



# Spokane Area WORKFORCE DEVELOPMENT COUNCIL

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## SAWDC MEETING

APRIL 14, 2010

RED LION AT THE PARK

303 WEST NORTH RIVER DRIVE – SKYLINE BALLROOM (TOP FLOOR)

Estimated Time	Tab		
7:00 a.m.		Full Breakfast buffet/Networking	
7:30 a.m.		Call to Order/Introduction of Guests	<i>Robert Duron</i>
7:35	1	Review of February 10, 2010 Meeting Minutes <b>Action Item</b>	<i>Robert Duron</i>
		Standing Committee Reports	
	2	<ul style="list-style-type: none"><li>• <i>Executive Committee</i><ul style="list-style-type: none"><li>○ NAWB Conference Debrief</li><li>○ Board Self Assessment Tool</li></ul></li></ul>	<i>Robert Duron</i>
	3	<ul style="list-style-type: none"><li>• <i>Policy Committee</i><ul style="list-style-type: none"><li>○ Federal Legislation<ul style="list-style-type: none"><li>▪ WIA Reauthorization</li><li>▪ Congressional Bills/Local Advocacy</li></ul></li><li>○ State Legislative Updates</li></ul></li><li>• <i>Youth Council</i><ul style="list-style-type: none"><li>○ Summer Youth Employment Program Update</li><li>○ Next Generation Zone Event Report</li><li>○ RFP Review Dates/Process</li><li>○ YC Membership Drive</li></ul></li><li>• <i>Services &amp; Oversight Committee</i><ul style="list-style-type: none"><li>○ Business Processes and Measures</li><li>○ Certification of Next Generation Zone and Spokane Public Library Sites</li><li>○ RFP Updates/Process</li></ul></li></ul>	<i>Alethea McCann</i>  <i>John Serben</i>  <i>Joe Tortorelli</i>
		Board Certification	<i>Mark Mattke</i>
	4	Demand/Decline List Economic Outlook <b>Doug Tweedy, Regional Labor Economist</b>	<i>Mark Mattke</i>
		Contract Training Update	<i>Mark Mattke</i>
		Other Business	<i>Robert Duron</i>
9:30 a.m.		Adjourn	
Encl.		Minutes Selected Background Materials	

# TAB 1

**SUBJECT**

Review of February 10, 2010 Meeting Minutes.

**BACKGROUND**

See attached minutes.

**DISCUSSION**

Changes or corrections.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

Vote to approve.



## Spokane Area WORKFORCE DEVELOPMENT COUNCIL

### MINUTES

SPOKANE AREA WORKFORCE DEVELOPMENT COUNCIL  
Wednesday, February 10, 2010, 7:39 a.m. – 9:06 am  
Spokane Skills Center  
*Anne Lockwood – Note Taker*  
*Mark Mattke - Editor*

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#### **MEMBERS PRESENT:**

Peter Casimir	Polly Crowley	Steve Dahlstrom	Ron Dalla	Robert Duron
Rich Hadley	Machelle Johnson	Alethea McCann	Julie Meyer	Nancy Nelson
Michael Schelstrate	John Serben	Dixie Simmons	Diana Wilhite	

#### **MEMBERS ABSENT:**

Frankie Arteaga	Jeff Benesch	Ben Cabildo	Donna Dalzell	Craig Dias
Steve Jurich	Brian Read	Hugh Severs	Beth Thew	Joe Tortorelli
Lisa White				

#### **OTHERS PRESENT:**

Terri Armstrong – Spokane Community College	Janet Bloom – WorkSource	Clark Brekke – Goodwill Industries of the Inland Northwest	Ken Brown – IBEW Local #73	Judy Cash – WorkSource
Bob Everett – WorkSource	Cami Hanson – Career Path Services	Michele Harris – Goodwill Industries of the Inland Northwest	George Iranon – Career Path Services	Ken Johnson – Spokane Community College
Trina Miller – Community Colleges of Spokane	Jim Minkler – Community Colleges of Spokane	Heidi Peterson – WorkSource/Next Generation Zone	Todd Turner – Inland Empire Electrical Training Trust (IEETT)	Doug Tweedy – Employment Security Department/LMEA
DeeAnn White - WorkSource				

#### **STAFF PRESENT:**

Mark Mattke- Workforce Strategy & Planning Director	Michelle Hughes – Accountant	Anne Lockwood - Secretary	Lori Meakin- Workforce Development Program Specialist	Paul Warner – Communications Specialist
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# TAB 1

## **CALL TO ORDER/INTRODUCTION OF GUESTS**

Chair Robert Duron called the meeting to order at 7:39 a.m.

## **RECOGNITION OF SUCCESS – COHORT BASED TRAINING**

Person who was to be recognized was unable to be present. Members received a copy of a letter sent by the participant that detailed his experience and gratitude for the services he received.

## **ITEM #1 – REVIEW OF DECEMBER 9, 2009, MEETING MINUTES:**

***Motion and second to approve the December 9, 2009, Meeting Minutes.  
Approved unanimously.***

## **ITEM #2 – ANNUAL PLANNING RETREAT – DEBRIEF:**

The Annual SAWDC Planning Retreat provided the opportunity to reset priorities for the year. Discussion evolved around the board efficiency survey, the role the SAWDC plays in the community and how we work effectively with our partners, available grant funds, the youth dropout issue, expanding access to post secondary education, and the SAWDC's supporting role in addressing issues where we have an interest but are not in the lead role.

Key decisions:

- Work to better organize SAWDC efforts around our core competencies, including support of other organizations
- Develop outcome measures aligned with community and partners
- Continue cluster focus and use best practices to better serve business and job seeker customers
- Connect people with the skills necessary for success in our labor market
- Link career awareness and perform successful outreach to youth and adults
- Act as convener to address salient issues and coordinate efforts
- Leverage our resources with partners
- Perform legislative advocacy work to educate state and federal policy makers

## **STANDING COMMITTEE REPORTS:**

### **EXECUTIVE COMMITTEE:**

The National Association of Workforce Boards (NAWB) Conference (March 6-9, 2010) provides SAWDC members with an opportunity to learn much about the national workforce development system and best practices from around the country. Networking with other members also offers additional information of value in our local area.

Julie Meyer, former SAWDC Chair and member of the SAWDC, is on the NAWB board of directors.

Thank you to those who are attending the NAWB 2010 Conference this year:

- Robert Duron
- John Serben
- Alethea McCann
- Lisa White
- Beth Thew

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- Joe Tortorelli
- Mark Mattke
- Dawn Karber

## **ITEM #3 – POLICY COMMITTEE:**

There are a number of Workforce-related Bills in the State Legislature that are still moving.

- Youth bills are geared towards dropout strategies, education reform, and implementing measurements.
  - Members expressed concerns with not creating unfunded mandates and a desire to leave the levy lid equalization in place so as to not create more burden upon the local districts for funding K-12 education
- The SHB2630 Bill "Opportunity Express" attempts to address the expanding needs for training and education programs which have been proven to be successful for unemployed and low-income individuals.
- SHB2658 will transfer certain programs from the Department of Commerce to other state entities that align better with the missions set forth in the programs.
- Anyone who has an interest in these bills or are concerned about an issue being addressed by the Legislature this session in the budget, please contact Mark or Alethea to discuss.

## **ITEM #4 – MEMBERSHIP COMMITTEE:**

The SAWDC is charged with recruitment of board members representing business, labor, government, economic development, and community organizations. Beth Thew represents labor leadership from the Spokane Regional Labor Council, which is the entity that nominates board members from organized labor.

Beth has nominated Todd Turner, who is the Training Director from the Inland Empire Electrical Training Trust, Electrical Industry, Joint Apprenticeship and Training Committee. Todd brings expertise and experience from a long career in this industry and the skilled trades.

***Motion to forward the name of Todd Turner for approval by the local elected officials to sit on the SAWDC. Approved. None opposed.***

## **YOUTH COUNCIL:**

### **SUMMER YOUTH EMPLOYMENT PROGRAM COMMITTEE**

- The Summer Youth Employment Program is completed, with a few funds remaining. The Summer Youth Employment Program will run again in PY10 on a limited basis.

### **YOUTH ONE-STOP COMMITTEE**

- The Next Generation Zone is now a stand alone one-stop center and located across from the WorkSource Center. The Youth Council will be moving forward to trademark the Next Generation Zone name. Anyone who wishes to take a tour of the Next Generation Zone, please contact Heidi Peterson.
- There will be a grand opening of the Next Generation Zone April 9, 2010. More information on the opening to follow.

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- April 6, 2010, is the next Youth Council meeting.
- The Youth Council One-Stop Committee has been putting together a marketing plan with Paul Warner's help. There are speaking points and the solidification of the vision statement, which will help to bring additional support opportunities.
- The Washington Business Week Camp is a great program. It introduces kids to industry. Information on the Business Week Camp will be sent to the Next Generation Zone for posting. A presentation will be given to the Youth Council at their next meeting.
- Congratulations to Dawn Karber, who has been appointed to the Assistant Director position at the SAWDC. The vacant position of Youth Program and Development Manager will be filled later this year.

## **SERVICES AND OVERSIGHT COMMITTEE:**

### **ONE-STOP & AFFILIATE SITES RE-CERTIFICATION AWARDS:**

Thank you to Joe Tortorelli, Hugh Severs, Mabelle Johnson, Michael Schelstrate, Robert Duron, Donna Dalzell, Alethea McCann, and Dawn Karber who met over the course of several months to recertify the One-Stop Center and Affiliate Sites. An incredible amount of work was accomplished to complete the board's role in the recertification.

The Board presented Recertification Plaques to:

One-Stop Center –

- Janet Bloom, Employment Security Department

Affiliate Sites –

- Clark Brekke, Goodwill Industries of the Inland Northwest
- Ken Johnson, in lieu of Christy Doyle, Spokane Community College
- Trina Miller, on behalf of Spokane Falls Community College.

## **ITEM #5 – STATE ENERGY SECTOR PARTNERSHIP GRANT AWARD (SESP):**

Over the past several years, staff have been working to bring in more resources from sources other than WIA. Efforts were recently rewarded with the award of a State Energy Sector Partnership Grant (SESP) for \$1.397 million. The SAWDC will be working with partners to develop and provide green jobs training. One part of the funds will be training people in a new career field and the other section of the funds will be for moving people up the career ladder.

Spokane Community College will be receiving \$850,000 to offer energy auditor, weatherization, and deconstruction training. Christy Doyle from Spokane Community College was instrumental in putting this successful proposal together and was thanked by the Board.

The second component of the SESP Grant is \$480,000 being awarded Build It Smart, a non-profit which will deliver training to workers in the skilled trades.

## **ITEM #6 – ECONOMIC OUTLOOK:**

Regional Labor Economist, Doug Tweedy reported that:

- Recessions usually run about eight to twelve months and this recession is now at 24 months.

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- Last year, almost all industries restructured and there were a number of layoffs. The good news is that layoffs were less than anticipated. The title of the position in the industries that are restructuring won't change, but the skills of the jobs will change, particularly in the use of technology.
- New hires are starting to accelerate. The last quarter of 2009 shows an average of 26,000 to 27,000 new hires. These numbers are gathered by looking at company payrolls in Spokane. New social security numbers are beginning to surface.
- Professional, Scientific, and Technical Services subsector is experiencing growth
  - 50% of the occupations require a two-year degree or less
  - 1100 firms, 4% of employment in our area
  - SAWDC focusing upon better definition and articulation of these jobs and career pathways
- Seeing payroll levels increasing before more workers are added

## **REQUEST FOR PROPOSAL (RFP) FOR SYSTEM SERVICES PROCESS:**

The SAWDC will competitively procure for system services this year. The last RFP brought partners together in a consortium under two separate contracts, one for site operator and one for program operator. This cycle we are going to move into a combined governance structure where each partner has a meaningful role in managing the system. The intent is not to fix something that is broken, but rather to fine tune a successful model.

All members are encouraged to participate in the process to help select the bidder and award funds for PY10. Please contact Mark Mattke or Dawn Karber if you need more information.

## **OTHER BUSINESS:**

1. In your packets are:
  - a. The annual Washington State WIA Title I-B report,
  - b. An article from the Spokesman Review that discusses workforce training delivered in the last few months, and
  - c. The Operator report put together by Employment Security that offers information from the Site Operator perspective.
2. There will be an April 14<sup>th</sup>, May 12<sup>th</sup>, and June 9<sup>th</sup> meeting. Locations to be determined.
3. The staff is attempting to relocate the SAWDC meetings to provide better acoustical and technology accommodations. The WorkSource Center would be ideal, but the Center is being remodeled at this time. *However, we will try to have our annual June meeting at the WorkSource Center.*

## **NEXT SAWDC MEETING:**

The next SAWDC Meeting is April 14, 2010, from 7:30 am – 9:00 am, location to be determined.

# TAB 2

## **SUBJECT**

NAWB Debrief – WIB Self Assessment Tool.

## **BACKGROUND**

A pre-conference session at the annual NAWB conference was devoted to helping WIBs to conduct an analysis of their efforts and an assessment tool was introduced and used by the facilitator. This may help guide board development and resource deployment as part of the SAWDC's ongoing initiative to focus its work and ensure effectiveness.

## **DISCUSSION**

As needed.

## **EXECUTIVE COMMITTEE ACTION**

None.

## **FINANCIAL IMPACT**

None.

## **REQUESTED COUNCIL ACTION**

Review the tool and determine use by SAWDC.

## **SUBJECT**

Policy Committee.

## **BACKGROUND**

On Wednesday, March 24, the House passed a \$5.7 billion supplemental appropriations bill, the Disaster Relief and Summer Jobs Act of 2010 (HR 4899) on a 239-175 vote. The bill provides \$5.1 billion for disaster relief, \$600 million for Summer Jobs, and \$60 million for Small Business Administration (SBA) programs. The bill rescinds \$620 million in unused funding from several programs to offset spending for the Department of Labor and SBA, including those to provide converter boxes for the transition from analog to digital television and the "Cash for Clunkers" auto-trade in program.

While the HR 4899 funding level is half the \$1.2 billion provided under ARRA, it would be sufficient to support a 2010 Summer Jobs program, build upon the successes of the 2009 program, and set the stage for longer term investments in the future.

Attention now turns to the Senate, which is expected to take up the bill this week. Two weeks ago, an amendment introduced by Senators Patty Murray (WA) and John Kerry (MA) to fund Summer Jobs and extend and expand TANF emergency funding failed by just 5 votes.

The Recovery Act funding employed 318,000 youth and young adults in 2009 alone. If states and communities are to build upon the success of these efforts in the summer of 2010, Congress must take action now.

## **DISCUSSION**

As needed.

## **EXECUTIVE COMMITTEE ACTION**

Authorized staff to develop and implement a Summer Youth Employment program should a legislative vehicle pass.

## **FINANCIAL IMPACT**

Use of allocated funds.

## **REQUESTED COUNCIL ACTION**

None.

**SUBJECT**

Demand-Decline List.

**BACKGROUND**

See attached.

**DISCUSSION**

Preliminary review of Demand-Decline List.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

None at this time.

# TAB 4

SOC	TITLE	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
<b>11-0000</b>	<b>MANAGEMENT OCCUPATIONS</b>					
112021	Marketing Managers	balanced	not in demand	not in demand	not in demand	BALANCED
112022	Sales Managers	balanced	demand	not in demand	not in demand	BALANCED
113051	Industrial Production Managers	not in demand	not in demand	not in demand	not in demand	DEMAND
113061	Purchasing Managers	not in demand	Not in 2007 list	not in demand	not in demand	DEMAND
113071	Transportation, Storage, and Distribution Managers	not in demand	not in demand	not in demand	not in demand	DEMAND
119021	Construction Managers	not in demand	balanced	not in demand	not in demand	DEMAND
119032	Education Administrators, Elementary and Secondary School	demand	balanced	not in demand	demand	BALANCED
119081	Lodging Managers	not in demand	not in demand	not in demand	not in demand	BALANCED
<b>13-0000</b>	<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>					
131023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	balanced	balanced	balanced	not in demand	BALANCED
131081	Logisticians	demand	Not in 2007 list	not in demand	Not in 2009 List	BALANCED
132031	Budget Analysts	not in demand	not in demand	not in demand	not in demand	DEMAND
132041	Credit Analysts	not in demand	not in demand	not in demand	not in demand	DEMAND
132051	Financial Analysts	not in demand	demand	balanced	balanced	DEMAND
<b>17-0000</b>	<b>ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>					
172072	Electronics Engineers, Except Computer	demand	balanced	balanced	not in demand	DEMAND

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<u>17-0000</u>	<b>ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
172081	Environmental Engineers	balanced	not in demand	not in demand	Not in 2009 List	DEMAND
173022	Civil Engineering Technicians	demand	balanced	not in demand	not in demand	DEMAND
173023	Electrical and Electronic Engineering Technicians	not in demand	balanced	balanced	not in demand	DEMAND
173026	Industrial Engineering Technicians	not in demand	not in demand	not in demand	not in demand	DEMAND
173027	Mechanical Engineering Technicians	Not in 2008 List	Not in 2007 list	Not in 2008 List	not in demand	DEMAND
173029	Engineering Technicians, Except Drafters, All Other	not in demand	not in demand	not in demand	not in demand	DEMAND
<u>19-0000</u>	<b>LIFE, PHYSICAL, &amp; SOCIAL SCIENCE OCCUPATIONS</b>	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
192041	Environmental Scientists and Specialists, Including Health	balanced	not in demand	not in demand	not in demand	DEMAND
192042	Geoscientists, Except Hydrologists and Geographers	demand	not in demand	balanced	balanced	DEMAND
194021	Biological Technicians	balanced	balanced	not in demand	not in demand	BALANCED
<u>21-0000</u>	<b>COMMUNITY &amp; SOCIAL SERVICES OCCUPATIONS</b>	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
211091	Health Educators	demand	balanced	balanced	not in demand	DEMAND
<u>25-0000</u>	<b>EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS</b>	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
252041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	balanced	demand	balanced	balanced	DEMAND
251072	Nursing Instructors and Teachers, Postsecondary	demand	demand	not in demand	not in demand	DEMAND
<u>27-0000</u>	<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS</b>	2008 State Designation	2007 Local Designation	2008 Local Designation	2009 State Designation	2009 SAWDC Designation
273011	Radio and Television Announcers	not in demand	demand	not in demand	not in demand	BALANCED

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<b>31-0000</b>	<b>HEALTHCARE SUPPORT OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
319095	Pharmacy Aides	balanced	demand	not in demand	not in demand	BALANCED
<b>41-0000</b>	<b>SALES &amp; RELATED OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	demand	demand	not in demand	balanced	DEMAND
<b>43-0000</b>	<b>OFFICE &amp; ADMINISTRATIVE SUPPORT OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
434131	Loan Interviewers and Clerks	not in demand	not in demand	not in demand	not in demand	DEMAND
435032	Dispatchers, Except Police, Fire, and Ambulance	balanced	balanced	not in demand	not in demand	BALANCED
435061	Production, Planning, and Expediting Clerks	not in demand	balanced	not in demand	not in demand	DEMAND
439021	Data Entry Keyers	demand	not in demand	not in demand	not in demand	BALANCED
<b>47-0000</b>	<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
472021	Brickmasons and Blockmasons	not in demand	not in demand	not in demand	not in demand	DEMAND
472031	Carpenters	not in demand	demand	not in demand	not in demand	DEMAND
472041	Carpet Installers	not in demand	balanced	not in demand	Not in 2009 List	DEMAND
472042	Floor Layers, Except Carpet, Wood, and Hard Tiles	not in demand	not in demand	not in demand	not in demand	DEMAND
472043	Floor Sanders and Finishers	not in demand	demand	not in demand	not in demand	DEMAND
<b>47-0000</b>	<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
472061	Construction Laborers	not in demand	balanced	balanced	not in demand	DEMAND
472072	Pile-Driver Operators	not in demand	balanced	not in demand	Not in 2009 List	DEMAND
472073	Operating Engineers and Other Construction Equipment Operators	not in demand	balanced	not in demand	not in demand	DEMAND

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472081	Drywall and Ceiling Tile Installers	not in demand	balanced	not in demand	not in demand	DEMAND
472082	Tapers	not in demand	demand	not in demand	not in demand	DEMAND
472111	Electricians	not in demand	demand	demand	balanced	DEMAND
472121	Glaziers	Not in 2008 List	Not in 2007 list	Not in 2008 List	not in demand	DEMAND
472131	Insulation Workers, Floor, Ceiling, and Wall	not in demand	demand	not in demand	Not in 2009 List	DEMAND
472132	Insulation Workers, Mechanical	not in demand	not in demand	demand	not in demand	DEMAND
472141	Painters, Construction and Maintenance	not in demand	demand	not in demand	not in demand	DEMAND
472142	Paperhangers	demand	not in demand	not in demand	balanced	DEMAND
472152	Plumbers, Pipefitters, and Steamfitters	not in demand	balanced	balanced	balanced	DEMAND
472161	Plasterers and Stucco Masons	not in demand	Not on 2007 list	not in demand	Not in 2009 List	DEMAND
472171	Reinforcing Iron and Rebar Workers	Not in 2008 List	Not in 2007 list	Not in 2008 List	not in demand	DEMAND
472181	Roofers	not in demand	balanced	not in demand	not in demand	DEMAND
472211	Sheet Metal Workers	not in demand	demand	demand	not in demand	DEMAND
<b>47-0000</b>	<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
472221	Structural Iron and Steel Workers	not in demand	demand	not in demand	not in demand	DEMAND
473011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	not in demand	Not on 2007 list	demand	not in demand	DEMAND
473012	Helpers--Carpenters	not in demand	not in demand	balanced	Not in 2009 List	DEMAND
473013	Helpers--Electricians	not in demand	Not on 2007 list	balanced	not in demand	DEMAND

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473014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	not in demand	Not on 2007 list	not in demand	Not in 2009 List	DEMAND
473019	Helpers, Construction Trades, All Other	not in demand	not in demand	balanced	not in demand	DEMAND
474011	Construction and Building Inspectors	not in demand	balanced	balanced	balanced	DEMAND
474031	Fence Erectors	balanced	not in demand	not in demand	Not in 2009 List	DEMAND
474051	Highway Maintenance Workers	balanced	not in demand	not in demand	balanced	DEMAND
474061	Rail-Track Laying and Maintenance Equipment Operators	not in demand	not in demand	not in demand	Not in 2009 List	DEMAND
474099	Construction and Related Workers, All Other	not in demand	not in demand	not in demand	not in demand	DEMAND
475021	Earth Drillers, Except Oil and Gas	not in demand	not in demand	not in demand	not in demand	BALANCED
475081	Helpers--Extraction Workers	not in demand	balanced	not in demand	not in demand	BALANCED
492091	Avionics Technicians	not in demand	balanced	not in demand	not in demand	DEMAND
492094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	not in demand	not in demand	not in demand	not in demand	DEMAND
<b>49-0000</b>	<b>INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
493011	Aircraft Mechanics and Service Technicians	balanced	not in demand	not in demand	not in demand	DEMAND
499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	not in demand	demand	demand	not in demand	DEMAND
499041	Industrial Machinery Mechanics	not in demand	demand	not in demand	not in demand	DEMAND
499042	Maintenance and Repair Workers, General	balanced	demand	balanced	not in demand	DEMAND
499043	Maintenance Workers, Machinery	not in demand	demand	not in demand	not in demand	DEMAND

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499044	Millwrights	Not in 2008 List	Not in 2007 list	Not in 2008 List	not in demand	DEMAND
499051	Electrical Power-Line Installers and Repairers	not in demand	not in demand	not in demand	not in demand	DEMAND
499052	Telecommunications Line Installers and Repairers	balanced	demand	not in demand	not in demand	DEMAND
499098	Helpers--Installation, Maintenance, and Repair Workers	not in demand	demand	demand	not in demand	DEMAND
499099	Installation, Maintenance, and Repair Workers, All Other	not in demand	demand	not in demand	not in demand	DEMAND
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
511011	First-Line Supervisors/Managers of Production and Operating Workers	not in demand	balanced	not in demand	not in demand	DEMAND
512022	Electrical and Electronic Equipment Assemblers	not in demand	not in demand	not in demand	not in demand	DEMAND
512023	Electromechanical Equipment Assemblers	not in demand	not in demand	not in demand	not in demand	DEMAND
512041	Structural Metal Fabricators and Fitters	not in demand	demand	not in demand	not in demand	DEMAND
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
512099	Assemblers and Fabricators, All Other	not in demand	balanced	balanced	not in demand	DEMAND
514011	Computer-Controlled Machine Tool Operators, Metal and Plastic	not in demand	balanced	balanced	not in demand	DEMAND
514031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	demand	balanced	not in demand	DEMAND
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	not in demand	DEMAND
514051	Metal-Refining Furnace Operators and Tenders	not in demand	demand	not in demand	Not in 2009 List	DEMAND

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514052	Pourers and Casters, Metal	not in demand	not in demand	not in demand	not in demand	DEMAND
514062	Patternmakers, Metal and Plastic	not in demand	Not on 2007 list	not in demand	Not in 2009 List	DEMAND
514071	Foundry Mold and Coremakers	not in demand	not in demand	not in demand	Not in 2009 List	DEMAND
514081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	balanced	balanced	not in demand	DEMAND
514111	Tool and Die Makers	not in demand	not in demand	balanced	not in demand	DEMAND
514121	Welders, Cutters, Solderers, and Brazers	balanced	demand	balanced	not in demand	DEMAND
514122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not in 2008 List	Not in 2007 list	Not in 2008 List	not in demand	DEMAND
514191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	not in demand	DEMAND
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
514193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	Not in 2009 List	DEMAND
514194	Tool Grinders, Filers, and Sharpeners	not in demand	not in demand	not in demand	Not in 2009 List	DEMAND
516031	Sewing Machine Operators	not in demand	not in demand	not in demand	not in demand	BALANCED
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	not in demand	balanced	not in demand	not in demand	DEMAND
519122	Painters, Transportation Equipment	not in demand	not in demand	not in demand	not in demand	DEMAND
519123	Painting, Coating, and Decorating Workers	not in demand	Not in 2007 list	not in demand	not in demand	DEMAND
519198	Helpers--Production Workers	not in demand	not in demand	not in demand	not in demand	DEMAND
519199	Production Workers, All Other	balanced	balanced	not in demand	not in demand	DEMAND

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<b>53-0000</b>	<b>TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	<b>2009 State Designation</b>	<b>2009 SAWDC Designation</b>
537051	Industrial Truck and Tractor Operators	not in demand	demand	not in demand	not in demand	DEMAND