

Tim Owens, Chair

April Gibson, 1st Vice-chair

TBD, 2nd Vice-chair

Joyce Conner

Steve Gear

April Gibson

Darci Gibson

Bruce Kendall

Dale King

Mandy Kipfer

Nathe Lawver

Mark Martinez

Tim McGann

Dona Ponepinto

Patty Rose

David Shaw

Dereck Spivey

Ron Thalheimer

Blaine Wolfe

WorkForce Central Staff

Linda Nguyen, CEO

lnguyen@workforce-central.org

Deborah, Howell, Vice President of
Innovation & Strategy

dhowell@workforce-central.org

Jan Adams, Executive Assistant

jadams@workforce-central.org

WorkForce Central

3640 S. Cedar St. Suite E

Tacoma, WA 98409

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 April 19, 2018 minutes
 - Approve Appointment to the Business Services Committee for Susan Taylor, Business Specialist, WA State DVR
6. Approve PY18/FY19 Budget
7. WDC Committee Report Out
 - WDC Business Services Committee - Dereck Spivey
 - WDC Youth & Young Adult Services Committee - Dale King
 - Quality Assurance and Certification Committee - David Shaw
8. Workforce Development Strategic Planning Session 1 Debrief
9. Executive Board and WDC 2 Bold Goals Roll Out discussion
10. CEO Report
 - Jobfest report
 - UI Initiative Update – Caleb Kraai
 - Upskill Backfill Issue
 - Q3 Title 1 Dashboard
 - Q3 Obligation Report
 - City Council Economic Development Presentation June 26th
11. Other business
12. Adjourn

Future meetings:

WDC Meeting – Tim Owens, Chair	June 21	3:00-4:00
Business Services Committee – Dereck Spivey, Chair	June 4	8:00-9:00
Youth & Young Adult Services Committee – Dale King, Chair	May 22	10:30-11:30
WDC Pierce Leadership Committee	June 13	1:00 – 3:00

WDC Meeting

MINUTES

April 19, 2018

3:00-4:00 p.m.

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

Tim Owens, Chair

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Bruce Kendall

Dale King

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Mark Martinez

Tim McGann

Wayne Nakamura

Dona Ponepinto

Patty Rose

David Shaw

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jadams@workforce-central.org

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Attendees: Patty Rose, Dale King, Dereck Spivey, Nathe Lawver, Steve Gear, Tim Owens, April Gibson

Phone: Tim McGann, Darci Gibson, Joyce Conner, Dona Ponepinto

Guests: Lori Strumpf

Staff: Linda Nugyen, Deborah Howell, Shellie Willis, Jan Adams

1. Welcome/Call to order/Safety Briefing

Tim called the meeting to order at 3:01 p.m. Dale gave the safety briefing.

2. Introductions

3. Public Comment

None

4. WorkForce Central Executive Board update – Tim Owens

Tim provided an update from this morning's meeting noting the boards focus on how to achieve the bold goals and the budget discussion.

5. Consent Agenda

• Approve March 20, 2018 minutes

Motion made to approve made by Dale; seconded by Dereck. Approved

6. WDC Committee Report Out

• WDC Pierce Leadership Committee – Lori Strumpf, One Stop System Operator

Lori gave a background on her role and overview of the leadership and structure. She discussed the work progress and outcomes since October. Lori highlighted the launch of the customer satisfaction electronic comment card for job seekers and businesses, which will be reported quarterly. She also discussed progress on the move to the permanent job center noting the move date extended to September. Nathe asked about transportation to the site. Linda noted that public transit is close to the building, but improvement is need for access/sidewalk. ESD will have a ten-year lease, but WFC/WDC will sublease from ESD for five years. Partners will sublease from WFC/WDC. Lori also noted there will be signage on the building and a monument side at the road. Discussion continued around the lease terms and price.

• WDC Business Services Committee – Dereck Spivey

Dereck noted Caleb and Christian presented at the meeting, highlighting the commuter data and improvements to the website. They are looking at the top three sectors in their emerging plan. Linda asked about their timeline. Dereck noted they will identify the top three at their next meeting and move forward from there.

• WDC Youth & Young Adult Services Committee – Dale King

Dale noted they are looking at focusing on the disconnected young adults. They are starting on fact-finding and the bold goal and also working with Measure of America. He noted the goal is a moving target and if they focus on younger people, they will achieve the goal.

- **Quality Assurance and Certification Committee – David Shaw**

Shellie – reported for Dave noting the review committee convened and scored the four applications that were received by the deadline. Notification went to the locations that have not submitted applications to remove signage and reference on their websites. Patty asked the geographic locations noting we have a need in east pierce.

7. PY18/FY19 Budget Discussion

Linda showed the historical funding for all three areas including Adult, Dislocated Worker and Youth. She continued with the proposed budget allocations and revenue from leveraged funds. Linda gave a look at the comparison from the current year to the proposed new budget for next year. Linda discussed the pre-apprenticeship center she is working on getting partners and businesses to help fund. Tim suggested we take time to digest this and vote on it next month.

8. CEO Report

- **Workforce Bold Goals Next Steps**

Linda discussed the goals and how it will impact. She noted we will focus on out of school young adults.

RECORDING

- **National Association of Workforce Boards Conference Key Learnings**

April noted one of the highlights was a breakout group on coop daycare and how significant a barrier childcare is.

Dereck discussed the breakout group on apprenticeship programs in advance manufacturing. Dona share the panel on different industries that have crossover positions

- **Tacoma Pierce County Economic development Board Award to JBLM American Job Center**

Linda gave information on the award presented to WorkForce Central and JBLM American Job Center.

- **Governor's Discretionary Funds Upskill Backfill Contract Issue**

Tabled until next meeting

- **Q3 Title 1 Dashboard**

Tabled until next meeting

- **Pierce County Pre-Apprenticeship Center Effort**

Tabled until next meeting

9. Other business

Tim thanked Wayne for his service as he will be retiring next month.

10. Adjourn

Motion to adjourn made by Nathe; seconded by Dale. Meeting adjourned at 4:02 p.m.



**Pierce County Workforce Development Council
WDC Committee Application Form**

WorkForce Central on behalf of the Workforce Development Council of Pierce County is accepting applications for volunteers to serve on the WDC Committees.

Date: 04/05/18

Name: Susan Taylor

Title (If Applicable): Business Specialist

Employer (If Applicable): WA. State Dept. of Vocational Rehabilitation

Address: 1949 S. State St. / 1402 E. Main Ave.

City: Tacoma /Puyallup **State:** WA **Zip:**

Please indicate whether this is a home or work address: Employer Address

Primary Day Phone: (253) 983-6525 **Type of Phone:** Work Phone

Alternate Day Phone: (253) 256-0171 **Type of Phone:** Work Phone

Email Address: Susan.Taylor@dshs.wa.gov

Type of entity that you represent: Community Based Organization

Please check the box next to the committee that you are requesting to join. Please complete a separate application for each committee that you want to apply. Please note meeting times.

☒ **Business Services Committee**

☐ **Youth and Young Adult Services Committee**

If you represent a community based organization, please indicate the mission of the organization and the populations served: DVR serves people with disabilities who want to work but face a substantial barrier to finding or keeping a job. DVR believes employment contributes to a person's ability to live

independently and everyone has a right to work. Our purpose is to empower people with disabilities to achieve a greater quality of life by obtaining and maintaining employment.

**Please indicate the primary age group that you represent or serve. Please click on “Chose an item”:
Adults Ages 22-72**

Please provide a detailed explanation of your qualifications and interest in serving on the committee indicated above:

I am the new Business Specialist for the Tacoma/Puyallup Dept. of Vocational Rehabilitation. I have twenty three years of retail experience, mostly in management and I was a Human Resources Manager for the past three years. My education includes a B.A. in Social Sciences from WSU and an A.A.S. degree from Tacoma Community College. I understand the challenges of hiring employees and the barriers that job seekers face in gaining and maintaining long term employment. I would like to be become a member of your Business Services Committee in order to serve and collaborate with the team continue to grow business engagement, training with employers and opportunities for people with disabilities in Pierce County.

In addition to this application, a resume is required. Please submit a resume to this application.

☒ By checking this box, I indicate that the information submitted is accurate to the best of my knowledge and that this form should be considered as electronically signed by the applicant listed above.

Please submit this application form by the deadline indicated above to:

**WorkForce Central
WDC Committee Application Process
Attn: D. Lean
3650 South Cedar Street
Tacoma, WA 98405**

Or email to: dlean@workforce-central.org

If you have questions related to this process you may call Debbie Lean, Executive Assistant at 253.414-0141. Thank you for your interest in serving on a committee of the Pierce County Workforce Development Council. You will be notified of the status of your application as quickly as possible.

Susan Taylor

17110 15th Ave. E. Spanaway, WA. – 253-961-9692 – Domenoe@AOL.com

Objective

To contribute my Human Resources/ management knowledge and experience to a new and challenging career helping others to achieve successful journeys.

Experience

Business Specialist

State of Washington Dept. of Social and Health Services/ Division of Vocational Rehabilitation, Tacoma/Puyallup, WA

03/2018 – present

Develop relationships with employers to expand employment opportunities for people with disabilities. Provide training and assistance to businesses. Assist customers with job ready activities, classes and searches. Collaborate with other employers, community partners and other business leaders on hiring events, job fairs and other events.

Human Resources Manager

Fred Meyer, Tacoma, WA.

03/2015 – 03/18

Hiring and training of 270 associates, new hire orientation, health and safety training, W-4's, employment verification, drug testing, background checks. Assistance with 401K and retirement plans, Medical plans, FMLA, tuition assistance. Counseling all management with disciplinary processes, handling all union grievances, unemployment hearings and claims. Mentoring store associate Cultural and Safety councils. Assisting with job fairs and other Human Resources Manager related duties.

Apparel Manager/ Operations Manager

Fred Meyer, Tacoma, WA.

07/1988 – 01/1998 and 01/2005 – 03/2015

Managing the Apparel dept. and the front-end cashiers and all customer service, maximizing all financial opportunities and customer service. Hiring, training, coaching, and delivering associate performance reviews. Ensuring compliance with all standards, policies, procedures, financials and all other management related duties.

Flight Attendant

Northwest Airlines, Minneapolis, MN>

2/1998- 02/2006

Safety and service of all airline passengers. International and domestic travel. Special assignment military charters.

Education

Bachelor of Arts

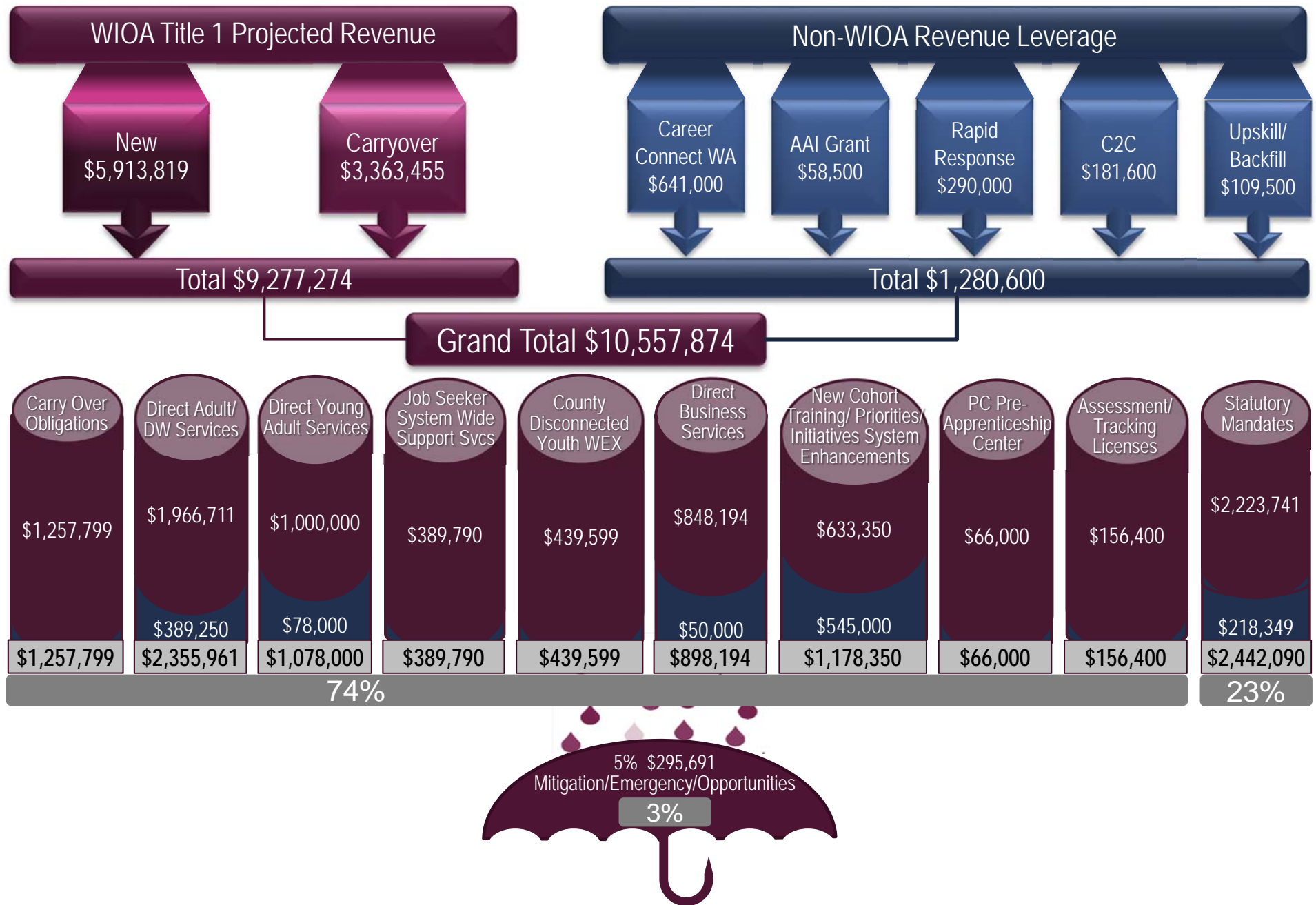
Washington State University, Pullman, WA.

06/2013

Bachelor of Arts in Social Sciences

PY18/FY19

DRAFT (5-17-18)



After meeting with the WorkForce Central Executive Board and WDC on March 15, 2018, a no funding cut scenario was decided to proceed with budget planning for PY18/FY19.

	Current PY17/FY18	PY18/FY19 Initial Budget
Projected Total Funds Available	\$9,475,417	\$10,557,874 (increase due to more carry over estimate)
Direct Services		
Adult	\$986,711	same
Dislocated Worker	\$980,000 + \$389,250 leverage	Same + 424,750 leverage
Youth	\$900,000 + \$234,300 leverage	Increase \$100,000 + \$78,000 leverage
Job Seeker System wide support Services	\$222,367	Increase by \$167,423
County Disconnected young adults paid WEX – 16-24 years old	\$138,554	Increase by \$301,045
Business Services	\$800,000 + \$206,000 leverage	Increase by \$48,194 + \$50,000 leverage
New Cohort trng/Priority Initiatives/System Enhancements	\$698,926 + \$263,100 leverage	Less \$65,576 + \$555,000 leverage
Pierce County Pre Apprenticeship Center	\$0	\$66,000
Assessment/Tracking Licenses	\$128,000	Increase by \$28,400
Statutory Mandates	\$1,870,275 + \$217,100 leverage 12.5 FTEs	Increase by \$353,466 + \$218,349 leverage 13.5 FTEs Why additional funds are needed: <ul style="list-style-type: none"> • Increase 1 FTE for UI Initiative • Build WorkSource Pierce Partnership website • Bold Goals strategic communication and convenings • Cover less leverage than prior year • Natural increase of healthcare cost, wage increase, computer upgrades • 2 month transition of 2 FTEs
Mitigation	5% = \$295,691	Same

DRAFT 2

WorkForce Central

Program Year 2018 / Fiscal Year 2019

Budget Projection - No Change in New WIOA Funding

		ADULT	DW	YOUTH	Total	Leverage	ADMIN
REVENUE							
Formula Funding		\$ 1,781,989	\$ 2,250,265	\$ 1,881,565	\$ 5,913,819		\$ 657,091
PY17/FY18 Carry-in Funds		\$ 949,942	\$ 1,281,948	\$ 1,131,565	\$ 3,363,455		\$ 235,025
Secondary sources of Admin Funding							\$ 44,500
Leverage		\$ 19,498	\$ 491,104	\$ 769,998	\$ 1,280,600	\$ 1,280,600	
Total Funds Available		\$ 2,751,429	\$ 4,023,317	\$ 3,783,128	\$ 10,557,874	\$ 1,280,600	\$ 936,616
INVESTMENT AREAS							
PY17/FY18 Carry-in Obligations - Projected (Detail Below)		\$ 425,433	\$ 441,733	\$ 390,633	\$ 1,257,799		5,950
Direct Services							
Job Seeker Contract		\$ 986,711	\$ 980,000	\$ 1,000,000	\$ 2,966,711		
Leverage		\$ -	\$ 389,250	\$ 78,000		\$ 467,250	
Job Seeker System Wide Support Services - Co-Enrollment Required		\$ 50,000	\$ 289,790	\$ 50,000	\$ 389,790		
County Disconnected Youth Paid WEX - 16-24 Years Old		\$ 102,759	\$ -	\$ 336,840	\$ 439,599		
Business Services Contract		\$ 266,667	\$ 314,860	\$ 266,667	\$ 848,194		
Leverage		\$ 16,665	\$ 16,670	\$ 16,665		\$ 50,000	
New Cohort Training/Priority Initiatives/System Enhancements		\$ 174,264	\$ 309,086	\$ 150,000	\$ 633,350		
Leverage		\$ -	\$ -	\$ 545,000		\$ 545,000	
Pierce County Pre-Apprenticeship Center		\$ 33,000	\$ -	\$ 33,000	\$ 66,000		
Assessment/Tracking Licenses		\$ 43,796	\$ 43,809	\$ 68,796	\$ 156,400		
Statutory Mandates	13.5 FTEs	\$ 420,363	\$ 756,952	\$ 442,385	\$ 1,619,700		447,613
Leverage		\$ 2,450	\$ 72,528	\$ 112,509		\$ 187,486	
Implementation and oversight of 4 year local Plan							
Conduct Workforce Research and Region Labor Market Analysis							
Convene, Broker and leverage stakeholders and assets							
Lead employer engagement							
Lead career pathways development and implement with secondary and post secondary partners							
Lead effort to identify and promote proven and promising practices							
Develop technology based strategies for service access, engagement and delivery							
Oversee the local service delivery system and programs							
Negotiate local performance accountability							
Select one stop operator(s) and provider(s)							
Identify eligible training providers							
Ensure consumer choice							
Coordinate with education providers							
Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA							
Statutory Mandates Operational Requirements		\$ 139,840	\$ 283,470	\$ 180,731	\$ 604,041		129,751
Leverage		\$ 383	\$ 12,656	\$ 17,824		\$ 30,863	
Administrative Reserve							320,448
5% Mitigation PY18/FY19		\$ 89,099	\$ 112,513	\$ 94,078	\$ 295,691	-	32,855
Total Budget Need		\$ 2,751,429	\$ 4,023,317	\$ 3,783,128	\$ 10,557,874	\$ 1,280,600	936,616

DETAIL CARRY-IN OBLIGATIONS - PROJECTED

ECONOMIC DEVELOPMENT PARTNERSHIPS					
Monthly Employment Reports		1,500	2,000	1,500	5,000
	Sub-Total	1,500	2,000	1,500	5,000
TOTAL TRAINING & PLACEMENT INVESTMENTS		1,500	2,000	1,500	5,000
OTHER OBLIGATIONS					
ResCare PY2017 Youth		-	-	255,000	255,000
Career Path Services PY2017 Direct Services		305,000	289,000	-	594,000
ResCare PY2017 Business Services Provider		74,400	99,200	74,400	248,000
JayRay - Strategic Communications/Outreach		3,000	4,000	3,000	10,000
One Stop System Operator		23,533	23,533	23,533	70,599
One Stop System Facilitation and Technical Assistance		18,000	24,000	18,000	60,000
Youth Committee - FAFSA		-	-	15,200	15,200
	Sub-Total	423,933	439,733	389,133	1,252,799
	TOTAL	425,433	441,733	390,633	1,257,799

WorkForce Central

PY17/FY18 Expenditure / Obligation Progression

Q3 - 03/31/18 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		439,392	716,345	1,155,737	65%
Q4 June 30, 2018 Report				-	0%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/18		88,294	**	1,244,031	70%
+ Provider Contracts to be Executed by 6/30/18		**	986,711	2,230,742	125%
		** 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		527,840	873,947	1,401,787	62%
Q4 June 30, 2018 Report				-	0%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/18		119,385	**	1,521,172	68%
+ Provider Contracts to be Executed by 6/30/18		**	980,000	2,501,172	111%
		** 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		393,511	725,757	1,119,268	59%
Q4 June 30, 2018 Report				-	0%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/18		136,044	**	1,255,312	67%
+ Provider Contracts to be Executed by 6/30/18		**	1,000,000	2,255,312	120%
		** projected expenditures and obligations			

Pierce County Workforce Development Council Strategic Planning Team

Bruce Dammeier
Pierce County Executive

Victoria Woodards
Mayor
City of Tacoma

Conor McCarthy
Council Member
City of Tacoma

Rick Talbert
Council Member
Pierce County

Tim Owens
Manager
Marshalls

April Gibson
Administrator
Puget Sound Orthopaedics

Steve Gear
VP Energy Products & Technology Development
Bradken

Dona Ponepinto
President & CEO
United Way of Pierce County

Michelle Ledbetter
Director
Pierce County Skills Center

Patty Rose
Secretary/Treasurer
Pierce County Central Labor Council

Sally Perkins
Business/Management Consultant
Practical Solutions

Deborah Howell
VP Innovation & Strategy
WorkForce Central

Steve Grimstad
VP Finance & Operations
WorkForce Central

Bruce Kendall
President & CEO
Economic Development Board for Tacoma-
Pierce County

Lakesha Egardo-Jones
Senior Director Innovation & Strategy
WorkForce Central

Dr. Joyce Loveday
President
Clover Park Technical College

Alecia Grady
Director of Personnel & Family Readiness
JBLM

Linda Nguyen
CEO
WorkForce Central

Christian Caple
Communications Director
WorkForce Central

Lori Strumpf
Facilitator
Strumpf & Associates

2018 OUTCOMES



SPONSORS (Total Sponsorship: \$5,700):

Commercial Driving School (\$1,000 plus donated transportation), McDonalds (\$800), ResCare (\$500), U.S. Army (\$800), Horizon Airlines (800), Job Corps (1,000 job seeker bags [In-Kind value \$650]), Air Van Lines Moving (\$500), TERO Puyallup Tribe of Indians (\$500), Farmers Insurance (\$150).

OUTCOMES

Exhibitors	102
Pre-Registered Attendees	1000
Attendees	597
VIP Workshops	7
Workshop Attendees	136
VIP Attendees	43
Sponsorship	\$5,700
Interviews Scheduled	171
Individuals Hired	18



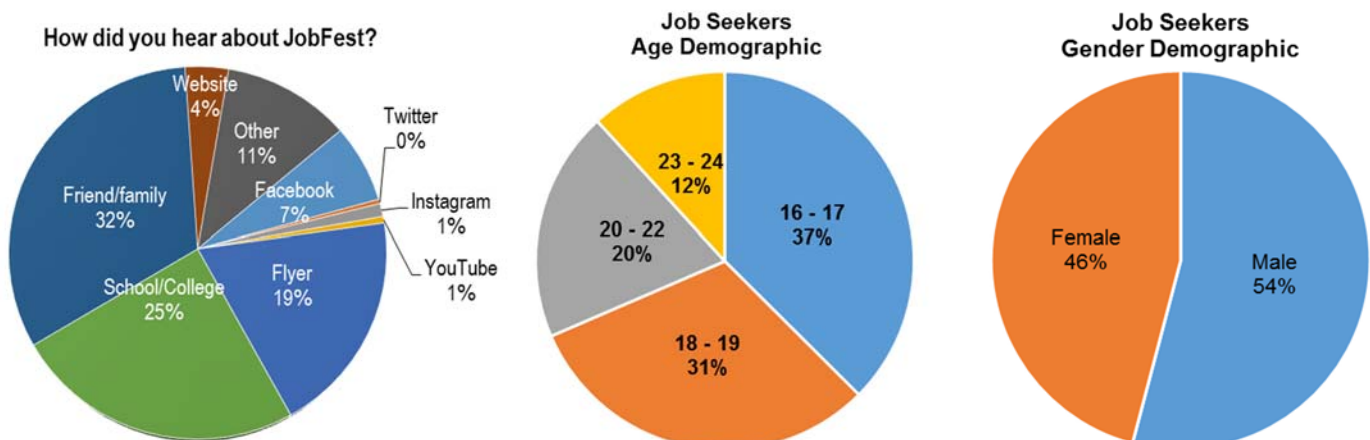
FEEDBACK

Employers: "Great turnout" – TERO Puyallup Tribe of Indians; "Awesome staff, great candidates" –Farmers Insurance

Attendees: "Employers easily approachable" "Very organized! Everyone was helpful." "I got an interview!" "Fantastic variety of jobs for different age groups."

FUN FACTS!

- **70%** of Job Seekers were satisfied with JobFest 2018
- **74%** of exhibitors stated that they spoke to **31+ attendees** at the event.
- **Taco Time** did on-the-spot interviews and hired **7** people as a result of Job Fest.
- Top Job Seeker Job Titles of Interest: **Retail/Sales, Information Technology, Customer Service**



EMPLOYERS
64 New and 38 Returning = Total 102

Returning Employers

Advanced Health Care	O'Reilly Auto Parts
Air Van Lines Moving	Orion
American Income	Pierce County Library System
AmeriCorps Washington Conservation Corps	ResCare Home Care
Boys & Girls Clubs South Puget Sound	ResCare Youth Workforce Solutions
CDS Truck Driving School	Rhino Staging
Center for Independence	Safeway, 38th Street
Chick-fil-A	Sears Home Services
Conduent	Staff Pro
DVR	Starbucks
Farmers Insurance	Taco Time
Global Connections to Employment	Tacoma Community College
Goodwill of the Olympics and Rainier Region	TERO - Puyallup Tribe of Indians
Hot Topic	The REACH Center
J. C. Penney	US Army
Job Corps	US Navy
Marshall's	Value Village
McDonald's	Wild Waves
OASIS	YMCA of Pierce and Kitsap Counties

New Employers

Almond & Associate	Lutheran Community Services
Apple One	McGee Air Services
Arcadia Home Care	Merrill Gardens
Auburn Gymnastics DuPont	Old Navy
BUCKLE	Panda Express
Burger King	Pierce County
CAREing and Helping Hands, LLC	Popeye's
Cascade Park Communities	Rainbow International Restoration
Cascades Job Corps	Red Robin
Charlotte Russe	ResCare Residential
Clover Park Tech College	Sewer Techs
Concrete Technology Corporation	Sherwin Williams
Crowd Management Services	South Sound 911
Dairy Queen	Staffmark
Equis Financial	Tacoma Police Department
Firestone	The Meridian at Stone Creek
Genesis Automotive & RV Repair	The Truss Company & Building Supply
Gensco	Trident Seafoods
Golden Services	UNFI
Gymboree	United Parcel Service (UPS)
H&R Block	University Place Rehabilitation Center
Horizon Air	Verizon
Indemand Interpreting	WAR Pony/War Pony Xpress
King County Public Health	Washington Business Week
Korean Women's Association	Washington Conservation Corps
LA Fitness	West Pierce Fire and Rescue
Laborers Local 252	Western Washington Masonry Trades
Linescape of Washington	WTC Ventures- Wendy's
Logic Staffing	

Unemployment Insurance Beneficiaries Profile Data

Caleb Kraai, Research and Data Analyst,
WorkForce Central

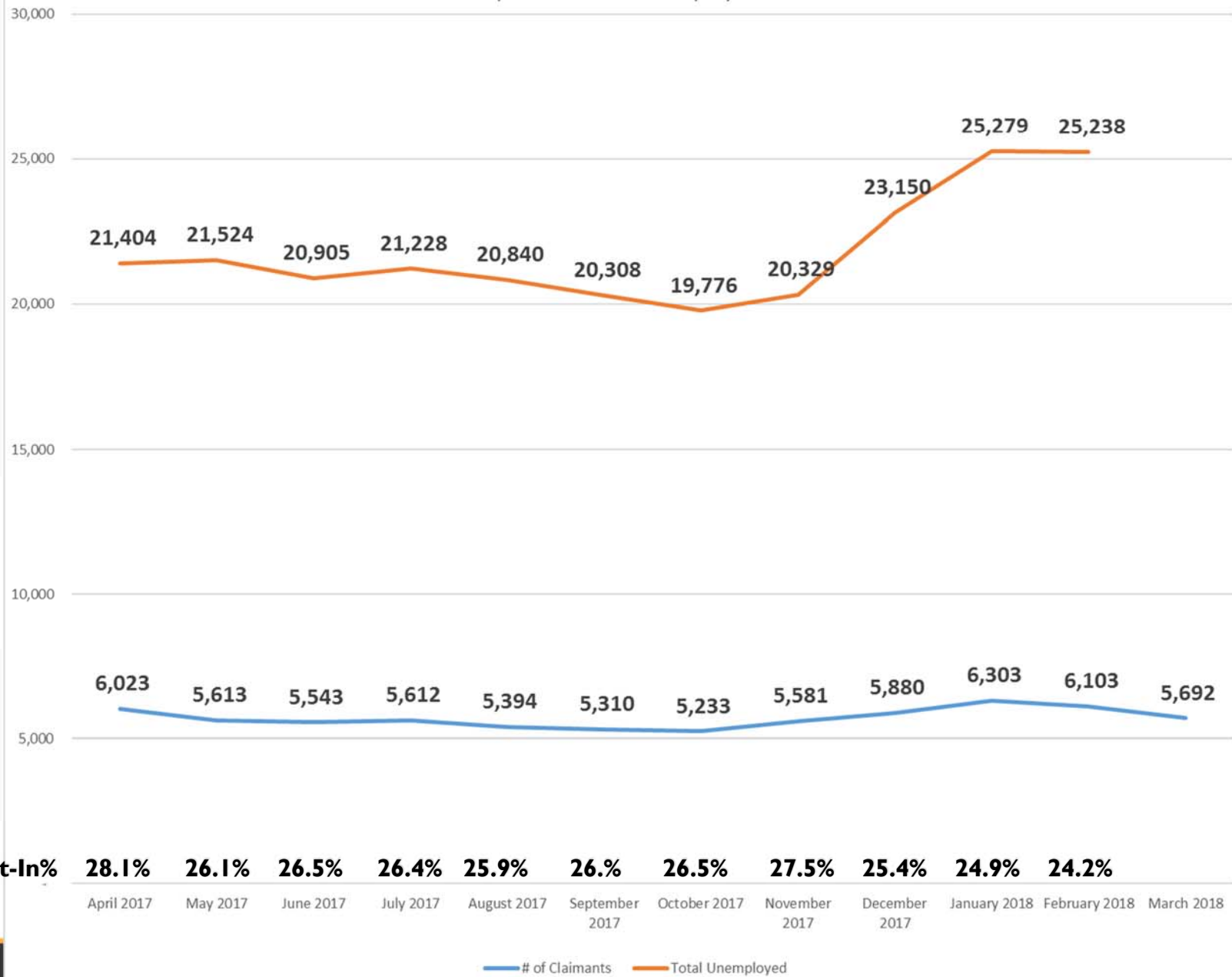


Agenda

- Total Unemployment Figures
- March Unemployment Statistics
- Locations as of March 2018
- Takeaways



Opt-In Vs. Total Unemployment



FOR ALL.

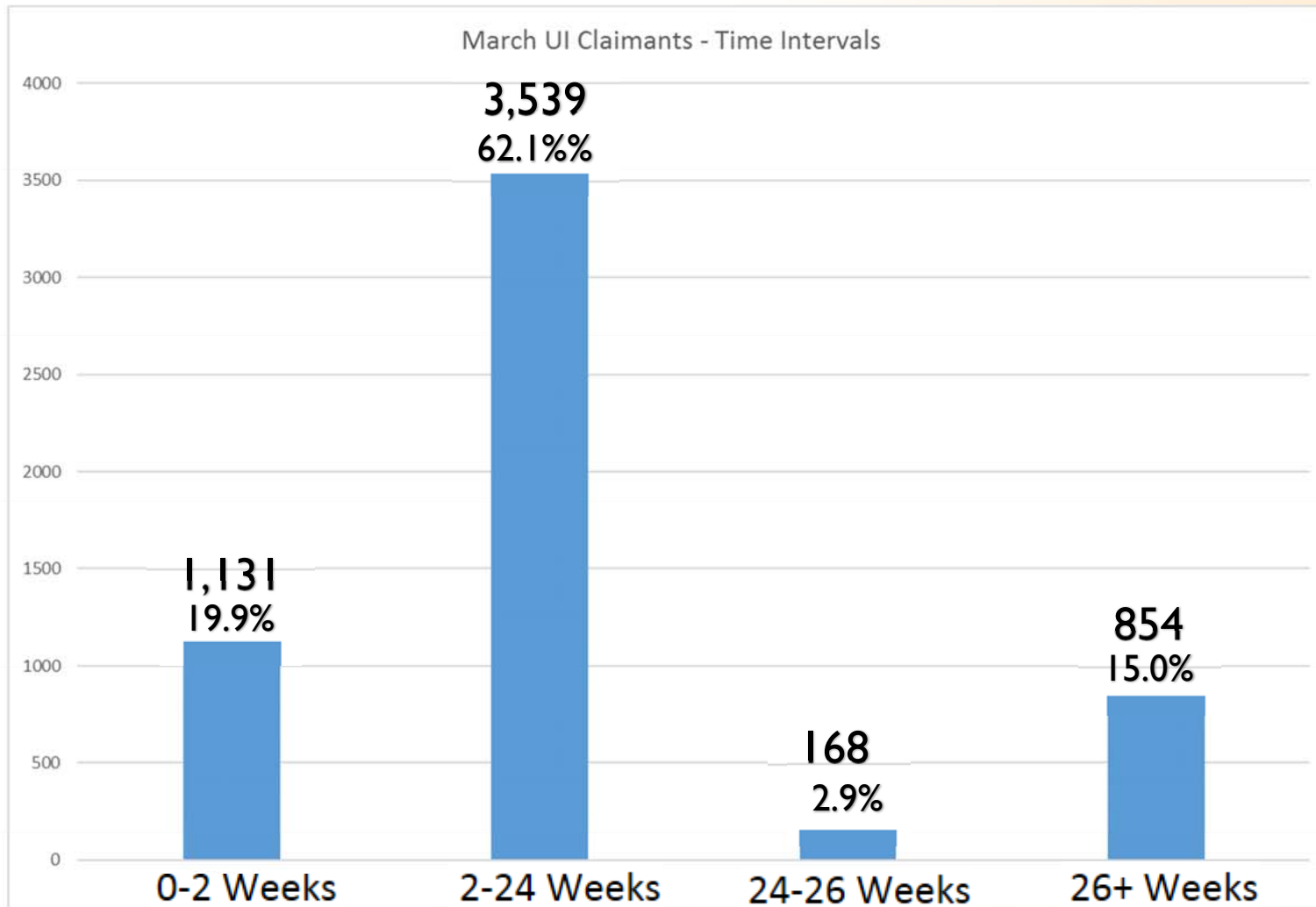
April 17-March 18

- 26.1% Opt-In

- April 2018 5,670



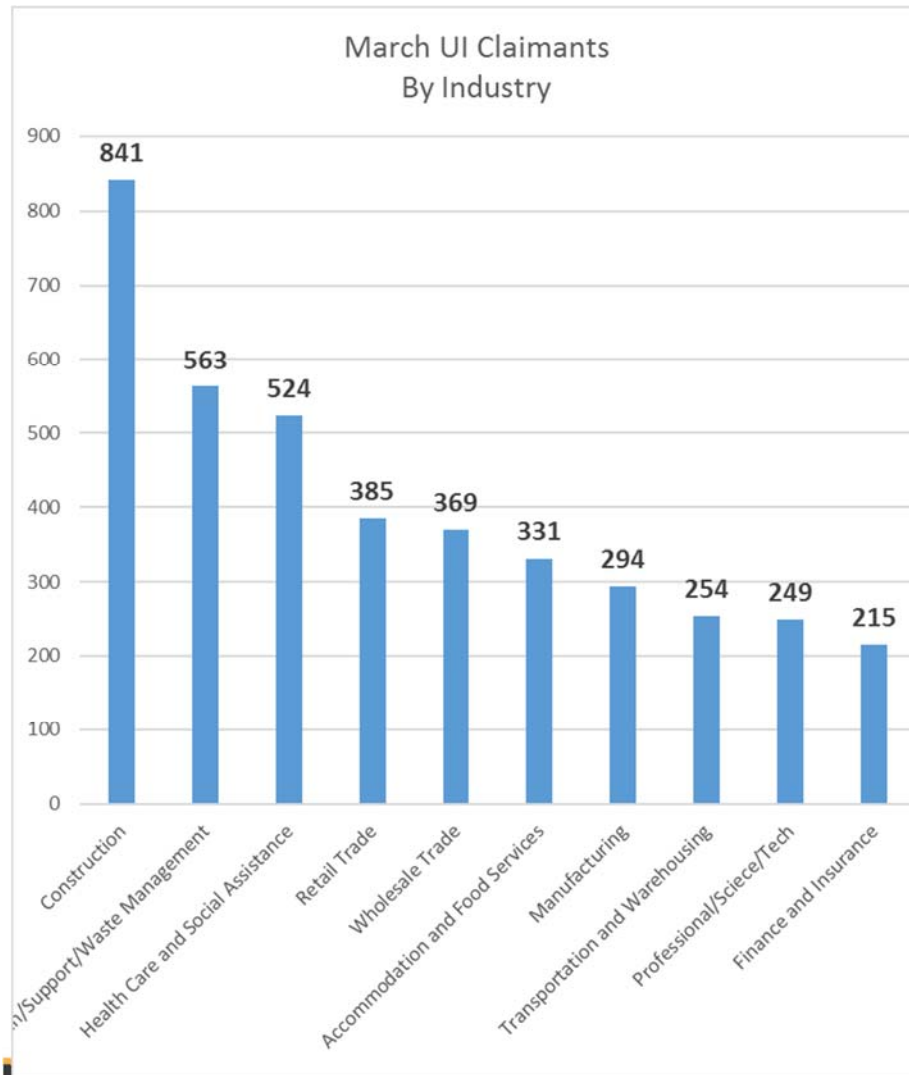
March UI Claimants – Time Intervals



Total
Claimants
5,692



March UI Claimants - By Industry

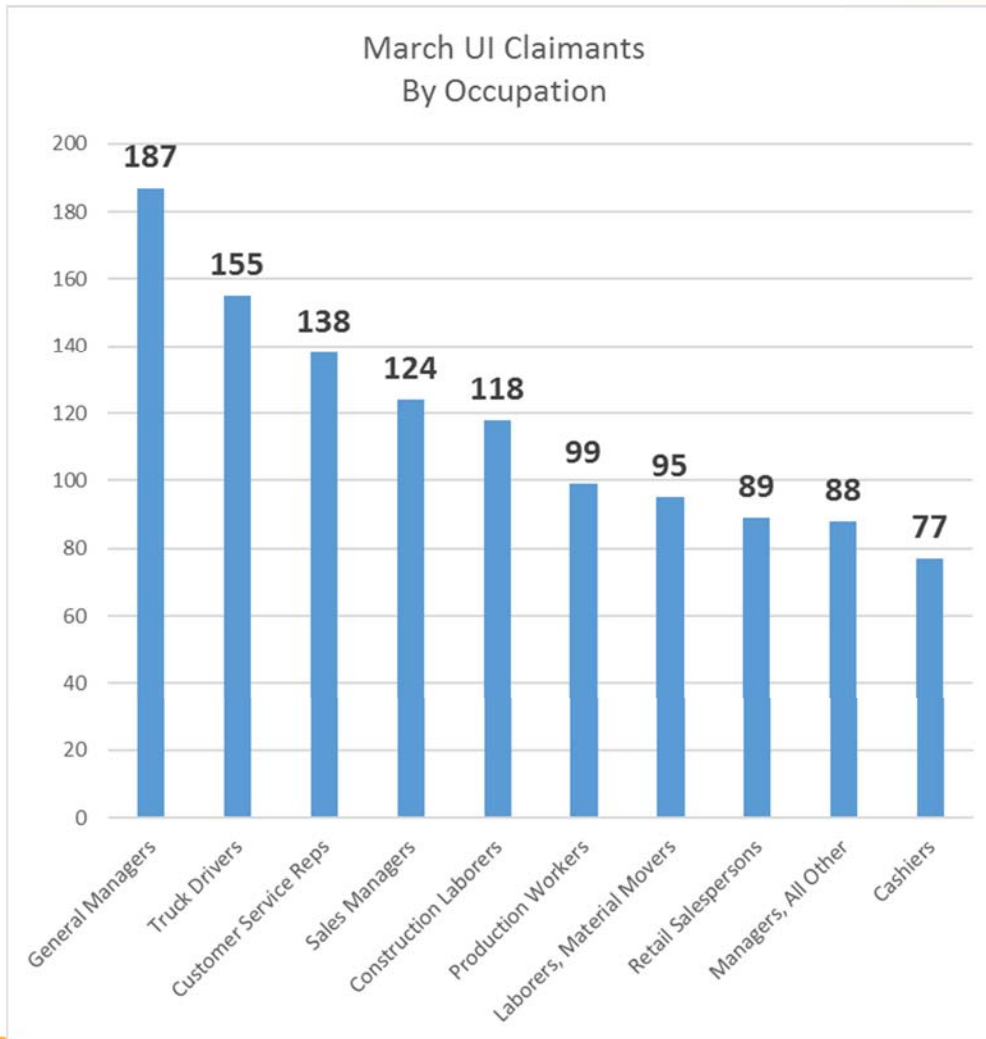


Industry	Total
Construction	841
Admin/Support/Waste Management	563
Health Care and Social Assistance	524
Retail Trade	385
Wholesale Trade	369
Accommodation and Food Services	331
Manufacturing	294
Transportation and Warehousing	254
Professional/Science/Tech	249
Finance and Insurance	215

Employment Sectors = 33.6%



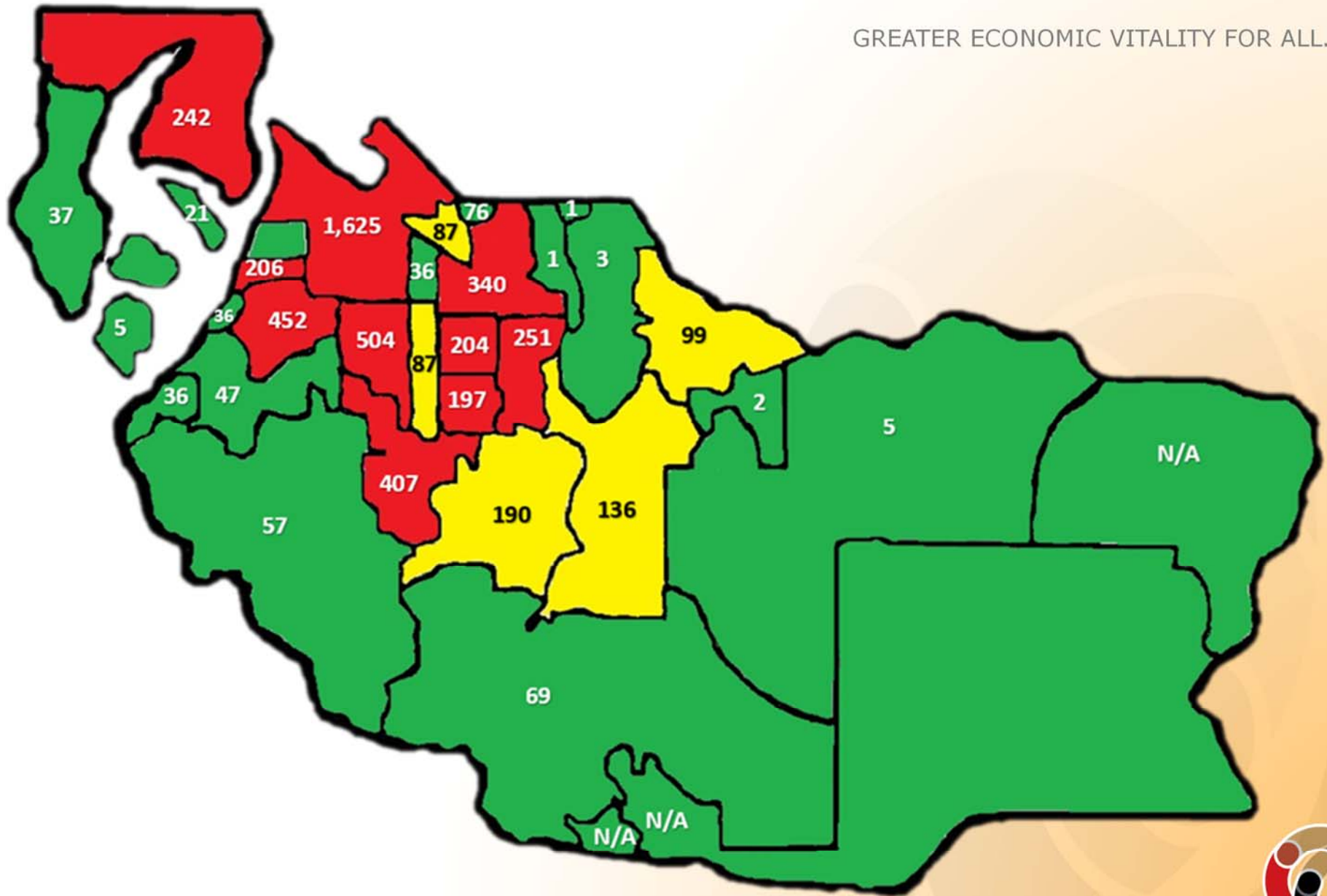
March UI Claimants – By Occupation



Occupation	Total
General Managers	187
Truck Drivers	155
Customer Service Reps	138
Sales Managers	124
Construction Laborers	118
Production Workers	99
Laborers, Material Movers	95
Retail Salespersons	89
Managers, All Other	88
Cashiers	77



GREATER ECONOMIC VITALITY FOR ALL.



Takeaways

- Less Opt-Ins & Lower unemployment rate*
- Same Industries and Occupations filing for UI
- Tacoma-Lakewood MSA high unemployment
- Central Pierce isolated



GREATER ECONOMIC VITALITY FOR ALL.

Questions?



April 10, 2018

Ms. Eleni Papadakis, Executive Director
epapadakis@wtb.wa.gov
WA State Workforce Training and Education Coordinating Board
128 – 10th Avenue Southwest
Olympia, WA 98501

Dear Eleni:

The process for negotiating performance measures for Title IB of the Workforce Innovation and Opportunity Act programs in the State of Washington is in the initial phase of development and will soon move into actual negotiations with the twelve local Workforce Development Councils.

The Washington Workforce Association and its members discussed the upcoming process at its April Board meeting. We are very concerned that after nearly four years of transitioning from the Workforce Investment Act to the Workforce Opportunity and Innovation Act, the State of Washington has made little progress in providing complete and reliable data for the federal performance negotiation process. Absent reliable performance data that is collected, tracked and reported by Washington State, the twelve local Workforce Development Boards (LWDBs) cannot in good faith negotiate federal performance targets for the new program year.

Locally, the Workforce Development Boards are led by private sector executives and decision makers in collaboration with the Chief Elected Officials. These individuals are responsible for stewardship of the workforce development funds that are allocated to their respective areas. To provide them with a performance system that is based on partial or unreliable data does not reflect the principles of accountability, strategic planning, and quality improvement that drive their decision-making. More importantly, it does not allow the local areas to have the data necessary to best serve and meet the needs of our customers.

Every effort should be put into resolving this issue immediately. LWDBs are aware that Washington State and the U.S. Department of Labor have temporarily eased any sanctions related to performance. However, LWDBs and their Chief Elected Officials hold themselves accountable and meaningful performance data is necessary to guide operational decision-making and ensure local workforce systems are effectively serving the needs of their customers and their communities.

Thank you for your attention to this matter. We look forward to reviewing the strategy that the Workforce Training and Education Coordinating Board is proposing to utilize in its negotiations with DOL in light of the absence of complete and reliable data, and seeing what changes the State Workforce Training and Education Coordinating Board is able to make in this area.

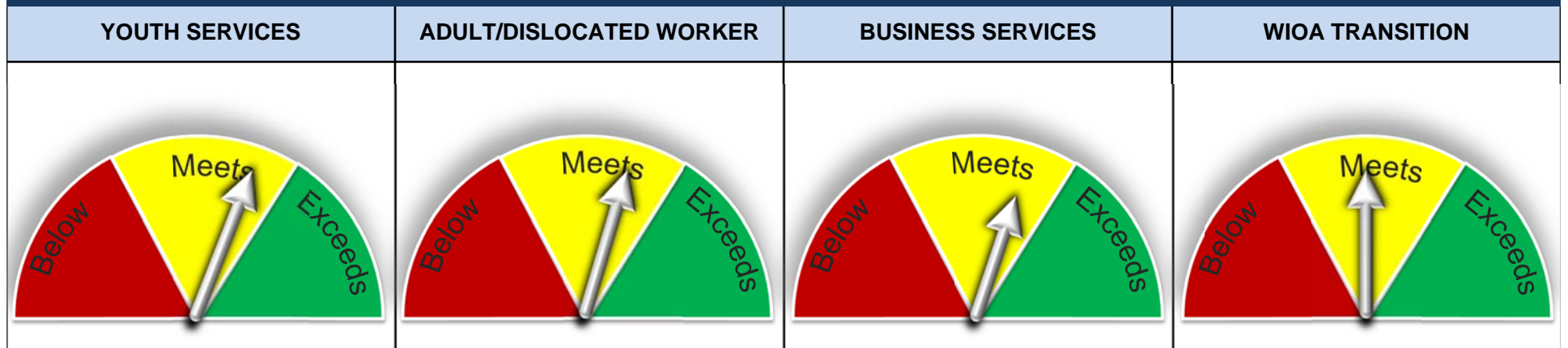
Sincerely,



Linda Nguyen, President
Washington Workforce Association

cc: Perry England, Workforce Training Board Chair
John Aultman, Governor's Office
John Bailey, Department of Labor, Region 6
Carol Padovan, Department of Labor, Region 6
Washington Workforce Association Members – Local Workforce Development Council Executives

Q3 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			STATUTORY MANDATES
JOB SEEKER (RESCARE)	Target	YTD Actual	JOB SEEKER (CAREER PATH)	Target	YTD Actual	BUSINESS SERVICES (TBD)	Target	YTD Actual	
• Placements	68.8%	Data is currently not available for Federal Targets	Enrollments			Sector Partnerships	4	3	1. Implementation/oversight 4-year plan Ongoing
• Degree/Certificate	53.3%		Adult	340	301	Employer Roundtables	7	4	2. Workforce Research/Market Analysis Ongoing
• Median Earnings	\$2,282		Dislocated Worker	380	201	Coordinated Bus. Services			3. Convene, broker and leverage stakeholders and assets Ongoing
• 4 th Qtr Placements	65.9%		Additional DW		266	Job Openings	900	1,370	4. Lead employer engagement Ongoing
• Enrollments	340	300	Total DW Served		467	Job Placements	400	438	5. Lead career pathways development Ongoing
• Exits to Emp./Education	107	74	Career Fair Events	2	2	Engagement Activities	2	1	6. Identify/promote proven/promising practices Ongoing
• Tacoma/Pierce Split	50%/50%	54%/46%	Adult Job Seekers	300	331	Attendees	500	0	7. Develop technology based strategies Ongoing
• In School/Out	20%/80%	20.6%/79.4%	Follow-up Services	190	204	Employer Services			8. Oversee local service delivery system Ongoing
Work Base Training			ITAs			Businesses	700	1,154	9. Negotiate local performance accountability Ongoing
• Other Summer Emp./Intern (WEX)	45	38	Adult	100	75	Career Referrals	60	43	10. Select One-stop, Job Seeker and Business Services Providers Complete
• On the Job Training	7	2	Dislocated Worker	80	90	CareerLink Employers	75	77	11. Identify eligible training providers Ongoing
YouthWorks Program			Cohort Training			JobFest	300		12. Ensure consumer choice Ongoing
• Graduation Coaches	250	626	Adult	20	6	Apprenticeship/Adv. Training	7	7	13. Coordinate with education providers Ongoing
• Career Goals	1,500	1415	Dislocated Worker	20	14	On-the-Job Training	10	7	14. Approve and oversee budget Ongoing
• Career Cruising	1,400	1394	Military Placements	68	63	Work Experience	10	6	
• Enrollments	64	62	Work Based Training			Training Programs identified	3	2	
• Student Internships	125	190	OTJ	5	3				COMPLIANCE/MONITORING/CONTRACTING
• Increase Grad Rate	83%	86.1	Work Experience	10	5				Comply with all WIOA Regulations
			Career Fair Events	2	2				SAO Audit
									No findings
									ESD Performance Measures
									No findings
									Direct Service Provider Monitoring
									No findings
• Career Day	\$40k/2k	\$29.5k/2,152							
• Health Career Day	\$25k/800								

Dashboard Report for Program Year 2017 – Q3 (PY17 = July 2017 – June 2018)

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status	
		1 st Qtr	2 nd Qtr.	3 rd Qtr.	4 th Qtr.	YTD/%			
YOUTH & YOUNG ADULT DIRECT SERVICES									
Objective: 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.									
Job Seeker Services Contract (ResCare) Meet all Local Measures and Performance Targets									
• 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 nd Quarter after exit* (established baseline in PY16)	RWS/Federal Baseline	\$2,282					Data is currently not available for Federal Targets.		
• 4 th 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/A64	P85/A	300/88%	ResCare has focused on solidifying referral sites with CBO's and outreach to increase service connectivity to disconnected youth which raised enrollments causing us to exceed our current target.	⬆️
• Number of Exits*	Youth Exited to employment and/or education	107	P27/A29	P27/A19	P26/A26	P27/A	74/69%	This measure is slightly below target due to the number of active youth connected to services needing more attention to their activities toward barrier reduction despite achieving employment and post-secondary education.	↔️
• Tacoma/Pierce County residential split	Enrolled youth in Pierce County(PC)	50%	P50%/50%	P50%/46%	P50%/41%	P50%/	46%	Additional efforts on the YouthWorks program increased the number of City of Tacoma youth enrolled in the third quarter. Now focusing on increasing number of Pierce County youth enrollments	↔️
	Enrolled youth in the City of Tacoma(COT)	50%	P50%/50%	P50%/54%	P50%/59%	P50%/	54%		
• In School/Out of School enrollment splits*	Enrolled youth are In-School (ISY)	20%	P20%/A21.1%	P20%/A20%	P20%/23%	P20%/A	20.55%	The Split is slightly under the 80/20 projection and the team is working diligently to achieve this effort however, one enrollment can skew the percentage slightly.	⬆️
	Enrolled youth are Out-of-School (OSY)	80%	P80%/A78.8%	P80%/A80%	P80%/77%	P80%/A	79.4%		
Work Base Training – Required by Law									
• Subsidized Employment/Internship (WEX)*		45	P11/A1	P11/A17	P12/A20	P11/A	38/84%	ResCare has focused on solidifying referral sites with CBO's and outreach to increase service connectivity to disconnected youth which raised enrollments led to an increase in WEX placements causing us to exceed our current target.	⬆️
• On the Job Training (OJT)		7	P1/A1	P2/A1	P1/A0	P3/A	2/29%	Reorganized staff duties to place more emphasis on this measure. OJTs for youth are challenging at this time due to labor market conditions and employers hiring youth without using the benefits of OJT	⬆️
YouthWorks Program: Strengthen educational/career pathways for youth in partnership with Tacoma Public Schools (TPS) and Other Public Schools (Leverage)									
• Students connect with Graduation Coaches for minimum of 10 hrs.		250	P62/A171	P63/A185	P62/A270	P63/A	626/250%	YouthWorks ended 3/31/18. Additional staff assigned to program in Q3 made concerted effort to connect TPS students with services	⬆️
• Identify Career Goals		1,500	P375/A512	P375/A376	P375/A527	P375/A	1415/94%		⬆️
• Students complete Career Cruising Assessment		1,400	P350/A446	P350/432	P350/A516	P350/A	1394/99%		⬆️
• In School WIOA Youth Enrollment		64	P16/A27	P16/A30	P16/A5	P16/A	62/97%		⬆️
• Student internships (90-hrs/student/school year)		125	P0/A175	P0/A0	P25/A15	P100/A	190/152%		⬆️
• Graduation rate for TPS schools		83%	P0/A	P83/A/86.1	P83/A	P83/A	86.1%/104%		⬆️
ADULT/DISLOCATED WORKER DIRECT SERVICES									
Objective: 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/A43	P85/A	301/89%	Recruitment strategies, such as referrals from training providers and CBOs provided a continuous flow of referrals. On track to meet PY performance measure with 39 enrollments remaining.	⬆️
	DW • Additional Funds Total DW Served	380	P95/A293	P95/A97	P95/A77	P95/A	201 266 467/122%	Enrollment continued steadily in Q3. Exceeded total enrollment targets serving 87 additional customers. The additional increase is due to some co-enrollment and anticipated date of the completion of SPNEG and C2C to ensure services continued. 467 total served aided by additional funding – see below for numbers served with additional funding.. Additional funding granted in the 2 nd Quarter through SPNEG dollars to serve more Dislocated Workers. Resulted in increased numbers served - Rapid Response-44, SPNEG -178, C2C- 44 = 266	⬆️

Measures		Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
			1 st Qtr	2 nd Qtr.	3 rd Qtr.	4 th Qtr.	YTD/%		
• Partner with ResCare to host mini employer and job seeker engagements.	Events	2	P0/A0	P1/A1	P0/A1	P1/A	2/100%	Bus Solutions assisted in creating a targeted hiring event for healthcare sector. The mini event on 2/20, included employers: ResCare Home Care, CHI Franciscan, KWA & Advanced Healthcare. Occupations: CNAs, LPNs, Patient Access Reps, Caregivers, RNs	↑
	Adult /DW Job Seekers	300	P75/A152	P75/A83	P75/A96	P75/A	331/110%	Supported events at both Cedar and Tac Ave WorkSource locations. Hiring events included: Fastenal, Hire Call, ETCH, AeroTech, ABM Housekeeping. As a result, with referral from case managers and front end staff, there were 96 attendees referred	↑
• 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/A113	P46/A	204/107%	We had an increase in Employed Exits in both Adult and DW. To date, we have exceeded the 190 target on the dashboard. We will continue the SMART plan implemented at the end of Q2 as we work to further exceed our employed exit goal. SMART plan includes: monthly exit goals for individual staff, weekly check in on progress to exit strategy and referring job seekers to hiring events	↑
• Individual Training Accounts (ITAs) to serve students	Adult	100	P25/A25	P25/A26	P25/A24	P25/A	75/75%	Started 24 new Adult ITAs, supporting training in Healthcare, Constr. and IT sectors. On pace to meet target working with community colleges for Spring quarter, dental assisting and Project Mgmt programs	↑
	DW	80	P20/A45	P20/A18	P20/A20	P20/A	83/104%	Q2 started new DW emphasizing IT, Healthcare and Administrative training, such as HR certifications. Examples of training providers include UWT, Pierce College, Pacific NW Driving, TCC, Bates, Clover Park, Blossom, Excel and ProCare.	↑
• Students in cohort training	Adult	20	P5/A6	P5/A0	P5/A	P5/A	6/30%	No new cohorts occurred this quarter. We began identifying training providers that may be interested in utilizing a cohort model (i.e., Dental Assisting certification through National Dental Assisting School).	↓
	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/A23	P17/A	63/92%	We continue to anticipate a large exit percentage through Q4 as current caseload continue to transition and gain employment, supported by credentials earned by completing CSP approved trainings.	↑
• Coordinate with Business Services to provide work based training								Partnering w/ResCare, started 3 OJTs. CPS and ResCare teams meet weekly to discuss OJT opportunities and to refer job seekers	↔
	On-the-Job Training	5	P1/A1	P1/A1	P2/A1	P1/A	3/60%	Started two new WEXs and have 5 additional WEX candidates in the pipeline for Q4 with approved host sites.	↔
	Work Experience	10	P2/A2	P3/A1	P2/A2	P3/A	5/50%		↔
ONE STOP SYSTEM OPERATION WIOA LEVERAGE									
Objective: Support a seamless interactive customer service delivery system									
• Common data collection system, including customer satisfaction		Narrative Only						In progress/development	
• Information Sharing								In progress	
• Cross Agency Training/Professional Development								In progress	
• Common Referral System								In progress	
• Workforce Skill Standards (common set of 'work readiness' competencies)								In progress	
• Single point of contact, one system approach, for businesses to access services.								In progress	
BUSINESS SOLUTIONS									
Objective: Coordinate business services to support employer needs									
• Convene and facilitate new sector partnerships –strengthen regional partnerships		4	P1/1A	P1/1A	P1/A1	P1/A	3/75%%	On target	↑
• Convene employer engagement via employer roundtables		7	P1/A1	P2/A2	P2/1A	P2/A	4/57%	Conducted Warehouse/Logistics Roundtable. IT/Cyber Security was planned and scheduled in March 2018 however, it was unexpectedly delayed at the employers request for a date in April causing us to miss our target achieved in Q3. Remainder achievable by Q4 .	
• Direct coordinated business services to support employer's needs- List Job openings for businesses and place job applicants		900	P225/A606	P225/A408	P225/A356	P225/A	1370/152%	The total for three quarters exceeds yearly target by 38. This metric will have a continued strong focus in Q4. This target was exceeded as a result of continued outreach efforts yielding high results in connecting Pierce County Employers to Business Solutions services.	↑
	Job Placements	400	P100/A170	P100/A180	P100/A88	P100/A	438/110%		↑
• Provide at least 2 career fairs to include construction and other sectors		2	P0/A0	P1/A1	P0/A0	P1/A	1/50%	JobFest held on April 18, 2018, reported Q4	↑
	Career Fair attendees	500	P0/A0	P0/A0	P0/A	P500/A	0/0%		
• Provide employer services to businesses		700	P175/A626	P175/A180	P175/A348	P175/A	1154/165%		↑

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1 st Qtr	2 nd Qtr.	3 rd Qtr.	4 th Qtr.	YTD/%		
Businesses	220	P55/A58	P55/A55	P55/A55	P55/A	168/76%	Outreaching with the Suite of Services material has driven employer interest from recruitment focused to utilizing more tools for hiring, such as TalentWise, Prove It and Berke. JobFest community outreach included the Suite of Services, providing additional exposure to the tools and services employers can access.	↑
• Increase Employer Engagement – Receive business referrals from Economic Development Board (EDB) and other partners and businesses.	60	P0/A0	P20/23A	P20/A20	P20/A	43/72%	On target.	↑
• CareerLink Pierce County: Engage employers with Career Link	75	P18/A18	P19/A19	P19/A40	P19/A	77/103%	Staff did assessment on current mentor participants and developed an outreach strategy on digital and social media outreach, person to person contact, including under represented populations and careers for mentors which had such a successful impact that we exceeded our quarterly target as a result.	↑
• Conduct JobFest Career Fair for WA State youth	300	P0/A0	P0/A0	P0/A	P300/A	0/0%	JobFest Career Fair April 18, 2018 reported in Q4	
• Apprenticeship or other Advanced Training (used by Adult/DW and Youth)*	7	P1/A1	P2/A4	P2/A2	P2/A	7/100%	Through ResCare's Youth program and the AAI navigator connection to local area apprenticeship partners WIOA youth were connected to apprenticeship and pre-apprenticeship opportunities which led us to exceed this target in Quarter 3.	↑
• On-The-Job-Training (OJT) and Work Experience (WEX)* On-the-Job Training Sites	10	P2/A2	P3/A5	P2/A0	P3/A	7/70%	ResCare is on target in Quarter 3 and will achieve the annual in Quarter 4.	↑
Work Experience Sites	10	P2/A2	P3/A3	P2/A1	P3/A	6/60%		↔
• Identify training programs within targeted industries specific to employer's needs.	3	P0/A0	P1/A1	P1/A1	P1/A	2/67%	Working very closely with local employers to achieve this goal ongoing through our employer round table efforts.	↑
• Pierce County Career Day	Leverage partner contributions	\$40,000				\$29,500	On target	
	Youth Served	2,000				2,152/108%		↑
• Health Career Day	Leverage partner contributions	\$25,000						
	Youth Served	800						

STATUTORY MANDATES

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.

Activities include but are not limited to the following:

1. Implementation and oversight of 4-year Local Plan	Narrative Only						Ongoing	
2. Conduct Workforce Research and Region Labor Market Analysis							Ongoing – data reports housed on WFC website. Performing data presentations. New job board in progress.	
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.	
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 customer survey	
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

• Continue designation as low risk by the State Auditor's Office (SAO)	Low Risk No Findings	Low Risk No findings	Low Risk No findings	Low Risk No findings				
• No findings from annual monitoring by Employment Security Department								
• Meet or exceed all federal and local performance measures	Quarterly Bi-Weekly							
• Complete annual local monitoring of Youth, Adult and DW Programs, including EO <ul style="list-style-type: none"> Provide technical assistance to RWS as it relates to Federal, State and local performance and contractual obligations Common Measure Report Provision Reports 								

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1 st Qtr	2 nd Qtr.	3 rd Qtr.	4 th Qtr.	YTD/%		
<ul style="list-style-type: none"> Performance Roll-Up Reports Desktop Monitoring Communicate and post policy revisions within 5 days of publication; provide training as needed 	Monthly Monthly Ongoing							
<ul style="list-style-type: none"> Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable 							Ongoing – Utilizing continuous quality improvement/	
<ul style="list-style-type: none"> Budget Compliance 							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	RFQ	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