



DRAFT Minutes

Future Workforce Alliance of Snohomish County

June 30, 2020 – 10:30 AM- 12 PM

In Attendance

Board Members

Dave Somers, Kim Williams, Amy Drewel, Scott Forslund, Jorge Rivera, Terry Cox, Mark Clark, Jessica Barr, Mary Jane Brell-Vujovic, Van Kuno, Rich White, Crystal Donner, Nick Harper, James O'Brien, Dan Chaplik, Sue Putnam

Snohomish County and Workforce Snohomish

James Henderson, Joy Emory, Simreet Dhaliwal

Introduction

Dave Somers, Snohomish County Executive, welcomed new and previous Board members. He provided an introduction to the Future Workforce Alliance Board and his goal of establishing Snohomish County as the "Gold Standard" for workforce development.

Kim Williams, Chair of the Future Workforce Alliance, gave an overview of the agenda and outlined the following as the goals:

- Approve the Workforce Snohomish budget
- Receive an update on the work of the Economic & Workforce Recovery Task Force
- Discuss the future strategic planning process

The next steps for the Board to support the goal include:

- Undertaking a strategic planning session to develop strategic workforce development goals to support economic recovery and long-term economic resiliency.
 - Approving the Workforce Snohomish Local Area Plan
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Discussion & Action Items

The following Action Items were discussed and affirmed by vote by the Board

Approval of Meeting Minutes

- Approve the Minutes of the Meeting in May
 - Correction of Local Workforce Plan timeline from "2020-20204" to "2020-2024"
 - Motion: Mary Jane Brell-Vujovic; Second: Dan Chaplik
 - Approved

Workforce Snohomish Budget

- Presentation from Joy Emory on the budget of Workforce Snohomish from July 1, 2020 to June 30, 2020
 - Focus of budget is on diversified strategies that align with and advance the board's strategic plan.
 - Workforce Innovation and Opportunity Act (WIOA) funds have historically made up the majority Workforce Snohomish's funds. WIOA funds have declined by 53% from PY2004 and past trends show that funding lags to needs.
 - Questions from the Board included the following
 - Janice Green: What's in the contract portion? Do sub-recipients reflect diverse populations?
 - Joy Emory/Mary Houston: Contract portion is for sub-recipients that deliver services at WorkSource. Recipients aim to serve underserved populations. Contracts are set to expire every 3 years and new RFPs will go out.
 - Kim Williams: Will contracts expire in 2021?
 - Mary Houston: Some will expire 2021 and some in 2022. Board will be involved beginning of next calendar year.
 - Scott Forslund: Should we stop using 2004 as the relative when we think of WIOA funding?
 - Joy Emory: Correct, benchmark has been stable lately. But we should also look at value placed on public workforce system.
 - Rich White: Could the increased 2003 and 2004 WIOA revenues be due to 9/11's impact on the aerospace industry?
 - Joy Emory: Yes, it could be interesting to compare the three different economic cycles over the past 2 decades on this slide by including 2000-2002 numbers as well.
 - Scott Forslund: How will Workforce Snohomish be fixed on a go forward basis?
 - Joy Emory: Workforce Snohomish is stable and have integrated the staff of the board into the Contract.
- Approve the Workforce Snohomish Budget for PY20
 - Motion: Van Kuno; Second: Mark Clark
 - Approved

Information Items

Workforce Snohomish Update-Joy Emory, Interim CEO

- Operations
 - Designation Agreement: A 3-party agreement articulating the roles and responsibilities of the County Executive, Future Workforce Alliance (as Local Workforce Development Board) and Workforce Snohomish (as Fiscal Agent and Local Grant Sub-recipient).
 - WorkSource Centers: Currently are fully virtualized for participants being served. Physical opening may coincide with Phase 3 but will assess based on customer needs and/or barriers to accessing virtual services and/or centers (Everett and Lynnwood).
- Grants
 - Disaster Dislocated Worker Grant: Employment Security Department was awarded \$12 million. Snohomish County will receive \$1,069,862. Anticipated contract from ESD by 7/2/20
 - Employment Recovery Dislocated Worker Grant: The state was awarded \$12 million in funds (~20% of request). Funding levels for each partner agency and local areas is underway.

Economic & Workforce Recovery Task Force- Amy Drewel, Vice Chair

- Overview of Task Force and Advisory Groups
 - The preliminary findings reflected in this report demonstrate that the economic impact has been widespread. A strong and coordinated response is required to quickly begin the process of rebuilding our economy.
- Major Findings
 - School, childcare and after school reopening and educational attainment were raised repeatedly during the Advisory Group meetings. Many saw this as the critical issue for the County and the State because of its critical role for near-term recovery, long-term economic equity, and its importance for workforce development.
 - Business will continue to need support during recovery. Advisory Group members discussed developing and implementing marketing plans to support downtown and tourism recovery. And, using public spaces more creatively to support social distancing for restaurant reopening.
- Business Needs Assessment Findings
 - Businesses in entertainment, hospitality and retail have been hard hit with many losing much or all of their revenue.
 - Over 1/3 of those businesses surveyed have had to layoff most of their employees.
 - Businesses are making safety a priority for their employees and customers. Businesses also recognize that reopening will be gradual and will most likely start with reduced hours, staff and customers. Some businesses are even contemplating changing their business plan given the new reality.
- Strategy Recommendations
 - Response: These strategies are designed to help stabilize a business and its employees. Examples include the grant programs the County and Workforce Snohomish implemented to support aerospace businesses and local small businesses.
 - Recovery: Strategies are designed to help businesses and workers as the economy re-starts under the State's Safe Start program. Examples include a program to bulk buy PPE equipment for local businesses, PPE training for employees to build confidence, and worker re-training programs.
 - Resiliency: Preparing for the unexpected was a strong finding of the Task Force and Advisory Groups. These strategies are designed to mitigate against future shutdowns and take advantage of new opportunities. Examples include building out a robust broadband infrastructure throughout the County, enhancing the resiliency of the food supply chain, and working with companies to recruit their suppliers to the County and region for job opportunities.
- Task Force Next Steps
 - A committee of the Task Force will be formed to rank the strategies based on a set of criteria that includes existing financial resources. Implementation will be coordinated by the County's Office of Economic Recovery & Resiliency.
 - Going forward, the Task Force will work closely with the Future Workforce Alliance strategic plan development. This coordination will allow us to have a deeper understanding of the workforce and economic development needs of the County so we can develop strategies that are impactful and support economic opportunity and prosperity for everyone in Snohomish County.

Future Workforce Alliance Strategic Plan- James Henderson, Chief of Workforce and Economic Development

- Outcome and 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.
- Strategic plan timeline—Four Phases
 - Mission & Goals: Develop Vision and Mission statements and short (1-3 year); mid (4-7) and long (10+) year goals.
 - Research & Analysis: Use data to determine the scale of need, growing industries and high-demand occupations to focus workforce development efforts
 - Board Facilitated Strategy & Goal Setting: Develop the Board’s goals and objectives to support vision and mission.
 - Workforce Action & Implementation Plans: Develop an Action Plan for workforce development to be coordinated by the Future Workforce Alliance to include an equity and inclusion lens and focus. Develop an implementation plan for the strategies and establish outcome, goal, and objective metrics to track implementation progress.

Next Steps

- Upcoming Board Meetings in October and December
 - October 7, 2020, 1:30pm to 3:00pm
 - December 10, 2020, 1:30pm to 3:00pm
- Identify dates for Strategic Planning Session
 - Staff will work with the Executive Committee to identify dates and process for the Board to support the strategic planning process.
- Approve Local Area Plan
 - Workforce Snohomish is working with the State to determine if additional updates to the Local Area Plan will be needed to address COVID-19 pandemic as well as the process for Board approval.

Public Comments

No comments were provided.

Next Meeting

- The October meeting will include a briefing and approval of the Local Area Plan which is the workforce plan for Snohomish County.