



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*

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

Meeting Agenda

DATE: June 20, 2025

TIME: 9:00 a.m. – 10:30 a.m.

LOCATION: In-Person: WorkSource Kitsap
3120 NW Randall Way, Silverdale

[Microsoft Teams](#)

Meeting ID: TBD

ACTION ITEMS:

1. Welcome and Call to Order – 9:00 a.m.
2. Approval of April 18 meeting minutes (Att. 2, pgs. 2-3)

DISCUSSION ITEM:

3. Recompete (Workforce Development) Update – Una
4. Invisible Disabilities Survey Results
 - a. Navigating Compliance – Danny Steiger
5. Empowering Employers Event – Frank Portello (Att. 5, pg. 4-5)
6. Good of the Order
 - a. Professional Development Event for Employers Kitsap October
 - b. Workforce Report/ Data (Needs Assessment)
 - i. Request update from all 3 counties

7. OWDC 2025 Calendar (Att. 7, pg. 6)

8. [Public Comment](https://www.cognitoforms.com/kitsapcounty1/owdcpbliccomment) – Submit by 12pm the day prior to the meeting via online form:
<https://www.cognitoforms.com/kitsapcounty1/owdcpbliccomment>

9. Adjourn

Next Meeting: August 15, 2024 location Clallam



Strategic Workforce Development Coalition

Meeting Minutes

April 18, 2025

ATTENDEES: Molly Propst, Chuck Moe, Cordi Fitzpatrick, Danny Steiger, Sonja Muir, Lisa Wheeler, Cindy Brooks, Wendy Fox, Danessa Gray, Zeke Hill, John Hjorten, Jessica Barr, Gina Lindal, Marilyn Hoppen, Frank Portello, Bill Dowling, Alissa Durkin, and Luci Bench

ACTION ITEMS

1. Call to Order 9:05am
2. Approval of February 21st meeting minutes. **MOTION:** Gina Lindal moved to approve meeting notes as presented. Jessica Barr seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

1. Human Resource hiring processes and creating work environments friendly for individuals with Invisible Disabilities. Molly presented, referencing Danessa Gray's 2/21 presentation and the 8 strategies.

Suggested tactics for interviewing discussed:

- Simulate the job environment the candidate will be working in,
- Change the location – go for a walk or coffee,
- Send interview questions in advance,
- Don't say there will be a test (may cause candidate to immediately shut down),
- Advise candidates that you work with to disclose the disability prior to interviewing,
- Work to reduce placing a candidate into the fight or flight mode.

What are businesses doing to be proactive and engage those with invisible disabilities in an equitable manner? Further discussion at the next meeting. Add resources to Business Resource Tool Kit.

Discussion about creating employer training. Wendy offered OC to host this training in their professional development module.

2. Workforce Development Survey Jefferson County data, unfortunately not available yet for distribution. Molly will be working with Kelly Watson to obtain the data and its applicability in the coalition's strategic goals.

Cindy mentioned it is more of a needs assessment and Peninsula College is heading up the Workforce Development side of the Recompete, which was the purpose of the survey to help inform needed actionable steps.

Further discussion about partnering with Una, Mike French, Betsy, Suzy, and others on how the coalition can assist.

3. Empowering Employers Event Planning, flyer provided. Request of the Coalition to send out to their distribution list to boost those registered.
4. Good of the Order: Discussion about receiving an update on Recompete Program impact on workforce and the clarifications offered by Cindy Brooks.
5. Calendar: none
6. Public Comment: none

Adjourn: 10:26am

Next meeting: June 20, 2025 tentative WorkSource Kitsap



Hiring the New Generation:

Empower Your Workforce



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

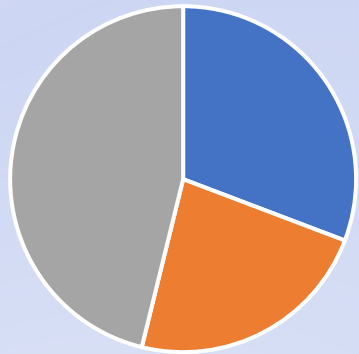
Social Media & Technology - Elaine Turso

Resilient Leadership & Stress Management - Kristal Thomas

Oh, the Workplaces You'll Go: Bridging a Multigenerational Workforce-
Lucretia Robertson

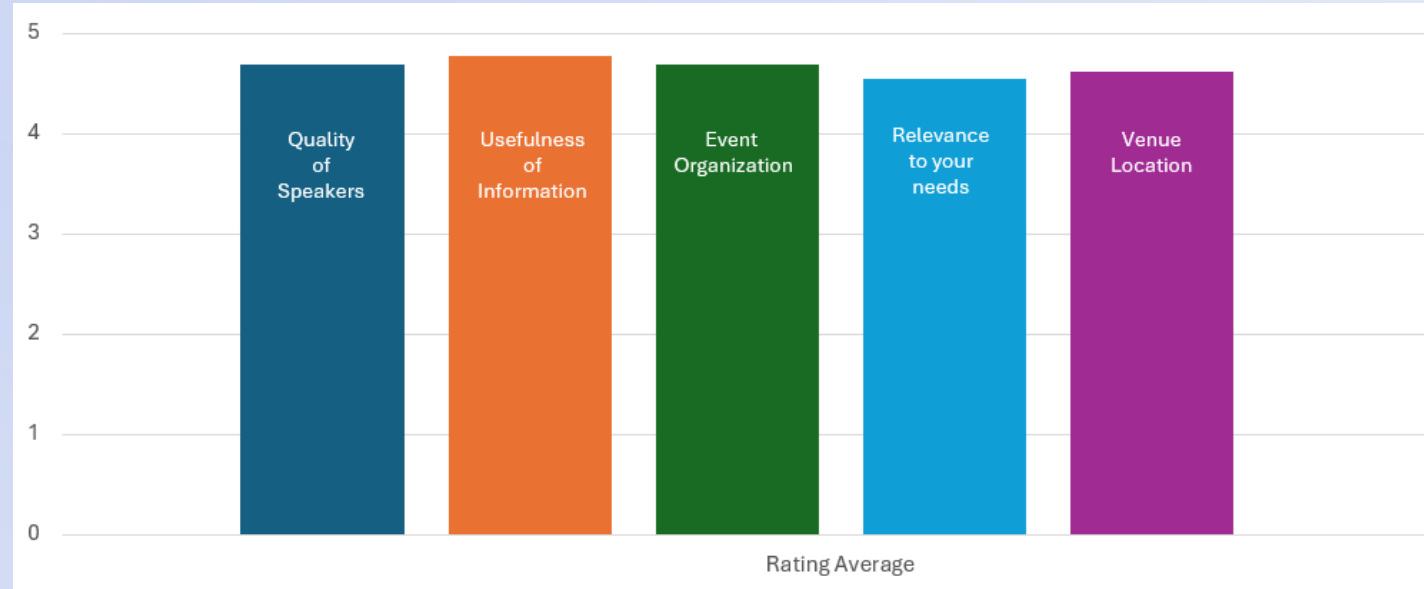
Employer Event Survey Results

How did you hear about the event?



■ Work ■ Email ■ Friend

15 Responses – 50% of attendees



- 100% of attendees were either Satisfied or Very Satisfied with the event.
- Positive comments focused on praise for the guest speakers and the importance of networking and further education.
- Feedback included concern over the depth of the research in the first presentation. As well as a need for being nonjudgemental with how the younger generation interacts with entering the workforce.

2025

January						
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July						
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September						
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October						
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November						
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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