King County Priority Hiring Analysis

SPATIAL ANALYSIS OF PRIORITY WORKERS AND DISTRESSED ZIP CODES

Project Manager:
Michaela Jellicoe

Analysts:
Carly Bednarski
Madalina Calen
Connor Reed

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

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CAI

COMMUNITY ATTRIBUTES INC

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1. Introduction

Background and Purpose

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

Given the ever-changing nature of the economy, the County requested an update to the ZIP code list to reflect the changing demographics and economic characteristics of the region. With this update, the County is also exploring aligning their methodology with updates to the City of Seattle's priority hire methodology.

Exhibit 1. Current Priority Hire Zip Codes
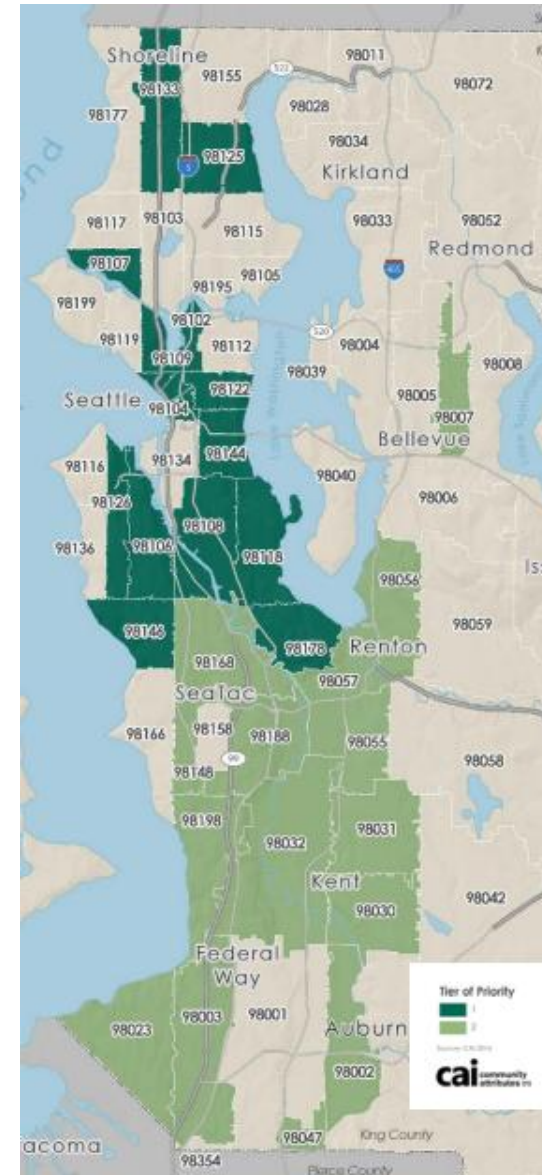
Exhibit 2. Priority Hire ZIP Codes Updated Study Area

Sources: *King County, 2024; Community Attributes Inc., 2024.*
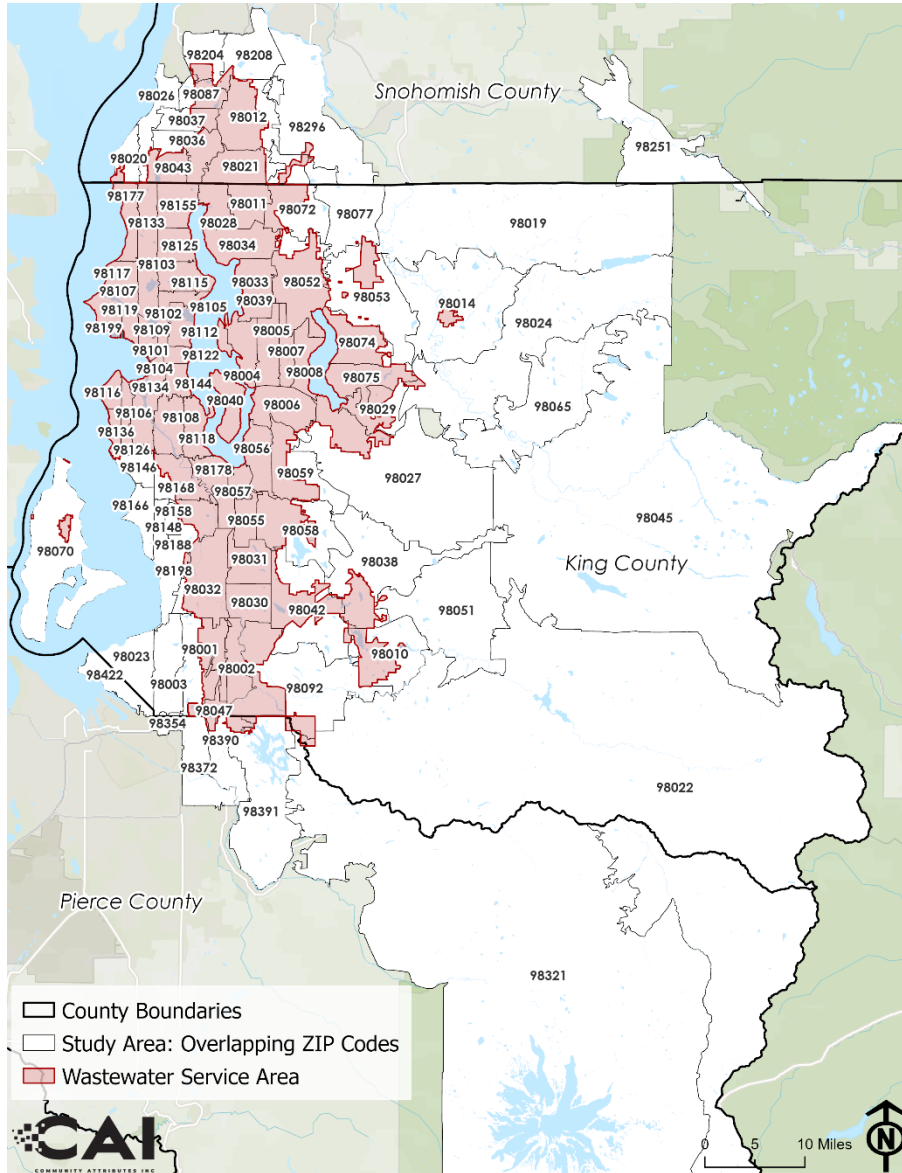
King County's service area is based on King County's wastewater service area. ZIP codes with wastewater rate payers are cross-referenced with the 2016 study ZIP code list to identify any changes in the service area.

The updated Study Area includes 100 ZIP Codes (2 more ZIP codes that in the 2016 study located in Pierce County) of which:

- 82 ZIP codes are in King County

- 6 ZIP codes are in Pierce County

- 12 ZIP codes are in Snohomish County

The next page (page 5) summarizes all updates to the study area compared to the 2016 study area.

Page 6 highlights some discussion points for potential changes to the study area.

3. Updates to Study Area from Previous Analysis

King County PO Box ZIP Codes Removed

Three PO Box ZIP codes from the 2016 King County study were removed from the current study area:

- 98068 Snoqualmie Pass (King County)
- 98224 Baring (King County)
- 98288 Skykomish (King County)

Downtown Seattle Zip Codes Added

Three block-sized zip codes in downtown Seattle were added to the current study:

- 98154 Seattle (King County)
- 98164 Seattle (King County)
- 98174 Seattle (King County)

Pierce County Zip Codes Added

Spatial analysis revealed two additional Pierce County Zip Codes slightly overlap with King County's wastewater service area that were not included in the previous study:

- 98372 Puyallup (Pierce County)
- 98390 Sumner (Pierce County)
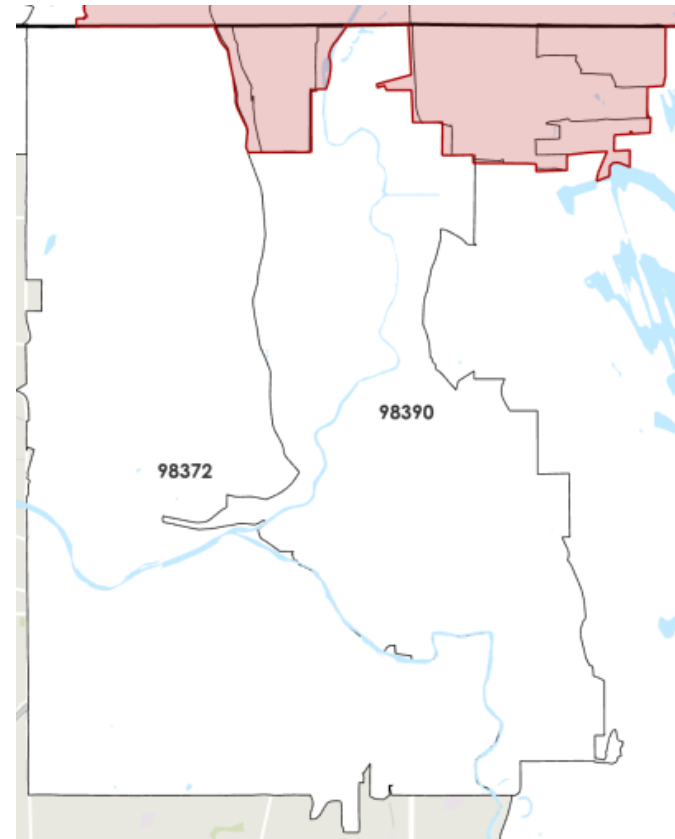
Peripheral ZIP Codes

CAI was asked to review the impact of peripheral zip codes that overlap minimally with King County's wastewater treatment service area and King County. These following five ZIP codes overlap with the King County wastewater treatment service area minimally.

- 98321 Buckley (Pierce County)
- 98391 Bonney Lake (Pierce County)
- 98354 Milton (Pierce County)
- 98422 Tacoma (Pierce County)
- 98251 Gold Bar (Snohomish County)

The removal of these ZIP codes does not result in significant changes to the percent capture of population within each criteria. **Exhibit 3** shows the population of each criteria within each of the five ZIP codes. Removal also does not impact other ZIP codes in the priority hire list. Three of the five ZIP codes are captured using the 2024 City of Seattle Methodology, 98321 and 98422 are not captured. Only 98251 is captured as a priority hire ZIP code based on the 2016 King County methodology.

King County decided to leave these peripheral ZIP codes for consideration as priority hire areas because peripheral ZIP codes were included in the previous 2016 study area and the removal of these five ZIP codes does not impact the other ZIP codes in the priority hire list.
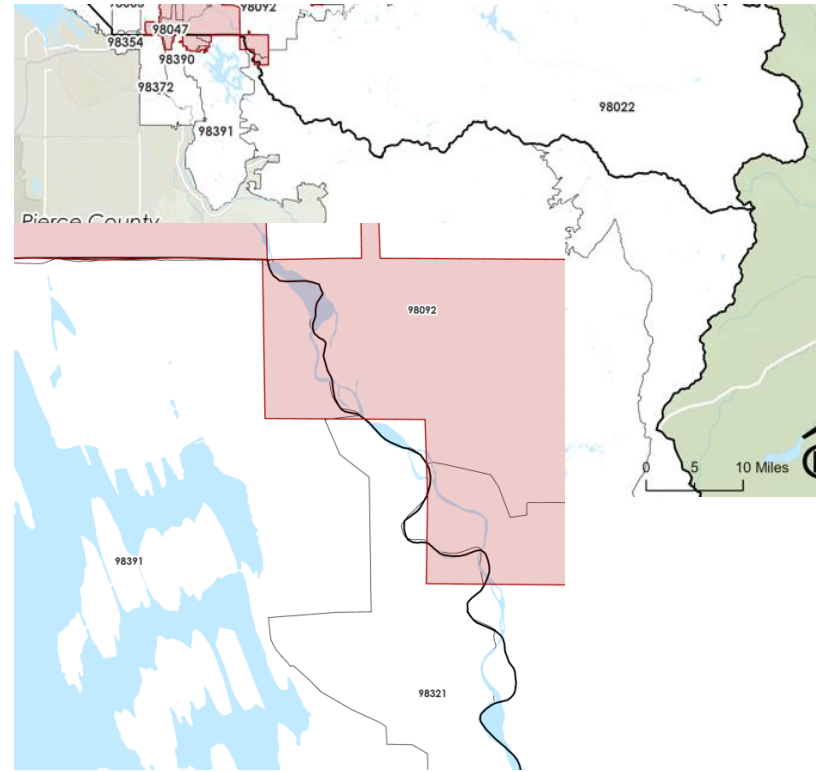

Exhibit 3. Population by Priority Hire Criteria

ZIP	Total Under 200% Poverty Line	Total Unemployed	Total with Less than College Degree
98321	2,811	439	8,569
98391	5,206	975	19,568
98354	1,727	227	4.086
98422	3,249	413	7,268
98251	918	139	2,458

5. Analysis Results

Results are shown on the following pages for the updated study area using the following methodologies for comparison:

- **2016 King County Priority Hire study methodology**: A ZIP code is a priority hire ZIP code if the share OR density (per acre) for at least two of the three metrics below is in the top 30% of all ZIP codes in the study area

  - People living under 200% of the poverty threshold

  - Unemployed people

  - People 25 and over without a college degree

- **2024 City of Seattle Priority Hire study methodology**: Priority hire ZIP codes have either a high absolute number OR high share OR high density (per acre) of at least two of the three metrics below such that the selected ZIP codes capture at least 60% of the population meeting each criteria in King County, applied to all study area zip codes:

  - People living under 200% of the poverty threshold

  - Unemployed people

  - People 25 and over with less than a bachelor's degree

The two methodologies have different results. The 2016 King County methodology aims to capture the top 30% of all ZIP codes in the study area while the 2024 City of Seattle methodology identifies benchmarks to capture at least 60% of the population meeting each criteria within King County. The education criteria between the two methods also differ. Additionally, using the absolute number results in ZIP codes with a high total population in poverty, unemployed or with less than a bachelor's degree, regardless of the size of the ZIP code being captured. Including absolute number, share and density results in ZIP codes that either have an above average number of people, proportion of total population or concentration of people meeting each criteria.

2016 Methodology

High DENSITY of people per acre

OR

High RATE of residents that meet criteria

Goal: Include ZIP codes that are in the top 30% of all ZIP codes within the study area
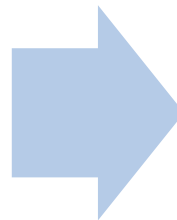
2024 Seattle Methodology

High NUMBER

OR

High RATE

OR

High DENSITY of people per acre that meet the criteria

Goal: Include at least 60% of the population meeting each criteria within **King County**

Existing and proposed methodologies use similar criteria:

- Living at 200% of the federal poverty level
- Unemployed
- People 25 and over without a college degree

- Living at 200% of the federal poverty level
- Unemployed
- People 25 and over with less than a bachelor's degree

ZIP code is included if two of the three criteria meet the threshold.

Sample Calculation for ZIP Code 98106

2016 Methodology Update

Benchmarks for ZIP codes in the top 30% of all study area ZIP codes:

Density per 1,000 acres
- 1,702 under 200% of the poverty line
- 216 unemployed
- 2,527 less than a college degree

OR

Share of Population
- 22% under 200% of the poverty line
- 5% unemployed
- 54% less than a college degree

ZIP code 98106:
- 1,625 and 24% under 200% of the poverty line → **above benchmark**
- 167 and 4% unemployed → **below benchmark**
- 2,269 and 45% less than a college degree → **below benchmark**

One of three criteria are above the benchmark → Not a Priority Hire ZIP Code

2024 Seattle Methodology

Benchmarks to capture at least 60% of criteria population in King County:

Absolute (number)
- 8,720 under 200% of the poverty line
- 610 unemployed
- 12,928 less than a bachelor's degree

OR

Share of Population
- 20% under 200% of the poverty line
- 4% unemployed
- 64% less than a bachelor's

OR

Density per Acre
- 1,745 under 200% of the poverty line per acre
- 228 unemployed per acre
- 3,039 less than a bachelor's per acre

ZIP code 98106:
- 6,083, 24%, and 1,625 under 200% of the poverty line → **above benchmark**
- 625, 4%, and 167 unemployed → **above benchmark**
- 10,570, 56%, and 2,824 less than a bachelor's degree → **below benchmark**

Two of three criteria are above the benchmark → Tier I Priority Hire ZIP Code

Priority Hire ZIP Codes Demographics

Exhibit 4 compares the demographics of priority hire ZIP Codes based on the two methodology options, as well as the prior study for King County. This exhibit shows the percentage within priority hire ZIP codes out of the full study area for each criteria based on 2017-2021 American Community Survey Five-Year Estimates.

The 2024 City of Seattle Methodology captures 72% of the total study area population, while the updated 2016 King County Methodology captures 45% of the total study area population. The updated 2016 methodology also captures less population meeting each criteria compared to the original 2016 study.

Exhibit 4. Priority Hire ZIP Code Demographics by Methodology Option
2024

	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study
Under 200% Poverty Line Rate	61%	78%	66%
Unemployment Rate	53%	72%	57%
Less than Bachelor's Degree Rate	52%	74%	58%
Total Pop	45%	72%	49%

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

5. Analysis Results

<u>Alternative Geographies for Analysis</u>

Along with interest in exploring alternative methodologies, discussion has also explored using smaller geographies for the Priority Hire program. A smaller geography may be able to better identify specific areas where people meeting the program criteria live.

Data on the three criteria used to define priority hire ZIP codes are available at the Census Tract geography. Using the current methodology the proportion of Census Tracts that fall within each ZIP code is estimated and applied to the criteria data by Census Tract. The methodology could be modified to analyze a Census Tract geography. However, implementation of the Priority Hire program requires identifying if employees hired fall within a priority hire geography. Using ZIP codes, employers only need the address of the employee to identify if they reside in a priority hire area. Using Census Tracts, employers or King County would have to identify the Census Tract corresponding to the address, an additional step to identifying priority hires.

5. Analysis Results

Exhibit 5. Priority Hire ZIP Codes by Tier

Tier I, Seattle, 2017 - 2021

Tier	ZIP	City	County	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study	City of Seattle Study
Tier I (Seattle)							
Tier I	98101	Seattle	King	x	x	x	x
Tier I	98102	Seattle	King	x	x	x	x
Tier I	98103	Seattle	King	x	x	x	x
Tier I	98104	Seattle	King	x	x	x	x
Tier I	98105	Seattle	King	x	x	x	x
Tier I	98106	Seattle	King		x	x	x
Tier I	98107	Seattle	King	x	x	x	x
Tier I	98108	Seattle	King	x	x	x	x
Tier I	98109	Seattle	King	x	x	x	x
Tier I	98118	Seattle	King	x	x	x	x
Tier I	98119	Seattle	King	x			
Tier I	98121	Seattle	King	x	x	x	x
Tier I	98122	Seattle	King	x	x	x	x
Tier I	98125	Seattle	King	x	x	x	x
Tier I	98126	Seattle	King	x	x	x	x
Tier I	98133	Seattle	King	x	x	x	x
Tier I	98134	Seattle	King		x	x	x
Tier I	98144	Seattle	King	x	x	x	x
Tier I	98146	Seattle	King	x	x	x	x
Tier I	98154	Seattle	King	x			
Tier I	98164	Seattle	King	x			
Tier I	98174	Seattle	King	x			
Tier I	98178	Seattle	King	x	x	x	x
Tier I	98195	Seattle	King	x			

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

- Using the **2016 methodology**, **22 ZIP codes** are identified as **Tier I** priority hire ZIP codes. The previous 2016 study identified 19 Tier I ZIP codes. This change is driven in part by the addition of three downtown Seattle zip codes, and by changes in unemployment, poverty, and education levels.

- Using the **2024 City of Seattle methodology**, **19 ZIP codes** are identified as **Tier I** priority hire ZIP codes.

Updated Tier I 2016 vs Old Tier I 2016

Added	Removed
98119	98106
98154	98134
98164	
98174	
98195	

Exhibit 5 (cont.). Priority Hire ZIP Codes by Tier

Tier II, 2017 - 2021

Tier	ZIP	City	County	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study	City of Seattle Study
Tier II							
Tier II	98001	Auburn	King	x	x	x	x
Tier II	98002	Auburn	King	x	x	x	x
Tier II	98003	Federal Way	King	x	x	x	x
Tier II	98007	Bellevue	King			x	
Tier II	98022	Enumclaw	King		x		x
Tier II	98023	Federal Way	King	x	x	x	x
Tier II	98030	Kent	King	x	x	x	x
Tier II	98031	Kent	King	x	x	x	x
Tier II	98032	Kent	King	x	x	x	x
Tier II	98034	Kirkland	King		x		x
Tier II	98038	Maple Valley	King		x		x
Tier II	98042	Kent	King		x		x
Tier II	98047	Pacific	King	x	x	x	x
Tier II	98052	Redmond	King		x		x
Tier II	98055	Renton	King	x	x	x	x
Tier II	98056	Renton	King		x	x	x
Tier II	98057	Renton	King	x	x	x	x
Tier II	98058	Renton	King		x		x
Tier II	98092	Auburn	King		x	x	x
Tier II	98148	Burien	King	x	x	x	x
Tier II	98158	SeaTac	King	x	x		x
Tier II	98166	Burien	King		x		x
Tier II	98168	SeaTac/Tukwila	King	x	x	x	x
Tier II	98188	SeaTac/Tukwila	King	x	x	x	x
Tier II	98198	Des Moines	King	x	x	x	x
Tier II	98012	Bothell	Snohomish		x		
Tier II	98026	Edmonds	Snohomish		x		
Tier II	98036	Lynnwood	Snohomish	x	x	x	
Tier II	98037	Lynnwood	Snohomish	x	x	x	
Tier II	98043	Mountlake Terrace	Snohomish			x	
Tier II	98087	Lynnwood	Snohomish	x	x	x	
Tier II	98204	Everett	Snohomish	x	x	x	
Tier II	98208	Everett	Snohomish	x	x	x	
Tier II	98251	Gold Bar	Snohomish	x	x	x	
Tier II	98321	Buckley	Pierce			x	
Tier II	98354	Milton	Pierce		x		
Tier II	98372	Puyallup	Pierce	x	x		
Tier II	98390	Sumner	Pierce		x		
Tier II	98391	Bonney Lake	Pierce		x		

- Using the **2016 methodology**, **22 ZIP codes** are identified as **Tier II** priority hire ZIP codes. The previous 2016 study identified 25 Tier II ZIP codes. This change is driven largely by shifts in poverty, unemployment, and education.

- Using the **2024 City of Seattle methodology**, **36 ZIP codes** are identified as **Tier II** priority hire ZIP codes.

Updated Tier II 2016 vs Old Tier II 2016

Added	Removed
98158	98007
98372	98056
	98092
	98043
	98321

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 6. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier I Zip Codes

Tier I, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**22%**	**1,702**	N/A	**5%**	**216**
2024 City of Seattle Benchmarks						**8,720**	**20%**	**1,745**	**610**	**4%**	**228**
98101	Seattle	King	I	I	I	2,954	19%	7,262	535	5%	1,314
98102	Seattle	King	I	I	I	3,861	17%	3,647	819	5%	774
98103	Seattle	King	I	I	I	7,049	14%	2,107	1,074	3%	321
98104	Seattle	King	I	I	I	4,270	35%	5,907	375	5%	519
98105	Seattle	King	I	I	I	14,000	34%	3,532	1,554	5%	392
98106	Seattle	King	I		I	6,083	24%	1,625	625	4%	167
98107	Seattle	King	I	I	I	3,055	12%	1,949	1,019	6%	650
98108	Seattle	King	I		I	8,661	33%	1,745	825	6%	166
98109	Seattle	King	I	I	I	4,300	13%	3,002	865	3%	604
98118	Seattle	King	I	I	I	12,124	25%	2,113	1,273	4%	222
98119	Seattle	King		I		3,270	13%	1,744	687	4%	367
98121	Seattle	King	I	I	I	3,732	19%	9,015	588	4%	1,421
98122	Seattle	King	I	I	I	8,624	22%	4,324	1,881	6%	943
98125	Seattle	King	I	I	I	8,728	20%	2,195	1,156	4%	291
98126	Seattle	King	I	I	I	5,150	22%	2,402	638	4%	298
98133	Seattle	King	I	I	I	9,384	21%	2,035	995	4%	216
98134	Seattle	King	I		I	811	21%	320	170	6%	67
98144	Seattle	King	I	I	I	5,894	20%	1,774	864	5%	260
98146	Seattle	King	I	I	I	7,250	27%	2,140	738	5%	218
98154	Seattle	King		I		10	30%	4,622	2	7%	692
98164	Seattle	King		I		10	30%	4,622	2	7%	692
98174	Seattle	King		I		10	30%	4,622	2	7%	692
98178	Seattle	King	I	I	I	6,473	26%	1,703	689	5%	181
98195	Seattle	King		I		17	62%	65	76	18%	285

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

5. Analysis Results

Exhibit 7. Education Criteria for Priority Hire ZIP Codes, Tier I Zip Codes

Tier I, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**54%**	**2,527**	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	**12,928**	**64%**	**3,039**
98101	Seattle	King	I	I	I	3,572	27%	8,782	4,109	32%	10,102
98102	Seattle	King	I	I	I	3,232	17%	3,054	3,946	20%	3,728
98103	Seattle	King	I	I	I	8,488	21%	2,537	10,278	25%	3,072
98104	Seattle	King	I	I	I	5,773	49%	7,985	6,421	54%	8,882
98105	Seattle	King	I	I	I	4,201	17%	1,060	5,671	23%	1,431
98106	Seattle	King	I		I	8,493	45%	2,269	10,570	56%	2,824
98107	Seattle	King	I	I	I	4,310	21%	2,750	5,227	25%	3,335
98108	Seattle	King	I	I	I	10,709	58%	2,157	12,147	66%	2,447
98109	Seattle	King	I	I	I	5,077	19%	3,545	6,729	25%	4,699
98118	Seattle	King	I	I	I	16,645	45%	2,901	19,112	52%	3,331
98119	Seattle	King		I		3,855	20%	2,056	5,189	26%	2,767
98121	Seattle	King	I	I	I	3,404	19%	8,223	4,101	23%	9,905
98122	Seattle	King	I	I	I	7,660	26%	3,841	9,393	31%	4,710
98125	Seattle	King	I	I	I	11,743	37%	2,953	13,786	43%	3,467
98126	Seattle	King	I	I	I	6,453	36%	3,010	7,994	45%	3,728
98133	Seattle	King	I	I	I	14,931	43%	3,238	18,189	52%	3,945
98134	Seattle	King	I		I	1,222	36%	483	1,519	45%	600
98144	Seattle	King	I	I	I	7,591	33%	2,285	9,121	39%	2,745
98146	Seattle	King	I	I	I	10,946	56%	3,231	12,929	66%	3,817
98154	Seattle	King		I		13	41%	5,953	15	45%	6,490
98164	Seattle	King		I		13	41%	5,953	15	45%	6,490
98174	Seattle	King		I		13	41%	5,953	15	45%	6,490
98178	Seattle	King	I	I	I	10,187	56%	2,680	12,253	67%	3,223
98195	Seattle	King		I		21	41%	79	24	48%	92

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 8. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, King County, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**22%**	**1,702**	N/A	**5%**	**216**
2024 City of Seattle Benchmarks						**8,720**	**20%**	**1,745**	**610**	**4%**	**228**
98001	Auburn	King	II	II	II	9,413	23%	777	1,186	6%	98
98002	Auburn	King	II	II	II	9,058	30%	1,954	906	6%	195
98003	Federal Way	King	II	II	II	17,316	34%	2,337	1,443	5%	195
98007	Bellevue	King	II			3,991	16%	1,440	684	5%	247
98022	Enumclaw	King			II	4,163	18%	9	574	5%	1
98023	Federal Way	King	II	II	II	11,049	23%	1,508	1,431	6%	195
98030	Kent	King	II	II	II	10,554	31%	2,266	1,470	8%	316
98031	Kent	King	II	II	II	10,338	25%	2,057	1,576	7%	314
98032	Kent	King	II	II	II	14,259	34%	1,289	2,004	9%	181
98034	Kirkland	King			II	7,419	16%	969	1,458	5%	190
98038	Maple Valley	King			II	3,182	9%	75	913	5%	22
98042	Kent	King			II	6,039	13%	333	818	3%	45
98047	Pacific	King	II	II	II	2,155	32%	1,551	137	4%	99
98052	Redmond	King			II	7,694	11%	570	1,526	4%	113
98055	Renton	King	II	II	II	5,622	22%	1,943	665	5%	230
98056	Renton	King	II		II	7,313	18%	1,256	833	4%	143
98057	Renton	King	II	II	II	4,265	28%	1,073	492	5%	124
98058	Renton	King			II	7,415	17%	571	1,307	5%	101
98092	Auburn	King	II		II	8,672	18%	310	1,200	5%	43
98148	Burien	King	II	II	II	1,790	17%	1,032	390	6%	225
98158	SeaTac	King		II	II	1,178	31%	827	159	7%	112
98166	Burien	King			II	4,758	20%	1,004	795	6%	168
98168	SeaTac/Tukwila	King	II	II	II	9,689	30%	1,701	1,221	7%	214
98188	SeaTac/Tukwila	King	II	II	II	6,607	28%	1,232	1,073	8%	200
98198	Des Moines	King	II	II	II	11,054	32%	1,996	1,486	8%	268

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

5. Analysis Results

Exhibit 9. Education Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, King County, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**54%**	**2,527**	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	**12,928**	**64%**	**3,039**
98001	Auburn	King	II	II	II	17,856	63%	1,474	20,910	74%	1,726
98002	Auburn	King	II	II	II	15,128	73%	3,263	17,266	83%	3,724
98003	Federal Way	King	II	II	II	21,527	62%	2,905	25,199	73%	3,401
98007	Bellevue	King	II			4,429	24%	1,598	5,448	29%	1,966
98022	Enumclaw	King			II	10,709	63%	23	12,448	73%	27
98023	Federal Way	King	II	II	II	18,474	57%	2,522	22,274	68%	3,041
98030	Kent	King	II	II	II	14,528	63%	3,119	17,427	76%	3,741
98031	Kent	King	II	II	II	17,009	60%	3,384	20,034	71%	3,986
98032	Kent	King	II	II	II	18,057	65%	1,632	20,623	74%	1,864
98034	Kirkland	King			II	11,911	35%	1,556	14,652	43%	1,914
98038	Maple Valley	King			II	10,555	47%	249	13,089	59%	309
98042	Kent	King			II	18,277	56%	1,007	21,942	67%	1,209
98047	Pacific	King	II	II	II	2,916	65%	2,099	3,523	79%	2,536
98052	Redmond	King			II	11,314	22%	838	14,447	28%	1,071
98055	Renton	King	II	II	II	9,539	54%	3,298	11,521	65%	3,983
98056	Renton	King	II		II	14,603	50%	2,509	17,063	58%	2,931
98057	Renton	King	II	II	II	6,549	58%	1,647	7,870	70%	1,980
98058	Renton	King			II	15,702	50%	1,209	19,025	61%	1,465
98092	Auburn	King	II		II	17,397	55%	622	21,056	67%	752
98148	Burien	King	II	II	II	4,649	64%	2,680	5,397	74%	3,110
98158	SeaTac	King		II	II	1,715	67%	1,204	1,945	76%	1,365
98166	Burien	King			II	8,289	47%	1,750	10,192	58%	2,151
98168	SeaTac/Tukwila	King	II	II	II	15,319	68%	2,690	17,283	76%	3,034
98188	SeaTac/Tukwila	King	II	II	II	11,495	65%	2,144	13,206	75%	2,463
98198	Des Moines	King	II	II	II	14,988	61%	2,707	17,613	72%	3,181

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

5. Analysis Results

Exhibit 10. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, Snohomish and Pierce Counties, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**22%**	**1,702**	N/A	**5%**	**216**
2024 City of Seattle Benchmarks						**8,720**	**20%**	**1,745**	**610**	**4%**	**228**
98012	Bothell	Snohomish			II	8,167	11%	814	1,647	4%	164
98026	Edmonds	Snohomish			II	5,126	13%	767	922	4%	138
98036	Lynnwood	Snohomish	II	II	II	9,612	22%	1,564	971	4%	158
98037	Lynnwood	Snohomish	II	II	II	6,653	24%	1,798	644	4%	174
98043	Mountlake Terrace	Snohomish	II			2,889	14%	1,088	401	3%	151
98087	Lynnwood	Snohomish	II	II	II	8,282	21%	2,180	924	4%	243
98204	Everett	Snohomish	II	II	II	14,472	34%	3,148	1,463	6%	318
98208	Everett	Snohomish	II	II	II	12,708	22%	1,288	1,827	6%	185
98251	Gold Bar	Snohomish	II	II	II	918	21%	9	139	6%	1
98321	Buckley	Pierce	II			2,811	14%	122	439	4%	19
98354	Milton	Pierce			II	1,727	20%	939	227	4%	124
98372	Puyallup	Pierce		II	II	4,495	18%	523	817	6%	95
98390	Sumner	Pierce			II	2,283	16%	380	330	4%	55
98391	Bonney Lake	Pierce			II	5,206	10%	207	975	4%	39

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

## Exhibit 11. Education Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, Snohomish and Pierce Counties, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	**54%**	**2,527**	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	**12,928**	**64%**	**3,039**
98012	Bothell	Snohomish			II	18,214	38%	1,816	22,871	48%	2,280
98026	Edmonds	Snohomish			II	13,149	46%	1,967	16,322	57%	2,442
98036	Lynnwood	Snohomish	II	II	II	16,740	54%	2,724	20,137	65%	3,277
98037	Lynnwood	Snohomish	II	II	II	11,073	54%	2,993	13,188	64%	3,564
98043	Mountlake Terrace	Snohomish	II			7,605	49%	2,865	9,446	61%	3,558
98087	Lynnwood	Snohomish	II	II	II	14,000	52%	3,685	17,267	64%	4,546
98204	Everett	Snohomish	II	II	II	18,809	67%	4,092	21,881	78%	4,760
98208	Everett	Snohomish	II	II	II	22,686	56%	2,300	26,947	66%	2,732
98251	Gold Bar	Snohomish	II	II	II	2,458	75%	24	2,802	85%	27
98321	Buckley	Pierce	II			8,569	64%	371	9,919	74%	430
98354	Milton	Pierce			II	4,086	65%	2,222	4,866	78%	2,646
98372	Puyallup	Pierce		II	II	10,328	59%	1,201	12,860	73%	1,496
98390	Sumner	Pierce			II	6,263	61%	1,041	7,476	73%	1,243
98391	Bonney Lake	Pierce			II	19,568	58%	777	23,479	69%	932

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.
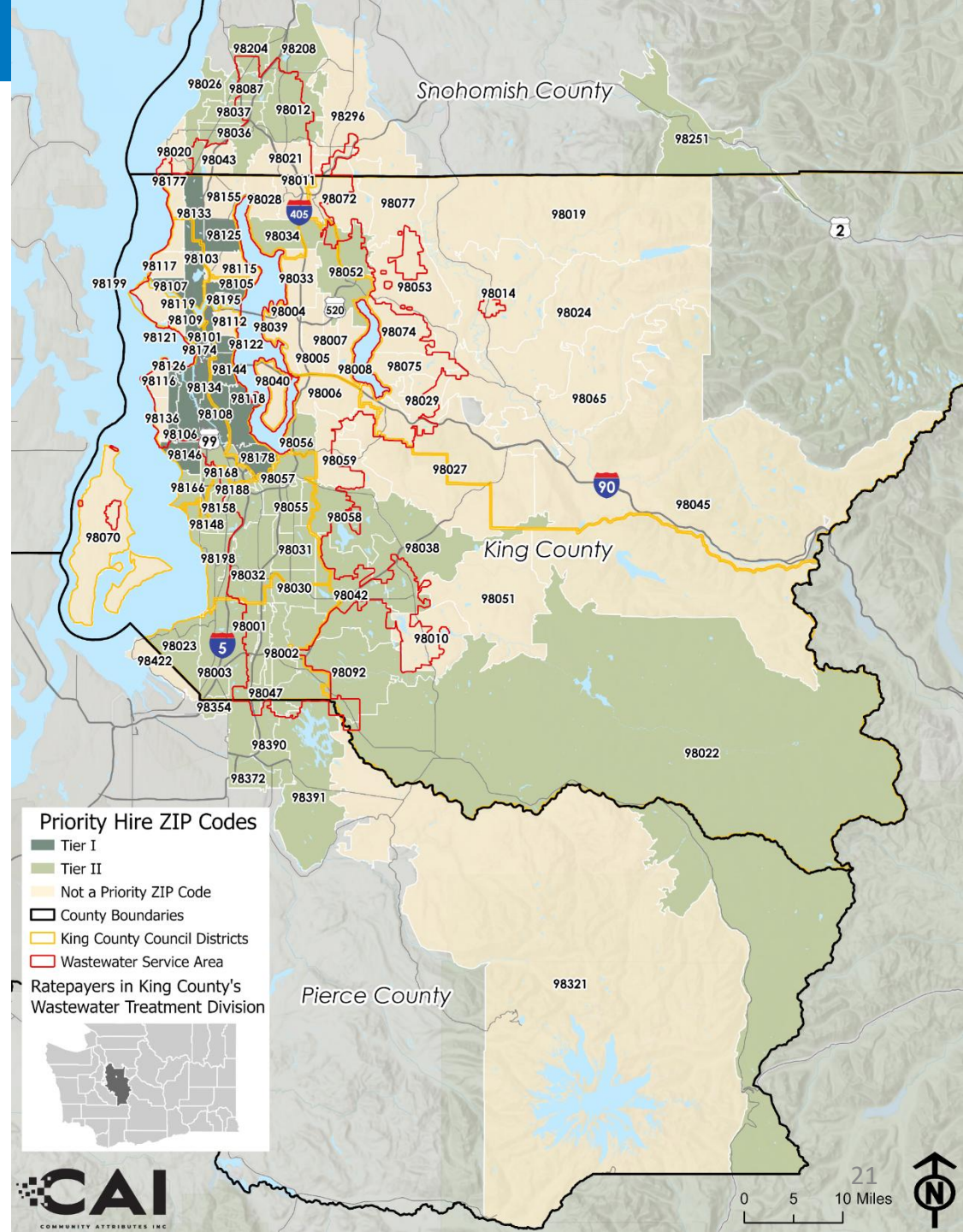
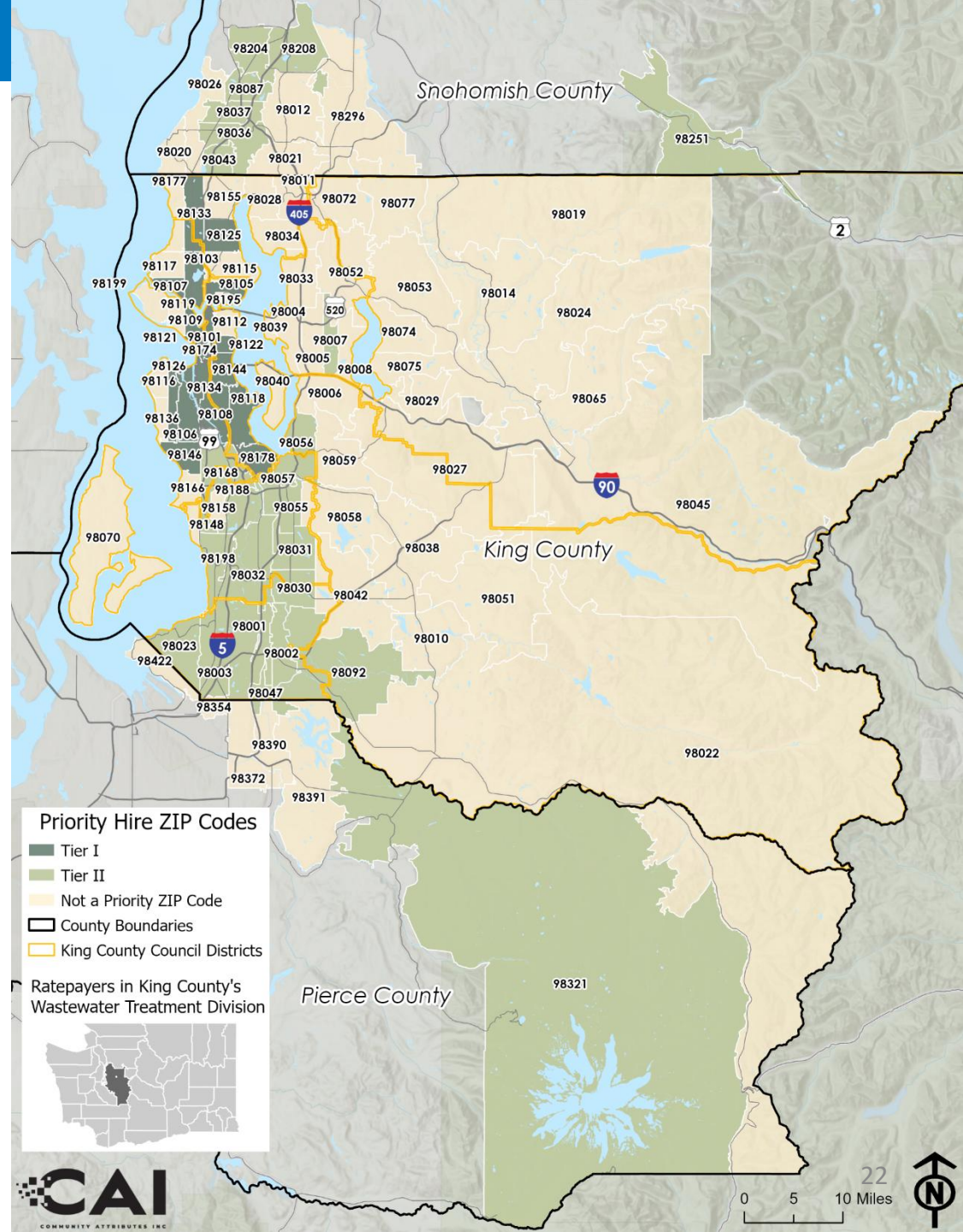**Exhibit 12. Priority Hire ZIP Codes by Tier, Updated 2016 Methodology**
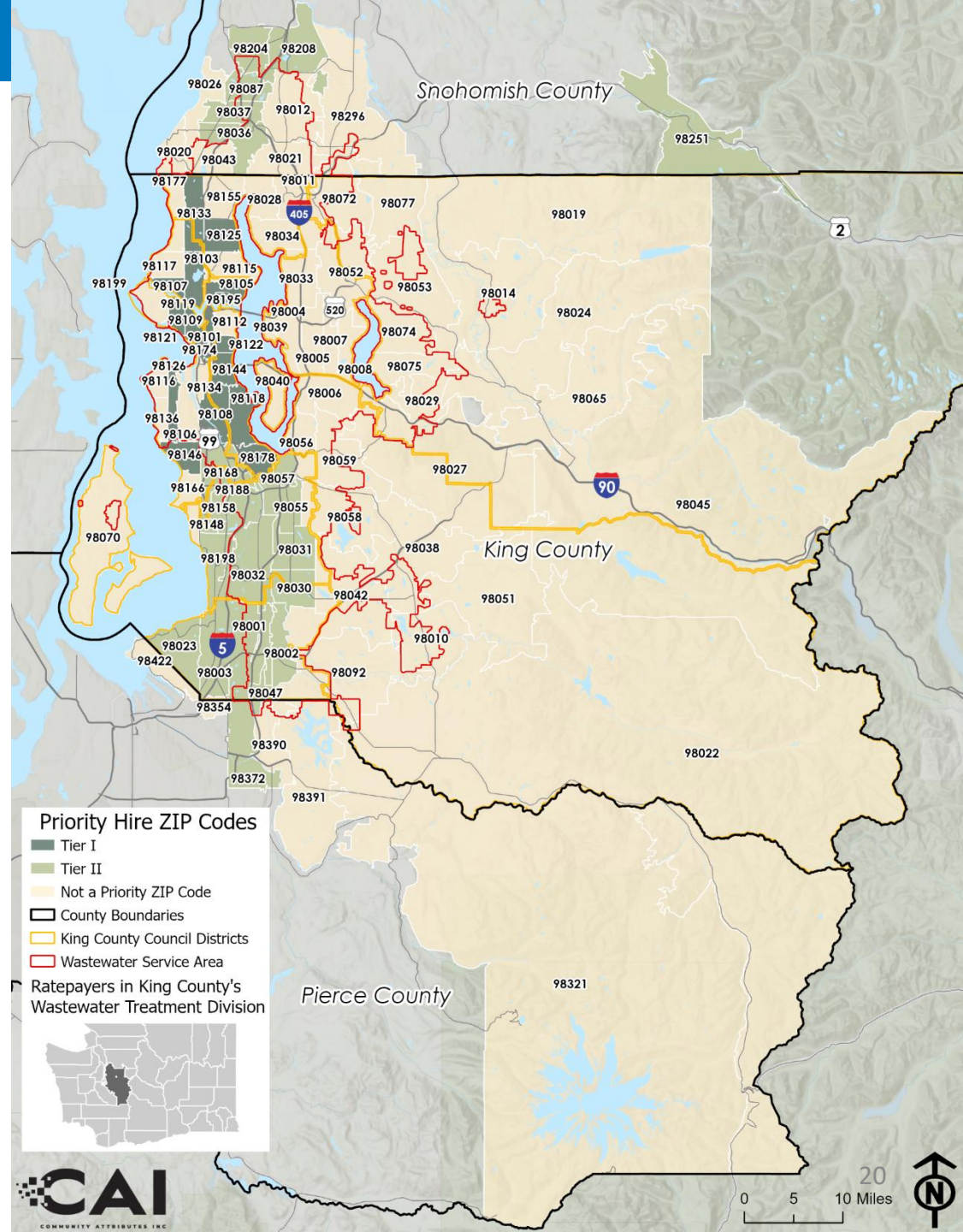
Exhibit 13. Priority Hire ZIP Codes by Tier, 2024 Seattle Methodology

Exhibit 14. Priority Hire ZIP Codes by Tier, Current

Exhibit 15. Priority Hire ZIP Codes by Tier and Council District

District 1, 2017 - 2021

District 1: Councilmember Dembowski

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98026	Edmonds	N/A		No Change		Add	2
98034	Kirkland	N/A		No Change		Add	2
98043	Mountlake Terrace	6	2	Remove		Remove	
98105	Seattle	5	1	No Change	1	No Change	1
98125	Seattle	19	1	No Change	1	No Change	1
98133	Seattle	11	1	No Change	1	No Change	1
98036	Lynnwood	17	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 16. Priority Hire ZIP Codes by Tier and Council District

District 2, 2017 - 2021

District 2: Councilmember Zahilay

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98195	Seattle	N/A		Add	1	No Change	
98134	Seattle	4	1	Remove		No Change	1
98102	Seattle	2	1	No Change	1	No Change	1
98103	Seattle	9	1	No Change	1	No Change	1
98104	Seattle	11	1	No Change	1	No Change	1
98105	Seattle	5	1	No Change	1	No Change	1
98108	Seattle	11	1	No Change	1	No Change	1
98109	Seattle	2	1	No Change	1	No Change	1
98118	Seattle	20	1	No Change	1	No Change	1
98122	Seattle	8	1	No Change	1	No Change	1
98144	Seattle	10	1	No Change	1	No Change	1
98178	Seattle	18	1	No Change	1	No Change	1
98057	Renton	13	2	No Change	2	No Change	2
98168	Seattle	55	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 17. Priority Hire ZIP Codes by Tier and Council District

District 3, 2017 - 2021

District 3: Councilmember Perry

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98034	Kirkland	N/A		No Change		Add	2
98038	Maple Valley	N/A		No Change		Add	2
98052	Redmond	N/A		No Change		Add	2
98251	Gold Bar	10	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 18. Priority Hire ZIP Codes by Tier and Council District

District 4, 2017 - 2021

District 4: Councilmember Baròn

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98119	Seattle	N/A		Add	1	No Change	
98101	Seattle	1	1	No Change	1	No Change	1
98102	Seattle	2	1	No Change	1	No Change	1
98103	Seattle	9	1	No Change	1	No Change	1
98105	Seattle	5	1	No Change	1	No Change	1
98107	Seattle	4	1	No Change	1	No Change	1
98109	Seattle	2	1	No Change	1	No Change	1
98121	Seattle	4	1	No Change	1	No Change	1
98125	Seattle	19	1	No Change	1	No Change	1
98133	Seattle	11	1	No Change	1	No Change	1

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 19. Priority Hire ZIP Codes by Tier and Council District

District 5, 2017 - 2021

District 5: Councilmember Upthegrove

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98158	Seattle	N/A		Add	2	Add	2
98042	Kent	N/A		No Change		Add	2
98058	Renton	N/A		No Change		Add	2
98166	Seattle	N/A		No Change		Add	2
98056	Renton	44	2	Remove		No Change	2
98178	Seattle	18	1	No Change	1	No Change	1
98001	Auburn	61	2	No Change	2	No Change	2
98003	Federal Way	69	2	No Change	2	No Change	2
98023	Federal Way	65	2	No Change	2	No Change	2
98030	Kent	45	2	No Change	2	No Change	2
98031	Kent	36	2	No Change	2	No Change	2
98032	Kent	64	2	No Change	2	No Change	2
98055	Renton	31	2	No Change	2	No Change	2
98057	Renton	13	2	No Change	2	No Change	2
98148	Seattle	24	2	No Change	2	No Change	2
98168	Seattle	55	2	No Change	2	No Change	2
98188	Seattle	30	2	No Change	2	No Change	2
98198	Seattle	65	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 20. Priority Hire ZIP Codes by Tier and Council District

District 6, 2017 - 2021

District 6: Councilmember Balducci

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98034	Kirkland	N/A		No Change		Add	2
98052	Redmond	N/A		No Change		Add	2
98007	Bellevue	8	2	Remove		Remove	

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 21. Priority Hire ZIP Codes by Tier and Council District

District 7, 2017 - 2021

District 7: Councilmember von Reichbauer

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98372	Puyallup	N/A		Add	2	Add	2
98042	Kent	N/A		No Change		Add	2
98354	Milton	N/A		No Change		Add	2
98390	Sumner	N/A		No Change		Add	2
98391	Bonney Lake	N/A		No Change		Add	2
98092	Auburn	77	2	Remove		No Change	2
98001	Auburn	61	2	No Change	2	No Change	2
98002	Auburn	63	2	No Change	2	No Change	2
98003	Federal Way	69	2	No Change	2	No Change	2
98023	Federal Way	65	2	No Change	2	No Change	2
98030	Kent	45	2	No Change	2	No Change	2
98032	Kent	64	2	No Change	2	No Change	2
98047	Pacific	14	2	No Change	2	No Change	2
98198	Seattle	65	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 22. Priority Hire ZIP Codes by Tier and Council District

District 8, 2017 - 2021

District 8: Councilmember Mosqueda

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98154	Seattle	N/A		Add	1	No Change	
98164	Seattle	N/A		Add	1	No Change	
98174	Seattle	N/A		Add	1	No Change	
98166	Seattle	N/A		No Change		Add	2
98106	Seattle	11	1	Remove		No Change	1
98134	Seattle	4	1	Remove		No Change	1
98101	Seattle	1	1	No Change	1	No Change	1
98102	Seattle	2	1	No Change	1	No Change	1
98104	Seattle	11	1	No Change	1	No Change	1
98108	Seattle	11	1	No Change	1	No Change	1
98109	Seattle	2	1	No Change	1	No Change	1
98118	Seattle	20	1	No Change	1	No Change	1
98121	Seattle	4	1	No Change	1	No Change	1
98122	Seattle	8	1	No Change	1	No Change	1
98126	Seattle	11	1	No Change	1	No Change	1
98144	Seattle	10	1	No Change	1	No Change	1
98146	Seattle	32	1	No Change	1	No Change	1
98178	Seattle	18	1	No Change	1	No Change	1
98148	Seattle	24	2	No Change	2	No Change	2
98168	Seattle	55	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 23. Priority Hire ZIP Codes by Tier and Council District

District 9, 2017 - 2021

District 9: Councilmember Dunn

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98022	Enumclaw	N/A		No Change		Add	2
98038	Maple Valley	N/A		No Change		Add	2
98042	Kent	N/A		No Change		Add	2
98058	Renton	N/A		No Change		Add	2
98391	Bonney Lake	N/A		No Change		Add	2
98007	Bellevue	8	2	Remove		Remove	
98321	Buckley	31	2	Remove		Remove	
98056	Renton	44	2	Remove		No Change	2
98092	Auburn	77	2	Remove		No Change	2
98002	Auburn	63	2	No Change	2	No Change	2
98031	Kent	36	2	No Change	2	No Change	2
98057	Renton	13	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.
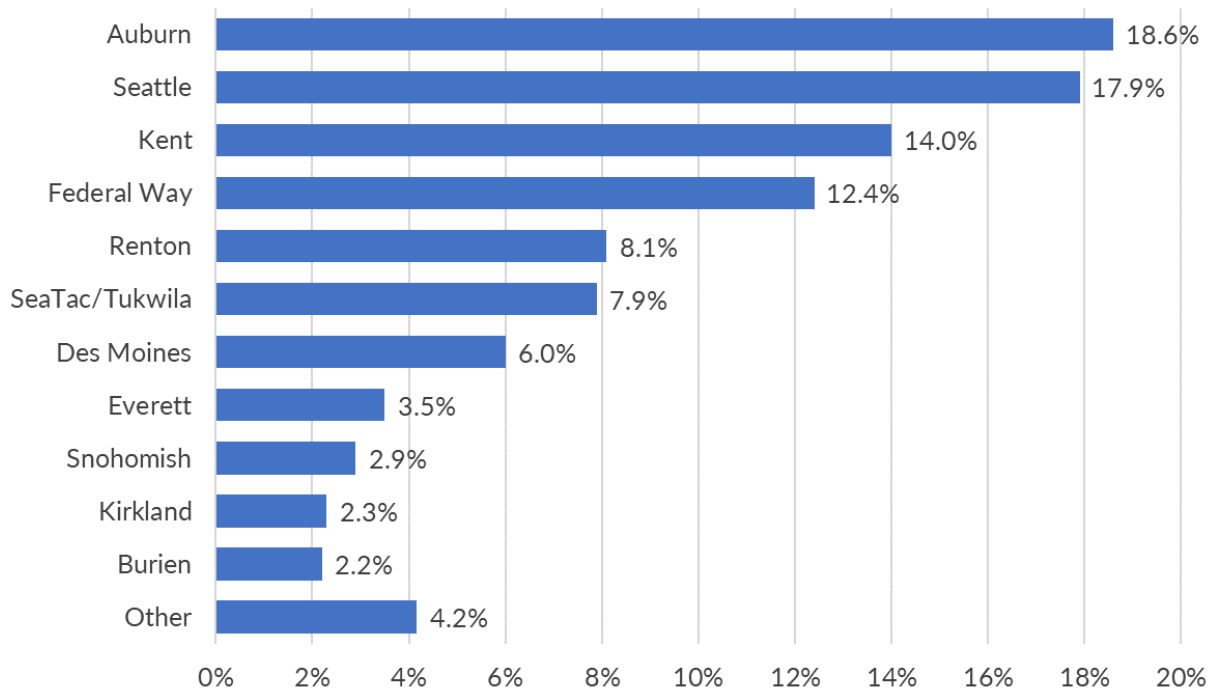
2023 Priority Hire Summary

In 2023, 1,080 employees were hired from priority hire ZIP codes through the priority hire program.

- Overall, 63% of priority hire workers reside within four cities: Auburn, Seattle, Kent and Federal Way.

- 60% of priority hire workers live in ZIP codes in south King County.

- 98092, within Auburn, is home to the largest number of workers, closely followed by 98003, 98198, 98023, 98032, 98002, and 98001. Each of these ZIP codes are home to more than 60 priority hire workers.

Exhibit 24. Percentage of Priority Hires by City, 2023

Exhibit 25. Priority Hire Workers by ZIP Code, 2023

Priority Hire ZIP Codes
- Tier I
- Tier II
- Not a Priority ZIP Code

Total Employees
- More than 50
- 31 - 50
- 21 - 30
- 11 - 20
- Less than 10
- County Boundaries