



MEETING AGENDA

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

DATE: Thursday, November 13, 2025

TIME: 10:00 a.m. – 12:00 p.m.

LOCATION: Virtual [Microsoft TEAMS](#)

Meeting ID: 234 899 237 588

Passcode: cn7GX7sU

ACTION ITEMS:

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of September 19 Meeting Minutes (Att. 2, pgs. 2-5)
3. Approval of OWDC Chair and Vice Chair
4. Approval of 2026 Calendar (Att. 4, pgs. 6)
5. Approval of By-and-For Contract Awardees
6. Approval of Connection Site Certification (TENTATIVE)

DISCUSSION ITEMS:

7. Empower Employers Event Oct. 21st (Att. 7, pgs. 7-8)
8. OWDC Director Report Out – Bill Dowling
9. One-Stop Operator Report Out (Att. 9, pgs. 9-19)

COMMITTEE DEBRIEF:

10. Youth Report Out (Att. 10, pgs. 20-23)
11. SWD Coalition Report Out (Att. 11, pgs. 24-26)
12. [Public Comment](#)
13. Adjourn

Next Meeting: TBD based on Action Item 2026 Calendar approval.

**OLYMPIC CONSORTIUM BOARD (OCB) & OLYMPIC
WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MEETING MINUTES
September 19, 2025**

ACTION ITEMS:

A quorum for today's meeting was affirmed and recorded at 10:05 a.m.

- 1. CALL TO ORDER** Olympic Workforce Development Council (OWDC) meeting was held virtually via TEAMS and in-person at Watson's Furniture, in Poulsbo, March 21, 2025. Marilyn Hoppen, Chair, called the meeting to order at 10:05 a.m.

- 2. OCB**

No quorum for today's meeting.

- 3. OWDC**

- a. APPROVAL of September 19, Agenda**

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

- b. APPROVAL of OWDC Minutes July 10, 2025 (Att.)**

Motion: Monica Blackwood moved to approve the minutes as presented. Elizabeth Court seconded the motion. **Motion carried unanimously.**

- c. APPROVAL of WIOA-Non WIOA 2026 Budget**

Motion: Monica Blackwood moved to approve the WIOA-Non-WIOA 2026 Budgets as presented. Jeff Allen seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

- 4. Business Service Success (Att.)**

Frank Portello discussed the discretionary funds distribution for 2025 there were 16 placements for all 3 counties as well as the paid internships and those that resulted in subsequent job placement(s). Frank also discussed on the job training, there were 10 participants and worked with WIOA case managers for placement, 50% of their wages are reimbursed to the employer.

- a. Phase III - of the Commerce Reinvestment program participants have completed purchasing equipment to support their businesses and the community. This**

program focuses on small non-profits in the 3 counties, for BIPOC businesses. Frank also shared highlights from grant recipients, We Are Better Together Foundation in Kitsap County and Research and Development Services of America (RDSA) in Clallam County.

5. Nominations for OWDC Chair

Bill discussed the opening of OWDC chair and vice-chair nominations which will remain open until the next OWDC meeting on October 13.

6. OWDC Director Report Out – Bill Dowling

Bill shared updates on the legislative initiatives. Bill discussed federal legislation currently approximating \$3 billion, there were small cuts to some programs by 1%. Senate has decided to put more into demonstration projects. The governor's reserve continues to hold 15% of total allocation to the state. Proposals were made to return funds back to the Federal EcSA program. Proposals were sent to the governor's office. House draft continues individual grants, no block grant added. Eliminated WIOA youth, older adults and more in addition to reducing Job Corps by 85% from the previous year house budget, for a total of 33% overall cuts to funding. The president's budget proposes funding cuts which are significant across all programs. The house passed a continuing resolution for 6 months but there has been no reauthorization of WIOA or Adult Education

- a. With an ROI in one year of \$2.65 per \$1.00 invested, EcSA should be seen as an investment in people. WIOA ROIs take a little more time but when paired with EcSA the returns are more immediate.
- b. Statewide there were over 9500 employees participating.
- c. Match savings accounts have not yet begun in our region but statewide the program has been successful.

7. One-Stop Operator Report Out – Jessica

Jessica shared an overview of what the One-Stop Operator does: supports the Workforce Development services for both the employers and participants. Jessica discussed systems integration, outreach, and customer flow and satisfaction surveys have increased. OESD 114 is opening a new center in Bremerton and is interested in serving as a connection site. Hosting a fall training and service provider collaborations are high. ALTC will provide onsite services in Silverdale and Kitsap Library presented about the data access resources available to the community. 1700 customer interactions within Kitsap County. Clallam and Jefferson counties supported about 1300 participants either virtually or over the phone. Employer engagement also increased in both Kitsap and Clallam Counties.

COMMITTEE DEBRIEF:**8. Youth Committee Report – Jeff Allen**

Jeff shared some of the programs that West Sound STEM is working on in healthcare and computer science. West Sound STEM's middle school program – STEM like me. WIOA youth Pathways to Success are seeing overall challenges for youth to find employment. Employers are seeing a significant amount of applicants which is impacting available opportunities.

- a. WIOA case management supports for youth is essential for successful outcomes. Dollars are also leveraged to support youth in training programs and opportunities for work experiences. Currently, funds are being rationed due to funding cuts to support youth with the greatest needs.
- b. Open Doors in opening on October 1 in Bremerton, a partnership with all the Kitsap County school districts. Public education funded program for youth and young adults, aged 16 – 21 without a diploma, under or unemployed. Case management staff work with participants on designing a pathway and addressing basic needs and helping participants establish goals. WIOA staff will also be available in the school to support participants within the program. Future programming would extend to Clallam and Jefferson counties.

9. SWD Coalition

- a. Will be hosting an Empowering Employers: Hiring the Next Generation event on October 21, 2025.

10. Composite Recycling Technology Center Presentation & Tour

Non-profit manufacturer. It began with carbon fiber from manufacturing jets that cannot be used. A better term would be re-purposed for other purposes like medical devices, i.e. orthotic and high-quality sporting equipment, specifically for pickleball nets. Currently 46 employees are employed and offer apprenticeships as well as summer employment opportunities.

11. Public Comment

None

12. Good of the Order

Monica shared an update from WA SHRMA (HR) civility in the workplace event on October 8 at CK Fire.

Megan from Tessera- trade academy for adults, 160-hour program west sound tech and Olympic college. Participants are paid \$3000; registration is currently open for winter quarter. Facilities maintenance fields teaching plumbing, electrical, HVAC, and general

maintenance. Hosting a speaker series on October 9 register via website. There is a job fair at the end of the training program in November. Those interested should reach out to Megan.

Elizabeth Court wanted to say thank you to board members for providing networking opportunities.

13. 2024 Calendar (Att.)

NEXT MEETING: The next OWDC meeting is Thursday, November 13, 2025, via TEAMS and in-person, location.

ADJOURNMENT: There being no further business to come before the Council, the meeting was adjourned at 11:34 a.m.

DRAFT 2026

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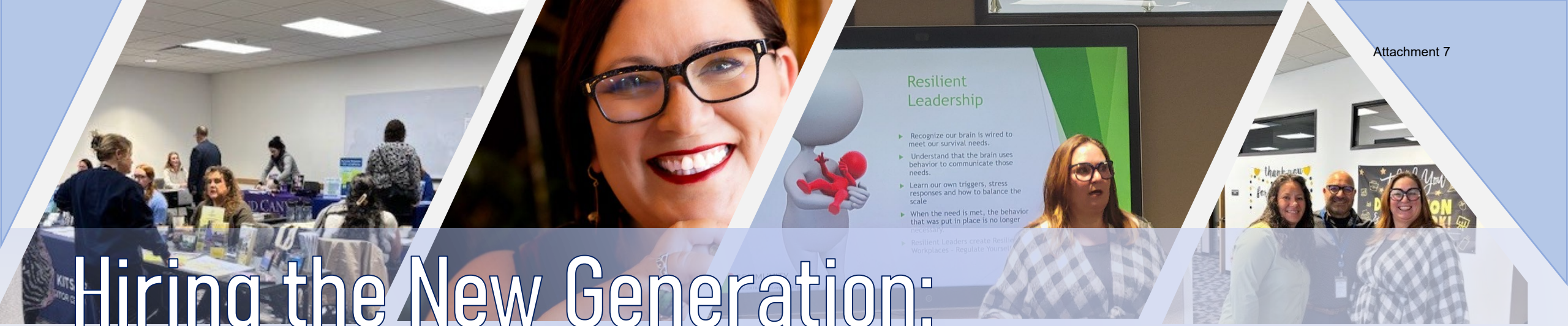
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	Olympic Consortium Board Meetings	3rd Friday Bi-Monthly	10am-12pm
	Olympic Workforce Development Council	2nd Thursday Bi-Monthly	10am-12pm
	OCB - OWDC Joint Meetings	Spring & Fall	9am-12pm

	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



Hiring the New Generation:

Empower Your Workforce

**Resilient Leadership & Stress
Management**

Kristal Thomas

&

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

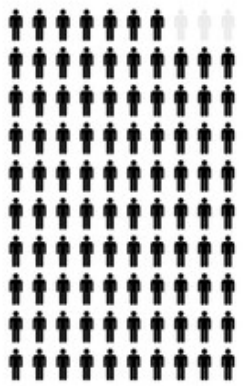
Lucretia Robertson

Employer event survey results

Attachment 7

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

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

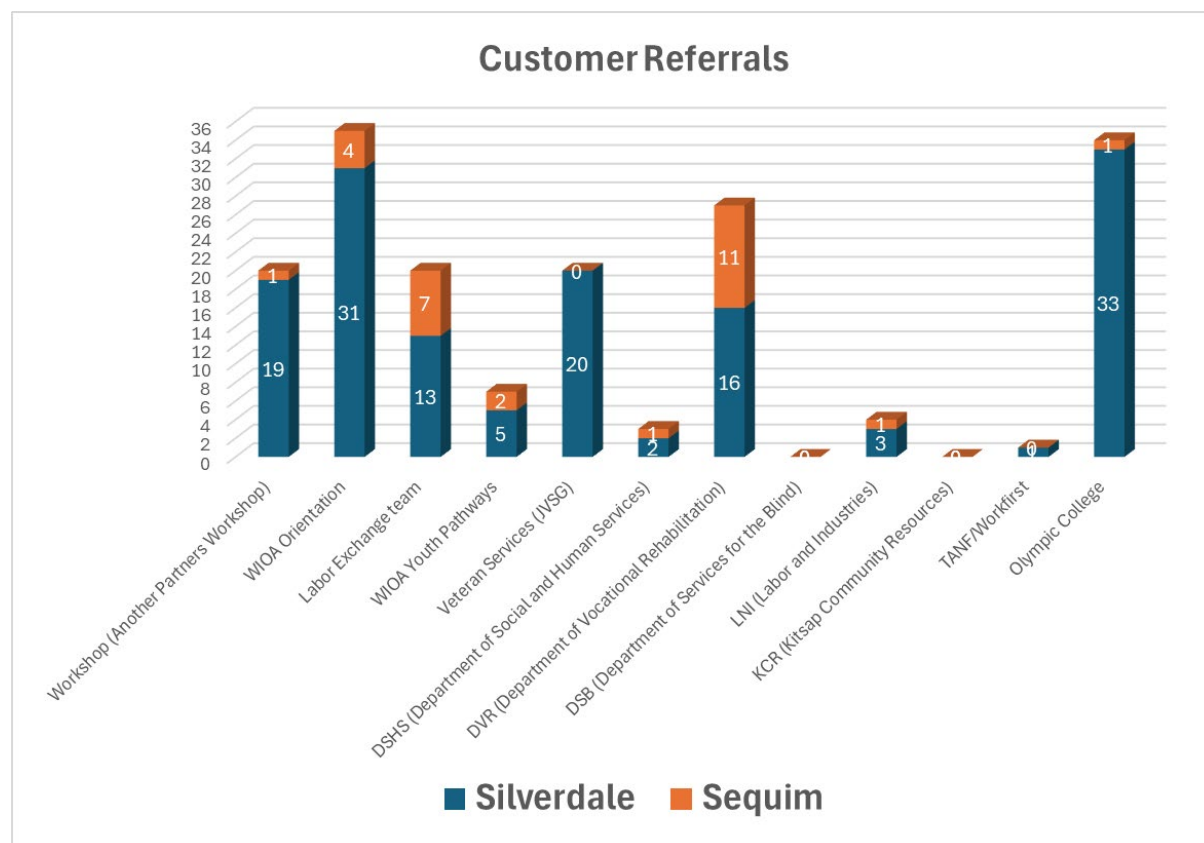
System integration across our area continued to advance through consistent communication and shared planning among partner agencies. The All-Partners meeting, typically held on the last Friday of each month, remains a central mechanism for strengthening collaboration, communicating system updates, and 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

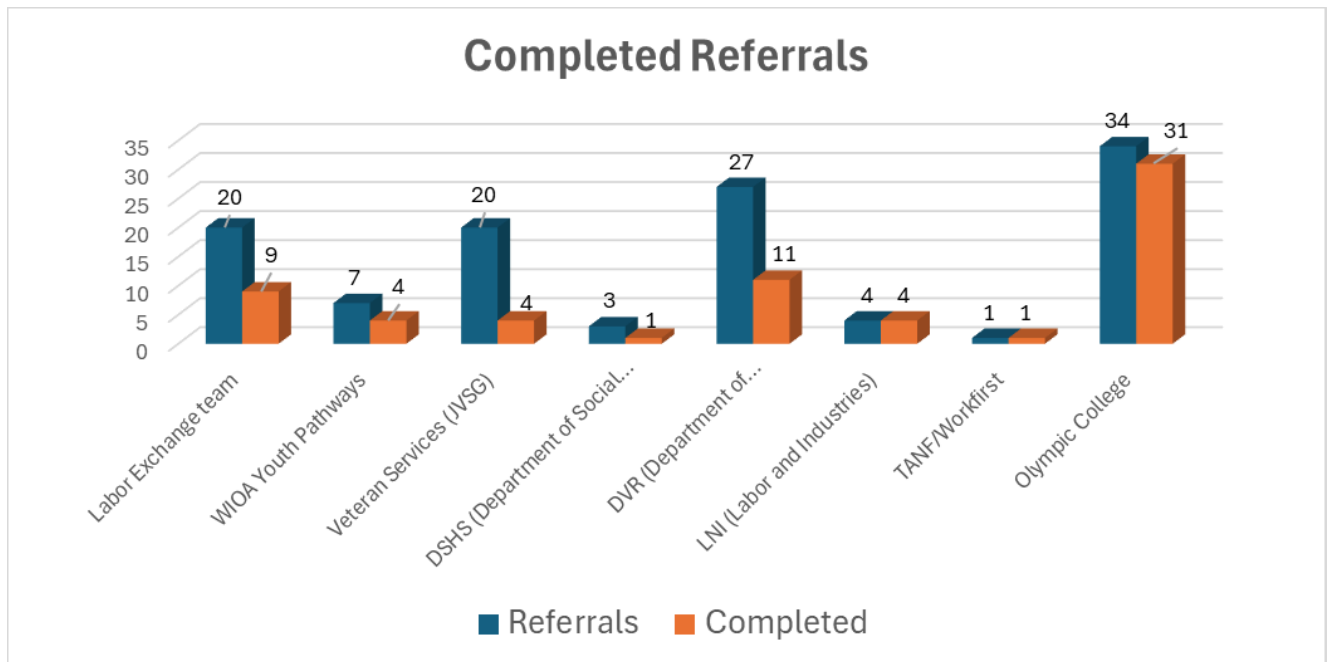
meetings. These efforts continue to focus on implementing staff-generated strategies to increase customer feedback participation and enhance the overall service experience across centers.

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.

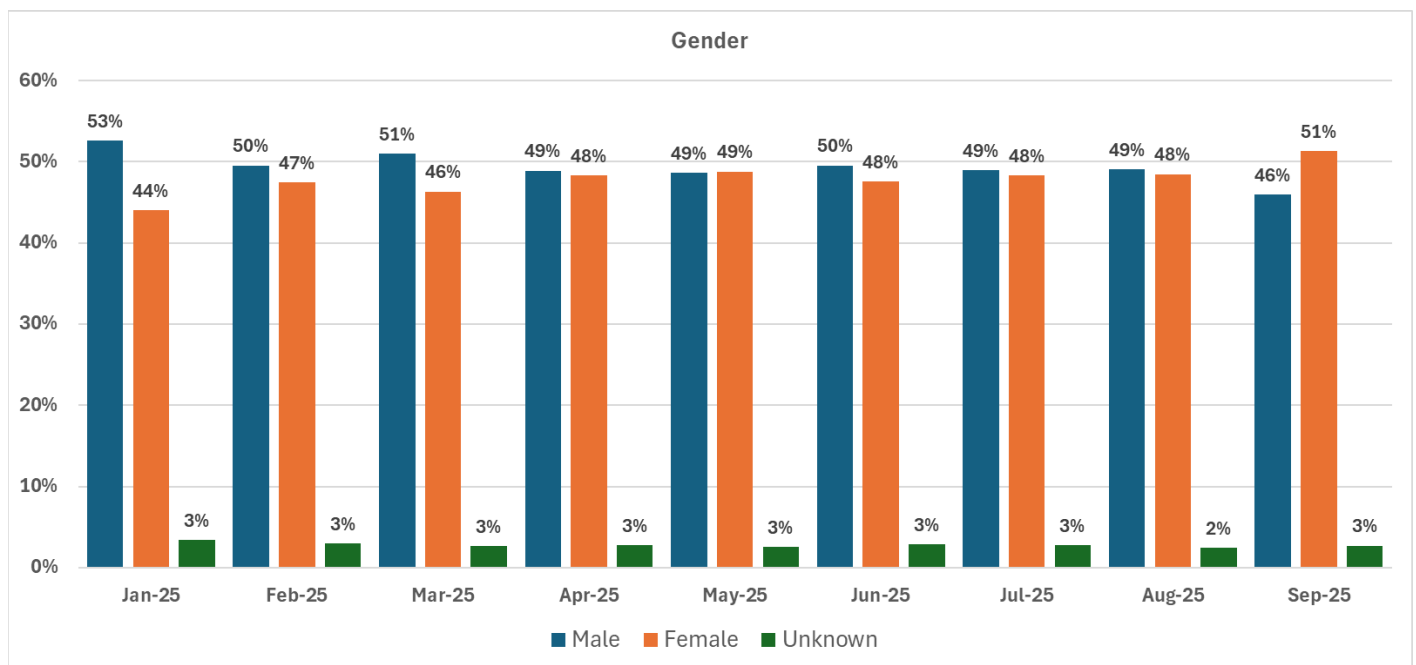
At the same time, system partners are identifying proactive ways to enhance engagement and value for customers. Ideas include expanding co-enrollment opportunities, increasing communication across programs, and researching resources for community partner-led workshops such as Digital Literacy, Re-Entry, 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.

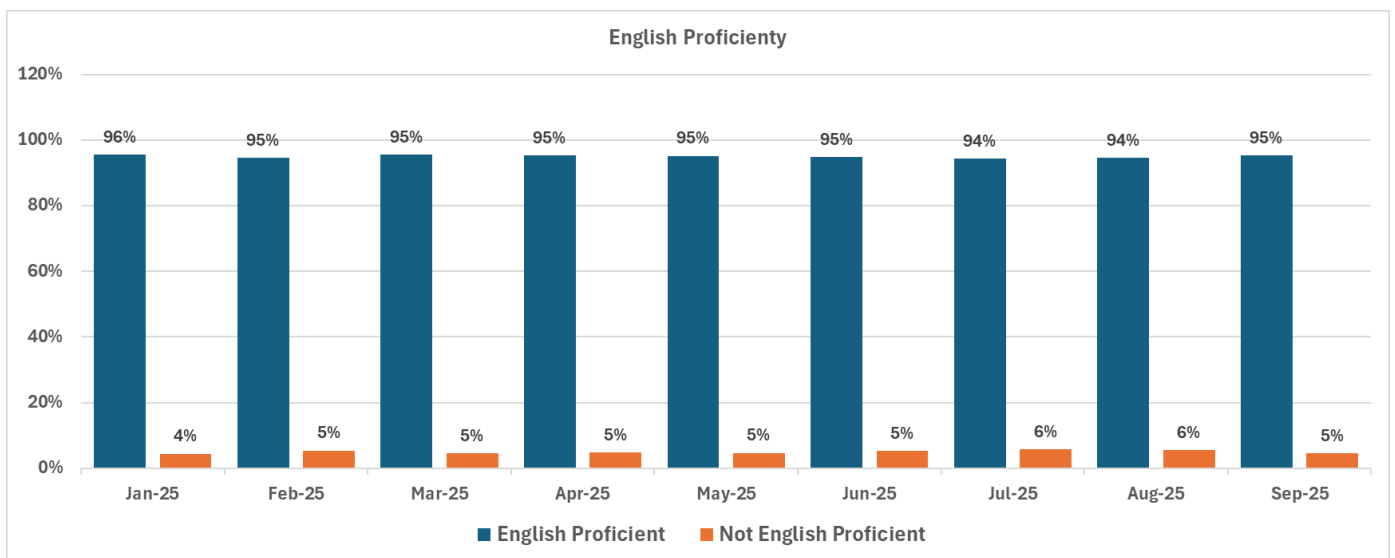
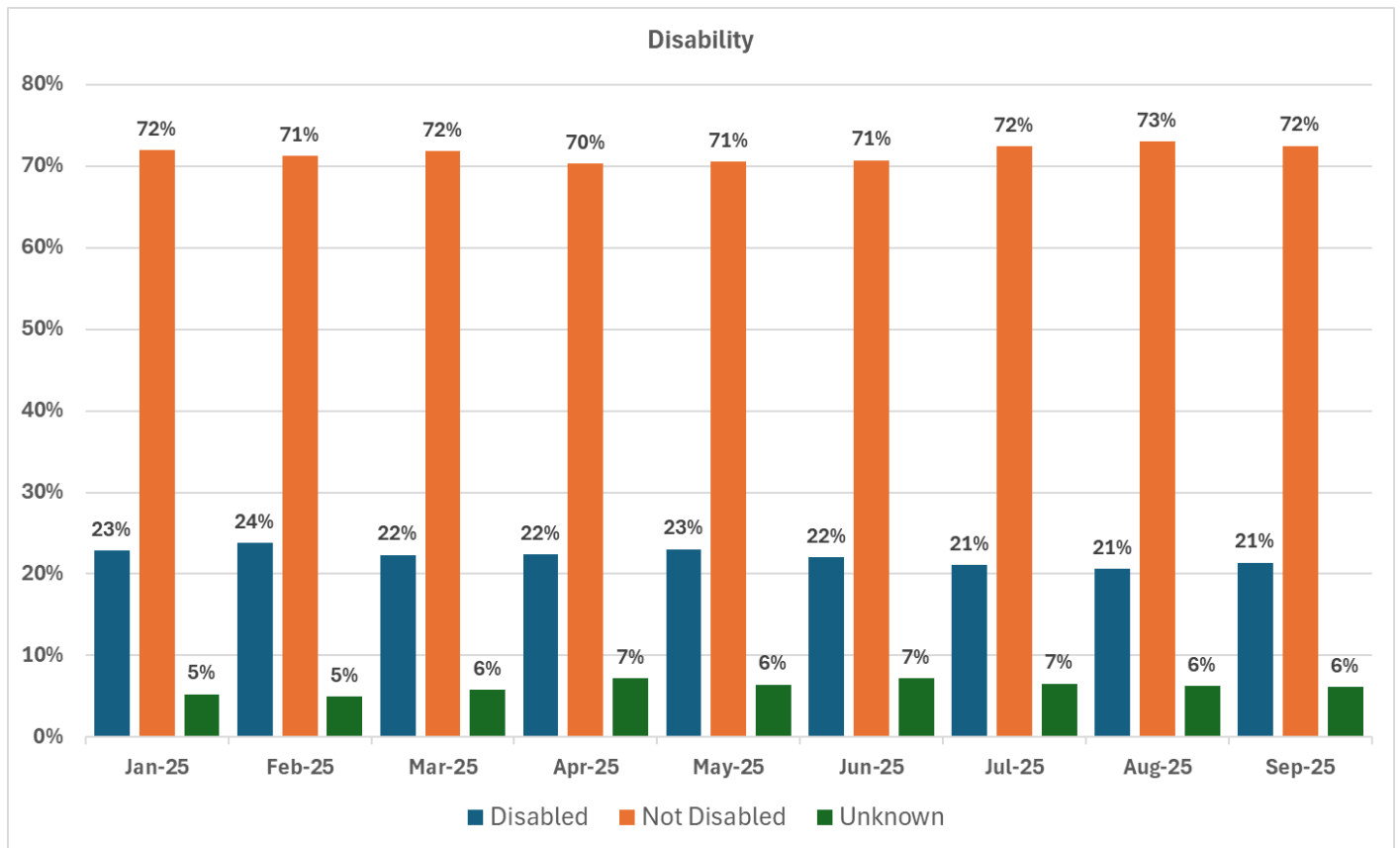
Service Provision and Outreach

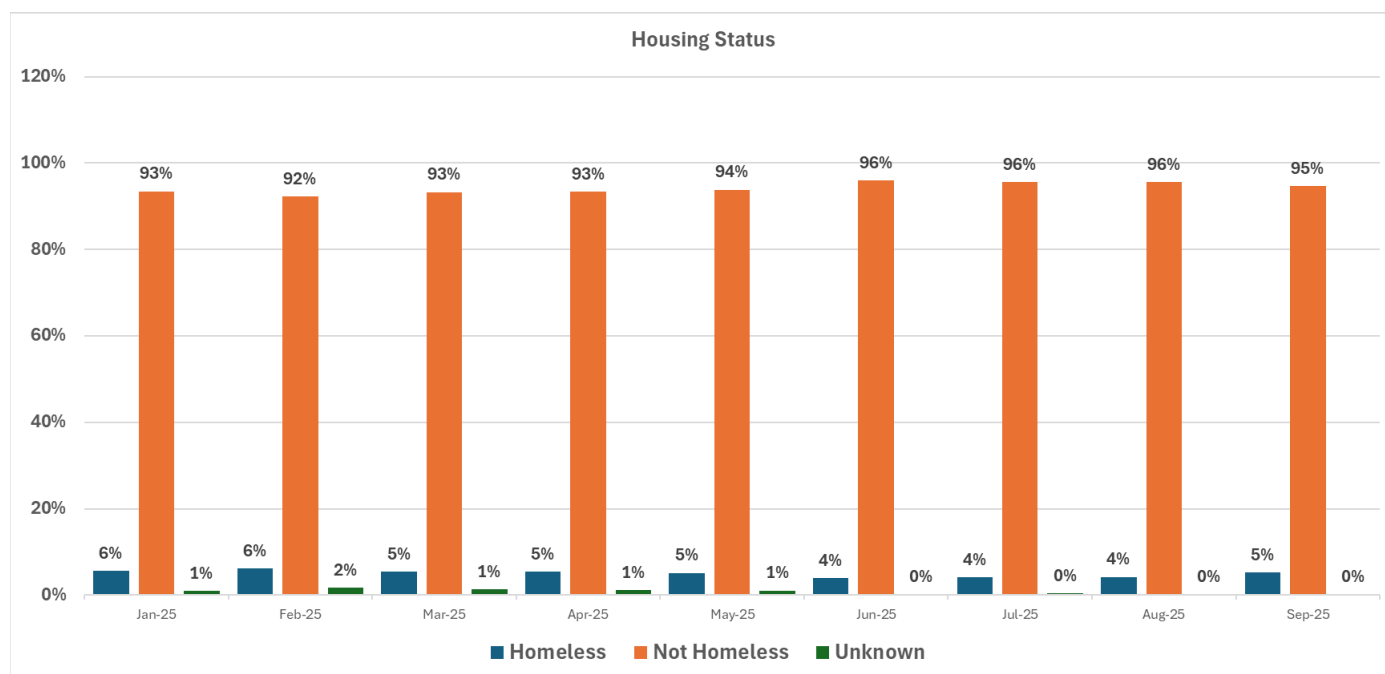
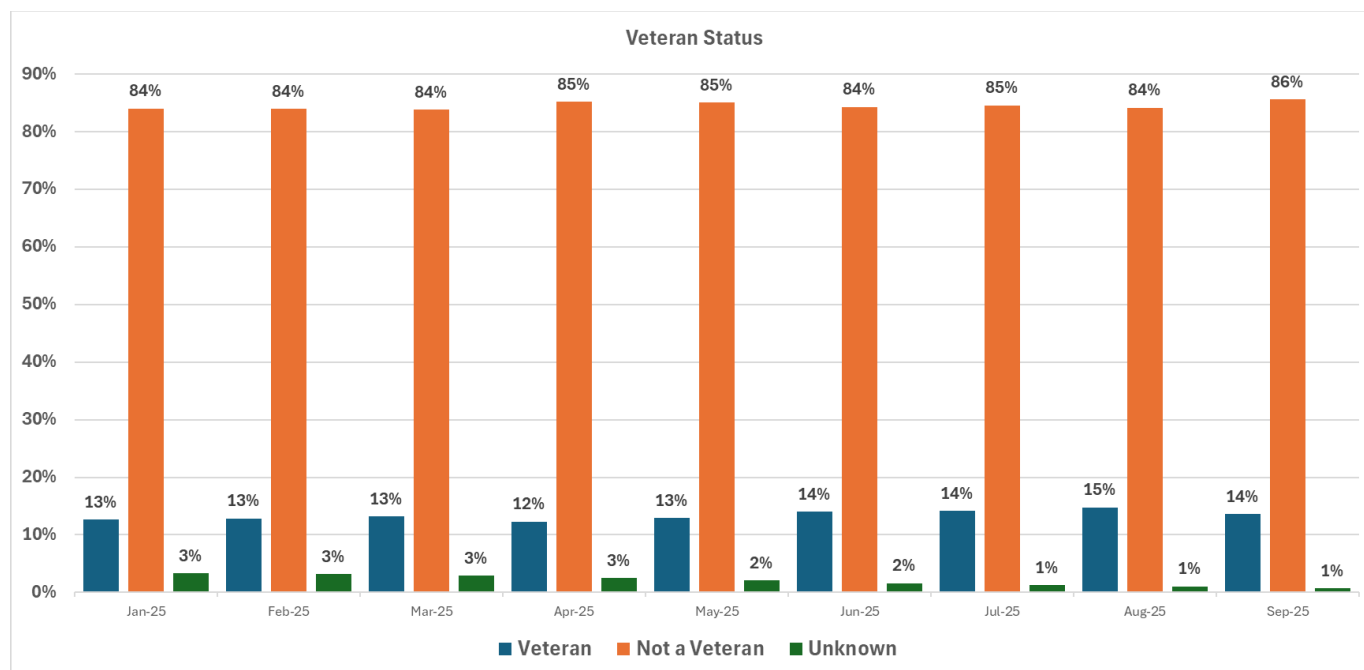
The following data was gathered from the Workforce Professionals Center, Workforce Services performance Dashboard (data captured month by month). Specific to gender, 814 individuals have

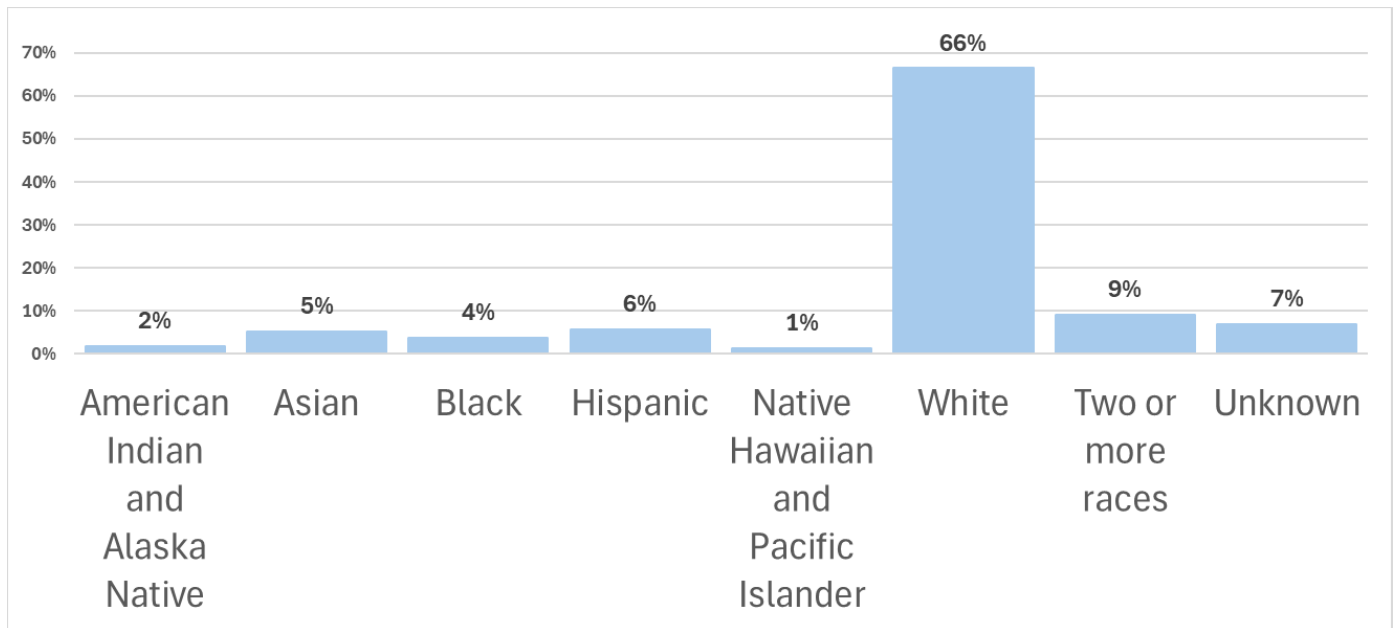
been captured for the month of September. Observations in comparing September to previous months are as follows:

- **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









Customer flow Tracker

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

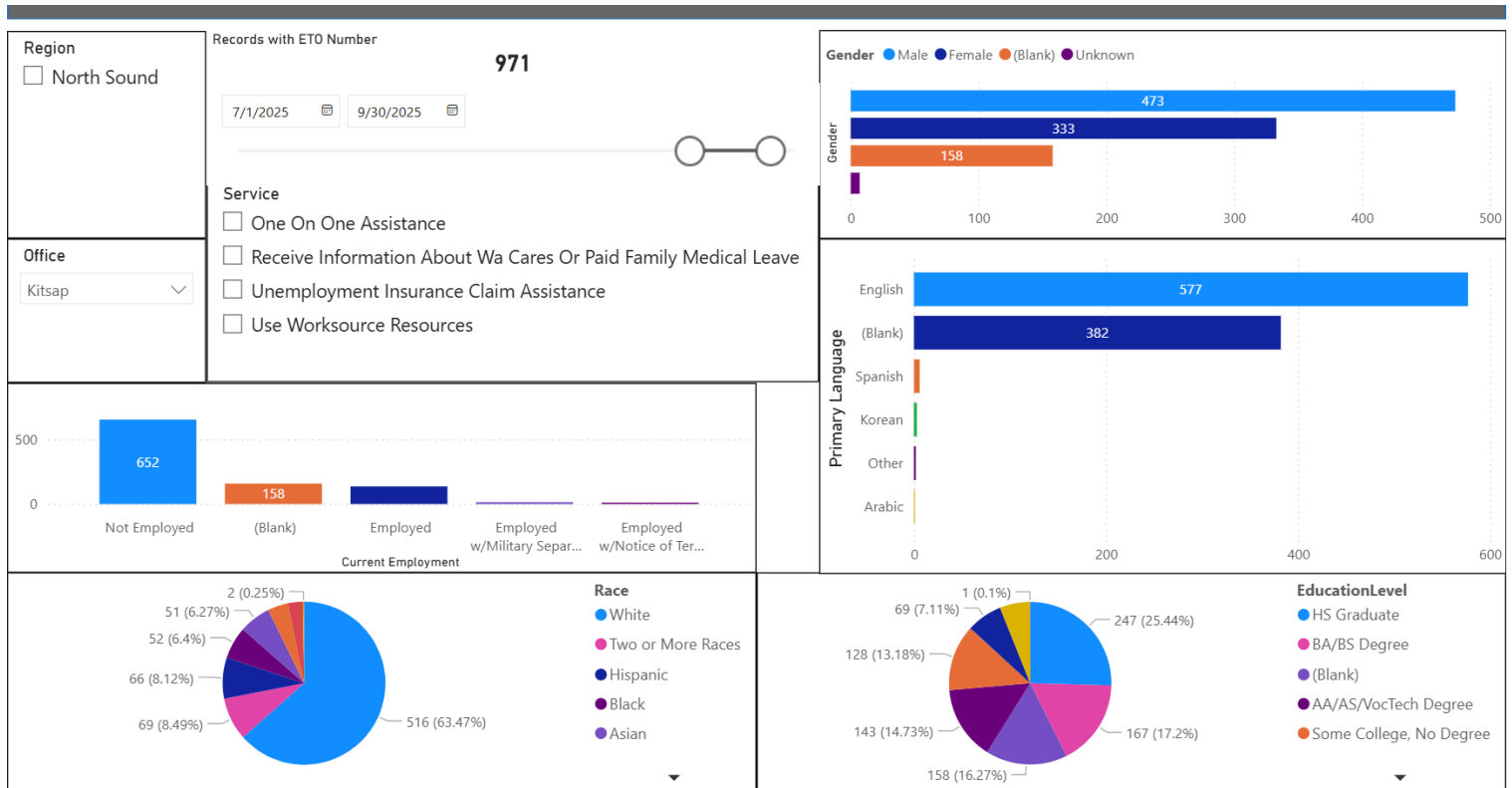
WorkSource Kitsap, Silverdale:

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>

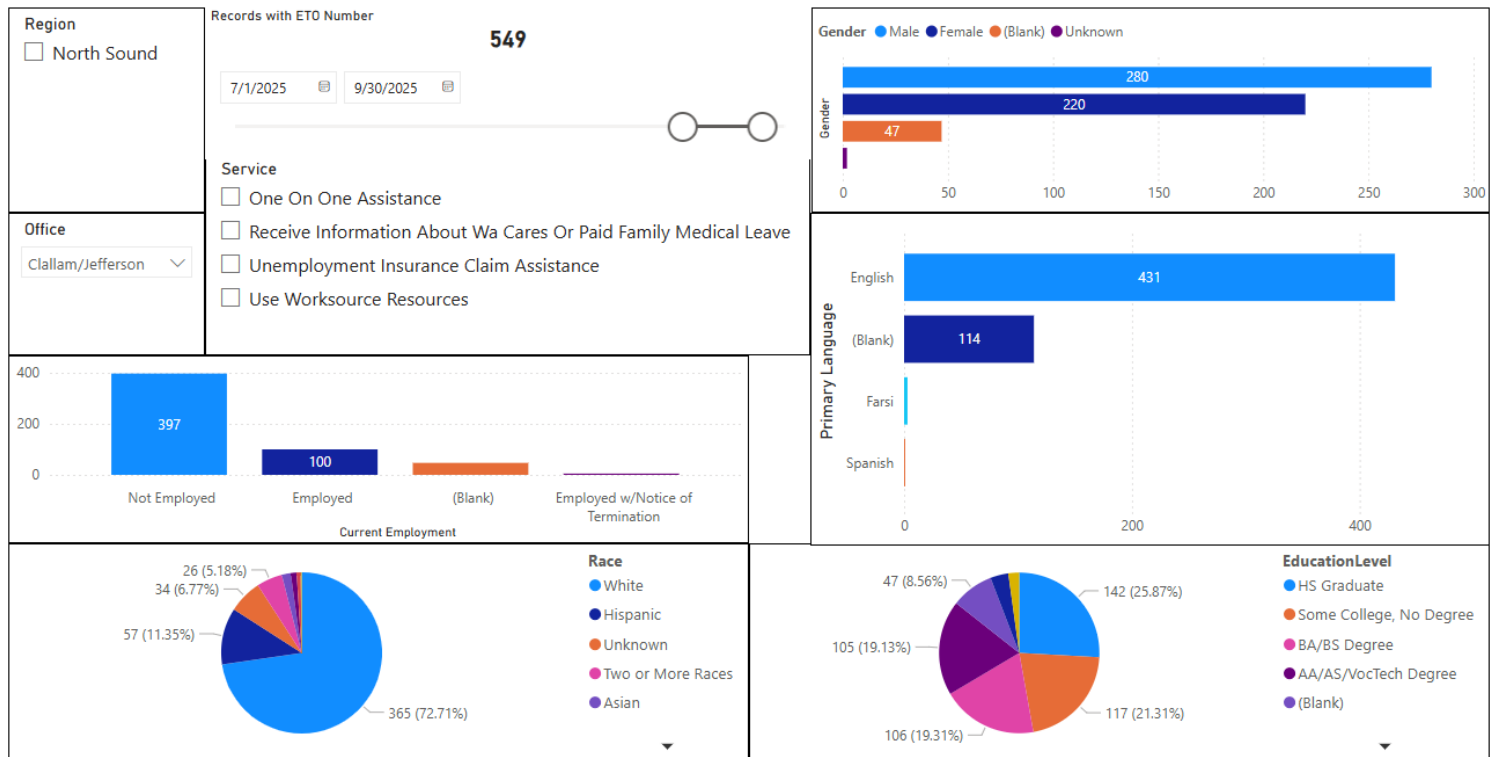
WorkSource Clallam, Sequim:

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.

**EXECUTIVE COMMITTEE**

Chair - Marilyn Hoppen, *SVP Human Resources Kitsap Bank*
 Vice Chair - Monica Blackwood, *CEO/President West Sound Workforce*
 Jessica Barr, *Regional Director Washington State Employment Security Dept.*
 Cordi Fitzpatrick, *Human Resources Director Security Services Northwest*
 Chuck Moe, *Field Rep Northwest Laborers-Employers Training*

COUNCIL MEMBERSBusiness Members

Nicholas Gianakakos, *Program Manager General Dynamics NASSCO*
 Daniel Stegier, *CEO/President Lumber Trades, Inc*
 Gillian Niuman, *Human Resources People Support Services*
 Nicole Brickman, *Human Resources Director YMCA Kitsap*
 Gregory Dronkert, *CEO/President Pacific Mobility Group, Inc.*
 Peter Johnson, *HR Manager McKinley Paper Company*
 Heidi Lamprecht, *Co-Founder Paella House Franchisees and Training*
 Matthew Murphy, *President/CEO South Kitsap Chamber of Commerce*
 Lisa Donlon, *General Manager Windermere Commercial*
 Megan Mason-Todd, *Workforce Development Director Snookum*
Economic Development Members
 Colleen McAleer, *Executive Director Clallam Economic Development Co.*
 Cindy Brooks, *Executive Director Team Jefferson EDS*
Labor Members
 Rusty Grable, *Business Rep & Organizer Machinist Union District 160*
 Neal Holm, *Electrician and Membership Development IBEW 46*

Business Members

Dr. Suzy Ames, *Peninsula College President*
 Dr. Marty Cavalluzzi, *President Olympic College*

Education K-12 Members

Aaron Leavell, *OESD #114 Superintendent*
 Dr. Kareen Borders, *South Kitsap School District*
 Kevin Gallacci, *General Manager Clallam Transit System*

Public Service Members

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

Community Based Members

Anthony Ives, *Executive Director Kitsap Community Resources*
 Jeff Randal, *Secretary District 1 Jefferson PUD*

YOUTH COMMITTEE MEETING AGENDA

DATE: November 13, 2025

TIME: 9:00 a.m. – 9:50 a.m.

LOCATION: [ZOOM](#)

ACTION ITEMS:

1. Call to Order – 9:02 a.m.
2. Approval of Agenda
3. Approval of Meeting Minutes from September 19, 2025 (Att. A)

DISCUSSION ITEMS:

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

Attachment A

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
YOUTH COMMITTEE SUMMARY
September 19, 2025**

ATTENDANCE: Jeff Allen, Tiffany Skidmore, Summer Evert, Kareen Borders, Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Friday, September 19th in-person and via ZOOM.

APPROVAL OF SUMMARY:

The Youth Committee's July 10, 2025, Meeting Minutes and September 19, 2025, Agenda reviewed and approved.

DISCUSSION

1. Pathways Update

- a. Increase in youth interest in post-secondary opportunities.
- b. Stronger Jefferson County presence noted.
- c. Youth staff attending upcoming career resource event with regional high schools and colleges.
- d. Higher volume of youth walk-ins to centers.
- e. Many youth feeling discouraged with the job market as entry-level jobs are being filled by older adults.
- f. Youth staff to shorten WEX timeframe due to limited funding.
- g. WEX opportunities will be prioritized for youth who need the most experience and exposure.

2. General Updates

- a. CCL
 - i. Gates Horizon Grant increasing post-secondary interest through advertising and enrollment initiatives.
 - 15 districts and tribal schools participating in the grant.
 - ii. Google funding 18 agencies through AI=Strengthen Learning program.
 - Funding supports development of AI curriculums, teacher training, and inclusive learning experiences.
 - iii. STEM Cafes and Workshops allow teachers and administrators to:
 - Learn about career pathways.
 - Participate in hands-on activities to take back to the classroom.
 - iv. Proposals have been submitted; currently identifying needs and addressing gaps.
 - Several proposals submitted from healthcare providers and AI-focused initiatives.

- c. Tessera
 - i. Seeking 2 individuals (preference given to candidates with disabilities) to participate in a 3-month paid internship with the Intro to Maintenance Program, beginning January 2026.
- b. Open Doors
 - i. Starting October 1, 2025, serving 100 students
 - ii. Work with Kitsap Immigrant Assistance Center to assist in supporting immigrant youth to help improve their language skills and to support in locating resources to assist with family services.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:50 am.

Next Meeting: November 13, 2025, Virtual



Youth Round Up

- WorkRise published an “evidence-to-action” brief on [Employer Practices that Attract and Retain Young Workers](#). About 5 pages of executive summary with some additional, suggested readings.
- Updated [Career Bridge website](#).
- Allen Family Philanthropes is hosting an RFP for “[Creative Youth Development](#)” efforts that enable young people to develop artistic and leadership capabilities, advance wellbeing, and connect with their communities and the world around them. While it’s not an exact fit, some of our workforce development opportunities might encompass this work. Letter of Interest is due on November 19th.



Strategic Workforce Development Coalition

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

COUNCIL MEMBERS

Alex Lewis, *North Olympic Healthcare
Network*

Chuck Moe, *NW Laborers*

Cordi Fitzpatrick, *Security Services NW*

Danny Steiger, *Lumber Trades, Inc.*

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

Jeff Allen, *Olympic Educational Service
District #114*

Jessica Bar, *Employment Security
Department*

Marilyn Hoppen, *Kitsap Bank*

Megan Mason-Todd, *Skookum*

Monica Blackwood, *West Sound
Workforce*

Nicole Brickman, *YMCA*

Michael Refuerzo, *Booz Allen*

CONTRIBUTING MEMBERS

Danessa Gray, *Olympic College*

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

Elizabeth Court, *Kitsap Economic
Development Alliance*

Kristal Thomas, *Express Employment
Professionals*

Marty Reep, *Navy Lab Keyport*

Mike Robinson, *Employment Security
Dept.*

Wendy Fox, *Olympic College*

STAFF

Bill Dowling

Alissa Durkin

Luci Bench

David Herrick

Meeting Agenda

DATE: October 17th, 2025

TIME: 9:00 a.m. – 10:30 a.m.

LOCATION: In-person WorkSource Kitsap

ACTION ITEMS:

1. Welcome and Call to Order – 9:00 a.m.
2. Approval of June 20 meeting minutes (Att. 2, pgs. 2-3)

DISCUSSION ITEM:

3. Hiring individuals with Invisible Disabilities
 - a. T.A.C.T. with Mike Rowe
 - b. Next Steps Discussion and Action
4. Empowering Employers Event October – Frank Portello
5. Good of the Order
 - a. Workforce Report/ Data (Needs Assessment)
6. OWDC 2025 Calendar (Att. 6, pg. 4)
7. [Public Comment](https://www.cognitoforms.com/kitsapcounty1/owdcpubliccomment) — Submit by 12pm the day prior to the meeting via online form:
<https://www.cognitoforms.com/kitsapcounty1/owdcpubliccomment>

8. Adjourn

Next Meeting: TBD OWDC 2026 Calendar Approval November 13th, 2025



Strategic Workforce Development Coalition

Meeting Minutes

October 17, 2025

ATTENDEES: Marilyn Hoppen, Mike Robinson, Deb Welsh, Megan Mason-Todd, Elizabeth Court, Jessica Barr, Phoebe Reid, Lucinda Heidel, Carl Peterson, Michael Refurerzo, Danessa Gray, Kristal Thomas, Jessica Barr, Zeke Hill, Cordi Fitzpatrick, Jim Fetzer, Bill Dowling, Alissa Durkin, David Herrick, and Luci Bench

ACTION ITEMS

1. Call to Order 9:01am
2. Approval of June 20 meeting minutes. **MOTION:** Marilyn Hoppen moved to approve meeting notes as presented. Elizabeth Court seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

3. Hiring Individuals with Invisible Disabilities

- a. Shared video T.A.C.T. with Mike Rowe: <https://www.buildwithtact.org/pysk> 90% of the Autism community are unemployed.

Next steps: discussion and action: Megan shared Tessera has a facility in Colorado, and they are currently training 13 individuals with disabilities on facilities maintenance through OC [Introduction to Facilities Maintenance with Tessera](#)

Carl met with T.A.C.T. in 2018 and individuals with invisible disabilities focused on tech industry but are very well suited to work in trades.

What are the next steps for the coalition? The SWD Coalition's purpose is to assist business and job seekers with resources and tools to thrive.

Open discussion about different options for SWD Coalition, suggestions included business workshops, video series, taking part in business hiring panels, sharing out testimonials with businesses, accommodations tool kits, and tips and pitfalls' to hiring neurotypical versus neurodivergent.

Comments and resources provided in chat:

What is 'reasonable 'accommodations' and how do you implement them? What basic accommodation could employers offer as a standard practice?

West Sound Human Resource Management Association.

[Neurodiversity Academy](#)

[Neurodiversity Resources for Employers](#)

Case management for individuals with invisible disabilities: Tessera, Trillium, Peninsula Services, and Kitsap Applied Technology.

Services available for individuals with disabilities: DSB, DVR, ALISA, DDD, and FCS.

Reverse Job Fair, or an Abilities Fair; done in previous years in partnership with DSB, DVR, OC, and WS.

Action item: Luci will create a survey for coalition members to complete and commit to assisting developing and implementing.

4. **Empowering Employers Event** next Tuesday at WorkSource Silverdale from 9am to 1pm. Over 30 businesses registered to attend the event, over 12 resource tables, and 2 featured speakers. Report out at the next OWDC meeting.
5. Good of the Order
 - a. If you want the Jobs Reports and Leadership Newsletter from Express, email Kristal.thomas@expresspros.com your full name, email and organization.
 - b. Lucinda encouraged applying to DVR and provided the Order of Selection: [Order of Selection Information | DSHS](#)
6. Calendar reviewed.
 - a. Request for 2026 calendar. The OWDC 2026 calendar hasn't been approved by the board or council but will be sent out after the November meetings.
7. Public Comment: none.

Adjourn: 10:18am

Next meeting: TBD pending 2026 OWDC calendar approval.