



Olympic Consortium Board & Olympic Workforce Development Council



Olympic Consortium Board

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Kitsap County Commissioner

Charlotte Garrido - Vice Chair

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OWDC Executive Committee

Chair - Marilyn Hoppen, *SVP Human Resources*

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Employers Training

Staff

Bill Dowling, OWDC Director

Alissa Durkin, OWDC Program Supervisor

Luci Bench, OWDC Program Analyst

Edward Looby, One-Stop Operator

Doug Washburn, Kitsap County Human

Service Director

MEETING AGENDA

DATE: May 17, 2024

TIME: 10:00 a.m. – 12:00 p.m.

LOCATION: In-Person: Village Greens Community Center, Kingston

Virtual: [ZOOM](#)

Meeting ID 812 7949 6224

Passcode: 320777

ACTION ITEMS:

1. Call to Order – 10:00 a.m. and Welcome
2. **OWDC – Marilyn Hoppen**
 - a. Approval of May 17 Agenda
 - b. March 14 OWDC Meeting Minutes (Att. 2.b., p. 3-6)
 - c. Approval of 2024-2025 Olympic Consortium IFA (Att. 2.c., p. 7-9)
 - d. Approval of OWDC Strategic Workforce Development Strategic 4-year Plan (Att. 2.d., p. 10)
 - e. SWD Coalition Chair Nomination and Appointment
3. **OCB – Commissioner Johnson**
 - a. March 11 OCB Meeting Minutes (Att. 3.a., p. 11-12)
 - b. Approval of 2024-2025 Olympic Consortium IFA (Att. 2.c., p. 7-9)
 - c. Approval of OWDC Strategic Workforce Development Strategic 4-year Plan (Att. 2.d., p. 10)
4. **OWDC/OCB Executive Session**
 - a. Affirm approval of WIOA Title I Youth RFP Apparent Successful Bidder (ASB) (Att. 4.a., p. 13)
 - b. Approval of WIOA Title I Adult & DW RFP ASB

DISCUSSION ITEMS:

5. JobsEQ Wilson Cox – Presentation on new Labor Market Tool
6. BC Design Haus – Creative Marketing Agency Survey
7. OWDC Director Report Out
 - a. National H.G. Weisman Awardee Bill Dowling (Att. 7.a., p. 14-15)
 - b. Olympic Consortium Recognition for Performance (Att. 7.a., p. 16)
8. One-Stop Operator Report Out – Ed Looby
9. PY23 Performance Reports (Att. 9, p. 17-18)

COMMITTEE DEBRIEF:

10. Executive Meeting Minutes April 26 (Att. 10, p. 19-23)
11. SWD Coalition April Kick-off Meeting (Att. 11, p. 24-26)

12. 2024 Calendar (Att. 12, p. 27)
13. [Public Comment](#)
14. Adjourn

Next Meeting: OCB Friday, July 19 ZOOM
OWDC Thursday, July 11 Hybrid

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MEETING MINUTES
March 14, 2024**

ACTION ITEMS:

1. CALL TO ORDER The Olympic Workforce Development Council (OWDC) meeting was held virtually via Zoom and in-person at WorkSource Clallam March 14, 2024. Marilyn Hoppen, Chair, called the meeting to order at 10:05 a.m.

2. APPROVAL of March 14 Agenda

Motion: Tony Ives moved to approve the agenda as presented. Jim Fetzer seconded the motion. **Motion carried unanimously.**

3. APPROVAL OF MINUTES January 11 Meeting (Att.)

Motion: Danny Steiger moved to approve the minutes as presented. Jim Fetzer seconded the motion. **Motion carried unanimously.**

4. APPROVAL OF Selected Awardee of Marketing RFP (Att.)

Motion: Jim Fetzer moved to approve the selected awardee of marketing RFP as presented. Alex Lewis seconded the motion. **Motion carried unanimously.**

5. APPROVAL OF 2024-2028 OWDC Strategic Workforce Development Plan (Att.)

Motion: Danny Steiger moved to approve the 2024-2028 OWDC strategic workforce development plan as presented. Zeke Hill seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS

6. Welcome New Members

New members introduced Alex Lewis, James Fetzer, Molly Probst, Felix Salazar, and Wendy Fox of Olympic College is replacing Terry Cox.

7. Request for Participation in the RFP Review Process

Alissa discussed the RFPs currently open – Youth focused RFP closing April 3rd will start reviewing April 8th. Alissa will provide instructions and reviewers will use Cognito forms during the process, three or four volunteers needed. Adult focused RFP closing April 17th and would start review process on April 19th. Interested council members asked to contact Alissa directly.

8. Strategic Workforce Development Coalition

Luci discussed the committee structure and upcoming changes to create a strategic task force. The business and economic and operation's committees have been dissolved. Commissioners approved the dissolution of the two committees and the creation of the SWD coalition.

- a. Luci also discussed the SWD Coalition objectives, kicking off April 12, with an in-person meeting at Village Green in Kingston. Interested members should email Luci directly.
- b. A council member will need to be nominated to Chair to lead the coalition. Nominations should be emailed to Bill.

Motion: Tony Ives moved to approve affirming the Executive Committee's decision to approve the restructuring and forming a SWD Coalition. Alex Lewis seconded the motion.
Motion carried unanimously.

9. OWDC Director Report Out – Bill Dowling

Bill shared, updates on the current legislation section HB 2230 is being signed by the governor today, placing EcSA permanently in the legislation adding a budgetary supplement for more than \$25 million as a regular program. Some changes made to the law for greater flexibility and assistance to those above the 200% poverty level. Also seeing an increase in positive numbers and shared success stories, including highlights from the NW School of Wooden Boatbuilding. Committing resources of funding to new programs and additional opportunities for apprenticeships and CTEs. Bill is attending the National Association for Workforce Development as a speaker this year and Commissioner Garrido will also be in attendance.

10. One-Stop Operator Report Out – Ed Looby

Ed shared that had EO walkthrough Clallam and Kitsap Community Resources overall pleased with outcome. Positive partner coordination and a new free phone program has started, also coordinating with Puget Sound Energy for energy assistance with the goal of exposing individuals to availability of services. AARP has a new director and will be meeting in April to discuss having someone on site periodically to meet with seniors and to staff front desks at both locations. Will provide updates on data and positive responses. Ed is cataloging adaptive aids for disability access with the goal of training staff to better serve the community, includes software training. BFET Grant awarded to ESD-Individuals who qualify for Snap could qualify of BFET. WorkSource held 5 hiring events, 137 participants, and 34 interviews. CIA interview session on 4/21.

COMMITTEE DEBRIEF

11. Executive Committee Report (Att.)

Bill reported, the committee approved several motions. Two policy revisions – community reinvestment policy – added clarifying wording regarding participant eligibility giving the ability to receive up to two incentives in a month as part of requirements for the state EcSA. Dispute resolution policy revised, state policy states, that a plan needs to be in place and would establish a panel to hear dispute, also defined what a “panel” looked like and added clarifying language, also discussed the April 26th meeting to award youth RFP contract.

12. Youth Committee Report (Att.)

Jeff Allen shared discussion around “what was the worst job you ever had” recognizing the importance of work ethics and the responsibility of having a job.

- a. Pathways update – working with business partners and youth experiences, in many cases this is their first job experience. Jeff also called out to those who may be interested in WIOA to learn more about the program. Pathways staff co-enrolling participants into EcSA and WIOA programs, and strategically working to leverage services to benefit participants.
- b. Jeff also shared the 2023 Healthy Youth Survey <https://www.askhys.net/> data results, shared survey highlights, and explained how to create a fact sheet to view county specific trends and data covering a variety of topics. Jeff discussed Adverse Childhood Experiences (ACEs) and the different factors connecting those experiences to negative outcomes later in life. Jeff also discussed the cross tabulation of the data from the Healthy Youth Survey with the Hope Survey; made up of goals, pathways and agency, ultimately, those with higher levels of hope have better outcomes. Students with lower levels of hope have higher levels of suicidal ideation.
- c. The Evergreen Right Start project collaboration between, Bremerton Housing Authority, Kitsap Community Resources, and Kitsap Mental Health has initiated the purchase of new 30-unit complex that will provide permanent supportive housing for youth. Jeff is hoping it will be ready by June 2024. On-site partners will be available to provide support. Late April ribbon cutting and being recognized as a model throughout the state. Currently, working on policy and enrollment policies. Will provide more updates in the next meeting.
- d. West Sound Technical Skill Center received \$45 million to rebuild the facility in Bremerton, 11 high schools currently utilize the skill center for various technical skill and pathways development. Every student enrolled at the skill center is participating in mock interviews over the next two days in preparation for entry

into the workforce.

13. 2024 Calendar (Att.)

14. Public Comment: None

NEXT MEETING: The next joint OCB & OWDC meeting is May 17, 2024, Hybrid with in-person still TBD.

ADJOURNMENT: There being no further business to come before the Council, the meeting was adjourned at 11:09 a.m.

Olympic Consortium One-Stop Centers

Infrastructure Funding Agreement

July 1, 2024 – June 30, 2025

WorkSource Clallam and WorkSource Kitsap Operating Budget and Infrastructure Funding Agreement (IFA) between Olympic Workforce Development and One-Stop system partners.

Period of Performance

The partners deem this IFA shall be effective July 1, 2024 – June 30, 2025, regardless of the date signed by all partners. The IFA outlines how each partner will contribute to the infrastructure costs of the one-stop system.

Changes to IFA

The 2024-2025 IFA changes are as follows:

- Kitsap IFA
 - Increase in operations costs=\$232.00
 - Primarily attributed to the line-item expenditure, Phone Lines (shared).
 - Reduction in FTEs=1.1

- Clallam IFA
 - Increase in operations costs=\$3,560
 - Primarily attributed to the line-item expenditure, Janitorial.
 - *Our current janitorial contract expires December 31, 2024; therefore, we are accounting for potential increases in the cost of services with a new vendor.*
 - Increase in FTEs=.47

SEQUIM OI 3580	ESD BREAKDOWN								OLYMPIC WDC BREAKDOWN					OTHER PARTNER BREAKDOWN					
Clallam Estimated Infrastructure Budget (Sequim)	CPP	Veterans	Wagner Peyser (Title III)	UI	RESEA	WorkFirst (TANF)	BFET	ESD Commerce (EcSA) Business Services	Olympic WDC (WIOA Title IB)	ESD Adult (WIOA Title IB)	ESD DW (WIOA Title IB)	Olympic Educational Services District 114 (WIOA Title IB Youth)	DAV (Disabled American Vets)	DSHS Division of Vocational Rehabilitation (WIOA Title IV)	Dept of Labor & Industries	AARP Foundation (WIOA Title V)	Dept of Services for Blind (WIOA Title IV)	Peninsula College (WIOA Title II)	
	FTEs	15.47	1.40	1.00	2.05	0.47	0.66	1.39	1.00	0.25	1.50	1.50	1.00	0.50	0.50	0.25	0.25	0.25	0.50
Percentage of Costs	100.00%	9.05%	6.46%	13.25%	3.04%	4.27%	8.99%	6.46%	1.62%	9.70%	9.70%	6.46%	3.23%	3.23%	1.62%	1.62%	1.62%	3.23%	
FTE's for Staff only items	12.97	1.40	1.00	2.05	0.47	0.66	1.39	1.00	-	1.50	1.50	1.00	-	-	-	-	-	-	
Percentage of Costs for Staff only items	100.00%	10.79%	7.71%	15.81%	3.62%	5.09%	10.72%	7.71%	0.00%	11.57%	11.57%	7.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Estimated Infrastructure Costs																			
Computer - Public Use (33)	9,108	824	589	1,207	277	389	818	589	589	147	883	883	589	294	294	147	147	147	294
Data/Document Destruction	200	18	13	27	6	9	18	13	13	3	19	19	13	6	6	3	3	3	6
Interpreter Services	300	27	19	40	9	13	27	19	19	5	29	29	19	10	10	5	5	5	10
Janitorial Services	28,810	2,607	1,862	3,818	875	1,229	2,589	1,862	1,862	466	2,793	2,793	1,862	931	931	466	466	466	931
Janitorial Supplies	2,000	181	129	265	61	85	180	129	129	32	194	194	129	65	65	32	32	32	65
Phone Service Shared Lines (5)	840	76	54	111	26	36	75	54	54	14	81	81	54	27	27	14	14	14	27
Postage	50	5	3	7	2	2	4	3	3	1	5	5	3	2	2	1	1	1	2
Printer Lease - Public Use (1)	948	86	61	126	29	40	85	61	61	15	92	92	61	31	31	15	15	15	31
Printer Lease - Staff (5)	4,740	512	365	749	172	241	508	365	365	-	548	548	365	-	-	-	-	-	-
Printer Usage - Public Use	300	27	19	40	9	13	27	19	19	5	29	29	19	10	10	5	5	5	10
Printer Usage - Staff	1,500	162	116	237	54	76	161	116	116	-	173	173	116	-	-	-	-	-	-
Publications/Training Material	1,000	90	65	133	30	43	90	65	65	16	97	97	65	32	32	16	16	16	32
Rent	222,748	20,158	14,399	29,517	6,767	9,503	20,014	14,399	14,399	3,600	21,598	21,598	14,399	7,199	7,199	3,600	3,600	3,600	7,199
Supplies	1,000	90	65	133	30	43	90	65	65	16	97	97	65	32	32	16	16	16	32
Subtotal Estimated Infrastructure Costs	273,544	24,864	17,760	36,408	8,347	11,722	24,686	17,760	17,760	4,320	26,640	26,640	17,760	8,639	8,639	4,320	4,320	4,320	8,639
Total Estimated Costs by Partners	273,544	24,864	17,760	36,408	8,347	11,722	24,686	17,760	17,760	4,320	26,640	26,640	17,760	8,639	8,639	4,320	4,320	4,320	8,639

Below is the pricing per unit, per month:

Computers (general use) 23.00
 Computers (staff use) 117.95
 Phones 14.00
 Printers 79.00

The base .25 FTE will be assigned to those who are non-physically represented partners

**As of 04/05/2024*

SILVERDALE OI 3552	ESD BREAKDOWN							OLYMPIC WDC BREAKDOWN							OTHER PARTNER BREAKDOWN				
Kitsap Infrastructure Budget (Silverdale)	CPP	Veterans	Wagner Peyster (Title III)	UI	RESEA	WorkFirst (TANF)	ESD Commerce (EcSA) Business Service	ESD EcSA (state)	Olympic WDC (WIOA Title IB)	ESD Adult (WIOA Title IB)	ESD DW (WIOA Title IB)	One Stop Operator (Title IB)	Olympic Educational Services District 114 (WIOA Title IB Youth)	DSHS Division of Vocational Rehabilitatio n (WIOA Title IV)	Dept of Labor & Industries	Olympic College (WIOA Title II)	AARP Foundati on (WIOA Title V)	Dept of Services for Blind (WIOA Title IV)	
	Estimated FTEs	33.15	3.29	2.00	4.05	0.86	1.55	2.15	1.00	1.00	3.00	1.50	1.50	1.00	4.00	4.00	1.00	0.50	0.50
Percentage of Costs	100.0%	9.92%	6.03%	12.22%	2.59%	4.68%	6.49%	3.02%	3.02%	9.05%	4.52%	4.52%	3.02%	12.07%	12.07%	3.02%	1.51%	1.51%	0.75%
FTE's for Staff only items	24.90	3.29	2.00	4.05	0.86	1.55	2.15	1.00	1.00	1.00	1.50	1.50	1.00	4.00	-	-	-	-	-
Percentage of Costs for Staff only items	100.0%	13.21%	8.03%	16.27%	3.45%	6.22%	8.63%	4.02%	4.02%	4.02%	6.02%	6.02%	4.02%	16.06%	0.00%	0.00%	0.00%	0.00%	0.00%
Estimated Infrastructure Costs																			
Computers - Public Use (45)	12,420	1,233	749	1,517	322	581	806	375	375	1,124	562	562	375	1,499	1,499	375	187	187	94
Data & Document Destruction (Shredding)	200	20	12	24	5	9	13	6	6	18	9	9	6	24	24	6	3	3	2
Interpreter	1,000	99	60	122	26	47	65	30	30	90	45	45	30	121	121	30	15	15	8
Phones - Shared (9)	1,512	150	91	185	39	71	98	46	46	137	68	68	46	182	182	46	23	23	11
Postage	100	10	6	12	3	5	6	3	3	9	5	5	3	12	12	3	2	2	1
Printer Lease - Public Use (1)	948	94	57	116	25	44	61	29	29	86	43	43	29	114	114	29	14	14	7
Printer Lease - Staff Use (6)	5,688	752	457	925	196	354	491	228	228	228	343	343	228	914	-	-	-	-	-
Printer Usage - Public Use	2,500	248	151	305	65	117	162	75	75	226	113	113	75	302	302	75	38	38	19
Printer Usage - Staff Use	2,000	264	161	325	69	124	173	80	80	80	120	120	80	321	-	-	-	-	-
Publications/Training Materials	1,500	149	90	183	39	70	97	45	45	136	68	68	45	181	181	45	23	23	11
Rent	366,444	36,368	22,108	44,769	9,507	17,134	23,766	11,054	11,054	33,162	16,581	16,581	11,054	44,216	44,216	11,054	5,527	5,527	2,764
Supplies/Materials	2,000	198	121	244	52	94	130	60	60	181	90	90	60	241	241	60	30	30	15
Subtotal Estimated Infrastructure Costs	396,312	39,585	24,064	48,729	10,347	18,650	25,869	12,032	12,032	35,478	18,048	18,048	12,032	48,128	46,893	11,723	5,862	5,862	2,931
Total Estimated Costs by Partners	396,312	39,585	24,064	48,729	10,347	18,650	25,869	12,032	12,032	35,478	18,048	18,048	12,032	48,128	46,893	11,723	5,862	5,862	2,931

Below is the pricing, per unit, per month:

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 Phones 14.00
 Printers 79.00

The base .25 FTE will be assigned to those who are non-physically represented partners

*As of 04/04/2024

SWDP WTB Comment & Action Summary

Revision can be viewed <https://www.kitsap.gov/hs/OWDCDocuments/SWD%202024-2028%204-Year%20Plan%20WTB%20Comment%20R2.pdf> or by clicking [SWD Plan WTB Comments R2](#).

Section II – Regional Component of Plan

3. Regional Service Strategies: **Minor Update Suggested**

“Suggest expanding on Unite Us and Job Hub concepts and how those will expand engagement, access, assist in overcoming barriers.”

- Pg. 12 & 37 – did not end up contracting with Unite Us, instead inserted information about our referral process we’ve implemented.
- Pg. 41 – defined Job Hub concept.

Section III – Local Component of Plan

1. Vision, Goals, and Strategies: **Meets Expectations**

“Plan does a good job of including impressive local mission, vision, values, and much of this aligns with those of the state. Great job on page 10-11 describing work done to get to current state. The 10 regional goals are highly strategic and address targeted populations and efforts to improve services and outcomes (p. 36-37).”

5. Coordination of Transportation/Other Support Services: **Needs further detail**

- Pg. 40 added partners who provide transportation assistance.

8. One-Stop System: System Design and Services: **Needs Further Detail**

“I would have liked to see attempts to quantify the effectiveness – as in how many events focus on labor trends with participation of employers, community colleges, and service provider staff.”

“Recommend spelling out that WIOA services are delivered at and through the public workforce system, aka the one-stop system.”

- Pg. 49-50 added appropriate language to address these items.

10. Technology and Innovation: **Needs Further Detail**

- Pg. 11 Needs Assessment Section. Pg. 19 Technology Literacy. Pg. 28 under Maritime. Pg. 34 Challenges and Opportunities. Pg. 43 Education Coordination. Pg. 49 One-stop System

Area of Concern – Board Composition (Att. E). WIOA Law requires >50% business members.

- Staff are actively involved in recruitment efforts.

“Overall Impression – the deep dive into the economic and demographic data of the area is impressive.”

“Overall, reviewer was impressed with this plan and the work that went into informing the “current state’ of the Local Workforce Area. Detailed data and labor market information. Expectations of continued stakeholdering is impressive. Would have liked to see more examples of partnerships, collaborations and naming the actual local partnerships by name.”

Meeting Notes
OLYMPIC CONSORTIUM BOARD
Via Zoom
Monday, March 11, 2024

ATTENDEES – Commissioner Randy Johnson, Commissioner Greg Brotherton and Commissioner Charlotte Garrido, and Doug Washburn.

Staff: Bill Dowling, Alissa Durkin, and Luci Bench

1. **Call to Order:** Commissioner Johnson called to order at 8:25AM
2. **Action Items:**
 - a. Approval of March 11 agenda
MOTION: Commissioner Brotherton moved to approve. Commissioner Johnson seconded. Motion carried.
 - b. Approval of January 19 meeting minutes
MOTION: Commissioner Brotherton moved to approve. Commissioner Brotherton seconded. Motion carried.
 - c. Approval of OWDC New Member Appointments
MOTION: Commissioner Brotherton moved to approve. Commissioner Johnson seconded. Motion carried.
 - d. Approval of Re-Appointment of OWDC Members
MOTION to Reappoint Monica Blackwood. Commissioner Brotherton moved to approve. Commissioner Garrido seconded. Motion carried.
MOTION to Reappoint Karen Borders. Commissioner Brotherton moved to approve. Commissioner Johnson second. Motion carried.
 - e. Approval of OWDC committee Structure.
As part of the Strategic Workforce Development 4-year Plan, a taskforce or actionable committee has been requested. The work the Business/Economics' and Operations Committee has been doing would be better suited to join forces and work together toward the goals outlined in our strategic plan.
MOTION to dissolve the Business/Economic and Operations committee and create the Strategic Workforce Development (SWP) Coalition. Commissioner Brotherton moved to approve. Commissioner Garrido second. Motion carried.
3. **DISCUSSION ITEMS**
 - a. Current OWDC Request for Proposals
 - Alissa reported out: Marketing RFP received two proposals, which are currently under evaluation, due by COB today. Executive committee will affirm selected bidder on Marcy 12th.

- Youth RFP closes on April 3, this round additional focus on trauma services and connecting with mental health providers was requested.
 - Adult and Dislocated Worker closes on April 17, this round requires a focus on alignment with strategic plan and quality jobs.
- b. Strategic Workforce Development Plan Project Update
- The council reviewed the plan, only a few grammatical corrections. The plan has gone to public comment starting on March 1st to March 31st. Pending any changes or corrections noted in the public comment period, local draft due to Workforce Training and Education Coordination Board (WTB) on April 17th. Final, signed plan due to (WTB) on May 17th after joint meeting.
- c. OWDC Director Report Out
- HB2230 Economic Security for All grant has passed into law. Increase in business services funds, and the ability to serve participants below 200% FPL with funds from above 200% FPL, which was not allowable previously.
 - Met and toured Boat Building school in Port Townsend, followed by QUEST Business Navigator who then conducted a WIOA Orientation. Over 25 students have completed intake and will be enrolled and get assistance with tuition and support services. There is also discussion on On-The-Job training, cost, setting up, paperwork, and availability to all businesses.
- d. Public Comment
- None at this time.
- a. 2024 Calendar
- Provided, no comments.

4. GOOD OF THE ORDER

- a. None at this time.

ADJOURN: Commissioner Johnson adjourned the meeting at 8:41 AM.

NEXT MEETING: Joint Board and Council meeting Friday May 17 2024.



WIOA YOUTH RFP PROPOSAL REVIEW & SCORING

SCORING CRITERIA	POSSIBLE POINTS
Experience & Past Performance	17
Service Delivery	26
Partnerships	17
Equity	14
Organizational Structure	6
Administrative Controls & Cash Management	5
Budget & Performance Objectives	15
TOTAL POSSIBLE POINTS	100

REVIEW OF PROPOSAL SUBMITTED BY: Olympic Educational School District #114

Total Program Expenditures
\$397,522.00

Total Participant Expenditures
\$132,478.00

Total Expenditures \$530,000.00	% Program Expenditures 75.00%	% Participant Expenditures 25.00%
-------------------------------------------	-----------------------------------------	---------------------------------------------

Projected Enrollments
128

Projected Placements
34

SCORES:

Experience & Past Experience
100%

Organizational Structure
100%

Service Delivery
97%

Administrative Controls & Cash Management
100%

Partnership
66%

Budget & Performance Objectives
93%

Equity
86%

Total
92%

To review the entire Proposal Review: [WIOA Youth RFP Proposal Review](#)

News & Press: Press Release



Email to a Friend

BILL DOWLING RECEIVES NATIONAL H.G. WEISMAN AWARD

Wednesday, April 3, 2024 (2 Comments)

Posted by: Julia Clark

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West Plains, MO, April 3, 2024 - The National Association of Workforce Development Professionals (NAWDP) announced today that Bill Dowling is the 2024 recipient of the H.G. Weisman Award. Dowling, Director of the Olympic Workforce Council, will be recognized at an award ceremony at NAWDP's 40th Annual Conference on May 20, 2024, in San Antonio, TX.

The H.G. Weisman Award is granted, at the discretion of the NAWDP Board Chair, for exceptional services to NAWDP and the field of workforce development. Dowling has extensive experience in the Workforce and Economic Development arena. "I am deeply humbled to receive the H.G. Weisman Award from NAWDP," said Dowling, "Over my past 25 years in the public Workforce System, one of my greatest honors has been to be a both a member and serve on the NAWDP Board of Directors. For those of us lucky enough to work as a Workforce Development Professional, we know what a true privilege it is to be able to assist our jobseekers and businesses, changing lives each and every day. It is the life I chose and do not have one day of regret in this marvelous journey."

Dowling began working as the Director of the Olympic Consortium Workforce Development Area, which serves the three-county region of Clallam, Jefferson, and Kitsap Counties in December of 2021. Previous to his relocation to Washington, Bill has served in a variety of different positions in Workforce and Economic Development such as, the Director of the Division of Employment and Training for the State of Colorado, the Director of Workforce Development for the City of Springfield, MO, as well as the Missouri Career Center Functional Leader and the Executive Director of the Ozark Region Workforce Investment Board, the Director of Workforce Development at Chinatown Service Center, and a Program Coordinator for Goodwill Industries of Southern California, both located in Los Angeles, CA.



“Bill’s passion for workforce is contagious,” said NAWDP Board Chair Dana Keller, “His contributions to different areas of workforce across the U.S. have made a great impact on many lives.”

The H.G. Weisman award is presented in honor of the late Hank Weisman, who was among a group of workforce leaders who were instrumental in the founding of the National Job Training Partnership, an “organization of organizations” which later was called the Partnership for Training and Employment Careers before

developing into the membership professional development organization we now know as NAWDP.

About NAWDP

NAWDP provides education, resources, and certification credibility to individuals seeking to thrive as thought leaders and innovators in the workforce development industry. As the leading advocate for workforce development professionals, NAWDP builds relationships and connections with other industry-leading organizations to challenge and collaborate for the advancement of the industry. NAWDP is the heartbeat of workforce development. For more information on NAWDP’s programs, CWDP Certification, and membership go to www.nawdp.org.



STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT

PO Box 9046 • Olympia WA 98507-9046

April 18th, 2024

Bill Dowling
Director
Olympic Workforce Development Council
Via e-mail

Dear Bill,

It is important to take a moment to recognize your positive performance on the outcomes shown below from your WIOA Title I grants and discretionary contracts. Please feel free to share this with your board and entire team, as you see fit, in appreciation of the hard work and dedication they put into finding solutions and support for the communities served by your LWDB.

The Olympic Consortium Workforce Development Council quarter ending December 31st, 2023 (June 30th, 2023 for employment outcomes):

Outcome	Target	Actual
WIOA Adult Enrollments	144	189
WIOA DW Enrollments	47	43
WIOA Youth Enrollments	109	112
WIOA Youth Employment Placements	20	19
Federal EcSA Enrollments	64	66
Federal EcSA Employment Above Self-Sufficiency Wage	23	23
State EcSA Enrollments	56	73

Congratulations on exceeding your enrollment targets for the second quarter in a row in the QUEST program! Your region's efforts to find more effective ways to connect with Dislocated Workers is admirable, with exceeding the QUEST enrollment target and hitting 92% of the Dislocated Worker program enrollment target highlighting the progress made towards that goal. Additionally, your area's recent focus on working closely with customers to find the right pathway for them is exemplary- we are thrilled to see the level of training occurring with case managers to support informed customer choice. We recognize the great strides and effort your area is making in improving service delivery and are excited to see how those efforts progress. Keep up the great work! If we could offer additional technical service in any area of grant administration, training, policy guidance, or others, please just let us know. Our goal is to support your local success.

We are always looking for successful practices to share with the rest of the workforce development system. If you would like to share any tools or practices with your peers across the state, please send them to ESDGPWorkforceInitiatives@esd.wa.gov. Also, let us know in that message if you would be willing to present during the next quarterly peer-to-peer teleconference. By sharing your successes, you can help the entire state continue to pursue and achieve excellence.

If you would like more information, please let me know. Congratulations again on your success, and thank you for serving Washington's employers, workers, jobseekers, and youth.

Sincerely,

Tim Probst
Grants Director
Washington State Employment Security Department



Performance Reports Program Year 2023

5/2/2024
Last Updated

	Clallam		Jefferson		KCR		Kitsap					
Program	Enroll ments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Expenditures	Expenditure Targets	Expenditures %age	
Adult	280	182	153.85%	117	93	75	124.00%	2	365,122	538,884	67.76%	
DW	55	72	76.39%	29	23	52	44.23%	1	364,041	697,150	52.22%	
QUEST	66	33	200.00%	15	11	23	47.83%		214,164	353,257	60.63%	
State EcSA	134	28	478.57%	40	33	17	194.12%		275,228	193,139	142.50%	
State EcSA Above 200	2	8	25.00%			8				73,770		

Program	Enroll ments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Post-Secondary Target	Expenditures	Expenditure Targets	Expenditures %age
Youth	120	116	103.45%	36	27	17	158.82%	5		314,528	307,270	102.36%
EcSA	74	64	115.63%	35	34	32	106.25%		27	448,229	660,478	67.86%

759
Job Seekers Serviced

★ **184**
Unsubsidized Employment

★ **16**
Self-Employed

74%
Placed into Employment

244
Credential Earned

\$48,540
Average Annual Wage

Clallam	Jefferson	KCR	Kitsap
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Program	Enrollments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Expenditures	Expenditure Targets	Expenditures %age
DW	12	10	● 120.00%	7	7	8	87.50%		112,663	253,004	◆ 44.53%
Adult	58	33	● 175.76%	26	22	9	● 244.44%		114,902	186,336	◆ 61.66%
Youth	32	30	● 106.67%	9	7	4	● 175.00%	1	133,753	127,019	● 105.30%

Clallam	Jefferson	KCR	Kitsap
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Program	Enrollments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Expenditures	Expenditure Targets	Expenditures %age
DW	4	5	◆ 80.00%	1	1	3	◆ 33.33%		27,694	83,600	◆ 33.13%
Adult	33	5	● 660.00%	2	2	5	▲ 40.00%		38,968	91,122	◆ 42.76%
Youth	10	11	● 90.91%	2	2	2	● 100.00%		32,800	37,651	▲ 87.12%

Clallam	Jefferson	KCR	Kitsap
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Program	Enrollments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Expenditures	Expenditure Targets	Expenditures %age
DW	23	28	◆ 82.14%	15	12	17	◆ 70.59%	1	70,730	102,056	◆ 69.31%
Adult	66	64	● 103.13%	39	32	38	▲ 84.21%	2	106,962	100,484	● 106.45%

Clallam	Jefferson	KCR	Kitsap
---------	-----------	-----	--------

Program	Enrollments	Enroll Targets	Enroll %age	Exit	Place ments	Placement Targets	Placement %age	Post-Secondary	Expenditures	Expenditure Targets	Expenditures %age
DW	16	29	◆ 55.17%	6	3	24	◆ 12.50%		152,953	258,491	◆ 59.17%
Adult	123	80	● 153.75%	50	37	23	● 160.87%		104,290	160,942	◆ 64.80%
Youth	78	75	● 104.00%	25	18	11	● 163.64%	4	147,975	142,600	● 103.77%

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL
(OWDC) EXECUTIVE COMMITTEE SPECIAL
MEETING SUMMARY
APRIL 26, 2024**

ATTENDANCE: Jessica Barr, Chuck Moe,
Staff: Bill Dowling, Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Executive Committee Special meeting was held on Friday, April 26, 2024, via Zoom.

APPROVAL OF SUMMARY

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

ACTION: Jessica Barr moved to approve the Agenda Motion was seconded by Chuck Moe. Motion carried unanimously.

The Executive Committee's Meeting Minutes were approved as follows:

ACTION: Chuck Moe moved to approve the March 12, 2024, Executive Committee Minutes. Motion was seconded by Jessica Barr. Motion carried unanimously.

WIOA Title I Youth RFP Selected Awardee, Olympic Educational Service District #114, was approved as follows:

ACTION: Jessica Barr moved to approve the WIOA Title I Youth RFP selected awardee as presented. Motion was seconded by Chuck Moe. Motion carried unanimously.

The 2024-2025 Olympic Consortium Infrastructure Funding Agreement was approved as follows:

ACTION: Chuck Moe moved to approve the 2024-2025 Olympic Consortium IFA as presented. Motion was seconded by Jessica Barr. Motion carried unanimously.

DISCUSSION

May 14th OWDC Executive Committee Meeting-CANCELLED

- The Committee Members have decided to cancel the OWDC Executive Committee meeting scheduled for May 14th due to the OWDC/OCB joint meeting on the 17th.

Adjourned at 10:15 am

Next Meeting: TBD



2024-2025 Olympic Consortium IFA & WIOA Youth RFP Selected Awardee

ACTION REQUESTED: 2024-2025 Infrastructure Funding Agreement Approval & WIOA Youth RFP selected awardee

- Please review the provided Infrastructure Funding Agreements for WorkSource Clallam and WorkSource Kitsap, which outlines each partners contribution to the operating costs of the one-stop centers.
- Please review the scoring provided by the evaluator for the WIOA Youth RFP to indicate your agreement with the selected awardee.
- Please indicate your approval and agreement by signing and dating below.

[IFA Summary](#)

[2024-2025 WorkSource Clallam IFA](#)

[2024-2025 WorkSource Kitsap IFA](#)

WIOA Youth RFP selected awardee

Signature

Date

5/6/2024

Marilyn Hoppen

Name

Marilyn

First

Hoppen

Last

Partner Agency

Olympic Workforce Development Council

Contact Email

mhoppen@kitsapbank.com

WIOA Youth RFP selected awardee

Signature

Date

4/29/2024

A handwritten signature in black ink that reads "Cordi Fitzpatrick". The signature is written in a cursive style with a large initial "C" and "F".

Name

Cordi Fitzpatrick

Partner Agency

Olympica Workforce Development Council

Contact Email

cordi@ssnwhq.com



Kick Off meeting-04/12/24

Action Items

1. SWDC Chair Nomination- Chairperson must be a OWDC Business voting member.
 - a. No floor nominations
 - b. Individuals may reach out to Luci Bench if they would like to nominate themselves.

2. Meeting Cadence
 - a. Most individuals opted for the coalition meetings to occur during the off months of the OWDC meetings.
 - b. The coalition meetings will take place on the third Friday via a hybrid format.

Discussions

1. Initiative Ideation

- a. Gina Lindal
 - i. Job Fairs
 1. Better coordination.
 2. Job fairs should be industry specific with increased participation from businesses.
 3. Look into the “why” less qualified job seekers.

- b. Mike Robinson
 - i. Making this coalition sustainable
 1. Commitment and structure-expand beyond those council members that are always participating, members and non-members.
 2. Increase awareness of what WorkSource is and why it’s there with education and training community.
 - ii. Focus on young adults that are slipping through the cracks.
 1. Lack the financial resources for post-secondary education or family support for participating in running start.
 2. Reshape high school and beyond plans. Workforce should be imbedded into those plans and tailored to suit the needs and circumstances of regions with lower-income demographics.
 - iii. Individuals who stopped looking for work.
 1. Outreach to mental health providers, EDC’s.

- c. Monica Blackwood
 - i. Job Fairs



Strategic Workforce Development Coalition

1. Individuals are scared. Loss ability to navigate themselves, get overwhelmed and retreat.
 2. We should encompass every element of getting into the Workforce.
 3. Job Fairs should be focused on specific demographic, create a comfortable space, second chance friendly.
- ii. Monthly podcasts
- d. Bill Dowling
 - i. Non-traditional pre-apprenticeships.
- e. Michael Refuerzo
 - i. Job Fairs
 1. Early childhood development.
 2. College level graduates and high schooler transitioning out.
 3. Start with large-scale job fair and move down to job fairs specifically tailored (demographic or sectors).
 4. What business will support this moving forward?
- f. Jeff Allen
 - i. 7 Generational Thinking
 1. Present moment and future moment, gaps to fill.
 2. Work we do now and carry that 7 generations forward-how can we do that?
 3. Career path awareness and exploration.
 - a. Middle school preparation, High School career launch with colleges and employers with meaningful paid work experience.
 4. Immigration influx, increase participation in workforce.
 - a. Gina Lindal added that DVR has these groups on their case loads and will send developed resources to these groups.
- g. Chuck Moe
 - i. Field trip every year to an industry sector to gain hands-on experience.
 - ii. Focus on trades.
 1. 12th graders sign up for apprenticeship program.
- h. Danessa Gray
 - i. Young adults are vocal about their needs and expectations within the workplace.
 - ii. Educate employers about the evolving needs and expectations of young adults in the workforce, consider implementing trainings.



Strategic Workforce Development Coalition

- i. Megan Mason-Todd
 - i. Individuals with Disabilities in the workforce
 - 1. Skookum hosts quarterly event, 60-minute networking session with how to employers can accommodate individuals with disabilities.
 - 2. Vet Tribe
 - a. Meet once a month to discuss vets re-entering the workforce.
 - j. Danny Steiger
 - i. Quality NOT Quantity
 - 1. Linking job fairs with education and training institutions.
 - k. Frank Portello
 - i. Partner with regional libraries to host career day events.
 - l. Jessica Barr
 - i. Skill Based.
 - 1. What assessments are being used.
 - 2. Employers need to be looking at skills not degrees.
 - m. Wendy Fox
 - i. Continuing Based education
 - 1. Working with employers to determine the specific skill set they require of their employees, OC assisting with providing the education/training.
2. Next Steps
- a. How will we ensure the long-term sustainability and success of this coalition?
 - i. community platform for continual ideation-MURAL?
 - b. Job Fair
 - i. Event end of May in each county
 - 1. Focused on demographics then specifically tailor it down to industry/sectors.
 - 2. Work with our community partners to coordinate the fair.
 - 3. Monica and Megan volunteered to drive the event. Updates will be posted on selected community platform.
 - ii. Development of resource tool.

OCB Meeting (3rd Fridays)
 OWDC Meeting (2nd Thursday)

10 a.m. to 12 p.m.
 10 a.m. to 12 p.m.

OCB - OWDC Combined Meeting
 Exec OWDC Meeting (2nd Tuesdays)

9 a.m. to 12 p.m.
 10 a.m. to 12p.m.

2024

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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25	26	27	28	29	30	

March						
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31						

April 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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July						
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August						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				