



Plan Section II: v3.2, November 2023, Draft

Longer-term (2026 – 2028) ROADMAP

A. NEW BUSINESS DEVELOPMENT

Tactics & Objectives	Timing
<p>1. Business/Talent Recruitment Program. Targeted sectors:</p> <ul style="list-style-type: none"> ○ Maritime ○ Defense ○ Construction and Project Management <ul style="list-style-type: none"> ▪ “Right sized” (relative to footprint, wages, # of employees) <p>2. Project Artisan Evaluate space need and growth forecast for key private sector employer(s). Aid in facility procurement if needed, taking actions to retain key large-scale employers in Kitsap.</p> <p>3. Silverdale Land Use. Plans, site/buildings, and development strategy</p> <ul style="list-style-type: none"> ● Identify plans to increase residential densification of city ● Redevelopment of Silverdale effort should include: <ul style="list-style-type: none"> ○ Cost estimates, incentive evaluations ○ Cultural aspects ○ Infrastructure Considerations ○ Partnership with Greater Kitsap Chamber ○ Old Town Silverdale 	<p>2026 2027 2028</p> <p>2026</p> <p>2026 2027-2028</p>

Tactics & Objectives	Timing
<p>1. Increase New Business Capabilities</p> <ul style="list-style-type: none"> Build Capacity (data, tools, hire staff/contract relationships if needed) to issue and respond capably and quickly to Requests for Proposals (RFPs) and Requests for Information (RFIs) Expand relationships with site selectors <p>Ongoing:</p> <ul style="list-style-type: none"> Monitor opportunity for local landowners (including Port of Bremerton) to create lay down yard space for Shipyard Infrastructure Optimization Program (SIOP) Position KEDA as the private sector expert on the Shipyard Infrastructure Optimization Program. 	<p>2028</p>

B. WORKFORCE

Tactics & Objectives	Timing
<p>1. Career & Technical Training (CTE). Increase certificated graduates from CTE programs in high schools, emphasizing trades and other careers in Kitsap that do not require 4-year college degrees.</p> <p>2. Apprenticeships. Enlist industry partners for top 10 apprenticeships (or job skills training programs / internships) for expansion (e.g., businesses active in the schools, students learning at businesses)</p> <p>Ongoing:</p> <ul style="list-style-type: none"> Participate in community dialogue around housing to advance the solutions workforce agenda 	<p>Q1 2026 – Q3 2027</p> <p>Q3 2027 – Q4 2028</p>

C. BUSINESS RETENTION AND EXPANSION

Tactics & Objectives	Timing
<p>Regular adjustment of all Key Performance Indicators (KPIs): Our government contracting program (APEX Accelerator formerly known as PTAC), WA State Dept of Commerce, Business Visitation Interview Program</p>	<p>Annual</p>

D. ENTREPRENEURSHIP AND INNOVATION

Tactics & Objectives	Timing
<p>1. Evaluate feasibility of Kitsap business plan competition w/ higher education partners</p> <p>Ongoing:</p> <ul style="list-style-type: none"> Continue facilitating opportunities for Kitsap’s entrepreneurs to grow, network and collaborate 	2026

E. WAV-C

Tactics & Objectives	Timing
<p>To be determined. Future feasibility is tied to new operational funding that must be obtained by Fall 2024.</p>	

F. RESEARCH

Key Tactics & Objectives	Timing
<ul style="list-style-type: none"> Gap study. Comprehensively evaluate the adequacy of products and professional services available in Kitsap. Migration and Growth study. Evaluate who has moved to Kitsap during the pandemic, how demographics have changed, and whether growth remains on a strong trajectory. <p>Ongoing:</p> <ul style="list-style-type: none"> Continue to maintain, research, publish and disseminate information about Kitsap’s economy (both through large scale projects and individual efforts to assist Kitsap firms / economic interest) 	<p>Q1 2026 – Q3 2027</p> <p>Q3 2027 – Q4 2028</p>

G. COMMUNICATIONS & EVENTS

Tactics & Objectives	Timing
<p>Ongoing:</p> <ul style="list-style-type: none"> Market Kitsap as business-friendly, innovative, with a strong quality of life, convenience, and connectivity to Greater Seattle. County Requirement: Outreach and marketing of Kitsap as a talent destination. 	

H. ORGANIZATIONAL DEVELOPMENT

Tactics & Objectives	Timing
<p>Ongoing:</p> <ul style="list-style-type: none"> Staff development opportunities as determined by the Executive Director / Board 	