



Spokane Area WORKFORCE DEVELOPMENT COUNCIL

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MINUTES

SPOKANE AREA WORKFORCE DEVELOPMENT COUNCIL
Wednesday, September 10, 2008, 7:39 a.m. – 9:32 am
Spokane Skills Center
Anne Lockwood – Note Taker
Mark Mattke - Editor

MEMBERS PRESENT:

Polly Crowley	Steve Dahlstrom	Ron Dalla	Donna Dalzell	Craig Dias
Robert Duron	Rich Hadley	Kevin Managhan	Julie Meyer	Nancy Nelson
John Serben	Dixie Simmons	Beth Thew	Diana Wilhite	

MEMBERS ABSENT:

Frankie Arteaga	Jeff Benesch	Ben Cabildo	Peter Casimir	Tom Fritz
Steve Jurich	Robert Duron	Paul Milliken	Mike Senske	Hugh Severs
Lisa White				

OTHERS PRESENT:

Christy Doyle- Spokane Community College	Cami Hanson-WS	George Iranon-CPS	Eric Loewe-SNEDA	Mike Nepean- Spokane Public Schools
Scott Oakshott-Spokane Skills Center	Mollie Patshkowski- WS/Business Solutions	Amy Johnson-GSI	Lynda Evans-NGZ	Doug Tweedy- LMEA
Judy Cash-WS	Jim Parkinson- WorkSource Connections/NECC	Jim Minkler-Community Colleges of Spokane		

STAFF PRESENT:

Mark Mattke- Workforce Strategy & Planning Director	Peg Waldron- Assistant Director Workforce Operations	Gordon Gutterud- Accountant	Dawn Karber- Youth Program & Development Manager	Anne Lockwood- Secretary	Lori Meakin- Workforce Development Program Specialist
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TAB #1 – REVIEW JULY 9, 2008 MEETING MINUTES:

On a motion and a second, the July 9, 2008 Meeting Minutes were approved. None opposed.

TAB #2 – WORKFORCE DEVELOPMENT COUNCIL – STRUCTURE & COMMITTEE DEVELOPMENT:

The WDC is developing two new committees in order to engage member expertise in the areas of policy and service delivery.

Draft charters have been created and distributed to the WDC. Please contact Mark with any recommendations for members to join committees or questions regarding the work of these new committees.

The Executive Committee is discussing the possibility of non-WDC members being on the new committees and will determine membership requirements and announce at the November 12 meeting.

It has been agreed that the committees will meet on a frequency necessary to conduct their assigned business. The WDC Chair, Julie Meyer, will be seeking chairs for both committees.

Policy Committee

The Policy Committee will be tasked with examining policy issues at the federal, state and local levels and advising the Council on such issues. This will enable the WDC to speak to issues with a unified voice and better articulate our priorities. The intent is to more effectively communicate with legislators and key decision makers in areas that matter to workforce development.

Program Oversight and Service Delivery Committee

The WDC has made major steps in re-structuring the local workforce system and conducting comprehensive strategic planning. Spokane has also earned national recognition for the One-Stop center and now the Council will look to the next steps necessary for continued progress in providing service to our community.

The Workforce Investment Act grants the WDC responsibility for determining how WIA program funds are spent and shaping the One-Stop service delivery system. The Program Oversight and Service Delivery Committee will oversee performance and structure, and help determine where the workforce system may need to improve and change to better implement the vision of the Council and meet the needs of our customers.

TAB #3 – ANALYSIS OF CLUSTERS AND ECONOMIC OUTLOOK:

Regional Labor Economist Doug Tweedy reported on the results of his analyses of the business and professional services and transportation and trade clusters and on the economic outlook in general.

Spokane's employers in transportation and logistics are reporting that they cannot find people to fill positions available at this time. Spokane Falls Community College created a new two year program in transportation and logistics, but was unable to find students to fill the classes. Our regional workforce system needs to communicate to workers and students about new degree and existing degree programs that are in demand and help employers find the skilled people they need.

Many youth in this region are unaware of the career pathways in the region, but adults are also difficult to reach with this information. A comprehensive program that provides career awareness and vision to help adults with career planning would be of benefit in our community. Leveraging the public workforce system and partnership would be the logical place for these efforts.

Vacancies in April 2008:

Business/IT	12%
Manufacturing	13%
Healthcare	56%
Transportation	4%
Education	13%
Construction	9%

At this time the primary national challenges are in the financial sector, to be more precise, in the credit and mortgage areas. Companies are not able to separate out good and bad debt at this time, causing a high level of insecurity in credit markets. Another concern mentioned was the inflation rate, which is at 5.9% for the one year period August 2007 to August 2008.

Global growth is slowing down after 3 years of tremendous growth and exports are driving the global growth right now.

Spokane has a relatively high unemployment rate, not due to overall job loss, but rather to the effects of in-migration which is actually increasing the labor pool. Over the last two years there were 18,000 new jobs created in Spokane. Healthcare, commercial construction, credit unions and transportation jobs have increased in Spokane, while hospitality, residential construction, and other financial institution jobs have decreased. Spokane's job market is starting to flatten out a little and is going to plateau and slow down.

The cluster report from the WDC meeting in July indicated a net loss in construction jobs, but the categories of special trades and industrial actually experienced employment gains and residential construction took a loss. There was a structural shift to commercial construction which also offers more year round employment. This shifting of jobs from one to another part within the cluster helps to preserve jobs and wages for our workforce.

Rich has requested that Doug Tweedy perform a sole proprietor survey so the WDC can determine the number of people coming into Spokane with jobs they bring with them as opposed to competing with current workers.

The PowerPoint presentation will be posted on WDC website.

RAPID RESPONSE ACTIVITIES

The Business Solutions Team pulls together a group of representatives from other agencies, e.g., Career Path Services, organized labor, Health for All, Spokane Community College, etc. and presents a vast array of services to affected employees to inform them of their options.

Lay offs are occurring primarily in manufacturing and construction at this time.

Triumph Composite Systems has been affected by the Boeing machinists' strike and is laying off employees. Business Solutions will offer outreach sessions and advise the employees know what services are available to them. Many of the employees are not eligible for WIA program services, but there are other services available to them.

YEAR END PROGRAM REPORT

PY07 was a successful year by several standards. This was the first year all WIA service providers were co-located with other partners in the WorkSource Center. This brought many procedural and cultural changes that the dedicated staff worked through.

A number of awards were received in PY07:

- Governor's Best Practice in Workforce Development for Pizza, Pop, and Power Tools
- Best One-Stop in the Nation from the International Association of Workforce Professionals
- Jim Chase Adult Asset Builder from the Chase Youth Commission

The SAWDC is positioned to continue to refine the system, integrate our partnership, and move forward.

A few program statistics:

Adult	462 people served 93% placement rate Average wage \$12.01
Dislocated Worker	511 people served (slow to start due to positive economy) 94% placement rate Average wage \$15.30 (demographics: mostly females, veterans, and older workers (over 55))
Youth	556 people served 93% placement rate Average wage \$8.99

WIA funds were under spent in PY07 and these funds were used to offset the reductions imposed by the federal government on PY08.

Kudos and thanks to Career Path Services, Employment Security, Goodwill, Educational Service District 101, the Community Colleges of Spokane, Spokane Public Schools, and all those that who have helped the WDC to more effectively integrate the workforce system.

TAB #4 – DEMAND/DECLINE LIST:

A lot of input was received from WDC members, Skill Panels, and GSI to help guide development of the Demand/Decline list. The WDC can make changes to the Demand/Decline list if a trend in employment changes. Contact Mark Mattke for any changes deemed necessary to the Demand/Decline list over the course of the year.

On a motion and a second to approve and submit the Demand/Decline list with the changes suggested and adopt the Demand/Decline list as presented in the 9-10-08 WDC Agenda. Approved. None opposed.

PRESENTATION: THE POWER OF CLUSTERS – HOW CLUSTERS DRIVE WORKFORCE ECONOMIC DEVELOPMENT

Rich Hadley and Mark Mattke conducted a repeat presentation of their workshop held at the Governor's Conference on Workforce and Economic Development in Lynnwood last week. Topics included how our organizations define the clusters and work together to provide support for growth and expansion.

WDC TACTICAL AND STRATEGIC PLANNING

Mark delivered an articulation of the public workforce investment system including an outline of the authorizing legislation, changes from the prior workforce act, and the role of various stakeholders. The Workforce Investment Act of 1998 (Public Law 105-220) transitioned the workforce system for the Job Training Partnership Act (JTPA) in 2000. The reform of the system included several key principles: streamlining services and universal access for customers, a focus upon business and empowering individuals, increased accountability, and a strong role for local workforce boards.

Funding flows through the workforce system from the U.S. Congress to the U.S. Department of Labor, which acts as the regulatory and administrative body for WIA programs. At the State level, the Governor receives the funds and has the Workforce Board (appointed by the Governor) develop targets and strategic plans for use of the funds and has the Employment Security Department administer the funds and programs for compliance.

The funds are then received at the local level by the Local Elected Official(s) (LEO), which in Spokane County is Spokane City Mayor and Chair of the Spokane County Commissioners as determined by an MOU between the two entities. The LEOs approve the budgets and fund disbursement for the local Workforce Development Council.

The WDC then shapes the local system and funds activities that support the strategic plan.

WIA is the sole source of funds for Spokane at this time and when WIA funds are reduced then the local level is impacted in its ability to provide services.

There are many opportunities for the Spokane Area WDC to craft positions and give input into the administrative and legislative entities outlined above to help in the shaping of the funding and legal framework for workforce development. One of the functions of the new committees will be to examine where changes can be made and to give an opinion in the appropriate arenas.

STANDING COMMITTEE REPORTS

EXECUTIVE COMMITTEE

- There is a new collaboration with the Chair of the WDC and the State Workforce board. Some of the issues being worked on are:
- Reconstitution of youth summer employment as a program.
- Incumbent worker training study to determine necessary action for better use of available funding.
- Codification of WDC in state statute in order to receive funds directly from the state.

MEMBERSHIP COMMITTEE

- There are 4 openings on the WDC and the Membership Committee has 8 applicants. The Membership Committee plans to conduct interviews and have the selection process settled by the end of September, bringing nominees to the November WDC meeting.
- The Membership Committee is still welcoming new applicants to increase the diversity of the council.

YOUTH COUNCIL

- John Serben, the new Youth Council Chair, has made meeting schedule changes. The Executive Committee of the Youth Council will meet every other month. The alternative months will be a Youth Council meeting with community involvement.

OTHER BUSINESS

1. *On a motion and a second the June 11, 2008 WDC Meeting Minutes were approved. None opposed.*
2. Lynda Evans is requesting donations for the October 22nd Job Fair at the Next Generation Zone. Some suggestions for donations were phone cards, bus passes, and food coupons.

The Next Generation Zone has invited employers who will hire youth now. 880 employer s have been invited to the Job Fair.
3. The Northeast Community Center - WorkSource Connection is planning an Open House in mid-October.
4. The WWAMI (Washington, Wyoming, Alaska, Montana, and Idaho) program and Regional Initiatives in Dental Education (RIDE) students began taking classes at the Riverpoint Campus in Spokane. This is the first year of school for these medical and dental students who will then finish their education at the University of Washington in Seattle and also at clinical sites in the region.
5. Ron Dalla reported that the Electrical engineering program at EWU continues to enroll students and prepare them for employment in this vital field.

NEXT MEETING:

The next WDC Meeting will be Wednesday, November 11, 2008 at the Spokane Skills Center, 4141 N Regal.