

EASTERN WASHINGTON PARTNERSHIP

WORKFORCE DEVELOPMENT COUNCIL

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WORKFORCE DEVELOPMENT COUNCIL AND REGIONAL BOARD MEETING SPOKANE, WA December 08, 2016

Attendance:

WDC: Bill Clemens, Jeff Koffel, Teresa Kutsch, Steve Smith, Jennie Weber, Kim Witt, Deana Zakar, *By Phone:* Kathy Covey, Jim Drake, Ken Maestas

Regional Board: Scott Hutsell, Steve Kiss, Art Swannack, *By Phone:* Jim Jeffords, Mike Talbott

Contractors and Guests: Kelly Charlton, Jaclyn Jacot, Doug Loney, Nathan Strege, Ajsa Suljic, Beth Thew,

Staff: Rod Van Alyne, Dayna Brown

Bill Clemens brought the meeting to order at 12:30 p.m. and introductions followed.

Bill Clemens called for a motion to approve the Agenda and the May 26, 2016 and September 22, 2016 meeting minutes.

Art Swannack made a motion to approve the agenda. Jim Jeffords seconded the motion. The motion passed.

Scott Hutsell made a motion to approve the May 26, 2016 meeting minutes. Kim Witt seconded the motion. The motion passed.

Steve Kiss made a motion to approve the September 22, 2016 meeting minutes. Art Swannack seconded the motion. The motion passed.

Regional Board Chairman's Report

Scott Hutsell welcomed Jim Drake to the council. At the September 22 meeting, the Regional Board voted to appoint Jim Drake as a new member to the council. Jim is the President/CEO of Blue Mountain Credit Union in Walla Walla.

Scott reported that Rod has been in contact with a potential board member from Whitman County and had a good discussion last week about the board and its role in the area. Scott mentioned that Rod anticipates being able to nominate a new member by the February meeting.

Chairman's Report

Bill Clemens welcomed Jim Drake to the board. Bill stated that at the September meeting, the members in attendance did not constitute a quorum and the board needs to vote on the action taken by the Executive Committee in June. On June 13, 2016, the Executive Committee met for the purpose of approving the local

Strategic plan for submission to the Governor. Rod said that the Workforce Board had a meeting scheduled for June 22nd to approve local plans and receive a recommendation for approval by the Governor. Rod had been working with Terry Colbert with the State Workforce Board to address the suggested changes to the original plan that was submitted in May. Bill stated that Rod explained the cross-regional leadership team with Spokane and suggested a change of wording for submittal. During the Executive Committee meeting Scott Habenicht asked about labor representation on the skill panels and Rod answered that we would want to have their voice heard on the panels. Rod said after committee approval he would have the Board Chair and Regional Board Chair sign the signature sheet and submit it for approval. A motion was made and the Executive Committee approved the changes.

Jim Jeffords made a motion to approve the changes to the local Strategic plan. Scott Hutsell seconded the motion. The motion passed.

WorkSource Report

Jennie Weber reported that ESD is preparing for a new unemployment insurance launch that is set for early next year. The Unemployment Tax and Benefits system will also create links to ESD's Tax and WorkSource job matching systems.

Jennie stated that there is a change in the service delivery culture. Employment Security Department is preparing staff to serve customers in a more integrated, streamlined, and quality focused manner as prescribed by WIOA. Local staff have been amongst the first in the state to receive training in the field of Human Centered Design.

Jennie reported on the WorkSource data sheets, informing the board that though it's not full data yet, this data is exciting. There have been 2053 unique job seekers served and employers are still saying that they need more people to choose from. Bill Clemens asked how competent the data is, Jennie said that it's about 90%. Jeff Koffel asked if the data also includes seekers from out of the state, Jennie said yes, the applications come directly from WorkSource but Monster has free access to the Monster system.

Jennie stated the seekers are 51% male and are typically unemployed. Teresa Kutsch stated that she feels the disabled number, at 7%, seems a bit low. She knows DVR is serving a higher percentage, but realizes this is self-disclosure. Bill Clemens asked if there is percentage of Veterans served, Jennie replied there isn't yet.

Quality Assurance Committee Report

Teresa Kutsch reported that the Quality Assurance Committee met on November 15 to review the service providers' performance for the period ending September 30, 2016. The committee reviewed the WIOA Barrier Population chart and identified the potential barriers to access that individuals face, how the barriers inhibit success, and what the system can do to address the barriers. Rod explained to the Quality Assurance Committee that the Workforce Training and Education Coordinating Board is interested in tracking participation of the fourteen populations facing barriers to employment as identified in WIOA.

Teresa explained that the Monthly Contractor Report has the raw data for each of the service providers' progress and that this data is transferred to the bar charts to show performance through September on each of the graphs. Rod noted that there are still some glitches with youth reports that are being addressed. The percentage of planned registrants is on track for each of the programs, as well as the Federal Entered Employment for the Adult and Dislocated Worker programs. Expenditure levels are fine for this time of year for each of the service providers.

Director's Report

Rod reported the WIOA populations with barrier list and universal barriers to access is an important piece to look at for the barrier piece of the Strategic Plan. As we look at the system as a whole, Rod will readdress the list to make sure that the system is open for all and everyone is able to receive assistance.

Rod said the state plan, which was in a substantial approval level with the Department of Labor, is now fully approved.

Rod explained that the board needs to update the bylaws, we are adding a committee and changing the name of the "Employer Services Committee" to the "Business Services Committee". There is a 10 day period for all members to comment or suggest a change to the bylaws. Rod reminded the board that at one time there was talk of changing the name of the Council. The trend is to add "workforce" to the name. Rod noted that he likes to have the "partnership" in the name, because we work as a partnership. Rod said the board will vote in February, and if there are any suggestions or anything that needs addressed, to let him know.

Regional Economist Report

Ajsa Suljic, Regional Economist with Employment Security, presented the labor market report. Ajsa reported the unemployment rates throughout the state are below 7%, with the exception of Ferry County at 9.4% and Pend Oreille at 8.0%. In the EWP nine county area, 5400 are looking for work and the labor force is increasing at 4.1%. Bill Clemens asked if that is due to new people to the area, Ajsa replied that it could be new people or someone that has been discouraged and is now trying to find employment again. Scott Hutsell asked what the age group is, Ajsa said 16 years and older is what they count for labor force.

The top occupations advertised in all areas are healthcare, technical support and heavy and tractor-trailer truck drivers. Rod Van Alyne asked if these numbers were based on listings on line, Ajsa confirmed that they were. Ajsa reported that nine of the twenty-five hard skills are in health care and seven of the twenty-five are technical hard skills.

Ajsa reported on the populations with barriers to employment. The barrier for age, are the youth and older populations. There are over 17,000 youth, age 16-19, living in the nine counties the area with the highest unemployment rate for youth is Asotin with 34% and the lowest is Lincoln with 8%. Art Swannack asked if the 16-19 age group is adjust for the hours that the youth can actually work, Ajsa answered that its all the participants in that age population. The highest unemployment rate for the older population of 65-74, is Pend Oreille at 10%. Ajsa mentioned that the majority of the areas have a smaller unemployment rate and are looking for younger workers to replace older workers that are looking at retirement, but a high number of youth have no certificates and there are insurance issues when hiring the younger workforce.

There is a higher unemployment rate for males across the area, with Ferry and Pend Oreille having the highest. The barrier for females with children under the age of 6 has a high unemployment rate across the nine county area. The participation rate for seekers with a disability is 35% to 40% with Pend Oreille having the highest unemployment rate of 26%. Art Swannack asked if someone can be counted several time in different areas (poverty, disability, education), Ajsa said yes, they are counted for each individual barrier area. Race brings up very different populations and unemployment rates throughout the nine counties, for Stevens, Whitman, Pend Oreille and Ferry unemployment rates are between 5% and 25%. The barrier for single parents shows that females have a higher participation rate with Walla Walla having the highest at 77%.

The Public Assistance barrier shows all areas with public assistance and Pend Oreille is the highest with 22% receiving food stamp benefits in the last 12 months. The language barrier population graph shows the population with different levels of education in the labor force and the number of people that speak another language, with Walla Walla having the highest number of participants that speak another language.

Ajsa mentioned that there will be information on the homeless population in the future. That is a population that is harder to count because not all homeless people choose to go to shelters.

Ajsa's full PowerPoint presentation can be accessed at: <http://ewpartnership.org/reports>

Bridget Rohner – WSU Cooperative Extension

Bridget Rohner explained that in the workplace we can be working with three to four generations at a time. It's important to know how to engage and attract workers in a different generation. Millennials value meaningful work, they want to feel valued and make a difference in the world. They see work as a team sport, they don't see parents, employers and co-workers as rivals, but as peers. Bridget mentioned that Millennials have some basic skills that are lacking and employers may want to look into basic training to new employees, it's important to be ready to coach them but also be ready to accept guidance from them in their strengths. Bridget noted that employers might want to be willing to bend when it comes to social networking. That is the way they keep track of what's going on at home, get questions answered from peers quickly. Social networking is considered a virtual breakroom, instead of talking by the water cooler or taking a cigarette break.

Bridget's full PowerPoint presentation can be accessed at: <http://ewpartnership.org/reports>

Old Business:

None

New Business:

None

Bill announced the next meeting will be held on February 23, 2017.

The meeting adjourned at 2:50 p.m.