



WORKFORCE 101

PRESENTATION TO PSRC EDD COMMITTEE





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WHO MAKES UP THE PUBLIC WORKFORCE SYSTEM?

Federal - U.S. Department of Labor and the Department of Education



State agencies and state Workforce Development Boards



Business-led Local Workforce Development Boards and Chief Elected Officials



Jobseeker Service providers

THE 12 LOCAL WORKFORCE DEVELOPMENT AREAS OF WASHINGTON STATE



PSRC LOCAL WORKFORCE BOARDS



WORKFORCE
DEVELOPMENT COUNCIL
OF SEATTLE - KING COUNTY



WORKFORCE
central



Puget Sound Regional Council

Workforce
Snohomish



WORKFORCE DEVELOPMENT COUNCIL
SERVING CLALLAM, JEFFERSON, & KITSAP COUNTIES

WHAT IS A LOCAL WORKFORCE DEVELOPMENT BOARD?



The Role of the WorkForce Development Board

Jobseeker Services

Facilitate and fund organizations to provide coaching, training and job connections for youth and adults

Business Services

Provide employee recruitment and retention services for local businesses and employers

Education & Training

Fund industry-recognized training for youth, jobseekers, and current workers

Data & Research

Evaluate workforce systems, trends and outcomes to drive regional priorities

Convening and Alignment

Bring together stakeholders from across sectors to align priorities and investments in a high-impact, equitable workforce development system

WORKFORCE BOARD MEMBERSHIP



- ▶ 50% + Business Members
- ▶ Community Colleges
- ▶ Organized Labor
- ▶ Training Providers
- ▶ Elected Officials

- ▶ This ensures that current skill needs of local businesses are communicated to relevant training programs.

OUR CUSTOMERS

JOB SEEKERS

- ▶ Youth
- ▶ Adults
- ▶ Dislocated Workers
- ▶ Vulnerable Populations
- ▶ Under Employed
- ▶ Those with barriers to employment or progression in employment

BUSINESSES

- ▶ Employers in priority sectors
- ▶ Training for existing workforce
- ▶ In-demand occupations
- ▶ Recruitment and retention

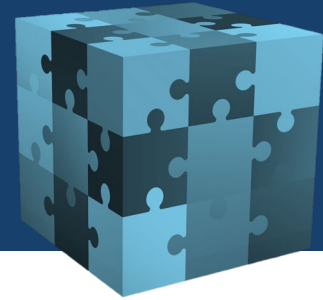
EXAMPLES OF BUSINESS SERVICES STRATEGIES

- Employer-driven vetted cohort trainings focused on high-demand skills leading to quality jobs
- Funding for employers to upskill or reskill employees to avoid layoffs and retain current staff
- Industry and employer focused recruitment events
- On Site Layoff Aversion
- Labor market analysis and assessment of demand, available workforce, competitive wages

EXAMPLES OF JOBSEEKER SERVICES STRATEGIES

- ❑ Individual coaching, resume, skill building and job-readiness
- ❑ Paid On-the Job Training and Work Experience with coaching support for Youth and Adults
- ❑ Funding and support for individuals to complete industry-recognized certifications and credentials
- ❑ Supportive Services: Financial support for childcare, work supplies, transportation, and additional barriers to employment

PSRC PRIORITY SECTORS

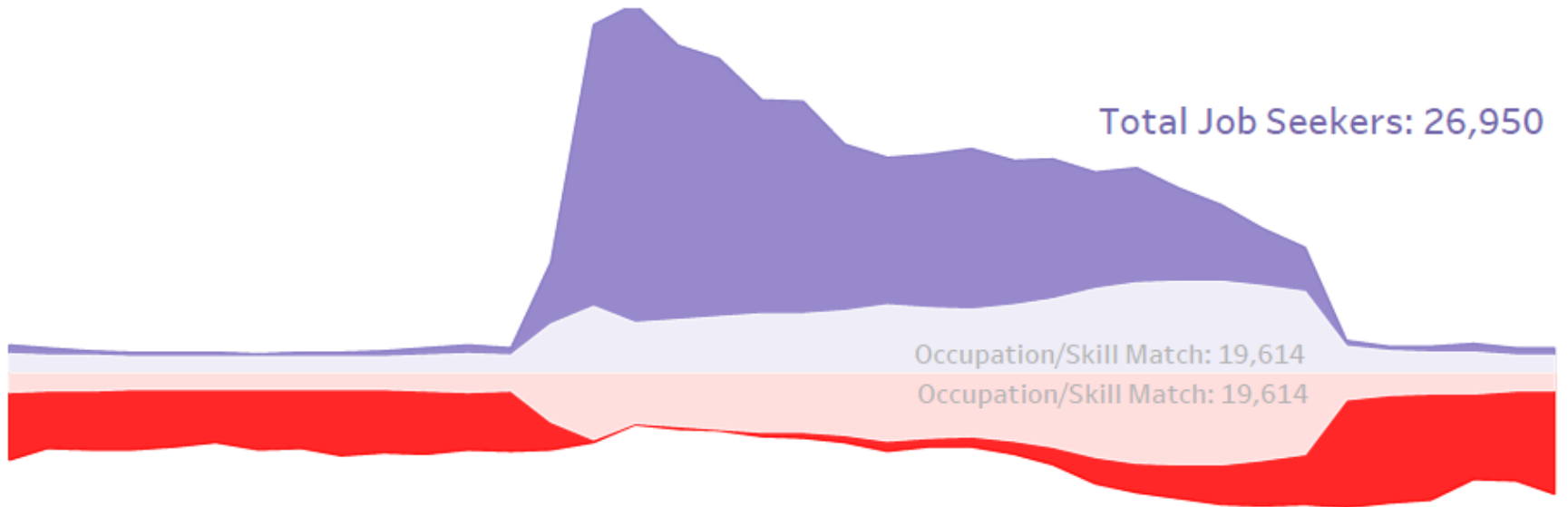


- ▶ Manufacturing
- ▶ Construction
- ▶ Green Economy
- ▶ Transportation & Logistics
- ▶ Maritime
- ▶ IT & Cybersecurity
- ▶ Bio and Life Sciences

SAMPLE LABOR MARKET DATA



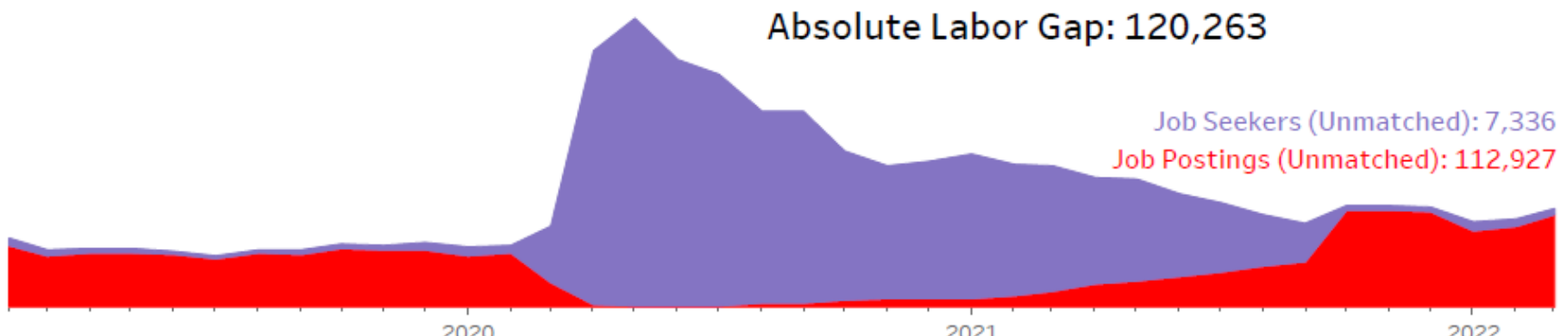
Labor Supply & Demand (Clallum, Jefferson, Kitsap, King, Pierce, & Snohomish County)



The Absolute Labor Gap reflects the total number of unmatched job seekers and available jobs.
An "Occupation/Skill Match" is the one-for-one occupation-level pairing of available jobs to workers in the UI system.

Total Job Postings: 132,541

Absolute Labor Gap: 120,263





CURRENT STATEWIDE INITIATIVES

FOCUS ON THOSE EXPERIENCING POVERTY



ECONOMIC SECURITY FOR ALL (ECSA) BUILDING PATHWAYS AND MAKING AN IMPACT



- ▶ The Washington Workforce Association has taken a first-ever step to collaborate with the state Department of Commerce, Employment Security Department, the Governor's Office, the state Workforce Training and Education Coordinating Board and others to create an ongoing, adaptable fund.
- ▶ The dedicated funding supports workforce systems to weave together housing and childcare supports, job training and certification programs, including community college programming and Job Skills Program opportunities, with robust employer engagement to move residents from poverty to prosperity.

ECONOMIC SECURITY FOR ALL (ECSA) FOCUSES ON

- ▶ Investment in demand-driven frameworks to support training the workforce growing industries based on local economic development plans
- ▶ A focus on racial and cultural equity, based on needs identified in the target community
- ▶ Alignment between opportunities traditionally functioning in silos to help participants access all eligible benefits to build a financial foundation for success
- ▶ People experiencing poverty in the design, planning, and implementation

ECONOMIC SECURITY FOR ALL (ECSA) BUSINESS NAVIGATORS

Funded by the Washington Department of Commerce through Community Reinvestment Account funding, to address racial, economic, and social disparities in Washington communities disproportionately harmed by the historical design and enforcement of state and federal criminal laws and penalties for drug possession (the war on drugs).

Support Black, Indigenous, and Latino businesses while also helping job seekers acquire the necessary skills and experience to secure long-term employment.



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