



**GREATER ECONOMIC VITALITY FOR ALL.**

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

**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

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.

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