

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MINUTES OF MEETING NO. 164
July 25 & 26, 2012**

Ms. Cindy Zehnder called the Workforce Training and Education Coordinating Board (Workforce Board) meeting to order at 8:40 a.m. at The Evergreen State College in Olympia. The following Board members and officers were present:

Cindy Zehnder, Chair

Beth Thew, Representing Labor
Amy Johnson for Don Brunell, Representing Business
Creigh H. Agnew, Representing Business, Vice Chair
Lutz Ziob, Representing Business
Jeff Johnson, Representing Labor
Mark Mattke, Representing Local Government
Jim Crabbe for Charlie Earl, State Board for Community and Technical Colleges
Kathleen Lopp for Randy Dorn, Office of Superintendent of Public Instruction
Paul Trause, Employment Security Department
David Stillman for Robin Arnold-Williams, Department of Social and Health Services
Leigh Felton for Rogers Weed, Department of Commerce

Eleni Papadakis, Executive Director

Chair's Report

Ms. Cindy Zehnder welcomed Board and staff and introductions were made. Ms. Zehnder opened the 2012 Workforce Board Retreat with an overview of the importance of planning for the upcoming year. She announced that she would be stepping away from the Retreat for a short time and Ms. Creigh H. Agnew would be acting as Chair in her absence.

Motion 12-164-01

Ms. Beth Thew moved to adopt the June 28, 2012 minutes. Mr. Jeff Johnson seconded the motion. The motion passed.

Director's Report

Ms. Eleni Papadakis shared information on the upcoming National Governors Association Chairs and Liaisons Conference being held in Seattle August 5-10. She briefly highlighted the agenda for the conference and asked Board members to let her know if they were interested in attending any site visits.

The Future Workplace: Industry Perspectives

Mr. Lutz Ziob moderated the panel discussion. The panelists included: Mr. Norman Salmon, President of Hummingbird Scientific Manufacturing, Ms. Suzanne Allen, University of Washington School of Medicine, and Mr. Suyash Sinha, Microsoft. The panel was asked a series of questions and spoke about

their workforce needs in their respective fields. Mr. Sinha presented a short video on “Gearing Education and Workforce for the Future.”

Mr. Jim Crabbe asked the panel members to explain how they look for new employees, and to talk about how the education system could define the career paths differently so students are more prepared for securing a job after graduation. Mr. Salmon replied by saying he goes directly to the colleges to offer students jobs. He looks at engineering students if he’s interested in employing an engineer. He is actually interested in teaching students to do math manually as opposed to using a computer or a calculator. Mr. Jeff Johnson offered a Labor perspective and Mr. Salmon acknowledged interest in the apprenticeship program. Mr. Johnson asked Ms. Allen about the students that stay where they train, and asked if she relocated many students to where the need is. She explained that 75 percent of the students in the WAMI program return to where they’re from or where they train. Ms. Beth Thew asked about the transition of the student to the real world. Ms. Allen replied that clinical students are required to work in the real world as part of their training. She explained that in some cases it helps students discover if the job they are training for is the right job for them. Mr. Salmon mentioned he has employed high school students for an internship program at Hummingbird Scientific Manufacturing. Mr. Paul Trause asked for clarification on narrow training skills sets. Mr. Sinha said that foundational skills are critical. He said that if an individual has the basic skills, they can be trained to the specifics of the job. Ms. Creigh Agnew asked if the educational system should focus more on soft skills.

National Progress towards a “Multiple Pathways” Strategy

Ms. Kimberly Green presented on national progress towards a “Multiple Pathways” strategy. She stated that multiple pathways aren’t new for Career and Technical Education (CTE), but it has gained great prominence and visibility due to the *Pathways to Prosperity* report. She also spoke about the skills gap and that the multiple pathways strategy engages learners earlier in thinking about careers and helping them find focus in matching their interests and talents. She went on to talk about adults with skill gaps, and how re-engaging with the workforce, matching talents and interests, as well as prior work experience has worked. For many adults, their strength is their work ethic but the challenge is the struggle with the use and integration of technology.

State Integrated Workforce Plan (Action)

Mr. Martin McCallum presented the materials for Tab 2. The Workforce Board and the Employment Security Department (ESD) are jointly responsible for developing the State Integrated Workforce Plan for Workforce Investment Act (WIA) Title I-B and the Wagner-Peyser Act. The Workforce Board, in consultation with ESD is responsible for recommending Governor approval of the plan. This five-year plan covers the period from July 1, 2012, to June 30, 2016. Workforce Board and ESD staff developed this plan using DOL’s plan format (Training and Employment Guidance Letter No. 21-11 and OMB #1205-0398).

Section I of the plan describes the goals, objectives, and strategies in *High Skills, High Wages 2008-2018* and it provides web links to the economic, demographic and performance accountability chapters in *High Skills, High Wages 2008-2018*. Section II describes the role of the Workforce Board serving as the state’s Workforce Investment Board for purposes of WIA. Section II also provides, in detail, a description of the state’s WIA operating systems and policies supporting *High Skills, High Wages* strategies. It describes services to targeted populations, covers Wagner-Peyser agricultural outreach, and includes requests for three waiver extensions. Section III is an Assurances check list referencing program policy documentation via electronic links. The Assurances check list is to be signed by the Governor. The plan was broadly

distributed in June 2012 and received comments during four public meetings and this input was considered in the development of the final plan.

Ms. Beth Thew asked if there were any changes or highlights from previous submissions. Ms. Amy Johnson asked if the two public forums that are scheduled in August will be considered. Mr. McCallum explained that comments from all the public forums will be considered. Mr. Mark Mattke thanked the Board for its response on the performance targets.

Motion 12-164-02

Ms. Beth Thew moved that the Workforce Training and Education Coordinating Board recommend to the Governor the approval of the 2012-2016 State Integrated Workforce Plan for the Workforce Investment Act and the Wagner-Peyser Act. Ms. Creigh H. Agnew seconded the motion. The motion passed.

High Skills, High Wages 2012 – 2022: Advancing the Multiple Pathways Approach

Mr. Bryan Wilson presented a Power Point on Advancing the Multiple Pathways Approach. Mr. Wilson reviewed what is already in place in Washington and what remains as the biggest gaps in implementing a multiple pathways framework.

Ms. Cindy Zehnder thanked Mr. Wilson for putting together the framework for the discussion. Ms. Amy Johnson asked Ms. Eleni Papadakis about the Workforce Innovation Fund grant. Ms. Beth Thew asked about training for dislocated workers and veterans. Mr. Mark Mattke asked about prior learning and gaining credit for being in the workplace and how that could be measured.

Day one of the retreat adjourned at 3:07 p.m.

Day Two (reconvene)

Ms. Cindy Zehnder called the second day of the Workforce Training and Education Coordinating Board (Workforce Board) meeting to order at 9 a.m. at The Evergreen State College in Olympia. The following Board members and officers were present:

Cindy Zehnder, Chair

Beth Thew, Representing Labor, Vice Chair

Amy Johnson for Don Brunell, Representing Business

Creigh H. Agnew, Representing Business

Lee Ann Caylor for Lutz Ziob, Representing Business

Lori Province for Jeff Johnson, Representing Labor

Mark Mattke, Representing Local Government

Jim Crabbe for Charlie Earl, State Board for Community and Technical Colleges

Paul Trause, Employment Security Department

Andres Aguirre for Robin Arnold-Williams, Department of Social and Health Services

Leigh Felton for Rogers Weed, Department of Commerce

Eleni Papadakis, Executive Director

Ms. Cindy Zehnder welcomed the Board to the second day of the retreat. She announced that the first agenda item would be a video conference call with Mr. Scott Cheney of Senator Patty Murray's office. Mr. Jim Crabbe shared that the three finalists for the Executive Director position at the State Board for Community and Technical Colleges were announced. He also said the final decision for the Executive Director would be announced August 10, 2012.

Local Perspective from Workforce and Economic Development

The Board heard a presentation from Ms. Marlena Sessions and Mr. Jeff Marcell on Workforce and Economic Development in King County.

Workforce Innovation Grant

Ms. Lori Province and Ms. Amy Johnson presented information on the Workforce Innovation Grant. Ms. Creigh H. Agnew thanked Ms. Johnson and Ms. Province on their hard work going through the grant process. Ms. Eleni Papadakis reminded Board members that the idea for this grant process came from the Workforce Board Retreat 2011.

Workforce Board Priorities for 2012-2013

Ms. Creigh H. Agnew recapped the retreat and started the discussion for the Workforce Board's priorities for 2012-2013. Ms. Agnew appreciated the video conference with Mr. Scott Cheney and stated it was a great way to have a conversation without the expense. Emphasizing that state agencies will be asked to do more with less money, exploring every money-saving opportunity is beneficial to the agency. The Board expressed interest in the following items in the coming year.

- Work-Based Learning
- Industry-based certifications
- "Soft" skills
- Employer engagement
- Uses of Perkins
- High school graduation rates
- Comprehensive Guidance
- Programs of Study
- Skill Panels and Centers of Excellence
- WIA 10 percent (if available)
- Credit for Prior Learning
- Student Achievement Council
- Apprenticeships
- On-the-Job Training
- GED-Ability to Benefit

Day two of the retreat adjourned at 4:07 p.m.