

**WASHINGTON STATE  
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD  
MEETING NO. 162  
MAY 3, 2012**

**PROGRESS REPORT ON HIGHS SKILLS, HIGH WAGES 2008-2018**

In preparation for updating High Skills, High Wages, the Board requested a progress report on the state strategic plan for workforce development adopted in 2008. This tab contains the progress report that will be presented to the Board at the May meeting.

**Board Action Requested:** None. For discussion purposes only.

## **Progress Report on *High Skills, High Wages 2008-2018***

### **Youth Objective 1**

*A K-12 Guidance and Counseling System provide students and their parents with a curriculum to individually plan their pathways and prepare for future education and/or work after high school.*

- Since 2007, 827 grants for comprehensive guidance have been provided to 351 schools in 149 districts statewide. Sixty-two percent of the schools have continued with the program after funding ran out.
- The State Board of Education developed a proposed definition for the High School and Beyond Plan graduation requirement that incorporates the key elements of a career guidance curriculum (consistent with Navigation 101). The definition is not yet in rule however because there are insufficient funds to support the guidance activities required under the proposed rule.

**Long Term Goal:** *No later than 2018 all middle and high schools in the state have in place all five elements of the K-12 Guidance and Counseling System that includes community, business and labor collaboration.*

### **Youth Objective 2**

*All students leave high school prepared for success in further education and/or work.*

- **Multiple Pathways:** Harvard published "Pathways to Prosperity," and the state House passed the Career Pathways Act.
- **Opportunity Internships and Jobs for Washington's Graduates:** The Legislature enacted statutes and funding for these two programs designed to prepare students for college and careers.
- **Programs of Study:** State work groups are in the process of designing model Programs of Study in Aerospace/Manufacturing, Information Technology, Healthcare and Agriculture. The models will articulate secondary and postsecondary education and result in industry-based certifications where applicable.

**Long Term Goal:** *No later than 2018 all high school students across Washington have the option to complete a Career and Technical Education sequence that matches their career interests, articulates with postsecondary education and results in industry certification where applicable.*

## Youth Objective 3

*All students graduate from high school.*

- **Graduation Rates** - In 2011 the on-time graduation rate was 75 percent, up from the 72 percent rate in 2008. The extended graduation rate in 2011 was 81 percent, an increase over the 77 percent rate in 2008.
- **PASS Act** - The legislature enacted the Pay for Actual Student Success Act including a system of financial awards for high schools that demonstrate improvement in certain dropout prevention indicators.
- **Building Bridges** - Funding continues during the current biennium, but at 50 percent of the level of the previous biennium. Reduced funding has resulted in grants going to just three school-community partnerships for the 2010-2011 school years. Fifteen other school-community partnerships have been funded since 2007-2008.
- **Dropout Reduction, Intervention & Reengagement** - Legislation - Puts Washington on course for a comprehensive system.
- **Basic Education Definition** - Now includes activities in reengaging youth up to 21 years.

**Long Term Goal:** *No later than 2018 every local community in the state will have an effective school/community partnership that provides a comprehensive dropout prevention, intervention and re-engagement system for ALL youth, including those who have dropped out or who are at risk of dropping out.*

## Youth Objective 4

*Reduce unemployment rates among older youth, and improve their career prospects.*

- **Career Pathways** - The state House of Representatives passed the Career Pathways Act.
- **Workforce Innovation Fund grant** - Washington submitted a \$6 million grant proposal to the Department of Labor to fund Workplace-Integrated Learning for WIA Title I eligible youth.
- **Recognition of Work Experience Programs** - Best Practice Award for the SODO, Inc. program and growing awareness of programs such as this.

**Long Term Goal:** *No later than 2018 there is a comprehensive state strategy to help unemployed older youth reconnect with work and/or further education opportunities.*

## Adult Objective 1

*Increase the number of adults who have at least one year of postsecondary training.*

- **The number of adults who completed** at least one year of postsecondary education or training at a community or technical college, a private career school, or an apprenticeship program increased from 27,442 in 2007 to 28,659 in 2010.

- **The Opportunity Grant Program** - that provides financial aid and support services to low income workforce education students increased from \$7.5 million and 2,000 student FTEs in 2007 to \$12.5 million and 3,800 student FTEs in 2011.
- **The Student Achievement Initiative** - There was a 31 percent increase in the number of student milestone points from 2007 to 2011.

**Long Term Goal: No later than 2018:**

- *More adults attain at least one year of postsecondary training and a credential.*
- *Washington covers the tuition costs for the 13<sup>th</sup> year for workforce education students.*
- *More individuals receive the support services they need to enter and complete postsecondary training.*
- *More students achieve critical milestones at community and technical college programs as evidenced by the Student Achievement Initiative.*

## Adult Objective 2

*Postsecondary education and training provides effective opportunities for going in and out of training over the course of life-long learning.*

- **E- Learning/Online Learning opportunities** - In 2010-2011, 31,395 community and technical college student FTES, one-fifth of all enrollments, were served through E-Learning, an increase of 90 percent since 2007.
- **Open Course Library** - Online materials for 42 of the state's highest-enrolled courses, including textbooks, freely available online under an open license for use by the state's 34 public community and technical colleges, four-year colleges and universities, and anyone else worldwide.
- **Credit for Prior Learning** - The colleges and universities are currently redesigning their processes for assessing and granting credit for prior learning. Each two-year college is required to have a process for assessing prior learning and granting college credit for prior learning. Beginning in the fall of 2012, for the first time, the two-year colleges will track the PLA credits granted by the college system.
- **Individualized Certificate Programs** - Four community colleges have agreed to begin piloting ICPs in the fall of 2012.

**Long Term Goal: No later than 2018, the majority of working adults engage in training each year, including workplace-based learning.**

## Adult Objective 3

*Adults with barriers to employment and training enter education and career pathways that lead to self-sufficiency.*

- **I-BEST** - In 2011, 157 I-BEST programs served 3,400 students, a three-fold increase since 2007. There were 43,150 students enrolled in basic skills at community and technical colleges in 2011.

- **Basic Food, Employment and Training Program** - Provides federal dollars to match state dollars for employment and training services to food stamp recipients not in TANF. There are now 19 colleges drawing down \$6.3 million and serving 7,909 students in 2011.
- **Division of Vocational Rehabilitation** - The Retooling partnerships with WorkSource are providing professional development for staff and OJT opportunities for DVR customers.
- **Veterans - Employers** are now able to indicate a hiring preference for veterans and search for job seekers who are veterans through Go2WorkSource.com.

**Long Term Goal: No later than 2018:**

- *More adults with barriers to employment and training become employed in middle and higher wage jobs.*
- *The majority of Adult Basic Education programs at community and technical colleges are integrated with occupational skills training.*

## **Adult Objective 4**

*The WorkSource system provides integrated and effective customer service without barriers associated with separate, individual programs.*

- **WorkSource Service Delivery Policies** - Seven system policies went into effect on July 1, 2010, joining two policies that were implemented the previous year. These policies are intended to help Workforce Development Councils and partners meet each customer's needs, regardless of program or funding source.
- **Retooling Washington's Workforce** - Increased efforts to coordinate business outreach among programs and organizations serving employers.
- **North Seattle Community College Opportunity Center for Employment and Education** - Became fully functional in 2011, integrating services across many workforce and social service programs.
- **ESD Training Academy** - Opened its doors in June 2009 with classes on employment counseling, business services, customer flow and more, for WorkSource and partner staff.

**Long Term Goal: No later than 2018:**

- *WorkSource is a functionally integrated service delivery system that measurably improves the employability of its customers.*

## Industry Objective 1

*The workforce development system supplies the number of newly prepared workers needed to meet current and emerging employer needs.*

- **Closing the Mid-Level Supply/Demand Gap** - The annual supply of newly prepared mid-level workers per year is now 80 percent of the expected annual demand in 2018, an improvement from the 74 percent reported in HSHW 2008.
- **Increasing the Supply of Health Care Personnel** - The number of students completing ADN and BSN registered nurse programs at two- and four-year colleges increased by 18 percent between 2007 and 2010, and is now very close to matching labor market demand.
- **Increasing the Supply of Aerospace Workers** - Air Washington received a \$20 million grant from the Department of Labor to increase training for aerospace workers. As requested by the Governor, the 2012 legislature appropriated funds to expand secondary school programs for aerospace, funds to expand engineering capacity at U.W. and W.S.U., and funds for coordination, research, and evaluation of aerospace programs. Also, the Governor invested WIA funds to expand the capacity to train workers for aerospace.

**Long Term Goal: No later than 2018:**

- *Raise mid-level degrees and certificates to 36,200 annually, an increase of 9,400 degrees and certificates annually.*

## Industry Objective 2

*The workforce development system strengthens Washington's economy, focusing on strategic industry clusters as a central organizing principle.*

- **Strategic Cluster Policy** - The 2009 Legislature enacted HB 1323 establishing strategic industry clusters as a central organizing focus for workforce and economic development. The Workforce Board adopted the strategic cluster policy for workforce development and collaborated with the WDCs to identify strategic clusters in each area of the state.
- **Centers of Excellence** - The 2009 Legislature codified Centers of Excellence.
- **High Demand Programs of Study** - The 2012 Legislature earmarked funds for college and university student enrollments in science, technology, engineering, and math.

**Long Term Goal: No later than 2018:**

- *Washington's workforce and economic development programs have established track records of effective service to the strategic industry clusters in Washington.*
- *Washington's workforce development system prepares the number of workers needed to fill job openings in strategic industry clusters.*

## Industry Objective 3

*Current and dislocated workers, and job seekers receive education and training that builds competitive skills and businesses.*

- **Worker Retraining Program** - The number of participants in the Worker Retraining Program administered by SBCTC increased from 10,529 in 2007 to 19,562 in 2011.
- **SB 5809** -During 2009-2011, SB 5809 provided \$6 million in state funds to leverage training funded by WIA. The combined total of \$21.5 million funded support services and training for nearly 8,700 individuals.
- **Retooling Washington's Workforce Long-term Unemployed initiative** - Provides data and coordinates efforts to serve the approximately 75,000 individuals who have exhausted their unemployment insurance benefits.
- **OJT Investments** - Since July 2010, there have been over 1,000 participants in OJTs, with 86 percent of the participants completing training before leaving, and 71 percent employed.
- **Microsoft E-Learning** - 14,917 individuals have started one or more Microsoft E-Learning courses available through WorkSource and 5,897 have completed at least 75 percent of a course.
- **Workplace Digital Learning** - In January 2012 The Workforce Board and its state and local partners began implementing the workplace digital learning demonstration project funded through a congressional general appropriation.
- **Life-Long Learning Accounts (LiLAs)** - The 2012 legislature enacted a bill recognizing LiLAs in state statute and directing the Workforce Board to promote their use.
- **Workforce Training Results 2011** - WTR 2011 reports that the state's largest programs for dislocated workers, the Worker Retraining Program and the WIA Title I Dislocated Worker Program, both have strong positive net impacts on participants' employment rates and earnings.

**Long Term Goal: No later than 2018:**

- *A majority of mid- and lower-wage employees receive training from either their employers or the workforce development system.*
- *Dislocated worker programs are easy to navigate and enable good wage replacement results.*