

# WDC BOARD MEETING

December 14, 2023



# WELCOME & INTRODUCTIONS

Jiquanda Nelson, *Board Chair*



# AGENDA

- Review draft agenda



- I. INTRODUCTIONS**
- II. CELEBRATION**
  - A. Training, Analysis & Development “TAD” Grants Graduation
    - Special Speaker
    - Susan Truong and Scott
  - B. Outgoing Board Member Recognition
- III. PARTNERSHIPS AND PROJECT HIGHLIGHTS**
  - A. Overlooked and Undercounted
  - B. Self-Sufficiency Calculator
- IV. EXECUTIVE SESSION**
- V. BUSINESS MEETING**
  - A. Approve Minutes – September 14<sup>th</sup>, 2023
  - B. Consent Agenda
    - Policy
      - Economic Security for All (EcSA) Incentive Policy
- VI. CEO REPORT**
  - A. Regional Strategic & WIOA Local Plan Update
  - B. WDC Staff Presentations Highlights
  - C. Legislative Effort from Washington Workforce Association (WWA)
- VII. BOARD CHAIR REPORT**
  - National Association of Workforce Boards (NAWB) Convention
  - Board Engagement Opportunities
    - Strategic Dashboard
- VIII. ADJOURNMENT**

# CELEBRATION

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- Training, Analysis & Development “TAD” Grants Graduation
  - Special Speakers
- Outgoing Board Member Recognition



# Training, Analysis & Development “TAD” Grants Graduation



# Outgoing Board Member Recognition

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# PARTNERSHIPS AND PROJECT HIGHLIGHTS

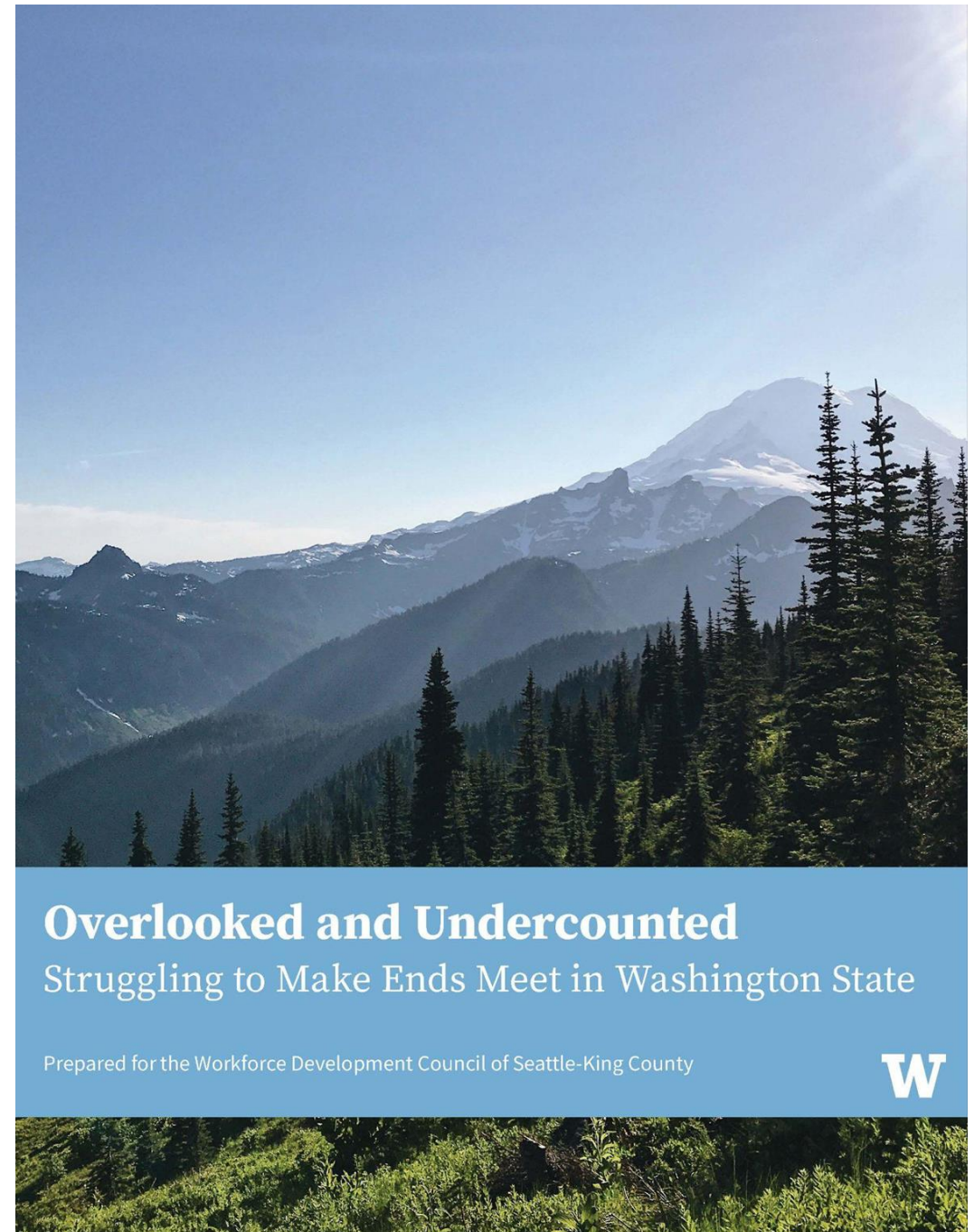
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- Overlooked and Undercounted (Annie Kucklick, *MSW*, University of WA)
- Self-Sufficiency Calculator

# Overlooked and Undercounted Making Ends Meet in Washington State

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Annie Kucklick, MSW  
December 14, 2023



**Overlooked and Undercounted**  
Struggling to Make Ends Meet in Washington State

Prepared for the Workforce Development Council of Seattle-King County





# Why the need for the Self-Sufficiency Standard?

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- > The official poverty measure is outdated and not keeping up with the cost of living
- > A measure was needed that reflects actual costs of living

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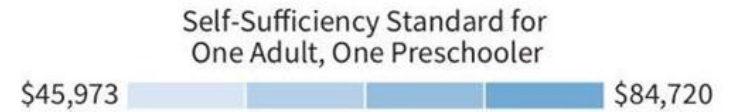
## The OPM is the Same Throughout Washington

According to the OPM in 2021, a family of two with an annual income of \$17,420 or more was not considered poor anywhere in Washington.



## The Standard Varies Within Washington

The Standard varies across Washington counties. An adult with a preschooler needs \$45,973 to \$84,720 annually to meet basic needs depending on the area.



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The official poverty measure does not vary by  
**age of children or by place\***

# Self-Sufficiency Standard Data Components

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**Housing**



**Child Care**



**Health Care**



**Groceries**



**Miscellaneous**



**Taxes &  
Tax Credits**



**Emergency  
Savings**



**Transportation**

# The Standard Calculates the Full Cost at a *Minimally Adequate Level*

- > No presents, vacations, pets
- > No extra curricular activities such as team sports or music lessons
- > No eating out
- > No public assistance such as food benefits
- > No informal assistance such as free babysitting from grandparents

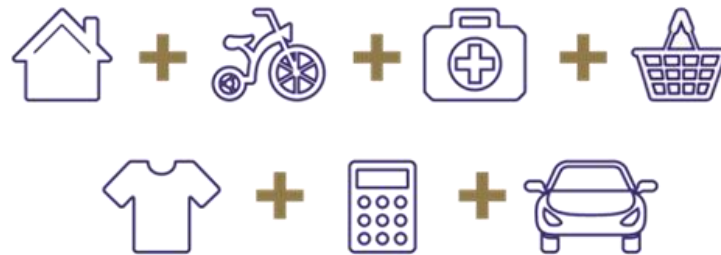


# Methods

Household Income



Self-Sufficiency Standard



***Adequate Income***  
Household Income  
> Self-Sufficiency Standard

**OR**

***Inadequate Income***  
Household Income  
< Self-Sufficiency Standard

# Limitations

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- > American Indian Data Aggregation
- > Native Hawaiian and Pacific Islander Aggregation
- > Sex and Gender Binary
- > Underreporting of Access to Work Supports
- > Exclusions

# Findings

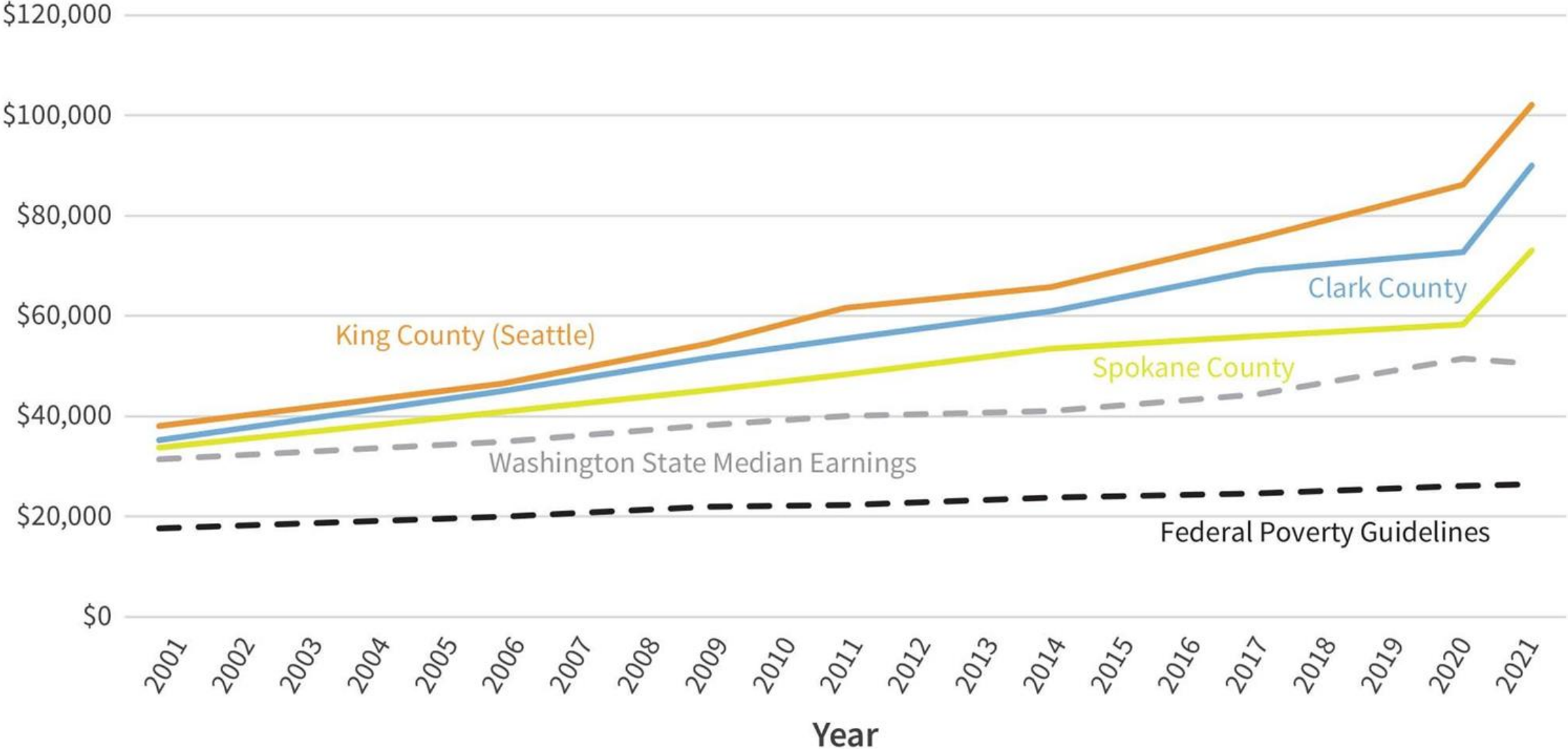
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According to the Standard, **28%** of working-age households in Washington State **are unable to meet their basic needs** with income alone

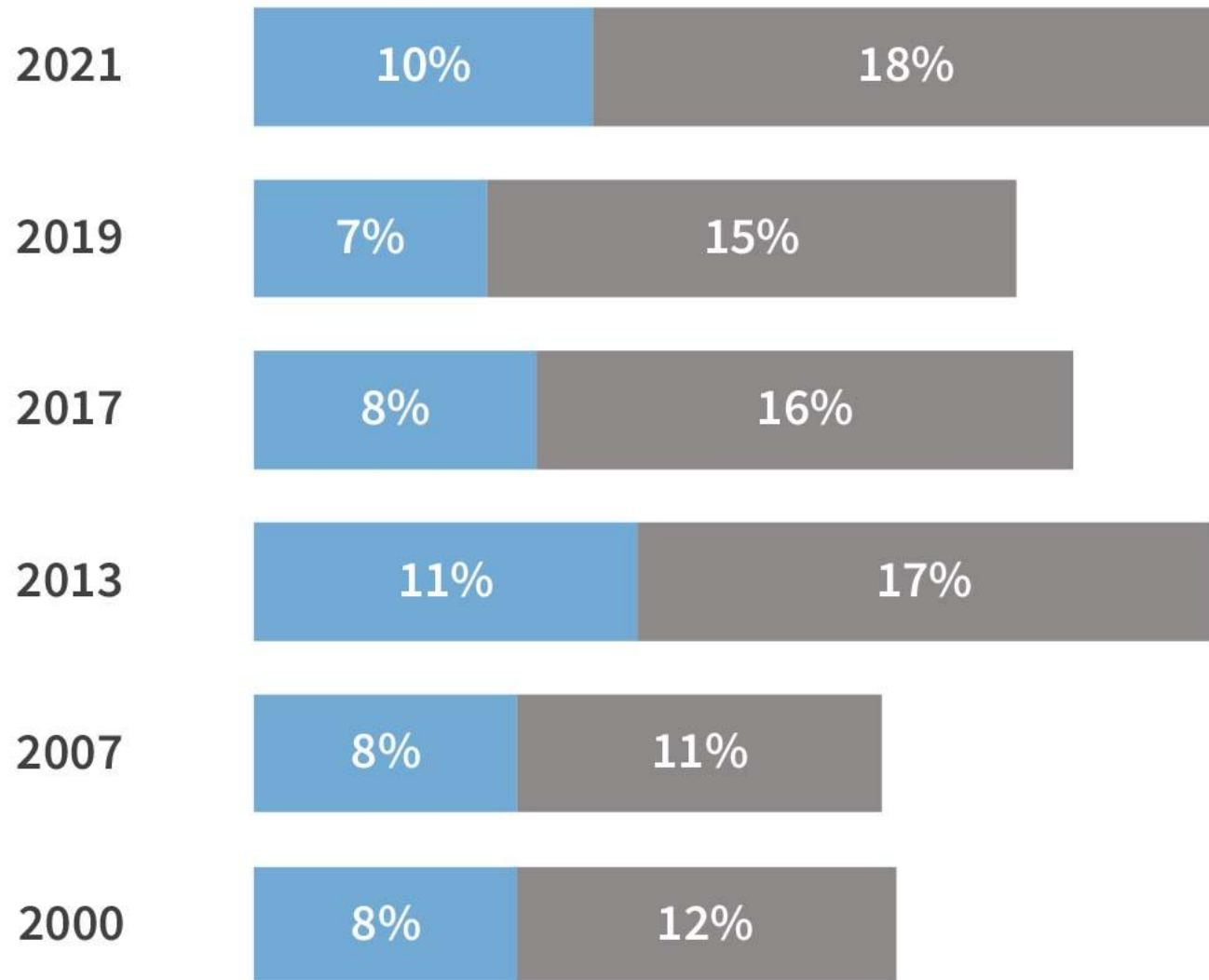
The Official Poverty Measure documents only **10%** of working-age Households in Washington State being poor

# The Washington Self-Sufficiency Standard, Median Earnings, and Federal Poverty Guidelines: WA 2001 through 2021 for Two Adults, One Preschooler, One School-Age Child

## Annual Income







Historical percentage **below poverty** and **above poverty, but below the Standard**

# Historical Findings by Race/Ethnicity

|                         | 2000 | 2007 | 2013 | 2019 | 2021 |
|-------------------------|------|------|------|------|------|
| <b>Total Households</b> | 21%  | 18%  | 28%  | 22%  | 28%  |
| Latinx                  | 46%  | 42%  | 54%  | 39%  | 45%  |
| Asian NHPI*             | 28%  | 24%  | 29%  | 19%  | 24%  |
| Black                   | 35%  | 36%  | 42%  | 40%  | 45%  |
| White                   | 18%  | 14%  | 23%  | 19%  | 24%  |
| Other or Multiracial    | 35%  | 31%  | 37%  | 26%  | 30%  |

\*Wherever possible, Native Hawaiian and Pacific Islanders are disaggregated from the Asian category. Because historical data was aggregated, we are keeping these separate groups aggregated for this table for comparison over time.

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Washington has 670,540 households that live below the Self-Sufficiency Standard



**80%** of households below the Standard had at least one working adult



**48%** of households below the Standard had at least one child



**60%** of householders below the Standard had at least some college credit, a Bachelor's degree, or an additional graduate degree



**29%** of households below the Standard received food assistance



**78%** of households below the Standard paid more than 30% of their income towards their cost of housing



**25%** of households below the Standard were married couples with children



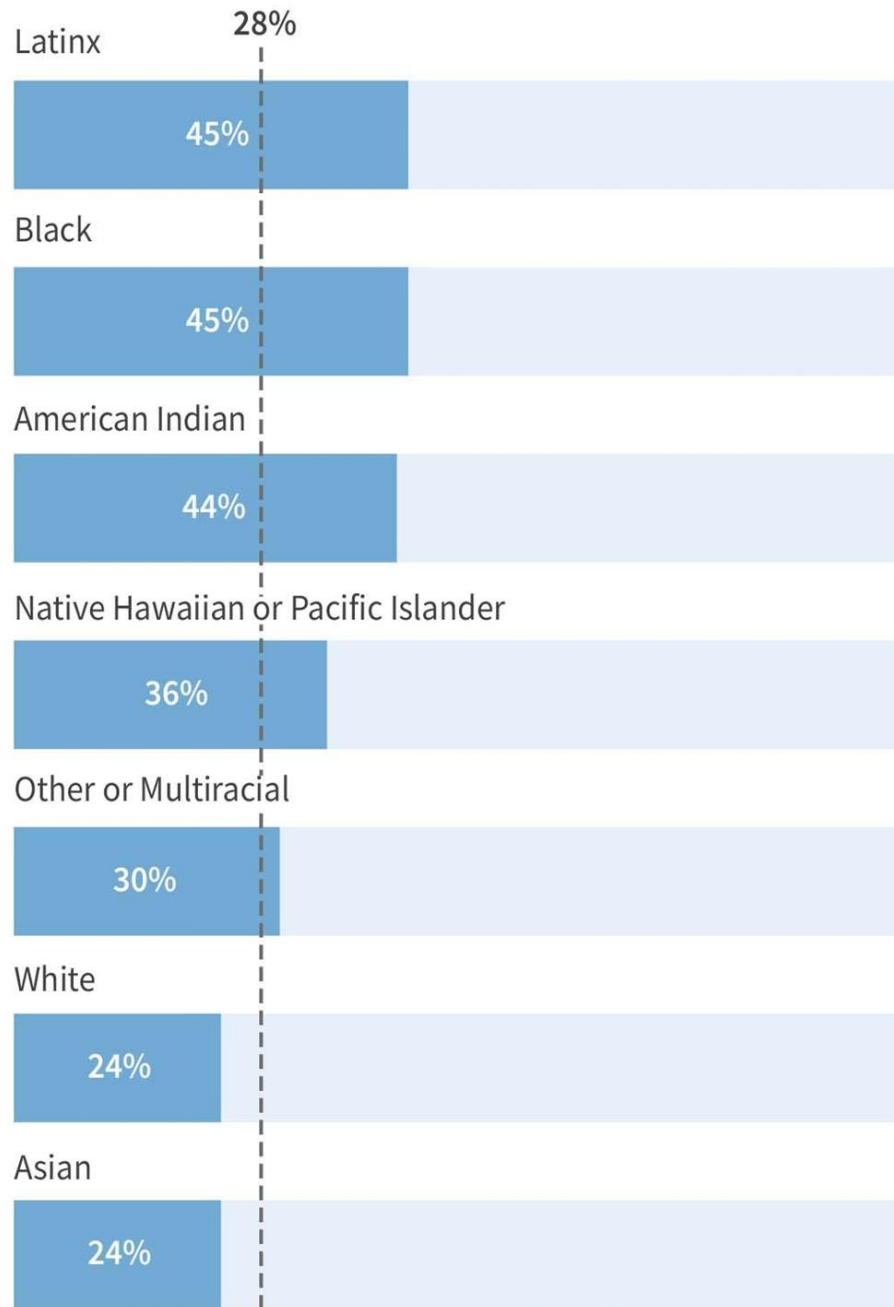
**15%** of households below the Standard did not have health insurance



**4%** of households below the Standard did not have access to the internet

## Key Findings

----- All Households



## Percentage of Households Below the Standard by Race and Ethnicity

--- All Asian, Native Hawaiian, or Pacific Islander Households



## Percentage of Households Below the Standard by Origin of Asian Householder

# Percentage of Households Below the Standard by Citizenship and Race

----- All Households

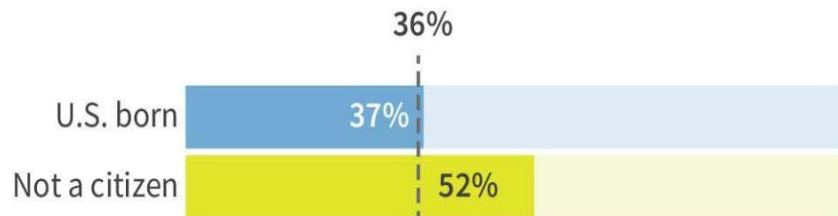
## Latinx



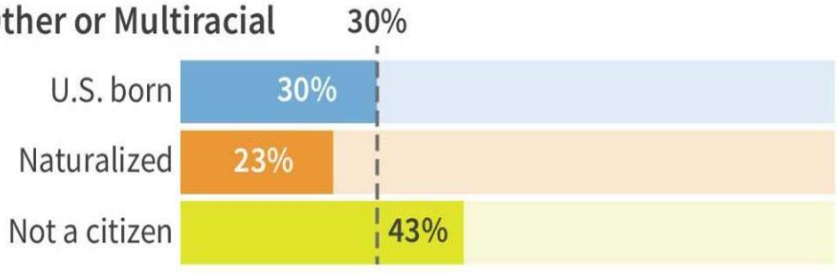
## Black



## Native Hawaiian or Pacific Islander\*\*



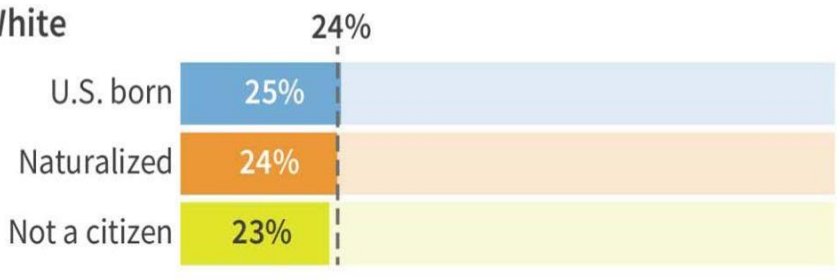
## Other or Multiracial



## Asian

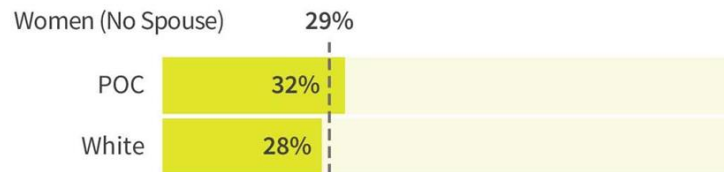
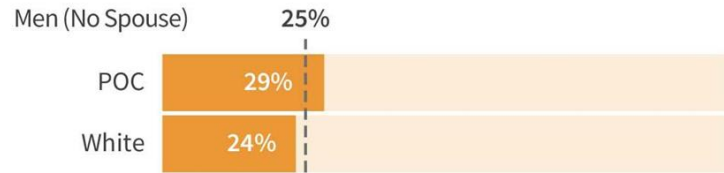
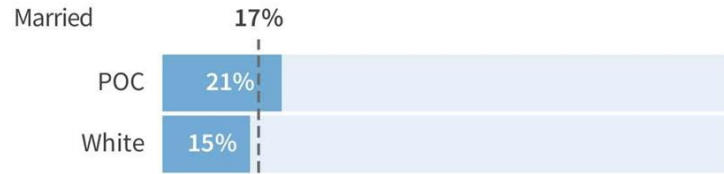


## White

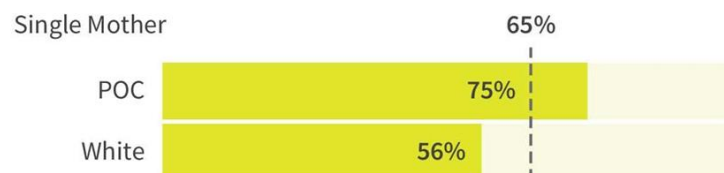
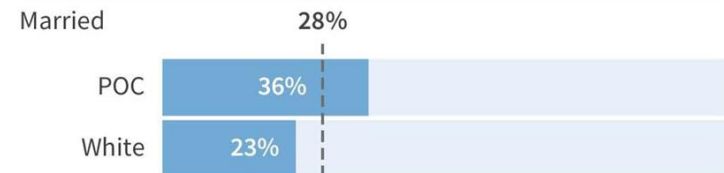


----- All Households

### No Children

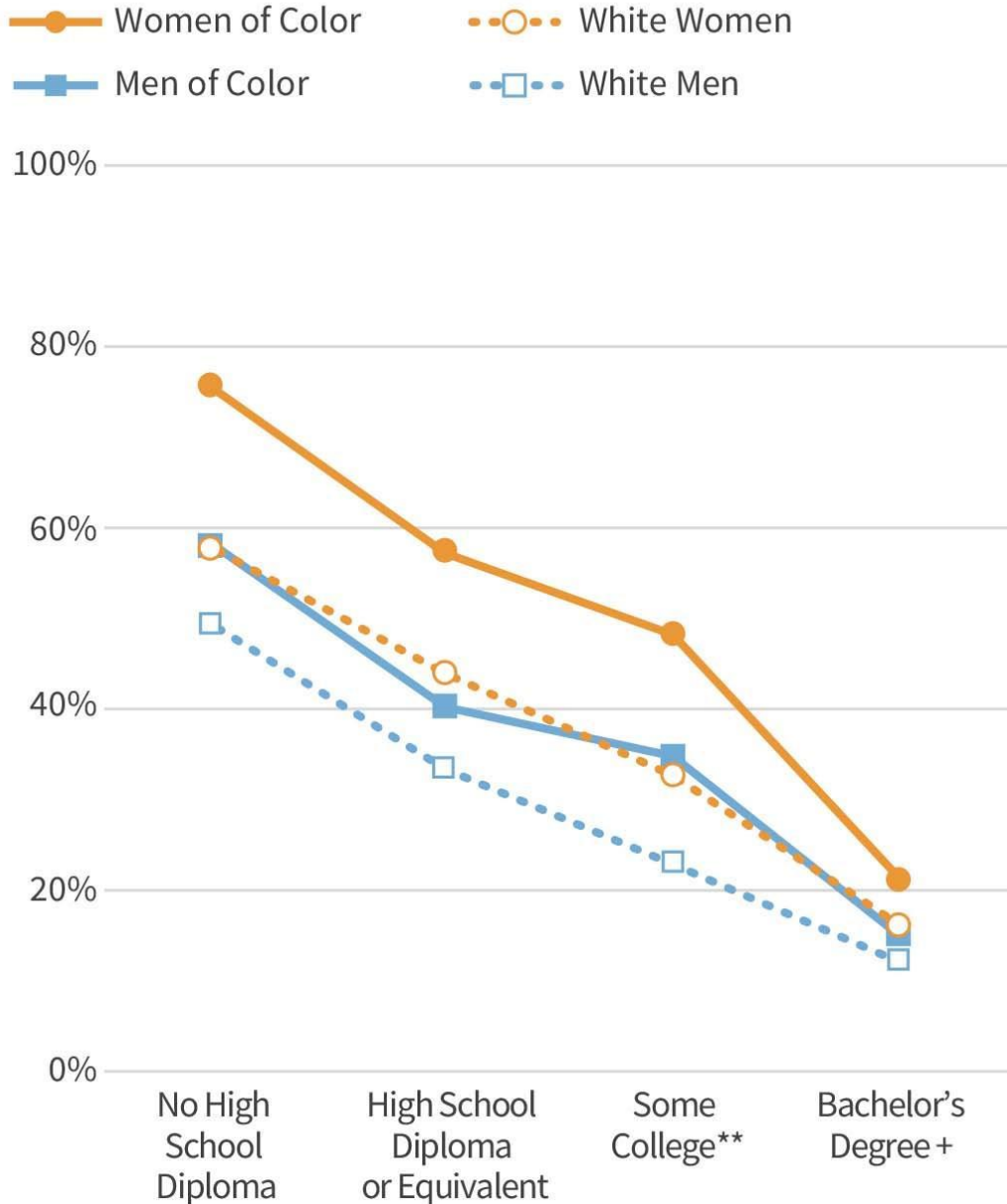


### Children Present



Percentage of Households Below the Standard by Presence of Children and Aggregated Race/Ethnicity

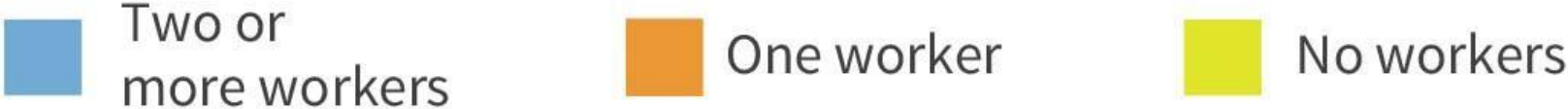
### Income Inadequacy Rate



Percentage of Households Below the Standard by Educational Attainment and Race/Ethnicity and Sex of Householder



# Representation of All Working-Age Householders and Householders below the Standard by Number of Workers



All Households

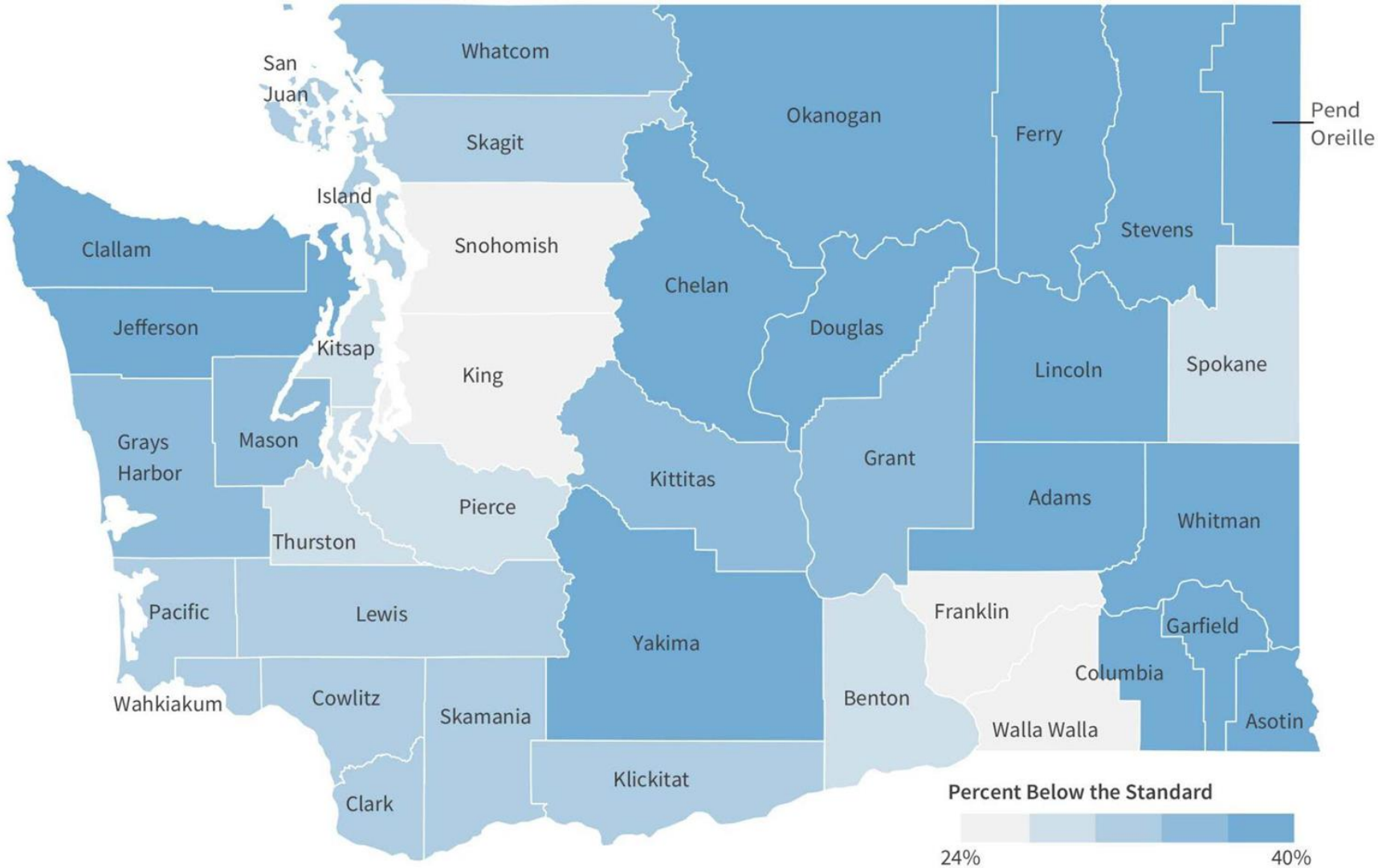


Households Below Standard

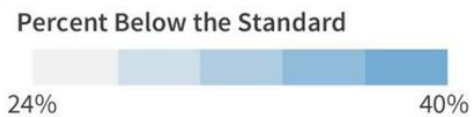


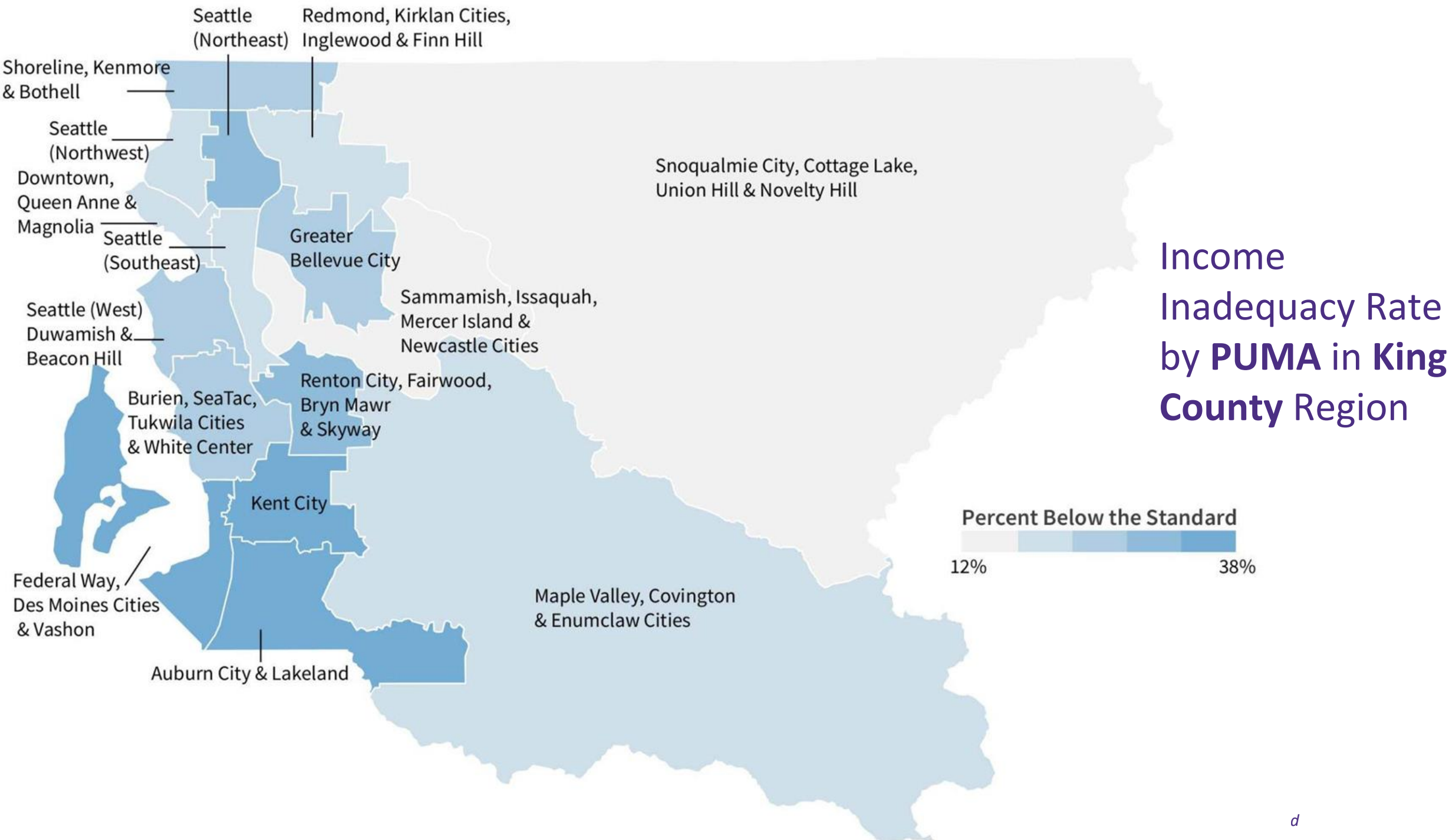
| Occupation                          | Number of workers | Percentage of workers | Median wage | Share that are POC | Share that are women |
|-------------------------------------|-------------------|-----------------------|-------------|--------------------|----------------------|
| Cashiers                            | 11,546            | 3%                    | \$13.80     | 38%                | 77%                  |
| Janitors and Building Cleaners      | 11,333            | 3%                    | \$14.40     | 49%                | 32%                  |
| Other Agricultural Workers          | 11,108            | 3%                    | \$13.50     | 81%                | 40%                  |
| Cooks                               | 10,610            | 3%                    | \$13.80     | 51%                | 44%                  |
| Personal Care Aides                 | 9,976             | 3%                    | \$14.40     | 55%                | 91%                  |
| Retail Salespersons                 | 9,411             | 3%                    | \$13.90     | 35%                | 72%                  |
| Supervisors of Retail Sales Workers | 9,117             | 3%                    | \$15.30     | 28%                | 51%                  |
| Customer Service Representatives    | 8,049             | 2%                    | \$13.30     | 32%                | 75%                  |
| Nursing Assistants                  | 6,089             | 2%                    | \$15.40     | 53%                | 93%                  |
| Teaching Assistants                 | 5,775             | 2%                    | \$13.50     | 33%                | 89%                  |

**Ten Most Common Occupations Among Householders Below the Standard**



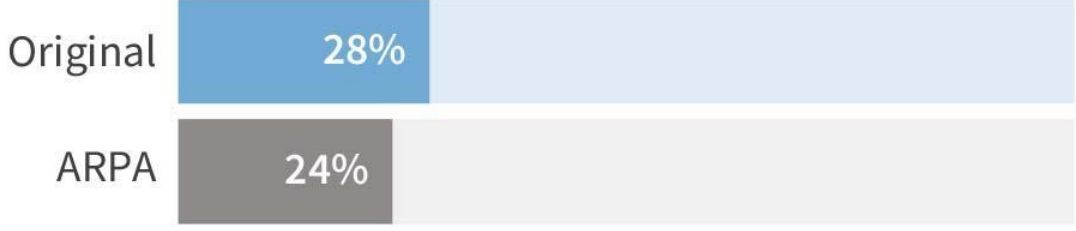
# Income Inadequacy Rate by County



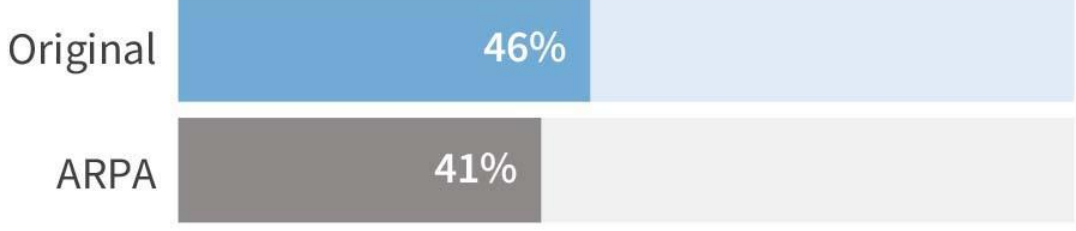




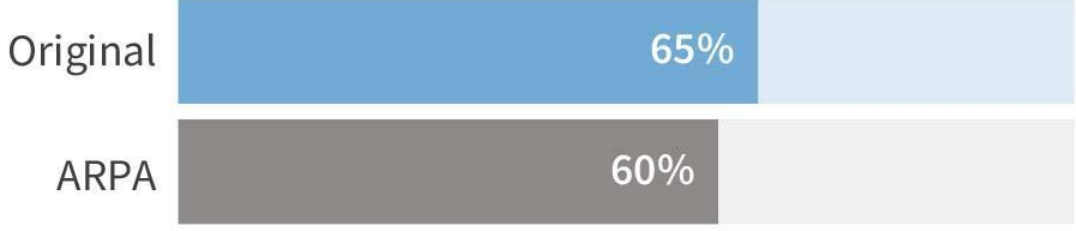
Married with Children



Single Father



Single Mother



Households Moved from Inadequate to Adequate Income due to ARPA intervention

# Comparison to Households Below 200% of the Federal Poverty Guidelines

Less than or equal to 200% FPG

Greater than 200% FPG, less than Standard

Greater than 200% FPG, greater than Standard



# High grocery costs challenge Washington families, food banks

Nearly 29,000 households in King County don't have enough income to cover household basics, according to data from the University of Washington.

by Andrew Engelson / November 21, 2023



Neetika Jindal, a volunteer from Girl Scout Troop 46005, holds collard greens during a harvest at Food Bank Farm, run by Pastor Jim Eichner and the Episcopal Church of the Holy Cross in Snohomish on November 19, 2023. The farm grows food for Food Lifeline and area food banks. (David Ryder for Crosscut)

## 28% of families in Washington state can't afford basic needs, UW study finds

Monica Nickelsburg  
September 26, 2023 / 9:06 am



C'zar Carter-Alexander shops at the Ballard Food Bank on Monday, April 3, 2023. KUOW photo/kate Walters

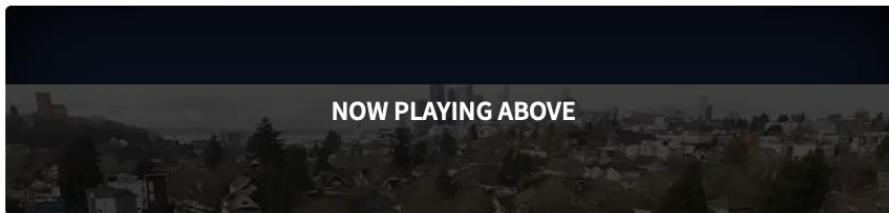
Coverage of Overlooked and Undercounted

# 'It's definitely tough': New study shows nearly third of WA households struggle to make ends meet



By **Brittany Toolis**, KIRO 7 News

September 27, 2023 at 7:20 pm PDT



VIDEO: New study says 28% of WA families can't afford basic needs

# SELF-SUFFICIENCY CALCULATOR: LOCAL USE

- In 2007, the WDC used the self-sufficiency standard to create a tool for case managers and job seekers.
- The tool is used across WDC WIOA programs and contracts, enabling us to measure progress across programs over time.



CUSTOMIZED BUDGET  
DEVELOPED WITH JOB  
SEEKERS

SELF-SUFFICIENCY  
WAGE IS DETERMINED

EDUCATION & CAREER  
PLANNING, FOCUSED  
ON QUALITY JOBS



# IMPACTING OUR WORK

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- 2022 – ESD invested in the WDC’S self-sufficiency calculator, resulting in statewide expansion and funding for technical support and training.
- Higher visibility of the WDC, and its work to reduce poverty of BIPOC populations.
- The overlooked and undercounted report will inform our strategic plan to address wage inequities and advance work around job quality.

# WDC BOARD MEETING

December 14, 2023



# BUSINESS MEETING

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- Approve Minutes – September 14<sup>th</sup>, 2023
- Consent Agenda
  - Policy
- Board Chair Report

# Approve Minutes

September 14th, 2023

# Consent Agenda

## Policy

# POLICY UPDATE

## Economic Security for All (EcSA) Incentives

Change: WDC staff has reviewed and recommends the following policy change to increase the monthly incentive under state EcSA from \$500 to \$1,000.

Finance and Administration Committee reviewed and approved policy change on December 8, 2023, and advanced the policy to the consent agenda at Full Board. The policy will be immediately released and effective December 14, 2023, following Full Board.

# CEO REPORT

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- Regional Strategic & WIOA Local Plan Update
- Staff Presentation & Panels



# Regional Strategic & WIOA Local Plan

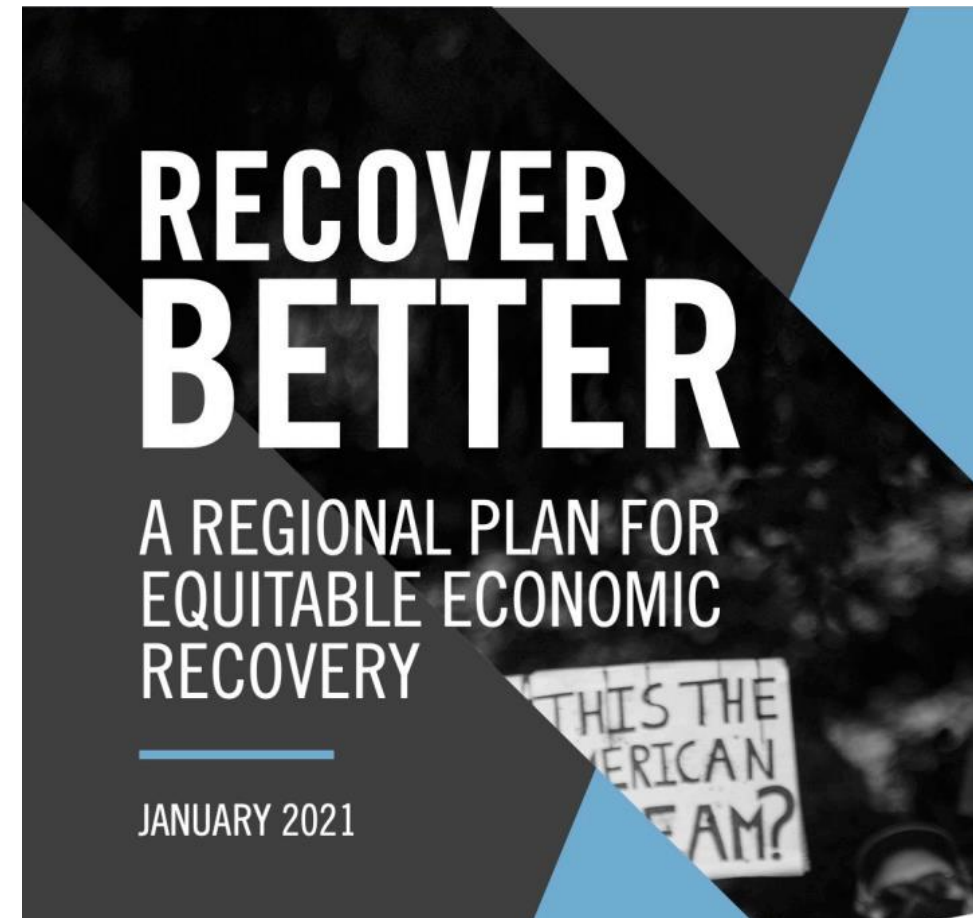
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# WIOA Requirements: State and Local Plans

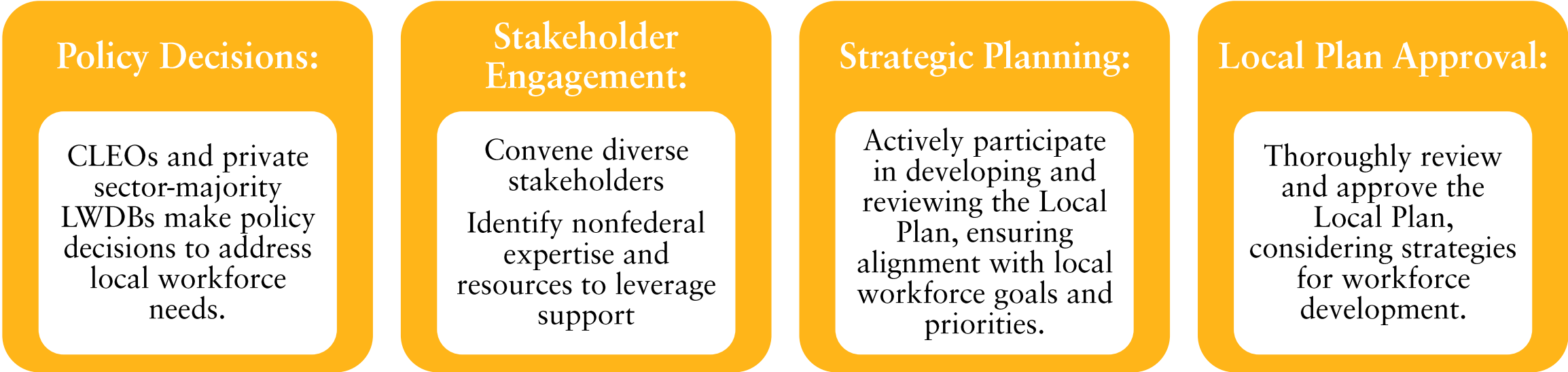


- **WIOA** requires state and local plans, aligning workforce systems.
- State Board finalizing **Talent and Prosperity for All (TAP)** plan (2024-28).
- Local Plans detail policies, procedures, and activities in alignment with Washington State's Workforce Development vision and goals:
  - **System:** Integrate system services, data, accountability, and resources with clear partners and roles.
  - **Business:** Support business development and competitiveness by aligning with economic development and growth efforts.
  - **Youth:** Improve opportunities for young people to transition to an economically successful adulthood.
  - **Credentialing:** Explore credential reform to improve equitable access, mobility, and long-term economic success.
  - **Job Quality:** Develop a job quality framework to guide decisions and key investments in the delivery of business services.



2021 WIOA Local Plan stemmed from the WDC Regional Strategic Plan.

**LOCAL PLAN** —The local board, in partnership with the chief elected official for the local area involved, shall develop and submit a local plan, under § 679.550 , to the Governor that meets the requirements in section 108.



“CLEOs are responsible for approving the Local Plan developed by the LWDB. This involves a thorough review and consideration of the strategies proposed for addressing local workforce development needs.”

**APPROACH:** Strengthen system alignment, regional partnerships, and collaboration, with the aim of developing a blueprint to guide the region's workforce development effort shared and co-owned by our partners.

## **PRIORITIES: ADVANCING RACIAL EQUITY & JOB QUALITY**

- Commitment to centering racial justice.
- Addressing other inequities and disproportionately impacted communities to support economic opportunity and inclusion.
- Explicit focus on equitable economic opportunity and outcomes for Black, Indigenous, People of Color (BIPOC) and immigrant and refugee communities, who have historically experienced economic marginalization exclusion.
- Improving job quality and the placement of workers into quality jobs.

## **REGIONAL STRATEGIC PLAN UPDATE**

- Regional Workforce Development (WFD) Transformation
- Shared blueprint
- Alignment of regional and partner workforce efforts and resources
- Partnership & collaboration
- Framework for WIOA Local Plan

## **WIOA LOCAL PLAN 2024-2028**

- Local Workforce Development Board (LWDB) in Partnership with CLEOS
- Aligned with State Workforce Board Plan
- Strategy, Operations & Compliance

# Workstreams



## Research & Data

- Regional Analyses
- Labor Market Data and Trends
- Workforce Demographics
- National Best Practices

## Industry Strategies

- Priority Sectors/Occupational Clusters
- Industry and Business Services Strategies and Processes
- Regional Partnership

## WorkSource Reimagined

- Integration
- Community Partnerships
- Population Based Strategies
- System and Policies

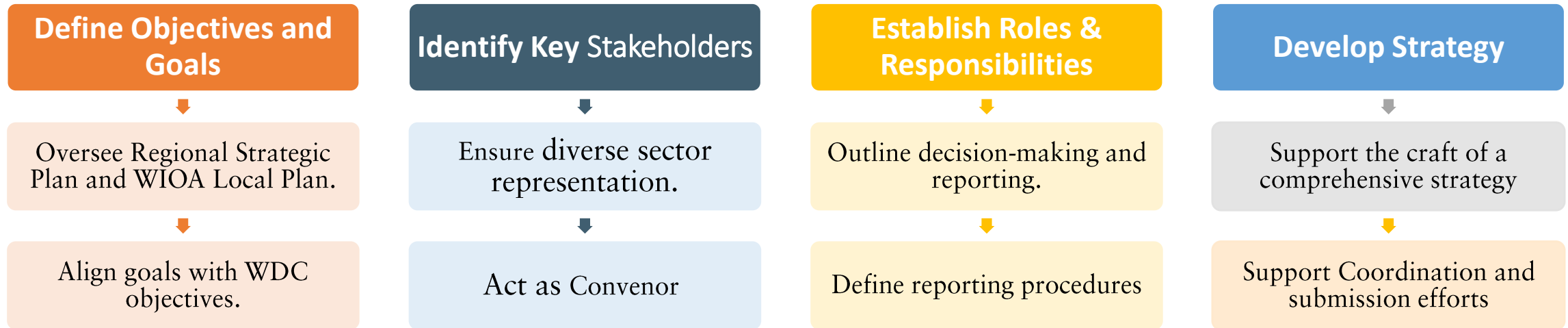
## Stakeholder Engagement

- Community
- Employers
- Labor
- Training
- Workforce system partners
- Community Partners (WFD Providers)

# WDC Staff Planning Timeline



# Approved by FAC: Regional Strategic & WIOA Local Plan Steering Committee creation.





# Staff Presentations & Panels



# Staff Presentations & Panels

|  |   |  |
|--|---|--|
| <p><b>WWA Workforce: Stronger Together Conference Site</b></p> <ul style="list-style-type: none"><li>• <u>Presentation</u>: Developing Workforce Strategies for a Guaranteed Income Pilot Program</li><li>• <u>Panel</u>: Broadband Matters to the Workforce - Join Your Broadband Action Team (BAT)</li><li>• <u>Panel</u>: Washington State SHRM</li><li>• <u>Panel</u>: Equitable Access to Quality Jobs</li><li>• <u>Panel</u>: Workforce Dynamics: Building a Data Visualization Tool for Racial Equity</li></ul> | <p><b>National Association of Workforce Boards</b></p> <ul style="list-style-type: none"><li>• <u>Panel</u>: Equitable Poverty Reduction: EcSA (2022)</li><li>• <u>Panel</u>: Digital Equity in Workforce Development</li></ul> | <p><b>National Skills Coalition Summit</b></p> <ul style="list-style-type: none"><li>• <u>Panel</u>: A Shared Regional Approach to Advance Digital Equity</li><li>• <u>Panel</u>: Capitol Hill Briefing at U.S. Senate on Digital Equity</li><li>• <u>Panel</u>: Creating a Workforce System that Serves and Centers Workers</li></ul> |
| <p><b>California Workforce Association</b></p> <ul style="list-style-type: none"><li>• <u>Panel</u>: Better Alignment between WIOA/AJC Services and Immigrants and Refugees</li></ul>  | <p><b>Net Inclusion</b></p> <ul style="list-style-type: none"><li>• <u>Panel</u>: Digital Inclusion in Workforce Development</li></ul>  | <p><b>Central Regional Business Services Conference</b></p> <ul style="list-style-type: none"><li>• <u>Panel</u>: Job Quality in Washington</li></ul>  |





# Board Chair Report

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# The Forum: Forging Tomorrow's Workforce Today

March 23 – 26, 2024 | Washington, D.C.

#NAWBFORUM24

National Association of  
Workforce Boards (NAWB)  
Convention

THE FORUM

Powered by NAWB



# Board Engagement Opportunities

- Strategic Dashboard

# COMMIT TO ENGAGE

**Name** (required)

First Name

Last Name

## Engagement Opportunities

- Regional Strategic & WIOA Local Plan Steering Committee
- RFP Rating Committee
- WorkSource Reimagined
- Industry Strategies Workgroup
- Budget & Audit Review
- Board Meeting Space & Catering (June Meeting)
- Advocacy for Policies (Posted as Opportunities Arise)

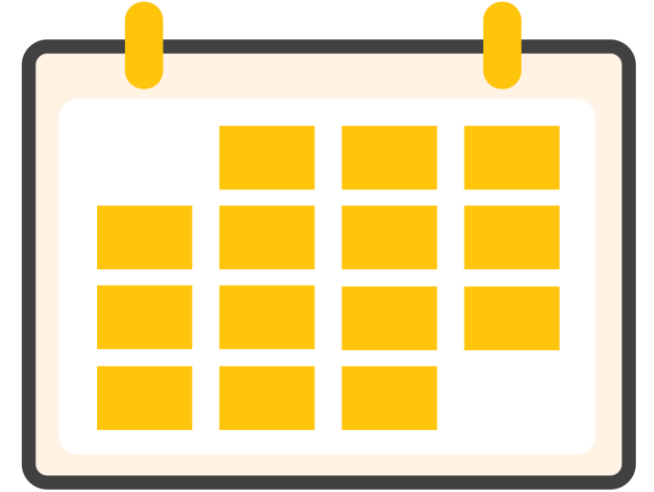
**SUBMIT**

# Strategic Dashboard –Board Excellence Measures

| Strategic Dashboard         |                                 |                              |   |          |             |             |             |        |           |
|-----------------------------|---------------------------------|------------------------------|---|----------|-------------|-------------|-------------|--------|-----------|
| Board Excellence - Measures | Measure                         | Previous State               | Goal  | Standing | Progress Q1 | Progress Q3 | Progress Q3 | Actual | % to Goal |
| Outcome                     | Board Attendance                |                              | 100% of meetings have enough board members attending to meet quorum   |          |             |             |             |        |           |
| Outcome                     | Board Attendance                |                              | Board members attend at least 3 of the 4 yearly board meetings  |          |             |             |             |        |           |
| Outcome                     | Board Commitments               | No explicit commitments      | All Board members will introduce WDC leadership to at least 2 funders or stakeholders who can be supportive of forwarding the mission of the organization |          |             |             |             |        |           |
| Outcome                     | CLEO Board Appointments on Time | Delayed appointments         | All board positions will be appointed/approved at least 30 days before the existing board members' terms end  |          |             |             |             |        |           |
| Output                      | Meeting Sponsorship             | Meetings paid for by the WDC | Two in-person meetings will be sponsored by board members (on-site or financially)  |          |             |             |             |        |           |
| Output                      | Social media participation      |                              | Board members will follow WDC social media channels and share content and posts   |          |             |             |             |        |           |

# BOARD RESOURCES

- [MEETING CALENDAR AND DOCUMENTS](#)
- [MINUTES CATALOG](#)
- [BYLAWS](#)
- [PARTNERSHIP AGREEMENT](#)
- [STRATEGIC DASHBOARD](#)
- [2020 - 2024 SEATTLE-KING COUNTY WORKFORCE DEVELOPMENT PLAN \(“LOCAL PLAN”\)](#)
- [BOARD ORIENTATION PACKET](#)





# ADJOURN

*Thank you*

*The next Full Board Meeting is on April 4<sup>th</sup>.*