

BOARD MEETING AGENDA

October 13, 2021 | 9:00 a.m. – 4:00 p.m. | Meeting No. 252

Click Link to Join Zoom Meeting

<https://zoom.us/j/99892451717?pwd=NEJwQlIXTIRWSUNySXI2TlBlc3AwQT09>

Meeting ID: 998 9245 1717 | Password: 780404

9:00 a.m.	Call to Order	
	<ul style="list-style-type: none"> Welcome and Introductions 	
9:10 a.m.	Consent Agenda (Action)	1
	<ul style="list-style-type: none"> Approval of August 18, 2021 Meeting Minutes 	
9:15 a.m.	Thank You Perry!	
	<ul style="list-style-type: none"> John Aultman, Governor's Office 	
10:15 a.m.	Executive Director's Report	2
10:25 a.m.	Decision Package Update and Advocacy	3
	<ul style="list-style-type: none"> Nova Gattman, Workforce Board 	
10:55 a.m.	Break	
11:10 a.m.	Decision Package Update and Advocacy Continued	
12:15 p.m.	Lunch	
1:00 p.m.	Employment Security Department Update on UI & OAH	
	<ul style="list-style-type: none"> Commissioner Cami Feek, ESD 	
1:45 p.m.	Workforce Innovation and Opportunity Act (WIOA) Planning	4
	<ul style="list-style-type: none"> Eric Wolf, Workforce Board <ul style="list-style-type: none"> Approval Process for 2020 Local Plan Kicking off the WIOA 2022 Plan Update 	
2:45 p.m.	Board Feedback on Legislative Study on Universal Basic Income Plan	5
	<ul style="list-style-type: none"> Lori Pfingst, DSHS 	
3:05 p.m.	Next Steps	
3:15 p.m.	Adjourn	

Tab 1

MINUTES OF MEETING NO. 251
August 18, 2021

Board Members Present:

Perry England, Chair
Gary Chandler, Representing Business
Kairie Pierce for Larry Brown, Representing Labor
Creigh H. Agnew, Representing Business
Mark Martinez, Representing Labor
Cami Feek, Employment Security Department (ESD)
Rebecca Wallace for Chris Reykdal, Office of Superintendent of Public Instruction
Marie Bruin for Jan Yoshiwara, State Board for Community and Technical Colleges (SBCTC)
Mark Mattke, Representing Local Government
David Stillman for Cheryl Strange, Department of Social and Health Services (DSHS)
Lee Anne Caylor, Representing Business
Chris Alejano, Representing Underserved Populations
Marie Davis, Department of Commerce

Call to Order

Mr. Perry England called the meeting to order at 9 a.m. on a virtual meeting using Zoom.

Consent Agenda

Motion 2021-251-01: Mr. Mark Martinez moved to approve the Consent Agenda that included the July 16, 2021 meeting minutes. Ms. Creigh H. Agnew seconded the motion which passed unanimously.

Workforce System Legislative Agenda—Overview

This overview was facilitated by Workforce Board Deputy Director for External Relations, Ms. Nova Gattman. The Board was tasked to identify the proposals it would put forward as its 2022 Legislative Agenda. The proposals they would hear today are based on priorities identified through the development of the Workforce Equitable Economic Recovery Plan, the Board Strategic Planning Process, and discussions at previous 2021 Board meetings.

Long-Term Care Workforce

Workforce Board Staff, Ms. Julia O'Connor, reminded the Board about the issues impacting the long-term care workforce, including challenges to recruitment and retention in this field. The legislative proposal would utilize a proven Board process to convene stakeholder organizations, such as industry representatives—employers and labor, state agencies, such as the Nursing Commission and DSHS, education and workforce development, and advocates to identified promising practices in practice transformation, and fund pilots to test the concepts. The proposal also included funding for implementation of a registered apprenticeship pathway in long-term care from the nursing assistant level to licensed practical nurse (currently under development at the Nursing Commission via a legislative proviso in the 21-23 state budget), and a full-time health workforce researcher at the Board. Board member, Mr. Mark Martinez expressed concern that an apprenticeship program was being developed with state funds, and recommended that the proposal not move forward. After some discussion, the board asked staff to modify the proposal for discussion in the afternoon.

Career Bridge Modernization

Workforce Board Communications Director, Ms. Marina Parr, shared details about a funding proposal to modernize Career Bridge's older architecture so it could be a more dynamic, mobile-friendly site that reaches all students, families, jobseekers, and workers throughout Washington, including diverse, disadvantaged and rural populations. Career Bridge is a state-supported career-and-education planning platform that launched in 2009. The funding would allow the site to better integrate with a student's High School and Beyond Plan, upgrade the user experience, and provide needed staff, including a Career Bridge Coordinator, to support the work. The funding proposal would also include the creation of a digital portfolio that allows a user to maintain all their explorations, and even upload their resume, certifications and other accomplishments. This feature has been requested by guidance counselors and teachers but will be an enhancement for all users.

Motion 2021-251-02: Mr. Mark Martinez moved to approve Career Bridge Modernization for inclusion in the Board's 2022 Legislative Agenda. Ms. Creigh H. Agnew seconded the motion, which passed unanimously.

IT Pathways and Digital Equity

Workforce Board Executive Director Ms. Eleni Papadakis presented the omnibus, collective impact proposal with its menu of programmatic components that leverage and build on resources of numerous partners. The aim is to help all Washingtonians, especially those from marginalized communities, to access and succeed in high-demand, high-wage IT-based careers. The project brings together a wide range of public and private partners to build a sustainable model and achieve tremendous impact. Of note is the creation of a system to eliminate digital illiteracy across the state and to certify workplace digital literacy skills and competencies. By the end of the project's third year, an estimated 15,000 Washington residents will have completed at least the first tier of digital illiteracy coursework, and 10,000 will have achieved a Workplace Digital Literacy Certification. This component is made possible by the partnership of Washington State University Global Campus that is contributing its on-line learning and certification systems, as well as their leadership. Other lead partners include Employment Security Department and its Washington Service Corps Division, SBCTC with support from the IT Center of Excellence. The Workforce Board will perform the role of backbone organization for this collective impact initiative, including performance accountability, administrative and funding oversight.

Motion 2021-251-03: Ms. Cami Feek moved to approve this proposal for inclusion in the Board's 2022 Legislative Agenda and Ms. Lee Ann Caylor seconded the motion which passed unanimously.

Washington College Grant and Registered Apprenticeship

Mr. Mike Meotti of the Washington Student Achievement Council presented a follow-up from the March Board meeting which included an update on challenges in serving registered apprenticeship participants through the program. This item was an update only; no pending legislative request.

Workforce Development Impacts of Climate Change

This proposal was presented by Caitlyn Jekel, Governor's Office, Michael Furze, Department of Commerce and Eric Wolf, Workforce Board staff. This proposal would model the process done through the Board's Behavioral Health Workforce Assessments (2017 and 2020) which included convening a wide group of stakeholders, identifying barriers, using data to inform discussions, and providing a report with policy recommendations.

Motion 2021-251-04: Ms. Jan Yoshiwara moved to approve this proposal for inclusion in the Board's 2022 Legislative Agenda and Ms. Cami Feek seconded the motion, which passed unanimously.

Next Generation Workforce Development System

Workforce Board staff, Mr. Eric Wolf, provided an overview of several concepts meant to move the system forward in terms of integrated service delivery, Future of Work, enhanced investment in incumbent worker training, and increased business engagement at all levels of the workforce system.

Motion 2021-251-05: Ms. Lee Ann Caylor moved to approve this proposal for inclusion in the Board's 2022 Legislative Agenda. Ms. Jan Yoshiwara seconded the motion, which passed unanimously.

Re-Introduction of Modified Long-Term Care Workforce Proposal

Julia O'Connor and Nova Gattman presented two variations for the long-term care workforce proposal, stressing that the need for an intervention is critical and many stakeholders had worked together to develop this proposal. One option was to remove the apprenticeship funding entirely. The second was to allow apprenticeship in the menu of possible workplace practice reform pilots. Kathy Moisio from the Nursing Care Quality Commission spoke about data and findings from the Long-Term Care Workforce Task Force that was established by the legislature, and how the Board's proposal aligns well with their recommendations.

Mr. Mark Martinez expressed concern that the proposal still encourages state support for development of an apprenticeship program. Mr. Gary Chandler asked that the discussion be postponed until the Nursing Care Quality Commission had completed its work developing the LPN apprenticeship program. The Board decided not to take action on this item for inclusion in the Board's 2022 Legislative Agenda.

The meeting adjourned at 2:13 p.m.

Tab 2

**Executive Director's Report
Workforce Board Meeting, October 13, 2021—Meeting 252**

1. Credential Transparency Legislative Presentation— *“How Common Language and Open Data Can Fuel Credential Attainment”*

The House College and Workforce Development Committee held an interim work session to learn what is meant by and the benefits of credential transparency policy reform. They were interested to learn about the role that credentialing policies play in student and worker mobility, equitable postsecondary credential attainment, and the potential impact to employers. Eleni Papadakis provided an overview of what is meant by credential transparency and its importance in creating a truly equitable education and workforce development system. She also talked about the Board's recent efforts with the convening of the Credential Transparency Advisory Committee and summarized the recommendations from their report. Marina Parr provided more details on what credential transparency can look like, using real examples from the Career Bridge site. Career Bridge is recognized nationally for making the information behind credentials and educational programs as transparent as possible to users so they can make good choices. But information is provided on Career Bridge voluntarily, and the quality of descriptive data is uneven from one program to another. Marina had the opportunity to mention the Board's decision package requesting support to modernize Career Bridge.

The panel also included Scott Cheney, CEO of Credential Engine, who spoke about credentialing reform efforts taking place at the national level and within other states. He presented some examples of legislative language that had recently passed, and described some pilot work being funded by philanthropies. Lori Fey, Deputy Commissioner for Data Analytics and Innovation at the Texas Higher Education Coordinating Board, spoke about the full-scale credentialing reform efforts that Texas has launched. Ms. Fey mentioned that she had been meeting with WA Workforce Board staff as they intend to replicate Career Bridge for Texas as a core component of their initiative. View the presentation recorded by TVW at: <https://www.wtb.wa.gov/about-us/workforce-board-legislative-tracker/> by clicking on Legislative Presentations.

2. Workforce Board Staff Transitions

Two Leadership Team members, Jim Parker and Vicki De Boer, have announced their retirements and will be leaving us all too soon. I can't find enough ways to say “thank you” to these two integral members of our team, and congratulations for reaching this important milestone. They have each achieved so much for this organization in the time they've been with us. I can say with certainty that this organization is better and stronger for the time they've been with us.

Jim Parker has been the director of our Consumer Protection Unit since 2014. He came to us after doing a similar job at the Colorado Department of Higher Education for many years. Jim took the position in a time of political and budget upheaval for the programs in the division (private career school licensing, veterans educational program approval). In his stalwart fashion, he streamlined and stabilized the unit, built a talented, cohesive team, re-established effective partner relationships, and instituted new operating systems. Jim and his team proved themselves time and again, especially when responding to student complaints. The team

exceeded all expectations over the past year and a half as they helped over 320 schools and their students continue on their paths throughout the various mandates of the pandemic.

Victoria De Boer is both our Chief Financial Officer and our Chief Operations Officer, and she is expert at both! Vicki is incredibly humble and unassuming, but her role as the heart of the organization became crystal clear during and throughout the pandemic. While our wonderful staff was anxious to keep working once the pandemic hit, Vicki orchestrated the organization's full shift to remote work, including making certain that we each had the appropriate resources to do our work well from home. This occurred at a time when our offices were being renovated and our technological systems were being migrated. Vicki became a general contractor and IT specialist for us, while she made sure that all the fiscal and administrative operations continued without a hitch. Vicki took on many new tasks in her three short years with us. She was always willing to learn or find a solution to a new problem. Maybe it was her background as an auditor, but more likely, it was her incessant curiosity that made her a great auditor and an amazing addition to this team. As our heart, Vicki has made certain that this organization never missed a beat.

3. Staff Promotions and New Hires

Jim's retirement and a funding increase in our Veterans Administration contract provides an opportunity for promotions and new hires. Again we have to thank Jim for recognizing and cultivating the skills and competencies in his team so they are ready and able to step into leadership roles.

Darlene Bartlett, will serve as the interim director of the Consumer Protection Division. Darlene has performed every role within the division over seven years, excels at all of them, and is the lead trainer for new staff and new schools seeking licensure. Darlene is a quintessential communicator and relationship-builder, great qualities in an organization that depends on partnerships. Darlene has also taken on much of the responsibility of managing policy changes during the pandemic and helping the schools negotiate through those challenges.

John Murray will manage the veterans education approval unit, called the state approving agency (SAA) in federal statute. John has been with us for 10 years, taking on increasingly responsible roles within the SAA program unit and within the National Association of SAAs. He has been the chair of the important NASAA Contract Committee that negotiates the federal distribution of funds with the U.S. Department of Veterans Affairs each year. John has been given the President's Award twice by the NASAA in recognition of his work on behalf of the nation's SAAs.

We're also pleased to be bringing on two new members to the Consumer Protection Division team. Lane Anderson, will be joining our SAA team as a program specialist on November 1. He is currently a veterans education School Certifying Official at Spokane Falls Community College and was formerly with Eastern Washington University in a similar role. We are very fortunate to have someone coming on board with so much institution-based experience!

Katelyn Orchard will be stepping into a temporary position with private career school licensing on October 18. Katelyn is a former Naval officer and is very excited to learn about education and workforce development. Both Katelyn and Lane will be working remotely from their respective locations, in Bellingham and Spokane.

4. **Future of Work and One More Staff Transition**

The “Future of Work” and the work of the FOW Task Force are hot topics for this organization. We continue to field questions and requests related to the work of the task force. It is therefore with very mixed emotions that I report that FOW co-manager, Lew McMurran has transitioned to entrepreneurial endeavors. Those who know Lew have appreciated his entrepreneurial spirit, as well as his creativity, sense of humor, intellect, and doggedness—doing whatever it takes to get the job done. Lew and his colleague, Joe Wilcox put Washington on the map as the first state in the nation to have a legislated FOW task force, and to have issued legislative recommendations—some that have made it over the finish line!

Prior to his departure, Lew was building out a webpage of FOW resources, including reports, studies, articles, and videos. Joe Wilcox will continue curating this site for us. Please take a look at <https://www.wtb.wa.gov/planning-programs/future-of-work/resources/>. Also let us know if you come across resources that are worthy of posting.

5. **Health Workforce Council**

The Health Workforce Council, staffed by the Workforce Board, met on Friday, August 27 for an in-depth discussion of two Council priority areas: the dental and long-term care workforces. Council members received an update from Bracken Killpack, Executive Director of the Washington State Dental Association (WSDA) regarding trends in the dental auxiliaries workforce and WSDA's new partnership with Delta Dental of Washington, including a joint task force to combat shortages facing the dental workforce. The Council also engaged in a discussion focused on supports for dental hygiene students as they progress from enrollment to graduation, facilitated by Council member Monica Hospenthal of the Washington Dental Hygienists' Association.

The Workforce Board's Health & Social Policy Advisor Julia O'Connor, who leads the health workforce portfolio and serves as staff to the Council, formally presented the [Long-Term Care Workforce Proposal](#) developed in partnership with the Nursing Quality Care Assurance Commission and other stakeholders. The proposal calls for scalable funding of up to \$10 million to provide culture and practice transformation investments throughout the state, aimed at improving both recruitment and retention of a qualified, well-supported LTC workforce. This is the same proposal not selected by the Workforce Board for their legislative agenda at the August 18 Workforce Board meeting. The Health Workforce Council unanimously elected to endorse the proposal as a recommendation to the legislature. The Nursing Commission included the proposal in their long-term care decision package, which also received resounding support from Council membership.

In addition, the meeting featured an update on the Health Workforce Sentinel Network, provided by Ben Stubbs of the UW Center for Health Workforce Studies, and the latest news from the Behavioral Health Workforce Advisory Committee (more on this in the next item), also led by Julia. The Council will next meet on October 28 to identify final priorities and items for inclusion in the upcoming report to the Legislature and the Governor, which will be submitted in December 2021. Please contact Kawanna.Perine@wtb.wa.gov for logistics if you are interested in attending.

6. **Behavioral Health Workforce Advisory Committee**

The Workforce Board's legislative charge to address the state's behavioral health workforce shortage continues with the formalizing of the existing stakeholder workgroup as the Behavioral Health Workforce Advisory Committee (BHWAC). Charged with reviewing and updating the existing recommendations from the [2017](#) and [2020](#) reports, the BHWAC hosted its inaugural meeting of the new biennium on August 6. The session included an in-depth review of the prior recommendations and the group's efforts to date, and stakeholder input was subsequently solicited via a prioritization survey. Approximately 75 responses identified the group's highest priorities as addressing the need for increased reimbursement rates, particularly the Medicaid rates, as well as improved incentives for the community behavioral health realm, including both employer agencies and front-line workers. This includes increased financial support and incentives (such as loan repayment, etc.) for students and workers practicing in the community behavioral health field, as well as an increased ability of, and incentives for, those employing agencies to accept and supervise students and early-career practitioners.

As a reminder, in tandem with our work leading the BHWAC, the Board was also included in a second legislative budget proviso which directed our engagement in a research partnership with WA-STEM, which will produce an employer demand projection and talent development pipeline analysis of the behavioral health workforce. The Board will lead the employer demand side, while WA-STEM is responsible for the talent development aspect of the work; both will be used to inform the BHWAC's eventual recommendations, included in the final report to be published in 2022.

The BHWAC will next meet on Friday, October 15 to identify draft proposals for its preliminary report, due to the Legislature and the Governor by December 1, 2021. Please contact Kawanna.Perine@wtb.wa.gov for logistics if you are interested in participating.

7. **Workforce Education Investment Accountability and Oversight Board (WEIAOB)**

The WEIAOB was established by the legislature in 2019 (E2SHB2158) to provide accountability to taxpayers and to make recommendations for the future about investments from the Workforce Education Investment Account (WEIA). The WEIA is capitalized from a surcharge on the Business and Occupation (B&O) tax paid by businesses.

The WEIAOB determined that a transparent process should be developed for undertaking core responsibilities of assessing the impact of WEIA investments and making recommendations on future investments. They prioritized two interdependent lines of work for the coming year:

- Establish a set of guiding principles for performance accountability and funding recommendations
- Create a forward-facing accountability dashboard in support of the guiding principles by identifying a core set of metrics and related data-reporting structure.

At the August 11 meeting, the oversight board enacted a set of guiding principles to inform its work going forward: This set of principles will serve as a lens through which the board considers the impact of investments made from the account and makes recommendations on potential future investments. The principles are based on concepts from within the enabling legislation and from previous discussions of the board.

- Help achieve the goal that 70% of students in each cohort of Washington high school graduates complete a postsecondary credential by age 26.
- Provide support for equitable educational access and economic outcomes for systemically underserved students.
- Help Washington businesses fill the jobs of the future with qualified, Washington students including current workforce.
- Improve statewide systems and/or test innovative approaches that can be replicated across institutions.

The WEIAOB accountability dashboard is under construction. You can learn about the questions the dashboard will answer and the specific metrics and data sets that will be used here:

<https://www.wtb.wa.gov/wp-content/uploads/2021/09/WEIAOBapproveddocsAug11.pdf>

Tab 3

Decision Package Update & Advocacy

PRESENTER NAME: Nova Gattman

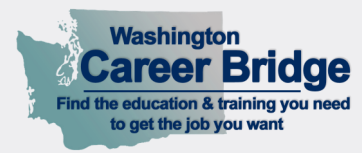
BOARD MEETING DATE: 10/13/21

DISCUSSION TIME ALLOTTED: Approx. 90 minutes

<p>ISSUE/SITUATION: Be concise - 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed.</p>	<p>THE ISSUE/OPPORTUNITY IS:</p> <p>The Board will receive an update on the final list of decision packages submitted for consideration in the Governor's budget, as the workforce system's 2022 Legislative Agenda.</p> <p>Decision packages submitted to the Governor may be found here: https://www.wtb.wa.gov/about-us/workforce-board-legislative-tracker/</p> <p>Board staff has created a standard one pager for each of the items to best allow you to review our formal requests, and help develop an advocacy strategy.</p>
<p>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.</p>	<p>THIS IS IMPORTANT TO THE WORKFORCE SYSTEM BECAUSE:</p> <p>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 facing our business and workers in the last year, now is a prime opportunity to move towards action to support our system requests in the 2022 Legislative Session and beyond.</p>
<p>BACKGROUND: Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation?</p>	<p>A Workforce Board legislative advocacy agenda will allow business, labor, and government to be united in pursuing support from the Legislature and Governor to move issues forward that will best position the workforce system to play a key role in the state's economic recovery. This system agenda provides a sharper and stronger focus on a small set of issues critical to the workforce system, while not prohibiting advocacy for items that are not listed.</p> <p>Developing our advocacy strategy allows Board members and stakeholders to plan their engagement across the various initiatives up for consideration, as well as discussing how other system asks might align or complement the Board's agenda. This pre-session work will allow for increased participation and advocacy with policymakers for the workforce system goals.</p>
<p>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?</p>	<p>THE RECOMMENDATION AND/OR REQUESTED ACTION IS:</p> <p>The Board will be provided the opportunity to discuss how we might best advocate for the items on the Board's agenda, and where other partner requests align with the Board's list.</p> <p>If time permits, Board members will be invited to share information about their individual agency or organization requests that may be of interest to the Board.</p>

CAREER BRIDGE MODERNIZATION

More mobile, more user-friendly, more equitable



The Workforce Board requests funding to modernize its nationally recognized Career Bridge website. This state-supported career and education exploration platform is used daily by thousands of Washington middle and high school students, adult workers seeking new credentials, and displaced workers to ramp up training. The site is home to over 6,500 WA postsecondary programs, provides real-time labor market information on how much jobs pay, and whether they're growing in our state; and when data is available, provides employment rates and earnings for recent graduates, and shows the industries where they went to work. But more is needed for equitable access to this career & education planning tool, including:

- Update site architecture to make it interactive and mobile-friendly.
- Add a new digital portfolio feature to easily save education and career searches.
- Align the site with the state's High School and Beyond Plan requirements.

EASILY CHART CAREER AND EDUCATION PATHS

A modernized, mobile-friendly Career Bridge will enable:



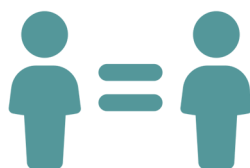
- All WA school districts, no matter their resources, to provide a (free!) comprehensive online career and education planning tool.
- Students to personalize and revise their High School and Beyond Plans with a digital portfolio tool.
- Job counselors, community-based organizations to help adult jobseekers and workers track their career and education goals.
- Better access to diverse and disadvantaged populations across Washington.
- A more dynamic user experience, that is mobile-friendly for phones/tablets.

ALL WA RESIDENTS DESERVE ACCESS TO CAREER, EDUCATION PLANNING

Right now, Washington students, jobseekers, and workers, including those from diverse, disadvantaged, and rural populations, don't have equitable access to a career and education planning platform. The highly regarded, state-supported Career Bridge platform could provide this access, through additional investments in staff, software, and user experience improvements. The site launched in 2009 and has grown to over 6 million page views per year. Additional investments will build a truly "best in class" tool available to all.

BETTER ACCESS, LESS COST FOR UNDER-RESOURCED COMMUNITIES

This promises to reduce the need for school districts, community-based organizations, and other public agencies to purchase costly for-profit tools to help customers chart their career and education goals. Some 344,000 students attend high school in Washington and an estimated 64,000 adult jobseekers and workers participate in workforce services at WorkSource. The impact from Career Bridge site improvements will be substantial across a range of disadvantaged populations recovering from the pandemic.



Project costs: just under \$2 million

The total cost for Career Bridge modernization is about \$1.9M (FY 23-24), and \$350,000 ongoing to pay for three new staff positions, including a much-needed Career Bridge Coordinator. This project will also pay for software development, user experience upgrades, and a new digital portfolio feature.

CLIMATE CHANGE WORKFORCE DEVELOPMENT GROUP



By request of the Governor's Office, the Workforce Board will partner with the Department of Commerce to convene stakeholders and study the effects on workers of climate change and policies enacted to mitigate climate change. The workgroup will focus on jobs that have been degraded, either in function or wage level, and on workers who are least able to retain a comparable level of economic well-being for themselves and their families as a result of these changes. Recommendations to support workers impacted by climate change will be provided to the Governor and Legislature by the end of 2023.

MEASURING CLIMATE CHANGE'S IMPACTS ON OUR WORKFORCE

This project is needed now as Washington seeks to find ways to better equip workers and businesses to handle the disruptive forces of climate change and climate change policy, both in the short and long-term. This project provides:



- A deeper understanding among workforce partners on how the changing climate and recently enacted policies affect workers, working conditions, and employers' needs.
- Insight on policymaking strategies deployed in other states and national literature on climate change impacts that can inform timely recommendations to Washington.

WA PARTNERS COME TOGETHER TO ASSESS IMPACTS

The Workforce Board will convene a climate change workforce work group in partnership with the Department of Commerce. Representatives from the Department of Ecology, Employment Security Department, business, and labor will be consulted and included in the group.

The group will assess the workforce development impacts of climate change and the impact of the state's strategies to build a just transition to a clean energy economy. This may include:

- Averting worker layoffs.
- Reskilling workers for re-employment opportunities.
- Worker training for boosting business competitiveness.

The group will report annually to the Legislature and Governor on relevant policy and practice recommendations and emerging issues worthy of further study.

STUDY WILL EASE TRANSITION TO CLEAN ENERGY

As the impact of climate change deepens and accelerates, this study will better position the entire workforce system to respond to changing and emerging occupations as a result, easing the state's transition towards a clean energy economy.



Project costs

\$750,000 for work performed beginning in mid-2022 and concluding at the end of the 2024 legislative session. This includes hiring a Project Manager and engaging subject matter experts and consultants if needed, as well as supporting staff expenses from partners.

DATA INTEGRATION STUDY

Aligning Washington's workforce system to improve outcomes



The Workforce Board hopes to embark on a design study that leads to technology solutions to improve customer experience and outcomes in the state's workforce development system. Right now, when jobseekers and businesses explore workforce services, they find:

- A complex system with multiple administrators.
- Differing eligibility requirements and definitions.
- Intake information and service plans do not transfer from one program to the next, requiring customers to start over at each stage of service delivery—even for services that occur at the same time.

Six state agencies and 10 service programs will participate in this project.

SYSTEM IMPROVEMENTS THROUGH TECHNOLOGICAL SOLUTIONS



- The study will identify simple, less expansive ways to integrate a range of data systems and intake processes without requiring a time-consuming rebuild of current systems.
- The study also aims to reduce silos and barriers for employers and jobseekers, with particular emphasis on jobseekers in the most vulnerable populations.
- Key metrics are improved satisfaction and stronger outcomes.

LINKING SERVICES LEADS TO BETTER RESULTS

Services that support Washington's employers, workers, and jobseekers are broadly distributed and spread across multiple agencies. Stronger links and better alignment between these services will improve frontline worker productivity, enhance partnerships among agencies, and boost outcomes for workers and employers. Surveys, community forums, focus groups, and administrative data review tell us that businesses and jobseekers of all types experience frustration when trying to navigate the workforce development service landscape.

MORE SYSTEM ANALYSIS NEEDED

This study includes a feasibility analysis of:

- Business processes.
- Data content and definitions.
- Current systems, administrative and security structures.
- Technology options.

The goal is to arrive at recommendations for seamless integration of customer information across agencies to improve the customer experience. This includes an analysis of service processes and data collected across agency systems, along with potential IT solutions for useful data-sharing and analysis. This will help create a sound procurement strategy during Phase II. Several states currently use software-as-a-service systems for cross-agency data sharing, without requiring substantial modifications to existing participant management information systems (MIS). Five agencies that deliver frontline workforce services, in addition to the Workforce Board, are committed to this project.



Project costs

\$1.24 million to support the design study, analysis of IT solutions, and staffing costs of managing the project, including hiring an IT Policy and Planning Senior Manager.

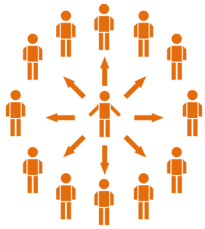
FUTURE OF WORKFORCE DEVELOPMENT



Ensuring Washington's economic resilience equitably reaches all our diverse, disadvantaged, and rural communities depends on a dynamic talent pipeline, up-to-date with the skills and competencies needed by industry. Real-time data on industry needs, meaningful data analytics, increased investments in worker training and upskilling, and the staff to focus on the changing nature of work will advance the state's workforce development system. With these improvements, Washington's talent pipeline will be more nimble and responsive to rapid changes in the economy and better equipped to help jobseekers secure attachment to high-demand, high-wage employment.

BUILDING A COMPETITIVE WORKFORCE

This multi-faceted project includes a variety of touch points to provide workforce professionals and policymakers with timely, actionable information about Washington's emerging business and workforce needs.



- Renews the Workforce Board's focus on the Future of Work, providing staff support to continue the annual Future of Work report with recommendations to policymakers.
- Provides real-time business analytic data through a new dashboard system, enhancing coordination and ongoing communication among partners about timely employer needs.
- Funds the establishment of four additional Sentinel Networks in industries "in transition" or "flux," to be later determined.
- Provides additional state resources to fund Job Skills Program grants through SBCTC, and provides staff support to do so.

MAKING SYSTEM SERVICES MORE COHESIVE

It's difficult for the public workforce system to respond to current challenges, not to mention changes predicted to accelerate in the near future. The system is complex and multidimensional, comprised of numerous state and federal funding streams, across seven state operating agencies. Both federal and state funding streams have statutory and regulatory restrictions that slow the system's ability to respond. The strategies proposed here increase our system's ability to proactively identify and partner with employers and industries to more efficiently create needed training and education pathways.

BETTER ACCESS, LESS COST FOR UNDER-RESOURCED COMMUNITIES

As automation accelerates, along with other Future of Work trends, it is urgent that the state works proactively to prevent mass worker dislocation and the elimination and degradation of jobs. This proposal will allow Washington's talent development system to amp up engagement with employers and key stakeholders, and co-create a stronger "talent pipeline" to dynamically upskill and reskill workers for long-term economic competitiveness, with a distinct focus on ensuring that diversity, equity and inclusion remain top of mind in policy development.



Project costs

Project costs about \$33 million over 2023-25 and includes creation of four new industry sentinel networks, Future of Work reporting, the creation of new business intelligence dashboards, expansion of the Job Skills Program, and several new staff at the Workforce Board and partner agencies, including a Management Analyst and two Policy Associates.

ADVANCE EQUITY IN IT CAREERS



State, local, public, and private partners will work to ensure digital illiteracy is eliminated across the state, and all Washingtonians, especially those from marginalized communities have equitable access to high-demand IT-based careers.

LEAVING THE DIGITAL DIVIDE BEHIND



The digital divide must be eliminated for Washington's economy to fully recover and leave no one behind. The pandemic shined a light on the tremendous barriers that keep marginalized people and communities from accessing a growing number of IT-based opportunities. Those with digital fluency were resilient to pandemic-induced disruptions to work, education, and daily life. Technology continues to propel Washington's economy forward. Employers are clamoring for IT talent and hiring from outside state borders. It's critical that we create new pathways for hard-working Washingtonians to prepare for and access these high-wage, in-demand jobs.

WA WORKING TOGETHER FOR EQUITY AND SUCCESS

This project brings together a wide range of public and private partners and leverages significant resources and proven experience to build a sustainable model and achieve tremendous impact. There are far too many partners to mention here, but the four lead agencies are:

- **Washington's Workforce Board**—Performance accountability and policy development, administer key funds, overall collective impact coordination.
- **Washington State University Global Campus**—Develop and implement statewide system to eliminate digital illiteracy; create and administer the Workplace Digital Literacy Credential system.
- **Employment Security Department/Washington Service Corps**—Create the IT Service Corps.
- **State Board for Community and Technical Colleges**, with support from the IT Center of Excellence—Design study and prototyping of a "living map" of IT occupational pathways and relevant, available education and training resources.

MINIMUM OF 15,000 SERVED BY YEAR 3

Much of this project's first year is developmental, with participant numbers expected to be nearly 1,000. By the end of Year 3, we expect to have 15,000 completers of at least 1 tier of digital illiteracy coursework, and 10,000 who have achieved their Workplace Digital Literacy Certification.



Project costs



FY'23 budget is \$5.78 million. FY'24 and beyond, based on scale-up projections is approximately \$8.5 million per year.

ADVANCE EQUITY IN IT CAREERS



Washington’s tech industry employers are investing considerable resources to attract and retain a more diverse workforce, yet report Washington’s qualified pipeline is insufficient.

WA’s tech industry employed 36,000 foreign H-1B workers in 2019 alone, most earning over \$100,000 annually. IT incomes have continued to grow, even during the pandemic, 16.9+ percent over 2019-2020.

Projected Average Annual Job Openings in Washington

SOC code	Occupational title	Avg. Ann. Openings	
		2019-2024	2024-2029
15-1211	Computer Systems Analysts	8,054	9,205
15-1212	Information Security Analysts	1,237	1,464
15-1232	Computer User Support Specialists	6,253	6,955
15-1241	Computer Network Architects	1,097	1,164
15-1242	Database Administrators	1,058	1,187
15-1244	Network and Computer Systems Administrators	2,767	3,045
15-1251	Computer Programmers	1,568	1,621
15-1252	Software Developers	38,878	45,548
15-1254	Web Developers	6,785	7,866
15-1299	Computer Occupations, All Other	4,425	4,917
Total		72,122	82,972

WA’s Employment Security Department projects

72,122

openings annually in the 10 most prevalent IT fields over the next 4 years, accelerating to 82,972 from 2024-2029.

Source: Employment Security Department

Diversity in Tech Jobs in the USA

Even though minorities represent 40% of the US population, they represent 32% of the tech industry.

Ethnicity	U.S. population	U.S. tech industry proportion
White	60%	68%
Black	13%	7%
Asian	6%	14%
Hispanic/Latinx	18%	8%
Other	2%	1%
Mixed race	3%	1%

ComputerWorld, July16, 2020. Sources: U.S. Census Bureau 2019 estimates, and U.S. Equal Economic Opportunity Commission’s Diversity in Tech Report

RESTARTING WAVE

Popular CTE scholarship set to relaunch



The Washington Award for Vocational Excellence (WAVE) scholarship program provides a direct financial incentive for Washington career and technical education (CTE) high school and college students to advance their career goals through state-funded education and training. Three WAVE scholarship recipients are selected via a highly competitive process from each of the state's 49 legislative districts.

In 2020, the legislature lifted a suspension of WAVE after a 10-year hiatus, requiring awards to be granted in the 21-22 school year. Restarting this scholarship program after a 10-year break requires substantial staff time and effort. The Workforce Board has requested the funds necessary to hire adequate staff support, create a new data base, and begin a new outreach campaign to the state's 295 school districts and 34 community & technical colleges.

SHINE A LIGHT ON CTE STUDENTS IN EVERY LEGISLATIVE DISTRICT



The Washington Award for Vocational Excellence (WAVE) scholarship program provides tuition support for 98 high school students and 48 community and technical college students each year that have demonstrated excellence in their CTE program of study. Students are nominated to apply by their CTE faculty. Applications are rigorously reviewed by a diverse panel of CTE and industry experts.

WAVE awards pay undergraduate tuition for two years (six quarters or four semesters) at an accredited Washington public or private college or university, or licensed vocational school.

The Workforce Board administers the awardee selection process on an annual basis. The Washington Student Achievement Council disburses the grants. WAVE recipients have up to five years to use their awards.

WHY WAVE, WHY NOW?

Starting in 2010, when budgets were tight during the Great Recession, WAVE was suspended. Now, in 2021, the state faces a much different economic picture with recovery on the horizon from the COVID-19 pandemic and the need for more highly skilled workers growing across a range of careers, especially as older generations retire. At the same time, enrollment has dropped precipitously in the state's community and technical colleges, down by nearly 20 percent between 2019 and 2020, part of a larger downward enrollment trend. The need to incentivize young people to seek additional, career-focused education and training has never been greater.

BETTER ACCESS TO HIGHER EDUCATION, HIGH WAGE CAREERS

Washington's CTE students come from a wide range of backgrounds and pursue a broad set of career interests in areas ranging from agriculture to finance to health science to manufacturing.

WAVE incentivizes career and technical education (CTE) students at the high school and college level to pursue their education and career interests at two-year and four-year institutions across the state. It also:

- Enables more students to reach tangible, career goals, including CTE students from disadvantaged, diverse, and rural backgrounds.
- Helps strengthen Washington's overall economy by providing pathways for more newly trained, skilled workers as the state emerges from the pandemic.



Staffing, other costs

The Workforce Board needs additional funding—nearly \$220,000 per year—to relaunch this scholarship, create a new data base, and begin a new outreach campaign to the state's 295 school districts and 34 community and technical colleges. This budget request will also pay for a WAVE scholarship lead, administrative support, and data management support..

WORKFORCE EDUCATION INVESTMENT ACCOUNTABILITY AND OVERSIGHT BOARD

Staff Support

WEIAOB

The Workforce Education Investment Accountability and Oversight Board (WEIAOB) was established by E2SHB 2158 to assess investments made by the Legislature from the Workforce Education Investment Account (WEIA), and to make recommendations for future investments. Funding is requested for staff support to the 17-member WEIAOB.

WEIAOB PROVIDES ACCOUNTABILITY, TRANSPARENCY



This public board was chartered to provide transparency on the use of the WEIA fund, which comes from a surcharge to the B&O tax paid by Washington's businesses. Specifically, the board ensures accountability through WEIA to:

- Build postsecondary capacity to prepare Washingtonians for high-demand jobs with family sustaining wages.
- Improve the rate of postsecondary enrollment, retention, and completion, especially for those age 26 and younger.
- Improve equitable access and benefit for marginalized and under-represented populations.

HIGHER EDUCATION FUNDING MORE IMPORTANT THAN EVER

For the first time in Washington's history, there is a dedicated revenue source to support higher education, created by a surcharge on the B&O tax. Business leaders asked for a transparent system of accountability and to be involved in oversight of the fund. The Board was chartered in the WEIA enabling statute. Its 17 members, all with busy schedules, take their responsibilities as stewards of these funds seriously. However, they need professional staff support to stay on top of and advance such important work.

MORE SUPPORT NEEDED TO CONTINUE WORK

The WEIAOB held its first meeting in October 2020. Since then, the Board has clarified roles and adopted guiding principles and performance metrics. Staff support is needed to develop and maintain an accountability dashboard, and to work with recipients of WEIA funds. Dashboard data must reflect programs and be kept up to date. To develop future funding recommendations, the board has asked to learn from experts or literature reviews about important issues and promising practices. The board also requires staff support to explore beneath the administrative data when unusual trends or gaps are identified.

SUPPORT STAFF ENSURES QUALITY PERFORMANCE

Ongoing staff support, approximately \$275,000 per year (FY'22 is \$149,000) will enable WEIAOB members to better perform their accountability role, to ensure transparency, and heighten the level of rigor by which they can both evaluate existing programs and make recommendations for future investments. Having professional staff also legitimizes the board as an important advisor to the legislature on the use of the B&O levied Workforce Education Investment Account.



Project costs

Ongoing funds are requested to begin early in 2022. The total requested for the 21-23 biennium is \$420,000.

The budget contains requests for a full-time Board Manager, a 0.3 FTE administrative assistant, 0.1 FTE researcher, and \$50,000 per year for additional research and evaluation.

Tab 4

Accomplishing TAP 2022 – October Meeting

PRESENTER: Eric Wolf

BOARD MEETING DATE: 10/6/2021

BOARD MEMBER SPONSOR: Perry England

DISCUSSION TIME ALLOTTED: 1 hr

<p>ISSUE/SITUATION: Concise - 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed.</p>	<p>THE ISSUE/OPPORTUNITY IS:</p> <ol style="list-style-type: none"> 1) Board members will identify which strategic priorities and goals will continue onward in the state's strategic plan for workforce development, Talent and Prosperity for All (TAP) 2022, and discuss whether additional priorities are warranted. 2) The Board will charge combined plan partners to integrate the TAP 2022 strategic priorities and goals in their respective planning processes (operational and strategic). 3) The Board will charge staff from combined plan partner agencies to collaborate on the "Operational Plan" responses required by the planning guidelines to present a draft plan at the January Board meeting for feedback and release for public comment. 4) The Board will offer feedback on a timeline for local workforce development council plan approval during 2022, and direct staff to make final recommendations to the Board on approval of their 2020 plans at their next Board meeting. These previous local plans had been delayed.
<p>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.</p>	<p>SUPPORTS TAP STRATEGIC PRIORITY: This is a critical opportunity for the Board to either recommit to or revise the goals and strategic priorities set in the 2020 edition of <i>TAP</i>.</p>
<p>POTENTIAL IMPACT: Effect on people, businesses, communities. What is better or different from other existing strategies?</p>	<p>IT IS SIGNIFICANT BECAUSE: The 2022 TAP Plan update is an opportunity to recommit to goals we believe as a system will change outcomes for jobseekers and employers, or to revise or eliminate priorities that the Board no longer feels are an effective prescription for the system today.</p>

<p>OPTIMAL NEXT STEPS: What do you really want to happen as a result of this discussion with the Workforce Board?</p>	<p>MY IDEAL OUTCOME OF THIS DISCUSSION IS: The Board will:</p> <ol style="list-style-type: none"> (1) Recommit to or reframe the goals or strategic priorities of TAP, and/or move forward on integrating other priorities (for instance, rural community vitality) into the plan. (2) The Board will charge combined plan partners to integrate the TAP 2022 strategic priorities and goals in their respective planning processes, which will occur this fall and early winter. (3) The Board will charge staff from combined plan partner agencies to complete relevant updates to their respective portions of the plan before the January Board meeting for feedback and release for public comment. (4) The Board will empower their staff to review the submitted 2020 local Workforce Development Council (WDC) plans and make an approve/do not approve recommendation on the local plans to the Board at their next meeting.
<p>BACKGROUND: Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation?</p>	<p>RELEVANT BACKGROUND INFORMATION: <i>Updating the TAP Plan for 2022</i> This is a two-year update to the TAP plan, a less-work intensive undertaking than the comprehensive four-year plan update. Partners are nonetheless expected to modify their respective plans to reflect the performance and strategies they employed during the last two years.</p> <p>Per guidance from our U.S. Department of Labor partners, plans will be due to the federal submission portal by March 15, 2022. We have been told that the guidance issued in 2020 in terms of plan contents remains the same, so no new or novel sections of the plan itself need to be developed, though sections will be updated internally with data and information relevant to 2020-21.</p> <p>Staff will review with the Board the strategic priorities within TAP and engage members at this meeting on whether additional priorities should be added. Guidance will accordingly be issued to plan partners to integrate additional priorities into their responses in the Operational Plan section of TAP. A draft TAP update is anticipated for Board review in January 2021, to accommodate public comment before the March 15 submission date.</p> <p><i>Approving Local WDC Plans from 2020</i> Local Workforce Development Councils submitted local plans for the Board's review and approval for the 2020-2021 cycle during spring 2020. These plans were written before COVID-19 and submitted to the Board at the start of the COVID-19 pandemic. As part of ongoing discussions with local areas on alleviating workload and capacity demands due to COVID, the Board agreed to suspend the review process of local plans until after pandemic conditions eased. Unfortunately, due to the unforeseen length and surge of the Delta variant in the fall, we are approaching the end of the two-year cycle in which those plans were relevant. Local areas will be expected to update their local plans again as early as next</p>

	<p>summer, in 2022.</p> <p>Because these plans were relevant to service conditions and strategies pre-pandemic, and because the time to review and approve these plans is waning, Board staff are petitioning the Board to empower them to make an “approve/do not approve” recommendation for each plan at the upcoming December 2021 Board meeting. Board staff will review plans for alignment with the Board’s issued local planning guidance from 2020; plans that are out of compliance on <i>required</i> elements will be asked to update their plans.</p>
<p>STAKEHOLDER ENGAGEMENT, PROS AND CONS: Which stakeholders have been engaged in the development of this recommendation? What are the pros and cons of recommendation? According to whom (which stakeholder groups)? Are there viable alternatives to consider?</p>	<p>STAKEHOLDERS HAVE PROVIDED INPUT AND THEY THINK: n/a</p>
<p>FINANCIAL ANALYSIS AND IMPACT: What will it cost to enact this recommendation? What resources will be used? Are new resources required? How much? Where will existing or new resources come from? Are there savings to be gained from this investment? Over what period? Are there other returns on investment to consider?</p>	<p>THE COST AND RESOURCE NEEDS OF THIS RECOMMENDATION ARE: Agency partners to the plan will need to devote significant staff time over the next quarter to prepare operational plans that align to and integrate the goals of TAP 2022 and make other updates to their partner plans as necessary. Partners will be expected to update their answers to approximately 12 long-form narrative questions, ranging from a half-page to two pages in length, and in some cases their respective partners plans will require narrative updates to address the past two years of unorthodox service delivery.</p>
<p>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?</p>	<p>THE RECOMMENDATION AND/OR REQUESTED ACTION IS:</p> <ol style="list-style-type: none"> 1. Recommit to or reframe the goals or strategic priorities of TAP, and/or move forward on integrating other priorities (for instance, rural community vitality) into the plan. 2. The Board will charge combined plan partners to integrate the TAP 2022 strategic priorities and goals in their respective planning processes, which will occur this fall and early winter. 3. The Board will charge staff from combined plan partner agencies to complete relevant updates to their respective portions of the plan before the January Board meeting for feedback and release for public comment.

	<p>4. The Board will empower their staff to review the submitted 2020 local WDC plans and make an “approve/do not approve” recommendation on the local plans to the Board at their next meeting.</p>
--	--

Tab 5

Board Feedback on Legislative Study on Universal Basic Income Plan

PRESENTER NAME: Lori Pfingst, DSHS

BOARD MEETING DATE: 10/13/21

DISCUSSION TIME ALLOTTED: 20 min

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: The Board will be provided information about a legislative charge that will look at the concept of Universal Basic Income (UBI). The Board and stakeholders have long expressed interest in engaging the workforce system in addressing poverty in the state, through support in job placement, career planning and exploration, as well as streamlining services and access to workforce programs. This presentation will provide information on opportunities for the Board to engage in the planning process for a feasibility study on UBI.
BACKGROUND: Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation?	<p>In 2021, the Washington State Legislature passed the Appropriations Bill ESSB 5092 which contained a proviso that directed Department of Social and Health Services-Economic Services Administration and Governor Inslee's Poverty Reduction Workgroup to develop a UBI Feasibility Study by June 1, 2022.</p> <p>The Governor's Poverty Reduction Workgroup (PRWG) was created by Governor Inslee's directive in 2017 and combines a broad membership list of agencies, community organizations, legislators, philanthropy, and more. The Workforce Board holds a seat on the PRWG, as do many of the Board and system partners. The PRWG is advised by an approximately 20-member steering committee comprised of individuals with experience in poverty.</p> <p>The PRWG included a recommendation in its 10-year plan regarding the need to smooth off-ramps from public benefits programs, such as child care, food and cash assistance, and health insurance. This "cliff effect" was described in the report as when "assistance can abruptly end before an individual or family is ready, or if a person begins earning just \$1 over a given eligibility threshold." The Board received a briefing on this benefits cliff concept at the July 16 meeting.</p>
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?	THE RECOMMENDATION AND/OR REQUESTED ACTION IS: Information and discussion only. Board members and stakeholders will have the opportunity to learn more about the study and planning process, and may choose to join the workgroup that is exploring this concept.



Universal Basic Income Feasibility Study

Executive Summary

OVERVIEW and HISTORY

Universal income concepts have been traced to Johannes Ludovicus Vives, a Spanish humanist, who laid out the concept for minimum income in the 1500s.¹ The idea became necessary due to societal shifts in how people supported themselves and one another. This has remained the case as communities spread farther apart and we transition to a global society. Social protection models have taken various forms, such as targeted models like Social Security and conditional programs like the Earned Income Tax Credit within the US specifically.²

As society continues to advance technologically, conversations on how to provide assistance and address wealth inequality abound. As the discussion of universal basic income has become more versed, differences in opinion have developed regarding what “universal” means, as in who qualifies or gets approved, how much to provide and for how long, and how to pay for the program.

With the exception of Social Security, concepts which give cash directly to people with no conditions have been difficult to substantially move forward nationally. In the last decade though, the discourse about universal basic income has exploded.³ In the United States, the onset of the COVID-19 pandemic and the stimulus payments that were sent to many during the ensuing economic downturn helped pave the way for national discussion. This was in addition to the numerous pilots throughout jurisdictions in the nation, beginning with the pilot in Stockton California that started in 2019.

WASHINGTON STATE FEASIBILITY STUDY

In 2021, the Washington State Legislature passed the Appropriations Bill ESSB 5092 which contained a proviso that directed Department of Social and Health Services- Economic Services Administration and Governor Inslee’s Poverty Reduction Workgroup to develop a Universal Basic Income Feasibility Study by June 1, 2022.

The Poverty Reduction Workgroup is committed to centering equity and people and communities historically excluded from social and economic well-being in the policy and program development for this work. The current plan to center lived experience and those most likely to benefit from universal income involves:

- The strategic team, comprised of state and community partners that advocate, represent, and are run by individuals who represent marginalized communities such as, the State Ethnic and Racial, LGBTQ, and Women’s Commissions, the Business Resource Groups, and the Interagency Committee on State Employed Women. This

¹ Basic Income Earth Network. A Short history of the Basic Income idea. Retrieved from: <https://basicincome.org/history/> August, 4, 2021.

² The Political Quarterly (2004). *The Many Faces of Universal Basic Income*.

³ The World Bank (2020). *Exploring Universal Basic Income: A Guide to Navigating Concepts, Evidence, and Practices*.





Universal Basic Income Feasibility Study

Executive Summary

group will provide the organizational perspective to support the recommendations and perspectives of the steering committee.

- The steering committee, composed of a diverse group of individuals who stand to benefit the most from a basic income program. Like the steering committee for the 10-Year Plan, this group will drive the work and are considered equal partners in this work.

ALIGNMENT WITH 10-YEAR PLAN

History shows that times of profound disruption are followed by significant social, cultural, and economic change. This time will be no different, and the timely release of the 10-Year Plan outlines the strategies and recommendations we can begin implementing today to build a just and equitable future.

Systemic change becomes possible when we recognize the “system” is us – people working in state and local government, non-profits, businesses, and philanthropic entities across the state all have a role to play. It simply takes a willingness to act.

The Universal Basic Income Feasibility Study aligns with the following 10-Year Plan strategies:

- **STRATEGY 2: Make equal space for the power and influence of people and communities disproportionately affected by poverty and inequality in decision-making.**
- **STRATEGY 6: Build an integrated human service continuum of care that addresses the holistic needs of children, adults, and families.** Specifically:
 - **Recommendation 6d. Increase unconditional cash assistance.** Evidence suggests that unrestricted cash assistance is an effective strategy for poverty reduction.⁴ Furthermore, the majority of literature shows that work requirements are just as likely to increase poverty as decrease it and that employment-focused poverty reduction strategies do not result in meaningful poverty reduction.^{5,6} Specifically:
 - Pilot a state program that provides unrestricted cash assistance to individuals and families and evaluate its effect on key elements of well-being and return on investment compared to current programs
- **STRATEGY 8: Ensure a just and equitable transition to the future of work.**
 - **Recommendation 8d. Develop and pilot a portable benefits model and a guaranteed basic income program.** In an economy that does not guarantee full-time work, benefit models must be updated to prevent worsening poverty rates and crises related to it, such as homelessness, mental illness, and addiction.

⁴ National Academies of Sciences, Engineering, and Medicine (2019). *A Roadmap to Reducing Child Poverty*. Retrieved from <http://doi.org/10.17226/25246>.

⁵ Ibid.

⁶ Ideas42 (n.d.). Retrieved from <https://www.ideas42.org/>



Get Engaged in the Work:

www.DismantlePovertyinWA.com



@DismantlePovWA



DismantlePovertyinWA



PRWG@dshs.wa.gov