

Application Related Information

Application: Application Verified
Grad Program Applying To: MPA

Iteration Name: 202510_GR_G
Program Name: MPA

Recommendation Information

Recommended By: Carlitos Grant
Recommenders Institution: WorkSource Pierce -
Employment Security
Department

Recommenders Title: WorkSource Specialist 6

Contact Name:
Thomas Anderson

Waive Access to Recommendation Ltrs: I choose to waive my right to
review this recommendation.

Recommendation Waiver Choice: I choose to waive my right to
review this recommendation.

Recommendation Form Submitted: ✓

Recommendation Status: Received

Received Date: 01/19/2024 03:32 PM

Recommender Assessment: I recommend this applicant.

Recommendation Type:
General

Recommender Form: MPA Letter of
Recommendation/Form

Recommendation Entity ID: 1024000117292970

Recommendation Owner: Josephine Bernier

Recommender Form Questions

How long have you known
applicant:

Applicant ability as self-directed learner: Thomas already filled that role
in the capacity in which we
worked together. He was
highly recommended by his
peers and went above and
beyond his assigned task.

3 months

Time since last contact with
applicant:

Applicant as productive member of group: Thomas will definitely be a
productive member of the
team; his presence is missed
here dearly. Thomas is the
type of person that would fill in
for his team wherever need
without being told or asked to
do so. He understands the
value of teamwork and
displayed it daily in his
actions.

1 day

Relationship with Applicant:

Applicant most significant strengths: Everyone has room to grow,
that goes without saying, but I
truly believe that Thomas will
be a valuable asset to your
team.

Supervisor

Ability to complete rigorous
grad program: Outstanding

Responsibility/reliability: Outstanding

Communication Skills - Oral: Outstanding

Communication skills -
written: Outstanding

Service Orientation-sensitivity/empathy: Outstanding

Ability to work independently: Outstanding

Ability to handle stress: Outstanding
Ability to analyze/problem solve: Outstanding
Openness to feedback: Outstanding
Ability to work in a team: Outstanding

Ability to think critically: Outstanding
Ability to think creatively: Outstanding
Potential for leadership: Outstanding
Personal/professional reflection: Outstanding

Description Information

Description:

Form URL: <https://evergreenstatecollege.radiu>

Other Information

Created Time: 01/19/2024 02:43 PM

Created By: Josephine Bernier

Modified Time: 01/19/2024 03:32 PM

Modified By: Josephine Bernier

Carlitos Grant

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January 18, 2024

Thomas Anderson

INSITUTION

ADDRESS

ADDRESS

To Whom it May Concern

I joined WorkSource Pierce in November 2023 as an interim supervisor for the Labor Exchange team, including Thomas. My experience in transforming operations and navigating change management helped me identify staff willing to accept the challenge of growing with an organization. Thomas has been great at adopting changes, whether it is implementing changes that come from the department or identifying best practices to align with program's standard operating procedures."

One major reason I feel Thomas is a strong candidate is his demonstrated ability to adapt to change and learn new skills, as proven in the RESEA program. This program connects unemployed clients to job search assistance. He reviewed the program standard operating procedures and workforce monitoring system requirements to develop questions that elicited the details needed from clients. He also built an extensive list of services that met the program requirements and aided clients with their job search. Thomas shared his process with his coworkers to gain input and help them understand the new structure for writing notes and inputting them into the system.

Thomas was also quick to respond to departmental priorities based on the federal requirements for gathering client demographics. The process had been abandoned during COVID, but a new process needed to be established. Despite some resistance from some on the team, Thomas and a few others collaborated by gathering methods from other offices and testing them out to see which process fit best with the customer flow in the office. Additionally, Thomas collaborated on developing a way to accurately capture how many customers came to the office, and the services they were provided.

Thomas has grown in his ability to work with a team and lead changes in workforce development during the last three years. I believe the MPA program at Evergreen State College would be a great addition to his collaborative and proactive approach. I can share more with you if you have any further questions.

Sincerely,



Carlitos Grant
Supervisor, WorkSource Pierce