

# Education & Employment



*Photo provided by The Sophia Way.*

## Education and Employment

### Themes

Available data highlight disparities in education and employment outcomes by race and ethnicity for the residents of Bellevue. There are the fewest disparities in looking at Kindergarten Readiness. The exception to this is data examining kindergarten readiness amongst Hispanic/Latino children, who are meeting all six elements of kindergarten readiness at approximately half the rate of children in other racial/ethnic communities (**Figure 36**). Disparities widen in 3<sup>rd</sup> and 7<sup>th</sup> grade achievement assessments, with growing gaps between White and Asian American Pacific Islander (AAPI) students and students who identify as Hispanic/Latino or Black (**Figure 37** and **Figure 38**).

Disparities in achievement also exist by housing and disability status. Across district assessments (Smarter Balanced Assessment (SBA) for math and English/language arts; Washington Comprehensive Assessment of Science (WCAS), **fewer than 20% of students experiencing homelessness in the Bellevue School District met benchmarks in the 2022-2023 school year** (17.5% English/language arts, 10.9% math, 12.9% science), compared to roughly two-thirds to three-quarters of students who were housed (73.7% English/language arts, 67.2% math, 58.2% science). Disparities between students with and without disabilities in the district were also large, with only approximately one quarter of students with disabilities meeting benchmarks (28.4% English/language arts, 22.6% math, 25.7% science) compared to two-thirds to three-quarters of those without disabilities (77.3% English/language arts, 70.7% math, 60.5% science).



Figure 36. Percent of Bellevue School District students meeting all six elements of kindergarten readiness, by race/ethnicity (Washington State OSPI, 2022-2023)

### Demographics of Students Meeting All Six Elements of Kindergarten Readiness

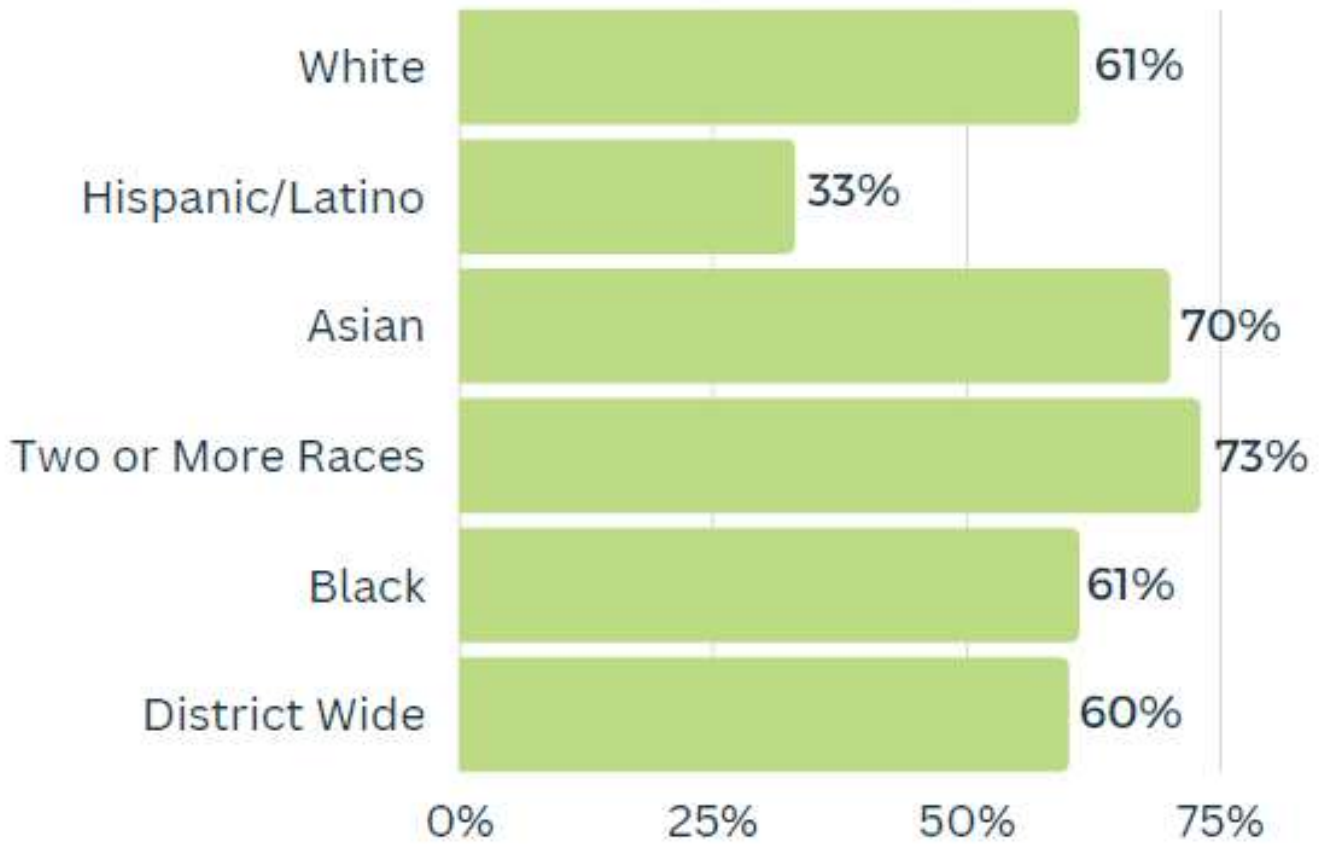
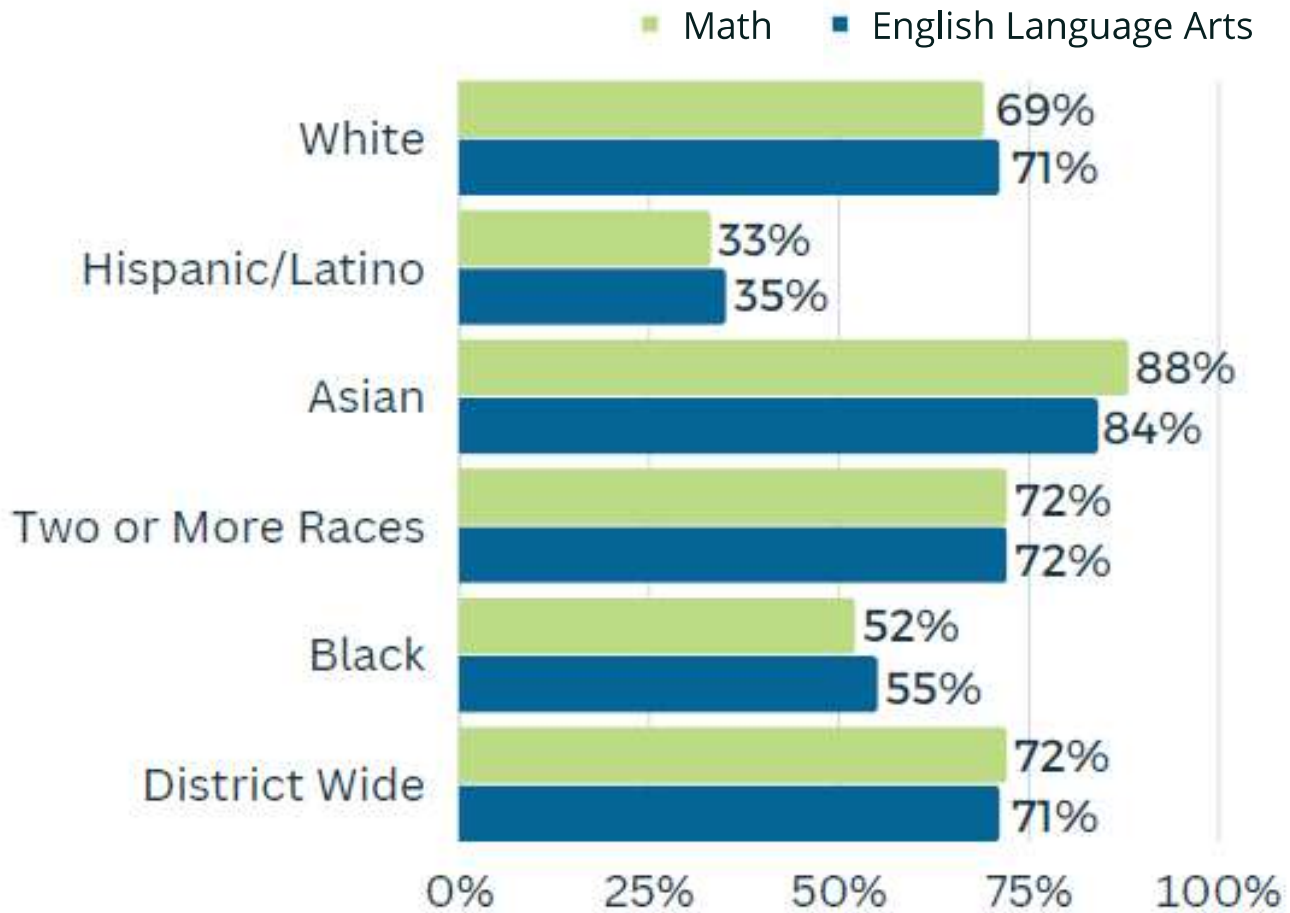


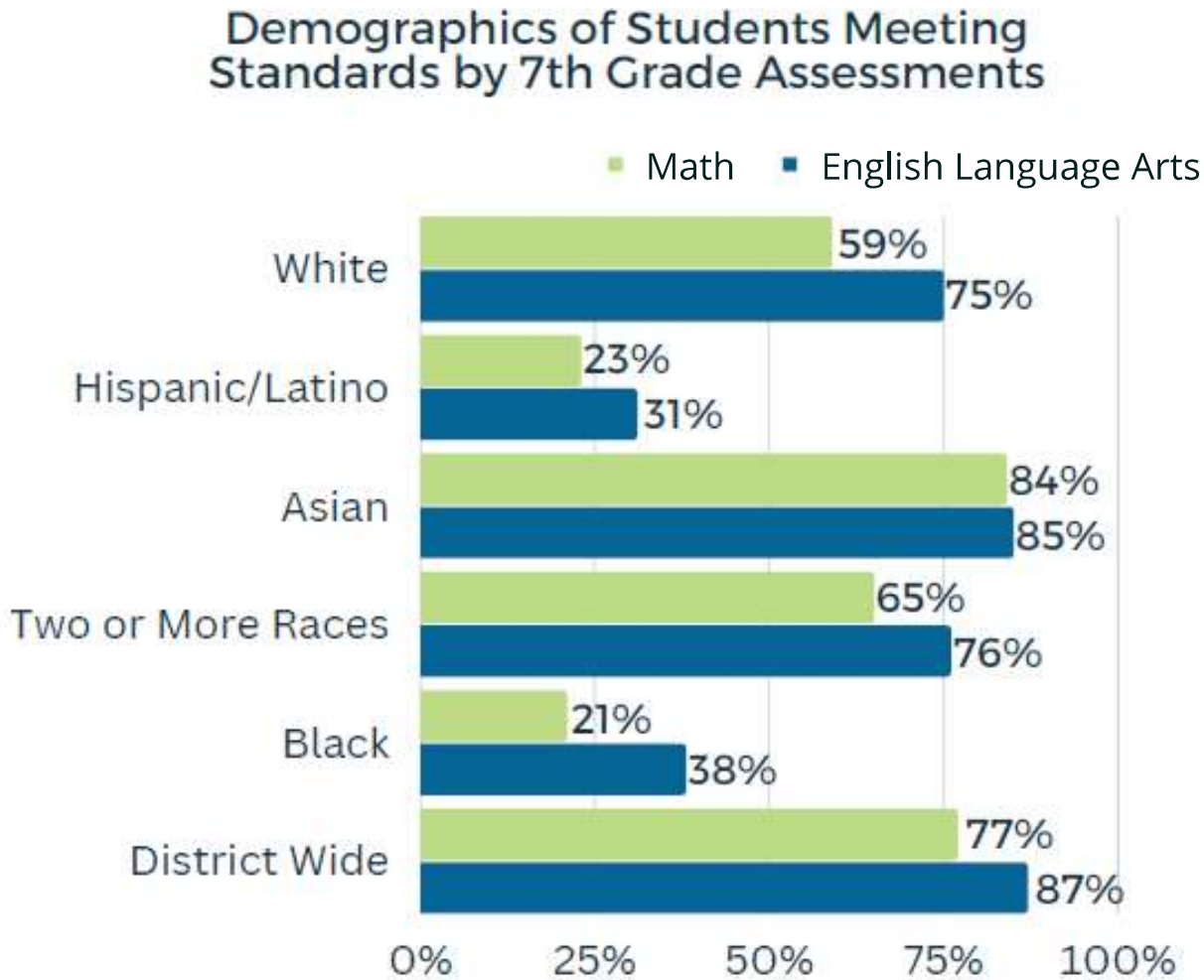
Figure 37. Percent of Bellevue School District students meeting standards by 3<sup>rd</sup> grade assessments, by race/ethnicity (Washington State OSPI, 2022-2023)

### Demographics of Students Meeting Standards by 3rd Grade Assessments





**Figure 38. Percent of Bellevue School District students meeting standards by 7<sup>th</sup> grade assessments, by race ethnicity (Washington State OSPI)**

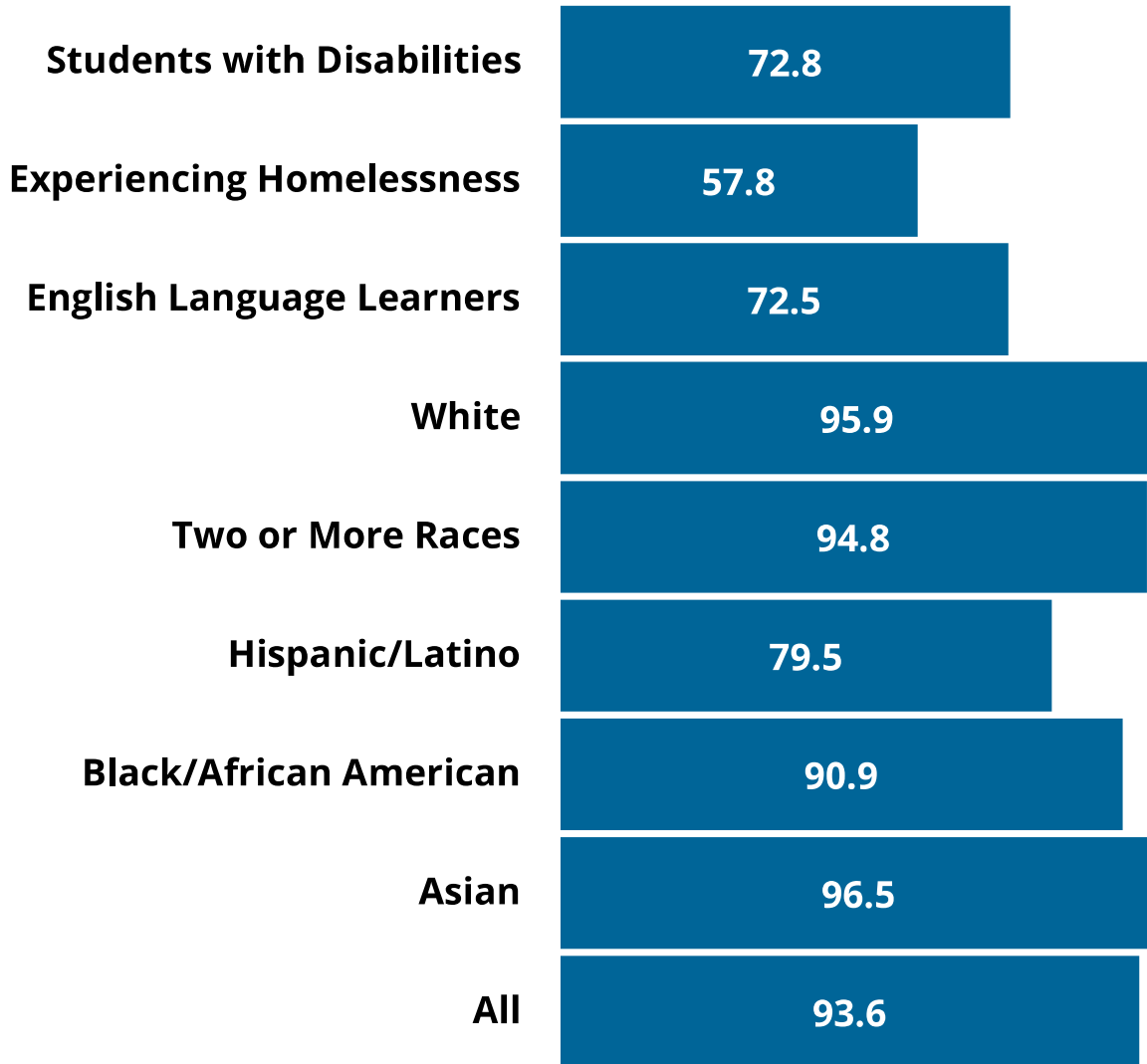


Graduation rates in the Bellevue School District show similar disparities, with students who are experiencing homelessness, those who are English Language Learners, and those with disabilities graduating at significantly lower rates than students overall. When looking at graduation rates by race/ethnicity, students identifying as Hispanic/Latino graduate at lower rates than other racial/ethnic groups (**Figure 39**).



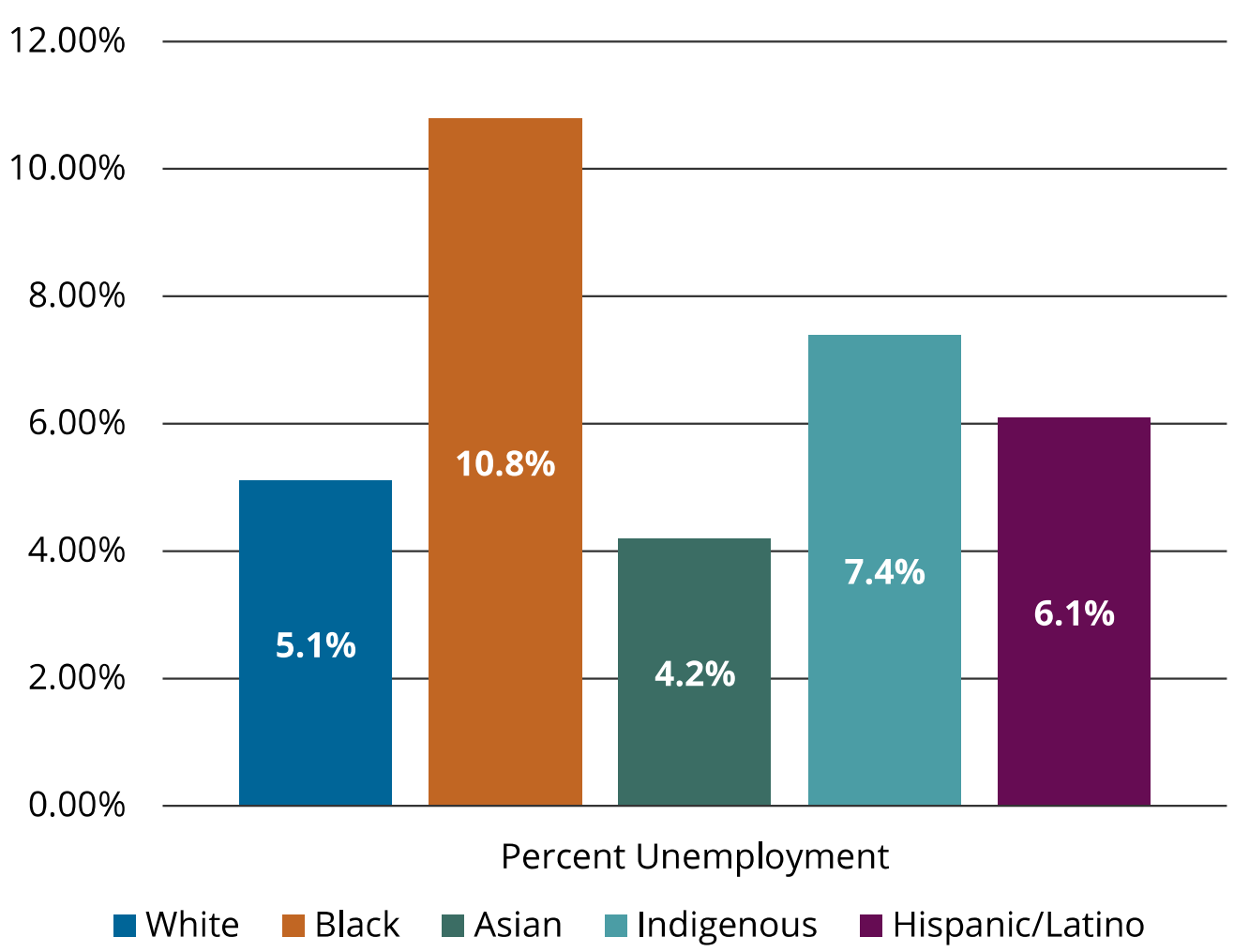
Figure 39. 2022-2023 Bellevue School District graduation rate (%) by demographics (Washington State OSPI, 2022-2023)

### Graduation Rate by Demographics



While unemployment in Bellevue is relatively low overall, rates of unemployment for Black (10.8%) and Indigenous residents (7.4%) is notably higher than for Asian American Pacific Islander and White residents (**Figure 40**).

**Figure 40. Percent unemployment in Bellevue, by race/ethnicity (U.S. Census Longitudinal Employer-Household Dynamics, QWI Explorer, 2021)**

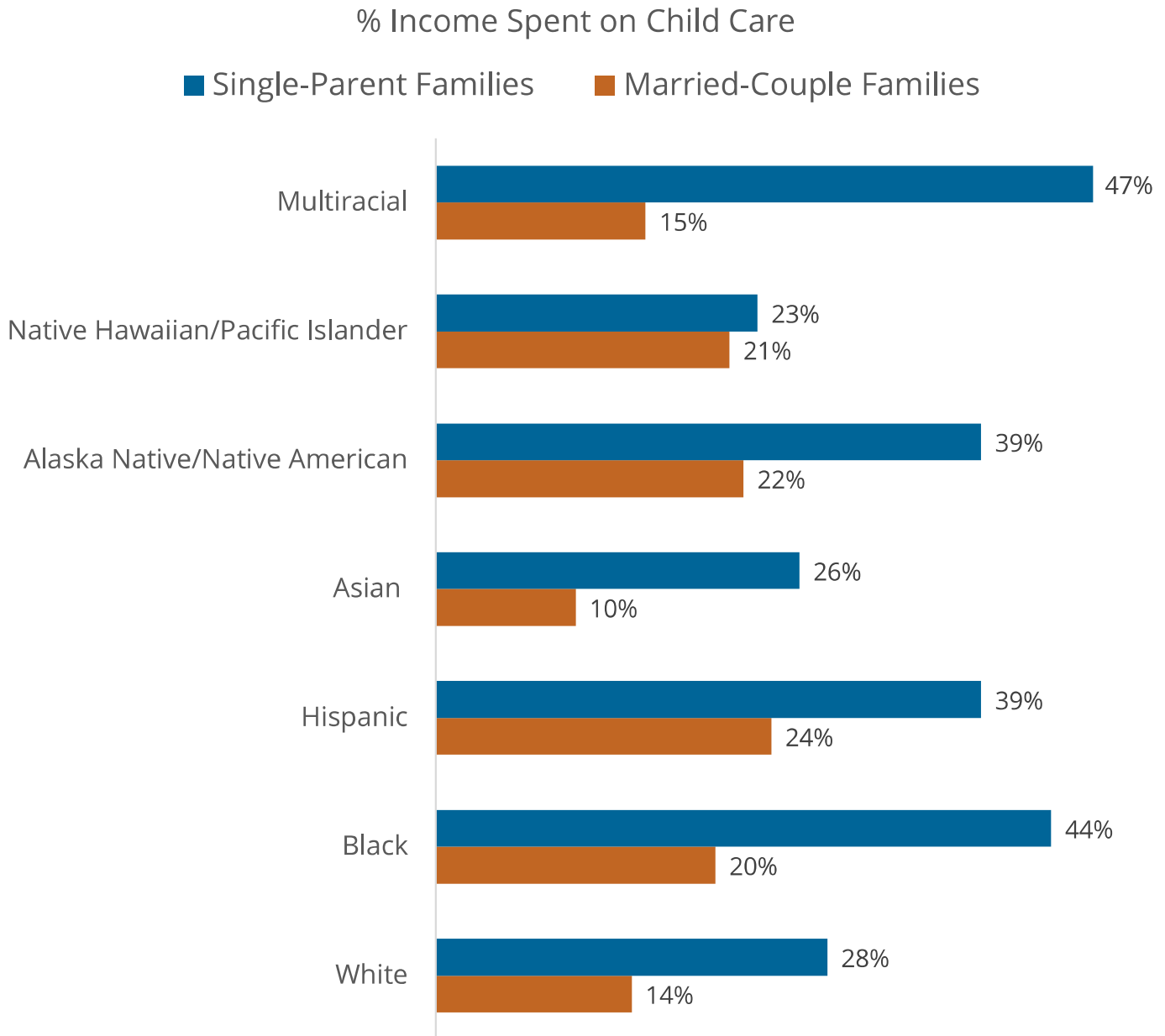


**Factors such as access to affordable child care and accessible transportation can have a significant impact on employment. Community members highlighted both as challenges in Bellevue, across all data collection methods.** Of those who reported having accessed affordable child care, only 38% reported that they were able to find it within their community and only 35% felt that they were able to access the service in a reasonable amount of time. While the number of child care providers in King County has increased in the last 5 years (from 1,991 providers with capacity for 65,356 children in 2018, to 2,348 providers with capacity for 77,787 children in June of 2023<sup>16</sup>), access and affordability remain significant challenges. Importantly, affordability of child care (as measured by the % of income spent on child care) varies significantly by household characteristics such as race/ethnicity and single vs. married households (**Figure 41**). In one example of these disparities, 12% of income in non-Hispanic White married families in King County goes to pay for child care, while 29% of income in non-Hispanic Black married families goes to pay for child care. In this comparison, multi-racial, single households in Washington pay the highest percentage of their income (52%) of any group.<sup>17</sup>





**Figure 41. Percent of income King County residents spent on child care, by race/ethnicity and family composition (Child Care Aware of America, 2023)**



Approximately half (51%) of the survey respondents who accessed transportation support reported being able to find this service in the community, and **transportation came up as a significant community concern in focus group and interview conversations with community members and providers. Community members noted particular challenges around transportation for seniors, and around weekend transportation.** Transportation was highlighted often as a barrier to accessing human services. One provider noted:

“We are struggling with the fact that [people encounter transportation challenges] to get food. Since we serve a large population of low income [individuals] on the bus system, having transportation to get to sources of food is difficult.”



## Service Trends

Below are examples of service trends in the areas of education and employment. These examples are intended to provide a snapshot of this service area and are not a comprehensive reflection of available services in Bellevue.

- **Kindering** provides Child Care and Preschool Consultation, which includes onsite observation, training, and consultations to preschools and child care providers to better equip them to support children in their care who have developmental challenges or challenging behaviors.
- **YWCA's Eastside Employment Services** provides career navigation services that focus on supporting BIPOC residents by providing culturally specific services to help attain and retain employment.
- **Bellevue College's Preparing for Work** program helps meet the immigrant and refugee community's need for job and English skills training addressing cross-cultural barriers encountered in the job search process.
- **Microenterprise Business Assistance Programs** are funded by the City through the Community Development Block Grant, federal funding through HUD. Agencies provide technical assistance, training, support, and small grants to low- and moderate-income business owners and/or those wanting to develop a business. A microenterprise business is a business with 5 or fewer employees including the owner(s). In 2023 and 2024, the City has funded Indian American Community Services, 4 Tomorrow, Centro Cultural Mexicano and Upwards. Upwards provides assistance to home daycare providers through its microenterprise assistance program. The other organizations listed provide services for various types of microenterprise businesses, with culturally and linguistically specific services provided to BIPOC business owners.

