



## Workforce Snohomish CEO Report to Future Workforce Alliance December 1, 2020

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### **WIOA Services.**

Workforce Snohomish (WS) is conducting research to explore and document best practice models in youth and business solutions service delivery. In addition, the One-Stop Operator current contract is scheduled to end on June 30, 2020. Under the auspices of the Workforce Innovation & Opportunity Act (WIOA), the Local Workforce Board holds responsibility for selection of subrecipients.

- **One-Stop Operator:** Workforce Snohomish is exploring the option to extend the current one-stop operator procurement/contract for one additional year (from June 30, 2020 to June 30, 2021). Given the current climate, continuity in this role is critical to operations as the one-stop operator is the lead for our efforts with the disaster at the WorkSource centers. WFS has received an opinion on this extension from Employment Security Department's monitoring team. A four-year contract duration is allowable (TEGL 15-16), however extending this contract by one-year requires approval from the Washington Workforce Training and Education Coordinating Board.
  - ***Requested Action:*** *Workforce Snohomish is requesting the Future Workforce Alliance consider approving this request to the Workforce Training Board in advance of their January Board meeting.*
- **Business Solutions.** Workforce Snohomish will conduct research on the model of service delivery to businesses, soliciting input from the Future Workforce Alliance and issue recommendations for future action by February 2021. The intent of this assessment is to identify opportunities to strengthen engagement of businesses, aligned with sector initiatives, and increase coordination with adult/dislocated worker and youth programs and services.
- **Youth:** The WorkSource Youth Center was designed to be a one-stop shop for WIOA Youth populations (located at Everett WorkSource). This centralized model has not been effective in

delivering services to eligible youth across the County. Workforce Snohomish proposes that a steering committee be convened to guide the development of a new model and supporting RFP that aims to be the most effective and widely known program in Snohomish County at serving WIOA Youth populations.

- ***Requested Action: Workforce Snohomish’s Board of Directors is requesting the Future Workforce Alliance vote to approve a new Youth Request for Proposals be developed and issued for the fiscal year beginning July 1, 2021 (See WFS Board Motion #20-02).***
- **Background:** Workforce Snohomish encourages the adoption of a WIOA WorkSource Youth Program that builds connections with local organizations across Snohomish County to provide services to eligible youth in their communities. We believe that core tenets of the new program should include the following:
  - An increased collaboration with Snohomish County school districts will allow youth at risk of dropping off from high schools to transition to the WIOA youth program to complete a GED program and access post-secondary education and employment.
  - A broader access to local colleges for youth program participants to explore post-secondary education options.
  - Coordination of Services with Local Community Based Organizations (CBOs) & County Youth Services to leverage resources available to better serve youth.
  - Expanded collaboration with all Open Doors Programs in Snohomish County to provide students with more support as they complete their high school/GED programs.
  - Meaningful work experience opportunities in local businesses for WIOA Youth participants.
  - A robust offering of accredited workshops that equip participants with the skills to successfully find, obtain, and maintain a job ranging from resume building and interviewing skills to financial management and soft skills.
  - A concerted effort to recruit mentors within industries that match youth interests.
  - Proficient staff from our community who receive specialized training upon hire to increase their proficiency at serving opportunity youth; Develop hiring practices to ensure that employment specialists are representative of the population(s) they serve.
  - Co-enrollment in WIOA Adult or DW programs as applicable to provide youth wrap around services and increase support.
- If the Board votes to authorize this RFP, the following actions are needed:

<b>Task</b>	<b>Proposed Timeline</b>
Form Steering Committee and determine scope of responsibilities related to RFP process.	December 2020 – January 2021
Planning and Documentation. Encompasses research on model (gold standard, best practice models) and collection of information/documentation on current services by WFS	January 2021
Research and Target Service Providers	January – February 2021
Develop and Write RFP	February – March 2021

Bidders conference(s)	March 2021
Rating Committee Selection and Training	March-April 2021
RFP Responses Due	April 2021
Evaluation by Rating Committee (Comprised of FWA/WFS Board Members)	April 2021
Recommendation of Service Provider(s) - Request additional information from applicants (if needed) - Check prospective service provider's references	April 2021-May 2021
Local Workforce Board (FWA) Selection of Service Provider – vote of board required -	May 2021
Development of Contract (Workforce Snohomish)	June 2021

**Other Service Delivery Updates:**

- **Relocation of Serve Center.** This space has been highly subsidized by the City of Everett (\$6/ sq. ft.) and on a month-to-month lease. WFS requested the City extend this agreement and rate until June 30, 2021, until our budgets could be established for PY21, but this timeline was not feasible. Considering the strain on partner budgets this year related to a number of factors, such as the loss of HVRP grant, need to support staffing costs and the current physical closure, Workforce Snohomish, in consultation with Employment Security Department issued notice to vacate the first floor to the City of Everett effective 12/31/20. The Serve Center will be relocated (when staff return) to the 3<sup>rd</sup> or 4<sup>th</sup> floor of the facility.
- **WorkSource Everett Assessment**
  - Approximately one year ago, WFS engaged with Washington State Employment Security Department's (ESD) statewide facilities group to discuss the feasibility of taking over the lease for the comprehensive WorkSource Center currently located at Everett Transit Center. The responsibility of the lease is most commonly held by ESD in most WorkSource centers throughout the state. This is an advantage from a fiscal responsibility and liability standpoint. It also alleviates a high administrative burden (of time and cost) from the fiscal agent (WFS).
  - **Under the auspices of lease transfer, the site/location will also be assessed.** ESD's timeline for assessment of relocation is relatively long (~2023-2026), assuming relocation is deemed as the appropriate course of action for the center by all partners and with customer input. Discussions on relocation will commence formally on 12/1 and 12/2 in order to complete the required paperwork to begin this assessment process. Considerations leading to the initiation of this process include, factor such as:
    - Most WorkSource Centers are on a single floor, with the majority of services accessible in a single room. This layout is easier to navigate for customers, as well as easier to manage/oversee.
    - ESD has experienced ongoing issues at the current site: Air Quality (high concern)
    - Safety concerns from staff as well as youth and adult customers.
    - Geographic location is limiting for individuals in outlying areas in East and North Counties.
    - An interest in assessing a reduction of footprint of the comprehensive center, while preserving access to all services (as required). It is envisioned that some staff may

continue to work remotely (connected to center via technology and supported by on-site staff), with others increasing use of hotel-desk models.

- Cost analysis and search for commercial real estate options in area is being explored by ESD as a part of this assessment.

- **Rapid Response**

- Over 3700 served Boeing workers across Snohomish, King and Pierce counties since May 21, 2020. A large majority of those served are from Snohomish County.
- 10,000 Trade Adjustment Assistance (TAA) eligible statewide

**Local Area Plan – Update**

Workforce Snohomish has deferred completion of the Local Area Plan narrative until 2021, due to workload and staff capacity issues. The revised timeline for completion and submission to the Future Workforce Alliance for review, feedback and approval is as follows:

Activity	Date	Status
Strategy questions distributed to FWA	Week of October 12th	Complete
FWA Mission, Vision and Values	November – December	In-process
1st revised draft of Local Area Plan completed	Week of January 25th	
Option(s) for further review and feedback on draft	February 1 – 19, 2021	
Revised version complete and distributed to FWA with Board Packet	March 5, 2021	
FWA Board Vote	March 2021	
Submission of the Plan to the State Workforce Board	Following approval by Board	

**Transferable Skills Research – Update**

Thank you to FWA Board members that supported the selection of a vendor to support this project. Based on the committee’s recommendation, Community Attributes was notified of their selection and has begun the contracting process.

**U.S. Department of Labor, H-1B One Grant Program - submitted**

The US Department of Labor released a grant “H-1B One Workforce Grant Program.” The funding supports a focused effort to upskill the workforce to meet high-demand employer needs in sectors and/or occupations that utilize H-1B Visas. Sectors include: **IT and IT-related industries, Advanced Manufacturing (including biotechnology), and Professional Services (encompassing engineering and surveying occupations)**. If proposals seek to target specific occupations outside of these sectors (occupation strategy), it must be supported by data on certified H-1B Visas issued in the target geographic area(s).

The proposal was submitted on November 10<sup>th</sup> by Workforce Central (Pierce County), on behalf of the partnership (including Workforce Snohomish, Seattle-King County Workforce Development Council). Below is a table the provides an overview of the partnership (agencies/organizations that submitted letters of support for the project).

Type	Partners
Workforce Development Agencies	Workforce Central, Workforce Development Council of Seattle-King County, Workforce Snohomish (WIOA Fiscal Agent and Local Grant Subrecipient)
Employers	Washington Technology Industry Association, Life Science Washington, Manufacturing Industrial Council, Intuitus Corp, Niagra Water, AGC Biologics, Just-Evotec Biologics
Colleges & Training Providers*	WTIA Workforce Institute & Apprenti, Clover Park Technical College, Lake Washington Technical College, City University, Bellevue College Center of Excellence in IT  (No direct funding allocated to providers, funding was reserved for curriculum development and training, based on industry needs)
Community-based organizations	Refugee and Immigrant Service Northwest
Local government	Snohomish County Human Services Department
Economic Development	Washington State Department of Commerce, Greater Seattle Partners

#### Other Updates:

- Innovation & Entrepreneurship:** In August, WFS invested in the NW Innovation Resource Center (NWIRC), seeding the development of new programs and services aimed at retaining talent in the region and fostering the innovative start-ups. The project is progressing nicely. I have included updated outreach materials on the program – Project ReInvent™. NWIRC has made great progress in designing this program and WFS has work to do to determine how we can reach dislocated workers that may be interested in engaging and how we may be able to support worker engagement with small businesses enrolled in the program. More information on Project ReInvent can be found: <https://nwirc.com/programs/project-reinvent/>
- CARES Programs:** Workforce Snohomish is honored to administer a number of County CARES-funded programs. Updates on each program are provided below.
  - Snohomish County Small Business Relief, Recovery, and Resiliency (R3) Grant:** Launched in early June, the R3 program, intended to support small business sustainability (with fewer than 20 FTE) through the COVID-19 public health emergency. Workforce Snohomish received 2,194 R3 applications totaling over \$41 million in requests in the first round, adding an addition 509 applications in Round 2. Additional funds were recently allocated by Council to fund a fourth round, supporting additional grants to applicants that were not selected in prior rounds. Forty-nine percent (49%) of all R3 applicants have received funding following Round 4.

Summary – All Rounds of R3							
Round	Total Dollars Awarded	Total # of Grantees	\$ Expended	# of awards processed	% Expended	# of Outstanding Grants	\$ Remaining
Total	\$20,232,143	1,192	\$16,553,140	969	98.7%	12	\$215,000
1	\$5,720,430	309	\$5,715,430	308	99%	1	\$5,000
2	\$7,087,710	437	\$6,962,710	431	98%	6	\$125,000
3	\$3,960,000	233	3,875,000	230	98%	5	\$85,000
4	\$3,464,003	213	No data	No data	-%	No Data	\$3,464,003

- **First in Flight Fund (F3):** F3 grants were announced in late June to twenty (20) companies, representing a \$7 million investment. Initial grantees estimated that 271 jobs will be retained as a result of this funding.
  - In early November, the Snohomish County Council approved an additional \$2.2 million in funding to support new awards under the F3 program. Workforce Snohomish has completed notifications to 11 new grantees the week of November 16<sup>th</sup> and received completed contracts from 9 to-date. Funding will be transferred as soon as it is received by WFS.
  - Total number of funds allocated: \$9,198,140
  - Number of Grantees (Round 1 & 2): 31
  - A total number of employees (May 2020) of all F3 grantees: 792 employees
  - Grantees will submit a report by December 10<sup>th</sup> on the impact of the grant in relation to employee retention and other metrics outlined in their grant applications.
- **Aerospace Employment Recovery & Training Program (AERO-ERTP):** Grants were awarded in early August and training has commenced across all grantees.
  - Eleven (11) companies awarded funds, totaling \$2,480,560.
  - A total of 2,397 employees of grantees
  - An estimated 1,145 employees will participate in training
  - An estimated 172 layoffs will be averted as a result of this investment
  - An estimated 56 employees could be recalled, and 35 new workers may be hired. Note we have already seen evidence of employers recalling furloughed employees as a result of this program/investment; however, hiring, by in large is anticipated to have a longer trajectory (~early to mid-2021).
  - Grantees will submit a final outcomes and fiscal report by December 10<sup>th</sup>. Our experience to-date with AERO-ERTP grantees has made clear their dedication to their employees and commitment to retain and/or recall as many as possible.