

# Spokane Workforce Development Area

Month of March  
Presented: April 29, 2008



**Employment  
Security  
Department**

WASHINGTON STATE

# Economic and Job Market Information Spokane MSA

*Presented by*

Labor Market and Economic Analysis

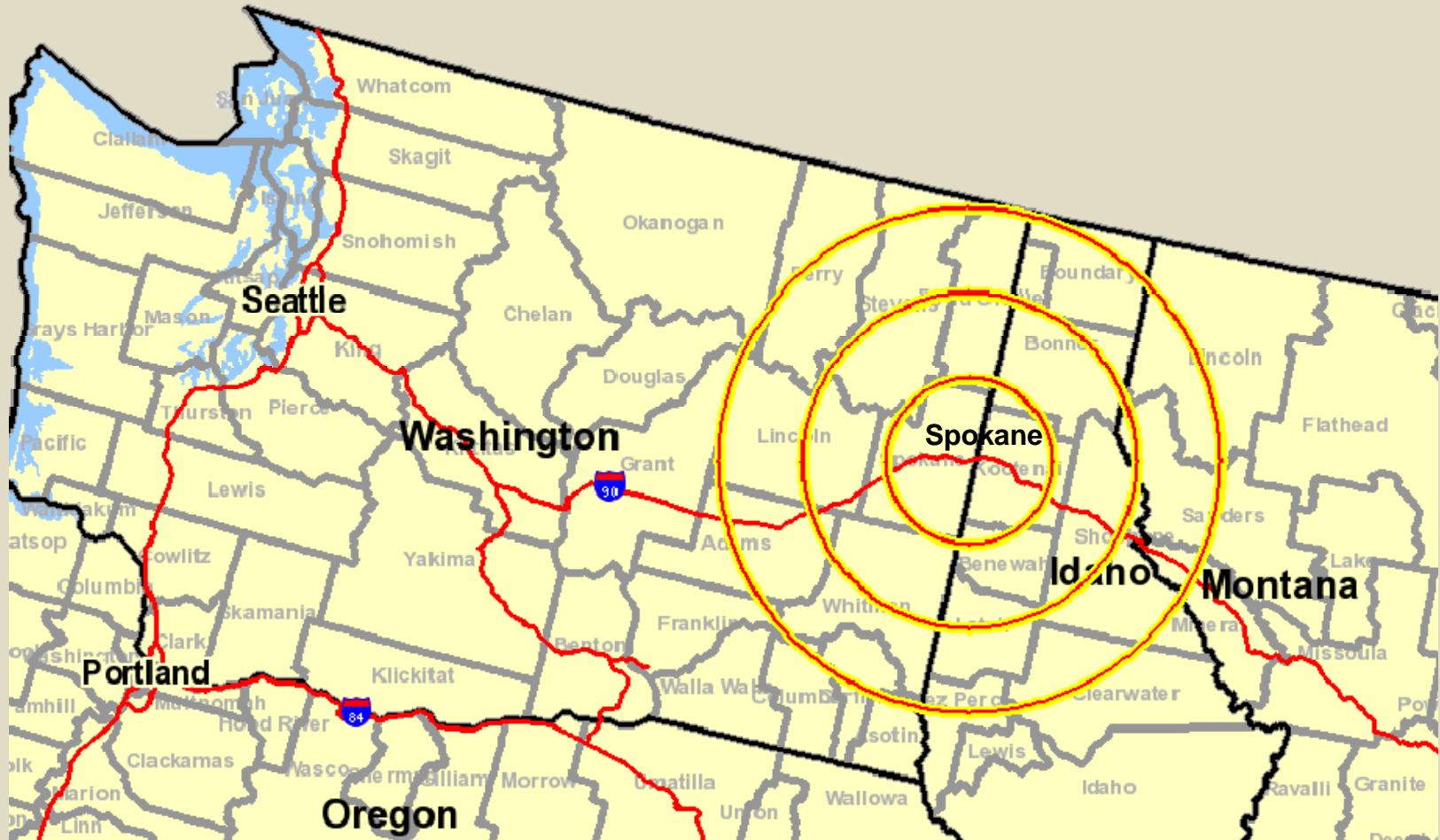


Doug Tweedy, Regional Economist  
April 29, 2008



**Employment  
Security  
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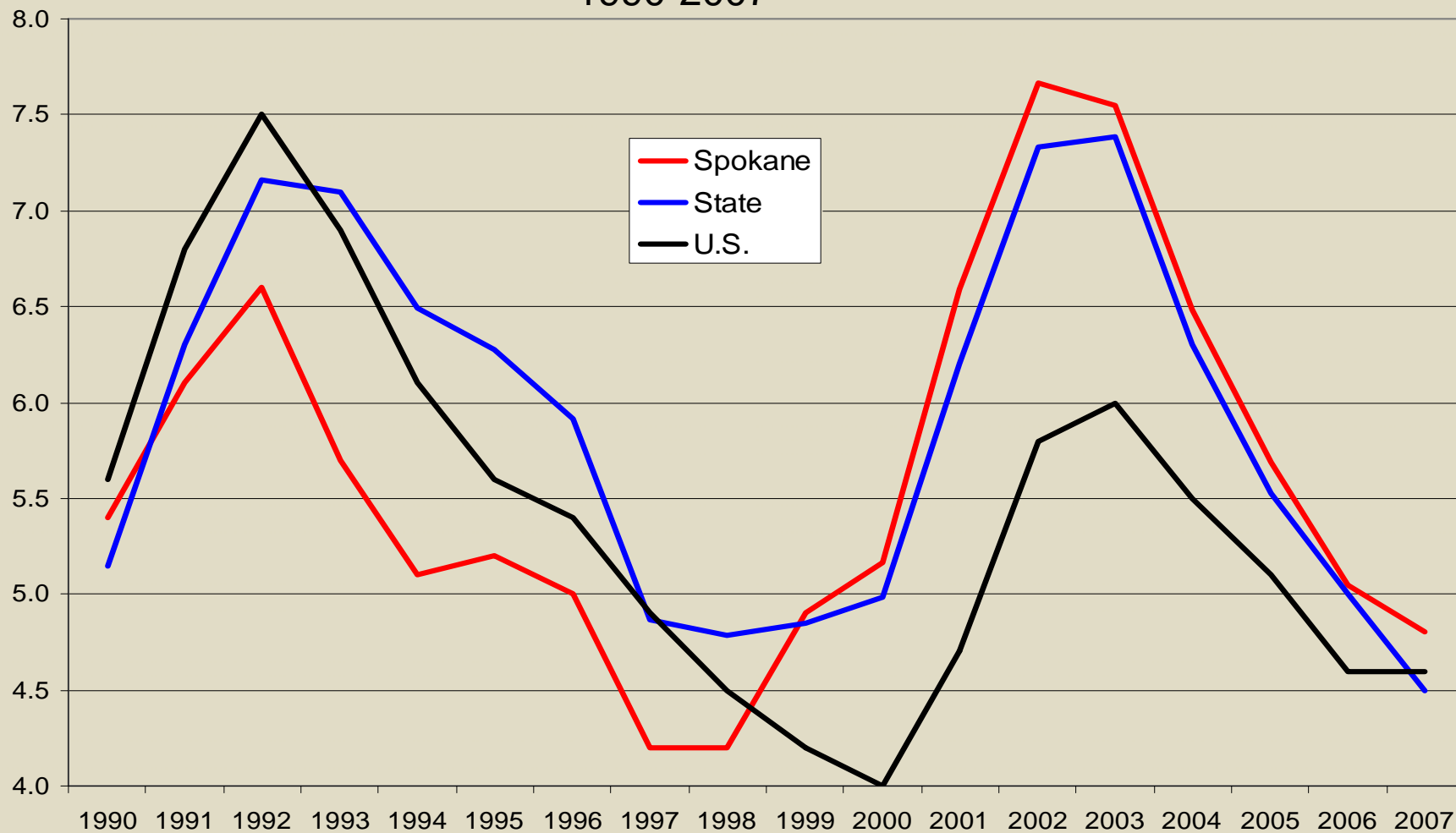
# Spokane: Regional Economic Hub



# Spokane Labor Market

Annual unemployment rate percentages

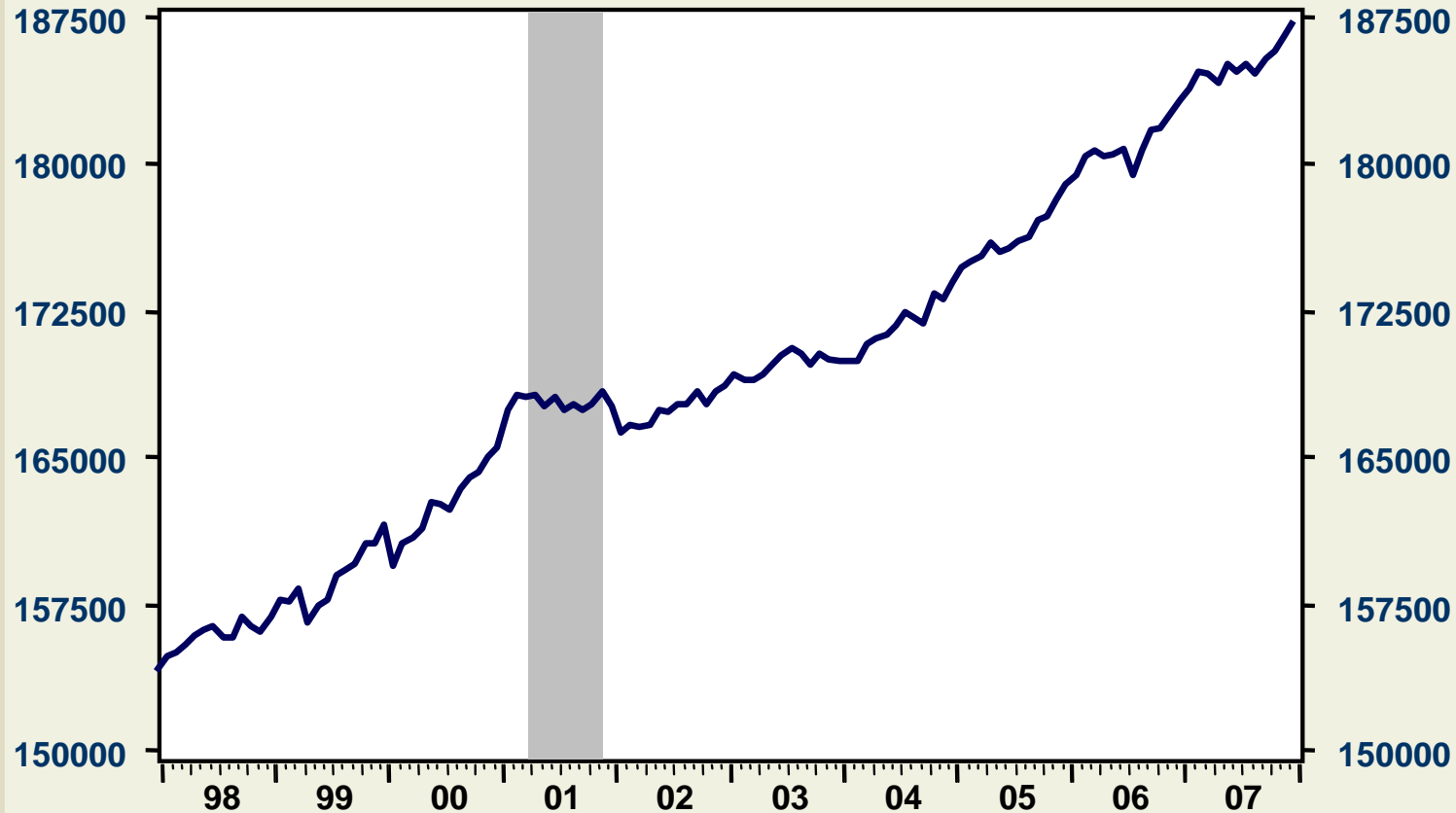
1990-2007



# Spokane Job Market

- Trade
- Transportation
- Utilities
- Financial
- Education
- Health
- Recreation
- Government

## Jobs in Service Providing super sector



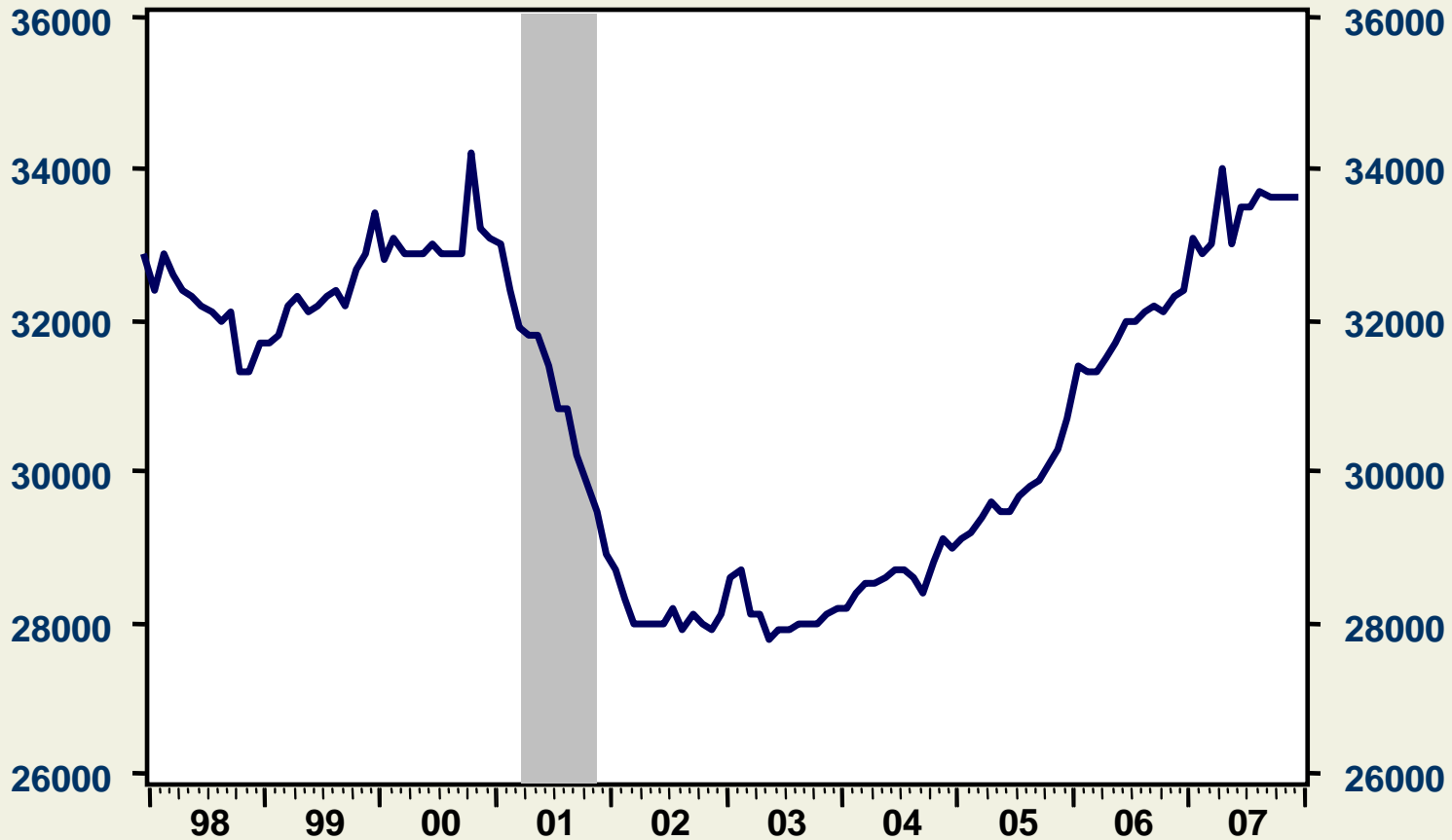
# Spokane Job Market

Natural Resources

Construction

Manufacturing

## Jobs in Goods Producing super sector



# Spokane's Cluster Initiatives

## Incorporate Regional Labor Economist into Spokane Cluster Initiatives

### Data tools used for Cluster Initiatives: Jobs and Job seekers

- Occupations in Demand/Decline
- Job Seekers & Job Openings Gap
- Job Vacancy Survey
- New Hires
- SKIES

*“Great data, but we need more”*

## Spokane WDA

## Develop Cluster initiative data template: Starting with the Manufacturing cluster

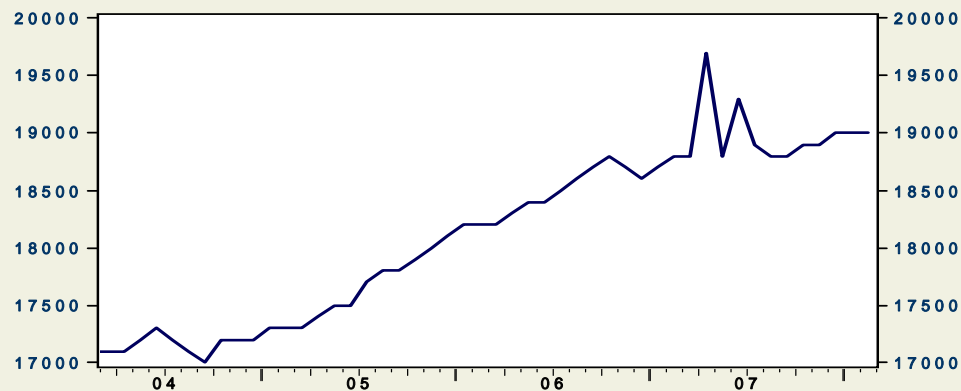
### Identify growth sub-sectors, companies and occupations

- Using Quarterly Census of Employment & Wages, Occupational Employment Statistics, and local developments target industry and sub sector growth.
- From growth sub sectors, identify companies and occupations.

### Analysis: *Evaluate relationship between business growth and labor pool*

- Isolate individual companies and occupations that are expanding.
- Evaluate data with Business Solutions Manager, combine with job seeker data to target strength.
- Detailed cluster report for employer visits and WDC strategy.
- Issue: Coding, coordination of data sets, and disclosure

All Employees: Manufacturing, Spokane MSA  
SA



**Action Plan:** Identify growth companies and occupations. Report to Business Solutions who will match job seekers.

- **What** – Pinpoint expanding companies and their occupations.
- **Who** – Regional Labor Economist– Doug Tweedy
- **When** – Share data with local management team May 1, 2008

## Outcome example: Cluster report to Business Solutions

Cluster: Manufacturing

Growth Sub sectors (6)

*Plastics & Rubber MFG*

Quintex Corp

Injection molding/plastics products

Address

President/CEO Phone number

512092 Assemblers \$12.61

512041 Fabricators \$15.03

514031 Machine operators \$14.43

519061 Production workers \$12.01

514041 Machinist \$18.22

# **BUSINESS SOLUTIONS**

## Spokane WDA

## Spokane Industry Cluster Initiative: connecting job seekers with employers showing growth

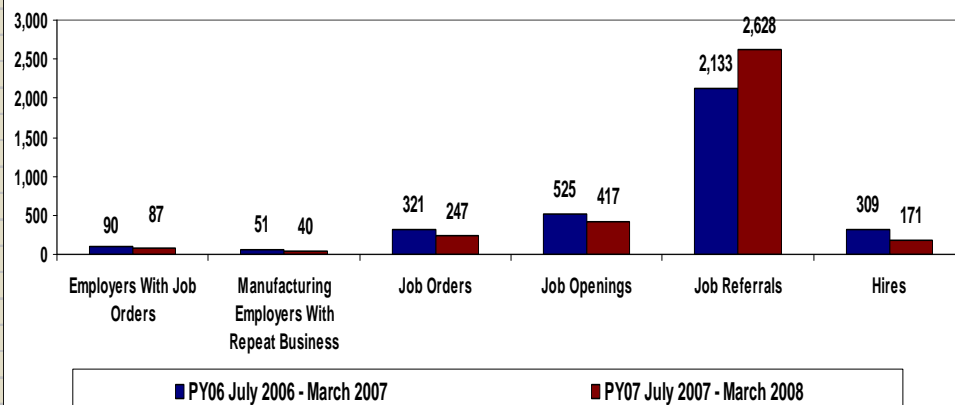
### Targeted Industry - Manufacturing

- Manufacturing cluster identified by the Workforce Development Council
- One of the leading industries in terms of new job growth
- Fourth highest paying jobs, easy entry and paid benefits
- Goal – Increase business contacts with manufacturing employers and create opportunities for job seekers, and assist employers in developing their workforce

### Analysis:

- Employers are having difficulty finding skilled workers
- Manufacturing jobs are increasing
- WA job orders/openings in manufacturing jobs declining

### Manufacturing Initiative



### Strategies:

- Expand recruitment efforts to businesses that show growth; provide targeted industry Job Fairs
- Continue to evaluate against our job seeker inventory and coordinate with our local Regional Economist
- Market on-the-job training, Apprenticeship opportunities and customized training models to employers for enhanced workforce development
- Provide career/job fairs for secondary and post secondary students to explore targeted high growth high demand occupations

# Targeted Manufacturing Hiring Event



Employer Hiring Event  
(74 attended and 49  
hired)

# **Workforce Investment Act (WIA)**

# WIA Program Partnership

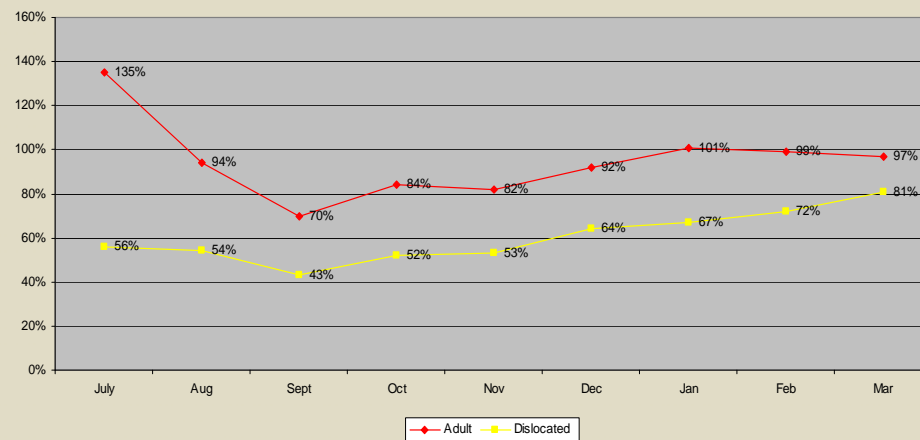
## Situation:

- With shrinking Workforce Investment Funds WIA program providers formed a partnership to deliver more efficient cost effective services within the WorkSource. The start up presented more of a challenge than anticipated resulting in a struggle to meet goals throughout the first 2 quarters of the program Year.

## Analysis:

- New integrated partnership
- Different organization policies and procedures
- Increase goals in relation to FTE's
- Staff vacancies
- Training needs
- Internal referral process Employment Services Team
- Rapid Response process

New Registrants % of Plan



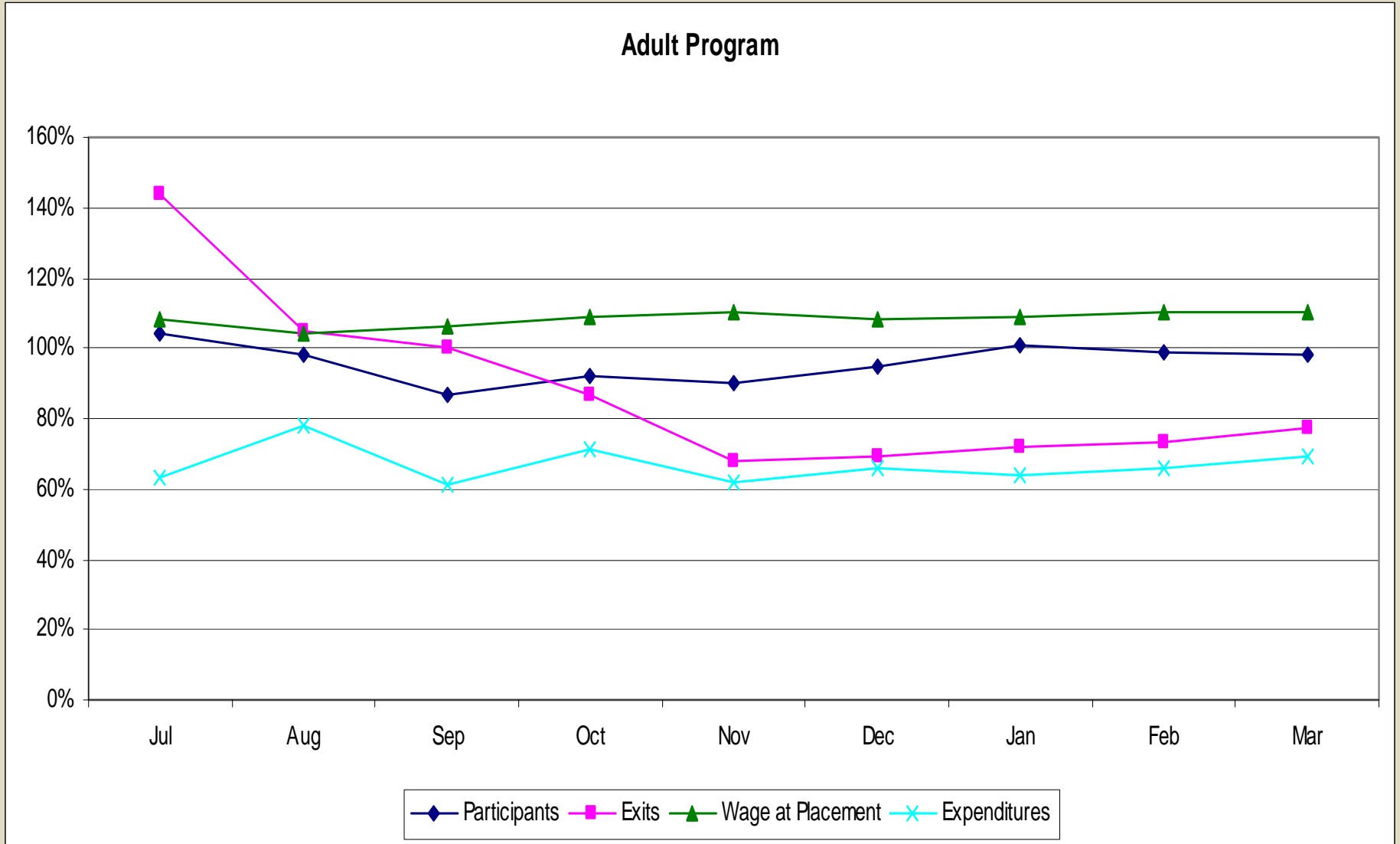
## Action Plan:

**What** –Ongoing work with the Partner/Leadership Team and Operations Team on issues related to integration. Developed eight policies and a procedures manual is in development for July 1, 2008 distribution. Consortium meeting monthly to evaluate partnership, goals in relation to FTE's and outcomes. Staff hired and continuing to assess and train staff as appropriate. Worked with Employment Services to refine referral process. Participating in Rapid Response events.

**Who** – Workforce Investment Team – Cami Hanson, WIA Program Operations Manager

**When** – Effective ongoing

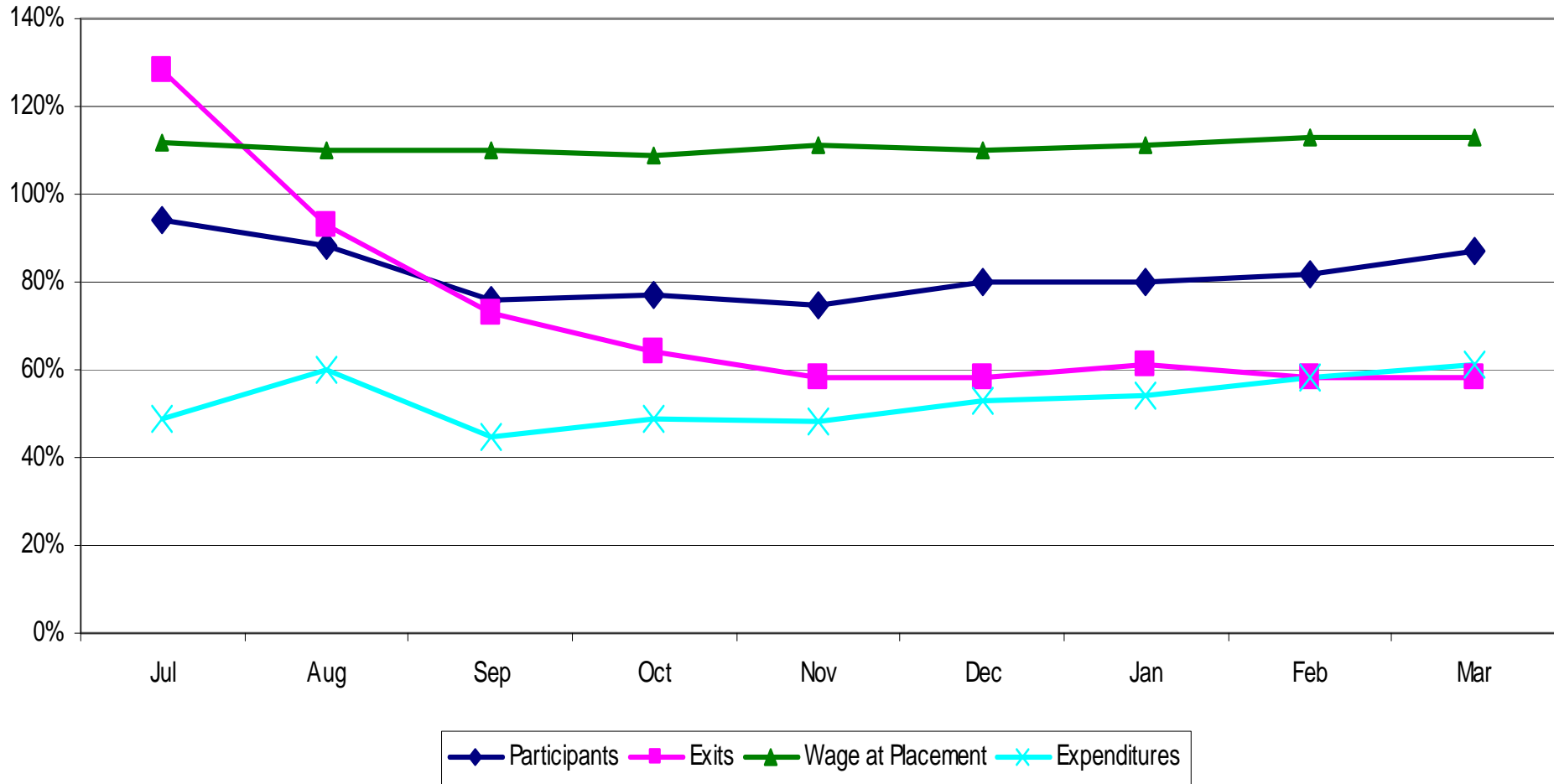
# WIA Adult Program



**Service Providers: Career Path Services and Employment Security**

# WIA Dislocated Worker Program

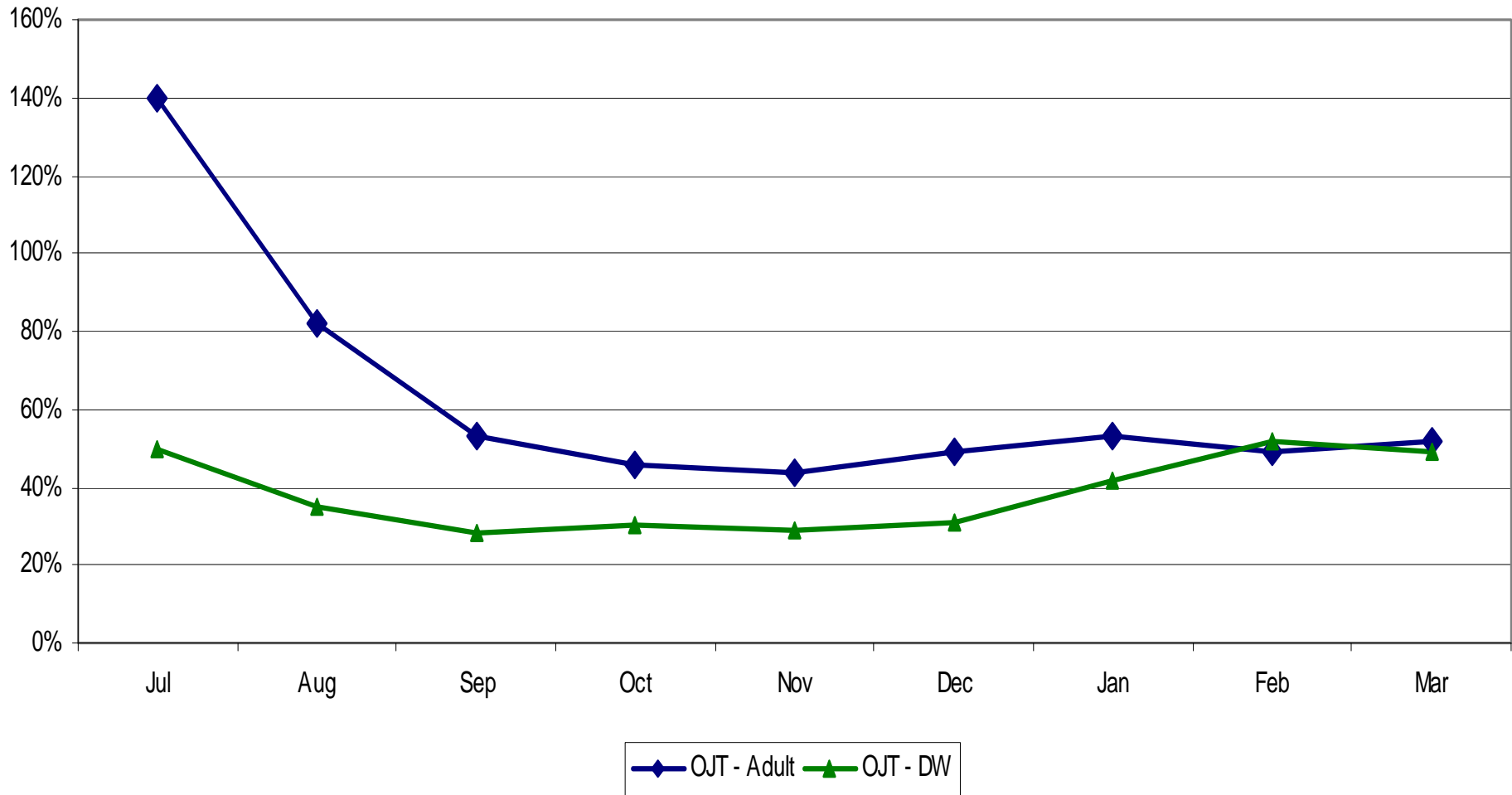
## Dislocated Worker Program



Service Providers: Career Path Services and Employment Security

## Linking Job Seeker Inventory to Employers

Business Solutions



# Rapid Response Best Practice

## Situation:

Pristina Pines lost its primary contract with Anderson Corporation to build window frames. Feb. 8, 2007 the employees were notified the plant was closing at the end of the day and that all but a skeletal crew would be laid off effective that day.

## Analysis:

- 98 people laid off from production labor jobs
- We didn't know who they were, company wouldn't provide the names
- WIA staff needed a strategy to get the information on programs for re-training opportunities to the people affected

## Pristina Pines:

Affected by Lay off	98
Attended Orientation	33
Registered to date	21
• Employment Pathway	14
•Includes OJT option	
• Training Pathway	7
•Using manufacturing initiative to target training in demand occupations	

## Plan of Action:

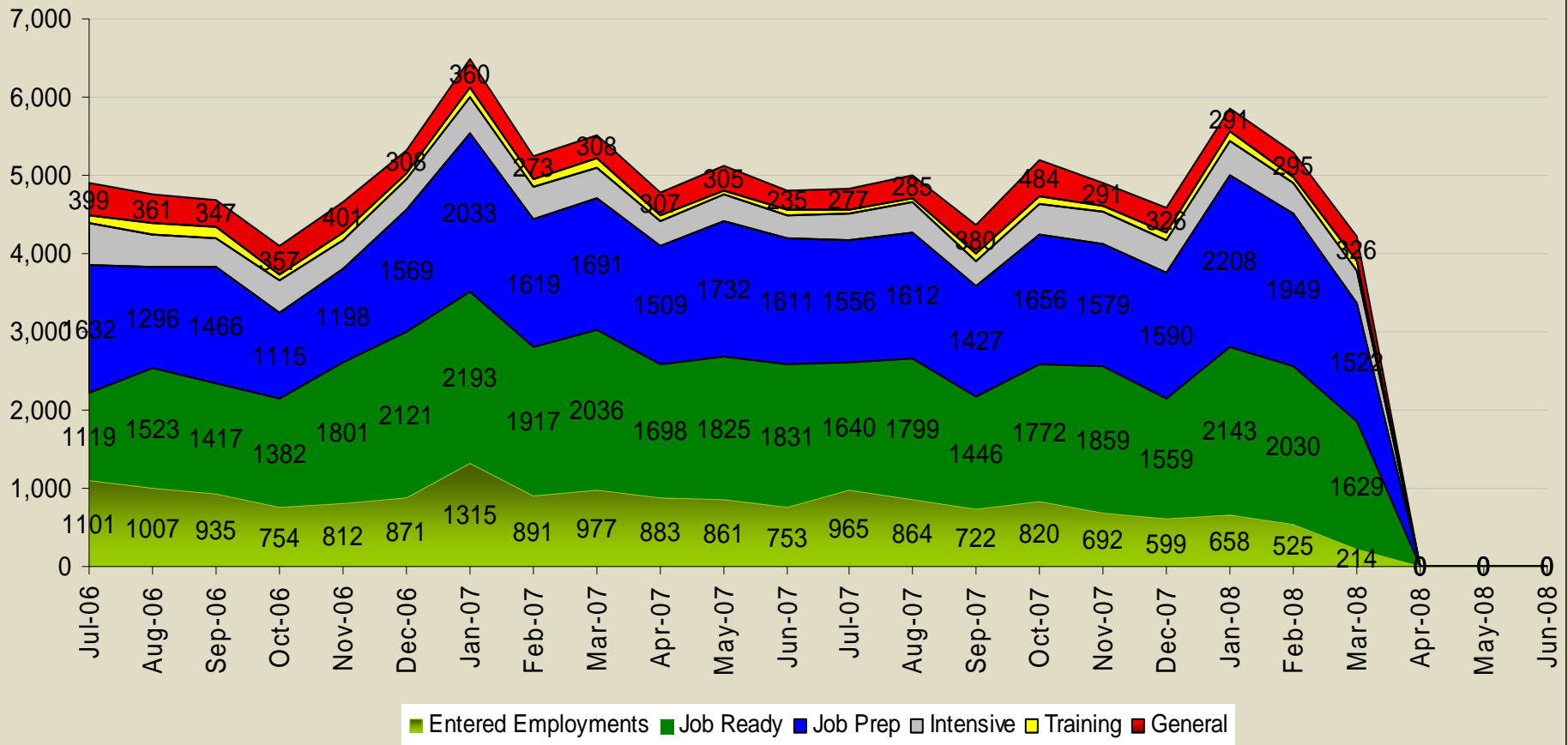
- Found a way to identify and get employees information
- WIA scheduled a special orientation for Pristina Pines Employees
- Orientation held at WorkSource, information on WIA, Worker Re-training, Employment Services, Apprenticeship opportunities, Business Solutions, Community Resources
- One on one meeting with a WIA Practitioner
- Using CPP tool to contact remainder of employees impacted by lay-off

# **SPOKANE PERFORMANCE OUTCOMES**

# Spokane

## Management Indicators & Outcomes

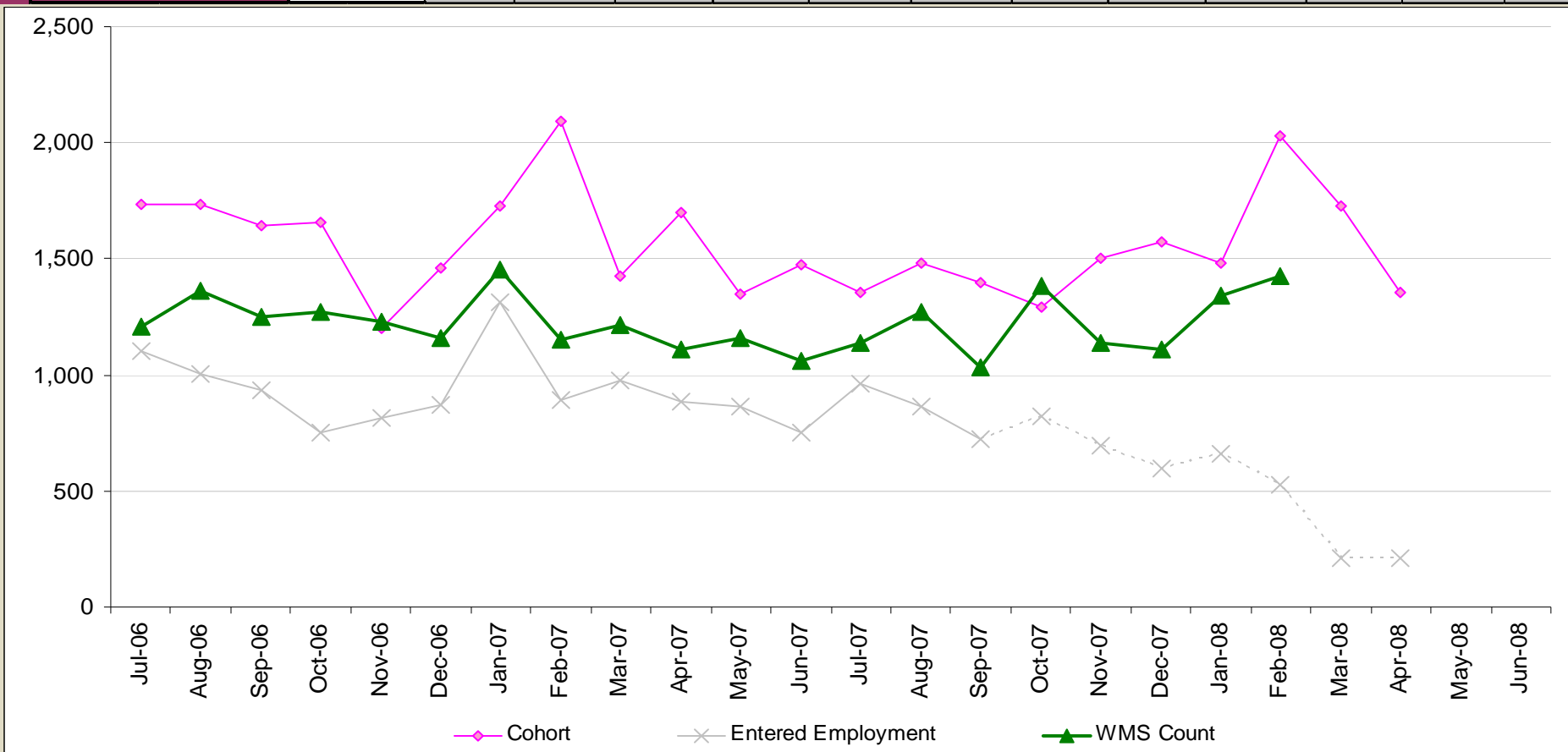
### Service Delivery & Types



# Spokane

## ALL JOB SEEKER OUTCOMES

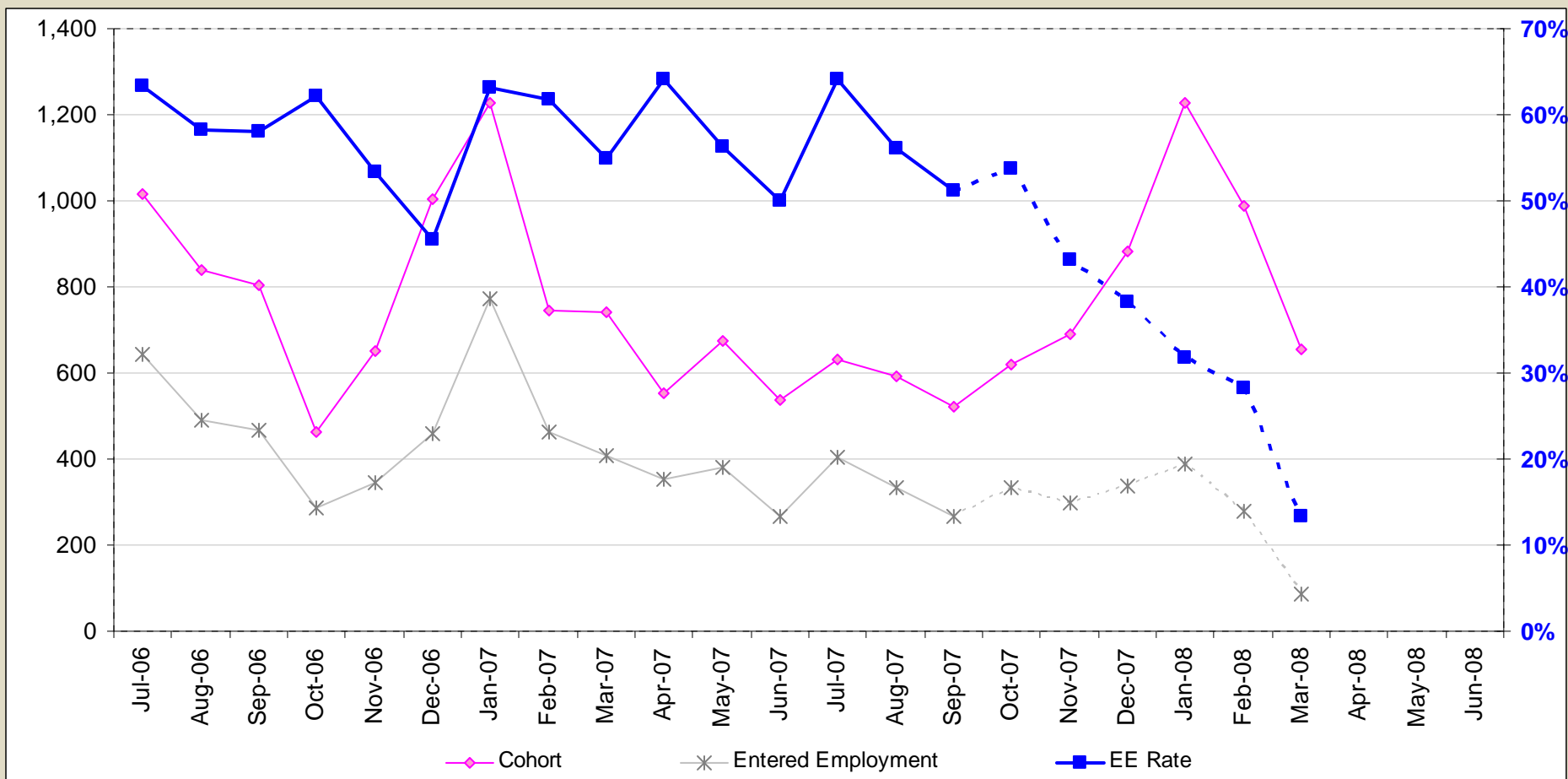
ALL JOB SEEKER	PY		July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
	Cohort Count	2007-08	1481	1395	1290	1500	1574	1480	2033	1727	1357				
		2006-07	1734	1646	1657	1201	1459	1731	2090	1428	1697	1346	1478	1353	
	Entered Employment #	2007-08	965	864	722	820	692	599	658	525	214				
		2006-07	1101	1007	935	754	812	871	1315	891	977	883	861	753	
	WMS Count	2007-08	1,140	1,270	1,035	1,383	1,141	1,107	1,338	1,429					
		2006-07	1,210	1,362	1,248	1,270	1,232	1,157	1,452	1,154	1,213	1,109	1,156	1,060	
	Entered Employment Rate	2007-08	65%	62%	56%	55%	44%	40%	32%	30%	16%				
		2006-07	63%	61%	56%	63%	56%	50%	63%	62%	58%	66%	58%	56%	



# Spokane

## UI OUTCOMES

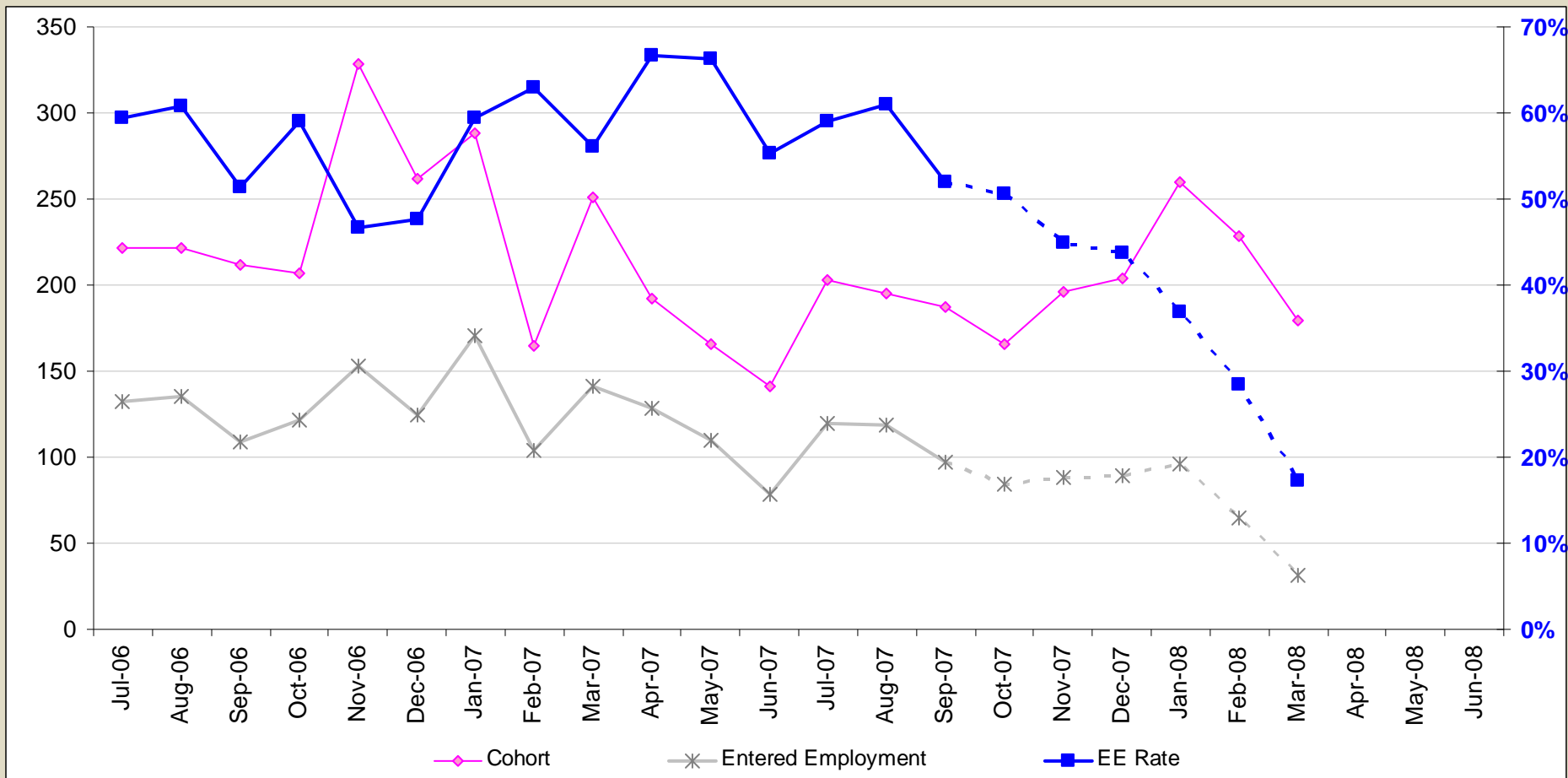
UI Claimants	Cohort Count	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
		2007-08	630	594	522	619	692	881	1226	990	655			
Entered Employment #	2007-08	404	333	267	333	299	337	389	280	87				
	2006-07	642	489	467	288	347	458	774	462	407	354	381	268	
Entered Employment Rate	2007-08	64%	56%	51%	54%	43%	38%	32%	28%	13%				
	2006-07	63%	58%	58%	62%	53%	46%	63%	62%	55%	64%	56%	50%	



# Spokane

## VETERAN OUTCOMES

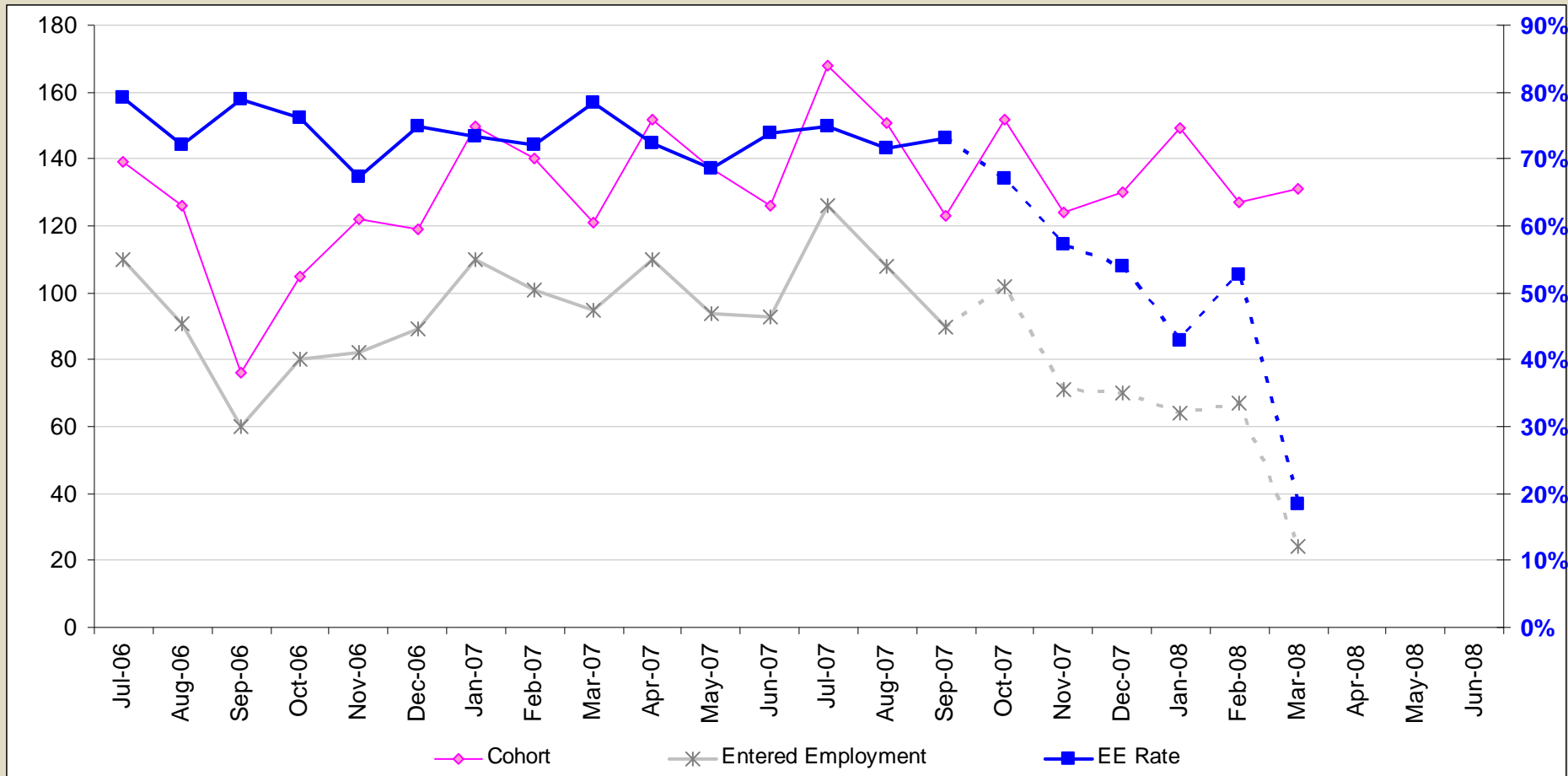
Veterans		PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
		Cohort Count	2007-08	203	195	187	166	196	204	260	228	179		
Entered Employment #	2006-07	222	222	212	207	328	262	288	165	251	192	166	141	
	2007-08	120	119	97	84	88	89	96	65	31				
Entered Employment Rate	2006-07	132	135	109	122	153	125	171	104	141	128	110	78	
	2007-08	59%	61%	52%	51%	45%	44%	37%	29%	17%				
	2006-07	59%	61%	51%	59%	47%	48%	59%	63%	56%	67%	66%	55%	



# Spokane

## WORKFIRST OUTCOMES

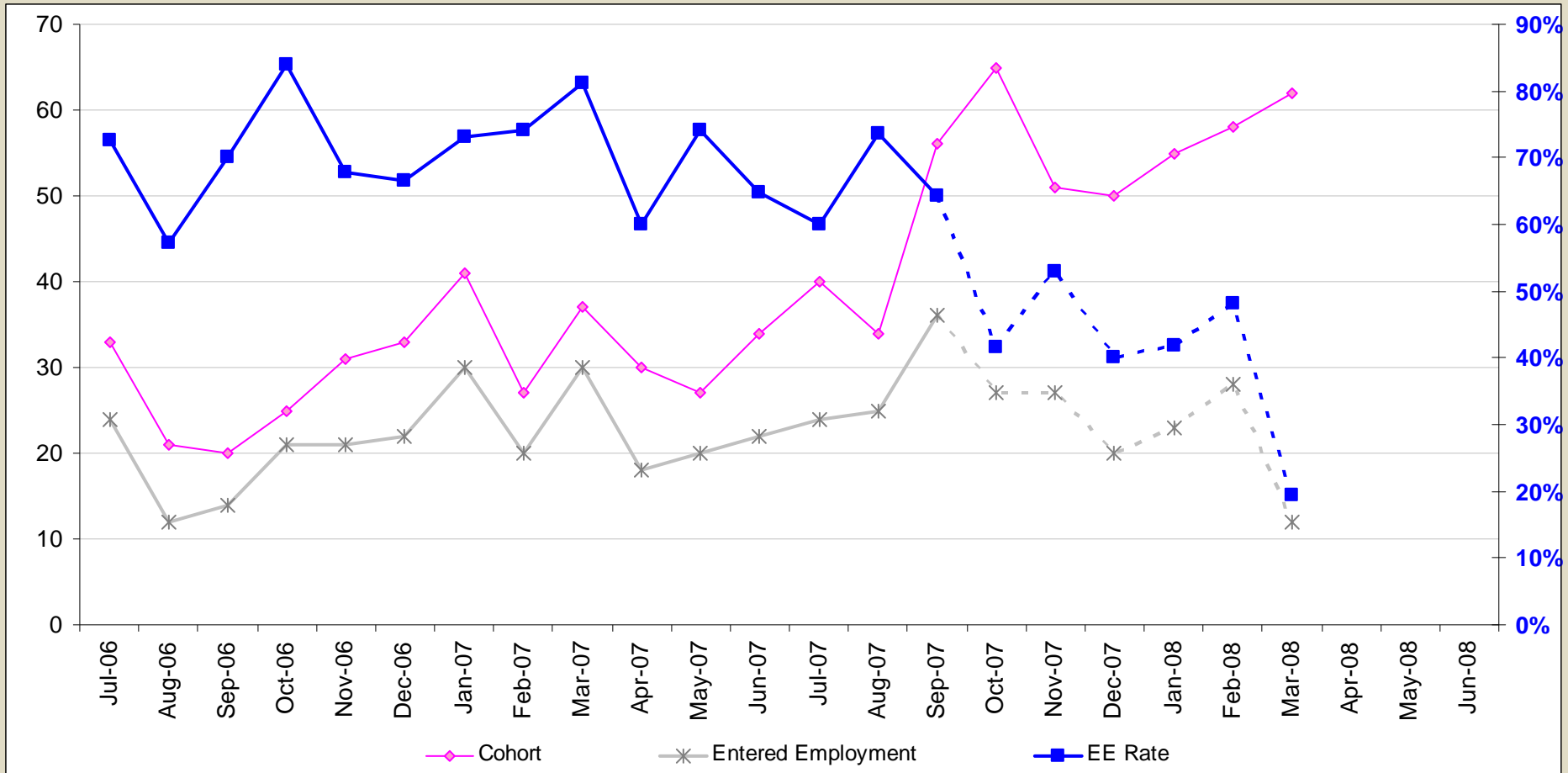
WorkFirst	Cohort Count	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
		2007-08	168	151	123	152	124	130	149	127	131			
Entered Employment #	2006-07	139	126	76	105	122	119	150	140	121	152	137	126	
	2007-08	126	108	90	102	71	70	64	67	24				
Entered Employment Rate	2006-07	110	91	60	80	82	89	110	101	95	110	94	93	
	2007-08	75%	72%	73%	67%	57%	54%	43%	53%	18%				
		2006-07	79%	72%	79%	76%	67%	75%	73%	72%	79%	72%	69%	74%



# Spokane

## OFFENDERS OUTCOME

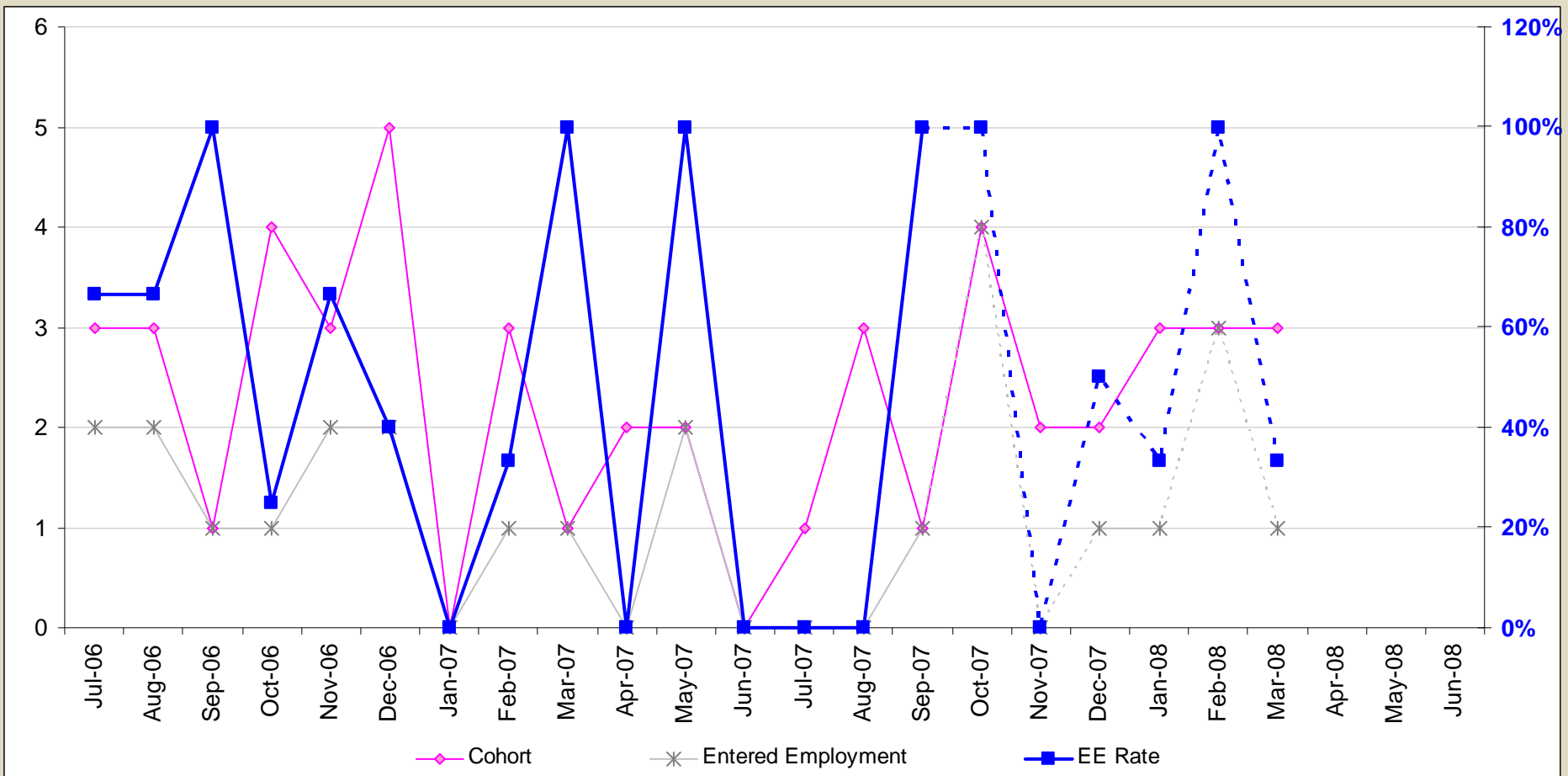
OES	Cohort Count	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
		2007-08	40	34	56	65	51	50	55	58	62			
Entered Employment #	2006-07	33	21	20	25	31	33	41	27	37	30	27	34	
	2007-08	24	25	36	27	27	20	23	28	12				
Entered Employment Rate	2006-07	24	12	14	21	21	22	30	20	30	18	20	22	
	2007-08	60%	74%	64%	42%	53%	40%	42%	48%	19%				
		2006-07	73%	57%	70%	84%	68%	67%	73%	74%	81%	60%	74%	65%



# Spokane

## MSFW OUTCOME

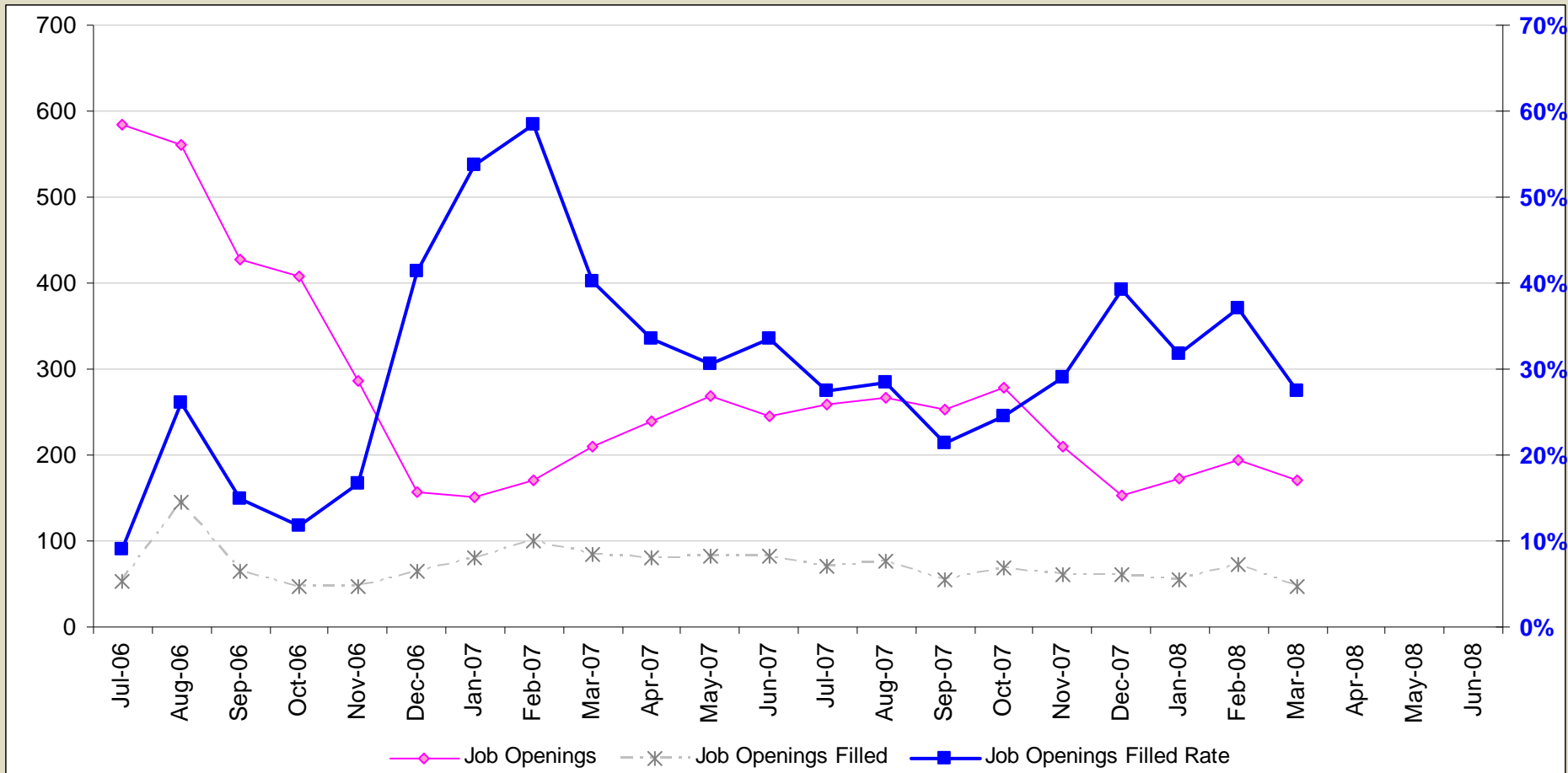
MSFW	Cohort Count	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
		2007-08	1	3	1	4	2	2	3	3	3			
	2006-07	3	3	1	4	3	5	0	3	1	2	2	0	
	Entered Employment #	2007-08	0	0	1	4	0	1	1	3	1			
2006-07	2	2	1	1	2	2	0	1	1	0	2	0		
Entered Employment Rate	2007-08	0%	0%	100%	100%	0%	50%	33%	100%	33%				
2006-07	67%	67%	100%	25%	67%	40%	#DIV/0!	33%	100%	0%	100%	#DIV/0!		



# Spokane

## JOB OPENINGS OUTCOMES

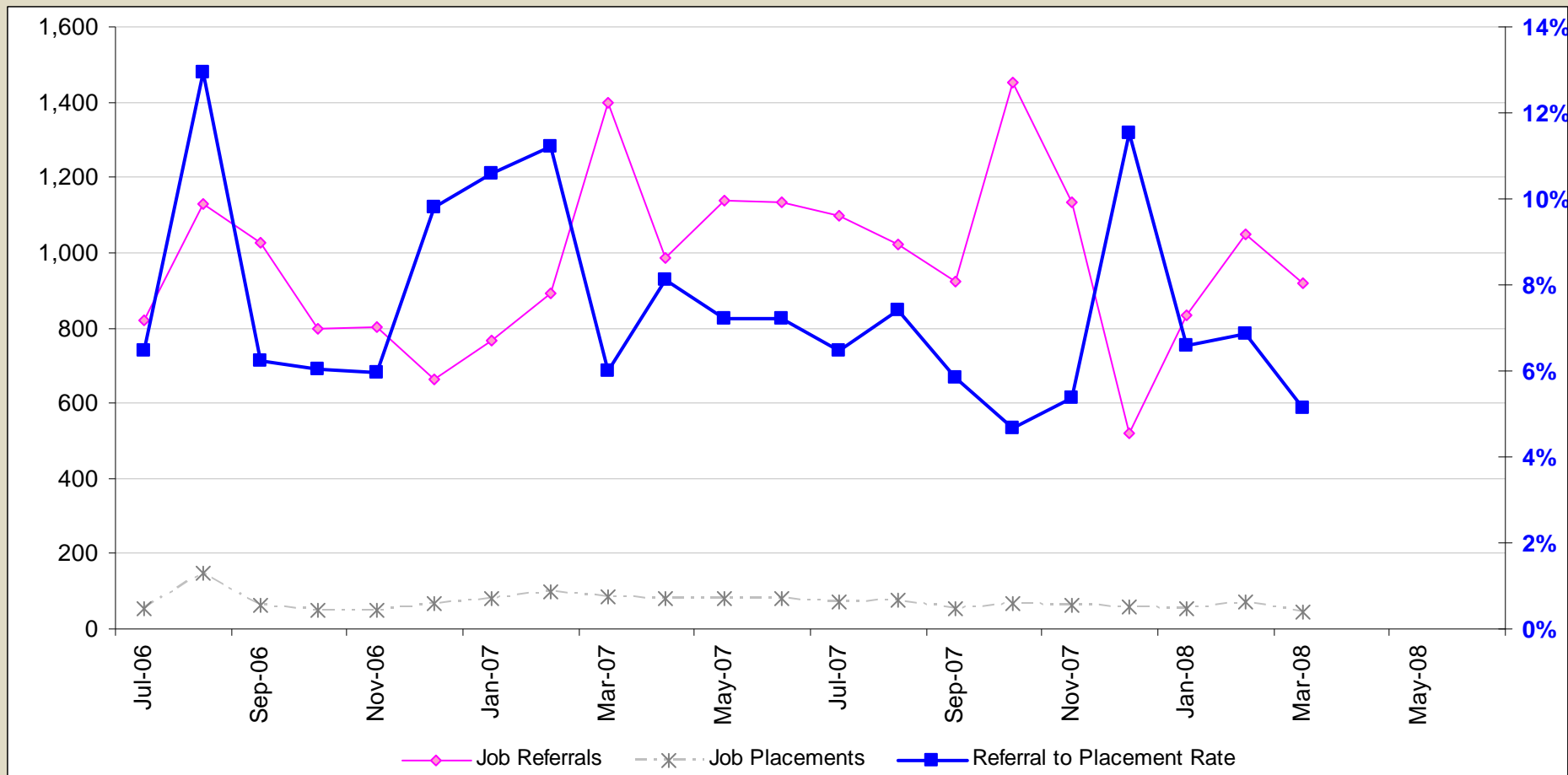
Job Openings	All Jobs	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
	Job Openings	2007-08	258	267	252	278	210	153	173	194	171				
		2006-07	585	560	428	408	287	157	151	171	209	239	268	245	
	Job Openings Filled	2007-08	71	76	54	68	61	60	55	72	47				
		2006-07	53	146	64	48	48	65	81	100	84	80	82	82	
	Job Openings Filled Rate	2007-08	28%	28%	21%	24%	29%	39%	32%	37%	27%				
2006-07		9%	26%	15%	12%	17%	41%	54%	58%	40%	33%	31%	33%		



# Spokane

## REFERRAL/PLACEMENT OUTCOMES

Referrals	All Jobs	PY	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
	Job Referrals	2007-08	1,098	1,024	924	1,452	1,136	521	835	1,050	917				
		2006-07	821	1,128	1,027	797	804	663	766	893	1,397	985	1,139	1,136	
	Job Placements	2007-08	71	76	54	68	61	60	55	72	47				
		2006-07	53	146	64	48	48	65	81	100	84	80	82	82	
	Referral To Placement Ratio	2007-08	6%	7%	6%	5%	5%	12%	7%	7%	5%				
2006-07		6%	13%	6%	6%	6%	10%	11%	11%	6%	8%	7%	7%		



**Thank You!**