



# Olympic Consortium Board & Olympic Workforce Development Council



## Olympic Consortium Board

### **Jefferson County Commissioner**

Greg Brotherton - Chair

### **Kitsap County Commissioner**

Katie Walters - Vice Chair

### **Clallam County Commissioner**

Randy Johnson – Second Vice Chair

## OWDC Executive Committee

Chair - Marilyn Hoppen, *SVP Human*

*Resources Kitsap Bank*

Vice Chair - Monica Blackwood,

*CEO/President West Sound Workforce*

Jessica Barr, *Regional Director*

*Washington State Employment*

*Security Dept.*

Cordi Fitzpatrick, *Human Resources*

*Director Security Services Northwest*

Chuck Moe, *Field Rep Northwest*

*Laborers-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:** March 21, 2025

**TIME:** 10:00 a.m. – 1:00 p.m.

### **LOCATION IN-PERSON ONLY:**

Watson Furniture

26246 Twelve Trees Ln NW | Poulsbo

## ACTION ITEMS:

1. **Call to Order and Welcome**
2. **OWDC Chair Marilyn Hoppen**
  - a. Approval of March 21 agenda
  - b. Approval Jan. 9th OWDC meeting minutes (Att. 2.b., p. 3-6)
  - c. Approval of Policy Updates
    - i. Summary (Att. 2.c.i., p. 7)
      1. 5140POL Economic Security for All (Rev1) (Att. 2.c.i.1, p. 8-9)
      2. 5451POL Community Reinvestment Plan Incentives(Rev1) (Att. 2.c.i.2, p. 10-11)
3. **OCB Chair Commissioner Brotherton**
  - a. Approval of November 15, 2024 OCB portion of Joint meeting minutes (Att. 3.a., p. 12-15)
  - b. Welcome to Kitsap County Commissioners Katie Walters to the Olympic Consortium Board
  - c. Appointment of new OWDC Member (Att. 3.c., p. 16)
    - i. Nick Seedorf, Olympic Medical Program Manager
  - d. Reappointment of OWDC Members (Att. 3.d, p. 17-19)
    - i. Marilyn Hoppen, Kitsap Bank HR Director
    - ii. Gina Lindal, DSHS Administrator
    - iii. Jessica Barr, ESD Regional Director

## PRESENTATION & TOUR:

4. Community Reinvestment Grant Phase III Awardees
5. Watson Furniture
6. Olympic College Poulsbo Healthcare Expansion – Dr. Marty Cavalluzzi

## Working Lunch – Lunch provided



# Olympic Consortium Board & Olympic Workforce Development Council



## **DISCUSSION ITEMS:**

7. OWDC Director Report Out – Bill Dowling (Att. 7, p. 20-21)
8. One-Stop Operator Report Out – Ed Looby (Att. 8, p. 36-44)
9. PY24 Performance Reports (Att. 9, p. 22-25)

## **COMMITTEE DEBRIEF:**

10. Youth Committee Report (Att. 10, p. 26-29)
11. SWD Coalition Report (Att. 11, p. 30-34)
12. Good of the Order
  - a. State and Federal Agency Layoffs/Volunteer Severance Packages Q&A
13. [Public Comment](https://www.cognitoforms.com/kitsapcounty1/owdcpubliccomment) – Submit by 12pm the day prior to the meeting via online form:  
<https://www.cognitoforms.com/kitsapcounty1/owdcpubliccomment>
14. 2025 Calendar (Att. 14, p. 35)
15. Adjourn

## **Next Meetings:**

Olympic Consortium Board Friday, May 16<sup>th</sup>  
Olympic Workforce Development Board Thursday, May 8<sup>th</sup>

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)  
MEETING MINUTES  
January 9, 2025**

**ACTION ITEMS:**

OWDC quorum for today's meeting was affirmed and recorded at 10:01 a.m.

1. **CALL TO ORDER** The Olympic Workforce Development Council (OWDC) meeting was held virtually via Teams on January 9, 2025. Marilyn Hoppen, Chair, called the meeting to order at 10:02 a.m.

2. **APPROVAL of January 9 Agenda**

**Motion:** Danny Steiger moved to approve the agenda as presented. Cordi Fitzpatrick seconded the motion. **Motion carried unanimously.**

3. **APPROVAL OF MINUTES November 15 Meeting (Att.)**

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

4. **APPROVAL OF Policy - Summary**

**Motion:** Chuck Moe moved to approve the Policy Summary as presented. Danny Steiger seconded the motion. **Motion carried unanimously.**

**DISCUSSION ITEMS**

5. **New Year Community Organizational Updates (Att.)**

Bill Dowling invited agency partners present during the meeting to share some 2024 highlights and 2025 plans:

- Joe Crain – St. Vincent de Paul shared that in 2024 \$1 million in funding secured to support a major campus development project. SVdP is Looking to expand the women's shelter by 15 beds. Stella Merit currently has a waiting list. Stella Prospero will have 38 mixed housing units; 10 units re-entry/transitional housing and 28 units permanent supportive housing. Looking to add 80 – 110 units of affordable housing in Bremerton. Also looking to add an early learning center onsite, working with YMCA to support this project, in addition to creating a community café.
  - Olympic College students are being offered a paid internship through the St. Vincent de Paul construction project

- The project comes as part of the overall Kitsap County Affordable Housing Plan.
- Elevate Program is a soft skills development program to equip people with those ever-important soft skills to complement their formal course of training/work experience. These classes focus on Communication, Conflict Resolution, Team Building/working in a team, basic Personal Finance, etc.
- Renee Lafreniere – Olympic College discussed some of the legislative work in progress and that the college is hosting a breakfast on 1/16 with key partners to support various initiatives and possible funding. Steering committee on the Poulsbo campus is working diligently on the expansion, phase 1 is fully funded. 3 out of 5 phase 1 programs ready to go.
- Kareen Borders - West Sound Stem Network shared the organization spent 2024 in strategic planning and an updated the vision to reflect the mission. Completed a regional early learning plan which is wrapping up completion, as well as Bill & Melinda Foundation grant. Additional projects include; work on the recompute grant with Peninsula College, increased interest in Stem Like Me program by school districts targeting middle schoolers.
- Gina Lindal – CSD working through budget shortfall, currently able to fill front line positions. Complete training and return staff to the field. Employment Pipeline is still active and offering WorkSource navigation support services. Headquarters workforce development team have already received a number of inquiries to continue supporting youth and re-entry services.
- Chuck Moe – Building Trades, working with Circle the Northwest looking at a several million-dollar project to support the project. Goal is to use local contractors to support the project.
- Megan Mason – Todd, Skookum name is changing to Total Facilities Maintenance program starting in 2025, 8 to 12-week pre-apprenticeship trade program with paid stipends and possible certification for adults and will introduce a similar program to youth. First cohort will likely start in the fall.
- Michael Robinson – Focus on hiring veterans have increased and recently hired staff focused on Kitsap County.

## 6. OWDC Director Report Out – Bill Dowling

Bill discussed, updates on work for the program, WIOA recertification bill – did not make it through. There is bipartisan interest in the bill so hopefully it will move forward in the future. 10% cut from the state to youth with an increase for dislocated workers. Feb 4 – 6, WA Workforce Association will be meeting with legislators, those interested in attending can reach out to Bill directly. In 2025, the OWDC wants to move forward with programs with proven success rates to continue support.



## **7. One-Stop Operator Report Out – Ed Looby**

Ed shared the attached report out.

Highlights include an increase in office traffic, DVR is now providing services out of the Sequim office on Thursdays. Cross functional groups are forming between partners and employment services there were 4 hiring events, 3 interview events, with 152 attendees for both. Customer satisfaction responses are largely positive and most would recommend services. Ed also shared demographic data for both Silverdale and Sequim locations.

## **COMMITTEE DEBRIEF**

### **8. Youth Committee Report (Att.)**

Jeff Allen shared:

- a. Sate received a waiver for the WIOA youth program to lower their expenditures to 50% the goal is to increase support to in-school youth. Do not anticipate any significant changes in enrollment.
- b. Continuing work to create an Open Doors re-engagement program for youth up to age 21. The program would focus on programs in academic and employment pathways, starting in Kitsap County on a GED+ pathway with support from the WIOA program. Hoping to kick off in Fall of 2025.
  - Seeing an increase in participants from Latin America and the focus is in supporting language services, employment, and academic needs.
- c. Pathways to Success numbers continue to increase, youth are having a difficult time finding full-time employment, additionally seeing an increase in eligibility for DVR services.

### **9. SWD Coalition Report**

Jessica Barr – Shared that employer training events from 2024 were successful. Next focus will be on “Hiring The Next Generation.” Location for next event is in planning phase, with a tentative date of May 9. Also arranging presenters for the meeting to discuss, technology and more.

- Commerce Reinvestment Fund Grant Awardees, 10 in total, starting phase III focusing on small BIPOC non-profits.
  - Need volunteers to review applications, 10 – 15 hours, those interested should reach out to Luci directly.
  - AI in workforce development discussed at the Workforce Development meeting in November and how it can support workforce development. A speaker is also lined up to discuss further in 2025.

**10. 2025 Calendar (Att.)**

**11. Public Comment:** None

NEXT MEETING: The next joint OWDC & OCB meeting is March 21, 2025, location TBD

ADJOURNMENT: There being no further business to come before the Council, the meeting was adjourned at 11: 05 a.m.

## OWDC Policy Adoption Summary

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### **5140POL Economic Security for All Program Guidance (Rev1)**

State Guidance and Instructions for Federal Economic Security for all Program, Workforce Innovation and Opportunity Act title I-B 5625, removed the specific eligibility qualifying events. OWDC staff have removed the same items from local policy to be in compliance with state policy.

### **5451POL Community Reinvestment Plan Incentives(Rev1)**

State policy removed the allotted time a participant is eligible for Community Reinvestment monthly incentives and adds an allowance for LWDBs to set a time limit (pursuant to local policy) of no less than 6 months for participants to receive incentives, adds the time limit (Community Reinvestment Fund State Programs Policy 7005). In collaboration with OWDC subrecipient, we've agreed on a 9-month period a participant is eligible to receive the incentive as long as they are working toward their unique career and self-sufficiency goals.

## 5140POL Economic Security for All Program Guidance (Rev1)

Effective Date: July 2024

Last Modified: ~~July 2024~~ March 2025

To communicate Economic Security for All (EcSA) program eligibility and provide guidance on Olympic Workforce Development Council (OWDC) local area implementation and procedure. EcSA supports the 2022 Legislature initiative to serve individuals below or at risk of falling below the Federal Poverty Line (FPL).

The primary goal of EcSA is to work collaboratively across local, state, and federal levels to remove job seeker barriers, especially for underrepresented populations including black, tribal, and people of color communities. The OWDC's wrap-around integrated service delivery models bundle WIOA and non-WIOA services and builds customized career plans to move individuals experiencing poverty or those in financial need into self-sufficient wage jobs.

EcSA consists of two funding sources, Governor's WIOA Statewide called Federal EcSA, and state general funds called State EcSA. **These funds are measured based on:**

- Reaching target number of participants:
  - With income above their self-sufficiency goal. NOTE: not an exit-based measure, continued support for participants is encouraged to ensure they remain permanently out of poverty.
  - Enrolled in training for a career with wages starting above their unique self-sufficiency goal.
  - Enrollments who meet eligibility requirements.
- Measuring the proportion of target population EcSA participants.

### 1. **EcSA Program Eligibility:**

To be eligible for Federal or State EcSA, job seekers must meet basic eligibility requirements for any of the three WIOA Title I-B formula programs (Selective Service registration not required), **AND** meet one of the criteria below:

#### A. **Individuals experiencing poverty, individuals below 200% FPL:**

- **Income Requirement:** Must come from households earning less than 200% FPL.

#### B. **Individuals demonstrating financial need, individuals above 200% FPL:**

- **Income Requirement:** ~~Must come from households earning more than 200% FPL at the time of program enrollment. Be below their self-sufficiency goal and require employment or training-related services to achieve self-sufficiency.~~
- **Self-Sufficiency Status:** Must be below their self-sufficiency goal or determined likely to fall into poverty, documented appropriately in case notes.
  - ~~At risk include the below factors:~~
    - ~~Recent or pending lay-off or upcoming loss of employment.~~
    - ~~Change or increase in family size.~~
    - ~~Loss of housing~~
    - ~~End of unemployment insurance payments or other public assistance~~
    - ~~Status as a recent victim of domestic violence or stalking.~~

2. **Co-enrollment into one of the three WIOA programs or discretionary grants is encouraged but not required.** Meeting EcSA eligibility does not supplant the eligibility criteria for any other program. All eligibility criteria for those programs are required.

3. **Documentation Requirements:** In order to demonstrate eligibility, it is required to obtain the following documentation that verifies the individuals, Identity, U.S. Citizenship (or legal right to work in the U.S.), Age, and Income Status.
- All documentation is required to be housed in the statewide MIS system in the appropriate services and entered timely and accurately.
  - **Self-Sufficiency Calculator:** Assess clients using the UW Self-Sufficiency Calculator and store data to evaluate progress towards self-sufficiency.
  - To serve individuals demonstrating financial need (above 200% FPL) includes the following (where applicable):
    - Layoff letter
    - Documentation showing the end of benefits.
    - Notice of intend to evict.
    - Self-attestation. While allowable, self-attestation is a last resort option when no other documentation is available. Self-attestation as documentation requires a detailed case note explaining the circumstances that place the applicant at risk and follows local policy 5210POL Case Note Policy (Rev1).
4. **Allowable Uses of Funds:**
- **Subrecipients must ensure funds are used fairly, considering overall financial allotment, the number of clients yet to be served, and individual client needs.**
  - Training and supportive services are not entitlements and must be provided on the basis of demonstrated need and individual circumstances, as documented in the participants' file.
  - Approved support services include food assistance, housing and rental support, medical and mental health care, and marketing/outreach (*see also 5400POL Supportive Services (Rev5) and 5401PRO Supportive Service Requirements*)

#### REFERENCES

OWDC 5210POL Case Note Policy (Rev1)

OWDC 5400POL Supportive Services (Rev5)

OWDC 5401PRO Supportive Services Requirements

State Guidance and Instruction for the State Economic Security for ALL (EcSA) Program [7000 \(Rev1\)](#)

State Guidance and Instructions for Federal Economic Security for all Program, [Workforce Innovation and Opportunity Act title I-B 5625](#)

## 5451POL Community Reinvestment Plan Incentives (Rev~~21~~)

Effective Date: January 2024

Last Modified: March ~~2025~~2024

In recognition of the work that Washington's workforce development system did to alleviate poverty through the Economic Security for All (EcSA) Initiative, Department of Commerce provided additional funding to assist in removing barriers and enable low-income participants to engage fully in their career path plans to achieve self-sufficiency. This policy sets forth the eligibility and procedures to provide \$1,000.00 incentive to State EcSA participants in Clallam, Jefferson, and Kitsap counties who are low income, actively participating, and making progress on their career path plans.

1. **Incentives are not an entitlement and will be made available only to participants who are actively engaged, participating, and demonstrating progress on a career path plan.** The issuance of a monthly incentive depends on availability of funding for any given quarter.
2. **Allocations will be distributed fairly;** each program participant may receive incentives for a period of nine months (not required to be consecutive) or until they exit to unsubsidized employment and self-sufficiency is met, or funding is no longer available.
3. **A focus is to serve individuals who may meet the Department of Commerce's targeted population groups identified in the statement of work.**
  - a. When funding resources restrict the number of individuals receiving incentive for a quarter, priority of distribution of monthly incentive will be as follows:
    - Priority 1:** those actively engaged in agreed upon activities for both financial literacy training and individualized career services.
    - Priority 2:** those actively engaged in occupational skills training.
    - Priority 3:** those actively engaged in job search and can demonstrate job search activities each week.
4. **Should a program participant fail to meet eligibility for a given month** (they are working, or not willing or able to participate), **these funds may be reallocated to an active participant who is making progress for the month the failing participant did not meet eligibility.** If funding is available in subsequent quarters, and the funds are not fully allocated, the original participants is eligible to receive the incentive in the preceding month if eligibility (outlined below) is met that month.

### ELIGIBILITY

#### Eligible individuals must:

1. Be from households that are below or above 200% of the FPL.
2. Determined eligible and enrolled as participants in the State EcSA program.
3. Not be participating in wage-earning activities such as temporary or stop-gap employment, or paid employment.
  - a. Staff may request a waiver from the Program Analyst for individuals who are working full or part-time, remain below or at risk of falling below 200% of the FPL, and are engaged in skill gaining activities to obtain self-sufficient employment.
4. Low-income participants with irregular part-time employment (averages less than 10 hours per week), and actively participating in career plan activities to reach self-sufficiency are eligible for the incentive.
5. Be engaged in and making progress on their career path plans including those activities outlined in the career path plan.

### PROCESS

1. Regardless of co-enrollments, the State EcSA program team will be the only ones to determine the incentive allocations each month based on available funding, financial need, progress, and participation.
2. The State ECSA Case Manger will meet with the participant and:

- a. The case manager will review with the participant any obligations to report the income, the impacts funds may have on benefits and questions the participant might want to ask of social service providers regarding benefits and eligibility for services. For example, participant on TANF, incentive may affect their eligibility to receive.
- b. Inform the participants that they may opt out of receiving an incentive at any time and their funds will be reallocated to others in need. That they may be eligible and receive an incentive in future months depending on the availability of funding.
- c. Provide the participant with information regarding required Federal Tax reporting.
- d. By the 10<sup>th</sup> of each month the participant has met with the case manager and incentive payment will be submitted for issuance.
- e. Participants are required to come into the Silverdale or Sequim office, provide ID, and sign for the incentive payment.
- f. Inform the participant of any reporting requirements needed to receive the incentive.

### **ENROLLMENT And DOCUMENTATION**

1. Entries in the MIS for incentive provided:
  - a. Select "Community Reinvestment Financial Support Payment," in the state funded services section.
  - b. Include the amount of funds provided (\$1000.00)
  - c. In the case note section, enter a brief description of the participants engagement, activities, and progress.
  - d. Upload the incentive progress report form into the touchpoint and all relative documentation (A19, Incentive receipt).
2. For individuals who missed participating in planned activities and have an excused absence (e.g. the participant or an immediate family member living in the household experiences illness, hospitalization, homelessness, incarceration, or family violence), may remain eligible for the incentive for the current month and be referred to services providers as appropriate. The situation should be respectfully documented in case notes that are absent of medical or other protected information.

### **REFERENCES**

Community Reinvestment Fund Washington Information Notice [WIN 7005](#)

**OLYMPIC CONSORTIUM BOARD (OCB)  
& OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)  
MEETING MINUTES  
November 15, 2024**

**ACTION ITEMS:**

A quorum for today's meeting was affirmed and recorded at 10:09 a.m.

1. **CALL TO ORDER** Olympic Workforce Development Council (OWDC) meeting was held virtually via TEAMS and in-person at Field Arts & Event Hall, Port Angeles, November 15, 2024. Marilyn Hoppen, Chair, called the meeting to order at 10:03 a.m.

2. **OWDC**

- a. **APPROVAL of November 15, Agenda**

**Motion:** Jessica Barr moved to approve the agenda as presented. Alex Lewis seconded the motion.

**Motion carried unanimously.**

- b. **APPROVAL of OWDC Minutes September 12, 2024 (Att.)**

**Motion:** Danny Stieger moved to approve the minutes as presented. Jessica Barr seconded the motion.

**Motion carried unanimously.**

- c. **APPROVAL of Policy Updates 3100 & 1500 (Att.)**

**Motion:** Alex Lewis moved to approve the Policy Updates 3100 & 5100 as presented. Jessica Barr seconded the motion. **Motion carried unanimously.**

- d. **APPROVAL of 2025 Calendar (Att.)**

**Motion:** Danny Stieger moved to approve the 2025 Calendar as presented. Allison Plute seconded the motion. **Motion carried unanimously.**

3. **OCB**

A quorum for today's meeting was affirmed and recorded at 10:09 a.m.

- a. **APPROVAL of September 20, Agenda**

**Motion:** Charlotte Garrido moved to approve the agenda as presented. Greg Brotherton seconded the motion. **Motion carried unanimously.**

- b. **AFFIRM OCB 2025 Chair**

**Motion:** Charlotte Garrido moved to affirm the OCB 2025 Chair as presented. Randy Johnson seconded the motion. **Motion carried unanimously.**

- c. **APPROVAL of 2025 Calendar**

**Motion:** Greg Brotherton moved to approve the agenda as presented. Charlotte Garrido seconded the motion. **Motion carried unanimously.**



**d. APPROVAL of reappointment of OWDC Members**

**Motion:** Greg Brotherton moved to approve the reappointment of OWDC members as presented. Charlotte Garrido seconded the motion. **Motion carried unanimously.**

**4. Recognition and Appreciation of Service – Commissioner Charlotte Garrido**

**DISCUSSION ITEMS:**

**5. Veterans Spotlight – Alissa Durkin**

Alissa recognized partners who have hired and supported veterans including, Skookum, Naval Supply Naval Command, Kitsap Community Resources, and other organizations that hired veterans.

**6. Workforce Development Year in Review**

Luci shared the 2024 in review presentation to highlight the numerous accomplishments of the OWD. Accomplishments included the Strategic Workforce Development planning process and implementation, creation of the Strategic Workforce Development Coalition, Introduction of the Commerce Reinvestment Fund Incentive, as well as key RFP processes, and improving internal and external tools and data collection. Bill Dowling also received the National Weisman Award, as well as hosting 22 hiring events, interfacing with over 200 employers, and over 1000 job seekers. Luci also shared an overview of the 2025 goals.

- a. Hosted 2 Women’s Employment Workshops both were successful, and the responses have been very positive. Provided free clothing (business attire) for those who were in need.
- b. Commerce Reinvestment Small Business Grant that was awarded to 5 local businesses of BIPOC between Clallam, Jefferson, and Kitsap County. Additional funded was available and granted another 5 local businesses. Non-profits were excluded this initial offering.
- c. Also provided an overview of EcSA performance data for the state.
- d. New funding stream Community Reinvestment Slush Fund. The additional funding will allow for the addition of another OWD staff to support non-WIOA programs.

**7. OWDC Director Report Out – Bill Dowling**

Bill shared possible upcoming changes to the department of labor and more so funding at the federal level. The focus should continue to be on state training and using funding to support continuation of key programs.

**8. One-Stop Operator Report Out – Ed Looby (Att.)**

Ed shared the attached report out and highlighted hiring events and interview sessions, including a persons with disabilities focused hiring event. Ed also shared the ESD/ETO demographics data.

**9. PY23-24 Performance Reports (Att.)**

Luci provided an overview of the performance reports. Reports are at the state level and metrics that need to be met for continued funding. The adult program is doing very well post COVID. Youth performance is doing well. Locally, program performance has improved as well.

- a. QUEST national dislocated worker grant will be closing out soon, remaining funds will go to other programs and to support businesses. Exit to employment for the QUEST program numbers will increase as a result of the boat school training program and exit to employment.
- b. Federal EcSA performance has exceeded targets and funds have been used for youth and co-enrollment.
- c. State EcSA performance has met targets and has also been successful in part of co-enrollments.

#### COMMITTEE DEBRIEF:

##### **10. Youth Committee Report – Jeff Allen**

Jeff shared that youth seeking employment are applying to more jobs as a result of lower unemployment numbers. Jeff also shared a success story for a participant in the WIOA program and staff were able to secure an opportunity at Olympic College.

- a. Challenges seen are in relation to FAFSA, the new form was problematic, and awards were not issued on time. Another challenge impacts young adults under the age of 24, and the wording and exemptions within the policy required a contributor/parent. This policy has created a lot of confusion and looking forward to changes in the new year to address this issue.
- b. Currently working on an establishing an Open Doors program. Looking to build an Open Doors school to support students. Working on obtaining funding to support the school.

##### **11. SWD Coalition Report**

Una shared a brief overview of work and the resource toolkit available for employers and partners to use. Also discussed future plans to host additional workshops and training opportunities to better support women and local businesses. Also discussed an emphasis on data collection and making data readily available for more informed decision making. Luci solicited additional participation from partners and council members.

##### **12. Public Comment**

**Olympic Medical Center**, Joe Crane shared a desire to build partnerships to support hiring and training needs within the community and organization.

**Associated Builders and Contractors (ABC)** is working with the tribes to create an apprenticeship program through the federal approval. Located in Port Angeles, focused first on tribal members but will be open to all, and opened to non-union members. Apprenticeships will be opened to electricians first.

##### **13. Good of the Order**

Jessica shared job quality survey currently open, will send to OWD staff to distribute.

Wendy Fox, the college is seeking opportunities to be a part of conversations on apprenticeships.

Colleen shared funding will be granted to support forestry and sustainability projects, funding would go to CRTC and another portion would be allocated to support wood and forestry workforce. Data would be used to support forestry harvesting through Peninsula College.

**14. 2024 Calendar (Att.)**

NEXT MEETING: The next joint council meeting is March 21, 2025, via TEAMS and in-person, location TBD.

ADJOURNMENT: There being no further business to come before the Council, the meeting was adjourned at 11:58 a.m.



## Olympic Consortium

614 Division St. MS-23, Port Orchard, WA 98366

March 21, 2025

Nick Seedorf

Director, Program Management Office  
Olympic Medical Center  
939 Caroline St,  
Port Angeles, Washington 98362

Dear Mr. Seedorf;

I am pleased to announce your appointment to the Olympic Workforce Development Council. Your appointment was confirmed for a term beginning March 21, 2025, continuing through March 21, 2028.

The Olympic Workforce Development Council is dedicated to the development of an innovative workforce system supporting a strong economy and community within Clallam, Jefferson, and Kitsap Counties. In conjunction with local businesses, training and education providers, and industry leaders, we strive to support an inclusive and diverse workforce. The challenges and responsibilities of individuals serving on the Workforce Development Council are genuine, and it is with appreciation that we acknowledge your commitment.

I look forward to working with you and all Workforce Development Council members as we continue to assist job seekers overcome barriers and assist employers meet their business needs.

Sincerely,

Greg Brotherton, Chair  
Olympic Consortium Board

### Clallam County Commissioners

Randy Johnson - *Chair*

Mark Ozias

Mike French

### Jefferson County Commissioners

Greg Brotherton – *Second Vice Chair*

Kate Dean

Heidi Eisenhour

### Kitsap County Commissioners

Katie Walters – *Vice Chair*

Christine Rolfes

Oran Root

### OWDC Director

William Dowling

### Program Supervisor

Alissa Durkin

### Program Analyst

Luci Bench



## Olympic Consortium

614 Division St. MS-23, Port Orchard, WA 98366

March 21, 2025

### Clallam County Commissioners

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Christine Rolfes

Oran Root

### OWDC Director

William Dowling

### Program Supervisor

Alissa Durkin

### Program Analyst

Luci Bench

Gina Lindal  
Administrator/ Community Services Division  
4710 Auto Center Blvd  
Bremerton, WA 98312

Dear Ms. Lindel,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning March 21, 2025, continuing through March 21, 2028

The Olympic Workforce Development Council is dedicated to the development of an innovative workforce system supporting a strong economy and community within Clallam, Jefferson, and Kitsap Counties. In conjunction with local businesses, training and education providers, and industry leaders, we strive to support an inclusive and diverse workforce. The challenges and responsibilities of individuals serving on the Workforce Development Council are genuine, and it is with appreciation that we acknowledge your commitment.

I look forward to working with you and all Workforce Development Council members as we continue to assist job seekers overcome barriers and assist employers meet their business needs.

Sincerely,

Greg Brotherton, Chair  
Olympic Consortium Board



## Olympic Consortium

614 Division St. MS-23, Port Orchard, WA 98366

March 21, 2025

Marilyn Hoppen, SVP  
Human Resources Director  
Kitsap Bank  
619 Bay St  
Port Orchard, WA 98366

Dear Ms. Hoppen,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning March 21, 2025, continuing through March 21, 2028

The Olympic Workforce Development Council is dedicated to the development of an innovative workforce system supporting a strong economy and community within Clallam, Jefferson, and Kitsap Counties. In conjunction with local businesses, training and education providers, and industry leaders, we strive to support an inclusive and diverse workforce. The challenges and responsibilities of individuals serving on the Workforce Development Council are genuine, and it is with appreciation that we acknowledge your commitment.

I look forward to working with you and all Workforce Development Council members as we continue to assist job seekers overcome barriers and assist employers meet their business needs.

Sincerely,

Greg Brotherton, Chair  
Olympic Consortium Board

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Luci Bench



## Olympic Consortium

614 Division St. MS-23, Port Orchard, WA 98366

March 21, 2025

Jessica Barr, North Sound Regional Director  
Workforce Services Division,  
Washington State Employment Security Department  
P.O. Box 9046  
Olympia, WA 98507

Dear Ms. Barr

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning March 21, 2025, continuing through March 21, 2028

The Olympic Workforce Development Council is dedicated to the development of an innovative workforce system supporting a strong economy and community within Clallam, Jefferson, and Kitsap Counties. In conjunction with local businesses, training and education providers, and industry leaders, we strive to support an inclusive and diverse workforce. The challenges and responsibilities of individuals serving on the Workforce Development Council are genuine, and it is with appreciation that we acknowledge your commitment.

I look forward to working with you and all Workforce Development Council members as we continue to assist job seekers overcome barriers and assist employers meet their business needs.

Sincerely,

Greg Brotherton, Chair  
Olympic Consortium Board

### Clallam County Commissioners

Randy Johnson - *Vice Chair*

Mark Ozias

Mike French

### Jefferson County Commissioners

Greg Brotherton - *Chair*

Heather Dudley-Nollette

Heidi Eisenhour

### Kitsap County Commissioners

Katie Walters - *2<sup>nd</sup> Vice Chair*

Christine Rolfes

Oran Root

### OWDC Director

William Dowling

### Program Supervisor

Alissa Durkin

### Program Analyst

Luci Bench

## March 2025 Director's Report

- **WIOA Reauthorization**

- A Stronger Workforce for America Act (H.R. 6655) aims to modernize WIOA by emphasizing training mandates, skills-based hiring, improved data collection, and support for incumbent workers. However, there are concerns about training mandates, youth funding requirements, employer reimbursement, and administrative burdens.
- **Key Differences in WIOA Reauthorization**
  - The new legislation mandates local workforce boards to allocate a significant portion of funds to training programs, emphasizes skills-based hiring, improves data collection and transparency, supports incumbent workers, and introduces more prescriptive youth funding requirements.

- **Federal Funding Update**

- House Republicans introduced a bill to fund the government through September 30, 2025, which includes cuts to domestic spending, particularly affecting the Department of Labor accounts and Community Project Funds/WIOA Pilot Projects. Democrats face a difficult decision as a 'no' vote could lead to a government shutdown.

- **Washington State Funding Update**

- EcSA received \$68.65 million biennially through direct funds and interagency agreements. However, Gov Ferguson's proposed budget cuts EcSA funding by \$3 million, eliminating Business Navigator funding and inflation increases, with no funding from the Community Reinvestment Program. Local areas are working for full restoration of previous funding.
- The Senate Republican Budget released 3/11/25 - Their number \$6.5-7 billion shortfall impact, vs the Gov's prediction of \$15 billion shortfall. They have included \$200 million CRP, EcSA funding (including the above 200% and Business navigators) for the full WWA ask. The revenue forecast will be made on 3/18 and the Dems budget will then release their budget. Current revenue has been stronger than expected.

- **Economic Security for All (EcSA) Facts at a Glance**

- EcSA has a proven track record of success, delivering measurable economic benefits to participants and the state.
- In the last program year (July 2023–June 2024), EcSA served 3,050 job seekers.
- EcSA participants moved from a median income of less than \$10,000 at enrollment to \$49,296 upon program completion.
- The program's efficiency is evident, with an average duration of just five months at a cost of \$5,905 per participant.



- The return on investment for EcSA is substantial. For every \$1 invested, the state receives an estimated return of \$2.34 in increased sales tax revenue and reduced public assistance expenditures.
- A \$10.4 million investment in EcSA generated over \$23.8 million in state returns, including \$2.4 million in sales tax revenue and \$24.4 million in savings from reduced reliance on public benefits such as SNAP, TANF, and childcare assistance.
- The first half of the current program year (July 2024–December 2024) has demonstrated even greater effectiveness, with Local Workforce Development Boards successfully leveraging additional resources from the Community Reinvestment Plan to expand the program’s reach.
- EcSA is on track to serve 63% more Washington families than last year—an increase of at least 2,200 families.
- EcSA is projected to train 22% more low-income job seekers—at least 200 more—helping even more Washingtonians achieve self-sufficiency.
- **OWDC Operations/staffing:**
  - Current recruitment efforts are underway for the Non-WIOA Program Analyst to assist with oversight and monitoring of all no-WIOA funded programs and initiatives. We hope to complete the process by April 15th, 2025



# Workforce Innovation and Opportunity Act (WIOA) Program Year 2024

03/04/2025

Last Updated

Program

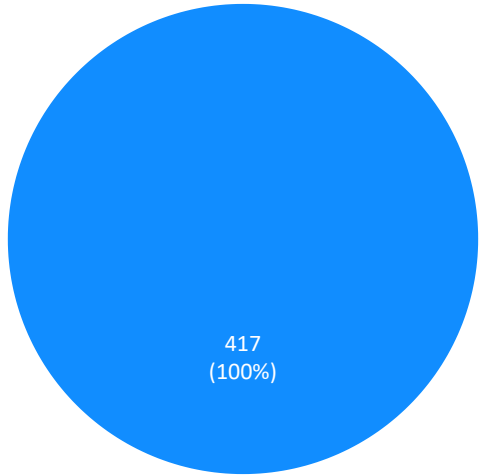
Adult

DW

Youth

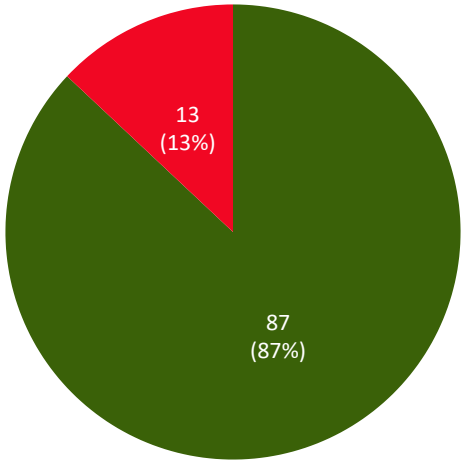
Program	Enrollments	Occupational Skills Training	On-the-Job Training	Work Experience	Outcomes
ADULT	235	89		4	69
DW	65	15			17
YOUTH	117	22		82	23
Total	417	126		86	109

Enrollments



Program	Enrollments	Target	Percent
Adult	235	283	83.04%
DW	65	80	81.25%
Youth	117	108	108.33%
Total	417	471	88.54%

Outcome Reason	ADULT	DW	YOUTH	Total
Cannot Locate	9	2	1	12
Entered a Post Secondary Education			4	4
Family Care	2			2
Miscellaneous	2	2		4
Retirement	1			1
Self Employment	5	1	2	8
Transfer to Another Area	3			3
Unsubsidized Employment	47	12	16	75



Program	Exit to Employment	Target	Percentage
Adult	52	69	75.36%
DW	13	16	81.25%
Youth	22	15	146.67%
Total	87	100	87.00%



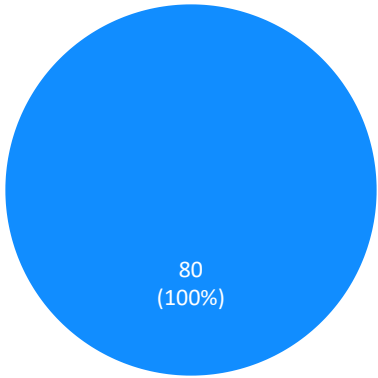
QUEST National Dislocated Worker Grant | Full Contract

Enrollments Outcomes

80 49

Outcome Reason	Number of Exits
Cannot Locate	4
Concluded	1
Family Care	2
Miscellaneous	2
Self Employment	8
Transfer to Another Area	2
Unsubsidized Employment	30
Total	49

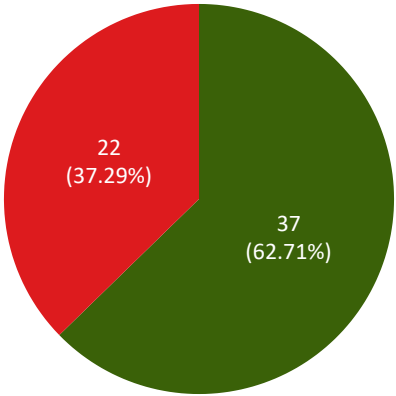
Enrollments



Enrollments Targets Percentage

80 78 102.56%

Exits



Exit to Employment Target Percentage

37 59 62.71%

Occupational Skills...

50

Target

25

Percentage

200.00%

On the Job Training (OJT)

--

Target

5

Percentage

--

Work/Internship...

4

Target

4

Percentage

100.00%

Apprenticeship Training

--

Target

1

Percentage

--

Supportive Services

56

Target

41

Percentage

136.59%

Career Services

80

Target

78

Percentage

102.56%



03/04/2025

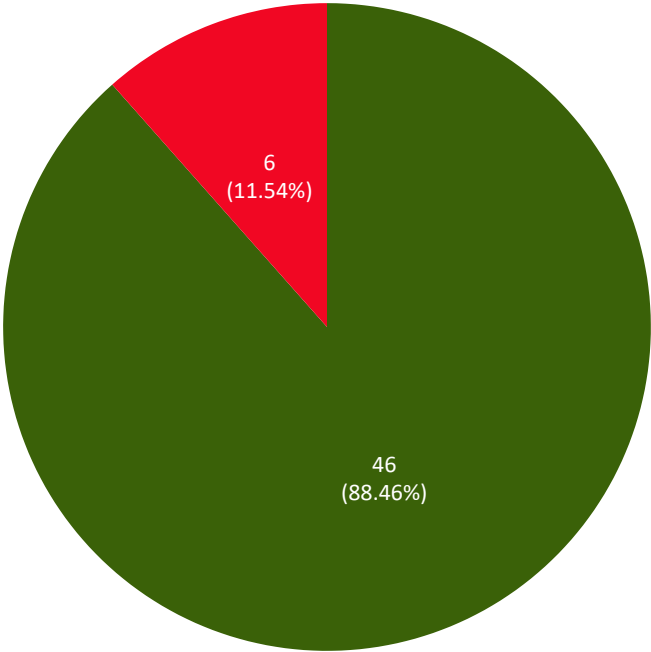
Last Updated

# Federal Economic Security for All

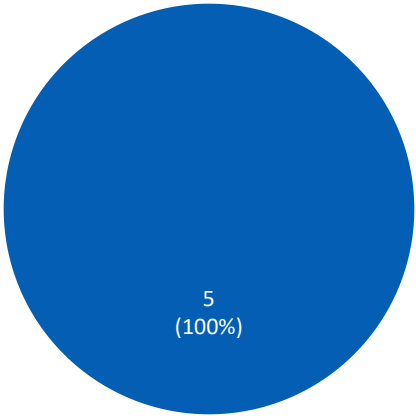
Current Open Enrollments	Occupational Skills Training	Training Paid by Other	On-the-Job Training	Work Experience	Exited
46	7	14			5

Outcome Reason	Met Self-Sufficiency	SS Percentage	Met Income Adequacy	IA Percentage	Unique Self-Suff Met
Unsubsidized Employment	4	80.0%	5	100.00%	5
Total	4	80.0%	5	100.00%	5

Enrollments

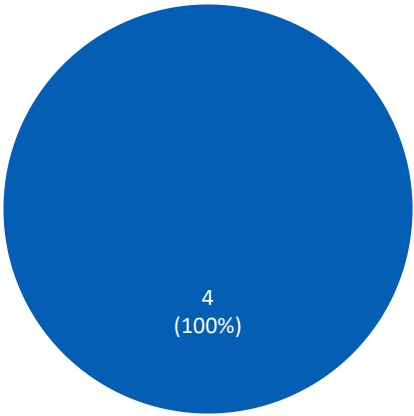


Exits



Exit to Employment	Target	Percentage
5	4	125.00%

Self Sufficiency



Self-Sufficiency Met	Target	Percentage
4	4	100.00%

Enrollments	Target	Percentage
46	52	88.46%



# State Economic Security for All

03/04/2025

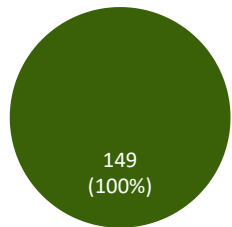
Last Updated

Attachment 9

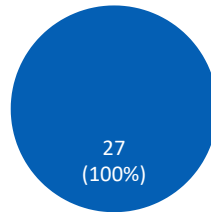
## Participants Experiencing Poverty (Below 200% FPL)

Enrollments	Occupational Skills Training	On-the-Job Training	Work Experience	Outcomes
▼				
149	31	1	4	37
Outcome Reason	Income Adequacy Met	Unique Self-Suff Met	Self Suff Met	Percentage
▲				
Cannot Locate	1			
Self Employment	4	5	4	66.7%
Transfer to Another Area		1		
Unsubsidized Employment	16	16	13	54.2%
<b>Total</b>	<b>21</b>	<b>22</b>	<b>17</b>	<b>48.6%</b>

### Enrollments



### Exits



Enrollments	Target	Percentage	Exit to Employment	Target	Percentage
149	124	120.16%	27	5	540.00%

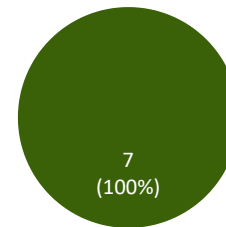
### Unique Self-Sufficiency

Met	Target	Percent
▼		
20	0	0.00%

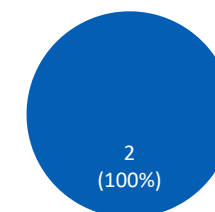
## Participants Who Demonstrate Financial Need (Above 200% FPL)

Enrollments	Occupational Skills Training	On-the-Job Training	Work Experience	Outcomes
▼				
7	1			2
Outcome Reason	Income Adequacy Met	Unique Self-Suff Met	Self Suff Met	Percentage
▲				
Unsubsidized Employment	2	2	2	100.0%
<b>Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>100.0%</b>

### Enrollments



### Exits



Enrollments	Target	Percentage	Exit to Employment	Target	Percentage
7	6	116.67%	2		

### Unique Self-Sufficiency

Met	Target	Percent
▼		
2	0	Infinity

**EXECUTIVE COMMITTEE**

Chair - Marilyn Hoppen, *SVP Human Resources Kitsap Bank*

Vice Chair - Monica Blackwood, *CEO/President West Sound Workforce*

Jessica Barr, *Regional Director Washington State Employment Security Dept.*

Cordi Fitzpatrick, *Human Resources Director Security Services Northwest*

Chuck Moe, *Field Rep Northwest Laborers-Employers Training*

**COUNCIL MEMBERS**Business Members

Nicholas Gianacacos, *Program Manager General Dynamics NASSCO*

Daniel Stegier, *CEO/President Lumber Trades, Inc*

Gillian Niuman, *Human Resources People Support Services*

Nicole Brickman, *Human Resources Director YMCA Kitsap*

Gregory Dronkert, *CEO/President Pacific Mobility Group, Inc.*

Peter Johnson, *HR Manager McKinley Paper Company*

Heidi Lamprecht, *Co-Founder Paella House Franchisees and Training*

Matthew Murphy, *President/CEO South Kitsap Chamber of Commerce*

Lisa Donlon, *General Manager Windermere Commercial*

Megan Mason-Todd, *Workforce Development Director Snookum*

Economic Development Members

Colleen McAleer, *Executive Director Clallam Economic Development Co.*

Cindy Brooks, *Executive Director Team Jefferson EDS*

Labor Members

Rusty Grable, *Business Rep & Organizer Machinist Union District 160*

Neal Holm, *Electrician and Membership Development IBEW 46*

Business Members

Dr. Suzy Ames, *Peninsula College President*

Dr. Marty Cavalluzzi, *President Olympic College*

Education K-12 Members

Aaron Leavell, *OESD #114 Superintendent*

Dr. Kareen Borders, *South Kitsap School District*

Kevin Gallacci, *General Manager Clallam Transit System*

Public Service Members

Gina Lindal, *Administrator Department of Social and Health Services*

Community Based Members

Anthony Ives, *Executive Director Kitsap Community Resources*

Jeff Randal, *Secretary District 1 Jefferson PUD*

**YOUTH COMMITTEE MEETING AGENDA**

DATE: March 21, 2025

TIME: 9:00 a.m. – 9:50 a.m.

LOCATION: [ZOOM](#) or In-person at Watson Furniture-26246 Twelve Trees Ln NW, Poulsbo

**ACTION ITEMS:**

1. Call to Order – 9:02 a.m.
2. Approval of Agenda
3. Approval of Meeting Minutes from January 9, 2025 (Att. A)

**DISCUSSION ITEMS:**

4. Career Connected Learning updates
5. Open Doors updates
6. WIOA Youth Pathways to Success updates
7. Youth Resource Round-Up (Att. B)
8. Good of the Order
9. Adjourn

**Attachment A**

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)  
YOUTH COMMITTEE SUMMARY  
January 9, 2025**

**ATTENDANCE:** Jeff Allen, Emily Manson, Tiffany Skidmore, Summer Evert, and Cindy Brooks.

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Thursday, January 9, 2025, via ZOOM

**APPROVAL OF SUMMARY:**

The Youth Committee's November 15, 2024, Meeting Minutes was reviewed and approved with the following amendments: Recompete Grant Update- *Contract is still pending approval and signature, although work has already commenced.* The January 9, 2025, Agenda was reviewed and approved with no amendments.

**DISCUSSION**

**1. Pathways Update**

- a. Several referrals from WS staff.
- b. Youth are focused on obtaining full time work, not interested in gaining experience first.
- c. Increase in youth who are not facing barriers but struggling to find work.

**2. General Updates**

- a. CCL
  - i. Hired Jeff Stepp, CCL Coordinator. Requesting he attend the next committee meeting.
- b. Jefferson EDC
  - i. WF job description drafted and ready to post once receive signed contract.
  - ii. An Ad Hoc WF Strategies Committee established to determine how to prioritize and direct their efforts.
- c. Open Doors
  - i. Beginning stages of program.
  - ii. Developing MOU with Kitsap educators
  - iii. Funding-a benefactor is interested in funding program
  - iv. Expected to open Fall 2025
  - v. Integrating open doors and WIOA Youth allows both programs to work together to address barriers like transportation, provide job training to ensure youth transition into post-secondary or the workforce.

**3. Youth Round-Up**

- a. Reviewed information in packet.

**ADJOURN**

There being no further business to come before the committee, the meeting was adjourned at 9:47 am.

**Next Meeting:    March 21, 2025, via ZOOM**





## Attachment B

# Youth Resource Round-Up

- For free tax help: [Home - My Free Taxes Washington](#). This resource supports folks with SSNs and ITINs. Is also available in Spanish (and I believe several other languages if you request online support with taxes) and does offer flexible hours for call-backs etc.
- Here's a quick blog read from NAWDP on integrating young adults at the board level: [Workforce Insights in Action - National Association of Workforce Development Professionals](#). Cheers for co-design!
- Interesting [write-up from the Hechinger Report](#) on the shifting demographics of youth. Namely, the decline in the number of youths, overall, in the US. While this will obviously impact the economy overall, in the shorter term, this means it is a “buyer’s market” of sorts, for our young adults entering the workforce.



## Strategic Workforce Development Coalition

Chair – Molly Propst, *Human Resources Executive, Jefferson Healthcare*

### COUNCIL MEMBERS

Alex Lewis, *North Olympic Healthcare Network*

Chuck Moe, *NW Laborers*

Cordi Fitzpatrick, *Security Services NW*

Danny Steiger, *Lumber Trades, Inc.*

Gina Lindal, *Dept. of Social & Health Services*

Jeff Allen, *Olympic Educational Service District #114*

Jessica Bar, *Employment Security Department*

Marilyn Hoppen, *Kitsap Bank*

Megan Mason-Todd, *Skookum*

Monica Blackwood, *West Sound Workforce*

Nicole Brickman, *YMCA*

Michael Refuerzo, *Booz Allen*

### CONTRIBUTING MEMBERS

Danessa Gray, *Olympic College*

Deanna Kennedy, *Western Washington*

Ezekiel Hill, *Dept. of Social & Health Services*

Joe Morrison, *Kitsap Economic Development Alliance*

Kristal Thomas, *Express Employment Professionals*

Marty Reep, *Navy Lab Keyport*

Mike Robinson, *Employment Security Dept.*

Phillip Godinez, *Kitsap Community Resources*

Wendy Fox, *Olympic College*

### STAFF

Bill Dowling

Alissa Durkin

Luci Bench

## Meeting Agenda

**DATE:** February 21<sup>st</sup>, 2025

**TIME:** 9:00 a.m. – 10:30 a.m.

**LOCATION:** [Microsoft TEAMS](#)

Meeting ID: 269 185 957 352

Passcode: gnibe2

### ACTION ITEMS:

1. Welcome and Call to Order – 9:00 a.m.
2. Approval of December 20, 2004 Meeting Minutes (Att. 2, pgs. 2-4)

### DISCUSSION ITEM:

3. Empowering Employers Event Planning (Att. 3, pg. 5)
  - a. May 7<sup>th</sup> @ Bay Club, Port Ludlow
4. Guest Presenters:
  - a. Invisible Disabilities, Danessa Gray
  - b. AI in the workplace, Albert Froling
5. Good of the Order
6. OWDC 2025 Calendar (Att. 6, pg. 6)
7. [Public Comment](#)
8. Adjourn

**Next Meeting:** April 18, 2024 Location Clallam/Jefferson



## Strategic Workforce Development Coalition

### Meeting Minutes December 20, 2024

#### ATTENDEES:

VIRTUAL: Gina Lindal, Jessica Barr, Frank Portello, Bill Martin, Alissa Durkin, Chuck Moe, Molly Propst, Jim Fetzer, Ed Looby, Bill Dowling, Marty Reep, Nicole Brickman, Lisa Wheeler, Mike Robinson, Mike Refuerzo, Martin Cavalluzzi, Cindy Brooks, Wendy Fox, Danessa Gray, Zeke Hill, and Luci Bench

#### ACTION ITEMS

1. Call to Order: 9:04am
2. Approval of October 18<sup>th</sup> meeting minutes.

**MOTION:** Gina Lindal moved to approve October 18 meeting notes as presented. Mike Refuerzo seconded the motion. **Motion carried unanimously.**

#### DISCUSSION ITEMS:

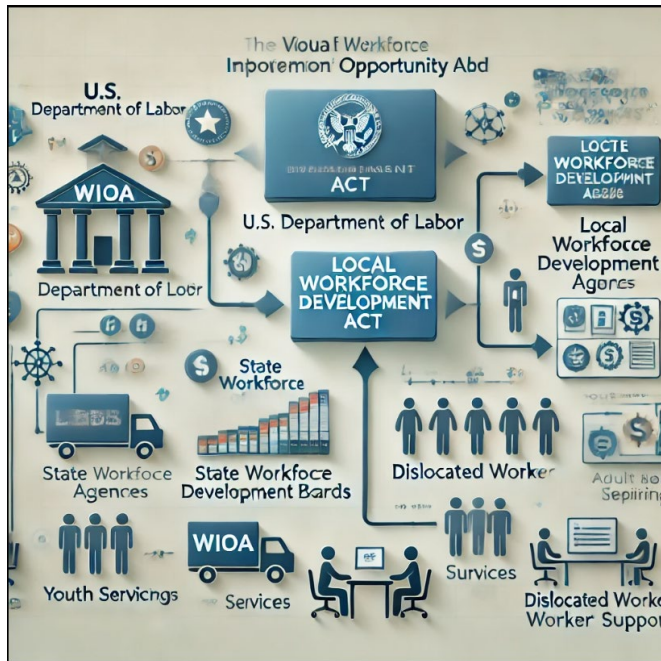
3. Employer Training Event – Notes from December 10 planning meeting shared and discussed. Poll to planning member only received 4 responses, Luci asked all in attendance to select one of the four topics for the event and put their vote in chat, result below.
  - Hiring individuals with disabilities - 3
  - Hiring Justice Involved - 2
  - Hiring the new generation - 10
  - Hiring veterans and military spouses – 0

Chuck noted that the current date range we're shooting for is in the middle of the legislative session and suggested moving it out. Attendees all agreed on moving date range to April 28<sup>th</sup> to May 9<sup>th</sup>.

Lisa asked clarifying question about the topic Hiring the New Generation. Danessa

4. Commerce Reinvestment Fund Grant Awardees – Frank shared the wrap up of 10 small business grants. All 10 businesses have purchased their items, nearly \$85,000 in employee training, dance equipment, inventory technology, downpayment on a van, enclosed trailer, landscaping equipment, and kitchen appliances! Shane Crowell with Puget Sound Sealcoating and Striping stopped by WorkSource Kitsap to show the team the new trailer he was able to purchase with the grant.  
Phase III – focused on Non-Profit 501(c) who serve Black, Tribal, and Latin communities. Application will be accepted January 10<sup>th</sup> through 31<sup>st</sup>. Looking for external evaluators; Gina and Jessica volunteered.
5. AI in Workforce Development – Luci shared November WWA Conference focus on using AI to simplify work. Using Chat GPT conducted a search on "Using AI in workforce planning for Clallam, Jefferson, and Kitsap Counties" the three pages of information Chat GPT produced contained a summary of the same data found during the OWDC months

long needs assessment and creation of our local 4-year plan. Demonstrated a search for “Can you create a visual workflow of how WIOA funds start at the federal level and finally get awarded to local workforce development boards?”



The same google search in images doesn't produce anything as detailed and visual. Discussion on best practices: Mike shared his take aways from the conferences keynote speaker Charlene Li.

How Generative AI Creates Value In Organizations			
Department	Analyze	Automate	Optimize
Finance	Financial forecasting, fraud detection	Bookkeeping, financial reporting	Cash flow management, investments, budgets
HR	Predict workforce needs	Candidate scheduling, interviewing, onboarding, personalized training	Employee engagement, work schedules
IT	Detect cybersecurity threats, identify phishing and fraud	Update security, write secure code	Generate scenarios of future attacks, data anonymization
Legal and Compliance	Monitor regulatory changes, review contracts	Compliance reporting, document review	Mitigate risks, optimize policies for compliance
Manufacturing / Supply Chain	Demand forecasting, identify process and quality gaps, supplier performance	Order fulfillment, reduce errors, maintenance scheduling, reorder inventory	Resources, work schedules, inventory levels, energy consumption, route optimization
Marketing	Identify segments, scan market trends, customer journey mapping / segmentation	Generate 1:1 personalized marketing content and offers	Dynamic campaign adjustments, dynamic pricing
Operations / Support	Identify issues from customer or employee feedback, churn prediction	Self-service support, update knowledge bases, Answer internal requests	Allocate resources, people, time
Sales	Generate leads, sales forecasting	CRM entry, social content, proactive customer outreach	Customer lifetime value, sales funnel
Strategy	Forecast future trends, risk assessment	Generate strategic and project plans, risk management	Product/service portfolio, scenario planning
Sustainability / CSR	Compare the impact of CSR initiatives	Monitor sustainability metrics, tracking and reporting	Reduce waste, improve energy efficiency, optimize initiatives

Lisa noted that DSB is currently working on policy on ethical standards of using AI to assist customers. She's also attended several conferences this year that focused on using

AI. Mike suggested being an early adopter of AI. Bill noted that staff should be using AI to assist customers but customers with digital literacy may be out of scope at this time. Molly asked if AI were a topic members would like in 2025, attendees agreed.

6. Good of the Order – Luci thanked the coalition for their support and engagement in 2024, it's been incredibly rewarding to work with all the coalition members this past year.
7. Calendar – reviewed, no discussion.

Adjourn: 9:56am

Next meeting: Hybrid February 21, 2025

# EMPOWERING EMPLOYERS

## Featured Speakers



**Elaine Turso**  
Social Media & Technology



**Lucretia Robertson**  
Bridging a Multigenerational Workforce



**Kristal Thomas**  
Resilient Leadership & Stress Management

## Hiring the New Generation:

### Empower Your Workforce

*Attract and Retain Entry-Level Talent with Resilience Training, Communication Strategies, and Workforce Development*

## Stay tuned for updates!

- ★ Networking Opportunities
- ★ Small Business Resources
- ★ Brainstorming Workforce Development Opportunities



**MAY 7, 2025**



**10:00AM-12:30PM**



**BAY CLUB, PORT LUDLOW**



*Register Here*

<https://www.cognitoforms.com/KitsapCounty1/EmpoweringEmployersRegistration>

*The Olympic Consortium and WorkSource are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service 711. This project is made possible by the support and funding from the OWDC's Commerce Reinvestment Plan grant. For more detailed information:*

<https://www.kitsap.gov/hs/Pages/OWDC-Contracts.aspx>

# 2025

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
						1
2	3	4	5	6	7	8
9	10	5	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March						
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
23/30	24/31	25	26	27	28	29

April						
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			

May						
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

June						
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					

July						
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		

August						
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
24/31	25	26	27	28	29	30

September						
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				

October						
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	

November						
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
23/30	24	25	26	27	28	29

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			

	<b>Olympic Consortium Board Meetings</b>	3rd Friday Bi-Monthly	10am-12pm
	<b>Olympic Workforce Development Council</b>	2nd Thursday Bi-Monthly	10am-12pm
	<b>OCB - OWDC Joint Meetings</b>	Spring & Fall	9am-12pm

	<b>Executive Meeting</b>	Last Tuesday Bi-Monthly	10am-12pm
	<b>Youth Committee</b>	Follows OWDC Meetings	9am-10am
	<b>SWD Coalition Meetings</b>	3rd Friday Bi-Monthly	9-10:30am



**Olympic Peninsula One Stop Operator Report March, 2025:**  
**Comprehensive Centers – Silverdale and Sequim**  
**WorkSource One Stop Operator Ed Looby: Career Path Services**

**Functional and Programmatic Integration**

The partners are making efforts to utilize and refer customers to each other's programs, when appropriate. From the WorkSource Partners Referral tool, we can get a broader overview of those cross connections. These numbers are for the most recent quarter. It is important to note that the accepted and percentage accepted rows are dependent on staff adherence to the standard process for receiving referrals.

<b>WorkSource Kitsap - Silverdale</b>	<b>REFERRED TO:</b>	<b>Accepted:</b>	<b>Percentage Accepted</b>
WorkSourceLaborExchangeTeam	22	1	5%
WIOAYouthPathways	8	0	0%
VeteranServices	38	1	3%
DepartmentOfSocialAndHumanServicesDSHS	13	8	62%
DepartmentOfVocationalRehabilitationDVR	34	27	79%
DepartmentOfServicesForTheBlindDSB	2	0	0%
LaborAndIndustriesLNI	3	3	100%
KitsapCommunityResourcesKCR	5	0	0%
TANFWorkfirst	1	0	0%
OlympicCollege	28	26	93%
<b>WorkSource Clallam - Sequim</b>	<b>REFERRED TO:</b>	<b>Accepted:</b>	<b>Percentage Accepted</b>
WorkSourceLaborExchangeTeam	20	5	25%
WIOAYouthPathways	2	0	0%
VeteranServices	12	0	0%
DepartmentOfSocialAndHumanServicesDSHS	10	1	10%
DepartmentOfVocationalRehabilitationDVR	19	1	5%
DepartmentOfServicesForTheBlindDSB	1	0	0%
LaborAndIndustriesLNI	5	3	60%
TANFWorkfirst	3	0	0%
OlympicCollege	3	3	100%

<b>Row Labels</b>	<b>Percentage Referred From Sequim</b>	<b>Percentage Referred From Silverdale</b>
Department Of Services For TheBlind DSB	33%	67%
Department Of Social And Human Services DSHS	43%	57%
Department Of Vocational Rehabilitation DVR	36%	64%
Kitsap Community Resources KCR	0%	100%
Labor And Industries LNI	63%	38%
Olympic College	10%	90%
TANF Workfirst	75%	25%
Veteran Services	24%	76%
WIOA Youth Pathways	20%	80%
WorkSource Labor Exchange Team	48%	52%



## Performance and Accountability

This information is from the first quarter of 2025

### WorkSource Kitsap (Silverdale) Office Analysis - Q1 2025:

- **WIOA Adult Program:** Kitsap reported three adult enrollments and one exit to employment in Q1 2025.
- **WIOA Dislocated Worker (DW) Program:** Kitsap had one enrollment in the DW program during Q1 2025.
- **Economic Security for All (EcSA) and State Economic Security for All (State EcSA) Programs:** Kitsap reported one enrollment in the EcSA program and two enrollments in the State EcSA program. One participant in the State EcSA program successfully exited to employment during Q1 2025.
- **Youth Program:** Kitsap had three youth enrollments during Q1 2025, but no exits to employment were recorded. Similar to Clallam, this indicates potential ongoing engagement in the program.

### WorkSource Clallam (Sequim) Office Analysis - Q1 2025:

- **WIOA Adult Program:** Clallam reported one enrollment and one successful exit to employment in the first quarter of 2025. This indicates a 100% placement rate for this particular adult program participant.
- **State Economic Security for All (State EcSA) Program:** The Clallam office also reported one enrollment and one exit to employment in the State EcSA program during Q1 2025.
- **Youth Program:** The Clallam office had three youth enrollments during Q1 2025, but no exits to employment were recorded. This suggests that these participants may still be engaged in the program.

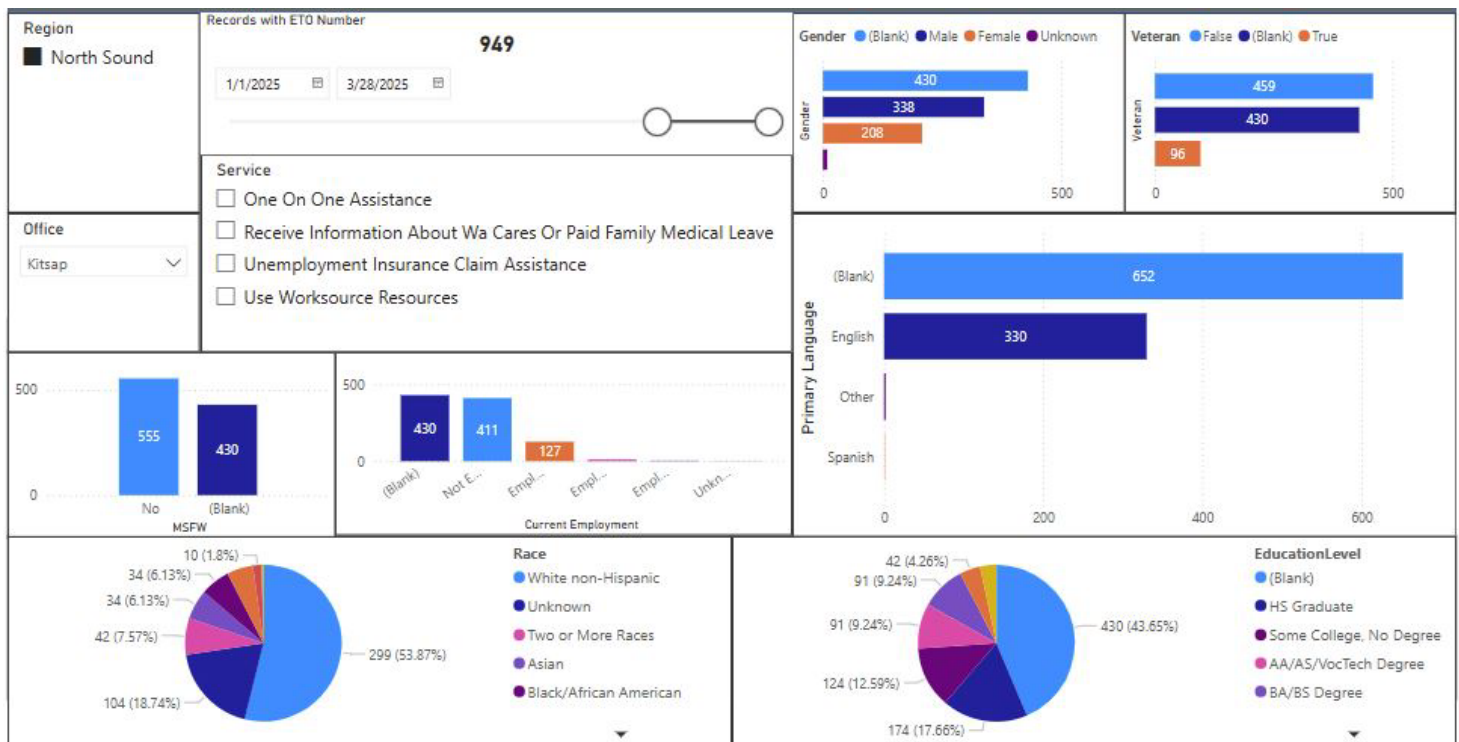
ADULT						
Office	Total Enroll	Target Enrollments	Exits	Exit to Emp	Sum of Target Placements	Exit to Self-Emp
Clallam	1	8	1	1	10	
Kitsap	3	16	1	1	18	
<b>Total</b>	<b>4</b>	<b>24</b>	<b>2</b>	<b>2</b>	<b>28</b>	
DW						
Office	Total Enroll	Target Enrollments	Exits	Exit to Emp	Sum of Target Placements	Exit to Self-Emp
Kitsap	1	4			4	
<b>Total</b>	<b>1</b>	<b>4</b>			<b>4</b>	
EcSA						
Office	Total Enroll	Target Enrollments	Exits	Exit to Emp	Sum of Target Placements	Exit to Self-Emp
Kitsap	1	6			2	
<b>Total</b>	<b>1</b>	<b>6</b>			<b>2</b>	
State EcSA						
Office	Total Enroll	Target Enrollments	Exits	Exit to Emp	Sum of Target Placements	Exit to Self-Emp
Clallam	1		1	1		
Kitsap	2	8	1	1	12	
<b>Total</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>12</b>	
YOUTH						
Office	Total Enroll	Target Enrollments	Exits	Exit to Emp	Sum of Target Placements	Exit to Self-Emp
Clallam	3	3			2	
Kitsap	3	4			3	
<b>Total</b>	<b>6</b>	<b>7</b>			<b>5</b>	

## Service Provision

This report reflects the information received since January 1, 2025 from the Customer Flow Tracker.

### Silverdale:

Services include WIOA employment support services, Youth Pathways services, Labor and Industries, Department of Vocational Resources, Veterans Services, Labor Exchange, RESEA orientation by recommendation of Unemployment Insurance, job readiness workshops, Strategies for Success workshops, Business Services, limited Unemployment Insurance guidance, and WorkFirst counseling. Hours of operation are Monday-Thursday 8 am to 5 pm, and Friday 9 am to 5 pm. Customers can access services by attending in person, virtually via Zoom meetings, by phone or by email. The center is periodically reviewed and staff trained to ensure services are delivered in an equitable, accessible manner.



- **Demographics:** The Kitsap office served 949 records in the first quarter of 2025. The gender distribution shows a higher number of females (430) compared to males (338), with a significant number of records having blank gender entries (208). Veteran status shows 459 records with false and 430 records with true, and 96 blank records. Efforts will continue in gathering as much information as possible for this tracker, working to fill in as much of the blank fields as possible.
- **Services Utilized:** A significant number of individuals (652) utilized unemployment insurance claim assistance, indicating a high demand for this service within the Kitsap area. Additionally, 500 individuals used WorkSource resources, and 500 people received information about Wa Cares or Paid Family Medical Leave. This shows that the Kitsap office is providing valuable assistance to the community in multiple ways.
- **Primary Language and Race:** English is the predominant primary language (330 records), with a smaller number of Spanish speakers (127). The racial demographics show a diverse population, with a significant portion identifying as White non-Hispanic (299), Black/African American (124) and two or more races (91).
- **Education and Employment:** A large portion of the individuals served have a high school diploma (430), followed by those with some college but no degree (174). Additionally, there were 10 records for Migrant Seasonal Farm Workers (MSFW).

## Kitsap Census Comparison:

### 1. Veteran Status:

- **Silverdale Office:** 430 True, 459 False, 96 Blank.

- **US Census (Kitsap County):** Kitsap County has a relatively high concentration of veterans due to the presence of military installations.
- **Insight:** The office's data shows a fairly even split, which aligns with the county's veteran population.

## 2. Race:

- **Silverdale Office:** Predominantly White non-Hispanic (299), with significant Black/African American (124) and Two or More Races (91) populations.
- **US Census (Kitsap County):** Kitsap County is predominantly White, but also has a growing diversity.
- **Insight:** The office's data reflects the county's diversity, but shows a higher than expected percentage of Black/African American residents utilizing services.

## 3. Education:

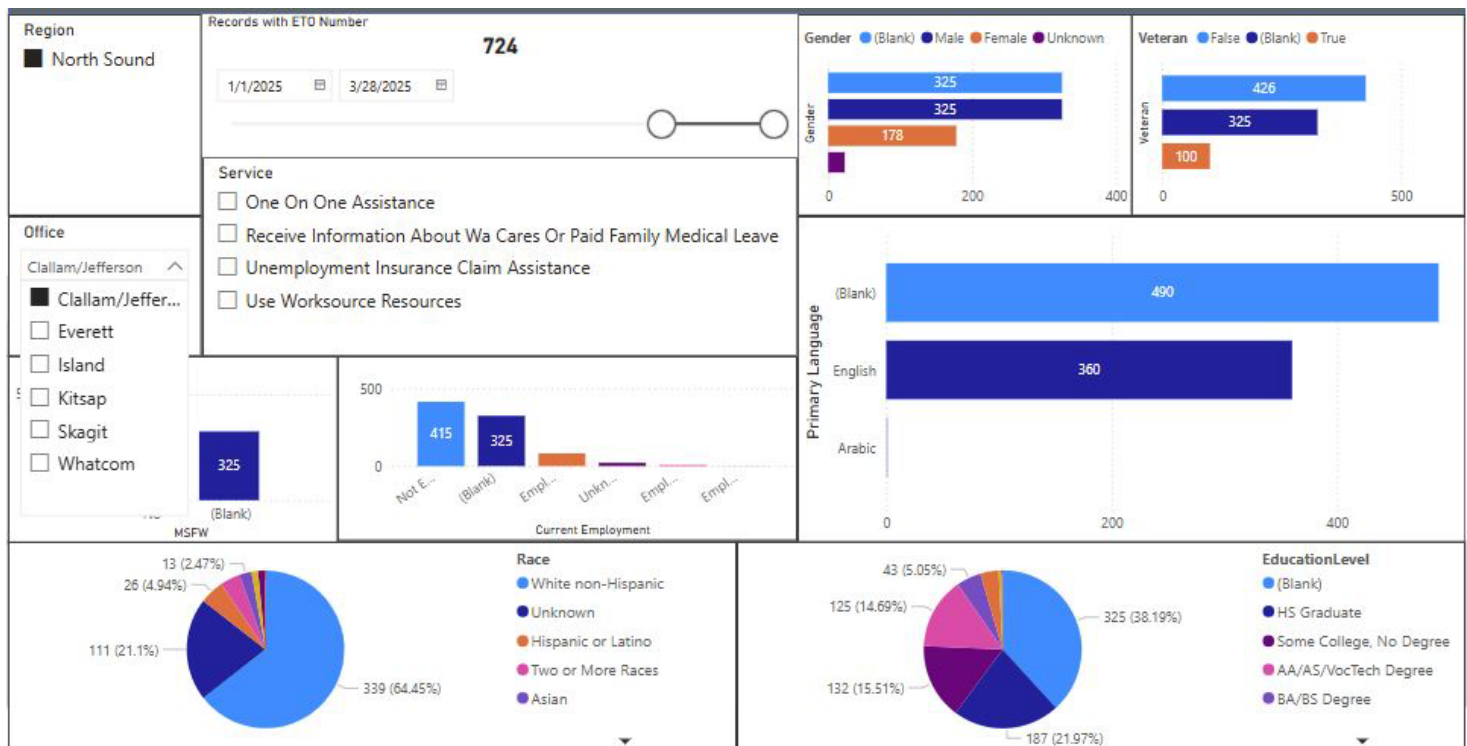
- **Silverdale Office:** High concentration of High School Graduates and Some College, No Degree.
- **US Census (Kitsap County):** Kitsap County has a relatively high level of educational attainment.
- **Insight:** The office's data indicates that a significant portion of its clients may be underemployed or seeking to improve their skills.

## 4. Primary Language:

- **Silverdale Office:** Predominantly English, with a significant Spanish-speaking population.
- **US Census (Kitsap County):** English is the primary language, but Spanish is also spoken.
- **Insight:** The office's data reflects the county's language demographics.

## Sequim:

Services include WIOA employment support services, Youth Pathways services, Department of Services for the Blind, Labor and Industries, Department of Vocational Resources, Veterans Services, Labor Exchange, RESEA orientation by recommendation of Unemployment Insurance, job readiness workshops, Strategies for Success workshops, Business Services, limited Unemployment Insurance guidance, and WorkFirst counseling. Hours of operation are Monday-Thursday 8 am to 5 pm, and Friday 9 am to 5 pm. Customers can access services by attending in person, virtually via Zoom meetings, by phone or by email. The center is periodically reviewed and staff trained to ensure services are delivered in an equitable, accessible manner.



## Overall Reach and Demographics:

- The Sequim office, serving Clallam and Jefferson counties, documented 724 service records in the ETO database during the first quarter of 2025.
- The gender distribution revealed 325 females, 325 males, and 178 records with blank gender entries.
- Veteran status showed 426 records indicating non-veteran, 325 indicating veteran status, and 100 blank records.

**Key Service Utilization:**

- During Q1 2025, the Sequim office experienced a high demand for unemployment insurance claim assistance, with 490 records.
- Additionally, 325 individuals utilized general WorkSource resources.

**Community Diversity and Language:**

- The primary language spoken by the majority of clients was English (360 records).
- The racial demographics showed a diverse clientele, with a significant portion identifying as White non-Hispanic (339), Two or More Races (132), and Hispanic or Latino (125).

**Education, Employment, and Specific Populations:**

- A large segment of the clientele possessed a high school diploma or some college but no degree.
- There were also 13 records for Migrant Seasonal Farm Workers (MSFW).

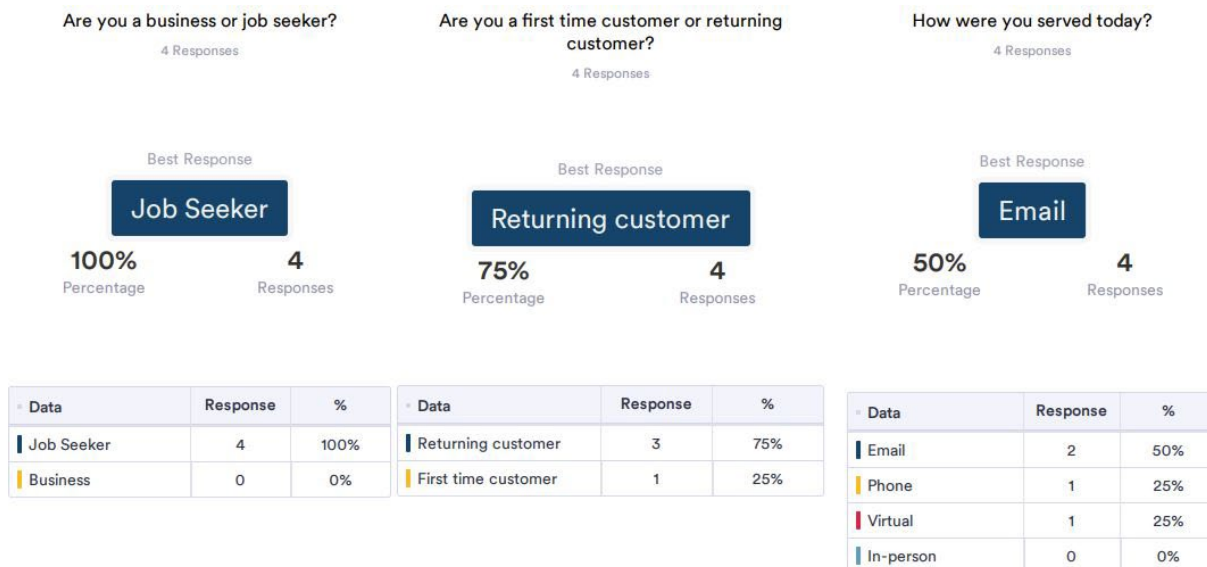
**Jefferson/Clallam Census Comparison:**

- **Veteran Status:**
  - Sequim Office: Significant veteran population.
  - Census: Both counties (Jefferson and Clallam) have a higher than average veteran population.
  - **Insight:** The office's service rates are consistent with the region's veteran demographics.
- **Race:**
  - Sequim Office: Predominantly White, with notable Two or More Races and Hispanic/Latino populations.
  - Census: Both counties are predominantly White, but show increasing diversity.
  - **Insight:** The office's data reflects the region's diversity trends. The hispanic/latino population is well represented.
- **Primary Language:**
  - Sequim Office: Primarily English.
  - Census: English is the predominant language in both counties.
  - **Insight:** Aligns with the general population.
- **Education Level:**
  - Sequim Office: High concentration of High School Graduates and Some College, No Degree.
  - Census: Varied educational attainment levels in both counties.

## Customer Satisfaction

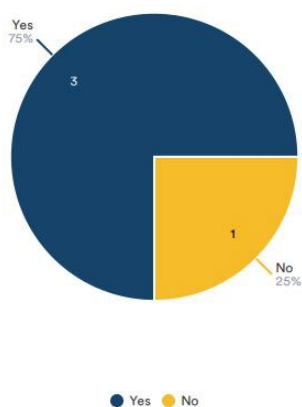
This report reflects the customer satisfaction surveys received since January 1, 2025. Customer participation in performance surveys has historically been difficult to elicit. This can be seen in our small numbers of responses so far this year. The System Administrators will discuss this in upcoming joint meetings.

**Silverdale:** Four responses collected. One reported an issue with communication that was attributed to an outside partner who had to cancel a class. All responders said they would recommend WorkSource. It's also notable that all responses came from customers who did not actually come into the office for services.



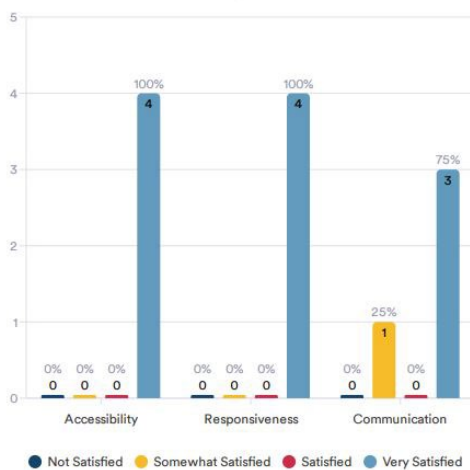
Did you get the service(s) you needed?

4 Responses



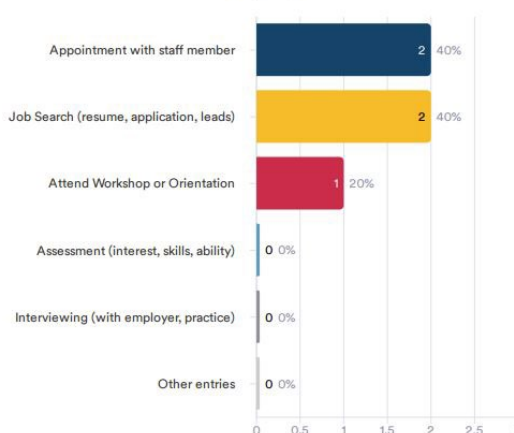
Please rate your virtual experience

4 Responses



Please select the service(s) you came in for:

5 Responses



**Sequim:**

No Customer Satisfaction Surveys have been submitted for Sequim so far in 2025.

## Staff Competence and Staff Training Participation

### Silverdale and Sequim:

All staff are current in required training, and participate in additional training at monthly All Partners meetings, where the services from community partners are presented, new program information is discussed, and related topics designed to continue to provide excellent customer service are explored.

## Partnership

### Silverdale:

Partners continue to help serve the overall function of common areas, such as monitoring the resource room and serving at the front desk. This is allowing ESD, who has traditionally covered that duty, a 10 percent reduction in coverage time, allowing staff to attend events like Project Connect, which serves the homeless community, resource fairs at local schools, and increase Wagner Peyser and RESEA appointments.

The exposure to incoming customers also helps the interdepartmental staff get a broader experience of who is coming in the door, what services they are seeking, and what the partners offer. This is leading to increased interdepartmental referrals, as shown in our referral tool report.

Division of Vocational Rehabilitation (DVR) has filled its open position for a new RT, and that will bring their staff back up to a full complement on March 17.

- The Silverdale office demonstrates a high volume of referrals to Veteran Services (38) and the Department of Vocational Rehabilitation (DVR) (34). The high number of Olympic College referrals (28) also indicates a strong connection to educational opportunities.
- The WorkSource Labor Exchange Team (22) and the Department of Social and Human Services (DSHS) (13) also receive a substantial number of referrals, while WIOA Youth Pathways has a lower referral number of (8). Further study will need to be done to see if this is a result of people just not using the tool for those referrals, if it may just represent a smaller population of young customers coming into the office, or if some other factors are involved.

### Sequim:

The Sequim office has reported an increase in attendance from justice-involved customers. So far this year, at least five of these customers have come to the office. Staff there say DSHS is the primary agency referring these customers to WorkSource. Working with staff, these customers are getting assistance finding temporary housing, getting their BFET benefits, which allows them to get some necessities for work, like clothing and footwear. Attending staff add that the prison system doesn't seem to be preparing them well for exit, as this seems to be the customers' first exposure to many of the job-seeker activities, like resume building or interviewing. Of the five customers identified as justice involved, three have reportedly found employment, on one actually has two jobs. Staff also noted that the local labor union, LIUNA 252, has been a great help in finding employment opportunities for this population, and has been recognized at the first "second chance" labor union in the state.

The increased presence of DVR and Department of Services for the Blind at the Sequim office has been fruitful, according to the administrators and front line staff for those partners. Both DVR and DSB staff report that they are referring clientele to other WorkSource partners "all the time", and their presence increase traffic in the office and exposure to events and programs.

- The Sequim office's highest referral volume is to the WorkSource Labor Exchange Team (20). The Department of Vocational Rehabilitation (DVR) also receives a significant number of referrals (19).
- Veteran Services (12) and the Department of Social and Human Services (DSHS) (10) also receive a moderate number of referrals.

### Silverdale and Sequim:

Regular communication between department leaders occurs every two weeks at the systems administrators meeting, where program updates and changes are discussed, as well as planning for the one-stop centers. A monthly meeting between the One Stop Operator and each individual administrator also gives the opportunity to discuss specific needs and concerns of each program. Most concerns include routine items, like ordering access badges, gaining access to facilities outside of business hours, and addressing safety items.



Outside partners are regularly encouraged to tour the centers and are given the opportunity to present to staff at the monthly All-Partners meetings.

Several committees are now open to interdepartmental participation, including the safety and culture committees. These collaborative efforts create a better sense of teamwork and center unity. WorkSource staff continue to work with external partners, such as the Navy and Small Business Development, to increase awareness and impact.

## Employer Engagement

This is information from the first quarter of 2025

### Silverdale:

Held nine hiring events with 215 job seekers in attendance and four interviewing events with 31 in attendance. There was also a job fair which hosted 22 employers.

Hiring events included:

**Healthcare:** All Ways Caring, Home Care: Employers still have much need. For young people, pay is an issue. They want stability, benefits etc., which is not very likely for small homecare employers. This field is attracting older workers who want to get into the workforce. This is heavy work, but can be quick employment for older workers that are physically able to perform this type of work. **Made 5 job offers**

**Service work:** Sodexo, contractor for Ferry System Galley Workers: High attendance at events like Ferry System, (Food Workers) this is contracted to Sodexo, barriers include getting certificates such as a TWIC Card and Merchant Marine Certification, which is a requirement for ferry jobs. (The employer is now waiting for job seekers to follow-up with certificates, etc.)

**Shipyard Contractor:** IMIA – (International Marine and Industrial Applicator): Good attendance for these ‘blue collar’ jobs. They prefer to work at the shipyard, (federal Job) but think working for a contractor is a foot in the door to possible federal employment. This event also included a resume workshop for federal-specific resumes, hosted by the Department of the Navy.

Still coming up in March for hiring event:

March 14, Serengeti Home Care

March 17, IMIA Shipyard Contractor (Six more events scheduled for the remainder of March)

March 18, Naphcare – Mental Health Professionals for Kitsap County Jail

Other trends that are being noted by the business manager include:

The hiring process for Federal jobs is very slow, and some layoffs for probationary workers are now being seen in the office.

### Sequim:

Has an employer of the month program, with Caregivers Home Health currently being the business of focus. Caregivers home health has two events each month, and have hired at least two people from their time at the center.

On March 4 the Sequim WorkSource held an event with more than 23 business and a priority on Veteran job seekers. Several employers expressed finding multiple quality candidates, and several hires have been reported. A reported 60 job seekers attended the event.

Businesses at the event included:

Sportsman’s Warehouse

Caregivers Home Health

Habitat for Humanity

Serenity House

Department of Corrections

Olympic Lodge by Ayres

Olympic Medical Center

Express Professionals

The City of Sequim

CIE

The Navy  
Korean Women's Association  
Department of Natural Resources  
NAVMAG  
Jamestown Tribe  
LIUNA Labor Union

And several resource providers, such as DVR, DSB, and Working Families Tax Credit.

The Sequim business manager reports an increase in the number of justice-involved customers at the job fairs (See "Partners" above), and notes an increase in need for work clothing.

## **Physical and Programmatic Accessibility**

### **Silverdale and Sequim:**

A recent routine State EO monitoring of the facility showed that the facility is accessible, and with the exception of some minor door pressure adjustments and one door in Sequim that was closing too quickly, within compliance with the state regulations. There are workstations designed for customers with disabilities, and additional adaptive equipment is available, when requested. Staff is trained on the setup and use of these devices. Programs are accessed through a variety of mediums, including virtual orientation, in person meetings, and when needed, telephone outreach. When needed, English interpreters can be made available for foreign languages or American Sign Language.