

# Pierce County Workforce Update

*Strategic Direction, Data, and Alignment Recommendations*



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## WorkForce Central: Who We Are

- Formed October 1982
- One of 12 local workforce boards in WA and 600 across the US
- Carry out vision of Chief Local Elected Officials and Pierce County Workforce Development Council
- Codified in federal law: Workforce Innovation and Opportunity Act of 2014



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## Our Leadership

- Executive Board
  - **Chief Local Elected Officials**
- Pierce County Workforce Development Council (WDC)
  - **Private-sector led and business majority**
- Executive Board and WDC work hand-in-hand to provide vision, leadership and oversight of the system



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## Role: WDC and Chief Local Elected Officials

- **Lead and oversee** the workforce development system.
- **Catalyze change** in the community to build effective partnerships.
- **Strategically invest** in program and system innovation.
- **Act as a convener** of business and industry.



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## Regional Workforce Development Strategic Plan 2019-2022

**Vision:** Economic Prosperity for our customers and region

**Mission:** The workforce development system's mission is to provide easy access to and enhance delivery of workforce development services for individuals and businesses.

**VALUE PROPOSITION:** The system provides individualized and customized navigation to a comprehensive set of job and career development services.



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## Strategic Focus: 2 Bold Goals

Workforce Development system serves everyone

- Special attention to two populations:
  - By 2025 the workforce system will reduce the number of disconnected young adults , 16 to 24, by half - from 15,300 to 7,650.
  - By 2025 the workforce system will reduce the number of residents between the ages of 25 to 64 without a High School Diploma or equivalent, by half - from 38,475 to 19,237.



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## 4 Strategic Objectives

**Objective 1:** Increase business engagement with the workforce system.

**Objective 2:** Create an integrated system that is aligned to the goals.

**Objective 3:** Expand and improve the talent pipeline of disconnected young adults and adults to quality jobs.

**Objective 4:** Support individuals to gain employment through a system of wrap around services that is responsive to their diverse experience and needs.



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## Bold Goals Data and Analysis – Phase 1 Priority Communities

### Parkland, Spanaway & Tacoma (South)

Places: Parkland, Spanaway and Midland

Partially Includes: The South End Neighborhood

### Tacoma (Central)

Places: Tacoma Downtown, Hilltop, Central and South Tacoma

Partially Includes: The North End, South End, and East Side Neighborhoods

### Lakewood & Joint Base Lewis-McChord

Places: Lakewood, Steilacoom, Dupont, and Fort Lewis



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## Community Engagement Is Key

Framework: based on principles that respect the right of all community members to be:

- Informed
- Consulted
- Involved
- Empowered

Places a premium on fostering and enhancing trust for long term, sustainable engagement



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## Alignment Makes Sense

City of Tacoma/TPU invest in workforce development

- Apprenticeship
- Pre-apprenticeship
- Tacoma Tideflats certification
- CNA Credentialing
- Internships
- Summer Employment



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## Workforce Development Council Investments

- System integration to increase coordination and improve service delivery
- Work based learning (work experience year round, on the job training, internships)
- Pre-apprenticeship Center (leveraged funds with Kaiser Permanente, County Government, private businesses, organized labor)
- Customized training to meet businesses' talent needs
- Case management, support services, network of workforce partners
- Job Portal – Live.Work.Pierce



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## Recommendations

### Short-term Opportunity to Align

- Pre-apprenticeship Center – 320 graduates per year
- Summer employment
- Customized training to meet businesses' talent needs
- Community engagement
- Targeted Local Hire/Community Workforce Agreement
- LEAP



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## Recommendations

### Long Term Opportunity

City of Tacoma uses WorkForce Central as its workforce development department – What this looks like would need to be worked out.

### Why Align?

- Utilizing each partner's core competency
- Leverage resources to make a larger impact



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## Questions?

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