Bill Dowling, *Director* | Alissa Durkin, *Program Supervisor*
Luci Bench, *Program Analyst* | David Herrick, *Workforce Grant Analyst*

Olympic Workforce Development Council

Monica Blackwood, *Council Chair* | Danny Steiger, *Council Vice Chair*

Meeting Agenda

Date: Thursday, November 12, 2026 | **Time:** 10:00 am – 12:00 pm
Location: Virtual via Microsoft Teams Link
Meeting ID: 238 547 665 496 21 | Passcode: 9rt7pH6U

Action Items:

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of September 25th Meeting Minutes (Att. 2, pgs. 2-4)
3. Approval and confirmation of SWD Coalition Chair 2027

Discussion Items:

4. Peninsula College's Portable Classroom – Brian Kneidl (Att. 4, pgs. 5-14)
5. The 5 Golden Age Pillars, Local Area Plan Update – Alissa Durkin & Luci Bench (Att. 5, pgs. 15-28)
6. OWDC Director Report Out – Bill Dowling
7. One-Stop Operator Report Out (Att. 7, pgs. 29-31)

Committee Debrief:

8. Youth Committee (Att. 8, pgs. 32-34)
9. SWD Coalition Report Out (Att. 9, pgs. 35-39)
10. Public Comment
11. 2027 Calendar (Att. 11, pgs. 40)
12. Adjournment

Next Meeting:

Thursday, February 11, 2027

Olympic Consortium Board (OCB) &
Olympic Workforce Development Council (OWDC)
Meeting Minutes
September 25, 2026

ACTION ITEMS:

A quorum for today's meeting was affirmed and recorded at 10:00 a.m.

Welcome conducted by Alice Plute, Jamestown S'Klallam Tribe Human Resources Director.

1. **Call to Order** the Olympic Consortium Board and Olympic Workforce Development Council meeting was held in-person at 7 Cedars Hotel and Casino, Cedar Room, 270756 US-101 E. Sequim, WA. OCB Chair, Kitsap County Commissioner, Katie Walters called the meeting to order at 10:12 a.m.
2. **Approval of OCB July 17 Meeting Minutes**
   Motion: Commissioner Johnson moved to approve the OCB July 17 Meeting Minutes as amended. Commissioner Brotherton seconded the motion. **Motion carried unanimously.**
3. **Approval of OWDC July 9 Meeting Minutes**
   Motion: Monica Blackwood moved to approve the OWDC July 9 Meeting Minutes as presented. Chantae Recasner seconded the motion. **Motion carried unanimously.**
4. **Approval of the 2027 Budget**
   Motion: Monica Blackwood moved to approve the 2027 Budget as presented. Commissioner Brotherton seconded the motion. **Motion carried unanimously.**
5. **Approval of the proposed 2027 OCB and OWDC Calendar**
   Motion: Kareen Borders moved to approve the 2027 OCB and OWDC Calendar as presented. Commissioner Johnson seconded the motion. **Motion carried unanimously.**
6. **OWDC Affirm One Stop Operator RFP Selected Awardee**
   Motion: Monica Blackwood moved to approve the OCB July 17 Meeting Minutes as amended. Chantae Recasner seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

7. West Sound STEM Network (Att.)

Dr. Kareen Boarders presented the vision, partnerships, and networks of West Sound STEM Network (WSSN). Including Career Connect Washington initiative the integral role of convening and managing cross-industry partnerships. Shared were several initiatives AI, STEM like me, Industry guest speakers, and FOYOST. Earlier in the week WSSN brought together tribal partnerships across industries to discuss education/training in the workforce.

8. Peninsula College's Portable Classroom (Att.)
   Brian Kneidl unable to join the meetings, Commissioner Katie Walters briefly showed the slides and members shared what they knew about the program.

9. Olympic Colleges Commitment to Workforce Development (Att.)
   Dr. Chantae Recasner, Olympic College President introduced herself and presented on OC's workforce development initiatives, the colleges path forward as resilient and sustainable organization. The role OC plays in the community, surveys and feedback loops, creating industry pathways, and securing resources for workforce needs. Brief review of the Big Blur Grant funded by the Ballmar Group which is a regional coalition: Peninsula College, Olympic Educational Service District 114, and the Olympic Workforce Development Council.

10. Olympic Education Service District #114 Pathways (Att.)
    Emily Manson, WIOA Youth Services Coordinator, shared pathways youth have as participants of their program, the services available, funding, apprenticeships and shared success stories.

11. WIOA WEX Success Stories (Att.)
    John Hjorten, WIOA and TAA Supervisor shared Work Experience Success Stories which provide participants with structured, hands-on work experience that connects training and classroom learning to real-work employment.

12. CRP Business Grant Awardees (Att.)
    David Herrick, Workforce Grant Analyst, shared the awardees testimonials of the Community Reinvestment Program 2026 summer business grants. Taste of the South, Dockstar, LLC, Spanout Learning, and Port Gamble S'Klallam Foundation.

13. OWDC Director Report Out
    Bill Dowing, OWDC Director, legislative discussion on workforce funding – Economic Security for All may be cut, CPP State funding under review and may also be cut. Request for Governor Ferguson to release the 10% dollars is ongoing.

14. One-Stop Operator Report Out
    Jessica Brasher, Program Operations Support and Technology Team Manager with Career Path Services, shared monthly all-partners meeting – topics include digital

literacy, virtual-service training, community-based computer and technology resources, housing and homelessness resources, and administration coordination which is building stronger relationships, clearer pathways and consistent customer support across the three-county region.

Committee Debrief

15. Youth Committee

    WSSN's fall STEM like ME session is getting started. This is the first teacher training workshop, with topics including: Natural Resources and Computer Science. Additionally, WSSN new industry cohorts that bring hands on activities back to the classroom will include construction, manufacturing, maritime, national parks, and computer science/security.

    Emily Manson shared there have been discussions on coordinating with partner agencies to develop a stronger youth workforce and expand the Youth Committee roster to include those partner agencies.

    Megan Mason-Todd, Tessera, shared that approximately 25 students participated in the summer academy programs. Summer WEX opportunities included approximately 10 students with focus on trade industries.

16. SWD Coalition Report Out

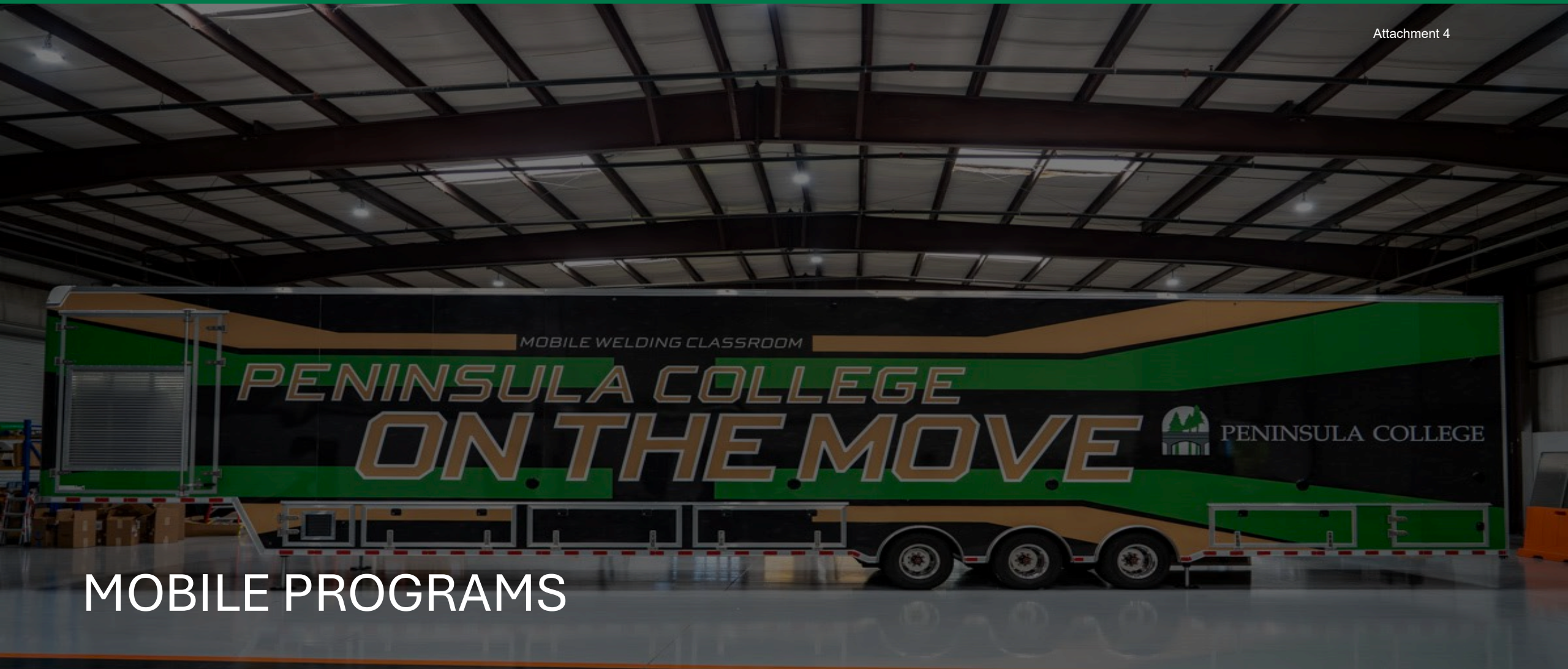
    Coalition Chair and Co-chair not able to attend, Luci shared August event on hiring individuals with non-apparent disabilities success and outcomes. Work on the 2-year update on the Consortium 4-year plan update, including occupation in-demand into industry specific recruitment and retention. Requested OCB and OWDC involvement.

17. Public Comment – None

18. Good of the Order – Jessica Bar shared that Ameri Corp digital navigation will have two new digital navigators.

19. OCB – OWDC 2026 Calendar – No comment

Adjournment There being no further business to come before the Board and Council, the meeting was adjourned at 1:04 p.m.



MOBILE PROGRAMS

Bringing high-quality technical training closer to communities and employers

Peninsula College

Why Mobile?

Our geography makes access a workforce issue.

4,855
square miles

Clallam + Jefferson Counties

The challenge is not a lack of interest in training — it is distance, time, transportation, scheduling, and the cost of leaving work to travel for it.

- Rural communities are spread across a large service area.
- Many employers need small, specialized cohorts rather than large campus-based programs.
- Trades training depends on equipment and hands-on practice — it cannot simply move online.

The Model

Move the classroom — not the learner.

1

Regional Access

Deploy where demand exists — communities, partner sites, and employer locations.

2

Employer Responsive

Use employer input to shape schedules, skills, and short-term training options.

3

Real Equipment

Bring a complete hands-on learning environment, not a stripped-down demonstration.

The goal is to create training capacity where it is needed, when it is needed.

MOBILE WELDING CLASSROOM

FULL-SCALE HANDS-ON TRAINING



A Complete Welding Lab on Wheels

Designed to support serious instruction in a compact footprint.



Inside the trailer

- Individual welding workstations
- Dedicated fume extraction and ventilation
- Integrated gas distribution and power
- Modern welding equipment and instructional space
- A consistent lab environment from site to site



Built for real training.

Students can practice the same core processes and habits they will use in the workplace — with instructor supervision and industrial-grade systems around them.

Mobile Programs Are Bigger Than Welding

The same delivery model can support multiple technical and workforce needs.

Marine Technology

Hands-on marine systems, service, repair, and employer-aligned technical training.

Customized Employer Training

Short-term and continuing education built around specific workforce needs.

Flexible Technical Programs

Use the expandable mobile classroom for additional technical offerings as regional demand emerges.

Mobile capacity gives us a platform we can adapt as workforce needs change.

Where Employers Fit

The strongest mobile programs are built with employers, not just delivered to them.

1 **Identify the need**

What skills are missing? What equipment or processes matter?

2 **Shape the training**

Help us define scope, scheduling, and the level of training that is useful.

3 **Connect people**

Incumbent workers, new hires, job seekers, students, and community partners.

4 **Close the loop**

Tell us what worked, what changed, and what the next workforce need is.

You do not need a full program idea before calling us — a workforce problem is enough to start the conversation.

What This Can Look Like

Examples of how mobile capacity can support employer-aligned training.



Examples this model can support

- Mobile welding brought closer to communities and employers
- Marine Technology used as an example of employer-aligned technical training
- Short-term continuing education built around specialized workforce needs
- Future rotations shaped by regional and employer demand

The equipment moves. The relationships stay.

QUESTIONS?



Aligning With USDOL's *"5 Pillars of the Golden Age"* Strategy

November 2026

Alissa Durkin, *Program Supervisor*

Luci Bench, *Program Analyst*

Olympic
WORKFORCE DEVELOPMENT COUNCIL
SERVING CLALLAM, JEFFERSON, & KITSAP COUNTIES

Olympic Workforce Development Goals and Objectives 4-year Plan

Required 2-year update

1. Support active collaboration with education and training systems within each county to enable flexibility and agility to meet the talent needs of businesses and industries. (III)

2. Support the creation of relevant and adaptable support systems that include wrap-around services and resources to assist individuals in their success. (I)

3. To promote the council's ability to make data-driven decisions. (IV)

4. Foster demand-driven skill attainment with the current and future demands of the industries. (II)

5. Implementation and continuous improvement of local policies and practices. (V)

6. In concert with the three-county Economic Development Alliances, ensure the advancement of local community initiatives and industry needs.(I)

7. Support reaching individuals in rural areas with significant barriers to ensure equitable access. (II)

8. Implementation of service delivery models via virtual services and connection points in rural partner locations. (III)

9. Build a collaborative relationship with our region's tribal communities.. (III)

10. Creation of a OWDC Strategic Workforce Development (SWP) Coalition.

The V Pillars



I. Industry Driven Strategies

II. Worker Mobility

III. Integrated Systems

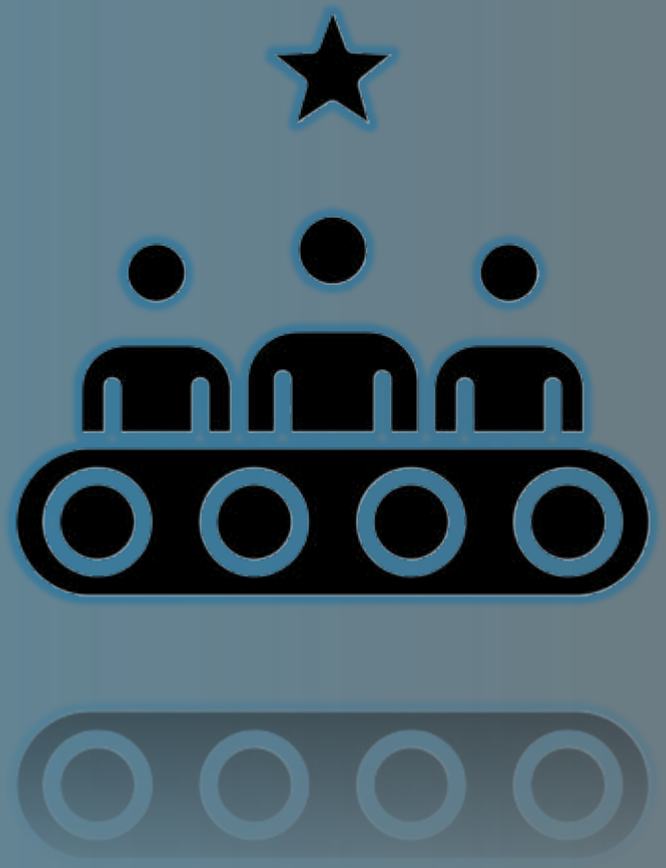
IV. Accountability

V. Flexibility & Innovation

Asking the question, *how does the workforce partnership in Olympic do these things?*

Pillar I: Industry Driven Strategies

Transform the workforce system into a reliable pipeline of talent



- Aligning education and training with in-demand industries and occupations.
- Expanding Registered Apprenticeships and high-quality work-based learning.
- Supporting employer-led training and upskilling strategies.
- Coordinating with industry to address evolving skill needs.

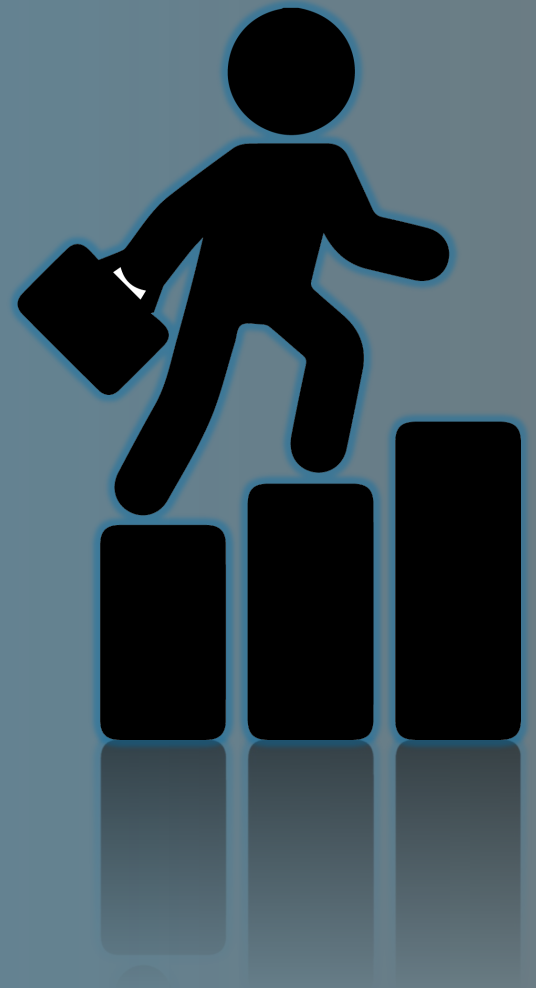
Pillar I: Industry Driven Strategies

Which strategy offers the greatest opportunity to strengthen our region's alignment between workforce training and employer needs over the next two years?

A. Strengthen employer engagement to better understand workforce needs.
B. Expand registered apprenticeships and other earn-and-learn opportunities.
C. Increase work-based learning opportunities, including internships and on-the-job training.
D. Align training investments with the skills and credentials employers need.
E. Strengthen partnerships with employers in our region's priority industries.

Pillar II: Worker Mobility

Support individuals in entering, re-entering, and advancing in the workforce



- Promoting credentials that are valued in the labor market.
- Using labor market data to inform career pathways and decision-making.
- Supporting skills-based advancement through competency-based approaches.
- Connecting individuals—especially those disconnected from the workforce—to training and employment opportunities.



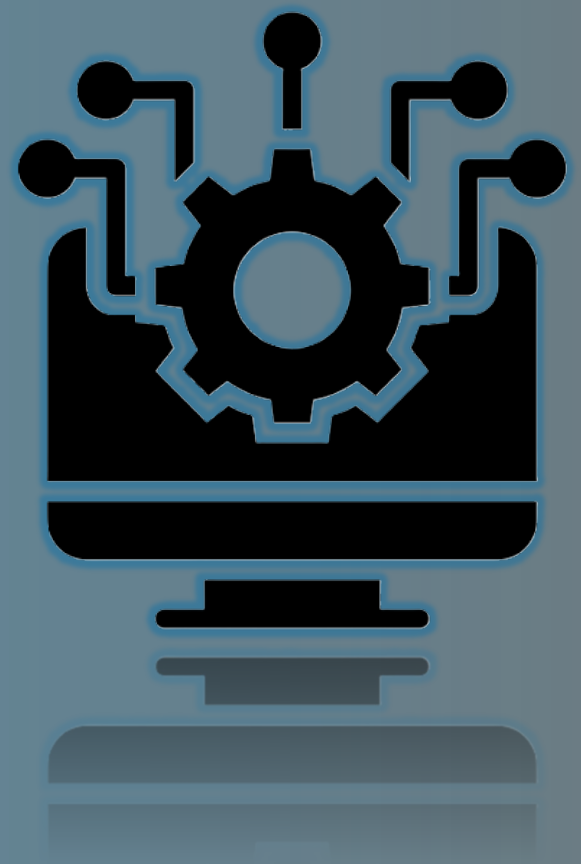
Pillar II: Worker Mobility

Where should we focus to help workers access better career opportunities and advance in our region's labor market?

A. Expand access to industry-recognized credentials that lead to good jobs?
B. Use labor market data to guide decisions, training, and workforce investments.
C. Create clearer pathways for skills-based hiring, career advancement, and wage growth?
D. Reconnect people who have left the workforce with employment and training opportunities.

Pillar III: Integrated Systems

Streamline and coordinate workforce programs to reduce fragmentation and improve access



- Aligning programs, funding streams, and service delivery across partners.
- Improving coordination of intake, referrals, and service navigation.
- Reducing duplication across programs and agencies.
- Creating a more unified and accessible system for customers and employers.

Pillar III: Integrated Systems

Working together to deliver seamless, coordinated workforce services

Partner Coordination
One-Stop System, MOU/IFA, Shared Responsibilities and Partner Collaboration

Expanded Access
Connection Sites, Rural Outreach, Community Partnerships, Virtual Services

Integrated Services
Coordinated Referrals, Wrap Around Services

Aligned Pathways
Education, Training and Employer Partnerships Aligned with Regional Needs

Are we operating as one integrated workforce system, or are we still operating primarily as individual programs and organizations?

What is one opportunity to improve coordination and create a more seamless experience for job seekers and employers?

Pillar IV: Accountability

Ensure workforce investments are tied to measurable outcomes and program effectiveness



- Using performance data to assess outcomes and return on investment.
- Aligning funding with programs that demonstrate results.
- Improving transparency and consistency in performance measurement.
- Strengthening accountability for employment, earnings, and career outcomes.



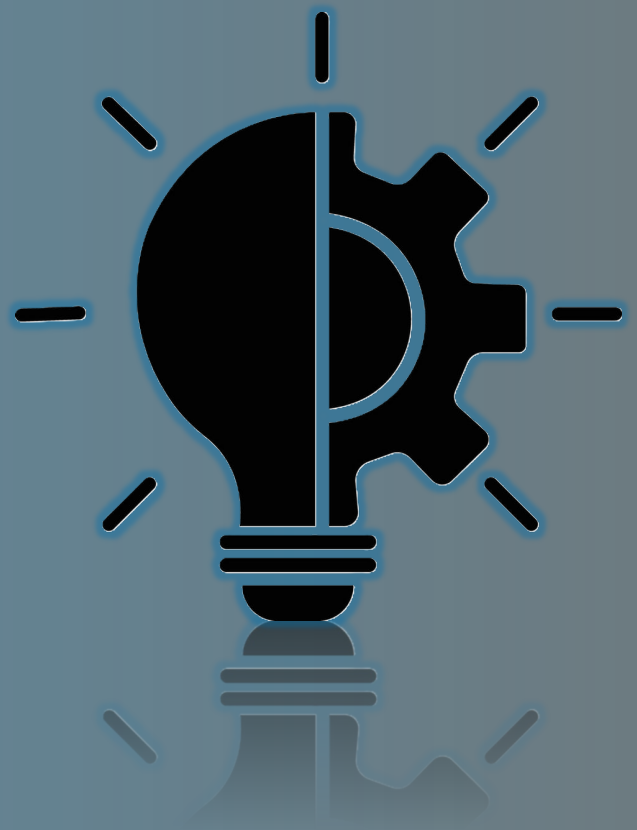
Pillar IV: Accountability

Which area should be our greatest priority to strengthen accountability and ensure workforce investments are delivering meaningful results for our communities?

A. Measure what matters: Focus on employment, earnings, and long-term career outcomes—not just participation and program completion.
B. Invest in what works: Use performance data and return on investment to guide funding toward programs that demonstrate results.
C. Improve transparency: Strengthen consistency in how workforce outcomes are measured, reported, and shared with partners and the public.
D. Connect funding to outcomes: Improve coordination among workforce partners to align resources with programs and services that produce positive results.

Pillar V: Flexibility & Innovation

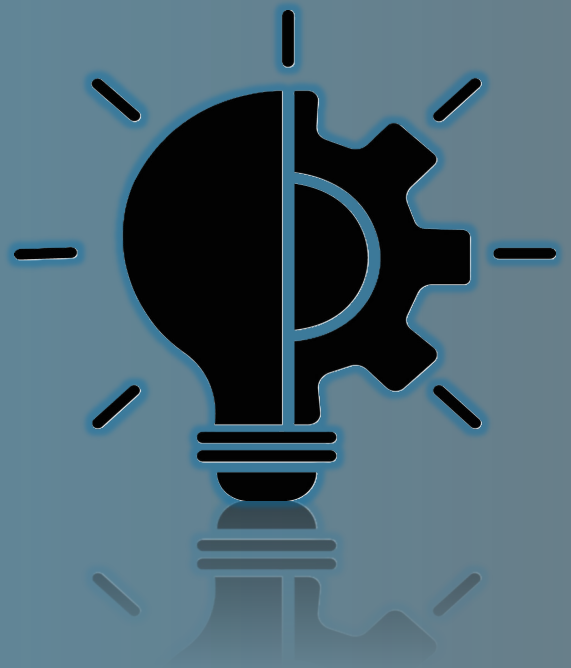
Promote innovation and adaptability to respond to changing workforce, economic and technological conditions



- Supporting AI literacy and integration into workforce strategies.
- Encouraging innovative training and service delivery models.
- Leveraging flexibility in funding and program design.
- Piloting new approaches to rapid reskilling and workforce development.

Pillar V: Flexibility & Innovation

Adapting how we prepare job seekers, support employers, and deliver workforce services



1. Prepare for Change - AI literacy and emerging technologies
2. Rethink Service Delivery - innovative training & service delivery
3. Adapt Program Design – funding & program design to changing needs
4. Test New Approaches – rapid reskilling & workforce strategies

Where can we be more flexible and innovative?

What is one new approach we should consider testing over the next two years?

Discussion & Questions

Turning strategy into Action

What's Next?

- **Local Plan Revisions:** Review and incorporate feedback and identified priorities.
- **Public Comment:** Anticipated January–February 2027.

Your input helps shape our workforce priorities and strengthens our path forward.

Olympic Region Fall Partner Training

September 28, 2026 | Event Summary and Outcomes

Event Overview

The Olympic Region successfully hosted its Fall Partner Training on September 28, 2026, bringing together more than 40 workforce development professionals for a full day of learning, collaboration, and professional development. Held at a community center overlooking Island Lake in Silverdale, the scenic setting provided a welcoming environment for participants to connect, reflect, and strengthen regional partnerships.

Attendees represented both WorkSource offices and a broad range of workforce system partners, including the Employment Security Department (ESD), Olympic College, Division of Vocational Rehabilitation (DVR), Department of Services for the Blind (DSB), Department of Labor & Industries (L&I), Olympic Educational Service District (OESD), Senior Community Service Employment Program (SCSEP), and the Olympic Workforce Development Council.

The training was designed in response to identified staff development needs, emphasizing practical skills, accessibility, emerging technologies, and employee well-being.

Training Highlights

Leveraging Artificial Intelligence in the Job Search – Jermane Easterlin

This session explored practical applications of artificial intelligence to support customers in their job search. Participants learned effective prompting techniques and strategies for using AI tools to enhance employment preparation. The presentation directly addressed the growing need for digital literacy and staff familiarity with emerging technologies.

Blind Etiquette and Supporting Customers with Vision Loss – Bianca Kolle, Department of Services for the Blind

Through hands-on demonstrations and interactive activities, participants learned best practices for assisting customers who are blind or have low vision. The session covered appropriate techniques for navigation, seating assistance, and customer interactions while highlighting DSB programs and referral resources. This training reinforced the region's commitment to accessible, inclusive service delivery.

Self-Care and Workplace Well-Being – Rachael Clark, AARP/SCSEP

The final session focused on employee wellness and strategies for managing stress in customer-facing environments. Interactive group activities encouraged participation, strengthened connections among partners, and brought renewed energy to the afternoon. The session emphasized the importance of staff well-being in maintaining quality customer services.

Participant Feedback and Outcomes

Post-training survey results reflected a positive participant experience and demonstrated the value of continued regional professional development.

- **81% of survey respondents** indicated they would recommend the training.

- **All three presenters received ratings of 4 out of 5**, reflecting positive feedback across training topics.
- **More than 40 workforce professionals participated**, strengthening cross-agency relationships and shared learning.

Participants frequently identified the AI and DSB presentations as particularly valuable. One respondent highlighted "learning more about AI and serving sight-disabled" customers, while several described the DSB presentation as "super interesting."

Beyond the training content, attendees emphasized the importance of connecting with colleagues. Participants valued the "fellowship with other attendees during the lunch period" and the opportunity for "gathering the offices and state partners."

One participant captured the collaborative spirit of the event:

"The people and partners I get to work with are wonderful. The way everyone chooses to show up and participate is the most valuable part."

Feedback also suggested allowing additional time for networking and partner engagement at future events, reinforcing the importance of relationship-building within the regional workforce system.

Operational Considerations and Continuous Improvement

A key objective was ensuring staff from both WorkSource offices could participate in shared professional development. Unfortunately, last-minute staffing constraints prevented a previously coordinated coverage arrangement with ESD from being fulfilled, resulting in the temporary closure of the WorkSource Clallam office for the day.

While this presented an operational challenge, it identified an opportunity to strengthen contingency coverage planning for future events, balancing staff development opportunities with continued customer access to services.

Looking ahead, the region will continue using staff feedback and partner input to guide professional development priorities, with an ongoing focus on digital literacy, accessibility, customer-centered service delivery, and employee well-being. Future training events will also consider additional opportunities for networking and collaborative learning.

Conclusion

The Fall Partner Training was a successful example of regional collaboration and responsiveness to identified workforce development needs. Strong participation, positive survey results, and practical, relevant training demonstrated the value of investing in staff development.

Beyond strengthening individual skills, the event reinforced the relationships, shared knowledge, and collaborative culture essential to delivering an integrated, accessible, and customer-centered WorkSource system.

Voice of the Customer: Customer Satisfaction

During October 2026, the first month of the new program year, the Olympic Region received 16 customer satisfaction surveys, including 13 from WorkSource Kitsap and three from WorkSource Clallam/Sequim. The regional average experience rating was 8.88 out of 10. Overall, 87.5% of respondents reported receiving all the services they needed, and 100% indicated they would recommend WorkSource.

WorkSource Kitsap

WorkSource Kitsap received 13 responses, with an average experience rating of 8.62 out of 10. Approximately 85% reported receiving all the services they needed, and all respondents indicated they would recommend WorkSource.

Customers highlighted helpful, knowledgeable staff and assistance with résumé development, job searches, and career guidance. One respondent reported a lack of follow-up, identifying an opportunity to improve communication and service responsiveness.

WorkSource Clallam

WorkSource Clallam/Sequim received three responses, including two from Jefferson County customers served in Sequim. All three respondents rated their experience 10 out of 10, confirmed receiving the

Success Stories

Clallam County

After several years as a seasonal firefighter, a customer sought more stable employment but faced an unexpected setback when a desired position was eliminated. With a degree in biology, the customer explored alternative opportunities and began working as an on-call substitute teacher.

Following the first day, the customer reported enjoying the work, opening a potential new career direction. This story highlights the value of recognizing transferable skills and exploring alternative employment pathways when circumstances change.

OWDC Youth Committee

, Committee Chair

Meeting Agenda

Date: Thursday, November 12, 2026 | Time: 9:00 – 9:45 a.m.
Location: TEAMS

Action Items:

1. Call to Order – 9:00 a.m. and Welcome
2. Approval of Agenda and September 25, 2026, Meeting Minutes (Attachment A)

Discussion Items:

3. Career Connected Learning Updates
4. WIOA Youth Pathways to Success Updates
5. Pathways to Success Open Doors Program Updates
6. Good of the Order
7. Adjourn

Next Meeting:

Thursday, February 11, 2027. Virtual: TEAMS

OWDC YOUTH COMMITTEE SUMMARY

September 25, 2026

ATTENDANCE: Emily Manson, Summer Evert, Kareen Borders, Meagan Mason-Todd, Brent Bellamy, Bill Dowling, Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Friday, September 25th in-person

APPROVAL OF SUMMARY:

July 9, 2026, Meeting Minutes and September 25, 2026, Agenda reviewed and approved.

DISCUSSION:

1. CCL Updates

- The fall STEM Like ME session is getting started. This is the first teacher training workshop, with topics including: Natural Resources, and Computer Science.
- Industry cohorts that bring hands on activities back to the classroom include construction, manufacturing, maritime, national parks, and computer science/security.
- SWPAC works alongside West Sound STEM Network to expand apprenticeships, career certificates and provide high-quality advising and equity-centered strategies.

2. Pathways

- Discussed current WEX opportunities and the need to continue looking for opportunities to expand WEXs and make connections with employers.
- Need for the community and young adult serving organizations to have a better understanding of what WorkSource offers and how young adults can access those services.
- Discussed coordinating with partner agencies to develop a stronger youth workforce and expanding the Youth Committee to include those partner agencies.
    - Ideas to strengthen included: high-school resource fairs, connecting with youth who are farther from being work-ready, additional support around social skills and other workplace-readiness skills.
- Pathways continue to braid WIOA funding with several other grant-funded initiatives, including:

    - **Homelessness Grant:** Serving 15 participants with $40,000 available for rental assistance.
    - **Federal ECSA Grant:** Target enrollment of 24 participants. Currently have 4 individuals enrolled with an additional 2 or 3 pending enrollment.
    - **Climate Change Grant:** Serving 6 participants. Working on getting permission to engage additional employers, including employers in King Co.

3. General Updates

- Tessera
  - Approximately 25 students participated in summer academy programs
  - WEX opportunities included approximately 10 students with focus on trade industries
  - 3 staff members supported students with disabilities in the classroom.
- OWDC
  - Several new apprenticeship opportunities being developed
    - QED
    - Banger
    - Lockey

Youth Committee Meeting Cadence – The committee decided to continue meeting on the same day, one hour before the OWDC meeting.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:30 am.

Next Meeting: Thursday, November 12th via TEAMS

Bill Dowling, *Director* | Alissa Durkin, *Program Supervisor*
Luci Bench, *Program Analyst* | David Herrick, *Workforce Grant Analyst*

Strategic Workforce Development Coalition

Megan Mason-Todd, *Committee Chair* | Bill Martin, *Committee Co-Chair*

Meeting Agenda

Date: Friday, October 30, 2026 | Time: 10:00 am – 12:00 pm
Location: Virtual Microsoft Teams

Action Items:

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of August 17 Meeting Minutes (Att. 2, pg. 2-3)

Discussion Items:

3. Non-Apparent Disabilities October 20 event report out (Att. 3, pgs. 4-11) - Frank
4. Recruitment and Retention Presentation (Att. 4, pgs. 12-20) – Bill & Luci
5. 2027 Strategic Priorities – Discussion (approval at Dec. 18th)

Committee Debrief:

6. Public Comment
7. Good of the order
8. 2027 Calendar (Att. 8, pgs. 21)
9. Adjournment

Next Meeting:

Friday, December 18, 2026

Strategic Workforce Development Coalition

Meeting Minutes
August 21, 2026

ATTENDEES: Chuck Moe, Bill Martin, Megan Mason-Todd, Danessa Gray, Wendy Box, Alissa Durkin, Jessica Barr, Danny Steiger, John Hjorten, Jodie Jones, Gina Lindal, Carl Peterson, Kristal Thomas, Doug Washburn, Bill Dowling, David Herrick, and Luci Bench

ACTION ITEMS

1. Call to Order 9:02am
2. Approval of April 17th meeting minutes. **MOTION**: Jessica Barr moved to approve meeting notes as presented. Chuck Moe seconded the motion. **Motion carried unanimously**.

DISCUSSION ITEMS:

3. Non-Apparent August Employer Event (presentation attached)
    - Frank presented the outcomes from the event. It was a success with 9 resource tables, nearly 30 attendees, and a panel event that engaged employers and employees into non-apparent disabilities in the workplace. Thank you to Bill Martin for facilitating and the entire planning group for putting the event together.
4. October Virtual Event – requested volunteers to help plan our next event.
5. 2026 Strategic Priorities (flyer attached)
    - Quick review of 2025 priorities and then discussion on how we've met the coalition's goals so far in 2026.
    - Discussion on 2027 priorities – Recruiting and Retention in rural areas with small margins. How to get out of the hiring recycle and retain long-term.
      Members discussed opportunities to provide HR resources and tools to rural businesses.
      Employer education on livable wages and the importance, what is a livable wage? How it varies per region and how it impacts retention?
      How to build a health work culture?
6. Calendar
    - Joint OCB and OWDC meeting at Seven Cedars in Sequim, September 25th. Sponsored by West Sound STEM, Kareen Borders. Presentations will be education focus with Dr. Chantea Recasner, Olympic College and Brian Kneidl, Peninsula College.
7. Good of the Order
    - Danny shared his appreciation from the OWDC on supporting Liggins Landscape. Alicia and Darren's business and non-profit have been awarded Commerce

Reinvestment Business grant funding. They also presented to Commerce in July about what the grants has enabled them to do.

8. Public Comment: none.

Adjourn: 9:36 am

Next meeting: Friday October 16th, 2026

NON-APPARENT DISABILITIES IN THE WORKPLACE

Employer & Employee Perspectives

SPONSORED BY: THE OWDC STRATEGIC WORKFORCE DEVELOPMENT COALITION, WORKSOURCE KITSAP, AND WORKSOURCE CLALLAM WIOA

Olympic Workforce Development Council
Serving Clallam, Jefferson, & Kitsap Counties

Strategic Workforce Development Coalition



Retention & Recruiting

Presented by Bill Martin, Tessera & Luci Bench, OWDC

2027

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
24/31	25	26	27	28	29	30

February

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						

March

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

April

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

May

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

June

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

July

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

August

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

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
24/31	25	26	27	28	29	30

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	24	25	26	27
28						

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 Quarterly	10am-12pm
Olympic Workforce Development Counc	2nd Thursday Quarterly	10am-12pm
OCB - OWDC Joint Meetings	Spring & Fall	9am-12pm

Executive Meeting	Last Tuesday Quarterly	10am-12pm
Youth Committee	Follows OWDC Meetings	9am-10am
SWD Coalition Meetings	Follows OWDC Meetings	9am-10am