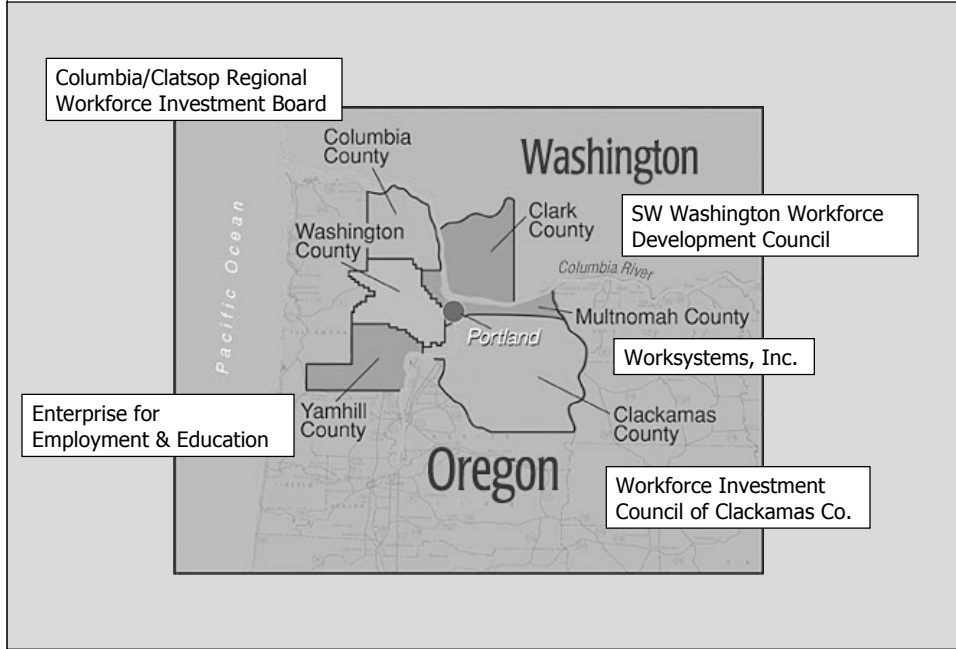




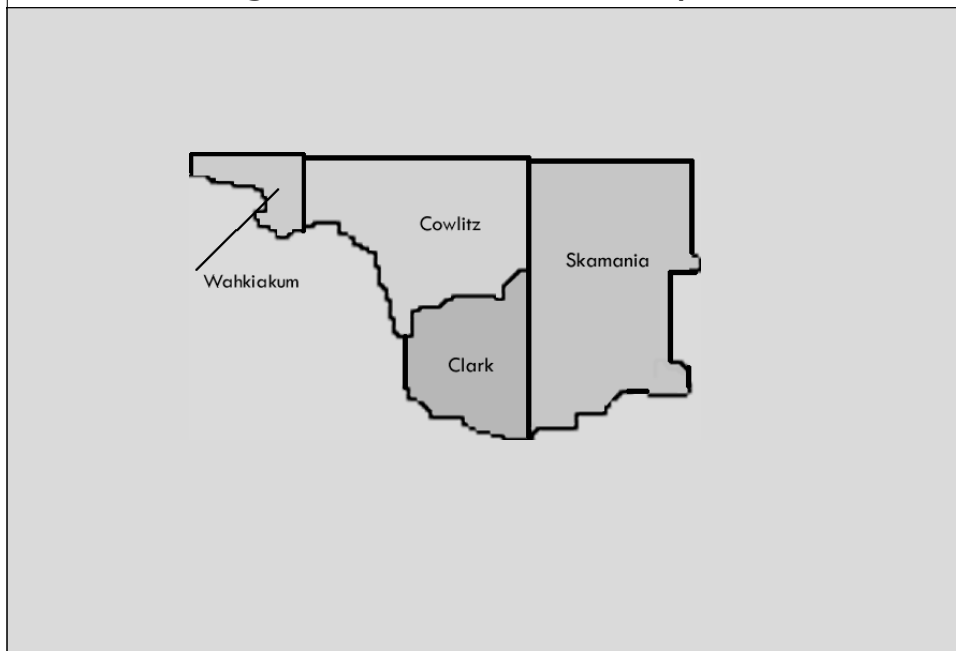
Objectives

- Describe the Regional Workforce Investment Act Environment
- Look Beyond the Federal System to the Bigger Workforce Development Picture and the Role of Workforce Boards

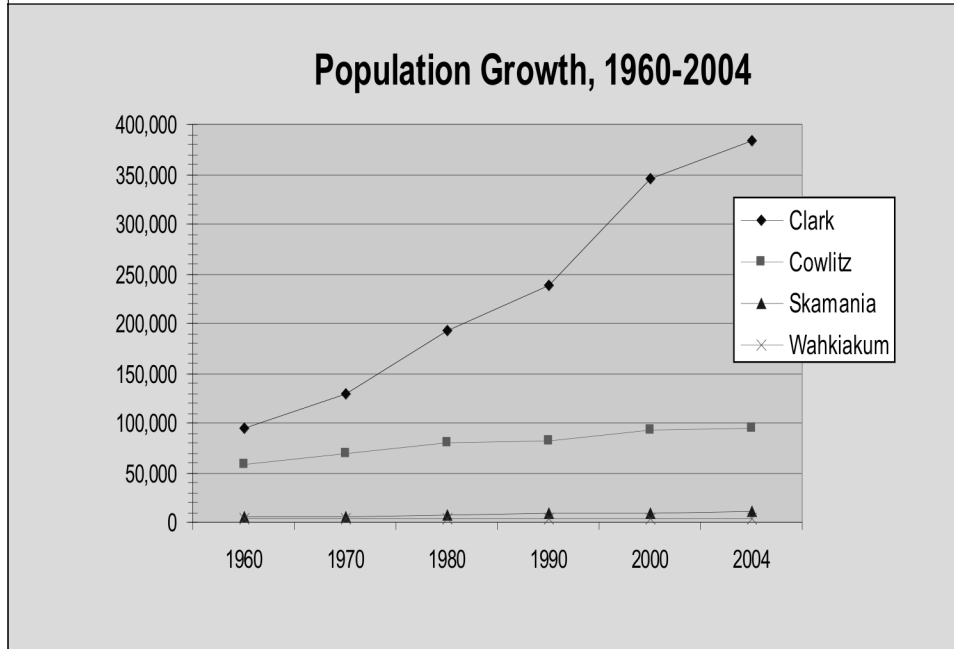
The Regional Workforce Environment

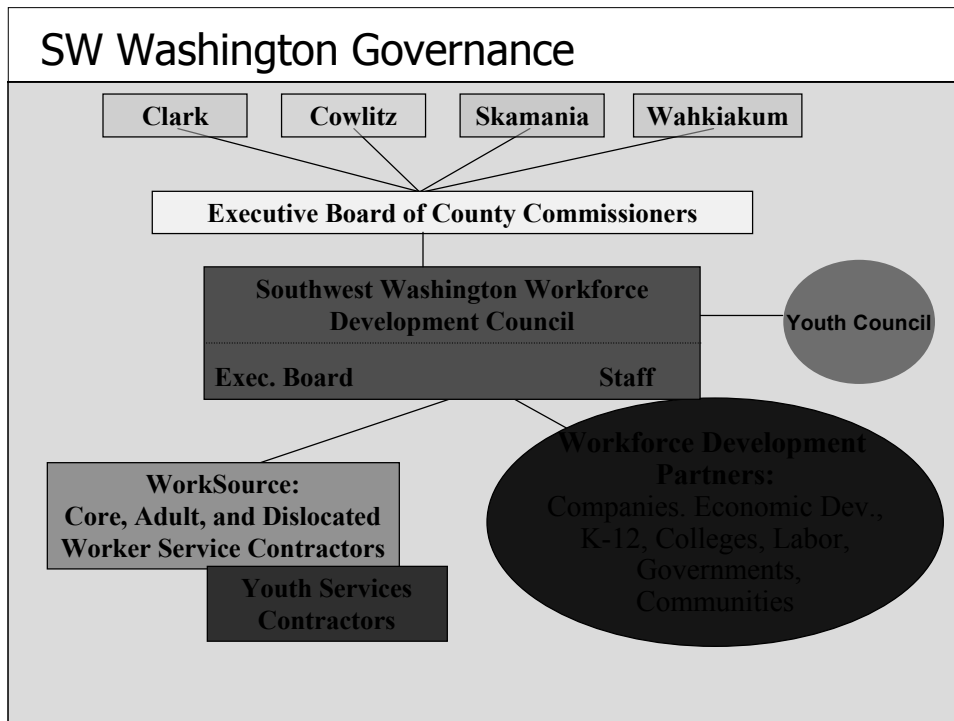


SW Washington Workforce Development Area



SW Washington Population Growth









SWWDC Mission

- To prepare and promote a highly skilled and adaptive workforce for a healthy, sustainable economy in Southwest Washington.

SWWDC Five Year Goals

-  Supply qualified workers to support business recruitment, expansion, and retention.
-  Develop worker skills for target industries and occupations.
-  Increase education and training outcomes of Southwest Washington residents.
-  Develop a responsive workforce system guided by the Strategic Plan.

SWWDC Resources

WIA Contracts	PY 2004
Adult	\$1,772,092
Dislocated Worker	\$2,945,253
Youth	\$1,632,206
Total	\$6,349,551

WDC Operations & Projects	PY 2004
WDC Operations	\$920,575
Centralized Projects	\$818,888
Other grants	\$765,773

SWWDC Performance – Adult/DWP (07/01/04-03/31/05)

Adult Program

PROVIDER	BUDGET			NUMBER OF ENROLLMENTS			NUMBER OF EXITS			NUMBER OF PLACEMENTS			OTHER INFORMATION ON EXITS			
	APPROVED	% SPENT	% Spent on Participants	Total Planned	Actual	% of Plan	Plan	Total	% of Plan	Total	% of Plan	% of Exits	Average Weeks in Program	Planned Cost Per Placement	Actual Cost Per Placement*	Average Hourly Wage
Arbor ES - Clark	\$1,305,568	68%	56%	816	696	85%	489	411	84%	380	104%	92%	18	\$3,557	\$2,323	\$10.95
Arbor ES - Stev.	\$40,688	78%	57%	29	26	90%	17	26	153%	12	92%	46%	36	\$3,130	\$2,640	\$10.11
LCCAC	\$427,801	66%	43%	202	184	91%	136	84	62%	64	60%	76%	59	\$4,036	\$4,400	\$11.51

Dislocated Worker Program

PROVIDER	BUDGET			NUMBER OF ENROLLMENTS			NUMBER OF EXITS			PLACEMENT INFORMATION			OTHER INFORMATION ON EXITS			
	APPROVED	% SPENT	% Spent on Participants	Total Planned	Actual	% of Plan	Plan	Total	% of Plan	Total	% of Plan	% of Exits	Average Weeks in Program	Planned Cost Per Placement	Actual Cost Per Placement*	Average Hourly Wage
Arbor ES - Clark	\$1,948,454	43%	55%	902	484	54%	542	137	25%	120	28%	88%	51	\$4,585	\$6,928	\$13.71
Arbor ES - Stev.	\$46,937	83%	56%	23	22	96%	14	9	64%	8	73%	89%	61	\$4,267	\$4,887	\$19.36
ES Kelso	\$947,375	45%	63%	360	308	86%	233	170	73%	150	75%	88%	85	\$4,737	\$2,850	\$13.81

SWWDC Performance - Youth

Youth Budget and Expenditures April 2004 – March 2005

Provider	BUDGET AND EXPENDITURES 2004-2005					
	TOTAL	SPENT	% SPENT	Planned Number Served	Actual Number Served	Cost per Student Served to date
ESD 112 (In School)	\$811,390	\$703,473	87%	319	414	\$1,699
ESD 112 (Out-of-School)	\$826,818	\$570,847	69%	173	146	\$3,910
TOTAL	\$1,638,208	\$1,274,320	78%	492	560	\$2,276

SWWDC Performance

Youth Performance April 2004 – March 2005

Provider	UNDUPLICATED POSITIVE EXIT ¹ OUTCOMES																
	TOTAL EXITS	POSITIVE EXITS			Employed			Exited to Return/Enroll in School				Employment Enhancement		Other Exit Outcomes			
	Number of Total Exits	Positive Exits	% of Exits	Cost per Positive Exit ²	Total Employed	% of Exits	Average Hourly Wage	Enrolled in High School	% of Exits	Enrolled in Post H.S.	% of Exits	EE ⁴	% of Exits	Neutral Exit ³	% of Exits	Negative Exit ³	% of Exits
ESD 112 (In School)	232	217	94%	\$3,242	50	22%	\$7.95	131	56%	31	13%	5	2%	0	0%	15	6%
ESD 112 (Out-of-School)	62	50	81%	\$11,417	24	39%	\$8.68	5	8%	15	24%	6	10%	5	8%	7	11%
TOTAL	294	267	91%	\$4,773	74	25%		136	46%	46	16%	11	4%	5	2%	22	7%
ANNUAL TARGET		75%															
Performance Measure		B															

1) A positive outcome is either a job, returned to secondary school, attending post secondary education, training, or employment enhancement.
 2) A neutral exit is a participant who is a reservist who is called active duty, is institutionalized, incarcerated, has medical or health issues, or is deceased. Neutral outcomes neither hurt nor help the overall program outcomes.
 3) A negative exit is when a participant quits the program before reaching a positive outcome and/or ceases to participate.
 4) "EE=Employment Enhancement" is positive exit (employment enhancement) and represents a participant who has received a diploma or will receive a diploma within the next 3 months and is not employed at the time of exit either because they are either completing school or waiting to begin an educational, military or other program within the next three months.

WA WorkSource Job Seeker Services

Adult and Dislocated Worker Programs

- Core Services: job search, career exploration, short seminars, assessment, referral to jobs
- Intensive Services: All the above, plus individual counseling, support services (Must be WIA eligible)
- Training Services: Individual Training Accounts (ITAs) for training at local educational institutions in demand occupations – OR – On-the-Job Training (must be WIA eligible)

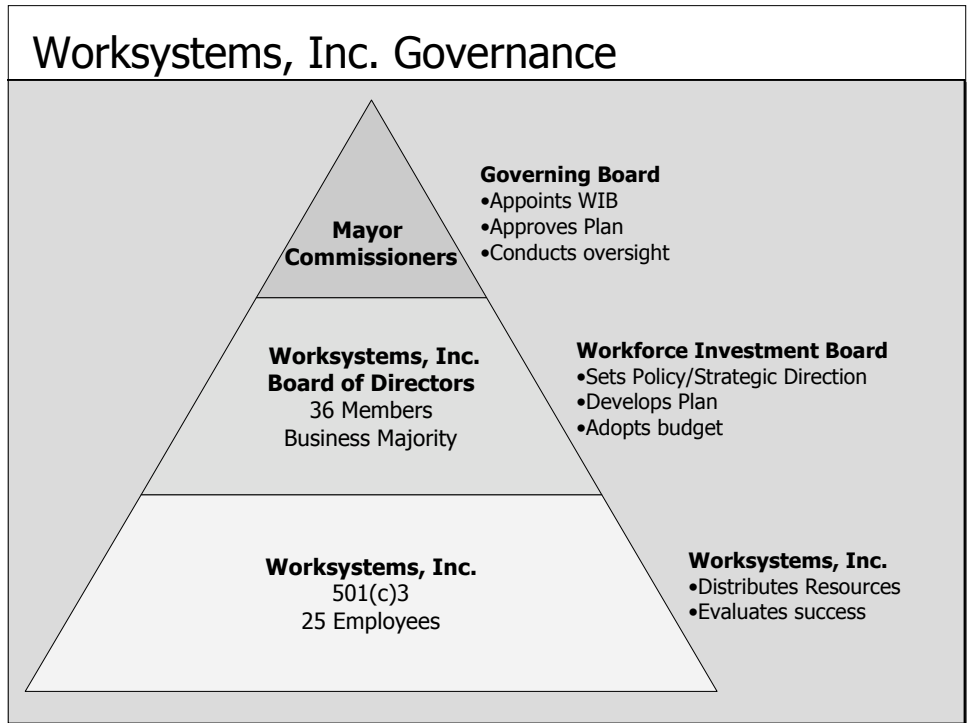
WA WorkSource Services for Employers

Adult and Dislocated Worker Programs

- Online job posting
- Assessment package development
- Applicant screening
- Referral of qualified candidates
- OJT subsidies
- Post-placement support services

Worksystems, Inc. Mission

- To create a system that anticipates, addresses and exceeds the workforce needs of our community.



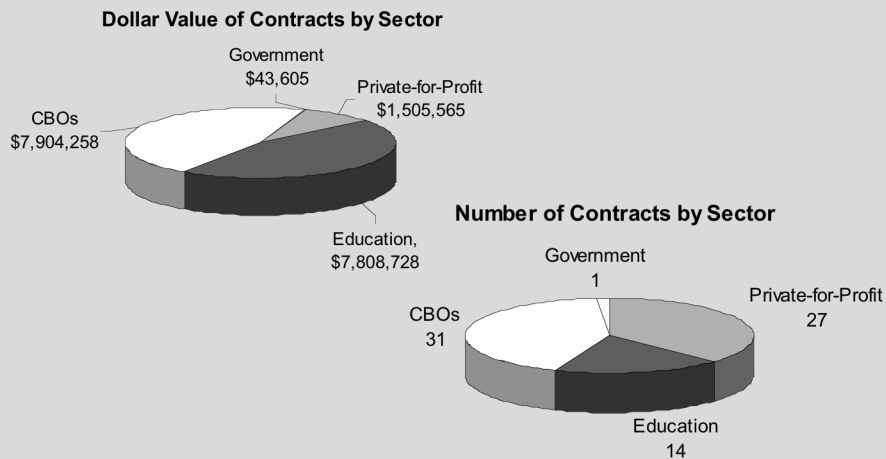
Worksystems, Inc. Resources

2004 Resources - Total \$21 million

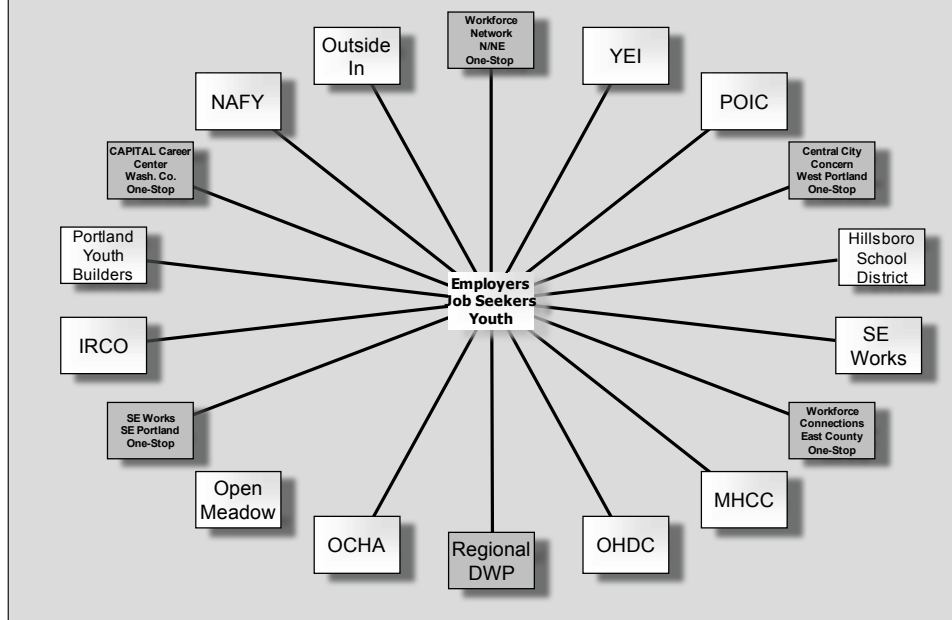
	Allocation	Percent Total
Admin & Executive	\$1.4m	6.3 %
System Development, Evaluation, & Strategic Initiatives	\$2.6m	12.7%
Community Investments	\$17m	81%
Total	\$21m	100%

WSI Community Investments - 2004

\$17 Million Invested – 73 Contracts Awarded



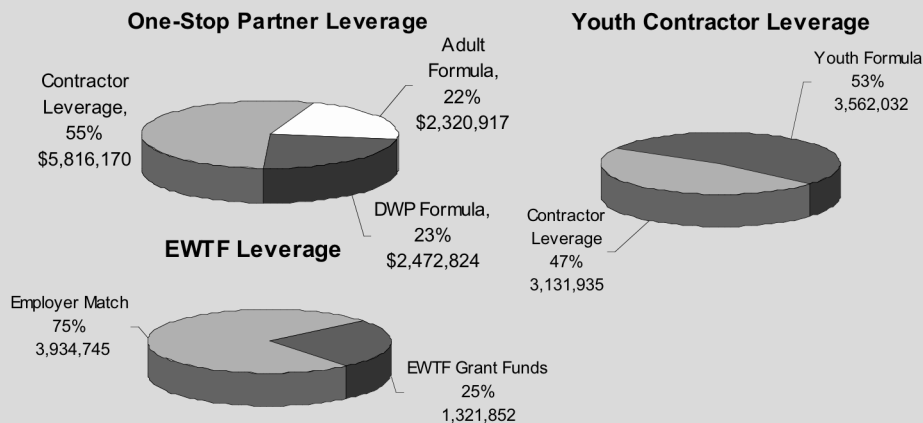
WSI System Investments



WSI Partner Leverage - \$12,882,850

Goal is Leverage

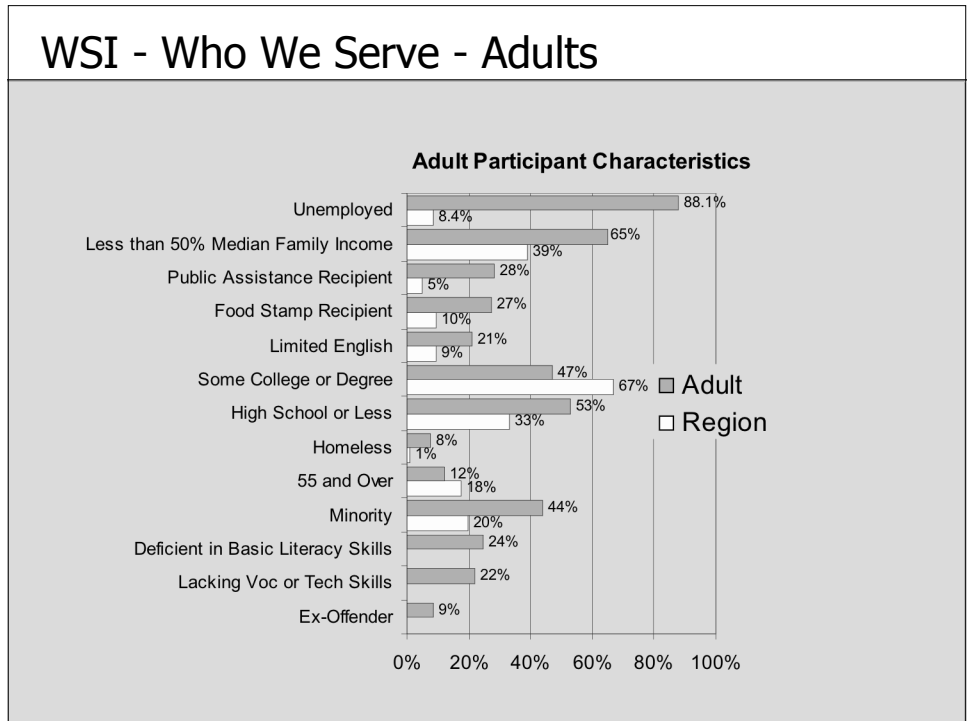
- \$1 for \$1 Match from One Stops in Aggregate
- \$1 for \$1 Match from Youth Providers in Aggregate
- \$1 for \$3 Match from Employer Workforce Training Fund



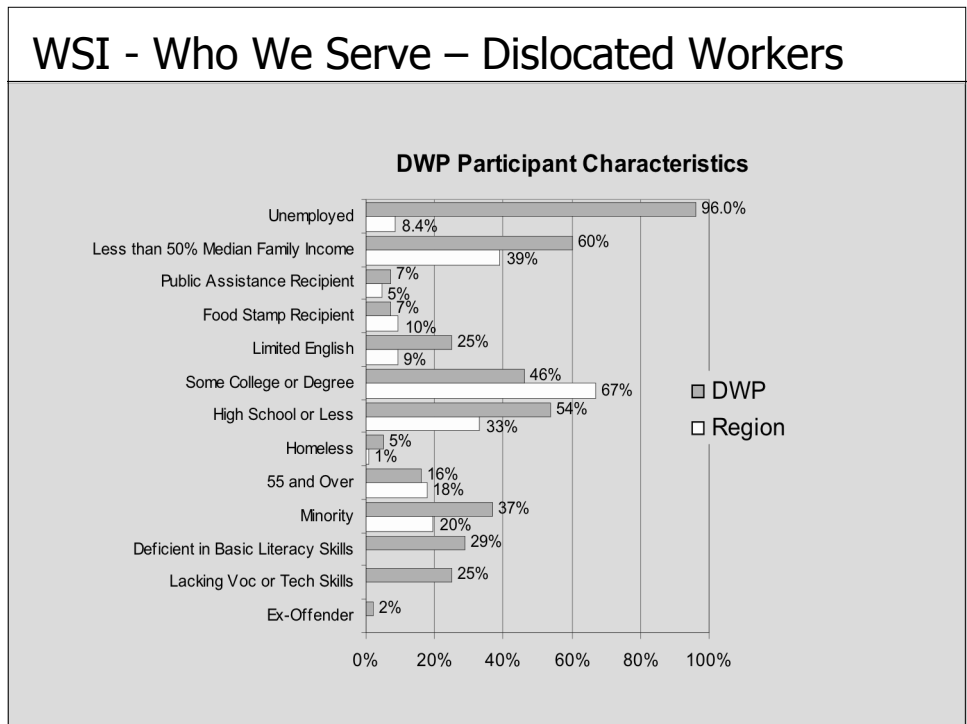
WSI Contractor Performance

Measures	Adult	DWP	Youth	Total
Total in Enrolled Services	2,430	3,555	748	6,733
Completed Program	1,973	2,570	376	4,919
Entered Employment	88.3%	87.3%	71.0% (Older Youth)	NA
Average Wage	\$10.71	\$14.26	\$7.68	\$12.65
Completed Program and Enrolled in Education or Training	Youth Measure Only	Youth Measure Only	193	193
Received Diploma/Equiv. or Other Credential	278	576	290	1,144
PY 2003 Expenditures	\$2,890,101	\$4,396,015	\$2,033,995	\$9,320,111
Cost per Customer	\$1,189	\$1,237	\$2,719	\$1,384

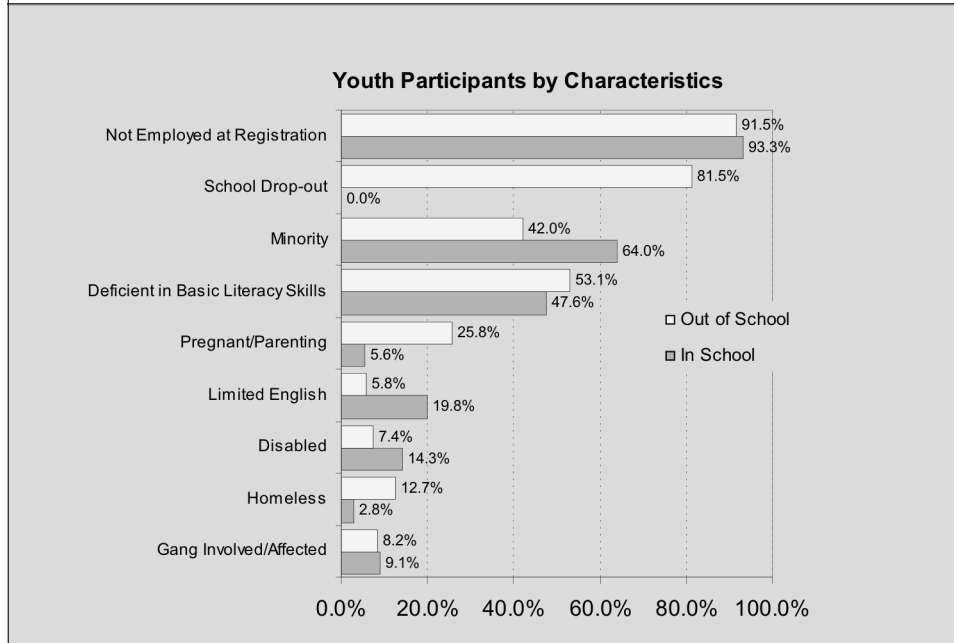
WSI - Who We Serve - Adults



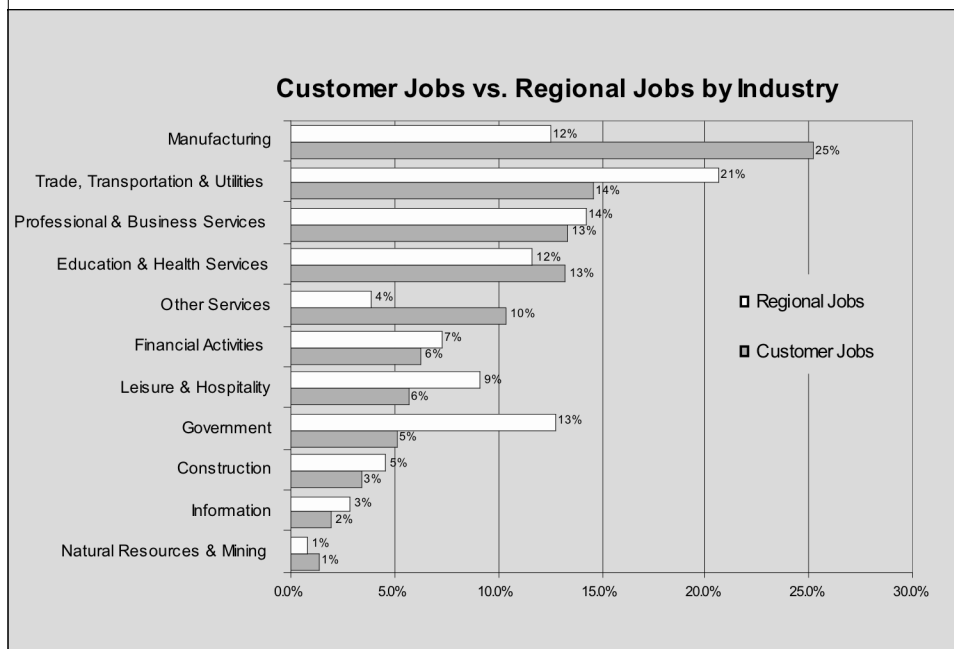
WSI - Who We Serve – Dislocated Workers



WSI - Who We Serve – Youth



WSI - Where Customers Go to Work

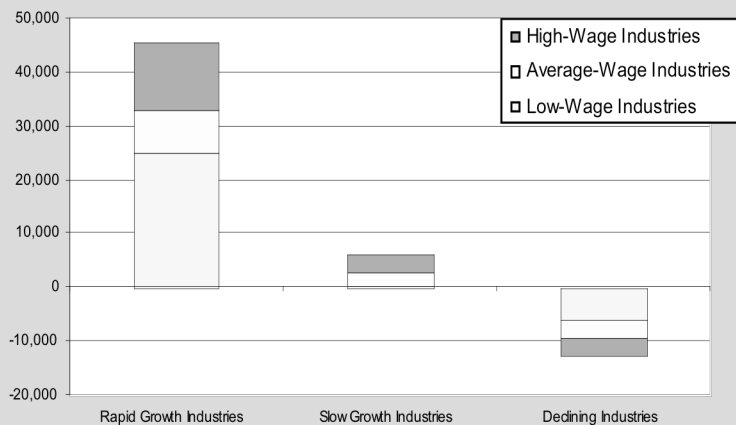


Beyond the Federal System

- Loss of Middle and High-Wage Jobs
- Structural Economic Change
- Retirement Stampede
- Math and Science Challenges
- Education Crises
- Growing Demand for High Skill Workers

Loss of High Wage Jobs

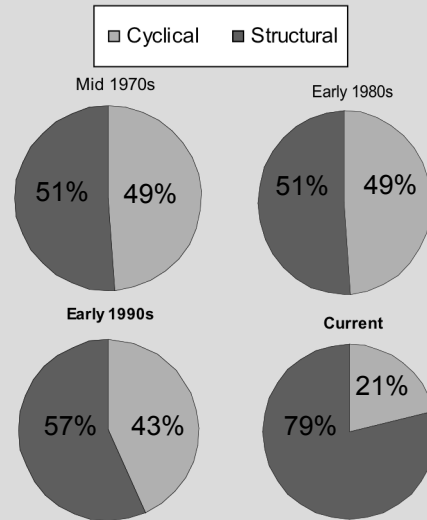
Oregon: Change in Employment by Wage Level and Employment Growth, June 2003 to June 2004*



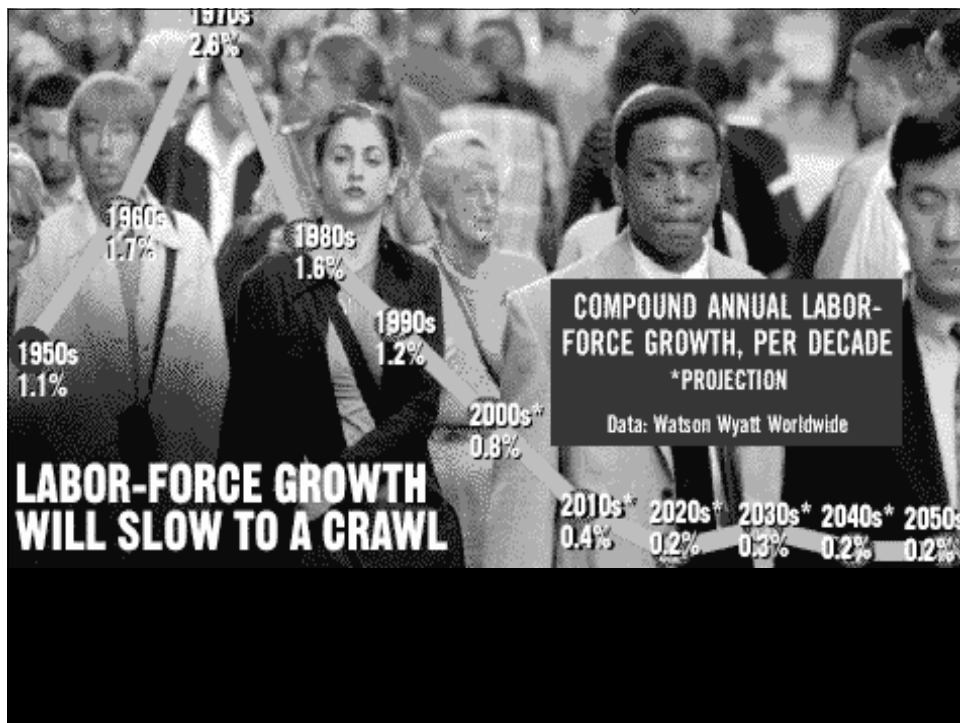
*Employment data are seasonally adjusted.

This Is Not Our Parent's Economy

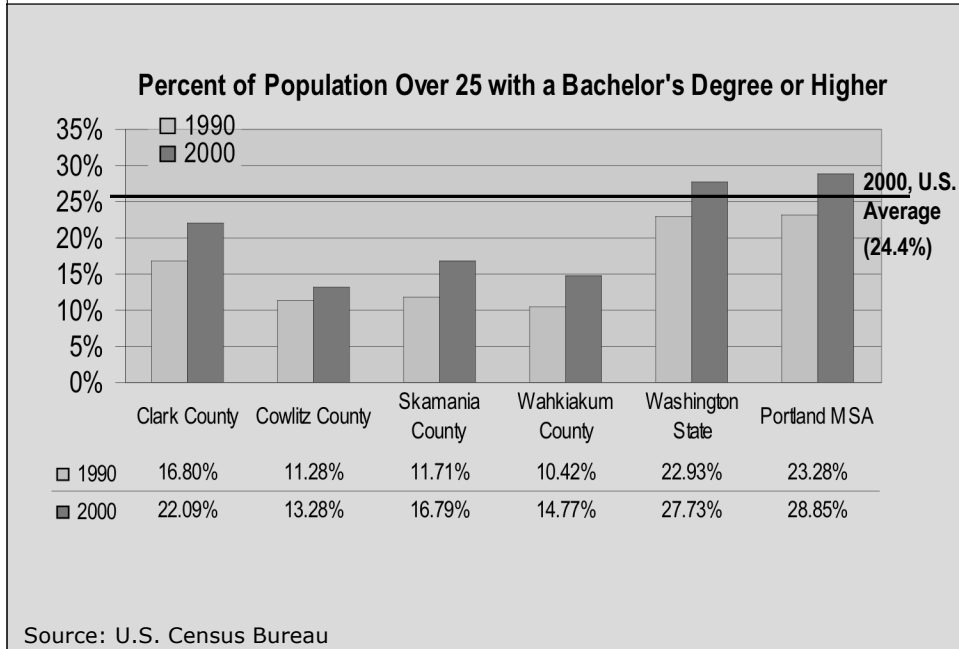
- Past recessions, even mix of structural and cyclical change
- 2001 downturn, 79% of employees worked in industries affected by structural shifts



Share of total employment in industries undergoing cyclical changes and industries undergoing structural changes (source: BLS)

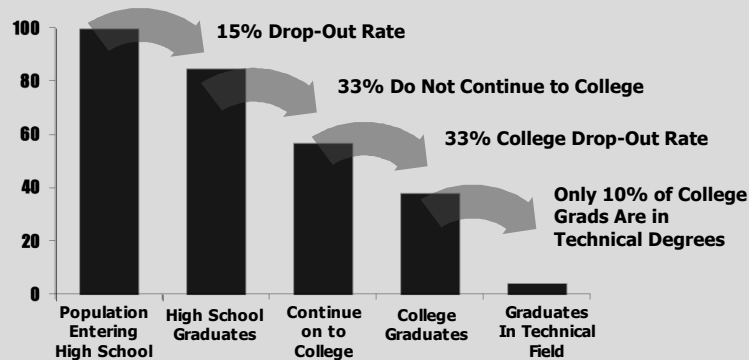


Educational Attainment



The Pipeline: U.S. High School Students

Only 4% Attain Technical College Degrees of Any Kind



Courtesy of Intel Corp.

The Past Boom Is Over...

In the last quarter century these workforce trends helped drive the economy:

- Baby boomers hit their prime work years so there were more workers
- Larger number of women in workforce
- Number of workers with college education doubled

Source: Keeping America in Business, 2003

Future trends...

- No growth in native-born workers in prime years
- College degrees have stagnated, while the need for college education will double
- 70% of new jobs created will require post-secondary or vocational training

If We Continue on the Current Trajectory...

- More people retired than in the labor force
- Unfilled jobs and lower productivity
- Skill shortages, especially in math and communications skills
- A decrease in regional competitiveness
- A continuing loss of jobs to overseas workers

Workforce Boards: Meeting the Challenge

Unique composition with regional focus, position Boards to:

- Encourage initiative – align resources, leverage opportunity, add value, solve problems
- Involve key business and community leaders
- Expand the definition of “we” – acknowledge the common ground and think of everyone as a partner
- Make data-driven decisions based on high quality information
- Pursue diversified funding
- Create actionable strategies - start small and “win” early
- Cultivate a culture of “responsible opportunism”

Common Ground

- Labor Shed
 - 60,000 Southbound commuters a day
 - 10,000 Northbound (and growing)
 - Scarcity of land for job creation
 - Business doesn't care about the boundaries
- Business requirements are substantially the same
- Common business groups and associations
- Focus on outcomes and standards

Joint Initiatives

- Co-Marketing of Business Services
- Skills Panels – Health Care, Freight/Passenger Transportation
- Joint Resource Development
- Staff Exchange
- Board Interaction

Questions

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