WELCOME AND INTRODUCTIONS
STRUCTURE, GOALS, & ROLE OF THE FINANCE & ADMINISTRATION COMMITTEE

Angela Dunleavy, Executive Director, FareStart
Marie Kurose, CEO, Workforce Development Council
REGIONAL WORKFORCE DEVELOPMENT TRANSFORMATION

• Strengthen the WDC to become a best in class, innovative, regional workforce development backbone organization that is a catalyst for leveraging and aligning resources to increase equity and maximize outcomes.

CREATE ONE BACKBONE ORGANIZATION – REGIONAL BOARD

• Unified regional workforce development strategy & system alignment to increase impact and scale.
• Break down silos to minimize administrative costs and redundancies.
• Center racial equity and economic inclusion.
• Guided by community voice with clear impact measures and racial equity results.
• Coordinated system for engaging employers. Industry tables and strategies to eliminate disparate employment outcomes.
• Pooling or coordination of funding with clear role for different funding to close system gaps, increase efficiency and impact.
**Recommendations:**

- Strengthen the LWDB’s role as regional policy body
- Separate fiscal agent oversight for operational and compliance issues related to the role of the fiscal agent.
- Establish new LWDB Committees to support transformation priorities
NEW GOVERNANCE STRUCTURE – APPROVED 6/2021

CHIEF LOCAL ELECTED OFFICIALS
Designate fiscal agent, administer federal money & appoint LWDB board members

FINANCE & ADMINISTRATION COMMITTEE
Governs WDC, Makes Funding Decisions, Oversees Fiscal & Operational Affairs

LOCAL WORKFORCE DEVELOPMENT BOARD
Leads Regional System, Develops & Oversees Strategy & Priorities

WORKFORCE DEVELOPMENT COUNCIL
Staffs Boards, Committees & Implements Decisions

INDUSTRY ENGAGEMENT COMMITTEE

RACIAL EQUITY COMMITTEE

POLICY COMMITTEE

ADDITIONAL COMMITTEES TBD

SEAKINGWDC.ORG
### BOARD & COMMITTEE ROLES & RESPONSIBILITIES

<table>
<thead>
<tr>
<th>FULL BOARD</th>
<th>FINANCE &amp; ADMINISTRATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>• System strategy, guidance, &amp; advocacy</td>
<td>• Fiduciary</td>
</tr>
<tr>
<td>• Policy</td>
<td>• Administrative</td>
</tr>
<tr>
<td>• Local Plan Approval</td>
<td>• Audit</td>
</tr>
<tr>
<td>• Regional Strategic Plan</td>
<td>• Monitoring &amp; compliance</td>
</tr>
<tr>
<td>• Convening</td>
<td>• Procurement</td>
</tr>
<tr>
<td>• CEO hiring/evaluation</td>
<td>• Operations</td>
</tr>
<tr>
<td>• Annual budgeting</td>
<td>• Local policies</td>
</tr>
<tr>
<td>• Performance accountability negotiation</td>
<td></td>
</tr>
</tbody>
</table>
FISCAL: INTERNAL BACKBONE

- Aligned financial and procurement systems
- Beyond WIOA compliant
- Building our team
- Audit
- Mid-year budget
**PY21 FINANCE & ADMINISTRATION COMMITTEE TIMELINE**

**NOV/DEC 2021**
- Meet January 21st
- Approve audit
- PY20 WIOA performance
- Approve mid-year budget

**JAN 2022**
- Meet January 21st
- Approve audit
- PY20 WIOA performance
- Approve mid-year budget

**FEB 2022**
- Meet March 4th
- Board retreat March 17th
- Review Local Plan
- Board vote on Local Plan

**MAR 2022**
- Meet March 4th
- Board retreat March 17th
- Review Local Plan
- Board vote on Local Plan

**APR 2022**
- Meet April 29th
- WorkSource site certification

**MAY 2022**
- Meet June 3rd
- Full Year Budget Approval
- Board Annual Meeting June 23rd

**JUN 2022**
- Meet June 3rd
- Full Year Budget Approval
- Board Annual Meeting June 23rd

**JUL 2022**
- Meet June 3rd
- Full Year Budget Approval
- Board Annual Meeting June 23rd

- New program year begins
CONSENT AGENDA

• Review and approve draft agenda

1. INTRODUCTIONS

2. STRUCTURE, GOALS, & ROLE OF THE FINANCE & ADMINISTRATION COMMITTEE

3. CONSENT AGENDA
   • Draft Finance & Administration Committee agenda

4. ACTION ITEMS
   • Review and approve
     i. Accommodations Policy
     ii. On the Job Training Policy for WIOA Title I Programs
     iii. TAA & Dislocated Worker Co-Enrollment
     iv. Adult & Dislocated Worker Incentive Payments Policy
     v. Procurement Policy
    • Review and approve Request for Proposals #21-03 Employment supports for individuals impacted by the criminal legal system

5. ADDITIONAL ITEMS
   • Good Jobs Challenge

6. ADJOURNMENT
WDC POLICY APPROACH

• Alignment with Regional Plan and Centering Racial Equity
• Adopting a pro-eligibility approach
• Removing overly restrictive terms and documentation
• Embracing the widest definition of terms to benefit the maximum number of people
POLICY UPDATES

REVIEW AND APPROVE:

i. Accommodations Policy
ii. On the Job Training Policy for WIOA Title I Programs
iii. TAA & Dislocated Worker Co-Enrollment
iv. Adult & Dislocated Worker Incentive Payments Policy
v. Procurement Policy
REVIEW AND APPROVE REQUEST FOR PROPOSALS #21-03 EMPLOYMENT SUPPORTS FOR INDIVIDUALS IMPACTED BY THE CRIMINAL LEGAL SYSTEM
Review Panel Recommendations
Presented to WDC Finance & Administration Committee
November 5th, 2021
I. Background
II. The Review Process & Timeline
III. Funding Information
IV. Analysis of Top Proposals
V. Recommendations
VI. Action Requested
VII. Discussion
BACKGROUND

Veterans, Seniors & Human Services Levy (VSHSL)

The Workforce Development Council of Seattle-King County (WDC)

Employment Support for individuals impacted by the criminal legal system
WDC – Regional Strategic Plan
- Blueprint
- Centers Racial Equity
- Focus of BIPOC, immigrant & refugee community
- Equitable Economic Recovery
- Job Quality

VSHSL Implementation Plan
- Focus on eliminating Racial disparity in health and human services in King County
- Safety & Justice goal of diverting people from the criminal justice system
- Commitment to serve Vulnerable Population that includes individuals impacted by criminal legal system

North Stars
The criminal legal system disproportionately impacts low-income communities, especially individuals of Black, Indigenous and Latinx origin leading to a huge racial disparity.

Source - King County Department of Adult & Juvenile Detention
United States Census Bureau - King County Quick Facts

This data is from July 2021.
GOAL OF THE RFP

- Create access to employment, training and education opportunities among individuals who have touched the criminal legal system.

- Focus on Black, Indigenous and Latinx individuals and communities who are adversely affected by a criminal legal system that disproportionately targets people of color, immigrants and refugees (BIPOC communities).

- Provide upstream and responsive services through community-led organizations that possess, or tap into, community-centered leadership, peer navigators, and the technical expertise needed to support individuals’ journey towards employment and self-determination.
SCOPE OF WORK

1. Peer mentorship and community-based navigation
2. Employment specialist services + case management with longer service eligibility
3. Access to paid apprenticeships, pre-apprenticeships, and training programs for in-demand job sectors:
4. Integrated services with diversion programs
5. Pre-release services/supports for incarcerated individuals
6. Facilitated connection to auxiliary community services
7. Allowing funded programs to access flexible financial assistance (FFA) to meet and support basic needs of participants
8. Other: Organizations may propose additional strategies and program models. If your organization’s program model does not align with the strategies above, please describe alternative strategies.
Attended by 54 individuals representing over 30 orgs.

Answered 50 questions.

Received 25 applications certified as compliant.

Out of the 25 proposals – 5 of them were recommended.
AVAILABLE FUNDING

Up to $1,825,000 is available for the program period of November 1, 2021, until December 31, 2023.

<table>
<thead>
<tr>
<th>Program Year</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>Total</th>
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<tbody>
<tr>
<td>Funding</td>
<td>$125,000</td>
<td>$950,000</td>
<td>$750,000</td>
<td>$1,825,000</td>
</tr>
<tr>
<td>Amount</td>
<td></td>
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<td></td>
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</tr>
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</table>
**FUNDING / BUDGET ANALYSIS**

List of Proposals

<table>
<thead>
<tr>
<th>Count</th>
<th>Name of the Bidder</th>
<th>Amount Requested</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chief Seattle Club</td>
<td>$244,380.00</td>
</tr>
<tr>
<td>2</td>
<td>Evergreen Goodwill of Northwest Washington</td>
<td>$218,899.00</td>
</tr>
<tr>
<td>3</td>
<td>Community Passageways</td>
<td>$177,250.00</td>
</tr>
<tr>
<td>4</td>
<td>Neighborhood House</td>
<td>$159,954.00</td>
</tr>
<tr>
<td>5</td>
<td>TRAC Associates (Africa Town, Evergreen Empowerment Network)</td>
<td>$350,235.00</td>
</tr>
<tr>
<td>6</td>
<td>FairStart</td>
<td>$1,410,217.00</td>
</tr>
<tr>
<td>7</td>
<td>Organization for Prostitution Survivors</td>
<td>$161,823.00</td>
</tr>
<tr>
<td>8</td>
<td>Weld Seattle</td>
<td>$100,100.00</td>
</tr>
<tr>
<td>9</td>
<td>Boys &amp; Girls Clubs of King County</td>
<td>$393,911.00</td>
</tr>
<tr>
<td>10</td>
<td>Pioneer Human Services (Weld Seattle, the Seattle Clemency Project, AIAC)</td>
<td>$514,963.00</td>
</tr>
<tr>
<td>11</td>
<td>YWCA Seattle King Snohomish</td>
<td>$298,491.00</td>
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<tr>
<td>12</td>
<td>Urban League of Metropolitan Seattle (ULMS)</td>
<td>$265,706.00</td>
</tr>
<tr>
<td>13</td>
<td>PACIFIC ASSOCIATES (Interaction Transitions, POCAN)</td>
<td>$1,825,000.00</td>
</tr>
<tr>
<td>14</td>
<td>Unloop</td>
<td>$262,996.00</td>
</tr>
<tr>
<td>15</td>
<td>Valley Cities Behavioral Health</td>
<td>$356,269.00</td>
</tr>
<tr>
<td>16</td>
<td>YMCA of Greater Seattle</td>
<td>$98,820.00</td>
</tr>
<tr>
<td>17</td>
<td>Latino Civic Alliance</td>
<td>$250,156.67</td>
</tr>
<tr>
<td>18</td>
<td>InterCultural Children and Family Services</td>
<td>$1,000,558.00</td>
</tr>
<tr>
<td>19</td>
<td>Orion Industries</td>
<td>$237,206.00</td>
</tr>
<tr>
<td>20</td>
<td>Real Escape from the Sex Trade</td>
<td>$178,676.00</td>
</tr>
<tr>
<td>21</td>
<td>Washington Voices</td>
<td>$93,000.00</td>
</tr>
<tr>
<td>22</td>
<td>Lutheran Community Services Northwest</td>
<td>$388,315.00</td>
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<tr>
<td>23</td>
<td>Adonai Counseling &amp; Employment Inc.</td>
<td>$286,799.00</td>
</tr>
<tr>
<td>24</td>
<td>What’s Next - Washington</td>
<td>$173,588.00</td>
</tr>
<tr>
<td>25</td>
<td>Your Money Matters</td>
<td>$75,000.00</td>
</tr>
</tbody>
</table>
# ANALYSIS OF TOP PROPOSALS

<table>
<thead>
<tr>
<th>Name of the Organization</th>
<th>Scope of Work</th>
<th>Council Districts</th>
<th>Operating Budget</th>
<th>Amount Requested</th>
<th>Highlighted Strengths</th>
</tr>
</thead>
</table>
| ✓ Chief Seattle Club     | 1,2,4,5,6,7   | 1,2,4,5,6,7,8     | $ 5.7 Million    | $244,380         | • Everyone on the panel had a great respect for their work.  
• The composition of their staff and leadership team is over 90% BIPOC. Their Board of Directors is 73% indigenous.  
• They put together a strong program model with focus on peer mentorship, employment support and wrap around services with multiple pathways for providing stable housing.  
• They recently received funding from King County to support record expungement and payments of Legal Financial Obligations (LFO) |
| ✓ Community Passageways  | 1,2,3,4,5,6,7 | 1,2,3,7          | $ 2.4 Million    | $177,250         | • BIPOC led grassroots organization with a great track record.  
• Reviewers liked their peer mentorship + credible messenger model, helping the target population to first integrate in the community and then navigate to the right resources. |
| ✓ TRAC Associates        | 1,2,3,6,7     | 1,2,3,4,5,6,7,8,9 | $ 4.8 Million    | $350,235         | • Of all the consortium models, TRAC Associates’ proposal stood out primarily because of the following reasons –  
  - choice of consortium partners,  
  - cost per participant,  
  - their history of working deeply in the community and  
  - hiring staff and leadership that is reflective of the community served  
  - program philosophy – “they always find a way to serve the clients that are referred to them” |
## ANALYSIS CONT’D

<table>
<thead>
<tr>
<th>Name of the Organization.</th>
<th>Scope of Work</th>
<th>Council Districts</th>
<th>Operating Budget</th>
<th>Amount Requested</th>
<th>Highlighted Strengths</th>
</tr>
</thead>
</table>
| ✓ Organization for Prostitution Survivors | 1,2,6,7 | 1,2,4,5,7,8 | $ 0.97 Million | $161,823 | • A very small grassroots organization  
• Majority of the staff including the entire leadership team are survivors.  
• Their program model is based on peer mentorship, employment support and connection to auxiliary community services.  
• They serve a population that has the highest needs and is the farthest away from opportunity. |
| ✓ Weld Seattle | 1,2,3,4,5,6,7,8 | 1,2,3,4,5,6,7,8,9 | $ 1.4 Million | $100,100 | • The organization is a grassroots organization founded by and for people impacted by the criminal legal system,  
• 100% of their staff have lived experience and 50% belong to BIPOC communities.  
• 100% of individuals served by Weld are legal system impacted.  
• Weld Seattle is 49% self-funded and  
• Have a solid program model with housing assistance intertwined with peer mentorship and employment support, which helps them keep their recidivism rate below 3%.  
• Lastly, they have a very reasonable ask. |
RECOMMENDATIONS

The evaluation panel recommends funding the following organizations from November 2021 through December 31, 2023.

<table>
<thead>
<tr>
<th>Count</th>
<th>Name of the Organization</th>
<th>12-month recommended funding (renewed annually)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chief Seattle Club</td>
<td>$ 225,000</td>
</tr>
<tr>
<td>2.</td>
<td>Community Passageways</td>
<td>$ 180,000</td>
</tr>
<tr>
<td>3.</td>
<td>TRAC Associates</td>
<td>$ 284,000</td>
</tr>
<tr>
<td>4.</td>
<td>Organization for Prostitution Survivors</td>
<td>$ 161,000</td>
</tr>
<tr>
<td>5.</td>
<td>Weld Seattle</td>
<td>$ 100,000</td>
</tr>
</tbody>
</table>

The following organizations will be considered if/when additional funding becomes available.

<table>
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<tbody>
<tr>
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<td>2.</td>
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</tr>
<tr>
<td>3.</td>
<td>FareStart</td>
</tr>
</tbody>
</table>
The committee is requested to consider and approve the recommendations for contract awards. If approved, new contracts will begin in November 2021, and end December 31, 2023.
CONFLICT OF INTEREST

No individual shall participate in the selection, award, or administration of a contract or grant funded by WIOA or other federal, state or county of city funds if a real or apparent conflict of interest would be involved. Such a conflict would arise when the individual, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in the firm selected for an award.

No individual shall cast a vote or participate in any decision-making capacity on the provision of services by such individual (or any organization which that individual directly represents), or any matter which would provide any direct financial benefit to the individual, to the individual’s immediate family, or to the individual’s organization.
DISCUSSION
OTHER BUSINESS

GOOD JOBS CHALLENGE
GOOD JOBS CHALLENGE
GRANT OPPORTUNITY FROM U.S. ECONOMIC DEVELOPMENT ADMINISTRATION

Goals
• Establishing or strengthening regional systems to train workers through sectoral partnerships
• Advancing equity, creating good paying jobs, helping workers to develop in-demand skills

Awards
• $500 million total, $5 - $25 million grant (24-36 month)
• Due January 26, 2022

Grant Elements
• Sector Partnerships
• System Development
• Program Development & Implementation

Requirements:
• System Lead Entity (Backbone)
• Alignment with region’s current Comprehensive Economic Development Strategy (CEDS)
• Committed support of region’s executive leadership, elected officials, Labor, employers
• Governor’s support
GOOD JOBS CHALLENGE

- Regional Collaborative: Tri-County Partnership (Pierce, King and Snohomish)
  - Seattle-King County Lead Applicant

- Sector focus: Healthcare, Life Sciences, Maritime, Construction

- Approach:
  - Building regional (shared) backbone capacity: data, industry engagement, policies and program implementation
  - Leveraging and enhancing existing industry consortiums (sector partnerships)
  - Intentional focus on racial equity: partnerships, data, approach
  - Workforce boards live at the intersection of systems and training, well positioned to lead innovative recovery.
  - Leverage WIOA funds and ability to serve SNAP, TANF, and WIC recipients.
  - Not a stand-alone Good Jobs Initiative, but a strengthening of systems to leverage and ensure high impact with no duplication.
Thank you

Our next Board meeting is Thursday December 9th at 9 a.m.

Our next Finance & Administration Committee meeting is Friday January 21st