

SKILLSOURCE REGIONAL WORKFORCE BOARD

Chelan/Douglas Committee Meeting

WEDNESDAY, September 16, 2026

12:00 – 1:30pm

(Lunch included)

**Location: SkillSource
240 N. Mission, Wenatchee**

AGENDA:

❖ **Announcements: Upcoming Events**

- Fall Hiring Events
- WWA Summit – Nov 3-4 (Spokane)
- Board Retreat – March 11-12, (Leavenworth)

❖ **Current Initiatives**

- Best Practices Requests – State & National
- Re-entry Expansion – CAFÉ & Dept. of Commerce
- HR1 Impacts: SNAP & Medicaid Work Requirements
- One Stop Operator Solicitation
- AI Usage Policy Development

❖ **One Stop Certification Results & Recommendation**

❖ **Strategic Plan 2 Year Update: Discussion**

❖ **Adjourn 1:30**

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### **Board Meeting**

**Tuesday, September 29<sup>th</sup>**

**4:00 – 5:30 pm**

**via ZOOM**

### **Mission Statement**

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



## Chelan/Douglas Year-End Performance Report

July 1, 2025 - June 30, 2026

**Board Meeting**  
**Tuesday, September 29, 2026**  
**New Time— 4 PM**  
**Via Zoom**

### Flooding the Stage for Super Mom: A New Nurse for the Valley

When Sonia Casillas Villaseñor walked to the center of the stage at the Nurse Pinning Ceremony at Wenatchee Valley College, her whole family came with her. These were the people who stepped in to cover meals and school pickups while Sonia was immersed in the intensity of nursing school. When financial incentives for training were cut short, Sonia shared, “I was able to push through and continue because of my family. And I know not everyone has that ... I feel really lucky.”

Sonia has long had a heart for healthcare. She has worked as a Certified Nursing Assistant (CNA) for Confluence Health since 2015, taking coursework part-time until she earned a spot in the Associate Degree Nursing Program at WVC.

Full-time nursing school leaves little room for employment, and the cost of day-to-day living on top of tuition and training expenses can derail even dedicated students. Career training incentives through Economic Security for All (EcSA) are designed to help close that gap. Referred to SkillSource by Wenatchee Valley College, Sonia received training incentives that allowed her to reduce her working hours at Confluence Health and focus on coursework and clinicals.

In Sonia’s second year, those incentives were cut in half due to funding restrictions. But her resolve—and her support system—continued at full steam. Through it all, Sonia landed on the Dean’s List quarter after quarter. Her SkillSource career trainer, Heidi Lamers, said, “I have been inspired by Sonia’s dedication to completing the rigorous nursing program, all while continuing to work, navigating some significant family and financial challenges, and always remaining strong and steadfast through it all.”

Sonia is a Super Mom to five children and a first-generation graduate. Walking through the brightly lit halls of Confluence Hospital, she reflected, “As a first-generation graduate, mother, and healthcare worker, this journey represents more than personal success, it represents hope and opportunity for my family and community.”

Congratulations to Sonia and her family, to Confluence Health, and to the Wenatchee community. A new nurse for the valley is cause for celebration!





## Registration & Exit

Current Actual

Annual Goal

**Total Served**

**584**

**576**

### Adults

|                                                             |     |     |
|-------------------------------------------------------------|-----|-----|
| Registered                                                  | 88  | 63  |
| Placement Rate (% employed at exit)                         | 84% | 80% |
| Credential Rate (% trained in voc ed who earn a credential) | 85% | 82% |

### Dislocated Workers

|                                                             |     |     |
|-------------------------------------------------------------|-----|-----|
| Registered (includes incumbent worker trainees)             | 93  | 71  |
| Placement Rate (% employed at exit)                         | 92% | 81% |
| Credential Rate (% trained in voc ed who earn a credential) | 67% | 81% |

### Youth

|                                                        |     |     |
|--------------------------------------------------------|-----|-----|
| Registered                                             | 47  | 44  |
| Placement Rate (% of youth employed or in post sec ed) | 65% | 65% |
| Credential Rate (% youth who achieved a HSD or GED)    | 60% | 51% |

Discretionary Grant Enrollments/Goal: State EcSA 57/34



| Participants in Occupational Education | 25-26 Students (YTD) |     |          |       | 24-25 Students (Year Total) |     |          |       |
|----------------------------------------|----------------------|-----|----------|-------|-----------------------------|-----|----------|-------|
|                                        | Big Bend             | WVC | WVC Omak | Other | Big Bend                    | WVC | WVC Omak | Other |
| Health Care                            | 21                   | 19  | 19       | 13    | 23                          | 24  | 20       | 15    |
| Office / Misc                          | 9                    | 11  | 0        | 8     | 9                           | 7   | 0        | 7     |
| Industrial & Technical                 | 14                   | 8   | 0        | 50    | 16                          | 9   | 1        | 74    |



| Workforce Investment Fiscal            | Budget           | Expenditures     | Expenditure Rate |
|----------------------------------------|------------------|------------------|------------------|
| <b>Career Services</b>                 | <b>1,144,127</b> | <b>1,088,517</b> | <b>95%</b>       |
| <b>Employer Based Training</b>         |                  |                  |                  |
| On-The-Job / Incumbent Worker Training | 120,357          | 64,522           | 54%              |
| Work Experiences / Project Learning    | 156,187          | 122,900          | 79%              |
| <b>Occupational Education</b>          | <b>132,941</b>   | <b>112,294</b>   | <b>84%</b>       |
| Healthcare                             |                  | 65,525           |                  |
| Office/Other                           |                  | 14,283           |                  |
| Industrial/Technical                   |                  | 32,486           |                  |
| <b>Basic Education</b>                 |                  |                  |                  |
| Secondary Education                    | 490,182          | 463,866          | 95%              |
| <b>Support and Incentives</b>          | <b>147,102</b>   | <b>96,548</b>    | <b>66%</b>       |
| <b>Total</b>                           | <b>2,190,896</b> | <b>1,948,647</b> | <b>89%</b>       |

## WORKSOURCE WENATCHEE AFFILIATE ONE-STOP CENTER CERTIFICATION: 2026-2029

**BACKGROUND:** Federal and State Policy require Local Boards to certify One Stop Centers in order to collect/receive infrastructure funds. The *One Stop Site Assessment and Certification Tool* was completed by the local One Stop team and the One-Stop Operator. The tool includes a checklist indicating how required programs provide meaningful information to the public about their services. It also requires partners to report performance against seven Criteria including Service Delivery, Physical and Programmatic Accessibility, Equal Opportunity, Outreach and Access, Customer Satisfaction, Employer Engagement and Staff Training. The Center has been certified previously in 2001, 2008, 2019 and 2023. State policy requires Centers to be certified every three years.

**CERTIFICATION TEAM:** A certification/evaluation team was formed that included Board members Randy Curry, Faimous Harrison, Julie Helligso, Heidi Huddle, and Nate Mack; community partner Chelsea Ewer (Wenatchee Valley Chamber of Commerce); and Board staff Lisa Romine, Mayra Eaton-Garcia, Kelli Martinelli, and Aaron Parrott.

The certification team received Wenatchee's completed tool on August 8<sup>th</sup> and met with the Operator and full local team on August 21<sup>st</sup> to review the tool and take a Center tour. They toured the building to learn how services are provided and coordinated between Center partners, then finished with a time of Q&A. Questions included details about business outreach and engagement, customer satisfaction results, and partner coordination, especially considering the very recent relocation of the WorkSource Wenatchee Affiliate to the SkillSource campus.



**RESULTS:** Overall, the certification team was impressed with the level of partner coordination, access to information and attention to accessibility and staff development, and ***recommends Certification for the period of July 1, 2026 – June 30, 2029.***

**HIGHLIGHTS:** The certification team and partner staff shared a high level of enthusiasm for the co-location of Employment Security and SkillSource in one location. WorkSource Center administrator Lora Wood and SkillSource Managing Director Susan Adams both praised the new arrangement for how it was leading to new opportunities for collaboration, customer co-enrollment, and rapid referrals between programs; Susan said “it used to be a warm handoff; now it’s a *hot* handoff!” Board member Julie Helligso said that this will be a great improvement for serving persons with barriers; she observed that the “hot handoff” will prevent customers falling through the gaps as they are referred between programs. The tour also included the SkillSource Learning Center, which offers high school diploma/equivalency programs in partnership with Wenatchee School District and Wenatchee Valley College, WIOA Youth services,

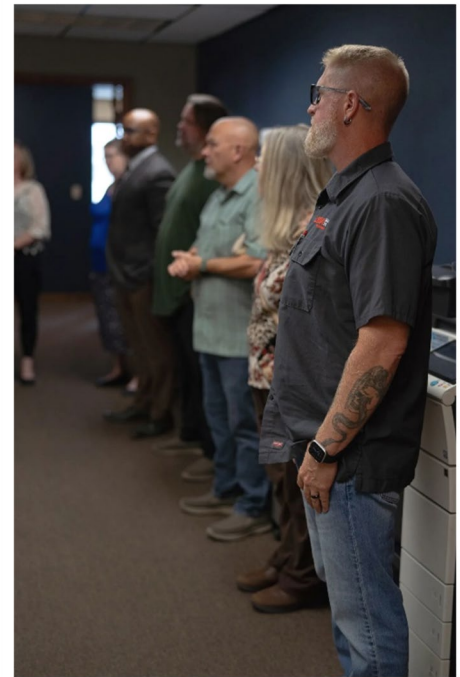
and pre-employment transition services through the Division of Vocational Rehabilitation. Community member Chelsea Ewer commended the Learning Center team for their excellent work, including 45 graduates this spring. Board member Nate Mack praised the intake, orientation and assessment processes, saying he is interested in directing more job seekers to SkillSource and WorkSource Wenatchee as they pursue their career goals.

#### **FUTURE IMPLICATIONS:**

As per WorkSource System Policy 1016, Revision 2, “In support of continuous improvement and performance excellence in the one-stop delivery system, the Local Board must ensure that, at least annually, a report describing the status of each certified site in the local workforce area is prepared, presented to the Local Board, and recorded in meeting minutes. For comprehensive, and affiliate one-stop sites, the report must describe the site’s current status and progress toward higher quality standards in the following areas:

- Functional and programmatic integration
- Performance and accountability
- Service provision, including services offered, methods of access, hours of operation, equitable service delivery, and outreach to populations with barriers to employment
- Customer satisfaction
- Staff competence and participation in staff training
- Partnership development
- Employer engagement
- Physical and programmatic accessibility

Reports should include examples of best practices and identify areas for potential improvement. Annual progress reports may also be shared with the broader workforce development system, including the State Board, to support system-wide evaluation and improvement.



# 2027 Regional Workforce Plan Two-Year Update

## Overview for Sub-Area Committees

### Why Is the Plan Being Updated?

Under the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Development Boards develop four-year regional and local workforce plans and review them at least once every two years. SkillSource's current 2024–2028 Regional Workforce Plan remains in effect; the 2027 process is a **mid-cycle update, not development of a new plan**.

The purpose of the update is to determine what has materially changed since the plan was developed and ensure that regional strategies continue to reflect economic conditions, employer and worker needs, workforce system operations, performance expectations, and evolving state and federal priorities.

Sections of the existing plan that remain accurate **do not need to be rewritten or resubmitted**.

### What Will Be Reviewed?

SkillSource and its regional partners will review the existing plan to identify significant changes in areas such as:

- Regional economic, demographic, and labor market conditions
- Priority industries, occupations, and emerging economic opportunities
- Employer workforce needs and sector strategies
- Education, training, career pathway, and work-based learning strategies
- Workforce system service delivery and partner coordination
- WorkSource locations, operators, or service providers
- Priority populations and barriers to workforce participation
- Funding, resources, or program operations
- Performance strategies and continuous improvement
- Cross-regional partnerships and economic development coordination

Only areas with material changes will require substantive revisions to the existing plan.

### Required Areas of Alignment

In addition to reviewing what has changed locally and regionally, the State guidance requires the updated plan to demonstrate alignment with several current workforce priorities.

#### Workforce Pell and Credential Attainment

Support expanded access to short-term, industry-aligned education and training, stackable credentials, and training that is validated by employer demand.

#### No Wrong Door and Service Integration

Strengthen customer navigation, referrals, co-enrollment, and coordination among workforce system partners so individuals and employers can more easily access the services they need. The update will also address preparation for evolving federal work requirements.

## **Demand-Driven Workforce Strategies**

Continue strengthening employer engagement and aligning education, training, career pathways, and workforce investments with regional industries and occupations.

## **Performance and Accountability**

Review current WIOA Adult, Dislocated Worker, and Youth performance—including employment, earnings, credential attainment, and measurable skill gains—and identify improvement strategies where appropriate.

## **Federal Workforce Strategy Alignment**

The update must also demonstrate how our regional workforce strategy aligns with five federal workforce-system priorities (DOL's 5 Pillars):

1. **Industry-Driven Strategies** – Align workforce investments and training with employer and industry needs, including work-based learning and apprenticeship.
2. **Worker Mobility** – Help individuals enter, re-enter, and advance in the workforce through credentials, skills development, and career pathways.
3. **Integrated Systems** – Improve coordination among programs and partners and reduce fragmentation for customers and employers.
4. **Accountability** – Use performance and outcome data to guide decisions and investments.
5. **Flexibility & Innovation** – Adapt to changing workforce needs through new training models, technology, AI, rapid reskilling, and other innovative approaches.

Where the existing 2024–2028 plan already addresses these priorities, the update may reference existing strategies rather than create new ones.

## **Technology and Artificial Intelligence**

The State guidance also encourages workforce areas to consider how artificial intelligence and emerging technologies are affecting:

- Skills needed by workers and employers
- Training and career-development strategies
- Workforce staff skills and service delivery
- Responsible and ethical use of AI within workforce programs

If AI is being used in workforce service delivery, local practices should address privacy, security, transparency, appropriate use, staff oversight, and continued human-centered decision-making.

## **Governance, Certification, and Public Review**

The plan update will occur alongside review of Local Workforce Development Board certification requirements. The process includes review of board governance and statutory functions, completion of required assurances, and certification by the Local Workforce Development Board Chair and Chief Local Elected Official(s).

A draft plan will also be made publicly available for a **30-day public comment period**. Comments and responses will be documented before the final plan update is submitted for approval.

## General Timeline

|                       |                                                                       |
|-----------------------|-----------------------------------------------------------------------|
| Fall 2026–Winter 2027 | Review plan, update data, engage stakeholders, identify modifications |
| March 1, 2027         | Draft modifications submitted to State Workforce Board                |
| March–April 2027      | State review and feedback                                             |
| April–May 2027        | Local revisions and preparation of final draft                        |
| May–June 2027         | Public review and comment                                             |
| June 10, 2027         | Final signed modifications submitted                                  |
| June 2027             | State Workforce Board consideration and Governor approval process     |
| June 30, 2027         | Target date for final approval                                        |

## Role of the Sub-Area Committees

The Sub-Area Committees provide an important local perspective in this process. Committee members can help assess whether the assumptions, priorities, and strategies established in 2024 still reflect current conditions within their communities and identify significant changes, emerging opportunities, workforce challenges, and priorities that should inform the regional plan update.

### Possible Discussion Topics for Committee:

- Review DOL's 5 Pillars
- What has changed economically, with employers, workers, industries, education/training capacity, or community needs since the original plan?
- Are our priority industries and workforce strategies still the right ones?
- Are there emerging workforce needs, occupations, industries or populations that deserve greater attention?
- Where are there opportunities for stronger coordination, career pathways, employer engagement, training or service integration?
- What barriers—transportation, child care, housing, technology, skills, training availability, etc.—are materially affecting workforce participation?
- What should we be thinking about now that should influence the next several years of regional workforce strategy?
- Other?