



BOARD MEETING AGENDA

March 23, 2023, | 9:00 a.m. – 4:00 p.m. | Meeting No. 262

RAAD Building 5th Floor

128 10th Avenue SW, Olympia, WA 98501

Link to attend via Zoom available by request

9:00 a.m. Call to Order

- Welcome and Introductions

9:05 a.m. Chairs Report

Tab 1

Consent Agenda **(Action)**

1. Minutes from February 23, 2023 Board Meeting
2. Executive Director's Report

9:20 a.m. Peer Learning Group – Evaluation Discussion

Tab 2

- Dave Wallace, Workforce Board
- Olga Kondratjeva, Employment Security Department
- Joy Emory, Workforce Snohomish

10:20 a.m. Break

10:40 a.m. An Orientation to Registered Apprenticeship

Tab 3

Part 2: Building Trades Apprenticeship

- Peter Guzman, Department of Labor & Industries
- Mark L. Riker, Washington State Building and Construction Trades Council
- PJ Moss and Heather Winfrey, Seattle Area Pipe Trades Apprenticeship
- Lowell Glodowski, Masonry Trades - Pathways to Apprenticeship (Via Video)
- Erin Frasier, Washington State Building & Construction Trades Council
- Mike Bridges, Longview/Kelso Building and Construction Trades Council

12:00 p.m. Lunch

1:00 p.m.	An Overview of Federal Legislation Impacting Workforce	Tab 4
	<ul style="list-style-type: none"> Rachael Stephens Parker, National Governors Association Tim Carlton, National Governors Association 	
1:45 p.m.	Workforce System Policies	Tab 5
	Dispute Resolution Policy Options (Possible Action)	
	<ul style="list-style-type: none"> Drew Cassidy, Workforce Board 	
	One-Stop Hours of Operation – Continuing Discussion (Possible Action)	
	<ul style="list-style-type: none"> Drew Cassidy, Workforce Board Miriam Halliday, Workforce Southwest Amy Martinez, South Central Workforce Council Ismaila Maidadi, Employment Security Department 	
3:00 p.m.	2023 Legislative Session Update	Tab 6
	<ul style="list-style-type: none"> Nova Gattman, Workforce Board 	
4:00 p.m.	Adjourn	

Tab 1

Consent Agenda

PRESENTED BY: Co-Chairs Brown and Chandler

CHECK ONE:

☒ Action Item

☐ Possible Action

☐ Discussion Only

CONSENT AGENDA ITEMS:

1. Board Meeting Minutes for February 23, 2023
2. Executive Director's Report



MINUTES OF MEETING NO. 261 February 23, 2023

Board Members Present:

Larry Brown, Co-Chair
Gary Chandler, Co-Chair
Wade Larson, Representing Business
June Altaras, Representing Business
Todd Mitchell, Representing Labor
Kairie Pierce, Representing Labor
Commissioner Cami Feek, Employment Security Department (ESD)
Secretary Jilma Meneses, Department of Social and Health Services (DSHS)
Terry Redmond for Secretary Jilma Meneses, Department of Social and Health Services (DSHS)
Rebecca Wallace for Superintendent Chris Reykdal, Office of Superintendent of Public Instruction (OSPI)
Marie Bruin for Paul Francis, State Board for Community and Technical Colleges (SBCTC)
Chris Alejano, Representing Underserved Populations
Carolyn Busch for Secretary Lisa Brown, Department of Commerce
Mark Mattke, Spokane Workforce Council, Representing Local Government
Yolanda King-Lowe for Jane Hopkins, Representing Labor

Call to Order

Co-Chair Mr. Larry Brown called the meeting to order at 9:01 a.m. on a virtual meeting using Zoom and welcomed the Board and audience members in-person at the RAAD Building in Olympia.

Governor's Letter

Gov. Jay Inslee highlighted unprecedented workforce shortages that continue to pose challenges for employers across the state in a [Feb. 22 letter](#) to board co-chairs Gary Chandler and Larry Brown, and Executive Director Eleni Papadakis. Inslee shared six guiding principles for the Board and its partners to include as the agency develops the state's strategic workforce development plan, Talent and Prosperity for All. The plan will be updated over the course of this year and next. Board staff are developing a public outreach program that will include opportunities for stakeholders and customer feedback from across the state on what is working in workforce development, and what needs improvement. The governor suggested improved access and customer service; stronger ongoing supports for customers; a robust referral system for all state

services; creation of a system-wide management information system; stronger connections with business and labor; and reaching underserved and underrepresented communities in both urban and rural Washington.

The governor's letter also requested that the Board support a legislative request for additional funding for the Employment Security Department. This funding would address a serious backlog of unresolved overpayments and unemployment insurance claims from the pandemic era, providing closure for both employers and workers. The Board voted to approve the request later in the meeting, via MOTION-2022-261-04, after the WIOA Planning Discussion.

The governor's Senior Policy Advisor John Aultman joined the meeting. Board co-chairs Brown and Chandler led a discussion of the letter and the opportunities presented.

Aultman also shared an inspiring story of a barber who navigated training programs via the Pacific Mountain Workforce Development Council. It was noted that we want to pay close attention to the needs of local boards. Questions were requested on this document. There were no responses, but general agreement with the Governor's principles.

Consent Agenda

MOTION-2022-261-01

Mr. Todd Mitchell moved to approve the Consent Agenda that included approval of the Minutes from the November 9, 2022, Board Meeting. Ms. Cami Feek seconded the motion, which passed unanimously.

Executive Director's Report

Workforce Board Executive Director, Ms. Eleni Papadakis, submitted her executive director's report in written form to the Board that included new agency hires, recent conferences, and health workforce updates.

The Board welcomed the Workforce Board's new executive assistant, Ms. Bianca Laxton. The Board also acknowledged and gave a proclamation to Ms. Erica Wollen for her outstanding service and support as Board secretary.

Workforce System Policies

One-Stop Hours of Operation

Staff put together a panel to provide a range of perspectives on one-stop hours of operation at WorkSource centers. Presenters included Ismaila Maidadi of the Employment Security Department, Louisa Erickson of the Department of Social and Health Services, Amy Martinez of South Central Workforce Development Council, and Lisa Romine of SkillSource. The Board was asked to consider setting uniform, statewide requirements for minimum hours of operation in comprehensive one-stop centers.

The Board directed staff to do further research and bring recommendations back for Board consideration at the March 23 meeting.

MOTION-2022-261-02

Mr. Mitchell moved to delay the action to the March Board meeting. Mr. Mark Mattke seconded the motion, which passed unanimously.

WorkSource System Policy 1025, One-Stop System Dispute Resolution and Appeals

Mr. Gary Kamimura of the Employment Security Department gave a presentation to the Board asking for endorsement for a new policy on one-stop system dispute resolution and appeals that places the Workforce Board, rather than ESD, in the state appellate role.

MOTION-2022-261-03

Mr. Wade Larson moved to endorse draft policy 1025. Ms. Marie Bruin seconded the motion, which passed unanimously.

An Orientation to Registered Apprenticeship, Part 1: Non-Building Trades Apprenticeship

The Board learned about key aspects of Washington's registered apprenticeship program through a panel presentation from Peter Guzman of the state's Department of Labor & Industries, apprenticeship program providers, as well as participants. The panel provided multiple views on this increasingly popular pathway.

WIOA/TAP Goals Data Presentation

Agency Research Director Mr. Dave Wallace gave a presentation of data metrics that show how well the workforce development system is doing compared to goals outlined in the previous state workforce plan, Talent and Prosperity for All. Many of those metrics centered on targets and outcomes of the federal Workforce Innovation and Opportunity Act (WIOA). Board members had requested that staff review progress made on these goals as we embark on an update of the plan that is due in March 2024.

WIOA Planning Presentation

First Rule Group consultant Mr. Jairus Rice presented a summary of the common themes, strategies, and priorities from the State Workforce Plan interviews conducted with Board members and their leadership teams. The state's plan, Talent and Prosperity for All, incorporates the federal Workforce Innovation and Opportunity Act (WIOA), required by the U.S. Department of Labor.

MOTION-2022-261-04

Mr. Larson moved to support the governor's request for additional state funding for the Employment Security Department. This funding would help the agency address significant unresolved overpayments and unemployment insurance claims from the pandemic era. DSHS Secretary Ms. Jilma Meneses seconded the motion, which passed unanimously.

WAVE Scholarship Update

The agency's Director of Workforce System Advancement Ms. Marina Parr provided an update of the 2023 Washington Award for Vocational Excellence (WAVE) scholarship. The scholarship,

which pays as much as two years tuition, is aimed at high-performing career and technical education students at both the high school and college level. Ms. Parr reported that up to 147 students are eligible to win an award—three from every legislative district—and that the deadline to apply was March 17.

2023 Legislative Session Update

Agency Deputy Executive Director Ms. Nova Gattman provided an overview of select bills that impact the Workforce Board, workforce system, and other key priorities from the Board's Talent and Prosperity for All strategic workforce development plan.

The meeting adjourned at 3:28 p.m.

Executive Director's Report

Workforce Board Meeting

March 23, 2023

Meeting No. 262

We continue to welcome new staff as we grow our portfolio and current staff exit for new opportunities. Our latest hire is Kat Maggio (who we introduce below).

New Associate—Mini Bio

Katherine (Kat) Maggio

Kat found an uncanny route to her new position at the Workforce Board. She was helping her son find information about potential educational and career pathways after high school. She came across our Career Bridge site (<https://www.careerbridge.wa.gov/>). Impressed with the site, she wanted to learn more about the host organization and found our "Work for Us" page with a job listing for an advanced level administrative assistant. We are thrilled that Kat found her way to us and now serves as an administrative assistant to our CFO/COO. In that role, she will be handling many tasks that support the entire organization.

Kat grew up in southern Arizona and soon after graduation got the travel bug. She moved to southern California, then relocated all the way up to northern California, with multiple stops along the way. She joined a disaster recovery company and spent the next five years travelling around the world cleaning up after natural (and unnatural) disasters. Kat fell in love with Washington State in her early 20s. She finally made her way to Spokane, where she spent nine years raising her two boys before moving west and joining Amazon at the R&D center in Sumner. After 8 years at Amazon, ending as the executive assistant to the head of the advanced technology and mechatronics division, Kat decided to bring her vast range of experience and expertise to the Workforce Board to support our mission. In her free time, Kat loves cooking, hiking, and going on road trip adventures.

Staff Transition—Kawanna Perine

We are sad to say good-bye to our colleague and friend, Kawanna Perine. Kawanna has been a great colleague who has always been willing to roll up her shirt sleeves to help out whenever and however needed. Many will know Kawanna from having provided back-up support to this Board for the past two years. She also has served as administrative assistant to Nova Gattman, on legislative activities, and all our health workforce activities. Kawanna lives in King County, but started with us during the pandemic when we were operating as an entirely remote enterprise. Moving back to partial in-office operations, Kawanna had to make the difficult decision to seek a

position closer to home. Our loss is a tremendous gain for the King County Sheriff's office where Kawanna will be serving as Executive Assistant to Division Chief Troy Olmsted. Congratulations, Kawanna!

Joe Wilcox selected as 2023 Bertelsmann Foundation Fellow

Workforce Board Career Pathways Manager Joe Wilcox has been selected as one of only 10 Bertelsmann Foundation Fellows for 2023. The 2023 Bertelsmann Foundation Fellowship will convene staff from the European Parliament and German Bundestag along with U.S. federal and state government representatives and select private sector individuals for a four-month hybrid exchange on the future of work.

Over the course of the program, fellows will meet with diverse, high-level stakeholders from various governments to discuss this theme. Participants will also meet with industry stakeholders, civic organizations, academia, and subject-matter experts. Fellows will convene in-person, traveling to both Brussels and Washington, D.C. to enrich their fellowship experience. The Bertelsmann Foundation will cover travel, accommodation, transportation, meal, and incidental costs of the program. In addition to virtual and in-person meetings, fellows will contribute to a publication with an expected release date of December 2023.

More information about Bertelsmann can be found at <https://www.bfna.org/> Here's a short video that describes their work: <https://www.bfna.org/about/>

Long-Term Care Project Updates

Licensed Practical Nurse Apprenticeship:

- **Sponsor Development**

The LPN Apprenticeship has identified an attorney registered with the state who can prepare the documents needed to establish the 501c3 sponsor for this program with the three employers currently working with the development of the apprenticeship program. Contract negotiations are still underway.

- **DVA Engagement**

The Washington Department of Veterans Affairs is partnering with the Workforce Board, Nursing Commission and the state's Department of Labor and Industries to begin development of a pilot LPN Apprenticeship program in one of four Veterans Homes. The pilot will be developed in parallel with the current apprenticeship program involving the three private employers currently participating in the pilot development.

- **Second Cohort**

Recruitment of the second cohort of Nursing Assistant-Certified (NACs) and Home Care Aides (HCAs) for the scholarship program and pre-requisite enrollment is underway. The Workforce Board's two Apprenticeship Navigators are working with the colleges and employers to make this process efficient and successful. The Navigators are preparing an orientation for the potential apprentices with information about who to contact at the schools for assistance with enrollment, financial aid, and the process for accessing the scholarship funds available through the federal Health Resources and Services Administration (HRSA) and the Workforce Board.

Long-Term Care (LTC) Workforce Research:

Negotiations for the research contract with the University of Washington are nearing completion and we anticipate the final contract will be signed by the university contracts office before the end of the month.

Long-Term Care (LTC) Workforce Initiative:

- **Leadership team**

The leadership team for the LTC Workforce Initiative was convened in February. This initial organizational meeting began to set the stage for establishing the direction of the LTC Workforce Initiative. This team is composed of professionals from state agencies, employers, education, the long-term care field, hospital facilities, and business. This group will be key to the development and implementation of a five-year strategic plan for growing the LTC workforce in the state.

- **General meetings**

The LTC Workforce Initiative continues to grow with the addition of professionals from across the state. Participants have selected one of three subcommittees, each with a focus that has been identified to be contributing factors to the LTC workforce crisis. These subcommittees are supported by the research efforts of the Board, university researchers and the Health Workforce Sentinel Network. The Sentinel network and our emerging LTC research will link the healthcare sector with policymakers, workforce planners, educators, and advocates to identify and respond to changing demand for healthcare workers, with a focus is on identifying newly emerging skills and roles that improve access to and the quality of LTC across Washington. General meetings are held every other month with subcommittee meetings scheduled with greater frequency.

Washington Award for Vocational Excellence (WAVE) Updates

Applications

More than 500 students were in the process of applying for the 2023 WAVE scholarship as of Wednesday, March 15. Forty-three applications were complete, and 466 were in process. The scholarship was scheduled to close two days later—March 17.

Outreach

This year's outreach included significant support from workforce system partners, including the Office of Superintendent of Public Instruction; the State Board for Community and Technical Colleges; the Washington Workforce Association; Workforce Development Councils around the state; the Washington Association for Career and Technical Education, and more.

The agency also executed a moderate social media advertising campaign to reach more Washingtonians. This campaign had reached nearly 60,000 readers by March 15.

Scholarship reviewers needed for just 4 hours each – sign up today

We're looking for scholarship evaluators who represent education, labor, business, community organizations, and government. This is a great chance to help Washington's future workers succeed.

Volunteer evaluators will receive WAVE review packets by email in early April. Step-by-step review instructions, plus a training video link, will be included. We expect the total review time to take about four hours. To volunteer or recommend others, please contact us at WAVE@wtb.wa.gov. Thank you.

Tab 2

Peer Learning Group – Evaluation Discussion

PRESENTED BY: Dave Wallace (Workforce Board), Olga Kondratjeva (Employment Security Department), and Joy Emory (Workforce Snohomish)

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ **Discussion Only**

SUMMARY:

Members of the state Peer Learning Cohort (PLC) will discuss their efforts over the past several months to develop cross-workforce system evaluation plans and strategies. The team included individuals from the Workforce Board, Employment Security Department (ESD), local workforce boards, and the State Board for Community and Technical Colleges (SBCTC).

BACKGROUND:

The U.S. Department of Labor (DOL) made grants available to state teams to work collaboratively on workforce evaluation plans. The Washington State team applied and was accepted in October of last year. The offer to join the team was shared across the system, and the existing team represents organizations that chose to participate. The team will continue to receive coaching through March and will be asked to submit a capstone project by April 28.

Federal Workforce Innovation and Opportunity Act (WIOA) policies require that states conduct ongoing evaluations of workforce development activities. These policies also require evaluations be conducted in coordination with local boards and the state agencies responsible for the administration of the core programs (WIOA section 116(e)). It is further stipulated that:

"The evaluations conducted under this sub section shall be designed in conjunction with the State board, State agencies responsible for the administration of the core programs, and local boards and shall include analysis of customer feedback and outcome and process measures in the statewide workforce development system. The evaluations shall use designs that employ the most rigorous analytical and statistical methods that are reasonably feasible, such as the use of control groups."

Furthermore, there are indications that DOL is likely to increase expectations of state workforce evaluation activities in the near future.

The PLC group has found that currently the state does a fairly good job of program-specific evaluations, in silos with weak cross-organizational coordination. The group identified our challenges as:

- Securing funding to conduct evaluation studies.
- Identification of agreed upon, meaningful system metrics.

- Executive leadership may lack understanding of evidence-based evaluative research and the important role it can play to inform effective policymaking, resource investment and prioritization decisions, especially across program silos.
- We will need to focus on the language used to promote partnership and increase inclusion at the broader level across all WIOA partners.
- As a holistic group, we lack a centralized collection for data, which could prove challenging during our evaluation capstone.

Bringing this up for discussion at this time is critical as the state is embarking on updating the state workforce development plan, Talent and Prosperity for All. This represents a great opportunity to help identify meaningful, system-wide goals and metrics, build system-wide evaluation into the plan, and to inform ongoing progress over time. Toward this end we would like to propose continuing this discussion on an informal basis at the upcoming Workforce Board retreat.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only: This topic is for discussion and guidance on future efforts and policy implications, including possible further discussion at the Board retreat.

Tab 3

An Orientation to Registered Apprenticeship Part 2: Building Trades Apprenticeship

PRESENTED BY: Apprenticeship Partners

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ **Discussion Only**

SUMMARY:

The Board will learn about key aspects of Washington's registered apprenticeship programs for the building trades through a panel presentation. Members will hear an overview from the director of the apprenticeship program at the Department of Labor & Industries, Peter Guzman, who will highlight how these apprenticeships relate to the state's strategic workforce plan, Talent and Prosperity for All. Board staff worked with partners to convene a range of presenters including program training coordinators and other building trades stakeholders to provide multiple views on apprenticeships and spur discussion on how the Board can support more high-quality apprenticeship opportunities in the state. Ample time has been included to allow for questions and discussion.

BACKGROUND:

Registered apprenticeship is an important component of Washington's workforce training system. The Workforce Board's annual evaluation of workforce programs, [Workforce Training Results](#), show positive results for this high-skill, high-wage pathway – with 93 percent of completers earning \$94,900 a year after exit (first quarter of 2022). Even for those who do not complete the program, 81 percent are employed at an average wage of \$70,800. The taxpayer return on investment for the program is \$7.80 for every public dollar invested.

This meeting's panel is focused on building trades apprenticeships, which make up the majority of apprenticeships in Washington. The panel builds upon the previous apprenticeship panel which presented to the Board in the February meeting. The following participants are included on the panel:

WA State Department of Labor & Industries (L&I) Apprenticeship Section

Presenter – Peter Guzman, L&I Apprenticeship Program Manager

Peter Guzman will provide an overview of Registered Apprenticeship and Recognized Apprenticeship Preparation programs in the Building Trades, including program and apprentice data. He will also explain Apprentice Utilization Requirements and how employers can become Training Agents to access apprentices.

Washington State Building and Construction Trades Council

Mark L. Riker, Executive Secretary

The Building Trades is known for its gold standard of apprenticeship models in Washington and there are numerous elements that set them apart from non-building trades programs. They are industry funded and directed by a Joint Apprenticeship Training Committee (JATC) comprised of 50% labor and 50% employers. This presentation will provide an overview of the building trades model, affiliated trades, and efforts to diversify the building and construction trades workforce.

Seattle Area Pipe Trades Apprenticeship

PJ Moss, Training Coordinator, and Heather Winfrey, Assistant Training Coordinator

The Seattle Area Pipe Trades (SAPT) apprenticeship program was established in 1968 and provides both Helper and Apprentice opportunities in HVAC Refrigeration, Steamfitting and Plumbing careers. In addition to a program overview, this presentation will highlight recruitment processes, apprentice diversity, and preparing the existing workforce for innovations in clean energy and technology.

Masonry Trades - Pathways to Apprenticeship (Video)

Lowell Glodowski, Training Coordinator for Western Washington Masonry Trades

Listen as Lowell Glodowski discusses highlights of his apprenticeship experience and how to get started, as well as the different trades in the Masonry field.

Washington State Building & Construction Trades Council

Erin Frasier, Assistant Executive Secretary

The Building Trades apprenticeship programs consistently work to strengthen access to construction career pathways and increase diversity, equity, and inclusion. Much of these efforts are occurring outside of the workforce development system and its resources, including basic needs supports for apprentices. In addition to apprentice supports, this presentation will include an overview of Mentorship Matters, access to Job Skills and other state or federal grants, and efforts to increase career pathways with the K-12 system.

Longview/Kelso Building and Construction Trades Council

Mike Bridges, President

The building trades apprenticeship preparation program at Mark Morris High School in Longview is a multi-craft curriculum that has garnered state recognition. Students, the career and technical education (CTE) director, an instructor, and a labor partner will share an overview of this program in a video. Mike Bridges will provide additional information about the partnership that came together to develop this program – a model for statewide implementation.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only: Time is reserved at the end of the panel for questions or requests for additional learning opportunities in future meetings.



Washington State Building Trades Affiliated Unions

- 47 Local trade unions
- 14 Nationally recognized Trades & Sub Trades:
 - Boilermakers
 - Brick Masons
 - Concrete Masons and Plasterers
 - Electricians
 - Heavy Equipment Operators
 - Iron Workers
 - Laborers
 - Painters & Allied Trades
 - Roofers
 - Sheet Metal Workers
 - Sprinkler Fitters
 - Plumbers/Steamfitters

Building Trades Apprenticeship Model

- All Building Trades apprenticeship programs are state approved and regulated by the Washington State Apprenticeship Training Council (WSATC)
- Minimum 144 hours Related Supplemental Instruction (RSI) per year
- Minimum 2,000 hours On the Job Training (OJT) per year
- Directed by Joint Apprenticeship Training Committee (JATC) comprised of 50% Labor & 50% Employer representatives
- Self funded through Collective Bargaining (CBA)

State Recognized Apprenticeship Preparation (Pre-Apprenticeship)

- Apprenticeship Preparation Programs are designed to deepen students understanding of apprenticeship opportunities as a post secondary option
- State recognized program = partnership between State Registered Apprenticeship and the Preparation Program
- Core + Construction is existing OSPI approved curricula that can attain state recognition with a partnership

Apprenticeship Utilization (AUR)

- 15% of labor on certain Public Works Projects are required to be performed by State Registered Apprentices
- RCW 49.04.035 Requires Washington State Department of Labor & Industries to verify AUR compliance on Public Works projects
- Subject to Prevailing Wages on Public Works projects

2021 Year End Statistics

- 21,387 registered apprentices in Washington State
- 84% (18,105) were registered in Construction Trades

Contact us:

www.wabuildingtrades.org
www.constructacareer.org

Contact our legislative lead:

Erin Frasier
erin@wabuildingtrades.org
360-522-6034 Texts welcome

Contact our Executive Secretary:

Mark Riker
mark@wabuildingtrades.org
360-522-6844 Texts welcome

Contact our office to schedule a meeting:

office@wabuildingtrades.org
360-357-6778

Washington Building & Construction Trades Affiliated Programs

There are more than 50 unique state approved training agent (JATC) programs in Washington State, covering more than 150 different Apprenticeable occupations

- Boilermakers

- Local 242 - Spokane, WA
- Local 502 - Puyallup, WA

- Bricklayers Local 1 WA/AK

- Seattle, WA
- Spokane, WA
- Portland, OR

- Cement Masons

- Local 72 Renton; Spokane, WA
- Local 528 South Seattle; Spokane, WA
- Local 555 Portland, OR

- Elevator Constructors

- Local 19 Seattle; Spokane, WA
- Local 23 Portland, OR

- Heat & Frost Insulators

- Local 7 - Renton, WA
- Local 36 - Portland, OR
- Local 82 - Spokane, WA

- IBEW

- Local 46 - Renton, WA
- Local 48 - Portland, OR
- Local 73 - Spokane, WA
- Local 76 - Tacoma, WA
- Local 112 - Kennewick, WA
- Local 191 - Mount Vernon, WA; Wenatchee, WA

- Iron Workers

- Local 14 - Spokane, WA
- Local 29 - Portland, OR
- Local 86 - Tukwila, WA

- IUPAT

- Local 10 - Portland, OR
- Local 188 - Seattle, WA
- Local 300 - Seattle, WA

- IUPAT Continued

- Local 364 - Seattle, WA
- Local 427 - Seattle, WA

- Local 1238 - Seattle, WA

- Laborers (LiUNA)

- Local 238 - Spokane, WA
- Local 242 - Kingston, WA; Des Moines, WA
- Local 252 - Tacoma, WA
- Local 292 - Everett, WA
- Local 335 - Vancouver, WA
- Local 348 - Richland, WA

- Operating Engineers

- Locals 302 & 612 - Ellensburg, WA
- Local 701 - Portland, OR

- Plumbers and Steamfitters

- Local 26 - Lacey/Burlington, WA
- Local 32 - Renton, WA
- Local 44 - Spokane, WA
- Local 290 - Tualatin (Portland), OR
- Local 598 - Pasco, WA

- Roofers

- Local 54 - Seattle, WA
- Local 153 - Tacoma, WA
- Local 189 - Spokane, WA

- Sheet Metal

- Local 16 - Portland, OR
- Local 55 - Spokane; Pasco, WA
- Local 66 - Everett; Dupont, WA

- Sprinkler Fitters

- Local 669 Pasco; Spokane, WA ; Portland, OR
- Local 699 Seattle, WA

- Construction Truck Driver

- Teamsters Local 174 - Pasco, WA

EXPLORE *Apprenticeship*



Seattle Area Pipe Trades

APPRENTICESHIP

Commercial and Service Plumbers

Time: 10,000 Work Hours + 5 Years Training

Credentials: 01 Plumbing Certification; Seattle Gas Piping; NITC STAR Exam

Current 1st Year Package: \$37.01 hourly wage + \$11.94 hourly benefits

Common Pathways: College; Military; Pre-Apprenticeship; Career Change; and UA Helper Positions (\$29.37 hourly wage + health care coverage)

Light Commercial Plumbers

Time: 6,000 Work Hours + 3 Years Training

Credentials: 02 Plumbing Certification; Seattle Gas Piping

Current 1st Year Package: \$29.62 hourly wage + \$15.33 hourly benefits

Common Pathways: College; Military; Pre-Apprenticeship; Career Change; and UA Helper Positions (\$21.75 hourly wage + health care coverage)

HVAC/Refrigeration Mechanics

Time: 10,000 Work Hours + 5 Years Training

Credentials: 06A Electrical License; Seattle Gas Piping; Seattle

Refrigeration License; EPA 608 Universal; NITC STAR Exam

Current 1st Year Package: \$34.44 hourly wage + \$11.59 hourly benefits

Common Pathways: College; Military; Pre-Apprenticeship; Career Change; UA Tradesman Positions (\$27.73 hourly wage + health care coverage)

Steamfitters

Time: 10,000 Work Hours + 5 Years Training

Credentials: Seattle Gas Piping; NITC STAR Exam

Current 1st Year Package: \$37.01 hourly wage + \$11.94 hourly benefits

Common Pathways: College; Military; Pre-Apprenticeship; Career Change; and UA Helper Positions (\$29.37 hourly wage + health care coverage)



595 Monster Road SW Renton WA 98057



425.271.5900



www.seattlepipetrades.org



Program Stats & Highlights

585 TOTAL Registered as Apprentices, March 2023:

197 Commercial Plumbers
122 Steamfitters
209 Refrigeration/HVAC
57 Residential Plumbers

Apprenticeship Demographics:

95% apprentice retention rate in 2022 (5-year average)
6% veterans
21% people of color
8% women
340 eligible applicants to date in current period
35% of active applicant list is working as helpers or tradesmen

Continuing Education:

Serves 3,312 active members of UA 32 (Journeyman, Apprentices, MES, SPM, Gas Distribution)
72 active online and in-person classes for professional development and licensure renewals
UA, WABO and AWS Welding certifications
Technology & VRF Stacked Certificate Programs

SAPT Staff & Instruction Team:

1 Training Coordinator
1 Assistant Training Coordinator
8 FT Instructors
1 VIP Instructor
1 Gas Distribution Instructor
4 Office Administration
1 Facilities Maintenance
85 Active PT instructors (Subject Matter Experts & Continuing Education)

Industry and Member Supported Model

\$6,794,803.00 in Employer Contributions in 2022
\$40,171,782.00 in Employer Contributions over last 5 years
Current Hourly Journeyman Contribution Rate: \$1.53
Apprentices do not pay tuition or textbook fees out of pocket

HOSTED WASHINGTON STATE UA COMPETITION IN APRIL 2022

WASHINGTON STATE WELDER COMPETED AT 2022
INTERNATIONAL TRAINING PROGRAM

INTERVIEWED 660 APPLICANTS ACROSS ALL TRADES IN LAST 2
INTERVIEW PERIODS

SENDING 24 PEOPLE TO UA INTERNATIONAL TRAINING PROGRAM
AT ANN ARBOR IN 2023

55,000 SQ. FT. TRAINING FACILITY MAJOR REMODEL
COMPLETED IN 2019 (\$15 MILLION)

CONVERTED ENTIRE APPRENTICESHIP TO BLOCK TRAINING
MODEL IN 2021:

- 96.46% RATE MODEL AS EXCELLENT OR SATISFACTORY
- 97.67% OF SMES STRONGLY AGREE OR AGREE THAT THEY ARE GLAD TO BE PART OF BLOCK TRAINING

LEADERSHIP CURRICULA IMPLEMENTED ACROSS FIRST 4 YEARS
OF PROGRAM

PARTNERSHIP WITH BATES GENERATED 331 FTE IN 2022

HIRED FIRST FULL-TIME TECHNOLOGY INSTRUCTOR IN 2022

APPRENTICE LED INITIATIVES INCLUDE:

- APPRENTICESHIP READINESS CONFERENCE
- WOMEN IN THE PIPE TRADES
- VETERANS NETWORK
- CLASS REP LEADERSHIP

SERVED ON ANEW, PACE BOARDS THROUGH 2022

EXPANDED SERVICE PLUMBER, CLEAN ENERGY AND
TECHNOLOGY CONTINUING EDUCATION OFFERINGS



Washington Labor Market Report 2022



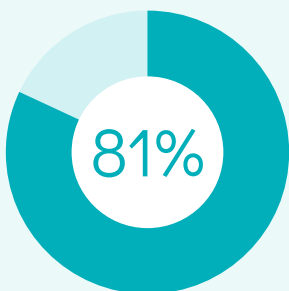
THE PROBLEM: Over the last few decades, there has been a concerted effort to channel **all K-12 students** to **community colleges** and **four-year universities**.

Trade Skill Gap

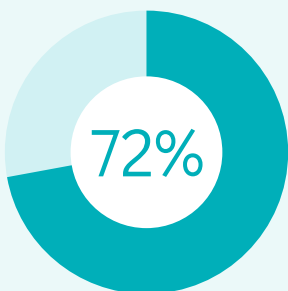


Almost 900 positions (from just the top 10 ten skill gap categories) remained unfilled due to a **lack of skill**. Construction jobs led the way.

Workforce Gap



...of construction firms have **trouble filling** both salaried and hourly craft positions.



...of employers anticipate labor shortages to be the **biggest hurdle** in the next year.



THE SOLUTION: State-registered **apprenticeships** can provide an excellent career path for **students of all levels** who are willing to work for their career.

Big Opportunities

1,792

There are nearly 1,800 jobs with a minimum education level set as a **high school diploma** or equivalent.¹

	PREVAILING WAGE ²	ANNUAL DEMAND ³
Plumber	\$93.69/HR	1,301
Sheet Metal	\$91.83/HR	436
Electrician	\$87.80/HR	2,593
Iron Worker	\$78.53/HR	268
Cement Mason	\$67.41/HR	586

14,008

14,000 **trade workers** are needed annually, with forecasted annual growth.

No Student Debt

Registered Apprenticeship

VS

4-year College Degree

Earn a paycheck, benefits, job training, and college credit.

Tuition payments and no guarantee of a job in your field of study.



\$0

(plus \$280,000 in wages and benefits)



-\$35,397



WASHINGTON
BUILDING TRADES



CONSTRUCT
a Career
Build Your Future!
constructacareer.org


1. Source: JobsEQ®, <http://www.chmuraecon.com/jobseq>. 2. King County Prevailing Journey Wage Source: <https://secure.lni.wa.gov/wagelookup>. 3. "Annual Demand" is the projected need for new entrants into an occupation. 4. U.S. Dept of Labor U.S. Dept of Education, Office of Apprenticeship, Dec 2019.

CONSTRUCT a Career

Build Your Future!

www.constructacareer.org

- Exploration
- Preparation
- Programs
- Resources



What Can Apprenticeship Do For You And Your ...

Watch on YouTube

Your New Career Starts Here

Think you need to go to a four-year college to have a successful career? Apprenticeships are a great way to build a solid life for you, and your family - and you EARN while you LEARN!

Questions about apprenticeship? [Ask us now!](#)

Apprenticeship in the building and construction trades is a training program where you earn wages while you learn a skilled profession in a specific industry, such as construction. Apprenticeship combines classroom studies with on-the-job training supervised by a Journey level trade professional. Much like a college education, it takes several years to become fully trained in the occupation you choose. Unlike college, though, as an apprentice you'll earn while you learn.

Career Exploration

Do you think you have what it takes?

[Find out more...](#)



Apprenticeship Preparation

Are you ready to take the first step?

[Find out more...](#)



Apprenticeship Programs

Ready to discover your new career?

[Find out more...](#)



This web site is a service of the [Washington State Building and Construction Trades Council](#) in collaboration with [Career Connect Washington](#)



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Tab 4

An Overview of Federal Legislation Impacting Workforce

PRESENTED BY: Tim Carlton, Legislative Director, National Governors Association; Rachael Stephens Parker, Program Director, National Governors Association

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ **Discussion Only**

SUMMARY:

Several significant bills have been introduced and passed by Congress recently, many with impacts for workforce development at the state and local level. Staff from the National Governors Association will provide an overview of key legislation and budgets impacting workforce policy and provide resources for further information through their engagement with the states.

BACKGROUND:

NGA staff will provide an overview of notable federal workforce issues, including recent legislation introduced by Congress, legislation Congress may or may not take up in the 118th Congress, and the role three major pieces of legislation passed in the 117th Congress will have on workforce development.

Additionally, NGA staff will share with the Board resources that NGA has developed for Governors' offices and states, including a [workforce development toolkit](#) for the various federal bills, an overview of Department of Labor programs in the President's proposed budget (both provided as attachments), an [infrastructure workforce resource mapping tool](#), and resource pages dedicated to the Infrastructure Investment and Jobs Act ([IIJA](#)), the [CHIPS & Science Act](#), and the [Inflation Reduction Act](#).

STAFF GUIDANCE & RECOMMENDATION:

Discussion only: Staff asks that Board members review the materials here and come ready to ask any questions of the panel to improve their understanding of this topic. There are no action items expected of the Board, but there will be time at the end for questions and answers.



NATIONAL

GOVERNORS

ASSOCIATION

Workforce Development in the IIJA, CHIPS and IRA

A Toolkit for State Workforce Development Policymakers

In today's economy, Governors are hyper-focused on addressing workforce shortages across key sectors. The three major pieces of federal legislation that were passed during the 117th Congress will allocate significant funds to states and are meant to, in part, help create good-paying jobs across the infrastructure, semiconductor manufacturing, and energy industries.

From October 2022 through January 2023, the NGA Workforce Development Technical Assistance Program held conversations with key staff at federal agencies that received new funding from the Infrastructure Investment and Jobs Act (IIJA), the CHIPS and Science Act (CHIPS), and the Inflation Reduction Act (IRA). This series was held following programming at NGA's Summer 2022 Workforce Symposium on the role that state workforce policymakers should play in implementing recently enacted federal initiatives that will create jobs but lack a legislated role for the public workforce system.

This toolkit draws on insight from federal officials to outline the most pertinent programs and opportunities for state workforce development policymakers to consider as they seek to play a proactive role in implementing IIJA, CHIPS, and IRA. Moreover, the toolkit includes additional resources from NGA and federal agencies that will be helpful to state workforce development policymakers in this endeavor.

This resource is a product of the NGA Center for Best Practices Workforce Development & Economic Policy program. Technical assistance requests, examples of state policy efforts, or questions regarding the content of this brief can be directed to Rachael Stephens Parker at rstephensparker@nga.org.

Growing the Infrastructure Workforce Through the Infrastructure Investment and Jobs Act

The [Infrastructure Investment and Jobs Act](#) (IIJA) represents a historic, \$1.2 trillion investment to expand access to high-speed internet, improve public transit, and take up key construction projects on America's roads, bridges, and waterways. While there is not a legislated role for the public workforce system in the IIJA, there are multiple opportunities for state workforce development policymakers to play a proactive role in implementation. The IIJA newly allows states to expend funds from surface transportation programs on key workforce development activities, includes formula and competitive programs through which states may invest in workforce development, and encourages states to undertake long-term planning for their infrastructure workforce needs.

New Allowable Uses for Workforce Development in Surface Transportation Programs

The IIJA newly allows states to obligate funds from four programs in the Fixing America's Surface Transportation Act (FAST Act) toward workforce development, including registered apprenticeship and pre-apprenticeship programs. The IIJA also expands the allowable uses of these funds to allow for engagement with workforce development boards and for activities around addressing workforce gaps and developing the surface transportation workforce. The IIJA allows these uses under the following programs:

- The National Highway Performance Program;
- The Surface Transportation Block Grant Program;
- The Highway Safety Improvement Program; and
- The Congestion Mitigation and Air Quality Improvement Program

Select IIJA Programs with Workforce Eligibility

The IIJA includes several formula and competitive programs through which states can invest in their infrastructure workforce. These programs include:

- [Federal Highway Administration's On-The-Job Training Program](#)
- Federal Transit Administration's [Bus and Bus Facilities Program](#) and [Low or No Emission Grant Program](#)
- [Joint Office of Energy and Transportation's National Electric Vehicle Infrastructure Program](#)
- [Federal Motor Carrier Safety Administration's Commercial Motor Vehicle Operators Grant Program](#)
- [Federal Motor Carrier Safety Administration's Commercial Motor Vehicle Enforcement Training and Support Grants Program](#)

- [Federal Railway Administration's Consolidated Rail Infrastructure and Safety Improvement Program](#)
- [Federal Transit Administration's Passenger Ferry Program](#)
- [Federal Transit Administration's Public Transportation Technical Assistance and Workforce Development Program](#)
- [USDOT's University Transportation Centers](#)
- [Broadband Equity, Access, and Deployment \(BEAD\)](#)

Note: This list is not exhaustive. NGA's [IIJA Tracker](#) includes a column with highlights which programs in the Infrastructure Investment and Jobs Act can potentially be used to fund workforce development programs.

Human Capital Plans

The IIJA encourages – but does not require – states to develop five-year Human Capital Plans to outline the immediate and long-term workforce needs they plan to address using the transportation and public infrastructure investments. States may incorporate this planning into the statewide transportation plans already required by federal rules. State workforce development system leaders, including state workforce agencies and state workforce development boards, would make useful partners to state departments of transportation in developing these plans.

Opportunities for State Workforce Systems to Consider Include:

- Investing funds from surface transportation programs in workforce development, as is newly allowed by the IIJA
- Aligning investments from surface transportation programs with existing workforce development policy and programs
- Developing a holistic strategy for which competitive or formula programs, if any, should make investments in workforce development
- Developing a Human Capital Plan in conjunction with the state Department of Transportation's existing long-term plan

Additional Resources:

- [NGA Memo – “What the Infrastructure Package Means For Workforce Development: Opportunities For Governors”](#)
- [NGA Infrastructure Workforce Resource Mapping Tool](#)
- [NGA IIJA Implementation Webpage](#)
- [U.S. Department of Transportation Fact Sheet on Highway Funding for Workforce Development](#)
- [U.S. Department of Labor Training and Employment Notice 08-22 – “Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce”](#)

Growing the Semiconductor Manufacturing Workforce Through the CHIPS and Science Act of 2022

The [CHIPS and Science Act of 2022](#) (CHIPS) will invest approximately \$280 billion to increase semiconductor production in the United States. The most pertinent programs and provisions for workforce development policymakers are contained in the Creating Helpful Incentives to Produce Semiconductors for America Fund, or the “CHIPS for America Fund.” The CHIPS for America Fund includes \$39 billion in incentives for employers to increase semiconductor production and \$11 billion for research and development. Both of these items will fund efforts that will, in part, spawn new apprenticeships and workforce development programs to help meet demand for semiconductor production.

Semiconductor Incentives

The U.S. Department of Commerce will oversee a competitive grant program to fund private, non-profit, and consortia organizations for semiconductor fabrication, assembly, testing, and advanced packaging. Critically, eligible applicants are required to secure commitments from regional educational and training entities and institutions of higher education to provide workforce training, including programming for training and job placement of economically disadvantaged individuals. Grantees will also be required to dedicate a portion of their award to expanding employment opportunities for economically disadvantaged individuals and to provide training and education benefits to workers. This new program for which employers are required to offer training provides an opportunity for state workforce policymakers to play a key role in CHIPS implementation.

**Note: The Department of Commerce is expected to issue a Notice of Funding Opportunity for semiconductor incentives in February 2023.*

Research and Development

National Semiconductor Technology Center

The U.S. Departments of Commerce and Defense will establish the National Semiconductor Technology Center – a public-private consortium to strengthen the domestic supply chain of semiconductors. As a part of this effort, the Technology Center is required to work with the U.S. Departments of Labor and Energy, the National Science Foundation, institutions of higher education, workforce training entities, and other relevant parties to develop apprenticeships and other workforce development programs in advanced microelectronic design, research, fabrication, and packaging capabilities.

Workforce and Education Fund

Treasury will establish a \$200 million CHIPS for America Workforce and Education Fund. The National Science Foundation will put this investment towards workforce development activities in the semiconductor industry.

Opportunities for state workforce systems to consider

- Identify employers in your state that are pursuing these incentives
- Leverage your business outreach efforts to raise employer awareness about the workforce requirements and your services that can help them access, establish, or improve training programs to better meet demand
- Help employers increase access to training and employment opportunities so underrepresented populations and those with barriers to employment can benefit
- Share best practices for increasing job quality and access to wraparound services
- Align proposals with activities and principles from successful [Good Jobs Challenge](#) grant applications, including regional competitiveness and inclusive economic growth; equitable job opportunities for underserved populations and communities; worker-centered, employer-led workforce training systems; and integrating diverse, local stakeholders into workforce training partnerships
- Align these efforts with those of your economic development partners
- Engage with the activities of the National Semiconductor Technology Center as it develops apprenticeships and other workforce development programs and replicate best practices
- Monitor the activities being funded by the Workforce and Education Fund at the National Science Foundation and replicate best practices

Guidance for applications to the Semiconductor Incentives program

Workforce development policymakers and other stakeholders may take into account the following principles when developing an application for the Semiconductor Incentives program:

- *Regional collaboration:* develop regional sector partnerships that are responsive to employer needs, include employer commitments to hire and provide on the job training, center worker equity and inclusion, and prioritize industry-recognized competencies and registered apprenticeship
- *Supplementary state investment:* consider state-funded incentives that catalyze private sector investment through integration, cooperation, and collaboration, including new and existing workforce-related incentives
- *Stakeholder and community engagement:* support employers in their efforts to reach out to stakeholders and communities, including historically marginalized groups that stand to benefit from these investments

Additional Resources

- [CHIPS for America Strategy Paper](#)
- [CHIPS for America Brief on the National Semiconductor Technology Center](#)

Engaging Employers in the Apprenticeship System through IRA Tax Incentives

The Inflation Reduction Act (IRA) of 2022 is the largest federal investment in clean energy in U.S. history and includes substantial tax incentives for employers who pay prevailing wages and employ registered apprentices on qualifying energy projects (construction, alteration, or repair projects including solar, wind, geothermal, carbon sequestration, and electric vehicle charging stations).

State workforce development leaders are well positioned to partner with energy sector employers by developing and scaling apprenticeship programs so employers can meet the IRA's apprenticeship requirements and qualify for more tax credits. These new tax incentives made available by IRA mean state workforce development systems can play a proactive role in establishing mutually beneficial public-private partnerships to expand opportunities for workers and boost employers' bottom line.

Tax incentives that encourage adoption of registered apprenticeship

The full tax credit benefit from IRA requires meeting prevailing wage and apprenticeship requirements. The tax credit benefit decreases to 20% of the maximum credit if those requirements are not met by a qualifying project.

Apprenticeship requirements apply to the following tax credits in IRA:

- [Alternative Fuel Vehicle Refueling Property Credit](#) (26 U.S. Code § 30C)
- [Credit for Electricity Produced from Certain Renewable Resources](#) (26 U.S. Code § 45)
- [Credit for Carbon Oxide Sequestration](#) (26 U.S. Code § 45Q)
- [Credit for Production of Clean Hydrogen](#) (26 U.S. Code § 45V)
- [Clean Electricity Production Credit](#) (26 U.S. Code § 45Y)
- [Clean Fuel Production Credit](#) (26 U.S. Code § 45Z)
- [Investment Tax Credit](#) (26 U.S. Code § 48)
- [Qualifying Advanced Energy Project Credit](#) (26 U.S. Code § 48C)
- [Clean Electricity Investment Credit](#) (26 U.S. Code § 48E)
- [Energy Efficient Commercial Buildings Deduction](#) (26 U.S. Code § 179D)

Apprenticeship requirements [[Section 45\(b\)\(8\)](#)]

- **Workhours:** for projects beginning:
 - before January 1, 2023, **10%** of total workhours for a qualifying project must be completed by a registered apprentice.
 - between January 1, 2023, and December 31, 2023, **12.5%** of total workhours for a qualifying project must be completed by a registered apprentice.
 - after December 31, 2023, **15%** of total workhours for a qualifying project must be completed by a registered apprentice.
- **Ratios:** Employers must comply with federal or state requirements for **apprentice-to-journey worker ratios**, and employers with four or more employees dedicated to a qualifying project must employ **at least one qualified apprentice** for that project.
- **Exemption:** Employers that do not meet the apprenticeship requirements can still be eligible for the increased credit if they **pay a fine** or if they **make a good faith effort to employ apprentices** but fail due to denial by a Registered Apprenticeship program, or due to the Registered Apprenticeship program failing to respond to the employer's request within five business days.

Opportunities for state workforce systems to consider

- Identify employers in your state that are pursuing or have already established qualifying projects
- Leverage your business outreach efforts to raise employer awareness about the apprenticeship requirements and your services to help them access, establish, or strengthen apprenticeship programs
- Strengthen and publicize pre-apprenticeship and youth apprenticeship programs
- Help employers increase access to these apprenticeships so underrepresented populations and those with the greatest barriers to employment can benefit
- Align these efforts with those of your economic development, energy, and infrastructure partners and policymakers

Additional Resources:

- [Department of Labor FAQ on the apprenticeship requirements](#)
- [Department of Treasury Initial Guidance on apprenticeship requirements](#)

Notable DOL Programs, Fiscal Year 2024 President's Budget Request (Dollars in Thousands)

Employment and Training Services	2022	2023	2024 Request
Adult Employment and Training Activities	\$870,649	\$885,649	\$899,987
Youth Activities	\$931,834	\$948,130	\$963,837
Dislocated Workers Employment and Training Activities	\$1,375,412	\$1,421,412	\$1,519,664
<i>Formula Grants</i>	\$1,075,553	\$1,095,553	\$1,155,278
<i>National Dislocated Worker Grants</i>	\$299,859	\$325,859	\$364,386
Indian and Native American Programs	\$56,921	\$60,000	\$63,800
Migrant and Seasonal Farmworkers	\$95,264	\$97,396	\$97,396
Reentry Employment Opportunities	\$101,937	\$115,000	\$170,000
Apprenticeship Program	\$234,674	\$285,000	\$335,000
Community Projects (Earmarks)	\$137,638	\$217,324	N/A
Workforce Data Quality Initiative	\$5,992	\$6,000	\$11,000
Civilian Climate Corps	N/A	N/A	\$15,000
YouthBuild	\$98,897	\$105,000	\$145,000
Sectoral Employment through Career Training for Occupational Readiness (SECTOR) Grant Program	N/A	N/A	\$200,000
Total Employment and Training Services Budget Authority	\$3,909,218	\$4,140,911	\$4,420,684

Job Corps	2022	2023	2024 Request
Operations	\$1,601,825	\$1,602,310	\$1,603,133
Construction	\$113,000	\$123,000	\$183,000
Administration	\$32,330	\$34,845	\$49,334
Total Job Corps Budget Authority	\$1,747,155	\$1,760,155	\$1,835,467

Trade Adjustment Assistance	2022	2023	2024 Request
Trade Adjustment Assistance	\$509,220	\$466,219	\$292,900
<i>TAA Benefits</i>	\$272,000	\$219,000	\$26,000
<i>TAA Training</i>	\$224,220	\$238,219	\$265,900
<i>Alternative-Reemployment TAA</i>	\$13,000	\$9,000	\$1,000
Total Trade Adjustment Assistance Budget Authority	\$509,220	\$466,219	\$292,900

State Unemployment Insurance and Employment Services Operations	2022	2023	2024 Request
Unemployment Insurance	\$2,867,566	\$3,157,635	\$3,679,573
<i>State Administration</i>	\$2,600,816	\$2,759,635	\$2,956,318
<i>Reemployment Services and Eligibility Assessments-UI Integrity</i>	\$115,750	\$117,000	\$117,000
<i>RESEA Cap Adjustment</i>	\$133,000	\$258,000	\$433,000
<i>National Activities</i>	\$18,000	\$23,000	\$173,255
Employment Service	\$699,145	\$705,052	\$723,862
<i>Grants to States</i>	\$674,145	\$680,052	\$698,862
<i>Employment Service National Activities</i>	\$25,000	\$25,000	\$25,000
<i>Technical Assistance and Training</i>	\$3,015	\$4,015	\$4,015
<i>WOTC</i>	\$21,985	\$20,985	\$20,985
Foreign Labor Certification	\$79,810	\$83,810	\$103,326
<i>Federal Administration</i>	\$58,528	\$60,528	\$75,044
<i>FLC State Grants</i>	\$21,282	\$23,282	\$28,282
Workforce Information-Electronic Tools-System Building	\$62,566	\$62,653	\$85,653
Total State UI and ES Operations Budget Authority	\$3,709,087	\$4,009,150	\$4,592,414

Tab 5

Dispute Resolution Policy Options

PRESENTED BY: Drew Cassidy, Workforce Board

CHECK ONE:

☐ Action Item

☒ **Possible Action**

☐ Discussion Only

SUMMARY:

The federal Workforce Innovation and Opportunity Act (WIOA) and associated regulations require states to have grievance procedures relating to One-Stop system partner disputes and appeals of local area resolutions. The state has submitted WorkSource System Policy 1025 on One-Stop System Dispute Resolution and Appeals for public comment. It requires the Workforce Training and Education Coordinating Board (Workforce Board) to develop the process and procedures for unresolvable local disputes to be appealed to the State. It also establishes the Workforce Board to be the primary dispute resolution entity if a grievance is about the full system and not specific to any one workforce development area.

The Board is asked to approve a new WorkSource System Procedure for one-stop system dispute resolution and appeals that places the Workforce Board in this role.

BACKGROUND:

WIOA law at Section 181(c) and the WIOA Final Rule at 20 CFR 683.600 require states to establish grievance procedures. To satisfy that requirement, the State submitted for Workforce Board endorsement the new WorkSource System Policy 1025, which expands the state's dispute resolution and appeals policy from a Title I-B only policy to a WorkSource System Policy.

Local Workforce Development Boards noted the potential conflict of interest in having the Employment Security Department (ESD) in the state appellate role, particularly if unresolvable local disputes involve ESD as a one-stop operator or one-stop program operator. ESD and Workforce Board staff concur, and the Board voted to approve this change with endorsement of the new WorkSource System Policy 1025 during the February Board meeting. Substituting the Workforce Board for ESD as the state-level grievance and appellate body resolves that conflict. Further, if disputes involve another one-stop system partner, the Workforce Board, which does not provide any direct services and oversees evaluation of the state's one-stop system, makes more sense as the appellate body than ESD. WorkSource System Policy 1025 requires the Workforce Board establish a procedure for addressing local and state disputes that are brought to the Workforce Board.

STAFF GUIDANCE & RECOMMENDATION:

Discussion and Possible Action: Review the proposed Workforce Board State-Level One-Stop System Dispute Resolution and Appeal procedure (see Attachment I), discuss as necessary, and approve one of the following procedural options:

Step One

Workforce Board staff will collect, track, assign, provide proper notifications, remand disputes to local areas when appropriate, conduct an administrative fact-finding investigation, and attempt to provide an informal resolution or agreement among affected parties.

Step Two

If an informal resolution cannot be agreed upon or a hearing is requested, the complaint will proceed to one of the following:

Option One

- The Workforce Board's Executive Director, or a designee not involved in the initial investigation, will conduct an informal hearing.

Option Two

- The Workforce Board may establish a business and labor subcommittee, to include the co-chairs, to conduct an informal hearing.

Step Three

The Executive Director or designee will provide a written decision within 60 days of the receipt of the grievance or complaint.

If one or more of the parties to the dispute is dissatisfied with the Workforce Board's decision, the decision can be appealed to the U.S. Department of Labor as described in WIOA Section 181(c).



WorkSource System Procedure – State Level Grievance Procedure

A. PURPOSE:

This procedure outlines the process for state-level dispute resolution by the Workforce Training and Education Coordinating Board (Workforce Board) of grievances or complaints related to One-Stop system partner disputes, disputes involving the full statewide workforce system, and a process for resolving appeals made to the state after the Local Workforce Development Board (LWDB) dispute resolution process is exhausted [20 CFR 683.600(d)].

B. BACKGROUND:

Disputes by LWDBs regarding contracts, allotments, monitoring and oversight outcomes, and administrative agreements involving local and/or system partners may occur. Standardized policies and timely processes for addressing and resolving such disputes is required. Further, WorkSource System Policy 1025 provides that if the requirements of a local dispute resolution policy and process have been met and the parties to a dispute cannot reach agreement, they may appeal to the Workforce Board for resolution.

C. PROCEDURES:

The Workforce Board is the primary entity for:

- Dealing with complaints about the full statewide workforce system.
 - Resolving appeals from local-level complaints not resolved within 60 days or to the satisfaction of either party.
 - Remanding complaints to local level entities.
- 1) Complaints and appeals must be submitted directly to the Workforce Board via physical letter.
 - Letters should be sent to:
ATTN: Dispute Resolution
Workforce Training & Education Coordinating Board
P.O. Box 43105
Olympia, WA 98504-3105
 - 2) All complaints should include, if possible:
 - The full name and contact information (telephone number, email address, and or physical address), of the person or entity making the complaint.

- The full name and address (personal or business) of the person or entity against whom the complaint is made.
 - A description of the nature of the complaint, including all relevant details (location, date, etc.).
 - The provisions of WIOA, grant, agreement, law, state policy, and/or local policy believed to have been violated.
 - A statement of any prior efforts to resolve the complaint at the local level (if appropriate).
 - The reason for appeal, and/or the remedy sought by the complainant.
- 3) If a grievance or complaint is filed with the Workforce Board that should first be filed with a local WIOA program provider, a One-Stop system partner, or LWDB, that grievance will be remanded to the appropriate entity to be processed there.
- 4) The Workforce Board will acknowledge receipt of the grievance to all parties. The acknowledgement of receipt will:
- a. Provide a synopsis of the issues to be decided.
 - b. Outline the steps to be taken to resolve the matter, including a remand of the complaint to the local area, or an attempt to reach an informal resolution; and
 - c. Notify all parties of the right to request a hearing.
- 5) If the requirements of a local dispute resolution policy and process have been met or an appeal has been requested, the Workforce Board, within 60 days of receiving a complaint or appeal, will conduct fact-finding activities and provide the complainant with the opportunity for an informal resolution or hearing.
- a. Information concerning the appropriate actions will be sent to the complainant or informant with the acknowledgement of the complaint. Contact with an individual complainant may also be made by telephone or email to determine the details of the complaint, to give guidance concerning proper grievance procedures, and/or to attempt to reach an informal resolution or agreement between the affected parties.
- 6) The Workforce Board will issue written resolutions/decisions within 60 days of receipt of complaint. The decision may include the following:
- a. Statement assuring that all steps included in the grievance/complaint procedures have been adhered to;
 - b. Issue(s) being decided;
 - c. Statement of facts;
 - d. Reasons for the decision;
 - e. Remedies to be offered, if appropriate; and
 - f. Summary.

- 7) If the Workforce Board does not render a decision within 60 days, or if any party to the decision wishes to appeal the state-level decision, appeals will be directed to the Secretary of Labor, U.S. Department of Labor [WIOA § 181(c)(2)(A); 20 CFR 683.600(d)(5) & 683.610(a)].
- 8) Nothing in this policy precludes a grievant or complainant from pursuing a remedy authorized under Federal, State, or local law [20 CFR 683.600(h)].

Effective Date: TBD

Contact Questions are to be referred to workforce@wtb.wa.gov.

References: WIOA Section 181(c); 20 CFR 683.600; 20 CFR 683.610(a).

One-Stop Hours of Operation - Continuing Discussion

PRESENTED BY: Drew Cassidy, Workforce Board

CHECK ONE:

☐ Action Item

☒ **Possible Action**

☐ Discussion Only

SUMMARY:

As part of revision of Policy 1016, One-Stop Evaluation and Certification, Board staff acknowledged the requirements for hours of operation of comprehensive one-stop centers in the workforce system. Prior to the pandemic, most comprehensive one-stops were open Monday-Friday, roughly 8-5 p.m. Virtual service delivery was prioritized during the pandemic, due to lockdowns and other social distancing requirements. Since the pandemic, not all offices have returned to 40-plus hours of in-person services. As the state continues towards an open, post-pandemic economy, the Board is being asked to consider setting uniform, statewide requirements for minimum hours of operation in comprehensive one-stop centers. These requirements would be part of the evaluation of effectiveness required for one-stop certification.

The following attachments include information about current one-stop center hours of operation, an American Job Center (AJC) fact sheet describing available services and partners at one-stops, and the number of Employment Security Department (ESD) staff assigned to these centers across the state.

BACKGROUND:

Workforce Innovation and Opportunity Act (WIOA) Section 121(e)(2), 20 CFR Part 678, and TEGL 16-16 describe one-stop certification requirements, including that the State Workforce Board must establish objective criteria every two years to establish a minimum level of quality and consistency of services across the state. Federal regulations require the Board evaluate hours of access to service for comprehensive one-stop centers as one indicator of effectiveness. Regulations also state customers must have access to all required one-stop partners during "regular business days."

The objective criteria established by the Board for certification must also be used to evaluate other measures of effectiveness, including customer satisfaction, physical and programmatic accessibility, and continuous improvement in one-stop centers. Further, evaluations must include objective criteria to evaluate things like how well partners coordinate services between programs and provide access to services to the "maximum extent practicable," including outside of regular business hours. An evaluation of effectiveness must also consider customer feedback and the needs of participants and employers. Lastly, evaluations of continuous improvement must include criteria to use to measure how well a one-stop center supports the achievement of local-level performance indicators.

Staff have put together a presentation and panel to provide definitions and perspectives on one-stop hours of operation, including representatives from ESD and Local Workforce Development Boards.

Board members will have the opportunity ask questions, think through potential solutions, and either decide on a minimum standard for operating hours at the March 23 Board meeting, or request additional details to be provided and make a final determination at a future Board meeting.

STAFF GUIDANCE & RECOMMENDATION:

Discussion and Possible Action: The Board is being asked to set a standard for minimum hours of operation in comprehensive one-stop centers, as directed in the following section of federal regulations:

Determination of minimum hours of operation per 678.305(c) “hours of access to services” of one-stop comprehensive sites as part of its evaluation of effectiveness described in 20 CFR 678.800(b).

Staff asks that Board members review the materials here and come ready to ask any questions of the panel to improve their understanding of this topic. The Board may decide to identify and approve new minimum hours of operation guidelines or requirements, establish a task team to compile additional information, or defer action to a future, special Board meeting.

CURRENT COMPREHENSIVE ONE-STOP HOURS OF OPERATION

BUILDING CITY	BUILDING NAME	HOURS OF OPERATION
AUBURN	WorkSource Auburn	M, T, Th: 8 am - 5 pm; W, F: 9 am - 5 pm 43 hrs./wk.
BELLINGHAM	WorkSource Whatcom	M-F: 8 am - 5 pm 45 hrs./wk.
EVERETT	WorkSource Everett	M-W, F: 8 am - 5 pm; Th: 9 am - 5 pm 44 hrs./wk.
KENNEWICK	WorkSource Columbia Basin	M-F: 8 am - 5 pm 45 hrs./wk.
MOSES LAKE	WorkSource Central Basin	M-F: 8 am - 5 pm 45 hrs./wk.
MT. VERNON	WorkSource Skagit	M-F: 8 am - 5 pm 45 hrs./wk.
OAK HARBOR	WorkSource Island County	M-F: 8 am - 5 pm 45 hrs./wk.
OMAK	WorkSource Okanogan	M-F: 8 am - 5 pm 45 hrs./wk.
SEATTLE	WorkSource North Seattle	M-Th: 8 am - 5 pm; F: 9 am - 5 pm 44 hrs./wk.
SEQUIM	WorkSource Clallam	M-Th: 8 am - 5 pm; F: 9 am - 5 pm 44 hrs./wk.
SILVERDALE	WorkSource Kitsap	M-Th: 8 am - 5 pm; F: 9 am - 5 pm 44 hrs./wk.
SPOKANE	WorkSource Spokane	M-F: 9 am - 5 pm 40 hrs./wk.
TACOMA	WorkSource Pierce	M-F: 9 am - 4:45 pm 38.75 hrs./wk.
TUMWATER	WorkSource Thurston	T-Th: 9-11:45 am, 1:15-5 pm 22.5 hrs./wk.
UNION GAP	WorkSource Yakima	M-Th: 8:30 am - 5 pm; F: 8:30 am - 4 pm 41.5 hrs./wk.
VANCOUVER	WorkSource Vancouver	M-F: 9 am - 5 pm 40 hrs./wk.
WALLA WALLA	WorkSource Walla Walla	M-W, F: 8 am - 5 pm; Th: 9 am - 5 pm 44 hrs./wk.

Reference: WorkSourceWA.com on March 14, 2023

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Fact Sheet

American Job Center Network

About the American Job Center network

The American Job Center (AJC) network is a nationwide network of approximately 2,400 comprehensive and affiliated AJCs. It is a state and locally-driven system that reflects the long-standing and ongoing work of dedicated workforce professionals to align a wide range of publicly- or privately-funded education, employment, and training programs, while also providing high-quality customer service to all job seekers, workers, and businesses. The Department of Labor provides funding through State Workforce Development Boards for AJCs; the State(s) then allocates to Local Workforce Development Boards (WDBs). The AJCs are operated by local Employment Service offices, community colleges, community-based organizations, and government agencies.

The AJC network includes six core programs: title I Adult, Dislocated Worker, and Youth programs; title II Adult Education and Family Literacy Act (AEFLA) programs; Wagner-Peyser Act, as amended by title III of the Workforce Innovation and Opportunity Act (WIOA); and Vocational Rehabilitation (VR) program, authorized by title I of the Rehabilitation Act of 1973, as amended by title IV of WIOA, as well as other required and additional partners identified in WIOA. Through the AJCs, these partner programs and their direct service providers ensure businesses and all job seekers—a shared client base across the multiple programs—have access to information and services that lead to positive educational and employment outcomes.

The management of the AJC network is the shared responsibility of States, WDBs, elected officials, the six WIOA core program partners, required one-stop partners and other additional one-stop partners, AJC operators, and service providers.

American Job Center Services

Career Services: The Joint WIOA Final Rule requires the provision of “career services” through the AJC network, to support and empower customers in making informed decisions based on local and regional economic demand and in achieving their personal employment and education goals. All applicable career services must be made available in at least one comprehensive AJC in each local area. Career Services provided include basic, individualized and follow-up services which are further described in guidance.

- **Basic Career Services:** Basic career services are universally accessible and must be made available to all individuals seeking employment and training services in an AJC. Generally, these services involve less staff time and involvement and include services such as: eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.
- **Individualized Career Services:** Individualized career services must be provided to participants after AJC staff have determined that such services are required to retain or obtain employment. Generally, these services involve significant staff time and customization to each individual’s need. Individualized career services include services such as: specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.



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- **Follow-up Career Services:** Follow-up services must be provided as appropriate for Adult and Dislocated Worker programs' participants who are placed in unsubsidized employment, for up to 12 months after the first day of employment. Counseling about the work place is an appropriate type of follow-up service. States and local areas should establish policies that define what are considered to be appropriate follow-up services. Follow-up services do not extend the date of exit in performance reporting.

Business Services: Through the AJCs, applicable partners develop, offer, and deliver quality business services that assist businesses and industry sectors in overcoming the challenges of recruiting, retaining, and developing talent for the regional economy.

Local areas may also provide other business services and implement strategies that meet the workforce development needs of area employers, in accordance with partner programs' statutory requirements and consistent with Federal cost principles. Allowable activities include, but are not limited to, developing and implementing industry sector strategies (including strategies involving industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships).

American Job Center Partners

Required Partners:

- WIOA Adult, Dislocated Worker, and Youth
- Wagner-Peyser Employment Services
- State Unemployment Compensation
- Job Corps
- YouthBuild
- Trade Adjustment Assistance
- Senior Community Service Employment Program
- National Farmworker Jobs Program/Migrant and Seasonal Farmworker Programs
- Indian and Native American Program
- Jobs for Veterans State Grants
- Second Chance Act Programs
- Adult Education
- Postsecondary Vocational Education
- Vocational Rehabilitation
- Temporary Assistance for Needy Families (TANF)
- Community Services Block Grant Employment and Training Programs
- Housing and Urban Development Employment and Training Programs

Additional Partners:

- Supplemental Nutrition Assistance Program (SNAP)
- Higher Education, including community colleges
- Social Security Administration employment and training programs
- Small Business Administration, employment and training programs
- Other appropriate Federal, State, or local programs, including programs in the private sector

To find the nearest American Job Center:

Visit www.servicelocator.org or call 1-877-US2-JOBS or 1-877-889-5627 (TTY)



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Additional AJC Resources

- ◆ TEGL 04-15, *Vision for the One-Stop Delivery System under the Workforce Innovation and Opportunity Act*
 - ◇ https://wdr.doleta.gov/directives/attach/TEGL/TEGL_04-15_Acc.pdf
- ◆ TEGL 15-16, *Competitive Selection of One-Stop Operators*
 - ◇ https://wdr.doleta.gov/directives/attach/TEGL/TEGL_15-16_Acc.pdf
- ◆ TEGL 16-16, *One-Stop Operations Guidance for the American Job Center Network*
 - ◇ https://wdr.doleta.gov/directives/attach/TEGL/TEGL_16-16_Acc.pdf
- ◆ TEGL 17-16, *Infrastructure Funding of the One-Stop Delivery System*
 - ◇ https://wdr.doleta.gov/directives/attach/TEGL/TEGL_17-16_Acc.pdf
- ◆ Benefits of Participating in an Integrated American Job Center Network
 - ◇ <https://ion.workforcegps.org/resources/2017/08/22/18/16/~link.aspx?id=8258A3D8DB604B72BB6E49D252914CC3&z=z>
- ◆ AJC Common Identifier and Branding
 - ◇ <https://ion.workforcegps.org/resources/2016/09/30/12/11/AJC-Common-Identifier-and-Branding>
- ◆ WIOA Desk Reference: Serving Youth in an Integrated American Job Center Network
 - ◇ <https://ion.workforcegps.org/resources/2018/01/25/17/27/WIOA-Desk-Reference-Serving-Youth-in-an-Integrated-American-Job-Center-Network>
- ◆ American Job Centers Customer Flow Scenarios
 - ◇ <https://ion.workforcegps.org/resources/2017/08/22/18/16/~link.aspx?id=2513A64E9B554A61850ACBB8E0FE6972&z=z>



BUILDING CITY	BUILDING NAME	Total ESD Staff (FTE)	Wagner Peyser 90%	Wagner Peyser 10%	Reemployment Services and Eligibility Assessment (RESEA)	Jobs for Veterans State Grants (JVSG)	Trade Adjustment Assistance (TAA) Program	Claimant Placement Program (CPP)	UI Admin	DSHS* Programs (Workfirst, BFET, Strategies for Success)	Local WIOA Title-I contracts (Adult, Dislocated Worker, Youth).	DSHS / Co-location
AUBURN	WorkSource Auburn	31.00	7.64		6.18	3.00	1.00	3.65	1.93	6.60		1.00
BELLINGHAM	Whatcom WorkSource	12.00	2.14		2.10	1.00	1.50	0.51	0.75	4.00		
EVERETT	WorkSource Everett	29.74	5.90		5.13	3.00	6.32	2.98	1.45	4.66		0.30
KENNEWICK	WorkSource Columbia Basin	20.80	4.07	1.45	3.47	2.00	0.73	2.81	1.02	4.30		0.95
MOSES LAKE	WorkSource Central Basin	15.50	4.17	1.34	2.00	1.00	0.15	3.58	0.97	2.29		
MT. VERNON	WorkSource Skagit	17.90	3.87	1.18	1.65	2.00	2.05	2.47	0.90	3.78		
OAK HARBOR	WorkSource Island County	4.10	0.82		0.54	1.00	0.10	0.17	0.32	1.15		
OMAK	WorkSource Okanogan	18.50	3.91	1.30	0.95	0.00	0.10	2.46	0.85	3.93	5.00	
SEATTLE	WorkSource N. Seattle	17.50	3.94	0.03	3.72	1.00	1.02	2.82	0.92	2.35		1.70
SEQUIM	WorkSource Clallam	10.80	2.45		0.55	1.00	0.10	1.92	0.60	1.28	2.90	
SILVERDALE	WorkSource Kitsap	19.32	4.44		1.74	3.00	0.05	2.41	0.96	2.92	3.80	
SPOKANE	WorkSource Spokane	40.00	6.31		5.06	2.50	3.12	3.98	1.70	8.58	8.21	0.54
TACOMA	WorkSource Pierce	38.42	6.83		6.90	2.42	3.77	3.67	1.73	13.10		
TUMWATER	WorkSource Thurston	19.00	4.69		1.84	4.00	0.15	3.75	0.70	2.87	1.00	
UNION GAP	WorkSource Yakima	25.00	4.85	1.45	3.57	3.00	0.10	3.63	0.87	6.53	1.00	
VANCOUVER	WorkSource Vancouver	26.00	5.55		2.89	3.00	2.34	2.89	1.30	8.03		
WALLA WALLA	WorkSource Walla Walla	14.00	2.30	1.10	0.77	1.00	0.00	2.21	0.86	3.09	2.67	

*DSHS Programs include WorkFirst, Stategies for Success & BFET

Regions	LWDBs in Region	Total Region FTE	FTEs w/o comprehensive centers
Central		97.80	38.80
	WDA 8 - North Central	47.00	13.00
	WDA 9 - South Central	46.80	21.80
Eastern		99.04	24.24
	WDA 10 - Eastern Washington	34.00	20.00
	WDA 11 - Benton Franklin	20.80	0.00
	WDA 12 - Spokane	40.00	0.00
Central Sound		135.92	47.42
	WDA 5 - Seattle King	85.50	37.00
	WDA 6 - Tacoma Pierce	46.42	8.00
SW Coastal		85.00	40.00
	WDA 2 - Pacific Mountain	43.00	24.00
	WDA 7 - Southwest Washington	38.00	12.00
North Sound		108.52	14.66
	WDA 1 - Olympic Consortium	30.12	0.00
	WDA 3 - Northwest Washington	29.90	0.00
	WDA 4 - Snohomish	29.74	10.66
Totals		526.28	165.12

FTEs w/o Regional Director's Office
34.80
20.00
43.42
36.00
10.66
144.88

Division positions (not FTE) = 543 (482 Perm, 44 Project, 14 Non-Perm, 3 Ocassional)

Programs	Definitions
Wagner Peyser	The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, known as the Employment Service. The Employment Service seeks to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers. The Wagner-Peyser Act was amended in 1998 to make the Employment Service part of the one-stop delivery system under the Workforce Investment Act. In 2014, the Wagner-Peyser Act was amended again under title III of the Workforce Innovation and Opportunity Act (WIOA). The Employment Service under WIOA builds upon the previous workforce reforms, requires colocation of the Employment Service offices into the nearly 2,500 American Job Centers nationwide, and aligns performance accountability indicators with other federal workforce programs (https://www.dol.gov/agencies/eta/performance/results/wagner-peyser).
Reemployment Services and Eligibility Assessment (RESEA)	The Reemployment Services and Eligibility Assessment (RESEA) program is a grant program for states to assist individuals receiving unemployment insurance (UI) benefits. The funds are used to connect participants with in-person assessments and reemployment services through American Job Centers. CLEAR reviews causal studies of RESEA interventions under the Reemployment topic area and each study is given a causal evidence rating of high, moderate, or low. The causal evidence is then also reviewed at the intervention level—looking across all studies of an intervention or intervention component. The intervention effectiveness ratings are high, moderate, potentially promising, or no evidence. At this time, five types of interventions have been rated. Below, you can see the current intervention evidence ratings for each category of intervention. Expand the intervention category to see summaries of relevant research on each of these interventions (https://clear.dol.gov/reemployment-services-and-eligibility-assessments-resea#:~:text=The%20Reemployment%20Services%20and%20Eligibility,services%20through%20American%20Job%20Centers).
Jobs for Veterans State Grants (JVSG)	The Jobs for Veterans State Grants (JVSG) program provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans (https://www.dol.gov/agencies/vets/programs/grants/state/jvsg).
Trade Adjustment Assistance (TAA) Program	<p>The Trade Adjustment Assistance (TAA) Program is a federal program established under the Trade Adjustment Assistance Reauthorization Act of 2015 that provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports.</p> <p>The TAA program offers a variety of benefits and reemployment services to help unemployed workers prepare for and obtain suitable employment. Workers may be eligible for training, job search and relocation allowances, income support, and other reemployment services.</p> <p>A petition for TAA may be filed by a group of three or more workers, their union, or other duly authorized representative. Petition forms may be obtained from the local State Employment Security Agency or from any agency designated by the governor to provide reemployment services under the TAA program; or you can phone 202-693-3560 or write to the U.S. Department of Labor, Employment and Training Administration, Division of Trade Adjustment Assistance, 200 Constitution Ave NW, Room C-5311, Washington, DC 20210 (https://www.dol.gov/general/topic/training/tradeact).</p>
Wagner Peyser 10 Percent	WIOA requires the Wagner-Peyser grant expenditures to be split 90/10, 10 percent of the sum allotted to Washington state for use by the Governor for performance incentives, supporting exemplary models of service delivery, professional development and career advancement of ESD staff, and services for groups with special needs. In Washington state, Wagner Peyser 10 percent funds are allocated for positions and services aimed at supporting the agricultural sector, including outreach to migrant seasonal farmworkers and additional duties tied to supporting the H-2A foreign labor certification program.
CPP	ESD's budget consists primarily of federal funding. When federal funding is insufficient or is not available to support specialized employment service needs, ESD relies on state funding sources. State funding from the Employment Services Administrative Account (fund 134, also known as the Claimant Placement Program or CPP) is used by ESD to supplement Wagner-Peyser funding.
UI Admin	UI Admin is intended to fund support for UI claimants with a focus on providing meaningful UI assistance in alignment with WIN 0900 Change 2. the TAA or ATAA and RTAA programs.
DSHS Programs - WorkFirst	WorkFirst is Washington's welfare reform program designed to help Temporary Assistance for Needy Families (TANF) participants get what they need to prepare for and go to work. The program began in August 1997 to help low-income families become self-sufficient through employment services, training, child care, and other support activities. It is based on the belief that everyone has abilities needed in today's workforce (https://www.commerce.wa.gov/serving-communities/community-opportunities/workfirst/).
DSHS Programs - Strategies	Strategies for Success (SFS) is a powerful, interactive, six-module life and soft skills program designed to help individuals succeed personally and professionally. SFS focuses on an individual's development, understanding of their behaviors and attitudes, relationships with others and work environment and personal life. Each of the six modules consists of 20 hours of instruction and self-study. Individuals may attend modules most relevant to their needs or complete all six modules, resulting in a certificate of completion for the course. While priority attendance is granted to WorkFirst participants (individuals receiving Temporary Assistance for Needy Families – TANF), all WorkSource customers are welcome to attend on a space available basis.
DSHS Programs - BFET	The Basic Food Employment and Training (BFET) program provides employment readiness opportunities to Basic Food (SNAP) recipients who are not receiving Temporary Assistance for Needy Families (TANF). BFET services are provided through contracted agencies including community & technical colleges and/or community-based organizations. BFET is an important part of the state's comprehensive workforce development system, helping low-income individuals, displaced workers, and employers reach their human potential by encouraging economic well-being through skill acquisition, personal responsibility and gainful employment.
Local Contracts	Local contracts mainly represents areas where EC is contracted to operate WIOA Title 1 programs. Some other areas have specialized contracts like NDWG front end contracts in WDA 9.

Tab 6

2023 Workforce System Legislative Update

PRESENTED BY: Nova Gattman, Workforce Board

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ **Discussion Only**

SUMMARY:

Board staff will provide an overview of select bills in front of the Legislature that impact the Workforce Board, workforce system, or other key priorities from the Board's Talent and Prosperity for All state strategic workforce development plan.

BACKGROUND:

A coordinated and effective approach to the Board's statutory role to provide advocacy for the workforce system requires a thorough understanding of legislative initiatives relating to the workforce system.

Information about the Workforce Board's legislative activities, including the bills staff are tracking, budget requests, and videos of presentations before the Legislature are located at:

<https://www.wtb.wa.gov/about-us/workforce-board-legislative-tracker/>.

Board members will hear a presentation from staff about select bills up for consideration that are of interest to the workforce system as a whole or directly impact the Workforce Board. Board staff will also be sharing via email more detailed handouts on bills and budget items of interest closer to the Board meeting to allow for the timeliest information possible on activities of the 2023 Legislative Session.

STAFF GUIDANCE & RECOMMENDATION:

Information and discussion only. Board members may request additional information on bills or budget items that relate to workforce development.

If time permits, Board members will be invited to share information on their legislative requests and priorities.