



BOARD MEETING AGENDA

June 20, 2024 | 9:00 a.m. – 4:00 p.m. | Meeting No. 270

Location: Clover Park Technical College, Lakewood Campus,
McGavick Conference Center Ballroom – Building 23
4500 Steilacoom Blvd SW, Lakewood, WA 98499

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

- 9:00 a.m. Call to Order**
Welcome and Introductions
- 9:10 a.m. Welcome & Program Overview from Clover Park Technical College**
Dr. Joyce Loveday, President, Clover Park Technical College
Jovan McCoy, Manager of Inclusive Excellence and Belonging
- 9:30 a.m. Chairs Report** **Tab 1**
Consent Agenda (**ACTION**)
1. Minutes from March 21, 2024, Board Meeting
 2. Executive Director’s Report
 3. Perkins V State-Determined Performance Levels (SDPLs)
 4. Extension of Direct Delivery of Title IB Services for North Central Workforce Development Council/SkillSource
 5. Expiring WorkSource Information Notices (COVID-19 Waivers)
- 10:00 a.m. TAP Implementation Update** **Tab 2**
Alicia Koné, Koné Consulting (Board Retreat Recap)
Update from TAP Workgroup Leads on Implementation
- System Integration – Kim Goutam
 - Industry – Andrew Lenderman
 - Youth – Joe Wilcox
 - Credential Transparency – Marina Parr
 - Job Quality – Paulette Beadling
 - Performance Accountability – Dave Wallace

- 11:30 a.m. DSHS – Benefits Cliffs** **Tab 3**
Terry Redmon, Department of Social and Health Services
Lori Pfingst, Department of Social and Health Services
- 12:30 p.m. Lunch**
- 1:30 p.m. Local Workforce Development Board Plan Approval & Certification (ACTION) Tab 4**
Nova Gattman, Workforce Board
Liz Casey, Employment Security Department
- Local Workforce Development Board Certification
 - Local Plan Approval
- 2:30 p.m. Break**
- 2:45 p.m. TAP Workforce System Legislative Agenda DRAFT (Potential Action) Tab 5**
Nova Gattman, Workforce Board
- 4:00 p.m. Adjourn**

Tab 1

Consent Agenda

PRESENTED BY: Workforce Board Co-Chair Gary Chandler

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

The consent agenda enables the Board to approve items listed below together without discussion or individual motions. If any Board member believes an item does not belong on the consent agenda, you may at any time request the item be removed and considered for an individual discussion and vote at a later time, at the discretion of the Co-Chair(s).

BACKGROUND:

This consent agenda includes:

1. Minutes from the March 21, 2024, Board meeting
2. Executive Director's report
3. Perkins V State-Determined Performance Levels
4. Extension of direct delivery of Title IB services for North Central Workforce Development Council/SkillSource through June 30, 2025
5. Expiring WorkSource Information Notices (COVID-19 Waivers)

STAFF GUIDANCE & RECOMMENDATION:

Without dissent, the consent agenda items will be approved as drafted.



MINUTES OF MEETING NO. 269

March 21, 2024

Board Members Present:

Larry Brown, Co-Chair

Gary Chandler, Co-Chair (remote)

Wade Larson, Representing Business

Todd Mitchell, Representing Labor

Commissioner Cami Feek, Employment Security Department (ESD)

Rebecca Wallace for Superintendent Chris Reykdal, Office of Superintendent of Public Instruction (OSPI)

Paul Francis, State Board for Community and Technical Colleges (SBCTC)

Kairie Pierce for Director Michael Fong, Department of Commerce (remote)

Mark Mattke, Spokane Workforce Council, Representing Local Government

Call to Order

Co-Chair Larry Brown called the meeting to order at 9:05 a.m. noting co-chair Gary Chandler would be joining remotely, due to a conflict, at a hybrid meeting using Zoom for remote attendees. In-person attendees convened at Fire Station 95, 5911 Black Lake Boulevard SW, Olympia, WA 98512.

Consent Agenda

Minutes from February 15, 2024, Board Meeting

Executive Director's Report

Brown reminded Board members unless there were any objections the consent agenda will be passed without a vote.

Executive Director Eleni Papadakis noted a list of WIOA Policies in the Executive Director's Report that are either in the process of being modernized and already updated or will need to be updated. Most of these can be moved forward with a few tweaks and will be part of the consent agenda as the Board does need to approve them. Board members were advised that if there were any policies that needed discussion to let Workforce Board staff know. If there are policies with disagreement or substantive issues, these should be brought to the Board's attention.

Brown spoke about the upcoming SkillsUSA Conference, the career and technical education (CTE) competition happening at Clover Park Technical College, on March 22. Brown noted there would be 95 teams participating from across Washington and that several Board members planned to attend.

Brown gave details about the Workforce Board Retreat, being held on May 1-2 in Quincy at Sagecliffe Resort. Brown also mentioned that Board members were encouraged to attend a scheduled site visit on April 30 at Quincy High School that focused on the school's standout career and technical education programs.

CTE/Perkins Group Discussion

Joe Wilcox, Career Pathways Manager at the Workforce Board, provided additional context for the annual Carl D. Perkins funding report. He referenced a previous presentation at the December Board meeting, noting it was a broader view of the programs under the federal Carl Perkins Act and the Workforce Board's responsibilities as the administrator of CTE funds in Washington. Wilcox noted the partnership with the Office of the Superintendent of Public Instruction (OSPI) and the State Board for Community and Technical Colleges (SBCTC). Wilcox shared the combined annual report, which is a larger annual report that includes State Defined Performance Levels (SDPLs), along with proposed measures for the next four years as part of the state's strategic workforce plan, Talent and Prosperity for All, (TAP Plan). Wilcox noted the Perkins funding was around \$26 million, a relatively small section of much larger CTE expenditures, but helps pay for monitoring and accountability of CTE programs.

Wilcox noted every year there is a combined annual report, reporting the monitoring and oversight of the program and this has been submitted to the U.S. Department of Education. The report includes four main areas: Comprehensive Assessment; State Defined Performance Levels; Transparency and Stakeholder Engagement and Accountability; and Continuous Improvements. Wilcox noted the completed report could be found on the Workforce Board website once signed. The combined annual report and the State Determined Performance Levels (SDPLs) serve as essential tools to help monitor and evaluate the CTE programs in the state.

Becky Wallace, Assistant Superintendent, OSPI, presented OSPI's Perkins update. Wallace shared OSPI's vision, mission, values, and strategic goals. Wallace noted the CTE Concentrator definition is any student, serviced by an eligible recipient, who earns two credits in a single career cluster within their four-year cohort. Wallace detailed out the 16 career clusters adopted by OSPI and outlined the proposed secondary indicators.

William Belden, Policy Associate, Workforce Education, SBCTC, and Kimberly Ingram, Program Administrator, Workforce Education, SBCTC, presented for SBCTC's Perkins Update. Belden mentioned working closely with OSPI to ensure the partners are intentional with aligning their work with the guided pathways framework, creating opportunities that are industry-informed within professional technical programs and digging into equity issues and gaps. Belden shared the system student data profile, comparing system data to professional technical student enrollment. Belden mentioned working closely with OSPI for dual credit to ensure transfer of credit between high school and colleges and detailed the challenges colleges experience in utilizing the funds and meeting targets. Belden spoke about the context of the current challenges within the colleges and spent time reviewing the three state targets and outcomes. Ingram shared more details, acknowledging where data is lower than needed, but noted there is expectation of an improvement.

Legislative Update

Nova Gattman, Workforce Board Deputy Executive Director, reviewed the results of the Board's 2024 Legislative Agenda and new responsibilities charged to the Board in the 2024 budget. Gattman noted her presentation would include a short update on the final details of the 2024 legislative session, the Board's legislative agenda, and ideas to consider for the retreat. Gattman noted a majority of the legislative items are still subject to the governor's final review and signature. Gattman outlined the successes with the following: Washington Award for Vocational Excellence (WAVE), the WAVE Application Portal, Digital Literacy and IT Career Equity, partner agency board endorsements, House Bill 2230 EcSA Grant Program (Economic Security for All), and House Bill 2236 CTE Core Plus Programs.

Gattman encouraged the Board to think of opportunities to leverage the state strategic plan, Talent and Prosperity for All for 2025-27 as part of the May 2024 Board Retreat discussions.

Local Plan and Certification Process

Drew Cassidy, Workforce Board Workforce Service Integration Manager, presented on Local Plans and the Certification Process. Every four years, to comply with the federal Workforce Innovation Opportunity Act (WIOA) and state statute, local areas are required to submit strategic plans that align with the state strategic plan. Every two years, the Board is also required to recertify local boards. To streamline the process, Local Workforce Development Board (LWDB) recertification and local plan review are being done concurrently. Cassidy noted we are asking the Board to consider authorizing the creation of an interagency staff committee, led by Board staff, to review these plans, seek corrective action as warranted, recommend approvals, and simultaneously conduct the LWDB recertification. For local board recertification, local plans are reviewed to determine if each board is fulfilling the 13 required activities under WIOA. A board roster is also assessed to determine if all seats are filled according to WIOA statute.

The action requested of the Board is the authorization of the interagency staff work group, made up of staff from multiple partners from different agencies in the WIOA Title 2 departments.

MOTION-2024-269-01

Wade Larson moved to approve authorization of the interagency staff work group. Paul Francis seconded the motion. The motion passed unanimously.

Policy 1015 – Procurement and Selection of One-Stop Operators and Service Providers

Drew Cassidy, Workforce Board Workforce Service Integration Manager, and Elizabeth Casey, Tax Policy Specialist, Employment System Policy and Integrity, Employment Security Department (ESD), presented on WIOA Policy 1015: Procurement and Selection of the One-Stop Operators and Service Providers. Cassidy noted that it was a continuation of a presentation from the December 2023 Board meeting, where the Board was asked to review and consider approval of the new system policy. It was decided at that meeting the policy could be released for public comment with continued conversation at a future meeting. Cassidy discussed actions taken since the public comment period, as well as staff responses to comments.

Cassidy reminded the Board of what the policy is, outlining the procedures and requirements for procurement and selection of both One-Stop operators and service providers by the LWDBs under WIOA Title 1-B formula fund programs. Policy 1015 is a transition from policy 5401.1 created in 2016 and was in alignment with WIOA. An update has been needed since 2016 as additional federal guidance was released by the U.S. Department of Labor, particularly around training employment guidance letters 15 and 16. In November 2022, the Workforce Board directed staff to put together a task team to revise the process and policy. Cassidy noted the task team of local and state staff had consultation with the Governor's Office and the U.S. Department of Labor. The group was not able reach consensus in all areas.

Cassidy highlighted direct provision of youth services as a barrier to full group consensus. Cassidy noted the direct provision of youth services as written in Policy 1015 didn't get changed from policy 5404 and maintains the status quo in compliance with the federal law. However, subsequent rulemaking by USDOL resulted in guidance that allows for, but does not mandate the easing of procurement restrictions on youth service delivery. Cassidy explained the primary points of departure between staff

recommendations and the perspectives of the LWDBs. Cassidy outlined who replied during the public comment period, noting letters were in the Board packet for additional review if needed. Also included in the packet are the staff's proposed responses to these letters. Cassidy spent time summarizing the public comments and specific requests and why changes were or were not made. She stated this information was reviewed by an assistant attorney general at the state Attorney General's and their findings/legal interpretation was confirmed by the U.S. Department of Labor. The policy has been deemed legally sound and does not violate any federal laws by setting standards above the minimum standards that are set at the federal regulatory or guidance levels.

The Board discussed this topic at length, with much input from attending LWDB partners, especially regarding potential impact on cost and service delivery. Todd Mitchell motioned to defer the topic, asking that a cost analysis of the various options be completed, in addition to exploring other areas of significant impact and potential compromise solutions. Cassidy asked for clarity on the request. Mitchell noted he is looking for a cost estimate from the LWDBs who would be affected by this and the potential cost of third-party monitoring, specifically the cost for external monitoring.

MOTION-2024-269-02

Todd Mitchell made a motion that the Board be provided with the cost of external monitoring ahead of the next regularly scheduled Board meeting in June. Mark Mattke seconded the motion. The motion passed unanimously.

Talent and Prosperity for All (TAP) Update

Ben Robinson, FirstRule Group, gave a presentation on the finalization of the state's strategic Talent and Prosperity for All 2024-2028 Plan. Some highlights shared from Washington's workforce environment: Gov. Jay Inslee and the Legislature support continued investments to help both workers and employers; Washington ranks as one of the best states for employers and for workers; disparities still exist, and many Washingtonians are not fully sharing in the state's economic success; and innovation calls for collaboration and communication. Robinson also explained the Gantt chart from the beginning of the TAP Planning to where we are today.

Robinson discussed the revisions of the plan since February 2024. He noted the business feedback, revisions made to better capture the urgency of industry needs, outlined the spotlights developed inside the TAP Plan, incorporating the Governor's feedback and finalizing the public comments. Robinson broke out the information compiled from the public comment period. He also spent time discussing feedback and recommendations for the TAP Plan and noted some small changes that should be considered in the future.

MOTION-2024-269-03

Todd Mitchell moved to approve the TAP Plan. Wade Larson seconded the motion. The motion passed unanimously.

The meeting adjourned at 2:15 p.m.

Executive Director's Report

Workforce Board Meeting

June 20, 2024

Meeting No. 270

Post-Legislative Session Surge

We had a particularly successful legislative session this year that resulted in many new obligations for FY25 (July 1, 2024 – June 30, 2025). Our amazing Workforce Board staff have been working hard to get new activities up and running while keeping all existing responsibilities on track. Most of our new legislative obligations have only a one-year runtime and we will need to bring on new capacity to fulfill these obligations. Staff have been working overtime to see that activities start as close to July 1 as possible. You will soon see, or may have already seen, job postings or requests for proposals. Where possible we work through interagency agreements with other government entities and/or select vendors from the statewide contract list, as these options require much less lead time. Please let me know if you have any questions on any of our new responsibilities or our ongoing activities, or how we are managing both.

WAVE Scholarship Update

The Workforce Board has awarded more than \$1.6 million to 121 students through the Washington Award for Vocational Excellence scholarship program.

A volunteer committee of business, labor, education, and community members selected winners through a highly competitive process. This year's award pays up to \$6,768 per year, for up to two years. Awards vary depending on tuition at the college attended by scholarship recipients, and other factors. This year's awardees include 86 graduating high school seniors and 35 community and technical college students. Forty-seven Legislative Districts and 22 Washington counties are represented. Awardees are choosing to study nursing, advanced manufacturing, education, information technology, and other professions that face ongoing skilled labor shortages.

KNDU-TV in the Tri-Cities [has already picked up the story](#), highlighting local awardees from the Tri-Cities and Yakima regions. [Local awardees were also highlighted in Edmonds.](#)

Thanks to Workforce Board Co-Chair Larry Brown, Board Member Paul Francis, and Department of Commerce designee Kairie Pierce, along with nearly 100 other partners from business, labor and the community who helped score and rank this year's applications. We appreciate your support and look forward to a successful 2025 WAVE scholarship program.

New WAVE Scholarship Portal

The Workforce Board is purchasing software to launch a new WAVE scholarship portal. The new portal will replace an aging platform with a modern, more user-friendly tool for students, staff, and educators.

Planning is underway now and the project will launch on July 1. The goal is to have a new scholarship application portal up and running by December 1. This project is made possible by a \$300,000 one-time legislative appropriation, sponsored by Senator Ann Rivers (LD18).

May Board Retreat

The Workforce Board and dozens of partners from business, labor, and the community gathered in Quincy May 1-2 to discuss next steps for Talent and Prosperity for All (TAP), Washington's workforce plan.

Each of the six TAP workgroups explored challenges and solutions for Washington's overall workforce development strategy. Agency staff led discussions focused on the Industry, Job Quality, System, Youth, Credential Transparency, and Performance Accountability strategic priorities and focus areas. Board members and staff also had a chance to tour the outstanding career and technical education programs at nearby Quincy High School with state Rep. Alex Ybarra, 13th Legislative District, and Raquel Ferrell Crowley, Central Washington Director for U.S. Senator Patty Murray.

Staff leads and facilitator Alicia Koné will discuss this event and policy recommendations in more detail at the June 20 Board meeting.

Career Bridge Modernization Update

Work is underway on the next phase of modernizing the Workforce Board's public-facing career and education platform www.CareerBridge.wa.gov after signing a contract with the company Anthro-Tech to enhance site usability and design. Anthro-Tech specializes in UI/UX work, and agency staff have begun regular meetings with their team, including working on a usability survey that is being sent out to a variety of user groups, including students, job seekers, counselors and others. The agency also just signed a contract with Resource Data Inc., to do substantial site development work over the coming year, including making Career Bridge mobile friendly for tablets and phones, aligning it more closely with High School and Beyond Planning requirements, and adding a digital portfolio feature for users to save their education and career searches. Once complete, the newly redesigned site will also make it easier for counselors at high schools, and staff at WorkSource centers, to track progress and more readily assist in helping users reach their education and career goals.

This is the second phase of modernizing Career Bridge, following a comprehensive feasibility study completed in June 2023. Career Bridge launched in 2009 and has recorded as many as 6 million page views per year, but still sits on older architecture and has a dated look and feel. The Legislature invested \$1.4 million in the current modernization effort, which also included the hiring of Career Bridge Manager Julie Mix-Stark and Career Bridge IT Lead Adam Beck into two-year project positions to help shepherd this extensive effort and create a better supported organizational structure for Career Bridge.

The agency will be including a legislative request to make their positions permanent as part of a broader Career Bridge decision package, that also will outline the need to add more fields and functionality to the site as the Workforce Board pursues increased credential transparency, which is one of five priorities of the Talent and Prosperity for All (TAP) state strategic workforce plan.

Upcoming Healthcare Workforce Events

Health Workforce Council: The Workforce Board and the Health Workforce Council have [two health workforce events upcoming in Yakima at the end of June](#). On June 26, staff are hosting a health workforce listening session in conjunction with the Allied Health Center of Excellence and Greater Health Now at Yakima Valley College. The meeting is planned as an interactive session where healthcare employers, consumers, and businesses are encouraged to talk with state health workforce planners, educators, and policymakers about their experiences with what's working and what's not for students,

employees, facilities, and communities. On June 27, the Health Workforce Council will host an in-person meeting at Pacific Northwest University of Health Sciences in Yakima. Planned topics for the day include:

- Presentations about the greater Yakima-area community and health workforce demographics, diversity, and reflections from the June 26 listening session.
- Panel discussion about local health workforce education success.
- Panel discussion from students and recent graduates about their pathway into the health workforce.
- Pilot-program results from Accountable Community of Health efforts to support behavioral health employers with workforce development.

Long-Term Care Initiative: On July 9, the Workforce Board, in partnership with the Department of Social and Health Services (DSHS) will co-sponsor a one-day event focused on Washington state's long-term care workforce. The [LTC Summit](#) will be held in SeaTac at the Cedarbrook Lodge. The agenda for the meeting includes:

- Keynote address by Dr. Kezia Scales of the Public Health Institute (PHI) on state and national data and policy opportunities.
- Update of the research and policy recommendations of the LTC Workforce Initiative.
- A facilitated panel discussion with direct caregivers from across the state.
- A forum with our federal partners.
- A review of the proposed policy recommendations for the 2025 Legislative session.

If you are interested in attending, [register](#) as soon as possible. Registration is limited.

[Workforce Board Implementation of Executive Order on AI](#)

The Workforce Board is continuing implementation of [Executive Order 24-01](#) on Artificial Intelligence (AI) that was issued by Gov. Inslee in January 2024. The primary Workforce Board responsibilities for this initiative are to identify and create research opportunities and partnerships with research institutes at a state and federal level to power innovation and expansion of generative AI technology and education. The goals will be to expose students and researchers to emerging opportunities regarding the development of generative AI Systems and accelerate training and AI workforce development. This work is intended to identify opportunities to:

- Build workforce pathways that ensure a pipeline of talent to the industry that is both equitable and robust.
- Develop training programs geared towards generative AI workforce development.
- Generate basic and applied research to continue leading future generations of generative AI technologies.
- Engage national organizations, such as the National AI Research Resource (NAIRR) Taskforce, to achieve the goals stated above.

Workforce Board Research Director Dave Wallace and Career Pathways Manager Joe Wilcox are spearheading these efforts. The Board would like to thank the Governor's Office for providing funding to carry out this work, including engaging a contractor to assist with some of this research. Staff have finalized the scope of work and expect a contract to be finalized shortly that includes conducting a literature review and environmental scan (survey/focus groups/interviews) of industry organizations such as WTIA and Apprenti to analyze usage, desired skillsets, and emerging opportunities for AI. It would also compare and contrast industry skillset and credential needs with existing training and

education programs and identify gaps. Staff are meeting monthly with the lead agency (WaTech), as well as with other collaborating agencies.

Clean Energy Technology Workforce Advisory Committee Updates

The Workforce Board staff to the Clean Energy Technology Workforce Advisory Committee, CETWAC, have been involved in policy discussions regarding workforce development issues and supporting grant applications for workforce development in the clean energy technology sectors. Clean Energy Program Manager Ilene Munk is leading these efforts for the Workforce Board. Our recent work includes:

- Supporting or collaborating on more than \$75 million in federal grant applications on behalf of community and technical colleges, clean energy technology hubs, public/private partnerships, and tribal groups.
- On April 11, Workforce Board staff participated in a Building the Future Energy Workforce conference held at Big Bend Community College in Moses Lake. The conference was a collection of business, labor, education, and workforce development leaders discussing issues and best practices preparing new workers for jobs in the clean energy sector.
- Staff have hired Berk Consulting to perform the Transition to Retirement Feasibility Study (part of implementation of [House Bill 1176](#)) for near retirement workers impacted by the state and federal climate policies. A final report is expected by February 2025.
- Staff have facilitated discussions between IBEW 77 and the JBLM WorkSource office to provide information to military veterans interested in career opportunities in electrical line-worker careers. The outdoor line-worker jobs, like other electrical jobs, are expected to increase by nearly 27% in the next six years. This work will help facilitate a robust communication and recruitment effort to place veterans in family sustaining careers in these sectors.
- CETWAC staff participated in a conference of utility companies, related businesses and educational institutions involved in meeting the energy workforce needs in eastern Washington. Spokane Workforce Council Director Mark Mattke handled a breakout session specifically focused on the workforce ecosystem and the many paths to clean energy careers available to both incumbent workers and those entering the workforce for the first time.
- On June 4, staff attended a joint hearing of the state House Environment and Energy Committee and the Senate Environment Energy and Technology committees in Moses Lake. The meeting was an opportunity to hear about the rural energy needs in Eastern Washington and understand the perspective of committee members engaged in the issues and analyze the workforce issues inherent in meeting Washington's energy needs.

Conferences and Events Attended

National Association of State Administrators and Supervisors of Private Schools Conference (NASASPS), April 7-10, Charleston, SC

Darlene Bartlett, Andy Hall, and Shawna Koch from the Private Career School Licensing unit participated in the NASASPS annual conference, a national platform for discussing the many upcoming federal changes for accredited schools. The meeting also examined crucial topics of coping with change, embracing new technology, and financial best practices, all of which are vital for maintaining compliance. The Workforce Board's Consumer Protection Team continues to provide technical support and oversight to schools and is actively building ongoing protections for students into agency processes.

Northwest Career College Federation Conference (NWCCF), May 15, Highline College, Des Moines

Darlene Bartlett, Shawna Koch, and Andrew Lenderman attended one day of the NWCCF conference, where Andrew presented information on the WAVE scholarship. Darlene also highlighted the

importance of following school policies and procedures published in their catalog and enrollment agreements.

Summit on Aging and Longevity, May 22, Ruston

The invitation-only Summit on Aging and Longevity in Washington State, hosted by the Department of Social and Health Services, was a forum on the state's aging population and the projections of need and available services through 2050. Eleni Papadakis, Nova Gattman, and Donald Smith represented the Workforce Board. Attendees included Gov. Inslee and other elected officials and a host of service providers, policy advocates, educators, and community members. A host of professionals from Washington, Oregon, and California participated in a variety of panels that looked at the current state of aging and services, the culture of aging across the country and Washington, and strategies leading into the future. The day-long summit explored ideas for meeting the demands of the aging in this state and laid a foundation for the future care industry and residents of Washington state.

VA School Certifying Official Workshop, June 5, Gonzaga University, Spokane

Staff from the Washington Student Achievement Council and Lane Anderson, a Workforce Board Veterans Education Program Specialist, hosted a statewide School Certifying Officials Workshop. About 40 attendees learned about submitting accurate approval packages to the U.S. Department of Veterans Affairs, completing the uniform application, and developing in-house flight programs. They also discussed school experiences with compliance visits, supervisory visits and risk-based surveys, and the opportunity for the National Training Team to conduct a tri-state training this fall. The National Guard presented on Federal Tuition Assistance Programs and The National Guard Grant.

Washington State University President's Advisory Summit, Vancouver, June 5 and 6

Eleni, as a member of the WSU Global Campus Advisory Committee, was able to attend this edifying annual event, in which regents and advisors from the six WSU campuses learn about the current and planned future state of the whole of WSU. This year the program was held at the Vancouver campus, with some events held at the newly developed Vancouver waterfront. Most impressive was the inauguration of the new Life Sciences building, and learning about the community engagement and institutional partnerships that revolve around this new resource. From co-enrollment of nursing students with Clark College, career development programs with area high schools and the Workforce Development Council, and joint research initiatives with other institutions, WSU-Vancouver has solidified the region as a healthcare workforce innovation hub. Attendees also learned about innovations across the campuses in computer science, energy, engineering, outreach to place-bound communities, tribal education, and growing partnerships with Washington's critical industries.

There was a brief presentation about WSU's partnership with the Workforce Board to develop a statewide framework for digital literacy, which generated significant enthusiasm. Administrators also shared information on the changing picture of college-going generally and where WSU was improving and where it needed support. There was much discussion about the growing need for student supports such as housing, food, transportation, and childcare.

Adult Education Advisory Council Retreat, Olympia, June 11 and 12

Eleni is a member of the Adult Education Advisory Council and had the opportunity to attend the first day of the annual retreat in Olympia on June 11. The focus of the retreat was linking adult education planning and programming to the state workforce plan, Talent and Prosperity for All. A look back at the policies that established the current adult education system in Washington and nationally, and a review of TAP's guiding principles and the five strategic priorities kicked off a rich discussion, including potential

areas for concentration and deeper connection with the Workforce Board. A presentation to the Board from representatives of Basic Education for Adults programs and SBCTC’s BEdA leadership will be forthcoming at an upcoming Board meeting.

Seattle AI Week, June 10-14, Seattle

Career Pathways Manager Joe Wilcox attended sessions at Seattle AI Week, June 10-14. Produced by the Washington Technology Industry Association (WTIA), the cluster of events focused on many important aspects of Artificial Intelligence and its effects on Washington business and workers. Event highlights included the AI & Public Policy panel discussion on the intersection of Artificial Intelligence and public policy featuring speakers from Microsoft, Google, and Responsible Innovation Labs. Topics included regulatory frameworks, compliance challenges, and the implications of new laws on innovation and industry practices. Also of note is that despite providing guidance on issues such as privacy, protections, and democratization of AI, no U.S. federal policy currently addresses the very significant issue of workers dislocated as a result of implementing this technology, leaving an opportunity for states to address this issue directly.

State WorkSource System and WIOA Title I-B Policies Updates

The table below presents an update on State WorkSource System and WIOA Title I-B Policies. We will be including this information in every Executive Director’s report to keep the Board informed of both upcoming items for future review as well as recent policy developments. This will ensure that our collective decisions and strategies remain aligned with the latest regulatory standards and operational practices.

State Policies Issued Since the March 21, 2024 Workforce Board Meeting		
Policy	Description	Issued
WorkSource System Policy 1019-9	Eligibility Policy and Handbook Amends the state’s Eligibility Policy Handbook by providing a definition of <i>Virtual or Remote Documentation</i> in the Definitions section and aligning eligibility documentation requirements with the U.S. Department of Labor’s allowance for virtual or remote eligibility source documentation and signatures.	03/25/24
WorkSource System Policy 1003-6	Data Element Validation In alignment with the Department of Labor’s allowance for virtual or remote eligibility source documentation, adds allowable sources of virtual or remote eligibility documentation.	03/25/24
WorkSource System Policy 1030	Gubernatorial Designation of Additional Populations with Barriers to Employment Under WIOA Replaces WorkSource Information Notice 0128.	05/01/24
WorkSource System Policy 1031	Management of Medical and Disability-Related Information Replaces WorkSource Information Notice 0023, Change 2.	05/01/24
WorkSource System Policy 1032	Use of Federal Funding to Support the Cannabis Sector Replaces WorkSource Information Notice 0057, Change 1.	05/01/24

State Policies Issued Since the March 21, 2024 Workforce Board Meeting

Policy	Description	Issued
WorkSource System Policy 1033	American Job Center Network Branding Requirements Replaces WorkSource Information Notice 0025, Change 1.	05/01/24
WIOA Title I Policy 5624	State Guidance and Instructions for the QUEST Disaster Relief Dislocated Worker Grant Replaces WorkSource Information Notice 0132.	05/14/24
WIOA Title I Policy 5625	State Guidance and Instructions for the Federal Economic Security for All Program Replaces WorkSource Information Notice 0135.	05/14/24

Perkins Performance Targets Revision

PRESENTED BY: Joe Wilcox, Workforce Training & Education Coordinating Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

As part of the development of the state's strategic workforce plan, Talent and Prosperity for All (TAP), the Workforce Board must update its Perkins plan that is included in the larger combined plan. A key feature of Perkins is that states were given the responsibility for choosing their own performance targets for each core indicator in the secondary and postsecondary performance measures. The Board previously approved these 13 performance targets in December 2023 but is being asked to approve revisions to two of these targets, as requested by the U.S. Department of Education.

BACKGROUND:

The Carl D. Perkins Career and Technical Education Act focuses on enhancing the quality of career and technical education (CTE) programs across the United States. Within this act, State Determined Performance Levels (SDPLs) serve as benchmarks or standards that each state sets to measure the effectiveness and success of its CTE programs. These SDPLs are established by state education agencies and are tailored to meet the specific needs and goals of the state's workforce and economy. More information on previous Washington state SDPLs is provided in the [pre-meeting video](#).

The SDPLs encompass various metrics and indicators that evaluate different aspects of CTE programs, such as student achievement, program quality, workforce readiness, and the alignment of educational offerings with industry demands. States typically consider factors like graduation rates, post-program employment rates, industry-recognized credential attainment, academic proficiency, and student engagement to determine these performance levels. By setting these standards, states aim to ensure that their CTE programs are meeting the demands of the job market, preparing students for successful careers, and contributing to the overall economic development of the state.

Workforce Board staff, along with OSPI and SBCTC staff, gave an informational presentation to the Board on CTE in Washington, including the Perkins component, at the December 2023 Board meeting. The Board was presented with proposed SDPLs for the Perkins plan for 2025-28, which is included in the state's combined TAP plan. The Board voted to approve

these SDPLs at this meeting, and the Perkins plan was subsequently submitted to the federal Department of Education.

Upon review, the Department of Education requested that Washington revise two performance indicators to comply with federal Perkins requirements. Specifically, the original proposed Perkins State Determined Performance Levels (SDPLs) state targets for 2025 - 2028 aligned with Washington's proposed Every Student Succeeds Act (ESSA) targets for the Four-Year Graduation Rate (1S1) and the Extended Graduation Rate (1S2) only. All other targets were proposed using the last two years of available data with an increase each year and have been accepted by the Department of Education.

The current revisions are necessary to comply with federal Perkins V statutes (Section 113 (b)(3)(A)(i) (III)(ee) that require all SDPLs to exceed the average level of the prior two years. The original proposed 1S1 and 1S2 indicators aligned with Every Student Succeeds Act (ESSA) targets but not Perkins V targets, and therefore need to be revised to meet these required thresholds.

These revisions will need to be approved by the Board, along with a public comment period (the previous public comment period was completed June 11). The next page in this Tab has the secondary system's four year performance indicators and proposed targets for the revised Four-Year Graduation Rate (1S1) and the Extended Graduation Rate (1S2), and corresponding methodology and reasoning.

STAFF GUIDANCE & RECOMMENDATION:

Board staff recommend approval of the revised SDPL targets for 1S1 and 1S2 the next four years of the Perkins component of the TAP plan.

OSPI Proposed Secondary Indicators – 2025-2028

Proposed Indicators Methodology: All other targets were proposed using the last two years of available data with an increase each year.

CTE Concentrator Definition: A CTE Concentrator will be any student who earns two credits in a single career cluster within their four-year cohort.

CTE Participant Definition: A CTE participant will be any student that earns a high school credit in a CTE course in a single school year as reported annually.

Indicator/Definition from Perkins	2025	2026	2027	2028
<p>1S1: Four-Year Graduation Rate <i>Defined as: The percentage of <u>CTE concentrators</u> who graduate high school, as measured by the four-year adjusted cohort graduation rate (defined in section 8101 of the Elementary and Secondary Education Act of 1965).</i></p>	93.6%	94.1%	94.6%	95.1%
<p>Numerator: CTE concentrators who graduate in the 4-year adjusted cohort. Denominator: All CTE concentrators in the four-year adjusted cohort.</p>				
<p>Methodology/Background: If a student withdraws at any point in their high school career, they will still contribute to the denominator. If a student achieves concentrator status at any time during high school, the student will be identified as a concentrator for the 1S1 indicator. Wherever the student is last served is where the student will show up in data, whether they achieved concentrator status at that location or not. This is consistent with OSPI’s adjusted cohort methodology used for the official federal graduation rate calculation.</p>				

Indicator/Definition from Perkins	2025	2026	2027	2028
<p>1S2: Extended Graduation Rate <i>Defined as: The percentage of <u>CTE concentrators</u> who graduate high school, as measured by extended-year adjusted cohort graduation rate defined in such section 8101.</i></p>	94.4%	94.9%	95.4%	95.9%
<p>Numerator: CTE concentrators who graduate in the five-year adjusted cohort. Denominator: All CTE concentrators in the five-year adjusted cohort.</p>				
<p>Methodology/Background: If a student withdraws at any point in their high school career, they will still contribute to the denominator. If a student achieves concentrator status at any time during high school, they will be identified as a concentrator for the 1S2 indicator. Wherever the student is last served is where the student will show up in data, whether they achieved concentrator status at that location or not. This is consistent with OSPI’s adjusted cohort methodology used for the official federal graduation rate calculation.</p>				

Extension of Direct Delivery of Title IB Services for North Central Workforce Development Council/SkillSource

PRESENTED BY: Eleni Papadakis, Workforce Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

The Board is asked to extend the approval of authority to provide direct Workforce Investment and Opportunity Act (WIOA) Title IB (Adult, Dislocated Worker Career and Youth Services) to the North Central Workforce Development Council/SkillSource, until June 30, 2025.

Direct delivery approval for Adult and Dislocated Worker career services was granted by the WTECB in 2022 through June 30, 2024. In addition, after demonstrating a dearth of willing and able Youth service providers in 2020 and multiple prior years, North Central has directly delivered Youth services in 4 of 5 counties. They sub-contract all services in their largest county (Okanogan). They have consistently met or exceeded performance targets in all these programs during that time.

The procurement of Youth services and the approval of Adult/Dislocated career services is dictated by state policy, which is currently under development as proposed WorkSource System Policy 1015. The Board has not yet made a determination on approving this policy, so this extension is necessary to allow the Workforce Development Council to continue services while a final decision on direct service delivery is reached by the Board.

BACKGROUND:

North Central Workforce Development Council/ SkillSource, is currently providing direct WIOA Title IB services. Workforce Board approval was last granted in 2022 under WIOA Procurement Policy 5404, after the Council sufficiently demonstrated high level performance and cost effectiveness as well as a lack of alternate viable youth service entities willing or able to compete. The Board granted authority to SkillSource to provide direct services until June 30, 2024.

In the Spring of 2023, staff from the Workforce Board and ESD began working with representatives of the 12 Workforce Development Councils to review and update WIOA Procurement Policy 5404. The proposed replacement is System Policy 1015: *Procurement*

and Selection of One-Stop Operators and Service Providers, which has been heard twice by the Board (12/23 and 3/24) but has not yet been enacted.

At the March Board meeting, the Board deferred action on this policy for lack of consensus. The Board requested cost data from the local boards to provide a more complete picture of the cost of procurement and contracting with an external monitor vs. a staff-directed process. The Board also requested further exploration be undertaken to understand the potential impacts of policy considerations on administration, oversight, and service delivery.

System Policy 1015: Procurement and Selection of One-Stop Operators and Service Providers is complicated with many facets, each having impact on the quality of customer services, as well as on our system's ability to meet federal compliance requirements. These complexities, coupled with recent staff turnover in our WIOA policy unit, suggest a new Policy 1015 will not come before the Board for another 6-12 months.

Given the ambiguity created by this delay, North Central Workforce Development Council/SkillSource has requested an extension of their authority to provide direct Title IB services until a clear procurement and selection process has been agreed upon. They are specifically requesting a one-year extension.

North Central has developed programmatic and employer partnerships and has leveraged other resources to enhance WIOA services. They have consistently met or exceeded their performance targets. Approving North Central's request to continue as the service provider prevents any delays or interruptions in service for Adult career seekers, Dislocated Workers, and disadvantaged Youth in the region and gives the Board and the Workforce Development Councils the opportunity to continue working on a service delivery/procurement policy.

STAFF GUIDANCE & RECOMMENDATION:

Approve a one-year extension of North Central Workforce Development Council's authority to provide direct WIOA Title IB Adult, Dislocated worker and Youth services through June 30, 2025.

Expiring WorkSource Information Notices (COVID-19 Waivers)

PRESENTED BY: Nova Gattman, Workforce Board & Gary Kamimura, Employment Security Department

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

Two state WorkSource Information Notices (WINs) are set to expire on June 30, 2024:

- [WIN 0108 \(Rev10\)](#)—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.
- [WIN 0109 \(Rev10\)](#)—WIOA Title I-B verbal self-attestation and remote eligibility documentation and registration requirements during the COVID-19 emergency.

These WINs, established during the COVID-19 pandemic, aimed to enhance the ability of Local Workforce Development Boards (LWDBs) and Title I-B providers to respond to the changing needs of customers under the Workforce Investment and Opportunity Act (WIOA).

Staff are recommending the following actions, with more detail in the Background section of this coversheet.

- WIN 0108: Extend the WIN through June 30, 2025, with a briefing to the Board on permanent policy development no later than the September 2024 Board meeting.
- WIN 0109: Allow to expire; permanent changes already addressed in policy.

BACKGROUND:

In response to the challenges and service delivery changes caused by the COVID-19 pandemic, the Workforce Board acted at the request of the Washington Workforce Association (WWA) and introduced policy flexibilities in April 2020. These WINs, extended multiple times since their inception with the most recent extension to June 30, 2024, were envisioned as a strategic response designed to adapt to the pandemic's evolving landscape and subsequent recovery phase.

WIN 0108 – Transferability Between Adult and Dislocated Worker Fund

The Workforce Innovation and Opportunity Act ([Public Law 113-128](#)) Section 133(b)(4), allows LWDBs to transfer up to 100% of formula funds between the Adult and Dislocated Worker (DW) Title I-B programs. This transfer is contingent upon receiving the Governor's approval or Employment Security Departments (ESD) approval with the delegated authority from the Governor.

Historically, during a pivotal May 2015 Workforce Board meeting, the Board opted for a more conservative approach. Instead of allowing full transferability between these funds, the Board decided to maintain a cap on transferability at 30%. This cap mirrored the criteria that had been previously set under the Workforce Investment Act (WIA) of 1998.

Fast forward to the pandemic and more recent times, where the Board voted to allow 100% flexibility on transfers between Adult and DW funds as described in [WIN 0108](#). Beyond the LWDBs' advocacy for maximizing the flexibility that WIOA permits, ESD, as the delegated authority in [WIOA Title I Policy 5401, Rev. 3](#), has also been consulted. Key representatives from the Workforce Policy and the Grants Management Office (GMO) have expressed their agreement for the continued flexibility that WIN 0108 offers. This flexibility bypasses the 30% transfer limit, allowing for more fluid movement of formula grant funds between the WIOA Title I-B Adult and DW programs.

The rationale behind this flexibility is multifaceted but most notably allows for greater agility in the system's ability to respond to fluctuating labor market conditions. On one hand, it facilitates Title I-B programs in leveraging the more streamlined eligibility process associated with the Adult program, effectively dismantling enrollment barriers when the demand is pressing to re-engage discouraged or underemployed workers into greater labor market participation. On the other hand, it provides a safety net, enabling fund transfers from the Adult to the DW program in scenarios marked by significant job losses or large-scale layoffs. However, it's crucial to note this flexibility isn't automatically allowed by GMO. Policy 5401 and WIN 0108 mandates any fund transfer request be accompanied by a comprehensive program impact analysis. This analysis, along with a robust justification, ensures such fund transfers do not detrimentally affect the service provision of the program from which the funds are being redirected. For those seeking a deeper dive into the nuances of this process, [WIOA Title I Policy 5401, Rev. 3](#), offers a detailed overview of the specific documentation requirements and the transfer procedure.

Given this backdrop, Board staff ask that the Board extend WIN 0108 through June 30, 2025, while the Board contemplates a permanent change to WIOA Title I Policy 5401. This change could sanction an increase in the permissible transfer amount, allowing up to 100% of formula fund transfers between the Adult and DW Title I-B programs or some other share greater than 30% but less than 100%. This extension would provide a conducive environment for more in-depth research, fostering informed discussions and facilitating

meaningful stakeholder engagement on this pivotal topic, or if additional fund transferability is approved by the Board, time to update Policy 5401.

WIN 0109 – Self-Attestation and Remote Eligibility Determinations for WIOA Title I-B

The U.S. Department of Labor (USDOL) updated its [COVID-19 FAQ](#) to end certain flexibilities retroactive to May 2022 when the COVID-19 national emergency was declared over. However, the flexibilities captured in [WIN 0109](#) were not ended, and in fact USDOL, contrary to our previous understanding of the federal guidance, noted certain flexibilities were always allowed and encouraged “grant recipients to consider the impacts on equity and accessibility when developing their source documentation policies and procedures”. The recent 2023 USDOL Update notes that: “...self-attestation is an important option for populations with barriers to obtaining eligibility and reporting documents (such as disconnected youth, American Indian and Alaska Native populations, individuals experiencing homelessness, justice involved individuals, refugees, disaster impacted individuals, and others) and help ensure such populations are able to equitably access services”. Eligibility determination is a critical and non-waivable element of DOL-funded programs. WIN 0109 established temporary, minimum requirements for eligibility documentation and registration into WIOA Title I-B programs and specified under what limited conditions written or verbal self-attestation can be used to determine eligibility.

A poll of local areas, with results from seven (out of 12), indicated post-pandemic nearly all Title I-B service providers have stopped using verbal self-attestation, but most are still utilizing remote or virtual approaches to enrollment via electronic applications and electronic signatures. The WWA requested those options, as well as the ability to capture and upload eligibility and data element requirements, be included in WorkSource System Policies. Those state policy actions were undertaken and implemented with the issuance of [WorkSource System Policies 1019, Revision 9](#) (Eligibility Policy and Handbook) and [1003, Revision 6](#) (Data Element Validation) so there is no need to further extend WIN 0109.

STAFF GUIDANCE & RECOMMENDATION:

WIN 0108 – Without objection, Board staff recommend a one-year extension of the flexibility in the WIN to allow time for the Board to review the existing state WIOA Title I Policy 5401, Rev. 3. The Board will receive a presentation on Policy 5401 no later than the September 2024 Board meeting, to allow time for a task team to properly review and recommend any policy changes prior to the updated waiver expiration date.

WIN 0109 – Board staff recommend letting this waiver expire with no further action, as the issues that created the waiver have been addressed in policy.

Tab 2

Talent and Prosperity for All Implementation Update

PRESENTED BY: Alicia Koné, Koné Consulting & Workforce Board TAP Staff Leads

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

Board staff will be providing time for the Board members to receive updates and engage on TAP implementation at every Board meeting. This session, which follows the Board Retreat in May, will provide an update from the Retreat facilitator on themes from the event, and an update from each of the TAP Workgroup staff leads. Board members and stakeholders will also have the opportunity to discuss how to sustain broad engagement over the four years of TAP implementation.

BACKGROUND:

Alicia Koné, the 2024 Workforce Board Retreat facilitator, will present the results from the Retreat, including a summary of the Retreat notes, which are included in this packet item. Alicia will save time for discussion to ensure that the information captured at the event reflects the spirit of those who attended, and for those who were not able to attend, see if there are topics that might have been missed that would support TAP implementation.

Following Alicia, each of the six TAP Workgroup leads will present a short update (5 minutes) on their status in kicking off the work of each team. While it is early in the process, the staff will provide an overview of the topic, the leadership make-up of the workgroup, and any early work underway for implementation in Year 1 of the new TAP plan.

The System Integration team includes the ongoing data integration effort, which the Board has been engaged in for several years. Board staff member Kim Goutam, the data integration lead, will be presenting the System Integration update, along with a longer update to the Board on the progress of the data integration work.

Note: Board staff intend to include updates on TAP at all subsequent Board meetings, including more in-depth updates on one to three priority areas in each meeting.

Following the presentations, Board members will be given time to discuss the Retreat and ask questions of the TAP workgroup leads.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only. Board members are encouraged to discuss the Retreat summary and ask questions about the TAP Workgroup efforts.

Board meeting attendees will be directed to a survey to sign up for email updates and participation in any of the TAP Workgroups.

BOARD MEETING RETREAT DEBRIEF NOTES

The Workforce Training & Education Coordinating Board (Workforce Board) met for their annual retreat on May 1 – 2, 2024 from 9 a.m. – 5 p.m. The retreat was held at the Sagecliffe Resort in Quincy.

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 – How do we need to position TAP and the system with the potential new administration?
- TAP Legislative Agenda – What items are priorities to jumpstart TAP implementation and continue long standing priorities?

DAY ONE: May 1 – Celebrating Success and Action Planning

Opening Remarks

The retreat began with a call to order and overview of the retreat goals from Board Co-chair Gary Chandler. Facilitator Alicia Koné (Koné Consulting) reviewed the retreat agenda and established group agreements for participation.

Celebrating Success Stories: Small Group Discussion

In the first small group discussion, participants discussed the following question: *What have we accomplished together over the past several years using our collective impact and funding?*

Each small group reported on their discussion to the large group. Accomplishments were written on flipcharts. Key highlights and success stories from these discussions are outlined below:

- Codification of Economic Security for All (EcSA).
- Navigating the pandemic and ensuring access and benefits as a system, including expanding broadband and virtual service delivery and using alternative instruction pathways.
- Job Skills program expansion.
- Advancement of registered apprenticeship programs.
- Colleges offering more health resources, such as food access and behavioral health.
- Recognizing the power of working together/collaboration.
- New college programs and career pathways.
- Improved scholarship opportunities, including the relaunched Washington Award for Vocational Excellence (WAVE) scholarship and Native American scholarship.

The full list of accomplishments identified during the small group discussions can be found in **Appendix A**.

Leadership Transition Planning and Celebrity Interview

Gary Chandler and Alicia Koné facilitated a discussion on gubernatorial leadership transition planning. Alicia hosted a “celebrity interview” with Board member and Employment Security Department Commissioner Cami Feek. Cami was interviewed about her personal reflections on preparing for a change in gubernatorial leadership. Participants were able to write questions on notecards to ask the “celebrity.”

LUNCH

TAP Plan Review

Alicia Koné provided a short summary of the TAP Plan, highlighting the plan’s guiding principles and strategic priorities.

TAP Guiding Principles:

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

TAP Strategic Priorities:

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

Descriptions of each priority were distributed to participants in a workbook so they could refer back to it throughout the retreat.

For the next activity, participants broke out into small groups, ensuring there was diverse representation across agencies and Board members. The groups were asked to focus on what they want and need to accomplish in the short term (within the next year). Participants were asked to think about specific, measurable success indicators that they’d like considered. *What are the indicators that might be more reflective of our collective systems impact?*

Participants were also encouraged to think and talk about the critical steps or ingredients necessary for the organization to work on the achievement of the big goals in the plan. *What’s necessary to support collaboration and communication between the partners in the collective?* Participants were asked to think about measurable results: Specific, Measurable, Achievable, Relevant, Time-bound, and Equitable (SMARTER) and avoid weasel words and multi-focused goals.

Small Group Focus Question: Keeping in mind the guiding principles and five strategic priorities, **what do we want to see in place at the end of Year 1 as a result of our actions on the new TAP Plan?** What process and impact metrics would be more meaningful to your organization’s work? What are the indicators that might be more reflective of our collective systems impact?

Participants first had time to reflect and brainstorm ideas on scratch paper. After this reflection, individuals shared and combined their list of ideas with their partner. Partners then shared their list

with a small group. Each small group chose approximately five results to share with a large group on half-sheet Post-its and reported out on their selections to the full group, as follows:

System

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

Industry

- Create a workforce AI-focused taskforce.
- Create a mechanism to “hear” what business/industry needs and reflect in our efforts.
- Create a digital equity plan and focus on the workforce system.
- Work with industry to clearly understand business needs for entry-level employees (core competencies) and communicate across the system.
- Develop a childcare workforce needs assessment.
- Develop a plan to convene critical industry sectors to identify and map gaps.
 - Identify critical shortages of industry-recognized credentials, including registered apprenticeship. Potential areas of focus: healthcare, IT, clean energy, finance/insurance, transportation, and manufacturing.
- Review barriers to full employment of refugees and marginalized populations and how to move them into positions that fully utilize their skills and training.

Youth

- Identify ways to engage youth earlier and expose them to careers/skills/opportunities.
- Work together to develop youth career development pathways in key industries.
- Work with L&I to help emphasize their role as partner to business and labor rather than primarily enforcement.
- Change perception, behaviors, and approaches to CTE pathways- focus on postsecondary opportunities.

Credential Transparency

- Identify where common definitions of skills can be useful to demonstrate skill mastery.
 - Help employees identify transferable skills.
 - Is it more important to teach methods or skills?
 - Soft skills training.
- Develop a system consensus plan for next steps on credential transparency including learning and employment records (LERs) and digital wallets.

Performance Accountability

- Increase data sharing agreements with workforce system partners to increase customer targeted outreach and storytelling across programs.
- Identify/create metrics for measuring TAP Plan progress and success.
- Determine baseline outcome metrics/benchmarks for all priorities.

- Create a baseline of intake fatigue.
- Identify integration of existing promising practices and start to scale those up.
 - Data collected on what already is working = mapping.
- Use an equity lens to guide performance accountability efforts.
- Develop competency-based assessment focusing on DEI ladders of opportunity.
 - Identify skills for best placement and credit.
- Increase engagement in qualitative research on workforce programs.

TAP Ecocycle Action Planning

Participants engaged in an ecocycle planning activity to list workforce development activities (projects, initiatives) that currently occupy their time and identify future activities they would like to see. Activities were split into four quadrants:

- **Gestation:** brand new ideas that haven't been started yet.
- **Birth:** new activities that have been started but aren't happening on a regular basis.
- **Maturity:** activities that are well established and happen regularly.
- **Creative destruction:** activities that could be removed or redesigned that make space for a new idea.

Individuals discussed their list of activities with their small group and collaboratively determined the placement of each activity on the ecocycle map.

Each small group shared their ecocycle map and placed their sticky notes on a large ecocycle map in the front of the room.

The ecocycle planning map can be found in **Appendix B**.

Day 1 Closing

DAY TWO: May 2 – Decision-making and Commitments

Opening Remarks

Co-chair Gary Chandler summed up accomplishments from Day 1 and what's left to be done. He also checked in with the participants to see how everyone was feeling and whether folks were feeling heard.

TAP Action Planning: Discussion of TAP Workgroup sponsorship and framework

Gary and Eleni led a large group discussion about workgroup sponsorship and framework, including a short presentation about what is a collective impact initiative.

Discussion Questions: Now that the TAP Plan has been submitted to the federal funding agencies, the Workforce Board's role switches to overseeing and supporting effective implementation of the plan, over the next four years. **What's most important to you as you consider your own potential role as a sponsor or staff to a workgroup? What will the workgroups need to overcome barriers and move forward toward the goals?**

TAP Action Planning: World Café Workgroup Discussion

Participants engaged in a World Café style discussion to plan for the workgroups. There were six groups, including the five TAP Plan priorities and a group for Performance Accountability.

Focus Question: What will this workgroup need to overcome barriers and move forward toward the goals?

Small-Group Rounds: The process began with 20-minute rounds of conversation for small groups seated around a table. Board staff served as “table hosts.” Table hosts documented the highlights of each group discussion on a flip chart. At the end of the 20 minutes, each member of the group moved to a different new table. The table host welcomed the next group and briefly filled them in on what happened in the previous round and provided time to build on what had already been developed. The groups discussed ideas around workgroup meeting structure and support, key topics for the first few meetings of the workgroups, background materials needed, etc.

After the small group rounds, individuals were invited to share insights or other results from their conversations with the rest of the large group. These results were reflected on flip charts from the small groups that have been moved to the front of the room.

The notes from the TAP action planning discussion can be found in **Appendix C**.

LUNCH

Workforce Board’s Legislative Agenda Development & Legislative Priorities Discussion

Nova Gattman, Workforce Board Executive Deputy Director & Legislative Liaison, provided highlights on what the agency is planning to request to continue existing initiatives, and identified potential items from the Retreat that could be included in the 2025 TAP agenda development process, and then facilitated a discussion around potential legislative policy actions.

Discussion Question: Given what we know today, what should we be anticipating for the 2025 Legislative Session as a Workforce Board and system collective? What are our shared legislative priorities?

A few potential priorities that the group identified are outlined below:

- Workforce system coordinated legislative agenda
- Ongoing funding for EcSA
- Job Skills Program expansion
- Invest in the WAVE scholarship fund pool
- Digital literacy
- Funding to integrate data systems

The full list of potential legislative priorities and notes can be found in **Appendix D**.

Commitments and Next Steps

At the end of day two, sponsors were identified for each of the TAP Workgroups. Workforce Board Co-Chair Gary Chandler thanked Retreat participants, led the group in applause for staff, and conveyed that work done during the Retreat would continue at the next Workforce Board meeting.

APPENDIX

Appendix A – Key Accomplishments and Success Stories

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

- Navigating the pandemic and ensuring access and benefits as a system
 - Paying attention to disparities during the pandemic
 - Alternative instruction pathways (e.g. remote)
 - Resumed pre-COVID-19 level of contact engagement numbers at WorkSource centers
 - Recognizing the power of working together
- Career Connect WA expansion
- Advancement of registered apprenticeships
- Job Skills Program expansion
- Colleges offering more health resources (food access, behavioral health)
- Codification of Economic Security for All (EcSA)
 - Poverty reduction & poverty prevention focus
 - Support services, including stipend
 - Multi-agency collaboration/impact
- Trade Adjustment Assistance Program
 - Collaboration with industry (e.g., Boeing) to provide financial support, training, and jobs
 - Promote UI navigators
- Gates Horizon and Limitless grants
- Investment in behavioral health workforce
- Capital funding for workforce programs
- Acknowledgement of the need to address childcare access in workforce development
- WSU Med and PLU – rural medicine program
- WSU Med School – first grads in 2023
- CTE graduation pathways and High School and Beyond Plan (HSBP) alignment
- Summer Running Start
- WA College Grant (WCG) for registered apprenticeship
- WCG expanded to include 6th year
- Native American scholarships (*note from commenter: need to expand beyond federally recognized tribes*)
- Expanded broadband and virtual service delivery
- CTE is seen as a valuable pathway
- Restructured WAVE scholarship
- Reduced silos
- Core Plus program expansion

APPENDIX B – TAP Ecocycle Planning

GESTATION

- Credentials based on competency
- Credential transparency
- Credential attainment improvement for people with disabilities
- Pre-employed Transition Services (Pre-ETS)
- Universal intake
- LPN to RN Bridge Program
- LPN registered apprenticeship
- Teacher academy
- HSBP Career Guidance
- Increasing eligible providers
- Digital equity for non-enrolled WorkSource customers
- Clearinghouse of government services for women
- AI usage, policy development, and research
- Develop navigation

BIRTH

- Activate 3.8 (K-12, Early Career, Mid-Career, Senior Level – Women’s Commission)
- CCW WSAC policy/Dual credit plan
- Wage growth efforts for people with disabilities
- Business relationship development, opening doors to new sectors for people with disabilities
- WAVE scholarship portal
- WA Jobs Initiative implementation
- LTC Workforce Initiative
- Bring WorkSource workshops into K-12 system
- Micro credentials - upskilling workers ages 25+ that have no HS diploma/GED while working
- Stackable certifications

POVERTY TRAP

- Re-entry programs for post-incarceration
- Major Congressional policy changes
- Qualitative data and assessment pilots
- Infusing equity into systems

- Digital literacy/equity initiative
- Industry-recognized credentials
- CCW – new leadership team transition
- AI use and application
- Expanded nursing career pathways
- Statewide partnerships – SBCTC, UEDA
- Digital wallets
- Secondary and postsecondary pathways and initiatives
- Registered apprenticeship development and expansion
- Workforce development capacity

MATURITY

- Supporting I-BEST
- Veterinary tech apprenticeship
- Embedded work-based learning
- Faculty skill standards
- NAC academy
- Labor market research projects
- Guided Pathways
- Employer engagement
- One-stop system collaboration
- Career Bridge
- Health Workforce Council
- Youth reengagement
- Pathways to Prosperity
- Priority career services
- Providing supportive services to participants
- Online workshops
- Administering Federal workforce funds
- Analyzing workforce development program outcomes

RIGIDITY TRAP

- DOL-funded Workforce programs (WIOA Titles I-B, TAA, UI)
- Transfer pathways

CREATIVE DESTRUCTION

- Credentials solely based on time
- Duplicative intake and eligibility process
- Rigid and restrictive policy - administrative burden
- Duplicative data entry
- All DOL-funded programs can benefit from creative destruction by adopting voices of lived experience
- Duplicate systems
- Dual credit rigidity
- Develop coursework

APPENDIX C – World Café Workgroup Discussion: TAP Action Planning Notes

***Question:** What will the workgroups need to overcome barriers and move forward toward the goals?*

Performance Accountability

- Each group is going to have to prioritize trended data over time
 - When it's working, how do we scale it?
 - When not working, move on or make fundamental tweaks
- Mapping resources with cross system performance and evaluation
- Map or directory where info comes/goes
- Federal Waiver, federal exceptions for data integration
- Need to elevate understanding of, focus on, and resourcing of evaluations in our work. Performance accountability needed
- Need to identify sources of admin data held by non-workforce development system entities that are relevant to our work and pursue it through DSAs.

- Qualitative survey with better questions
- More administrative data
- How to reach ideal level of disaggregation for all partners - disaggregate to a level that would allow us to see critical demographics
- Overcoming barriers to data collection for legislatively mandated collection
- Commitment to evaluate all workforce programs
- WIOA funding map
- Workforce funding map
- Dedicated funding for evaluations
- Breakout info: gender, county, single/couple parents
- Holding system partners accountable
- Enough entities within the group to get representation within the system - not just usual suspects
- Increasing investment and advancement in data collecting

System Integration

Goal: Center the customer

Questions to address:

- How to share with outside state agencies and partners
- How does this effort intersect/relate to CCW
- Reporting disparities in stakeholders and needs across state, federal, and other partners

Support and infrastructure

- Strong sponsorship
- Making sure everyone is at the table
- Create workforce practitioner quality management
- Workforce Board should fully establish common definitions/expectations of One-Stop system
- Regular cadence of meetings and agendas
- Make sure the right programs are represented for the state and local level

To Dos

- Environmental scan - what programs are happening?
- Define scope and clarity
- Understand intersection with other integrating efforts
- Don't let perfect be enemy of the good
- Determine logistics for demonstration projects
- Re-evaluate interpretations on limits and barriers on data sharing and service delivery/siloes
- Customer journey maps
- Identify confidentiality barriers in law
- Clarify the scale of WorkSource as the One-Stop Center
- Explore using the Master Person Index for data matching
- Agree on system integration performance metrics that are clear and elevating
- Common goals and lanes

Thorny problems

- Too much focus on WIOA at the expense of the other laws
- Build trust in inter-agency, inter-sector, inter-entity data sharing
 - Address concerns about data security
 - Reduce artificial barriers: e.g. one program served vs all
 - Siloing funds when we don't have to

Ideas to explore

- Use flexibility already in authority environments
- Navigation for system integration
- Discussion on information systems and how to connect them meaningfully but efficiently across substantive domains
- Cross-agency CRM
- Align data systems that are currently being built (ESD, DSHS, etc.)

Industry

- Collect lessons learned
- Make sure we have the right groups represented
- Connect with CCW state sector leads
- Identify small business worker quality and scale
- Develop in-house expectations for needed business services
- Prioritize what industries you want to focus on and work with
- Employer-identified needs
- Consistent and frequent industry representation
- System and industry dialogue = what does industry need? Start-up needs, change management training, etc.
- Basic process: engage industry, compile input, define concrete steps
- Include small, rural, diverse, and disadvantaged voices
- Identify core worker competencies
- Engage industry groups connected to community recruitment fund (CRF) work
- Document and revisit industry needs
- Understand industry needs by sector, region, rural/urban, other priorities
- Need scope and structure for employer focused efforts of workforce system by framing state business services policy
- Funding: targeted, tactical, for real world needs
- Buy-in by industry groups
- Educating industry on what the convo will be to the right person
- Virtual access to communication
- Consistent meeting cadence. Meeting cadence example: 1x1 quarter in person, others virtual
- Decision package to support this and other workgroups, including adequate staffing to handle workgroup
- Clear goals and deliverables, narrow scope, clear measurement for prioritized work

Job Quality

- Including the individuals who will be directly impacted
- How to educate and get employers to see the value of this effort?
- Identify the framework of job quality - wages, benefits, support system?
- Survey business and labor on what job quality means to them
 - Gain understanding of what workers define as desirable or quality in their job
 - Help employers gather feedback from their workers
- Identify employers that pledge to support growth, wages, and justice (compact)
- Define the role of business management systems and create culture of leadership training
- Job quality "toolkit"
- Work with Society of Human Resource Professionals
- Expand access to quality jobs and careers to people with disabilities
- Look at wage growth by race/ethnicity and disability status
- Helping employers deviate from all or nothing strategies
- Gender justice - safety and pay equity
- Remote and hybrid work
- Navigating complexities and competing priorities
- Understanding variances within industries. Not all are the same!
- Worker rights education for workers and students
- Collect quantitative data
- Use a racial justice lens
- Create heat maps
- Evaluate post-employment retention for diverse populations - by industry sector?
 - How does this compare to education rates of access?
- Identify what creates jobs and leads to economic security
- Understand concept of job quality
- Understand the workforce system's role in advancing JQ

Credentialing

- Scalability
- Will WA have a single MIS? Or multiple?
- Find common definitions
- Shorten training pathways based on prior knowledge
- Ability to capture data through a racial justice lens
- Data sharing discussions and agreements
- How do we measure economic success?
 - Gathering honest feedback from those going through the process
- Plan for evaluating effectiveness
- Commitment to take on new opportunities
- Industry participation to promote consistency
- Include registered apprenticeships and support from postsecondary partners
- Shared vocabulary & level setting
- Review how Gainful Employment rules intersects
- Industry advisory board

- Funding
- Pilot a demonstration project of a high-need/high-use area (e.g. healthcare)
- What does mobility look like? – accessibility of credentials
- How to include folks coming into the state?

Youth

- Emphasize access to prior learning assessments and competency-based education
- Everyone who works with youth reports actual number of students in the workforce
- Planning support
- Standardized rigor for HSBP, including staff training and toolkit accountability
- Increase education and support for teachers that jobs and pathways have changed
- Openness to serving students with disabilities differently
- Successful CBOs serving youth – modeling to learn from?
- Increase connection to community orgs already serving youth
- Connect Perkins work-based learning (WEX) to local providers that have funds to pay for WEX
- Plan for how to en/re-engage disconnected youth, foster, indigenous, etc.
- Parental education
- Work with L&I on marketing and supporting safe workplaces for (16+)
- Partner business navigators (state EcSA) with L&I to help with minor work permit outreach
- Reach youth through social media – Tiktok, Instagram, etc
- Performance data for related programs to drive the conversation
- Parent-tailored message for why early exploration of career/education pathways is important – what would resonate?
- Resources – financial, human
- Bring in the voice of the youth customer
- Ensure the right programs are represented in the group
- Include ESDs and districts
- No wrong door!
- Better/more supportive messaging on college and career options
- Work with employers and increase hiring of young workers
- Earlier awareness of postsecondary opportunities
- Momentum that is structured
- Bring back a robust summer youth employment/career development program
- Garner increased funding for work-based learning

APPENDIX D – List of Potential TAP Legislative Priorities

***Question:** Given what we know today, what should we be anticipating for the 2025 Legislative Session as a Workforce Board collective? What are our shared legislative priorities?*

Potential Legislative Priorities

- Workforce system coordinated legislative agenda
- Funding for EcSA, JSP, WAVE
- Digital literacy
- Registered apprenticeship expansion
- WAVE scholarship - invest in scholarship fund pool
- Modernize CTE programs
- Invest in skills centers in different regions (Quincy High School model was very impressive!)
- Funding for EcSA - ongoing - adjusted for inflation
- Raising minimum wage for care industry workers and funding for centers/employers
- Digital literacy with a focus on tier 1 curriculum
- Incumbent worker training - including by not limited to JSP
- Washington Workforce Impact Fund
 - Styled after OR's state fund
 - Based on small employer surcharge
 - Discretionary funds to serve as gap filler or seed funding
 - Governed by WTECB-staffed board with at-large voices of lived experience
- Registered apprenticeship reform package
 - More employers
 - More funding
 - Technical support to improve access
- Trial Employment program
 - Provide marginalized, barriered workers with work experience
 - Provide employers with waiver from UI fees/penalties
- Funding to integrate data systems

Tab 3

DSHS – Addressing Benefits Cliffs – Potential Board Engagement

PRESENTED BY: Terry Redmon & Lori Pfingst, Department of Social and Health Services

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

The Board has been approached by the Department of Social and Health Services (DSHS) with a request for the Board to join as one of the partners working on policy solutions to address benefits cliffs.

Board members will have an opportunity to ask questions of the presenter and identify which members should be engaged in proposal development if there is interest in continued work on the topic.

BACKGROUND:

“Benefits cliffs (the “cliff effect”) refer to the sudden and often unexpected decrease in public benefits that can occur with a small increase in earnings. This happens when families receive benefits through a public assistance program, earn a raise or increase their hours, and then become ineligible to continue receiving benefits despite being unable to sustain their household. Sometimes the cliff effect looks more like a slope or plateau. When lost benefits outpace a wage increase, many families “park” or fall off the cliff’s edge, stalling progression in their jobs and careers.”¹

The impact of benefit cliffs differs by family size, age of children and region, but the overall effect is the same: hard-working Washingtonians fall behind while trying to get ahead and struggle to meet the basic needs of their families. Addressing cliff effects in programs would measurably improve families’ economic self-sufficiency and resilience, would help businesses stabilize and grow their workforce, and would alleviate economic and social disparities in marginalized communities.

A coalition of partners is forming to work on policy solutions to address the issue of benefits cliffs. DSHS will be asking the Board and other stakeholders to consider being part of this

¹ National Conference of State Legislatures. <https://www.ncsl.org/human-services/introduction-to-benefits-cliffs-and-public-assistance-programs>

group and helping to develop a policy and funding package to continue addressing this issue.

STAFF GUIDANCE & RECOMMENDATION:

Board members are invited to ask questions and provide feedback to presenters.

The Workforce Board will be asked to join the coalition working on this topic and provide support and input on the development of a legislative strategy over the summer months.

The Board can choose to have members and/or staff engage with DSHS in the development of the benefits cliffs policy package. The Board will also be asked to determine the format of a follow-up effort for consideration on the TAP Workforce System Legislative Agenda.

Tab 4

Local Workforce Development Board Plan Approval & Certification

PRESENTED BY: Nova Gattman, Workforce Board & Elizabeth Casey, Employment Security Department

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

The Workforce Board has a statutory responsibility (under federal law and as delegated by the Governor) for two key aspects of Local Workforce Development Board (LWDB) planning and certification: (1) Review and approval of each local board's Strategic plan, and (2) Review and certification of local boards. Board staff have completed the review of both aspects of local board oversight, supported by an interagency group that provided recommendations to Board staff (following internal process and WIOA Policy 5610 and 5614). The Board will hear a summary of the recommended actions related to technical assistance from Board and system staff where common issues were identified in plan and certification review.

Board staff are recommending approval of the 12 local plans and certification of the LWDBs. This process must be completed by June 30, 2024. If Board members require more time to make a decision, Board staff will schedule a Special Board Meeting.

BACKGROUND:

WIOA Law Section 108 requires LWDBs to develop and submit a comprehensive 4-year local plan to the Governor and Section 107(c)(2) requires the Governor to certify LWDBs every two years. These duties have been designated by the Governor to the Workforce Board as part of the required functions in Section 107(c) and (d).

In 2015, the Workforce Board adopted guidelines for use by the LWDBs in the development of new local plans. The LWDB new plans became the strategic plans for each local workforce development area, and must align with Talent and Prosperity for All, the state's strategic plan under the federal Workforce Innovation and Opportunity Act (WIOA). These guidelines became part of the Local Planning Guide which the Workforce Board distributes approximately nine months prior to the local plan due date. This past year, Board staff revised and updated the guide to improve clarity and direction. The 12 LWDBs work with their chief local elected officials and community partners to develop their Local Strategic

Workforce Plans during the ensuing months based on the criteria in the guide and coordinating with the TAP Plan and submit to public comment.

In early May, the draft plans were reviewed by Board staff with assistance from subject matter experts for consistency with the guidelines as well as alignment with the state's TAP plan. Reviewer recommendations and comments were then sent back to LWDB staff to consider and make appropriate revisions or additions. In late May and early June, following direction from the Board at the March meeting, Workforce Board staff convened a review team with representatives from the core programs and TANF, who provided their program expertise to the final plan review. Subsequent to recommending local plan approval, reviewers also followed the process in [Policy 5614](#) (Attachment A) to evaluate the criteria for local board certification, and made their recommendations.

Finally, staff convened to compile reviewer recommendations, create a list of common issues, and identify possible technical assistance needs. Staff recognize that, while the local planning guide, as revised, took great strides to better communicate the required components that local plans must include, we can improve the process in the future.

Improvements to the Local Plan Review Process

- The local plan guidance needs to include more specificity on how local stakeholding can be done, how to demonstrate that LWDBs are leading employer engagement, worker and job seeker outreach, and local skills development conversations, and how this can be communicated in the plan.
- Performance Target negotiations are ongoing during the period when local plans are due, so the guide could be updated to use the previous year (include actual vs target).
- Some performance outcomes were below 50% in some measures (especially related to Measurable Skills Gains). Board staff will conduct further technical assistance and training on data reporting expectations in the MIS, as well as have conversations with other states and the U.S. Department of Labor about improvements to the measure.
- While local plans are not expected to mirror the TAP plan, the guide could further explain the expectations of local alignment with TAP.
- Reviewers noted they would like to see more robust descriptions of the local one-stop system and service delivery models. Staff will review the expectations in WIOA Sec. 107 and 108 and 20 CFR 679 to determine if the guide should be updated.

Technical Assistance Needs Specific to Board Certification:

- A common issue throughout several local boards was the number of vacant business representative seats on LWDBs. The Board will provide assistance to support filling vacancies by 12/31/24.
- Additional support and guidance are necessary around how to evaluate board member characteristics of "optimum decision-making authority and demonstrated experience," one of the requirements in certification.

- Board staff will consider proposing an update of Policy 5614 Certification Attachment A to create a guide and forms for LWDBs to pre-fill and submit with all expected aspects of local board members per [WIOA Policy 5610 Rev1](#) and [20 CFR 679.320-350](#).

STAFF GUIDANCE & RECOMMENDATION:

Local Plan Review: Board staff have found that all 12 LWDBs have met the requirements for their local plan submission and recommend full Board approval.

LWDB Certification: Board staff have found that all 12 LWDBs meet the criteria for certification and recommend Board approval.

Board staff will work with LWDBs to further refine guidance on both processes and put together a plan for technical assistance on common areas for improvement.

The Board may consider a motion to approve both the local plans and certification in a single motion, if desired.

Tab 5

TAP Workforce System Legislative Agenda (DRAFT)

PRESENTED BY: Nova Gattman, Workforce Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

Board staff, with the support of Retreat participants, have proposed developing a common workforce system agenda, centered around the effective implementation of the workforce system's Talent and Prosperity for All (TAP) plan.

The goal is to have a true collective agenda that all partners agree to use in their information and advocacy efforts, with an understanding that this does not limit partners in their own individual efforts. A common document and message from the workforce system shows that the system has united around a small list of important needs that will equitably benefit a broad cross-section of workforce system customers, including jobseekers, students, employers, and communities.

Staff have taken the themes for potential legislative action from the Board Retreat as well as common interest areas that the Board has engaged on in previous years to develop a draft list of recommendations for a TAP legislative agenda for the Board's discussion and consideration.

Note: This process does not replace the Board's review of decision packages offered by other system agencies in the fall – the standard endorsement process will still be part of the agenda for the Board's consideration later in the year.

BACKGROUND:

Participants at the Board Retreat in May discussed a stronger model for the workforce system's legislative agenda than has been used in previous years. This concept would focus on a few key policy and funding requests that are supported by the full workforce system and can help advance TAP implementation.

Ultimately, a key goal of this work is to develop a legislative agenda that has partner buy-in, common messaging and materials, and a commitment to use the agenda in advocacy efforts. Partners could speak to their individual priorities on that common advocacy agenda

while still showing support for the overall TAP system package and the TAP plan. A TAP agenda provides a sharper and stronger focus on a small set of issues critical to the workforce system, while not prohibiting advocacy by partners for items that are not listed.

One example of where this system agenda concept has been particularly effective is with the higher education community, which spent years engaging on the issue of unmet caseload funding for the State Need Grant, the state's financial aid program (now the Washington College Grant). The community, including the Workforce Board, rallied together, shared common messaging and materials, and spoke with one voice about students who met all eligibility requirements but were not served due to lack of funding. This initiative was ultimately successful in identifying funding to fully support that financial aid program. Notably, policymakers have continued to provide funding to make it possible to serve even more students pursuing their postsecondary education.

The concept of a common TAP Workforce System Legislative Agenda was discussed on Day 2 of the Retreat and generated enthusiasm from participants. Attendees broke into smaller groups to identify potential legislative items for consideration as part of this unified legislative agenda.

Board staff have developed a draft list for the Board's consideration that expanded on common themes that came up at the Retreat or have been historically supported by workforce system stakeholders. This list could be considered as a starting place for a systemwide TAP agenda that all partners use and support in policy advocacy efforts. The Retreat highlighted other concepts that might be of interest, though many would need more time for stakeholder work and program development. The full list is included in the Board Retreat notes (under Tab 2). The Board, at a later meeting, might consider the full list and develop a timeline for priority items to be developed (i.e., for subsequent legislative sessions).

1. Additional funding for the **Job Skills Program (JSP)** of \$25 million for the biennium in grant funds. In partnership with SBCTC and local community and technical colleges, this investment will address unmet need for employers, and requests additional funding above the \$25 million in grant funds to expand program and college reach capacity at state community and technical colleges.
2. Increased funding for the **Economic Security for All (EcSA) program**, including ongoing appropriations and adjustments for inflation. This effort includes ongoing poverty prevention efforts for people making above 200% of the federal poverty level. It also includes continued navigation support for participants and employers for at least a year, post-employment placement.

3. Fully fund the **Washington Award for Vocational Excellence (WAVE)** to \$12,000 a year for two years. This applies to up to 147 winners per year, or three per 49 Legislative Districts. This scholarship sends a clear message that career and technical education (CTE) is valued, that the students enrolled and excelling in CTE are valued, and that Washington proudly supports this work with scholarship awards. This scholarship provides a financial incentive and encourages students to further their education.
4. Continue the focus on **Digital Literacy and IT Career Equity** – Board staff have been working with stakeholders over the last five years on the creation and expansion of a wide variety of training, education, and support programs. These programs can close race, gender, ability, and other disparity gaps in the IT-related workforce, by reducing digital illiteracy and building accessible on-ramps to the IT and IT-related career pipeline. The Board received a one-time, single year of funding to start the work and develop a plan for continuing work. Board staff will review priorities with initiative partners and develop a legislative request for ongoing work in this space.
5. **Data Integration for Integrated Service Delivery** – The Workforce Board and a multi-agency team have been developing a proposal for the technology solution to begin dating sharing in support of streamlined customer intake across the workforce system. The Governor and Legislature provided two-year funding for the planning phase, which ends June 30, 2025. Activities will culminate in a feasibility and analysis report and a request for funds to build out the technology solution, including the resource needs of partner agencies for full, systemwide implementation over four to six years.

STAFF GUIDANCE & RECOMMENDATION:

Potential Action. Board members are invited to discuss the draft list above and provide direction to Board staff on any additional information that they might need to make a decision on the common agenda concept or any of the components on this list.

The Board may also consider if there are any items that should be explored for inclusion on this list, including elements of the *Benefits Cliff* discussion heard earlier in this meeting.

Ideally, if the Board is comfortable approving the inclusion in the TAP agenda of some or all the components on the list in the June meeting, staff can begin working immediately to confirm partners who are signing on to the agenda, develop common messaging, create one-pagers, and line up support from policymakers. Any items not yet at consensus or in need of more information can be added to a future meeting.