



OLYMPIC CONSORTIUM BOARD

DATE: July 19, 2024

TIME: 10:00 a.m. – 12:00 p.m.

LOCATION: Via [Zoom](#) Meeting ID: 985 6084 0008 | Passcode: 560497

Clallam County Commissioners

Randy Johnson - *Chair*

Mark Ozias

Mike French

Kitsap County Commissioners

Charlotte Garrido - *Vice Chair*

Katie Walters

Christine Rolfes

Jefferson County Commissioners

Greg Brotherton

Kate Dean

Heidi Eisenhour

OWDC Director

William Dowling

Program Analyst

Luci Bench

AGENDA

1. CALL TO ORDER

2. ACTION ITEMS

- a. Approval of July 19, 2024, agenda
- b. Appointment of New OWDC Members
 - James Davis, Kitsap Economic Development Alliance (Att. 2.b.i., pg. 2-4)
 - Micheal Refuerzo, Lead Engineer, Maritime Cyber Engineering Advisor (Att. 2.b.ii, pgs. 5-7)

3. DISCUSSION ITEMS

- a. McKinley Paper Mill Layoff and OWDC Rapid Response
- b. OWDC 4-Year Strategic Plan Washington Training and Education Coordination Board Approval (Att. 3.b., pg. 8)
- c. SWD Coalition Women Focused Event June 7th YMCA (Att. 3.c., pg. 9)
- d. Commerce Reinvestment BIPOC Small Business Grant (Att. 3.d., pg. 10)
- e. Success Stories (Att. 3.e., pg. 11-14)
- f. OWDC Director Report Out – Bill

4. GOOD OF THE ORDER

- a. [PUBLIC COMMENT](#)
- b. 2024 Calendar (Att. 4.b., pg. 15)

5. ADJOURN

NEXT MEETING: Friday, September 20, 2024

Application for Appointment to Kitsap County Advisory Groups

Name

James Davis

Preferred gender pronouns

He/Him/His

Please type other preference here

Address You Reside At

[REDACTED]

Mailing Address (if different from place of residence)

Washington 98383

Primary Phone

[REDACTED]

Work Phone**Primary Email**

davis@kitsapeda.org

Work Email

davis@kitsapeda.org

Occupation

Economic Development

Employer

Kitsap Economic Development Alliance

Business Address

2021 NW MYHRE PL STE 100, SILVERDALE, Washington 98383-8572

Advisory group for which I would like to be considered:

Olympic Workforce Development Council

Why are you applying for this appointment?

Kitsap county has unique challenges facing it's residents which will require thoughtful and pragmatic planning to address over the next few years. I am deeply committed to advancing work force opportunities in Kitsap County and strategically addressing the challenges ahead to advance opportunities.

What personal interests prompted you to apply for this appointment?

On my heart is the desire that everyone have an opportunity to succeed. Life is short, and if there someone who is capable and willing to change their station in life I would like to contribute to their success. Additionally, I have a passion for entrepreneurship. Small businesses employ the majority of Americans, and a hallmark of a successful small business community is its ability attract and retain skilled talent.

Please list any experience on other Kitsap County boards, commissions, committees, councils or task forces.

I have volunteered on the OWDC, and business advisory group for the last two years. I have also been a part of the Kitsap County Housing Task Force, The Kitsap County Broadband Action Team. Additionally, I was involved in the Kitsap Community Health Assessment Planning and the Bremerton Ferry Summit.

Please list your qualifications for this appointment. Include skills, activities, organizations, training and education.

As a career economic developer, I have had the privilege to have been involved in many conversations around the topic of workforce development. These range from convening a skilled trades summit for trades companies looking to develop new talent, to administration of childcare development task force, navigator

for WIOA programs training in entrepreneurship, and advancement of new training and collegiate coursework to address the specific needs of the community. Additionally, I have pursued additional coursework with the International Economic Development Council, and continue to seek opportunities to advance both my economic development and workforce development skillsets. I hold a BA from St. Martin's University, and have also taken curricula in project management from the University of Washington.

What are your community interests? Include committees, organizations and special activities.

I am focused on small business development and strategic talent development and attraction.

Please provide the names of two non-related personal references in the spaces provided below.

Name

Joyce Oswald

Email

oswaldj2@wwu.edu

Phone

(360) 410-2529

What is your relationship to this person?

SBDC Advisor and strategic community collaborator

Name2

Carol Kowalski

Email2

CKowalski@kitsapbank.com

Phone2

(360) 895-6428

What is your relationship to this person?

Kitsap Bank and strategic community collaborator

BY SIGNING THIS APPLICATION:

I hereby certify that the information on this application is true and complete. I authorize Kitsap County Volunteer Services to verify any of the information on this application and to secure information deemed necessary from employers and personal references in order to determine my suitability for the volunteer position I am seeking with Kitsap County.

I also understand as a Kitsap County volunteer I will be performing services for civic, charitable or humanitarian reasons, or to complete requirements for certifications or to improve employment opportunities; I have not been promised and have no expectation of compensation for services rendered; and offer my services freely and without pressure or coercion, direct or implied, from the County.

If appointed to a Kitsap County advisory group, I agree to: support the mission of the group to the best of my ability; abide by and follow the policies and information in the Kitsap County Advisory Group Handbook during my volunteer term; and understand it is my responsibility to ask questions or share concerns about the mission of the group or information outlined in the handbook with advisory group staff, the Volunteer Services Coordinator or County Commissioners.

I hereby release Kitsap County, its employees, officers, directors, and agents from any claims, lawsuits, or actions I, my heirs, or legal representatives may have for any personal injury and/or property damage I may incur as a result of my voluntary services except those damages caused by the sole negligence or willful misconduct of Kitsap County employees. I understand that, but for this release of any and all liability, the County would not accept my offer of volunteering service.

I have read and voluntarily sign this agreement and release of liability.

Signature

Date

7/12/2024

James D.

Application for Appointment to Kitsap County Advisory Groups

Name

Michael Refuerzo

Preferred gender pronouns

Please type other preference here

Address You Reside At

[REDACTED]

Mailing Address (if different from place of residence)

Primary Phone

[REDACTED]

Work Phone

Primary Email

refuerzo_michael@bah.com

Work Email

refuerzo_michael@bah.com

Occupation

Maritime Cyber Engineer Advisor

Employer

Booz Allen Hamilton

Business Address

400 Warren Ave, Bremerton, Washington 98311

Advisory group for which I would like to be considered:

SWDC

Why are you applying for this appointment?

To support the growth and development, from the industry side, of programs that support the next generation of workers to support the growing needs of our region.

What personal interests prompted you to apply for this appointment?

I have long since been an advocate for personal development and now that I am in a position professional to support from a "big business" stance, I want to continue this effort in a meaningful way.

Please list any experience on other Kitsap County boards, commissions, committees, councils or task forces.

I do not support any other Kitsap County boards, commissions, committees, councils or task forces.

Please list your qualifications for this appointment. Include skills, activities, organizations, training and education.

I have served as the Chief Program Officer for a non-profit called Boots to Books and I have been authorized by my company, Booz Allen Hamilton, to support this effort if allowed an appointment.

What are your community interests? Include committees, organizations and special activities.

I am interested in supporting early outreach to youths, early adult, and college students to help support the long-term growth of the community. I am also interested in supporting efforts for work placement for post-covid job seekers.

Please provide the names of two non-related personal references in the spaces provided below.

Name

Joe Reck

Email

reck_joseph@bah.com

Phone

(360) 440-8960

What is your relationship to this person?

Coworker

Name2

Riley Hack

Email2

hack_riley@bah.com

Phone2

(303) 246-6439

What is your relationship to this person?

Job Lead

BY SIGNING THIS APPLICATION:

I hereby certify that the information on this application is true and complete. I authorize Kitsap County Volunteer Services to verify any of the information on this application and to secure information deemed necessary from employers and personal references in order to determine my suitability for the volunteer position I am seeking with Kitsap County.

I also understand as a Kitsap County volunteer I will be performing services for civic, charitable or humanitarian reasons, or to complete requirements for certifications or to improve employment opportunities; I have not been promised and have no expectation of compensation for services rendered; and offer my services freely and without pressure or coercion, direct or implied, from the County.

If appointed to a Kitsap County advisory group, I agree to: support the mission of the group to the best of my ability; abide by and follow the policies and information in the Kitsap County Advisory Group Handbook during my volunteer term; and understand it is my responsibility to ask questions or share concerns about the mission of the group or information outlined in the handbook with advisory group staff, the Volunteer Services Coordinator or County Commissioners.

I hereby release Kitsap County, its employees, officers, directors, and agents from any claims, lawsuits, or actions I, my heirs, or legal representatives may have for any personal injury and/or property damage I may incur as a result of my voluntary services except those damages caused by the sole negligence or willful misconduct of Kitsap County employees. I understand that, but for this release of any and all liability, the County would not accept my offer of volunteering service.

I have read and voluntarily sign this agreement and release of liability.

Signature

Date
6/10/2024

A handwritten signature in black ink, appearing to read "John A. Brown". The signature is written in a cursive style with a large initial "J" and a distinct "A".



STATE OF WASHINGTON
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

128 - 10th Avenue, S.W. • PO Box 43105 • Olympia, WA 98504-3105
Phone: (360) 709-4600 • Fax: (360) 586-5862 • Web: www.wtb.wa.gov • Email: workforce@wtb.wa.gov

June 28, 2024

William Dowling – Olympic Workforce Development Council
614 Division St., MS-23
Port Orchard, WA 98366-4676

Subject: Workforce Development Area's 2024-2028 Local Plan Approval and Local Board Certification

Dear William Dowling;

Thank you for your timely submission of the Olympic Workforce Development Council – Olympic Consortium Strategic Workforce Development Plan 2024-2028. We congratulate you, your staff, your Board, and your partners for a successful local planning process. Your plan has been reviewed and approved.

We recognize the enormous body of work you have undertaken in creating this truly meaningful local plan, working together with partners and stakeholders to design and implement a local strategy while also aligning with *2024-2028 Talent and Prosperity for All*.

State Workforce Board staff and the Certification Committee used your plan submission to follow the Local Board Certification criteria as outlined in [WIOA Policy 5614](#)-Local Workforce Development Board Certification, which was recommended for certification and confirmed by the State Workforce Board, as delegated by the Governor, at the June 20, 2024, Board meeting.

Workforce Board staff will be in touch in the coming weeks to discuss technical assistance opportunities and resources with your staff.

Please share this news with your Board members and Chief Locally Elected Officials and convey our appreciation for the continued collaboration.

Sincerely,

Eleni Papadakis, Executive Director
Workforce Training and Education Coordinating Board

Cc: John Aultman on behalf of Governor Jay Inslee

Cc: wdowling@kitsap.org



Women's

Employment Workshop

Friday, June 7, 2024 11am—1pm

Haselwood YMCA 3909 NW Randall Way, Silverdale

Keynote Speaker: Vicki Collins, M.S. Ed



Vicki holds a Master of Science degree in Education, Curriculum and Instruction, as well as over 25 years of serving as a trainer and mentor to adults and young people amongst many other amazing accomplishments in the community.

Join us in empowering women and gender expansive individuals along their professional journey! This event provides support, resources, and opportunities for women looking to re-enter the workforce. Whether you're returning after a career break, seeking new skills, or simply eager to excel, we're here to help you thrive!

Reserve your seat today!

To sign-up scan the QR code below:



Strategic Workforce Development Coalition



Business Appearance



Educational Assistance



Financial Aid



Mock Interviews



Clothing Closet



Resume Assistance



Entrepreneurship & Branding



SKOOKUM



WEST SOUND
WORKFORCE



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OLYMPIC COLLEGE

Commerce Reinvestment Funds (CRF) Grant Opportunity

Supporting Black, Latino, and Indigenous-Owned Small Businesses

In Clallam, Jefferson, and Kitsap Counties

Grant Amount: Up to \$5,000

Purpose: Our initiative aims to bolster your business and workforce through various means, including:

- Reimbursing the wages of a new employee.
- Providing your current employees with short-term certifications.
- Reskilling or upskill training.
- Purchasing equipment and other eligible assets to facilitate business growth and expansion.

Our Commitment: The Olympic Workforce Development Council (OWDC) is dedicated to fostering diversity, equity, access, and inclusion in the local business community. We believe that investing in the growth and development of underrepresented entrepreneurs is crucial for economic empowerment and sustainability.

Eligibility:

- Small Business (fewer than 50 employees).
- Priority is given to workforce development activities for self-attested Black, Latino, and Indigenous business owners and operators, and their employees.
- Business must be licensed in Clallam, Jefferson, or Kitsap County.
- The proposed project must support worker development, skill enhancement, business growth, and economic mobility.

Eligible Projects Include:

Employee Development

Asset Purchases that Lead to NEW Hires or Business Sustainability and Growth

Note: Funds cannot be used for working capital, land and building acquisition, or relieving existing debt.

For application: <https://www.cognitofrms.com/KitsapCounty1/CRFGrantApplication>



Stories of Success

Submitted By Betsy Davis, Executive Director, Northwest School of Wooden Boatbuilding.

I really appreciate you taking the time to visit the Boat School today. Since I was talking about how great it has been to collaborate with Work Source over the last two months (our first time!) I thought I'd repeat that in email and copy the people who have been making it happen!

I know that you and Bill already know each other. I'm also copying the make-it-happen people Deb Kaiser and John Hjorten. Deb and John – Una is the Project Coordinator for the Recompete coalition, and helping spread the word about effective work amongst the various partners on the coalition.

It all started when Deb Kaiser sent out an email to Jefferson County maritime employers asking if we'd like to meet with her to learn about opportunities. I raised my hand, and then whoosh! I got to meet with Deb, and Deb and John came out for a visit too. We all kept talking and they have moved the dial on so many things for the Boat School. One big area has been working with our students – they did an information session for our students and then interested students have met one-on-one with WorkSource staff. I believe that WorkSource has provided over \$70,000 of support to our students, including tuition, purchasing books, tools, shoes, vouchers for car repair, vouchers for food, etc.

And then BEYOND THAT, WorkSource is underwriting some Work Experience positions. The most exciting is supporting our Prothero Internship program - extending one of our current interns (the one you met) through the end of July when the boat launches that he's working on, and authorizing another Systems Internship for mid-June through the end of September. These are such GREAT ways for a student to get additional experience – similar to an apprenticeship where they work on more complex projects more independently, yet still under the guidance of an instructor. It's a fabulous way to provide our graduates even more experience so they will hit the ground running as they become employed. WorkSource is also underwriting a Digital Media Coordinator from May through the end of September. It's another win-win. Not only is WorkSource funding the position, they also found the individual that we selected!!!! The individual (Eric) is able to adapt his graphics skills to a new kind of enterprise, and while he's learning, he's also helping spread the word about the school's programs.

Since the Boat School has been going through several changes as it grows, we have lots of employee training needs. WorkSource is helping with that too through it's On-the-Job Training program. Our Facilities Manager has moved into the Operations Manager role which includes handling financial transactions for the school. Our new Student Services Coordinator is also on a steep learning curve, which is being supported by WorkSource through the end of September. We're on the verge of hiring our new Administrative Assistant who will also be doing On-the-Job Training through the end of September. (WorkSource supports the training of these employees by reimbursing 50% of the base salary.) There are a few other conversations in the works. We'll see if anything additional emerges.

OK - I just want to say I've REALLY appreciated the high impact results from this collaboration. I am willing to publicly share my enthusiasm for the impact the WorkSource staff has had on the students past and future at the Boat School and you all can feel free to pass it along as well.

Thanks all!

Submitted by Matt Hogg, EcSA Navigator, WorkSource Kitsap county

I have been able to achieve my goal of being a nail tech and my dream of having my own business thanks to WIOA. During the Covid-19 pandemic I lost my job, and having 2 children it was difficult for me to find a new job since I did not have anyone to take care of them during work hours or when they did not have classes. Trying to find a job I could do, I realized that my community had a need for nail maintenance. I did the research and came across WorkSource and they directed me to the WIOA program, Matt Hogg was assigned as my case manager. Through Mr. Hogg, WIOA helped me receive unemployment benefits while training, a large percentage of the training cost was paid, I learned about financial basics that means stocks, retirement, HAS, ETFs, Federal Reserve and much more. I received several incentives and that helped me a lot in my process of achieving my goals, During this program I have not only received financial aid but also business guidance, support services to succeed in the labor market. For all this and much more I am grateful to the WIOA program.

The WIOA was a timely and indispensable resource on my journey to self sufficiency and earning a more livable wage. When I entered the program, I was a displaced homemaker, single mom and full-time student working a part time job in housekeeping. I wanted to work more hours but didn't have access to childcare because of the cost. I fell behind on rent and bills and was close to losing my housing. My mental health was suffering, and I was overwhelmed. During my time in the program, I've secured a full-time position at a job with good benefits which has allowed me to focus on excelling in my schooling. I've made the dean's list each quarter and was invited to join their honor society as a student who is performing within the top 10% of the student body at TCC. I'll be done with my degree requirements this fall and will be graduating with honors. I was able to secure childcare through a subsidy program which covers the time I need to both work and go to school. The incentives have been great for not only motivation, but as a way to catch up financially while transitioning into a better job. Garni Churan has been the best cheerleader. Knowing I have her for accountability, and as a positive person who speaks life into my dreams and goals has helped me in a way that I'm finding difficult to put into words. She's communicative, has a glowing personality, and sincerely cares about my success. I'm welling up with tears just thinking about it. I'm externally grateful for her, and for the WIOA program.

Submitted by Mike Robinson, WorkSource Administrator

Please see the [great article](#) (Attached) highlighting WorkSource Kitsap's Re-entry services/resource event last month. A special thank you to ESD staff Jeff Flood, Kathy Money, and Matt Hogg for

conceptualizing and bringing the event together in collaboration with WorkSource teams and community-based organizations.

While we all strive to serve customers from WIOA Special Barrier Populations, ESD has a strategic goal to serve more justice and reentry impacted customers. This event was one part of the plan. Additionally, we have deployed staff to serve individuals at the Kitsap County Jail.

Additionally, ESD staff from WorkSource Clallam's Labor Exchange Team and WIOA AD/DW have partnered with WA DOC at Olympic Corrections Center by providing in-person and remote orientation services with the goal of connecting those who release into Clallam, Jefferson, and Kitsap counties to be aware of WDA1 WorkSource services and direct others releasing throughout the state connect with local WorkSource centers.

Those with criminal backgrounds seek help in getting jobs

By Elisha Meyer Kitsap News Group • June 4, 2024 1:30 am



Elisha Meyer/Kitsap News Group Mharie Collins, left, gathers information on resources available to her for her job hunt.

State and county organizations gathered with employers May 29 to give the justice-involved residents of Kitsap a fairer shot in their job searches.

WorkSource Kitsap in Silverdale hosted its first Re-entry/Justice Involved Resource Fair, pooling the resources of agencies invested in re-entry with employers seeking applicants. Booths and documents were made available to job-seekers who have a criminal background or are returning home from incarceration.

“I’m trying to get as many resources as I can to make sure I don’t end up back there,” Mharie Collins said. “Just the fact that it is on my record and can follow me around is very intimidating and stuff like that.”

Matt Hogg added: “I imagine there’s many barriers involved and a lot of doors slammed in their faces. That’s one of the big reasons we are having this event.”

Kathy Money said the struggles justice-involved people have with finding work remain impossible to navigate alone, and many applicants go from job to job just to get by. Above all, it is perception that remains a commanding influence among employers. “People never think that it could just be something light,” Money said. “They’re always going to think the worst, which is hard to break.”

Background checks are the primary hurdle to overcome for a prior convict. While not required for all jobs, they often present what Money called the face value of an offense or mark on their records instead of its true nature. Case in point, not all crimes are equal. “When people do background checks, I don’t think employers are prepared to understand what they’re seeing. The willingness of an employer to listen to what the situation is is crucial,” she said.

Resources like Civil Survival do what they can to help applicants prepare for their job search by resolving past court issues and any unresolved debts, but the obstacles remain aplenty.

Community organizer Cory Walster said, “We hired up to six or seven attorneys now that are able to directly represent people to get their records taken care of, but another problem is some of those third-party background checks that are online.”

Money said she advises prospective employees to keep city and state job positions in mind, knowing they could provide a more permanent solution to what could become a long-term problem. “If you can get in with a state or government agency, you’re probably getting a good job with benefits, and things you are looking for so you can take care of yourself and your family,” she said.

2024 Meetings

May						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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June						
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July						
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September						
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October						
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November						
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December						
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29	30	31				

OCB Meeting (3rd Fridays) 10am-12pm
 January 19
 March 15
 July 19
 September 20

OCB - OWDC Joint Meeting 9am-12pm
 May 17
 November 15

SWD Coalition Meeting (3rd Friday) 9-10:30am
 April 12
 June 21
 August 16
 October 18
 December 20

OWDC Meeting (2nd Thursday) 10am-12pm
 January 11
 March 14
 July 11
 September 12

Executive Meeting (2nd Tuesdays) 10am-12pm
 January 9
 March 12
 May 14
 July 9
 September 10
 November 12