
HOUSE CONCURRENT RESOLUTION 4404

State of Washington

60th Legislature

2007 Regular Session

By Representatives Kenney, Anderson, Wallace, Sells, Jarrett and Ormsby; by request of Workforce Training and Education Coordinating Board

Read first time . Referred to .

1 WHEREAS, Chapter 238, Laws of 1991, created the workforce training
2 and education coordinating board to provide planning, coordination,
3 evaluation, monitoring, and policy analysis for the state training
4 system as a whole, and advice to the governor and legislature
5 concerning the training system, in cooperation with the agencies that
6 comprise the state training system and the higher education
7 coordinating board; and

8 WHEREAS, Section 2, chapter 130, Laws of 1995, requires the board
9 to update the state comprehensive plan for workforce training and
10 education every two years and requires the legislature, following
11 public hearings, to approve or make changes to the updates; and

12 WHEREAS, The state faces the workforce challenges of: (1) ensuring
13 all Washington youth receive the education, training, and support they
14 need for success in postsecondary education and/or work; (2) providing
15 Washington adults, including those with barriers to education and
16 employment, with access to lifelong education, training, and employment
17 services; (3) meeting the workforce needs of industry by preparing
18 students, current workers, and dislocated workers with the skills
19 employers need; and (4) integrating services provided by workforce

1 development programs to provide the best possible service to customers;
2 and

3 WHEREAS, The state comprehensive plan sets forth the following ten
4 strategic opportunities for the next two years:

5 (1) Increase high school graduation rates by: (a) Building
6 community partnerships that implement effective dropout prevention and
7 retrieval programs; (b) holding schools accountable for engaging and
8 retaining students through graduation; and (c) demonstrating the
9 relevance of education, including strong programs of career and
10 technical education;

11 (2) Expand the availability of career pathways that span secondary
12 and postsecondary education and training. Career pathways offer
13 students career and technical education in a career cluster,
14 incorporate rigorous academic as well as technical content, span
15 secondary and postsecondary education and training, and lead to an
16 industry-recognized credential. Pathways will increase the
17 opportunities for students to enter postsecondary education and
18 training and high skill, high wage careers;

19 (3) Increase postsecondary education and training capacity to close
20 the gap between the need of employers for skilled workers and the
21 supply of Washington residents prepared to meet that need. Especially,
22 expand community and technical college, apprenticeship, and private
23 career school programs;

24 (4) Increase financial aid and retention support for workforce
25 education students to provide access to postsecondary training to all
26 segments of the state's population. Financial barriers are the number
27 one reason why state residents do not access postsecondary training.
28 Provide support services, such as child care, to allow those who need
29 it to access training and stay in training until completion;

30 (5) Increase adult basic education skills and English language
31 instruction that is integrated with occupational skills training to
32 assist illiterate populations, immigrants, low-income workers, and
33 unemployed individuals to improve their employment opportunities.
34 Integrated instruction is more likely to lead to wage gains for
35 participants than basic skill programs that do not include an
36 occupational component;

37 (6) Improve coordination between workforce and economic development
38 in key economic clusters. An economic cluster is a sector of the

1 economy in which a region has demonstrated it has a competitive
2 advantage by a high geographic concentration of firms and employment.
3 Clusters provide an organizing principle around which the state and
4 local areas can successfully coordinate workforce and economic
5 development efforts to the advantage of Washington employers and
6 workers;

7 (7) Expand and sustain skill panels. An industry skill panel is a
8 partnership of business, labor, and education and training providers in
9 an economic cluster. Skill panels harness the expertise of their
10 members, identifying skill gaps and devising solutions to close the
11 gaps. The partnerships foster innovation and enable industries and
12 public partners to respond to and anticipate changing needs quickly and
13 competently;

14 (8) Expand customized training for current workers. With the
15 accelerating pace of technological advances and globalization, there is
16 an increasing need to train and retrain current workers to keep pace.
17 Customized training prepares workers with the latest skills required to
18 meet the needs of a particular employer or set of employers, enabling
19 businesses to be competitive;

20 (9) Expand the availability of a work readiness credential. This
21 credential will enable job seekers to demonstrate to prospective
22 employers that they have the knowledge and skills needed for successful
23 performance as entry-level workers. These skills include the ability
24 to: (a) Complete work accurately, (b) work in teams to achieve mutual
25 goals and objectives, (c) follow work-related rules and regulations,
26 (d) demonstrate willingness to work and show initiative, and (e)
27 display responsible behaviors at work;

28 (10) Develop state and local agreements on service integration to
29 improve services to customers. WorkSource, the state's one-stop system
30 for employment and training programs, provides access to a wide range
31 of programs. In order to advance integration, the Workforce board will
32 coordinate the development of statewide agreements on integration among
33 partner agencies and programs. The agreements will indicate what
34 partner agencies and programs will do to support the integration of
35 workforce development services; and

36 WHEREAS, The state comprehensive plan includes: (1) Assessments of
37 our state's employment opportunities and skills needs, the present and
38 future workforce, and the current workforce development system; (2)

1 goals and strategies for meeting the workforce challenges; and (3) a
2 description of the performance management system for workforce
3 development as required under chapter 238, Laws of 1991; and

4 WHEREAS, The workforce training and education coordinating board
5 used an inclusive process of public hearings and contact with
6 approximately 3,500 individuals to develop consensus on the strategies
7 identified in the plan and has secured the unanimous endorsement of
8 critical constituencies, including business, labor, and the agencies
9 delivering workforce services; and

10 WHEREAS, The provisions of the comprehensive plan and its updates
11 that are approved by the legislature become the state's workforce
12 policy unless legislation is enacted to alter the policies set forth
13 therein;

14 NOW, THEREFORE, BE IT RESOLVED, That the House of Representatives
15 of the state of Washington, the Senate concurring, hereby approve the
16 2006 update to the state comprehensive plan for workforce training,
17 "High Skills, High Wages."

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