



workforce
SOUTHWEST WASHINGTON

Report to the Community

July 1, 2016 – June 30, 2017

OUR MISSION: To prepare and promote a skilled and adaptive workforce
for a thriving economy in Southwest Washington.

A Message from the Chair and CEO

We are pleased to share the Workforce Southwest Washington (WSW) Annual Report.

As you will notice, we changed our name from the Southwest Washington Workforce Development Council to Workforce Southwest Washington and rebranded with a new logo and website, www.workforcesw.org.

Over the past year, we have worked to fully integrate changes outlined by the Workforce Innovation and Opportunity Act (WIOA), the 2014 federal legislation governing the national workforce development system. We are called upon to find new ways to serve businesses, the unemployed and underemployed and we are rising to the challenge.

For the key sectors that drive our regional economy, we provided labor market data and created workforce development plans. See page 3.

Our WorkSource centers brought employment and job training services into the community and even into the county jail. Read more on page 4.

Public-private partnerships are growing. Two are highlighted on pages 3 and 6. These collaborations where companies drive development of the training programs that will provide them skilled workers are the future of workforce development.

WSW is ready to help develop, foster and fund these partnerships and facilitate and convene workforce development activities throughout the region.

Another highlight this year was hosting 50 businesses at a Youth Employment Summit to help 200 young people learn about key industries and apply for summer jobs.

Through all of this change, WSW continues to be a leader by working alongside our local, state and national elected officials, advocating for policies that support business, job seekers and the growth of our local economy.

We hope our Annual Report inspires you to partner with us to develop innovative programs that support and provide opportunities for employers, job seekers and youth.

Sincerely,



John Vanderkin
WSW Board Chair



Jeanne Bennett
Chief Executive Officer



Sector Strategies to Serve Industry

The quality of the workforce is a primary driver of economic development and of the region’s overall economic health. Businesses that effectively manage their talent are likely to be more competitive.

Together with industry and our partners in the Columbia-Willamette Workforce Collaborative, WSW developed plans to address the workforce opportunities and challenges of our region’s high-growth, high-demand sectors: Construction, Health care, Manufacturing and Technology.

The plans are used by industry, education, economic development and training partners to align the

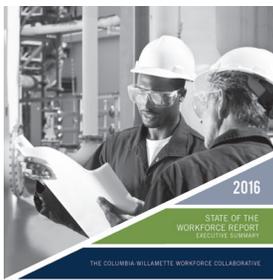
region’s workforce goals. Our goals are to attract new workers, improve skills of current workers and draw non-traditional workers to the sectors.

Since 2011, sector-focused competitive grants awarded to the CWWC have brought more than \$6.75 million to the three-county Southwest Washington area to address workforce development needs.

The demand in our key sectors is larger than the supply of workers by relatively small margins. With several thousand baby boomers retiring in the next 10 years, however, employers will be in desperate need of workers.

	Manufacturers in the region will need to replace approximately 30,000 employees in the next several years as the aging workforce retires.
	Although Construction was one of the hardest hit industries during the recession, our region has seen substantial growth in recent years and companies do not have enough workers to take on all the projects.
	Regionally, Health care employers are keeping pace with extremely high national need for workers, which is growing at 23 percent, as our population increases and ages.
	Technological innovation and mounting demand is fueling this sector, where the number of jobs is expected to grow 33 percent by 2024.

Studying & Reporting on Regional Data



Our State of the Workforce report has demographic and economic data to help readers understand the workforce needs and opportunities in the six-county Portland-Southwest Washington metro area.

We also produced an Opportunity Youth report and reports on Advanced Manufacturing, Health care, Technology and Construction.

Reports can be viewed at www.workforcesw.org/about-workforce-sw-washington/reports-and-data.

Training Program Builds Worker Pipeline

A partnership of construction companies (Nutter, Tapani and Rotschy), WorkSource, Clark College’s Economic & Community Development department and WSW trained candidates to company specifications and resulted in the companies gaining 13 new, trained employees.

Candidates recruited by WorkSource were interviewed by the companies. Selected candidates were trained in professional skills, trade math and construction trade.

WSW provided funds to WorkSource that paid 50 percent of training costs for eligible candidates; the companies paid the rest. Candidates that completed training and passed required tests were hired.

Construction companies interested in workforce development opportunities should contact **Industry Initiatives Manager Melissa Boles at 360.567.3185 or mboles@workforcesw.org**.

Job Seekers



12,179
job seekers
served by
WorkSource



6,224
received
in-person
services



59.5%
enrolled in
WorkSource
programs got jobs



9,136
job orders
placed with
WorkSource

WorkSource is a network of interagency partnerships that provides employment and job training services for businesses and job seekers, including workshops, hiring events and individual job seeker support.

WorkSource has locations in Kelso and Vancouver and at Clark College, Lower Columbia College and Wahkiakum Community Center.

WorkSourceWA.com provides online services such as job posting, candidate matching and labor market data for employers and resume builder, events calendar, career exploration and budgeting tools for job seekers.

WSW provides oversight and funds for WorkSource. A variety of partners within WorkSource provide support to employers and job seekers.

To better meet the needs of both businesses and job seekers, WorkSource is developing systems and processes to align sector workforce needs with job seeker training, thus providing companies with skilled workers and helping job seekers qualify for the jobs available in the area.

A LEAP to Training & Employment

Nearly 15,000 individuals are booked into the Clark County Jail annually. When they are released, many struggle to find work and approximately 53 percent return to jail within a year.

Linking to Employment Activities Pre-release (LEAP), is an innovative partnership with the Clark County Sheriff's Office Re-entry program that helps incarcerated individuals increase skills to ensure employability upon reentering the community and decrease their chances of returning to jail.

Since the program began in December 2016, 138 individuals have received services, including job search assistance, resumes and interviewing basics. At least eight have obtained jobs. The two-year pilot is funded through an \$800,000 U.S. Department of Labor grant.

The program is making a difference. As one LEAP participant said in an interview (edited for space):

"Before I was in LEAP and I was in jail, I felt a little lost. I didn't know what was going to happen when I got out.

I got a lot out of the class. I learned websites and interviewing skills. While incarcerated, I registered at

Clark College and now I am a full-time student. I worked with WorkSource and am getting my certificates to become an industrial hygienist.

The day I was released I had medical insurance, food stamps, all the things I needed to be successful. Without LEAP, I don't know where I would be. I wouldn't have school or WorkSource or a solid resume or a way to get around. This has changed everything for me.

The toughest part is still my criminal background. But after the program I have a lot more confidence in my ability to be hired. It will still be a challenge but I know there is a company out there that will hire me."

Video <https://www.youtube.com/watch?v=HNZoxLZHYN8>

**“ Without LEAP,
I don't know where
I would be.”**

– Clark County Jail LEAP Participant

Young Adults Ages 16-24

More than 8,000 young adults ages 16 to 24 in Clark, Cowlitz and Wahkiakum counties are not working and are not in school. Many face barriers such as having disabilities, being homeless, aging out of the foster system or having juvenile justice involvement. These young adults in transition represent opportunities for growing and strengthening the local workforce. Our

young adult programs (operated by Partners in Careers, Goodwill in Longview and Educational Service District 112) focus on reconnecting these “opportunity youth” to education and employment by matching each young person’s strengths, interests and values with the talent needs of our fastest-growing sectors, promoting both income mobility and economic prosperity in our region.

Youth Program Outcomes*

Served	403
Trained	140
Education Placements	7
Jobs & Internship Placements	80
Career-related Learning Activities (comprehensive career guidance)	10,712

*Numbers from Youth and Adult programs serving ages 16-24

Youth Build New Lives & Houses



The lives of 67 young adults and two families have been improved thanks to YouthBuild Vancouver, a consortium of Partners in Careers, Evergreen Habitat for Humanity, WSW, Second Step Housing and WorkSource.

YouthBuild helped at-risk youth ages 16-24 obtain high school diplomas or GEDs and learn construction and work skills. The program covered not only education and training, but addressed additional barriers such as the youth being homeless or not having food.

Through YouthBuild:

- ✂ 39 students earned a GED or high school diploma
- ✂ 42 individuals obtained jobs
- ✂ Two families have safe, new homes

Youth Employment Summit Connects Companies and Future Workforce

Fifty companies engaged with more than 200 teens from several school districts, the Washington State School for the Blind and other youth programs during the 2017 Youth Employment Summit.

The teens learned about industries, career pathways, skills and education and practiced interviewing. Several students applied for jobs and were hired.

Volunteers conducting the mock interviews included former Vancouver City Councilmember Larry Smith, Historic Trust President Mike True, Leadership Clark County alumni and individuals from Clark College, among others.

The event was a collaboration between WSW, Partners in Careers, WorkSource, the Greater Vancouver Chamber of Commerce, Columbia River Economic Development Council, SW WA STEM Network and the Boys & Girls Club.

Contact Youth Initiatives Manager Miriam Martin at mmartin@workforcesw.org or 360.567.3183.



Investments & Impact

\$4,663,288
WorkSource
Employment & Training
Programs
(67 Percent)

\$1,576,981
Youth
Employment
& Education Programs
(23 percent)

\$710,452
Administration
(10 percent)

Public-Private Training Program Leads to Candidate Pipeline and Jobs

When Goodwill's Tori Skinner approached Spencer Wiggins, owner of Longview-based Northwest Motor Sales & Service (NWMS), with an idea to address the local skills gap, the result was a new Industrial Training Program.

NWMS provides installation, repair, maintenance and sales of electric motors to pulp, paper and steel mills, oil and gas, marine, mining, power plants and other industries.

NWMS would provide its industry knowledge and high service and quality standards and Goodwill would enrich the experience with recruitment, training, case management and support services.

The collaboration paid off. The pilot resulted in NWMS hiring three new employees.

"Our business continues to expand and the additional volume presents a new set of challenges," said NWMS owner Spencer Wiggins. "One of our goals as an organization is to support the local economy and provide youth a chance to participate as we experience this growth, while allowing us to meet our increased staffing needs."

Goodwill recruited and screened applicants, receiving more than 70 applications.

NWMS selected three candidates for the 10-week internship. Wages for the interns were paid under a Workforce Innovation and Opportunity Act grant through Workforce Southwest Washington.

Participants spent four days a week at the worksite and one day a week at Goodwill learning from an industry-specific training. They completed the 17-volume EASA Mechanical Repair Fundamentals,

earned certifications in OSHA 10, Forklift and CPR/First Aid, attended courses in financial literacy and received career path coaching.

"My whole experience with Goodwill and Northwest has been life changing. The support, encouragement and how willing everyone has been to help and teach is unforgettable," said Jessica, one of the interns who was hired by NWMS as a Winder Helper.

Because of the pilot's success, Goodwill and NWMS will provide this training several times a year to area youth.

"The leadership and mentorship from Northwest Motor is incalculable," said Goodwill Business Development Manager Tori Skinner. "The NWMS team is inspiring a new generation to look at themselves in new ways, explore career options they never knew were in their community, receive critical feedback and build professional confidence," said Skinner.

"It is powerful to see how much impact can be achieved through complementary partnerships."

This program was featured in a Daily News article and reprinted in U.S. News & World Report.



Photo from Goodwill of the Olympics & Rainier Region.

Partners & Investors

We thank our funders, donors and partners for supporting our work to prepare and promote a skilled and adaptive workforce for a thriving economy in Southwest Washington.

A First Place
Aacres
Abernathy Tech Center
Advisicon
Airport Terminal Services
AmeriCorps
Analog Devices
Bake Works
BergerABAM Engineers
Biggs Insurance Services
Boys & Girls Club
Brighton Enterprises
Building for Youth
Building Industry Association
of Clark County
Cascade Inn
Cascadia Technology Academy
Cathlamet Dental
Cathlamet Fire Department
CCI
CDM Caregiving Services
Charter Communications
cheQitout
City of Kelso
City of Longview
City of Vancouver
Clackamas Workforce Partnership
Clark College
Clark County
Clark County Event Center
Clark County Parks & Recreation
Clark County Sheriff's Office
and Re-entry Program
Clark Public Utilities District
Clark Regional Emergency Services
Agency
College of Electronics Manufacturing
Columbia Machine
Columbia Ridge Senior Living
Columbia River Economic Development
Council
Columbia River Mental Health Services
Columbia-Willamette Workforce
Collaborative
Community Foundation for SW WA
Community Home Health and Hospice
Cowlitz County
Cowlitz Economic Development Council
Cowlitz County Habitat for Humanity
Cowlitz Indian Tribe
Crystal Creek Lodge
Currie & McLain CPAs
Educational Service District 112
Elkhart Plastics
Employers Overload
Evergreen Habitat for Humanity
FedEx Ground
Firestone Pacific Foods
Frito-Lay
GeoDesign
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Greater Portland, Inc.
Greater Vancouver Chamber
of Commerce
Heidi Heywood, PLLC
High Fidelity Entertainment
Home Instead Senior Care
Impact Washington
Interfor
International Brotherhood of Electrical
Workers
iQ Credit Union
JobCorps
Kaiser Permanente
Kalama Chamber of Commerce
Kelly Services
Kelso Longview Chamber of Commerce
Kiewit Infrastructure
Kyocera
Laborers Local 355 (LiUNA)
LaunchCode
League of United Latin American
Citizens
Lile Relocation Services
Lower Columbia College
Lower Columbia CAP
Macy's
Madden Industrial Craftsmen
Marine Resource Committee
Mount St. Helens Institute
nConnect
New Tradition Homes
nLight
North Pacific Paper Corp. (NORPAC)
Northwest Innovation Works
Northwest Permanente
Office of Superintendent of Public
Instruction
Pacific NW Manufacturing Partnership
Pacific Power Group
Pactera
Partners in Careers
Paytrace
Pearson Field Education Center
Port of Camas-Washougal
Port of Kalama
Port of Longview
Port of Ridgefield
Port of Vancouver
Port of Woodland
Prosper Portland
Red Leaf
Regional Economists in Washington
and Oregon
Renaissance Systems, LLC
ResCare Home Care
ResCare Workforce Services
RLA Engineering
School Districts in Clark, Cowlitz
and Wahkiakum Counties
Schrockco Auto Body
Second Step Housing
SEH America
Silicon Forest Electronics
Southwest Washington Contractors
Association
Southwest Washington STEM Network
State of Washington
Stream Team
Style Masters Academy
SunModo
SW WA Regional Airport
The Charlotte House
The Hampton & Ashley Inn
The Hampton at Salmon Creek
The Startup Brand
Tribeca Transport
U.S. Army
U.S. Department of Labor
U.S. Forest Service
Vancouver Housing Authority
Vancouver Watershed Alliance
Vigor Industrial
WA State Dept. of Services for the Blind
WA State Dept. of Social and Health
Services
WA State Division of Vocational
Rehabilitation
WA State Employment Security Department
Wahkiakum Amateur Radio Club
Wahkiakum Chamber of Commerce
Wahkiakum Community Center
Wahkiakum County
Wahkiakum County Sheriff's Department
Wahkiakum Public Utilities District
Wahkiakum School District
Washington State University Vancouver
Washington Workforce Association
Weyerhaeuser
Workforce Training and Education
Coordinating Board
WorkSource Cowlitz/Wahkiakum
WorkSource Vancouver
Worksystems, Inc.
YMCA of Columbia-Willamette

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Cowlitz Economic Development Council

Paige Spratt
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Shannon Stull
LiUNA 335

About Workforce Southwest Washington

Workforce Southwest Washington (WSW) 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.

Established in 2002, WSW works with business, economic development, education, government, community-based organizations and labor to develop and deliver flexible and results-oriented services for employers and residents.

Workforce Southwest Washington is an equal opportunity employer/program. Auxiliary aids and services are available upon request to persons with disabilities. Washington Relay 711. Icons made by Freepik from www.flaticon.com

It focuses on building and maintaining strong relationships among these partners to leverage resources and expertise and to develop an agile and future-focused workforce system to meet employers' and individuals' needs.

This foundation enables WSW and its workforce partners to respond to emerging growth areas and address the workforce employment and training needs of industry and individuals.

Workforce Southwest Washington

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