

WIOA SUBCOMMITTEE ON EDUCATION & CAREER PATHWAYS

THROUGH INTEGRATED SERVICE DELIVERY MODELS

MEETING MINUTES

Wednesday, May 20, 2015

9:00 a.m. – 11:00 a.m.

WA State Board for Community & Technical Colleges

4th Floor Cascade A Conference Room

1300 Quince St SE, Olympia WA 98504-2495

MEMBERS PRESENT

Co-Chairs

Beth Thew, Spokane Regional Labor Council, (Labor)

Alisha Benson, Greater Spokane Inc., Spokane STEM, (Business)

Membership

Tim Probst, Employment Security

Jim Kenney, Department of Social and Health Services

Joyce Bebe, Department of Commerce

Molly Onkka, Department of Commerce

Mark Mattke, Workforce Development Council; Spokane

Anna Nikolaeva, Workforce, State Board for Community & Technical Colleges (SBCTC)

for Marie Bruin

Cathy Cooper, Basic Education for Adults (BEaA); SBCTC for Cindy Wilson

Other Interested Parties

Lyle Hildahl, Washington Restaurant Association (WRA EF)

Raquel Ferrell-Crowley, Commission for Hispanic Affairs

Patrick Baldoz, South Central Workforce Council

Jeanne Bennett, SW Workforce Development Council

Beth Blanchard, Workforce Development Council, Seattle – King County

Committee Staff

Terri Colbert, Workforce Board

Nova Gattman, Workforce Board

Eric Wolf, Workforce Board

Amanda Dell, Workforce Board

Nanette Angel, SBCTC

CALL TO ORDER & WELCOME

Beth Thew and Alisha Benson, called the meeting to order at 9 a.m., welcomed those present, and asked for self-introductions followed by a review of the committee and conference call procedures. They also reiterated the purpose of the committee to keep the discussion focused on its objective:

The purpose of the WIOA Implementation Subcommittee on Education and Career Pathways through integrated Service Delivery Models (the “subcommittee”) is to develop the plan to “help more people find and keep jobs that lead to economic self-sufficiency, with a focus on disadvantaged populations,” as directed by Governor Jay Inslee.

Beth reiterated the general operating principles and guidelines for the subcommittee:

- Members need to be open minded and think out of the box when it comes to recommendations.
- Think about what works and what doesn't work in current programs.
- Identify road blocks and hurdles that exist for the Workforce system customers (employers and job seekers).
- Highlight areas of efficiency and emerging best practices from the committee members experience and how we can bring them to scale statewide.
- Be cognizant of how best practices will work with the transition from WIA to WIOA.

FUTURE MEETINGS

WIOA Subcommittee on Education & Career Pathways Through Integrated Service Delivery Models – June 9th and the 29th at OSPI (bring change for parking meters)

Other meetings to keep on the committee's radar:

Workforce Board Meeting

Thursday, May 28 ~ 8 a.m. – 5 p.m.

State Board for Community and Technical Colleges

1300 Quince St. SE, 4th Floor Cascade Rooms A & B, Olympia

At this meeting the Workforce Board will be considering 2 of the recommendations created by the subcommittee and sent up to the Steering Committee, April 30th.

Youth Services "Summit"

Tentatively: Monday, June 29 ~ 1-5 p.m.

State Board for Community and Technical Colleges

1300 Quince St. SE, 4th Floor Cascade Rooms A & B, Olympia (possibly Spokane)

Dawn Karber and Jessica Cato from the Spokane Workforce Development Council are the co-leads for this task force with expertise in administering youth programs, mentoring and services. They are putting on the one day Youth Services Summit to discuss the issues that WIOA presents for youth.

- Strategies to meet the new WIOA requirement for 20% of youth services funds that will be devoted to work-based learning opportunities.
- Requirement for 75% of the youth funds to be used by local areas to focus on out of school youth.
 - HB 1418 – Dropout reengagement youth program that enables these students to receive credentials – Under this HB, how would they be classified – in school youth or out of school youth? It would be superlative to have these students classified as out of school youth to aid in meeting the WIOA requirement.

Other future meetings can be found on the WIOA Calendar at
<http://wtb.wa.gov/WIOA.asp>

TASK FORCE UPDATES

Task Force on Accessibility and Technology

Lead - Mark Adreon, Department of Services for the Blind

The second task force meeting was held last week in Tacoma. This meeting was focused on eLearning and the different eLearning methods employed in Washington State. They had the director of eLearning from the State Board for Community and Technical Colleges (SBCTC) come in and talk about the work that SBCTC is doing in the community college system and an administrator from the University of Phoenix also came in to talk about the ways that they are working to keep students engaged in both their online and hybrid programs. They found this information to be useful as they learned about the wrap around support that is necessary for online learning. Unless a student is truly organized and driven to complete the courses they may not finish without intentional support services shown to be necessary to maintain the focus needed to stay on track. Their next meeting is June 11, 2015.

Task Force on Professional Development

Lead - Cindy Wilson, State Board for Community and Technical Colleges

Adults with Barriers -

During their first sit down meeting Monday, the task force discussed the National Association of Workforce Development Professionals Model Certification and how it can

be applied, in terms of designing a recommendation, towards providing programs for frontline staff.

Youth Services -

See above future meetings for information on the Youth Services Summit.

DEBRIEFING FROM THE MAY 5 STEERING COMMITTEE MEETING

Updated Career Pathways Definition

The definition has been updated by the Steering Committee and will be sent further for approval as it stands below:

*The **career pathway approach** connects progressive levels of education, training, counseling, support services, and credentials for specific occupations in a way that optimizes continuous progress towards the education and career goals of individuals of all ages, abilities, and needs. This approach helps individuals earn marketable credentials; prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships; engages individuals in further education and employment; and helps individuals achieve sustained economic success. Career pathways deeply engage employers and help meet their workforce needs; they also help the state and its communities strengthen their workforces and economies.*

Adult/Dislocated Workers Transfer Flexibility Policy

Recommendation of the Pathways Subcommittee was made and below is the adopted transfer policy recommendation as it stands after the Steering Committee meeting.

- ESD should continue to apply its existing transfer request procedure when a local area Board applies for fund transfer flexibility--potentially up to 100 percent flexibility, as allowed by WIOA.
- Any transfer requests above 50 percent flexibility must be submitted to simultaneously to the Workforce Board and the Employment Security Department, but ESD has authority to approve a request up to 100 percent flexibility, if their review finds such a transfer request is allowable.
- The Workforce Board will be notified whenever a request above 50 percent is initiated, and will be notified by ESD of such a request's approval by the next Workforce Board meeting, at the latest.
- In one program year (summer 2016), the Workforce Board will review the transfer flexibility procedure policy to assess whether changes are warranted.

Applications must include the following for transfer fund approval:

1. The reason(s) for the transfer;
2. The dollar amount of the transfer request, including the percentage share of the base allocation represented by the dollar amount;
3. The fund source of the transfer;
4. A revised *Participant Planning Form*;
5. Signed approval from the **local advisory board** requesting the transfer; and
6. **Documentation (e.g., a copy of email or letter) that the full local board was notified** of the intent to request a transfer at least five business days before the request is sent to ESD.

ENGAGING EMPLOYERS IN THE CAREER PATHWAYS CONCEPT

The committee agreed that there is an importance to establish a vision for individuals to embrace the long term pathway relationship and get over hurdles that may keep them from landing a job. Although there are a lot of barriers, this is a main one that can lead to the first step of their future life. This topic will be discussed further in the task force group during the Youth Services Summit and will be mentioned on the DSHS Road Show.

Eric pointed out that engaging employers has a lot of overlap in sector strategies. He attended a conference last week where he learned that getting the sector strategies corralled would be the first and best thing to do. It is important to figure out what employers really need at the entry level in their communities and that everything else aligns to that as a way of streamlining our system to work better.

The subcommittee's focus needs to be on the ability to "sell" the Career Pathways definition to employers. How can it be made understandable and marketable enabling employers can see how they fit as a partner in building the system. (What's in it for them?)

Challenges for employers

- The ability to gain critical support for employers to move the discussion from Support to that of a true partnership.
- Finding the right people to partner with in a company.
- The ability for both partners and educators to articulate their expectations – How will they measure success? What does success look like?
- Finding common ground to build mutual respect.
- Understanding terminology – need to speak the same language so that there is an understanding across the field.
- Engaging the right employers.

Through this discussion, it was mentioned that we need to do a better job, as a system, by engaging our partners in the Chamber of Commerce economic development areas. A pitch should be made around why they should be interfacing with us to build their workforce. Beyond that the relationship could go further by focusing on local sectors and the needs of local communities.

Beth Thew, Spokane Regional Labor Council, suggested that it would be worthwhile to take a look at the Industry/Trade Associations since they already have the commonality understanding of issues (e.g. tax issues, training issues, etc.). Another would be to incorporate Labor and Industries and how to establish industry standard under the apprenticeship model.

Eric continued the discussion by pointing out what engaged employers can do for the system.

- Aid in identifying industry needs
- Assist in the Pathways Design
- Provide Worksite and Work-Based learning opportunities
- Creation of industry certifications
- Use their strong connections to help extend the partnership network

Lyle Hildahl, Washington Restaurant Association, described the work being done through a federally funded program RISE and ProStart which is an industry supported career technical education program.

Both programs educate and create industry specific jobs, engaging employers/businesses.

For more information on ProStart go to:

<http://www.nraef.org/ProStart/Program-Overview>

Anna Nikolaeva, State Board for Community & Technical Colleges, reminded the committee that we are not starting from scratch. She went on to say that every one of the community and technical college's technical programs have an advisory committee that consists of equal representation of employers and employees. Through this combination they can get a broader perspective from production level to management. She went on to mention that the community and technical colleges also have several Centers of Excellence. The centers have what's known of as DACUM "curriculum design events". This is where instructors and business representatives work together until they come out with a curriculum that reflects the industry standards.

<http://www.sbctc.ctc.edu/college/e-wkforcecentersofexcellence.aspx>

Eric asked Mark Mattke, Workforce Development Council; Spokane if he could highlight their typical way of going out to engage businesses in the Spokane community. Mark responded by saying that there are many ways in which this is done. There is a standard that everybody adheres to, but it all depends on how it is resourced at the local levels.

There are teams comprised of different sectors and expert hands on staff that engage with employers to identify their needs, the kind of talent they are looking for etc. They also interface with their trained providers to develop programs in response to the information gathered. They then help direct customers into careers in those targeted areas. A lot of areas have convened sector panels where information is gleaned from and applied to the system. Sometimes the teams meet collaboratively and sometimes they meet in silos. He feels that under WIOA, a better job needs to be done of collaborating around business services to create a more coordinated strategy.

Beth Thew added that in our strategies we want to avoid duplication and need to standardize industry standard terms to be uniform across the state so that when you are talking about the program in one area, it has the same meaning in another.

NEXT STEPS

Eric asked the committee to go over and consider the **Strategies and Tips for Employer Engagement in Adult Career Pathways Programs** handout as well as the final slide from today's PowerPoint, **Strategies for Expanding Business Partnerships** for discussion at the June 9th meeting.

Another program that Eric learned about, specifically for engaging youth, is called Hack the Hood and is based out of Oakland, California. Eric would like to continue a later conversation about how an idea such as this could possibly be duplicated in Washington State. For more info on this program, go to:
<http://www.hackthehood.org/>

ADJOURNMENT

The next meeting will be Tuesday, June 30, 2015
1:00 p.m. – 4 p.m. Office of Superintendent of Public Instruction
600 Washington St. SE, 4th Floor Brouillet Conference Room, Olympia

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Minutes prepared by Nanette Angel