

# Washington State's Strategic Workforce Plan

*Workforce Plan Priorities  
Washington Ports Association  
November 18<sup>th</sup>, 2015, Seattle*

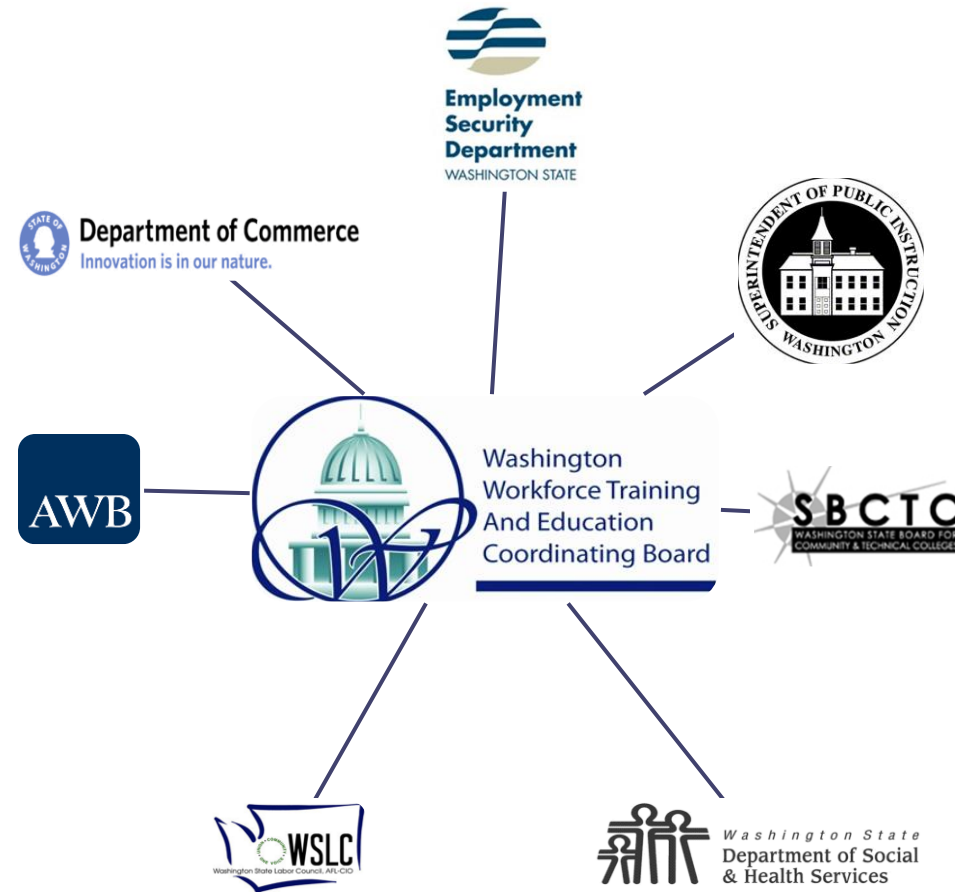
**Patrick Woods**, Operations Manager  
Washington State Workforce Board

**Workforce Training and  
Education Coordinating Board**



# The Workforce Board

- **Central coordinating hub** for WA workforce system.
  - **Strategic Vision** for system.
  - **System performance** through research, analysis.
- **Business & Labor customer focus** guide the Board
  - 2/3 of seats held by Business and Labor; remaining seats held by major service providers (OSPI, SBCTC, ESD)
  - Advisory members representing STEM community, chief local elected officials, DSHS, and Commerce



# The Workforce Innovation and Opportunity Act (WIOA)

## WIOA Goals

- To improve the quality of the workforce;
- Increase economic self-sufficiency;
- Reduce welfare dependency;
- Meet employer skill requirements; and
- Enhance the productivity and competitiveness of the nation.



# Governor Inslee's Charges to the Workforce Board

1. Help more people find and keep jobs that lead to economic self-sufficiency, with a focus on disadvantaged populations.
2. Close skill gaps for employers, with a focus on in-demand industry sectors and occupations.
3. Work together as a single, seamless team to make this happen.



Washington State  
Workforce Training  
And Education  
Coordinating Board



# WIOA's Key Features

- **One Strategic Umbrella** for many more programs
- **Single Performance Accountability System**, comparing apples to apples and designed to drive **continual self-improvement**
- **Employers & Workers/Jobseekers** are dual customer satisfaction objective
- **Emphasizes Engagement with Business Community** to build sustained, long-term partnerships to train the workforce to address skills need
- **Coordinated programming and service delivery** for better performance outcomes—eliminating the **sequence of services requirement**

# WIOA's Key Features

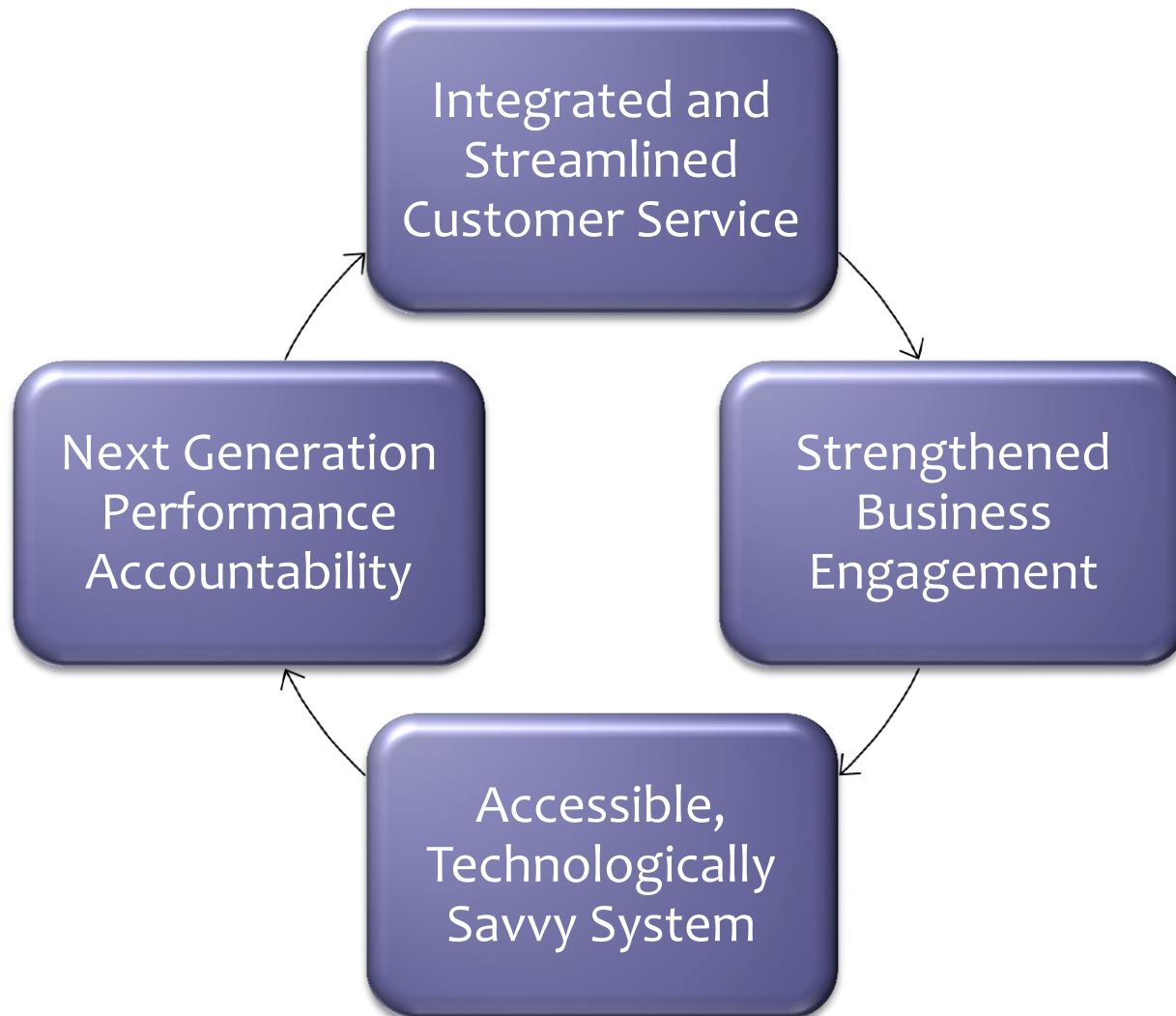
- **Regional planning** based on economic and demographic considerations
- **Out-of-School Youth Services Key focus**
  - 75% minimum expenditure of all youth funds on out-of-school youth
  - Increased age of eligibility for youth funds - up to age 24
  - Required transition planning for youth with disabilities in coordination with DVR
- **Work-Integrated Learning Opportunities and Customized Training** programs emphasized.
  - 20% minimum expenditure of all youth funds
  - **Incumbent worker training funding**
- **Improving Access to Services for All key focus**, particularly populations with barriers to employment

# Priority Populations

<i>Displaced Homemakers</i>	<i>Youth in/Formerly in Foster Care</i>
<i>Low-Income Individuals</i>	<i>English Language Learners</i>
<i>Native Americans, Alaska Natives, Hawaiians</i>	<i>Migrant/Seasonal Farmworkers</i>
<i>Individuals with Disabilities</i>	<i>Individuals within 2 Years of Exhausted TANF Eligibility</i>
<i>Older Individuals</i>	<i>Single Parents/Pregnant Women</i>
<i>Ex-Offenders</i>	<i>Long-Term Unemployed</i>
<i>Homeless Individuals</i>	<i>Veterans</i>
<i>“Other Groups”</i>	

- WIOA enumerates 14 priority subpopulations—and a 15<sup>th</sup> “catch-all” category for other populations designated by the Governor.
- The Workforce Board and system partners have interpreted Governor Inslee’s charge as a call to improve access among ***all priority populations***.

# Washington's Key Strategic Priorities





## Strategic Plan Draft Goals

# **Business Engagement**

- ✓ **Establish a baseline and increase the number of businesses utilizing the workforce system.**
- ✓ Establish a baseline and increase the number & % of businesses reporting satisfaction with the services they receive via the workforce system by 5% per year.
- ✓ Have at least one sector partnership in development in each workforce region. Use the Sector Partnership Framework to show progress over time.
- ✓ Increase resources for work-based learning opportunities, including OJT, Apprenticeship, Internships, Job Shadows with emphasis on incumbent worker training
- ✓ Increase the amount of work-based training
- ✓ Train at least 30% of workforce system's staff on implementation of sector partnerships

## Strategic Plan Goals

### **Integrated Service Delivery**

- ✓ Increase the number of designated navigators available within the One-Stop system
- ✓ Develop an intake process that eliminates redundant assessments and streamlines customer experience
- ✓ Increase number of participants, including those with barriers, who have defined career pathways and have gained portable skills, received industry-recognized credentials, and/or earned college credits

## Strategic Plan Goals

### **Technology and Access**

- ✓ Implement secure wireless internet access in high-traffic areas of all comprehensive one-stop centers in Washington by 2020
- ✓ Establish the state-level advisory committee on accessibility and barrier solutions and ensure the designation of local advisory committees during the first 2 years of the plan. By the 4<sup>th</sup> year of the plan, ensure that the state-level advisory committee has received multiple years of progress reports on barrier removal projects at the local level from each local area.
- ✓ Identify and encourage local pilot programs that use technology as a means of facilitating and improving integrated service delivery for customers, including programs that are designed to improve access to the system



Strategic Plan

# **Next Generation Performance Accountability**

- ✓ Develop a system to accurately measure the collective success of all WIOA Partners in serving workforce populations

# Washington Workforce Development Centers

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# State Workforce Plan's Collaborative Process

1. **Major decisions on plan decided by Workforce Board** in collaboration with workforce partners
2. **WIOA Steering Committee. subcommittees** and taskforces – the resource well and driver of plans priorities
3. **State Plan Writing Team** – comprised of major workforce partners with all stakeholders welcome to attend weekly meetings
4. **Public Forums** – provide overview draft plan's priorities to stakeholders and receive input and recommendations
5. **Operational Plan Team** is scheduling work sessions, starting in October
6. **Ongoing Support for Local Plans** with official guidelines targeted for end of October

**For Additional Information :** [www.wtb.wa.gov/WIOA](http://www.wtb.wa.gov/WIOA)

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## What programs are part of the state's workforce development system?

- **WIOA Title I Programs**
  - Disadvantaged Adult
  - Youth Employment and Training
  - Dislocated Workers
- **WIOA Title II Programs:** Basic Education for Adults
- **WIOA Title III Programs:** Wagner-Peyser Services
- **WIOA Title IV:** Vocational Rehabilitation
- **Carl Perkins Act (secondary and post-secondary)**
- **Temporary Assistance for Needy Families (TANF)\*/WorkFirst**
- **Job Skills Program**
- **Customized Training Program**
- **Worker Retraining Program**
- **Training Benefits Program**
- **Apprenticeship**
- **Private Vocational Schools**
- **Trade Adjustment Act**
- **Veterans Employment and Training**
- **Unemployment Insurance Services**
- **SNAP Employment & Training**
- **Senior Community Services Employment**
- **Community Development Block Grant**
- **Community Services Block Grant**
- **Second Chance Act**

**JULY  
2015**

July 28  
Steering  
Committee adopts  
Task Force and  
Subcommittee  
recommendations

July 30-31  
Workforce Board Retreat  
Approves workforce plan's focus

**August 17  
Workforce Board Meeting**

- Elects to create a combined plan with as many participating partners as possible.
- Approves Chapters 1-3 of *High Skills, High Wages* plan (economic overview and performance accountability).

August 25  
WIOA Writing Team  
Weekly Meetings  
start

Key Plan Writing  
Period

September 17  
Workforce Board Meeting  
Take action on Plan Outline

**Phase 1 Workforce Plan  
September & October**  
Public Forums  
9/11 Vancouver & 9/15  
Spokane

**Phase 2 November – January**  
WIOA Strategic Plan posted  
for public comment

November 19  
Workforce Board  
Meeting Take action on  
Workforce Draft Plan

**January**  
Finalize Operational Plan  
Components

February Workforce  
Board adopts Final  
Combined Plan and  
sends to Governor's  
Office

March 1  
Plan shipped to  
U.S. Department  
of Labor with  
celebration on  
March 3

**MARCH  
2016**