

**WDC Meeting  
AGENDA**

January 19, 2017  
3:00-4:00 p.m.

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

Eric Hahn, Chair

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

Ron Thalheimer, 2<sup>nd</sup> Vice-chair

Joyce Conner

Barbara Farino

Steve Gear

April Gibson

Darci Gibson

Mike Johnson

Bruce Kendall

Dale King

Dave Lawson

Mark Martinez

Mary Matusiak

Wayne Nakamura

Sharon Ness

Tim Owens

Dona Ponepinto

Patty Rose

Sheila Ruhland

James Walker

Blaine Wolfe

WorkForce Central Staff  
Linda Nguyen, CEO  
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Deborah, Howell, COO  
[dhowell@workforce-central.org](mailto:dhowell@workforce-central.org)

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

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

- 1. Welcome/ Call to order/Introductions/Safety Briefing**
- 2. Welcome Congressman Kilmer**
- 3. Public Comment**
- 4. Check in discussion with Congressman Kilmer**
- 5. WorkForce Central Executive Board update – Eric Hahn**
- 6. Consent Agenda**
  - Approve November 17, 2016 minutes
  - Approve December 15, 2016 minutes
- 7. Approve Revised By-Laws**
- 8. Approve consolidation of Adult Services Committee and WDC One-Stop Operator & Partners Committee**
- 9. Approve appointment to the One-Stop Committee**
  - Jim Kenney, Senior Community service Employment Program Manager, Good Will of the Olympics and Rainier Region
  - Debbie McFarlane, Executive Director, Wester WA Indian Employment & Training Program
- 10. Review Sector Report Recommendations and Prioritize**
- 11. PY17/FY18 Budget and Priorities Discussion**

## 12. CEO Report

- Q2 Title 1 Dashboard
- Top 10 cool happenings in 2016
  1. In partnership with Pacific Mt WDC received \$2.5 million of second round National Emergency Grant funds from DOL to continue Camo2Commerce program - serve 450 more transitioning service members, totaling 1,350; to date 1,229 served, 87.25% placement rate, \$26.83 average hourly rate
  2. Conducted largest Career Day ever - aerospace, transportation, construction, advanced manufacturing - ninth annual and still feeding the children! 2,107 high school students, 107 exhibitors, \$60,000 leveraged resources
  3. Received clean audit from the State Auditor's Office
  4. Received clean monitoring visit from ESD
  5. Fully transitioned Title 1B services to ResCare and Career Path Services
  6. Conducted largest youth/young adult hiring fair – Jobfest – 66 employers; 360 attendees; 209 interviewed; number of hires increased by 58%; State Farm hired 9 on the spot!
  7. Completed WorkForce Central transition by targeted date of July 1st
  8. Completed and Disseminated Pierce County specific sector reports for Healthcare, Construction, Advanced Manufacturing, Transportation/Warehousing/Logistics, Military and Defense, Information Computer Technology/Cybersecurity
  9. WDC and local elected officials identify local priorities and metrics for the one stop service delivery system – first time ever
  10. Formed new public private partnerships to develop pipeline of talent – i.e. iron workers, teller

## 13. WDC Committee Report Out

### 14. Other business

### 15. Adjourn

Future meetings:

WDC Meeting – Eric Hahn, Chair	Feb 16	3:00-4:00
Business Services Committee – Dave Lawson, Chair	Jan 23	8:00-9:00
Youth & Young Adult Services Committee – April Gibson, Chair	Jan 24	10:00-11:30
One-Stop System Operator & Partner Committee – Ron Thalheimer, Chair	Feb 1	8:30-10:00
WDC Coordinating Committee – Eric Hahn, Chair	Feb 14	3:30-4:30
Work-Based Training Task Force – Tim Olsen, Chair	TBD	
Adult Literacy Task Force – Mike Johnson, Chair	As Needed	

Eric Hahn, Chair

Joyce Conner, 1<sup>st</sup> Vice-chair

Ron Thalheimer, 2<sup>nd</sup> Vice-chair

Michelle Burreson

Barbara Farino

Steve Gear

April Gibson

Darci Gibson

Mike Johnson

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Dale King

Dave Lawson

Mark Martinez

Mary Matusiak

Wayne Nakamura

Sharon Ness

Tim Owens

Dona Ponepinto

Patty Rose

Sheila Ruhland

James Walker

Blaine Wolfe

**Attendees:** Barbara Farino, Ron Thalheimer, Linda Nguyen, Bruce Kendall, Mike Johnson, Steve Gear, Dale King, James Walker, Patty Rose, April Gibson, Dave Lawson

**Guests:** Cami Hanson, Michelle Griffith, Derek Spivey, Lakesha Egardo-Jones, Felicia Dennis

**1. Welcome/Call to order**

Ron called the meeting to order at 3:02 p.m.

Dale gave a safety briefing for the group.

**2. Public Comment**

None.

**3. Getting to Know Each Other**

Ron asked everyone to pair up, share significant happenings with each other and then share with the larger group.

**4. WFC Executive Board Update – Eric Hahn**

Linda gave the update in Eric's absence noting the WIF presentation, WFC received more funds and County Executive Pat McCarthy's replacement.

**5. Consent Agenda**

- Approve October 20, 2016 minutes

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

**6. Approve to Business Services Committee – Maria Hamper, Business Specialist, DVR**

Motion to approve made by Dave; seconded by April. Approved.

**7. Approve Eligible Training Providers List Local Policy**

Motion to approve made by Bruce; seconded by April. Linda discussed the requirements such as licensing and approval. Approved.

**8. ResCare Presentation – Lakesha Egardo-Jones, Project Director**

Linda noted ResCare is our Youth Services provide and recently was awarded the Business Services contract as well. She introduced Lakesha who gave a background and overview on ResCare. She introduced Felicia Dennis, who gave her background.

Lakesha also spoke about the Construction Career Day which took place today at the WA State Fairgrounds with 2,600 attendees and about 95 presenters. She spoke about their CEO and OJT programs. Ron asked if they have a curriculum that covers this program

**9. Career Path Services Presentation – Michelle Griffith, Program Operator**

Linda noted CPS was awarded the Adult/DW Services contract. Michelle gave a short background on CPS and noted although they are new to Pierce County they have been providing WIA/WIOA services for a number of years. She also spoke about the incumbent worker program and their project grant for military members and their spouses. Ron asked if there was collaboration with ResCare in serving customers. Lakesha, Michelle and Cami all gave examples of how they work together.

WorkForce Central Staff  
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Jan Adams, Executive Assistant  
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**10. WDC Discussion**

- What strategies can we deploy to increase the number of businesses engaged in workforce development?  
Tabled until next meeting

**11. WDC Committee Report Out**

April thanked Felicia and Lakesha noting they are awesome at what they do.

**12. Other business**

Michelle Burreson has resigned due to work commitments; Barbara Farino will be stepping down, with Derek filling in until a replacement is found. Joyce Connor is stepping down as 1<sup>st</sup> Vice Chair.

**13. Adjourn**

Motion to adjourn made by April; seconded by Bruce. Meeting adjourned at 4:03 p.m.

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**Attendees:** Dave Lawson, Dona Ponepinto, Patty Rose, James Walker, Dale King, Darci Gibson, Eric Hahn, Linda Nguyen, Jan Adams, Deborah Howell, Mark Martinez

**On Phone:** Ron Thalheimer

**Guests:** Joe Lonergan, Julia Brooks, Jorge Mendoza-Vargas

**1. Welcome/Call to order/Introductions**

Eric called the meeting to order at 3:07

**2. Safety Briefing**

Dale gave the safety briefing for Tacoma Rail location.

**3. Public Comment**

None

**4. WorkForce Central Executive Board update – Eric Hahn**

There was no report as the meeting had been canceled.

**5. Consent Agenda**

- **Approve November 17, 2016 minutes**

No quorum, tabled until next meeting.

**6. WorkForce Central Executive Board Members Message to WDC**

Joe Lonergan thanked the WDC for their commitment to the effort and noted the year of change with a lot of momentum. He noted there are some areas to work on including doing a better job of spreading the message on the work we are doing, making sure people are fully aware of our role in the community.

**7. Construction Career Day presentation**

Mark gave a brief background and history on Construction Career Day. Julia and Jorge presented this year's process and results. There were 107 exhibitors, 2100 students from 51 schools attended and six counties participated making this the largest career day event in the state. Dave asked how many women participated. Julia noted there were 400, which was an increase over last year's number of 250.

**8. Tacoma Rail Tour – Dale King**

Dale presented the history and overview of Tacoma Rail.

**9. CEO Report**

- **WA State Auditor's Office Accountability Audit Result**  
Linda noted the "no findings results" which keeps us as a low risk auditee.
- **\$95,322.40 Job Driven NEG funds to serve more WIOA eligible dislocated workers through April 30, 2017**  
Linda noted this was a state grant, which recently provided more money to us.

**10. Other business**

Linda noted the resignation of Sheila Ruhland as TCC President

**11. Adjourn**

Eric noted the meeting will be adjourned after Dale's presentation then the Tacoma Rail tour will take place. Mark James

**BY-LAWS  
OF PIERCE COUNTY  
WORKFORCE DEVELOPMENT COUNCIL**

Amended ~~February 18, 2016~~ January 19, 2017

**ARTICLE I**  
**NAME**

The Name of the organization shall be Pierce County Workforce Development Council (WDC).

**ARTICLE II**  
**PURPOSE**

The WDC, in partnership with the chief local elected officials, dba the Executive Board, ~~has is~~ transition~~ed~~ing from the Workforce Investment Act of 1998 (WIA) to the Workforce Innovation and Opportunity Act (WIOA), and shall plan and oversee the Workforce Development System of Tacoma-Pierce County. Such planning and oversight activities shall include, but are not limited to, developing and obtaining approval of the local WIOA plan; selecting "One-Stop" service delivery operators and providers; selecting youth providers; identifying training series providers; negotiating local performance measures with the state Workforce Development Board and governor; monitoring local ~~WIA and/or~~ WIOA system performance against established performance measures; assisting development of a labor market information system, directing disbursement of ~~WIA and then~~ WIOA grants, and promoting participation of private sector employers in the WIOA system.

**ARTICLE III**  
**MEMBERS**

**SECTION 1. APPOINTMENT/TERMS.** Membership on the WDC shall be by appointment of the Executive Board in accordance with criteria established by the governor. Members shall be elected for three (3) year terms or such other terms as may be established by the Executive Board. **Renewal of terms shall be approved by the Executive Board.**

**SECTION 2. GENERAL POWERS.** All business and policy affairs of the WDC shall be governed by its Members.

**SECTION 3. NUMBERS AND COMPOSITION.** The number of WDC Members shall be determined by the Executive Board. A majority of the WDC Members shall be representatives of businesses and labor. The balance of the memberships, as defined by WIOA, shall be comprised of the following: local educational entities; labor organizations; economic development agencies;

community-based organizations (including organizations representing individuals with disabilities and veterans); “One-Stop” partners; and such other organizations designated by the Executive Board. The Executive Board and the WDC will use its best efforts to assure representation of the entire Tacoma Pierce County region.

**SECTION 4. VOTING.** Each Member, except for a Member Emeritus, shall be entitled to one vote. Members in emeritus status shall not have voting privileges. Proxy voting will be permitted only when a Member is unavailable to attend a meeting due to illness, or travel. Proxies must be executed in writing or be submitted electronically to the WDC Chair, WorkForce Central CEO/Designee and must specify the date the proxy shall expire. No Member may designate more than three proxies in any twelve month period.

**SECTION 5. EMERITUS STATUS.** A Member who has left the WDC in good standing and has demonstrated outstanding service during his/her membership is eligible for nomination as an Emeritus. Any WDC member may submit to the WDC Coordinating Committee nominations for consideration. Upon acceptance and approval of the WDC Coordinating Committee, the nomination will be forwarded to the WDC for action. An Emeritus shall serve a term without limit. While this position is non-voting with regard to official actions of the WDC, an Emeritus may be invited to participate in all WDC meetings and functions, be eligible to be appointed by the Chairperson to serve on any of the WDC’s committees, and may be called upon to assist the WDC on matters where the individual’s interest, experience and expertise will best serve the WDC. ~~on matters where the individual’s interest, experience and expertise will best serve the WDC and its efforts.~~ The number of such positions is discretionary with the WDC, however the honor will be reserved for individuals with a record of distinguished service.

Commented [NL1]: Good catch Percy!

**SECTION 6. REMOVAL.** At the discretion of the WorkForce Central Executive Board, any Member may be removed for cause. The WDC Chairperson and WorkForce Central Chief Executive Officer (CEO) may recommend to the WDC the removal of a Member from the WDC. Members are expected to attend all scheduled WDC meetings with the exception of three excused absences provided that proxies are designated (as referenced in Article 3, Section 4), actively participate in at least one committee, and maintain good standing in the community. Failure to meet his/her expectations shall warrant removal from the WDC. Upon the approval of the WDC, the recommendation for removal of the member will be forwarded to the WorkForce Central Executive Board which is comprised of the local elected officials and the WDC Chairperson. The WDC Chairperson and WorkForce Central Chief Executive Officer may recommend an exception to the WorkForce Central Executive Board.

**SECTION 7. VACANCIES.** A vacancy on the WDC shall be filled by the Executive Board. Each successor Member shall complete the term vacated and shall stand for reappointment at the end of the term. The WDC Chair or WorkForce Central CEO will notify the Executive Board on vacancies. Need to add a sentence or two on how the WDC notify the Executive Board on vacancy.

**SECTION 8. REMUNERATION.** Members shall not receive any compensation for attendance at regular or special meetings.

**SECTION 9. RESIGNATION.** Any Member may resign at any time by delivering written notice of resignation to the Chairperson. Upon receipt and acknowledgement by the Chairperson, such resignation shall be effective on the date set forth in the notice.

**ARTICLE IV**  
**MEETING OF MEMBERS**

**SECTION 1. REGULAR MEETINGS.** Regular meetings of the Members shall be held at least six times a year at such time and place as Coordinating Committee shall determine. Video conferencing technology will be used to facilitate participation of members who cannot physically travel to the meeting location. It is encouraged that members attend all meetings at the physical location. However, should it be necessary for members to use the video conferencing option, a limit of two meetings annually is permitted. The Coordinating Committee shall set the agenda for the regular meetings of the WDC. Such meetings shall be open to the public and shall be conducted in accordance with Robert's Rules of Order.

**SECTION 2. SPECIAL MEETINGS.** Special meetings of the WDC may be called by request of the Chairperson or any three (3) Members.

**SECTION 3. MEETING LOCATION.** Meetings of the WDC shall be conducted within Pierce County, Washington.

**SECTION 4. NOTICE.** If mailed, the notice shall be deemed to be delivered when deposited, postage prepaid, in the United States mail, addressed to the Member at his or her address as it appears in the records of the WDC. Notice of any regular meeting may, but need not specify the business to be transacted at or the purpose of, such meeting.

**SECTION 5. WAIVER OF NOTICE.** A Member may waive any notice required to be given by these bylaws before or after the meeting that is the subject of such notice. A valid waiver is created by 1) a written, signed waiver delivered to the WDC; 2) attendance at the meeting unless at the beginning of the meeting, the Member objects to holding the meeting or transacting business thereat; or 3) failure to object at the time of the presentation of a matter not within the purpose or purpose described in the meeting notice.

**SECTION 6. QUORUM.** Fifty-one percent (51%) of the total number of Members attending in person, by proxy, or by video conferencing shall constitute a quorum. If fifty-one percent results in a fractional number, the fraction shall be rounded upward to indicate the number of Members required for a quorum. The act of the majority of the Members present at the meeting at which a quorum is present shall be the act of the Members unless otherwise specially required by law or by the bylaws. If a quorum is not present at the meeting of the Members, the Members present may adjourn the meeting.



**SECTION 7. FAILURE TO HOLD MEETING.** The failure to hold any meeting of the Members whether special or regular shall in no way suspend or invalidate the business of the WDC.

**SECTION 8. WDC MEMBERS SERVING ON WDC COMMITTEES.** Each Member of the WDC shall serve on at least one WDC committee.

**ARTICLE V**  
**OFFICERS**

**SECTION 1. OFFICERS.** The Officers of the WDC shall be the Chairperson, Vice-Chairperson and second Vice-Chairperson. Each Officer shall be elected for a term of three years.

**SECTION 2. ELECTIONS.** The Officers shall be elected by the Members and shall serve two terms. The Coordinating Committee will, at the June meeting, recommend a slate of officers to serve during the following year.

**SECTION 3. VACANCIES.** Vacancies shall be filled at any meeting of the Members. Officers so elected shall serve until the next election of officers.

**SECTION 4. CHAIR PERSON.** The Members shall elect the Chairperson from among the business representatives on the WDC. The Chairperson shall preside at the meetings, supervise and control the business and affairs of the WDC and shall see that orders and resolutions of the Members are carried into effect. She/he may not serve more than two consecutive terms. ~~The current WDC chair shall be eligible for one more term.~~

**Commented [NL2]:** When this was revised, we needed to add this language in to ensure smooth transition from WIA to WIOA – now with a new update, we can delete

**SECTION 5. FIRST VICE-CHAIRPERSON.** The First Vice-Chairperson shall act for the Chairperson in her/his absence and perform such other duties as the chairperson may direct.

**SECTION 6. SECOND VICE-CHAIRPERSON.** The Second Vice-Chairperson shall act for the First Vice-Chairperson in her/his absence and perform such other duties as the Chairperson may direct.

**ARTICLE VI**  
**WIOA ADMINISTRATIVE ENTITY**

As ~~designated determined~~ by the Executive Board, the Tacoma-Pierce County Employment and Training Consortium, doing business as WorkForce Central, is the official Administrative Entity that serves as the local WIOA grant recipient and fiscal agent for the distribution of the funds. Any WorkForce Central staff assigned to support the WDC or its committees shall be ex-officio members of the council or committee.

**ARTICLE VII**  
**COMMITTEES**

**SECTION 1. STANDING COMMITTEES.** The standing committees of the WDC shall be the Coordinating Committee, the Business Services Committee, the Adult Services Committee, the Youth and Young Adult Services Committee, and the One-Stop System Operator(s) & Partners Committee.

**SECTION 2. COMMITTEE CHAIRS.** The Chair of the Coordinating Committee shall be the Chair of the WDC. The Chairs of the remaining committees shall be members of the WDC and are appointed by the Chair of the WDC.

**SECTION 3. COMMITTEE VICE CHAIRS.** The Vice Chair of the Coordinating Committee shall be the Vice Chair of the WDC. The Vice Chairs of the remaining committees shall be Members of the Committees selected by the committee membership.

**SECTION 4. COMMITTEE MEMBERSHIP.** Membership of the committees will be a combination of WDC Members and non-WDC Members. The process and appointment of non-WDC members to the committees shall be determined by the WDC Chair, the WDC Vice Chair, and the WDC Chairs of the Committees.

**SECTION 5. COMMITTEE MEETINGS.** The committees shall determine the frequency of their meetings based upon the work that must be done. The Chair of each committee shall determine the meeting dates and the agenda as needed or directed.

**SECTION 6. STANDING COMMITTEE PURPOSES**

~~WIOA Section 107(b)(4)(iii) calls for a standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188, if applicable. I AM NOT SURE IF ONE OF THE EXISTING COMMITTEES HANDLE THIS AREA. IF NOT WE MAY WANT TO RECOMMEND CREATING A STANDING COMMITTEE ON SERVICES TO INDIVIDUALS WITH DISABILITIES.~~

**SECTION 6.1. COORDINATING COMMITTEE PURPOSE.** The purpose of the Coordinating Committee is to coordinate the work of the WDC and any of its committees.

**SECTION 6.2. BUSINESS SERVICES COMMITTEE PURPOSE.** The purpose of the Business Services Committee is to provide the WDC with assistance in the planning, implementation, and performance of employer engagement and economic development in the WIOA workforce system.

~~**SECTION 6.3. ADULT SERVICES COMMITTEE PURPOSE.** The purpose of the Adult Services Committee is to provide the WDC with assistance in the planning, implementation, and performance of adult services in the WIOA workforce system.~~

**SECTION 6.4. YOUTH AND YOUNG ADULT SERVICES COMMITTEE PURPOSE.** The purpose of the Youth and Young Adult Services Committee is to provide the WDC with assistance in the planning, implementation, and performance of youth and young adult services in the WIOA workforce system.

**SECTION 6.5. ONE-STOP SYSTEM OPERATOR(S) & PARTNERS COMMITTEE PURPOSE.** The purpose of the One-Stop System Operator(s) & Partners Committee is to provide the WDC with assistance in the planning, implementation, and performance of the One-Stop System in Pierce County. The committee provides information and assists with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188 of WIOA Final Rules. This committee, for the most part, is made up of current partners in the system. Therefore, a significant number of the Members will be partner representatives, identified in a specific Memorandum of Understanding (MOU) that will guide the work of this committee. These representatives will be selected by the organization that they represent in the partnership. The membership in the One Stop Committee will not be limited to official MOU partners since the goal is to have a broad based group of demonstrated expertise and effectiveness in the field of workforce development on each of the committees.

**SECTION 6.6. CORE 6 LEADERSHIP COMMITTEE.** The purpose of the Core 6 Leadership Committee is to advise and recommend to the WDC and the WorkForce Central Executive Board solutions to issues related to the aspirational vision, strategic direction and priority changes/improvements required for the Pierce County Workforce Development System.

**ARTICLE VIII  
CONFLICT OF INTEREST**

No Member or ex-officio Member of the Workforce Development Council (whether compensated or not) shall engage in any activity, including participation in the selection, or award of a sub-grant or contract supported by ~~WIA or~~ WIOA formula funds if a conflict of interest, real or apparent, would be involved. Such a conflict work arise when the Member, or any member of his/her immediate family, a partners or an organization which employs, or is about to employ, any of the above, has a financial or other interest in the firm or organization selected for award. A WDC Member shall declare when a conflict of interest, real or apparent, could occur. The minutes of the meeting shall reflect that a disclosure was made and an abstention from voting or discussing during the meeting shall occur. Members or ex-officio Members of the WCD will neither solicit nor accept gratuities, favors or anything of monetary value from contractors, potential contractors or parties to sub-agreements. Each Member is entitled to one vote, unless prohibited by a declared conflict of interest. SUGGESTION TO ADD: ANNUAL DISTRIBUTION AND REVIEW OF CONFLICT OF INTEREST POLICY TO MEMBERS

**Commented [NL3]:** Too hard to keep up with. The sign off says that each member must declare should a conflict arise

**SECTION 1.** Workforce Central may enter into contracts and agreements that are in accord with the goals and objectives of the Executive Board, the WDC and ~~WIA or~~ WIOA. All such contracts must be executed by the WorkForce Central CEO based upon local, state, and federal laws, regulations and ordinances.

**SECTION 2. FISCAL YEAR AND PROGRAM YEAR.** The fiscal year of the WDC and WorkForce Central shall begin on the first day of January in each year and shall end on the last day of December in each year. The program year of the WDC and WorkForce Central shall be the first day of July in each year and shall end on the last day of June each year.

**SECTION 3. NONDISCRIMINATION.** The WDC shall comply with all applicable federal, state, and local laws, regulations and ordinances. The WDC shall adhere to a policy of equal opportunity for all people, regardless of race, color, sex, sexual orientation, age, marital status, creed, religion, disability or national origin. WorkForce Central ~~and WorkSource Pierce are~~ is an equal opportunity employer ~~s and providers of employment and training services.~~

**SECTION 4. BOOKS AND RECORDS.** The WorkForce Central shall keep correct and complete books and records of account and minutes of the meetings of the council and its committees. All books and records of the WDC may be inspected by any Member or Officer for any proper purpose at any reasonable time.

**ARTICLE X**  
**AMENDMENTS**

These bylaws may be amended or repealed at any meeting of the members at which a quorum is present, by the affirmative vote of two-thirds (2/3) of the members present at such a meeting provided that any proposed amendment shall be acted upon in advance by the WDC Coordinating Committee and shall be submitted in writing to the members in advance of their next meeting.

**CERTIFICATION**

I do hereby certify that the foregoing bylaws, consisting of seven (7) pages, are a true and correct copy of the bylaws of the Pierce County Workforce Development Council as adopted by its members on January 16, 2015.



\_\_\_\_\_  
WDC Chair

21/189/167  
Date



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

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

**Date:** December 15, 2016

**Name:** Jim Kenney

**Title (If Applicable):** SCSEP Program Manager

**Employer (If Applicable):** Goodwill of the Olympics and Rainier Region

**Address:** 714 S 27<sup>th</sup> St

**City:** Tacoma **State:** WA **Zip:** 98409

**Please indicate whether this is a home or work address:** (Click on "Choose an item" and then click on the arrow.) Employer Address

**Primary Day Phone:** 253-573-6792 **Type of Phone:** Work Phone

**Alternate Day Phone:** 206-799-9143 **Type of Phone:** Cell Phone

**Email Address:** jimk@goodwillwa.org

**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. (Double click on box and select "Checked"):**

- Business Services Committee
- One-Stop Operator & Partners Committee
- Youth and Young Adult Services Committee
- Adult Services Committee

**If you represent a community based organization, please indicate the mission of the organization and the populations served:** The Senior Community Service Employment Program (SCSEP) provided by Goodwill of the Olympics and Rainier Region is a DOL funded training program focused on providing supports and services to those 55 years of age and older who face multiple barriers towards acquiring and maintaining employment. This is in alignment with Goodwill of the Olympics and Rainier Regions mission of providing services to the disabilities and disadvantaged populations in the community. Additionally SCSEP is one of WIOA's required partners of the WorkForce Development Systems.

**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: (You are not limited to one page or one paragraph. This application may be more than two pages in length once completed.)**

I am seeking to become a member of the One Stop Operator and Partners Committee as SCSEP is one of the designated required partners by WIOA and also for becoming involved with the Adult Services Committee.

Over the course of a thirty year career in the human services (primarily with individuals with developmental disabilities and those with mental health challenges) Supported Employment and Supported Education field I have had the great opportunity to be involved in both the direct services and the spectrum of management level positions. These are portrayed in my resume and listing of professional experiences which is provided as an attachment.

During the past 7 years I worked with OPTUMHealth Pierce RSN as their Allied Services Liaison and also as their Housing and Employment Coordinator from 2009 -2012, With the State of Washington DSHS Aging and Long Term Services Administration as the Employment Program Manager and as the State Manager for SCSEP from 2013 – 2015 and then currently with Goodwill of the Olympics and Rainier Region as their SCSEP Program Manager from 2015 to present.

In the course of those endeavors I was involved with developing partnerships through the work with the DOL, and the Office of Disabilities Employment Policies (ODEP), the DSHS state agencies (DVR, DBHR/BHA, DDA, ESD amongst many) and then with the local Area Agencies on Aging and community mental health/behavioral health agencies. This included planning for responding to legislative requirements and the newly implemented WIOA requirements through involvement as the lead architect for the WA State SCSEP State Plan(s) and being involved with being a member of several state planning and now state level implementation committees regarding WIOA and seeking to become more involved with the local WDCs process and partnerships in the development of programs and operational practices that can meet these requirements.

Please review my attached resume and additional information on my professional experiences for your committee selection process.

**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: Debbie Lean  
3640 South Cedar Street, Suite E  
Tacoma, WA 98405  
Or email to: [dlean@workforce-central.org](mailto: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.



James (Jim) Kenney  
11340 SE 211<sup>th</sup> Lane # 54, Kent, WA 98031  
Home: (253) 850-0834  
Cell: (206) 799-9143  
[Jfkenney75@gmail.com](mailto:Jfkenney75@gmail.com)

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- 20 + Years' experience in Program and Project Management Leadership Positions
  - 15 + Years' experience in Strategic Planning
  - 15 + Years' experience in Community Development and Resource allocation
  - 15 + Years' experience in Public Speaking and Training
  - 15 + Years' experience in Curriculum development
  - 10 + Years' experience in Grant Writing, Contracts and MOUs
- 

## **PROFESSIONAL EXPERIENCE**

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**Senior Community Service Employment Program Manager** *Goodwill Industries of the Olympics and Rainier Region*  
Feb. 2016 - present

**Employment Program Manager** *Washington State DSHS Aging and Long Term Services Administration*  
**Washington State Senior Community Service Employment Program Manager** Oct. 2013 – Feb. 2016

Responsibilities include:

- Statewide development of employment and education services programs for the State agency
- Liaison with the Department of Labor for the Senior Community Service Employment Program
- Agency representative on such work groups as the Work Force Innovation and Opportunity Act Combined Plan Development committee and the DSHS Employment Steering Committee
- Agency representative on the Office of Disability Employment Policy (ODEP) Vision Quest Employment Strategic Planning workgroup
- Development of two pilot projects (Steps to Employment) in partnership with Vocational Rehabilitation
- Review legislative policies (Federal and State) regarding employment and education services
- Development of the 1115 Global Medicaid Waiver on Supported Employment Services
- Consultant to the Traumatic Brain Injury Council on Supported Employment and Supported Education

**Program Manager Employment Services** *Comprehensive Life Resources* May 2012 – May 2013

Responsibilities included:

- Development of a comprehensive employment services program for adults and young adults in transition
- Development of Data and Outcome measures for the purposes of Outcome measurements and QA/PI processes
- Development of partnerships with DVR, the WorkSource system, Veterans and other local community employment and education service programs
- Development of internship program(s) for Peer Support Specialists
- Developed the RFQ for becoming a DVR CRP and IL Provider
- Ongoing participation as a member of the Strategic Planning group of the Washington State DBHR/DVR Mental Health Employment Consortium
- Provided consultation and training on Supported Employment and Benefits and Financial Planning

**Provider Relations Coordinator** *OPTUMHealth Pierce RSN* January 2011 – April 2012

Responsibilities included:

- SAMHSA PORCH Permanent Supported Housing Project Lead for the RSN
- In-House Expert on Housing and Employment issues for the RSN
- RSN Contracts and MOU development and Oversight
- Research and Interpretation of Federal and State of Washington Laws and Guidelines
- QA/PI outcomes strategies and monitoring for Contracts and development of new projects for the RSN
- Member of the Mental Health Employment and Housing Consortium's Strategic planning committee

**Allied Service Provider Liaison**

*OPTUMHealth Pierce RSN*

May 2009 – January 2011

Responsibilities included:

- Developed Memorandum of Understanding with state and local agencies and organizations per our contract with the DSHS/DBHR. These include such as DSHS/DVR, JRA, DDD, ESD, HCS, DOC, local Police Department and Jails, Pierce County Chemical Dependency programs, Transit systems, Housing Authorities
- Research and Interpretation of Federal and State Laws and Guidelines
- Lead for the RSN in developing networks of support and education on the issues of Housing and Employment for individuals with Recovery and Wellness Challenges in the Community Mental Health System in Pierce County.
- Project Lead for the development of the Employment and Housing Plans for the Regional Support Network
- Developed partnerships with DVR, the Workforce Development Council, WorkSource Centers, and Housing Authorities for employment services.
- Acted as the Liaison for the organization with the local Housing Consortiums, Housing Provider Network, Homeless Coalitions, and Legislative Workgroup for Housing of Ex-Offenders, the State Mental Health Housing Consortium for the purpose of collaboration and partnership development.
- Developed education and training programs for Housing and Employment for the RSN.
- Grant Writing; SAMHSA PORCH Project lead for the RSN; Willing Partners Technical Assistance for Employment Services; Time Limited funding from DVR to support Mental Health Employment Services.

**Program Director**

*HERO House (Clubhouse) Bellevue, WA*

September 2008 – May 2009

Responsibilities included:

- Provided oversight of the overall Clubhouse model program
- Provided Clinical Supervision for the Clubhouse Staff
- Enhanced the spectrum of the Employment Services programs
- Developed Internship program with local Hopelink and WorkSource programs
- Enhanced the partnership opportunities with the King County Regional Support Network
- Enhanced the partnership opportunities with the local and state offices of the Division of Vocational Rehabilitation
- Developed grants for program operations

**Executive Director**

*Rose House (Clubhouse) Tacoma, WA*

December 2007 – July 2008

Responsibilities included:

- Overall Financial oversight of the clubhouse program.
- Overall oversight of the Clubhouse program service design and redesign of the organizations Strategic Plan
- Oversight of the House Capital facilities remodeling to meet state requirements
- Provided oversight and compliance of all grant funding requirements.
- Representative to the Consumer Transformation Project work group.
- Grant writing and contract development.
- Provided Clinical Supervision for the staff and interns from the University of Washington/Tacoma School of Social Work

**Program Manager Employment and Education Services**

*Valley Cities Counseling and Consultation WA*

October 2002- December 2007

Responsibilities included:

- Developed the Employment and Education services program for the CMHA
- Collaborated with the Management team in the integration of the Employment and Education services to provide SAMHSA Evidenced Based Best Practices in Supported Employment
- Collaborated with the Management team in the development of the agency Recovery Services Plan
- Contract development and oversight for employment services
- Grant writing
- Provided Clinical Supervisor and Management supports to the Case Management and Therapist teams
- Conducted Assessments and Intakes for Adults entering services with the organization
- Developed partnerships with the local WorkSource Centers, local DSHS/ Community Support Offices, local TANF programs. Partnerships included provision of Job Clubs, employment supports, training on Mental Health issues.
- **Manager of the Partnership program Regional Employment Service Program Center** (*Highline West Seattle, Mental Health, Transitional Resources, and Valley Cities*) providing employment services in the South King County area.
- Liaison to the King County DVR/ Mental Health Employment Services work-group.
- Liaison to the local Housing Authorities and Housing organizations in the South King County area

- Member of the workgroup DVR/MH Cross-System Training development.
- Provided all staff training on Employment and Recovery, Group Process, Navigating the Mental Health system
- Representative to the NAMI-Eastside Board of Directors
- Contracted by WIMIRT to provide training to Peer Counselors on Employment Services and Practices

**Mental Health Specialist**      *Overlake Hospital* Inpatient Unit    Bellevue, WA      January 2002 - October 2002

Responsibilities included:

- Provided Clinical supports and services to individuals on the voluntary inpatient unit.

**Program Manager Employment and Vocational Services**    *Mentor Health Northwest*    Bellevue, WA  
June 1996 - March 2001

Responsibilities included:

- Program Development, Management, and Clinical Supervision for the Adult Services Supported Employment and Education services
- Liaison with the King County RSN, and DVR offices
- Contract development, and Budgetary oversight for employment and education services programs

## **PROFESSIONAL ACTIVITIES**

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### **Committees and Boards**

Washington State Mental Health Employment Consortium	2010 –
Washington State Mental Health Housing Consortium	2009–2012
Tacoma Pierce County Homeless Coalition	2009-2012
Puyallup Homeless Coalition	2010-2012
Pierce County Homeless Housing Provider Network	2010-2012
Pierce County Homeless Continuum of Care Committee	2010-2012
Advisory Panel Member    Center for Continuing Education in Rehabilitation (CCER)	2004-2007
Washington State MH Transformation Committee on Employment	2005-2009
Board Delegate      Washington State Clubhouse Coalition	1991–1994    2007-2008
Board of Directors      NAMI Eastside	2000–2002    2003-2005
Advisory Board Member    HERO House Clubhouse	2003-2008

### **Workgroups**

Washington State DSHS Employment Services Steering Committee	2015-
Washington State Work Force Innovation and Opportunity Act implementation	2015 -
Vision Quest Office of Disabilities and Employment (Federal)	2013-2014
Pierce County Mental Health Employment Services workgroup	2009-2013
Tacoma Pierce County Ex-Offender workgroup	2012-2013
Washington State Legislative Workgroup on Housing for Ex-Offenders	2009-2010
King County Supported Employment Workgroup	2002-2007    2008-2009
DVR/MH Cross System training workgroup	2007
DVR/MH Liaison workgroup	1997-2001    2002-2007
Massachusetts Task Force on developing Service System (MH)	1988-1990
Massachusetts Task Force on developing Service System (DD)	1982-1984

## **EDUCATION**

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Wesleyan University, Middletown CT      Sociology/Psychology      Bachelor of Arts    1979

## **PROFESSIONAL LICENSE/CERTIFICATIONS**

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Certified Six Sigma Lean Facilitator	April 2015
Mental Health Professional Status granted for the State of Washington (King County RSN)	1999-present
Affiliated Counselor State of Washington	2010-present
Registered Counselor State of Washington	1991-2010

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

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

**Date:** January 4, 2017

**Name:** Debbie McFarlane

**Title (If Applicable):** Exec. Director

**Employer (If Applicable):** Western Washington Indian Employ. & Training Program WWIETP\_

**Address:** 3701 6<sup>th</sup> Ave. Suite 4

**City:** Tacoma **State:** WA **Zip:** 98406

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

**Primary Day Phone:** 253-879-9066 **Type of Phone:** Work Phone

**Alternate Day Phone:** [Click here to enter text.](#) **Type of Phone:** Choose an item.

**Email Address:** [Debbie@wwietp.org](mailto:Debbie@wwietp.org)

**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. (Double click on box and select "Checked"):**

Business Services Committee

One-Stop Operator & Partners 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:** 18 Counties of Western Washington Native 166 WIOA population

**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:** sharing of resources for all 18 counties we offer WIOA 166 Native services

Click here to enter text.

**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: Debbie Lean**

**3640 South Cedar Street, Suite E**

**Tacoma, WA 98405**

**Or email to: [dlean@workforce-central.org](mailto: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.

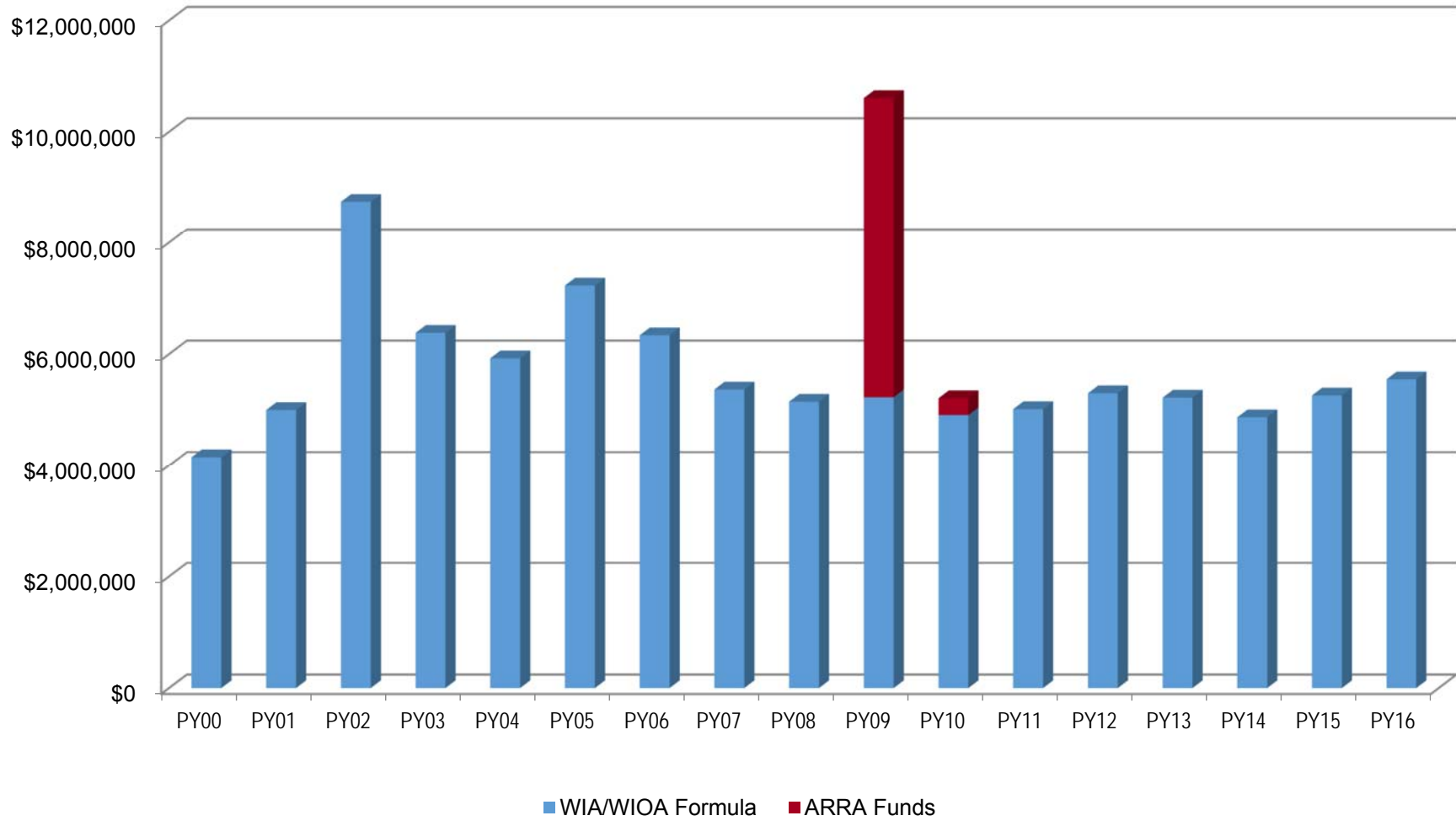
## PIERCE COUNTY SKILL GAPS ANALYSIS RECOMMENDATIONS

Health care	Advanced manufacturing	Construction	ICT and cybersecurity	Military and defense	Transportation and logistics
<ul style="list-style-type: none"> <li>Develop systems to identify personal care and home health aide UI claimants (estimated at 110 per year) and help them either quickly gain re-employment or enroll them into Dislocated Worker training programs customized to help them articulate their current training and experience into new, shortened training programs.</li> </ul>	<ul style="list-style-type: none"> <li>Partner with the Employment Security Department to develop systems to identify UI claimants seeking re-employment in advanced manufacturing occupations and assess their basic and soft skills. If necessary, offer them additional basic and/or soft skills training. With soft skills training include opportunities to role-play and receive practical feedback.</li> </ul>	<ul style="list-style-type: none"> <li>Develop systems to identify construction industry UI claimants coming from occupations with high numbers, such as HVAC installers and repairers (est. 57 annually), construction laborers (est. 411 annually) and carpenters (est. 404 annually). Develop assessments to determine: if they lack critical soft skills; basic understanding of job requirements; and/or are interested in continuing in their occupation. Design strategies to help them quickly return to work, boost soft skills or switch to an alternative occupation.</li> </ul>			<ul style="list-style-type: none"> <li>Develop systems to identify UI claimants in occupations with high number of claimants and provide them with additional skills training to help improve their employability and job retention. The additional skills training should include a heavy emphasis on soft skills training and plenty of opportunities to practice and receive feedback on their new and/or improved skills.</li> </ul>
<ul style="list-style-type: none"> <li>Local education institutions should explore options to add BSN completion programs and/or specialty training for existing nurses. They can also consider opportunities to continue adding cultural and linguistic competence to their students.</li> <li>Training LPNs is hampered by perceived demand for graduates as well as lack of clinical space for students. Employers and educators should develop a nursing education and workforce plan for Pierce County that incorporates existing workforce projections with output from nursing education programs and serves to help employers and educators agree on the balance of LPN and RN training, including where LPN students will gain their required clinical education experience.</li> <li>Consider working with local community colleges to expand healthcare career pathway training targeted to working adults. This includes; expanding weekend, evening and online program offerings; expanding innovations in developmental education to ensure remediation surpasses persistence; and making greater use of intrusive academic advising to catch students struggling early.</li> <li>Explore opportunities to partner with regulatory and accreditation bodies to experiment with an increased focus on community health in nursing and other key healthcare education programs</li> </ul>	<ul style="list-style-type: none"> <li>Develop opportunities for advanced manufacturing employers and administrators from local colleges to build and/or improve relationships, identify common needs and work together.</li> </ul>	<ul style="list-style-type: none"> <li>Consider partnerships to expand programs with significant annual shortages.</li> <li>Increase opportunities to create information sharing systems between employers and the workforce system. This may include re-launching the construction industry advisory panel, holding additional Construction Career Days, and/or assigning business services staff to develop concentrated expertise in the construction industry and then identify venues for them to share this information broadly with the workforce system.</li> </ul>	<ul style="list-style-type: none"> <li>Convene employers and colleges to improve alignment between education programs and employer needs. This could include helping to develop consistency between programs as well as deepening critical thinking, communication, and soft skills training and role playing opportunities.</li> <li>Partner with local colleges, universities and employers to develop career pathways maps that describe different career tracks, with their associated education, experience requirements and salary levels. Distribute this information broadly including in WorkSource centers, and with JBLM staff.</li> <li>Data and employer feedback indicates that computer network support specialists may be in oversupply. Work with community colleges offering this training to build on efforts to add stackable certificates and articulations with baccalaureate-level programs. Ensure this additional education is available to working adults.</li> </ul>		
<ul style="list-style-type: none"> <li>Expand partnerships with employers and labor organizations to explore career pathways for these workers to help boost job retention.</li> <li>Helping to address retention challenges and skills gaps can go hand in hand with additional incumbent worker training opportunities. To some extent, incumbent worker training can be marketed as a benefit to existing employees to boost retention, especially when incumbent worker training is coupled with a formal employment agreement to remain at the institution for a specific amount of time to “pay back” the value of the training.</li> <li>Many of the skills gaps occurring now are related to the rapidly changing healthcare environment and generate opportunities to create high quality continuing education opportunities for existing healthcare workers. Employers of all stripes are requiring new skills related to: inter-professional continuing education; quality improvement processes; understanding, manipulating, and reporting data; patient coaching techniques such as motivational interviewing; coordinating and managing care within a healthcare system; and “boundary spanning” functions that address patient care needs across health and community-based settings. One occupation ripe for continuing education consideration is medical assistants.</li> </ul>			<ul style="list-style-type: none"> <li>Develop continuing education opportunities for current ICT workers focused on improving leadership, communication, soft skills and critical thinking.</li> </ul>		<ul style="list-style-type: none"> <li>Partner with employers to develop marketing materials about the benefits of remaining employed (or seeking employment) with Pierce County employers</li> </ul>
<ul style="list-style-type: none"> <li>Stakeholders agreed that expanding focus on soft skills within educational programs or other organizations in the workforce system could be valuable. Students who have experience with interviews and understand the work environments present themselves more strongly to employers.</li> </ul>	<ul style="list-style-type: none"> <li>Regional job fairs can be good options for recruitment. High school job fairs are a good option to get in front of high school students, and it is not unheard of that family members of students will become interested in manufacturing opportunities through these events.</li> </ul>	<ul style="list-style-type: none"> <li>Develop updated recruiting materials and presentations targeted to high school and college students and share those materials with school guidance and career counselors throughout the county.</li> <li>Expand partnerships with high schools to seek funding aimed at increasing construction-related career and technical education.</li> <li>Partner with high school teachers to develop summer continuing education workshops that incorporate skilled trades into traditional high school courses. For example, applied math or physics lessons.</li> <li>Modeled after successful programs in King County, consider opportunities to use Running Start dollars to help students seek dual enrollment in college workforce education programs.</li> <li>Ensure adequate marketing of apprenticeship opportunities are occurring in high schools and WorkSource centers. If not, boost marketing and expand training opportunities for high school advisors and WorkSource case managers.</li> </ul>			

**PIERCE COUNTY SKILL GAPS ANALYSIS RECOMMENDATIONS**

Health care	Advanced manufacturing	Construction	ICT and cybersecurity	Military and defense	Transportation and logistics
		<ul style="list-style-type: none"> <li>Continue supporting existing partnerships with JBLM and seek opportunities to expand the scale and effectiveness of these programs.</li> </ul>	<ul style="list-style-type: none"> <li>Seek funding to expand successful partnerships with JBLM to help transitioning service members gain required certifications and/or formal training to increase their competitiveness for ICT jobs.</li> </ul>	<ul style="list-style-type: none"> <li>It would be of benefit for the workforce system to have a strong understanding of the requirements for passing a background check, in addition to the industry and occupational skills required for the open positions. Develop a background check preparation tool for people interested in occupations for the military and defense field that guides people through the extensive detail and thoroughness common on military background checks.</li> <li>Develop a tool to help transitioning service members identify the certifications required for civilian employment. Provide information about how to acquire these certifications including required education, testing bodies and costs.</li> <li>Increase opportunities for transitioning service members to gain needed commercial certifications. This includes expanding competency-based preparation programs as well as resources to help pay for training and certification exams.</li> </ul>	
	<ul style="list-style-type: none"> <li>Expand opportunities for women to gain training and experience in manufacturing jobs through partnerships with AJAC and other relevant stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Construction industry professionals require help from the workforce system to identify effective programs that increase the diversity of their workforce. Seek opportunities to expand partnerships with organizations such as Apprenticeship and Non-traditional Employment for Women (ANEW) that increase pathways for women and minority Pierce County residents.</li> </ul>			
	<ul style="list-style-type: none"> <li>Identify employers that train employees internally and provide them enhanced business services to ensure a ready supply of entry-level workers.</li> </ul>	<ul style="list-style-type: none"> <li>Seek opportunities to leverage public training dollars with private industry resources in partnership with local colleges, JATCs, and Training Funds as a means to create incentives for employers to invest in their employees. Collect and report data about the results of these efforts broadly.</li> </ul>			
					<ul style="list-style-type: none"> <li>Develop staff with expertise about this industry. Consider developing print materials that workforce development stakeholders and job seekers can use that describes career pathways, working conditions, required skills, training requirements and wages. Some of these materials could be focused on incumbent workers to help them understand specific skills deficits they may experience if intending to switch jobs.</li> </ul>

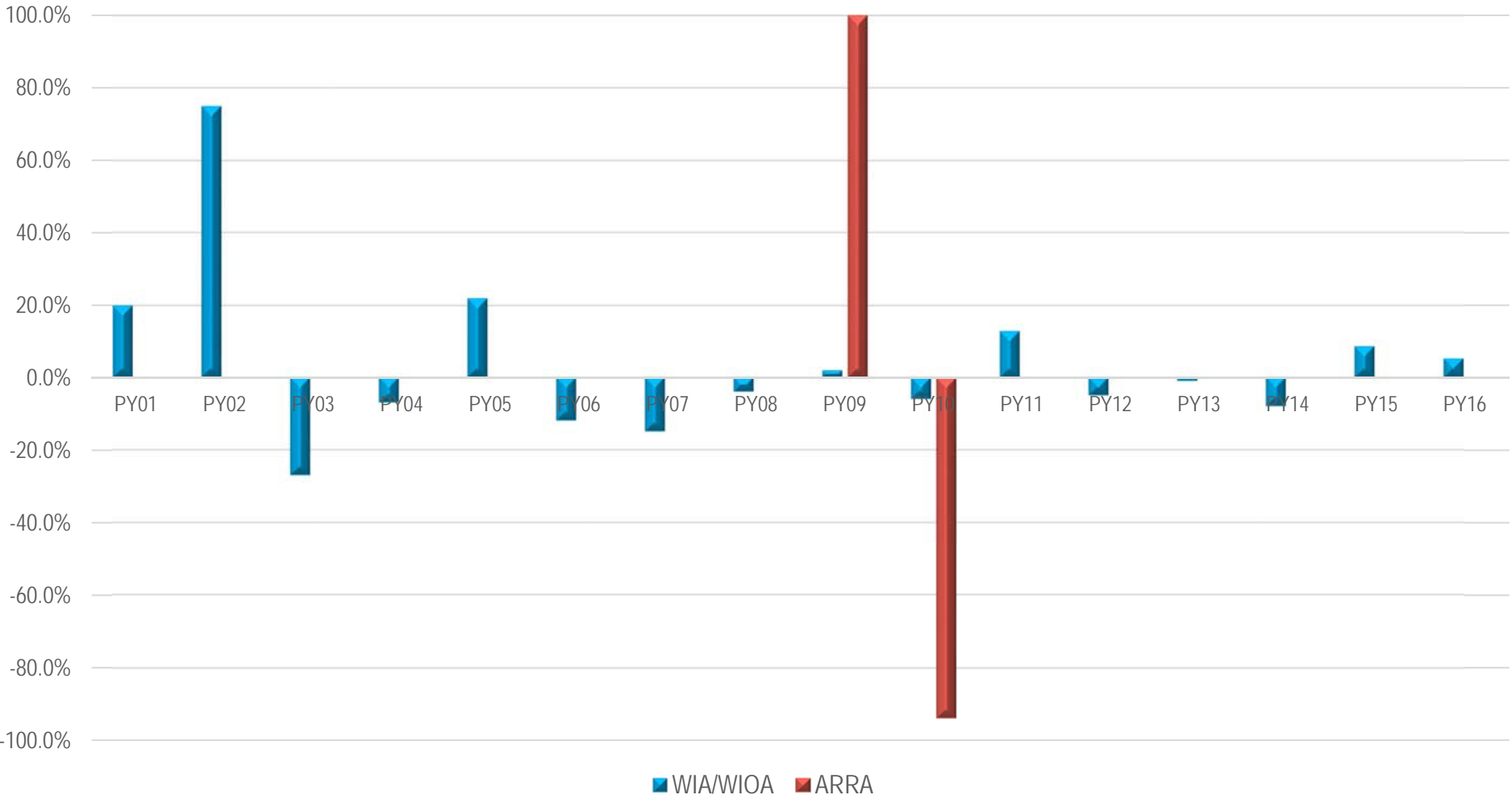
# WorkForce Central WIA/WIOA Formula Revenue History





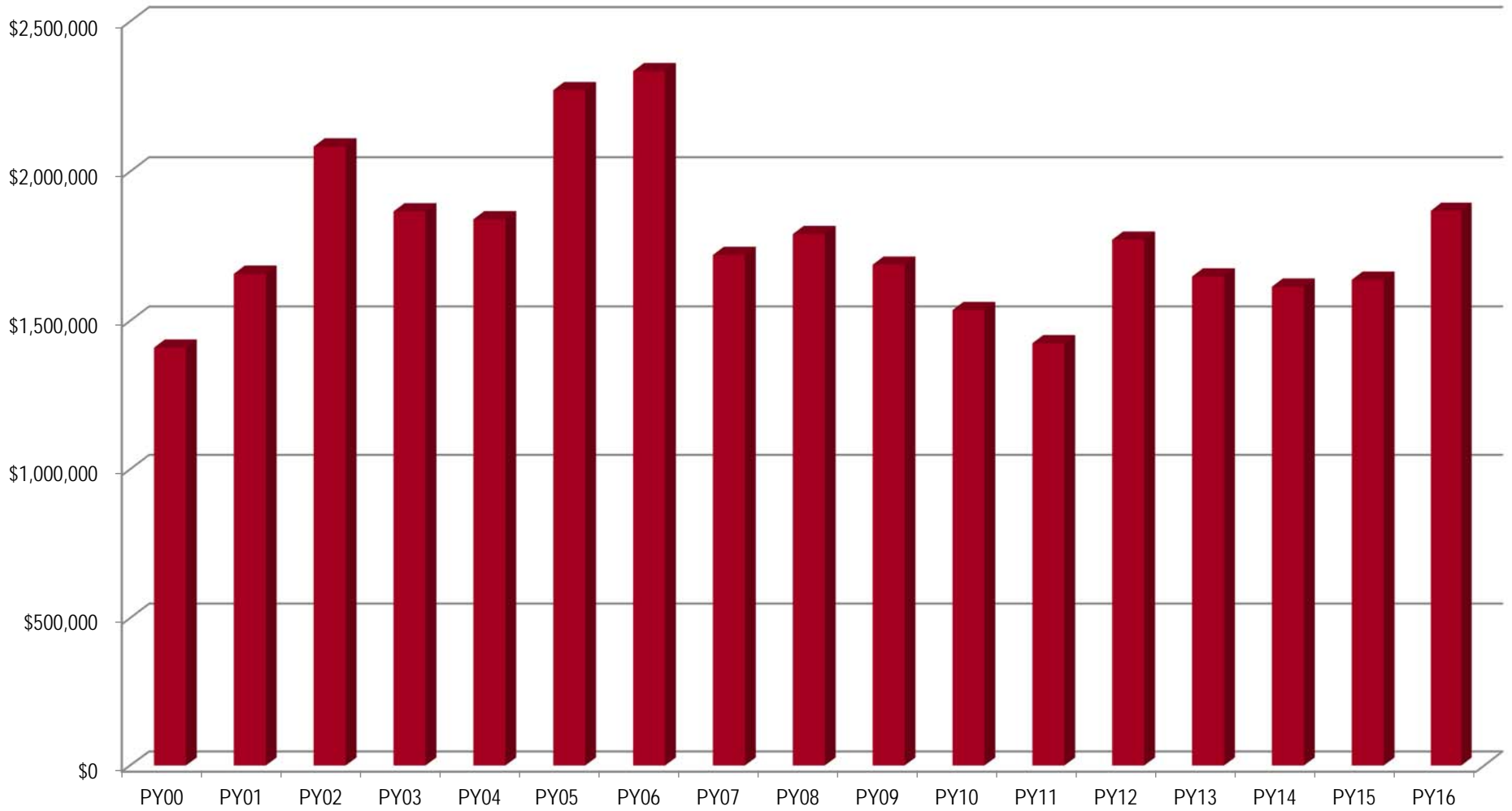
# WorkForce Central

## Total New WIA/WIOA Formula Program funds



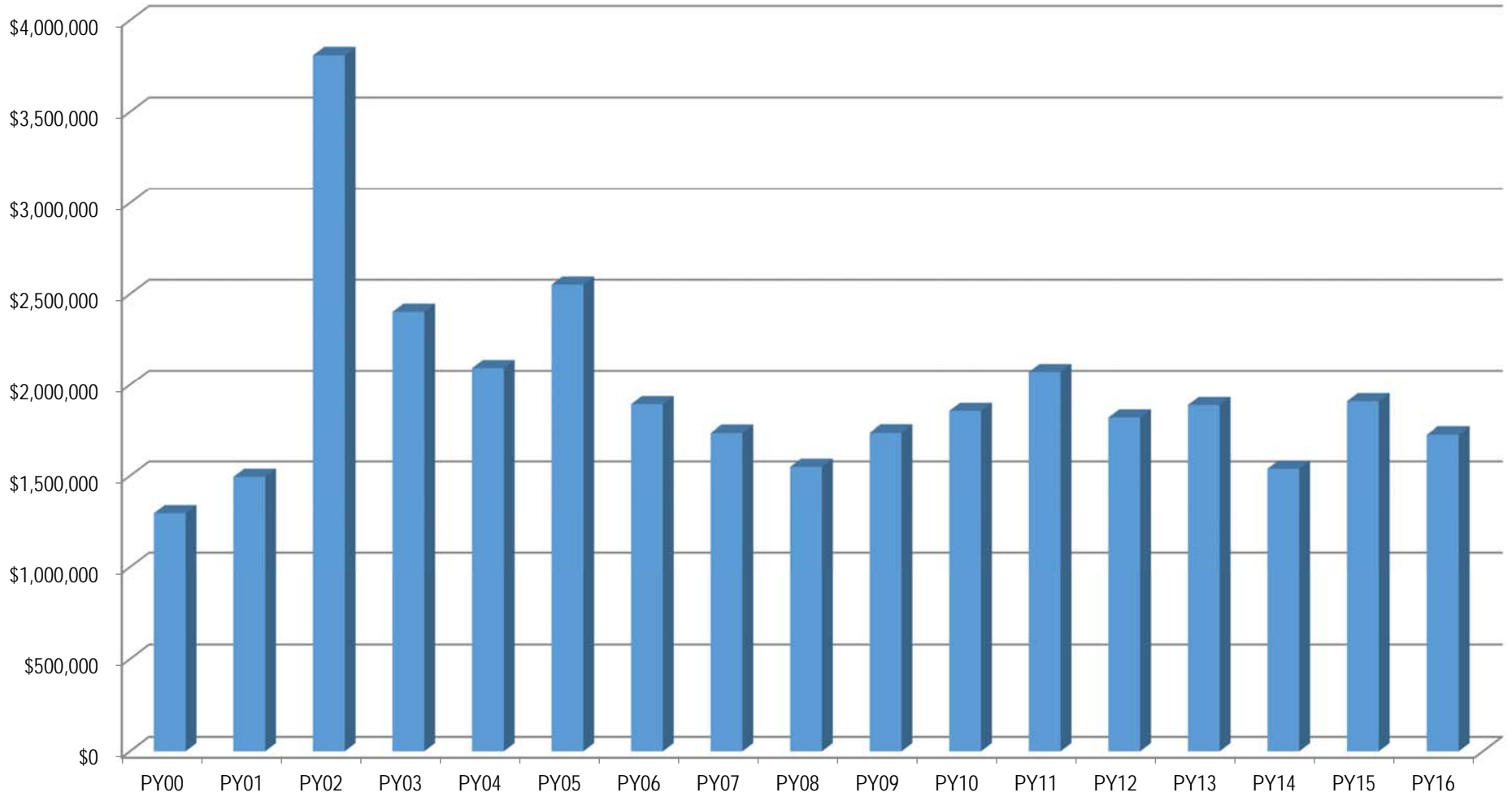
# WorkForce Central

## Of Total Program New Revenue – Adult WIA/WIOA Contribution



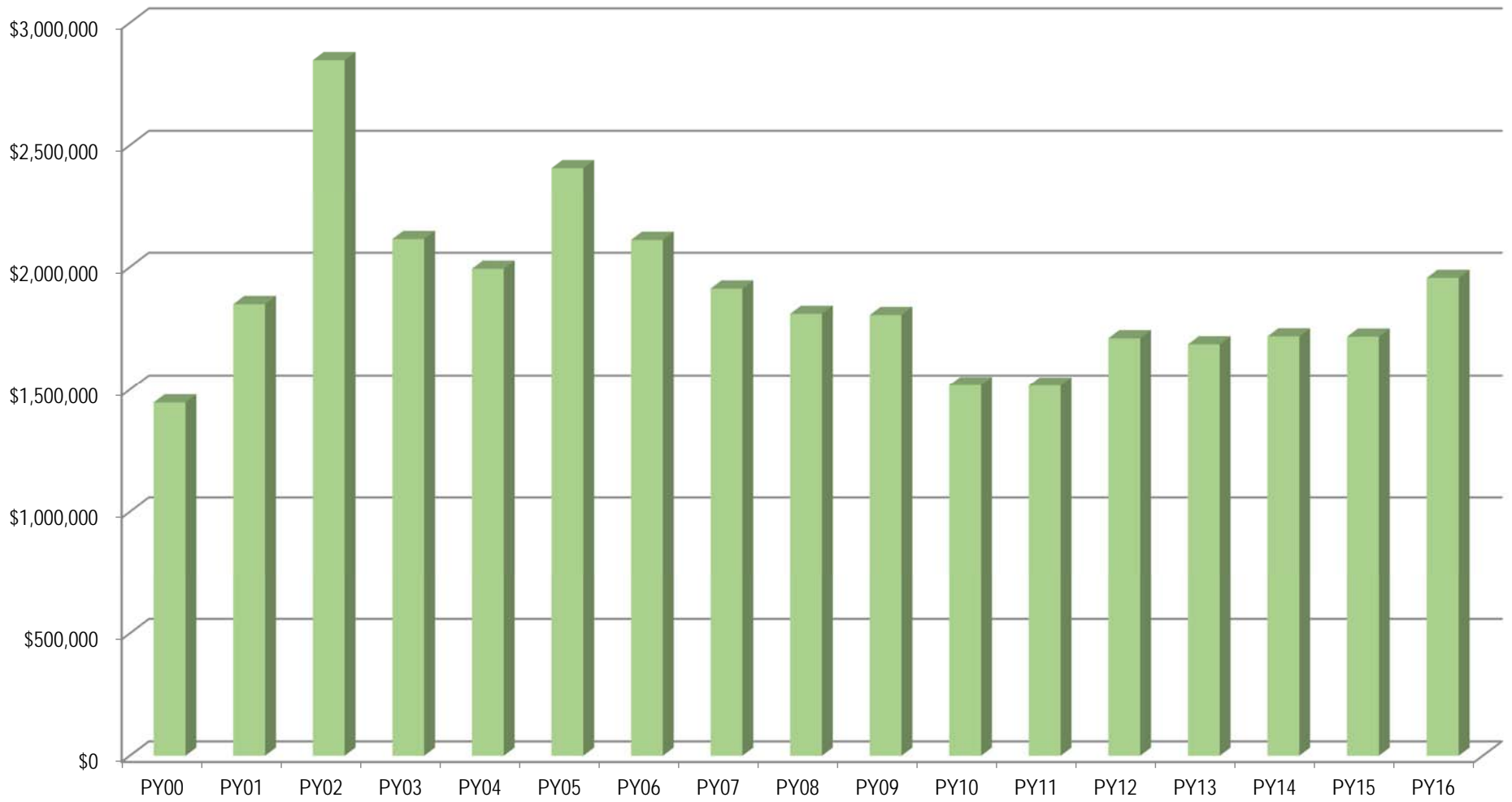
# WorkForce Central

Of total Program New Revenue – Dislocated Worker WIA/WIOA Contribution



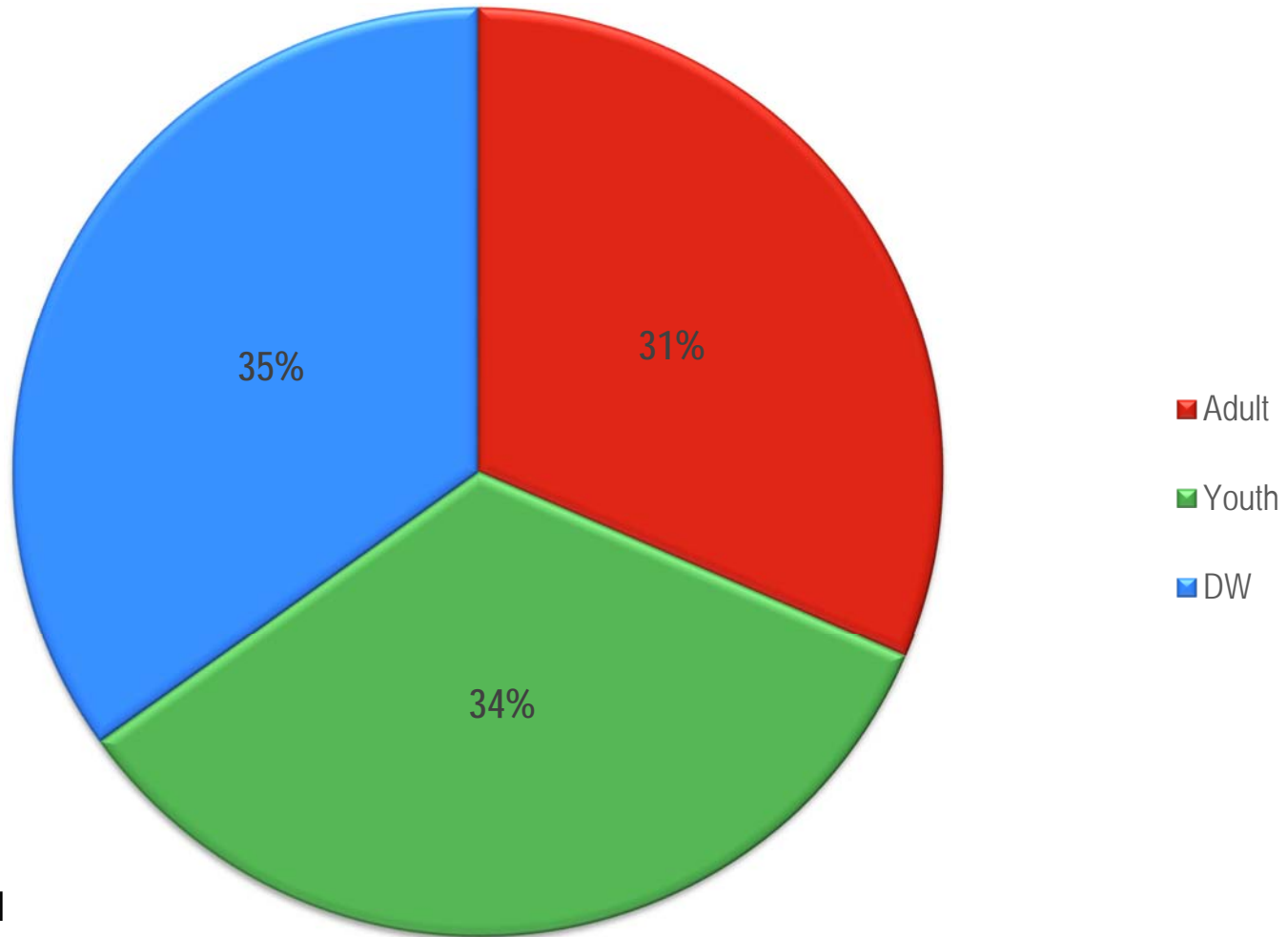
# WorkForce Central

Of total Program New Revenue – Youth WIA/WIOA Contribution



# WorkForce Central

2000 - 2016 Total Program Revenue Stream



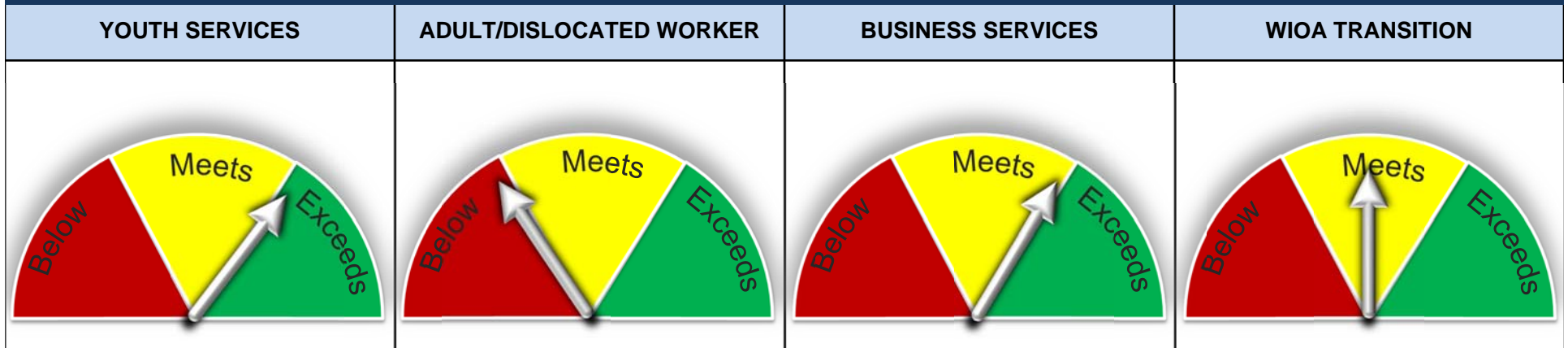
Adult = 31% of total  
Youth = 34% of total  
DW = 35% of total

Total 2000-2016 for three funding streams = \$95,627,118

## **Past WFC Board Priorities for Budget Deliberation**

1. Keep employers engaged – industry sector related strategies
2. Continue high profile events to increase visibility like Boots2Work
3. Improve on outreach to job seekers
4. Ensure strong ROI on what we are investing in
5. Increase k-12 connection – support hands on learning
6. Expand summer youth employment
7. Effectively use technology to deploy service delivery
8. Diversify workforce funds through revenue generation
9. Demonstrate and share cross systems best practices
10. WDC priorities – fill all available jobs, increase number of adults and young adults attaining GED/HS diploma, increase number of credentials/degrees earned in key industry sectors and demand occupations

## Q 2 Summary of Dashboard: Adult/DW/Youth PY16/FY17



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

YOUTH SERVICES			ADULT/DISLOCATED WORKER			BUSINESS SERVICES			WIOA TRANSITION																																																																																																																																																																																																												
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## Dashboard Report for Program Year 2016 (PY16 = July 2016 – June 2017)

Measures	Annual Goal	Quarterly Outcomes					YTD Total %	Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr				
<b>YOUTH &amp; YOUNG ADULT DIRECT SERVICES</b>									
<b>Objective:</b> Provide registered Pierce County youth and young adults with comprehensive and intensive services resulting in attainment of employment and/or education degree or certification. Support student career identification/exploration, increase graduation rates and employment opportunities, and provide a strong link between the workforce development and education initiatives with Public Schools.									
<b>Job Seeker Services Contract (ResCare) Meet all Local Measures and Performance Targets</b>									
• Placement in Employment or Education*	Federal Target	68.8%						Data is currently not available for Federal Targets.	↔
• Attainment of Degree or Certificate*	Federal Target	55.3%						Data is currently not available for Federal Targets.	↔
• Median Earnings 2 <sup>nd</sup> Quarter after exit* (establish baseline in PY16)	RWS/Federal Baseline	\$2,282						Data is currently not available for Federal Targets.	↔
• 4 <sup>th</sup> Quarter Placement in Employment or Education* (establish baseline in PY16)	Federal Target	65.9%						Data is currently not available for Federal Targets.	↔
• Number of Enrollments*	WIOA Youth	350	P88/A204	P87/A198	P88/A	P87/A	402/230%	Res Care has focused on enrolling participants early in the program year. They also have out stationed staff at the Bethel Family Center in Spanaway to increase county enrollment.	↑
• Number of Exits*	Youth Exited to employment and/or education	117	P29/A8	P30/A2	P30/A	P28/A	10/17%	Additional participants entered employment/education in the second quarter but have not been exited yet since their employment education isn't considered as stable at this time. Action Plan: Will exit participants as they become stable and they enter into follow-up services.	↓
• Tacoma/Pierce County residential split *	Enrolled youth reside in Pierce County(PC)	50%	P50%/A57.1	P50%/A45.5%	P50%/A	P50%/A		Participants are responsible for entering their addresses into the state database. 1.5% failed to enter an address and 7% indicated they were homeless without an address. Staff are working to try to identify addresses to ensure the 50/50 split is maintained. Action Plan: Continue to monitor this split.	↑
	Enrolled youth reside in the City of Tacoma(COT)	50%	P50%/A42.9	P50%/A46%	P50%/A	P50%/A			↔
• In School/Out of School enrollment splits*	Enrolled youth are In-School (ISY)	20%	P20%/A19%	P20%/A24.2%	P20%/A	P20%/A		Action Plan: Staff are focusing on enrolling more OSY youth in the 3 <sup>rd</sup> quarter.	↔
	Enrolled youth are Out-of-School (OSY)	80%	P80%/A81%	P80%/A75.8%	P80%/A	P80%/A			↑
<b>Work Base Training – Required by Law</b>									
• Other Subsidized Employment/Internship (WEX)*		40	P10/A22	P10/A37	P10/A	P10/A	59/295%	Res Care has focused on creating Subsidized Employment/WEX opportunities earlier in the program year.	↑
• Apprenticeship or other Advanced Training*		7	P1/A4	P2/A2	P1/A	P3/A	6/200%	Res Care was able to do more apprenticeships in the 1 <sup>st</sup> quarter than planned.	↑
• Summer Internship Program		60	P60/A172	P0/A0	P0/A	P0/A	172/287%	Summer Jobs 253 ended August 31, 2016. Includes 30 DVR students.	↑
<b>YouthWorks Program: Strengthen educational/career pathways for youth in partnership with Tacoma Public Schools (TPS) and Other Public Schools</b>									
• Students connect with Graduation Coaches for minimum of 10 hrs.		225	P57/A97	P56/A315	P56/A	P56/A	412/364%	This data is collected from Career Cruising/CareerLink. We have given this software access to the Reach Center. Their efforts are contributing to this measure.	↑
• Identify Career Goals		1,400	P350/A1627	P350/A1333	P350/A	P350/A	2960/423%		↑
• Students complete Career Cruising Assessment		1,400	P350/A1068	P350/A922	P350/A	P350/A	1990/284%		↑
• In School WIOA Youth Enrollment		70	P18/38	P17/A105	P17/A	P18/A	143/409%		↑
• Student internships (90-hrs/student/school year)		200	P0/A0	P0/A0	P50/A	P150/A		Internships generally occur near the end of the school year.	↔
• Graduation rate for TPS schools		83%	P0/A	P0/A	P83%/A	P0/A		This data is not yet available. Reported in 3 <sup>rd</sup> Quarter.	↔
• Pierce County Career Day	Leverage partner contributions	\$40,000		\$60,000.00			\$60k/150%	Event was on November 17, 2016. 107 vendors participated this event.	↑
	Youth Served	2,000		2107			2107/105%		
• Health Career Day	Leverage partner contributions	\$25,000						Event has not yet been scheduled. Reported in quarter after event held.	↔
	Youth Served	800							



Measures	Annual Goal	Quarterly Outcomes					YTD Total %	Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr				
<b>ADULT/DISLOCATED WORKER DIRECT SERVICES</b>									
<b>Objective:</b> Enable job seekers to identify pathways to success via education and training and preparation for successful job search and employment opportunities.									
<b>Job Seeker Services (Career Path)</b>									
• Adult/DW Enrollments	Adult	282	P70/A82	P71/A64	P70/A	P71/A	146/104%	Enrollment numbers were impacted by ETO/WIT corrections that continued into Q2. Action plan: Staff has individual targets to exceed enrollment expectations prior to end of PY16. There is also targeted outreach occurring to training providers to generate referrals to the program by each Practitioner. CPS is conducting orientations at Salvation Army, Goodwill, WorkSource Tacoma and other sites to facilitate outreach to increase enrollment numbers	↑
	DW	315	P78/A138	P79/A23	P79/A	P79/A	161/103%	Enrollment numbers were impacted by ETO/WIT corrections that continued into Q2.	↑
• Provide Career Fair serving adult job seeker	Career Fairs	1	P0/A0	P0/0	P0/A0	P1/A		ResCare and Career Path Services will work together to provide at least one career fair targeting adult job seekers. Planning to begin Q3	↔
	Adult Job Seekers	500	P0/A0	P0/0	P0/A	P500/A		Career Path Services will work with ResCare, ESD and other partners to market career fair to Adult/DW job seekers. Planning begins in January.	↔
• Provide 12 months of follow- up services for exited participants		190	P48/A12	P48/A45	P48/A	P46/A	57/60%	Data may be impacted by new ETO/WIT system, which affected customers exited into follow up services.	↔
• Place job seekers in employment (working with business services)		190	P48/A12	P48/A45	P48/A	P46/A	57/60%	Action Plan: Career Path Services is partnering with Business Services partners, such as ResCare and ESD to ensure increased UE results.	↔
• Individual Training Accounts (ITAs) to serve students attending local college/technical schools	Adult	100	P25/A10	P25/A16	P25/A	P25/A	26/52%	Action Plan: Continue outreach to training providers on ETPL to ensure that they have knowledge of both eligibility and tuition assistance through WIOA. Weekly outreach scheduled for each Practitioner to conduct.	↓
	DW	80	P20/A31	P20/A17	P20/A	P20/A	48/120%		↑
• Number of students in cohort training to serve students attending local college/technical schools	Adult	44	P11/A9	P0/A3	P11A	P11/A	12/109%	Sector Strategies report will inform which sectors we will focus on for future cohort opportunities. No additional cohorts scheduled at this time.	↑
	DW	44	P11/A3	P0/A0	P12/A	P12/A	3/27%	No additional cohorts scheduled at this time	↔
• Place military personnel into employment with Pacific Mountain partnership		68	P17/A12	P17/A10	P17/A	P17/A	22/65%	Majority of current caseload has participants scheduled for discharge from military during Q3. This will result in more exits during Q3, with 58 active participants that have been enrolled in SPNEG.	↔
• Coordinate with Business Services to provide work based training	On-the-Job Training	5	P1/A0	P1/A3	P2/A	P1/A	3/150%	Career Path Services will meet with ResCare on a regular basis to implement collaborative procedures for work based learning training opportunities.	↑
	Work Experience	10	P2/A1	P3/A0	P2/A	P3/A	1/20%	Action Plan: Implemented process for referrals to ResCare to generate more OJT opportunities.	↓
<b>One Stop Center/System Operation WIOA Leverage</b>									
<b>Objective:</b> Support a seamless interactive customer service delivery system									
• Customer service training for all one-stop providers	Narrative Only							Seeking training opportunities to provide all WDC One-Stop staff training. One staff member is engaged in a Human Centered Design Train the Trainer, which will be brought back to the WDC.	↔
• Ensure user friendly to all								WDC One-Stop Committee has begun researching and crafting the customer satisfaction assessment tool.	↔
• Work with key partners such as Department of Vocational Rehabilitation and Division of Services for the Blind to ensure accessibility								Representatives from both agencies actively participate on the WDC One-Stop and Adult Services Committees	↑
• Review and improve system intake and referral system								WFC staff participates on WTECB (TAP) convened workgroups to improve this service. Attended several meetings in the 2nd Quarter Will use information from these meetings to inform/improve local intake and referral system. Ongoing	↑

Measures	Annual Goal	Quarterly Outcomes					YTD Total %	Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr				
<b>Business Services</b>									
<b>Objective:</b> Coordinate business services to support employer needs									
• Convene and facilitate new sector partnerships –strengthen regional partnerships	4	P1/A1	P1/A1	P1/A	P1/A	2/100%	Work is ongoing	↑	
• Convene employer engagement via employer roundtables	6	P1/A1	P2/A2	P1/A	P2/A	3/100%	ResCare conducted two employer roundtables with Robert Hall & Associates and Auto Warehousing.	↑	
• Direct coordinated business services to support employer's needs- List Job openings for businesses and place job applicants	Job Openings	700	P175/A291	P175/A838	P175/A	P175/A	1129/323%	ResCare sends job announcements via their email distribution list and is setting up personal meetings with community partners to ensure they get the information first hand for their job seekers. ResCare reports weekly to CPS to share available job information. ResCare is registering all interested job applicants to their job board at workforce253.com. By doing this any job seeker can see ALL available jobs.. 838 is the number of jobs listed.	↑
	Job Applicants	350	P87/A18	P88/A195	P87/A	P88/A	213/121%		↑
• Provide engagement activities per year with partner councils (PC Construction Council and Healthcare Council) – Add new strategic partners	2	P1/A1	P1/A2	P0/A	P0/A	3/150%	Both the Construction Committee and Health Care Council met in the second quarter. Sector Strategies report will inform need for new strategic partners and/or councils.	↑	
• Provide employer services to businesses	Employer Services	600	P150/A204	P150/A275	P150/A	P150/A	479/159%	Res Care is continuing to contact businesses and anticipate meeting the 3 <sup>rd</sup> quarter goal.	↑
	Businesses	220	P55/A41	P55/A57	P55/A	P55/A	98/89%		↔
• Increase Employer Engagement – Receive business referrals from Economic Development Board (EDB) and other partners and businesses.	80	P20/A20	P20/A5	P20/A	P20/A	25/62%	Referrals received this quarter from network partners. The County has not experienced as many requests for workforce services this quarter.	↓	
• CareerLink Pierce County: Connect K-12 students with businesses for career exploration and development.	75	P18/A0	P19/A0	P18/A	P19/A	0/0%	ResCare is creating an action plan for enrollments. Will solicit all employers who participate in Career Day and hiring events as well as offering the opportunity to all employers who are contacted going forward. They were unable to enroll employers who participated in Pierce County Career Day.	↓	
• Conduct JobFest Career Fair for WA State youth	300	P0/A	P0/A	P0/A	P300/A	N/A	Event is in April 2017. Final numbers will be reported in the 4 <sup>th</sup> Quarter	↔	
• Apprenticeship or other Advanced Training (used by Adult/DW and Youth)*	5	P1/A2	P1/A4	P1/A	P2/A	6/300%	Developing relationships between providers No additional cohorts scheduled at this time.	↑	
• On-The-Job-Training (OJT) and Work Experience (WEX)*	On-the-Job Training	5	P1/A1	P1/A2	P2/A	P1/A	3/150%	Developing relationships and collaboration between Career Path Services and ResCare. Business Services. Employers opted to do OJTs rather than WEXs	↑
	Work Experience	10	P2/A1	P3/A4	P2/A	P3/A	5/100%		↑
• Identify training programs within targeted industries specific to employer's needs.	10	P0/A0	P3/A0	P4/A	P3/A	0//00%	Sector Strategies report, councils or committees and sector businesses will inform the need for training. Bankwork\$ will start in the 3 <sup>rd</sup> quarter and conversations with other industries will continue during the 3 <sup>rd</sup> quarter	↓	
<b>Statutory Mandates</b>									
<b>Objective:</b> 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 <ul style="list-style-type: none"> <li>o Draft Local Plan with partner and committee input, respond to questions</li> <li>o Distribute for public comment</li> <li>o Update Local Plan based on public comments</li> <li>o Convene and implement Local Plan activities</li> </ul>	Narrative Only						Local Plan written, distributed for and updated with public comments, and submitted to the State. Convening and implemented local plan activities is ongoing.	↑	
2. Conduct Workforce Research and Region Labor Market Analysis <ul style="list-style-type: none"> <li>o Research appropriate data resource and procure</li> <li>o Analyze data for aggregate information</li> <li>o Disseminate workforce data to the public</li> </ul>							Ongoing monthly county labor updates. Rolling out sector reports and will publish middle skills job report in 2017.	↑	

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD Total /%		
3. Convene, Broker and leverage stakeholders and assets <ul style="list-style-type: none"> <li>Utilize data with partners to enhance resources for Pierce County (Grants and proposals)</li> <li>Convene partners to map out partner services</li> <li>Identify focus areas such as low graduation rates</li> <li>Decrease number of working age adults without high school diploma</li> <li>Increase number of residents receiving post-secondary education</li> </ul>							Process begun and is ongoing. WDC Committees have been working on these.	↔
4. Lead employer engagement <ul style="list-style-type: none"> <li>Establish sector partnerships in collaboration with EDB</li> <li>Enhance relationships with economic development organizations</li> <li>Convene for system approach to coordination of internships, work experience, presentations, CareerLink and other</li> <li>Marketing of system services</li> <li>Track and benchmark employer engagement</li> </ul>							2 Sector partnerships exist. Other partnerships will be informed by the Sector reports. Have enhanced relationships with Pierce County, City, and ED organizations. Career Path Services and ResCare are working together to improve system approach for work-based learning and marketing of system services. Employer engagement activities are being tracked. Ongoing	↔
5. Lead career pathways development and implement with secondary and post-secondary partners <ul style="list-style-type: none"> <li>Convene and work with partners to identify career pathways in key sectors</li> <li>Work with PC3 dual credit and Puget Sound Educational Services District to bridge secondary and post-secondary education gap</li> </ul>							Sector Strategies report released on October 11, 2016. This data will be the basis for ongoing conversations in these measures.	↔
6. Lead effort to identify and promote proven and promising practices <ul style="list-style-type: none"> <li>Research need and track system adoption of best practices</li> <li>Research needs for specific populations, sector work and gap areas</li> </ul>							Conducting research to identify proven and promising best practices, specific population needs, sector work and gap areas. Ongoing	↔
7. Develop technology based strategies for service access, engagement and delivery <ul style="list-style-type: none"> <li>Work with partners like the Pierce County Library System to build on their technology enhancements and connect to the larger WorkSource system</li> <li>Connect United Ways 211 services to the larger system</li> <li>Connect DSHS's Washington Connection to the larger system</li> <li>Work with youth providers to connect current learning technology to the larger system</li> </ul>							Working on technology enhancements with the larger WorkSource system. Have connected with and are messaging to community about United Way 211 and Washington Connection services. Ongoing	↔
8. Oversee local service delivery system and programs <ul style="list-style-type: none"> <li>Review with partners the current local one-stop system</li> <li>Develop criteria and process for credentialing job center, affiliates, connections sites</li> <li>Develop tool/process for review and Continuous Quality Improvement</li> </ul>							WDC One-Stop Committee, WDC One-Stop workgroup and WFC staff are working on the first two items. Will address CQI at a later date after the first two items are accomplished. Ongoing	↔
9. Negotiate local performance accountability <ul style="list-style-type: none"> <li>Work with Washington Workforce Associations (WWA) to negotiate with WTECB/Department of Labor</li> <li>Track non-co-enrollment impact vs. WDC's who co-enroll</li> </ul>							Local performance negotiations are completed. ETO is expected to provide the data to track co-enrollments vs. non co-enrolled.	↔
10. Select one-stop operator(s), job seeker and business services providers <ul style="list-style-type: none"> <li>Create RFP and announce dates</li> <li>Review RFP submittals</li> <li>Host proposer conference</li> <li>Announce Award</li> <li>Contract creation</li> <li>Train on policies and fiscal expectations</li> <li>Ongoing technical support</li> <li>Identify new Pierce County Job Center with Core 6 Leadership Team</li> <li>Create MOU/RSA</li> </ul>							Job Seeker and Business Services providers RFP and selection is complete. One Stop Operator RFP is being created. Core Leadership has begun the process of identifying the new Pierce County Job Center location. The Interim One-Stop Center is operational at 3650 South Cedar Street in Tacoma. The new One-Stop Center is expected to be operational within 2 years. Ongoing	↔
11. Identify eligible training providers <ul style="list-style-type: none"> <li>Conduct review of current training providers and develop local process/criteria to add or remove</li> </ul>							Waiting for guidance from WTECB.	↔
12. Ensure consumer choice <ul style="list-style-type: none"> <li>Appropriately message all system choices</li> <li>Include message on consumer choice to system providers</li> </ul>							Presentations are being made to WDC committees to identify the system choices available. Working with system partners to identify a messaging system to ensure consumer choice. May need to utilize a workgroup to achieve this. Ongoing	↔

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD Total /%		
13. Coordinate with education providers <ul style="list-style-type: none"> <li>Convene with K-12 and post-secondary partners on items like sector strategies, career pathway, CareerLink, cohort training, Tool Center, and other system development</li> </ul>							Members of K-12 and post-secondary training providers are members of several WDC committees. Recently added YouthBuild to the WDC Youth Committee. Ongoing	↔
14. Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA <ul style="list-style-type: none"> <li>Create a way to show big picture investments of the system</li> <li>Improve compliance areas like procurement and contracting</li> <li>Show dollars invested by core partners into the system</li> </ul>							Budget was approved. Hired Director of Accountability who is working on improving our procurement and contracting processes. New processes are being piloted. Working on network dashboard to be introduced 2 <sup>nd</sup> Quarter. Ongoing	↑
<b>Comply with all WIOA regulations</b>								
<ul style="list-style-type: none"> <li>Continue designation as low risk by the State Auditor's Office (SAO)</li> <li>No findings from annual monitoring by Employment Security Department</li> <li>Meet or exceed all federal and local performance measures</li> </ul>	Low Risk No Findings		Low Risk No findings				SAO audit completed with no findings and low risk auditee designation. Annual monitoring by ESD completed with no findings and low risk auditee designation	↑
<ul style="list-style-type: none"> <li>Complete annual local monitoring of Youth Programs, including EO <ul style="list-style-type: none"> <li>Provide technical assistance to RWS as it relates to Federal, State and local performance and contractual obligations.</li> <li>Common Measure Report:</li> <li>Provision Reports:</li> <li>Performance Roll-Up Reports:</li> <li>Invoice Packet Desktop Monitoring:</li> <li>Communicate and post policy revisions within 5 days of publication; provide training as needed</li> </ul> </li> </ul>	Quarterly Bi-Weekly Monthly Monthly Ongoing						WFC staff monitored the WIOA Youth provider, Res Care, including both program and fiscal operations, December 13-15, 2016. There were no issues or findings identified during this review.	↑
<ul style="list-style-type: none"> <li>Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable</li> </ul>							Ongoing.	↑
<ul style="list-style-type: none"> <li>Budget Compliance</li> </ul>							In compliance.	↑
<b>5% MITIGATION PY15/FY16</b>								
<b>Objective:</b> Address future cuts and/or support new opportunities.								
Narrative Only								

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

## Pierce County Workforce Network Performance Dashboard - PY16 / FY17

Workforce System Performance	Measurement	Q1	Q2	Q3	Q4
Increase the number of jobs filled <sup>[1]</sup>	<i>Total Openings</i>	12,463	10,346		
	Construction	107	87		
	Transportation, Warehousing & Logistics	256	200		
	Healthcare	874	783		
	Advanced Manufacturing	160	220		
	ICT & Cybersecurity	na	na		
	Military & Defense	na	na		
Benchmark and track number who have achieved employment	Discouraged job seekers	<i>Data not yet available</i>			
	• UI Benefits exhausted/or soon to exhaust	37,623			
	• SSD or SSI				
Track Unemployment Rate	Unemployment Rate	6.5% (August)	6% (November)		
		<sup>[3]</sup> 2014-2015	2015-2016	2016-2017	2017-2018
Decrease number of high school dropouts	Dropout rate	11.6			
Increase number re-engaged dropouts	Dropouts re-engaged				
Increase the number of high school diploma/or equivalent attainment	Diploma attainment				
	• Traditional	7,265			
	• GED	92	22		
	• High School Completion (CTCs)	395	453		
	• Dual Track (attained with AA Degree)	159	185		
	<b>Total</b>	<b>7,911</b>			
Increase number receiving postsecondary education recognition <sup>[2]</sup>	<b>Certificate</b>	2014-2015	2015-2016	2016-2017	2017-2018
	• Construction	180	177		
	• Transportation, Warehousing & Logistics	310	295		
	• Healthcare	1018	863		
	• Advanced Manufacturing	194	202		
	• ICT & Cybersecurity	416	395		
	• Military & Defense				
	<b>AA</b>				
	• Construction				
	• Transportation, Warehousing & Logistics				
	• Healthcare				
	• Advanced Manufacturing				
	• ICT & Cybersecurity				
	• Military & Defense				
	<b>BA</b>				
• Construction					
• Transportation, Warehousing & Logistics					
• Healthcare					
• Advanced Manufacturing					
• ICT & Cybersecurity					
• Military & Defense					
<b>MA</b>					
• Construction					
• Transportation, Warehousing & Logistics					
• Healthcare					
• Advanced Manufacturing					
• ICT & Cybersecurity					
• Military & Defense					
<b>Journey Level <sup>[4]</sup></b>					
• Construction					
• Transportation, Warehousing & Logistics					
• Healthcare					
• Advanced Manufacturing					
• ICT & Cybersecurity					
• Military & Defense					
		171 total Pierce County Residents – more info in future			

[1] Source: [www.wantedanalytics.com](http://www.wantedanalytics.com)

[2] Source: Washington State Board for Community & Technical Colleges

[3] Source: Office of the Superintendent of Public Instruction and Washington State Board for Community & Technical Colleges

[4] Source: Apprenticeship Section, Labor and Industries, Washington State [www.apprenticeship.lni.wa.gov](http://www.apprenticeship.lni.wa.gov)

# Pierce County Workforce Network Performance Priorities and Metrics

*What matters and how we know we are doing a good job?*

Workforce System Performance	Measurement Method
<p>1. Increase the number of jobs filled during the measurement period.</p> <p>a. Intentionally target job seekers who have exhausted UI benefits recently or will exhaust soon</p> <p>b. Intentionally target people receiving SSD and SSI</p>	<ul style="list-style-type: none"> <li>• Use Wanted Analytics to show quarter over quarter change in number of job listings by sectors, careers and employers. See if we can determine whether jobs fill within 90 days.</li> <li>• Benchmark the number of discouraged job seekers and track the number who achieve employment – define discouraged as those who have exhausted UI benefits recently or will exhaust soon. Use ESD Unemployment Insurance and Taxes data. <b>Need to find out how to measure SSD and SSI customers – need to define discouraged with this population</b></li> <li>• <i>This is a reference number only that we do not need to track:</i> Decrease in unemployment rate – monthly reports generated by Employment Security Department, Bureau of Labor Statistics. Report to show trend.</li> </ul>
<p>2. Decrease the number of high school drop outs; increase the number re-engaged drop outs; increase the number of high school diploma/or equivalent attainment by young adults and adults.</p>	<ul style="list-style-type: none"> <li>• Compare benchmarked dropout rate and diploma attainment (78.7% on time graduation rate for 2014) for Pierce County high schools and track strategies and improvements – For 2016, 133,247 students enrolled in K-12 system – of which 40,928 are enrolled in 9<sup>th</sup> – 12<sup>th</sup> grades. Use OSPI data for graduation and drop-out rates; survey K-12 professionals to identify strategies impacting this measure.</li> <li>• Benchmark and track number of young adults under 21 years of age re-engaged into secondary education; are we re-engaging more than the number dropping out? Use OSPI data</li> <li>• This is a reference number only that we do not need to track: Compare benchmarked rate of working age adults age 25 years and older without a high school diploma or equivalent to current rate - According to the 2010-2014 American Community Survey of 533,690 people, 34,689 did not have a high school diploma or equivalent – measure annually – use the Census American Community Survey. <a href="http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t">http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t</a>; also use the State Board for Community and Technical College Adult Basic Education data</li> </ul>
<p>3. Increase in the number of residents receiving postsecondary education recognition (certificate, AA, BA, journey level)</p>	<ul style="list-style-type: none"> <li>• Benchmark the number and type of certificates/AA/BA/journey level credentials that are awarded and track to see if the numbers increase annually. Compare to see how these tie to demand sectors and careers. Get data from WA State Board for Community and Technical Colleges (Oct 2016 will have 2015/2016 data - Darbi) and from WA Student Achievement Council (Lexi) L&amp;I for journey level apprenticeship awards.</li> </ul>