

**AGENDA**

**February 15, 2018**  
**3:00-4:00 p.m.**

**Tacoma Rail 2601 SR 509 North Frontage Rd., Tacoma WA 98421**

Tim Owens, Chair

April Gibson, 1<sup>st</sup> Vice-chair

TBD, 2<sup>nd</sup> Vice-chair

Joyce Conner

Steve Gear

April Gibson

Darci Gibson

Bruce Kendall

Dale King

Mandy Kipfer

Ron Langrell

Nathe Lawver

Mark Martinez

Tim McGann

Wayne Nakamura

Dona Ponepinto

Patty Rose

David Shaw

Dereck Spivey

Ron Thalheimer

WorkForce Central Staff  
 Linda Nguyen, CEO  
[lnguyen@workforce-central.org](mailto:lnguyen@workforce-central.org)

Deborah, Howell, COO  
[dhowell@workforce-central.org](mailto:dhowell@workforce-central.org)

Jan Adams, Executive Assistant  
[jadams@workforce-central.org](mailto:jadams@workforce-central.org)

WorkForce Central  
 3640 S. Cedar St. Suite E  
 Tacoma, WA 98409  
[www.workforce-central.org](http://www.workforce-central.org)

1. Welcome/Call to order/Safety Briefing
2. Introductions
3. Public Comment
4. WorkForce Central Executive Board update – Tim Owens
5. Consent Agenda
  - Approve January 18, 2018 minutes
6. WDC Committee Report Out
  - Business Services Committee – Dereck Spivey
  - Youth & Young Adult Services Committee – Dale King
  - Pierce County Leadership Committee
  - Quality Assurance & Certification Committee – Dave Shaw
7. CEO Report
  - Workforce Development Advocacy Plan – Christian Cagle
  - Expenditure and Obligation Report 2<sup>nd</sup> Quarter
  - Understanding Pierce County Unemployment Insurance Beneficiaries – Caleb Kraai
  - Title 1 Quarter 2 Dashboard Report
  - WA Workforce Training & Coordination Board Annual Funding and Data Poster
  - WorkForce Central Website Showcase
8. Other Business
9. Adjourn

Future meetings:

WDC Meeting – Tim Owens, Chair	March 15	3:00-4:00
Business Services Committee – Dereck Spivey, Chair	February 26	8:00-9:00
Youth & Young Adult Services Committee – Dale King, Chair	March 27	10:30-11:30
WDC Pierce County Leadership Committee –TBD, Chair	February 14	1:00 – 3:00

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**Attendees:** Tim Owens, Wayne Nakamura, Ron Thalheimer, Mandy Kipfer, Tim McGann, Steve Gear, Dale King, April Gibson, Dave Shaw, Patty Rose, Darci Gibson

**On Phone:** Dona Ponepinto

**Guests:** Victoria Woodards, Bruce Dammeier, Conor McCarthy, Doug Richardson, Nathe Lawver, Lin Zhou

**Staff:** Linda Nguyen, Caleb Kraai, Christian Caple, Deborah Howell, Jan Adams

**1. Welcome/Call to order/Safety Briefing**

Tim called the meeting to order at 3:10. Dale gave a safety briefing.

**2. Introductions**

**3. Public Comment**

**4. WorkForce Central Executive Board update – Tim Owens**

**5. Consent Agenda**

• **Approve November 16, 2017 minutes**

Motion to approve the consent agenda made by Dale; seconded by Dave. Approved.

**6. Opening remarks by Executive Board Co-Chairs, County Executive Dammeier and City of Tacoma Mayor Woodards**

The WFC Executive Board gave remarks thanking the WDC for the work they do.

**7. Executive Board Members share 2018 priorities for our local workforce development system**

**8. WDC Members share what workforce challenges they see/experience and their 2018 priorities**

Various members of the WDC spoke about their industries and the challenges they face getting qualified employees. Barriers for job seekers such as transportation, were also discussed.

**9. CEO Report**

• **WA State Auditor's performance audit result**

Linda gave a background on the three audits done each year. The third one was just finished with no findings, but we did receive a management letter noting we need to tighten our controls on procurement and sole source. She noted next time they come we will have a finding on procurement because we will have expended dollars on the contracts they say did not have the documentation needed or policy was not followed.

• **Showcase**

a. **Career Day video**

b. **Career pathway collateral**

c. **Skilled Jobs Report**

d. **Unemployment Insurance Beneficiaries profile data**

The Career Day video was shown and materials were shared for Career pathways. Other items will be tabled until the next meeting

**10. WDC Committee Report Out**

**11. Other business**

**12. Adjourn**

Motion to adjourn made by Patty; seconded by Dale. Meeting adjourned at 4:14 p.m.

GREATER ECONOMIC VITALITY FOR ALL.

# Increasing Support for Workforce Development Efforts

2018 Advocacy Plan



# WHY NOW?

- Shortage of skilled workers in many industries = need for new/expanded initiatives
- ... and need for more support
- Lack of awareness about the system/career pathways



# GOALS

1. **Generate support** for workforce development initiatives
2. **Increase understanding** of how workforce development benefits the entire community
3. **Elevate** alternatives to four-year degrees
4. **Promote** the development of essential skills



# CALL TO ACTION

- **TREASURE**
  - Money
  - Space
  - Sponsorship
- **TALENT**
  - Lend expertise
  - Help teach/instruct class or training
- **TIME**
  - Serve on committee
  - Host job shadow
  - Talk to K-12 students about career path options

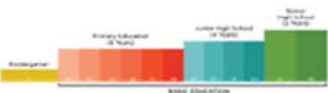




# PLATFORMS

- LinkedIn
- Twitter
- Facebook
- WFC Website
- Opinion Editorial(s)
- Presentations (PPT)
- Impact Newsletter
- Partner Newsletters
- News Outlets
- CareerLink



# SAMPLE SOCIAL MEDIA PLAN

Week	LinkedIn	Twitter	Facebook
Copy	Soft skills? Nope. Why all skills are essential: (link) Share articles related to topic	Homeless. Broke. No where to go. Then Peter found the Ironworkers Pre-Apprenticeship Program. <a href="#">Link to story on website.</a>	Pierce County Skills Center students get hired before they even graduate. <a href="#">Link to story on website.</a>
Image			





# KEY MESSAGES

- They are all **essential skills**.
- Apprenticeship, certification and two-year degrees are viable postsecondary education options that can lead to family-wage careers.
- Pre-apprenticeship programs help address the essential skills gap, and provide employers with apprentices who are ready to work.
- Workforce development works best when public funding is leveraged with private and philanthropic **support**.
- Workforce development benefits the entire community: economic vitality **for all**.



# TACTICS: STORIES

- Success stories: apprenticeship, pre-apprenticeship, best practices
- Draft feature stories highlighting creation, impact
- Assemble 12-14 individual stories to illustrate depth of system



# TACTICS: CONVERSATIONS

- Listening tours
- Roundtable discussions
- Present to local municipalities
- Present at key meetings
- Thought-leader content
- Earned media



# TACTICS: FOLLOW-THROUGH

- Offer platform to biggest advocates
- Arm advocates with the playbook
- Assemble committee or panel to follow through on ideas from roundtables
- Workforce Award(s) in November/December



# HOW YOU CAN HELP

- Follow us on Twitter: **@wkfcentral**
- And Facebook: **facebook.com/workforcecentral**
- And LinkedIn: **linkedin.com/company/workforce-central**
- Like, retweet, and share, share, share
- Share feature ideas/success stories
- Use our key messages on social media, in conversation
- Know of a business in need? Let us know
- Op-eds



# WorkForce Central

## PY17/FY18 Expenditure / Obligation Progression

### Q2 - 12/31/17 Projection

ADULT					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2017 Report	1,781,989	-	909,937	909,937	51%
Q2 December 31, 2017 Report		177,154	870,310	1,047,464	59%
Q3 March 31, 2018 Report				-	0%
Q4 June 30, 2018 Report				-	0%
<b>Q4 Projections - Additional Estimates</b>					
+ Wages, Benefits & Op Exp to 6/30/18		260,151	**	1,307,615	73%
+ Provider Contract Modifications to be Executed		**	143,378	1,450,993	81%
+ Provider Contracts to be Executed by 6/30/18		**	910,000	2,360,993	132%
			** projected expenditures and obligations		

DW					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2017 Report	2,250,265	-	1,060,849	1,060,849	47%
Q2 December 31, 2017 Report		232,040	966,107	1,198,147	53%
Q3 March 31, 2018 Report				-	0%
Q4 June 30, 2018 Report				-	0%
<b>Q4 Projections - Additional Estimates</b>					
+ Wages, Benefits & Op Exp to 6/30/18		359,952	**	1,558,099	69%
+ Provider Contract Modifications to be Executed		**	66,667	1,624,766	72%
+ Provider Contracts to be Executed by 6/30/18		**	980,000	2,604,766	116%
			** projected expenditures and obligations		

YOUTH					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2017 Report	1,881,565	-	532,666	532,666	28%
Q2 December 31, 2017 Report		-	765,342	765,342	41%
Q3 March 31, 2018 Report				-	0%
Q4 June 30, 2018 Report				-	0%
<b>Q4 Projections - Additional Estimates</b>					
+ Wages, Benefits & Op Exp to 6/30/18		379,034	**	1,144,376	61%
+ Provider Contract Modifications to be Executed		**	166,666	1,311,042	70%
+ Provider Contracts to be Executed by 6/30/18		**	800,000	2,111,042	112%
			** projected expenditures and obligations		

# Unemployment Insurance Beneficiaries Profile Data

Caleb Kraai, Research and Data Analyst,  
WorkForce Central



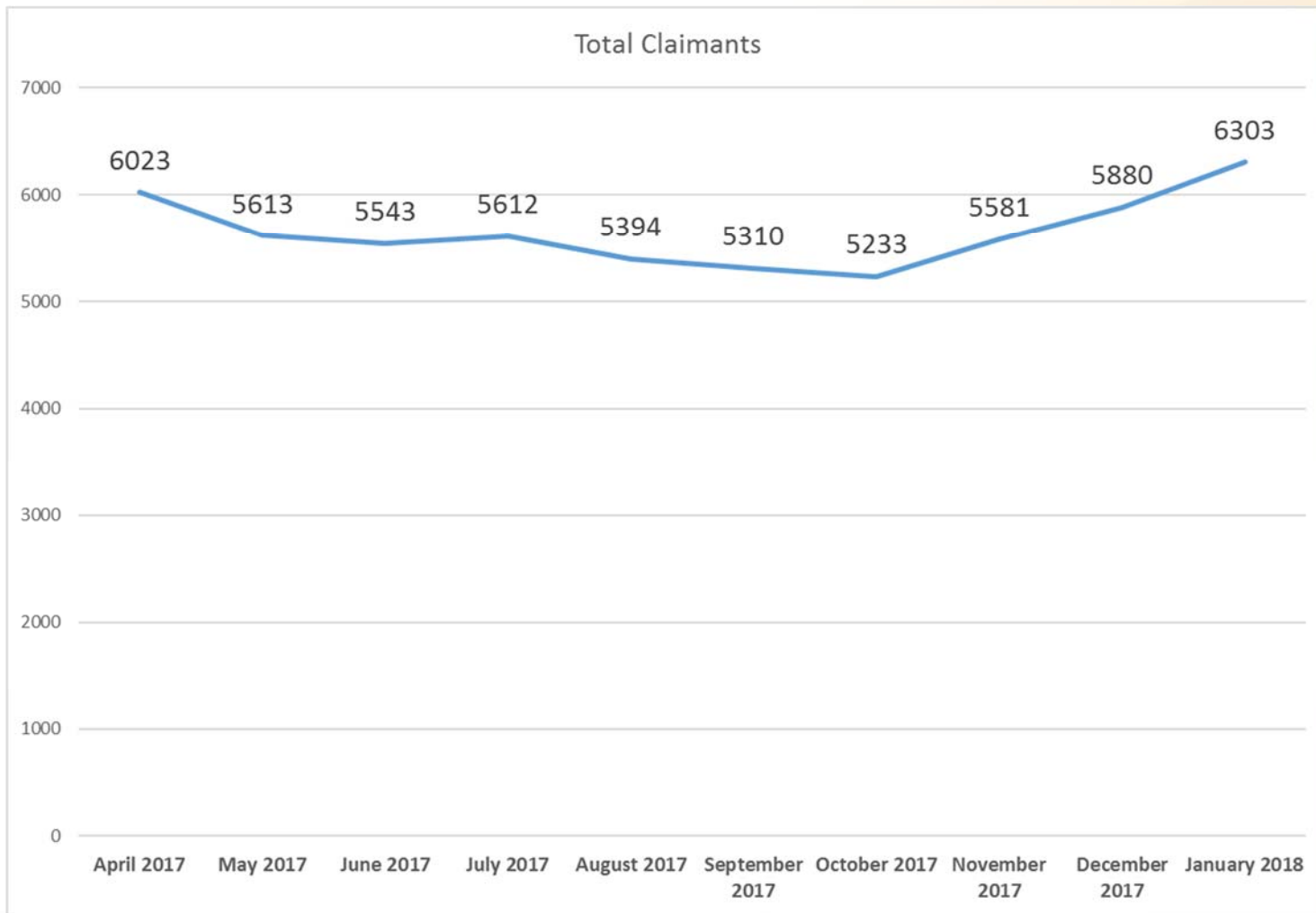
# Agenda

- Total Unemployment Figures
- January Unemployment Statistics
- Trends for Industries and Occupations
- Recommendations





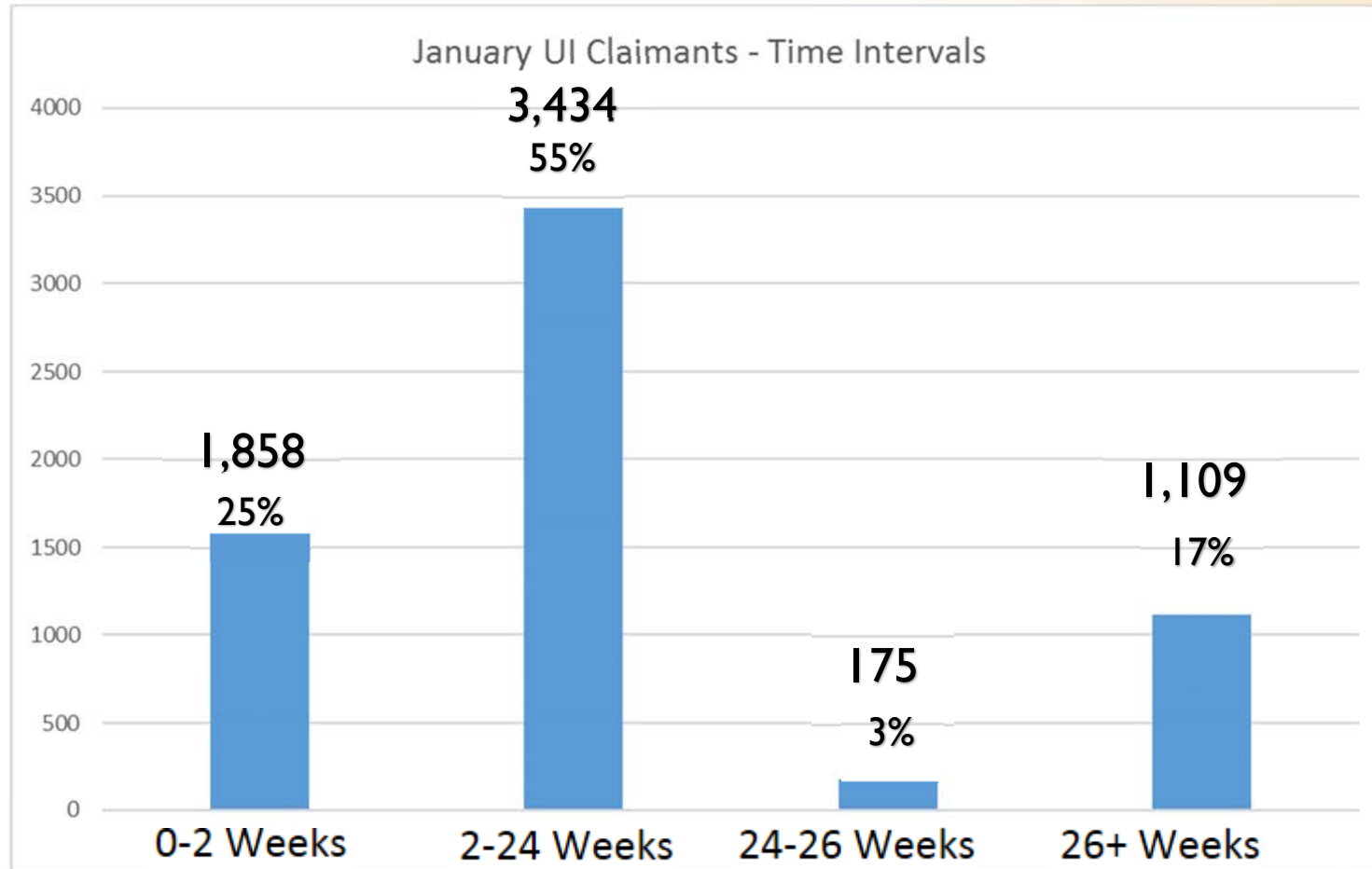
# Total UI Claimants - Time Series



April 17 to  
January 18



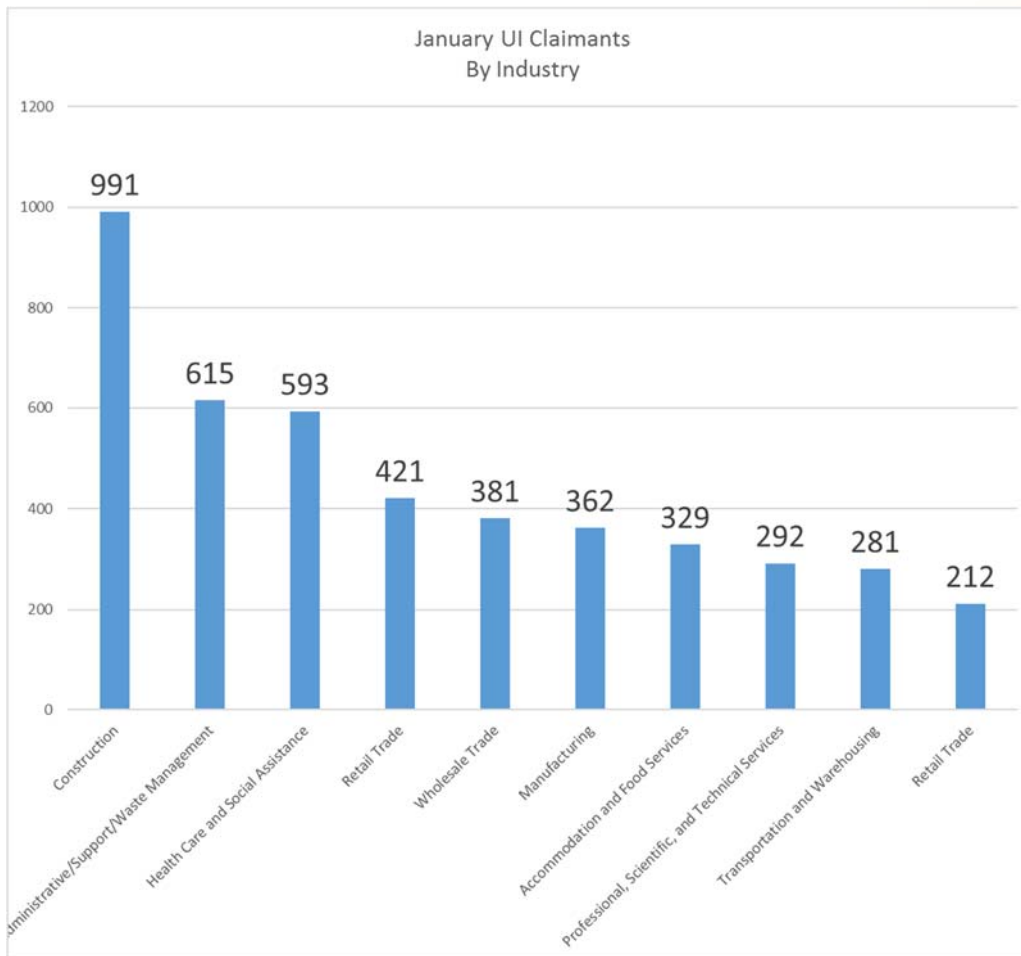
## January UI Claimants – Time Intervals



Distribution percentage has been consistent since April - Outreach



# January UI Claimants - By Industry

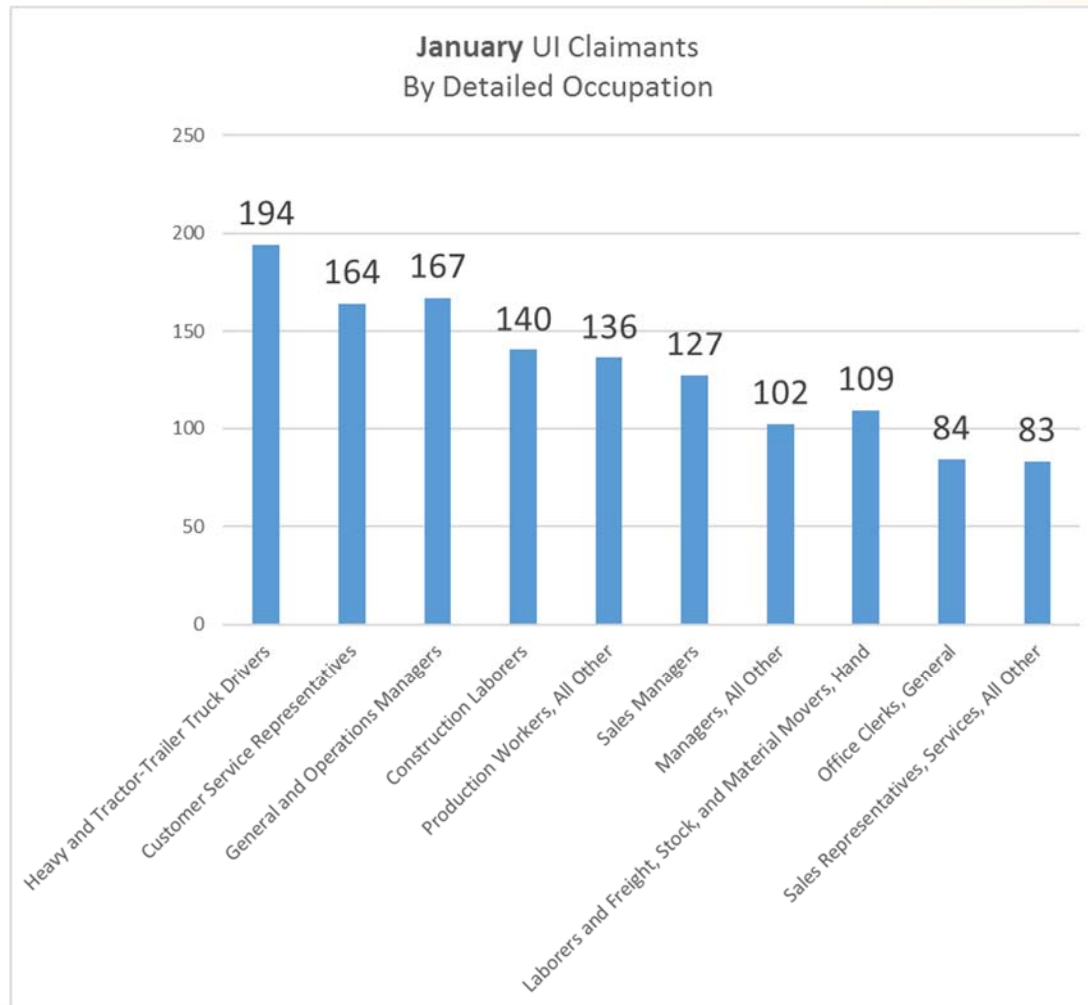


<u>Industry</u>	<u>Total</u>
Construction	991
Administrative/Support/Waste Management	615
Health Care and Social Assistance	593
Retail Trade	421
Wholesale Trade	381
Manufacturing	362
Accommodation and Food Services	329
Professional, Scientific, and Technical Services	292
Transportation and Warehousing	281
Retail Trade	212

**Employment Sectors = 35%**



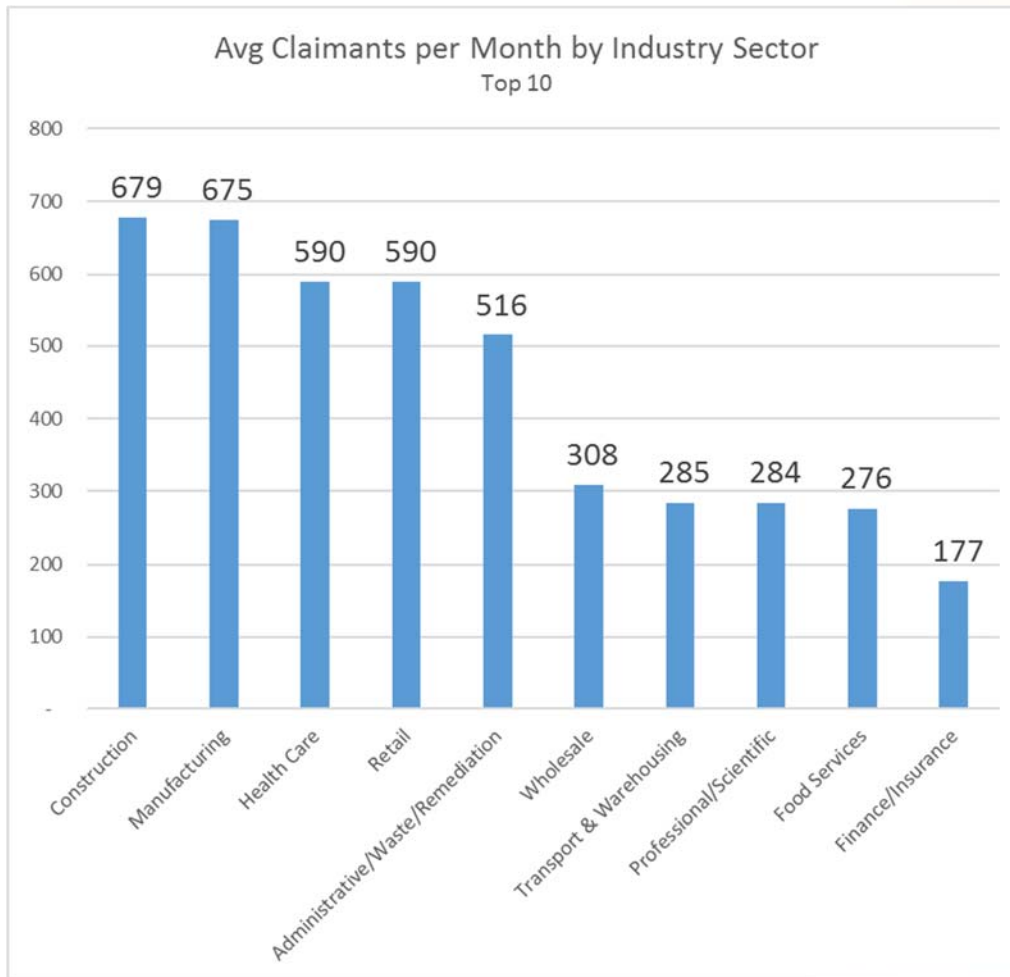
# January UI Claimants – By Occupation



<u>Occupation</u>	<u>Total</u>
Heavy and Tractor-Trailer Truck Drivers	194
Customer Service Representatives	164
General and Operations Managers	167
Construction Laborers	140
Production Workers, All Other	136
Sales Managers	127
Managers, All Other	102
Laborers and Freight, Stock, and Material Movers, Hand	109
Office Clerks, General	84
Sales Representatives, Services, All Other	83



# Trends – Industry Sector

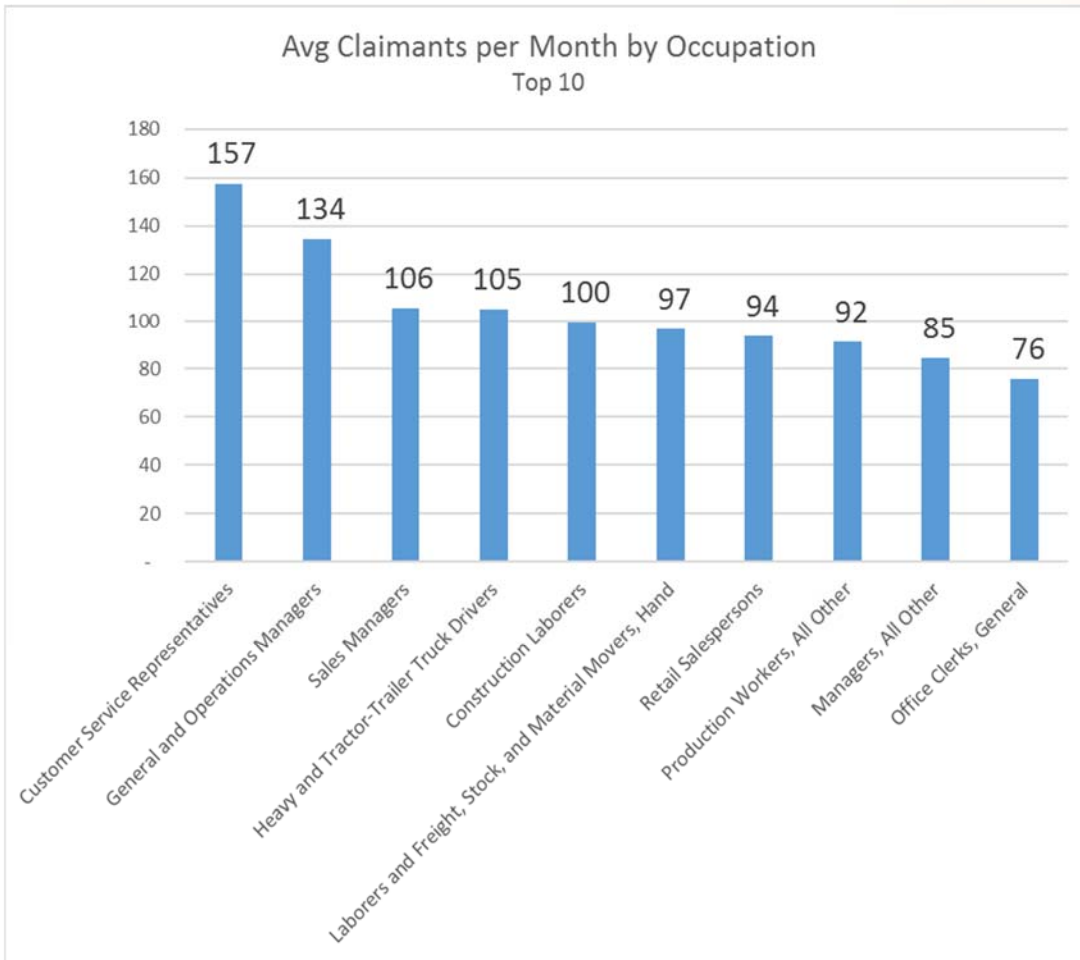


<u>Industry</u>	<u>Avg per Month</u>
Construction	679
Manufacturing	675
Health Care	590
Retail	590
Administrative/Waste/Remediation	516
Wholesale	308
Transport & Warehousing	285
Professional/Scientific	284
Food Services	276
Finance/Insurance	177

- Trends observed in entire data series
  - April 2017 – January 2018



# Trends – Occupation



<u>Occupation</u>	<u>Avg Per Month</u>
Customer Service Representatives	157
General and Operations Managers	134
Sales Managers	106
Heavy and Tractor-Trailer Truck Drivers	105
Construction Laborers	100
Laborers and Freight, Stock, and Material Movers, Hand	97
Retail Salespersons	94
Production Workers, All Other	92
Managers, All Other	85
Office Clerks, General	76

**800+ Occupations Reported**  
**Average per Occupation: 8**



## Recommendations

- Maintain focus on key employment sectors
- Market the Job Postings Board on WFC website when fully functional
- Explore tactics to facilitate employment for chronically unemployed occupations



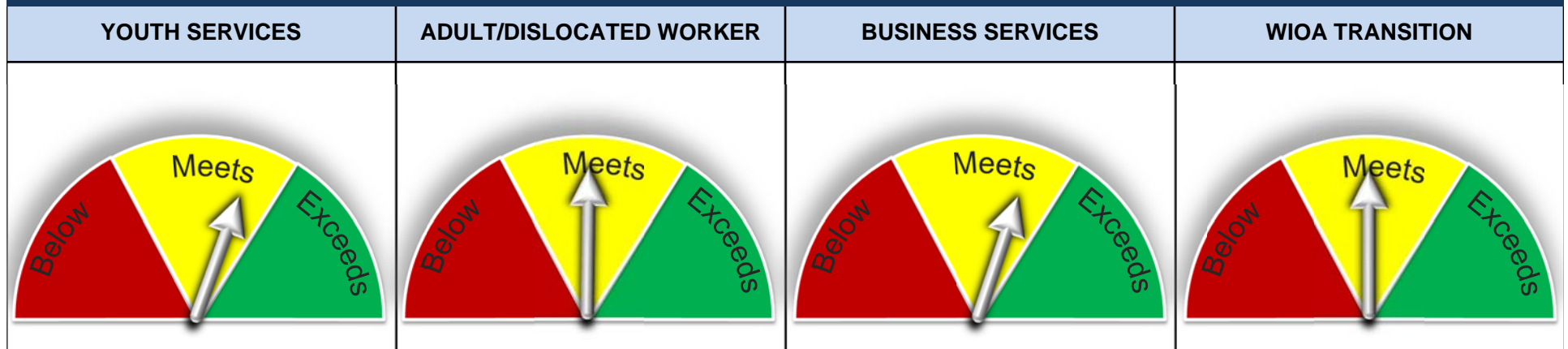
GREATER ECONOMIC VITALITY FOR ALL.

# Questions?





# Q2 Summary of Dashboard: Adult/DW/Youth PY17/FY18



The summary sheet is designed to give a snapshot of progress overall. Not all items are reflected on the summary sheet but can be found the detail dashboard. Items in red lettering indicate that we are implementing action plans to increase outcome.

YOUTH SERVICES	ADULT/DISLOCATED WORKER	BUSINESS SERVICES	WIOA TRANSITION																																																																																																																																																										
<p><b>JOB SEEKER (RESCARE)</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Target</th> <th>YTD Actual</th> </tr> </thead> <tbody> <tr><td>• Placements</td><td>68.8%</td></tr> <tr><td>• Degree/Certificate</td><td>53.3%</td></tr> <tr><td>• Median Earnings</td><td>\$2,282</td></tr> <tr><td>• 4<sup>th</sup> Qtr Placements</td><td>65.9%</td></tr> <tr><td>• Enrollments</td><td>340      236</td></tr> <tr><td>• Exits to Emp./Education</td><td>107      48</td></tr> <tr><td>• Tacoma/Pierce Split</td><td>50%/50%      52%/46%</td></tr> <tr><td>• In School/Out</td><td>20%/80%      20.6%/79.4%</td></tr> </tbody> </table> <p><b>Work Base Training</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr><td>• Other Summer Emp./Intern (WEX)</td><td>45</td><td style="color: red;">18</td></tr> <tr><td>• On the Job Training</td><td>7</td><td style="color: red;">2</td></tr> </tbody> </table> <p><b>YouthWorks Program</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr><td>• Graduation Coaches</td><td>250</td><td>356</td></tr> <tr><td>• Career Goals</td><td>1,500</td><td>888</td></tr> <tr><td>• Career Cruising</td><td>1,400</td><td>878</td></tr> <tr><td>• Enrollments</td><td>64</td><td>57</td></tr> <tr><td>• Student Internships</td><td>125</td><td>175</td></tr> <tr><td>• Increase Grad Rate</td><td>83%</td><td>86.1</td></tr> <tr><td>• Career Day</td><td>\$40k/2k</td><td>\$29.5k/2,152</td></tr> <tr><td>• Health Career Day</td><td>\$25k/800</td><td></td></tr> </tbody> </table>	Target	YTD Actual	• Placements	68.8%	• Degree/Certificate	53.3%	• Median Earnings	\$2,282	• 4 <sup>th</sup> Qtr Placements	65.9%	• Enrollments	340      236	• Exits to Emp./Education	107      48	• Tacoma/Pierce Split	50%/50%      52%/46%	• In School/Out	20%/80%      20.6%/79.4%	• Other Summer Emp./Intern (WEX)	45	18	• On the Job Training	7	2	• Graduation Coaches	250	356	• Career Goals	1,500	888	• Career Cruising	1,400	878	• Enrollments	64	57	• Student Internships	125	175	• Increase Grad Rate	83%	86.1	• Career Day	\$40k/2k	\$29.5k/2,152	• Health Career Day	\$25k/800		<p><b>JOB SEEKER (CAREER PATH)</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Target</th> <th>YTD Actual</th> </tr> </thead> <tbody> <tr><td><b>Enrollments</b></td><td></td></tr> <tr><td>    Adult</td><td>340      258</td></tr> <tr><td>    Dislocated Worker</td><td>380      390</td></tr> <tr><td><b>Career Fair Events</b></td><td>2      1</td></tr> <tr><td>    Adult Job Seekers</td><td>300      235</td></tr> <tr><td><b>Follow-up Services</b></td><td>190      91</td></tr> <tr><td><b>ITAs</b></td><td></td></tr> <tr><td>    Adult</td><td>100      51</td></tr> <tr><td>    Dislocated Worker</td><td>80      63</td></tr> <tr><td><b>Cohort Training</b></td><td></td></tr> <tr><td>    Adult</td><td>20      <span style="color: red;">6</span></td></tr> <tr><td>    Dislocated Worker</td><td>20      14</td></tr> <tr><td><b>Military Placements</b></td><td>68      40</td></tr> <tr><td><b>Work Based Training</b></td><td></td></tr> <tr><td>    OTJ</td><td>5      2</td></tr> <tr><td>    Work Experience</td><td>10      3</td></tr> </tbody> </table>	Target	YTD Actual	<b>Enrollments</b>		Adult	340      258	Dislocated Worker	380      390	<b>Career Fair Events</b>	2      1	Adult Job Seekers	300      235	<b>Follow-up Services</b>	190      91	<b>ITAs</b>		Adult	100      51	Dislocated Worker	80      63	<b>Cohort Training</b>		Adult	20 <span style="color: red;">6</span>	Dislocated Worker	20      14	<b>Military Placements</b>	68      40	<b>Work Based Training</b>		OTJ	5      2	Work Experience	10      3	<p><b>BUSINESS SERVICES (TBD)</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Target</th> <th>YTD Actual</th> </tr> </thead> <tbody> <tr><td>Sector Partnerships</td><td>4      2</td></tr> <tr><td>Employer Roundtables</td><td>7      3</td></tr> <tr><td><b>Coordinated Bus. 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• Increase Grad Rate	83%	86.1																																																																																																																																																											
• Career Day	\$40k/2k	\$29.5k/2,152																																																																																																																																																											
• Health Career Day	\$25k/800																																																																																																																																																												
Target	YTD Actual																																																																																																																																																												
<b>Enrollments</b>																																																																																																																																																													
Adult	340      258																																																																																																																																																												
Dislocated Worker	380      390																																																																																																																																																												
<b>Career Fair Events</b>	2      1																																																																																																																																																												
Adult Job Seekers	300      235																																																																																																																																																												
<b>Follow-up Services</b>	190      91																																																																																																																																																												
<b>ITAs</b>																																																																																																																																																													
Adult	100      51																																																																																																																																																												
Dislocated Worker	80      63																																																																																																																																																												
<b>Cohort Training</b>																																																																																																																																																													
Adult	20 <span style="color: red;">6</span>																																																																																																																																																												
Dislocated Worker	20      14																																																																																																																																																												
<b>Military Placements</b>	68      40																																																																																																																																																												
<b>Work Based Training</b>																																																																																																																																																													
OTJ	5      2																																																																																																																																																												
Work Experience	10      3																																																																																																																																																												
Target	YTD Actual																																																																																																																																																												
Sector Partnerships	4      2																																																																																																																																																												
Employer Roundtables	7      3																																																																																																																																																												
<b>Coordinated Bus. Services</b>																																																																																																																																																													
Job Openings	900      1,014																																																																																																																																																												
Job Placements	400      350																																																																																																																																																												
Engagement Activities	2      1																																																																																																																																																												
Attendees	500      2,152																																																																																																																																																												
<b>Employer Services</b>																																																																																																																																																													
Employer Services	700      806																																																																																																																																																												
Businesses	220      113																																																																																																																																																												
Business Referrals	60      23																																																																																																																																																												
CareerLink Employers	75      37																																																																																																																																																												
JobFest	300      0																																																																																																																																																												
Apprenticeship/Adv. Training	7      5																																																																																																																																																												
On-the-Job Training	10      7																																																																																																																																																												
Work Experience	10      5																																																																																																																																																												
Training Programs identified	3      1																																																																																																																																																												
1. Implementation/oversight 4-year plan	Ongoing																																																																																																																																																												
2. Workforce Research/Market Analysis	Ongoing																																																																																																																																																												
3. Convene, broker and leverage stakeholders and assets	Ongoing																																																																																																																																																												
4. Lead employer engagement	Ongoing																																																																																																																																																												
5. Lead career pathways development	Ongoing																																																																																																																																																												
6. Identify/promote proven/promising practices	Ongoing																																																																																																																																																												
7. Develop technology based strategies	Ongoing																																																																																																																																																												
8. Oversee local service delivery system	Ongoing																																																																																																																																																												
9. Negotiate local performance accountability	Ongoing																																																																																																																																																												
10. Select One-stop, Job Seeker and Business Services Providers	Complete																																																																																																																																																												
11. Identify eligible training providers	Ongoing																																																																																																																																																												
12. Ensure consumer choice	Ongoing																																																																																																																																																												
13. Coordinate with education providers	Ongoing																																																																																																																																																												
14. Approve and oversee budget	Ongoing																																																																																																																																																												
Comply with all WIOA Regulations																																																																																																																																																													
SAO Audit	No findings																																																																																																																																																												
ESD Performance Measures	No findings																																																																																																																																																												
Direct Service Provider Monitoring	No findings																																																																																																																																																												

## Dashboard Report for Program Year 2017 – Q2 (PY17 = July 2017 – June 2018)

Measures	Annual Goal	Quarterly Outcomes					YTD Total %	Comments/ Action Plans	Status
		1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr				
<b>YOUTH &amp; YOUNG ADULT DIRECT SERVICES</b>									
<b>Objective:</b> Provide registered Pierce County youth and young adults with comprehensive and intensive services resulting in attainment of employment and/or education degree or certification. Support student career identification/exploration, increase graduation rates and employment opportunities, and provide a strong link between the workforce development and education initiatives with Public Schools.									
<b>Job Seeker Services Contract (ResCare) Meet all Local Measures and Performance Targets</b>									
• Placement in Employment or Education*	Federal Target	68.8%						Data is currently not available for Federal Targets.	
• Attainment of Degree or Certificate*	Federal Target	53.3%						Data is currently not available for Federal Targets.	
• Median Earnings 2 <sup>nd</sup> Quarter after exit* (established baseline in PY16)	RWS/Federal Baseline	\$2,282						Data is currently not available for Federal Targets.	
• 4 <sup>th</sup> Quarter Placement in Employment or Education* (established baseline in PY16)	Federal Target	65.9%						Data is currently not available for Federal Targets.	
• Number of Enrollments* (Carryover from PY16 – 17 in-school; 77 Out-of-school)	WIOA Youth	340	P85/A130	P85/A106	P85/A	P85/A	236/69%		↑
• Number of Exits*	Youth Exited to employment and/or education	107	P27/A29	P27/A19	P26/A	P27/A	48/45%	Fewer students completed their GED than planned this quarter	↔
• Tacoma/Pierce County residential split	Enrolled youth in Pierce County(PC)	50%	P50%/50%	P50%/46%	P50%/	P50%/	48%	Res Care has will focus on Pierce County enrollments to increase percentage.	↔
	Enrolled youth in the City of Tacoma(COT)	50%	P50%/50%	P50%/54%	P50%/	P50%/	52%		↑
• In School/Out of School enrollment splits*	Enrolled youth are In-School (ISY)	20%	P20%/A21.1%	P20%/A20%	P20%/A	P20%/A	20.55%		↑
	Enrolled youth are Out-of-School (OSY)	80%	P80%/A78.8%	P80%/A80%	P80%/A	P80%/A	79.4%		↑
<b>Work Base Training – Required by Law</b>									
• Subsidized Employment/Internship (WEX)*		45	P11/A1	P11/A17	P12/A	P11/A	18/40%	Employers have been direct hiring participants referred, rather than having them work in the WEX/OJT	↔
• On the Job Training (OJT)		7	P1/A1	P2/A1	P1/A	P3/A	2/29%		↓
<b>YouthWorks Program: Strengthen educational/career pathways for youth in partnership with Tacoma Public Schools (TPS) and Other Public Schools (Leverage)</b>									
• Students connect with Graduation Coaches for minimum of 10 hrs.		250	P62/A171	P63/A185	P62/A	P63/A	356/142%	Res Care staff began working at Oakland Alternative School in addition to working at Willie Stewart and Lincoln, giving them more students to work with.	↑
• Identify Career Goals		1,500	P375/A512	P375/A376	P375/A	P375/A	888/52%		↑
• Students complete Career Cruising Assessment		1,400	P350/A446	P350/A432	P350/A	P350/A	878/63%		↑
• In School WIOA Youth Enrollment		64	P16/A27	P16/A30	P16/A	P16/A	57/89%		↑
• Student internships (90-hrs/student/school year)		125	P0/A175	P0/A0	P25/A	P100/A	175/140%		↑
• Graduation rate for TPS schools		83%	P0/A	P83/A/86.1	P83/A	P83/A	86.1%/104%		↑
<b>ADULT/DISLOCATED WORKER DIRECT SERVICES</b>									
<b>Objective:</b> Enable job seekers to identify pathways to success via education and training and preparation for successful job search and employment opportunities.									
• Adult/DW Enrollments (Carryover from PY16 – 17 Adult; 180, DW 221)	Adult	340	P85/A215	P85/A43	P85/A	P85/A	258/76%	Improved recruitment strategies, including actively soliciting referrals from training providers & CBOs provided flow of referrals/enrollments.	↑
	DW	380	P95/A293	P95/A97	P95/A	P95/A	390/103%		↑
• Partner with ResCare to host mini employer and job seeker engagements.	Events	2	P0/A0	P1/A1	P0/A	P1/A	1/50%	ResCare Business Solutions coordinated with CPS to ensure that job seekers attended the multiple hiring events hosted by ResCare	↑
	Adult /DW Job Seekers	300	P75/A152	P75/A83	P75/A	P75/A	235/78%		↑
• Assist job seekers with employment resources (job leads, employment portfolios, employer events leading to employment. working with ResCare when engaging employers)		190	P48/A30	P48/A61	P48/A	P46/A	91/48%	SMART plan for continued exits includes: monthly exit goals, weekly check in on progress to exit strategy. Utilizing hiring events at WorkSource and in partnership with ResCare, such as the February Healthcare Hiring event to target active participants that have completed training and are in job search.	↔
• Individual Training Accounts (ITAs) to serve students	Adult	100	P25/A25	P25/A26	P25/A	P25/A	51/51%	Additional grant funding was available to provide training for DW, including military veterans and transitioning soldiers at JBLM.	↑
	DW	80	P20/A45	P20/A18	P20/A	P20/A	63/79%		↑
• Students in cohort training	Adult	20	P5/A6	P5/A0	P5/A	P5/A	6/30%	One cohort funded in Q2 in partnership with C2C. 14 military DW received IT certifications.	↓
	DW	20	P5/A0	P5/A14	P5/A	P5/A	14/70%		↑
• Place military transition members in employment in partnership with other resources		68	P17/A13	P17/A27	P17/A	P17/A	40/59%		↑
• Coordinate with Business Services to provide work based training	On-the-Job Training	5	P1/A1	P1/A1	P2/A	P1/A	2/40%	2 WEX start dates were delayed to January 2018 and will be reported in Q3.	↑
	Work Experience	10	P2/A2	P3/A1	P2/A	P3/A	3/30%		↔

Measures	Annual Goal	Quarterly Outcomes					YTD Total /%	Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr				
<b>ONE STOP SYSTEM OPERATION WIOA LEVERAGE</b>									
<b>Objective: Support a seamless interactive customer service delivery system</b>									
• Common data collection system, including customer satisfaction	Narrative Only							In progress - recommendations in 3 <sup>rd</sup> quarter	
• Information Sharing								In development (System data)	
• Cross Agency Training/Professional Development								In progress –Annual training schedule to be developed	
• Common Referral System								To be developed	
• Workforce Skill Standards (common set of 'work readiness' competencies)								To be developed	
• Single point of contact, one system approach, for businesses to access services.								To be developed	
<b>BUSINESS SOLUTIONS</b>									
<b>Objective: Coordinate business services to support employer needs</b>									
• Convene and facilitate new sector partnerships –strengthen regional partnerships	4	P1/1A	P1/1A	P1/A	P1/A	2/50%			↑
• Convene employer engagement via employer roundtables	7	P1/A1	P2/A2	P2/A	P2/A	3/43%	Conducted transportation focused roundtable and const. council mtg		↑
• Direct coordinated business services to support employer's needs- List Job openings for businesses and place job applicants	Job Openings	900	P225/A606	P225/A408	P225/A	P225/A	1014/113%	Hosted a hiring event for Boeing Manufacturing to fill 300+ positons. The event brought 558 applicants.	↑
	Job Placements	400	P100/A170	P100/A180	P100/A	P100/A	350/88%		
• Provide at least 2 career fairs to include construction and other sectors	Career Fair attendees	2	P0/A0	P1/A1	P0/A	P1/A	1/50%	Pierce County Construction Career Day, attendees in this career fair are counted in Pierce County Career Day line item below.	↑
		500	P0/A0	P0/A0	P0/A	P500/A	0/0%		
• Provide employer services to businesses	Employer Services	700	P175/A626	P175/A180	P175/A	P175/A	806/115%	Active recruiting and hiring cycle, generating increase in services and business needs.	↑
	Businesses	220	P55/A58	P55/A55	P55/A	P55/A	113/51%		
• Increase Employer Engagement – Receive business referrals from Economic Development Board (EDB) and other partners and businesses.	60	P0/A0	P20/23A	P20/A	P20/A	23/38%			↑
• CareerLink Pierce County: Engage employers with Career Link	75	P18/A18	P19/A19	P19/A	P19/A	37/49%			↑
• Conduct JobFest Career Fair for WA State youth	300	P0/A0	P0/A0	P0/A	P300/A	0/0%	To be held in Q4		
• Apprenticeship or other Advanced Training (used by Adult/DW and Youth)*	7	P1/A1	P2/A4	P2/A	P2/A	5/71%	Youth is Adv. Training Military and Adult is Sheet Metal Apprenticeship.		↑
• On-The-Job-Training (OJT) and Work Experience (WEX)*	On-the-Job Training Sites	10	P2/A2	P3/A5	P2/A	P3/A	7/70%		↑
	Work Experience Sites	10	P2/A2	P3/A3	P2/A	P3/A	5/50%		↑
• Identify training programs within targeted industries specific to employer's needs.	3	P0/A0	P1/A1	P1/A	P1/A	1/33%	Working closely with Morley Machines to identify training programs with Bates for CNC Machining and Advanced Manufacturing		↑
• Pierce County Career Day	Leverage partner contributions	\$40,000		\$29,596			\$29,596/74%	Sponsorship money was still coming in post event. The team is working on a strategy to secure sponsorship earlier.	↔
	Youth Served	2,000		2,152			2,152/108%		
• Health Career Day	Leverage partner contributions	\$25,000						Date for Health Career Day not yet determined	
	Youth Served	800							
<b>STATUTORY MANDATES</b>									
<b>Objective: Respond and support WIOA mandated responsibilities for Chief Local Elected Officers (CLEOS) and Workforce Development Council (WDC). Comply with all WIOA regulations and stay updated on new guidance.</b>									
Activities include but are not limited to the following:	Narrative Only								
1. Implementation and oversight of 4-year Local Plan								Ongoing	
2. Conduct Workforce Research and Region Labor Market Analysis								Ongoing – data reports housed on WFC website. Performing data presentations.	
3. Convene, Broker and leverage stakeholders and assets								In Progress – Goal: Create a formal process and time line	
4. Lead employer engagement								Ongoing – via round tables, employer hosted events, representation on committees.	
5. Lead career pathways development and implement with secondary and post-secondary partners								In development - partnering with educators and industry experts to review and create career pathways.	
6. Lead effort to identify and promote proven and promising practices								In progress – formalizing vetting process for best practices	
7. Develop technology based strategies for service access, engagement and delivery								To be developed – planning discussions engaged.	

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD Total /%		
8. Oversee local service delivery system and programs							Ongoing	
9. Negotiate local performance accountability							Ongoing – WFC engaged in performance metrics conversation with State.	
10. Select one-stop operator(s), job seeker and business services providers							Completed	
11. Identify eligible training providers							Ongoing	
12. Ensure consumer choice							In process – evaluating	
13. Coordinate with education providers							Ongoing -	
14. Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA							Ongoing and budget approval completed.	

**Comply with all WIOA regulations**

<ul style="list-style-type: none"> <li>Continue designation as low risk by the State Auditor's Office (SAO)</li> <li>No findings from annual monitoring by Employment Security Department</li> <li>Meet or exceed all federal and local performance measures</li> </ul>	Low Risk No Findings	Low Risk No findings	Low Risk No findings					
<ul style="list-style-type: none"> <li>Complete annual local monitoring of Youth, Adult and DW Programs, including EO               <ul style="list-style-type: none"> <li>Provide technical assistance to RWS as it relates to Federal, State and local performance and contractual obligations</li> <li>Common Measure Report</li> <li>Provision Reports</li> <li>Performance Roll-Up Reports</li> <li>Desktop Monitoring</li> <li>Communicate and post policy revisions within 5 days of publication; provide training as needed</li> </ul> </li> </ul>	Quarterly Bi-Weekly Monthly Monthly Ongoing							Monitoring of Youth & Young Adult, Adult and DW programs complete.
<ul style="list-style-type: none"> <li>Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable</li> </ul>								Ongoing – Utilizing continuous quality improvement/
<ul style="list-style-type: none"> <li>Budget Compliance</li> </ul>								Ongoing and in compliance

**5% MITIGATION PY17/FY18**

**Objective:** Address future cuts and/or support new opportunities.

Narrative Only							
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**GLOSSARY**

B2S	Boots 2 Shoes	ESD	Employment Security Department	NEG	National Emergency Grant	TPCGP	Tacoma-Pierce County Growth Partnership
B2W	Boots 2 Work	FTE	Full Time Employee	OJT	On the Job Training	WDC	Workforce Development Council
C2C	Camouflage 2 Commerce	FY	Fiscal Year	P/A	Planned / Actual	WFC	WorkForce Central
CLEOs	Chief Local Elected Officers	ITA	Individual Training Account	PY	Program Year	WEX	Work Experience
DOL	Department of Labor	LTU	Long Term Unemployed	RFP	Request for Proposal	WIA	Workforce Investment Act
DW	Dislocated Worker	MA	Manufacturing Academy	RFO	Request for Quote	WIOA	Workforce Innovation and Opportunity Act
EDB	Economic Development Board	NAC	Nursing Assistant Certified	RRLTU	Rapid Response Long Term Unemployed	WSSFL	Washington State Service Member For Life Summit
EO	Equal Opportunity	NAWB	National Association of Workforce Boards	SAO	State Auditor's Office	WTECB	Workforce Training, Education and Coordinating Board