



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*

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: December 20th, 2024

TIME: 9:00 a.m. – 10:00 a.m.

LOCATION: [Microsoft TEAMS](#)

Meeting ID: 269 185 957 352

Passcode: gnibe2

ACTION ITEMS:

1. Welcome and Call to Order – 9:00 a.m.
2. Approval of October 18 2024 Meeting Minutes (Att. 2, pgs. 2)

DISCUSSION ITEM:

3. Employer Training Event
4. Commerce Reinvestment Fund Grant Awardees
 - a. Phase I and Phase II - 10 Awardees
 - b. Phase III January 2025
5. AI in Workforce Development (Att. 5, pg. 3-7)
6. Good of the Order
7. OWDC 2025 Calendar (Att. 7, pg. 8-9)
8. Adjourn

Next Meeting: Hybrid February 21, 2025



Strategic Workforce Development Coalition

Meeting Minutes

October 18, 2024

ATTENDEES:

IN-PERSON: Molly Propst, Deborah Welsh, Una Wirkebau, Kystal Thomas, Frank Portello, Bill Dowling and Luci Bench

VIRTUAL: John Glynn, Cordi Fitzpatrick, Danessa Gray, Gina Lindal, Marilyn Hopkins, Mike Robinson, Ed Looby, Danny Steiger, Megan Mason-Todd, Phillip Godinez, Marty Reep, Kati Johnson, and Alissa Durkin.

ACTION ITEMS

1. Call to Order: 9:09am
2. Approval of August 15th meeting minutes.

MOTION: Mike Robinson moved to approve August 15 meeting notes as presented. Cordi Fitzpatrick seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

3. Empowering Women's Event – Una Wirkebau shared the event success! Estimated 45 people in attendance, which includes local businesses, education, childcare, mock interviews and clothing closet. Panel discussion very well received, and panelist met one-on-one with attendees after the presentation. Looking forward to holding another event in the beginning of 2025.
4. Commerce Reinvestment Fund Grant Awardees – Internal and external evaluations of the application completed, and the top five were identified. On October 1st Frank Portello and Luci Bench presented each of the five winners a certificate, answered questions, and gave them the contact information. Work with each of the businesses has begun to purchase the items.
5. Business Support & The Public workforce System – John Glynn, Strategic Initiatives Manager, WWA. PowerPoint provided. Further discussion included: how to education businesses about justice involved job seekers, workshops, shared work, rapid response, CRF, partnering with CBO's, Workforce Job matching and how to combined skill transfers and education.
6. Business Tool Kit – discussion and suggested additions or resources to locate and integrate: Coffee Oasis 2021 Resource Tools, KEDA is developing a links and resources, reach out to other EDC's, add a CBO section.
7. Good of the Order – none at this time.
8. Calendar – reviewed, no discussion.

Adjourn: 10:28am

Next meeting: December 20th, Virtually via TEAMS



Strategic Workforce Development Coalition

AI in Workforce Development

December 20, 2024

Using AI in workforce planning for **Clallam, Jefferson, and Kitsap Counties** can provide actionable insights tailored to the unique characteristics of these regions. Here's how it applies:

1. Analyzing Local Labor Market Trends

AI can help identify patterns in job postings, industry growth, and workforce demographics across the three counties:

- **Real-Time Job Market Insights:** AI tools can scrape online job boards, company websites, and industry data to identify in-demand roles and skills.
- **Sector-Specific Trends:**
 - In **Clallam County**, focus areas might include healthcare, forestry, and manufacturing.
 - **Jefferson County** could benefit from tracking tourism, marine trades, and renewable energy opportunities.
 - **Kitsap County** might prioritize defense, technology, and maritime industries.
- **Labor Participation and Demographics:** AI can analyze workforce participation rates, aging populations, and potential labor shortages.

The workforce participation rate in Clallam County is notably lower than the state and national averages, influenced by its demographic characteristics and economic landscape. As of recent analyses:

Participation Rate: Clallam County's labor force participation rate is approximately 43.0%, significantly below Washington state's average of 65%. This is largely attributed to a high retiree population, with individuals aged 65 and older comprising 30.5% of the county's population—nearly double the state average of 15.9%.

Demographic Impact: The working-age population (16–64 years) shows varied participation, with younger groups (20–44 years) maintaining participation rates above 73%, while rates drop sharply among individuals aged 55 and older.

- Clallam County's population is predominantly white (87.1%), with smaller but active participation among Hispanic, Asian, and Native populations. Notably, unemployment rates vary significantly among racial groups.

Challenges and Opportunities:

- **Aging Workforce:** The county faces challenges in replacing retiring workers, as younger populations are less represented, and attracting younger families is difficult due to housing affordability and limited amenities.
- **Economic Sectors:** Healthcare, government, and tourism are key industries that sustain employment in the region. Investments in skill development for these sectors, coupled with support for remote work options, could help boost participation.
- Strategies to address these issues could include targeted training programs for younger residents, initiatives to attract professionals and families, and support for aging workers to remain in the labor force. Leveraging local strengths, such as healthcare and maritime industries, while addressing barriers like housing and amenities, could improve workforce engagement.

Jefferson County, Washington, has a labor force participation rate of approximately **66%**, which is higher than both the state and national averages. This is indicative of a relatively engaged working-age population despite the county's significant proportion of older residents. Key points about the workforce in Jefferson County include:

1. Demographics:

- The county has a substantial aging population, with a median age of over 41 years. Older age groups influence workforce dynamics, particularly with many nearing or in retirement.

2. Industries Driving Participation:

- The largest sectors include manufacturing, health care, social assistance, education, retail trade, and construction. Manufacturing is a particularly strong industry, with significant investments in food and beverage production and machinery manufacturing.

3. Barriers and Opportunities:

- Challenges include housing affordability and limited amenities for families, which can deter younger professionals.
- Educational and skill development resources, such as dual-enrollment programs and technical training, support a robust and skilled workforce.

4. Unemployment:

- The unemployment rate in Jefferson County is relatively low, at around 2.9%, suggesting a healthy demand for labor but also potential constraints on growth due to a limited available labor pool.

This data highlights Jefferson County's engaged workforce but also underscores the importance of addressing infrastructure, housing, and family-focused amenities to sustain and grow its labor force

Kitsap County's workforce participation rate is approximately **61.8%**, slightly below Washington state's average but reflective of a robust labor market in a predominantly public-sector-driven economy. Here are the key points of analysis:

Workforce Participation and Demographics

1. Participation Rate:

- Kitsap County's rate of 61.8% includes both employed individuals and those actively seeking work, indicating a moderate level of workforce engagement compared to the state average of 65%.

2. Demographic Composition:

- Residents aged 65 and older account for 18.4% of the population, higher than the state average of 15.9%, which lowers overall participation rates as this group transitions out of the labor force.
- The county's population is less diverse than the state overall, with white residents comprising 82.5% of the population, followed by smaller percentages of Asian, Black, and Hispanic residents.

Key Employment Sectors

1. Public Sector Dominance:

- Naval Base Kitsap is the largest employer, accounting for approximately 60% of the workforce in the public sector, which employs a total of 48,829 workers. This dominance contributes significantly to workforce stability.

2. Private Sector Growth:

- The private sector employs 14,218 individuals, with notable sectors including healthcare, technology, and construction.

Challenges and Opportunities

1. Housing and Wages:

- Housing affordability is a concern, with median housing costs requiring higher wages than many residents earn. This can impact workforce retention and attraction.

2. Educational Attainment:

- About 34.4% of the population holds a bachelor's degree or higher, which aligns closely with state averages and supports the skilled labor demand of the public and private sectors.

3. Sectoral Dependence:

- The reliance on public sector employment presents both stability and risk, as shifts in federal funding or policy could significantly impact the local economy.

Overall, Kitsap County demonstrates a strong public sector-driven workforce with opportunities to bolster private sector growth and address demographic challenges related to aging and housing affordability. Strategic efforts to diversify the economy and improve amenities could enhance workforce participation and economic resilience.

2. Forecasting Future Skill Demands

AI models use historical and current data to predict future skill needs:

- **Emerging Industries:** Predict which sectors (e.g., green energy, cybersecurity) are likely to grow in these counties based on state and federal investments.
- **Skills Gap Analysis:** Highlight gaps between existing workforce skills and the competencies required for future job opportunities.
- **Training Program Alignment:** Guide local training providers to focus on certifications or courses that align with predicted demands.

3. Enhancing Workforce Development Programs

AI insights can improve the design and delivery of workforce programs:

- **Targeted Interventions:** Focus on reskilling programs for displaced workers in industries experiencing automation (e.g., traditional manufacturing).
- **Youth Workforce Preparation:** Develop programs targeting high school and community college students in areas of projected growth, such as technology or healthcare.
- **Equity and Inclusion:** Use AI to identify populations (e.g., veterans, rural residents) that might need tailored support to access new opportunities.

4. Supporting Economic Development

AI-driven workforce insights help local governments and businesses make informed decisions:

- **Business Attraction and Retention:** Provide data to attract employers by showcasing a workforce aligned with their needs.
 - **Regional Collaboration:** Encourage partnerships across Clallam, Jefferson, and Kitsap Counties by identifying shared industry growth areas (e.g., maritime trades, technology).
 - **Infrastructure Planning:** Support decisions on transportation, broadband, and housing investments by analyzing workforce mobility and remote work trends.
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5. Tools and Platforms

Some AI-driven tools applicable to the counties include:

- **EMSIs Burning Glass:** For labor market analytics and skill forecasting.
 - **Lightcast:** To analyze local economic and workforce trends.
 - **AI Chatbots for Career Guidance:** Implement virtual assistants for job seekers in rural areas to navigate training and job opportunities.
 - **Customized Dashboards:** Create interactive dashboards for regional stakeholders to explore data trends in real-time.
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Local Relevance

Given the mix of rural and urban environments in these counties:

- Clallam and Jefferson may use AI to address workforce challenges like low population density and aging demographics by focusing on remote work and healthcare training.
- Kitsap County, with its proximity to urban centers and naval bases, could emphasize technology training and collaboration with military-connected populations.

Using AI in this way ensures workforce strategies are data-driven, adaptable, and aligned with regional economic needs.

2025

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

Olympic Consortium Board Meetings	
3rd Friday Bi-Monthly	10am-12pm

January 17, 2025
 May 16, 2025
 July 18, 2025
 November 21, 2025

Olympic Workforce Development Council	
Youth Committee	9am-10am
2nd Thursday Bi-Monthly	10am-12pm

January 9, 2025
 May 8, 2025
 July 10, 2025
 November 13, 2025

OCB - OWDC Joint Meetings	
Spring & Fall - Friday	10am-12pm

March 21, 2025
 September 19, 2025

Executive Meeting	
Last Tuesday Bi-Monthly	10am-12pm

February 25, 2025
 April 29, 2025
 June 24, 2025
 August 26, 2025
 October 28, 2025

SWD Coalition Meeting	
3rd Friday Bi-Monthly	9-10:30am

February 21, 2025
 April 18, 2025
 June 20, 2025
 August 15, 2025
 October 17, 2025