

CCW Cross-Agency Work Group (CAWG) Meeting Agenda

Thursday, October 23, 2025 | 9:00 AM- 10:30 AM

Zoom Registration Link: Register in advance for this meeting:

https://wsac-wa-gov.zoom.us/meeting/register/gS-fL_9CRUusXRjMMrHSog

Meeting Purpose:		
Time	Agenda Topic	Speaker
9:00-9:05 AM	Welcome & check-in, Introduce yourself in chat Consent to record meeting	Jessica Murillo-Davis (WSAC)
9:05-9:15 AM	SWOT Analysis, Questions Note Catcher	All members
9:15-9:35 AM	Agency updates - legislative agendas, new strategies, success, key learnings, professional development, etc. 2025 CCW Legislative Report	All members
9:35-9:45 AM	Presentation - How is CAWG progressing with RCW's Duties and Responsibilities? <i>Relevant Files:</i> By topic - CAWG Duties and Responsibilities RCW 28C.30.040 August 2025 - Google Sheets Career connected learning cross-agency work group—Duties and responsibilities. - Google Sheets	Kimberly Hetrick (WSAC)
9:45-10:15 AM	CCW Looking Back and Moving Forward	Andrew Clemons (ESD) Kimberly Hetrick (WSAC)
10:15-10:20 AM	CCW Advisory Committee - Purpose	Kimberly Hetrick (WSAC)
10:20-10:25 AM	Future structure of CAWG - Subcommittees* <i>We will be discussing subcommittees to support CAWG and requesting volunteers for each subcommittee that is approved in this discussion.</i> <i>Policy - Aligning and supporting policy and budget asks across state agencies and answering legislative inquiries?</i> <i>Evaluation - Focusing on ROI on CCW investments</i> <i>Employer Outreach, Advocacy? Others?</i>	Kimberly Hetrick (WSAC)

CCW Cross-Agency Work Group (CAWG) Meeting Agenda
Thursday, October 23, 2025 | 9:00 AM- 10:30 AM
Zoom Registration Link: Register in advance for this meeting:

https://wsac-wa-gov.zoom.us/meeting/register/gS-fL_9CRUusXRjMMrHSog

10:25 - 10:30 AM	<p>Closing</p> <p>Next CAWG Meeting December 18, 2025, Shandy Abrahamson, Director, Office of Native Education, OSPI <i>Tribal Relations in Education</i>. This session is open to all CAWG members and interested state agency partners.</p>	<p>Kimberly Hetrick (WSAC) Jessica Murillo-Davis (WSAC)</p>
------------------	---	--

Research

Strada has released their [2025 State Opportunity Index report](#). Per the report, Washington reflects an overall 73% positive ROI value, compared to the nation’s average of 70%. You can review a detailed summary [here](#). The report describes a positive ROI value by determining the estimated percentage of public college graduates whose earnings premium over high school graduates is enough to repay their total cost of a degree within 10 years.

WSAC Brief - [Apprenticeships Now: Trends, Investments, and Opportunities Nationally and in Washington](#) - Located on the labor market section of our WSAC Research & Publications page (<https://wsac.wa.gov/reports-and-publications#feature-publication>)

Agenda

SWOT Analysis

CAWG AI Meeting Summary - October 23, 2025

Quick recap

The meeting began with introductions and technical discussions about registration and recording procedures, followed by a SWOT analysis for Career Connect Washington that highlighted the group's strong partnerships as a key strength. Several agency representatives provided updates on workforce development initiatives, including changes to vocational rehabilitation services, website improvements, and legislative updates regarding budget constraints and program funding. The conversation ended with discussions about CCW's grant-making process, the creation of subcommittees to improve collaboration, and plans for future professional development focused on tribal relations and education.

Next steps

- [Adult/Jessica: Work on the recording](#)
- [Adult/Jessica: Double check AI companion settings and recording setup](#)
- [Inez: Call Kimberly to explain login issues](#)
- [Adult/Jessica: Send registration link to Inez](#)
- [Inez: Register Kimberly using her email address](#)
- [Adult/Jessica: Hit record button when appropriate during meeting](#)
- [All CAG members: Review and edit the CCW duties and responsibilities working document by December 1st](#)
- [All CAG members: Add agency names and roles to the working document where missing](#)
- [All CAG members: Fill out SWOT analysis document with strengths, weaknesses, opportunities, and threats](#)
- [All CAG members: Add policy recommendations, questions, parking lot items, and next steps to the note catcher document](#)
- [Kimberly: Send out follow-up information from this meeting and the next meeting](#)
- [Pablo: Send Kimberly information about order of selection information session on November 13th at 10:30](#)

- [Paulette: Send Kimberly detailed language about Washington Career Bridge website updates](#)
- [Kimberly: Collect and summarize SWOT analysis feedback by themes and share back with the group](#)
- [Kimberly: Add Patricia's suggestion about including community-based organizations to the next presentation](#)
- [Paulette: Add recommendation about using existing groups to the note catcher](#)
- [Vanessa: Connect Kimberly with DCYF groups that involve families and young people](#)
- [Vanessa: Add information about lived expert groups to the note catcher](#)
- [Kimberly and Andrew: Improve and finalize CCW PowerPoint presentation after the next meeting before sending out](#)
- [All: Attend next CAG meeting on December 18th featuring Shandy Abrahamson's presentation on tribal relations and education](#)

Summary

Event Registration Login Troubleshooting

Inez and Adult discussed technical issues related to logging into Adult Pathways for an event. They encountered problems with multiple logins and registration, which Inez suggested could be resolved by logging out completely and registering again with the correct email address. Adult offered to send Inez the registration link, and Inez decided to register the other participant using their email. They confirmed that 18 individuals were currently registered for the event.

Workforce Development Agency Updates

The meeting began with introductions and a discussion about technical issues related to registration and recording. Jessica Murillo-Davis, the meeting facilitator, introduced the agenda and explained that the meeting would be recorded. Several participants provided brief introductions, including representatives from various state agencies involved in workforce development. The group discussed the upcoming agenda items, including agency updates, and Jessica requested that anyone with updates notify her beforehand. The conversation ended with a reminder about the SWOT analysis, which was to be discussed in the next session.

SWOT Analysis for Career Connect

The meeting began with Inez introducing a SWOT analysis for Career Connect Washington, encouraging participants to contribute their thoughts on strengths, weaknesses, opportunities, and threats. Paulette highlighted the strong partnership within the group as a strength, which was

supported by others. Kimberly provided an overview of the SWOT process, explaining how the analysis would inform future improvements for Career Connect Washington. She also mentioned that another meeting would follow in a week to further discuss the SWOT results. The conversation ended with Kimberly inviting participants to share agency updates, as this meeting included only state agencies listed in the legislation.

Vocational Rehabilitation Service Updates

Pablo announced that the Division of Vocational Rehabilitation will close additional priority service categories in the coming months, with an information session scheduled for November 13th. Paulette shared that the Washington Career Bridge website underwent a major makeover in August, becoming more user-friendly and mobile-friendly, with two more phases of updates planned by next summer. Both speakers emphasized that while categories may be closed, applications for services will continue to be accepted and processed.

Apprenticeship Program and Budget Challenges

Rachel introduced herself as the new program manager for Registered Apprenticeship and mentioned the loss of support services funded by the legislature. Joyce discussed the challenges faced by the community and technical college system, including federal changes, food insecurity, and enrollment issues. Rebecca provided legislative updates and budget requests, highlighting the impact of increased costs on schools and the importance of maintaining the universal statewide high school and beyond plan.

CAG Duties and Challenges Review

The meeting focused on reviewing CAG (Career Connected Learning) duties and responsibilities outlined in the RCW. Kimberly presented a document that breaks down the RCW by theme, highlighting key areas including advancing Career Connect Washington's vision, making budget recommendations, supporting regional leadership, forming regional networks, and developing a data enclave. She noted that while some progress has been made, challenges remain, particularly in measuring the return on investment for Career Explore and other CCW initiatives due to limited data resources. The group discussed the need for continued collaboration across agencies to fulfill these responsibilities, despite budget constraints and staff reductions.

CAWG Legislation Duty Review

The meeting focused on reviewing a shared working document outlining the duties and responsibilities related to CAWG legislation. Kimberly explained the document's structure, emphasizing its use for tracking leads, goals, and progress across various themes such as career

launch, communication, and equity. Participants were encouraged to edit and provide feedback, with a target deadline of December 1st for input on fiscal year 2026 and 2027 goals. Paulette encountered technical difficulties accessing the document but resolved the issue by switching browsers. Rebecca expressed her need for clarity on prioritizing work under resource constraints and appreciated the shared document as a tool to refine efforts.

Career Connect Washington Strategic Overview

Kimberly and Andrew presented a PowerPoint on Career Connect Washington (CCW), discussing its past, current state, and future direction. They highlighted CCW's mission to bridge gaps between employers, labor, and educators, and its focus on preparing students for high-demand jobs. The presentation covered CCW's infrastructure, including Career Explore, Career Prep, and Career Launch programs. They also introduced a SWOT analysis tool to guide future planning and decision-making for CCW.

Career Launch Program Overview

Kimberly presented an overview of the Career Launch program, which aims to provide students and adults with hands-on experience aligned to a strategic course of study, yielding competitive candidates and valuable credentials. She highlighted the goal of having 60% of young people under 30 complete a career launch experience by 2030, with 100% completing a Career Explorer and Career Prep. Kimberly also discussed the structure of Career Connect Washington, including regional networks, sector leads, program builders, and partnerships with government, higher education, K-12, labor, and employers. She emphasized the need for employer engagement and equity in workforce development, noting the increase in career launch enrollments and new programs endorsed since 2019.

Career Connect Washington Strategic Review

Andrew reviewed Career Connect Washington's accomplishments, including the endorsement of over 120 programs, creation of a directory of Career Connected learning programs, and establishment of regional networks and industry sector leaders. He highlighted challenges such as limited data on certain programs and reduced funding, which led to a 80% cut in CCW appropriations. Kimberly discussed the need to recenter CCW's role in the workforce ecosystem, strengthen measurement infrastructure, and address career pathways and economic mobility without additional funding. She emphasized CCW's role as a grantmaker, convener, and steward of Career Launch endorsements, while noting it is not a governing authority or apprenticeship-only initiative.

Grant Consolidation and Student Opportunities

The meeting focused on the latest round of grant making, where ESD consolidated previously distinct types of grants into one effort due to limited funding. Andrew explained that they received 18 applications requesting \$10 million, but only had \$2.5 million available, resulting in awards of \$2.43 million across 13 projects. The discussion highlighted the importance of early career exploration and hands-on opportunities for students, with 115 employers and 30 school districts participating in the projects. The meeting also covered the future of CCW, emphasizing alignment with state and national agendas, and the need to gather feedback from stakeholders to inform future proposals to the governor's office.

CCW Advisory Committee Subcommittees

The meeting focused on discussing the creation of subcommittees for the CCW Advisory Committee to improve collaboration and resource efficiency. Paulette suggested leveraging existing groups like the Industry Advisory Committee to avoid duplication and maximize resource use. Veneza proposed involving lived experts, such as youth and families, in the work. The group agreed to integrate CAG members into relevant existing groups to facilitate information sharing. Kimberly announced the next CAG meeting would focus on professional development, featuring a presentation by Shandy Abrahamson on tribal relations and education. She also shared recent research reports and mentioned that the CCW PowerPoint presentation would be shared after improvements were made.

AI can make mistakes. Review for accuracy.

Please rate the accuracy of this summary.



Thank you,
Zoom Support Team
<https://support.zoom.us>

10/23/25

Hello,

Here is a flyer with re: Public Meeting – DVR Order of Selection Information Session

Thank you,

Career Connect WA SWOT Analysis October 23, 2025 CAWG

A SWOT analysis for a government agency assesses its

- Strengths (internal assets like skilled staff or strong partnerships),
- Weaknesses (internal issues like outdated tech or underfunding),
- Opportunities (external factors like new technology or policy changes), and
- Threats (external challenges like political pressure or public distrust).

This strategic tool provides a balanced view to inform planning, improve operations, and guide decision-making for better public service delivery.

Strengths (internal, positive)	Weaknesses (internal, negative)
10-23-25 Broad/strong representation across agencies/groups	10-23-25 Difficulty measuring Explore and Prep participation
2-19-26	2-19-26

Opportunities (external, positive)	Threats (external, negative)
10-23-25 None listed	10-23-25 Resource scarcity
2-19-26	2-19-26

Policy Recommendations

10-23-25 None listed

2-19-26

Questions

10-23-25

How are we moving beyond measuring/assessing rigor of a program only by technical skills: IRC, dual credit, or PS credential alignment, to also incorporating career readiness skills as taught and measured (beyond the learning by “osmosis” through a WSL experience)?

Regarding lean-funding cycle: Is the challenge at this point (after 5+ years of program building) a lack of programs for students to access, or a lack of awareness/access/advising/alignment in existing programs? Perhaps a lower cost strategy moving forward: less emphasis on creating new programs, more on increasing awareness, access and advising (adults and students) of available CE CP CL programs, and aligning/improving those that exist?

Who are the “strategic members” of the Advisory committee?

Wondering how the advisory committee is different from the CAWG or the feedback you’re getting from sector leaders or regional network leads...particularly considering lean funding and every org being stretched thin...is there a way to combine or leverage other advisory or sector partnerships to accomplish the same thing more efficiently?

2-19-26

Parking Lot	Next Steps
<p>10-23-25 Idea: Use other existing groups to drive this group's work forward. General example, could tap into collaborating with groups like the TAP Industry Advisory Committee (industry/business/labor perspective)</p> <hr/> <p>2-19-26</p>	<p>10-23-25 - None listed</p> <hr/> <p>2-19-26</p>



CCW Update

October 23, 2025

Kimberly Hetrick, WSAC and Andrew Clemons, ESD

Overview of Presentation

- ❑ CCW 1.0
- ❑ Initial Successes and Key Challenges
- ❑ Why CCW 2.0 – What must come in the next 1-2 years
- ❑ Myth-Busting: What CCW IS and IS NOT
- ❑ CCW's Core Proposition
- ❑ Looking Back: Data, ROI Reality, Evidence, Storytelling
- ❑ CCW 2.0 Strategic Positioning - Call to Stakeholders: Co-Design Phase [SWOT analysis](#) and note catcher

SWOT Analysis for Government Agencies and Programs

- A SWOT analysis for a government agency assesses its Strengths (internal assets like skilled staff or strong partnerships), Weaknesses (internal issues like outdated tech or underfunding), Opportunities (external factors like new technology or policy changes), and Threats (external challenges like political pressure or public distrust). This strategic tool provides a balanced view to inform planning, improve operations, and guide decision-making for better public service delivery.
- **Strengths** (Internal, positive) - Skilled, experienced, and diverse workforce; Access to government resources and funding; Established partnerships with other agencies; Wide range of programs and services offered; Strong public support and trust (where applicable)
- **Weaknesses** (Internal, negative) - Lack of funding or limited resources, Outdated technology systems, Internal operational inefficiencies, and Challenges in alignment across different departments or mandates.
- **Opportunities** (External, positive) Increasing automation of compliance and services Adopting new technologies like AI for efficiency and new capabilities Collaborating with other agencies or stakeholders to fill gaps Responding to changing public needs and social landscapes Forming new strategic partnerships
- **Threats** (External, negative) Budget cuts or economic downturns, Political anxieties or changes in government leadership, Security and privacy risks associated with data, Public distrust or negative media coverage, and Rapidly evolving technological landscape.
- This strategic tool provides a balanced view to inform planning, improve operations, and guide decision-making for better public service delivery.



CCW 1.0

Career Connect Washington (CCW) - Providing pathways to economic mobility

The Problem

- By 2032, Washington will see over 1.5 million job openings.
- 75 percent of those jobs will need a credential beyond high school.
- But while 86 percent of students say they want a college or career credential, only 40 percent are expected to finish one.

The Solution

- Launched in 2019, Career Connect Washington bridges the gap between employers, labor and educators by providing the connection, funding, and support they need to deliver high quality academic and work-based experiences for Washington students, especially those furthest from opportunity.
- These programs prepare students for high-demand jobs, increase Washingtonians opportunities for economic mobility, and strengthen Washington's economy.

We built an infrastructure to create new and grow existing CCL programs

Definition

Work-based programs with aligned classroom learning that culminate in a postsecondary credential*, producing a competitive candidate for meaningful employment (includes Registered Apprenticeship programs)



Career Launch

Career-specific instruction at a worksite or in a classroom for academic credit

Career Prep

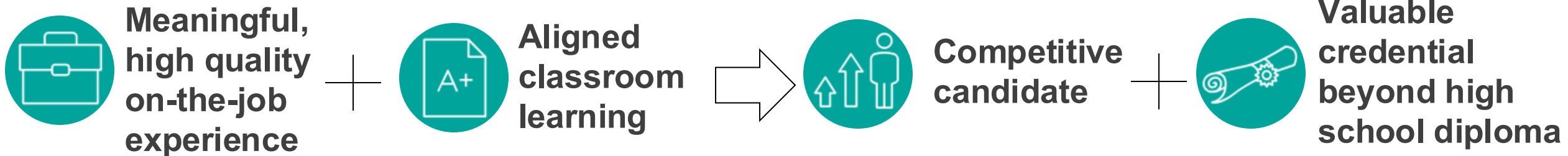
Early exposure opportunities to careers and career options (e.g. career fairs, worksite tours)

Career Explore

*Postsecondary credential means certificate, or at least one year towards an associates or bachelor's degree

Career Launch definition

Career Launch Programs: Positioning young adults for promising careers



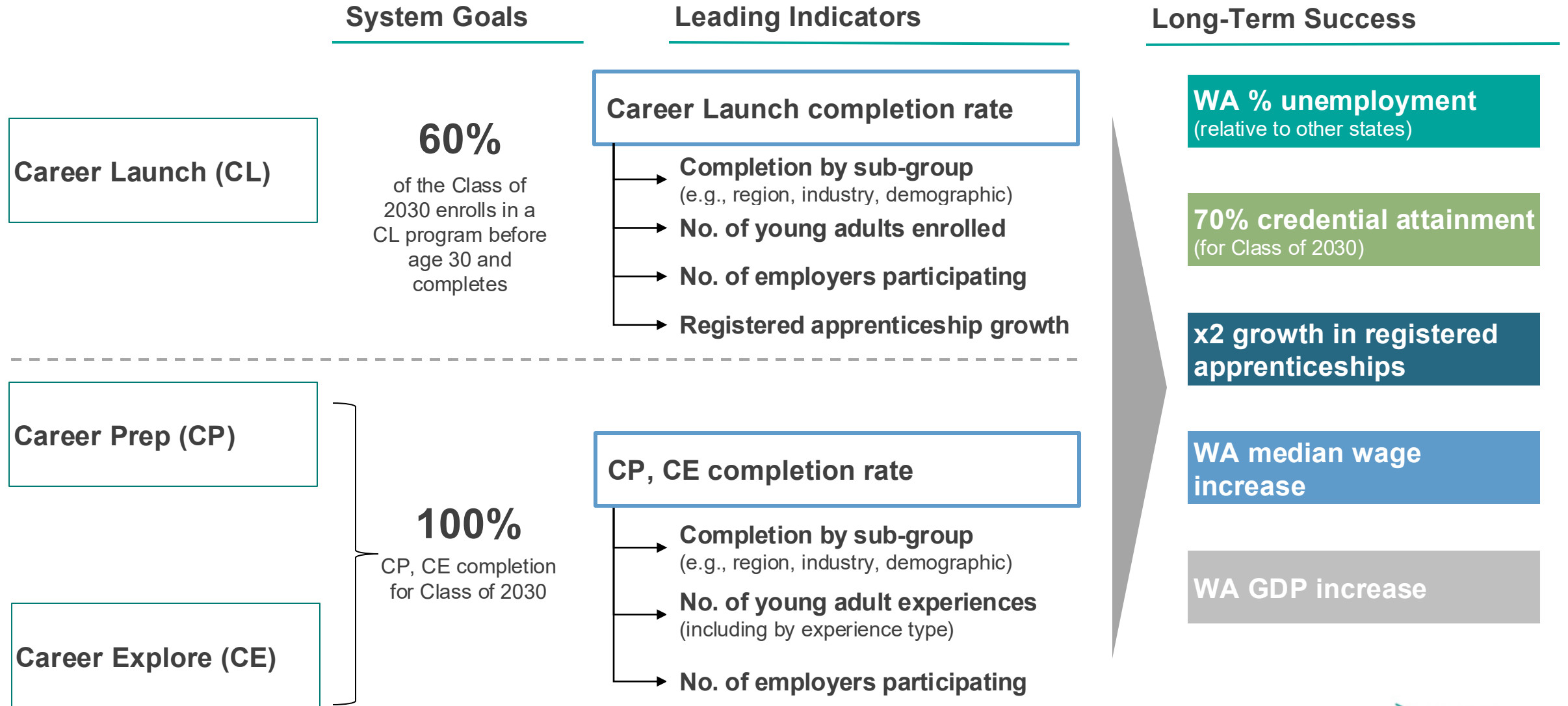
- ✓ At worksite
- ✓ Paid and academic credit
- ✓ Occupation-aligned
- ✓ Employer supervisor at ratio typical of occupation
- ✓ Defined competencies and skills gained
- ✓ Full compliance with existing legal regulations

- ✓ Curriculum and program requirements developed in partnership with employers and industry
- ✓ Aligned with academic and employer standards
- ✓ Qualified instructors
- ✓ Dedicated student support (academic and career)

- ✓ Able to continue in employment **OR** successfully compete for jobs leading to financially-sustainable and fulfilling careers

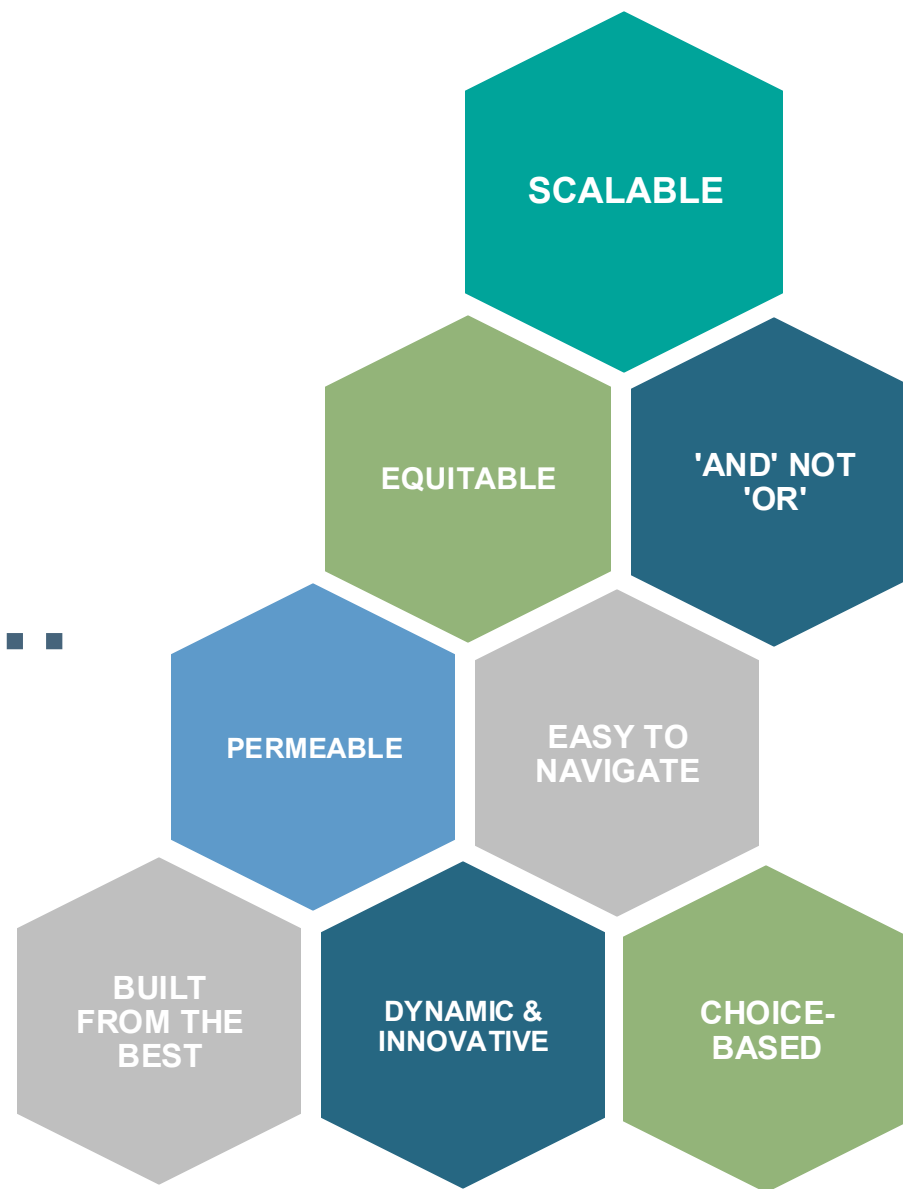
- ✓ Credential attained
- OR**
- ✓ Significant progress (at least one year) towards a 2- or 4-year credential

Ambition: Enable all WA young adults to experience career connected learning



To reach our vision and ambition, we need a comprehensive system that follows a set of core principles

SYSTEM DESIGN PRINCIPLES...



...AND PROGRAM DESIGN PRINCIPLES

- Provide **positive ROI for employers**; built on skills and competencies **defined by employer**
- Be **high-quality** and lead to positive outcomes for young adults
- Leverage modern **digitally-connected tools**



Washington's established leadership in education & workforce development

Registered Apprenticeship & Pre-Apprenticeship

Washington's Registered Apprenticeship system started in 1941 and is nationally recognized for its effectiveness and quality, as well as its pre-apprenticeship model.

Community and Technical College System

Washington's **34 CTCs** provide a variety of affordable education and training options to **nearly 200K students** each year in skills aligned with industry need – including upskilling – and narrow the communication gap with industry via **13 Centers of Excellence**.

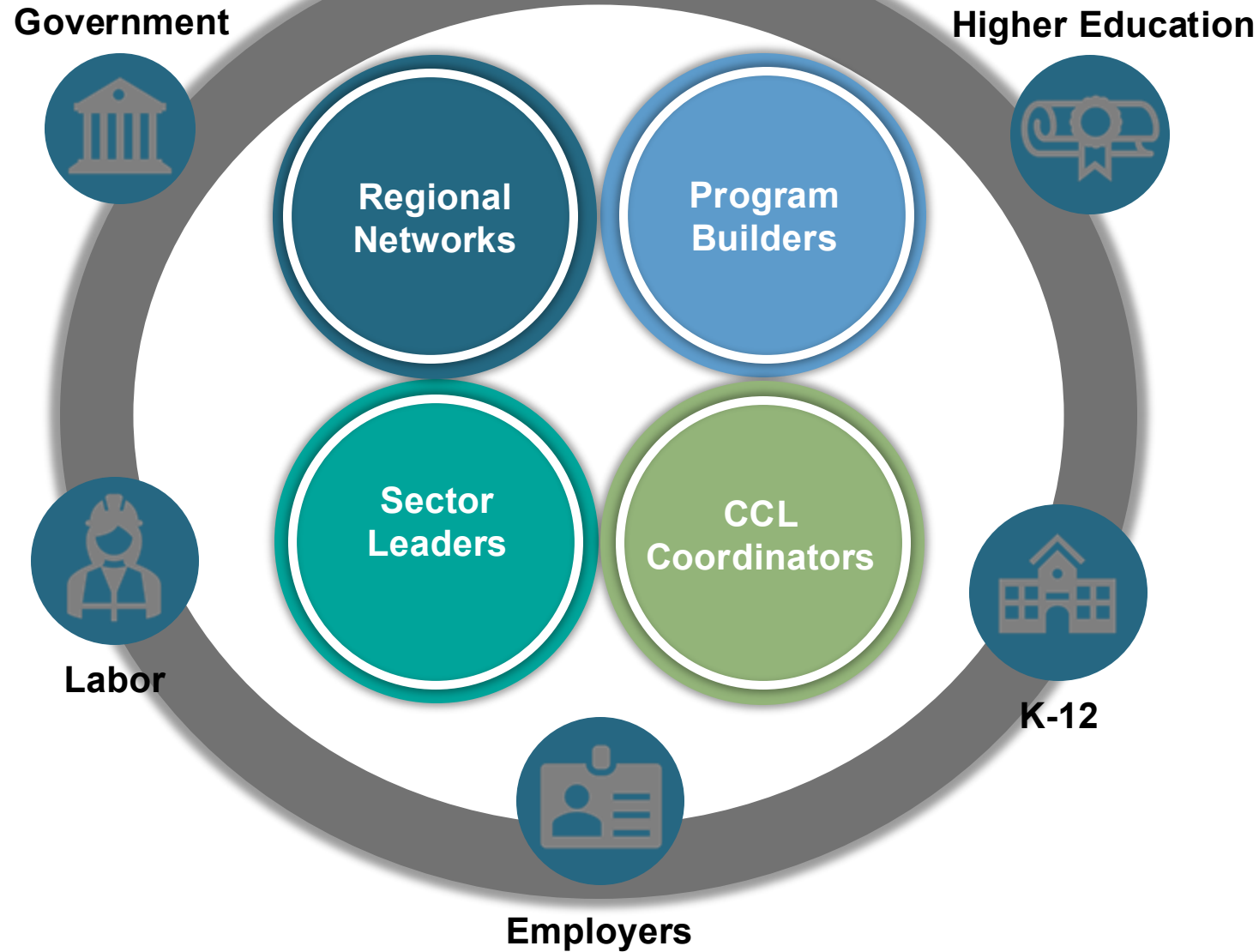
High School Dual Credit + Career & Technical Education

Washington's high school students have many opportunities to earn both college credit and industry recognized credentials while in high school and at low or no cost.

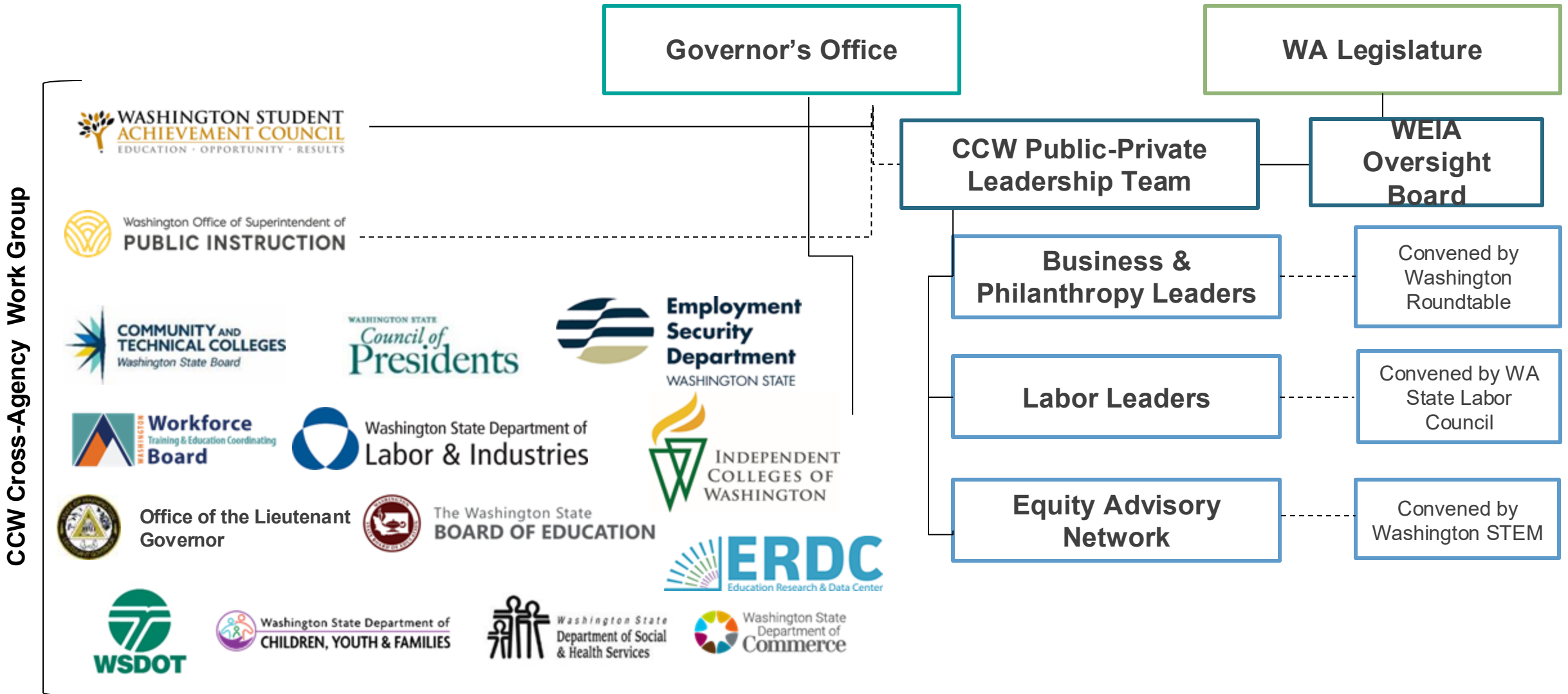
Nation-Leading Financial Aid

The WA Grant is available to all qualifying students for post-high school education and training, including apprenticeship

CCW has worked over the past several years to fill gaps and build connective tissue to help experts work together towards our shared vision



CCW Coalition of Partners: CCW Agency, Industry, and Equity Partners



2025 CCW Legislative Report Highlights

CCW's emphasis

- **Aligning Credentials:** Setting statewide standards for Career Explore and Career Prep.
- **Connecting credentials across K-12, higher education, and employers.** And helping students easily move into high-demand careers.
- **Employer Engagement:** Supporting employers to make sure learning meets industry needs.
- **Equity and Accessibility:** Removing barriers to programs, especially for students from BIPOC and rural communities.
- **Targeted Funding:** Prioritizing funding for programs aligned with regional workforce and sector demands.

Accomplishments at a Glance

- > • 15,625 Career Launch enrollments (Fall 2024 – Spring 2025).
- > • 83 percent are in Registered Apprenticeships.
- > • 10,538 Career Launch completions since 2019.
- > • 8.5 percent increase from 2024.
- > • 120 new Career Launch programs endorsed since 2019



Initial Successes & Key Challenges

Career Launch Endorsement Review, led by SBCTC

Career Launch Programs will be endorsed in a rigorous CCW-led process including

- Industry-validated (e.g. students work-ready, critical mass of employers participating, valued across industry, high-potential career pathway)
- Academically-validated (e.g. state-wide recognition and transferability, aligned with high-quality academic standards)
- Endorsement is reviewed every three years



Only endorsed Career Launch Programs have access to increased support (including capacity funding) and count towards CCW goal

Career Launch endorsement applications reviewed monthly

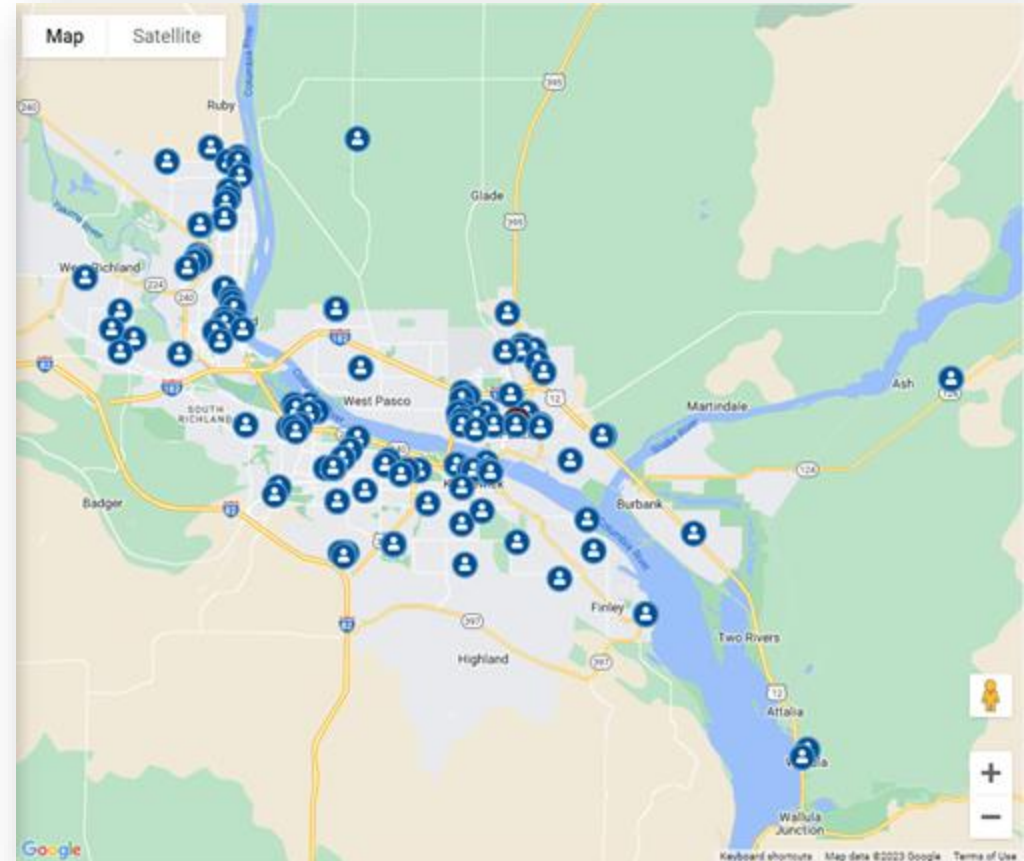
Endorsement application available on [CCW Website](#)

- Programs can be offered through the community and technical colleges, training centers, universities and K-12 schools that partner with higher-education institutions
- Further information regarding K-12 Career Launch 1.2 FTE funding available via [webinar](#)

Statewide Directory of Career Connected Learning Programs

Features:

- Users can search by:
 - Type of program: Explore, Prep, or Launch
 - Area of interest, occupation, or keyword
 - Geographic location
 - Hourly wage range
 - Educational Institution or Skill Center
- Connected to a directory of student support services
- Mobile device-friendly
- Embeddable on partners' websites
- Tested by students, teachers, counselors and feedback used to improve features



Example of search results of career connected learning programs in Pasco, WA

Nine Regional Networks & Career Connected Learning Coordinators



Capital: ESD 113

East: Greater Spokane Incorporated & ESD 101

King-Pierce: Washington Alliance for Better Schools & ESD 121

Mid-Columbia: STEM Education Foundation & ESD 123

North Central: ESD 171 & SkillSource

Northwest: ESD 189 & Snohomish STEM

South Central: ESD 105

Southwest: ESD 112

West Sound: West Sound STEM & ESD 114

State Funding: Ten Industry Sector Leaders



Advanced Manufacturing & Aerospace

Sector Leader: AWB Institute, in partnership with the Aerospace Futures Alliance



Agriculture & Natural Resources

Sector Leader: Agriculture & Natural Resource Center of Excellence



Clean Technology & Energy

Sector Leader: CleanTech Alliance, in partnership with the Pacific NW Center of Excellence for Clean Energy



Construction

Sector Leader: AGC Education Foundation



Education

Sector Leader: Center for Strengthening the Teaching Profession (CSTP), Education



Finance

Sector Leader: Washington Bankers Association



Healthcare

Sector Leader: SEIU Healthcare 1199NW Multi-Employer Training and Education Fund



Information Technology & Cybersecurity

Sector Leader: Computing for All



Life Science

Sector Leader: Life Science Washington



Maritime

Sector Leader: NW Center of Excellence for Marine Manufacturing & Technology

Outcomes: 205 programs created and expanded

ESD Program Builder Grants

- **12** competitive rounds
- **171** individual grants
- **200+** programs
- **25,000+** opportunities for students
- **\$4 million** per year, since 2019
 - > Current funds end June 30, 2026

Round 13 Program Builder RFP

- **5 Career Explore** programs
- **7 Career Prep** programs
- **8 Career Launch** programs
- **\$4 million** committed
- **72** approved applications remain
 - > **30** top-priority for industry and regional leaders

“Pathway opportunities like LabLaunch create a ripple of positive effects for young people, employers, and our communities. Students gain the skills for successful careers in our industry, and employers benefit from a diverse and talented pool of local young people to fill high-demand roles with their creativity and energy.”

- Mary Grace Katusiime, PhD

Career Exploration & Workforce Development Program Manager, Science Education, Office of Education and Training, Fred Hutchinson Cancer Center



Apprenticeship Building America (ABA)

Goal

- Expand Registered Apprenticeships and Recognized Pre-apprenticeships

Funding

- \$5.6 million one-time, competitive grant from US Labor
- ESD leads, part of CCW
- Support from Labor & Industries and Workforce Training & Education Coordinating Board
- July 1, 2022 – June 30, 2026

Industries

- Advanced manufacturing, aerospace, construction trades, healthcare, information technology

Current Performance

- **26** Program Builder grants
- **13** Recognized Pre-apprenticeships, creating or expanding
- **26** Registered Apprenticeships, creating or expanding

Projected Final Outcomes

- **562** apprentices
- **693** pre-apprentices
- **244** employers engaged

“The program is the best thing that has happened, I love it, it is the best thing that has happened in my life.”

Erick Garcia,
Ironworkers Apprentice



Washington Jobs Initiative

The Washington Jobs Initiative (WJI)/Good Jobs Challenge (GJC) is a \$23.5M Federal Grant via the Economic Development Administration to train and place workers in quality, family-sustaining jobs.

Tentative Outcomes as of September 2025*

	Cumulative Actual Outcomes	Target Outcomes	% Complete
Enrollments	4,703	5,000	94%
Completions	2,728	3,150	87%
Placements	2,025	3,150	64%

*Outcomes for September 2025 are still being finalized

Key Challenges

- **Data measurement and ROI**

- > Data enclave in RCW not fully implemented
 - Career Launch and Registered Apprenticeships reportable
 - Career Explore and Career Prep incomplete

- **Sustainability**

- > State fund reductions: -80% total
 - Career Launch enrollment grants eliminated in K12, CTCs, and 4-year institutions
 - Career Connected Learning Coordinator positions eliminated
 - OSPI agency positions eliminated
 - Career connected learning grant program reduced 70% (Regional Networks, Sector Leaders, CCW Website and Directory)
- > Key federal grants ending
 - Program Builder Round 13 funds end 6/30/26
 - Apprenticeship Building America ends 6/30/26
 - Good Jobs Challenge ends 9/30/26

State Funding Cuts

Appropriation	BIEN 2023-2025	BIEN 2025-2027	Percent Change
ESD Grant Pool: RCW 28c.30.050*	\$ 15,510,000	\$ 4,684,000	-70%
OSPI K12 Career Launch Enrollment	\$ 960,000	\$ -	
SBCTC CTC Career Launch Enrollment	\$ 6,000,000	\$ -	
WSAC 4-year Career Launch Enrollment	\$ 2,000,000	\$ -	
OSPI Tribal Liaison	\$ 300,000	\$ -	
OSPI Expanding Career Connected Learning	\$ 919,000	\$ -	
OSPI Career Connected Learning Coordinators	\$ 2,700,000	\$ -	
WSAC CCW Implementation	\$ 100,000	\$ -	
	Total \$ 28,489,000	\$ 4,684,000	-84%

*For BIEN 2025-2027, ESD's appropriations were moved from WEIA to ESD's administrative contingency fund



Why CCW 2.0 – What must come next (1-2 years)

What Changed

- External Alignment Opportunities
 - > NGA Youth Apprenticeship Policy Work
 - > WA Jobs Initiative (WJI) lessons
- Funding Reality
 - > Fiscal cliff approaching — multiple funding streams sunset in 2025–26
 - > Urgency for policy action

Secure policy and funding to sustain impact

- Re-center CCW's identity and role in the workforce ecosystem
- Strengthen measurement infrastructure and data alignment
- How can we make progress on career pathways, youth CTE education, post-secondary alignment, WBL, prepare for post-secondary pathways and economic mobility with intent to build- this is a lean cycle - without more money?
- What are changes/ polices do we need to make to help make this happen?



Myth-Busting-What CCW is and isn't

What CCW IS and IS NOT

CCW IS	CCW IS NOT
A catalytic grant-maker and cross-agency convener	A governing authority
Builder of K–postsecondary–workforce pathways	The owner of everyone’s data
Steward of Career Launch endorsements	The Workforce Board or policy-setting body
Aligned with youth apprenticeship, WJI, and CTE pathways	Apprenticeship-only initiative



CCW's Core Proposition

Career Connect Washington's Core Proposition DRAFT

- Current - Career Connect Washington bridges the gap between employers and educators by providing the connection, funding, and support they need to deliver high quality academic and work-based experiences for Washington students, especially those furthest from opportunity.
- Short version DRAFT- CCW exists to expand all forms of career-connected learning — from exploration to preparation to earn-and-learn and registered pathways — creating equitable economic mobility across Washington.
- Long version DRAFT- Career Connect Washington (CCW) builds a seamless education-to-career system by aligning credentials across K–12, higher education, employers, labor unions and community-based organizations — setting consistent statewide standards for Career Explore, Career Prep, and Career Launch so students can move easily into high-demand jobs. We work directly with industry to ensure learning meets real workforce needs, while removing barriers to access for BIPOC, rural, and underrepresented learners. By prioritizing funding toward programs that reflect regional workforce and sector demand, CCW delivers equitable, employer-validated pathways that lead to economic mobility for all Washingtonians.

Connecting learning to earning across Washington.

Or

Learn. Earn. Rise.



Looking Back: Data, ROI, Evidence and Storytelling

2025 – 2027 State Grants: Governor's Office Guidance

Reestablish the "overarching purposes" of the CCW grant program

- RCW 28c.30.050 establishes a grant program to create career connected learning opportunities tailored to the needs of students and employers
 - > Funding is for two overarching purposes
 - Regional Networks to manage cross-industry networks that expand career connected learning opportunities
 - Program Builders to develop and scale programs
 - > A third purpose, Sector Leaders to scale career connected learning in high-priority industry sectors, later added by proviso
- Implemented as distinct “grant pools” to Regional Networks, Program Builders, and Sector Leaders
- For 2025 – 2027 reestablish a ***single grant program*** that funds projects which are
 - > **Industry-led**
 - > **Regionally coordinated**
 - > **Ready to build and expand opportunities** for students and employers

Be strategic with limited funding, only fund projects that will get results

- Address ***industry needs*** and generate ***student outcomes***

2025 – 2027 State Grants Developments

Process

- Regional Networks and Sector Leaders developed projects to respond to high-priority industry needs
- **\$2.5 million** available
- **\$9.86 million** requested, **18** applications

Results

- **\$2.43** million awarded, **13** applications
- All **9** CCW regions and **10** key industries

Projected Outcomes

- **115** participating employers
- **30** participating school districts
- **4,620** students participating in career exploration
- **600** post-secondary or dual credit enrollments
- **100** internships
- **100** students earning certificates and credentials

Examples of success stories from employers, regional networks, sector leads

- **Employer - LabLaunch-** Lab technicians are in high demand in Washington's growing life sciences sector, which employs over 46,000 people and saw 14 percent job growth from 2020 to 2022. To address workforce needs, **Fred Hutchinson Cancer Center partnered with Washington Alliance for Better Schools and Shoreline Community College** to create LabLaunch, an accelerated certificate program funded by a \$182,000 Career Connect Washington grant.
 - > Through Running Start, high school seniors complete college coursework, gain hands-on experience in a paid summer internship at Fred Hutch, and finish with an additional year of academic training, earning a certificate and guaranteed interview.
 - > LabLaunch provides a direct pathway into entry-level lab tech roles, supplying employers with skilled, work-ready candidates.
- **Regional Network Northwest: ECHO TourSM** – Exploring Careers & Healthcare Opportunities (Career Explore) A multi-site, immersive healthcare career event hosted at regional community colleges (Everett Community College, Skagit Valley College, Whatcom Community College). Students engaged in hands-on experiences and learned directly from healthcare professionals, enhancing awareness of healthcare careers and educational pathways.
 - > 34 schools and programs participated across San Juan, Skagit, Snohomish, and Whatcom
 - > 477 students served

Examples of success stories from employers, regional networks, sector leads

- **Regional Network - South Central Career Academy** (Career Prep) The Career Academy is a short-term, high-impact training model designed to address regional workforce needs while closing opportunity gaps for students, particularly from rural, tribal, migrant, and low-income backgrounds. Cohorts last 6–8 weeks. It provides hands-on training by industry-certified instructors. And it culminates in an industry-recognized credential. Programs include pharmacy tech, construction, culinary arts, and emergency communications.
 - Three academies were delivered, offering 3–4 programs each.
 - 100 students served across Grant, Yakima, and Kittitas counties.
- **Sector Leader – Healthcare**
 - > Addressing rural healthcare staffing shortages. The Healthcare Sector Leader helped Jefferson Healthcare and Olympic College launch Career Prep programs for Care Team Specialists and Surgical Technologists, combining paid training with coursework to address rural staffing needs and build a sustainable local healthcare workforce.
- **Sector Leaders – Construction, Maritime and Agriculture**
 - > Implementing a cross-sector framework to support welding needs across the state The maritime, construction, and agriculture and natural resources Sector Leaders partnered with industry employers to develop a cross-sector welding framework to address workforce shortages. Now under OSPI review and being integrated into CTC programs statewide, the framework equips students with industry-aligned welding skills for high-demand jobs and supports scaling a statewide model for welding education



CCW 2.0 Strategic Positioning

Call to Stakeholders

The future of CCW

- Aligning with state and national agendas
 - > [Governor Ferguson's cradle to career agenda](#) focuses on breaking down education silos to strengthen education, and supporting apprenticeship, career technical education and community college
 - > President Trump's Executive Order "[Preparing Americans for High Paying Skilled Trade Jobs of the Future](#)"
- Strengthen partnerships across state agencies and leverage WA existing ecosystem of education and workforce development in alignment with state and national agendas
 - > WBL opportunities to support economic mobility for all Washingtonians
- Gathering feedback from stakeholders to inform future CCW structure, goals and outcomes
 - > Advisory Committee
 - > Cross Agency Work Group
 - > WEIAOB Members

Co-Design Phase

“We’re not here to present a finished plan — we’re here to build one together.”

- Structured stakeholder input via CAWG first → then Advisory Committee
- Use SWOT framing: What to keep, fix, grow, sunset
- Begin surfacing policy recommendations + investment asks
- What we need from you today
 - > Ground truth — what’s working / not working in your region, sector, or state overall
 - > Alignment on CCW’s role in the system
 - > Willingness to help shape the policy + funding strategy

Zoom Video Recording: 10/23/2025

Code: &SgN5\$1