



JOBS FOR WASHINGTONIANS: HELPING INDIVIDUALS TRAIN FOR, FIND AND KEEP JOBS

The Great Recession has been as tenacious as it has been tough. Although officially declared over in June 2009, its lingering effects are seen in Washington's unemployment rate, which has dropped from a high of 10.2 percent for 2010 to a seasonally adjusted 8.7 percent for November 2011. While that dip shows an improvement, certain segments of our population continue to have a hard time finding work.



The recession has hit Washington's **minority communities** especially hard. Annual unemployment rates for African Americans and Hispanics more than doubled from 2007 to the present. Unemployment for African Americans jumped from 9.3 percent for 2007 to a peak of 21.1 percent in 2010, and has decreased only slightly to 19.1 percent for the past 12 months. Unemployment for Hispanics jumped from 6.8 percent for 2007 to 15.5 percent for the past 12 months.

The recession also has sharply increased already high unemployment among Washington's **young adults**. The annual unemployment rate for youth (aged 16 to 19) before the recession was 17.6 percent for 2007. That number nearly doubled to a high of 34.1 percent for 2010, with a slight decrease to 31 percent for the past 12 months. Such deep and long-lasting unemployment among our young people robs them of the chance to begin developing basic job skills they need for long-term success, and may limit their long-term earnings.

The overall unemployment rate for **veterans** in the state was 10.6 percent for 2010. For post-9/11 veterans, that rate was 11.8 percent. These numbers are particularly noteworthy since Washington is one of the few states where the number of veterans is increasing. Men and women completing their military service are choosing to permanently settle into Washington communities: Today, our state is home to more than 670,000 veterans as well as 106,000 active-duty military personnel. These men and women who have nobly served our country are extremely well trained and invaluable assets to any organization. We must help our veterans make successful transitions from military service to civilian careers.

Despite these historically tight times, Governor Gregoire believes we can best use \$1.1 million in federal funds earmarked for jobs by putting these deserving people to work in their communities. Getting paychecks into these pockets will pump money into local economies. We can help families thrive and our state prosper with the Governor's proposals outlined on the following pages.

On-the-Job Training

Few employment models are as effective as on-the-job training for getting people into jobs. The Employment Security Department will redirect \$325,000 made available under the Workforce Investment Act (WIA) to its proven On-the-Job Training Program, which helps an individual to find a job, earn a paycheck and learn new skills.

On-the-job training is provided under a contract with an employer in the private, public or nonprofit sector. An employer hires an eligible WIA participant and provides occupational skills training on the job, in the classroom or in both settings. The participant receives wages and benefits equal to those earned by others performing the same or similar work for an employer. To compensate for the “extraordinary” costs of providing the training, the employer is reimbursed for up to 50 percent of the wages paid to the employee. Training and reimbursement levels are limited to a pre-set period of time, during which it is expected that the participant can gain the necessary skills to perform the job.

For employers, the program is an excellent alternative for finding qualified workers and getting help to cover training costs. And it's successful — between 80 and 85 percent of participants secure employment following completion of the program.

Funds dedicated: \$325,000

Jobs projected: 60 for veterans and youth, including minorities



CAMPS

Workforce Investment Act funds are also available through the Department of Commerce, which supports the Center for Advanced Manufacturing Puget Sound (CAMPS), with its three-part program to employ veterans.

First, CAMPS will train 460 veterans in Training to Placement to Advancement (TPA). This program assesses a veteran's mechanical aptitude and delivers short-term training for immediate placement on the manufacturing floor.

Second, CAMPS will provide Structured On-the-Job (SOJT) services to “skill up” incumbent workers, thereby creating an opening for a veteran or to assist a veteran as he or she moves up a company. CAMPS will design SOJT's for six to eight companies to serve 75 incumbent and seasoned workers.

Third, CAMPS will place the balance of the veterans who have completed the TPA into manufacturing jobs with companies that have their own training programs and do not need the SOJT support.

Training is planned for six cohorts every quarter, with completion scheduled for April 2013. Primary partners are CAMPS; the Washington State Military Department, including the National Guard; the Department of Veteran Affairs; the King County Workforce Development Council; and CAMPS' private sector partners, who comprise 100 manufacturing companies in the Puget Sound region.

Funds dedicated: \$220,000

Jobs projected: 460 for veterans, including minorities

Year Up

Year Up is an intensive, one-year training program that provides a unique combination of technical and professional skills, college credits, an educational stipend and a corporate internship. It serves low-income, 18- to 24-year-old high school graduates and GED recipients.

The first six months of the program are spent learning and developing skills, and the second six months are spent in the internship. Interns work full time with the exception of a half day on Wednesdays, when interns return to the Year Up training facility to further develop and hone skills.

Students receive 18 credits through Bellevue College. Local corporate partners include REI, Alaska Airlines, Google, Fred Hutchinson, Seattle Children's Hospital, Wells Fargo, Expedia and other large businesses. Today, corporate partners fund 60 percent of the total cost of operations. Year Up's Puget Sound goal is to be fully sustainable through private funding in five years.

Funds dedicated: \$250,000

Jobs projected: 50 for youth, including minorities

Department of Transportation On-the-Job Training

The Governor has directed the department to accelerate federal investments in OJT targeting women and minorities in the first three months of 2012. The department will partner with the Apprenticeship Council at the Department of Labor and Industries to maximize funding impact.

The goal of these investments is to accelerate the expansion of the pool of qualified women, minorities and disadvantaged persons in the highway construction industry. Participants can be trained for such positions as carpenters, concrete finishers, construction equipment operators, surveyors, computer-aided design operators and truck drivers.

Types of projects eligible for funding are recruitment, child care, post-graduate follow-up, pre-employment assessment, pre- and post-employment counseling, skills training, outreach job placement, transportation to work sites and job site mentoring.

Funds dedicated: \$300,000

Jobs placement assistance projected: 300 women, minorities