

Workforce Board Presentation & Recommendation Approval of TAP Accelerator: Upskill-Backfill Demonstration Projects

PRESENTER NAME: Patrick Woods

BOARD MEETING DATE: March 23

BOARD MEMBER SPONSOR NAME: Chris Alejano

DISCUSSION TIME ALLOTTED: TBD

<p>ISSUE/SITUATION: Be concise - 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed.</p>	<p>THE ISSUE/OPPORTUNITY IS: To provide funding through competitive grants to Workforce Partners in order to catalyze in a sustainable and systematic manner the concept of Upskilling Incumbent Workers and Backfilling their positions with entry level workers, with a focus on communities facing barriers to employment.</p>
<p>TAP STRATEGIC PRIORITY: Which TAP strategic priority or priorities does this recommendation support? Can you tie to specific goals and objectives in TAP? Briefly describe these connections. If the connection is unclear, describe why this is of consequence to the Workforce Board and/or workforce system.</p>	<p>SUPPORTS TAP STRATEGIC PRIORITY: The Upskill-Backfill Demonstration Project is a key TAP Accelerator and supports the following priorities: Business Engagement, Integrated Service Delivery, Expanding Access to Services while also removing barriers and establishing new ways to Measure Performance.</p>
<p>POTENTIAL IMPACT: Effect on people, businesses, communities. What is better or different from other existing strategies?</p>	<p>IT IS SIGNIFICANT BECAUSE: The Upskill-Backfill Initiative is intended to have the following impact on Workers and Employers: Connecting Businesses with workforce agencies in a systematic fashion to support their growth and marketplace success by Upskilling their key employees and filling their positions with qualified workers from communities facing barriers to employment.</p>
<p>OPTIMAL NEXT STEPS: What do you really want to happen as a result of this discussion with the Workforce Board?</p>	<p>MY IDEAL OUTCOME OF THIS DISCUSSION IS: We would like the board to review the recommendations of the Upskill-Backfill Review Committee and take action on their recommendations.</p>
<p>BACKGROUND: Short history of how this recommendation came to be. What has been</p>	<p>RELEVANT BACKGROUND INFORMATION: The funding for the Upskill-Backfill Initiative is provided by Governor Inslee from the Workforce Innovation and Opportunity Act (WIOA) discretionary account. The money was provided to the Workforce Board to help accelerate the implementation</p>



<p>tried, to what result? What evidence exists to support this recommendation?</p>	<p>of the Talent and Prosperity for All (TAP) Plan generally, and specifically to advance the Upskill-Backfill concept. The Governor’s Office directed the Board to use a portion of his WIOA Discretionary Funds for this UBI purpose (\$2.14 million). This is the first comprehensive investment in Washington in a complete Upskill and Backfill program. The aim is to create a sustainable policy and practice framework for the UBI approach to service delivery and business engagement.</p>
<p>STAKEHOLDER ENGAGEMENT, PROS AND CONS: Which stakeholders have been engaged in the development of this recommendation? What are the pros and cons of this recommendation? According to whom (which stakeholder groups)? Are there viable alternatives to consider?</p>	<p>STAKEHOLDERS HAVE PROVIDED INPUT AND THEY THINK: A wide array of workforce partners and stakeholders were involved in the work of the TAP Accelerator: Upskill-Backfill Committee that developed the parameters for this initiative (Board approved these parameters in October 2016). In addition, the grant application was distributed widely within the state’s workforce community. The ability to apply for grants was provided to all partners and stakeholders with the requirement that the project lead or co-lead must be a local Workforce Development Council.</p>
<p>FINANCIAL ANALYSIS AND IMPACT: What will it cost to enact this recommendation? What resources will be used? Are new resources required? How much? Where will existing or new resources come from? Are there savings to be gained from this investment? Over what period? Are there other returns on investment to consider?</p>	<p>THE COST AND RESOURCE NEEDS OF THIS RECOMMENDATION ARE: The individual and cumulative costs for the recommended applications are described in the next section.</p>



<p>RECOMMENDATION AND NEXT STEPS: What specific result do you want from the Board? Is this recommendation for discussion or action? If for discussion, will action be required at a later date? What next steps are expected after this discussion?</p>	<p>THE RECOMMENDATION AND/OR REQUESTED ACTION IS: The requested action is to approve the recommendations of the UBI Review Committee that include the following projects:</p> <p style="text-align: center;">1. South Central Workforce Development Council</p> <p>Project Focus: Aero-Space Manufacturing –Upskill workers within partner companies and Backfill with new employees with focus on populations facing barriers including veterans, out of school youth, long-term unemployed, low income and older workers. Companies are in the Bingen/Columbia Gorge region that includes both Washington and Oregon, which is largely rural and has entrenched long-term unemployment. It has been difficult to recruit new talent to the area. The partner companies have committed to help grow the talent pipeline within the region.</p> <p>Partners: Boeing-Insitu-Custom Interface Inc.-Zepher Inc.-Sagetech inc.-Innovative Composite Engineering –Klickitat Economic Development Council-Clark College-School Districts.</p> <p>Grant Amount:\$250K (with \$396,053 leveraged totaling \$646,053)</p> <p style="text-align: center;">2. Spokane Area Workforce Development Council</p> <p>Project Focus: Healthcare-Medical & Nursing Assistants to RNs & Backfill with new employees with focus on populations with barriers. The healthcare and social assistance sector accounts for nearly one in every five jobs in Spokane County and with demographic changes of an aging population it is expected that the demand will increase. During the course of this project a cohort of 15 individuals will: complete courses for entry into Associate in Nursing program; complete the first quarter in the Associate of Nursing program; and receive a promotion to Nurse Technician with wage increases. The participants will receive the following support services: College Navigator; Study and Tutoring Lab; 3D Software for Study; tuition, books and fees; and childcare, transportation and emergency assistance. A total of 15 new hires are intended to Backfill the vacated positions. The project’s success is expected to be a catalyst in sustaining the Upskill-Backfill model.</p> <p>Partners: Spokane Community College, Greater Spokane Incorporated, St. Luke’s Rehabilitation, Providence Healthcare Ministries, Providence Medical Group, Providence Sacred Heart Medical Center, Providence Holy Family Hospital and St. Joseph’s Care Center.</p> <p>Grant Amount: \$142,614 (with \$169,856 leveraged totaling \$312,470)</p> <p style="text-align: center;">3. Pacific Mountain Workforce Development Council</p> <p>Project Focus – Healthcare: Rural Upskilling homecare workers to CNAs and Backfilling with entry level workers with focus on populations facing barriers; Urban Upskilling CNAs to Acute Care CNAs with a focus on populations facing barriers. There is a high demand for healthcare services and workers in the region. The project will train 65 individuals this will include: 40 CNAs; 23 lower-skilled long term care workers (Home Care Aides); and 2 Home Care Aide Community Instructors.</p> <p>Partners: Centralia College, DSHS, Morton General Hospital, Providence, South Puget Sound Community College, Centralia College, Providence Hospital, New Market Skill Center, Aging and Long-Term Support Administration ALTSA and SEIU.</p> <p>Grant Amount: \$275,000 (with \$160,000 leveraged totaling \$435,000)</p>
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4. Workforce Development Council of Seattle-King County

Project Focus – Manufacturing: Upskilling manufacturing workers into leadership positions and Backfilling with entry level workers with focus on populations with barriers including those with disabilities. This sector continues to need more skilled workers and the current practice among employers is to poach talent from other manufacturers in the region. The project is designed to: provide advanced training to 250 incumbent workers, of which 175 will receive wage increases; bring in 100 new-hires into the industry with a net increase of 10 new employees in the participating businesses.

Partners: Genie (Terex brand), Astonics AES and Spectralux, Everett Community College, Lake Washington Institute of Technology, Seattle Goodwill Industries and Seattle Housing Authority.

Grant Amount: \$275,000 (with \$248,900 leveraged totaling \$523,900)

5. Workforce Development Council of Seattle-King County

Project Focus: Building Engineers in the Construction Industry. Upskill potential leaders to operate high performance buildings and Backfill with new employees with focus on populations facing barriers. The demand for building engineers is expected to be 14% over the next 10 years, added to this is the aging workforce at the Senior Building Engineer level. The project is intended to: engage 10 businesses; train 100 incumbent workers with 50 receiving wage increases; 30 new hires into the newly opened positions; and a net total of 30 new employees hired by the businesses.

Partners: Renton Technical College, Construction Center of Excellence, TRIO NW Business Solutions Inc., ANEW, Emerald Cities Seattle, WBEC Steering Committee (Wright Runstad/Western WA Stationary Engineers), Association of General Contractors AGC Education and Western Washington Stationary Engineers.

Grant Amount: \$226,855 (with \$171,257 totaling \$398,112)

6. Workforce Development Council of Seattle-King County

Project Focus: Healthcare Upskilling Patient Service Representatives to Medical Assistants and Backfilling with entry level workers with a focus on populations facing barriers including refugees and immigrants. There is growing need for healthcare workers in the Region and employers are actively looking to move promising talent from entry level positions (Customer Service, Food Service etc.) to Medical Assistant and Certified Nursing Assistant positions. The project is designed to: engage 2 employers; train 20 incumbent workers with wage increases; hired 20 new employees to replace them; and grow the net number of employees by 2 FTEs.

Partners: Neighborhood House, Kaiser Permanente WA and Harborview Medical HMC.

Grant Amount: \$241,480 (with \$163,170 leveraged totaling \$404,650)

7. Workforce Central Partners

Project Focus - Construction Heavy/Highway: Upskilling journey level construction workers to foremen and Backfilling with entry level workers with a focus on populations facing barriers. There is a significant need for foremen in this industry at a local, state and national level and this expected to grow with the emphasis on highway construction. The project is designed to: engage 2 businesses; train 20 existing workers for foreman responsibilities; hire 40 new job seekers into openings with 25 coming from populations facing barriers. The new job seekers will obtain one or more of the following: a high school credential transition to postsecondary education or obtains a postsecondary certificate with meaning in the workplace.

Partners: Tucci & Sons, Lakeside Industries, Construction Center of Excellence,



	<p>AGC Education Foundation, International Union of Operating Engineers IUOE. Grant Amount: \$250,000 (with \$149,000 leveraged totaling \$308,663)</p> <p>Total Dollars Available for Grants: \$2,140,000 Total Dollars Recommended to be Awarded : \$1,660,949 Total Dollars Leveraged: \$1,458,899 Total Dollars in UBI Projects: \$3,0028,848 Remaining UBI Project Funds: \$479,051</p>

