



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. x, pgs. x)

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 (Att. x, pg. x)
5. Good of the Order
 - a. Workforce Report/ Data (Needs Assessment)
6. OWDC 2025 Calendar (Att. x, pg. x)
7. [Public Comment](https://www.cognitoforms.com/kitsapcounty1/owdcpubcomment) — Submit by 12pm the day prior to the meeting via online form:
<https://www.cognitoforms.com/kitsapcounty1/owdcpubcomment>
8. Adjourn

Next Meeting: October 17th, 2024 location Kitsap



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Meeting Minutes

June 20, 2025

ATTENDEES: Molly Propst, David Ballif, Phoebe Reid, Lucinda Heidel, Lisa Wheeler, Wendy Fox, Danessa Gray, Bill Martin, Kristal Thomas, Jessica Barr, Mike Robinson, Elizabeth Court, Gina Lindal, Cordi Fitzpatrick, Jim Fetzer, Frank Portello, Doug Washburn, Bill Dowling, Alissa Durkin, and Luci Bench

ACTION ITEMS

1. Call to Order 9:02am
2. Approval of April 18 meeting minutes. **MOTION:** Jessica Barr moved to approve meeting notes as presented. Elizabeth Court seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

3. Recompete Update – Una shared she's hired two new employees, Carol (communications and media) and Christy (analyst). Economic development has seen recent changes in DC and the 100% transition on who recompete is working with. Even with the change, work is continuing forward and rolling out governance. Currently working on developing a website and able to security the recompete.wa URL. Una's attended two recent events: Maritime and Juan de Fuca festivals. Able to capture information from job seekers and businesses that range from household size to business needs. Implementing a new CRM to create a database of all the feedback they are receiving from the events. Una will be getting to tour the Port Townsend Paper Mill next week, but Ben Fraiser, HR Director, already shared that they are getting 50-60 applications but still having issues with hiring. Finding that a successful candidate will ghost either before even starting or after working only a week.
4. Invisible Disabilities Survey Results – received 15 responses from the survey which was based on April 18th coalition meeting where attendees provided feedback about best practices and implementation suggestions. Feedback was categorized into four groups Inclusive Hiring & Interview Practices, Workplace accessibility & Tools, Supportive & Safe Work Culture, and Onboarding & Employer Buy-in. Survey respondents were provided the feedback and asked if they organization currently practiced the suggestions or if they would like more information.

Lisa Wheeler shared most of the results are characteristics of the population DSB serves, and some they hadn't considered. (create/support an employee resource group). Lisa noted it would be interesting to carry this information forward and build into training.

Una is interested in adding this type of information to a concept they are implementing "Recompete University".

Danny Steiger, not present, emailed feedback previously and it was shared concerning employee compliance and the legal ramifications. He voiced concern about how small businesses navigate hiring individuals with invisible disabilities.



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Kristal noted that the same EEO laws apply. She further noted that in her experience businesses needed to humanize the positions.

Mike offered DVR, Tessera and Ask Jan as resources.

Danessa offered that as someone with an invisible disability, her fear is the exact opposite of Danny's and agreed that business needed to humanize the positions, the stigma for individuals with disabilities applies to even those with invisible ones.

Molly suggested keeping open the survey for another week and then providing the results to the group. Brief discussion on a pamphlet or training.

5. Empowering Employers Event: Frank shared the two women's employing event last year led up to the decision and poll to move this years events to employer focused. The event in May was a success, with three speakers and resources tables at the Bay Club in Port Ludlow. 100% of attendees were either satisfied or very satisfied with the event!

Survey from the event provided and discussed.

Bringing the event to Kitsap in October, Frank requested volunteers for the planning team. Kristal, Danessa, and Elizabeth volunteered.

6. Good of the Order
 - Workforce Report/Data (Needs Assessment) request to all three counties EDC.
 - Elizabeth shared the FIFA cup is upcoming. KEDA will be publishing 2024 top employers, work is currently underway in the childcare supports, and KEDA Workforce Roundtable July 9th email Elizabeth for more information.
7. Calendar reviewed. No comment.
8. Public Comment: none.

Adjourn: 10:06am

Next meeting: August 15, WorkSource Sequim

NOW IN KITSAP



EMPOWERING EMPLOYERS

Hiring the New Generation:

*New and Updated Resources to Empower Your Workforce
Attract and Retain Talent with Resilience Training,
Communication Strategies, and Workforce Development*

If You Joined Us in Port Ludlow
Join Us Again in Kitsap



Tuesday

October 21, 2025



Time

09.00 AM - 12.00 PM



WorkSource Silverdale
3120 NW Randall Way
Silverdale, WA 98383

Featured Speakers



Lucretia Robertson

Bridging a
Multigenerational Workforce



Kristal Thomas

Resilient Leadership
& Stress Management



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

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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