



# Olympic Consortium Board & Olympic Workforce Development Council



## Olympic Consortium Board

### **Jefferson County Commissioner**

Greg Brotherton - Chair

### **Kitsap County Commissioner**

Kathrine T. 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

David Herrick, OWDC Program Analyst

Jessica Brasher, One-Stop Operator

Doug Washburn, Kitsap County

Human Service Director

## MEETING AGENDA

**DATE:** Friday, September 19, 2025

**TIME:** 10:00 a.m. – 1:00 p.m.

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

The Composite Recycling Technology Center (CRTC)  
2220 W. 18<sup>th</sup> St., Port Angeles, WA

## ACTION ITEMS:

1. **Call to Order and Welcome**
2. **OCB Chair Commissioner Brotherton**  
Informational - Approved electronically (Att. 2, p. 2)
  - a. Approval of WIOA-Non WIOA 2026 Budgets
  - Pending - Quorum will not be present; approval deferred Nov. OCB meeting
  - b. July 18<sup>th</sup> meeting minutes
3. **OWDC Chair Marilyn Hoppen**
  - a. Approval of September 19 agenda
  - b. Approval July 10 OWDC meeting minutes (Att. 3.b., p. 3-4)
  - c. Approval of WIOA-Non WIOA 2026 Budgets (Att. 3.c., p. 5-11)

## DISCUSSION ITEMS:

4. Business Service Success (Att. 4, p. 12-16)
5. Nominations for OWDC Chair (Att. 5, p. 17)
6. OWDC Director Report Out – Bill Dowling (Att. 6, p. 18-21)
7. One-Stop Operator Report Out – Jessica Brasher (Att. 7, p. 22-31)

## COMMITTEE DEBRIEF:

8. Youth Committee Report (Att. 8, p. 32-35)
9. SWD Coalition no August meeting report out
  - a. Upcoming Event! Empowering Employers (Att. 9.a., p. 36)

## PRESENTATION & TOUR: Lunch provided

10. Composite Recycling Technology Center (Att. 10, p. 37-39)
11. Public Comment – Submit by 12pm the day prior to the meeting via online form:  
<https://www.cognitofrms.com/kitsapcounty1/owdcpubliccomment>
12. Good of the Order & 2025 Calendar (Att. 21, p. 40)
13. Adjourn

**Next Meetings:** Olympic Workforce Development Council Thursday, Nov. 13<sup>th</sup>  
Olympic Consortium Board Friday, November 21<sup>st</sup>

#	Status	Date Submitted	Signature	Date	Name	County of Commissioner	Contact Email
5	Submitted	8/25/2025 11:51 AM	Captured	8/25/2025	Katherine Walters	Kitsap	kwalters@kitsap.gov
4	Submitted	8/20/2025 12:24 PM	Captured	8/20/2025	Randy Johnson	WA	randy.johnson@clallamcountywa.gov

Menu Home RE\_ Requested approval... x + Create

RE\_ Requested approval of the 2026 Olympic Cons...pdf

From

Greg Brotherton

adurkin@kitsap.gov (1)

Subject

RE: Requested approval of the 2026 O...

Date

9/2/2025 8:27:47 AM

From:

Greg Brotherton

To:

Alissa Durkin

Cc:

Wendy Housekeeper; William Dowling

Subject:

RE: Requested approval of the 2026 Olympic Consortium Proposed Budgets

Date:

Tuesday, September 2, 2025 8:27:47 AM

Attachments:

image001.png  
image002.png

[CAUTION: This message originated outside of the Kitsap County mail system. DO NOT CLICK on links or open attachments unless you were expecting this email. If the email looks suspicious, contact the Helpdesk immediately at 360-337-5555, or email at Helpdesk@kitsap.gov]

Sorry this slipped by, but yes, I vote to approve the 2026 Budget,

Greg Brotherton

From:

Alissa Durkin <adurkin@kitsap.gov>

Sent:

Tuesday, September 2, 2025 8:00 AM

To:

Greg Brotherton <GBrotherton@co.jefferson.wa.us>

Cc:

Wendy Housekeeper <WHousekeeper@co.jefferson.wa.us>; William Dowling <WDowling@kitsap.gov>

Subject:

FW: Requested approval of the 2026 Olympic Consortium Proposed Budgets

ALERT: BE CAUTIOUS

This email originated outside the organization. Do not open attachments or click on links if you are not expecting them.

Good morning, Commissioner

I'm following up on the request for your review and approval of the 2026 Olympic Consortium Board Proposed Budgets. We anticipate not having a quorum at the in-

8.50 x 11.00 in

**OLYPMIC WORKFORCE DEVELOPMENT COUNCIL**  
**MEETING MINUTES**  
**Thursday, July 10, 2025**

Attachment 3.b.

**ACTION ITEMS:**

OWDC quorum for today's meeting was affirmed and recorded at 10:02 a.m.

1. **CALL TO ORDER** The Olympic Workforce Development Council (OWDC) meeting was held virtually via Teams on July 10, 2025. Marilyn Hoppen, Chair, called the meeting to order at 10:02 a.m.
2. **APPROVAL** of May 8 Meeting Minutes  
**Motion:** Jeff Allen moved to approve the May 8 meeting minutes as presented. Danny Steiger seconded the motion. **Motion carried unanimously.**
3. **APPROVAL** of Executive Committee Consent Agenda
  - a. **APPROVAL** of Revised Policies
    - i. Complaint and Grievance
    - ii. Compliance Monitoring
    - iii. Protections of Personal Identifiable Information
  - b. 2024 Cost Allocation Plan
  - c. One-Stop Certification Determinations**Motion:** Michael Refuerzo moved to approve the executive consent agenda as presented. Danny Steiger seconded the motion. **Motion carried unanimously.**
4. **APPROVAL** of OWDC Policy Approval Requirements  
**Motion:** Danny Steiger moved to approve the OWDC policy approval requirements as presented. Gina Lindal seconded the motion. **Motion carried unanimously.**

**DISCUSSION ITEMS:**

5. **Washington State Ferries**, Adam Dahl workforce outreach specialist with Washington State Ferries (WSF) discussed employment opportunities available in addition to the merchant mariner documentation requirements. There are no testing requirements, but applications must be completed, the hiring age is 18 years or older. WSF covers the cost of training and education within the system to advance. Wages for deck employees start at \$33, with 40hrs a week guaranteed. There are no high school graduate diploma or GED requirements to eliminate that barrier, but all employees must be proficient in English (read, write, speak) and have a valid driver's license. Employees must be available to report to a line at least 35 miles, but routes are assigned based on the employees' position and WSF needs. Adam also discussed various pathways. Adam also shared that the newest hybrid-electric vessel Wenatchee is the first electric vessel added to the ferry service and will support the Seattle to Bainbridge route, curriculum to support future needs in this area. Currently working to create a WAVE program to support candidates with unique situations that require assistance with meeting minimum requirements, as well as a partnership with NW Maritime to allow high school students opportunities to learn about pathways to employment, and WSF recruitment is opened quarterly for up to 16.
6. **Program Year 2024 Performance Reports:** Luci provided an overview of the 2024 performance reports. Two performance levels – state and Department of Labor (DOL). Based on contracts with the state, requirements for state at 85% of the target. Dislocated worker enrollment target came in at 82%. Exit requirements need to be above 85%, 2024 numbers are at 152.38% above target.

Federal numbers Economic Security for All (EcSA) met or exceeded targets, with the exception to self-sufficiency coming in at 70% but income adequacy is more obtainable and shows the difference in cost of living and wages impacting self-sufficiency. Luci also shared state EcSA numbers as well as WIOA performance indicators for adults, dislocated workers, and youth (employment rate (Q2), employment rate (Q4), median earnings, credential rate, measurable skill gains).

7. **OWDC Director Report Out:** Bill discussed current funding impacts seeing 11% reduction in youth program and adult funding, with an increase of 1% for dislocated workers. EcSA and CRP dollars were not majorly impacted largely based on data outcomes and the overall success of the program. WIOA reauthorization did not take place, future funding would be reduced federally by about 65%, and other impacts to long standing programs like Job Corps have been closed and senior employment programs have ended as well. Stipends will now be up to \$1000 to help stretch the funding more by offering it on a sliding scale. The savings account match will continue but will be 1:1, instead of the previous 2:2 offered to help monies go farther. Apprenticeship focus is another opportunity to explore to support youth as a pathway to employment. Lastly, we received a commerce grant with funding of \$200,000 - \$250,000 and support the development of a community reinvestment board to guide programming in this area.
8. **One-Stop Operator Report Out:** Jessica Brasher provided an update on system integration, outreach, customer tracking and satisfaction, staff competence and training, as well as employer engagement and accessibility. One stop certification completed – two one-stop operator sites in Sequim & Silverdale, down from last year. Hoping to find partners interested in serving as connection sites. 236 customer entries and 140 referrals have been made over the last quarter. Jessica also shared outreach numbers for the 3 counties, in-person services have increased, but also providing video and phone support. Employer engagement has increased in both Silverdale and Sequim, as well as outreach to priority populations.

#### COMMITTEE DEBRIEF

9. **Youth Report:** Jeff shared state and federal budgets that have impacted programs. Career Connect WA infrastructure has significant reductions. 10 career pathways lead and 9 regional organizations who will be working to address those challenges. 11% reduction in WIOA youth federal EcSA funding has ended. Olympic ESD, offering this fall an Open Doors program for youth 16 – 21, in Kitsap County. WIOA program will be integrated with the Open Doors program. There will be opportunities in the future to bring on partners. Jeff also shared an article with members on Gen-Zer's becoming NEET (not in employment, education, or training) and will help guide additional programming for the Open Doors program. West Sound Technical Skills Center funding for phase II was in question, but it was funding and Jeff wanted to recognize Chuck Moe for his efforts and advocacy in this project. More information will be provided at the September meeting on the Open Doors program but will reach out to members in August to start program discussions.
10. **SWD Coalition Report** Molly shared the SWD report and discussed the recomplete process, continued discussions on invisible disabilities and conducted a survey. Discussed the Empowering Employers event and is looking to host a similar event in the fall within Kitsap County.
11. **2025 Calendar (Att.)**
12. **Public Comment:** None

**NEXT MEETING:** Joint OWDC & OBC meeting is September 19, 2025.

**ADJOURN:** There being no further business to come before the Council, the meeting was adjourned at 10:56 a.m.



## Budget Summary

The budget is organized into three primary cost centers:

1. **19131 – Administrative Account (Federal Funding)**

This cost center captures all administrative revenues and expenditures supported by federal funding that are **not** direct program expenses. Any remaining balance in this account is fully offset and zeroed out by transfers to 19132 for direct program expenditures.

2. **19132 – WIOA Direct Program Expenditures**

This cost center reflects all direct program costs associated with the Workforce Innovation and Opportunity Act (WIOA). Funding for 19132 comes from WIOA allocations and the balance offset from 19131.

3. **1921 – Non-WIOA Grants**

This cost center accounts for revenues and expenditures related to grants outside of WIOA funding. Revenues in 1921 are used exclusively to support the programmatic purposes specified by each grant, and expenditures are tracked separately to maintain compliance with grant-specific requirements.

**19131 WIOA Admin - 2026 County Budget**

Account Title	Account #	2026 Request
WIOA Adult - <i>Includes PY24 carry-in, \$451,138.56</i>	3330.17258	\$ 1,216,857.56
WIOA Youth - <i>Includes PY24 carry-in, \$40,000</i>	3330.17259	\$ 708,495.00
Federal EcSA - <i>Includes PY24 carry-in, \$1,443.92</i>	3330.17277	\$ 1,443.92
WIOA Dislocated Worker - <i>Includes PY24 carry-in, \$344,510.44</i>	3330.17278	\$ 1,110,561.44
QUEST DWG - <i>Includes PY23 carry-in, \$32,305.22</i>	3330.17277	\$ 32,305.22
WIOA ACP	3330.1744	\$ -
GA & O Transfer In (IS charges)	4970.9701	\$ 23,100.86
<b>Revenue total</b>		<b>\$ 3,092,764.00</b>
Regular Salaries	5101	\$ 140,971.00
Longevity Pay	5103	\$ 295.00
Industrial Insurance	5201	\$ 990.00
Social Security	5202	\$ 10,807.00
PERS Retirement	5203	\$ 7,883.00
WA State Family Leave	5209	\$ 307.00
Benefit Bucket	5229	\$ 20,520.00
<b>Salaries and Benefits total</b>		<b>\$ 181,773.00</b>
Office Supplies	5311	\$ 1,000.00
Small Tools	5351	\$ -
Computer Software	5352	\$ 500.00
Small Computer Equipment	5353	
<b>Supplies total</b>		<b>\$ 1,500.00</b>
Other Prof Services	5419	\$ 8,353.86
Telephone	5421	\$ 1,200.00
Postage	5425	\$ 50.00
Mileage	5431	\$ 2,500.00
Travel	5432	\$ 3,000.00
Per Diem	5433	\$ 500.00
Non-Employee Mileage	5438	
Non-Employee Travel	5439	\$ 700.00
Advertising	5441	
Operating Rentals	5451	\$ 100.00
Dues/Subscriptions	5492	\$ 2,000.00
Registration & Tuition	5497	\$ 700.00
Other Miscellaneous	5499	
<b>Services total</b>		<b>\$ 19,103.86</b>
I/F IS Service Charges	5912	\$ 19,477.00
I/F IS Prog Maint	5913	\$ 7,765.00
I/F IS Projects	5922	\$ 1,521.00
I/F Insurance Services	5961	\$ 7,038.00
Indirect Cost Allocation	5996	\$ 45,146.00
<b>Interfund total</b>		<b>\$ 80,947.00</b>
<b>Expense total</b>		<b>\$ 283,323.86</b>
<b>Variance</b>		<b>\$ 2,809,440.14</b>

**19132 WIA Direct Program - 2026 County Budget**

<b>Account Title</b>	<b>Account #</b>	<b>2026 Request</b>	
Miscellaneous revenue	3690.9	\$ -	
		\$ -	
<b>Revenue total</b>		<b>\$ -</b>	
Regular Salaries	5101	\$ 241,083.00	
Longevity Pay	5103	\$ 1,387.00	
Industrial Insurance	5201	\$ 1,733.00	
Social Security	5202	\$ 18,549.00	
PERS Retirement	5203	\$ 13,530.00	
WA State Family Leave	5209	\$ 525.00	
Benefit Bucket	5229	\$ 47,196.00	
<b>Salaries and Benefits total</b>		<b>\$ 324,003.00</b>	
Office Supplies	5311	\$ 300.00	
Small Computer Equipment	5353	\$ -	
<b>Supplies total</b>		<b>\$ 300.00</b>	
Management Consulting	5415	\$ -	
Other Prof Services	5419	\$ 123,000.00	Meeting Meals & OSO Contract
Telephone	5421	\$ -	
Mileage	5431	\$ 2,000.00	
Travel	5432	\$ 7,000.00	
Advertising	5441	\$ -	
Operating Rentals	5451	\$ -	
Electricity	5474	\$ -	
Dues/Subscriptions	5492	\$ 12,000.00	WWA
Registration & Tuition	5497	\$ 100.00	
Other Miscellaneous	5499	\$ -	
<b>Services total</b>		<b>\$ 144,100.00</b>	
Misc Intergovernment	5519	\$ 2,341,037.14	IFA OWDC & OSO, PY25 OESD & ESD, Federal EcSA, QI
I/G Pymts Fed, State, Local	5520	\$ -	
<b>Intergovernmental total</b>		<b>\$ 2,341,037.14</b>	
<b>Expense total</b>		<b>\$ 2,809,440.14</b>	
<b>Variance</b>		<b>\$ (2,809,440.14)</b>	

## 1921 Employment &amp; Training - 2026 County Budget

Account Title	Account #	2026 Request
Miscellaneous revenue	3690.90	\$ 988,415.00
		\$ -
<b>Revenue total</b>		<b>\$ 988,415.00</b>
Regular Salaries	5101	\$ 122,340.00
Longevity Pay	5103	\$ 173.00
Industrial Insurance	5201	\$ 990.00
Social Security	5202	\$ 9,372.00
PERS Retirement	5203	\$ 6,836.00
WA State Family Leave	5209	\$ 267.00
Deferred Compensation	5224	
Benefit Bucket	5229	\$ 26,676.00
<b>Salaries and Benefits total</b>		<b>\$ 166,654.00</b>
Office Supplies	5311	\$ 200.00
Small Computer Equipment	5353	\$ -
<b>Supplies total</b>		<b>\$ 200.00</b>
Management Consulting	5415	
Other Prof Services	5419	\$ 32,022.00
Mileage	5431	\$ 500.00
Travel	5432	\$ 500.00
Advertising	5441	\$ -
Dues/Subscriptions	5492	\$ -
Operating Rentals	5451	\$ -
Registration & Tuition	5497	\$ -
Other Miscellaneous	5499	
<b>Services total</b>		<b>\$ 33,022.00</b>
Misc Intergovernment	5519	\$ 788,539.00
I/G Pymts Fed, State, Local	5520	\$ -
<b>Intergovernmental total</b>		<b>\$ 788,539.00</b>
I/F IS Service Charges	5912	\$ -
I/F IS Projects	5922	\$ -
<b>Interfund total</b>		<b>\$ -</b>
<b>Expense total</b>		<b>\$ 988,415.00</b>
<b>Variance</b>		<b>\$ -</b>

By-n-For Contract &amp; LAT Development

## 19131 WIOA Admin - 2026 Budget &amp; 2025 Budget vs. Actuals

Account Title	Account #	2026 Request	2025 Request	2025 Actuals (Jan - Jun)
WIA Adult	3330.17258	\$ 1,216,857.56	\$ 1,104,469.00	
WIA Youth	3330.17259	\$ 708,495.00	\$ 737,259.00	
Federal EcSA	3330.17277	\$ 1,443.92	\$ 209,548.00	
WIA Dislocated Worker	3330.17278	\$ 1,110,561.44	\$ 987,013.00	
QUEST DWG	3330.17277	\$ 32,305.22	\$ 263,155.00	
WIA ACP	3330.1744	\$ -	\$ -	
GA & O Transfer In (IS charges)	4970.9701	\$ 23,100.86	\$ 9,481.00	
<b>Revenue total</b>		<b>\$ 3,092,764.00</b>	<b>\$ 3,310,925.00</b>	<b>\$ -</b>
Regular Salaries	5101	\$ 140,971.00	\$ 163,935.00	\$ 56,409.59
Longevity Pay	5103	\$ 295.00	\$ 1,211.00	\$ 218.71
Industrial Insurance	5201	\$ 990.00	\$ 1,775.00	\$ 513.62
Social Security	5202	\$ 10,807.00	\$ 12,634.00	\$ 4,239.53
PERS Retirement	5203	\$ 7,883.00	\$ 13,814.00	\$ 5,160.96
WA State Family Leave	5209	\$ 307.00	\$ 357.00	\$ 149.01
Benefit Bucket	5229	\$ 20,520.00	\$ 25,650.00	\$ 12,825.00
<b>Salaries and Benefits total</b>		<b>\$ 181,773.00</b>	<b>\$ 219,376.00</b>	<b>\$ 79,516.42</b>
Office Supplies	5311	\$ 1,000.00	\$ 500.00	\$ 987.43
Small Tools	5351	\$ -	\$ -	
Computer Software	5352	\$ 500.00	\$ 500.00	
Small Computer Equipment	5353			\$ 4,438.09
<b>Supplies total</b>		<b>\$ 1,500.00</b>	<b>\$ 1,000.00</b>	<b>\$ 5,425.52</b>
Other Prof Services	5419	\$ 8,353.86	\$ 11,994.50	\$ 11,994.50
Telephone	5421	\$ 1,200.00	\$ -	\$ 638.10
Postage	5425	\$ 50.00	\$ 100.00	\$ 9.66
Mileage	5431	\$ 2,500.00	\$ 1,000.00	\$ 836.67
Travel	5432	\$ 3,000.00	\$ 1,000.00	\$ 1,061.93
Per Diem	5433	\$ 500.00	\$ 500.00	\$ -
Non-Employee Mileage	5438		\$ 700.00	\$ -
Non-Employee Travel	5439	\$ 700.00	\$ 700.00	\$ 352.36
Advertising	5441			
Operating Rentals	5451	\$ 100.00	\$ -	\$ 43.62
Dues/Subscriptions	5492	\$ 2,000.00		\$ 1,333.58
Registration & Tuition	5497	\$ 700.00		\$ 255.00
Other Miscellaneous	5499			
<b>Services total</b>		<b>\$ 19,103.86</b>	<b>\$ 15,994.50</b>	<b>\$ 16,525.42</b>
I/F IS Service Charges	5912	\$ 19,477.00	\$ 14,391.00	\$ 7,195.50
I/F IS Prog Maint	5913	\$ 7,765.00	\$ 6,290.00	\$ 3,145.02
I/F IS Projects	5922	\$ 1,521.00	\$ 1,223.00	\$ 611.52
I/F Insurance Services	5961	\$ 7,038.00	\$ 6,301.00	\$ 3,150.50
Indirect Cost Allocation	5996	\$ 45,146.00	\$ 37,627.00	\$ 18,813.50
<b>Interfund total</b>		<b>\$ 80,947.00</b>	<b>\$ 65,832.00</b>	<b>\$ 32,916.04</b>
<b>Expense total</b>		<b>\$ 283,323.86</b>	<b>\$ 302,202.50</b>	<b>\$ 134,383.40</b>
<b>Variance</b>		<b>\$ 2,809,440.14</b>	<b>\$ 3,008,722.50</b>	

## 19132 WIOA Programs - 2026 Budget &amp; 2025 Budget vs. Actuals (Jan-Jun)

Account Title	Account #	2026 Request	2025 Request	2025 Actuals (Jan - Jun)
Miscellaneous revenue	3690.9	\$ -	\$ -	
		\$ -	\$ -	
<b>Revenue total</b>		\$ -	\$ -	
Regular Salaries	5101	\$ 241,083.00	\$ 217,849.00	\$ 116,443.65
Longevity Pay	5103	\$ 1,387.00	\$ 1,159.00	\$ 471.51
Industrial Insurance	5201	\$ 1,733.00	\$ 2,366.00	\$ 1,072.10
Social Security	5202	\$ 18,549.00	\$ 16,754.00	\$ 8,745.62
PERS Retirement	5203	\$ 13,530.00	\$ 18,320.00	\$ 10,682.76
WA State Family Leave	5209	\$ 525.00	\$ 475.00	\$ 280.02
Benefit Bucket	5229	\$ 47,196.00	\$ 34,200.00	\$ 16,145.62
<b>Salaries and Benefits total</b>		\$ 324,003.00	\$ 291,123.00	\$ 153,841.28
Office Supplies	5311	\$ 300.00	\$ 1,000.00	\$ -
Small Computer Equipment	5353	\$ -	\$ 2,500.00	\$ 2,124.99
<b>Supplies total</b>		\$ 300.00	\$ 3,500.00	\$ 2,124.99
Management Consulting	5415	\$ -	\$ 120,000.00	\$ 34,318.29
Other Prof Services	5419	\$ 123,000.00	\$ 11,832.30	\$ 11,832.30
Telephone	5421	\$ -	\$ -	
Mileage	5431	\$ 2,000.00	\$ 4,000.00	\$ 890.93
Travel	5432	\$ 7,000.00	\$ 6,000.00	\$ 3,283.14
Advertising	5441	\$ -	\$ 2,500.00	
Operating Rentals	5451	\$ -	\$ -	
Electricity	5474	\$ -	\$ -	
Dues/Subscriptions	5492	\$ 12,000.00	\$ 12,000.00	\$ 104.39
Registration & Tuition	5497	\$ 100.00	\$ 5,000.00	\$ 33.67
Other Miscellaneous	5499	\$ -	\$ 3,500.00	
<b>Services total</b>		\$ 144,100.00	\$ 164,832.30	\$ 50,462.72
Misc Intergovernment	5519	\$ 2,341,037.14	\$ 2,549,267.20	\$ 745,810.72
I/G Pymts Fed, State, Local	5520	\$ -	\$ -	\$ -
<b>Intergovernmental total</b>		\$ 2,341,037.14	\$ 2,549,267.20	\$ 745,810.72
<b>Expense total</b>		\$ 2,809,440.14	\$ 3,008,722.50	\$ 952,239.71
			\$ (3,008,722.50)	

## 1921 Non-WIOA Admin &amp; Direct Program - 2026 Budget &amp; 2025 Budget vs. Actuals (Jan-Jun)

Account Title	Account #	2026 Request	2025 Request	2025 Actuals
Miscellaneous revenue	3690.90	\$ 988,415.00	\$ 2,613,168.00	
		\$ -	\$ -	\$ -
<b>Revenue total</b>		<b>\$ 988,415.00</b>	<b>\$ 2,613,168.00</b>	<b>\$ -</b>
Regular Salaries	5101	\$ 122,340.00	\$ 77,759.80	\$ 38,097.93
Longevity Pay	5103	\$ 173.00	\$ 400.00	\$ 175.85
Industrial Insurance	5201	\$ 990.00	\$ 800.00	\$ 380.55
Social Security	5202	\$ 9,372.00	\$ 5,000.00	\$ 2,859.90
PERS Retirement	5203	\$ 6,836.00	\$ 7,500.00	\$ 3,503.99
WA State Family Leave	5209	\$ 267.00	\$ 400.00	\$ 130.46
Deferred Compensation	5224		\$ -	\$ -
Benefit Bucket	5229	\$ 26,676.00	\$ 15,130.00	\$ 3,519.35
<b>Salaries and Benefits total</b>		<b>\$ 166,654.00</b>	<b>\$ 106,989.80</b>	<b>\$ 48,668.03</b>
Office Supplies	5311	\$ 200.00	\$ 1,000.00	\$ -
Small Computer Equipment	5353	\$ -	\$ 2,500.00	\$ -
<b>Supplies total</b>		<b>\$ 200.00</b>	<b>\$ 3,500.00</b>	<b>\$ -</b>
Management Consulting	5415		\$ -	\$ -
Other Prof Services	5419	\$ 32,022.00	\$ 1,188.20	\$ 1,188.20
Postage	5425	\$ -		\$ 4.14
Mileage	5431	\$ 500.00	\$ 1,000.00	\$ 161.45
Travel	5432	\$ 500.00	\$ 1,000.00	\$ 86.68
Advertising	5441	\$ -		\$ -
Dues/Subscriptions	5492	\$ -	\$ 22,158.00	\$ 1.99
Operating Rentals	5451	\$ -	\$ -	\$ -
Registration & Tuition	5497	\$ -		\$ 1.33
Other Miscellaneous	5499			\$ -
<b>Services total</b>		<b>\$ 33,022.00</b>	<b>\$ 25,346.20</b>	<b>\$ 1,443.79</b>
Misc Intergovernment	5519	\$ 788,539.00	\$ 2,477,332.00	\$ 744,165.29
I/G Pymts Fed, State, Local	5520	\$ -	\$ -	\$ -
<b>Intergovernmental total</b>		<b>\$ 788,539.00</b>	<b>\$ 2,477,332.00</b>	<b>\$ 744,165.29</b>
I/F IS Service Charges	5912	\$ -	\$ -	\$ -
I/F IS Projects	5922	\$ -	\$ -	\$ -
<b>Interfund total</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Expense total</b>		<b>\$ 988,415.00</b>	<b>\$ 2,613,168.00</b>	<b>\$ 794,277.11</b>
<b>Variance</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ (794,277.11)</b>

# 2024/2025

Workforce and Innovation  
Opportunity Act

## Discretionary Grant Funded Paid Internship Programs

### 15 placements Work Experience interns into 6-month training programs:

- 1 - Media Technician (Field Hall Performance Center) – **Resulted in job placement**
- 1 - Non-Profit Assistant (Bremerton Food Bank) - **Resulted in job placement at (KIAC) Kitsap Immigration Assistance Center**
- 6 – Administrative – (Tessera, Kitsap Homes of Compassion, HomeInstead, Mystic Movement, Spread Art Supplies Store, and Bremerton Food Bank) - **1 resulted in job placement**
- 1 – STEM Trainer (SPIN) STEM Paths Innovation Network – Completion Sept. 2025
- 1 – Marketing/Branding Strategist (Scandia Studio) - Completion Dec. 2025
- 1 – Laborer Intern (Habitat for Humanity)
- 2 - IT and Planning (City of Sequim)
- 1 – Prothrow (Northwest School of Wooden Boats)
- 1 – (SUDPT) Substance Use Disorder Professional Training ( West Sound Treatment Center)



**2024/2025**

**Workforce and Innovation  
Opportunity Act**

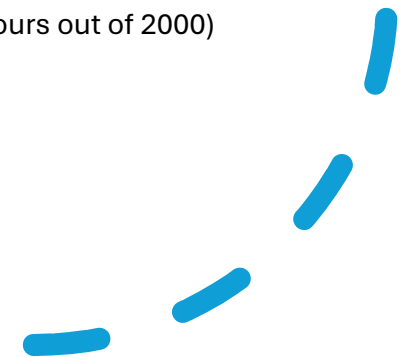
**Discretionary  
Grant Funded  
Paid Internship  
Programs**

**10 placements On-Job-Training interns into 6-month training programs:**

- 1 – Graphic Designer – Port Townsend Leader – **Hired**
- 1 – Donor Relations Manager – Field Hall Performance Center - **Hired**
- 2 – Retail Manager & Warehouse Worker - Edensaw Woods, LTD – **2 Hired**
- 1 - Construction Foreman - Habitat for Humanity – **Hired**
- 3 – Marine Systems, Operations Manager, and Student Services- Northwest Wooden Boat School – **3 Hired**
- 2 – Assembly and Production Workers - ACI Boats - **2 Hired**

**1 placement apprentice into Apprenticeship Training program:**

- 1 – Hair Stylist – Envy Hair Salon (Completion of 1000 hours out of 2000)



# Commerce Reinvestment Program

## **Phase Three – Small Local Non-Profit Organizations**

**working with the Latine', Black, and Tribal Communities  
in Kitsap, Jefferson, and Clallam Counties**

- Scarlet Road
- Kitsap Harvest
- Leadership Kitsap
- Kitsap Rescue Mission
- Central Kitsap Food Bank
- We Are Better Together Foundation
- Research and Development Services
- Bremerton Community Farmers Market

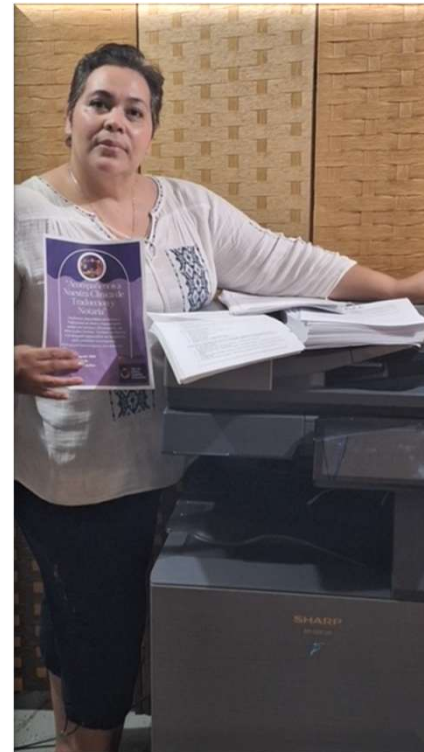


## We Are Better Together Foundation

The foundation was established to fill a gap in services for Latino communities in Washington. Between 2010 and 2020, the Latino community in Kitsap County grew over 52% (higher than the 40% growth rate statewide). Not only has support for our communities failed to expand at this same pace, but we also began at a disadvantage due to systemic barriers. Additionally, Kitsap County is home to a large Guatemalan community of Indigenous Peoples.

The purpose of the funding is to increase our capacity and therefore our outreach/ impact within the Latino community in Kitsap County.

**“Thanks to this grant we have been able to reach more people from the Latino community, we were able to increase the production of more materials for training, workshops, programs and Translation Clinics in 90%, and now we have a well-designed webpage that will help us represent better the work we do, educate and have a better outreach. This has been a blessing in a very difficult time where the Latino Community has become a target, and no one is safe in our community in these troubling times. This Grant has enabled us to help more and double our efforts to protect this community in a timely matter.”** *Gabriela Ituarte*



### Gabriela Ituarte – Founder and Executive Director

Awarded: High-Capacity Copy Machine, Computer Monitor, Portable Projection Screen, Web Designer

## Research and Development Services of America (RDSA) Makah Tribe

Neah Bay is a small community with a population of a mere 935 people, according to the 2020 census. The unemployment rate of Neah Bay is 12.1% opposed to the Washington State unemployment rate of 4.2%. Employment options are limited to timber, construction, fishing, working for the Makah Tribal Organization, or commuting 20 miles away to the Washington State Prison. Many fishermen have stopped their life's work on a ship and opted to begin commuting to work at the state prison due to unsatisfactory fishing profits.

Mr. Hahn has been working with fishery freezers for over twenty years. Additional experience creating job opportunities to the Makah community in Neah Bay includes in-kind services RDSA provided to the Makah Tribe. Most recently, RDSA implemented a USDA rural business development that benefitted the Neah Bay community. The project funded an industrial freezer that is now used as bait storage for both independent fishermen and the Cape Flattery Fishermen's Cooperative. Local fisherman Roy Hartwell has stated; "that this freezer has given fishermen the ability to improve tribal fisherman's catch of halibut in the spring and summer fishing seasons."

**"The new containers will help RDSA to store much more bait! Thank you." ~~Tom Hahn~~**



**Thomas Hahn – CEO**

Awarded: 13 large containers with lids for storing bait



## *Chair and Vice Chair Nomination*

Strong leadership is vital to advancing the OWDC Strategic Plan, and both the Chair and Vice Chair play essential roles in guiding this work. Together, they facilitate Council meetings, foster meaningful dialogue, support agenda setting, and ensure continuity of leadership that keeps our strategic priorities at the forefront. We encourage members to volunteer or nominate peers for these important positions to help shape the future of OWDC and strengthen our workforce and community.

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





# Investments in Economic Security are Changing Lives

## Economic Security for All (EcSA)

WWA's top priority is to enhance Economic Security for All resources to increase service levels and simplify the program's administration. EcSA provides a state funding stream that aligns existing workforce and support programs across the state to amplify their collective impact. These funds are a critical resource that addresses the need to connect businesses with workers and sustain the infrastructure for individuals to receive training and credentialing to be self-sufficient and achieve economic independence. EcSA funds primarily assist traditionally underserved communities, including BIPOC, justice-impacted, and rural populations, in creating generational economic success by providing individuals with the necessary resources and support to thrive in the workforce.

EcSA core services received \$12.338 million in the 2025-27 biennium operating budget, an \$8 million reduction in direct funding. An additional \$14.475 million from the Community Reinvestment Project (previously \$48.25 million) will continue to partially supplement EcSA's efforts to support marginalized communities and enhance economic development opportunities. Despite the significant funding drop, these remaining resources are critical to sustaining community-based programs that address economic disparities and promote workforce development.

### EcSA makes existing government programs more accessible and effective.

A June 2025 evaluation of EcSA, comparing over 4,400 participants to a matched group of federal Workforce Innovation and Opportunity Act (WIOA) Adult and Youth enrollees, found that co-enrollment in EcSA consistently delivers stronger labor market outcomes—making EcSA a great complement to federal WIOA investments. Outcomes include:

- **Higher employment and hours worked:** EcSA co-enrolled participants were 14% more likely to be employed and 21% more hours worked.
- EcSA participants earn 28% more upon completion of the program.

- **Stronger earnings and wages:** EcSA co-enrolled participants earned **\$12,000 more over eight quarters** and had **\$2.50-\$4.75 higher hourly wages**
- **EcSA complements WIOA – Offering Greater Training & Service Access**
  - Over 50% of EcSA co-enrolled participants entered training, up from 13% in WIOA-only participants.
  - The combination of EcSA and WIOA allowed for twice as many services, showing more intensive and effective support for participants to achieve self-sufficiency.
  - 11.3% of EcSA participants were unhoused at the time of enrollment, close to twice as many as those enrolled in the WIOA programs alone (6.1%) – leveraged together, Local Boards can assist more vulnerable residents.

## EcSA Building Pathways for All

EcSA is a critical tool to help Washington respond to new federal work requirements and the loss of key safety net supports. By connecting participants to training, credentials, and the tools needed to build meaningful career pathways, EcSA empowers individuals to move off state and federal benefit programs and into long-term self-sufficiency.

This work has never been more urgent. With 920,000 Washington residents facing the loss of SNAP benefits - an average cut of \$55.95 per household per month - and more than 320,000 adults impacted by a \$42 billion reduction to Medicaid over the next decade, EcSA provides the bridge from instability to opportunity. It ensures that people are not left behind by federal changes, but instead supported in achieving economic security and resilience.



# ECSA Impacts & Results

## EcSA Results: July 2023-June 2025

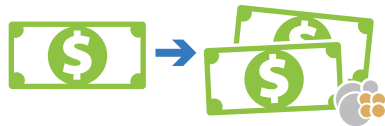
In the two years EcSA was codified into law, the combined results from show a positive impact on our most vulnerable Washingtonians:

- 6,634 job seekers were served statewide by EcSA
- Over 1,400 job seekers moved to self-sufficiency, saving taxpayers roughly \$30,000 per individual
- 5 months is the average time for participants to be in the program
- \$2,925.96 is the average per-person cost to provide services
- \$47,840 median wage upon completion compared to below \$10,000 at enrollment
- 54% BIPOC population participation
- 11% unhoused customer participation

## Return on Investment

Taxpayers and budget writers see an immediate return on investment. **These are the annual returns and savings:**

For **every \$1.00** the state invests in EcSA the state gets a **return of \$2.64**



**\$25,348,575**

Total estimated return generated by EcSA July 2024-June 2025 from a \$9.6 million investment in Local Workforce Development Boards



**\$2,690,439**

Total estimated increase in sales tax revenue generated by EcSA July 2024-June 2025



**\$22,658,136**

Total estimated benefit savings for the state generated by EcSA July 2024-June 2025

The US Department of Labor has recognized EcSA as a best practice

More information on EcSA can be found in [ESD's 2024 Legislative Report](#).



## Community Reinvestment Program Impacts

The Community Reinvestment Program (CRP) is a statewide effort designed to strengthen the workforce and economic development across Washington, prioritizing Black, Latine, and Tribal communities. Local workforce boards are working to implement key components of this project, including direct financial support to participants, support to help businesses grow and thrive, and Matched Investment Savings Accounts (MISAs) that help individuals build financial security. These efforts are designed to create meaningful pathways to economic stability and self-sufficiency for those most in need.

## Results: December 2023-June 2025

**12% increase in job seekers served** from Black, Latine, and Tribal communities over a 1-year period

### Career Accelerator Incentives

- Over **3,300** people served across Washington
- **\$21,788,000** distributed statewide

### Business Support

- **9,500+** businesses have been engaged and supported statewide with grants, technical assistance, and training opportunities.
- Over **700** employers have direct funding through grants and training, helping them grow their business.
- Over **\$5.6 million** has been invested directly into local businesses, giving them the tools to train employees, build resilience, and grow.

### Financial Literacy: Matched Investment Savings Accounts

- 370 customers completed personal financial coaching and opened savings accounts.
- Over \$5.5 million saved to help customers build long-term financial security.

Source: Employment Security Department Community Reinvestment Project Quarterly Report June 2025

## Participant Success



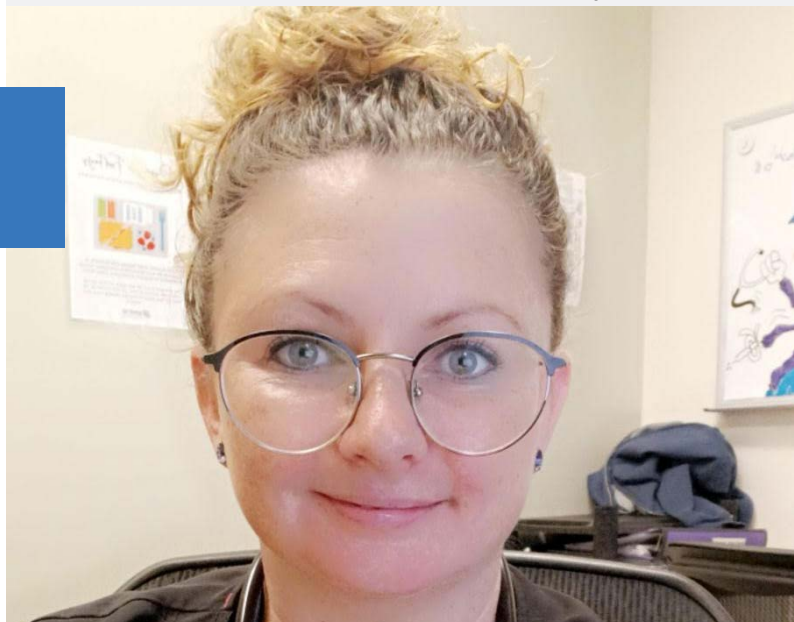
### Deylene – South Central

When Deylene, a determined single mother, came to People For People, she was living with her parents and struggling to make ends meet. Despite the challenges, she carried a dream: to become a substance abuse counselor and help others overcome the struggles she herself had faced. With a history of justice involvement due to substance use, she knew firsthand how difficult the journey could be.

At People For People, Deylene shared her aspirations with her Career Development Counselor, Michele, who enrolled her in EcSA. This support put her on the path toward a brighter future. Deylene began her studies at Yakima Valley College, excelling academically and emerging as a leader on campus, even being elected president of the Wellness Society club.

With supportive services and the EcSA Career Accelerator Incentive, Deylene gained the stability she needed to provide for her son while pursuing her education. In May, she graduated from YVC and accepted a full-time position as a counselor at Merit Resources. Today, she is living her dream—helping others in Yakima find hope and freedom from addiction.

Deylene's story is one of resilience, determination, and the power of support. She has transformed her life and now dedicates herself to transforming the lives of others.



### Charlie – Grant County

Charlie, a dedicated single mother of three, approached North Central Workforce Development Council (SkillSource) in search of scholarship funding to pursue her nursing degree. Balancing the demands of her personal life, parenting, and her studies proved challenging, and she often faced financial difficulties. Throughout her training, SkillSource provided crucial support services, helping her maintain the stability needed to focus on her education. Charlie put in the effort, working as a nursing technician during the summer to keep her skills sharp.

With the assistance of SkillSource and funding from Economic Security For All (EcSA), Charlie persevered through the rigorous nursing program at Big Bend Community College. In addition to support services, Charlie was enrolled in the financial incentive program that is based on satisfactory progress on her career plan. The support she received helped her overcome significant obstacles that might have otherwise derailed her progress. Her determination, combined with the resources and guidance from SkillSource, ultimately led to her success in the program.

Charlie's hard work paid off in a remarkable way. Upon graduating, she secured not just one, but two positions—one at Samaritan Hospital and another as a part-time home health nurse. These opportunities not only provided financial security for her family but also marked the beginning of a fulfilling career in the high-demand healthcare field.

"Wow, thank you. I can't imagine how much harder it would have been without the help I got. I feel like I barely made it as it was. The help from SkillSource has had a major impact on my life and I am so grateful for your program!"

~ Charlie



# Employer Success



## 777ish Cookie Desserts - Olympia

When Chocolate Marie Jones founded 777ish Cookie Desserts, she set out to bring joy and comfort through imaginative cookies and “cookie milks.” What began as a dream rooted in community care has grown into a thriving business thanks to support from EcSA, funded through Washington’s Community Reinvestment Project (CRP). With CRP-backed EcSA resources, Chocolate invested in energy-efficient equipment and compostable packaging, reducing costs while aligning with her values. The funding also allowed her to hire part-time staff and expand initiatives like cookie dough fundraisers that return 45% of proceeds to families and individuals in need. For Chocolate, business success is inseparable from compassion – whether providing food and comfort to unhoused neighbors or helping families cover critical expenses. “Receiving this grant is like a warm hug,” she says. “Small and slow still gets the job done.”

EcSA, powered by CRP, helps businesses like 777ish Cookie Desserts grow stronger, stay sustainable, and give back—showing how smart investment creates economic vitality and community impact.



## Al's Automotive Repair & Paris Beauty Salon - Pasco

Alvaro Enriquez is the proprietor of Al's Automotive Repair, located in Pasco on Lewis Street. Due to the undertaking of a large renovation-based project on the Lewis Street Bridge many of the small minority-owned businesses experienced reduced foot traffic, the primary source of income. During this time, the Benton-Franklin Workforce Development Council team met Alvaro and his wife Blanca, owner of Paris Beauty Salon. They shared the financial impact of the transportation project on them financially and feared they may not be able to withstand the lost business.

We worked with Alvaro and Blanca to create a plan on how the services offered through the Community Reinvestment Program (CRP) could support their businesses and the jobs they sustain. As part of the plan, Alvaro decided to expand the services offered by his shop to include AC repair and freon refills but lacked the funds to add equipment for the services. With the help of the CRP Alvaro received financial assistance to purchase an Industrial AC Servicing Unit and a Tire Calibration Machine, which allowed him to diversify his services and add to his customer base and add employees.

## **Olympic Peninsula One Stop Operator Report May – August 2025**

### **Comprehensive Centers – Silverdale and Sequim**

#### **WorkSource One Stop Operator: Career Path Services**

### **Functional and Programmatic Integration**

Functional and programmatic integration within the WorkSource system was advanced through intentional collaboration and planning during the reporting period. At the June, July, and August administrative meetings, leaders focused on preparing for upcoming fall trainings, aligning on key topics and staff needs, and increasing customer participation through refined implementation strategies. These sessions also addressed enhancements to service delivery, including the addition of ALTSA agency to the referral form and coordination of monthly all-staff meeting agendas to ensure alignment across programs.

The system also explored opportunities to expand access points for customers, including discussions with OESD 114 regarding the new center opening in downtown Bremerton. While the location will provide non-WIOA funded services, OESD 114 expressed interest in becoming a certified Connection Site by offering computers for customers to create WorkSourceWA accounts and direct linkages to Comprehensive Centers. This would strengthen system integration and ensure customers can seamlessly connect to core services.

Planning is also underway for the fall all-staff training event, which will feature presentations from key partners and subject matter experts. Topics will include blind etiquette from the Department of Services for the Blind, self-care from AARP, the biennial Equal Opportunity training delivered by the local EO Officer, and training focused on coaching job seekers for success in a multigenerational workforce. Collectively, these efforts reflect the system's commitment to cross-program collaboration, continuous improvement, and ensuring that staff are well-prepared to meet the diverse needs of customers.

### **System Integration**

During this reporting period, the WorkSource system continued to demonstrate strong integration through consistent information sharing and collaborative learning at monthly all-partners staff meetings, each of which included updates from the regional Culture Committee to reinforce shared values and priorities. In May, staff engaged in Human-Centered Design activities to strengthen customer-focused service delivery. June highlighted the Kitsap Regional Library's introduction of the Data Axel tool, expanding staff capacity to connect jobseekers with labor market information. In July, the Youth Team shared a new financial literacy resource to better support young adults in achieving long-term economic stability. August featured an overview of the ALTSA-ADRN program which now has a representative at the Silverdale office. An ADA tool inventory and desk aid was reviewed with all staff to ensure staff are aware of the tools available. Finally, we discussed the Voice of the Customer results, and recognized

staff for their contribution to improved results and increased participation. Collectively, these sessions ensured staff across the system remain informed, equipped with new tools, and aligned in advancing workforce development goals.

### **Integrated Service Delivery**

At the front-line level, integrated service delivery continues to be shaped by both challenges and successes identified through strategic insights. Staffing and coverage remain a significant concern, with pressure on front desk operations, resource room support, and intake processes creating backlogs that impact timely service delivery. Staff have also highlighted the need for additional training and resources, including stronger digital literacy support for customers, improved private spaces for consultations, and increased partner coverage to ensure consistent service availability.

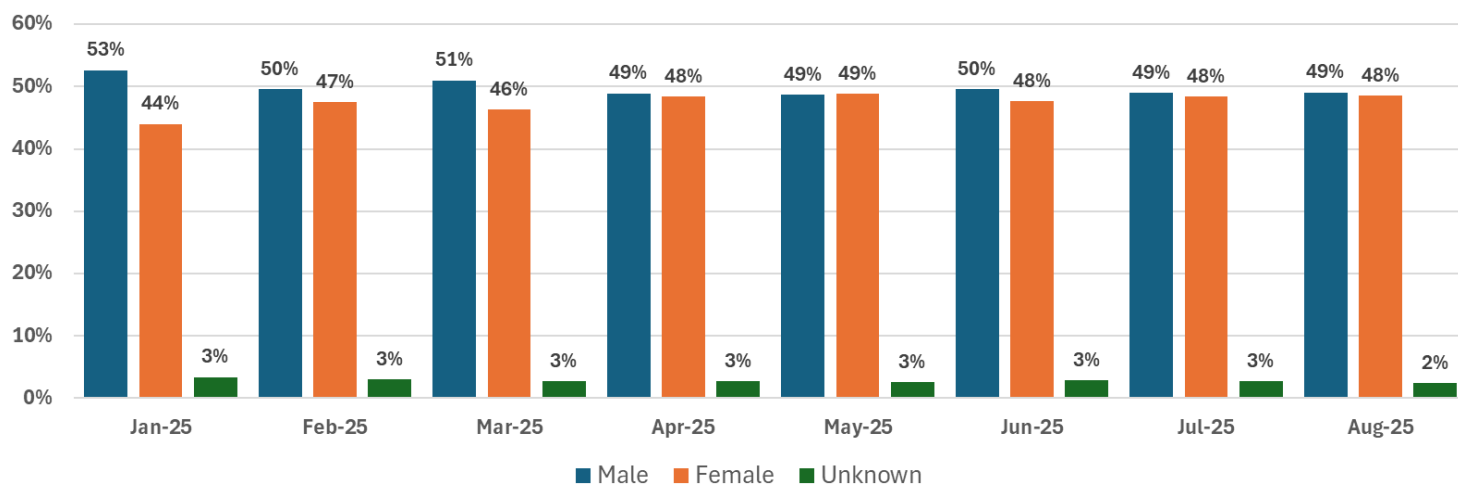
Despite these challenges, the system has achieved notable successes that demonstrate the strength of integration at the customer interface. Staff recognized strong collaboration with partners such as Pathways and OESD 114, along with system recognition through the JVSG award. Process improvements, including revisions to the Incognito referral form, further strengthened the customer experience by improving accuracy and efficiency in connecting customers to services. Additionally, ALTA provided targeted training to enhance staff capacity in making and receiving referrals across partner programs, reinforcing seamless service delivery for customers with diverse needs.

### **Service Provision and Outreach**

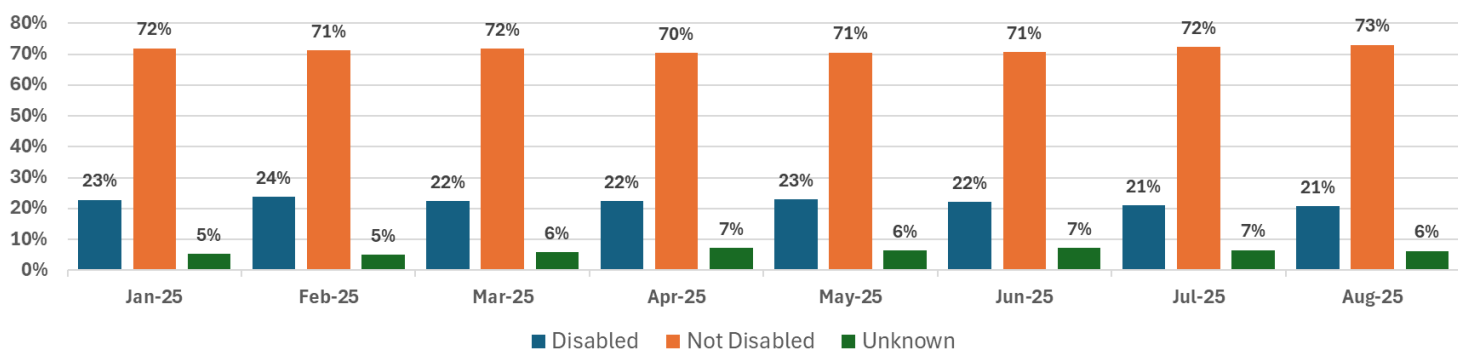
The following data was gathered from the Workforce Professionals Center, Workforce Services performance Dashboard (data captured month by month). Specific to gender, 1,031 individuals have been captured for this reporting period (*this number varies by category*). Observations in comparing this reporting period to previous months are as follows:

- **August** total services offered increased by 47% in comparison to the 2025 average (*referenced in Gender reporting*)
- **August** services offered to persons who identified as having a disability increased by 36% in comparison to the 2025 average
- **August** services offered to people who speak limited English increased by 64% in comparison to the 2025 average
- **August** services offered to Veterans increased by 62% in comparison to the 2025 average

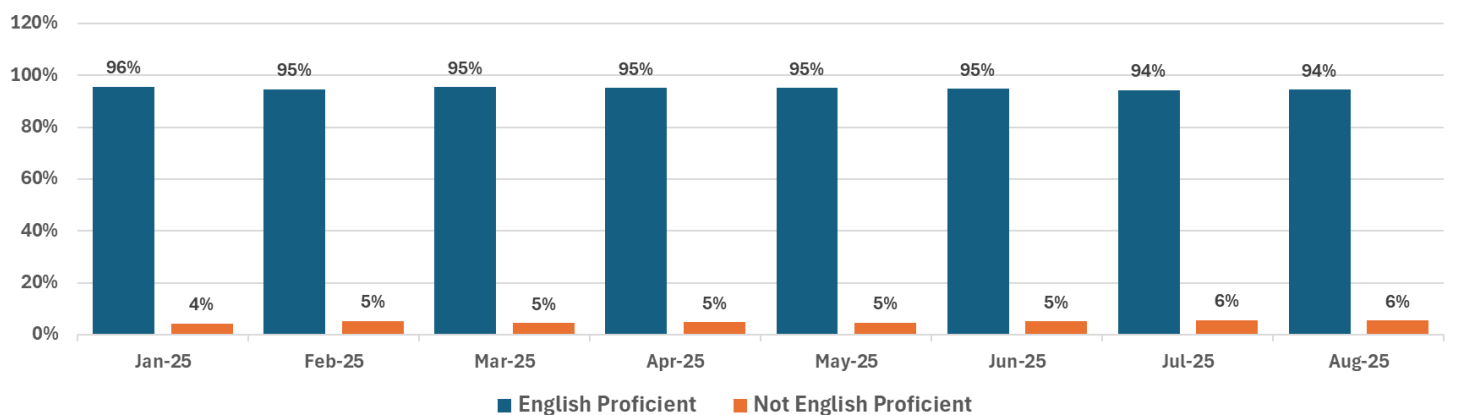
Gender

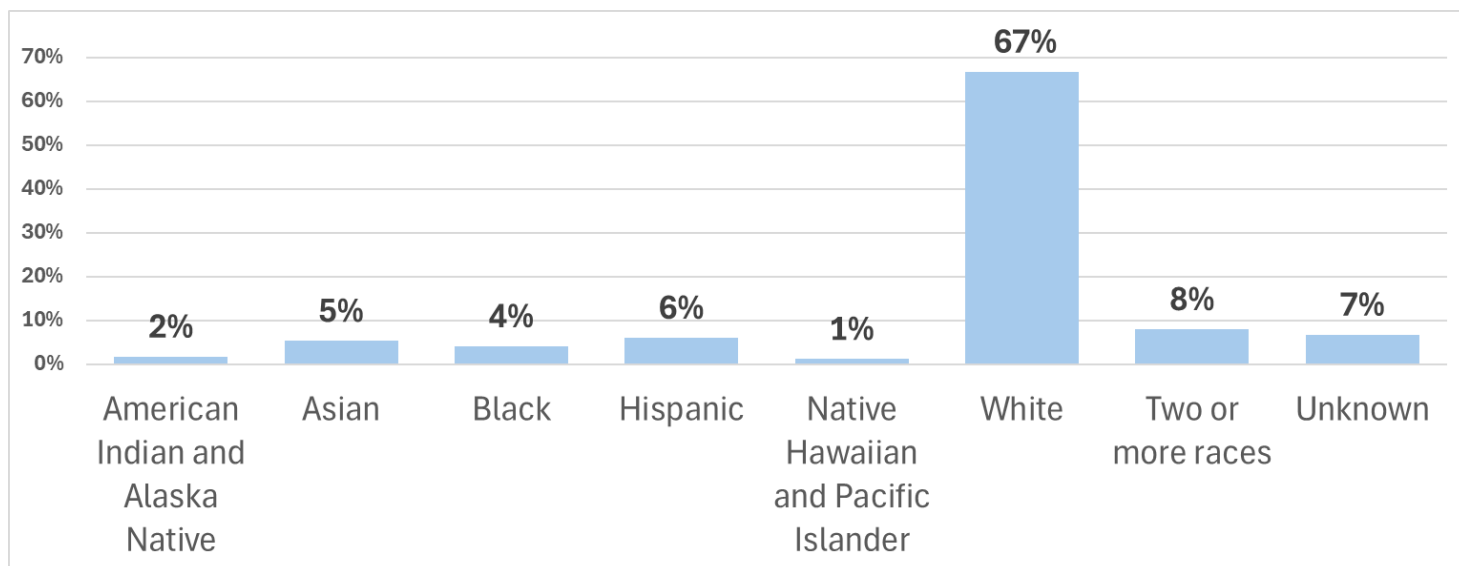
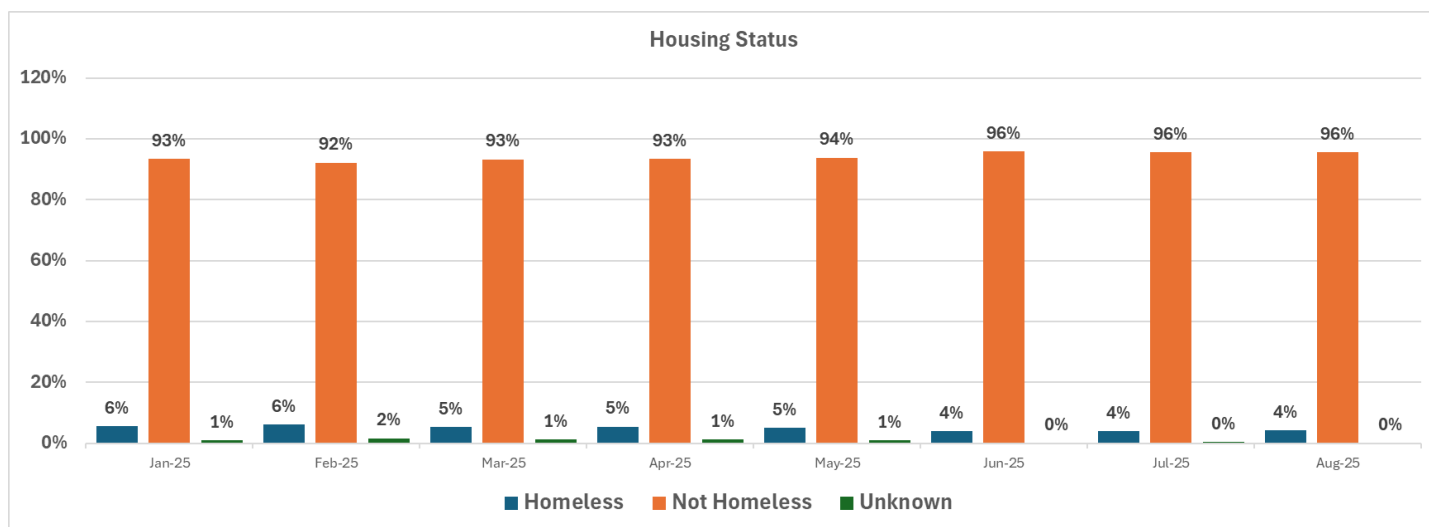
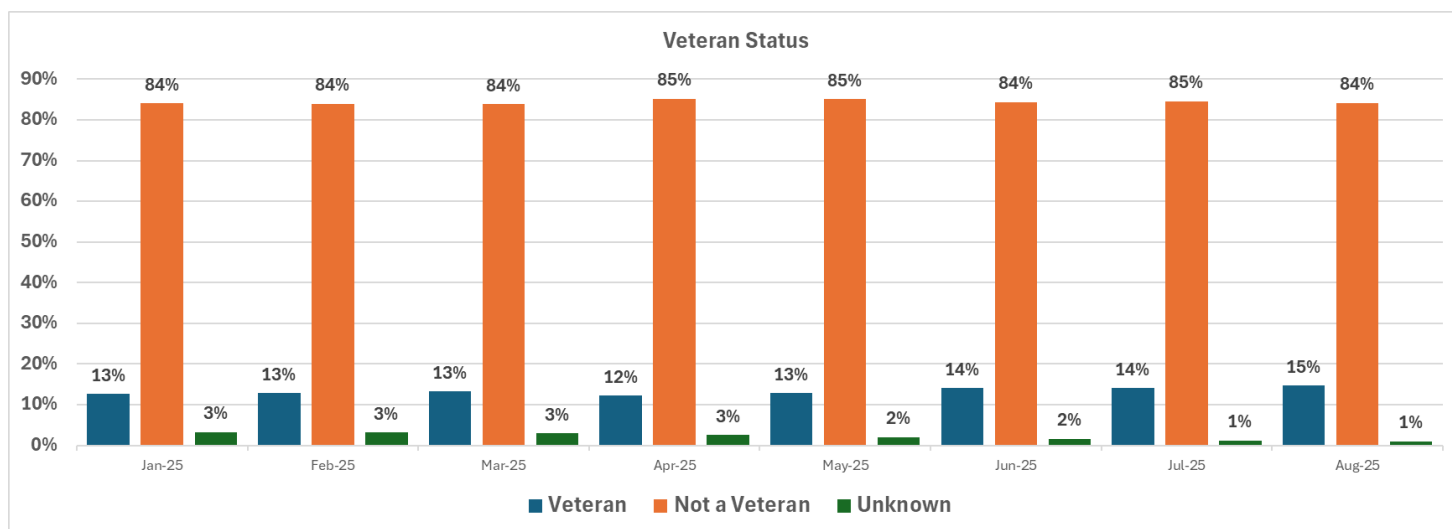


Disability



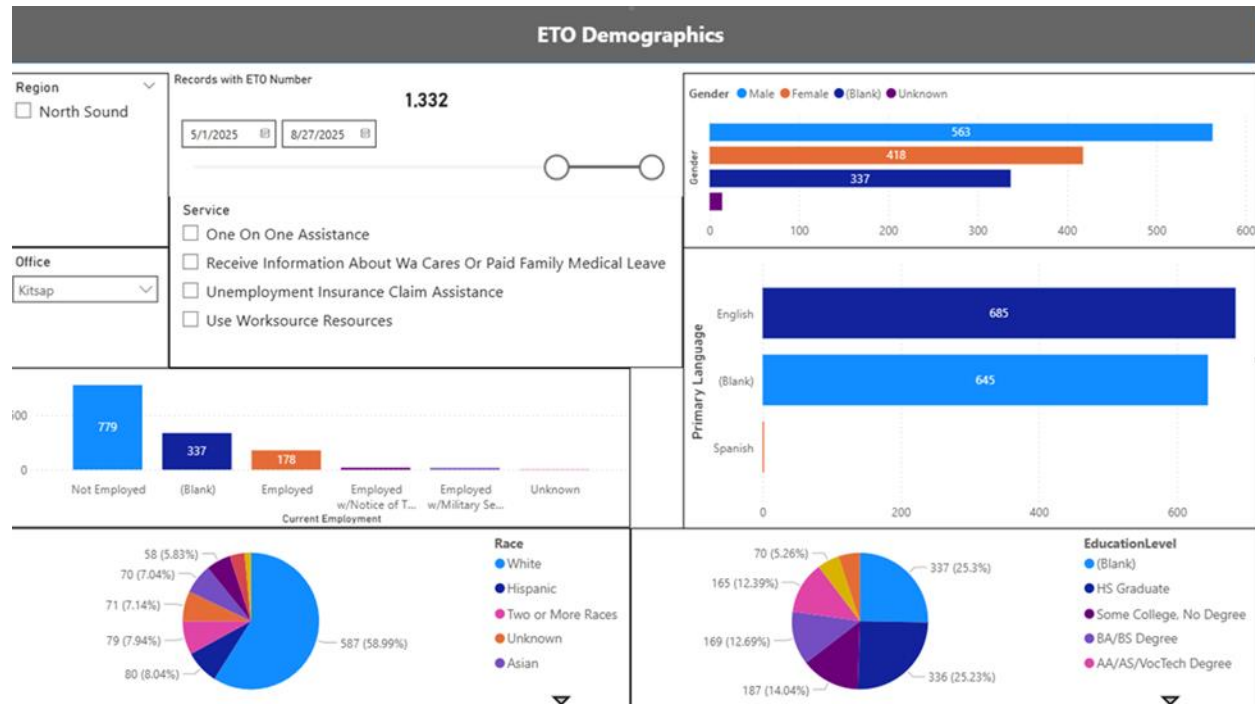
English Proficiency





## Customer flow Tracker

<https://wpc.wa.gov/reports/customer-flow-tracker>

**Silverdale:**

Services provided 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.

From May 1, 2025, through August 27, 2025, the Silverdale office (serving Kitsap County) provided services to a total of 1332 customers. Services were delivered through a combination of in-person, video, and phone interactions, ensuring accessibility across multiple channels. During this period, staff recorded 1393 services, reflecting a broad range of customer needs. These included 822 instances of one-on-one assistance, 7 Paid Family and Medical Leave Act (PFMLA) support, 58 Unemployment Insurance claim assistance services, and 506 uses of WorkSource resources. This activity underscores the office's role as a vital access point for workforce services in the region.

**Silverdale Demographics****Gender**

The gender distribution shows a higher number of males (563) compared to females (418), with a significant number of records having blank gender entries (418), (14) identified as gender unknown. Veteran status is no longer available on the Customer Flow Tracker report. The OSO team will continue efforts to find missing data by gathering as much information as possible from our internal referral tool.

**Language and Race**

Primary Language and Race: English is the predominant primary language (685 records), with a significant number of blank entries (726). The racial demographics show a diverse population, with a significant portion identifying as White non-Hispanic (56.11%) two or more races (7.94%), Hispanic (8.04%), and Asian (7.04%).

**Education**

Education and demographic data from the Customer Flow Tracker reveal several important trends. A notable portion of individuals served reported having less than a high school diploma (13.23%), while nearly one quarter (23.78%) hold a high school diploma. An additional 23.64% reported earning a technical certificate, associate degree, or higher, and 13.23% reported having some college but no degree. However, a significant percentage of entries (29.58%) were left blank, highlighting the need for more consistent data collection and entry practices to ensure accuracy in reporting. It is also important to note that Migrant Seasonal Farm Worker (MSFW) data is no longer available on the Customer Flow Tracker, limiting the system's ability to track and report on this population through the tool.

**Employment**

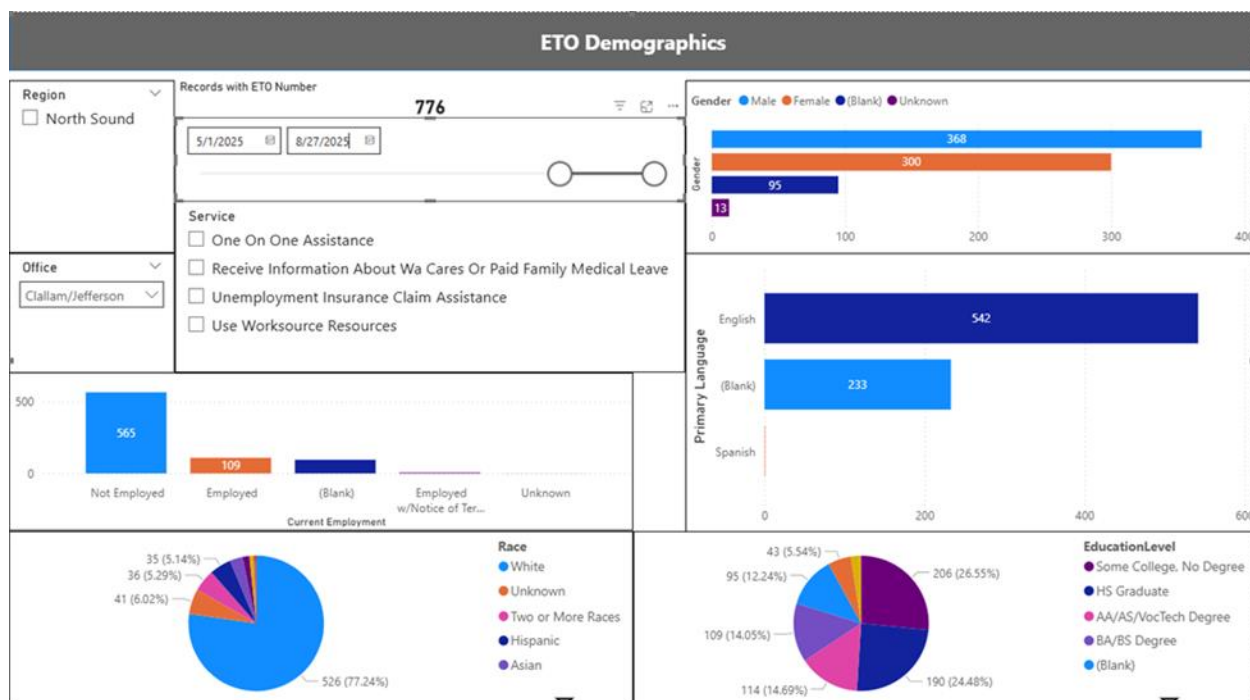
Data captured shows there were (779) unemployed customers, (178) customers employed and (418) blank fields in the data.

Customer Flow Tracker

<https://wpc.wa.gov/reports/customer-flow-tracker>

**Sequim:**





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.

From May 1, 2025, through August 27, 2025, the Sequim office (serving Jefferson and Clallam Counties) provided services to a total of 776 customers. Services were delivered through a combination of in-person, video, and phone interactions, ensuring accessibility across multiple channels. During this period, staff recorded 937 services, reflecting a broad range of customer needs. These included 390 instances of one-on-one assistance, 1 Paid Family and Medical Leave Act (PFMLA) support, 109 Unemployment Insurance claim assistance services, and 437 uses of WorkSource resources. This activity underscores the office's role as a vital access point for workforce services in the region.

## **Sequim Demographics**

### **Gender**

Gender distribution data indicates that more males (368) were served compared to females (300) during the reporting period. A substantial portion of records (292) were left blank, and 13 customers identified as gender unknown. Veteran status is no longer tracked through the Customer Flow Tracker, which limits reporting on this key demographic. Moving forward, staff will continue efforts to improve data completeness by gathering as much information as possible and working to reduce the number of blank entries in order to strengthen the accuracy and reliability of reporting.

### **Language and Race**

Primary Language and Race: English is the predominant primary language (542 records), with a significant number of blank entries (430). The racial demographics show a diverse population, with a significant portion identifying as White non-Hispanic (77.24%), two or more races (5.29%), Hispanic (5.14%), and Asian (3.08%).

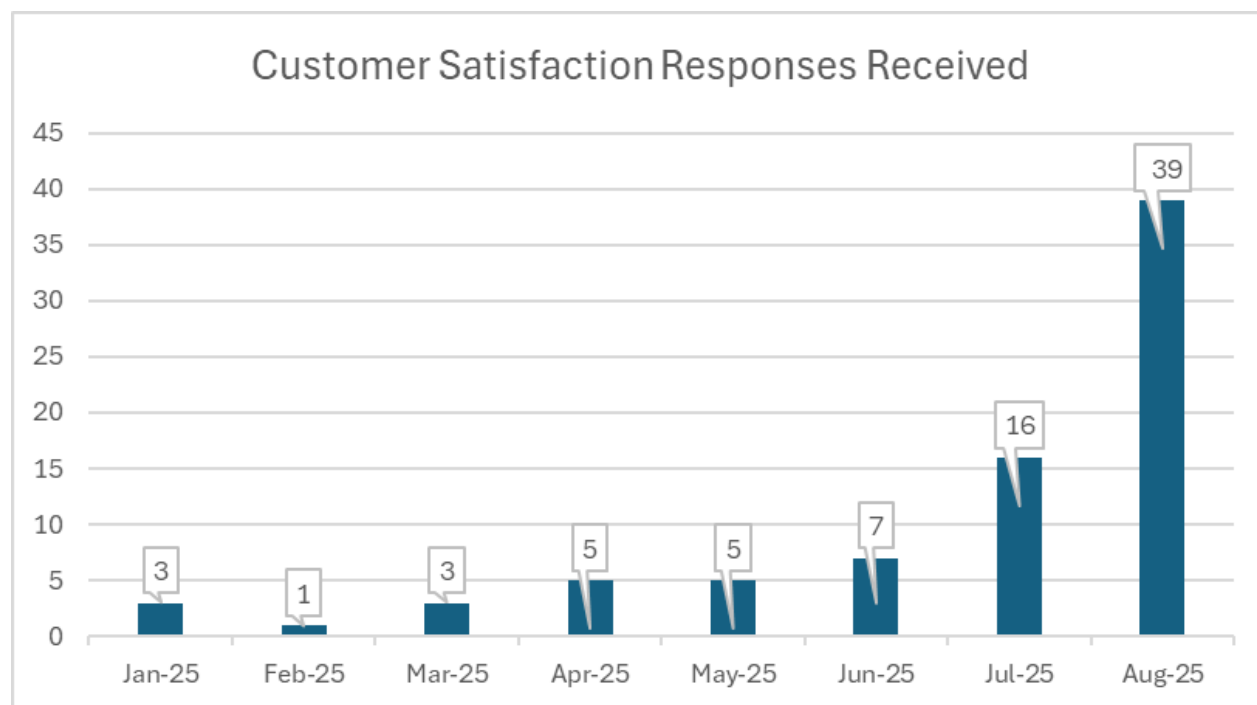


### Education and Employment

Education data from the Customer Flow Tracker highlights several key trends. Nearly one quarter of individuals served reported holding an associate degree or higher (22.92%), while 21.17% indicated having some college but no degree. A good portion of customers reported a high school diploma (19.53%). However, a significant percentage of entries (30.01%) were left blank, underscoring the need for improved data collection and entry practices to ensure accuracy. Additionally, it is important to note that Migrant Seasonal Farm Worker (MSFW) data is no longer available through the Customer Flow Tracker, limiting the system's ability to monitor and report on this population.

**Employment** Data captured shows there were (565) unemployed customers, (109) customers employed and (292) blank fields in the data.

### Customer Satisfaction



**67** Customer Satisfaction responses were received between May and August 2025

- 96% from Job Seekers / 4% from Employers
- 84% from Silverdale / 15% from Sequim / 1% from the Kitsap Community Resource center
- 52% First Time Customer / 48% Returning Customer
- 97% customers would recommend WorkSource to others
- 9.2 average rating (scale of 1 to 10, 10 being the best)
- 100% customers were either Very Satisfied or Satisfied with "Staff Friendliness"
- 96% customers were either Very Satisfied or Satisfied with "Needs Being Met"

### Customer accolades

*"Professional, intelligent, emphatic, and supportive"*

*“Very personable, professional, and detailed”*

*“Very friendly and helpful and is a wonderful person to work with”*

*“Listened to my concerns, helpful, and felt like he wanted to solve my concern”*

*“Very helpful and informative. She has also been encouraging which has given me some badly needed confidence”*

### **Staff Competence and Staff Training Participation**

During this reporting period, staff training was provided via the All-Partners meeting and program specific training provided by program leaders. As referenced above in the “system integration” section, the WorkSource system continues to demonstrate strong integration through collaboration at the all-partners monthly staff meetings. Also mentioned above, in our **August All Partners** meeting we had presentations from the OSO team regarding ADA accessibility inventory for both offices, a presentation from Aging and Disability Resource Network (ADRN) previously known as Aging and Longterm Care (ALTC).

Coming up at our training event in **September we will have training from** Senior Community Service Employment Program (SCSEP) regarding “Self-Care”, Department of Services for the Blind (DSB) regarding “Blind Etiquette”, Olympic Workforce Development Council (OWDC) will complete their required two-year EO training for all staff. This will also include a training from Clarity Partnerships on “Bridging a Multigenerational Workforce”.

### **Employer Engagement**

#### **Silverdale:**

Between May 1 and August 27, 2025, WorkSource business services in Silverdale supported employers in Kitsap County through a variety of activities:

- **Business Assistance Services:** The report shows 3 additional businesses were served during this period with 3 new services funded by WIOA. Examples of businesses served during this period include YWCA of Kitsap County, Delphinus Engineering, and Washington Department of Transportation.
- **Recruitment Services:** 49 recruitment activities delivered by the business services team, serving 31 businesses.
- **Other Business Services:** 43 additional services such as outreach, networking, job development, or workshops, also funded by WIOA, 39 other businesses were served.

In total, **69 unique businesses** engaged with WorkSource during this period. Several of these businesses accessed multiple services, representing a mix of small, mid-sized, and large employers.

### **Employer Engagement**

**Sequim:**

Between May 1 and August 27, 2025, WorkSource business services in Sequim supported employers in Jefferson and Clallum counties through a variety of activities:

- **Business Assistance Services:** 20 additional businesses were served during this period with 28 new services funded by WIOA, examples of businesses are Boys & Girls Clubs, AERO Museum and Tims Custom Cabinets.
- **Recruitment Services:** 26 recruitment activities were delivered by the business services team, serving 12 businesses.
- **Other Business Services:** 3 additional services such as outreach, networking, job development, or workshops, also funded by WIOA, with 3 other businesses served.

In total, **32 unique businesses** engaged with WorkSource during this period. Several of these businesses accessed multiple services, representing a mix of small, mid-sized, and large employers.

**Physical and Programmatic Accessibility**

During this reporting period the OSO team collaborated with the local EO officer to evaluate the training need in the region. We discovered that many staff members were coming close to meeting the two-year mark, which triggers the need for training. We decided to incorporate the biennial training into the annual All Partners meeting, ensuring State EO compliance for the region. In addition to collaborating on EO training and compliance, the OSO supported customer interviews for the annual EO monitoring in the Silverdale office.

The OSO maintains an EO complaint log, and we are happy to report that no new complaints were filed during this reporting period.

**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: September 19, 2025

TIME: 9:00 a.m. – 9:50 a.m.

LOCATION: In-Person: **CRTC - 2220 W. 18th ST., Port Angeles 98363** Virtual: [ZOOM](#)

**ACTION ITEMS:**

1. Call to Order – 9:02 a.m.
2. Approval of Agenda
3. Approval of Meeting Minutes from July 10, 2025 (Att. A)

**DISCUSSION ITEMS:**

4. Career Connected Learning updates
5. WIOA Youth Pathways to Success updates
6. Diverse community partners providing feedback and perspectives
7. Youth Round Up (Att.B)
8. Good of the Order
9. Adjourn

## Attachment A

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)  
YOUTH COMMITTEE SUMMARY  
July 10, 2025**

**ATTENDANCE:** Jeff Allen, Emily Manson, Tiffany Skidmore, Summer Evert, Kareen Borders, Nick Walker, Julie Cook, Alissa Durkin, Bill Dowling, David Herrick

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Thursday, July 10<sup>th</sup>, via ZOOM.

**APPROVAL OF SUMMARY:**

The Youth Committee's March 21, 2025, Meeting Minutes and July 10, 2025, Agenda reviewed and approved with the following correction to the March 21<sup>st</sup> Meeting Minutes:

- Under the STEM Like ME Update, it was clarified that the FTE is a partial FTE, not a full FTE.

**DISCUSSION**

**1. Pathways Update**

- a. PY25 WIOA Youth funding reduction
  - i. Able to sustain team by braiding funding with Open Doors project.
- b. Federal EcSA contract term extended from June 30<sup>th</sup> to September 30<sup>th</sup>. Allowing staff to assist 25 youth enrolled finalize the program.
- c. Partnership with The Nest still going strong.
- d. Currently Olympic College and Peninsula College are not offering GED testing-many individuals testing with youth staff at WorkSource.

**2. General Updates**

- a. CCL
  - i. State funding significantly reduced from \$15 million to \$4.6 million.
  - ii. Focus shifting to industry identified needs.
  - iii. Eligible entities are now limited to:
    - 9 Regional Networks
    - 10 Sector Industry Leads
  - iv. Funding ranging from \$25,000 to \$150,000.
  - v. Career Launch programs are not preserved
  - vi. Networks will receive a flat amount of \$15,000 each to work through the summer to support transition planning.
- b. Open Doors
  - i. Starting October 1, 2025, serving 100 students
  - ii. Work with Kitsap Immigrant Assistance Center to assist in supporting immigrant youth to help improve their language skills and to support in locating resources to assist with family services.

- c. Gen Z and the Rise in NEET Status by Choice
  - i. Discussion focused on local trends and contributing factors members are observing regarding youth NEETs (Not in employment, education, or training). Key insights included:
    - 1. Unrealistic wage expectations
    - 2. Low Wage disinterest
    - 3. Cost of Living pressures
    - 4. Employer practices-not providing pathways for internal advancement
    - 5. Mixed messaging on education requirements
    - 6. Perception vs. Reality

## **ADJOURN**

There being no further business to come before the committee, the meeting was adjourned at 9:56 am.

**Next Meeting: September 19, 2025, In-Person Location: TBD**



## Youth Round Up

A brief read that serves as a primer on “[What is AI: Pros and Cons of Artificial Intelligence and What Its Future Holds](#)” from the Harvard Faculty of Arts and Sciences to be pretty interesting. Additionally, if you’re interested in the impacts on the climate and beyond, here’s an 5-10 minute read from Scientific American: “[AI’s Climate Impact Goes Beyond Its Emissions](#).”

[TEGL 03-25](#) was released today. This TEGL encourages the use of WIOA funds to support AI skill building and AI literacy, etc. For the youth program specifically, it references the following:

“Specifically, when providing general education on using AI, this service would fall within the “activities that help youth prepare for and transition to postsecondary education and training” program element. When providing career awareness about potential careers in AI or information on how AI is used in certain industries and occupations, this service would fall within the “services that provide labor market information” program element. And, when youth receive occupational skills training in AI, this service would fall within the “occupational skills training” program element.”

Perhaps most importantly, please review the [Health Advisory from the American Psychological Association](#): Artificial intelligence and adolescent wellbeing. This is a 5-10 minute read outlining the clear threats to young adult mental health in regard to AI with *a robust list of recommendations* for implementing safe guards that were informed by multiple medical and mental health professionals.

NOW IN KITSAP

Attachment 9.a.

**FREE!**

# EMPOWERING EMPLOYERS

## ***Hiring the New Generation:***

*New and Updated Resources to Empower Your Workforce  
Attract and Retain Talent with Resilience Training,  
Communication Strategies, and Workforce Development*

If You Joined Us in Port Ludlow  
Join Us Again in Kitsap



**Tuesday**

October 21, 2025



**Time**

09.00 AM - 12.00 PM



WorkSource Silverdale  
3120 NW Randall Way  
Silverdale, WA 98383

## *Featured Speakers*



**Lucretia Robertson**

Bridging a  
Multigenerational Workforce



**Kristal Thomas**

Resilient Leadership  
& Stress Management



**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>



## What We Do

### Forest Products:

Transforming various wood species into high-performance materials with thermal modification and cross-laminated panels.

### Carbon Fiber:

Specializing in aerospace-grade carbon fiber for durable, high-performance products across industries.

### R&D:

Full product development, including design, engineering, and custom production equipment.

### Manufacturing:

Two facilities totaling 50,000 sq-ft with \$8M in advanced equipment, ensuring complete production control.

### Contact Us

Business Development

Email: [masstimber@crtc-wa.org](mailto:masstimber@crtc-wa.org)

2220 W 18TH ST

PORT ANGELES, WA 98363

[WWW.CRTC-WA.ORG](http://WWW.CRTC-WA.ORG)



## Revolutionizing Composites

Advancing Sustainable Solutions

At The CRTC, a 501(c)(3) non-profit, we design, develop, and manufacture products that positively impact both people and the planet. Through cutting-edge technology and innovative processes, we add value to lower-value wood species, transforming them into unique, high-impact building materials. Our vertically integrated operations, in collaboration with Tribal partners, are focused on creating sustainable solutions to address the housing crisis.





## Boleh Overview

### Size:

2 BR | 1 BA | 965 sq ft

### Interior:

All-wood finish with a striking cathedral ceiling.

### Durability:

Built to withstand the elements, designed for long-term resilience.

### Forest Products:

Incorporates thermal modification techniques and cross-laminated panels for enhanced strength, longevity, and eco-friendliness.

### Material Innovation:

Utilizes high-performance materials from various wood species, transforming them into sustainable, durable building components.

### Contact Us

Business Development

Email: [masstimber@crtc-wa.org](mailto:masstimber@crtc-wa.org)

2220 W 18TH ST

PORT ANGELES, WA 98363

[WWW.CRTCWA.ORG](http://WWW.CRTCWA.ORG)



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## A New Approach to Affordable Housing

SITE BUILT PANELIZED CONSTRUCTION

The CRTC, in collaboration with the Makah Tribe, developed the “BOLEH” (Built On Lot Engineering Home), which showcases a sustainable approach to housing. The home is constructed using Advanced Cross-laminated Timber panels (CLT) made from thermally modified coastal western hemlock, sourced from the Makah Tribe’s sawmill, blending traditional craftsmanship with modern building technologies.





# Creating a Sustainable Future

ENVIRONMENTAL CARE | ECONOMIC GROWTH | COMMUNITY DEVELOPMENT

At the CRTC, we're passionate about collaborating with people and organizations to find creative solutions to the challenges our communities face, both near and far. With our strong R&D and manufacturing capabilities, we are able to tackle a wide variety of problems. Together with our partners, we've developed over 40 products that help reduce waste, create jobs in underserved areas, and address important social and environmental issues.



## Who We Work With

- R&D firms and universities.
- Industry and community-building consortiums.
- Local and regional environmental impact leaders.
- Commercial and economic development organizations.
- Federal, state, and tribal agencies.
- Private enterprise including:
  - Architects
  - Engineers
  - Marketers
  - Distributors
  - Innovators

## Key Metrics:

- 100% of contracts successfully executed
- 9 active, funded projects
- 41 local community members employed
- 15+ public and private sector partners

### Contact Us

Business Development

Email: [masstimber@crtc-wa.org](mailto:masstimber@crtc-wa.org)

2220 W 18TH ST  
PORT ANGELES, WA 98363  
[WWW.CRTC-WA.ORG](http://WWW.CRTC-WA.ORG)



# 2025

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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December						
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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>
	<b>Youth Committee</b>
	<b>SWD Coalition Meetings</b>

Last Tuesday Bi-Monthly	10am-12pm
Follows OWDC Meetings	9am-10am
3rd Friday Bi-Monthly	9-10:30am