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WORKFORCE
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WDC Youth & Young Adult Services Committee Meeting

**Agenda
 July 28, 2015
 9:30 a.m. – 11:00 a.m.
 April Gibson, Chair**

**WorkForce Central
 3650 S. Cedar St, Tacoma
 Classroom 1**

- | | | |
|---|---------------|--------|
| 1. Hello / Introductions | Dale King | 5 min |
| 2. ResCare WIA Youth & Employer Services
Feedback | Brent Captach | 20 min |
| 3. Review Prior Meeting Notes | Dale King | 5 min |
| 4. Youth Dashboard Report | Brent Captach | 10 min |
| 5. Local Service Providers Resource
& Information Portal | Brent Capatch | 10 min |
| 6. Multiple Pathways for Young Adults | Brent Capatch | 10 min |
| 7. Other Business | | |
| 8. Next Meeting Agenda Items | | |
| 9. Thank You/Adjourn | | |

WorkForce Central Staff
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Future Meetings

August 25, 2015 9:30 – 11:00 am
 September 22, 2015 9:30 – 11:00 am
 October 27, 2015 9:30 – 11:00 am
 November 24, 2015 9:30 – 11:00 am
 December 22, 2015 9:30 – 11:00 am

**Workforce Development Council (WDC) of Tacoma Pierce County
WIOA Committee Membership Planning Document**

7-20-15

WDC Youth and Young Adult Services Committee

- Committee Chair is member of WDC and appointed.
- ✓ Since all of WDC members are required to serve on a WDC Committee, approximately 4-6 members of the committee will be WDC members.
- Vice Chair selected from Committee and must be willing to also serve on Coordinating Committee.

Representation	Name, Title, Employer, Email, Phone(s)	WDC Member
Chair of Committee	April Gibson, Administrator Puget Sound Orthopedics a.gibson@proliancesurgeons.com	✓
Vice Chair of Committee	Dale King Superintendent/COO Tacoma Rail dale.king@cityoftacoma.org	✓
1. K-12 Representative	Brandon Ervin, Program Specialist Tacoma Public Schools bervin@tacoma.k12.wa.us	
2. WA State Department of Social and Health Services	Jarret McGill, Social Health Program Consultant WA State Department of Social & Health Services mcgiljj@dshs.wa.gov	
3. Youth Services/Community Based Organization	Nicholas Bayard, Director The REACH Center nbayard@reachtacoma.org	
4. Foster Care System		
5. Juvenile Detention System		
6. Business	Kathy Hall, Vice President of Program Services Vadis Kathy@vadis.org	
7. Business	April Gibson, Administrator Puget Sound Orthopedics a.gibson@proliancesurgeons.com	✓
8. Business	Tim Owens, Manager Marshalls owensbunch@comcast.net	✓
9. Business	Blaine Wolfe, Project Executive Absher Construction Company blaine.wolfe@absherco.com	✓
10. City of Tacoma/Tacoma Rail	Dale King Superintendent/COO Tacoma Rail dale.king@cityoftacoma.org	✓
11. Labor Representative or Apprentice JATC Representative	Mark Martinez, Executive Secretary Pierce County Bldg & Construction Trades Council piercebctc@earthlink.net	✓
12. Education	Kelly Goodsell, Executive Director - Special Services Puget Sound Educational Services kgoodsell@psesd.org	
13. Community Representative	Isa Nichols, CEO/Executive Director Maxine Mimms Academics isanichols@maxinemimmsacademy.org	
14. WA State Division of Vocational Rehabilitation	Kady Kilventon, Rehabilitation Counselor WA State Division of Vocational Rehabilitation kilvekb@dshs.wa.gov	
15. WA State Employment Security Department	Erin Blades, Supervisor Employment Security Department eblades@esd.wa.gov	

Workforce Development Council (WDC) of Tacoma Pierce County
WIOA Committee Membership Planning Document
7-20-15

16. Pierce County Library System		
Workforce Development Council/WorkForce Central Staff	<p>Brent Capatch, Youth Coordinator 253.330.8128; bcapatch@workforce-central.org</p> <p>Cheri Loiland, Chief WIOA Transition Officer 253.254.7908; cloiland@workforce-central.org</p> <p>LaKesha Egardo-Jones, Project Director ResCare Workforce Services 253.573.6682; lakesha.egardo-jones@rescare.com</p> <p>Debbie Lean, Executive Assistant 253.414.0141; dlean@workforce-central.org</p>	

WDC Youth & Young Adult Services Committee Meeting

NOTES

June 23, 2015

9:30 – 11:00 a.m.

WorkForce Central

3650 S. Cedar St, Tacoma

Classroom 1

Attendees: April Gibson, Dale King, Mark Martinez, Tim Owens, Jarret McGill, Kelly Goodsell

WFC Staff: Linda Nguyen, MaryEllen Laird, Brent Capatch, Cheri Loiland, Karen Downing and Debbie Lean

ResCare Guests: Michael Vu, Regional Director and Lakesha Egardo-Jones, Project Director

AGENDA	NOTES	ACTION ITEMS
<p>1. Welcome/Introductions (April Gibson)</p>	<ul style="list-style-type: none"> Chair April Gibson called the meeting at 9:40 a.m. Roundtable introductions were made. 	
<p>2. Review Prior Meeting Notes (April Gibson)</p>	<ul style="list-style-type: none"> Prior meeting notes were accepted as prepared with minor change to the membership list: -Mark Martinez email address is .net not .com 	<p>Debbie will make email address change on membership document</p>
<p>3. Eligibility Policy Update (Brent Capatch)</p>	<ul style="list-style-type: none"> The Eligibility Policy that was presented at the last meeting has been approved by the WDC in its current form. In the meantime, the State has come out with their policy so there may potentially be some modifications. If there are, information will come forth to the committee for review. 	
<p>4. ResCare Service Presentation (Michael Vu and Lakesha Egardo-Jones)</p>	<ul style="list-style-type: none"> Brent introduced Michael Vu, Regional Director and Lakesha Jones, Project Director from ResCare who gave a presentation of the services of they provide locally. ResCare works with youth across the United States. They are in two other areas in Washington State – Snohomish and Vancouver. Strategically they are partnering with the local schools, introducing themselves toward the end of youth's high school completion. Also helped with post secondary education. Work with the Re-engagement Center to try and capture those that have fallen off the scope and reaching out to those that are disadvantaged and disengaged. Work with WorkSource, Downtown location - standing open enrollment every Monday for two hours. 	

	<ul style="list-style-type: none"> • Besides the Tacoma area, they are now in Eatonville and Spanaway/Frederickson area. They also frequent the libraries. • Found that having a strong standard of professionalism for their employees really sets the tone. Committed to providing service but also show what workplace professionalism is and what is expected. • Been working with probation officers and want to escalate that to partner at a higher level so they can have a residual referral and want to serve the hard to reach population. • Have a week long work readiness program that simulates the workplace. it runs every other week for a total of 32 hours. Once completed they are prepared for a work experience opportunity. • They are moving to a new center-Tacoma Mall Office bldg. (3 suites). One suite will become a full on employment center and simulate the workplace to help the youth prepare for the workforce. it's an "all hands on deck" program. All of the staff is involved. • GED Academy is one of their great tools. They partnered with educational centers to create to meet the GED standard. The platform is like a video game, very interactive and inviting. Ask that they commit 15 minutes a day but are finding with this tool they are staying on over an hour. They have a full GED test at the end that preps them for the real test. • Are opening it up to REACH and all our partners who have the population that can benefit from it. • Linda asked if this could this work for adults too. Michael stated that with WIOA and the age change that it could. It is geared toward youth but really is a prep for how to access resources as an adult and will model what workforce central's one stop center will look like so they are comfortable transitioning. Project CEO is developed by subject matter experts that include a lot of the 14 elements of youth. There is a checklist at the end and is very structured. • In addition to GED Academy they offer ResCare Academy. This is an online database of Curriculum of about 4000 courses. Depending on what their assessment and interests are can create a customized learning plan for them that is both classroom setting and online learning. There are industry summaries and videos that can be watched to determine where to go from there and then staff pull up information on what the labor market/demand is and work from there. • Another tool that is getting ready to rollout is Talent Market which will pull data from the website for job openings and from ResumePro (resume writing tool). It will pull skills set from the resume and match it to jobs available. 	<p>Jill Patnode oversees all of the Pierce County and Advocates for Juvenile Justice (JRA and Remann Hall). Would be a great connection and LaKasha may want to reach out to her.</p>
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	<ul style="list-style-type: none"> • Linda encourages that ResCare reach out to our WDC and staff for presentations. • Michael encouraged those around the table that are employers to be a participant. If you engage in the program with ResCare than the academies/tools are available to all of their employees. • Youths that are enrolled and participating are provided transportation. They receive bus passes and there is also a van that picks them up and brings them in or takes to an activity. 	
<p>5. WEX Taskforce Membership Input (Karen Downing)</p>	<ul style="list-style-type: none"> • Brent introduced Karen Downing, who will be giving a presentation to the committee today. Karen has been working on a draft policy for WEX and has also been researching that element. Brent stated that at the last meeting there were questions regarding workplace training and what those elements are and how they pertain to the WIOA law. • Cheri added that we have on our organizational chart a task force that is a group that comes together with experts involved and dedicated community people with one goal. In this particular case this task force is a work based task force and Tim will be chairing that for us. Asked the committee to think about input you might have for that task force and for our chair of this committee as we learn more about this information. • Linda added that WEX is a very specific program element. When we say work-based training it encompasses the law: WEX, on the job training (OJT), internships, pre-apprenticeship, and apprenticeship. • The presentation Karen will be doing is just regarding WEX. • Highlights of the presentation: <ul style="list-style-type: none"> Examples of types of work experiences that are authorized under WIOA for youth: <ul style="list-style-type: none"> ○ Paid and unpaid work experiences (that have as a component academic and occupational education), which may include- <ul style="list-style-type: none"> ▪ summer employment opportunities and other employment opportunities available throughout the school year; ▪ Pre-apprenticeship programs; ▪ Internships and job shadowing; and ▪ On-the-job training opportunities (was not allowed under WIA) <p>Regulations under WIOA:</p> <ul style="list-style-type: none"> ○ Not less than 20% of the funds allocate to the local area shall be used to provide in-school and out-of-school youth with WEX activities. 	

	<p>In the proposed CFR it states that providers track WEX:</p> <ul style="list-style-type: none"> ○ Providers track WEX expenditures including: <ul style="list-style-type: none"> ○ Participant wages ○ Staffing costs for development and management of WEX ○ Local area administrative costs are not subject to the 20% expenditure requirement ○ Calculated after subtracting funds spent on administrative costs and on remaining total local area youth funds rather than separately for in- and out of school <p style="padding-left: 40px;"><i>Definition of local administrative costs: when you get WIOA dollars 10% is set aside for fiscal/hr/legal is an example of local area administrative cost.</i></p> <p>What is a WEX:</p> <ul style="list-style-type: none"> ○ Planned, structured learning experience ○ Limited period of time ○ Private for-profit, non-profit, or public sector ○ Must include academic and occupational education ○ Paid or unpaid <p>Considerations for Developing WEXs</p> <ul style="list-style-type: none"> ○ Job matching: Providers should match worksites with youth's personal and professional interests and goals. Considerations include: <ul style="list-style-type: none"> ▪ Occupational skill levels, abilities, aptitudes and interests ▪ Academic levels ▪ Prior work experience/exposure ▪ Supportive service needs ▪ Barriers and strengths ▪ Short and long term employment & education goals 	
	<ul style="list-style-type: none"> • Linda shared that there has been some controversy about the unpaid WEX. She asked Karen to do some research to see what the FLSA or the law says. What is the limitations/definition? • Committee should work on how to define WEX (paid, unpaid, pre-apprenticeship). We need to decide what we want to adopt. • Mark will send the state document that shows the definitions of pre-apprenticeships. Linda believes that if it is the state has industry standards we need to adopt it. 	<p>Karen will research to see what the FLSA or the law says regarding unpaid WEX. What is the limitations/definition?</p> <p>Mark will send state definitions of pre-apprenticeship.</p>

<p>6. Current Local Plan Discussion (Cheri Lolland)</p>	<ul style="list-style-type: none"> • The current plan is good until 2017 but will have to be reworked with WIOA. Letter from the State gave some general direction. The plan is due in March 2016 from the State to DOL. We need to start our local plan at the same time that the state is working on theirs. • Next month Cheri will have a proposed layout of a timeline on how we get this done in a systematic way. • To keep it broader, language added to the Eligibility Policy can also be worked into the plan. 	<p>Cheri will have proposed layout of timeline</p>
<p>7. Other Business</p>	<ul style="list-style-type: none"> • The State made one minor adjustment to the budget. There is a reduction of \$2,000 in the Youth budget. Linda recommended the dollars be taken from Sector Partnership and Business Services. The committee concurred and recommended that the revised budget with the minor change be moved forward to the Coordinating Committee. 	
<p>8. Next Meeting Agenda Items</p>	<ul style="list-style-type: none"> • Kelly would like the committee to talk about how to organize our broader picture and be strategic about different partners and organizations to bring in (i.e. how are we going to begin to define our broader frame? What are the elements and components that we want?) Wants the committee to talk about that first. • Staff can start a list of who is working with young adults and then have recipient /employer come at the beginning of the meeting (5min) to share how their experience has been. • Jarret used to be a Workfirst Program Specialist. He can get someone to do a presentation of what can be utilized at DSHS and where to find information at some point. • Jarrett can do a presentation/training on Washington Connection.org It is an easy and convenient way to locate services that is constantly updated. People can apply for DSHS assistance plus it has links to 20+ other application portals. • As the system looks to create something along this line, it needs to be as current as possible for it to be effective. 	
<p>9. Thank You/Adjourn</p>	<p>At 11:10 am</p>	

WDC Strategic Dashboard Report for WIA Youth Services for Program Year (PY) 2014 July 2014-June 2015
Performance through June 30, 2015

Objectives	Measures	Annual Targets	Quarterly Outcomes					Comments/ Action Plans	
			1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	YTD Total/%		
Performance and Compliance									
Objective 1: 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.	Meet all Federal Measures and Performance Targets	<p>Placement in Employment or Education* 68.5%</p> <p>Attainment of Degree or Certificate* 68.3%</p> <p>Literacy Numeracy Gains* 47.3%</p>	Performance from Previous WIA Youth Service Providers		ResCare Qtr. 1	ResCare Qtr. 2	<p>Using unofficial and delayed state results due to DOL data system upgrades. PY14 Q3 data will be available until Sept and PY14 Q4 data until Dec.</p> <p>↑</p> <p>↑</p> <p>↔</p>		
			No New Enrollments Permitted	103.2%**	99.7%**	Not Available from DOL		Not Available from DOL	
			57.5% PC	103.7%**	97.6%**	Not Available from DOL		Not Available from DOL	
			42.3% COT	55.4%**	73.7%**	Not Available from DOL		Not Available from DOL	
Meet all Local Measures and Performance Targets									
Objective 2: Comply with federal, state and local regulations and policies.	<p>Number of Enrollments*</p> <p>Tacoma/Pierce County residential split *</p> <p>In School/Out of School enrollment splits*</p> <p>Adhere to federal and state contracting laws, regulations and policies.</p>	<p>Per RFP application: RWS is to enroll 525 youth and will exit 350 to employment and/or education</p> <p>50% of enrolled youth reside in Pierce County(PC)</p> <p>50% of enrolled youth reside within the City of Tacoma(COT)</p> <p>20% of enrolled youth are In-School (ISY)</p> <p>80% of enrolled youth are Out-of-School (OSY)</p> <p>Monitor all WIA Youth funded contracts by end of PY14</p> <p>All policies related to WIA youth services are in compliance with federal and state requirements.</p> <p>Comply with all WIA/WIOA regulations</p> <p>Meet All Federal Performance Measures</p>	No New Enrollments Permitted	57.5% PC	N/A	98 enrollments 21 exits	183 enrollments 74 exits	<p>↑</p> <p>↑</p> <p>↑</p> <p>↑</p>	
			42.3% COT	28.8% ISY	N/A	41.8% PC	50.3%		49.2% PC
			71.2% OSY	73.5% OSY	N/A	57.1% COT	50.3%		50.3% COT
			Fiscal Monitoring for OSD and REACH/TCH completed	77.6% OSY	N/A	22.4%	22.4%		22.4% ISY 77.6% OSY
<p>On-going Monitoring</p> <p>Monitoring on Going with Monthly Data Integrity reporting and preparation for WIOA Implementation</p> <p>↑</p>									

WDC Strategic Dashboard Report for WIA Youth Services for Program Year (PY) 2014 July 2014-June 2015
Performance through June 30, 2015

Objectives	Measures	Annual Targets	Quarterly Outcomes				Comments/ Action Plans
			1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	
Employment Connections for Youth							
Objective 1: Build career exploration and work readiness opportunities.	Conduct 3 Career Fairs serving 3500 Pierce County youth	Pierce County Career Day (2000) Health Career Day (800) JobFest (700)	Pierce County Career Day: 1,943	Health Career Day: 817	JobFest: 468	92%	↑
	Leverage \$40,000 in partner contributions for Pierce County Career Day, and \$25,000 in partner contributions for Health Career Day	\$65,000 of leveraged resources	\$53,950	\$29,150		127.8%	↑
	Subsidized Summer Employment/Internships*			0	5	Actual/Plan 5/0	↑
	Other Subsidized Employment/Internship (WEX)*			13	34	Actual/Plan 47/12	↑
	On-The-Job-Training (OJT)*			0	0	Actual/Plan 0/3	↓
Objective 2: Enhance employment opportunities youth with 20% of WIOA Funds. *ResCare Management Incentive Plan Performance Outcomes	Apprenticeship or other Advanced Training*			0	2	Actual/Plan 2/0	↑
Strategic Partnerships							
Objective 1: Support K-12 Partnerships.	YouthWorks Program: Strengthen educational/Career pathways for youth	200 students connect with Graduation Coaches for minimum of 10 hrs.		143	301	150.5%	First quarter for program reporting was done in Qtr 3. TPS Teacher Externships, Student Internships, and increase in graduation rate will all be captured in Qtr 4 reporting.
	YouthWorks is operated in partnership with Tacoma Public Schools (TPS)	1,400 Identify Career Goals		1487	1603	114.5%	
		1,400 students complete Career Cruising Assessment		1677	1681	120%	
		80 In School WIA Youth Enrollments		20	144	180%	
		5 TPS teacher externships (40 hrs/teacher)		N/A	3	60%	
		150 student internships (90 hrs/student/school year)		N/A	142	94.6%	
		4% increase in graduation rate for TPS schools		N/A	N/A		
Objective 2: Maintain and build upon existing partnership and establish new partnerships.	Conduct education and training for 105 youth in the Summer Jobs 253 Program.	Provide Classroom Instruction and facilitation of Workplace Essential Skills and Financial Literacy Curriculum	105 began training; 96 Completed			96/91.42%	↑
	Youth Building Tacoma/Tool Center (COT YBT)	45 unduplicated number of Tacoma clients (age 18-24 years)	N/A	N/A	5	11%	Program budget approved in March. First cohort began in April. Only held one cohort this quarter and increasing strategic recruiting efforts to fill the upcoming cohort's participant slots.
		60 unduplicated number of clients regardless of residence	N/A	N/A	2	3.3%	
	45 Tacoma residents (age 18-24 years) enrolled in Trades-Discovery Pre-apprenticeship class	N/A	N/A	5	11%		
	36 Tacoma residents (age 18-24 years) Completing Trades-Discovery Pre-	N/A	N/A	3	8.3%		

WDC Strategic Dashboard Report for WIA Youth Services for Program Year (PY) 2014 July 2014-June 2015
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Objectives	Measures	Annual Targets	Quarterly Outcomes				Comments/ Action Plans		
			1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr		YTD Total/%	
	CareerLink Pierce County, Connect K-12 students with businesses for career exploration and development.	apprenticeship class 48 clients, regardless of residence, Completing Trades-Discovery Pre-apprenticeship class Engage 75 employers with high school students	N/A	N/A	N/A	5	10.4%		
			36-Active Companies 29-Active Career Coaches 98-Active Career Related Learning Experiences	N/A	43-Active Companies 35-Active Career Coaches 114-Active Career Related Learning Experiences	107-Active Companies 48-Active Career Coaches 176-Active Career Related Learning Experiences	142.7%	WFC Staff are contacting all employers and Post-Secondary and/or Training Providers that have participated in the Career Fairs, Summer Jobs 253, TPS Next Move internship Program, and WDC members to inform and enroll them in CareerLink.	
System Oversight and Support									
Objective 1: Provide Technical Assistance	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 Invoice Packet Desktop Monitoring: Monthly 	Provide Technical Assistance sessions offered to WIA Youth Providers, with on-going Technical Assistance provided as needed 4 State Common Measure Reports 24 Provision Reports 12 Performance Roll-Up Reports 12 Invoice Packet Desktop Monitoring of Reimbursement Requests (Ensure SKIES records accurately support reimbursement requests) Communicate via email, phone and/or on-site new, revised policies within 5 days of publication; provide training as needed Prepare contract modifications within 2 weeks of notification of need for contract modification	17	On-Going	On-Going	On-Going	On-Going		
			8	1	0	3	On-Going	On-Going	On-Going
Objective 2: Provide coordination and oversight of the Youth system.	Manage contracts to include modifications, invoicing, corrective actions, performance monitoring and RFP process when applicable	4 Corrective Action discussions if needed (during quarterly Performance Review Meetings) 4 performance monitoring discussions (during quarterly Performance Team Meetings) Develop, issue and evaluate RFPs as needed	8	1	1	1	1	Completed RWS MOD1 in draft form.	
			2 Discussions and Corrective Action Letters sent	N/A	N/A	N/A	N/A	N/A	N/A
			1	N/A	N/A	N/A	N/A	Ongoing	100%
			Re-released WIA Youth RFP; Received and Evaluated	Awarded WIA Youth Contract to ResCare	N/A	N/A	N/A		

WDC Strategic Dashboard Report for WIA Youth Services for Program Year (PY) 2014 July 2014-June 2015
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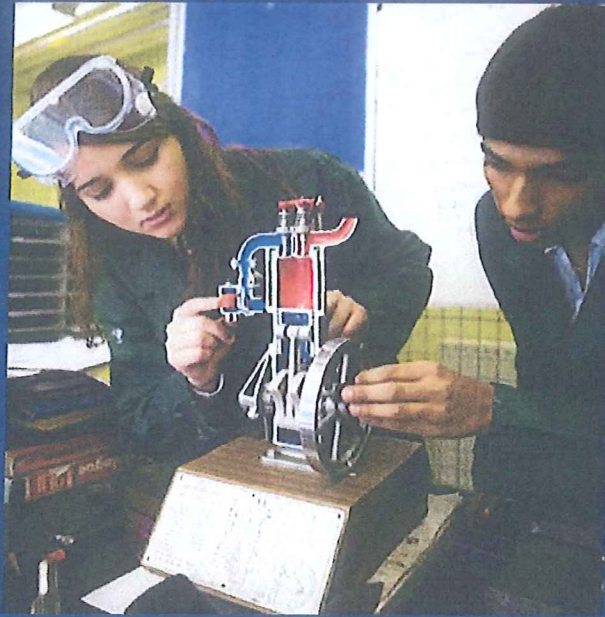
Objectives	Measures	Annual Targets	Quarterly Outcomes				Comments/ Action Plans
			1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	
Objective 3: Provide staff support to Youth Council/committees.	Provide Youth Committee support including, but not limited to: Committee recruitment; strategic planning and implementation; Performance and Funding Team oversight	Respond to projects and requests on agreed-to turnaround times	5 proposals	(RWS)	N/A	N/A	
			Managed WIA Youth RFP Procurement Process	Closed Out PCYC Contracts; Implemented RWS Contract; Implemented YouthWorks Program			
			Completed RFP proposal Evaluation and bidder interview process.	WIA Youth Contract Award and Contract Negotiations	N/A	N/A	
	Performance and Funding Team oversight per approved schedule						
	Manage projects resulting from Youth Committee and Youth Committee Task Forces	Respond to any subsequent projects on agreed-to turnaround times	On-going	On-going	N/A	N/A	

*** 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.**

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 
	Outcomes Pertaining to Previous WIA Youth Contract/Providers

Multiple Pathways for Young Adults



A Report to the Washington Legislature on Young Adult Unemployment



December 2014

Workforce Training and Education Coordinating Board
128 10th Avenue SW | PO Box 43105, Olympia, WA 98504-3105
360-709-4600, www.wtb.wa.gov

Executive Summary

Today's Young Adults Face High Unemployment, Lower Lifetime Earnings

Since the Great Recession, Washington's young adults have continued to struggle with high unemployment, putting at risk their long-term economic prospects and potentially delaying traditional milestones such as home ownership, marriage, and children. Some 15.5 percent of our state's young adults were unemployed in 2013,¹ more than double the rate (6.1 percent) of those aged 25-64. While it's not unusual for young adults to have higher unemployment rates than older workers, young adults in the pre-recession year of 2007 had an unemployment rate of 10.6 percent—a third lower than the 2013 rate.

The impacts of high unemployment on young adults are far reaching and go beyond young adults taking longer to find their first rung on the career ladder. This "failure to launch" puts them in competition with the younger people coming up behind them, new labor market entrants who continue to fill the pipeline and are often picked over "older" young adults for likely first jobs. Because of this competition, young adults often "age out" of the running. At the other end of the spectrum, older, experienced workers buffeted by unemployment and lay-offs are vying more often for those same low-wage, often entry-level jobs. And as older, experienced adult workers take lower wage jobs, "likely youth jobs" are decreasing, further heightening the competition.

Delayed entry into the labor market comes with serious repercussions for Washington's youth, pushing down individual income, lifetime earning potential, and long-term employability for a generation of workers. More worrisome is the number of disconnected young adults, neither in school or employed. This group isn't actively gaining skills or credentials, and isn't building a resume through work experience, or earning a paycheck, for that matter.

Education is Key

Education—particularly education that goes beyond a high school diploma—is proven to help young adults successfully enter the labor market, earn higher wages and increase their job security. Unemployment rates for young adults drop considerably as they gain postsecondary education or training, whether it's an associate's degree or certificate, a four-year degree, or apprenticeship. Young people who earn a two-year or four-year degree have the lowest rates of unemployment, at 6 percent and 7 percent,² respectively.

Meanwhile, those who drop out of high school face the biggest employment challenge. One out of three young adults who has not earned a high school diploma is unemployed—the highest among their peers. In the 2012-13 school year, approximately one in five high school students dropped out, or about 14,000 students statewide.³ Washington's 77 percent graduation rate falls below the 80 percent average rate

¹ Source: Bureau of Labor Statistics, 2013, Current Population Survey. Note: The BLS survey includes 16- and 17-year olds and thus does not completely align with this report's definition of young adult (18-24).

² U.S. Census Bureau's 2012 American Community Survey

³ The high school class of 2013 had an on-time graduation rate of 76 percent, according to the Office of Superintendent of Public Instruction, Graduation and Dropout Statistics Annual Report 2012 - 13

nationwide. And the state's low-income seniors have just a 66 percent graduation rate. The Washington State Institute for Public Policy estimates the cost to taxpayers of each student who drops out at \$10,500 per year for their entire lives.

Finding new ways to reconnect with out-of-school youth, many of whom lack high school diplomas, is a pressing need that goes beyond our state. It's a key piece of the new Workforce Innovation and Opportunity Act (WIOA), which replaced and expanded upon the long-standing Workforce Investment Act. WIOA, a far-reaching federal act passed by Congress in the summer of 2014, promises better integration of workforce services across a wide range of populations, and a more substantial investment in older, out-of-school youth. (See more on page 9)

Disconnected Youth or Lost Opportunity?

Nearly 15 percent, or approximately one in six youth in Washington, aged 16-24, are not in school and are not working.⁴ Persistent unemployment and disconnection from the world of work places our state's youth at a competitive disadvantage. This struggle to connect to the economy also erodes confidence and optimism, replacing it with doubt regarding their preparation for entering the job market.

Disconnected teens and young adults represent a critical lost asset in Washington's economy. However, if given the right resources, understanding, and access, these young people represent a unique opportunity. The benefits derived from fully engaging disconnected young adults in education and the workforce are felt not only by the individual young person, but by the surrounding communities where they live and work.

Research shows that the length of disconnection matters to young adult success. For instance, of those who were disconnected from employment for between one and two years, 61 percent of men and 48 percent of women were employed full time between the ages of 25-28. Yet of those who were disconnected from the workforce or education for three years or more, only 41 percent of men and 21 percent of women were employed full time between the ages of 25-28. For individuals who stayed connected to school or employment, 75 percent of men and 62 percent of women were employed full time at the same age in their lives.⁵

⁴Nation, O. (2013), Opportunity Index, Washington Opportunity Index: <http://opportunityindex.org/#5.00/45.635/-93.089/>

⁵Bridgeland, J. M., & Milano, J. A. (2012). Opportunity Road; the Promise and Challenge of America's Forgotten Youth. Civic Enterprises & America's Promise Alliance.