



WDC SPECIAL BOARD MEETING

April 18th, 2024



SEAKINGWDC.ORG

WELCOME & INTRODUCTIONS

Jiquanda Nelson, *Board Chair*



AGENDA



- Review draft agenda

- I. WELCOME AND INTRODUCTIONS
- II. WIOA LOCAL PLAN
 - A. Overview
 - Highlights, Impact and Data
 - Certification Process
 - B. State Comments
 - C. Board Questions and Feedback
 - D. Action Items
 - Approve Draft WIOA Local Plan to State Workforce Board and Employment Security Division (ESD)
- III. ADJOURNMENT

WIOA REQUIREMENTS: STATE AND LOCAL PLANS

- **WIOA Requires:** local workforce development boards in each region or local area are responsible for developing local plans that align with the state plan and local plans, aligning workforce systems.
- Local Plans detail policies, procedures, and activities in alignment with Washington State's Workforce Development vision and goals:
 - **System:** Integrate system services, data, accountability, and resources with clear partners and roles.
 - **Industry:** Support business development and competitiveness by aligning with economic development and growth efforts.
 - **Youth:** Improve opportunities for young people to transition to an economically successful adulthood.
 - **Credentialing:** Explore credential reform to improve equitable access, mobility, and long-term economic success.
 - **Job Quality:** Develop a job quality framework to guide decisions and key investments in the delivery of business services.



2021 WIOA Local Plan stemmed from the [WDC Regional Strategic Plan](#).

CERTIFICATION PROCESS

LWDBs must be certified once every two years, as required by WIOA. The Certification Committee will convene prior to June on even numbered years to determine whether LWDBs meet certification criteria.

Certifications will be performed and documented using a certification tool. The tool identifies acceptable source documentation used to address these criteria.

Local plan updates must be submitted to the SWDB staff for use in populating the certification tool. The plan updates will serve to address certification criteria as outlined in the tool.

The Certification Committee must inform the SWDB of its determination regarding whether LWDBs meet the criteria. The SWDB must recommend to the Governor whether to certify, provisionally certify or decertify LWDBs based on the advice of the Certification Committee.

Certification Criteria

- **Initial certification:** LWDBs are only required to meet membership criteria as described in WIOA Title I Policy 5610 Rev 1.
- **Subsequent certification:** LWDBs are required to meet the criteria for:
 - Board membership as described in WIOA Title I Policy 5610 Rev 1
 - Successful performance
 - Fiscal Integrity
 - Fulfilling the 13 required functions of LWDBs

WIOA LOCAL PLAN 2024-2028

- Local Workforce Development Board (LWDB) in partnership with CLEOS
- Aligned with State Workforce Board plan
- Strategy, operations & compliance

REGIONAL STRATEGIC PLAN UPDATE

- Regional workforce development stakeholders (funders, economic development, community and workforce system)
- Shared blueprint
- Alignment of regional and partner workforce efforts and resources
- Partnership & collaboration
- Scaling for impact

ALIGNING TO SHARED PRIORITIES:

ADVANCING RACIAL EQUITY & JOB QUALITY

- Commitment to centering racial justice.
- Addressing other inequities and disproportionately impacted communities to support economic opportunity and inclusion.
- Explicit focus on equitable economic opportunity and outcomes for Black, Indigenous, People of Color (BIPOC) and immigrant and refugee communities, who have historically experienced economic marginalization exclusion.
- Improving job quality and the placement of workers into quality jobs.

WIOA LOCAL PLAN WORKSTREAMS

Research & Data

- Regional Economic Analyses
- Labor Market Data and Trends
- Workforce Demographics
- National Best Practices, Innovation

Regional Strategic Plan Alignment

Provides the basis for regional strategic plan priorities and strategies.

- Current and Projected Sector and Occupational Demand
- Workforce Demographics: Labor force participation, employment and earnings disaggregated by race, gender and other characteristics.
- Challenges and barriers – economic, structural and systemic.

Landscape Analyses – Workforce Development investments, programs and priorities.

Identification of key/new stakeholders, partners and issues for Regional Planning process.

Stakeholder Engagement

- Community Stakeholders
- Employers
- Labor
- Economic Development
- Workforce System Partners (Training Providers,
- Community Partners (Providers)
- Regional Funders (e.g.; State City, County, Port)

WIOA Plan Components

Statutory Requirements

Ensures compliance with WIOA regulation.

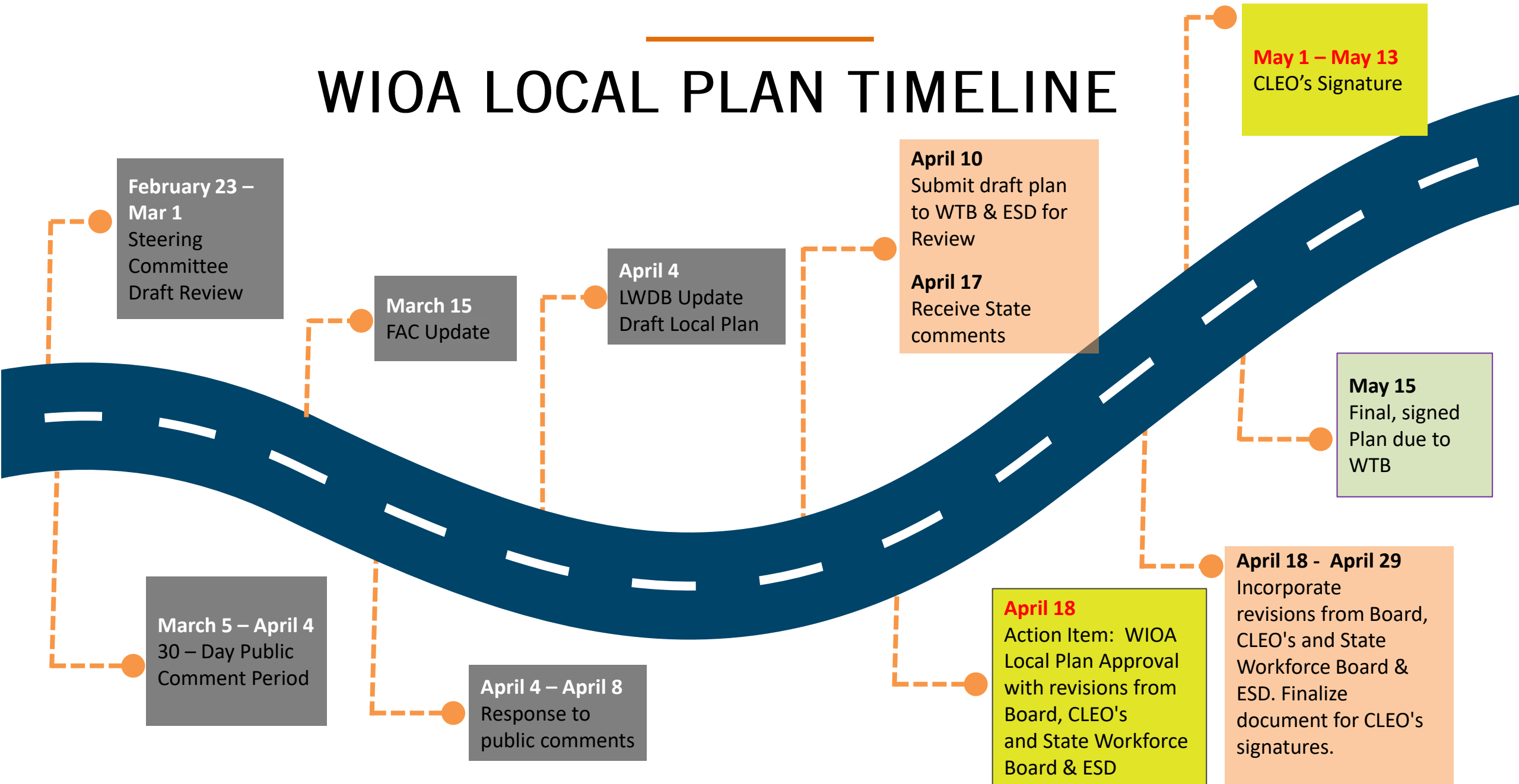
WorkSource Reimagined

- Integration
- Community Partnerships
- Population Based Strategies
- System and Policies

Industry Strategies

- Priority Sectors/Occupations
- Industry & Business Services Strategies
- Regional Partnership

WIOA LOCAL PLAN TIMELINE



February 23 –
Mar 1
Steering
Committee
Draft Review

March 15
FAC Update

April 4
LWDB Update
Draft Local Plan

April 10
Submit draft plan
to WTB & ESD for
Review

April 17
Receive State
comments

May 1 – May 13
CLEO's Signature

May 15
Final, signed
Plan due to
WTB

March 5 – April 4
30 – Day Public
Comment Period

April 4 – April 8
Response to
public comments

April 18
Action Item: WIOA
Local Plan Approval
with revisions from
Board, CLEO's
and State Workforce
Board & ESD

April 18 - April 29
Incorporate
revisions from Board,
CLEO's and State
Workforce Board &
ESD. Finalize
document for CLEO's
signatures.



State Comments

RECOMMENDATIONS

The ESD/WIT review yielded primarily minor update suggestions to the WIOA Local Plan, with the only significant finding being the WDC's non-compliance with [WIOA Title I Policy 5610 \(Rev1\)](#) Local Board Member Appointment Criteria, specifically related to board composition.




POSITIVE FEEDBACK



...If there was an exceeds expectations choice, they got it here.





Board/CLEO Comments

RECOMMENDATIONS

ADD FOUR-PART FRAMEWORK

- Engaging employers (including developing sector-focused strategies)
- Diversifying funding
- Improve access to jobs and training, serving as the regional convener to coordinate strategies for target populations.
- Aggregating and analyzing labor market data and program performance outcomes.

ADD MORE DETAIL ON CURRENT AND PLANNED EMPLOYER ENGAGEMENT STRATEGIES OF WDC AND REGIONAL PARTNERS

- How they support and inform sector strategies
- Plans to create new leadership tables or other strategies to identify employer skill needs and design training response

Describe how local plan relates to the regional strategic plan

Include a Green Economy Strategy

Provide details about leveraged funding and how its accessing, complementing or leveraging regional funders (Port, City County and Colleges)

CURRENT EMPLOYER ENGAGEMENT STRATEGIES

WIOA REQUIRED:

- **Workforce Program Navigation:** Assist business operators and human resource professionals with public workforce programs, tools, and resources.
- **Strategic Framing:** Focus on recruiting, retention, and reductions.
- **Stakeholder Engagement:** Engage with "Business-Centered" Organizations to support the WDC's Regional Strategic Plan.
- **Rapid Response:** Provide direct outreach and layoff aversion services to businesses.
- **Resource Guidance:** Offer referrals and outreach for available workforce programs and compliance guidance.
- **Work-Based Learning Promotion:** Promote WBL employment pathways and subsidized wage programs.
- **Business Connections:** Connect with WorkSource and local workforce partners for career pathway programs.

\$978K

**Current Business
Services -
Contracted
Services**

CURRENT/FUTURE EMPLOYER ENGAGEMENT STRATEGIES: INDUSTRY/SECTOR STRATEGIES

HEALTHCARE

- HILT – continue to support HILT co-convening with SJI. WDC Business Services provider supported employer outreach and recruitment, funded WABS for development and implementation of Talent Pipeline and Career Exploration.
- BIPOC Behavioral Health providers - Ongoing meetings with BIPOC community health providers regarding opportunities for expanding BIPOC led, culturally competent behavioral health pathways.
- Tri-County Collaboration -Continued exploration of regional tri-county shared regional health care collaborative. Tacoma/Pierce Behavioral Health Committee, Greater Seattle Partners regional partnership.

INFORMATION TECHNOLOGY (Sector and Occupations)

- Computing for All – Partnership with the backbone organization for the statewide Washington Tech Workforce Coalition
- Cybersecurity - Tri county partnership with national training provider, 418 Intelligence to partner on opportunity with the U.S. Navy and PS Naval Shipyard to train up cybersecurity analysts prioritizing immigrants, refugees, and other marginalized groups.

FUTURE:

Ongoing sector/occupation strategies will include mapping and assessing the existing, duplicative efforts (e.g; maritime, IT, construction) to determine need, opportunities for collaboration, and roles. Focus will be regional, tri-county collaboration.

WDC BUSINESS SERVICES REDESIGN STRATEGY

Create a plan that will support new and improved partnerships with employers and providers to support the prosperity and economic opportunity for all, especially those furthest from opportunity.

DESIRED OUTCOMES

- Be clear about WDC's role in the region's employer engagement ecosystem
- Have 3-5 employer offerings (products/services) to pilot. These may be improving what already exists and/or new offerings
- Engage with employers directly through products, services and building direct relationships

COMPLETED

- Interviewed peer organizations and research national best practices
- Analyzed and designed proposed next steps to pressure test with connector employers or providers
- Developed list of stakeholders and interview protocol for receiving feedback
- Reached out to list of stakeholders

NEXT STEPS (APRIL – JUNE)

- Interview stakeholders, Analyze interviews to identify WDC actions and offerings for employers and/or providers that support WDC mission, strengthen relationships and provide value to employer engagement ecosystem,
- Implementation

KEY THEMES AND APPLICABLE LESSONS FROM PEER INTERVIEWS

The work needs to be centered on employers:

- The employer is our customer and the job seeker furthest from opportunity is our mission.

Go Where the Employers Are Instead of Asking Employers to Come to You

- Two essential onramps for employer relationships

1

Those that call for support with finding talent and/or support with layoffs. This is where you plant the seeds and begin fostering relationships by being of service and then staying touch.

2

Those met while participating in industry and community meetings. Go where the employers are and immerse yourself in what is already established instead of creating your own “tables.” Partner with membership and industry organizations for programming.

Design a Strategy with Flexibility because Market Conditions in Industries Change

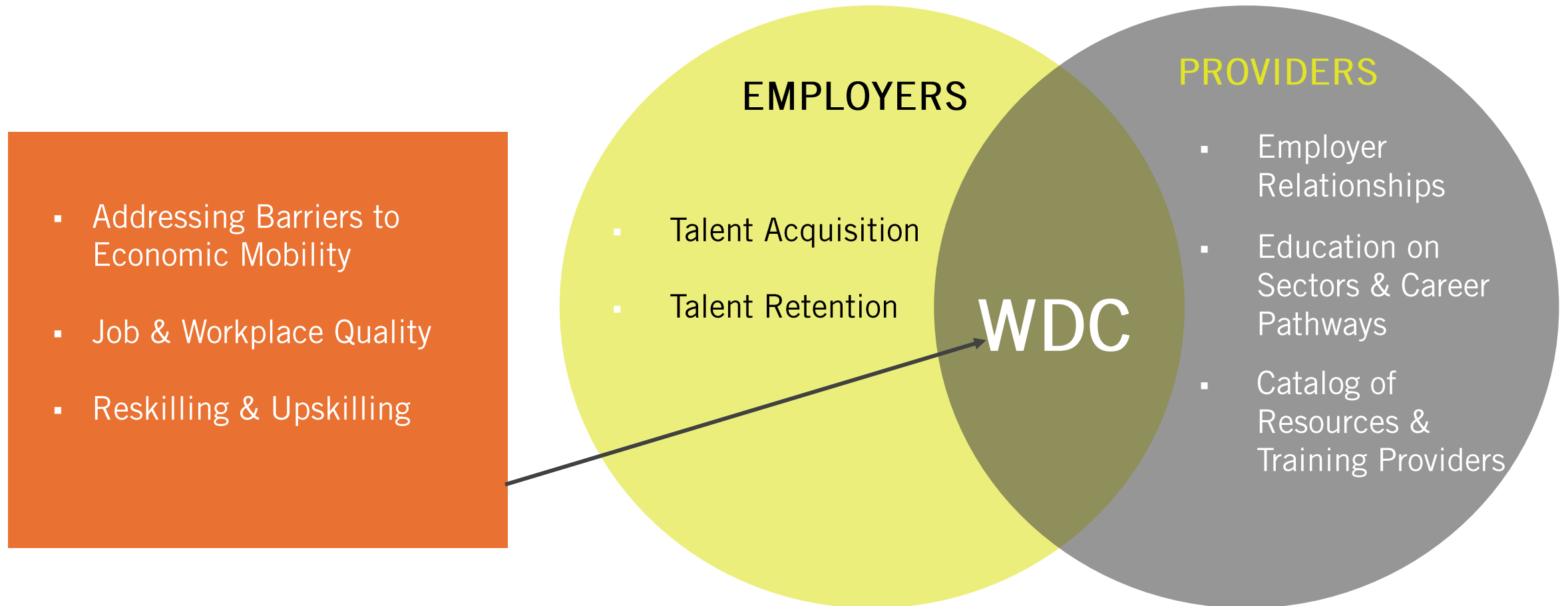
- Be focused on products, services, and strategies (i.e., skills-based hiring, pathways, workplace wellbeing, etc.).
- Bring those to the sectors and employers in-need because the external economic context changes and you need to be nimble.
- Transformation of employer and industry engagement takes 2-3 years to develop and implement (i.e. build relationships, trust, identify and strategize gaps, collect feedback/survey).

IMPLEMENT AND PRESSURE TEST THE FOLLOWING IDEAS WITH STAKEHOLDERS:



- **HR Training/Certification** for Business Services team to be able to speak the language and better understand the needs of HR leaders. Expand professional development to ‘speak multiple languages’ - able to interchange business mindset with equity mindset.
- **Landscape** all of the products and services provided to employers. Assess if employers should be tiered to access them. And identify opportunities to incentivize employers to become more involved with the WDC and/or change their practices.
 - Partner with membership and industry organizations to provide trainings, information sessions and services.
- **Rethink the onramps** for employers to have a relationship with the WDC including expectations of the WDC’s current business services provider, Pacific Associates and community providers. The team needs to be more present at employer and industry meetings to build relationships to listen and build trust.

ASSUMED NEEDS OF STAKEHOLDERS



DIVERSIFYING FUNDING

\$18.9
MILLION
PY21

\$19.8
MILLION
PY22

\$22.3
MILLION
PY23



GREEN ECONOMY WORKFORCE DEVELOPMENT STRATEGY



- **Funding and Resource Mobilization:** The WDC is actively engaged in identifying and pursuing funding opportunities related to green economy workforce development from various sources, including federal, state, and private entities. This effort is conducted in close collaboration with other regional partners, such as C3.
- **Recent Initiatives:** In January, we submitted a funding request of \$1.5 million to the Families and Workers Fund to support and scale coalition-building efforts across diverse stakeholders within C3. This request was intended to foster sector partnerships with both public and private entities operating in key areas like the transit and electrified transportation sector, broadband infrastructure, and clean energy. Funds also included support for King County's JumpStart program and reentry services through the Filipino Community of Seattle.
- **New Opportunities:** The WDC is currently working on submitting an application (\$500K) to a foundation to support multisectoral partnerships in climate careers. This application will be submitted in collaboration with King County (JumpStart), C3, and two other community partners, reflecting our ongoing commitment to expanding and diversifying support for workforce development initiatives in the green economy sector.

REGIONAL STRATEGIC PLAN ALIGNMENT AND NEXT STEPS



Buy-in and partnership with regional partners

- Port
- City
- County



Engagement & Coordination



BETTER ALIGNMENT

- Engagement Strategy
- Ecosystem Mapping



DATA – REGIONAL ALIGNMENT, STRATEGIES & FRAMEWORK

- Expand data section
- Shared data coordination and alignment for RSP



Questions & Feedback

DRAFT WIOA LOCAL PLAN

Approve Draft WIOA Local Plan

Action Requested: The WDC requests the approval of the DRAFT WIOA Local Plan with revisions from Board, CLEO's and State Workforce Board & ESD





ADJOURN

Thank you

The next Full Board Meeting is on June 6th, 2024.