

# Snohomish County

## Future Workforce Alliance Board Meeting

*December 15, 2021*

***DRAFT PRESENTATION***

*Prepared by the Office of Economic Recovery & Resiliency*

# Board Agenda

## 1. Welcome, Introductions & Overview

- *Amy Drewel, Chair*

## 2. Discussion & Action Items

### A. Future Workforce Alliance Board Minutes for September 16, 2021

- *Rich White, Secretary/Treasurer*

### B. Future Workforce Alliance Board Officer Selection for 2022-2023.

- *Amy Drewel, Board Chair*

### B. Business Solutions

- *Joy Emory, CEO of Workforce Snohomish*
  - *Requested Action: Approval of Future Workforce Alliance Motion 21-10.*

### C. Adult/DW WIOA RFP for Additional Workforce Services

- *Joy Emory, CEO of Workforce Snohomish*
  - *Requested Action: Approval of Future Workforce Alliance Motion 21-11.*

## 3. Information Items

### A. Workforce Snohomish Updates

- *Joy Emory, CEO of Workforce Snohomish*

### B. Mid-Year Update: Workforce Innovation & Opportunity Act Budget for Snohomish County - July 1, 2021, to June 30, 2022

- *Joy Emory, CEO of Workforce Snohomish*

### C. Youth Working Group Update

- *Rich White, Chair of the Future Workforce Alliance Youth Working Group*

### D. Workforce Strategic Plan Implementation Plan Proposal and Next Steps

- *James Henderson, Snohomish County*

## 4. Public Comment

- *Amy Drewel, Chair*

## 5. Adjourn

- *Amy Drewel, Chair*

# Welcome

Amy Drewel, Future Workforce Alliance Board Chair

# Agenda Overview & Roll-Call

Amy Drewel, Future Workforce Alliance Board Chair

# Future Workforce Alliance Board

<b>Name</b>	<b>Organization</b>	<b>Name</b>	<b>Organization</b>
<b>1. Amy Drewel</b>	Mosaic Insurance	<b>12. Larry Montgomery</b>	Laborers 292
<b>2. Rich White</b>	Boeing	<b>13. John Lehman</b>	UBC Local 70
<b>3. Jolenta Coleman-Bush</b>	Microsoft	<b>14. Mark Clark</b>	IAM Boeing Joint Programs
<b>4. Scott Forslund</b>	Providence Health & Services	<b>15. Amit Singh</b>	Edmonds College
<b>5. Sue Putnam</b>	Consultant	<b>16. Nick Harper</b>	City of Everett
<b>6. Crystal Donner</b>	PERTEET	<b>17. Jessica Barr</b>	Employment Security Department
<b>7. Janice Greene</b>	WBEC-Pacific	<b>18. James O'Brien</b>	Division of Vocational Rehabilitation
<b>8. John Haarlow</b>	Snohomish PUD	<b>19. Mary Jane Brell Vujovic</b>	Snohomish County
<b>9. Sara Hyatt</b>	Hyatt Construction	<b>20. Van Kuno,</b>	Refugee & Immigrant Services NW
<b>10. Garry Clark</b>	Economic Alliance Snohomish County	<b>21. Dan Chaplik</b>	Superintendent, Sultan School District
<b>11. Kieron Shorrock</b>	Microsoft		

# Discussion & Action Items

# Future Workforce Alliance Board Minutes for September 16, 2021

*Rich White, Secretary/Treasurer*

# Minutes Approval

## ***Requested Action:***

- Approval of the Future Workforce Alliance Board minutes for September 16, 2021.



# Future Workforce Alliance Board Officer Selection for 2022-2023

*Amy Drewel, Chair*

# Officer Elections

## **Future Workforce Alliance Bylaws:**

*4.1: The officers of the Board shall be a Chair, Vice-Chair, and a Secretary/Treasurer. Each officer shall be elected by the Board at a meeting during each calendar year.*

*4.1.1 The Chair and Vice-Chair shall be a representative from the business sector.*

*4.1.2 The Secretary/Treasurer shall be a representative from the business or non-business sector.*

## *4.2 Election and Appointment of Officers*

*The Board shall establish an ad hoc nominating committee comprised of current board members. This committee shall present nominations for Board Officer Roles of Chair, Vice Chair, and Secretary/Treasurer to the Board.*

*4.3 Terms of Office: ...two-year term or until his or her successor is elected. Any officer may serve more than one two-year term as elected by the Board.*

## **Proposed Next Steps:**

- Establish an ad hoc nominating committee to present nominations for officers to the Board.
- Vote to confirm officers at a special board meeting in mid-January 2021.

***Requested Action:*** Establish a Nominating Committee for Board Officer Election (Chair, Vice Chair, and Secretary) for the term Jan. 1, 2022, to Dec. 31, 2023.

# Business Solutions

*Joy Emory, Workforce Snohomish*

# Business Solutions

## ***Requested Action:***

- Approval of Future Workforce Alliance Motion 21-10 approve Motion 21-10 for Workforce Snohomish, to develop and deliver Business Services to support the recovery and resiliency of Snohomish County businesses commencing on January 1, 2022, with the provision that Workforce Snohomish remits a firewall policy to the Snohomish County Future Workforce Alliance prior to January 1, 2022, as required.

# Adult/DW WIOA RFP for Additional Workforce Services

*Joy Emory, Workforce Snohomish*

# Adult/DW WIOA RFP for Additional Workforce Services

## ***Requested Action:***

- Approval of Future Workforce Alliance Motion 21-11 for Workforce Snohomish to issue a competitive procurement for additional Adult and/or Dislocated Worker subrecipient(s), in order to extend service delivery in Snohomish County.

# Discussion & Information Items

# Workforce Snohomish Update

*Joy Emory, CEO of Workforce Snohomish*



# Good Jobs Challenge

## Description

- Economic Development Administration competitive grant to get Americans back to work by building and strengthening regional systems and sectoral partnerships to train workers with in-demand skills that lead to good-paying jobs.

## Overview

- Partnership with Seattle-King Workforce Development Council, Workforce Central (Pierce) and Workforce Snohomish/Future Workforce Alliance.
- Proposal Due: January 26, 2021
- Scope of Work:
  - Sectoral Partnerships: Maritime, Life Sciences, Healthcare & Construction/ Infrastructure
  - Centered on Equity: Incorporation of community voice and lived experience, high emphasis on specific populations
  - Innovative Training (emphasis on earn to learn), interventions and supports
  - Emphasis on small business (supports), particularly women and BIPOC-owned
  - Knowledge creation, evidence/data, and systems transformation

# Economic Security for All

## Overview

- Economic Security for All (EcSA), announced in June of 2019 by Governor Jay Inslee, provided \$5.9 million in grants to help fight poverty in Washington state by working with organizations in four workforce development areas to develop plans and sustainable activities to help lift families to above 200% of the federal poverty level.
- Program focuses on serving families enrolled in early childhood education programs.
- Future Workforce Alliance Board approved Motion 21-09 for Workforce Snohomish to issue an RFP for a provider to develop and implement a service model focused on serving low-income (200% of federal poverty level) families.

## Update

- Completed first draft of Asset Map, documenting re-training and/or re-employment (government) programs.
- Continuing discussions with Human Services Snohomish County to design a program to serve families with young children.
- No planned date for release of subrecipient RFP at this time.

# Governor's Designation WIOA Priority Populations

- Initiated by Washington Workforce Association members.
- Adds several populations to the WIOA Title I focus populations.
- Next steps: Development of policies to support implementation of this designation, including proposed performance measures and expectations for updating local and state plans.
- Governor's Directive:  
[https://www.governor.wa.gov/sites/default/files/directive/21-24%20Workforce%20Training%20Boards%20%28tmp%29.pdf?utm\\_medium=email&utm\\_source=govdelivery](https://www.governor.wa.gov/sites/default/files/directive/21-24%20Workforce%20Training%20Boards%20%28tmp%29.pdf?utm_medium=email&utm_source=govdelivery)

Priority Populations	
Black	Latinos
Native Hawaiian	LGBTQ Communities
Asian	Expectant persons
Compact of Free Association (COFA) Nations	Veterans
Pacific Islander Communities	

# Mid-Year Update: Workforce Innovation & Opportunity Act Budget for Snohomish County - July 1, 2021, to June 30, 2022

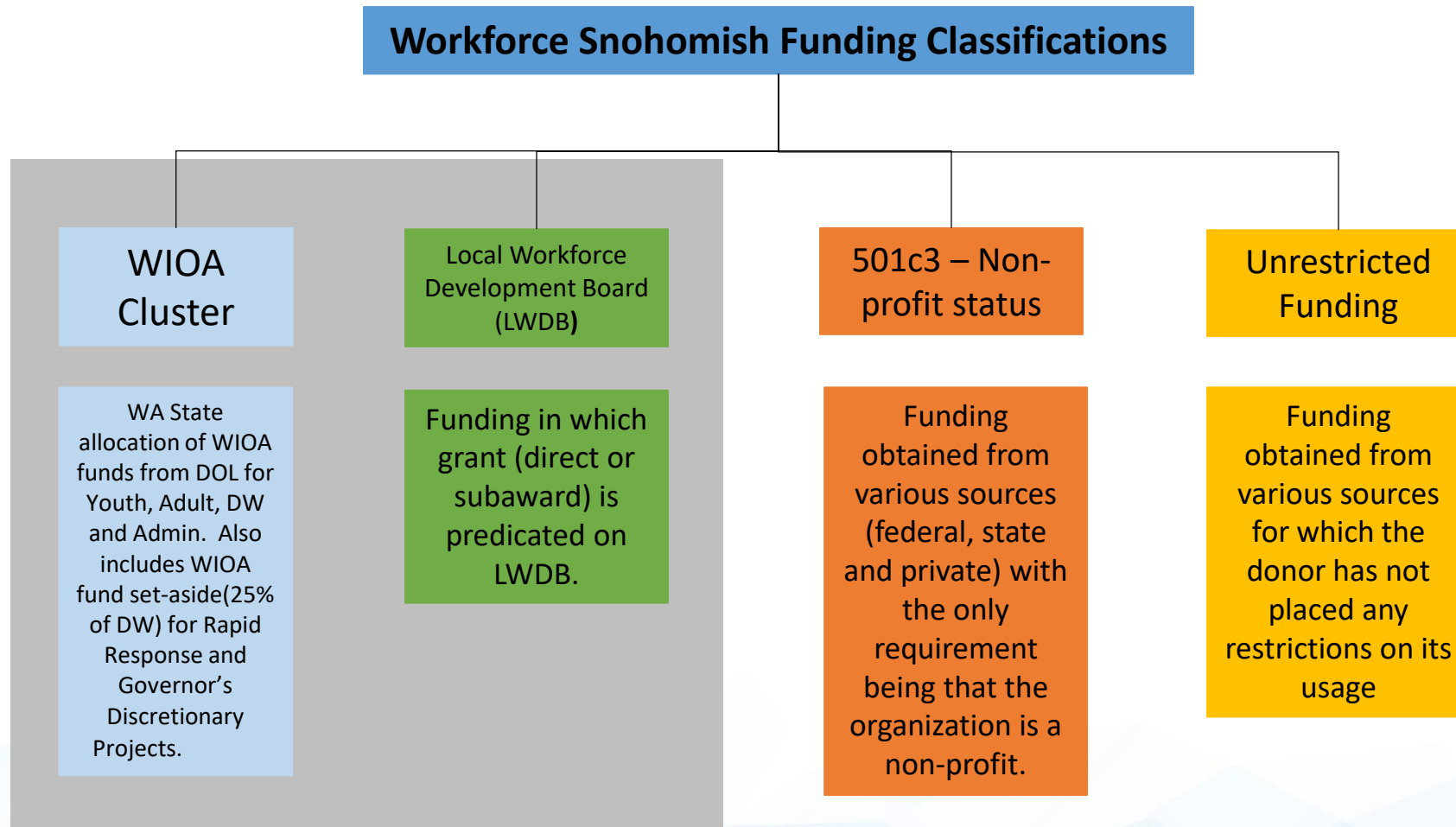
*Joy Emory, CEO of Workforce Snohomish*

# PY21 Budget Summary

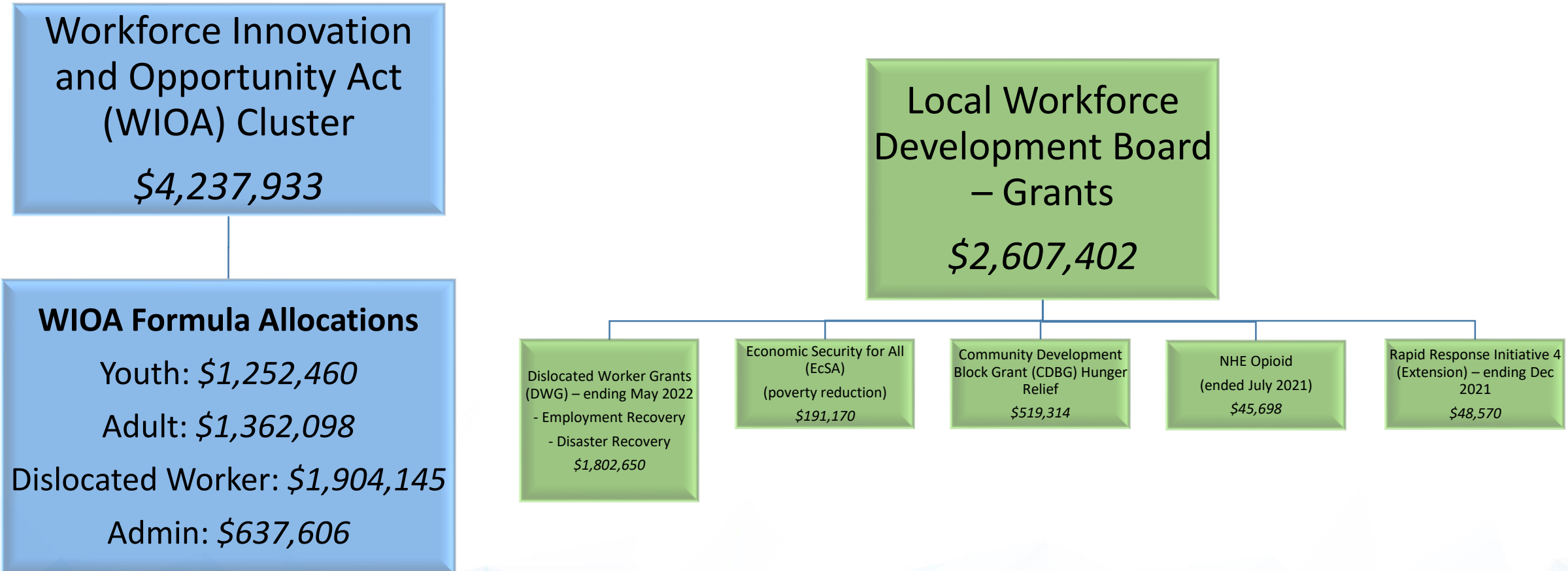
- Increase in WIOA formula funding ~+30% for 2021 due to high unemployment and long-term unemployed in County.
  - PY21: \$5,031,127; PY20: \$3,854,655. Increase of \$1.18M (31%).
- Focus is on diversified funding strategies that align with and advance Future Workforce Alliance and Workforce Snohomish strategic priorities around job seeker, employer and strategic partnerships.
- \$300,000 of budget allocated to support research and analysis, workforce system development, and FWA Strategic plan implementation.
  - 1 FTE to be hired by Workforce Snohomish to support data compliance and analytics.
- Ensure programs receive increased funding to address demand for services of job seekers, youth and businesses and support/enhance compliance.
- Be a good steward of our financial resources, given continued uncertainty pertaining to the pandemic and economic conditions.



# Workforce Snohomish Funding Streams



# WIOA and Federal Grant PY21 Q1 Forecast Spending



# Workforce Snohomish PY21 Q1 Operating Forecast

	FY22 / PY21 Q1 Forecast WIOA Cluster	FY22 / PY21 Approved Budget WIOA Cluster	Change	Change %	FY22 / PY21 Q1 Forecast LWDB Grants	FY22 / PY21 Approved Budget LWDB Grants	Change	Change %	FY22 / PY21 Q1 Forecast TOTAL FWA	FY22 / PY21 Approved Budget TOTAL FWA	Change	Change %
<b>Revenue</b>												
Grant Revenue	\$ 6,556,798	\$ 6,449,152	\$ 107,645	2%	\$ 3,266,656	\$ 3,002,390	\$ 264,266	9%	\$ 9,823,454	\$ 9,451,542	\$ 371,911	4%
Contributions Revenue	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A
Program Income	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A
Other Income	\$ -	\$ -	\$ -	N/A	\$ 9,300	\$ -	\$ 9,300	N/A	\$ 9,300	\$ -	\$ 9,300	N/A
Interest Income	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A
<b>Total Revenue</b>	<b>\$ 6,556,798</b>	<b>\$ 6,449,152</b>	<b>\$ 107,645</b>	<b>2%</b>	<b>\$ 3,275,956</b>	<b>\$ 3,002,390</b>	<b>\$ 273,566</b>	<b>9%</b>	<b>\$ 9,832,754</b>	<b>\$ 9,451,542</b>	<b>\$ 381,211</b>	<b>4%</b>
<b>Expense</b>			\$ -	N/A			\$ -	N/A	\$ -	\$ -	\$ -	N/A
Personnel Expenses	\$ 1,298,403	\$ 1,622,417	\$ (324,015)	-20%	\$ 389,873	\$ 236,604	\$ 153,269	65%	\$ 1,688,275	\$ 1,859,021	\$ (170,746)	-9%
Subrecipient	\$ 1,452,831	\$ 4,062,896	\$ (2,610,065)	-64%	\$ 2,052,698	\$ 2,679,168	\$ (626,470)	-23%	\$ 3,505,529	\$ 6,742,064	\$ (3,236,535)	-48%
WorkSource Center	\$ 107,805	\$ 135,086	\$ (27,281)	-20%	\$ 3,528	\$ 4,536	\$ (1,008)	-22%	\$ 111,332	\$ 139,621	\$ (28,289)	-20%
Travel and Training	\$ 48,010	\$ 57,596	\$ (9,586)	-17%	\$ 12,247	\$ 9,435	\$ 2,812	30%	\$ 60,257	\$ 67,030	\$ (6,774)	-10%
Professional Fees	\$ 807,856	\$ 130,282	\$ 677,574	520%	\$ 17,758	\$ 9,050	\$ 8,708	96%	\$ 825,614	\$ 139,332	\$ 686,282	493%
Office & Furniture	\$ 8,848	\$ 8,106	\$ 742	9%	\$ 3,719	\$ 4,306	\$ (588)	-14%	\$ 12,567	\$ 12,413	\$ 154	1%
Communication	\$ 60,801	\$ 18,982	\$ 41,819	220%	\$ 7,682	\$ 7,681	\$ 1	0%	\$ 68,483	\$ 26,663	\$ 41,820	157%
Facilities	\$ 82,831	\$ 111,434	\$ (28,603)	-26%	\$ 31,401	\$ 16,651	\$ 14,750	89%	\$ 114,232	\$ 128,085	\$ (13,853)	-11%
Equipment	\$ 37,007	\$ 52,809	\$ (15,802)	-30%	\$ 10,254	\$ 7,983	\$ 2,271	28%	\$ 47,261	\$ 60,792	\$ (13,531)	-22%
Membership & Dues	\$ 82,042	\$ 77,730	\$ 4,312	6%	\$ 3,531	\$ 1,921	\$ 1,610	84%	\$ 85,573	\$ 79,651	\$ 5,922	7%
Other	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A	\$ -	\$ -	\$ -	N/A
Indirect	\$ 251,501	\$ 171,814	\$ 79,687	46%	\$ 74,711	\$ 25,056	\$ 49,655	198%	\$ 326,212	\$ 196,870	\$ 129,342	66%
<b>Total Expenses</b>	<b>\$ 4,237,933</b>	<b>\$ 6,449,152</b>	<b>\$ (2,211,219)</b>	<b>-34%</b>	<b>\$ 2,607,402</b>	<b>\$ 3,002,390</b>	<b>\$ (394,988)</b>	<b>-13%</b>	<b>\$ 6,845,335</b>	<b>\$ 9,451,542</b>	<b>\$ (2,606,208)</b>	<b>-28%</b>
<b>Net Operating Income</b>	<b>\$ 2,318,865</b>	<b>\$ -</b>	<b>\$ 2,318,865</b>	<b>N/A</b>	<b>\$ 668,554</b>	<b>\$ -</b>	<b>\$ 668,554</b>	<b>N/A</b>	<b>\$ 2,987,419</b>	<b>\$ -</b>	<b>\$ 2,987,419</b>	<b>N/A</b>





# Youth Working Group

Rich White, Youth Working Group Chair

# Statement of Work & Understanding

- Identifies and develops strategic recommendations to create pathways to economic success for youth (ages 14-24) and assisting the FWA in developing and recommending employment and training strategies for Snohomish County's youth.
- Responsibilities of the Youth Work Group includes:
  - Identify and recommend local youth employment and training policy and practice to develop talent for Snohomish County employers;
  - Facilitate, convene, and build a culture of collaboration among Youth workforce system partners;
  - Identify financial and programmatic resources such as grants to advance youth education and skill training;
  - Evaluate a range of issues that impact young people's success in the labor market and work with appropriate partners to overcome issues and challenges; and
  - Identify and support a common tool of measurement for impact.

# Workforce Strategic Plan Implementation Plan Proposal and Next Steps

*James Henderson, Snohomish County*

# Defining a Gold-Standard Workforce System



## A Gold Standard Workforce System

- **Ensures** equity and inclusion inform all aspects of the development and implementation of the workforce system.
- **Coordinates** programs to support economic opportunity by bringing together employers, training providers, economic development and workforce organizations, and community organizations together to determine the needs of businesses and workers.
- **Uses data** to drive decision-making and support continuous improvement and performance measurement.

# Board Member Discussion Findings

## Strategic Plan

- Pleased with the strategic planning process and report.
- Need to revisit timeline and strengthen metrics to support implementation.

## Implementation: Key Considerations

- Implement quickly and broaden support for the plan.
- Identify “most urgently needed actions” and align stakeholders to support implementation.
- Develop timelines, objectives and strong metrics to track progress and show we are “moving the needle”.
- Build a system to reinforce equity and inclusion.
- Include the rural areas. They lack transportation and broadband to support workforce development and job creation.
- Engage K-12 educators in a meaningful way to support implementation.
- Establish the strategy as a continuous plan that is revisited annually to incorporate new ideas or a changing environment.
- Hold industry specific listening sessions and site visits to better understand business needs.
- Incorporate “pollinators” of good ideas into actions to support implementation.

# Proposed Next Steps & Discussion

- Develop an Implementation Plan
  - Engage workforce stakeholders and community organization to design the implementation plan based on the action plan strategies and recommendations.
  - Prioritize projects for strategy implementation and develop timelines.
  - Identify key partners to support implementation.
  - Develop a dashboard and strong metrics to track progress.
- Establish a Workforce System Transformation Committee
  - Provide strategic oversight to support implementation of the workforce strategic plan and implementation framework.
  - Create goal area working groups to support implementation and foster coordination and engagement.
  - Identify and incorporate best practices, track implementation, and annually assesses implementation plan to incorporate new ideas or a changing environment.

# Proposed Implementation Structure

## Workforce System Transformation Committee

### Strategy Goal Area Working Groups

Collaboration Building

Job Growth & Diversification

Cultivate Talent & Skill Development

Youth

### Workforce System Transformation Committee

- Chaired by the FWA Vice Chair
- Members: FWA Board, workforce stakeholders, educators, businesses, and community-based organizations.

### Structure Overview

- Committee and working groups would provide quarterly updates to the Board about implementation progress.
- Regular convening of stakeholders to support implementation, review metrics, track progress, discuss ways to overcome barriers, and incorporate best practices.
- Existing Youth Working Group would be included in the structure to support implementation.

### Goal Area Working Groups

- Chaired by FWA Board Members
- Members: FWA Board, workforce stakeholders, educators, businesses, and community-based organizations.

# Proposed 2022 Board Schedule

## Board Meetings

- Maintain quarterly board meeting schedule (March, June, September & December) to support contracts and WIOA activities.

## Information Sessions

- Schedule information sessions between board meetings with key industry businesses, workforce stakeholders, community organizations, and educators to better understand workforce needs.

## Committee & Workforce Meetings

- Scheduled as needed to develop the implementation plan and support strategy implementation.

## Strategy Retreat

- Hold an annual retreat with board members and stakeholders in October/November to review strategy progress to date, lessons learned, and opportunities for continuous improvement.



# Public Comment

Amy Drewel, Chair

# Adjourn

Amy Drewel, Chair

***Special Board Meeting in mid-January to elect officers.***