



Strategic Workforce Planning

LUCI BENCH

JANUARY 11, 2023

Development of Purpose, Mission, Vision, and Values

PURPOSE: *The OWDC leads regional workforce efforts, dedicated to the development and implementation of innovative workforce systems, with a focus on community prosperity and economic well-being.*

MISSION: *Utilizing locally relevant data to empower innovative and agile workforce strategies; we focus on developing community prosperity, one job seeker and one employer at a time.*

VISION: *Achieving economic prosperity and exceeding the expectations of jobseekers and employers by providing data driven solutions and innovative strategies for workforce challenges.*

VALUES:



A word cloud of values including: Responsive, Diversity, Customer, Trustworthy, Integrity, Innovative, Centric, Empowerment, and Transparent.

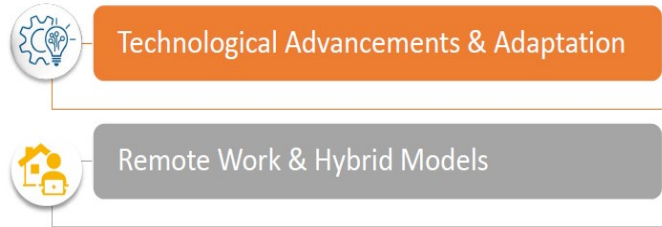


Needs Assessment Interviews & Results

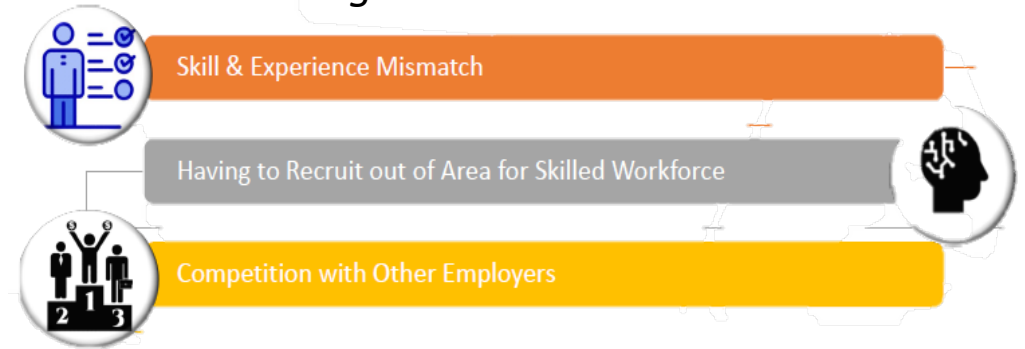
79% Council members interviewed
23 Council Members | 5 Alternates

# Interviews	28
Business	12
Community	6
Labor	1
Education	6
Economic Development	3

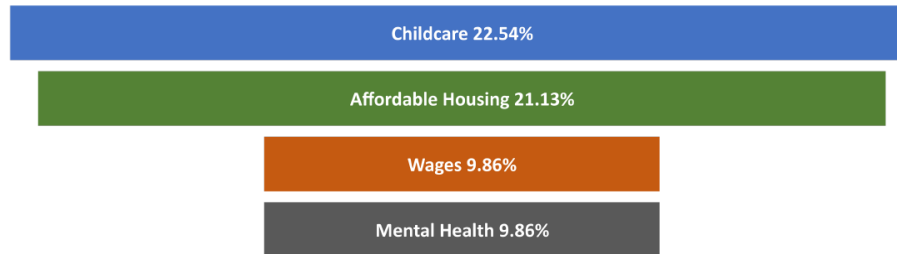
Positive Impacts



Organizational Barriers



Entering Employment Barriers



Knowledge & Skill Gaps



Recruitment & Retention

Organizational Changes &

Adaptation

Financially & Funding Issues

Industry-specific challenges

Community & Economic

Development



Work Group Outcomes



Economic Landscape



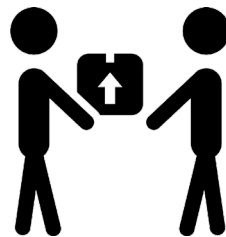
- Conduct Review
- Analyze Trends
- Review outcome data and existing research



Sector Strategies



- Develop a brief “report” or “snapshot” of current state to engage
 - Demand side – Employers
 - Supply side – Labor Pool




Service Delivery



- Identified
 - Champions
 - Resources
 - Resource gaps

2024-2028 Local Integrated Workforce Plan

- A. ✓ Articulate a vision for the local area's workforce development system.
- B. ✓ Develop goals, objectives, and strategies to increase skill levels, employment, earnings, customer satisfaction and return on workforce development investments.
- C. ✓ Develop a blueprint to utilize the area's strategic workforce assets to meet the requirements of the changing economy.
- D. ✓ Create a planning process, managed by LWDBs, that assures meaningful opportunities for business, labor, local chief elected officials, program operators, WorkSource partner agencies, and others to communicate their needs, offer perspectives and expertise, and participate in the process. The review and comment process for developing the local integrated workforce plan is transparent and dynamic, with opportunities for interested parties to comment as the plan is developed.

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- E. Create a plan that is focused on the unique needs and resources of the local area and is consistent with the state's strategic plan for workforce development, Talent and Prosperity for All.
 - F. Broadly share goals, objectives, and strategies that:
 - Represent the priorities of the LWDB and its partners.
 - Reflect stakeholder input.
 - Offer guidance and propose approaches that benefit customers of the workforce development system (employers, jobseekers, workers, students, and out-of-school youth).
 - Are supported by current and specific economic and demographic data and needs assessment.
 - Take into account existing workforce development programs and services.
 - Are informed by program performance.
 - G. Describe the local area's WIOA Title I operational plans.
 - H. Document WIOA Title I compliance through the use of an assurance checklist.



Next Steps

Strategic Workforce Planning Olympic Workforce Development Council SWDP Team

Project Start: Mon, 6/12/2023

Display Week: 1

TASK	ASSIGNED TO	PROGRESS	START	END	Jan 1, 2024							Jan 8, 2024							Jan 15, 2024							Jan 22, 2024							Jan 29, 2024									
					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	1	2	3	4			
					M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S			
Merge and Write Plan		29%	12/15/23	2/29/24	[Grey bar]					[Purple bar]																																
Review and combine NA & Group Work	Luci Bench	100%	12/15/23	1/11/24	[Grey bar]																																					
Gather and Schedule Volunteers	SWDP Team	0%	1/11/24	1/12/24												[Purple bar]																										
Outline	Council	75%	1/13/24	1/20/24															[Grey bar]							[Purple bar]																
Draft	Council	0%	1/21/24	2/4/24																						[Purple bar]																
Council & Board Review	Council	0%	2/5/24	2/12/24																													[Purple bar]									
Final Draft	Council	0%	2/13/24	2/29/24																																						
Submission		0%	3/1/24	5/23/24																																						
Public Comment Period		0%	3/1/24	3/31/24																																						
Draft due to WTB	OWDC Staff	0%	4/10/24	4/17/24																																						
Revisions from WTB if necessary	OWDC Staff	0%	4/17/24	5/15/24																																						
Final, signed local plans due to WTB	Council	0%	5/15/24	5/15/24																																						
Publish	Luci Bench	0%	5/16/24	5/23/24																																						



Goal Alignment



- Continuous collaboration with education and training systems within each county to enable flexibility and agility to meet the talent needs of businesses and industries. Through this collaboration we will develop and implement a local workforce agenda that reflects these needs.
 - Create relevant and adaptable support systems for students and job seekers to ensure participation in the workforce. These include wrap-around services and resources to assist and refer students and job seekers to engage involvement and success.
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- To promote the council's ability to make data-driven decisions, we will utilize local macro- and micro-economic data to track progress and outcomes.
 - Fostering demand-driven skill attainment with the current and further demands of the industries.
 - Implementation and continuous improvement of local policies and practices, especially those that promote quality jobs, environmental sustainability, and social inclusion.
 - In concert with the three-county Economic Development Alliances, we ensure the advancement of local community initiatives and industry needs.
 - Reaching individuals in rural areas with significant barriers to ensure equitable access to education, employment, support services through targeted outreach and engagement strategies.
 - Implementation of service delivery models via virtual services and connection points in rural partner locations.
 - Building a collaborative relationship with our region's tribal communities by committing to a long-term engagement, identifying shared goals and priorities, and adding tribal communities to our Memorandum of Understanding.
 - Creation of a Workforce Development Taskforce
 - To solicit business needs, collect local economic data, and develop industry best practices.
 - To engage training and education providers in meeting local labor market needs.
 - To assess and address barriers to obtaining and maintaining economic self-sufficiency.



Next Steps



Outline

- Combine Needs Assessment,
- Word Group Outcomes
- TAP
- Previous versions of plan.

Assign

- Council Member selection OR (?)

Draft

Review & Wordsmithing

Final Draft

Review

Approval



Volunteer Survey

Or [SWDP Volunteer Form \(cognitofrms.com\)](https://cognitofrms.com)





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