



BOARD MEETING AGENDA

November 7, 2023 | 9:00 a.m. – 4:00 p.m. | Meeting No. 265

This is an in-person meeting – please register [here](#) for remote access.

128 10th Avenue SW, Olympia, WA, 98501 in the 5th Floor conference room.

9:00 a.m.	Call to Order Welcome and Introductions	
9:05 a.m.	Chairs Report Consent Agenda (Action) <ol style="list-style-type: none">Minutes from October 4, 2023, Board MeetingExecutive Director's Report2024 Board Meeting Dates	Tab 1
9:15 a.m.	TAP Planning – TAP in Action Cami Feek, Employment Security Department David Puente Jr., Washington State Department of Veterans Affairs Mark Sullivan, Washington State Department of Veterans Affairs Sam Mitchell, Employment Security Department Andrew Garate, WorkEx, Thurston County Chamber	Tab 2
11:00 a.m.	Break	
11:15 a.m.	Data Sharing to Support Integrated Service Delivery – Project Update Kim Goutam, Workforce Board	Tab 3
12:00 p.m.	Lunch	
1:00 p.m.	Legislative Endorsements (Potential Action) Nova Gattman, Workforce Board	Tab 4
2:30 p.m.	Break	
2:40 p.m.	TAP Opening Chapters Update Dave Wallace and Coral Garey, Workforce Board	Tab 5

PLEASE NOTE: Times above are estimates only. The Workforce Board reserves the right to alter the order of the agenda. For information regarding testimony, handouts, other questions, or for people needing special accommodation, please contact Bianca Laxton at bianca.laxton@wtb.wa.gov.

3:00 p.m. TAP Planning – Public Forum Feedback
Ben Robinson & Lindsey Phillips, FirstRule Group

- Discussion & Q&A

Tab 6

4:00 p.m. Adjourn

Tab 1



MINUTES OF MEETING NO. 264
October 4, 2023

Board Members Present:

Larry Brown, Co-Chair
Gary Chandler, Co-Chair
Wade Larson, Representing Business
June Altaras, Representing Business
Erin Frasier for Todd Mitchell, Representing Labor
Kairie Pierce, Representing Labor
Ismaila Maidadi for Commissioner Cami Feek, Employment Security Department (ESD)
Terry Redmon 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)
Carolyn Busch for Director Michael Fong, Department of Commerce

Call to Order

Co-Chair Larry Brown called the meeting to order at 9:04 a.m. in a hybrid meeting that was held on the fifth floor of the Workforce Board's headquarters in Olympia and via Zoom.

Chairs Report

- Consent Agenda
 1. Minutes from August 9, 2023, Board Meeting
 2. Executive Director's Report
 3. Legislative Endorsement Committee

MOTION-2023-264-01

Rebecca Wallace moved to approve the consent agenda. Kairie Pierce seconded the motion, which passed unanimously.

WINs Extension

1. WINs referenced are:
 - [WIN 0107 \(Rev9\)](#)—Temporary suspension of WorkSource System Policy 1011 (CASAS for Basic Skills Assessment) to allow alternative documentation of basic skills deficiency in WIOA Title I-B programs. (Exp 12-31-23)
2. [WIN 0108 \(Rev9\)](#)—Temporary suspension of the 30 percent limit on transfers of formula grant funds between the WIOA Title I-B Adult and Dislocated Worker programs to allow up to 100 percent transferability. (Exp 12-31-23)

3. [WIN 0109 \(Rev9\)](#)—WIOA Title I-B verbal self-attestation and remote eligibility documentation and registration requirements during the COVID-19 emergency. (Exp 12-31-23)

MOTION-2023-264-02

Wade Larson moved to adopt the WorkSource Information Notices (WINs) Extension as recommended by Workforce Board staff. Marie Bruin seconded the motion, which passed unanimously.

Talent and Prosperity for All (TAP) Plan Economic and Demographic Chapters

Dave Wallace, Workforce Board Research Director, and Coral Garey, Workforce Board Researcher, provided a data picture of Washington's economy and demographics during a TAP Opening Chapters presentation. Staff are working with stakeholders and community leaders to update TAP, the state's strategic plan for workforce development.

They provided a review of industry concentrations by region, highlighting the disparity between the highest paying industries in Washington's "urban west" compared with lowest paying industries outside of the urban west. There is a higher concentration of higher-paying industries within Western Washington's urban metropolitan area—which generally includes densely populated Puget Sound, in addition to Clark County, which borders Portland.

A median earnings dashboard showed outcomes for demographic groups broken out by race, ethnicity, and sex. Board members asked clarifying questions about more detailed demographic data by ethnicity and educational attainment. Dave and Coral said they would provide at the November Board meeting some additional data on hiring shortages that employers face, along with more detailed data about ethnicity and educational attainment. In particular, research staff said they would look into how apprenticeship is classified within educational attainment data. Unemployment rates by ethnicity and disability status data were also presented.

TAP Planning

Ben Robinson, FirstRule Group Contractor, who is leading the Workforce Board's effort to update the state's strategic workforce plan, provided a presentation on TAP planning and progress made so far. Ben said he wanted to refamiliarize the Board with the draft TAP plan's strategic priorities and goals, and ensure Board support of them, before presenting to community forums and the Governor.

TAP Planning – Review of Strategic Priorities

A review of the TAP Plan's components was shared along with what has occurred in the planning process since the Board Retreat in May, such as timeline, elements, and messaging. It was noted that every partner agency has its own strategic plan. The TAP Plan, as the state's strategic plan for workforce development, is the roadmap to align regional and community-specific workforce plans. It is a coordinating mechanism. Avoiding contradiction among plans was addressed, as was the need to focus on areas where there is broad alignment.



Discussions centered on draft language that ensures labor is represented equally alongside business, preference for a broader look at credential transparency rather than credential “reform,” and clarification of other pieces. Under “industry,” a third impact statement needs to be focused on business growth and expansion of industry, recognizing the needs of small business.

Conversations highlighted the need for creating a third component of skills attainment for the strategic priority focused on Youth. Explicit inclusion of Washington Tribes and Tribal organizations was brought forward.

The TAP plan is now moving into the writing phase. The goal is for board members, partners, and stakeholders to have a clear understanding of the plan’s five strategic priorities, and how to explain and support them.

TAP Planning – Strategic Priorities

System Integration was discussed, with an emphasis on improving outcomes for customers. Ismaila Maidadi from the Employment Security Department noted systemic barriers such as using different technology platforms that do not talk to each other. Integrated service delivery is needed to help workforce customers access and navigate the system.

Business Engagement will be changed to “Industry” and language will reflect capturing expansion and growth, a critical area for small- to medium-sized businesses.

Conversations on the Youth priority focused on pre-apprenticeship programs, emphasizing the need to expose K-12 students to the opportunities available, especially to diverse populations, noting that communication between generations has changed dramatically.

Staff provided several examples of Credential Transparency and Expansion and noted the wide range of partners working with to provide students with a digital wallet as part of a pilot Learning and Employment Record (LER) project in Spokane. The idea of restarting the Credential Transparency Advisory Committee was offered.

Job Quality was discussed as a strategic priority that interacts with a number of other priorities. Carolyn Busch from the Department of Commerce mentioned interest in a budget proviso to study incentives for businesses to increase their workforce to make a livable wage. Terry Redmon from the Department of Social & Health Services (DSHS) noted the work DSHS is doing in partnership with Oregon, and how this needs to be viewed as a moving picture rather than a snapshot. Co-chair Larry Brown mentioned that at a recent National Governors Association (NGA) conference that drew 25-30 other states, that Washington was the only one with a Labor representative attending. Workforce Board Executive Director Eleni Papadakis mentioned

keeping technical advancements in mind as we discuss job quality. Ben Robinson of FirstRule Group noted that Artificial Intelligence (AI) hasn't come up during recent conversations, but it is a relevant topic statewide, and globally. Emerging Technologies was offered as a standalone section for the TAP plan, to better capture technical impacts to the workforce.

Summary of Commitments & Next Steps

Workforce Board staff and contractors from FirstRule Group are taking TAP Planning on the road to talk to a wide range of constituencies. The draft plan is being presented to gather further feedback through community forums, surveys, and online meetings. A TAP writing team that represents each of the TAP Plan's five strategic priorities is soliciting feedback through the end of January. The writing team seeks support as they more fully flesh out draft chapters representing each of the five strategic priorities. Send feedback to tap.plan@wtb.wa.gov.

The meeting adjourned at 1:37 pm.

Executive Director's Report

Workforce Board Meeting

November 7, 2023

Meeting No. 265

New Hire – Michelle Pierce, Administrative Assistant 5

The Workforce Board welcomed Michelle Pierce on October 23, as the Administrative Assistant 5 to Deputy Executive Director Nova Gattman, as well as the assistant to the Legislative Team, Healthcare Boards, and the Board Secretary. Michelle comes directly to us from owning her own small business for 13+ years. Prior to owning her own business, Michelle worked as the Administrative Operations Manager of a Vocational Counseling firm. Michelle also has excellent event planning skills, and an extensive professional network that will be put to great use!

Michelle now calls the Olympia area home but grew up in rural Western Washington and graduated from high school while participating in the Running Start Program. She enjoys traveling, going on adventures, reading, cooking and wine tasting. She's especially known for her homemade soups and pies.

WIOA Reauthorization

In light of an anticipated committee markup of the Workforce Innovation and Opportunity Act (WIOA) by Congress, originally planned for mid-November, our Board staff has proactively undertaken a comprehensive review and refinement of WIOA reauthorization recommendations that were initially formulated in 2021 through extensive stakeholder engagement sessions. This strategic initiative is not merely a reaction to federal movements but a testament to our commitment to ensuring that our state's recommendations are both current and forward-thinking. In line with [RCW 28C.18.050](#), our Board is not only mandated to align with federal directives but also to provide policy advice on federal acts related to workforce development. By revisiting our previous WIOA recommendations, we aim to capture the evolving dynamics of our workforce landscape and the broader national context. Recognizing the importance of diverse perspectives, we've engaged with subject matter experts throughout the state, local workforce development boards and other pivotal stakeholders. Their insights and feedback are proving instrumental in shaping a set of recommendations that are not only comprehensive but also resonate with the real-world challenges and aspirations of our communities. As new federal initiatives emerge, our Board remains committed to advising on their seamless integration into our state's workforce system, ensuring it's agile and poised to serve our communities effectively.

Conference Highlights

FullConTech

On October 17th, WTIA FullConTech 2023 was held in Seattle, and attended by a handful of Board staff. Washington Technology Industry Association (WTIA) is an equity-centered non-profit that supports the technology sector in Washington. The annual FullConTech conference brings together tech entrepreneurs and employers, investors, training and education professionals, and government to collaborate on identifying and prioritizing challenges and generating creative, real-world solutions. WTIA distills and synthesizes the ideas generated at the conference into an annual “playbook,” designed to form new collaborative partnerships and inspire action.

Workforce Board senior researcher, Christopher Dula, presented an overview of Computer and Mathematical Occupations in Washington – colloquially known as ‘Tech Jobs.’ Christopher’s presentation covered the rosy outlook for employment growth and pay for tech jobs, but also discussed disparities in opportunity that exist across different geographic regions of the state along with race/ethnicity and gender-based equity gaps present in tech jobs. He also briefly shared promising work being spearheaded by a handful of groups to bridge these gaps.

The presentation, which followed several morning keynote presentations, provided a solid lead-in for conference attendees to break out into workgroups to further network and share their experiences. Other Board staff led discussion groups or took notes during the breakout session.

Workforce Board staff also benefited from Informal networking both during the conference as well as after during a conference “Happy Hour.”

Advance CTE Fall Conference

Joe Wilcox, Career Pathways Manager and Paulette Beadling, Career Pathways Policy Associate, attended the Fall Advance CTE Conference in Baltimore, MD October 15-18. Clarisse Leong, who manages the Perkins program (and so much more) at OSPI also attended.

This event brought together state Career and Technical Education (CTE) leaders to inspire bold action, foster meaningful connections and unleash the full potential of CTE. During the opening keynote address “CTE and the Future of Work,” Chike Aguh, said in his remarks: “Career Technical Education is too small a term for what you are doing and what you need to do, and it's incumbent on America to learn that.” Aguh, a senior advisor on workforce at Harvard University and a former Chief Innovation Officer at the U.S. Department of Labor, discussed the importance of flexible education options needed for the Future of Work, and about how just-in-time skills like Excel and timeless (soft) skills such as critical thinking and problem solving are equally important as new disruptive technologies are increasingly adopted in the workplace.

Among the CTE participants attending from around the country, there was a lot of genuine, enthusiastic conversation on how to elevate efforts to the next level so that CTE can reach and impact every learner.

Workforce Board staff attended numerous sessions on subjects such as Perkins V workforce plan development, continuously improving alignment across sectors, building effective and sustainable

partnerships with industry, improving Perkins V evaluation and monitoring processes, peer round tables, and more.

Some key takeaways from those sessions:

- Doubling down on equity and focusing on intentional experiences in dual credit programs.
- Employers are diversifying their approach to recruitment – using a more skills-based approach (10 states have eliminated degree requirements). These employers are developing industry informed credentials incorporating agreements on shared skills and competencies.
- Consider a dual client mindset for both students and employers; urban and rural.
- States are innovating and creating new CTE career clusters and courses to respond to industry, for example Texas recently added real estate under their Business, Management, and Finance Industry Cluster.

Looking ahead, the Spring Meeting will be held April 29 through May 1 in Arlington, Virginia.

34th Annual Centennial Accord Meeting

The Centennial Accord, put on by the Governor's Office of Indian Affairs, served as an opportunity for Workforce Board staff to learn more about issues impacting tribal nations in the state. The conference, held October 30-31 at the Lucky Eagle convention center in Oakville, included members, elders, and elected leaders of over half of the 29 recognized tribal nations in Washington. Ilene Munk, the agency's new Clean Energy Technology Workforce Policy Manager, was among the attendees and came back inspired and ready to better connect with tribes on a wide range of workforce issues. The conference builds on the work of the Governor's Office of Indian Affairs and is seen as a national model for state/tribal partnerships. Four topics were chosen for the conference this year, including: natural resources, economic development, health care, and opioid/fentanyl issues. The conference was well attended, informative, and future focused. Day two of the conference was attended by Governor Inslee and included discussions regarding issues faced by the tribal nations and efforts the state is taking to respond and partner with tribal groups to respond to these issues.

Upcoming Conferences to Consider

Washington Workforce Association Conference, Tacoma, November 14-16

Workforce Board staff will be providing presentations and chatting with conference goers at a Talent and Prosperity for All (TAP) Lounge at the upcoming Washington Workforce Association Conference, held in Tacoma this year, from Nov. 14 to 16. This is the second year we have staffed a TAP Lounge to talk about our state's strategic workforce plan and gather ground-level feedback on workforce issues from frontline staff attending the conference. The Workforce Board is a conference sponsor.

Please consider attending this important event with the theme, "Stronger Together." From the conference website, <https://wwa2023.eventscribe.net/> (where you can go to register and learn more):

"Workforce challenges are making headlines across the state. Finding viable, local solutions is a top priority for Washington industries, governments, families, and businesses alike. This is the moment for

action. . . Take advantage of the ultimate opportunity in Washington state for thought leaders to connect, share ideas and celebrate the successes of the workforce system.”

Presentation tracks include:

- Partnerships and Coalition Building
- Building a More Inclusive Workforce
- Performance and Operations
- Industry Engagement – Demand

Clean Energy Technology Workforce Advisory Committee (CETWAC)

The Clean Energy Technology Workforce Advisory Committee, CETWAC, (pronounced “set-whack”), submits their first report to the Legislature in November. The Advisory Committee was created by the Legislature in HB 1176, a Climate and Clean Energy Workforce program. The Workforce Board was tasked to convene a group of stakeholders to make recommendations to the Legislature every two years.

During the first 60 days of CETWAC activity, the Advisory Committee met weekly and grew to a membership of 42 business, education, labor, community, and state agency leaders. The Advisory committee discussed the identification and prioritization of steps needed for planning and preparation of programs currently in existence or needed to educate and train the clean energy workforce of the future.

The Advisory Committee has two main policy recommendations for submission to the legislature for consideration.

1. The need for a comprehensive grant management program to maximize federal grant dollars to Washington with workforce development components.
2. Urging the legislature to address the delays in clean energy siting and permitting, as labor and business partners were unanimous in their identification of delays as adversely impacting the workforce.

Ilene Munk was hired by the Workforce Board as the Clean Energy Technology Workforce Policy Manager to convene and staff the Advisory Committee.

Retail Jobs Project Update

[HB 2019](#) *Increasing educational and training opportunities for careers in retail* passed in the 2022 session, designating the Workforce Board to carry out a two-year project compiling and analyzing data on the current status of retail jobs in Washington, career pathway opportunities within the retail sector, and the availability of education and training programs to provide access to those career pathway opportunities.

The project's objective is to develop a recommended roadmap for the state to support a skilled talent pipeline for the retail industry and pathways to opportunities in the retail industry for Washington workers. With data analytics in hand, the project focus has turned to mapping career opportunities within the retail sector, identifying gaps in education and training for career advancement, and stakeholder convening towards recommendation development. The final report is due to the Governor and the Legislature by December 1, 2023.

Workforce Board Career Pathways Manager Joe Wilcox is overseeing the project, and has contracted with Western Washington University's (WWU) Center for Business and Economic Research (CBER) to carry out the analysis.

In the fall of 2023, Board staff and WWU partners have been engaged in meetings with stakeholder partners to develop a final set of recommendations to be included in the final report. These stakeholders include:

- State Board for Community and Technical Colleges (SBCTC)
- Office of the Superintendent of Public Instruction (OSPI)
- Department of Corrections (DOC)
- Employment Security Department (ESD)
- Career Connect Washington Cross-Agency Work Group
- Washington Department of Labor and Industries (L&I)
- Statewide retail employer organizations
- Retail workers

The group is forming recommendations that fall within four policy areas:

1. Strategies to develop additional courses, pathways, and apprenticeships to make retail certifications and credentials available and easily navigable for job seekers and current retail employees.
2. Strategies to build a network for students and job seekers who complete retail certification courses to connect with potential employers.
3. Options for engaging and partnering with retail employers to provide courses to incumbent front-line workers for the purpose of up-skilling and promotions, including in-demand, higher paid, non-industry specific positions within the retail industry (i.e., IT jobs, accounting, HR, facilities management, etc.).
4. Options for increasing training and job opportunities in the retail industry for underserved communities and previously incarcerated individuals.

Resources will be developed based on the report to help individuals consider and succeed in career pathways in the retail industry, help educators develop curricula and programs that support career pathway success, and help Washington's retail industry hire the talent they need to thrive.

Talent and Prosperity for All Outreach Update

Public outreach continues for Talent and Prosperity for All, Washington's state workforce plan.

Agency staff and contractors with FirstRule Group have attended six events to share ideas and solicit feedback, including:

- Washington State Labor Council conference, Oct. 2
- Washington Skills Center state meeting, Oct. 10, Vancouver, Wash.
- Workforce Education Council, State Board for Community and Technical Colleges, Oct. 13, Green River College-Kent campus
- Washington State Apprenticeship and Training Council, Oct. 19, Spokane
- Spokane Workforce Council, Oct. 26
- Washington Association for Career and Technical Education, Oct. 26, Fall conference in Grand Mound.

Participants in these events were engaged and often provided important details about their work and recommendations for improvement. Additionally, local workforce development councils that have held community planning forums and/or surveyed constituents have forwarded valuable input from those sessions—providing much needed regional context.

Other meetings are pending, and additional outreach is currently being scheduled.

TAP Survey Now Open

A statewide Talent and Prosperity for All survey is now open. The survey was announced on Oct. 25 to media and state and local partners, including business, labor, education, and other contacts. The survey received 104 responses in the first few days. More than 900 people have interacted with the web link in the announcement, which was shared widely on the agency's social media accounts. Many thanks to our partners, including the Association of Washington Business and the Office of Superintendent of Public Instruction, who have shared the survey and increased its reach and participation.

Additional grassroots outreach to business, labor, tribal and other community contacts is currently underway, and more details will be available soon. Survey: <https://www.surveymonkey.com/r/C6QHJDQ>



Proposed Board Meeting Dates for 2024

November 6, 2023

2024

- Thursday, February 15
- Thursday, March 21
- **Board Retreat**: Wednesday, May 1 – Thursday, May 2
- Thursday, June 20
- Thursday, August 22
- Thursday, September 26
- Thursday, November 7

We have also allocated Thursday, December 12, for a possible special board meeting, if needed, at the end of the year.

Tab 2

TAP in Action

PRESENTED BY: Cami Feek, Employment Security Department; David Puente Jr., Washington State Department of Veterans Affairs; Mark Sullivan, Washington State Department of Veterans Affairs; Sam Mitchell, Employment Security Department; Andrew Garate, WorkEx, Thurston County Chamber of Commerce

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

The presentation will spotlight the collaborative efforts between the Department of Veterans Affairs, the Employment Security Department, and system partners, as well as the significant strides made by the Washington State Military Transition and Readiness Council. With a focus on sustained leadership driving a unified vision, shared goals, and collaborative performance measures and outcomes, the discussion will delve into real-world examples that align with the strategic priorities of Talent and Prosperity for All (TAP), the state's workforce plan. Overall, the discussion aims to provide valuable insights to inform strategic planning and leadership decisions aligned with TAP goals and objectives.

BACKGROUND:

The Washington State Military Transition and Readiness Council was established to support service members transitioning to civilian life. Recognizing the challenges veterans and their families face, the Council promotes collaboration among state agencies, employers, and community organizations. This closely aligns with the state's Talent and Prosperity for All (TAP) Plan, emphasizing system integration, business involvement, and credential transparency. The council's efforts exemplify the real-world implementation of TAP's strategic priorities, providing the Board with insights for future strategic planning in workforce development.

STAFF GUIDANCE & RECOMMENDATION:

- Discussion only: Time will be available for questions or requests for additional information.

Tab 3

Data Sharing Towards System Integration & Improved Service Delivery

PRESENTED BY: Kim Goutam, Workforce Board

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

Identified as a priority in the Tap and Prosperity for All plan and having received funds from the Legislature last year, the Workforce Board is investigating the functional and technical feasibility of data systems integration across the state's workforce programs. The intent is to break down the data silos that hinder effective and efficient service delivery, such as requiring jobseekers to provide similar information at each program intake or case managers not having a holistic view of a jobseeker's needs. A better understanding of services can help case managers identify gaps in coverage and seamlessly coordinate services with partner agencies.

This presentation will serve as an introduction to and project update for this data integration project. Implementation and technical design decisions include the following areas:

- Data governance body
- Identity management
- Data warehousing
- Federated data integration among existing data systems
- Common intake
- Centralized systems to support recurring workforce-wide evaluations

The project will culminate in a legislative report on the feasibility of the project as well as a decision package for funding consideration.

BACKGROUND:

When jobseekers and businesses seek workforce services, they are met with a complex workforce development system that includes multiple agencies with different administration and procedures. This often leads to unnecessary frustration, including confusion about where to go, wasted time in filling out the same intake information multiple times, and in some cases, participants walking away from services. Challenges persist past the intake

process, where information is not readily or systemically shared across agencies, even in cases where these agencies are serving the same customer. The administrative silos across agencies impact effective service planning, where frontline workers do not have sufficient information to determine what services have been received, where service gaps exist, and what additional referrals are needed. Efforts to address these challenges have consistently identified technology and data sharing as needed steps toward removing redundancies and creating more visibility and efficiency across workforce development providers. These challenges have been identified by system partners and stakeholders as a needed step towards an integrated workforce development system.

The Workforce Board, in collaboration with other state workforce agencies, is investigating data integration solutions to address these challenges. The inception of this integrated data-sharing initiative was prompted by needs emanating from the workforce system. The initiative is in alignment with the state's strategic workforce plan, Talent and Prosperity for All. The Workforce Board is committed to improving Washington's workforce development system and addressing the pressing need for enhanced inter-agency coordination and to ensure a fluid, efficient, and robust delivery of workforce development services to both jobseekers and businesses.

This presentation will provide an update on the progress of the working group as well as key decisions on implementation and technical design that will be examined over the next several months.

STAFF GUIDANCE & RECOMMENDATION:

Purpose: Discussion

The presentation to the Board provides an introduction and progress update on the data integration initiative. The project will culminate in a legislative report on the feasibility and technical design of the data integration project to enhance system integration and service delivery for funding consideration.

This discussion is an opportunity to learn more about the purpose and progress of the work thus far, provide feedback or ask questions, and set the stage for supplemental updates over the next year.

Tab 4

Legislative Endorsements

PRESENTED BY: Nova Gattman, Workforce Board & Agency Decision Package Leads

CHECK ONE:

☐ Action Item

☒ Possible Action

☐ Discussion Only

SUMMARY:

Board staff will report on the results of the Board Endorsement Committee, which reviewed budget requests from partner organizations for potential endorsement by the Board as official legislative agenda items. Details on each recommendation for endorsement are included as part of this packet item.

Board members will have the opportunity to discuss the items on this list. Board members may also vote to confirm these items for the Board's legislative agenda at the November meeting. Or they may choose to vote on these items at the December Board meeting if more time is needed for review.

BACKGROUND:

RCW 28C.18.060(5) directs the Board to "... review and make recommendations to the Office of Financial Management (OFM) and the Legislature on operating and capital budget requests for operating agencies of the state training system for purposes of consistency with the state comprehensive plan for workforce training and education."

This statutory requirement provides the framework for the review of workforce system requests, and implementation of the state's strategic plan for workforce development, Talent and Prosperity for All (TAP), enabling a focus on system-specific legislative requests that can move the workforce system toward one or more of the goals and strategies outlined in the plan.

The Board's funding requests to the 2024 Legislature and Governor can be found at: <https://www.wtb.wa.gov/about-us/workforce-board-legislative-tracker/> under the Budget Requests tab.

At the October 4 Board meeting, the Board confirmed the membership of the Endorsement Committee, which was created in 2022. The following individuals make up the Committee, representing business, government, and labor:

- June Altaras, representing Business
- Amy Martinez, representing Government
- Kairie Pierce, representing Labor

Board Co-Chairs Larry Brown and Gary Chandler also supported the Endorsement Committee over their two meetings in October. Nova Gattman was the assigned Board staff for the group.

The Endorsement Committee operated on a strictly consensus basis – if any caucus of the Board was not comfortable with an endorsement, that item was not included.

The Endorsement Committee recommended the following proposals for consideration of an endorsement of the full Board at the November 7 meeting. Below is a short summary of the projects, as provided to the Committee. The full materials provided to the Endorsement Committee for these projects are included as part of this packet item. Each agency with an Endorsement recommendation will be attending the Board meeting to provide a brief overview of the request and answer any questions.

Department of Social & Health Services (DSHS)

1. Basic Food Employment & Training – State Board for Community and Technical Colleges Contract

Requested funding will adequately support contracted BFET services at all 34 state community and technical colleges administered by SBCTC. As workforce system partners, the BFET partnership between the Department of Social and Health Services (DSHS) and SBCTC is vital to the state's broader workforce development system and directly supports the Basic Food customers and Washington state's poverty reduction goals by supporting access to postsecondary credentials. BFET is a partner program in the Talent and Prosperity for All (TAP) state strategic workforce plan.

2. Broaden Focus of Local Planning Areas (LPA)

This proposal will broaden LPA partnerships (currently only designed for collaboration with WorkFirst program participants) to better support poverty reduction efforts across the state and establish a customer voice council to advise the Community Services Division of DSHS in developing, implementing, and evaluating programs and practices.

- Expanding the focus of local partnerships will enhance community opportunity to collaborate in building a social safety net, developing real economic mobility for families, and increasing community capacity. Workforce system partners are key members of these local partnerships.
- Establishing a Customer Voice Council offers an organized and continuous way to engage customer voice and learn regularly from people who use DSHS services. Individuals and families experiencing poverty have invaluable knowledge as users

of DSHS systems and programs.

3. Integrated Eligibility & Enrollment Roadmap Continuation

This decision package requests funds, in partnership with the Health and Human Services Enterprise Coalition, to continue implementation of the Integrated Eligibility and Enrollment (IE&E) Roadmap. This includes funding for the implementation of an accessible, mobile-first HHS Portal that will be aligned with the statewide portal to enable Washingtonians (clients, navigators, and community partners) to apply for and enroll in multiple HHS programs efficiently. It also supports the resource needs for the program office that leads and manages the IE&E program, supporting transparency, risk mitigation, and program success.

4. Recruit and Retain Qualified Staff (BHA – Behavioral Health Administration)

DSHS BHA is proposing multiple strategies to move forward in recruiting and retaining qualified staff. These proposed strategies include investments in increased staff to provide onsite training and support, reimbursement for continuing education, partnering with the University of Washington (UW) for a specific Cognitive Behavioral Therapy for psychosis (CBTp) training, nursing recruiters, physician leader pay increases, a critical incident stress management team (CISM), and postdoctoral and nurse residency programs.

Office of Superintendent of Public Instruction (OSPI)

1. Progress on Free Meals for All: Feeding All Students in Elementary School

This request is for state funding to supplement federal meal reimbursement dollars so all of Washington's elementary students have access to meals at school with no out-of-pocket costs. Under this proposal, school meals at elementary schools will be free for all students without disrupting school district food service programs or financing. Just as Washington has supplemented the copay for students eligible for reduced-price meals, state funding would supplement the cost of meals for students who pay for the meals, ensuring all students would have access at no charge, regardless of their meal eligibility status.

Employment Security Department (ESD)

1. WorkSource System Replacement

Replace the WorkSource Integrated Technology (WIT) platform, comprised of the statewide case management system (Efforts to Outcomes, or ETO), and WorkSourceWA.com — a job matching (labor exchange) platform that matches employers to job seekers. This is the Employment Security Department's third Decision Package submittal, seeking additional funding to:

- Adequately support the WIT project.
- Cover additional contract costs of the new vendor.
- Extend existing project staff into February 2026.

Professional Educator Standards Board (PESB)

1. Endorsement Competency Review

The Professional Educator Standards Board is responsible for reviewing and continually updating 35 endorsement competencies. PESB operates a review cycle of 7-10 years for each endorsement competency. However, new research and innovative practices continue to emerge in the field of education, and the agency's review cycle is not able to match the fast-paced nature of education research, especially in the fields of reading, science, and mathematics. PESB identifies this project as critical to improving learning outcomes in the classroom and building a robust workforce.

2. Teacher Residency

The Professional Educator Standards Board is responsible for the training of a qualified, diverse, and prepared educator workforce in Washington. In service of this mission, PESB is tasked with supporting the implementation of a teacher residency program at Western Washington University (WWU) to begin in the fall of 2024. Starting this program will require substantive work to transform existing programs. This decision package considers how PESB can build capacity after fiscal year 2024 to successfully support current and future preparation programs in creating effective and successful residency programs and understanding their impact on the educator workforce.

3. Tribal Liaison Position

The Professional Educator Standards Board (PESB) is responsible for the training, certification, and continuing education of qualified and culturally competent educators. In this aim, PESB has sought to build ongoing relationships with Sovereign Tribal Nations throughout Washington. PESB has identified an opportunity to grow these efforts and establish more robust partnerships with Tribal representatives by creating a Tribal Liaison position within the agency. PESB has identified this as an opportunity to support Native students in the classroom, thus creating improved supports for students who have been historically marginalized in the education system.

State Board for Community & Technical Colleges (SBCTC)

1. WA ProfTech OER Match

The college system seeks a legislative investment to advance a project that provides students free, copyright-cleared resources as an alternative to high-priced textbooks. Current resources provide introductory content for students studying healthcare, machining, welding, early childhood education, criminal justice, and hospitality. Funding was provided by a U.S. Department of Education grant. An investment by the Legislature would expand those resources to include information technology; forensic

science; computer-aided design; health, safety and nutrition; CNC machining; culinary math; and periodontics.

2. BS Computer Science Expansion

This request would create at least 15 Bachelor of Science in computer science degree programs in fiscal year 2025 and another five in fiscal year 2026 and expand access to historically underserved populations with emphasis on rural communities. The information and communications technology (ICT) sector is a vibrant pillar of Washington's economy. In 2022, the ICT industry directly employed 360,900 people, making it the fastest growing industry in the state. Washington also has the highest concentration of tech workers in the nation relative to the state's overall employment base, with nearly one in 10 workers in the tech industry. Yet local employers looking for tech talent continue to encounter a skills shortage. Currently, colleges and universities do not have the capacity to educate enough students to keep up with employer demand. The college system proposes to create additional Bachelor of Science in Computer Science programs as authorized by the Legislature in 2021 (SB 5401). This authorization opens the door for a dramatic increase in the number of bachelor's computer science graduates in Washington state; however, the creation and expansion of these programs requires additional resources.

STAFF GUIDANCE & RECOMMENDATION:

Board members will have the opportunity to bring forward a motion to endorse the recommended items at this meeting, as a whole, or individually. If endorsed, these would then be added to the Board's workforce system legislative agenda and will be actively part of Board staff and Board members' legislative advocacy efforts.

If the Board would like more time to review any of the proposals, a final decision may be made at the December 13 Board meeting.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title:
Basic Food Employment & Training – State Board for Community and Technical Colleges Contract
2. Workforce Board Member Sponsor Name:
Terry Redmon, Assistant Secretary, Economic Services Administration, Department of Social and Health Services
3. Staff Contact for the Project:
Aman Joshi, Basic Food Employment and Training Administrator, Community Services Division, Economic Services Administration, Department of Social and Health Services
4. Short Project Description (ideally, 100 words):
This maintenance-level decision package will adequately support contracted BFET services at all 34 state community and technical colleges administered by the SBCTC.
5. What is the project?
Requested funding will adequately support contracted BFET services at all 34 state community and technical colleges administered by the SBCTC. As workforce system partners, the BFET partnership between DSHS and SBCTC is vital to the state's broader workforce development system and directly supports the Basic Food customers and Washington state's poverty reduction goals by supporting access to post-secondary credentials. BFET is a Talent and Prosperity for All (TAP) plan partner program.
6. Estimated Cost, Fund Source, & FTE Needs:
\$1,092,000 (\$546,000 GF-State) in 2023-25.
7. Potential Leveraged Resources:
BFET is funded by a combination of federal and state funds. 50/50 reimbursements require states to spend non-federal dollars before federal funds are made available at 50% of the expenditure.
8. Responsible Entities:
Partnership between DSHS and SBCTC
9. Proposal Format (proviso, statutory change, other):
Proviso

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.):

As the single point of contact between the community and technical college system and DSHS, this longstanding partnership with SBCTC provides a unique level of BFET support and services that align with the colleges' internal systems and independent services.

11. Why is this needed now and what is the impact?

National SNAP E&T program growth has reduced the percentage of 100-percent federal administrative funding available to Washington state, despite the BFET program's growth and increased need. The 100 percent federal administrative funding awarded to DSHS does not adequately cover BFET program costs in federal fiscal year (FFY) 2023 and beyond. Securing this funding will provide continued access to BFET services at all 34 state community and technical colleges.



Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title:

Broaden focus of Local Planning Areas

2. Workforce Board Member Sponsor Name:

Terry Redmon, Assistant Secretary, Economic Services Administration, Department of Social and Health Services

3. Staff Contact for the Project:

Susan Kavanaugh, Program and Policy Administrator, Community Services Division, Economic Services Administration, Department of Social and Health Services

4. Short Project Description (ideally, 100 words):

Broaden the focus of Local Planning Area (LPA) partnerships to better support poverty reduction efforts across the state and establish a customer voice council to advise the Community Services Division (CSD) in developing, implementing, and evaluating programs and practices.

5. What is the project?

This proposal will broaden LPA partnerships to better support poverty reduction efforts across the state, and establish a customer voice council to advise CSD in developing, implementing, and evaluating programs and practices.

- **Expanding the focus of local partnerships will enhance community opportunity to collaborate in building a social safety net, developing real economic mobility for families, and increasing community capacity. Workforce system partners are key members of these local partnerships.**
- **Establishing a Customer Voice Council offers an organized and continuous way to engage customer voice and learn regularly from people who use DSHS services. Individuals and families experiencing poverty have invaluable knowledge as users of DSHS systems and programs.**

6. Estimated Cost, Fund Source, & FTE Needs:

\$393,000 GF-State and 1.2 FTEs in 2023-25.

7. Potential Leveraged Resources:

Any applicable federal split is currently TBD.

8. Responsible Entities:
DSHS is responsible for staffing this work.
9. Proposal Format (proviso, statutory change, other):
Proposed agency-request legislation to amend RCW [74.08A.280](#).
10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)
DSHS currently supports twenty-six Local Planning Areas (LPAs) across Washington under RCW [74.08A.280](#), which includes collaboration with WorkFirst program recipients. However, the narrow scope of LPAs specified in law makes it difficult to convene the broader community to address more fundamental aspects of equitable poverty reduction and access to services.
11. Why is this needed now and what is the impact?
The amended RCW will provide flexibility to local communities regarding the expanded structure of the partnership groups, while also mandating a robust process for gathering and using customer ideas and feedback through a statewide public assistance Customer Voice Council. Establishing a Customer Voice Council offers an organized and continuous way to engage customer voice and learn regularly from people who use DSHS services. This proposal aligns with Strategy 2 of the Governor’s Poverty Reduction Workgroup [10-Year Plan to Reduce Poverty and Inequality in Washington State](#) and the [Five-Year Plan to Reduce Intergenerational Poverty and Promote Self-Sufficiency](#), of the Legislative-Executive WorkFirst Poverty Reduction Oversight Task Force, which is to “make equal space for the power and influence of people and communities disproportionately affected by poverty and inequality in decision-making.”



Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title:
Integrated Eligibility & Enrollment Roadmap Continuation
2. Workforce Board Member Sponsor Name:
Terry Redmon, Assistant Secretary, Economic Services Administration, Department of Social and Health Services
3. Staff Contact for the Project:
Tim Gallivan, Enterprise IT Budget Manager, Technology Innovation Administration, Department of Social and Health Services
Dan Renfroe, IE&E Deputy Program Director, Washington Technology Solutions
4. Short Project Description (ideally, 100 words):
This decision package requests funds, in partnership with the Health and Human Services Enterprise Coalition, to continue implementation of the Integrated Eligibility and Enrollment (IE&E) Roadmap. This includes funding for the implementation of an accessible, mobile-first HHS Portal that will be aligned with the statewide portal to enable Washingtonians (clients, navigators, and community partners) to apply for and enroll in multiple HHS programs efficiently. It also supports the resource needs for the program office that leads and manages the IE&E program, supporting transparency, risk mitigation, and program success.
5. What is the project?
This request supports the Health and Human Services (HHS) Portal, which will be the first step toward a modern front door for health and human services in Washington. The HHS Coalition will design and implement a human-centered portal for health and human services programs. This new portal will replace the current Washington Connection portal that used to apply for and maintain benefits enrollment. The HHS Coalition includes the Department of Children, Youth & Families, Department of Corrections, Department of Health, DSHS, Health Benefit Exchange, Health Care Authority, and Washington Technology Solutions (WaTech).

The HHS Coalition is a collaborative that provides IT strategic direction, cross-organizational IT project support, and IT federal funding guidance across each of Washington's HHS organizations. IT project collaboration results in better service coordination and public stewardship that improves the health and well-being of the people, families, and communities of Washington. This project aligns with the Washington State Enterprise IT Strategic Plan and the goal to "Create a Government Experience that Leaves No Community Behind." This model will allow HHS Coalition organizations to implement and maintain their programmatic needs on the HHS Portal in an agile incremental environment.

6. Estimated Cost, Fund Source, & FTE Needs:
\$17,797,000 (\$5,364,000 GF-State) and 8.3 FTEs
7. Potential Leveraged Resources:
This funding request builds upon existing maintenance level activities and IE&E activities previously funded by the legislature.
8. Responsible Entities:
DSHS, WaTech and other IE&E Coalition members.
9. Proposal Format (proviso, statutory change, other):
Proviso
10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)
During this biennium, we expect to complete architecture and design of the HHS Portal and begin implementation, with additional implementation funding to be requested in the next biennium. Implementing the entire [IE&E Roadmap](#) is a multi-year project.
11. Why is this needed now and what is the impact?
More than three million vulnerable Washingtonians access their full potential through more than 75 health and human services programs, such as Medicaid, Basic Food, childcare, and cash assistance. Over one million Washington residents are served by programs in at least two HHS Coalition agencies, and more than 200,000 clients are served by at least three agencies. These Washingtonians, particularly those served by multiple organizations, are faced with providing the same information to multiple organizations through lengthy applications that are not all currently available online or in mobile-responsive formats. Client eligibility, enrollment, and case management for all the programs supported across the HHS Coalition organizations are each dependent on a complex web of IT systems.

Implementation of this project will lead to a reduction in the time spent applying for benefits, greater accuracy in information received from clients, improved user experience for applicants and staff, and reduced benefits churn by enabling clients to recertify benefits quickly and easily. This project adds value to the Washington's workforce system's integrated service delivery goals by ensuring customers can access the resources they need to advance on their individual career pathways. This proposal also aligns with Strategy 2 of the Governor's Poverty Reduction Workgroup [10-Year Plan to Reduce Poverty and Inequality in Washington State](#) and the [Five-Year Plan to Reduce Intergenerational Poverty and Promote Self-Sufficiency](#), of the Legislative-Executive WorkFirst Poverty Reduction Oversight Task Force, which is to *"Build an integrated human service continuum of care that addresses the holistic needs of children, adults, and families."*



Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board’s workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title:
Policy Level – HK – Recruit and Retain Qualified Staff

2. Workforce Board Member Sponsor Name:
Terry Redmon

3. Staff Contact for the Project:
Agency Contact: Sara Corbin, (360) 902-8194
Program Contact: Sandy Myer, (360) 485-2400

4. Short Project Description (ideally, 100 words):
DSHS Behavioral Health Administration is requesting \$5,823,000 GF-State and 11.7 FTE’s to fund multiple strategies to support efforts to be an employer of choice – recruiting and retaining individuals committed to a career in public service and the mental health field. By increasing resources for recruitment and retention, it would eliminate some staffing shortages and provide safer care through improved staffing patterns, thus reducing burnout and turnover.

5. What is the project?
DSHS BHA is proposing multiple strategies to move forward in recruiting and retaining qualified staff. These proposed strategies include investments in increased staff to provide onsite training and support, reimbursement for continuing education, partnering with the University of Washington (UW) for a specific Cognitive Behavioral Therapy for psychosis (CBTp) training, nursing recruiters, physician leader pay increases, a critical incident stress management team (CISM), and postdoctoral and nurse residency programs.

6. Estimated Cost, Fund Source, & FTE Needs:

Fiscal Summary <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Staffing						
FTEs	7.8	15.6	11.7	15.6	15.6	15.6
Operating Expenditures						
Fund 001 - 1	\$2,068	\$3,755	\$5,823	\$3,755	\$3,755	\$7,510
Total Expenditures	\$2,068	\$3,755	\$5,823	\$3,755	\$3,755	\$7,510

7. Potential Leveraged Resources:

N/A--This is to increase existing capacity.

8. Responsible Entities:

DSHS/Behavioral Health Administration

9. Proposal Format (proviso, statutory change, other):

This is a fiscal decision package request.

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)

This builds on existing work within the Behavioral Health Administration.

11. Why is this needed now and what is the impact?

Due to worker shortages in the past year, the need to adopt effective recruitment and retention strategies has become increasingly prevalent. Multiple recruitments continue to be advertised; however, long term vacancies persist, creating the potential for unsafe work environments for employees and unsafe and/or unsatisfactory treatment environments for patients and residents. Investing in retaining employees can lead to reduced costs, improved safety and morale, increased productivity, effective training, higher employee engagement, and increased patient/resident experience.



Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title:
Progress on Free Meals for All: Feeding All Students in Elementary School
2. Workforce Board Member Sponsor Name:
Chris Reykdal, State Superintendent of Public Instruction
3. Staff Contact for the Project:
Mikhail Cherniske, 360-999-0962, mikhail.cherniske@k12.wa.us
4. Short Project Description (ideally, 100 words):
Hungry students cannot focus fully on learning. While Washington has made great strides in expanding access to free school meals, the state must continue investing in feeding students until meals with no out-of-pocket costs is just part of the school day for all students. As part of the agency's long-term goal, the Office of Superintendent of Public Instruction (OSPI) requests funding to provide nutritious school meals to all of Washington's elementary school students. Funding will supplement federal reimbursement and cover costs for schools who are not eligible to participate in federal universal meal options to ensure every elementary-aged student has the same opportunity.
5. What is the project?
This request is for state funding to supplement federal meal reimbursement dollars so all of Washington's elementary students have access to meals at school with no out-of-pocket costs. Under this proposal, school meals at elementary schools will be free for all students without disrupting school district food service programs or financing. Like how Washington has supplemented the copay for students eligible for reduced-price meals, state funding would supplement the cost of meals for students who pay for the meals, ensuring all students would have access at no charge, regardless of their meal eligibility status.
6. Estimated Cost, Fund Source, & FTE Needs:
State General Fund, \$26,892,000 for FY 2025, \$26,846,000 for FY 2026, \$26,846,000 for FY 2027.
7. Potential Leveraged Resources:
N/A.
8. Responsible Entities:
Office of Superintendent of Public Instruction.

9. Proposal Format (proviso, statutory change, other):

Proviso and statutory change

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)

This solution expands on agency request legislation passed in 2023 (House Bill 1238) that provides no-cost meals at high-need elementary schools and moves the state closer to providing no-cost meals for all students. If this proposal is adopted, around 80% of Washington's students would attend a school that provides meals at no cost to all students. A growing number of states have recognized both the importance of providing no-cost meals to all students, and the efficiency savings that it brings.

11. Why is this needed now and what is the impact?

If the Legislature invests in this proposal, Washington's youngest learners will be able to rely on a nutritious breakfast and lunch each day as part of their learning experience. This request comes at a time when families are still recovering from the financial impact of COVID-19, and the impacts of inflation. As an example, a Washington family of five with a household income of \$61,000 will be charged approximately \$4 for each school lunch. Add in breakfast, and this could easily be \$400 per month for three children.

Additionally, when meals are free for all students, districts don't need to spend resources on tracking and collecting meal debts. Contacting families and collecting money for meal charges takes a significant amount of time and contributes to a negative experience between families and schools. Providing school meals at no cost to the student or their family eliminates this problem. Finally, when meals are free for all students, participation rates increase. In turn, this provides economy of scale for food and meal production costs and allows school nutrition programs to focus their time and energy on providing quality, nutritious meals.



Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

1. Project Title:
WorkSource System Replacement
2. Workforce Board Member Sponsor Name:
Cami Feek
3. Staff Contact for the Project:
Gary Kamimura
4. Short Project Description (ideally, 100 words):
Replace the WorkSource Integrated Technology (WIT) platform, comprised of the statewide case management system (Efforts to Outcomes, or ETO), and WorkSourceWA.com — a job matching (labor exchange) platform that matches employers to job seekers. This is Employment Security’s third Decision Package submittal, seeking additional funding to:
 - Adequately support the WIT project.
 - Cover additional contract costs of the new vendor.
 - Extend existing project staff into February 2026.
5. What is the project?
Replace the existing Work Source Integrated Technology (WIT) case management and labor exchange platform.
6. Estimated Cost, Fund Source, & FTE Needs:
\$12,827,000 and 27 FTE to continue work to replace the existing WorkSource Integrated Technology (WIT) case management and labor exchange platform.
7. Potential Leveraged Resources:
The ESD is leveraging team members both within ESD and within the Local Workforce Development boards to support this project. Within ESD there are members who are supporting the effort from six different divisions in the areas of product, organizational change, project management, communications, data integrity, policy, budget, contract management, Employment Connections programs, and general information technology support. These are in-kind resources that will sustain through the implementation of the project

Within the Local Workforce Development Boards there are approximately 15 key staff engaged to support the project in the areas of Project sponsorship; and serving on the workgroups focused in the key areas of Communications, Training, Data Migration, Change Management. This is in addition to the four Lead Development Partners who are identified in Decision Package who play the important product design, business requirement and validation team who work closely with the WIT Product team.
8. Responsible Entities:
Employment Security is managing this project in collaboration with its WorkSource partners.

The project is under OCIO oversight, effective February 2022, and remains current with the Washington State Information Technology (IT) Project Dashboard updates on a monthly basis. The project can be found under the name “WorkSource System Replacement aka WIT Project Phase 1 – ETO Replacement” [linked here](#). The project requires gated funding and will complete Gate 3 certification by the end of December 31, 2023.

9. Proposal Format (proviso, statutory change, other):
Proviso.

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)

This is ESD's third decision package pertaining to this ongoing project under OCIO gated funding.

11. Why is this needed now and what is the impact?

The current system does not meet the program performance reporting or grant management needs of the WorkSource system. Employment Security and the local workforce development boards rely on workaround processes and shadow systems to generate data that represents the provision of services. This process requires significant staff time, taking critical resources away from the thousands of customers served throughout the state.

We expect that replacing the current system will result in improved performance across the WorkSource system including, increasing the number of customers served and resulting in more equitable distribution of services to historically marginalized populations. This system will facilitate the flow of funding to the one-stop partner network, ultimately achieving equitable outcomes for customers by directly aligning the ability to use both federal and operational reporting. WIOA service priorities represent disproportionately underserved populations who have been historically excluded by governmental budget decisions. This new technology provides a sophisticated reporting capability that will allow program staff to identify if a focus population has been overlooked, allowing them to adjust service strategy to close that gap.

The outcomes, activities and characteristics of WIOA participants are reported via the Participant Individual Record Layout (PIRL), which is a federally mandated reporting structure that provides standardized data elements, definitions and reporting instructions. Employment Security is responsible for following these federal reporting requirements.

Due to deficiencies in the current technology, the U.S. Department of Labor (USDOL) has issued formal findings to Employment Security for the inability to produce a fully validated PIRL. The efforts to replace the technology demonstrates that the program is responsive to the findings. Continued failure to meet those requirements or demonstrate movement towards resolution will lead to USDOL sanctions, including partial loss of federal funding for state workforce development programs. Communities supported by these funds would be at risk of losing critical services.

Although the federal Participant Individual Record Layout (PIRL) provides important details about the customers served in the one-stop system, this alone is not enough to demonstrate the workforce system's operational efficiencies. For the first time, the state case management system will hold advanced analytic field reporting at the operational level. This capability will help tell the story of the customer journey back to reemployment.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title: Endorsement Competency Review

2. Workforce Board Member Sponsor Name: N/A

3. Staff Contact for the Project: Zack Turner, zack.turner@k12.wa.us

4. Short Project Description (ideally, 100 words):

The Professional Educator Standards Board is responsible for reviewing and continually updating thirty-five endorsement competencies. PESB operates a review cycle of 7-10 years for each endorsement competency. However, new research and innovative practices continue to emerge in the field of education, and the agency's review cycle is not able to match the fast-paced nature of education research, especially in the fields of reading, science, and mathematics. PESB identifies this project as critical to improving learning outcomes in the classroom and building a robust workforce.

5. What is the project?

This proposal requests funding that would allow the Professional Educator Standards Board to shorten the review cycle of endorsement competencies. Pursuant to RCW 28A.410.210 (1), the PESB is required to, "Establish policies and practices for the approval of programs of courses, requirements, and other activities leading to educator certification including teacher, school administrator, and educational staff associate certification," which is interpreted to include the continual review and revision of endorsement competencies. Currently, the agency operates on a 7-10 year review cycle, with several endorsement competencies waiting longer than 10 years to go through the review process. This is because the agency has never received funding to review endorsement competencies, and the agency currently does not have any dedicated staff for endorsement competency review. In lieu of dedicated staff, PESB has been able to piece together staff positions to maintain a minimal review cycle, operating at roughly 30% of the needed capacity for a proper 5-7 year review cycle.

Recently, the issue of reading literacy has been elevated by community groups, researchers, and legislators. According to OSPI's 2022 report titled "UPDATE: K-4 Reading Levels," an astounding 41.4% of Washington's K-4 students are reading below grade level. Disaggregated data in the same report shows a significant correlation between a student's race and their reading level. Significant new research has been developed on the science of reading, and the results are very promising. Reading literacy research has evolved faster than the agency's review cycle, meaning that, while new best practices have been developed, Washington's educators do not yet need to show competency in these proven methods.

Reading literacy is a hot button topic at this point in time, and the agency has reading endorsement competency standards scheduled for review in 2025. However, this decision package is not just about reading literacy - it is about all endorsement competencies. With ever evolving research and science in the field of education, and with students still reeling from a global pandemic that significantly disrupted student learning, it is more important than ever for Washington State to quickly and nimbly address and implement the newest research and evidence-based practices and industry standards.

Around the country, states have taken a top down approach to implementing new research and science for educators by mandating that states use specific curriculum and practices through state law. This approach is deeply flawed because the science and research is ever evolving, and as new research-based practices begin to emerge, these states are stuck with the old methodology and cannot change without prior approval from their legislature. A shorter review period for endorsement competencies ensures that the agency is regularly scanning the field for emerging best practices and working to implement them. This approach allows experts in the field to decide quickly when and how to implement new research and science. This proposal allows the agency to support educator preparation programs in the development and implementation of new endorsement competencies.

6. Estimated Cost, Fund Source, & FTE Needs:

Operating Expenditures	FY 2024	FY 2025	FY 2026	FY 2027
Fund 001-1	0	404000	393000	393000
Total Expenditures	0	404000	393000	393000
Biennial Totals	\$404,000		\$786,000	
Staffing	FY 2024	FY 2025	FY 2026	FY 2027
FTEs	0	2.0	2.0	2.0
Average Annual	2.0		2.0	
Object of Expenditure	FY 2024	FY 2025	FY 2026	FY 2027
Obj. A	0	180000	180000	180000
Obj. B	0	60000	60000	60000
Obj. C	0	0	0	0
Obj. E	0	42000	41000	41000
Obj. G	0	12000	12000	12000
Obj. J	0	10000	0	0
Obj. N	0	100000	100000	100000
Revenue	FY 2024	FY 2025	FY 2026	FY 2027
Not Applicable	-	-	-	-
Total Revenue	-	-	-	-
Biennial Totals	-		-	

This funding package will pay for 2.0 FTEs of program managers and course releases to support subject matter validation committee involvement. The two program managers will appropriately increase capacity for the agency to decrease the amount of time needed for the review cycle, and they will coordinate with OSPI to ensure that endorsement competencies are in line with state learning standards.

7. Potential Leveraged Resources: N/A
8. Responsible Entities: The Professional Educator Standards Board
9. Proposal Format (proviso, statutory change, other): Proviso, Decision Package
10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)
11. Why is this needed now and what is the impact?

Up-to-date endorsement competencies ensure that all of Washington's educators are teaching in the most effective ways. While this is important for all of Washington's students, students with IEPs and students of color are most impacted by out-of-date endorsement competencies. This is true with all endorsement competencies, but it is especially prevalent when talking about reading, writing, math, and science, where students of color and students with disabilities tend to show lower proficiency compared to their able-bodied and white peers.

The issue of updating endorsement competencies stems from a larger national discussion around reading literacy. This spring, PESB began meeting with educator preparation programs and community groups to discuss possible solutions utilizing research-based approaches to reading instruction. In August, PESB convened reading faculty representatives from each of Washington's educator preparation programs to discuss ways to improve reading rates. In September, PESB will reconvene the same group of reading experts, as well as community groups and legislators, to hear a presentation on the state of reading literacy in Washington and discuss possible solutions.

Shortening the review cycle will better ensure that endorsement standards are up-to-date with current research and best practices. This will benefit educators by ensuring that pre-service teachers are prepared with the necessary tools and resources to teach in their designated subject area(s). This will also benefit students as they will be instructed by well-prepared educators that meet current standards. Ultimately, this is a workforce issue as better prepared students are more equipped to pursue higher education and/or enter the workforce.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title: Residency

2. Workforce Board Member Sponsor Name:

3. Staff Contact for the Project: Zack Turner, zack.turner@k12.wa.us

4. Short Project Description (ideally, 100 words):

The Professional Educator Standards Board is responsible for the training of a qualified, diverse, and prepared educator workforce in Washington State. In service of this mission, PESB is tasked with supporting the implementation of a teacher residency program at Western Washington University (WWU) to begin in the fall of 2024. Starting this program will require substantive work to transform existing programs. This decision package considers how PESB can build capacity after fiscal year 2024 to successfully support current and future preparation programs in creating effective and successful residency programs and understanding their impact on educator workforce.

5. What is the project?

This funding package supports a sustainable infrastructure for teacher residencies and the educator preparation system overall. This includes significant investments in data, research, and evaluation. PESB will be able to develop, implement, and create the structure and policy needed to expand teacher residencies, as well as assess and evaluate them in relation to other preparation models.

Washington State is on track to grow a number of teacher residency programs, which are vital to the state's efforts in eliminating special education teacher shortages and improving the overall quality of teacher preparation. Without this funding, PESB will not have the proper resources to ensure the sustainability of new and existing programs. Further, without ongoing funding, PESB will not be able to assist new educator preparation programs with starting teacher residencies, nor will the agency have the ability to ensure that existing teacher residency programs are meeting standards and producing high quality educators.

During the 2023 legislative session, the Legislature considered house bill 1565, which would have created a number of teacher residency programs. While HB 1565 did not pass the Senate, the state budget allocated \$1,306,000 to Western Washington University and \$1,012,000 to the Professional Educator Standards Board for fiscal year 2024 to implement a teacher residency program at WWU. The legislature also appropriated \$967,000 for Central Washington University (CWU) to start a teacher residency program focused on special education, English Language Learners, and elementary education.

Further, in 2023, the Office of the Superintendent of Public Instruction (OSPI) allocated roughly \$13,000,000 to the Washington Education Association (WEA) to start a credential-only teacher preparation program. While PESB was not allocated funds to support CWU and WEA's programs in the same way that WWU was, all programs have been able to benefit from the work PESB has done to support residency programs to some extent. If future funding allocated to PESB to support residency is flexible, rather than targeted at a single program, then PESB can more effectively support all of Washington's educator preparation programs (EPPs).

6. Estimated Cost, Fund Source, & FTE Needs:

Operating Expenditures	FY 2024	FY 2025	FY 2026	FY 2027
Fund 001-01	0	873000	873000	873000
Total Expenditures	0	873000	873000	873000
Biennial Totals	\$873,000		\$1,746,000	
Staffing	FY 2024	FY 2025	FY 2026	FY 2027
FTEs	0	4.8	4.8	4.8
Average Annual	4.8		4.8	
Object of Expenditure	FY 2024	FY 2025	FY 2026	FY 2027
Obj. A	0	462000	462000	462000
Obj. B	0	150000	150000	150000
Obj. C	0	150000	150000	150000
Obj. E	0	99000	99000	99000
Obj. G	0	12000	12000	12000
Obj. J	0	0	0	0
Obj. N	0	0	0	0
Revenue	FY 2024	FY 2025	FY 2026	FY 2027
Not Applicable	-	-	-	-
Not Applicable	-	-	-	-
Total Revenue	-	-	-	-
Biennial Totals	-		-	

7. Potential Leveraged Resources: N/A

8. Responsible Entities: Professional Educator Standards Board

9. Proposal Format (proviso, statutory change, other): Proviso, Decision Package

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)

During the 2023 legislative session, the legislature allocated funding for PESB to "to develop a teacher residency program through Western Washington University focused on special education instruction beginning in the 2024-25

school year.” In order to accomplish this, PESB needed to adopt standards for teacher residency programs, which includes a standard definition, program standards, review processes, and more.

With funds allocated for FY 2024, PESB has been working to 1) Recruit a Program Manager for Residency Programs; 2) Recruit a Program Manager for Residency Programs; 3) Prepare and facilitate a residency workgroup; 4) Develop residency approval forms and processes; and 5) Support WWU & CWU in developing and implementing their residency program.

11. Why is this needed now and what is the impact?

The residency workgroup (described above) will need to continue operating through 2025, so that it can establish policy and procedures for retooling existing preparation programs for residencies, partnership planning between districts and preparation programs, residency implementation, and should market forces require it, expansion of effective residency programs.

PESB will require a Program Manager and a Program Coordinator to maintain the workgroup, usher programs through the approval process, make in-person site visits to programs to ensure standards are being met, and to ensure continuation of the review process.

PESB will also require a Director, a Data Manager, and a Data Associate. All three of these positions are critical to not only ensuring that existing residency programs are meeting standards, but also to ensure that a system is in place to appropriately review future programs.

PESB has identified the following desired outcomes:

- Create a process and logistical guides for educator preparation programs to start teacher residency programs
- Increase in the racial diversity of students entering and completing teacher preparation programs
- Increase in the enrolment rate of candidates into the residency teacher preparation programs
- Reduction in financial barriers to the candidates to enter into the teaching profession
- Increase retention of special education and English language learner teachers
- Sustainability of the residency model beyond fiscal year 2023-24
- Continued support to programs in residency program implementation
- Maintain a robust data system for program evaluation and accountability (Existing contract with ERDC) increased collaboration between programs and school districts to reduce the gaps in recruitment, retention and educator shortage.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title: Tribal Liaison Position
2. Workforce Board Member Sponsor Name: N/A
3. Staff Contact for the Project: Anna Corinne Huffman, annacorinne.huffman@k12.wa.us
4. Short Project Description (ideally, 100 words):

The Professional Educator Standards Board (PESB) is responsible for the training, certification, and continuing education of qualified and culturally competent educators. In this aim, PESB has sought to build ongoing relationships with Sovereign Tribal Nations throughout Washington. PESB has identified an opportunity to grow these efforts and establish more robust partnerships with Tribal representatives by creating a Tribal Liaison position within the agency. PESB has identified this as an opportunity to support Native students in the classroom, thus creating improved supports for students who have been historically marginalized in the education system.
5. What is the project?

PESB proposes creating a Tribal Liaison position that will create new opportunities for PESB to engage with the numerous, diverse Tribal communities throughout the state that hold vastly different histories, experiences, and needs. The Tribal Liaison will function as a cultural broker, working closely with preparation programs, connecting programs with Tribal leaders and members within their region. This will support preparation programs in creating learning experiences for their candidates. This role will also work closely with the PESB and Paraeducator Boards, PESB staff, including program staff and the policy team, to ensure that Indigenous equity and experiences are reflected in the work that PESB conducts.

PESB intends to hire someone with extensive experience in Tribal relations in Washington State, someone who will bring their existing relationships and expertise to help PESB build and strengthen partnerships and government to government relationships with Tribes, and who will help educator preparation programs develop these relationships as well. Additional tasks and responsibilities of this position include: 1) creating and coordinating an Indigenous Advisory Council to help bring together Indigenous leaders and representatives from across the state to offer input, advice, and perspectives as PESB develops policies that affect Native students and families. 2) working closely with community groups and organizations related to Native history, education, and equity. 3) Developing policies and lead programming to increase the Native educator workforce for K-12 licensure and the First people's language, culture, and oral traditions certification.

By expanding outreach efforts, PESB will be better positioned to ensure that the diverse Tribal nations throughout the state are consulted to ensure that Indigenous sovereignty, Since Time Immemorial curriculum, and other needs and interests are reflected and integrated into Washington state educator preparation and training, and that Tribal education and representation is prioritized in Washington State. Washington State, and the United States in general, has a long history of engaging in discriminatory and marginalizing practices towards indigenous communities, especially in the field of education. In an effort to rectify these historic injustices, the Professional Educator Standards Board is requesting funding to create a Tribal Liaison position to grow the agency's ability to carry out coordinated efforts with Tribal partners from all regions of our state.

6. Estimated Cost, Fund Source, & FTE Needs:

Operating Expenditures	FY 2024	FY 2025	FY 2026	FY 2027
Fund 001-1	0	179000	173000	173000
Total Expenditures	0	179000	173000	173000
Biennial Totals	\$179,000		\$346,000	
Staffing	FY 2024	FY 2025	FY 2026	FY 2027
FTEs	0	1.0	1.0	1.0
Average Annual	1.0		1.0	
Object of Expenditure	FY 2024	FY 2025	FY 2026	FY 2027
Obj. A	0	90000	90000	90000
Obj. B	0	30000	30000	30000
Obj. C	0	0	0	0
Obj. E	0	36000	35000	35000
Obj. G	0	18000	18000	18000
Obj. J	0	5000	0	0
Obj. N	0	0	0	0
Revenue	FY 2024	FY 2025	FY 2026	FY 2027
Not Applicable	-	-	-	-
Not Applicable	-	-	-	-
Total Revenue	-	-	-	-
Biennial Totals	-		-	

Estimated annual ongoing costs to accomplish this work, beginning in fiscal year 2025 and continuing for all subsequent years, include:

- Salary and benefits for 1 FTE program manager (base salary \$90,000/year, benefits \$30,000/year).*
- Goods and services for meetings and other program-related activities plus administrative services: \$35,000 = \$12,000 (24 in-person meetings @\$500/meeting average, including interpreters) + \$1,200 phone, utilities, and supplies (12 months @\$100) + \$1,800 professional learning + \$20,000 OSPI indirect (12.8% of direct costs excluding contract expenditures over \$25,000 and pass-through grants) charged for administrative services provided by OSPI to PESB.*

3. *Travel for board meetings, program-related meetings, and other program-related activities \$18,000 (3 meetings/month x 12 months x \$500/meeting average). This assumes the work will involve a significant amount of statewide travel.*

Estimated one-time costs for fiscal year 2025 include:

1. *Purchase of a computer and miscellaneous equipment for fiscal year 2025 (\$5,000) and related OSPI indirect for administrative services (\$1,000).*

7. Potential Leveraged Resources: N/A

8. Responsible Entities:
Professional Educator Standards Board

9. Proposal Format (proviso, statutory change, other):
Proviso, Decision Package

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.)

In spirit of the 1989 Centennial Accord and the Centennial Accord Millennium Agreement, PESB staff have sought to engage and build ongoing relationships with Sovereign Tribal Nations throughout Washington State. PESB has identified an opportunity to grow these efforts and establish more robust partnerships with Tribal leaders and representatives. In Washington, there are 29 Federally recognized Sovereign Tribal Nations, and PESB recognizes the value of creating individualized and consistent opportunities to engage with these diverse communities. Currently, PESB, and all state agencies, are required to designate a tribal liaison position per RCW 43.376.020 and RCW 43.376.030. However, that designation is only a portion of one staff member's workload in the agency, roughly equivalent to .1 FTE. A part time tribal liaison within the agency has not been sufficient in authentically rectifying the historic injustices imposed on Tribal nations by the education system.

PESB works to support teacher and principal preparation programs in implementing Tribal history curriculum. Efforts have included presentations and discussions with the Washington Association of Colleges of Teacher Education (WACTE) and Washington Council of Education Administration Programs (WCEAP) members, as well as presentations and discussions with PESB Standards, Approval and Review (SAR) committee members. PESB facilitates a monthly meeting with Native educators, teacher and principal preparation program representatives, and a representative from the Office of Native Education (ONE), to better understand and support preparation program needs in this area. This group has developed a newsletter to share how various preparation programs are partnering with Tribes and implementing STI in their programs. ONE training schedules and helpful resources are also included in this seasonal newsletter. These efforts have laid the foundation for building out a robust STI curriculum; however, these strategies are more effective when there are consistent and respectful relationships with Tribal partners throughout the state. This will require engaging in outreach to Tribal governments and leaders, planning collaborative opportunities between Tribal leaders, preparation programs and others in education, and centering Indigenous voices are represented and elevated in spaces related to education.

11. Why is this needed now and what is the impact?

PESB believes this is an opportune moment to create this role and grow the agency's ability to authentically meet the Tribal relations requirements in RCW 43.376.020. While Since Time Immemorial curriculum is still being implemented, it is PESB's role to ensure that standards are being met statewide. This position will help develop meaningful relationships, facilitate conversations between preparation programs, and Sovereign Tribal governments, act as a cultural broker, and ensure that the interests of Tribes are reflected in the agency's work. This position will also ensure that PESB is able to properly implement STI with the high-quality and consistency that the Legislature intended.

This proposal will address education equity and cultural competency in the state by better preparing educators to teach Native history and cultures accurately and responsibly, assisting educator preparation programs in authentic government to government relations, and by working to increase the number of Native educators. The Office of Native Education (ONE), within the Office of Superintendent of Public Instruction, published a report to the legislature titled UPDATE: The State of Native Education (2022). In the report, the ONE described that: in 2021-22, 6.5% of Washington state's 1,091,404 public school students were identified as Native American, which means that approximately 70,356 students in the state have Native heritage. The report describes the educational inequities that exist as it relates to Native students, stating that "Prior to the COVID-19 pandemic, AI/AN students were not receiving equitable educational opportunity as evidenced by data points such as the rates of on-time graduation, attendance, state assessment scores, over-representation in exclusionary discipline and special education referral, and under-representation in dual credit course completion and access to accelerated and gifted education opportunity."

In examining these opportunity gaps, PESB seeks to create learning environments that will specifically benefit Native American students, as Native American students are disproportionately referred to special education, expelled from school, and have the lowest graduation rate of all racial groups of students. According to the U.S. Department of Education 44th Annual Report to Congress on the Implementation of the Individuals with Disabilities Act (IDEA) (2022), American Indian or Alaska Native students were 3.5 times as likely to be served under IDEA, Part B, for *developmental delay* than were students in all other racial/ethnic groups combined. In addition, Native learners were the highest racial/ethnic group served under IDEA for Washington State at 12.7%. The Civil Rights Data Collection (CRDC, 2017) showed American Indian and Native-Alaskan students are disproportionately suspended and expelled. In 2017, Washington State American Indian and Native-Alaskan boys were suspended at a rate of 10.9%. Washington State American Indian and Native-Alaskan girls were suspended at a rate of 5.4%, which is higher than the rates of white boys (5.2%) or girls (1.7%). The Washington State OSPI report card shows the 2021-22 graduation rate of American Indian or Alaskan Native students was 67.8%, the lowest of any racial/ethnic group in the state. White students graduated at a rate of 82.8%. These are clear examples of historic injustices within the education system that deprive Native students, and their peers, an understanding of Native history, access to Native educators, and access educators who properly understand Native history and cultures in their region. The problems of the past remain alive and well in the present.

PESB acknowledges that the historical injustices in education are deep rooted and multi-faceted. The agency is hopeful that creating a Tribal Liaison position will position the agency to better support Native students and educators in the state by ensuring that Tribal partners are closely consulted in the implementation of STI curriculum and other related policy matters that affect Native students in Washington.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title: WA Proftech OER Match
2. Workforce Board Member Sponsor Name: Paul Francis
3. Staff Contact for the Project: Boyoung Chae, SBCTC; bchae@sbctc.edu

Short Project Description (ideally, 100 words):

4. Our college system seeks a legislative investment to advance a project that provides students free, copyright-cleared resources as an alternative to high-priced textbooks. Current resources provide introductory content for students studying healthcare, machining, welding, early childhood education, criminal justice, and hospitality. Funding was provided by a U.S. Department of Education grant. An investment by the Legislature would expand those resources to include information technology; forensic science; computer-aided design; health, safety and nutrition; CNC machining; culinary math; and periodontics. This three-year, \$1.8 million project requires a legislative investment of \$600,000 in the supplemental budget for fiscal year 2025 and \$600,000 in each year of the next biennium.
5. What is the project?: The proposed project will expand the current Washington Open ProfTech project, funded by the U.S. Department of Education making seven additional free, copyright cleared textbooks available to the 83,000 ProfTech students.
6. Estimated Cost, Fund Source, & FTE Needs: \$600,000, 2.5 FTE
7. Potential Leveraged Resources: n/a
8. Responsible Entities: SBCTC
9. Proposal Format (proviso, statutory change, other): Proviso

10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.) N/A
11. Why is this needed now and what is the impact?: The high cost of textbooks is a significant barrier for the Washington community and technical college professional technical (ProfTech) students who are economically disadvantaged. With a three year, \$1.8 million grant funded by the U.S. Department of Education, the State Board for Community and Technical Colleges (SBCTC) led phase one of the statewide Washington Open ProfTech project producing six open educational resources (OER). SBCTC is seeking matching funds to continue with phase two of the project, offering financial relief from the high cost of textbooks for students and sustaining the momentum and growth of open educational resources in professional technical programs that help to fuel our state's workforce.

Workforce Board 2024 Legislative Agenda

Potential Agency Endorsement Requests

Project Summary

Instructions:

This form is to be completed by state agencies who would like to have the Workforce Board consider endorsing their decision package(s) for inclusion on the Board's workforce system Legislative Agenda for 2024. Please use a separate form for each project.

Submission Details & Due Date:

All requests for consideration of endorsement must be sent to nova.gattman@wtb.wa.gov **no later than 10:00 am October 13, 2023** to ensure timely review by the Endorsement Committee. Late submissions will not be accepted.

The Endorsement Committee will review all proposals for alignment with TAP goals and those with the potential for broad consensus across Board partners. The final list for consideration will be reviewed at the November 7th Workforce Board meeting for full Board approval.

1. Project Title: BS Computer Science Expansion
2. Workforce Board Member Sponsor Name: Paul Francis
3. Staff Contact for the Project: Boyoung Chae, SBCTC; bchae@sbctc.edu
4. Short Project Description (ideally, 100 words): The information and communications technology (ICT) sector is a vibrant pillar of Washington's economy. In 2022, the ICT industry directly employed 360,900 people, making it the fastest growing industry in the state.¹ Washington also has the highest concentration of tech workers in the nation relative to the state's overall employment base, with nearly one in 10 workers in the tech industry.² Yet local employers looking for tech talent continue to encounter a skills shortage. Currently, colleges and universities do not have the capacity to educate enough students to keep up with employer demand. Our college system proposes to create at least 15 more Bachelor of Science in Computer Science programs as authorized by the Legislature in 2021 (SB 5401).
5. What is the project?: This request would create at least 15 Bachelor of Science in computer science degree programs in fiscal year 2025 and another five in fiscal year 2026 and expand access to historically underserved populations with emphasis on rural communities.
6. Estimated Cost, Fund Source, & FTE Needs: \$9,000,000
7. Potential Leveraged Resources: n/a
8. Responsible Entities: SBCTC
9. Proposal Format (proviso, statutory change, other): Proviso
10. What has been done by your organization regarding this work in the past? (If proposal would add to or continue an existing initiative. Answer N/A if not relevant.) N/A
11. Why is this needed now and what is the impact?: With sufficient funding, these programs would help our state meet existing and emerging needs in the tech industry while expanding access to well-paying computer science careers for diverse community and technical college students.

Tab 5

Opening TAP Chapters Overview

PRESENTED BY: Dave Wallace and Coral Garey, Workforce Board

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

The first two chapters of Talent and Prosperity for All (TAP), the state's strategic plan for workforce development, set the stage for the planning process and for the final elements of the approved plan. These chapters provide important data and foundational information on the current economy and workforce.

After presenting the opening chapters at the October Board meeting, agency research staff were asked questions from Board members and meeting attendees that they wanted to respond to. This will be a data-focused presentation highlighting responses to feedback from the first two chapters of the TAP Plan. The first chapter focuses on the state's recent economic performance – while showing good overall numbers, state labor markets are not providing economic opportunities equally. The second chapter (and second half of the presentation) will focus on demographic disparities.

The following data points will be covered:

- Picture of hiring gaps (which industries/occupations are struggling).
- Answers to questions posed during the data presentation at the Oct. 4 Board Meeting including Asian and Pacific Islander breakouts, population numbers, change in earnings and educational attainment, and some information behind why these changes are occurring.

BACKGROUND

Washington's economy has received positive attention in recent years for job creation, wage growth, and overall performance. However, economic recovery after the pandemic remains uneven and significant disparities continue.

The Workforce Board's vision is that "Every Washington community is thriving, inclusive and economically resilient." This means all communities: urban and rural, communities of color, people with disabilities, low-income communities, immigrants and refugees, veterans, and more.

The first two chapters of Washington's workforce development plan are meant to set the stage for what is to follow. These two chapters will show that despite having a relatively robust economy, there are many being left behind and in need of services from the workforce development system. In this case, we look beyond system data (i.e., how many participants or employers served, outcomes and impact of programs, etc.), focusing instead on data that relates to the overall economy and the general population. Through data visualization we focus on which populations and communities are falling farther behind, rather than benefiting from Washington's broader economic successes.

Agency research staff received feedback on areas of interest, as well as requests for clarification on specific data presented. This presentation is focused on responding to these topics and questions raised previously. The Board's priorities will encompass the comprehensive workforce development system, and how all components of the system can work together to affect positive change – better outcomes for our workers, our employers, and all our communities.

STAFF GUIDANCE & RECOMMENDATION

This item is for Board discussion only.

TAP's first two chapters should tell a compelling story about why our state's strategic plan for workforce development is needed and why particular priorities were chosen. It is also important to hear feedback and incorporate it into the plan. It serves as a stage-setter for the identification of core approaches and tactics, goals, and objectives of the final plan.

Staff are seeking to answer any questions and respond to input from presentations by highlighting proposed content of the state's draft workforce plan's first two chapters.

Tab 6

Talent and Prosperity for All Planning – Public Forum Feedback

PRESENTED BY: Ben Robinson, FirstRule Group

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

A summary of the community feedback received to date will be provided. The changes made to the wording of the strategic priorities and impact statements will be provided as well.

BACKGROUND:

Community input is critical to the success of the strategic plan and is required as a component of submission to the federal government. Feedback is collected to ensure the strategic plan resonates with the broader community, and to learn the important requirements for implementation of the strategic plan approaches.

We have received feedback from the majority of local boards. Spokane was done in person, and the others provided data from recently completed community forums. Additionally, we have presented or attended several other community meetings including presentations to high school career and technical educators, community and technical college leaders, apprenticeship councils and more. Additional outreach is being developed now.

From that feedback, we have found very strong alignment with the strategic priorities and approaches. No feedback suggests a need to change or modify the strategic priorities or approaches. The feedback for implementation requirements has been productive and followed a few themes that we will summarize in the Board meeting.

STAFF GUIDANCE & RECOMMENDATION:

This item is for discussion purposes only. The discussion will cover community feedback received so far, and suggestions and introductions for additional feedback.