

The PacMtn region has officially executed its 2024 program year system MOU/IFA update - known as the *One Workforce-PacMtn WorkSource System Partnership Agreement*. This update to the 2020-2024 System MOU/IFA was the result of State level policy changes but also included updates to partner roles and the comprehensive center budget - or the Infrastructure Funding Agreement (IFA). The signature process went beyond the initial state deadline, however negotiations continued and resulted in full execution before further action was required. There will be an immediate release of a small language modification and further clarity on the affiliate site budgets. Though not governed by the IFA, affiliate budgets are referenced in the attachments. The budgets included for the Mason, Grays Harbor and Lewis sites were based upon estimates and did not show all partner contributions. The addendum will be circulated in early May for review and out for signature following the May Executive Finance Committee meeting. The press release and additional information can be found on the [Media](#) page of organization's website.

PacMtn CEO William Westmoreland met with the region's **Federal Reserve** representative in early April to discuss key challenges in the region. The important connection provides local communities the opportunity to share direct input to the Federal Reserve policymakers. Shared in the initial meeting were concerns around financial and digital literacy, child and elder care challenges, lack of impactful housing policy, and the region's growing ALICE (Asset Limited Income Constrained and Employed) population. Anyone wishing to provide information or input for future discussions can connect to our team via PacMtn's [Contact](#) form.

Carolyn Busch, Workforce Innovation Director and Industry Sector Program Coordinator for **Washington State's Department of Commerce**, met with PacMtn staff in early April as a part of her effort to build a stronger connection with Local Workforce Development Boards. The meeting focused on local workforce development efforts, regional challenges, and key industry sectors and efforts to support them. The director noted strong alignment with PacMtn's approach to sector development and our burgeoning Quality Jobs Initiatives. Additionally, the conversation covered upcoming state and federal funding opportunities and potential partnerships with Commerce. Work is underway for a future regional tour giving local employers and partners an opportunity to connect with the Director.

PacMtn's CEO William Westmorland and Business and Sector Engagement Director Naomi Sky visited *Pacific County* in April. The visit was an opportunity to meet with local community

leadership and employers to better understand key challenges for the community. The county's delegation included Sue Yirku - Executive Director of the Pacific County Economic Development Council (PCEDC), Jovon Vaughn - Director of the Willapa Harbor Chamber of Commerce, Shoalwater Bay Indian Tribe and Enterprise leadership, and a tour of Pacific Seafood facility. During the visit, the conversation focused on housing and childcare challenges, the hospitality and food production sectors and current funding opportunities. Workforce investment opportunities include English acquisition skills, work experiences for youth, administrative skills, and others to support the local economy.

In the early part of PY2022, PacMtn undertook an effort to better understand staff needs in two key areas - ***Compensation and Culture***. Working with a Human Resources consultant, PacMtn surveyed staff for direct input and launched a wage and compensation analysis. The survey presented several key opportunities to impact culture and some key considerations around compensation competitiveness. The wage and compensation analysis resulted in reclassification of some staff, consolidation of workloads, and updating of job descriptions. As a result of the work, PacMtn moved to a performance-based evaluation model for reviews and compensation considerations vs the "cost of living, time-in and bonus" model. The approach allowed team members the opportunity to develop new skills, increase their work contributions and to have clear goals to achieve that would impact their total compensation. A significant number of staff developed measurable skill improvements and expanded their job duties during the year, resulting in increases in their base wages, small cash bonuses, and even promotions. Further, all staff members have met the requirements for a year-end cash bonus and all will receive a raise. PacMtn will survey staff again in May to understand progress made in these areas and learn more on where to focus future efforts.

Work is under way for the **PY2024 Budget**. During the April combined board and consortium meeting, PacMtn CFO Wil Yeager and CEO William Westmoreland facilitated the annual budget workshop to share key budget considerations and provided an opportunity for input into the forming of the budget development. The initial budget will be presented to at the Executive Finance Committee meeting in June. The final initial budget will be presented for action at the June board meeting. Thoughts and input for the upcoming year can be shared with our team via PacMtn's [Contact](#) form.

Stories of Hope and Impact

Shared from our Business Services partner – Thurston County Chamber of Commerce:

We have strengthened our partnership with Olympia Master Builders, and they have agreed to support us in upcoming hiring events to find living-wage jobs for ANEW Construction Boot camp graduates. We had a large turnout for the hiring events following our CDL Training. Business included: Bekins NW, Crown Distributing of Aberdeen, Grays Harbor Transit, Intercity Transit, LeMay, Harbor Wholesale, Yellow, Mason County Public Works, Swift/Knight Transportation, Sierra Pacific Industries and Harbor Wholesale.

- We successfully placed a WEX intern into her desired position within the medical sector.
- There was a total of 11 graduates from our CDL trainings in January and February.
- There were five graduates from this program year's first ANEW Pre-Apprenticeship Construction Bootcamp.
- We began our March – May Bootcamp with 11 participants.
- WEX funds were used for boot camp participants, which means participants were paid \$18 an hour while in training.
- Three houseless individuals participated, or are currently participating, in the construction bootcamp.
- Two non-binary participants graduated in our first cohort, both of whom expressed their initial hesitation to join a program in a male-dominated field.
- One of the cohort participants was so impressed with ANEW's program, that he applied for a job with the organization after graduation.