

TAP Implementation: Phase 2 Work


Talent and Prosperity for All
Washington's workforce development plan



Emily Persky, Workforce Board
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Overview

 5 min




1. Overview and quick update: Now, next and later (10 min)
2. Decision-making protocol: Review/adjust proposal (25 min)
3. What matters most: Pick **criteria** (lenses) (20 min)
4. What options to consider: Apply criteria to update **focus & work** (~40-90 min)
5. What TAP work matters most for phase 2: **Prioritize** (25 min)
6. What moves to phase 2: Choose what to **advance** (25 min)

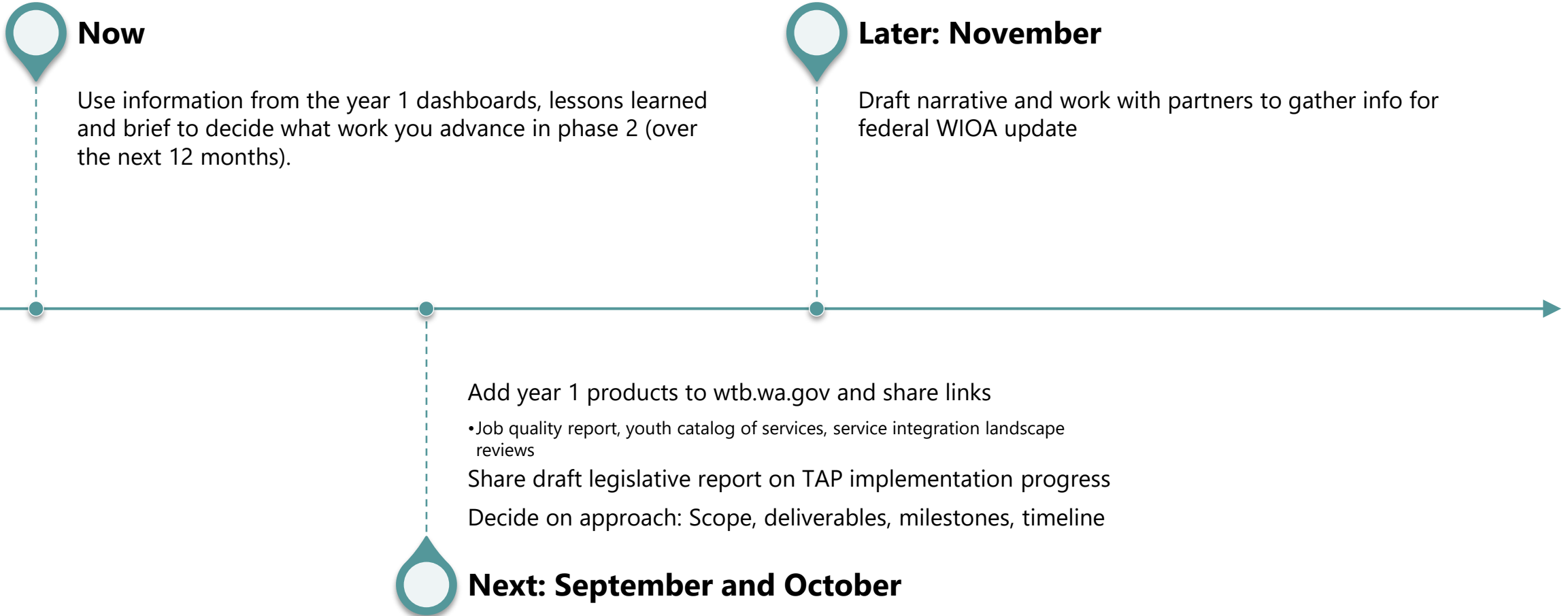
If we don't finish by 2:30 pm today:

- We can go until 3:30 pm. (extra hour) with a 15-minute break
- And/Or schedule a special meeting in September




Quick updates



 5 min






Grounding

 2 min

- Suggestions are a starting point.
- Check  process agreements as we go.
- Focus on the work you want to see happen.
- Work will drive updates to the plans.
- Others? 




Defining success

 2 min


The Board identifies the most critical work to advance over the next 12 months.

What it will take

- Speak up if something doesn't work (facilitation, process, suggestions, etc.)
- Say what you want to see instead.
- Others? 



What's involved – decisions and activities

 5 min

Decision points

Process

1. What matters most?



Pick criteria (lenses)

2. What options will you consider?



Apply criteria (change, add cut focus or work)

3. What TAP work matters most for phase 2?



Prioritize based on criteria

4. What moves to phase 2?




Vote on what to advance for next 12 months

 Check: On track or adjust?



Decision-making tools

 2 min



Informal: Gauge preferences, develop options

Polls

Degrees of consensus (1-5)

All members



Formal: Solidify agreements, direct next steps


Voting members or proxies



Check: On track or adjust?



Consensus scale


 2 min

Consensus = 3, 4, 5



1. Can't support.
2. Have concerns but open to more discussion.
3. Neutral or can live with it.
4. Mostly agree w/minor reservations.
5. Full support.

 Check: On track or adjust?

Consensus process: 1st check

 2 min


1st check: Everyone at 3, 4 or 5?

- Yes  Note and move on.
 - Option to formalize with vote.
- No  Discuss
 - Why 1-2? Adjustments?
Alternatives?
 - Listen for common ground.



 Check: On track or adjust?



Consensus process: 2nd check

 5 min

2nd check: Everyone at 3, 4 or 5?

- Yes  Proceed.
- No  Choose a path
 - Move forward together
 - Majority decides
 - Clarify and defer

Choose a path (if no consensus)


1. **Move forward together**
Remove from consideration for phase 2.
2. **Majority decides**
Keep or remove via formal vote.
3. **Defer and clarify**
Clarify what's needed, revisit at next meeting (assign to staff).

Consider: Is choosing a path situational? Based on what circumstances?

 Check: on track or adjust?



Applying the tools

 5 min

Pick criteria

- Poll
- Discuss results, gauge preferences.
- Summarize agreement
- Optional: Formal vote

Apply criteria to workstreams

- Poll
- Flag workstreams to update
- Discuss and update each workstream.
- Gauge preferences.
(may need to choose path forward)

Prioritize work in phase 2

- Poll
- Discuss results, gauge preferences.
- If no consensus →
Choose path forward

Choose what moves to phase 2

- Poll
- Discuss results, gauge preferences.
- If no consensus →
Choose path forward.



Check: On track or adjust?



What matters most?

Pick criteria for making decisions about what to advance in phase 2.



Criteria – strategic lenses to direct focus



10 min

Criteria

- TAP's Guiding principles
- WTB and Board's role
- Partner contributions and priorities
- Federal and state landscape
- Industry input
- Lessons from year one
- Readiness and knowledge to act
- Others?

Procedure

- Poll #1: Which criteria do you want to use for phase 2?
- View results and discuss
 - Add, cut, modify

Next 👉 Proposals, consensus and agreements



Criteria - Proposals, consensus, agreements



10 min



What options to consider?

Apply criteria to suggestions in decision brief
(change, add, cut work or focus)



Based on criteria, what needs updating?



10 min

Workstreams

- System resilience (system)
- System integration (system)
- Performance, evaluation & accountability
- Industry
- Job quality
- Credentials
- Youth

Procedure

- Poll #2: Which workstreams do you want to update? (change, add or cut suggested focus and work)
- View results and discuss
 - Flag workstreams for updates

Next 👉 Proposals, consensus and agreements



Updates – Proposals, consensus, agreements



5 min



Time check – today vs. special meeting

 10 min

1. What options to consider: Apply criteria, update **focus & work** (~40–90 min)
2. What TAP work matters most for phase 2: **Prioritize** (30 min)
3. What moves to phase 2: Choose what to **advance** (30 min)

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Update focus and work

For flagged workstreams, update the focus and work to reflect criteria and Board members' input



Checklist for making updates

 5 min

Workstreams to update

- System resilience (system)
- System integration (system)
- Performance, evaluation & accountability
- Industry
- Job quality
- Credentials
- Youth

Procedure

- Go one workstream at a time, with current focus & work on the slide.
- Propose changes, cuts, additions to work and focus. Discuss.
- Gauge consensus
(may need to choose a path forward)
- Confirm updates on slide.
- **Where should we begin?**



System resilience: Current focus and work




~10 min

Focus: Prepare our system for federal impacts while staying true to Washington's values and TAP's guiding principles.

Work: Establish a temporary cross-system leadership workgroup to identify system impacts and generate contingency planning recommendations. This group should also review federal accountability parameters under WIOA and recommend which ones the state should continue tracking. Their recommendations would inform legislation to establish these parameters in state law. This group would draw on technical expertise from system integration and performance. It could also consider recommendations and get input from industry, performance and frontline staff. It would explore coordination challenges, risks to service delivery, and opportunities for shared solutions.



System integration: Current focus & work

 ~10 min

Focus: Integrate service delivery and data infrastructure for rapid response to preserve access to benefits and help Washingtonians weather federal impacts.

Work: Convene the frontline staff advisory committee for input and recommendations or connect to existing forums that can provide that perspective. Prioritize service design and data-sharing to support rapid response for new SNAP work requirements and 6-month Medicaid reenrollment requirements. Continue developing core tools for data and service integration that preserve benefits and help customers self-serve while expediting referrals. Advocate for integrated tech and data infrastructure to weather federal impacts. Advise on updates to partners' legacy systems to ensure future integrations.



System integration: Current focus & work



~10 min

Focus: Develop a framework that supports data-informed decision-making.

Work: Continue developing the performance framework with system partners. Align with other statewide plans when possible and incorporate input from interested parties—especially industry. Provide data and analysis to support other TAP-related efforts.



Industry: Current focus & work



~10 min

Focus: Public engagement on proposals that advance TAP priorities.

Work: Convene the Industry Advisory Committee to elevate system improvement proposals. Connect partners to the committee to gather input on their proposals, build coalitions, and increase awareness of TAP-related work. Use the committee as a forum for input, feedback and advocacy.



Job quality: Current focus & work



~10 min

Focus: Apply and center the research-based elements of job quality in our broader policy leadership, coordination and advocacy.

Work: Socialize and gather input on the draft framework. Apply job quality elements in our work across TAP priorities. Elevate the principles and draft framework in forums where decisions are being made, and support partners in integrating job quality into their proposals and programs.



Credentials: Current focus & work



~10 min

Focus: Support the education and training provider community to respond to federal changes.

Work: Encourage education and training providers to analyze the effects of federal aid reductions on enrollment, completion, and workforce alignment—especially in high-demand fields. Partner with SBCTC and other education agencies to support their ongoing efforts that advance TAP priorities. Connect the education and training community to the Industry Advisory Committee to gather input and build broader coalitions of support. Advocate to protect support for education programs and basic needs. Using Washington's Eligible Training Provider List (ETPL), consider ways to strengthen consumer protection for Workforce Pell and 529 savings programs. Monitor federal changes that will affect student participation and success.

Focus: Support TAP-related partner priorities that improve outcomes and respond to federal impacts.

Work: Partner with OSPI and other education agencies to expand access and support for work-integrated learning and CTE. Connect partners with industry and system integration. Elevate industry recommendations to education partners. Advocate to protect support for education programs, out-of-school services and basic needs. May support planning in the event of Job Corps closures and the elimination of WIOA youth services.



Any other updates?



Prioritize workstreams

Prioritize updated workstreams for phase 2 of TAP



Prioritize updated workstreams



10 min

Workstreams

- System resilience (system)
- System integration (system)
- Performance, evaluation & accountability
- Industry
- Job quality
- Credentials
- Youth
- Any others?

Procedure

- Poll #3: Which workstreams are most essential to advance?
 - Use criteria to rank in order of most to least essential.
- View results and discuss

Next 👉 Proposals, consensus and agreements



Prioritizing – Proposals, consensus, agreements



15 min



What moves to phase 2?

Choose what to advance over the next 12 months



Vote on what to advance to phase 2

 10 min

Workstreams


- System resilience (system)
- System integration (system)
- Performance, evaluation & accountability
- Industry
- Job quality
- Credentials
- Youth
- Any others?

Procedure

- Poll #4: Which workstreams do you support advancing in phase 2?
 - Are there any workstreams you're opposed to advancing in phase 2? If so, which ones?
- View results and discuss

Next 👉 Summarize agreements and proposals

Advancing – Proposals, consensus, agreements

 15 min



Next steps



10 min