



workforce

SOUTHWEST WASHINGTON

Investing in employment and job training services
for businesses, job seekers and youth in Clark, Cowlitz and Wahkiakum counties.



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December 2017

A Message from the CEO

Welcome!

When the Workforce Innovation and Opportunity Act (WIOA) was signed in 2014, workforce development professionals knew it would require adaptation and adjustment for workforce organizations and for businesses, as well.



WIOA states that business and industry should not only inform and participate in workforce development in their local communities, but should lead the charge. For some, this was a new concept. Other companies, however, have been leading for years.

We are proud to honor three of these organizations – LSW Architects, Silicon Forest Electronics and the Southwest Washington Contractors Association – for their leadership in workforce development. Please see the first article below to learn more about their outstanding contributions. *We are seeking Cowlitz and Wahkiakum businesses to honor and encourage your nominations by January 12.*

I am excited about the new programs we'll be launching in 2018 and look forward to your participation.

Wishing you, your team and your family a Happy New Year!

Jeanne Bennett, CEO

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OTHER NEWS Board Meeting

March 14, 2018
4-6 p.m.

Excellence in Workforce Development Award Recipients Announced

Workforce Southwest Washington (WSW) presented its Excellence in Workforce Development Awards to three Clark County organizations at its December board meeting.

Awards were given in two categories: Innovation in Workforce Development and Excellence in Building Workforce Partnerships.

Two firms – LSW Architects and Silicon Forest Electronics – each received the Innovation in Workforce Development Award for their strong engagement in the community and creation of opportunities for jobs and career pathway exploration.

The Southwest Washington Contractors Association (SWCA) received the Excellence in Building Workforce Partnerships for its collaborative efforts to help close the workforce gap in the construction industry.

"The award recipients have demonstrated strong commitment to exposing our youth to local job and career opportunities, improving the skills of our workforce to enable companies to hire local skilled talent and providing job opportunities for residents," said Workforce Southwest Washington CEO Jeanne Bennett.

Read the full article.



LSW Architects

(l to r)

Kyle Rogers, Architectural Designer
John Vanderkin, WSW Board Chair



Silicon Forest Electronics

(l to r)

Jay Schmidt, Exec VP & Gen. Manager
Frank Nichols, CEO/President
John Vanderkin, WSW Board Chair



SW WA Contractors Assoc.

(l to r)

Andrea Smith, Marketing Manager
Darcy Altizer, Executive Director
Tracey Malone, Halbert Construction
John Vanderkin, WSW Board Chair

Cowlitz County
Administration Building,
Kelso.
[Click for details.](#)

Mission

To prepare and promote a skilled and adaptive workforce for a thriving economy in Southwest Washington.

Our Partners



Cowlitz & Wahkiakum Business Nominations Sought for Workforce Awards

WSW is seeking nominations of businesses in Cowlitz and Wahkiakum counties for its Excellence in Workforce Development Awards.

[Download a nomination form and guidelines.](#)

Tech Employers Invited to Share Workforce Challenges and Views



WSW is seeking tech leaders and those who employ large numbers of tech workers to participate in an industry panel around Southwest Washington's tech workforce needs. Prior discussion aided in creation of the [Tech Talent Workforce Plan](#).

For more information about workforce and tech, contact Cass Parker, Senior Industry Initiatives Manager, at 360.567.1076 or cparker@workforcesw.org.

Construction Workforce Meeting January 9



Construction and related companies are invited to a meeting on January 9 from 10-11:30 a.m. to discuss the growing need for employees and opportunities to find and hire skilled workers.

Read the [2017-2019 Construction Workforce Plan](#).



Comments/Questions?

Julia Maglione
Communications Manager
jmaglione@workforcesw.org

To learn more about the meeting, the workforce plan or construction workgroups, contact Industry Initiatives Manager Melissa Boles at mboles@workforcesw.org or 360.567.3185.

Health care Companies Invited to Discuss Hiring Needs on January 19

Health care talent will be the focus of a January 19 meeting to identify current and future workforce needs of health care companies and develop solutions to address those needs.



Companies are encouraged to join WSW, Clark College and the Columbia-Willamette Workforce Collaborative to be part of the conversation from 9:30-11:30 a.m. at Clark College's Columbia Tech Center campus at 18700 SE Mill Plain Blvd, Vancouver, WA 98683.

Companies interested in learning more should contact Industry Initiatives Manager Melissa Boles at mboles@workforcesw.org or 360.567.3185.

CareersNW.org Provides Information on SW Washington's High-Growth Industries

To increase awareness of manufacturing, health care, construction and technology and encourage youth and job seekers to learn about these industries, WSW and its Columbia-Willamette

Workforce Collaborative partners have launched a new website www.CareersNW.org.



In addition to information about career pathways, education requirements, salary ranges and trainings provided through WorkSource, the site contains downloadable documents that can be used by teachers, counselors and parents to introduce these industries to young adults.

Contact Senior Industry Initiatives Manager Cass Parker at cparker@workforcesw.org or 360.567.1076 to learn more.

Professional Skills Training May Boost Employee Productivity – Enroll Now



Clark College Economic & Community Development (ECD) is offering a 16-hour Professional Skills Training that companies may find beneficial for their employees.

The course provides employees with an understanding of their individual roles in the context of the entire organization and how their performance and work quality can impact the company and co-workers.

The training will be held each Friday in January from 8 a.m. to 12 p.m. at the Clark College ECD campus (downtown Vancouver-Columbia Bank Tower) 500 Broadway, Suite 200, Vancouver.

The training is limited to 25 attendees. Reserve your seat by contacting FWevers@clark.edu.

In this 16-hour course, participants will learn:

- Presenting a positive first impression
- Communicating through body language
- Developing a positive mindset and emotional intelligence
- Setting goals for success
- Developing digital communication skills
- Presenting a professional appearance
- Working in teams
- Effective communication; getting your message across
- Communicating through conflict
- Learning from feedback

The training is \$429/per person. WorkSource may have scholarship funds available for qualified applicants. To apply for scholarships, contact Darcy Hoffman at dhoffman@esd.wa.gov or 360.608.4949.

Workforce Southwest Washington Secures \$740,000 for Apprenticeships & Job Training

After submitting a grant proposal in partnership with the SW WA STEM Network in competition against other organizations across the state, WSW will receive \$740,000 to increase internships and work-based learning opportunities for young adults in Clark, Cowlitz and Wahkiakum counties.

WSW will use the two-year grant to help community-based organizations and Clark College identify and recruit youth for apprenticeships with PeaceHealth, Rebound Orthopedics, Kaiser Permanent and Great Rivers Behavioral Health. It will also use the funds to expand the Aerospace Joint Apprenticeship Committee (AJAC) registered apprenticeship program in Cowlitz County and assist high school youth in Wahkiakum County with work experience placements and internships.

"A four-year degree isn't the only path to a fulfilling career," Gov. Jay Inslee said in a news release announcing the grant awards. "Business leaders have told us they are looking for talent in everything from information technology to health care. And that's what this initiative is all about: connecting students to great employers and high-quality job training."

The grant received by WSW is part of \$6.4 million awarded to 11 communities across the state as part of the Career Connect Washington program.

To learn more, contact Youth Initiatives Manager Miriam Martin at mmartin@workforcesw.org or 360.567.3183.

Add Security Honored for Hiring Veterans



Vancouver-based Add Security Inc. was recently honored by the state Employment Security Department for its record of hiring military veterans.

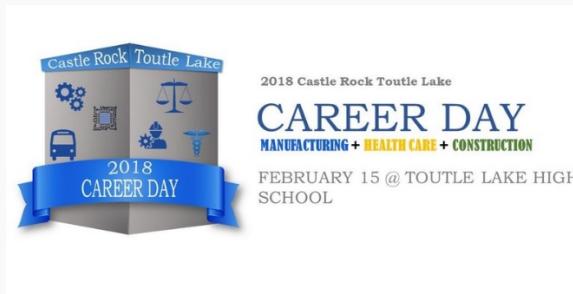
Add reached out to WorkSource for help to recruit qualified veterans. To-date, the company has hired 14 veterans, representing more than 60 percent of its workforce. Add Security has operated in Vancouver for 33 years.

Add was nominated by WorkSource representatives who help businesses recruit, hire and retain veterans. Across the state, WorkSource places about 10,000 veterans into jobs each year.

Businesses should contact their local WorkSource center for help hiring veterans. In Clark County, contact Monique Martin at momartin@esd.wa.gov or 360.735.5015. In Cowlitz and Wahkiakum counties, contact Daniel Ledgett at dledgett@esd.wa.gov or 360.578.42458.

Photo (l to r): Jean Brown, Add Security Owner; Anne McEnerny-Ogle, Vancouver Mayor-Elect; Brian Ricker, Add Security Operations Manager; Paul Montague III, Greater Vancouver Chamber of Commerce Business Services Coordinator; Joel Scott, Employer Support of the Guard and Reserve (ESGR), Employer Outreach Director (Photo courtesy of WorkSource)

Cowlitz County Youth Unaware of Local Companies – Career Day Aims to Change



A focus group sponsored by Workforce Southwest Washington recently revealed that young adults are unaware of the companies and job prospects in Cowlitz County.

Cowlitz companies, from all industries, that want to be noticed by their potential future employees and customers are invited to host a table at the February 15 Castle Rock Toutle Lake Career Day to engage with high school students and introduce them to local companies and potential future job opportunities.

There is no cost for companies to participate. The event will be held 12:30-2:30 p.m. in the Toutle Lake High School gymnasium.

Companies may [register by clicking this link](#) or contact Alyssa Joyner, Cowlitz Wahkiakum Outreach Specialist, at ajoyner@workforcesw.org or 360.921.2966.

Workforce Southwest Washington, WorkSource, Castle Rock Chamber of Commerce and the Castle Rock and Toutle Lake school districts are organizing career day.

Save the Date: Youth Employment Summit is April 10, 2018



Companies interested in engaging with young adults ages 16-24 should hold April 10, 2018 on their calendar and participate in the next Youth Employment Summit.

The first event drew more than 50 companies and 200 students who participated in mock interviews and hands-on activities to learn about industries, career pathways and required skills and education. Some youth applied for summer jobs and several were hired at the event.

Companies interested in having a free table at the event, sponsoring lunch or conducting mock interviews should contact Youth Initiatives Manager Miriam Martin at mmartin@workforcesw.org or 360.567.3183.

Summer Internships Provide Access to Potential New Employees

As hiring becomes challenging for many companies, the Emerging Leaders Internship (ELI) program gives companies access to a rich and diverse pool of potential candidates by matching them with college students for paid summer internships.



Interested companies should [act now by going to the website](#) to see key dates and sign up or [submit an inquiry](#).

Contact [Tyler Monk](#) for additional details.

Incumbent Worker Training Funds Available

Do you need to train your current workers? Would you like funding assistance? Contact Darcy Hoffman, WorkSource Regional Business Solutions Manager at 360.735.5038 or dhoffman@esd.wa.gov to see if your company qualifies for free training.

Meet Traci Williams, Office Assistant

When you arrive at WSW's office, chances are Traci Williams will be the person to greet and assist you. In addition to overseeing the reception area and answering phone calls, Traci provides administrative and office support for the organization.



She assists the WSW team with a variety of projects, including daily office operations, scheduling meetings, arranging conference calls, coordinating mailings, making travel arrangements and maintaining office supplies.

Traci joined WSW in March 2017. Her prior experience includes administrative positions with Contech Services and BP/Olympic Pipeline Company.

She is a graduate of W.F. West High School in Chehalis and completed coursework at Centralia College.

Reach Traci at twilliams@workforcesw.org or 360.567.1070.

Jail Partnership with WorkSource Helps Incarcerated Individuals Gain Job Skills



Five residents of the Clark County Jail now have the training to get jobs as flaggers after their release, thanks to an innovative partnership between WorkSource and the Clark County Sheriff's Office Re-entry program.

Through a LEAP (Linking Employment Activities Pre-release) grant, WorkSource has a classroom and computer lab in the jail's minimum-security re-entry unit, where individuals can learn soft skills, employment etiquette, resume writing, interviewing, how to discuss their incarceration and more.

The program is funded by a federal Department of Labor grant and administered by Workforce Southwest Washington.

Photo (l to r): Kim Benke, flagging instructor; Macari McIntosh, WorkSource Vancouver and Sgt. Kenneth Clark who oversees the Re-entry Unit in the Clark County Jail. (Photo courtesy of WorkSource)

WorkSource Veterans Representative Receives National Honor



Congratulations to Monique Martin of WorkSource Vancouver on being chosen by the American Legion as the Disabled Veterans' Outreach Program Specialist of the Year!

Disabled Veterans' Outreach Program (DVOP) specialists work with Veterans with severe barriers to employment.

Monique has served as a DVOP/Veterans Representative for more than six years.

Among her many contributions, Monique has served on committees for Stand Down events in Vancouver and Kelso, facilitated workshops in the local jail, helped plan the statewide Veteran's Education Summit and stepped in to coordinate and execute WorkSource's annual Veterans hiring event.

Monique recently changed positions, but will continue to serve and support veterans in the role of Local Veterans Employer Representative (LVER). LVERs conduct outreach to employers and advocate for the hiring of Veterans.

Monique served in the U.S. Army as a Senior Personnel Service Sergeant, Drill Sergeant and Instructor and in the Reserves as a Recruiter. She is a member of the Community Military Appreciation Committee, Vancouver Barracks Military Association, 40 et 8, Women's Vet Connect and the Oregon Military Support Network.

Companies wishing to learn more about hiring veterans can reach Monique at momartin@esd.wa.gov or 360.735.5015.

Photo: Monique Martin (center) receives the Disabled Veterans' Outreach Program Specialist of the Year award from the American Legion.

WSW Receives Clark County Assoc. of Realtors Foundation Grant for Youth Center

Workforce Southwest Washington received a \$3,800 grant from the Clark County Association of Realtors Foundation to help furnish the youth employment and career readiness center it plans to open in summer 2018.

WSW is seeking community-based grants and donations to furnish and equip the center.

To learn more about the youth center, contact Youth Initiatives Manager Miriam Martin at mmartin@workforcesw.org or 360.567.3183.

Hiring Events 2nd & 4th Wednesdays at WorkSource Vancouver



A proud partner of the [americanjobcenter](#) network

Job seekers can interview for positions with various companies at WorkSource in Vancouver on the second and fourth Wednesdays of each month from 10 a.m. to noon at WorkSource, 204 SE Stonemill Drive, Suite 215, Vancouver 98684.

Due to the holidays, there will not be a second December event. The next event is January 10, 2018.

Job seekers should bring copies of their resumes and dress for an interview.

Free workshops on resume writing and interviewing skills are held at the WorkSource centers.

- [Vancouver workshops calendar](#)
- [Kelso workshops calendar](#)

Long-time WSW CFO Marie Andrus to Retire

The more things change, the more they stay the same. At WSW, we are keenly aware of that saying as we celebrate the retirement of Marie Andrus, our long-time CFO.

In addition to managing our fiscal and human resources, Marie has been our den mother of sorts. A native New Yorker of Italian heritage, Marie loves to cook and to feed people. For years, we have been the beneficiaries of her baking and of her warm, caring heart.



Though Marie's departure is bittersweet, she leaves us in good hands, having assembled a stellar team. Barri Horner will be promoted and become our Fiscal Director, Kathy Ashley is being promoted to Staff Accountant, and Linda Czech joined us recently as Accounting Technician. Our Office Manager Susan Pagel will take on

the additional duties of human resources management. So, while things are changing, familiar faces abound at WSW.

We wish Marie all the best and hope she'll find time to visit.

Reach Barri Horner at bhorner@workforcesw.org or 360.567.3171.

Photo (l to r): WSW Board Chair John Vanderkin reads a proclamation celebrating Marie Andrus during WSW's December board meeting.

Businesses Sought for February 9 Industry Fair



Battle Ground Public Schools Industry Fair

Reserve your table by February 9!

<http://bit.ly/2mnaEoP>

Host a table at the BGPS Industry Fair and help us educate young people about career opportunities in Southwest Washington!

We are seeking employers in and around Clark County.

The event serves students, families and community members.

Sponsored by:



Questions?

Contact Kevin Doyle
(360) 885-6598 or
doyle.kevin@battlegroundps.org

The Battle Ground Public Schools provides equal opportunity in programs and employment and does not discriminate on the basis of race, color, national origin/language, creed/religion, sex, sexual orientation including gender identity, disability, or the use of a service animal by a person with a disability. The district also does not discriminate on the basis of military status, or employment in Clark County. The district provides equal access to Boy Scouts and other designated youth groups. Contact the following regarding questions and complaints of alleged discrimination: Title IX Compliance Officer, 360.885.5451; Title IX Athletics Coordinator 360.885.5455; Section 504 ADA Coordinator 360.885.5451; Compliance Coordinator for State Civil Rights Laws, 360.885.5455; or a letter may be submitted to the designated coordinator at the Battle Ground Public Schools, PO Box 200, Battle Ground, WA 98604.

WorkSource is an equal opportunity employer program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service 711.

Reserve your table or contact Kevin Doyle at
doyle.kevin@battlegroundps.org or 360.885.6598.

Lower Columbia College Offering Computer-aided Design and Drafting Certificate

Employers are more frequently looking for applicants with computer-aided drafting and design (CAD) skills.

In response to the need for CAD skills, Lower Columbia College (LCC) will offer a certificate program beginning in February 2018. "Discover the World of Computer-Aided Design" will be offered in four half-day sessions February 6 through 27. In addition to establishing a basic understanding of CAD software, participants will learn introductory drafting techniques.



Individuals with CAD skills can work in many fields, including civil engineering, manufacturing and public municipalities. Drafting is no longer a profession based on paper and pencil but one that relies on computers and advanced design software to produce detailed plans and blueprints. CAD drafters use computers to create drawings for building construction or product creation, filling design drawings with codes and specifications for the design.

Projected job growth for individuals with CAD skills is 14 percent in Washington and 8 percent nationwide to 2022. The median salary range for individuals with these skills in Washington is \$47,000 to upwards of \$55,000.

Learn more at <https://lowercolumbia.edu/workforcetraining> or call LCC's Corporate & Continuing Education at 360.442.2600.

Workforce News

View media coverage, press releases and past newsletters at [Workforce News](#).

WorkSource Workshops

Clark County: 204 SE Stonemill Drive, Suite 215, Vancouver, WA 98684, 360.735.5000. [Click to view Clark County Workshops and Hiring Events.](#)

Cowlitz-Wahkiakum: 305 S. Pacific Avenue, Suite B, Kelso, WA 98626, 360.577.2250. [Click to view Cowlitz/Wahkiakum Workshops and Hiring Events.](#)

WSW, a nonprofit organization founded in 2002, contributes to regional economic growth by providing investments and resources to improve the skills and education of the workforce in Clark, Cowlitz and Wahkiakum counties.

WSW-funded programs help businesses find and hire the employees they need and provide people the skills, education and training to find work or advance in their careers. WSW partners with employers, community colleges and universities, labor groups, government and economic development agencies, high schools and community organizations to provide employment and training services to businesses, job seekers and youth.

You're receiving this because of your interest in workforce development. WSW is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to individuals with disabilities.
Washington relay: 711.

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