BACKGROUND

PacMtn is developing our Regional Strategic Workforce Plan for the next four years. This local plan will align with the state’s workforce development plan and serve as a blueprint for shaping a successful future for our region’s workforce. The planning process is designed to assess the current landscape across the PacMtn region, identify opportunities, and set a clear direction for collective efforts and outcomes.

PLANNING TIMELINE

- **July - October**: Regional Community Engagement
- **October - December**: Draft Local Plan
- **January**: Public Comment Period
- **February 2024**: Local Plan Approved by PacMtn Board
WA State Workforce Plan: Talent and Prosperity for All (TAP)

Vision
Every Washington community is thriving, inclusive, and economically resilient.

Missions
We champion strategies and align organizations and stakeholders statewide to enable the future of work, which ensures a successful business climate and middle-wage jobs for all.

2020-2028 Guiding Principles
Close economic disparities for marginalized populations
Comprehensive support for individuals with barriers to employment
System-wide performance metrics and accountability

2020-2028 Strategic Priorities
System
Integrate system services, data, accountability, and resources with clear partners and roles.
Business
Support business development and competitiveness by aligning with economic development and growth efforts.
Youth
Improve opportunities for young people to transition to an economically successful adulthood.
Credentialed
Explore credential reforms to improve equitable access, mobility, and long-term economic success.

TAP Creation Approach

What is TAP?
Talent and Prosperity for All is developing a shared strategy for a strong and successful workforce development system. This strategy aims to help employers, workers, and communities succeed.
The plan encompasses a wide range of employment, education, training, and related services and support to help all workers access and advance in jobs while providing businesses with skilled workers they need to compete in the global economy.

Why is TAP important?
- Provides a roadmap to better economic outcomes for planners, workers, employers, and communities.
- Meets requirements for program funding.
- Enables multi-agency initiatives.
- Aligns partner plans and activities.
- Measures progress and guides effectiveness.

TAP Creation Approach
The Workforce Board and its partners are taking a phased approach to create the 2020-2028 TAP plan. This work will take place from May 2020 - March 2021.

Phase I: Discovery and Planning
Identify strategic priorities, system goals, and alignment points.

Phase II: Development
Form work groups, identify input, define mission and resources, draft plans.

Phase III: Verification and Alignment
Ensure completeness and alignment with Governor's Office review, Board.

Phase IV: Approval and Implementation
Public comment period, revisions, Board and Governor’s Office approval. Submit.

May 15, 2021
ENGAGEMENT TO DATE
ENGAGEMENT TIMELINE TO DATE

August - September

- Digital Engagement Survey
- Ongoing Community Convenings
- Ongoing Meetings with Core & Required Partners

Engagement Highlights

- August 15
  - Priority Populations Committee
  - Survey Launch
- September 1
  - Harbor Days
- September 15
  - Gray's Harbor Showcase
  - Lewis County Alliance Golf Tournament
- September 28
  - Board Retreat
- September 26
  - BaSE Committee
- September 11
  - Timberland Regional Library Open House (Lacey)
- August 17
  - One Stop Committee
WHO HAVE WE HEARD FROM?

Worker (Currently Employed) 19%
Job Seeker 10%
Employer 12%
Workforce System Partner 42%

Serves Job Seekers/Workers 16%

TOTAL ENGAGEMENTS: 150
WHO HAVE WE HEARD FROM?

Of those engaged to date, ___% live and/or work in:

- **Lewis**: 48%
- **Mason**: 46%
- **Thurston**: 86%
- **Grays Harbor**: 44%
- **Pacific**: 45%

*Multiple answers per participant are possible, therefore total percentage may exceed 100%.*
WHAT WE’VE HEARD - ENGAGEMENT THEMES

Job Seekers

- Need for increased awareness among job seekers about resources and services that are available to them in the workforce system, including easy to understand and accessible information and materials.
- Job seekers interested in more opportunities for practical experience (OJT, apprenticeships, work experience) and flexible training options (including online or hybrid courses).

Workforce System

- Accessibility to technology, including broadband internet is of importance for the success of the regional workforce system.
- Develop strategic partnerships that can help pool resources and create a more streamlined navigation system in order to boost accessibility and guide individuals toward successful career transitions.
WHAT WE’VE HEARD - ENGAGEMENT THEMES

Business + Employers

- Businesses indicate that staffing needs will both grow in the next five years, as well as a shift in the type of roles needed (including a need for specialized skills and credentials).
- Greatest challenges to businesses recruiting new employees include technical skill qualification and soft skill qualification -- candidates do not have the technical or soft skills required of a job.

Youth

- A networked, clear set of resources and paths to build youth skills, and transformative investment are necessary supports for youth to transition from education to employment.
- Collaboration and co-development of youth strategies with businesses and education partners.
WHAT WE’VE HEARD - ENGAGEMENT THEMES

Credentialing

• Collaboration with employers to align credentialing pathways with the skills needed in the local labor market. A quality credential should have evidence of employment and earning outcomes.

• To promote equitable access and completion of credentialing pathways consider both outreach strategies as well as addressing additional barriers (including transportation, childcare, flexible scheduling).

What makes a quality job?

• A quality job in our region should provide a competitive salary and benefits and offer opportunities for career growth and professional development.

“A quality job to me is opportunity -- opportunity for on the job training, opportunity for professional development, opportunity for advancement”
UPCOMING ENGAGEMENTS

October

- Digital Engagement Survey
- Ongoing Community Convenings
- Ongoing Meetings with Partners

Engagement Highlights

October 3
- Pacific County Timberland Regional Library Event

October 5
- Lewis County Timberland Regional Library Event

TBD
- Mason County Timberland Regional Library Event

October 31
- Survey Closed

Upcoming Partner Convenings:

- WA State Commission on Hispanic Affairs
- Lewis-Mason-Thurston Area Agency on Aging
- Community Youth Services
- GrUB
- WorkSource System
- United Way
- Voices for Pacific County
- North Thurston School District
- Child Action Council
- YMCA
- Re-Entry Partners
- Transportation Authorities
- Timberland Regional Library Staff
- CHOICE Regional Health
- SCEP Goodwill
- Vocational Rehabilitation
- Housing Authorities
- Community Service Block Grant
- South Sound Council CTE Directors
PLANNING FRAMEWORK

**PRIORITY**
What are we focusing on to achieve our mission?

**GOAL**
What is the long-term objective of this priority?

**STRATEGY**
How do we plan to achieve the goal?

**MEASURE OF SUCCESS**
How will we measure success?

Focus areas for this session
**Priority + Goal Activity**

**Priority Areas**
- Workforce System
- Business
- Credentialing
- Job Quality
- Youth

**Breakout Groups: [~45 min]**
- What are the current strengths, challenges, and opportunities for this priority area?
- By 2028, what do we want to accomplish in this priority area? Write an objective statement --
  - **Example:** “By 2028, 80% of our regional youth population age 18-24 are actively enrolled in a credentialing program and/or employed.”

**Full Group Shareout [~30 min]**
## Breakout Groups

<table>
<thead>
<tr>
<th>Workforce System</th>
<th>Business</th>
<th>Credentialing</th>
<th>Job Quality</th>
<th>Youth</th>
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<tbody>
<tr>
<td>Jason Hoseney</td>
<td>Jeannie House</td>
<td>Dan Cooling</td>
<td>Megan Fiess</td>
<td>Leon Ross</td>
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<tr>
<td>Arissa De Lima</td>
<td>Wil Yeager</td>
<td>William Westmoreland</td>
<td>Aaron Pentland</td>
<td>Wes Smith</td>
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<td>Commissioner Doyle</td>
<td>Commissioner Brummer</td>
<td>Christina Chestnut</td>
<td>Clint Bryson</td>
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<tr>
<td>Cheryl Heywood</td>
<td>Richard Debolt</td>
<td>Jacquelin Earley</td>
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<td>Phyllis Martin</td>
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<td>Brenda McGuilan</td>
<td>Derek Epps</td>
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<td>Dr. Bob Mohrbacher</td>
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<td>Jason Reed</td>
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<td>Kayl Flint</td>
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<td>Sean Wiley</td>
<td>Tom Strong</td>
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<td>Commissioner Trask</td>
</tr>
</tbody>
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 Commissioner Trask
 Dr. Lori Thompson
 Jovon Vaughn
WHAT’S NEXT?

- Pac Mtn Team continuing to engage community
- Pac Mtn Team will refine priorities and goals with community feedback
- November Board Meeting - review refined priorities and goals
CALL TO ACTION

- Take the survey
- Share the survey
- Attend and/or amplify community convenings
- Work with PacMtn to plan or schedule a community convening

Scan to take the survey: