



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: February 21st, 2025

TIME: 9:00 a.m. – 10:30 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 December 20, 2004 Meeting Minutes (Att. 2, pgs. 2-4)

DISCUSSION ITEM:

3. Empowering Employers Event Planning (Att. 3, pg. 5)
 - a. May 7th @ Bay Club, Port Ludlow
4. Guest Presenters:
 - a. Invisible Disabilities, Danessa Gray
 - b. AI in the workplace, Albert Froling
5. Good of the Order
6. OWDC 2025 Calendar (Att. 6, pg. 6)
7. [Public Comment](#)
8. Adjourn

Next Meeting: April 18, 2024 Location Clallam/Jefferson



Strategic Workforce Development Coalition

Meeting Minutes
December 20, 2024

ATTENDEES:

VIRTUAL: Gina Lindal, Jessica Barr, Frank Portello, Bill Martin, Alissa Durkin, Chuck Moe, Molly Propst, Jim Fetzer, Ed Looby, Bill Dowling, Marty Reep, Nicole Brickman, Lisa Wheeler, Mike Robinson, Mike Refuerzo, Martin Cavalluzzi, Cindy Brooks, Wendy Fox, Danessa Gray, Zeke Hill, and Luci Bench

ACTION ITEMS

1. Call to Order: 9:04am
2. Approval of October 18th meeting minutes.

MOTION: Gina Lindal moved to approve October 18 meeting notes as presented. Mike Refuerzo seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

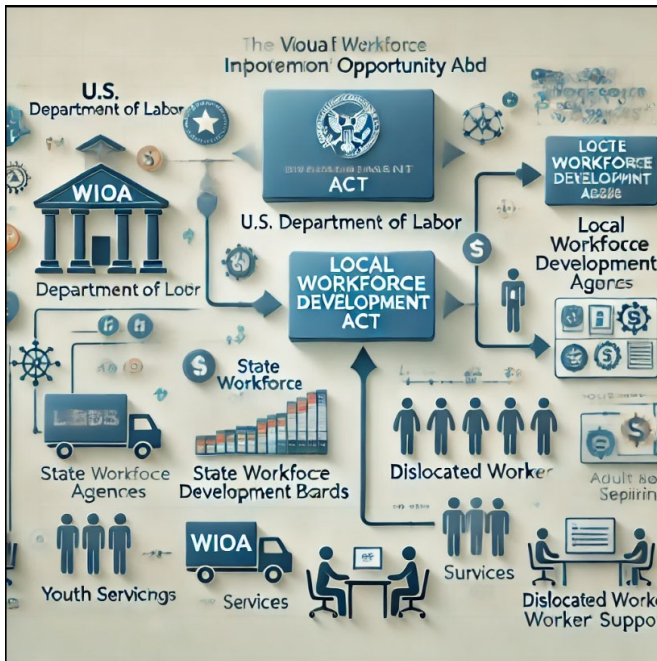
3. Employer Training Event – Notes from December 10 planning meeting shared and discussed. Poll to planning member only received 4 responses, Luci asked all in attendance to select one of the four topics for the event and put their vote in chat, result below.
 - Hiring individuals with disabilities - 3
 - Hiring Justice Involved - 2
 - Hiring the new generation - 10
 - Hiring veterans and military spouses – 0

Chuck noted that the current date range we're shooting for is in the middle of the legislative session and suggested moving it out. Attendees all agreed on moving date range to April 28th to May 9th.

Lisa asked clarifying question about the topic Hiring the New Generation. Danessa

4. Commerce Reinvestment Fund Grant Awardees – Frank shared the wrap up of 10 small business grants. All 10 businesses have purchased their items, nearly \$85,000 in employee training, dance equipment, inventory technology, downpayment on a van, enclosed trailer, landscaping equipment, and kitchen appliances! Shane Crowell with Puget Sound Sealcoating and Striping stopped by WorkSource Kitsap to show the team the new trailer he was able to purchase with the grant.
Phase III – focused on Non-Profit 501(c) who serve Black, Tribal, and Latin communities. Application will be accepted January 10th through 31st. Looking for external evaluators; Gina and Jessica volunteered.
5. AI in Workforce Development – Luci shared November WWA Conference focus on using AI to simplify work. Using Chat GPT conducted a search on "Using AI in workforce planning for Clallam, Jefferson, and Kitsap Counties" the three pages of information Chat GPT produced contained a summary of the same data found during the OWDC months

long needs assessment and creation of our local 4-year plan. Demonstrated a search for “Can you create a visual workflow of how WIOA funds start at the federal level and finally get awarded to local workforce development boards?”



The same google search in images doesn’t produce anything as detailed and visual. Discussion on best practices: Mike shared his take aways from the conferences keynote speaker Charlene Li.

How Generative AI Creates Value In Organizations			
Department	Analyze	Automate	Optimize
Finance	Financial forecasting, fraud detection	Bookkeeping, financial reporting	Cash flow management, investments, budgets
HR	Predict workforce needs	Candidate scheduling, interviewing, onboarding, personalized training	Employee engagement, work schedules
IT	Detect cybersecurity threats, identify phishing and fraud	Update security, write secure code	Generate scenarios of future attacks, data anonymization
Legal and Compliance	Monitor regulatory changes, review contracts	Compliance reporting, document review	Mitigate risks, optimize policies for compliance
Manufacturing / Supply Chain	Demand forecasting, identify process and quality gaps, supplier performance	Order fulfillment, reduce errors, maintenance scheduling, reorder inventory	Resources, work schedules, inventory levels, energy consumption, route optimization
Marketing	Identify segments, scan market trends, customer journey mapping / segmentation	Generate 1:1 personalized marketing content and offers	Dynamic campaign adjustments, dynamic pricing
Operations / Support	Identify issues from customer or employee feedback, churn prediction	Self-service support, update knowledge bases, Answer internal requests	Allocate resources, people, time
Sales	Generate leads, sales forecasting	CRM entry, social content, proactive customer outreach	Customer lifetime value, sales funnel
Strategy	Forecast future trends, risk assessment	Generate strategic and project plans, risk management	Product/service portfolio, scenario planning
Sustainability / CSR	Compare the impact of CSR initiatives	Monitor sustainability metrics, tracking and reporting	Reduce waste, improve energy efficiency, optimize initiatives

Lisa noted that DSB is currently working on policy on ethical standards of using AI to assist customers. She’s also attended several conferences this year that focused on using

AI. Mike suggested being an early adopter of AI. Bill noted that staff should be using AI to assist customers but customers with digital literacy may be out of scope at this time. Molly asked if AI were a topic members would like in 2025, attendees agreed.

6. Good of the Order – Luci thanked the coalition for their support and engagement in 2024, it's been incredibly rewarding to work with all the coalition members this past year.
7. Calendar – reviewed, no discussion.

Adjourn: 9:56am

Next meeting: Hybrid February 21, 2025

EMPOWERING EMPLOYERS

Featured Speakers



Elaine Turso
Social Media & Technology



Lucretia Robertson
Bridging a Multigenerational Workforce



Kristal Thomas
Resilient Leadership & Stress Management

Hiring the New Generation:

Empower Your Workforce

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

Stay tuned for updates!

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



MAY 7, 2025



10:00AM-12:30PM



BAY CLUB, PORT LUDLOW



Register Here

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

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

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

2025

January						
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December						
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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