

## Talent and Prosperity for All (TAP) State Workforce Plan Accelerator Initiative

### Summary of Local Workforce Development Council TAP Grants

Applicant & Partners	Project/Activities	Deliverables & UBI Connection	UBI Committee Comments & Responses to Team Questions
<p><b>1. Workforce Snohomish</b> Mary Houston, Director of Service Delivery with &amp; Cameron Cassidy and Paul Hanson. A. Eco- Alliance Sno. B. Puget Sound Council C. ESD D. Sno. Labor Council E. County Executive</p>	<p>To advance, align and execute initiatives within local Workforce Plan underpinned by TAP Plan; Broadening system accessibility and streaming customer service; Review and alignment of WFS Policies with WIOA; build effective and sustainable business engagement; Increase brand awareness.</p>	<p>1. <b>Complete Local Plan:</b> Finalize aspects of current local plan to ensure alignment with TAP; 2. <b>Sector Strategies:</b> Report on employer roundtables regarding current workforce gaps and opportunities and related challenges; 3. <b>Broadening Access:</b> Certified Worksource Connection Sites-MOUs-Completed ISD in all County Worksource Centers. 4. <b>WIOA Compliance:</b> Updated Policies for WFS &amp; sub-recipients 5. Sustainable effective employer engagement. 6. Increased WFS Brand awareness. <b>Connection to UBI? Yes</b> -- <i>Building a base of support for UB with in-demand industry leaders, in conjunction with local educators and trainers, along with brand building for Workforce Snohomish-Workforce-WorkSourceWA.com. Design of an upskill-backfill pilot program.”.....”WFS will advance, align, and execute initiatives (UB) within local plan underpinned by Gov. Inslee’s TAP.”</i></p>	<p>1) Status of SPNEG grant. (Does this proposal extend the life of the work? Does it expand SPNEG work into new industry sectors?) 2) Contemplates ISD environment as including only Titles I and III. 3) Are there more specific performance indicators that can be developed? A report on participation and engagement of stakeholders? How are they measuring increased brand-awareness.</p> <p><b>Response to Team Questions</b> <b>1. Policy or Operational Reforms?</b> <i>WDC has adopted ISD model with benefits to populations with barriers; funds will help increase services through UBI; assist in developing Incumbent worker training policy; help create seamless eligibility process that will support UBI.</i></p>

			<p><b>2. Informing Policy Reform?</b>  <i>Funding from grant will provide the necessary “bandwidth” to research and incorporate best practices in our process.</i></p>
Applicants & Partners	Projects/Activities	Deliverables & UBI Connection	Comments
<p><b>2. Workforce Development Council of Seattle-King County</b>          Dot Fallihee          A. Local Employers          B. Labor Representatives          C. A Community College          D. DSHS Community Services Division          E. Division of Vocational Rehabilitation          F. Employment Security          G. Community NGOs</p>	<p>i. Upskill-Backfill Planning, implementation and evaluation process consistent with TAP Plan.          ii. Business Outreach          iii. Partner outreach &amp; Identification –Webpage &amp; posting &amp; development-Legal notifications.          iv. Policy review/develop          v. Establish supportive practices and build foundation for work with employers &amp; workers.</p>	<p>Increased Measures for:</p> <ol style="list-style-type: none"> <li>1. Employer participation</li> <li>2. Training enrollments</li> <li>3. Training completions</li> <li>4. Wage progressions</li> <li>5. Position advancement</li> <li>6. Job placements for populations with barriers</li> <li>7. Customer satisfaction.</li> <li>8. Partner contributions</li> <li>9. Employers ongoing use of Upskill-Backfill practice</li> <li>10. Use of Incumbent worker training to institute Upskill-Backfill practices</li> <li>11. Marketing of UBI through Business Services Outreach team.</li> <li>12. Support of UBI by Board Access Committee.</li> </ol> <p>Using lessons learned for underrepresented populations.</p> <p><b>UBI Connection: Yes</b>—“WDC is specifically requesting \$25K to provide staffing to local Upskill-Backfill initiative planning, implementation and evaluation process. Steps include business outreach, partner identification, policy review and development and establishment of practices to support all aspects of the Upskill-Backfill model. Implementing Upskill-Backfill</p>	

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<p><b>3. Olympic Workforce Development Council</b>            Bob Potter            A. Olympic &amp; Pen. CC            B. DVR            C. ESD            D. Oly. Ed. Service Dist.            E. NGOs (Coffee Oasis, Goodwill and St. Vincent De Paul)            F. Healthcare Orgs – Olympic Community of Health-Jefferson Healthcare &amp; Olympic Hospital</p>	<p>i. Lead strategic planning, business engagement and worker education in support of TAP &amp; Local Plan.            ii. Emphasis on Healthcare Sector Partnership. This will include progress on providing employment and training services that target in-demand occupations in the Consortium-Identified Sectors</p>	<p><i>will serve as the foundation of much ongoing work with employers and job seekers.”</i></p> <p>A. Launch Healthcare Sector Partnership            B. Review &amp; report how business services are provided at WorkSource.            C. Establishing protocols for: contacting businesses; analysis of problems; develop integrated plans and shared customer base; and evaluation and reporting process.            D. Ensure One Stop Centers have:            Clear understanding of Industry needs; Identify strategies for assisting employers; provide a unified voice in communication with employers.</p> <p><b>UBI Connection: Yes but limited:</b> <i>“...a strong business services team and sector partnership team are the foundations for effective and efficient services to business. This will result in increased opportunities for Upskill/Backfill positions and improve overall support of the Talent and Prosperity for &amp; State and Local Plan.....Funding will also go to research a successful upskill/backfill methodology in the Health Care Sector”</i></p>	<p>1) How does this support/evolve Olympic’s standing focus on engaging the healthcare industry?            2) Interested in best practice guidelines for UB in healthcare—could share with system?            3) Measurable where possible?            4) What are the periodic check-ins with the contractor? What is discussed there?</p> <p><b>Response to Follow-Up Questions</b>  <b>1. Policy or Operational Reforms?</b>  <i>a. Development of Healthcare partnership will assist in launch, implementation and sustainability of UBI initiative; support existing recruitment changes for hospitals through internal transfers to CNA &amp; Medical Techs from food service and other less skilled positions;</i>  <i>b. Assist in building customized business outreach materials for Construction, Healthcare, Forest Products, Advanced Manufacturing &amp;</i></p>

			<p><i>Composites, Retail, Food Processing, Culinary and Maritime; and</i></p> <p><i>c. Assist staff training on UBI and populations with barriers; and</i></p> <p><i>d. Support implementation of UBI &amp; hands-on work with Healthcare HR teams &amp; Colleges. Plus admin support.</i></p> <p><b>2. Informing Policy Reforms</b></p> <p><i>a. Assist ongoing policy improvement that is underway and support learning through work on this innovative UBI program.</i></p>
<b>Applicant &amp; Partners</b>	<b>Projects &amp; Activities</b>	<b>Deliverables &amp; UBI Connection</b>	<b>Comments</b>
<p><b>4. Southwest Washington Workforce Development Council, DBA Workforce Southwest Washington</b></p> <p>Jeanne Bennett, CEO &amp; William Westmoreland</p> <p>A. ESD</p> <p>B. DSHS</p> <p>C. DVR</p> <p>D. ESD 112</p> <p>E. Goodwill-Columbia</p> <p>F. ResCare Employ. Service</p> <p>G. Partners in Careers</p> <p>H. Columbia EDC</p> <p>I. EDC-Cowlitz County</p>	<p>Staffing and Professional Facilitators for:</p> <p>i. Updating and aligning local policies and procedures with TAP/WIOA;</p> <p>ii. Implement Integrated Service Delivery &amp; Co-enrollment between Titles 1&amp;3;</p> <p>iii. Staff Preparation and Cross Training.</p> <p>iv. Customer Centered Design;</p> <p>v. Business Solutions Launch;</p>	<p>A. Create system wide forms and documents;</p> <p>B. Increase the number of participants in Title 1 services;</p> <p>C. Increase efficiency;</p> <p>D. Establish common enrollment process between Title 1&amp;3;</p> <p>E. Improve customer experience in Worksource Centers, Affiliates and Connection sites;</p> <p>F. Provide Upskill-Backfill Services;</p> <p>G. Increase and Improve Business Services;</p> <p>H. Increase and Improve Incumbent Worker Services.</p> <p>I. Redesign Business Solutions Team based at WorSource Vancouver and Kelso</p> <p><b>UBI Connection: Yes</b> <i>“Increase in Upskill/Backfill services with performance measures for increased Upskill trainings and increased Backfill placements.”</i></p> <p><i>Also theme looks to build a strong Business Solutions</i></p>	<p>1) Can we get a copy of the WSW training manual to be approved on March 8?</p> <p>2) How will co-enrollment include Titles II and IV after WSW achieves co-enrollment of Titles I and III.</p> <p>3) Consider outreach to tribes, as well. Esp. Cowlitz Tribe</p> <p><b>Response to Follow-Up Questions</b></p> <p><b>1. Policy or Operational Reforms?</b></p> <p><i>This grant will support the ongoing work of the Business Solutions Consortium such as: understanding capabilities and roles; creating referral systems for job candidates; creating effective communication systems;</i></p>

<p>J. Local Chambers K. Cowlitz-Wahkiakum L. Clark College M. Lower Columbia College N. CBOs</p>		<p><i>Team to support participation in Upskill-Backfill project.</i></p>	<p><i>support connections between Consortium and TAP Business Engagement; organize marketing and outreach to local industries; and support industry connections to curriculum and career pathways advisory notes.</i></p> <p><b>2. Informing Policy Reforms</b> <i>Support for building foundational policy base to meet Consortium high expectation for results along with true sustainability. This will be accomplished through use of internal and external facilitator and marketing materials.</i></p>
Applicant & Partners	Activities & Projects	Deliverables & UBI Connection	Comments
<p><b>5. Spokane Area Workforce Development Council</b> Mark Mattke A. Inland Northwest B. Health Services C. St. Luke’s Rehabilitation Institute</p>	<p>i. Build the infrastructure &amp; coordination for region-wide initiative; ii. Convening local business leaders to develop upskill-backfill strategies; iii. Draft WorkSource system MOU; iv. Develop streamlined system to capture business data, monitor trends &amp; provide responsive services;</p>	<p><b>A. Develop Upskill-Backfill RFP by February 28, 2017</b> B. Complete WorkSource System MOU by June 2017; C. Purchase Customer Relationship Management subscription by Feb. 2017 D. Marketing <b>UBI Connection? Yes</b> – <i>“TAP Grant Funds will enable the SAWDC to lay groundwork for the TAP Accelerator: Upskill-Backfill Initiative grant application. In order for upskill-backfill strategies to be successfully implemented, our local workforce system needs to have the infrastructure and technology in place that will allow us to seamlessly role out these strategies (UBI) TO business.....Bringing partners together to design and invest in the system is essential</i></p>	<p>1) Are the mobile access resources (CRM) accessible to all? Do they meet accessibility guidelines?</p> <p><b>Response to Follow-Up Questions</b> <b>1. Policy or Operational Reforms?</b> <i>Grant will inform ongoing development of a policy and operational framework that supports broader UBI strategies; Our business engagement &amp; elected official activities are key to aligning resources to achieve results; CRM will help</i></p>

		<p><i>to presenting a unified message to employers as we ask them to engage in upskill-backfill initiatives.....purchase a Customer Relationship Management product that will allow immediate and mobile access to business data.....to reshape our image in community &amp; pop-up employer booths for our new Hiring Events”</i></p>	<p><i>capture results from various partners; help develop new policies allowed under WIOA for incumbent workers; and help develop strategic training strategies.</i></p> <p><b>2. Informing Policy Reforms</b> <i>The engagement with chief elected officials and business community will help develop policies and service strategies; and help ensure employment services respond to business and job seeker needs.</i></p> <p><b>3. How will CRM be integrated in UBI?</b> <i>The data in the CRM is crucial to the success of the UBI project; CRM will allow staff to be responsive to business; CRM will empower staff by providing quick access to information and businesses; everyone will have the access to the same information which will strengthen the UBI initiative.</i></p> <p><b>4. How will Workforce System MOU integrate the UBI approach?</b> <i>The system MOU is essential to presenting a unified message to employers as we ask them to engage in UBI.</i></p>
<b>Applicant &amp; Partners</b>	<b>Activities &amp; Projects</b>	<b>Deliverables &amp; UBI Connection</b>	<b>Comment</b>
<b>6. North Central</b>	i. Build Workforce Team from	I. Build Inventory or existing incumbent and new hire	1)

<p><b>Workforce Development Area</b>  Dave Peterson  A. United FCW Union  B. Grocery Outlet  C. Walmart  D. Albertsons  E. Safeway  F. Ports of Chelan &amp; Douglas Counties  G. National Grocers  H. Wenatchee Valley CC  I. SkillSource  J. Wenatchee School Distr.  K. Employment Security</p>	<p>education, labor, business and economic development partners to steer Upskill-Backfill initiative;  ii. Identify existing career ladders and wage progression Grocery sector; Identify vocational technical education offerings at secondary and post-secondary levels;  iii. Jointly analyze workforce economic impact data of grocery sector; identify customers and services to be provided;</p>	<p>training;  2. Product Upskill-Backfill Implementation Manual for Grocery Sector in rural labor market.   <b>UBI Connection? Yes</b>– <i>“Produce Upskill/Backfill Implementation Manual for Grocery Sector in a rural market”</i></p>	
<b>Applicant &amp; Partners</b>	<b>Activities &amp; Projects</b>	<b>Deliverables &amp; UBI Connection</b>	<b>Comments</b>
<p><b>7. Pacific Mountain Workforce Development Council</b>  Sean Murphy &amp; Bridget Lockling  A. Private Industry Employers in PacMt  B. WA Hospitality  C. Foundation (WHAEF)  D. ESD 113 –Gravity  E. New Market Skills  F. Res-Care, Inc.</p>	<p>I. Supporting partnerships between brokers of education and statewide WHAEF;  II. Increase access for training &amp; jobs for students at Green Hill and Naselle;  iii. Provide additional outreach to students at Gravity Schools with WIOA Youth Contractor and ResCare with focus on out of school vulnerable youth facing barriers; explore apprenticeship for hospitality industry.</p>	<p>1. Establish national certified training program- ProStart.  2. Identify recommendations for training incumbent workers to develop transferable skills for career growth;  3. Host a ProStart, Train the Trainer class for at least 10 personnel;  4. Develop model for expanding training program to other schools &amp; WDCs;  5. Host Hospitality/Tourism employer meeting;  6. Develop recommendations for Upskill-Training of hospitality industry;  And</p>	<p>1) How does this proposal tie into the LWDC strategic plan, or advance its goals?  2) Most of this grant award would be subcontracted to the WA Hospitality Association...  3) Cannot approve for the time being, until Sean or another PacMtn staffer can address Question 1 on the guidelines (alignment with Local Plan and UBI priorities of Gov.</p>

		<p>7. Develop recommendation for new apprenticeship program/Hospitality.</p> <p><b>UBI Connection: YES</b> “PacMtn is proposing an upskill/backfill project for the hospitality/tourism industry....In partnership with WHAEF and local industry employers, we will identify recommendations for training incumbent workers to develop skills that will serve for managerial positions and provide participants with a set of transferable skills for multiple positions in multiple industries.....Develop recommendations for upskill training for hospitality workforce looking to develop skills necessary for supervisory and management positions.....Develop recommendations for the registration of a new apprenticeship program to serve the hospitality industry”</p>	<p>Inslee)</p> <p><b>Response to Follow-Up Questions</b></p> <p><b>1. Policy or Operational Reforms?</b>  <i>Project demonstrates that collaboration with other agencies can create opportunities for youths facing barriers; we are testing innovations that can change the workforce system; builds stronger connections to WorkSource for job seekers and businesses in particular the Hospitality Industry; support interface with school districts and its students in particular those in juvenile detention; examine apprenticeship model; build pathway models for employment.</i></p> <p><b>2. Informing Policy Reforms</b>  <i>Project not intended as policy reform; it will help build a platform for future efforts but it is not about reform; it does support Utilization of Industry Association and is a potential model for Industry Training; it will help align resources for hospitality industry initiative that can be model for other sectors; and help inform future policies in this era of doing more with less by expanding capacity through leveraging business associations that</i></p>
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			<p>have needs.</p> <p><b>3. Ties to Local Plan</b></p> <p><i>Hospitality is one of our 6 focus sectors in our local plan.</i></p>
<b>Applicant &amp; Partners</b>	<b>Activities &amp; Projects</b>	<b>Deliverables &amp; UBI Connections</b>	<b>Comments</b>
<p><b>8. Eastern Washington Partnership Workforce Development Council</b></p> <p>Rod Van Alyne</p> <p>A. ESD</p> <p>B. DVR</p> <p>C. Spokane CCs</p> <p>D. Walla Walla CC</p> <p>F. Blue Mt. Council</p>	<p>i. Coordination of Local WIOA Plan &amp; Upskill-Backfill Initiative;</p> <p>ii. Continue business outreach and expand to Clarkston/Pullman and Walla Walla;</p> <p>iii. Support work on MOU for Integrated Service Delivery;</p>	<p>1. Establish three Business Service Teams serving Coleville, Walla Walla and Pullman/Clarkston.</p> <p>2. Integrate information from activities into the design of Upskill-Backfill demonstration project;</p> <p>3. Establish health or manufacturing skills panel in Walla Walla or Clarkston.</p> <p><b>UBI Connection? YES</b> – <i>Funds will be used to provide staff support for continued coordination and facilitation of regional sector, local WIOA plan and Upskill-Backfill Initiative, group meeting and activities. The funding will benefit the area by assisting in addressing the skills shortage, retain talent in the workplace and strengthen partnerships.....Information gained from the regional sector meetings will be used to design and refine Upskill-Backfill projects in the area. Once established Business Service Teams will be used to market and deliver Upskill-Backfill projects to the employer community.....Success will be measured by.....The third outcome will be an application for Upskill-Backfill project funding”</i></p>	<p>1) No comments.</p>
<b>Applicant &amp; Partners</b>	<b>Activities &amp; Projects</b>	<b>Deliverables &amp; UBI Connection</b>	<b>Comments</b>
<p><b>9. Tacoma-Pierce County Workforce Development Area</b></p>	<p>i. Enhance Advanced Manufacturing Academy Training Program;</p>	<p>1. Convene partnership meetings to develop curriculum;</p> <p>2. Create MOU with employers and other partners;</p>	<p>1) What is the money going to actually be used for? To “enhance the Advanced Manufacturing Academy</p>

<p>LaTanya Huey &amp; Deborah Howell</p> <p>A. Advanced Manf. Businesses;</p> <p>B. AJAC;</p> <p>C. Career Path Services</p> <p>D. ResCare</p> <p>E. ESD</p> <p>F. DSHS</p> <p>G. DVR</p> <p>H. WorkSource</p> <p>I. Pierce Network</p> <p>J. Organized Labor</p> <p>K. Community Based Org</p>	<p>ii. Build capacity to backfill entry level positions;</p> <p>iii. Curriculum development;</p> <p>iv. Convene partners in advanced manufacturing;</p>	<p>3. Pursue execution of Upskill-Backfill Project.</p> <p>4. Create a project process map</p> <p>5. Develop curriculum to train entry level workers for high skilled position; and</p> <p>6. With employers identify upskill occupations.</p> <p><b>UBI Connection: YES</b> – <i>“The WFC is requesting \$25K TO enhance the Advanced Manufacturing Academy training program for incumbent workers and to build capacity to promote and backfill entry level positions. WFC will use this funding for staff, curriculum development, and possible facilitation to work with partners to develop the Upskill/Backfill project.....develop a talent pipeline of qualified applicants to fill critical positions in Advanced Manufacturing.....These planning funds will provide local capacity to build upon an existing program that effectively serves as a pipeline for entry-level workers for Advanced Manufacturing business partners....WFC will convene partners to develop advanced training for entry-level workers so that they may advance within the companies.”</i></p>	<p>training program” or is it to “fund staff, curriculum development, and possible facilitation...on UBI”?</p> <p>2) How are these resources going to be deployed (can you fill out a simple budget?)</p> <p>3) What other funds are being sought/leveraged to this effort?</p>
Applicant & Partners	Activities & Projects	Deliverables & UBI Connections	Comments
<p><b>10. Northwest Workforce Council</b></p> <p><b>Gay Dubigk</b></p> <p>Healthcare</p> <p>A. Community Colleges WCC, SVC, BTC;</p> <p>B. Employer Partners:</p>	<p>i. Support Upskill-Backfill System development.</p> <p>ii. Convene partners</p> <p>iii. Facilitate Integrated Service Delivery</p> <p>iv. Develop MOU among partners;</p>	<p>1. Build common understanding among partners concerning Upskill-Backfill model including building MOU;</p> <p>2. Assist business development organizations in using Upskill-Backfill model;</p> <p>3. Increase employer participation in Upskill-Backfill model.</p>	

<p>PeaceHealth, Skagit Valley Hospital, Whidbey General Hospital  C. Labor: SEIU 1199 Healthcare NW  D. Northwest Alliance for Health Care Skills Construction/Manf.  F. Economic Development Partners: WWU Small Business Development Center; Port of Bellingham (ADO); EDC Alliance of Skagit County; Island County EDC.  G. Training Partners: SVC, BTC, WCC, Impact WA.  H. Employer Partners: GR Plume, Lynden Door, Teal-Jones, itek energy, Ecotech Solar, Chuckanut Builders, Pacific WoodTech, Louws Truss</p>	<p>v. Engage businesses and provide technical support for marketing;  vi. Identify “shovel ready” upskill backfill projects;  vii. Explore pipeline opportunities for backfilling positions</p>	<p><b>UBI Connections? YES</b> – “NWC has recently acted to pass an Incumbent Worker Training Policy designed to move forward with upskill-backfill in this regions. The Council believes that the planning grant funds are perfectly timed to move forward with development of the model in this region.....upskill-backfill offers a very clear and potentially effective model to address the growing workforce needs of employers in the Council’s priority industry sectors: Health and Allied Services, Construction and Advanced Manufacturing. The upskill-backfill provides a new way to demonstrate to employers the capacity of the one-stop system to meet their workforce needs.”</p>	
Applicant	Activities & Projects	Deliverables & UBI Connection	Comments
<p>South Central Workforce Development  Patrick Baldoz &amp; Amy Martinez</p>	<p>i. Convening of local partners to support project in Columbia Gorge.  ii. Identifying local agencies with</p>	<p>Moves forward Local Plan Goals in the following areas:  <b>Goal 1:</b> Support quality education in area schools and</p>	<p>Aligns with SCWC’s Local Workforce Plan in Goals 1,2,3,4.  SCWC is contributing \$25 for incumbent worker training.</p>

<p>SBCTC Yakima Valley College Clark Community College Columbia Gorge CC East Cascade WIB (OR) WSU Heritage College Lyle School District Goldendale School D. White Salmon School D. Local Sector Employers (Insitu-Boeing, Custom Interface, Klickitat Valley Health) Mid-Columbia EDC East Cascade WIB Skamania EDC DSHS 14<sup>TH</sup> Representative</p>	<p>resources to support Adult Basic Ed. &amp; ESL</p> <p>iii. Explore resources and linkages with OR partners for funding of ABE &amp;ESL &amp; skills training. Including Cascade East WB &amp; Gorge Community C.</p> <p>iv. Develop cooperative relationships with K-12, Community Colleges and workforce training providers to deliver services;</p> <p>v. Identify post-secondary training programs (itinerate &amp; tech. based) for basic skill building to provide backfill workers;</p> <p>vi. Develop single plan for all partners to provide services that align with Governor’s Upskill-Backfill Initiative.</p>	<p>promote collaboration with business to prepare youth for entry into the workforce.</p> <p><b>Goal 2:</b> Prepare adults in transition (TANF, disadvantaged adults, dislocated workers, older workers and homeless workers) for successful participation in the workforce.</p> <p><b>Goal 3:</b> Support the current economic base and promote future business growth through the development of a well-trained workforce system and working directly with local businesses to develop skilled workers.</p> <p><b>Goal 4:</b> Improve access to and quality of workforce training and employment programs to meet existing and future business needs</p> <p>The project aligns with Governor’s Priorities for Business, Workers and System.</p> <p><b>UBI Connection? YES</b> – <i>“The lack of training providers coupled with high levels of basic skill deficient adults and school dropout creates challenges in the development of a comprehensive Upskill-Backfill program for this area of the SCWD area. It is the intent of this planning project to develop a local partnership of local community based organizations, government, state agencies, K-12 and post-secondary training institutions, economic development business and other stakeholders to restore adult basic education and English as a second language services; and make available post-secondary training for development of a comprehensive Upskill-Backfill plan for the Columbia Gorge area of South Central Region.</i></p>	<p><b>UBI Connection: YES-</b> Developing a platform for both Upskill Training and Entry Level Training (Backfill) through aligning regional (cross state) resources. Includes all local partners from K-12, through CC, WSU, training providers and employers.</p>
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		<i>Develop a single written plan with buy-in from all local and state partners that will identify strategies, partnerships and resources for continuum of comprehensive services (including support services) that will make available adult basic education, English as a second language, skill and incumbent work training tied industry sector needs and aligns with Governor's Upskill-Backfill initiative"</i>	
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