



Executive Committee Meeting

August 31, 2021, at 4:00 PM

Zoom

Please note – This meeting is being recorded for record-keeping and quality assurance purposes.

Promoting a prosperous community by providing a progressive workforce system

AGENDA

1. **Call to Order** - Todd Samuel
 - Excused Absences - Tiffany Scott
2. **Welcome & Roll Call** - Tiffany Scott
3. **Approval of Committee Minutes** - Todd Samuel
 - Executive Committee - July 27, 2021 (Needs a vote)
4. **Finance Reports as of 6/30/21** - Jan Warren
5. **New Benton-Franklin Workforce Development Council (BFWDC) Policies**
 - a. Measurable Skills Gain - Diana Hamilton (Needs a vote)
 - b. Data Element Validation - Jamilet Nerell (Needs a vote)
6. **CEO Updates** - Tiffany Scott
 - State Equal Opportunity (EO) Monitoring Review Results
 - Federal Holiday Addition - Juneteenth
 - Employment Security Department Advisory Committee (ESAC) Appointment
 - Miscellaneous Business Happenings
7. **Liaison Report** - David Chavey-Reynaud
8. **Occupations in Demand (OID) Debrief** - Jamilet Nerell
9. **Next Meeting**
 - Executive Committee Meeting - Tuesday, September 28, 2021, at 4:00 PM on Zoom

Attachments

- a. Executive Committee Minutes - July 27, 2021
- b. Finance Reports - June 2021
- c. BFWDC Measurable Skills Gain Policy
- d. BFWDC Data Element Validation Policy
- e. BFWDC EO Monitoring Review Results
- f. ESAC Appointment Letter
- g. Liaison Report - July 2020
- h. Liaison Report - July 2021
- i. BFWDC OID List - 2021
- j. WorkSource Operator Monthly Report - July 2021
- k. TC Futures Report - July 2021

***Benton-Franklin Workforce Development Council contributes to our prosperous community
by elevating the human potential.***



Benton Franklin Workforce Development Council (BFWDC)

Executive Committee Minutes

July 27, 2021

3:15 p.m.

Zoom

Present

Commissioner Didier
Todd Samuel
Adolfo de Leon
Melanie Olson
Dennis Williamson

Excused

Commissioner McKay
Amanda Jones

Absent

N/A

BFWDC Staff

Tiffany Scott
Jan Warren
Diana Hamilton
Cynthia Garcia
Jamilet Nerell
Jessie Cardwell
DeAnn Bock

BFWDC Staff Excused

David Chavey-Reynaud

Call to Order

Todd Samuel called the meeting to order at 3:15 p.m. and thanked everyone for attending. Todd Samuel reviewed the Mission and Vision Statements and thanked everyone for their service.

Tiffany Scott presented a land tribute acknowledging the traditional, ancestral territories of the Cayuse, Walla Walla, and Palouse 1st Nations.

Tiffany Scott reported excused absences and conducted roll call of the Benton-Franklin County Commissioners, BFWDC Executive Members, and BFWDC Staff.

Minutes

Tiffany Scott provided the minutes from the June 29, 2021, Executive Committee Meeting for members to review.

Williamson moved to approve June 29, 2021, Executive Committee Meeting Minutes as presented, seconded by Olson. Motion carried.

Finance Reports

Jan Warren presented the May 2021 financials of the BFWDC. The WorkSource partnership included maintenance and the building rent, and these items are paid as usual. Jan stated that some maintenance and cleaning projects were scheduled at the end of June 2021 that will be reflected on statements next month.

Overall, Jan expected spending to end up at about 95% of the budgeted amount for last Program Year (PY) 20 (July 1, 2020 – June 30, 2021).

PY21 Budget

Jan Warren created a memo for Executive Board Members and the Full Board membership for the motion at the Full Quarterly Board Meeting to reference. The correspondence outlines the BFWDC philosophy and a bit about our methods as we advance for PY 21 (July 1, 2021 – June 30, 2022).

Jan also shared a document containing the allocations for PY 21. It captures estimated projections for the carry-in of PY 20 resources. The amounts reflected are her best guess. The top blue part of the document is the current year funding, and then you'll see the column for projected expenses for the end of the year. In addition, you will notice what has been obligated for our sub-recipient. Jan commented that the BFWDC does have until August 31, 2021, to submit expenses for reimbursement. This process allows our sub-recipient to close out their books and reconcile their accruals. Down at the bottom of the document in the purple shaded area are the current year awards and the anticipated carrying from the prior year. This is an overview of how awards for our service providers are developed.

Jan presented the proposed BFWDC budget effective 7-2-21. She used the same format that's presented to the Board each year. It has become a little bit clunky as the BFWDC has increased revenue through different kinds of grants. Some have ending dates that are in the middle of the year. This is a bit of an awkward flow when we don't just use formula grants. Jan mentioned that she and DeAnn would be working in upcoming years to create a more useful format and give the BFWDC an idea of the position of each grant within our revenue streams.

Jan pointed out to members that the funding for our local area has decreased slightly from PY20 levels when looking at the prior-year comparison. One large contributor is that the Families Forward Washington (FFW) Grant ended on June 30. In the proposed budget, you will see reflected the remaining Economic Security for All (EcSA) funds and the resources for our two National Dislocated Worker Grants (NDWGs). The BFWDC has a new revenue stream in the Community Development Block Grant CDBG). Jan shared that the Rapid Response (RR) funding was scheduled to end on June 30, but we did receive an extension from the state to continue to use those funds through the end of this calendar year. Jan communicated that the cost pools reflected are the funds available to the BFWDC for operating expenses.

Jan noted that the BFWDC has been very generous this year with awarding the carry-in resources to our subs in their contracts. It felt like this was the best way to utilize those funds, which will effectively eliminate the first quarter cap for the WIOA Adult a Dislocated Worker programs. This will allow our sub-recipient to continue providing training and career services seamlessly without those funding restrictions that we typically experienced in the first quarter.

The monthly rent for Tri-Cities (TC) Futures is reflected in this budget in addition to the allowance for some additional purchases. Jan shared then we did put an allowance for some other purchases.

Regarding the BFWDC rent, a new three-year lease was signed effective July 1, 2021. Jan pointed out other line-item components were staffing, professional services, training and equipment rentals, insurance, and memberships. Jan then asked members if they had any questions she could answer. There were none.

Todd Samuel complemented Jan Warren for doing a great job laying out very clearly the proposed budget. As chair, he called for a motion to approve.

Olson moved to approve the July 1, 2021, BFWDC annual budget as presented, seconded by Williamson. Motion carried.

Liaison Report

Cynthia Garcia summarized information from the WorkSource Columbia Basin section. When comparing the numbers to June 2019, WorkSource was down by 22% in total staff assistance seekers and down by 9% in services provided to job seekers. The business services growth is still strong, with the unique number of businesses up by 45% from 2020. Cynthia shared that a

total of 302 youth and young adult customers were served at TC Futures during PY20. The co-enrollment between WIOA Out of School Youth and Open Doors has doubled. Noted also was that 55 customers attained their GED. Cynthia commented that when looking at all WIOA Title 1 programs, they are 84% of the goal. Of important note is that this is the last time FFW will be including in the Liaison Report. The new CDBG contract with the Department of Commerce will replace it.

There were no changes reported for the top occupations, licenses, and certifications from last month. Unemployment rates have dropped to 5.1% in Benton County and 5.8% in Franklin County. Cynthia articulated that the local retail trade is still going strong. The Tri-Cities has made the most robust recovery in this sector compared to the rest of the state.

There have been 2000 jobs added to our economy from May 2020 to May 2021. And there continues to be a high demand for job seekers in the following sectors hospitality, construction, government, and healthcare industries. The Tri-Cities is above 100% of job recovery for COVID-19 job losses. Cynthia took the opportunity to thank and congratulate our system partners for their ongoing commitment and dedication to assisting our community.

Todd thanked Cynthia for the presentation.

CEO Update

Tiffany Scott shared that the Washington Workforce Association (WWA) is currently in an advocacy space. The association recently presented a motion to the State Workforce Board that was approved. The motion asked for Black Indigenous People of Color (BIPOC) to be added as a WIOA target population. Now, we are waiting for Governor Inslee to communicate the addition officially. Then subsequent policy adjustments will be made both at the state and local levels.

Tiffany commented that WWA continues to push for flexibility during the COVID-19 pandemic. This is done through partnership at the State Policy Committee, and Tiffany is the WWA sponsor lead of this forum. Currently, WWA is waiting on feedback from Employment Security and the State Workforce Board regarding their definition of "open" as it applies to specific Workforce Information Notices and Policy flexibility. This definition, once determined will impact local workforce systems in one way or another.

Tiffany articulated that WorkSource Columbia Basin signage and electronic outreach is drawing customers into the facility. Appointments are being offered, and since the physical facility doors opened in early July, capacity has been at 25% or below following the local physical reopening plan. With federal Unemployment Insurance (UI) benefits scheduled to conclude in September, we anticipate seeing more customers reaching out for services. Tiffany complemented the Benton-Franklin Workforce Consortium (BFWC) and their staff for the strong leadership prior to and during the transition back to WSCB. She also shared details regarding the phases approach bringing back team members and supporting a partner-driven culture.

Roundtable

Melanie Olson commented that there are real struggles in the healthcare industry, particularly with getting employees to fill job openings. Melanie said that there are so many openings at Lourdes that they can't fill, and they are having a lot of people refusing entry-level wages with the expectation that they will get paid quite a bit more elsewhere. Melanie asked if anyone else is experiencing this.

Todd Samuel shared that at Pacific Northwest National Laboratory (PNNL), they are having an unbelievable year this year. He has already hired 14 people, and he has six more openings. These are highly educated scientists and engineers with Master's Degrees or PhDs. Todd commented that PNNL is an unusual kind of employer.

Commissioner Didier articulated that in Franklin County, they hear the same thing that Melanie shared. It has been reported to him that federal government aid is more substantial than wages.

Other Business

Next Meeting

Adjournment

Respectfully Submitted

Tiffany Scott, CEO _____ Date _____

Benton Franklin Workforce Development Council
Balance Sheet - Unposted Transactions Included In Report
10 - Corporate Entity
As of 6/30/2021

		Current Period Balance
<hr/>		
Asset		
Cash (Checking Acct - CE)	1110	562.77
Corporate Entity MM Account	1111	76,988.59
CE 12 month CD	1112	52,391.09
Accounts Receivable	1200	<u>3,236.49</u>
Total Asset		<u><u>133,178.94</u></u>
Liabilities		
Accrued Vacation Payable	2500	84,664.18
Due to/from other funds	2990	<u>(12,000.00)</u>
Total Liabilities		<u>72,664.18</u>
Net Assets		60,514.76
Total Liabilities and Net Assets		<u><u>133,178.94</u></u>

Benton Franklin Workforce Development Council
Statement of Revenues and Expenditures - Unposted Transactions Included In Report
10 - Corporate Entity
From 7/1/2020 Through 6/30/2021
(In Whole Numbers)

	<u>Current Period Actual</u>	<u>Current Period Budget</u>	<u>Percentage of current period</u>	<u>Annual Budget</u>	<u>Percentage of Total Budget</u>
Revenue					
Interest/Program Income	<u>659</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Total Revenue	<u>659</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Expenses					
Dues, Fees and Subscriptions	<u>50</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Total Expenses	<u>50</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Net Surplus/ (Deficit)	<u>609</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>

Benton Franklin Workforce Development Council
Balance Sheet - Unposted Transactions Included In Report
20 - WDC Main
As of 6/30/2021

		Current Period Balance
<hr/>		
Asset		
Cash (Bank Acct - WDC)	1120	20,170.34
Accounts Receivable	1200	6,797.27
Receivable (Grants)	1300	430,084.92
Total Asset		<u>457,052.53</u>
Liabilities		
Accounts Payable (AP System)	2000	436,000.63
Due to/from other funds	2990	12,000.00
Total Liabilities		<u>448,000.63</u>
Net Assets		9,051.90
Total Liabilities and Net Assets		<u>457,052.53</u>

Benton Franklin Workforce Development Council
Statement of Revenues and Expenditures - Unposted Transactions Included In Report
20 - WDC Main
From 7/1/2020 - 6/30/2021
(In Whole Numbers)
Excel spreadsheet with Budget

	Current Period Actual	Current Period Budget	Percentage of current period	Annual Budget	Percentage of Total Budget
Revenue					
Grant/Contract Revenue	3,994,221	4,191,410	95.30%	4,191,410	95.30%
Interest	13	0	0.00%	0	0.00%
Misc/Other Revenue	234,264	276,000	84.88%	276,000	84.88%
Total Revenue	4,228,498	4,467,410	94.65%	4,467,410	94.65%
Expenses					
Sub-Recipient Reimbursements	3,116,368	3,297,305	94.51%	3,297,305	94.51%
Rent and Facilities	72,269	76,024	95.06%	76,024	95.06%
Salaries and Wages	638,717	609,291	104.83%	609,291	104.83%
Payroll Taxes and Benefits	188,478	182,022	103.55%	182,022	103.55%
Professional Services and Contracts	57,200	83,540	68.47%	83,540	68.47%
TC Futures	72,658	75,000	96.88%	75,000	96.88%
Travel and Training	2,157	50,230	4.29%	50,230	4.29%
Supplies, Furniture and Equipment	9,544	19,500	48.94%	19,500	48.94%
Equipment and Software - Lease and Maintenance	44,399	44,552	99.66%	44,552	99.66%
Communications (Telephone, Postage and Internet)	4,107	6,515	63.04%	6,515	63.04%
Insurance	7,606	7,606	100.00%	7,606	100.00%
Dues, Fees and Subscriptions	14,996	15,825	94.76%	15,825	94.76%
Total Expenses	4,228,498	4,467,410	94.65%	4,467,410	94.65%
Net Surplus/ (Deficit)	0.00	0.00	0.00%	0.00	0.00%

Benton Franklin Workforce Development Council
Balance Sheet - Unposted Transactions Included In Report
30 - WSCB Partnership
As of 6/30/2021

		Current Period Balance
Asset		
Cash (Bank Acct - WSCB)	1130	<u>74,071.19</u>
Total Asset		<u><u>74,071.19</u></u>
Liabilities		
Accounts Payable (AP System)	2000	<u>16,841.18</u>
Total Liabilities		<u><u>16,841.18</u></u>
Net Assets		57,230.01
Total Liabilities and Net Assets		<u><u>74,071.19</u></u>

Benton Franklin Workforce Development Council
Statement of Revenues and Expenditures - Unposted Transactions Included In Report
30 - WSCB Partnership From 7/1/2020-6/30/2021

(In Whole Numbers)

	<u>Current Period Actual</u>	<u>Current Period Budget</u>	<u>Percentage of current period</u>	<u>Annual Budget</u>	<u>Percentage of Total Budget</u>
Revenue					
Partner Revenue	212,220	212,209	100.01%	212,209	100.01%
IFA Adjustments	(23,773)	0	0.00%	0	0.00%
Sub-Lease Revenue	147,380	147,380	100.00%	147,380	100.00%
Employee Recognition Non-Operating Income	0	0	0.00%	0	0.00%
Total Revenue	<u>335,827</u>	<u>359,589</u>	<u>93.39%</u>	<u>359,589</u>	<u>100.00%</u>
Expenses					
Rent and Facilities	327,255	329,790	99.23%	329,790	99.23%
Supplies, Furniture and Equipment	4,503	13,400	33.60%	13,400	33.60%
Employee Recognition	464	0	0.00%	0	0.00%
Equipment and Software - Rental and Maintenance	1,152	1,200	96.00%	1,200	96.00%
Business/Community	4,997	5,000	99.94%	5,000	99.94%
Dues, Fees and Subscriptions	266	10,200	2.61%	10,200	2.61%
Total Expenses	<u>338,637</u>	<u>359,590</u>	<u>94.17%</u>	<u>359,590</u>	<u>94.04%</u>
Net Surplus/ (Deficit)	<u>(2,810)</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>

Subject: Measurable Skills Gains Policy

Policy No: 2021-02

Effective Date: 8/XX/2021

Revised: N/A

Purpose:

The purpose of this policy is to provide guidance on Measurable Skill Gains (MSG) documentation requirements specific to Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Dislocated Worker, Out-of-School Youth programs, and discretionary programs.

Background:

The MSG indicator is the percentage of participants who, during a program year, are in an education or training programs that lead to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

Operational Procedure

The MSG indicator measures the interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs. It also helps fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

A. Types of Measurable Skill Gains and Documenting Progress

Depending upon the type of education or training program in which a participant is enrolled, documented progress is defined as one of the following:

1. Documented achievement of at least one Educational Functioning Level (EFL) of a participant receiving instruction below the postsecondary level.

The Subrecipient shall measure EFL gain in one of three ways:

- Compare the participant's initial EFL, as measured by a pre-test, with the participant's EFL, as measured by a post-test. The approved pre-and post-tests must be based on the list of tests the Secretary of Education determines suitable for use in the National Reporting System for Adult Education. The list of approved assessments is published annually in the Federal Register;
- Adult high school programs that lead to a secondary school diploma or its recognized equivalent shall measure and report educational gain through the awarding of credits or Carnegie units; or
- Report an EFL gain for participants who exit a program below the postsecondary level and enroll in postsecondary education and training during the program year. A program below the postsecondary level applies to participants enrolled in a basic education program.

2. Documented attainment of a secondary school diploma or its recognized equivalent.

- The Subrecipient shall document in the Management Information System (MIS) attainment of a secondary school diploma or its recognized equivalent if the participant obtains certification of attaining passing scores on all parts of a State-recognized high school equivalency test, or the participant obtains a diploma or State-recognized equivalent documenting satisfactory completion of secondary studies or an alternate diploma, including a high school or adult secondary school diploma.
- Secondary school diploma refers to a regular high school diploma, as defined in section 8101(43) of the Elementary and Secondary Education Act.

3. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards.

- For secondary education, the subrecipient shall document this gain through receipt of a secondary transcript (Secondary transcript is specific to youth attending high school) or report card for one semester showing that the participant is achieving the State unit's policies for academic standards. For postsecondary education, this gain must demonstrate a sufficient number of credit hours—which is at least 12 hours per semester (or equivalent) or, for part-time students, a total of at least 12 hours over the course of two completed semesters (or equivalent) during 12 months that shows a participant in achieving the State unit's academic standards (or the equivalent for other than credit hour programs). For example, if a postsecondary student completed 6 hours in the spring semester and six more hours in the fall semester and those semesters crossed two program years, they would not count as a skill gain in the first program year, but they would count as a skill gain in the second program year.

4. Satisfactory or better progress report towards established milestones, such as completion of On-the-Job Training (OJT) or completion of one year of an apprenticeship

program or similar milestones from an employer or training provider providing training.

- Documentation for this gain shall vary, as the subrecipient identifies appropriate methodologies based upon the nature of services being provided, but progress reports must document substantive skill development that the participant has achieved. The subrecipient shall document the gain by a satisfactory or better progress report from an employer or training provider. Progress reports shall include training reports on milestones completed as the individual masters the required job skills or steps to complete an OJT or apprenticeship program. Increases in pay resulting from newly acquired skills or increased the performance also can be used to document progress.

NOTE: In the description of this type of MSG, "completion of one year of an apprenticeship" is just one example of a timeframe that shall be established for achieving a satisfactory or better progress report toward a specific milestone, and the "one-year" timeframe should not be construed as a required timeframe or the only way that a participant in an apprenticeship can achieve a Measurable Skill Gain.

5. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams.

- Documentation for this gain shall include passage of a component exam in a Registered Apprenticeship program, employer-required knowledge-based exam, satisfactory attainment of an element on an industry or occupational competency-based assessment, or other completion test necessary to obtain a credential.

Examples:

- A participant has enrolled in a 4-year registered apprenticeship program: the measurable skill gains indicator tracks the skills the participant gains throughout the reporting period, not just at the end of the 4-year training program.
- Low-skilled adult participants of an adult education program: the MSG indicator provides an opportunity to track and report gains in reading, writing, mathematics, and English proficiency.

B. Participants Included in the Measurable Skills Indicator

- All participants in a Title I Adult or Dislocated Worker-funded training program are included in the MSG indicator (which includes funding a training program for a secondary school program equivalent and all participants in work-based training).
- All Title I Out-of-School Youth program participants who are in one of the following are included in the indicator:
 - The program element occupational skills training;
 - Secondary education during participation;
 - Postsecondary education during participation;
 - Title II-funded adult education during participation;
 - The YouthBuild program during participation;
 - Job Corps during participation

If a participant achieves more than one type of measurable skill gain in a reporting period, the most recent gain is the skill gain type that should be recorded.

C. Participants Excluded from the Measurable Skills Indicator

Participants who exit for any of the reasons listed below are excluded from the MSG indicator.

- The participant exits the program because they have become incarcerated in a correctional institution or have become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center while receiving services as a participant.
- The participant exits the program because of medical treatment and that treatment is

expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program.

- The participant is deceased.
- The participant exits the program because the participant is a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.

YOUTH ONLY - The participant is in the foster care system as defined in 45 CFR 1355.20(a) and exits the program because the participant has moved from the local workforce as part of such a program or system.

D. Guidance for Recording/Reporting MSG in the State Management Information System (MIS)

- [Measurable Skills Gain \(MSG\) guidance - Documenting and recording progress](#)
- [MSG - Recording Measurable Skills Gain in ETO](#)
- [MSG - Running the Measurable Skills Gain report](#)

E. Additional Requirements

- Even though only one gain may be counted in the numerator per reporting period (i.e., program year), subrecipient should record ANY skill gain attained throughout the program year.
- Procedures should be in place to ensure staff are documenting participant's skills progressions.
- Subrecipient shall develop procedures suitable for the applicable academic system in use by the secondary or postsecondary institution in which the participant is enrolled including, but not limited to, semesters, trimesters, quarters, and clock hours for the calculation of credit hours (or their equivalent) when documenting progress towards MSG.

F. References

- [Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III, and Title IV Core Programs \(doleta.gov\)](#)

Subject: Data Element Validation Policy

Policy No: 2021-01

Effective Date: 8/XX/2021

Revised: N/A

Purpose: This policy provides guidance regarding Data Element Validation (DEV) requirements specific to Workforce Innovation and Opportunity Act (WIOA) Title I-B Youth, Adult, and Dislocated Worker, Trade Adjustment Assistance (TAA), and discretionary programs.

Background:

Data Element Validation is a federally mandated process. The state annually assesses the accuracy of prescribed data elements in randomly sampled participant files against source documents in program files for compliance with federal definitions (refer to [TEGL 07-18](#) and [TEGL 23-19](#)). DEV training, tutorials and frequently asked questions are located on the [DOLETA Data Validation website](#).

Operational Procedure

Data Element Validation (DEV) ensures, to the maximum extent feasible, the accuracy of the data entered by WIOA Title-1B core and non-core programs into the state's Management Information System (MIS). Source documentation for required data elements can be found in the State's [Data Element Validation Policy- Attachment B](#).

- Non-core programs include National Dislocated Worker Grants (DWG) and others outlined in [TEGL 23-19](#). Non-core programs shall fully implement data element validation that aligns with this policy.
1. Data validation requires subrecipients to ascertain the validity, accuracy, and reliability of report and participant record data submitted and recorded in the Management Information System (MIS). Data validation consists of two separate functions:
 - **Report Validation** checks the accuracy of local calculations used to generate performance reports;
 - **Data Element Validation** checks the validity, accuracy, and reliability of the data used by the state to perform the calculations.
 2. DEV is a periodic activity conducted by the Benton-Franklin Workforce Development Council (BFWDC) to identify and resolve any errors compromising Data Validation and DEV. This includes periodic data element reviews to ensure that data entered and its supporting documentation is accurate and reliable:
 - Data reviews identifying and correcting errors to improve performance reporting, as well as ensuring the data accurately reflects the program participants, services, and outcomes;
 - Data reviews to maintain and demonstrate system integrity, assess the accuracy of submitted participant data, and identify and correct problems associated with data entry processes;
 - Review of results of data validation efforts and the effectiveness of the data validation process and revise as needed;
 - Data review for errors, missing data, and other anomalies, including missing documentation;
 - Selected samples of participant data reported are reviewed against source documentation in participant records for compliance with local, state, and federal definitions.
 3. Although DEV may verify the existence of source documentation for some eligibility criteria, the process does not validate participant eligibility. DEV should not be confused with WIOA and Trade Adjustment Assistance (TAA) eligibility verification requirements.
 4. Data element process and requirements:
The state's [Data Element Validation - Attachment A](#) contains details of Washington's DEV process and requirements.

5. Approved data elements:
Data elements identified for DEV review in each program year are found in the monitoring tools checklists posted annually on [ESD's Workforce Professionals Center](#) website.
6. Alignment of DEV and eligibility documentation:
DEV does not validate participant eligibility, it is the policy of the BFWDC to use DEV documentation requirements outlined in [TEGL 23-19](#) as the foundation for WIOA program eligibility documentation for all eligibility components included under DEV requirements. The alignment of these requirements will increase efficiencies and ensure DEV requirements are met (for eligibility components) at the time of participant enrollment. In this way, DEV documentation will fulfill certain eligibility documentation requirements.
7. Allowable source documentation:
[Data Element Validation Policy - Attachment B](#) details the allowable source documentation for data element validation in Washington. For data elements that allow self-attestation, self-attestation form can be found in the [BFWDC Eligibility Policy 2015-01](#). Additional guidance from the state's self-attestation forms can be found in the state's [Data Element Validation Policy - Attachment C](#).

Definitions:

Data Validation – A series of internal controls or quality assurance techniques established to verify the accuracy, validity, and reliability of data.

Data Element Validation (DEV) – The federally mandated process by which the state annually assesses the accuracy of prescribed data elements in randomly sampled participant files against source documents in program files for compliance with federal definitions (refer to [TEGL 07-18](#)).

Self-Attestation – Self-attestation occurs when participants (applicants) state their status for a particular data element, such as pregnant or parenting youth, and then sign and date acknowledgment forms. The key elements for self-attestation are:

- (a) participants (applicants) identifying their status for a data element and;
- (b) signing and dating a form attesting to this self-identification. Self-attestation can also be in the form of a signed and dated WIOA eligibility application that is in paper format or either of two electronic formats (a scanned and uploaded copy of the paper document or an application in the state's case management system with the participants' date-stamped electronic signatures).

Periodic Reviews - An internal review undertaken at regular intervals (i.e., monthly, quarterly, annually).

References:

- [Data Element Validation State Policy](#)



P.O. Box 9046 • Olympia WA 98507-9046

August 17, 2021

Tiffany Scott, Chief Executive Officer
Benton-Franklin Workforce Development Council
815 North Kellogg Street, Suite C
Kennewick, WA 99336

Dear Ms. Scott:

This letter is follow up to the State-Level Equal Opportunity Office Monitoring Review of the Benton-Franklin Workforce Development Council on May 27, 2021. My team and I continue to be impressed with the work Benton-Franklin Workforce Development Council is doing under your leadership to ensure equal access to WorkSource services for all the populations in your area, and your level of compliance with the equal opportunity provisions of WIOA.

This review of your 2020 Equal Opportunity compliance included a check in on how you've adapted your monitoring and training plans during the pandemic and provided an opportunity for us to learn about areas you highlighted related to equal opportunity. We enjoy working with your Equal Opportunity Officer, Cynthia Garcia.

Cynthia shared that she has already completed 2021 Equal Opportunity monitoring for WorkSource Columbia Basin and TC Futures and had no findings. She shared the Local Workforce Development Board went through recertification process for their one-stop center with a focus on equal access for customers. Cynthia also shared you continued to improve integration of services and connecting customers with the services that were right for them, through an improved cross-functional system. She shared you also updated the Equal Opportunity page of your website to include resources for accessibility and other useful Equal Opportunity information.

We will continue to communicate with you as offices reopen. My team will review Cynthia's monitoring when we visit in 2022.

We look forward to our ongoing work with you and Cynthia, and to our continued partnership. Please let me know if we can do anything to assist you with your EO and nondiscrimination work; my phone number is 360-480-5708 and my email is teckstein@esd.wa.gov.

Respectfully,

A handwritten signature in black ink that reads "Teresa Eckstein". The signature is fluid and cursive, written in a professional style.

Teresa Eckstein
State-Level Equal Opportunity Officer
Employment Security Department

Cc: Cynthia Garcia, Youth Programs Manager and Equal Opportunity Officer, Benton-Franklin Workforce Development Council



STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT

PO Box 9046 • Olympia WA 98507-9046

August 13, 2021

Tiffany Scott, Chair
Washington Workforce Association
815 N Kellogg St, Suite C
Kennewick, Washington 99336

Re: ESAC Nomination

Dear Tiffany Scott,

I am pleased to formally appoint you as a member of the Employment Security Advisory Council (ESAC). Commissioner Cami Feek and I appreciate you serving in this role.

ESAC committee members provide insight to the Employment Security Department (ESD) on the entire range of ESD's programs and services, including but not limited to unemployment insurance, workforce and career development, and the Paid Family and Medical Leave program. These programs lead to high-quality jobs, a thriving economy, and expanded career opportunities for all Washington residents.

The feedback that the ESAC members provide is based on their diverse workplace and life experiences. Cami and I both believe that your strong workforce development background will be highly beneficial to the committee.

ESAC usually meets three or four times a year. Because most of the ESAC committee members are heavily involved in legislative session work, they are not available to meet during session. As a result, the number of times that the committee meets each year depends on the length of that year's regular legislative session; specifically:

- In odd-numbered years, the regular session lasts 105 days, and the committee usually meets three times.
- In even-numbered years, the regular session lasts 60 days, and the committee usually meets four times.

You are welcome to participate in the meetings either in person or by phone as your schedule permits. There is additional information about ESAC available on the ESD website at <https://esd.wa.gov/newsroom/ESAC>.

Tiffany Scott, Chair
August 13, 2021
Page 2

If you have any questions about your appointment, please feel free to contact me at (360) 515-6371 / ndemerice@esd.wa.gov or Bianca Stoner at (360) 485-5939 / bstoner@esd.wa.gov.

Sincerely,

Nick Demerice

Nick Demerice
Public Affairs Director

cc: Cami Feek, Commissioner, Employment Security Department
Sandra Miller, Executive Director, Washington Workforce Association

Vision

The Benton-Franklin Workforce Development Council contributes to our prosperous community by elevating the human potential.



Mission

Promoting a prosperous community by providing a progressive workforce system.

Benton-Franklin Workforce Development Council (BFWDC) is one of the twelve (12) local/regional workforce development areas designated by the Governor of Washington State. The BFWDC coordinates and leverages workforce investments and strategies with stakeholders from education, economic development, labor and community based organizations to advance the economic health of their respective communities through a skilled and competitive workforce.

July 2020 Liaison Report

Program Year July 2020-June 2021



A proud partner of the AmericanJobCenter network



Providing Employment and Training Services to Job Seekers and Employers

- Total Staff Assisted Job Seekers: 288
- Total Staff Assisted Services to Job Seekers: 511
- Unique Number of Businesses Served: 38
- Staff Provided Business Services: 58

For more information contact 509-734-5900 or visit WorkSourceWA.com

Creating Pathways to Success for Youth and Young Adults 16-24

TC Futures Total Youth Served (YTD): 193

- 80 from Out-of-School Youth (OSY) program
- 113 from Open Doors Program
- 4 youth attained General Educational Development (GED)

Total OSY Employed and/or Post Secondary Exits: 0

Placement Rate: N/A

For more information contact 509-537-1710 or visit TCFutures.org

Workforce Innovation and Opportunity Act (WIOA) Title 1 Programs Employed Outcomes Youth, Adult, Dislocated Worker, PY19 Rapid Response Increase Employment and Disaster Recovery Dislocated Worker Grant

Total Participants Served (YTD): 209
Monthly To Date Target: 219

Total Employed Exits (YTD): 18
Monthly To Date Target: 14

Additional BFWDC Programs: Economic Security for All (EcSA) and Families Forward WA

EcSA Participants Served (YTD): 9
Monthly To Date Target: 58
Total Employed Exits: 2

FFW Participants Served (YTD): 56
Total Employment Placement: 32
Study Goal: 56

NOTE: Although the doors of WorkSource Columbia Basin and TC Futures are closed to the public due to COVID-19, staff continues to provide virtual services. Job seekers are still able to access assistance with job search, résumé and cover letter assistance, interview preparation, career counseling, labor market and wage information, online workshops and referrals to community resources as needed. For those who qualify, one-on-one case management services also are available. Businesses can still receive assistance with recruitment of qualified candidates, labor market data, tax incentives and layoff aversion, including Shared Work and Rapid Response services for temporary layoffs and/or permanent closures. As of June 29th, TC Futures started providing GED testing services by appointment only.

Benton-Franklin Workforce Development Council (BFWDC)

Local Business Demands

Source: Employment Security Department Labor Market Information

Top 5 Occupations

- **Benton County:** Registered Nurses; Retail Salespersons; Computer Occupations; Managers; Medical and Health Services Managers.
- **Franklin County:** Laborers and Freight (Material Movers); Heavy and Tractor-Trailer Truck Drivers; Retail Salespersons; Janitors and Cleaners; Education Administrators (Elementary & Secondary School).

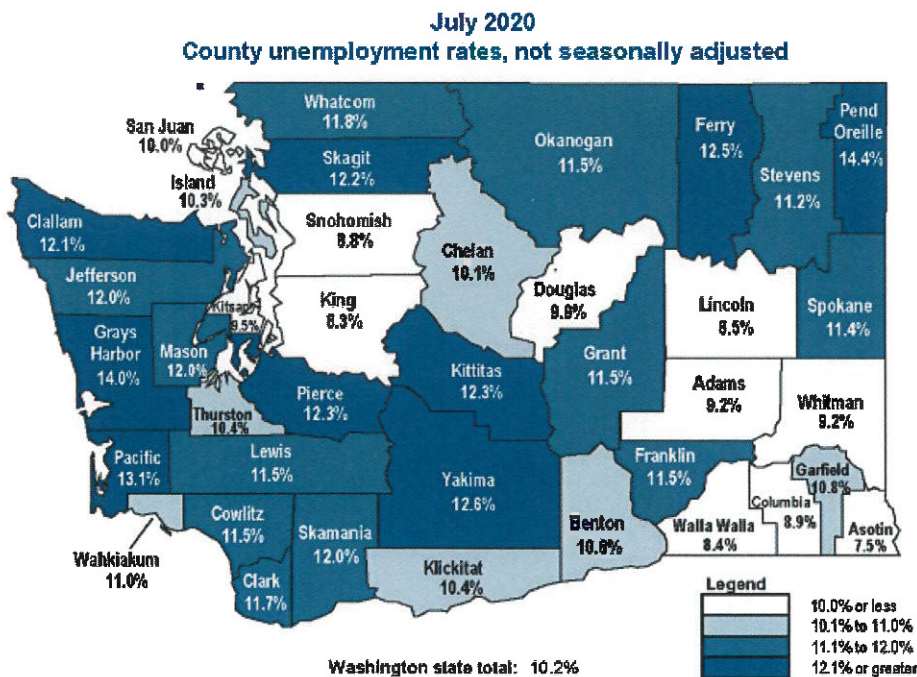
Top 5 Licences and Certifications

Benton County

1. Driver's Licence
2. Registered Nurse
3. First Aid Cardiopulmonary Resuscitation (CPR)
4. Advanced Cardiac Life Support (ACLS) Certification
5. Food Handlers Certification

Franklin County

1. Driver's Licence
2. Registered Nurse
3. Commercial Driver's Licence (CDL) Class A
4. First Aid Cardiopulmonary Resuscitation (CPR)
5. Certified Nursing Assistant



July Unemployment Facts

- Washington's economy increased by 44,500 jobs in July
- 3,732 initial claims filed in Benton County
- 1,778 initial claims filed in Franklin County
- Total of 5,510 unemployment initial claims filed in both counties (last month 4,794 unemployment initial claims were filed)

Source: ESD Claims Reports
<https://esd.wa.gov/labormarketinfo>

For a list of resources, guidance, and assistance available for the public, please visit our website at <https://www.bentonfranklinwdc.com/covid-19> for continuous updates.

Questions about this report?

Contact Cynthia N. Garcia
at 509-734-5986

www.bentonfranklinwdc.com
Contact us at 509-734-5980



The Benton-Franklin Workforce Development Council is an Equal Opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay: 711

Vision

The Benton-Franklin Workforce Development Council contributes to our prosperous community by elevating the human potential



Mission

Promoting a prosperous community by providing a progressive workforce system

Benton-Franklin Workforce Development Council (BFWDC) is one of the twelve (12) local/regional workforce development areas designated by the Governor of Washington State. The BFWDC coordinates and leverages workforce investments and strategies with stakeholders from education, economic development, labor and community-based organizations to advance the economic health of their respective communities through a skilled and competitive workforce

July 2021 Liaison Report

Program Year July 2021-June 2022



A proud partner of the [AmericanJobCenter](#) network

Providing Employment and Training Services to Job Seekers and Employers

Total Staff Assisted Job Seekers: 763
Total Staff Assisted Services to Job Seekers: 1743
Unique Number of Businesses Served: 126
Staff Provided Business Services: 207

For More information contact 509-734-5900 or visit [WorkSourceWA.com](#)



Creating Pathways to Success for Youth and Young Adults 16-24

TC Futures Total Youth Served (YTD): 186
Out-of-School Youth (OSY) Program: 96
Open Doors Program: 139
Co-enrolled in Both Programs: 49
Youth Attained General Education Development (GED): 6
Total OSY Employed and/or Post-Secondary Exits: 8
Average Wage: \$15
Placement Rate: 100%

For more information contact 509-537-1710 or visit [TCFutures.org](#)

Workforce Innovation and Opportunity Act (WIOA) Title 1 Programs Employed Outcomes

Youth * Adult * Dislocated Worker * Rapid Response Increase Employment * Disaster Recovery * Employment Recovery

Total Participants Served (YTD): 319

Monthly-to-Date Target: 335

Total Employed Exits (YTD): 68

Monthly-to-Date Target: 91

Additional BFWDC Programs

Economic Security for All (EcSA)

Participants Served (YTD): 53 Monthly-to-Date Target: 64

Total Employed Exits: 11 Monthly-to-Date Target: 32

Community Development Block Grant (CDBG)

Participant Placements: 0 Program Target: 12

Community Members Impacted: 0 Program Target: 40,000

Tri-Cities Year-over-Year Labor Force

	2021		2020		2019		2018	
	June	May	June	May	June	May	June	May
Civilian Labor Force	155,893	148,848	149,193	147,353	151,897	145,993	148,165	141,351
Employment	148,110	141,495	134,067	131,561	144,199	138,902	140,979	134,746
Unemployment	7,783	7,353	15,126	15,792	7,698	7,091	7,186	6,605
Unemployment Rate	5.0%	4.9%	10.1%	10.7%	5.1%	4.9%	4.8%	4.7%

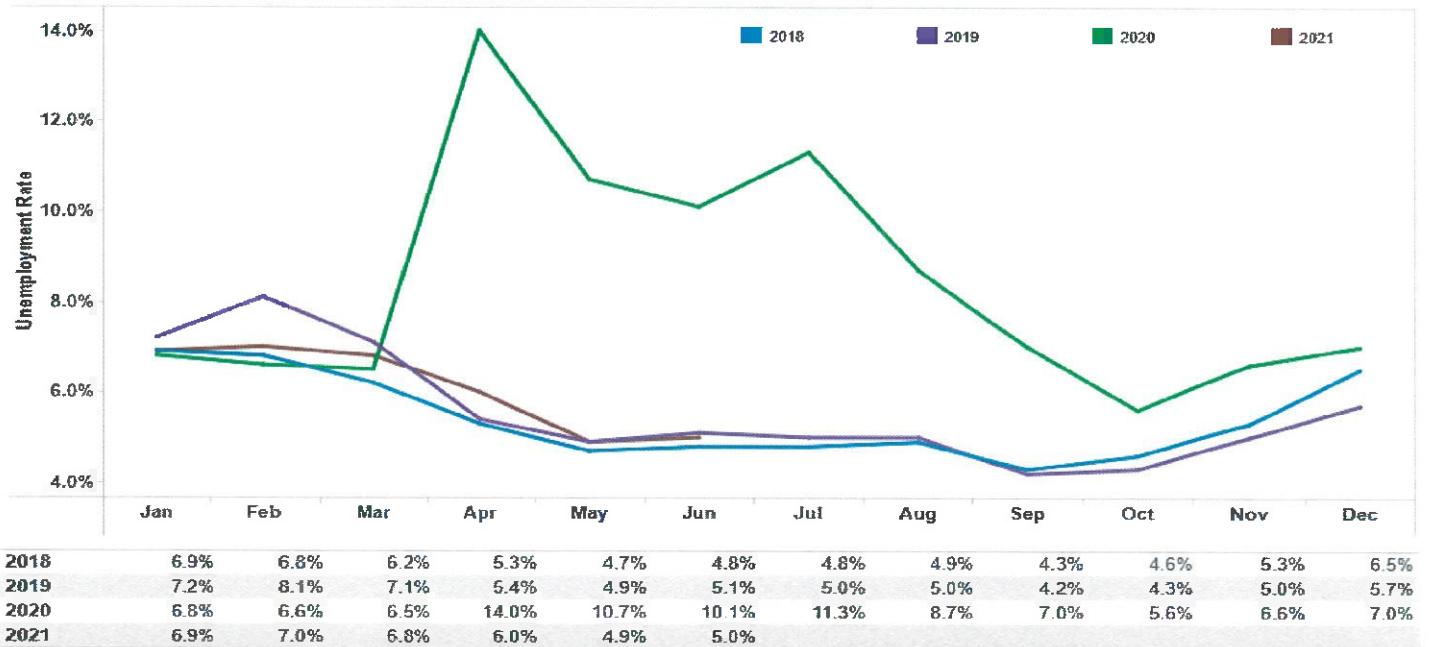
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Benton-Franklin Workforce Development Council (BFWDC)

Benton and Franklin County Business Demands (June)

Employment Security Department Labor Market Information

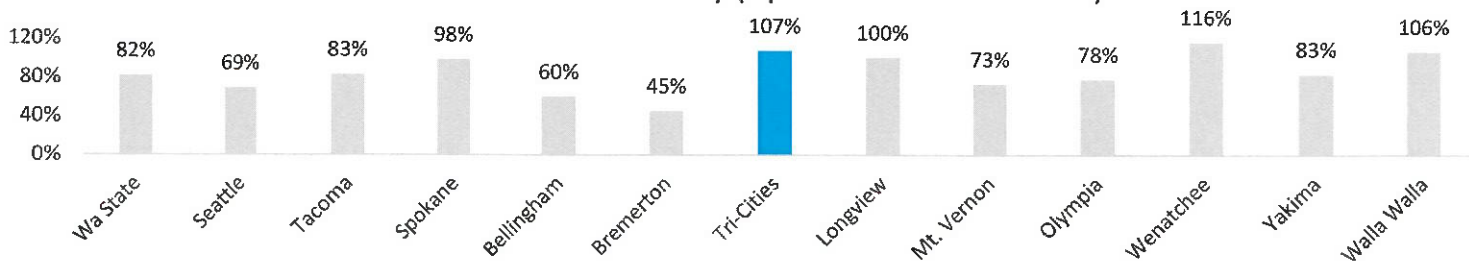
Source: <https://esd.wa.gov/labormarketinfo>



Other News

- The WSCB Business Services Team hosted the Summer Virtual Job Fair on July 29th, 2021. Of the 158 customers who completed registration, 75% (117) attended the event. There were 36 booths, 256 chats, and 12 interviews conducted. 78 customers received an employment referral from WSCB staff.
- The WSCB office reopened for in-person services beginning July 1, 2021. We now offer a hybrid model of services, including both virtual and face to face.
- We had 51 Customer Satisfaction Survey responses (10% response rate), 94% of whom would refer family and friends.

COVID-19 Job Recovery (April 2020 to June 2021)



For up-to-date information please follow BFWDC, WorkSource, and/or TC Futures on Facebook.

Questions about this report?
 Contact David Chavey-Reynaud
 Phone: 509-734-5988
 Email: dchavey@bf-wdc.org

www.bentonfranklinwdc.com
 Contact us at 509-734-5980



The Benton-Franklin Workforce Development Council is an Equal Opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay: 711



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WorkSource Operator Report

Benton Franklin Workforce Consortium

July 2021

July Highlights:

- The WSCB Business Services Team hosted the Summer Virtual Job Fair on July 29th, 2021. Of the 158 customers who completed registration, 75% (117) attended the event. There were 36 booths, 256 chats, and 12 interviews conducted. 78 customers received an employment referral from WSCB staff.
- The WSCB office reopened for in-person services beginning July 1, 2021. We now offer a hybrid model of services, including both virtual and face to face.

WorkSource Site Operations:

Customer Counts 7/1-7/31/2021		
Total Staff Assisted Seekers	763	
Total Staff Assisted Services	1743	
Basic Services	1501	
Individualized, Training & Support Services	242	
Unique Number of Businesses Served	126	
Staff Provided Business Services	207	
	Services Provided	Businesses Served
Business Assistance WorkSourceWA.com, Rapid Response, Business Friendly Programs, etc.	27	25
Employee Training Assessment, referral, enrollment, etc.	30	19
Other Employer outreach visit, marketing business services, etc.	53	45
Recruitment Hiring events, referrals, etc.	93	59
Wage & Occupation Information Labor Market Info, etc.	4	4

Data reporting Sources - Job Seeker Services: ETO Local Reporter Services Report OPTIMIZED & external partner MIS (DVR); Business Services: ETO Staff Provided Business Services (8/10/21)



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July 2021 Customer Satisfaction Survey:

- 51 survey responses received (*10% response rate*):
 - Of the customers who responded, 94% would refer family and friends
 - Top 3 services rated: job search, workshop, and training
- In mid-May Team WSCB implemented a 4-week pilot in an effort to gather more actionable customer feedback to inform service delivery. The pilot consisted of a one question interview with each customer to capture how we exceeded expectations or can improve. The team will relaunch these efforts during the month of August to identify ways we can enhance service delivery during quarter one.
- Customer Feedback – What we did well:
 - “Toni was fantastic in helping me navigate my unemployment needs and taking me through a lot of job search/employment improvement information. She was great!”
 - “Instructor's (Michele Brown) real world examples were the most informative for me.”
 - “Bessie is a dream. I can feel how much she cares about my success. She is easy to talk to and very informative. She helped open up options that I didn't know existed...I know I am getting your best service through her. Thank you Bessie and Worksource.”
 - “My go to person is Sandra Russell-Douglas... I've worked with her for over a year now...(and) do not feel that I would have gotten through to graduation with my AAS in Project Management without her.”
- Customer Feedback – What we can do better:
 - “Pros/cons of using a functional resume. I see many You-tube videos that say Recruiters hate functional resumes. I think it would also be helpful to give more ideas what to do with a chronological resume.”
 - “More online classes/workshops.”

Service Delivery

Career Services:

- The WSCB office reopened by appointment only for in person services on 7/1/21.
 - Staff returned to the physical office in waves, allowing for orientation to the office and training on COVID-19 safety/health protocols. Approximately 80% of Team WSCB has now returned to the office.
 - Although customer traffic was slow the first two days, we have seen an increase in customers seeking and attending one on one basic career service appointments week over week.
 - We continue to offer our full menu of services both virtually and in-person.
- We saw an increase in customer engagement this month, likely due to the end of the job search waiver for Washington State Unemployment Insurance benefits.
 - During July, WSCB provided 383 group services to 222 individuals through our local workshops and group sessions. This is an increase of over 200 customers compared to June's attendance numbers.
 - We also saw an increased demand for resume review and assistance as customers get ready to or are in the process of job search.



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- We are preparing to launch a scheduling system at WSCB called QTRAC. The system will allow customers to make their own appointments online and is set to launch in our office on 8/9, following additional staff training.

Business Services:

- The Summer Virtual Job Fair was held on July 29th. To get the word out to the community, the Business Services Team leveraged social media, PSAs, GovDelivery email, communication with community partners, and business networking. As a result, the event hosted 36 booths and saw a 70% increase in attendance over last month's virtual job fair.
- The Business Services Team, in collaboration with ESD's Shared Work, hosted the 2nd of 4 Business Friendly Program sessions. This session's focus was on Shared Work/Paid Family Medical Leave. The purpose of the event is to educate local business of resources available to them. More information can be found at <https://esd.wa.gov/SharedWork/events>, including the topics of the upcoming September and November webinars.

Community Connections:

- 7/13 & 7/27: Attended the COVID-19 Local Decision Maker Briefing for awareness of community happenings and trends related to the pandemic. Information shared with WSCB and BFWDC stakeholders.
- 7/15: WSCB kicked off a radio campaign on La Zeta de Pasco 96.7. The first show was about WorkSource services. The second show aired on 7/29 and focused on youth services. The campaign is designed to better engage Spanish speaking community members in our area and runs from 7/15-12/30/21. A huge thank you to WSCB partners OIC and ESD for making this opportunity possible.

Staff Training & Development:

Training/Development Attended:

- 7/14: Cross Training: Adult & EcSA Services; Widget Pilot: Customer Service Data
- 7/20: De-Escalation Training (Beta Team) – *Awareness Consulting & Training*
- 7/21: WSCB Referral Process; COVID Safety
- 7/28: Business Updates

Upcoming Training/All Staff Meetings:

- 8/4: Cross Training – Business Services; July WSCB Data Review
- 8/10 & 8/11: Concern & Complaint Training
- 8/18: Cross Training – Business Services

Facilities:

- 7/21: Pringles Power Vac returned to complete a second duct cleaning in parts of the facility

Respectfully submitted by C. Bright on 8/10/21

SOC	Occupational title	Base supply/demand adjusted definition 2020	Base supply/demand adjusted definition 2021	Compare 2020 Base with 2021 Base Same or Different	WDA	WDC/IOD Committee Recommendations
						Type desired occupational definition (in demand, not in demand, balanced) in this column.
13-1020	Buyers and Purchasing Agents	not_in_demand	balanced	Different	11	In Demand
15-1241	Computer Network Architects	not_in_demand	not_in_demand	Same	11	In Demand
21-1019	Counselors, All Other	not_in_demand	in_demand	Different	11	In Demand
21-1021	Child, Family, and School Social Workers	not_in_demand	in_demand	Different	11	In Demand
21-1022	Healthcare Social Workers	balanced	balanced	Same	11	In Demand
21-1023	Mental Health and Substance Abuse Social Workers	balanced	balanced	Same	11	In Demand
29-1051	Pharmacists	not_in_demand	balanced	Different	11	In Demand
29-2052	Pharmacy Technicians	not_in_demand	balanced	Different	11	In Demand
31-1120	Home Health and Personal Care Aides	not_in_demand	not_in_demand	Same	11	In Demand
31-1131	Nursing Assistants	not_in_demand	not_in_demand	Same	11	In Demand
31-9091	Dental Assistants	not_in_demand	not_in_demand	Same	11	In Demand
31-9092	Medical Assistants	not_in_demand	not_in_demand	Same	11	In Demand
31-9095	Pharmacy Aides	not_in_demand	balanced	Different	11	In Demand
31-9097	Phlebotomists	not_in_demand	balanced	Different	11	In Demand
31-9099	Healthcare Support Workers, All Other	not_in_demand	in_demand	Different	11	In Demand
33-1011	First-Line Supervisors of Correctional Officers	not_in_demand	not_in_demand	Same	11	In Demand
33-1012	First-Line Supervisors of Police and Detectives	not_in_demand	not_in_demand	Same	11	In Demand
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	balanced	not_in_demand	Different	11	In Demand
33-2011	Firefighters	not_in_demand	not_in_demand	Same	11	In Demand
33-3012	Correctional Officers and Jailers	not_in_demand	balanced	Different	11	In Demand
33-3051	Police and Sheriff's Patrol Officers	not_in_demand	not_in_demand	Same	11	In Demand
33-9032	Security Guards	not_in_demand	not_in_demand	Same	11	In Demand
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	not_in_demand	not_in_demand	Same	11	In Demand
35-2011	Cooks, Fast Food	not_in_demand	not_in_demand	Same	11	In Demand
35-2012	Cooks, Institution and Cafeteria	not_in_demand	in_demand	Different	11	In Demand
35-2014	Cooks, Restaurant	not_in_demand	not_in_demand	Same	11	In Demand
35-2021	Food Preparation Workers	not_in_demand	not_in_demand	Same	11	In Demand
35-3011	Bartenders	not_in_demand	not_in_demand	Same	11	In Demand
35-3023	Fast Food and Counter Workers	#N/A	not_in_demand	Different	11	In Demand
35-3031	Waiters and Waitresses	not_in_demand	not_in_demand	Same	11	In Demand
35-3041	Food Servers, Nonrestaurant	not_in_demand	balanced	Different	11	In Demand
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	not_in_demand	balanced	Different	11	In Demand
35-9021	Dishwashers	not_in_demand	not_in_demand	Same	11	In Demand
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	not_in_demand	not_in_demand	Same	11	In Demand
37-2012	Maid and Housekeeping Cleaners	not_in_demand	not_in_demand	Same	11	In Demand
39-9011	Childcare Workers	not_in_demand	not_in_demand	Same	11	In Demand
41-3021	Insurance Sales Agents	not_in_demand	in_demand	Different	11	In Demand
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	not_in_demand	not_in_demand	Same	11	balanced
43-9061	Office Clerks, General	not_in_demand	not_in_demand	Same	11	balanced
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	not_in_demand	in_demand	Different	11	In Demand
47-2021	Brickmasons and Blockmasons	not_in_demand	in_demand	Different	11	In Demand
47-2031	Carpenters	not_in_demand	not_in_demand	Same	11	In Demand
47-2041	Carpet Installers	not_in_demand	not_in_demand	Same	11	In Demand
47-2044	Tile and Marble Setters	not_in_demand	not_in_demand	Same	11	In Demand
47-2051	Cement Masons and Concrete Finishers	not_in_demand	in_demand	Different	11	In Demand
47-2061	Construction Laborers	not_in_demand	not_in_demand	Same	11	In Demand
47-2073	Operating Engineers and Other Construction Equipment Operators	not_in_demand	not_in_demand	Same	11	In Demand
47-2081	Drywall and Ceiling Tile Installers	not_in_demand	not_in_demand	Same	11	In Demand
47-2082	Tapers	balanced	not_in_demand	Different	11	In Demand
47-2111	Electricians	not_in_demand	not_in_demand	Same	11	In Demand
47-2121	Glaziers	not_in_demand	in_demand	Different	11	In Demand
47-2131	Insulation Workers, Floor, Ceiling, and Wall	not_in_demand	not_in_demand	Same	11	In Demand
47-2132	Insulation Workers, Mechanical	not_in_demand	balanced	Different	11	In Demand
47-2141	Painters, Construction and Maintenance	not_in_demand	not_in_demand	Same	11	In Demand
47-2152	Plumbers, Pipefitters, and Steamfitters	not_in_demand	in_demand	Different	11	In Demand
47-2161	Plasterers and Stucco Masons	not_in_demand	in_demand	Different	11	In Demand
47-2181	Roofers	not_in_demand	not_in_demand	Same	11	In Demand
47-2211	Sheet Metal Workers	not_in_demand	in_demand	Different	11	In Demand
47-2221	Structural Iron and Steel Workers	not_in_demand	in_demand	Different	11	In Demand
47-3011	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	balanced	not_in_demand	Different	11	In Demand
47-4011	Construction and Building Inspectors	not_in_demand	in_demand	Different	11	In Demand
47-4031	Fence Erectors	not_in_demand	in_demand	Different	11	In Demand
47-4041	Hazardous Materials Removal Workers	not_in_demand	in_demand	Different	11	In Demand
47-4051	Highway Maintenance Workers	not_in_demand	not_in_demand	Same	11	In Demand
49-3023	Automotive Service Technicians and Mechanics	not_in_demand	not_in_demand	Same	11	In Demand
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	not_in_demand	not_in_demand	Same	11	In Demand
49-3041	Farm Equipment Mechanics and Service Technicians	not_in_demand	balanced	Different	11	In Demand
49-9041	Industrial Machinery Mechanics	not_in_demand	in_demand	Different	11	In Demand
51-1011	First-Line Supervisors of Production and Operating Workers	not_in_demand	balanced	Different	11	In Demand
51-2090	Miscellaneous Assemblers and Fabricators	not_in_demand	not_in_demand	Same	11	In Demand
51-3011	Bakers	not_in_demand	balanced	Different	11	In Demand
51-3021	Butchers and Meat Cutters	not_in_demand	balanced	Different	11	In Demand
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	#N/A	not_in_demand	Different	11	In Demand
51-3092	Food Batchmakers	not_in_demand	not_in_demand	Same	11	In Demand
51-3093	Food Cooking Machine Operators and Tenders	not_in_demand	not_in_demand	Same	11	In Demand
51-4041	Machinists	not_in_demand	not_in_demand	Same	11	In Demand
51-4121	Welders, Cutters, Solderers, and Brazers	not_in_demand	not_in_demand	Same	11	In Demand
53-3031	Driver/Sales Workers	not_in_demand	not_in_demand	Same	11	In Demand
53-3032	Heavy and Tractor-Trailer Truck Drivers	not_in_demand	not_in_demand	Same	11	In Demand
53-3052	Bus Drivers, Transit and Intercity	not_in_demand	not_in_demand	Same	11	In Demand
53-7051	Industrial Truck and Tractor Operators	not_in_demand	not_in_demand	Same	11	In Demand
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	not_in_demand	not_in_demand	Same	11	In Demand
53-7064	Packers and Packagers, Hand	not_in_demand	not_in_demand	Same	11	In Demand
53-7065	Stockers and Order Fillers	not_in_demand	not_in_demand	Same	11	In Demand
53-7199	Material Moving Workers, All Other	not_in_demand	not_in_demand	Same	11	In Demand

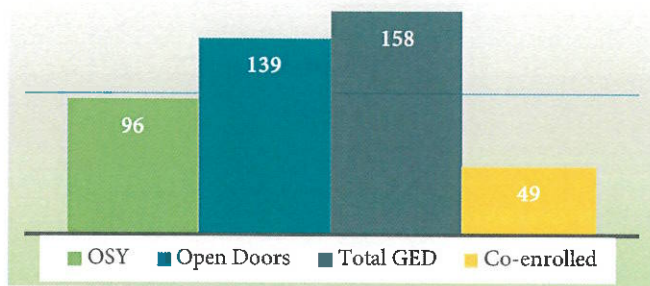
* An N/A in the "Base supply/demand adjusted definition 2020" column indicates that an occupation was not defined or was not included in the list, for this region in 2020, for various reasons (e.g. suppression, staffing patterns, new code-aggregations, etc.).

TC FUTURES

Update

As we begin a new year, you will notice that a few things have changed with the TC Futures Update. We will continue to monitor program numbers, co-enrollment and GED testing. These graphs will grow as the year goes on. We will also add updates to the facility as needed. In this year's report, you will see that we have added a section to monitor traffic at the center. We will also be including demographic information for customers, a success story from one of our customers that is enrolled in multiple programs, as well as a section for upcoming events.

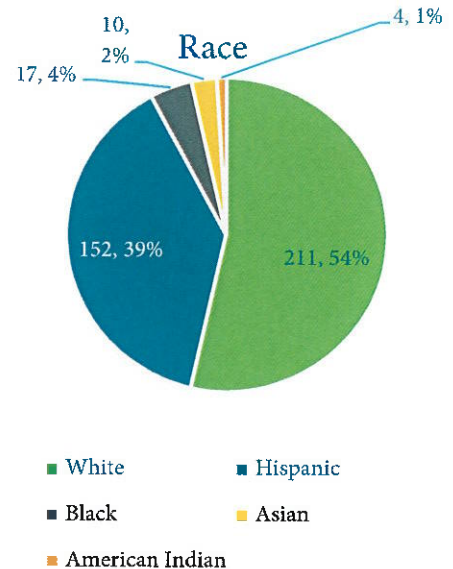
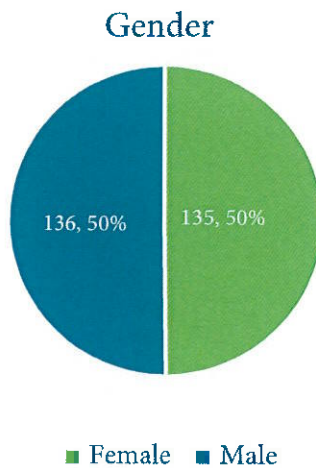
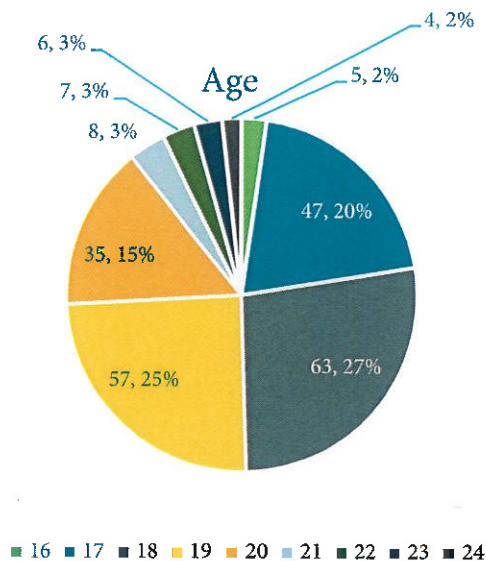
July 2021 Numbers



GED Testing			
Month	Total	Passed	Graduates
July	41	28	6

TC Futures Center Traffic	
Month	Total
July	281

Demographics



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Success Story

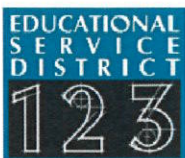
When Lexi came to TC Futures, she was worried about her dyslexia affecting her ability to be successful. With the support of the TC Futures team, Lexi was not only able to obtain her GED with 4 months of enrolling, but she was able to pass all four tests on her first attempt! Though Lexi was working part-time as a caregiver, she aspired to do more. With the help of the OSY team, Lexi was able to enroll in CNA training, and recently received her driver's permit. Lexi plans to finish her training in the next 3 months at which point she will pursue full-time employment as a CNA. We are very proud of Lexi's hard work and determination in overcoming many obstacles. We look forward to helping her continue to pursue her dreams in the near future!

Upcoming Events

August 11th: ESD 123 Migrant Education back to school event.

August 24th: Columbia Safety NAC and HCA training informational workshop

September 3rd: Hapo Back to School Bash



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