TAP Implementation: Phase 2 Work

Talent and Prosperity for All
Washington's workforce development plan

Workforce
Training & Education Coordinating
Board
WASHINGTON

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Orienting

✅ **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.

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.

Consensus scale

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: 2nd check

⏱️ **3 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).

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Update focus and work

For each strategic priority area, what should the focus and work be over the next 12 months if it were to move forward?

Checklist for making updates

Workstreams to update

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

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.

Youth: Current focus & work

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

Work: Partner with OSPI, other education agencies and partners supporting youth in the workforce to expand access and support for work-integrated learning, CTE (e.g. youth apprenticeship and pre-apprenticeship) and dual credit. 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, the elimination of WIOA youth services, Americorps and other federal programs that support youth work experience.

Focus: Support the education and training provider community to respond ⏱ **~20 min** to federal changes in ways that **improve credential mobility and portability.**

Work: 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 for policies that **improve credential mobility and portability.** Advocate to protect support for education programs and basic needs. Using Washington's tools—such as the Eligible Training Provider List (ETPL) and state approval processes for credential, degree and registered (pre-)apprenticeship programs—to consider ways to strengthen consumer protection for Workforce Pell and 529 savings programs. Monitor federal changes that will affect student participation and success. Encourage education and training providers to analyze the effects of federal aid reductions on enrollment, completion, and workforce alignment—especially in high-demand fields.

Quick review of what we've done so far

Workstreams to update

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

Procedure

- About 5-10 minutes per slide
- 1-2 minutes to read.
- Any new info, changes or updates we need to adjust for?
- Gauge consensus and confirm

⏱ ~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 from business and workers. Apply job quality elements in our work across TAP priorities. **Identify which sectors and types of employers may need tailored support to improve job quality. Acknowledge that not all elements of job quality are feasible for every industry or business model and emphasize the ones that are achievable.** 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.

⏱ ~5 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. Identify strategies to get more individual biz/labor input into state policies and programs. Consider leveraging LWDBs, SBCTC's industry committees for programs, the WSATC and others. Articulate how this committee fits into broader landscape of industry advisory committees generally in state government. Consider connections, opportunities, ways to combine or streamline. Explore ways to leverage existing forums and committees.

Focus: Develop a framework that supports data-informed decision-making. ⏱ ~5 min

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. **Establish cadence, norms for the Board to regularly review existing program and system performance measures (dashboard).** Apply a plan, do, check, act (or similar) model. Incorporate info (investments, outcomes, etc.) from private system efforts (e.g. registered apprenticeship programs run by partnerships between labor unions and employers).

Implications: Two tracks that we can develop in tandem: **1.** Existing measures for review and PDCA-style approach, program and cross-system measures. **2.** Developing framework and measures for future reporting. **3.** Find opportunities to streamline and consolidate the groups involved: Data Governance Council, data integration project, performance workgroup.

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Focus: Integrate service delivery and data infrastructure for partners to ⏱ **~5 min** collaborate on rapid response to preserve access to benefits and identify new opportunities to help Washingtonians preserve access and achieve their career goals.

Work: Convene the frontline service-delivery staff from multiple agencies and organizations + SNAP SMEs from DSHS 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 supporting partners and customers with **new SNAP work requirements and 6-month Medicaid reenrollment requirements. Leverage Data Governance Council and mechanisms.**

Data integration: 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. Advise on updates to partners' legacy systems to ensure future integrations.

Focus: Build a system that is resilient to impacts and preserves access to services while staying true to Washington's values and TAP's guiding principles.   ⏱ ~5 min

Work: Support and participate in state-coordinated efforts to identify system impacts and generate contingency planning recommendations. If existing groups request/direct, WTB may lead a subgroup on specific issues. ~~Their recommendations would inform legislation. 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.~~

~~**Consensus:** Reach out to agency heads or leaders (those not on WTB) before deciding whether to move it forward. Gauge interest. New group or existing group? Define purpose based on need and/or subsumed into system integration. Data Governance Council.~~

Question: Have any new groups formed since we developed this?

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⏱️ 5 min

Prioritize updated workstreams

Prioritize updated workstreams for phase 2 of TAP

Prioritize updated workstreams

⏱ 5 min

Workstreams

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

Procedure

- Poll #4/5: Which workstreams are most essential to advance?
  - Use criteria to rank in order of most to least essential.
- <u>View results</u> and discuss

Next 👉 Proposals, consensus and agreements

Poll results

2. Which workstreams are most essential to advance in phase 2? Rank in order of most to least essential

#	Workstream	
1	System integration	
2	System resilience	
3	Performance, evaluation and accountability	
4	Industry	
5	Credentials	
6	Job quality	
7	Youth	
8	Others?	

2. Which workstreams are most essential to advance in phase 2? Rank in order of most to least essential

#	Workstream	
1	System resilience	
2	System integration	
3	Youth	
4	Industry	
5	Performance, evaluation and accountability	
6	Credentials	
7	Job quality	

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Prioritizing – Proposals, consensus, agreements

- From Eleni
  - **System resilience and integration** - combine
  - **Industry and job quality** opportunities, also opportunity for
  - **Credentials** will have immediate work (Workforce Pell) – co-led between SBCTC and WTB
- From Gary:
  - OSPI and SBCTC could collaborate and take the lead on youth
  - Credentials and SBCTC
- Clarification – what it means to lead a priority for OSPI, SBCTC, WTB and others and what it means to "move something forward"
  - Guidance
    - Only create new, separate groups if there isn't an existing group, forum, etc.
    - Bring economic success for young people to existing youth forums, groups, collaboratives, etc.
    - Make connections between LWDB youth programs, often in partnership with SBCTC
  - If something doesn't move forward it doesn't mean it doesn't happen, but it does mean that WTB staff will not be the leads. WTB staff would support, participate and in partner-led efforts and initiatives, advocating for TAP alignment through existing project teams and policy development forums.

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⏱ **10 min**

- Proposals for ways to combine after deciding what moves forward
  - **System resilience and integration** - combine
  - **Industry and job quality** opportunities, also opportunity for
  - **Credentials** will have immediate work (Workforce Pell) – co-led between SBCTC and WTB

What moves to phase 2?

Choose what to advance over the next 12 months

Vote on what to advance to phase 2

⏱ **5 min**

Workstreams

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

Procedure

- Poll #5/5: 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?
- <u>View results</u> and discuss

Next 👉 Summarize agreements and proposals