Snohomish County

Future Workforce Alliance Board Meeting

October 7, 2020
Board Agenda

1. Welcome, Introductions & Overview
   • Kim Williams, Board Chair

2. Action Item
   Future Workforce Alliance Board Minutes for June 30, 2020
   • Rich White, Secretary/Treasurer

3. Future Workforce Alliance Engagement & Strategic Plan Overview
   • James Henderson, Snohomish County

4. Board Strategic Planning Session
   Supporting Recovery & the Role of the Future Workforce Alliance Board
   • Dave Somers, Snohomish County Executive
   Strategic Planning Overview
   • Larry Good & Ken Barnes, CSW

   Strategic Planning Session
   • Breakout Sessions: Discussion and “what if” scenarios around a major potential workforce challenge.
   • Breakout Session Debrief
   • Board discussion

5. Public Comment
   • Kim Williams, Board Chair

6. Adjourn
   • Kim Williams, Board Chair
Agenda Overview & Meeting Goals

Kim Williams, Chair
Future Workforce Alliance Engagement & Strategic Plan Overview

James Henderson, Snohomish County
Strategic Plan Phases (Fall 2020 – Winter 2021)

Phase 1: Board Mission & Goals
- Develop Vision and Mission statements.
- Develop short (1-3 year); mid (4-7) and long (10+) year goals.
- Website development and launch.
- Board Committee development.

Phase 2: Research & Analysis
- Transferable skills analysis.
- Talent retention and reskilling.
- Examine industry trends.
- Capacity of local education and training providers.
- Support Board goals and objectives.

Phase 3: Workforce Strategic Plan
- Develop strategies based on the research and analysis to meet defined goals.
- Determine what measurements and metrics are needed to track goal achievement.
- Strategies have an equity and inclusion lens and focus.
- Develop a dashboard to support goals, monitor results, and support implementation.
- Develop committees to support plan implementation.

Phase 4: Implementation Plan
- Develop an annual implementation plan to support the workforce strategic plan.
- Establish outcome, goal, and objective metrics to align with dashboard and track implementation progress.
- Identify funding sources for strategies and apply for funding as needed to support implementation.
Next Steps

• **Board Mission & Goals**
  • Conduct Board discussion on October 7 to define goals and objectives and outline vision and mission statements.
  • Develop Board website for launch.

• **Research & Analysis**
  • Transferable Skills Analysis
    • Analysis to determine how the existing skills of displaced workers in Snohomish County can support jobs in growing industries.
  • Proposals due Oct. 16.
  • Study completed by December 31, 2020.

• **Workforce Strategic Plan**
  • Draft and publicize RFP to hire consultant.
  • Monitor EDA grant request.
Board Strategic Planning Session
Supporting Recovery & the Role of the Future Workforce Alliance Board

Dave Somers, Snohomish County Executive
Remarks by Dave Somers
Strategic Plan Overview

**Purpose**
- Define the “north star” for the Board’s work: mission, vision, goals, objectives

**Steps**
1. Survey board members about their goals (*completed*).
2. Staff & CSW share issues brief with board members – framing economic & social context (*completed*).
3. October 7 Board Discussion
   - Strategic workforce opportunities and challenges; the “new normal”
   - The impact desired from the Board’s work
   - Discussion of mission and vision statement key ideas
4. December board meeting
   - Finalize mission and vision statements
   - Identify objectives within three goal areas (Growing Jobs, Developing/Retaining Talent, Creating Opportunity)
Strategic Planning Sessions for Oct. 7

1:55 – 2:25: Break Outs – each group given a “what if” scenario around a major potential workforce challenge.

Questions:

• How could the County manage this issue successfully?
• How could this Board impact this issue?

2:25 – 2:40: Debrief the breakouts

• What did each group come up with?
• What patterns emerge across the groups?

2:40 – 2:55: Full group discussion:

• Why this Board?
• How can we make the greatest impact?

2:55 – 3:00: Next steps
## Breakout Sessions

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<tr>
<th>Breakout Session #1</th>
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<th>Breakout Session #3</th>
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<td><strong>Facilitator:</strong> Larry Good</td>
<td><strong>Facilitator:</strong> Ken Barnes</td>
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<td>• Kim Williams</td>
<td>• Amy Drewel</td>
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<td>• Sue Putnam</td>
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<td>• Jolenta Coleman-Bush</td>
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<td>• Janice Greene</td>
<td>• Crystal Donner</td>
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<td>• John Harlow</td>
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<td>• Larry Montgomery</td>
<td>• Mary Jane Brell-Vujovic</td>
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<td>• Nick Harper</td>
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Next Steps
Kim Williams, Board Chair
Next Steps

• **Upcoming Board Meetings**
  - October 7: 1:30pm to 3:00pm
  - December 10: 1:30pm to 3:00pm

• **Local Area Plan**
  - Strategic questions to support Plan development will be sent to the Board the week of October 12, 2020.
  - Board approval at December 10, 2020 Board meeting.
Public Comment

Kim Williams, Board Chair
Adjourn

Kim Williams, Board Chair
Strategic Plan Phases (Fall 2020 – Winter 2021)

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Timeline

Board Survey (Aug.)

Website Initial Launch

Workforce Strategic Plan Commences (Fall 2020)

Transferable Skills Analysis Commences (Sept/Oct)

Executive Committee review of Goals, Mission & Vision (Nov. 2020)

Board Approves Goals, Vision & Mission (Dec. 10)

Board Considers Strategic Plan for Approval (Winter 2021)

Workforce Strategic Plan Concludes (Winter 2021)

Transferable Skills Analysis Concludes (Nov/Dec)

Implementation Plan (Winter 2021)

Board Approves Goals, Vision & Mission (Dec. 10)

Workforce Strategic Plan Concludes (Winter 2021)

Transferable Skills Analysis Concludes (Nov/Dec)

Implementation Plan (Winter 2021)
Survey

- Understand the Board’s goals and ideas for workforce development in Snohomish County.
- Explore potential synergies.
- Spur greater collaboration.

Mission and Goals Development

- Facilitated Board discussion by CSW via Zoom to develop a vision and mission statements, define goals and objectives in three program areas and identify committees to support the workforce development.
  - Grow Jobs—How can the county and its businesses support job creation to promote recovery?
  - Develop Talent—How can we align training and education programs (K-12, colleges) to skill workers for current and future in demand jobs?
  - Create Opportunity—How can we ensure that everyone has the opportunity for a good career?

Timeline

- Aug/Sept: Survey sent to Board for responses.
- Nov (TBD)Executive Committee: Review program goals and objectives and vision and mission statements.
- Dec. 10: Board consideration and approval of goals and vision and mission statements.
Future Workforce Alliance Website

Purpose

• To provide information and updates about the work of the Future Workforce Alliance to support workforce development in Snohomish County.

Content Overview

• Vision & Mission statements
• FWA Board Members
• Programs areas with goals and objectives
• Local Workforce Board Information (Agendas, Minutes, Presentations)
• Research & Analysis
• News & Updates

Timeline

• Development Phase: September to October
• Initial Launch: mid-October
• Final Launch: mid-December
Research & Analysis

Overview

• Undertake a transferable skills analysis to determine how the existing skills of displaced workers in Snohomish County can support jobs in growing industries.
  • Determine what existing or new training programs at local colleges are needed to support retraining or upskilling of displaced workers for new career paths.
  • Integrate research and findings into the workforce strategic plan.

Timeline

• September/October: Commence analysis and study.
• Nov/Dec: Study concludes and incorporated into the workforce strategic plan.
Workforce Strategic Plan

Outcome

A strong and nimble economic and workforce development system that establishes Snohomish County:

- As the "gold standard" for workforce development;
- Provides opportunity for local businesses and workers throughout the County, and;
- Supports broad-based opportunity and economic growth.

Goals

- Create better strategic alignment of workforce efforts across the county.
- Identify data-driven sector employment pathways in partnership with business, labor, the non-profit sector, and others.
- Implement measurable workforce development strategies beginning in the K-12 system.
- Institutionalize and empower the diverse elements of our workforce system to develop robust partnerships that leverage cross-system resources and new investment.
- Develop a dashboard to support goals, monitor results, and support implementation.
- Develop Board committee to support the Board’s strategic vision and implementation of the strategic plan.
Workforce Implementation Plan

Overview

• Develop an annual implementation plan to support the workforce strategic plan for Board consideration and approval.

• Establish outcome, goal, and objective metrics to align with dashboard and track implementation progress.

• Identify funding sources for strategies and apply for funding as needed to support implementation.