

# March 15 & 16, 2007 WDC Meeting & Retreat



## Strategic Planning

### #1 Youth



**Issue 1:** 9 out of 26 North Central school districts are not meeting the state target of 73% on-time graduation. The estimated number of students who do not graduate even after the 12th year ranges from 419 to 1,259 for the region.

**Question 1:** What are your best ideas to increase graduation rates?

#### Parental involvement

- Encourage and educate
- Reach students at young age

#### One-on-One Support

- Monitor/case manage worker/career counselor
- Intervene at critical decision points
- Relationship leading to positive experience

#### Make it Matter

- Relate education to work (coop ed) (voc ed)
- Incentives – internal/external
- Employer message

#### Cultivate ambition and motivation

- Applied learning – voc ed
- Assess barriers: basic skills, disabilities, chem. dependency

**Issue 2:** 14 out of 100 people 25 and older in North Central Washington have completed one or more years of education beyond high school. 25% of 18-24 year olds have some college or an AA.

**Question 2:** How do we encourage and support more youth and adults to complete post-secondary educational training that leads to careers?

**Increase awareness of multiple options for post-secondary training:**

- Life long learning (OJT, online learning, after work, etc.)

#### Gear Up Model:

- Link high school to post high school to career
- Plans starting early

**Breakdown cycle of fear and generations of low education:**

- Build on small successes
- Positive experience to increase confidence and self/self-esteem
- Relation to work world and local opportunities

### #2 One Stop

**Issue 3:** In 2006, 51% of employers (versus 45% in 2004) report difficulty in finding qualified job applicants according to a state-wide survey of firms with job openings.

**Question 3:** What do you think we should be focusing on to help bridge this skills gap in the labor market?

- Basic skills
- Employer involvement
- Community Awareness
- Employee motivation and navigation
- Fundamental skills including soft skills
- No wrong door / knowledgeable staff
- Customer Service

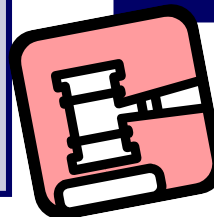
**Issue 4:** 18 distinct workforce programs assigned to the one-stop employment and training system.

**Question 4:** What common one-stop system features and results do you want to see across the board?

- Screening and assessment
- Learning resources
- System keen staff
- Full array of partner services
- High touch
- Continuous improvement

## Council Action

- November 7 Minutes
- One Stop Operator
- Vice Chair Election



## #3 Economic Development

**Issue 5:** 600, 100, 50 employees have found themselves dislocated from major plant closures during the last few years.

**Question 5:** What should SkillSource, Employment Security, WVC, and Big Bend do, do better, and do more of to rapidly address the needs of the area's dislocated workers?

- Targeted mini-hiring events
- Develop directory of businesses and contacts interested in interviewing dislocated workers.
- Better inform training staff by facilitating meetings to hear from economic development and employers about opportunities

**Issue 6:** 5% unemployment— the region has been enjoying this unusually low unemployment and economic development news: new companies, new construction, steady population growth.

**Question 6:** How can we better partner and link the resources of the workforce development system to assist economic development efforts and expand prosperity?

- Be a voice for good economic development
- Work with LMEA for useful data
- Help solve the vacuum of leadership in some areas
- Include workforce development and education partners in

### Board Actions

- New Chair Cheri Rayburn welcomed everyone to Warm Springs Inn
- November 7 Meeting Minutes were approved with two corrections:
  - Georgia Nelson selected the Vice Chair nominating committee
  - Up to 49% of adult participants enrolled in training may be Priority Level 2
- Approved Moses Lake Consortia One Stop Operator
- Elected Mike Bolander Vice Chair

### Follow-Up Results

	Adult	Dislocated Worker	Older Youth	Younger Youth
Entered Employment	85%	87%	76%	
Retention	85%	91%	78%	71%
Monthly Earnings	\$1898	\$2023	\$537	
Credential	80%	77%	56%	
GED or				59%
Skill Gain				87%

### Spring Meeting Schedule

- Monday, May 7, Okanogan Committee, 12:00 Noon, Main Street Learning Center, Brewster
- Tuesday, May 8, Grant/Adams Committee, 12:00 Noon, SkillSource, Moses Lake
- Wednesday, May 9, Chelan/Douglas Committee, 12:00 Noon, SkillSource, Wenatchee
- Tuesday, May 22, Board Meeting, 6:30 p.m., WorkSource Career Center, Moses Lake