

SEPTEMBER 2023 BOARD RETREAT

# LOCAL PLANNING ENGAGEMENT UPDATE

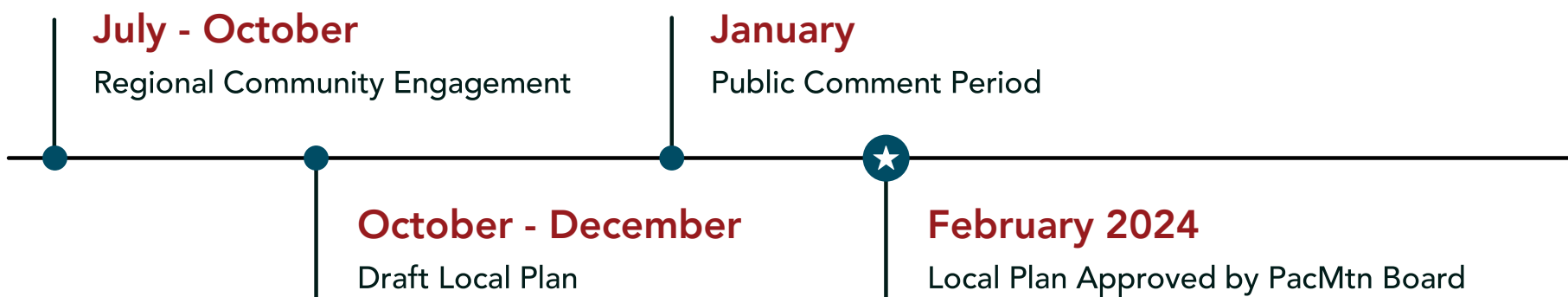


# BACKGROUND



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



# STATE PLANNING

## What is TAP?

Talent and Prosperity for All is Washington's four-year 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 secure and retain good 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 jobseekers, workers, employers, and communities.
- Meets requirements for program funding.
- Guides multi-agency initiatives.
- Aligns partner plans and activities.
- Measures progress and gauges effectiveness.

## TAP Creation Approach

The Workforce Board and its partners are taking a four-phased approach to create the 2024-2028 TAP plan. This work will take place from May 2023 – March 2024.

**Phase 1: Discovery and Planning**  
Identify strategic priorities, system goals, and alignment points.

**Phase 2: Development**  
Form work groups, solicit input, define metrics and measures. Draft plans.

**Phase 3: Verification and Alignment**  
Ensure completeness and align plans. Board and Governor's Office review.

**Phase 4: Approval and Submission**  
Public comment period, revisions, Board and Governor's Office approval. Submit.



## WA State Workforce Plan: Talent and Prosperity for All (TAP)

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

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

### 2024-2028 Guiding Principles

Close economic disparities for marginalized populations

Comprehensive support for individuals with barriers to employment

System-wide performance metrics and accountability

### 2024-2028 Strategic Priorities

**System**  
Integrate system services, data, accountability, and resources with clear partners and roles.

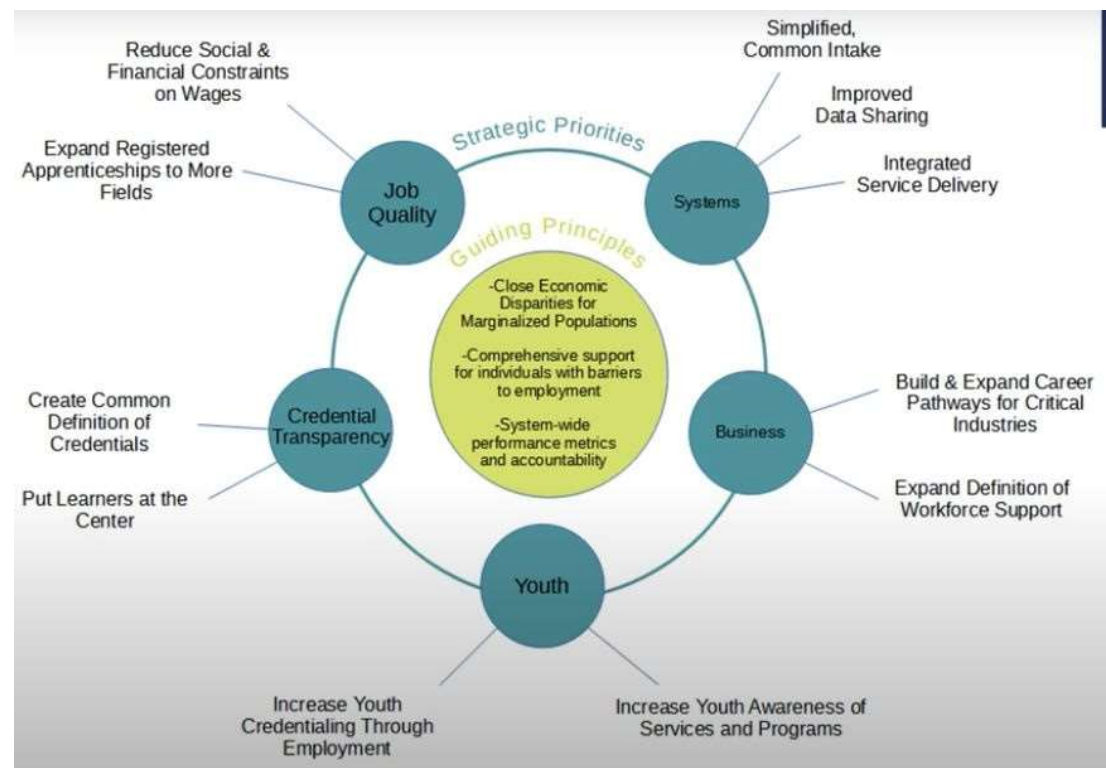
**Business**  
Support business development and competitiveness by aligning with economic development and growth efforts.

**Youth**  
Improve opportunities for young people to transition to an economically successful adulthood.

**Credentialing**  
Explore credential reform to improve equitable access, mobility, and long-term economic success.

**Job Quality**  
Develop a job quality framework to guide decisions and key investments in the delivery of business services.

May 30, 2023



# ENGAGEMENT TO DATE

# ENGAGEMENT TIMELINE TO DATE



## August - September

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

## Engagement Highlights



# WHO HAVE WE HEARD FROM?

TOTAL  
ENGAGEMENTS:

150

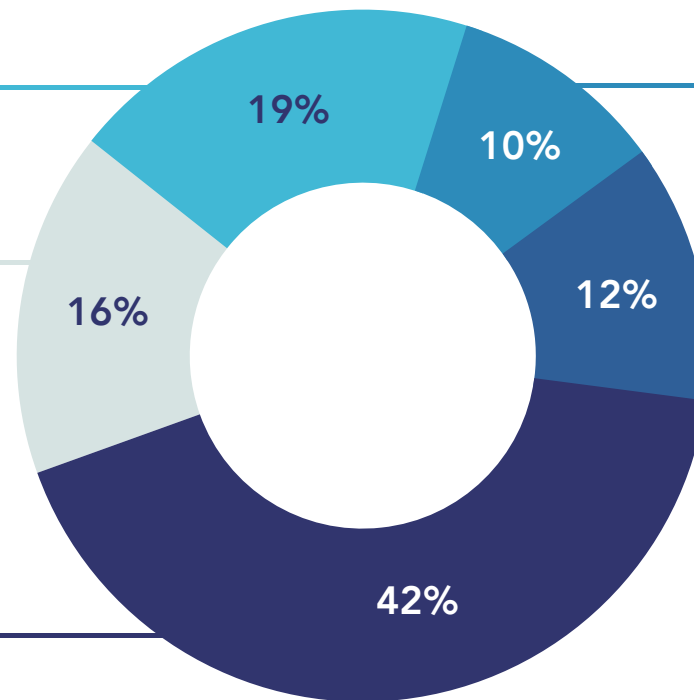
Worker (Currently  
Employed)

Serves Job  
Seekers/Workers

Job Seeker

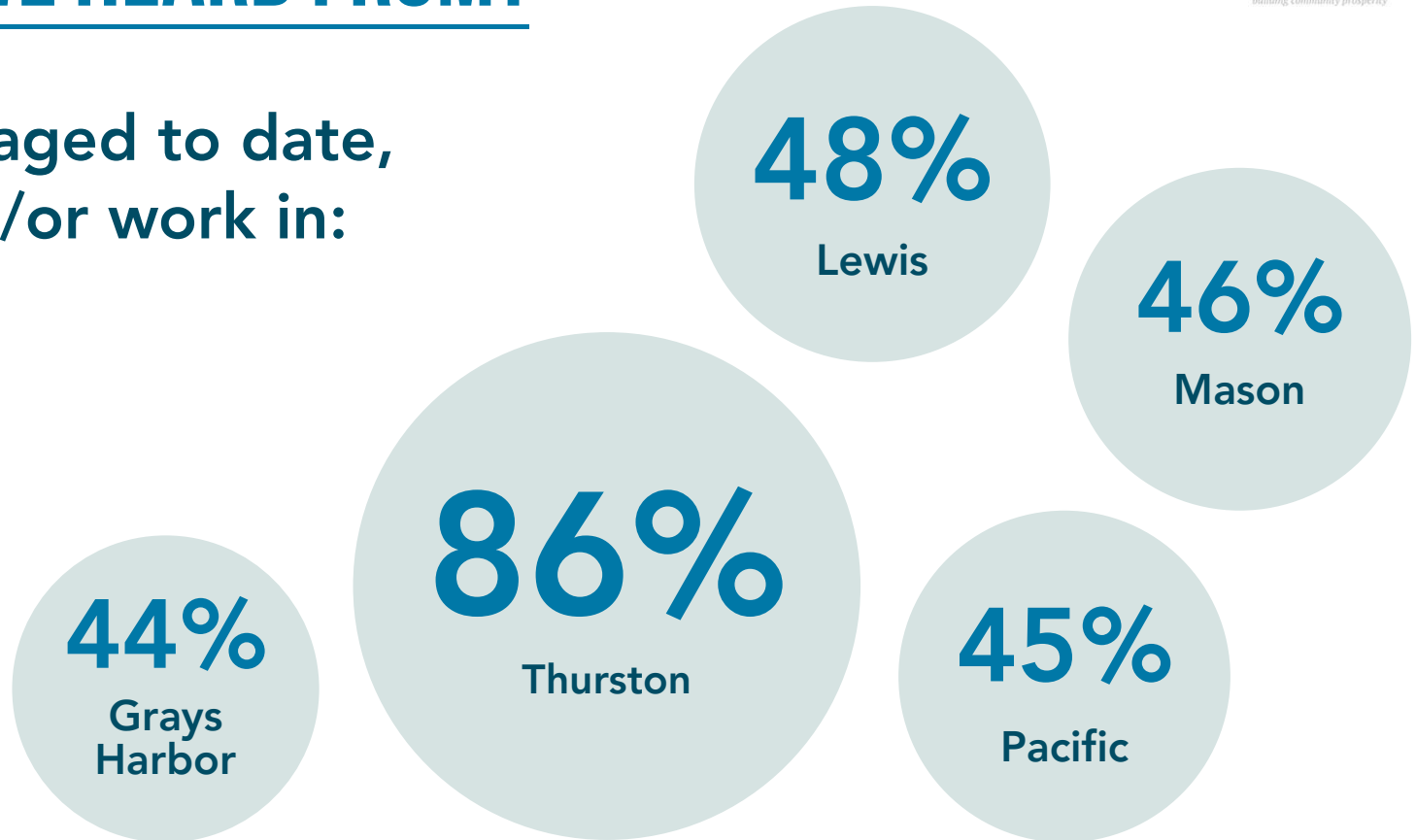
Employer

Workforce  
System Partner



# WHO HAVE WE HEARD FROM?

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



\*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

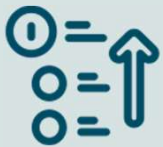
### Upcoming Partner Convenings:

- 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

## Engagement Highlights



# 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



## Workforce System

Jason Hosenev  
Arisa De Lima

Commissioner Doyle  
Cheryl Heywood  
Phyllis Martin  
Brenda McGuilan  
Ray Peters  
Jason Reed  
Sean Wiley



## Business

Jeannie House  
Wil Yeager

Commissioner Brummer  
Richard Debolt  
Jesse Downs  
Derek Epps  
Bob Iyall  
Tennille Johnson  
Tom Strong



## Credentialing

Dan Cooling  
William Westmoreland

Christina Chestnut  
Jacquelin Earley  
Bob Guenther  
Heather Leach  
Dr. Bob Mohrbacher  
Jeremy Walls



## Job Quality

Megan Fiess  
Aaron Pentland

Clint Bryson  
Lynette Buffington  
David Burnett  
Christina Riley  
David Schaffert



## Youth

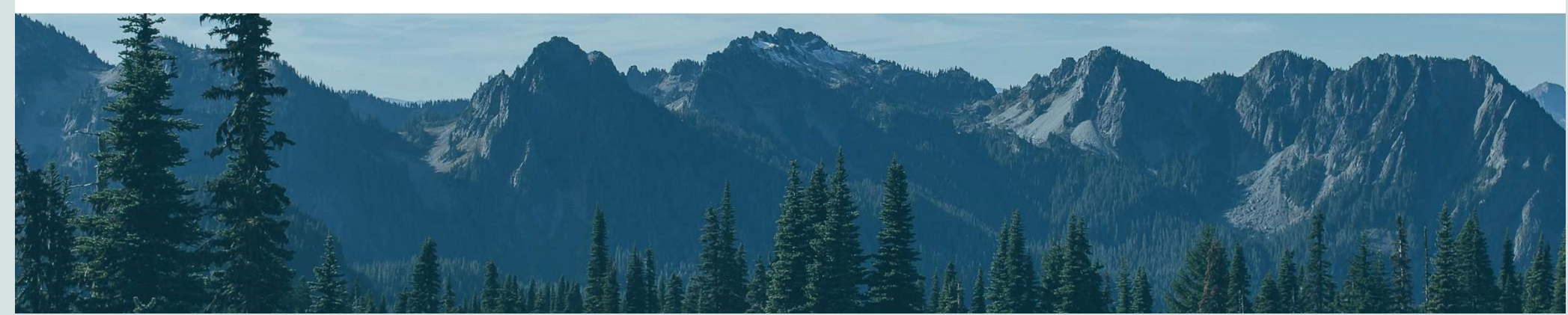
Leon Ross  
Wes Smith

Kristen Davis  
Chairman Frank  
Kayl Flint  
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:

