

## WIOA SECTORS TASK FORCE

March 25, 2015 meeting notes



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### Task force considerations:

Concern was raised that sector strategies did not deal with foundational skills and jobs that allowed people without strong technical skills to begin along career ladders. Some members stated that some sectors lend themselves better to helping entry level workers, those with low skills, become employed.

The task force viewed Competency Models (skill pyramids) that were developed by DOLETA as a way to think about how sector strategies cut across these issues. Each of the models starts with foundational skills and show progression to higher level skills for a variety of industries. The foundational skills tend to be very similar regardless of the industry in which an individual is employed. The question is whether sectors is always the right strategy to grow foundational skills, or if we should be doing this for any job seeker who lacks these skills, regardless of the sectors identified in a region. The Competency Models are available at:

<http://www.careeronestop.org/competencymodel/competency-models/pyramid-home.aspx>.

There was some discussion about the sectors identified for special attention by the Governor. These sectors focus on industries critical to the state's economy and therefore need attention even if they do not exist in every community. There are lots of opportunities for aligning with these sectors and for serving additional industries based on local economies and needs. When sectors strategies are implemented, there need to be mechanisms for regional targeting, connections to career pathways and an agreed upon set of outcomes we are working toward.

Two WDCs shared how they identified and worked with local sectors. They clarified that sector data is the right place to start, but that local factors also play a large role in sector selection. Clarification was provided that sometimes statewide sector work looks more like a collection of initiatives and that there are a lot of great initiatives, although these sometimes overlap.

### Suggested guiding principles for sector strategies:

- Statewide and local sector strategies can co-exist in mutually-reinforcing and beneficial ways. They are not mutually exclusive of one another.
- One size doesn't fit all when it comes to sector strategies.
- The best set of recommendations will enable sector strategies to develop from both the local level-up and the state level-down.
- Sector strategies are but one of many important workforce development strategies.
- We recognize that cross-industry soft skill requirements exist across all industries.
- As sector strategies are developed, there should be an emphasis on data-driven outcomes (e.g., employment placements).

**Task force recommendation regarding data:**

- Criteria that are especially useful in identifying and targeting sectors locally include location quotient, employment growth, the concentration of high- and mid-wage occupations, the concentration of mid-education level occupations, and inter-industry linkages with shared labor pools.

**General task force recommendations:**

- Washington's statewide sector strategy, as embodied by Governor Inslee's targeted sectors and the CTC's Centers of Excellence provide a solid statewide foundation.
- The statewide sector strategy doesn't fully cover the economic opportunities in regions/local areas across the state.
- Local areas will need mechanisms and processes for locally and/or regionally identifying and targeting sectors.
- Both state and local policy makers will need to know what outcomes we are getting from these efforts. Therefore we will need some consistent ways to measure results.

**Task force coordination efforts:**

- Louisa Erickson (DSHS) volunteered to liaison between sector strategies TF and Pathways subcommittee.
- Should BHR (Behavioral Health Resources) be represented on the taskforce?

**Task force parking lot:**

- Centers of Excellence: Should they have stronger oversight over the colleges? Opportunity for better alignment and fewer advisory boards. Could/should Centers be the entry point for industry and job seekers for pathways to careers?
- Need for full-service (prep, training, placement). Must have employers at the end of the process ready to hire.
- Regions based on sectors sharing plans.
- Need best practices for how the 12 WDC's select their sectors of focus.

**Next meeting:** TBD