

PacMtn was successful in securing a **Congressional Appropriation** to support the WorkEx and the A&P programs at Joint Base Lewis McCord. Senator Murray shared the news with PacMtn in late July. The \$1.5 million will be used to expand access to these highly successful military transition programs. WorkEx connects transitioning service members with civilian internships prior to separation, giving them the opportunity to gain relevant work experience to support their transition to post-service employment. The A&P program helps prepare transitioning service members to be successful in key aviation exams that can position them well for high-wage aircraft maintenance employment. Learn more at <https://pacmtn.org/investments/military/>.

PacMtn staff have been working with **PointNorth Consulting** to prepare for the fall retreat September 28, 2023 and the Local Plan – which is due in March 2024. The retreat will be held at the Little Creek Resort and Casino and will afford the Board and Consortium members the opportunity to support the development of the Local Plan. The 4-year plan sets the framework for systems partners to operate the system 2024-2027. To learn more about the Plan and to provide input, visit <https://pacmtn.org/governance/strategic-plan/>.

Results from **PacMtn's Annual Employee Survey** show continued progress on organizational culture, compensation, and employee morale. Significant gains were made related to employee development and pace of change. Additionally, staff reported that they are happy with their total compensation, direct supervision, and their workloads. There is opportunity for improvement with executive team communication, strategic initiatives, and individual salaries. These categories saw improvement, all reporting below 50% in the previous survey – with all at or above 60%, but all three remain below the 80% target. Work is afoot to improve overall communication and engagement around the strategic initiatives including implementation of organizational goals and the use of a new project management system. The effort is to connect everyone's individual goals and work to the overall goals of the organization. Additionally, our annual salary survey identified some potential salary gaps that have been closed. PacMtn will continue these surveys for the foreseeable future.

PacMtn is excited to Welcome two new **ESD Administrators** in the region Phyllis Martin and Sean Wiley. Phyllis is new to ESD and brings experience from Texas – a system that is known in the Workforce Development world for its effective Integrated Service Delivery system. We're already seeing the impact depth of her experience in action. Sean in an internal promotion for ESD. He brings a wealth of knowledge and community experience to the role. We're excited to see where their leadership takes the system.

In early April, William Westmoreland attended **DOL's Employment Training Administration Region 4 & 6 Convening** in San Diego; the first post-pandemic event for ETA. The agenda was packed with opportunities to learn about the direction of ETA including information about WIOA reauthorization, funding opportunities, and technical information related to

delivering services in the One-Stop system. Notable amongst the wealth of information was a loosening of the definition for “marketing” – a term practitioners avoid for fear of disallowed costs. Old ideas of what was disallowed have been clarified and deemed allowable. This will have significant impact on outreach and opens new channels to pursue job seekers.

The One-Stop Committee has tasked the WorkSource System to establish an **Annual Work Plan** as outlined in the System Memo of Understanding and Infrastructure Funding Agreement (MOU). The plan will operationalize the vision set in the MOU and provide clarity around how the system will function. This planning effort is led by the One-Stop Operator and developed by the Partner Coordination Team. The plan will be advanced by the committee to the Executive Finance Committee who will approve the plan for advance to the full board for consideration at the Fall retreat.

Community Visit Series: PacMtn staff recently visited Mason and Lewis Counties. The Mason visit was hosted by Jennifer Baria of EDC Mason (Board Member). The day included a meeting with Commissioner Sharon Trask (PacMtn’s Chief Elected Official), Jaquelin Earley of Sierra Pacific Industries (Board Member) and staff. The group toured two local employers - Ridgeway Motorsports venue and Thermedia to learn more about their operations and the challenges these employers face when securing talent with the current market conditions. Jennifer also shared some key strategies that county is pursuing regarding economic and community development and we discussed how best PacMtn can support their efforts.

The Lewis County visit was hosted by Richard DeBolt of Economic Alliance of Lewis County (Board Member) and included Bob Guenther of Thurston-Lewis-Mason Labor Council (Board Member), Christina Riley of Christina Riley Consulting (Board Member), Peter Lahmann, Port Commissioner (Board Member) and Commissioner Scott Brummer (Consortium Member).

The group visited Shelton Structures and Sorenson Transportation to learn more about their specific challenges and their unique needs. Richard’s team also updated PacMtn on their efforts and how best PacMtn can support their work.

The Grays Harbor community visit is booked for October and we are in the works of scheduling Thurston County’s visit for later in the year.

Each fall, PacMtn honors a local employer that embodies the spirit of **Nancie Payne**, who was a tireless advocate for people with learning disabilities. This award will recognize workplace excellence and customer service, meaning full employee engagement, a constructive, diverse and progressive workforce culture and organizations that commit themselves to better business management practices to ensure successful mission achievement. PacMtn Board members have the opportunity to nominate one recipient from their region. The

Executive Finance Committee (EFC) will select the grand prize winner from the nominees, and all will be recognized that the Regional Economic Forecast & Innovation EXPO in December.

Stories of Impact and Meaning

Shared from the PREP program:

I'm happy to share this success story. We have a client that showed great promise in the classroom setting. Amongst his peers, he was widely respected. His attitude was that of a great team player. His willingness to support and help others was refreshing. Once he was released, he reached out to thank PREP for providing the training as well as support services provided. We connected for our first in-person 1 on 1 meeting, he displayed a level of respect that was appreciated. It was then I knew we had a Unicorn.

Once he received all of the necessary documentation to start working he hit the ground running. There was a day I met him at an appointment to make sure there were no problems. He informed me of an interview for his main targeted job. It looked like he was not going to be done in-time to make the interview. I stepped out to take a call, I came back in and noticed he was on the phone. He looks up and said, "I'm interviewing right now". This was taking place in the waiting area while the other customers listened in. He was very determined to make the interview. I'm happy to see that he used all of the tools and information provided. Being that he used these skills. He had options, all of them were jobs that normally our clients fail to get. He was able to secure employment that pays a good wage and some benefits. I shared with him that he was able to do something many has tried and failed. He was very proud of himself.

Shared from our Partners at Equus:

Beth enrolled in WIOA Dislocated Worker and WA State EcSA services after losing her previous job due to a layoff. She had a specific goal in mind for employment: to create a small business serving senior citizens in our community. During her enrollment, she completed a Peer Navigation Certification training and earned her Peer Counselor credential. With the help of her TR, Beth had a Work Experience (WEX) at Senior Support Center for South Sound. While in her WEX, Beth was also referred to Washington Center for Women in Business, Enterprise for Equity and SPSCC's entrepreneurship programs.

With all of the training and services she received, Beth is now serving seniors through her small business. She has applied to be a service provider for insurance billing, hired an assistant and is utilizing a marketing professional to continue growth of her small business.

She utilized EcSA incentives earned for Achieving a Credential, Completing 120 Work Hours, Achieving a Self Sufficient Wage and completing seven (7) financial literacy and planning courses. In total, she earned \$3,900 and utilized the incentives to support herself during her training and business set up.