



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

BUSINESS MEMBERS

Allison Plute, Human Resources Director
Jamestown S'Klallam Tribe

Daniel Steiger, CEO/President Lumber Trades, Inc.

Nicole Brickman, Human Resources Director
YMCA Kitsap

Megan Mason-Todd, Workforce Development
Director, Skookum

Alex Lewis, Human Resources Director, North
Olympic Healthcare Network

James Davis, Kitsap Economic Development
Alliance Manager

James Fetzer, General Manager, Clallam Transit

Michael Refuerzo, Lead Engineer, Booz Allen
Hamilton

Molly Propst, Human Resources Executive,
Jefferson Healthcare

Nick Seedorf, Program Manager, Olympic Medical
Center

ECONOMIC DEVELOPMENT MEMBERS

Colleen McAleer, Executive Director Clallam
Economic Development Co.

Cindy Brooks, Executive Director, Team Jefferson

LABOR MEMBERS

Neal Holm, Electrician and Membership
Development IBEW 46

Felix Salazar, Iron Worker, Pacific NW Ironworkers
Apprenticeships

EDUCATION MEMBERS

Dr. Marty Cavalluzzi, President Olympic College

Dr. Suzy Ames, President Peninsula College

Aaron Leavell, Superintendent Olympic
Educational Service District #114

Dr. Kareen Borders, South Kitsap School District

COMMUNITY AND PUBLIC MEMBERS

Lucinda Heidel, Supervisor Department of
Vocational Rehabilitation

Gina Lindal, Administrator Department of Social
and Health Services

Anthony Ives, Manager Kitsap Community
Resources

MEETING AGENDA

DATE: Thursday, May 8, 2025

TIME: 10:00 a.m. – 11:00 p.m.

LOCATION: Virtual via Teams

Meeting ID: 224 822 593 47 | Passcode Mt6j6T3J

ACTION ITEMS:

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of Consent Agenda (Att. 2, pgs. 2-3)

DISCUSSION ITEMS:

3. Welcome new team member David Herrick, Workforce Grant Analyst
4. One-Stop Certification - Alissa
5. OWDC Director Report Out – Bill Dowling
6. One-Stop Operator Report Out (Att. 6, pgs. 4-13)

COMMITTEE DEBRIEF:

7. SWD Coalition Report (Att. 8, pgs. 14-16)
8. 2025 Calendar (Att. 9, pg. 17)
9. [Public Comment](#)
10. Adjourn

Next Meeting: Thursday, July 10th, 2025



CONSENT AGENDA

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COMMUNITY AND PUBLIC MEMBERS

Lucinda Heidel, Supervisor Department of
Vocational Rehabilitation

Gina Lindal, Administrator Department of Social
and Health Services

Anthony Ives, Manager Kitsap Community
Resources

DATE: Tuesday, April 29th
TIME: 2:00 p.m. – 2:30 p.m.
LOCATION: Virtual [Teams](#)

ITEMS FOR APPROVAL:

1. **Approval of 2025 -2026 Infrastructure Funding Agreements**
2. **Approval of Matched Investment Savings Account (Att. x, pgs. xx)**

Next Meeting: Tuesday, June 24, 2025

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE COMMITTEE MEETING MINUTES
APRIL 29, 2025**

ACTION ITEMS:

Attendance: Marilyn Hoppen, Chuck Moe, Jessica Barr, Cordi Fitzpatrick

Staff: Bill Dowling, Alissa Durkin

1. **CALL TO ORDER** The OWDC Executive Committee meeting was held virtually via Teams on April 29, 2025. Marilyn Hoppen, Chair, called the meeting to order at 2:05 p.m.

2. **APPROVAL OF 2025-2026 INFRASTRUCTURE FUNDING AGREEMENTS**

Motion: Chuck Moe moved to approve the 2025-2026 IFAs as presented. Cordi Fitzpatrick seconded the motion. **Motion carried unanimously.**

3. **APPROVAL OF MATCHED INVESTMENT SAVINGS ACCOUNT (MISA) POLICY**

Motion: Cordi Fitzpatrick moved to approve the MISA policy as presented. Jessica Barr seconded the motion. **Motion carried unanimously.**

ADJOURNMENT: There being no further business to come before the Executive Committee, the meeting was adjourned at 2: 25 p.m.

Olympic Peninsula One Stop Operator Report January – March 2025:

Comprehensive Centers – Silverdale and Sequim

WorkSource One Stop Operator: Career Path Services

Functional and Programmatic Integration

In April 2025, we created and shared an “Olympic Strategic Insights” survey with the leadership team within our region. This report references their responses and strategies for improvement.

System Integration - Integrated Service Delivery

The following items were identified by the leadership team as positively impacting the system's overall integration.

- Customer Referral tracking process
- Customer Co-enrollment
- Team meetings to discuss and review how to best support the ongoing needs of customers
- Soft hand-off of referrals when applicable
- Monthly meetings specific to adult programs to ensure communication and collaboration
- Pathways to Success is successfully partnering with the Department of Vocational Rehabilitation. This collaboration supports the desire to coordinate appointments, and to ensure collaboration

Consistent with the previous quarter, there were 403 entries on the referral form. The following data displays the comparison of how the usage is split between partners the two locations for direct referrals. Not all entries are referred to partner agencies, as this tool is used for other data collection purposes within the region.

Partners	Percentage Referred to Sequim	Percentage Referred to Silverdale
Department Of Services For TheBlind DSB	50%	50%
Department Of Social And Human Services DSHS	50%	50%
Department Of Vocational Rehabilitation DVR	29%	71%
Kitsap Community Resources KCR	0%	100%
Labor And Industries LNI	75%	25%
Olympic College	6%	94%
TANF Workfirst	0%	100%
Veteran Services	22%	77%
WIOA Youth Pathways	46%	54%
WorkSource Labor Exchange Team	24%	76%

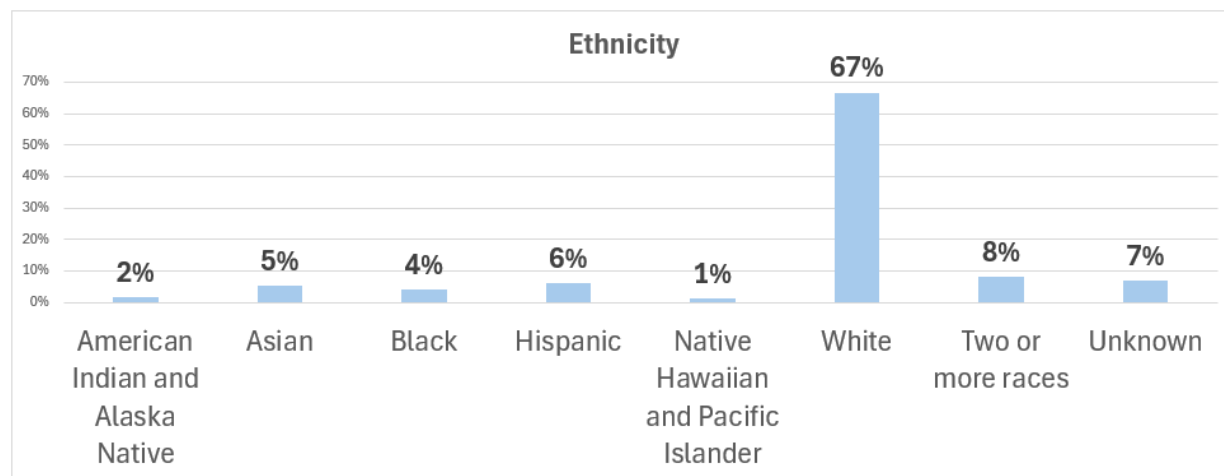
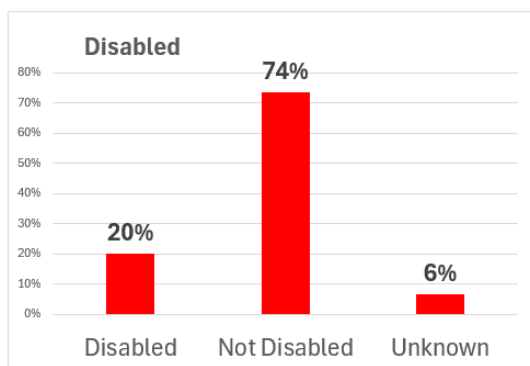
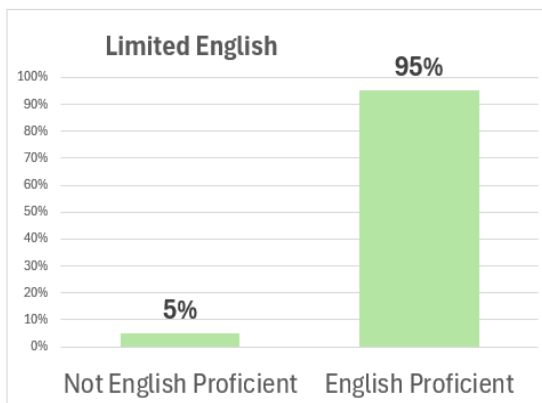
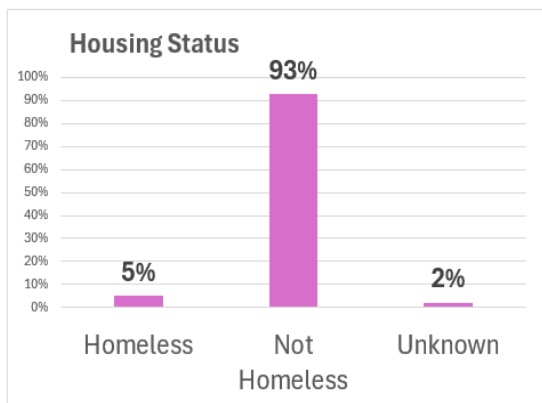
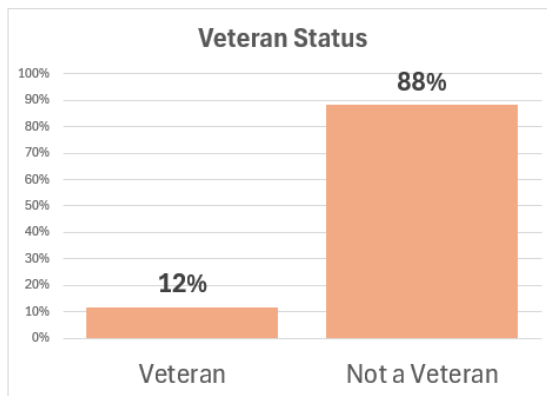
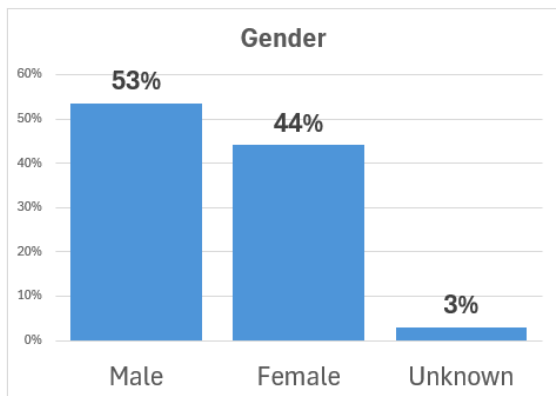
Overall, referrals to partners remained consistent, with some decrease this quarter for both sites when compared to the previous quarter ending 12/31/2024. Please note, the “accepted” and “percentage accepted” rows may not be exact, as it depends on the partner agency updating that field.

WorkSource Kitsap - Silverdale	REFERRED TO:	Accepted:	Percentage Accepted	Percentage Referred
WorkSourceLaborExchangeTeam	22	1	5%	76%
WorkforceInnovationAndOpportunityProgramWIOA	0	0	#DIV/0!	#DIV/0!
WIOAYouthPathways	7	0	0%	54%
VeteranServices	46	0	0%	77%
DepartmentOfSocialAndHumanServicesDSHS	4	1	25%	50%
DepartmentOfVocationalRehabilitationDVR	27	5	19%	71%
DepartmentOfServicesForTheBlindDSB	1	0	0%	50%
LaborAndIndustriesLNI	1	1	100%	25%
KitsapCommunityResourcesKCR	2	0	0%	100%
TANFWorkfirst	1	1	100%	100%
OlympicCollege	29	28	97%	94%
WorkSource Clallam - Sequim	REFERRED TO:	Accepted:	Percentage Accepted	Percentage Referred
WorkSourceLaborExchangeTeam	7	5	71%	24%
WorkforceInnovationAndOpportunityProgramWIOA	0	0	#DIV/0!	#DIV/0!
WIOAYouthPathways	6	0	0%	46%
VeteranServices	13	6	46%	22%
DepartmentOfSocialAndHumanServicesDSHS	4	1	25%	50%
DepartmentOfVocationalRehabilitationDVR	11	0	0%	29%
DepartmentOfServicesForTheBlindDSB	1	0	0%	50%
LaborAndIndustriesLNI	3	3	100%	75%
KitsapCommunityResourcesKCR	0	0	#DIV/0!	0%
TANFWorkfirst	0	0	#DIV/0!	0%
OlympicCollege	2	2	100%	6%

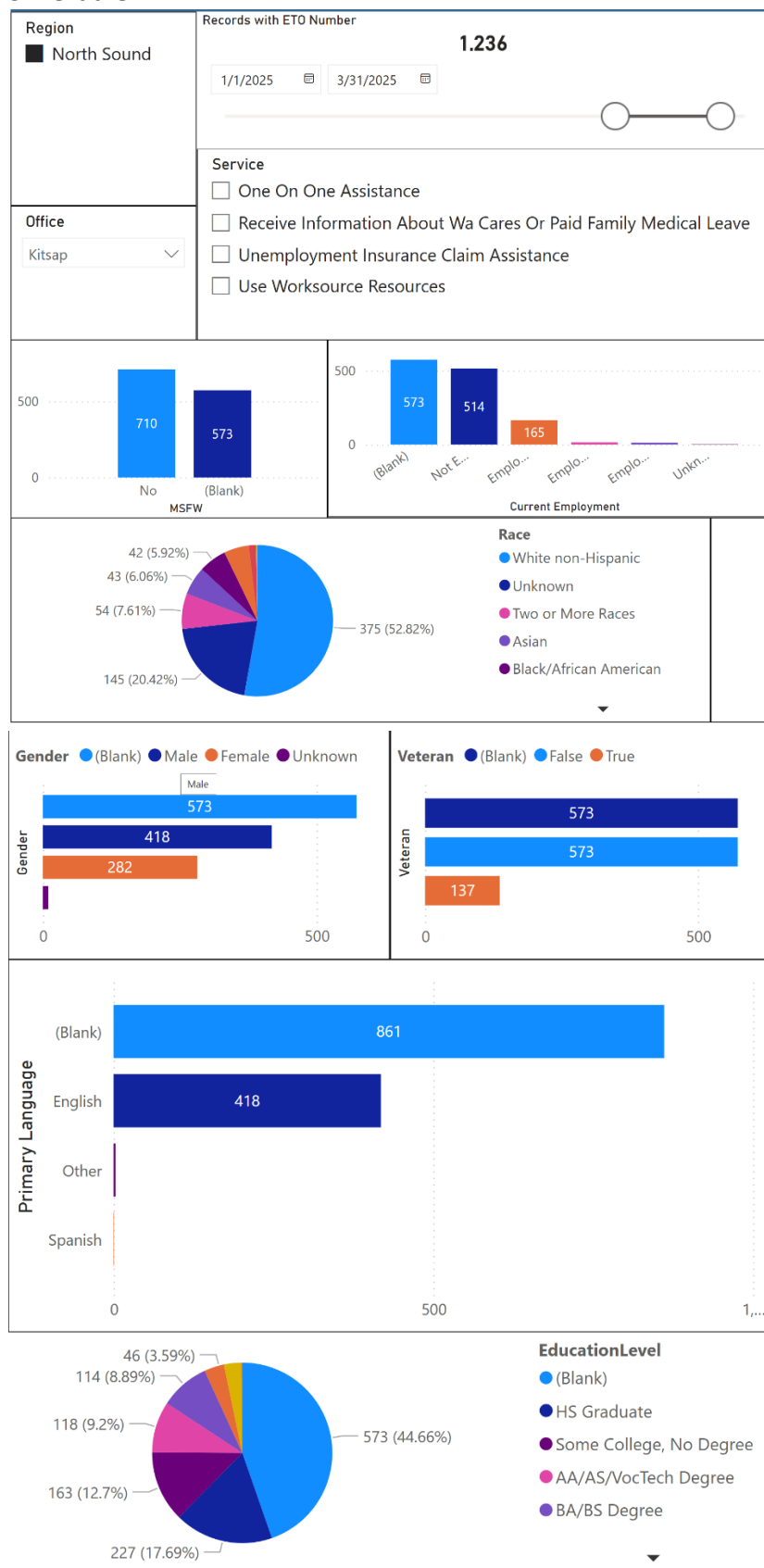
During this reporting period the council and Interim OSO have started the certification process. Certification of all sites in the One Stop System is needed every three years at minimum. The last Certification took place in 2022 which included the offices in Silverdale, Sequim and Port Orchard. The One Stop certification is used to classify centers as Comprehensive, Affiliate, Connection or Specialized based on the level of services and number of partners present at each site. Each site will conduct a self-evaluation detailing the programs, services and partners, those evaluations will be given to the review committee that will conduct on site interviews and review submissions to make their recommendation for a certification, provisional certification or non-certification. The certification status of a site has a direct correlation to the WorkSource footprint in the region and is a great opportunity for the sites to highlight their work.

Service Provision and Outreach

The following data was gathered from the Workforce Professionals Center, Workforce Services performance Dashboard. 1,139 individuals were captured during this reporting period. In comparison to census data, our services reach a higher proportion of individuals with disabilities overall, with especially high representation among Black individuals. In contrast, service use is lower among American Indian and Alaska Native populations and underrepresented among Hispanic individuals. The leadership team is committed to working with staff to assess our outreach efforts and find new strategies to better connect with underserved communities.



Silverdale:



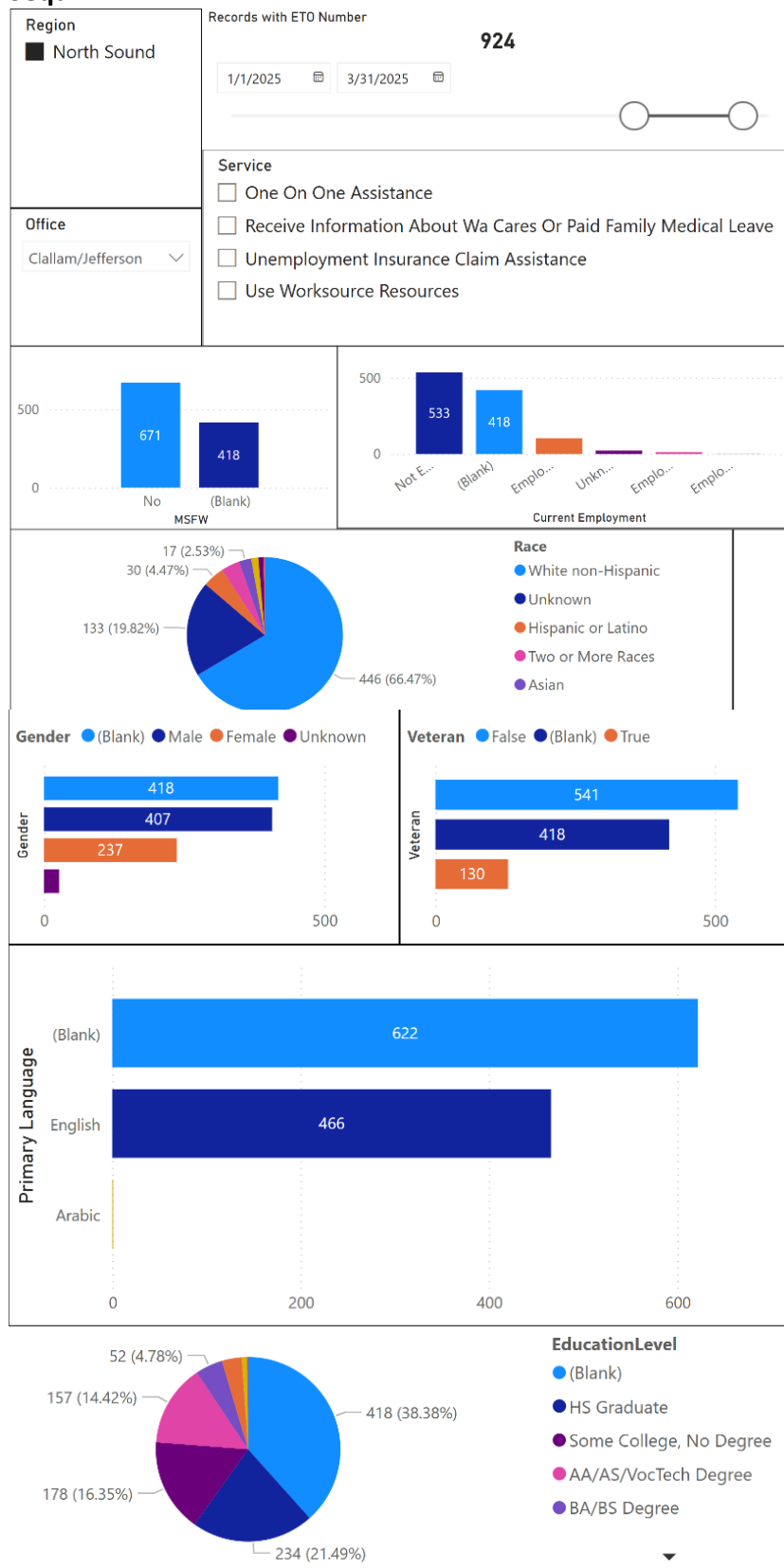
Services include WIOA employment support services, Youth Pathways services, Labor and Industries, Department of Vocational Resources, Veterans Services, Labor Exchange, RESEA orientation by recommendation of Unemployment Insurance, job readiness workshops, Strategies for Success workshops, Business Services, limited Unemployment Insurance guidance, and WorkFirst counseling.

• **Demographics:** The Kitsap office served 1236 records in the first quarter of 2025. The gender distribution shows a higher number of females (418) compared to males (282), with a significant number of records having blank gender entries (573). Veteran status shows 573 records with false and 137 records with true, and 573 blank records. Efforts will continue in gathering as much information as possible for this tracker, working to fill in as much of the blank fields as possible.

• **Primary Language and Race:** English is the predominant primary language (418 records), with a smaller number of Spanish speakers (1). The racial demographics show a diverse population, with a significant portion identifying as White non-Hispanic (375), Black/African American (42) and two or more races (54).

• **Education and Employment:** A large portion of the individuals served have a high school diploma (227), followed by those with some college but no degree (163). Additionally, there were no records for Migrant Seasonal Farm Workers (MSFW).

Sequim:



Services include WIOA employment support services, Youth Pathways services, Department of Services for the Blind, Labor and Industries, Department of Vocational Resources, Veterans Services, Labor Exchange, RESEA orientation by recommendation of Unemployment Insurance, job readiness workshops, Strategies for Success workshops, Business Services, limited Unemployment Insurance guidance, and WorkFirst counseling.

• **Demographics:** The Sequim office served 924 records in the first quarter of 2025. The gender distribution shows a higher number of males (407) compared to females (237), with a significant number of records having blank gender entries (418). Veteran status shows 541 records with false and 130 records with true, and 418 blank records. Efforts will continue in gathering as much information as possible for this tracker, working to fill in as much of the blank fields as possible.

• **Primary Language and Race:** English is the predominant primary language (466), with a smaller number of Arabic speakers (1). The racial demographics show a diverse population, with a significant portion identifying as White non-Hispanic (446), Hispanic or Latino (30) and two or more races (26).

• **Education and Employment:** A large portion of the individuals served have a high school diploma (234), followed by those with some college but no degree (178). Additionally, there were no records for Migrant Seasonal Farm Workers (MSFW).

Customer Satisfaction

Twenty-Two Customer Satisfaction surveys were received between January 1, 2025, and March 31, 2025. The following is a summary of the responses.

- On a scale of 1 to 10, the average Customer Satisfaction rating was **9.2**
 - **100%** respondents said that they would recommend WorkSource to others
 - **91%** of the respondents were **Very Satisfied** with the staff person that assisted them
 - **45%** of the respondents were first time customers, 55% returning customers
- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • All surveys were received from <u>Job Seekers</u> <ul style="list-style-type: none"> ○ 15 from Silverdale (68%) ○ 4 from Sequim (18%) ○ 3 from Kitsap (14%) | <ul style="list-style-type: none"> • Service delivery method <ul style="list-style-type: none"> ○ 9, In-Person (41%) ○ 4, Telephone (18%) ○ 6, Virtual (27%) ○ 3, Email (14%) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Leadership shares the concern that additional customer satisfaction data is needed to identify areas of opportunity. In the following month, the leadership team plans to review the concept of establishing a process that would ensure every customer receives a Customer Satisfaction survey via email, after they have received a service.

The following items have been identified by the leadership team as needing attention to further support customer engagement.

- Increase resources to aid customers by asking that partners commit to providing more assistance
- Increase resources available to customers who lack digital literacy skills
- Establish a systemwide Business Services team
- Increase employment related events

During this reporting period we conducted a staff needs assessment. This assessment provides insight on common needs that job seekers have and additional resources that are needed for staff to assist in barrier removal. This is the first needs assessment conducted by the OSO.

The following insights reflect feedback gathered from staff through the needs assessment.

Top Employment Challenges for Job Seekers:

Staff named the five most difficult resources to find for job seekers as:

- Affordable housing
- Sustainable wages
- Employment opportunities for individuals with disabilities or justice-involved backgrounds
- On-the-job training and apprenticeships
- Reliable transportation

These were followed by more challenges including access to entry-level jobs, digital literacy training, and consistent internet and phone service.

Significant Barriers to Employment:

Key barriers reported include:

- Age discrimination
- Lack of relevant experience or education
- Limited access to remote work opportunities
- Low digital literacy
- Housing insecurity

Commonly Used Resources:

The most utilized tools and platforms among staff include:

- O*NET
- WorkSource workshops
- LinkedIn Learning
- Lynda.com

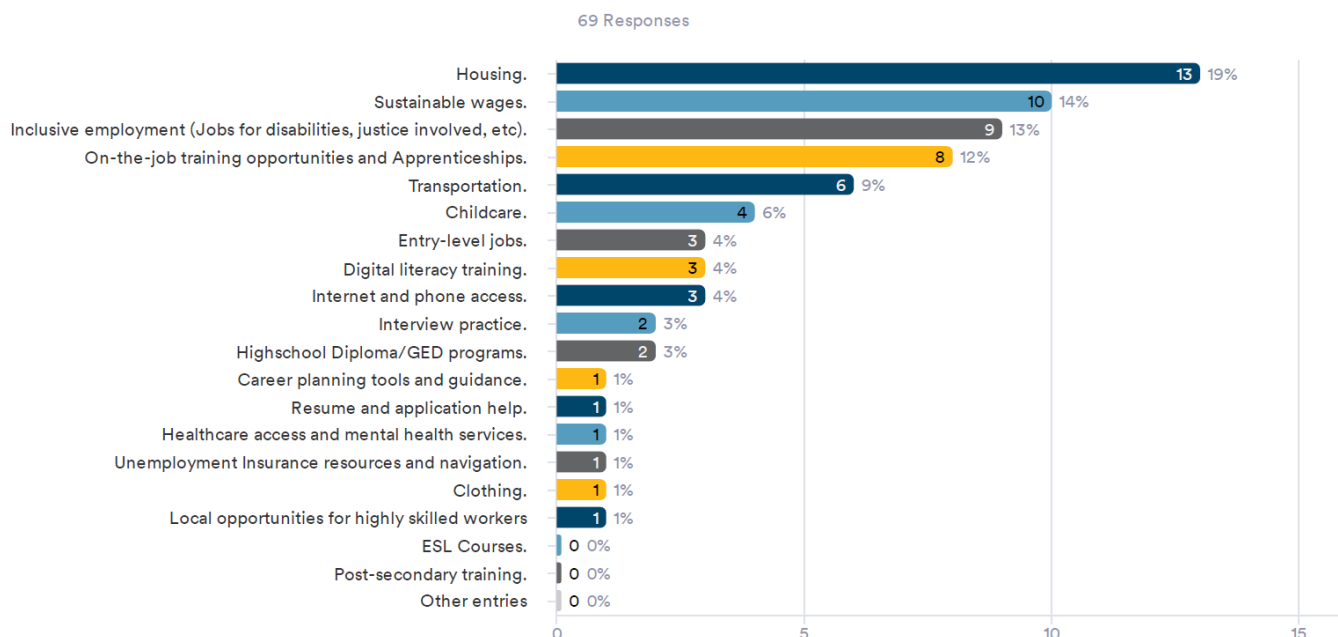
These were followed by interest in Microsoft certifications and emerging AI tools.

Awareness of Community Resources:

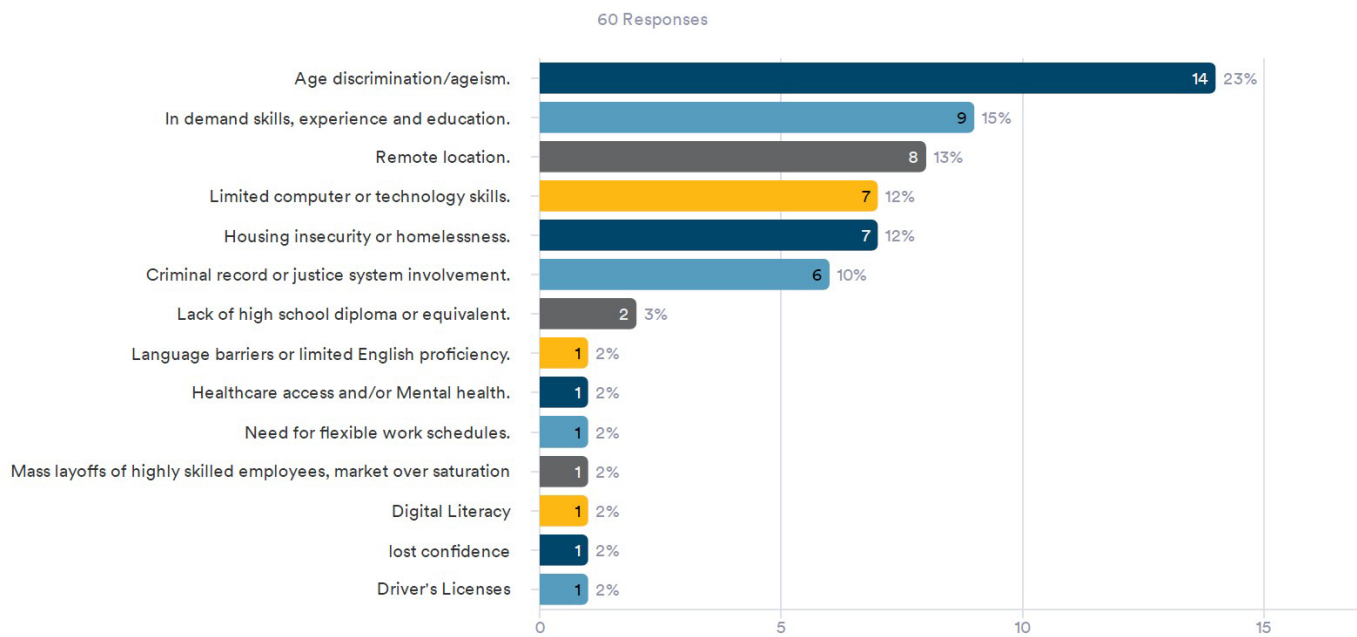
55% of staff reported being aware of community programs and resources available within WorkSource centers but noted limited knowledge of offerings available at other locations. Which indicates a need for more training on community programs in the counties.

Staff Needs Assessment

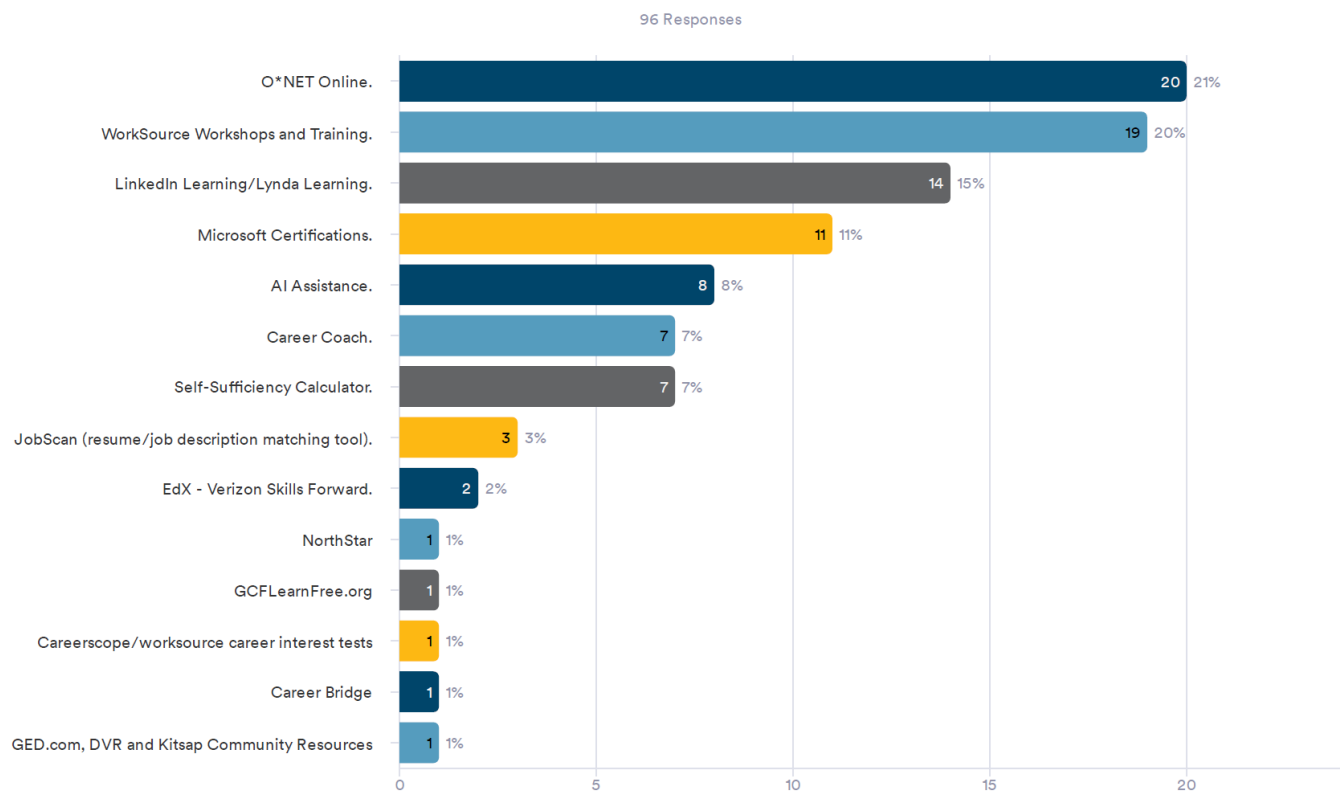
Which 3 resources are the most difficult for you to locate when supporting job seekers?



In your experience, what are the 3 most significant barriers that make it challenging for jobseekers to gain employment?

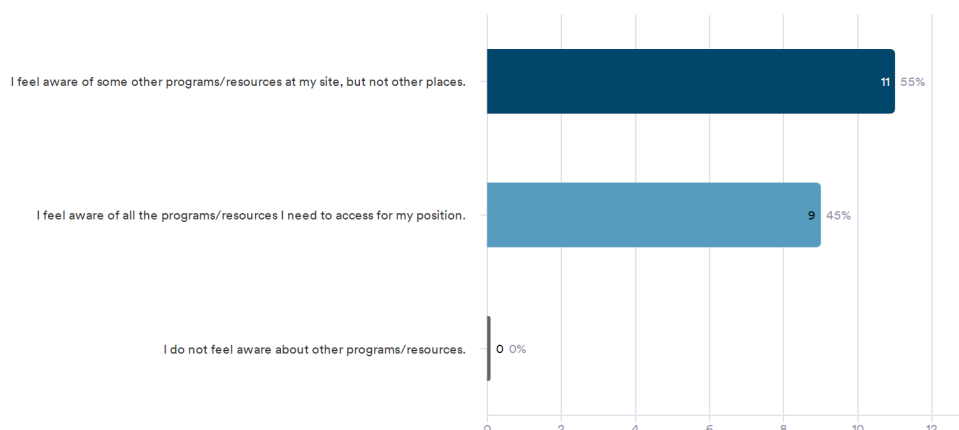


In the past year, which of the following learning resources have you used or shared with job seekers? Please select all that apply.



How aware are you of community programs and resources?

20 Responses



Staff Competence and Staff Training Participation

Professional Development Opportunities

Leadership has identified a need for more staff training in Trauma-Informed Care and Customer Service. Below is a list of topics that staff have expressed interest in exploring further.

What types of training courses would you be interested in taking? Please select all that apply.

74 Responses



Employer Engagement

Silverdale:

Over the quarter, there were 4 business assistance services in WIOA, 7 business assistance services through CRF, 2 employee training through WIOA, 5 employee trainings through CRF, and 41 recruitment services provided by the business services team. Other business services provided may have included outreach, networking, job development, or workshops. CRF funded 5 other business services, and WIOA funded 7 other business services. Healthcare, Maritime and Federal employers had high engagement.

Fifteen businesses signed up for WorkSourceWA. They are as follows; 1st Choice Housekeeping Inc., Casa Velez, Kitsap Harvest, Kitsap Rescue Mission, Leadership Kitsap, Pacific Peak Solutions, PACWEST, TOOL AND SAFETY LLC, Pure Water Northwest, Rubens Insurance, Scarlet Road, Silverdale Hobbies, Inc., Silverdale Shores Apartments, Suseyi Pro Moving Company, TAE PARK CORP, and Viking Education Academy.

Sequim:

Over the quarter, there were 7 business assistance services, 1 employee training, 45 recruitment services, and 6 other services provided by the business services team. Other business services provided may have included outreach, networking, job development, or workshops. Engagement with recruiters was high, and businesses served were; Caregivers Home Health, City of Sequim, Consumer Direct Care Network, Department of Revenue, Habitat for Humanity, Koenig Chevrolet Subaru, Oasis Well Drilling, Olympic Region DNR, Sportsmans Warehouse, Department of Corrections, and Wilder Auto Center.

Nine businesses signed up for WorkSourceWA. They are as follows; Adamire Concrete and Excavating, Inc., JDM Car & Motorcycle, Little Bean Creations, LLC, Peninsula Housing Authority, Research and Development Services of America (RDSA), Sequim Education Foundation, St. Luke's Episcopal Church, Sunflower Tastes, and By Grace LLC.

Physical and Programmatic Accessibility

During this reporting period no EO training was required for the region. To ensure compliance, the EO officer with the council maintains a list of individuals in need of training, we will review that list in the 4th quarter to ensure that training is scheduled and delivered for staff in the region. The OSO maintains an EO complaint log, and we are happy to report that no new complaints were filed during this reporting period.

In addition to the typical EO coordinator responsibilities the Interim OSO represented the region at the annual Washington State EO Conference. The conference was held for two days in Spokane and offered the opportunity for all 12 regions to share best practices, review state policies and discuss local area needs. The information gained at the conference will be shared with the council and local EO officer for consideration and development of communication strategy.



Strategic Workforce Development Coalition

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Executive, Jefferson Healthcare*

COUNCIL MEMBERS

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Network*

Chuck Moe, *NW Laborers*

Cordi Fitzpatrick, *Security Services NW*

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Monica Blackwood, *West Sound
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Nicole Brickman, *YMCA*

Michael Refuerzo, *Booz Allen*

CONTRIBUTING MEMBERS

Danessa Gray, *Olympic College*

Deanna Kennedy, *Western Washington*

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

Joe Morrison, *Kitsap Economic
Development Alliance*

Kristal Thomas, *Express Employment
Professionals*

Marty Reep, *Navy Lab Keyport*

Mike Robinson, *Employment Security
Dept.*

Phillip Godinez, *Kitsap Community
Resources*

Wendy Fox, *Olympic College*

STAFF

Bill Dowling

Alissa Durkin

Luci Bench

Meeting Agenda

DATE: April 18th, 2025

TIME: 9:00 a.m. – 10:30 a.m.

LOCATION: [Microsoft Teams](#)

Meeting ID: 269 185 957 352 | Passcode: gnibe2

In-Person: WorkSource Clallam | 810 Brackett Rd, Sequim

ACTION ITEMS:

1. Welcome and Call to Order – 9:00 a.m.
2. Approval of February 21st meeting minutes (Att. 2, pgs. 2)

DISCUSSION ITEM:

3. Human Resource hiring processes and creating work environments friendly for individuals with Invisible Disabilities
4. Workforce Development Survey Jefferson County data
5. Empowering Employers Event Planning (Att. 3, pg. 3)
 - a. May 7th @ Bay Club, Port Ludlow
6. Good of the Order
7. OWDC 2025 Calendar (Att. 7, pg. 4)
8. [Public Comment](#) [Public Comment](#) — Submit by 12pm the day prior to the meeting via online form: <https://www.cognitoforms.com/kitsapcounty1/owdcpubcomment>
9. Adjourn

Next Meeting: June 20, 2024 location Kitsap



Strategic Workforce Development Coalition

Meeting Minutes

February 21, 2024

ATTENDEES:

VIRTUAL: Molly Propst, Jeff Allen, Jessica Barr, Check Moe, Cordi Fitzpatrick, Doug Washburn, Ed Looby, Mike Eliason, Albert Froling, Danessa Gray, Zeke Hill, John Hjorten, Gina Lindal, Marilyn Hoppen, Monica Blackwood, Frank Portello, Michael Refuerzo, Bill Dowling, Alissa Durkin, and Luci Bench

ACTION ITEMS

1. Call to Order: 9:02am
2. Approval of December 20th meeting minutes.

MOTION: Monica Blackwood moved to approve December 20 meeting notes as presented. Chuck Moe seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

3. Employer Training Event: Planning team has secured the speakers, location, resource tables vendors, flyers, and registration forms. Discussion of advertising and marketing within this group. Suggested to create a database of successful advertising process and who's sending out to reduce duplication. Asked all members to share out and support the narrative "Free Professional Development for your employees."
4. Invisible Disabilities: Danessa Gray presented on the invisible disabilities stems from executive functions, how this impacts ADHA, Autism, depression, OCB and more. The presentation included detailed information on each disorder and what it looks like in the work environment. Danessa also spoke on the Spoon Theory which can be used to better understand neurodivergent staff. Presentation provided to coalition members.
5. AI in Workforce Development: Albert Froling presented Artificial Intelligences, learning models and it's uses in workforce development. Presentation provided to coalition members.
6. Good of the Order
7. Calendar
 - The Joint OCB – OWDC Meeting on March 21st will be held at Watson Furniture. Please make sure you have your invite!
8. Public Comment: none

Adjourn: 10:23am

Next meeting: April 18th, 2025 tentative WorkSource Sequim (virtual option will be available).

EMPOWERING EMPLOYERS

Featured Speakers



Elaine Turso
Social Media & Technology



Lucretia Robertson
Bridging a Multigenerational Workforce



Kristal Thomas
Resilient Leadership & Stress Management

Hiring the New Generation:

Empower Your Workforce

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

Stay tuned for updates!

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



MAY 7, 2025



10:00AM-12:30PM



BAY CLUB, PORT LUDLOW



Register Here

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

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

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

2025

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

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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9	10	5	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March						
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

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

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

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

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

August						
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					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

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

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

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

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

	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