



GREATER ECONOMIC VITALITY FOR ALL.
Partnering to prepare and grow the Pierce County workforce to align it with employer needs.

WFC Executive Board Meeting

AGENDA

March 15, 2018 • 8:30-10:00 a.m.

**WorkForce Central • 3640 S. Cedar St., Suite E Conference Room
County Executive Bruce Dammeier presiding**

I. CALL TO ORDER

II. PUBLIC COMMENT

III. WDC UPDATE – Tim Owens

IV. CONSENT AGENDA

- A. Approve the February 15, 2018 Minutes
- B. Approve February 2018 Voucher Payments

V. REGULAR AGENDA

- A. Approve a one-time 2% wage adjustment for all WorkForce central employees for calendar year 2018. This adjustment will be retroactively effective January 1, 2018.
- B. Advocacy Agenda Continued – Bold declaration of focus and outcome desired
- C. PY18/FY19 Initial Budget Discussion
- D. CEO annual performance evaluation – Cathy Journey

VI. CEO Report

- A. System Tracking Mechanism Development Update – Caleb Kraai
- B. Federal appropriations advocacy for FY18 and FY19
- C. The Faces of the Unemployed - Christian Caple
- D. Regional Workforce Development Strategic Planning

VII. OTHER BUSINESS

VIII. ADJOURN





GREATER ECONOMIC VITALITY FOR ALL.
Partnering to prepare and grow the Pierce County
workforce to align it with employer needs.

WFC Executive Board Meeting

MINUTES

February 15, 2018 • 8:30-10:00 a.m.

WorkForce Central • 3640 S. Cedar St., Suite E Conference Room

County Executive Bruce Dammeier presiding

Attendees: Bruce Dammeier, Tim Owens, Victoria Woodards

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

I. CALL TO ORDER

Bruce called the meeting to order at 8:38 a.m.

II. PUBLIC COMMENT

None

III. WDC UPDATE – Tim Owens

Tim provided an update from the joint meeting in January. There was an interest in having more joint meetings.

IV. CONSENT AGENDA

A. Approve the January 18, 2018 Minutes

B. Approve January 2018 Voucher Payments

Motion to approve the consent agenda made by Victoria; seconded by Tim. Approved

V. REGULAR AGENDA

A. Approve a one-time 2% cost of living adjustment for all WorkForce Central employees for the period of January 1, 2018 through December 30, 2018

Linda gave an explanation noting this would be just for the year of 2018 and revert in 2019 to the current base pay. Victoria asked if we had done this previously. Linda explained since we had represented employees last year, due to the collective bargaining agreement, we raised the base pay one percent. Bruce asked when the last compensation survey was done. Linda noted it was done two years ago prior to the transition. Discussion continued on how it could be applied. Linda will come back to the next meeting with a few options on how to apply the adjustment. Action will be deferred to the next meeting.

B. Approve a modification to WorkForce Central's personnel policy Article X, Section 10.7 General Leave & Other Leave of Absences to comply with WA State Paid Sick Leave Law, effective January 1, 2018

Linda discussed the reason for modifying the policy, noting the new WA state law. She noted the only difference is tracking them separately. Motion to approve made by Victoria; seconded by Tim. Approved



VI. CEO Report

A. Workforce Development Advocacy Plan – Christian Caple

Linda introduced Christian who presented advocacy plan for the workforce development system in Pierce County.

B. Understanding Pierce County Unemployment Insurance Beneficiaries – Caleb Kraai

Linda discussed the unemployment rate and introduced Caleb who presented the most recent unemployment data.

C. Expenditure and Obligation Report 2nd Quarter

Linda explained the need for obligating and noted for the 2nd quarter we are on track.

D. Title 1 Quarter 2 Dashboard

Linda gave a background on the dashboard and Deborah gave an explanation for the areas we are not meeting targets. She noted in the Youth Work Based training area employers are hiring the youth rather than having them complete the program and in the adult cohort area we are working on initiating more cohorts.

E. WA Workforce Training and Coordination Board Annual Funding and Data Poster

Linda explained the poster and need for getting Pierce County specific data

VII. OTHER BUSINESS

None

VIII. ADJOURN

Motion to adjourn made by Tim; seconded by Victoria. Adjourned at 9:49 a.m.

Executive Board Chair WorkForce Central

CEO





GREATER ECONOMIC VITALITY FOR ALL.

Partnering to prepare and grow the Pierce County workforce to align it with employer needs.

February 22, 2018

The Honorable Denny Heck
US House of Representatives
425 Cannon House Office Building
Washington, DC 20515

Dear Representative Heck:

As a member of the Pierce County Workforce Development Board, I strongly supported the passage of the Bipartisan Budget Act of 2018 as it contains important increases to federal investments in national security and defense, along with domestic programs relating to job training, education, and skill development. The federal workforce system, which is structured using the Workforce Innovation and Opportunity Act (WIOA), has not been funded to its authorized levels since it was passed by Congress in 2014.

As the House Appropriations Committee considers allocating the additional resources made available from the Bipartisan Budget Act, we urge you to recommend that the Labor-HHS Appropriations Subcommittee direct further federal investment into WIOA and fully fund the law to its authorized levels. Appropriated levels have fallen short of authorized levels specifically in Title I accounts at the Department of Labor (Adult Employment and Training Services, Youth Activities, and Dislocated Worker Employment and Training Services). An expanded federal investment across WIOA programs leads to more job training, education, skills development and innovative, proven practices like industry-based sector partnerships, career pathways, and apprenticeships. Local workforce development boards are currently executing on these strategies working directly with employers to address their talent needs.

These same programs have already sustained a more than 50% cut in federal spending over the last decade. With sustained economic prosperity for America as a priority, this increased federal investment could not come at a more opportune time. The skills gap is real and workforce boards are on the front lines with various stakeholders to address the problem.

By stabilizing the federal budget, the Fiscal Year 2018 Labor, Health and Human Services, Education, and Related Agencies Appropriations bill must fully fund all Titles I, II, III, and IV at the level authorized by the Workforce Innovation and Opportunity Act (WIOA).



The funding levels we are requesting in the FY2018 Labor, HHS, Education Appropriations Bill are listed below:

Title I – Department of Labor

- \$861.1 million for Adult Employment and Training Services,
- \$922.2 million for the Youth Activities, and
- \$1.37 billion for Dislocated Worker Employment and Training Services

Title II – Department of Education

- \$649.287 million for Adult Education

Title III – Department of Labor

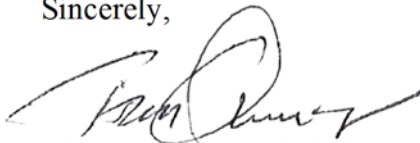
- \$671,413,000 for Wagner-Peyser

Title IV – Department of Education

- \$3,302,053,000 for Vocational Rehabilitation Services

These investments are vital to our country's economic prosperity. We ask that you to contact the Appropriations Committee leadership to fund these programs at levels authorized by WIOA in the Fiscal Year 2018 Labor, HHS, Education Appropriations bill. For further information, please contact Chris Andresen at (202) 851-3618.

Sincerely,



Tim Owens, Board Chairman



GREATER ECONOMIC VITALITY FOR ALL.

Meet the out-of-work in Pierce County

Source: Brookings Institute, June 2017



Methodology

- Non-institutionalized civilians aged 25-64
- 130 jurisdictions = large cities and counties
- Segmented based on educational attainment, age, work history, disability, English language proficiency, family status, race/ethnic minority status, income relative to poverty level



Defining “out-of-work”

- Unemployed **plus** those “not in the labor force” **minus** those receiving retirement/disability, most students, and best estimate of stay-at-home parents with a spouse who works
- Among studied jurisdictions, out-of-work total comes to 11.3 million, or 14% of non-institutionalized civilian population aged 25-64



Seven major out-of-work groups

- Less-educated, prime-age people (38% of U.S., 31.4% of Pierce)
- Motivated and moderately educated younger people (14%, 10%)
- Moderately educated older people (12%, **25.1%**)
- Highly educated, high-income older people (11%, **5.7%**)
- Young, less-educated, and diverse (11%, 17.2%)
- Highly educated and engaged younger people (9%, 10.6%)
- Diverse, less-educated and eyeing retirement (6%, N/A)



Eight Strategies

- BP = Bridge Programs
- TJ = Transitional Jobs
- SE = Social Enterprises
- JS = Job-Search Assistance and Counseling
- SI = Sector Initiatives
- 2G = Two-generation programs
- AP = Apprenticeships
- AS = ASAP (Accelerated Study in Associated Programs)



Meet the Out-of-Work in Pierce County



DETAILED DATA

Total out-of-work population in Pierce County, WA

Out-of-work total

64,544

Out-of-work share*

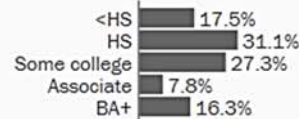
14.9%

*Of the 25-64 year-old civilian, non-institutionalized population.

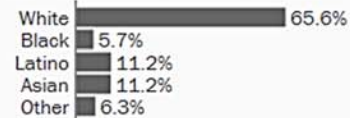
Age



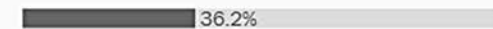
Educational attainment



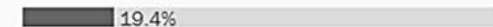
Race



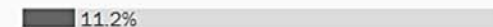
Male share



Has a disability



Limited English proficiency (LEP)



Caring for children

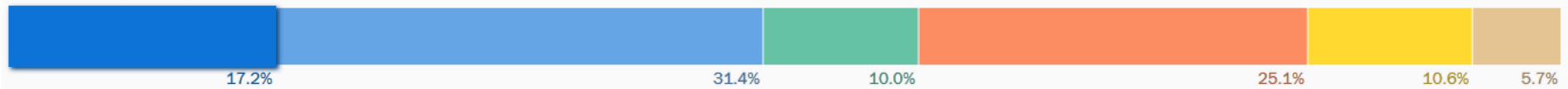


Looking for work



Young, less-educated, and diverse

Nearly all members of this group are under age 35. It is the most racially and ethnically diverse group, and has the highest rate of caring for children in the household—many with children under age 6—and single parents. At the same time, this group has the highest rate of young adults living in their parents' home. Members have at most a high school diploma (or equivalent), and 41 percent have not completed high school. Median family income is \$30,753, the lowest of any group; and 58 percent receive safety net support. More than one-third are actively looking for work.



DETAILED DATA

Young, less-educated, and diverse in Pierce County, WA

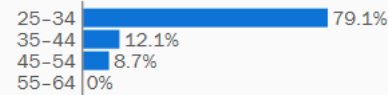
Out-of-work total for group

11,094

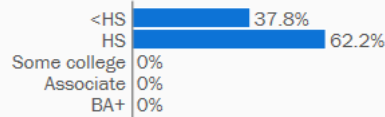
Effective practices for this group



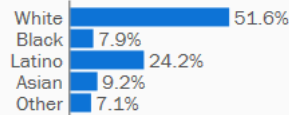
Age



Educational attainment



Race



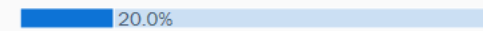
Male share



Has a disability



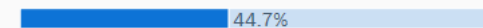
Limited English proficiency (LEP)



Caring for children



Looking for work



Meet Patricia and Will



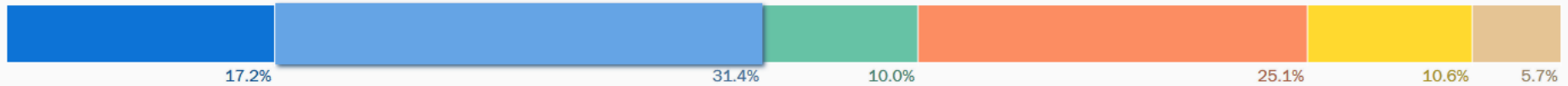
Patricia is a 25-year-old single mother who did not finish high school. She has never worked, instead caring for her young children and several nieces and nephews. Now that her children are school-age, she is looking for work outside the home. She is not a citizen and speaks Spanish at home.



Will is a 30-year-old black man with a high school diploma who lost his warehouse packaging job nearly a year ago; he stopped looking for work several months ago. He is unmarried and recently moved back in with his mother.

Less-educated prime-age people

Members of this largest group have at most a high school diploma (or equivalent), and 44 percent did not complete high school. They are nearly all “prime age,” between 25 and 54 years old. The plurality is Latino, and nearly half were born outside the United States—although two-thirds of all members are U.S. citizens. A large percentage are English language-learners and over half speak a language other than English at home. Half are married and a third are supporting a child under 18 in their home. Compared with other groups, this group shows moderate levels of interest in work.



DETAILED DATA

Less-educated prime-age people in Pierce County, WA

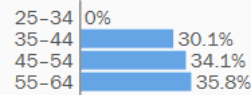
Out-of-work total for group

20,264

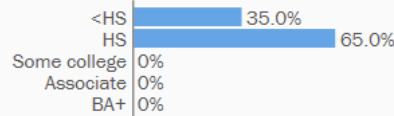
Effective practices for this group



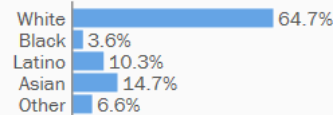
Age



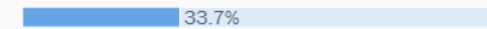
Educational attainment



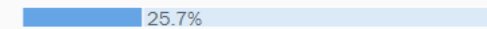
Race



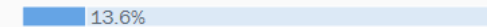
Male share



Has a disability



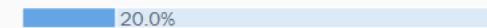
Limited English proficiency (LEP)



Caring for children



Looking for work



Meet Joseph and Carmen



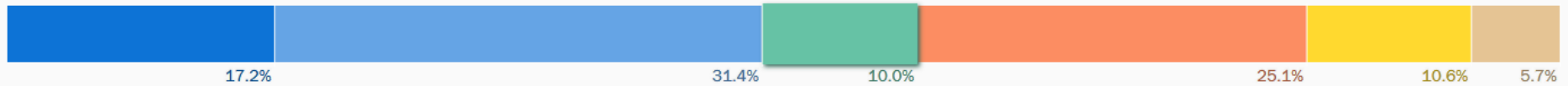
Joseph is a 51-year-old white man with a high school diploma. He last worked two years ago doing construction, and gave up looking for work about six months ago; construction has slowed down in his economically depressed area. He is single and lives with his brother and his family.



Carmen is a 40-year-old married mother of teenage children. A green card holder, she immigrated to U.S. when she was very young, and never completed high school; she prefers to speak Spanish at home. She has been thinking about looking for work to help support the family, whose income is just above the poverty line.

Motivated and moderately educated younger people

This group has the highest rates of actively looking for work, and of school enrollment. They are in the beginning of their prime working years, at median age 33. Those in school are “nontraditional” students actively looking for work. All members have completed at least some college, and may have an occupational certificate or Associate degree. The majority are native-born and English-speaking. They have the second-highest rate of caring for children under 18, about the same as the less-educated prime-age group.



DETAILED DATA

Motivated and moderately educated younger people in Pierce County, WA

Out-of-work total for group

6,464

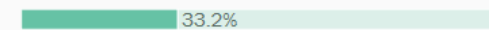
Effective practices for this group



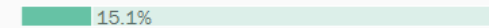
Age



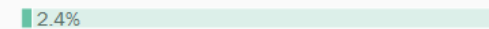
Male share



Has a disability



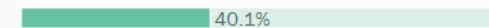
Limited English proficiency (LEP)



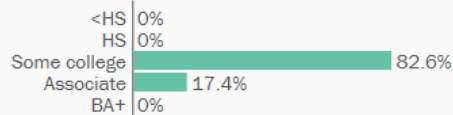
Caring for children



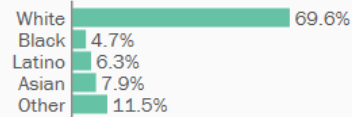
Looking for work



Educational attainment



Race



Meet Carlos and Anna



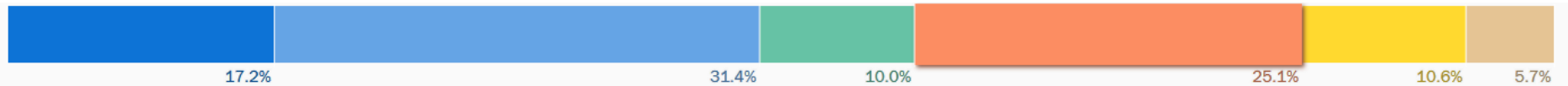
Carlos is a 42-year-old second-generation American. He is single. He dropped out of college after his first year, and since then has mostly worked in retail and as a product promoter. He has not worked in the past 18 months while trying to get his business off the ground.



Anna is a 31-year-old single mother of a young daughter. She recently quit her home health aide job to find work with hours that will allow her to study to become a licensed practical nurse. Food stamps and public assistance are meager, but keep her afloat during this transition period.

Moderately educated older people

All members of this group completed at least some college and at most an occupational certificate or Associate degree. Over half are 55 or older, and three-quarters are over the age of 46. This group is overwhelmingly native-born, white, and English-speaking. Perhaps related to their older-than-average age, an above-average share of this group reports some form of disability. They report moderate family incomes and moderate work engagement relative to the other groups.



DETAILED DATA

Moderately educated older people in Pierce County, WA

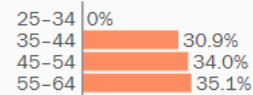
Out-of-work total for group

16,183

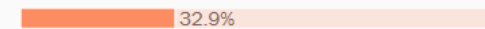
Effective practices for this group



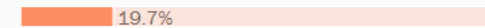
Age



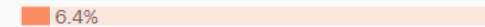
Male share



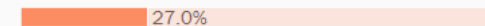
Has a disability



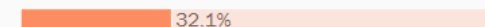
Limited English proficiency (LEP)



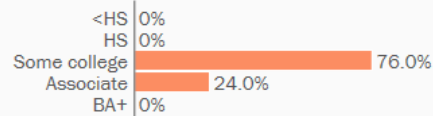
Caring for children



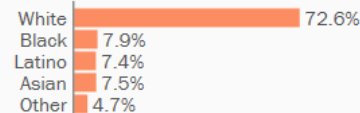
Looking for work



Educational attainment



Race



Meet Jacqueline and Bernadette



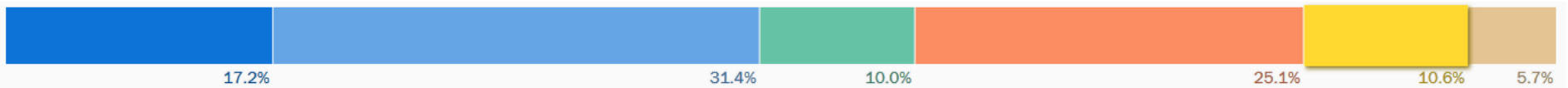
Jacqueline is a 57-year-old white woman who left college to get married and start a family. Five years ago she left her job as a teacher's aide to care for her parents, who have since passed away. She is divorced, and has grown children; she lives alone.



Bernadette is a 52-year-old black woman with an Associate degree. She left her job as an office manager two years ago to recover from a serious car accident; she still has difficulty walking. She is now looking for similar work to help contribute to her and her husband's retirement.

Highly educated and engaged younger people

Among all groups, members of this group were the most likely to have worked in the previous year, and they have the second-highest rate of actively looking for work. They are the least likely of any group to report some form of disability. All members have at least a Bachelor degree and relatively high median family income. This group is predominantly white and Asian; 39 percent were born outside the United States. Over half are married, and a quarter are married with children—the highest rate of any group.



DETAILED DATA

Highly educated and engaged younger people in Pierce County, WA

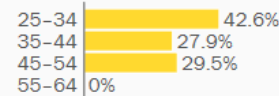
Out-of-work total for group

6,846

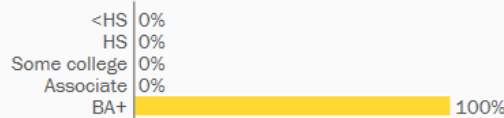
Effective practices for this group



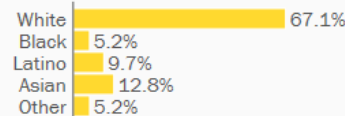
Age



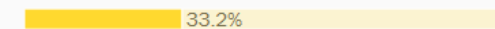
Educational attainment



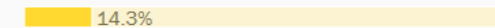
Race



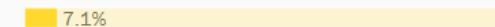
Male share



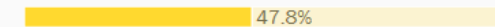
Has a disability



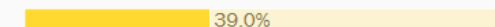
Limited English proficiency (LEP)



Caring for children



Looking for work



Meet Anika and Doug



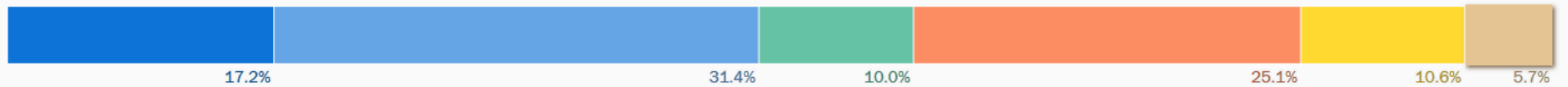
Anika is a 32-year-old who moved to the United States from India six years ago to pursue a Ph.D. She did not work while she was in school, but is now looking for a job doing pharmacology research. She met her husband in graduate school and was recently naturalized.



Doug is a 43-year-old information technology systems manager who was laid off in the past year. He will look for work soon, but is not in a hurry; his wife works, and he would like to as well.

Highly educated, high-income older people

This is the wealthiest group, reporting median family income of \$83,546. Two-thirds are married, the highest rate of any group, but few are caring for children. It is also the least racially and ethnically diverse group, and just 14 percent speak English less than very well. Twenty-nine percent were born outside the U.S., but like all members of the group, all possess a Bachelor degree or higher; and 88 percent of all members are U.S. citizens. They show moderate interest in work, comparable to that of the largest group of less-educated prime-age workers.



DETAILED DATA

Highly educated, high-income older people in Pierce County, WA

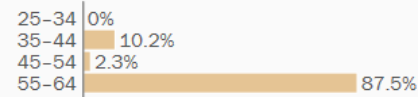
Out-of-work total for group

3,692

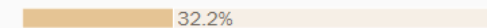
Effective practices for this group



Age



Male share



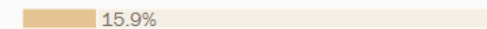
Has a disability



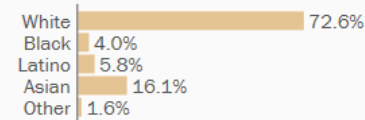
Educational attainment



Limited English proficiency (LEP)



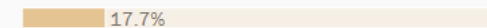
Race



Caring for children



Looking for work



Meet Leonard and Moira



Leonard is a 54-year-old white man who last worked three years ago as an accountant. He is not looking for work, as his wife's job can support them both, particularly given that they do not have children. He would like to work if the right opportunity came along.



Moira is a 57-year-old white woman with a Bachelor degree in speech pathology. She is married and has not worked in five years, unable to find a job where they moved for her husband's work. They do not have children.

More reading

- Full report: https://www.brookings.edu/wp-content/uploads/2017/06/out-of-work_paper_final.pdf
- Summary and interactive tool: <https://www.brookings.edu/research/meet-the-out-of-work/>

