

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 197
January 6, 2016**

WASHINGTON STATE WORKFORCE DEVELOPMENT PLAN

BACKGROUND

As amended in 2009, the Workforce Training and Education Coordinating Board's (Workforce Board) statute states:

“The board shall develop a state comprehensive plan for workforce training and education for a ten-year time period. The board shall submit the ten-year state comprehensive plan to the governor and the appropriate legislative policy committees. Every four years by December 1st, beginning December 1, 2012, the board shall submit an update of the ten-year state comprehensive plan for workforce training and education to the governor and the appropriate legislative policy committees. Following public hearings, the legislature shall, by concurrent resolution, approve or recommend changes to the initial plan and the updates. The plan shall then become the state's workforce training policy unless legislation is enacted to alter the policies set forth in the plan.” (RCW 28C.18.080)

Enacted October 2014, the federal Workforce Innovation and Opportunity Act (WIOA) requires the state to develop a strategic plan, with components that closely align with our state's strategic plan, including a comprehensive analysis of economic and workforce data. The plan must identify the key strategic priorities that will meet the state's mission and goals to improve the system by helping more people find and keep jobs which lead to economic self-sufficiency, with a focus on disadvantaged populations. The plan should also help close skill gaps for employers, with a focus on in-demand industry sectors and occupations.

The Board has been immersed in each stage of WIOA implementation, beginning in October 2014, when you received your first introduction to the new Act. You were appointed the state's Workforce Board under WIOA by Governor Inslee during that same meeting. You heard about the depth of work ahead for the state to be ready to submit Washington's WIOA plan by March 3, 2016. Business and labor leaders stepped into the roles as co-chairs in the planning process, and you adopted a plan to accomplish the work through a committee structure.

At the July Board retreat, you decided that the state's required WIOA plan should be combined with the state's strategic workforce plan. The presentation on the workforce and economic data chapters informed the Board's identification of key strategic priorities for the combined plan:

- Business Engagement
- Integrated Service Delivery/Streamlined Customer Service
- Accessibility and Technology
- Performance Accountability

This fall, public forums across the state provided opportunities to gather input on the strategies. More than 400 people participated and generally supported these priorities.

Concurrent to the forums, staff convened a writing team of 35 stakeholders to undertake development of the strategic plan component. This team met weekly and devoted considerable time to ensure that each priority's chapter reflected the vision and strategies that will enable the state's workforce development system to accomplish the goals over the next four years.

In November you approved a new name of the state's plan, *Talent and Prosperity for All: The Strategic Plan for Unlocking Washington's Workforce Potential*. You adopted the draft plan and moved it forward into the public comment period, which closed on December 15.

The state's plan is more than just the strategic portion, as the operational component addresses the actions necessary to accomplish the goals. Another team of writers convened to draft this portion of the plan. There are specific criteria that WIOA requires for federal consideration, so this part of the plan is the most detailed. Because Washington's plan is a combined plan, additional stakeholders shared in this coordinated activity. Besides addressing the individual program requirements outlined under WIOA, these stakeholders also devoted significant time and effort identifying what can be done as a system to accomplish the goals.

Today you have the proposed final draft of the full state plan. You will have the opportunity to hear from some of our system partners as they talk about the plan from their perspective, responding to the following questions:

1. From WIA to WIOA - what are the major changes to your program(s)?
2. What innovations does the Act bring about for your program(s) - and how will they affect the Workforce system clients (current and future jobseekers and businesses)?
3. What opportunities does the Act provide for your program(s) - how might these affect the Workforce system clients?
4. What changes do you see with this new level of partnership within our combined plan?

The proposed final draft is included in this tab for adoption by the Board, moving it into the public comment period before it is forwarded to the Governor and Legislature. The final plan will be submitted as the state's strategic plan under the federal Workforce Innovation and Opportunity Act by March 3, 2016.

This is a four-year plan. However, it will go through a review after the first two years. At that time, the state will evaluate progress in meeting projected timelines and outcomes. Modifications to the plan can be made at that time.

Board Action Requested: Discussion and adoption of the Recommended Motion.

RECOMMENDED MOTION

WHEREAS, Washington State statute requires the Workforce Training and Education Coordinating Board (Workforce Board) to develop a state strategic plan for the workforce development system; and

WHEREAS, the Workforce Board identified four key strategic priorities that will provide guidance for improvement of the state's workforce system, and

WHEREAS, there has been broad stakeholder input in drafting the state workforce development plan; now

THEREFORE, BE IT RESOLVED, the Workforce Board approves the draft plan, *Talent and Prosperity for All: The Strategic Plan for Unlocking Washington's Workforce Potential*; and

BE IT FURTHER RESOLVED, the Workforce Board directs that the plan move to the next phase of plan approval, the public comment and input period; and

BE IT FURTHER RESOLVED, the Workforce Board will review and take action on the final state strategic workforce development plan in February 2016, before it is forwarded to the Governor and the Legislature.