

Seattle Rescue Plan 2025 Performance Report

Annual Report covering July 1, 2024 – June 30, 2025

Submitted on July 31, 2025



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EXECUTIVE SUMMARY

The COVID-19 pandemic caused widespread economic, social, and health-related loss, and deepened existing disparities in Seattle. Communities with higher social and economic risk had higher per capita cases of COVID-19, higher rates of hospitalization, and more deaths than communities with lower social and economic risk.

To respond to and recover from the pandemic, the City of Seattle received over \$300M from the American Rescue Plan Act of 2021 (ARPA), including \$232M in local direct aid from the Coronavirus State and Local Fiscal Recovery Fund (CLFR). Seattle used the one-time infusion of CLFR funds to rapidly acquire low-income housing, provide emergency cash assistance for small businesses and residents, pilot innovative new strategies, and invest in principles of good governance and performance measurement.

This is the fifth and final performance report in a series produced by the City of Seattle to describe how the City has used federal funds to respond to emerging community needs and recover from the COVID-19 pandemic.

2024-2025 Performance Data

This report evaluates CLFR-funded programs from July 2024-June 2025. Previous federal reports and their reporting period are listed in the table below.

Annual Report	Period Covered
2021 Report	Award Date – July 31, 2021
2022 Report	July 1, 2021 – June 30, 2022
2023 Report	July 1, 2022 – June 30, 2023
2024 Report	July 1, 2023 – June 30, 2024
2025 Report	July 1, 2024 – June 30, 2025

Please see the [2021 Recovery Plan Performance Report](#) for the detailed theory of change and initial plan for spending and evaluation. For a full list of CLFR-funded programs, see the [Seattle Rescue Plan Transparency Portal](#).

About this Report

This performance report was developed by the Seattle Rescue Plan Measurement & Evaluation Team (M&E Team). This group is located within the Innovation & Performance (IP) division of the City Budget Office. City of Seattle created the M&E Team in 2021 to manage the COVID-19 recovery funds and work in partnership with the 21 departments that received funding to report on their use. The M&E Team hosts trainings and works one-on-one with City staff and community partners to build capacity to do evaluation and make evidence-based decisions.

Uses of Funds

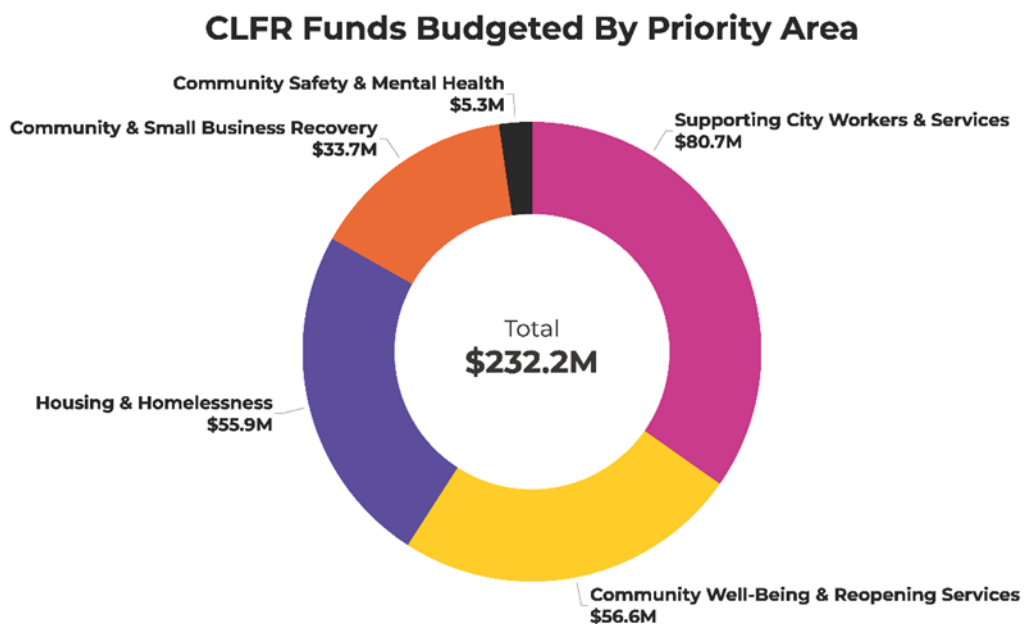
The City of Seattle received over \$300M from the American Rescue Plan Act of 2021 (ARPA), including \$232M in local direct aid from the Coronavirus State and Local Fiscal Recovery Fund (CLFR). Seattle received the CLFR funds from the federal government in two tranches — \$116M in 2021 and \$116M in 2022. It appropriated the CLFR funds as part of a series of ARPA spending packages known collectively as the “Seattle Rescue Plan.”

CLFR funding was distributed across 79 programs over the five-year period; this report provides detailed program profiles for the 4 of those programs with new available performance data. Other CLFR-funded programs are not included in this report either because they are complete and have no new data to report, or because they are not collecting data.

The City allocated an additional \$90.8 million in other non-CLFR federal COVID-19 recovery funds in the Seattle Rescue Plan, including \$64.6 million for housing and homelessness programs. See the [Appendix](#) for details on the additional federal recovery funds and the additional CLFR-funded programs not detailed in the Performance Reporting Section.

Strategy for CLFR Spending

In the summer of 2021, the City worked with community groups to identify 5 investment areas to target using CLFR funds. These priority areas address the economic, social, and health-related harms of the COVID-19 pandemic and are consistent with the US Department of the Treasury’s defined Expenditure Categories. The pie graph and table below show the intended outcomes, number of programs, and allocated Seattle Rescue Plan funds by priority area. The count of programs includes 13 revenue replacement programs, which are funded via a CLFR use that allows governments to fund government services to the extent that they lost revenue due to the pandemic.



Investment Area	Funding	Number of Programs	Intended Outcomes
Housing & Homelessness	\$55.9m	10	Residents have access to safe, affordable, and stable housing options as well as emergency housing resources.
Community Well-Being & Reopening Services	\$56.6m	22	Communities with historic barriers to capital, digital services, and basic needs can access these resources and enjoy safe outdoor and public spaces for recreation and improved health.
Community & Small Business Recovery	\$33.7m	24	People and small businesses can access assistance to economically recover from the impacts of COVID-19.
Community Safety & Mental Health	\$5.3m	6	Communities that have been disproportionately impacted by the COVID-19 pandemic can access services and supports for behavioral and mental health, and violence prevention and intervention.
Supporting City Workers & Services	\$80.7m	13	The City of Seattle is equipped to reopen equitably and safely in the new post-pandemic environment and has the resources to effectively manage pandemic recovery funds and efforts.

Promoting Equitable Outcomes

The City of Seattle leveraged its CLFR funding to address the racial and social disparities that were worsened by the COVID-19 pandemic. This effort builds on ongoing work by the City to eliminate disparities and achieve racial equity in Seattle. This is in alignment with [the 2021-2024 federal requirements](#) to prioritize funding use around economic and racial equity and to design programs with equity in mind.

Building on the City's commitment to the [Race and Social Justice Ordinance](#), CLFR programs are selected and designed with a race and social justice lens. In the summer of 2021, Seattle developed an [equity framework](#) to select and design programs, which enabled the City to rapidly direct CLFR funds to populations disproportionately impacted by the pandemic. The City also used CLFR funds to invest in program measurement and evaluation to understand and show the impact of the CLFR funds to communities through demographic data, mapping, and qualitative and outreach data.

The SRP M&E Team uses an equity lens in its evaluations, using a mixed-method approach that centers the experiences of residents by combining impact stories with descriptive statistics. This is a

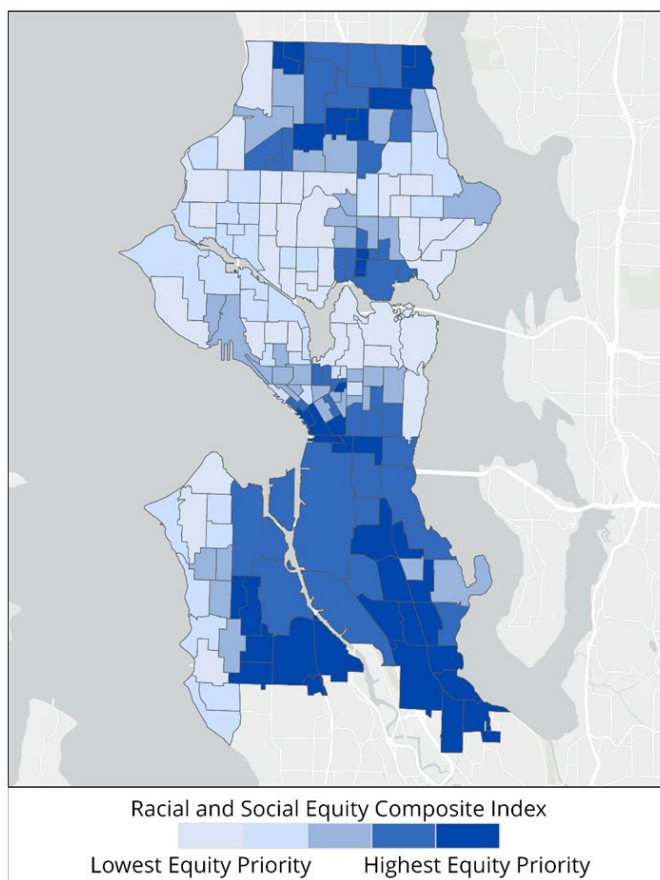
growing body of work as the team supports departments in the continuous improvement of program data.

Using demographic data to measure progress towards equity goals

Most programs that received CLFR funds had the intended purpose of serving geographic communities and racial and ethnic groups disproportionately affected by the pandemic.

The SRP M&E Team is working directly with programs across the City to standardize collection of demographic data, with the goal of improving the City's ability to evaluate program reach across Seattle communities. Seattle recently introduced Citywide standards for collecting race and ethnicity data, as part of Mayor Harrell's One Seattle Data Strategy and in alignment with new US Census Bureau demographic data standards. The SRP M&E Team hopes to continue iterating on these standards and to standardize more data collection efforts in the future.

Using geographic data to measure progress towards equity goals



Seattle has also leveraged the geographic location of program activity to understand how well programs serve equity goals. For this purpose, the SRP M&E Team relies on the [Race and Social Equity Composite Index map](#). The Seattle Office of Planning and Community Development (OPCD) developed the index to provide City departments with a common starting point to identify areas of Seattle that generally experience higher levels of race-based disparity. The index combines data on race, ethnicity, English learner status, immigrant status, socioeconomic disadvantages, health disadvantages, and disability.

A map of the Race and Social Equity Composite Index map is provided on the left.

To create the Race and Social Equity Index, OPCD rank ordered the census tracts in Seattle from least disadvantaged to most disadvantaged using a composite

score. OPCD then assigned the census tracts to five categories, each with approximately the same number of census tracts. The five categories are each represented by a different shade in the map. The highest priority areas have higher percentages of people of color, lower household incomes, and greater populations of people with disabilities. In the reference map below, the two darkest regions have the highest level of priority.

By mapping program outputs onto the index map, programs can explore how effectively they are reaching populations disproportionately affected by the pandemic. Many programs operated by different City departments serve the same populations or neighborhoods in different ways. Most CLFR program activity took place in Seattle neighborhoods that are high priority neighborhoods, historically lower-income and more racially diverse.

Using community engagement and qualitative data to measure progress towards equity goals

The City encourages community engagement by centering the experiences of residents and hearing stories of residents to better understand needs for culturally relevant services and program improvements. Interviews, focus groups, and surveys have allowed programs to gather rich, qualitative data that highlight needs that don't often come up in other outcome data, advocate for and adjust services based on resident experience. More than just understanding how many people were served, outreach and stories have helped the City understand how well and in what ways these services are helping residents.

Most programs that have received CLFR funding have implemented qualitative data in their work. This has helped prioritize programmatic decisions, collaborate with communities, distribute funding, and uplift residents to ensure they are recovering from the pandemic. The City uses a flexible approach in how they collect this qualitative data. The SRP M&E team supports programs with this effort through the IP Community of Practice and One Seattle Data Strategy, with workshops and guidance on how to design surveys, collect and analyze qualitative data, and use these voices to better serve the residents.

PROGRAM INVENTORY

The list below reviews the four CLFR programs that have new performance data, along with the page numbers for their detailed program profiles, the program's intended purposes, City of Seattle Program ID numbers, Dept. of Treasury Expenditure Category numbers and titles. All remaining CLFR programs without performance data do not have program profiles and are summarized in the appendix.

Additional explanations about the data provided (such as City of Seattle Program ID #, Performance Data Availability, Demographic Data Disaggregation, etc.) can be found in the [2024 Recovery Plan Performance Report](#).

Investment Area: Housing & Homelessness

1. [KCRHA Programs: Addressing Homelessness, page 11](#)
 - a. Program purpose: unify and coordinate a regional homelessness response with the City of Seattle and across King County.
 - b. City of Seattle Program ID Numbers: 43 & 59
 - c. Expenditure Category: 2.16 Long-Term Housing Security Services for Unhoused Persons

Investment Area: Community Well-Being & Reopening Services

2. [Childcare Facilities, page 16](#)
 - a. Program purpose: increase licensed capacity in preschool and childcare facilities across the City of Seattle, giving priority to providers serving families most impacted by COVID-19.
 - b. City of Seattle Program ID Number: 38
 - c. Expenditure Category: 2.11 Healthy Childhood Environments: Childcare
3. [Pilot Prescription Food Program, page 18](#)
 - a. Program purpose: feed low-income American Indian and Alaska Native households, who have experienced disproportionate economic and public health impacts during the COVID-19 pandemic.
 - b. City of Seattle Program ID Number: 64
 - c. Expenditure Category: 2.1 Household Assistance: Food Programs

Investment Area: Community & Small Business Recovery

4. [Priority Hire, page 24](#)
 - a. Program purpose: provide opportunities for people in economically distressed communities to work on City construction projects and build construction careers through the Priority Hire program.
 - b. City of Seattle Program ID Number: 11
 - c. Expenditure Category: 2.10 Assistance to Unemployed or Underemployed Workers (e.g., job training, subsidized employment, employment supports or incentives)

HOUSING AND HOMELESSNESS

Investment Area Intended Outcome

Residents have access to safe, affordable, and stable housing options as well as emergency housing resources.

What this means for Seattle residents

- Investments in permanent housing, rental assistance, and eviction prevention
- Resources for emergency housing, shelter, and behavioral health services in coordination with King County Regional Homelessness Authority (KCRHA)
- Building capacity and ensuring stability of non-profit agencies and service providers
- Enhanced COVID-19 health practices to safely serve vulnerable residents during the height of the pandemic

Background Information

Housing affordability and homelessness continues to be one of our region's top priorities, as these existing crises were greatly aggravated by the COVID-19 pandemic.

The estimated number of people experiencing homelessness in the King County region has grown dramatically— rising by 26% from 2022 to 2024ⁱ. A 2021 study by BERK's found a shortage of approximately 16,000 affordable rental homes for households earning less than 50% of the area's median income.ⁱⁱ And, in the 2022 Washington Housing Survey, most respondents from Seattle-Shoreline described the housing situation as a "crisis"ⁱⁱⁱ.

BIPOC communities are especially impacted. Surveys conducted by the King County Department of Public Health from 2020 to 2023 show that BIPOC residents consistently face housing insecurity at higher rates than non-BIPOC residents.^{iv} BIPOC households also face greater risks of being displaced and paying more than they can afford for housing.^v

To address these growing housing inequities, the City has been using CLFR funds to develop more affordable housing units, with a growth strategy that focuses on urban centers to create more capacity for residents so they can live closer to job opportunities and services that meet their needs.

The King County Regional Homelessness Authority (KCRHA) is a regional government agency charged with unifying and coordinating homelessness response with the City of Seattle and across King County. Seattle and King County contribute most of KCHRA's funding to achieve a unified and coordinated regional response to homelessness. KCRHA administers CLFR-funded programs, providing support to individuals experiencing homelessness.

Performance Data^{vi} Availability as of June 2025

Out of ten total programs allocated funding in this investment area:

- **Programs with performance data in 2024-2025:** One active program
- **Programs with no performance data in 2024-2025:** Nine completed programs

Project: King County Regional Housing Authority (KCRHA) Programs: Addressing Homelessness (ID #s 43 and 59)

Funding Amount: \$1,117,476¹

Program Status: Spending Complete – Existing Program

Project Objectives:

- Rapid Rehousing: Quickly move people experiencing homelessness into housing through Rapid Rehousing, a short-term housing first intervention.
- Maintain Enhanced Shelter Units: Maintain non-congregate enhanced shelter beds in the Lighthouse Shelter in SODO through 2023 and in the Africatown Community Home in the Central District through 2024.

Project Overview

The King County Regional Homelessness Authority (KCRHA) is an independent agency appointed to unify and coordinate a regional homelessness response with the City of Seattle and across King County. KCRHA administers many programs to address homelessness in our region, including the following two programs that were supported by Seattle's CLFR funding:

Rapid Rehousing

Rapid Rehousing provides case management, housing navigation, move-in costs and a rental subsidy for up to a year, with potential for more months of assistance depending on the funding source. It supports people using shelter centers and people experiencing homelessness to afford market rate housing as well as move in costs and maintaining permanent housing. Rapid Rehousing providers partner with Housing Connector, a non-profit that acts as a bridge between community partners and property partners and works to improve the housing search experience for case managers.

Maintain Enhanced Shelter Units

During the pandemic, Enhanced Shelter Unit programs helped move people experiencing homelessness off the street and into safe spaces that were COVID-19 safety compliant, while providing them with the supports and services needed to help them find and sustain permanent housing. These investments ensured these critical resources stayed online throughout the crisis.

Performance Report

Programs at 3 different community organizations received CLFR funds through KCRHA programming in 2024, listed below under their corresponding project types and names. This does not include all KCHRA's shelters, as not all its programs received CLFR funds for 2024 programming. Shelters that did not receive Seattle CLFR funding are not listed.

Enhanced Shelter:

- African Community Land Trust - Benu Community Home

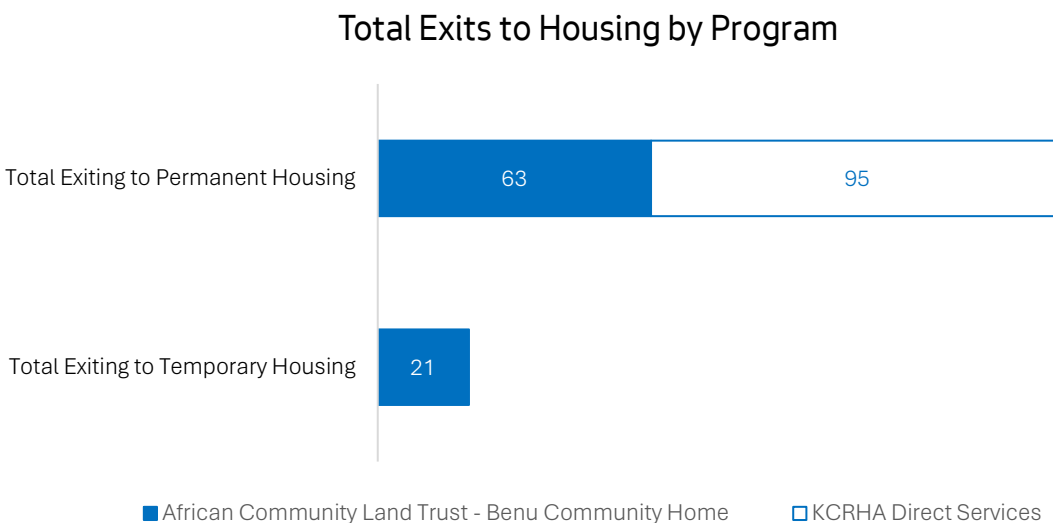
Rapid Rehousing:

- Housing Connector
- KCRHA Direct Services

¹ This funding amount is specific to ID #s 43 and 59. For the full funding amount, please see Appendix.

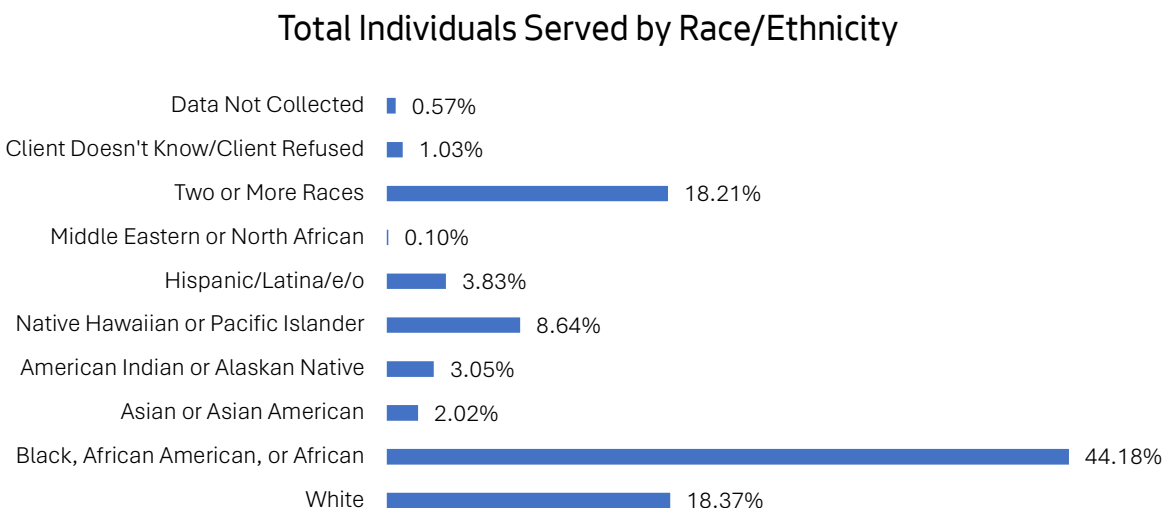
Across all 3 programs, a total of 1,933 unique individuals received services.

2 of the of the programs reported when residents exited to housing. Out of 203 exits that occurred, 88% of the individuals exited to temporary or permanent housing, as shown in the bar chart below.



Demographic Data

80% of people receiving services identified as BIPOC, with Black, African American, or African residents making up the largest portion of individuals served, as shown in the bar chart below.



84% of exits were BIPOC residents, most of whom exited to permanent housing.

63% of residents served were between the ages of 18-54, just under half of which were under the age of 34. 26% of residents that were served were under the age of 18.

COMMUNITY WELL-BEING & REOPENING SERVICES

Investment Area Intended Outcome

Communities with historic barriers to capital, digital services, and basic needs can access these resources and enjoy safe outdoor and public spaces for recreation and improved health.

What this means for Seattle residents

- Financial support and services for childcare workers, students, older adults, and vulnerable populations
- Restoring City Services/Library Hours and investing in maintaining and reopening safe outdoor recreational spaces
- Digital equity funding to provide no/low-cost IT equipment, internet access, and digital skills for residents

Background Information

The pandemic exacerbated existing vulnerabilities, such as food insecurity and lack of childcare, for some residents in Seattle, while simultaneously causing the closure or limitation of community spaces and safety nets. Libraries, parks, and schools all closed early in the pandemic. Digital literacy became even more important as jobs and services shifted online.

In a 2024 food survey conducted by the University of Washington and Washington State University to learn more about the needs of low-income residents, almost 60% of respondents in King County indicated that they experience food insecurity, and 60% of respondents indicated they had used food assistance in the past month of taking the survey^{vii}. The 2024-2025 King County Community Health Needs Assessment also reported that the food insecurity disparity rate has increased, with the highest among Black adults and Hispanic adults^{viii}.

In a 2023 Health Survey by Best Start for Kids, it was indicated that 42.5% of children under 5 had caregivers who missed school or work because their childcare arrangement was not reliable^{ix}. Additionally, a 2023 study performed by P5 Fiscal Strategies found that the true cost of childcare in Seattle and King County is significantly higher than families can afford, or than current subsidy rates will reimburse, leaving a funding gap that threatens the stability and sustainability of the childcare sector^x.

Additionally, many jobs, classes, and services shifted online at the start of the pandemic, making digital skills vital for residents to continue engaging with their schools, jobs, and community. The need for digital access programming is also exacerbated by the high number of households in King County that have limited access to internet, which greatly impacted households with children engaging in remote schooling.

The City has invested its Coronavirus State and Local Fiscal Recovery Fund (CLFR) funds in programs to help public service providers and community events re-open safely. It has also used those funds to reduce inequalities by investing in students, childcare workers, food services, and improving digital equity.

Performance Data^{xi} Availability as of June 2025

Out of 22 total programs allocated funding in this investment area:

- **Programs with performance data in 2024-2025:** Two completed programs
- **Programs with no performance data in 2024-2025:** 16 completed programs; four revenue replacement programs

Project: Childcare Facilities (ID # 38)

Funding Amount: \$5,000,000

Program Status: Spending Complete –New Program through CLFR

Project Objective: Increase licensed capacity in preschool and childcare facilities across the City of Seattle, giving priority to providers serving families most impacted by COVID-19.

Project Overview

The pandemic exacerbated an ongoing problem for families with young children in Seattle: a lack of high quality, licensed early childcare programs. The pandemic shutdown caused childcare facilities to close, reduce capacity, or delay expansion, causing many people, predominantly women of color in low-wage jobs, to leave the workforce. This program provides capital investments for childcare providers to enhance, expand, or develop childcare facilities. This creates more high-quality childcare options, allowing more people to enter or return to the workforce, particularly low-income and BIPOC workers.

Performance Report

To date, four of the five awardees have broken ground at their construction project sites: The Refugee Women’s Alliance (ReWA) Northaven; El Centro de la Raza Jose Marti Development Center Northgate; The Children’s Center at Burke Gilman Gardens; and Tiny Tots Development Center.

Three of the four facilities – all except the new Jose Marti Development Center – should be completed and operational before the end of the year. The table below details the 288 spaces that are added by the five providers.



TCCBGG Executive Director, Jennifer Kelty, toured the construction site with a class of children.

Childcare Providers	# Childcare Spaces Added
Refugee Women’s Alliance Northaven	108
El Centro de la Raza Jose Marti Child Development Center Northgate	88
University Heights/University Temple Children’s School	59
The Children’s Center at Burke Gilman Gardens	18

Tiny Tots Development Center	15
Total	288

Demographic Data

Out of the 5 childcare providers, 4 programs anticipate serving majority BIPOC families at awarded locations. An estimated 54% of childcare spaces will be filled by children from low- or moderate-income families (families living at or below 80% Area Median Income).

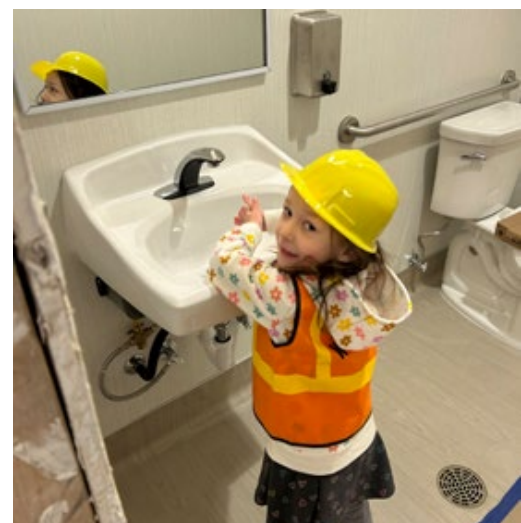
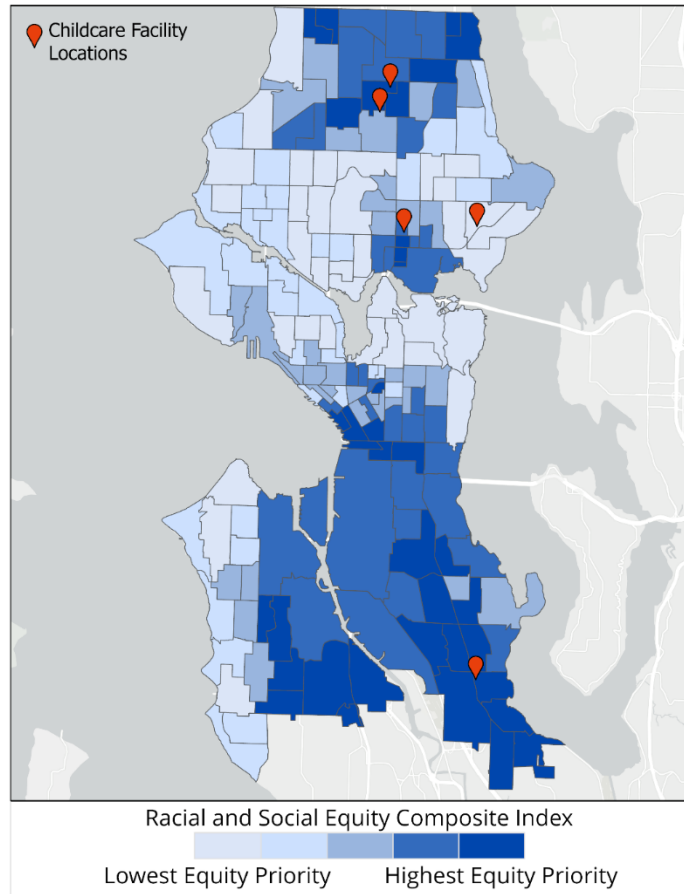
Geographic Data

Out of the 5 childcare locations, 3 (60%) are in the 2 highest equity priority areas, as shown in the map provided.

Program Highlight

The Children's Center at Burke Gilman Gardens (TCCBGG) expansion project: TCCBGG broke ground on their construction project in Q3 2024. Once completed, the improvements will add licensed space for an additional 18 children. This will allow TCCBGG to increase the size of one existing preschool classroom by 3 children ages 3-5 years old, and add a new classroom of 15 young waddlers, children ages 1-2 years old. The program will gain 1,581 square feet of space and a new second floor addition to their facility.

The new second floor will include a community gathering space that is ADA compliant and fully accessible via a new indoor wheelchair lift. The addition will have a fire sprinkler-system, and the new roof will be solar-ready.



One of the children on the tour pretended to wash her hands in the new child-size sink.



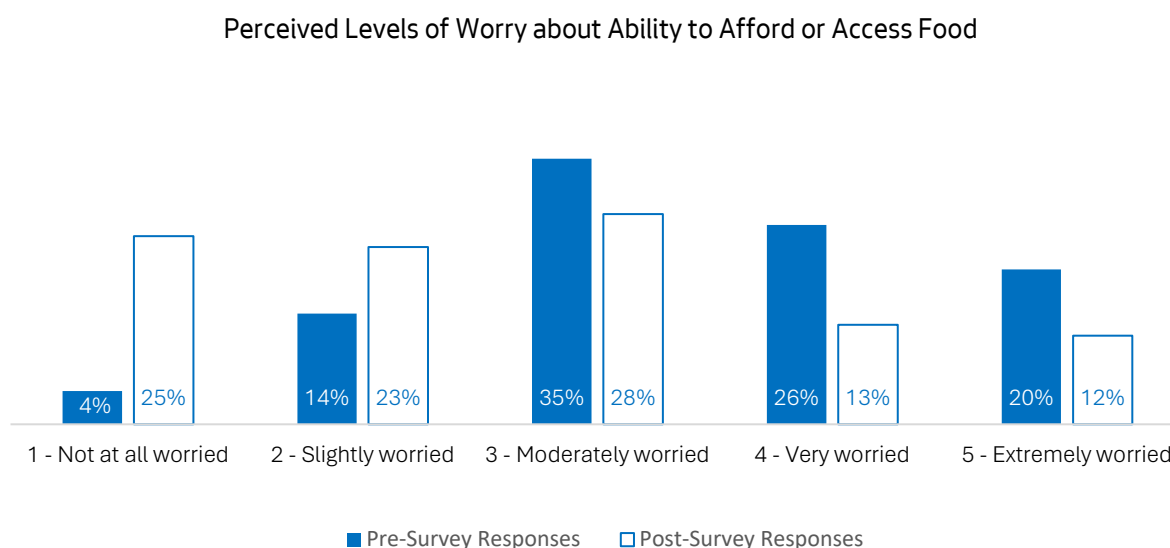
Architect's rendering of the TCCBGG childcare facility BEFORE construction began.



Architect's rendering of the TCCBGG childcare facility AFTER construction began.

All images courtesy of The Children's Center at Burke Gilman Gardens (TCCBGG), April 2025.

Some Relatives also experienced improvement in their physical, mental, emotional, and social health. For example, the bar chart below shows the improvement in perceived levels of worry about ability to afford or access food. When asked pre- and post- program, “Over the last 4 months, how worried have you been about not being able to afford or access food”, Relatives overall showed decreased in perceived worry (from moderate to extreme) by 29% and increase in perceived security (being not worried at all or slightly worried) by 29%. As the evaluation report notes, “This infers improved perceptions of food security among some respondents, highlighting a potential impact of interventions or changes in circumstances over the survey period”. Relatives did recommend a continuation of the program, as continuation of similar support could result in long term-improvements to emotional health.



Relatives reported that their diet quality improved. Relatives were able to eat a wider variety of fruits and vegetables and able to eat fruits and vegetables more regularly. They also could afford food specific to their health needs, which can often require extensive diets, such as diabetes and celiac disease.

In the surveys, relatives also reported that they were able to strengthen their community, feel cared for, and be empowered to address systemic barriers. They were able to deepen connections with family members, pass down generational recipes, and share meals together, allowing them to center their foods around Indigenous culture, traditions, and ways of knowing and being.

The program also brought up systemic barriers and the impact on access to quality or healthy foods. These barriers included:

- Chronic conditions that limit mobility, as they create a physical need to access nearby options for food,
- Housing, whether it be homelessness or constantly moving, as it limits the ability to store food or cook foods; and
- Vehicle needs, because it limits the number of groceries one can buy and the transportation.

The Pilot Prescription Food Program empowered Relatives to feel seen and cared for. The food program supported their specific needs and self-determination, created positive impacts in other areas of their lives, improved their sense of self-worth, and allowed them to feel valuable and looked after. Relatives realized they have options for support they didn't know about previously, and increased services in SIHB.

The goals of improving food security amongst Relatives, increasing consumption of healthy foods, and improving Relatives' overall wellbeing were accomplished for many Relatives throughout the implementation of the Food Prescription Program. Overall, the program's goals of improving food security, increasing consumption of healthy foods, and improving overall well-being were accomplished for many Relatives.

Demographic Data

Out of the 170 Relatives, all were American Indian or Alaska Native.

Program Highlight

Feedback from participants:

"It saves me money, but it also feels like somebody cares."

"It has helped lower my stress since I am not making a lot of money – those gift cards helped me pay for food and use my money for other expenses."

"I am Happy to have [received] these cards due to healthy [eating] not going to food banks where only [eating] carb & starchy foods caused my diabetes to flare."

"It allowed me to eat healthy and that I otherwise wouldn't be able to afford. I felt physically healthier than I have in awhile."

"Buy Healthy Food that could not even think of getting before. I can feel the difference in how I feel more Healthy and getting stronger."

"It relieved the stress on how I was going to afford meat and produce the past months and seasoning!!! I could never afford seasoning to spruce up our meals. Desserts as well!! Which I can never afford."

"This program helped me be able to prep healthy daily meals for my family. This has helped me introduce healthy foods to my daughter."

"The program made me aware of the help that is available if you ask. Not just food support but the rental assistance as well. I can't [t]hank you enough."

COMMUNITY & SMALL BUSINESS RECOVERY

Investment Area Intended Outcome

People and small businesses can access assistance to economically recover from the impacts of COVID-19.

What this means for Seattle residents

- Financial and technical assistance for small businesses and arts and cultural organizations
- Job training, paid internship opportunities and wrap-around services for underserved communities, and career opportunities for creative workers
- Safe and clean public spaces and public transit system construction and maintenance²

Background Information

The pandemic created economic hardships for small businesses owners, especially BIPOC business owners. A study from the National Bureau of Economic Research found that while the average business loss was 22% during the pandemic, BIPOC owners suffered much higher rates of loss, with Black-owned businesses losing 41% of their businesses, Latinx-owned businesses losing 32% of their businesses, and immigrant-owned businesses losing 36% of their businesses.

The economic impacts of the pandemic also heavily affected low-wage workers and key industries like arts, hospitality, restaurants, and construction. Between 2020 and 2022, King County Department of Public Health surveyed that these were the sectors with the unemployment rates, and BIPOC workers made up the largest percentage of workers receiving unemployment benefits. While Seattle's unemployment rate was on average 4.2% in 2024^{xiii}, a large improvement from 2022, recovery is still ongoing.

The City of Seattle invested its CLFR funds towards programs that support the recovery of workers, small businesses, and arts and cultural organizations.

Performance Data^{xiv} Availability as of June 2025

Out of 24 total programs allocated funding in this investment area:

- **Programs with performance data in 2024-2025:** One active program
- **Programs with no performance data in 2024-2025:** One program with no significant programming; 20 completed programs; two revenue replacement programs

² Public transit system construction and maintenance is funding by other SRP funds (non-CLFR).

Project: Priority Hire (ID # 11)

Funding Amount: \$323,000

Program Status: Spending in Progress – New Program through CLFR

Project Objective: Provide opportunities for people in economically distressed communities to work on City construction projects and build construction careers through the Priority Hire program.

Project Overview

Priority Hire puts people living in economically distressed communities to work on City of Seattle construction projects and provides worker supports to build construction careers. The CLFR funding is being used for culturally inclusive mentorship for construction apprentices living in economically distressed communities. The purpose is to support apprentices to achieve journey-level status, promotional opportunities and long-lasting construction careers. By setting targeted hiring requirements on large City construction projects, the Priority Hire program creates a demand for hiring apprentices in underserved communities and providing wraparound support to foster success.

The Priority Hire program is partnering with a community-based organization and a construction apprenticeship program to develop and implement two different mentorship strategies:

- Enhance apprentices' ability to perform in teams and work with others from diverse backgrounds, develop strong time management and attendance skills, improve communication skills and increase safety and productivity on jobsites.
- Support women of color in apprenticeship by building a supportive community, offering workshops on topics such as career advancement and personal finance, encouraging organic mentorship and connecting women to resources.

Performance Report

The community-based program provided support to 16 apprentices between October 2023 and March 2024. The construction program provided support to 143 apprentices between October 2023 and March 2024. Participating apprentices come from a variety of trades including electricians, carpenters, plumbers, pile drivers, and cement masons.

Apprentices enrolled in both programs participate in a pre- and post- program surveys, and the construction program also had a mid-point survey for apprentices. Of those who completed the survey in the community-based program, responses suggested overall satisfaction with the mentorship program, with 44% of mentees who completed survey being satisfied with their job. Additionally, based on the survey results, 55% of survey respondents indicated that they are either satisfied or very satisfied with the program. There was also positive feedback with mentor and mentee pairing, with those surveyed feeling safe in an environment among other women in the trade and positive connection with other participants in the program.



Of those who completed the surveys, responses suggested overall satisfaction with the construction program at the mid-way point and at the end point. The construction program was still less than a year into its operation during this reporting period, with additional 40-60 new participants were enrolling at the time of this SRP reporting period, so many program exit survey results were still in progress at this time.

When asked about skills developed, mentees in the construction program gave a wide range of responses including, communication skills/styles, empathy, wiring, knowledge on electrical codes and leadership skills. When asked about areas for improvement, mentees in the construction program requested more skills trainings, networking, scholarship or funding opportunities, more mentor/mentee meetings, more growth opportunities, and in general, more interaction/connection between mentors/mentees.

Demographic Data

Of those who filled out the survey for the construction program, 29% identified as BIPOC and 33% identified as women.

Geographic Data

From the mentees who chose to answer, 37% were from economically distressed zip codes, as defined by the Seattle Finance and Administrative Services department.

COMMUNITY SAFETY & MENTAL HEALTH

Investment Area Intended Outcome

Communities that have been disproportionately impacted by the COVID-19 pandemic can access services and supports for behavioral and mental health, and violence prevention and intervention.

What this means for Seattle residents

- Behavioral and mental health services for schools, youth, individuals, and families
- Mobile mental and behavioral health crisis intervention
- Assistance for survivors of gender-based violence and for youth and families directly impacted by gun violence

Background Information

The COVID-19 pandemic exacerbated existing health disparities of BIPOC and low-income communities, including the supply of culturally appropriate mental health and behavioral health services.

According to the King County Department of Community and Human Services Behavioral Health and Recovery Division, crisis calls increased substantially from pre-COVID-19 to the height of the COVID-19 pandemic and, in 2023, were returning to pre-pandemic levels. However, the percent of respondents reporting that they are struggling with severe anxiety, or depression had not changed since 2020.^{xv}

Children of color, like adults of color, have the highest rates of unaddressed mental health needs, but they are less likely to receive mental health care.^{xvi} Additionally, according to Crime in Washington reports from the last few years, domestic violence reports and offenses continued to increase every year from 2019 to 2023.^{xvii}

To address these problems, the City of Seattle used CLFR funding to invest in culturally relevant community programs that provide mental health services and gender-based violence advocacy and prevention services. While all CLFR funds have spent down for these programs, the City continues to invest and prioritize mental health, crisis intervention, and support for survivors.

Performance Data^{xviii} Availability as of June 2025

Out of six total programs allocated funding in this investment area:

- **Programs with no performance data in 2024-2025:** Two completed programs; four revenue replacement programs

SUPPORTING CITY WORKERS & SERVICES

Investment Area Intended Outcome

The City of Seattle is equipped to reopen equitably and safely in the new post-pandemic environment and has the resources to effectively and efficiently manage pandemic recovery funds and efforts.

What this means for Seattle residents

- Safeguarded public buildings with personal protective equipment, cleaning, filtration, etc.
- Bolstered City capacity to deliver critical public services
- Improved COVID-19 mitigation and prevention for City employees through a system that will verify vaccination status, collect test results, and screen for symptoms

Background Information

The COVID-19 pandemic urged us to support workers and visitors returning to reopened City facilities, invest in program evaluation to improve the efficacy of publicly funded services, and address the many administrative needs caused by the pandemic.

Performance Data Availability as of June 2025

In-depth performance data is not available for the 9 programs in this investment area, because they solely provide administrative support or internal operational needs for the City. Details on the purpose of these programs and their spending status are provided in the table below.

Program Name	Program Description	Funding	Program Status
Seattle Rescue Plan Monitoring & Evaluation	Hire staff to measure, evaluate, and make recommendations to improve the performance of Seattle Rescue Plan programs and maximize impact of federal funds intended to combat the public health and economic impacts of the COVID-19 pandemic.	\$403,000	Spending in progress — New program with CLFR
CiviForm	Hire staff to develop and support CiviForm, a tool where residents can learn of and apply to multiple City affordable programs by entering their information once.	\$407,000	Spending in progress—Existing program
Telework Capability for City Staff	Purchase and deploy additional devices so City employees can telework on systems that are secure, managed, and compatible with City remote access requirements	---	Spending in progress — New program with CLFR
Restore City Staffing	Restore Seattle IT staffing to the most critical areas of need for supporting the City's services and operations.	\$1,500,000	Spending in progress — Existing program
Support COVID-19 Mitigation and Prevention in City Owned Facilities	Mitigate and prevent COVID-19 transmission in City-owned facilities with improvements to public facing spaces, enhanced deep cleanings,	---	Spending complete — New program with CLFR

	and preventive measures to reduce exposure.		
Federal Funds Project Management Staffing (CBO and FAS)	Hire staff to manage how federal funds are spent, including planning, problem solving, budgeting, tracking, and reporting. Hired CBO staff also addresses the staff resource need as a result of the pandemic and fulfills various City Budget Office functions to support the City's administration, in addition to managing federal funds.	\$829,000	Spending in progress — New program with CLFR
City Employee Vaccine Verification System	Set up a verification system for COVID-19 vaccination status of City employees, collect test results, and screen for symptoms.	\$29,000	Spending complete — New program with CLFR
Return to Office and Future of Work	Develop, communicate, and implement policy and processes that ensure City employees can continue to safely deliver on services for residents, communities, and businesses.	---	Spending complete — New program with CLFR

CONCLUSION

Seattle has used Coronavirus State and Local Fiscal Recovery Fund (CLFR) funding to bolster critical existing programs, allowing city departments to meet the urgent and growing needs of residents disproportionately impacted by the pandemic. The City also used SRP funding to implement 25 new programs. Some of these programs are innovative, pilot projects that the City leveraged CLFR dollars to explore, and some programs will continue to be offered in 2026 and beyond.

This funding has allowed the City of Seattle and its many partners to provide aid to communities disproportionately harmed by the pandemic, promote economic recovery, revitalize neighborhoods, and address inequities.

While the City rapidly deployed emergency funding and resources, it was equally important to ensure that the aid received was spent responsibly, equitably, and transparently. The SRP Measurement and Evaluation team tracked spending and performance for the dozens of COVID-19 response programs across the City and publishes detailed spending information on an [online transparency portal](#).

The City of Seattle leveraged the Seattle Rescue Plan funding and reporting requirements as an opportunity to improve its data collection methods, to better serve its residents. The SRP Measurement and Evaluation team worked with City departments to set up and improve collection on demographic data, including race/ethnicity, gender, location, and income. This allowed departments to understand where needs arose and where services were provided.

As a result, the City continues to rapidly improve its ability to equitably serve its residents. More programs across the City are collecting data on the demographics of who they are serving and using this information to identify gaps or areas for improvement. Importantly, Seattle has further standardized data collection so that data is comparable across programs and U.S. Census Data.

This improvement in data collection year over year shows the impact of a growing culture of data and performance evaluation in Seattle's government. While the Seattle Rescue Plan reporting is nearing completion, this new infrastructure for measurement and evaluation is here to stay.

From 2021-2025, Seattle deployed nearly \$300M in emergency funding, including direct cash assistance for residents and businesses, funding for innovative and responsive programs, and resources to support City operations. The success of this plan would not have been possible without the creativity, care, tenacity, and dedication of hundreds of public servants, community-based organizations, and other important partners across the city who helped develop and implement it.

While the City continues to recover from the pandemic, the Seattle community is still grappling with its deep impacts and addressing those needs. While the City still faces challenges, Seattle is moving forward from the pandemic as a stronger city. Seattle will continue building upon our successes and lessons learned from the COVID-19 emergency for years to come.

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APPENDIX

Other Federal COVID-19 Recovery Funds

The City of Seattle has allocated an additional \$90.8 million in non-CLFR federal COVID-19 recovery funds in the Seattle Rescue Plan. The sources for those additional funds are as follows:

- Housing and homelessness. \$64.6 million from the Emergency Rental Assistance Program (ERA) and HOME affordable housing capital grants
- Public transportation support. \$13.5 million from three U.S. Department of Transportation and Federal Transit Administration grants
- Support for seniors. \$7.8 million from the Older Americans Act (OAA)
- Shuttered venue support (McCaw Hall). \$3.2 million grant from the U.S. Small Business Administration
- Weatherization project for income qualified homeowners or tenants. \$1.2 million grant from the Low-Income Home Energy Assistance Program (LIHEAP)
- Creative workforce recovery (Seattle Office of Arts and Culture's Hope Corps program). \$500,000 from the National Endowment for the Arts (NEA)

Additional 2024-2025 Programs

The following table includes information on programs that are not included in the section above because they will not report significant performance data. This includes 4 programs that were allocated funds in both tranches of CLFR spending. For more information on the programs that were completed in previous reporting cycles, please reference the [2024 Recovery Plan Performance Report](#) and [2023 Recovery Plan Performance Report](#) and [2022 Recovery Plan Performance Report](#). Funding amounts are as of December 2024.

Investment Area: Community & Small Business Recovery

1. Civiform (Affordable Seattle & Program Management)
 - a. City of Seattle Program ID #s 3 and 85
 - b. Expenditure Category: 3.4 Public Sector Capacity: Effective Service Delivery
2. Seattle Maritime Academy (Seattle Colleges)
 - a. City of Seattle Program ID #22
 - b. Expenditure Category 2.10 Assistance to Unemployed or Underemployed Workers (e.g., job training, subsidized employment, employment supports or incentives)
3. Storefront Repair Fund
 - a. City of Seattle Program ID #102
 - b. Expenditure Category 2.30 Technical Assistance, Counseling or Business Planning
4. Tenant Improvement Fund Commercial Affordability)
 - a. City of Seattle Program ID #32
 - b. Expenditure Category 2.30 Technical Assistance, Counseling or Business Planning

References

- ⁱ [Point-In-Time Count - KCRHA](#)
- ⁱⁱ [Seattle Office of Planning and Community Development – Seattle Market Rate Housing Needs and Supply Analysis \(BERK\)](#)
- ⁱⁱⁱ [2022 WA Housing Survey, King County sub-areas - Housing is a Statewide Problem | Tableau Public](#)
- ^{iv} [Housing Security in King County – Economic, Social and Overall Health Impacts](#)
- ^v [PSRC Community Profiles](#)
- ^{vi} For KCRHA, the data was generated and made available for review as of June 2025.
- ^{vii} [WAFOOD_Brief16_20250212-1.pdf](#)
- ^{viii} [2024-2025-hhc-chna-executive-summary.pdf](#)
- ^{ix} [Best Starts for Kids Health Survey Data - King County, Washington](#)
- ^x [KC_Seattle_CostofCareBrief_FINALdesign_July 2023.pdf](#)
- ^{xi} For KCRHA, the data was generated and made available for review as of June 2025.
- ^{xii} Seattle Indian Health Board (2024) Food Prescription Pilot Program Evaluation Report.
- ^{xiii} [Monthly employment report | Employment Security Department](#)
- ^{xiv} For KCRHA, the data was generated and made available for review as of June 2025.
- ^{xv} [Behavioral Health Needs and Services in King County – Economic, Social and Overall Health Impacts](#)
- ^{xvi} [Georgetown Law Center on Poverty and Inequality: Mental Health and Girls of Color \(2019\)](#)
- ^{xvii} [Crime in Washington Archive Folder](#)
- ^{xviii} For KCRHA, the data was generated and made available for review as of June 2025.