



EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources, Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director Washington State Employment Security Dept.

MONICA BLACKWOOD, President WestSound Workforce

ASCHLEE DRESCHER, Human Resources The Veterans Administration

DAVID MCMAHAN, Vice President Olympic Labor Council

COUNCIL MEMBERS

NICOLE BRICKMAN, HR Manager Skookum Contract Services

MARTY CAVALLUZZI, President Olympic College

NICHOLAS GIANACAKOS, General Manager General Dynamics

LISA DONLON, General Manager Windermere Commercial

GREG DRONKERT, President Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr. Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources Employment & Training Division Director

SARA HATFIELD, CTE Director South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46 Electrician and membership Development

ASHELEY JACKSON Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director McKinley Paper Corporation

BRIAN KUH, Deputy Director Team Jefferson (Ex Officio)

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MORGAN SNELL, Jamestown S'Klallam Tribe Higher Education and Professional Development Coordinator

DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

MATT WHEELUS, Chief Operating Officer St. Michael's Medical Center

COUNCIL MEETING

Tuesday, February 9, 2021

10:00 a.m. – 11:30 a.m.

Via Zoom <https://zoom.us/j/92272050552>

Committee Meetings 9:00 a.m. to 9:50 a.m. Online

AGENDA

Action Items

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of Agenda
3. Approval of Meeting Minutes from November 10, 2020 (Attachment 3.a) pg. 2
Discussion Items
4. Dept. of Services for the Blind – Welcome
5. New Member Welcome – Mr. Nicholas Gianacakos
6. Sector Focus: Construction: Automation – Dr. Kathleen Carlson
7. Impact Washington – Mr. Joseph Gosar
8. Career Connect Washington, (West Sound STEM Network and OESD 114) – Dr. Kareen Borders and Mr. Jeff Allen
9. Statewide scheduler – Ms. Anne Goranson
10. Policies 1600, 1601, 5502
11. Executive Committee Report and Minutes (Attachment 11.a) pg. 5
12. Economic Development and Business Committee Report Agenda and Minutes (Att 12.a-b) pg. 8-9
13. Youth Committee Report, Agenda and Minutes (Including YouthBuild) (Attachment 13. a-b) pg. 11-12
14. Operations Committee Report Agenda and Minutes (Attachments 14. a-e) pg. 14
15. Calendar (Attachment 15.a) pg. 24
16. Good of the Order and Adjourn – 11:30 a.m.
Next Meeting: May 11, 2021 – Via Zoom

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MINUTES
November 10, 2020**

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) meeting was held via Zoom on November 10th, 2020. Marilyn Hoppen, Acting Chair, called the meeting to order at 10:00 a.m.

2. APPROVAL OF AGENDA

Motion: Aschlee Drescher moved to approve the agenda as presented with one change. Michelle Graff seconded the motion. Motion carried unanimously.

3. MINUTES September 8, 2020

Motion: Jessica Barr moved to approve the minutes as presented. Aschlee Drescher seconded the motion. Motion carried unanimously.

DISCUSSION ITEMS

4. New Member Introduction; Ashley Jackson, OWDC for Easter Seals and Venus KM-WR, At- Large member from Seattle Goodwill

5. Fleet and Family Services, Northwest Region

Britt Feldman, explained the programs available to service members and their families

- Wrap around services; counseling, financial education, work readiness, life skills, case management, relocation support, ombudsman coordinators, benefits, grief support
- Training
- Victim advocacy
- Work and family support; job fairs and resumes
- Skill Bridge program, education or training offered the last 6 months of service to support transition to work
- Employment Ready; services for family members

6. Olympic College Services During COVID-19

Marty Cavalluzzi, President Olympic College and Amy Hatfield, Dean

- 1,000 employees worked to create solutions in response to the pandemic
- Online instruction is composed of 1,000 converted courses, with Zoom lobbies for students
- Extended WIFI service, for parking lot access
- Laptops and Hotspots given to students
- July 10th, first ever virtual commencement
- Distributed \$1.5 million in CARES Act Grants to students
- Increased virtual sessions for all professional/technical programs with the second largest retraining headcount among Washington community technical colleges

7. AARP Foundation Updates on Activities

Simone Marrion, State of Washington

- Advocacy and outreach
- Meals for foodbanks
- Children's literacy
- Senior Community Employment Foundation
 - 55 and older without income
 - Placed in nonprofit organizations to learn computer skills and gain comfort navigating the modern workforce
 - Grant funded; wages paid to those enrolled
- Administered by the Department of Labor
- Covers 23 counties

8. Department of Services for the Blind

Topic removed; speaker unavailable

9. Employment Pipeline

Fe Caro, Department Social Health Services

- Open to all DSHS recipients
- Recipients get connected to organizations in the community for work and self-sufficiency
- Prime candidates must be job ready, with limited barriers
- Goal, to find work for clients with livable wages
- The program stays connected to them for one year
- Self-referrals accepted

10. Robin Hake, Appreciation

Marilyn Hoppen and Elizabeth Court announced Robin's resignation from the council. She was recognized for her thoughtful responses and invaluable contributions to the council for many years. Robin expressed, appreciation for the opportunity to serve.

11. Veterans' Day YESVets Program

Seth Maier, Veterans and Family program for Employment Security Department

- November 10th, US Marine Corps birthday
- No cost ways to secure exceptional talent, hire a veteran
- Multi-agency campaign to hire veterans became; YESVets
- November 18th, hiring event with employer nominations
 - McKinley Paper and Skookum recognized

12. Executive Committee Report -Elizabeth Court

Held October 27th

- Monitoring
- EO officer meetings every other week
- COVID-19 roundtable, jobs available and social media has been helpful
- Discussion on virtual workshops
- Labor market demands and higher educations' role

13. Economic Development and Business Committee Report -Mike Robinson

Changes in the committee, Mike announced Chris Abplanalp as the new One Stop Operator. He will resume in Mike's place on the committee.

- Employer dashboard analysis; serve 125 employers prior COVID and now serving 34
- Team was processing unemployment claims
- The team is now back to business services for virtual hiring events
- Difficulty connecting the job seeker to the employer
- No mandatory job searches required; jobs are sitting open
- 42% can work from home but 58% are needed in person. Claimants want to work from home; businesses are learning to pivot in this COVID environment

14. Youth Committee Report – Jeff Allen

Focus on what we can do in the future

15. Operations Committee Report – Jessica Barr

- Getting out of the unemployment world and transition back to work
- Diving deep and considering needs of customers
- Shared preparation on virtual services
- WorkSource Kitsap incentive award, one of seven offices in the state who received awards
- Kitsap Recovery Center remained open to help the community
 - experiencing turnover
- Performance Report reviewed
- Job search requirement waived until December 7th

16. Calendar**17. Good of the Order and Adjourn****NEXT MEETING**

The next council meeting is scheduled for February 9, 2021.

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 11:28 a.m.

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE COMMITTEE SUMMARY
January 26, 2021**

ATTENDANCE: Marilyn Hoppen, Aschlee Drescher, Dave McMahan, Jessica Barr, Julie Hatch, Monica Blackwood, Michael Robinson
Staff: Elizabeth Court, Alissa Durkin, Doug Washburn

The Olympic Workforce Development Council's (OWDC) Executive Committee meeting was held on Tuesday, January 26, 2021 via Zoom.

APPROVAL OF SUMMARY

The Executive Committee's Meeting Agenda was approved as follows:

**ACTION: Dave McMahan moved to approve the Agenda as presented. Motion was seconded by Jessica Barr.
Motion carried unanimously.**

The Executive Committee's Meeting Minutes were approved as follows:

**ACTION: Dave McMahan moved to approve the July 14, 2020 Executive Committee Minutes as presented. Motion was seconded by Jessica Barr.
Motion carried unanimously.**

UPDATES

External Monitoring

- State monitors will begin monitoring PY19 the week of March 15th.
- Monitoring will be 100% virtual.
- Documents and participant files will be uploaded onto secure portal.
- The monitoring entrance letter for the monitoring review will be sent to us in the coming weeks.

OWDC Policy Handbook Updates

- Records/Retention policy increased retention from 3 to 6 years to follow county retention policies.
- Existing Support Services policy is expanded to include technology allowing case managers to meet individual needs that have become apparent with COVID.
- Stand alone policy created for Protection of Personally Identifiable Information.

- Revisions to OWDC Policy Handbook reviewed and adopted by the 3 county commissioners on January 22, 2021.

Equal Opportunity Focus Technical Advisory Group Report

- Embed a vision for equitable economic recovery and corresponding economic trigger and dashboard within Governor Inslee's Safe Start efforts.
- Encourage partnership with Results WA to align vision for an equitable recovery and economy with their updated outcomes framework.

Equal Opportunity

- The State EO team continue to provide virtual EO trainings to new staff members.
- OWDC submitted the 2021 EO Monitoring/Facility schedule to the State.
- Monitoring will begin June 2021.

PY20 Q1 Primary Indicators

- Performance Report continues to show struggle to meet target enrollments.
- Local areas have had discussions with state's Workforce Training Board to start the conversation with DOL if Performance Target re-negotiations are possible due to the continued impact of COVID.

Washington State WorkSource Dashboard

- Construction and Healthcare sectors continue to be in-demand.
- Turnover non-existent.

WorkSource On-Going Virtual Services

- Brazen Community Resource Fair February 15th. The fair will showcase all WorkSource services.
- Looking to add frequent employer events.
- Virtual Service process are becoming stronger/better all the time.
- Suzi Levine will be leaving ESD January 27th. Cami Feek will become interim Commissioner.

COVID-19 Impact Roundtable

Monica-Added 25 new jobs. Employers are looking but the job search waiver is making a big impact.

Aschlee-Finding it difficult to fill all vacant positions, administration included. Patients have limited access to mental health services and find Telecare challenging due to technology barriers. Homeless vets are still able to access all services.

Doug-Kitsap County focused on vaccination sites.

Jessica-RESEA program started back up January 11th. Staff sending letters to individuals that now is the time to get prepared for re-employment.

Marilyn-In-person bank services are appointment only. Little less than half of staff are working remotely.

Clallam WorkSource Relocation Update

- Land sold for development.
- Preliminary plans currently in the works by ESD Facilities.
- Plan to have facility operational in a year.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 10:52 a.m.

Next Meeting: Tuesday, April 23, 2021, Zoom



Olympic Workforce Development Council Business and Economic Development Committee Meeting

Tuesday, February 9, 2021

9:00 a.m. – 9:50 a.m.

<https://esd.webex.com/esd/j.php?MTID=mdf8cee66fdad71b510d8fb35c57d83d1>

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DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

MATT WHEELUS, Chief Operating Officer St Michael's Medical Center

Committee Meetings 9:00 a.m. to 9:50 a.m. Online

AGENDA

1. Call to order (9:00 a.m.)
2. Introductions
3. Approval of Agenda (Attachment 12.a) pg. 5
4. Approval of November Summary (Attachment 12.b) pg. 6
5. Action and Discussion Items
 - a. WorkSource Employer Services, hiring events and emerging opportunities
 - b. Rapid Response: Area updates
 - c. Office Relocations updates: Kitsap and Clallam
6. WDA trends from members – Discussion on recruiting and business needs during Covid-19
7. Good of the Order (as time permits)

Next Meeting – May 11, 2020

**OLYMPIC WORKFORCE DEVELOPMENT
ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING MINUTES**

9:00 a.m. – 9:50 a.m.

Tuesday, November 10, 2020

Via Webex

In attendance:

Mike Robinson, WorkSource	Kevin Gallacci, Clallam Transit System
Hildo Rodriguez, WorkSource Kitsap	Christopher Abplanalp, WorkSource
Robin Hake, City of Port Townsend	Anna Reyes-Potts, Symphony Azima AI; TMF Inc.
Monica Blackwood, WestSound Workforce	Cordi Fitzpatrick, Port Townsend Paper
Patrice Vareladaylo, WorkSource Clallam and Jefferson	Venus Km-Wr, Bremerton Goodwill
Coleen Mcaleer, Clallam Economic Development Corp.	Greg Dronkert, Pacific Mobility Group

1. Call to Order

Meeting called to order by Mike Robinson, at 9:01 a.m.

2. Introductions

3. Approval of Agenda (Attachment)

Venus Km-Wr moved to approve the agenda as presented. Greg Dronkert seconded. Motion carried.

4. Approval of September 8, 2020 Summary (Attachment)

Anna Reyes-Potts moved to approve the September 8th, 2020 summary as presented. Keven Gallacci seconded. Motion carried.

5. Action Item(s)/Discussion Item(s)

a. WorkSource Employer Services, hiring events and emerging opportunities

Mike Robinson, WorkSource, reported on the current impact of COVID on services:

- Majority of staff have been providing unemployment assistance services
- Staff back as of September 14th and are acclimating to new environment and virtual format of providing services, also completing training and professional development
- WorkSource Dashboard is available online, a large amount of information available:
 - Esd.wa.gov website > Labor Market info > WorkSource System Performance
 - Ask WorkSource staff if you have questions on the data
- Still trying to get the word out online to ensure public knows services are available virtually; also using Google and Facebook for outreach
- Hiring Events and Job Fairs
 - Contract with Brazen – Renewing contract to continue online job fairs
 - Working on having additional virtual smaller hiring events

Hildo Rodriguez, WorkSource Kitsap, reports on virtual hiring events. If any Kitsap business are interested in a virtual hiring event, reach out to Hildo. There is one Virtual Hiring Event currently scheduled with Aerotek.

Patrice Vareladaylo, WorkSource Clallam and Jefferson reports on Clallam and Jefferson Counties. Have signed up around six new employers recently as things are starting to pick

back up. If any Clallam or Jefferson businesses would like to hold a virtual hiring event, contact Patrice.

Coleen Mcaleer, Clallam Economic Development Corp., reports on the strong interest in a Virtual Job Fair –held one in August with over 40 employers and over 700 participants. Local businesses would like to host a second one this month. Mike to follow up with Coleen regarding the job fair. There are also several businesses currently looking for expansion in Clallam and Jefferson counties so there will be new job opportunities coming up in the area. Coleen will connect the businesses with Patrice.

b. Rapid Response: Area updates

Mike Robinson reported no Rapid Response requests have been made. One employer reached out and wanted individual services.

c. Office Relocations updates

- Kitsap County – Silverdale location is mostly done; only about 20% left to complete, mostly on exterior. Once they receive the Governor’s Authorization, staff can go in and work a regular schedule. Could take about three weeks to open doors and provide service once notice is received.
- Clallam County –There is an RFP and a design in place for relocating to Sequim. Nothing is final yet - no groundbreaking.

6. WDA Trends from members – Discussion on, recruiting, and business needs during COVID

Cordi Fitzpatrick, Port Townsend Paper, reports they have openings for both entry and higher-level staff. For in-house hiring during COVID, they set up a referral program with employees; gave them \$1200 if they refer someone and they stay with the company for a certain time period. Needs assistance to work with employees that haven’t been employed for long; give them the tools to hold down a job.

Monica Blackwood, WestSound Workforce, reports they have been actively trying to fill around 50 positions. Also working on educating potential employees that want to work remotely – not all jobs are able to be completed remotely. Trying to also educate potential employees on the safety protocols companies have implemented due to COVID.

Greg Dronkert, Pacific Mobility, mentions their challenges finding qualified technicians. They were able to resolve by utilizing Impact Washington and were connected with grant opportunities. There is a Career Connected Learning Program that has been helpful. Encourages other manufacturing companies to look into Impact Washington.

Next Meeting: February 9, 2021; virtual

Adjournment



Olympic Workforce Development Council Youth Committee Meeting

Tuesday, February 9, 2021
9:00 a.m. – 9:50 a.m.
ZOOM meeting

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MATTHEW WHEELER, COO
St. Michael's Medical Center

Committee Meetings 9:00 a.m. to 9:50 a.m. Online

AGENDA

1. Call to Order
2. Approval of Agenda (Attachment 13.a) pg. 8
3. Approval of Previous Meeting Minutes November 10, 2020 (Attachment 13.b) pg. 9

Discussion Items

4. What have we learned and What can we implement once re-opened.
5. COVID-19 Impact Update
6. Career Connected Learning
 - State and Regional Updates
 - CCL Rural Network Collaboration
7. WIOA-Youth, Pathways to Success Update
8. Adjourn

Next Meeting – May 11, 2020

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
YOUTH COMMITTEE SUMMARY
November 10, 2020**

ATTENDANCE: Jeff Allen, Kimberly Hetrick, Tiffany Skidmore, Emily Manson, Ashley Jackson, Aschlee Drescher, Sara Hatfield, Morgan Snell
Staff: Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Tuesday, November 10, 2020 via Zoom

APPROVAL OF SUMMARY

The Youth Committee's Meeting Agenda was reviewed as follows:

ACTION: Those present reviewed the agenda as presented. No additions were suggested, and the agenda was agreed upon by those present.

DISCUSSION

Covid-19

- Behavioral Health Impact
 - Burn-out, exhaustion of mind, body and motivation due to exposure to prolonged and unresolved stress/frustration.
 - Compassion Fatigue-emotional and physical exhaustion leading to diminished ability to empathize with others.
 - Upwards of 3 million Washingtonians will likely experience clinically significant Behavioral Health symptoms.
 - Substance Use increases.
 - Domestic Violence increases.
- Youth Behavioral Health Impact- <https://www.seattletimes.com/education-lab/how-the-coronavirus-upended-south-king-county-youth-and-what-they-say-they-need/>
 - Youth are struggling to live, learn and work through the pandemic.
 - Want schools to focus on getting mental-health services directly to them.
 - Increase resources to provide students with mental health support.
- Local Impact
 - Easter Seals-working to support clients and families with those developmental disabilities. Struggling to find individuals who have additional time to assist those clients. Concerned about clients they've lost contact with. Fear they're giving up.

- Jamestown S'Klallam Tribe-Navigators trying to socialize with elders. Established Facebook portals for elders to stay in contact with family and friends. Assisting youth with homework to keep them on track for graduating.

State & Regional Updates

- CCL Rural Network Collaboration
 - Encouraging CTE Directors to apply for the Perkins grant funding.

Youth Program Update

- Youth Flyer distributed for virtual orientations offered on Wednesdays.
- Working to make it easier for youth to stay connected with the program.
- Receiving large quantities of food from Kitsap Harvest and WSU Clallam Gleaning program.
- Increase in youth engaging with GED/College courses due to convenience of online.
- Seeing a decrease in attendance for those highly engaged, highly educated students.
- 1,000 hands-on supply kits are being given to students at South Kitsap School District.
- Brainstorming on-the-job training structure so once in-person, placement can begin.

Open Discussion

- King County Maritime Industry Virtual Job Fair
<https://www.kingcountymaritime.com/maritime-career-fair/>
- February 9th meeting agenda topic- What have we learned? What can we implement once re-open?

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:50 am.

Next Meeting: Tuesday, February 9, 2021 via Zoom



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MATT WHEELUS, Chief Operating Officer
Harrison Hospital

Olympic Workforce Development Council Operations Committee Meeting

Tuesday, February 9th, 2020
9:00 a.m. – 10:00 a.m.
Microsoft Teams meeting

AGENDA

1. Call to Order
 2. Approval of Meeting Minutes from November 10, 2020 (14.b)
 3. Discussion Item(s)/Action Item(s)
 - a. WorkSource Operations Update
 - b. Kitsap Community Resources Operations Update
 4. Performance Reports
 - a. Integrated Service Delivery
 - b. OWDC Performance Report PY20 Q2 (Attachment 14.c)
 - i. Corrective Action Plans
 - c. WIOA Primary Indicators of Performance Report (Attachment 14.d)
 - d. WorkSource System Performance Dashboards PY20 Q2 (Attachment 14.e)
 5. Good of the Order
 6. Agenda Items
- Adjourn

Next Meeting: May 11th, 2021 Microsoft Teams

**Operations Committee Minutes
Olympic WorkSource Development Council
November 10, 2020**

ATTENDEES –Jessica Barr, Anna Winney, Michell Graff, Amy Hatfield, Alyssa Ford, and Staff Luci Bench

1. **CALL TO ORDER** – Jessica Barr, called the meeting to order at 9:06 a.m.
2. **MINUTES** –Anna Winney moved to approve Sept 8 meeting meetings. Michell Graff seconded.
Motion carried.
3. **DISCUSSION ITEMS**
 - a. WorkSource Operations Update
 - As of September 14th, all staff have returned to regular duties after working on UI since May. Regionally, three workgroups were assembled to reacclimate staff from UI and start working virtually with customers. (1) Virtual service delivery, (2) technology and inclusion which included digital support and reaching the population with no technology access, (3) appointment scheduler in a virtual environment. Mike Robinson assembled local workgroups from all three counties, establishing 8 or 9 local workgroups to address staff and customer impact. WorkSource staff moved to a Cisco soft phone system, where they are able to answer calls right from them computers and not have to leave messages.
 - Adult and Dislocated Worker staff and working on Trade Adjustment Act solutions of co-enrollment, and what impact on the larger region this has.
 - Development of an MOU with Naval Base Kitsap Fleet and Family Service Center is in process. Jessica is working with Britt Feldman on a request for space to provide WorkSource services on base.
 - Out of six other WorkSource office, Kitsap was awarded for most served military. Award included a tool kit with flyers and outreach opportunities resources.
 - On November 2nd, new One-Stop Operator Chris Abplanalb started, retired navy veteran with human resources and training experience. He'll be taking over the OWDC Business Committee meetings.
 - Reopening discussion and planning discussion are in process. Preparation includes, spacing, limited hours, appoint only model, and PPE has been order. WorkSource will be ready to open when county reaches Phase 3.
 - b. Kitsap Community Resources Update
 - The Bremerton and Port Orchard KCR sites have remained opened throughout the pandemic and have had the computer lab open for customers to access technology. Communicating with customers that they are still open and can sign up for in-person orientation has been a struggle.
 - In September, Annika Large, the interim WIOA manager, was introduced. She has resigned and will be moving to Florida with her husband. Also, Sam, WIOA Coordinator, has also resigned, leaving one case manager. KCR will be working through staff turn over and hiring and training.

- Social media outreach has been very successful for Work Experiences and On-the-job training placements.
- KCR Director Jeff Avery is no longer with the organization, Irmgard Davis has been made interim director until a new director is hired.

c. Integrated Service Delivery (ISD)

- Reviewed, no comment.

d. OWDC Performance Report PY19 Q4

- Numbers are low, especially expenditures. COVID has been the number one factor causing the low expenditures, training providers are reopening and Luci's optimistic that performance will pick up.
- WorkSource Kitsap, Clallam, and Jefferson
Ross Gearllachs' Corrective Action Plan letter discussed the lower numbers due to COVID. To address the issue, WS proactively working on outreach to employer partners to place participants, partnering with new employers in the community, and leveraging the new information being released about new economic reality.
- Kitsap Community Resources
Michell provided a review of KCR's Correction Action Plan. Due to CODIV, staff turn over and training. Outreach is the number one effort, working with training providers to ensure training completion, and started a job clue to allow clients to network and share job search strategies.
- Youth, OESD
Youth continues to have good numbers, meeting the youth in parking lots or wherever possible (with safety measures) to service. Case workers created food packages and delivered to youth. Pathways implemented a virtual weekly youth orientation.

e. WIOA Primary Indicators Performance Report PY19 Q2

- Reviewed new format, no comment.

f. WorkSource System Performance Dashboards PY19 Q3

- Reviewed, no comment.

4. Good of the Order

- a. Amy pointed out all the struggles COVID has produced, but there have been silver linings. COVID has made it necessary to think outside of the box, resulting in serving new populations that weren't reached before. Suggestion for February meeting is to focus on the silver linings outcomes due to COVID.

5. ADJOURN – Jessica adjourned meeting 9:43.

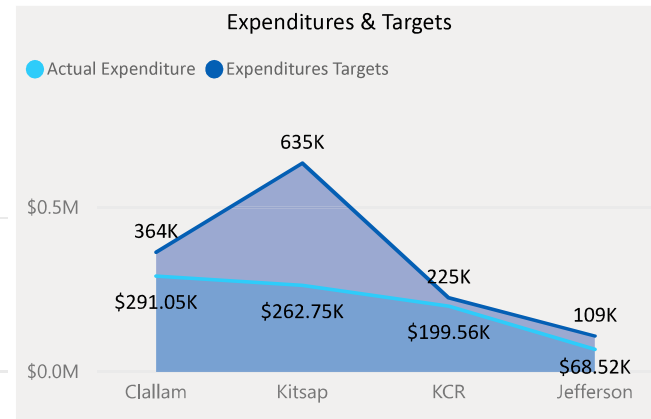
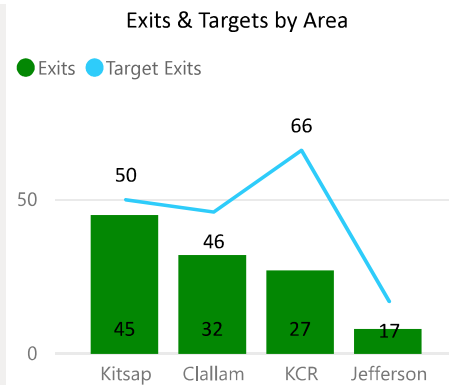
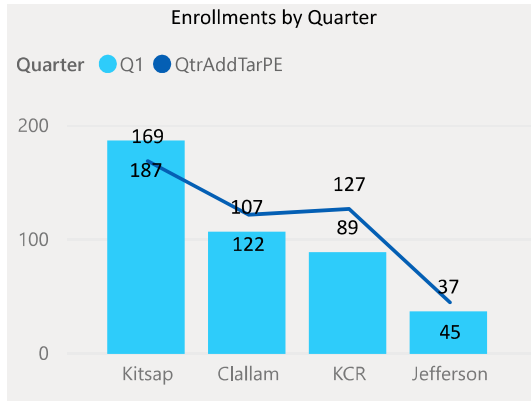
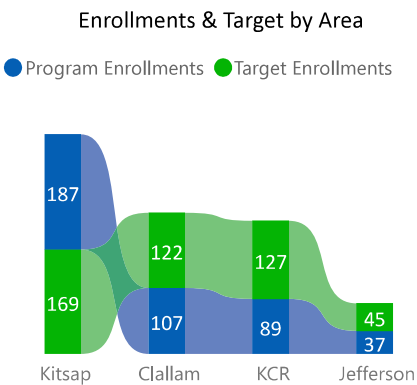
NEXT MEETING – February 9, 2021 TBD.

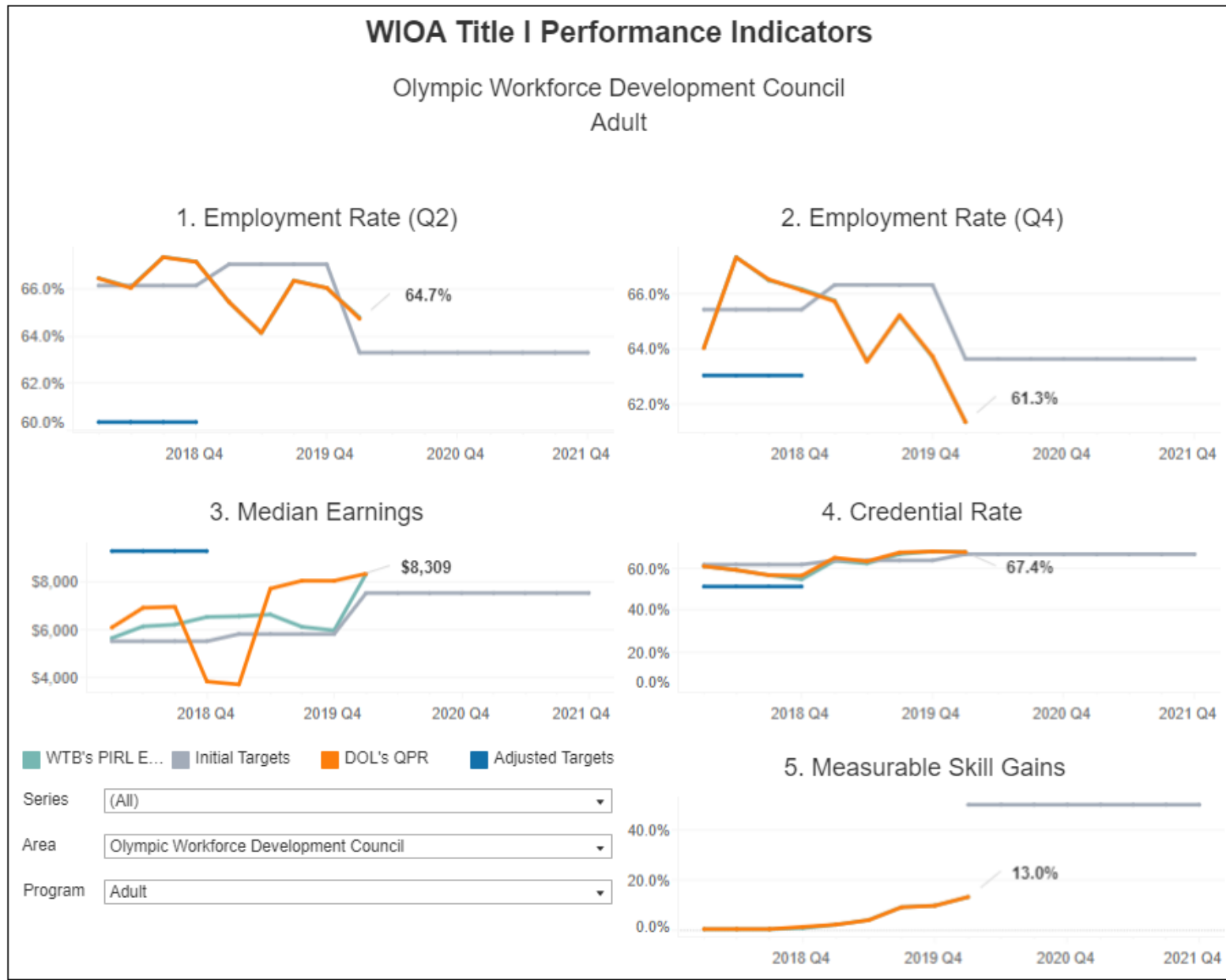
Attachment 14.c WIOA Formula Performance Report

1/25/2021 7:53:28 AM

Earliest Refresh Date

Office	Program	Current	Program Enrollments	Target Enrollments	PE %age	Exits	Target Exits	Exit %age	Place ments	Target Place ments	Placement Rate	Placements %age	Actual Expendit ure	Target Expendit ures	Expenditure s %age
Clallam	Adult	24	35	38	92.11%	11	21	52.38%	11	15	100.00%	73.33%	\$93,305	118,392	78.81%
Clallam	DW	11	25	27	92.59%	14	15	93.33%	12	11	85.71%	109.09%	\$76,164	98,294	77.49%
Clallam	DWIE	0	1	6	16.67%	1	4	25.00%	1	4	100.00%	25.00%	\$3,348	22,269	15.03%
Clallam	Youth	40	46	51	90.20%	6	6	100.00%	5	3	83.33%	166.67%	\$118,233	124,928	94.64%
Jefferson	Adult	7	10	14	71.43%	3	6	50.00%	3	5	100.00%	60.00%	\$21,909	27,092	80.87%
Jefferson	DW	12	14	12	116.67%	2	6	33.33%	2	4	100.00%	50.00%	\$17,916	32,442	55.22%
Jefferson	DWIE			4			3			2			\$0	15,015	0.00%
Jefferson	Youth	10	13	15	86.67%	3	2	150.00%	2	1	66.67%	200.00%	\$28,693	34,228	83.83%
KCR	Adult	37	55	80	68.75%	18	40	45.00%	14	30	77.78%	46.67%	\$134,444	102,680	130.93%
KCR	DW	19	24	30	80.00%	5	18	27.78%	4	12	80.00%	33.33%	\$46,238	40,684	113.65%
KCR	DWIE	6	10	12	83.33%	4	7	57.14%	3	6	75.00%	50.00%	\$18,881	21,738	86.86%
Kitsap	Adult	13	27	40	67.50%	14	20	70.00%	13	15	92.86%	86.67%	\$16,621	77,436	21.46%
Kitsap	DW	43	58	33	175.76%	15	10	150.00%	14	8	93.33%	175.00%	\$41,485	75,556	54.91%
Kitsap	DWIE	2	6	9	66.67%	4	8	50.00%	4	6	100.00%	66.67%	\$27,147	43,575	62.30%
Kitsap	Youth	56	68	72	94.44%	12	8	150.00%	8	4	66.67%	200.00%	\$177,497	194,080	91.46%
Totals		280	392	443	88.49%	112	174	64.37%	96	126	85.71%	76.19%	\$821,881	1,028,409	79.92%

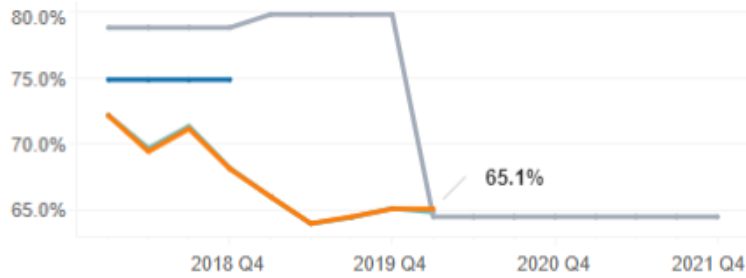




WIOA Title I Performance Indicators

Olympic Workforce Development Council
Dislocated Worker

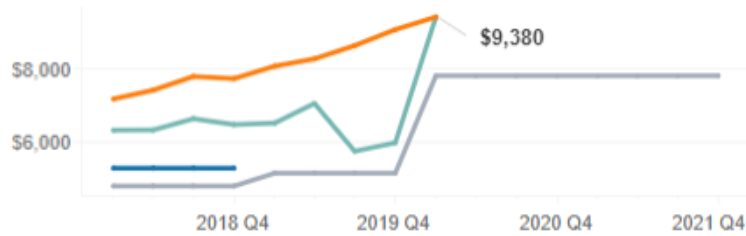
1. Employment Rate (Q2)



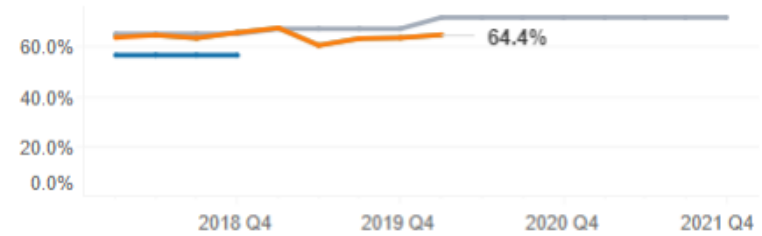
2. Employment Rate (Q4)



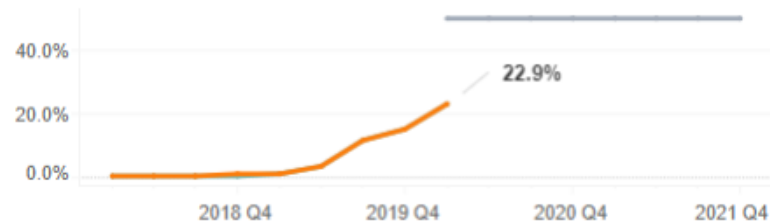
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



■ WTB's PIRLE...
 ■ Initial Targets
 ■ DOL's QPR
 ■ Adjusted Targets

Series: (All)

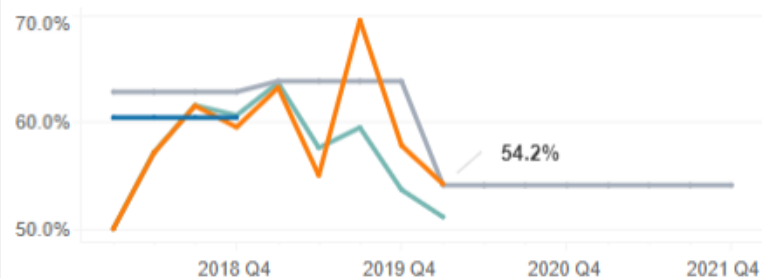
Area: Olympic Workforce Development Council

Program: Dislocated Worker

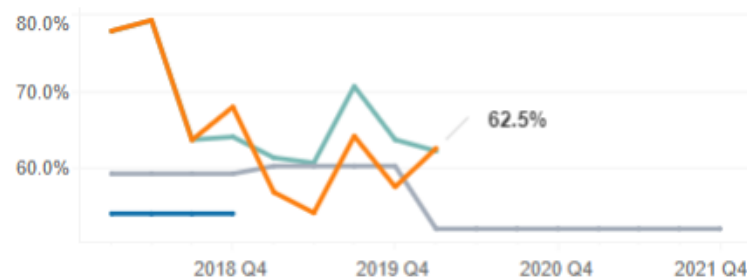
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Youth

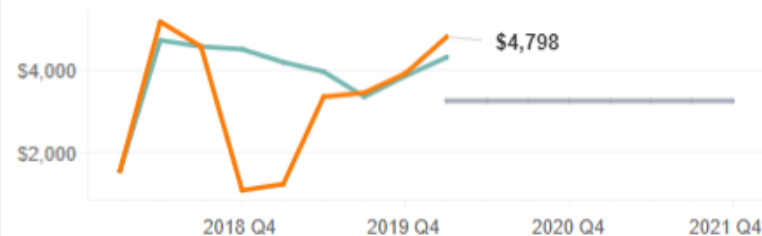
1. Employment Rate (Q2)



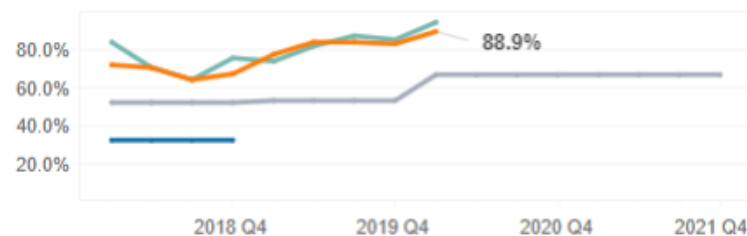
2. Employment Rate (Q4)



3. Median Earnings



4. Credential Rate



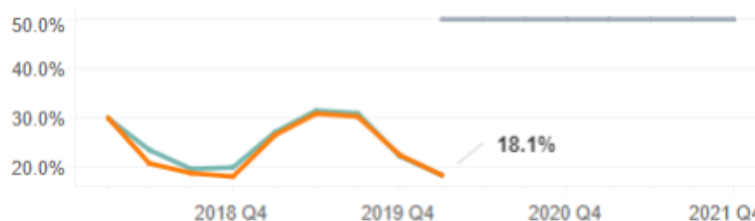
■ WTB's PIRLE...
 ■ Initial Targets
 ■ DOL's QPR
 ■ Adjusted Targets

Series: (All)

Area: Olympic Workforce Development Council

Program: Youth

5. Measurable Skill Gains



Washington State WorkSource System Performance Dashboard

- Seekers served
- Employers served
- Exits & Wages
- Definitions

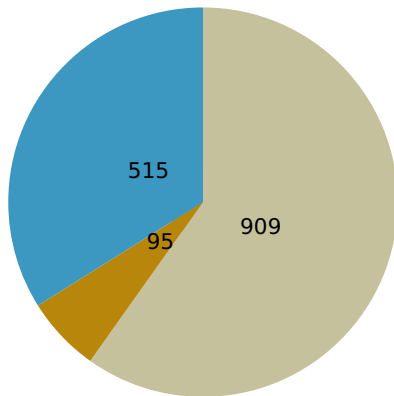
Service Location
WDA 01 - Olympic

Time Frame
Single-quarter
PY 2020 Q2 (Oct - Dec 2020)

Data prior to the beginning of PY16Q1 (July 1, 2016) is not reflected in this dashboard. Therefore, the first quarter with complete rolling 4-quarter data is PY2016 Q4 (the quarter ending on June 30, 2017).

Total seekers = 1,519

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	1,004
Staff-assisted customers	610

Self served only	59.84%	909
Both types of service	6.25%	95
Staff assisted only	33.90%	515

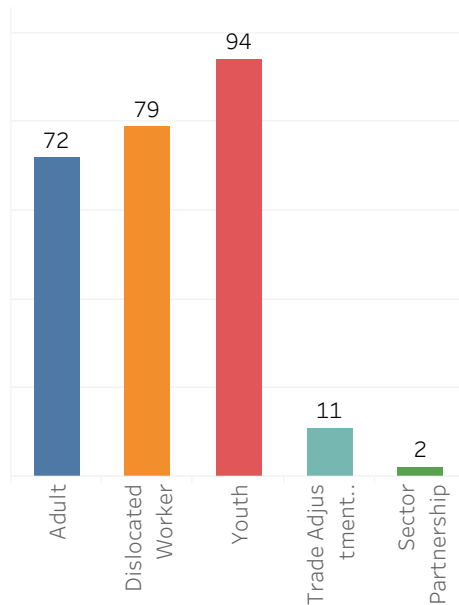
New to WorkSource?

New	28.18%	428
Returning	71.82%	1,091

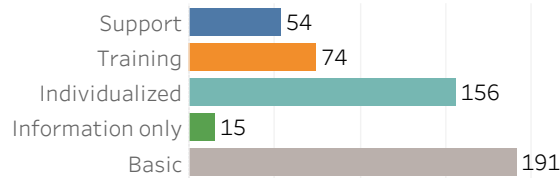
WorkSourceWA job applicants

Seekers with job applications	318
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Seekers served by program enrollment *Staff-assisted seeker counts by service location, regardless of enrollment location*

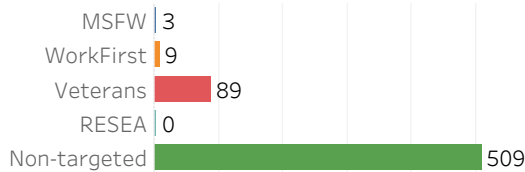


Staff assisted seekers served by service type*



*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



Data last refreshed: 1/8/2021 9:41:33 PM

Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711.

Washington State WorkSource

System Performance Dashboard

- Seekers served
- Employers served**
- Exits & Wages
- Definitions

Location
WDA 01 - Olympic

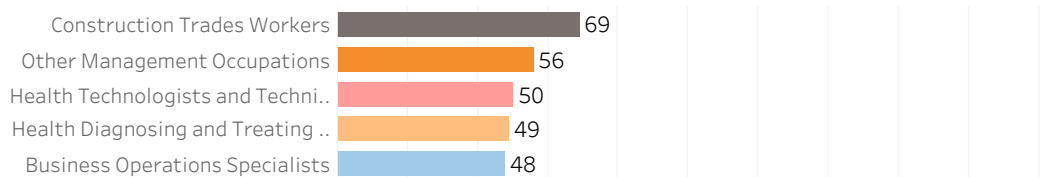
Time Frame
Single-quarter
PY 2020 Q2 (Oct - Dec 2020)

Employers using WorkSource

Employers	228
Job orders	1,053

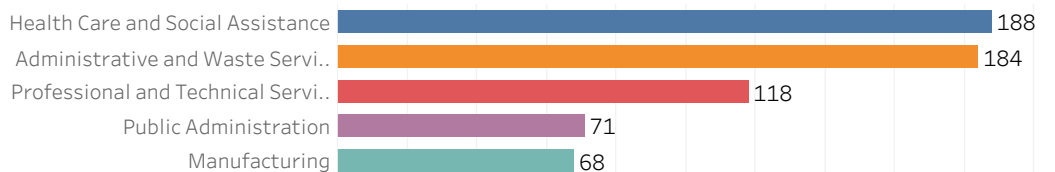
Employers receiving staff-assisted services	41
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Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

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Washington State WorkSource System Performance Dashboard

- Seekers served
- Employers served
- Exits & Wages**
- Definitions

Location

WDA 01 - Olympic

Program

- All Title I participants
- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Wagner Peyster
- All WorkSource customers

These exit proxies are intended to help track potential WorkSource outcomes, are not intended to replace official federal outcomes, and may not accurately reproduce official federal outcomes.

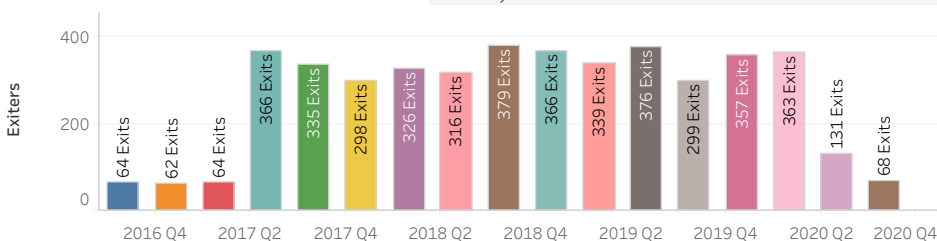
Employments data are delayed.

Employments are based on wages received the second quarter after a person exits (final service date with no more services planned). Wage data come in about 45 days after the quarter ends.

Example: If the final service is on January 3 (exit date), exit is the quarter of Jan-Mar, and the quarter to check for wages is Jul-Sept. Wages for this quarter would be reported by November 15 (approximately 11.5 months from exit date).

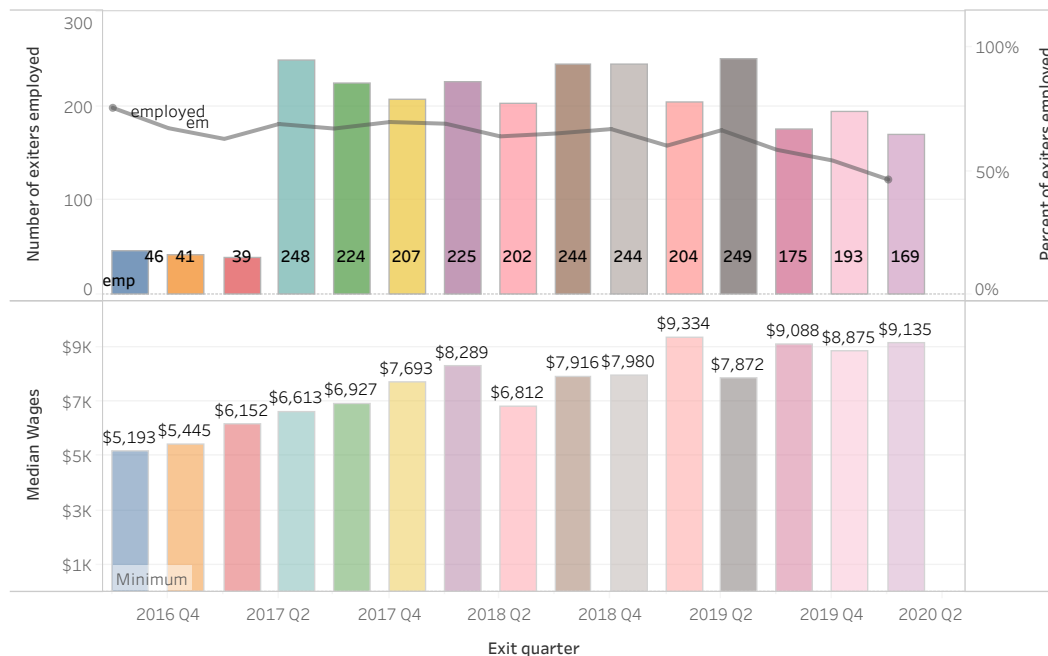
Exits (by Calendar Year)

WDA 01 - Olympic: All Title I participants



Employments (by Calendar Year): select an outcome measure*




All exit quarters, 2 Q after exit



* Low exiter and employment counts are suppressed to protect confidentiality. If the number of exiters or employments meets suppressi..

Data last refreshed: 1/8/2021 9:41:33 PM

Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711.

Olympic Consortium Board Meeting (4th Fridays)	
Exec OWDC Meeting (4th Tuesdays)	
OWDC Full Meeting (2nd Tuesdays)	

10 a.m. to 12:00 p.m.
 10 a.m. to 12:00 p.m.
 9:00 a.m. to 1:30 p.m.

Zoom until further notice
 Zoom until further notice
 Zoom from 9 to 11:30 until further notice

2021

January						
Su	Mo	Tu	We	Th	Fr	Sa
					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						

April						
Su	Mo	Tu	We	Th	Fr	Sa
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11	12	13	14	15	16	17
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25	26	27	28	29	30	

July						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

October						
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24	25	26	27	28	29	30
31						

February						
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28						

May						
Su	Mo	Tu	We	Th	Fr	Sa
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23	24	25	26	27	28	29
30	31					

August						
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22	23	24	25	26	27	28
29	30	31				

November						
Su	Mo	Tu	We	Th	Fr	Sa
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28	29	30				

March						
Su	Mo	Tu	We	Th	Fr	Sa
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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			

June						
Su	Mo	Tu	We	Th	Fr	Sa
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20	21	22	23	24	25	26
27	28	29	30			

September						
Su	Mo	Tu	We	Th	Fr	Sa
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19	20	21	22	23	24	25
26	27	28	29	30		

December						
Su	Mo	Tu	We	Th	Fr	Sa
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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	



EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources, Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director Washington State Employment Security Dept.

MONICA BLACKWOOD, President WestSound Workforce

ASCHLEE DRESCHER, Human Resources The Veterans Administration

DAVID MCMAHAN, Vice President Olympic Labor Council

COUNCIL MEMBERS

DR. KAREEN BORDERS, Executive Director West Sound STEM Network

NICOLE BRICKMAN, HR Manager Skookum Contract Services

DR. MARTY CAVALLUZZI, President Olympic College

NICHOLAS GIANACAKOS, General Manager General Dynamics

LISA DONLON, General Manager Windermere Commercial

GREG DRONKERT, President Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr. Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources Employment & Training Division Director

SARA HATFIELD, CTE Director South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46 Electrician and membership Development

ASHELEY JACKSON Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director McKinley Paper Corporation

BRIAN KUH, Deputy Director Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder Paella House

GINA LINDAL, Administrator CSO, DSHS

GREG LYNCH, Superintendent Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director Clallam Economic Development Corp.

CHUCK MOE, Field Representative Laborers Local 252

GILLIAN NIUMAN, Human Resources Town and Country Markets

ANNA REYES POTTS, General Manager TMF Inc.

LEANNE RAINES, Supervisor Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners Jefferson County Public Utility District

DR. LUKE ROBINS, PhD, President Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe Higher Education and Professional Development Coordinator

DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

OLYMPIC WORKFORCE DEVELOPMENT COUNCIL MEETING

Tuesday, May 11, 2021

10:00 a.m. – 12:30 p.m.

Via Zoom <https://zoom.us/j/98655042322>

Committee Meetings 9:00 a.m. to 9:50 a.m. Online – see packets attached for login

AGENDA

Action Items

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of Agenda
3. Approval of Meeting Minutes from February 9, 2021 (Att. 3.a) pg. 2

Pending and Committee Documents

4. Budget Review, Cognito Form and 2022 Budget
5. Executive Committee Minutes (Att. 5.a) pg. 6
6. Operations Packet (Att. 6.a) pgs. 9-24
7. Business and Economic Development Packet (Att. 7.a) pgs. 25-29
8. Youth Packet (Att. 8.) pgs. 28-30

Discussion Item

9. New Member Welcome – Dr. Kareen Borders
10. New At-Large Members – Welcome - Mr. Seth White and Mr. Rusty Grable
11. Dept. of Services for the Blind – Welcome Ms. Selena Cunningham
12. Puget Sound Regional Council Presentation – Dr. Charles Patton (10:20 a.m. to 10:50) (Att. 12.a)
13. Puget Sound Energy – Ms. Melissa Troy and Mr. Matthew Mauer (10:50 to 11:00)
14. Office of the Superintendent of Public Instruction – Dr. Timmy Foster (11:00-11:20)
15. Calendar (Att. 15.a) pg. 60
16. Adjourn

For the Discussion with Commissioner Kate Dean, Dr Molly Parker and Dr. Lynn Keenan, please remain on the Zoom Meeting

The State of Childcare Clallam and Jefferson Counties 11:30 a.m.-12:30 p.m.

Next Meeting: Sept 14, 2021 – Via Zoom

OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MINUTES
February 9, 2021

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) meeting was held via Zoom on February 9th, 2021. Marilyn Hoppen, Chair, called the meeting to order at 10:00 a.m.

2. APPROVAL OF AGENDA

Motion: Marty Cavalluzzi moved to approve the agenda as presented. Julie Hatch seconded the motion. Motion carried unanimously.

3. MINUTES November 10, 2020

Motion: Julie Hatch moved to approve the minutes as presented. Marty Cavalluzzi seconded the motion. Motion carried unanimously.

DISCUSSION ITEMS

4. Department of Services for the Blind: Meredith Hardin, Lacey office serving the Olympic Peninsula and counties in this region. Local contacts are Harry Whiting and Selena Cunningham.

5. New Member Welcome: Nicholas Gianacakos, General Dynamics

6. Sector Focus Construction Automation: Dr. Kathleen Carlson, Seattle Jobs Institute

Digitalization and Automation in the Construction Trades

- a. Seattle Jobs Initiative, started in the 90's, expanded their scope of work to create opportunities for living wage careers
- b. All workers, will need digital skills in the future
 - o It's assumed that people have these skills
 - o From a workforce development perspective; digital skills affect workforce demands and retention
- c. The program looked at various occupations and the likelihood of automation
 - o High risk occupations were those where;
 - Technology already exists
 - Predictable environments where tasks are routine, and work is regular (same bolt in the same place, every time)
- d. Probability and exposure
 - o Key demographics
 - Women are more likely to be in positions with less skills in construction
 - Economy at large, women are less exposed
 - Younger workers and non-Caucasian, were more likely to be at risk to be affected by automation

- e. How does it impact the workforce
 - It can remove workers from hazardous environments
 - Reduces the labor force
 - f. The Construction Sector has lagged in conversion compared to other sectors, but the digital component is rolling out, eventually requiring all workers to have some sort of digital literacy
 - g. Eroded career paths as more automation is incorporated
 - Require more skills
 - Making the first step into a career harder
 - Those with low levels of education or criminal justice backgrounds
 - Opportunity for these individuals to move into living wage careers is reduced
- 7. Impact Washington: Joseph Gosar**
- a. Not available
- 8. Career Connect Washington, West Sound STEM Network and OESD 114: Kareen Boarders and Jeff Allen**
- a. Regional Network to provide opportunities to youth for college and careers
 - b. South Kitsap is the backbone agency
 - c. Co-creating change from Pre-K through 12th grade
 - Looking at gaps to post-secondary credential attainment
 - 60 members include; corporations, education, non-profits, trades and tribal, "Together we are better"
 - d. Create talent pathways
 - Working with education
 - Creating apprenticeship
 - e. Build awareness towards career launch
 - Accessing skills and knowledge
 - Engaged in meaningful paid work that leads to careers
 - f. Help schools develop CTE programs
 - g. Bring smaller districts together who lack resources, to help them develop CTE programs through CTE rural network
 - h. House Bill 1162; reduction in the credits required to graduate high school would be reduced from 24 down to 20
- 9. Statewide Scheduler: Anne Goranson, Employment Security Department**
- a. Customer model, connects callers with resources
 - b. Allows customers to manage how they connect, including those who do not have technological skills or access
 - c. Next steps
 - Review vendor proposals
 - Implement the solution
 - Provide training
- 10. Policies 1600, 1601, 5502: Luci Bench, Kitsap County Human Services**
- a. 1600: Records and Documentation
 - b. 1601: Personal Identification Security
 - c. 5502: Providing Technology to Participants

11. Executive Committee Report and Minutes: Elizabeth Court, Kitsap County Human Services

- a. Moving to paperless 100%, has aided with monitoring and availability to review files remotely
- b. Reviewed policies
- c. Employment Officer trainings are online
- d. Physical offices need Employment Officer presence
- e. Employment Security Department, career resource fair February 15th
- f. Suzi LeVine, moving to Federal Department of Labor

12. Economic Development and Business Committee Report: Chris Abplanalp, One Stop Operator, Employment Security Department

- a. Entry level jobs are more difficult to fill
 - o Forcing employers to increase pay to secure employees
- b. Job fair

13. Youth Committee Report: Jeff Allen, ESD

- a. Hybrid schooling is in place, with some students back physically in school buildings
- b. What we learned, last 12 months
- c. Mental health

14. Operations Committee Report: Mike Robinson, ESD

- a. Paperless project, all hard copies transferred to digital
- b. Policy reboot, participant information
- c. Where and how staff are being used
 - o Reemployment
 - o Unemployment insurance
 - o Working trade act 1500 claimants affected
- d. Brazen, virtual conference software online platform
- e. Feb 26th resource fair, open Brazen and market to the community the services that are available, alternatives to appointments, getting connected to resources
- f. Relocation efforts, Silverdale 90% complete
- g. Wellness time, with staff check-ins
- h. Preparing for a virtual job fair, how to
- i. Reentry services, classes every Wednesday, broadcasting in correction's facilities upon request
- j. Kitsap Community Resources update, Occupations in Demand list review

15. Calendar

16. Good of the Order and Adjourn

- a. Chuck Moe – challenges with CTE and online, missing the hands-on experience
- b. House Bill 1162– reduces students receiving more exposure to CTE

NEXT MEETING

The next council meeting is scheduled for May 11, 2021.

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 11:35 a.m.

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE COMMITTEE SUMMARY
April 27, 2021**

ATTENDANCE: Marilyn Hoppen, Aschlee Drescher, Julie Hatch, Monica Blackwood, Kimberly Hetrick, Chris Abplanalp, Amanda Fisher
Staff: Elizabeth Court, Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Executive Committee meeting was held on Tuesday, April 27, 2021 via Zoom.

APPROVAL OF SUMMARY

The Executive Committee's Meeting Agenda was approved as follows:

ACTION: Aschlee Drescher moved to approve the Agenda as presented. Motion was seconded by Monica Blackwood. Motion carried unanimously.

The Executive Committee's Meeting Minutes were approved as follows:

ACTION: Aschlee Drescher moved to approve the January 26, 2021 Executive Committee Minutes as presented. Motion was seconded by Monica Blackwood. Motion carried unanimously.

DISCUSSION

Self-Sufficiency Calculator

- New model of the meaning of poverty created by University of Washington's Director of Center for Women's Welfare Dr. Lisa Manzer.
- New model develops a Self-Sufficiency calculator based on today's basic needs at a minimally adequate level costs: housing, childcare, groceries, technology, medical, transportation and apparel.
- Self-Sufficiency standard is more than data-it's a tool for
 - customers of workforce, training and education programs,
 - managers to evaluate program effectiveness,
 - communities and businesses as an indicator of the basic cost of living, and
 - policymakers seeking to create programs and pathways that lead to economic self-sufficiency for working families.

Washington Association of Career Technical Assistance Spring Conference Overview-Dr. Kimberly Hetricks

- Points of discussion
 - Career Development
 - Expand Graduation Options
 - High School and Beyond Plan
 - Perkins V
 - Work-based Learning & Core Plus
 - CCWA/Career Launch
 - Engaging in Legislative Process
 - CTE in WA State
 - Tribal Communities
- House Bill 1599 passed-new graduation requirement, students must complete 1 of 8 different graduation pathways.

Shared Work

- Business-Friendly resource that help employers retain their workforce by avoiding layoffs with paying employee's partial unemployment benefits when their work hours are reduced.
- 5,700 eligible business within Olympic Consortium (Clallam, Jefferson and Kitsap Counties).
- Emails with marketing tool kit attached are being sent to those eligible businesses.

UPDATES

External Monitoring

- State monitoring is complete.
- OWDC received a handful of items to address.
- All items have been addressed and resolved.
- OWDC should be receiving states Management Letter by May 24th.

Equal Opportunity Monitoring/Equal Opportunity Training

- The State Equal Opportunity Team will continue to provide new staff Virtual Equal Opportunity Training until July 2021.
- Silverdale WorkSource ADA checklist is complete. Clallam WorkSource review will begin in May.

Budget Procedure

- State Monitors shared DOL will require the Workforce Development Council to have a voice in our WIOA 2021 budget.
- We decided at the May 11th OWDC meeting our WIOA 2021 Budget will be shared and discussed with the council. Council members will ask questions and make a motion to approve and adopt the 2021 WIOA budget.
- Discussion around the next steps and inform members to be prepared to review and make comments on any proposed changes to the 2022 WIOA budget when sent to members two weeks prior to September OWDC meeting.

Sector Work

- One Stop Operator, Chris Abplanalp announced he has joined the Kitsap Builders Association Workforce Development Committee.
- In addition to providing services to injured workers LNI is assisting all job seekers and working closely with Workforce Development Council.
- OWDC has joined Washington Economic Development Association (WEDA) and Public Ports Federation (improving maritime networking).

New Council Members

- WestSound Stem Director Kareen Boarders joins council.
- 2 new at large members: Seth White-Pipe Fitter Union Representative and Rusty Grable-Local 169 Union Representative, joins the council.

Quarter 3 (Jan-Mar) Performance Report

- Final Performance Report didn't make it into the agenda packet and will be sent via email by Elizabeth Court immediately following meeting.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 11:00 a.m.

Next Meeting: Tuesday, July 27, 2021, via Zoom



Olympic Workforce Development Council Operations Committee Meeting

Tuesday, May 11th, 2020
9:00 a.m. – 9:50 a.m.
Microsoft Teams meeting

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager
Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

ASCHLEE DRESCHER, Human Resources
The Veterans Administration

ROBIN HAKE, HR Director
City of Port Townsend

DAVID MCMAHAN, Vice President
Olympic Labor Council

COUNCIL MEMBERS

DR> KAREEN BORDERS, EXEC DIR.
West Sound STEM Network

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

MARTY CAVALLUZZI, President
Olympic College

RANDY COLSON, Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resources Director
McKinley Paper Corporation

BRIAN KUH, Deputy Director
Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

CHUCK MOE, Field Representative
Laborers Local 252

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

AGENDA

1. Call to Order
 2. Approval of Meeting Minutes from February 9th, 2021 pg. 10
 3. Discussion Item(s)/Action Item(s)
 - a. ESD Monitoring
 - b. OWDC Operational Partner Highlight pg. 12
 4. Performance Reports
 - a. Integrated Service Delivery
 - b. OWDC Performance Report PY20 Q2 pg. 18
 - c. WIOA Primary Indicators of Performance Report pg. 21
 - d. WorkSource System Performance Dashboards PY20 Q3 pg.22
 5. Good of the Order
 6. Agenda Items
- Adjourn

Next Meeting: September 14, 2021 via Microsoft Teams

Operations Committee Minutes
Olympic WorkSource Development Council
February 9, 2021

ATTENDEES –Michael Robinson, Gina Lindal, Jessica Barr, Anna Winney, Michell Graff, Amy Hatfield, and Staff Luci Bench

1. **CALL TO ORDER** – Mike Robinson, called the meeting to order at 9:02 a.m.
2. **MINUTES** –Anna Winney moved to approve November 10th meeting meetings. Michell Graff seconded. **Motion carried.**
3. **DISCUSSION ITEMS**
 - a. Paperless Project: The OWDC is taking all participant files and uploading to be housed in the statewide customer management system ETO. Several advantages: eliminate waste and maintenance of hard files. This will assist with ESD Monitoring in March.
 - b. Policy Reboot: OWDC staff are reviewing, reorganizing, and if necessary, rewriting all OWDC policies, to update and stay in compliance with Dept. of Labor and State rules and regulations. Project is due for completion in September 2020.
 - c. WorkSource Operations Update
 - Staff was brought back from Unemployment Insurance (UI) in September but moved back and WS still has 50% staff working UI plus three full time employees helping with Trade Adjustment Act (TAA). Between three WDC's there are over 1500 active TAA cases from BOEING layoffs, or businesses that supported BOEING.
 - RESEA reinitiated on January 11 even though the job search requirement is suspended indefinitely. Staff are getting training on best practices and reaching out to customers. The goal is by May to have 100% target.
 - The three county WS conducts Friday meetings which has been focusing on trainings such as: ISD enrollment and ETO, Priority of Service, Labor Market Information and Occupations In-Demand, Customer Compliant process and procedure, Brand, Media, and public communications. EO Office, Alissa Durkin, is making sure all employees have EO trainings within the first two weeks as part of their onboarding. Upcoming training, Elizabeth Court will provide a deep dive into Labor Market Information and Economics.
 - Clallam and Jefferson Job Fair on February 16th. Brazen is the platform provided through ESD, and OWDC has two events per month.
 - At the end of the month WS will provide a resource fair for customers to connect with staff and all partners and learn about all that WS has to offer.
 - Reopening planning and implementation is ongoing, but WS is ready. Signage is on its way here from California and the finish work is getting completed. Staff has access to the offices for paperwork needs. Sequim office is still in the works, Mike has a meeting this Friday and will be able to provide an update at the next meeting.

- WS is very cognitive of staff's mental health and wellbeing. Conscience effort from supervisors to check-in with staff, especially those the "I'm fine." Staff who need extra attention.
- d. Kitsap Community Resources Update
- Discussion about the inconsistency with the Occupation In-Demand (OID) list and what is actually available locally. Current list is not representative of the local market. Question posed concerning the formula to identify OID, further research will need to be conducted as well as further discussion.
 - Executive Director position questions still remains, Michell Graff to attend broad meeting later this week to find out path forward. Two new employees In Port Orchard, Evan Salveson and Sarah Knox, who are doing a great job and thinking out of the box to work with customers and businesses. Next Wednesday interviews for the third position.
 - List of trainings available at KCR was provided and reviewed.
- e. Integrated Service Delivery (ISD)
- Reviewed, no comment.
- f. OWDC Performance Report PY20 Q2
- Reviewed, no comment.
- g. WIOA Primary Indicators Performance Report PY20 Q2
- Reviewed, no comment.
- h. WorkSource System Performance Dashboards PY20 Q2
- Reviewed, no comment.
4. **Good of the Order**
- a. None
5. **ADJOURN** – Jessica moved to adjourn the meeting; Gina seconded at 9:56 a.m. **Motion Carried.**

NEXT MEETING – May 11th via Microsoft TEAMS

OWDC Operation Partners

May 11, 2021

DSHS, Community Services Division (CSD) Office Administrators:

Bremerton CSO- Gina Lindal

Port Angeles & Forks Branch Offices- Jim Weatherly

Port Townsend CSO- Louise Huntingford

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

All services from the Bremerton, Port Townsend, Port Angeles and Forks Branch Offices can be accessed remotely by calling our Customer Service Contact Center at 1-877-501-2233 or online at washingtonconnection.org

Serves, Workshops, & Participants

CSD provides programs and services to help low-income people meet their basic needs and achieve economic independence through programs such as the Temporary Assistance for Needy Families (TANF), or Aged, Blind and Disabled (ABD), and Housing and Essential Needs (HEN) programs or Food Assistance, Medical and other employment-focused services. Programs such as these currently serve 41,987 Food Assistance; 2,859 TANF; 831 ABD; and 161 HEN clients living in Kitsap, Clallam and Jefferson counties.

*E-MAPS February 2021 Client/Caseload Data

Initiatives

Pandemic EBT (P-EBT) - P-EBT benefits were approved for the 2020-2021 School Year. This program provides benefits to children in schools who are Free and Reduce-Priced School Meal Program eligible. Eligible families do not need to apply to get P-EBT benefits for this school year. Each eligible child will receive a P-EBT card mailed directly to families without having to apply online. For questions, please call the P-EBT Contact Center at 833-518-0282.

Able Bodied Adults without Dependents (ABAWD) - The ABAWD Navigator program has been discontinued. The program connected ABAWD clients to activities in their local community to meet federal work requirements, however due to funding changes the program ended April 1, 2021. DSHS is working to contact all ABAWDs with scheduled Navigator appointments and provide appropriate referral information. Thankfully, Washington ABAWDs are not at risk of losing their Basic Food assistance due to flexibilities in federal policy related to the Public Health Emergency.

Basic Food Allotment- The Basic Food Allotment 15% increase has been extended through September 2021. Recipients will receive notification of this change via social media; we are not mailing letters notifying customers of the increase.

Goodwill of the Olympics and Rainier Region

Jim Kenney, Program Manager SCSEP and CARF Compliance Coordinator

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Exploring options as to how our organization can expand training opportunities through our Retail store locations.

Serves, Workshops, & Participants

Digital Platform is open to anyone; Career Readiness (CRED) Certificate program and other Virtual trainings available via the Goodwillwa.org website.

Initiatives

Organizational Anti-Racism approach; Ageism and the Aging Work-Force (local, State and Federal Levels; Developing additional training platforms (virtual) to support the rural areas of the Goodwill of the Olympics and Rainier Region and to provided additional opportunities in partnership with the Olympic WFC community; Renewal of the MOU/IFAs and continuation of exploring partnership opportunities with the Olympic WFC, Work-Force Central, South-West WA WFC, PAC Mountain WFC, and South-Central WA Work-Force Council.

Washington Department of Services for the Blind, Lacey Field Office

Contact for New Referrals: Traci Woodman (360) 725-3846 or traci.woodman@dsb.wa.gov

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Lacey Field Office located at: 4565 7th Avenue, 4th Floor, Lacey, WA 98504

Vocational Rehabilitation Counselor Selena Cunningham, MS, CRC, covers Kitsap County

Contact: selena.cunningham@dsb.wa.gov; 360-701-9034

Vocational Rehabilitation Counselor Harry Whiting, MS, covers Clallam and Jefferson Counties Contact: harry.whiting@dsb.wa.gov; 360-407-4070

Youth Services Specialist Jennifer Scheel, covers Kitsap, Clallam & Jefferson Counties

Contact: jennifer.scheel@dsb.wa.gov; 360-725-3856

South Region Area Manager Meredith Hardin, M.S: meredith.hardin@dsb.wa.gov; 360-480-2196

Serves, Workshops, & Participants

Low-vision, blind, deaf-blind youth ages 9 through 24 years, and adults ages 18 and up.

Initiatives

Building more paid and unpaid work experiences for youth, opening-up direct services to participants for orientation and mobility and rehab teaching, as well as assistive technology assessments. Organizing virtual open houses, training + education sharing opportunities for community partners, and virtual job readiness workshops for participants.

Division of Vocational Rehabilitation

LeAnne Raines, M.M.

Olympic Unit Supervisor (Kitsap, Jefferson and Clallam counties)

206-327-2242 (work cell)

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Silverdale (Kitsap county) DVR office: 3888 NW Randall Way, Suite 201, Silverdale, WA 98383-7847
360-698-4360 or Olympic Unit Supervisor LeAnne Raines at 206-327-2242 (work cell).

Silverdale WorkSource: Tricia Burks, Lead Vocational Rehabilitation Counselor at 360-506-1767 (work cell) or LeAnne Raines, Olympic Unit Supervisor at 206-327-2242 (work cell)

Port Townsend (Jefferson County) DVR location: 2507 Evans Vista, Port Townsend, WA 98368

Lara Radke, Rehabilitation Technician at 360-870-4200 (work cell) or LeAnne Raines, Olympic Unit Supervisor at 206-327-2242 (work cell)

Port Angeles (Clallam County) DVR location: 203 W. 1st St, Port Angeles, WA 98362

Kasi Vellucci, Lead Vocational Rehabilitation Counselor at 360-870-3054 (work cell) or LeAnne Raines, Olympic Unit Supervisor at 206-327-2242 (work cell).

Serves, Workshops, & Participants

DVR is a statewide resource assisting people with disabilities to prepare for, secure, maintain, advance in, or regain employment. DVR serves people who seek meaningful, secure employment but whose disabilities may result in one or more barriers to achieving an employment goal.

Kitsap Community Resources

Michell Graff mgraff@kcr.org or Evan Salvesson, esalveson@kcr.org

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

KCR in Port Orchard, 3200 SE Rainshadow

CtKCR in Bremerton, 845 8th Street

Serves, Workshops, & Participants

The Kitsap Community Resource WIOA Program serves a wide range of clients throughout Kitsap County. Using both in-person and virtual WIOA orientation sessions, clients can learn about the services that WIOA can provide and ask case managers questions. After enrollment into WIOA, clients are assigned to a case manager who can help with resume and cover letter building, job search strategies and provide job referrals. Additional classes of on various topics are offered M-Th at our Bremerton office for clients who need or want addition support. It's a collaborative effort that fits the needs of each client.

Job Club is a workshop held every Friday at Kitsap Community Resources. Job Club is facilitated by a WIOA case manager and provides clients the opportunity to network with

fellow job seekers and gain help with entering/re-entering the workplace. Resume building and Microsoft Office workshops will be facilitated as soon as COVID-19 guidelines allow.

Initiatives

Along with the basic services like resume help and job search strategies, we have 3 primary federal grants that can fund training and support services: Adult, Dislocated Worker and the new Employment Recover Grant which helps with training and support services for those who have permanently been laid off or had to close their business due to the COVID-19 pandemic. We also offer free GED classes to the public M-W at our Bremerton location.

Employment Security Department

WorkSource Administrator Mike Robinson

Email: mrobinson@esd.wa.gov Ph: 360-277-8684

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

WorkSource Clallam – Comprehensive Service One-Stop Center, Port Angeles, Serving Clallam, and Jefferson Counties

WorkSource Kitsap - Comprehensive Service One-Stop Center, Silverdale, Serving Kitsap County

Services, Workshops, & Participants

Services:

Both sites provide comprehensive employment and business services for job skills employment and readiness training services to job seekers and employers.

Service provider of Title I Adult and Dislocated Worker WIOA contracts. Workforce development/employment workshops, employment assessments and career guidance, resources for worker training/retraining, on-the-job training, and support services. Priority of Service is focused on recipients of public assistance, or other low-income individuals, and individuals who are basic skills deficient, and face barriers to employment.

Service Provider Title III Wagner Peyser re-employment services, employment assessments, career guidance, job matching, workforce development/employment workshops, business services and labor market information. The employment service seeks to improve the functioning of the local labor markets by bringing together individuals seeking employment with businesses seeking workers.

Service provider of Jobs for Veterans State Grants – Supports Disabled Veterans Outreach Program, and Local Veteran Employment Representative services. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Local Veterans'

Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans.

Service provider for 3 DSHS contracts/services - WorkFirst and Strategies for Success, and Financial Capabilities

Workshops:

- WIOA Title I – **Orientation to WIOA** – Assist customers with WIOA overview of services and application process.
- Wagner Peyser Title III Labor Exchange - Re-employment services that support UI claimants who are selected for **Reemployment Services and Eligibility Assessment** activities.
- WP LEX staff are producing **Orientation to Virtual WorkSource Services**.
- **Reentry workshops** within DOC facilities, statewide (virtually) and **Starting Over: Employment After Incarceration**.
- **Surviving Job Loss** – Launching in May, prepares participant to recognize and manage the emotional impact of job loss that can have an impact on self and others. Identifying resources available and practical steps to prepare to move on to the next phase in career transition.
- **WP LEX Business Services** - Supporting employers, organizing, scheduling, and producing virtual job fairs and hiring events.
- **USAJOBS Workshop** – ESD staff collaborate and facilitate a workshop aimed to assist applicants on the federal application and resume process and how to obtain federal employment.
- **Strategies for Success** – A series of 20-hour, life-skills workshops. Each of the six modules are four days long.
- **Financial capabilities** - Explore how your personal view and perception of money and income can affect how well you manage it. Also, learn about sources and timing of income.
- **Mock Interview Sessions** – Prepare job seekers with the confidence and abilities to successfully navigate in-person and virtual interviews.

Initiatives

Focus on Equity through Diversity Equity and Inclusion – Staff (including partners) engaged in on going exercise to inventory, identify, and obtain points of contact for organizations that provide services for individuals who may be identified as 1 or more elements of WIOA barrier groups. ESD's organizational values embrace a culture of inclusion, diversity, and equity to ensure services for those needing them the most are attainable. This process will assist staff in identifying and solving inequities in our local service delivery by providing intentional outreach and increased attention on improving customer service delivery which we believe will increase equitable access of services.

Labor Market Information – ESD staff and partners have been provided LMI training to understand the economic landscape to best serve job seekers and businesses alike. Guest speakers from ESD Labor Market and Economic Analysis staff provided overview of ESD data sets and tools available. WDC Director, and Kitsap County Librarian provided overview of alternate methods and resources for understanding local trends. Associate Economic Development (EDC's) directors participated in a session of the impact Covid has played on each county's economies – what they are hearing from employers –

and special initiatives they are conducting. The next stage is to bring in employers and chamber of commerce representative to discuss what they are observing and hearing in the business community.

Making Technology Work - ESD staff are currently testing new customer laptops that are not installed with Microsoft Office Suite. Only 25% of office computers will have MS loaded. Customers will be required to utilize cloud-based solutions. This is a result of IT State governance. Each office across the state is provided 25% of resource rooms computers to have this asset. Office may choose to purchase more however, the cost to do so is not in current budgeting. Staff will continue to learn the new processes and work with IT to understand what the customer may need and how to create training resources for ease of service.

Re-opening Safe Planning – ESD, along with partners and WDC continue to make progress in efforts for reopening plans at WorkSource centers on a limited, appointment based, access to resource room technology. Employment, training, and career services as well as business services will continue in the virtual format.

WIOA Formula Performance Report

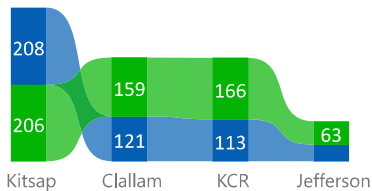
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Earliest Refresh Date

Office	Program	Current	Program Enrollments	Target Enrollments	PE %age	Exits	Target Exits	Exit %age	Place ments	Target Place ments	Placement Rate	Placements %age	Actual Expendit ure	Target Expendit ures	Expenditure s %age
Clallam	Adult	23	39	49	79.59%	16	32	50.00%	14	26	87.50%	53.85%	\$143,693	177,588	80.91%
Clallam	DW	15	29	32	90.63%	14	21	66.67%	12	17	85.71%	70.59%	\$122,482	147,441	83.07%
Clallam	DWIE	0	1	8	12.50%	1	5	20.00%	1	5	100.00%	20.00%	\$3,348	26,723	12.53%
Clallam	Youth	39	49	60	81.67%	10	10	100.00%	8	5	80.00%	160.00%	\$161,717	185,526	87.17%
Jefferson	Adult	7	12	18	66.67%	5	11	45.45%	5	9	100.00%	55.56%	\$30,662	40,638	75.45%
Jefferson	DW	14	17	15	113.33%	3	10	30.00%	3	7	100.00%	42.86%	\$24,825	48,663	51.01%
Jefferson	DWIE			6			4			4			\$0	18,018	0.00%
Jefferson	Youth	12	15	17	88.24%	3	3	100.00%	2	2	66.67%	100.00%	\$57,982	51,323	112.97%
KCR	Adult	35	75	100	75.00%	40	55	72.73%	31	45	77.50%	68.89%	\$194,032	220,817	87.87%
KCR	DW	15	28	40	70.00%	13	26	50.00%	12	20	92.31%	60.00%	\$57,777	111,217	51.95%
KCR	DWIE	4	10	18	55.56%	6	10	60.00%	5	8	83.33%	62.50%	\$27,606	32,607	84.66%
Kitsap	Adult	16	34	48	70.83%	18	31	58.06%	16	24	88.89%	66.67%	\$49,579	116,154	42.68%
Kitsap	DW	41	63	39	161.54%	22	22	100.00%	18	19	81.82%	94.74%	\$62,457	113,334	55.11%
Kitsap	DWIE	2	7	19	36.84%	5	15	33.33%	4	14	80.00%	28.57%	\$35,822	52,290	68.51%
Kitsap	Youth	55	74	84	88.10%	19	12	158.33%	14	6	73.68%	233.33%	\$280,303	295,913	94.72%
Totals		278	453	553	81.92%	175	267	65.54%	145	211	82.86%	68.72%	\$1,252,2...	1,638,252	76.44%

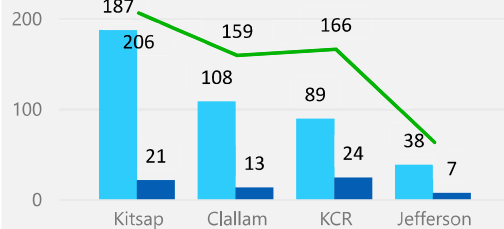
Enrollments & Target by Area

● Program Enrollments ● Target Enrollments



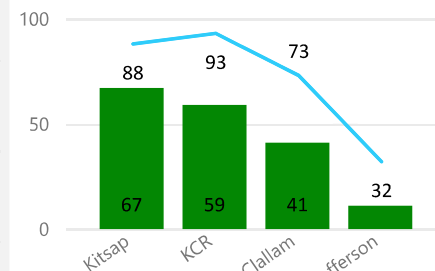
Enrollments by Quarter

Quarter ● Q1 ● Q3 ● QtrAddTarPE



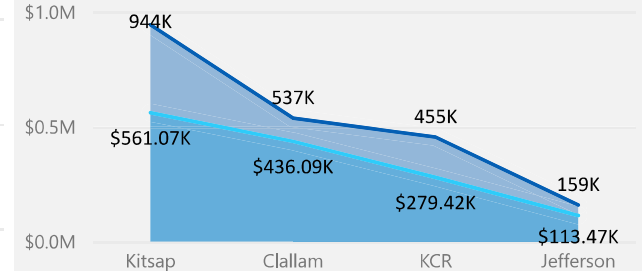
Exits & Targets by Area

● Exits ● Target Exits



Expenditures & Targets

● Actual Expenditure ● Expenditures Targets

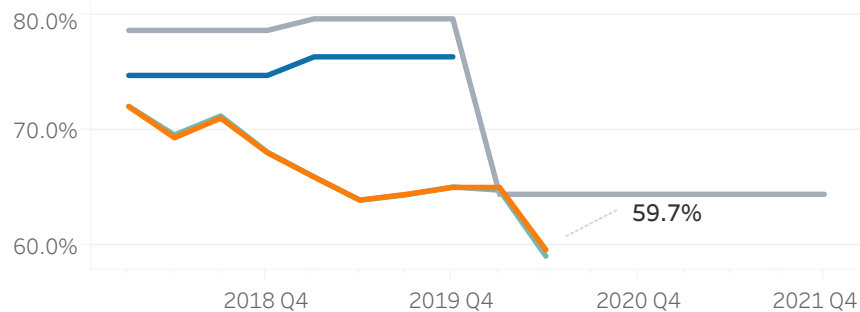


NOTE: PY19 Obligated funds for KCR available in Q3. WorkSource & Youth PY19 Obligated funds will reflect in Q4.

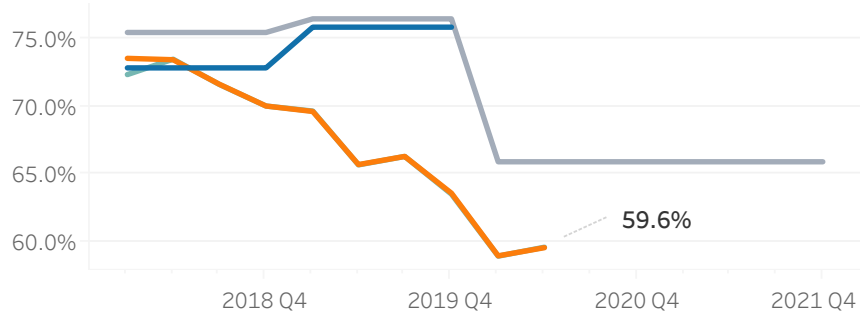
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Dislocated Worker

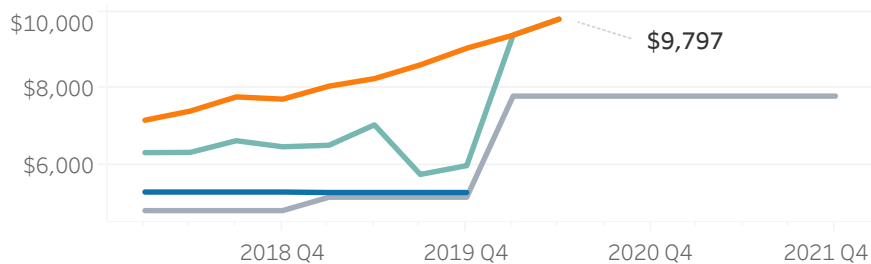
1. Employment Rate (Q2)



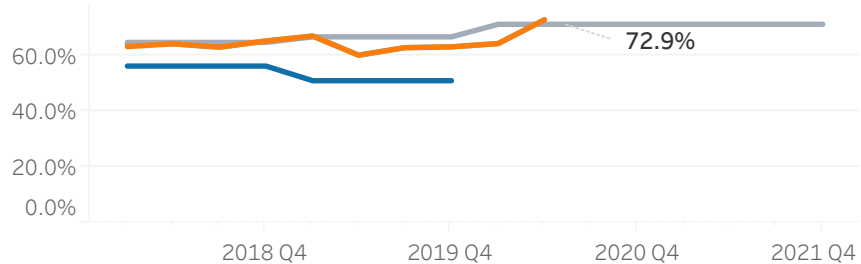
2. Employment Rate (Q4)



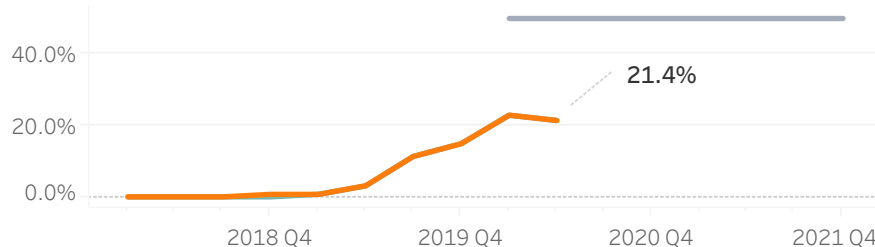
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



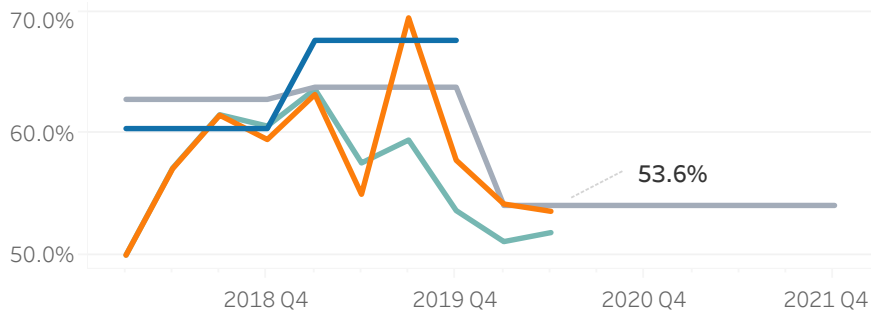
■ WTB's PIRL Esti.
■ Initial Targets
■ DOL's QPR
■ Adjusted Targets

Series All
Area Olympic Workforce Development Council
Program Dislocated Worker

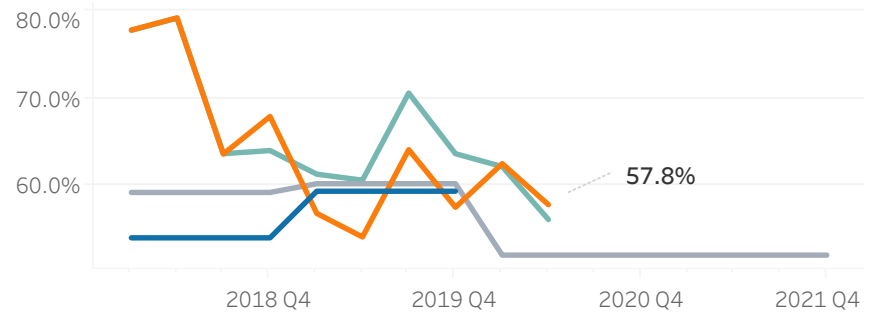
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Youth

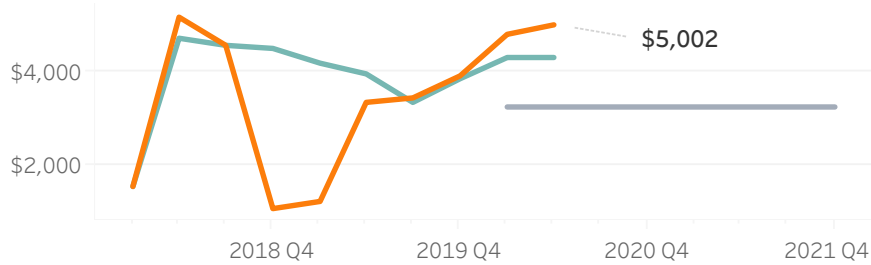
1. Employment Rate (Q2)



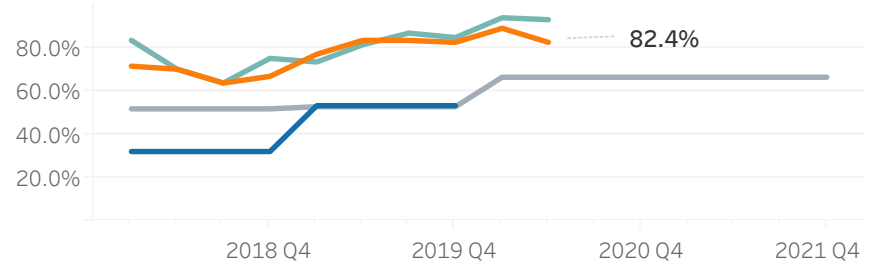
2. Employment Rate (Q4)



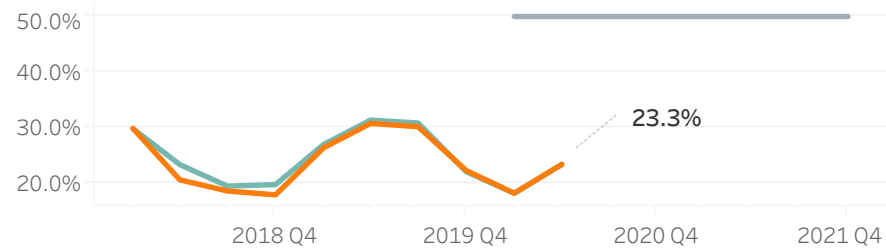
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



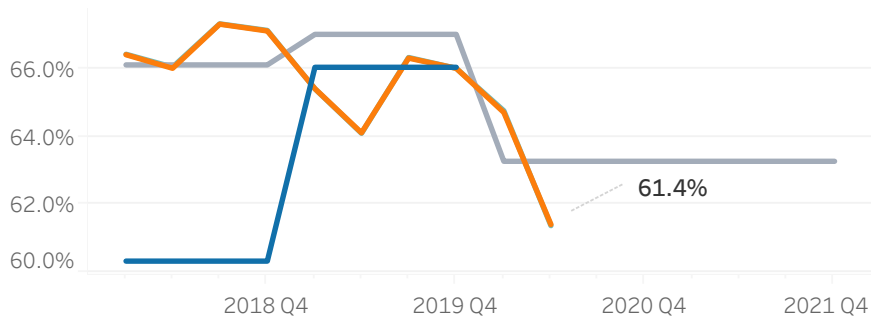
■ WTB's PIRL Esti.
 ■ Initial Targets
 ■ DOL's QPR
 ■ Adjusted Targets

Series All
Area Olympic Workforce Development Council
Program Youth

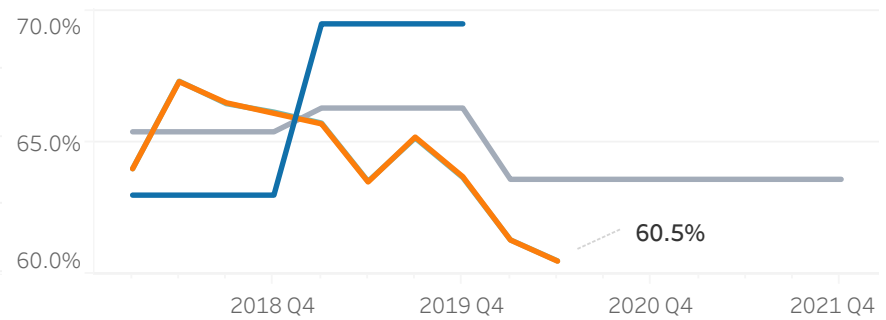
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Adult

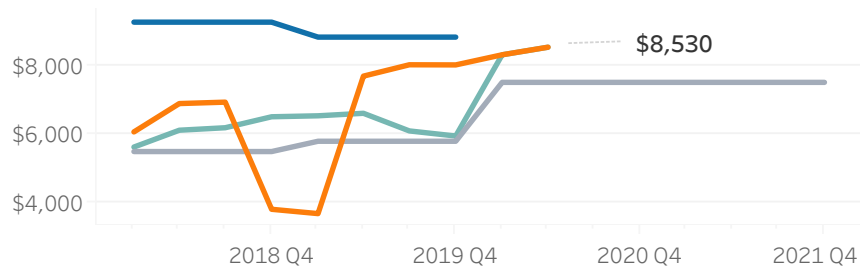
1. Employment Rate (Q2)



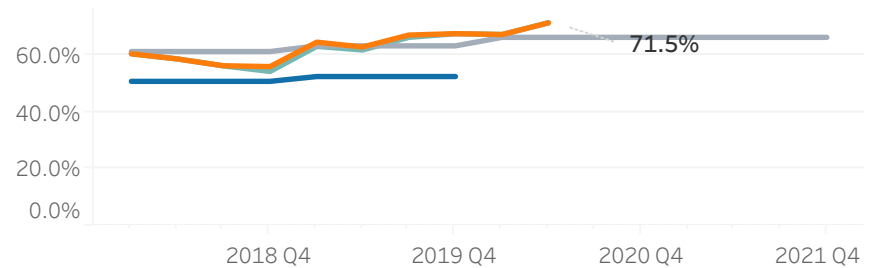
2. Employment Rate (Q4)



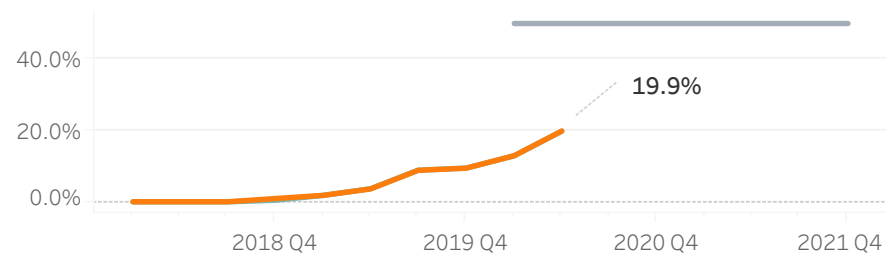
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



■ WTB's PIRL Esti.
■ Initial Targets
■ DOL's QPR
■ Adjusted Targets

Series All

Area Olympic Workforce Development Council

Program Adult

Washington State WorkSource System Performance Dashboard

- Seekers served
- Employers served
- Exits & Wages
- Definitions

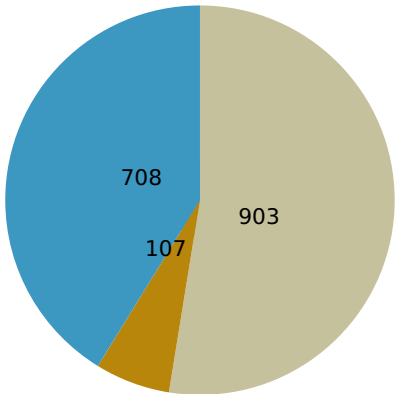
Service Location
WDA 01 - Olympic

Time Frame
Single-quarter
PY 2020 Q3 (Jan - Mar 2021)

Data prior to the beginning of PY16Q1 (July 1, 2016) is not reflected in this dashboard. Therefore, the first quarter with complete rolling 4-quarter data is PY2016 Q4 (the quarter ending on June 30, 2017).

Total seekers = 1,718

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	1,010
Staff-assisted customers	815

Self served only	52.56%	903
Both types of service	6.23%	107
Staff assisted only	41.21%	708

New to WorkSource?

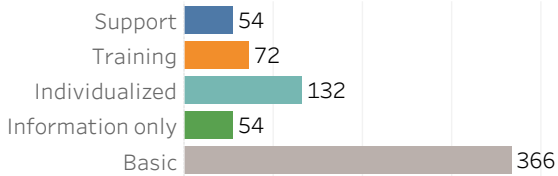
New	30.97%	532
Returning	69.03%	1,186

WorkSourceWA job applicants

Seekers with job applications	321
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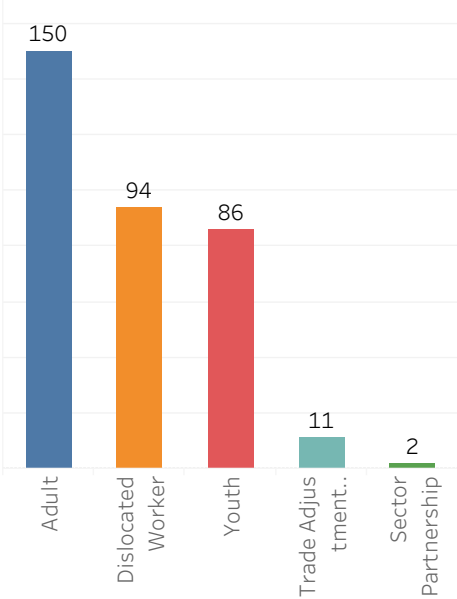
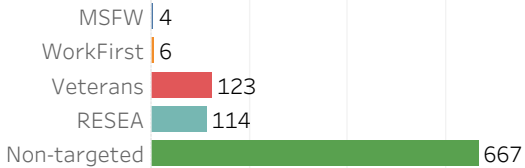
Seekers served by program enrollment *Staff-assisted seeker counts by service location, regardless of enrollment location*

Staff assisted seekers served by service type*



*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



Data last refreshed: 4/13/2021 6:52:10 PM

Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711.

Washington State WorkSource

System Performance Dashboard

- Seekers served
- Employers served**
- Exits & Wages
- Definitions

Location
WDA 01 - Olympic

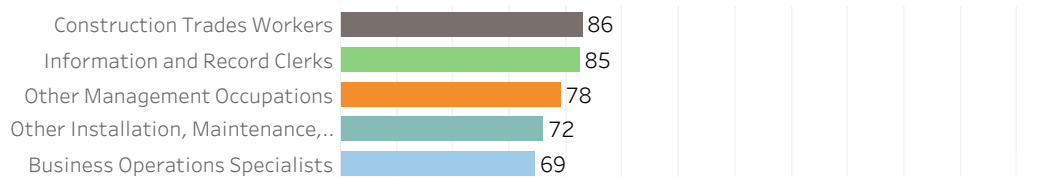
Time Frame
Single-quarter
PY 2020 Q3 (Jan - Mar 2021)

Employers using WorkSource

Employers	301
Job orders	1,567

Employers receiving staff-assisted services	160
---	-----

Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

Washington State WorkSource System Performance Dashboard

- Seekers served
- Employers served
- Exits & Wages**
- Definitions

Location

WDA 01 - Olympic

Program

- All Title I participants
- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Wagner Peyser
- All WorkSource customers

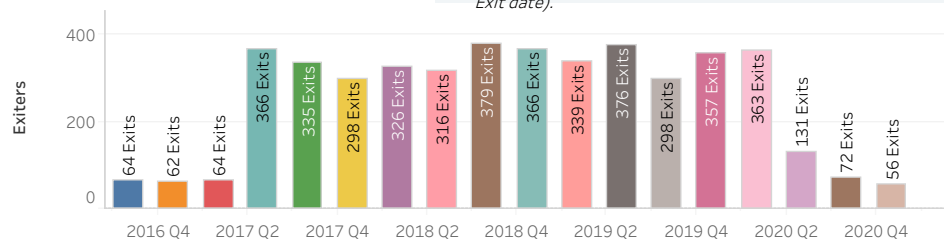
These exit proxies are intended to help track potential WorkSource outcomes, are not intended to replace official federal outcomes, and may not accurately reproduce official federal outcomes.

Employments data are delayed.

Employments are based on wages received the second quarter after a person exits (final service date with no more services planned). Wage data come in about 45 days after the quarter ends.

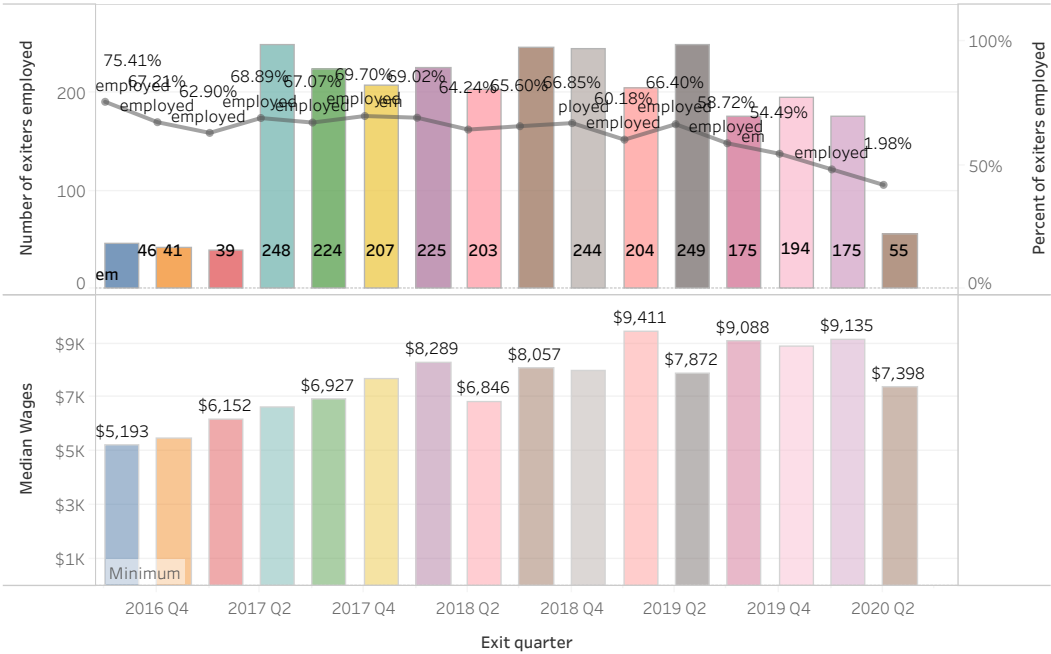
Example: If the final service is on January 3 (exit date), exit is the quarter of Jan- Mar, and the quarter to check for wages is Jul-Sept. Wages for this quarter would be reported by November 15 (approximately 11.5 months from

Exits (by Calendar Year) WDA 01 - Olympic: All Title I participants



Employments (by Calendar Year): select an outcome measure*

All exit quarters, 2 Q after exit



* Low exiter and employment counts are suppressed to protect confidentiality. If the number of exitters or employments meets suppressi..

Data last refreshed: 4/13/2021 6:52:10 PM

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ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING

Tuesday, May 11, 2021
9:00 a.m. – 9:50 a.m.

Via Webex

<https://esd.webex.com/esd/j.php?MTID=mea05528a1ad9f3c05d28c50f80fb9cbd>

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources, Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director Washington State Employment Security Dept.

MONICA BLACKWOOD, President WestSound Workforce

ASCHLEE DRESCHER, Human Resources The Veterans Administration

DAVID MCMAHAN, Vice President Olympic Labor Council

COUNCIL MEMBERS

DR. KAREEN BORDERS, Ex. Director West Sound Stem Network

NICOLE BRICKMAN, HR Manager Skookum Contract Services

DR. MARTY CAVALLUZZI, President Olympic College

RANDY COLSON, Manager General Dynamics

LISA DONLON, General Manager Windermere Commercial

GREG DRONKERT, President Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr. Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources Employment & Training Division Director

SARA HATFIELD, CTE Director South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46 Electrician and membership Development

ASHELEY JACKSON Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director McKinley Paper Corporation

BRIAN KUH, Deputy Director Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder Paella House

GINA LINDAL, Administrator CSO, DSHS

GREG LYNCH, Superintendent Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director Clallam Economic Development Corp.

CHUCK MOE, Field Representative Laborers Local 252

GILLIAN NIUMAN, Human Resources Town and Country Markets

ANNA REYES POTTS, General Manager TMF Inc.

LEANNE RAINES, Supervisor Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners Jefferson County Public Utility District

DR. LUKE ROBINS, PhD, President Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe Higher Education and Professional Development Coordinator

DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

AGENDA

1. Call to order (9:00 a.m.)
2. Introductions
3. Approval of Agenda pg. 25
4. Approval of February Summary pg. 26
5. Action and Discussion Items
 - a. WorkSource Employer Services, hiring events and emerging opportunities
 - b. Rapid Response: Area updates
 - c. Office Relocations updates: Kitsap and Clallam
6. WDA trends from members – Discussion on recruiting and business needs during Covid-19
7. Good of the Order (as time permits)

Next Meeting: September 14, 2021
Via Webex

**OLYMPIC WORKFORCE DEVELOPMENT
ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING MINUTES**

9:00 a.m. – 9:50 a.m.

Tuesday, February 9, 2021

Via Webex

In attendance:

Christopher Abplanalp, WorkSource Joe Morrison, Kitsap Economic Development Alliance
Monica Blackwood, WestSound Workforce Kevin Gallacci, Clallam Transit System

1. Call to Order

Meeting called to order by Christopher Abplanalp, at 9:13 a.m.

2. Introductions

3. Approval of Agenda (Attachment)

No quorum.

4. Approval of November 10, 2020 Summary (Attachment)

No quorum.

5. Action Item(s)/Discussion Item(s)

• **WorkSource Employer Services, hiring events and emerging opportunities**

Christopher Abplanalp, WorkSource:

- Hiring Events and Job Fairs
 - Virtual Job Fair coming up on February 16th – For Clallam and Jefferson Counties
 - A total of 30 employers signed up so far
 - Contracting with Brazen to complete the job fair; they are a platform that specializes in virtual job fairs. With the contract, have the option to complete two per month.
 - Looking to complete a resource fair with the topic focusing on what WorkSource has to offer
- Due to the job search waiver for unemployment, there have been fewer people through the door of WorkSource. An extra challenge to navigate since they are not required to complete a job search and many people are getting by okay on unemployment.
- Christopher is focusing on community outreach and connecting with businesses

b. Rapid Response: Area updates

Christopher reported no Rapid Response requests have been made. One company was completing a layoff but did not need rapid response services

c. Office Relocations updates

- Kitsap County – Silverdale location is about 95% done; just some exterior signage to be completed.
- Clallam County – Still in the planning phase for the relocation to Sequim; a location has been identified.

6. WDA Trends from members – Discussion on, recruiting, and business needs during COVID

Kevin Gallacci, Clallam Transit, reported on the various adjustments with COVID and obtaining employees to fill vacancies. Have been continually hiring; finding the hardest positions to fill are the temporary, entry-levels. It is also difficult to keep employees after they have been hired, despite the fact they help new hires go through the Class B CDL process. Have had to reduce services at times because many of their drivers were out on various pandemic-related leave. There have also been challenges hiring temporary cleaners. Had to increase the rate of pay. CARES Act funding has ensured they won't be closing their doors anytime soon.

Monica Blackwood, WestSound Workforce, reported on the challenges of getting clients to fill job vacancies and has even seen some pass on a job offer because their unemployment finally came through. Currently working with another manufacturing company that is struggling to hire employees to work entry-level positions. Has also seen some clients fearful of safety and health at worksites due to COVID. Is completing a lot of education with job seekers on skillsets and managing their expectations.

Discussion was held on the Reemployment Services and Eligibility Assessment (RESEA), a program that assists clients reaching the end of their unemployment, get ready to obtain a job. Clients get one on one counseling with WorkSource to develop a plan. Currently, those on extended benefits are not yet required to participate. If they do participate, they are entered into an online tracking system.

7. Good of the Order

Next Meeting: May 11, 2021; virtual

Adjournment



Olympic Workforce Development Council Youth Committee Meeting

Tuesday, May 11, 2021

9:00 a.m. – 9:50 a.m.

ZOOM meeting <https://zoom.us/j/7881886224>

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MORGAN SNELL, Jamestown S'Klallam Tribe Higher Education and Professional Development Coordinator

DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

AGENDA

1. Call to Order
2. Approval of Agenda pg. 28
3. Approval of Previous Meeting Minutes February 09, 2021, pg. 29
- Discussion Items**
4. Strive Together, Cradle to Career Framework
5. Economics Security for All Grant
6. Career Connected Learning
 - State and Regional Updates
 - CCL Rural Network Collaboration
7. WIOA-Youth, Pathways to Success Update
8. YouthBuild Update
9. Open Discussion
10. Adjourn

Next Meeting – September 14, 2021

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
YOUTH COMMITTEE SUMMARY
February 9, 2021**

ATTENDANCE: Jeff Allen, Kimberly Hetrick, Tiffany Skidmore, Emily Manson, Julie Knott, Angela Cox, Sara Hatfield, Brian Kuh
Staff: Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Tuesday, February 9, 2021 via Zoom

APPROVAL OF SUMMARY

The Youth Committee's Meeting Agenda was reviewed as follows:

ACTION: Those present reviewed the agenda as presented. No additions were suggested, and the agenda was agreed upon by those present.

DISCUSSION

What have we learned during COVID?

- Need to support students and staff emotionally and mentally.
- Make the infrastructure stronger with additional resources supporting mental health.
- Virtual environment is effective in engaging students with teachers.
- Getting students onto job sites is challenging during these times.

What can we implement once re-opened?

- Expanding opportunities virtually.
- Expanding services and accommodations.
- Frequent Zoom meetings allowing for staff and partners to connect more.
- Moderate hybrid learning.

State & Regional Updates

- CCL Rural Network Collaboration
 - Partnership with NWESD 189 supporting/assisting small districts in understanding Perkins V.
 - Monthly meetings focus on what resources districts need.
- Career Connect Learning

- 2nd round of Career Connect Washington intermediary grant will develop a career launch program in Neah Bay concentrating on multiple pathways within the Maritime sector.

Youth Program Update

- Completed digital uploads of participant files.
- WEX sites limited but working on creating new WEX sites.

Open Discussion

- May 11th meeting agenda topic- Fall schedule updates

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:52 am.

Next Meeting: Tuesday, May 11, 2021 via Zoom

VISION 2050

VISION 2050 – Regional Equity Strategy

Economic Development District Board



Puget Sound Regional Council

PSRC History

- **Environmental Justice**

- Focused analyses
- Demographic profiles
- Targeted outreach

Puget Sound Regional Council
PSRC

VISION 2020
Draft Environmental Impact Statement
Environmental Justice

Public Outreach
SUMMARY REPORT
June-September 2006

Transportation 2040
UPDATE
toward a sustainable transportation system

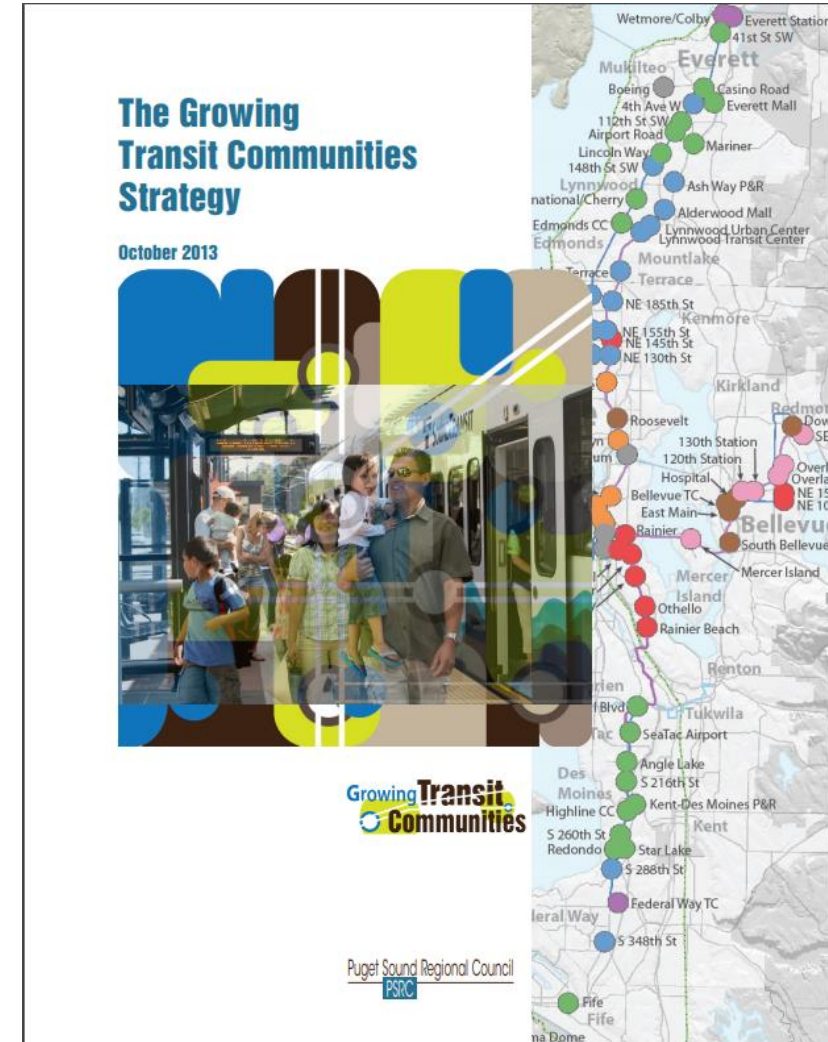
Appendix G: Environmental Justice

MAY 29, 2014
Puget Sound Regional Council

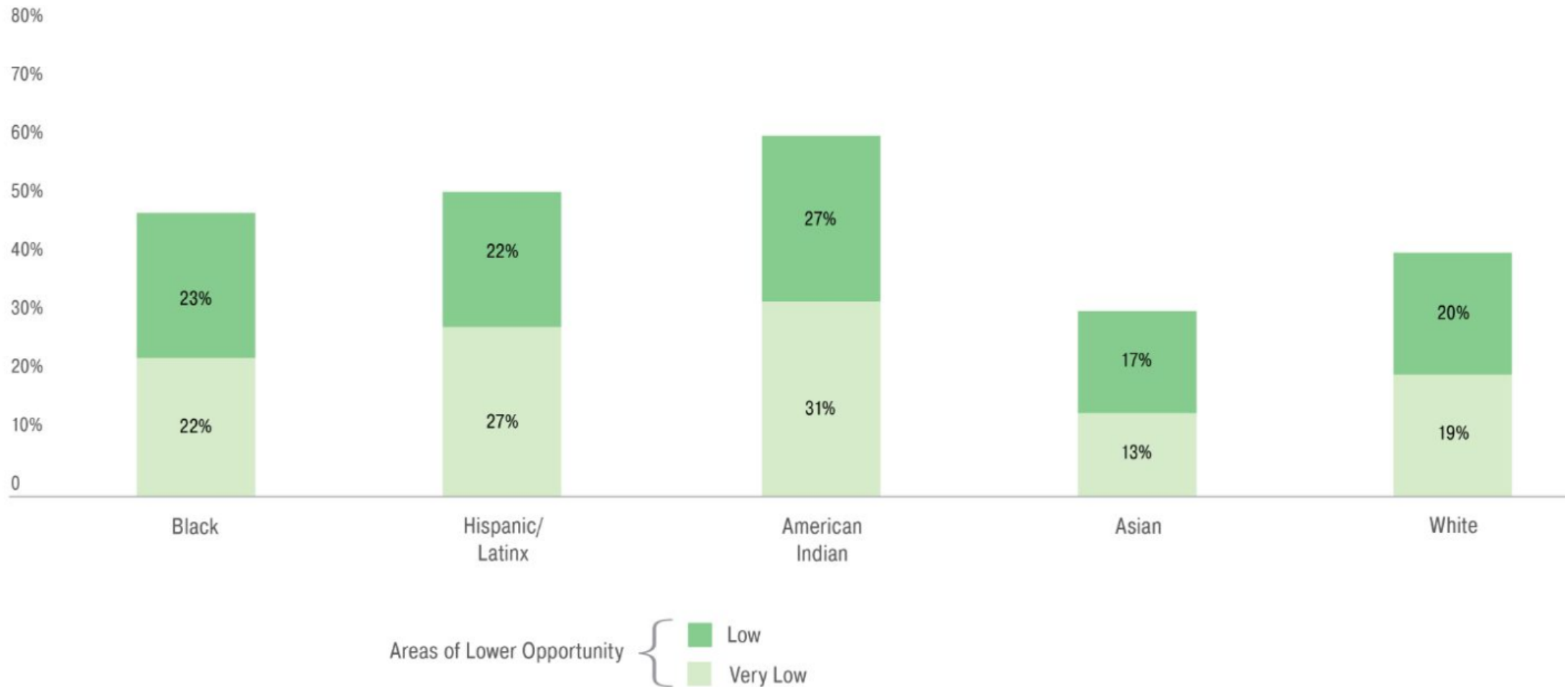


• Growing Transit Communities

- Capacity building and research
- Equity-focused policy recommendations
- Opportunity mapping



Opportunity Mapping



RC-Action-3: Regional Equity Strategy



PSRC, in coordination with member governments and community stakeholders, will develop a regional equity strategy intended to make equity central to PSRC's work and to support the 2024 local comprehensive plan updates. The strategy could include components such as:

- Creating and maintaining tools and resources, including data and outreach, to better understand how regional and local policies and actions affect our region's residents, specifically as they relate to people of color and people with low incomes.
- Developing strategies and best practices for centering equity in regional and local planning work, including inclusive community engagement, monitoring, and actions to achieve equitable development outcomes and mitigate displacement of vulnerable communities.
- Identifying implementation steps, including how to measure outcomes.

RC-Action-3: Regional Equity Strategy

36/60



PSRC, in coordination with member governments and community stakeholders, will develop a regional equity strategy intended to make equity central to PSRC's work and to support the 2024 local comprehensive plan updates. The strategy could include components such as:

- Identifying mechanisms to prioritize access to funding to address inequities.
- Developing a plan and committing resources for an equity advisory group that can help provide feedback on and help implement the Regional Equity Strategy.
- Developing and adopting an equity impact tool for evaluating PSRC decisions and community engagement.

Region's Demographics

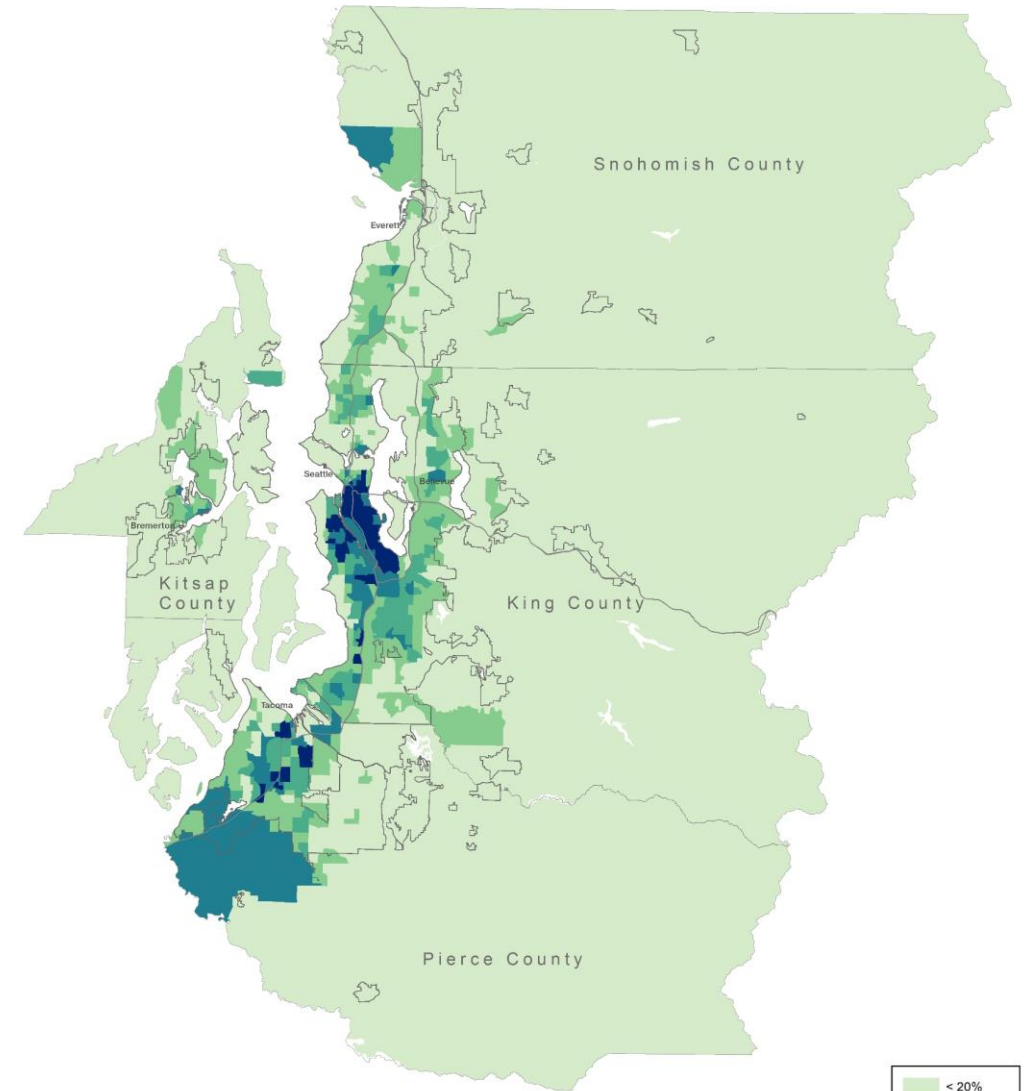
People of color represent:

24% of region's population in 2000

35% of region's population in 2016

81% of region's growth since 2000

15 cities at or near 50%+ people of color in 2017



People of Color, 2000

Region's Demographics

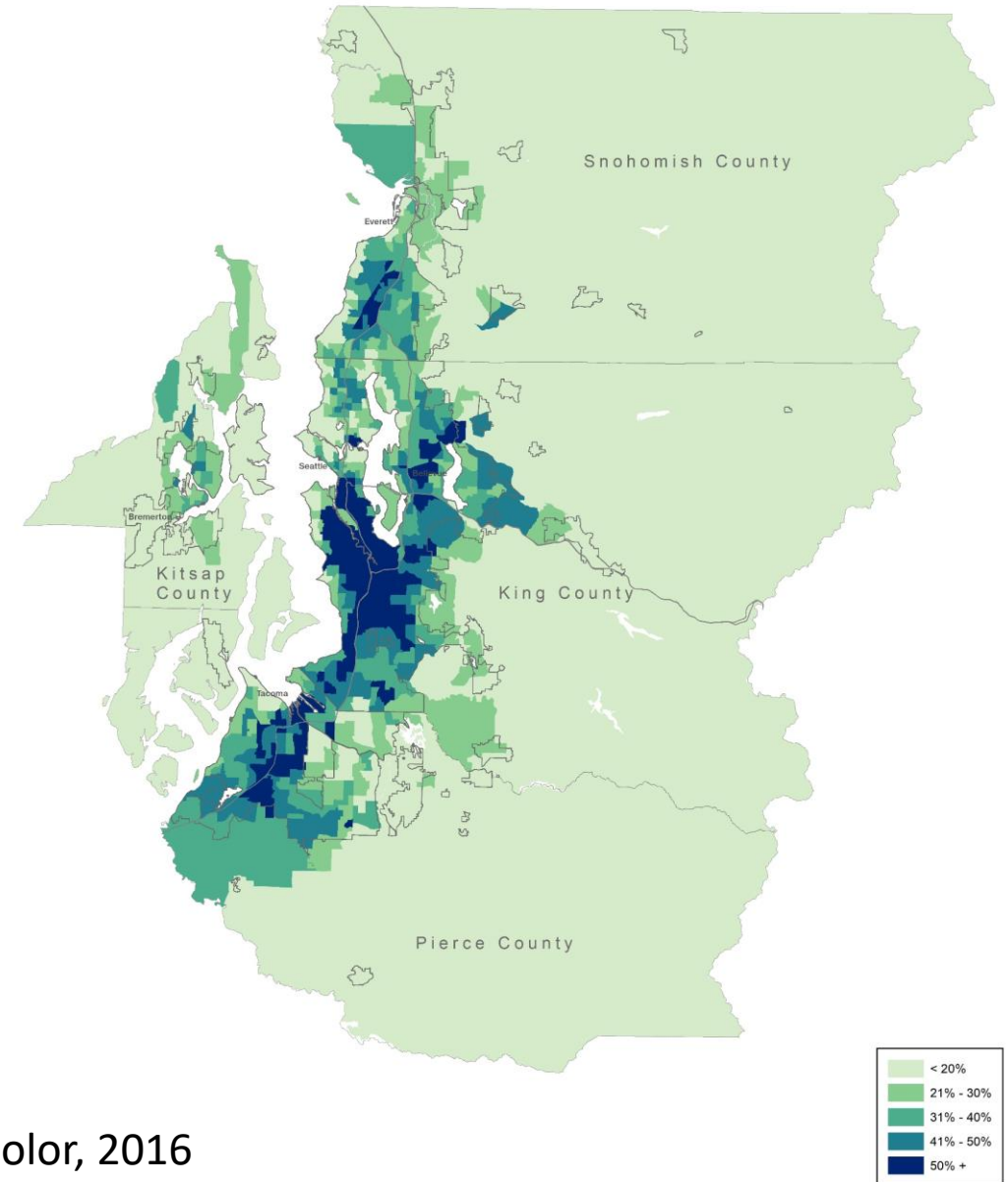
People of color represent:

24% of region's population in 2000

35% of region's population in 2016

81% of region's growth since 2000

15 cities at or near 50%+ people of color in 2017



People of Color, 2016

Approach

- Refine and build on current practices and methods
- Move beyond what we are currently doing



Key Component Categories

1. Capacity Building
2. Data and Research
3. Community Engagement
4. Best Practices



1. Capacity Building

- PSRC should work to develop a deeper understanding of racial and social equity





- **GARE Learning Cohort**

- Analyze and address policies, practices, and procedures
- Skills and tools to reduce inequities
- Resources committed upcoming year



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



- **Equity Related Learning Opportunities**

- Staff and board members
- Staff trainings and facilitated discussions
- Equity goals
 - PSRC staff will develop a deeper understanding of racial equity
 - PSRC staff will reflect the diversity of the region we serve
 - PSRC will ensure that communities of color inform decision-making processes
 - PSRC will center race in its work and use its various roles to advance racial equity
 - PSRC will spend its resources to improve racial equity outcomes

2. Data and Research

- Equitable outcomes are important and data should be used to highlight areas of concern and progress

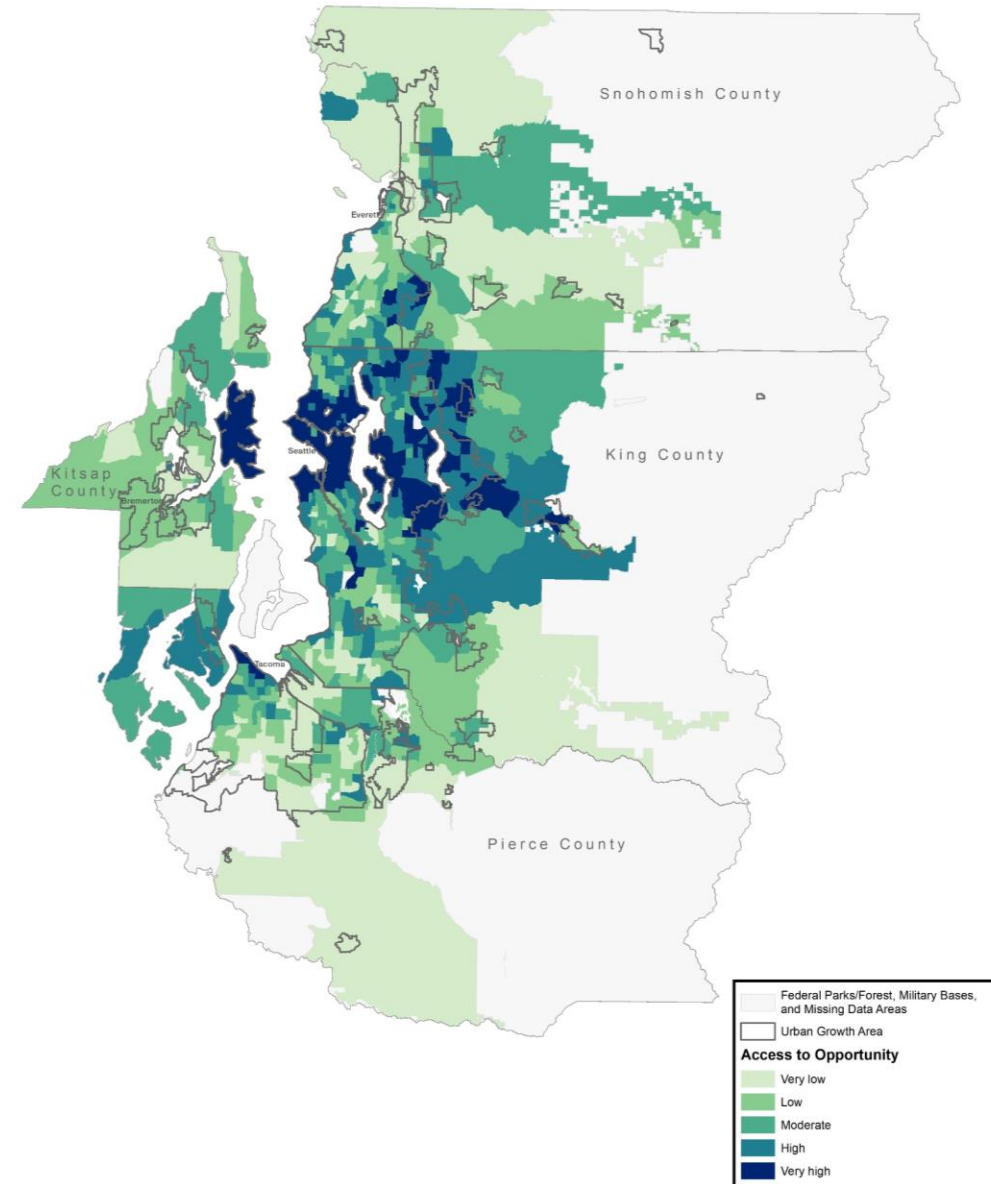


- **Demographic Profile**

- Compile key demographic data on people of color and low-income populations

- **Opportunity and Displacement Risk Mapping**

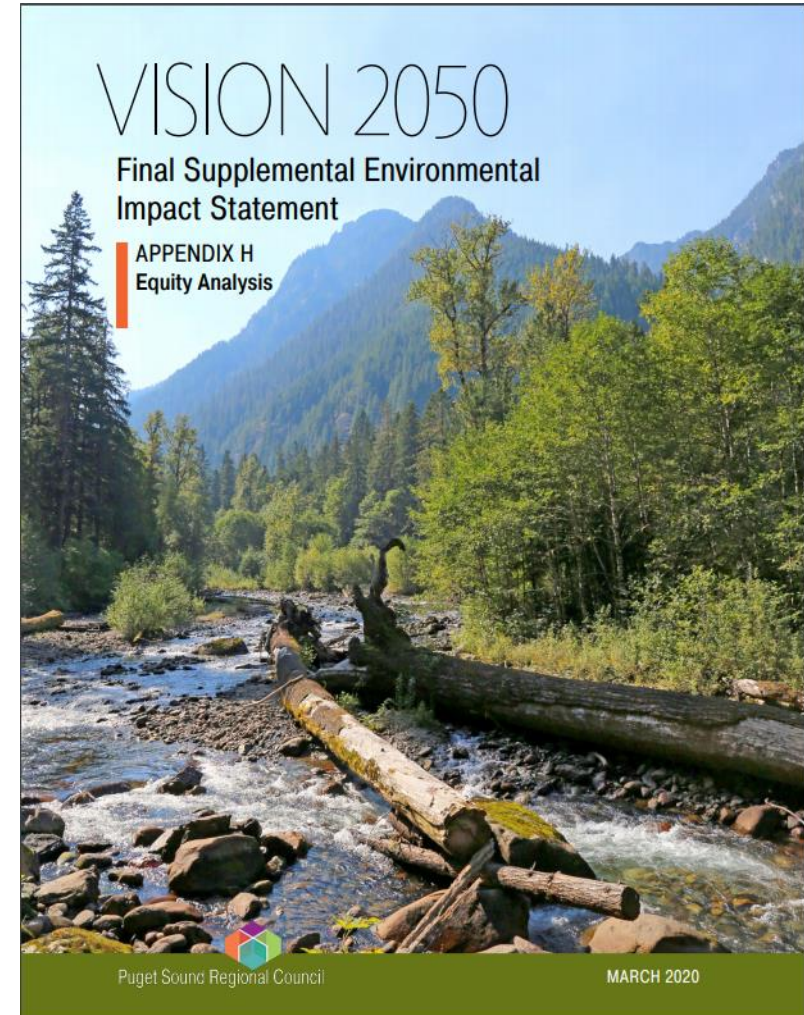
- Identify relative access to resources and risk of displacement





- **Equity Analyses Supporting Regional Planning**

- How race, income, and other factors intersect
- Work program products:
 - Supplemental Environmental Impact Statement (SEIS)
 - Regional Transportation Plan (RTP)
 - Transportation Improvement Program (TIP)





- **Existing Conditions Report**
 - Existing disparities in the region
- **Equity Dashboard**
 - Track progress on equity related goals

3. Community Engagement

- Authentic engagement with marginalized communities is imperative to developing a more holistic understanding of problems and solutions



Community Engagement



- **Social Media Posts and Ads**

- Targeted underrepresented communities

- **Translated Materials**

- Postcards translated into 9 languages

- **Community Events**

- Raised awareness of PSRC and VISION 2050





- **Equity Advisory Committee**
 - Center equity in PSRC work
 - Help implement Regional Equity Strategy
- **Inclusive Engagement for Regional Planning**
 - Historically underrepresented communities
 - Consult and collaborate
- **Support Anti-displacement Organizations**
 - Community-driven solutions
 - Identify funds to support work

4. Best Practices

- Strategies are necessary ensure marginalized groups do not suffer from undue burdens and enjoy the benefits associated with increased growth





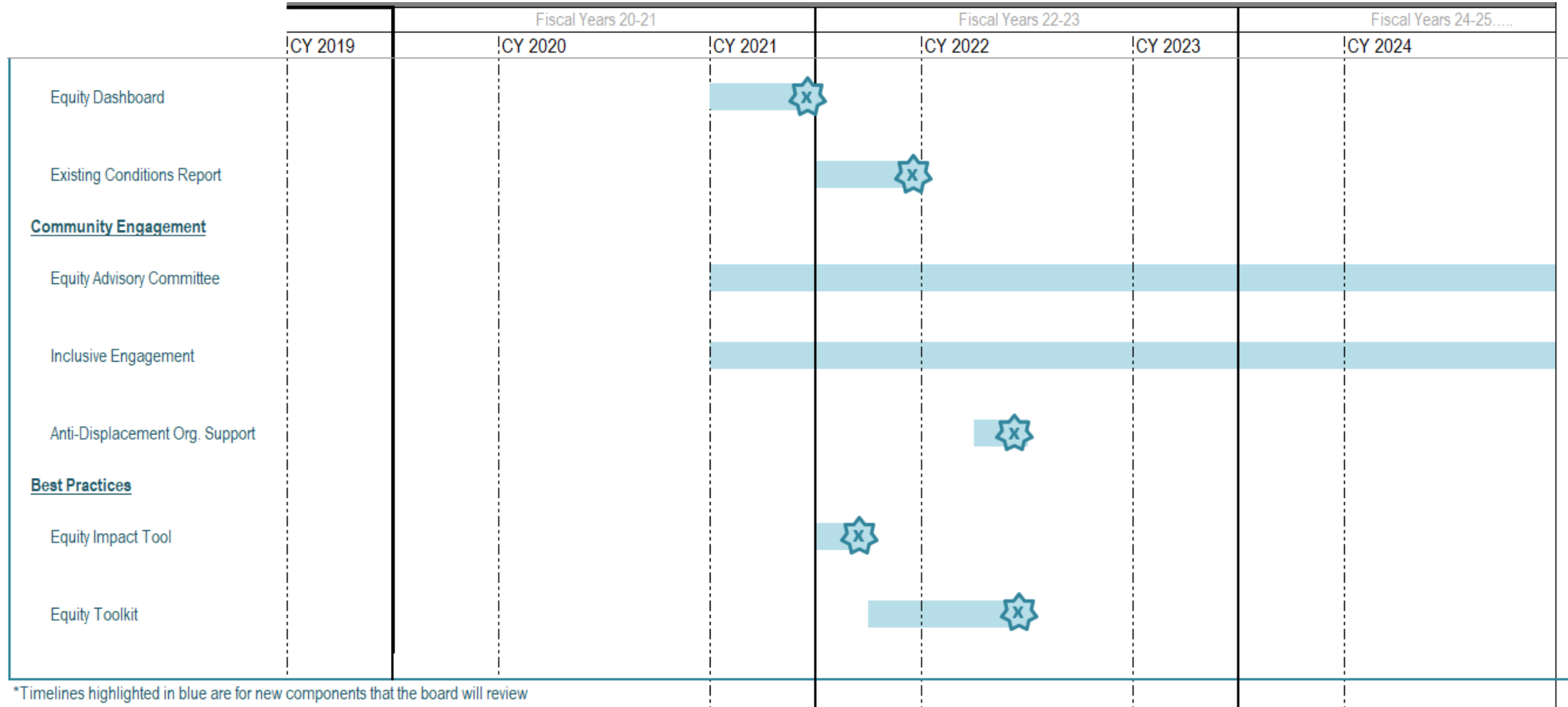
- **Equity Impact Tool**

- Encourage community engagement
- Mitigate unintended consequences
- Hold agencies accountable

- **Equity Toolkit**

- Equity related strategies
- Local context
- Regulatory incentive

Timeline



*Timelines highlighted in blue are for new components that the board will review

PSRC Boards and Committees

- **Executive Board:** Lead process and provide guidance
- **GMPB, TPB, EDD:** Updates
- **Regional Staff Committee, Equity Advisory Committee, other PSRC committees:** Advise the process, provide subject matter expertise



Next Steps

- **Incorporate feedback into workplan**
- **Staff develop draft workplan**
- **Share updated workplan with PSRC Boards and Committees**



Questions

57/60



What topics would board members be interested in exploring related to racial and social equity?

What are some lessons you have learned working with groups similar to the Equity Advisory Committee that could inform our work moving forward?

Thank you!

Charles Patton, PhD
Equity Manager
cpatton@psrc.org





STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT

March 18, 2021

PO Box 9046 • Olympia WA 98507-9046

RE: Recognizing Your Team's Remarkable Year's End

Dear Elizabeth,

As we report out on the final months of 2020, I wanted to acknowledge your inspiring dedication to the communities served by your WDC. It is important to take a moment to recognize your positive performance on the outcomes shown below from your WIOA Title I grants and discretionary contracts. Please thank your entire team for the hard work and dedication they put into finding solutions and support for those most affected by the year's struggles.

WDC 01 Quarter Ending December 31, 2020 (June 30, 2020 for employment outcomes)

***Goals set pre-Covid**

Outcome	Target	Actual
WIOA Adult Enrollments	162	168
WIOA Adult Employments	163	536
WIOA DW Enrollments Including RRIE	176	126
WIOA DW Employments Including RRIE	205	216
WIOA Youth Enrollments	140	127

Through quarterly narratives and team meetings, it was evident how hard your team has worked to find solutions presented by this difficult year. Notably employment targets seen in your adult program far exceed goals two quarters after exit showing incredible program stability. Way to go! If we could offer additional technical service in any area of grant administration, training, policy guidance, or others, please just let us know. Our goal is to support your local success!

We are always looking for successful practices to share with the rest of the workforce development system. If you would like to share any tools or practices with your peers across the state, please send them to ESDGPWorkforceInitiatives@esd.wa.gov. Also, let us know in that message if you would be willing to present during the next quarterly peer-to-peer teleconference. By sharing your successes, you can help the entire state continue to pursue and achieve excellence. Our next peer-to-peer call is scheduled for **March 29, 2021** and we love for you to attend.

If you would like more information, please let me know. Congratulations again on your success, and thank you for serving Washington's employers, workers, jobseekers, and youth.

Sincerely,

Tim Probst
Grants Director
360-790-4913

Olympic Consortium Board Meeting (4th Fridays)

Exec OWDC Meeting (4th Tuesdays)

OWDC Full Meeting (2nd Tuesdays)

10 a.m. to 12:00 p.m.
10 a.m. to 12:00 p.m.
9:00 a.m. to 1:30 p.m.

Zoom until further notice

Zoom until futher notice

Zoom from 9 to 11:30 until further notice

2021

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Olympic Workforce Development Council

COUNCIL MEETING

Tuesday, Sept 14, 2021
10:00 a.m. – 12:30 p.m.
Via Zoom <https://zoom.us/j/94868877351>

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, ASCHLEE DRESCHER, Human Resources
The Veterans Administration

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

CHUCK MOE, Field Representative
Laborers Local 252

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

COUNCIL MEMBERS

DR. KAREEN BORDERS, Executive Director
West Sound STEM Network

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

DR. MARTY CAVALLUZZI, President
Olympic College

NICHOLAS GIANACAKOS, General Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

RUSTY GRABLE, Business Representative
/Organizer, International Assoc. of Machinists and
Aerospace Workers

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Data Analysis Specialist, USN

PETER JOHNSON, Human Resourced Director
McKinley Paper Corporation

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

DR. LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

Committee Meetings 9:00 a.m. to 9:50 a.m. Online – see packets attached for login

AGENDA

Action Items

- Call to Order – 10:00 a.m. and Welcome
- Approval of Agenda
- Approval of Meeting Minutes from May 11, 2021 (Att. 3.a) pg. 2
- Budget Affirmation and move to Olympic Consortium Board

Discussion Items

5. Mr. David McMahon Appreciation
6. New Members – Welcome Mr. Rusty Grable
7. Peninsula College Update – Mr. Brian Kneidl
8. Olympic College – New Program (Att. 8.a) pg. 5
9. Puget Sound Energy – Ms. Melissa Troy (Att. 9.a) pg. 6

Break

10. Executive Committee Minutes (Att. 10.a) pg. 48
11. Operations Packet (Att. 11. a-f) pg. 51
12. Business and Economic Development Packet (Att. 12.a-b) pg. 69
13. Youth Packet (Att. 13.a-b) pg. 72
14. Calendar (Att. 14.a) pg. 75
15. Adjourn

Next Meeting: November 9, 2021 – Via Zoom

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MINUTES
May 11, 2021**

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) meeting was held via Zoom on May 11, 2021. Marilyn Hoppen, Chair, called the meeting to order at 10:00 a.m.

2. APPROVAL OF AGENDA

Motion: Ashlee Dresher moved to approve the agenda as presented. Anna Whinny seconded the motion. Motion carried unanimously.

3. MINUTES February 9, 2021

Motion: Jessica Barr moved to approve the minutes as corrected. Michelle Graff seconded the motion. Motion carried unanimously.

DISCUSSION ITEMS

- 4. Budget Review, Cognito Form and 2022 Budget:** Elizabeth explained the change in process for federal monitoring, as it relates to private vs. public sector. Kitsap requires the commissioners approve the budget, this will not change. New process for next year requires the council be included in the review. This will happen through a Cognito form submission, sent to all voting council members to review 19131 and 19132 budget and affirm.
- 5. Executive Committee Minutes (attachment 5.a):** Review by the council, questions and comments directed to Elizabeth.
- 6. Operations Packet (attachment 6.a.):** Reviewed by the council, questions and comments directed to Elizabeth.
- 7. Business and Economics Development Packet (attachment 7.a.):** Review by the council, questions and comments directed to Elizabeth.
- 8. Youth Packet (attachment 7.a.):** Review by the council, questions and comments directed to Elizabeth.
- 9. New Members Welcome:** Dr. Kareen Borders, West Sound Stem Network
- 10. New At-Large Members Welcome:** Mr. Seth White, JATC PSNS and Rusty Grable, Machinist Aerospace
- 11. Dept. of Services for the Blind:** Selena Cunningham presentation tabled
- 12. Puget Sound Regional Council Presentation with Dr. Charles Patton, Equity Manager:**
 - a. Gave an overview of Vision 2050 Regional Equity Strategy from the Economic Development District Board

- b. History covered: Environmental Justice and Growing Transit Communities with 80 urban areas and 2 mill. people
 - Review planning, growth, economy and transportation
 - Sustainable development
 - Regional Policy direction
 - Needs of people of color with targeted outreach to underrepresented communities
- c. Opportunity mapping: Targeted strategies that reduce barriers for those with less access, education, opportunities, and various other factors that predict life outcomes. With goals to give all people access to resources that will aid them in reaching their full potential
- d. Deeper understanding: analyze policy, skills and tools to reduce inequities, explicit bias and structural racism
- e. Equitable Outcomes: Data should be used to understand and respond to these groups. This means incorporating a public facing website so the community can have a voice and hold agencies accountable.
- f. Authentic engagement is imperative: Meet the community where they are, translated material in 9 languages, social media
- g. Ad-Hoc committee: created with four counties of Snohomish, Pierce, Kitsap, King

13. Puget Sound Energy with Matthew Mauer:

- a. Discussed the commitment to carbon emissions reduction for electric and gas operations.
- b. Local energy provider for 150 years
- c. Climate change cannot be ignored
- d. Aspire to slow climate change, be carbon neutral by 2030 and be carbon free by 2045
- e. CACAP 2.0 assistance for income qualified customers starting in April

14. Office of the Superintendent of Public Instruction with Dr. Timmy Forster:

- a. Athletic agencies to facilitate change with social justice issues
- b. Address potential biases and assumptions with transparency and full disclosure
- c. Audience study with state agencies, educational groups interfacing with students, and more
- d. Action steps, innovative collaboration with sports organizations and state, identify and increase formalization strategies, strengthen relationships, address social justice intentionally
- e. Findings, race relations matter, barriers of systematic politics

15. Youth Committee Report: Jeff Allen, Employment Security Department

- a. Hybrid schooling is in place, with some students back physically in school buildings
- b. What we learned, last 12 months
- c. Mental health

16. Calendar

17. Good of the Order

a. Employment Security Department: Recognition letter

NEXT MEETING

The next council meeting is scheduled for September 14, 2021.

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 11:30 a.m.

AVIATION TECHNOLOGY

OLYMPIC COLLEGE

Interested in Aviation? Launch your Associate of Applied Science Degree, Airline Dispatch Pathway!

Become an **Airport Manager** or **Airport Operations Coordinator**

Entry to mid-level earnings range from **\$22.99** to **\$28.63** an hour!

The **Aviation Tech AAS - Airline Dispatch Program** will prepare you for a career in Aviation. **Added bonus:** Earn your **Commercial Pilot AAS** by completing one additional course!

This Associate degree leads directly into the **Green River College BAS - Aeronautical Science** partnership program.

Classes Begin Fall 2021. Get Started Today!

Contact: Jennifer Hoodenpyle

jhoodenpyle@olympic.edu

360-432-5471

Olympic.edu/aviation-technology

Classes will be in-person and online. Instruction will be at OC and Avian Flight School.

The Bachelor program also allows students who were too young to test for the **FAA Aircraft Dispatchers Certificate** to qualify for testing.


OLYMPIC COLLEGE
WORKFORCE DEVELOPMENT
& BASIC STUDIES

Environmental, social and governance (ESG) report



ESG strategy and vision





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PSE ESG overview

Executive summary

From Kimberly Harris and Steve Secrist

For 145 years, Puget Sound Energy (PSE) has provided customers and communities across Washington state with the energy to do great things. Today, we proudly serve more than 1.5 million customers.

We are more than just their local energy provider, though. This is our home, too, as it is for our 3,100-plus employees who live and work in the 10 counties we serve. We're part of the fabric of these communities and are deeply committed to their future. As such, our company values specifically point to the impact of our actions. One of the three core values of our organization is, "We do what's right and we seek the best outcomes for our customers and community".

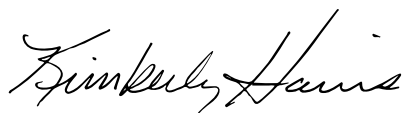
Doing the right thing drives our approach to environmental, social and governance (ESG) issues. It's embedded into the four guiding principles for our ESG strategy and vision, which calls for us to transform and grow our business by:

1. Implementing innovative customer solutions
2. Advancing clean energy
3. Building a smarter, stronger power grid
4. Strengthening our communities

These guiding principles shape our long-term actions as well as our day-to-day activities. They're incorporated into our business planning, our processes and our policies.

The following paper provides a comprehensive overview of our ESG efforts. It's also a work in progress, as we continue to identify ways we can improve and do even more. We believe in a better energy future for all who are so fortunate to live here in Washington state, and we're committed to making that vision a reality.

Sincerely,



President & CEO



General Counsel, Chief Ethics
& Compliance Officer



Company profile and business operations

PSE is an investor-owned utility company headquartered in Bellevue, WA. Its parent company, Puget Energy, is owned through a holding company structure by Puget Holdings under the ownership of a consortium of long-term infrastructure investors.

We are a regulated utility under the Federal Energy Regulatory Commission (FERC), Washington Utilities and Transportation Commission (UTC), North American Electric Reliability Corporation (NERC), and Western Electricity Coordinating Council (WECC).

PSE is the oldest and largest electric and natural gas utility headquartered in the state of Washington with operations extending throughout the western and southern parts of the state. With a 6,000-square-mile service area stretching across 10 counties, we serve approximately 1.1 million electric customers and almost 830,000 gas customers. As of December 31, 2017, PSE had approximately 3,140 full-time equivalent employees with approximately 1,110 represented by the International Brotherhood of Electrical Workers Union (IBEW) or the United Association of Plumbers and Pipefitters (UA).



Table 1: Company overview

Resource	Amount
Total Electric Customers	1,142,053
Total Natural Gas Customers	825,599
Miles of Electric Transmission lines	2,597
Miles of Electric Distribution lines	20,428
Miles of Natural Gas Mains	12,192
Miles of Natural Gas Service Lines	13,657
Total Energy Resources	4,737 MW
Total Energy Production	25,310,904 MWh

Source: 2017 10K Report. As of December 31, 2017, approximately 398,518 customers purchased both electricity and natural gas from PSE. Total Energy Resources and Total Energy Production include company- controlled and purchased resources.



Core business operations

PSE's core business operations include electric transmission and distribution, electric generation, natural gas distribution and natural gas storage.

Energy supply

PSE operates a fleet of 14 generation facilities, including hydroelectric, thermal, and wind power. We are a part owner of a coal plant in Colstrip, Montana which is operated by another company. We also co-own and operate the Pacific Northwest's largest natural gas storage depot, the Jackson Prairie Underground Natural Gas Storage Facility in Lewis County, the 14th largest gas-storage reserve in the country. As of December 31, 2017, our aggregate generating capacity was 4,737 MW from company owned (3,614 MW) and purchased (1,123 MW) resources.

PSE purchases natural gas for customer use and to meet portfolio demands for its combustion turbine generators. Our natural gas system consists of over 25,000 miles of gas mains and service lines that extend through six counties.

Table 2: Company controlled energy resources and production

Electric Generation Resources (Company-Controlled)	Number of Plants	Resources Maximum Capacity (MW)	Energy Production (MWh)
Coal	2	677 MW*	4,463,705 MWh*
Natural Gas	10	1,908 MW**	3,822,462 MWh**
Wind	3	773 MW	1,674,790 MWh
Hydroelectric	3	254 MW	864,821 MWh
Other	1	2 MW	746.5 MWh***
Total (Company Controlled)	20	3,614 MW	10,825,778

Source: 2017 Annual 10K Report

*Amounts are totals from Colstrip, which PSE has 50% interest in Units a 1 & 2 and 25% interest in Units 3 & 4.

**Amount includes Frederickson Unit 1, which PSE has 49.85% interest.

***Estimated amount.

Electric supply

PSE is the largest energy utility in the state, providing electric power to more than 1.1 million customers.

We currently own more than 3,600 megawatts of power-generating capacity. We purchase the rest of our power supply under long-term firm purchased power contracts with other utilities and marketers in the western energy market. In 2017, 52.3 percent of electricity delivered to PSE customers was generated by the company, while 47.9 percent of electricity was purchased via firm contracts (35.6 percent) and non-firm contracts, such as the spot market (12.1 percent).

Our diversified mix

The electricity we provide our customers uses a number of different resources. Although water supply fluctuates year to year, hydroelectric power accounts for approximately a third of our power portfolio. Wind power is a very important and increasingly prominent resource for PSE. Together, our three large wind farms located in central and eastern Washington produce enough electricity, on average, to power nearly 200,000 homes, making us the third-largest utility generator of wind power in the U.S.

Every year, PSE reports to the Washington State Department of Commerce the types and amount of energy that was delivered to our customers in the previous year. The estimated fuel mix assigned to PSE in 2017 is detailed in table 3.

Table 3: Utility fuel mix

Fuel	Percent	MWh from Claims on Resources	Total MWh from Market Purchases	Total MWh
Biogas	0.00%	0	0	0
Biomass	0.44%	0	99,153	99,153
Coal	37.58%	7,645,766	784,539	8,430,305
Geothermal	0.00%	0	0	0
Hydro	33.49%	4,912,099	2,600,698	7,512,797
Natural Gas	21.27%	3,753,271	1,018,769	4,772,039
Nuclear	0.73%	49,044	115,313	164,357
Other Biogenic	0.00%	6	0	6
Other Non-Biogenic	0.24%	0	53,517	53,517
Petroleum	0.20%	11,946	33,911	45,857
Solar	0.00%	879	0	879
Waste	0.00%	0	0	0
Wind	6.05%	1,356,385	0	1,356,385
Total	100%	17,729,396	4,705,899	22,435,295

Natural gas supply

Before Washington was even a state, in 1873, PSE's earliest predecessor introduced Washington Territory to manufactured gas lighting.

Today, PSE operates the state's largest natural-gas distribution system, serving nearly 830,000 natural gas customers over six counties. We purchase 100 percent of the natural-gas supplies needed to serve our customers. In 2018, nearly 75 percent of our purchased gas for electric power generation and natural gas distribution was obtained from producers and marketers in British Columbia and Alberta, and the rest comes from Rocky Mountain States. All the gas we acquire is transported into our service area through large interstate pipelines owned and operated by an interstate natural gas transmission company. Once we take possession of the gas intended for direct use by customers, it is distributed to our customers through more than 25,000 miles of PSE-owned gas mains and service lines.

We manage a strategically diversified gas-supply portfolio to reduce financial risks. To obtain gas at the most favorable price, we carefully analyze gas-market trends and conditions, then procure gas under a mix of short-, medium- and long-term contracts. The combined price we pay for natural gas under these contracts is passed along to customers at cost, with no mark-up or profit for PSE.

Natural gas storage

While all the natural gas used by PSE originates from western Canada or the Rocky Mountain area, PSE, along with other Northwest utilities, delivers a significant share of their natural gas supply—mainly in winter (high demand periods)—from storage. By using storage, PSE and other utilities can buy and store significant amounts of natural gas during the lower-priced summer months, and then tap the reserves in winter when customers' natural gas requirements—and wholesale natural gas prices—are highest.

PSE operates and maintains one-third ownership in the Jackson Prairie underground natural gas reservoir located in Chehalis, Washington. In operation since 1970, Jackson Prairie's natural gas reserves can meet up to 25 percent of the Pacific Northwest's peak demand on our coldest winter days. PSE also stores up to 12.9 billion cubic feet of natural gas in Questar's Clay Basin underground facility in northeast Utah.

PSE operates a small liquefied natural gas (LNG) storage facility in Gig Harbor, Washington, and is developing a larger LNG facility at the Port of Tacoma. Similar to storage reservoirs, the Tacoma LNG facility will receive natural gas during low demand periods, liquify it for more efficient storage, and then convert it back to a gas for use during high demand periods. This facility will be key to mitigating risk associated with the single interstate pipeline that serves customers from British Columbia down into Oregon. Our region has experienced significant growth that's forecasted to continue. Looking at the natural gas required only by our retail customers—the homes and businesses we serve—we know that by the winter of 2020-2021, peak natural gas demand will exceed the amount the single pipeline can supply in a given period. The Tacoma LNG facility will also be important in the event of a failure on the single pipeline or an issue impacting supply on it, such as the October 2018 explosion of a transmission line in British Columbia, Canada that temporarily shut off supply.

Governance

Our corporate governance helps ensure our commitments are effectively integrated throughout the organization. At the board level, we follow stated corporate governance guidelines that include an independent and local chairperson, detailed principles, and specified committee charters. We maintain a Code of Ethics for senior financial officers that provides specific principles these officers are expected to follow and promote, including principles governing professional and ethical conduct, reporting of violations, treatment and consequences of violations, and waivers of the code. All employees are trained on ethics and corporate compliance consistent with our corporate value of doing the right thing, expected to adhere to the highest standards. We have a robust risk management framework that oversees enterprise risk as well as business continuity and environmental risk.

Leadership

As of November 1, 2018, 10 directors serve on Puget Energy’s board of directors. These directors also constitute PSE’s board, along with one additional representative.

The chair of the board is an independent director who is a resident of the state of Washington and not an officer or employee of PSE or our investors. In addition to this role, we have two other independent directors who are local residents and not employed by PSE or our investors. The directors are selected in accordance with the bylaws of Puget Energy and PSE, pursuant to which the investor-owners of Puget Holdings are entitled to select individuals to serve on the boards of Puget Energy and PSE. Regular board executive sessions are held without the PSE president and CEO present.

- Puget Energy Board of Directors
www.pugetenergy.com/pages/board.html
- PSE Board of Directors
<http://www.pugetenergy.com/pages/board.html>

Board committees consist of an Audit Committee, Governance and Public Affairs Committee, Compensation and Leadership Development Committee, Business Planning Committee, Asset Management Committee, and Securities Pricing Committee.

Table 4 : Board Committee overview

Committee	Key Responsibilities
Asset Management Committee	Reviews the ongoing performance of Puget relative to the budget and business plan
Business Planning Committee	Reviews and recommends annual five -year budget and business plan
Audit Committee	Oversees compliance with financial controls and reporting, and performance of the internal and independent auditors
Compensation and Leadership Development Committee	Oversees executive compensation and succession planning
Governance and Public Affairs Committee	Responsible for board governance issues
Securities Pricing Committee	Approves refinancings or new debt issuances

Source: PSE Legal Dept

Our ethics: doing the right thing

Our Code of Ethics includes our corporate statement concerning the way Puget Energy and PSE conduct business and our policies are outlined in a corporate policy manual. PSE has an appointed a Senior Vice President, General Counsel and Chief Ethics Compliance Officer (CECO) who is an advisor to the board of directors and senior management.



The foundation of this program is spelled out in our Compliance Management Framework made up of our Corporate Ethics and Compliance Code, our corporate policy manual, our Duty of Employees which is to uphold the code and related policies and laws as applicable, and the U.S. Sentencing Commission's Federal Sentencing Guidelines (FSG) Manual Chapter Eight §8B2.1, with a fundamental purpose to:

1. Document and uphold the company's values, mission statement, and Corporate Ethics and Compliance Code;
2. Detect and deter conduct not in keeping with these principles;
3. Comply fully with applicable federal, state, and local laws and regulations governing our industry and our business; and
4. Help ensure that we act ethically with a high level of integrity.

Corporate compliance program

Our Corporate Compliance program infuses compliance across the organization through partnering, appropriate standardization, and increasing transparency. At the same time, the program relies on decentralized day-to-day management of compliance areas most effectively implemented at the business unit level.

Program components include:

- Establishing a senior-level compliance officer to manage the program
- Training to enhance company-wide awareness of the program and associated personnel responsibilities to ensure everyone understands the compliance risks that apply to their jobs
- Providing an online reporting tool plus a toll-free help-line, available 24 hours a day, seven days a week, for company personnel to ask questions and report concerns
- Ensuring that the board of directors is fully informed about the progress of the program
- Conducting audits and reviews to ensure corporate compliance

Compliance Council

A Compliance Council comprised of compliance program managers throughout the company and key personnel builds partnerships among compliance programs and provides recommendations with respect to overall compliant operations and continuous improvement. The Council's purpose is to:

- Partner and share information across PSE business units regarding compliance program operation and implementation;
- Collaborate to develop common and transparent expectations and processes that endeavor success for the employee; and
- Maintain consistent alignment with customer service, safety, and efficiency objectives of PSE by supporting operationally effective activities that deliver compliant outcomes and reinforce a culture of compliance.

Environmental regulatory and compliance tracking

Compliance is accomplished and verified through guidance from our Environmental Management System (EMS), employee awareness training, regulatory compliance task tracking, regulatory reporting, and environmental audits. Our Environmental & Program Services department (EPS) oversees compliance including regulatory oversight and consultation of environmental regulations. Additionally, our federal and state Government Affairs team monitors a variety of proposed and pending legislation, including areas of environmental compliance, and communicates information and updates to affected departments.

We maintain a corporate-wide compliance investigation process that tracks non-compliance violations including an internal process that reviews incidents of non-compliance and near misses to address root causes and mitigate the likelihood of future recurrences. Company-wide tasks tied to environmental compliance are tracked through an internal system that notifies proper personnel of the due date to complete tasks on time, tracks progress, follow up, and records completion.

Risk management

We use a variety of methods to identify and track risks related to compliance. We regularly conduct risk analysis to support corporate planning efforts. We assess and communicate risk through an Enterprise Risk Management (ERM) framework. We evaluate large-scale emergency situations through Business Continuity Plans. And we identify business risks related to environmental compliance with our EMS.

Enterprise risk management and business continuity

Our ERM integrates risk management into PSE's strategy, governance, reporting process, procedures and culture. The objective of the ERM is to consistently identify, assess, evaluate and manage risks across the company. Thorough evaluation of controls and consideration of risk context helps formulate mitigation plans to lower residual risk. These risks and associated mitigation plans are regularly reported to the board of directors.

We developed Business Continuity Plans to resume work following an emergency or incident that significantly impacts PSE's business operations and our customers. Planning consists of an evaluation of key personnel, workplace and systems to prepare our employees to respond should a disruptive incident occur.

Environmental risk management

Environmental stewardship is integral to PSE and we encourage environmentally responsible and sustainable behavior. We maintain a Corporate Environmental Policy that ensures PSE and its employees at all levels will comply with all environmental laws, regulations, and company environmental policies. The policy is endorsed by senior decision makers and communicated to all employees.

As part of these efforts, PSE is involved in the development of future and changing regulations, and works to optimize operational needs when meeting regulatory requirements. This includes implementing an EMS that covers operational and procedural processes impacted by legal requirements and environmental regulations. Program compliance is overseen by several business units.

Cybersecurity

Utilities are a particular target for criminals looking to expose data, impact the power grid and cripple infrastructure. PSE's goal is to apply the same level of due diligence across the enterprise to ensure risks are consistently addressed and mitigated in alignment with the rapidly changing security landscape. Our programs are based on the same national standards followed by leading companies in the energy and defense industries.

Lobbying and political contributions

We continually evaluate our cybersecurity posture to ensure additional investments are properly identified and funded. As critical infrastructure becomes more technically complex, we adapt and mature our cybersecurity practices and programs allowing PSE to take advantage of new technical opportunities while continuing to mitigate the risks.

In addition to keeping our security tools current, we have strong policies and programs in place that assist in achieving our overall security goals. We require our employees and vendors to successfully complete targeted security trainings at regular intervals throughout the year to ensure they are aware of the important role they play in keeping our systems and information safe. We participate in numerous state and industry-specific cyber security initiatives and coordinate across a growing list of external entities to keep pace with industry trends and standards. We perform security assessments of our vendors and technology implementations to ensure the safety and security of our infrastructure. And, we regularly exercise our cybersecurity incident response plan such that anyone asked to play a role in an incident exercise has experience before a real-life situation occurs.

PSE follows strict federal, state, and in some cases, local political contribution laws. Compliance includes disclosure and reporting of financial contributions made to political candidates and political action committees. Additionally, PSE employees can voluntarily participate in the Puget Sound Energy Political Action Committee (PAC) for Good Government, which contributes to federal candidates; compliance is governed by the Federal Election Committee and through the PSE PAC Articles of Association (bylaws).

PSE engages in advocacy on behalf of our customers, the company and employees, at the federal, state and local levels of government. Federal and state lobbyists employed by the company are required to register with Congress, the Washington State Public Disclosure Commission (PDC) or the State of Montana Commissioner of Political Practices, report political contributions on a regular basis, and file reports that quantify lobbying expenses incurred by the company as well as the public policy issues on which the company engaged government officials. King County is the only jurisdiction in our service area requiring lobbyist registration and quarterly reports of lobbying disclosure. PSE follows internal written policies to collect, organize and report on the data for each of these filings.





Environmental

Creating a better energy future

We share our customers' concerns about the impacts of climate change.

PSE was an early leader in bringing our customers more sources of clean energy, investing in wind energy before Washington state voters established a renewable energy portfolio standard in 2006. In the past 14 years, we deployed over 770 megawatts of wind generation and other green energy projects, and we are currently the nation's third-largest utility producer of wind power.

In addition to developing renewables, we have gone above and beyond in our conservation efforts, establishing award-winning programs in energy conservation and green power. PSE has one of our country's most comprehensive energy-efficiency programs for helping homes and businesses reduce their energy use. PSE offers our customers financial incentives and technical help to conserve energy, and PSE also promotes the growth of renewable electricity production in its service area through various customer programs. We are keenly aware of our customers' interest in reducing carbon emissions, and we share their commitment to achieving meaningful carbon reduction.

PSE carbon reduction goal

In December 2017, PSE announced plans to reduce carbon emissions 50 percent by 2040 by helping lead Washington's transition from coal, by providing more clean energy, and by advancing cleaner transportation.

- **The transition from coal:** With the retirements of the Colstrip Units 1&2 by 2022 and the shutdown of the Centralia Coal Plant in 2025, PSE will be 85 percent coal free, and on the path to 100 percent coal-free generation by the early 2030s.
- **Clean energy:** PSE will continue to invest in wind, solar and energy efficiency on behalf of all customers, while providing voluntary solutions for customers who want to transition faster.
- **Cleaner transportation:** Transportation is currently the largest source of carbon emissions in Washington state. PSE supports increasing the availability of lower emitting commercial vehicles that can be powered either by cleaner burning natural gas, renewable natural gas or electricity. These include buses, delivery trucks, waste hauling vehicles and transport shuttles as well as shipping and other maritime uses.

PSE developed its carbon reduction plan in coordination with customers. One of the things we heard was that customers want to be involved and want concrete actions that make a difference in their daily lives. PSE developed its TOGETHER campaign in response, helping customers understand how PSE will reach its goals and how they can contribute as individuals.

However, PSE can only go so far on its own. Realizing our full potential will require policy changes at the state level, including alternative regulatory models, carbon policy, and measures to support the adoption of electric and alternative fuel vehicles. PSE is actively working with customers, policy makers and other interested parties to move both short and long term actions forward.

Greenhouse gas (GHG) policy and emissions reporting

As the Northwest's largest utility, PSE has been a leader in developing and promoting clean energy and advancing efficiency programs and technologies for almost 20 years. The design of greenhouse gas policy and carbon regulation is critically important to achieving meaningful carbon reductions and avoiding unintended consequences. We take short-term measures designed to lessen the growth of greenhouse gas emissions and follow long-term strategies that will ultimately manage



greenhouse gas emissions to appropriate levels in a scientifically sound and responsible fashion.

We have voluntarily reported our carbon emissions since 2002, and we have supported state-wide initiatives, laws and regulations with tools aimed at carbon reduction including an emission performance standard for thermal plants and increased energy efficiency and conservation. We served on the state Clean Energy Leadership Council and the Governor's Climate Advisory Team, a select panel that helped state lawmakers craft strategies to cut Washington's greenhouse gas emissions to half of the 1990 level by 2050.

Since 2010, PSE has complied with requirements to submit an annual report of its greenhouse gas emissions to the state of Washington Department of Ecology including emissions from all individual power plants emitting over 10,000 tons per year of greenhouse gases and from certain natural gas distribution operations. Emissions exceeding 25,000 tons per year of greenhouse gases from these sources must also be reported to the U.S. Environmental Protection Agency (EPA). The most recent data indicate that PSE's total greenhouse gas emissions (direct and indirect) from its electric supply portfolio in 2017 were 10.2 million metric tons of carbon dioxide equivalents. Approximately 37 percent of PSE's total greenhouse gas emissions (approximately 4.5 million metric tons) are associated with PSE's ownership and contractual interests in coal in 2017. PSE's overall emissions strategy demonstrates a concerted effort to manage customers' needs with an appropriate balance of new renewable generation, existing generation owned and/or operated by PSE and significant energy efficiency efforts.

Table five shows that a majority of the greenhouse gas emissions reported in the inventory are from electric generating resources, while the remaining emissions are

from natural gas supply to end-users ("direct use").

Table 5: 2017 Greenhouse Gas Inventory

Emission Source	Energy Amount (UOM)	Emissions in CO ₂ Equivalents (CO ₂ e) - 100 year timeline (Tons)										Emission Intensity	
		CO ₂		CH ₄		N ₂ O		SF ₆		Total		Total (UOM)	
		(metric ton)	(%) ⁽³⁾	(metric ton)	(%) ⁽³⁾	(metric ton)	(%) ⁽³⁾	(metric ton)	(%) ⁽³⁾	(metric ton)	(%) ⁽³⁾		
Scope I													
<i>Electric Operations</i>													
Hydro	864,821,270 kWh	0	0%	0	0%	0	0%	0	0%	0	0%	0 lb/kWh	
Coal	4,463,705,000 kWh	4,452,203	71%	507	0.0%	74	0.0%	0	0%	4,452,783	71%	2.2 lb/kWh	
Natural Gas /Oil	3,924,293,418 kWh	1,729,228	28%	32	0.00%	3	0.00%	0	0%	1,729,263	28%	1.0 lb/kWh	
Wind	1,674,790,351 kWh	0	0%	0	0%	0	0%	0	0%	0	0%	0 lb/kWh	
Electrical Transmission and Distribution equipment	0 kWh	0	0%	0	0%	0	0%	8,625	0.1%	8,625	0.1%	NC	
Total Scope I - PSE owned Electric Operations	10,927,610,039 kWh	6,181,430	99%	539	0.0%	77	0.0%	8,625	0.1%	6,190,671	99%	1.2 lb/kWh	
<i>Natural Gas Operations</i>													
Distribution	827,673,000 thm	73	0.001%	60,510	1.0%	0	0%	0	0%	60,582	1.0%	0.2 lb/thm	
Total Scope I - PSE owned Natural Gas Operations	827,673,000 thm	73	0.001%	60,510	1.0%	0	0%	0	0%	60,582	1.0%	0.2 lb/thm	
Total Scope I		6,181,503	99%	61,049	1.0%	77	0.0%	8,625	0.1%	6,251,254	100%		
Scope III													
<i>Electric Operations</i>													
Firm Contracts	7,436,664,869 kWh	2,917,068	31%	19	0.00%	40	0.0%	0	0%	2,917,128	31%	0.9 lb/kWh	
Non-Firm Contracts ⁽¹⁾	2,534,322,918 kWh	1,078,342	12%	13	0.00%	22	0.0%	0	0%	1,078,377	12%	0.9 lb/kWh	
Total Scope III - Electricity Purchases	9,970,987,787 kWh	3,995,410	43%	32	0.00%	62	0.0%	0	0%	3,995,505	43%	0.9 lb/kWh	
<i>Natural Gas Supply</i>													
Supply to end-users	977,699,148 thm	5,318,683	57%	0	0%	0	0%	0	0%	5,318,683	57%	12.0 lb/thm	
Total Scope III - Natural Gas Supply	977,699,148 thm	5,318,683	57%	0	0%	0	0%	0	0%	5,318,683	57%	12.0 lb/thm	
Total Scope III		9,314,094	100%	32	0.00%	62	0.0%	0	0%	9,314,188	100%	12.0 lb/thm	
Outside Scope													
Non-firm transport gas	23,480,919 Mscf	1,277,362	NC	0	NC	0	NC	0	NC	0	NC	0.0 NC	
Total Outside Scope		1,277,362	NC	0	NC	0	NC	0	NC	0	NC	0.0 NC	

Data Source:

[1] EPA GHG MRR Subpart A (40 CFR 98), Table A-1 (EPA 2015)

Notes:

- (1) Non-firm contract purchases do not include "Book Outs" under EITF Issue 03-11
- (2) Consistent with the GHG protocol, only CO₂ is accounted separately for biomass generation
- (3) Percentage of emissions in CO₂e in scope
- (4) NC= Not Calculated

Global Warming Potentials⁽²⁾:

Time Horizon	CO ₂	CH ₄	N ₂ O	SF ₆
100 Years	1	25	298	22,800

Table six summarizes these total emissions reductions from conservation targets. PSE operates a variety of electric and natural gas conservation programs, which result in significant reductions in demand on electric and natural gas resources. These programs led to an estimated savings of over 108,500 metric tons of CO₂, 5,970 metric tons of CH₄, and 0.22 metric tons of N₂O in 2017.

Table 6: Total emissions reductions from conservation programs

Source of emissions savings	CO ₂ (metric ton)	CH ₄ (metric ton)	N ₂ O (metric ton)
Electricity and Natural gas	108,537	5,975.32	0.22



Clean Energy

Wind power

PSE owns and operates three large wind farms in Washington state: the Wild Horse Wind and Solar Facility in Kittitas County; the Hopkins Ridge Wind Facility in Columbia County; and our third and largest wind operation, the Lower Snake River Wind Facility, in Garfield County. Our three current wind facilities produce up to 773 megawatts of electricity, enough to meet the power demands of nearly 200,000 homes, making us the third-largest utility owner of wind power in the U.S.

Hydropower

Depending on conditions such as snow pack, low-cost hydropower accounts for roughly one-third of our current power portfolio. We own and operate two hydropower projects, Baker River, and Snoqualmie Falls, in Western Washington. We also buy a substantial amount of hydroelectric power from the regional power market.

Solar power

To help demonstrate the viability of solar power in the Northwest, PSE built one of the region's largest solar arrays in 2007 at our Wild Horse Wind and Solar Facility in Kittitas County. The installation can produce up to 500 kilowatts of power. We've also helped thousands of customers, both large and small, to install solar panels and other renewable generation through our net metering program (now known as Customer Connected Solar).

Clean energy customer programs

PSE also encourages the growth of renewable electricity production in its service area through voluntary programs. These programs allow customers to use clean power resources for their home or business by purchasing renewable energy credits, carbon offsets, or installing their own small-scale renewable energy devices to reduce their carbon footprint.

In 2002, we created our Green Power program for business and residential customers to match some or all of their electricity usage with green power. Today, our Green Power program is a top-six green pricing program in terms of both participation and MWh sold. Another longstanding program is Carbon Balance, which allows PSE natural gas customers to balance greenhouse gas emissions associated with their natural gas use by purchasing carbon offsets through local projects. PSE also offers a net metering program, called Customer Connected Solar. Participants who generate a portion of their electricity through a qualifying renewable energy system (such as roof top solar) can not only avoid purchasing that amount from PSE, but they can also get a credit from PSE for any surplus renewable generation that they put into the grid.

Recently, we added two new clean energy programs designed to help customers lower their carbon footprint and meet sustainability goals: Solar Choice and Green Direct. Solar Choice is an extension of our Green Power program that enables customers to match their usage with solar energy generated by independent power producers. It's designed for customers who want to support solar energy without having to install pricey equipment. On a much larger scale is our Green Direct program. It was created specifically for our large municipal and commercial customers who want their clean energy to come from a local resource. The result is two new energy projects—Western Washington's first wind farm and the state's largest solar array. When these projects are complete, PSE will add over 650 million KWh of renewable energy to its system, enough to power more than 54,000 homes. Green Direct's customers range from the State of Washington and the Port of Seattle to T-Mobile, Target and REI, with King County being our largest customer.



Table 7: Clean energy customer programs at PSE

Program	Objective
Green Power and Solar Choice	Allows PSE electric customers to contribute to renewable energy generation and spur more renewable-power production in the Northwest by voluntarily buying renewable energy credits. PSE has partnered with public- and private-sector entities on a variety of innovative alternative-energy projects, such as the generation of power from dairy waste at farms in King, Whatcom and Skagit counties. Solar Choice is an alternative for customers who specifically want power from solar resources. The solar power is generated at a separate location and added to the power grid on their behalf.
Carbon Balance	A voluntary program for PSE natural gas customers to balance the greenhouse gas emissions associated with their natural gas use by purchasing carbon offsets through local projects that work to reduce or capture greenhouse gases. Customers can purchase 'carbon offset' blocks through the Bonneville Environmental Foundation to offset CO2 emissions. Program funds are directed to local projects that work toward reducing greenhouse gases.
Green Direct	A renewable energy program specifically designed for PSE's largest business and municipal customers seeking to reduce greenhouse gas emissions by adding renewable power to their energy portfolios. This ground-breaking initiative is an effort for PSE to provide stable, cost efficient solutions for these customers to meet their carbon reduction goals by providing them with the ability to purchase 100 percent of their energy from dedicated, local, renewable energy resources.
Customer Connected Solar (net metering)	A program for PSE electric customers who generate a portion of their electricity through solar, wind, biomass from animal waste, fuel cell, or other qualifying renewable energy generating system. Customers that generate their own electricity, and are connected to the utility's distribution grid, offset electricity that would otherwise be purchased from the utility. PSE offers credits to customers who generate more electricity than their home need.

Energy efficiency

PSE has one of the nation's largest energy efficiency programs. Over the last 10 years, we helped customers cut electricity consumption by more than 21 billion kilowatt hours--that's enough to power every home and business we serve for a full year. And over the next two decades, we plan to help customers save 440 average-megawatts of electricity and 70 million therms of natural gas.

Our conservation programs are separated into two categories: business energy management and residential energy management. This enables us to meet the unique needs of businesses of all types and sizes as well as homeowners and families.

Business energy management programs










PSE provides engineering consultation, custom incentives, and technical assistance for energy efficiency and upgrades for commercial and industrial projects, and tailored grants for retrofits and upgrades in energy intensive buildings. These programs provide businesses with a dual benefit: significant cost savings plus the opportunity to reduce their carbon footprint.

PSE's financial incentives and support programs include:

- Standard rebates and incentives for commercial HVAC systems, kitchens, and hospitality equipment
- Lighting incentives and point of sale discounts for LED lighting and controls
- Customized incentives to help cover project costs
- Design assistance and incentives for new construction projects that exceed code requirements
- Incentives and support for large businesses such as school districts, governments, hospitals, and mid-size customers under our multiple comprehensive energy management offerings.

PSE works with owners, developers, and designers of new facilities, or major remodels, to propose cost-effective energy-efficient upgrades that exceed energy codes. PSE provides funding of up to 100 percent of incremental costs for installation of cost-effective energy-efficient equipment to achieve savings beyond the applicable energy code. For small businesses, we offer a direct install rebate program to retrofit lighting and other equipment.

Table 8: business energy management programs










		
Energy management	HVAC	Kitchen
		
Laundry	Lighting	Lodging
		
New construction	Small business	Retrofit grants

Residential energy management programs

Through rebates, incentives, customer education and outreach, we help families save money and energy. We offer an extensive range of programs designed to meet multiple needs, including:

- **Rebates and offers:** Rebates range from appliances and heating to lighting and windows.
- **Home Energy Assessments:** In-home energy evaluations help customers get a better understanding of their home’s basic energy consumption and learn cost effective ways to use less energy and improve comfort and efficiency including the installation of free LED light bulbs, showerheads and water-conserving kitchen and bathroom aerators.
- **Home Energy Reports:** Reports to help customers achieve energy conservation by using comparisons of energy use and consumption and targeted energy efficiency advice and tips based on household energy use pattern, characteristics, and demographics.
- **Low income weatherization:** Program assistance for low-income residential customers to improve the energy efficiency of single-family residences, multifamily structures and manufactured/mobile homes.
- **New Construction:** Energy efficiency upgrades for multifamily properties such as condominiums or apartments to help lower bills and reduce overall energy usage with energy-efficient in-unit and common area equipment.

Table 9: PSE residential energy management programs

		
<p>Appliances</p> <p>Refrigerators, washing machines and more</p>	<p>Heating</p> <p>Keep your home warm for less</p>	<p>Home Energy Assessment</p> <p>Do you know how much energy you’re using?</p>
		
<p>Insulation</p> <p>Seal windows and doors to lower heat loss</p>	<p>Lighting</p> <p>Get rebates on energy-efficient lighting</p>	<p>Manufactured homes</p> <p>See rebates for manufactured homes</p>
		
<p>Recycling</p> <p>Dispose of old equipment responsibly</p>	<p>Smart Thermostat</p> <p>Manage your home’s energy usage</p>	<p>Water heating</p> <p>Save big on energy-efficient water heating systems</p>



Cleaner transportation

Washington is different from most states when it comes to carbon emissions. In most of the country, the power sector is the single largest contributor to carbon emissions. That's not the case in Washington where 43 percent of our carbon emissions come from transportation.

In addition to passenger vehicles, PSE is focused on the commercial sector. There is increasing availability of lower emitting commercial vehicles that can be powered either by cleaner burning natural gas, renewable natural gas or electricity. This includes buses, delivery trucks, waste hauling vehicles and transport shuttles.

Electric vehicles

Each new electric vehicle (EV) that replaces an existing combustion engine eliminates an average of more than 5,400 pounds of carbon a year.

For the last decade, PSE has been part of the state's effort to drive adoption of 50,000 electric vehicles. We believe that we can do more and as part of our goal to reduce carbon emissions 50 percent by 2040, are calling for 1 million electric vehicles on the roads by 2030.

Meeting this aggressive goal will require a policy and regulatory framework that enables the development of convenient, reliable and affordable charging infrastructure, and incentivizes EV purchases.

Currently, PSE is running a series of pilot programs with charger installations in public, workplace, multifamily and residential locations, and will install more than 700 chargers in the next few years. These pilot programs are designed to both educate customers and identify optimal mechanisms for encouraging drivers to charge when demand on the grid is smallest.

PSE is also working directly with customers to educate them about electric vehicle technology and options available to them. Our free “Ride and Drive” events give customers the opportunity to test multiple styles of vehicles and talk with energy experts about set up and charging. We’ve also developed online resources to help customers, including cost calculators and information about charging at home, at work and on the road.

PSE fleet

As part of our carbon reduction goal, we’re also making improvements to our fleet. We’ve committed to doubling the number of electric vehicles in PSE’s pool car inventory each year for five years. We’re also investing in hybrid electric technology, most recently installing these systems on vans for our Gas First Response team. The converted vehicles will reduce our carbon footprint by about 1.3 million pounds of CO₂ annually.

Compressed natural gas (CNG) vehicles

PSE supplies compressed natural gas (CNG) to public and private fueling stations around the Puget Sound region and its own CNG truck fleet. The cost of CNG as a transportation fuel is surprisingly low and a CNG-powered vehicle gets about the same fuel economy as a conventional vehicle. Now available at roughly half the cost of petroleum-based fuel, CNG fuel prices are also more stable compared to the volatile price fluctuations in the market for petroleum.

Natural gas vehicles are designed and built to be safe in normal operations, fueling and accidents. As with vehicles that are fueled with petroleum-based gasoline, new natural gas vehicles are subject to federal motor vehicle safety standards and crash tests. Fueling stations are also built to high safety standards.

Liquefied natural gas (LNG) vessels

Ocean-going vessels have traditionally burned the most polluting of all fuels called bunker fuel. Nationally and internally, the cleanest option for ships travelling long distances has become Liquefied Natural Gas (LNG).

PSE is developing an LNG facility at the Port of Tacoma. It will provide a cleaner fuel alternative for maritime vessels and other transportation uses, in addition to helping meet customer demand at times of peak usage. Our first partner is TOTE Maritime. When TOTE’s first ship leaves Tacoma for Alaska fueled with LNG, it will allow for the greenest shipping fleet on the West Coast, helping reduce not only greenhouse gas emissions but also dangerous particulates that put Port workers at risk for major health issues. Our partnership with TOTE Maritime will make just the kind of green impact we are seeking in transportation.





Environmental compliance

We maintain the highest level of environmental performance and value our strong relationships with our regulators and our local community. Our management of environmental compliance risk starts with our corporate environmental policy, an environmental management system (EMS) and an environmental audit program.

Corporate environmental policy

Our corporate environmental policy lays out the company's commitments to environmental compliance, pollution prevention, continual improvement, an internal awareness culture, stakeholder engagement, and community outreach. The policy assures PSE

and its employees at all levels accept accountability and responsibility for the policy to comply with all environmental laws, regulations, and policies. PSE senior decision makers endorse this policy and it gets communicated to all employees.

EMS system

Our EMS documentation formalizes our company-wide approach and commitment to managing our environmental responsibilities. It provides clarity of roles and responsibilities associated with implementing PSE's corporate environmental policy by providing program structure, set processes, and guidance tasks for departments to ensure compliance with environmental laws and regulations. It also provides a roadmap of employees and departments tasked with maintaining compliance across multiple environmental program areas throughout the company. Program areas include air, cultural resources, facility siting, hazardous material, waste, natural resources, remediation, spill response, and water discharge.

The EMS is reviewed annually and continually built upon and modified. Our compliance managers monitor our progress in meeting all regulatory requirements at our operations. Our goal is always no violations of regulatory requirements and we work to meet that target.

Air program

PSE's air program provides reporting, management and emission reduction initiatives for various aspects of the company's air quality programs. This includes oversight and negotiations of all air permits, oversight of testing and monitoring activities, and regulatory interpretation and planning. PSE's Environmental & Program Services (EPS) department works closely with agencies and PSE plant and operations groups to assure compliance and to develop new alternatives to reduce emissions and improve operational efficiencies.

Waste management program

Our compliance program includes a waste management program to ensure all waste at PSE is managed in accordance with local, state, and federal regulations. The program is designed to heighten awareness and improve communications and engagement with employees on waste management policies while implementing effective measures to track waste generation, cost, and opportunities for waste minimization and reduction. Under guidance from our EPS department, we developed policies and procedures, employee awareness and training, and compliance tracking and documentation commitments to support waste minimization.

PSE also maintains a vendor audit program specifically to evaluate regulatory compliance performance of PSE waste management service providers and ensure all our waste is handled appropriately.



Water

Water is an important resource in power generation. PSE's thermal electric generation facilities need water to cool high temperatures and power steam turbines. From an environmental perspective, our industrial water usage also supports our thermal facilities' control of air emissions. All of PSE's thermal facilities operate under permitted water usage conditions or permits. We obtain our water from local municipal water supply sources and we monitor and track the amount of water used, consumed and discharged at these facilities.

Our water discharge program covers industrial wastewater as well as stormwater management at PSE facilities. The EPS group assists in the development, compliance, renewal and updating of wastewater and stormwater permits and best management practices for PSE facilities and operations. All our natural gas thermal plants discharge wastewater to local publicly-owned treatment works (POTWs), and all our wastewater discharges are regulated by National Pollutant Discharge Elimination System (NPDES) permits.

PSE also works with local jurisdictions as well as the Washington State Department of Ecology to ensure that best management practices are implemented in compliance with construction stormwater permitting for applicable construction projects. PSE strives to minimize impacts to local waterways from potential stormwater runoff associated with construction activities.

Remediation

PSE's environmental remediation program manages clean up of legacy contamination from operations by PSE and its predecessors. Sites such as those below show PSE's commitment to properly addressing environmental impacts and have helped PSE earn a reputation as a responsible corporate citizen.

- Buckley Headworks:** PSE worked closely with the Washington Department of Ecology (WDOE) in developing and implementing a remedy to address contaminated soil and groundwater impacted by historic operations of a wood treating facility at former hydroelectric project at Lake Tapps. WDOE issued a No Further Action (NFA) letter as well as nominated PSE for the Governor's Award for its efforts in protecting the environment.
- Thea Foss Waterway and Tacoma Tar Pits sites:** As part of the Commencement Bay Superfund Site, PSE worked closely with federal and state government environmental agencies to address contamination associated with the past ownership and/or operation of two manufactured gas plants (MGP). The Tacoma Tar Pits remedy was implemented in the late 1990's and Thea Foss Waterway remedy was completed in 2004. Both sites have received review from EPA with the results showing the remedies are functioning as designed and are protective of human health and the environment.
- Crystal Mountain Generation Station:** In 2006, a device associated with the fueling system for the generator failed and ultimately spilled a large quantity of diesel at this remote location in the Cascade Mountains. PSE worked with EPA, WDOE and the U.S. Forest Service to efficiently remediate and restore the site.
- Gas Works Park:** A MGP was operated from 1906 until 1956 by PSE's predecessors at a site now owned by the City of Seattle and established as Gas Works Park. PSE and the City of Seattle have fully investigated and remediated the upland portion of the park and are working closely with WDOE to address the sediments offshore of the park in Lake Union.

Spill prevention and response

PSE has over 600,000 pieces of oil-filled electrical equipment in service throughout its territory. Damage to these devices can occur during storm events, vehicle accidents as well as an occasional equipment failure resulting in a spill. PSE's spill response program is designed to alleviate the impact of spills through rigorous response procedures, mitigation, and cleanup efforts including a 24-hour spill response service. All spills are reported to local agencies and all spill incidents are monitored and tracked in a database.

Environmental audit program

Our environmental audit program includes the coordination and conducting of environmental reviews at PSE facilities to verify environmental compliance is being met. The program is designed to review procedures and operations to identify deficiencies, potential areas of concern, and areas for improvement in order to more effectively carry out commitments under PSE's corporate environmental policy. We conduct inspections and/or audits regularly at service centers and operating bases, power generation facilities, natural gas storage facilities and other PSE facilities. We also perform compliance assessments on our environmental contractors at these facilities to ensure that they are in compliance with environmental regulations and have no outstanding major fines or violations.



Biodiversity and habitat protection programs

PSE maintains programs specific to the protection of habitats of birds, fish, wildlife and other natural resources. Notably this includes implementing protective measures for fish passage at hydroelectric facilities, protected bird species, and wetland and wildlife habitats.

Protecting fish

Baker and Skagit Rivers

PSE's largest hydropower facility is the Baker River Hydroelectric Project, a 215 MW facility located on a tributary of the Skagit River in northwest Washington. It features the Upper Baker Dam and Lower Baker Dam, each with its own powerhouse and reservoir.

In 2008, the Federal Energy Regulatory Commission (FERC) issued PSE a new, 50-year operating license for the project after eight years of collaborative consultation between PSE and 23 other parties, including government agencies, Indian tribes, and environmental groups. The license provides for an adaptive management approach to operation of the project including enhancement measures for several different resource areas including fish and terrestrial resources.

The Baker River is a major tributary of the Skagit River, one of Washington State's most prolific river systems

for fish. PSE's power projects feature extensive salmon-enhancement systems, including a fish hatchery and innovative facilities for moving migrating fish both upstream and downstream around PSE's two dams. A second powerhouse below Lower Baker Dam allows for fish-friendly outflows that protect fish populations and riparian habitat in the Baker-Skagit Rivers.

Over the years, advances in technology, greater knowledge of fish biology, ongoing PSE investments in fisheries systems and continued collaboration with resource agencies and Northwest Indian tribes have produced significant gains in the river's fish stocks. Our two Baker River dams are too high for conventional fish ladders so we trap returning adult fish and haul them upstream of the dams. Part of this successful equation is our floating surface collector on Baker Lake. The \$50 million apparatus, completed in 2008, attracts and safely holds juvenile salmon for downstream transport by "fish taxi." In 2013, a second floating surface collector was constructed on Lake Shannon as a further boost to the

basin's sockeye production. In addition to an advanced, upstream trap-and-haul facility completed in 2010, both facilities are benefitting the river's once struggling salmon populations and rebounding sockeye numbers to new record levels. We also upgraded our sockeye spawning beach — a series of large, gravel-bottom pools with spring-fed water percolating up through them. This man-made, but naturalistic 20-year-old beach provides a controlled, predator-free environment for adult sockeye that greatly increases spawning success.

The new hatchery and renovated spawning beach are expected to result in a fourfold increase in hatched salmon fry in Baker Lake — up to 11 million initially. Future expansion could push the fry total to 14 million.

Snoqualmie Falls

PSE's Snoqualmie Falls Project, located about 30 miles east of Seattle on the western slopes of the Cascade Mountains, is one of the oldest hydropower plants in the United States. The project contains a small diversion structure just upstream from Snoqualmie Falls--which is a natural fish barrier-- and two powerhouses. Built in 1898-1899, the first powerhouse is encased in bedrock 260 feet beneath the surface and was the world's first completely underground power plant. The second powerhouse, located a quarter-mile downstream from the falls, was built in 1910 and expanded in 1957.

After operating for more than a century, the facility still produces clean, renewable electricity for our customers. The project received a new, 40-year federal operating license in 2004. The license included an adaptive management approach to operation of the project including enhancement measures for the historic



infrastructure and public recreation facilities, and several different areas including fish and terrestrial resources.

To further protect downstream fish on the Snoqualmie River, we installed new flow-control equipment in our Plant 2 powerhouse that will ensure consistent outflows from the plant if an emergency shutdown occurs. The new equipment will prevent rapid changes in downstream river levels that could potentially strand fish in side channels.

Wildlife and habitat protection

Through our conservation and restoration efforts, we help sustain valuable habitats that support significant wildlife populations.

Central Washington shrub-steppe

Over the past 150 years, half of this dry, native ecosystem in Central Washington has become farmland, making shrub-steppe among the most threatened ecosystems in North America. When constructing our Wild Horse Wind and Solar Facility, we voluntarily added a conservation easement to safeguard 7,000 acres of shrub-steppe habitat. By planting 6,500 sagebrush plugs, we helped restore the area to a viable ecosystem for loggerhead shrikes, ground squirrels, sage grouse and the sensitive hedgehog cactus.

In partnership with the Trust for Public Lands and the Washington Department of Fish and Wildlife, we also preserved 18,000 acres of undeveloped open-space, helping to maintain enough wild lands to support elk, mule deer, bobcats, badgers, hawks, and other wildlife — all told, more than 200 bird species and 30 mammal species.



The White River

Urbanization has taken a toll on Puget Sound open space, encroaching on watersheds and native riparian habitat. Along the White River where PSE operated a hydroelectric facility for much of the 20th Century, we set aside 3,000 acres of our own land (undeveloped forest, wetlands, bluffs and meadows) along a 10-mile stretch of the river — one of the few large tracts of undeveloped property left in the lowlands of central Puget Sound. Our effort preserves habitat for bears, deer, cougars, great blue herons, wood ducks and other species.

North Cascades habitat

PSE's Baker River Hydroelectric Project is situated within the heavily forested Cascade Range of northwest Washington. Under our operating license for the project, we have purchased nearly 900 acres of wildlife habitat (wetlands, elk and bird habitat). On these lands, we have developed nearly 16 acres of meadow-like elk forage areas and another 90 acres of enhanced forage areas for elk, protected 24,600 linear feet of streams and approximately 90 acres of wetlands, developed snags and logs for wildlife habitat management, and decommissioned roads and installed access

management features to reduced motorized vehicle impacts on the properties. We have provided funding to the USDA Forest Service for road closures to improve grizzly bear habitat, enhance habitat conditions in late seral forest areas, and for mountain goat habitat enhancement.

Snoqualmie

At Snoqualmie, we have set aside about 24 acres of forest habitat and wetlands, and established a popular hiking trail. PSE has also purchased a small amount of wetland credits from a wetland mitigation bank to mitigate impacts caused by construction at the facility.

Noxious weed management

Invasive and noxious weeds can crowd out native plants, degrade habitats and increase harmful erosion. We strive to control these species through an ecologically based, integrated weed management program at our facilities. We work with local environmental organizations to help identify and manage the weeds, then reintroduce native plants to restore the habitat. Our noxious weed program has over 150 weed sites that we are treating, and we are protecting at least 10 rare plant locations.



Avian protection

For 30 years we've worked to preserve bird habitats and prevent eagles, osprey, hawks, trumpeter swans and other birds from coming into contact with power lines and utility equipment. Our Avian Protection Program promotes a consistent avian-safe system across our eight-county electric service area. While it is not possible to prevent all injurious contact between birds and electric equipment, we make significant investments to reduce the number of incidents.

Our Avian Protection Program is recognized by federal wildlife officials as an industry model for reducing the impact of utility equipment on migrating and resident bird populations. While the number of eagles has increased significantly in recent years, we've seen no increase in eagle mortalities from contact with our electrical system. Small-bird mortalities also have been reduced through our efforts. Both of these facts are a testament to the effectiveness of our bird-protection programs.

Under the program we:

- Conduct bird surveys near our electrical facilities to assess problem areas and identify high-priority sites for elevated bird-protection efforts.
- Minimize impact on nesting, roosting and wintering habitat by working with our engineers and utility-infrastructure planners to ensure avian safety is part of all projects.
- Exchange information and partner in the field on bird-protection initiatives with the United States Fish and Wildlife Service and the Washington Department of Fish and Wildlife.
- Respond to bird issues at company facilities and take corrective actions throughout our service area.
- Are continually refining and implementing construction standards that minimize bird interaction with our electrical system.

We are constantly assessing and reassessing our programs and procedures to continue to reduce our electrical system's impact on birds. We evaluate what works and proactively improve our standards. We are also a member of the Avian/Power Line Interaction Committee and a contributor to its nationally recognized publication, *Suggested Practices for Avian Protection on Power Lines*.



We extend the same commitment to avian protection at our wind facilities. We follow the terms and conditions set out in our Federal Special Purpose Utility Permit, conduct regular field monitoring, report all incidents found to state and federal agencies and support local and regional avian research initiatives. In addition, we have implemented a number of conservation measures and are actively pursuing Eagle Take Permits for our three wind facilities.

Vegetation management

Since 2001, PSE has been recognized by the National Arbor Day Foundation as a utility that has demonstrated practices that protect and enhance America's urban forests.

PSE has an obligation to provide reliable electrical service to our customers. The major cause of power outages are unhealthy trees that fall into the electrical lines, windblown branches that cross the line as they fall to the ground, and tree limbs that grow into power lines. PSE is responsible for the trimming or removal of incompatible trees near

Wetland and waterways mitigation

PSE's predominant territory expands across Western Washington which is home to a large number of wetlands and streams, many of which can be habitat for threatened and endangered salmon species. It is PSE's policy to relocate work around water bodies where possible or select a construction method that causes the least disturbance.

For projects involving in-water work or other high impact construction, we contract with specialized consultants to determine impacts, propose appropriate mitigation or use of mitigation banks, or perform on-site and off-site mitigation activities to offset impacts.

We reach out early (separate from the required permit noticing) to stakeholder groups, tribes and agencies on high impact projects to gather input on construction methods and mitigation details to ensure we have support for the proposed action.

Once the mitigation is in place for a given project, designated PSE employees are assigned to manage and oversee the maintenance and monitoring of mitigation sites (typically a 10-year monitoring period). In addition to ongoing maintenance of multiple mitigation sites, PSE maintains a robust company standard for erosion and sediment control that continues to evolve as environmental sensitivity increases.

Cultural resources

PSE's Cultural Resources Program works with government agencies, tribes, other stakeholders and the public to develop and share information pertaining to cultural resources. This information acts not only as the foundation to make sound decisions regarding cultural resources managed by or potentially affected by PSE actions, but serves as outreach and education materials. We share technical reports and findings with affected parties and through consultation we develop materials suitable for the public. We also work with regulators and local tribes to ensure all necessary consultations and cultural resource surveys are conducted so that we can preserve our cultural artifacts.

Social



our power lines in order to comply with local, regional, and state laws for the safety of the public and to increase service reliability.

When we need to remove tall-growing species under power lines or hazardous trees that could fall and damage electrical equipment, we balance it with a mitigation program. We partner with local, state and federal agencies to identify potential mitigation sites that are currently degraded and could benefit from additional vegetation. Our goal is to convert these critical areas into thriving ecosystems. Planting tree and shrub species native to western Washington provides shade for salmon habitats, perches for birds, woody debris for amphibians and foraging material for mammals.

We're committed to providing safe and reliable service to our customers while taking a responsible approach to protecting and restoring the natural environment.



PSE is committed to being a valued member of the communities we serve. We're part of the vital infrastructure that serves homes and businesses and we invest billions to improve and maintain our systems. We work directly with customers, providing them with a range of information and resources on safety, energy efficiency, and local projects. And we work in close partnership with local charitable and nonprofit organizations, with a strong emphasis on programs that support those in need or efforts to protect and preserve our natural environment.

Health and safety

Safety is PSE's foundation. Our culture of safety starts with our employees and our commitment that "Nobody Gets Hurt Today." That extends to the safety of our customers and communities in our system design and maintenance as well as our outreach, education and preparedness programs.

Employee safety program

Our workplace safety program puts significant emphasis on education and training. Topics cover not only safety around the often hazardous equipment and conditions employees work in but also day-to-day issues such as ergonomics. This ensures compliance with all federal Occupational Safety and Health Administration and Washington State Division of Occupational Safety and Health rules to ensure PSE provides and remains a safe and healthy working environment for all employees. PSE vehicles, equipment, and construction practices meet all applicable regulations and codes for worker and public safety.

An executive-level steering committee oversees employee safety performance and programs. Policies are outlined in a comprehensive manual, the “Yellow Book,” which is maintained by PSE’s Safety and Health Department.

As a way of recognizing the importance of safety, the annual employee incentive is tied to performance on goals for safety training, education and performance.

Contractor safety program

PSE maintains a supply chain contract management program that incorporates a safety policy into master service agreements with contractors. Safety is stated as a project condition in every construction contract and a written contractor project specific safety plan is reviewed, accepted, and incorporated into each contract prior to start of construction. Additionally, labor standards and working conditions are governed as part of PSE’s collective bargaining agreements with the International Brotherhood of Electric Workers (IBEW) Local 77 and United Association Local 23. Visitors are expected to follow the same safety requirements as employees. Contractors are contractually obligated to meet safety requirements. Personnel who have need to go to the field and construction sites have personal protective equipment and have been trained in the proper use of PPE. The Contractor Safety Policy has been introduced throughout the supply chain to emphasize the importance of a safety culture.

Contractors working on behalf of PSE are required to submit an incident report to PSE. Safety metrics are incorporated in each major service provider master services agreement with safety statistics reported and measured monthly. PSE tracks safety statistics of its major construction contractors on an ongoing basis. A safety evaluation is conducted to evaluate contractors for capital bid projects and prioritizing emergency call-outs.



Public safety

PSE is committed to building, operating, and maintaining its energy-delivery infrastructure in a manner that will provide a high level of public safety, ensuring employees are committed to following all regulatory requirements governing the design and operations of its utility infrastructure. In addition, we actively participate in public-awareness safety education and commit to responding quickly and prudently to emergency situations.

Our energy-delivery infrastructure is designed and operated in such a manner as to protect the integrity of the system in the event of failures, natural disasters, terrorism or other external actions. The system is also designed to meet or exceed factors of safety and redundancy called for in applicable laws, regulations, and codes.

Under our Public Safety Policy, our employees are directed to report any safety issues in the energy-delivery system or any issues affecting public safety related to the operation and maintenance of the energy delivery infrastructure.



Public safety programs

Our customer safety communications team informs customers how to use electricity and natural gas safely, how to best access PSE customer services, and how to prevent damaging underground utilities. We also promote public awareness programs focused on helping individuals and communities prepare for a natural disasters such as a flood, earthquake, or storm.

Electric safety

We communicate the importance of electric safety to our customers including:

- How to steer clear of downed power lines
- How to safely use portable generators
- How to safely use electrical appliances inside homes
- How to properly shut off electricity inside the home
- How to remain clear from overhead power lines to avoid hazardous situations

Natural gas safety

We communicate the importance of gas safety to our customers including:

- How to detect gas leaks and what to do if a leak is suspected
- How to avoid potential hazards with striking or digging around underground utilities
- How to properly shut off gas appliances
- How to properly maintain gas pipelines



Serving our customers

Energy resource planning: assurance and reliability

PSE manages and maintains multiple energy policies and strategies dedicated to maintaining reliability and integrity of our energy system, meeting commitments to greenhouse gas emission reductions, and supplying alternative energy resources. The Integrated Resource Plan (IRP) is PSE's strategic road map to securing reliable and cost-effective energy resources and procuring future energy supplies. It is used as a forecasting tool to assess PSE's customer energy requirements for the next 20 years and suggest the most viable resource options to meet customer energy needs at the lowest cost and risk.

PSE's IRP is updated and released every two years to reflect new demand forecasts, changing demographics, market conditions, environmental laws and regulations, and other factors. For each IRP a team of in-house economists, energy specialists, environmental advocates, demographers and other experts:

- Examine the many energy-resource options available to PSE, including the maximum amount of new energy “supply” we can acquire through energy efficiency
- Make a thorough, objective assessment of the benefits, costs and risks associated with each energy-supply option
- Analyze the region's population and economic trends, including a forecast of PSE customers' natural gas and electricity needs two decades into the future
- Evaluate political and economic policies and trends, and their potential impact on energy production, usage and availability

Energy resource need considerations

By law PSE's resource plan forecast represents, “... the mix of energy supply and conservation that will meet current and future needs at the lowest reasonable cost to the utility and its ratepayers.” PSE's resource planning process starts with an output of a deterministic portfolio optimization model, then incorporates how different long-term economic conditions and other factors affect resource need. Factors considered can include but are not limited to, demand forecast, demand-side resources, additional conservation, natural gas prices, wholesale power prices, greenhouse gas regulation, carbon pricing, regional resource adequacy, renewable resource costs, energy storage costs and availability, and emerging technologies.



Delivery infrastructure investment drivers

Even with load growth being offset by PSE conservation efforts, infrastructure expenditures may stay the same or even increase. This is because load growth is only one of the drivers of infrastructure investment. For instance, aging equipment must be maintained or replaced. Regulatory requirements may require spending on system upgrades or alterations or require us to integrate new generation resources. Public transportation projects can necessitate equipment relocation.

Below are six factors that drive infrastructure investment to better serve our customers. Some can be known in advance, others can be forecasted, and some circumstances arise from external events such as extreme weather, new codes or policies that drive behavior or actions, or new transportation projects as a result of unexpected increased funding.

Load growth

PSE's primary obligation is to serve the gas and electric needs of our customers. When customers turn on the switch or turn up the heat, sufficient gas and electricity needs to be available. Load drives system investment in three ways: as overall system loads, short-term peak loads, and point (block) loads. All of these must be met.

Demands on the overall system increase as the population grows and economic activity increases in our service area, despite the increasing role of energy demand management and conservation. PSE regularly evaluates economic and population forecasts in order to stay abreast of where and when additional infrastructure, including electric transmission lines, substations and high-pressure gas lines, may be needed to meet growing loads.



Peak loads occur when the weather is most extreme. To prepare for these events, PSE carefully evaluates system performance during periods of peak demand each year, updates its system models and compares these models against future load and growth forecasts. This prepares us to determine where additional infrastructure investment is required to meet peak firm loads.

Electric and gas system delivery planning is based on near-term and long-term customer growth forecast updates prepared by the Resource Planning and Analysis department. The forecasts include the impact of conservation efforts and implementation of interruptible rate schedules. Interruptible rate schedules are most commonly employed by commercial or industrial customers due to their ability to provide backup generation for critical load and willingness to tolerate a complete outage for period of time, as PSE must be able to depend on curtailment when needed.

The gas system is designed to operate more conservatively than the electric system because during a peak event the gas system pressure declines as loads increase. As gas pressure approaches zero, customer equipment is unable to operate as intended, requiring manual intervention by PSE to restore service safely. For this reason, gas outages have much greater public and restoration impacts than electric outages and must be avoided for all but the most extreme conditions. The electric system is more flexible. For short periods of time components can often carry more current than their nameplate ratings call for with no adverse effects, and power restoration following an outage can be achieved instantly if power is rerouted through available switches.

System investments are sometimes required to serve specific "point loads" that may appear at a particular geographic location in our service territory. Electrical infrastructure to serve a computer server facility is one example; gas infrastructure to serve an industrial facility such as an asphalt plant is another.

Reliability and resiliency

The energy delivery system is reviewed each year to improve the reliability of service to existing customers. Past outages, equipment inspection and maintenance records, customer feedback, and PSE field input help identify areas where improvements may be made. Additional consideration is given to system enhancements that will improve resiliency (such as being able to provide a second power line from one substation to another). Some of the investments to improve reliability and resiliency include replacing aging conductors, installing covered conductors (tree wire) and converting overhead lines to underground.

Regulatory compliance

PSE is committed to operating our system in accordance with all regulatory requirements. The gas and electric delivery systems are highly regulated by several state and federal agencies including PHMSA (Pipeline & Hazardous Materials Safety Administration), NERC (The North American Electric Reliability Corporation), FERC (Federal Energy Regulatory Commission), the UTC (Washington Utilities and Transportation Commission) and various worker and public safety regulations. Infrastructure investments driven by compliance requirements include electric transmission projects that are aimed at preventing cascading power outages and system collapse that could extend outside PSE's system. Gas regulations drive very specific inspection and maintenance activities and often require the replacement of assets based upon age and/or condition.

Public improvement projects

PSE must respond to city, county and state jurisdictions within our service area when transportation-related public improvement projects impact our facilities both within and immediately adjacent to public rights of way. PSE gas and electric facilities may require relocation or underground conversion of electrical facilities to accommodate public transportation projects. We also work closely with local jurisdictions to identify system improvement opportunities and to minimize surface restoration costs and disruptions in association with these public improvement projects.

Aging infrastructure

With continued maintenance, gas and electric infrastructure can provide safe, reliable service for decades. PSE has a number of programs in place that address aging infrastructure by replacing poles, pipes and other components that are nearing the end of their useful life. Our goal is to maximize the life of the system and at the same time minimize customer interruptions by replacing major infrastructure components prior to significant unplanned failure.

Integration of resources

FERC and state regulations require PSE to integrate generation resources into our electric system according to processes outlined in federal and state codes. A new generation plant, whether it is owned and operated by PSE or by others, can require significant electric infrastructure investment to integrate and maintain appropriate electrical power flows within our system and across the region. For the gas system, integrating gas supply resources owned and/or operated by PSE or others (such as underground gas storage, on-system LNG/propane and peak shaving, and the interstate gas transmission systems) can also require significant infrastructure investment to maintain appropriate system pressures and flows across the region.

Distributed generation—the smaller generation technologies such as roof-top solar panels—must also be reviewed and integrated, often requiring system protection enhancements to satisfy two-way flow requirements. For larger scale systems, these may also require system infrastructure improvements such as new distribution feeders or a substation.



After initial integration, PSE must monitor the impact and influx of these types of resources in order to address any developing power quality concerns and continue to support the desires of customers. The majority of customers who pursue distributed generation today seek to do more than support their own load and desire to sell excess energy back to the utility, which requires additional consideration of infrastructure reliability. Generally, contributions from this type of generation do not occur during PSE's peak demand necessitating the need for infrastructure to supply peak load in order to deliver reliable service. Storage and control systems to help balance distributed generation limitations are maturing, and as control, communications, delivery infrastructure and energy storage systems are modernized, opportunities to integrate distributed generation more effectively to benefit PSE's operations will increase.

2017 Integrated Resource Plan (IRP)

The resource plan forecast in the 2017 IRP signaled important changes in energy supply. The forecast relies on additional transmission to market to meet peak capacity need, continued strong investment in conservation, utility-scale solar to meet renewable resource need, and energy storage. While many of these changes have been on the horizon for some time and discussed extensively in the media and by advocacy groups, this is the first time that some appear to truly be part of a low cost, low risk resource plan for PSE's customers.

Highlighted strategies under our 2017 IRP include:

Emergence of solar power

Wind has dominated new renewable resource additions in the Pacific Northwest. The 2017 IRP found solar power in Eastern Washington to be a cost-effective renewable resource for the first time.

Energy storage and demand response instead of fossil fuel generation

Energy storage and demand response resources can help push PSE's need for capacity resources to 2025. This is a low-cost and low-risk strategy that helps avoid locking PSE's customers into a long-lived fossil fuel plant while alternative technology is evolving rapidly and greenhouse gas policies are being developed.

Redirecting transmission to increase market access

PSE can reassign some transmission from intermittent wind resources to the regional power market (Mid-C market) in a way that will allow PSE to expand its access to short-term bilateral markets on a firm basis, while still allowing us to deliver that wind energy to our customers. Increasing market reliance is a low cost alternative for our customers. The 2017 IRP includes a comprehensive analysis of market risk in relation to the Pacific Northwest's resource adequacy outlook, built on Northwest Power and Conservation Council (NPCC), Bonneville Power Administration (BPA) and Pacific Northwest Utilities Conference Committee (PNUCC) analyses. It finds the region is nearly meeting its resource adequacy target, and with continued strong conservation programs, it may become even more reliable in the future. This is not without risk, but PSE has analyzed these risks extensively and concluded the risks are reasonable. Redirecting transmission supports the strategy to push out the need for additional fossil fuel plants to 2025, which

should allow rapidly evolving technology to drive down the costs of resource alternatives and provide time for uncertainty in greenhouse gas regulation to be resolved.

Energy efficiency

Devoting significant resources to help our customers use energy more wisely is a proven way of reducing costs and the environmental footprint of PSE's operations as well as those of our customers'.



Natural gas utility resource plan

Strategic agility is also the hallmark of the natural gas utility resource plan. Continued conservation investment, completion of the Tacoma LNG peaking facility and the option to upgrade PSE's propane peaking facility (SWARR) push out the need to lock our natural gas customers into lengthy contracts to expand regional pipeline infrastructure. Again, this is a low-cost and low-risk resource strategy for our gas customers.




Other customer programs

Grid modernization


Our current electricity grid was conceived more than 100 years ago when our energy needs were simpler. PSE is in the process of upgrading its delivery system infrastructure to modernize the grid. This includes so-called “smart grid” enhancements, but also projects that ensure the grid is safe, reliable, resilient and flexible.


Replacement of legacy analog networks and obsolete remote telemetry unit equipment began in 2010 and is expected to be completed within the next five years. This includes modern, IP-based SCADA networks that will be used to control and monitor substation, transmission and generation assets, and replacement of aging Automated Meter Reading (AMR) communications systems and electric customer meters with Advanced Metering Infrastructure (AMI) that enables two-way communication. These steps are necessary to build the foundation to efficiently integrate maturing technologies.

Among those we are integrating and studying are distributed generation, energy storage, conservation voltage reduction and demand response. While PSE expands integration of these alternatives, we will need to be mindful of the dependability of the technology under all conditions such that customer reliability and rates are not harmed by technologies and applications that are not effectively scalable. Additionally, the technologies and integration must be compatible with existing grid standards and tariffs. This makes informing customers and stakeholders about the capability and viability of these technologies an important priority for PSE.



Increase comfort,
reduce heating costs


For your home



Low income assistance

To help customers with limited incomes increase comfort in their homes and reduce heating costs, we offer two programs administered by local agencies in partnership with PSE:

- Our Weatherization Assistance Program provides funding support for weatherization services that can reduce household energy bills by 25 percent and the need for assistance with utility bills.
- Our HELP (Home Energy Lifeline Program) provides additional bill-payment assistance beyond that offered by the federal LIHEAP (Low-Income Home Energy Assistance Program) program. Households eligible for LIHEAP are income eligible for weatherization assistance services. The program offers eligible customers up to \$1,000 in credits per year in payment assistance toward their energy bill.

Customer satisfaction

Customers are central to what PSE does and how we do it. They're in our corporate values--"we do what's right and we seek the best outcomes for our customers and community." And customers are PSE's "north star," serving as a guide for employees in all projects and efforts.

PSE uses a variety of methods to track customer satisfaction. We regularly conduct polling with our customers. We use J.D. Power to benchmark against other utilities, and are currently one of six national combination utilities with first or second quartile satisfaction scores in all residential and business customer surveys. We also have a service quality index (SQI) with nine measures. SQIs are reported annually to the UTC and are a quantitative factor in annual employee incentives.



Our employees

Workplace policies

PSE is committed to maintaining a work environment free of violence or harassment or discrimination of any kind, including harassment based on race, color, gender, sex, sexual orientation, age, religion, creed, national origin, marital status, veteran status or disability. Violence and threatening behavior are not tolerated by the Company and employees are expected to treat one another with mutual respect and dignity.

We fully comply with all federal, state, and local employment laws and prohibit unlawful discrimination in the recruiting, hiring, compensating, promoting, transferring, training, downgrading, terminating, laying off, or recalling of any person based upon race, religion, creed, color, national origin, age, sex, sexual orientation, gender identity, marital status, veteran or military status, the presence of a disability, or any other characteristic protected by law.

Fair labor

PSE maintains policies committed to following all applicable minimum wage, overtime wage, child labor, and other wage and hour laws and regulations. Our hiring policies comply with the principles of nondiscrimination, freedom of association, child labor, indigenous rights, forced and compulsory labor, and other labor laws.



Tours and recreation

PSE provides for tours and recreational access to its facilities including:

- Wild Horse Wind and Solar Facility
- Snoqualmie Falls Hydroelectric Project
- Baker River Basin
- Lower Snake River Wind Facility
- Hopkins Ridge Wind Facility

Employee wellness program

PSE maintains a wellness program that offers a wide range of resources and tools at little or no cost to employees and their families, including company-sponsored wellness events and ongoing health and wellness communications.

Employee satisfaction

PSE has been conducting the Great Place to Work survey since 2001 in an ongoing effort to create a culture that supports company values and enables PSE to do its best work on behalf of its customers and communities.

Professional development and tuition reimbursement

PSE has multiple training programs and modules designed to educate employees on an assortment of health and safety practices and certifications, corporate ethics and compliance, environmental awareness and regulatory compliance, and emergency preparation and response. We also offer employees a tuition reimbursement program for relevant education opportunities.

Military and veteran support

The PSE Patriots and Supporting Charities' (PSE2) objective is to aid in recruitment, retention and development of military veterans. We also support military veterans through communication, recognition, mentoring, community outreach, and support of families during deployment.

Customer and community outreach

PSE has dedicated teams of employees who work on a daily basis with customers, government representatives and agencies, and local organizations. In addition to these employees, there are hundreds of employees who take advantage of PSE-sponsored volunteer opportunities in their local communities.



Community outreach

PSE's Outreach teams work to promote customer awareness of PSE's major projects and products and services through direct engagement and partnerships at the local level. Their mission is to empower customers to control their energy costs through participation in energy efficiency programs, to educate customers about PSE products and services, and to strengthen community-based programs through relationships with customers and other parties.

Major projects outreach

PSE engages the community, jurisdictions, tribes and stakeholders as we develop large scale projects. Providing project specific information helps the community understand the project need, what's being proposed and what it might mean to them. Outreach tools include community meetings, routing workshops, public open houses and online open houses, web pages, community mailers, surveys and comment cards.

Depending on the scope and complexity of the project, community advisory groups may be formed to capture the area's diverse interests. The goal is to share system needs and potential solutions, to identify and assess community values in the context of the project attributes, and to develop recommendations for PSE's consideration.

An example is our Energize Eastside project. The Energize Eastside project will improve electric infrastructure that had its last major upgrade in the 1960s. Since then, the population has grown eightfold and the economy depends on reliable power in ways it did not 50 years ago.

PSE is conducting a multi-year outreach effort for Energize Eastside to share information and collaborate with local cities, residents, businesses. That includes forming a Community Advisory Group with public meetings and project briefings with stakeholders, neighborhoods and cities about the project details as well as address public questions and concerns.

Volunteering, community service and corporate giving

In the last decade, PSE has contributed more than \$17 million to the community through PSE, our separately-funded Puget Sound Energy Foundation, and employee contributions and volunteer efforts. Organizations supported range from United Way, the American Red Cross and Food Lifeline to Forterra and the Mountains to Sound Greenway.

TeamPSE

TeamPSE is an individual or group of PSE employees and retirees (and their families and friends) who give their time to local causes they care about, including building homes for Habitat to Humanity, trail restoration, food bank sorting and more.

Powerful Partnerships

Each year, PSE selects a group of nonprofits for a year long collaboration. Since the program was started in 2016, PSE has partnered with 42 local organizations and invested almost \$400,000 to help these organizations achieve their goals.

2018 Partners





PSE Foundation

Puget Energy, the parent company of PSE, created the Puget Sound Energy Foundation in 2006. The foundation makes charitable contributions to qualifying 501(c)3 nonprofits to help support a broad range of community programs, with a special focus on emergency preparedness and environmental sustainability. None of Puget Sound Energy Foundation funds come from PSE customers.

Most recently, the foundation wrapped up a multi-year, \$1 million initiative that funded generators at locations in 12 communities that can become emergency shelters or warming centers, or are currently food distribution centers.

Conclusion

We do what's right and we seek the best outcomes for our customers and community.

As this report shows, we live this value through our environmental, social and governance programs. We're proud of our track record. More important, though, we're committed to continuing to be a leader and a responsible steward of resources. In this way, we can continue to serve our customers for years—and decades—to come.

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE COMMITTEE SUMMARY
July 27, 2021**

ATTENDANCE: Marilyn Hoppen, Aschlee Drescher, Monica Blackwood, Chris Abplanalp
Staff: Elizabeth Court, Alissa Durkin, Doug Washburn

The Olympic Workforce Development Council's (OWDC) Executive Committee meeting was held on Tuesday, July 27, 2021 via Zoom.

APPROVAL OF SUMMARY

The Executive Committee's Meeting Agenda was approved as follows:

ACTION: Aschlee Drescher moved to approve the Agenda as presented. Motion was seconded by Monica Blackwood. Motion carried unanimously.

The Executive Committee's Meeting Minutes were approved as follows:

ACTION: Aschlee Drescher moved to approve the April 27, 2021 Executive Committee Minutes as presented. Motion was seconded by Monica Blackwood. Motion carried unanimously.

DISCUSSION

Executive Membership and Vacancies

- The Executive Committee currently has a vacant position under Business Community Member.
- Send nominations via email to Elizabeth Court.

5530POL Follow-Up Services

- The Olympic Consortium Board approved policy 5530-Follow-Up Services on Friday, July 23, 2021.
- Follow-Up Services are authorized to begin after a WIOA Title I(Adult, Dislocated Worker, and Youth) participant program completion (exit) into unsubsidized employment, for at least a period of 12-months after the first day of employment.
- Follow-Up Services include Career Services and Supportive Services.

Economic Security for All grant

- The OWDC has been awarded federal WIOA grant, Economic Security for All, in the amount of \$385,083.25.
- OWDC awarded the funding to youth provider, Olympic Educational Service District 114, in the amount of \$345,575.00.
- OESD 114 will use the funding to strengthen partnerships in the region and provide WIOA eligible youth, with coaching, mentorship and support, leading towards employment at wages above \$34,480.
- Partnerships include local housing, childcare, healthcare, higher-ed, and human services providers in the community.

The State of the Nation's Housing 2021

- Households that weathered the crisis without financial distress are snapping up the limited supply of homes for sale, pushing up prices and further excluding less affluent buyers from homeownership.
- Millions of households that lost income during the shutdowns are behind on their housing payments and are on the brink of eviction and foreclosure.
- These at-risk households include renters with low income and people of color.
- Additional government support will be necessary to ensure all households benefit from the expanding economy.

WOIS/The Career Information System-Private, Nonprofit Organization

- Source for current, complete career and college planning tools.
- Access to detailed career descriptions, college training program descriptions, and nationwide college descriptions.
- Provides four career assessments, national school search, budgeting tools showing careers that support a preferred lifestyle, careers and educational programs arranged by clusters and activities and worksheets to guide exploration activities.

In-Person Services

- Clallam and Kitsap WorkSource centers are appointment basis.
- Screening at front door
- Masks required
- Resource room accessible
- Desk-side appointments with case managers and plexi glass dividers.

EO Focus

- Equal Opportunity Spring Conference July 26th and 27th.

- Conference agenda items included EO monitoring, complaint investigations, program complaint policy with state monitors, and NW ADA Center Training.

Sequim Office Update

- New WorkSource center is on schedule for a move in date of October 2021.
- Framing completed and roof began week of July 26th.

UPDATES

PY20 Q4 Formula Performance Reports

- Enrollments and Expenditures are below targets however, staff remain resourceful in marketing and outreach of all services and resources provided at WorkSource centers to community members and employers.
- Looking forward to the end of the Unemployment Benefit extensions and start of the new program year.

Achievement Recognition Letter Equal

- OWDC received letter from Employment Security Department recognizing teams positive performance on outcomes for Quarter 1 ending March 31, 2021.

Calendar

- Until further notice from the Department of Health, the Executive Committee meeting will remain via Zoom.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 10:33 a.m.

Next Meeting: Tuesday, October 26, 2021, via Zoom

Olympic Workforce Development Council Operations Committee Meeting

Tuesday, May 11th, 2020
9:00 a.m. – 10:00 a.m.
Microsoft Teams meeting

A G E N D A

1. Call to Order
 2. Approval of Meeting Minutes from May 11, 2021 (Att. 11.b) pg. 52
 3. Discussion Item(s)/Action Item(s)
 - a. ESD Monitoring December
 - b. OWDC Operational Partner Highlight (Att. 11.c) pg. 54
 4. Performance Reports
 - a. OWDC Performance Report PY20 Q4 (Att. 11.d) pg. 62
 - b. WIOA Primary Indicators of Performance Report (Att. 11.e) pg. 63
 - c. WorkSource System Performance Dashboards PY20 Q4 (Att. 11.f) pg. 66
 5. Good of the Order
 6. Agenda Items for next meeting
- Adjourn

Next Meeting: November 9, 2021 Microsoft Teams

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager
Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

ASCHLEE DRESCHER, Human Resources
The Veterans Administration

ROBIN HAKE, HR Director
City of Port Townsend

DAVID MCMAHAN, Vice President
Olympic Labor Council

COUNCIL MEMBERS

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

MARTY CAVALLUZZI, President
Olympic College

RANDY COLSON, Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director
McKinley Paper Corporation

BRIAN KUH, Deputy Director
Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

CHUCK MOE, Field Representative
Laborers Local 252

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

MATT WHEELUS, Chief Operating Officer
Harrison Hospital

**Operations Committee Minutes
Olympic WorkSource Development Council
May 11, 2021**

ATTENDEES –Michael Robinson, Gina Lindal, Jessica Barr, Anna Winney, Amy Hatfield, LeAnn Raines, Selena Cunningham, Evan Salveson, Brian Kneidl, and Staff Luci Bench

1. INTRODUCTIONS

2. CALL TO ORDER – Mike Robinson, called the meeting to order at 9:02 a.m.

3. MINUTES –Anna Winney moved to approve February 9th meeting minutes. Amy Hatfield seconded. **Motion carried.**

4. DISCUSSION ITEMS

- a. ESD Monitoring: During the March ESD Monitoring, all subrecipients did very well with only quarterly demographics review as an action item. The virtual format was a struggle, but a lot of lesson's learned. Greg Ferland, ESD Monitoring Manager, letter of completion expected within the next couple of weeks. Letter will be shared out once available.
- b. OWDC Operational Partner Highlight
 - New OWDC Operational Partner report out format for operations meeting to support a greater system review of effectiveness.
 - Gina Lindal, DSHS Community Services Division, summarized her OWDC Operations Partners submission.
 - Mike summarized Goodwill of Olympics and Rainier Region submission.
 - Selena Cunningham introduced Department of Services for the Blind and summarized their submission.
 - LeAnne Raines, Division of Vocational Rehabilitation presented her submission and provided a summary.
 - Evan Salveson, Kitsap Community Resources, summarized submission and shared outcomes from In-Person Hiring Event on May 7th. Businesses are desperate for applicants. KCR is working closely with businesses and participants to get people into jobs.
 - Mike summarized WorkSource Kitsap, Clallam and Jefferson services and initiatives, summarizing his submission.
 - Brian Kneidl, Peninsula College, Welding and Construction on-campus otherwise all online and looking forward to returning in the fall. College has been helping with laptops and internet access. Trying to connect with technological challenged students has been a struggle, but a lot of lessons have been learned.
 - Amy Hatfield, Olympic College, very similar to Peninsula, with a few on-campus courses. Enrollment is open and they are trying to reach students with no access to technology. 25th Annual Career Fair on May 5th focused on exploring diversity and who had access to laptops, hotspots, data sticks and food pantry. OC focus on economic recovery, technology access, adult education, digital literacy. Focus on

Equity, diversity, inclusion and belonging national discussion in higher education and here at OC.

- c. Integrated Service Delivery (ISD)
 - Reviewed, no comment.
 - d. OWDC Performance Report PY20 Q3
Reviewed, no comment.
 - e. WIOA Primary Indicators Performance Report PY20 Q3
 - Reviewed, no comment.
 - f. WorkSource System Performance Dashboards PY20 Q3
 - Reviewed, no comment.
- 5. Good of the Order**
- a. None
- 6. ADJOURN** – Mike adjourned at 9:57am.

NEXT MEETING – September 14th, 2021 via Microsoft Teams

September 14, 2021

DSHS, Community Services Division (CSD) Office Administrators:

Bremerton CSO- Gina Lindal

Port Angeles & Forks Branch Offices- Jim Weatherly

Port Townsend CSO- Jeannie Dickinson

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

All services from the Bremerton, Port Townsend, Port Angeles and Forks Branch Offices can be accessed remotely by calling our Customer Service Contact Center at 1-877-501-2233 or online at washingtonconnection.org

Serves, Workshops, & Participants

CSD provides programs and services to help low-income people meet their basic needs and achieve economic independence through programs such as the Temporary Assistance for Needy Families (TANF), or Aged, Blind and Disabled (ABD), and Housing and Essential Needs (HEN) programs or Food Assistance, Medical and other employment-focused services. Programs such as these currently serve 38,532 Food Assistance; 2,437 TANF; 859 ABD; and 125 HEN clients living in Kitsap, Clallam and Jefferson counties.

*E-MAPS July 2021 Client/Caseload Data

Initiatives

SNAP Increase- Effective October 1, 2021, Supplemental Nutrition Assistance Program (SNAP) allotments will see the largest permanent increase in the program's history. This COLA increase will replace the temporary 15% increase to Basic Food allotments that has been in place since January 2021. The following increases will be effective 10/1/21

Household Size	Maximum Allotment
1	\$250
2	\$459
3	\$658
4	\$835
5	\$992
6	\$1,190
7	\$1,316
8	\$1,504
Each Additional Person	\$188

EBT Expungement for Unused Benefits- On August 22, 2021, unused benefits will start being expunged from EBT accounts after 274 days. In December 2018, Congress passed the Agriculture Improvement Act of 2018 (Farm Bill) and included a new requirement for states to expunge, or remove, unused benefits from EBT accounts after 274 days instead of the previous 365 days of non-use. Clients' benefits that are more than 274 days old will be automatically expunged from their accounts and no longer available. This is for all cash and food programs that utilize EBT cards as their issuance methods. A letter has been mailed to all affected households informing them of the change.

WorkFirst Mandatory Participation- Effective September 1, 2021, WorkFirst mandatory participation requirements resume. WorkFirst mandatory participation requirements and WorkFirst sanction penalties have been temporarily suspended since March 16, 2020, due to the COVID-19 pandemic. In early August, CSD sent notice to all adult TANF/SFA recipients explaining that the suspension of mandatory WorkFirst participation requirements is ending and participation will be mandatory again in September. We also made automated calls to these households with similar information about the change.

Olympic College

Amy Hatfield, Dean for Workforce Development and Basic Studies
ahatfield@olympic.edu | 360-475-7264

Pandemic Update

Olympic College declares “fully-vaccinated” status and requires masks

Governor Inslee’s requirements for Higher Education continue to evolve. For current information please visit the [Olympic College COVID-19 webpage](#).

Student Assistance

The availability of grant funding means that many Olympic College students can attend Fall Term with little out-of-pocket expense and money to spare.

Higher Education Emergency Relief Funds (HEERF)

Olympic College will disburse about \$5 million in grant funds to students attending college this fall and beyond. Earlier this year the college received \$5.3 million in HEERF from the federal government and began making awards this summer.

There are numerous other grants available to Olympic College students this fall as well.

- **Housing Assistance Grant:** If you are struggling to pay your rent or mortgage, the Olympic College Foundation may be able to assist you. Complete this form to begin the conversation with the Students in Need Group. [Complete the form now!](#)
- **Student Emergency Assistance Grant (SEAG):** If you are struggling financially and have limited resources to meet your needs, you may qualify for a SEAG grant. [Complete the form now!](#)
- **Washington College Grant:** Funding is available for many families making under \$97,000/year. [Complete the FAFSA](#) to find out how much you qualify for.

Workforce & Economic Development

The Washington State Board for Community and Technical Colleges administers numerous state and federal grants. The Division continues to pursue new opportunities for our students, faculty, and staff.

FY22 SBCTC Grants and Allocations **awarded** to date - \$2,818,687.

FY22 grant applications currently submitted and **pending approval** - \$249,202

WorkFirst Student Supports Funds - \$33,300 ~ Perkins Special Project (Outdoor Preschool) - \$6,853

Basic Food, Employment and Training (BFET) - \$203,799 ~ BEDA Special Projects - \$5,250

Program Development

Under development – Marine Electrical, Digital Filmmaking Documentary Certificate, Drone Certificate, Aviation Agreement with Green River College

Goodwill of the Olympics and Rainier Region

Jim Kenney Program Manager SCSEP and CARF Compliance Coordinator

jimk@goodwillwa.org | www.goodwillwa.org

Serves, Workshops, & Participants

Job Training and Education

- Digital Skills Program
- CRED – Career Readiness, Education and Development
- Senior Community Services Employment (SCSEP)

Support Services

- Financial Opportunity Center
 - REACH Center
 - VITA | Tax Prep
 - WorkFirst
-

Washington Department of Services for the Blind, Lacey Field Office

Contact for New Referrals: Traci Woodman (360) 725-3846 or traci.woodman@dsb.wa.gov

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Lacey Field Office located at: 4565 7th Avenue, 4th Floor, Lacey, WA 98504

Vocational Rehabilitation Counselor Selena Cunningham, MS, CRC, covers Kitsap County

Contact: selena.cunningham@dsb.wa.gov; 360-701-9034

Vocational Rehabilitation Counselor Harry Whiting, MS, covers Clallam and Jefferson Counties Contact:

harry.whiting@dsb.wa.gov; 360-407-4070

Youth Services Specialist Jennifer Scheel, covers Kitsap, Clallam & Jefferson Counties

Contact: jennifer.scheel@dsb.wa.gov; 360-725-3856

South Region Area Manager Meredith Hardin, M.S: meredith.hardin@dsb.wa.gov; 360-480-2196

Labor and Industries

Program Manager, Amanda Fisher and Keith Johnson

Regional Supervisor, Joshua Rodero

VSS3, Chelsea Roe

<https://www.lni.wa.gov/>

Division of Vocational Rehabilitation

LeAnne Raines, M.M.

Olympic Unit Supervisor (Kitsap, Jefferson and Clallam counties)

206-327-2242 (work cell)

DVR is a statewide resource assisting people with disabilities to prepare for, secure, maintain, advance in, or regain employment. DVR partners with organizations and businesses to develop employment opportunities. DVR serves people who seek meaningful, secure employment but whose disabilities may result in one or more barriers to achieving an employment goal.

Contacts: LeAnne Raines, M.M., Olympic Unit Supervisor, 206-327-2242 (work cell).

Tricia Burks, Lead Vocational Rehabilitation Counselor, 360-535-9460

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Silverdale DVR, 3888 NW Randall Way Suite 201, Silverdale WA 98383-7847, Phone: 360-698-4360

Silverdale Work Source, Phone: 360-535-9460

Port Townsend, 2507 Evans Vista, Port Townsend, WA 98368, Phone: 360-302-3472

Port Angeles, 203 W. 1st ST, Port Angeles, WA 98362

Serves, Workshops, & Participants

DVR serves individuals with who:

- 1) Have a disability that creates a significant impairment which interferes with the ability to work and
- 2) Requires vocational rehabilitation to obtain and maintain employment
- 3) DVR works with adults and students with disabilities.

Success Stories

DVR has worked with customers reach their goals of employment (obtain, maintain or regain employment).

We had two customers who were hired making more than \$100,00 per year.

Kitsap Community Resources

Michell Graff mgraff@kcr.org or Sarah Knox sknox@kcr.org

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

KCR in Port Orchard, 3200 SE Rainshadow Ct KCR in Bremerton, 845 8th Street

Initiatives

New WIOA program manager, Sarah Knox, worked to create a training binder and onboarding procedures to help new staff understand start to finish policies and practices regarding WIOA. We are already seeing the value to having taken these actions, as we continue to experience staff turnover and new hires. Sarah also created a support service funding chart based on income guidelines to help with equitable and consistent distribution of financial assistance via training dollars to client's requesting more than \$500. We have held two in-person job fairs; our goal is to host one each quarter. The responses from businesses we invite are very positive and have given KCR WIOA ongoing opportunities to create new community partnerships while reestablishing previous partnerships. Case managers continue to do weekly WIOA outreach/education by posting flyers at various community centers and public places, along with weekly social media pushes.

KCR Employment & Training continues to rock the GED scene with yet another completion in August. We hope to re-start Fresh and Healthy Cooking for Your Family classes in October, and we look forward to the DSHS TANF WorkFirst participation exemption ending in September. Our Business Support and Training (BEST) classes will also resume in person classes with a new instructor, Jon King, in September. Demand has been high for these classes, and we already have a wait list for the following eight-week session; start date not yet determined.

Employment Security Department

WorkSource Administrator Mike Robinson
Email: mrobinson@esd.wa.gov Ph: 360-277-8684

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

WorkSource Clallam – Comprehensive Service One-Stop Center, Port Angeles, Serving Clallam, and Jefferson Counties

WorkSource Kitsap - Comprehensive Service One-Stop Center, Silverdale, Serving Kitsap County

Services, Workshops, & Participants

Services:

Both sites provide comprehensive employment and business services for job skills, employment and readiness training services to job seekers and employers.

- Service provider of Title I Adult and Dislocated Worker WIOA contracts (See performance metrics) attached. Workforce development/employment workshops, employment assessments and career guidance, resources for worker training/retraining, on-the-job training, and support services. Priority of Service is focused on recipients

of public assistance, or other low-income individuals, and individuals who are basic skills deficient, and face barriers to employment.

- Service Provider Title III Wagner Peyser re-employment services, employment assessments, career guidance, job matching, workforce development/employment workshops, business services and labor market information. The employment service seeks to improve the functioning of the local labor markets by bringing together individuals seeking employment with businesses seeking workers.
- Service provider of Jobs for Veterans State Grants – Supports Disabled Veterans Outreach Program, and Local Veteran Employment Representative services. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Local Veterans' Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans.
- Service provider for 3 DSHS contracts/services - WorkFirst and Strategies for Success, and Financial Capabilities

Workshops: All count as a job search activity

- WIOA Title I – Orientation to WIOA – Assist customers with WIOA overview of services and application process.
- Wagner Peyser Title III Labor Exchange - Re-employment services that support UI claimants who are selected for Reemployment Services and Eligibility Assessment activities.
- WP LEX staff are providing Orientation to Virtual WorkSource Services.
- Reentry workshops within DOC facilities, statewide (virtually) and Starting Over: Employment After Incarceration.
- Surviving Job Loss – Launched in May, prepares participant to recognize and manage the emotional impact of job loss that can have an impact on self and others. Identifying resources available and practical steps to prepare to move on to the next phase in career transition.
- WP LEX Business Services - Supporting employers, organizing, scheduling, and producing virtual job fairs and in person hiring events. Large size events on hold until safe to do so, keeping as single employer events.
- USAJOBS Workshop – ESD staff collaborate and facilitate a workshop aimed to assist applicants on the federal application and resume process and how to obtain federal employment. Offered twice per month.
- Strategies for Success – A series of 20-hour, life-skills workshops. Each of the six modules are four days long.
- Financial capabilities - Explore how your personal view and perception of money and income can affect how well you manage it. Also, learn about sources and timing of income.
- Mock Interview Sessions – Prepare job seekers with the confidence and abilities to successfully navigate in-person and virtual interviews.
- Veterans Orientation to WorkSource Services – Led by veterans for veterans and military spouses to connect with employment and training services. In the works is a Veterans Job Club where employers will be able to meet with participant and discuss workforce development issues, needed skills, employment opportunities and networking.
- WorkSource Virtual Job Club (In Development)- Successful job seekers network, listen and learn. Participants will share strategies that have been successful in the past, per mentored, employer and training institutions will be encouraged participate. Highlights include Goal setting and accountability. Learn tested job search skills, brainstorm challenges. And provides social and emotional support so that they do not have to go it alone.

Success Stories

Title III Wagner Peyser Labor Exchange Services:

- Case 1, PUA enrollment:
The customer contacted ESD staff through the Kitsap office on June 14, stating she was having trouble filing for a PUA claim. She is a 76-year-old independent businesswoman and had not realized she could file for a PUA until recently. She wanted the claim backdated as far as possible, since her work had suffered since the onset of COVID restrictions, we informed her the farthest back we could go was the week ending in December 12, 2020.

For some reason, the current week populated on the ineligible UI claim, while the others all populated into the PUA claim. Over the next several weeks, staff had recurring contact from the claimant, trying to overcome technology issues, primarily. She had an identity issue come up, and staff provided her the contact numbers to OSI, and gave her instruction on how to upload her ID documents. Once the ID issue was resolved, staff helped her figure out how to move the one odd weekly claim from the UI claim into the correct PUA claim, with the approval of the UI lead, and gave her repeated assistance with figuring out how to file a weekly claim. Just three weeks later, with the assistance of the entire UI team, including leads and OSI, \$14,615 were deposited into her accounts by July 2, which helped her keep her business from failing. She is currently working on new projects, as the release of COVID restrictions has spurred business back into production for her.

- **Case 2, Hardship (Able and Available)**

Claimant had an open Able and Available issue from October 2020 that had no end date holding her payments. The issue at the time, according to the case description, was a COVID diagnosis, and she had answered fact finding questions. Claims dating back to February 20, 2021, were awaiting the decision, which dated back more than 16 weeks. Staff submitted the hardship request. Checking it later, we noticed it was denied, due to no response from the claimant. Staff also noticed in the notes that the claimant had called the claims center and stated that the number that was given in the adjudicator's voice message was not working, and there was a request for a second call back. Staff reached out to the adjudicator to see if the second call back had been attempted, and the amazingly the adjudicator decided to open the case to give the claimant a second chance at connecting, before having to file an appeal. The claimant was able to speak with the adjudicator that same day, and by July 2, \$6,100 were released into her funds, which essentially helped her avoid homelessness.

- **Case 3, Hardship (Worker's Comp)**

The hardship request for this Worker's Comp issue was submitted and approved for escalation in late May, but a glitch in the system negated the request, temporarily. When it was revisited, the next day the issue was cleared and \$18,644 were released into the claimant's account.

Jobs for Veterans Grant Program

66-year-old disabled homeless veteran enrolled into DVOP services on 7/19/21 and veteran received job offer on 9/1/21. Worked with employer to promote this veteran and assisted employer with taking advantage of available federal and state incentives. Veteran received full array of employment services, resume, cover letter, interview skills, computer skills, etc., as well as assistance with securing VA assisted housing, food security and medical services. Veteran relates being very happy with whole process and is very excited about new position as Dispatcher for Parrish Trucking, Inc. Starts work on 9/13/21.

Former VA VRE DVOP case, career military veteran-service connected at 90% rate. veteran wanted to explore possibility of advancing into position that would increase opportunities to serve the members of his community and upward employment mobility. Current employment is high stress and has little opportunity to move up within organization. At this same time ESD was recruiting for a WorkSource Specialist position in the Clallam office. Assisted veteran with updating resume and developing Cover Letter, updating WorkSourceWA account and applying online. Coached veteran in Interview skills and supported him through the waiting for word back phase. Veteran was offered an interview and was successful, offered tentative employment with ESD WorkSource Clallam and expected start date is October 1st, 2021. Very excited to welcome him to the ESD Team and know that we drafted an outstanding candidate, who will continue to serve our community with distinction.

Initiatives

Focus on Equity through Diversity Equity and Inclusion – Currently ESD leadership staff are drafting a Regional Strategic Plan which includes Equity Training for all ESD staff at every level. Leadership and staff participate widely in community BIPOC and EI forums to learn best practices and provide awareness of WS services.

Supporting Staff through Employee Engagement and Work Life Balance – Accommodations are in place to allow some staff to continue working from home using reasonable accommodation process. All staff have the opportunity to work from home to support work life balance on a need basis while we recalibrate our offices, moving towards a culture that supports opportunity to WFH.

Making Technology Work – Although we are not providing in person workshops, we have developed a process to allow customers to utilize Smart Boards, big screen TV's or laptops to connect to virtual workshops, including jobseekers needing technology to participate in virtual interviewing.

Re-opening WorkSource Centers – ESD, along with partners at OESD114 and the WDC have developed plans that started with a slow phased approach to returning staff to the offices and providing services by appointment only and focusing on safe screening, physical distancing, and reduced occupancy levels to provide a safe environment. Provided Plastic barriers (sneeze guards) masks, additional cleaning, hand sanitizer, plastic gloves, and cleaning sipes. Created a climate of caution and acceptance/tolerance for reporting incidents, contact tracing, and response. The customer is advised of protocols while establishing appointments and agree to follow precautions.

Due to reduced staffing WorkSource Clallam offers in-person appointments and resource room usage twice per week, while virtual services remain available M-F 9-4:45 weekly. WorkSource Kitsap, offers 5 days per week in-person availability and resource room access. The Resource room technology access is by appointment, 50% capacity, offering A.M. and P.M sessions.

WIOA Formula Performance Report PY20 Final

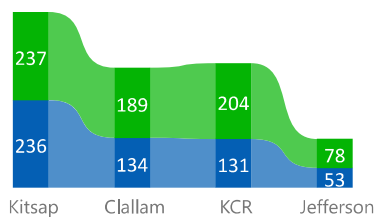
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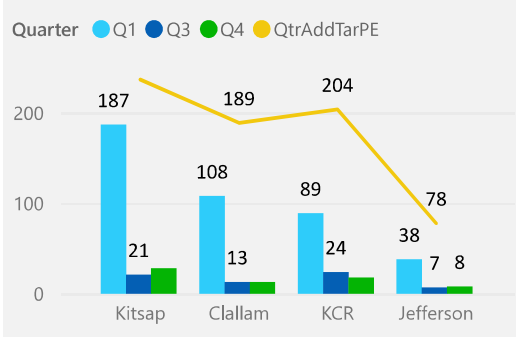
Office	Program	Current	Program Enrollments	Target Enrollments	PE %age	Exits	Target Exits	Exit %age	Place ments	Target Place ments	Placement Rate	Placements %age	Actual Expendit ure	Target Expendit ures	Expenditure s %age
Clallam	Adult	16	41	58	70.69%	25	40	62.50%	20	34	80.00%	58.82%	186,334	325,740	57.20%
Clallam	DW	12	31	37	83.78%	19	26	73.08%	16	22	84.21%	72.73%	164,891	334,425	49.31%
Clallam	DWIE	0	1	10	10.00%	1	7	14.29%	1	7	100.00%	14.29%	3,348	31,177	10.74%
Clallam	Youth	35	53	70	75.71%	18	21	85.71%	13	11	72.22%	118.18%	210,462	271,724	77.45%
Jefferson	Adult	5	13	22	59.09%	8	15	53.33%	7	13	87.50%	53.85%	39,685	98,594	40.25%
Jefferson	DW	8	17	18	94.44%	9	13	69.23%	9	11	100.00%	81.82%	27,770	124,730	22.26%
Jefferson	DWIE			8			7						0	21,021	0.00%
Jefferson	Youth	12	18	21	85.71%	6	7	85.71%	4	4	66.67%	100.00%	93,977	102,468	91.71%
KCR	Adult	31	89	120	74.17%	58	70	82.86%	46	55	79.31%	83.64%	239,203	272,158	87.89%
KCR	DW	7	30	50	60.00%	23	34	67.65%	18	24	78.26%	75.00%	71,945	131,559	54.69%
KCR	DWIE	0	10	23	43.48%	10	22	45.45%	6	16	60.00%	37.50%	36,564	43,476	84.10%
Kitsap	Adult	19	45	54	83.33%	26	38	68.42%	23	33	88.46%	69.70%	114,363	221,669	51.59%
Kitsap	DW	12	67	45	148.89%	55	32	171.88%	43	27	78.18%	159.26%	85,591	244,324	35.03%
Kitsap	DWIE	0	7	22	31.82%	7	19	36.84%	4	19	57.14%	21.05%	42,971	61,005	70.44%
Kitsap	Youth	59	83	96	86.46%	24	26	92.31%	18	14	75.00%	128.57%	389,673	468,288	83.21%
Totals		216	505	654	77.22%	289	377	76.66%	228	296	78.89%	77.03%	1,706,777	2,752,358	62.01%

Enrollments & Target by Area

● Program Enrollments ● Target Enrollments

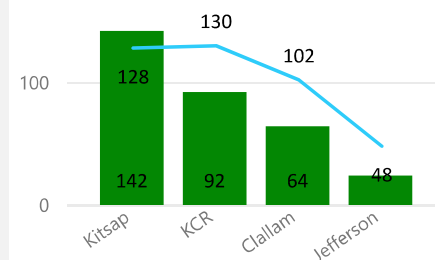


Enrollments by Quarter



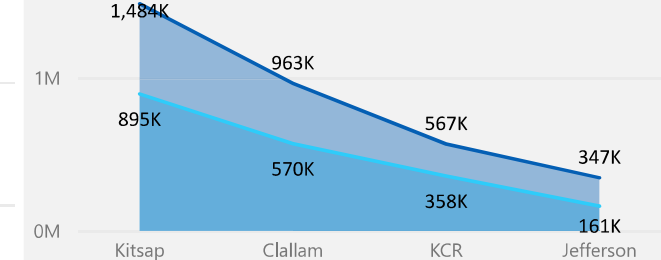
Exits & Targets by Area

● Exits ● Target Exits



Expenditures & Targets

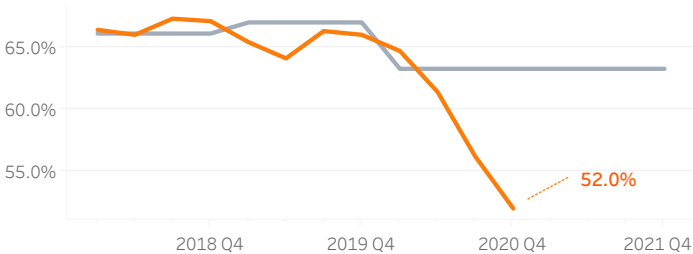
● Actual Expenditure ● Expenditures Targets



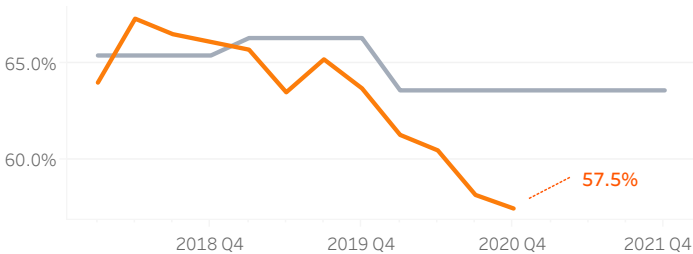
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Adult

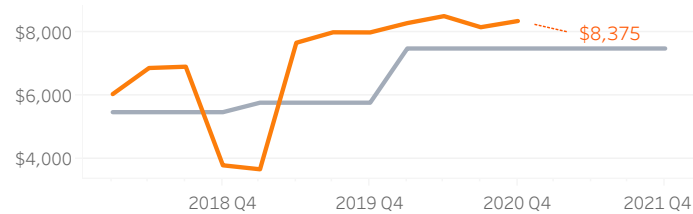
1. Employment Rate (Q2)



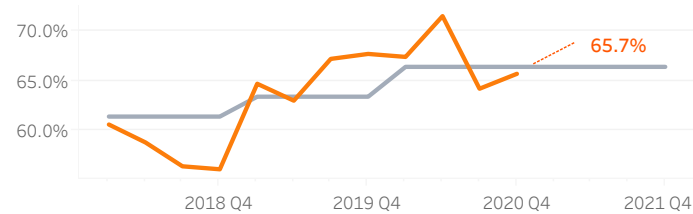
2. Employment Rate (Q4)



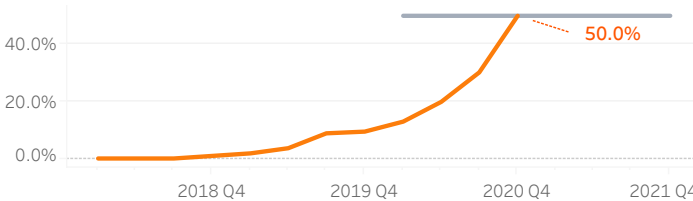
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



Initial Targets (grey square) DOL's QPR (orange square)

Series Multiple values

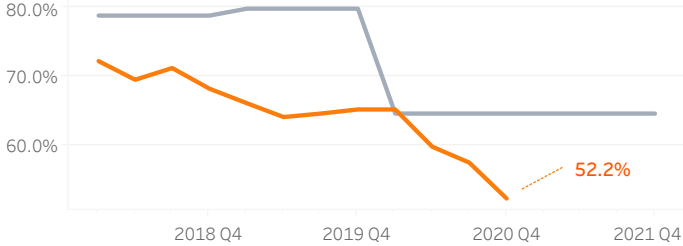
Area Olympic Workforce Development Council

Program Adult

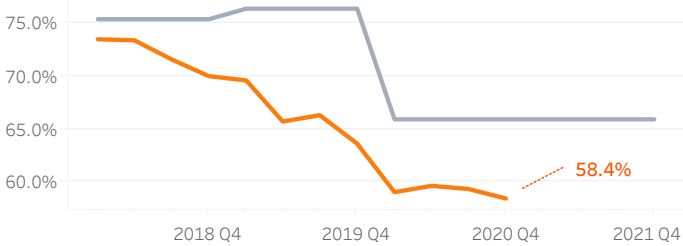
WIOA Title I Performance Indicators

Olympic Workforce Development Council
Dislocated Worker

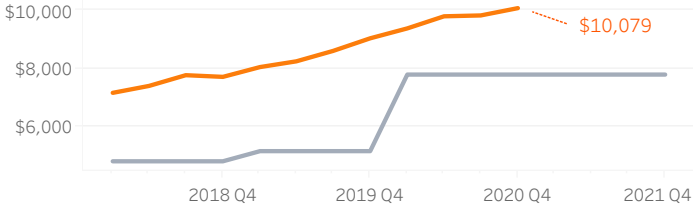
1. Employment Rate (Q2)



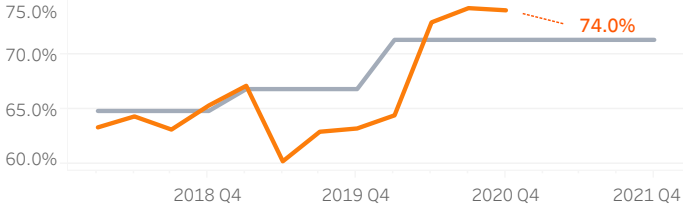
2. Employment Rate (Q4)



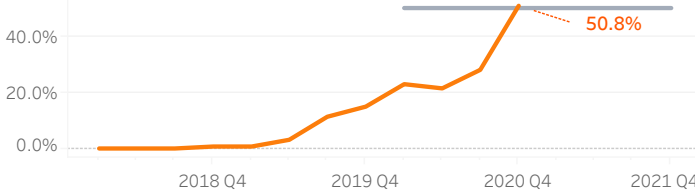
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



Initial Targets (grey square) DOL's QPR (orange square)

Series Multiple values

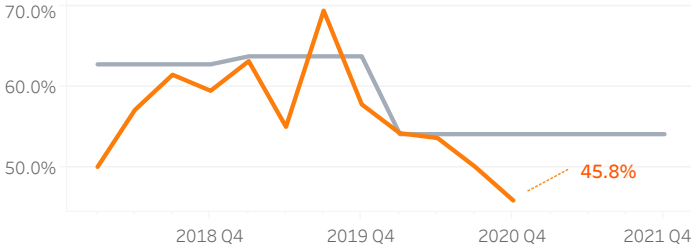
Area Olympic Workforce Development Council

Program Dislocated Worker

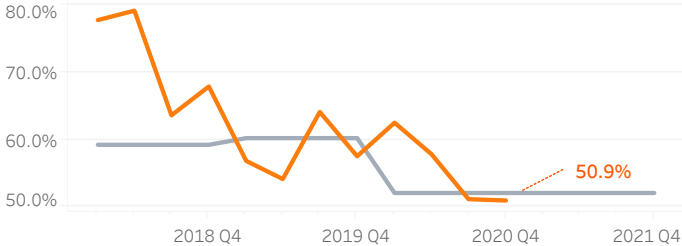
WIOA Title I Performance Indicators

Olympic Workforce Development Council Youth

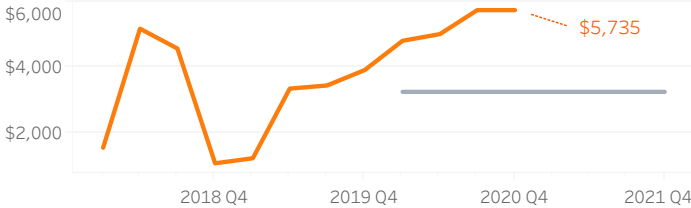
1. Employment Rate (Q2)



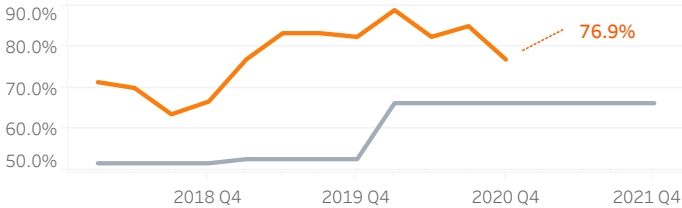
2. Employment Rate (Q4)



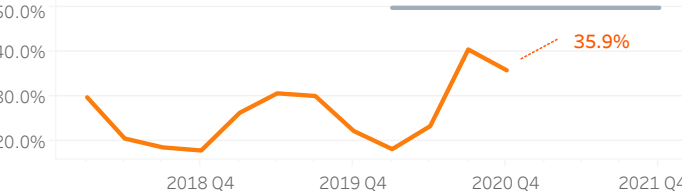
3. Median Earnings



4. Credential Rate



5. Measurable Skill Gains



Initial Targets (Blue line) DOL's QPR (Orange line)

Series Multiple values

Area Olympic Workforce Development Council

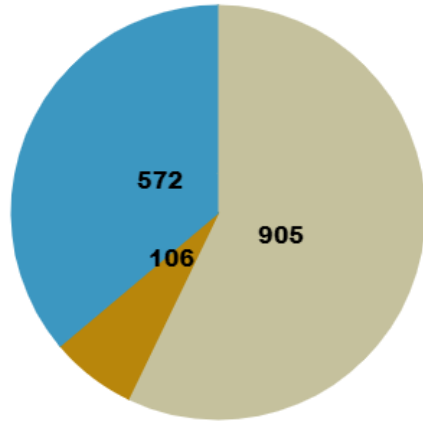
Program Youth

WorkSource System Performance Dashboard

Single Quarter – PY 2020 Q3 (Jan – Mar 2021)

Total seekers 1,583

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	1,011
Staff-assisted customers	678

Self served only	57.17%	905
Both types of service	6.70%	106
Staff assisted only	36.13%	572

New to WorkSource?

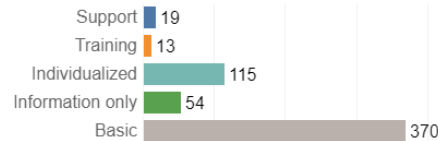
New	33.80%	535
Returning	66.20%	1,048

WorkSourceWA job applicants

Seekers with job applications	319
-------------------------------	-----

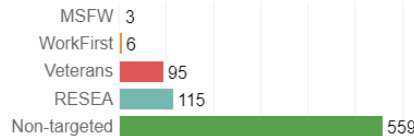
Seekers served by program enrollment
Staff-assisted seeker counts by service location, regardless of enrollment location

Staff assisted seekers served by service type*

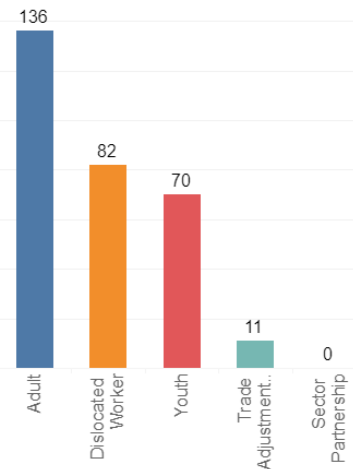


*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



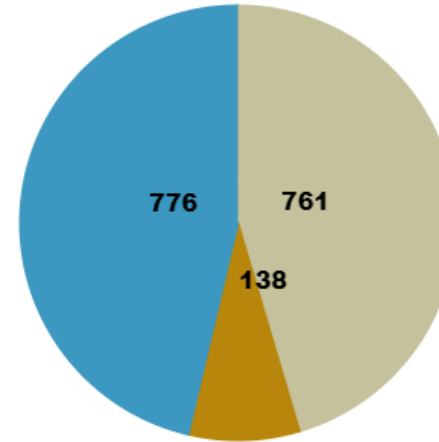
Data last refreshed: 8/19/2021 4:05:35 PM



Single Quarter – PY 2020 Q4 (Apr – Jun 2021)

Total seekers 1,675

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	899
Staff-assisted customers	914

Self served only	45.43%	761
Both types of service	8.24%	138
Staff assisted only	46.33%	776

New to WorkSource?

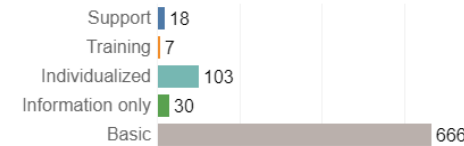
New	37.13%	622
Returning	62.87%	1,053

WorkSourceWA job applicants

Seekers with job applications	234
-------------------------------	-----

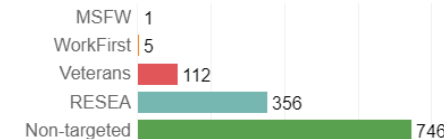
Seekers served by program enrollment
Staff-assisted seeker counts by service location, regardless of enrollment location

Staff assisted seekers served by service type*

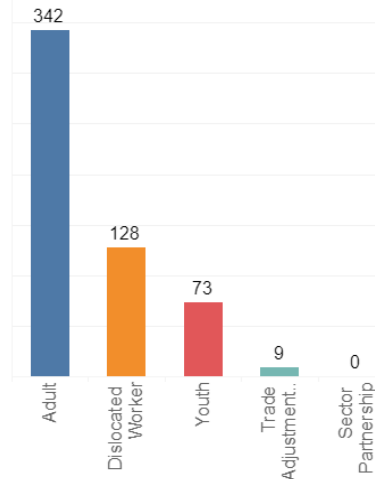


*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



Data last refreshed: 8/19/2021 4:05:35 PM



WorkSource Employers Served

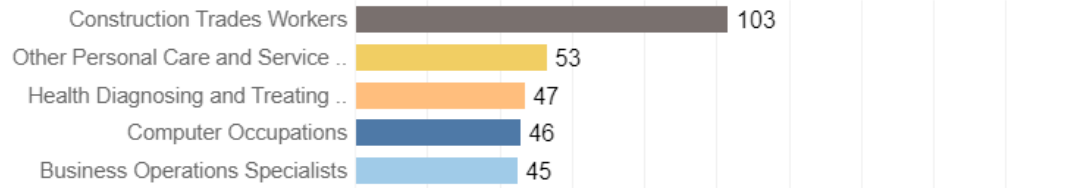
Single Quarter – PY 2019 Q4 (Apr-Jun 2020)

Employers using WorkSource

Employers	219
Job orders	970

Employers receiving staff-assisted services	41
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Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

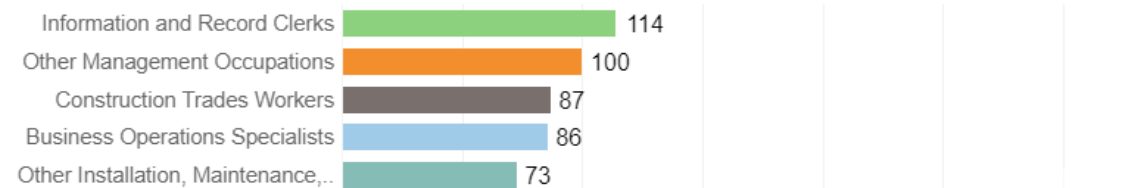
Single Quarter – PY 2020 Q4 (Apr-Jun 2021)

Employers using WorkSource

Employers	355
Job orders	1,880

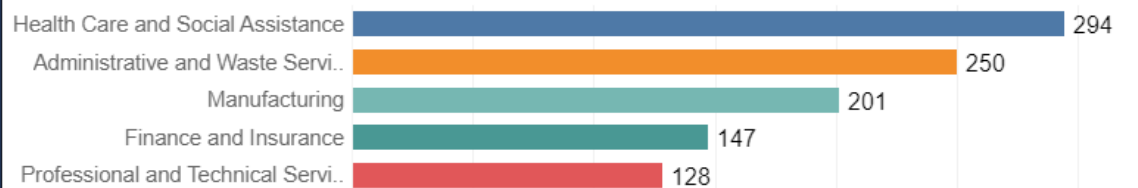
Employers receiving staff-assisted services	171
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Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

Washington State WorkSource System Performance Dashboard

Seekers served	Employers served	Exits & Wages	Definitions
----------------	------------------	--------------------------	-------------

Location

WDA 01 - Olympic

Program

- All Title I participants
- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Wagner Peyser
- All WorkSource customers

These exit proxies are intended to help track potential WorkSource outcomes, are not intended to replace official federal outcomes, and may not accurately reproduce official federal outcomes.

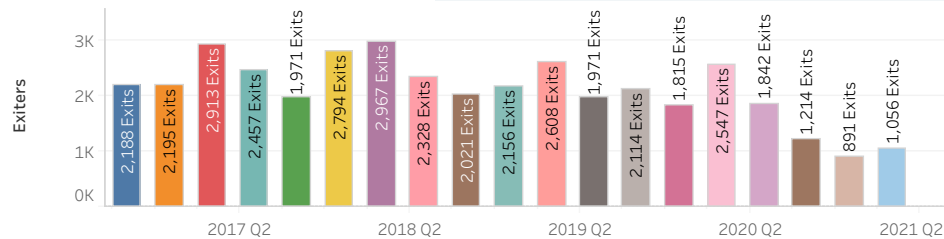
Employments data are delayed.

Employments are based on wages received the second quarter after a person exits (final service date with no more services planned). Wage data come in about 45 days after the quarter ends.

Example: If the final service is on January 3 (exit date), exit is the quarter of Jan-Mar, and the quarter to check for wages is Jul-Sept. Wages for this quarter would be reported by November 15 (approximately 11.5 months from exit date).

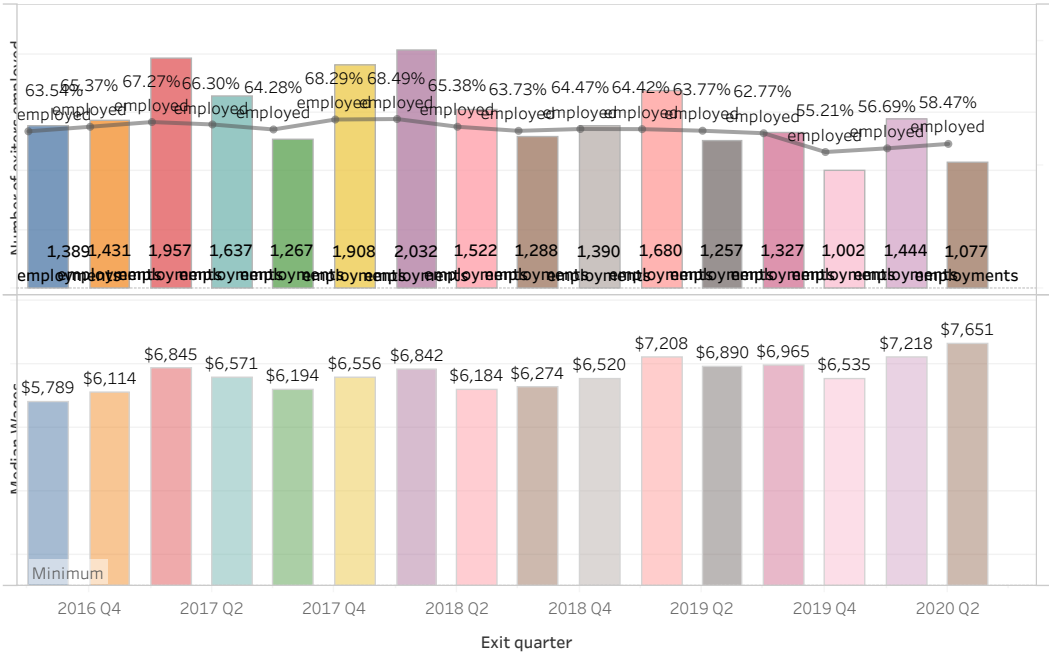
Exits (by Calendar Year)

WDA 01 - Olympic: All WorkSource customers



Employments (by Calendar Year): select an outcome measure*

All exit quarters, 2 Q after exit



* Low exiter and employment counts are suppressed to protect confidentiality. If the number of exiters or employments meets suppressi..

Data last refreshed: 8/19/2021 4:05:35 PM

Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711.



ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING

Tuesday, September 14, 2021

9:00 a.m. – 9:50 a.m.

Via WebEx

<https://esd.webex.com/esd/j.php?MTID=mb55283226ebd5022c199fd1227e9e6cb>

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, ASCHLEE DRESCHER, Human Resources
The Veterans Administration

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

CHUCK MOE, Field Representative
Laborers Local 252

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

COUNCIL MEMBERS

DR. KAREEN BORDERS, Executive Director
West Sound STEM Network

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

DR. MARTY CAVALLUZZI, President
Olympic College

NICHOLAS GIANACAKOS, General Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

RUSTY GRABLE, Business Representative
/Organizer, International Assoc. of Machinists and
Aerospace Workers

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Data Analysis Specialist, USN

PETER JOHNSON, Human Resources Director
McKinley Paper Corporation

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

DR. LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

AGENDA

1. Call to order (9:00 a.m.)
2. Introductions
3. Approval of Agenda (Attachment 12.a) pg. 61
4. Approval of February Summary (Attachment 12.b) pg. 62
5. Action and Discussion Items
 - a. WorkSource Employer Services, hiring events and emerging opportunities
 - b. Rapid Response: Area updates
 - c. Clallam Office Relocation Update
6. WDA trends from members – Discussion on recruiting and business needs during Covid-19
7. Good of the Order (as time permits)

Next Meeting: November 9th, 2021

Via WebEx

**OLYMPIC WORKFORCE DEVELOPMENT
ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING MINUTES**

9:00 a.m. – 9:50 a.m.

Tuesday, May 11, 2021

Via Webex

In attendance:

Christopher Abplanalp, WorkSource

Monica Blackwood, WestSound Workforce

Kevin Gallacci, Clallam Transit System

1. Call to Order

Meeting called to order by Christopher Abplanalp, at 9:06 AM

2. Introductions

3. Approval of Agenda (Attachment)

No quorum.

4. Approval of February 9, 2021 Summary (Attachment)

No quorum.

5. Action Item(s)/Discussion Item(s)

WorkSource Employer Services, hiring events and emerging opportunities

Christopher Abplanalp, WorkSource:

a. Hiring Events and Job Fairs

- February 16th Job Fair Clallam and Jefferson County – Small turnout
- March 30th Job Fair Kitsap County – 45 participants
- Virtual Resource Fair – helpful practice for staff and community engagement
- Upcoming job fair for the hospitality industry.

b. Rapid Response: Area updates

- Rapid response for Neometal with a layoff of employees but in the end, no employees came to WorkSource for help

c. Office Relocations updates

- Getting close, waiting for approval to open back up. 90% done getting offices set up. New office to come in Sequim, permits are approved and breaking ground soon. Port Angeles will move to Sequim once completed

6. WDA Trends from members – Discussion on, recruiting, and business needs during COVID

Kevin Gallacci, Clallam Transit System - Individuals are taking opportunities to use this time to enjoy themselves and go on vacations. Until benefits are reduced, people will continue to take advantage and use the benefits until they run out. Hired extra people to disinfect in non-perm positions but losing them left and right. Candidates are dropping out of interviews. New federal funds to potentially extend services but need more employees to be able to do so. Having a hard time expanding the workforce.

Monica Blackwood, WestSound Workforce – Benefits have also been a factor in their hiring. Unemployment rate is 6% in west sound. Care issues are a factor in those not participating in the workforce. Childcare especially since school is not in session full time. Not requiring job search needs to go away to get people back into the workforce. Mentioned other states using the rest of the PUA money to set up a return to work bonus and require job search to get folks back to work.

7. Good of the Order

Next Meeting: September 14, 2021

Adjournment: 9:32 AM

Olympic Workforce Development Council Youth Committee Meeting

Tuesday, September 14, 2021

9:00 a.m. – 9:50 a.m.

ZOOM meeting

EXECUTIVE COMMITTEE
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Kitsap Bank

VICE CHAIR, ASCHLEE DRESCHER, Human Resources
The Veterans Administration

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

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Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

AGENDA

1. Call to Order
2. Approval of Agenda (Attachment 13.a) pg. 64
3. Approval of Previous Meeting Minutes May 11, 2021 (Attachment 13.b) pg.65

Discussion Items

4. Economics Security for All Grant
5. Career Connected Learning
 - State and Regional Updates
 - CCL Rural Network Collaboration
6. WIOA-Youth, Pathways to Success Update
7. YouthBuild Update
8. Open Discussion
9. Adjourn

Next Meeting – November 9, 2021

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
YOUTH COMMITTEE SUMMARY
May 11, 2021**

ATTENDANCE: Jeff Allen, Kimberly Hetrick, Tiffany Skidmore, Emily Manson, Aschlee Drescher, Jennifer Scheel, Jen Mobley
Staff: Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Tuesday, May 11, 2021 via Zoom

APPROVAL OF SUMMARY

The Youth Committee's Meeting Agenda was reviewed as follows:

ACTION: Those present reviewed the agenda as presented. No additions were suggested, and the agenda was agreed upon by those present.

DISCUSSION

Strive Together-Cradle to Career Framework video

- Alyson Rotter prepared video showcasing Graduate Strong.
- Graduate Strong
 - Focused on ensuring that all children and youth have the capabilities, connections and credentials to flourish.
 - How do we help people flourish?
 - Developing ring of ecosystem with Influencers, Community, Institutions, and Systems.
 - Utilizing strengths-based approaches to increase school and community capacity in the Kitsap region around: • Trauma Sensitive Schools • Attendance • Discipline Policies and Restorative Practices • Hope and Resilience Building through Mentorship • Future Bound Action: College Bound Sign-Ups, Internships, Dual Credit Enrollment, and Financial Aid Completion • Credentials: Technical, 2-year, and 4-year Enrollment • College Persistence

EcSA Grant

- OWDC awarded OESD WIOA Youth program EcSA grant.
- Grant will be used to develop stronger partnership with DSHS and Housing Insecurity providers.
- Will serve individuals below 200% Federal Poverty Level.

- Looking to tie eligible youth engaged with apprenticeship career launch program with EcSA program.

State & Regional Updates

- Career Connect Learning
 - Focused on Clallam and Jefferson counties equitable access to graduation pathways.
 - Working to have at least 1 CTE accepted pathway available in every school within the 2 counties. Pathways that lead to post-secondary credentials/dual credit.
 - Partnering with Washington College Access Network and the WestSound STEM Network, continuing to increase Financial Aid Navigator pool. Hosted several Navigator workshops to train caring adults about the financial aid process.

Youth Program Update

- Facebook page went live

Youthbuild

- New co-hort starting Monday the 17th.
- 8-10 Youth are participating in the co-hort.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:55 am.

Next Meeting: Tuesday, September 14, 2021 via Zoom

Olympic Consortium Board Meeting (4th Fridays)

Exec OWDC Meeting (4th Tuesdays)

OWDC Full Meeting (2nd Tuesdays)

10 a.m. to 12:00 p.m.
10 a.m. to 12:00 p.m.
9:00 a.m. to 1:30 p.m.

Zoom until further notice

Zoom until further notice

Zoom from 9 to 11:30 until further notice

2021

January						
Su	Mo	Tu	We	Th	Fr	Sa
					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						

April						
Su	Mo	Tu	We	Th	Fr	Sa
				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	

July						
Su	Mo	Tu	We	Th	Fr	Sa
				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

October						
Su	Mo	Tu	We	Th	Fr	Sa
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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						

February						
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	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						

May						
Su	Mo	Tu	We	Th	Fr	Sa
						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					

August						
Su	Mo	Tu	We	Th	Fr	Sa
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				

November						
Su	Mo	Tu	We	Th	Fr	Sa
	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				

March						
Su	Mo	Tu	We	Th	Fr	Sa
	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			

June						
Su	Mo	Tu	We	Th	Fr	Sa
		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			

September						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
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EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, ASCHLEE HEINY, Human Resources
The Veterans Administration

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

CHUCK MOE, Field Representative
Laborers Local 252

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

COUNCIL MEMBERS

DR. KAREEN BORDERS, Executive Director
West Sound STEM Network

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

DR. MARTY CAVALLUZZI, President
Olympic College

NICHOLAS GIANACAKOS, General Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

RUSTY GRABLE, Business Representative
/Organizer, International Assoc. of Machinists and
Aerospace Workers

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Data Analysis Specialist, USN

PETER JOHNSON, Human Resourced Director
McKinley Paper Corporation

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

DR. LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

OLYMPIC WORKFORCE DEVELOPMENT COUNCIL MEETING

Tuesday, November 9, 2021,
10:00 a.m. – 12:00 p.m.

Via Zoom <https://zoom.us/j/95123748755>

Committee Meetings 9:00 a.m. to 9:50 a.m. online – see packet attached for login

AGENDA

Action Items

1. Call to Order – 10:00 a.m. and Welcome
2. Approval of Agenda
3. Approval of Meeting Minutes from September 14, 2021 (Att. 3) Pg. 2-3

Discussion Items

4. New Member Welcome – Matthew Murphy, President/CEO South Kitsap Chamber of Commerce
5. Resignation of Vice Chair – Aschlee Heiny
 - a. Appointed Nomination Committee and Nominations from floor, link to be sent out to voting members.
6. Jairus Rice, Director of Employment Connections, Employment Security Department (Att. 6) pg. 4-14
7. Alfie Alvarado-Ramos, Director, Washington Department of Veterans Affairs, and Liza Narciso.
8. Chip Kormas – VA Veteran Readiness and Employment (Att. 8) pg. 15-20

Committee Documents

9. Executive Committee minutes (Att. 9) pg. 21-22
10. Operations Packet (Att. 10) pg. 23-40
11. Business and Economic Development Packet (Att. 11) pg. 41-43
12. Youth Packet (Att. 12) pg. 44-46
13. 2022 Calendar (Att. 13) pg. 47
14. Adjourn

Next Meeting: January 25, 2022, via Zoom

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MINUTES
September 14, 2021**

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) meeting was held via Zoom on September 14, 2021. Marilyn Hoppen, Chair, called the meeting to order at 10:00 a.m.

2. APPROVAL OF AGENDA

Motion: Rusty Grable moved to approve the agenda as presented. Jessica Barr seconded the motion. Motion carried unanimously.

3. MINUTES May 11, 2021

Motion: Gina Lindal moved to approve the minutes as corrected. Aschlee Drescher seconded the motion. Motion carried unanimously.

4. BUDGET AFFIRMATION

The Olympic Workforce Development Council reviewed the 2022 Budget and submitted Cognito review forms.

Motion: Monica Blackwood moved to affirm the Council's review and approve submission of the 2022 Budget to the Olympic Consortium Board for final confirmation. Nicole Brickman seconded the motion. Motion carried unanimously.

DISCUSSION ITEMS

5. **Mr. David McMahon Appreciation** Alissa Durkin recognition
6. **New Member** Rusty Grable, Business Representative and Organizer, Machinist Union District 160 welcomed
7. **Peninsula College Update** Brian Kneidl discussed the virtual fall quarter being primarily online except for welding and nursing classes held on campus
8. **Olympic College Update** (attachment pg. 5) Aviation Technology, a new program beginning this fall for AAS. Continued education for a BAS at Green River, an aeronautical science partner. Bonus to earn a Commercial Pilot AAS in conjunction with Avian Flight School
9. **Puget Sound Energy** David Brown and Melissa Troy presentation; Careers now and in the future with a focus on energy efficient jobs.
 - a. Energy efficiency is a growing employment opportunity
 - b. With climate changes, goals to reduce carbon emissions, to increase residential, commercial and agricultural energy reduction through efficient practices and products, education and rebates available
 - c. Offering on the job training and apprenticeships for trade skills positions
 - d. Net Zero future 2045 with renewable gas, liquified natural gas, hydrogen, battery storage
 - e. Renewable products are the future
 - f. Questions contact David at David.p.brown@pse.com

10. Executive Committee Minutes (attachment 10.a): reviewed

11. Operations Packet Mike Robinson gave the update

- a. DSHS virtual and phone services
 - Mandatory work participation
 - EBT expungement for funds reduced to 274 days
- b. Amy Hatfield: gave updates on Olympic College classes
- c. Leanne Raines: Department of Vocational Rehabilitation success stories
- d. Michelle Graff: Kitsap Community Resources services and challenges
- e. ESD-Silverdale-Clallam: services and success stories
 - Pathways and WDC back in house appointments
 - Hours of operation
 - New location in Sequim available next month
 - Close out PY20; performance indicators and dashboard reviewed; 44 businesses served

12. Business and Economics Development Packet (attachment 12.a-b):

- a. Job seekers served 117
- b. Interviews held onsite for the Navy
- c. Noticeable gap for auto techs on this side of the water
- d. Clallam office opening in Sequim

13. Youth Packet (attachment 13.a-b.):

- a. “Economic Security For All”, a grant to be implemented over the next two years
 - Raise individuals out of poverty
 - Strategy will target people who are getting ready to venture into a secondary pathway
 - Provide resources for; health, home, childcare so they can complete with supports
 - Youth pathways to success program : enrollment has been tough
 - Career Connect: Kimberly working with rural, tribal, remote areas
 - Julie Knott working with the maritime pathway in Neah Bay

14. Calendar: attachment reviewed

NEXT MEETING

The next council meeting is scheduled for November 14, 2021 via Zoom

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 11:30 a.m.

VETERANS: AMERICA'S RESILIENT WORKFORCE

JAIRUS RICE, EMPLOYMENT CONNECTIONS DIRECTOR
EMPLOYMENT SECURITY DEPARTMENT



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★ ★ ★ HAPPY 245TH BIRTHDAY ★ ★ ★

U.S. MARINES

NOVEMBER 10, 2020

Turn-key Employees

- Wealth of jobs that fit across all industry sectors
 - US Marine Corps offers more than 185 different jobs
 - US Army offers more than 150 different jobs
 - US Navy offers more than 150 different jobs
 - US Air Force offers more than 135 different jobs
- Logistics, Medical, Mechanical, Technology, Analytical, Professional, Engineering, Aviation, Personnel, Administration, Communications, Utilities, Construction, Linguistics, Finance, Distribution, Food Service, Legal, Law Enforcement, Electronics, Music and more....

**TRAINING &
EXPERIENCE**

CROSS-WALKING HARD SKILLS

- USMC Military Occupational Specialty - 0231
- All-Source Intelligence Specialist
- Responsible for developing and delivering a common operating picture of the weather, enemy and terrain of a specified area of operations to operational leaders.
- *What type of daily activities did that require of you?*
- Analyze information, identify trends and tactics, write reports and give briefings....



RECOGNIZING SOFT-SKILLS

- Leadership skills start developing earlier
- We understand how to rally a team behind a mission
- We have discipline and focus
- We have a heightened attention-to-detail
- We bring the values that were engrained into us during our service
- We have perseverance from years of challenging conditions and hardship
- We bring perspective, about what is important.



EXPOSURE TO DIVERSE PEOPLE AND PROCESSES

Serving on teams made up of people from all
over the country

+

Living and working all over the globe

=

**Maximum exposure to ideas to solve unique
problems**



BECOME A MEMBER

YESVETS.org

- *YesVets is our own in-state initiative for assistance and recognition*
- *YesVets is no cost to the employer*
- Simply answer 6 simple questions at YesVets.org to become a YesVets registered employer.
- Become eligible for our ESD Commissioner's Hire-A-Vet Employer of the Year award.





K
E
Y

- DVOP
- CVSR
- LVER
- WorkSource Office



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VETERANS: AMERICA'S RESILIENT WORKFORCE

THANK YOU AND DISCUSSION



Us Dept of Veteran Affairs – Veteran Readiness & Employment Program

Chip Kormas, Employment Coordinator

Michael.kormas@va.gov



U.S. Department
of Veterans Affairs

Veteran Readiness & Employment (VRE)

We assist Veterans with a lasting impact from their military service to prepare for occupations within their interests, aptitudes, and abilities



U.S. Department
of Veterans Affairs

The Seattle Regional Office Footprint

- All of Washington and Northern Idaho except Kelso & Vancouver
- Offices in Seattle, Lakewood, JBLM; Bremerton; Mt Vernon; Spokane; Lewiston ID
- Four Vocational Rehabilitation Counselors in Bremerton
- FY 21 we moved 516 Veterans into suitable employment
- As of 11/02/22021
 - 3,464 Veterans using or seeking VRE services
 - 1988 involved in some form of training or skills development program
 - 416 seeking or currently employed

How does VR&E Work?

We have five-tracks of services

1. **Re-Employment** – service members returning to employers prior to their military service
2. **Rapid Access to Employment** – Veterans who desire employment as soon as possible and have the skills to qualify for complete employment in a suitable career.
3. **Employment Through Long-Term Services** – targeted to those with long-term needs such as higher-level education or specialized training
4. **Self-Employment** – available to those who cannot work in traditional employment
5. **Independent Living** – services to enable the Veteran to live independently.

Our focus is on obtaining and maintaining Suitable Employment

- Suitable Employment is based upon the Veteran's Interest, Aptitude, and Ability
 - Interest – wants to be a Commercial Airline Pilot
 - Aptitude – has a BA degree with a 3.8 gpa
 - Ability – suffers from seizures

- We would search for relatable occupational fields
 - Airfield Management
 - Airline Customer Service
 - Aerospace Manufacturing
 - FAA Contract Compliance

Some Special Programs we use

- **Non-Paid Work Experience** – for government entities that allow us to place a Veteran in training to gain skills to meet qualifications at no-cost to the agency.
- **Apprenticeships** – uses both on-the-job skills and instructional knowledge development
- **Special Employer Incentives** – used for Veterans with significant impairments and can help offset the employer cost to train to minimum qualifications or provide the Veteran with monthly stipends
- **Veteran Preference Hiring Authorities** – available in both private and public employment. The preferences differ from federal, to state, to local government, to public sector

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
EXECUTIVE MEETING MINUTES
October 26, 2021**

1. CALL TO ORDER

The Olympic Workforce Development Council (OWDC) Executive meeting was held via Zoom on October 26, 2021. Marilyn Hoppen, Chair, called the meeting to order at 10:06 a.m.

Quorum not met. Action Items will be approved at January Executive Meeting.

DISCUSSION ITEMS

2. **OCB Approval and Adoption of 2022 Budget** reviewed and approved by OCB on Sept. 24, 2021
3. **New OWDC Member** Matthew Murphy, President/CEO South Kitsap Chamber of Commerce, approved by OCB on October 22, 2021
4. **Journey Level Electrician Certificate-Apprenticeship legislation bill** Alissa Durkin, Sept OCB Commissioner Dean July 2023 required to meet requirements for exam, recognized electrical apprenticeship program, closest is in Tacoma. Fear of lose in the three-county area. Reached out to OC and Peninsula, try to build some curriculum around this and apprenticeship.
5. **Community Development Block Grant – Coronavirus (CDBG-CV)** reviewed, \$675K to 1/31/2023. WSU food exemption program. 50,000 low-moderate income. 15 FTE to staff. Working on contract and bigger report out at next meeting.
6. **EO, Diversity and Inclusion** Alissa attending Accelerating Social Transformation, collectively drive social change. Contribute to better possibilities. Worldwide conference normally takes place in Seattle.
7. **OWDC Director recruitment update** Doug Washburn spoke with Greg Ferland and DOL, because of state audit, Feds require OWDC board to make selection. Six people qualified, five will interview this Thursday, Marilyn Hoppen, Jessica Bar, Monica Blackwood and Doug Washburn will sit on the panel. Chair, Marilyn, will bring to executive board for decision.
8. **EcSA grant update** Alissa Durkin, 346K awarded to OESD #114. Strengthening partnerships with housing and food securities. Work First requirements will transfer over to WIOA. Working with Olive Crest FYI voucher provides youth transferring out of foster care. 30 youth directing to Youth EcSA grant to provide additional services. Wrap around services with all resources.
9. **WorkSource building update and customer occupancy):**
 - a. Vacant position OSO position
 - b. Silverdale 11 hiring, 84 interviews,
 - c. Safeway hiring event next
 - d. Navy interview 168 candidates for interview, 160 interview next few days
 - e. Sequim office open as of Monday, all staff has moved. Open to customers, advertised as appointment only.
10. **PY21 Q1 Performance Reports** Luci Bench reviewed, no questions.

11. 2022-2024 Calendar OCB approved 2022 calendar, will be sent out GovDelivery and included in packets going forward.

12. Adjourn 10:22

NEXT MEETING

The next council meeting is scheduled for January 25, 2022 via Zoom

ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 10:22 AM

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources, Kitsap Bank

VICE CHAIR, ASCHLEE HEINY, Human Resources The Veterans Administration

JESSICA BARR, Regional Director Washington State Employment Security Dept.

MONICA BLACKWOOD, President WestSound Workforce

CHUCK MOE, President AFL-CIO Kitsap County Central Labor Council

CORDI FITZPATRICK, Human Resource Manager Port Townsend Paper Corporation

COUNCIL MEMBERS

NICOLE BRICKMAN, HR Manager Skookum Contract Services

MARTY CAVALLUZZI, President Olympic College

LISA DONLON, General Manager Windermere Commercial

GREG DRONKERT, President Pacific Mobility Group, Inc.

KEVIN GALLACCI, General Systems Manager Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources Employment & Training Division Director

NEAL HOLM, IBEW Local 46 Electrician and membership Development

ASHLEY JACKSON Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director McKinley Paper Corporation

BRIAN KUH, Deputy Director Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder Paella House

GINA LINDAL, Administrator CSO, DSHS

GREG LYNCH, Superintendent Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director Clallam Economic Development Corp.

RUSTY GRABLE, Business Rep. Machinist Union District 160

GILLIAN NIUMAN, Human Resources Town and Country Markets

ANNA REYES POTTS, General Manager TMF Inc.

LEANNE RAINES, Supervisor Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners Jefferson County Public Utility District

LUKE ROBINS, PhD, President Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe Higher Education and Professional Development Coordinator

DANNY STEIGER, CEO Angles Mill Works and Lumber Traders

KAREEN BORDERS South Kitsap School District

ALLISON PLUTE, Human Resources Director Jamestown S'Klallam Tribe

Olympic Workforce Development Council Operations Committee Meeting

Tuesday, November 9th, 2021

9:00 a.m. – 9:50 a.m.

Microsoft Teams meeting

AGENDA

1. Call to Order
 2. Approval of Meeting Minutes from May 11, 2021 (Att. 10) pg. 24-25
 3. Discussion Item(s)/Action Item(s)
 - a. OWDC Operational Partner Highlight pg. 26-34
 - b. PY21 Q1 Local Monitoring Debrief pg. 35-36
 4. Performance Reports
 - a. Worksource System Performance Dashboards pg. 37-39
 - b. OWDC Performance Report PY21 Q1 pg. 40
 5. Good of the Order
 6. Agenda Items for next meeting
- Adjourn

Next Meeting: February 8th, 2022, Microsoft Teams

**Operations Committee Minutes
Olympic WorkSource Development Council
September 14, 2021**

ATTENDEES –Michael Robinson, Gina Lindal, Jessica Barr, Anna Winney, Amy Hatfield, LeAnn Raines, Michell Graff, Brian Kneidl, and Staff Luci Bench

1. **CALL TO ORDER** – Mike Robinson, called the meeting to order at 9:01 a.m.
2. **MINUTES** –Anna Winney moved to approve February 9th meeting minutes. Michell Graff seconded. **Motion carried.**
3. **DISCUSSION ITEMS**
 - a. ESD Monitoring coming up in December, it is a little earlier this PY20 but programs have been working every hard to be in compliance.
 - b. OWDC Operational Partner Highlight
 - Gina Lindal, DSHS Community Services Division, summarized her OWDC Operations Partners submission. Highlighting DSHS still closed for walk-ins but is working towards reopening in November with a hybrid model of both in-person and virtual. Expungement of Unused Benefits after 274 days instead of the previous 365 days. Workfirst mandatory participation started back up on the first of September.
 - Amy Hatfield, Olympic College, summarized her submission. Opening days of College is going on this week, with welcome activities. Adherence to Governors vaccination mandate is underway and OC is a vaccinated college, students have until November 15, 2021 to get vaccinated. Program Development of Maine Electrical, Digital Filmmaking Documentary Certificate, Drone Certificate, Aviation Agreement with Green River College.
 - Mike summarized partners not in attendance.
 1. Goodwill of Olympics and Rainier Region
 2. Department of Services for the Blind
 3. Labor and Industries
 - LeAnne Raines, Division of Vocational Rehabilitation presented her submission and provided a summary. DVR is supplying technology to clients in need. They are not conducting in-person meetings but will begin to on November 15th. Noting customers who have obtaining jobs making \$100,00+ a year and \$25,000 sign on bonuses.
 - Michell Graff, Kitsap Community Resources, summarized submission. New Program Manager Sarah Knox is doing an amazing job and Businesses are desperate for applicants. KCR is working closely with businesses and participants to get people into jobs. Job King’s Business Support and Training (BEST) is going really well with a waiting list. May start a second course to assist with waiting list clients.
 - Mike summarized WorkSource Kitsap, Clallam and Jefferson services and initiatives, summarizing his submission. Staff returned to the office in June, it was slow phased implementation. In the second week of July, office fully staffed and seeing

customers by appointment only. Hybrid model of in-person and virtual still in effect and working well. Clallam office is packing to move to new office in Sequim. Partner report out includes three in-depth success stories and workshop initiatives.

- Brian Kneidl, Peninsula College, all vaccinated campus, classes are resuming face-to-face and online (welding and nursing).

c. OWDC Performance Report PY20 Q3

- Final PY20 report. Discussed targets below required 85%. No comments or questions.

d. WIOA Primary Indicators Performance Report PY20 Q4

- Measurable Skills Gains have seen a huge gain, staff have been working on understanding DOL requirements and recording correctly in the states MIS.
- No comments or questions.

e. WorkSource System Performance Dashboards.

- Presented new side by side comparison of previous quarters and years to provide a complete picture of the successes happening in Olympic WorkSource.
- No comments or questions.

4. Good of the Order

- None

5. ADJOURN – Mike adjourned at 9:58am.

NEXT MEETING – November 9, 2021 via Microsoft Teams

OWDC Operation Partners

November 9, 2021

DSHS, Community Services Division (CSD) Office Administrators:

Bremerton CSO- Gina Lindal

Port Angeles & Forks Branch Offices- Jim Weatherly

Port Townsend CSO- Jeannie Dickinson

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

All services from the Bremerton, Port Townsend, Port Angeles and Forks Branch Offices can be accessed remotely by calling our Customer Service Contact Center at 1-877-501-2233 or online at washingtonconnection.org

Serves, Workshops, & Participants

CSD provides programs and services to help low-income people meet their basic needs and achieve economic independence through programs such as the Temporary Assistance for Needy Families (TANF), or Aged, Blind and Disabled (ABD), and Housing and Essential Needs (HEN) programs or Food Assistance, Medical and other employment-focused services. Programs such as these currently serve 36, 805 Food Assistance; 2,371 TANF; 810 ABD; and 110 HEN clients living in Kitsap, Clallam and Jefferson counties.

*E-MAPS September 2021 Client Summary/Caseload Data

Success Stories

31 year old customer with significant co-occurring Mental Health and Substance Use Disorder. He spent about 18 months living on the streets and in/out of shelters. During this time, he lost 7 close friends to fentanyl overdoses.

This client has been clean and sober since 2019 and although it took about 12 months, he was finally able to secure permanent housing. He is stable on medication and participates in a program with Kitsap Mental Health. He has used just about every tool and resource available to him to get sober, maintain his sobriety, find housing, and get his mental health medications. He recently told his Social Worker *"I'm content, happy now. It's been a very hard road, but I'm grateful and trying to be patient"*.

Initiatives

CSD is planning to reopen our lobbies on 11/15/21. Customers will still access services by calling the Customer Service Contact Center at 1-877-501-2233, but will be able to pick up an EBT card, drop off paperwork or use a phone in the lobby to contact the Customer Service Contact Center.

WorkFirst Mandatory Participation- Effective September 1, 2021, WorkFirst mandatory participation requirements resumed. WorkFirst mandatory participation requirements and WorkFirst sanction penalties have been temporarily suspended since March 16, 2020, due to the COVID-19 pandemic. In early August, CSD sent notice to all adult TANF/SFA recipients explaining that the suspension of mandatory WorkFirst participation requirements is ending and participation will be mandatory again in September. We also made automated calls to these households with similar information about the change.

Olympic College

Amy Hatfield, Dean for Workforce Development and Basic Studies
ahatfield@olympic.edu | 360-475-7264

VETERANS FOCUS

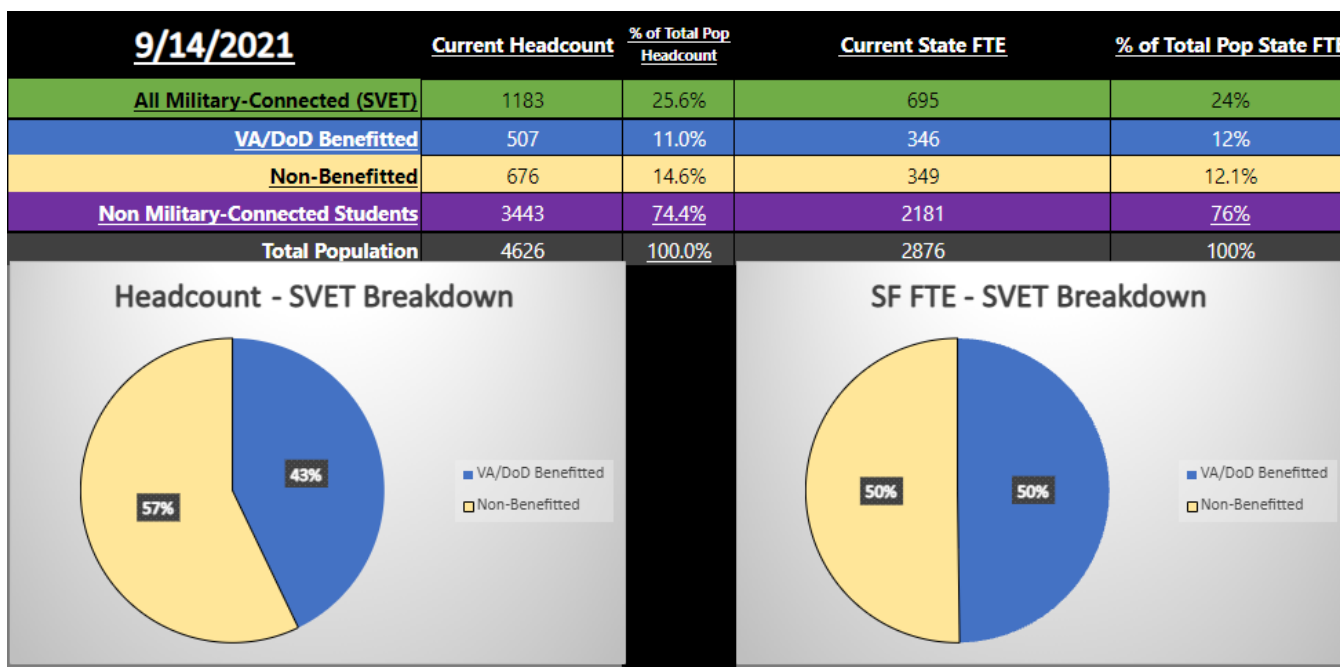
COVID-19 UPDATE

During the COVID-19 emergency period, Veterans Affairs (VA) worked with Congress to preserve GI Bill® benefits for those impacted by in any way by this emergency. In the Spring of 2020, the President signed a series of laws that gave VA the authority to continue certain payments of education benefits, as well as the Monthly Housing Allowance (MHA) to GI Bill students during this emergency. These laws enhance and expand benefits for GI Bill beneficiaries who may have been affected by during this period.

The COVID-19 legislation that permits students to receive MHA at the resident rate, while taking approved converted (online) courses, will end on December 21, 2021. When enrolling for courses in 2022 or any subsequent term, students will need to enroll in approved resident classes to include Face-to-face, Web enhanced, or hybrid classes to continue receiving their MHA at the resident rate which is \$1890. Additionally, if a student is in fully online courses their MHA will be reduced to the online rate \$841.

Currently this change will affect 75% of VA benefitted students currently enrolled using Chapter 33 Post 9-11 and Chapter 31 Veteran’s Readiness and Employment and 20% of our student population.

FALL DEMOGRAPHICS



WORKER RETRAINING

Washington state’s Worker Retraining program can support Veterans. To qualify, the individual student would have separated from the U.S. armed services in the last 48 months. To establish eligibility, the student must present a DD214 (discharge papers) showing a separation date within the past 48 months.

Enrollment Fall 2021 & 2020

	Veteran Receiving Benefits	Veteran not Receiving Benefits	Active Duty	Dependent	Total
Fall 2021	35	14	1	12	62
Fall 2020	99	30	2	15	147

VIE*25 - SOON TO BE VETERANS



The VIE-25 program — which stands for Veterans Industry Education — connects service members with career credentials (training, certificates, certifications, licenses) during their last six months of military service so they qualify for in-demand jobs right away. The program is a unique collaboration between the community and technical college system, state agencies and the Installation Commands of JBLM and Naval Base Kitsap.

URL: <https://www.olympic.edu/programs-classes/workforce-economic-development/wa-career-and-vie25-pathways>

Goodwill of the Olympics and Rainier Region

Jim Kenney Program Manager SCSEP and CARF Compliance Coordinator
jimk@goodwillwa.org | www.goodwillwa.org

Serves, Workshops, & Participants

Seniors (SCSEP and Aging Work Force; Veterans in the Kitsap county area; and Digital Learning Options
<https://goodwillwa.org/>

Success Stories

The expansion of our digital learning opportunities

Initiatives

Continuing to increase our digital learning and distance learning opportunities. BFET expansion project with Lop Top Loaner program; Veterans expansion project to engage in the Bremerton area.

Washington Department of Services for the Blind, Lacey Field Office

Contact for New Referrals: Traci Woodman (360) 725-3846 or traci.woodman@dsb.wa.gov

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Lacey Field Office located at: 4565 7th Avenue, 4th Floor, Lacey, WA 98504

Vocational Rehabilitation Counselor Selena Cunningham, MS, CRC, covers Kitsap County

Contact: selena.cunningham@dsb.wa.gov; 360-701-9034

Vocational Rehabilitation Counselor Harry Whiting, MS, covers Clallam and Jefferson Counties Contact:

harry.whiting@dsb.wa.gov; 360-407-4070

Youth Services Specialist Jennifer Scheel, covers Kitsap, Clallam & Jefferson Counties

Contact: jennifer.scheel@dsb.wa.gov; 360-725-3856

South Region Area Manager Meredith Hardin, M.S: meredith.hardin@dsb.wa.gov; 360-480-2196

Labor and Industries

Program Manager, Amanda Fisher and Keith Johnson

Regional Supervisor, Joshua Rodero

VSS3, Chelsea Roe

<https://www.lni.wa.gov/>

Division of Vocational Rehabilitation

LeAnne Raines, M.M.

Olympic Unit Supervisor (Kitsap, Jefferson and Clallam counties)

206-327-2242 (work cell)

Tricia Burks, Lead Vocational Rehabilitation Counselor, 360-535-9460

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

Silverdale DVR, 3888 NW Randall Way Suite 201, Silverdale WA 98383-7847, Phone: 360-698-4360

Silverdale Work Source, Phone: 360-535-9460

Port Townsend, 2507 Evans Vista, Port Townsend, WA 98368, Phone: 360-302-3472

Port Angeles, 203 W. 1st ST, Port Angeles, WA 98362

DVR is a statewide resource assisting people with disabilities to prepare for, secure, maintain, advance in, or regain employment. DVR partners with organizations and businesses to develop employment opportunities. DVR serves people who seek meaningful, secure employment but whose disabilities may result in one or more barriers to achieving an employment goal.

Kitsap Community Resources

Kitsap Community Resources

Michell Graff, Employment & Training Division Director (360) 473-2130

Sarah Knox, WIOA Manager (360) 473-2143

Garry Hughes, Veterans Specialist Lead, (360) 473-2034

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

3200 Rainshadow Ct, Port Orchard, WA M-F, 8-4:30

845 8th Street, Bremerton, WA M-F, 8-10a

Serves, Workshops, & Participants

Adult, Dislocated Worker, and Employment Recovery Disaster Worker

Job Hunting classes, Job Club, GED preparation and testing, and a wide variety of Life Skills classes

Success Stories

Our WIOA program has seen quite an increase in veteran participants. Over the last 2 months, we have had 2 veterans attend CDS School and both completed the training and earned either Class A license. They are now currently employed has heavy truck drivers making great wages to help provide for their families and become self-sufficient. CDS School has been a great option for veterans.

As an agency, KCR serves Veterans in some capacity on nearly a daily basis. In 2020 KCR assisted 202 total veteran households (we assist widows and dependents, and this number reflects all unduplicated households from 2020). Alone, Garry Hughes, Veterans Specialist Lead at KCR spent \$307,833 in direct service dollars from the Veterans Assistance Fund. He also referred Veterans to other programs at KCR that resulted in an additional \$65,943 in leveraged services, with external referrals that can be confirmed added yet another \$45,373; **total combined = \$419,149.00**. Garry also goes to the jail to meet with incarcerated veterans, seeing a total of 19 in 2020, and participates in Veterans Court upon request.

In 2021 (numbers are current as of September 30th), he has assisted 170 unduplicated households, spent \$320,854 in direct service dollars, referred to KCR programs for an additional \$68,463 in leveraged services, and outside referrals for \$48,900; **total combined = \$438,217.00**. He has again seen 19 incarcerated clients so far, and attends Veterans Court on occasion.

Initiatives

Our program is collaborating with the local Washington Veterans Home's case managers to create a "Veteran's 101 community resource" booklet to assist case managers by having updated contacts for various community resource partners. The booklet will be an additional resource for case managers, and not intended to replace the County's Veteran Community Resources brochure. Our goal is to have the finalized product by December 2021.

Employment Security Department

WorkSource Administrator Mike Robinson
 Email: mrobinson@esd.wa.gov Ph: 360-277-8684

Office Sites Serving Kitsap, Clallam, & Jefferson Counties

WorkSource Clallam – Comprehensive Service One-Stop Center, Port Angeles, Serving Clallam, and Jefferson Counties
WorkSource Kitsap - Comprehensive Service One-Stop Center, Silverdale, Serving Kitsap County

Services, Workshops, & Participants

Both sites provide comprehensive employment and business services for job skills, employment and readiness training services to job seekers and employers.

- Service provider of Title I Adult and Dislocated Worker WIOA contracts (See performance metrics) attached. Workforce development/employment workshops, employment assessments and career guidance, resources for worker training/retraining, on-the-job training, and support services. Priority of Service is focused on recipients of public assistance, or other low-income individuals, and individuals who are basic skills deficient, and face barriers to employment.
- Service Provider Title III Wagner Peyser re-employment services, employment assessments, career guidance, job matching, workforce development/employment workshops, business services and labor market information. The employment service seeks to improve the functioning of the local labor markets by bringing together individuals seeking employment with businesses seeking workers.
- Service provider of Jobs for Veterans State Grants – Supports Disabled Veterans Outreach Program, and Local Veteran Employment Representative services. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Local Veterans' Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans.
- Service provider for 3 DSHS contracts/services - WorkFirst and Strategies for Success, and Financial Capabilities

Workshops: All count as a job search activity

- WIOA Title I – Orientation to WIOA – Assist customers with WIOA overview of services and application process.
- Wagner Peyser Title III Labor Exchange - Re-employment services that support UI claimants who are selected for Reemployment Services and Eligibility Assessment activities. WP LEX staff are providing Orientation to Virtual WorkSource Services.
- Reentry workshops within DOC facilities, statewide (virtually) and Starting Over: Employment After Incarceration.
- Surviving Job Loss – Launched in May, prepares participant to recognize and manage the emotional impact of job loss that can have an impact on self and others. Identifying resources available and practical steps to prepare to move on to the next phase in career transition.
- WP LEX Business Services - Supporting employers, organizing, scheduling, and producing virtual job fairs and in person hiring events. Large size events on hold until safe to do so, keeping as single employer events.
- USAJOBS Workshop – ESD staff collaborate and facilitate a workshop aimed to assist applicants on the federal application and resume process and how to obtain federal employment. Offered twice per month.
- Strategies for Success – A series of life-skills workshops. Each of the six modules are four days long.
- Financial capabilities - Explore how your personal view and perception of money and income can affect how well you manage it. Also, learn about sources and timing of income.

- Mock Interview Sessions – Prepare job seekers with the confidence and abilities to successfully navigate in-person and virtual interviews.
- Veterans Orientation to WorkSource Services – Led by veterans for veterans and military spouses to connect with employment and training services. In the works is a Veterans Job Club where employers will be able to meet with participant and discuss workforce development issues, needed skills, employment opportunities and networking.
- WorkSource Virtual Job Club (Launching 11/4/2021)- Successful job seekers network, listen and learn. In this participant-driven job club, jobseekers will share strategies that have been successful in the past. Facilitated by WorkSource staff and peer-mentored, employer’s/businesses and training institutions will be encouraged participate. Highlights include goal setting and accountability. Learn tested job search skills, brainstorm challenges. Service provides social and emotional support so that participants do not have to go it alone.
- In development and collaboration with Goodwill Job, Education, and Training staff – Launched Dress for Success and developing Basic and Intermediate computer skills workshop in person at WorkSource Kitsap.
- In development Employer Job Match and Business Services Workshop - The focus of this workshop is to teach employers how to use the job matching component on their employer account on www.worksourcewa.com and the services WorkSource offers employers. This is to help businesses optimize their WorkSource experience and find qualified candidates. (Hybrid)

Success Stories

WorkSource Clallam was awarded “Best in Employment Services” by readers of the Sequim Gazette and Peninsula Daily News, also The Sequim Chamber has selected WorkSource Clallam as Business of the month and will be conducting a photo op for the chamber on 4 November.

Title III Wagner Peyser Labor Exchange Services:

Recently Wagner Peyser staff assisted a customer who had a potential overpayment issue resolved. The customer was potentially at risk of repaying \$29,000.00. Staff assisted with identification issue and supporting documentation. The Customer stated they had been worried for several weeks until connecting with staff.

Success Stories from Jobs for Veterans Grant Program (JVSG):

Over the program year WDA1 JVSG staff served over 841 veterans. While the JVSG staff focus on elimination of barriers to employment and refer customers to services such as Housing Solutions, Washington State Department of Veterans Affairs, VA services as well as local community-based organizations.

ESD’s JVSG program supports the Disabled Veterans’ Outreach Program (DVOP) specialist position, Local Veterans’ Employment Representative (LVER) staff, and Consolidated Position staff. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Veterans with barriers include homeless veterans and vocational rehabilitation clients.

Local Veterans' Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans. Consolidated Position staff serve in a dual role as DVOP and LVER.

Intensive services have been provided to over 134 veterans, with 68 attaining unsubsidized employment, 37 remain in case management with most attending training/college and 4 obtained self-employments

From WorkSource Clallam - Disabled, homeless combat veteran with wife and 2 children living out of car. Connected veteran with full array of supportive services from federal, state and county veteran assistance programs, focused through Vet Connect and OlyCAP of Port Townsend. Veteran referred to VA Supportive Services for Veterans and Families (SSVF) housing resource and was immediately placed in a tiny house shelter. Veteran was enrolled into DVOP

services and after approximately 3 weeks' time veteran successfully applied for and was offered a position with IT Internet firm out of Seattle, this is a remote work position and starting pay is \$ 20/hour with full benefits, including 401 K / Retirement plan. Veterans spouse also secured employment as Executive Chef for restaurant located in Port Ludlow. Veteran also connected with VA compensation and medical care services.

Disabled service-connected veteran with wife and children contacted WorkSource looking to find employment before losing house. Veteran was laid off due to COVID and was desperate to get back to work. Veteran felt he had to send his wife and children to stay with family in Texas while he continued to look for employment. Veteran was enrolled into DVOP intensive services and was able to secure employment with 7 Cedars Resort as a Dealer at a pay rate of \$ 27/hour Veteran is now able to remain connected to our community and bring his family back from Texas.

WorkSource Kitsap staff assisted a US Navy veteran. After separating from the Navy, the veteran began working at Puget Sound Naval Shipyard (PSNS) as a Rigger WG-1 in the ship breaking and recycling program. By 2018, he had advanced to Rigger Leader WL-10 working in Nuclear refueling/defueling. For his long-term ambitions, he said that he preferred to stay in federal employment and hoped that his new bachelor's degree would help advance his career. JVSG staff assisted veteran in targeting his federal resume to each job he applied for by carefully addressing on his resume his work experience and matching his specific skills for each of the job announcements. The veteran was invited to interview for a few of the positions he applied to and in May was given a tentative offer of employment, which he accepted, as a Nuclear Mechanical Inspector WG-14 position at PSNS. He started training for his new job in June and in July, in a follow-up email the veteran stated *"Everything is working out okay and everything is great. Thank you very much for everything you have done to help me get into this position. Thanks again I really appreciate it!"*

Another example - Rodney is a Navy veteran who separated 5 years active duty in September 2020, with his last duty station aboard the USS Henry M Jackson where he served as a Submarine Warfare Officer. He had completed a Bachelor's Degree in Engineering Physics in 2015 and was currently pursuing a Master's in Business Administration at the University of Washington. In April 2021, he was referred to for DVOP services following an RESEA (U/I) appointment. Rodney was receiving UI benefits and also eligible for DVOP services due to his military service-connected disability rating.

At 28 years old, he already had achieved so much but had never needed to compete for civilian employment or go through the civilian job interviewing process. Through WorkSource, Rodney attended the Interviewing Techniques Workshop and DVOP Linda, also provided him with interviewing study materials including good and bad answers to job interview questions, what questions to ask the employer, and examples of Behavioral Interviewing questions. She also encouraged him to prepare and practice for job interviewing.

Rodney was very active in job search and DVOP Linda provided him with many job referral opportunities with employers including General Dynamics, Safeboats, Lockheed Martin, the federal government, Olympic College, CACI International, and Huntington Ingalls Industries –most of which he applied for and some with job interviews. There were other positions that Rodney found as well, and applied for, including a Business Consultant job with The Spur Group in Bellevue. After two interviews with The Spur Group Rodney was offered and accepted the job where he will be earning 80k/year base salary with a flexible schedule, medical insurance, and 401k match. On October 13th he emailed the good news to DVOP Linda saying, "Just wanted to let you know that I have finally been offered a job as a Business Consultant at The Spur Group. After some negotiating, I took the job, and I start in two weeks. I wanted to thank you for your help during the job search. I greatly appreciated it."

Initiatives

LinkedIn Learning – In August, staff have begun providing LinkedIn Learning as service provided in partnership from LinkedIn and National Association of State Workforce Agencies. LinkedIn Learning provides over 16,000 courses where participants can utilize for developing new hard and soft skills, leverage both LinkedIn and LinkedIn Learning to build their professional brand. Currently 22 out of 150 licenses have been distributed, 2 customers who recently completed various training reported that employers were impressed with the upskill and attributed as reasons for hiring.

Relocation of WorkSource Clallam –

On October 22nd, ESD received Temporary Acceptance of Occupancy, allowing ESD Facilities staff to move office from current location in Port Angeles into a newly built facility in Sequim. The new center leverages a centralized location to serve the Olympic peninsula from the farthest Clallam coastal communities to the farthest Jefferson communities such as Brinnon. We still provide virtual WorkSource services, leveraging technology such as Webex and MS Teams. The office provides tons of natural lighting, 2 spacious classrooms, 2 interview rooms, and 1 classroom. The resource room increased in size and capacity (although we follow 50% occupancy at this time) will accommodate 24 spaces.

Focus on Equity through Diversity Equity and Inclusion – Currently ESD leadership staff are drafting a Regional Strategic Plan which includes Equity Training for all ESD staff at every level. Leadership and staff participate widely in community BIPOC and EI forums to learn best practices and provide awareness of WS services.

Supporting Staff through Employee Engagement and Work Life Balance – Accommodations are in place to allow some staff to continue working from home using reasonable accommodation process. All staff have the opportunity to work from home to support work life balance on a need basis while we recalibrate our offices, moving towards a culture that supports opportunity to WFH.

Developed Wellness Ambassador – Staff partner with safety and Wellness staff who promote Employee Assistance Program and weekly conduct reminders in staff huddles and communication. In development staff are creating employee lead wellness time – conducting Thai Chi, Yoga, and stretching to create time for both physical and mental wellness.

Making Technology Work – Although we are not providing in person workshops, we have developed a process to allow customers to utilize Smart Boards, big screen TV's or laptops to connect to virtual workshops, including jobseekers needing technology to participate in virtual interviewing.

Re-opening WorkSource Centers – ESD, along with partners at OESD114 and the WDC have developed plans that started with a slow phased approach to returning staff to the offices and providing services by appointment only and focusing on safe screening, physical distancing, and reduced occupancy levels to provide a safe environment. Provided Plastic barriers (sneeze guards) masks, additional cleaning, hand sanitizer, plastic gloves, and cleaning sipes. Created a climate of caution and acceptance/tolerance for reporting incidents, contact tracing, and response. The customer is advised of protocols while establishing appointments and agree to follow precautions. WA State DVR and L&I partners begin returning staff on limited basis to offices on 1 November.

Due to reduced staffing WorkSource Clallam offers in-person appointments and resource room usage twice per week, while virtual services remain available M-F 9-4:45 weekly. WorkSource Kitsap, offers 5 days per week in-person availability and resource room access. The Resource room technology access is by appointment, 50% capacity, offering A.M. and P.M sessions.

Local OWDC Monitoring 2021 Program Year Q1

Number of files

- 66 Total PY21 enrollments Q1 Enrollments (July - September)
 - 10% of each program for each site
- 17 files selected
 - ER DWG = 4 files, one from each site
 - Adult = 5 files, 1 from Jefferson, Clallam, and Kitsap, 2 from KCR
 - Dislocated Worker = 4 files, one from each site
 - In School Youth = 1, only one new ISY enrollment
 - Out of School Youth = 3, one from each site

Process

1. Using PY21 Q1 Program Performance Reports
 - a. Filtered by enrollment date = 07/01/2021 – 09/30/2021
 - b. Sorted A-Z by office, then A-Z by program
 - c. Selected first participant from each office and program
2. Highlighted, divided into separate sheets for each subrecipient and sent to corresponding subrecipient supervisor.

Monitoring

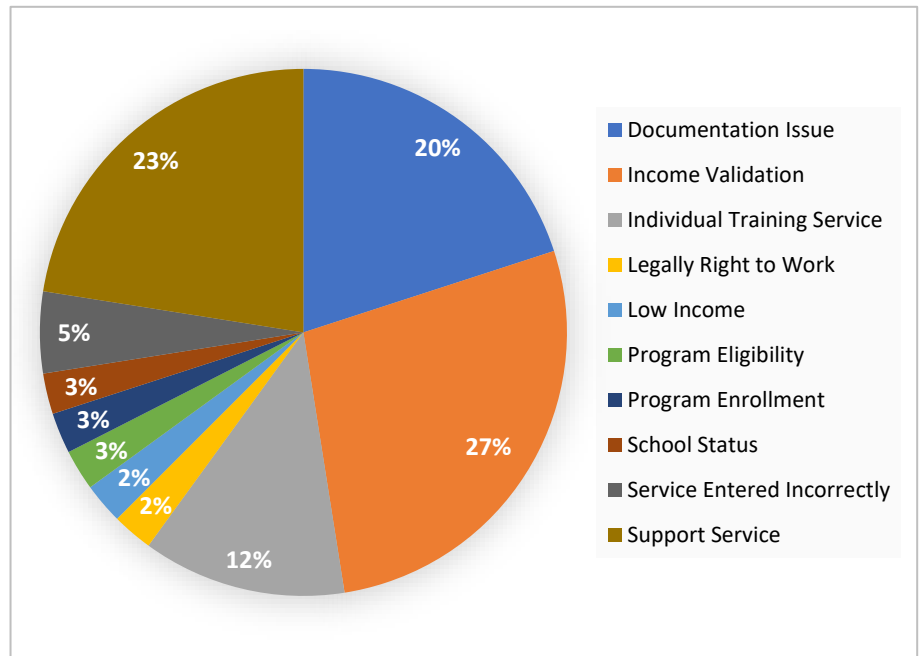
- Full comprehensive monitoring
 - Demographics
 - Eligibility Requirements
 - Enrollment
 - Individual Participant Plan
 - Individual Training and Support Services
 - Outcomes
 - Documentation upload accuracy

*Monitoring completed Oct 12th, list of corrections sent to each subrecipient on Oct 13th. All corrections completed and verified Oct 22nd. ESD WIOA Adult and Dislocated Worker, KCR WIOA Adult and Dislocated Worker, and Olympic Educational Service District 114 WIOA Youth of the OWDC are in compliance with state and local requirements.

Monitoring Outcomes

40 Errors

	# of Errors	Required Correction
Clallam	7	5
Adult	5	5
ER DWG	1	
OSY	1	
Jefferson	4	2
DW	1	
ER DWG	1	
OSY	2	2
KCR	11	7
Adult	1	
DW	1	
ER DWG	9	7
Kitsap	18	10
Adult	8	4
DW	3	2
ER DWG	7	4
Grand Total	40	24



Comparison (rolling 4-quarters)

Error Description	PY20 Q2	PY20 Q3	PY20 Q4	PY21 Q1	Total
Age/Date of Birth	0	0	1	0	1
Barriers	0	5	6	0	11
Case Notes	1	0	0	0	1
Delayed Entry w/o Notes	0	0	1	0	1
Documentation Issue	0	5	7	8	20
Income Validation	0	14	0	11	25
Individual Training Service	2	0	2	5	9
Legally Right to Work	0	4	0	1	5
Low Income	0	3	1	1	5
Measurable Skills Gains	1	0	0	0	1
Program Eligibility	0	0	5	1	6
Program Enrollment	11	4	1	1	17
School Status	0	4	1	1	6
Service Entered Incorrectly	1	4	0	2	7
Support Service	2	6	0	9	17
Unique	0	1	2	0	3
Veteran	0	1	0	0	1
Total	18	51	27	40	136

*Focused training on the red outlined errors will be provided.

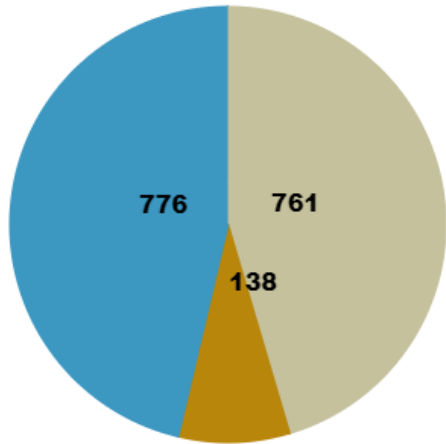
*Quarter 4 of PY20 was a combination of Demographic and Comprehensive file review. Quarter 1 of PY21 was a full Comprehensive review.

WorkSource System Performance Dashboard

Single Quarter – PY 2020 Q4 (Apr – Jun 2021)

Total seekers 1,675

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	899
Staff-assisted customers	914

Self served only	45.43%	761
Both types of service	8.24%	138
Staff assisted only	46.33%	776

New to WorkSource?

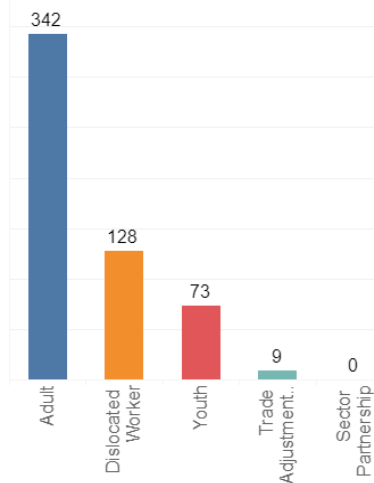
New	37.13%	622
Returning	62.87%	1,053

WorkSourceWA job applicants

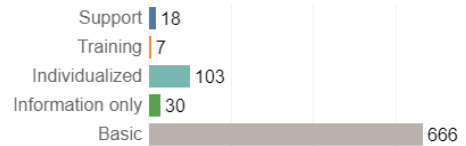
Seekers with job applications	234
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Seekers served by program enrollment

Staff-assisted seeker counts by service location, regardless of enrollment location

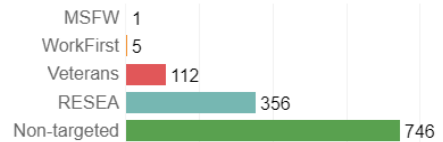


Staff assisted seekers served by service type*



*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort

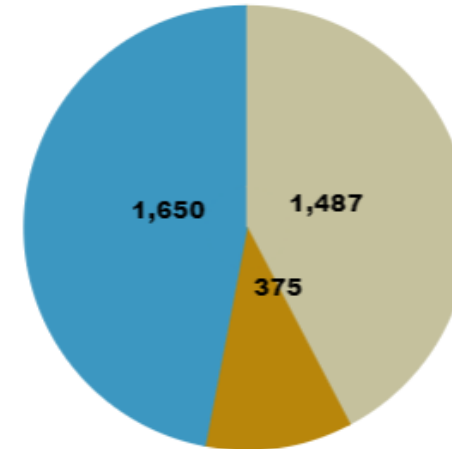


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Single Quarter – PY 2021 Q1 (Jul – Sep 2021)

Total seekers 3,512

- Self served only
- Both types of service
- Staff assisted only



All seekers served

Self-service customers	1,862
Staff-assisted customers	2,025

Self served only	42.34%	1,487
Both types of service	10.68%	375
Staff assisted only	46.98%	1,650

New to WorkSource?

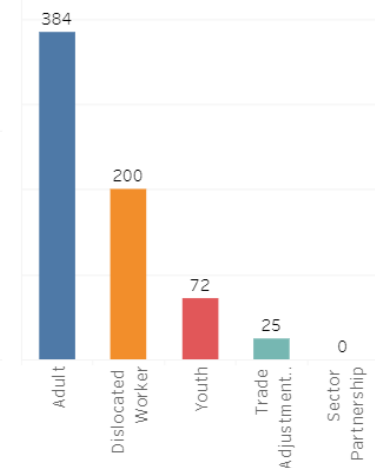
New	45.64%	1,603
Returning	54.36%	1,909

WorkSourceWA job applicants

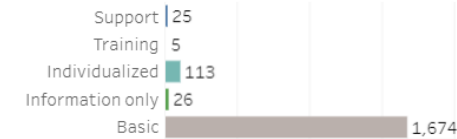
Seekers with job applications	553
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Seekers served by program enrollment

Staff-assisted seeker counts by service location, regardless of enrollment location

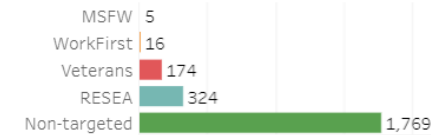


Staff assisted seekers served by service type*



*Information only and support services do not trigger or extend participation.

Staff assisted seekers by cohort



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WorkSource Employers Served

Single Quarter – PY 2020 Q4 (Apr-Jun 2021)

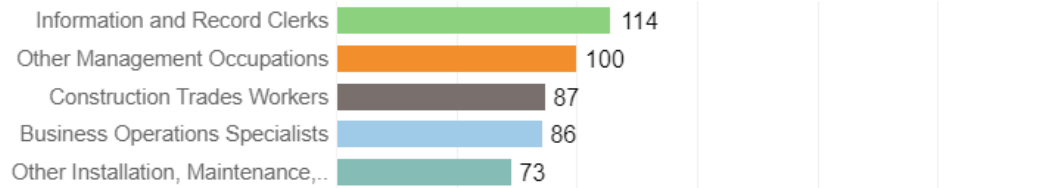
Single Quarter – PY 2021 Q1 (Jul-Sep 2021)

Employers using WorkSource

Employers	355
Job orders	1,880

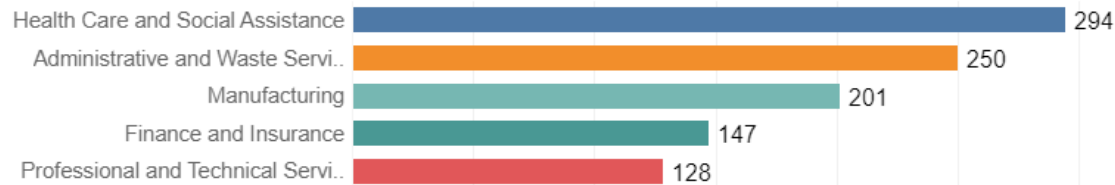
Employers receiving staff-assisted services	171
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Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



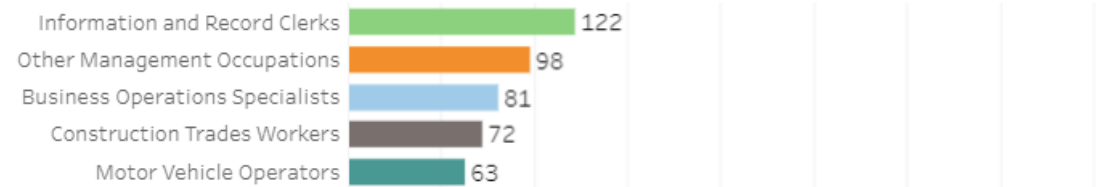
Number of job postings by 2-digit NAICS

Employers using WorkSource

Employers	336
Job orders	1,848

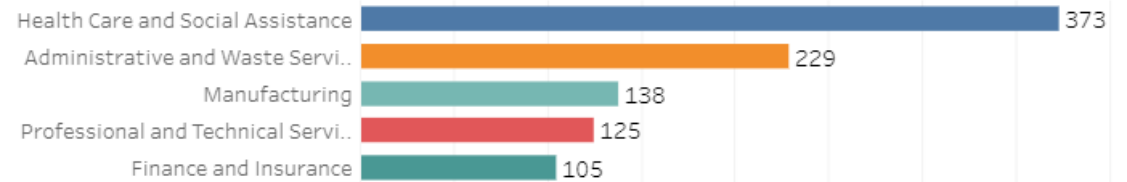
Employers receiving staff-assisted services	130
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Top 5 jobs in demand



Number of job postings by 3-digit ONET

Top 5 industry sectors posting jobs



Number of job postings by 2-digit NAICS

Washington State WorkSource System Performance Dashboard

Seekers served	Employers served	Exits & Wages	Definitions
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Location

WDA 01 - Olympic

Program

- All Title I participants
- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Wagner Peyser
- All WorkSource customers

These exit proxies are intended to help track potential WorkSource outcomes, are not intended to replace official federal outcomes, and may not accurately reproduce official federal outcomes.

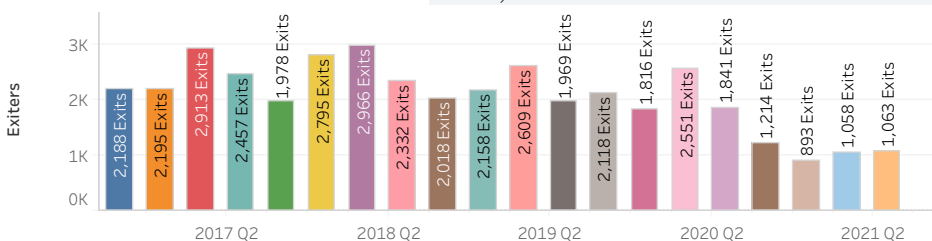
Employments data are delayed.

Employments are based on wages received the second quarter after a person exits (final service date with no more services planned). Wage data come in about 45 days after the quarter ends.

Example: If the final service is on January 3 (exit date), exit is the quarter of Jan-Mar, and the quarter to check for wages is Jul-Sept. Wages for this quarter would be reported by November 15 (approximately 11.5 months from exit date).

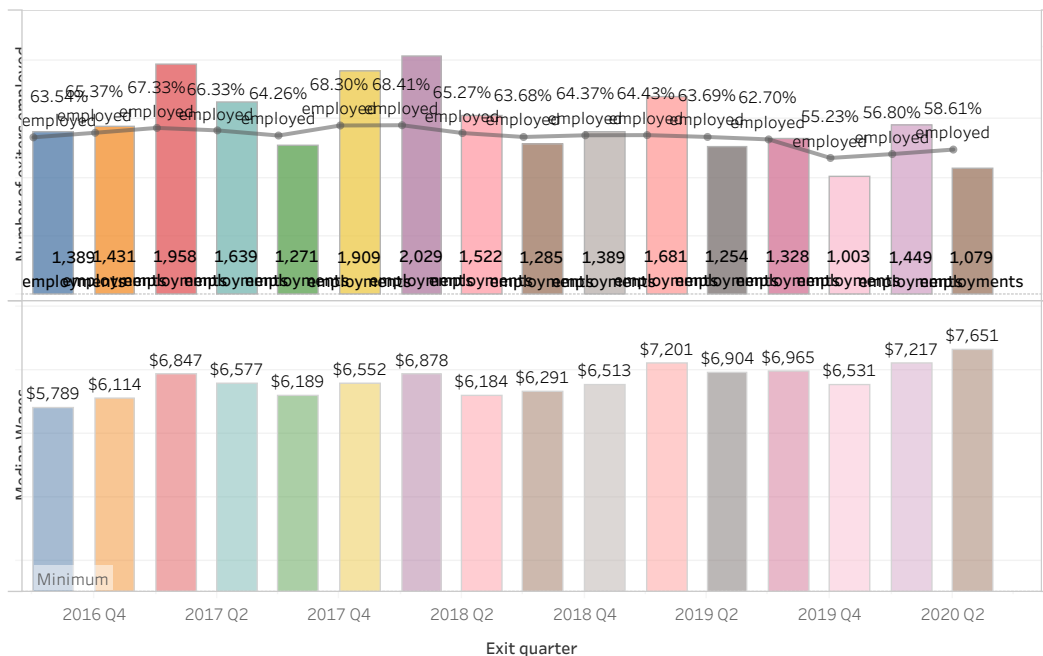
Exits (by Calendar Year)

WDA 01 - Olympic: All WorkSource customers



Employments (by Calendar Year): select an outcome measure*

All exit quarters, 2 Q after exit



* Low exiter and employment counts are suppressed to protect confidentiality. If the number of exiters or employments meets suppressi..

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Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711.

WIOA Formula Performance Report

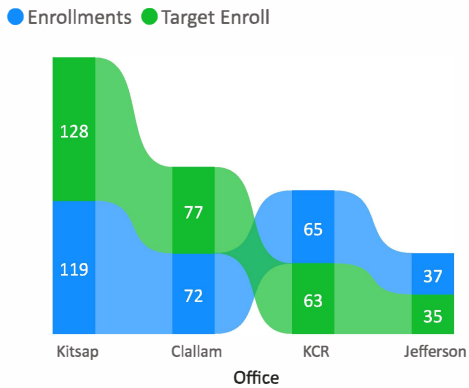
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Earliest Refresh Date

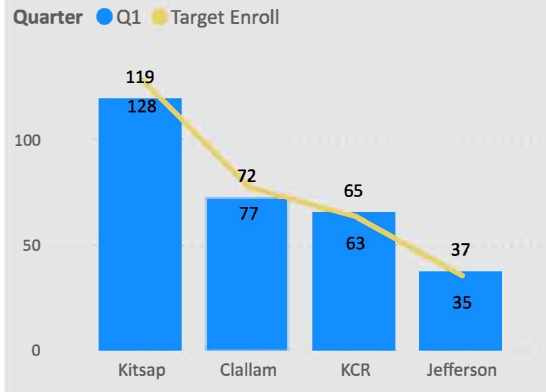
Office	Program	Current Enrollments	Enroll Targets	PE %age	Exits	Exit to Emp	Exit To Emp Target	Exit to Emp %age	Self-Emp	Self-Emp Target	Self Emp %age	Actual Expenditure	Expenditure Target	Expenditures %age
Clallam	Adult	8	19	▲ 86.36%	11	10	4	● 250.00%	1	1	● 100.00%	23,042	36,945	◆ 62.37%
Clallam	DW	12	15	◆ 83.33%	3	2	5	◆ 40.00%		0		24,146	41,746	◆ 57.84%
Clallam	Youth	36	38	● 102.70%	2	1	1	Infinity				47,651	34,575	● 137.82%
Jefferson	Adult	6	11	● 100.00%	5	4	3	● 133.33%		0		11,216	26,088	◆ 42.99%
Jefferson	DW	10	13	● 118.18%	3	3	2	● 150.00%		0		10,431	17,743	◆ 58.79%
Jefferson	Youth	12	13	● 100.00%	1	1	1	Infinity				23,519	22,623	● 103.96%
KCR	Adult	33	51	● 106.25%	18	12	5	● 240.00%	1	1	● 100.00%	46,856	52,164	▲ 89.82%
KCR	DW	9	14	● 93.33%	5	5	4	● 125.00%		1		18,628	41,338	◆ 45.06%
Kitsap	Adult	25	31	● 91.18%	6	5	6	◆ 83.33%	1	1	● 100.00%	14,708	60,699	◆ 24.23%
Kitsap	DW	17	23	◆ 82.14%	6	5	9	◆ 55.56%		2		20,650	89,332	◆ 23.12%
Kitsap	Youth	60	65	● 98.48%	5	4	1	Infinity				102,827	99,048	● 103.82%
Total		228	293	96.70%	65	52	41	136.84%	3	6	50.00%	343,674	522,301	65.80%

NaN means no data available, thus calculation failed. Infinity refers to null data field divided by zero.

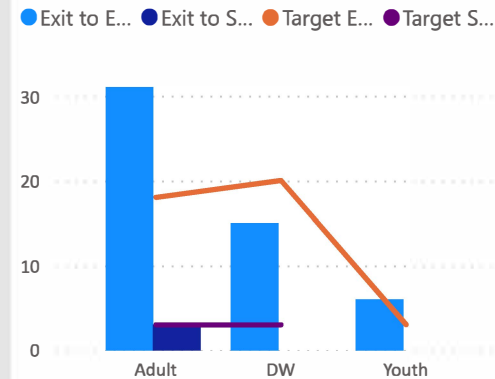
Enrollment & Target by Site



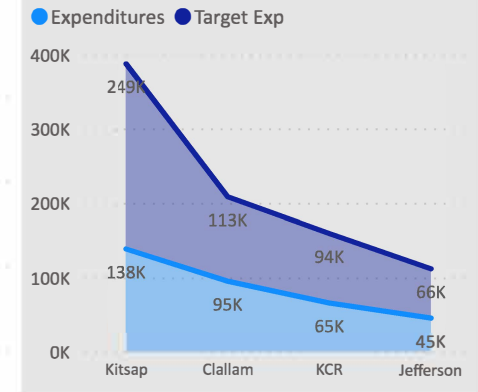
Enrollments by Quarter



Exits



Expenditures



ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING

Tuesday, November 9, 2021
9:00 a.m. – 9:50 a.m.
Via Webex

A G E N D A

1. Call to order (9:00 a.m.)
2. Introductions
3. Approval of Agenda (Attachment xxx)
4. Approval of September Summary (Attachment xxx)
5. Action and Discussion Items
 - a. WorkSource Employer Services, hiring events and emerging opportunities
 - b. Rapid Response: Area updates
 - c. Clallam Office Relocation Update
6. WDA trends from members – Discussion on recruiting and business needs during Covid-19
7. Good of the Order (as time permits)

Next Meeting: February 8, 2022
Via Webex

EXECUTIVE COMMITTEE

CHAIR- MARILYN HOPPEN, SVP Human Resources,
Kitsap Bank

VICE CHAIR, JULIE HATCH, Manager
Kitsap Bank, Port Angeles

JESSICA BARR, Regional Director
Washington State Employment Security Dept.

MONICA BLACKWOOD, President
WestSound Workforce

ASCHLEE DRESCHER, Human Resources
The Veterans Administration

ROBIN HAKE, HR Director
City of Port Townsend

DAVID MCMAHAN, Vice President
Olympic Labor Council

COUNCIL MEMBERS

NICOLE BRICKMAN, HR Manager
Skookum Contract Services

MARTY CAVALLUZZI, President
Olympic College

RANDY COLSON, Manager
General Dynamics

LISA DONLON, General Manager
Windermere Commercial

GREG DRONKERT, President
Pacific Mobility Group, Inc.

CORDI FITZPATRICK, Human Resources Mgr.
Port Townsend Paper Corporation

KEVIN GALLACCI, General Systems Manager
Clallam Transit Systems (Ex Officio)

MICHELL GRAFF, Kitsap Community Resources
Employment & Training Division Director

SARA HATFIELD, CTE Director
South Kitsap School District (Ex Officio)

NEAL HOLM, IBEW Local 46
Electrician and membership Development

ASHELEY JACKSON
Easter Seals Workforce Development Dir.

PETER JOHNSON, Human Resourced Director
McKinley Paper Corporation

BRIAN KUH, Deputy Director
Team Jefferson (Ex Officio)

HEIDI LAMPRECHT, Co-Founder
Paella House

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114

COLLEEN MCALEER, Director
Clallam Economic Development Corp.

CHUCK MOE, Field Representative
Laborers Local 252

GILLIAN NIUMAN, Human Resources
Town and Country Markets

ANNA REYES POTTS, General Manager
TMF Inc.

LEANNE RAINES, Supervisor
Dept. of Vocational Rehabilitation

JEFF RANDAL, Board of Commissioners
Jefferson County Public Utility District

LUKE ROBINS, PhD, President
Peninsula College

MORGAN SNELL, Jamestown S'Klallam Tribe
Higher Education and Professional Development
Coordinator

DANNY STEIGER, CEO
Angles Mill Works and Lumber Traders

MATT WHEELUS, Chief Operating Officer
Harrison Hospital

**OLYMPIC WORKFORCE DEVELOPMENT
ECONOMIC DEVELOPMENT & BUSINESS COORDINATION COMMITTEE MEETING MINUTES**

9:00 a.m. – 9:50 a.m.

Tuesday, September 14th, 2021

Via Webex

In attendance:

Christopher Abplanalp, WorkSource

Greg Dronkert, Pacific Mobility Group

Monica Blackwood, WestSound Workforce

Kevin Gallacci, Clallam Transit System

Hildo Rodriguez, Employment Security Department

1. Call to Order

Meeting called to order by Christopher Abplanalp, at 9:05 AM

2. Introductions

3. Approval of Agenda (Attachment)

No quorum.

4. Approval of May 11, 2021 Summary (Attachment)

No quorum.

5. Action Item(s)/Discussion Item(s)

WorkSource Employer Services, hiring events and emerging opportunities

Christopher Abplanalp, WorkSource:

a. Hiring Events and Job Fairs

- Multiple hiring events held at WorkSource, Kitsap including
 - Navy Exchange
 - Navy Human Resource Office
 - Shop 56 (Navy Shipyard)
 - Delphinis Engineering (Navy Contractor)
- Reached 117 Jobseekers
 - Another 78 planned in the near future
- Monica Blackwood, WestSound Workforce
 - WestSound Workforce can help fill the gap between interviews and start of work by helping connect with temporary employment.

b. Rapid Response: Area updates

- No Rapid Response events held

c. Office Relocations updates

- Sequim office will be ready for staff to move in around October 20th

6. WDA Trends from members – Discussion on, recruiting, and business needs during COVID

Kevin Gallacci, Clallam Transit System – Noticing a big gap in automotive technicians (especially electric vehicles). Recommends working with local colleges and vocational schools to establish a training program on the Olympic Peninsula.

Monica Blackwood, WestSound Workforce – Mentioned WestSound Tech program. There is a collaboration between Bremerton Port Authority and the incoming racetrack. Also mentioned apprenticeship programs are difficult for small organizations due to not having infrastructure to support. May need to rely on larger organizations to help fill the need of vocational training.

7. Good of the Order

Next Meeting: November 9th, 2021

Adjournment: 9:42 AM

EXECUTIVE COMMITTEE

FELIX VICINO, Human Resources Mgr.
Port Townsend Paper Corporation

VICE CHAIR
ASCHLEE DRESCHER, Human Resources
Haselwood Auto Group

MONICA BLACKWOOD, Dir. Of Administration
West Sound Workforce

MARGARET HESS, Kitsap Administrator
Washington State Employment Security Dept.

DAVID MCMAHAN, Secretary/Treasurer
Olympic Labor Council

ALLISON PLUTE, HR Director
Jamestown S'Klallam Tribe and
7 Cedars Resort

JOHN POWERS, Executive Director
Kitsap Economic Development Alliance

COUNCIL MEMBERS

JEFF CARTWRIGHT, Director of Human Services
Kitsap Transit

KRISTI CARY, Human Resources Manager
Red Lion Hotel

RANDY COLSON, Manager
General Dynamics

KELLY FOX, President
Angeles Millwork

KEVIN GALLACCI, General Manager Clallam Transit
Systems

ROBIN HAKE, HR Director
City of Port Townsend

LEANNE RAINES, Supervisor
Division of Vocational Rehabilitation

JULIE HATCH, Branch Manager
Sound Community Bank

LISA HEAMAN, Principal
West Hills S.T.E.M. Academy

MARILYN HOPPEN, SVP Human Resources
Kitsap Bank

BRIAN KUH, Deputy Director
Team Jefferson

HEIDI LAMPRECHT, Scholarship Advisor and Job
Training Coordinator

GINA LINDAL, Administrator
CSO, DSHS

GREG LYNCH, Superintendent
Olympic Edu. Service Dist. #114 Clallam, Jefferson
and Kitsap Counties

CHUCK MOE, Field Rep
Laborers Union

ANNA REYES POTTS, General Manager of Business
Development TMF Inc.

LUKE ROBINS, PhD, President
Peninsula College

FELIX VICINO, Human Resources Mgr.
Port Townsend Paper Corporation

MATT WHEELUS, Chief Operating Officer
Harrison Hospital

ANNA WINNEY, Director of Human Resources and
Organizational Design Martha and Mary

IRMGARD DAVID, Acting Executive Director
Kitsap Community Resources

BOB ZINDEL, President
Olympic Labor Council

Olympic Workforce Development Council Youth Committee Meeting

Tuesday, November 9, 2021

9:00 a.m. – 10:00 a.m.

ZOOM meeting

AGENDA

1. Call to Order
2. Approval of Agenda
3. Approval of Previous Meeting Minutes September 14, 2021(Att. 11.b)

Discussion Items

4. YouthBuild Update
5. Career Connected Learning
 - State and Regional Updates
 - CCL Rural Network Collaboration
6. WIOA-Youth, Pathways to Success Update
7. Economics Security for All
8. Open Discussion
9. Adjourn

Next Meeting – February 8, 2022

**OLYMPIC WORKFORCE DEVELOPMENT COUNCIL (OWDC)
YOUTH COMMITTEE SUMMARY
September 14, 2021**

ATTENDANCE: Jeff Allen, Kimberly Hetrick, Julie Knott, Tiffany Skidmore, Emily Manson,
Aschlee Heiny, Jennifer Scheel, Jen Mobley, Summer Evert
Staff: Alissa Durkin

The Olympic Workforce Development Council's (OWDC) Youth Committee meeting was held on Tuesday, September 14, 2021 via Zoom

APPROVAL OF SUMMARY

The Youth Committee's May 11, 2021 Meeting Minutes and September 14, 2021 Agenda was reviewed as follows:

ACTION: Those present reviewed the minutes and agenda as presented. No revisions and/or additions were suggested, and the minutes and agenda was agreed upon by those present.

DISCUSSION

EcSA Grant

- OWDC awarded OESD WIOA Youth program EcSA grant.
- Provide access to ALL resources, streamline and strengthen coordination.
- Grant will be used to develop stronger partnership with DSHS and Housing Insecurity providers.
- Partnering with DCYF-target population youth existing foster system and looking to utilize the Fostering Youth to Initiative=targets housing assistance to youth aging out of the foster system and who are at risk of experiencing homelessness. Offers housing vouchers for 3-year market rate housing.
- Will serve individuals below 200% Federal Poverty Level.
- Prepared to enroll 6 eligible youth, this month.

State & Regional Updates

- Career Connect Learning

- Focused on Clallam and Jefferson counties equitable access to graduation pathways.
- Working to have at least 1 CTE accepted pathway available in every school within the 2 counties. Pathways that lead to post-secondary credentials/dual credit.
- 2022 every district and tribal compact school will have 1 CTE graduation pathway (series of classes in career clusters/dual credit and/or industry recognized credit).
- Developing Career Launch program within the Fishing Industry-Neah Bay youth working in the fishing industry will get credit (science, water safety) for the work.
- Guided by tribal council member and graduate with paid meaningful career credit.

Youth Program Update

- Corrective Action for enrollments below target.
- Youth staff seeing an increase in calls and enrollments.
- Continue to receive support from food banks.
- Jefferson partnerships successful and marketing flyers are bringing new youth to the program.
- WEX continue to be successful. Library offering online WEX.

Youthbuild




- Begin staggering every 2-3 months to catch up due to COVID hiatus.

ADJOURN

There being no further business to come before the committee, the meeting was adjourned at 9:55 am.

Next Meeting: Tuesday, November 9, 2021 via Zoom

Olympic Consortium Board Meeting (4th Friday)
Exec OWDC Meeting (4th Tuesdays)
OWDC Full Meeting (2nd Tuesday)

 10 a.m. to 12:00 p.m. Zoom until further notice
 10 a.m. to 12:00 p.m. Zoom until further notice
 9:00 a.m. to 1:30 p.m. Zoom from 9 to 11:30 until further notice

2022

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