

LEGISLATIVE REPORT

Economic Security for All

NOVEMBER 2025



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Executive summary

In 2022, the Legislature appropriated state funds for Economic Security for All (EcSA) in proviso, expanding its capacity to deliver comprehensive and coordinated services to the 26% of Washingtonians who live in poverty.¹ EcSA is a poverty reduction model coordinating existing programs, using collective support for low-income Washingtonians pursuing dignity and sustained self-sufficiency. A combination of intensive program navigation, local innovation and flexible support fills gaps and meets needs within existing programs and regulations.

At the local level, a partnership of community service providers run EcSA, to include the voices of people who have experienced poverty. Local Workforce Development Boards (LWDBs) coordinate EcSA workgroups and activities. EcSA takes an innovative approach to equitably reduce poverty, focusing on historically marginalized populations and people with multiple obstacles to self-sufficiency.

In 2019, Governor Jay Inslee (2013-2025) designated Workforce Innovation and Opportunity Act (WIOA) funds to launch EcSA in four pilot areas. The Poverty Reduction Work Group recommended these pilots to provide a more human-centered approach to poverty reduction. In 2020 and 2021, Governor Inslee designated additional WIOA funding, bringing services to communities throughout Washington, leading to statewide expansion of the program.

In July 2022, EcSA began receiving state funding. The Employment Security Department (Employment Security) and LWDB partners committed to serving 925 more customers by June 2023, ultimately serving 1,285 more customers. In the following year, July 2023 through June 2024, Employment Security committed to serving 1,306 customers, and again, exceeded this goal by serving 3,050 customers.

Fiscal Year 2025 (FY25) proved to be another successful program year, enrolling 3,584 customers with a goal of 2,155. During this same period, program performance exceeded targets for enrollments, training, people reaching self-sufficiency and spending.

The passage of Substitute House Bill (SHB) 2230² in the 2024 legislative session codified EcSA in state law. The law requires Employment Security and LWDBs to collaborate to implement the program in FY25.

A June 2025 evaluation of EcSA³, conducted by Employment Security's Labor Market Information & Research Division compared more than 4,400 participants to a matched group of federal Workforce Innovation and Opportunity Act (WIOA) adult and youth enrollees, found

¹ [Engrossed Substitute Senate Bill 5693\(225\) \(25\), ch. 297, Laws of 2022](#)

² [Substitute House Bill 2230](#)

³ <https://media.multisites.wa.gov/media/WPC/adm/grants/economic-security-for-all/EcSA-CRP-evaluation-report-2025.pdf>

EcSA consistently delivers stronger labor market outcomes – making WIOA investments more effective and efficient when programs work together. EcSA increased participants' employment by 14.3%, earnings by 27.9%, hours worked by 21.5% and hourly wages by 22.5%.

[RCW 43.164](#) requires Employment Security to report on program outcomes annually. By December 1, Employment Security must publish and send the report to the Governor, legislative committees, the Workforce Training and Education Coordination Board and the WorkFirst Poverty Reduction Oversight Taskforce. This year's report focuses on July 1, 2024 – June 30, 2025, sharing activities and accomplishments for FY25.

Along with state EcSA funding, the initiative also received federal WIOA funding and State Department of Commerce Community Reinvestment Fund dollars. This report focuses on outcomes from state EcSA funding.

Highlights for July 2024 through June 2025

- Enrolled and established personalized self-sufficiency wage goals for 3,584 customers, compared to a goal of 2,155.
- Increased outreach to and participation of marginalized populations and unhoused individuals, leading to a significant increase over the previous years. Through June 2025, 57% of EcSA customers were people of color and 11% were unhoused (almost six times as high as the percent of people experiencing homelessness in the state (2%)).
- Placed 1,092 customers in training leading to employment at self-sufficiency earnings which was more than 30% of those enrolled.
- 758 customers obtained employment at self-sufficiency earnings.
- Median annualized earnings for those exiting the program with employment is \$47,840. This is for a population starting in poverty, 66% of whom were unemployed or had income below \$10,000 at the time of enrollment.
- EcSA customers earned \$12,000 more over eight quarters and had \$2.50-\$4.75 higher hourly wages than similar WIOA-only peers.
- As this model has matured, partners leverage other funding to grow and expand the network of providers. The Washington State Department of Commerce awarded Employment Security \$48.25⁴ million in grant funding in 2024 and \$14.475 million for FY26/27. The EcSA program used this funding to expand Career Accelerator Incentives and matched savings accounts to program customers. The grant also funded more business services with a focus on Black, Latino and Indigenous populations.

⁴ The [May 2023](#) report stated the award was for \$50 million due to the timing of the negotiations. The final award of \$48.25 million was settled during the writing of that report.

- Employment Security and the Washington Student Achievement Council (WSAC) finalized a partnership between EcSA and Washington College Grant (WCG) – Connect. This gives automatic income eligibility for the WCG, allowing EcSA customers to receive the full WCG award and begin pursuing their training and academic pathways without completing a Washington Application for State Financial Aid or Free Application for Federal Student Aid.
- The U. S. Department of Labor recognized EcSA as a best practice.

Background

EcSA is a poverty reduction model coordinating existing programs, using their collective support for low-income Washingtonians pursuing dignity and sustained self-sufficiency. Providers must:

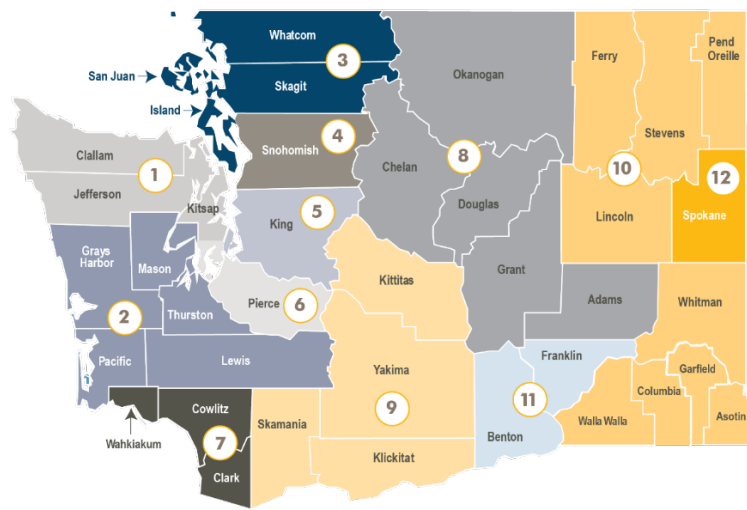
- Build career plans around individualized self-sufficiency goals.
- Bundle services for each customer based on their individual needs.
- Focus on equitable outcomes, in particular services to individuals who are Black, Indigenous and People of Color (BIPOC) or unhoused.
- Coordinate services through local teams across all partner programs.
- Include voices of those with lived experience.

Within that framework, EcSA empowers communities to innovate based on local opportunities and needs. At the local level, EcSA is run by partnerships of community service providers, including the voices of those who have experienced poverty. LWDBs coordinate EcSA workgroups and activities to meet the initiatives goals.

Geographical distribution of services

EcSA supports customers throughout the state. The LWDB areas include between one and nine counties. EcSA is not currently offered in every county but is offered in at least one county in each area.

Figure 1: Local Workforce Development Board regions.



Source: Washington Workforce Association

Low-income services with an equity focus

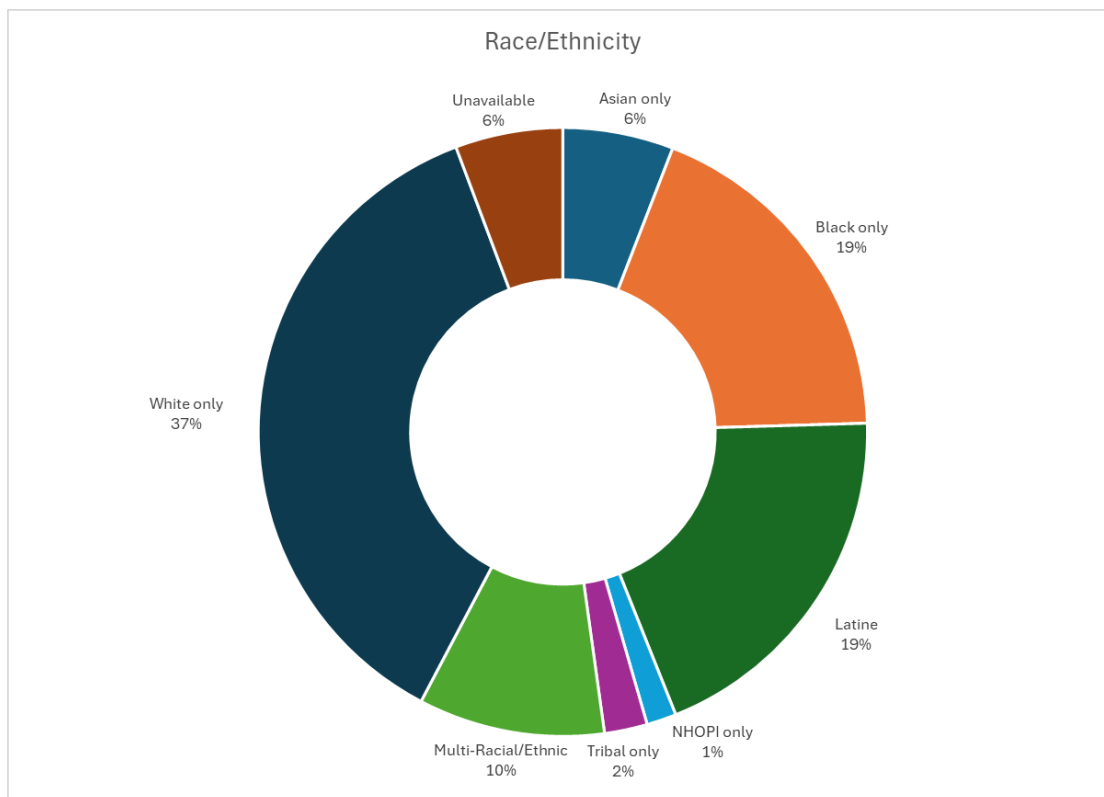
More than 1.8 million Washingtonians, 26% of the state's population, are currently living in households earning less than 200% of the federal poverty level (FPL). Of those, more than 500,000 are children, a number greater than the populations of the cities of Spokane and Tacoma combined.⁵

Local EcSA partnerships are implementing new models to increase their collective impact for Washingtonians experiencing poverty, with a strong focus on equity. Customer demographics reflect the model's commitment to equity and inclusion.

- 57% of program customers are BIPOC which is significantly more people of color compared to 22% of the statewide population as illustrated in Figure 2.
- About 11% of EcSA customers are unhoused, and all are in poverty, with income below the eligibility threshold for Supplemental Nutrition Assistance Program (SNAP).
- EcSA serves customers in rural and urban areas of the state.
- Local, state and regional partnerships deliver services.

⁵ DSHS analysis of 2020 American Community Survey data, using the SNAP threshold of 200% FPL as the poverty line.

Figure 2: Race/Ethnicity of EcSA program participants.



Source: Employment Security, Labor Market Information and Research

Employment Security and local teams have engaged more than 200 local partner organizations to ensure customers get all eligible services, with as few barriers as possible. This requires intentionality at the local, regional and state levels.

Local. LWDBs and their subcontractors consider how best to leverage local programs and resources to coordinate delivery of the following services:

- Bundling multiple benefits to stabilize customers' households.
- Creating career plans for customers to reach a self-sufficiency earnings goal.
- Coordinating wrap-around support across programs to fill gaps in benefits.
- Connecting to training or education, with supports to cover living expenses.
- Supporting customers until they achieve self-sufficiency.

Regional. LWDBs lead local partnerships with community organizations as well as people experiencing poverty. Depending on local need, partnerships include housing insecurity programs, workforce development programs, local Department of Social and Health Services (DSHS) programs and other community-based organization provided services. The LWDBs also manage subcontractors, ensuring they follow all applicable rules, and share best practices across programs.

State. EcSA has a technical advisory committee, comprised of representatives from required partners including state agencies, labor unions, nonprofit organizations and local implementation leaders. The committee advises Employment Security, providing guidance on programmatic decisions related to required elements, service delivery, program alignment and policy.

Including people who have experienced poverty

People experiencing poverty have often been treated as the greatest barrier to their own advancement. The EcSA program recognizes the best expertise comes from people who have lived experience. Human-centered design is foundational to EcSA. Many of EcSA's staff and partners have experienced poverty. Local programs partner with others who have escaped poverty. EcSA programs place their experience at the center of the work.

Goals, outcomes and expenditures

The EcSA program is dedicated to accomplishing the following goals:

- Help people move all the way out of poverty to a self-sufficiency wage, with a strong focus on equitable outcomes.
- Bundle workforce, education and social services to stabilize customer's lives.
- Establish and implement customized career plans to reach self-sufficiency.
- Remove barriers at the local, state and federal levels preventing coordinated delivery of multiple benefits.

Bundling services

Cycles of poverty are reinforced and maintained by the complexity of program requirements and by a lack of awareness of available resources. Even when people in need are aware of programs, accessing them often becomes a full-time job. EcSA combats this challenge by having experienced staff navigate and leverage all available services. This support allows customers to maintain focus on the details of their plan.

Using career plans to achieve self-sufficiency

People experience poverty for different reasons. A one-size-fits-all program is not sufficient to address their needs. Differences in personal circumstances, individual needs and regional

requirements all demand each customer be assessed based on their own individual need. To accomplish this, EcSA partnered with the University of Washington Self-Sufficiency Standard and Seattle-King County Workforce Development Council to assess customers using a self-sufficiency calculator. Each customer's self-sufficiency goal varies depending on family composition, geographic location and individual economic factors. The self-sufficiency assessment establishes the goal case managers and customers use to co-create career plans. They design the plans to stabilize and move customers and their households out of poverty permanently.

Beginning July 1, 2024, EcSA switched from using the Self-Sufficiency Calculator's Income Adequacy Goal to set individual goals, to the Self-Sufficiency Calculator's higher Self-Sufficiency Standard and 200% of FPL. The Self-Sufficiency Goal is based on true self-sufficiency unlike the Income Adequacy Goal which includes benefits and other resources contributing to the customers total household income. The program's intent is to help people move to even higher income levels by using this two-tiered approach and a higher end goal. Employment Security will continue to track outcomes to see if this change results in higher earnings for EcSA customers over time.

Coordinated wrap-around services provide stability

During the process of exiting poverty, instability often occurs when people take the first steps to improve their situation. These steps often make them ineligible for the services they previously relied on for survival. For this reason, stability is one of the most vital parts of the process. The program uses a comprehensive approach to ensure unexpected issues are avoided when possible — and addressed quickly when not. State EcSA funding is less restrictive than many federal support-service resources and allows local programs the flexibility to cover an unexpected change in childcare costs, a heating bill, help with a rent payment and other obstacles often knocking people off their path to self-sufficiency.

Removing barriers at local, state and federal levels

Many programs designed to serve people experiencing poverty are developed and implemented independently of one another. As a result, eligibility, enrollment and outcome requirements often don't align across programs. Customers must go through multiple cumbersome application processes to secure the supports and services they need to be successful. This burden often discourages them from accessing services. It can also lead them to lose one benefit to receive another. The EcSA program is designed to address these risks wherever possible. At the service delivery level, case managers and staff must understand the rules of various programs and carefully plan to prevent unexpected loss of benefits and hardship. At the program level, EcSA is partnering with local front-line service providers, state

agencies — including DSHS — and partners at the federal level to identify and remove structural policy and process barriers, where possible, to improve cross-program partnerships.

Washington College Grant: Removing a barrier to access

Employment Security and WSAC entered into an agreement to provide EcSA customers with automatic income eligibility for the maximum Washington College Grant. This eliminates the requirement to complete state or federal financial aid applications for the first year of training enrollment. Both agencies are collaborating with local partners to implement this agreement in coordination with local EcSA teams and financial aid offices at postsecondary schools across the state.

Measuring outcomes

Methodology

EcSA established targets for each measure and each LWDB during contract development using a cost per range to determine specific local targets in proportion to their funding. Employment Security monitors the variation between targets and actuals each quarter. EcSA sets goals for the number of people reaching self-sufficiency and tracks quarterly.

Highlights

Employment Security and LWDB partners committed to serving an additional 2,155 combined customers at or below 200% and at or above 200% of FPL with EcSA funding for FY25. EcSA exceeded enrollment, training and attaining self-sufficiency commitments. Below is a summary of key program indicators for FY25.

- Enrolled and established personalized self-sufficiency wage goals for 3,584 customers.
- Focused on historically marginalized populations for customer recruitment.
- 57% of program participants are BIPOC which is a higher percentage of people of color than statewide totals (and an increased percentage from last fiscal year) and 11% unhoused.
- Placed 1,092 customers in training leading to employment at self-sufficiency earnings which was more than 30% of those enrolled.
- Helped 758 customers obtain employment at self-sufficiency earnings.
- Customers stay enrolled in the program for an average of five months.
- EcSA customers earned \$12,000 more over eight quarters and had \$2,50-\$4.75 higher hourly wages than similar WIOA-only peers.

- The median annualized earnings for those exiting the program with employment is \$47,840. This is for a population starting in poverty, 66% of whom were either unemployed or had income below \$10,000 during the quarter of enrollment.

People experiencing poverty (below 200% of the federal poverty level)

Program Enrollments

EcSA was initially designed to serve people below 200% of the Federal Poverty Level (FPL). In 2023, the Legislature appropriated additional state funds for EcSA in proviso, providing a new opportunity to serve customers with incomes above 200% FPL. This section focuses on results for customers below 200% FPL entering the program and the following section focuses on customers above 200% FPL entering the program.

Through June 2025, 3,076 customers were enrolled into EcSA People Experiencing Poverty (previously below 200%FPL), compared to a target of 1,771. Collaboration between partners led to an extensive referral system increasing the rate of enrollments. In addition, the LWDBs increased outreach to communities in their service areas to reach more customers.

EcSA continued to increase its success serving vulnerable populations and enrolling far more customers than planned. As the program develops and matures, enrollment goals will be adjusted in future contracts to closer match the scale of the need being served.

Figure 3: Enrollments over life of the program.

LWDB	FY23	FY24	FY25 Target	FY25 Actual	Total actual FY23 – FY25
Olympic	95	169	140	157	421
Pacific Mountain	128	307	205	382	817
Northwest	88	164	155	211	463
Snohomish	80	140	61	163	383
Seattle-King	259	586	280	617	1,462
Tacoma-Pierce	162	349	92	246	757
Southwest	189	365	200	254	808
North Central	42	122	123	187	351
South Central	64	126	155	282	472
Eastern ⁶	N/A	53	80	69	122
Benton-Franklin	72	170	115	215	457

⁶ Eastern did not participate in the state EcSA program the first year.

LWDB	FY23	FY24	FY25 Target	FY25 Actual	Total actual FY23 – FY25
Spokane	123	142	165	293	558
Statewide Total ⁷	1,302	2,693	1,771	3,076	7,071

Source: Local Workforce Development Boards quarterly reports.

Training services

Training services are connections to training offered at community colleges or other local training providers to provide specific vocational skills leading to employment with self-sufficiency earnings. Training services include training funded through partner resources, including Pell Grant, Washington College Grant, DSHS (Basic Food Employment & Training or BFET), WorkFirst or WIOA programs. EcSA uses training funding to fill the gap when there is an unmet need or when a training program does not qualify a customer for other resources.

Through June 2025, 845 customers in the People Experiencing Poverty program (previously below 200% FPL) entered training leading to employment with self-sufficiency earnings. Employment Security is finding customers need longer to complete training programs, which results in delays for people obtaining jobs that pay self-sufficient wages.

Figure 4: Customers receiving training over life of the program.

LWDB	FY23	FY24	FY25 Target	FY25 Actual	Total Actual FY23 – FY25
Olympic	51	69	30	52	172
Pacific Mountain	49	181	56	43	273
Northwest	32	72	91	111	215
Snohomish	21	31	8	22	74
Seattle-King	138	202	30	53	393
Tacoma-Pierce	54	90	37	39	183
Southwest	9	57	60	68	134
North Central	36	76	90	161	273
South Central	45	67	125	164	276
Eastern	N/A	26	67	46	72
Benton-Franklin	32	39	5	14	85
Spokane	38	43	32	72	153
Statewide Total	505	953	631	845	2,303

Source: Local Workforce Development Boards quarterly reports.

⁷ The totals in this column are not a sum of the columns because a few participants are enrolled in multiple areas. The variation is very small.

Placements in employment with self-sufficiency earnings

Through June 2025, local EcSA models helped 604 customers obtain jobs paying self-sufficient wages in the People Experiencing Poverty (previously below 200%FPL) program. This is 164% of the statewide target of 368. Some of the local areas, however, remaining below target on this indicator have a high number of customers currently engaged in training with anticipated end dates in summer 2025.

Figure 5: Customers reaching self-sufficiency.

LWDB	FY23 Actual	FY24 Actual	FY25 Target	FY25 Actual	Total Actual FY23 – FY25
Olympic	37	48	16	35	120
Pacific Mountain	55	39	22	155	249
Northwest	12	44	23	39	95
Snohomish	19	39	30	10	68
Seattle-King	106	127	60	60	293
Tacoma-Pierce	43	75	31	33	151
Southwest	50	96	55	60	206
North Central	11	27	20	37	75
South Central	21	26	45	50	97
Eastern	N/A	6	35	29	35
Benton-Franklin	36	25	4	27	88
Spokane	34	56	27	69	159
Statewide Total	424	608	368	604	1,636

Source: Local Workforce Development Boards quarterly reports.

Career and support services

Career services. Case managers help customers navigate career services, which include customer assessments, referrals to partner resources, career counseling and plan development, mentorship, financial literacy, workforce preparation activities and job search and placement assistance. The table below includes only career services provided directly with EcSA funding. The table does not include career services provided through partner resources.

Support services. Services include only those supports directly provided with EcSA funds: rental assistance, childcare, healthcare, transportation, incentive payments (monthly payments for steady career plan progress) and other work and training related expenses. The table does not include supports provided to customers through partner resources.

Figure 6: Career services over the life of the program.

LWDB	Career Services FY23	Career Services FY24	Career Services FY25	Total Career Services FY23-FY25
Olympic	156	472	812	1,440
Pacific Mountain	136	492	1,647	2,275
Northwest	77	100	243	420
Snohomish	107	388	702	1,197
Seattle-King	704	1,063	2,148	3,915
Tacoma-Pierce	430	690	4,507	5,627
Southwest	261	1,071	1,415	2,747
North Central	34	66	83	183
South Central	316	736	2,268	3,320
Eastern	N/A	150	804	954
Benton-Franklin	336	371	357	1,064
Spokane	614	632	909	2,155
Statewide Total	3,171	6,231	15,895	25,297

Source: Employment Security, Labor Market Information and Research Division

Figure 7: Support services over the life of the program.

LWDB	Support Services FY23	Support Services FY24	Support Services FY25	Total Support Services FY23 – FY25
Olympic	188	148	152	488
Pacific Mountain	135	11	64	210
Northwest	143	22	38	203
Snohomish	3	44	68	115
Seattle-King	99	224	133	456
Tacoma-Pierce	57	201	21	279
Southwest	19	126	65	210
North Central	147	61	107	315
South Central	137	104	150	391
Eastern	N/A	75	119	194
Benton-Franklin	70	65	54	189
Spokane	83	29	22	134
Statewide Total	1,081	1,110	993	3,184

Source: Employment Security, Labor Market Information and Research Division.

Expenditures

Figure 8: Total life of program (July 2022 – June 2025) and FY25 expenditures (July 2024 - June 2025).

LWDB	FY23 Total Expenditures	FY24 Total Expenditures	FY25 Spending Target	FY25 Spending Actual	Total Actual Spending FY23 – FY25
Olympic	\$339,601	\$309,706	\$309,953	\$309,953	\$959,260
Pacific Mountain	\$522,430	\$436,844	\$484,874	\$484,839	\$1,444,113
Northwest	\$69,694	\$251,287	\$404,594	\$404,594	\$725,575
Snohomish	\$570,541	\$589,303	\$480,757	\$480,268	\$1,640,112
Seattle-King	\$1,020,825	\$1,351,568	\$1,205,042	\$1,165,230	\$3,537,623
Tacoma-Pierce	\$745,364	\$692,453	\$626,218	\$626,218	\$2,064,035
Southwest	\$557,764	\$532,269	\$486,050	\$486,050	\$1,576,083
North Central	\$518,711	\$389,445	\$376,516	\$376,516	\$1,284,672
South Central	\$542,731	\$475,546	\$484,603	\$484,603	\$1,502,880
Eastern	N/A	\$177,312	\$304,311	\$304,311	\$481,623
Benton-Franklin	\$443,123	\$301,468	\$324,851	\$302,995	\$1,047,586
Spokane	\$613,519	\$488,897	\$525,229	\$525,229	\$1,627,645
Statewide Total	\$5,944,303	\$5,996,098	\$6,012,998	\$5,950,807	\$17,891,208

Source: Employment Security, Grants Management Office.

Figure 9: Breakdown of direct service expenditures for participants: (Year 3, July 2024 - June 2025).

LWDB	Career Services	Training	Incentive	Transport- ation	Housing	Auto Repair	Other ⁸	Total
Olympic	\$48,084	\$40,600	\$101,343	\$7,718	\$0	\$0	\$64,167	\$261,912
Pac Mtn	\$367,419	\$103,880	\$0	\$0	\$0	\$0	\$13,539	\$484,838
Northwest	\$167,442	\$93,335	\$102,322	\$1,241	\$9,580	\$1,512	\$2,405	\$377,837
Snohomish	\$276,328	\$31,645	\$0	\$0	\$0	\$0	\$15,198	\$323,171
Seattle-King	\$0	\$5,410	\$192,251	\$2,212	\$960	\$0	\$6,074	\$206,907
Tacoma-Pierce	\$494,523	\$50,915	\$0	\$126	\$2,150	\$0	\$2,286	\$550,000
Southwest	\$282,191	\$12,735	\$0	\$6,146	\$0	\$1,154	\$17,945	\$320,171
North Central	\$210,953	\$14,420	\$110,500	\$4,356	\$5,456	\$3,563	\$5,807	\$355,055
South Central	\$219	\$111,542	\$0	\$2,853	\$2,265	\$1,679	\$12,416	\$130,974
Eastern	\$690	\$163,276	\$1,077	\$0	\$3,000	\$0	\$26,438	\$194,481
Benton Franklin	\$24,067	\$0	\$0	\$1,333	\$3,482	\$0	\$3,289	\$32,171

⁸ Additional support services costs that may be less frequent, smaller dollar items, and/or are not consistent across the LWDBs. Includes items such as tools, work clothes, and relevant fees. Note: \$0 reported in childcare costs, so not included in this table.

Spokane	\$451,888	\$65,129	\$0	\$185	\$5,239	\$0	\$2,789	\$525,230
Statewide Total	\$2,323,804	\$692,887	\$507,493	\$26,170	\$32,132	\$7,908	\$172,353	\$3,762,747

Source: Employment Security, Specialized Accounting Unit.

Note: \$0 reported in childcare costs, so not included in this table.

People demonstrating financial need (above 200% of the federal poverty level)

Program Enrollments

In 2023, the Legislature appropriated additional state funds for EcSA in proviso, providing a new opportunity to serve participants with incomes above 200% FPL ⁹. This new funding stream posed challenges for many of the LWDBs as they pivoted to reach this new demographic while still serving those participants below 200% FPL. Throughout the year and into the fourth quarter, momentum accelerated and LWDBs began surpassing their enrollment targets. Performance and spending for FY25 is shown in Figure 10 below.

Figure 10: Enrollments from July 1, 2024 – June 30, 2025.

LWDB	Target	Actual
Olympic	16	7
Pacific Mountain	20	31
Northwest	28	26
Snohomish	45	83
Seattle-King	60	112
Tacoma-Pierce	35	48
Southwest	55	85
North Central	6	33
South Central	40	19
Eastern	20	3
Benton-Franklin	12	14
Spokane	47	47
Statewide Total	384	508

Source: Local Workforce Development Boards quarterly reports.

⁹ [Engrossed Substitute Senate Bill 5187 \(225\) \(13\) \(a\), ch 475, Laws of 2023](#)

Training services

Figure 11: Trainings from July 1, 2024 – June 30, 2025.

LWDB	Target	Actual
Olympic	3	2
Pacific Mountain	20	17
Northwest	20	20
Snohomish	6	8
Seattle-King	15	16
Tacoma-Pierce	14	5
Southwest	15	17
North Central	4	22
South Central	30	11
Eastern	0	2
Benton-Franklin	5	7
Spokane	12	20
Statewide Total	144	147

Source: Local Workforce Development Boards quarterly reports.

Placements in employment with self-sufficiency earnings

Figure 12: Reaching self-sufficiency from July 1, 2024 – June 30, 2025.

LWDB	Target	Actual
Olympic	6	2
Pacific Mountain	10	24
Northwest	8	4
Snohomish	5	21
Seattle-King	25	16
Tacoma-Pierce	13	16
Southwest	23	25
North Central	0	7
South Central	14	3
Eastern	0	6
Benton-Franklin	7	9
Spokane	10	21
Statewide Total	121	154

Source: Local Workforce Development Boards quarterly reports.

Figure 13: Total expenditures from July 1, 2024 – June 30, 2025.

LWDB	Spending Target	Spending Actual
Olympic	\$128,868	\$88,085
Pacific Mountain	\$201,594	\$201,545
Northwest	\$168,216	\$168,216
Snohomish	\$199,882	\$199,882
Seattle-King	\$501,015	\$471,453
Tacoma-Pierce	\$260,360	\$260,360
Southwest	\$202,083	\$202,083
North Central	\$156,543	\$156,543
South Central	\$201,481	\$201,481
Eastern	\$126,522	\$72,059
Benton-Franklin	\$135,062	\$131,477
Spokane	\$218,372	\$218,372
Statewide Total	\$2,499,998	\$2,371,557

Source: Employment Security, Grants Management Office.

Figure 14: Breakdown of direct service expenditures for participants: (July 2024-June 2025)

LWDB	Career Services	Training	Incentive	Transportation	Housing	Auto Repair	Other ¹⁰	Total
Olympic	\$39,259	\$180	\$2,750	\$958	\$0	\$0	\$3,424	\$46,571
Pac Mtn	\$153,103	\$41,256	\$0	\$0	\$0	\$0	\$7,186	\$211,545
Northwest	\$78,815	\$10,270	\$67,240	\$0	\$0	\$0	\$308	\$156,633
Snohomish	\$74,985	\$24,663	\$0	\$0	\$0	\$0	\$5,154	\$104,802
Seattle-King	\$0	\$47,775	\$29,924	\$50	\$0	\$514	\$620	\$78,883
Tacoma-Pierce	\$184,911	\$24,049	\$0	\$0	\$2,000	\$0	\$1,041	\$212,001
Southwest	\$131,447	\$1,191	\$0	\$872	\$0	\$622	\$1,302	\$135,434
North Central	\$109,418	\$9,051	\$20,000	\$1,867	\$499	\$0	\$5,507	\$146,342
South Central	\$219	\$32,958	\$0	\$336	\$0	\$0	\$2,497	\$36,010
Eastern	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Benton Franklin	\$21,000	\$0	\$0	\$180	\$2,504	\$0	\$658	\$24,342
Spokane	\$198,372	\$20,000	\$0	\$0	\$0	\$0	\$0	\$218,372
Statewide Total	\$991,529	\$221,393	\$119,914	\$4,263	\$5,003	\$1,136	\$27,697	\$1,370,935

Note: \$0 reported in childcare costs, so not included in this table.

Source: Employment Security, Specialized Accounting Unit.

¹⁰ Additional support services costs that may be less frequent, smaller dollar items, and/or are not consistent across the LWDBs. Includes items such as tools, work clothes, and relevant fees. Note: \$0 reported in childcare costs, so not included in this table.

Participant Stories

Lisette – Tacoma/Pierce

When Lisette joined the EcSA program in August 2024, she was struggling with financial hardship making it difficult to focus on her career growth and long-term goals. Determined to overcome these barriers, she engaged fully in the program and took advantage of the support and resources available to her. The Community Reinvestment Fund monthly incentives offered much-needed financial relief during this challenging time, allowing her to pursue her professional development without the added stress of financial instability.

Through career and vocational guidance, she learned how to create a strong resume, identify her soft and transferable skills, strengthen her time management, and apply effective job search and interview techniques. As a result of her hard work and participation in EcSA, Lisette earned a promotion at her current job, marking a significant step forward in her career. She is currently employed at Compass Group as a Food Transporter, earning \$61,360 per year and achieving an income adequacy rate of 131%.

She plans to continue advancing within her workplace by pursuing new opportunities, strengthening her leadership skills and working toward long-term career stability and growth. Motivated by her promotion, she is committed to applying the tools and strategies she gained—such as time management, resume development and interview preparation—to remain competitive and continue building on her success.

Darryl - SkillSource

After incarceration, Darryl wasn't just looking for a job, he was looking for a way to move forward with purpose. SkillSource helped him realize his dream. Darryl is in the early stages of a 2,000-hour barber apprenticeship at The Man Shop in Wenatchee, working toward a career that first caught his attention during a barbering program at the Washington Corrections Center in Shelton. Cutting hair wasn't just a way to pass time, it sparked something real.

With support from the Wenatchee Valley Reentry Center and SkillSource, Darryl was connected to The Man Shop's first local apprenticeship program, a chance to turn his early interest into a long-term, licensed profession. Funding from SkillSource helped cover tuition through the Atarashii Apprentice Program and provided essential barbering tools, making it possible to begin training without the financial hurdles often blocking the way. Enrollment in State-Funded

EcSA and the Community Reinvestment EcSA Accelerator Incentives played a key role in supporting him as well.

“This whole journey has been a ‘pinch-me’ moment,” Darryl says. “It started with a dream I nearly deleted, but with the mentorship of Makaila and Jennifer at The Man Shop, and the support from Heidi and the team at SkillSource, it turned into something real. They didn’t just open a door; they removed the barriers that would’ve kept me on the outside. Now I’m not just holding clippers I’m building a future thanks to their belief and investment in me.”

The apprenticeship offers more than a paycheck, it offers structure, mentorship and a trade he’s proud to learn. As Darryl continues developing his skills and growing his client base, each cut moves him closer to the kind of stability he once thought was out of reach.

Vanessa – South Central

Vanessa entered the State EcSA and WIOA Adult programs facing multiple barriers, including justice involvement, low income and limited job skills. Despite these challenges, she remained committed to her goal of earning a bachelor’s degree in social work from the University of Washington.

Throughout her academic journey, Vanessa battled self-doubt but persevered, ultimately completing her degree. Although finding employment proved difficult at first, her persistence led to a part-time role as a youth peer support specialist at Comprehensive Mental Health.

Through continued dedication and self-advocacy, she was promoted to a full-time care coordinator position. Now planning to pursue her master’s degree, Vanessa exemplifies resilience and the transformative power of education and support.

Recommendations

Based on results from the first three years of EcSA, along with feedback from local implementation leaders, Employment Security has three recommendations.

- Maintain high outcome standards as contractual requirements and continue to assess their impact.
- Support further evaluation of EcSA, to include the effectiveness of incentives payments.
- Continue pursuing data-sharing and federal reform requests.

Maintain high outcome standards as contractual requirements of EcSA and continue to assess their impact. EcSA adheres to the highest outcome standards for poverty reduction programs. These include:

- Achieving a full self-sufficiency wage.
- Bundling workforce, education and human services.
- Recruiting customers from demographics who have historically been marginalized.

Most poverty reduction programs do not require self-sufficiency wages as a customer outcome. They also rarely require a coordinated approach to bundling services or recruiting for equity. EcSA makes self-sufficiency, bundled services and equity contractual requirements that are measured, tracked and regularly reviewed with local partners.

Support further evaluation of EcSA to include the effectiveness of incentive payments.

An evaluation of EcSA conducted by Employment Security's Labor Market Information & Research Division shows EcSA is faster than other programs at helping those from marginalized groups and those facing multiple barriers to employment become more self-sufficient.

Specifically, the evaluation compared more than 4,400 participants to a matched group of federal WIOA adult and youth enrollees and found EcSA consistently delivers stronger labor market outcomes – making WIOA investments more effective and efficient. EcSA increased participants' employment by 14.3%, earnings by 27.9%, hours worked by 21.5% and hourly wages by 22.5%.

The evaluation also found participants who received Community Reinvestment Fund (CRF) incentive payments had similar labor market outcomes to those who did not receive any payments before enrollment in EcSA. It notes comparisons between CRF incentive payment recipients and non-recipients are purely descriptive and the differences in outcomes by receipt of CRF incentive payments cannot be interpreted as being the result of the reception of CRF incentive payments. The researchers suggest an analysis of the causal effect of CRF incentive payments would require a longer period of analysis and a larger sample of recipients and non-recipients to allow for a quasi-experimental analysis, or the design of an experimental study.

Continue pursuing data-sharing and waiver requests. In accordance with the state law, Employment Security should continue to identify reforms and apply for federal waivers where applicable to enhance benefit access and coordinated service delivery across programs.

Customer Feedback

[RCW 43.164](#) requires this report to include an analysis of customer feedback and actions taken to respond, based upon a standardized customer feedback mechanism.

Employment Security convened stakeholders for collaboration on a statewide tool to track participant input and methods for implementing feedback. The result was a survey each LWDB completes quarterly reporting on customer feedback and actions taken. Employment Security reviews the input quarterly and continues to support LWDBs as they improve systems to incorporate valuable customer feedback. Employment Security will include an analysis of feedback and actions taken to respond in future reports.