

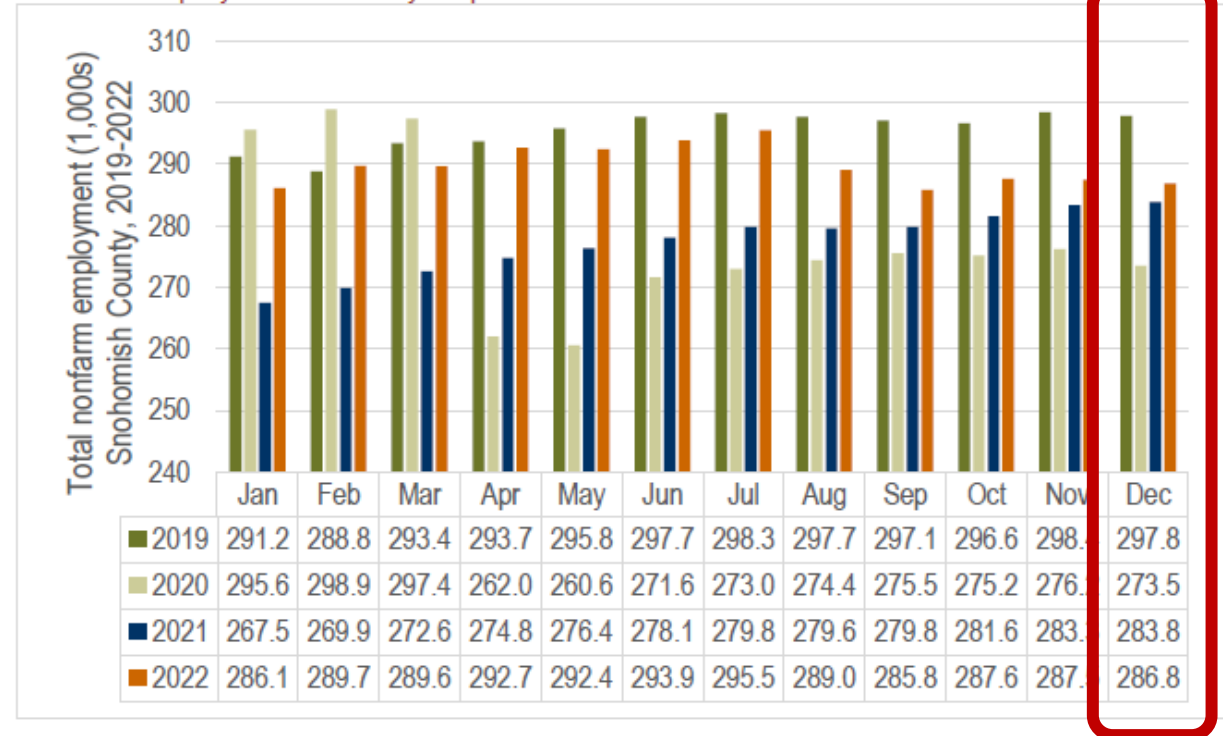
Workforce Spending Plan

February 28, 2023

Significant Workforce Lag

- 297,800 individuals employed in Dec. 2019, compared to 286,800 in Dec. 2022.
 - **Labor force shrunk by 11,000 individuals.**
- Youth unemployment a particular concern:
 - **Unemployment rate for youth 16-24 in Snohomish County is 11.9%, which is nearly four times the countywide unemployment rate (3.2%)**
- Key industries impacted: **Manufacturing in Snohomish County saw a 19% decrease in jobs** between 2020 and 2021.

Figure 4. Total nonfarm employment
Snohomish County, January 2019 through December 2022
Source: Employment Security Department/DATA





Community-Informed Spending Plan

- ORR, Economic Development, and Human Services have conducted extensive engagement with various workforce partners to inform the spending plan.
- Engagement efforts will continue to inform more granular elements of policy design.
- Facilitated conversation with the Future of Workforce Alliance (FWA) Recovery Working Group.
 - Business, labor, nonprofits, education
- Paid end-user engagement through community organizations.
 - 60 un- or under-employed individuals
- One-on-one conversations with various organizations working in the field.



End-User Key Themes

- A variety of challenges are preventing people from participating in the labor force/career advancement programs.
 - Child Care
 - Language Access
 - Transportation

“Language is a big barrier for my training. I don’t understand everything. I believe if we have the option of Spanish for a training or certification it will be great to have that opportunity.”

“We have one car in the house, we are three people in the house and each one of us works delivering items for Amazon, so mobility is a big issue in our house. I use the bus sometimes but it’s awful how long it takes you to get to one location.”



End-User Key Themes

- Individuals are eager to access training and advancement programs, particularly when opportunities are available through trusted partners.
- A flexible schedule was widely cited as the as the ideal benefit for job-seekers.

“Having a trainer who wants to teach you and is invested in the employee makes a huge difference in the desire to learn.”

“In looking for a job, she notes that her requirements for a job would be somewhere that would be flexible with her children...She would need something that would have some leniency when her children get sick, have appointments, or are not in school.”





ARPA Workforce Spending Plan

- In the 2023 adopted budget, the **Executive and Council appropriated \$8 million in ARPA funding** for workforce development programs.
- ORR recommends focusing most of this funding in the following priority areas:
 - **Enhance in-person services and training programs**
 - **Increasing workforce system coordination and address challenges to access**

Funding Proposal:

- \$4 million – Enhanced Employment Training
- \$2.5 million – Addressing Challenges to Employment
- \$1.5 million – Workforce System Enhancement



Enhanced Employment Training

- Focused on meeting the workforce needs of a variety of industries experiencing retiring or sidelined workers.
- Funding will prioritize:
 - **Scaling existing high school, college, and apprenticeships programs** with a focus on industries most impacted by the pandemic.
 - Conducting outreach to local high schools, connection sites, and community-based organization to highlight opportunities for high-quality jobs.
 - Investing, train **employment and training opportunities including on-the-job training**, transitional jobs, and integrated classroom/worksite training.
- Focus populations will include **youth, individuals living in rural areas, justice-system involved individuals, and individuals with behavioral health challenges.**



Addressing Challenges to Employment

- Focused on assisting existing workforce development programs in **addressing challenges that limit an individual's ability to begin and/or complete workforce training programs.**
- Funding will **prioritize addressing the following barriers:**
 - Lack of public transportation, particularly in rural areas
 - Costs associated with child care
 - Mental health counseling, particularly for youth, to help with job-readiness
 - Language access



Workforce System Enhancement

- Focused on increasing the availability of workforce programs and **improving coordination and overall capacity of the workforce development system.**
- Funding will prioritize:
 - Increasing coordination and collaboration across all workforce entry points (WorkSource Resource Centers, community-based organizations, Career Path Services, etc.). **Map the continuum of workforce and supportive services and identify opportunities for improved coordination** and collaboration.
 - **Build a model for distributed Workforce Entry Points** so that there is no “wrong door” to the workforce development system, regardless of which provider an individual starts with.



Program Sustainability

- The ARPA workforce spending plan will be used to expand or pilot strategies that will then be sustained through the Future of Workforce Alliance (FWA).
- In particular, the FWA is developing a strategy for the Workforce System Enhancement funding, with a focus on in-person, distributed service locations.





Next Steps & Timeline

- Implementation details are currently being co-designed with community members, providers, subject matter experts, and County departments.
- Expect to work through remaining competitive funding programs in Q2 2023.
- Notifications of funding at www.snohomishcountywa.gov/recovery or send an email to SnohomishCounty.Recovers@snoco.org.

