



OLYMPIC CONSORTIUM BOARD

DATE: Friday, January 19, 2023

TIME: 10:00 a.m. – 12:00 p.m.

LOCATION: Via [Zoom](#) Meeting ID: 985 6084 0008 | Passcode: 560497

Kitsap County Commissioners

Charlotte Garrido - *Chair*

Katie Walters

Christine Rolfes

Jefferson County Commissioners

Kate Dean – *Vice Chair*

Greg Brotherton

Heidi Eisenhour

Clallam County Commissioners

Randy Johnson

Mark Ozias

Mike French

OWDC Director

William Dowling

Program Analyst

Luci Bench

AGENDA

1. CALL TO ORDER

- a. Welcome Commissioner Brotherton to Board

2. ACTION ITEMS

- a. Approval of January 19, 2024, agenda
- b. Approval of November 17, 2023, meeting minutes (Att. 2.b., pg. 2-6)
- c. Approval of OWDC Appointment Alex Lewis (Att. 2.c., pg.7)
- d. Election Commissioner Brotherton to Olympic Consortium Board
- e. Nomination of 2024 Olympic Consortium Board Chair

3. DISCUSSION ITEMS

- a. Strategic Workforce Development Plan Project Update
- b. OWDC Director Report Out – Bill
- c. Success Stories (Att. 3.c., pg. 8-9)
- d. Performance Reports (Att. 3.d., pg. 10-11)

4. UPDATES

- a. 2024 Calendar (Att. 4.a., pg. 12)

5. [PUBLIC COMMENT](#)

6. GOOD OF THE ORDER

7. ADJOURN

NEXT MEETING: March 22nd, 2024

**OLYMPIC CONSORTIUM BOARD (OCB) & OLYMPIC
WORKFORCE DEVELOPMENT COUNCIL (OWDC)
MEETING MINUTES
November 17, 2023**

OCB ACTION
ITEMS:

1. CALL TO ORDER The Olympic Consortium Board meeting was held virtually via Zoom and in-person at Elwha Heritage Center 401 E. 1st Street Port Angeles, November 17, 2023. Charlotte Garrido, Kitsap County Commissioner, called the meeting to order at 10:05 a.m.

2. OCB

a. APPROVAL of November 17, 2023, Agenda

Motion: Kate Dean moved to approve the agenda as presented. Randy Johnson seconded the motion. **Motion carried unanimously.**

b. APPROVAL of OCB Minutes September 22, 2023 (Att.)

Motion: Kate Dean moved to approve the minutes as presented. Randy Johnson seconded the motion. **Motion carried unanimously.**

c. APPROVAL of Appointment Letters (Att.)

Motion: Randy Johnson moved to approve the letters as presented. Kate Dean seconded the motion. **Motion carried unanimously.**

CONSENT AGENDA:

3. CALL TO ORDER Olympic Workforce Development Council (OWDC) meeting was held virtually via Zoom and in-person at Elwha Heritage Center 401 E. 1st Street Port Angeles, November 17, 2023. Marlyn Hoppen, Chair, called the meeting to order at 10:13 a.m.

4. APPROVAL of OWDC Consent Agenda (Att.)

Motion: Terry Cox moved to approve the agenda as presented. Jeff Allen seconded the motion. **Motion carried unanimously.**

DISCUSSION ITEMS:

5. Veteran's Recognition

Bill thanked and acknowledged the veteran community and veterans serving on the board for their service and sacrifices. Veteran's programs are very active in our communities, especially

within our WorkSource system, and a third of our services have always targeted veterans as a priority population.

Alyssa also took the opportunity to acknowledge community partners for their service and presented both Kitsap Community Resources (KCR) and WorkSource Clallam & WorkSource Kitsap County with appreciation plaques.

6. SWDP Work Group Report Out

Luci reiterated the purpose of the strategic plan: to garner information and feedback from all stakeholders on the future of workforce development, and to come together to provide services and support to meet community workforce needs. Luci also stressed the importance of participating in the strategic process to ensure that various perspectives and create pathways and to hopefully, work towards building an OWDC taskforce. Strategic plan will further help with guidance on developing the RFP, help identifying the taskforce, incumbent worker trainings, skills/knowledge necessary for various occupations, and building partnerships and workforce strategic planning within individual organizations.

Luci also shared and updated on the strategic plan timeline, meetings for next steps inventory & analysis of the data and will be used to complete both the report/snapshot and ultimately the strategic plan. Looking to have rough drafts available to the council in January and invite feedback, and the three strategic planning groups created: economic landscape, sector strategies, and service delivery have met and will continue to meet throughout December.

a. Economic Landscape

- Broke out each county and industry since they all have different needs and wanted to address each separately. The group also thought it was important to consider bringing different chambers of commerce in for future meetings to share their perspectives.

b. Sector Strategies

- The EDCs participated in discussions. Three industries of focus were pinpointed for all counties.
 - Clallam/Jefferson : marine, forestry, and healthcare.
 - Kitsap: healthcare, manufacturing, and marine.

c. Service Delivery

- Discussed the various barriers – WIOA has 14 barriers and emphasis groups in addition to the services that need to be addressed. Highlighted

some of the services available to employers and how to integrate 211/United way into the service process.

- Creating a plan to work with the tribes in Clallam/Jefferson counties.

7. 2024 Calendar (Att.)

Bill discussed the suggested changes to the 2024 OWDC meeting calendar, options include keeping the meeting day as is or moving to the 4th Tuesday instead. The OCB meetings will not change, there will be two joint meetings (May/November). Votes were held via QR code and results will be shared at the next meeting.

8. OWDC Director Report Out – Bill Dowling

Bill shared, the OWDC attended the State Workforce Conference in Tacoma. The conference was the first time Commerce partners were present and raised over \$100k in sponsorship dollars. Labor partners were also present, Chelsea Labor Council was presented with an award, and ESD sent staff to the conference (160 individuals). NAWB Conference, 22 – 23 those interested in attending should contact Bill. The OWDC strategic plan will be in alignment with NAWB, lastly the OWDC continues to meet with other partners. The 1st quarter performance report is on target, exits and expenditures are lagging but that is typical, and we'll see a pick-up overall good.

Alyssa also shared that the Department of Commerce awarded the state \$20 million funding and the OWDC will be using their portion for incentive payments and a business navigator. ESD will manage the \$577K in funding and will hire business navigators, 2 FTE for both Kitsap and Clallam counties. Incentive payments will be issued to participants up to 12 months, must qualify for EcSA grant, and continue following their plans. New funding will also be used only for job seekers incentives, proven tests cases have also been observed. Important to note, the incentive payments count as income and may affect various benefits. Areas tested for incentive payment success include North Central and possibly Spokane. Additionally, the incentive income has presented some issues so participants will need assistance with claiming/reporting the payments.

9. One-Stop Operator Report Out – Ed Looby

Ed shared that the referral tool and other tools available to collect demographics is currently being used between partners for agency referrals and interaction follow up. They haven't seen any significant results and are still pulling information, although receiving good input it is not being used fully currently. The customer survey is being transitioned into a career pathway job form and they are currently soliciting feedback.

Mike Robinson also shared results from a recent hiring event, 40 – 50 % of participants were hired, 40 showed, and about 30 hired and there are currently about 400 helper

positions listed recently for the shipyard. There has been an increase in DVR (4) OESD decreased in office staff, Sequim and Jefferson looking to increase FTEs as traffic in offices increase. BIPOC entrepreneur meetings at Marvin Williams. Mike has been attending meetings and making connections. Access coming into office and looking to go out to Clallam, working with Rachel from AARP on creating a new position for the resource room and front desk, AmeriCorps staff will continue for another 8 months, and lastly the Partners retreat had 41 participants and looking to host the retreat next year.

COMMITTEE DEBRIEF:

10. Business and Economic Development Packet

None

11. Youth Packet (Att.)

Jeff Allen shared that West sound stem network ramping up STEM Like Me program for middle grade students to observe participating employers. 1000 students have participated in the program thus far and there are job shadow opportunities with Virginia Mason, and participants are able to visit different facilities firsthand for the different pathways available. Pathways to Success/WIOA youth biggest challenges – created meaningful work experiences and working with employers. WIOA serving the most vulnerable/barrier impacting youth in the community and working with employers “trauma informed lens”. Ed put together a workshop day and the Pathways team gave a presentation on youth challenges/barriers. Jeff also noted when we consider a strategic plan we must consider the context.

Dr. Mona Johnson presented on trauma/stress for those working in positions serving those with trauma/barriers and how to maintain the wellness and well-being of staff. This extends to the employers – disengaged and how to create opportunities to reengage youth. Pathways team worked with youth to assist with barriers and worked to address those with health barriers. Lastly, seeing an increase in disengagement in schools and increase in high school dropouts and discussed the Open Doors statewide program – dropout reengagement program, and asked, “how do we create a place to create the opportunity within the region?”

12. Operations Packet (Att.)

Mike Robinson shared that across the board all programs have shown huge increases. QUEST, monitoring by DOL upcoming – one of 4 agencies which includes the Kitsap County OWD. Jaime from KCR shared insights and trends, Zeek from DSHS shared a vision of working in partnership with Port Angeles and Port Townsend and hopes to open a CSO in Forks. Ed shared the AmeriCorps participant will continue for the next several months and recently received an applicant for Clallam.

13. Public Comment: None

NEXT MEETING: The next council meeting is January 11, 2024, via Zoom.

ADJOURNMENT: There being no further business to come before the Council, the meeting was adjourned at 12:07 p.m.



Olympic Consortium

614 Division St. MS-23, Port Orchard, WA 98366

February 1, 2024

Kitsap County Commissioners

Charlotte Garrido - *Chair*

Katie Walters

Christine Rolfes

Jefferson County Commissioners

Kate Dean – *Vice Chair*

Greg Brotherton

Heidi Eisenhour

Clallam County Commissioners

Randy Johnson

Mark Ozias

Mike French

OWDC Director

William Dowling

Program Analyst

Luci Bench

Alex Lewis, HR Director
North Olympic Healthcare Network
240 W Front St,
Port Angeles, Washington 98362

Dear Alex,

I am pleased to announce your appointment to the Olympic Workforce Development Council. Your appointment was confirmed for a term beginning February 1, 2024, continuing through February 1, 2027.

The Olympic Workforce Development Council is dedicated to the development of an innovative workforce system supporting a strong economy and community within Clallam, Jefferson, and Kitsap Counties. In conjunction with local businesses, training and education providers, and industry leaders, we strive to support an inclusive and diverse workforce. The challenges and responsibilities of individuals serving on the Workforce Development Council are genuine, and it is with appreciation that we acknowledge your commitment.

I look forward to working with you and all Workforce Development Council members as we continue to assist job seekers overcome barriers and assist employers meet their business needs.

Sincerely,

Charlotte Garrido, Chair
Olympic Consortium Board

WIOA Title IB Success Stories

January 19, 2024

Submitted by Emily Manson, WIOA Youth Service Coordinator

One young adult came to our program having dropped out of high school. She had moved here from another state so was unfamiliar with the area. This young adult had never worked before and had been out of school for several years. She struggled with homelessness and other barriers but was ready to get started on a career pathway so that she could start creating stability in her life. The program assisted her by getting her engaged with the GED preparation program at Kitsap Community Resources. With their support she was able to study for and eventually attain her GED. However, she was still unsure about a career pathway, but was interested in either social services or medical careers. The program established an internship in a social service agency, where she was able to gain more experience and knowledge about potential career pathways. Eventually, this young adult decided to enroll in college to pursue medical careers. She also co-enrolled with the Federal ECSA program and KCR's adult WIOA program. The programs collaborated to provide support to ensure that she had financial aid, acquired the books and school supplies that she needed, understood the enrollment process, and navigated setting out an educational path. She is now enrolled full time in college and works part time on campus. She earned her driver's license and has stable housing.

Submitted by Jamie Carr, Kitsap Community Resource Program Manager

Individual came to KCR South Kitsap for employment support after getting fired from 3 jobs within 6 months and struggling to understand DVR and DSHS paperwork to get the support needed to enter the workforce. Our KCR case manager was able to explain the processes and review the required documents for the participant to clearly understand the expectations of what is required by the other programs to have those services provided. Rachel was able to get the "car started" (individuals own words) and get the barrier to employment to seem like an achievable task. Participant was encouraged to apply for WIOA and is now a DVR co-enrollment. The KCR case manager was able to brainstorm with the participant on accommodations on the job and how to communicate those needs. Working with DVR to acknowledge the gaps in information about the process that had been causing a distance with the program. This partnership has identified accommodations that are needed to provide the participant the tools to succeed. This has changed how the participant reacts to situations that are unfamiliar and even had the confidence to apply to the local school district, which turned into an interview the following week. The participant came to visit the Program Manager and expressed a deep appreciation for the work KCR SK has provided and the help change the perspective to move forward with her employment goals. This participant would also bring in clothes and other items to our Northwest Hospitality Closet and had thanked us for providing a place where she can also give back in small ways to say thank you.

Submitted by Deb Kaiser, ESD QUEST Navigator

Individual who was terminated after an injury at work, has a family of 2, and wife retired with the only income was her SSI. He was denied UI benefits and was served an eviction notice. After back surgery, he was unable to do previous work, so began training for supervisory electrician. Enrolled in EcSA and QUEST, Adult on 12/5/23. Training paid by other for union training, WIOA assisted with supportive services and incentives. The participant continued looking for work and received an offer letter on Friday and started the new job on Monday, full-time at \$35/hour.

Submitted by Evan Salveson, ESD WIOA Case Manager

Individual was enrolled into state EcSA and its incentive program 3/9/2023. She was a dislocated worker qualifying as a displaced homemaker as she went through a sudden divorce and was forced to start over in life. She moved to Clallam County from Michigan where she'd lived her entire life, to stay with her sister. The client had never worked before as she had been a stay-at-home wife/mom her entire life (she is 52). She took at part-time job at FedEx but it was very hard on her body and she knew she wanted more for herself. With a lot of help from not only her WIOA Case Manager but through much help and from the LEX team at WorkSource Clallam, the client landed full-time employment. She was hired by WA State Department of Corrections as a Fiscal Technician 2 making \$4,106/month. She loves her job and speaks very highly of her assigned mentor. She is now saving to get her own place and is very thankful for everything that WIOA and the entire WorkSource Kitsap and Clallam team has done for her.

Individual enrolled into state EcSA and its incentives program on 2/7/2023. Client was working a very part-time job and really struggling financially to make ends meet. DVR paid for her to take a medical reception online course and state EcSA helped with necessary support services to help client find more stable and more fulfilling work. With a lot of hard work and perseverance the client gained full-time employment as of December 18, 2023 with Chi Franciscan (Tacoma) as a Patient Care Companion making \$22.61/hour. Support services and incentives allowed client to catch up enough to make finding full-time employment a reality and client loves her new job. Long term she wants to save up enough to buy a small lot for her trailer.

Submitted by Kim McArdle, ESD WIOA Case Manager

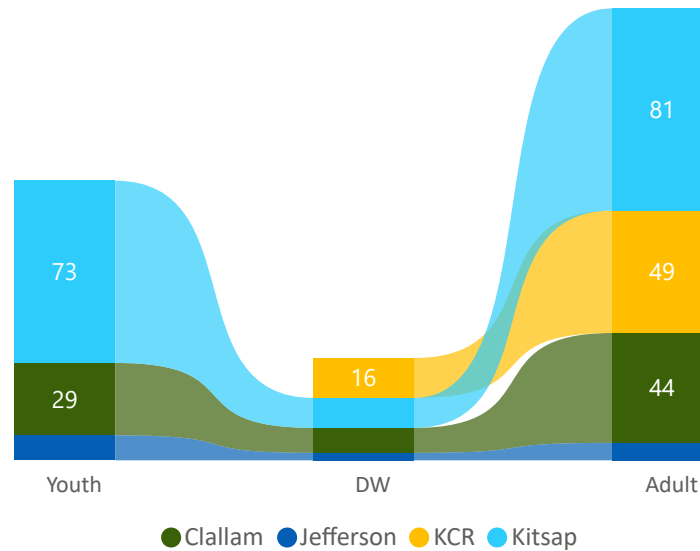
Individual enrolled in the Peninsula College CDS classes to earn his CDL A. When he arrived, he had his own excavation business. He put all funds back into the business and was taking no salary. His business was losing money hiring contracted drivers to deliver their equipment to job sites. He completed his CDL A training and is now earning 120,000.00 Annually.

WIOA Formula Performance Report

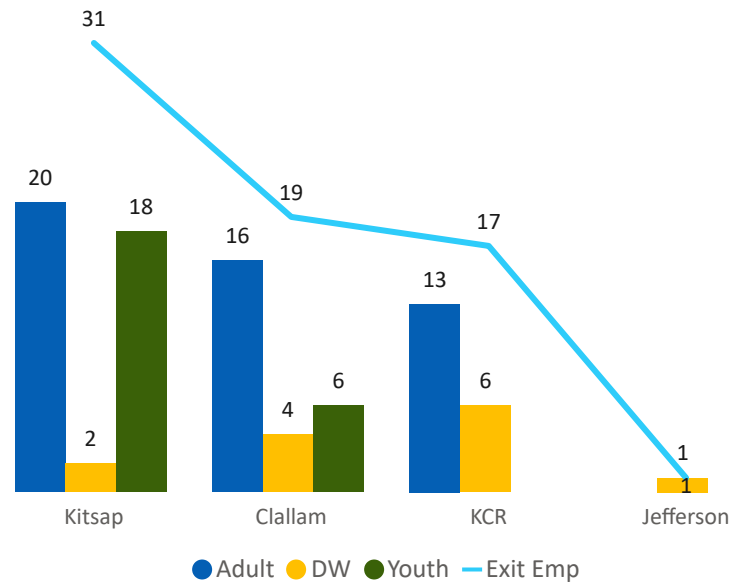
01/02/2024

Office	Program	Current	Enrollments	Enroll Targets	Enroll %age	Exits	Exit to Employ	Exit Employ Targets	Exit Employ %age	Self Emp	Self Emp Targets	Actual Expenditure	Target Expend	Expend %age
Clallam	Adult	28	44	26	● 169.23%	16	11	3	● 366.67%	1	0	36,888	62,112	◆ 59.39%
Jefferson	Adult	7	7	3	● 233.33%			2			0	15,480	30,374	◆ 50.96%
KCR	Adult	36	49	36	● 136.11%	13	12	18	◆ 66.67%	1	1	41,192	30,937	● 133.15%
Kitsap	Adult	61	81	62	● 130.65%	20	16	4	● 400.00%	1	0	32,806	28,647	● 114.52%
Clallam	DW	6	10	5	● 200.00%	4	3	2	● 150.00%	1	0	29,799	84,335	◆ 35.33%
Jefferson	DW	2	3	2	● 150.00%	1	1	0	Infinity		0	12,487	27,867	◆ 44.81%
KCR	DW	10	16	14	● 114.29%	6	5	6	◆ 83.33%	1	1	21,465	31,715	◆ 67.68%
Kitsap	DW	10	12	12	● 100.00%	2	2	5	◆ 40.00%		0	40,715	111,164	◆ 36.63%
Clallam	Youth	23	29	28	● 103.57%	6	5	3	● 166.67%			32,352	42,340	◆ 76.41%
Jefferson	Youth	10	10	10	● 100.00%			0				9,779	12,187	◆ 80.24%
Kitsap	Youth	55	73	71	● 102.82%	18	13	7	● 185.71%			70,372	47,533	● 148.05%
Total		248	334	269	124.16%	86	68	50	136.00%	5	2	343,335	509,211	67.42%

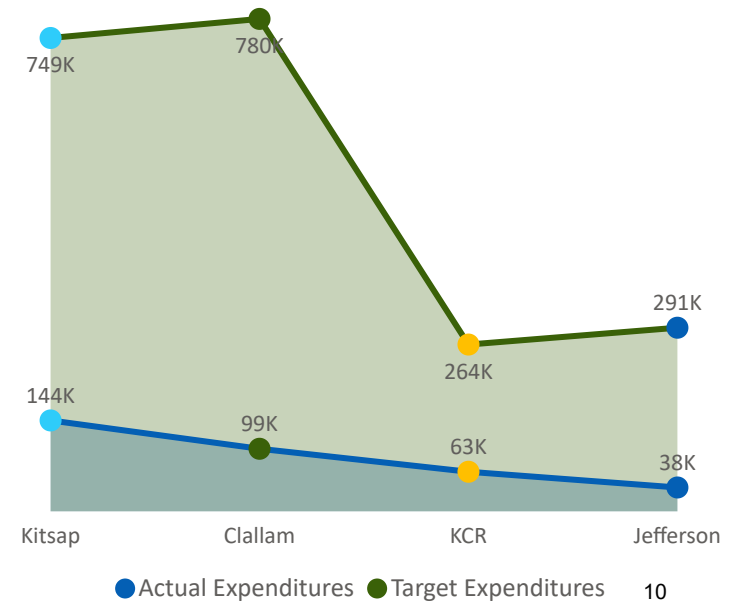
Enrollments



Exits



Expenditures v. Targets





Performance Reports

Adult, Dislocated Worker & Youth

Program	Current	Enrollments	Enroll Targets	% PE	Exits	Exit to Employment	Employ Targets	% ExitEmp	Self Emp	Self Emp Targets	Actual Expenditure	Target Expen	%Expend
Adult	132	181	127	142.52%	49	39	27	144.44%	3	1	126,366	152,070	83.10%
DW	28	41	33	124.24%	13	11	13	84.62%	2	1	104,466	255,081	40.95%
Youth	88	112	109	102.75%	24	18	10	180.00%			112,503	102,060	110.23%
Total	248	334	269	124.16%	86	68	50	136.00%	5	2	343,335	509,211	67.42%

Formula Services

Program	Individualized	Support	Training
Adult	181	49	79
DW	41	14	12
Youth	112	100	87
Total	334	163	178

State Economic Security for All

Current	Enrollments	Enroll Target	Enroll %age	Exits	Exit To Employment	Target Employ	Exit %age	Actual Expenditure	Target Expend	Expend %age
56	73	17	429.41%	17	15		Infinity	28,733	35,910	80.01%

State EcSA Services

Enroll	Individualized	Support	Training	Incentives
73	72	44	52	48

Federal Economic Security for All

Current	Enrollment	Enroll Target	Enroll %age	Exits	Exit to Employment	Target Employ	Exit %age	Actual Expenditures	Target Expend	Expend %age
34	66	64	103.13%	32	23	17	135.29%	340,910	316,823	107.60%

EcSA Services

Enroll	Individualized	Support	Training
66	66	26	21



QUEST

Current	Enrollments	Enroll Target	Enroll %age	Exits	Exit to Employment	Target Employ	Exit %age	Actual Expenditure	Target Expend	Expend %age
27	34	11	309.09%	7	6	8	75%	72,077	117,752	61.21%



QUEST Services

Enroll	Individualized	Support	Training
34	34	13	26

OCB Meeting (3rd Fridays)
 OWDC Meeting (2nd Thursday)

 10 a.m. to 12 p.m.
 10 a.m. to 12 p.m.

OCB - OWDC Combined Meeting
 Exec OWDC Meeting (2nd Tuesdays)

 9 a.m. to 12 p.m.
 10 a.m. to 12p.m.

2024

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	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			

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				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						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					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 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	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				

May						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	9	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						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						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	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						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				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

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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					

October						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		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						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					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

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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				