



Seattle-King County **WORKSOURCE** BUSINESS SERVICES PROGRAM

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WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711

What to expect?

Goals for Today

1. **What is “WorkSource”?**
2. **How can they help me?**



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What it is not?

- **A Private Staffing Firm**
- **The Unemployment Office**
- **A Business Entity**
- **A Single Organization or Government Agency**





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What it is

WorkSource® is part of the greater public workforce system with a **consortium** of partners from Government, Education and Community Based Organizations joining together under the WIOA Act to provide services and support within the “Public Workforce System.”

The **Public Workforce System**, as defined by the US Department of Labor, is a **network** of federal, state, and local government-funded agencies and programs that provide services to workers, job seekers, and employers “to support economic expansion and develop the talent of our nation's **workforce**.”

What is WorkSource?

WORKFORCE
INNOVATION
& OPPORTUNITY
ACT (WIOA)



Framework: Federal

Workforce Innovation & Opportunity Act (WIOA)

- The Workforce Innovation and Opportunity Act signed on July 22, 2014, is a United States public law that replaced the previous Workforce Investment Act of 1998 as the primary federal workforce development legislation to bring about increased **coordination** among federal **workforce development** and **related programs**.
 - The **U.S. Department of Labor (DOL)**, in coordination with federal partners at the **U.S. Departments of Education (ED)** and **Health and Human Services (HHS)**, collaborate to provide information and resources for states, local areas, non-profits and other grantees, and other stakeholders.
 - www.dol.gov/agencies/eta/wioa/about

National Framework: U.S. DOL

- Taxpayer Funded: No Costs
- Top-Down Model: Federal > State > Local
- Focus: Business and Job Seekers (Targeted Populations)
- Programs: DOL Employment & Training Administration
- Compliance: OFCCP, VEVRAA & EEO
- Site: www.dol.gov/agencies/eta/program-areas



Overview: Fed / State / Local

National Overview

- **One Stop System:** “All Services Under One Roof”
- **No Cost to “Use”:** Publicly Funded/Leveraged Resources
- **Customers:** Employers & Job Seekers (Targeted Populations)
 - Job Seekers: Underserved Populations (14 WIOA)
 - Youth (16-24), Veterans, Immigrant & Refugees, Disabilities, Justice Involved, Dislocated Workers, etc.
- **Programs:** Currently 21 Program Areas
 - **American Job Centers (Physical Locations)**
 - ✓ All 50 States (50 Different Names)
 - ✓ Career One Stop (Online) www.careeronestop.org
 - ✓ Fed Required Programs (Veterans and UI)
 - ✓ **Others:** Apprenticeship, Layoffs, Trade Adjustment Assistance and Work Opportunity Tax Credits.

State & Local Overview

- **Design/Plan:** Workforce Board
 - [Workforce Training and Education Coordinating Board](#)
- **Plan:** [WIOA State Plans](#)
 - **“WorkSource”:** Our WA “American Job Center” Brand
 - Mix of Fed Required and State Added Programs (i.e., Job Skills)
- **Execute:** 12 Workforce Devolvement Councils (WDC’s)

WA State: Business Customer



12 Workforce Development Areas (WDAs)

- Each WDA has a Workforce Development Council
- They oversee an area and its “WorkSource” system.
- Also, Non-“WorkSource” Grants & Private Funding
- A WDA can be Single County or Multi-County.
- A WDC Board is made up of Business, Labor, Training/Education, Community Based Organizations and State/Local Govt.
 - Chief Local Elected Official(s) (CLEO)
 - Mayor & King County Executive



All 12 Areas have a “Business Services Program”

- A dedicated staff to assist Business
- Sometimes different “Business Service Program” providers
 - WDC Staff, Contractor or ESD
 - “Program Staff and Name” - “Business Solutions”
- Centered on Business Workforce Recruiting, Retention and Reductions
- Consulting, Navigating and Serving them using available Tools & Resources



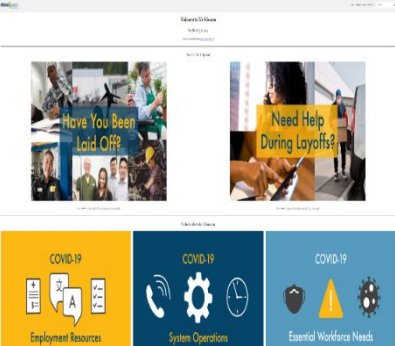
Seattle-King County Structure & Support (Business)

Workforce Development Council of Seattle-King County (WDC)

- **Nonprofit /Grant-Making Organization:** Focused on workforce and training programs.
- **Oversee local “WorkSource” system**
- **“Direct” WorkSource Partners**
 - **2 WS Centers (ESD)** – Multiple Partners “under one roof” (DSHS, DVR, etc.)
 - **5 WS Affiliates** (YWCA, SSCC, ESD and King Co.)
 - **40+ Connection Sites** (All Community/Tech Colleges, Goodwill, Hopelink, etc..)
- **Direct” vs “Indirect” Partners**
 - Other CBO’s serving underserved populations (United Way, etc.)

Seattle-King County WorkSource Business Services Team

- **Tailored To Seattle-King County**
 - Geography and Volume of “Costumers”
 - Local WorkSource Microsite > www.worksourceskc.org
 - Our Business Team has “worksourceskc.org” emails
- **5-Person Business Team by Workforce Support Area**
 - Director
 - Communications
 - Events
 - Workbased Learning & Career Pathways
 - Layoff Aversion & Support



Seattle-King County “Business as our Customer”

90,000+ Businesses In King County w/ 1.4 Million Employees (2019)

- 20 Recognized Industries/Sectors (NAICS Codes)
- **Large: 500+ Employees**
 - 247 Businesses w/ 500,000 Employees
 - Avg. 2,024 per with **36%** of total workforce
- **Med: 100-499 Employees**
 - 1,739 Businesses w/ 325,000 Employees
 - Avg. 187 per with **23%** of total workforce
- **Small: 1-99 Employees**
 - 90,000 Businesses w/ 608,000 Employees
 - Avg. 6.76 per with **41%** of total workforce
 - **10-99** Employees > 16,678 Business w/ 448,368 Employees (Avg. 3.7 per – **32%**)
 - **5-9** Employees > 11,528 Business w/ 76,213 Employees (Avg. 6.6 per – **4%**)
 - **1-4** Employees > 61,794 Business w/ 83,419 Employees (Avg 1.3 per - **5%**)



What to expect?

Goals For Today

- **What tools and resources are available for you to use?**



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Core Business Services

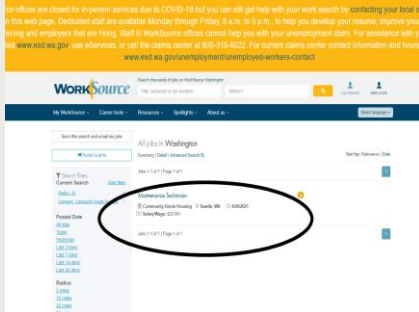


- **Recruitment**
- **Retention**
- **Reductions**
- **Resources**

Recruitment

Recruitment

- **Post** Opportunities Online
- **Source** Talent Online
- **Participate** in Events
 - Hiring
 - Informational/Educational
 - Roundtables/Panels
 - Mock Interviews
- **Promote** Employer Hiring Events
- **Connect** to Local Workforce Partners
 - WS Onsite Partners
 - 40+ Connection Site Partners
 - 100+ Indirect Partners
- **Use** of a WorkSource Center (2) or Affiliate Office (5)
- **Support** Workbased Learning Programs and Talent Connections (Targeted Populations)
 - Apprenticeships, Internships, Job Skills and Customized Training
 - WDC Programs: OJT and Transitional (WEX)
- **Assist** with Workplace Diversity and Compliance
 - OFCCP/VEVRAA/EEO/Affirmative Action Plans
- **Use** Tax Incentives (WOTC) and Federal Bonding



Retention

Retention: Retraining and Layoff Aversion

- **SharedWork Program (ESD)**
 - Be Prepared for Unforeseen Economic Hurdles
- **Job Skills Program (CTC)**
 - AKA – Incumbent Worker Training
 - Training to new/current employees
 - College and Business Split Cost 50/50
 - Round 3 Funds available/grant start – 1/1/2022
- **Customized Training (CTC)**
 - Training to new/current employees
 - College and Business repay costs over an 18-month period, interest-free.
 - B&O tax credit equal to 50% of training cost.
 - Community or Technical College to discuss your specific training needs.
- **Workbased Learning**
 - Upskill to other positions
- **Employer Internal Programs**
 - Business Best Practices
 - Career Pathway Programs
 - Other Occupations and College/Tech



Reductions

Layoff Support :

- **For all Employers and their Dislocated Workers**
- **Customized Employer Presentations**
 - Virtual or on Location
 - Based on Number of Employees and Geography
- **Virtual Dislocated Worker Presentations**
 - Every Month Via Individual Online Registration
- **King County Presentation Partners/Representatives**
 - WorkSource Seattle-King County (Search)
 - King County Community/Tech Colleges (Retrain)
 - Employment Security Department (UI)
 - US Dept of Labor (COBRA)
 - WA State Labor Council – *By Employer Request*
- **Online Business Resource Page**
 - Assist HR Departments and Business Leaders
 - Types: Temporary, Standby and Furloughs
- **WARN ACT**
 - Worker Adjustment and Retraining Notification Act (WARN) is a US Labor Law
 - 100+ employees with 60-day advance notification
 - Support/Navigation: Not an enforcement agency.
- **Trade Act**
 - Worker Retraining for Business Lost Outside US.



Resources



Labor Market and Wages

- Labor Market and Competitive Data
- US BLS (COLA and Economic Data)

Business Resources

- Small Business Assistance and Funding
- Employment Law
- State Workplace Programs
- Workplace Health and Safety
- Tax Reports and Info
- HR Tools and Resources
- Chambers of Commerce
 - [WA State Department of Commerce](#)
 - [Small Business Flex Fund](#)
 - [Small Business Services](#)

www.worksourceskc.org/business-services

What to expect?



Questions

- **Review**
 - **What is WorkSource?**
 - **Available Programs, Tools and Resources**

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WorkSource Seattle-King County
WorkSource Business Relations Team

**Other Business Questions &
Organizational Presentations**

- John Glynn - jglynn@worksourceskc.org

**General Business Inquiries
Public Workforce Partners Connections**

- Shirley Lam - slam@worksourceskc.org

Events

- Marleny Monterrozo - mmonterrozo@worksourceskc.org

**Workbased Learning Inquiries (Apprenticeships, Internships & OJT)
Career Pathway Resources**

- Heather Shin - hshin@worksourceskc.org

**Help with Business Layoffs &
Retention/Layoff Aversion Resources**

- Kristan Lortz - klortz@worksourceskc.org



Find us at:

www.worksourceskc.org/business-services