



BOARD MEETING AGENDA

February 18, 2025 | 9:00 a.m. – 12:25 p.m. | Meeting No. 273

Location: Virtual Meeting – please register [here](#) for remote access.

- 9:00 a.m. Call to Order**
Welcome and Introductions
- 9:15 a.m. Chairs Report** **Tab 1**
Consent Agenda (**ACTION**)
- Minutes from November 7, 2024, Board Meeting
- Executive Director's Report
- 9:25 a.m. Community Reinvestment Program, Department of Commerce** **Tab 2**
Korbett Mosesly, Dept. of Commerce
Krista Perez, Dept. of Commerce
- Career Accelerator
 - Business Supports
 - Matched Savings Account
- 10:15 a.m. Break**
- 10:25 a.m. TAP Implementation Update** **Tab 3**
Emily Persky, Workforce Board
- Overview of TAP
- 10:55 a.m. TAP Spotlight - Credential Transparency** **Tab 4**
Marina Parr, Workforce Board
- Overview: Credential Transparency
 - Career Bridge Modernization
 - Update on CampusEvolve
- 11:25 a.m. Legislative Update** **Tab 5**
Nova Gattman, Workforce Board
- 12:25 p.m. Adjourn**

Tab 1

Consent Agenda

PRESENTED BY: Workforce Board Co-Chairs Larry Brown & 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:

- Minutes from November 7, 2024, Board Meeting

STAFF GUIDANCE & RECOMMENDATION:

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



MINUTES OF MEETING NO. 272

November 7, 2024

Board Members Present:

Gary Chandler, Co-Chair

Larry Brown, Co-Chair

June Altaras, Representing Business

Wade Larson, Representing Business (remote)

Todd Mitchell, Representing Labor

Cherika Carter, Representing Labor

Jane Hopkins, Representing Labor (remote)

Commissioner Cami Feek, Employment Security Department (remote)

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

Dana Phelps for Secretary Jilma Meneses, Department of Social and Health Services (remote)

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

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

Miriam Halliday for Mark Mattke, Spokane Workforce Council, Representing Local Elected Officials

Call to Order

Co-chair Gary Chandler called the meeting to order at 9:05 a.m., noting that co-chair Larry Brown would be joining later in-person. He also noted that this was a hybrid meeting using Zoom for remote attendees. In-person attendees convened at The Panoramic Center, Pacific Tower at 1200 12th Avenue South in Seattle.

Consent Agenda

Minutes from September 26, 2024, Board Meeting.

Eleni Papadakis, Executive Director of the Workforce Board, asked the Board to focus their attention on two sections of the Executive Director Report: updates from the state's strategic workforce plan Talent and Prosperity for All (TAP) Workgroups and the list of WIOA policies updated since the last Board meeting. Papadakis shared that the Job Quality survey is ready to be sent out, asking for the Board's help to share with partners

and stakeholders. The survey, available in both English and Spanish, will help address this priority area of the state's strategic workforce plan.

Papadakis also talked about how education and career planning can benefit from AI efforts, by seamlessly pulling together information that is personalized to a student's particular situation. She noted that the Workforce Board recently partnered with education-focused, Seattle-based IT firm, CampusEvolve.ai as part of a grant to provide an AI Guide to Career Bridge, offering conversational, personalized advice to students exploring education and careers. Maria Langworthy, founder and partner at CampusEvolve, was present at the Board meeting and described how her organization developed the grant proposal. Funding is offered by the GitLab Foundation. The goal is to increase student mobility, postsecondary enrollment, career attainment, and earnings. Langworthy noted CampusEvolve's proposal has made it to the second round of review and she will know in December if they receive \$250K in initial funding to develop an AI Guide prototype using the Career Bridge platform.

Will Durden, State Board for Community and Technical Colleges (SBCTC), asked about postsecondary involvement in the project. Langworthy noted the AI Guide would reduce the complexity students face in deciding on postsecondary education pathways and careers, along with addressing questions in real time through 24-hour support, in conjunction with their assigned counselors. Students who will test drive the prototype are College Success Foundation (CSF) participants facing barriers to high school completion and postsecondary enrollment. These students are enrolled in high schools, community and technical colleges, and four-year colleges and universities throughout Washington. The idea is to bring all services together in a personalized way to select CSF learners to better navigate their path at both the high school and college level. Data is scraped from public websites, which will be tested by students and their coaches. Alternative pathways like registered apprenticeships were mentioned as a future addition.

Todd Mitchell requested further discussion on the WIN 0107 extension from the Consent Agenda, asking how to make the change permanent. Mitchell asked why the Workforce Board hasn't updated the policy.

Liz Gallagher, Workforce Board Workforce Policy Associate, shared new policy 1011 (CASAS for Basic Skills Deficiency) from the state's Employment Security Department has been delayed as the U.S. Department of Education and the State Board for Community and Technical Colleges (SBCTC) provide direction on what the Department of Education required for their testing. New information from SBCTC revealed new testing options outside of Comprehensive Adult Student Assessment Systems (CASAS) were being

allowed. In addition, a survey with the local areas was distributed, asking what testing they were utilizing under WIN 0107. More flexibility with the testing programs was discovered and it was realized WIN 0107 could be made permanent. Gallagher noted she is working with the ESD policy team to update the 1011 policy, including working with the local boards and stakeholders to collaborate on creating this policy. Mitchell asked about expectations around finalizing the policy. Gallagher said she expected the new policy 1011 to be ready by June. Gallagher further noted having support from SBCTC's Adult Education team and the 12 Local Workforce Development Boards. Mitchell said all his questions had been answered regarding WIN 0107.

Durden requested clarification on the waiver for out-of-school youth request letter. Durden wanted to confirm there was a waiver process in place at the federal level to do this and that the Board has the Governor's Office support. Gallagher noted our Federal Department of Labor (USDOL) project officer had disclosed half of states have submitted similar waivers and local boards are in favor of this waiver.

MOTION-2024-272-01

Mitchell made the motion to approve the Consent Agenda. Jane Hopkins seconded the motion. The motion passed unanimously.

2026 International Federation of Football Association (FIFA) World Cup Overview and Planning

Kelley Sowards, Impact Washington, shared how her organization is working with the Seattle FIFA World Cup Organizing Committee (FWC'26) to prepare for soccer's premier sporting event, which includes several matches in Seattle. Recognizing the event's potential to boost the local economy and spotlight Washington's manufacturing sector, Impact Washington is collaborating with various stakeholders to ensure that local manufacturers can capitalize on the opportunities. Sowards then introduced Dylan Ordoñez from Seattle FWC FIFA World Cup Organizing Committee (FWC'26).

Ordoñez presented on the upcoming 2026 World Cup events and outlined the organizing responsibilities of the different partners. FIFA World Cup 2026 is responsible for the intercontinental coordination of the game, ensuring that matches, teams, and rules are consistent across the countries hosting the tournament, as well as the footprint within the stadium. SeattleFWC26 leads local planning, non-FIFA logistics, activations, and fundraising, and local, state and federal governments provide infrastructure support like transit, law enforcement, and traffic control. Local partners and vendors support everything from marketing to hosting fan events.

Ordoñez shared FIFA World Cup will be the largest sporting event ever staged, beginning June 11, 2026, through July 19, 2026. FIFA plans 104 matches played by 48 teams across 3 host countries (U.S., Canada, and Mexico) in 16 cities. Estimated viewership is over 19 billion with over 6 million ticketed visitors to the U.S. expected. Ordoñez mentioned two of the closest vendor cities: Vancouver, B.C., and Seattle. Washington state will be hosting six matches and in the Pacific Northwest there are two host cities, 13 matches, 26 teams and four proposed base camps located at the Sounders Clubhouse and Gonzaga University.

Ordoñez discussed fan activation events aimed at non-ticket holders. This brings the excitement of the tournament to people not attending matches in the stadium, who still want to celebrate. He noted these will be held at the Seattle Center and at nine cities across Washington. Ordoñez explained that the goal is to leave a lasting impact by building key infrastructure that benefits the community long after the FIFA World Cup. This includes:

1. 52 Mini Pitches: Small, community-friendly soccer fields that can be used by local players, schools, and clubs. These fields aim to encourage youth participation in soccer and create accessible spaces for sports.
2. A Dispatch and Training Center: A dedicated facility to manage the workforce needed for major events like the World Cup. It will help with logistics, training, and organizing the people who support these events.
3. Capital Investments for Future Events: Investments in infrastructure that will not only support the World Cup but also make Seattle a better place to host other major events in the future, such as:
 - Rugby matches
 - The Women's World Cup
 - NFL Draft events
 - NCAA soccer tournaments

Ordoñez noted the creation of a Small Business Readiness toolkit to better prepare small businesses for an influx of visitors, along with the development of an interactive app similar to Pokémon Go, that will encourage visitors to explore different areas of the city and discover small businesses. Prizes will be given in swag and tickets to games.

U.S. Department of Education Perkins Planning & SDPL Update

Joe Wilcox, Workforce Board Career Pathways Manager, presented Perkins Federal Guidance Updates and State Determined Performance Levels (SDPL). Wilcox outlined objectives including proposed changes from the U.S. Department of Education and an overview of the SDPLs and the approval process. Wilcox gave a high-level overview of the Workforce Board's role in the Perkins Act. Wilcox noted upcoming changes such as a new or amended state plan in 2026. These proposed changes were subject to public

comment by the Department of Education, for which Workforce Board staff submitted its feedback.

During follow-up discussion it was noted that with the change in administration, major changes weren't expected to be finalized until later in 2025. Staff were instructed to draft a letter to send to legislators that have been vetted with partners to ask for an increase in allocation.

Newly instituted SDPL submission guidance changes were also presented, specifically regarding how states are required to set and submit SDPLs annually instead of every four years, and that states must revise targets for the coming program year if the prior two years of actual performance indicators do not meet the two-year average increase requirement.

Tap Priority – System: Service Integration Update

Liz Gallagher, Workforce Board Workforce Policy Associate, presented on System Integration, a strategic priority of the state's workforce plan, Talent and Prosperity for All (TAP). Gallagher shared her previous experience with the workforce systems in Texas and Tennessee. She explained how there are two parts to System Integration: Data Integration (previously presented upon by Kim Goutam, Workforce Board) and the other half: Integrated Service Delivery which is focused on providing a coordinated and seamless approach that supports workers and employers by bringing together various services, like training, job placement and career counseling, so they work together efficiently. In the first year, a full landscape analysis is planned; the next focus will be on individual supportive systems. To learn about the customer experience, Gallagher has visited several WorkSource Centers: Spokane, Colville, Moses Lake, Silverdale, and Tacoma.

Gallagher identified internal and external partners and how they connect to the overall WorkSource system. Further, Common Best Practices were shared during the visits including streamlined processes, an orientation that included a menu of services, and leveraging local flexibility. Highlights were shared from the different centers that showed innovative approaches to sharing services with customers and different ways to reach different customer groups.

Long-term goals include continued analysis on WorkSource center Integrated Service Delivery techniques in each of the seven remaining areas, including Pacific Mountain (Thurston, Mason, Lewis, Pacific, and Grays Harbor counties), Workforce Southwest (Clark, Cowlitz, and Wahkiakum counties), South Central (Kittitas, Klickitat, Skamania, and Yakima), Benton-Franklin, Snohomish, Seattle-King County and Northwest

Workforce Council (Island, San Juan, Skagit, and Whatcom counties), and a broader analysis of different agencies that are part of the workforce system to learn how they leverage and enhance the system overall.

Following the presentation, the Board discussed ways to support future efforts and offered ideas for different approaches to learning more about system connectiveness.

Second Chance Employer Presentation

Following the September 26 Board meeting topic of Second Chance Hiring, the Board recognized that employers should be invited to share their experiences around hiring justice-impacted individuals (JII). Employers with experience hiring JII shared their approach to hiring, what best practices they employ, and what challenges there are around hiring. Guests were Stephanie Ferguson Melhorn, U.S. Chamber of Commerce, Carolyn Presnell, WELD Seattle, Jennifer Robinson, Far West Steel, and John Boufford, Sound Transit.

The Board first heard from Stephanie Ferguson Melhorn, a Senior Director at the U.S. Chamber of Commerce. Melhorn explained that the pandemic caused a major shift in the workforce. Many people retired earlier than expected, others saved a significant amount of money, and some families were able to have one parent stay at home or even start new small businesses. As a result, the labor shortage that followed has made it difficult for companies to attract and retain talent. One potential solution Melhorn proposed is to expand the talent pool by exploring second chance hiring—offering opportunities to individuals who may have a criminal record but are ready to reenter the workforce.

Ferguson Melhorn shared the business case for second chance hiring, noting that employment deters recidivism, employment generates revenue for the economy, and employment makes sense: over 80% of HR & business leaders report that JII perform the same or better than other employees, according to a U.S. Chamber of Commerce poll.

Federal Advocacy funding was shared, noting the Second Chance Reauthorization Act, Workforce Innovation and Opportunity Act (WIOA), and the Work Opportunity Tax Credit (WOTC), which is available to employers that hire eligible justice impacted candidates. Cami Feek, Employment Security Department Commissioner, offered to share links to the Board for the [Work Opportunity Tax Credit \(WOTC\)](#) and [Federal Fidelity Bonding](#) programs at ESD.

Todd Mitchell invited Dr. Erin Frasier, Assistant Executive Secretary at the Washington State Building and Construction Trades Council, to speak to the Board about the work she is doing to break down the barriers to second-chance hiring. Frasier mentioned legislative efforts with Rep. Mary Fosse to bring forward legislation to look at construction training within correctional facilities by a team of partners that put forward an oversight committee to integrate training. Most work happens after exiting incarceration, but this team is working to get into transitional planning so that they can better prepare JII for success upon release.

Carolyn Presnell, WELD Seattle, shared her story of being impacted by the criminal justice system and how her organization works exclusively with second chance employers. Presnell shared how traumatic the experience of post-incarceration can be, and how most exiting incarceration have experienced drug and alcohol addiction which can hinder successful assimilation into the workforce. Presnell explained how the investment in JII is part of WELD's culture. The nonprofit organization is dedicated to supporting individuals transitioning from incarceration, addiction recovery, and homelessness, and hires almost exclusively previously incarcerated people. Presnell shared that some skills acquired during incarceration don't translate to the workforce.

Jennifer Robinson, Far West Steel, shared her story of hiring out of the reentry program. Robinson is a previous incarcerated individual and stated the Iron Workers program saved her life, having been able to participate in the program in the early 2000s in the Washington Corrections Center for Women (previously known as Purdy Treatment Center for Women). It is the largest women's prison in the state and includes a range of education, training, and work programs.

John Boufford, Sound Transit, shared about the Trades Related Apprenticeship Coaching (TRAC) program, and the Construction Trades Apprenticeship Preparation (CTAP) programs that Sound Transit uses. TRAC focuses on incarcerated women and is jointly supported by Sound Transit and the state's Department of Corrections. Boufford thanked Robinson for the work she does for Far West Steel and for giving TRAC graduates the opportunity to work on her project. CTAP graduates transition from incarceration and join the union and a step program and have a support system as they integrate into the workforce.

Legislative Endorsement Committee Updates

Nova Gattman, Workforce Board Deputy Executive Director, provided a report and recommendations from the Board's Endorsement Committee. A member from each of the Board's voting caucuses participates in the committee, holding two meetings in October.

Gattman first discussed a new item for the TAP Workforce System Legislative Agenda: support from the Board focused on addressing the impact of benefits cliffs. At the June 20, 2024, Workforce Board meeting, staff from DSHS discussed the issue of benefits cliffs. Gattman explained how these cliffs impact the workforce: when individuals exceed certain income limits, they can lose vital public assistance, such as healthcare, childcare, housing, and disability support. This sudden loss of benefits often leaves families struggling, even as they are on the verge of becoming financially independent.

Dana Phelps, DSHS, thanked the Board for keeping the theme of benefits cliffs centered in conversation, noting that the topic needs to be addressed both at the state and federal level. Phelps noted that one in four people with disabilities live in poverty, being impacted by benefits cliffs.

MOTION-2024-272-02

A motion to add benefits cliffs to the TAP Legislative Agenda was made by June Altaras and seconded by Cherika Carter. The motion passed unanimously.

Gattman continued her Endorsement Committee updates, stating that nothing was approved by the committee unless it received unanimous support from all three voting caucuses of the Board. Gattman shared the Endorsement Committee process, list of endorsed items, and vetting approach with Board members and partner organizations.

Todd Mitchell requested additional information and expressed interest in understanding the endorsement process better. He emphasized the importance of involving as many agencies as possible next year to ensure that all potential workforce items are thoroughly reviewed. The Committee solicited requests; not all agencies submitted proposals for the Board's consideration.

Rebecca Wallace of OSPI requested the addition of OSPI's dual credit request to the agenda. After discussion with Board members and confirmation of support from impacted partners, this item was added to the list of endorsements.

Each agency requesting endorsement then presented briefly on their requests and offered an opportunity for Board members to ask any questions.

MOTION-2024-272-03

A motion to accept the full list of Legislative Endorsement Committee items was made by Cherika Carter. The motion was seconded by June Altaras. The final endorsed list includes:

Office of Superintendent of Public Instruction (OSPI)

- Investing in 9th Grade Success to Support On-Time Graduation.
- Career Preparation and Launch Grants.
- Driving Equitable Postsecondary Opportunities from College Enrollment through Graduation.
- Increasing Equitable Access to Dual Credit and Reducing Barriers to Credential Attainment.
- Funding the Successful Implementation of a Statewide High School and Beyond Plan Platform.
- Preparing Washington's Future Workforce with Microsoft IT Academy.
- Making Progress on the State's Plan to Oversee the Educational Delivery of Justice-Involved Youth.
- Statewide Support for Student Mental and Behavioral Health.
- Maintaining Targeted Support and Expansion of the Washington Educator Workforce.
- Creating New Opportunities for Career-Connected Environmental Learning.

Employment Security Department (ESD)

- Agricultural Workforce Services.
- Career Connect Washington.
- Economic Security for All (EcSA) (Already a board support item).
- Justice Involved Employment Support.
- Washington Service Corps.

WaTech

- IE&E Roadmap Continuation.

Department of Health (DOH)

- Behavioral Health Provider Supervisor Stipend Program.
- Improving Credentialing Timelines.
- Health Workforce in Rural Areas.

Department of Social and Health Services (DSHS)

- Office of Refugee and Immigrant Assistance Employment and Training.

Department of Children, Youth, and Families (DCYF)

- Extended Foster Care – Incentive Payment Program.
- Adolescent Services – LifeSet and Independent Living.
- Comply with New CCDF Requirements.

- WCCC Eligibility 75% SMI and Dual Language.
- Child Care Subsidy Base Rates.

The meeting adjourned at 3:57 pm. The motion was made by Will Durden and seconded by Todd Mitchell.



**Executive Director's Report
Board Meeting No. 273
Feb. 18, 2025**

Farewell to Robert Hinsch

As we welcome several new employees to the Workforce Board, we want to also pay our respects to our friend and colleague Robert Hinsch, who passed away unexpectedly on Nov. 8 of last year.

Robert was the longest serving staff member of the Workforce Board, and the only remaining staffer who was here the day the agency opened in 1992. Robert served as our IT manager and oversaw our agency's information technology systems and infrastructure. He was also a key member of our safety team, wearing a yellow hard hat and carrying a clipboard as he helped make sure everyone got out of the building during fire and earthquake drills. Robert also kept on top of issues that impacted operations—from messaging employees about storms headed our way to making sure staff had the equipment they needed to work from home during the COVID-19 pandemic.

Robert began as a program assistant and because he cared about the mission of the organization, took the initiative to learn about the various technologies the agency adopted over the years. His on-going learning and work became integral to the operations of this agency, and to the work of every individual staff member.

Many staff came to see Robert as more than a colleague, but also a friend. We are grateful for Robert's efforts to keep us up and running for so many years, but also for his support and friendship. We will miss him.

Read more about Robert in our Farewell Proclamation (below). This was presented to his partner Gloria at a potluck held in his honor in January. It packed the main conference room and drew many former colleagues, as well as current staff, who spoke about Robert's intelligence, humor, kindness and much more. Read on....

WHEREAS, Robert Hinsch has been an essential and indispensable member of the Workforce Board for as long as the agency has existed (and even before then, in its first iteration), helping with all things technical as well as physical, from providing new employees with official agency emails and laptops, to helping keep our parking garage safe and sound; and



WHEREAS, Robert was known for his word play and witticisms, cracking jokes that celebrated current and past colleagues, and displaying a real fondness and affection for both the place and people who are the Workforce Board; and

WHEREAS, Robert had an ability to be seemingly everywhere, even when he was holed up in his "real office," the electric room, tucked away with the agency's blinking servers; and

WHEREAS, Robert's playfulness and seriousness somehow merged into an incredibly complex and kind person and colleague, and his stories about past jobs, whether working at the west side Burger King or spending time with Howard Stern when the shock jock worked in Robert's native Detroit, both amused and amazed us; and

WHEREAS, Robert was known for making sure everyone was accounted for in myriad emergency drills; stalking cubicles in his yellow hard hat, rounding us up and calling our names at roll call, because he viewed us as more than colleagues, but as family; and

WHEREAS, his love of animals and his dear pets included employing a "cat cam" for his cutie pie kitty, Maddy, who always jumped on the bed as soon as he and Gloria left the room; and his devotion to cute and cuddly hedgehogs won over even the most hardened hedgehog hater; and

WHEREAS, we are already missing Robert, miss hearing his dire weather warnings that helped us all stay safe, miss his generosity in bringing little smokies and cheese and all kinds of good things to the break room, just because, and

WHEREAS, we wish after four decades of state service that Robert could have enjoyed a well-deserved retirement after working so long, so faithfully, so loyally, for this agency, and the public;

NOW, THEREFORE, we, the members of the Workforce Training and Education Coordinating Board gratefully acknowledge the many (many!) years of service and countless contributions to Washington's workforce system made by Roberto Geronimo Hinsch,

Signed this 21st day of January 2025.



Workforce News

2025 Workforce System poster available—get yours today!

The Workforce Board's workforce system poster, or Matrix, is now available. This report summarizes the return on investment for 19 of the state's largest publicly funded programs, including apprenticeships and the Customized Training Program for employers. New this year: Details about the Economic Security for All program. The report covers about \$1.6 billion in state and federal investments that serve nearly 600,000 Washingtonians. Employment rates and annual earnings are also included in this critical performance accountability tool for the state's workforce system. [Download a free digital copy here](#). Want a printed copy? Just ask! Or send us an email at workforce@wtb.wa.gov.

Healthcare Workforce

Columbia Basin Herald: WA lawmakers consider rural nursing education

Rural communities have severe needs for a stronger healthcare workforce, Workforce Board Policy Associate Renee Fullerton told the [Columbia Basin Herald](#) on Feb. 5.

The Moses Lake newspaper highlighted a bill in the Legislature that would [create a remote nursing education program](#) for rural students.

"It's a long-standing issue that has gotten somewhat worse over time. The impact of the pandemic was particularly strong as well," Fullerton said.

Many rural communities do not have easy access to local nursing programs due to geographic barriers, especially in frontier counties. And while many individuals want to become nurses, they are unable to leave their communities to do so. Family and work responsibilities make long commutes an insurmountable barrier for many.

Long Term Care (LTC) Workforce Initiative

The 2024 LTC Workforce Report to policymakers has been reviewed and is currently undergoing its finishing formatting and review. The 75-page report includes reporting on existing and novel research findings from the collaboration between the Workforce Board and the University of Washington Center for Health Workforce Studies. The report also includes a dozen recommendations for improving the LTC workforce in the state.



The 2024 legislative funding request asking for a continuation of the LTC Workforce Initiative was submitted and three years of funding was included in former Governor Inslee's budget. The total yearly amount in the Governor's budget is \$537,000 per year.

In December, several Workforce Board staff members traveled to Washington, D.C., to meet with Washington's Congressional delegation to provide an update regarding the LTC Workforce Initiative and the Nursing Assistant-Certified (NAC) to Licensed Practical Nurse (LPN) Registered Apprenticeship. The meetings were productive with many of the delegation expressing an interest in these efforts.

The Washington Healthcare Association continues to support the first cohort of NAC to LPN Apprentices through their initial months of job training. Currently, four of the original eight apprentices are still engaged. These apprentices have transitioned into the Nurse Tech role as a step in their training.

This month, the Workforce Board convened a meeting of DSHS/ALISA, WABON, HWC and the LTC Initiative to discuss the continuation of the LTC Initiative. Leaders from each agency asked to consider options that could move this work forward as a collaborative building upon the focused efforts of their respective agencies. The meeting is a preliminary discussion with partner agencies to examine prospective opportunities. Further, the LTC Ecosystem subcommittee began development of a sustainability plan for the Initiative.

The ongoing partnership with WA Department of Veterans Affairs (DVA) continues through FY2025. The proposed budget for DVA's continued work has been developed and is factored into the proposed budget for the continuation. This month, WA DVA launched the Digital Wallet (LER) in collaboration with Merit and the Workforce Board. The launch is the culmination of months of negotiations and planning. The initial cohort will engage the NACs involved in the DVA sponsorship program at the four DVA homes.

Clean Energy Technology Workforce Advisory Committee (CETWAC)

The Clean Energy Technology Workforce Advisory Committee, CETWAC or Advisory Committee, met on January 23 for the first meeting of 2025. The meeting focused on discussing the research projects needed to complete the research portion of the 1176 legislative mandates.

Our research team updated the Advisory Committee regarding a survey being developed to seek input from the clean energy manufacturing community and



employees within that sector. The survey is being designed to obtain a 360-degree view of Washington's clean energy workforce by seeking both employer and employee data. The Advisory Committee has provided important input regarding the scope and scale of the research effort.

In addition, the consultants hired by the Workforce Board to conduct a feasibility study on a transition-to-retirement pathway for Washington workers near retirement who have been impacted by the state's climate policies, provided an update on their work. This work is expected to be completed by the March 13 CETWAC meeting and will be provided to the Board at a later time.

WAVE Update—New scholarship portal has launched

The Workforce Board launched a new Washington Award for Vocational Excellence (WAVE) scholarship application portal on Feb. 3, and it's already off to a fast start. Some 188 applications were completed by students in the first week. And 157 applications were pending. In contrast, 334 applications were received over the six-week application window in 2024.

The modernized portal is expected to make the application process much easier for students. It also simplifies and streamlines letters of recommendation and certifications from teachers and references.

The new portal is supported by a 2024 legislative appropriation.

"The WAVE scholarship is a fantastic opportunity for Washington students," Executive Director Eleni Papadakis said in a recent news release. "This scholarship builds a stronger workforce in communities across the state. Many thanks to the Washington Legislature for supporting this scholarship, including a new application portal."

The WAVE Volunteer Review Committee will also use the new portal to score and evaluate applications later this spring.

WAVE, which celebrates the state's top career and technical education (CTE) students and encourages them to continue their postsecondary pathways into in-demand careers, will pay a minimum of about \$3,900 per year, or \$7,800 for two years. There are up to 147 winners each year — three from each of the state's 49 legislative districts, including two graduating high school seniors and one community or technical college student.



We are actively seeking reviewers to score what is shaping up to be our biggest applicant pool since the scholarship relaunched in 2022. Learn more at <https://wtb.wa.gov/wave>.

Staff Highlights

New IT Data Manager – Solomon Asegide

Solomon Asegide joined the Workforce Board in early January as the agency's new database manager. He has more than 15 years of professional experience in the IT industry with expertise in design, development, modeling, and implementation of various systems. He also worked in the beverage, telecommunication, retail, government services, and health industries. He earned a Bachelor of Science in Mathematics from Addis Ababa University in Ethiopia.

New IT System Administrator – Chris Edwards

Chris Edwards is the Workforce Board's new IT Manager. With over a decade of experience in systems administration and customer service, he brings a holistic approach to IT management. Raised, educated, and employed in Olympia, Chris feels deeply connected to the community and the Workforce Board's mission of providing meaningful professional development. Thrilled to be serving as the agency's Chief Security Officer, he leverages expertise in encryption, compliance auditing, and cybersecurity best practices to strengthen IT security. He's excited to be part of the team and is already working to build a more secure and efficient IT ecosystem.

New TAP Implementation & Advocacy Manager – Emily Persky

Emily Persky joined the Workforce Board staff on Jan. 22. She brings a wealth of experience across our education and workforce development systems.

TAP refers to Washington state's 4-year workforce development plan, [Talent and Prosperity for All](#). We are currently seven months into the implementation period, which began in June 2024.

As TAP Manager, Emily has a significant role ahead. She will collaborate with the six TAP work groups as they develop system policies and recommendations. Her responsibilities include supporting these groups, addressing challenges, and spotlighting best practices. After the current legislative session, Emily will work closely with Board members to shape future policy and budget proposals, prioritizing recommendations from each workgroup.



For our TAP Sponsors on the Board, Emily will be a key partner, working alongside you and your Workforce Board staff leads. In her presentation (Tab 3), she'll share her timeline for meeting you all as part of her orientation.

Emily Persky's Bio

Emily loves connecting people, programs, and opportunities. She thrives when her routines include a lot of variety and she's energized by socializing in small groups and connecting one-on-one. Emily is excited to join the Workforce Board, where she will build relationships and cultivate connections that support talent and prosperity for all.

Emily is a dedicated public servant with nearly two decades of experience in various sectors of workforce development. She has served in public schools and three state agencies including the Employment Security Department, Washington Student Achievement Council and State Board of Education.

Over the course of her career, Emily has been a middle school special education teacher, unemployment benefits adjudicator, tax and wage program coordinator, research analyst and policy communications manager. Before joining the Workforce Board, she served as Employment Security's deputy communications director.

Outside of work, Emily cherishes quality time with family and friends. She loves hearing about people's interests and is always keen to chat with others who share her own. These include knitting, British murder mysteries (books and shows), ideas for crafternoon projects, cooking, history, sci-fi, fantasy, travel, and cats.



Talent and Prosperity for All Work Group Updates

We're trying a new way of providing updates on TAP work to advance our state's strategic workforce plan, Talent and Prosperity for All. See Tab 3 for our first TAP status report. Board members will have an opportunity to give feedback during TAP Manager Emily Persky's presentation. She's looking forward to delivering an efficient and effective status report that meets Board member needs.

State WorkSource System and Policy Updates

State WorkSource System and WIOA Title I-B policy activity since the November 7, 2024, Workforce Board meeting:

Policy	Description	Issued
0107-11	Temporary Suspension of WorkSource System Policy 1011 - CASAS for Basic Skills Assessment – to allow alternative documentation of basic skills deficiency in WIOA Title I-B programs.	11-08-24
5611-3	Governor's Procedures for Determining Training Program Eligibility.	11-21-24
7005-1	Community Reinvestment Fund.	01-22-25
7010-1	Community Reinvestment Plan Matched Savings Investment Account.	01-22-25
0146	Waiver of the requirement to expend at least 75 percent of the state's WIOA Title I-B youth formula grant on out-of-school youth.	01-07-25
1028-2	Local Workforce Development Board Required Policies.	01-30-25

Policy	Description	Canceled
1010-1	WorkSource Initiative Integrated Front-End Services.	01-15-25
1014-1	Coordinated Business Services.	01-15-25

Tab 2

Workforce Development Programs and the Community Reinvestment Program's Impact

PRESENTED BY: Korbett Mosesly and Krista Perez, Department of Commerce

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

The Community Reinvestment Program (CRP) aligns with the first goal of the Talent and Prosperity for All (TAP) Plan, ensuring that every Washington resident has access to high-quality education, training, and support services necessary for career advancement. Through strategic investments in Local Workforce Development Boards, Career Accelerator Incentives, financial coaching, and business support, CRP has expanded workforce participation among Black, Latine, and Tribal communities, significantly improving economic mobility and job access.

BACKGROUND:

The CRP was implemented to address economic disparities and advance equitable workforce development by prioritizing historically marginalized communities. Before CRP funding, Black, Latine, and Tribal communities comprised only 27% of participants in the Economic Security for All (EcSA) initiative. Within the first nine months, this number increased to 51%, reflecting a 24% increase in participation. Additionally, 83% of participants in South Central Washington and 93% in Seattle-King County served through CRP-funded Career Accelerator Incentives represent these target communities. The initiative has successfully enhanced access to workforce resources, training, and career advancement opportunities for underserved populations.

PROGRAMS & TOTAL ALLOCATION:

Total Workforce Development Allocation: \$45,341,355

- Economic Security for All (EcSA) Expansion – Provides targeted workforce training and job placement assistance to historically marginalized communities.
- Career Accelerator Incentives – Supports career advancement through skill-building, credential attainment, and direct financial incentives for participants.
- Financial Coaching & Mentorship – Offers financial literacy training, business coaching, and credit-building support for economic self-sufficiency.
- Small Business Growth Support – Provides capital, technical assistance, and mentorship for minority-owned businesses to promote entrepreneurship and job creation.

- Matched Investment Savings Accounts (MISA) – Helps low-income individuals build financial assets through a 2:1 savings match program.
- Workforce Development Board Partnerships – Funds 12 Local Workforce Development Boards to create employment opportunities and training programs tailored to community needs.

STAFF GUIDANCE & RECOMMENDATION:

Staff recommend Board members consider the CRP investment, regional and community level innovations, and the program's impact as a learning laboratory in workforce equity and economic mobility. Learning will help inform TAP implementation and review. Board members are encouraged to engage fully in the discussion to get clarity on the value of the CRP approach, and to determine how ongoing data collection and performance metrics might guide future funding and policy recommendations.

Tab 3

TAP Implementation

PRESENTED BY: Emily Persky, Workforce Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

TAP Implementation and Advocacy Manager Emily Persky will introduce herself. She'll ask for feedback about the:

- TAP Manager's timeline and next steps.
- Status report, included for the first time in the meeting packet.

In the meeting packet, TAP leads have provided a detailed status report on work since the last Board meeting. This is a new way of reporting on implementation status, and staff welcome feedback for future iterations.

Members will have an opportunity to ask questions and discuss the report, which includes updates on:

1. Comprehensive TAP implementation
2. Credential Transparency
3. Industry
4. Job Quality
5. System
6. Youth
7. Performance Accountability

BACKGROUND:

TAP is Washington state's 4-year workforce development plan, [Talent and Prosperity for All](#). We are currently seven months into the implementation period, which began in July 2024.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only. Board members will have an opportunity to give feedback on the timeline, format for TAP updates to the Board, and information in the status report.

TAP Implementation status report

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Background

TAP is Washington state's four-year workforce development plan, [Talent and Prosperity for All](#). We are currently seven months into the implementation period, which officially began in July 2024.

TAP Priorities and Performance Accountability

There are six workstreams, one for each of the five TAP priority areas and a sixth to monitor Performance Accountability. Workstreams are led by Workforce Board staff and sponsored by a Board member.

	Staff lead	Board sponsor
Credential Transparency	Marina Parr <i>Director of Workforce System Advancement</i>	Jane Hopkins <i>Executive Vice President, SEIU Healthcare</i>
Industry	Emily Persky <i>TAP Implementation & Advocacy Manager</i>	June Altaras <i>System Executive Vice President, MultiCare</i>
Job Quality	Paulette Beadling <i>Career Pathways Policy Associate</i>	Cherika Carter <i>Secretary Treasurer, Washington State Labor Council, AFL-CIO</i>
System	Kim Goutam (data) <i>Manager, Data Integration Initiatives</i> Liz Gallagher (service) <i>Workforce Policy Associate</i>	Gary Chandler and Larry Brown <i>Board Co-Chairs</i> Mark Mattke <i>CEO of Spokane Workforce Council</i>
Youth	Joe Wilcox <i>Career Pathways Manager</i>	Wade Larson <i>Chief Human Resources Officer, Wagstaff Inc.</i>
Performance Accountability	Dave Wallace <i>Director of Research and Data Analysis</i>	Cami Feek <i>Commissioner, Employment Security Department</i>

Status report

The status report covers events, outputs and outcomes that have happened since the last Board meeting, as well as anything Board members should expect between now and the next meeting. This report includes status updates for:

1. Comprehensive TAP Implementation
2. Credential Transparency
3. Industry
4. Job Quality
5. System
6. Youth
7. Performance Accountability

Comprehensive TAP Implementation – Emily Persky

Emily Persky, the Workforce Board's new TAP Implementation and Advocacy Manager (TAP manager), joined staff on Jan. 22.

Outputs and outcomes

TAP Implementation status report. This status report is the first iteration of what will be a routine, detailed update for Board members on TAP Implementation. Staff will incorporate feedback from Board members to improve future iterations.

Expected outcomes:

- Transparency about implementation progress between staff, Board members, partners and interested parties.
- More time for Board engagement in TAP work during meetings.
- Teambuilding, collaboration and routines for TAP leads and Board sponsors.

What to expect between now and March

Introductions and interviews with Board sponsors. Over the next two months, the TAP manager will meet with Board sponsors for each TAP priority. Information from these meetings will inform proposals on TAP collaboration, structure and workplans.

Credential Transparency – Marina Parr

Board sponsor: Jane Hopkins

Events and meetings

A good cross-section of higher education and workforce development participants attended both the December and January meetings.

Dec. 18 Credential Transparency Committee Kick-Off

Staff lead, Marina Parr, provided an overview of Credential Transparency, including:

- Rise of non-degree pathways.
- Rapid technological change.
- Benefits of reducing bias in hiring.

Marina highlighted the ways Credential Transparency helps different customers and providers:

- Students and workers know what skills, training and education they need to achieve their job goals.
- Employers can more easily find candidates with the right mix of skills.
- Schools, colleges and universities can more clearly demonstrate the value of their programs.

The committee also reviewed, discussed and began refining a draft vision statement.

Jan. 23 Credential Transparency Committee Meeting #2.

Two committee members, Trevor Lane of Washington State University, and Christi Harter of Eastern Washington University, updated the committee on credential pilots resulting from partnerships with their universities. Trevor shared a slide deck for his presentation with more details about his Agri Prospect work.

The group discussed the possibility of doing a pilot project using AI to break down skills and competencies. Marina will gather and share more details at the next committee meeting.

Outputs and outcomes

The committee discussed and refined a draft vision statement, which will guide the committee's work and policy focus. Members gave feedback at both meetings.

Draft vision statement. Our vision is to create a transparent credentialing system that provides reliable, comparable, employer-informed, and up-to-date data on learning pathways for jobseekers and workers across Washington. This system will be easily accessible and navigable, enabling individuals to explore a wide range of education and training options, from traditional degrees to micro-credentials, certifications, and apprenticeships.

Feedback highlight. We want stakeholders in Washington's learning and job ecosystems to easily explore and compare credentials in order to make better decisions about learning, advancement, and meaningful careers.

What to expect between now and early March

The committee will continue refining its vision statement, and staff will send a “save the date” for the committee’s March meeting. For more details, see the Credential Transparency spotlight.

Industry – Emily Persky

Board sponsor: June Altaras

Events and meetings

RESCHEDULING Jan. 29 Industry advisory committee’s kick-off meeting

Unfortunately, staff had to cancel the Industry Advisory Committee (IAC) meeting due to illness. Staff are working to reschedule the kick-off and follow-up meetings between March and June.

What to expect between now and the next Board meeting

Industry workgroup and advisory committee’s meeting plans and draft agendas. Emily Persky is the new staff lead for the Industry priority. Thank you to Andrew Lenderman who served as the interim lead and recruited about 20 IAC members. Emily is working with Board sponsor June Altaras, and Workforce Board leaders to finalize meeting plans for the IAC and Industry workgroup. The meeting plans will include agendas and activities and explain how these groups interact to advance progress on the Industry priority.

Job Quality – Paulette Beadling

Board sponsor: Cherika Carter

Events and meetings

Job Quality Workgroup: Monthly discussion/work session meetings

The workgroup has been meeting once a month since June 2024. Since the last Board meeting on Nov. 7, the workgroup has met four times: Nov. 20, Dec. 11, Jan. 8, and Feb. 12.

Attendance included representatives of Washington State Labor Council, Workforce Southwest Washington, SeaKing Workforce Development Council, Department of Commerce, Employment Security Department, Department of Social and Health Services, and the Washington Workforce Association.

Discussion topics and results

- A year-one timeline for the group’s work.
- An understanding of national and regional work on job quality frameworks.

- The need for a Job Quality survey, in English and Spanish.
- Creation of a survey in English and Spanish.
- Distribution approaches and objectives.
- Identification of the study's key audiences (workers and job seekers in WA).
- Creation and distribution of promotional materials for workgroup members to help increase survey participation across demographic groups.
- Please note Board Member [Cherika Carter's video message here](#).

Outputs

Survey. As of Feb. 6, there are 921 survey responses for analysis.

Promotional materials. Staff and workgroup members collaborated to produce and share:

- Email, newsletter and social media templates.
- Printed flyer.
- Social media content.

What to expect between now and the next Board meeting

The workgroup and the Board's data team will continue their work examining survey data for patterns, trends and insights from the responses. The summarized survey data will be shared with the Board once this process is complete.

The workgroup will meet again on March 12, when it will continue to analyze disaggregated survey results. Members will begin to discuss how the survey and other data will inform the framework.

System Integration – Kim Goutam and Liz Gallagher

Board sponsors: Gary Chandler, Larry Brown, Mark Mattke

Events and meetings

Monthly System Integration Workgroup Meetings

The System Integration Workgroup met on Dec. 2, Jan. 6, and Feb. 3 to discuss strategies, barriers, and partnerships to support a coordinated pre-screen for a workforce system.

Members of the workgroup include representatives from Department of Commerce, Department of Corrections (DOC), Department of Labor and Industries (LNI), Department of Services for the Blind (DSB), Division of Vocational Rehabilitation (DVR), Economic Services Administration (ESA), Employment Security Department (ESD), State Board for Community and Technical Colleges (SBCTC), and the Workforce Board.

Integrated Service Delivery Meetings

The following meetings support the ongoing efforts of Integrated Service Delivery Landscape Analysis:

Division of Vocational Rehabilitation Landscape Analysis was reviewed with program-oriented workgroup members. Division and ancillary programs were explored alongside discussions of philosophical differences and potential barriers. Initial discussions around cross-training started.

“No Wrong Door” Data Integration Project Meetings

The following meetings support the ongoing efforts of the Data Integration Project:

The Steering Committee met on Nov. 18, Dec. 16, and Jan. 19 to discuss progress and to decide on a partnership with WaTech’s *Resident Portal*.

The Data Systems & Technology Subcommittee kicked off on Jan. 27, connecting new and returning technical subject matter experts from partner agencies to the project.

Project lead met bi-weekly with WaTech’s Innovation and Modernization Program (IM Program) project team to provide progress and updates on funded pilot.

Project lead met bi-weekly with WaTech’s Architecture and Innovation Division staff to discuss the resourcing needs and planning for Enterprise Data Platform utilization in FY 2026-27.

Project lead met regularly with vendors supporting the following:

- Data engineering (Resource Data, Inc.): Met weekly to discuss model testing and validating data-matching solution.
- Legal guidance on data sharing (UPenn’s Actionable Intelligence for Social Policy): Met monthly to modify MOU template.
- Organizational change management (Anthro-Tech, Inc.): Met weekly to define recommendations and outline summative report.

Outputs

Coordinated Pre-Screen Specifications. WaTech gave a demonstration of its Resident Portal, a secure and user-friendly portal for people to easily find and access state services. The project will need a list of required job seeker information and documentation to build a pre-screen form for the state workforce system.

Draft MOU template for the Data Integration Project. UPenn’s Actionable Intelligence for Social Policy (AISP) has drafted a memorandum of understanding (MOU) to represent the scope of work for the Data Integration Project. The project lead is reviewing the draft and will share it with the Data Governance Council for review and feedback.

Organizational Change Management (OCM) analysis for the Data Integration Project. Anthro-Tech, Inc. presented a situational and stakeholder OCM analysis. Anthro-Tech will

prepare a set of recommendations to strengthen interagency collaboration and partnership in a summative report at the end of the fiscal year.

Data warehousing. In the Enterprise Data Platform, Resource Data, Inc. has completed prototypes for data ingestion, transformation, normalization, and warehousing pipelines.

Outcomes

Data integration partnerships. State partnerships increase awareness of and investment in the workforce system. The Data Integration Project has established a partnership with WaTech's Resident Portal that will involve WaTech developing a prototype of a coordinated pre-screen for the state workforce system. State partnerships increase resourcing and building on existing state technology promotes long-term stability.

What to expect between now and the next Board meeting

Local advisory groups. The System Integration Workgroup will discuss how to incorporate local advisory groups that represent the voices of frontline staff and customers.

Data-matching pilot. With Innovation and Modernization (IM) Program funding for FY25-26, the Data Integration Project is piloting a software solution for data matching. We are currently testing the model and will share validation test results with the Data Governance Council.

Adjusting the data integration project plan. The project team will adjust the "No wrong door" scope of work to only include things that can be done with existing resources, as proposed budgets for the upcoming biennium have not included this work for funding. The effort will have continued support from our WaTech partners (Enterprise Data Platform and Resident Portal).

Cross-Training across agencies. The Integrated Service Delivery breakout group will continue discussing how to enhance interagency cross-training efforts.

Youth – Joe Wilcox

Board sponsor: Wade Larson

Events and meetings

The Youth workgroup has been meeting monthly since August 2024. Since the last Board meeting on November 7, the workgroup has met on November 19 and January 21. Attendance includes Board sponsor Wade Larson, staff lead Joe Wilcox, and representatives of State Board for Community and Technical Colleges, Department of Corrections, Department of Labor & Industries, Employment Security Department, Department of Children, Youth and Families, Department of Services for the Blind, Washington Student Achievement Council, Department of Social and Health Services, and Workforce SouthWest Washington.

November 19 Youth workgroup meeting

The November meeting included presentations on dual credit from Liz Dehlbom from the Washington State Education Research and Data Center and Genevieve Howard from the State Board for Community and Technical Colleges. Presentations focused on a dual enrollment overview and the Dual Credit Work Group's activities, along with postsecondary perspectives on dual credit programs. These presentations provided context and examples for the Youth strategic priority of broadening access to and shortening the time required to achieve credentials.

Presentations and discussion topics

- Dual credit, work-based learning, apprenticeships and postsecondary opportunities.
- Identifying barriers and challenges faced by youth.
- Alignment of youth programs across agencies.
- Exploring ways to engage youth earlier (before they disengage with education and workforce systems) and expose them to careers/skills/ postsecondary opportunities.
- Challenges of changing attitudes, behaviors, and approaches to CTE pathways for students and parents.

January 21 Youth workgroup meeting

The January meeting included presentations on youth support services from Lisa Wheeler (Department of Services for the Blind) and Nicole Hanson (Employment Security Department). These presentations gave context and examples for the Youth strategic priority to increase youth awareness of workforce services and programs.

Presentations and discussion topics

- Re-employment transition services and opportunities for students with disabilities.
- WIOA title 1-B and related youth support programs.
- Other examples of best practices for programs serving youth.
- Strategies for assisting vulnerable populations.
- Alignment of youth programs across agencies and potential for cross-training front line staff.
- No wrong door approaches.
- Strategies to include youth voice and perspective in the work group.

Outputs

In progress: Youth support services catalog. Added five programs to the catalog, which is a landscape review of youth support service programs.

In progress: Youth credential attainment catalog. Added six dual credit programs to the catalog, which is a landscape review of youth workforce and education programs that shorten the time needed to acquire a postsecondary credential.

What to expect between now and March

The workgroup has a meeting scheduled for March 17.

Performance Accountability – Dave Wallace

Board sponsor: Cami Feek

Events and meetings

January 7 Performance Accountability and Evaluations Work Group

Attendance included the co-chair, Olga Kondratjeva, as well as representatives from ESD, Local Workforce Development Boards, DSHS, DSB, and SBCTC. Paulette Beadling and her co-chair presented on Job Quality and connections between our two work groups. Staff shared updates on meetings with other TAP groups and led a discussion on how the group would define success each year over the next four years. Olga reported on findings from the group's Whiteboard exercise in the previous meeting.

What to expect between now and the next Board meeting

Staff will create a template for a group inventory of the work each of our agencies does, along with intended or required outcomes and associated data. The group will use this inventory to identify gaps.

Tab 4

TAP Spotlight: Credential Transparency

PRESENTED BY: Marina Parr, Workforce Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

Director of Workforce System Advancement Marina Parr will present and lead discussion on the TAP implementation focus for this meeting: Credential Transparency spotlight.

BACKGROUND:

Marina will talk about progress made at the first two TAP Credential Transparency Advisory Group meetings held in December and January, including some initial discussion about a vision statement to guide the work. Marina will also touch on WIOA reauthorization and the current mark-up bill moving through Congress, which incorporates credential transparency into federal workforce law.

She will also fill in Board members on how Career Bridge is being modernized to make it mobile-friendly, and much more dynamic through smart design—bringing more visibility to the state’s public-facing education and career planning portal, and our state’s “credential registry.” A soft launch of the newly improved site is expected as early as March or early April.

Marina will also bring the Board up to speed on a pilot project, funded through a \$250,000 grant from GitLab, in conjunction with CampusEvolve.ai and the College Success Foundation. This pilot is bringing a conversational AI assistant to Career Bridge to help high school seniors and participating college students involved in the College Success Foundation make informed decisions about career and education next steps.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only. Board members will have an opportunity to provide feedback.

Tab 5

2025 Workforce System Legislative Update

PRESENTED BY: Nova Gattman, Workforce Board

CHECK ONE:

Action Item

Possible Action

Discussion Only

SUMMARY:

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

BACKGROUND:

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

Information about the Workforce Board's legislative activities, including the bills staff are tracking, are located at: <https://www.wtb.wa.gov/about-us/workforce-board-legislative-tracker/>.

Board members will hear a presentation from staff about overall themes from legislative bill introductions as well as select proposed legislative items that are of interest to the workforce system and/or directly impact the Workforce Board. Board staff will be sharing a link to a more detailed document on bills of interest as a same day item for the Board meeting to allow for the timeliest information possible on activities of the 2025 Legislative Session.

STAFF GUIDANCE & RECOMMENDATION:

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

If time permits, Board members will be invited to share information on their legislative activities and draft legislation items of note.