



# workforce

## SOUTHWEST WASHINGTON

Investing in employment and job training services  
for businesses, job seekers and youth in Clark, Cowlitz and Wahkiakum counties.



### TABLE OF CONTENTS

- [February 2018](#)
- [Workforce workshop series to help businesses find employees in tight labor market](#)
- [New website shows manufacturing career opportunities and highlights local companies](#)
- [Ben Bagherpour appointed to SBCTC](#)
- [Tech employers invited to share workforce challenges and views](#)
- [Health care industry input sought for workforce development plan](#)
- [Construction panel tackles education & training; companies to share views March 20](#)
- [Business participation sought for April 10 Youth Employment Summit](#)
- [Manufacturer gets assist from WorkSource to find and hire employees](#)
- [Meet Darcy Hoffman, Regional Business Solutions Manager](#)

## February 2018

### A Message from the CEO

It may still be winter, but it's not too early to think about summer ... jobs, that is ... for youth.

The more opportunities we can provide our young adults to learn about work and get hands-on, practical experience, the better for them and for our community.



Workforce Southwest continually seeks opportunities to bring additional funding into our community to expand existing programs or create new ones where there's a need.

With a \$1 million grant from the Division of Vocational Rehabilitation, we'll be launching a Summer Works program this year to help teens experience work first-hand.

Our team is actively working on developing apprenticeships and other programs that will connect young adults with industry, training and experience to provide our companies with local, skilled talent.

To meet the needs of our Opportunity Youth, individuals 16-24 years of age who are not working and not in school, youth workforce programs managed by WSW will be consolidating into one location later this year to give our young adults a single location to access a host of programs, services and opportunities.

There are so many ways for businesses to benefit from working with our young adults. I hope you will read about the opportunities below and reach out for further information and to get involved.

Jeanne Bennett, CEO

- [Upcoming training to help construction companies fill entry-level positions](#)
- [Small Business Boot Camp begins March 9](#)
- [Early bird rates for Business & Tourism Expo booth/table space ends Feb. 21](#)
- [Summer employment program for youth coming soon](#)
- [Youth workforce services programs to take Next step in July](#)
- [Incumbent Worker Training funds available](#)
- [WorkSource Vancouver hiring event Feb. 14 and two Wednesdays in March](#)
- [Phillip A. Parker Memorial Scholarship recipient pursues career in the trades](#)
- [Goodwill helps young woman find the spark to write her career story](#)
- [Battle Ground Industry Fair February 22](#)
- [February is Career and Technical Education Month](#)
- [Mount St. Helens' GeoGirls applications due March 1](#)
- [Scholarship applications being accepted for summer Cascade Mountain School](#)
- [Workforce News](#)
- [WorkSource Workshops](#)

## OTHER NEWS Board Meeting

**March 14, 2018**  
4-6 p.m.

## Workforce workshop series to help businesses find employees in tight labor market



To help companies meet the challenges of finding and keeping employees, Workforce Southwest Washington is launching a workshop series to enable employers to learn best practices from businesses that have successfully found and hired employees.

The April 17 workshop, "[Managing the Generation Gap in the Workplace](#)" will be held 7:45-9:30 a.m. at the Ilani Casino Resort, 1 Cowlitz Way, Ridgefield.

There is no cost to attend, but space is limited and registration is required. Go to [www.evenbrite.com](http://www.evenbrite.com) and search for "Workforce Southwest" or [click here](#).

To learn about workforce development programs for business, contact Cass Parker, Senior Industry Initiatives Manager, at [cparker@workforcesw.org](mailto:cparker@workforcesw.org) or 360.567.1076.

## New website shows manufacturing career opportunities and highlights local companies



A coalition of 20 companies and economic development organizations, including SEH America, Columbia Machine, Silicon Forest, Analog Devices, Madden Industrial and the Columbia River Economic Development Council, have funded and planned a campaign with WSW and its Columbia-Willamette Workforce

Lower Columbia College  
Student Center

[Click for details.](#)

## Mission

*To prepare and promote a skilled and adaptive workforce for a thriving economy in Southwest Washington.*

## Our Partners



Collaborative (CWWC) partners to raise awareness of the wide variety of manufacturing careers available and to recruit more workers to the field.

The public-private partnership helped to fund a website [www.CareersNW.org](http://www.CareersNW.org) with [interactive manufacturing pages](#) allowing individuals to click through scenes to see a broad spectrum of products made in the Southwest Washington-Portland metro region. Job seekers can access links to sponsoring companies' jobs pages showing current openings and can access manufacturing training and employment services through WorkSource.

The website also showcases health care, construction and technology. Visit [www.CareersNW.org](http://www.CareersNW.org).

Manufacturing companies interested in learning more about the program should contact Cass Parker at [cparker@workforcesw.org](mailto:cparker@workforcesw.org) or 360.567.1076.

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## Ben Bagherpour appointed to SBCTC



Congratulations to Ben Bagherpour, vice president of operations at SEH America and WSW Board member, on his appointment by Gov. Jay Inslee to the Washington State Board for Community and Technical Colleges.

In addition to WSW, Ben is a member on various boards, including the Columbia River Economic Development Council, Southwest Washington STEM Network, Greater Vancouver Chamber of Commerce and The Historic Trust advisory board. He also serves on the Governor's Career Connected Learning Team.

Thank you, Ben, for all you do for workforce and our community!

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## Tech employers invited to share workforce challenges and views



WSW is seeking tech leaders and those who employ large numbers of tech workers to participate in an industry panel around Southwest Washington's tech workforce needs.





## Comments/Questions?

Julia Maglione  
Communications Manager  
[jmaglione@workforcesw.org](mailto:jmaglione@workforcesw.org)



## Manufacturing Workforce Plan

Prior discussion aided in creation of the [Tech Talent Workforce Plan](#).

For more information about workforce and tech, contact Cass Parker, Senior Industry Initiatives Manager, at 360.567.1076 or [cparker@workforcesw.org](mailto:cparker@workforcesw.org).

## Health care industry input sought for workforce development plan

Health care providers, including hospitals, clinics, dental offices, mental health providers, home health agencies, long-term care facilities and others are invited to share their workforce challenges and needs with WSW as it works with the industry to build the Health care Workforce Plan for 2018-2020.

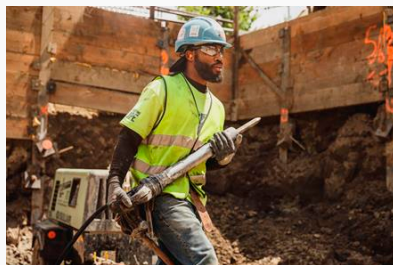


Health care businesses from across the region are coming together to identify common workforce needs and collaborate on goals and strategies that will be undertaken to help the industry meet its need for workers.

In partnership with Clark College Economic and Community Development, WSW led an employer convening on January 19 with 10 employer representatives that shared their talent needs.

The process will continue for several months, so if you are an employer interested in contributing to the conversation about how to improve talent and meet training needs in health care, contact Melissa Boles, WSW Industry Initiatives Manager, at [mboles@workforcesw.org](mailto:mboles@workforcesw.org) or 360.567.3185.

## Construction panel tackles education & training; companies to share views March 20



The first quarterly construction industry panel of 2018 was held on January 9 at the Building Industry Association (BIA) offices in Vancouver.

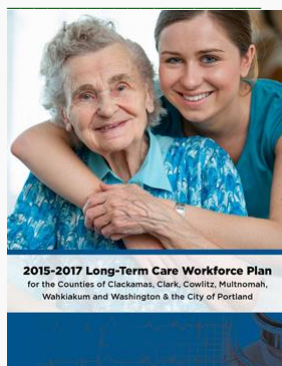
The new sector-wide messaging platform, [www.CareersNW.org](http://www.CareersNW.org), was introduced and the group discussed panel members' involvement in additional future messaging.



## Construction Workforce Plan



## Tech Workforce Plan



## Long-term Care Workforce Plan

Also discussed were engagement with Career & Technical Education (CTE) programs and creation of positive jobsite culture training.

**The next meeting is March 20 at 10 a.m.**, location to be announced.

If you're interested in learning more about the construction panel or getting involved, please contact Melissa Boles, WSW Industry Initiatives Manager, at [mboles@workforcesw.org](mailto:mboles@workforcesw.org) or 360.567.3185.

## **Business & Trades participation sought for April 10 Youth Employment Summit**



The second Annual Youth Employment Summit (Y.E.S.) will take place April 10.

The event focuses on preparing young adults (ages 16+) for first jobs by enabling them to speak with businesses and apprenticeship training programs.

Employers are encouraged to participate to help shape their future workforce. Approximately 300 high school juniors and seniors and out-of-school young adults ages 16-24 will be attending.

This year's event will combine two events: the Y.E.S. event led by community-based organizations and WSW, and the Construction Career Day led by Lakeside Industries, the District Council of Laborers and the Washington State Dept. of Transportation.

Space is limited and registration is required. The event is free and sponsorship opportunities are available. Companies interested in participating can [register online](#) or contact Ryan Cunningham at [rcunningham@esd.wa.gov](mailto:rcunningham@esd.wa.gov) or 360.735.5089.

## **Manufacturer gets assist from WorkSource to find and hire employees**

Olympic Aero Services (OAS), an industry-leading manufacturer and aviation engineering company with locations in Woodland and Olympia, was seeking new employees that could read drawings and diagrams, had the patience to assemble electronic components, could work independently and would communicate well with engineers.



The company contacted WorkSource in Kelso after Business Consultant [Donna Hughes](#) visited and toured the company with Scot Walstra of the Cowlitz Economic Development Council. The two organizations frequently partner to assist companies with workforce development.

After learning about and understanding the company's workforce needs and challenges, Donna referred a veteran who was job searching through WorkSource. The candidate had experience working on aircraft which made him a good fit for OAS's requirements. The candidate was eligible for on-the-job training (OJT) funded through WorkSource as his prior employer had closed. OAS hired him as an Aero Space Technician and received reimbursement from WorkSource for a portion of his salary while he was being trained.

"WorkSource was instrumental in assisting us in finding candidates that met the criteria we were searching for in applicants," said OAS Owner David Barton. "By working closely with WorkSource and providing them the job requirements and characteristics of the type of individual that would be a great fit for our business, we were able to find a perfect applicant for the position."

[Read more.](#)

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## Meet Darcy Hoffman, Regional Business Solutions Manager

Darcy Hoffman oversees the Business Solutions team for the WorkSource offices in Southwest Washington, providing leadership and strategic direction. She works with businesses of all shapes and sizes, with a focus on the region's high-growth, high-demand sectors of manufacturing, health care, technology and construction.



She serves as the link between economic developers and WorkSource by helping to create customized workforce solutions for businesses considering locating in our region. For the past 12 years, she has helped businesses find and hire qualified candidates, access workforce training funds and streamline hiring processes to make them as efficient and effective as possible.

Darcy also works with businesses during the bad times. WorkSource customizes services for companies facing a downsize or closure. Darcy's goal is that affected employees transition quickly into new

employment or are connected to training that will give them the skills necessary to compete in the job market.

Darcy is a graduate of Leadership Clark County's class of 2013 and was recognized by the *Vancouver Business Journal* as one of its Accomplished and Under 40 class of 2015. She serves on the Clark County Career and Technical Education Consortium and the Emerging Workforce Committee. She also volunteers with Habitat for Humanity and Oregon Tradeswomen.

Reach Darcy at [dhoffman@esd.wa.gov](mailto:dhoffman@esd.wa.gov) or 360.735.5038.

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## Upcoming training to help construction companies fill entry-level positions



Construction companies interested in finding employees who have the skills for entry-level positions can benefit from a recruiting, training and hiring program being offered as a collaboration between Clark College's Economic and Community Development and WorkSource.

The two organizations successfully piloted the hiring and training program in spring 2017 with three construction companies sponsoring 12 trainees. Employers had an opportunity to vet each candidate and select individuals that met their organization's standards.

A representative of one of the companies noted the new trainees came to work more prepared to work in the industry and better trained than employees they normally hire.

Recruitment of potential candidates is taking place in February at WorkSource in Vancouver. Training will begin in March and end in May.


During the 11-week, 111-hour training, participants will receive instruction in interpersonal skill building, trade math, basic GPS, blueprint reading and basic power tool & safety.

They will also complete certifications in CPR/First Aid, OSHA 10 Safety, forklift, flagging and soil & erosion.

For information on how to participate in hiring your future skilled workforce, contact Darcy Hoffman, WorkSource's Regional Business Solutions Manager, at [dhoffman@esd.wa.gov](mailto:dhoffman@esd.wa.gov) or 360.735.5038.



## Small Business Boot Camp begins March 9



**2018 Small Business  
BOOT CAMP**



2018 Series begins Friday, March 9

Friday Mornings • Lower Columbia College  
7:30 am - 9 am • Heritage Room at LCC - Admin. Bldg.

★ **BOARDMANSHIP SIX PACK** ★

March 9	<b>Role of the Board vs the CEO</b> Facilitator: Gary Healea, PNE Corp.
March 16	<b>Succession Planning</b> Facilitator: Chris Bailey, President, LCC
March 23	<b>Handling Conflict (colors of the board)</b> Facilitator: Jennifer Leach, WSU Extension Faculty
March 30	<b>Financial Accountability</b> Facilitator: Scott Davis, CPA, Davis and Associates, CPAs
April 6	<b>Facilitating and Leading Meetings (Roberts Rules)</b> Facilitator: Jennifer Leach, WSU Extension Faculty
April 13	<b>Working as a Team</b> Facilitator: Frank McShane, Square Peg Consulting

Sponsored by:




No pricing change since 2013!  
\$100 Members ★ \$160 Non-Members

**HUMAN RESOURCE  
★ SIX PACK ★**  
Starts May 4

“The Boardmanship Boot Camp is perfect for those boards who want to go to the next level. From basic board principles to finances to strategic planning, it has everything your board needs to make the next year what you want it to be. If you're sick of just getting by and want to be an active board of directors to help your non-profit, I highly recommend this Boot Camp for you.”

Gary Chapin  
KLTV Board President



**KELSO LONGVIEW**  
CHAMBER OF COMMERCE  
360-423-8400 [www.kelsolongviewchamber.org](http://www.kelsolongviewchamber.org)

Give your board members the tools to understand their role and be successful. Classes begin March 9. [Click here to register!](#)

## Early bird rates for Business & Tourism Expo booth/table space ends Feb. 21

The Building Bridges Business & Tourism Expo is planned for March 7 from 3 to 7 p.m. at the Cowlitz County Event Center. It's a great opportunity to showcase your company and what you do.

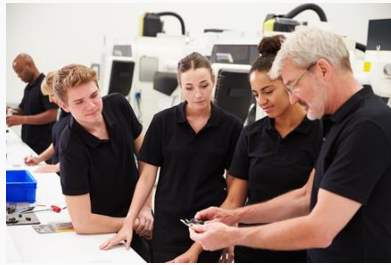


Hosted by the Kelso Longview Chamber of Commerce (KLCC) and Cowlitz County Tourism, the event is free to the public.

Get the best rates before February 21. To register for a space, call the KLCC at 360.423.8400 or go online to [www.kelsolongviewchamber.org](http://www.kelsolongviewchamber.org).



## Summer employment program for youth coming soon



A report from JP Morgan Chase, **“Building Skills through Summer Jobs”** states “employment opportunities during the summer months – a time when most youth acquire their first job – have vanished in many communities.”

To help stem the tide of rising unemployment among our young adults, WSW has secured a \$1 million grant from the Division of Vocational Rehabilitation for a six-week Summer Works job program for teens ages 16-18.

Participants will have the opportunity to earn money, gain valuable work experience and develop soft skills to help them become ready for a job, career or college.

Putting young people to work is good for them, local businesses and our community. Work experience contributes to higher graduation rates, better future employment prospects and increased earnings later in life. In addition, youth who work are less likely to engage in crime and high-risk behaviors.

Summer Works is made possible through a partnership with the Dept. of Vocational Rehabilitation, Educational Service District 112, Boys & Girls Club and WSW's Next youth programming.

If your organization is interested in hiring young adults for part-time or summer jobs, sign up for a free table at the April 10 Youth Employment Summit (see article above).

To learn more, contact Youth Initiatives Manager Miriam Martin at [mmartin@workforcesw.org](mailto:mmartin@workforcesw.org) or 360.567.3183.

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## Youth workforce services programs to take Next step in July



After more than two years of planning and preparation, Workforce Southwest Washington (WSW) and its partners that operate the region's workforce services programs for out-of-school youth will open a youth one-stop center in Clark County in July.

The youth service hub will bring Partners in Careers, Educational Service District 112, Job Corps, WorkSource, Boys & Girls Club, Clark College, local industry and others together to integrate services for Opportunity Youth (16-24 year olds who are not in school and not working) in one physical space.

After conducting focus groups with youth, partners and the community to gather input, the center and all the programs located in the space will be branded as "Next" to create a single name, message and identity for all the services, regardless of which organization is providing them.

Next will integrate education, job placement and training, housing support and other services in one place to provide better outcomes for youth and offer a space where young adults can feel safe and empowered, and where they can build community and relationships with one another.

"We believe that when young people receive the integrated support, training and resources they need to complete their education and find a job, they'll be ready to take advantage of opportunities and design the future they want," said Miriam Martin, WSW's Youth Initiatives Manager.

To learn more and get involved, contact Miriam Martin at [mmartin@workforcesw.org](mailto:mmartin@workforcesw.org) or 360.567.3183.

Graphic image designed by freepik.com

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## **Incumbent Worker Training funds available**

Do you need to train your current workers? Would you like funding assistance? Contact Darcy Hoffman, WorkSource Regional Business Solutions Manager at 360.735.5038 or [dhoffman@esd.wa.gov](mailto:dhoffman@esd.wa.gov) to see if your company qualifies for free training.

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## WorkSource Vancouver hiring event Feb. 14 and two Wednesdays in March



A proud partner of the [americanjobcenter](#) network

Job seekers can interview for positions with a variety of companies at upcoming hiring events at WorkSource in Vancouver.

The events will take place 10 a.m. to noon at WorkSource, 204 SE Stonemill Drive, Suite 215, Vancouver, WA 98684 on **February 14, March 14 and March 28**.

Job seekers should bring copies of their resumes and dress for an interview.

Free workshops on resume writing and interviewing skills are held at the WorkSource centers.

- [Vancouver workshops calendar](#)
- [Kelso workshops calendar](#)

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## Phillip A. Parker Memorial Scholarship recipient pursues career in the trades

Scott Wiley is building a bright future. The legal guardian for his younger sister, he was the sole provider for his three-person household on part-time, minimum-wage work.

Scott started working with Partners in Careers (PIC) when he was 17. PIC helped him complete his diploma and NCCER certifications and gain construction experience helping to build a house with YouthBuild. He continued to build on his success by joining the Pacific Northwest Regional Council of Carpenters' (PNWRCC) apprenticeship program. His determination and grit got him an opportunity with Harlen's Drywall, where he has been working since his initial union job.



Scott received a \$500 Parker Memorial Scholarship because of his passion and advocacy for the trades and involvement in a variety of youth construction programs. Scott has represented YouthBuild as a youth board member at Second Step Housing, has participated in one-to-one mentoring events at Partners in Careers and speaks about the trades and his experience at local high schools.

Scott is now a second-term apprentice with the Pacific Northwest Regional Council of Carpenters.

The scholarship was funded through donations collected by Workforce Southwest Washington in honor of its long-time board member, friend and jobs advocate, Philip A. Parker, who died in 2014.

“Phil was a champion for jobs-creation projects and cared deeply about young people,” said Jeanne Bennett, WSW’s Chief Executive Officer. “We’re pleased to honor him in this way.”

Parker, a retired journeyman electrician, served almost nine years as a WSW council member and on the executive board.

Photo (l to r): Scott Wiley receives the Philip A. Parker Memorial Scholarship from Andrew Westlund, YouthBuild Program Coordinator with Partners in Careers. Photo courtesy of Partners in Careers.

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## Goodwill helps young woman write her career story



Caitlin Erdmann didn't know which career path to follow when she walked through Goodwill's doors last summer. She had held a few jobs in retail, but hadn't found anything that really resonated with her. When she landed an internship at Cowlitz County Parks and Recreation, she had no idea this

was the first crucial step on the path to her dream job.

Caitlin had pursued an internship guided by Goodwill's Work Opportunity Center in Longview, which was funded by Workforce Southwest Washington through WIOA Out-of-School Youth funding. The eight-week program gave Caitlin exposure to technologies used in Longview's Parks and Rec department, including online marketing, filming and editing. It was in this environment that Caitlin was able to explore her talents and interests and ultimately discover her calling in journalism.

Caitlin explained that journalism had always been an interest, but it wasn't until this venture that it solidified into a passion. Following the internship, Caitlin was hired at Parks and Recreation to complete a film project she had started. Caitlin began her first quarter at Lower Columbia College and is fired up by the idea of transferring to a university with a journalism program.



Photo of Caitlin Erdmann, provided by Goodwill of the Olympics and Rainier Region.

Learn about career opportunities in Southwest Washington

**Battle Ground**

# INDUSTRY FAIR

Thursday, February 22, 2018

5pm to 7pm

Presented by: *Graphic Design* *Graphic Design*

Battle Ground High School  
300 West Main Street  
Battle Ground, WA 98604

**Jeffrey** Battle Ground  
PUBLIC SCHOOLS

**JobConnection**  
GOODWILL Job Solutions

**APIC**  
PARTNERS IN CAREERS

**WorkSource**

Small text: WorkSource is a regional partnership of public and private organizations that provides employment and training services. Individuals who will receive services are available upon request to people with disabilities. WorkSource is a 501(c)(3).

Learn about jobs in healthcare, education, manufacturing, technology, construction, finance, hospitality, retail, apprenticeship, transportation and more.

Local employers representing a variety of high-growth job sectors will talk about career pathways within their organizations.

**Questions?**  
Contact Kevin Doyle  
(360) 885-6598  
doyle.kevin@battlegroundps.org

## February is Career and Technical Education Month



CELEBRATE TODAY,  
OWN TOMORROW!

CTE is education that directly prepares students for high-wage, high-demand careers. CTE covers many fields, including health care, information technology, advanced manufacturing, hospitality and more.

CTE education includes classroom learning, certification programs and work-based learning opportunities outside the classroom.

It's a great time to promote these programs so students, their parents and others gain a greater understanding of career pathways in these industries.

Learn more at the Association for Career and Technical Education <http://wa-acte.org/>.

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## Mount St. Helens' GeoGirls applications due March 1

GeoGirls is a free week-long geology and technology field camp for girls at Mount St. Helens. GeoGirls explore the volcanoes in their backyard, the hazards they pose to the human population and the technology scientists use to monitor them.



The excursion is set to take place July 29 to August 2. **Applications are being accepted now through March 1.**

Learn more at <http://www.mshinstitute.org/learn/for-parents/geogirls.html> or contact [learn@mshinstitute.org](mailto:learn@mshinstitute.org).

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## Scholarship applications being accepted for summer Cascade Mountain School



Cascade Mountain School (CMS) is an outdoor science school located at the base of Mt. Adams, in the Columbia River Gorge. It is a program of the Mt. Adams Institute, a nonprofit organization committed to strengthening the connection between people and the natural world.

Students will be exposed to a variety of outdoor activities, such as hiking, backpacking, paddling, biking and farming, while thinking deeply and acting thoughtfully on important scientific and environmental challenges.

Applications for needs-based scholarships will be accepted **through April 15** (and maybe later, if funds last). Learn more at <https://www.cascademountainschool.org/>.

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## Workforce News

View media coverage, press releases and past newsletters at [\*\*Workforce News\*\*](#).

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## WorkSource Workshops

**Clark County:** 204 SE Stonemill Drive, Suite 215, Vancouver, WA 98684, 360.735.5000. [\*\*Click to view Clark County Workshops and Hiring Events\*\*](#).

**Cowlitz-Wahkiakum:** 305 S. Pacific Avenue, Suite B, Kelso, WA 98626, 360.577.2250. [\*\*Click to view Cowlitz/Wahkiakum Workshops and Hiring Events\*\*](#).

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WSW, a nonprofit organization founded in 2002, contributes to regional economic growth by providing investments and resources to improve the skills and education of the workforce in Clark, Cowlitz and Wahkiakum counties.

WSW-funded programs help businesses find and hire the employees they need and provide people the skills, education and training to find work or advance in their careers.

WSW partners with employers, community colleges and universities, labor groups, government and economic development agencies, high schools and community organizations to provide employment and training services to businesses, job seekers and youth.

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You're receiving this because of your interest in workforce development. WSW is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to individuals with disabilities. Washington relay: 711.

Workforce Southwest  
Washington  
805 Broadway, Suite 412  
Vancouver, WA 98660  
360.567.1070  
[www.workforcesw.org](http://www.workforcesw.org)