



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

Katherine T. Walters

Christine Rolfes

Orin Root

Staff

OWDC Director

William Dowling

Program Supervisory

Alissa Durkin

Program Analyst

Luci Bench

David Herrick

Olympic Consortium Board

DATE: Friday, November 21, 2025

TIME: 10:00 a.m. – 12:00 p.m.

LOCATION: [Microsoft Teams](#)

Meeting ID: 275 346 064 827

Passcode: Ca6bh6vy

AGENDA

1. CALL TO ORDER

2. ACTION ITEMS

- a. Approval of November 21 agenda
- b. Approval of July 18 meeting minutes (Att. 2.b., pgs. 2-4)
- c. Approval of 2026 Calendar (Att. 2.c., pgs. 5)
- d. Nomination and Confirmation of 2026 OCB Chair and Vice Chair
- e. Approval of new OWDC Chair Monica Blackwood
- f. Approval of Connection Site Certification (TENTATIVE)

3. DISCUSSION ITEMS

- a. Nomination of OWD Council Members (3.a., pgs. 6-17)
- b. Director Report Out – Bill
- c. One-Stop Operator Report Out (Att. 3.c., pgs. 18-28)
- d. SWD Coalition Empowering Employers Event (Att. 3.d., pgs. 29-30)
- e. PY25 Performance Reports (Att. 3.e., pgs. 31-32)
- f. [Public Comment](#) – Submit by 12pm the day prior to the meeting via online form:
<https://www.cognitiforms.com/kitsapcounty1/owdcpubliccomment>

4. GOOD OF THE ORDER

5. ADJOURN

NEXT MEETING: TBD based on Action Item 2026 Calendar approval.

Meeting Minutes
OLYMPIC CONSORTIUM BOARD
Friday, July 18, 2025

ATTENDEES: Commissioner Randy Johnson, Commissioner Greg Brotherton, Commissioner Katherine T. Walters, and Adam Dahl.

Staff: Bill Dowling, Alissa Durkin, David Herrick, Jessica Brasher, Lori Veitenheimer, J and Doug Washburn

The OCB meeting was held on Friday, July 18th, via TEAMS.

1. ACTION ITEMS

a. Approval of July 18th agenda

MOTION: Commissioner Johnson moved to approve. Commission Walters seconded.
Motion carried unanimously.

b. Approval of Summary and Minutes:

The joint OCB & OWDC March 21st Meeting Minutes and July 18, 2025, Agenda reviewed with the following correction to the March 21st Meeting Minutes agenda template:

Oran Root

Katherine T. Walters

MOTION: Commissioner Johnson moved to approve with corrections noted.. Commission Walters seconded. **Motion carried unanimously.**

c. Approval of Appointment of New OWDC Member, David Ballif, Team Jefferson EDC Director:

MOTION: Commissioner Johnson moved to approve the new appointment as presented. Commissioner Walters seconded the motion. **Motion carried unanimously.**

d. Approval of 2024 Cost Allocation Plan:

MOTION: Commissioner Walters moved to approve the 2024 Cost Allocation Plan as presented. Commissioner Johnson seconded the motion. **Motion carried unanimously.**

e. Approval of One-Stop Certification Determinations:

MOTION: Commissioner Johnson moved to approve the One-Stop Certification Determinations as presented. Commissioner Walters seconded the motion. **Motion carried unanimously.**

2. DISCUSSION ITEMS

- a. Washington State Ferries Workforce Presentation: 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. Exploring partnership with Skill Bridge and DOD for service members to begin obtaining credentials to move into position earlier.

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. Adam Dahl contact information: adam.dahl2@wsdot.wa.gov | 360-968-4393.

- b. Director Report Out: FY26 State EcSA and CRP grants awarded at a 50% reduction from the previous year. The WIOA Reauthorization is not gaining interest within Congress however, that could suddenly change. Additionally, Make America Skilled Again is being viewed as a non-starter in Congress as it has the WIOA program becoming a Block Grant with education.
- c. One-Stop Operator Report Out: Jesscia 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.
- d. PY24 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.
- e. Public Comment : None
- f. 2025 Calendar: (Attached)

3. Good Of the Order: None.

ADJOURN: There being no further business to come before the board, the meeting was adjourned at 12:04 pm.

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

2026

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

	Executive Meeting
	Youth Committee
	SWD Coalition Meetings

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



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Luci Bench

David Herrick

November 21, 2025

Dr. Joan Hanten, JD
Olympic College
105 National Avenue North
Bremerton, WA 98312

Dear Dr. Hanten,

I am pleased to announce your appointment to the Olympic Workforce Development Council. Your appointment was confirmed for a term beginning November 1, 2025, continuing through November 1, 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.

Greg Brotherton, Chair
Olympic Consortium Board

Application for Appointment to Kitsap County Advisory Groups

Name

Joan Hanten

Preferred gender pronouns

She/Her/Hers

Please type other preference here

Address You Reside At

[REDACTED]

Mailing Address (if different from place of residence)**Primary Phone**

(360) 649-2620

Work Phone

(360) 475-7113

Primary Email

jhanten@olympic.edu

Work Email

president@olympic.edu

Occupation

President, Interim

Employer

Olympic College

Business Address

1600 Chester AVE, Office of the President, Bremerton, Washington 98337

Advisory group for which I would like to be considered:

OWDC

Why are you applying for this appointment?

Dr. Cavalluzzi's departure has left a vacancy on the council. I would like to be involved as a representative of the Olympic College community.

What personal interests prompted you to apply for this appointment?

Please list any experience on other Kitsap County boards, commissions, committees, councils or task forces.

Please list your qualifications for this appointment. Include skills, activities, organizations, training and education.

What are your community interests? Include committees, organizations and special activities.

Please provide the names of two non-related personal references in the spaces provided below.

Name

Email

Phone

What is your relationship to this person?

Name2

Email2

Phone2

What is your relationship to this person?

BY SIGNING THIS APPLICATION:

I hereby certify that the information on this application is true and complete. I authorize Kitsap County Volunteer Services to verify any of the information on this application and to secure information deemed necessary from employers and personal references in order to determine my suitability for the volunteer position I am seeking with Kitsap County.

I also understand as a Kitsap County volunteer I will be performing services for civic, charitable or humanitarian reasons, or to complete requirements for certifications or to improve employment opportunities; I have not been promised and have no expectation of compensation for services rendered; and offer my services freely and without pressure or coercion, direct or implied, from the County.

Volunteer Service does not constitute County employment, and a Kitsap County Volunteer has no entitlement to any County benefits including, but not limited to, overtime, retirement benefits, workers' compensation, sick leave, or injury leave. I understand that Kitsap County undertakes no liability or financial obligation on my behalf because of the Volunteer Service. My health, homeowners, umbrella, and auto insurance (if any) shall provide primary coverage in the event of any injuries or losses to myself or others arising out of the Volunteer Service.

If appointed to a Kitsap County advisory group, I agree to: support the mission of the group to the best of my ability; abide by and follow the policies and information in the Kitsap County Advisory Group Handbook during my volunteer term; and understand it is my responsibility to ask questions or share concerns about the mission of the group or information outlined in the handbook with advisory group staff, the Volunteer Services Coordinator or County Commissioners.

I hereby release Kitsap County, its employees, officers, directors, and agents from any claims, lawsuits, or actions I, my heirs, or legal representatives may have for any personal injury and/or property damage I may incur as a result of my voluntary services except those damages caused by the sole negligence or willful misconduct of Kitsap County employees. I understand that, but for this release of any and all liability, the County would not accept my offer of volunteering service.

I have read and voluntarily sign this agreement and release of liability.

Date

10/14/2025

Signature

JB Hanten



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Luci Bench

David Herrick

November 21, 2025

Dr. Aaron Leavell

Olympic Educational Service District #114

105 National Avenue North

Bremerton, WA 98312

Dear Dr. Leavell,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 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.

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Sincerely,

Greg Brotherton, Chair
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November 21, 2025

Anthony Ives

Kitsap Community Resources

1201 Park Ave,

Bremerton, WA 98337

Dear Mr. Ives,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 2028.

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David Herrick

November 21, 2025

Colleen McAleer
Clallam County Economic Development Council
439 Marine Dr,
Port Angeles, WA 98363

Dear Ms. McAleer,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 2028.

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Danny Steiger
Lumber Traders, Inc.
1601 S C St,
Port Angeles, WA 98363

Dear Mr Steiger,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 2028.

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David Herrick

November 21, 2025

Megan Mason-Todd
Tessara, Inc
PO BOX 5359
4525 Auto Center Way
Bremerton, WA 98312

Dear Ms. Mason-Todd,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 2028.

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November 21, 2025

Neal Holm

IBEW

11871 Silverdale Way NW, Suite 111

Silverdale, WA 98383

Dear Mr Holm,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning December 1, 2025, continuing through December 1, 2028.

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November 21, 2025

Nicole Brickman
YMCA of Pierce and Kitsap Counties
1710 Market Street
Tacoma, WA 98402

Dear Ms Brickman,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning September 1, 2025, continuing through November 1, 2028.

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November 21, 2025

Dr. Suzy Ames, President
Peninsula College
1502 E Lauridsen Blvd,
Port Angeles, WA 98362

Dear Dr. Ames,

I am pleased to announce your re-appointment to the Olympic Workforce Development Council. Your re-appointment was confirmed for a new term beginning November 1, 2025, continuing through November 1, 2028.

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Greg Brotherton, Chair
Olympic Consortium Board

Olympic Peninsula One Stop Operator Report October 2025
Comprehensive Centers – WorkSource Kitsap and WorkSource Clallam
in 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 September and October reporting period. Administrative meetings were held on the second Tuesday of each month, bringing together leadership and program partners to review system priorities, discuss customer feedback, and share updates to strengthen coordinated service delivery across Kitsap, Jefferson and Clallam counties.

In September, leaders reviewed results from the Voice of the Customer survey and implemented updates to the paper form to improve accessibility and data quality. The group also finalized preparations for the annual all-staff training. Additionally, the team discussed feedback from the Strategic Insight form, identifying opportunities to remove bottlenecks, and supporting individual program success.

In October, the team reflected on the successful completion of the all-staff training and shared post-event evaluation results. Staff feedback was overwhelmingly positive, with over half of respondents reporting that the content was high quality and relevant to their work and noting that presenters were effective in their delivery. Training topics included the annual Equal Opportunity refresher, self-care and wellness presented by the AARP Senior Community Service Employment Program, and an engaging session on Generations in the Workforce. These sessions reinforced our commitment to professional development, inclusion, and continuous learning. It also addresses the need identified during the staff needs assessment which highlighted a need for additional ways to support mature workers. See the attached for the full training feedback survey.

The team also continues exploring opportunities to expand customer access points. During this reporting period, the Open Doors program launched in downtown Bremerton. While primarily serving youth, the program has expressed interest in pursuing designation as a WorkSource Connection Site by offering access to computers for WorkSourceWA registration and direct linkages to Comprehensive Centers. This collaboration would further strengthen system integration and create additional on-ramps for job seekers to connect with employment and training services.

System Integration

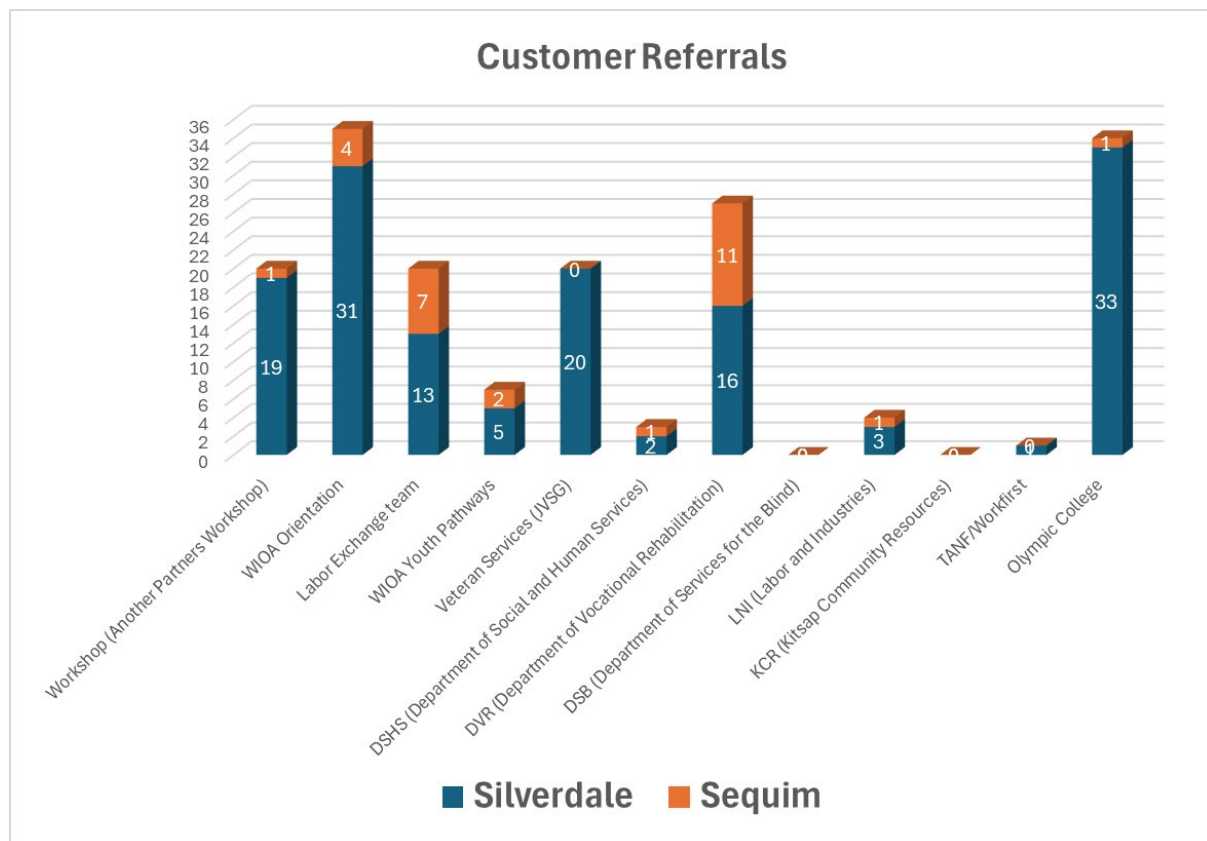
System integration across our area continued to advance through consistent communication and shared planning among partner agencies. The All-Partners meeting, typically held on the last Friday of each month, remains a central mechanism for strengthening collaboration, communicating system updates, and aligning priorities across programs. During this reporting period, there was only one All Partners meeting, as the annual all-staff training in September replaced the second session. The August meeting featured ongoing discussions related to the Voice of the Customer (VOC) initiative, which builds on interactive conversations held in prior

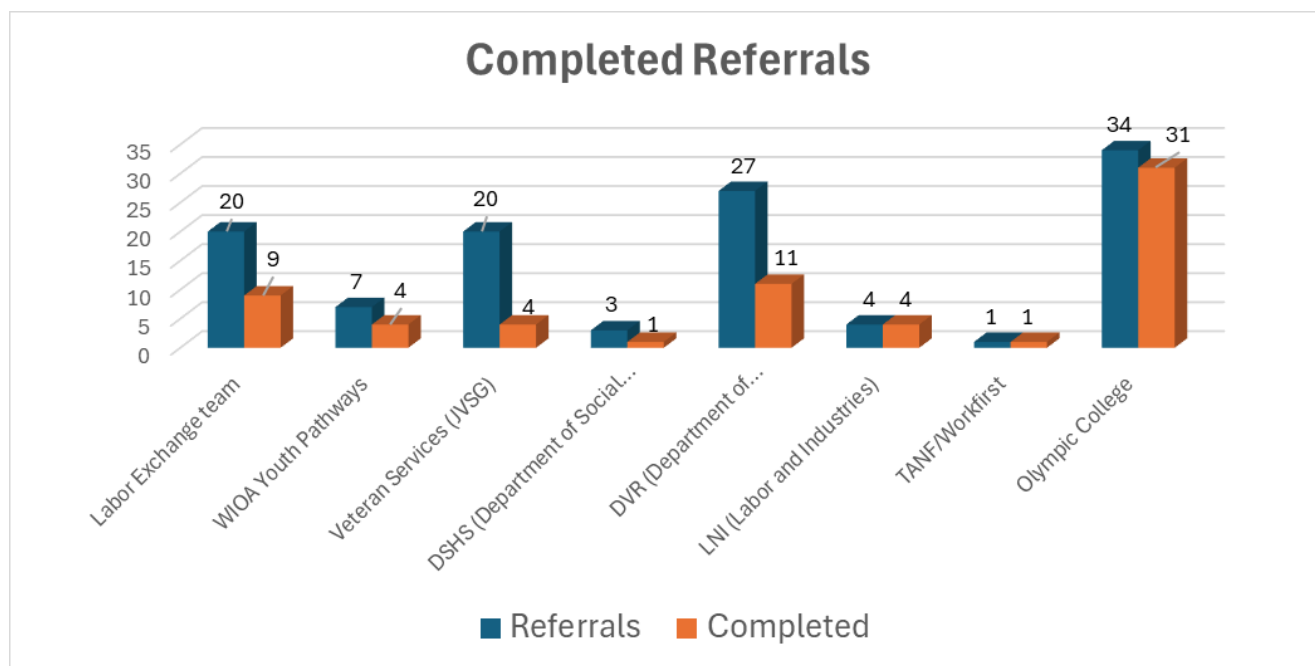
meetings. These efforts continue to focus on implementing staff-generated strategies to increase customer feedback participation and enhance the overall service experience across centers.

Additional agenda items included updates on ADA accessibility resources and a presentation from the Aging and Disability Resource Network (ADRN), reinforcing our commitment to inclusion and systemwide accessibility. While the Culture Committee typically provides standing updates during these meetings, they did not have new topics to present for the August session. The meeting concluded with organizational updates and recognition of staff contributions across the our area, reflecting the system's shared commitment to integrated service delivery.

Customer Flow Tracker

Throughout Q3 2025, there were a total of **337** Customer Referral entries, resulting in a total of **120** referrals. **(Kitsap in Silverdale: 172 entries, 72 referrals. Clallam in Sequim: 49 entries, 19 referrals)**





Integrated Service Delivery

Partners continue to strengthen integrated service delivery through collaboration, shared accountability, and a unified focus on customer experience. Feedback from the October assessment highlighted the need for more balanced participation in front desk and resource room coverage, with ESD currently providing most of the support in Kitsap and Clallam. This is an ongoing concern brought forward by ESD, and regular communication and ideation occurs between the OSO team, ESD leadership, and the council. Partners are exploring creative scheduling solutions such as increased workshop facilitation and screening for disabilities as a way for more support in the resource room. These discussions reflect a system that is responsive and committed to improvement. Recognizing that integrated service means shared ownership of both challenges and successes.

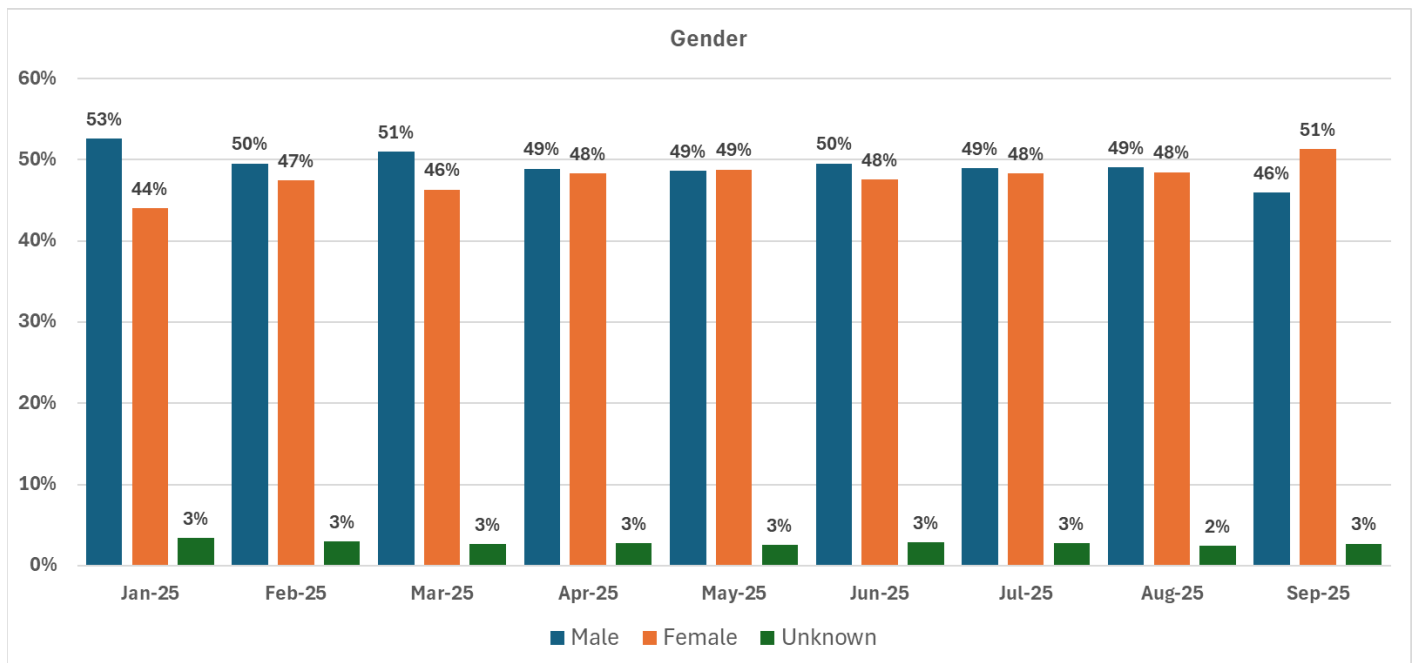
At the same time, system partners are identifying proactive ways to enhance engagement and value for customers. Ideas include expanding co-enrollment opportunities, increasing communication across programs, and researching resources for community partner-led workshops such as Digital Literacy, Re-Entry, and Generations in the Workforce. We also continue to prioritize accessibility and inclusion, responding to feedback on physical access and safety enhancements at local centers. Despite recent funding constraints, collaboration among ESD, DVR, and OESD remains strong, demonstrating our collective commitment to innovation, equity, and continuous improvement in delivering high-quality services. Recent MOU discussions have opened the door for partners to communicate needs and offer suggestions for updates to the 2026-2029 MOU. The updates will further system coordination by clearly stating the expectations and contributions expected from each partner.

Service Provision and Outreach

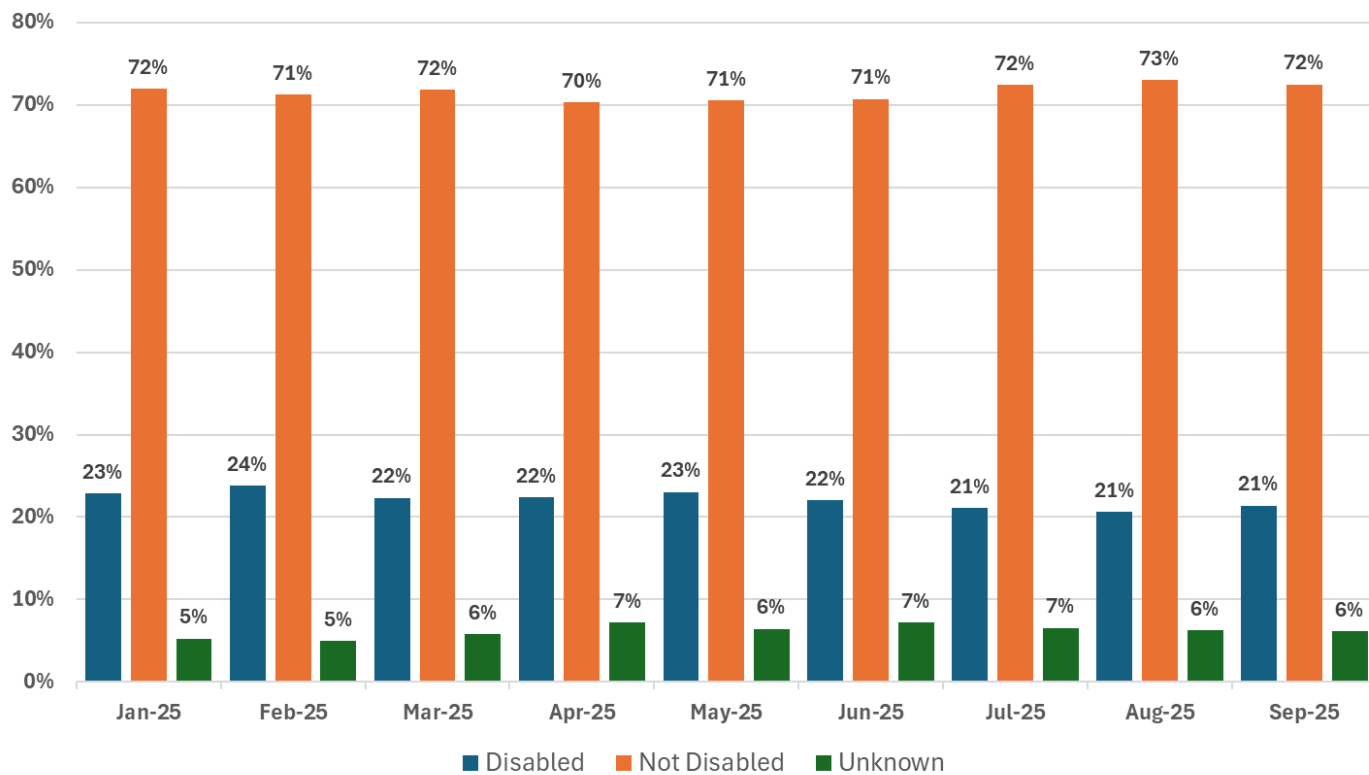
The following data was gathered from the Workforce Professionals Center, Workforce Services performance Dashboard (data captured month by month). Specific to gender, 814 individuals have

been captured for the month of September. Observations in comparing September to previous months are as follows:

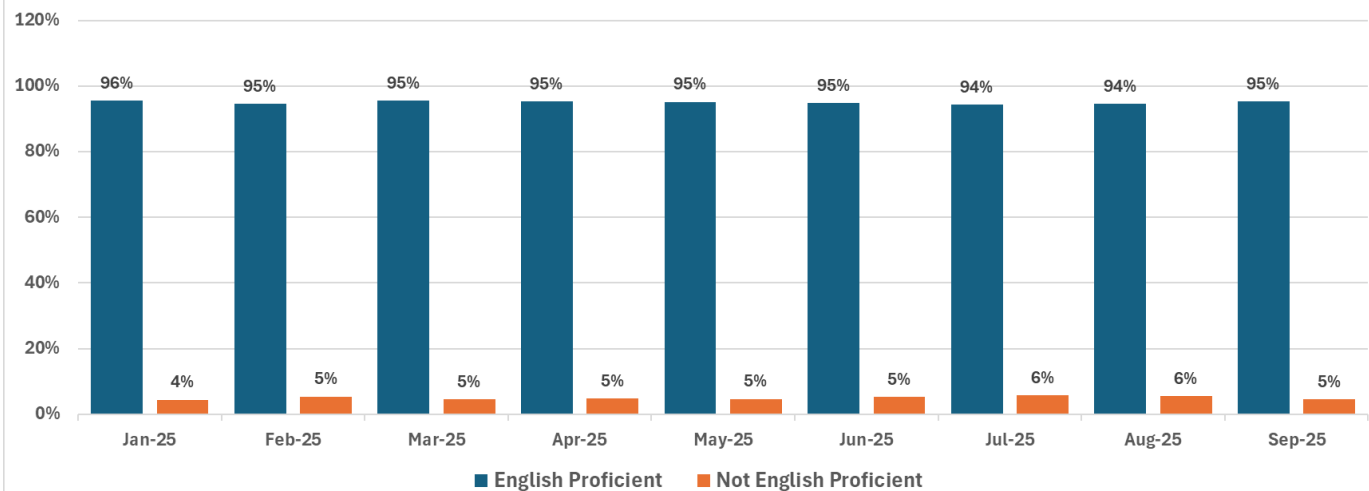
- **September** services received by a Female increased by 6% in comparison to the 2025 average
- **September** services received by a person who identifies as having a disability increased by 6% in comparison to the 2025 average
- **September** services offered to people who speak limited English remains consistent
- **September** services received by a Veterans increased by 9% in comparison to the 2025 average
- **September** services received based on Ethnicity remains consistent in comparison to the 2025 average with minimal increases/decreases

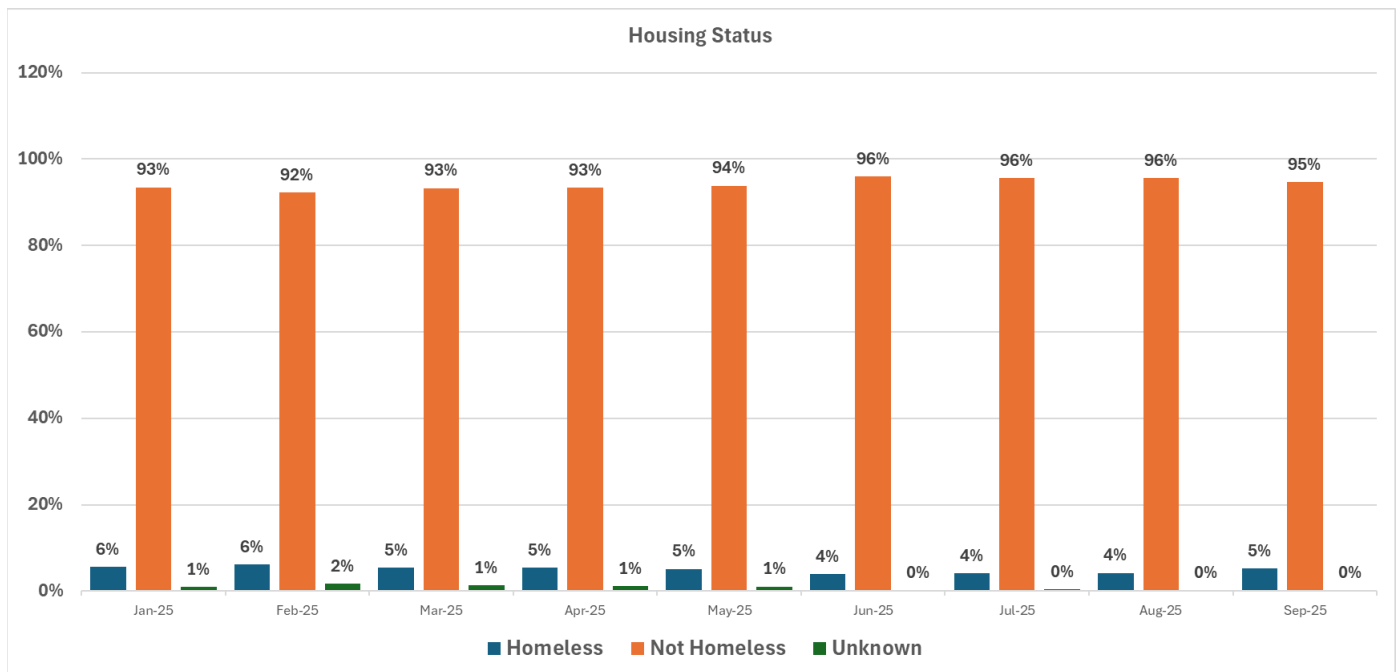
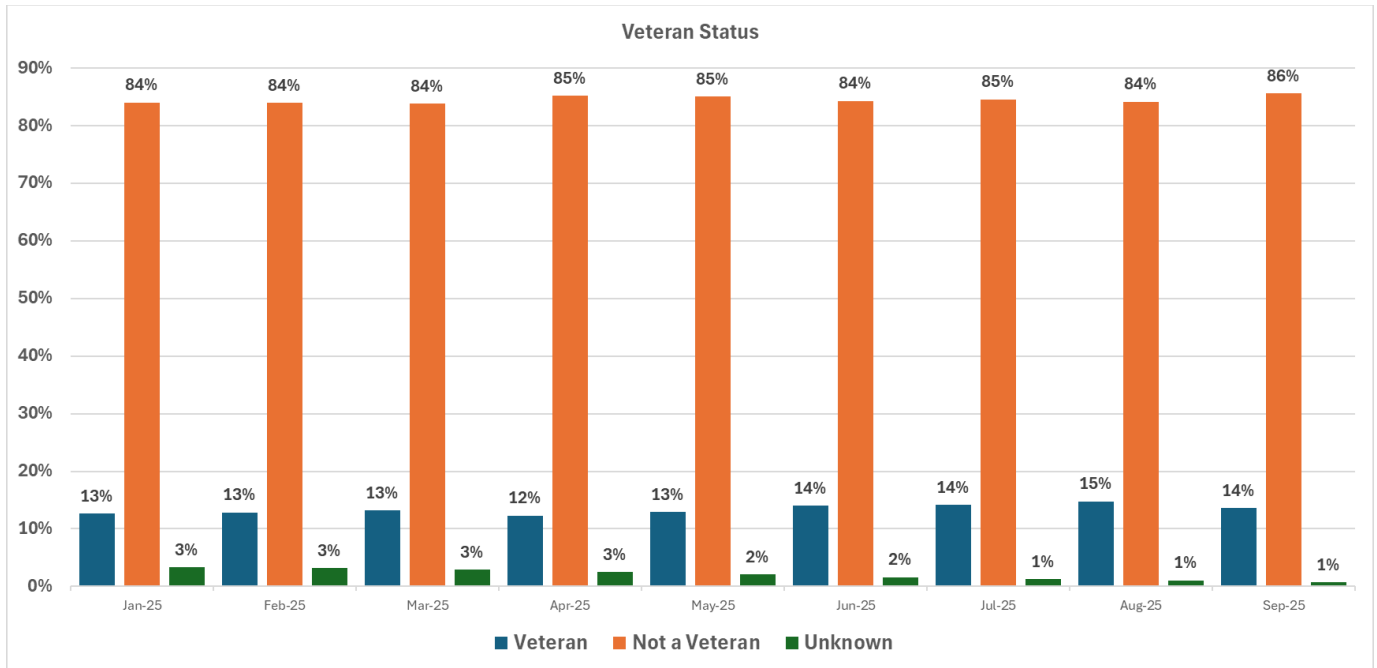


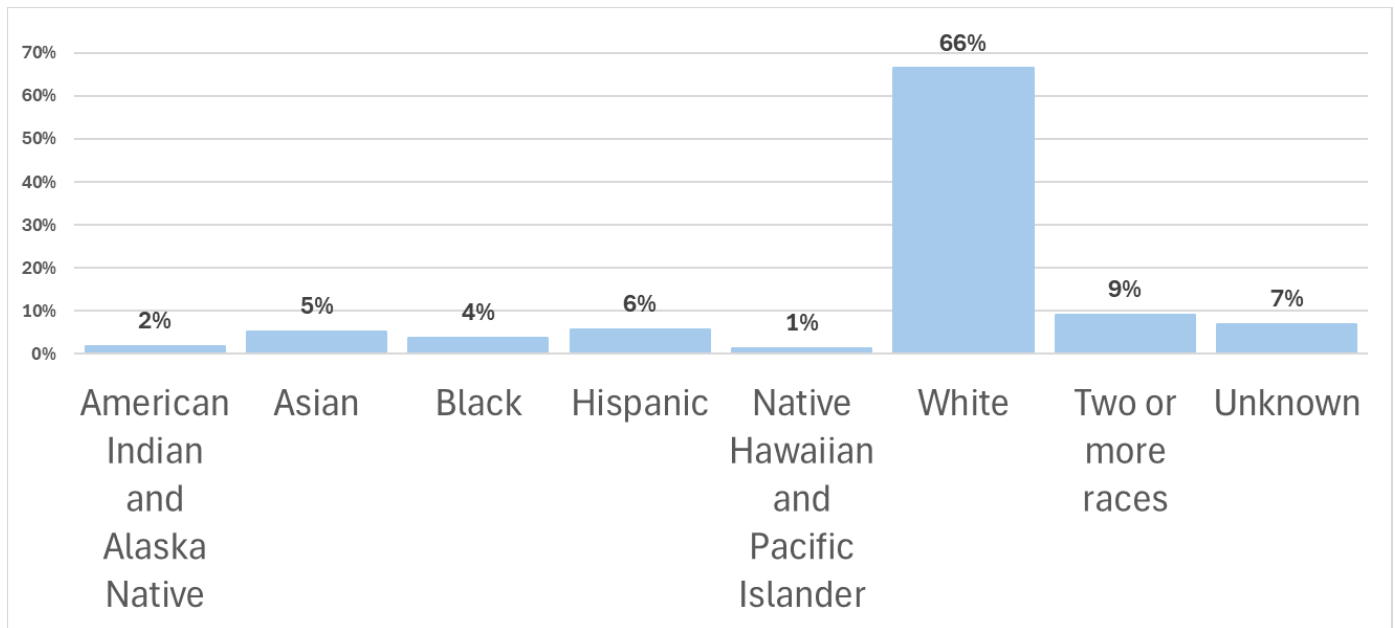
Disability



English Proficiency







Customer flow Tracker

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

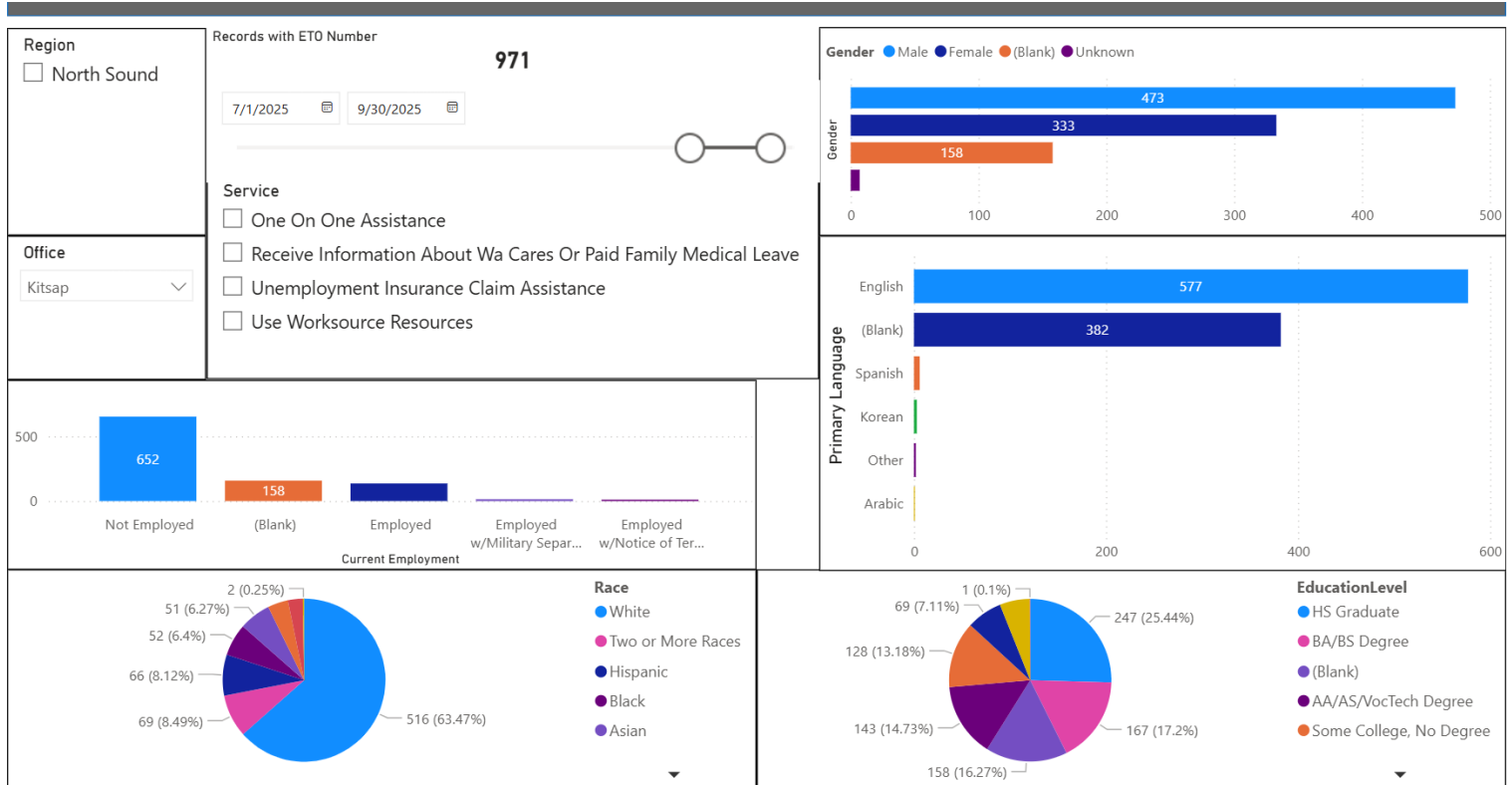
WorkSource Kitsap, Silverdale:

For the month of September, peak office activity occurred on Wednesdays at 11:00 AM. Customer appointment services were delivered as follows:

- 64%, In-Person
- 32%, Video Conference
- 5%, Telephone

From July 1, 2025, through September 30, 2025, the following was captured via the Customer Flow tracker specific to the Silverdale office:

- 610 individuals received One-on-One assistance
- 404 utilized WorkSource resources
- 47 received Unemployment Insurance Claim assistance
- 2 received WA Cares / Paid Family Medical Leave information
- 259 engaged in Hiring events, 57 in Workshops/Seminars
- 11 **Employers** engaged in Hiring events, 4 in Interviews



Customer Flow Tracker

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

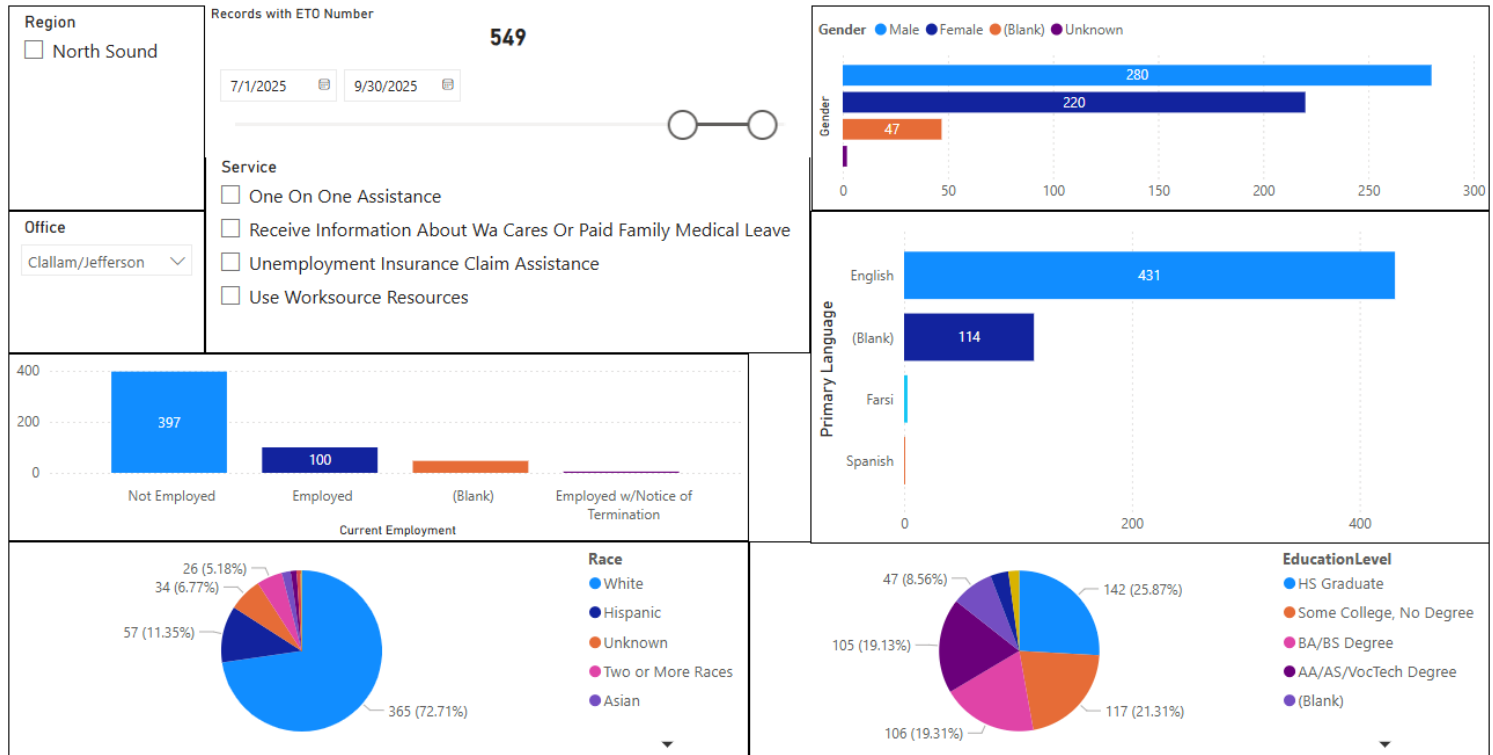
WorkSource Clallam, Sequim:

For the month of September, peak office activity occurred on Tuesdays at 2:00 PM. Customer appointment services were delivered as follows:

- 39%, In-Person
- 39%, Video Conference
- 22%, Telephone

From July 1, 2025, through September 30, 2025, the following was captured via the Customer Flow tracker specific to the Sequim office:

- 344 individuals received One on One assistance
- 372 utilized WorkSource resources
- 96 received Unemployment Insurance Claim assistance
- 2 received WA Cares / Paid Family Medical Leave information
- 12 engaged in Hiring events, 2 in Workshops/Seminars
- 1 **Employer** received One on One assistance



Customer Satisfaction

92 Customer Satisfaction responses have been received so far in 2025. **39** were received in August, and **13** in September. 2025 YTD summary is as follows:

- 96% from Job Seekers / 4% from Employers
- 83% from Silverdale / 14% from Sequim / 3% from the Kitsap Community Resource center
- 54% First Time Customer / 46% Returning Customer
- 97% customers would recommend WorkSource to others
- 9.0 average rating (scale of 1 to 10, 10 being the best)
- 99% customers were either Very Satisfied or Satisfied with “Staff Friendliness”
- 96% customers were either Very Satisfied or Satisfied with “Needs Being Met”

Customer accolades

“Excellent. Clear, concise, knowledgeable, and provides extremely helpful detailed information that will greatly help me in my job search”

“Very informative and knowledgeable and provided me with a lot of resources”

“Covered a lot of good information, and I feel like I know how to move forward”

“Thoughtful, thorough, persistent and pleasant. Very hard working and a pleasure to work with. Has a skillset uniquely suited for the work being done”

“Diligent and timely in responses, and gathering information for us job seekers”

Staff Competence and Staff Training Participation

Training and staff development continued to be central to our success in advancing functional and programmatic integration. Throughout the September–October reporting period, partners across the Silverdale and Sequim centers engaged in targeted learning opportunities designed to strengthen service delivery, enhance accessibility, and promote collaboration across programs. The annual All-Staff training brought together regional partners for a day of professional growth and alignment around system values. These training opportunities were identified as desired during the annual staff needs assessment and directly contribute to increased staff competency and confidence in delivering workforce development services to priority populations. The sessions reinforced inclusive practices, partner engagement, and a shared understanding of system-wide goals. The inclusion of specialized topics like ADA compliance and accessibility resources, along with regular engagement from partners such as ADRN and DVR, ensures that staff remain well-equipped to support diverse customers.

Employer Engagement

WorkSource Kitsap in Silverdale:

Over the quarter, WorkSource Kitsap supported business services in Silverdale while supporting employers through a variety of activities:

- **Business Assistance Services:** The report shows that 2 additional businesses were served during this period with 2 new services funded by WIOA. Examples of businesses served during this period include Jamestown S'Klallam Economic Development, Hatpin Revolution LLC, and Home Depot 550.
- **Recruitment Services:** 27 recruitment service activities delivered by the business services team, serving 23 businesses.
- **Other Business Services:** 32 additional services such as outreach, networking, job development, or workshops, also funded by WIOA; 31 other businesses were served.

In total, **54 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

WorkSource Clallam in Sequim:

Over the quarter, WorkSource Clallam supported business services in Sequim while supporting employers through a variety of activities:

- **Business Assistance Services:** 10 additional businesses were served during this period, with 10 new services funded by WIOA. Examples of businesses include Clallam Transit System, Caregivers Home Health LLC and West Sound Workforce.
- **Recruitment Services:** 10 recruitment activities were carried out by the business services team, serving 7 businesses.

- **Other Business Services:** 0 additional business services.

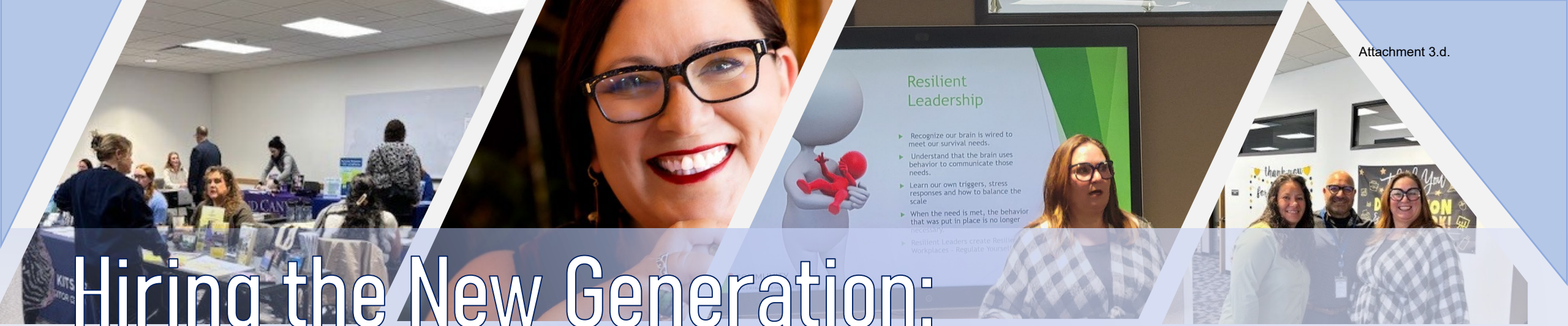
In total, **7 unique businesses** engaged with WorkSource during this period. Several of these businesses accessed multiple services, representing a mix of small, mid-sized, and large employers.

Physical and Programmatic Accessibility

During this reporting period, the OSO team collaborated with the local EO officer to provide biennial training in the region. We incorporated the training into the annual All Partners meeting, ensuring State EO compliance for the region. This approach allowed the front-line staff the opportunity to learn from each other and ask questions in a live and interactive environment.

In addition to the biennial training, ADA compliance training was completed for both the Kitsap and Clallam offices. Each office received dedicated binders containing ADA equipment accessibility information and operational manuals tailored to their specific equipment. In addition, Desk Aids were developed in the form of informational videos along with office signage to support ADA compliance and accessibility.

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



Hiring the New Generation:

Empower Your Workforce

**Resilient Leadership & Stress
Management**

Kristal Thomas

&

**Oh, the Workplaces You'll Go:
Bridging a Multigenerational Workforce**

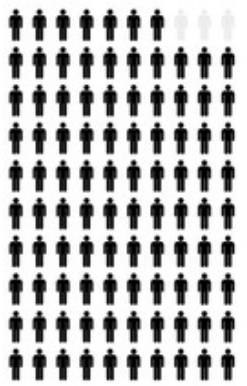
Lucretia Robertson

Employer event survey results

Attachment 3.d.

Overall Event 95.6% Very Satisfied

Excellence Rating



97%

- Quality of Speakers
- Usefulness of Information
- Event Organization
- Relevance to Needs
- Venue Location

Greatest Value

82.3% Guest Speakers

17.6% Networking Opportunities



9 OUT OF 10

• Would attend a future event
• Would recommend to a colleague

“Excellent speakers with very relevant speaking points. This is super helpful to anyone who works in a multigenerational workplace.”

“I found the event very beneficial. I plan on looking more into what the speakers presented about and maybe brings that to our organization. Thank you.”

“I wasn't sure what to expect for this event but really enjoyed the speaker and the chance to connect with local business owners.”

51% attendee response rate

PY25 Performance Reports

Program Year

2025

Quarter

1

Office

Clallam

Jefferson

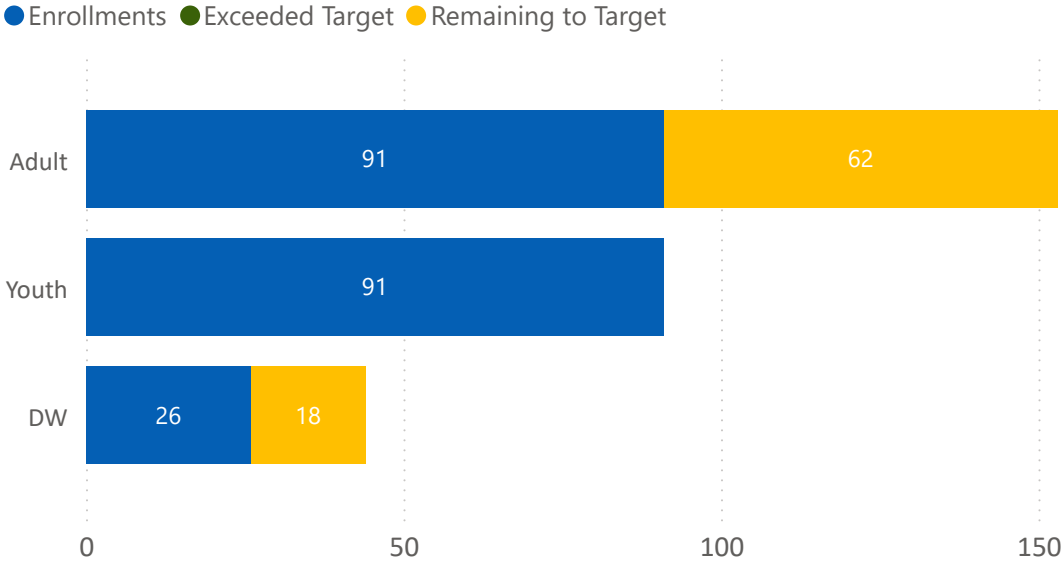
Kitsap

Program	Carry Over	Enrollments	Current
Adult	88	3	67
DW	24	2	21
Youth	80	11	82

Program	Exits	Unsubsidized	Self Employment	Post Secondary
Adult	24	16	3	
DW	5	2	1	
Youth	9	10		



Enrollments

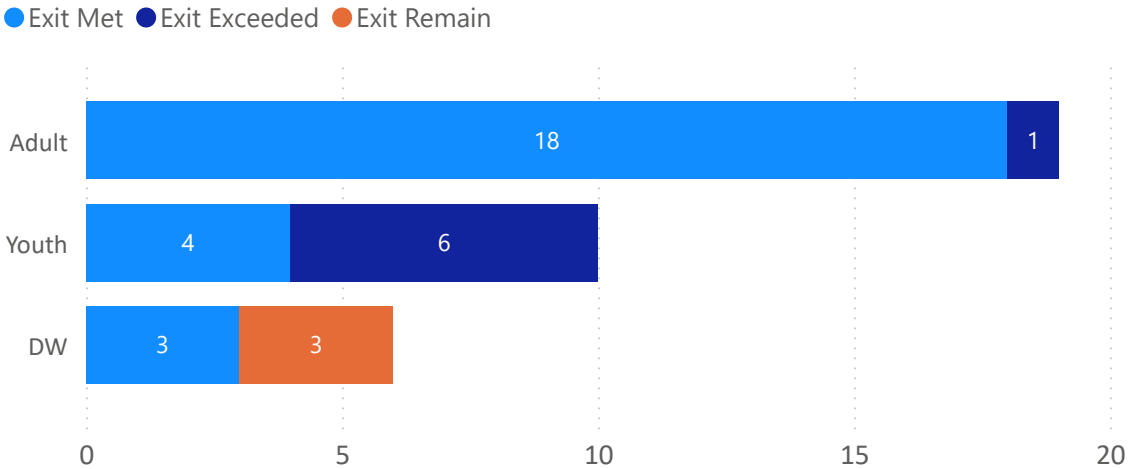


Adult
59.48%

DW
59.09%

Youth
108.33%

Outcomes



Adult
105.56%

DW
50.00%

Youth
250.00%

**Outcomes are based on Positive Exits: Unsubsidized Employment, Self-Employment, Entered a Post-Secondary Education, or Entered Military Service.

Program Year

2025

Quarter

1

Program	Carry Over	Enrollments	Current
Federal EcSA	39	0	0
State EcSA	53	2	55
CRP	0	0	0

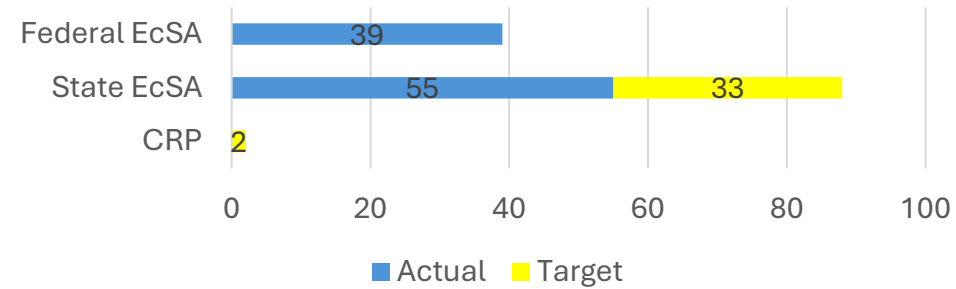
Program	Exits	Unsubsidized	Post Secondary	Self Sufficiency	200% above FPL
Federal EcSA	39	17	6	6	6
State EcSA	10	9	0	7	1



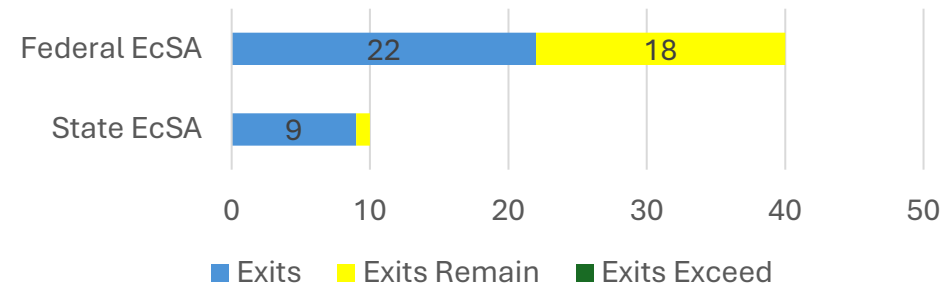
WORKFORCE DEVELOPMENT COUNCIL

SERVING CLALLAM, JEFFERSON, & KITSAP COUNTIES

Enrollments



Outcomes

Attachment 3.e.
Fed
EcSA
100%State
EcSA
62.5%CRP
0%Fed
EcSA
56.4%State
EcSA
90%

The MISA program does not have Quarter 1 performance numbers as this program is set to begin in Quarter 2.

**Outcomes are based on Positive Exits: Unsubsidized Employment, Self-Employment, Entered a Post-Secondary Education, or Entered Military Service.