



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*

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: June 21, 2024

TIME: 9:00 a.m. – 10:00p.m.

LOCATION: Virtually: [Microsoft Teams](#)

In-Person: Jefferson County Library - Humphrey Room
620 Cedar Ave, Port Hadlock, WA

ACTION ITEMS:

1. Call to Order – 9:00 a.m. and Welcome
2. Approval of April 12, 2024 Meeting Notes (Att. 2, pgs. 2-4)

DISCUSSION ITEM:

3. Women Focus Employment Event June 7th – Frank Portello (Att. 3, pg. 5)
4. Educators connecting with Businesses
 - a. Olympic College, Wendy Fox
 - b. Panel Question Discussion (Att. 4.b., pg. 6)
5. Good of the Order
6. OWDC 2024 Calendar (Att. 6, pg. 7)
7. Adjourn

Next Meeting: Hybrid August 16th, 2024



Strategic Workforce Development Coalition

Kick Off meeting-04/12/24

Action Items

1. SWDC Chair Nomination- Chairperson must be a OWDC Business voting member.
 - a. No floor nominations
 - b. Individuals may reach out to Luci Bench if they would like to nominate themselves.
2. Meeting Cadence
 - a. Most individuals opted for the coalition meetings to occur during the off months of the OWDC meetings.
 - b. The coalition meetings will take place on the third Friday via a hybrid format.

Discussions

1. Initiative Ideation

- a. Gina Lindal
 - i. Job Fairs
 1. Better coordination.
 2. Job fairs should be industry specific with increased participation from businesses.
 3. Look into the “why” less qualified job seekers.
- b. Mike Robinson
 - i. Making this coalition sustainable
 1. Commitment and structure-expand beyond those council members that are always participating, members and non-members.
 2. Increase awareness of what WorkSource is and why it’s there with education and training community.
 - ii. Focus on young adults that are slipping through the cracks.
 1. Lack the financial resources for post-secondary education or family support for participating in running start.
 2. Reshape high school and beyond plans. Workforce should be imbedded into those plans and tailored to suit the needs and circumstances of regions with lower-income demographics.
 - iii. Individuals who stopped looking for work.
 1. Outreach to mental health providers, EDC’s.
- c. Monica Blackwood
 - i. Job Fairs



Strategic Workforce Development Coalition

1. Individuals are scared. Loss ability to navigate themselves, get overwhelmed and retreat.
2. We should encompass every element of getting into the Workforce.
3. Job Fairs should be focused on specific demographic, create a comfortable space, second chance friendly.
- ii. Monthly podcasts
- d. Bill Dowling
 - i. Non-traditional pre-apprenticeships.
- e. Michael Refuerzo
 - i. Job Fairs
 1. Early childhood development.
 2. College level graduates and high schooler transitioning out.
 3. Start with large-scale job fair and move down to job fairs specifically tailored (demographic or sectors).
 4. What business will support this moving forward?
- f. Jeff Allen
 - i. 7 Generational Thinking
 1. Present moment and future moment, gaps to fill.
 2. Work we do now and carry that 7 generations forward-how can we do that?
 3. Career path awareness and exploration.
 - a. Middle school preparation, High School career launch with colleges and employers with meaningful paid work experience.
 4. Immigration influx, increase participation in workforce.
 - a. Gina Lindal added that DVR has these groups on their case loads and will send developed resources to these groups.
- g. Chuck Moe
 - i. Field trip every year to an industry sector to gain hands-on experience.
 - ii. Focus on trades.
 1. 12th graders sign up for apprenticeship program.
- h. Danessa Gray
 - i. Young adults are vocal about their needs and expectations within the workplace.
 - ii. Educate employers about the evolving needs and expectations of young adults in the workforce, consider implementing trainings.



Strategic Workforce Development Coalition

- i. Megan Mason-Todd
 - i. Individuals with Disabilities in the workforce
 - 1. Skookum hosts quarterly event, 60-minute networking session with how to employers can accommodate individuals with disabilities.
 - 2. Vet Tribe
 - a. Meet once a month to discuss vets re-entering the workforce.
 - j. Danny Steiger
 - i. Quality NOT Quantity
 - 1. Linking job fairs with education and training institutions.
 - k. Frank Portello
 - i. Partner with regional libraries to host career day events.
 - l. Jessica Barr
 - i. Skill Based.
 - 1. What assessments are being used.
 - 2. Employers need to be looking at skills not degrees.
 - m. Wendy Fox
 - i. Continuing Based education
 - 1. Working with employers to determine the specific skill set they require of their employees, OC assisting with providing the education/training.
2. **Next Steps**
- a. How will we ensure the long-term sustainability and success of this coalition?
 - i. community platform for continual ideation-MURAL?
 - b. Job Fair
 - i. Event end of May in each county
 - 1. Focused on demographics then specifically tailor it down to industry/sectors.
 - 2. Work with our community partners to coordinate the fair.
 - 3. Monica and Megan volunteered to drive the event. Updates will be posted on selected community platform.
 - ii. Development of resource tool.



Employment Workshop Friday, June 7, 2024 11am—1pm

Haselwood YMCA 3909 NW Randall Way, Silverdale

Keynote Speaker: Vicki Collins, M.S. Ed



Vicki holds a Master of Science degree in Education, Curriculum and Instruction, as well as over 25 years of serving as a trainer and mentor to adults and young people amongst many other amazing accomplishments in the community.

Join us in empowering women and gender expansive individuals along their professional journey! This event provides support, resources, and opportunities for women looking to re-enter the workforce. Whether you're returning after a career break, seeking new skills, or simply eager to excel, we're here to help you thrive!

Reserve your seat today!

To sign-up scan the QR code below:



Strategic Workforce Development Coalition



Business Appearance



Educational Assistance



Financial Aid



Mock Interviews



Clothing Closet



Resume Assistance



Entrepreneurship & Branding



SKOOKUM



**WEST SOUND
— WORKFORCE —**



A proud partner of the American Job Center network



1. **How do you identify the current and future needs of businesses and industries when designing educational programs?**
 - This question aims to understand the methods and tools used for market research and industry analysis. It also explores the partnerships and collaborations with businesses to stay updated on workforce trends.

2. **Can you provide 3 key elements into the process of developing a new program from initial concept to implementation? (are businesses engaged at this point?)**
 - This question helps to elucidate the steps involved in program creation, including curriculum development, resource allocation, and stakeholder involvement.

3. **How do you ensure that the programs remain relevant and up-to-date with evolving industry standards and technological advancements? Who have you worked with?**
 - This seeks to understand the mechanisms for continuous improvement, such as feedback loops, advisory boards, and industry certifications.

4. **What strategies do you employ to integrate practical, hands-on experience with theoretical learning in your programs?**
 - This question focuses on the balance between academic knowledge and practical skills, including internships, co-op programs, lab work, and real-world projects.

5. **How do you measure the success and impact of your programs on both students and the business community?**
 - This aims to uncover the metrics and evaluation methods used to assess program effectiveness, student outcomes, and alignment with business needs.

2024 Meetings

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

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	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
24	25	26	27	28	29	30

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				

OCB Meeting (3rd Fridays)

10am-12pm

January 19
March 15
July 19
September 20

OCB - OWDC Joint Meeting

9am-12pm

May 17
November 15

SWD Coalition Meeting (3rd Friday)

9-10:30am

April 12
June 21
August 16
October 18
December 20

OWDC Meeting (2nd Thursday)

10am-12pm

January 11
March 14
July 11
September 12

Executive Meeting (2nd Tuesdays)

10am-12pm

January 9
March 12
May 14
July 9
September 10
November 12