



Recompete

Data

Report

Year One

October 1, 2024 - September 30, 2025

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Overview

The Recompete Pilot Program is an initiative funded by the U.S. Economic Development Administration (EDA) to create and connect people to living-wage, local jobs in Clallam and Jefferson Counties. The goal of the project is to increase employment for those aged 25-54 on the North Olympic Peninsula. The Recompete coalition consists of seven project leads (with numerous subaward recipients) who are implementing four strategies to achieve this goal.

Strategy	Project Lead(s)
1) Barrier removal: Support community members in addressing social and health needs (food, housing, transportation, access to care, etc.) through Olympic Connect.	Olympic Community of Health
2) Workforce training: Industry-specific training opportunities with short-term paths to good jobs.	Peninsula College
3) Investment in distressed remote and rural regions: Intentional capacity building in the region's most distressed remote and rural areas.	North Olympic Peninsula Resource Conservation & Development Council (NODC)
4) Job creation: Industry innovation that will create new jobs in high-wage industries.	Port of Port Angeles; Composite Recycling Technology Center (CRTC); Jamestown S'Klallam Tribal Capital
Governance: Coalition coordination and support, data collection, coordinate marketing & outreach efforts.	Clallam County Recompete

Year One Goals and Progress

As a pilot program, the North Olympic Peninsula Recompete Coalition's goals for the first year centered around beginning the implementation phase of the projects. Some programs were already running prior to the grant being awarded, and Recompete funds expanded their service offerings. Other projects are new initiatives that require more planning and start-up.

For Component Project Leads, this meant designing the details of their programs, negotiating contracts and subawards, establishing program infrastructure, hiring staff to manage the programs/grant, and initiating procurement procedures for equipment.

For Governance, this meant working with the coalition to finalize the Memorandum of Understanding to establish the working relationships and governing structure, hiring support staff, creating the reporting infrastructure to collect data from projects for EDA reporting, beginning the coordination of communications and marketing across projects, establishing workgroups to connect projects, and launching the RecompeteWA.org website and newsletter.

At the end of year one, the coalition has hired 27 staff members to implement programs, many of which have been launched and others that will be soon. Some entities still have additional staff positions to fill, which are expected in the next reporting period. Staff members for the coalition have done a considerable amount of work to bring these projects to life.

This first year came with unexpected challenges too. Changes in the federal administration and their priorities, coupled with multiple staffing turnovers of our program directors/managers at the EDA and a 43-day government shutdown, caused delays in funding, approvals for contracts, subawards and procurement documentation. Challenges with the Recompete Plan Coordinator position added to the lack of direction and a loss of momentum, requiring a change in leadership and an interim to be appointed. The coalition has been able to work through these challenges, learned some valuable lessons, and has been able to continue the implementation process to the best of our abilities.

The following are metrics collected from our Component Project Leads and subawardees to complete our EDA Recompete Qualtrics Survey. The survey has not received the final approval from the Office of Budget and Management (OMB), another delay due to government staffing, therefore we continue to work under the information established in the draft survey provided. The coalition is very early in the process of implementing projects, and these metrics reflect a year mostly focused on starting up programs. We expect to have much more to report in year two as all programs will be fully in motion.

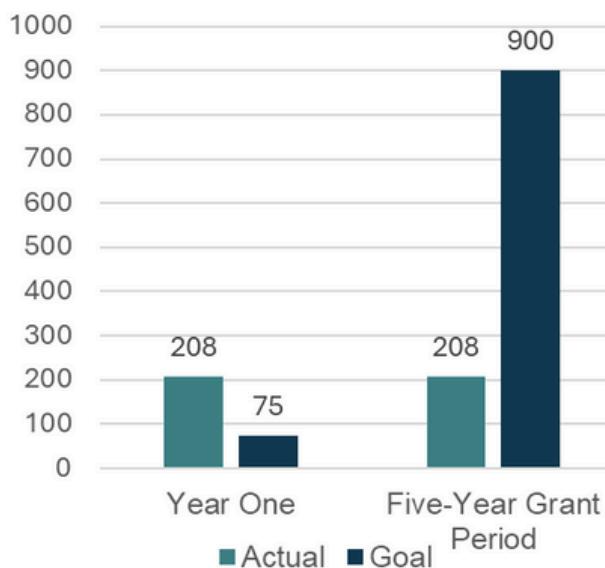
Prime-Age Individuals Enrolled

Note: All data in this report is for individuals in the prime-age employment gap (PAEG) unless otherwise noted. The prime-age employment gap demographic is defined as individuals age 25-54, living in Clallam or Jefferson County, and unemployed or underemployed.

Total prime-age individuals enrolled in Recompete Programs:
208

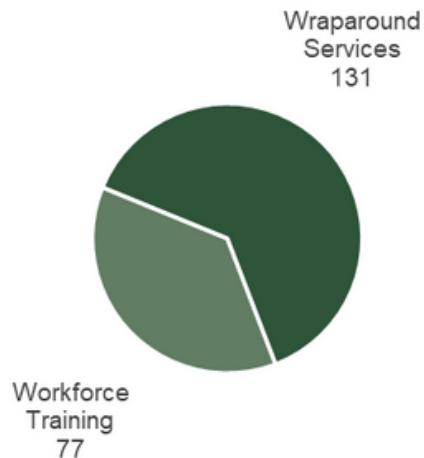
“Enrolled individuals” is defined as those who are enrolled in workforce projects or wraparound services.

Actual vs Goals: Enrolled Individuals



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Enrolled Individuals by Category



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PAEG Individuals Enrolled in Workforce Programs		PAEG Individuals Enrolled in Wraparound Services	
Lower Elwha Klallam Tribe	31	Olympic Connect	127
NWSWB	28	Lower Elwha Klallam Tribe	4
Peninsula College	17		
Jamestown Tribe	1		
TOTAL	77		131
Year One Oct 2024- Sept 2025			

Note: Data unavailable to identify unique participants. There may be participants who enrolled in more than one program such as a workforce training program and engagement with a service.

Workforce Training

Several partners are offering workforce training projects with industry-specific training. The following data shows the number of individuals enrolled in programs with various partners, along with how many have been placed into jobs after receiving training.

Partner	Individuals Enrolled (Total/PAEG)	Completed Training (All)	Paused or Dropped Out (All)	Still in Training (All)	Individuals Placed into Jobs After Training (Total/PAEG)
Lower Elwha Klallam Tribe	36/31	36	0	0	5/5
NWSWB*	50/28	45	5	0	23/13
Peninsula College	30/17	3	5	22	2/2
Jamestown S'Klallam Tribe	1/1	0	1	0	1/1
TOTAL	117/77	84	11	22	31/21
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*Northwest School of Wooden Boatbuilding also enrolled 86 participants in Intensives and/or 3-day Sampler classes during this period. These classes are not tracked for PAEG status or job placements upon completion.

Wraparound Services

Wraparound services help individuals meet their employment goals by removing barriers to employment.

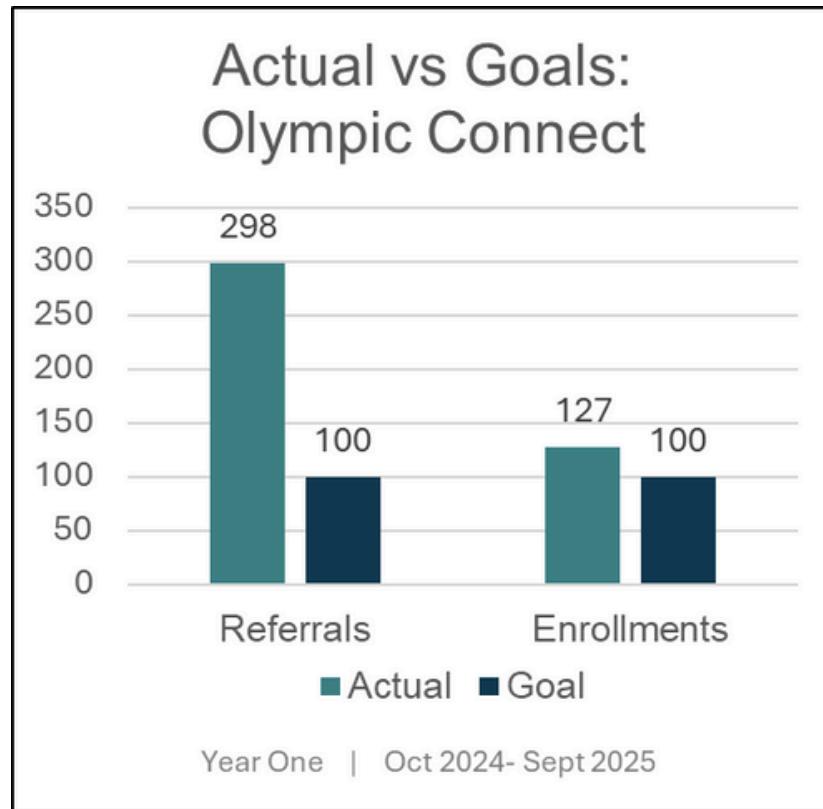
Olympic Community of Health is the primary partner connecting participants to wraparound services through Olympic Connect. Participants are **referred** to Olympic Connect through many sources including healthcare providers, community-based workers, self-referrals, and other partners within the community. Participants are **enrolled** and paired with a trusted community-based worker (CBW) who works with them to assess their needs. The CBW then guides participants and **connects** them to resources through their vast network of providers to get the services to meet their needs.

Olympic Connect does not provide direct services but supports care coordination to local resources. In this reporting period, these resources/ services were provided by external organizations and are not funded directly by Recompete. Future reporting will include additional wraparound service programs specifically funded by Recompete. (Those are the Employment Support Program and the Voucher Program mentioned in Additional Partner Updates below.)

Many individuals have been referred and are in the process of getting enrolled. Likewise, some are enrolled and are still in the process of getting connected to a service. Others may have dropped off from the process for various reasons.

PAEG Individuals Referred/ Enrolled/ Connected to Services			
	Referred	Enrolled	Connected to Services
Olympic Connect	298	127	63
Lower Elwha Klallam Tribe		4	4
Total	298	131	67

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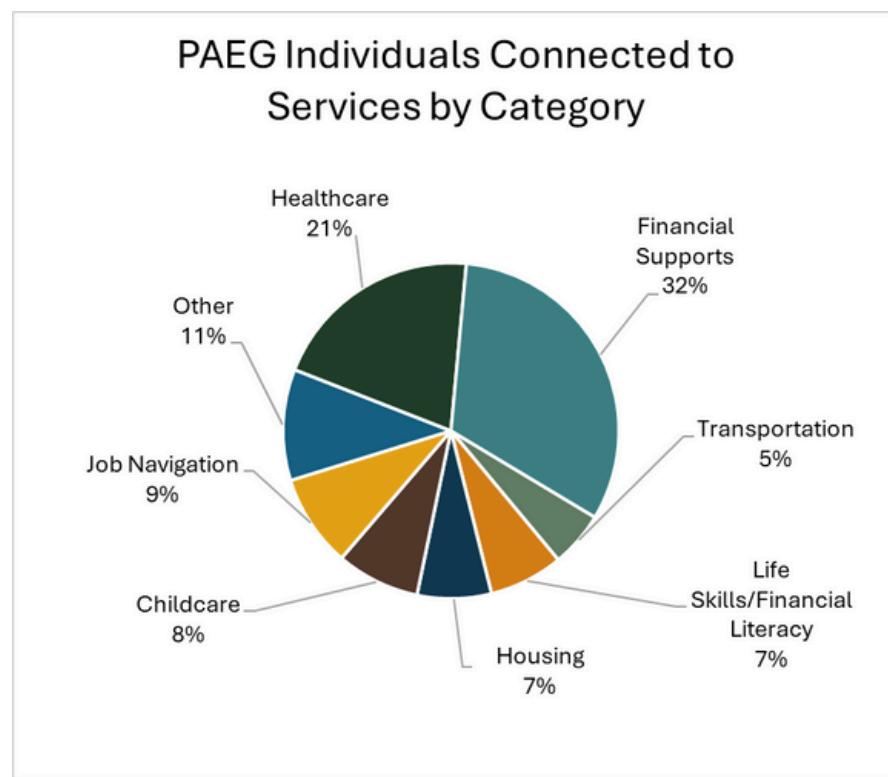
Note: No data available for “connected to services” goal for Olympic Connect. No data available for goals for Lower Elwha Klallam Tribe.

Below is a breakdown of the types of services that individuals within the PAEG demographic were connected with. The categories of services reflect referrals made, not direct services provided by Recompete-funded partners.

Note: An individual may have connected to more than one service.

PAEG Individuals Connected Services by Category			
	Olympic Connect	Lower Elwha Klallam Tribe	TOTAL
Financial Supports	32	4	36
Healthcare	23	0	23
Other	12	0	12
Job Navigation	6	4	10
Childcare	5	4	9
Housing	8	0	8
Life Skills/Financial Literacy	4	4	8
Transportation	2	4	6
TOTAL	92	20	112

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Employer Engagement

An engaged employer is defined as a business or organization that has actively participated in Recompete-related activities. This includes any employer that has taken concrete actions in support of Recompete goals, such as:

- Participating in hiring events, job fairs, or employer roundtables.
- Hosting or providing apprenticeships, internships, or on-the-job training.
- Offering employment to Recompete participants.
- Serving in advisory or planning roles related to Recompete implementation.
- Making formal commitments.

Some employers have engaged with multiple partners. The table below illustrates the total number of employer engagements by partner and the unique number of employers engaged.

Recompete Partner	Number of Employers Engaged
Peninsula College	49
EDC Team Jefferson	16
West Sound STEM Network	15
Clallam EDC/NRIC	16
City of Forks	2
Lower Elwha Klallam Tribe	2
Olympic Community of Health	1
Jamestown S'Klallam Tribe	1
Port of Port Angeles	1
Total Engagements	103
Total Unique Employers Engaged	93

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Small Business Support

EDC Team Jefferson leads a “Train-the-Trainer” program for business advisors. The first cohort of 5 business advisors will complete their training in December 2025 and are employed by agencies across the region.

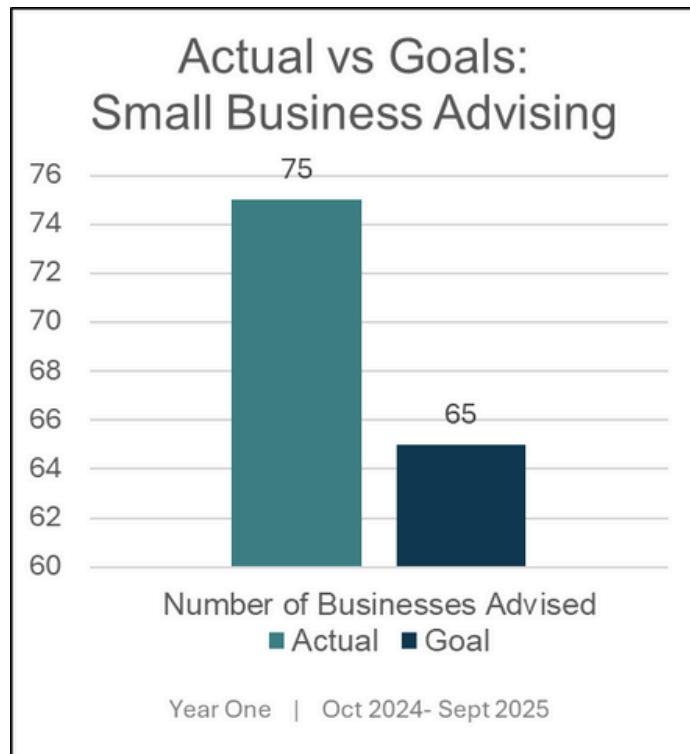
Business advising is done by those who are in the training program cohorts and by EDC Team Jefferson staff.

The cohort of business advisors also assisted existing businesses in obtaining \$7.9M in government funding (Apex Accelerator) and \$12K capital infusions for new businesses (Center for Inclusive Entrepreneurship).

Small Business Entrepreneurship Support Programs				
	Enrolled in Program	Completed Program	Number of employees at existing businesses before enrolling in program	Number of employees at existing businesses one year after enrolling in program
New Businesses	3	3	--	--
Existing Businesses	72	N/A*	128	N/A*
Total	75			

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**Businesses were still completing training during this reporting period. Metrics on businesses who have completed programs will be shown during the next reporting period.*



Definition of New Business: A business formally created after the participant received support through an EDA funded program. Programs for individuals planning to start a business but who have not yet launched.

Definition of Existing Business: Businesses that were formally established prior to the current reporting period, regardless of size, structure, or revenue level. This includes any legally registered business entity that is actively operating or maintaining business activities even if still in early stages or pre-revenue. This category may include early-stage startups that existed before the reporting period, growth-stage or mature firms or are newly engaged.

EDA Qualtrics Survey Narratives

The EDA Qualtrics Survey includes four questions that require a narrative response. These questions cover key areas such as Employment Rates, Wage Narratives, and Benefits Outside of Service Areas. These narratives are collected and combined from all projects that submit responses.

Question 1 – Employment Rates

Early Successes, accomplishments, or progress indicators that display how Recompete Plan has contributed to raising prime age employment rates in service area during this reporting period. If it hasn't contributed to raising prime age employment rates, provide details why (e.g., programs are being stood up, local employers are not hiring, etc.). Highlight early actions or signals that may lead to future increases.

North Olympic Peninsula Resource Conservation & Development Council (NODC):

This reporting period focused on program development and execution of six subawards. There were some early successes by subawardees.

- The City of Forks secured a tenant for their industrial park which may bring up to 70 jobs to the area, and another business they coached expanded their business by 1.5 FTE.
- Lower Elwha Klallam Tribe, after providing workforce training, placed 5 PAEGs into jobs.
- Jamestown S'Klallam Tribe placed one PAEG into an on-the-job training opportunity within a trade that offers \$25-\$26/hour wage.

Peninsula College: The Associate Dean of Mobile Programs meets regularly with employers in Clallam and Jefferson Counties to identify workforce needs that can be met with mobile programs. The Dean has identified the first two employer engagements, both of which indicate that they can expand their business operations if workforce training needs are met. We anticipate that as employers learn about mobile programming, they will continue to expand business and job growth, with increased hiring.

EDC Team Jefferson: In this first phase of grant implementation, EDC Team Jefferson has focused on recruitment and onboarding new staff, assessing employer needs, and training new business advisors. The EDC held meetings with major employers to capture their challenges in workforce development, competitiveness, and cost pressures.

The EDC has also engaged with all local governments – the Port and City of Port Townsend, the Jefferson County Public Utility District (PUD), and Jefferson County – to inventory respective priorities and approaches to job creation and workforce development and fold these lessons learned into a cohesive strategic planning process. The EDC has had a uniformly positive response from employers who are interested in contributing to business advising training and/or supporting collaborative workforce efforts.

One early highlight was convening Olympic Connect and the YMCA to tour the Port Townsend Paper Company paper mill and sit down for a cross-partnership discussion about how to use Recompete to address hiring and retention challenges.

NW School of Wooden Boat Building (NWSWB) held two job fairs during the 2024-2025 school year. The event in June 2025 was tailored for the Marine Systems program and its graduating students (Boatbuilding students scheduled to graduate in September were also invited). Of the 11 employers in attendance, six represented businesses in Jefferson and Clallam counties. The remaining five were from King, Pierce, and Kitsap counties in Washington, with one employer from Oregon. Of the Marine Systems students who graduated later in June, seven were hired by companies that attended the event.

The event in August 2025 was tailored for the Boatbuilding program and its graduating students. Of the six employers in attendance, three represented businesses in Jefferson and Clallam counties. The other three were from King County in Washington, Oregon, and California. Of the Boatbuilding students who graduated in September, two were hired by companies that attended the event.

Clallam EDC/NRIC: While we have many interested parties that want to locate in the county to utilize our biomass resources, they need to do extensive due diligence and get permits before they would be able to potentially hire their first local employee.

Port of Port Angeles: The North Olympic Peninsula Barging Network has not yet contributed to raising prime age employment rates because the project is still being stood up. Barges are in the process of being acquired through public bid competitions and federal surplus opportunities. Cargo routes are also still being developed with regional stakeholders.

Question 2 – Wage Narrative – Part 1

Early successes, accomplishments, or indicators that display how Recompete Plan has contributed to raising wages in service area during this reporting period. If it hasn't contributed to raising wages in service area, provide details why (e.g. programs and upskilling pathways are still being developed, employer hiring for entry-level positions, etc.)

**EDA requested we use this section to explain our reasoning for using the \$26/hour with benefits instead of the requested use of Prevailing Wage.*

***Governance:** Explanation for using \$26/hour with benefits as our "north star" and not using prevailing wage for job placement condition. The NOPRC determined that \$26/hour with benefits is a "living wage" job based on extensive research from the Clallam EDC 5 Year Plan (pgs. 17-24) published on 3/24/2023, see [5-Year Plan](#). There is a stark disparity between the prevailing wages set by WA state for our region compared to our actual county average wages. The system the state employs to set the rates for commercial projects is set by the highest collective bargaining agreement (CBA) rate for the geography of the CBA. In 2019, one year after the law changed, the CBA's started including larger geographies. The unions negotiated with Associated General Contractors (AGC) out of Seattle. They agreed to include Clallam and Jefferson counties in Seattle/King County union rates. Prevailing wage is 30% higher on average than the actual wages for comparable occupations. Average wage data for our region is using IMPLAN and reports created by Olympic Workforce Development as a data output source.

North Olympic Resource Conservation & Development Council (NODC): A broader economic improvement for the west end of the peninsula is that a new employer in the City of Forks is in the process of signing a lease for use of the Forks Industrial Park. This employer may need up to 70 new employees in a range of jobs and wages (\$31.80-\$36.45/hour).

EDC Team Jefferson: We anticipate seeing wage increases once our advisors begin working with businesses and once our new South County hire begins working with those businesses, which will begin in the next reporting cycle.

Olympic Community of Health (OCH): At the onset of this subaward, First Step Family Support Center implemented agency-wide wage increasing to better align with PAEG standards. These broader wage increases were not funded by Recompete but were driven by a commitment to the aims of this project. Over 51% of all employees at First Step Family Support Center now earn \$26.00 per hour or more.

Composite Recycling Technology Center (CRTC): We have not contributed to the raising of wages yet. We have completed the RFQ and have selected a vendor. We are awaiting advance funding so we can order the thermal modification unit. We expect to have an impact after the equipment is in place.

Question 3 – Wage Narrative - Part 2

Which activities complementary to - but not directly funded by Recompete awards have most contributed to raising prime-age employment and wages in service area during this reporting period? Describe the type of activity, who led it, and how it contributed to employment or wage improvements.

Examples of complementary activities include:

- *Commitments by employers and other unfunded partners*
- *A new employer locating and hiring in the region*
- *DOL WIOA funded programs and services*
- *State-funded childcare subsidies, etc.*

Clallam EDC: \$200,000 award from Governor's Economic Development Strategic Reserve Fund to Clallam EDC. EDC is partnering with Riverside Forest Products USA to upgrade electrical infrastructure at the City of Forks Industrial Park. Planned improvements include trenching, conduit installation, and vault placement for power lines. About 100 family-wage jobs are expected to be created in two phases, with compensation exceeding average local wages and benefits.

Port of Port Angeles: The Port has been working closely with the Makah Tribe to develop its barge facility in Neah Bay, which has been funded by the Department of Transportation and Maritime Administration (funds outside of Recompete). This facility will streamline cargo loading/unloading operations in Neah Bay, facilitating the growth of cargo services that offer high-wage jobs on the waterfront and in the supply chain.

Clallam EDC & NRIC were not directly funded by Recompete; however, through other funding sources that are complementary to Recompete initiatives for economic development and creating good jobs, the EDC/NRIC projects created the following 18 local high paying jobs:

- Discovery Auto Care LLC - 1 high wage job
- North Coast Eye Care LLC - Retention of 4 high wage jobs through sale of business to new owners
- Sword Fern Consulting - New business with 1 high wage job

- Salish Trails LLC - 2 high wage jobs
- Citizen Aviation - 7 high wage jobs
- Riverside Forest Products - 2 high wage jobs

Question 4 – Benefits Outside Service Area

If benefits of the Recompete investments have accrued to populations outside of the service area during this reporting period, please provide details on regions served and communities that have benefitted, how connections to those regions and communities occurred, and other applicable details, such as the frequency and scale of those benefits.

Port of Port Angeles: No benefits have been provided to populations outside of the service area yet, because the North Olympic Peninsula Barging Network (NOPBN) is still being stood up. However, once established, the NOPBN will have economic benefits outside of the service area due to the cargo connections that will be made between the Olympic Peninsula and other regions. These other regions include communities in the I-5 corridor of Washington State, such as Everett, that will benefit from reduced landside congestion resulting from the increased use of water transportation to transport cargo. Barging will also provide a more cost-effective alternative to trucking, allowing companies across the state who participate in barge activities to realize savings that can be reinvested into their operations and employees.

NW School of Wooden Boat Building (NWSWB): Of the Marine Systems and Boatbuilding students who graduated in June and September 2025 and were hired by the time of this report, 9 were employed by businesses located outside of the service area. These businesses were based in King, Kitsap, and Whatcom Counties in Washington state, as well as in Alaska, Maine, New York, Oregon, and Utah.

Additional Partner Progress

In addition to the metrics reported above, Recompete partners have made progress on projects that are not reflected in numbers yet. Below are updates on those projects.

Port of Port Angeles

The Port issued a Request for Proposal (RFP) to purchase their inland barge August 29, 2025. Through this process they have identified a vendor with a used barge that meets their needs and is currently in negotiations. Additionally, the Port was made aware of another barge available on surplus through the Washington State Department of Enterprise Services (DES) that would fit the desired specifications for the spud barge. The Port began working with DES to determine a cost and acquisition timeline for this barge. The barge has since become unavailable, and the Port is working to find out more information. They are still moving forward with the inland barge.

The Port has engaged two existing customers with the North Olympic Peninsula Barging Network (NOPBN) who ship forest products between the Olympic Peninsula and I-5 corridor, using the Port of Port Angeles as a key cargo handling facility. These customers will benefit from the NOPBN by being able to access new barge capacity.

Composite Recycling Technology Center (CRTC)

During this reporting period, CRTC made an RFP for their second thermal modification unit and selected a vendor. They are awaiting final approval from the EDA and are expecting to receive the unit in the later half of 2026.

Jamestown S'Klallam Tribal (JST) Capital

JST Capital is still waiting for a finalized contract from the EDA. However, they have additional funds available from Washington State Department of Commerce, Equitable Access to Credit (EAC) program to help small and startup businesses and are ready to offer loans to create or retain jobs.

Olympic Community of Health (OCH)

In September through Olympic Connect, OCH launched its Employment Support Program, which removes barriers to gainful employment by providing necessary resources needed to obtain a good job, including tuition for short-term training programs.

During this reporting period, Olympic Peninsula YMCA made preparations for its Voucher Program, which will provide short-term assistance with childcare, transportation, and basic needs to pursue and maintain living-wage employment. This program launched after this reporting period and will be reflected in the next report.

Data was collected by Recompete Project Leads in accordance with the EDA Qualtrics Survey, and compiled into this report by the Governance team.

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Contact: info@recompetewa.org
Website: www.recompetewa.org