PIERCE COUNTY WORKFORCE DEVELOPMENT COUNCIL

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MEETING AGENDA

WDC Business Services Committee
April 24, 2017   8:00 a.m. – 9:00 a.m.

Topic	Leader	Inform/ Discuss/Act	Time
Welcome	Dave Lawson		5 min
Review Prior Meeting Notes	All	Inform	5 min
Discuss ideas/recommendations for work plan for 2017	All	Discuss and agree	40 min
Meeting Rhythm	All	Discuss and agree	5 min
Build next meeting's agenda	All	Discuss	5 min
Adjourn	Dave Lawson		

For Further Discussion

Next Steps

Next Meeting Dates

May 22, 2017 – 8:00-9:00 am July 24, 2017 – 8:00-9:00 am September 25, 2017 – 8:-00-9:00 am November 27, 2017 – 8:00-9:00 am

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WDC Business Services Committee Meeting
NOTES
January 23, 2017
8:00 – 9:00 a.m.
WorkForce Central
3640 S. Cedar St, Suite E, Tacoma

Attendees: Dave Lawson, Julia Brooks, Ione Turner, Maria Hamper, Steve Gear, Jeff Lovell, Joyce Conner, Wayne Nakamura (via phone),
                 Jo Anne Baria
WFC Staff: Linda Nguyen, Ellie Chambers-Grady, Debbie Lean

AGENDA	NOTES	ACTION ITEMS
Welcome/Introductions	- Chair Dave Lawson called the meeting to order at 8:05 am. - Roundtable introductions were made.	
Review Prior Meeting Notes	Meeting notes were approved as presented.	
Discuss ideas/recommendations for 2017 work plan	- Linda shared the color coded Pierce County Skill Gaps Analysis Recommendations. Tried to connect with the WDC 3 priorities. One is fill all the jobs that are available today –currently 8700 jobs in Pierce County. One of the big recommendations I saw on this was how do you harvest that unemployment insurance list for those that are going to be exhausting out. Have a meeting with ESD researcher to talk about how we start identifying the people who live in Pierce County who are out of jobs right now. We can then share with them what jobs are available. - Maria would like to spend more time on - Healthcare: Expand partnerships with employers and labor organizations to explore career pathways for these workers to help boost job retention. - Advanced Manufacturing: Identify employers that train employees internally and provide them enhanced business services to ensure a ready supply of entry-level workers. - Steve Gear: - ICT Cybersecurity: Getting local education to align to what industry needs. - Advanced Manufacturing: Identify employers that train employees internally and provide them enhanced business services to ensure a ready supply of entry-level workers.	

	• Linda thinks we need to look at the sectors, work with sector businesses, and figure out how to better help them find the talent that they need of the current workers advance. That fits with the retention piece – how do we work with employers for doing that training and how do we help the current workers advance. From there we can determine say what are some strategies. • Joyce wonders if we could come up with data points that are necessary to launch this forward, whoever does the upgrades to the system that we either make sure those are put in the system somehow. Perhaps there are areas that are not being used or areas that can be changed so they become searchable fields so you have all of the data that you need. I am thinking long term; the technology needs to have the outputs that you want to achieve the goals from the system. • Linda shared that there is a problem with the current system right now – ETO. It is supposed to have a good matching system. Then there is the UI database system. We always assumed in the worksource system that all of those people who are on UI are in ETO and they are not. • Joyce thinks that if we are going to capture the data of these people leaving then we need to know what skills they have. If the skill sets of those people don't match the 8000 openings today, then that isn't even an avenue worth pursuing unless you pursue it from an avenue of we need more business to come in that maps to the people that are leaving. • Julia believes we need more technology employers down here. The biggest push of people leaving the county is IT. • Linda thinks it might be interesting to have Bruce Kendall from EDB come to one of these meetings and talk about their strategies and how we could help them. • Linda thinks maybe it is time to bring back some of those big job fairs we use to have. We can customize these hiring fairs. (Wanted Analytics) • JobFest, a youth and young adult job fair is set for April. • Julia shared that ResCare Business Services also offer mini hiring events for employers.	
Discuss recommendations for vacant committee member positions	• Dave shared that he has a call into Saltchuck for a transportation representative. • Linda has a call out to the Port of Tacoma and also shared that Dereck Spivey will be joining the committee as a military representative. • Ellie has reached out to DSHS. They have people who work with businesses as well to see if they can make a recommendation.	

| Build next meeting's agenda | • Ellie, Linda and Dave will get together and take some of the things heard here today and see if see if we can lock into something.
• Linda shared that in the meantime she will be meeting with the UI person and thinks we should discuss how we can do more job fairs - larger and more strategically).
• Debbie will doodle for March meeting – rescheduled to March 13th | |

WorkSource Pierce System Performance Dashboard - PY16 / FY17

Workforce System Performance	Measurement	Q1	Q2	Q3	Q4
Increase the number of jobs filled [1]	*Total Openings*	12,463	10,346	8,327	
	Of total openings # in each Sector				
	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	*Data not yet available*			
	• UI Benefits exhausted/or soon to exhaust	37,623	38,473		
	• SSD or SSI				
Track Unemployment Rate	Unemployment Rate	6	6%	6.1% *(Feb)*	

Workforce System Performance	Measurement [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 (attainted with AA Degree)	159	185		
	Total	**7,911**	**8,439**		

	Certificate	2014-2015	2015-2016	2016-2017	2017-2018
Increase number receiving postsecondary education recognition [2]	• Construction	180	177		
	• Transportation, Warehousing & Logistics	310	295		
	• Healthcare	1018	863		
	• Advanced Manufacturing	194	202		
	• ICT & Cybersecurity	416	395		
	• Military & Defense				
	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		
	Elementry 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 • Transportation, Warehousing & Logistics • Healthcare • Advanced Manufacturing • ICT & Cybersecurity • Military & Defense	171 total Pierce County Residents – more info in future	154 Total Pierce County Residents		

Pierce County Workforce System Performance Priorities and Metrics
What matters and how we know we are doing a good job?

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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==
	
	• *This is a reference number only that we do not need to track:* 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 • This is a reference number only that we do not need to track: Compare benchmarked rate of working age adults age 25 years and older without a high school diploma or equivalent to current rate - According to the 2010-2014 American Community Survey of 533,690 people, 34,689 did not have a high school diploma or equivalent – measure annually – use the Census American Community Survey. 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.