



GREATER ECONOMIC VITALITY FOR ALL.

Partnering to prepare and grow the Pierce County workforce to align it with employer needs.

WFC Executive Board Meeting

March 7th, 2024 • 3:00-4:30pm

WorkForce Central • via TEAMS

Executive Bruce Dammeier, presiding.

I. Welcome & Public Comment	3:00
II. Consent Agenda <i>(Board Vote)</i>	3:05
a) December 7, 2023 Minutes	
b) December 2023, January 2024, February 2024 Voucher Payments	
c) December 2023 Finance Report	
III. Budget and Org Development Update - Steve Grimstad & Katie Condit	3:10
a) Budget timeline	
b) WIOA to non-WIOA funding ratio targets	
c) County internship investment	
IV. Final Upskill-Reskill Earn and Learn Report - Christian Reed	3:25
V. Rapid Response- Teresa Delicino & Sam Bradshaw	3:40
a. WestRock After Action Review	
b. Additional layoff trends	
VI. Green Jobs & Pathways Summit- Katie Condit & Board	4:00
VII. Additional Board Business	4:10
a) Proposed staff COLA <i>(Board Vote)</i>	
b) CEO Review	
c) Board advocacy- Economic Security for All (HB 2230)	
d) Federal infrastructure funding	
VIII. Good of the Order	4:25

Attachments

December 7, 2023 Minutes

December 2023, January 2024, February 2024 Vouchers

December 2023 Finance Report

Budget Timeline

Upskill-Reskill Report

WestRock After Action Review



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WFC Executive Board Meeting MINUTES

December 7, 2023 • 1:00 - 2:30 p.m.

WorkForce Central • via Zoom

Executive Bruce Dammeier, presiding.

Attendees: Bruce Dammeier, Victoria Woodard, Kiara Daniels, April Lynne

Staff: Katie Condit, Debbie Lean, Deborah Howell, Steve Grimstad, Josh Stovall

I. Welcome

Bruce called the meeting to order at 1:05pm

II. Public Comment

None

III. Consent Agenda (*Board Vote*)

a) September 6, 2023 Minutes

b) Approve August, September, October, November 2023 Voucher Payments

c) Approve October 2023 Financial Report

d) Workforce board member term renewal

Motion to approve the consent agenda as presented made by Victoria; seconded by April. Approved

IV. Funding Updates

a) Commerce Community Reinvestment, \$3,737,175 (January 1, 2024-May 31, 2025)

i) BIPOC Business Support - \$2,355,773

Katie shared that WFC is receiving this funding from the Department of Commerce to support our black, indigenous, and people of color-owned businesses, especially small ones, in Pierce County, ensuring they have the workforce development support they need. She met with the Black Collective on Saturday and with the economic development team and the Chamber to ensure we are aligning this with work already happening, like the business accelerator and other investments being made. The bottom line is that we are aligning to fill gaps and amplify what we are hearing from BIPOC-owned businesses.

ii) Workforce Training Incentives - \$1,381,402

Katie shared this Department of Commerce funding is very prescribed. This funding will support income-constrained and employed people who want to upskill and reskill in other work but can't leave their current jobs. We anticipate being able to serve roughly 250,000 folks who typically take anywhere from four to six months enrolled in our workforce programs who are getting coaching and resume building and networking with employers, but also, who are training. Commerce is very clear that this is not guaranteed income, but it is designed to pay the customer \$1000/month if they have a plan and show they are



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working toward reskilling. WorkForce Central is working closely with United Way for alignment. And again, to be focused on our black, indigenous, and people of color communities who the war on drugs has most harmed.

b) Washington Jobs Initiative: Manufacturing and Construction, \$2,995,000 (January 1, 2024-September 30, 2025)

- Manufacturing - \$1,770,000
- Construction - \$1,225,000

Katie shared that the State of Washington applied for federal funding through the Economic Development Administration and was awarded \$23m to train people up and into good jobs. They then sent out an RFP to the entire state, not just to workforce boards, for roughly \$15m. For Pierce County, WorkForce Central is getting nearly \$3m. With over forty applicants, they awarded eight applications; we put in two that were sector-specific, one for manufacturing and one for construction. We were awarded \$1.7m for manufacturing and one of nearly \$1.2m for construction. The training focus will be manufacturing and construction with a strong partnership with Bates, Clover Park, and labor.

c) Port of Tacoma, \$175,000/year for up to 3 years

Katie shared that for the first time, the Port commissioners voted to prioritize workforce development. They put out an RFP, and after a competitive process, WorkForce Central was awarded the contract with the Port of Tacoma for \$175,000 per year for up to three years for both work experience, internship-type opportunities for young people, as well as upscaling, rescaling, earn and learn opportunities. We are partnering with the Asia Pacific Cultural Center as data shows that Asian American Pacific Islanders are significantly underrepresented in the skilled trades in Pierce County.

d) Pierce County Behavioral Health Consortium, \$1,989,200 (January 1, 2024- December 31, 2025)

Katie confirmed our contract is in the works with the County for over \$1.9m over the next two years for the Pierce County Behavioral Health Consortium. This is a consortium of employers and training providers who have been meeting in the last two years to discuss workforce shortage in behavioral health. This funding is slated to test some innovative models around interns, supervisors, and pathways.

Katie asked that Resolution #855 incorporating this approximately \$9m worth of additional funding into WorkForce Central's budget be approved. Victoria stated how impressed she is and continues to be by the work of WorkForce Central under the leadership of Katie. It's not just the funding and what the staff does; it's the innovative way we're applying the funding to ensure we have the impact we want these dollars to have. Motion to approve Resolution #855 made by April; seconded by Kiara. Approved.

V. “Earn and Learn” Pilot Impact**a) Benefits cliff impacts**

Katie reminded the board that the City of Tacoma and Pierce County have invested in building a foundation for an earn and learn structure through our workforce system. What that means in real life is when people go into training, they earn while doing it so that they are well set up for entering that job. Our team then ensures employers are there at the end to get them through those upskill and reskill opportunities. We hypothesize that people would complete at a higher rate and enter jobs at a higher rate if they are earning an incentive or a stipend along the way, which has proven true compared to when we have done these trainings in the past. Katie gave the board a sneak peek at our impact and outcomes, recognizing that the board will have a formal report no later than February to share with their councils. Katie advised that by the end of December, we will be fully spent, which we always want to say to you and are very proud of, and it frankly just demonstrates the need is there.

VI. Pierce County Career Pathways Mapping

Josh presented the tool he developed for use across the county to assist jobseekers and career navigators in navigating the different career pathways in our priority sectors. The project is in its later stages and still in beta. We are thinking about a couple of other use cases and audiences, connecting them to information about relevant occupations in the region and then the training and education opportunities for each of those pathways.

VII. Other Business**a) Workforce Development Board Chair and Vice Chair**

Katie shared that this is April's last board meeting. She served over a decade with WorkForce Central and in the WDB chair role for nearly six years. Not only has April helped the organization in a tremendous way, what she is leaving behind in terms of other board members will be so helpful to this organization. Katie reminded the board that they appoint members to the Workforce Development Board, but they vote on their leadership, so they will have a slate of a chair and a vice chair who have stepped forward. The current vice chair, Irene Reyes, the CEO of Excel Supply Company, has volunteered to step up into the chair role for a two-year term. Dave Shaw, the CEO of Intuit Cybersecurity, who has just been consistently steady with the board, understands the mechanics of how a Board functions will be that vice chair support for Irene as she chairs us through the next two years.

b) Executive Board Meeting Cadence and Format

Katie confirmed with the board that as we approach 2024, they still want to conduct their meetings virtually every quarter and that she plans to work with respective assistants on a schedule. Board members shared that having at least one of the scheduled meetings in person would be good.



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c) Interlocal Agreement and 501c3

Katie shared that there is no movement on the 501c3 project as she is still waiting to receive the signed Interlocal Agreement from Pierce County. Bruce advised that he will follow up on its status.

d) WestRock After Action Review

Katie said the board could expect a formal after-action review on the Westrock closure at the next board meeting. Because there are 100 employees still working through December, we want to wait for a comprehensive after-action review once we can determine what worked, what didn't, where workers landed, etc.

VIII. Good of the Order

Motion to adjourn made by Victoria; seconded by April. Meeting adjourned at 2:15pm

VOUCHER APPROVAL

December 2023

The following listing of vouchers written in the above month is hereby submitted to the Board for approval. I have audited and certified all vouchers as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090.

FUNDS	FROM	TO	TOTAL
Check Payments (check numbers)	12700	12724	\$ 214,097.87
Electronic Payments (dates)	12/1/2023	12/22/2023	\$ 1,243,407.32
TOTAL			\$ 1,457,505.19
Respectfully submitted by <u>Steve Aundstad</u>			
Chairman of Board		Date	

VOUCHER APPROVAL

January 2024

The following listing of vouchers written in the above month is hereby submitted to the Board for approval. I have audited and certified all vouchers as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090.

FUNDS	FROM	TO	TOTAL
Check Payments (check numbers)	12725	12750	\$ 276,033.36
Electronic Payments (dates)	1/4/2024	1/31/2024	\$ 625,456.49
TOTAL			\$ 901,489.85

Respectfully submitted by Steve Sumsted

Chairman of Board

Date

VOUCHER APPROVAL

February 2024

The following listing of vouchers written in the above month is hereby submitted to the Board for approval. I have audited and certified all vouchers as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090.

FUNDS	FROM	TO	TOTAL
Check Payments (check numbers)	12751	12770	\$ 145,871.86
Electronic Payments (dates)	2/2/2024	2/29/2024	\$ 738,729.06
TOTAL			\$ 884,600.92

Respectfully submitted by



Chairman of Board

Date

WorkForce Central
Program Year 2023/Fiscal Year 2024
Budget vs. Actual through December 31, 2023

Budget Line Item	Final PY23 Approved Budget	Year to Date Actual Expenditures	Budget Remaining
Jobseeker Solutions:			
Direct Services and Contracts	\$ 5,586,313	\$ 2,693,545	\$ 2,892,768
Business Solutions:			
Industry Cohort Trainings	1,066,830	666,935	399,895
Employer Reskill Upskill Fund	100,000	29,388	70,612
Job Fairs and Events	50,000	-	50,000
Pierce County Behavioral Health	239,000	-	239,000
Regional Alignment:			
System and Internal Professional Development	85,000	50,598	34,402
Common Referral System	215,500	89,757	125,743
Pierce WorkSource One-Stop Center	328,700	145,912	182,788
Workforce System Connection Site	45,000	19,505	25,495
Community Engagement	42,500	42,579	(79)
Service Delivery via Technology	194,000	94,024	99,976
Communications	62,500	13,189	49,311
Data and Research	31,500	11,833	19,667
WorkForce Central Staff	3,874,428	1,892,312	1,982,116
WorkForce Central Operational Expenses	522,000	248,078	273,922
Reserve	1,203,396	-	1,203,396 (1)
Total	<u>\$ 13,646,667</u>	<u>\$ 5,997,654</u>	<u>\$ 7,649,013</u>

Notes:

(1) - Reserve represents Workforce Innovation and Opportunity Act (WIOA) annual formula funding available for Program Year 2023 that will be used to maintain services such as when a continuing resolution is delayed, there is a government shutdown, or there is a delay in the awarding of Program Year 2024 WIOA annual formula funding. This allows for a period of time for continuation of services while the budget is negotiated and finalized. The reserve can also be used to leverage WIOA formula funding as other funding opportunities or initiatives come up during Program Year 2023.

WorkForce Central
Program Year 2023/Fiscal Year 2024
Direct Services and Contracts through December 31, 2023

Contract	Final PY23 Approved Budget	Year to Date Actual Expenditures	Budget Remaining	Obligation Remaining
PY2022 WIOA Adult Annual Formula	\$ 185,000	\$ 207,747	\$ (22,747)	-
PY2023 WIOA Adult Annual Formula	1,136,500	443,956	692,544	692,544
PY2022 WIOA Dislocated Worker Annual Formula	126,500	129,348	(2,848)	-
PY2023 WIOA Dislocated Worker Annual Formula	879,400	346,015	533,385	533,385
PY2022 WIOA Youth Annual Formula	212,000	182,493	29,507	-
PY2023 WIOA Youth Annual Formula	1,009,000	462,770	546,230	546,230
Economic Security for All	1,197,913	361,880	836,033	835,120
QUEST Disaster Recovery National Dislocated Worker Grant	840,000	372,656	467,344	1,016,869
CDBG COVID Hunger Relief Staffing and Services	-	186,680	(186,680)	-
Total	<u>\$ 5,586,313</u>	<u>\$ 2,693,545</u>	<u>\$ 2,892,768</u>	<u>\$ 3,624,148</u>

RESKILL UPSKILL OUTCOME REPORT

November 2021 – December 2023



22
Unique Training Providers
Were Supported



93
Unique Employers
Were Supported



218
Total Individuals Served



35
Average Age of
Participants

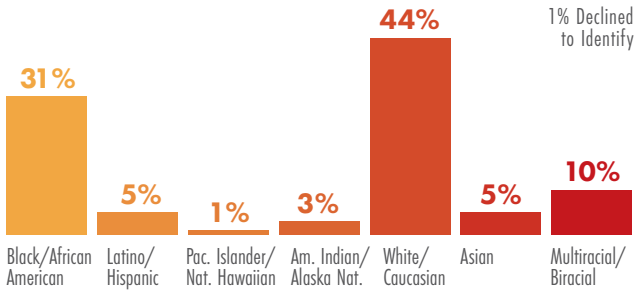


\$642,900
Total Training Stipends
Distributed

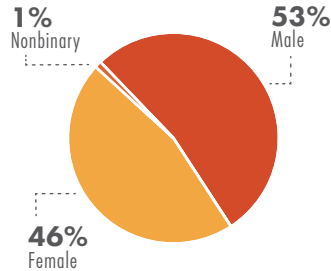


\$2,949
Average Stipend Amount

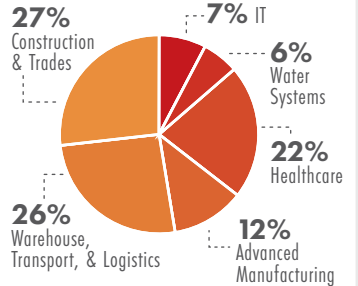
RACE OF PARTICIPANTS



GENDER OF PARTICIPANTS



TRAINING HOURS



POPULATIONS SERVED



61%
Below
Low-Income
Guidance



50%
On Public
Assistance



7%
Experiencing
Homelessness



25%
Long-term
Unemployed



25%
Underemployed

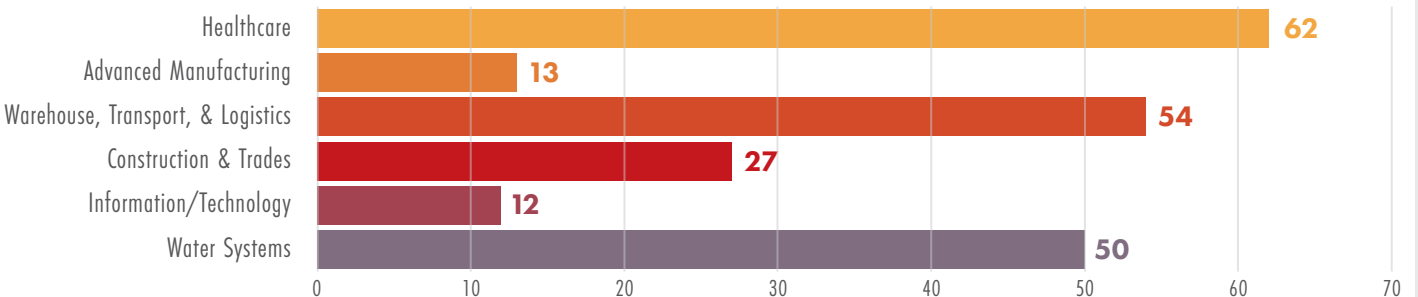


11%
Receiving
Housing
Assistance



13%
Ukrainian
Refugees

INDIVIDUALS RECEIVING STIPENDS BY INDUSTRY/SECTOR



POST PROGRAM RESULTS



94%
Individuals Completed Training



32,783
Total Hours of Training



16%
Still Receiving Case Management Support



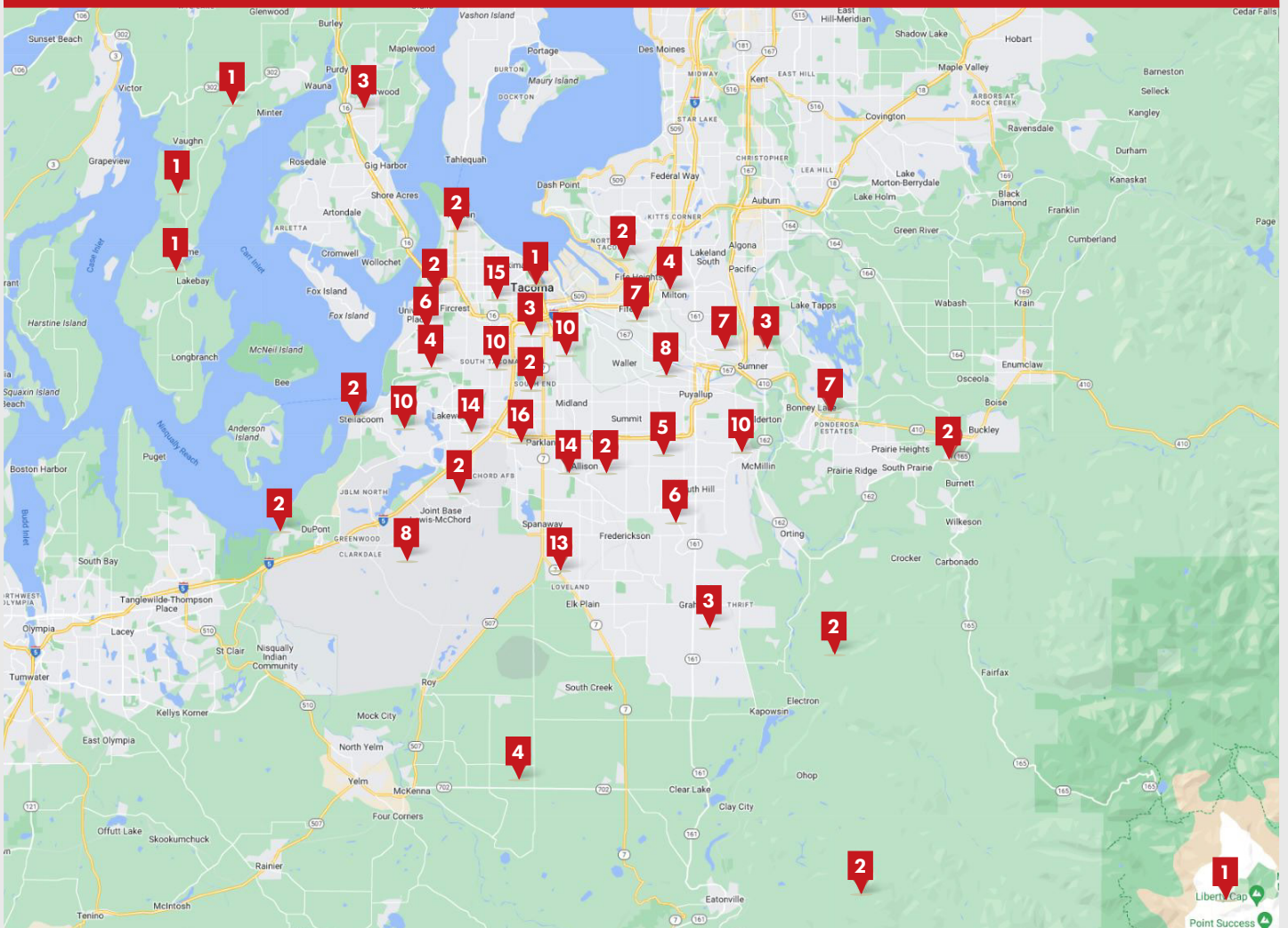
142
Obtained Employment or Continuing Education



\$25.05
Average Wage Obtained After Program Exit

RESULTS HEATMAP

INDIVIDUALS BY LOCATION



A PARTNERSHIP OF





WestRock

After Action Report



February 2024

Samuel Bradshaw
Business Solutions Manager

WestRock After Action Report

Starting in August 2023, Workforce Central, Washington State Labor Council (WSLC), the Employment Security Dept., United Steel Workers union, and other local partners worked together to respond to the 408 workers impacted by the closure of WestRock Paper Mill in Tacoma. Because of the reluctance of the closing organization (WestRock Inc.) to bring our staff on site initially, our team knew we were to expect challenges on the road to helping these impacted workers. Our team was able to schedule two on-site events, followed directly by job fairs and several off-site events, in partnership with Labor.

Layoffs at the WestRock Tacoma facility began on September 30, 2023 and ended January 1, 2024 as the mill progressed toward closure.

Outcomes to Date

- Workforce Central and WorkSource Pierce provided the impacted workers with Resume and Interviewing workshops, job search assistance, Job Fairs, and other re-employment services based on customer needs.
- Summary of WestRock laid-off worker self-attested outcomes to date:
 - 89 laid-off WestRock workers are re-employed with local Pierce County businesses
 - 18 laid-off WestRock workers transferred to another WestRock facility
 - 19 laid-off WestRock workers chose retraining services
 - 94 laid-off WestRock workers are continuing to job search while on unemployment benefits and using their severance packages.
 - 8 laid-off WestRock workers chose retirement
 - 70 laid-off WestRock workers were still working at WestRock Tacoma until 1/31

Current Retraining Activities Based on Interest

- HVAC Cohort Training at Clover Park.
- WIOA funded CDL-A Cohort training

Rapid Response

- Workforce Central Business Solutions team coordinated Rapid Response events with partners from Unemployment Insurance, the Community and Technical Colleges, Dislocated Worker Program Staff, WA Healthplanfinder staff, and DSHS for all affected workers both on-site (2 events) and at Labor Union Offices (2 events).
- Workforce Central hosted targeted employer hiring events in conjunction with Rapid Response to offer businesses with openings for workers with similar skillsets as the impacted WestRock workers.

Peer Support for Impacted Workers

- Workforce Central partnered with WSLC to hire a Peer Support Worker to aid impacted workers. This was funded through Emergency Rapid Response funding available through the

Employment Security Dept. and was done in partnership with the Workforce Central Business Solutions team.

- Peer Outreach workers assisted WestRock-affected individuals with accessing and navigating services. This included two “Coffee with Colleagues” events that led to WIOA enrollments and college retraining assistance. They have operated out of our One-Stop center and have referred many colleagues to services.
- Our first Peer Outreach worker, Michael Pichler, was hired full-time by the WSLC as an Unemployment Insurance Navigator.
- Our Newest Peer Outreach worker Robert Garcia started February 12, 2024.
- Robert is scheduled to complete contract on March 31, 2024

Lessons Learned

- **Importance of Early Engagement:** The experience with WestRock Paper Mill underscores the criticality of early engagement with all stakeholders involved in workforce transitions. Delayed or reluctant involvement from the closing organization can significantly impede progress and exacerbate challenges for impacted workers. As we experienced with WestRock, even though they had a large number of employees, the organization was only interested in our team coming on site twice during the 4-month layoff process.
- **Need for Collaboration and Cooperation:** The success of workforce transition efforts depends heavily on collaboration among various stakeholders, including government agencies, labor unions, and local partners. Working in silos or facing resistance from key stakeholders can hinder the effectiveness of support services and delay re-employment opportunities.
- **Adaptability and Flexibility:** Despite initial challenges, the team demonstrated adaptability by organizing Rapid Response events and offering a range of re-employment services tailored to the needs of impacted workers. Engaging the workers offsite and having a location readily available helped to ensure we made our services available to all staff at WestRock. Good relations with Labor organizations fueled this effort. Further, flexibility in program design and service delivery is essential to address the diverse needs of displaced workers effectively, as exemplified by creating a Class-A Commercial Driver’s License cohort for WestRock-affected workers with our Dislocated Worker program.
- **Importance of Peer Support:** The partnership with the Washington State Labor Council and Employment Security Dept. to hire Peer Support Workers highlights the value of peer-to-peer assistance in aiding impacted workers. Peer support offers a unique avenue for individuals to access and navigate available services, fostering a sense of community and empowerment during challenging transitions by having someone who is experiencing the same layoff act as a conduit into our system.
- **Continuous Evaluation and Improvement:** The conclusion of the contract for the Peer Outreach worker prompts reflection on the ongoing evaluation of workforce transition initiatives. Regular assessment of program effectiveness, stakeholder feedback, and outcomes data is essential for identifying areas of improvement and refining strategies for future workforce transitions.