# Workforce
## Training & Education Coordinating
### Board
WASHINGTON

## BOARD MEETING AGENDA
### June 9, 2021 | 9:00 a.m. – 1:00 p.m. | Meeting No. 249
Click Link to Join Zoom Meeting
https://zoom.us/j/99892451717?pwd=NEJwQllXTlRWSUNySXl2TlBLc3AwQT09
Meeting ID: 998 9245 1717   |   Password: 780404

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| 9:00 p.m. | **Call to Order** | |
| | • Welcome and Introductions | |
| | | |
| 9:10 a.m. | **Overview of Parameters and Topics of Interest** | **1** |
| | • Nova Gattman, Workforce Board | |
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| 9:25 a.m. | **Spotlight on Board Research: Net Impact Analysis & Business Engagement Studies** | |
| | • Chris Dula, Workforce Board | |
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| 9:45 a.m. | **Topic 1: Next Generation Workforce System** | |
| | • Eric Wolf, Workforce Board | |
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| 10:05 a.m. | **Topic 2: Career Bridge: Improving Jobseeker and Student Decision-Making** | |
| | • Marina Parr, Workforce Board | |
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| 10:25 a.m. | **Topic 3: IT Pathways and Digital Equity** | |
| | • Eleni Papadakis, Workforce Board | |
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| 10:55 a.m. | **Break** | |
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| 11:10 a.m. | **Breakout Rooms: Pick Your Favorite Topic & Think About Next-Steps** | |
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| 11:40 a.m. | **Discussion: Continuing the Board Focus on the Future of Work** | |
| | • Nova Gattman, Workforce Board | |
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| 11:55 a.m. | **Preview: Addressing the Public Benefits Cliff** | |
| | • David Stillman, DSHS | |
| | | |
| 12:15 p.m. | **General Discussion & Requests for Staff** | |
| | • Nova Gattman, Workforce Board | |
| | | |
| 1:00 p.m. | **Meeting Wrap-Up and Adjourn** | |

# Tab 1

Tab 1

# Workforce System Legislative Agenda Planning

**PRESENTER NAME: Nova Gattman**

**BOARD MEETING DATE: 6/9/21**

**DISCUSSION TIME ALLOTTED: 4 hours**

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| **ISSUE/SITUATION:** Be concise - 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed. | **THE ISSUE/OPPORTUNITY IS:**<br><br>Board and staff will continue the conversation on potential items for the workforce system's 2022 Legislative Agenda. Staff have summarized the conversation from the June 2meeting, and have prepared presentations and discussions to help the Board narrow down the list of ideas. |
| **TAP STRATEGIC PRIORITY:** Which TAP strategic priority or priorities does this recommendation support? Can you tie to specific goals and objectives in TAP? Briefly describe these connections. If the connection is unclear, describe why this is of consequence to the Workforce Board and/or workforce system. | **THIS IS IMPORTANT TO THE WORKFORCE SYSTEM BECAUSE:**<br><br>The opportunity is for the Workforce Board to coalesce around key levers to advocate for strategies and tactics to improve economic outcomes for Washington's workers and businesses. Given the challenges for our business and workers in the last year, now is a prime opportunity to begin to set the parameters for our system's role in the 2022 Legislative Session and beyond—including in the federal policy arena. |
| **BACKGROUND:** Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation? | A Workforce Board legislative advocacy agenda will allow Business, Labor, and Government to be united in pursuing support from the Legislature and Congress to move key issues forward that will best position the workforce system to play a key role in the state's economic recovery. A system agenda provides a more narrowed and stronger focus on a small set of issues critical to the workforce system, while not prohibiting advocacy for items that are not listed.<br><br>Developing a small, targeted list of legislative priorities allows Board members and stakeholders to have a much deeper knowledge of key items on the list, allowing for increased participation and advocacy for the workforce system goals before policymakers.<br><br>This meeting's discussion will cover the following topics:<br><ul><li>Review of June 2 Discussion—Identified parameters and areas of interest for further discussion. Board staff have summarized the discussion on the following pages.</li><li>Spotlight on Workforce Board research—Net Impact and Employer Survey. Board staff member, Chris Dula, has been the lead researcher on two key studies over the last two years—one focused on the net impact of workforce programs, and one that looks at business engagement with the workforce system. Chris presented the latter to the Board in the early months of 2020, and will offer a brief refresher. Chris will be highlighting the overall positive impact to participants of the workforce system, compared to a low usage rate of employers of the system. This will provide a base for further discussions about ways to better engage employers in the state's workforce system.</li><li>Topics of Interest—Staff have put together detailed presentations on three topics of interest, based upon the discussion at the June 2 meeting, and availability of presenters. Following these three sessions and Q/A with the Board, participants will self-select into their choice of a breakout room to continue working on the following concepts:</li></ul> |

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o  Next Generation Workforce System—This presentation will be highlighting three previous Board legislative requests centered around integrated service delivery and business services.

o  Career Bridge—The Board's flagship website. Staff will share more details about a proposal that would modernize Career Bridge and add additional transparency to improve decision-making for site visitors—jobseekers and students.

o  IT Pathways and Digital Pathways—Digital Equity has been an important conversation in the Board over the last year (and before!), and staff will be sharing three potential ideas in this work that have been in development over the last year.

Time has also been built into the agenda for a brief overview of two additional topics following the breakout rooms, with the potential for additional meeting time on these topics in July.

- Future of Work—The Board heard a presentation in the June 2 meeting about the Board's Future of Work Task Force, which ended in 2020. Board members expressed an interest in continuing this work; staff will facilitate a short discussion about potential next steps for developing a proposal to continue this work.
  - o  More information:
     Future of Work Task Force **webpage**, including policy recommendations: https://www.wtb.wa.gov/planning-programs/future-of-work/.
     Future of Work Task Force authorizing **legislation**: https://app.leg.wa.gov/billsummary?BillNumber=6544&Year=2017&Initiative=false.
- Addressing the Public Benefits Cliff – Board members expressed interest in digging into this topic. David Stillman from the Department of Social and Health Services will provide a brief introduction to this topic, and will provide a more detailed presentation on this issue at the July meeting.

Board members will have discussion time built into each of the above items, as well as time for a general discussion near the end of the meeting. Board staff will also share a list of ideas that could be covered in the July meeting.

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**RECOMMENDATION AND NEXT STEPS:**
What specific result do you want from the Board? Is this recommendation for discussion or action? If for discussion, will action be required at a later date? What next steps are expected after this discussion?

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**THE RECOMMENDATION AND/OR REQUESTED ACTION IS:**

Information and discussion only. Staff will provide key questions at each level of the discussion for the Board to consider to help refine policy ideas, and narrow areas of focus, where needed.

Board members and staff are encouraged to actively participate in honing the topics in the breakout rooms, and where appropriate, participate in subcommittees between now the July Board meeting.

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# Workforce Board Legislative Agenda
## Summary of June 2nd Discussion

## Equity Breakout Session

1. **What ideas came up in your discussion with Dr. J that might be helpful to consider as part of our Board policy agenda?**

**Support Services**: Barriers that existed prior to COVID-19 are still pressing issues, including access to childcare, early learning, transportation, services for those with disabilities.
- Wages and opportunity for career growth/pathway progression are low for care workers, yet these workers are vital to supporting the broader workforce, and the pandemic has shone a particularly bright light on this vitality.

**System Integration**: Focus policy recommendations on improving system integration, not any one program. Administrative agencies can focus on the silos. The Board should use its position to accelerate service integration.
- Make recommendations based on accurate disaggregated data about DEI, in programs and services, degrees and credentials, employment, and earnings. Identify success indicators that can be easily tracked for both interim progress and outcomes.
- Create accountability system that measures meaningful change in economic disparities, such as home ownership, asset accrual, and graduate education.
- Remove Barriers to Pathways: A focus on access to information on services is paramount. No wrong doors approach to seamless service delivery.

**Digital Equity**: Access to technology and broadband remain key issues as part of a larger focus on ensuring digital skills and equity.
- Think about digital tools as equivalent to transportation in terms of access to services or opportunities.
- Request: We need to understand broadband access challenges and digital skill gaps.

2. **Is there an issue area related to some of the concepts presented in the Future of Work overview that might also address some equity needs in our state that would be of interest to explore as a potential policy solution?**

**Barriers to Upskilling the Workforce**: Fear of losing benefits, issues with losing wages due to time for training programs.
- Create a program to target people working in low-wage jobs, to upskill them while they are still employed, to better jobs at higher wages with current employer if possible.
- Provide better information about wages and earning potential for various career pathway opportunities.
- What are the dollar amounts attached to "cliff" effects, and which may be preventing WA workers from moving forward for fear they'll lose their benefits.

**Next Generation Workforce System:** How can we position ourselves for success not as crisis mitigation, but as a support system throughout the worker's trajectory? Importance of messaging the workforce system and postsecondary education for all Washingtonians.
- Messaging the value of postsecondary education to all adults.
- Need to accelerate pathways for immigrants and refugees with advanced degrees, should focus on smoothing out these pathways.

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(Repeat) **Digital Equity**: This remains a key issue: Access and affordability (particularly in rural/underserved communities), device access, and the need for digital literacy.

**Lifelong Learning Accounts** (LiLA): Interest in learning more about the opportunities to continue this work.

3. **Are there issues related to equity that you'd like more information on in the next meeting or beyond that might help shape your discussion further? (Essentially, what can staff do to help the Board be prepared for next week and beyond in setting our agenda?)**

**Baseline data needed**: To best make data-driven decisions and set goals, baseline data on a range of sources is needed. Board members requested a baseline on the following items, specifically:
- Understanding the gig economy—who are these workers, how many hours/jobs, was it their choice, demographic breakdown.
- Getting data about BIPOC representation, average wages of different populations, and what economic status really looks like to identify gaps and inform policy discussion/strategy to increase equity.
  - BIPOC workers in service occupations, including education and training levels, and how this level of diversity is compared to the full state workforce population.
- Public school students who did not participate in virtual education programs through the COVID closures.

**Request for More Information**: Board members requested more details on the following:
- Status of recommendations within the Workforce Economic Recovery Plan.
- History of wealth concentration and redlining.

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## General Parameters for the Legislative Agenda

1. **Level set—this is not a full budget year for the state Legislature. Is there a funding request cap ($500K, 1M, 25M)? Are you comfortable with multi-year funding requests, or making a big ask next year, knowing it may be something we'll have to work on over more than one year?**

Board members are flexible on both the funding amount, and the ask for a single or multi-year policy change.

2. **What's the time for your policy agenda? (1 year, 2?)**

Board members are also flexible on this item; it depends on the ask.

The discussion included interest in potentially leveraging a federal infrastructure bill.

David Stillman brought up the concept of the public benefits cliff effect, and there was broad interest from the Board in engaging on this topic. DSHS, DSB, and VR will work on a presentation on this issue for the Board's consideration at the July meeting.

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3. **Is unanimous consent required for legislative/policy requests, or is a majority sufficient? How will you make the decisions on what not to include? Do you want to use the advisory vote process for the non-voting members to have a vote in this discussion as well?**

Board members preferred consensus to advance a legislative recommendation.

4. **Do you want to do subcommittees to break down some of these items for the July meeting?**

Yes.

5. **Would you like to see proposals related to workforce system modernization and alignment (service integration, new shared data systems)?**

Board members are interested in this concept, and specifically requested more details about a platform for effective data sharing and service integration for the workforce system.

6. **Are you comfortable opening RCW 28C—the Board's statutes, and potentially considering structural changes to the Board or our work (again, more a yes or no, versus specific ideas—which will come later).**

Board members are not interested in this concept at this time.

7. **On a more general note—Do you want to focus on proposals related to COVID recovery and future pandemic/disaster preparation/resiliency, or think beyond this?**

David Stillman suggested the concept of establishing and economic trigger that reacts to certain economic indicators, such as high unemployment. Certain measures would trigger specific reactions within our systems to scaffold and support the people that are impacted by that situation.

8. **What do you need to help evaluate the merit of a legislative proposal? We'll ask this more in the breakout rooms, but I wanted to ask you how we, as your staff, can best help you come to decisions in this work.**

Nova Gattman noted to the Board that as this process goes on, we are open to ideas for what might help you make your decisions easier, or help in narrowing down or getting more information. Please keep us updated on how we can help.

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## Breakout 2 – Policy Ideas

1. **Do you have an interest in focusing on any particular parts of the system? (e.g. career-connected learning, secondary CTE, business engagement)**

**Wraparound Supports**:
- Access to childcare remains an obstacle in people returning to both school and work.
- Jane Hopkins offered an opportunity for the Training Fund to talk to the Board on what wraparound supports looks like for her sector.
- Exploring how the workforce system can braid additional resources to support mentoring.
- Larry Brown requested more information or a presentation from the TRIO program in the community and technical college system because of a high retention rate based on the program.

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**Apprenticeship Outreach and Expansion**: Stakeholders expressed an interest in the Board upholding apprenticeship in WA as an ideal earn-and-learn model.
- Apprenticeship is a key model for predictability. Reduces the stress and increases participant ability to continue.
- Washington College Grant and how it supports apprentices; but the timeliness and structure of this process is an area where the Board would like more information.
- Larry Brown expressed interest in work on wrap-around services that help first-year apprentices stick in the program.

**Secondary CTE**:
- Stakeholders want to see a more articulated, tighter connection between Secondary CTE and Perkins to more seamlessly integrate for ease of customer access.
- Request funds to knit together the workforce and K-12 system; to leverage the expertise of the WDCs on behalf of in-school youth and younger students, under age 14, not eligible for WIOA funds.

**Workforce System State Support**: Stakeholders noted that Washington's lack of a workforce development fund free of WIOA/other funding stream restrictions leaves us at a disadvantage.
- Stakeholders requested exploration of the possibility of codifying the role of WDCs in state statute, with an attached budget line item.
- We need a way to put more money from the general fund into the state workforce system, not solely federal dollars.

2. **To what extent do you want to see us explore recs to connect K-12 and Perkins with the rest of the WFD system? Any requests for information that we could put together to help better understand this topic?**

**Additional Information Requested on CTE/Perkins**: Board members need additional information about the specifics of Perkins, WIOA, and performance measures, generally. Additional, specific information was requested about the following:
- Increased understanding of articulation agreements between community colleges and the K-12 system.
- How will the Board use the CLNA? CLNAs need more visibility and support in the law.
- As the CTE Board, does staff have recommendations about how the Board can be more effective around career and technical education?

**Better Connections Between K-12 and Workforce System**: Interest in earlier engagement with K-12 and the workforce system to better connect systems. The current system is fragmented, while the goal would be a uniform, standardized pipeline.

3. **What issues related to the Future of Work as part of the presentation by Lew and Joe resonated with you? Is there potential for a legislative agenda item?**

**What does the Future of Remote/Hybrid Work Look Like?**
- Which occupations will remain remote, which will adapt to a hybrid model, which will return to the "before times" and how will they interact?
- What benefits and barriers arise in the new era of hybrid work, with a particular interest regarding accessibility?
- How does this apply to remote learning, not just remote work?
- How will workers adapt to long-term remote work, particularly concerning the socialization and mental health aspects?

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**Continuing the Future of Work Focus for the Board**: FOW should be an ongoing effort.
- Stakeholders supported the need for a new legislative mandate for the Future of Work Task Force.
- How can we demonstrate the value of career-connected learning in the Future of Work? And how can we increase investments in this type of training?

4. **To what extent do you want to explore recommendations related to business engagement and partnership? Any early ideas?**

**Business Engagement Should Remain on the Board's Agenda:**
- Business engagement remains an ongoing challenge that has yet to be successfully addressed and needs to be kept on the agenda.
- We need to know from employers what the jobs of the future are and what their overall needs are going to be.
- Change the focus from enhancing the "work ready skills" of the worker pipeline to a technical assistance approach that helps business be more culturally responsive, equipped to work with the candidates they receive.
- The system needs deeper and more engaged conversations with businesses; but the resources and support are not there to respond on a quick enough basis.

**How Does Business Engagement Include Small Businesses?**
- How do we remove traditional barriers to small business' participation in such programming?
- Conversely, how do we navigate the tension concerning small business' challenges in providing family-sustaining wages and career path opportunities?

5. **Are you working on some legislative requests that you'd like to see the Board consider for the workforce system agenda?**

**K-12**: Federal American Recovery Act dollars – a priority to administer now to local school districts.

**Labor**: Annual conventions and agendas will be developed over the summer.

**DSB**: Looking at ways to overhaul the sector of small business operators with food service in government buildings. Such operations were hit hard by the widespread closure of government (municipal, county, state, federal) buildings and the remote work structure of the pandemic.