SKILLSOURCE REGIONAL WORKFORCE BOARD
Meeting Agenda

Tuesday, June 23, 2026 – 4:00 p.m.

Join Zoom Meeting
https://skillsource.zoom.us/j/86464885546
Meeting ID: 86464885546
Passcode: 381332
Phone in: 1-309-205-3325

1. Call to Order – Tad Hildebrand, Chair

2. Director's Report - Lisa Romine — INFO

3. Consent Agenda — ACTION
The consent agenda enables the Board to approve items listed below together without discussion or individual motions. All items have been discussed and recommended for approval by their respective sub-committees. If any Board member believes an item does not belong on the consent agenda, they may at any time request the item be removed and considered for an individual discussion and vote, at the discretion of the Chair.
    a. Board Meeting Minutes: March 19, 2026
    b. PY26-27 Executive Budget
    c. Okanogan PY26-27 Service Delivery Budget
    d. Grant/Adams PY26-27 Service Delivery Budget
    e. Chelan/Douglas PY-26-27 Service Delivery Budget

New Business

4. Board Certification — INFO / DISCUSSION

5. Economic & Employment Outlook Update — INFO / DISCUSSION

6. Chair's Choice: — TO CLOSE
    - Member Updates / Announcements
    - WWA SUMMIT Survey – Session Topics
    - Retreat – March 2027
    -

Enclosures

- PY26-27 Meeting Schedule
- Membership Roster
- Financial Statements 3rd Quarter
- Combined Success Stories

Mission Statement

SkillSource builds workforce skills with business and one-stop partners to increase economic prosperity throughout North Central Washington and the Columbia Basin.

Director's Report: June 2026

Lisa Romine, CEO

1. Current Significant Issues

a) **Overall Funding for PY26-27:** Federal Adult, Youth, and Dislocated Worker appropriations remained flat at $1.1B nationwide for PY26. Washington's formula share decreased 10%. Our local funding remains relatively flat compared to the prior year given a slight increase in new funding, but a decrease in carry-in funding from the previous year.

Since PY20, Federal funds appropriated for these same programs nationwide have increased by 3% while Washington State's share has decreased from 76M to 59M (22%). North Central's formula funds have decreased from $3.9M to $3M a total of $880,500 (22.5%) over the same time period. This decrease in formula share is driven by Washington's low unemployment rate as compared to the rest of the country. In PY20, our formula grants made up 60% of SkillSource's total revenue. This year, that percent has dropped to 48%. Discretionary grants and contracts now make up more than half of our annual funding.

Committee meetings were spent reviewing proposed PY26 budgets and considering factors related to training method prioritization. Committee meeting reports summarize the results. Thank you for participating in those discussions. ***All four budgets will be acted on under the Consent agenda.***

b) **Federal Budget Update – FY 2027 Workforce Funding**

Last week, the House Appropriations Committee advanced its FY 2027 Labor-HHS-Education spending bill on a party-line vote of 34-28. The proposal would significantly reduce federal workforce development funding, including a 62% cut to WIOA Title I formula grants. The bill would eliminate the Youth program, largely eliminate the Adult program through a proposed rescission and funding reductions, reduce Job Corps funding by 50%, and eliminate several related workforce programs, including Adult Education.

The proposal faces a long legislative path and must still pass the full House, Senate, and conference process before becoming law. Workforce advocates, including the National Association of Workforce Boards (NAWB), continue to oppose the proposed reductions and are actively working with Congress to restore funding. It is important to note that workforce advocates and congressional stakeholders generally ***view this proposal as unlikely to be enacted in its current form.***

c) **State Funding Update:**

State Budget Director, Chapman-See reported early this month, the state faces significant budget shortfalls in the next biennium. She warns it, "will likely be the most challenging budget any of us has yet faced…. This year's revenue forecasts will likely not provide sufficient support for the maintenance of current programs, let alone any expansions."

It's still unclear exactly how large a gap the governor and lawmakers will be trying to solve. Agencies will have until Sept. 14 to submit their budget requests to the Office of Financial Management. Ferguson is asking agencies to *take a hard look at spending on programs created or expanded after January 2019 (i.e., in the years after the COVID pandemic struck), and areas where "Washington provides particularly high levels of service relative to other states, or is one of only a handful of states that provides a specific service or program."* ***(EcSA fits this category)***

2. Progress on Goals/Strategic Plan Implementation

- The three success stories this quarter highlight outcomes aligning with goals and objectives in the strategic plan.
  - **Goals Two: Youth** (preparing and connecting youth to in demand careers) – Skylar and Mike's story**;**
  - **Goal Three: Skills & Credentials** (creating access & training to in-demand occupations) – Maribel's credential/license and OJT in a demand occupation.

3. Compliance Update

a) **Audit State Monitoring:** to begin mid September 2026
b) **2026 State Monitoring:** to begin late October
c) **Internal** performance, fiscal, and EO annual monitoring currently underway.

4. Organizational Performance Dashboard

Title I performance results through March 31, 2026.

Federal Measures PY25 *Rolling 4 through:* **3/31/2026**

Program		*Employed/ Placed Q2*	*Employed/ Placed Q4*	*Credential Q2*	*Median Wages Q2*	*MSGs*	*Average*
Adult	Target	80.00%	71.40%	81.90%	$ 9,429	58.80%	
	*Actual**	76.00%	79.50%	89.50%	$ 12,605	66.70%	
	% of tgt	**95.00%**	**111.34%**	**109.28%**	**133.68%**	**113.44%**	**112.55%**
DW	Target	80.80%	76.90%	81.00%	$ 11,610	65.00%	
	*Actual**	86.80%	91.10%	85.70%	$15,184	80.30%	
	% of tgt	**107.43%**	**118.47%**	**105.80%**	**130.78%**	**123.54%**	**117.20%**
Youth	Target	65.40%	62.40%	51.00%	$ 4,876	50.10%	
	*Actual**	54.10%	63.10%	52.10%	$4,979	55.90%	
	% of tgt	**82.72%**	**101.12%**	**102.16%**	**102.11%**	**111.58%**	**99.94%**
AVERAGE		**95.05%**	**110.31%**	**105.75%**	**122.19%**	**116.18%**	**109.90%**

5. Items of Information

- **One Stop Certification:** State policy requires One Stop certification teams to include board members as well as staff and other community partner organizations. I'll be looking for one or two volunteers (more if interested) from each sub-area to be a part of the certification team. The team will review the certification results, and more importantly participates in the on-site visit where members will learn about the services in the Center, hear from Center staff and take a tour. The certification teams make a recommendation to the Board after their review and visit. We plan to ***schedule 3 visits (one @ each local center) between August 12-21***. Watch your inbox for more details and a chance to sign up soon.

- **Washington Workforce Association (WWA) Summit:** Spokane, November, 4-5
  (Board Track in development – Conference Committee Requests Input)
  What specific breakout topics would be helpful/engaging for your board members? (see list below or send other ideas)
  - Ideas so far:
  - ❖ Being an effective board member: roles, responsibilities, and how to add value
  - ❖ Understanding WIOA and the workforce system: what every board member should know
  - ❖ Leading from the board seat: how board members influence strategy and outcomes
  - ❖ Making your role meaningful: how to actively contribute beyond meetings
  - ❖ Navigating workforce policy: key federal and state issues impacting your work
  - ❖ Building stronger partnerships: your role in connecting business, education, and community
- **News & Stories:** You can always find up-to-date info on our website about activities, success stories, upcoming events, funding initiatives and more. Check out more here. and…checkout Common Thread!! with our board members Nate and Randy.

Business Outreach & Engagement Report

| April 2026 – June 2026 | Susan Adams & Mayra Garcia

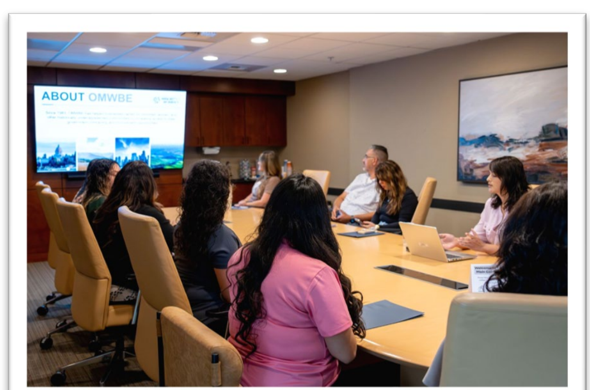
Spring Hiring Season Yields a Big Turnout Across the Region
Our local teams have been actively connecting talent with opportunity over the last few months! This spring, SkillSource and WorkSource partners hosted four hiring events across our communities. Together, the Okanogan County Career & Resource Fair in Omak (March 25), the final "Spring into Summer" event at the East Wenatchee WorkSource location (March 27), the Big Bend Community College Annual Job & Career Fair in Moses Lake (April 23) and the WorkSource Central Basin Hiring Fair in Moses Laker drew in nearly 1,500 job seekers and over 150 regional employers and resource agencies.

Community Reinvestment – Business Services Update

Expanding Business Solutions Across the Five Counties
Our Wenatchee Area Business Solutions Series, Boost Your Talent is scheduled to launch in September and continue monthly through December. Each session will focus on practical workforce strategies for employers, including workforce pipelines, On-the-Job Training (OJT), employee training and retention, and understanding local labor market trends. We'll be bringing in guest speakers. The series is designed to strengthen employer relationships, provide networking opportunities, and connect businesses with workforce solutions and resources. Lunch has generously been sponsored by Chelan Douglas Regional Port Authority.

In addition, staff in Adams County continue developing partnerships with Othello Community Hospital and Columbia Basin Health Association to strengthen healthcare workforce pipelines and support long-term career opportunities in the region. Through ongoing conversations, both organizations identified challenges filling entry-level positions due to workforce readiness concerns, including attendance, punctuality, and workplace professionalism.

In response, the team is working collaboratively with employers to develop internship-to-hire opportunities for open positions that better prepare participants for workplace expectations while creating a pathway into long-term healthcare careers. These partnerships will help connect employers with qualified local talent while SkillSource staff provide participants with the coaching, workplace preparation, and support in addressing barriers to employment.



Connecting
The partnership with the Othello Chamber of Commerce continues to strengthen. In May, the Office of Minority and Women's Business Enterprises hosted a workshop at our Business is Brewing event. The workshop focused on how businesses can become certified as a small, minority, or woman-owned business to unlock additional opportunities for contracting and financing.

Our partnership with the Wenatchee Valley Chamber of Commerce also remains strong. The Chamber hosts monthly networking events for Hispanic-owned businesses in Chelan and Douglas counties, with attendance ranging from 20 to 70 participants. In addition, they offer four workshops each year through Empresarios en Accion, with a typical attendance of 10 to 15 participants per session.

Employee Training Grants

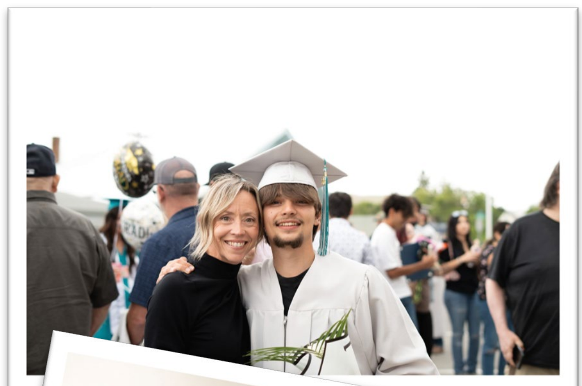
This program year, SkillSource helped 137 incumbent workers gain new skills and industry recognized certifications through training grants (Incumbent Worker Training). Training investments supported employers across a wide range of industries, including manufacturing, healthcare, transportation, agriculture, and skilled trades. Participating businesses included Diamond Foundry… yes, they grow diamonds! As well as Summerwood Dementia, AgriFix, Johnson's Glass, FH Trucking, Ohana Therapy, Columbia Fruit Packers, and Welcome Home, among many others. These training opportunities helped employees strengthen their expertise, improve job performance and support business growth and retention throughout the region.

Rapid Response

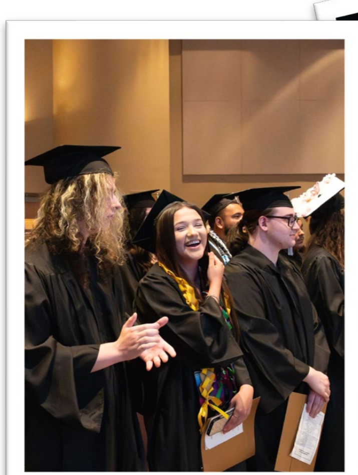
This quarter, staff responded to several layoffs and business transitions in Chelan and Douglas counties. AgriMACS was sold, impacting 145 employees. The new owners have indicated they plan to retain as many employees as possible. Additionally, Peshastin Pear Packers laid off 31 employees who were seasonal workers employed through the H-2A program.

Learning Center Graduation Success

SkillSource successfully celebrated a total of 74 graduates across our regional Learning Centers this season, demonstrating the impact of our re-engagement programs. In Omak, 15 graduates marked their achievement by joining the Okanogan Outreach graduation ceremony. Wenatchee hosted a robust celebration honoring 44 graduates from both the SkillSource Open Doors and Wenatchee Valley College (WVC) programs. In Othello, 15 graduates graduated with 7 walking the stage alongside their peers at the Othello High School commencement. These milestone celebrations reflect our dedication to meeting students where they are and our strong collaborative partnerships with local school districts and community colleges.



Reengage Washington Summit (April) - Staff attended the Reengagement Summit focused on tackling disconnection in Washington State by bringing together leaders in high school reengagement, postsecondary education, and workforce development. This one-day event provided a platform for sharing best practices, developing collaborative strategies, and fostering community connections.



AREA WIDE BUDGET SUMMARY (PY26-27)

North Central Workforce Development Area | SkillSource

EXECUTIVE	Admin	Program	TOTAL
PY 25 APPROVED BUDGET	$ 588,175	$ 907,095	$ 1,495,270
PY 26 PROPOSED BUDGET	**$ 588,395**	**$ 831,386**	**$ 1,419,781**
(DECREASE) INCREASE	**$ 220**	**$ (75,709)**	**$ (75,489)**
	0.04%	-8.3%	-5.0%

SERVICE DELIVERY	CAREER & TRAINING					YOUTH ED & TRAINING				SPECIAL PROJECTS			
Okanogan	**ADULT**	**DISLOCATED**	**STATE ECSA**	**COM REINV**	**GOVR 10%**	**YOUTH**	**PRE-ETS**	**STATE ED**	**Gen Funds**				**TOTAL**
PY 25 APPROVED BUDGET	$ 224,536	$ 249,430	$ 57,073	$ 38,957	$ -	$ 183,053	$ 84,312	$ 324,000	$ -				**$ 1,161,361**
PY 26 PROPOSED BUDGET	**$ 145,715**	**$ 203,886**	**$ 36,597**	**$ 38,364**	**$ 30,528**	**$ 154,688**	**$ 70,078**	**$ 279,900**	**$ 93,000**				$ 1,052,756
(DECREASE) INCREASE	$ (78,821)	$ (45,544)	$ (20,476)	$ (593)	$ 30,528	$ (28,365)	$ (14,234)	$ (44,100)	$ 93,000				$ (108,605)
	-54%	-22%	-56%	-2%	100%	-18%	-20%	-16%	100%				-10%
Grant/Adams	**ADULT**	**DISLOCATED**	**STATE ECSA**	**COM REINV**	**GOVR 10%**	**YOUTH**	**PRE-ETS**	**STATE ED**	**Gen Funds**	**GOOD JOBS**			**TOTAL**
PY 25 APPROVED BUDGET	$ 486,564	$ 476,503	$ 114,223	$ 74,708	$ -	$ 416,994	$ 153,823	$ 316,110	$ 22,723	$ 51,600			$ 2,113,248
PY 26 PROPOSED BUDGET	**$ 305,006**	**$ 590,334**	**$ 73,194**	**$ 59,533**	**$ 61,056**	**$ 359,595**	**$ 121,849**	**$ 372,060**	**$ -**	**$ -**			**$ 1,942,627**
(DECREASE) INCREASE	$ (181,558)	$ 113,831	$ (41,029)	$ (15,175)	$ 61,056	$ (57,399)	$ (31,974)	$ 55,950	$ (22,723)	$ (51,600)			$ (170,621)
	-37%	24%	-36%	-20%		-14%	-21%	18%	-100%	-100%			-8%
Chelan/Douglas	**ADULT**	**DISLOCATED**	**STATE ECSA**	**COM REINV**	**GOVR 10%**	**YOUTH**	**PRE-ETS**	**STATE ED**	**Gen Funds**	**GOOD JOBS**	**RESET**	**L&I PILOT**	**TOTAL**
PY 25 APPROVED BUDGET	$ 316,378	$ 275,309	$ 114,223	$ 74,708	$ -	$ 231,559	$ 156,870	$ 674,542	$ 27,755	$ 51,600	$ 222,951	$ 45,000	$ 2,190,895
PY 26 PROPOSED BUDGET	**$ 222,186**	**$ 260,198**	**$ 73,194**	**$ 68,622**	**$ 61,056**	**$ 191,442**	**$ 141,468**	**$ 797,040**			**$ 359,105**	**$ 36,298**	**$ 2,210,611**
(DECREASE) INCREASE	$ (94,192)	$ (15,111)	$ (41,029)	$ (6,086)	$ 61,056	$ (40,117)	$ (15,402)	$ 122,498	$ (27,755)	$ (51,600)	$ 136,154	$ (8,702)	$ 19,716
	-30%	-5%	-36%	-8%		-17%	-10%	18%	-100%	-100%	61%	-19%	1%
SVC DELIVERY TOTAL	**672,907**	**1,054,418**	**182,985**	**166,519**	**152,640**	**705,725**	**333,395**	**1,449,000**	**93,000**	**-**	**359,105**	**36,298**	**$ 5,205,994** 79%
Executive Total													**$ 1,419,781** 21%
GRAND TOTAL													**$ 6,625,775**

Consent Agenda

6/23/2026

SUMMARY:

The consent agenda enables the Board to approve items listed below together without discussion or individual motions. All items have been discussed and recommended for approval by their respective sub-committees. If any Board member believes an item does not belong on the consent agenda, they may at any time request the item be removed and considered for an individual discussion and vote, at the discretion of the Chair.

This consent agenda includes: (Enclosed)

a. Board Meeting Minutes: March 19, 2026
b. PY26-27 Executive Budget
c. Okanogan PY26-27 Service Delivery Budget
d. Grant/Adams PY26-27 Service Delivery Budget
e. Chelan/Douglas PY-26-27 Service Delivery Budget

SkillSource Regional Workforce Board
Board Meeting Minutes
March 19, 2026
Confluence Technology Center, Wenatchee WA

Zach Williams, outgoing Board Chair, called the meeting to order at 4:33 pm and passed the chair's gavel to incoming board chair, Tad Hildebrand. He and Lisa welcomed new board members Savannah Knowlton of Welcome Home Care LLC, Maritza Enriquez of Joyson Safety Systems, and Heidi Huddle of Allstate Insurance. (Lindsy Prows of Johnson's Glass is also new but was unable to attend.)

Director's Report
Lisa summarized the meeting agenda and then presented her report for this quarter. She pointed out the write-ups for the awardees at tonight's banquet. This quarter HB 2523 passed, further extending Economic Security for All and Community Reinvestment. There is a nationwide effort to make an appropriations request to the federal government which would effectively double Title I-B formula funding, to meet the need created by new work activity requirements for SNAP. There is still no final policy on direct delivery for workforce boards; that is expected this fall. Board certification and strategic plan revision are ongoing. The next Common Thread presentation will feature the three labor representatives on the board (Nate Mack, Randy Curry and Augustine Gallegos). Zach requested a calendar invitation for that event. Center certification will take place later this year and Lisa said that board members will be invited to take part in center visits.

Consent Agenda – Minutes, Facility Renovation Request, Policy Revision
The agenda listed the following items as consent agenda items:
- Approval of the December 2, 2025 board meeting minutes
- Approval of a facility renovation of the administrative building at 240 N Mission, Wenatchee
- Policy revision concerning the local one-Stop guidance for customer complaint procedures

Tad reviewed the consent agenda rules and requested a motion.
Pablo Villareal moved and Zach Williams seconded to approve the consent agenda. Motion carried.

Officer Elections (Vice Chair and Secretary/Treasurer)
Ryan Beebout and Michelle Price have been nominated for the vacant positions of Vice-Chair and Secretary/Treasurer.
Zach Williams moved and Faimous Harrison seconded to approve the elections of Ryan Beebout as Vice-Chair and Michelle Price as Secretary/Treasurer. Motion carried.

Board Engagement: Strategic Plan Progress and Board Survey
Lisa introduced the strategic plan update to the board by reviewing the purpose of the plan – a regional strategy to build and grow the workforce and the systems that support it. She restated the strategic vision for the four-year plan and the four focus goals of the plan.

Susan and Aaron presented systemwide achievements and progress from the last two years towards the strategic goals laid out in the 2024 regional plan, including industry, youth, skills and credentials, and system and data integration. The board members were invited to discuss aspects of the presentation in small groups, and asked to share out their thoughts.

- Heidi, Todd and Pablo: **Question 3. Scaling Proven Models:** We have seen strong results with work-based learning such as apprenticeships, on-the-job training, youth internships and employee upskilling. What is the greatest opportunity (or threat) you see to scale these successful models to reach a broader segment of our regional workforce? *-OR-* What are the potential pros/cons to targeting or prioritizing specific industries with our workforce training funds? **Summary:** Pros – lots of new businesses, how to use OJT to address hiring needs for new sectors. Great opportunity for new employers, who don't know it's available. Targeting specific industries must be done carefully to not neglect other emerging sectors. SkillSource does a great job with youth work readiness.

- Kevin, Savannah and Maritza: **Question 2. Future-Proofing for Emerging Trends:** Given the proactive work in technology pathways and AI readiness in the region, what emerging industry shifts or disruptive trends are you seeing in your own sectors that we should begin integrating into our plan to stay ahead of the trajectory? **Summary:** Ai and technology – need for more people to learn those skills in the future. Technology can increase production but can also reduce jobs; what's the plan for those workers? Welcome Home does work with entry level workers, but they need the basics (show up on time). Workers are grappling with working more hours and falling off the benefit cliff, which reduces their actual income power.

- John, Ryan and Faimous: **Question 1. Alignment with the 2030 Vision:** Reflecting on our **Strategic Vision**, which of the milestones presented today—ranging from small business grants to large-scale training expansions—do you feel most directly accelerates our region's progress toward a middle-class standard of living by 2030? **Summary:** Most significant milestones: focus on business grants (grow the economy and create more jobs); training dollars to expand access to training that delivers high demand occupations.

- Tad, Zach and Julie: **Question 3. Scaling Proven Models:** We have seen strong results with work-based learning such as apprenticeships, on-the-job training, youth internships and employee upskilling. What is the greatest opportunity (or threat) you see to scale these successful models to reach a broader segment of our regional workforce? **Summary:** Focused on apprenticeship. Some of the pros – increases availability of skilled talent and keeps them local; benefits local economy. Cons – possibly saturating the market if there's too many apprentices and not enough positions; be aware that it takes a lot of resources.

Susan led the board in a short survey. Questions asked included preferred times for board meetings and areas for future discussion and learning opportunities.

The board meeting adjourned at 5:50 pm, followed by the Recognition Banquet.

In Attendance:	**Not In Attendance:**	**Staff in Attendance:**
Ryan Beebout	Randy Curry	Lisa Romine
Maritza Enriquez	Crystal Gage	Susan Adams
Faimous Harrison	Augustine Gallegos	Aaron Parrott
Julie Helligso	Nate Mack	Kelli Martinelli
Tad Hildebrand	Brant Mayo	
Heidi Huddle	Kyle Niehenke	**County Commissioners**
Savannah Knowlton	Irasema Ortiz-Elizalde	Kevin Burgess (Grant County)
Pablo Villareal	Anthony Popelier	
Zach Williams	Michelle Price	**Guests**
Todd Wurl	Lindsy Prows	John Traugott (WWA)
	Sara Thompson Tweedy	

Executive Committee Meeting Report
June 5, 2026 @ 10am
Wenatchee - Zoom

Board: Tad Hildebrand, Ryan Beebout, Zach Williams
Staff: Lisa Romine, Laura Leavitt

1. Updates

- **Board Certification**
  The Workforce Board must be recertified every 2 years. With the recent appointments we are now fully compliant.
- **WIOA Reauthorization** continues to be stalled in Congress. Meanwhile the FY27 funding bill recently approved by the House Appropriations Subcommittee reflects deep cuts to Workforce Investment funding, cutting Title I formula grants by 62 percent, eliminating services to disadvantaged youth and drastically reducing funding for the Adult program. This version is not expected to pass.
- **Washington Workforce Association (WWA) Summit**
  WWA is sponsoring a summit in Spokane November 3-5. This summit may be a good alternative for Board members to attend rather than the national conference sponsored by the National Association of Workforce Boards (NAWB). This year NAWB held their conference in Las Vegas. Without access to our representatives in DC the conference did not have the same appeal.

2. 2026-2027 Proposed Executive Budget

Basic funding overview - The allocation factors used to distribute the Federal Workforce funding were discussed along with a summary of how the different discretionary revenue streams are allocated to our five-county area. Also provided was a brief one-page summary of each grants' purpose.

Cash balances - Provided was a detailed list of SkillSource cash accounts reflecting a March 31 cash balance of $2.7M. The accounts were grouped into four categories; operating capital, program income, building & mitigation fund, and restricted savings. The committee received a brief overview of the source and purpose of each category.

Income: Table I
Program Year 26-27 formula funding and discretionary funding combined is projected to increase by $720,000 (12%). Discretionary funding is 53% of total revenue up from 40% in 2020. Carry-in is estimated at $238,000 down from $920,000 in the prior year. Large increases in Dislocated Worker, State Education, and Reentry (RESET) help to offset reductions in most other revenue sources. Two Hundred Eleven Thousand ($211,000) of agency funds are budgeted for a second year to mitigate staffing cuts in both the Executive and Okanogan service delivery budgets.

Expenses: Table II

Overall budget decrease of 75,500 (5%)

Miscellaneous decreases $5,823 (4%)

Savings attributable to recognition banquet and software licenses are offset by planned increases for audit and accounting services, commercial insurance, and addition of One-Stop Operator administration.

Supplies decrease $12,047 (46%)

Budgeted at current year actual.

Facilities decrease by $14,107 (39%)

Costs are reduced by projected rental income from Employment Security collocating in the East end of the Executive building.

Training & Development decreases $10,000 (12%)

Staff development retreat was eliminated

Service Delivery Subcontracts reduced by $43,000 (63%)

Community Reinvestment Small Business Grants were budgeted at $43,000, half the $86,000 budgeted in the two year grant. It was later decided to obligate the whole $86,000 in year one, saving the cost and effort of two separate solicitations.

Administrative costs are 8.9% of total budgeted expenses.

Compared to 9% for the current year. The maximum rate allowed by Federal policy is ten percent. The proposed budget leaves a reserve of $78,000 for unexpected costs, service delivery opportunities, or use the following year.

Zach Williams moved and Ryan Beebout seconded recommending Board approval of the Executive Budget as presented. Motion carried.

Meeting Adjourned: 11:00

TABLE II

2026-2027 EXECUTIVE BUDGET SUMMARY

OBJECT OF EXPENSE BY PROGRAM YEAR

RESTRICTED FUNDS

	PY 25-26 APPROVED	PY 25-26 ESTIMATED ACTUAL	PY 26-27 PROPOSED	% OF TOTAL	CHANGE	
SALARIES	$827,325	$830,393	$826,291	58%	(1,034)	0%
BENEFITS	251,521	205,304	262,702	19%	11,181	4%
TRAVEL	29,950	20,912	29,950	2%	-	0%
MISCELLANEOUS	157,942	153,702	152,119	11%	(5,823)	-4%
SUPPLIES	26,154	13,362	14,107	1%	(12,047)	-46%
EQUIPMENT	7,000	3,317	7,000	0%	-	0%
FACILITIES	35,898	25,156	21,749	2%	(14,149)	-39%
COMMUNICATIONS	8,480	9,657	7,863	1%	(617)	-7%
TRAINING & DEVELOPMENT	83,000	43,920	73,000	5%	(10,000)	-12%
SUBTOTAL	1,427,270	1,305,723	$1,394,781	98%	(32,489)	-2%
SERVICE DELIVERY SUBCONTRACT	68,000	112,384	25,000	2%	(43,000)	-63%
GRAND TOTAL	1,495,270	1,418,107	1,419,781	100%	(75,489)	-5%

[1] Benefits Exchange (waive) insurance for increased wages. During PY2526 four executive staff waived insurance receiving 50% the value of the premium as extra pay

Okanogan Committee Meeting

June 8th, 2026

WorkSource Okanogan, Omak, WA

Present: Anthony Popelier, Savannah Knowlton, Pablo Villareal
Staff: Lisa Romine, Susan Adams, Laura Leavitt, Aaron Parrott, Juan Martinez, Lisa Bauer

Introduction, Welcome and Updates

Lisa greeted the board members, guests and staff present, and summarized the agenda. Pablo has been appointed interim director of DVR. He is still working from eastern Washington but travels to Olympia a couple of times a month. He reported that tomorrow some customers will move into active service and will be released from the waitlist. Anthony reported that business is at levels never before seen, and they are focused on savings for the company while awaiting tariff relief. He met with BNSF leadership to discuss rail shipping, and hosted the fire department for site familiarization. He is seeing the most challenge filling skilled positions, citing a lack of interest in professional development. Savannah reported that Welcome Home just received a new contract for services and has been working with WorkSource Okanogan to resource training for new employees.

Program Updates:

- Workforce Investment 3rd Quarter Performance Report: On the performance side, Lisa reported that all inputs and outcomes are looking good for Okanogan so far this year except for WIOA Adult credential rate, which is due to a small cohort with three participants not completing. Juan added that there is a large cohort graduating this month which will improve that rate. Nearly all participants attending WVC-Omak are enrolled in healthcare programs. WorkSource Okanogan is on track with expenditures; we expect work-based learning to pick up in the spring.

- One Stop Center Certification: Certification is coming up this summer, and each center's partners will be collaborating to complete the certification packet. Board members will be invited to participate in the center certification visit to be scheduled between August 12th and 21st; Lisa will send out invitations.

- Highlands Community Support Coalition – new partnership in Oroville: Juan, Debbie Franklin, Lisa and Susan attended a meeting with the Highlands Community Support Coalition and explored opportunities to partner. They have a remodeled facility and new furniture and equipment, and are offering their space as a host site for service agency office hours, community use, and celebrations. Juan explained that WorkSource used to have an outstation at the Oroville Library, which was discontinued; however, there is a community need (especially around UI job search activities and WorkSource WA registration) and transportation to Omak can be challenging for potential customers. Juan discussed various services that could be offered at Highlands, including using the facility as an employee training location and offering videoconferencing for job interviews. Anthony described his interactions with Joan Krajewski, the HCSC chair as exciting and promising.

2026-27 Proposed Service Delivery Budget

Lisa summarized the Okanogan PY26-27 budget proposal. Washington's state allocation decreased by 10%. North Central's share of formula funds increased from 5.3% to 6.25%, but the state decrease and lower carry-ins result in a net decrease of $65K. Okanogan will see a 9% decrease in funding next year, but mitigation funding has preserved staff positions.

The budget categories have been simplified compared to previous year versions. Training Related/AS&T contains all costs for staff, supplies, and administrative costs (down 12% from this year). Direct Training refers to actual costs of training for participants (down 3%). Support and Incentives refers to those resources granted directly to participants (reduced by 17%). Reductions in WIOA Adult and Dislocated Worker are offset by mitigation funding and Federal EcSA which was not in the budget last year. Youth reduces by 15% and Pre-ETS reduces by 17%. Total served will drop from 319 this year to 290 in PY26-27. Total FTE will reduce from 3 to 2.5 but the .5 FTE will be offset by other programs. ES salaries are budgeted for a 7% increase.

Anthony Popelier moved and Savannah Knowlton seconded to recommend approval of the Okanogan PY26-27 service delivery budget to the full Board. Motion carried.

Training Activity Prioritization

Lisa explained that in previous years the committees have been presented with specific training activity goals for the coming year, but this year she is asking for board input on incumbent worker training (IWT), on-the-job training (OJT) and vocational training (ITA). Youth training activities are usually prescribed to certain levels by DOL. She briefly explained how OJT, ITA and IWT fit into the service strategy, budget and performance outcomes and presented three vignette success stories, as well as pertinent data points showing businesses and persons trained, total costs, and output occupations and training types.

Lisa showed the board members the split of training funds between IWT, OJT and ITA over the last five years; ITA funding has eclipsed IWT and OJT consistently. Expenditures on those types of training has generally increased in Okanogan in the same 5-year period; ITA spending actually overshot funding this year. Board members were asked to propose division of funds across these three activities. Board members offered thoughtful questions and comments. Lisa explained that training individuals and serving businesses contribute to meeting federal performance goals, earnings, employment and credential rates. In response to questions regarding the lower utilization rate for OJT, Lisa offered some reasons: in stronger economies, businesses are more able to train new employees with less financial support. Other contributing factors have included: staff turnover, re-establishing relationships with employers as they have also experienced turnover of key staff. Pablo asked if OJT could be an on-ramp to apprenticeship. Lisa reported apprenticeship could be funded by either OJT or ITA. He also pointed out that Workforce Pell will possibly shift funding needs away from ITA to work-based learning.

Board members input on training activity splits averaged as follows:

Incumbent Worker Training (IWT):	18%
On-the-Job Training (OJT):	32%
Occupational Skills (ITA):	50%

Lisa thanked the board members; this feedback will inform final training targets for this year. She reported a similar activity around prioritizing occupations and industries will be the next point of discussion either in September and/or at the retreat in March.

The next board meeting will be Tuesday, June 23rd on Zoom at the new time of 4 PM.

The meeting adjourned at 1:30 PM.

Okanogan Proposed Service Delivery Budget PY 26-27

Category	Adult	State EcSA	Federal EcSA	Dislocated Worker	Community Reinvestment	Youth	PreETS	State Ed	Total	Prior Year	$ change	% change
Training Related & AS&T	90,045	16,043	16,043	176,861	18,364	119,666	52,020	115,681	604,723	690,503	(85,780)	**-12%**
Direct Training	60,925	16,999	12,000	66,637	-	29,502	15,160	200,463	401,686	415,093	(13,407)	**-3%**
Support/Incentives	5,745	3,555	2,485	4,388	20,000	5,520	2,899	1,756	46,348	55,766	(9,418)	**-17%**
Total	**156,715**	**36,597**	**30,528**	**247,886**	**38,364**	**154,688**	**70,079**	**317,900**	**1,052,757**	**1,161,362**	**(108,605)**	**-9%**
PY25-26 Budget	224,536	57,073	-	249,430	38,957	183,053	84,312	324,000	1,161,361			
Change $	(67,821)	(20,476)	30,528	(1,544)	(593)	(28,365)	(14,233)	(6,100)	(108,604)			
Change %	-30%	-36%		-1%	-2%	-15%	-17%	-2%	-9%			
FTE's	0.55	0.11	0.11	1.14	0.12	0.76	0.33	2.28	5.40	5.57	(0.17)	**-3%**
Total Enrollments	36	-	-	53	-	27	24	50	190	188	2.00	**1%**
Total Served									290	319	(29)	**-9%**

Notes:

~ Overal drop in OK Revenue - 9%

~ Planned use of $93,000 in Okanogan General Funds to retain .5FTE trainer and maintain classroom staffing at current year levels.

~ No Change in LC staff, Reduction of .5FTE Trainer.

~ Salary increases are budgeted at an average 7%

~ State EcSA, Federal EcSA and Community Reinvestiment enrollments are coenrolled in Adult

Grant/Adams Committee Meeting

3d

June 9, 2026
WorkSource Central Basin, Moses Lake, WA

Present: Augustine Gallegos, Irasema Ortiz-Elizalde, Lindsy Prows, Tad Hildebrand, Todd Wurl
Staff: Lisa Romine, Susan Adams, James Beck, Mayra Eaton-Garcia, Alicia Wallace
Guests: Lora Wood (ESD)

Introduction, Welcome, and Updates

Lisa welcomed the board members and other attendees, reviewed the agenda, and asked the board members to share updates. Irasema reported that new SNAP (food assistance) work requirements are in effect now and some WIOA (workforce innovation) activities can fulfill those requirements. Todd reported the launch of WAWorks (new statewide MIS system) today. Tad said work is going well and he enjoyed meeting with Lisa a few weeks ago to discuss his role as chair. Augustine has been very busy with the public sector and members have been impacted by layoffs. Lindsy shared they completed the construction of their adult family home, Betty's Home in May Valley. There will be an open house on June 22.

Program Updates:

- Workforce Investment 3rd Quarter Performance Report: All inputs and outcomes are looking good for Grant/Adams so far this year with the exception of WIOA Adult credential rate, which is due to a small cohort. Everything is looking strong for performance and budget with the exception of 13% expended for OJT/IWT. The committee discussed key hurdles facing On-the-Job Training (OJT), which include staff turnover, training gaps, and the need to adopt more employer-friendly language. While employer interest in Work-Based Learning (WBL) typically softens during strong economic periods, the current economic downturn is expected to drive an increased need and demand for WBL.

- One Stop Center Certification: Certification is coming up this summer, and each center's partners will be collaborating to complete the certification packet. Board members will be invited to participate in center certification site visits between August 12th and 21st; Lisa will send out invitations.

- Community Reinvestment Site Visit with Dept. of Commerce: Staff from the state Department of Commerce will be visiting SkillSource Wenatchee to meet with partners, businesses, and participants who have benefited from the Community Reinvestment program. Board members will have the opportunity to participate in person or virtually.

- Childcare Partnership Grant: OIC contracted with SkillSource to do a research project for a childcare workforce partnership grant from the WA State Department of Commerce. The primary deliverable was creating a Youth to Early Childhood Education (ECE) workforce mobilization plan to address childcare needs in Grant and Adams counties. The project had four phases: youth, youth serving agencies, and childcare provider roundtables and a community survey. The proposed mobilization plan includes introducing a workforce navigator, which will build upon and enhance existing successful practices to recruit youth to ECE careers. Additionally, strong partnerships were emphasized as a critical component of success, and transportation was noted as an operational obstacle rather than an insurmountable barrier.

2026-27 Proposed Service Delivery Budget

Lisa set the stage for annual budget discussions by reviewing basic funding processes and sources. Funds come from WIOA formula funding (Adult, DW and Youth) from DOL to Employment Security, and North Central gets an allocated portion of Washington State's portion of federally disbursed funding. Other (discretionary) funds include State and Federal EcSA, Community Reinvestment from the Department of Commerce, State Ed, DVR Pre-ETS, and other grants. Lisa reminded that WIOA is currently not re-authorized by Congress but continues to be funded, for now. Reauthorization continues to be a topic of discussion.

Lisa summarized the Grant/Adams proposed PY26-27 budget. Washington's state allocation decreased by 10%. North Central's share of formula funds increased from 5.3% to 6.25%, but the state decrease and lower carry-ins resulted in a net decrease of $65K. Grant Adams will see an 8% decrease in funding next year.

The budget categories have been simplified. Training Related contains all costs for staff, supplies, and administrative costs (down 3% from this year). Direct Training refers to actual costs of training for participants (down 13%). Support and Incentives refers to those resources granted directly to participants (reduced by 16%). The adult grant decreased by 37%. Dislocated Worker increased 24%, much more than other areas due to the increasing unemployment rates in Grant county. Youth was reduced by 14% and Pre-ETS reduced by 21%. Total served will drop from 474 this year to 431 in PY26-27. State education increased by 18% because of the increased student enrollment. Total FTE will reduce from 12.74 to 12.55, a result of attrition (retirement), with a .5 FTE instructor added in Othello. The budget includes a 3% merit increase for staff. Sentiment regarding the budget was mixed; there is satisfaction with recent state-level financial investments, contrasted by disappointment regarding federal funding levels. The Governor has directed state agencies to review their budgets, placing a special emphasis on programs newly funded since 2019 (which potentially could impact the State EcSA program).

Tad Hildebrand moved and Augustine Gallegos seconded to recommend approval of the Grant/Adams PY26-27 service delivery budget to the full Board. Motion carried.

Training Activity Prioritization

Lisa explained that in previous years the committees have been presented with specific training activity goals for the coming year, but this year she is asking for board input on incumbent worker training (IWT), on-the-job training (OJT) and vocational training (ITA). Youth training activity levels are prescribed to certain levels by DOL. She briefly explained how OJT, ITA and IWT fit into the service strategy, budget and performance outcomes and presented three vignette success stories, as well as pertinent data points showing businesses and persons trained, total costs, and output occupations and training types.

Lisa showed the board members the split of training funds between IWT, OJT and ITA over the last five years; ITA funding has been budgeted at higher levels than IWT and OJT consistently. OJT expenditures have been underutilized the past 5 years. Lisa also shared that the proposed Federal legislation outlines that 50% of funds must be used for training. The committee reviewed the distinct impacts and target audiences for ITA, OJT, and IWT pathways. ITA: Consistently yield high wages and certifications; OJT**:** Typically serves job seekers who are not pursuing a college track; IWT**:** Tailored specifically for individuals who are already employed. Program funding offers some flexibility, as ITA and OJT funds are interchangeable. The committee also touched upon the priority of services, confirming that supportive services—such as providing tools—can be funded to assist participants. It was noted that IWT trainees are excluded from standard performance metrics, meaning their enrollment has no positive or negative impact on official performance outcomes. The committee inquired and discussed several reasons why OJT and IWT are underutilized.

Board members input on training activity splits averaged as follows:

Incumbent Worker Training (IWT):	15%
On-the-Job Training (OJT):	28%
Occupational Skills (ITA):	58%

Lisa thanked the board members; this feedback will inform final training targets for this year. She reported a similar activity around prioritizing occupations and industries will be the next point of discussion either in September and/or at the retreat in March.

Lisa reminded the board members that the next board meeting will be Tuesday, June 23rd on Zoom at the new time of 4 PM.

The meeting adjourned at 1:30 PM.

Grant/Adams Proposed Service Delivery Budget PY 26-27

Category	Adult	State EcSA	Federal EcSA	Dislocated Worker	Community Reinvestment	Computing for All Agency Reserve	Youth	PreETS	State Ed	Total	Prior Year	$ change	% change
Training Related	181,642	37,791	30,301	383,829	24,483		231,743	86,972	86,057	1,062,818	1,097,075	(34,257)	**-3%**
Direct Training	107,830	27,000	27,000	193,744	-		107,972	30,639	283,879	778,064	895,706	(117,642)	**-13%**
Support/Incentives	15,534	8,403	3,755	12,761	35,050		19,880	4,237	2,123	101,743	120,469	(18,726)	**-16%**
Total	**305,006**	**73,194**	**61,056**	**590,334**	**59,533**	**-**	**359,595**	**121,848**	**372,059**	**1,942,625**	**2,113,249**	**(170,625)**	**-8%**
PY25-26 Budget	486,564	114,223	-	476,503	74,708	74,323	416,994	153,823	316,110	2,113,249			
Change $	(181,558)	(41,029)	61,056	113,831	(15,175)	(74,323)	(57,399)	(31,975)	55,949	(170,624)			
Change %	-37%	-36%		24%	-20%	-100%	-14%	-21%	18%	-8%			
FTE Staff (Serv Deliv/Instr)	1.75	0.39	0.31	3.79	0.26	-	2.04	0.77	3.24	12.55	12.74	(0.19)	**-1.5%**
Total Enrollments	84	-	-	125	-	-	53	30	70	362	339	23	**6.8%**
Total Served										431	474	(43)	**-9.1%**

Notes:

~ Overal drop in GA Revenue - 8%

~ .5 FTE LC instructor added, .8 FTE Trainer eliminated, CRP FTE includes management of current MISAs,

~ State EcSA, Federal EcSA and Community Reinvestiment enrollments are coenrolled in Adult

~ Includes 3% merit increases

Chelan/Douglas Committee Meeting

3e

June 10, 2026

SkillSource Wenatchee, Wenatchee WA

Present: Michelle Price, Faimous Harrison, Zack Williams, Heidi Huddle, Ryan Beebout, Randy Curry, Nate Mack
Staff: Lisa Romine, Susan Adams, Laura Leavitt, Heidi Lamers, Toby Haberlock, Christy Mataya
Guests: Lora Wood (ESD)

Welcome, Introductions, and Updates

Lisa greeted those in attendance and summarized the agenda.

Program Updates:

- Workforce Investment 3rd Quarter Performance Report: Lisa summarized the quarterly success story, featuring Maribel of Welcome Home Care who was recognized at the SkillSource banquet. On the performance side, all inputs and outcomes are strong for Chelan Douglas to date this year. The only measure behind is the DW Credential rate but it is expected to increase by the end of the year. SkillSource Wenatchee is on track with expenditures, the only expenditure that is behind at this time is OJT at 35% expenditure rate.

- One Stop Center Certification: Certification is coming up this summer, and each center's partners will be collaborating to complete the certification packet. SkillSource Wenatchee will need to be certified as an affiliate this year because Employment Security will be colocating with SkillSource. Board members will be invited to participate in center certification visits between August 12th and 21st; Lisa will send out invitations.

- Community Reinvestment Site Visit with Dept. of Commerce: Staff from the state Department of Commerce will be visiting SkillSource Wenatchee on July 21st from 1-4pm to meet with partners, businesses, and participants who have benefited from the Community Reinvestment program.

- Employment Security Relocation: ES will relocate to SkillSource Wenatchee on August 1, staff are working hard to coordinate services and staff resources prior to the relocation.

- RESET in Chelan County Regional Jail: Toby reviewed the RESET program: overview, services, program impact, headwinds, and opportunities. He discussed the focus on building trust and relationships with incarcerated individuals, jail staff, community partners, and employers. The committee discussed the distinction between jail and prison incarceration terms, as well as the educational background of incarcerated individuals. The committee reviewed the availability of chemical dependency services and mental health services, outlining the standard intake and referral processes used to connect individuals to these services immediately upon their release from jail.

2026-27 Proposed Service Delivery Budget

Lisa set the stage for annual budget discussions by reviewing basic funding processes and sources. Funds come from WIOA formula funding (Adult, DW and Youth) from DOL to Employment Security, and North Central gets an allocated portion of Washington State's allocated portion of federally disbursed funding. Other funds include State and Federal EcSA, Community Reinvestment from the Department of Commerce, State Ed, DR Pre-ETS, and other grants. The committee discussed the potential impact of state-level funding reductions on SkillSource. In alignment with the directive to focus cuts on initiatives established since 2019, the State EcSA program has been identified as a potential target for budget reductions. There was an inquiry regarding whether there have been state-level conversations about adopting a formula-based, performance-driven funding structure. It was noted that a historical precedent for this type of performance-based model exists under the former Job Training Partnership Act (JTPA) framework.

Lisa summarized the Chelan/Douglas PY26-27 budget proposal. Washington's state allocation decreased by 10%. North Central's share of formula funds increased from 5.3% to 6.25%, but the state decrease and lower carry-ins resulted in a net decrease of $65K. Chelan/Douglas will see a 1% increase in funding next year, due to the RESET and state basic education increases. Lisa discussed the disparity between GA and CD/OK DW funding due to large lay offs in GA. Mitigation strategy helps CD/OK to have limited impact by DW funding reductions in their area.

The budget categories have been simplified. Training Related contains all costs for staff, supplies, and administrative costs (down 1% from this year). Direct Training refers to actual costs of training for participants (increased 6%). Support and Incentives refers to those resources granted directly to participants (decreased by 13%). Reductions in WIOA Adult and Dislocated Worker are offset by mitigation funding and Federal EcSA which was not in the budget last year. RESET shows an increase of 61%, primarily due to carry over that was not utilized last year. Youth reduces by 17%, Pre-ETS reduces by 10%, and State Education increases by 18%. Total served will increase from 573 to 581 this year, an increase of 1%. Total FTE will increase from 15.57 to 15.94.

Michelle Price moved and Faimous Harrison seconded to recommend approval of the Chelan/Douglas PY26-27 service delivery budget to the full Board. Motion carried.

<u>Training Activity Prioritization</u>

Lisa reviewed the Training Methods handout provided to board members which explained IWT, ITA, and OJT activities. In previous years the committees have been presented with specific training activity goals for the coming year, but this year she is asking for board input on incumbent worker training (IWT), on-the-job training (OJT) and vocational training (ITA). Youth training activities are usually prescribed to certain levels by DOL. She briefly explained how OJT, ITA and IWT fit into the service strategy, budget and performance outcomes and presented three vignette success stories, as well as pertinent data points showing businesses and persons trained, total costs, and output occupations and training types.

The group reviewed the split of budgeted and expenditures for training funds between IWT, OJT and ITA over the last five years; historically, ITA funding has been budgeted at higher levels than IWT and OJT, with the exception of program year 23.24. The committee discussed that ITA funding can be supplemented by Pell grants and other funding. SkillSource serves as a final funding resource when other sources are exhausted. While work-based learning (WBL) funding is more limited and presents operational challenges, ITAs generally result in higher wages compared to OJT, which tends to support lower-skilled and entry-level positions.

Board members were asked to provide input on the funding splits across IWT, ITA, and OJT categories to inform final budget decisions. A facilitated discussion preceded the activity, during which several themes emerged. There was general board support for IWT and OJT, with recognition that staff effort and relationship building are key drivers of IWT growth and investment. Board members raised questions around budget flexibility, including whether a unified funding pool based on individual job seeker needs would be feasible, though it was noted that most participants would likely gravitate toward ITA, and that managing an open pool could be operationally challenging. The group also discussed how WBL and ITA funds might be used interchangeably, with the consensus that while funds are flexible, maintaining focused staff goals and targeted efforts is preferred. The importance of funding flexibility to respond to market conditions, business needs, and individual trainee needs was also affirmed, particularly in a tight labor market.

Board members input on training activity splits averaged as follows:

Incumbent Worker Training (IWT):	18%
On-the-Job Training (OJT):	25%
Occupational Skills (ITA):	57%

Lisa thanked the board members; this feedback will inform final training targets for this year. She reported a similar activity around prioritizing occupations and industries will be the next point of discussion either in September and/or at the retreat in March.

Lisa reminded the board members that the next board meeting will be Tuesday, June 23rd on Zoom at the new time of 4 PM - 5:30 PM.

The meeting adjourned at 1:30 PM.

Chelan/Douglas Proposed Service Delivery Budget PY 26-27

Category	Adult	State EcSA	Federal EcSA	Dislocated Worker	L&I Pilot	RESET	Community Reinv	Computing for All	Youth	PreETS	State Ed	Agency Reserve	Total	Prior Year	$ change	% change
Training Related	132,762	41,266	34,416	171,440	36,298	260,651	19,722		135,413	100,960	197,589	-	1,130,517	1,144,126	(13,609)	**-1%**
Direct Training	80,098	24,000	21,000	82,000		69,658	-		45,763	36,767	593,268		952,554	899,667	52,887	**6%**
Support/Incentives	9,326	7,928	5,640	6,758	-	28,796	48,900		10,266	3,741	6,183		127,538	147,102	(19,564)	**-13%**
Total	**222,186**	**73,194**	**61,056**	**260,198**	**36,298**	**359,105**	**68,622**	**-**	**191,442**	**141,468**	**797,040**	**-**	**2,210,611**	**2,190,895**	**19,716**	**1%**
PY25-26 Budget	316,378	114,223	-	275,309	45,000	222,951	74,708	51,600	231,559	156,870	674,542	27,755	2,190,895			
Change $	(94,192)	(41,029)	61,056	(15,111)	(8,702)	136,154	(6,086)	(51,600)	(40,117)	(15,402)	122,498	(27,755)	19,716			
Change %	-30%	-36%		-5%	-19%	61%	-8%	-100%	-17%	-10%	18%	-100%	1%			
FTE Staff (Serv Deliv/Instr)	1.25	0.42	0.35	1.63	0.36	2.63	0.21	-	1.28	0.95	6.86		15.94	15.57	0.37	**2%**
Total Enrollments	72	1	-	58	10	60		-	36	43	210		490	470	20	**4%**
Total Served													581	573	8	**1%**

Notes:

~ Overal increase in CD Revenue - 1%

~ New instructor in LC, CRP FTE includes management of current MISAs,

~ State EcSA, Federal EcSA and Community Reinvestiment enrollments are coenrolled in Adult

~ Includes 3% merit increases

Local Board Certification Tool

Due Date: May 30, 2026

Date Completed	**April 30, 2026**
LWDB	**SkillSource Regional Workforce Board**
Contact person	**Lisa Romine, CEO**
Phone	**509-293-4587**
Email	**lisar@skillsource.org**
Type of Board	**__X__ Membership conforms to WIOA _____Alternative Entity**

1. **Board Membership per WIOA Sec. 107(b):** Link to updated website. **https://skillsource.org/board/**

2. **Functions of a Local Board per WIOA Sec. 107(d)(8)(A)(2-(B):** Has your LWDB adopted the current budget approved by your CLEO? **Yes.**

3. **Functions of a Local Board per WIOA Sec. 107(d)(8)(A)(2-(B):** Have you submitted all your quarterly expenditure reports (9130s) in a timely manner (per Policy 5240) to the Employment Security Department (ESD)? **Yes**

4. **Functions of a Local Board per WIOA Sec. 107(d)(8)(A)(2-(B):** Do you have a mechanism for reporting budget to actuals to your board? Please describe your mechanism.

   Budgeted to actual expenditures are reported to the board each quarter at sub-area committee meetings, which then go to the full board following committee. Financials are also reported to the full board each quarter.

5. **Board Membership per WIOA Sec. 107(b)-(c):** Please provide local board member nomination process, attach most recent documentation of nominations with your submission of this tool, including proof of CLEO approval of all current LWDB members.

   Excerpt from SkillSource bylaws (Amended Sept. 2022):

   4.3 Nomination and Appointment Process. So long as the WIOA requires, and the Joint Powers Agreement is in place, Directors shall be appointed by the Forum for a period of 3 years. Business and Labor representatives are appointed from among individuals nominated by general purpose business organizations or trade associations and local labor federations. Nominations are typically documented by organization letterhead addressed to a Forum Commissioner. Workforce, Education and Public Sector members are similarly nominated. By policy, the Board or the Forum may establish timelines and other procedures for the nomination and appointment process under this Section 4.3.

   4.4 Composition of the Board. The Board shall include Directors representing the below described groups: (a) Representatives of business must constitute a majority of the membership (51%); and i. must be owners, chief executives or chief operating officers with optimum policymaking or hiring authority, and ii. including small firms or organizations that provide employment opportunities that include high quality, work relevant training, in in-demand industry sectors in the local area, and iii. may include members from non-profit organizations when such firms dominate an industry in the local area (i.e. health care, electric utilities). (b) Representatives of the workforce must comprise not less than 20% of the Board and: i. at least two (2) Directors must represent labor organizations; and ii. at least one (1) Director must represent a labor organization or a training Director from a joint labor-management apprenticeship program; iii. a Director representing the workforce under this subsection (b) may include a representative of community-based organizations with expertise in addressing the employment needs of individuals with barriers to employment, or iv. may include a representative of an

organization that has demonstrated experience and expertise in addressing the employment, training or education needs of eligible youth, including out-of-school youth. (c) Two (2) Representatives of education and training in the local area: i. shall include a representative of adult education and literacy activities as described under Title II of the Act ii. shall include a representative of a post-secondary institution providing vocational/technical education. (d) Representatives of the public sector: i. shall include a representative from the State employment service; ii. shall include a representative of programs carried out under the Rehabilitation Act, and iii. shall include a representative of economic or community development, including the non-profit sector. iv. may include representatives of transportation, housing or public assistance agencies. v. may include representatives of philanthropic organizations serving the local area.

Nominations and appointments attached.

6. Have **all** of your one-stops been successfully certified since July 1, 2023? Please provide the date of your most recent one-stop certification:
Yes, most recent one stop certification was September 2023. The next round of certifications will start Summer 2026 for Board approval in September 2026.

Local Workforce Development Board Membership per WIOA Sec. 107(b)

Required categories	Name/Company-Organization/Title	Appointment Date and/or Term	Authority?	Nominated by	CLEO Name and Approval Date
Business majority (greater than 50% of all members) ***Please mark with an asterisk members who represent small business**					
1. Business*	Tad Hildebrand /Owner/Pilot Rock Consulting	2017	Yes	Adams Co Dev Council	Forum of CC
2. Business	Ryan Beebout/ VP/ Sabey Data Centers	2023	Yes	Wenatchee Chamber	Forum of CC
3. Business	Crystal Gage/ Practice Manager/ Omak Clinic	2019	Yes	OK Econ Alliance	Forum of C
4. Business	Anthony Popelier / HR Dir/ Reman Reload	2023	Yes	OK Econ Alliance	Forum of CC
5. Business*	Savannah Knowlton / Owner/ Welcome Home Care	2026	Yes	Ok Econ Alliance	Forum of CC
6. Business*	Lindsy Prows / Owner/ Johnson's Glass	2026	Yes	Othello Chamber	Forum of CC
7. Business	Maritza Enriquez / HR Mngr / Joyson Safety Systems	2026	Yes	Grant Co EDC	Forum of CC
8. Business	Brant Mayo/ Executive Dir / Grant Co EDC	2018	Yes	Grant Co EDC	Forum of CC
9. Business*	Heidi Huddle / Owner/ Allstate Insurance	2026	Yes	Wenatchee Chamber	Forum of CC
10. Business	Julie Helligso /Exec Director/ Cascade Vet	2023	Yes	Wenatchee Chamber	Forum of CC
11. Business	Zach Williams /HR Manager/ Stemilt Growers	2021	Yes	Wenatchee Chamber	Forum of CC
Workforce (20% of members. Majority must be nominated by organized labor					
1. Labor	Nathan Mack / Field Representative / LiUNA 348	2023	Yes	Central Labor Council	Forum of CC
2. Labor	Augustine Gallegos / Bus Agent / Teamsters	2021	Yes	Central Labor Council	Forum of CC
3. Apprship	Randy Curry / President / IBEW #191	2021	Yes	Central Labor Council	Forum of CC
4. Other	Michelle Price/ Superintendent / NC ESD	2009	Yes	North Central ESD	Forum of CC
5. Other	Irasema Ortiz-Elizalde/ Administrator/ DSHS	2013	Yes	DSHS	Forum of CC
Education					
1. Adult Ed	Sara Thompson-Tweedy/ President / BBCC	2021	Yes	Big Bend Comm College	Forum of CC
2. Higher Ed	Faimous Harrison / President / WVC	2023	Yes	Wenatchee Valley College	Forum of CC
Government					
1. Wagner-Peyser	Todd Wurl/ Regional Director/ ESD	2023	Yes	Employment Security Dept	Forum of CC
2. Vocational Rehabilitation	Pablo Villarreal/ Acting Regional Director/ DVR	2019	Yes	Div. Vocational Rehab	Forum of CC
3. Economic Development	Kyle Niehenke/ Ex. Dir/ Adams County Dev Council	2023	Yes	Adams Co Dev. Council	Forum of CC

Vacant Seats

LWDBs must provide evidence of recruitment for any empty seats on the board. **No vacant seats**

Has the LWDB any designated standing committees? *YES*

If yes, please list name of the committee, chair, and members. If members are not members of LWDB, how were they appointed by LWDB

Name/Purpose of Standing Committee	Member names and LWDB membership (Y/N)	Frequency of Meetings
Okanogan Committee	Crystal Gage, Anthony Popelier, Savannah Knowlton, Pablo Villareal (All board members)	Quarterly
Chelan/Douglas Committee	Ryan Beebout, Heidi Huddle, Julie Helligso, Zach Williams, Nate Mack, Michelle Price, Randy Curry, Faimous Harrison, Todd Wurl (All board members)	Quarterly
Grant/Adams Committee	Lindsy Prows, Tad Hildebrand, Maritza Enriquez, Brant Mayo, Irasema Ortiz-Elizalde, Augustine Gallegos, Sara Thompson-Tweedy, Kyle Niehenke	Quarterly

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WTB Staff Use only:

Board has required board members in the appropriate categories to meet WIOA or alternative entity requirements

YES NO

A. WIOA Compliant Board (see WIOA Policy 5610):

Total Board Members Seated	
Business Majority (comprise over 50% membership)	
2 Labor	
1 Apprenticeship	
Other Workforce (to make 20%)	
Adult Education	
Higher Education	
Vocational Rehabilitation	
Wagner-Peyser	
Economic Development	
Other	
TOTAL	

OR

Alternative Entity (LWDB provided list of membership and descriptions compliant with WIOA Section 107(i)):

- In existence the day before WIOA enacted into Law
- Includes business and organized labor in local area

Only one member per seat

YES NO

Each board member nominated by appropriate entity *(per Policy 5610)*

YES NO

Board Certification: Elements of Plan Review

Sustained Fiscal Integrity: **WIOA Sec. 107(d)(8)**

- **No** unresolved **disallowed cost findings** within required timeframes.
- **No** determination of **misused funds** due to willful disregard, gross negligence, or failure to meet accepted administrative standards within the past two years.

Strategic Leadership: **WIOA Sec. 107(d)(4):**

- Leads **employer engagement** strategies to address workforce and skill needs.
- **Partners with education** providers to develop and implement career pathways for adults and youth, especially those facing barriers to employment.
- **Convenes stakeholders and leverages** non-federal resources to support workforce development priorities.

Workforce System Operations: **WIOA Sec. 107(d)(10)**

- **Selects and oversees** One-Stop Operators and service providers.
- Conducts annual assessments of **physical and programmatic accessibility** at all One-Stop Centers.

Innovation and System Improvement: **WIOA Sec. 107(d)(2-8)**

- Uses workforce **research and labor market analysis** to inform decisions.
- **Leverages technology** to improve workforce system access and effectiveness.
- Provides effective program oversight.
- **Meets or exceeds negotiated performance goals** and avoids consecutive years of performance failure.
- Identifies, promotes, and shares **promising practices** across the workforce system.

ENCLOSURES

- PY26-27 Meeting Schedule
- Membership Roster
- Financial Statements 3rd Quarter
- Combined Success Stories
- 2024 WIOA Performance Assessment Letter- WTECB

SkillSource
Regional Workforce Board

2026-27 Meeting Calendar

June 2026	8 9 10	Okanogan Committee Grant/Adams Committee Chelan/Douglas Committee
	23	**Board Meeting Time – 4PM – via Zoom**
September 2026	14 15 16	Okanogan Committee Grant/Adams Committee Chelan/Douglas Committee
	29	**Board Meeting - Time 4PM – via Zoom**
November 2025	16 17 18	Okanogan Committee Grant/Adams Committee Chelan/Douglas Committee
December	**01**	**Board Meeting - Time 4PM – via Zoom**
March 2027	1 2 3	Okanogan Committee Grant/Adams Committee Chelan/Douglas Committee
11-12 or 18-19		**Board Meeting & Retreat: Thurs eve – Friday (ending @ 3pm) Location TBD**
		Date TBD: National Association of Workforce Board Conference
June 2027	7 8 9	Okanogan Committee Grant/Adams Committee Chelan/Douglas Committee
	22	**Board Meeting Time - TBD – via Zoom**

Committee Meetings: Noon – 1:30PM and include lunch – in person (remote available on request)
Board Meetings: **4:PM – 5:30PM VIA ZOOM (NEW TIME)**

Updated 06/2026

SkillSource Regional Board Membership Composition

This roster conforms to WIOA section 107(b)(2) Local Workforce Development Board Membership Composition. The information informs the Governor for certification under WIOA Section 107(c)(2).

Required categories	Name/Title/Organization	Nominated by	Year Appt	Term Expires
Business (51% minimum)				**Dec 31**
1. Business	Crystal Gage/ Practice Manager/ Omak Clinic	OK Economic Alliance	2019	2026
2. Business	Anthony Popelier / HR Dir/ Reman Reload	OK Economic Alliance	2023	2027
3. Business	Savannah Knowlton / Owner/ Welcome Home Care	OK Economic Alliance	2026	2028
4. Business	Lindsy Prows / Owner/ Johnson's Glass	Othello Chamber	2026	2028
5. Business	Tad Hildebrand / Consultant / Pilot Rock Cons	Adams Co Dev Council	2017	2026
6. Business	Maritza Enriquez / HR / Joyson Safety Systems	Grant Co EDC	2026	2028
7. Business	Brant Mayo/Executive Dir/Grant Co EDC	Grant Co EDC	2018	2026
8. Business	Ryan Beebout/ VP/ Sabey Data Centers	Wenatchee Chamber	2023	2027
9. Business	Heidi Huddle / Owner/ All State Insurance	Wenatchee Chamber	2026	2028
10. Business	Julie Helligso /Exec Director/ Cascade Vet	Wenatchee Chamber	2023	2027
11. Business	Zach Williams /HR Manager/ Stemilt Growers	Wenatchee Chamber	2021	2028
Workforce/Labor (20% minimum)				
1. Labor	Nathan Mack/ Field Representative/LiUNA 348	Central Labor Council	2023	2027
2. Other workforce	Michelle Price/ Superintendent /NC ESD	North Central ESD	2009	2028
3. Other workforce	Irasema Ortiz-Elizalde/ Administrator/ DSHS	DSHS	2013	2026
4. Labor	Augustine Gallegos / Bus Agent / Teamsters	Central Labor Council	2021	2026
5. Labor/Apprentice	Randy Curry / President /IBEW #191	Central Labor Council	2021	2026
Education				
1. Title II Adult Ed	Sara Thompson-Tweedy/ President / BBCC	Big Bend Comm College	2021	2028
2. Workforce Ed	Faimous Harrison / President / WVC	Wenatchee Valley College	2023	2027
Public				
1. Wagner-Peyser	Todd Wurl/ Regional Director/ ESD	Employment Sec Dept	2023	2026
2. Vocational Rehab	Pablo Villarreal/ Acting Regional Director/ DVR	Div. Vocational Rehab	2019	2026
3. Econ Dev	Kyle Niehenke/ Ex. Dir/ Adams County Dev Council	Adams Co Dev. Council	2023	2026

Rev: 04/2026

Okanogan	Chelan/Douglas	Grant/Adams

Current Industries Represented:

- Agriculture
- Healthcare
- Professional Svs
- Econ. Dev.
- Technology
- Care Economy
- Manufacturing
- Construction/ Skilled Trades

SkillSource
Statement of Financial Position
As of 3/31/2026

	Current Year	Beginning Year Balance
Assets		
Current Assets		
Cash and Cash Equivalents	2,240,701	1,716,901
Trade Receivables	288,502	773,944
Due from Government	374,570	325,294
Other Receivables	3,696	6,653
Prepaid Expenses	78,156	95,726
Total Current Assets	2,985,625	2,918,518
Property and Equipment		
Land	813,351	813,351
Land Improvements	724,496	724,496
Building and Equipment	4,970,095	4,970,095
Less: Accumulated Depreciation	(3,391,183)	(3,271,121)
Total Property and Equipment	3,116,759	3,236,820
Other Assets		
Restricted Cash	457,994	850,446
Total Other Assets	457,994	850,446
Total Assets	6,560,378	7,005,783
Liabilities		
Current Liabilities		
Current Portion of Long-Term Debt	65,284	63,299
Accounts Payable	350,890	939,530
Accrued Wages and Benefits	32,054	15,748
Accrued Vacation	157,523	171,258
Accrued Interest	2,639	2,533
Total Current Liabilities	608,390	1,192,367
Long-Term Debt payable after one year		
Long-term debt payable after one year	2,098,396	2,147,610
Total Liabilities	2,706,786	3,339,977
Net Assets		
Unrestricted	3,853,592	3,665,806
Total Net Assets	3,853,592	3,665,806
Total Liabilities and Net Assets	6,560,378	7,005,783

10 - Executive

7-1-25 thru 03-31-26	Total	Budget	
Expenditures			
Salaries & Benefits	790,286	1,078,846	73%
Travel	15,750	29,950	53%
Miscellaneous	161,774	157,942	102%
Supplies	9,755	26,154	37%
Equipment	3,317	7,000	47%
Facilities	21,809	35,898	61%
Communication	6,893	8,480	81%
Training	32,876	83,000	40%
By & For Subcontracts	18,750	25,000	75%
Small Business Grants*	81,836	75,000	109%
Total Executive	1,143,046	1,527,270	75%

20 - Chelan/Douglas

7-1-25 thru 03-31-26	Total	Budget	Expenditure Rate	Obligation thru 6/30/2026	Obligation Rate
Expenditures					
Training related					
Salaries					
Salaries & Benefits	671,840	941,285	71%		
OneStop Operator	11,058	14,000	79%		
Travel	1,854	5,400	34%		
Miscellaneous	40,966	37,533	109%		
Supplies	23,924	36,667	65%		
Equipment	445	10,000	4%		
Facilities	52,944	85,636	62%		
Communication	4,452	8,606	52%		
Training	699	5,000	14%		
Total Training	808,183	1,144,127	71%	1,086,239	95%
Direct Training					
Incumbent Worker	4,673	30,000	16%	23,924	80%
On the Job Training	37,124	90,357	41%	48,426	54%
Participant Wages	95,994	156,187	61%	114,888	74%
Institutional Training	80,093	132,941	60%	105,379	79%
Basic Skills Training	352,090	490,182	72%	469,453	96%
Support services					
Prevoc Other	1,374				
GED Fees	5,304				
Incentives	42,775				
Child Care	5,430				
Housing	5,841				
Transportation	2,694				
Car Repair	757				
Supportive	9,233				
Total Support	73,407	147,102	50%	118,482	81%
Total Direct Training	643,381	1,046,769	61%	880,552	84%
Total Expenditures	1,451,563	2,190,896	66%	1,966,791	90%

30 - Grant/Adams

7-1-25 thru 03-31-26	Total	Budget	Expenditure Rate	Obligation thru 6/30/2026	Obligation Rate
Expenditures					
Training related					
Salaries					
Salaries & Benefits	648,549	870,098	75%		
OneStop Operator	22,117	28,000	79%		
Travel	10,724	19,100	56%		
Miscellaneous	33,193	44,985	74%		
Supplies	6,561	35,242	19%		
Equipment	7,048	10,000	70%		
Facilities	57,462	77,301	74%		
Communication	5,911	7,348	80%		
Training	1,621	5,000	32%		
Total Training	793,185	1,097,074	72%	1,053,695	96%
Direct Training					
Incumbent Worker	770	30,000	3%	39,516	132%
On the Job Training	23,491	159,859	15%	40,530	25%
Participant Wages	103,224	180,261	57%	133,527	74%
Institutional Training	163,284	293,000	56%	214,108	73%
Basic Skills Training	188,013	232,586	81%	250,685	108%
Support services					
GED FEES	314				
Prevoc Other	92				
Incentives	57,000				
Housing	3,134				
Transportation	7,319				
Car Repair	3,290				
Supportive	3,800				
Total Support	74,950	120,469	62%	102,250	85%
Total Direct Training	553,732	1,016,175	54%	780,615	77%
Total Expenditures	1,346,918	2,113,249	64%	1,834,310	87%

50 - Okanogan

7-1-25 thru 03-31-26	Total	Budget	Expenditure Rate	Obligation thru 6/30/2026	Obligation Rate
Expenditures					
Training related expenditures					
OneStop Operator	22,117	28,000	79%		
Subrecipient Program	360,143	563,669	64%		
Subrecipient Indirect	68,921	98,834	70%		
Total Training related	451,180	690,503	65%	600,085	87%
Direct Training					
Incumbent Worker	9,773	15,000	65%	11,663	78%
On the Job Training	20,536	51,745	40%	34,381	66%
Participant Wages	54,317	52,414	104%	62,338	119%
Institutional Training	73,501	108,833	68%	90,418	83%
Basic Skills Training	121,421	172,102	71%	161,895	94%
Support services					
GED FEES	1,300				
Prevocational	1,394				
Incentives	23,625				
Housing	1,000				
Transportation	3,990				
Supportive Services	3,166				
Total Support services	34,475	55,766	62%	40,912	73%
Total Direct Training	314,023	455,860	69%	401,607	88%
Total Expenditures	765,204	1,146,363	67%	1,001,692	87%

SkillSource

North Central Workforce Development Area

Quarterly Success Stories

June 2026

Finding Her Footing in Healthcare: Open Doors Lead to Open Doors

There's a wall of kudos at Regency Omak Rehabilitation and Nursing Center, and Skylar Simmons' name is all over it. Handwritten notes recognize her for stepping in to help, for being a positive presence, and for leaning in to learn. It's the board where Employee of the Month names are chosen — and right now, Skylar's shows up again and again.

Skylar struggled in school from an early age with ADHD. By middle school, she had stepped away from the classroom completely. The years that followed pulled her further off course, including a period of addiction that surrounded her with people making the same hard choices she was. At 15, she woke up one day feeling awful about where her life was headed. "I decided I needed change," she says. Finding treatment as a minor wasn't simple. Some programs wouldn't take her insurance. Others wouldn't accept someone under 18. She kept looking until she found a place that would help her begin recovery.

In 2024, after her parents divorced, Skylar and her mom moved to Omak without stable housing and, for a time, were living in a tent. During that stretch, Skylar was arrested, and part of her conditions required her to return to school. A recommendation led her and her mom to connect with WorkSource Okanogan County, where she enrolled in Open Doors Youth Re-engagement in September 2024.

Alongside rebuilding her education, Skylar knew she wanted work experience — specifically in healthcare. A work experience opportunity at Regency Omak became that chance. With help covering the cost of scrubs, proper work shoes, and other essentials, Skylar began a 120-hour placement as a Hospitality Aide. She answered call lights, delivered meal trays, refilled water pitchers, learned facility regulations, and shadowed staff to better understand the daily routines of resident care.

The placement confirmed what she had hoped: healthcare felt right. Her strong performance led to a permanent offer. Skylar was hired as a Hospitality Aide and continues building her skills on the job. She plans to earn her Certified Nursing Assistant credential next, with a long-term goal of supporting individuals in their homes as an Individual Provider.

In rural communities like Omak, quality healthcare depends on people who show up with consistency and kindness, treat residents with dignity, and are willing to grow into greater responsibility. By choosing this path, Skylar is already an important part of the workforce that cares for her neighbors. And that deserves an entire wall of kudos!

Okanogan

A Career in Rural Home Care: From Dislocated to In Demand

Right now there is a real shortage of quality rural home care providers in Washington State. Home health care demands people with a remarkable skillset: patient, compassionate, and trained in the unique needs of a home health care environment. The relationship between partners like SkillSource, support agencies, government and other funding, training providers, and employers collaborates to fill that need.

Maribel moved from Arizona to Washington, pregnant, alone, and determined to build a stable future for her family. When she was laid off due to cutbacks from a general labor position, she came to SkillSource in Wenatchee to find a new path from dislocated worker, to a career in an in-demand industry.

Working with her career trainers at SkillSource, Maribel set out on a path that aligned with her strengths, her interests, and with the employment needs of the local healthcare industry. After strengthening her computer skills, she enrolled in the Home Health Care Aide program through Cornerstone Health, earning her credential and license. Locally-owned home health care provider, Welcome Home Care, then partnered with SkillSource to provide On-the-Job Training (OJT) to Maribel, giving her practical experience that met the real needs of their clients.

Maribel worked with her career trainers to create a Matched Investment Savings Account (MISA), which is an opportunity through Community Reinvestment and the WA State Department of Commerce for people to build equity in assets that help them move forward. As part of a broader network of services that includes career navigation, skills training, and financial coaching, MISA helps Washington residents build stability. Maribel used her MISA to purchase a reliable car so she could get to and complete her training, which meant her forward momentum could keep going.

This is how workforce development works. Maribel is now a licensed home health aide with Welcome Home Care, with essential, employable skills in rural home care, and her own reliable vehicle to get her where she needs to go. Whether someone is new to the workforce, or a dislocated worker in need of a new career, the way forward is not alone, but in partnership.

Congratulations to Maribel and Welcome Home Care!

Chelan/Douglas

The Open Door Chain Reaction

When Mike's night shift at Lineage in Othello ends at sunrise, his day is just getting started. He heads straight to the classroom to finish his high school diploma. This overlap of work and education is the result of a community network designed to remove the friction of navigating a new town.

When Mike moved to Othello from Arizona he was unemployed and without a diploma. A single connection at the SkillSource Learning Center in Othello triggered a chain reaction of opportunity. While Mike focused on his GED through the Othello Open Doors Youth Reengagement program, he was also actively gaining valuable work experience at the Othello Food Bank. This 160-hour work experience placement allowed Mike to learn the rhythm of a team and support local food distribution. His dedication at the Othello Food Bank even earned him a letter of recommendation, and he continues to volunteer his time there.

That preparation led to a hiring event at the WorkSource center in Moses Lake. Lineage is a public warehouse facility that works with SkillSource to find and train the talent they need. A hiring event is one way SkillSource helps to bridge that gap between employment needs and the right candidate. When Mike arrived at the hiring event in WorkSource Central Basin in Moses Lake, he met with the Lineage team, shook hands, and applied for a position at the Lineage facility in Othello. Mike also went on to achieve his forklift certification through his new employer.

"I am happy," says Mike. "I came to SkillSource and everything just started to happen," Mike says. And I'm not done with my journey yet. I still have a lot to accomplish."

They say luck is when preparedness meets opportunity. Partners prepare every day to meet people where they are, people who are navigating their next best step. It's that preparation that leads to opportunities like work experiences, where an employer gains a contributing temporary employee, and the employee gains valuable skills and connections to what's next. And it's through Mike's own hard work and preparation that when he walked through one open door, it set off a chain reaction that opened up another, and another. It led to new skills gained, a quality job, and forward momentum.

Congratulations to Mike and Lineage!

Grant/Adams

June 15, 2026

Lisa Romine
Executive Director
SkillSource
Local Workforce Development Area 08 (53045)

RE: Program Year 2024 WIOA Title I-B Performance Assessment – North Central Workforce Development Board

Dear Lisa,

This letter communicates the official results of the Program Year (PY) 2024 performance assessment for SkillSource (LWDB 08) under the Workforce Innovation and Opportunity Act (WIOA) Title I-B. The Washington State Workforce Training and Education Coordinating Board (State Workforce Board) has completed the annual assessment of local area performance against adjusted levels of performance established pursuant to WIOA Section 116 and 20 CFR Part 677.

We are pleased to inform you that SkillSource met or exceeded all adjusted performance thresholds across all programs for PY 2024. This reflects the strong work of your staff, service providers, and local partners in delivering quality workforce services to job seekers and employers in your region. Congratulations on this achievement.

Assessment Methodology and Thresholds

Performance is assessed across five WIOA primary indicators of performance (WIOA Section 116(b)(2)(A)(i)-(v); 20 CFR § 677.155) for three core programs: Adults, Dislocated Workers, and Youth. Scores represent the ratio of actual performance to the SAM-adjusted target (LSAM). A score of 1.000 means the adjusted target was exactly met.

Three distinct thresholds govern assessment outcomes under WIOA Section 116(c), 20 CFR Part 677, and Washington State Policy 5415-1:

- Individual Indicator Threshold – A score below 50.0% (i.e., less than 50% of the adjusted target) on any single indicator for a given program constitutes a failure for that indicator and triggers state review under 20 CFR § 677.220.
- Overall Program Threshold – A score below 90.0% on the Overall Program Score for any program constitutes a program-level failure and triggers state review under 20 CFR § 677.220.
- Overall Indicator Threshold – A score below 90.0% on the Overall Indicator Score for any indicator constitutes an overall indicator failure and triggers state review under 20 CFR § 677.220.

Consistent with State Policy 5415-1, local areas that fail to meet applicable performance thresholds are subject to a progressive corrective action process that may include technical assistance, performance improvement planning, and additional actions required under federal and state policy.

Board and CLEO Notification

Executive Directors are required to provide a copy of this performance assessment letter to their Local Workforce Development Board Chairs and Chief Local Elected Official(s) (CLEO(s)). **Written confirmation that this Board Chair and CLEO notification has occurred must be provided to the State Workforce Board.** The State Workforce Board will maintain this documentation for monitoring, audit, and federal oversight purposes. This requirement ensures that local workforce board leadership and CLEOs are informed of local performance outcomes and any potential future corrective action requirements under WIOA and State Policy 5415-1.

PY 2024 Performance Scores by Program and Indicator

Indicator	Adults	Dislocated Workers	Youth	Overall Indicator
Employment Rate – Q2 After Exit	106.2%	107.1%	90.0%	101.1%
Median Earnings – Q2 After Exit	121.0%	110.1%	86.9%	106.0%
Employment Rate – Q4 After Exit	110.9%	100.2%	117.7%	109.6%
Credential Attainment Rate	99.0%	124.2%	114.6%	112.6%
Measurable Skill Gains	127.5%	124.0%	96.6%	116.0%
Overall Program Score	**112.9%**	**113.1%**	**101.2%**	—

** Score below 50.0% – Individual indicator failure (less than 50% of adjusted target).*
† Overall Indicator score below 90.0% – Overall indicator failure.
‡ Overall Program score below 90.0% – Program-level failure.

Because your local area met all adjusted targets for PY 2024, no corrective action is required at this time. We do encourage your LWDB to continue monitoring performance trends through WA Works and to engage with State Workforce Board and ESD staff proactively as the TA alignment process develops.

If you have questions regarding this assessment or the data on which it is based, please contact the ESD Program Manager for the program in question. Please do not hesitate to reach out to State Workforce Board staff at any time with other questions, concerns, or to talk through what you are seeing on the ground. Thank you for your continued commitment to serving workers and employers in the North Central area.

Sincerely,

Madeleine A. Thompson

Madeleine Aroney Thompson
Acting Executive Director
Washington Workforce Training and Education Coordinating Board