

April Gibson, Chair  
Steve Gear, 1<sup>st</sup> Vice-chair  
TBD, 2<sup>nd</sup> Vice-chair  
Joyce Conner  
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  
Lin Zhou

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

Deborah, Howell, Vice President of  
Innovation & Strategy  
[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 – April Gibson
5. Consent Agenda
  - Approve August 16, 2018 minutes
6. Customer Testimonial – Korean Women’s Association – Nelvina Heck
7. WDC Regional Workforce Development Strategic Plan Next Steps
8. WDC Committee Report Out
  - Young Adult Committee – Dale King
  - Business Services – Dereck Spivey
  - Quality Assurance and Certification Committee – Dave Shaw
9. CEO Report
  - WIOA Title 1 Performance Targets Negotiations Update
  - WDC regional workforce development strategic plan next steps
  - Preliminary Data on Residents with No High School Diploma or Equivalent – Josh Stovall
  - Preliminary strategy on engaging disconnected (underexposed) Young Adults – Jesse Becerra
  - Engaging Unemployed Residents – David Roberts
  - Update on Adult and DW RFPS
10. Other business
11. Adjourn

Future meetings:

WDC Meeting – April Gibson, Chair	October 18	3:00-4:00
Business Services Committee – Dereck Spivey, Chair	September 24	8:00-9:00
Young Adult Services Committee – Dale King, Chair	September 25	10:30-11:30
WDC Pierce Leadership Team	September 28	1:00 – 3:00

**WDC Meeting  
Agenda  
August 16, 2018  
3:00-4:00 p.m.  
Tacoma Rail**

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

April Gibson, Chair  
Steve Gear, 1<sup>st</sup> Vice-chair  
TBD, 2<sup>nd</sup> Vice-chair  
Joyce Conner  
April Gibson  
Darci Gibson  
Bruce Kendall  
Dale King  
Mandy Kipfer  
Nathe Lawver  
Mark Martinez  
Tim McGann  
Dona Ponепinto  
Patty Rose  
David Shaw  
Dereck Spivey  
Ron Thalheimer  
Blaine Wolfe  
Lin Zhou

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

Deborah, Howell, Vice President of  
Innovation & Strategy  
[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)

**Attendees:** April Gibson, Tim McGann, Patty Rose, Blaine Wolfe, Dale King, Mandy Kipfer

**Phone:** Joyce Conner

**Staff:** Linda Nguyen, Jan Adams, Deborah Howell, Hilliary Bryan, Jesse Becerra, Josh Stovall, Shellie Willis, Candice Ruud,

**Guests:** Jason Scales, Lori Strumpf, Blaze Goudge, Greg Goudge

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

April called the meeting to order at 3:01 p.m. Dale provided the safety briefing.

**2. Introductions**

New staff members were introduced along with guests and members.

**3. Public Comment**

None

**4. WorkForce Central Executive Board update – April Gibson**

Linda provided the update from this morning's meeting in April's absence noting ABE data presented by Josh, CQI certifications and other items that will be discussed.

**5. Consent Agenda**

• **Approve July 19, 2018 minutes**

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

**6. WDC Committees Updates & Recommendations to shift from committee to project teams/taskforces**

• **Business Services – Dereck Spivey**

The next meeting will be held on the 27<sup>th</sup> so will report out at the next WDC meeting.

• **Young Adult – Dale King**

Dale noted the discussion around moving to project-based, however will stay with the current structure through the end of the year.

**7. Adult Basic Education Customer Testimony**

Linda reminded the group what the two bold goals are. Josh provided data on the demographics of those without high school diploma in Pierce County. Discussion continued around barriers and how to reach this population.

Jason gave an overview of Tacoma Community House and introduced Blaze who told his story from being a dropout at the 9<sup>th</sup> grade and homeless to being a student at Tacoma Community House currently working on his GED.

## **8. WDC Regional Strategic Plan Overview and Next Steps – Lori Strumpf**

Lori discussed her process and the planning team for creating the strategic plan, which will be presented to the Board in October for approval. Linda and Lori will plan a community forum event in September to get feedback from stakeholders. Lori noted the over arching strategic priority of the plan is to build and sustain the talent pipeline and close the skills gap. The four key objectives are to increase business engagement, create an integrated system, expand and improve the talent pipeline for disconnected young adults and support individuals to gain employment through a system of wrap around services.

## **9. CEO Report**

- **Q4 Obligation Report**

Linda noted we are required by law to be obligated expended by 80% in June.

- **WorkSource Site Certification Overview – Lori Strumpf**

Lori gave an overview on the certification process. She noted the four who became certified were JBLM for two year, Goodwill and WorkSource Pierce Job Center for one year and Pierce College for six months. Lori noted the Pierce County Libraries are looking to get certified in the next round of certification reviews. She also discussed the seven standards, which include Leadership, Strategic Planning, Customer Market Focus, Process Management, Information Analysis, HR Management; and Business Results.

## **10. Other business**

## **11. Adjourn**

Motion to adjourn made by Patty Blaine 3:51



STATE OF WASHINGTON  
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

128 - 10<sup>th</sup> Avenue, S.W. • PO Box 43105 • Olympia, WA 98504-3105  
Phone: (360) 709-4600 • Fax: (360) 586-5862 • Web: [www.wtb.wa.gov](http://www.wtb.wa.gov) • Email: [workforce@wtb.wa.gov](mailto:workforce@wtb.wa.gov)

Linda Nguyen, CEO  
Workforce Central  
3640 South Cedar Street, Suite E  
Tacoma, WA 98409

Dear Ms. Nguyen,

My apologies for the delay in this response. I hope this adequately addresses the concerns of your Board.

The WIOA statute, which provides for establishing local targets through negotiation, lays out some of the methodological objectives for that process, with similar descriptions for both the state and local negotiations. Unfortunately, there is no guidance on exactly what flexibility the state has in negotiations at the local level. Just as under WIA, we believe that we should negotiate local targets that add up to the negotiated state target level. In terms of data and other methodologies used, our negotiation session with the Department of Labor was conducted at a very basic level, with little methodology or data beyond actual performance.

The US Department of Labor provides guidance to states on how to calculate program outcomes through a set of instructions in Training and Employment Guidance Letters (TEGLs)<sup>1</sup>, along with guidelines laid out in the Performance Reporting section tab under the Department of Labor's Employment and Training Administration website.<sup>2</sup> The Department of Labor also provides a methodology for how to calculate performance outcomes off of the PIRL for state and local outcomes (TEGL 10-16)<sup>3</sup>.

We tested several methods for coming up with possible sets of local area targets. Given the limited data used in negotiations with the Department of Labor, we relied primarily on recent performance at the Workforce Development Area (WDA) level as the key data. Based on the overall input from the negotiating work group, we used the local performance outcomes for the same time period used in negotiating the state levels, rather than more recent data that has since become available. For measures for which we had usable recent results, Employment and Earnings in the 2<sup>nd</sup> quarter, the key baselines were data from the reporting period July 2016 through March 2017.

Our basic methodology for target-setting has been to take the amount by which the final negotiated state targets were above or below the recent state performance, and adjust the recent performance for each WDA by the same proportionate amount. The methodologies used in preparing the staff recommendations were an attempt to represent the input received in conference calls.

---

<sup>1</sup> [https://www.doleta.gov/Seniors/html\\_docs/TEGL.cfm](https://www.doleta.gov/Seniors/html_docs/TEGL.cfm)

<sup>2</sup> <https://www.doleta.gov/performance/reporting/>

<sup>3</sup> [https://wdr.doleta.gov/directives/attach/TEGL/TEGL\\_10-16-Change1.pdf](https://wdr.doleta.gov/directives/attach/TEGL/TEGL_10-16-Change1.pdf)

- For 2nd quarter Employment, a simple application of the basic method worked well for two of the three programs. The recommended levels were calculated by multiplying each local target by the ratio (percentage, not percentage points) of the increase/decrease of the state-negotiated target relative to recent state performance. This resulted in small changes relative to recent levels: no change in Dislocated Worker rates, and a small decrease for Youth rates. The one exception for this model was for the Adult rate. In this case, we found that the basic method set rates too high for local areas with substantially above-average performance. To address this, and after significant discussion, the staff recommendation was to apply a limit on target increases for above-average performers, and proportionally weight target increases on below-average performers. This had the effect of bringing local targets closer to actual state performance rather than the state target, which resulted in a smaller increase to Adult rates than what they would have been under the basic methodology.

- The 2<sup>nd</sup> quarter Median Earnings proposal is similar to the basic proportional target setting used for 2<sup>nd</sup> quarter Employment for Dislocated Workers and Youth. However, instead of a proportionate percentage adjustment, the model adjusts all areas by the fixed dollar amount by which the negotiated state target differed from recent state performance.

- Because of the longer lag for 4<sup>th</sup> quarter Employment and Credentials measures, all of the recent data was at least partially incomplete. In addition there were other problems with the Credential measure because proper calculation requires data not collected for WIA, nor systematically collected currently via the Efforts To Outcomes (ETO) system.

- For the measures of Employment in the 4<sup>th</sup> quarter after exit, the proposed targets were calculated by decreasing the 2<sup>nd</sup> quarter targets (determined as above) by the average decline in employment rates from 2<sup>nd</sup> quarter to 4<sup>th</sup> quarter for past cohorts of WIA participants.
- For Credential, we calculated a state-level baseline using the most recent partial data. However, we could not derive credible local area Credential rate estimates. Our proposal sets the Credential target for all local areas at the same level, the level of recent state performance as calculated from the partial data available. We believe that, when available, the data missing from current records will increase the measured Credential rates.

Several conditions have greatly decreased the precision of any performance projections or forecasts for the coming year:

1. WIOA is still in the implementation phase, with insufficient data to determine trends or what the results of full implementation will be. This is true, even for areas not transitioning to expanded co-enrollment between Title I and Title 3.

2. There is uncertainty about the precise level of current performance; we have been unable to duplicate the exact performance statistics that Department of Labor publishes in their Quarterly Performance Reports (QPR). The official documentation for WIOA data includes two slightly different sets of instructions for calculating quarterly performance from participant records. The procedures produce somewhat different results, neither of which matches the published QPR.

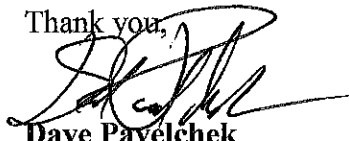
3. Problems in implementation of the new participant information system (ETO) have resulted in data that is incomplete in places and of uncertain quality.

The first two of these complications apparently apply to all states, and the third is specific to Washington.

The Department of Labor has determined that no performance-based sanctions will be applied to states for performance during PY 18, and therefore, there will be no such sanctions applied to WDA-level performance in Washington. The Department of Labor has not made a similar determination in regard to PY 19. However, many of the same uncertainties that justify suspension of sanctions in PY 18 will still apply in PY 19. In particular, there will not yet be sufficient baseline data for the federal regression-based performance model to be used. The WIOA statute also calls for a retroactive adjustment at the end of each year to take into account changes in participant demographics and the economy, which were not foreseen at the time of target negotiation. This process was not conducted for PY 17, so we have no detailed knowledge of the range of factors that can be considered in this retroactive process. We are prepared to argue that issues like maturing WIOA implementation and co-enrollment should be part of that process, for both PY 18 and PY 19.

Please let us know if further clarification or information is needed.

Thank you,

A handwritten signature in black ink, appearing to read "Dave Pavelchek", written over a horizontal line.

**Dave Pavelchek**

Deputy Director

Workforce Training and Education Coordinating Board

360-753-5141

