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 Joyce Conner, 2<sup>nd</sup> Vice Chair  
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 Paul Hogoboom  
 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

**WDC Youth & Young Adult Services Committee Meeting**

**Agenda**

**October 27, 2015**

**9:30 a.m. – 11:00 a.m.**

**April Gibson, Chair**

**Reach Center**

**714 South 27<sup>th</sup>**

**Tacoma, WA**

- |  |                |        |
|--|----------------|--------|
| 1. Hello / Introductions                                       | Dale King      | 5 min  |
| 2. Pierce Transit Presentation (Tim Renfro)                    | Kathy Hall     | 30 min |
| 3. Approve Prior Meeting Notes                                 | Dale King      | 5 min  |
| 4. Code of Conduct & Conflict of Interest Policy               | Cheri Loiland  | 10 min |
| 5. PY15 Dashboard Report for WIOA Youth & Young Adult Services | Deborah Howell | 5 min  |
| 6. Puget Sound Educational Services Presentation               | Kelly Goodsell | 15 min |
| 7. Update on EDB   | Brent Capatch  | 5 min  |
| 8. Other Business  |                |        |
| • Tour of Reach Center   | Nick Bayard    | 15 min |
| 9. Next Meeting Agenda Items                                   |                |        |
| 10. Thank You / Adjourn  |                |        |

WorkForce Central Staff  
 Linda Nguyen, CEO  
[lnguyen@workforce-central.org](mailto:lnguyen@workforce-central.org)

Deborah, Howell, CAO  
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Future Meetings

November 24, 2015 9:30 – 11:00 am

December 22, 2015 9:30 – 11:00 am



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## Workforce Innovation and Opportunity Act Policies and Procedures

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### CODE OF CONDUCT and CONFLICT OF INTEREST POLICY

**Policy Number: 3006**

**Effective Date: 07-01-2015**

**SUPERSEDES:** Conflict of Interest Policy # 42-52-1212, effective December 6, 2012

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#### **PURPOSE:**

The Pierce County Workforce Development Council (WDC) is committed to maintaining the highest of standards of ethical conduct and to guard against problems arising from real, perceived, or potential conflict of interest. All partners at all levels of participation in the WorkSource System funded by the Workforce Innovation and Opportunity Act (WIOA) are expected to read, understand and apply this policy to ensure system integrity and effective oversight of the WorkSource System.

Standards of conduct covering conflicts of interest governing the performance of WorkForce Central employees may be found in WorkForce Central's Personnel Rules and Regulations, Article 11.

#### **BACKGROUND**

Grantees, subrecipients and contractors funded under WIOA must implement codes of conduct and conflict of interest policies and procedures as stipulated in WIOA law, regulations and guidance; Office of Management and Budget (OMB) Circulars; State regulations; and State WIOA policies. A conflict of interest policy is required to ensure that individuals or representatives of organizations entrusted with public funds will not personally or professionally benefit from the award, administration, or expenditure of such funds.

In addition, the Pierce County WDC recognizes that by its very composition, conflicts of interest and issues concerning the appearance of fairness may arise. Therefore, it is essential for the WDC members to be sensitive and error on the side of caution when potential or real conflict or fairness matters occur.

To accomplish these purposes, the WDC establishes the following definitions, actions, and guidelines for interpretation.

#### **Code of Conduct:**

During the performance of duties, your actions are a reflection upon the Pierce County WDC as well as a reflection upon you. It is extremely important that all WDC and committee members, including subrecipients, contractors and WorkSource Partners act in a courteous, friendly, helpful and prompt manner in dealing with the public, customers and officials.

#### **Ethical Principles:**

- **Compliance with the Law:** It is the WDC's policy to be knowledgeable of and comply with all applicable laws and regulations of the United States and the State of Washington in a manner that will reflect a high standard of ethics. Compliance does not comprise one's entire ethical

responsibility; rather it is a minimum, and an essential condition for adherence to mission and duties.

- **Professional Standards:** It is the WDC's policy that its representatives be knowledgeable of emerging issues and professional standards in the field and conduct themselves with professional competence, fairness, efficiency and effectiveness.

#### **Guidelines for Interpretation:**

Areas of concern are those actions or lack of actions which may lead to conflict of interest or the appearance of conflict of interest or to a perception of unfairness related to WDC business outside Council and Committee meetings. Specific areas which may pose problems include but are not limited to, comments made in public, information sharing, and disclosure of associations.

**Comments Made in Public:** WDC and committee members are encouraged to act in a public relations capacity for the Pierce County WDC. This includes public speaking engagements and comments in a public forum. Because there is interest in WDC actions, members should differentiate between descriptive comments, which relate to actions already taken by the Council, and statements, which imply future WDC decision-making, or the ability to influence decision-making.

**Information Sharing:** WDC and committee members are encouraged to share information with the community about WDC activities. To the extent possible, access to information regarding procurement of services should be available at the same time and under the same circumstances to all parties. Such information includes the Operations Plan, request for proposals, notice of meetings, meeting minutes, and policies.

**Disclosure of Associations:** WDC and committee members have professional and personal associations throughout the community. Such associations have been and will continue to be of significant benefit to the WDC. Where a direct or indirect financial conflict of interest exists, a WDC or committee member may not vote or serve on a rating team. When associations raise appearance of fairness as an issue, WDC and committee members should qualify statements in public by disclosing the association and minutes of the meeting should reflect the disclosure.

#### **CONFLICT OF INTEREST POLICY:**

1. Each grant recipient and subrecipient must maintain a written code of standards or conduct governing the performance of persons engaged in the award and administration of WIOA contracts and sub grants.
2. No individual in a decision-making capacity shall engage in any activity if a conflict of interest (real, implied, apparent, or potential) is involved. This includes decisions involving the selection, award, or administration of a sub grant or contract supported by Workforce Innovation and Opportunity Act (WIOA) or any other federal funds.
3. A WDC member or a member of a WDC committee cannot cast a vote or participate in any decision-making about providing services by such member (or by any organization that member directly represents) or on any matter that would provide any direct financial benefit to the member or to the member's organization.
4. Before any public discussions regarding the release of a Request for Proposal, or any matter regarding the release of funding or the provision of services, a WDC member or a member of a WDC committee must disclose any real, implied, apparent, or potential conflicts of interest before engaging in the discussion. The minutes of the meeting should reflect the disclosure.

5. WDC members or a member of a WDC committee or agents of the agencies making awards cannot solicit or accept gratuities, favors, or anything of monetary value from awardees, potential awardees, or other parties to agreements. However, the WDC allows for situations where the gift is an unsolicited item of nominal value worth \$50.00 or less.
6. Disciplinary actions may be taken up to and including termination of board membership for violation of this policy by any individual. The WDC Coordinating Committee may evaluate any violations of these provisions on a case-by-case basis and recommend to the Executive Board, if and what penalties, sanctions or other disciplinary action are appropriate.
7. Individuals shall not use for their personal gain, for the gain of others, or for other than officially designated purposes, any information obtained as a result of their committee, board or working relationships with the WDC where that information is not available to the public at large, or divulge such information in advance of the time decided by the WDC for its release.
8. One Stop Operators must disclose any potential conflicts of interest arising from relationships with training providers and other service providers. [WIOA Section 121 (d)(4)]
9. Any organization that has been selected or otherwise designated to perform more than one function related to WIOA must develop a written plan that clarifies how the organization will carry out its multiple responsibilities while demonstrating compliance with WIOA, corresponding regulations, relevant Office of Management and Budget circulars, and this conflict of interest policy. This plan must limit conflict of interest or the appearance of conflict of interest, minimize fiscal risk, and develop appropriate firewalls within that single entity performing multiple functions. The plan must be agreed to by both the WDC and the Executive Board.
10. Membership on the WDC, or being a recipient of WIOA funds to provide training or other services, is not itself a violation of conflict of interest provisions of WIOA or corresponding regulations.

#### **DEFINITIONS:**

Conflict of Interest - Conflict between the official responsibilities and the private interests of a person or entity that is in a position of trust. A conflict of interest would arise when an individual or organization has a financial or other interest in or participates in the selection or award of funding for an organization. Financial or other interest can be established either through ownership or employment.

Immediate Family - Immediate Family consists of the individuals' parents (including step-parents), spouse, domestic partner, children (including step-children), siblings, grandchildren, grandparents, and any relative by marriage (an "in-law")

Individual - (1) an individual; i.e., officer, or agent, or (2) any member of the individual's immediate family (spouse, partner, child, or sibling), or (3) the individual's business partner.

Organization - A for-profit or not-for-profit entity that employs, or has offered a job to, an individual defined above. An entity can be a partnership, association, trust, estate, joint stock company, insurance company, or corporation, whether domestic or foreign, or a sole proprietor.

**REFERENCES:**

- [Public Law 113-128 Section 101\(f\) - State Board Conflict of Interest](#)
- [Public Law 113-128 Section 102\(b\) \(2\) \(E\) - State Plan Conflict of Interest Assurance](#)
- [Public Law 113-128 Section 107\(h\) - Local Board Conflict of Interest](#)
- [Public Law 113-128 Section 121\(d\) \(4\) - One-Stop Operators](#)
- [Proposed 20 CFR 679.430 Proposed 679.130\(f\) \(1\) through \(3\) - Criteria to certify One Stops](#)
- [Proposed 20 CFR 679.410\(a\) \(3\) and \(c\) - Local board must avoid inherent conflict of interest](#)
- [Proposed 20 CFR 679.430 - Entities performing multiple functions](#)
- [Proposed 20 CFR 683.200\(c\) \(5\) - Administrative Rules, Costs, Limitations – Title I WIOA and Wagner-Peyser](#)
- [29 CFR 97.36\(3\)](#)
- [2 CFR Part 200.112 and 200.318 and Part 2900 - Office of Management and Budget Uniform Guidance on administrative, cost, and audit provisions for federal grants](#)
- [Revised Code of Washington \(RCW\) 42.20.070 - Misappropriation and falsification of accounts by a public officer; RCW 42.20.080 – Other violations by officers](#)
- [RCW 42.52.160 – Use of persons, money or property for private gain](#)

**ATTACHMENT**

Code of Conduct & Conflict of Interest Disclosure

**INQUIRIES**

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

**APPROVED**

**APPROVED BY WDC**

  
\_\_\_\_\_  
Linda Nguyen, WFC CEO

Date 9/17/15

Date: 9/17/15

**EQUAL OPPORTUNITY - EQUAL ACCESS**

WorkForce Central is an equal opportunity employer and provider of employment and training services. Free auxiliary aids and services are available upon request for individuals with disabilities. Washington Relay Service – 711.



**WorkForce Central**

**Conflict of Interest Disclosure Form**

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**ACKNOWLEDGEMENT AND DISCLOSURE FORM**

I have read the WorkForce Central Code of Conduct and Conflict of Interest Policy #3006, and agree to comply fully with its terms and conditions at all times during my service as a Pierce County Workforce Development Council or Committee member. If at any time following the submission of this form I become aware of any actual or potential conflicts of interest, or if the information provided below becomes inaccurate or incomplete, I will promptly notify the Pierce County Workforce Development Council Chair and WorkForce Central CEO in writing.

Please describe below any relationships, transactions, positions you hold (volunteer or otherwise), or circumstances that you believe could contribute to a conflict of interest:

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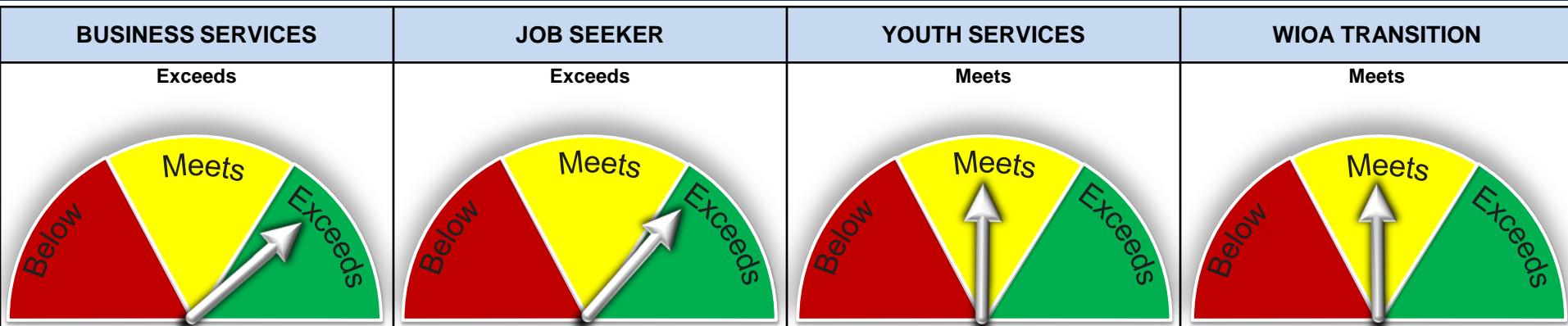
- 
1. I have received a copy of the WorkForce Central Code of Conduct and Conflict of Interest Policy #3006.
  2. I have read and understand the policy and I agree to comply with this policy.
  3. I have disclosed the existence and nature of any financial or competing interest that may give rise to an actual or potential conflict of interest, under the policy.

Member Signature: \_\_\_\_\_

Member Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

# Q 1 Summary of Dashboard: Adult/DW/Youth PY15/FY16



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

## WIOA Mandated Responsibilities for CLEOs and WDC

	Target	YTD Actual
<b>Training Programs</b>		
• Military participants	100	77
• Program placement	84%	86%
<b>Sector Partnerships</b>		
• Quarterly forums	4	1
<b>Employer Engagement</b>		
• Convene roundtables	6	1
• Engagement activities	3	1
<b>Coordinated Services</b>		
• List job openings	600	570
• Place job applicants	300	214
• Customized services	\$50k	\$4.2k
• Employer services	600/220	251/145

	Target	YTD Actual
<b>Career Pathways</b>		
• Workshop participants	1,100	319
• Resume screening	18k	25.1k
• Career Fairs	1	1
• Follow-up services	190	83
• Rapid Response	66	24
• Job Placements	190	79
<b>Demand Training</b>		
• Funding opportunities	180	49
<b>Sector Training</b>		
• C2C placements	125	50
• Training opportunities	85	59
• Implement classes	10	7
<b>Incumbent Worker Training</b>		
• Healthcare employees	65	57

	Target	YTD Actual
<b>Sector Partnerships &amp; Business Services</b>		
• YouthWorks		
– Graduation Coaches	250	83
– Career Goals	1,400	1,140
– Career Cruising	1,400	1,635
– Enrollments	170	76
<b>ResCare</b>		
• Placement	68.5%	N/A
• Degree/Certificate	68.3%	N/A
• Literacy Numeracy	47.3%	N/A
• Enrollments	420	204
• Exits to Emp/Education	288	76
• Tacoma/Pierce Split	50/50%	42.6/56.9%
• In School/Out	20/80%	19.6/80.4%
<b>Workbase Training</b>		
• Summer Emp/Internships	33	33
• Other Emp/Internships(WEX)	80	26
• On the Job Training	10	2
• Apprenticeship/Adv Training	7	3
• Summer Jobs 253	150	132
• CareerLink Pierce County	75	2
• CareerLink Connections	100	16

1. Develop a four year regional unified plan	On target
2. Market analysis	In progress
3. Lead employer engagement	On target
4. Lead Career pathways development and implementation	In progress
5. Best practices	
6. Technology based strategies	In progress
7. Oversee the local service delivery	Engaged
8. Negotiate local performance accountability,	In progress
9. Select one stop system	1/2016
10. Identify eligible training providers	On target
11. Coordinate with education providers	In progress
12. Approve and oversee budget and compliance	In compliance


Compliance/Monitoring/Contracting/ Performance/Data Management	
• Comply with all WIA/WIOA Regulations	In compliance
• SAO Audit	Low Risk
• ESD Performance Measures	No Findings
• Youth & Young Adult Monitoring	Completed

## 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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%			
<b>Sector Partnerships and Business Services (\$269,851)</b>												
<b>Objective:</b> 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.		1.5	YouthWorks Program: Strengthen Educational/Career Pathways for youth in partnership with Tacoma Public Schools (TPS)	250 students connect with Graduation Coaches for minimum of 10 hrs.	83					33.2%		↑
				1,400 Identify Career Goals	1,140					81.4%		↑
				1,400 students complete Career Cruising Assessment	1,635					116.8%		↑
				170 In School WIA Youth Enrollments	76					44.7%		↑
				10 TPS teacher externships (40 hrs/teacher)	0					0%	Executed in Q4	
				200 student internships (90 hrs/student/school year)	0					0%	Executed in Q4	
				8% increase in graduation rate for TPS schools	0					0%	Reported in Q2	
<b>Objective:</b> Build career exploration and work readiness opportunities for youth.			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)	N/A					N/A	Executed in Q2	
				Health Career Day (800)	N/A					N/A	Executed in Q3	
				PCCD \$40,000	N/A					N/A	Executed in Q2	
				HCD \$25,000	N/A					N/A	Executed in Q3	
<b>Compliance/Monitoring/Contracting/Performance/Data Management (\$117,240)</b>												
<b>Objective:</b> Comply with federal, state and local regulations and policies.		1.3	Comply with all WIA/WIOA regulations	Narrative Only	In Compliance					N/A		↑
			<ul style="list-style-type: none"> <li>Continue designation as low risk by the State Auditor's Office (SAO)</li> <li>No findings from annual monitoring by Employment Security Department</li> <li>Meet or exceed all federal and local performance measures</li> </ul>	Narrative Only	<ul style="list-style-type: none"> <li>Audit passed in Aug/Sept.</li> <li>No Findings</li> <li>Met or Exceeded all Measures</li> </ul>					N/A	↑	
			Complete annual local monitoring of Youth Programs, including EO	Narrative Only	Scheduled for Q2					N/A	↑	



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

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					1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%		
<b>Objective:</b> <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"> <li>• Common Measure Report: Quarterly</li> <li>• Provision Reports: Bi-Weekly</li> <li>• Performance Roll-Up Reports: Monthly</li> <li>• Invoice Packet Desktop Monitoring: Monthly</li> <li>• Communicate and post policy revisions within 5 days of publication; provide training as needed</li> </ul>	Narrative only	On-going					N/A	
<b>Objective:</b> <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	ResCare Mod 2; YouthWorks Mod2; YouthWorks TPS Contract in process					N/A	
<b>WDC Youth Committee Staff Support (\$93,480)</b>											
<b>Objective:</b> <i>Provide staff support to Youth Council/ committees.</i>		<b>1.0</b>	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	On-going					N/A	
<b>WIOA Mandated Responsibilities for CLEOs and WDC (\$90,000)</b>											
<b>Objective:</b> <i>Support mandated changes for WIOA transition.</i>		<b>1.0</b>	<ul style="list-style-type: none"> <li>• Integrate and support mandated responsibilities for CLEOS and WDC</li> <li>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"> <li>• Develop a 4 year regional unified plan</li> <li>• Conduct workforce research and regional labor market analysis</li> <li>• Convene, broker and leverage stakeholders and assets, Lead employer engagement</li> <li>• Lead Career pathways development and implementation with secondary and post secondary partners</li> <li>• Lead efforts to identify and promote proven</li> </ul> </li> </ul>	Narrative Only	On-going					N/A	




## 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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%			
			and promising practices <ul style="list-style-type: none"> <li>• Develop technology based strategies for service access, engagement and delivery</li> <li>• Oversee the local service delivery system and programs</li> <li>• Negotiate local performance accountability,</li> <li>• Select one stop system operator(s) and provider(s), Select youth provider(s)</li> <li>• Identify eligible training providers, Ensure consumer choice</li> <li>• Coordinate with education providers</li> <li>• Approve and oversee budget and comply with federal/state/local laws and regulations in the administration of WIOA)</li> </ul>									
<b>Youth Operator – ResCare second year award (\$1,000,000)</b>												
<b>Objective:</b> 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			<b>Meet all Federal Measures and Performance Targets</b>									
			Placement in Employment or Education*	RWS Contract - 68.5%** Federal Target – 60.3%	Have not received PY14 Q4 or PY15 Q1 data from DOL					N/A	DOL currently behind in reporting; will not receive data until Q2.	
			Attainment of Degree or Certificate*	RWS Contract - 68.3%** Federal Target – 59.1%	Have not received PY14 Q4 or PY15 Q1 data from DOL					N/A	DOL currently behind in reporting; will not receive data until Q2.	
			Literacy Numeracy Gains*	RWS Contract - 47.3%** Federal Target – 36.0%	Have not received PY14 Q4 or PY15 Q1 data from DOL					N/A	DOL currently behind in reporting; will not receive data until Q2.	
			<b>Meet all Local Measures and Performance Targets</b>									
			Number of Enrollments*	420 WIA/WIOA Youth	204					48.6%		↑
			Number of Exits*	288 Youth Exited to employment and/or education	76					26.4%		↑
			Tacoma/Pierce County residential split *	50% of enrolled youth reside in Pierce County(PC)	56.9%					56.9%	one youth with no address provided	↑
		50% of enrolled youth reside within the City of		42.6%					42.6%		↑	

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

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					1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%			
				Tacoma(COT)								
			In School/Out of School enrollment splits*	20% of enrolled youth are In-School (ISY)	19.6%				19.6%			↑
				80% of enrolled youth are Out-of-School (OSY)	80.4%				80.4%			↑
<b>Workbase Training- required by law a min of 20% (\$143,795)</b>												
<b>Objective:</b> <i>Enhance employment opportunities youth with 20% of WIOA Funds.</i>  <b>*ResCare Management Incentive Plan Performance Outcomes</b>			Subsidized Summer Employment/Internships*	33	33				103%			↑
			Other Subsidized Employment/Internship (WEX)*	80	26				31.25%			↑
			On-The-Job-Training (OJT)*	10	2				20%			↑
			Apprenticeship or other Advanced Training*	7	3				42.9%			↑
<b>Essential Skills Development Pilot (\$50,000)</b>												
<b>Objective:</b> <i>Develop and execute training programs within targeted industries specific to employers needs.</i>			Explore Essential Skill best practices/local models	3	1				33.3%		Meeting with local CBO's to research best practices in the community.	
			Create Proposal for Pilot by end of Quarter 2; 12/31/15									
<b>Sector Training (\$138,026)</b>												
<b>Objective:</b> <i>Develop and execute training programs within targeted industries specific to employers needs.</i>		.8	Work with Bates and Tacoma Public Schools (TPS) to develop a Maritime Training program and begin cohorts in Quarter 3.		Bates is currently working with the Port of Tacoma in developing course curriculum and WFC and TPS working to align cohort enrollment goals.				N/A			

## 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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%		
<b>Annual JobFest (\$6,000)</b>											
<b>Objective:</b> <i>Build career exploration, work readiness and employment opportunities for youth.</i>			Conduct JobFest Career Fair for WA State youth	700 Youth	N/A				N/A	JobFest will be executed in Q3.	
<b>Summer Jobs 253 (\$50,000)</b>											
<b>Objective:</b> <i>Create credit retrieval and work experience opportunities for high school student.</i>	<b>2.0 FTE</b> <b>\$34,710-COT</b>		Provide Classroom Instruction and facilitation of Workplace Essential Skills and Financial Literacy Curriculum	150 Students	132 Students				88%	Summer Jobs 253 program started on 6/22/15 and ended on 8/31/15. 241 Students applied; 241 Accepted; 145 Started; 132 Completed.	
<b>Career Link (\$30,000)</b>											
<b>Objective:</b> <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	2				2.7%	Following up with employer contacts from the TPC Chamber Business Leadership Academy Team.	
<b>Service Delivery System via Technology (\$40,000)</b>											
<b>Objective:</b> <i>Support youth in obtaining their employment and education goals.</i>		<b>.3</b>	Increase CareerLink Professional Connection Activities (PCA) between Students and Businesses.	<i>100 Professional Connection Activities (PCA)</i>	16				16%	YouthWorks Graduation Coach working with TPS students to increase utilization of PCA's.	
<b>2% Mitigation PY15/FY16 (\$33,379)</b>											
<b>Objective:</b> <i>Address future cuts and/or support new opportunities.</i>			N/A	Narrative Only	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.

## 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 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	YTD Total/%	

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
DW	Dislocated Worker	RFP	Request for Proposal
EDB	Economic Development Board	RFQ	Request for Quote
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