



2003-2004
ANNUAL REPORT



Targeting the needs of business in Snohomish County in employment and career development. Bringing focused investment, energy and creativity for a more prosperous community.



John Knutsen, Board Chair, Snohomish County Workforce Development Council and Rin Causey, WDC President.

Leadership in community investment

This year's annual report presents the significant challenges and accomplishments of the Workforce Development Council during a tumultuous period. The dramatic impacts resulting from 9/11 have hit Snohomish County particularly hard. The domino effect for this region has been severe, and recovery has been a challenge. As a result, the WDC was challenged to modify its service delivery strategies to deal with huge numbers of dislocated workers in an environment where alternative career opportunities were equally limited, or were in such radically different fields of endeavor that they presented significant re-training to access. The huge numbers of unemployed and underemployed workers using our Centers has nearly overwhelmed our capability to respond. Along with our partners in education, we have been challenged to find and grow capacity for students to access retraining opportunities in fields where there are jobs and career opportunities.

During this difficult time, we have managed to support a Transition Assistance Center for aerospace workers providing phenomenal support and placement assistance to those seeking new job opportunities. We are looking forward to working with The Boeing Company to support the new Boeing Re-training Center offering new skills training for those working on the new 7e7 Dreamliner. We have joined ranks with the Economic Development Council, and the public institutions of learning in this county to develop a county wide strategy for addressing skills gap needs both immediate and long term. We are proud to be co-signers and supporters of the Blueprint 2010 agreement. Through this effort, the WDC has engaged in industry sector studies, invested in sector based training, developed skill panels to define needs, leveraged resources and sought to diversify funding support to further expand the options for training and assistance within this county.

The WDC will face new and demanding challenges in the months ahead. With the continued national attention supporting a war overseas, resources for domestic initiatives and local community needs will be reduced and further challenged to define new and creative ways to collaborate, leverage funds and solve problems collectively. After three years of economic austerity we are beginning to see the glimmer of employment growth and economic recovery. I hope this report will encourage more community leaders, business leaders, and community organizations to get involved in helping us move Snohomish County to the forefront of responsive program development to increase competitiveness, economic vitality and quality of life through employment.

Rin Causey, President, Snohomish County Workforce Development Council

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Our Board of Directors

Creating dialogue, bringing
perspective on how the WDC
invests in our community.

The role of sectoral initiatives in workforce development

The focus of Sectoral Initiatives is to provide a strategic response to the employment needs of key industries identified as critical to the economic health and vitality of Snohomish County.

Sectoral Initiatives provide economic development and training assistance to business, work to identify current and future skills training needs and prepare workers to meet those needs with marketable skills.

Customized training for these key industries serves to strengthen industry labor assets and provide future opportunities for economic expansion due to the availability of a skilled workforce.

Linda Waring, Sectoral Initiatives



Through the recommendations of a community based advisory group comprised of labor, education and the Tulalip Tribes, the WDC funded a construction trades training program. Training included Trades Math, Flagging, Heavy Construction, First Aide, Blueprint Reading, Forklift Training and Project Management. 17 students graduated with 16 currently employed as a result of their training. Continuing efforts have seen increased interest in apprenticeship and internship programs by youth and adults, offering valuable training that leads to careers in the construction trades.

employment results

Education and WorkSource

Early education, the key to future careers

The WDC recognizes the importance of collaboration and partnership with early education in support of math and sciences preparation. Making the connection with industry, labor, and education is critical to ensuring a fully integrated and seamless transition from K-12 to higher education.

In recognition of the importance of developing and supporting programs that integrate, infuse, and promote workforce strategies, educational and career pathways four major projects are currently underway. The Business Services' Sectoral Initiatives team actively participates in Machining Pathway, a collaboration of efforts with Damar, Snohomish High School, and Everett Community College; Project Lead the Way - pre-engineering courses for middle school and high school students, to address this workforce gap; IDEAS – increasing diversity in Engineering and Science providing educational opportunity for students seeking degrees in engineering and computer science; and the 503 Health Project Partnership consisting of Providence Everett Medical Center, Stevens Hospital, Valley General Hospital, Cascade Valley Hospital, the Health Services Careers Partnership, K-12 school districts, and Everett & Edmonds Community Colleges collaborating to increase the awareness of health care employment and educational/career pathways.

Employment Impact in healthcare

H1B Healthcare Initiative

In collaboration with the Workforce Development Councils of King and Pierce Counties, the Snohomish County WDC worked to obtain a Federal H1B grant that brought over \$838,000 into the county. This grant provides tuition support and career planning to over 100 incumbent workers at Steven Healthcare and Providence Everett Medical Center. The H1B funding will result in 15 Radiologic Technologists, 20 Licensed Practical Nurses, 30 Registered Nurses and 20 will complete pre-requisites for their planned degree. The grant also enables 15 individuals to further their studies through the BSN and MN degree levels. As a result of this grant funding, some students completing their Masters degree have been hired by Everett Community College Nursing School as faculty to expand the College's nursing program capacity.



Snohomish County Health Services Careers Partnership (HSCP)

The Health Services Careers Partnership (HSCP) was established in 2003 to address the health care workforce shortages in Snohomish County. The Partnership includes health care professionals, educational representatives, and other key stakeholders who seek to address local health care workforce shortages.

The HSCP has created and presented a workshop on financial resources for financing health care education, provided health care career and education resources to students at local job career fairs, and conducted thorough labor market analysis to identify priority shortage occupations. HSCP has begun implementation of a detailed strategy to combat health care occupational shortages, beginning with a focus on retention of existing employees and increasing educational capacity in high demand occupations using alternative training strategies. A new grant affords HSCP the ability to sponsor an event in June of 2004 to strengthen their connection with WorkSource through workplace tours, trainings, and communication systems development between the local health care businesses, and colleges.



Snohomish County WDC

Health Care H1B Sector

Background

The Snohomish County Workforce Development Council participated in a four-county H1B application to address the regional healthcare worker shortage. The application was successful and each county received funding to support their portion of the grant requirements. The plan called for a service delivery strategy based on research obtained from Providence and Stevens Hospitals and their need for incumbent worker training in 5 key areas which are radiology, LPN, RN, BSN and HSN. The Snohomish County agreement calls for outcomes as follows:

- 15 certified radiology technicians
- 30 certified RNs, an additional 20 who complete all pre-requisite work
- 20 certified LPNs, and
- 15 nurses who receive a four year degree or higher.

Outcome

The Snohomish County H1B Coordinator has established working relationships with each hospital and the educational system. She is currently working with each incumbent worker/student to provide tuition assistance and guidance as they complete their training. She works with Community and Technical Colleges and Universities within the area to ensure proper tuition payment and that students are enrolled in classes that will enable them to complete courses within the allotted timeline as indicated by the H1B grant.

To date the outcomes have been achieved as follows:

- 16 individuals are on track to complete radiology technician certification with an additional 23 completing the pre-requisite classes for entrance into the radiology tech program.
- 22 individuals are on track to complete RN with an additional 29 who will complete pre-requisite work. We are developing strategies to identify 4 additional students who are enrolled in the RN program currently from both Stevens and Providence Hospitals. This effort should result in meeting our goal goal of 30 certified RNs.

Snohomish County WDC

Health Care Sector

Background

National, statewide, and local research indicate that hospitals and other health care settings, such as home care, private practice, public health clinics, and ambulatory care centers, are experiencing a shortage of qualified and competent health care workers. In addition to Washington State's high unemployment rate, the health care industry is also experiencing a shortage of health care workers. The industry continues to struggle and operate with critical health care staff shortages.

These shortages threaten the quality, accessibility and cost of health care services. The goal of the partnership is to address the shortage of health care industry of our area. Snohomish County health services professionals have been working together to address the shortage of health care workers through a variety of strategies, including apprenticeship and radiologic imaging. A result of a recent Snohomish county hospital survey indicates a hiring need of 83 RNs within the next 6 months.

Outcome

The Snohomish County Health Services Careers Partnership (HSCP) was formed in 2003 to address these local health care workforce shortages. The Partnership is made up of health care professionals, educational representatives, and other key stakeholders who seek to address the local health care workforce dilemma through:

- 1) Increasing the number of people interested in high demand health occupations
- 2) Providing the framework to share retention and recruitment strategies for existing health workers and students
- 3) Effectively communicating available health career opportunities to Snohomish County
- 4) Expanding options of existing training programs and implementing alternative health care training solutions to meet demand.

Next Steps

The Partnership is comprised of two entities: a Council and Work Teams. All members are currently working on projects that will meet the overall goals and objectives identified by the Council. Some of the plans to address the shortage include: implementing a county wide health care marketing campaign; developing alternative training solutions, including apprenticeship; increasing diversity; providing retention strategies for health care workers and students in health related careers; creating career lattices; and coordinating clinical placements.

Snohomish County WDC

Construction Sector

Background

The economic development of Snohomish County, along with a variety of community revitalization projects and a housing boom, have served to create a need for trained construction workers. The Talley Cairns would initially employ approximately 1400 people. The Talley Tribes 10 year development plan, which includes a 300-room hotel, convention center and theme park, projected more than \$27 million annually in employment income by 2012. This expansion required a number of workers (both tribal and non-tribal) in a variety of construction trades.

In January of 2003, the WDC convened an advisory group consisting of Labor, Education, ANEW, the Talley Tribes and the Talley TRCO Office, and local builders to develop a construction trades training. This meeting would provide an opportunity for tribal and non-tribal members to become familiar with basic building techniques and practices and prepare for entrance into apprenticeships. It would also include a community construction project. The project was the framing of a housing unit to be used as transitional housing for a Talley family involved in the Workforce Program.

ANEW was awarded a contract to continue the Snohomish Apprenticeship Network (SAN). The network would work with WorkSource case managers to identify potential applicants for apprenticeship, provide orientation, oversee eligibility and readiness for apprenticeship program, and assist applicants in their efforts to become an apprentice in one of the Trades.

In addition to working with applicants, SAN would work closely with the Joint Apprenticeship Training Coordinator, the Community and Technical Colleges and Employment Security Apprenticeship Coordinators.

Outcome

In February 2003 students were recruited, assessed and placed into training (students could also complete their GED courses in addition to the construction trades training). The construction course curricula included: Introduction to Structural Trades, Electrical and Mechanical Trades and Heavy Construction, Plogging, First Aid, Trades Math, Basic Print Reading, Strength Building, Forklift Training, Project Management and Industry Specific Workshops.

Most of the students were Talley Tribes members however all students received mentoring and support services that enabled the majority of students to stay in class.

Snohomish County WDC

Manufacturing Sector

Background

Manufacturing is a key industry sector and drives much of the economy of Snohomish County. The major employer in the county is Boeing and aerospace related jobs account for most of the high-wage, high-demand job market. In addition to Boeing, Kimberly-Clark, the world's largest leading tissue manufacturer, represents another facet of manufacturing and employs between 800-900 individuals in their Everett facility. Both of these major employers have had to face increasing labor competition in the global marketplace and market price deflation. Manufacturing across the U.S. has begun to face a complete paradigm shift in both pricing and production. As a result, there is an increasing need for training at all levels of manufacturing in both new management techniques and advancements in technology.

Outcome

In 2002, the need to introduce new technology at Kimberly Clark was apparent and critical to the retention of workers at the Everett Plant. An employee skill upgrade training was developed to meet the need for a higher skill set within the Kimberly Clark labor force. The target was set at 48 individuals. Economic factors have driven down the initial estimate, however the program was able to assist 48 individuals through training which served the company needs. Workers were able to run, troubleshoot and maintain the new higher technology equipment and each department received advanced training in the use of computers and computerized equipment. As a result, jobs were retained on the Everett Plant.

As a result of globalization and the September 11 attack on America, the aerospace industry and related manufacturing jobs within the Puget Sound region were experiencing a dramatic downturn. All economic indicators suggest that the area is nearing the end of the trough and there are positive signs suggesting that the recovery is near in this sector.

Snohomish County WDC

Hospitality and Tourism

Background

Snohomish County has experienced significant growth in large part due to the economic development and planning associated with projects in downtown Everett and throughout the county. These projects include the Everett Stearns Center, the Talley Cairns, the National Flight Inauguration Center at Paine Field, the Lynnwood Convention Center and the Edmonds Performing Arts Center. Coupled these projects with major community redevelopment or revitalization efforts in Everett, Lynnwood, Edmonds and Snohomish are demand for skilled workers in the hospitality industry is immediate.

The Snohomish County Workforce Development Council (WDC) received a Commission for Retention and Advancement (CORA) grant as part of a three county cooperation designed to address the needs of the hospitality industry in each county. The WDC partnered with the Everett Area Chamber of Commerce to develop and conduct a survey of Snohomish County hospitality industry businesses.

OUTCOME:

The Snohomish County effort focused on the future needs of the hospitality industry in terms of the availability of local training, recruitment of workers, retention of tribal members and the current resources available within the WorkSource and Community College systems to meet the anticipated demand for additional workers.

A stakeholders group consisting of business owners and managers, representatives from education, workforce development, the Everett Area Chamber and the Snohomish County Tourism Bureau identified critical questions and considered a focus group survey of county hospitality industry businesses. Survey areas included employee training, employment, retention and employment skills. Focus group results and additional information compiled to complete the July 2003 CORA Hospitality Grant Final Report.

NEXT STEPS:

The Workforce Development Council is committed to continuing to serve the needs of the business community. The hospitality and tourism industry represents a key industry sector that generates entry level jobs leading to a career in a growing end-use industry. Recommendations on next steps included:

- Council: Consortium of stakeholders group, identifying and developing career pathway models, internships, job shadowing and other mentoring activities, identifying customized training opportunities and continuing to seek additional funding through WDC grants and other local sources.

Snohomish County WDC

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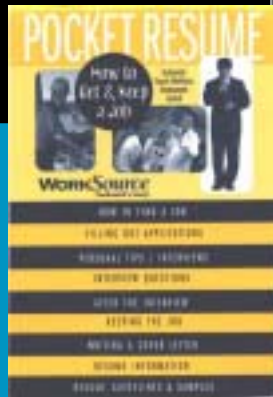
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Our future workforce



Reaching youth

The *Snohomish County Pocket Resume* has proven to be a reference tool of significant value to teens and adults learning to find employment. The Pocket Resume is used in training classes to help students understand what employers value in an employee.



The *Youth Job Hunter Series* is a classroom tool designed to teach young people that their search for employment is a personal, complex journey that can be accomplished with a problem-solving strategy.

The Job Hunter training workbook encourages understanding of employer needs and how to become a successful job applicant.

Over 14,000 have been distributed to Workforce Development Councils and educational facilities throughout the United States, and have been distributed free of cost to classes for out-of-school youth, adult education programs, and WorkSource Centers in Snohomish County. The Pocket Resume addresses techniques for phone contact with potential employers, employment application completion, practice interview questions by employers, after interview follow through, resume development and personal tips in appropriate dress and the value of good grooming.

The *Teen Yellow Pages* has continued to be a one-stop resource for services to youth. The handy directory of events, services, help, and support to young people has won acclaim for its ability to help youth find local and regional answers to life's difficult questions. Law enforcement, business, and the Snohomish County Workforce Development Council worked in collaboration to bring resources together to make the Teen Yellow Pages available to young people throughout the county.

The *Employer's Toolkit* is designed to provide employers a range of essential information when hiring youth, including how to support their training. It supplies employers with the legal requirements of employment, and basic knowledge regarding how youth will benefit their business. The Tool Kit has been made available to business on CD and is a resource for a variety of information that encourages youth employment.



Enriching the lives of young people

Leadership in youth services

The WorkSource Youth Center brings youth service agencies together to meet the diverse needs of youth. The Center is a WorkSource affiliate directed by the Center for Career Alternatives. Services provided include GED tutoring, testing, employment and training information. Other partners in the effort provide transitional housing, family planning, foster care, substance abuse counseling and treatment support, as well as employment training and preparation.

This year, the WorkSource Youth Center served over 300 youth, 84 earned their GED, and 45 have obtained jobs. The Center served 114 youth in their drop-in job center. This Everett facility is one of the first dedicated One-Stop centers in the country to provide employment and wrap around services specifically to youth.

AmeriCorps, a new addition to youth programs

In 2003 AmeriCorps joined the family of youth services offered through the WDC. AmeriCorps members have been placed in schools and youth agencies throughout Snohomish County. Members work with nearly 1,500 youth to provide age appropriate job preparedness curriculums that encourage youth to start planning careers. Youth learn the benefits of community involvement by recognizing and leading over 100 civic service projects. This effort has resulted in 3,000 hours of service to our community. Through the Youth Connection AmeriCorps Program (YCAP) the Workforce Development Council is providing essential learning opportunities for youth and essential service to the community as a whole.

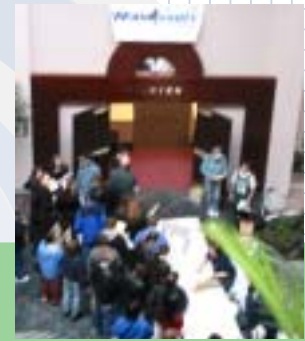


Courts step up in Project REACH

Funded with a \$1.5 million grant, the State Superior Court, the WDC and Project REACH began working together in changing the lives of many young offenders in Snohomish County.

Project REACH has served over 125 court involved youth since it began. Of these youth, nearly 60 have been placed in subsidized work experience designed to build sustained employability.

Over 45 youth were placed in unsubsidized employment. Many found work with the assistance of Employment Specialists and Juvenile Probation Counselors. Staff work together to help individuals stay out of trouble, get back into school and find meaningful and productive uses of their time, talents and interests.



Youth Job Fair mixes jobs & teens together

Over 650 teens arrived at the Embassy Suites in Lynnwood on a Saturday morning in March 2004 to have the opportunity to talk with employers about jobs. Many arrived early, resumes in hand, anxious to talk with businesses about their jobs and wanting a chance to apply for a variety of openings.

The 40 employers on site that morning were not disappointed. Retail, manufacturing and service companies were thrilled with the volume of young qualified candidates they met. Employers have since reported hiring many of the applicants. The Youth Job Fair more than tripled the number of employers and participants from prior years events with the aid of public relations, broadcast news and advertising efforts.

Leadership in Job Seeker Services

WorkSource Snohomish County System

Program Year 2003 was extremely busy for the Snohomish County WorkSource system. Over 30,000 job seekers, more than 20,000 of whom used system services for the first time this year were served. The Snohomish County WorkSource system is comprised of two full service one-stop centers, WorkSource Everett and WorkSource Lynnwood; two affiliate sites, including the WorkSource Aerospace Center and WorkSource Youth Center and numerous self-service sites including the enhanced self-service site at Sky Valley.

WorkSource Everett



In response to a dramatic increase in use of WorkSource Everett by job seekers, the center began offering extended hours in Program Year 2003. WorkSource

Everett is now open every Wednesday evening until 8:00 p.m. Staff are available during this time to offer

assistance to job seekers utilizing the center's state-of-the-art resource room. Staff also provide job hunter workshops and offer job referrals during these evening hours.

Program Year 2003 also saw a marked upturn in use of WorkSource Everett resources by area businesses. Use of the center's facilities for on-site interviewing and recruitment by businesses has steadily increased over the past six months, resulting in many people being hired.

WorkSource Everett also focused on expanding the mix of services available on-site during this program year. For example, one of the WorkSource partners, the YWCA, began offering Washington CASH workshops to low-income individuals interested in becoming entrepreneurs. In these workshops, potential entrepreneurs learn how to develop a business plan, secure funding, develop a marketing strategy, and create a cash flow plan. Forty individuals have completed this training to date, over half of whom continue to meet on a bi-weekly basis to discuss business topics. Some of the

resultant business start ups have included visual graphics, engineering consulting, retail, therapy, catering, investment counseling, real estate consulting, child care, and landscaping.

Everett hosted business seminars this past year to help small business people learn more about managing unemployment insurance costs, and utilizing state resources.



WorkSource Lynnwood

WorkSource Lynnwood also saw an increase in the number of job seekers who utilize the center to meet their employment needs. WorkSource Lynnwood is open one evening each week, providing assistance with use of the resource room, job hunter workshops, and job placement services to job seekers during evening hours.



Expanded use of WorkSource services by business was also experienced in Lynnwood where the number of businesses using the center for on-site interviews also increased significantly.



This year, WorkSource Lynnwood saw an increase in the membership of its award-winning Professional Networking Group (PNG) which has reached over 200 members. This job seeker-led group meets on a weekly basis and explores topics selected by the participants. Center staff provide support identifying speakers and notifying members of the topics being presented. This professional networking group has resulted in significant job development efforts through person to person networking and direct engagement strategies for developing your own job opportunities. Guest speakers discuss the hiring trends, occupational skills demands, and success stories of new hires.



WorkSource Lynnwood hosted business seminars that included teaching business how to utilize labor market information in planning marketing, expanding staff and recognizing new business trends. The Labor Market and Economic Analysis (LMEA) presentation demonstrated how business can utilize labor market information to plan growth and recognize new business trends.

WorkSource Lynnwood presented the second annual English as a Second Language Job Fair, successfully bringing employers and limited english speaking job seekers together to increase employment opportunities. This year a significant increase in employers provided new opportunities for people with limited english proficiencies. The job fair resulted in employment for many people who may have not known otherwise the volume of employers interested in hiring them due to their language limitations. Translators on-site helped to bridge the language barriers and link people with jobs.

Leadership in job seeker services



WorkSource Aerospace Center

The WorkSource Aerospace Center was created in Program Year 2002 and certified in Program Year 2003 to meet the workforce development needs of individuals dislocated from the aerospace industry. Located at Paine Field, the center provided the full range of workforce investment services to 19,000 of former aerospace employees this program year.

In response to growing need, this year the WorkSource Aerospace Center launched a new Professional Networking Group specifically for aerospace workers. This highly successful group has grown to 200 individuals per session working on such issues as how to negotiate a higher wage and dependable strengths that each worker brings to business.



WorkSource Sky Valley Self Service Site

The WorkSource Sky Valley Enhanced Self-Service Site continued to serve as the primary portal to the WorkSource Snohomish County system in east county. During Program Year 2003, nearly 1,100 individuals received core and or intensive services through the site's resource room and Job Hunter workshops.



Connecting to business by supporting skills training



X + Y = Z

Setting priorities for efficiency

The Blue Print for 2010 recognized growth industries in the County. Investments in training for future skills demands will increase employment opportunities and a skilled workforce.

Aerospace/Manufacturing
Construction
Healthcare
Tourism and Hospitality
Public Service & Education
Major Retail
BioMedical, BioTechnical
Business Services

Customized Training - linking business needs and financial sharing to increase jobs.

The Industry Focused Customized and On-the-Job Training grant was a new approach in 2003 to provide matching employment training funds with employers. This grant helped to increase the skills sets of newly hired workers, increase the available training to people needing marketable skills, and create new training opportunities that might not otherwise be available. Participants who successfully completed the training were offered employment.

Six Snohomish County employers submitted proposals to hire and train new and incumbent employees under this matching funds grant.

Funded through Business Services budget allocations, the grant awarded approximately \$300,000 in fund request proposals that addressed skill shortages in healthcare and aerospace manufacturing. These proposals created short term, innovative training opportunities in addressing the workforce needs of these two important industries. Adult job seekers were trained and hired as Certified Nursing Assistants, Nurse Preceptors, and provided orientation and on-the-job training for A&P mechanics.



The WDC is committed to increasing education and training resources available to businesses' skill shortages. Efforts that will ensure a well-trained workforce to increase their competitive edge.

Through Customized Training awards, businesses are able to implement successful strategies to respond to skills shortages, hire workers seeking employment, reemployment, and advancement opportunities.

Companies are able to retain skilled workers and provide career advancement.

Specific skills training prepares eligible job seekers to enter the workforce and reduce skills shortages.

Accomplishments

2003-2004



Youth

Integrated Funding Strategy
One-Stop Youth Integration Grant
WorkSource Youth Center
Step Up Program
Youth Account Executive
One-Stop Youth Integration Grant
Public-Private Partnership Products
AmeriCorps State Program
Project REACH

Targeted Populations

National Emergency Grant
VETS Initiative
ACCESS Initiative

Aerospace Industry

National Emergency Grant
National Emergency Grant Subpart

Health Care

H1B Healthcare Initiative
Healthcare Skills Panel Initiative

Construction

Pre-Apprenticeship Construction Initiative
Educational Brokering, summer construction program

Manufacturing

Manufacturing Initiative
Project Lead The Way (PLTW)
Machining Pathway

Hospitality/Tourism

Hospitality/Tourism Initiative

BioTechnology/NanoTechnology

BioTechnology / Nano Technology career awareness



Two efforts this year brought recognition to local business. Both provided the opportunity to help people complete their education and recognize the contributions of business in enhancing the Snohomish County workforce. And, both events represented continuous efforts throughout the year to build sustainable programs with independent financial support.

Celebrate Success

In July of 2003 business and community leaders spent an evening recognizing local companies and individuals who have made a significant impact in improving the Snohomish County workforce. Over 180 people enjoyed the examples of how businesses have invested in education, training and retention of their workers. Companies recognized for exceptional efforts included; Meridian Yachts, Zumiez, Kimberly-Clark, The Tulalip Tribes, and Fred Meyer Stores.

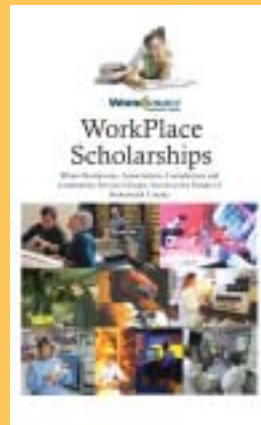


The *Celebrate Success* Annual Awards Event brought together federal, state and local political leaders, business leaders and many community based organizations to celebrate the achievements of employers and individuals who helped build an economic future for Snohomish County.

The *WorkPlace Scholarship* program provides funding for people who may not otherwise afford an education. Business and community groups help support people building careers.

Workplace Scholarship

Federal and State funding comes with limitations in time and how it can be used. The Snohomish County Workforce Development Council in 2003 created a financial support scholarship network for people who run out of government based financial help.



“We see so many people who do not qualify for specific federal assistance, but are still very much in need of help in order to attend training and achieve a better career or reach financial self sufficiency. Less than 1% of the people we see qualify for training through WIA resources alone. The Scholarship program is a win/win - it helps industry invest in future workers, and it helps those individuals who might not be able to go, to get enough assistance to make a difference.”

Rin Causey, WDC President

The WorkPlace Scholarship gives business a tax deductible opportunity to help local students complete their education. Scholarships pay materials and tuition costs. Businesses, associations, service clubs and others, help by donating funds that are paid directly to the schools on the student’s behalf. The results have significantly benefited those receiving the Scholarships. Kimberly-Clark and Bank of America were initial contributors to WorkPlace Scholarships.

The Homeless Veterans' Program

Initiating change

Employment Access
for people with
disabilities



“We don’t wait for them to find us or ask for help, we go out and find them”

Patrick Martinez, Coordinator, Veteran Services

In June of 2003, a \$200,000 Homeless Veterans’ Reintegration Program (HVRP) grant was awarded to the Snohomish County Workforce Development Council. The WDC oversees the HVRP as it provides homeless veterans in Snohomish County with an array of services necessary to gaining stable housing and employment. This effort leads to self-sufficiency for homeless veterans. Through this program, the Washington State Employment Security Department Veterans’ Unit at WorkSource Everett, received funds to hire two HVRP Specialists who will help place homeless veterans in unsubsidized employment. The HVRP is offered in collaboration with the Snohomish County Human Services Department’s Veterans’ Assistance Program, Work Incentive Grant. To date, almost 100 veterans have been placed in jobs since August of 2003. HVRP received an Award of Excellence from the International Association of Workforce Professionals (IAWP) in May, 2004.

Looking ahead

Only 27% of people with disabilities are employed, national estimates show 70% remain jobless, we have a significant gap in employment services to address.”

William Bell, WIG Grant Manager, WDC

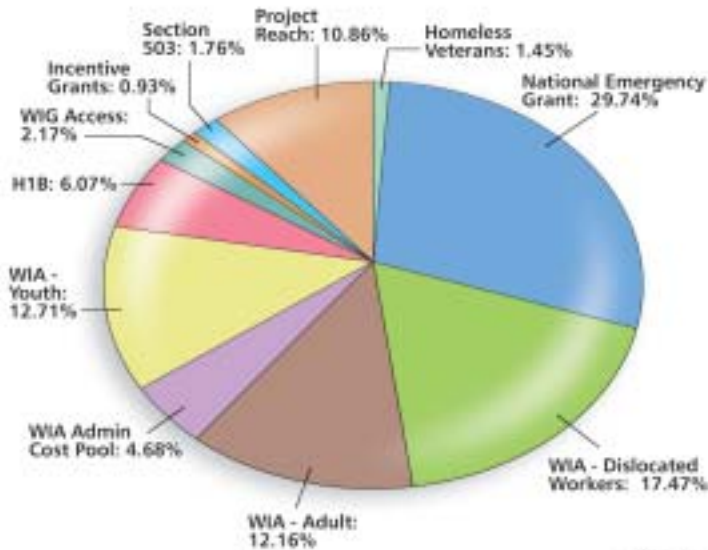


The \$300,000 Department of Labor Workforce Investment Grant (WIG) received in July, 2003 is designed to increase employment for people with disabilities. Funds support a dedicated WorkSource Transition Center located at the Everett Station. A key component of the center is the Navigator. The Navigator assists job seekers in locating a variety of pre-employment services that increase their ability to compete for jobs. The Navigator provides adaptive technology support, job search resources and advises clients how to access state, local and federal services to aid them in locating employment opportunities. Through coordination with the Department of Vocational Rehabilitation, the Transition Center is outfitted and staffed with the highest quality services available anywhere in the state. The Transition Center opened in March of 2004 and serves new clients daily.

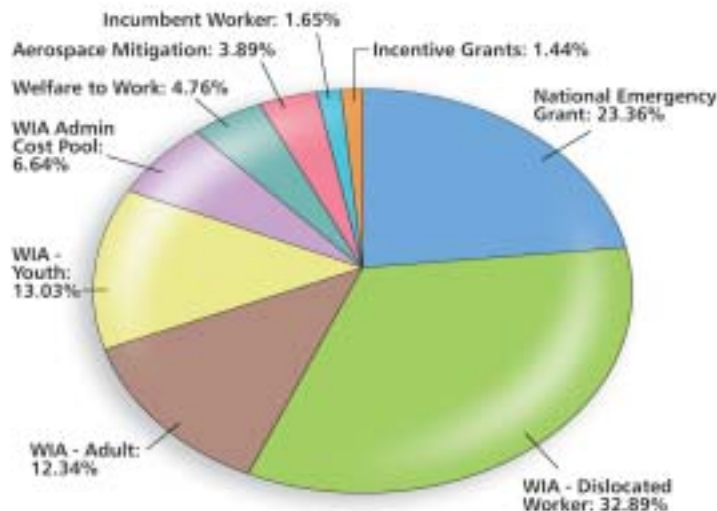
Community and Employment Investment



PY03 Funding Awards



PY02 Funding Awards



Our June 30, 2003 financial statements were audited in conformance with audit standards generally accepted in the United States and the Office of Financial Management. The financial statements presented fairly all material respects of the financial position of the Snohomish County Workforce Development Council.

During program year 2002, the WDC received both WIA Formula and competitive grants totaling \$9,866,867. Competitive grants awarded were \$2,825,354 and included National Emergency Grant, Incumbent Worker and Incentive Grants. Competitive awards were 28% of the total grants received. During program year 2002, over \$8,634,391 or 87% was dedicated supporting and servicing public programs. The administrative cost pool was 6% of the total funds received. During program year 2003, the WDC was awarded \$13,825,520 in both WIA Formula and competitive grants. Competitive grants awarded were \$7,332,371 and included Workforce Investment Grant, National Emergency Grant, H1B, and Project Reach, to name a few. Competitive awards were 53% of the total grants received.

The Snohomish County WDC will continue to expand its efforts to diversify funding resources to expand services to greater populations. We take great pride in demonstrating our ability to effectively support community development in the areas of workforce training.

Deborah James, WDC Financial Manager



The Snohomish County
Workforce Development Council
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Everett, WA 98204
425-921-3423
Fax 425-921-3484
www.go2worksource.com
www.worksourceonline.com

WorkSource partners are all equal opportunity employers and providers of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities. This program(s)/these services are made possible with funding from the United States Department of Labor received through the State of Washington. TTD/TTY 425-743-5994

WorkSource Everett Center
3201 Smith Avenue, Everett, WA 98201
425-458-6300

WorkSource Lynnwood Center
20311 52nd Avenue West, Lynnwood, WA 98036
425-673-3300

WorkSource Aerospace Center
2909 100th Street SW
Paine Field, Bldg. 7-124, Everett, WA 98204
425-356-3851

WorkSource Youth Center
3331 Broadway, Suite 1001, Everett, WA 98201
425-252-6400

Sky Valley Connection
19705 SR 2, Monroe, WA 98272
360-794-1398

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