

**WDC Meeting
 Agenda
 July 16, 2015
 3:00-5:00 p.m.
 WorkForce Central
 3650 S. Cedar St., Classroom 1**

Eric Hahn, Chair
 1st Vice-chair
 Joyce Conner, 2nd Vice-chair
 Robin Baker
 Michelle Burreson
 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
 Ron Thalheimer
 James Walker
 Blaine Wolfe

WorkForce Central Staff
 Linda Nguyen, CEO
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Deborah, Howell, CAO
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Jan adams, Executive Assistant
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- 1. Welcome/Call to order**
- 2. Public Comment**
- 3. WorkForce Central Executive Board update – Eric Hahn**
- 4. Action items**
 - Approve May 21, 2015 minutes
 - Approve WIOA Dislocated Worker Eligibility Revised Policy
 - Approve PY15/FY16 modified WIOA Budget to account for the new program year allocation changes to WIOA youth and adult funding as a result of WA Employment Security Department’s recalculation of local WIOA allocations for the new program year.
 - Approve WDC Committee Members as recommended by the WDC Coordinating Committee
 - Adult Services Committee
 - Luke Upton, Supervisor, ESD
 - Karen DiPol, Placement Services Manager, Vadis
 - Business Services Committee
 - Ione Turner, Career Pathway Navigator, ESD
 - Youth & Young Adult Services Committee
 - Erin Blades, Supervisor, ESD
 - Kathy E. Hall, Vice President of Program Services, Vadis
- 5. Tacoma-Pierce County Economic Development Board 2016-2020 Program of Work Presentation –or Al Doeve**
- 6. CEO Report:**
 - PY14/FY15 obligation rate update
 - WDC Advanced Manufacturing Candidate Paul Hogoboom, Owner P & J Machining
 - Top 10 Happenings in 2014
- 7. Other business**
- 8. Adjourn**

Future meetings:

WDC meeting – Eric Hahn, Chair	Sept 17, 2015	3:00-5:00 pm
WDC Business Services Committee – Dave Lawson, Chair	July 27, 2015	8:00-9:30 am
WDC Youth & Young Adult Services Committee – April Gibson, Chair	July 28, 2015	9:30-11:30 am
WDC Adult Services Committee – Robin Baker, Chair	Aug 5, 2015	2:30-4:30 pm
WDC One-Stop System Operator & Partner Committee – Ron Thalheimer, Chair	Aug 4, 2015	8:00-10:30 am
WDC Coordinating Committee – Eric Hahn, Chair	August 11, 2015	3:00-4:30 pm

Eric Hahn, Chair
Scott Haas, 1st Vice-chair
Joyce Conner, 2nd Vice-chair
Robin Baker
Michelle Bureson
April Gibson
Darci Gibson
Anne Goranson
Mike Johnson
Bruce Kendall
Dale King
Dave Lawson
Mark Martinez
Mary Matusiak
Wayne Nakamura
Sharon Ness
Tim Owens
Dona Ponepinto
Patty Rose
Sheila Ruhland
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Blaine Wolfe

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Attendees: Scott Haas, James Walker, Sharon Ness, Wayne Nakamura, Darci Gibson Ron Thalheimer, Anne Goranson, Robin Baker, Patty Rose, Dale King, Andy Wells, Eric Hahn, Linda Nguyen, MaryEllen Laird, Mary Matusiak, Cheri Loiland, Tim Owens, Dona Ponepinto, Dave Lawson, Michelle Bureson, Blake Ingram

1. Welcome/Call to order

Eric Hahn called the meeting to order at 3:01 p.m.

2. Introduce new WDC member

• **Michelle Bureson, Workforce Development & Integration Senior Manager, The Boeing Company**

Eric thanked Anne Goranson who not be on the WDC and welcomed James Walker, who is taking Ann's place. Eric also announced that Scott Haas has resigned his position on the WDC. Scott appreciated the opportunity of being here. Approached Joyce to be 1st Vice Chair, but she declined and opted to stay the 2nd Vice Chair. Eric stated the Coordinating Committee will present a slate of candidates for 1st Vice Chair in July. Linda asked interested parties to notify her or Eric.

2. Public Comment

None

3. WorkForce Central Executive Board update – Eric Hahn

Eric discussed the highlights of the WFC Executive Board meeting noting this council will be covering most of the same material and items.

4. Action items

• **Approve May 21, 2015 minutes**

Motion made by Darci Gibson and seconded by Tim Owens. Approved.

• **PY15/FY16 Budget and Dashboard**

Eric noted this has been vetted by the Business Services, Adult Services, Youth and Young Adult and Coordinating Committees, all have recommended approval. This morning the Executive Board approved conditional on you approval. Motion made by Tim Owens seconded by Wayne Nakamura. Linda discussed the Adult, Dislocated Workers and Youth and Young Adult budgets and dashboards covering the highlights on each document. Approved.

- **Approve WIOA Eligibility for Adult, Dislocated Worker and Youth Eligibility Policies**
Eric noted this takes effect July 1 and we are mandated to comply with the eligibility, so these policies are needed to ensure compliance. Motion made by Dave Lawson seconded by Dale King. Linda noted these policies were vetted in the committees. She covered the highlights and changes included in the policies. Ron Thalheimer asked what the threshold of low income is. Linda clarified the qualifications and what determines low income. Dona noted that it is stated in the policy. Linda stated that we have a chart and Eric asked that it be sent to everyone. Jan will send the low income chart to council members. Patty asked if these guidelines are the same if she went to any other WDC in the state, would it look similar to this. Linda clarified that the guidelines are the same across the state. Approved.

5. Jobfest 2015 Presentation – Andy Wells

Presentation was given by Andy Wells. 150 students attended pre-event workshops and were labeled VIPs. Because they participated in the workshops, they were able to enter the event early and meet with the employers, before the general public entered. He listed some of the employers that participated along with 72 exhibitors. There were 19 educators and trainers, 486 job seekers (48 of which were the VIPs), 75 volunteers, 23 partners on the planning committee and 13 event sponsors. Employer comments were positive when asked about the VIP participants, noting they were well prepared. 47 employers said they would be exhibitors next year, another four said they would be on the planning committee and ten committed to be event sponsors in the future.

6. May 27th Executive Board and WDC meeting with WorkForce Central employees debrief

Eric discussed the meeting with the employees stating they had great questions, but some anxiety. Sharon said the meeting went well, but a lot of questions that we were not able to answer to alleviate any fears, noting we have a huge transition ahead of us and we need to support them. Eric agreed we need to do everything we can to support them. He thanked Sharon for being there, noting she added a good sympathetic voice. Linda noted Mayor Strickland attended as well as Joe Lonergan. She also talked about the Q&A for employees and has been posted as well as a special email for any questions that employees might have. Everything else does need to come to the bargaining table for impact bargaining. Wayne noted that transitions are difficult and so the employees are thinking do I stay or do I go. Let employees contact the council members for opportunities. Eric agreed noting that Linda talked about the impact bargaining.

7. WDC Committee Chairs/Vice Chairs Report out opportunity

Dave Lawson – Business Services Committee met jointly with Adult Services Committee – time was spent time on the budget and the eligibility criteria, getting insight and recommending to the full board. Robin added that it would make sense on a quarterly basis to do joint meetings to look at the budget as more updated information is available.

Dale King was appointed as Vice Chair of the Youth and Young Adult Committee. He said they had a discussion about the changes regarding WIOA and how that would affect the group.

Ron Thalheimer – One-stop Operator/Partners Committee - Mentioned discussion about mapping out a flow chart for our customers so they would know where to go for what services.

8. Regional Planning Request for Input from WTECB

Linda talked about the letter sent requesting input from the CLEOS about regional planning. She noted that this is not about redrawing the boundaries. Gave examples of our current regional partnering, noting that we are already doing this. She stated we have no problem to solve and this could create an unintended consequence. The WFC Executive Board directed her to write a letter to the Workforce Board contingent on this council coming to the same conclusion. Wayne asked if there was a mandate that we do have to do something. Linda clarified what the governor could do. Tim discussed what is specified in WIOA and what the Governor is required to do. Cheri was at the last state board meeting and noted the members are saying the same thing Linda has stated. Tim said we don't want to lose an opportunity to collaborate. Linda asked if everyone was okay with our current approach saying we don't have a problem. All agreed.

9. National Center for Arts and Technology Steering Committee meeting debrief

Linda discussed the background and process of Manchester Bidwell. We have launched a feasibility study and in March 2016 we will have the results of the study to determine if we will move forward. Bill Strickland's book and story in the Financial Times will be sent to members. Anne mentioned there is a TED talk as well.

10. Brainstorm on future WDC agenda items and nominations for WDC membership representing advanced manufacturing sector

Eric asked the group to break up into groups to brainstorm what the council would like to see as presentations at future WDC meetings. Come up with three good solid ideas. Linda noted this came from the joint Business Services and Job Seekers Services committee meeting. She wants to make sure there is engagement along the way.

Group 1

- Have five minute training/spotlight from one a recipient of the training programs, both job seekers and employer.
- Partner presentations – we've talked about partners that bring in-kind dollars and provide similar resources but we don't understand all of them that are out there, both in and out of Pierce County – also want to hear about partnerships across WDCs
- We want to hear about the STEM programs and if they are effective.
- Pre-apprenticeship link or effort to increase the amount of pre-apprentice in the P-12 schools.
- Economic development board or chamber what is their plan to attract new businesses to this region and how are they retaining the business that do exist.

Group2

- Hear from Mayor Strickland as well as County Executive. Getting updates on the demographics – United Way used to do a community indicators report.
- The school districts – hearing from the counselors, there may be a disconnect from what we think the kids need vs. what they want. What jobs the kids are interested in or things they may need.
- Technology plays such a huge role and how is that going to impact the future. Finding someone that could speak the impacts.
- Governor's office.
- Transitioning military, what are the trends, what are the opportunities?
- Updates on the budget and dashboard, not just the numbers but highlights from the programs.
- Have a discussion around millennials and genXs, what their needs are. Jan mentioned that Weyerhaeuser has a Next Gen Leadership Program that might be a good idea to tap into.

Group 3

- Have more of an executive summary of the dashboard, a high level view of the programs. So we can see if we have a miss or success.
- Our partners have 5 year plan – get a presentation of their plans. To see if we are in sync with their programs. May Kelly.
- Short presentation by a recipient, what did they enjoy and what challenges did we cause them, so we can figure out how to remove those barriers.

Eric spoke about the difficulty find a council member in the advanced manufacturing sector. Asked for nominations to be submitted to Linda or Eric; also need someone to represent and IT Security member. Robin asked to clarify that we need business leaders.

11. Other business

- Linda discussed the Tool Center noting it is a pre-apprenticeship center put together two years ago working with Young Adults and is now ready to move to Phase 2. It was just recently recognized and certified by the Labor and Industries Apprenticeship Department.

- National Emergency Grant – \$6.9 MM came to Washington State. \$843k will flow this way to help us serve 175 more Dislocated Workers.
- Obligations – Linda discussed the requirements of WIA/WIOA states we must be in obligation of 80% of our funds at the end of June each year, although we have two years to spend the money. She explained some of the obligations are not seen until issued such as payroll. Tim noted there was youth money carried over when we transitioned the program. Linda noted that the decision of getting out of service delivery, will help resolve the issue of not recognizing the obligation. Robin asked if we should be worried about the 155%? Linda clarified that we have two years to spend the money and we have roll over each year.

12. Adjourn

No further business. Motion to adjourn made by Wayne, seconded by Darci. Meeting adjourned at 4:22 p.m.



Workforce Innovation and Opportunity Act (WIOA) Transition Policy

WFC WIOA TITLE I-B DISLOCATED WORKER ELIGIBILITY DETERMINATION POLICY

POLICY NUMBER: WIOA-TP-DW-001

EFFECTIVE DATE: 7-1-2015

Supersedes: This policy does not supersede a previous policy. This is a modification of the current WIA Adult, Dislocated Worker and Youth Eligibility Policy, Policy Number WFC-WIA-08-26-2013ELIG/DOC and serves as a WIA/WIOA transition policy. This policy will be revised and reissued after the WIOA final rules are issued and as further DOL/ETA guidance is received.

PURPOSE

This policy communicates key provisions and changes authorized by the Workforce Innovation and Opportunity Act (WIOA) to determine eligibility for dislocated workers seeking services funded by WIOA Title I-B. The WFC WIA Adult, Dislocated Workers and Youth Eligibility & Documentation Policy Handbook, Revision 3, remains in effect except for the changes noted here until the release of the Final WFC WIOA Eligibility & Documentation Handbook.

BACKGROUND

Under WIA, career services were identified as core and intensive services and generally participants would go through each level of service in order to eventually receive training. WIOA clarifies that an individual receiving service in the one-stop centers must receive the service that is needed to assist the individual to meet his or her job search goals, and *does not need to follow a fixed sequence of services*.

WIOA merges the categories of core services and intensive services under WIA into the category of career services: basic and individualized career services.

Basic career services must be made available to all job seekers and include services such as labor exchange services, labor market information, job listings and information on partner programs. Individualized career services include services such as comprehensive skills assessment, career planning, development of an individual employment plan and training services.

Individuals who are primarily seeking information need not be registered in WIOA, however, when an individual seeks more than minimal assistance from staff, the person must be registered and eligibility must be determined.

WIOA Section 3(15) includes in the definition of a dislocated workers, displaced homemakers and dependent spouses of the Armed Forces on active duty to ensure they have access to WIOA Title I services.

Proposed regulations at 680.660 (a) (b) (c) clarifies: that a notice of separation, a DD-214 from the Department of Defense, or other appropriate documentation that shows a separation or imminent separation from the Armed Forces qualifies as a notice of termination or layoff; that a separating service member meets the dislocated worker requirements concerning UC and the requirement that an individual is unlikely to return to his or her previous industry or occupation.

POLICY

Dislocated workers must meet the following eligibility criteria for the WIOA Dislocated Worker Program:

- U.S. citizen or otherwise legally entitled to work in the U.S.;
- Selective Service Registration (males who are 18 or older and born on or after January 1, 1960) unless an exception is justified; **and**
- One of the Dislocated Worker categories:
 - a) General Dislocation
 - i. An individual, who was terminated, laid-off, or received a notice of termination or layoff; **and**
 - ii. Is determined unlikely to return to previous industry or occupation (defined by WDCs); **and**
 - iii. Is eligible for or has exhausted entitlement to unemployment compensation; **or**
Is not eligible for unemployment compensation but can show attachment to the workforce of sufficient duration.
 - b) Dislocation from Facility Closure/Substantial Layoff
 - i. An individual, who was terminated, laid-off, or received a notice of layoff from employment at a plant, facility, or enterprise as a result of permanent closure or substantial layoff; **or**
 - ii. An individual employed at a facility at which the employer has made a general announcement that such facility will close within 180 days.
 - c) Self-employed Dislocation
 - i. An individual, who was self-employed (including employment as a farmer, rancher or a fisherman) but is unemployed as a result of general economic conditions in the WDA where the individual resides; or a natural disaster.
 - d) Displaced Homemaker
 - i. An individual, who was dependent on the income of another family member and is no longer supported by the income of another family member; **or**
 - ii. The dependent spouse of a member of the Armed Forces on active duty and whose family income is significantly reduced because of a deployment, a call or order to active duty or the service-connected death or disability of the member. The WDC has determined that if a service member's family income is reduced, as evidenced by

- family or business financial records, such that the family is unable to meet current financial obligations; their income is considered to be “significantly reduced”; **and**
- iii. Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

e) Dislocated separating Military Service Members

- i. A military service member who was discharged or released from service under other than dishonorable, or has received a notice of military separation (defined by the WDC as “separation” order (Effective Termination of Service “ETS” Orders or DD-2648-ACAP Transition checklist and issued in advance of 180 days). Per proposed 20 CFR 680.660, separating military service members automatically qualify as unlikely to return to a previous industry or occupation and meet the dislocated worker requirements concerning Unemployment Insurance.

Note: Dislocated military service members, veterans and other covered persons are eligible for Priority of Service (POS) as described in POS Policy 1009, Revision 1.

f) Spouses of Military Service Members

- i. The spouse of a member of the armed forces on active duty, and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; **or**
- ii. The spouse of a member of the armed forces on active duty and who is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Note: A military spouse may also qualify as a displaced homemaker (Category 4).

Veterans and other covered persons who qualify for the Dislocated Worker Program are given priority for services according to the Jobs for Veterans Act and WorkSource System Policy #1009 Rev 1-Priority of Service for Veterans and Eligible Spouses.

Retired veterans are excluded from being served in the Dislocated Worker Program. (Department of Labor Policy TEGL 22-04). However, retired veterans may be served under the WIOA Adult Program if determined eligible and are a member of a mandatory priority group or are determined eligible on a case by case basis.

Dislocated workers who receive services other than self-service and informational activities must be registered and considered a participant for WIOA Title I services.

Current WIA participants must be grandfathered into WIOA, even if the participant would not otherwise be eligible for services under WIOA. Additional reassessments are not required to be completed for participants already determined eligible and enrolled under WIA. Furthermore, these participants must be allowed to complete the WIA services specified in their individual service strategy and individual employment plan, even if the services are no longer allowable under WIOA. (TEGL 30-14)

Refer to the WIA Adult, Dislocated Worker & Youth Eligibility & Documentation Handbook, Revision 3 for definitions of key terms and additional intake and eligibility requirements including:

- SERVING MILITARY SERVICE MEMBERS AND THEIR SPOUSES
- ELIGIBILITY FOR EMPLOYED INDIVIDUALS, INCLUDING "STOP-GAP" EMPLOYMENT
- PARTICIPANT FILE DOCUMENTATION
- SKIES
- FOLLOW-UP SERVICES

INQUIRIES

Direct Inquiries To:
WorkForce Central
3650 South Cedar Street
Tacoma, WA 98409-5714
(253) 472-8094 or 1-800-999-8168

APPROVED

Linda Nguyen, WFC CEO
Date: _____

APPROVED BY WDC

Date _____

**WIA Formula Adult & DW
Program Year 2015 / Fiscal Year 2016**

Approved Budget With Allocation Changes to Adult and Youth from ESD (second correction from ESD)

	ADULT	DW	Total
REVENUE			
Actual Formula Funding	\$ 1,635,740	\$ 1,908,203	\$ 3,543,943
PY14/FY15 Carry-in Funds - Projected	\$ 823,211	\$ 1,458,863	\$ 2,282,074
FY14 - Recapture		\$ (320,385)	\$ (320,385)
Less PY14/FY15 Carry-in Obligations - Projected	\$ (677,601)	\$ (1,183,314)	\$ (1,860,915)
PY14/FY15 Mitigation	\$ 161,254	\$ 167,233	\$ 328,487
PY14/FY15 Rapid Response Mitigation Funds	\$ -	\$ 242,599	\$ 242,599
Total Funds Available	\$ 1,942,604	\$ 2,273,199	\$ 4,215,803
INVESTMENT AREAS			
INVESTMENT TOTALS			
WIOA Mandated Responsibilities for CLEOs and WDC	\$ 448,016	\$ 600,000	\$ 1,048,016
Compliance/Monitoring/Contracting/Performance/Data Management	\$ 150,000	\$ 150,000	\$ 300,000
Sector Partnerships and Business Services	\$ 585,956	\$ 512,266	\$ 1,098,222
Demand Training	\$ 300,000	\$ 342,662	\$ 642,662
Targeted Sector Training	\$ 111,726	\$ 342,761	\$ 454,487
Incumbent Worker Training	\$ 94,519	\$ -	\$ 94,519
Resource Development	\$ 20,600	\$ 80,100	\$ 100,700
Service Delivery via Technology	\$ 100,000	\$ 100,000	\$ 200,000
Economic Development Partnerships	\$ 50,000	\$ 50,000	\$ 100,000
5% Mitigation PY15/FY16	\$ 81,787	\$ 95,410	\$ 177,197
Total Budget Need	\$ 1,942,604	\$ 2,273,199	\$ 4,215,803

DETAIL CARRY-IN OBLIGATIONS - PROJECTED

TARGETED SECTOR TRAINING

Bates Diesel Mechanic Cohort (18 trainees)	14,700	25,000	39,700
AJAC Manufacturing Academy PY 2014 (2 cohorts/34 trainees)	79,118	39,559	118,677
Bates Softskills (AJAC Academy) (4 cohorts/120 trainees)	8,640	4,320	12,960
Multicare - ITAs through Career Coach (60 ITAs)	58,533	-	58,533
Bates Technical - CDL Class A (12 trainees)	43,700	65,549	109,249
Sheet Metal Production (8 trainees)	16,550	24,824	41,374
Architectural Woodworking (8 trainees)	18,797	28,195	46,992
AJAC Manufacturing Academy 2015 (4 cohorts/68 trainees)	24,779	223,013	247,792
Bates Softskill (AJAC Academy) (4 cohorts/120 trainees)	2,880	25,920	28,800
Pierce College -NAC I-Best (6 Cohorts/60 Trainees)	100,588	150,883	251,471
JATC Ironworkers - Pre-apprenticeship (6 Cohorts/120 trainees)	103,964	155,945	259,909
Tool Center Pre-apprenticeship (3 cohorts/15 trainees)	38,142	-	38,142
Clover Park Tech - Pre Man.&Engineering Academy(3 Cohorts/60 trainees) Projected	61,312	91,968	153,280
Pierce County Library System (Computer Literacy Training/system connection)	-	83,300	83,300
Clover Park Tech - NAC (2 Cohorts/15 trainees) Projected	31,200	46,800	78,000
Sub-Total	602,902	965,277	1,568,179

DEMAND TRAINING

Hydroponics-Mimms Academy (15 trainees)	11,250	-	11,250
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ECONOMIC DEVELOPMENT PARTNERSHIPS

Chamber of Commerce PY 2014	-	47,520	47,520
World Trade Center - Tacoma 5+ events to connect businesses with system	-	36,121	36,121

SECTOR PARTNERSHIPS AND BUSINESS SERVICES

Fischer Veteran Assist Program (150 participants)	-	20,000	20,000
Boot 2 Shoes 4 outreach events to establish 40 mentorships	-	50,000	50,000
Boot 2 Work - Event Estimate 750 attendees	-	10,950	10,950
JobFit	10,500	12,000	22,500
Sub-Total	10,500	176,591	187,091

TOTAL TRAINING & PLACEMENT INVESTMENTS

624,652 1,141,868 1,766,520

OTHER OBLIGATIONS

Cedar Plaza Partners - Lease (11 months required)	18,714	18,358	37,072
NATIONAL CENTER FOR ARTS AND TECHNOLOGY	33,393	22,262	55,655
Kurt Jacobson Growth Partnership Branding	842	826	1,668
Sub-Total	52,949	41,446	94,395
TOTAL	677,601	1,183,314	1,860,915

WIA Youth Budget

Program Year 2015

Approved Budget With Allocation Changes to Adult and Youth from ESD (second correction from ESD)

	Out of School	In School	Total
REVENUE			
Actual Formula Funding	1,287,848	429,282	1,717,130
Mitigation for PY14/FY15	126,436	42,145	168,581
PY14 Carry-in Funds - Projected	686,420	235,828	922,248
Less PY14 Carry-in Obligations - Projected	(566,918)	(166,994)	(733,912)
Total Funds Available	1,533,786	540,261	2,074,047
INVESTMENT AREAS		INVESTMENT TOTALS	
Sector Partnerships and Business Services	185,324	61,774	247,098
Compliance/Monitoring/Contracting/Performance/Data Management	77,930	29,310	107,240
WDC Youth Committee Staff Support	63,063	23,370	86,433
WIOA Mandated Responsibilities for CLEOS and WDC	67,500	12,500	80,000
Youth Operator - ResCare second year award	800,000	200,000	1,000,000
Workbase Training - required by law a min of 20%	100,346	43,449	143,795
Essential Skills Development Pilot	-	50,000	50,000
Sector Training	92,731	45,295	138,026
Annual JobFest	-	6,000	6,000
Summer 253	37,500	9,984	47,484
Career Link	22,500	7,500	30,000
Service Delivery System via Technology	22,500	29,615	52,115
5% Mitigation for more and/or future cuts	64,392	21,464	85,856
Total Budget Need	1,533,786	540,261	2,074,047
(Over)/Under budgeted funds			
% Budgeted Out of School/In School - percentage includes prior year funds	74.0%	26.0%	100.0%

DETAIL CARRY-IN OBLIGATIONS - PROJECTED			
	Out of School	In School	Total
Cedar Plaza Partners - Lease (11 months required)	7,867	2,622	10,489
Youth Operator - ResCare first year award	497,314	124,329	621,643
K-12 Youth Services		19,464	19,464
NCAT	41,741	13,914	55,654
Kurt Jacobson Consulting	354	118	472
JobFit	5,625	1,875	7,500
CareeLink	14,018	4,673	18,690
	-	-	-
Sub-Total	566,918	166,994	733,912

Adult/Dislocated Worker Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds/ FTE	WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
WIOA Mandated Responsibilities for CLEOs and WDC (\$ 1,048,016)										
Objective: <i>Support mandated changes for WIOA transition.</i>		9.1	<ul style="list-style-type: none"> Integrate and support mandated responsibilities for CLEOS and WDC WIOA calls for additional responsibilities. Below are expectations that will need to be supported primarily by staff and/or external experts: <ul style="list-style-type: none"> Develop a 4 year regional unified plan Conduct workforce research and regional labor market analysis Convene, broker and leverage stakeholders and assets, Lead employer engagement Lead Career pathways development and implementation with secondary and post secondary partners Lead efforts 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 system operator(s) and provider(s), Select youth 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) 	Narrative Only						
Compliance/Monitoring/Contracting/Performance/ Data Management (\$300,000)										
Objective: <i>Comply with federal, state and local regulations and policies.</i>		2.0	<ul style="list-style-type: none"> Comply with all WIA/WIOA regulations 	Narrative Only						
		1.0	<ul style="list-style-type: none"> 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 	Narrative Only						
		.40	<ul style="list-style-type: none"> Complete annual local monitoring of Youth, Adult and DW Programs, including EO 	Narrative Only						
Sector Partnerships and Business Services (\$1,098,222)										
Objective: <i>Develop and execute training programs within targeted industries</i>	\$146,017/ C2C 1.0		<ul style="list-style-type: none"> Partner with Pacific Mountain WDC to provide training opportunities to at least 100 transitioning military personnel participants through Camo2Commerce grant funding (cohort, 	100	P/A	P/A	P/A	P/A	P/A	P/A

Adult/Dislocated Worker Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds/ FTE	WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
<i>specific to employers needs.</i>			academy, certificate, OJT)							
Objective: <i>Convene and facilitate sector partnerships to strengthen regional competitiveness, leverage resources and create jobs.</i>	C2C .25		<ul style="list-style-type: none"> Convene quarterly forums with Pierce and Thurston County business leaders to oversee coordinated services offered to military personnel 	4	P/A	P/A	P/A	P/A	P/A	P/A
		.25	<ul style="list-style-type: none"> Partner with the Chamber of Commerce to promote the hiring of veterans and military spouses by Chamber members and other businesses 	Narrative Only						
Objective: <i>Increase employer engagement with the workforce development system.</i>		.25	<ul style="list-style-type: none"> Convene and facilitate 6 employer roundtables 	6	P/A	P/A	P/A	P/A	P/A	P/A
	\$173,200/ Construction Career day	.50	<ul style="list-style-type: none"> Provide 3 engagement activities per year with each partner council (PC Construction Partnership and PC Healthcare Council), while retaining 90% of their membership, and adding strategic partners as appropriate (6 total) 	3	P/A	P/A	P/A	P/A	P/A	P/A
	\$69,603 Healthcare Career day	.50	<ul style="list-style-type: none"> Enhance 3 sector partnerships (Career Day, IT, Healthcare) 	3						
Objective: <i>Direct coordinated business services to support employer needs.</i>		1.0	<ul style="list-style-type: none"> List 600 job openings for businesses and place 300 job applicants in open positions 	700	P/A	P/A	P/A	P/A	P/A	P/A
		.25	<ul style="list-style-type: none"> Provide \$50,000 of customized value-added services, which are not fully supported by public resources 	350 \$50,000	P/A	P/A	P/A	P/A	P/A	P/A
		1..25	<ul style="list-style-type: none"> Provide 600 employer services to 220 businesses 	630 230	P/A	P/A	P/A	P/A	P/A	P/A
Objective: <i>Enable job seekers to identify pathways to career success.</i>		1.25	<ul style="list-style-type: none"> Provide career development workshops to 1100 job seekers, and resume screening to 18,000 job seekers 	1100 18,000	P/A	P/A	P/A	P/A	P/A	P/A
		.50	<ul style="list-style-type: none"> Conduct 2 career fairs serving 1000 adult job seekers with an emphasis on veterans 	2 1000	P/A	P/A	P/A	P/A	P/A	P/A
Objective: <i>Support job seekers to gain and retain employment.</i>		1.0	<ul style="list-style-type: none"> Provide up to 12 months of follow-up services following exit to 190 WIA participants 	190	P/A	P/A	P/A	P/A	P/A	P/A
	LTU 1.0		<ul style="list-style-type: none"> Place 66 long term unemployed individuals into employment through Rapid Response LTU grant 	66	P/A	P/A	P/A	P/A	P/A	P/A
		1.25	<ul style="list-style-type: none"> Place 190 WIA job seekers in employment 	190	P/A	P/A	P/A	P/A	P/A	P/A

Adult/Dislocated Worker Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds/ FTE	WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
Demand Training (\$642,662)										
Objective: <i>Enable job seekers to identify pathways to career success.</i>		3.0	<ul style="list-style-type: none"> Provide funding opportunities, through the use of Individual Training Accounts (ITAs), for 180 students attending local colleges and technical schools 	180	P/A	P/A	P/A	P/A	P/A	P/A
Targeted Sector Training (\$454,487)										
Objective: <i>Support job seekers to gain and retain employment.</i>	C2C 2.0		<ul style="list-style-type: none"> Place 125 transitioning military personnel into employment through Camo2Commerce 	125	P/A	P/A	P/A	P/A	P/A	P/A
		Training and Support Services Only	<ul style="list-style-type: none"> Provide sector training opportunities for 85 new WIOA eligible individuals. 	85						
Objective: <i>Develop and execute training programs within targeted industries specific to employers needs.</i>	\$90,005/ McKinney Vento 1.0		<ul style="list-style-type: none"> Implement at least 10 sector training classes/ academies for in-demand industries. (The funding identified for carry-in obligations only covers part of the cost of the carry-in contracts. The budget allocation of \$454,487 will be used to augment the carry-in funding). 	10	P/A	P/A	P/A	P/A	P/A	P/A
Incumbent Worker Training (\$94,519)										
Objective: <i>Develop and execute training programs within targeted industries specific to employers needs.</i>	\$118,551/ Multicare 1.25		<ul style="list-style-type: none"> Provide training to 65 healthcare employees through the Career Coach Program Expand Career Coach Model into an additional high demand 	65	P/A	P/A	P/A	P/A	P/A	P/A
	Multicare .75		<ul style="list-style-type: none"> Provide career development services to 400 healthcare employees 	400	P/A	P/A	P/A	P/A	P/A	P/A
Resource Development (\$100,700)										
Objective: <i>Form and maintain strategic public and private partnerships to strengthen regional competitiveness, leverage resources and create jobs.</i>		1.3	<ul style="list-style-type: none"> Convene the Tacoma-Pierce County Growth Partnership (TPCGP) to implement strategies to maximize collaborative impact through alignment of services, messaging, and resource development 	Narrative Only						
Service Delivery via Technology (\$200,000)										
Objective: <i>Support job seekers to gain and retain</i>		1.0	<ul style="list-style-type: none"> Develop relationships with 2 partners currently using technology to conduct outreach and training. 	2	P/A	P/A	P/A	P/A	P/A	P/A

Adult/Dislocated Worker Strategic Dashboard Report for Program Year PY 2015 (July 2015 – June 2016)

Measures	Non-Formula Funds/ FTE	WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
<i>employment.</i>		.50	• Deliver services using technology	Narrative Only						
Economic Development Partnerships (\$100,000)										
Objective: Increase employer engagement with the workforce development system.		1.1	<ul style="list-style-type: none"> Receive 80 business referrals from the Economic Development Board (EDB) and partners and maintain the position as the most referred source for the EDB Partner with World Trade Center to meet the new and expanding needs of international and domestic businesses 	80	P/A	P/A	P/A	P/A	P/A	P/A
5% Mitigation PY15/FY16 (\$177,197)										
Objective: Address future cuts and/or support new opportunities.			-	Narrative Only						

Glossary			
B2S	Boots 2 Shoes	NEG	National Emergency Grant
B2W	Boots 2 Work	OJT	On the Job Training
C2C	Camouflage 2 Commerce	P/A	Planned / Actual
CLEOs	Chief Local Elected Officers	PY	Program Year
DOL	Department of Labor	RFP	Request for Proposal
DW	Dislocated Worker	RFQ	Request for Quote
EDB	Economic Development Board	RRLTU	Rapid Response Long Term Unemployed
EO	Equal Opportunity	SAO	State Auditor's Office
ESD	Employment Security Department	TPCGP	Tacoma-Pierce County Growth Partnership
FTE	Full Time Employee	WDC	Workforce Development Council
FY	Fiscal Year	WFC	WorkForce Central
ITA	Individual Training Account	WEX	Work Experience
LTU	Long Term Unemployed	WIA	Workforce Investment Act
MA	Manufacturing Academy	WIOA	Workforce Innovation and Opportunity Act
NAC	Nursing Assistant Certified	WSSFL Summit	Washington State Service Member For Life Summit
NAWB	National Association of Workforce Boards		

WDC Strategic Dashboard Report for WIOA Youth & Young Adult Services for Program Year (PY) 2015 (July 2015-June 2016)

Measures	Non-Formula Funds/ FTE	WIA/ WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
Sector Partnerships and Business Services (\$247,098)										
Objective: <i>Support student career identification/exploration, increase graduation rates and employment opportunities, and provide a strong link between the workforce development and education initiatives with Tacoma Public Schools.</i>		1.5	YouthWorks Program: Strengthen Educational/Career Pathways for youth in partnership with Tacoma Public Schools (TPS)	200 students connect with Graduation Coaches for minimum of 10 hrs.						
				1,400 Identify Career Goals						
				1,400 students complete Career Cruising Assessment						
				80 In School WIA Youth Enrollments						
				5 TPS teacher externships (40 hrs/teacher)						
				150 student internships (90 hrs/student/school year)						
				4% increase in graduation rate for TPS schools						
Objective: <i>Build career exploration and work readiness opportunities for youth.</i>			Conduct 2 Career Fairs serving 2800 Pierce County youth Leverage \$40,000 in partner contributions for Pierce County Career Day, and \$25,000 in partner contributions for Health Career Day	PC Career Day (2000)						
				Health Career Day (800)						
				PCCD \$40,000						
				HCD \$25,000						
Compliance/Monitoring/Contracting/Performance/Data Management (\$107,240)										
Objective: <i>Comply with federal, state and local regulations and policies.</i>		1.3	Comply with all WIA/WIOA regulations	Narrative Only						
			<ul style="list-style-type: none"> 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 	Narrative Only						
			Complete annual local monitoring of Youth Programs, including EO	Narrative Only						
Objective: <i>Provide Technical Assistance</i>			Provide technical assistance to RWS as it relates to Federal, State and local performance and contractual obligations. <ul style="list-style-type: none"> Common Measure Report: Quarterly Provision Reports: Bi-Weekly Performance Roll-Up Reports: Monthly 	Narrative only						

WDC Strategic Dashboard Report for WIOA Youth & Young Adult Services for Program Year (PY) 2015 (July 2015-June 2016)

Measures	Non-Formula Funds/ FTE	WIA/ WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
			<ul style="list-style-type: none"> Invoice Packet Desktop Monitoring: Monthly Communicate and post policy revisions within 5 days of publication; provide training as needed 							
Objective: <i>Provide coordination and oversight of the Youth system.</i>			Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable	Narrative only						
WDC Youth Committee Staff Support (\$86,433)										
Objective: <i>Provide staff support to Youth Council/ committees.</i>		1.0	Provide Youth Committee support including, but not limited to: Committee recruitment; strategic planning and implementation; respond to projects and requests on agreed-to turnaround times	Narrative only						
WIOA Mandated Responsibilities for CLEOs and WDC (\$ 80,000)										
Objective: <i>Support mandated changes for WIOA transition.</i>		1.0	<ul style="list-style-type: none"> Integrate and support mandated responsibilities for CLEOs and WDC WIOA calls for additional responsibilities. Below are expectations that will need to be supported primarily by staff and/or external experts: <ul style="list-style-type: none"> Develop a 4 year regional unified plan Conduct workforce research and regional labor market analysis Convene, broker and leverage stakeholders and assets, Lead employer engagement Lead Career pathways development and implementation with secondary and post secondary partners Lead efforts 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 system operator(s) and 	Narrative Only						

WDC Strategic Dashboard Report for WIOA Youth & Young Adult Services for Program Year (PY) 2015 (July 2015-June 2016)

Measures	Non-Formula Funds/ FTE	WIA/ WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
			provider(s), Select youth provider(s) <ul style="list-style-type: none"> 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)							
Youth Operator – ResCare second year award (\$1,000,000)										
Objective: Provide registered Pierce County youth with comprehensive and intensive employment and training services resulting in attainment of Federal and State performance measures; including WIOA requirement of using 75% of funds to serve Out of School Youth. *ResCare Management Incentive Plan Performance Outcomes			Meet all Federal Measures and Performance Targets							
			Placement in Employment or Education*	68.5%**						
			Attainment of Degree or Certificate*	68.3%**						
			Literacy Numeracy Gains*	47.3%**						
			Meet all Local Measures and Performance Targets							
			Number of Enrollments*	525 WIA/WIOA Youth						
			Number of Exits*	350 Youth Exited to employment and/or education						
			Tacoma/Pierce County residential split *	50% of enrolled youth reside in Pierce County(PC)						
				50% of enrolled youth reside within the City of Tacoma(COT)						
			In School/Out of School enrollment splits*	20% of enrolled youth are In-School (ISY)						
	80% of enrolled youth are Out-of-School (OSY)									
Workbase Training- required by law a min of 20% (\$143,795)										
Objective: Enhance employment opportunities youth with 20% of WIOA Funds. *ResCare Management Incentive Plan Performance Outcomes			Subsidized Summer Employment/Internships*	33						
			Other Subsidized Employment/Internship (WEX)*	80						
			On-The-Job-Training (OJT)*	10						
			Apprenticeship or other Advanced Training*	7						
Essential Skills Development Pilot (\$50,000)										

WDC Strategic Dashboard Report for WIOA Youth & Young Adult Services for Program Year (PY) 2015 (July 2015-June 2016)

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					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
Objective: <i>Develop and execute training programs within targeted industries specific to employers needs.</i>										
Sector Training (\$138,026)										
Objective: <i>Develop and execute training programs within targeted industries specific to employers needs.</i>										
Annual JobFest (\$6,000)										
Objective: <i>Build career exploration, work readiness and employment opportunities for youth.</i>										
Summer Jobs 253 (\$47,484)										
Objective: <i>Create credit retrieval and work experience opportunities for high school student.</i>										
	2.0 FTE \$34,710- COT		Provide Classroom Instruction and facilitation of Workplace Essential Skills and Financial Literacy Curriculum	150 Students						
Career Link (\$30,000)										
Objective: <i>Connect high school students with local businesses/careers.</i>										
			CareerLink Pierce County: Connect K-12 students with businesses for career exploration and development.	Engage 75 employers with high school students						
Service Delivery System via Technology (\$52,115)										
Objective: <i>Support youth in obtaining their employment and education goals.</i>										
5% Mitigation PY15/FY16										




WDC Strategic Dashboard Report for WIOA Youth & Young Adult Services for Program Year (PY) 2015 (July 2015-June 2016)

Measures	Non-Formula Funds/ FTE	WIA/ WIOA Funded FTE	Indicator	Annual Goal	Quarterly Outcomes					Comments/ Action Plans
					1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%	
<i>(\$85,856)</i>										
Objective: Address future cuts and/or support new opportunities.				Narrative Only						

* ResCare Management Incentive Plan Performance Outcomes

** Federal Measures achievement rate is the quotient when dividing the measure's actual rate by the target rate. The Federal Common Measures Report contains three different numbers; the Actual percentage of the target met; the Performance Measure Target percent; the Achievement percent of the Performance Measure target. The number captured on the Dashboard is the Achievement percentage rate of the Target performance measure.

Glossary			
B2S	Boots 2 Shoes	NAWB	National Association of Workforce Boards
B2W	Boots 2 Work	NEG	National Emergency Grant
C2C	Camouflage 2 Commerce	OJT	On the Job Training
CLEOs	Chief Local Elected Officers	P/A	Planned / Actual
DOL	Department of Labor	PY	Program Year
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EO	Equal Opportunity	RRLTU	Rapid Response Long Term Unemployed
ESD	Employment Security Department	SAO	State Auditor's Office
FTE	Full Time Employee	TPCGP	Tacoma-Pierce County Growth Partnership
FY	Fiscal Year	WDC	Workforce Development Council
ITA	Individual Training Account	WEX	Work Experience
LTU	Long Term Unemployed	WIA	Workforce Investment Act
MA	Manufacturing Academy	WIOA	Workforce Innovation and Opportunity Act
NAC	Nursing Assistant Certified	WSSFL Summit	Washington State Service Member For Life Summit

Legend	Definitions
Exceeding Targets	 + Deviation or Meeting Performance Target
Meeting Targets	 -10% Deviation from Performance Target
Not Meeting Targets	 - 20% Deviation from Performance Target; Corrective Action Implemented



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

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

Date: 06/12/2015

Name: Luke Upton

Title (If Applicable): Employment Security Department Supervisor

Employer (If Applicable): WA ESD

Address: 1305 Tacoma Ave S, Ste 201

City: Tacoma **State:** WA **Zip:** 98402

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: 253-593-7357 **Type of Phone:** Work Phone

Alternate Day Phone: 850-855-8878 **Type of Phone:** Cell Phone

Email Address: lupton@esd.wa.gov

Type of entity that you represent: Business Management

Please check the box next to the committee that you are requesting to join. Please complete a separate application for each committee that you want to apply. Please note meeting times. (Double click on box and select "Checked"):

- Business Services Committee
- Adult Services Committee
- Youth and Young Adult Services Committee
- One Stop System Committee

If you represent a community based organization, please indicate the mission of the organization and the populations served: [Click here to enter text.](#)

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

Please provide a detailed explanation of your qualifications and interest in serving on the committee indicated above: I work for ESD and supervise the Veterans/TAA/Community Engagement/Business Services—all areas that primarily serve adults providing employment services here in Pierce County, WA.

[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: D. Lean
3650 South Cedar Street
Tacoma, WA 98405**

Or email to: dlean@workforce-central.org

If you have questions related to this process you may call Cheri Loiland, Chief WIOA Transition Officer at 253.254.7908 or 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.

LUKE UPTON

PO Box 39696 * Lakewood, WA 98496
Cell: 850-855-8878 Alternate: 253-722-3320

PROFESSIONAL PROFILE

Award winning MBA and WorkSource professional with proven abilities in strategic planning, managing projects, Lean/Six Sigma, improving efficiency and quality of operations, performance management, team building and bottom-line budget focus is looking to partner with winning team. Able to work independently and comply with any policies, standards, changes in operations, and systems that optimize productivity and the bottom line. Demonstrated ability to produce maximum productivity through the most effective use of time and available resources

*Quality Focused
*Professional
*People Oriented

*Team Builder
*Efficient
*Deadline Driven

SUMMARY OF QUALIFICATIONS

- Adept at communication with a diverse audience—community partners, organizations and stakeholders
- Able to work with teams to ensure maintaining quality, confidentiality and customer service integrity
- Successful in creating and implementing strategic work plans to meet short and long term objectives
- Able to maintain a focus on meeting deadlines while ensuring full compliance with quality standards
- Skilled at working with people to gain information and uncover detailed results from required reports

EXPERIENCE

Supervisor **WA Employment Security Dept** **Lakewood, WA** **Nov 2009-Present**

Lead a team of up to 24 represented professionals engaged in providing job search preparation services to unemployed and underemployed Washington State job seekers. Maintain full responsibility for operations in the WorkSource Pierce office. Coach and mentor staff. Assume direct responsibility for security and accountability of fiscal assets as well as managing to budget. Ensure high quality customer service and strict confidentiality of customer information.

- *Strategically realigned staffing plan—resulted in more engaged workforce; higher quality customer service
- *Created quality improvement methodology; resulted in across the board improvements in quality of output
- *Created and implemented plan to preserve Support Services dollars; preserved limited state resources
- *Stepped up to manage four different offices/teams; integrated best practices, increased effectiveness

Acting Administrator **WA Employment Security Dept** **Lakewood, WA** **Oct 2010 to Aug 2011**

Lead the Lakewood office to excellence in customer service and creation of a collaborative and continually improving environment. Coached and mentored staff members to further growth and development. Partnered with associated organizations that form WorkSource, and, other agencies/firms to ensure that customer service was well coordinated and customers maximized the resources available to them.

- *Fostered collaborative and engaged spirit within the staff members in the office; led to increased office morale

Luke Upton, Resume Page 2

- *Helped staff work through grieving process from the death of previous administrator; helped staff to heal
- *Developed a more full understanding of the overall programs/services in WorkSource; increased knowledge

Deputy Commander, Lt Col, USAF Joint Base Balad, Iraq Jun 2008-Nov 2008

Managed maintenance operations. Directly responsible for maintenance activities on 89 assigned fighter, cargo and rotary wing aircraft including the newest weapons system in the Air Force inventory—the Unmanned Aerial Vehicle (MQ1 and MQ-9).

- *Forged team of over 1,200 spirited Airmen that generated more than 9,000 flights and 56,000 flying hrs
- *Expert planner; managed flawless exchange of 2,000 maintainers and 60 aircraft to and from seven bases

Operations Manager South Plains Mortgage Tacoma, WA 2006 –2007

Managed and monitored the achievement of all aspects of the business including establishing measurable goals and objectives for financial stability and growth; professional staff development; approving and supporting administrative policies. Maintained full responsibility for company profit and loss

- *Reorganized operational infrastructure increasing year over year sales and income by 10 percent
- *Superior project management resulted in streamlined processes leading to improved customer service and retention
- *Incorporated LEAN practices that resulted in the elimination of waste and inefficiency; improved morale

Operations Manager Capital One Federal Way, WA 2001 – 2005

Managed four departments and three shifts; led 80+ associates processing credit card payments. Performed complex process analysis, problem solving and training while developing team; efforts resulted in improving productivity; raising quality and reducing costs. Ultimately efforts resulted in output that increased profitability and customer satisfaction

- *Two-time winner of the annual Capital One--Circle of Excellence Award—limited to the top 1 percent of 18,000 associates nationwide; recognized for innovative and creative development of cross-functional teams which resulted in increased productivity, morale and quality within areas of responsibility
- *Reduced errors 47 percent by creating a Quality Council which pushed awareness and ownership of quality down to the lowest operating level--empowered associates to act, created win-win-win solution

Additional Experience:

Squadron Commander, Lt Col, USAFR Joint Base Lewis-McChord, WA 1982-Present

EDUCATION:

- MBA, Business Management, St Martin's University, Lacey, WA, GPA 3.88
- BA, Business, Saint Martin's University, Lacey, WA, GPA 3.91
- Air War College, Graduate Level Leadership Training, United States Air Force
- Six Sigma Black Belt Certified, Tacoma Community College, October 2010
- Project Manager Training, Tacoma Community College



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

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

Date: 6/22/2015

Name: Karen DiPol

Title (If Applicable): Vice President of Program Services

Employer (If Applicable): Vadis

Address: 1701 Elm St. E

City: Sumner **State:** WA **Zip:** 98390

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) 863-5173 ext 228 **Type of Phone:** Work Phone

Alternate Day Phone: (253) 380-7737 **Type of Phone:** Cell Phone

Email Address: karen@vadis.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. Please note meeting times. (Double click on box and select "Checked"):

- Business Services Committee
- Adult Services Committee
- Youth and Young Adult Services Committee
- One Stop System Committee

If you represent a community based organization, please indicate the mission of the organization and the populations served: The mission of Vadis is to provide people with disabilities opportunities and experiences to fulfill their economic and human potential. Vadis serves people with disabilities and youth experiencing homelessness.

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 have serve people with disabilities for more than 30 years in teaching independent living skills, providing employment services and system access assistance. This includes direct service and management. I have consulted for counties throughout Washington State to teach best practices in providing employment services to people with disabilities.

I was one of the founding members of the Pierce County Workforce Development Design Team when WIA replaced JTPA. Subcontractor with WorkForce Central (formally Tacoma/Pierce County Employment and Training Consortium) more than 20 years, regularly meeting or exceeding state and federal performance measures.

I have expertise and a passion for assisting people with disabilities in obtaining and maintaining employment. I also am invested in the success of consolidated services through strong partnerships.

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

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

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

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

Or email to: dlean@workforce-central.org

If you have questions related to this process you may call Cheri Loiland, Chief WIOA Transition Officer at 253.254.7908 or 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.

KAREN DIPOL

1108 Academy
Sumner, WA 98390
(206) 863-7162

PROFESSIONAL EXPERIENCE

Placement Services Manager

Vadis, Sumner, WA

April 1986 - Present

Conduct vocational evaluations for clients with developmental disabilities. Provide career counseling, plan development, marketing, job analyses and professional job placement consistent with clients' disabilities, abilities and career goals; assist clients in classroom oriented vocational exploration. Provide specific job skill training to clients. Write intake, progress and closing reports. Coordinate services with other available community resources. Facilitate effective staff management and program operation.

Counselor

Maksu Incorporated, Federal Way, WA

March 1986 - May 1988

Taught independent living skills to clients with developmental disabilities. Monitored progress toward goals set by program plans.

Probation and Parole Officer

Louisiana Department of Corrections, LA

May 1980 - January 1986

Researched public and confidential records, social history, mental or physical disability and environmental barriers to determine probability for rehabilitation; developed rehabilitation plans; monitored implementation of plans; provided vocational, family and substance abuse counseling; developed job opportunities; intervened in crisis situations; coordinated service provision and case action through various state, federal and human service agencies. Maintained case record integrity.

EDUCATION

Bachelor of Arts - Sociology

University of New Orleans

Social Welfare Bachelor Certification

Southern University of New Orleans



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

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

Date: 6/16/15

Name: Ione Turner

Title (If Applicable): Career Pathway Navigator

Employer (If Applicable): State of WA – Employment Security Department

Address: 5712 Main St. SW, Ste. 200

City: Lakewood **State:** WA **Zip:** 98499

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: 253.984.5411 **Type of Phone:** Work Phone

Alternate Day Phone: Click here to enter text. **Type of Phone:** Choose an item.

Email Address: iturner@esd.wa.gov

Type of entity that you represent: Community Based Organization

Please check the box next to the committee that you are requesting to join. Please complete a separate application for each committee that you want to apply. Please note meeting times. (Double click on box and select “Checked”):

- Business Services Committee
- Adult Services Committee
- Youth and Young Adult Services Committee
- One Stop System Committee

If you represent a community based organization, please indicate the mission of the organization and the populations served: “We partner to connect employers and job seekers, supporting transitions to new jobs and empowering careers”.

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.)

For most of my professional life, I have enjoyed serving as a bridge that connects people to various resources that enhance and transform their lives. I believe my skills and abilities in partnering/collaborating, public speaking, working in higher education, and program development could help jump-start the success of the new WIOA program in Pierce County.

My qualifications include:

-More than 5 years of experience in business relationship development, partnering with organizations to promote, expand, or sell product and service offerings. While working at Bastyr University, I convinced senior leadership to adopt a new marketing strategy that produced a 400%+ increase in the number of partnerships the institution gained in a four year period, and increased positive publicity for the school.

-Intentional and diplomatic communicator skilled at writing, active listening, public speaking, convening/facilitating groups, non-violent communications, and conflict exploration/resolution.

-5+ years of experience preparing individuals to re-enter the workforce, including 4+ years of experience working as a Career Counselor and Coach in the WorkSource one-stop system. This includes, labor market research, 1:1 accountability coaching/tracking, creating and facilitating job-finding readiness workshops and events, job-finding strategizing, critiquing, editing, and writing resumes, interview preparation and compensation package negotiations. For Lee, Hecht, Harrison (formerly DBM), assisted largely mid-level career professionals to negotiate and obtain \$2M+ in annual salaries.

-Setting and achieving high levels of team engagement and productivity by using empathy, listening, and problem-resolution skills.

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

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

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

**WorkForce Central
WDC Committee Application Process**

Attn: D. Lean
3650 South Cedar Street
Tacoma, WA 98405

Or email to: dlean@workforce-central.org

If you have questions related to this process you may call Cheri Loiland, Chief WIOA Transition Officer at 253.254.7908 or 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.

IONE TURNER

253.984.5411

iturner@esd.wa.gov

www.linkedin.com/in/ioneturner/

**BUSINESS SERVICES COMMITTEE MEMBER
WDC of Pierce County**

SUMMARY OF QUALIFICATIONS

Innovative, goal-focused leader brings 8+ years of combined Business/Partnership Development, Training, and Career Coaching experience. Clear, compassionate and calm with track record of customer satisfaction and customer job placement. Connects, collaborates, and works successfully with diverse populations and partners.

SKILLS

Needs Assessments
Strategy Development
Teaching/Facilitating Workshops
Program Development

Business/Relationship Cultivation
Mentoring/Coaching/Supervising
Project Coordination
Customer Service/Satisfaction

Labor Market Research/Analysis
Public Speaking/Writing/Editing
Working in Higher Education
Sales/Marketing

TECHNICAL SKILLS

Word • PowerPoint • Excel • Outlook • Publisher • SharePoint • SKIES • GUIDE • LinkedIn • FaceBook
Go2worksource.com • ONET • CareerBridge • careers.wa.gov - NeoGov

RELEVANT WORK EXPERIENCE

WA STATE EMPLOYMENT SECURITY DEPARTMENT (ESD), Pierce County, WA, 5+ years

Career Pathway Navigator (WSS5-current role)

-Reviewing and analyzing Pierce County employment trends to uncover root causes of gaps and disconnects between business and applicant pools. Collaborating with multiple stakeholders to develop and implement strategies that bridge those gaps.

Community Engagement Coordinator/Job Search Case Manager/Career Broker

-Teamed with coworkers and partners to host employment related events; liasoning between customers and employers for job leads and interviews.

-Provided 1:1 intensive customized job and career counseling services to a diverse customer base.

-Co-created/co-facilitated job finding workshops/events; educating customers on how to navigate the current labor market to gain employment faster.

-Conceived and partnered with other agencies, developing/facilitating curriculum for "WorkSource on Wheels", which brings WorkSource services to diverse communities.

-Initiated "The Job Doctor Clinic" service delivery model which provides group and 1:1 job-finding help to customers.

-Selected by senior area leadership to be interviewed by KING-5 news for a story on 21st century job search methods; and to represent the Career Broker program to ESD's Executive Leadership Team.

-Advised ESD leadership to publish an article on a local employer; garnering publicity to the agency and the employer.

-Promoted to Career Pathway Navigator.

Employment Counselor (WSS3)

-Consulted with customers 1:1 to develop and implement job finding strategies and taught employment workshops that consistently received a high level of customer satisfaction.

-Promoted and advised customers about ESD's and partner's job hunting, educational, and community resources.

-Recognized by customers, coworkers, and supervisors for exceptional ability to respond compassionately and helpfully to customers while completing workload on time.

-Conceived and implemented the "Bell Ringing" tradition at Lakewood WorkSource to celebrate and recognize customers who have returned to work.

-Promoted to Career Broker position in 9 months.

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BUSINESS SERVICES COMMITTEE MEMBER

WDC of Pierce County

Page 2

LEE, HECHT, HARRISON (formerly DBM) Pierce and King Counties, WA, 1 year

Career Center Manager - Client: Russell Investments

- Managed a Career Center that served 200+ customers; supervised a staff of 3.
- Engaged 80% of customers eligible to receive Career Center services; 40% of caseload returned to work within 7 months with combined annual salaries of \$2M+.
- Led and directed the delivery of Career Center employer events.
- Wrote a report that was cited, praised and used by senior leadership as a Career Center best practices example.
- Made changes to Career Center services based on customer feedback which resulted in increased usage of the Center.
- Prepared and wrote Career Center performance reports.

Career Consultant –Main Clients: Russell Investments and Microsoft; Additional Clients-Intel and Getty Images

- Marketed career transition programs and services to potential clients; engaged 70% of eligible clientele.
- Researched labor market trends; developed and/or instructed employment-readiness workshops.
- Provided 1:1 job-readiness strategy, coaching and job leads; consistently received a high level of client satisfaction.
- Promoted to Career Center Manager after 3 months with the company.

XEROX, ANDY'S DRAPERY CO./BLINDS 'R' US, ALLNET, IONERISING, IMANIWORKS, King and Pierce Counties, WA, 5+ years

Sales and Marketing Roles

- Developed and maintained customer base and sales territories.
- Sourced leads and prospects by using cold and warm calling phone and in-person contact.
- Consistently met sales goals. For one organization, awarded "Staff of the Month" by being 192% above sales quota.

BASTYR UNIVERSITY, King County, WA, 4 years

Community Clinic Coordinator (Site Coordinator)

- Coordinated a program that provided clinical work experience for 400 medical students.
- Spearheaded, developed and implemented a strategy to gain new clinic shifts, producing a 400+% increase in new sites and increasing the institution's presence and positive reputation in the community.
- Conducted presentations about the program to students, staff, and community organizations.
- Initiated and wrote feasibility reports used by senior leadership to make 'go/no-go' decisions about potential sites.
- Developed project checklists that were used to identify stakeholder roles/tasks during the site development and implementation process.
- Wrote partnership service contracts and memorandums of understanding; invoiced partners for supplies and materials.
- Resolved a partner relationship issue that saved the school \$8K+ in registration fees.
- Teamed with the Marketing/Community Relations departments to design and publish the 1st professional advertising materials for the program.
- Once awarded "Employee of the Month".

EDUCATION AND TRAINING

- **MA,** Applied Behavioral Science, Major: Leadership in Human Systems, (Psychology), Bastyr University/Leadership Institute of Seattle (LIOS) – Kenmore, WA
- **BA,** Sociology, University of Washington – Seattle, WA

Extensive professional development includes:

- *Career Consultant Certification, Lee, Hecht, Harrison*
- *Certificate, Toastmasters International Speechcraft Program*
- *Qualified to administer and interpret the Myers-Briggs Type Indicator, Campbell Interest and Skill Survey, and Strong Interest Inventory*
- *Course work completed in Sales, Coaching, Communication Skills, Curriculum Design, and Career Development*



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

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

Date: 6-9-15

Name: Erin Blades

Title (If Applicable): Supervisor

Employer (If Applicable): Employment Security Dept./WorkSource Pierce & Lakewood

Address: WS Pierce: 1305 Tacoma Ave S, Ste 200

City: Tacoma **State:** WA **Zip:** 98402

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: 2535522530 **Type of Phone:** Work Phone

Alternate Day Phone: 2539845416 **Type of Phone:** Work Phone

Email Address: eblades@esd.wa.gov

Type of entity that you represent: Community Based Organization

Please check the box next to the committee that you are requesting to join. Please complete a separate application for each committee that you want to apply. Please note meeting times. (Double click on box and select "Checked"):

- Business Services Committee
- Adult Services Committee
- Youth and Young Adult Services Committee
- One Stop System Committee

If you represent a community based organization, please indicate the mission of the organization and the populations served: “We partner to connect employers and job seekers, supporting transitions to new jobs and empowering careers.” We serve job seekers and employers.

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.)

As part of the ESD/WCDD Southwest Region management team, I was asked to represent our team on the Youth committee. I’ve worked many years with helping people prepare for, obtain and retain employment as well as manage programs and supervise staff. All populations come through our doors at WorkSource: Adults, disabled people, youth, offenders, LEP, Unemployment recipients, elderly, etc. We are a public agency, therefore we do our best to serve anyone who comes through our doors looking for help finding work, training or other related information.

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

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

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

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

Or email to: dlean@workforce-central.org

If you have questions related to this process you may call Cheri Loiland, Chief WIOA Transition Officer at 253.254.7908 or 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.

Erin Blades

Puyallup, WA

C: 253.921.0346
erin.blades@gmail.com

Career Summary

Knowledgeable professional with over 15 years' experience in program management and supervision in the workforce development field. Manage government programs according to regulations and compliance standards, time and budgetary constraints and help to achieve performance goals/outcomes through sound and informed decision making.

Professional Experience

Supervisor (WorkSource Specialist 6)

Employment Security Department Lakewood, WA 6/2010-Present

- Manage, guide, coach and mentor day to day activities of 13 staff in 5 locations.
- Oversee multiple contracts, programs and services and ensure they meet or exceed set performance measures.
- Ensure that all internal programs are monitored for accuracy and quality on a regular basis and according to policies.
- Manage staff time charging to ensure budget is not overspent.
- Monitor and evaluate program compliance standards of staff, successfully passing several audits.
- Chosen by senior leadership to present performance data to a statewide audience of workforce development professionals.
- Maintain a high level of communication and collaboration with area directors, administrators, staff and partner agencies.
- Utilize program knowledge and input from the field to create and recommend new strategies in program management to increase performance.

Lead Worker (WorkSource Specialist 4)

Employment Security Department Tacoma, WA 10/2009-6/2010

- As the Lead Worker for my unit, I prepared, assigned and monitored staff work schedules and assignments.
- Ensured performance measurements were met according to identified standards.
- Created and disseminated program performance reports as required by management.
- Chairperson of the WorkSource Affiliates/Systems committee, acting as the central point of contact for all affiliate offices and other workforce development partners in Pierce County.
- Promoted to Supervisor (WorkSource Specialist 6).

Employment Specialist (WorkSource Specialist 2)

Employment Security Department Tacoma, WA 5/2009-10/2009

- Staffed the resource room reception desk on a rotational basis.
- Provided reemployment services to unemployment insurance (UI) claimants.
- Provided high quality customer service to all customers using the WorkSource office.
- Promoted to Lead Worker position (WorkSource Specialist 4).

Erin Blades



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

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

Date: 6/22/15

Name: Kathy E Hall

Title (If Applicable): Vice President of Program Services

Employer (If Applicable): Vadis

Address: 1701 Elm St.

City: Sumner **State:** WA **Zip:** 98390

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: 253-863-5173 ext 240 **Type of Phone:** Work Phone

Alternate Day Phone: 253-548-4032 **Type of Phone:** Cell Phone

Email Address: Kathy@vadis.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. Please note meeting times. (Double click on box and select "Checked"):

- Business Services Committee
- Adult Services Committee
- Youth and Young Adult Services Committee
- One Stop System Committee

If you represent a community based organization, please indicate the mission of the organization and the populations served: The Mission of Vadis is to provide people with disabilities opportunities and experiences to achieve their highest economic and human potential. Vadis provides employment services for individuals with disabilities and youth and young adults experience homelessness.

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

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.)

I have worked with youth and young adults with disabilities for the last 23 years at Vadis. Developed a WIA funded program called Pathways that worked with 14-21 year olds with documented disabilities for 12 years. Achieved or surpassed all WIA outcomes during period. Created a program for 14-24 year olds who experience homelessness in November of 20, 2012 called Fostering Living and Supportive Housing, FLASH. Both Pathways and FLASH work on employment and educational goals. It also works with self-sufficiency and life skills trainings. These programs are more than just job placement programs. These programs work with youth and young adults to learn and build personal skills as they work towards their personal career path, earn a livable wage and become healthy contributing young adults as they exit from our services.

It is a difficult job market out there. I have expertise working with youth and young adults who have significant struggles and challenges. I work with young people who have disabilities, experience homelessness, addiction issues, negative background checks, escaping domestic violence and/or sex trafficking, parenting, leaving the foster care system, living with poverty or English as a second language are just a few barriers that we address. These young people are often in survival mode. In all the years I have worked with youth and young adults, almost all of them want to get off of public assistance and be part of their community as a contributing tax payer. Every young person deserves a chance to be successful.

Every program that I support works with employers as well. It is necessary to meet the needs of the employer as Vadis finds good job matches with the youth and young adults we are supporting.

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.

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Or email to: dlean@workforce-central.org

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KATHY E. HALL

1118 132nd St. S.
Tacoma, WA 98444
(253) 548-4032

CAREER HISTORY

Vadis

Vice President of Program Services

11/06 – Present

- Oversees all aspects of program services including coordinates and supervise staff management for two separate employment programs for people with disabilities and youth experiencing homelessness. Conduct professional job development and marketing consistent with clients' disabilities, skills and career goals. Conduct vocational evaluations; provide career counseling, employment plan development, labor market surveys, and job analyses. Support individuals with disabilities and youth experiencing homelessness in classroom oriented vocational exploration. Provide specific job skills training to participants. Compose assessments, intake, progress and closing reports.
- Facilitate a positive supports workshop for staff and the community. Assist in a 2-day workshop for adults with disabilities which teaches work readiness and skills to become successful in getting and keeping a job in the community.
- Secretary for Tacoma/Pierce County Homeless Youth Coalition. Member of the Pierce County Transition Advisory Council for young adults with disabilities exiting school and AP4H Coalition for all individuals who experience homelessness.
- Vadis is certified by the Commission of Accreditation of Rehabilitation Facilities, U.S. Department of Labor, Division of Vocational Rehabilitation and CARF an international accreditation.

Vadis

Employment Consultant

6/92 – 11/06

Member of a departmental team responsible for the development of employment opportunities for people with disabilities. Position required skills in understanding people, the needs of the business community and positive relations between the two. Through training and years of experience, developed skills in ergonomics, time management, organization, team building (including negotiation and mediation), and development of co-worker supports. Further responsibilities included marketing, disability awareness training, job assessment, client assessment, case management, data collection, plan development, recordkeeping and report writing, negotiations for funding, accessing community resources, public relations and addressing the support needs of clients.

WorkForce Central

PY14/FY15 Expenditure / Obligation Progression

6/30/15 Projection: as of 7/06/15

ADULT					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q2 December 31, 2014 Report	1,612,543	127,959	367,222	495,181	31%
Q3 March 31, 2015 Report		620,163	443,270	1,063,433	66%
Q4 June 30, 2015 Proj. Report (as of 6-08-15)		1,016,833	693,915	1,710,748	106%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/15		15,000	**	1,725,748	107%
+ Contracts in Negotiations executed by 6/30/15		**	10,500	1,736,248	108%
+ Participant ITAs (budgeted to 6/30/15)		15,000	**	1,751,248	109%
+ Participant Support Services (budgeted 6/30/15)		5,000	**	1,756,248	109%
** projected expenditures and obligations					

DW					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q2 December 31, 2014 Report	1,781,503	-	17,501	17,501	1%
Q3 March 31, 2015 Report		308,034	888,257	1,196,291	67%
Q4 June 30, 2015 Proj. Report (as of 7-06-15)		665,542	1,065,814	1,731,356	97%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/15		11,000	**	1,742,356	98%
+ Contracts in Negotiations executed by 6/30/15		**	12,000	1,754,356	98%
+ Participant ITAs (budgeted to 6/30/15)		9,000	**	1,763,356	99%
+ Participant OJTs (budgeted to 6/30/15)		42,500	**	1,805,856	101%
+ Participant Support Services (budgeted 6/30/15)		5,000	**	1,810,856	102%
+ Service Delivery via Technology (Salary & Equip to 6/30/15)		-	**	1,810,856	102%
+ Resource Development (Salary & Program to 6/30/15)		-	**	1,810,856	102%
** projected expenditures and obligations					

YOUTH					
	\$ Grant	\$ Expended	\$ Obligated	Total	% Obligated
Q2 December 31, 2014 Report	1,685,829	405,540	1,280,289	1,685,829	100%
Q3 March 31, 2015 Report		661,210	1,024,619	1,685,829	100%
Q4 June 30, 2015 Proj. Report (as of 6-08-15)		949,911	1,434,940	2,384,851	141%
Q4 Projections - Additional Estimates					
+ Wages, Benefits & Op Exp to 6/30/15		7,000	**	2,391,851	142%
+ Contracts in Negotiations executed by 6/30/15		**	7,500	2,399,351	142%
** projected expenditures and obligations					