



GREATER ECONOMIC VITALITY FOR ALL.
Partnering to prepare and grow the Pierce County
workforce to align it with employer needs.

Workforce Development Council Talent Development Pipeline Committee

Meeting Minutes: September 19th, 2019 9:am-10am

In attendance: Nathe Lawver, Chair, Mandy Kipfer, Mark Martinez, Patty Rose, Lori Stumpf
Absent: Kari Haugen, Ron Thalheimer, and Blaine Wolfe

- I. **Welcome and Introductions completed**
- II. **Overview of operating rules per public sector meeting- Covered by Lori Stumpf.**
- III. **Review of Committee Description and members participating. Develop Contact List for staff, Chair, and Committee members.**

Discussion: Lori reviewed the committee description.

Action: Kari and Lori will ensure the committee members receive list and contact information.

- IV. **Review handout of examples of other workforce boards have activated per talent pipeline development.**

Discussion: Lori provided a review of the best practice material provided. Lori stated that Kari, Nathe and she had decided that while the committee could have started their discussion with a blank sheet, it would be better to start with some best practice information. Lori reviewed 3 key strategies and overviewed the best practice case studies of best practices in other areas.

Three Key Pipeline Strategies were identified during the meeting discussion:

1. Development of Sector Strategies: Workforce Boards target sectors are selected through the following criteria of High Wage, High Growth, High Demand. Industry Sector Alliances are created which include educators, labor, industry associations, and the private sector. These Alliances typically convene quarterly. Lori gave the example a Healthcare Alliance in Montgomery Co., MD that identified pharmacy technicians as being in short supply. Within the Alliance gaps were identified and assumptions such as not having enough instructors were revised. The real problem identified by the training entities was that students couldn't get enough internship hours to graduate. Through the work of the Alliance, employers committed to provide more internship hours to match the number of students the training entities could train. Lori stated that dialogue is key when convening the Alliance.
2. Building Career Pathways – examples of increasing career awareness to those in elementary and middle school. In Kentucky Lori's team regularly met with 10 plant managers who gave the feedback that they could not get enough workers at all



levels. The assumption is that no one is interested in working in advanced manufacturing because it is working in a dirty factory. The Alliance was supported by the Chamber of Commerce which sponsored an annual career awareness fair followed by the development of career pathways starting in every middle school across a 10-county area.

Another example that came out of this Alliance related to part time workers. In this area there is an influx of Burmese workers. In the plants they can only be hired as temp workers due to their lack of English. They have difficulty getting hired on full time as they needed to read signs in English, including passing a safety test which included reading safety signs. Lori and her team developed an on-site workplace literacy course so that they could pass the test with the stipulation that they would then be able to be hired on as full workers. They were paid during the 12-week training which occurred during their regular work hours, not evening or after hours. Some received a bump in pay when they were hired on full time as the incentive. Many of the plants increase pay after 15 months by an additional \$1.25/hr. These workers could start at that pay rate in some of the plants. In others, they were able to obtain a full-time job at the entry rate. This increased the career pathway, now they could advance to the next level, and receive GED training if they wanted to continue.

3. Apprenticeship Expansion- Lori addressed apprenticeship expansion, which is the third key strategy of a talent pipeline expansion strategy. This is currently being addressed by development of the Pre-Apprenticeship Center that WorkForce Central is initiating. Employers, labor and educators are at the same table to hear the specific needs.

Discussion: The committee discussed what strategies they wanted to undertake. After a substantial discussion the committee concluded that they wanted to begin building Industry Sector Alliances. It was proposed that the committee focus on two industry sectors to begin with. Two industry sectors proposed included Healthcare and Construction.

Action: Lori will develop a matrix to help evaluate which two sectors to focus on. The Business Solutions Team is currently working on an inventory of which sectors currently hold panels or convene regularly addressing pipeline issues. The matrix may also consider which sectors or alliances are the most interested in developing talent pipeline and where is the most demand as well. Lori also will find out if the new Pre-Apprenticeship Center already has some type of employer advisory group that meets regularly

V. Discussion of what is currently being done within the WDC Business Solutions Committee, Bold Goals Implementation Team within the One-Stop.

Lori provided the Committee with an overview of 2 partnership groups that currently exist that will help to support this Committee. One is the Business Solutions Team which can take strategies from this committee and implement them. The second is the Bold Goal Work Group. This group focuses specifically on the bold goals populations and how to engage them and how to engage employers with them.

Conclusion and Next Steps:



- Exploring development of Industry Alliance strategy: Lori will inquire with the WorkForce Central Vice President of Special Projects, Hilliary Bryan, to determine if an advisory committee currently exists within the Pre-Apprenticeship Center. Other considerations include; ensuring we are targeting the Bold Goal Population: How do we ascertain what young adults are [interested in?](#)
- Lori will speak with WorkForce Central CEO Linda Nguyen, and Josh Stovall, WorkForce Central Data Analyst to develop industry sectors needs assessment. It could be another field, healthcare. Review of their status and which are interested, and willing to move forward. Needs assessment requested of the 6 sectors and who's willing to participate.
- Development of the 'coalition of the willing' and the interested is recommended. Lori will send out six sectors again just so that we have it all out in front of us and so the last piece was agreeing to meet monthly.
- The committee will consider which two sectors to begin with and put some thought into which ones are selected.

VI. Dates/times/locations for upcoming meetings/reoccurrence. Upcoming meetings, dates and times and location will be updated and sent out with meeting minutes

- The next meeting will be scheduled for October 15th 1:30-3pm at WorkSource Pierce, Evergreen Room
- The following meetings dates and times will need to be changed as there were conflicts with Lori's schedule after availability was reviewed.

November 19th works 9-10:30am

Dec 19TH immediately before the WDC meeting. 1:30-3pm

- January- June 2020: Group members will send Lori their standing meeting dates to help develop a regularly occurring meeting date and time. This regularly standing meeting will begin in January of 2020.

AGENDA for October 15th 1:30-3PM WorkSource Pierce, Evergreen Room

- I. Welcome
- II. Action Item Reports (Update)
- III. Select Target Sectors for Alliances (Discussion and Action)
 - Review selection criteria and data

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.

