

Workforce Board 2024 Retreat Overview

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Koné Consulting

*OVER A DECADE WORKING EVERY DAY TO SOLVE THE SOCIAL PROBLEM
OF INEQUITY IN INCOME AND OPPORTUNITIES.*

Workforce Board Retreat Overview

May 1st - May 2nd, 2024



Retreat Goals

- Talent and Prosperity for All (TAP) discussions on organizing ourselves to move implementation forward, prioritizing the five strategic priorities and identifying board and staff sponsors for each.
- Transitional year for the Governor – what do we need to position TAP and the system with the potential new administration.
- Legislative Agenda – what items are priorities to jumpstart TAP implementation and continue long standing priorities?

Success Stories

What have we accomplished together over the past several years using our collective impact and funding?

- Codification of Economic Security for All (EcSA)
- New college programs and career pathways, including the WSU Med School program and CTE graduation pathway
- Job Skills program expansion
- Advancement of apprenticeship programs
- Improved scholarship opportunities, including the restructured WAVE scholarship and scholarships for Native Americans
- Success in navigating the pandemic and ensuring access and benefits as a system, including expanding broadband and virtual service delivery and using alternative instruction pathways
- Colleges offering more health resources, such as food access and behavioral health
- Recognizing the power of working together/ collaboration

TAP Plan Guiding Principles and Strategic Priorities

TAP Guiding Principles:

- Close economic disparities for marginalized populations.
- Deliver comprehensive support for individuals with barriers to employment.
- Provide system wide performance metrics and accountability.

TAP Strategic Priorities:

- System
- Industry
- Youth
- Credential Transparency
- Job Quality

TAP Strategic Priorities: Year 1 Goals and Action Items



TAP Strategic Priority – System

Goals:

- Create directory of workforce system resources
- Create an environmental scan of partners, services, and programs in the workforce system
- Create a communications/training/marketing toolkit
- Create a unified workforce system agenda/plan/communications for combined advocacy
- Coordinate and integrate CHIPS, IRA, and IIIA programs into state workforce programs
- Utilize CBOs and WorkSource to intentionally engage workers and community
- Review board structure to include L&I (registered apprenticeship- a contributing role)

Action Items:

- Environmental scan of current programs
- Define scope
- Determine system integration performance metrics
- Customer journey maps

TAP Strategic Priority – Industry

Goals:

- Have a mechanism in place to hear what business/ industry needs and reflect in our efforts
- Work with industry to clearly understand business needs for entry-level employees (core competencies) and communicate across system
- Identify critical shortages
- Review barriers to full employment of refugees and marginalized populations and how to move them into positions that fully utilize their skills and training
- Create a workforce AI focused taskforce
- Create a digital equity plan and focus on WFS
- Develop a childcare workforce needs assessment
- Develop a plan to convene critical industry sectors to identify and map gaps

Action Items:

- Develop in house expectations for needed business services
- Prioritize industries to focus on and work with
- Understand industry needs by sector, region, other priorities

TAP Strategic Priority – Youth

Goals:

- Identify ways to engage youth earlier (before they disengage) and expose them to careers/skills/opportunities
- Work together to develop youth career development pathways in 5 industries
- Change approaches to CTE pathways - focus on post-secondary opportunities

Action Items:

- Increase connection to community organizations already serving youth
- Understand the approaches to reach our youth
- Summer youth employment/career development program

TAP Strategic Priority – Credential Transparency

Goals:

- Identify where common definitions of skills can be useful to demonstrate skill mastery
 - Help employees identify transferable skills
 - Soft skills training
- Develop a system consensus plan for next steps on credential transparency including LERS and digital wallets

Action Items:

- Data sharing discussions and agreements
- Commitment to take on new opportunities
- Find common definitions and shared vocabulary

TAP Strategic Priority – Performance Accountability

Goals:

- Increase data sharing agreements with partners to increase customer targeted outreach and storytelling
- Integration of existing promising practices identified and start to scale those up
- Identify/create metrics for measuring TAP plan progress and success
- Determine baseline outcome metrics /benchmarks for all priorities
- Get baseline of intake fatigue
- Targeted universalism
- Equity lens
- Develop comp based assessment focusing on DEI ladders of opportunity
- Qualitative research

Action Items:

- Commitment to evaluate all workforce programs
- Map resources with cross system performance and evaluation
- Workforce funding map

TAP Strategic Priority – Job Quality

Action Items:

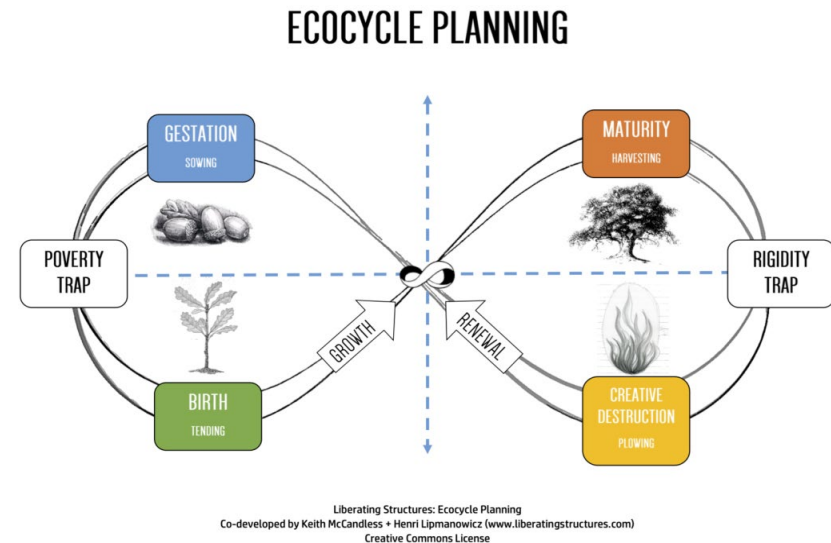
- Identify the framework of job quality
- Survey business and labor on what job quality means to them
- Contract with employers that pledge to support growth, wage, and justice
- Create a job quality toolkit
- Look at wage growth by race/ethnicity and disability status

TAP Ecocycle Planning



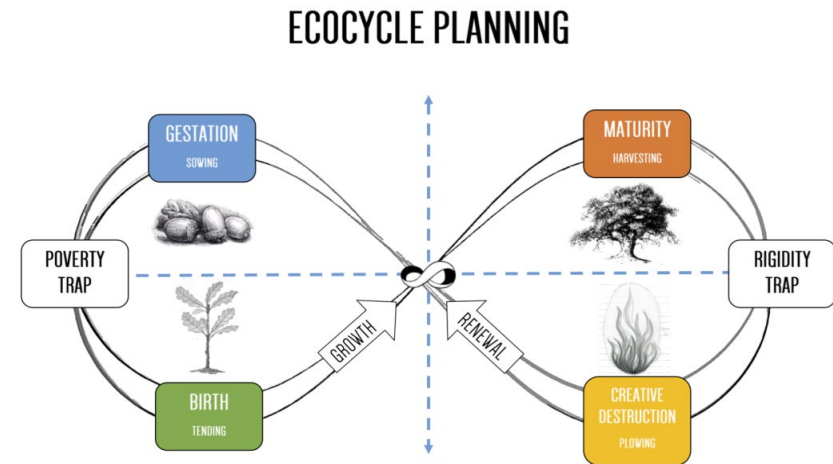
New Ideas to Consider (Gestation)

- State-funded workforce programs
- Credential transparency
- Credential attainment improvement for people with disabilities
- Universal intake
- Digital equity for non-enrolled Worksource customers
- AI usage, policy development, and research



Activities to Develop (Birth)

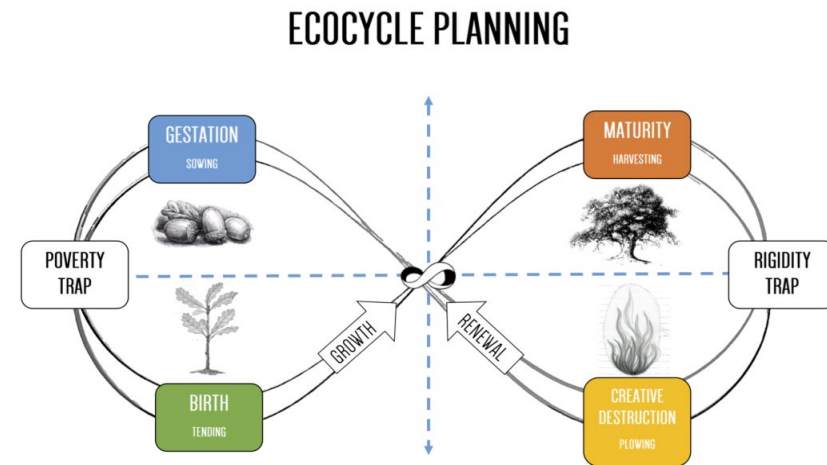
- Wage growth efforts for people with disabilities
- WAVE portal
- WA Jobs Initiative implementation
- Digital literacy/ equity initiative
- Apprenticeship development and expansion
- Retention strategies



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Activities to Continue (Maturity)

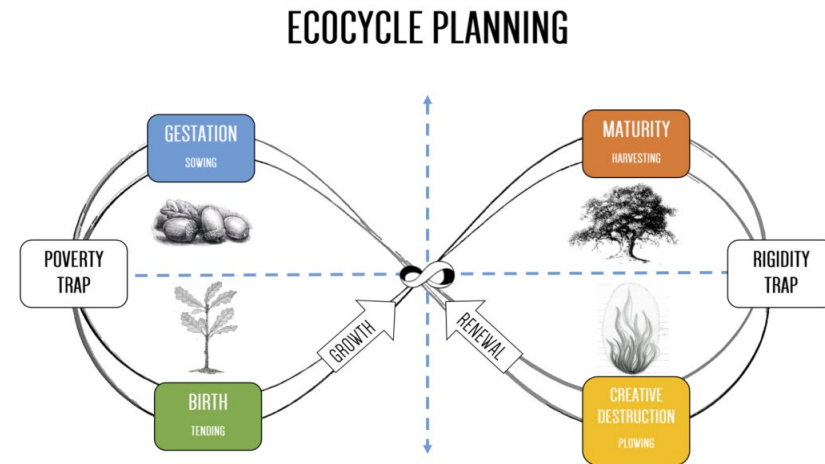
- Career Bridge
- Guided pathways
- Labor market research projects
- Veterinary tech apprenticeship
- Employer engagement
- Online workshops
- One stop system collaboration



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Activities to Stop or Redesign (Creative Destruction)

- Duplicative intake and eligibility process
- Duplicative data entry
- Credentials solely based on time
- Administrative burden



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Potential Legislative Priorities



Potential Legislative Priorities to Consider...

- Workforce system coordinated legislative agenda
- Ongoing funding for EcSA
- Invest in WAVE scholarship pool
- Digital literacy
- Apprenticeship reform package
- Washington Workforce Impact Fund
- Funding to integrate data systems
- Trial Employment Program



Thank You

Point of Contact:

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Our purpose is to **inspire change** and **create lasting improvements** for our clients in the government and nonprofit sectors.

Our clients experience **joy** while we do the work, and the **impact we make** endures long after we're gone.

