

Snohomish County

Future Workforce Alliance Board Meeting

October 7, 2020

Board Agenda

1. Welcome, Introductions & Overview

- *Kim Williams, Board Chair*

2. Action Item

Future Workforce Alliance Board Minutes for June 30, 2020

- *Rich White, Secretary/Treasurer*

3. Future Workforce Alliance Engagement & Strategic Plan Overview

- *James Henderson, Snohomish County*

4. Board Strategic Planning Session

Supporting Recovery & the Role of the Future Workforce Alliance Board

- *Dave Somers, Snohomish County Executive*

Strategic Planning Overview

- *Larry Good & Ken Barnes, CSW*

Strategic Planning Session

- *Breakout Sessions: Discussion and “what if” scenarios around a major potential workforce challenge.*
- Breakout Session Debrief
- Board discussion

5. Public Comment

- *Kim Williams, Board Chair*

6. Adjourn

- *Kim Williams, Board Chair*



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Agenda Overview & Meeting Goals

Kim Williams, Chair



Snohomish County

Future Workforce Alliance Board Minutes for June 30, 2020

Rich White, Secretary/Treasurer



Snohomish County

Future Workforce Alliance Engagement & Strategic Plan Overview

James Henderson, Snohomish County



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Strategic Plan Phases (Fall 2020 – Winter 2021)

Phase 1: Board Mission & Goals

- Develop Vision and Mission statements.
- Develop short (1-3 year); mid (4-7) and long (10+) year goals.
- Website development and launch.
- Board Committee development.

Phase 2: Research & Analysis

- Transferable skills analysis.
- Talent retention and retraining.
- Examine industry trends.
- Capacity of local education and training providers.
- Support Board goals and objectives.

Phase 3: Workforce Strategic Plan

- Develop strategies based on the research and analysis to meet defined goals.
- Determine what measurements and metrics are needed to track goal achievement.
- Strategies have an equity and inclusion lens and focus.
- Develop a dashboard to support goals, monitor results, and support implementation.
- Develop committees to support plan implementation.

Phase 4: Implementation Plan

- Develop an annual implementation plan to support the workforce strategic plan.
- Establish outcome, goal, and objective metrics to align with dashboard and track implementation progress.
- Identify funding sources for strategies and apply for funding as needed to support implementation.

Next Steps

- **Board Mission & Goals**

- Conduct Board discussion on October 7 to define goals and objectives and outline vision and mission statements.
- Develop Board website for launch.

- **Research & Analysis**

- Transferable Skills Analysis
 - Analysis to determine how the existing skills of displaced workers in Snohomish County can support jobs in growing industries.
- Proposals due Oct. 16.
- Study completed by December 31, 2020.

- **Workforce Strategic Plan**

- Draft and publicize RFP to hire consultant.
- Monitor EDA grant request.



Board Strategic Planning Session



Snohomish County

Supporting Recovery & the Role of the Future Workforce Alliance Board

Dave Somers, Snohomish County Executive



Snohomish County

Remarks by Dave Somers



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Strategic Plan Overview

Purpose

- Define the “north star” for the Board’s work: mission, vision, goals, objectives

Steps

1. Survey board members about their goals (*completed*).
2. Staff & CSW share issues brief with board members – framing economic & social context (*completed*).
3. October 7 Board Discussion
 - Strategic workforce opportunities and challenges; the “new normal”
 - The impact desired from the Board’s work
 - Discussion of mission and vision statement key ideas
4. December board meeting
 - Finalize mission and vision statements
 - Identify objectives within three goal areas (Growing Jobs, Developing/Retaining Talent, Creating Opportunity)



Strategic Planning Sessions for Oct. 7

1:55 – 2:25: Break Outs – each group given a “what if” scenario around a major potential workforce challenge.

Questions:

- How could the County manage this issue successfully?
- How could this Board impact this issue?

2:25 – 2:40: Debrief the breakouts

- What did each group come up with?
- What patterns emerge across the groups?

2:40 – 2:55: Full group discussion:

- Why this Board?
- How can we make the greatest impact?

2:55 – 3:00: Next steps



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Breakout Sessions

Breakout Session #1

Facilitator: Larry Good

- Kim Williams
- Sue Putnam
- Janice Greene
- John Harlow
- Larry Montgomery
- Nick Harper
- Dan Chaplik

Breakout Session #2

Facilitator: Ken Barnes

- Amy Drewel
- Scott Forslund
- Crystal Donner
- John Lehman
- Mary Jane Brell-Vujovic
- Van Kuno
- James O'Brien
- TBD, Edmonds Community College

Breakout Session #3

Facilitator: James Henderson

- Rich White
- Jolenta Coleman-Bush
- Jorge Arturo Rivera
- Sara Hyatt
- Mark Clark
- Jessica Barr



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Next Steps

Kim Williams, Board Chair



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Next Steps

- **Upcoming Board Meetings**

- October 7: 1:30pm to 3:00pm
- December 10: 1:30pm to 3:00pm

- **Local Area Plan**

- Strategic questions to support Plan development will be sent to the Board the week of October 12, 2020.
- Board approval at December 10, 2020 Board meeting.



Public Comment

Kim Williams, Board Chair



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Adjourn

Kim Williams, Board Chair



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Board Engagement & Strategy Backup Slides



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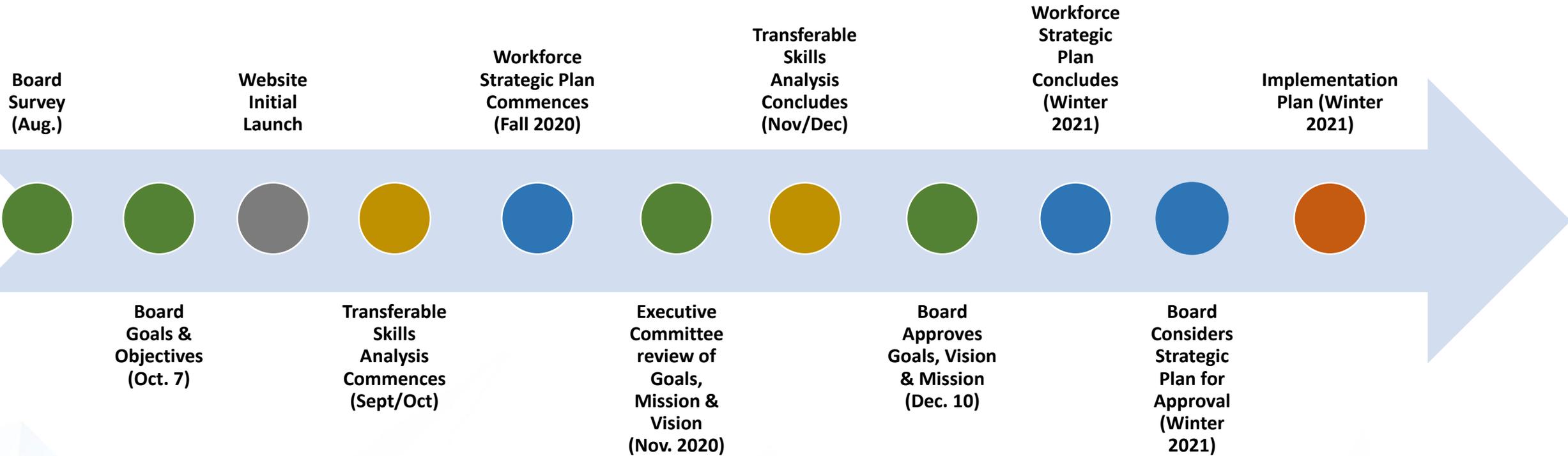
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Timeline



Board Mission & Goals

Survey

- Understand the Board's goals and ideas for workforce development in Snohomish County.
- Explore potential synergies.
- Spur greater collaboration.

Mission and Goals Development

- Facilitated Board discussion by CSW via Zoom to develop a vision and mission statements, define goals and objectives in three program areas and identify committees to support the workforce development.
 - Grow Jobs—How can the county and its businesses support job creation to promote recovery?
 - Develop Talent—How can we align training and education programs (K-12, colleges) to skill workers for current and future in demand jobs?
 - Create Opportunity—How can we ensure that everyone has the opportunity for a good career?

Timeline

- Aug/Sept: Survey sent to Board for responses.
- Oct 7: Facilitated Discussion for Goals, Objectives, Vision and Mission.
- Nov (TBD) Executive Committee: Review program goals and objectives and vision and mission statements.
- Dec. 10: Board consideration and approval of goals and vision and mission statements

● Future Workforce Alliance Website

Purpose

- To provide information and updates about the work of the Future Workforce Alliance to support workforce development in Snohomish County.

Content Overview

- Vision & Mission statements
- FWA Board Members
- Programs areas with goals and objectives
- Local Workforce Board Information (Agendas, Minutes, Presentations)
- Research & Analysis
- News & Updates

Timeline

- Development Phase: September to October
- Initial Launch: mid-October
- Final Launch: mid-December



● Research & Analysis

Overview

- Undertake a transferable skills analysis to determine how the existing skills of displaced workers in Snohomish County can support jobs in growing industries.
 - Determine what existing or new training programs at local colleges are needed to support retraining or upskilling of displaced workers for new career paths.
 - Integrate research and findings into the workforce strategic plan.

Timeline

- September/October: Commence analysis and study.
- Nov/Dec: Study concludes and incorporated into the workforce strategic plan.

Workforce Strategic Plan

Outcome

A strong and nimble economic and workforce development system that establishes Snohomish County:

- As the "gold standard" for workforce development;
- Provides opportunity for local businesses and workers throughout the County, and;
- Supports broad-based opportunity and economic growth.

Goals

- Create better strategic alignment of workforce efforts across the county.
- Identify data-driven sector employment pathways in partnership with business, labor, the non-profit sector, and others.
- Implement measurable workforce development strategies beginning in the K-12 system.
- Institutionalize and empower the diverse elements of our workforce system to develop robust partnerships that leverage cross-system resources and new investment.
- Develop a dashboard to support goals, monitor results, and support implementation.
- Develop Board committee to support the Board's strategic vision and implementation of the strategic plan.



● Workforce Implementation Plan

Overview

- Develop an annual implementation plan to support the workforce strategic plan for Board consideration and approval.
- Establish outcome, goal, and objective metrics to align with dashboard and track implementation progress.
- Identify funding sources for strategies and apply for funding as needed to support implementation.

