



# Spokane Area WORKFORCE DEVELOPMENT COUNCIL

**SAWDC MEETING  
December 12, 2007  
The Glover Mansion  
321 W Eighth Avenue**

Estimated Time	Tab		
8:00 a.m.		Call to Order/Introduction of Guests	<i>Craig Dias</i>
	1	New Member Nomination <i>(vote on Lisa Whit's nomination)</i>	<i>Rich Hadley ACTION</i>
8:15 a.m.	2	Demand/Decline List	<i>Peg Waldron</i>
		WDC Member Education	<i>Craig Dias</i>
		One-Stop Relocation	<i>Mark Mattke</i>
	3	Overview of Labor Market Trends	<i>Jeff Zahir</i>
8:55 a.m.	4	Other Business	<i>Craig Dias</i>
9:00 a.m.		Adjournment of Business Meeting	<i>Craig Dias</i>
Encl.		Minutes Selected Background Materials	

**SUBJECT**

Nomination of Lisa White for Council membership.

**BACKGROUND**

See attached candidate member application.

**DISCUSSION**

Questions.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

Vote to bring nomination to Local Elected Officials for approval to serve on the Workforce Development Council.

## Workforce Development Council Spokane Employment & Training Consortium Application for Nomination

NAME:     Lisa White    

BUSINESS:     Spokane Public Schools    

CONTACT PHONE NUMBER:     (509) 475-2403    

1. Why are you interested in serving on a Council that oversees programs focusing on assisting economically disadvantaged youth and adults, and dislocated workers?

My interest in serving on the Workforce Development Council (WDC) stems from my 20+ years of experience working with youth, adolescents and adults in our community creating experiences that provide opportunity and resources for them to navigate and secure education, employment, recreation and volunteer experiences that benefit them and the community.

2. What do you feel are the specific roles of Government, Education, and the Private Sector in workforce development?

**Government:**

In my opinion, government provides the statutes, structures and often resources to scaffold the processes and services available to the citizens of our community. Government is representative of all of the people at a national, state and local jurisdiction and is responsible for providing for citizens so they can be gainfully employed to enhance the productivity of our community and our nation.

**Education:**

Education is a right of all citizens and is the most significant factor in the development of our capacity as individuals to care for ourselves and others. Education is an equalizing factor that significantly contributes to each person's ability to think, learn and give back to the community through their vocation or volunteerism regardless of socio-economic status.

**Private Sector:**

The private sector provides the creativity and funding to continue to be competitive in a global market. Private sector has much more flexibility to enhance productivity by exploring new opportunities and taking risks.

All three of these areas are equal partners in the role they play to enhance workforce development in our community and our nation.

3. Have you had any direct experience with Workforce Development programs? If so, explain.

I currently serve as a K-12 representative to the WDC Youth Council working in partnership with the various WIA youth serving agencies sponsored through WDC funding. I also am the Director of Career and Technical Education programs for Spokane Public Schools (SPS). SPS currently offers the largest concentration of courses that prepare students to directly enter the workforce.

4. What experiences, contact, or affiliations do you have that you think will assist the Workforce Investment Board in accomplishing its mission? (What Boards/Committees have you been involved with in the past in any capacity? How were these worthwhile to you?)

United Way Board of Directors – 2004 – 2007

Office of Superintendent of Public Instruction – OSPI – Career and Technical Education Advisory

Construction Skills Panel  
Leadership Spokane Graduate 1995

These opportunities have developed and enhanced my capacity to understand the complexity of systems and utilize my leadership to affect change that is necessary to create cohesion, collaboration, sustainability and integrity.

5. With limited Federal funding available, what would you suggest as possible solutions to serve individuals in desperate need of job training services?

Given that funding is extremely limited, decreasing the number of stand alone programs/services/agencies that provided these services is critical. This can be done by assessing where duplication of services is occurring and or combining programs and infrastructures or eliminating programs that are so unfunded that they cannot fully serve the populations they originally intended to serve. The creation of the one-stop WorkSource Center in Spokane is an example of my thinking. Another example would be the recent merger of the YMCA and YWCA co-locating in the same facility instead of operating two facilities with similar structures and double overhead. This model allows each agency to continue to focus on their mission and avoid duplication and unnecessary costs. Savings from these decisions will directly impact the client base.

6. In your opinion, which approach is more successful in addressing the problems facing our workforce: preventive or rehabilitative? Why?

Prevention is always the key to sustainability of our workforce. Until all three legs of the system, government, education and private sector come together to meet the most basic needs of all our community's citizens we will continue to be reactive in our approach to creating a sustainable workforce.

Many of our solutions are short term and technical (especially where funding is concerned) and do not have the long term adaptive impact of changing the structures that created the problems in the first place.

I think we have to balance our focusing on getting it right the first time. (graduating student's on-time with full credit vs. graduating students who go to college and retake and pay for coursework they should have competency in) Preparing our community members to understand the structures that can support their goals and their learning and offer them opportunities to grow and expand their influence.

Rehabilitative opportunities will always be necessary with our ever changing economy. It is critical that support is available to retrain workers in new fields and workforce areas whose demands are not being met by our current population of workers.

7. Will you be available to devote the time necessary to the Workforce Investment Board to be an effective member? (Minimum: Quarterly meetings, proposal reading, proposal presentation / decision-making meetings (day long or half days).)

Yes

8. Do you have any other comments about your candidacy for membership on the Workforce Development Council, including revelations of possible situations of conflict of interest?

Thank you for this opportunity to serve as a member of the Workforce Development Council.

# TAB 2

## **SUBJECT**

Demand/Decline Occupations List

## **BACKGROUND**

The WDC needs to review and validate the Demand/Decline list generated by the state for the Spokane area to determine if the occupations listed are accurately placed in the demand or decline side. The final determinations will be submitted to the state for publication.

## **DISCUSSION**

Questions.

## **EXECUTIVE COMMITTEE ACTION**

None.

## **FINANCIAL IMPACT**

None.

## **REQUESTED COUNCIL ACTION**

The WDC members will review and send their determinations including comments to [alockwood@wdcspokane.com](mailto:alockwood@wdcspokane.com) by January 4, 2008. The Council will vote to approve the final recommended changes to Demand/Decline list at the WDC's January 9 meeting.

# TAB 2

Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>11-0000 MANAGEMENT OCCUPATIONS</b>					
111011	Chief Executives	not in demand			
111021	General and Operations Managers	demand			
112021	Marketing Managers	not in demand			
112022	Sales Managers	not in demand			
113049	Human Resources Managers, All Other	not in demand			
113051	Industrial Production Managers	not in demand			
113071	Transportation, Storage, and Distribution Managers	not in demand			
119041	Engineering Managers	demand			
119051	Food Service Managers	not in demand			
119081	Lodging Managers	not in demand			
119111	Medical and Health Services Managers	not in demand			
119141	Property, Real Estate, and Community Association Managers	not in demand			
119151	Social and Community Service Managers	not in demand			
119199	Managers, All Other	not in demand			
<b>13-0000 BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>					
131022	Wholesale and Retail Buyers, Except Farm Products	not in demand			
131031	Claims Adjusters, Examiners, and Investigators	not in demand			
131041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	not in demand			
131051	Cost Estimators	demand			
131071	Employment, Recruitment, and Placement Specialists	demand			
131072	Compensation, Benefits, and Job Analysis Specialists	not in demand			
131073	Training and Development Specialists	not in demand			
131079	Human Resources, Training, and Labor Relations Specialists, All Other	not in demand			
131111	Management Analysts	demand			
132011	Accountants and Auditors	demand			
132021	Appraisers and Assessors of Real Estate	not in demand			
132031	Budget Analysts	not in demand			
132041	Credit Analysts	not in demand			
132051	Financial Analysts	not in demand			
132052	Personal Financial Advisors	not in demand			
132053	Insurance Underwriters	not in demand			
132072	Loan Officers	demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>13-0000 BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS CONTINUED</b>					
132081	Tax Examiners, Collectors, and Revenue Agents	not in demand			
132082	Tax Preparers	not in demand			
132099	Financial Specialists, All Other	not in demand			
<b>15-0000 COMPUTER AND MATHEMATICAL OCCUPATIONS</b>					
151021	Computer Programmers	demand			
151032	Computer Software Engineers, Systems Software	not in demand			
151041	Computer Support Specialists	demand			
151051	Computer Systems Analysts	demand			
151061	Database Administrators	not in demand			
151071	Network and Computer Systems Administrators	demand			
151081	Network Systems and Data Communications Analysts	demand			
<b>17-0000 ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>					
171011	Architects, Except Landscape and Naval	demand			
172051	Civil Engineers	demand			
172071	Electrical Engineers	demand			
172081	Environmental Engineers	not in demand			
172141	Mechanical Engineers	demand			
172199	Engineers, All Other	not in demand			
173011	Architectural and Civil Drafters	demand			
173026	Industrial Engineering Technicians	not in demand			
173029	Engineering Technicians, Except Drafters, All Other	not in demand			
173031	Surveying and Mapping Technicians	not in demand			
<b>19-0000 LIFE, PHYSICAL, &amp; SOCIAL SCIENCE OCCUPATIONS</b>					
191023	Zoologists and Wildlife Biologists	not in demand			
191042	Medical Scientists, Except Epidemiologists	not in demand			
192041	Environmental Scientists and Specialists, Including Health	not in demand			
193021	Market Research Analysts	not in demand			
193031	Clinical, Counseling, and School Psychologists	demand			
193051	Urban and Regional Planners	not in demand			
193099	Social Scientists and Related Workers, All Other	not in demand			
194021	Biological Technicians	not in demand			

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Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>21-0000 COMMUNITY &amp; SOCIAL SERVICES OCCUPATIONS</b>					
211012	Educational, Vocational, and School Counselors	demand			
211014	Mental Health Counselors	demand			
211015	Rehabilitation Counselors	demand			
211022	Medical and Public Health Social Workers	not in demand			
211023	Mental Health and Substance Abuse Social Workers	not in demand			
211029	Social Workers, All Other	not in demand			
211092	Probation Officers and Correctional Treatment Specialists	not in demand			
211093	Social and Human Service Assistants	demand			
211099	Community and Social Service Specialists, All Other	not in demand			
212011	Clergy	not in demand			
212021	Directors, Religious Activities and Education	not in demand			
212099	Religious Workers, All Other	not in demand			
<b>23-0000 LEGAL OCCUPATIONS</b>					
231023	Judges, Magistrate Judges, and Magistrates	not in demand			
232011	Paralegals and Legal Assistants	not in demand			
232092	Law Clerks	not in demand			
232093	Title Examiners, Abstractors, and Searchers	not in demand			
232099	Legal Support Workers, All Other	not in demand			
<b>25-0000 EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS</b>					
251022	Mathematical Science Teachers, Postsecondary	not in demand			
251032	Engineering Teachers, Postsecondary	not in demand			
251042	Biological Science Teachers, Postsecondary	not in demand			
251052	Chemistry Teachers, Postsecondary	not in demand			
251066	Psychology Teachers, Postsecondary	not in demand			
251071	Health Specialties Teachers, Postsecondary	not in demand			
251072	Nursing Instructors and Teachers, Postsecondary	not in demand			
251081	Education Teachers, Postsecondary	not in demand			
251112	Law Teachers, Postsecondary	not in demand			
251122	Communications Teachers, Postsecondary	not in demand			
251123	English Language and Literature Teachers, Postsecondary	not in demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>25-0000 EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS CONTINUED</b>					
251124	Foreign Language and Literature Teachers, Postsecondary	not in demand			
251125	History Teachers, Postsecondary	not in demand			
251126	Philosophy and Religion Teachers, Postsecondary	not in demand			
251191	Graduate Teaching Assistants	not in demand			
251193	Recreation and Fitness Studies Teachers, Postsecondary	not in demand			
251194	Vocational Education Teachers, Postsecondary	demand			
252011	Preschool Teachers, Except Special Education	demand			
252012	Kindergarten Teachers, Except Special Education	not in demand			
252021	Elementary School Teachers, Except Special Education	demand			
252022	Middle School Teachers, Except Special and Vocational Education	demand			
252031	Secondary School Teachers, Except Special and Vocational Education	demand			
252032	Vocational Education Teachers, Secondary School	not in demand			
252041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	not in demand			
252042	Special Education Teachers, Middle School	not in demand			
252043	Special Education Teachers, Secondary School	not in demand			
253011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	demand			
253021	Self-Enrichment Education Teachers	demand			
253099	Teachers and Instructors, All Other	demand			
259031	Instructional Coordinators	not in demand			
259041	Teacher Assistants	demand			
259099	Education, Training, and Library Workers, All Other	not in demand			
<b>27-0000 ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS</b>					
271014	Multimedia Artists and Animators	demand			
271023	Floral Designers	not in demand			
271025	Interior Designers	not in demand			
271026	Merchandise Displayers and Window Trimmers	not in demand			
272012	Producers and Directors	demand			
272021	Athletes and Sports Competitors	demand			
272022	Coaches and Scouts	demand			
272042	Musicians and Singers	not in demand			

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SOC	TITLE	Designation	Agree	Disagree	Comments
272099	Entertainers and Performers, Sports and Related Workers, All Other	not in demand			
273011	Radio and Television Announcers	demand			
273022	Reporters and Correspondents	not in demand			
273041	Editors	not in demand			
273043	Writers and Authors	demand			
273099	Media and Communication Workers, All Other	not in demand			
274011	Audio and Video Equipment Technicians	not in demand			
274012	Broadcast Technicians	demand			
274099	Media and Communication Equipment Workers, All Other	not in demand			
<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS</b>					
<b>29-0000</b>					
291021	Dentists, General	not in demand			
291022	Oral and Maxillofacial Surgeons	not in demand			
291023	Orthodontists	not in demand			
291041	Optometrists	not in demand			
291051	Pharmacists	demand			
291062	Family and General Practitioners	not in demand			
291065	Pediatricians, General	not in demand			
291066	Psychiatrists	not in demand			
291067	Surgeons	not in demand			
291069	Physicians and Surgeons, All Other	demand			
291071	Physician Assistants	not in demand			
291111	Registered Nurses	demand			
291122	Occupational Therapists	not in demand			
291123	Physical Therapists	demand			
291125	Recreational Therapists	not in demand			
291131	Veterinarians	demand			
292011	Medical and Clinical Laboratory Technologists	not in demand			
292012	Medical and Clinical Laboratory Technicians	demand			
292021	Dental Hygienists	not in demand			
292031	Cardiovascular Technologists and Technicians	not in demand			
292032	Diagnostic Medical Sonographers	not in demand			
292034	Radiologic Technologists and Technicians	demand			
292041	Emergency Medical Technicians and Paramedics	not in demand			
292052	Pharmacy Technicians	not in demand			
292053	Psychiatric Technicians	not in demand			

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Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS</b>					
<b>29-0000 CONTINUED</b>					
292061	Licensed Practical and Licensed Vocational Nurses	demand			
292071	Medical Records and Health Information Technicians	not in demand			
292081	Opticians, Dispensing	not in demand			
299011	Occupational Health and Safety Specialists	not in demand			
<b>HEALTHCARE SUPPORT OCCUPATIONS</b>					
<b>31-0000</b>					
311011	Home Health Aides	demand			
311012	Nursing Aides, Orderlies, and Attendants	demand			
311013	Psychiatric Aides	not in demand			
312021	Physical Therapist Assistants	demand			
312022	Physical Therapist Aides	not in demand			
319011	Massage Therapists	demand			
319092	Medical Assistants	demand			
319093	Medical Equipment Preparers	not in demand			
319094	Medical Transcriptionists	demand			
319095	Pharmacy Aides	not in demand			
319099	Healthcare Support Workers, All Other	demand			
<b>PROTECTIVE SERVICE OCCUPATIONS</b>					
<b>33-0000</b>					
331011	First Line Supervisors/Managers of Correctional Officers	not in demand			
331012	First Line Supervisors/Managers of Police and Detectives	not in demand			
331021	First Line Supervisors/Managers of Fire Fighting and Prevention Workers	not in demand			
332011	Fire Fighters	not in demand			
333021	Detectives and Criminal Investigators	not in demand			
333051	Police and Sheriff's Patrol Officers	not in demand			
339021	Private Detectives and Investigators	not in demand			
339031	Gaming Surveillance Officers and Gaming Investigators	not in demand			
339032	Security Guards	demand			
339092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	not in demand			
<b>FOOD PREPARATION &amp; SERVING RELATED OCCUPATIONS</b>					
<b>35-0000</b>					
351011	Chefs and Head Cooks	not in demand			
351012	First Line Supervisors/Managers of Food Preparation and Serving Workers	demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>FOOD PREPARATION &amp; SERVING RELATED OCCUPATIONS</b>					
<b>35-0000 CONTINUED</b>					
352011	Cooks, Fast Food	demand			
352012	Cooks, Institution and Cafeteria	demand			
352014	Cooks, Restaurant	demand			
352015	Cooks, Short Order	not in demand			
352021	Food Preparation Workers	demand			
353021	Combined Food Preparation and Serving Workers, Including Fast Food	demand			
353022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	demand			
353031	Waiters and Waitresses	demand			
359011	Dining Room and Cafeteria Attendants and Bartender Helpers	demand			
359021	Dishwashers	demand			
359031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	demand			
359099	Food Preparation and Serving Related Workers, All Other	not in demand			
<b>BUILDING &amp; GROUNDS CLEANING &amp; MAINTENANCE OCCUPATIONS</b>					
<b>37-0000</b>					
372011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	demand			
372012	Maids and Housekeeping Cleaners	demand			
373011	Landscaping and Grounds keeping Workers	demand			
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>					
<b>39-0000</b>					
391011	Gaming Supervisors	not in demand			
391021	First Line Supervisors/Managers of Personal Service Workers	demand			
393011	Gaming Dealers	not in demand			
393012	Gaming and Sports Book Writers and Runners	not in demand			
393031	Ushers, Lobby Attendants, and Ticket Takers	demand			
395012	Hairdressers, Hairstylists, and Cosmetologists	demand			
396011	Baggage Porters and Bellhops	demand			
399011	Child Care Workers	demand			
399021	Personal and Home Care Aides	demand			
399031	Fitness Trainers and Aerobics Instructors	not in demand			
399032	Recreation Workers	demand			
399041	Residential Advisors	not in demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>39-0000 PERSONAL CARE AND SERVICE OCCUPATIONS CONTINUED</b>					
399099	Personal Care and Service Workers, All Other	demand			
<b>41-0000 SALES &amp; RELATED OCCUPATIONS</b>					
411011	First Line Supervisors/Managers of Retail Sales Workers	demand			
411012	First Line Supervisors/Managers of Non-Retail Sales Workers	demand			
412011	Cashiers	demand			
412021	Counter and Rental Clerks	demand			
412022	Parts Salespersons	demand			
412031	Retail Salespersons	demand			
413011	Advertising Sales Agents	demand			
413031	Securities, Commodities, and Financial Services Sales Agents	demand			
413041	Travel Agents	demand			
413099	Sales Representatives, Services, All Other	demand			
414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	demand			
419021	Real Estate Brokers	not in demand			
419022	Real Estate Sales Agents	not in demand			
419031	Sales Engineers	not in demand			
419041	Telemarketers	demand			
419099	Sales and Related Workers, All Other	not in demand			
<b>43-0000 OFFICE &amp; ADMINISTRATIVE SUPPORT OCCUPATIONS</b>					
431011	First Line Supervisors/Managers of Office and Administrative Support Workers	demand			
432011	Switchboard Operators, Including Answering Service	demand			
433011	Bill and Account Collectors	demand			
433021	Billing and Posting Clerks and Machine Operators	demand			
433031	Bookkeeping, Accounting, and Auditing Clerks	demand			
433051	Payroll and Timekeeping Clerks	demand			
433061	Procurement Clerks	not in demand			
433071	Tellers	demand			
434011	Brokerage Clerks	not in demand			
434031	Court, Municipal, and License Clerks	not in demand			
434051	Customer Service Representatives	demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>OFFICE &amp; ADMINISTRATIVE SUPPORT OCCUPATIONS CONTINUED</b>					
<b>43-0000</b>					
434061	Eligibility Interviewers, Government Programs	not in demand			
434071	File Clerks	demand			
434081	Hotel, Motel, and Resort Desk Clerks	demand			
434111	Interviewers, Except Eligibility and Loan	demand			
434121	Library Assistants, Clerical	not in demand			
434131	Loan Interviewers and Clerks	demand			
434151	Order Clerks	demand			
434171	Receptionists and Information Clerks	demand			
434181	Reservation and Transportation Ticket Agents and Travel Clerks	demand			
435021	Couriers and Messengers	demand			
435031	Police, Fire, and Ambulance Dispatchers	not in demand			
435041	Meter Readers, Utilities	not in demand			
435051	Postal Service Clerks	not in demand			
435053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	not in demand			
435071	Shipping, Receiving, and Traffic Clerks	demand			
435081	Stock Clerks and Order Fillers	demand			
436011	Executive Secretaries and Administrative Assistants	demand			
436012	Legal Secretaries	not in demand			
436013	Medical Secretaries	demand			
436014	Secretaries, Except Legal, Medical, and Executive	demand			
439011	Computer Operators	demand			
439021	Data Entry Keyers	demand			
439051	Mail Clerks and Mail Machine Operators, Except Postal Service	not in demand			
439061	Office Clerks, General	demand			
439071	Office Machine Operators, Except Computer	demand			
439081	Proofreaders and Copy Markers	not in demand			
<b>FARMING, FISHING, &amp; FORESTRY OCCUPATIONS</b>					
<b>45-0000</b>					
452092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	not in demand			
452099	Agricultural Workers, All Other	not in demand			
<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>					
<b>47-0000</b>					
472021	Brick masons and Block masons	not in demand			

# TAB 2

Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>47-0000 CONSTRUCTION &amp; EXTRACTION OCCUPATIONS CONTINUED</b>					
472031	Carpenters	demand			
472042	Floor Layers, Except Carpet, Wood, and Hard Tiles	not in demand			
472043	Floor Sanders and Finishers	demand			
472111	Electricians	demand			
472131	Insulation Workers, Floor, Ceiling, and Wall	demand			
472141	Painters, Construction and Maintenance	demand			
472142	Paperhangers	not in demand			
472152	Plumbers, Pipefitters, and Steamfitters	demand			
472181	Roofers	not in demand			
472211	Sheet Metal Workers	demand			
472221	Structural Iron and Steel Workers	not in demand			
473012	Helpers Carpenters	not in demand			
473019	Helpers, Construction Trades, All Other	not in demand			
474031	Fence Erectors	not in demand			
474051	Highway Maintenance Workers	not in demand			
474061	Rail Track Laying and Maintenance Equipment Operators	not in demand			
474071	Septic Tank Servicers and Sewer Pipe Cleaners	not in demand			
474099	Construction and Related Workers, All Other	not in demand			
475021	Earth Drillers, Except Oil and Gas	not in demand			
<b>49-0000 INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS</b>					
492011	Computer, Automated Teller, and Office Machine Repairers	not in demand			
492022	Telecommunications Equipment Installers and Repairers, Except Line Installers	not in demand			
492094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	not in demand			
492097	Electronic Home Entertainment Equipment Installers and Repairers	not in demand			
493011	Aircraft Mechanics and Service Technicians	not in demand			
493021	Automotive Body and Related Repairers	not in demand			
493022	Automotive Glass Installers and Repairers	not in demand			
493031	Bus and Truck Mechanics and Diesel Engine Specialists	demand			
493042	Mobile Heavy Equipment Mechanics, Except Engines	not in demand			

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Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>49-0000 INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS CONTINUED</b>					
493043	Rail Car Repairers	not in demand			
493051	Motorboat Mechanics	not in demand			
493053	Outdoor Power Equipment and Other Small Engine Mechanics	not in demand			
493092	Recreational Vehicle Service Technicians	not in demand			
499012	Control and Valve Installers and Repairers, Except Mechanical Door	not in demand			
499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	demand			
499031	Home Appliance Repairers	not in demand			
499041	Industrial Machinery Mechanics	demand			
499042	Maintenance and Repair Workers, General	demand			
499043	Maintenance Workers, Machinery	not in demand			
499051	Electrical Power Line Installers and Repairers	not in demand			
499052	Telecommunications Line Installers and Repairers	demand			
499062	Medical Equipment Repairers	not in demand			
499091	Coin, Vending, and Amusement Machine Servicers and Repairers	not in demand			
499098	Helpers Installation, Maintenance, and Repair Workers	not in demand			
499099	Installation, Maintenance, and Repair Workers, All Other	not in demand			
<b>51-0000 PRODUCTION OCCUPATIONS</b>					
512022	Electrical and Electronic Equipment Assemblers	not in demand			
512023	Electromechanical Equipment Assemblers	not in demand			
512031	Engine and Other Machine Assemblers	not in demand			
512041	Structural Metal Fabricators and Fitters	demand			
512091	Fiberglass Laminators and Fabricators	not in demand			
513021	Butchers and Meat Cutters	not in demand			
513092	Food Batch makers	not in demand			
514023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand			
514031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	demand			

# TAB 2

Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS CONTINUED</b>				
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal a	not in demand			
514051	Metal Refining Furnace Operators and Tenders	not in demand			
514052	Pourers and Casters, Metal	not in demand			
514071	Foundry Mold and Core makers	not in demand			
514072	Molding, Core making, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand			
514111	Tool and Die Makers	not in demand			
514121	Welders, Cutters, Solderers, and Brazers	demand			
514191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	not in demand			
514193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand			
514194	Tool Grinders, Filers, and Sharpeners	not in demand			
514199	Metal Workers and Plastic Workers, All Other	not in demand			
515021	Job Printers	not in demand			
515022	Prepress Technicians and Workers	not in demand			
515023	Printing Machine Operators	not in demand			
516011	Laundry and Dry-Cleaning Workers	not in demand			
516021	Pressers, Textile, Garment, and Related Materials	not in demand			
516031	Sewing Machine Operators	not in demand			
516041	Shoe and Leather Workers and Repairers	not in demand			
516051	Sewers, Hand	not in demand			
516052	Tailors, Dressmakers, and Custom Sewers	not in demand			
517099	Woodworkers, All Other	not in demand			
518021	Stationary Engineers and Boiler Operators	not in demand			
518031	Water and Liquid Waste Treatment Plant and System Operators	not in demand			
519012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Ten	not in demand			
519022	Grinding and Polishing Workers, Hand	not in demand			

# TAB 2

Spokane  
Training Benefits list, 2007

SOC	TITLE	Designation	Agree	Disagree	Comments
<b>51-0000 PRODUCTION OCCUPATIONS CONTINUED</b>					
519023	Mixing and Blending Machine Setters, Operators, and Tenders	not in demand			
519032	Cutting and Slicing Machine Setters, Operators, and Tenders	not in demand			
519081	Dental Laboratory Technicians	not in demand			
519083	Ophthalmic Laboratory Technicians	not in demand			
519121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	demand			
519122	Painters, Transportation Equipment	not in demand			
519131	Photographic Process Workers	not in demand			
519196	Paper Goods Machine Setters, Operators, and Tenders	not in demand			
519197	Tire Builders	not in demand			
519199	Production Workers, All Other	demand			
<b>53-0000 TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>					
531021	First Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	demand			
532021	Air Traffic Controllers	not in demand			
533021	Bus Drivers, Transit and Intercity	not in demand			
533022	Bus Drivers, School	demand			
533031	Driver/Sales Workers	demand			
533032	Truck Drivers, Heavy and Tractor-Trailer	demand			
533033	Truck Drivers, Light or Delivery Services	demand			
533041	Taxi Drivers and Chauffeurs	not in demand			
533099	Motor Vehicle Operators, All Other	not in demand			
534011	Locomotive Engineers	not in demand			
534021	Railroad Brake, Signal, and Switch Operators	not in demand			
534031	Railroad Conductors and Yardmasters	not in demand			
536021	Parking Lot Attendants	not in demand			
536051	Transportation Inspectors	not in demand			
537021	Crane and Tower Operators	not in demand			
537051	Industrial Truck and Tractor Operators	demand			
537061	Cleaners of Vehicles and Equipment	not in demand			
537062	Laborers and Freight, Stock, and Material Movers, Hand	demand			
537063	Machine Feeders and Off bearers	not in demand			

# TAB 2

Spokane  
Training Benefits list, 2007

537064	Packers and Packagers, Hand	demand			
537081	Refuse and Recyclable Material Collectors	demand			
537199	Material Moving Workers, All Other	not in demand			

**55-0000 MILITARY SPECIFIC OCCUPATIONS**

**SUBJECT**

Overview of Labor Market Information and Trends.

**BACKGROUND**

Jeff Zahir will present information and analysis for discussion.

**DISCUSSION**

Use of forecast and data to aid in decision making for 2008.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

No Action at this time.



**WORKFORCE DEVELOPMENT COUNCIL STAFF  
RETREAT**

**SUMMARY**

**Monday, October 8, 2007  
The Glover Mansion**

**Facilitated by:**

**Joadele Sirmans, Integrated Corporate Resources,  
Inc.**

# TAB 4

WDC staff participated in an all day retreat Monday, October 8, 2007. The retreat was facilitated by Joadele Sirmans of Integrated Corporate Resources, Inc.

Ground Rules were developed by the team to set a firm foundation for the retreat. Outcomes were developed and prioritized by the participants. The staff identified their first priority as narrowing the WDC vision by setting goals and developing strategies. Their second priority was twofold: to clarify team member's roles and responsibilities and where they intersect and to better understand communication and work styles of the team members. There was a clear desire to build a stronger team.

The team used the Myers-Briggs Personality Profile Assessment as a tool to begin to understand each other and how to best work with different personality styles. The team gained much insight to each other's personality styles and obtained valuable information on working with each of the personality types.

Communications and how we communicate was discussed in conjunction with the Myers-Briggs Personal Profile Assessment. The team discussed the importance of understanding how effective communication is critical to the overall success of the team. The facilitator developed a communication tip sheet for each personality type as an aid for communicating with each personality style.

The WDC Vision, Mission and Goals were reviewed and discussed. The team identified ideals or values by which to operate. The team had a discussion around these ideals. The consensus was that the ideals are guiding principles in everything the team does and staff will exemplify these ideals when making difficult decisions, dealing with difficult people or in difficult situations.

In order to understand and clarify the roles and responsibilities of each team member, staff listed their areas of responsibility, job tasks, and how any of those might overlap with tasks being performed by others. Each individual team member's strengths were identified in conjunction with their primary roles and responsibilities and their personality types.

The team conducted a SWOT analysis as a tool to begin strategic planning. During the retreat, we looked at strategic planning at a high level.

The team identified a specific area that needed to be completed that would assist the team in becoming successful. An action plan was developed to begin working on WIA Youth Program Policies and Procedures. The strategic plan will continue to be developed and refined in the coming months. The team identified seven tangible next steps to continue work begun at the retreat.