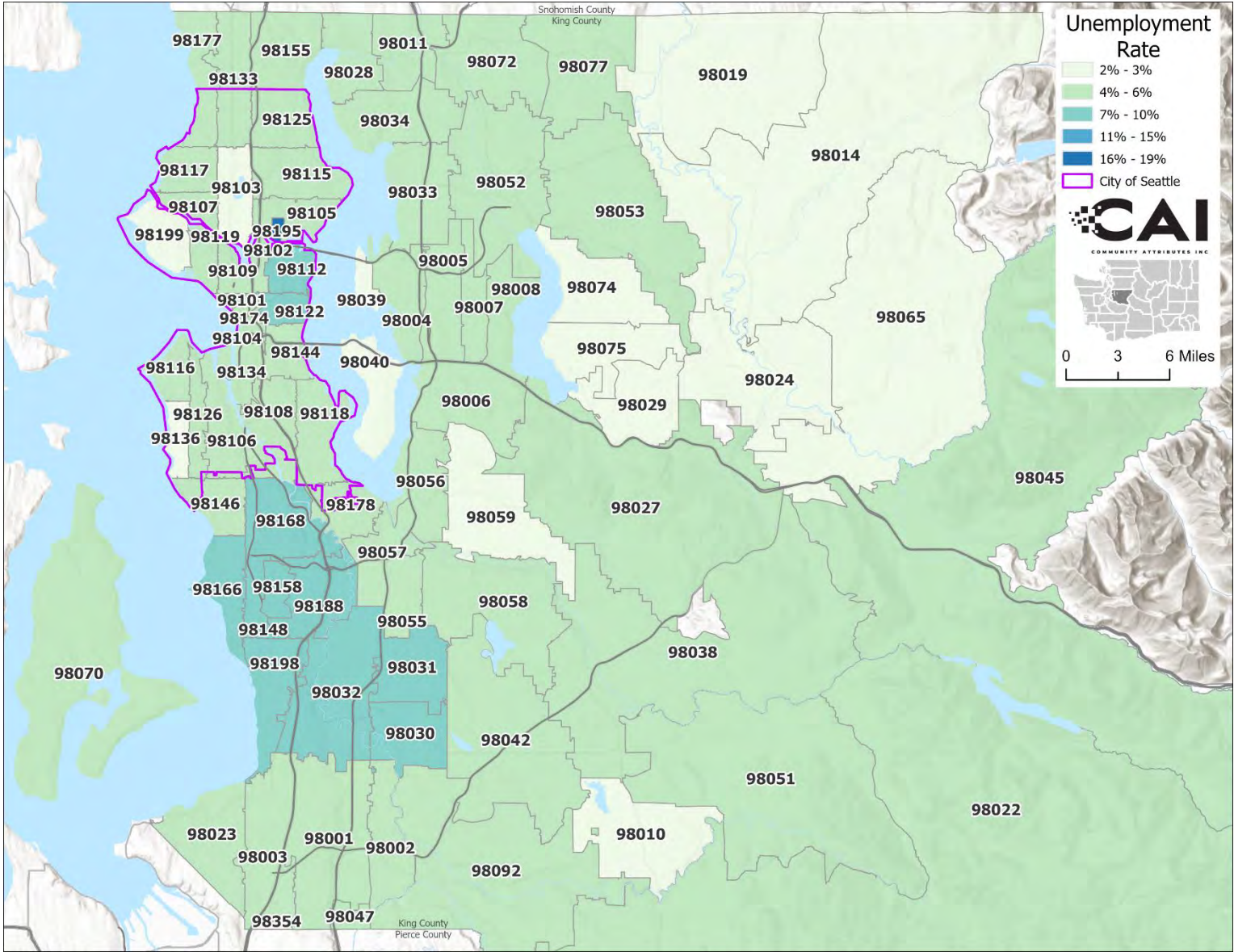
King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Unemployment Rate by ZIP Code, Ratio of Total Unemployed People to Total People in the Labor Force (employed and unemployed 16 and over)

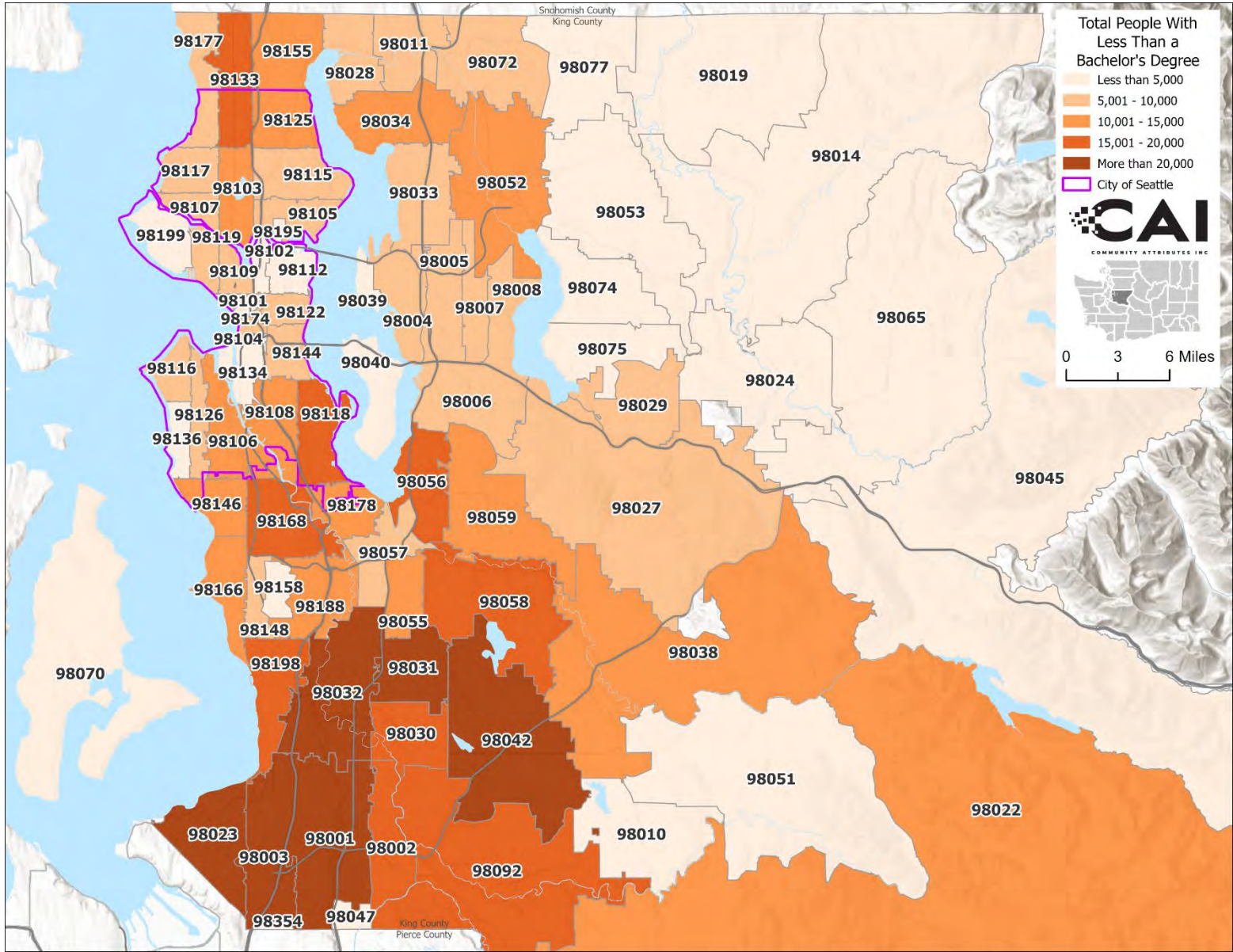
King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Total People with Less Than a Bachelor's Degree by ZIP Code

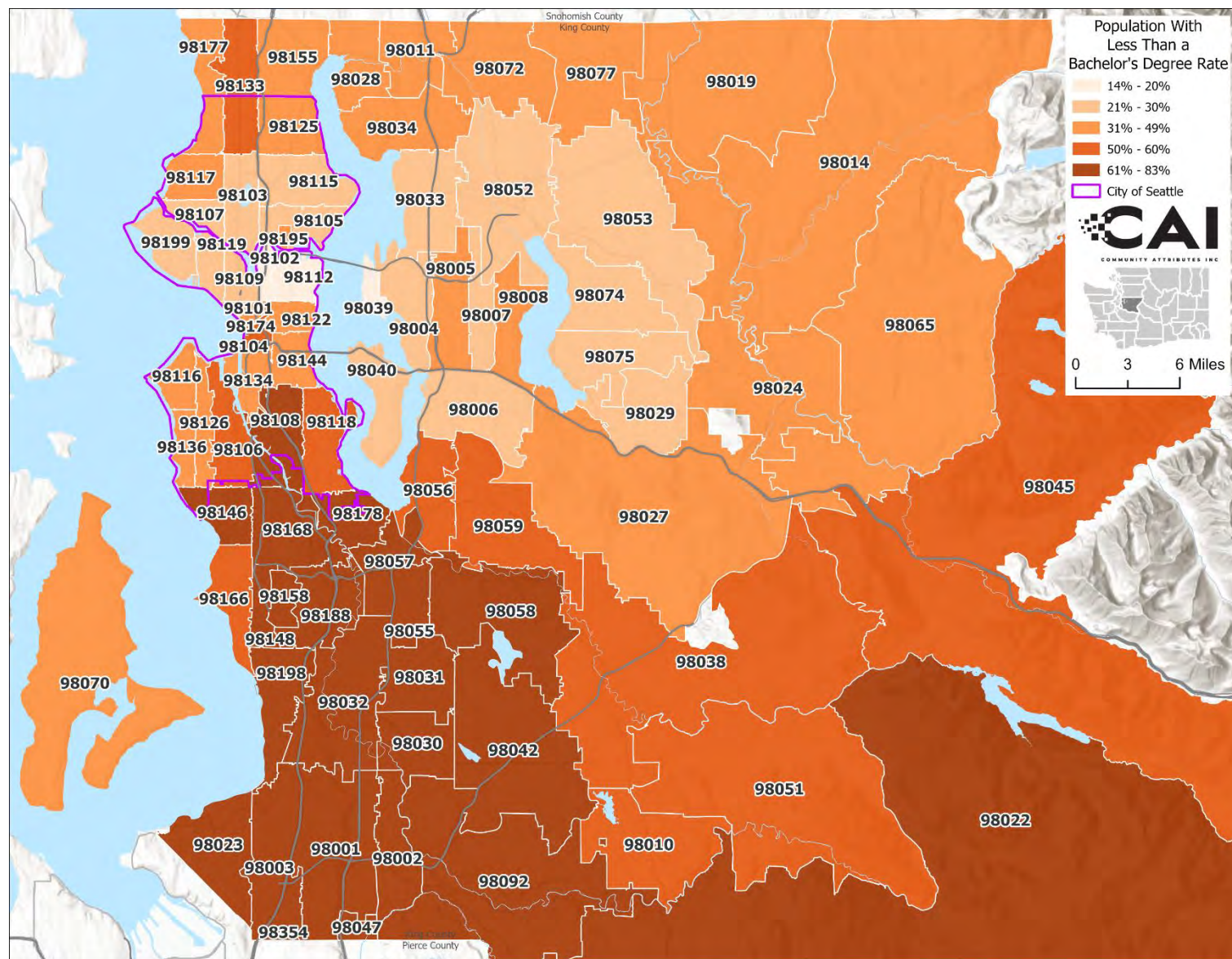
King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.

Less Than Bachelor's Degree Rate by ZIP Code, Ratio of Total People with Less Than a Bachelor's Degree to Total Population 25 years and Over

King County, 2017-2021



Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2023.