



BOARD MEETING AGENDA

June 18, 2025 | 9:00 a.m. – 1:00 p.m. | Meeting No. 275

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

Per RCW 42.30.030 – Public access is available at the agency office, 128 10th Ave. S.W., in Olympia. The office is located on the 6th Floor. Please call (360) 709-4600 upon arrival for access — the lobby is locked.

9:00 a.m.	Call to Order Welcome and Introductions	
9:15 a.m.	Chairs Report Consent Agenda (ACTION) <ul style="list-style-type: none">• Minutes from March 20, 2025, Board Meeting• WIN 0107 Extension – CASAS for Basic Skills Assessment• Policy 5401 – Dislocated Worker/Adult Fund Split & WIN 0108 Expiration• WIOA Policy Updates Issued Since March 20, 2025 Executive Director's Report Cascades Job Corps Center Update	Tab 1
9:30 a.m.	TAP Implementation Update Emily Persky, Workforce Board	Tab 2
9:45 a.m.	TAP Strategic Priority Spotlight: Job Quality Cherika Carter, Board Sponsor – Job Quality Paulette Beadling, Workforce Board, Job Quality Lead	Tab 3
10:45 a.m.	Break	
11:00 a.m.	Workforce Partner Briefing (Part 1) Program Presenters: <ul style="list-style-type: none">▪ Will Durden, State Board for Community and Technical Colleges▪ Dan Zeitlin, Employment Security Department▪ Becky Wallace, Office of Superintendent of Public Instruction	Tab 4
12:30 p.m.	TAP System Agenda and Budget Review Process Nova Gattman, Workforce Board	Tab 5
1:00 p.m.	Adjourn	

Tab 1

Consent Agenda

PRESENTED BY: Workforce Board Co-Chairs Gary Chandler and Cherika Carter

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 March 20, 2025, Board Meeting
- WIN 0107 Extension – CASAS for Basic Skills Assessment
- Policy 5401 – Dislocated Worker/Adult Fund Split & WIN 0108 Expiration
- WIOA Policy Updates Issued Since March 20, 2025

STAFF GUIDANCE & RECOMMENDATION:

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



MINUTES OF MEETING NO. 274
March 20, 2025

Board Members Present:

June Altaras for Gary Chandler, Co-Chair
Cherika Carter for Larry Brown, Co-Chair
Wade Larson, Representing Business
Todd Mitchell, Representing Labor
Emmanuel Flores for Cherika Carter, Representing Labor
Commissioner Cami Feek, Employment Security Department
Kairie Pierce for Director Joe Nguyễn, Department of Commerce
Dana Phelps for Secretary Cheryl Strange, Department of Social and Health Services
Becky Wallace for Superintendent Chris Reykdal, Office of Superintendent of Public Instruction (OSPI)
Marie Bruin for Director Chris Bailey, State Board for Community and Technical Colleges (SBCTC)
Mark Mattke, Spokane Workforce Council, Representing Local Elected Officials

Call to Order

Cherika Carter, Secretary Treasurer, WA State Labor Council (WSLC) called the meeting to order at 9 a.m. The meeting was a hybrid meeting using Zoom for remote attendees. In-person attendees convened at the Workforce Board office at 128 10th Ave SW, Olympia, WA 98501.

Bianca Laxton, Board Secretary, conducted a roll call. Department of Commerce Director Joe Nguyễn, a recent addition to the Board, joined to discuss the workforce and what's happening at Commerce.

MOTION-2025-274-01

Emmanuel Flores, Workforce Development Director, WSLC, made a motion to approve the consent agenda, which included minutes from the Feb. 18, 2025 Board Meeting, public comment for the State Determined Performance Levels (SDPLs) and Workforce Innovation and Opportunity Act (WIOA) policy updates. Wade Larson seconded the motion. The motion passed unanimously.

Workforce Board Executive Director Eleni Papadakis shared highlights from the Executive Director's report. This report is regularly included as part of the Board meeting packet. She noted the application period for the Washington Award for Vocational Excellence (WAVE) scholarship had recently ended and over 400 applicants had applied. WAVE is a competitive scholarship for Washington's top career and technical education students. Papadakis noted that she anticipated a desperate call for scholarship application reviewers. The Workforce Board

administers WAVE each year. It's awarded annually to as many as 147 students—three from each of the state's 49 legislative districts. Students study aerospace, advanced manufacturing, healthcare, early childhood education and more. This year's award pays up to \$7,800 over two years.

Commissioner Cami Feek, Employment Security Department, shared an update about federal worker layoffs within the state of Washington. Feek shared how the Employment Security Department is handling federal worker layoffs and some of the nuances associated with them. Feek also mentioned there are informational sessions aimed at displaced federal workers and hiring events upcoming in March, April and May.

TAP Priority Update

Emily Persky, the Workforce Board's TAP Implementation & Advocacy, gave a TAP Implementation update. Talent and Prosperity for All (TAP) is the state's strategic plan for workforce development. Persky noted the workstream highlights on several of the plan's priority areas, including Job Quality, Youth and Industry, and outlined TAP operations and planning.

TAP Strategic Priority Spotlight: System Data Integration

Kim Goutam, the Workforce Board's Manager of Data Integration Initiatives, gave an update to the "No Wrong Door" Data Integration Project. Goutam detailed the overall structure, value, project governance, and strategic alignment. She also discussed progress and upcoming priorities. Goutam broke out the significant amount of work that has been accomplished and addressed budget constraints and subsequent adjustments to implementation. She also covered how this project is a use case for the Enterprise Data Platform and Resident Portal initiative, two state projects aimed at better service delivery for Washingtonians.

Irene Vidyanti, WaTech's State Chief Data Officer, presented on the Enterprise Data Platform (EDP). The EDP is a central goal for the state's IT strategic plan, and supports the use of technology and interagency data to enhance service delivery and customer experience and provide insights to drive strategic decision-making.

Wendy Wickstrom, WaTech's Chief Digital Experience Officer, joined the meeting to discuss the state's Resident Portal initiative, aimed at providing Washingtonians with a centralized, secure online platform to access a wide range of government services and information. Wickstrom started with an overview of the initiative and portal offerings for agency customers. Wickstrom detailed the implementation strategy. The presentation concluded by demonstrating how the Data Integration Project and Resident Portal have partnered to create a prototype tool so customers can find relevant workforce services across several state agencies.

System Spotlight: Basic Education for Adults

Will Durden, Director of Basic Education for Adults Program from the State Board for Community and Technical Colleges and Kenny Austin, Chair of the Adult Education Advisory Council, presented on the Basic Education for Adults (BEdA) program. Durden outlined the program's historical and current context. BEdA offers academic instruction and education

services to help people improve English and math skills, gain new skills and find employment. Durden discussed challenges and how BEdA is an economic solution offering sequential building blocks for customers. He also provided an overview of the funding streams. He mentioned that more than 36,000 students were served last year and also outlined the characteristics of the students who have utilized this program. Durden discussed the different BEdA programs, specifically discussing High School Plus and how the BEdA program has exceeded their targets and how many students are opting to participate in the High School Plus program.

Austin shared the statute that created the Adult Education Advisory Council. He also detailed efforts to improve adult education access and outcomes for Washingtonians without a high school equivalency and individuals without basic English skills. Austin noted outcomes mean career and college pathways.

Board Retreat/TAP Review

June Altaras began the conversation of the Board Retreat and TAP Review. Executive Director Papadakis discussed what needed to be accomplished, by when and current constraints with having a Board Retreat. Chris Dula, a Workforce Board Senior Researcher, shared the results of the informal Board Retreat survey.

Papadakis shared the history of how the retreat was created and the intention of this meeting in developing either budget or policy requests to the Legislature. Papadakis noted we may be required to submit a reviewed or modified TAP state workforce plan in March 2026.

Board members discussed the Board retreat and decided to hold one of the days already on the calendar for a May Board Retreat—as a full day in-person meeting—with the expectation of an additional day later in July or August.

Local Workforce Development Board Requests

Liz Gallagher, the Workforce Board's Workforce Policy Associate, presented two action items. Gallagher started with the Northwest Workforce Council Local Plan Update Approval Request. She detailed the challenges and subsequent progress of the Northwest Workforce Council plan and outlined the factors to consider in approving this request.

MOTION-2025-274-02

A motion to approve Northwest Workforce Council Direct Services Waiver Approval Request was made by Todd Mitchell. The motion was seconded by Mark Mattke. The motion passed unanimously. Commissioner Cami Feek abstained from voting as the Employment Security Department may bid on a Title 1-B service provider contract.

Gallagher continued with the SkillSource Direct Services Waiver Approval Request. She detailed the challenges and subsequent progress of the SkillSource office. Gallagher outlined the factors to consider in approving this request.

MOTION-2025-274-03

A motion to approve SkillSource Direct Services Waiver Approval Request was made by Todd Mitchell. The motion was seconded by Mark Mattke. The motion passed unanimously. Commissioner Feek abstained from voting as Employment Security Department may bid on a Title 1-B service provider contract.

Policy Review

Gallagher also presented, for discussion only, Policy 1011, Basic Skills Deficiency Assessment Tools. Gallagher shared the background of this policy and noted an expansion of assessment tools beyond CASAS. Gallagher said the public comment period will close at the end of May and this will be ready to review at the June Board meeting.

Gallagher moved to Policy 5401, Dislocated Worker/Adult Fund Split. This policy was also for discussion only. Gallagher detailed WIN 0108 expires in June and will revert to the original policy allowing 30% of funding to transfer. She outlined the concerns regarding this policy and noted there was a need for additional data gathering. This policy will also be forthcoming to the Board in the near future.

Legislative Updates

Nova Gattman, the Workforce Board's Deputy Executive Director, gave an update on the 2025 Legislative Session, highlighting bills with topics focused on healthcare workforce, education policy, energy issues, education and employment support, and other key workforce issues. Gattman noted board staff tracked 398 separate bills. Currently, staff are still tracking 125 active bills in both chambers. Gattman selected four bills likely to interest the Workforce Board for her presentation. Those were HB 1167, Maritime Careers Task Force; 2SHB1273, Dual Credit Program Access; HB1414, CTE Careers Work Group; and SB5542, HS Completers/CTC Tuition.

Gattman also noted that the Legislature's proposed budget is expected to be released early next week. Gattman noted that even during a tight budget year that the Governor's list of budget reductions still maintained funding for two priority projects put forth by the Workforce Board, including the Career Bridge Modernization project and the Long-Term Care Workforce Initiative.

The meeting adjourned at 12:55 p.m.

WIN 0107-11: Temporary Suspension of WorkSource System Policy 1011-6 & Policy 1011-7: Determining Basic Skills Deficiency

PRESENTED BY: Liz Gallagher, Workforce Board

CHECK ONE:

☒ Action Item

☐ Possible Action

☐ Discussion Only

SUMMARY:

Staff have been leading a work group and soliciting public comment on an update in system policy focused on assessment tools used to determine Basic Skills Deficiency (BSD) for Workforce Innovation and Opportunity Act (WIOA) Title I-B program eligibility. While this new policy is being finalized, staff is asking for the Board to approve an extension of the waiver, [WIN 0107-11](#), through Dec. 31, 2025.

BACKGROUND:

Policy 1011, established before 2009, aligned with Washington's State Board for Community and Technical College (SBCTC) preference for using Comprehensive Adult Student Assessment Systems (CASAS) as the sole assessment for determining Basic Skills Deficiency (BSD). At the time, limited computer access made electronic assessments challenging.

During the COVID-19 pandemic, facility closures dramatically impacted access to CASAS testing, delaying enrollment and training. In response, the Workforce Board suspended the CASAS requirement under WIN 0107, with the latest extension in place until June 30, 2025.

Following this extension, the Workforce Board directed staff to research best practices, consult with Adult Basic Education (ABE) and higher education partners, and update the policy to balance federal compliance with greater flexibility. Stakeholders agreed that Policy 1011 is too restrictive and should allow broader assessment options for WIOA Title I-B programs. In response, Workforce Board staff met with stakeholders to edit the policy to allow for full federal flexibility by allowing program staff to prove basic skills deficiency at enrollment in Title I-B and Title III (Wagner Peyer) programs. If this waiver is approved, Board staff will continue to seek stakeholder input on the policy, with a final version before the Board no later than the Oct. 7, 2025 Workforce Board meeting.

The Board was scheduled to approve a final policy at this meeting following public comment after the Mar. 20, 2025 Workforce Board meeting. However, some members have expressed

an interest in further review of the updated policy. To allow for time for review, the Board is being asked to extend the waiver to allow for continued flexibility for determining basic skills deficiency until the final policy is approved.

STAFF GUIDANCE & RECOMMENDATION:

Staff recommends that WIN 0107 be extended for an additional six months to allow time for additional reviews with the Board members and an additional public comment period.

Policy 5401-3: Fund Transfers Between Adult and Dislocated Worker Grants under Title I-B of the Workforce Innovation and Opportunity Act (WIOA)

PRESENTED BY: Liz Gallagher, Workforce Board

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

This item updates the Board about the expiration of a COVID-era waiver (WIN 0108), which focused on policy updates regarding fund transfer limits between Adult and Dislocated Worker Grants under Title I-B of the Workforce Innovation and Opportunity Act (WIOA). This overview includes a brief summary of the policy's historical context.

BACKGROUND:

WIOA permits up to 100 percent of funds to be transferred between the Adult and Dislocated Worker (DW) programs under certain conditions. Policy 5401-1 was adopted in 2015 to address concerns raised by labor and business stakeholders by capping transfers at 30 percent. This restriction was intended to prevent excessive reallocation from the DW program, ensuring adequate resources to respond to mass layoffs.

In response to the COVID-19 pandemic, the Workforce Board suspended the 30 percent transfer limit under [WIN 0108](#) in April 2020, allowing local boards to transfer up to 100 percent of funds between Adult and DW programs. The latest extension of WIN 0108 remains in effect until Jun. 30, 2025.

Local area experts support maintaining 100 percent transfer flexibility. Labor stakeholders on the working group have indicated that restoring the 30 percent cap is a priority, noting that no local board has exceeded this 30 percent threshold in the past five years. To this point, labor stakeholders argue the 30 percent cap is sufficient and helps prevent excessive shifts away from the DW program.

WIN 0108 expires Jun. 30, 2025. On Jul. 1, 2025, Policy 5401-3: Fund Transfers Between Adult and Dislocated Worker Grants under Title I-B of the Workforce Innovation and Opportunity Act (WIOA), will again be the active policy, limiting fund transfers between Adult and Dislocated Workers to 30 percent.

STAFF GUIDANCE & RECOMMENDATION:

For information purposes only.

WorkSource System and WIOA Title I-B policy activity since the March 20, 2025 WTECB meeting

For WTECB acknowledgement (action) at the June 18, 2025 meeting

Policy	Description	Issued
<u>1037</u>	WorkSource Services Catalog	04-07-25

WIN	Description	Issued
<u>0056-12</u>	PY25 Lower Living Standard Income Levels for Families	04-30-25
<u>0042-12</u>	PY25 Self-Employment Training Demand Targets	05-15-25
<u>0147</u>	Update on the WorkSource Integrated Technology Replacement Project	05-27-25
<u>0073-58</u> *	WIOA operating guidance issued to date by DOL through TEGLs, UIPLs, and TENs	06-10-25
<u>0148</u>	Community Economic Revitalization Board May 2025 Investment Decisions	06-11-25

* This WorkSource Information Notice (WIN) represents Changes 53, 54, 55, 56, 57, and 58 that have been issued since March 20 to inform the system of U.S. Department of Labor guidance related to the rescission of TEGLs 08-21 and 10-23 and issuance of TEGL 11-24 on PY25/FY26 WIOA Title I-B and III state allotments, TEGL 12-24 on FY25 Indian and Native American Program state allotments, TEGL 14-24 on FY25 RESEA state allotments, and TEN 25-24 on WIOA regulatory waiver opportunities.



**Executive Director Report
Board Meeting No. 275
June 18, 2025**

Next phase of Long-Term Care Workforce Initiative underway

Plans for continuing the Long-Term Care Workforce Initiative are currently underway, after funding for the project was renewed in the state's 2025 operating budget. A detailed description of the project's next phase is being prepared. The project has greatly benefited from research support by the University of Washington's Center for Health Workforce Studies (CHWS). CHWS is also preparing a research proposal to the Donaghue Foundation, in partnership with the Workforce Board and the collaborative, that could potentially impact the quality of care for people receiving long-term care services.

The staff applied to collaborate with the Direct Care Workforce Strategies Center of the U.S. Department of Health and Human Services. The goal is to continue the exceptional work of the initiative and the state's Home and Community Living Administration (formerly Aging and Long-Term Support Administration, Department of Social and Health Services) as a part of the Peer Learning Collaborative. If successful, the Long-Term Care Workforce Initiative will become part of a program of technical assistance from the Center. This would highlight Washington's work in long-term care and the direct care workforce in a national spotlight, potentially opening opportunities to grow these efforts and further establish the state's leadership in workforce strategies.

Business, labor, education volunteers review record number of WAVE scholarship applications

More than 100 volunteers from across Washington have completed many hours reviewing this year's Washington Award for Vocational Excellence (WAVE) scholarship applications. These volunteers from private industry, organized labor, community organizations and local government finished their reviews on June 11. Also, volunteers scored the applications in the agency's new, online application portal for the first time.

This group reviewed 547 eligible applications from graduating high school seniors and community and technical college students. This year's applications represent a 68% increase compared to 2024.

WAVE celebrates Washington's top career and technical education students. This year's awardees will earn up to \$7,800 for college or training. Awards will be announced in the near future.

While the WAVE award has been suspended by policymakers for the next two years due to budget cuts, we were fortunate to work with our partners at the Washington Student Achievement Council to identify an opportunity to use reserve funds for the scholarship to support the current year's awardees.

New outreach tool reaches 21,000 subscribers; agency newsletter expands

More than 21,000 subscribers have signed up or been added to the Workforce Board's new communication platform, GovDelivery. This tool was adopted in May 2024 to help deliver newsletters and other content more efficiently. Recent highlights include:

- 29 messages were sent in the spring of 2025 to educators, partners, the media and taxpayers about the Washington Award for Vocational Excellence. This outreach helped drive a record increase in scholarship applications this year.
- There are now more than 3,700 subscribers for Washington Workforce Development News, the agency's main monthly newsletter. That's a 48% increase compared to early last year.

Learn more and subscribe with the "Stay Connected" menu on the agency's home page at <https://wtb.wa.gov>.

Career Bridge

We are so pleased that during a tough budget year, the 2025 Legislature provided an additional \$475,000 for "finish line" projects for the \$1.4 million Career Bridge Modernization project, including software application integration to keep data flowing in real time, among other necessary improvements. This additional investment, slated for the upcoming fiscal year, has allowed the team more time to more fully develop the site and delay a June launch until early August.

The Legislature also funded permanent staff to provide dedicated management and information technology oversight, starting July 1. This provides Career Bridge with much needed, ongoing staffing to ensure the site is continuously improved and expanded to meet the needs of Washington students, jobseekers, education and training providers and employers.

Julie Mix-Stark, who has served as Career Bridge Project Manager for the past year and a half, will continue to manage the site going forward. (We are so excited to retain her expertise, dedication, and enthusiasm!) When Career Bridge launches later this summer the site will provide a dynamic, mobile-friendly experience, and will include a digital portfolio for students and jobseekers to easily save their education and career searches, among other features. Stay tuned!

Health Workforce Council focused on challenges, solutions for rural communities

This year the Health Workforce Council is working to develop and advocate for policy recommendations that enable rural students and workers to access and succeed in health professional training programs and career advancement opportunities without having to leave their communities. This strategic direction is based on themes that emerged during listening sessions with rural healthcare employers and workers in 2024.

At the April 1 meeting ([recording accessible here](#)), the Council hosted a Rural Youth Health Professions Pathways Roundtable featuring rural students, educators, state policy leaders and rural healthcare employers. The Washington State Board of Nursing presented in conjunction with several rural hospitals about new partnerships to create nursing assistant certification opportunities for high school students.

The conversation will continue at the upcoming June 25 meeting. The Council will learn about Washington's high school home care aide programs, Educational Service District 112's Rural CTE Cooperative, and initial learnings from high school career and technical education programs. Presenters will also cover the 2025 findings from the [Health Workforce Sentinel Network](#) and the [Washington Health Corps](#) program evaluation conducted by the Washington Student Achievement Council at the request of the Council.

The Council's work in 2025 is leading to a first set of recommendations to policymakers about how Washington can support the development of additional educational opportunities for rural students.

Workforce survey, training and education focus of Clean Energy Technology Workforce Advisory Committee

The [Clean Energy Technology Workforce Advisory Committee](#) has completed a workforce survey for clean energy employees, employers and union workers in clean energy and adjacent fields. Ilene Munk is our lead on this work. The survey was designed to fill gaps in data related to benefits provided for clean energy workers. In addition, we are seeking an expanded understanding of whether clean energy employers and employees believe their preparation and training equipped them for careers in clean energy and to identify gaps in skills for success with clean energy employers. Staff is now reviewing the results and analyzing the findings and will present them to the committee at the June 26 meeting.

Committee staff are working with the State Board for Community and Technical Colleges on their analysis of offerings in the community college system to understand both the breadth of offerings around the state, identify areas where the clean energy workforce seems to be expanding most rapidly, and understand training needs. This information and other research of the committee and state agency partners will be included in the committee's report to the Legislature in November of 2026.

During the June meeting, the advisory committee will offer input regarding programs or training most successful supporting clean energy employment and discussing ways to improve or highlight those programs in our upcoming legislative report. Staff also anticipate hearing from the committee regarding gaps they see in the current training system and ideas to address those challenges. The recommendations will be assembled and shared with the Workforce Board for review and approval in September.

Conferences Attended

WSU Global Campus Summit (Eleni)

It was a pleasure to meet the new WSU president, Elizabeth R. Cantwell, at the annual President's Advisory summit, held June 3 and 4 at the WSU Everett campus. Cantwell started as WSU president on April 1, 2025, selected unanimously by the WSU Regents after a robust national search that garnered 260 viable candidates. She has a long history of leading higher education systems, coming most recently from Utah State University, a 30-campus system. You can read more about President Cantwell [here](#).

The summit brings together members of various advisory councils within the WSU system. President Cantwell used this year's event to ask advisory members to engage in innovating the next generation of WSU, especially in regard to the current and emerging financial and policy challenges, and the change in societal perceptions being faced by the entire higher education sector. Our partner from SBCTC, Marie Bruin, helped with stage-setting as part of a panel presentation on community college challenges and the 2-year to 4-year transfer program. Marie and I serve together on the Advisory Council for the WSU Global Campus.

West Coast Poverty Center: Annual Summit (Maddy)

Workforce Board Director of Strategy, Maddy Thompson, attended the West Coast Poverty Center annual summit at the University of Washington on May 30. Speakers noted that Washington state has passed some groundbreaking policies in the last few years including WACares, Economic Security For All, housing supports, and income supports. These will not solve the whole problem, but they are changing lives for many people in Washington and breaking cycles of poverty for future generations. One of the speakers, Anne Price, Co-Founder, Maven Collaborative, noted, "We are going to have to let go of competition and work together to build our collective power." Another key takeaway was that new policies are eroding the idea of "deservedness." In other words, all people deserve security, and all people deserve to be able to participate in and benefit from the economic wealth of our communities and state.

Adult Basic Education Advisory Council Summer Meeting (Maddy)

On June 3 and 4, Maddy participated as Eleni's proxy at the summer meeting of the Adult Education Advisory Council (AEAC). State statute charges that the AEAC must advise the State Board for Community and Technical Colleges and the Workforce Board on matters related to

adult basic education and literacy programs. The Council members divided into subgroups to develop a list of actions to:

- Assist youth and adults to get their GED or High School Diploma,
- Assist adults who are refugees and immigrants (with and without postsecondary credentials) to gain English speaking skills and transition to professional technical programs or have their credentials recognized in Washington, and
- Enable incarcerated individuals to prepare for re-entry to the community upon release.

The AEAC is currently working on providing input to the US Dept of Education on adult basic education priorities following a request for input on the federal register to educate and advocate for Washington programs such as I-BEST, the High School Plus program, among others. See the federal register at this link: [Federal Register :: Proposed Priorities and Definitions- Secretary's Supplemental Priorities and Definitions on Evidence-Based Literacy, Education Choice, and Returning Education to the States](#)

Staff Updates

We have several staff on the Long-Term Care (LTC) team that have completed their project period and will be leaving the agency soon. In case you didn't get to learn much about their work with the LTC project, here are some highlights:

Rebecca Adams

Rebecca joined the team two years ago as an LPN Apprenticeship Navigator, along with Erica Wollen, and supported over 50 students, working as CNAs, through a range of prerequisite courses, life situations, education needs, and more. CNAs are important frontline service providers for some of our most vulnerable individuals. But they are among our state's lowest paid workers with little opportunity for advancement. They often have many family and community obligations, with little to no experience with postsecondary education. Rebecca was a voice of support and calm to these individuals and did so much to help them navigate as they juggled their employment (sometimes at well over full-time), their courses, and all the things life can throw at someone living at the low-income edge. She's also been very supportive to the WAVE team and lately has been working closely with Ilene on the clean energy project.

Chris Dula

Chris came back to us after a hiatus to lead research efforts for the LTC Initiative. Chris has a deep background in economics research and policy analysis. We benefited from Chris's prior experiences with DSHS and Singapore Management University, as well as his time representing the Workforce Board, his first time with us, on a Nursing Commission (now Board of Nursing) workgroup. As a result of his work, that workgroup successfully advocated for a specific LTC research position due to the complexity of the field and great need in our state. Upon Chris' return to us to support our LTC Initiative, he partnered with the UW Center for Health Workforce Studies to produce the research components for the last two Initiative reports. He's also been supporting research for the clean energy project with Ilene.

Claire Fite

Claire has been working closely with Donald and the full healthcare team for the last two+ years. Claire has a lead role in two of the Initiative's subcommittees and has supported both the registered apprenticeship program and the Initiative in policy writing and report creation. Claire worked closely with our communications contractor to lead the development of the "Be the Reason" LTC workforce campaign to highlight the value of LTC careers. This was implementation work from Senate Bill 5582 (2023), and Claire coordinated a team both within the agency and an external advisory committee. Claire also took on a critical role for the agency in contracts – taking all required DES courses, creating templates, running numerous RFP processes, and managing contracts for both the healthcare team and digital equity project.

Tab 2

TAP Implementation Update

PRESENTED BY: Emily Persky, Workforce Board

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

Board staff will update the Board on two strategic priorities of the state's workforce plan: industry and performance. Board staff will also share next steps and tee up key questions about year two implementation for discussion at the August Board meeting.

BACKGROUND:

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

Board staff will share information about a virtual "soft launch" of the Industry Advisory Committee (IAC) was held on May 12, with an in-person kick-off event scheduled for June 25 in Auburn. The Board will hear highlights and themes that the IAC will explore in greater depth at that meeting. The Board will also hear about progress made by the performance workgroup on a draft charter and concept for a framework to measure outcomes, assess system health and evaluate effectiveness of TAP implementation.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only.

Tab 3

TAP Strategic Priority: Job Quality

PRESENTED BY: Paulette Beadling, Workforce Board, and Cherika Charter, Workforce Board member and work group sponsor

CHECK ONE:

☐ Action Item☐ Possible Action☒ Discussion Only

SUMMARY:

This presentation will focus on key findings from a statewide job quality survey and provide a brief progress report on the Talent and Prosperity for All (TAP) Job Quality work group's first year activities. Click this link to access the [survey summary report](#).

BACKGROUND:

Economic, societal, and ecological changes over the past few years, including rapid-fire technological advancements, have disrupted many industry sectors and caused modifications to workplace practices and the nature of work across many occupations. In developing Talent and Prosperity for All (TAP), the state's strategic plan for workforce development, there was widespread agreement that the next generation of Washington's workforce development services should be focused on job quality. Public investments in workforce development should help workers access quality jobs and support businesses to develop and maintain quality jobs.

In recent years, Washington has worked diligently to identify both national and locally relevant models of job quality. To ensure that the approach Washington adopts reflects the unique and varied needs of its users, the TAP Job Quality work group conducted a statewide survey to learn which aspects of job quality matter most to Washingtonians. Instead of simply adopting an existing framework, the work group chose to listen first, placing these voices at the center of its process. The resulting insights, combined with additional research, will inform future strategy and allow the work group to put forward a framework to enable policymakers, employers, funders, workforce professionals, and government agencies to take meaningful steps toward improving job quality across the state.

During the Board presentation, Board staff will provide some background on job quality and a summary of the key findings from the survey. As the work group wraps up year one activities, Board staff will also present an overview of the deliverables and the next steps for the TAP Job Quality work group.

STAFF GUIDANCE & RECOMMENDATION:

Information and discussion only.



Washington Job Quality Survey Summary Report

May 2025

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TAP & Job Quality Overview

Washington's workforce plan, Talent and Prosperity for All (TAP), is a four-year strategy for a strong and successful workforce development system. This strategy aims to help employers, workers and communities succeed.

Work groups were established in June of 2024 to lead each of the five strategic priority areas, job quality is one of the five strategic priorities within the plan.

For more information on TAP and the overarching strategic priorities visit the Workforce Board's [TAP webpage](#).

In recent years, Washington has worked to identify national and geographically specific job quality models. A job quality definition, model or framework helps organizations, policymakers, and stakeholders:

- Identify areas for improvement.
- Promote employee well-being.
- Enhance overall job satisfaction and productivity.
- Attract and retain talent.
- Foster inclusive and sustainable economic growth.

Some specific ways in which having a job quality framework can help with prioritizing job quality investments for these groups:

Organizations:

- Improve wages and benefits: Ensure compensation is competitive and provides a self-sufficiency wage, including access to things like healthcare and retirement plans.
- Enhance workplace culture: Invest in DEIA (Diversity, Equity, Inclusion and Accessibility) initiatives and foster respectful, inclusive environments.
- Provide growth opportunities: Offer training, mentorship, and clear advancement paths for employees.
- Ensure job security, safety and predictability: Minimize reliance on precarious work arrangements and provide stable scheduling.

Policymakers:

- Enact fair labor standards: Review wage adequacy, ensure paid leave, and strengthen worker protections.
- Fund workforce development: Invest in training programs, apprenticeships, and upskilling initiatives.
- Promote inclusive employment: Support programs that expand access to good jobs for underrepresented populations.

Stakeholders: (e.g., investors, community leaders, workforce boards)

- Support responsible businesses: Prioritize partnerships and investments in companies that value workers and job quality.
- Facilitate collaboration: Help align efforts across sectors to create local or regional strategies for better jobs.
- Elevate worker voices: Engage directly with workers to understand their needs and experiences in the labor market.

Establishing a job quality framework within Washington’s Talent and Prosperity for All (TAP) plan equips organizations, policymakers, and stakeholders with the tools to invest in better jobs, support inclusive economic growth, and ensure that workers across the state have access to stable, equitable, and self-sustaining employment.

Survey Purpose

Rather than adopting an existing national or geographic framework, the work group prioritized hearing directly from Washingtonians first. The TAP job quality work group conducted this survey to understand which specific job quality elements matter most to Washingtonians. The work group aimed to respectfully lift these voices, recognizing the value they bring to strengthening Washington’s overall economic well-being. The goal is to use the key findings, along with other research, to shape strategy, strengthen messaging, and encourage policymakers, employers, funders, workforce development practitioners, and government agencies to take action in advancing job quality across the state.

Executive Summary

The Job Quality Survey highlights some key factors that respondents consider essential for a quality job.

- The survey results underscore the need for:
 - Fair compensation, including benefits
 - Job safety and security, including worker rights and protections for workers to organize or form a union
 - Supportive workplace culture
 - Career growth opportunities
 - An ethical and intentional approach to modern technology and AI adoption

Job quality is a multifaceted and evolving concept. What constitutes a quality job can differ greatly depending on individual needs and values—some may prioritize flexible schedules, union representation or remote work options, while others might focus more on salary, benefits, or long-term stability. Additionally, the ability of employers to offer these job quality components often varies by industry, size, region, or other factors. For instance, tech companies in urban areas may be better equipped to provide remote or hybrid work and higher salaries, while small businesses or rural employers might emphasize job security, organizational culture, and community connection. Understanding and improving job quality requires acknowledging these diverse preferences and constraints.

Respondents told us for a job to be considered a quality job, they expect fair pay and comprehensive benefits, as together, these job quality elements form the foundation of a quality job, promoting financial stability, well-being, and long-term satisfaction for employees and their families. We also heard that they prioritize job security and safe working conditions because they foster stability, enabling employees to stay focused, be more productive, and support their mental well-being. They also told us that the ability to form and join unions, is a fundamental worker right that strengthens other job quality principles by improving pay, benefits, and overall conditions. Respondents also voiced the importance of opportunities for career advancement and professional development, that upward mobility drives economic growth and personal self-worth, while ongoing recognition of employee contributions fosters a sense of value and appreciation.

When it comes to the adoption of modern technologies, including AI, respondents want to see this done in ethical and intentional ways that prioritize workforce development. Technology should be used to support and enhance employee performance—not replace it—with informed, transparent policies guiding its use. While AI adoption in the workplace offers potential for productivity gains and

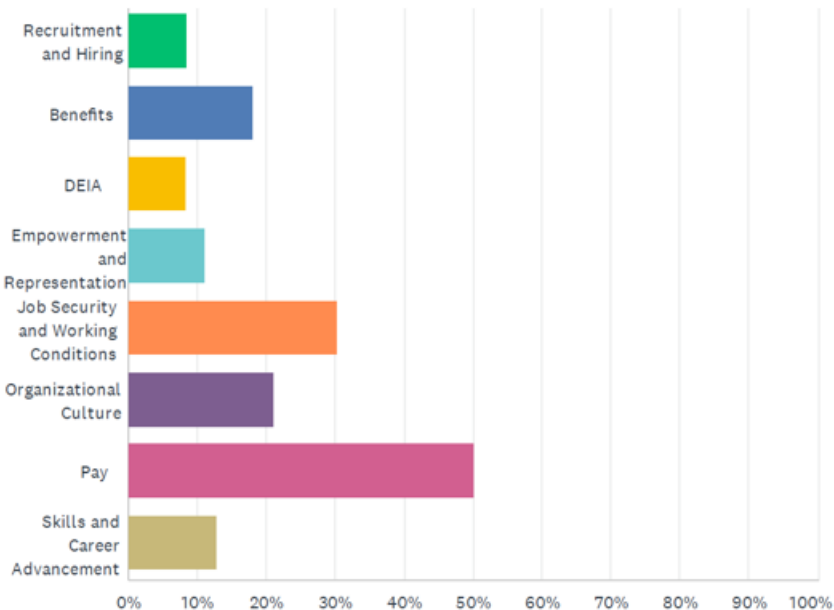
improved job quality, it also introduces significant challenges related to job displacement, skill gaps, and worker well-being. To harness AI's benefits equitably, coordinated efforts—including investments in training, modernized social protections, and inclusive workplace policies—are essential to support high-quality employment and economic resilience. They believe that a quality job begins with fair pay and benefits, but is elevated by an inclusive, engaging culture that fosters mutual growth, employee loyalty, and long-term commitment.

The survey results suggest that organizations aiming to attract and retain talent may consider prioritizing these areas while addressing evolving workplace trends such as AI integration and flexible work arrangements. These insights could inform Washington's efforts to improve job quality through policy, employer engagement, and workforce development. It should be noted that the survey findings are just the first step in developing a job quality framework for Washington state. Additional research and analysis are needed before making formal recommendations.

Key Findings

When asked which of the eight Good Jobs Principles they believe is the most important, respondents reported that the **top three job quality factors** were:

1. Pay (50%)
 2. Job Security and Working Conditions (30%)
 3. Organizational Culture (21%)
- Other factors by the numbers: Benefits (18%), Skills/Career Advancement (13%), Empowerment and Representation (11%), followed by Recruitment and Hiring (9%), and Diversity, Equity, Inclusion, and Accessibility (8%).



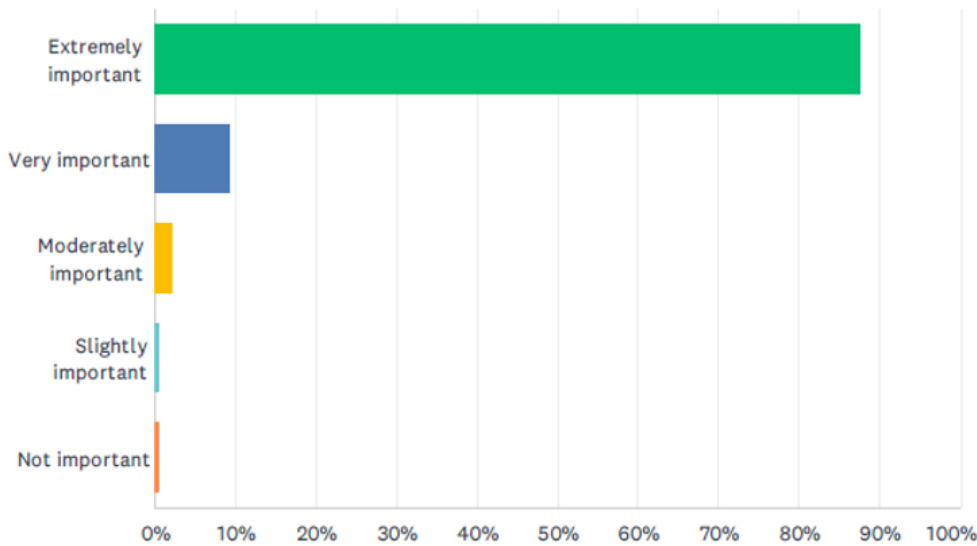
Note: [The U.S. Department of Commerce and Department of Labor's 8 Good Jobs Principles](#) were used as a guiding light in the survey design). Respondents could select more than one answer, so the total percentage for this question is higher than 100%.

"These principles are essential to me because they are interrelated and promote equity for everyone. They are fundamental to the quality jobs." -Survey Respondent

When asked if there were **additional principles** or factors that should be included in defining a good job, many of the respondents' comments fit into the existing eight job quality factors. Several categories outside of the original eight surfaced in many comments, such as **work life balance, well-trained managers/leaders, and flexibility**.

Compensation

- When asked “How important is it for employers to pay a competitive, stable, and predictable living wage?” **97%** of respondents said it was either very important or extremely important, underscoring competitive, stable, and predictable pay as a key job quality factor.



Importance of Competitive, Stable and Predictable Living Wage (Washington Job Quality Survey 24/25)

What this tells us:

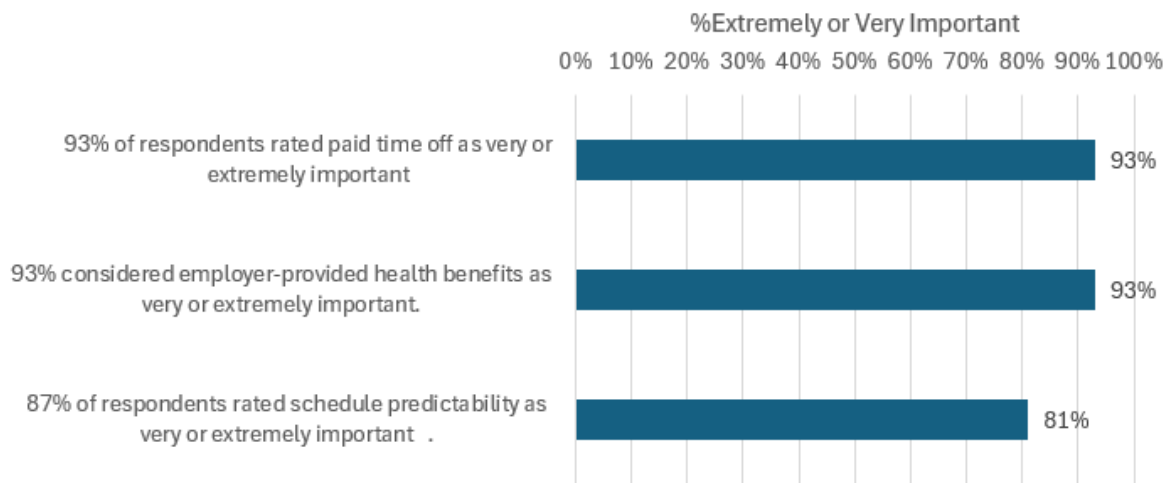
- Wages aren't just about the amount—they're also about consistency and fairness.
- Respondents highly value financial stability and predictability from their employers.

In summary: Fair, steady pay isn't a "nice-to-have"—it's a must-have in the eyes of nearly all workers surveyed.

"Pay is the basic foundation of a job and contributes to the quality of life for the individual and their family." – Survey Respondent

Benefits, Including Flexible Work Arrangements

Job Quality Factors - Benefits



- 93% rated paid time off as very or extremely important.
 - Time to rest and recharge or handle medical, personal or family appointments is a critical component of job quality, not just a perk.
- 93% considered employer-provided health benefits extremely important.
 - Health coverage is viewed as a non-negotiable, essential part of compensation and job security.
- 87% rated schedule predictability as very or extremely important.
 - Workers want control and consistency in their schedules to support work-life balance and personal responsibilities.

These findings underscore that employees are looking for more than just a paycheck—they want stability, well-being, and balance. Offering paid time off, benefits, and predictable schedules are all key to creating high-quality jobs that meet workers' needs and support recruitment and retention for employers.

Flexible Work Arrangements

When asked what types of flexible work arrangements employers should provide, respondents said hybrid work (85%), followed by remote work (77%), flextime (77%), and a compressed workweek (61%).

"Benefits can be a wide range of things, including paid leave and a pension, but other newer benefits, like flexible work hours, flex time off, and others are important to keep your workforce happy and retained." – Survey Respondent

Job Safety, Security

These two findings from the Job Quality Survey highlight that on-the-job safety (physical and psychological) and job security are critical concerns for the workers surveyed. Respondents placed very high value on both safety and job security. They want to feel safe while doing their jobs and feel confident that their jobs won't disappear unexpectedly.

- 93% said that feeling safe on the job was very important.
 - This shows that physical and psychological safety is a top priority for almost all respondents.
- 76% strongly agreed and another 20% agreed that job security is essential.
 - That's 96% total agreement, indicating that having a stable, dependable job matters deeply.



"Job security and safe working conditions significantly impact a sense of stability, allows an employee to focus on their work, be more productive, and can promote mental well-being"

– Survey Respondent

Worker Rights

- **87%** of respondents supported **the right to form and join unions**.
 - 36% of those that took the survey are represented, which suggests a strong public backing for unionization, reflecting widespread recognition of the importance of collective bargaining and worker's rights. One could also conclude that policies favoring union rights might receive substantial public approval.
- **93%** of respondents supported the **right to engage in protected activity** without fear of retaliation.
 - This data indicates there is a strong consensus around the importance of safeguarding workers' rights to participate in activities such as organizing, protesting, or reporting issues without facing negative consequences from their employer. Furthermore, the data underscores a widespread belief in the necessity of protection to ensure a positive work culture that is fair and just.
- **84%** of respondents supported **the right to engage in concerted/coordinated activity** without fear of retaliation.
 - This data shows a strong majority favoring protection for workers who collaborate or act together to address workplace issues, advocate for better conditions, or support each other in disputes. It highlights a widespread belief in the importance of collective action and the need for safeguards to ensure workers can organize without facing adverse consequences.

Worker Rights cont.

Overall, these findings show that workers strongly value their rights to organize, speak up, and take collective action without fear. Freedom of speech or expression, collective action, and protection from retaliation are central to what respondents consider a fair and respectful work environment. Employees want empowerment and representation, not just employment.

WORKER RIGHTS



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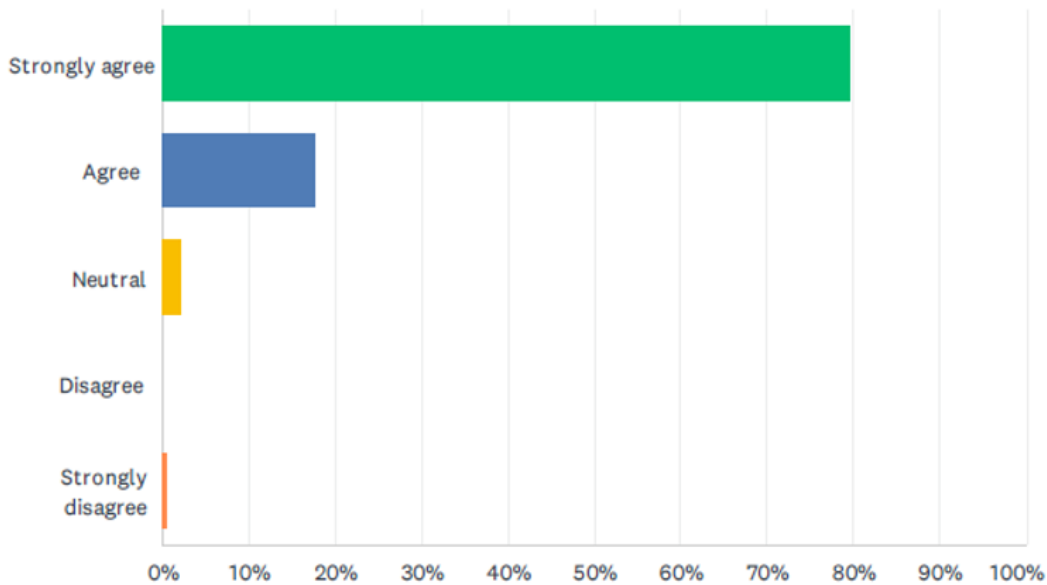
supported the right to
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fear of retaliation

“Unions support the other principles--unions improve pay, benefits, etc. The ability to form and belong to unions should be a fundamental right of workers.”

-Survey Respondent

Workplace Culture

- An overwhelming majority (97%) of respondents believed that fostering a positive and supportive workplace culture is essential.
 - 79% strongly agreed, showing a very strong conviction.
 - 18% agreed, which still reflects clear support, even if slightly less definite.



Importance of Positive and Supportive Workplace Culture (Washington Job Quality Survey 24/25)

What this tells us:

- A healthy workplace culture is a core expectation, not just a bonus.
- Employees want to work in environments that are respectful, inclusive, and supportive, this means an environment where all individuals are valued, treated with dignity, and empowered to thrive, regardless of their background or role.
- Organizations that invest in positive culture are more likely to attract, engage, and retain talent.

"A quality job starts with fair and equitable pay and benefits. When an employer also incorporates an inclusive and engaging work culture, it creates space for growth and learning opportunities, not only for the employee but the employer as well. When an employee has a stake in the game, they are more likely to become a loyal employee with longevity."

-Survey Respondent

Career Advancement & Professional Development

- **99%** of respondents valued professional development opportunities. With 69% considering them very important and 30% moderately important.
- The most favored strategies included employer-sponsored skills training and certifications during work hours, internal promotions, the opportunity to attend conferences, and tuition assistance.

This highlights a strong demand for employer-supported growth and skill-building.

“Upward mobility is closely tied to economic growth and self-value. It also means that organizations are assessing and valuing contributions on an on-going basis which helps people feel seen and appreciated.” -Survey Respondent

Diversity, Equity, Inclusion, and Accessibility (DEIA)

A strong majority of respondents emphasized the importance of Diversity, Equity, Inclusion, and Accessibility (DEIA) in the workplace. More than half (55%) identified DEIA as *essential*, while an additional 23% rated it as *very important*.

This finding underscores that DEIA is not viewed as a supplemental initiative, but rather as a core component of job quality and organizational culture. Workers increasingly expect employers to actively foster inclusive, equitable, and accessible work environments.

“Diversity ensures well rounded organizations and DEIA can address multiple issues in one by using that lens in the workplace. DEIA goes beyond just hiring folks it contributes to culture, ideas, representation, connections with workers, etc.” – Survey Respondent

Recruitment and Hiring

When asked if job postings should be clear and accessible and include detailed descriptions of a variety of aspects, respondents emphasized these aspects:

- Main job functions.
- Clear summary of the role.
- Required skills and competencies.
- Compensation.
- Transparency and clarity in job postings are also extremely important to job seekers. Workers value informative job postings that respect their time and support informed decision-making.

What this tells us:

- Respondents place high importance on clarity and transparency in job postings.
- They want specific information on the core responsibilities, skills and competencies needed, as well as details related to compensation.
- Well-structured, informative postings are seen not just as helpful, but as a sign of respect for the candidate's time and decision-making process.

"The quality aspects of a specific job don't really matter if you are excluded from the opportunity because of unfair recruitment and hiring practices".

-Survey Respondent

Technology & AI in the Workplace

- 84% of respondents believe employers should adopt general AI tools to enhance job performance.
- 64% of respondents said they are very familiar or somewhat familiar with the benefits and disadvantages of the use of AI in the workplace.
- When we examine this data closer, of the respondents that believed employers should adopt AI tools, 58% were very or somewhat familiar with the benefits and disadvantages.

Cybersecurity tools (75%) and collaboration software (73%) were the most familiar and comfortable technologies for respondents. While there is strong support (84%) among respondents for employers to adopt AI tools to improve working conditions and enhance job performance, a smaller proportion (58%) of those supporters are familiar with the potential benefits and drawbacks, highlighting a gap between enthusiasm for AI and understanding of its implications.

This finding suggests that not only should employers consider more education and communication around AI in the workplace to ensure informed support and adoption but also that workers seek meaningful involvement in decision making regarding the integration of AI into their work environment. They likely seek a scenario where AI supplements their work, improves conditions, and enhances their performance without replacing or leaving them behind.

"I think employers should adopt and utilize modern technology, including AI, in thoughtful, ethical ways that help employees develop the skills to use them to benefit the organization. Use should be an informed choice, with clear policies in place to guide use."

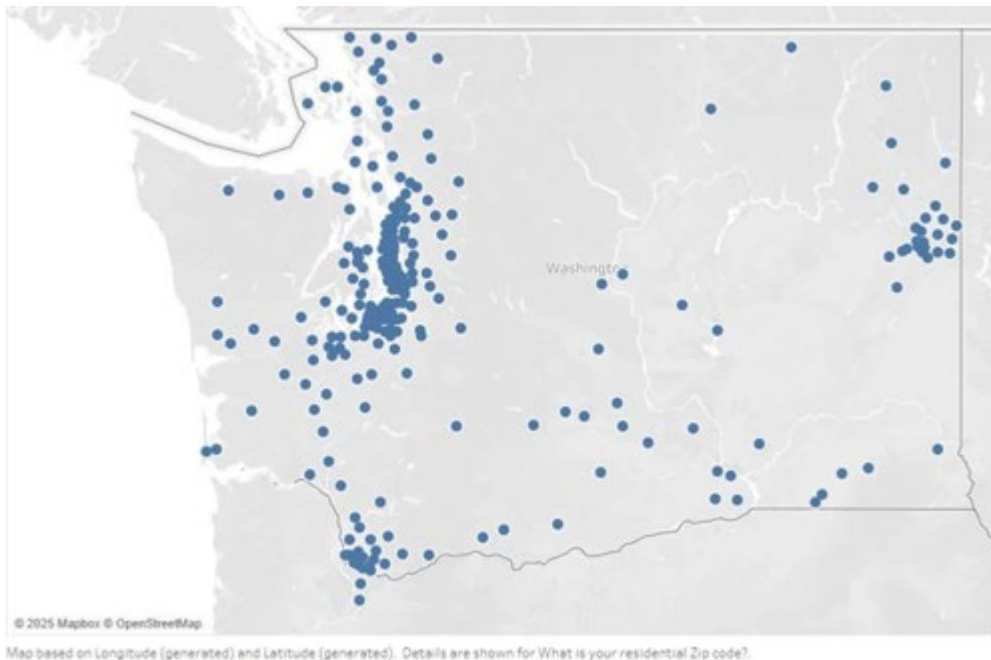
-Survey Respondent

"Technology must be used to improve job performance and assist the workforce, not replace it."

-Survey Respondent

Methodology

- Washington's Job Quality Survey was conducted between November 18, 2024, and February 28, 2025, to assess the experiences and perceptions of job quality among people across the state. The survey targeted adults aged 18 and older, including both employed and unemployed individuals, representing a wide range of occupations and industries. The final survey sample size was 1,068 respondents.
- Data collection was conducted through an online survey. Efforts were made to secure survey responses from people in every corner of the state, including urban, suburban and rural areas, to gain an understanding of the wide-ranging perspectives of what job quality means to Washingtonians. The survey respondent concentration aligns with the state's population density, with King, Pierce, Snohomish, Spokane and Clark counties being the most populated and generating the most responses.



The above Map represents the location of survey respondents by zip code.

- Methods used to reach survey respondents included articles in multiple agency and labor union newsletters, flyers posted at WorkSource Centers, social media posts, links to the survey in email signatures, a press release, and grassroots outreach by members of the workgroup.

While this survey is considered a convenience sample which can have limitations, the findings still offer insight into the importance of job quality factors like family sustaining wages, benefits, on the job safety and job security, the right to organize a union in the workplace, organizational culture, and other key components of job quality.

Demographic Differences

The Job Quality Survey results may disproportionately reflect the preferences, opinions, or behaviors of the following overrepresented groups in the sample, while underrepresenting those of other groups:

- Industry
 - The survey has a higher percentage of respondents that work in government compared to the overall population (41% vs 16% of state per Employment Security Department data ([Total Covered Employment - ESD Employment by Industry](#)) Other top industries represented in the survey were healthcare and social services.
- Sex
 - The survey reflects a predominantly female-identified respondent group (66%) compared to 50% in Washington.
(U.S. Census Bureau, "Age and Sex," QuickFacts Washington Tables, <<https://www.census.gov/quickfacts/fact/table/WA/PST045224>>, accessed on March 10, 2025.)
- Age
 - The survey sample skews older compared to the American Community Survey with a notably higher percentage of respondents aged 41–55 (39% vs. 19%) and fewer under 18 (0.1% vs. 21%). (2023 1-Year American Community Survey Estimates analyzed by the Workforce Board).
- Education Level
 - The survey data reflects more educated respondents, with 68% of respondents holding a bachelor's degree or higher compared to 40% in the general population. Lower education levels are underrepresented in the survey, particularly those with a high school diploma or less (6% on the survey vs. 29% in Washington). (2023 1-Year American Community Survey Estimates analyzed by the Workforce Board).
- Union Representation
 - 36% of respondents of the survey said they were represented by a union, far exceeding the state figure of 16% per the U.S. Bureau of Labor Statistics. This percentage may be high due to the large number of survey respondents in the Government/Public Administration industry, 55% of whom said they are union represented.

Opportunities for Further Analysis

Literature Review (*in progress April-June 2025*)

- Compare survey results against national and state models and other research to contextualize findings.

Policy Impact Analysis

- Use the data to evaluate existing labor or workforce policies (e.g., minimum wage laws, paid leave mandates).
- Model how new or proposed policies could address key findings identified in the survey and literature.

Employer Perspective Research (*planned work group activity in year two*)

- Conduct follow-up research with employers and/or industry groups to understand constraints or opportunities.

Next Steps

- Make recommendations for a definition, model and/or framework for job quality in Washington (*based on survey results and other research*).
- Gather industry, system, and community feedback on proposed framework.
- Determine how to measure job quality in the state.
- Develop an implementation plan for applying the framework, including a timeline, resource allocation and materials needs, communications needs, and action steps.
- Determine what policy changes, investments or initiatives could be included in the implementation.

Acknowledgements

We gratefully acknowledge the TAP Job Quality Work group for their invaluable contributions to the Washington Job Quality Survey, including survey development, outreach, analysis, editing, and writing. Their dedication and expertise were instrumental in bringing this project to life.

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Work Group Sponsor:

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Tab 4

State Workforce Partner Briefing

PRESENTED BY: Will Durden, State Board for Community and Technical Colleges, Becky Wallace, Office of Superintendent of Public Instruction, Dan Zeitlin, Employment Security Department

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

Workforce partner agencies and organizations are invited to update the Board with the latest information about policies and budget impacts resulting from state, federal, and other actions. These updates provide awareness and highlight areas where the Board could support further action.

BACKGROUND:

For the June 18 briefing, the following agencies will be highlighted:

- Employment Security Department
- Office of Superintendent of Public Instruction
- State Board for Community and Technical Colleges (specifically, Basic Education for Adults and Workforce Programs)

Board staff will be working on invitations for presenters for the August 20 Board meeting. If the Board has a request for a partner organization briefing, there will be time to solicit future presenters.

Each presenter will have roughly 20 minutes for their presentation, and 10 minutes for questions. Presenters have been asked to provide a high-level briefing focused on the implications of the current policy/budgetary/financial state of affairs to their agencies and individuals and organizations directly served by their organizations. This should be an overview of how state and federal policy and budget decisions are affecting the ability of agencies and organizations to provide education and workforce development services. Agencies have been asked to speak about workforce issues within the Board's purview and where there is alignment with Talent and Prosperity for All (TAP), the state strategic workforce plan.

Specifically, the Board will hear the most recent updates about:

- The impact of the state budget and policies on the organization's ability to carry out core workforce development responsibilities.
- Current or potential impacts of federal fiscal and programmatic changes on agencies and their ability to carry out core workforce development responsibilities.
- Identifying key areas/ populations/ programs of concern that could be at risk due to these developments.
- How is the agency or system organizing to absorb or address these changes?
- Identifying priorities the Board could advocate for to help address these challenges where there is alignment with TAP.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only.

Tab 5

TAP System Agenda and Budget Review Process

PRESENTED BY: Nova Gattman, Workforce Board Staff

CHECK ONE:

☐ Action Item

☐ Possible Action

☒ Discussion Only

SUMMARY:

Board staff will share an update on the development of a process for the Talent and Prosperity for All (TAP) Legislative Agenda and the RCW-required review of agency budget requests for alignment with TAP.

BACKGROUND:

At the Workforce Board Retreat, Board members requested an update to the process for both the TAP Legislative Agenda and review of agency budget requests as outlined in state law.

Board staff has convened a task team with representatives from business, labor, state agencies, and Local Workforce Development Boards. The task team is working on developing a Board process for the following items:

- TAP Legislative Agenda – System agenda focused on advancing key goals and strategies in TAP. The agenda is voted on by the full Board. Agenda items are historically developed during the Board retreat and finalized in Board meetings.
- Agency Budget Submissions Review Process – This process is laid out in [RCW 28C.18.060\(5\)](#) to review and make recommendations, in consultation with the Washington Student Achievement Council, on operating and capital requests of the operating agencies of the training system for purposes of consistency with the state comprehensive plan for workforce training and education. This process is done in September after agency requests are submitted to the Governor's Office.

STAFF GUIDANCE & RECOMMENDATION:

Discussion only. Board staff will provide an update of the process, plans for next steps, and offer time for the Board to provide additional direction or ask questions.