Washington's Future of Work Task Force: An Orientation

Eleni Papadakis, Executive Director

July 18, 2018

Workforce Training and Education Coordinating Board

Business Members

- Amy Anderson
- Machelle Johnson
- Lisa Perry
- Richard Rhodes
- Mark Smith
- Merisa Heu-Weller

Legislative Members

- Sen. Maralyn Chase
- Rep. Matt Manweller
- Rep. Vandana Slatter
- TBA

Labor Members

- Annette Bernhardt
- Marcus Courtney
- Lynn Dodson
- Joe Kendo
- Rebecca Smith
- Stan Sorshcer

- Signed into law on March 29, 2018.
- Unanimous support from Senate Economic Development & International Trade Committee:
  - Senators Chase, Brown, Hasegawa, Wagoner, Wellman, Takko, and Conway.
- Sponsored by all Committee members; primary sponsor was Chair, Sen. Maralyn Chase

Develop a set of policy recommendations for the Legislature and Governor that, if enacted, would establish the conditions for Washington's businesses and workers to prosper together in the current and projected future economy.

The statute charges Future of Work Task Force to:

- Identify policies and practices to help WA businesses, workers, and communities <u>across the state</u>, thrive economically.

- At same time, respond to rapid changes in technology, workplace practices, environmental and security issues, and global interdependence.

Task Force (TF) Deliverables and Sunset Dates:

December 31, 2018--Submit a report to the Legislature that identifies an initial set of recommendations the TF will explore for development, and describes the plan and methods to be used by the TF to develop a final set of recommendations.

December 31, 2019--Final report due to Legislature and Governor, that:
- Describes TF activities.
- Presents a set of recommendations.
- Includes a recommendation for research and activities the TF would complete if it were to continue beyond its sunset date.

June 30, 2020--TF sunsets; law expires.

Establish **Collaborative Applied Research** opportunities between education institutions and businesses. This allows instructional staff and students to learn about new technology while at the same time helping companies adopt this technology.

Support a **talent development pipeline** and **lifelong learning structure**, from K-12 through retirement, for all workers and industries:

- Washington's young people will navigate careers and workplaces of the future.
- Workers keep their skills up-to-date or retrain for new careers when needed.
- Education and training credentials are portable, transferable, and cost and time efficient.
- Instructional staff keep pace with changes in their disciplines and related occupations.

Enable **Sustainable Industry Sector Partnerships,** so employers and workers can collaborate to support their sector's growth. Support consortia of multiple employers within an industry to convene to identify common skill gaps and other issues, and work together with their workers and the public sector to find solutions.

Develop an inventory of current and future trends and factors projected to drive transformation of industries and work over the next 25 years.

Compile research and promising practice information from state, national, and international sources, and develop case examples when possible.

Gather input from employers and workers from the major industrial sectors of Washington, ensuring every region of the state is consulted.

Identify relevant metrics and recommend a possible dashboard for tracking the state's success addressing future of work issues.

Include analysis of what data sets are readily available and what new data should be collected and by whom.

Consult with public and not-for-profit organizations that support businesses or the workforce on how to effectively support business and workforce development in a transformational environment.

- Responsibilities of the TF are within the purview of Workforce Board--added to authorizing statutes.
- Workforce Board supports the work of the TF:
    - Future of Work Manager (TBH)
    - Second FTE to be defined once Manager is hired
    - Workforce Board Leadership Team
- TF Staff will serve as communication channel between TF and Workforce Board.

Laser-focus on long-term employment/economic outcomes for workers, jobseekers, and employers.

- Tri-partite; dual-customer focus:

- 2/3 held by Business and Labor;

- Balance held by major service providers (OSPI, community and technical colleges, Employment Security Dept.)

- Advisory members from targeted populations, chief local elected officials, DSHS, Dept. of Commerce.

- Created by the Legislature in 1991
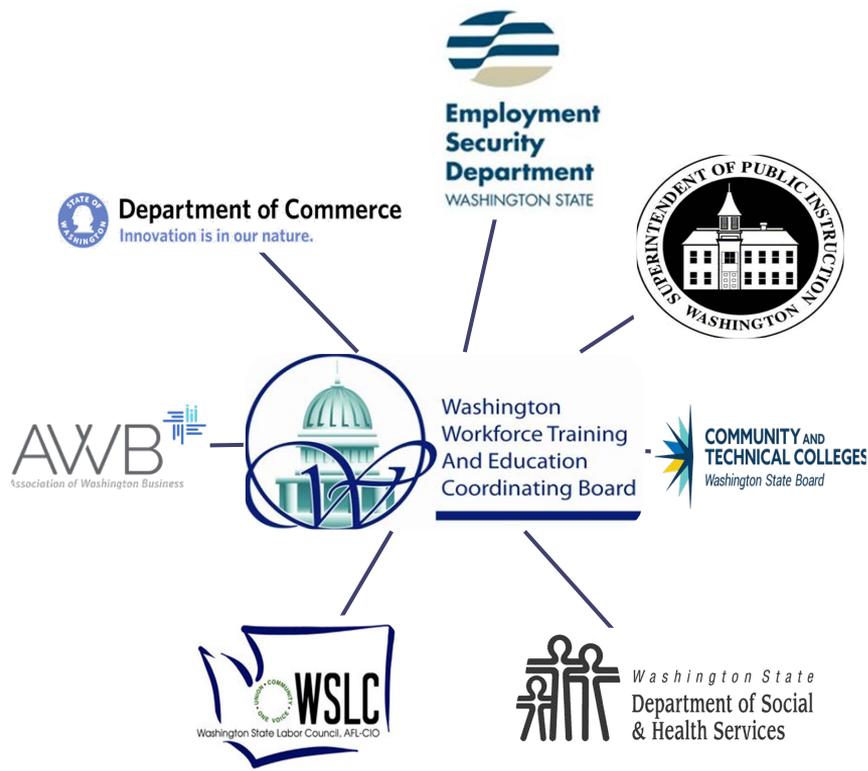
The Workforce Board advises the Governor, Legislature, and Congress on workforce policy to **ensure continuous improvement** of services for businesses and jobseekers.

- **Independent Program Performance Evaluator**
- **Advocates for Innovation and Continuous Improvement**
- **Fosters Multiple Pathways to Economic Self-Sufficiency**
- **Informs Consumers about Program Performance**
- **Consumer Protection for Private Career School Students**
- **Unites the State's Talent Pipeline Behind a Strategic Plan**

- Statute limits the number of full TF meetings to 4 per year
  - Duration of meetings?
  - Where?
  - Guiding principles?
  - Governance Structure?
  - Subcommittees?
- How can staff best support you to fully engage in the work of the TF?
- TF involvement in soliciting stakeholder input?
- Advisory Council?

Please volunteer to serve on our selection committee.

- Final Interview Panel.
- Expect 2 to 4 finalists, one hour for each, plus one more for deliberation.
- Optimal to have at least one TF member from each of the caucuses: business, labor, legislative for each interview.
- Help us design final interview (i.e., just Q&A, a presentation, written report on key topic?)

Questions, concerns, comments, optimism, pessimism, enthusiasm, reluctance, dismay, excitement, frustration, what else?