

Eric Hahn, Chair

, 1st Vice-chair

Ron Thalheimer, 2nd Vice-chair

Joyce Conner

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

Christina Roberts

Patty Rose

Dereck Spivey

James Walker

Blaine Wolfe

1. Welcome/Call to order/Safety Briefing
2. Introductions
3. Public Comment
4. Group Photo of WDC Members
5. WorkForce Central Executive Board update – Eric Hahn
6. Consent Agenda
 - Approve March 16, 2017 minutes
 - Approve Appointment of Rich Nannini, Project Director, Job Corps to the WDC One-Stop Operator & Partners Committee
7. PY17/FY18 Budget Discussion
8. WDC Committee Report Out
9. CEO Report
 - Obligation/Expenditure Report and Projections
 - WorkSource Pierce System Performance Dashboard Q3 Report
 - PY16/FY17 Title 1 Q3 Dashboard
 - Pierce Skills Center Video
10. Other business
11. Adjourn

WorkForce Central Staff

Linda Nguyen, CEO

lnguyen@workforce-central.org

Deborah, Howell, COO

dhowell@workforce-central.org

Jan Adams, Executive Assistant

jadams@workforce-central.org

WorkForce Central

3640 S. Cedar St. Suite E

Tacoma, WA 98409

www.workforce-central.org

Future meetings:

WDC Meeting – Eric Hahn, Chair	May 18	3:00-4:00
Business Services Committee – Dave Lawson, Chair	Apr 24	8:00-9:00
Youth & Young Adult Services Committee – April Gibson, Chair	Apr 25	10:00-11:00
One-Stop System Operator & Partner Committee – Ron Thalheimer, Chair	May 2	8:30-10:00
WDC Coordinating Committee – Eric Hahn, Chair	May 9	3:30-4:30
Work-Based Training Task Force – Tim Olsen, Chair	TBD	
Adult Literacy Task Force – Mike Johnson, Chair	As Needed	

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

Eric Hahn, Chair
, 1st Vice-chair

Ron Thalheimer, 2nd Vice-chair

Joyce Conner

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

Dereck Spivey

James Walker

Blaine Wolfe

Attendees: Ron Thalheimer, Steve Gear, Linda Nguyen, Tim Owens, Wayne Nakamura, Mark Martinez, Eric Hahn, Darci Gibson, Dereck Spivey, Mike Johnson, Patty Rose, Mary Matusiak, Dale King, Dave Lawson, Bruce Kendall,, April Gibson, Deborah Howell, Jan Adams
Guests: Mary Chikwinya

1. Welcome/Call to order/Safety Briefing

Eric called the meeting to order at 3:00

Dale gave the safety briefing

2. Introductions

Introductions were done to benefit new members and guests.

3. Public Comment

None.

4. WorkForce Central Executive Board update – Eric Hahn

Eric gave a brief update for the morning's board meeting noting the upskill/backfill grant.

5. Consent Agenda

- Approve February 16, 2017 minutes
- Approve appointment to the Youth & Young Adult Committee for Laura Ozios-Townsend, Youth Services Specialist, Department of Services for the Blind

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

6. Approve the use of the old certification process with some revisions to reflect WIOA requirements for JBLM to apply as an interim WorkSource Pierce affiliate site

Motion to approve made by Tim; seconded by Mike. Linda explained this is the old certification, which needs to be in place to approve JBLM as an interim affiliate site. They will still have to go through the new certification process. Mary Chikwinya asked if there was a cost or charge to apply for the certification process. Dereck gave an overview of the services available at JBLM. Approved

7. Approve WIOA certification policies

Motion to approve made by Tim; seconded by Mike. Mark asked what the changes were. Linda explained the timeline and noted these are the new procedures and policy for certification. Mike asked who this will apply to. Linda noted any partner who gets Title 1 funds should be certified. However, partners who don't get funds are not required to, but encouraged to become certified. Mike asked if there is a concern that some partners will not want to become certified. Discussion continued around the impacts. Approved

WorkForce Central Staff
Linda Nguyen, CEO
lnguyen@workforce-central.org

Deborah, Howell, COO
dhowell@workforce-central.org

Jan Adams, Executive Assistant
jadams@workforce-central.org

WorkForce Central
3640 S. Cedar St. Suite E
Tacoma, WA 98409
www.workforce-central.org

8. Approve the formation of a WDC Quality Assurance and Certification Committee

Motion to approve made by Tim; seconded by Wayne. Linda explained the responsibilities of the committee noting it will be an official WDC Committee. She also asked for interests of the members for serving on the committee. Ron asked what the impact was for not getting certified. Linda clarified if they don't get certified, they won't be eligible for Title 1 funds. Approved

9. PY17/FY18 Budget Discussion

Linda gave an overview of the current year budget. Steve asked how many people are served with the total budget. Linda explained it is hard to determine as some of the businesses don't report how many people were helped. Discussion continued around how the budget dollars can be used. Linda explained the proposed budget scenarios. Eric noted the board suggested moving forward with a scenario of 20% cut. April asked what the timeline is for approving the budget. Linda noted the deadline for approval of the budget is June. The group decided to move forward with a scenario of 15% cut. Linda will discuss with the Executive Board.

10. Why we do what we do - successes

Linda discussed a few of our successes with customers.

11. Begin discussion about raising resources to support workforce development efforts

Tabled until another meeting.

12. CEO Report

- **\$25,000 of Governor's WIOA discretionary funds to support planning for upskill/backfill strategy with Association of General Contractors Foundation**
Linda gave a brief overview of the upskill/backfill program being done with the money from the Governor's discretionary funds of \$25k.
- **CEO's performance evaluation underway - please provide feedback to the Executive Board**
Eric asked everyone to provide feedback on Linda's performance to the Executive Board. Bruce suggested a more systematic approach for feedback in the future, perhaps using three questions. Ron suggested using TalentWise.

13. WDC Committee Report Out

- Dale noted the youth committee is determining how to spend their funds.
- Deborah noted the one-stop focused on the referral process improvement among the partners. They also discussed the MOU-IFA process. They are also working on a referral feedback process.

14. Other business

Steve Gear noted Bradken has been able to get state funding for expanding for the navy submarine contract. He noted this is a great opportunity to rehire as well as hire for new positions.

15. Adjourn

Motion to adjourn made by April; seconded by Wayne. Meeting adjourned at 4:09 p.m.



**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: 3/16/17

Name: Rich Nannini

Title (If Applicable): Project Director

Employer (If Applicable): Job Corps

Address: 615 2nd ave Suite 525

City: Seattle **State:** WA **Zip:** 98104

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: 206-343-4148 **Type of Phone:** Work Phone

Alternate Day Phone: 206-948-1049 **Type of Phone:** Cell Phone

Email Address: Rnannini@nwdesi.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: Youth from low income families

Please indicate the primary age group that you represent or serve. Please click on “Chose an item”:
Youth and Young Adults Ages 14-24 youth between the ages of 16 to 24

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.)

As the project director for Job Corps Northwest I am responsible for the admissions and placement of youth in the states of WA, OR and ID. Job Corps is a WIOA partner named in the document.

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

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.

Richard A. Nannini

Richnannini@msn.com

EMPLOYMENT

Project Director, JOB CORPS OA/CTS

Dynamic Educational Systems, Inc

Supervision of all Outreach, Admissions and Career Transition Services activities for the Job Corps program in the states of Washington, Oregon, and Idaho

Management of approximately sixty staff members located in twenty eight offices.

Monitor compliance of an annual budget of more than \$4,600,000.

Maintain ongoing communication with the U.S. Department of Labor.

Maintain communication with eleven Job Corps centers located in three states.

2003- present
Seattle, WA

Director, Job Corps OA/CTS Operations

Del-Jen, Inc.

Supervision of all Outreach, Admissions and Career Transition Services activities for the Job Corps program in the states of Illinois, Wisconsin, Ohio, Massachusetts, Maine, New Hampshire, Connecticut, Vermont, and Rhode Island

2003-2004
Kent, WA

Project Director, JOB CORPS OA/CTS

Del-Jen, Inc.

Supervision of all Outreach, Admissions and Career Transition Services activities for the Job Corps program in the states of Washington, Oregon and Idaho.

Management of approximately forty staff members

Monitor compliance of an annual budget of more than \$2,000,000.

Maintain ongoing communication with the U.S. Department of Labor.

Maintain communication with ten Job Corps centers located in three states.

Corporate oversight of all operations for the OA/CTS for Job Corps in the state of Oregon

1994-2003
Seattle, WA

Executive Vice President

EQYSS International

Oversight of all daily operations for this manufacturing company

Developed and implemented national advertising campaigns

Developed the telemarketing department

Organized all local and national trade shows

Coordinated all charity and community events

Conducted distributor sales meetings and educational seminars

1992-1993
San Diego, CA

Executive Director

Maheo Corporation

Supervised all administrative aspects of this juvenile rehabilitation program

Implemented policies and procedures within the guidelines of the state of California

Managed all personnel matters for approximately sixty employees

Developed and monitored an annual budget of \$1,900,000

1985-1992
San Diego, CA

EDUCATION

Bachelor of General Studies

Indiana University

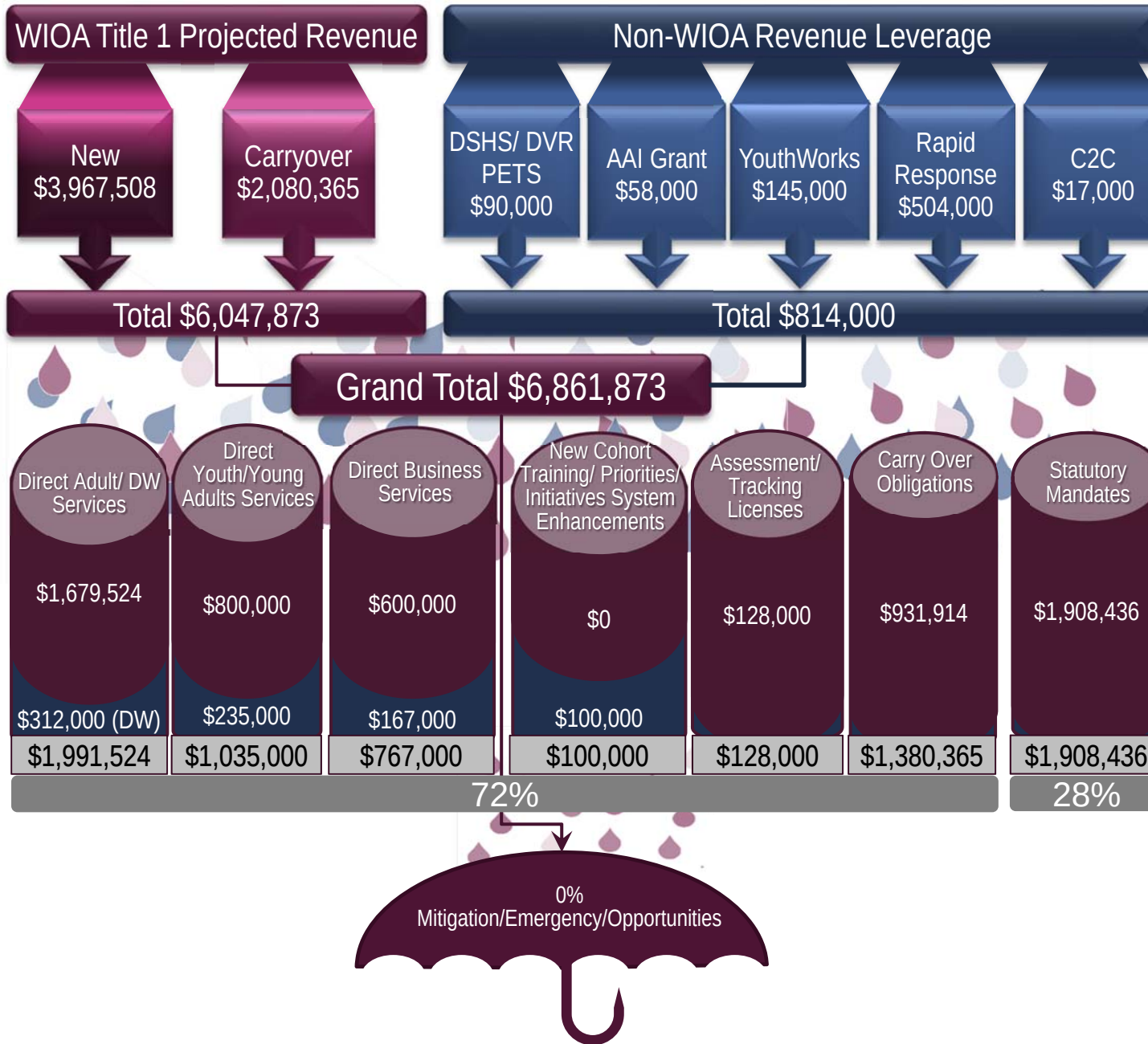
Bloomington, IN

After meeting with the WorkForce Central Executive Board and WDC on March 16, 2017, a 20% cut scenario was decided to proceed with budget planning for PY17/FY18. At the WDC meeting, they decided on a 11% cut scenario. Staff recommended a 15% cut scenario, which the WDC approved.

	Current PY16/FY17	PY17/FY18 Scenario 4 – 80% of current budget	PY17/FY18 Scenario 5 – 85% of current budget
Total Funds Available	\$8,577,762	\$6,862,210	\$7,291,098
Direct Services			
Adult	\$910,000	Less \$117,738	Same
Dislocated Worker	\$980,000 + \$700,000 leverage	Less \$92,738 + \$321,000 leverage	Same + \$321,000 leverage
Youth	\$800,000 + \$200,000 leverage	Same + \$235,000 leverage	Same + \$235,000 leverage
Business Solutions	\$600,000 + \$45,000 leverage	Same + \$167,000 leverage	Increase \$38,749 + \$167,000 leverage
New Cohort trng/ Priority Initiatives/ System Enhancements	\$364,507	Zeroed out but \$100,000 leverage remains	Reduced to \$145,422
Statutory Mandates	\$2,284,272 14.5 FTEs	Less \$375,836 Less 2 FTEs	Less \$375,836 Less 2 FTEs
Mitigation	5% = \$277,412	Zeroed out	Zeroed out

PY17/FY18 Projected – Scenario 4 80% of PY16/FY17 Approved Budget

DRAFT



Current Year WIOA Mandatory Partners Total Investments

ESD

- \$4,344,688
- 9,038 people served (Jul-Jan)

DVR

- \$
- people served

ABE

- \$
- people served

DSHS

-

Library (not mandatory)

- \$32.7 million
- 2.2 million physical visits
- 3.5 million website visits
- 38,603 Job & Business Center Visits
- 590,000 pop. in service area
- 334,362 active card holders

DRAFT 1
WorkForce Central
Program Year 2017 / Fiscal Year 2018
Budget Projection - Scenario 4

		ADULT	DW	YOUTH	Total	Leverage	ADMIN
REVENUE							
Projected Formula Funding		\$ 1,199,156	\$ 1,486,415	\$ 1,281,937	\$ 3,967,508		\$ 443,168
PY16/FY17 Carry-in Funds - Projected		\$ 517,566	\$ 569,400	\$ 993,399	\$ 2,080,365		\$ 90,744
Secondary sources of Admin Funding							\$ 52,000
Leverage		\$ 19,331	\$ 540,337	\$ 254,331	\$ 814,000	\$ 814,000	
Total Funds Available		\$ 1,736,053	\$ 2,596,152	\$ 2,529,667	\$ 6,861,873	\$ 814,000	\$ 585,912
INVESTMENT AREAS							
PY16/FY17 Carry-in Obligations - Projected (Detail Below)		\$ 234,075	\$ 278,300	\$ 419,539	\$ 931,914		43,918
Direct Services							
Job Seeker Contract		\$ 792,262	\$ 887,262	\$ 800,000	\$ 2,479,524		
Leverage		\$ -	\$ 312,000	\$ 235,000		\$ 547,000	
Business Services Contract		\$ 200,000	\$ 200,000	\$ 200,000	\$ 600,000		
Leverage		\$ 19,331	\$ 128,337	\$ 19,331		\$ 167,000	
New Cohort Training/Priority Initiatives/System Enhancements		\$ -	\$ -	\$ -	\$ -		
Leverage		\$ -	\$ 100,000	\$ -		\$ 100,000	
Assessment/Tracking Licenses		\$ 34,330	\$ 34,340	\$ 59,330	\$ 128,000		
Statutory Mandates	12.5 FTEs	\$ 364,474	\$ 509,901	\$ 629,192	1,503,568		405,122
Implementation and oversight of 4 year local Plan							
Conduct Workforce Research and Region Labor Market Analysis							
Convene, Broker and leverage stakeholders and assets							
Lead employer engagement							
Lead career pathways development and implement with secondary and post secondary partners							
Lead effort to identify and promote proven and promising practices							
Develop technology based strategies for service access, engagement and delivery							
Oversee the local service delivery system and programs							
Negotiate local performance accountability							
Select one stop operator(s) and provider(s)							
Identify eligible training providers							
Ensure consumer choice							
Coordinate with education providers							
Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA							
Statutory Mandates Operational Requirements		\$ 91,581	\$ 146,012	\$ 167,275	\$ 404,868		136,872
Administrative Reserve							
5% Mitigation PY17/FY18					\$ -	-	
Total Budget Need		\$ 1,736,054	\$ 2,596,152	\$ 2,529,667	\$ 6,861,874	\$ 814,000	585,912

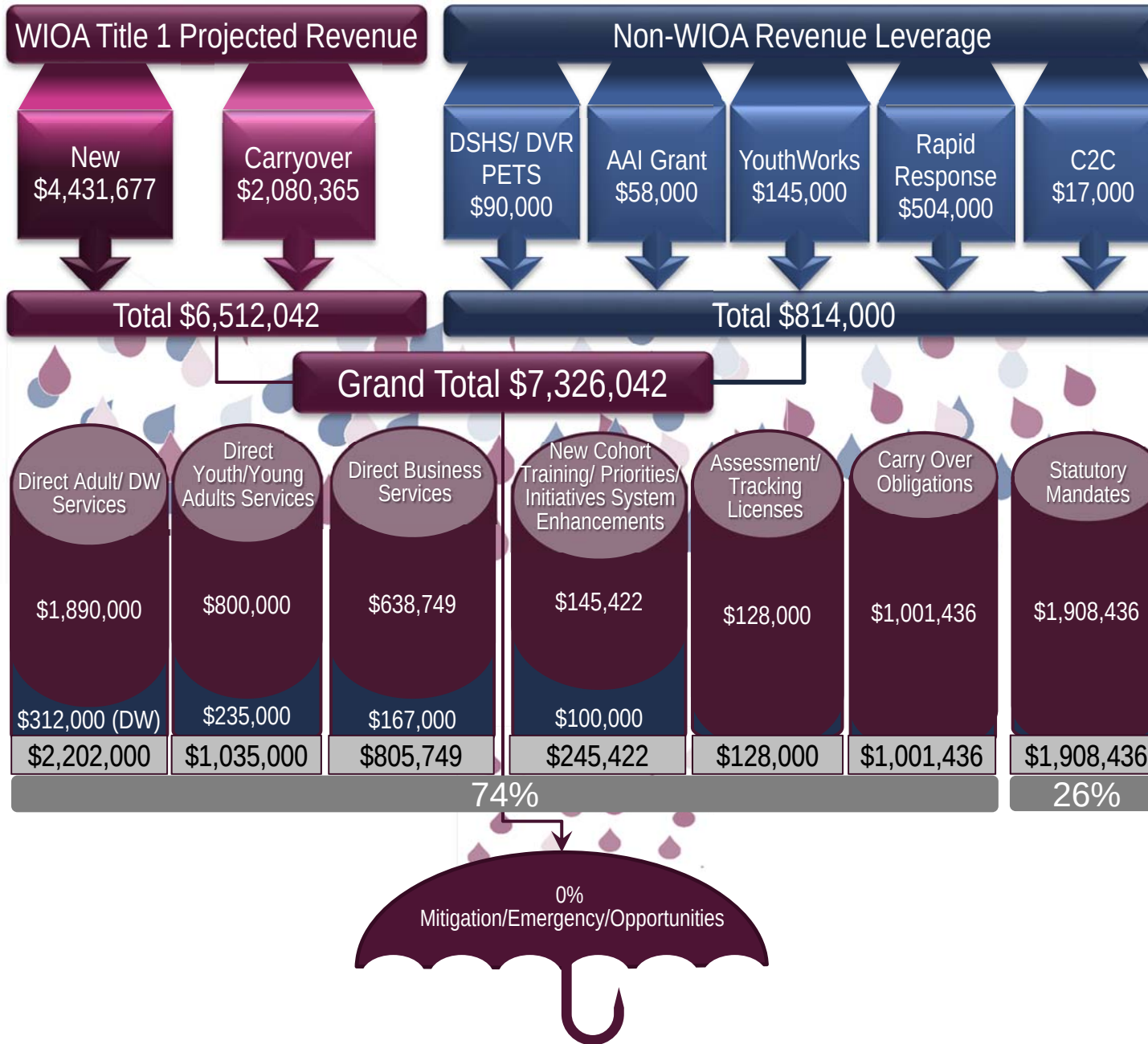
DETAIL CARRY-IN OBLIGATIONS - PROJECTED				
TARGETED SECTOR TRAINING				
BankWorks	-	14,000	10,000	24,000
United Way (SIFF)	4,200	2,800	-	7,000
Sound Outreach Youth Entrepreneurship Training	-	-	100,000	100,000
Sub-Total	4,200	16,800	110,000	131,000
ECONOMIC DEVELOPMENT PARTNERSHIPS				
San Diego Workforce Partnership	5,211	6,948	5,211	17,370
Sub-Total	5,211	6,948	5,211	17,370
TOTAL TRAINING & PLACEMENT INVESTMENTS	9,411	23,748	115,211	148,370
OTHER OBLIGATIONS				
ResCare PY2016 Youth ¹	-	-	150,000	150,000
Career Path Services PY2016 Direct Services ¹	150,000	165,000	-	315,000
ResCare PY2016 Business Services Provider ¹	30,000	40,000	30,000	100,000
JayRay - Strategic Communications/Outreach	11,664	15,552	11,664	38,880
National Center for Arts & Technology	-	-	20,000	20,000
Practical Solutions Sector Partnerships Professional Services	3,000	4,000	3,000	10,000
One Stop Network Operator	30,000	30,000	30,000	90,000
Work Based Learning and Career Guidance	-	-	59,664	59,664
Sub-Total	224,664	254,552	304,328	783,544
TOTAL	234,075	278,300	419,539	931,914

¹ PY 2016 direct services contracts due to delay in receiving invoices on these existing contracts.

PY 2017/FY 2018 Budget 80% of PY 2016 / FY 2017 Budget

PY17/FY18 Projected – Scenario 5 85% of PY16/FY17 Approved Budget

DRAFT



Current Year WIOA Mandatory Partners Total Investments

ESD

- \$4,344,688
- 9,038 people served (Jul-Jan)

DVR

- \$
- people served

ABE

- \$
- people served

DSHS

-

Library (not mandatory)

- \$32.7 million
- 2.2 million physical visits
- 3.5 million website visits
- 38,603 Job & Business Center Visits
- 590,000 pop. in service area
- 334,362 active card holders

DRAFT 1
WorkForce Central
Program Year 2017 / Fiscal Year 2018
Budget Projection - Scenario 5

		ADULT	DW	YOUTH	Total	Leverage	ADMIN
REVENUE							
Projected Formula Funding		\$ 1,332,396	\$ 1,674,906	\$ 1,424,375	\$ 4,431,677		\$ 492,409
PY16/FY17 Carry-in Funds - Projected		\$ 517,566	\$ 569,400	\$ 993,399	\$ 2,080,365		\$ 90,744
Secondary sources of Admin Funding							\$ 52,000
Leverage		\$ 19,331	\$ 540,337	\$ 254,331	\$ 814,000	\$ 814,000	
Total Funds Available		\$ 1,869,293	\$ 2,784,643	\$ 2,672,105	\$ 7,326,042	\$ 814,000	\$ 635,153
INVESTMENT AREAS							
PY16/FY17 Carry-in Obligations - Projected (Detail Below)		\$ 234,075	\$ 278,300	\$ 489,061	\$ 1,001,436		43,918
Direct Services							
Job Seeker Contract		\$ 910,000	\$ 980,000	\$ 800,000	\$ 2,690,000		
Leverage		\$ -	\$ 312,000	\$ 235,000		\$ 547,000	
Business Services Contract		\$ 212,916	\$ 212,916	\$ 212,916	\$ 638,749		
Leverage		\$ 19,331	\$ 128,337	\$ 19,331		\$ 167,000	
New Cohort Training/Priority Initiatives/System Enhancements		\$ 2,585	\$ 82,837	\$ 60,000	\$ 145,422		
Leverage		\$ -	\$ 100,000	\$ -		\$ 100,000	
Assessment/Tracking Licenses		\$ 34,330	\$ 34,340	\$ 59,330	\$ 128,000		
Statutory Mandates	12.5 FTEs	\$ 364,474	\$ 509,901	\$ 629,192	1,503,568		459,501
Implementation and oversight of 4 year local Plan							
Conduct Workforce Research and Region Labor Market Analysis							
Convene, Broker and leverage stakeholders and assets							
Lead employer engagement							
Lead career pathways development and implement with secondary and post secondary partners							
Lead effort to identify and promote proven and promising practices							
Develop technology based strategies for service access, engagement and delivery							
Oversee the local service delivery system and programs							
Negotiate local performance accountability							
Select one stop operator(s) and provider(s)							
Identify eligible training providers							
Ensure consumer choice							
Coordinate with education providers							
Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA							
Statutory Mandates Operational Requirements		\$ 91,581	\$ 146,012	\$ 167,275	\$ 404,868		131,734
Administrative Reserve							
5% Mitigation PY17/FY18					\$ -	-	
Total Budget Need		\$ 1,869,293	\$ 2,784,644	\$ 2,672,106	\$ 7,326,043	\$ 814,000	635,153

DETAIL CARRY-IN OBLIGATIONS - PROJECTED				
TARGETED SECTOR TRAINING				
BankWorks	-	14,000	10,000	24,000
United Way (SIFF)	4,200	2,800	-	7,000
Sound Outreach Youth Entrepreneurship Training	-	-	100,000	100,000
Sub-Total	4,200	16,800	110,000	131,000
ECONOMIC DEVELOPMENT PARTNERSHIPS				
San Diego Workforce Partnership	5,211	6,948	5,211	17,370
Sub-Total	5,211	6,948	5,211	17,370
TOTAL TRAINING & PLACEMENT INVESTMENTS	9,411	23,748	115,211	148,370
OTHER OBLIGATIONS				
ResCare PY2016 Youth ¹	-	-	150,000	150,000
Career Path Services PY2016 Direct Services ¹	150,000	165,000	-	315,000
ResCare PY2016 Business Services Provider ¹	30,000	40,000	30,000	100,000
JayRay - Strategic Communications/Outreach	11,664	15,552	11,664	38,880
National Center for Arts & Technology	-	-	20,000	20,000
Practical Solutions Sector Partnerships Professional Services	3,000	4,000	3,000	10,000
One Stop Network Operator	30,000	30,000	30,000	90,000
Work Based Learning and Career Guidance	-	-	29,186	29,186
Youth Committee/FAFSA Plus	-	-	100,000	100,000
Sub-Total	224,664	254,552	373,850	853,066
TOTAL	234,075	278,300	489,061	1,001,436

¹ PY 2016 direct services contracts due to delay in receiving invoices on these existing contracts.

PY 2017/FY 2018 Budget 85% of PY 2016 / FY 2017 Budget

WorkSource Pierce System Performance Dashboard - PY16 / FY17

Workforce System Performance	Measurement	Q1	Q2	Q3	Q4
Increase the number of jobs filled ^[1]	<i>Total Openings</i>	12,463	10,346	8,327	
	<i>Of total openings # in each Sector</i>				
	Construction	107	87	71	
	Transportation, Warehousing & Logistics	256	200	100	
	Healthcare	874	783	823	
	Advanced Manufacturing	160	220	118	
	ICT & Cybersecurity	na	na	na	
	Military & Defense	na	na	137	
	Total	1,394	1,290	1,249	
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	38,473		
	• SSD or SSI				
Track Unemployment Rate	Unemployment Rate	6	6%	6.1% (Feb)	
		^[3] 2014-2015	2015-2016	2016-2017	2017-2018
Decrease number of high school dropouts	Dropout rate	11.6	10.5		
Increase number re-engaged dropouts	Dropouts re-engaged				
Increase the number of high school diploma/or equivalent attainment	Diploma attainment				
	• Traditional	7,265	7,779		
	• GED	92	22		
	• High School Completion (CTCs)	395	453		
	• Dual Track (attained with AA Degree)	159	185		
	Total	7,911	8,439		
Increase number receiving postsecondary education recognition ^[2]	Certificate	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		
	Total	2,118	1,932		
Transfer Degree – transfer to four-year institution	Transfer Degrees				
	Biology/Chemistry (AS-T/Track 1)	47	46		
	Engineering/ Physics (AS-T/Track 2)	39	55		
	Bio and Chemical Engineering (AS-T/MRP)	6	5		
	Computer and Electrical Engineering (AS-T/MRP)	5	7		
	Mechanical, Civil, Aeronautical, Technology, Industrial and Materials Science Engineering (AS-T/MRP)	13	22		
	Nursing DTA/MRP		24		
	Associate in Arts (DTA)	2320	1823		
	Biology (DTA/MRP)	49	59		
	Business (DTA/MRP)	271	209		
	Elementary Education/ Math Education (DTA/MRP)	29	14		
	Pre-Nursing (DTA/MRP)	195	164		
	Total	2,976	2,429		
Apprenticeship • Completion rate is 47% with struggles in the first 1-2 years in building trade occupations over childcare and other family support issues. (The trades are pretty inflexible to absenteeism so if someone does not have a redundant family/friend support system, he/she may find themselves laid off after an absence or two.) • Roofers and Painters have historically low completion rates hovering around 10% due to the seasonal nature of the work.	Journey Level ^[4]				
	• Construction	171 total	154 Total		
	• Transportation, Warehousing & Logistics	Pierce County Residents – more info in future	Pierce County Residents		
	• Healthcare				
	• Advanced Manufacturing				
	• ICT & Cybersecurity				
	• Military & Defense				

[1] Source: 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

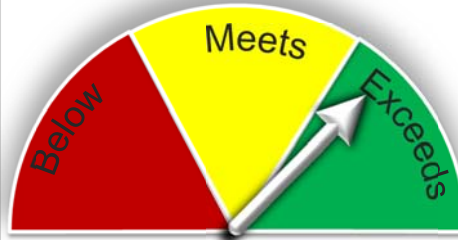
[4] Source: Apprenticeship Section, Labor and Industries, Washington State www.apprenticeship.lni.wa.gov

Pierce County Workforce System Performance Priorities and Metrics

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

Workforce System Performance	Measurement Method
1. Increase the number of jobs filled during the measurement period. a. Intentionally target job seekers who have exhausted UI benefits recently or will exhaust soon b. Intentionally target people receiving SSD and SSI	• 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. • 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. Need to find out how to measure SSD and SSI customers – need to define discouraged with this population • <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.
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.	• 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 9th – 12th grades. Use OSPI data for graduation and drop-out rates; survey K-12 professionals to identify strategies impacting this measure. • 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 • <i>This is a reference number only that we do not need to track:</i> 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. http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t; also use the State Board for Community and Technical College Adult Basic Education data
3. Increase in the number of residents receiving postsecondary education recognition (certificate, AA, BA, journey level)	• 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&I for journey level apprenticeship awards.

Q 3 Summary of Dashboard: Adult/DW/Youth PY16/FY17

YOUTH SERVICES			ADULT/DISLOCATED WORKER			BUSINESS SERVICES			WIOA TRANSITION		
											
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.									STATUTORY MANDATES		
JOB SEEKER (RESCARE)			JOB SEEKER (CAREER PATH)			BUSINESS SERVICES (TBD)			1. Implementation/oversight 4-year plan		
• Placements	68.8%		Enrollments		YTD	Sector Partnerships	4	3	Ongoing		
• Degree/Certificate	55.3%		Adult	282	254	Employer Roundtables	6	4	Ongoing		
• Median Earnings	\$2,282		Dislocated Worker	315	281	Coordinated Bus. Services			Ongoing		
• 4 th Qtr Placements	65.9%		Career Fair Fairs	1		Job Openings	700	1492	Ongoing		
• Enrollments	350	287	Adult Job Seekers	500	195	Job Applicants	350	429	Ongoing		
• Exits to Emp./Education	117	95	Follow-up Services	190	128	Engagement Activities	2	4	Ongoing		
• Tacoma/Pierce Split	50%/50%	50%/50%	Job Placements	190	128	Employer Services			Ongoing		
• In School/Out	20%/80%	20.2%/79.8%	ITAs			Employer Services	600	694	Ongoing		
Work Base Training			Adult	100	80	Businesses	220	153	Ongoing		
• Other Summer Emp./Intern (WEX)	40	60	Dislocated Worker	80	69	Business Referrals	80	60	Ongoing		
• Apprenticeship/Adv Training	7	7	Cohort Training			CareerLink Employers	75	59	Ongoing		
• Summer Internship	60	172	Adult	44	19	JobFest	300		Ongoing		
			Dislocated Worker	44	20	Apprenticeship/Adv. Training	5	7	Ongoing		
			Military Placements	68	53	On-the-Job Training	5	18	Ongoing		
YouthWorks Program			Work Based Training			Work Experience	10	12	Ongoing		
• Graduation Coaches	225	285	OTJ	5	3	Training Programs identified	10	4	Ongoing		
• Career Goals	1,400	1569	Work Experience	10	1				Ongoing		
• Career Cruising	1,400	1325							Ongoing		
• Enrollments	70	54							Ongoing		
• Student Internships	200								Ongoing		
• Increase Grad Rate	83%	85%							Ongoing		
• Career Day	\$40k/2k	\$60k/2107							Ongoing		
• Health Career Day	\$25k/800	Suspended							Ongoing		
									COMPLIANCE/MONITORING/CONTRACTING		
									Comply with all WIOA Regulations		
									SAO Audit		
									ESD Performance Measures		
									Direct Service Provider Monitoring		

Dashboard Report for Program Year 2016 Q3 (PY16 = July 2016 – June 2017)

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status	
		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	YTD Total /%			
YOUTH & YOUNG ADULT DIRECT SERVICES									
Objective: Provide registered Pierce County youth and young adults with comprehensive and intensive services resulting in attainment of employment and/or education degree or certification. Support student career identification/exploration, increase graduation rates and employment opportunities, and provide a strong link between the workforce development and education initiatives with Public Schools.									
Job Seeker Services Contract (ResCare) Meet all Local Measures and Performance Targets									
• Placement in Employment or Education*	Federal Target	68.8%						Data is currently not available from ESD/DOL for Federal Targets.	
• Attainment of Degree or Certificate*	Federal Target	55.3%						Data is currently not available from ESD/DOL for Federal Targets.	
• Median Earnings 2 nd Quarter after exit* (<i>establish baseline in PY16</i>)	RWS/Federal Baseline	\$2,282						Data is currently not available from ESD/DOL for Federal Targets.	
• 4 th Quarter Placement in Employment or Education* (<i>establish baseline in PY16</i>)	Federal Target	65.9%						Data is currently not available from ESD/DOL for Federal Targets.	
• Number of Enrollments*								*Corrected number based upon fixes made to the state database	⬆️
• Number of Exits*	WIOA Youth	350	P88/A204	P87/A40*	P88/A43	P87/A	287/82%		⬆️
	Youth Exited to employment and/or education	117	P29/A8	P30/A2	P30/A85	P28/A	95/81%		⬆️
• Tacoma/Pierce County residential split *									
	Enrolled youth reside in Pierce County(PC)	50%	P50%/A57.1	P50%/A45.5%	P50%/A50%	P50%/A			⬆️
	Enrolled youth reside in the City of Tacoma(COT)	50%	P50%/A42.9	P50%/A46%	P50%/A50%	P50%/A			⬆️
• In School/Out of School enrollment splits*									
	Enrolled youth are In-School (ISY)	20%	P20%/A19%	P20%/A24.2%	P20%/A20.2%	P20%/A			⬆️
	Enrolled youth are Out-of-School (OSY)	80%	P80%/A81%	P80%/A75.8%	P80%/A79.8%	P80%/A			⬆️
Work Base Training – Required by Law									
• Other Subsidized Employment/Internship (WEX)*		40	P10/A22	P10/A37	P10/A1	P10/A	60/150%		⬆️
• Apprenticeship or other Advanced Training*		7	P1/A4	P2/A2	P1/A1	P3/A	7/100%		⬆️
• Summer Internship Program		60	P60/A172	P0/A0	P0/A0	P0A	172/287%	Currently recruiting students and employers for Summer Jobs 253 participation. Will include up to 40 DVR eligible students.	⬆️
YouthWorks Program: Strengthen educational/career pathways for youth in partnership with Tacoma Public Schools (TPS) and Other Public Schools									
• Students connect with Graduation Coaches for minimum of 10 hrs.		225	P57/A97	P56/A85*	P56/A103	P56/A	285/127%	*Corrected numbers based upon fixes made to the state database	⬆️
• Identify Career Goals		1,400	P350/A1133	P350/A200*	P350/A236	P350/A	1569/112%		⬆️
• Students complete Career Cruising Assessment		1,400	P350/A1068	P350/A100*	P350/157	P350/A	1325/95%		⬆️
• In School WIOA Youth Enrollment		70	P18/38	P17/A9*	P17/A7	P18/A	54/77%		⬆️
• Student internships (90-hrs/student/school year)		200	P0/A0	P0/A0	P50/A0	P150/A	0%	Internships generally occur near the end of the school year.	⬆️
• Graduation rate for TPS schools		83%	P0/A	P0/A	P83%/A85%	P0/A	85%/102%		⬆️
• Pierce County Career Day								Event was on November 17, 2016. 107 vendors participated this event.	⬆️
	Leverage partner contributions Youth Served	\$40,000 2,000		\$60,000.00 2107			\$60k/150% 2107/105%		
• Health Career Day								Event has been suspended pending Healthcare partnership direction.	
	Leverage partner contributions Youth Served	\$25,000 800							

Measures	Annual Goal	Quarterly Outcomes					YTD Total /%	Comments/ Action Plans	Status
		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr				
ADULT/DISLOCATED WORKER DIRECT SERVICES									
Objective: Enable job seekers to identify pathways to success via education and training and preparation for successful job search and employment opportunities.									
Job Seeker Services (Career Path)									
• Adult/DW Enrollments	Adult	282	P70/A82	P71/A64	P70/A108	P71/A	254/90%		↑
	DW	315	P78/A138	P79/A23	P79/A120	P79/A	281/89%		↑
• Provide Career Fair serving adult job seeker	Career Fairs	1	P0/A0	P0/0	P0/A0	P1/A		Career Fair will be held during the 4 th quarter.	
• Adult Job Seekers participate in multiple hiring/career fairs		500	P0/A0	P0/0	P0/A195	P500/A	195/39%	Promoting hiring events at weekly Job Club and in Resource Room. Review hiring events at staff meeting to increase staff awareness	↓
• Provide 12 months of follow- up services for exited participants		190	P48/A12	P48/A45	P48/A71	P46/A	128/67%	Follow up services are provided to all customers in DW and Adult programs that are exited into unsubsidized employment.	↔
• Place job seekers in employment (working with business services)		190	P48/A12	P48/A45	P48/A71	P46/A	128/67%	Utilizing tools, such as Workforce253 and WorksourceWA.com increased customer connection to employment opportunities.	↔
• Individual Training Accounts (ITAs) to serve students attending local college/technical schools	Adult	100	P25/A10	P25/A16	P25/A54	P25/A	80/80%		↑
	DW	80	P20/A31	P20/A17	P20/A21	P20/A	69/86%		↑
• Number of students in cohort training to serve students attending local college/technical schools	Adult	44	P11/A9	P11/A3	P11/A7	P11/A	19/43%	Projection of investment in cohort training did not come to fruition. No additional investments are planned for cohorts at this time.	↓
	DW	44	P11/A3	P9/A0	P12/A17	P12/A	20/45%		↓
• Place military personnel into employment with Pacific Mountain partnership		68	P17/A12	P17/A10	P17/A31	P17/A	53/78%		↑
• Coordinate with Business Services to provide work based training	On-the-Job Training	5	P1/A0	P1/A3	P2/A0	P1/A	3/75%	Career Path Services and ResCare Business Services are meeting regularly to implement collaborative procedures for work based learning training opportunities. Implemented process for referrals to ResCare to generate more OJT opportunities.	↔
	Work Experience	10	P2/A1	P3/A0	P2/A0	P3/A	1/14%		↓
One-Stop Center/System Operation WIOA Leverage									
Objective: Support a seamless interactive customer service delivery system									
• Customer service training for all one-stop providers	Narrative Only							One-Stop committee is working on this. WFC has trainer capacity in Human Centered Design and will implement locally when ready.	↔
• Ensure user friendly to all								One-Stop committee is working on Navigator job description. Navigator will facilitate services to customers.	↔
• Work with key partners such as Department of Vocational Rehabilitation and Division of Services for the Blind to ensure accessibility								DVR and DSB representatives are on WIOA Committees. WFC staff participates on WTECB (TAP) convened Integrated Services Committee where universal accessibility is discussed.	↑
• Review and improve system intake and referral system								WFC staff participates on WTECB (TAP) convened workgroups to improve service. Attended meetings in Q2. Will use info from these meetings to inform/improve local intake and referral system. Ongoing	↑
Business Services									
Objective: Coordinate business services to support employer needs									
• Convene and facilitate new sector partnerships –strengthen regional partnerships		4	P1/A1	P1/A1	P1/A1	P1/A	3/75%		↔
• Convene employer engagement via employer roundtables		6	P1/A1	P2/A2	P1/A1	P2/A	4/66%	Res Care conducted an employer roundtable with State Farm	↔
• Direct coordinated business services to support employer's needs- List Job openings for businesses and place job applicants								Employers are hiring a greater rate than we anticipated, especially in Construction, Labor and Healthcare positions.	↑ ↑ ↑
	Job Openings	700	P175/A291	P175/A838	P175/A363	P175/A	1492/213%		
	Job Applicants	350	P87/A18	P88/A195	P87/A216	P88/A	429/123%		
• Provide engagement activities per year with partner councils (PC Construction Council and Healthcare Council) – Add new strategic partners		2	P1/A1	P1/A2	P0/1	P0/A	4/200%	Pierce County Construction Committee met.	↑

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status	
		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total /%			
Provide employer services to businesses	Employer Services Businesses	600 220	P150/A204 P55/A41	P150/A275 P55/A57	P150/ A215 P55/A55	P150/A P55/A	694/116% 153/70%	Res Care continues to contact businesses and will meet their annual business goal.	 
Increase Employer Engagement – Receive business referrals from Economic Development Board (EDB) and other partners and businesses.		80	P20/A20	P20/A5	P20/A35	P20/A	60/75%		
CareerLink Pierce County: Connect K-12 students with businesses for career exploration and development.	Employers	75	P18/A0	P19/A0	P18/A59	P19/A	59/79%		
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 th Quarter	
Apprenticeship or other Advanced Training (used by Adult/DW and Youth)*		5	P1/A2	P1/A4	P1/A1	P2/A	7/140%		
On-The-Job-Training (OJT) and Work Experience (WEX)*	On-the-Job Training Work Experience	5 10	P1/A1 P2/A1	P1/A2 P3/A4	P2/15 P2/A7	P1/A P3/A	18/360% 12/120%	These numbers represent employer identified OJT/WEX opportunities. Adult/DW provider vetting eligible participants to fill positions. Provider given additional funding to establish OJT/WEX employer opportunities.	  
Identify training programs within targeted industries specific to employer's needs.		10	P0/A0	P3/A0	P4/A5	P3/A	5/50%	Working with businesses to identify training needs.	
Statutory Mandates									
Objective: Respond and support WIOA mandated responsibilities for Chief Local Elected Officers (CLEOS) and Workforce Development Council (WDC). Comply with all WIOA regulations and stay updated on new guidance.									
Activities include but are not limited to the following:		Narrative Only							
1. Implementation and oversight of 4-year Local Plan - Draft Local Plan with partner and committee input, respond to questions - Distribute for public comment - Update Local Plan based on public comments - Convene and implement Local Plan activities								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 - Research appropriate data resource and procure - Analyze data for aggregate information - Disseminate workforce data to the public								Ongoing monthly county labor updates. Rolling out sector reports and will publish middle skills job report in 2017.	
3. Convene, Broker and leverage stakeholders and assets - Utilize data with partners to enhance resources for Pierce County (Grants and proposals) - Convene partners to map out partner services - Identify focus areas such as low graduation rates - Decrease number of working age adults without high school diploma - Increase number of residents receiving post-secondary education								Process begun and is ongoing. WDC Committees have been working on these.	
4. Lead employer engagement - Establish sector partnerships in collaboration with EDB - Enhance relationships with economic development organizations - Convene for system approach to coordination of internships, work experience, presentations, CareerLink and other - Marketing of system services - Track and benchmark employer engagement								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 - Convene and work with partners to identify career pathways in key sectors - Work with PC3 dual credit and Puget Sound Educational Services District to bridge secondary and post-secondary education gap								Sector Strategies report released on October 11, 2016. This data will be the basis for ongoing conversations in these measures.	

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total /%		
6. Lead effort to identify and promote proven and promising practices - Research need and track system adoption of best practices - Research needs for specific populations, sector work and gap areas							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 - Work with partners like the Pierce County Library System to build on their technology enhancements and connect to the larger WorkSource system - Connect United Ways 211 services to the larger system - Connect DSHS's Washington Connection to the larger system - Work with youth providers to connect current learning technology to the larger system							Working on technology enhancements with the larger WorkSource system. Have connected with and are messaging to community about Washington Connection services. Working to imbed United Way 211 to inform the availability of workforce services. Youth provider has expanded access to their learning technology. Ongoing	↑
8. Oversee local service delivery system and programs - Review with partners the current local one-stop system - Develop criteria and process for credentialing job center, affiliates, connections sites - Develop tool/process for review and Continuous Quality Improvement							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 - Work with Washington Workforce Associations (WWA) to negotiate with WTECB/Department of Labor - Track non-co-enrollment impact vs. WDC's who co-enroll							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 - Create RFP and announce dates - Review RFP submittals - Host proposer conference - Announce Award - Contract creation - Train on policies and fiscal expectations - Ongoing technical support - Identify new Pierce County Job Center with Core 6 Leadership Team - Create MOU/RSA							Job Seeker and Business Services providers RFP and selection is complete. One-Stop Operator RFP was re-issued on April 12, 2017 and responses due by 5/12/17. 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 Conduct review of current training providers and develop local process/criteria to add or remove							Waiting for guidance from WTECB.	↔
12. Ensure consumer choice - Appropriately message all system choices - Include message on consumer choice to system providers							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	↔
13. Coordinate with education providers Convene with K-12 and post-secondary partners on items like sector strategies, career pathway, CareerLink, cohort training, Tool Center, and other system development							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 - Create a way to show big picture investments of the system - Improve compliance areas like procurement and contracting - Show dollars invested by core partners into the system							Budget was approved. Director of Accountability continues to improve our procurement and contracting processes.. Working on creating network dashboard. Ongoing	↑

Measures	Annual Goal	Quarterly Outcomes					Comments/ Action Plans	Status
		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total /%		
Comply with all WIOA regulations								
- Continue designation as low risk by the State Auditor's Office (SAO) - No findings from annual monitoring by Employment Security Department - Meet or exceed all federal and local performance measures	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	↑
- Complete annual local monitoring of Youth Programs, including EO - Provide technical assistance to RWS as it relates to Federal, State and local performance and contractual obligations. - Common Measure Report: - Provision Reports: - Performance Roll-Up Reports: - Invoice Packet Desktop Monitoring: - Communicate and post policy revisions within 5 days of publication; provide training as needed	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.	↑
Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable							Ongoing.	↑
Budget Compliance							In compliance.	↑
5% MITIGATION PY15/FY16								
Objective: 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