

Workforce Development Council Talent Development Pipeline Committee

Meeting Minutes: November 20th 11am: -12:30pm

In attendance: Nathe Lawver-Chair, Patty Rose, Blaine Wolfe, Lori Stumpf, Josh Stovall, and Kari Haugen

Absent: Ron Thalheimer, and Mark Martinez, Mandy Kipfer

I. **Welcome** Reviewed October 2019 meeting minutes.

II. Action Item Reports

- Council members updates re considerations or thoughts, regarding selection of one to three occupation categories.
- Lori will send out an occupation-based list, not industry-based. Nathe will report back to the main WDC on Thursday, October 17, 2019. <https://www.bls.gov/iaq/home.htm>
<https://www.bls.gov/iaq/tgs/iaq44-45.htm>
- Determination needed to add Retail to the list. Review attached information from Josh re industry projections (link below). Although in demand, further discussion is needed to add to the list as Retail is not one of the key sector industries identified and targeted by the Pierce County Workforce Development Council.
https://public.tableau.com/views/AnnualOccupationDemandsinPierceCounty/Dashboard1?:embed=y&:display_count=yes&:origin=viz_share_link

Discussion:

Lori opened the discussion regarding which of the six Targeted industries the committee would like to focus on. During the last meeting, retail was discussed as a sector of interest, but is not within our six sectors. Lori followed up after the November meeting with links to retail industry from the Bureau of Labor Statistics. Josh presented his data regarding sector and occupation break down. This included examples of occupations in demand, and those Artificial Intelligence (AI) will be replacing as well as creating. Josh shared that there are new and emerging occupations in which we have no projections. Josh provided some information regarding career clusters and supply and demand. Lori discussed lack of focus on AI by WorkForce Development Boards across the country. Lori gave the example of the Elevator Operator, being replaced by AI, and a more recent demand on Elevator Technicians. Josh explained the high number of job postings in retail. He stated that there is modest growth, which is a federal measure, however, there is also an ample supply for retail workers in Pierce County. Josh shared as well that Automation will likely replace some of



these jobs. The group decided to rule retail out as a potential sector based on this information provided.

III. Select Target Sectors for Alliances (Discussion and Action)

Discussion:

Josh presented information depicting the biggest employment supply and demand gaps in the next two years exist in Healthcare and Education. Both sectors experience high demand in terms of career clusters. Nathe added that we see a lot of traveling nurses in Pierce County and that employers such as MultiCare, have a hard time with them not feeling connected to Pierce County. Nathe included that often this is a source of frustration for employers. Lori reviewed that HealthCare does currently have an alliance, shared within the matrix handout, that focuses on development of talent pipeline. In consideration of developing a career pathway in health care, one problem Josh noted is that all healthcare organizations largely focus their recruitment and marketing efforts on women.

The Construction industry focus was brought up regarding career clusters. The committee agreed to review Construction career clusters at the occupational level during the December meeting. We can then decide which people to bring to the table as an industry alliance. Current programs such as the Bates TOOL Center were brought up. The committee can make a list to see who would be interested. Kari and Lori could then draft a letter, Nathe can sign, and we can begin making phone calls seeing which people are interested, and then have a conversation with those individuals to plan some dates to discuss in January or February. (See action items below)

Blaine stated that the committee needs to ensure we are focused on the Bold Goal populations, finding pathways/focusing on occupations which include both trades, not requiring post-secondary, and some with some secondary education required. Blaine and Nathe stated that during the consideration of the development of pathways we need to accept that not everyone wants to be on a pathway. If a person is satisfied with their current level of expertise within their trade, that is also acceptable.

Blaine and Nathe discussed changes in the construction field regarding new manufacturing products which reduce construction time and may require fewer people. Blaine said that it's important that we get people into the pipeline then they can explore other paths. The committee decided that a good direction focusing on the Construction Industry occupational clusters, along with career pathways is a good direction. Lori shared the Business Solutions Industry Alliance Matrix. Lori will be working with the Business Solutions Committee and will bring back clarification and more info about the Matrix in the next meeting.

Lori also discussed a Talent Pipeline component request from Linda Nguyen regarding WorkSource Customer feedback. Lori explained that MOU partners are all collecting customer service data. Employers though it is difficult to track as sometimes businesses are receiving the wrong survey link. Lori said that Linda asked her to bring this info the Pipeline Committee: What do Businesses want? What do employers need? Do they need more of a supply pool, more follow up post events, and communication prior to event?

Lori shared the survey feedback that job seekers want more individualized instruction, need more time as experiencing more barriers. Most job seekers say, "thank you, they were very nice, but didn't help me get a job." Linda wants Lori to bring the trends



to the pipeline group. Nathe asked are the survey questions leading to barriers. Lori said the questions are more related to the customer's experience at Center.

Actions:

- Review Construction Industry on the occupational level, selecting 1-5 occupations within an of the occupational cluster. Josh will provide data to review.
- Blaine to find out more about the high school construction programs.
- Lori will bring back clarification and more info about the Business Solutions Team Group Inventory.
- Convene an alliance conversation, in January or February.

- IV. Dates/times/locations for upcoming meetings/reoccurrence. Upcoming meetings, dates and times and locations will be updated and sent out with meeting minutes
- January meeting scheduled for the 23rd, 1:30-3pm, at *WorkForce Central, Suite C, Satellite office located in the same business park, and is the second office on the right as you enter from Cedar.*

BOLD GOAL 1

By 2025 the workforce system will reduce the number of disconnected young adults, 16 to 24, by half – from 15,300 to 7,650.

BOLD GOAL 2

By 2025 the workforce system will reduce the number of residents between the ages of 25 to 64 without a High School Diploma or a GED, by half – from 38,475 to 19,237.

