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West Sound Work Force

VICE CHAIR
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Haselwood Chevrolet Buick GMC

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OLYMPIC WORKFORCE DEVELOPMENT COUNCIL MEETING

Tuesday, February 13, 2018
10:00 a.m. – 1:30 p.m.
Fort Worden, Commons Port Townsend, WA

Committee Meetings 9:00 a.m. to 9:50 a.m. - Lunch served at 11:30.

A G E N D A

1. Call to Order (10:00 a.m.)
2. Welcome
3. Approval of Agenda / Welcome Speakers
4. Approval of Meeting Minutes from Nov 14, 2017 (Attachment 4.a.) **pg. 2**
5. Presentations
   a. Adverse Child Experiences – Jeff Allen, OESD (10:10 – 10:25)
   b. Resiliency Research – Joy Lile, Washington State Extension (10:25 – 10:45)
   c. Veterans Completion Program Western Washington University – Heather Hutchins (10:45 – 11:00)
   d. Diversity in the Workplace – Sarah Oliver, OWDC (11:00 – 11:10)
   e. Digital Literacy Program – Elizabeth Laukea, Washington Secretary of State's Office (11:10 – 11:30)

(Lunch service 11:30 a.m.)

<u>Discussion/Action Item(s)</u> (12:00)

6. Carol Padovan, Dept. of Labor (12:00 – 12:20)
   Q&A with Carol Padovan
7. Executive Committee Report Out (12:30 a.m.)
   a. Executive Summaries – January 17, 2018 (Attachment 7.a.) **pg.22**
   b. Roster (Attachment 7.b.)
8. Operations Committee Report (12:45 pm)
9. Economic Development and Business Committee Report (1:00 p.m.)
10. Youth Committee Report/YouthBuild Update (1:15 p.m.)
11. Good of the Order

Next Meeting: **Tuesday, May 8, 2018, 7 Cedars Golf Club, Sequim**

OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MINUTES
November 14, 2017

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) meeting was held at the Kiana Lodge in Suquamish, WA on November 14, 2017. Monica Blackwood called the meeting to order at 10:13 a.m.

2. ANNOUNCEMENTS

Introductions were conducted around the table. Elizabeth Court announced Deb Howard's resignation from the board. She introduced new members; Kevin Gallacci, Executive Director, Clallam Transit, Jeff Cartwright, HR Director, from Kitsap County Transit, Anna Reyes Potts, General Manager and Business Development, TMF, Anna Winney, HR Director, Martha and Mary.

3. APPROVAL OF AGENDA

Motion: David McMahan moved to approve the agenda as presented. Marilyn Hoppen seconded the motion. Motion carried unanimously.

4. APPROVAL OF MINUTES SEPTEMBER 12, 2017

Motion: David McMahan moved to approve the OWDC Meeting Minutes as presented. Jim McKenna seconded the motion. Motion carried unanimously.

5. ACTION / NOMINATION

Motion: Matt Bench moved to nominate Aschlee Drescher as the Vice Chair of the OWDC. Monica Blackwood seconded the motion. Motion carried unanimously.

6. PRESENTATIONS

a. Mike Robinson opened the floor by announcing that the presentations would include state and local businesses that support Veterans employment initiatives. Presentations began with Rachel Bailey, Assistant Director, Department of Veterans Services for Labor. Rachel Baily discussed her personnel team of 264 staff who specialize in Washington. She explained how her department handles the investigations around Sarah's Law, ensuring protection of employer and veterans benefits. She discussed Veteran's Preference and Jobs for Veterans State Grant (JVSG). She gave details on the Transition Program including support of Stand Downs across the state that provide services to homeless veterans. She confirmed that the number one priority of the department is to support disabled veterans.

b. Mike Robinson introduced Mike Albert Carsey, Administrator for Worksource in Auburn, WA. Carsey talked about how Joint Base Lewis and McCord (JBLM) is working to launch a partnership with Worksource. He talked about the changes that have emerged from the National Veterans Training Institute (NVTI) and the 3 courses offered by means of eLearning and 1 course that is offered in Dallas, TX. Carsey explained how the courses are designed to support and train staff so they are equipped to engage and serve Veterans when they return from service. He discussed the Disabled Veterans Outreach Program (DVOP) which aids Veterans with significant barriers to employment. The DVOP program requires that 50% of Veterans are entered into case management. He highlighted the Yes Vets program that recognizes employers who hire Veterans. The Yes Vets program does well with bumper sticker marketing and currently has 550 + employers engaged with 1,980 hires. The program connects with employers via Linkedin and they further work to assist job seekers in maintaining professional profiles. Carsey explained the SWOT Analysis to include its strength of having motivated staff and its weaknesses being the difficulty with integration, due to no supportive service funding. Explanation was given on the 2.7% Veteran unemployment rate, the lowest national rate since 2020. Carsey stated that Veterans ages 18-24 are a challenged group with many returning to school.
Mike introduced Dennis Brown from Building 9 in Port Orchard. Dennis ran the Veterans program in King county before coming to Kitsap county. Dennis shared the WDVA Fast Facts handout. The handout showed the services offered by the Washington Department of Veteran Affairs (WDVA). He explained how Building 9 is a (GDP) Grant Per Diem Program. Only 3 states have a GDP; Washington, Wisconsin and California. The GDP provides a 60-bed facility at Building 9. Of those beds, 40 of them are reserved for intensive case management. Building 9 also includes a separate woman's wing. A veteran's stay at building 9 is dependent on trauma. Some can find housing within 120 days, others require intensive support and need 1-2 years. Dennis explained the importance of partnerships which help to keep Building 9 thriving These include; Worksource, Department of Licensing and Kitsap Bank. Building 9 transports residents to American Lake to receive medical and psychiatric treatment. He discussed the Bridge Program and the need for affordable housing. He concluded with tax break incentives for Veteran owned businesses.

c. Mike Robinson introduced Chad Hutchins, Local Veterans Employment Representative for Worksource Kitsap. Chad works with employers, connecting veterans to jobs. Chad explained the supportive services offered including teaching interview skills and building resumes. He explained the services that are offered to employers. One service is a tailored meeting designed to find out exactly what skill set a company needs, to best match potential veterans with these jobs. They further offer advertising and marketing for the company.

d. Mike introduced Nancy Zeller's, retired Marine Corps Veteran and Outreach Case Manager, Worksource Kitsap. She discussed outreach efforts which include getting many veterans from rural areas to attend Stand Downs twice a year. Mike McEvoy is a leading Champion in this area for veterans and a great resource. She discussed the partnership with Maritime Solutions. Their current efforts are focused on getting more veterans involved in the Maritime industry.

e. An award was presented from the YES VETS program for Hiring Veterans.

7. DISCUSSION

a. OLYMPIC CONTRUCTION PARTNERSHIP

A partnership with the Construction Center of Excellence will enhance the focus on internship in the sector.

b. HEALTHCARE SURVEY

Elizabeth Court announced that the survey had been completed but by request of the Olympic Consortium Board, additional research will be conducted in this sector.

c. CAREER CONNECTED LEARNING

Through the STEM Partnership the Career Connected Learning grant was applied for. This grant will assist out of school youth.

8. EXECUTIVE COMMITTEE

Monica Blackwood recapped on the main items of discussion to include The Olympic Construction Partnership, Healthcare Survey, and Career Connected Learning. She stated that the committee went in depth on the Healthcare Survey, mainly stating that the results of the survey were not surprising but that ultimately it was decided that there needed to be more input from industry professionals.

9. OPPERATIONS COMMITTEE

Margaret Hess gave updates on the focus of integrated service delivery and the goal of getting people back to work as seamlessly as possible. She further mentioned the importance of keeping track of all the good work they do. Margaret reviewed the WIOA Performance Report and discussed federal allocations, contract accuracy and being on target with expenditures. She highlighted the increasing stability of the economy, where more people are getting off public assistance and returning to work. She concluded that the majority of current client base are those with multiple barriers.

10. ECONOMIC COMMITTEE

Jim McKenna discussed services offered to employers including hiring events and job fairs. He discussed the Annual Awareness Forum, highlighting the awareness of disabilities was being sponsored by the Department of the Navy.

11. YOUTH COMMITTEE

Sarah Oliver discussed the dynamics of three different generations in the workplace, all with varying sets of values. She stated the topic for discussion was looking at the strategies for meeting in the middle.

GOOD OF THE ORDER

NEXT MEETING

The next council meeting is scheduled for Tuesday, February 13, 2018, Fort Worden, Port Townsend

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 1:00 p.m.

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ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING

Tuesday, February 13, 2018
9:00 a.m. – 10:00 a.m.
Fort Worden, Port Townsend, WA
See Team Members for Breakout Room Locations

Committee Meetings 9:00 a.m. to 10:00 a.m. - Lunch served at 11:30.

A G E N D A

1. Call to order (9:00 a.m.)

2. Introductions

3. Approval of Agenda

4. Approval of November 14, 2017 Summary (Attachment 4.1) **pg.7**

5. Discussion Item(s)/Action Item(s)

   a. WorkSource Employer Services
   b. Olympic WDC WorkSource System Performance Dashboards
   c. Marketing and Outreach Efforts, WWA Branding and Media Updates
   d. Upcoming Hiring Events

6. Other Business

   a. Sub-committee Update

7. Adjourn (9:50 a.m.)

OLYMPIC WORKFORCE DEVELOPMENT
ECONOMIC DEVELOPMENT COMMITTEE MEETING MINUTES
November 14, 2017

Attending: Kevin Gallacci, Julie Hatch, Ken Monica Blackwood, Larry Eyer, Robin Hake, Jim McKenna, David McMahon, John Powers, Julie Tappero, Hildo Rodriguez, Patrice Valero – Daylo, Michael Robinson.

Meeting called to order. John Powers
Motion to approve agenda. Dave McMahon
Second: Julie Hatch
Approved. All
Approve minutes of last meeting. Jim McKenna
No changes. All
Note: Mike Robinson acknowledged change in agenda as guest Speaker from Construction Center of Excellence unable to attend and would like to reschedule.

Review of WorkSource Employer Services:

Mike Robinson provided overview of WDA1 LMI and available dashboards for public review noting Clallam had a slight decrease in unemployment from 6.2 to 5.9, while Jefferson rose from 5.5 to 5.7 and Kitsap remained unchanged at 4.6. Mike noted new tech trend "Uber Eats launching in Kitsap and how this might affect traditional food delivery services from the foodservice businesses, particular with youth and part-time workers.

Dashboards available at https://esd.wa.gov/labormarketinfo/WorkSource-system-performance with ability to drill down WDA region and state overview for jobseekers and employers served including exits and wages.

Local efforts and Updates WorkSource Business Service Staff:

Hildo Rodriguez discussed Kitsap county outreach efforts and recap of hiring events and highlights. Also provided a preview of WorkSource Kitsap's "Hot Jobs" listing to members and discussed how to provide this service as an additional service to listing positions and the added benefits of conducting the Hot Jobs. Also highlighted Ability Awareness Event which was partnered with Department of Vocational Rehabilitation and Department of the Navy, Office of Civilian Human Resources and the Olympic Workforce Development Council staffs contributions. Julie Hath posed question of bringing event to Clallam. Mike Robinson reminded that the Department of the Navy as the driver of the event and would discuss with the Ability Awareness Team and look at options for future events that weren't contingent ion federal employment. Many of the employers were federal hiring managers learning about Schedule A noncompetitive employment. The event also highlighted "live resumes" from all the participants and a reverse job fair held. To date 4 participants have been offered positions.

Hildo Rodriguez discussed upcoming hiring event with the Department of the Navy Naval Facilities Northwest where DON staff look to hire over 125 positions in skilled and trades positions for Naval Subbase Bangor, Indian Island, Evert, and Keyport. The flyer was provided in the handouts. Dave McMahon recommended the addition of Background and Drug testing requirements which most understand as a requirement. Mike Robinson informed that the Navy's Public Affairs Officer approved the flyer based on the contributions from the employer and noted it would be passed along to the employer for future events.

This prompted discussion on background checks and employer incentives. Julie Tappero recommended bringing in a speaker on the subjects and most members of the group echoed this request. Mike Robinson agreed to request a speaker on background checks, Bonding, WOTC programs. Larry Eyers discussed bring in someone who helps with removal of barriers. Monica Blackwood suggested bringing in employers or perhaps SHRM to discuss how employers can utilize some of the WorkSource and Employment Security Department incentives and educate employers. Mike informed that as Operator he is working with the Business Service teams to develop an employer forum where this topic can be shared, but that is was also a good idea to bring to the committee meeting as a topic. Both Larry Eyer and Monica Blackwood pitched the idea of developing a subcommittee to work on removal of barriers for jobseekers and educating employers on the certain needs from barriers that jobseekers have and help develop methods to remove barriers. This concept was welcomed by all and opposed by none. Mike accepted role to facilitate and bring group together and would extend full committee invitation after the committee meetings.

Jim McKenna recommended moving back onto agenda to allow time to finish. Patrice Valero – Daylo provided an overview of her outreach efforts with Clallam and Jefferson County WorkSource offices. Discussed several hiring events which only had 12 participants. Discussed upcoming UPS hiring event at WorkSource Port Townsend which is looking for space to accommodate the event. Robin Hake offered to look into the county availability for resources. The issues is the cost. Jim McKenna mentioned it's the council's duty to assist the WorkSource System and to fall back on them as needed, all concurred.

Patrice mentioned that wages appeared stale, and Monica mentioned as an employer they conduct LMI and make offers contingent upon the economy LMI and employee's skill sets. Wages are lower compared to similar occupations compared to high dense populations such as Seattle-King County.

Review of WDA1 Employer and Customer Satisfaction Survey: Information not available as account payment was not paid as staff thought this was a fraudulent activity and it took some time to reinstate and fund the account. Data was being collected but unable to retrieve the data until payment received. Mike discussed that this should be resolved within a week and be available at next meeting.

Other WorkSource Economic Development Committee Business:

Special guest Cecile Bamer, Outreach Coordinator for Construction Center of Excellence was scheduled to speak but had to change plans. Reschedule TBD. It was mentioned that perhaps introduction to the Next Gen Construction Sector initiative would be beneficial.

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OPERATIONS COMMITTEE MEETING

Tuesday, February 13, 2018
9:00 a.m. – 9:50 a.m.
Fort Worden, Port Townsend, WA
See Team Members for Breakout Room Locations

Committee Meetings 9:00 a.m. to 10:00 a.m. - Lunch served at 11:30.

A G E N D A

1. Introductions

2. Approval of Agenda

3. Approval of November 14, 2017 Summary (Attachment 3.a) **pg.11**

4. Discussion Item(s)/Action Item(s)

   a. Outreach Efforts
   b. Integrated Service Delivery
   c. Olympic Performance Report PY17 – QTR 2 (Attachment 4.c) **pg. 13**
   d. Olympic WDC WorkSource System Performance Dashboards PY17 Q1 and Q2 (Attachment 4.d) **pg.15**

5. WorkSource Systems Policies and Procedures Update

6. Monitoring Visit in December 2017

7. OWDC Roster (See Council's Business Meeting Agenda – Attachment 7.b)

8. Other Business

9. Adjourn

Operations Committee Summary
November 14, 2017

Attendees: Felix Vicino, Port Townsend Paper Corporation; Margaret Hess, Employment Security Department (ESD); Gina Lindal, Department of Social and Health Services (DSHS); Laura Brogden, Peninsula College; Amy Hatfield, Olympic College; Trish Tierney, Kitsap Community Resources; and Kathy Gross, staff to the WDC.

Approval of Agenda: the agenda was approved as written.

Approval of September 12, 2017 Summary: the summary was approved as written.

Discussion Items:

Integrated Service Delivery (ISD) Update –

Due to the ISD Basic WIOA co-enrollments, as of September 30, 2017 the total basic and full enrollments were 461 (73% of total full enrollments) for WIOA Adult; and 218 (40% of total full enrollments) for WIOA Dislocated Worker.

Olympic Performance Report PY 17 Quarter 1 –

Reviewed the report and discussed the following:

ESD

Expenditures were below 90% of Planned for **WIOA Adult** in Clallam, **WIOA DW** in all three counties, and **Rapid Response Additional Assistance** due to not receiving the tuition bills for obligated funds until the end of the month after the end of the quarter.

KCR

Expenditures were below 90% of Planned for **Rapid Response Additional Assistance** due to not receiving tuition bills until PY17 Q2. Expenditures are on track to spend out by the end of Q2.

OESD

Expenditures were below 90% of Planned for **WIOA YouthWorks** in Kitsap County due to staff changes early in the project. The unexpended staff dollars have allowed 3 additional youth to participate in the program. Funds have been allocated to support the additional participant's hourly wage, certifications, and supportive services. In addition, youth who are currently working are paid two weeks into the new quarter.

Washington State and Olympic WDC WorkSource System Performance Dashboard PY 2017 Q1 –

Reviewed the report and discussed the following:

> At the September meeting, members asked which occupations were included in the Employer Dashboard "Top 5 industry sectors posting jobs". In response to that request, ONET codes and descriptions were distributed to the committee members that provided the occupations for each of the PY 17 Q1 "Top 5 industry sectors posting jobs".
>
> Amy Hatfield asked Margaret Hess about customized training, and Margaret said that they were open to that. Amy also stated that Olympic College is providing shorter term training (an example of which is the Cybersecurity Certificate of Completion); and that they hired an I-BEST coordinator about a year ago and are working to increase enrollments in that program.

WorkSource Systems Policies and Procedures Update:

Still in process. OC staff will provide the updated policies to the Operations Committee members for review at the February meeting.

PY 16 WIOA Monitoring Report Review:

Distributed the State Monitors Management Letter and report dated November 2, 2017 to members.

The state monitoring team sent the PY 16 Monitoring Report to the OWDC on November 2nd. No findings were identified during the review, but the team did make some observations that have since been resolved (*see September Ops Committee notes for the observations*).

Monitoring Visit in December 2017:

Notified the committee members that the State Monitoring Team will conduct the PY 17 WIOA Monitoring Review the week of December 4th. The onsite review will cover the WIOA Adult, Dislocated Worker, and Youth programs, as well as an administrative and fiscal review.

The results of the review will be provided to the Committee at the February meeting.

OWDC Roster: Please contact WDC staff if you know of any businesses interested in joining the OWDC.

Other Business: none**.**

WIOA Performance Report - PY 17 Q2 (July 1, 2017 to December 31, 2017)

WIOA Formula Programs

Olympic Educational Services District*

Kitsap County Youth	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	56	45	124.4%	70
Exits	10	10	100.0%	20
Placed in a Job	9	5	180.0%	10
Placement Rate	90%	50%	180.0%	50%
Expenditures	$157,622	$ 152,337	103.5%	$ 304,668
Clallam County Youth				
Participants	30	27	111.1%	35
Exits	5	5	100.0%	8
Placed in a Job	5	3	166.7%	5
Placement Rate	100%	60%	166.7%	63%
Expenditures	$69,390	$ 67,920	102.2%	$ 135,836
Jefferson County Youth				
Participants	14	10	140.0%	13
Exits	2	2	100.0%	4
Placed in a Job	2	2	100.0%	3
Placement Rate	100%	100%	100.0%	75%
Expenditures	$25,799	$ 21,314	121.0%	$ 42,624

Kitsap Community Resources*

Kitsap County Adult	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	57	38	150.0%	64
Exits	30	21	142.9%	35
Placed in a Job	25	19	131.6%	31
Placement Rate	83.3%	90.5%	92.1%	88.6%
Expenditures	$90,894	$ 74,185	122.5%	$ 146,937

Kitsap County Dislocated Worker	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	26	18	144.4%	36
Exits	16	11	145.5%	22
Placed in a Job	14	8	175.0%	20
Placement Rate	87.5%	72.7%	120.3%	90.9%
Expenditures	$43,908	$ 38,793	113.2%	$ 76,386

Wash State Employment Security Department*

Adults

Kitsap County Adult	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	49	44	111.4%	65
Exits	26	25	104.0%	55
Placed in a Job	24	21	114.3%	47
Placement Rate	92%	84%	109.9%	85%
Expenditures	$67,679	$ 83,650	80.9%	$ 172,452
Clallam County Adult				
Participants	60	58	103.4%	75
Exits	23	35	65.7%	64
Placed in a Job	17	31	54.8%	54
Placement Rate	74%	89%	83.5%	84%
Expenditures	$63,833	$ 69,256	92.2%	$ 138,516
Jefferson County Adult				
Participants	13	8	162.5%	17
Exits	5	4	125.0%	14
Placed in a Job	3	1	300.0%	12
Placement Rate	60%	25%	240.0%	86%
Expenditures	$25,142	$ 28,220	89.1%	$ 56,441

Dislocated Workers

Kitsap County DW	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	71	59	120.3%	75
Exits	24	35	68.6%	64
Placed in a Job	21	32	65.6%	54
Placement Rate	88%	91%	95.7%	84%
Expenditures	$75,800	$ 91,389	82.9%	$ 178,233
Clallam County DW				
Participants	60	39	153.8%	60
Exits	16	23	69.6%	51
Placed in a Job	15	18	83.3%	43
Placement Rate	94%	78%	119.8%	84%
Expenditures	$62,766	$ 65,084	96.4%	$ 130,196
Jefferson County DW				
Participants	6	9	66.7%	14
Exits	1	5	20.0%	11
Placed in a Job	1	5	20.0%	9
Placement Rate	100%	100%	100.0%	82%
Expenditures	$18,996	$ 23,382	81.2%	$ 48,175

*Excludes PY 17 amendment changes because the amendment isn't fully executed.

WIOA Performance Report - PY 17 Q2 (July 1, 2017 to December 31, 2017)

Grant Expenditures and Other Programs

Washington State Employment Security Department

Rapid Response Additional Assistance
January 1, 2017 - December 31, 2017

	Actual	2nd Qtr Plan	% Plan	Year Plan
Enrollments	18	13	138.5%	17
Exits	8	8	100.0%	17
Placements	8	8	100.0%	12
Expenditures	$ 21,831	$ 42,331	51.6%	$ 47,736

(contract end date: March 31, 2018)

Grant Expenditures

Title	Spent	Total	% Spent	End Date
FY 2018 Adult	27,342	642,933	63.9%	06/30/19
FY 2018 Dislocated Worker	2,376	680,157	50.8%	06/30/19
FY 2018 Admin Cost Pool	0	147,542	41.1%	06/30/19
PY 2017 Youth	197,724	736,855	76.2%	06/30/19
PY 2017 Adult	85,127	94,519	63.9%	06/30/19
PY 2017 Dislocated Worker	41,073	127,654	50.8%	06/30/19
PY 2017 Admin Cost Pool	61,712	106,558	41.1%	06/30/19
FY 2017 Adult	594,386	594,386	63.9%	06/30/18
FY 2017 Dislocated Worker	494,696	494,696	50.8%	06/30/18
FY 2017 Admin Cost Pool	121,010	121,010	41.1%	06/30/18
PY 2016 Youth	668,917	668,917	76.2%	06/30/18
PY 2016 Adult	86,733	86,733	100.0%	06/30/18
PY 2016 Dislocated Worker	92,844	92,844	100.0%	06/30/18
PY 2016 Admin Cost Pool	94,277	94,277	100.0%	06/30/18
Community Jobs	387,515	985,045	39.3%	06/30/18
PY 16 YouthWorks	70,340	81,021	54.7%	06/30/17
Sector Partnership NEG	262,014	321,880	81.4%	04/30/17
Rapid Response - Concentrix	106,042	165,000	64.3%	06/30/17
Rapid Response - Additional	30,092	56,600	24.9%	03/31/18
Rapid Response - Increased Employment	0	206,880	0.0%	06/30/18
FY 2016 Adult	561,968	561,968	100.0%	06/30/17
FY 2016 Dislocated Worker	387,856	387,856	100.0%	06/30/17
FY 2016 Admin Cost Pool	105,504	105,504	100.0%	06/30/17
PY 2015 Youth	524,737	524,737	100.0%	06/30/17
PY 2015 Adult	43,929	43,929	100.0%	06/30/17
PY 2015 Dislocated Worker	90,540	90,540	100.0%	06/30/17
PY 2015 Admin Cost Pool	73,243	73,243	100.0%	06/30/17
Open Grants Total	**$ 5,211,997**	**$ 8,293,284**	**62.8%**	

Kitsap Community Resources

Rapid Response Additional Assistance
January 1, 2017 - December 31, 2017

	Actual	2nd Qtr Plan	% Plan	Year Plan
Enrollments	6	5	120.0%	5
Exits	4	3	133.3%	5
Placements	3	3	100.0%	$ 3
Expenditures	$ 8,261	$ 8,864	93.2%	$ 8,864

(contract end date: March 31, 2018)

Community Jobs (CJ) WorkFirst Programs
July 1, 2017 - December 31, 2017

	Actual	2nd Qtr Plan	% Plan	Year Plan
Enrollments	80	191	41.9%	382
Community Service Offices				
Forks/PA/PT	18			
Bremerton	62			
Expenditures	$ 373,661	$ 477,383	78.3%	$ 954,765

(contract end date: June 30, 2018)

Olympic Educational Services District

Youth Works
August 16, 2016 - December 31, 2017

	Actual	2nd Qtr Plan	% Plan	Year Plan
Participants	24	19	126.3%	20
Completed	10	3	333.3%	20
Expenditures	$70,199	$ 81,021	86.6%	$ 81,021

(contract end date: March 31, 2018)

Washington State WorkSource
System Performance Dashboard

Seekers served | Employers served | Exits & wages | Definitions

Service Location
WDA 01 - Olympic

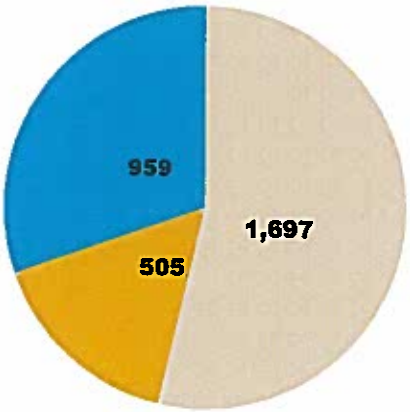
Time Frame
Single-quarter

PY 2017 Q1 (Jul - Sep 2017)

Data prior to the beginning of PY16Q1 (July 1, 2016) is not reflected in this dashboard. Therefore, the first quarter with complete rolling 4-quarter data is PY2016 Q4 (the quarter ending on June 30, 2017).

Total seekers 3,161

Self served only
Both types of service
Staff assisted only



All seekers served

Self-service customers		2,202
Staff-assisted customers		1,464
Self served only	53.69%	1,697
Both types of service	15.98%	505
Staff assisted only	30.34%	959

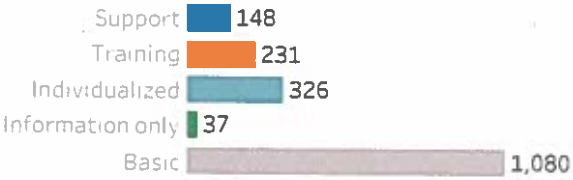
New to WorkSource?

New	38.98%	1,232
Returning	61.02%	1,929

WorkSourceWA job applicants

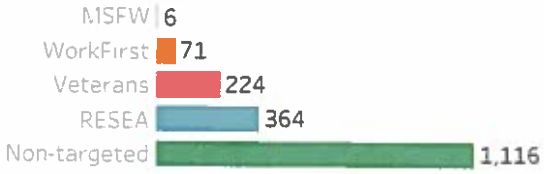
Seekers with job applications	932

Staff assisted seekers served by service type*



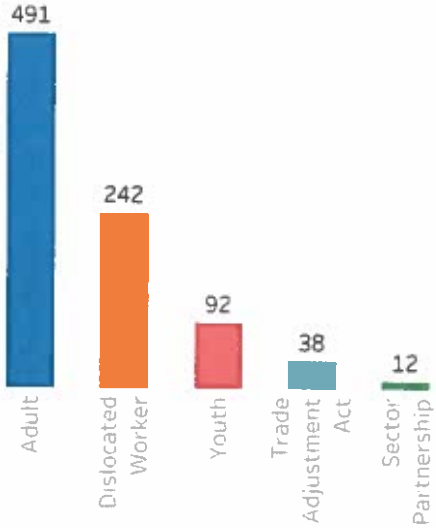
*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



Seekers served by program enrollment

Staff-assisted seeker counts by service location, regardless of enrollment location



Washington State WorkSource
System Performance Dashboard

Seekers served | Employers served | Exits & wages | Definitions

Service Location
WDA 01 - Olympic

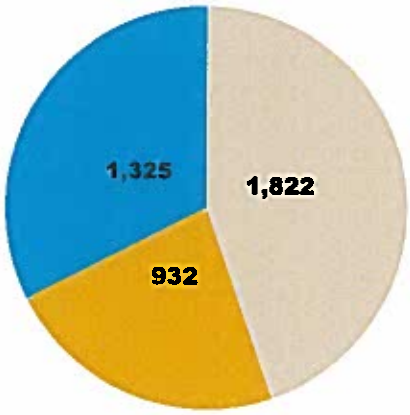
Time Frame
Single-quarter

PY 2017 Q2 (Oct - Dec 2017)

Data prior to the beginning of PY16Q1 (July 1, 2016) is not reflected in this dashboard. Therefore, the first quarter with complete rolling 4-quarter data is PY2016 Q4 (the quarter ending on June 30, 2017).

Total seekers 4,079

Self served only
Both types of service
Staff assisted only



All seekers served

Self-service customers		2,754
Staff-assisted customers		2,257
Self served only	44.67%	1,822
Both types of service	22.85%	932
Staff assisted only	32.48%	1,325

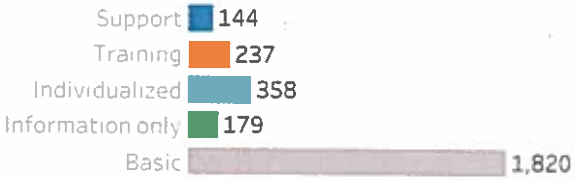
New to WorkSource?

New	44.72%	1,824
Returning	55.28%	2,255

WorkSourceWA job applicants

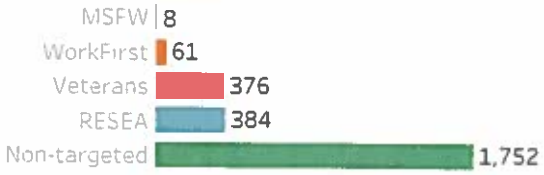
Seekers with job applications	966

Staff assisted seekers served by service type*



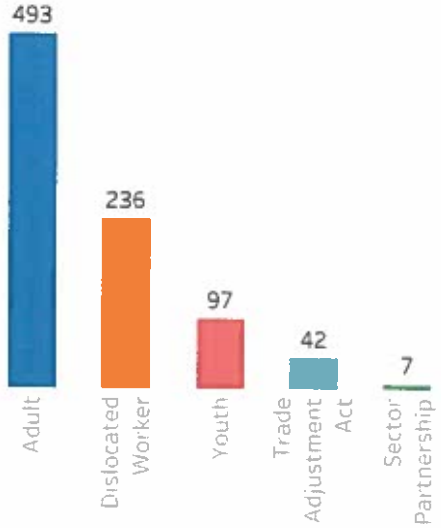
*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



Seekers served by program enrollment

Staff-assisted seeker counts by service location, regardless of enrollment location



Washington State WorkSource
System Performance Dashboard

Seekers served | **Employers served** | Exits & wages | Definitions

Location
WDA 01 - Olympic

Time Frame
Single-quarter

PY 2017 Q1 (Jul - Sep 2017)

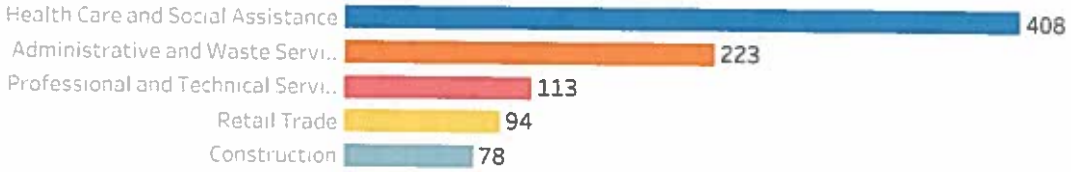
Employers using WorkSource

Employers	315
Job orders	1,468
Employers receiving staff-assisted services	139

Top 5 jobs in demand

Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

Washington State WorkSource
System Performance Dashboard

Seekers served | **Employers served** | Exits & wages | Definitions

Location
WDA 01 - Olympic

Time Frame
Single-quarter

PY 2017 Q2 (Oct - Dec 2017)

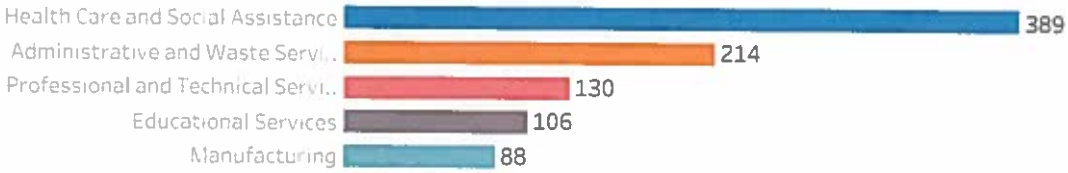
Employers using WorkSource

Employers	273
Job orders	1,458
Employers receiving staff-assisted services	106

Top 5 jobs in demand

Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

COUNCIL MEETING

Tuesday,
10:00 a.m. – 1:30 p.m.

Committee Meetings 9

A G E N D A

EXECUTIVE COMMITTEE

CHAIR
JULIE TAPPERO, President
West Sound Work Force

VICE CHAIR
ASHLEY DRESCHER, Human Resource Specialist
Haselwood Chevrolet Buick GMC

MONICA BLACKWOOD, Dir. Of Administration
Rice Fergus Miller

DAVID WUNDERLIN, Executive Director
Kitsap Community Resources

MARGARET HESS, Kitsap Administrator
Washington State Employment Security Dept.

DAVID MCMAHAN, Secretary/Treasurer
Olympic Labor Council

ALLISON PLUTE, HR Director
Jamestown S'Klallam Tribe and
7 Cedars Resort

JOHN POWERS, Executive Director
Kitsap Economic Development Alliance

COUNCIL MEMBERS

JEFF CARTWRIGHT, Director Human Resources
Kitsap Transit

RANDY COLSON, Manager
General Dynamics

KELLY FOX, President
Angeles Millwork

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems

ROBIN HAKE, HR Director
City of Port Townsend

JULIE HATCH, Branch Manager
Sound Community Bank

LISA HEAMAN, Principal
West Hills S.T.E.M. Academy

MARILYN HOPPEN, SVP Human Resources
Kitsap Bank

BRIAN KUH, Deputy Director
Team Jefferson

HEIDI LAMPRECHT, Job Training Coordinator
Jamestown S'Klallam Tribe

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114 Clallam, Jefferson and Kitsap Counties

DAVID MITCHELL, PhD, President
Olympic College

CHUCK MOE, Field Rep.
Laborers Local 252

ANNA REYES POTTS, General Manager
TMF Inc.

LUKE ROBINS, PhD, President
Peninsula College

JOHN ROSS, Secretary/Treasurer
Kitsap County Central Labor Council

BOB SCHROETER, Executive Director
Clallam County Economic Development Council

FELIX VICINO, Human Resources Mgr.
Port Townsend Paper Corporation

MATT WHEELUS, Chief Operating Officer
Harrison Hospital

ANNA WHINNEY, Director of Human Resources
Martha and Mary

BOB ZINDEL, President
Olympic Labor Council

AT-LARGE

MEILANA A. CHARLES, Assistant Professor
WSU Kitsap County Extension

DAVID HANKINSON, Supervisor
Division of Vocational Rehabilitation

SARA HATFIELD, CTE Director
South Kitsap School District

JANEL MCFEAT, Re-Entry Program
Port Gamble S'Klallam Tribe

JIM MCKENNA, Retired
One-Stop Operator

LAURA RYSER, Assistant Professor
WSU Extension

YOUTH COMMITTEE MEETING

Tuesday, February 13, 2018
9:00 a.m. – 10:00 a.m.
Fort Worden Commons, Port Townsend, WA
See Team Members for Breakout Room Locations

Committee Meetings 9:00 a.m. to 10:00 a.m. - Lunch served at 11:30.

A G E N D A

1. Call to Order (9:00 a.m.)
2. Introductions (Sarah Oliver)
3. Approve Agenda – Any Additions?
4. Selection of new Committee Chair
5. Approve Previous Meeting September 14, 2017 Minutes (Attachment 5.a) **pg. 20**
6. Announcements (Career Connected Learning Grant, Upskill/Backfill update)
7. Discussion
    a. WIOA Youth Programs – Budget and Performance Review
    b. Expansion of access to apprenticeship models in OWDA
    c. Planning for future Convening on hiring and retaining young workers
8. Next Meeting – May 8. 2018, in Sequim
9. Adjourn (10:00 am)

Youth Committee Meeting Notes

Tuesday, November 14, 2017
9:00 a.m. to 10:30 a.m.

Introductions: Sarah Oliver (OWDC Program Supervisor replacing Bob Potter) chaired the meeting, since the previous Chairperson of the committee has resigned from the OWDC. Self-introductions were made, and the sign-in sheet circulated.

Approval of Agenda: The agenda was approved with no additions.

Meeting Notes: The meeting notes from September 12, 2017 were approved by vote.

Discussion/Action Item(s):

There was a brief review of the recent Career Connected Learning Grant application that was submitted by the OWDC and WestSound STEM Network. There ensued a general discussion of the current focus on Apprenticeships, internships, and other career connected learning opportunities. Several people noted that there are a number of cultural and economic shifts that have resulted in young workers with inadequate exposure to the world of work, as well as employers who are struggling to engage and retain qualified workers. The group discussed a number of trends, including the high cost of turnover/attrition for employers, new ways of making hiring decisions, the 'generation gap' caused by a small Generation X sandwiched between the Baby Boom and the Millenials, the mismatch between employers who cut training budgets during the Recession and current employees who seek and highly value growth opportunities, and the rapid culture changes we are seeing around diversity and inclusion. The group also noted the emerging workforce of Generation Z, and that today's workforce is less interested in 'work/life balance' and more in creating 'quality of work life.'

The Youth Committee is interested in finding a way to engage local employers in creating more effective organizations by addressing some of these challenges, and asked if the OWDC can provide logistical support to convene a Forum addressing these goals. The Committee would like to invite speakers from a number of perspectives (Business, Post Secondary Training providers, Workforce, Education), and invite employers from the OWDA to attend. Aschlee Drescher offered to support by recruiting like-minded business leaders, both to encourage attendance and also to speak or lead sessions at the event. Sarah Oliver will research the availability of grant funds to support such a Forum.

<u>Youth Employment Program Update</u>

Although no new Quarterly Report has been issued since the September meeting, Jeff Allen did provide a brief update on the WIOA Youth Pathways program, noting that enrollment, completion, and job placement goals are on-track.

Other Business

Jeff Allen gave a brief update on progress toward the launch of OESD's first YouthBuild class. This (US Department of Labor) $1.1 million grant will allow OESD to serve 30 youth per year for two years, providing case management, leadership and community service experiences, construction training/pre-apprenticeship certification, GED/HS Completion, and homebuilding experiences. Youth complete the program in 6-9 month, with the goal of job placement and/or employment, and receive a year of follow up support after exit. Staff have been hired for the case management, program management, and construction coordination roles, and recruitment of youth has begun. Anticipated start of the first cohort will be January 2018. Jeff noted that he will be asking for support of the OWDC members in connecting with local employers to provide support, serving on the Advisory Committee and providing internships and other work experiences for graduating YouthBuilders.

Adjournment: The meeting was adjourned at 10:30 AM. Next meeting is February 13, 2017, at Fort Warden Commons. Agenda will include nomination of a new Chairperson for the Youth Committee.

OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE COMMITTEE SUMMARY
January 17, 2018

ATTENDANCE: Julie Tappero, John Powers, Margaret Hess, David McMahan, Allie Plute, Larry Eyer, and Monica Blackwood, Aschlee Drescher.
Staff: Elizabeth Court, Mike Robinson, Doug Washburn, Sarah Oliver and Hannah Shockley.

The Olympic Workforce Development Council's (OWDC) Executive Committee meeting was held on Wednesday, January 17, 2017, via Go-to-Meeting. Julie Tappero called the meeting to order at 10:03 a.m.

APPROVAL OF SUMMARY

The Executive Committee's Meeting Summary and Agenda was approved as follows:

> **ACTION: David McMahan moved to approve the October 18, 2017 Executive Committee Summary and Agenda as presented. Motion was seconded by Sarah Oliver. <u>Motion carried unanimously.</u>**

- **New Member Welcome** Elizabeth welcomed Aschlee Drescher as the new Vice Chair for the Olympic Workforce Development Council and the newest member to the Executive Board.

- **Construction Sector Partnership** Mike announced the support for the Home Builders Associations and the involvement in the spring Home Shows. He included the interactive experience they will provide with technology at each show. Registration is complete and the OWDC has a table at each one. Elizabeth announced that Theresa Taylor, who was the Executive Director of the Kitsap Builders Alliance is working with the Policeman's Guild. Liz Croker met with Theresa to develop an internship for the electrician's trade.

- **Public Sector Partnership** Mike and Elizabeth are spearheading with Nancy Buonanno Grennan a spin-off of last year's event. What came from last year's event was the need to hold a hiring event that looks at local government specifically. This year's event will be held on March 28th from 10:00 a.m. - 2:00 p.m. at the Kitsap County Fairgrounds in the President's Hall. There are currently 60 local employers scheduled to be present. Entry fees were kept low at $40.00 per entity. Mike will be working on a boot camp where he meets once a month in Poulsbo with HR directors. SHERM presence was discussed.

- **Healthcare Sector** Julie asked about the Healthcare sector – Elizabeth gave report stating she has been instructed by the Olympic Consortium Board to gather more data. They will be moving forward by working with the Community of Health.

- **Contracts and Budget Reporting** Elizabeth stated that Sarah is the contracts expert and that there is nothing new to report.

- **Quarterly Data** Elizabeth covered (attachment 9.1) state data showing 64,355 total job seekers served. The Olympic Workforce Development Area is the second smallest of the WDAs. The Efforts to Outcomes system is projected to be replaced with hopes of having the new system roll out in 18 months. Margaret Hess explained how there are work groups that have been put together, to analyze the needs for the new system.

- **Maritime Sector UBI TAP Grant** Elizabeth Court addressed the status of the Maritime contract. She stated that on December 29, 2017 all parties had signed off. Kathy Gross has trained Eileen Johnson on the system. It is projected that $253,000 of the grant will go to supporting Maritime workers. Also, the Port of Seattle is designing an incubator to support transportation and fisheries innovations and Kitsap is involved.

- **Revitalization of Apprenticeship Programs** Sarah Oliver discussed career connected learning. She spoke about a mini grant which would allow access to apprenticeship. Using apprenticeship models, Matt King from Fair Start a nonprofit in Seattle launched an apprenticeship with 5 new eateries. This program included class room learning and pairing in-house with a one-year apprenticeship. The idea is growing access to apprenticeships in a new way and approved by labor and industries to address unique barriers.

- **Draft Performance Report** Elizabeth covered the last quarter report (attachment 12.1) overall, the Olympic Educational Service District is above schedule. Some issues with Employment Security had surfaced along with Efforts to Outcomes and trouble translating information. There is belief that everything will be caught up by next quarter. Julie asked Larry Eyer if his replacement would be joining the council. Larry confirmed that David Wunderlin, his replacement would be joining the council and Chris Turney would be his alternate.

Agenda Items for February 13, 2018 OWDC Meeting at Fort Worden Elizabeth announced that Carol Padovan, Area 6 Federal Labor and Industries Representative for the region would be visiting for 3 days. She will be at the OWDC meeting on February

13th and will give a brief presentation on WIOA and people with barriers. The focus topic of February's meeting will be resiliency in the workplace. Jeff Allen will present on ACES, Joy Lile from Washington State University will give discussion on at-risk and worth and research into resiliency. Equal Opportunity officer Sarah Oliver will talk about harassment, diversity and transgender in the work place. Cole Medina who was recommended by John Powers will also present on resiliency. Robin Hake will talk about sexual harassment. Ashlee Drescher will give updates on sexual harassment policies that are coming out of California with changes in RCW's. Monica Blackwood will discuss how to support staff with wellness, mental health and first aid.

- **Agenda Themes Discussion**

- **Updated Roster**

- **ADJOURN**

  There being no further business to come before the committee, the meeting was adjourned at 12:03 p.m.