

WFC Executive Board Meeting**AGENDA****August 20, 2019 • 9:00-10:30 a.m.****WorkForce Central • 3640 S. Cedar St., Suite E Conference Room****Mayor Victoria Woodards presiding****I. CALL TO ORDER****II. PUBLIC COMMENT****III. WDC UPDATE – April Gibson****IV. CONSENT AGENDA**

A. Approve – July 18, 2019 Minutes

B. Approve July 2019 Voucher Payments

V. REGULAR AGENDA

A. Approve and appropriate \$1,750,000 in Economic Security for All, WIOA funds from WA State Employment Security Department for the period of July 1, 2019 to March 31, 2022 (Resolution)

VI. CEO Report

A. Quarter 4 Obligation Report

B. Community Engagement Presentation – Tamar Jackson

C. IDashboard Presentation – Josh Stovall

D. Washington Workforce Association Conference – October 29 – 30 DoubleTree Hotel, SeaTac

E. Artificial Intelligence and Automation Forum Update – Candice Ruud

F. ResCare Corrective Action

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

July 17, 2019 • 9:00-10:30 a.m.

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

County Executive Bruce Dammeier presiding

Attendees: Conor McCarthy; April Gibson, Bruce Dammeier, Victoria Woodards

Staff: Linda Nguyen, Jan Adams, Deborah Howell, Jesse Becerra, Hilliary Bryan

Guests: Cathy Journey, Daniel Buhl, Lori Strumpf

I. CALL TO ORDER

Bruce called the meeting to order at 9:00 a.m.

II. PUBLIC COMMENT

None.

III. WDC UPDATE – April Gibson

No June Meeting.

IV. CONSENT AGENDA

A. Approve the June 19, 2019 Minutes

B. Approve June 2019 Voucher Payments

Motion to approve made by April, seconded by Conor. Approved

V. REGULAR AGENDA

A. Approve New Program Year Dashboard

Linda gave a background and overview of the process. She then presented the dashboard highlighting the relevant targets. Linda also spoke about the Pre-apprenticeship Center, Career Center and Young Adult Program.

Conor suggested have a presence at DSHS and the SSI office via Community Engagement. He also mentioned around the County City Building has a large population that could be connected with our services as well as their Homeless Outreach Team. Motion to approve the PY19/FY20 Dashboard made by Victoria; seconded by April. Approved.

B. WDC Quality Assurance and Certification and WDC Pierce County Leadership Committees Update – Lori Strumpf

Lori explained her role for both committees. She noted the Pierce County Library System has just been certified as satellite connection sites. Lori said



there are three sites where we will have a presence to provide services. She spoke about the new Emerging Affiliate Site designation with KWA and Urban League being the first emerging sites. Lori noted the one-stop is submitting their application for certification. She also noted a new certification designation of Affiliate Network of Programs which she is piloting with the Gig Harbor Job Club. As a result of her work they have been accepted by the library as a recognized program. Lori noted the IFA update is also in progress. Lori also presented an update on the WDC Pierce County Leadership Committee, which oversees the seven system integrators with three integrators having been implemented. Lori gave an overview of the data and will send the full report. April asked how we are getting the responses. Lori noted the link is in all emails, on computers in the resource room, center computers and affiliate sites are required to have it on their computers. They will be revising the sign in to ask if they are a repeat customer. The center has one evening of late hours to 6:30 p.m.

C. Young Adult Development Initiative – Jesse Becerra

Jesse presented an overview of his programs including the Young Adult Council. Three of their problems are having more paid opportunities in the Parkland, Spanaway and Frederickson areas, more mentoring/hand holding and higher awareness of services. Daniel presented his story including going to many hiring events without success. He connected the WorkSource Center where he met Jesse and started with the program. Jesse is wanting to have a stable location for these young adult interns to work.

VI. CEO Report

A. Pre-apprenticeship Center location change

Linda noted city of Lakewood is giving \$35k and she will also be reaching out to the City of Tacoma. Linda also noted a new location due to the delay of the Old Parkland School negotiations. She said we are currently under negotiations for the old Hobby Shop location.

B. WA ESD Commissioner Suzi LeVine and WA Training and Education Coordination Board Executive Director letter and WA Workforce Association response

Linda gave a brief background on the problem and letters received and response from WWA.

C. NW Administrator Issue Update

Linda gave an update on the issue, noting a payment was made to stop the accrual of interest.



D. Thank you – City of Tacoma Council approved Line of Credit for two years

Linda thanked the city for the two-year extension. She will also request the same from the county

E. September 26th Artificial Intelligence and Automation Forum

Linda noted the forum on 9/26 and noted the keynote speaker

F. Q4 Title 1 Dashboard

Linda gave a brief overview of the Q4 results. Bruce asked about the finding, which Linda clarified.

VII. OTHER BUSINESS

None.

VIII. Executive Session

A. CEO Annual Performance Evaluation

Motion to go into Executive Session made by Victoria; seconded by April.

Executive session began at 10:13 a.m. Returned from Executive Session at 10:30 a.m. Motion to approve Linda's performance evaluation as presented made by Victoria; seconded by April. Approved.

IX. ADJOURN

Motion to adjourn made by Victoria; seconded by April. Meeting adjourned at 10:31 a.m.



VOUCHER APPROVAL

July 2019

The following listing of vouchers written in the above month is hereby submitted to the Board for approval. I have audited and certified all vouchers as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090.

FUND NAME	CLAIMS	PAYROLL	TOTAL
ETC General Fund	\$ -	\$ -	\$ -
Pierce County One Stop System	\$ 4,058.03	\$ 894.20	\$ 4,952.23
Contra Pierce County One Stop System	\$ -	\$ -	\$ -
Unencumbered Fund	\$ 25.49	\$ -	\$ 25.49
Pierce County Worksource Center	\$ 179,277.68	\$ 6,996.41	\$ 186,274.09
Indirect Cost Pool	\$ 11,254.56	\$ -	\$ 11,254.56
Contra Indirect Cost Pool	\$ (11,254.56)	\$ -	\$ (11,254.56)
WIOA Adult	\$ 102,471.92	\$ 25,447.37	\$ 127,919.29
WIOA Admin	\$ 25,505.12	\$ 34,410.06	\$ 59,915.18
WIOA Dislocated Worker	\$ 100,473.60	\$ 37,534.89	\$ 138,008.49
WIOA Youth	\$ 67,864.24	\$ 68,447.04	\$ 136,311.28
WIOA Program Pool	\$ 118,414.16	\$ 78,969.78	\$ 197,383.94
Contra Program Pool	\$ (118,414.16)	\$ (78,969.78)	\$ (197,383.94)
All Grants Admin Pool	\$ 27,530.77	\$ 24,582.90	\$ 52,113.67
Contra All Grants Admin Pool	\$ (27,530.77)	\$ (24,582.90)	\$ (52,113.67)
Strategic Planning/Partnership Pool	\$ 8,702.25	\$ 19,493.91	\$ 28,196.16
Contra Strategic Planning/ Partnership Pool	\$ (8,702.25)	\$ (19,493.91)	\$ (28,196.16)
Rapid Response Initiatives	\$ 32,769.60	\$ 8,494.81	\$ 41,264.41
Career Connect	\$ 46,743.58	\$ 6,673.42	\$ 53,417.00
TOTAL	\$ 559,189.26	\$ 188,898.20	\$ 748,087.46

Respectfully submitted by



Chairman of Board

Date



GREATER ECONOMIC VITALITY FOR ALL.

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

RESOLUTION NO. 863

WA STATE EMPLOYMENT SECURITY DEPARTMENT

BE IT ORDAINED BY TACOMA-PIERCE COUNTY EMPLOYMENT & TRAINING CONSORTIUM dba WORKFORCE CENTRAL:

That the proper officers of the Tacoma-Pierce County Employment and Training Consortium dba WorkForce Central (WorkForce Central) be and they are hereby authorized and directed to execute for and on behalf of WorkForce Central a grant award agreement of appropriate \$1,750,000 in Economic Security for All, WIOA funds from WA State Employment Security Department for the period of July 1, 2019 to March 31, 2022; and further that the Chief Financial Officer of WorkForce Central be and is hereby authorized and directed to deposit the funds received pursuant to such grant award in the Tacoma-Pierce County Employment and Training Consortium Fund.

That there be and is hereby appropriated from the Tacoma-Pierce County Employment and Training Consortium Fund the sum of appropriate \$1,750,000 in Economic Security for All, WIOA funds from WA State Employment Security Department for the period of July 1, 2019 to March 31, 2022 in accordance with the provisions and terms of the aforementioned grant agreements.

Passed _____
Date

Chairman of Board



WorkForce Central

PY18/FY19 Expenditure / Obligation Progression

Q4 - 06/30/19 Actual as of 8/7/19

ADULT					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2018 Report	1,930,572	-	-	-	0%
Q2 December 31, 2018 Report		-	763,982	763,982	40%
Q3 March 31, 2019 Report		319,169	620,346	939,515	49%
Q4 June 30, 2019 Report		913,543	1,273,346	2,186,889	113%

DW					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2018 Report	2,045,860	-	620,958	620,958	30%
Q2 December 31, 2018 Report		10,490	896,897	907,387	44%
Q3 March 31, 2019 Report		601,303	558,046	1,159,349	57%
Q4 June 30, 2019 Report		1,163,005	1,441,128	2,604,133	127%

YOUTH					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q1 September 30, 2018 Report	2,028,577	-	991,361	991,361	49%
Q2 December 31, 2018 Report		388,827	968,921	1,357,748	67%
Q3 March 31, 2019 Report		924,487	597,064	1,521,551	75%
Q4 June 30, 2019 Report		1,473,508	1,679,593	3,153,101	155%

P.C.C.E.T.F

Pierce County Community Engagement Taskforce



WFC Vision and bold goals

The workforce development system will in one way, or another serve everyone.

Special attention to two populations in Pierce County:

By 2025, the workforce system will reduce the number of disconnected young adults, ages 16 to 24, by half from 15,300 to 7,650.

By 2025, the workforce system will reduce the number of residents between the ages of 25 to 64 without a high school diploma or equivalent by half from 38,475 to 19,237.



Collaborations

- ✓ WorkForce Central
- ✓ Sound Outreach
- ✓ Remann Hall
- ✓ Tacoma Pierce County Health Department
- ✓ Tacoma Community College
- ✓ Clover Park Tech
- ✓ Tacoma Urban League
- ✓ Catholic Community Services S.W.
- ✓ Pierce County
- ✓ Juvenile Systems
- ✓ Puget Sound Education services
- ✓ Graduate Tacoma
- ✓ Metro Parks
- ✓ Team Child
- ✓ Metropolitan Development Council
- ✓ Child Care Resources
- ✓ Tacoma Public School District
- ✓ Franklin Pierce School District
- ✓ Bethel School District
- ✓ Job Corp
- ✓ Seattle Credit Union

- ✓ Tacoma Community
- ✓ Tacoma Housing Authority
- ✓ Community Shared Housing
- ✓ Pierce County Library
- ✓ Tacoma Public Library
- ✓ Department of Social and Health Services
- ✓ The TSM Shop
- ✓ Reach
- ✓ Act
- ✓ Career Team
- ✓ ResCare
- ✓ Work Source
- ✓ United Way of Pierce County
- ✓ Palmer Scholar's
- ✓ Goodwill
- ✓ Puyallup School District
- ✓ City of Tacoma
- ✓ YMCA of Greater Pierce County
- ✓ Acceleration Academy
- ✓ Division Of Vocational Rehabilitation
- ✓ Big Brothers Big Sisters



Framework



The Community engagement framework is based on pillars that respect the right of all community members to be:



Informed



Consulted



Involved



Empowered



Placing a premium on fostering and enhancing trust for long-term, sustainable engagement



We must **ACTIVATE!!!**



What is implicit bias?

Implicit bias is ubiquitous in many social service organizations that aim to help communities of color and or experiencing poverty, including workforce development. Implicit bias refers to the attitudes or common stereotypes that affect our understanding, actions and decisions in an unconscious manner.

Four of the most common words that are used incorrectly within organizations that create a high level of divisiveness within our communities and workforce hiring practices.

Equity: justice according to natural law or right; specifically: freedom from bias or favoritism.

Equality: the state of being equal, especially in status, rights, and opportunities.

Diversity: the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc...

Inclusion: the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.



GREATER ECONOMIC VITALITY FOR ALL.



Strategy 1

➤ Outreach

- Building trust within those communities we have so famously underserved.
- Develop and maintain relationship with stakeholder and organizations showing the communities that we are working towards one common goal and that is to become one community throughout Pierce County.
- Social media presence. Social media is activity used by a very diverse group on society and will enable us to spread happening in a wider spectrum.

➤ Providers/ End Users

- Voice gathering Equitable Access
- Relationships with community and representatives, shifting power via customer voice and action.
- Lack of trust, tokenization of community voice, employer buy-in.



Strategy 2

➤ Recruitment

- Blind application review process.
- Hiring committees that truly represent diversity including age, race and gender.
- Clear objectives for the position and transparent decision making.

➤ Strategies/interpretations

- How to conduct the work?
- Where is the lack of communications.
- Understanding the community needs vs. organizational wants.
- Equitable access, valuable outreach, why do we lack of valuable partnerships.



Strategy 3

➤ Retention

- Training staff to recognize and eliminate micro-aggressive (**subtle expression of bigotry**) behaviors.
- Implementations of affinity groups(**group of people linked by a common interest or purpose**) with a direct link to their leadership. If we expect staff to buy in leadership must set the tone.
- Invest in your community, invest in the people giving them exposure and guidance. Ultimately the success of your organization will come from your internal investment of professional development towards your employee, proving they are important as well.

➤ Organizational structure

- Lack of org. capacity, bureaucracy.
- Methodology of organizational work.
- Lack of professionalism and interagency integration.



Internally we must rebuild our community in order to externally rebuild this community

Questions?

P.O.C for this presentation

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