



Workforce Training and Education Coordinating Board

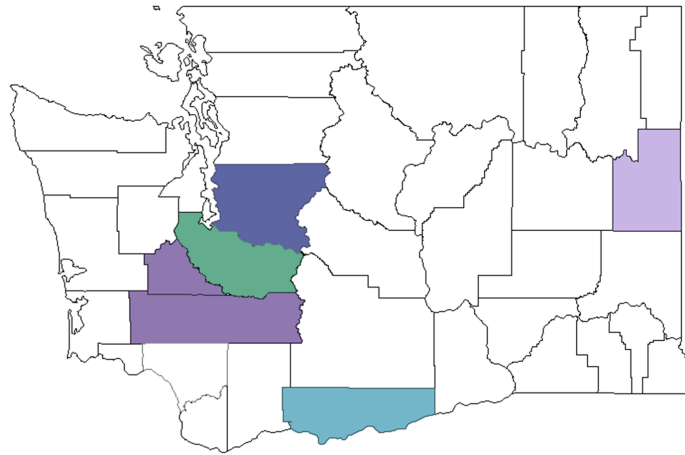
# Upskill-Backfill Initiative

A new project overseen by the state’s Workforce Board is helping businesses across the state advance the skills and careers of their current workforce, while “backfilling” the newly open positions with needed entry-level hires.

Upskill-Backfill leverages public and private resources to help more Washington workers get ahead, while boosting business productivity in key industries throughout the state.

It’s part of a larger effort to accelerate the state’s workforce plan, “Talent and Prosperity for All,” also known as TAP. Governor Inslee invested \$3 million in federal Workforce Innovation and Opportunity Act funding in the TAP plan, with a little over half of that going to Upskill Backfill projects.

## Boosting productivity statewide in key industries



## Project Highlights

**3** sectors—healthcare, construction, manufacturing

**5** regional workforce development councils

**6** counties/locations

**7** projects

**18** months long

**19** business partners

**\$1.5** million in business & local

**\$1.6** million in federal funds

**540**

Employees gain new skills, advance careers

**300**

New hires for entry-level positions left open by advancing workers

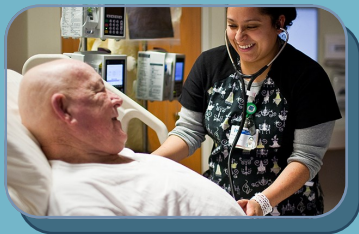
**King County:** Construction, Healthcare, Manufacturing

**Pierce County:** Construction

**Lewis & Thurston counties:** Healthcare

**Klickitat:** Manufacturing

**Spokane:** Healthcare



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## Initiative Goals

- Businesses boost productivity, gain competitive edge.
- Workers increase income, advance their careers and employability.
- Additional entry-level workers hired to “backfill” newly open positions.
- Unemployed Washingtonians, especially those with barriers, get jobs.
- Businesses prepare for wave of retirements through targeted training.