

South Central Workforce Council Strategic Plan 2013-2017 Executive Summary



Like other communities, the South Central region of Washington State has been highly impacted by the great recession. Business closures, high unemployment and shrinking personal income have stymied economic growth and prosperity for many

citizens residing in the region. Indeed the recession cut deep into the economic fabric and its effects will be lasting. Many businesses have closed their doors and some may never open again. Many jobs have been lost and some may never reappear. The good news is that recovery is in sight. National reports show that markets are strengthening and that the hiring of workers, though slow, continues steadily to rise.

But the challenges are great, with large federal deficits to overcome and the need to restore and create more new jobs. The message is clear, building strong and healthy communities will require rethinking and repositioning of the local economy to compete in a global and highly-technical economic environment. Preparing citizens with the education and skills needed for jobs now and in the future will require smart investments and a highly-technical economic environment. It will also require smart investments and a heightened level of cooperation among the key players and stakeholders that include schools, post-secondary organizations, economic development agencies, business, labor, state agencies, and other public organizations. At its core, global positioning will require new business models and at the core an adequate and steady supply of skilled workers.

While the workforce system has done well in transforming and changing to meet business conditions, it must continue to evolve in a way that quickly responds to business needs. It must be agile and innovative, finding new ways to train and re-skill workers for jobs of the 21st century. The South Central Workforce

System must connect partners and stakeholders in a single network as a way to make efficient use of public dollars and to increase worker readiness for existing and new businesses. The South Central Workforce Council and its workforce partners are poised to do their part to enhance the current system for all residents to receive a quality education, training and employment opportunities that will lead to productive satisfying, and family wage jobs.

The Council along with local WorkSource partners has re-designed services and activities to meet these challenges through an effective, efficient, and fully integrated service delivery system for workers and businesses. The 2013-2017 Strategic Plan is a blueprint for that system.

CORE BELIEFS

- I. ACCOUNTABILITY**
Measures success by the results achieved when people return to work and business productivity improves.
- II. LOCAL FLEXIBILITY AND AUTHORITY**
Ensure that Workforce Development Councils have both the authority and the policy flexibility to respond to local and regional workforce development needs.
- III. BUSINESS-LED BOARDS**
Support business-led Workforce Development Councils as the primary responsible entity for overseeing workforce investments, issues and initiatives.
- IV. SUSTAINABLE INVESTMENTS**
Encourage sustainable investments in both the delivery of services and local infrastructure so that Workforce Development Councils have the necessary resources to put people to work and to provide talent to business.

South Central Workforce Council Strategic Plan 2013-2017 Executive Summary

COUNCIL PRIORITIES

- Quickly identifying those dislocated from declining industries and occupations in order to transition them back into productive jobs. The Council will continue the practice of working closely with business and labor to ease the transition of workers to new jobs in the community and to enhance their career growth and future earning potential.
- Clearly recognize that business is a primary customer of the workforce system.
- Promote and advocate for services and resources to rural areas of our region.
- Emphasize strategies that provide for career development and growth for incumbent workers who are at minimum wage or low-paying jobs. The Council recognizes that when given the opportunity, companies will make use of training that improves their employee skills and positions them for greater efficiency and productivity. The success of training low-wage, entry-level jobs for those who are entering the workforce for the first time.



- Improve strategies to maximize the potential of the youth population who have a higher-than-average minority population. These strategies will create pathways for movement to jobs that pay a livable wage.
- Implement proven, effective strategies, identified by the Health Skills Panel, to provide local residents the opportunity for entrance in to high-demand, high-wage health care occupations.

- Provide an increased focus on labor force participation rates for women and promote greater educational opportunities to help them enter the workforce and achieve higher earnings.



- Improve access and effective services for people with disabilities by enhancing accommodations, customized employment, marketing and job development in order to capitalize on this large and underemployed segment of the labor force.
- Explore and pilot new strategies that target retention of youth through improved informational services, assessment, career planning, and coordination of youth employment programs with schools. Further, projects such as dropout prevention will be continued to promote school completion for youth through special programs and partnerships with education and business.
- Maximize the potential of the youth through strategies that will create pathways to jobs that pay a livable wage, and pilot new strategies that target retention of youth through improved informational services, assessment, career planning, and coordination of youth employment programs with schools.



South Central Workforce Council

Strategic Plan 2013-2017 Executive Summary

GOALS, Objectives & Strategies

Goal 1: *Support quality education in area schools and promote collaboration with business to prepare youth for entry into the workforce.*

Objective A—Support the connection between school and the workplace.

Strategies:

1. Establish and market workforce information materials to the South Central region to support education.
2. Develop a database of employers who will provide first hand work-based learning experiences to youth through internships, work experience, and job shadowing.
3. Work with local schools and educational agencies to connect with workforce organizations serving as a broker to leverage and connect with employment and training services.
4. Develop and continue employer mentoring/counseling programs to help dropout youth understand their employment potential.

Objective B—Develop programs that will help students advance and succeed academically, focusing on dropouts and at-risk students.

Strategies:

1. Develop programs to assist dropout students with school reentry to achieve a high school diploma or access alternative education opportunities for GED completion, such as after-hour and summer programs.
2. Develop and continue programs that

build basic education skills for high mobility and migrant students and students of farm families.

3. Develop and continue tutoring programs that will assist students in mastering reading, writing, and math skills.
4. Link *second-chance* programs for youth who are out-of school with the *first-chance* system for youth who are in school.

Goal 2: *Prepare adults in transition (TANF, disadvantaged adults, dislocated workers, and older workers) for successful participation in the workforce.*

Objective A—Prepare disadvantaged and TANF adults with the skills needed to enter the labor market, retain employment and achieve self-sufficiency.

Strategies:

1. Provide the full range of employment and training services to TANF participants and disadvantaged adults through the WorkSource (One-Stop) system.
2. Increase capacity and access to services in rural WorkSource Centers through the use of technology.
3. Provide access to the necessary support such as childcare assistance, transportation, substance abuse counseling and other services that will remove barriers to employment.
4. Focus services on retention of jobs and wage progression.
5. Support the Kittitas, Klickitat, Skamania and Yakima WorkFirst Local Planning Area strategic plans with the local workforce development system.
6. Promote special educational and accelerated learning programs such as I-BEST for low literacy workers and individuals with limited English speaking

South Central Workforce Council

Strategic Plan 2013-2017 Executive Summary

ability.

Objective B—Help workers age 55 years and older achieve self-sufficiency by providing training opportunities; and finding and retaining employment to achieve self-sufficiency.

Strategies:

1. Provide the full range of services to workers age 55 years and older through the WorkSource (One-Stop) system.
2. Provide information to businesses and employers on the advantages of employing mature workers.
3. Offer incentives to employers for hiring and training older workers to increase employment and training opportunities.
4. Provide new and existing training programs at times and locations that are accessible and provide mature workers the opportunity to learn new skills.

Objective C—Provide services that will assist dislocated workers in finding and retaining employment at a comparable wage prior to dislocation.

Strategies:

1. Provide the full range of services to dislocated workers through the WorkSource (One-Stop) system.
2. Continue exemplary best practices such as rapid response that include partners from public service employment, labor, and local community and technical colleges.
3. Prioritize return to work at comparable wages in as short a time as possible.

Goal 3: *Support the current economic base and promote future business growth through the development of a well-trained workforce.*

Objective A—Provide opportunities for in-

cumbent workers to further their education in job-related skills or education beyond basic levels.

Strategies:

1. Work with business leaders to create career, labor market, and financial assistance information for incumbent workers to facilitate education, training and career choices.
2. Develop incumbent worker training that builds skills for entry-level employees to move to higher skilled jobs within businesses.

Objective B—Create private-public partnerships to enable individuals to move up job and career ladders throughout their lives.

Strategies:

1. Support industry skill cluster panels to assess emerging and declining skill needs for development of training programs to meet those needs.
2. Develop secondary vocational-technical program standards linked to industry skill standards through labor-business and education committees.

Objective C—Implement workforce services and programs that enhance business development, expansion and retention.

Strategies:

1. Work in partnership with economic development organizations in attracting businesses in the area or assisting in new business start-ups through services and incentives provided by the workforce system.
2. Support existing business retention, expansion, and new location by providing comprehensive, worker training support services to meet employers' training needs.

South Central Workforce Council

Strategic Plan 2013-2017 Executive Summary

Goal 4: *Improve access to and quality of workforce training and employment programs to meet existing and future business needs.*

Objective A—Encourage and provide opportunities for all groups to work together, share a common vision, and be part of policy and decision-making.

Strategies:

1. Remove physical or artificial barriers and disincentives for people with disabilities, veterans, homeless and other populations to ensure access to workforce programs.
2. Develop and implement public informational campaigns that educate the community on the importance of workforce development.

Objective B—Help build capacity of high schools, community and technical colleges, universities and apprenticeship programs to provide high quality education and workforce training programs.

Strategies:

1. Partner with business, education and labor to provide facilities, faculty, and equipment for training in high-wage, high-demand fields such as healthcare, construction trades, information technology, and communications.
2. Support apprenticeship training in non-traditional fields and expand pre-apprenticeship programs.
3. Seek, replicate and assist educational institutions to incorporate best practices in career and technical educational programs.

If you would like to read the complete plan, please go to the following link:

<http://www.yakimacounty.us/WDC/library.htm>

South Central Workforce Council

120 S. 3rd Street, Suite 200-A
Yakima, WA 98901

Phone: 509.574.1950

Fax: 509.574.1951

www.yakimacounty.us/WDC

Administrative Staff:

Patrick Baldoz
Director

Tamara Bosler
Youth Program Manager

Amy Martinez
Adult/WorkFirst Program Manager

David Gonzales
Dislocated Worker Program Manager

Chuck Padorr
Finance Manager

Becky Smith
Administrative Secretary

*South Central Workforce Council is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to persons of disability.
TTY Relay 1-800-833-6388*

South Central Workforce Council Strategic Plan 2013-2017

Table of Contents

Strategic Plan 2013-2017

Executive Summary	i
Section 1	
Overview	2
Section II	
Local Area Economy and Future Demographics.....	4
Section III	
Local Workforce System	16
Section IV	
Local Area Profile and WIA Service Providers	48
Appendix A	
Performance Accountability	54
Appendix B	
2013-2017 WIA Title I-B and WorkSource System Assurances.....	61
Appendix C	
Planning Process and Forums	64
Appendix D	
County Profiles.....	72
Appendix E	
Cluster and Industry Data	113

SECTION I OVERVIEW

The South Central Workforce Area (WDA) covering approximately 10,119 square miles is comprised of Kittitas, Klickitat, Skamania, and Yakima Counties located in the South Central region of Washington State. The dense forest and mountainous terrain of the Cascades form the western boundary of the region, while the timbered covered mountains of Kittitas County make a natural boundary to the north. Its eastern perimeter is delineated by the Columbia River which



flows along the sagebrush covered flanks of the four counties. The river then moves slowly through a series of dams on its way west to the Pacific Ocean which marks the southernmost edge of the region and the State.

Native Americans were the first people to live and prosper in the region. Later, settlers arrived, bringing cattle and fruit trees. The

need for timber brought about the lumber and wood products industry, forming the foundation of a resource-based economy. The arrival of the Northern Pacific Railway in 1884, opened the doors to the exports of agricultural and timber products to the world beyond. By 1892, the first major irrigation system was developed which brought a considerable increase in the productivity and diversity of agricultural products that continues today. An ever-increasing demand for labor slowly brought migrant workers to farm areas, to help in the harvesting of crops, and to engage in other agricultural activities.

The Cascade mountain range forms a barrier to the moisture-laden clouds from the coast, causing rain and snow to be deposited in the mountains and depriving the lowlands of most of its moisture. While the region tends to be dry and arid, water originating from five major dams located in Kittitas and Yakima Counties, along with rich volcanic soil, provide ideal conditions for farming.

Agriculture primarily fuels the region's economy. The development of the overseas market for agricultural products is a major economic contributor that will continue throughout this century. While labor needed for maintenance and harvesting of crops remains seasonal in nature, technological advances have increased demand and opportunities for skilled workers in farm management and food processing. This area is equally rich in the diversity of its residents and

their respective cultural heritages. A substantial Native American population lives within the borders of the Yakama Indian Reservation in Klickitat and Yakima Counties. The Hispanic population continues to grow significantly in each county, and a small but significant number of Asians and Black Americans reside in communities across the service area.

The area is served by a number of private and state community and technical colleges and major universities offering a broad range of post-secondary certificated and degree programs. These include Central Washington University located in the City of Ellensburg; Yakima Valley Community College, Perry Technical Institute and the Pacific Northwest University of Health Sciences located in the City of Yakima; and Heritage University located in the City of Toppenish. In the southern part of the region, Clark Community College in Vancouver, Washington and the Columbia Gorge Community College located in The Dalles, Oregon provide college access to residents of Klickitat and Skamania Counties.



Creating livable wage jobs and strengthening the economic base by supporting new and existing businesses are recognized as cornerstones necessary for building a strong economy and a healthy community. Local elected officials, the Workforce Council, and the partners of Kittitas, Klickitat, Skamania, and Yakima Counties recognize the unique and important role of workforce programs in the development of economic and social health of their communities.

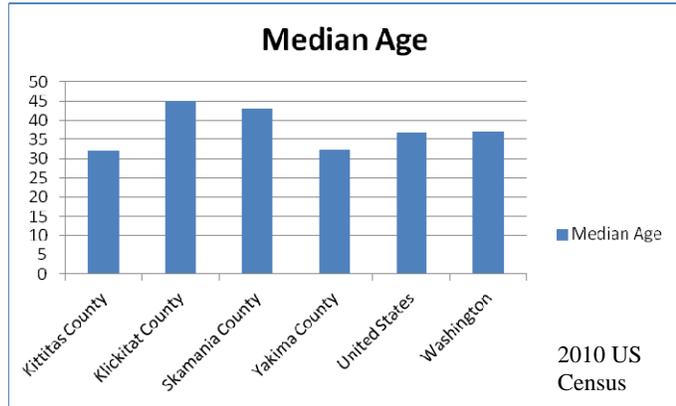
Like other communities working to rebound from the economic setbacks of the great recession, a renewed emphasis and redirection of energy has been placed on restoring an economic structure that provides employment opportunities to all residents of the local community. The Council is committed to do its part in the development of a workforce system that provides opportunities for all residents to receive a quality education and an opportunity to receive training that will lead to productive, satisfying, and family wage jobs.

To achieve this end, the South Central Workforce Council will continue to forge new partnerships and strengthen existing relationships with schools, post-secondary organizations, economic development agencies, business, labor, state agencies, and public organizations. As our system moves forward, we will continue to reach out and connect these key players in a single network as a way to make efficient use of public dollars, to increase worker readiness for existing and new businesses, and to improve the quality of life for local residents.

**SECTION II
LOCAL AREA ECONOMY AND DEMOGRAPHICS**

A. SOUTH CENTRAL CURRENT AND FUTURE WORKFORCE

- 1. Characteristics of those who live and work in the local area** – According to the 2010 census, the South Central region population is evenly divided between men and women. While Yakima and Kittitas Counties have a significant population of those aged 39 years and younger, Klickitat and Skamania possess larger percentage of individuals over the age of 40.



The region is racially diverse with Yakima County possessing the largest number of Hispanics. As a percentage, Yakima and Klickitat Counties possess the highest number of Native of Americans. Kittitas and Skamania Counties are less diverse and have small increases in minority populations. A comparison of census data from 2000 to 2010 reveal rising numbers of Native Americans and Hispanics in Kittitas increasing Hispanic and Asian populations in Skamania County. Those individuals with English speaking difficulties are most prominent in Yakima County at 18%, a rise of 2.5% since the 2000 census.

Population and Demographics

Gender	Kittitas County	Klickitat County	Skamania County	Yakima County	Washington State
Male	50.2%	49.6%	49.8%	49.5%	49.3%
Female	49.8%	50.4%	50.2%	50.5%	50.7%
65 or older	12.3%	17.5%	13.3%	11.4%	11.9%

Race	Kittitas County	Klickitat County	Skamania County	Yakima County	Washington State
White	90.2%	90.1%	91.4%	72.5%	79.21%
African American	0.7%	0.1%	0.1%	0.9%	3.5%
American Indian or Alaskan Native	1.6%	4.4%	2.4%	4.2%	1.5%
Asian	2.1%	0.7%	0.9%	0.9%	7.0%
Hawaiian or Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.5%
Hispanic	7.2%	10.0%	5.2%	43.2%	10.5%
Foreign Born	5.3%	5.6%	2.7%	18%	12.7%

Spanish Other than English – Spanish	5.5%	8%	2.9%	36.6%	7.8%
Speaks English less than ‘very well’	2.10%	3.10%	0.7%	18.3%	3.7%

2010 US Census

2. Education and Literacy - The ability to read, write, and perform basic math are established prerequisites for any skilled and most entry-level positions. As we continue in the information and technology age, employers will place a premium on workers who have completed high school and possess some post-secondary education and training. Despite what appears to be a more than adequate labor supply, the employer community presently expresses frustration in finding qualified people to hire due to a lack of workers with sound basic educational skills. If we are to make real gains in closing the current skill gap, reducing deficiencies in basic education must take a high priority.

In review of census data for education, we find improvement in some educational levels from the 2000 to 2010 census. For those adults 25 and older we see a drop in individuals with less than a 9th grade education. With the exception of Kittitas County, we continue to see positive gains in those individuals with education levels between the 9th and 12th grade. While this is certainly a positive and a welcome trend, it must be noted that the overall rate of those without a high school diploma or equivalent exceeds the State average by 2.6% to 11% as shown on the following table.

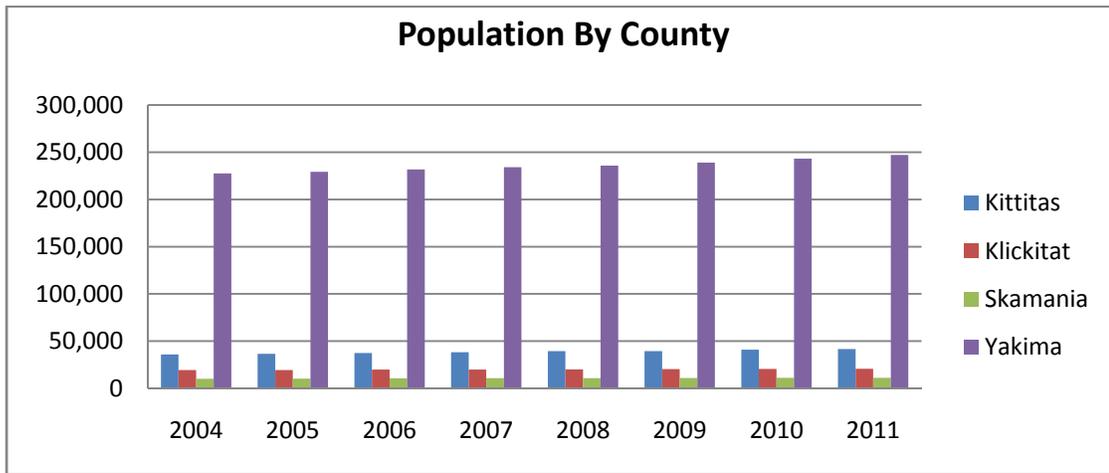
Education Attainment 25 Years & Over

Educational Attainment (Population 25 Yrs & over)	Kittitas County %		Klickitat County %		Skamania County %		Yakima County %		State %	
	2000	2010	2000	2010	2000	2010	2000	2010	2000	2010
Education less than 9th grade	3.9%	3.1%	6.7%	4.7%	4.1%	2.3%	17.1%	16.6%	4.3%	4.1%
Education between 9th and 12th grades	8.9%	7.1%	11.6%	8.1%	10.1%	7.5%	14.3%	12.6%	8.6%	6.4%
High School Diploma or equivalent	31.0%	28.9%	34.3%	35.4%	33.4%	33.9%	27.4%	27.5%	24.9%	24.3%
Received some college - no degree	24.3%	22.2%	24.8%	26.1%	29.1%	27.1%	20.8%	21.3%	26.4%	24.9%
Received Associates Degree	5.7%	6.8%	6.2%	7.8%	6.5%	9.5%	5.2%	6.4%	8.0%	9.4%
Received Bachelor’s Degree	16.9%	20.1%	11.1%	12.4%	11.7%	12.9%	9.8%	9.6%	18.4%	20.0%
Attended Graduate School	9.3%	11.8%	5.3%	5.6%	5.1%	6.8%	5.5%	6.0%	9.3%	11.0%

2010 US Census

While educational levels have improved, literacy among the adult population remains a continuing concern. A December 2008 (revised) Washington State Public Policy report revealed the South Central Workforce Area as having some of the highest percentages of low English literacy in the state. According to the report in Yakima County, 52 percent of adults read below the 6th grade level, 23 percent read below the 2nd grade level, and 19 percent do not speak English. In Kittitas County, 36 percent of the adult population reads below the 6th grade level and 14 percent read below the 2nd grade level. Of the adults in Klickitat County, 49 percent have reading skill levels below the 6th grade and 21 percent below the 2nd grade, and in Skamania County 44 percent read at a level below 6th grade and 15 percent read below 2nd grade level.

- 3. Demographic Changes** – As seen in the chart below, all South Central Workforce Area Counties grew in population between 2004 and 2011. As reported by the 2010 census, Yakima County possesses the highest number of residents (247,141), followed by Kittitas (41,629), Klickitat (20,697) and Skamania (11,137).

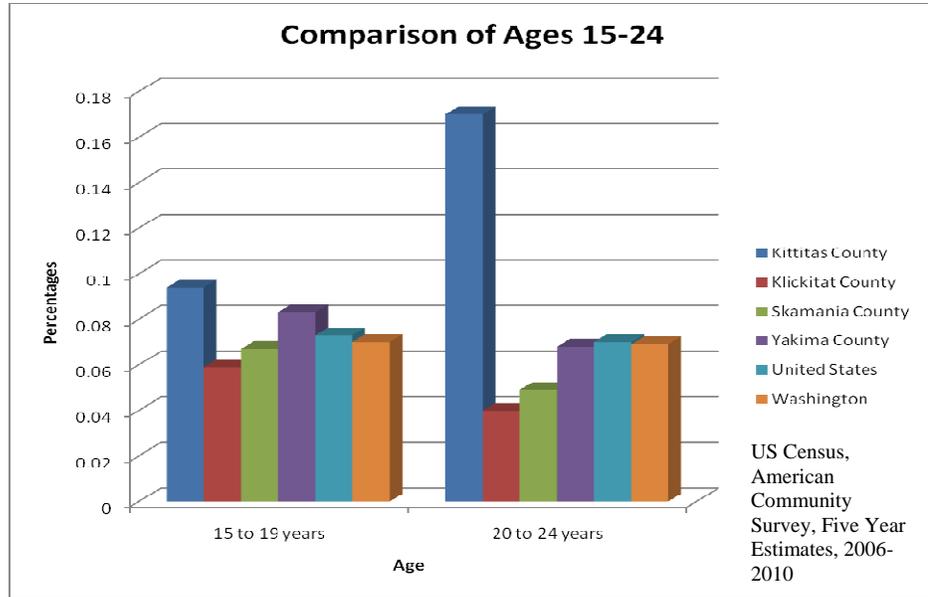


2010 US Census

The City of Yakima in Yakima County is the largest metropolitan area in the region, with a population of 92,512 residents and is the 10th largest city in the State. Scattered throughout the remainder of the geographic region are small to medium size cities and towns. The City of Sunnyside has the second largest population with 16,113 residents and is located towards the southern border of the County. The City of Ellensburg, with a population of 18,648 is the largest Kittitas County municipality, followed by the northern community of Cle Elum with reported population of 1,872.

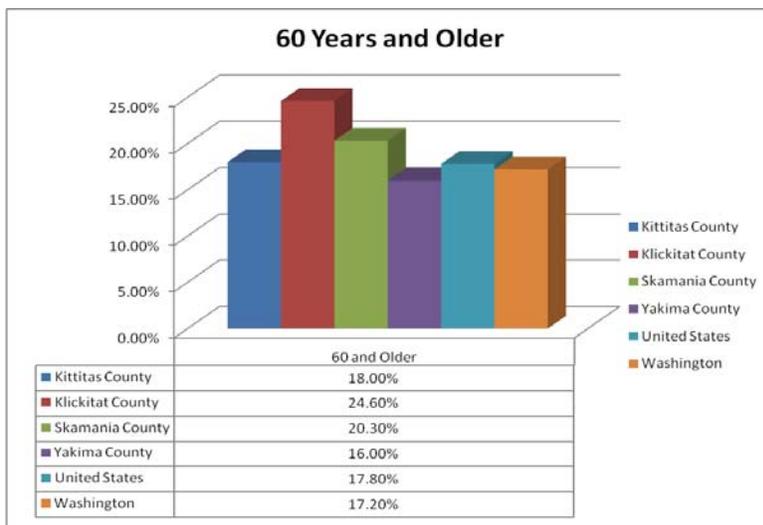
For Klickitat County, the City of Goldendale holds the largest share of population with 3,725 residents, while the communities of Bingen and White Salmon located on the Columbia River share a total population of 2,936. In Skamania County the City of Stevenson is the largest population center with a population of 1,456.

The South Central WDA accommodates some of the highest proportions of minority populations in the State, primarily in Yakima County. With the largest percentage of Hispanics of any county in the State, and the largest increase of Hispanics over the last ten years, this ethnic population continues to grow.



Historically, the major proportion of new entrants into the labor force falls in the 16 through 24-year age bracket. In the early part of the decade this population group was projected to decrease in all four counties. However, the 2010 census data reveals contrary information with actual significant increases in the higher populated counties of Yakima and Kittitas.

When viewing the population segment age 60 and over, we see Kittitas County close to the State and national averages. Skamania and Klickitat Counties are substantially higher in this age group, and Yakima County follows the trend of a younger population.



US Census, American Community Survey, Five Year Estimates, 2006-2010

4. **Youth** - High School dropouts are a priority population within the South Central area as dropout rates continue to be a top concern for our communities.

The 2011-2012 OSPI Report Card which reflects the number of students failing to graduate indicates the school districts within the workforce area continue to experience a significantly high dropout rate. Skamania and Yakima Counties reveal drop-out rates significantly higher than the state average. While Kittitas and Klickitat County drop-out rates are under the state average, the rate is still unacceptably high. The high number of youth who do not finish school pose a social and financial risk and burden to the communities of Washington State. Youth who do not have a high school education are far more likely to be involved in the criminal justice system, participate in public assistance programs, experience higher rates of unemployment, and receive lower wages than those youth who successfully complete high school.

Basic skills of reading, writing, problem solving, and communication are essential for successful employment.

Equipping youth with these essential skills is a crucial element of workforce preparation. In addition, adequately preparing our young people for employment instills those

characteristics that are also beneficial to the community in general – appropriate behaviors, a strong work ethic, a well-defined value system, integrity, and respect, among others. Focusing on improved graduation rates and the acquisition of sound basic educational skills is critical if we are to adequately address workforce and social issues.

High School 4-Year Cohort Graduation Rates

Counties	Student Enrollment	Total Cohort Graduated	4-Year Cohort Graduation Rates
Kittitas	4,866	3,858	79.3%
Klickitat	3,308	2,646	80.0%
Skamania	1,304	978	75.0%
Yakima	51,451	38,330	74.5%
State	1,043,536	799,348	76.6%

2011-2012 OSPI Report Card

Student Count and Student Ethnicity by County

The ethnic make-up of the K-12 population mirrors that of the workforce in the South Central area. The school ethnicity data shows a significantly high proportion of minority populations in the Workforce Area compared to the state population, with the highest concentrations in Yakima County. Generally, minority youth do not migrate out of the area, but tend to stay in close proximity and contribute to the support of their families. Assisting the increasing number of minority youth to successfully participate in the labor force will pay dividends in the future, not only to the youth themselves, but also to local business and the community as a whole.

Area	Student Enrollment	Hispanic	Native American or Alaskan Native	African American	Asian	Hawaiian or Other Pacific Islander	White
Kittitas	4,866	14.5%	1.0%	1.0%	2.0%	2.0%	81.3%
Klickitat	3,308	20.5%	3.2%	0.5%	1.5%	2.0%	75.0%
Skamania	1,304	10.7%	1.8%	1.1%	0.5%	0.7%	81.5%
Yakima	51,451	65.0%	4.0%	0.5%	0.6%	0.7%	28.0%
WDA	60,929	57.4%	3.7%	0.6%	0.8%	1.0%	36.0%
State	1,043,536	19.6%	1.6%	4.6%	7.1%	0.9%	60.2%

2011-2012 OSPI Report Card

5. Poverty and Public Assistance (TANF) - According to Department of Social and Health Services data (2012 DSHS Blue Book), TANF case loads dropped from in 3,411 in 2006 to 3,226 in 2010 for the South Central region.

This reduction is a product of State policy changes that imposed a 60-month time limit on a participant’s ability to receive TANF funds.

DSHS TANF Caseload Size

	DSHS TANF Caseload Size	% of WDA
Kittitas County	238	7.0%
Klickitat County	150	5.0%
Skamania County	61	2.0%
Yakima County	2,777	86.0%
Total WDA:	3,226	100%

2012 DSHS Blue Book

The following table from the 2010 US Census reveals that all counties in the local area with the exception of Skamania County exceed the Washington State average indicators for poverty. Notably high for single female families with children under 18 are Kittitas County at 57.3% , Klickitat at 57.4% and Yakima at 51.0% versus the state average of 34.4%. As we look at individual poverty rates, Skamania continues to fall under the State average in the categories of All People and People in Families, while the remaining three counties exceed the state average.

Poverty Rates Families	Kittitas County	Klickitat County	Skamania County	Yakima County	Washington State
All Families	10.3%	13.7%	6.2%	16.8%	8.2%
Single Female Families with Children under 18	57.3%	57.4%	33.8%	51.0%	34.4%

Poverty Rates People	Kittitas County	Klickitat County	Skamania County	Yakima County	Washington State
All People	21.2%	19.5%	9.4%	21.8%	12.1%
People in Families	10.9%	17.2%	5.6%	20.1%	9.2%
People under 18	19.8%	33.9%	10.4%	31.9%	16.0%

2010 US Census

B. LOCAL AREA LABOR MARKET

Like other areas of the nation and state the South Central Workforce Development Area is slowly pulling out of the great recession which according to the U.S. National Bureau of Economic Research started in December of 2007 and lasted until June of 2009. While the South Central area weathered the recession better than most parts of the State, current data show the region trails the State in full recovery.

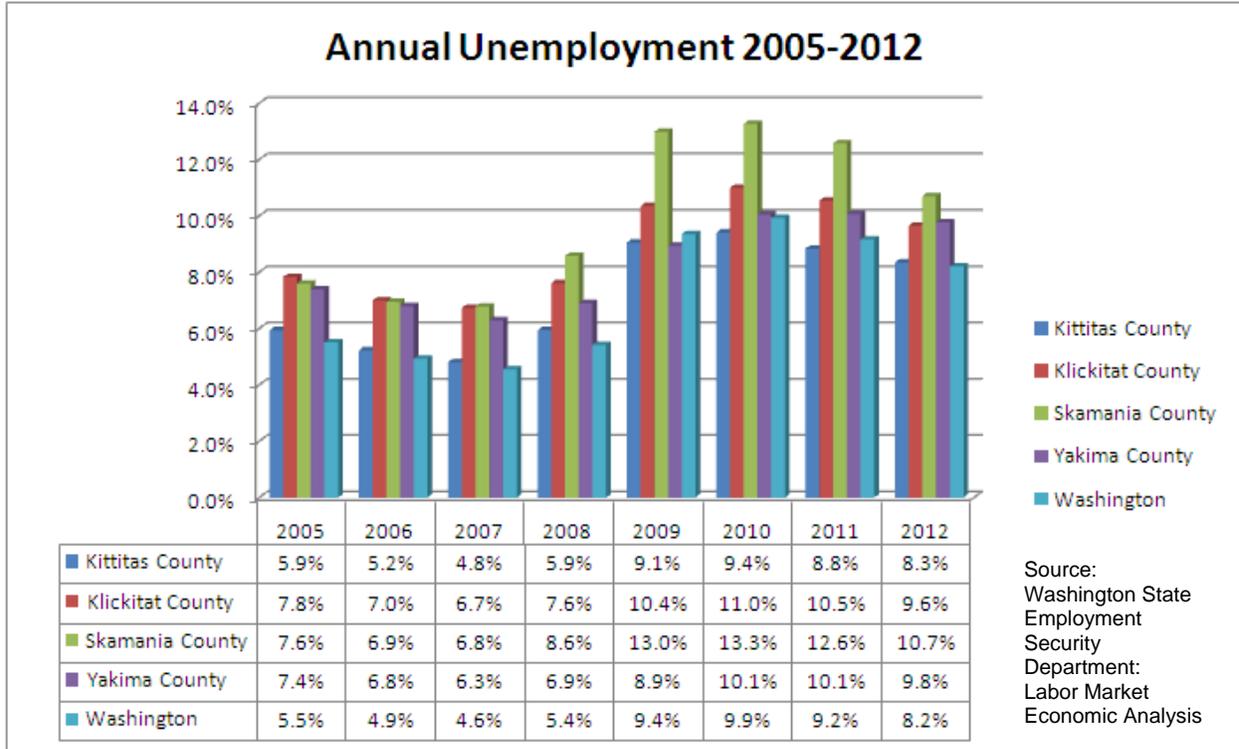
Unemployment Trends - As seen in *Figure #1* the annual average unemployment rate in **Kittitas County** peaked in 2010 at 9.4 percent. The 2010 rate of 9.4 percent was still lower than the state's unemployment rate of 9.9 percent. One of the main reasons why the unemployment rate for Kittitas County was slower to rise than the state is because of Central Washington University.

Student enrollment has been increasing steadily at Central Washington University (enrollment is now close to 11,000 students) and accounted for commensurate increases in faculty, staff, and student hiring at the institution.

The annual average unemployment rate in **Yakima County** rose as well in result to the Great Recession and peaked at 10.1 percent. During the last three years the Yakima County unemployment rate has not rebounded as quickly as the State, with an unemployment rate of 9.8 percent in 2012 compared to the state's 8.2 percent.

Figure 2 shows that Yakima County had a dampened decline in the non-farm employment compared to the state. But, the county has also shown less of a recovery. Directly dependent on agriculture in the Yakima Valley, three local nonagricultural industries -- wholesale trade (fresh fruit packinghouses), non-durable goods manufacturing (food processing), and transportation/warehousing/utilities (trucking) still remain substantial components of the local economy.

Klickitat County had an unemployment rate of 11 percent. While rates have steadily declined the last 2 years, the 9.6 percent unemployment rate is still above the State unemployment rate. The high unemployment rate can be directly traced to the national recession. Klickitat had a sharp annual average increase of 4.4 percent for non-agriculture jobs in 2005, and showed an increase until 2010. Klickitat showed some recovery in 2011 and a slight decline of 0.4 percent in 2012.



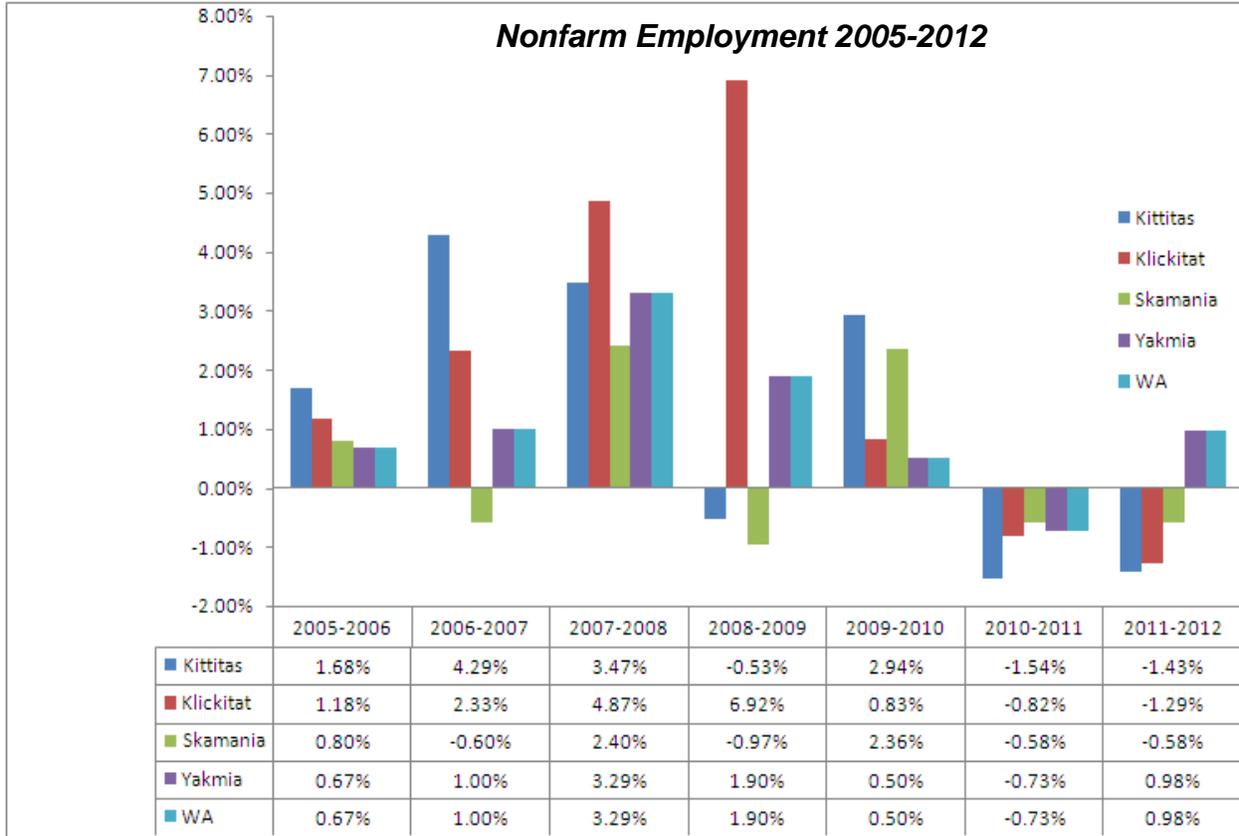
Klickitat County can be divided into three economic regions. The western third of the county is dependent upon orchards and fruit packing, wood products, recreational activities such as windsurfing and kite boarding. The central third includes Goldendale, the seat of county government with a growing tourism industry and the eastern third includes vegetable farming, the Roosevelt Regional Landfill, and a growing number of wineries.

Klickitat enjoyed steady employment growth during much of the 1990s, expanding from 4,800 non-farm jobs in 1992 to over 5,400 in 2000. The Klickitat economy has leveled off to 5,377 non-agricultural jobs in 2011, but has seen a steady increase in the professional business services sector.

The wind in the Gorge area has generated jobs in two industries: tourism and energy. Klickitat County and other areas of the Gorge have seen rapid development of wind turbines to generate electricity. The county’s agricultural base is stable in the White Salmon area and growing in the eastern part of the county, particularly in vegetable farming and wineries. There is a growing synergy for tourism based on wine tasting, the Maryhill Museum, and The Gorge (including windsurfing and kite boarding). Recently a large housing development, mostly oriented toward vacation homes, was proposed along the Columbia River which if approved should result in additional construction jobs.

In 2005, Klickitat saw a surge in employment for two main reasons. One was the expansion of Insitu, a Bingen company that designs and manufactures unmanned drones primarily for military applications, and the other was construction due in part to the windmill farm projects. In 2006, construction dropped back to previous levels, while Insitu and various

other services continued expanding. However, the overall employment level remained lower than the previous year.



Source: Washington State Employment Security Department: Labor Market Economic Analysis

Skamania County unemployment rates have remained traditionally high as well. *Figure #1* reflects the unemployment rate for Skamania increased to a 13.3 in 2010 and then declined to 10.7 percent in 2012. This unemployment rate is the highest for the region by close to one percentage point. For the last five years, the non-agricultural employment growth has declined steadily. The last year of non-farm employment increase was 2008.

Skamania’s agricultural production is a fairly small part of the county’s economy, but it has been growing. According to the 2002 Census of Agriculture, there were 97 farms in the county, employing only 30 farm workers. The 2007 Census states there are 123 farms in the county with 216 workers. The main crop in Skamania is trees. Logging employment declined from 90 jobs in 1990 to 10 jobs in 2012. Skamania County had 90 construction jobs in 2005, with a no-growth trend over the past 15 years.

C. CLUSTER APPROACH

The South Central Workforce Council was one of the first local areas in the State and nation to begin focusing on industry clusters as strategy for addressing workforce issues. Through a Department of Labor Skills Gap grant awarded in 2000 the Council with industry partners and stakeholders targeted the agriculture-food processing industry to address the impending

need for new skilled workers and to update the skills of current employees brought on by changing technology and global competition. Stemming from the existing Agriculture-Food Processing Committee, additional representatives were added from local workforce boards, education, state agencies and labor to form the first formal industry skill panel in Washington State.

The South Central Workforce Council continues to utilize the cluster approach as a means to address local workforce issues and to deploy workforce training resources throughout the region. The clusters adopted for the region are based on industries that are important to the local economy and provide current and future growth for jobs and careers at livable wages with benefits. The clusters for the region were validated by the South Central Labor Economist from the State of Washington Employment Security Department Labor Market and Economic Analysis Division and are in compliance with the methodology prescribed in the November 17, 2011 Workforce Board resolution “Listing Strategic Clusters in State and Local Plans.” Detailed information regarding analysis of the South Central clusters can be found in Appendix D. The clusters adopted include:

Table 1-A: Strategic Employment Clusters in the South Central Workforce Development Area (WDA)		
Strategic Clusters (YTD 9-25-11)		
Industry		NAICS
1	Agriculture	
	a. Food Processing	311
	b. Crop Production	111
	c. Agricultural Support	115
2	Health Care	62
3	Manufacturing	
	a. Plastics & Rubber Products Mfg	326
	b. Fabricated & Metal Product Mfg	332
4	Clean Technology/Renewable Energy	
	a. Utilities	221
	b. Repair & Maintenance	811
5	Warehousing & Distribution	
	a. Truck Transportation	484
	b. Warehousing & Storage	493
6	Professional & Business Services	54
7	Construction	23

Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

D. PLANNING IMPLICATIONS

The changing demographics and needs of the current and future workforce have clearly created new challenges for the education, training, and employment community.

Businesses must have workers who possess good work habits, technical skills, and the ability to change and adapt to new technologies and methods of doing work.

In response, local workforce programs have been structured to assist dislocated workers in connecting with job opportunities to help low-skilled adults and older workers overcome barriers to employment and to assist youth in finishing school and identifying career pathways that will lead to productive employment and rewarding careers. For TANF parents, the Council administers the WorkFirst Program that provides individuals real work experiences to develop the soft skills needed for employment. Lastly, the Council has proactively taken steps to build capacity to effectively serve individuals with disability so business can more easily access these largely untapped labor resources.

The Council along with local WorkSource partners has designed services and activities to provide an effective, efficient, and fully integrated service delivery system for workers and businesses. Given the current economy, demographics, and workforce, the Council continues to pursue the following priorities:

- Utilization of the area's greatest resource – *people* - to fill the gap of skilled workers in the South Central Area. There are significant social/economic advantages of increased utilization by developing the skills of new residents, TANF parents, dislocated workers, disadvantaged adults, individuals with disability, veterans, ex-offenders, and older workers.
- Early identification of those dislocated from declining industries and occupations in order to transition them back into productive jobs. The Council will continue the practice of working closely with business and labor to ease the transition of workers to new jobs in the community. Goals for dislocated worker programs will prioritize recaptured earnings and benefits, and provide for career growth and future earning potential.
- Continued support and development of strategies that provide for career development and growth for incumbent workers at low, mid and upper paying positions. The Council recognizes that when given the opportunity, these workers will make use of training that improves their skills and positions them for higher wage and higher skilled jobs. The success of training low-wage, entry-level incumbent workers to higher skilled jobs will also increase the availability of entry-level jobs for those who are entering the workforce for the first time.
- Improved strategies to maximize the potential of the youth population who have a higher than average minority population. These strategies will create pathways for movement to jobs that pay a livable wage.

- Implementation of proven, effective strategies, identified by the Health Skills Panel, to provide local residents the opportunity for entrance in to high demand, high wage health care occupations.
- Labor force participation rates will continue to rise for women. Therefore, the Council will provide an increased focus and promote educational opportunities to help women who enter the workforce achieve higher earnings while preparing them for nontraditional jobs.
- Improve access and effective service to people with disabilities by enhancing accommodations, customized employment, marketing, and job development in order to capitalize on this large and underemployed segment of the labor force.
- Explore and pilot new strategies that target retention of youth through improved informational services, assessment, career planning, and coordination of youth employment programs with schools. Further, projects such as dropout prevention will be continued to promote school completion for youth through special programs and partnerships with education and business.

SECTION III LOCAL WORKFORCE SYSTEM

A. YOUTH

1. Youth in Transition

Goal 1: Improve the quality of education in area school districts through collaboration with business to prepare youth for entry into the workforce.

Within the four counties of Yakima, Kittitas, Klickitat and Skamania, 32 school districts are distributed across 10,119 square miles.

Demographics including ethnic composition, income, and dropout rates vary greatly throughout each of the counties. Yakima County has over twice the TANF child recipient rate compared to the State of Washington. Klickitat ranks second in the area, but is also considerably higher than the state average. The unemployment rate among 16 -21 year olds is higher than the federal and state rates, with Skamania being almost twice as high. Kittitas and Yakima report higher crime rates by 10 - 13% more than the state average. As we drill down to the in-school youth, we have approximately 72.2% of 10th graders not meeting the Measurement of Student Progress (MSP)/High School Proficiency Exam (HSPE) Standard for reading and 81.6% not meeting it for writing.

The Workforce Investment Act (WIA) Youth program has historically prioritized service to young people most in need – youth who are basic skills deficient, low income, low skilled, involved with the juvenile justice system, homeless, disabled, in foster care, school drop outs, credit deficient, in personal crisis, and pregnant or parenting. Our strategy is to serve these most in need youth in order to assist them to become productive members of our community.

The South Central Youth program service model has historically delivered services that align with the multiple pathways as described in the Workforce Training and Education Coordinating Board state plan. The local youth system focuses on first careers, charts pathways, establishes milestones to their goals, and assists students in identifying all resources available that will help them achieve their occupational objective. WIA case management staff facilitates intensive vocational exploration drawing from local schools, vocational programs, and other community youth service providers. Each youth participant is assisted in understanding the nature and requirements of work through informational interviews with local employers, job shadows and worksite training opportunities.

Individualized career guidance is also a core activity to help out-of-school youth navigate the array of services needed to reach their occupational objective. Each young person is assessed for individual needs and aided in development of a plan that will outline the steps needed to form the educational foundation, articulate

career goals, and identify the resources required to achieve each step of the plan, from beginning to end. Planning for their career objectives will include information about multiple pathways that may include post secondary education programs through college and universities, and apprenticeship, entrepreneurial, or vocational programs through private technical schools.

For those youth with educational deficiencies, case managers stress and emphasize the importance of high school graduation or GED. Every WIA youth participant is provided with in-depth information about school re-entry or basic education programs and aided in choosing the best options that provide them with resources and support needed to graduate high school or achieve a GED.

In addition to vocational and technical skills, young people must possess the soft skills needed to successfully participate in training programs and obtain or retain employment. For young people served through the Council's youth programs, pre-employment skills training will be provided to help young people acquire, understand, and develop the interactive and fundamental behaviors (attendance, punctuality, etc.) needed to succeed and advance in the workplace. Workshops also include life skills training to aid young people in developing the tools to manage personal affairs (managing budgets, bank accounts, health, etc.) that keep young people positioned not only to obtain employment successfully, but to become productive and positive participants of the local community.

Education and work will be integrated by connecting what is learned in the classroom to how it applies to the world of work, by soliciting the aide of private/public employers and labor organization. Where possible, programs will call on these partners to provide information about jobs and careers and development of paid and unpaid work-based learning opportunities that can solidify the connection between the school and the workplace.

Case management staff make use of every community resource that will aid youth in developing their occupational plans. This includes internet resources through the One Stop Career Center (WorkSource) and the WorkSource website; as well as workshops such as career exploration that provide information about career possibilities, the skills needed to succeed, and trends and technologies that are transforming the American workplace.

For youth placed in work-based learning activities, staff will connect with employers and gain feedback to ensure adequate progress and implementation of job readiness/soft skills such as, but not limited to:

- Attendance
- Punctuality
- Grooming/Hygiene
- Positive Attitude and Behavior
- Completing Tasks Effectively

- Effective Interpersonal Relations

2. WIA Youth

a.) *Tutoring, study skills training and instruction leading to completion of secondary school, including dropout prevention strategies:*

The delivery of academic services is the cornerstone of the WIA Youth Program. Through tutoring programs and academic partnerships with the K-12 system, we assist students with their graduation requirements. Our service provides access to tutoring services and study skills training to address skill level deficiencies identified through objective assessment. After school tutoring, credit retrieval through the PASS program, GED classes, and mentorships are utilized to meet these objectives. Coordination with area school districts and adult basic education facilities are ongoing during program participation. Case managers work closely with school principals, school counselors, and parents to get students on track to graduate. The delivery of services stems from WIA educational labs, after school programs, and educational providers whose focus is in-school services. We believe strongly in peer-to-peer tutorials, so if a WIA participant is excelling in a variety of subjects, we utilize their skills to relate to their peers as tutors after school and during the summers.

b.) *Alternative secondary school services:*

Alternative education is another level of dropout prevention. Students who don't have success in the "first chance" school system need to be able to explore alternatives in order to complete secondary school. High teen pregnancy rates and the need for youth to work to support themselves and their families may prevent students from attending a regular day of school because of day care needs and work schedules. Alternative education programs usually have smaller classroom sizes with more individualized attention and a variety of academic courses which will meet each student's need. Those needs can be met through accelerated credit retrieval, computerized instruction, GED preparation, alternate schedules, individual education plans, and more one-on-one time with the instructor. In collaboration with local school districts, community based organizations, and others such as Yakima Valley Community College's ABE and High School Completion Program, Heritage College's HEP Program, Job Corp, and the Portable Assisted Study Sequence (PASS) Program, case managers work with youth to ensure that they attain their high school diploma or its equivalent.

c.) *Summer employment opportunities directly linked to academic and occupational learning:*

The summer element is a critical opportunity for youth to engage in accelerated academic and expand occupational skills training. The combination of attaining skills that work in concert with academics and occupational skills helps registrants develop concrete reasons why academics

are important to future job success. WIA youth participate in field trips to businesses in the private and public sectors to help them experience real world work settings and to stay abreast of current career trends. We utilize our education component to connect classroom learning to real world learning. We offer guided instruction on concrete learning as it pertains to careers. We invite community and business guest speakers to engage youth about including career clusters in their future planning and implement goal-setting strategies which include occupational skill development and academic achievement. Youth participate in construction trades and career fairs that incorporate hands-on activities. Youth visit colleges and vocational schools and are presented real world information to help them connect classroom learning to real world learning. WIA youth are offered summer employment opportunities and services that include, but are not limited to, full and part-time job referrals, public and private work experiences, internships, and job shadowing. Referrals to vocational training, co-ops, and vocational guidance also are provided. Assistance with full-time, career-oriented employment is provided as needed. In the summer, youth have a variety of opportunities to assist with full and part-time employment, including summer jobs. The academic component consists of evaluating each youth's basic skills and academic needs to develop an effective educational plan. The classroom instructors will customize the academic training to ensure each youth reaches their highest potential in attaining the required academic skills needed. This design enhances academic performance, job skill development, and career awareness while also building self-confidence.

- d.) *Paid and unpaid work experiences, including internships and job shadowing:* Work experiences, internships, and job shadowing activities are used to provide real job exposure and working world requirements. Furthermore, these opportunities develop personal attributes, employability skills, real world knowledge, career exploration, exposure to various industries and skills needed to obtain, and advance in employment. Work experience and internship opportunities are negotiated with both public and private sector agencies. A youth placement is based on assessment information, deficiencies, and individual career goals. Work ethic and occupational skill competencies are used in developing and monitoring these training sites. These competencies include punctuality, attendance, positive work attitudes, personal appearance, and relationships with co-workers and supervisors, completing tasks effectively, and identifying worksite specific occupational skills. Case managers monitor work sites on a regular basis and meet with employers and trainees to complete progress evaluations. Our local area has an agreement with the Greater Yakima Chamber of Commerce to be one of the connections to businesses that provide job shadows. Job shadowing opportunities allow youth to observe a variety of jobs and evaluate their desire to consider these as future career opportunities. Placement is much the same as other work activities, except multiple career goals and/or interests may be pursued since the objective is more about career exploration.

e.) Occupational skill training:

Youth receive a full range of customized occupational and vocational skills training opportunities that lead to good careers with long-term retention. Occupational skill training occurs in work experience and internship environments, as well as in vocational settings. Training for youth is determined and provided for those whose program assessments indicate an interest, readiness, and aptitude for success. Case managers enroll youth into occupational training fields that build employability skills which are in demand and reflect career potential. In addition to work experience and internship opportunities with employers, we have established strong working relationships with local institutions such as Yakima Valley Community College, Yakima Valley Skills Center, Sakie International Beauty School, Perry Technical Institute, Job Corps, and many private institutions to provide a broad range of occupational training opportunities.

f.) Leadership development opportunities which include community service and peer-centered activities, encouraging responsibility, and other positive social behaviors during non-school hours:

South Central embraces the WIA philosophy of providing leadership opportunities for in and out-of-school youth with the activities interwoven into our program. Working with participants, a plan is developed to improve their skills based on their aptitudes, interests, and their need to develop soft skills. Activities include, but are not limited to, decision-making, team work, encouraging positive social behavior, exposure to post-secondary education, citizenship training, life skills, peer mentoring, community service learning, and others. Leadership development is an ongoing activity and is reinforced through programs like “Job Readiness” and in educational labs to work on leadership skills. Our youth attend events, local and state municipal activities, and field trips. The field trips to post-secondary institutions, cultural events, and community activities, promote maturity and help youth develop their skills as leaders. This component is offered to both summer and year-round youth in a team approach. These services are directed at building educational and employment capacities and life skills needed to compete and function in today’s society. In-school youth are encouraged to participate in extracurricular activities within their schools that are peer centered, teamwork oriented, and facilitate decision-making. Sports, clubs, and committee participation give youth an opportunity to understand their potential, develop relationships with their peers at school, make choices, learn team building skills, set goals, learn problem-solving and decision making techniques, and learn to achieve their goals individually and as part of a larger group.

g.) Supportive services:

WIA support services provide youth the opportunity to be successful when participating in a WIA approved activity. Since most of the registrants are low income, they enroll with very limited resources, so it is critical for the WIA staff to explore community resources and use them whenever available prior

to expending WIA funds. For example, case managers access community resources like 211 to ensure every opportunity has been exhausted and, whenever possible, utilize these partnerships to ensure the WIA dollars are the last available dollar spent. Once a support service is identified, case managers work individually with youth to address their specific needs. Youth are often linked to community services, transportation, childcare providers, housing assistance, and medical services which are facilitated by the case manager. Additionally, youth will receive support in acquiring items needed to participate and complete training or employment. Appropriate work attire, work related tools or supplies, and hygiene products are common requests and/or recommendations from employers for our youth.

h.) Adult mentoring for the period of participation:

Adult mentoring occurs throughout program participation and after exit. Youth are provided with multiple opportunities to be connected with an adult mentor. Throughout their experience in a WIA program, youth are connected to a case manager who serves as a mentor and guidance specialist while assisting youth navigate through challenging choices that come during such as pivotal time in their lives. It is critical to match a youth with the appropriate staff who can provide a level of caring and a stable relationship. Youth have mentoring opportunities through worksites, educational activities, school, and other online resources. Many of our employers also work with youth in a mentoring relationship during their training services. Whenever possible, we work with the school to designate a staff member, such as a counselor, who the youth can go to whenever there are issues that need to be addressed.

i.) Follow-up services for not less than 12 months after completion of participation:

WIA youth who exit our program receive 12 months of follow-up services. The extent of follow-up is based on their individual needs. Case managers work closely with youth during and after completion of the program to determine the scope of follow-up services to be offered. The services may include, but are not limited to, leadership development, addressing educational and/or employment situations, guidance with education, career development, adult mentoring, and peer support activities. Follow up services have helped our program maintain a good relationship with past participants and attain the performance levels required by the WIA program.

j.) Comprehensive guidance and counseling, which may include drug and alcohol abuse and counseling and referrals:

Each registrant will be provided comprehensive guidance and counseling. At the beginning of the enrollment process youth are assessed on their assets and needs. Case managers provide on-going counseling for all youth enrolled in the program and oftentimes for their family members as well. Planning and counseling sessions, conducted jointly with the participant, are used to develop strategies, benchmarks, and timelines to achieve each youth's educational, employment and training goals. With our emphasis on serving the

“most in need” youth, many come into the program requiring additional support systems, so it is the responsibility of the WIA staff to develop those positive supports with the participant. This can be done by working with the schools, a receptive employer, other agency providers, medical institutions, community service agencies, and other community support service. The guidance and direction the youth receives while in the WIA youth program is the most important strategy for success. Case management often does not fall within the timeframe of Monday through Friday, 8:00 am to 5:00 pm. Dedicated case managers, in many cases have made themselves available nights and weekends for youth who have no family support and continually run a risk of ‘going backward’ without the extraordinary counseling provided. The youth will be assigned to a staff person who will guide them through their training goals. This will afford an opportunity for the youth to engage in a long-term relationship with a stable adult in their lives. Relative assessment information may be shared with partners or other appropriate organizations, with consent of youth, to help streamline the process and provide specific identified expertise based on his/her needs. This process helps facilitate a concentrated approach to a successful outcome. Experts may also recommend the use of other resources to address specific issues related to drug/alcohol, mental and physical health of the family, domestic violence, and gang violence. Our holistic approach strives to eliminate barriers causing major obstacles for the entire family to become self-sufficient.

3. STEM

The South Central Workforce Council supports and is part of a partnership to implement a Science, Technology, Engineering, and Math (STEM) initiative in the South Central region. Through a grant funded by the Gates Foundation, the Educational Service District 105 has brought business, education and other community organizations together to integrate and promote STEM programs in local schools. In its early state the STEM partnership has targeted STEM occupations in key industries such as agriculture, health care, energy, manufacturing, production, installation, maintenance, and repair. The overall goal is to develop young people with the science, technology, engineering and math skills needed for the 21st century workforce.

B. ADULTS

1. Adults in Transition

Goal 2: Prepare adults in transition (TANF, disadvantaged adults, dislocated workers, and older workers) for successful participation in the workforce.

In the United States the only way for most adults and families to avoid poverty is to work. The data released by the US

Census Bureau shows the poverty rate for the US remained stable at 15% for 2010 and 2011. In Washington State, the estimated poverty rate increased from 12.5% to 13.1 % during that same time period. In almost all South Central counties, the poverty rates for families with children under the age of 18 exceeded the State rate of 13.1%, with Kittitas at 17.7%, Klickitat at 29.7%, and Yakima at 25.2%. The exception was Skamania County which was at 10.7%.

High levels of poverty continue to plague the South Central region. Many of those who live below the poverty level do not receive any form of assistance and are usually marginally employed. Others may work full-time but do not earn a wage high enough to allow them to support their families. Many of those in poverty who seek work or have barriers to employment are being left behind. In addition, a great many of those who are finding entry-level jobs experience difficulty in earning a wage that will support a family or achieve self-sufficiency.

Additionally, in all counties in the South Central Workforce area educational levels of the adult population in the South Central Workforce Area, for those that are 25 years and older that left school between the 9 through 12 grade without graduating, exceed the State rate of 6.4%. For example, Kittitas is 7.1%, Klickitat is 8.1%, Skamania is 7.5%, and Yakima is almost double the State rate at 12.6%.

The WIA Adult program will serve economically disadvantaged individuals, ages 18 – 72, who are most in need of WIA I-B employment and training services to help them attain self-sufficiency. Given the current state of our local economy, the need for WIA services has never been greater. Priority of services will be given to TANF recipients, veterans, and those individuals who have been unsuccessful in obtaining employment due to low education levels, minimal work history, and circumstantial barriers compounded by a life of poverty.

Services will be modified to account for the special needs of older workers and disabled participants in the WIA Adult program. Such modifications consist of offering training at locations that are easily accessible and providing employers with information and incentives on the advantages of hiring mature and disabled workers.

The following demographics represent the current WIA Adult program case load: 94.7% are on public assistance, 5.3% are low income, 47% are between the ages of 30-54, 6% are older workers aged 55 and older, 43% are single parents, 22% are offenders, and 7% are veterans or their eligible spouses.

2. Outreach and Integrated Service Delivery

The Council focuses on an integrated approach to service delivery to ensure comprehensive outreach and collaborative assistance to participants in the Dislocated Worker and Adult programs. This approach has a direct connection to the WTECB's Multiple Pathway's goals to develop multiple pathways that

increase employer engagement in education and workforce training and better connect workers with high-wage careers and lifelong learning. The integrated service design responds to business needs by using an industry or occupational sector as a guide to training and employment activities.

The approach encompasses the following operating principles:

- Keep it simple and easy to follow
- Focus on high-wage, high demand occupations
- Reduce labor/staff intensity in the customer flow
- Reduce duplication of upfront services/activities across funding streams
- Direct customer flow and service development by vocational/sector choice

Multiple Pathways: The South Central local partnership has created an integrated front-end delivery system that is seamless to customers accessing the system. WorkSource partners are cross-trained on eligibility requirements and opportunities available from agencies providing services within the One-Stop career center.

Staff knowledge is built through regular presentations in staff meetings and a coordinated series of partner-agency orientations scheduled throughout the year. Having a knowledgeable and customer-oriented staff is essential to the success of One-Stop and critical to creating a "seamless" appearance to customers. Once job seeker customers receive the full range of front-end core services, referrals are made to appropriate partnership programs that have the capacity/resources to provide timely and sufficient services to participants. Referrals can be received by a wide range of avenues that including WorkSource staff, written referral, or client-directed referral, where customers are provided the information needed to establish contact with partner agencies on their own.

Conceptually, the South Central Workforce Council has utilized the career pathway design since the rollout of WIA services in the local area. WorkSource Centers provide the full range of core services that include outreach, intake, assessment, skill level, and aptitude testing.

Job seekers are directed to those activities which best provide help for the adult worker to begin the process of moving toward employment and self-sufficiency. The services available include: initial assessment; job counseling; job referral and placement; employer services (labor market information, recruitment, screening, and referral of qualified applicants); worker information and referral services such as housing, food, and medical assistance; training and re-training information such as information about basic skills, literacy, occupational skills training services and apprenticeship opportunities; labor market information; computer and internet access for online job search activities, career exploration and resume development; and unemployment insurance access through telecenter kiosk.

The multiple pathway approach is not limited to job seekers, but is incorporated as a strategy to make the connection between workers and employers *to assist business in finding qualified workers. While job matching and job training are an important component, the South Central Workforce Council has piloted new activities, such as incumbent worker training, to help strengthen currently employed workers for advancement and as a means to layoff aversion. Business/employers are considered the primary customer and through every practical means are utilized as a partner or advisor in the process of helping workers gain employment. Through a wide range of business-driven activities with local economic development boards, local ESD Economists, Chambers of Commerce, and dialogue with local industry groups, the Council has gained a clear understanding of skill requirements needed in the workplace. To ensure business and worker needs are met through the provisions of core services:*

- WorkSource Centers will deliver employer outreach services that are flexible, able to be modified and tailored to meet the unique needs of industries.
- Wagner-Peyser services such as front-end intake, skills development, employer outreach, and business services are strategically and continuously executed throughout the year in collaboration with other support services offered by partners.
- Job referrals are based on quality matches, and workers will be screened to ensure they possess specified work maturity and job-specific skills needed for employment. Services will be structured so that screening, recruiting, and hiring can respond to a few or many positions.
- To address worker skill shortages and needs, emphasis through training programs will stress basic educational skills and English speaking proficiency. Training programs will focus on developing workers with skills for current jobs and will be forward-thinking to develop workers for the jobs of tomorrow.
- Training resources will be maximized by using funds from all sources to provide the greatest opportunity to those that need training.
- Services will be delivered and are designed to reduce unnecessary duplication and simplify the processes for business customers seeking workforce services and support.
- Business services will be flexible and innovative in order to respond to business expansions, start-ups, or closures, which often occur quickly with little advanced warning.

3. WIA Adult

WIA Adult service delivery builds upon the *core services* job seekers receive through WorkSource. WIA adult services are offered as part of the menu-of-service for job seekers who are identified as potentially eligible and in need of skill training in order to achieve self-sufficiency.

Case managers guide applicants through a *comprehensive assessment* that includes interviews, interest testing using Go2worksource.com or Key Train and basic skills testing using CASAS to identify barriers, determine interests, and set appropriate achievement objectives. The case manager and participant use this information to collectively develop an Individualized Employment Plan which clearly outlines the combination of services including barrier resolution activities, GED and remediation, and the training needed and appropriate for participants to achieve their goals.

Supportive Services are made available to customers when the need for, or lack of, assistance could impact their ability to continue participation. Support Service commonly includes transportation assistance, car repair, childcare, emergency medical, appropriate work clothing, and tools required by the employer. Networking with other organizations allows for *appropriate referral and coordination* of supportive service assistance outside of WIA resources so that WIA funds are used only in the absence of other resources.

Training Services: A priority is placed on guiding participants into classroom training and occupational training that build job skills in high skills/high demand occupations as well as other occupations that meet local labor market demands so the participant can increase opportunities for employment, job retention, and livable wages. Participants are matched carefully to the training selection according to their interests and their abilities.

An Individual Training Account (ITA) is the process used to obligate funds for participants. Case managers will use ITAs to outline all training expenses that can be expected and list the financial resources including WIA funds that have been secured to meet those expenses. Whenever possible, cost sharing and co-enrollment with other programs are coordinated to maximize WIA participant resources. Combined with PELL and other forms of financial aid, case managers ensure that the funds are available and the plan is achievable before the participant enters training.

On-the-Job Training (OJT) benefits those who can best gain skills in a work setting. For many job seekers, access to training programs, or the interests and academic ability to complete classroom training is beyond their ability to participate. OJT provides the employer with a training reimbursement while they train these valuable employees on the job. The job seeker receives immediate employment while building the job skills they need to be productive employees

for local business. OJT workers can be extremely effective in areas of Klickitat and Skamania counties where access to classroom training is limited and where employers may have limited availability to skilled job seekers.

Work Experience (WEX) will be provided for those who have a limited work history and lack work maturity as evidenced by their past experiences in the workforce. This intensive service is designed to allow job seekers the opportunity to build soft skills in an actual job setting and build positive work references. A localized case management system provides the intervention necessary for job seekers to complete training, receive credentials, and enter employment. Case managers maintain contact for 12 months after participants enter employment and provide interventions or additional job placement assistance.

Effective working relationships with WorkSource partners and local community resources help achieve the goals of our programs by reducing duplication of services, enhancing cost-efficiency, and promoting a one-stop service delivery system.

4. Migrant Seasonal Farm Workers

The South Central Workforce Council employs a multiple pathways approach to serve Migrant and Seasonal Farm Workers (MSFW) through the One-Stop Center (WorkSource). This includes access to WorkSource center partners serving the population such as the MSFW programs through the WIA 167 and Wagner-Peyser programs. The MSFW staff provides year round services which intensify during the peak agricultural periods outreaching to MSFW customers, local agricultural employers, and other local organizations (e.g. Washington Grower's League) that have a similar mission to provide direct and support services to this particular population. To address the special characteristics of this population, bilingual staff will be available through the State of Washington Employment Security Department and One-Stop partners that are present in the WorkSource facilities. For those workers looking to upgrade skills within the industry, programs such as the Wagner-Peyser, WIA 167 and WIA I-B Adult and Dislocated Workers will coordinate and leverage resources.

OIC of Washington, the WIA 167 provider, is an active partner of the local system and employs a multiple pathway strategy in the delivery of training services. To maximize resources, OIC's 167 program coordinates and, where possible, co-enrolls participants with local I-B and other training programs. The local Migrant Seasonal Farm Worker (167) service provider, OIC of Washington, has developed a strong working relationship with the WorkSource Washington One-Stop Career Center at local offices as well as throughout the state, thereby supporting a fully-integrated and seamless system functionally organized around service delivery.

Key MSFW program staff members maintain regular office hours in the local WorkSource and have been trained to utilize our statewide management information system: Services, Knowledge, and Information Exchange System (SKIES). OIC of Washington staff continually increase the amount of time they dedicate to participating in joint activities and events such as job fairs and employer hiring events, system orientations, outreach and recruitment, and collaboration with Wagner-Peyser MSFW Outreach Workers.

OIC programs play an important role in helping our WorkSource Center partners address the recruitment and hiring needs of employers as critical members of the integrated Business Services Team. The 167 staff assist in the recruitment, screening, and referral of farm workers for available openings. Co-located staff work side-by-side with WorkSource Center partner staff to provide high-quality workforce investment services which have resulted in participant employment and earning outcome improvements.

OIC has been a long-time participant of multiple pathways demonstrated by the service design incorporated into their programming. This includes maximizing and leveraging community services to move participants towards economic prosperity and expanded career opportunities. Prior to placing customers in high-demand jobs, an intensive assessment of the participating individual is taken to determine educational and support needs, identify transferable skills, and develop a plan that considers multiple pathways (“Work Experience (WEX), On the Job Training and Occupational Skills Training) to achieve their occupational goal.

OIC’s commitment to multiple pathways will continue by working toward full participation in the One-Stop system which includes cross-training of staff, cross-referrals, co-enrollments, staffing the reception desk, computer instruction, job hunter workshops, job fairs, hiring events, and accessing various services within the One Stop System.

5. Unemployment Claimants

Customers benefit from an integrated service delivery which provides Wagner-Peyser job search preparation assistance to the public through the Job Hunter workshop series and other core services delivered within the WorkSource Centers. All Unemployment Insurance (UI) claimants attend a mandatory orientation at WorkSource. In these orientations UI claimants are provided a comprehensive overview of the services available in the South Central WorkSource system. These initial and upfront program components are detailed with intensive and training program services for individuals who meet eligibility requirements and require individualized plans to overcome barriers to employment.

Customers who attend WorkSource orientations appear to meet the eligibility requirements for WIA 1-B services, and are in need of customized job search

assistance, career preparation and training assistance have an opportunity to schedule an appointment with a WIA Adult or Dislocated worker representative.

6. Integrated Basic Education Skills Training (I-BEST):

I-BEST is a nationally recognized developmental education model that contextualizes adult basic education and ESL coursework by integrating it into a vocational training certificate program. I-BEST features over 140 different vocational training programs that each include 45 college-level credits, offer a vocational certificate, and lead to family-wage jobs.

Students who are not yet ready for college-level coursework are often placed in developmental education courses to improve their literacy and math skills before beginning a degree or certificate program. However, only a small percentage of developmental education students continue on to college-level coursework. Reforming developmental education to accelerate students' transition to college-level coursework and improve their credential or degree program completion will better ensure adults are able to get the training they need to secure a livable wage job. Poverty Action has worked with the Washington State Board for Community and Technical Colleges to reform developmental education to increase program completion rates.

C. DISLOCATED WORKERS

1. Dislocated Workers in Transition

Goal 2: Prepare adults in transition (TANF, disadvantaged adults, dislocated workers, and older workers) for successful participation in the workforce.

There are an estimated 15,000 – 18,000 dislocated workers in the South Central Workforce Area, 80% of who reside

in Yakima County. This includes many long term unemployed (discouraged workers), who have run out of unemployment benefits. For dislocated workers receiving WIA services, 69% are between 30-54 years of age, 13% are 55 years and older, and 14% are military veterans.

The region's dislocated worker population (individuals permanently unemployed due to plant closure or layoff) came from large plant closures such as Snokist and ConAgra Foods. In addition, scattered layoffs also came from many small and medium sized businesses, as well as from state and local governments.

ONet Group/Descriptions

1. Production
2. Office/Administrative Support
3. Management
4. Construction/Extraction

5. Sales and Related
6. Installation, Maintenance and Repair

Throughout 2012 the state and regional unemployment rate decreased slightly. However, from October through December 2012 the State's labor force decreased. A broader but less commonly used measure of unemployment includes discouraged workers and others who have recently dropped out of the labor market along with part-time workers who want, but cannot find, full-time work. This measure, known as "U-6," was 8.8% for Washington State before the recession. It peaked at just under 19% and as of May 2012 was over 17% for the State. More than likely, the number of discouraged workers is understated because those who have been out of work for more than 12 months are not included in the labor force.

Layoffs occurred across many industries, but the majority of the region's dislocated workers came from these occupational clusters.

To compound the surge in worker dislocations brought on by the recession, many workers are requiring retraining to compete in a difficult labor market at a time when the region's training institutions are at capacity. In addition to classroom training, rural areas such as the South Central Region will rely on multiple training pathways such as on-the-job training, mentorships, employment roundtables, customized training, and incumbent worker training (layoff aversion) for workforce development.

Outreach to Potential Dislocated Workers: Based on resources and need, the South Central Workforce Council Dislocated Worker Programs utilize a wide range of outreach activities to reach and inform workers of dislocation services available through the local One Stop system. This includes:

- Dislocated eligibility and program service information at WorkSource UI orientations in English and, where required, Spanish. Written material available for those walking into the center.
- Advertisements through online sources such as Craig's list, locally developed web sites, and newspapers.
- Media releases such as news stories and announcements through local television and print media.
- Flyers distributed to Workforce partners that may encounter high levels of dislocated workers such as community and technical colleges and other training providers.
- Rapid response activities.
- Direct contact with local businesses announcing layoffs to provide information directly to affected employees.

- Attendance at local job, education, and business fairs.

2. WIA Dislocated Worker

Recently, Washington State and our nation experienced the most severe economic recession since the Great Depression. In particular, the South Central Workforce Development Area was one of seven local workforce development areas in Washington State identified as disproportionately impacted by the economic downturn based on three factors: 1) Unemployment rate, 2) Rate of population below poverty level and, 3) Low employment-to-population ratio.

Given the severity of the recent recession, the slow rebound in the job market and that training institutions are at capacity, the South Central Workforce Council will pursue and develop multiple pathways to help dislocated workers find employment (especially through retraining), and to help employers find skilled workers. This will consist of:

- Coordinating outreach to the unemployed with emphasis on the long-term unemployed.
- Increasing On-the-Job Training, mentorship programs, employment roundtables, customized training, and on-line programs, and establishing apprenticeship system training in the region.
- Leveraging resources through co-enrollment with partner programs, such as Trade Act, Wagner-Peyser, older worker programs, and others which allows dislocated workers more service options.
- Coordinating employer outreach to address shifting employer expectations.
- Targeting employment and training resources to the region's strategic industry clusters.

The Workforce Investment Act of 1998 is the nation's principle workforce development legislation. Key components include: streamlining services through a one-stop service delivery system (WorkSource), empowering individuals through information and access to training resources, providing universal access to core services; increasing accountability results, ensuring a strong role for the South Central Workforce Council and the private sector in the workforce investment system, and facilitating state and local flexibility.

WIA formula funds allocated to the South Central Workforce Council for Dislocated Worker programs will be used to provide services through the WorkSource delivery system. The Council's program operators may use grant funds to provide services to individuals who are 18 years of age or older and meet the local and federal WIA Dislocated Worker eligibility definitions. The goal is to provide workforce investment activities that increase the employment, retention, earning, and occupational skill attainment of job seeking customers.

The Dislocated Worker Program complies with the Jobs for Veterans Act as amended and will provide priority of services to covered veterans who are eligible

for Dislocated Worker services as appropriate. Veterans will be given priority over non-veterans in the event that spending limits are in effect. The Veterans Policy is not intended to displace the core function of the Dislocated Worker Program.

Rapid Response is a required activity of the South Central Workforce Council for coordinating the provision of rapid response services at the local level. South Central will utilize a *rapid response strategy* for WARN/Non-WARN events and Trade Act/Non-Trade Act events to the extent feasible. To ensure the effective delivery of rapid response services, the WDC is responsible for the following:

- a.) Establishing and maintaining a local rapid response team. Members of the team may include representatives from the WDC, UI TeleCenter, WorkSource, labor organizations and/or State Labor Council, reemployment support centers (when applicable), community and technical colleges, and other stakeholders and interested parties.
- b.) Identifying a rapid response point of contact (WDC administrative staff or designated local Rapid Response team member) to coordinate with the State Dislocated Worker Unit (DWU).
- c.) Planning assistance for dislocation events. In most cases, rapid response assistance will be conducted on-site. The local rapid response team in conjunction with the State DWU and the WDC will provide rapid response activities.

Rapid response assistance will include the following activities:

- a.) Consulting with the state DWU, state and local economic development organizations, and other entities to avert potential layoffs.
- b.) Determining proposed layoff schedules and how the employer plans to assist the dislocated workers, including the status of any collective bargaining negotiations affecting layoff benefits.
- c.) Ascertaining and providing the State DWU with information related to severance, separation pay, retirement incentives, and voluntary layoffs so that the Unemployment Insurance (UI) Division can review and determine UI eligibility.
- d.) Coordinating the delivery of rapid response layoff orientations for affected workers in conjunction with the State DWU. The local rapid response contact person will arrange for participation by service providers in these sessions. Required topics for rapid response layoff orientations are described below.
 - Unemployment Insurance information

- Training Benefits and Commissioner Approved Training information
 - WorkSource services
 - WIA Dislocated Worker services
 - Community and technical college resources
 - Local WorkSource partner contact names and phone numbers
- e.) Assessing the needs of the impacted workers as quickly as possible through the use of surveys. A survey is an important tool used in determining an affected worker's skills and education and identifying probable assistance needs. Additionally, the U.S. Department of Labor requires survey results for National Emergency Grant (NEG) applications.
- f.) Maintaining an inventory of available workforce resources for on-site meetings to address the short and long-term assistance needs of impacted workers.
- g.) Determining the need for and promoting a voluntary labor management committee or a workforce transition committee comprised of representatives of the employer, affected workers or their representatives, and other community entities as necessary. The committee would assist in planning and overseeing an event-specific strategy that supports the reemployment of affected workers.
- h.) Determining the need for peer worker outreach to connect dislocated workers with services in conjunction with the labor management committee or its equivalent.
- i.) Consulting and coordinating with appropriate labor representatives when planning rapid response activities for those impacted workers covered by a collective bargaining agreement.
- j.) Ensuring procedures are in place for the timely access and referral to WorkSource programs, services and information offered by WIA, UI, TAA, Wagner-Peyser, and other programs.

When the WDC, local rapid response team, or local partner becomes aware of a substantial layoff or closure event, they will notify the State DWU. The State DWU and local rapid response contact person will discuss the event and begin formulating strategies for carrying out rapid response activities.

When the WDC, local rapid response team, or local partner becomes aware of a layoff or closure event that does not meet the WARN threshold (layoffs of less than 50 employees) or is non-TAA related, they will initiate rapid response per the local integrated workforce plan.

When rapid response activities are initiated, the local rapid response team will coordinate with the appropriate One-Stop Operators. This enables local sites to prepare for the service delivery to those dislocated by layoffs or closures who are interested in accessing core, intensive, and other relevant services.

3. Trade Adjustment Assistance

Historically, the Council has and will continue to make every effort to coordinate services with the Trade Adjustment Assistance services provided through the Washington Employment Security Department. The range and depth of coordination includes, but is not limited to:

- Co-enrollment of participants to maximize and make best use of local resources.
- Jointly between DW and TAA case manager/counselors consult and share information related to the participant's plans and activities for returning to work.
- Cost share and leverage support services where needed and appropriate.
- Where appropriate inclusion of TAA staff in rapid response efforts.

D. Adult and Dislocated Worker Core, Intensive, and Training Services

1. Core Services are available to **all** customers of the workforce system and include but are not limited to the following:

- Determination of eligibility to receive additional services (beyond WIA core).
- Outreach, intake, and orientation to the information and other services available through the WorkSource system (includes acting as a broker).
- Initial assessment of skill levels, aptitudes, abilities, and supportive service needs.
- Employment statistics information relating to local, regional, and national labor market areas, including job vacancy listings, information on job skills necessary for these positions, and information relating to local occupations in demand and the earnings and skill requirements for these occupations.
- Performance history and program cost of eligible providers of training services.
- Job search and placement assistance, and where appropriate, career counseling.
- Consumer information regarding local performance, supportive services, and how to file unemployment compensation claims.

- Follow-up services, including counseling for job retention, for not less than 12 months after employment.
- 2. Intensive Services** are provided to those individuals enrolled in WIA I-B programs and include, but are not limited to the following:
- Comprehensive and specialized assessments of a customer's skill level and service needs, which may include diagnostic testing and the use of other assessment tools.
 - In-depth evaluation to identify employment barriers and employment goals.
 - Development of an individual employment plan to identify appropriate objectives and combination of services for the customer to achieve the employment goals.
 - Group counseling.
 - Individualized career planning.
 - Case management for participants seeking intensive and training services.
 - Short-term prevocational services including development of skills in learning, communication, interviewing, punctuality, personal maintenance, and professional conduct to prepare individuals for unsubsidized employment or training.
 - Job retention and wage progression services after placement.
 - Supportive services such as childcare, transportation, and work/training related expenses.
- 3. Training Services** are made available for I-B eligible adult and dislocated worker participants entered into the program and are funded with Individual Training Accounts (ITA) that can be used at any eligible training provider. Training includes:
- Occupational skills training, including training for nontraditional employment.
 - On-the-Job Training.
 - Programs that combine workplace training with related instruction, which may include cooperative education programs.
 - Training programs operated by the private sector.
 - Skills upgrading and retraining.
 - Entrepreneurial training.
 - Adult education and literacy activities provided in combination with other training services.

- Customized training conducted with a commitment by an employer or group of employers to hire an individual upon successful completion of the training.
- 4. Supportive Services** available to all I-B participants are intended to enable an individual to participate in program activities and to secure and retain employment. Examples include assistance with local transportation costs, childcare and dependent care costs, housing and food, relocation, and out-of-area job search expenses.
 - 5. Retention Services** (Follow-Up Services) are allowable supportive services, including counseling and training, provided to participants under WIA. These services are expected to assist customers in maintaining and succeeding in their jobs, as well as moving up in wage to achieve self-sufficiency.

D. Responding to Industry & Business

1. Incumbent Workers

Goal 3: Support the current economic base and promote future business growth through the development of a well-trained workforce.

Rapidly shifting technological practices and a globally competitive economy create significant job dislocations and the

need to upgrade skills even for those currently employed.

In the healthcare industry sector, personnel shortages continue to persist throughout the region, as they do state and nationwide. Skill gaps continue to exist in the food processing and manufacturing industries as these sectors invest in new technology and restructure their workforce in order to remain competitive. The construction industry sector has an aging workforce and is just starting to rebound after the Great Recession. Central Washington is uniquely positioned to develop new and renewable energy sources. The local workforce system must be ready to respond with employment and training programs that will prepare existing and new workers with the skill sets needed for emerging industries.

These seven key industry sectors, *agriculture, manufacturing, energy, warehousing/distribution, healthcare, professional business services and distribution*, face worker shortages and skill gaps that will be alleviated only by efforts toward retraining workers, restructuring processes, and developing new approaches to meet the challenges within the industry. It is for this reason that the Council will seek guidance from Skill Panels for key industries and will continually seek funds to support incumbent worker training.

Resources to support incumbent worker training are extremely limited, which creates a serious gap in workforce systems to meet the needs of business. While there is some funding provided throughout the state for customized training and

through WIA I-B On-the-Job Training resources, there is far too little to meet the overall need and demand that exists for skills upgrade training for incumbent workers.

2. Engaging Employers

To stay focused on a market driven strategy for workforce development, the Council has formulated the Business Industry and Education Committee (BIEC). The committee provides oversight for special initiatives and project monies for industry clusters or special training initiatives. The BIEC performs a range of activities that include evaluating training needs of local businesses, reviewing and evaluation project goals and activities, and serving as a conduit to communicate workforce training needs between industry and the Council.

To ensure workforce training initiatives are current and relevant, the Council will utilize strategic linkages with employers, economic development organizations, chambers, industry trade associations, and other business groups. Such efforts will include identifying skill standards and industry-based certifications that are needed by business, obtaining guidance in the modification of existing or creation of new programs to help workers meet those standards, and developing industry based learning opportunities to allow workers to learn and apply knowledge in the workplace.

The Council will employ various strategies and opportunities to move workers quickly through training and become productive in the workplace. The range of activities can include on-the-job training, apprenticeships, cooperative education, and internships, among others. Past projects delivered by the Council have demonstrated willingness of employers to make workforce investments through donations of facilities, employee leave time, staff expertise as trainers, and even direct investments when they are included as full partners.

Skill Panels

The Council has organized and will continue to draw on the knowledge of the business community through industry skills panels that will take advantage of industry experts in the design, oversight, and implementation of special workforce projects and in the development of strategies to address skill gap issues in the particular industry sectors.

Agriculture/Food Processing Skills Panel: Launched through a federal Department of Labor grant, this initiative brings together state agencies, organized labor, Workforce Development Councils, community colleges, the U.S. Department of Labor, community based organizations, and many eastern Washington employers who work together to find solutions for closing a widening skills gap problem in the agriculture and food processing industry.

Healthcare Industry Sector Skills Panel: Established in 2003, this skills panel has remained focused on addressing health care worker shortages through a “*grow your own*” workforce strategy. The panel has made great strides in developing a strong strategic plan and building relationships among members. It has identified both short and long-term strategies to improve career awareness, increase the number of students and adults who are prepared to enter healthcare fields, increase capacity and affordability in local education and training programs, and enhance regional ability to recruit and retain specialty occupations. The South Central Healthcare Skills Panel and the Center of Excellence for Allied Health through Yakima Valley Community College have been active partners in addressing critical health care worker shortages in the South Central area.

Construction Industry Sector Skills Panel: Established in 2004, the Construction Skills Panel was awarded the highly successful Statewide Apprenticeship Training Project (SAT) locally referred to as the Tri-County Apprenticeship, Pre-Apprenticeship & Incumbent Training Project (TAPIT). It has provided guidance and oversight in the development of career ladders, curricula for customized training for incumbent workers, as well as new entrants into the industry, and identifying training needs, recommendations for the selection of training providers, and evaluation of the work accomplished. The panel includes members from Carpenters, Laborers, Painters, the Associated General Contractors (AGC) of Central Washington, AGC Education Foundation and the Yakama Nation Tribal Employment Rights Office (TERO). An outcome of the TAPIT project was a Native American lead mentoring program for the construction industry which has been touted as a promising practice. The panel also served as a springboard for the development of the Building Apprenticeship Training program at the Yakama Nation Housing Authority.

Manufacturing Industry Sector Skills Panel: Established in 2000 and similar to the other panels, its objectives are to determine industry skills gaps, establish focus groups to review, critique and develop new curriculum to meet current and future industry needs to avert layoffs, and provide opportunities for wage progression and promotion. Over the past decade this skills panel has been successful in acquiring WIA incentive dollars for incumbent worker training, operated Industries of the Future Skills Training (IFST), delivered a Manufacturing Skills Upgrade Project, offered Incumbent Worker Basic Skills training, and managed to produce 100 percent in private sector match for each program of activity. Other partnership efforts include projects with the Yakima County Development Association (New Vision), the local economic development organization, to train the manufacturing community owners, managers, supervisors, and production employees in *Lean Manufacturing*.

Energy (Renewable and Alternative): The South Central Energy Sector Initiative emerged from the need to expand alternative and renewable energy

sources. As a result of a grant from the State of Washington Workforce Training and Education Coordinating Board, the Council identified workforce needs for occupations in wind, solar and bio-mass clusters guided by an industry skills panel. The project identified middle skills jobs and training programs in the emerging renewable energy cluster in south central Washington State. The project culminated in a regional plan that detailed key companies within the sectors, and the clusters associated within the industry.

Other Sectors: Sectors are evaluated by the Council periodically. Additional sectors may be supported where new or existing industries emerge, while others may be deemphasized where employment and training needs are not an issue. Further, the Council may support other sector or cluster efforts carried out by local business partners such as local economic development organizations.

3. Public and Private Workforce Initiatives

Businesses are increasingly concerned about educational reforms and the quality of the labor force.

Economic growth in the Workforce Area will be increasingly constrained by the lack of a skilled workforce. Education levels and worker skills must be improved if businesses are to compete on a state, national and global level and if workers are to obtain jobs that provide occupational and economic growth.

In a time of increased demands on workers and declining resources we must find new and innovative ways to build human capital. This means new partnerships must be forged and existing relationships strengthened with educational agencies, state organizations, economic development agencies, labor organizations, chambers of commerce, and other business organizations.

Finally, local workforce programs must provide opportunities and solutions for all citizens of the community. This includes special populations such as veterans, the disabled, and the homeless. The linkages will take many different forms but must include:

- Using skills training as an incentive for economic development initiatives that will attract new businesses to the area and assist existing businesses to remain in the community, including training programs for incumbent workers to facilitate career growth and economic earnings.
- Working in partnership with the K-12 and post secondary education system to develop innovative programs and best practices that will train youth and adult workers for skills that match emerging job opportunities.
- Working with all community partners including state agencies and non-profit organizations that serve special populations.

The South Central Workforce Council has pursued and will continue to pursue new and innovative practices through special initiatives as resources are available. Examples of include:

Partnership with Yakima County Development Association (New Vision), Impact Washington and Department of Commerce (Yakima County) – Partnership to help train employees at GE Aviation to boost productivity to support the ramp up of the Boeing 787.

Community Partnership National Emergency Grant (Kittitas, Yakima, Klickitat & Skamania Counties) – Partnership to provide employment and training services to public sector workers laid off from state agencies and local government agencies.

State Energy Sector Partnership Training (Kittitas, Klickitat, Skamania, Benton, Columbia, Garfield, Lincoln, Walla Walla & Whitman Counties) – Partnership to provide "High Angle Rescue Certification Training" to emergency personnel and wind farm operators.

Aerospace Manufacturing Course (Yakima County) - Partnership with YVCC, YV Tech & WA Aerospace Training and Research Center (WATR) to deliver an aerospace manufacturing assembly course to dislocated workers, low income residents and veterans.

Direct Connect Training (Kittitas, Yakima, Klickitat & Skamania Counties) - National Emergency Grant for OJT's to jump start hiring for long term unemployed workers.

Columbia Gorge Aerospace (UAV) Cluster Training Project (Klickitat and Skamania Counties) Partnership between Klickitat Economic Development, Clark College and Department of Commerce to bring training for Insitu (drone manufacturer) and other supply chain companies.

Partnership with Yakima County Development Association (New Vision), Impact Washington and Department of Commerce (Yakima County) – CubCrafters is an aircraft manufacturer that produces both standard category and light sport aircraft (LSA). The partnership will bring training for employees to position the company to meet its expanding market demand.

Housing and Employment Navigator Program funded by a 2012 U.S. Department of Labor Workforce Innovations grant to expand, replicate and evaluate the Housing and Employment Navigator Program developed by Building Changes a Seattle-based nonprofit. The grant awarded to WorkForce Central (Pierce WDC) is carried out in partnership with the South Central and Northwest Workforce Development Council.

The goal of this program is to assist homeless families to obtain the employment, education and job training needed to establish a career path toward economic stability, while preventing a return to homelessness.

4. Meeting the Needs of Employers

Services to employers are provided in an integrated approach by One-Stop centers in the South Central Workforce Development area. This coordinated business service plan acts as a guide to leverage WorkSource partner resources to ensure integrated delivery of services to employers. The services available to employers include, but are not limited to, job listings, labor market information, applicant referral, and access to incumbent worker training when available.

Employer outreach and Rapid Response services are offered and provided collaboratively. Employer outreach and services are coordinated and marketed under the brand, WorkSource. This approach provides a consistent message to the employer community and, in return, ensures repeated use of services for the WorkSource partnership. Outreach is provided in a form in which key industries and occupations are targeted to cohesively and concurrently assist both the employer and the job seeker. This approach helps to keep a better ratio of job listing information to job seeker inventory.

Rapid Response services not only offer the employer information to assist during restructuring or closure, it also helps former employees of the business by giving them the information and tools to continue being employed, consider (re)training, receive unemployment insurance benefits, and/or find other local resources to adjust to their employment status.

E. Workers in Transition

1. Serving Special Need Populations

Goal 4: Improve access to and quality of workforce training and employment programs to meet existing and future business needs.

Many job seekers experience one or more barriers to employment. Although this makes finding or keeping a job more difficult, these obstacles

are not insurmountable. Some barriers, such as lack of transportation are temporary and easier to address than others.

Common Barriers to Employment include:

- Criminal record
- Disabilities
- Domestic violence
- Drug and/or alcohol abuse
- Lack of basic education and/or soft skills

- Housing issues/homelessness
- Limited English proficiency
- Long-term welfare recipient
- Mental illness
- Age
- Long-term unemployment

Effective employment programs take special care when serving individuals facing these barriers and often draw on a number of population-specific strategies in providing individualized service. There are many ways in which programs address population-specific needs. For some groups, linking with specialized support services such as child care or mental health care is important. For some it may be leadership development or help in building confidence. For others it may mean turning a prior experience into a skill or asset, such as time in the military or training while incarcerated.

People with Disabilities

According to the United States Census Bureau *2009-2011 American Community Survey 3-Year Estimates* published in 2011, Yakima County had a population of 30,986 people with a disability. Kittitas and Klickitat showed populations of 4,919 and 4,090 individuals with disability, respectively. The disability population in Skamania was suppressed. The total for the Council was 39,995 or 13.1% percent of the total population. This rate is 10 percent higher than the State at 12.1 percent. Of this group, 20,218 people, or 7 percent of the total population, are between the ages of 18 and 64, which represent a portion of working age adults and an untapped sector of the workforce. Although many individuals within this population are in need of training and specialized job development, recent advances in adaptive equipment and assistive technology, as well as an increasing interest and willingness by businesses to work with and hire people with disabilities, have created an increased level of opportunity for individuals to enter into the mainstream labor force.

Every effort is made to accommodate all individuals within WorkSource Centers, regardless of disability or need trained. Placement Specialists are available at the primary access points to the WorkSource system and are equipped to provide assistive technology. Systems include:

- TTY/TDD machines or Washington Relay Service – to assist customers who have hearing impairments.
- Zoom computer software – to assist customers with visual impairments.
- Dragon Speak software – for customers with physical impairments.
- Adjustable and/or stand up workstations – for customers with physical impairments.
- Language identification tools (i.e. I SPEAK cards) and Universal Translation Service – for LEP customers.

Based on individual needs and where capacity within the Center exist, special populations will receive intensive services such as one-on-one employment

counseling, job development, referral, training assistance, and partner or community-offered services. Where applicable the WorkSource System will help this population access the specialized services through the State of Washington Division of Vocational Rehabilitation, Services to the Blind, County Developmental Disability Programs, Labor and Industry Disability Programs, Goodwill, and other local organizations serving the disabled population. Disabled participants will be encouraged to pursue assistive programs where available. This includes, but is not limited to, Ticket-to-Work, Employment Network (statewide), on-line self-assessment (for those receiving CSD cash grants), and where appropriate will draw on the Governor's Committee on Disability and Employment (GCDE) which provides an information clearinghouse for use by WorkSource partner staff, job seekers with disabilities, and employers.

2. Apprenticeship

In recent years, the South Central area has experienced a severe shortage of qualified applicants for available apprenticeship openings. While there is an adequate supply of workers who are interested in accessing apprenticeship opportunities, the vast majority are not able to meet the minimum requirements for entry into such programs due to low basic skills levels. The local labor organizations all report shortages of available qualified applicants, and the only immediate remedy is to raise the skill level of the current labor pool through education and training.

3. Outreach to Veterans and Eligible Spouses

According to the Bureau of Labor Statistics obtained from Current Population Survey (CPS) data, Gulf War II Veterans, those who served in Iraq and Afghanistan experienced an unemployment rate of 10.9 percent. As troops are withdrawn from the Middle East, more than a million men and women are projected to leave the military by 2016. According to a February 2013 Reuters Article, returning veterans looking for work are often hampered by clear transferable skills from the military to the civilian labor force. The article further cites that the physical and psychological effects of warfare create even larger barriers for veterans returning to work. Given the sacrifices made by these individuals to serve their country, the South Central Workforce Council shall maintain a high priority of service to help the returning military find meaningful employment with livable wages.

The Jobs for Veterans Act enacted into law on November 7, 2002 made a number of amendments to assist veterans with access to services within WorkSource Centers, provide information on Department of Labor employment and training programs, and establish a priority of service requirement for each veteran and his/her spouse who are determined eligible for WIA services. Priority of Services is offered for all of South Central area's DOL-funded programs. Veterans and eligible spouses are informed of the Priority of Services

policy by WorkSource front desk staff and during WIA registration. Information is also available at the website, Go2WorkSource.com. Outreach to veterans is enhanced through:

- Contacting veterans with military claims
- Gold Card Initiative
- Veteran job fairs and stand downs
- Presentations at regular UI and EUC orientations
- Advertising veterans preference in all communications
- Providing targeted on-the-job training (OJT) services for veterans
- Coordinating with Employment Security veteran representatives to cross-refer and leverage resources
- Working closely with veteran liaisons at area colleges and universities

In addition to working with ES veteran reps, staff discusses veteran's priority at UI orientations when they provide information about WIA programs. This practice has shown some recent successful recruitment of veterans in the Columbia Gorge.

Local veteran program staff, in coordination with partners, will provide delivery of veteran services to all eligible veterans. Special assistance and focus will be provided to those veterans who are economically disadvantaged, homeless, or recently discharged (including National Guard), those with service-connected disabilities, and those who have participated in operations Enduring Freedom and Iraqi Freedom and the Global War on Terrorism.

Front-end services ensure that all customers entering the WorkSource offices are asked about their veteran or eligible spouse status and are then informed of their right to priority for employment and training services.

Staff will conduct outreach activities to employers, veterans, and eligible persons not currently accessing the system. Case management services will be provided to all Title 38 referrals needing such services. The needs of multiple-barrier veterans and recently separated veterans with military occupational specialties that do not readily transfer to the civilian workforce are managed on a case-by-case basis. Specific preferences are provided to these customer groups in the areas of applicant registration, selection and referral to job openings, and other core services.

Services may include a combination of self-service, facilitated self-service, group services, and/or referral to supportive services. Local Veteran's Employment Representatives (LVER) and Disabled Veteran's Outreach Program (DVOP) staff will case manage those veterans with severe barriers to employment who are in need of intensive one-on-one services. This is done regardless of the agency or program affiliation. In addition, LVER and DVOP will act as liaisons to ensure

that other WorkSource staff are aware of the particular needs and priorities of veterans.

F. One-Stop/WorkSource System

1. Coordination of Wagner-Peyser and WIA I-B Programs

Our WDA's WIA adult services program staff is connected to an integrated service delivery system through our WorkSource offices in the four-county area. WIA adult service program staff are located in each WorkSource center and proactively recruit program candidates.

The first exposure to the availability of WIA services occurs in the front-end component of the WorkSource customer flow process. Front-end staff quickly assesses a customer's needs based on their employment status to determine basic eligibility. Experienced WorkSource staff who provide desk-side services to customers receiving services under Wagner-Peyser, provide a next level of assessment, determine eligibility for WIA adult services, and quickly refer customers to the service provider. Customers who are identified as older workers and individuals with disabilities are provided with the array of services available at WorkSource and encouraged to participate in more intensive training provided by the WIA adult service contractor.

A coordinated approach is taken to conduct outreach to all customers. All customers attending WorkSource orientations, workshops, and other events are provided with information about WIA adult services. In many cases, a WIA adult service program staff member is available to conduct the presentation and schedule appointments the day of the event. Unemployment insurance orientations take place at least twice a week. Unemployed workers who are receiving unemployment insurance benefits, are limited English proficient, or are migrant seasonal farm workers are encouraged to consider participating in the WIA adult program.

Our local Workforce area coordinates Dislocated Worker program services through the four Career Development Centers, and three affiliates coordinate their services throughout our four-county region. Core and intensive services are delivered within the WorkSource service delivery process. If a customer continues into the program, training services are provided by the program contractor.

The process to review a customer's needs begins with the front-end services and ensures that all customers receiving UI benefits and/or are dislocated workers will have access to universal services. Through front-end services, each customer is assessed when he/she signs up for WorkSource for services.

Core services are delivered through a seamless system and designed to meet the unique needs of all customers. The core services provided by Wagner-Peyser staff

will conduct an initial assessment which determines the customer's priority for employment and training services and employability potential. Those interested in additional training and support services are referred by staff or can self-refer to the Dislocated Worker program. That determination of need is the direct connection to attain access to program services. The program operator will determine their eligibility, and they may continue on to intensive and training services within the WorkSource programs.

The WorkSource offices have multiple programs that co-enroll customers to maximize resources or do a direct referral to the program that will best serve their needs. The programs that best fit co-enrollment for the Dislocated Worker Program are Veterans, Trade Adjustment Assistance, Unemployment Claimants, worker retraining, and other WIA Programs.

We strive to coordinate service to businesses. An event that requires multiple agency support may occur when a company is downsizing or closing. In this situation, we respond to worker's needs through a local initiative to conduct a Rapid Response orientation. This orientation has a number of provider representatives present including: Dislocated Worker, Post secondary, Unemployment Service, WorkSource, and labor when deemed necessary. The Rapid Response process assists the employer and employee to find employment and training or rapid re-employment services.

All partners in the WorkSource system utilize the same database (SKIES) in order for us to have the continuity to deliver multiple services to one client. As we each input the customer information, each approved staff member can see the coordination of services and enhance the customer's experience through multi-agency cooperation.

The South Central Workforce Area has taken a collaborated approach to providing service to businesses. The partners have developed a coordinated local business services plan that is approved by the Board and agreed to by all the partners to reflect the pool of local job seekers, economic changes, and priorities.

An integrated business services team has been established that consists of representatives from each of the area's partner agencies. All business service representatives will represent themselves and WorkSource business services, using the same WorkSource identity, and materials and selling *WorkSource services* rather than *individual agency* services. Business services will be coordinated with the business service team to insure that information flows to employers in a timely fashion. Partner's business service members will be oriented to the local business service plan to adequately prepare them with knowledge of existing and new programs. This orientation will also provide them with a repertoire of tools to market services to chambers, industry organizations, business groups, and individual employers. Basic business services provided to employers include:

- Labor Market Information – This comprises occupational descriptions, job and industry growth patterns, economic trends and forecasts, wage and benefit

information, skill standards, labor force information, and population and demographic information.

- Job listings – Employers can list job openings according to their business needs.
- Applicant Referral – WorkSource refers qualified job seekers to employers based on business requirements.
- Business Assessment – WorkSource staff listen to an employer’s business needs and offer services, options, and solutions.
- Access to Employee Training & Re-Training – These services include skills enhancement, skills assessment, basic skills, English as a second language, on-the-job training, apprenticeships, customized or other employer based training, employers training incentives, and community and technical colleges.
- Business Assistance Information and Referral – WorkSource can direct to or assist with business registration, business retention, creation or expansion, employment laws, fair labor practices, interpretive services for recruitment and hiring, employee retention, unemployment insurance information, tax information, tax incentives and tax credit information, and referral to local business resources.
- Comprehensive Website – www.Go2WorkSource.com.
- Business Restructuring or Closures Information and Referral – WorkSource provides assistance with services to avoid layoffs, services to avoid closures, major layoffs and plant closures, Worker Adjustment Re-Training Notification Act (WARN) requirements, and re-employment services.
- Access to Facilities – Professional recruitment and interviewing environment, computers, internet connections and staff assistance are offered as basic business services.

2. American Job Center Network (AJC) Branding

Our area’s ESD operated WorkSource Centers use marketing tools developed by ESD and its Communications division. All of the tools such as flyers, posters, and electronic messages include the tag line American Job Center Network (AJC). No marketing materials are created locally, but if needed, materials would be created to include the AJC tag line.

The People For People operated WorkSource Center (Kittitas) has also included the AJC logo on printed brochures and front desk signage.

**SECTION IV
LOCAL AREA PROFILE AND WIA SERVICE PROVIDERS**

WDA #: 9

Local Area Profile

This section of the Local Integrated Workforce Plan is comprised of a form that must be completed and submitted as part of the Plan.

Workforce Development Area: South Central Workforce Council

County or Counties Served: Kittitas, Klickitat, Skamania and Yakima

Fiscal Agent/Entity Responsible for the disbursement of grant funds: South Central Workforce Council

- Local One-Stop System
 - I. List One-Stop(s) and affiliate site(s). If you have a documented plan that will result in the addition or subtraction of a one-stop or an affiliate site during the course of this plan period, please describe those planned changes.

(Note: Current full career and affiliate sites will be under review by the South Central Workforce Council for recertification given reduction in resources).

One-Stop Centers, Affiliates, and Operators

Yakima County	WorkSource Yakima 306 Division Yakima, WA 98901	Employment Security Department
	WorkSource Sunnyside 1925 Morgan Road Sunnyside, WA 98944	Employment Security Department
	WorkSource Toppenish Affiliate 706 Rentschler Lane Toppenish, WA 98948	Yakima Valley Farm Workers Clinic
Kittitas County	WorkSource Kittitas County 309 East Mountainview Ave., Sts 1-7	People For People

	Ellensburg, WA 98926	
Klickitat County	WorkSource Columbia Gorge 107 W. Jewett Blvd. White Salmon, WA 98672	Employment Security Department
	WorkSource Goldendale Affiliate 116 E. Main Street Goldendale, WA 98620	Employment Security Department
Skamania County	WorkSource Stevenson Affiliate 704 SW rock Creek Drive Stevenson, WA 98648	Employment Security Department

II. List Operator(s) for each One-Stop. If the Operator is a partnership, list all entities in the partnership.

WORKSOURCE PARTNER ORGANIZATIONS (MOU)

- Clark College
- EnTrust Community Services
- Fort Simcoe Job Corps Center
- Goodwill Industries / Yakima Work Opportunities Center
- OIC of Washington
- People For People / WorkSource Kittitas County
- Perry Technical Institute
- South Central Consortium
- South Central Dislocated Worker Program
- South Central Workforce Council
- Washington State DSHS Community Services Region 2
- Washington State DSHS Community Services Region 6
- Washington State DSHS Division of Vocational Rehabilitation
- Washington State ESD – South Central Workforce Area
- Yakama Nation
- Yakima Valley Community College
- Yakima Valley Farm Workers Clinic / NCAC / WorkSource Toppenish Affiliate
- Yakima Specialties

WIA Service Providers
(Include WDC if applicable)

Dislocated Worker Program	Indicate service(s) provided by each		
Service Provider	Core	Intensive	Training
SCWDC Dislocated Worker Unit – Yakima County	X	X	X
People for People – Kittitas County	X	X	X
People for People - Klickitat & Skamania Counties	X	X	X
Adult Program	Indicate service(s) provided by each		
Service Provider	Core	Intensive	Training
People for People – Yakima County	X	X	X
People for People – Kittitas County	X	X	X
People for People - Klickitat & Skamania Counties	X	X	X
Youth Program	Indicate service(s) provided by each		
Service Provider	Core	Intensive	Training
Yakima Valley Farm Workers Clinic/NCAC – Lower Yakima County (Toppenish, Sunnyside)	X	X	X
OIC of Washington – Upper Yakima County	X	X	X
OIC of Washington – Kittitas County	X	X	X
People for People - Klickitat & Skamania Counties	X	X	X

ADMINISTRATION AND FISCAL RESPONSIBILITIES

A. South Central Consortium

The *South Central Consortium* is comprised of Kittitas, Klickitat, Skamania and Yakima Counties that form Workforce Development Area IX, pursuant to the Governor's approval dated July 1, 2006, to provide workforce investment activities. The Consortium is organized under the Interlocal Cooperation Act of 1967, Chapter 39.34, RCW, which permits local governmental units to cooperate and to provide services and facilities in a manner which will best address the geographic, economic, demographic, and other factors influencing the development of local communities.

B. The South Central Workforce Council

In 2006, the Consortium approved a plan for the Council to form a nonprofit and 501(c)(3) entity for the purpose of administering WIA and other programs and to allow the Council to receive tax-exempt funds from sources other than the federal government. The entity became operational assuming all administrative and fiscal functions on July 1, 2007.

The Council is composed of a 27 member Board of Directors with a business majority and individuals that represent public and government organizations as specified in the WIA and as prescribed by the Washington State Workforce Investment Board under alternative entity status. The following subcommittees of the Council have been established as a mechanism to carry out work of the Council that requires greater focus, in-depth participation, time commitments, and inclusion of partners and stakeholders in the process, where appropriate.

- ◆ *Executive Committee* exercises general supervision of the affairs of the Board of Directors between its regular meetings and performs such other duties as may be specified in the Bylaws. It is comprised of the Chair, Vice-Chair, Treasurer, and six (6) members of the Board of Directors. The Executive Committee meets monthly between the quarterly Board of Director's meetings to conduct the regular business of the full Council.
- ◆ *Finance Committee* serves on behalf of the Board to regularly and routinely review the financial and related matters of the Council.
- ◆ *WorkSource Oversight Committee* comprised of all participating partners of the WorkSource system advises the Council on matters relating to system and policy planning and development regarding the local WorkSource system.
- ◆ *Planning Committee* is responsible for overseeing the procurement of service providers, policy development, planning, and other special events and activities.
- ◆ *Education, Business, and Industry Committee* is responsible to oversee business services, industry skill panels, and incumbent worker or other employer driven training.

- ◆ *Outreach and Advocacy Committee* manages activities related to the communication of Board and program information to elected officials, partners and community.
- ◆ *Board Development Committee* manages activities related to the recruitment of Board members and the development and training of the Council structure in the performance of their duties.
- ◆ *Ad hoc, standing or special* committees are commissioned from time to time as deemed necessary to carry out special work on the behalf of the Council.

The Council structure includes a *Youth Council* pursuant Section 117 of Public Law 105-220--Aug. 7, 1998 Workforce Investment Act, and in federal rules and regulations (20 CFR Part 652) developed to implement the Workforce Investment Act; and pursuant to the details in Addendum A. The Youth Council is charged with overseeing matters related to youth activities and facilitates the sharing of information among workforce development programs serving youth in the local area.

C. Designation of the South Central Workforce Council as the Fiscal Agent

In accordance with Section 117(d) (3) (B) of the WIA and in accordance with the Interlocal Cooperation Act of 1967 (Chapter 39.34, Revised Code of Washington), the Consortium has designated the Council as the local grant sub-recipient and local fiscal agent. The Council performs all of the functions assigned by the WIA to the local grant sub-recipient and local fiscal agent.

D. Service Delivery

The South Central Workforce Council carries out all provision of core and intensive services through the One-Stop system, except as prescribed in WIA Section 117 through competitively procured contracts with local and state organizations. For Yakima County, the Council provides core and intensive services for dislocated workers under provision Section 117 (f) of the Workforce Investment Act. The South Central Workforce Council strategic plan shall serve as the agreement by which the local elected officials and the Council to carry out these services now and in the future as authorized by the Governor's approval of this plan. The Council reserves the prerogative to pursue the delivery of intensive and core services under Section 117(f) of WIA where providing service is found to be more cost effective and services are enhanced to the eligible residents of the local area.

Local Certification

WDA #: 9

This 2013-2017 Local Integrated Workforce Plan is submitted in accordance with the provisions of the Workforce Investment Act Title I-B and plan development guidelines adopted by the State Workforce Board on November 15, 2012.

The South Central Workforce Council certifies that it complies with all required components of the Workforce Investment Act Title I-B its regulations, written U.S. Department of Labor guidance implementing the laws, and all other applicable federal and state laws, regulations, policies, and guidance. The Council also assures that it will exercise oversight over Wagner-Peyser Act activities delivered as part of the One-Stop system.

Please customize this signature page to accommodate your CLEO structure; e.g., local areas requiring more than one CLEO signature.



Chief Local Elected Official

5/23/13

Date



Workforce Development Council Chair

5/24/13

Date

PERFORMANCE ACCOUNTABILITY

- A. South Central WDA Performance System** - The Council and WorkSource partners are dedicated to the delivery of quality services in Kittitas, Klickitat, Skamania, and Yakima Counties. To achieve high levels of performance the Council recognizes the need for clearly defined measures that identify the system's progress and areas needing improvement. In development of local accountability measures, care was taken to consider the unique characteristics of the local area that directly influence performance outcomes.

The South Central Workforce System understands the importance of focusing on customers of the system, both job seekers and the business community. In oversight of the local WorkSource system, the WorkSource Operators use continuous quality improvement models and obtain customer feedback for improving core, intensive, and training services, identifying service gaps, and developing strategies to eliminate or resolve issues.

- B. Data Collection and Reporting** - To track local performance indicators the Council employs automated tracking systems and reports information that is consistent with federal and state requirements. The Services, Knowledge, Information, Exchange System (SKIES) which is a comprehensive database system that interfaces with many other state agency data sources, provides timely and accurate information about the services and needs of our customers. SKIES supports the delivery of services across multiple programs by providing universal access to employment and training services in a WorkSource location. The WIA providers and other WorkSource partners enter core, intensive, training, and follow up services into SKIES according to state and local policy. The primary functions of SKIES are program management information, performance information, labor exchange activities, and case management (plan and track customer services and needs).

The South Central Workforce Council is highly engaged in reviewing performance information for quality improvement in day-to-day operations. For WorkSource, Local System Dash Board reports generated by Employment Security Department (ESD) are provided to program operators and system partners. The report provides at-a-glance indicators for a range of services that include self-service, staff assisted, core, intensive, and training services. The report also compares participant, employer, and job order services from the current quarter to the previous year.

Council staff will also review quarterly reports from the Workforce Training and Education Coordinating Board on state core measures. Staff will evaluate the reports and assess progress toward quarterly and annual goals. Where performance is lagging, Council staff will meet with service providers to develop strategies for improvement and to correct deficiencies.

The Council firmly believes that good performance is a primary cornerstone of a credible system. To ensure the local workforce system is achieving acceptable levels the Council, at a minimum, requires WIA I-B contractors and WorkSource Operators to provide performance reports on a quarterly basis. Reports cover those core indicators required and made available by the State, as well as specific goals and performance outcomes tracked locally by the

Council and contractors. As the Council deems necessary, local or state evaluative data such as employer or participant surveys are used as a supplement to assess the local workforce system.

C. Provider Eligibility - Procuring quality service providers is key to meeting and/or exceeding performance goals. The Council contracts with community based organizations and other entities to deliver the majority of WIA I-B services. The selection of service providers is based on a procurement procedure that complies with federal, state, and local procurement processes. The criteria for selection include:

- Business and organizational experience
- Fiscal accountability
- Price and reasonableness of cost
- Outcomes and program design
- Experience and qualifications of staff
- Technology capability
- Past performance
- Audit and monitoring reports
- Characteristics of participants
- Quality of training

The South Central geographical area is large and widespread, with many small communities located throughout the region and distanced from major population centers. For residents of rural communities, technical schools, trade schools, and four-year and community colleges are not readily available and accessible. In a time when the work place is frequently changing and jobs continually call for new and updated skills, employers often require specialized training programs that are not available through local training institutions.

When a training provider develops programs to address these needs and seeks WIA funding or the use of WIA Individualized Training Accounts, the training provider is required to make application to the Council for review and approval and for inclusion on the Washington State Eligible Training Provider List (ETPL). The Workforce Training and Education Coordinating Board reviews the ETPL annually. The criteria for approval include:

- Review of course content for appropriateness of skills needed in the local labor market.
- Review of instructional staff to ensure instructors are qualified to deliver the training.
- Review of tuition and fees to ensure that costs are reasonable.
- Review of the organization's past performance.
- Other criteria required by the Workforce Training and Education Coordinating Board (WTECB).

D. Performance and Interventions - Performance information is utilized for ongoing review and adjustment of the system, as well as for strategic planning and program design. Current system requirements measure performance through the use of Common Measure Standards

as defined by ESD's Training and Employment Guidance Letter (TEGL) 17-05. Additional system performance measurements are set by WTECB, ESD, and the local Council.

Much of the data that is required to measure performance is delayed in the gathering and not timely for use in continuous quality improvement, but is better used for final analysis of overall system effectiveness. Real time data is difficult to acquire, challenging local offices to create proxy measurements in order to gauge system effectiveness. The Council is able to utilize data from a wide variety of information systems and uses all of this data to analyze the effectiveness of the system. The Council collaborates with the Employment Security Department in the active review of GMAP reports that are focused on improving the results of the state agency outcomes.

The South Central Workforce Council has consistently met or exceeded federal and state performance requirements since the inception of WIA. This is a product of actively reviewing performance information from contractor and state reports. Program performance is reviewed with providers on a monthly basis to assess progress. Where deficiencies arise, local management staff will meet with providers to identify issues and to form solutions. If provider performance is of a significant nature, the Council will ask for formal corrective action plans which will be monitored until deficiencies are corrected. The system is highly interactive and monitors each program participant's progress toward state and federal measures. When necessary, State will work individually with participants to modify plans, resolve issues that are affecting training success or actively re-engage participants in job search if placement fails.

Additionally, South Central WDC follows up with the individual programs via technical assistance and then continues by quarterly review and evaluation. Committed to partnership, the WDC will coordinate and facilitate meetings, provide detailed reports, and be available for one-on-one discussion for performance improvement on a quarterly basis.

In the delivery of WIA I-B services through subcontractors, the Council reviews performance to monitor progress against federal and state core measures, as well as against those individual measures proposed and negotiated with the bidder. For each contract, the Council sets monthly and/or quarterly benchmarks and a range for benchmark performance. In the event a contractor falls below the tolerances set by the Council, administrative staff will review the performance deficiencies to determine the appropriate action necessary for correction. If the findings are non-significant in nature, staff will inform the organization of the problem in writing and request a written response that details the actions that will be taken and timelines for correcting deficiencies. Should problems continue to exist or where the issues identified are substantial and significant, the Council, at its discretion, shall institute any one or a combination of the following actions:

- Sanctions
- Contract suspension
- De-obligation of funds
- Contract termination

On an annual basis the South Central Workforce Council holds a retreat to assess progress toward its strategic plan and to evaluate year-end success of the programs. Specific information used by the Council is the year-end Annual Report on the Workforce Investment Act Title I-B to the US Department of Labor that details how the local programs fared on federal common measures and state measures for the previous program year. The Council uses this report to determine the effectiveness of programs and where deficiencies exist to re-evaluate strategies or program design for improvement.

The Council has historically recognized good performance of service providers in the system and will continue this practice whenever incentives are available. Incentives are provided to sub-recipients when the Council has reached performance benchmarks set by the State that result in incentives to the local area, and when the sub-recipient performance has, at the end of their contract period, met or exceeded the goals of their contract. Incentive funds are prorated to contractors of the system based on the proportionate share of services provided through their subcontract.

Performance-based interventions are consistent and comply with the Washington State Workforce Training and Education Coordinating Board Plan and subsequent policy.

- E. Federal and State Performance Measures** - The Department of Labor implemented a performance accountability system called Common Measures. The Common Measures create a single comprehensive system approach to promote service integration, establish uniform performance accountability, enhance program effectiveness, and measure success of the workforce development system. The Department sets the parameters as to what cohort, records, timeframes, and other information will be used in the calculation of performance under the Common Measures for WIA, Wagner Peyser, Veterans Employment and Training Service, Trade Adjustment Assistance, and WorkFirst Employment Services programs. The Council will continue to adhere to and support all federal and state policy as it relates to the Common Measures.

WIA Federal Performance: The following sections describe the methodologies and targets for federal performance for the WIA I-B Youth, Adult, and Dislocated Worker Programs.

Participant and Employer Satisfaction Measure for Youth, Adult, and Dislocated Worker Programs: WIA I-B participants who have exited from the Youth, Adult, or Dislocated Worker programs are eligible to be selected for inclusion in a random sample. Participants are asked three questions regarding their overall satisfaction with the services that they have received.

Employers who have received a substantial service are also eligible to be selected for inclusion in the random sample. Employers are also asked three questions regarding overall satisfaction with the services that they have received.

Federal Satisfaction Targets for WIA Youth, Adult, and Dislocated Worker Programs:

	Employer Satisfaction*	Participant Satisfaction*
Year 13	Pending	Pending

*The weighted average ratings on each of the three questions regarding overall satisfaction reported on a 0-100 scale.

Common Measures for Youth - The methodology for calculating the Common Measures for the Youth program is as follows:

Placement in Employment or Education: Of those who are not in post-secondary education, employment, or military at the date of participation - The number of participants who are employed, in the military, enrolled in post-secondary education, and/or advanced training/occupational skills training in the first quarter after exit divided by the number of participants who exit during the quarter.

Attainment of a Degree or Certificate: Of those enrolled in education (at the date of participation or at any point during the program) - the number of participants who attain a diploma, GED, or certificate by the end of the third quarter, after the exit quarter, divided by the number of participants who exit during the quarter.

Literacy and Numeracy Gains: Of those out-of-school youth who are basic skills deficient - the number of participants who increase one or more educational functioning levels, divided by the number of participants who have completed a year in the program (i.e., one year from the date of first youth program service), plus the number of participants who exit before completing a year in the youth program.

Youth Federal Targets for Performance Year 13

	Youth Placement in Employment or Education	Youth Attainment of a Degree or Certificate	Youth Literacy and Numeracy Gains
Year 13	Pending	Pending	Pending

Common Measures for Adult and Dislocated Worker - The methodology for calculating the Common Measures for the Adult and Dislocated Worker programs are as follows:

Entered Employment: Of those who are not employed at the date of participation - the number of performance participants who are employed in the first quarter, after the exit quarter, divided by the number of performance participants who exit during the quarter.

Employment Retention: Of those who are employed in the first quarter after exit - the number of program performance participants who are employed in both the second and third quarters, after the exit quarter, divided by the number of performance participants who exit during the quarter. This measure includes only those Adults and Dislocated Workers who were not are employed in the first quarter after the exit quarter (regardless of their employment status at participation).

Average Earnings: Of those program performance participants who are employed in the first, second, and third quarters after the exit quarter: Total earnings in the second quarter, plus total earnings in the third quarter after the exit quarter, divided by the number of program performance participants who exit during the quarter. Participants not employed in the first quarter after exit are excluded from this measure.

Adult Federal Targets for Performance Year 13

	Adult Entered Employment	Adult Employment Retention	Adult Average Earnings
Year 13	Pending	Pending	Pending

Dislocated Worker Federal Targets for Performance Year 13

	Dislocated Worker Entered Employment	Dislocated Worker Employment Retention	Dislocated Worker Average Earnings
Year 13	Pending	Pending	Pending

Washington State Core Measures - In addition to the Federal Common Measures, the State of Washington sets targets for its Core Measures performance. The following sections describe the methodologies and targets for state performance for the WIA I-B Youth, Adult, and Dislocated Worker Programs:

Employer Satisfaction (all WIA participants) – Percentage of employers who reported satisfaction with new employees who were program completers as evidenced by survey responses to the biennial survey conducted by the Workforce Board.

Participant Satisfaction (all WIA participants) – Percentage of former participants who reported satisfaction with the program as evidenced by survey responses six to nine months after leaving the program.

State Customer Satisfaction

	Employer Satisfaction	Participant Satisfaction
Year 13	Pending	Pending

State Core Measures for Youth

Employment or Further Education – Percentage of former participants who are employed, in the military, or enrolled in education or training during the third quarter after the program.

Earnings – Median annualized earnings of former participants during the third quarter after leaving the program. Only former participants not enrolled in further education are counted for this indicator.

Skills – Percentage of participants who obtained an appropriate credential.

State Youth Targets for Performance Year 13

	Youth Employment or Further Education	Youth Earnings	Youth Skills
Year 13	Pending	Pending	Pending

State Core Measures for Adults and Dislocated Workers

Employment – Percentage of former participants who are employed during the third quarter after the program. Only former participants not enrolled in further education are counted for this indicator.

Earnings – Median annualized earnings of former participants during the third quarter after leaving the program. Only former participants not enrolled in further education are counted for this indicator.

Skills – Percentage of participants who obtained an appropriate credential.

State Adult Targets for Performance Year 13

	Adult Employment	Adult Earnings	Adult Skills
Year 13	Pending	Pending	Pending

State Dislocated Worker Targets for Performance Year 13

	Dislocated Worker Employment	Dislocated Worker Earnings	Dislocated Worker Skills
Year 13	Pending	Pending	Pending

Performance Years 14 through 17 – Performance targets are negotiated annually between the State and the local area. During the five-year period in which this plan is in effect, any and all targets negotiated and made final will be included as part of this Integrated Plan.

2013-2017 WIA Title I-B and WorkSource System Assurances

Planning Process and Public Comment		References
<input checked="" type="checkbox"/>	1. The local board has processes and timelines, consistent with WIA Section 118(c)(2) to obtain input into the development of the Local Plan and to give opportunity for comment by representatives of local elected officials, local workforce investment boards, businesses, labor organizations, other primary stakeholders, and the general public for a 30-day period.	WIA Sections 118(b)(7), 118(c)(1), 118(c)(2); 20 CFR 661.345(b)
<input checked="" type="checkbox"/>	2. The local board afforded entities responsible for planning or administering programs and activities covered in the Local Plan opportunities to review and comment on the draft plan.	WIA Sections 118(b)(7), 118(c)(1), 118(c)(2); 20 CFR 661.345(b)
<input checked="" type="checkbox"/>	3. The final local plan is available and accessible to the general public.	20 CFR 661.345(b)(1)
<input checked="" type="checkbox"/>	4. The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIA Section 117(e); 20 CFR 661.307
Required Policies and Procedures		References
<input checked="" type="checkbox"/>	5. The local board makes publicly-available any local requirements for the public workforce system, such as policies, including policies for the use of WIA Title I funds.	WIA Section 118(b)(10); 20 CFR 665.350(a)(13)
<input checked="" type="checkbox"/>	6. The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent, and provides for the resolution of conflicts.	WIA Sections 112(b)(13), 111(f), 117(g); WIA Policy 3420 Revision 1
<input checked="" type="checkbox"/>	7. The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area, and has provided the State with the latest versions of its memoranda of understanding.	WIA Section 121(c), 134(d)(2); 20 CFR 661.120(b), 661.350, 662.310(b)(c), WorkSource System Policy 1013
<input checked="" type="checkbox"/>	8. The local board has written policy or procedures that ensure one-stop operator agreements are reviewed and updated at least every two years.	WIA Section 118(b)(10); WorkSource System Policy 1008 Revision 1
<input checked="" type="checkbox"/>	9. The local board has negotiated and reached agreement on local performance measures with the chief elected official and the governor.	WIA Sections 117(d)(5), 118(b)(3); 20 CFR 665.301(5)
<input checked="" type="checkbox"/>	10. The local board has procurement policies and procedures for selecting one-stop operators, awarding contracts under WIA Title I-B Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under Title I-B in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIA.	WIA Sections 121(d)(2) (A), 123; 20 CFR 662.410; 20 CFR 663.430; 20.CFR 661.310; WIA Policy 3405
<input checked="" type="checkbox"/>	11. The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIA Title I-B individual training accounts and to train dislocated workers receiving additional unemployment insurance benefits via the state's Training Benefits Program.	WIA Sections 117(d)(2)(c), 118(b)(2)(A), 122; 20 CFR 663.350(a)(3)(i), 663.500-590; WIA Policy 3635
<input checked="" type="checkbox"/>	12. The local board has written procedures for resolving grievances and complaints alleging violations of WIA Title I regulations, grants, or other agreements under WIA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.	WIA Section 188; 20 CFR 667.600; WIA Policy 3440, Revision 1; WIA Policy 3445; WIA Policy 3450 Revision 1; WorkSource System Policy 1012
<input checked="" type="checkbox"/>	13. The local board has assurances from its one-stop operator that all one-stop	WorkSource System Policy 1010 Revision

	centers and, as applicable, affiliate sites have front-end services consistent with the state's integrated front-end service policy and their local plan.	1
☒	14. The local board has established at least one comprehensive, full-service one-stop center and has a written process for the Chief Local Elected Official and local board to determine that the center conforms to the definition therein.	WIA Section 134(a)(2); 20 CFR 662.100
☒	15. The local board provides to employers the basic business services outlined in WorkSource System Policy 1014.	WorkSource System Policy 1014
☒	16. The local board has written processes or procedures and has identified standard assessment objectives and resources to be used to support service delivery strategies at one-stop centers and, as applicable, affiliate sites.	WorkSource System Policies 1016 and 1011; WIA Policy 3685; WIA Title II, SBCTC State Assessment Policy
☒	17. The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.	WIA Section 188; 29 CFR 37.42
☒	18. The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partnership development, and numeric goals.	WIA Section 188; 29 CFR 37.42
☒	19. The local board complies with the nondiscrimination provisions of Section 188, and assures that Methods of Administration were developed and implemented.	WIA Section 188; 29 CFR 37.54(a)(1); WIA Policy 3445 and 3450 Revision 1
☒	20. The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.	WIA Section 185; 29 CFR 37.37; WIA Policy 3445 and 3450 Revision 1
☒	21. The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements.	WorkSource System Policy 1018; 2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW 42.52.180; TEGL 2-12; 29 CFR Part 93.100
☒	22. The local boards in WDAs 3, 8, 9, & 11 negotiate an MOU with the WIA 167 grantee which sets forth their respective responsibilities for making the full range of services available through the One-Stop system available to farmworkers.	WIA Section 167 20 CFR 669.220(a)
☒	23. The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIA, and applicable Departmental regulations.	WIA Sections 136(f)(2), (f)(3), 122, 85(a)(4)(B); 20 USC 1232g; 20 CFR 666.150; 20 CFR part 603
	Administration of Funds	References
☒	24. The local board has a written policy and procedures to competitively award grants and contracts for WIA Title I activities (or applicable federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	WIA Section 118(b)(9); 20 CFR 661.350(a)(10); WIA Policy 3405; WIA Section 134(d)(4)(G); 20 CFR 663.430(a)
☒	25. The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to ensure proper disbursement and accounting of fund allotments made for WIA adult, dislocated worker, and youth programs.	WIA Section 118(b)(8) WIA Policy 3230 Revision 1; WIA Policy 3250
☒	26. The local board ensures compliance with the uniform administrative requirements in WIA through annual, on-site monitoring of each local sub-recipient.	WIA Section 184(a)(3); 20 CFR 667.200; 20 CFR 667.400; 20 CFR 667.410; WIA Policy 3230 Revision 1

☒	27. The local board has a local allowable cost and prior approval policy that includes a process for the approval of expenditures of \$5,000 or more for equipment requested by subcontractors.	WIA Policy 3260, Revision 2
☒	28. The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	WIA Section 184; 20 CFR Part 652; 20 CFR 667.410(a), 667.500(a)(2), 667.740; WIA Policy 3265 Revision 1
☒	29. The local board has a written policy and procedures for ensuring management and inventory of all properties obtained using WIA funds, including property purchased with JTPA funds and transferred to WIA, and that comply with WIA, Washington State Office of Financial Management (OFM) and, in the cases of local government, Local Government Property Acquisition policies.	WIA Section 184(a)(2)(A); 20 CFR Part 652; 29 CFR Part 95; 29 CFR Part 97; OMB Circular A-21; OMB Circular A-87; OMB Circular A-110; OMB Circular A-122; OMB Circular A-133; OMB Circular A-133; Federal Register Vol. 65, No. 124; Generally Accepted Accounting Procedures (GAAP); WIA Policy 3452
☒	30. The local board will not use funds received under WIA to assist, promote, or deter union organizing.	WIA Section 181(b)(7); 20 CFR 663.730
Eligibility		References
☒	31. The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIA-funded core and intensive services and qualifications for enrollment of adults, dislocated workers, and youth in WIA-funded intensive and training services, consistent with state policy on eligibility and priority for service.	WIA Section 134(d)(4)(E); 20 CFR Part 663 Subpart A, B, and C; WIA Policies 3636 Revision 1, 3638, 3920 Revision 1, and 3640 Revision 2
☒	32. The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIA Title I-B training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.	WIA Section 134(d)(4)(G); 20 CFR 663.400, 663.410, 663.420, 663.430, 663.440; WIA Policy 3655
☒	33. The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIA Title I-B programs.	WIA Sections 129(c)(2)(G), 134(e)(2); 20 CFR Subpart H, 663.800-840; 20 CFR 664.440; WIA Policy 3695 Revision 1
☒	34. The local board has a written policy for priority of service in its WorkSource centers and, as applicable, affiliate sites and for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry so they can take advantage of priority of service, are made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.	Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09; Veterans Program Letter 07-09; WorkSource System Policy 1009 Revision 1
Performance		References
☒	35. The local board has a process to annually review the results of the State Core Measures for programs in the workforce development system and a process for considering the State Core Measures results in local planning efforts.	WorkSource System Policy 1017

PLANNING PROCESS AND FORUMS

Public forums were planned and scheduled in each of our four counties; Kittitas, Klickitat, Skamania and Yakima. Personal invitations were sent out to partners and stake holders in each area. The invitation list is attached. In each location the goals, objectives and strategies were presented and reviewed as well as data from the local area. Each county included a question/comment period open to the public. Details of each forum as well as the comments and responses can be found below.

The entire plan was placed on the website for a thirty day review period. Emails were sent out to partners and stake holders informing them of this and inviting their input. An email address was provided for comment.

PUBLIC COMMENT ON THE SOUTH CENTRAL WORKOFRCE COUNCIL 2013-2017 STRATEGIC PLAN

Kittitas County Public Forum

Held on February 13, 2013 2:00 – 3:00 p.m.
Kittitas County Courthouse Auditorium Room #109
205 W. 5th Ave., Ellensburg

Comments	WDC Response
A commenter stated that he had not seen specific reference to people with disabilities in the goals.	This has been raised before. There are other areas in the plan that make a direct statement about providing services to people with disabilities as well as other special groups. We are still in the process of collecting data around this population. It will be suggested to the board to make reference this group in the goals.
A commenter asked if there were other priorities of service besides the goals presented.	Yes- if you refer to the existing plan posted on the WDC site you will find about a page of other guiding principles and priorities. It is intended that these will be incorporated in the new plan.
A commenter stated the Council might look at commute patters using the TIP Strategy.	The comment was noted.

Skamania County Public Forum

February 28, 2013 10:00 – 11:00 a.m.
Rock Creek Hegewald Center, West Meeting Room
710 SW Rock Creek Drive, Stevenson

Comments	WDC Response
A commenter asked if Clark Community College was looking at locating in Stevenson	Commissioner Anderson stated that Clark Community College is in the preliminary

and White Salmon.	stages of locating in both communities.
A commenter asked how organizations and people find out about our programs.	The local WorkSource office, DSHS, Schools and advertisements in local newspapers. Staff also noted that we market a lot of services to business through WorkSource such as shared work.
Transportation is a big issued in the region and if Clark located in the county this will still be a challenge for residents to get to those locations.	The concern was noted and local partnerships are currently being strengthened to include workforce development and transportation systems.
A comment was stated that the Council was appreciated for their effort to work on issues that could stop companies from re-locating in the County like transportation and education.	The comment was noted.

Klickitat County Forum

February 28, 2013 3:30 – 5:10 p.m.

Klickitat County Courthouse Room #101

205 S. Columbus, Goldendale

Comments	WDC Response
A commenter raised concern that using percentages as an indicator of poverty may not be completely accurate as it could be a very small sample.	The concern was noted. The information came from 2010 census which typically has a fairly large sample size. The information is only intended as an indicator and aide to target services.
A commenter asked if the outlook and wages for the construction industry included the construction of wind mills.	Comment was noted. LMEA explained that a lot of the wind mill construction companies' main office resides in another county and that is where those jobs will be recorded. Another limitation is that the data does not split out part-time and full-time work.
A commenter raised concern that there was a lack of adult basic education to Goldendale residents.	It was noted and acknowledged that no adult basic education was present. This is a priority in the plan. The Council will work with providers to find ways to make adult basic education available to the community.
A commenter asked what classification Utilities jobs fall under.	It was noted and explained that whether the Utilities were private or public they will appear under government. Tribal utilities fall under federal employment.
A commenter raised concern that there was a lack of post secondary training available to Goldendale residents.	It was noted acknowledged that post secondary is limited because of the rural nature. This is a focus of the WDC by working with colleges on the Oregon side of the Gorge as well as Yakima Valley and Clark Community College.

<p>A commenter asked about manufacturing wages and what Insitu is coded under.</p>	<p>It was noted and explained that Insitu is classified under the Professional Business Services; however, their subcontractors would fall under the manufacturing classification.</p>
<p>A commenter stated that it was rumored Employment Security was closing office in Goldendale and Stevenson. Expressed concern and opposition to eliminating services in a high need area.</p>	<p>It was acknowledged that the WDC had been apprised of the consideration to close Goldendale and Skamania offices. That this has been taken up by the board and County Commissioners from the four counties. Both the Board and Commissioners are clear that we will communicate with the Employment Security Department to avert this action given the significant industry present, the high unemployment and lack of public transportation for residents to travel to the White Salmon for services.</p>
<p>A commenter questioned with WorkSource Center services being limited why not advertise at the local library instead of sending people online and asked about offering resource fairs.</p>	<p>The comment was noted. Staff stated that this was a great idea and gave examples such as 100 jobs for 100 kids and annual job and career fairs.</p>
<p>A commenter questioned the significant investments made to help local companies train incumbent workers. It was further stated that many of these workers were not coming from the local area.</p>	<p>The comment was noted. Staff stated that this was part of the plan strategy to help keep industries strong and present in the area; and from our information the companies referenced employed a large number of individuals and contributed significantly to the local economy in payroll. Part of the WDC plan is to up skill workers for jobs in the local labor market.</p>
<p>A commenter noted that WSU recently received a grant for Klickitat County called Ready Set Start. It will assist residents with starting a business.</p>	<p>The comment was noted.</p>
<p>A commenter acknowledged that the strategic plan as admirable goals and objectives to serve local communities.</p>	<p>The comment was noted.</p>

Yakima County Forum
 March 7, 2013 10:00 – 11:00 a.m.
 Yakima Valley Technical Skills Center Room #120
 1120 S. 18th Street, Yakima

Comments	WDC Response
<p>A commenter asked if we used data that would project jobs out into the future.</p>	<p>LMEA provides long annual and long term projections.</p>

A commenter asked about the future of health care sector.	Our LMEA data was based on quantitative information. Future trends or often qualitative information was factored in.
A commenter questioned the WDC involvement related to pre college students.	Staff stated that if participants are deficient in basic education skills, we work to help them reconnect with the K-12 system or place them in a basic education program. There are also Opportunity Grants through YVCC which provides mentors to help students in the Allied Health Programs. IBEST is also supported.
A commenter asked how partners can have input in implementation.	Staff responded that we are driven by funding requirements and specifications from the state. If it is an open program, then the providers would be engaged.

Kittitas County

Ron Criddlebaugh, Kittitas Economic Development
 Jim Armstrong, Ellensburg Chamber of Commerce
 Gary Berndt, Kittitas County Commissioner
 Bruce Tabb, Ellensburg City Council
 Paul Farris, Ellensburg School District
 Mark Flatau, Roselyn-Cle Elum School District
 Charles Glondo, City of Cle Elum
 Tony Aronica, Central Washington Resource Energy Collaborative
 Brian Lenz, WDC Board Member/Puget Sound Energy
 Mike Rogel, WDC Board Member/Anderson Hay
 Haydee Barbosa, OIC of Washington
 Steve Mitchell, OIC of Washington
 Madelyn Carlson, People For People
 Cindy Maib-Robinson, People For People
 James Gaudino, Central Washington University
 Margaret Reich, Central Washington University
 Kathryn Martell, Central Washington University
 Timothy Dittmer, Central Washington University
 Janea Holmquist-Newbry, Washington State Senate
 Curtis King, Washington State Senate
 Jim Honeyford, Washington State Senate
 Matt Manweller, Washington State House of Representatives
 Norm Johnson, Washington State House of Representatives
 Bruce Chandler, Washington State House of Representatives
 Judy Warnick, Washington State House of Representatives
 Charles Ross, Washington State House of Representatives
 David Taylor, Washington State House of Representatives
 Dave Reichert, United States Congress

Klickitat/Skamania Counties

Denny Newell, Klickitat Economic Development
 Dave McClure, Klickitat Economic Development
 Mike DeMott, Goldendale Chamber of Commerce
 Earlene Sullivan, Goldendale Chamber of Commerce
 Dave Sauter, Klickitat County
 Rex Johnson, Klickitat County
 Jim Sizemore, Klickitat County Commissioner
 Larry Bellamy, City of Goldendale
 Lou Marzeles, Goldendale Sentinel
 Shannon Milburn, KLCK Radio
 Mark Hyde, Goldendale School District
 Clint Blaze, City of Goldendale
 Barbara Cosner, WDC Board Member/Sterling Savings
 Linda Williams, Community Enrichment for Klickitat County
 David Poucher, City of White Salmon

Bill Werst, City of White Salmon,
 Betty Barnes, City of Bingen
 Larry Sanchez, Employment Security Department
 Darren Nichols, Gorge Commission
 Dan Spatz, Columbia Gorge Community College
 Amanda Hoey, Mid Columbia Economic Development District
 Linda Schneider, Washington Gorge Action Programs
 Lorraine Fritsch, DSHS, Community Service Office
 Nancy White, Custom Interface
 Tad McGreer, Aeroval
 Steve Maier, Innovative Composite Engineering
 Lori Wolford, Innovative Composite Engineering
 Bill Freemill, Insitu
 Brenda Dalke, DSHS, Community Service Office
 Jennifer Knapp, Clark College
 Michelle Giovannozzi, Clark College
 Robert Waymire, Skamania Economic Development
 Bob Anderson, Skamania County
 Jim Honeyford, Washington State Senate
 Bruce Chandler, Washington State House of Representatives

Yakima County

Dave McFadden, WDC Board Member/New Vision, Yakima County Economic Development
 Verlynn Best, Yakima Chamber of Commerce
 Gay Parker, Selah Chamber of Commerce
 Tony Sanchez, Grandview Chamber of Commerce
 Randy Juette, Naches Chamber of Commerce
 Ken Waymire, Zillah Chamber of Commerce
 Michelle Lee, Granger Chamber of Commerce
 Nestor Hernandez, Yakima Hispanic Chamber of Commerce
 Micah Cawley, City of Yakima
 Jesse Farias, City of Wapato
 John Gawlik, City of Selah
 Clara Jimenez, City of Toppenish
 Norm Childress, City of Grandview
 Rick Carney, City of Naches
 James Restucci, City of Sunnyside
 Stanley Hall, City of Tieton
 Gary Clark, City of Zillah
 Gary Anderson, City of Granger
 Angel Reyna, City of Mabton
 Jon Schieche, East Valley School District
 Kevin Chase, Grandview School District
 Margarita Lopez, Granger School District
 Mark Anderson, Highland School District
 Minverva Morales, Mabton School District

Henry Strom, Mt Adams School District
 Duane Lyons, Naches Valley School District
 Shane Backlund, Selah School District
 Richard Cole, Sunnyside School District
 John Cerna, Toppenish School District
 Kurt Hilyard, Union Gap School District
 Becky Imler, Wapato School District
 Michael Brophy, West Valley School District
 Elaine Beraza, Yakima School District
 Kevin McKay, Zillah School District
 Steve Myers, ESD #105
 Andrew Bommersbach, WDC Board Member/ Washington State Dept. of Agriculture
 Becky Gellerson, WDC Board Member/Advanced Vocational Solutions
 Carolyn Dresker, WDC Board Member/Yakima Federal Savings & Loan
 Christine Cote, WDC Board Member/ Perry Technical Institute
 Debbie Byrd, WDC Board Member/GE Aviation
 Dennis Flabetich, WDC Board Member/Del Monte Foods
 Eileen Fielding, WDC Board Member/DVR
 Francisco Guerrero, WDC Board Member, Hapo Community Credit Union
 Gregg Broyles, WDC Board Member/DSHS
 Ian Grabenhorst, WDC Board Member/ESD #105
 Ignacio Marquez, WDC Board Member/Employment Security Department
 Jesse Rodriguez, WDC Board Member/Canam Steel Corporation
 Kevan Montoya, WDC Board Member/ Montoya Hinckley PLLC
 Leanne Liddicoat, WDC Board Member, Critical Path, Inc.
 Linda Kaminski, WDC Board Member/Yakima Valley Community College
 Mark Todd, WDC Board Member/United Way
 Peter Finch, WDC Board Member/West Valley School District
 Rockey marshal, WDC Board Member/Carpenters Local Union 770
 Sergio Gallegos, WDC Board Member/Carpenters Industrial Council
 Steve Hart, WDC Board Member, Sea Galley Restaurant
 Haydee Barbosa, OIC of Washington
 Steve Mitchell, OIC of Washington
 Madelyn Carlson, People For People
 Cindy Maib-Robinson, People For People
 Ben Soria, Northwest Community Action Center
 Marcelino Osorio, Northwest Community Action Center
 Nina Oman, Heritage University
 Curt Guaglianone, Heritage University
 Keith Watson, Pacific Northwest University
 Carol Lee, DSHS
 Don Oswald, DSHS
 Janea Holmquist-Newbry, Washington State Senate
 Curtis King, Washington State Senate
 Jim Honeyford, Washington State Senate
 Matt Manweller, Washington State House of Representatives

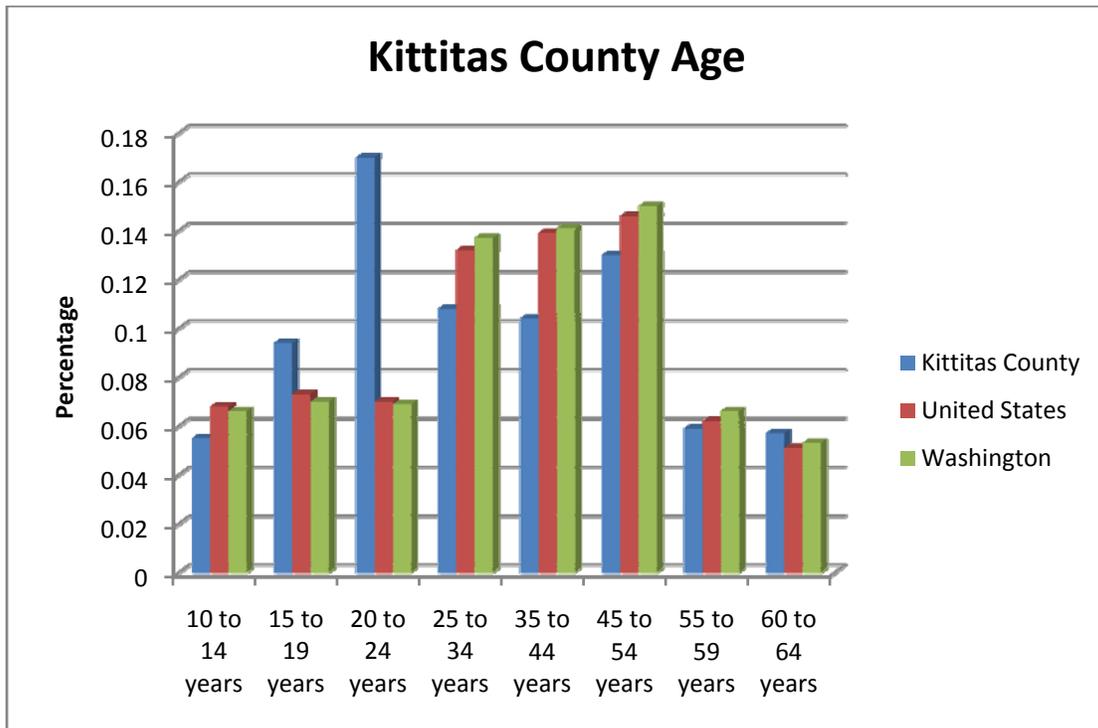
Norm Johnson, Washington State House of Representatives
Bruce Chandler, Washington State House of Representatives
Judy Warnick, Washington State House of Representatives
Charles Ross, Washington State House of Representatives
David Taylor, Washington State House of Representatives
Dave Reichert, United States Congress

County Profiles

Kittitas County

Demographic Information

Population: Year 2010:41,629; Year 2020: 46.337; Growth Rate 11.58%



	Kittitas County		Washington State
Population	2010	2005	2010
Male (18+)	50.20%	49.50%	49.30%
Female (18+)	49.80%	50.60%	50.70%
65 or Older	12.30%	11.70%	11.90%

	Kittitas County		Change Between 2005-2010	Washington State
Race	2010	2005		2010
Hispanic	7.20%	5.70%	1.50%	10.50%
American Indian	1.60%	1%	0.50%	1.50%

Source: U.S. Census 2010

Asian	2.10%	3.10%	-1.00%	7.00%
African American	0.70%	0.90%	-0.20%	3.50%
White	90.20%	89.50%	0.70%	79.20%
One Race	97.70%	97.50%	0.20%	95.90%
		Kittitas County	Washington State	
Workforce		2010	2010	
Government Workers		29.30%	16.40%	
Private Wage and salary workers		62.40%	76.80%	
Self-employed		8.10%	6.60%	

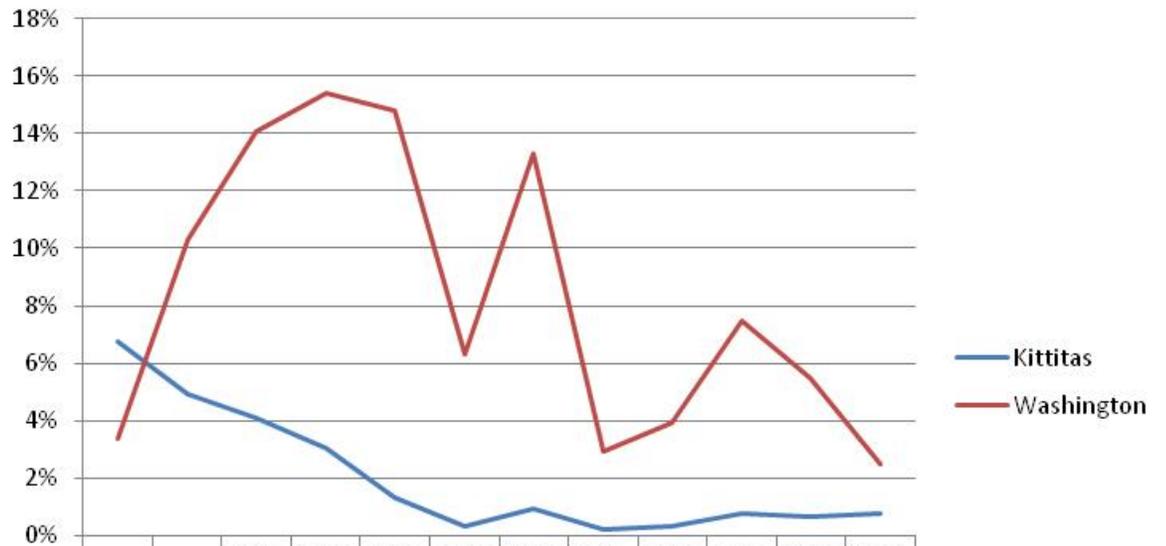
Literacy Rate			
Kittitas		Washington	
Population	Percent Meeting Basic Literacy	Population	Percent Meeting Basic Literacy
27,067	90	4,641,680	90
Source: National Assessment for Adult Literacy, 2003			

	Kittitas County	Washington State
Transportation	2010	2010
Carpooled	9.60%	11.60%
Drove Alone	71.80%	72.30%
Walked to Work	9.50%	3.50%
Public Transportation	0.40%	5.60%

Household Size			
Kittitas		Washington	
Household size	2.29	Household size	2.51
Average Family size	2.83	Average Family size	3.06

	Kittitas County	Washington State
Labor Force	2010	2010
Percent of people in the labor force	60.10%	66.20%
Females in labor force	56.50%	60.00%
Females employed in labor force	52.10%	55.80%
Unemployment rate female	4.70%	4.90%
Family with children 6-17 both parents in labor force	64.20%	69.50%
Family with children under 6 both parents in labor force	51.20%	59.60%
Unemployment rate all	7.90%	7.60%

Commute time to Work: Kittitas



Minutes	> 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 59	60 to 89	90 or more
Kittitas	7%	5%	4%	3%	1%	0%	1%	0%	0%	1%	1%	1%
Washington	3%	10%	14%	15%	15%	6%	13%	3%	4%	8%	5%	2%

Education Information

Education	Kittitas County		Difference Between Year	Washington State
	2010	2005		2010
Less than 9th Grade	3.10%	3.90%	-0.80%	4.10%
Not Graduate 9th-12th Grade	7.10%	8.90%	-1.80%	6.40%
High School Graduate or equivalent	28.90%	31.00%	-2.10%	89.60%
Some College, no Degree	22.20%	24.30%	-2.10%	24.90%
Associate Degree	6.80%	5.70%	1.10%	9.40%
Bachelor's Degree	20.10%	16.90%	3.20%	20.00%
Graduate or Professional Degree	11.80%	9.30%	2.50%	11.00%

Kittitas County Adjusted 4-Year Graduation Rate	
School District	Adjusted 4-Year Graduation Rate (Class of 2011)
Cle Elum	62.3%
Easton	66.7%
Ellensburg	85.2%
Kittitas	82.4%
Thorp	100.0%
Mean Dropout Rate	79.3%
Source: OSPI Report Card 2011-12	

Kittitas County Free or Reduced Price Lunch	
School District	Percent of students who received Free or Reduced Price Lunch
Cle Elum	41.5%
Easton	63.1%
Ellensburg	36.9%
Kittitas	47.4%
Thorp	50.8%
Mean Rate	47.9%
Washington State	45.5%
Source: OSPI Report Card 2011-12	

Source: U.S. Census
2010; OSPI Report Card

Poverty Information

	Kittitas County	Washington State
Poverty Rates Families	2010	2010
All Families	10.30%	8.20%
All families with children under 18	17.70%	13.10%
Married Couple Families	5.70%	4.00%
Married Couple Families with children under 18	9.90%	5.80%
Married couple families with children under 5	21.50%	5.70%
Single female families	45.40%	26.90%
single female families with children under 18	57.30%	34.40%
single female families with children under 5	76.40%	43.80%

	Kittitas County	Washington State
Poverty Rates People	2010	2010
People 18-64	24.40%	11.50%
People 65 and older	7.00%	7.90%
all people	21.20%	12.10%
People in families	10.90%	9.20%
People with related children under 18	18.50%	15.40%
People with related children under 5	27.80%	18.80%
people with related children 5-17	15.20%	14.20%
people under 18	19.80%	16.00%
People with unrelated individuals 15 and over	47.70%	23.20%

Crime Information

Kittitas Crime														
(For Crime Rate categories it is per 1000)														
Population 41,300														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	1855	45.8	56	1.4	0	23	11	22	1799	44.4	9	289	1309	92
2,011	1632	39.5	61	1.5	2	16	10	33	1571	38	7	360	1135	69
Percent Change	-12.02%	-13.76%	8.93%	7.14%	N/A	-30.43%	-9.09%	50.00%	-12.67%	-14.41%	-22.22%	24.57%	-13.29%	-25.00%

Washington														
(For Crime Rate categories it is per 1000)														
Population 6,761,195														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	268103	39.9	20600	3.1	154	2499	5877	12070	247503	36.8	1315	54421	166485	25282
2011	258996	38.3	19568	2.9	159	2,217	5545	11647	239428	25.4	1263	54833	159218	24114
Percent Change	-3.40%	-4.01%	-5.01%	-6.45%	3.25%	-11.28%	-5.65%	-3.50%	-3.26%	-30.98%	-3.95%	0.76%	-4.36%	-4.62%

Violent Crimes Per 1,000				
Year	Kittitas		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	2.04	2.05	3.04	1.65
1/1/2000	1.52	1.81	2.93	1.71
1/1/2001	0.9	0.85	2.68	1.68
1/1/2002	1.48	1.08	2.32	1.54
1/1/2003	1.77	0.64	2.33	1.58
1/1/2004	0.29	0.83	2.22	1.59
1/1/2005	0.58	0.95	2.16	1.57
1/1/2006	1.74	0.33	2.26	1.54
1/1/2007	1.44	0.71	2.47	1.53
1/1/2008	0.86	1.13	2.25	1.47
1/1/2009	1.73	1.14	2.3	1.63
1/1/2010	0.59	0.81	2.13	1.57

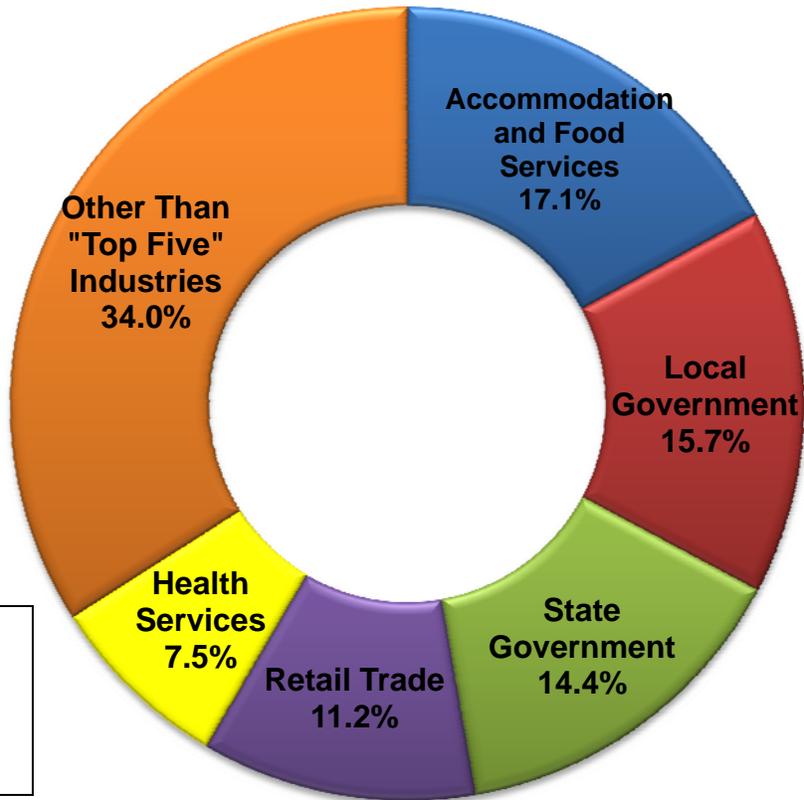
Drug Law Violation Arrests Per 1,000				
Year	Kittitas		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	18.65	5.35	4.89	5.41
1/1/2000	16.74	7.36	5.16	5.93
1/1/2001	15.91	3.25	5.19	5.86
1/1/2002	11.82	9.56	4.86	5.45
1/1/2003	17.71	9.24	4.87	5.78
1/1/2004	17.99	5.31	4.22	5.31
1/1/2005	13.13	3.99	4.31	5.38
1/1/2006	16.2	5.48	4.52	6.4
1/1/2007	16.37	5.12	4.62	6.2
1/1/2008	12.56	9.01	4.31	5.1
1/1/2009	8.66	8.73	4.27	4.61
1/1/2010	6.74	6.13	4.77	4.39

Alcohol Related Arrests Per 1,000				
Year	Kittitas		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	24.6	22.65	9.66	10.95
1/1/2000	28.67	36.75	9.03	10.2
1/1/2001	36.25	19.78	8.13	9.93
1/1/2002	23.95	32.37	7.79	11.27
1/1/2003	18.15	29.3	7.81	11.8
1/1/2004	26.68	21.74	7.36	11.75
1/1/2005	16.11	16.24	6.46	10.64
1/1/2006	11.6	15.46	7.44	10.75
1/1/2007	8.6	17.16	7.7	10.45
1/1/2008	7.69	18.55	6.72	9.65
1/1/2009	8.55	16.6	5.81	9.88
1/1/2010	4.67	14.18	4.82	9.31

Property Crime Rate Per 1,000		
Year	Kittitas	Washington
	10-17 Year olds	10-17 Year olds
1/1/1999	33.23	27.49
1/1/2000	23.43	24.93
1/1/2001	14.41	20.95
1/1/2002	23.65	19.65
1/1/2003	14.46	19.12
1/1/2004	17.99	18.12
1/1/2005	12.84	16.69
1/1/2006	17.65	15.74
1/1/2007	12.64	16.33
1/1/2008	30.06	15.36
1/1/2009	21.65	13.72
1/1/2010	17.66	12.39

Source: DSHS Risk and Protection Profile 2012

Kittitas County in 2011: Top Five Industries by Percent of Total Employment

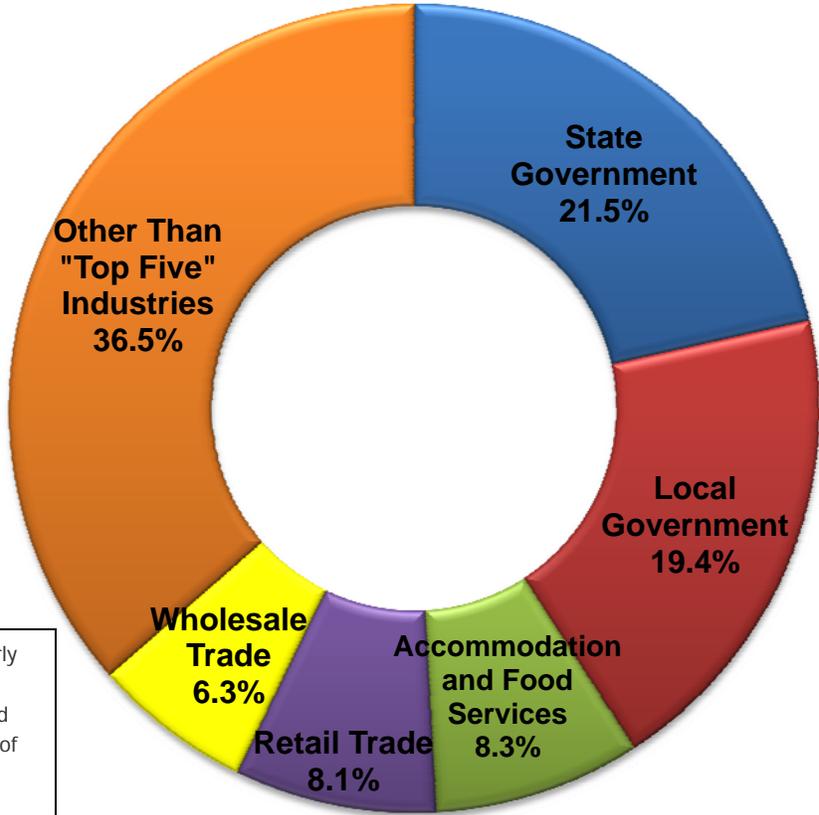


Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Kittitas County: Employment by Industry in 2011

Industry	Number of Jobs
Accommodation and Food Services	2,300
Local Government	2,117
State Government	1,944
Retail Trade	1,509
Health Services	1,012
Other Than "Top Five" Industries	4,585
Total Covered Employment	13,467

Kittitas County in 2011: Top Five Industries by Percent of Total Covered Wages



Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Industry	Wages (in \$)
State Government	\$94,521,204
Local Government	\$85,060,065
Accommodation and Food Services	\$36,368,173
Retail Trade	\$35,437,619
Wholesale Trade	\$27,890,054
Other Than "Top Five" Industries	\$160,280,913
Total Covered Wages	\$439,558,028

Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

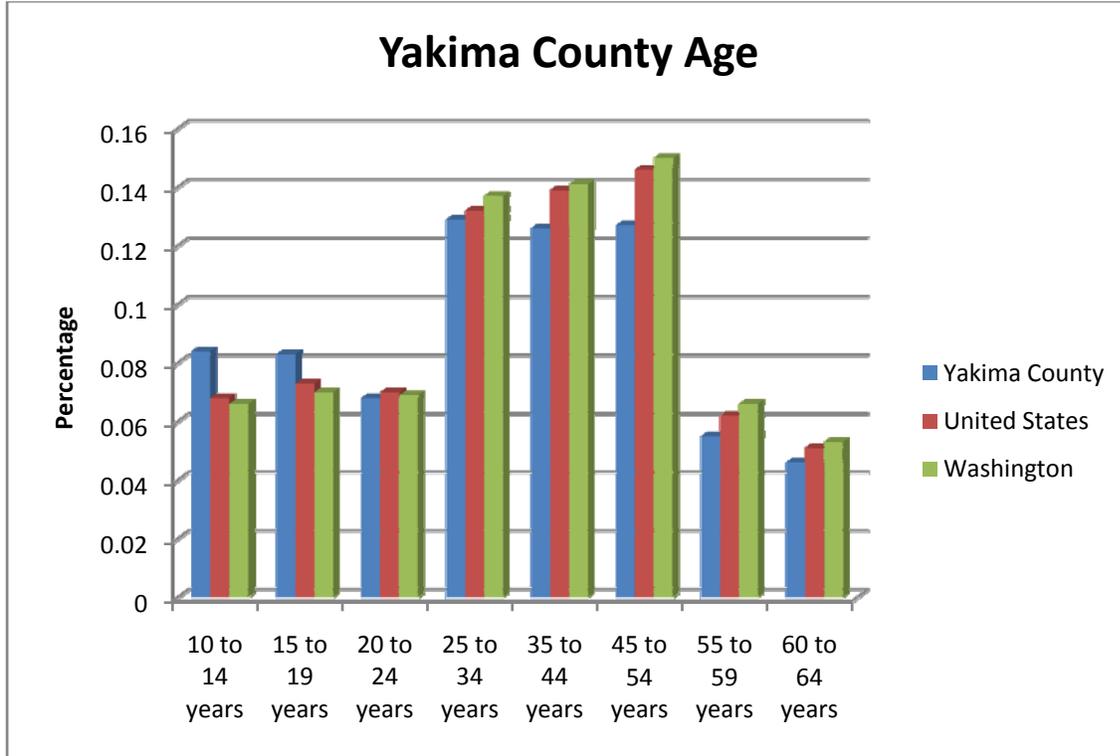
Weekly Average Wage Kittitas v State		
	Kittitas	Washington
Year	Amount Dollars	Amount
2002	\$467.00	\$735.00
2003	\$476.00	\$750.00
2004	\$504.00	\$757.00
2005	\$530.00	\$783.00
2006	\$560.00	\$825.00
2007	\$580.00	\$866.00
2008	\$600.00	\$896.00
2009	\$608.00	\$913.00
2010	\$617.00	\$933.00
2011	\$628.00	\$966.00
QCEW BLS		

Year Average Wage Kittitas v State		
	Kittitas	Washington
Year	Amount Dollars	Amount
2002	\$24,265.00	\$38,242.00
2003	\$24,751.00	\$39,021.00
2004	\$26,222.00	\$39,361.00
2005	\$27,543.00	\$40,721.00
2006	\$29,142.00	\$42,897.00
2007	\$30,141.00	\$45,021.00
2008	\$31,185.00	\$46,569.00
2009	\$31,607.00	\$47,470.00
2010	\$32,105.00	\$48,516.00
2011	\$32,638.00	\$50,256.00
QCEW BLS		

Yakima County

Demographic Information

Population: Year 2010: 247,141; Year 2020: 282,556; Growth Rate: 13.9%



	Yakima County		Washington State
Population	2010	2005	2010
Male (18+)	49.50%	50.00%	49.30%
Female (18+)	50.50%	50.00%	50.70%
65 or Older	11.40%	11.20%	11.90%

	Yakima County		Change Between 2005-2010	Washington State
Race	2010	2005		2010
Hispanic	43.20%	39.30%	3.90%	10.50%
American Indian	4.20%	5%	-0.80%	1.50%
Asian	0.90%	1.20%	-0.30%	7.00%
African American	0.90%	1.30%	-0.40%	3.50%
White	46.90%	53.50%	-6.60%	79.20%

Source: U.S. Census 2010

	Yakima County	Washington State
Workforce	2010	2010
Government Workers	15.40%	16.40%
Private Wage and salary workers	78.70%	76.80%
Self-employed	5.70%	6.60%

Literacy Rate			
Yakima		Washington	
Population	Percent Meeting Basic Literacy	Population	Percent Meeting Basic Literacy
160,176	76	4,641,680	90
Source: National Assessment for Adult Literacy, 2003			

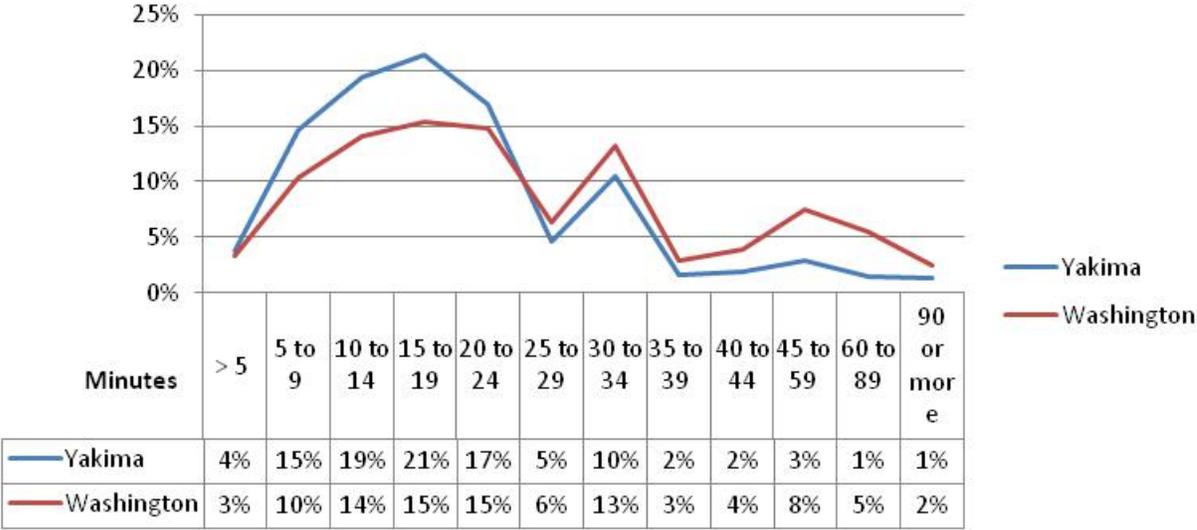
	Yakima County	Washington State
Transportation	2010	2010
Carpooled	12.90%	11.60%
Drove Alone	78.60%	72.30%
Walked to Work	2.40%	3.50%
Public Transportation	1.00%	5.60%

Household Size			
Yakima		Washington	
Household size	2.97	Household size	2.51
Average Family size	3.46	Average Family size	3.06

	Yakima County	Washington State
Labor Force	2010	2010
Percent of people in the labor force	63.30%	66.20%
Females in labor force	56.70%	60.00%
Females employed in labor force	50.80%	55.80%
Unemployment rate female	6.80%	4.90%
Family with children 6-17 both parents in labor force	72.60%	69.50%
Family with children under 6 both parents in labor force	63.00%	59.60%
Unemployment rate all	10.80%	7.60%

Source: U.S. Census 2010; National Assessment for Adult Literacy, 2003

Commute time to Work: Yakima



Education Information

Education	Yakima County		Difference Between Year	Washington State
	2010	2000		2010
Less than 9th Grade	16.60%	17.10%	-0.50%	4.10%
Not Graduate 9th-12th Grade	12.60%	14.30%	-1.70%	6.40%
High School Graduate or equivalent	27.50%	27.40%	0.10%	24.30%
Some College, no Degree	21.30%	20.80%	0.50%	24.90%
Associate Degree	6.40%	5.20%	1.20%	9.40%
Bachelor's Degree	9.60%	9.80%	-0.20%	20.00%
Graduate or Professional Degree	6.00%	5.50%	0.50%	11.00%

Yakima County Adjusted 4-Year Graduation Rate	
School District	Adjusted 4-Year Graduation Rate (Class of 2011)
East Valley	771.0%
Grandview	66.1%
Granger	70.5%
Highland	83.1%
Mabton	73.2%
Mount Adams	58.1%
Naches Valley	92.2%
Selah	73.8%
Sunnyside	71.5%
Toppenish	70.1%
Wapato	68.3%
West Valley	81.7%
Yakima	65.9%
Zillah	96.8%
Washington State	776.6%
Mean Graduation Rate	69.5%
Source: OSPI Report Card 2011-12	

Yakima County Free or Reduced Price Lunch	
School District	Percent of students who received Free or Reduced Price Lunch
East Valley	48.2%
Grandview	84.7%
Granger	94.3%
Highland	75.6%
Mabton	99.6%
Mount Adams	72.8%
Naches Valley	43.8%
Selah	44.8%
Sunnyside	85.8%
Toppenish	98.9%
Wapato	94.9%
West Valley	41.9%
Yakima	82.5%
Zillah	55.5%
Mean Rate	73.1%
Washington State	45.5%
Source: OSPI Report Card 2011-12	

Poverty Information

	Yakima County	Washington State
Poverty Rates Families	2010	2010
All Families	16.80%	8.20%
All families with children under 18	25.20%	13.10%
Married Couple Families	8.50%	4.00%
Married Couple Families with children under 18	13.50%	5.80%
Married couple families with children under 5	11.30%	5.70%
Single female families	43.50%	26.90%
single female families with children under 18	51.00%	34.40%
single female families with children under 5	54.90%	43.80%

	Yakima County	Washington State
Poverty Rates People	2010	2010
People 18-64	18.40%	11.50%
People 65 and older	11.90%	7.90%
all people	21.80%	12.10%
People in families	20.10%	9.20%
People with related children under 18	31.30%	15.40%
People with related children under 5	35.50%	18.80%
people with related children 5-17	29.50%	14.20%
people under 18	31.90%	16.00%
People with unrelated individuals 15 and over	31.40%	23.20%

Crime Information

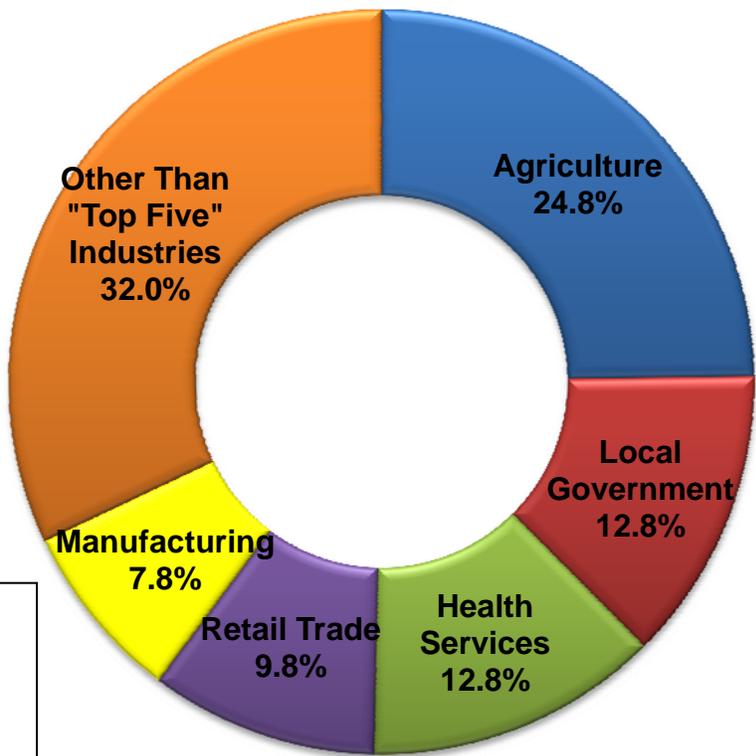
Yakima														
(For Crime Rate categories it is per 1000)														
Population 244,700														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	12,044	50.4	830	3.5	24	108	233	465	11,214	46.9	82	3354	6560	1218
2011	11304	46.2	808	3.3	16	107	236	449	10,496	42.9	80	3351	5801	1264
Percent Change	-6.14%	-8.33%	-2.65%	-5.71%	-33.33%	-0.93%	1.29%	-3.44%	-6.40%	-8.53%	-2.44%	-0.09%	-11.57%	3.78%

Washington														
(For Crime Rate categories it is per 1000)														
Population 6,761,195														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	268103	39.9	20600	3.1	154	2499	5877	12070	247503	36.8	1315	54421	166485	25282
2011	258996	38.3	19568	2.9	159	2,217	5545	11647	239428	25.4	1263	54833	159218	24114
Percent Change	-3.40%	-4.01%	-5.01%	-6.45%	3.25%	-11.28%	-5.65%	-3.50%	-3.26%	-30.98%	-3.95%	0.76%	-4.36%	-4.62%

Violent Crimes Per 1,000					Drug Law Violation Arrests Per 1,000				
Year	Yakima		Washington		Year	Yakima		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds		10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	3.61	1.78	3.04	1.65	1/1/1999	7.08	5.13	4.89	5.41
1/1/2000	3.3	2.38	2.93	1.71	1/1/2000	7.03	5.55	5.16	5.93
1/1/2001	2.89	2.07	2.68	1.68	1/1/2001	6.66	5.34	5.19	5.86
1/1/2002	2.79	2	2.32	1.54	1/1/2002	6.9	6.62	4.86	5.45
1/1/2003	3.26	2.75	2.33	1.58	1/1/2003	7.35	6.83	4.87	5.78
1/1/2004	2.91	2.62	2.22	1.59	1/1/2004	6.43	5.4	4.22	5.31
1/1/2005	4.82	2.75	2.16	1.57	1/1/2005	7.63	5.59	4.31	5.38
1/1/2006	4.17	2.61	2.26	1.54	1/1/2006	7.01	6.5	4.52	6.4
1/1/2007	6.12	2.95	2.47	1.53	1/1/2007	8.89	5.48	4.62	6.2
1/1/2008	3.11	2.38	2.25	1.47	1/1/2008	5.86	4.97	4.31	5.1
1/1/2009	3.24	2.26	2.3	1.63	1/1/2009	5.17	4.18	4.27	4.61
1/1/2010	3.1	2.43	2.13	1.57	1/1/2010	5.35	3.98	4.77	4.39

Alcohol Related Arrests Per 1,000					Property Crime Rate Per 1,000		
Year	Yakima		Washington		Year	Yakima	Washington
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds		10-17 Year olds	10-17 Year olds
1/1/1999	0.78	7.49	9.66	10.95	1/1/1999	43.8	27.49
1/1/2000	9.09	5.95	9.03	10.2	1/1/2000	44.01	24.93
1/1/2001	3.03	6.69	8.13	9.93	1/1/2001	36.85	20.95
1/1/2002	3.81	6.3	7.79	11.27	1/1/2002	38.03	19.65
1/1/2003	0	4.96	7.81	11.8	1/1/2003	36.31	19.12
1/1/2004	0	5.73	7.36	11.75	1/1/2004	33.49	18.12
1/1/2005	0.75	6.15	6.46	10.64	1/1/2005	35.36	16.69
1/1/2006	0	4.01	7.44	10.75	1/1/2006	33.26	15.74
1/1/2007	1.49	5.11	7.7	10.45	1/1/2007	27.36	16.33
1/1/2008	0.76	4	6.72	9.65	1/1/2008	21.58	15.36
1/1/2009	0.79	3.64	5.81	9.88	1/1/2009	19.54	13.72
1/1/2010	2.72	3.2	4.82	9.31	1/1/2010	19.47	12.39

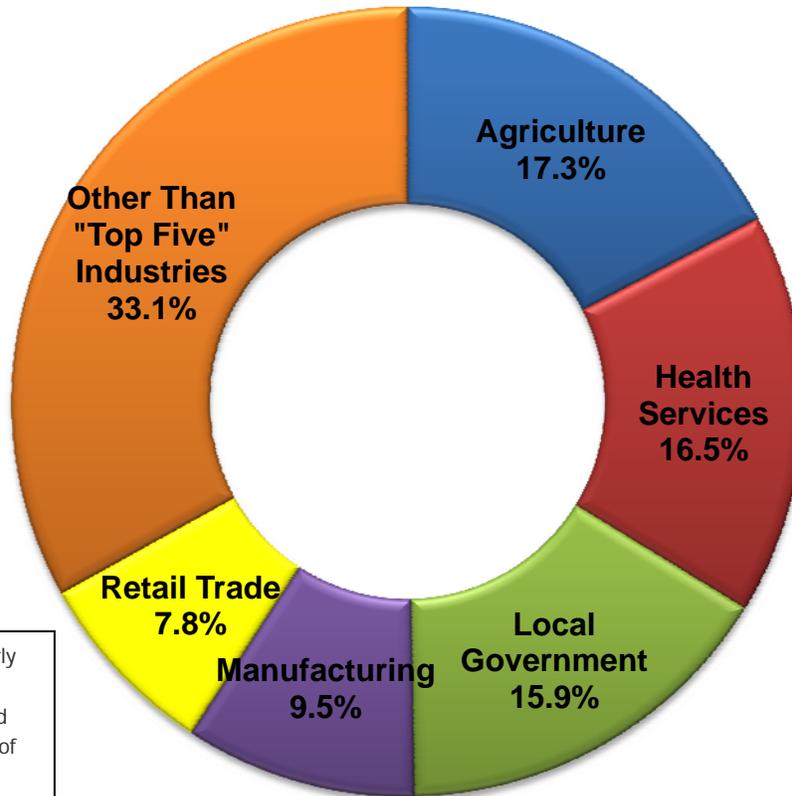
Yakima County in 2011: Top Five Industries by Percent of Total Covered Employment



Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Yakima County: Employment by Industry in 2011	
Industry	Number of Jobs
Agriculture	25,074
Local Government	12,960
Health Services	12,931
Retail Trade	9,968
Manufacturing	7,871
Other Than "Top Five" Industries	32,429
Total Covered Employment	101,233

Yakima County in 2011: Top Five Industries by Percent of Total Covered Wages



Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Yakima County: Wages by Industry in 2011

Industry	Wages (in \$)
Agriculture	\$566,350,954
Health Services	\$537,922,930
Local Government	\$521,146,741
Manufacturing	\$309,229,514
Retail Trade	\$253,684,056
Other Than "Top Five" Industries	\$1,081,512,169
Total Covered Wages	\$3,269,846,364

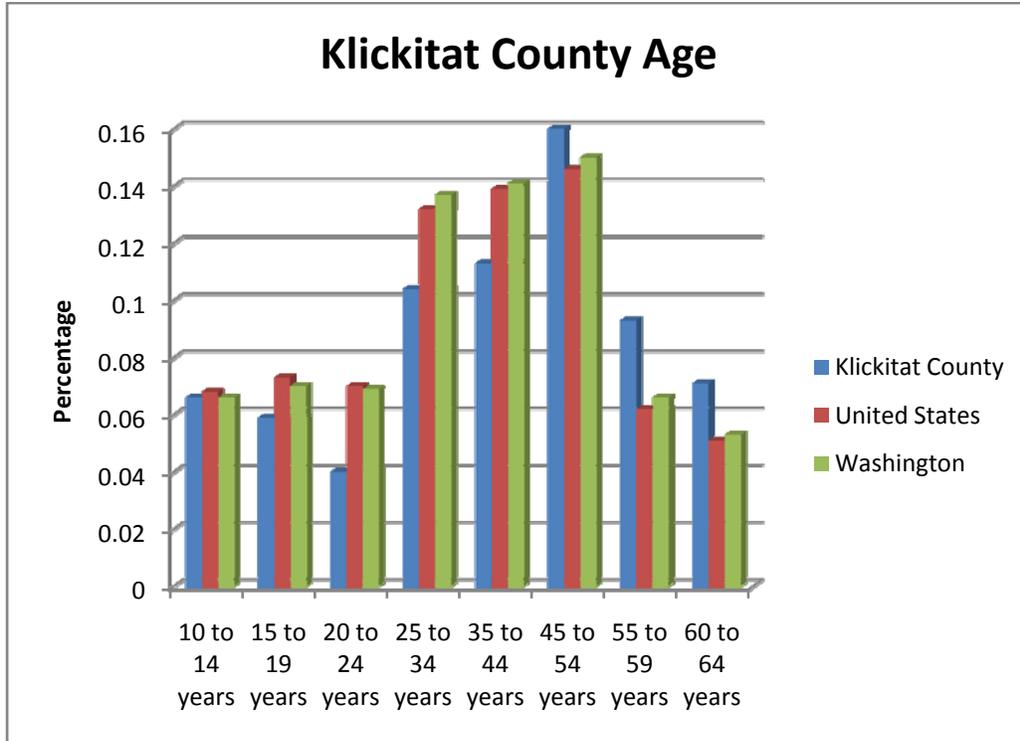
Weekly Average Wage Yakima v State		
	Yakima	Washington
Year	Amount Dollars	Amount
2002	\$480.00	\$735.00
2003	\$491.00	\$750.00
2004	\$510.00	\$757.00
2005	\$526.00	\$783.00
2006	\$546.00	\$825.00
2007	\$572.00	\$866.00
2008	\$593.00	\$896.00
2009	\$603.00	\$913.00
2010	\$611.00	\$933.00
2011	\$621.00	\$966.00
QCEW BLS		

Year Average Wage Yakima v State		
	Yakima	Washington
Year	Amount Dollars	Amount
2002	\$24,934.00	\$38,242.00
2003	\$25,536.00	\$39,021.00
2004	\$26,497.00	\$39,361.00
2005	\$27,334.00	\$40,721.00
2006	\$28,401.00	\$42,897.00
2007	\$29,743.00	\$45,021.00
2008	\$30,821.00	\$46,569.00
2009	\$31,366.00	\$47,470.00
2010	\$31,746.00	\$48,516.00
2011	\$32,301.00	\$50,256.00
QCEW BLS		

Klickitat County

Demographic Information

Population: Year 2010: 20,697; Year 2020: 22,464; Growth Rate: 9.23%



	Klickitat County		Washington State
	2010	2005	2010
Population			
Male (18+)	49.60%	49.70%	49.30%
Female (18+)	50.40%	50.30%	50.70%
65 or Older	17.50%	14.80%	11.90%

	Klickitat County		Change Between	Washington
	2010	2005	2005-2010	State
Race				2010
Hispanic	10.00%	8.50%	1.50%	10.50%
American Indian	4.40%	3%	1.30%	1.50%
Asian	0.70%	0.70%	0.00%	7.00%

Source: U.S. Census 2010

African American	0.10%	0.40%	-0.30%	3.50%
White	90.10%	86.10%	4.00%	79.20%

	Klickitat County	Washington State
Workforce	2010	2010
Government Workers	21.00%	16.40%
Private Wage and salary workers	67.30%	76.80%
Self-employed	11.60%	6.60%

Literacy Rate			
Klickitat		Washington	
Population	Percent Meeting Basic Literacy	Population	Percent Meeting Basic Literacy
15,153	87	4,641,680	90
Source: National Assessment for Adult Literacy, 2003			

	Klickitat County	Washington State
Transportation	2010	2010
Carpooled	11.00%	11.60%
Drove Alone	75.30%	72.30%
Walked to Work	5.80%	3.50%
Public Transportation	0.20%	5.60%

Household Size			
Klickitat		Washington	
Household size	2.43	Household size	2.51
Average Family size	2.94	Average Family size	3.06

	Klickitat County	Washington State
Labor Force	2010	2010
Percent of people in the labor force	53.70%	66.20%
Females in labor force	48.20%	60.00%
Females employed in labor force	45.70%	55.80%
Unemployment rate female	3.50%	4.90%
Family with children 6-17 both parents in labor force	64.20%	69.50%
Family with children under 6 both parents in labor force	46.70%	59.60%
Unemployment rate all	6.50%	7.60%

Commute time to Work: Klickitat



Education Information

Education	Klickitat County		Difference Between Year	Washington State 2010
	2010	2000		
Less than 9th Grade	4.70%	5.00%	-0.30%	4.10%
Not Graduate 9th-12th Grade	8.10%	9.60%	-1.50%	6.40%
High School Graduate or equivalent	35.40%	38.20%	-2.80%	24.30%
Some College, no Degree	26.10%	20.10%	6.00%	24.90%
Associate Degree	7.80%	9.90%	-2.10%	9.40%
Bachelor's Degree	12.40%	10.20%	2.20%	20.00%
Graduate or Professional Degree	5.60%	7.00%	-1.40%	11.00%

Klickitat County Adjusted 4-Year Graduation Rate	
School District	Adjusted 4-Year Graduation Rate (Class of 2011)
Bickleton	100.0%
Glenwood	100.0%
Goldendale	78.0%
Klickitat	75.0%
Lyle	68.8%
Trout Lake	71.4%
White Salmon	66.7%
Mean Graduation Rate	80.0%
Source: OSPI Report Card 2011-12	

Klickitat County Free or Reduced Price Lunch	
School District	Percent of students who received Free or Reduced Price Lunch
Bickleton	0.0%
Glenwood	42.0%
Goldendale	58.9%
Klickitat	100.0%
Lyle	99.7%
Trout Lake	0.0%
White Salmon	44.8%
Mean Rate	49.3%
Washington State	45.5%
Source: OSPI Report Card 2011-12	

Poverty Information

	Klickitat County	Washington State
Poverty Rates Families	2010	2010
All Families	13.70%	8.20%
All families with children under 18	29.70%	13.10%
Married Couple Families	6.80%	4.00%
Married Couple Families with children under 18	17.10%	5.80%
Married couple families with children under 5	8.40%	5.70%
Single female families	45.20%	26.90%
Single female families with children under 18	57.40%	34.40%
Single female families with children under 5	100.00%	43.80%

	Klickitat County	Washington State
Poverty Rates People	2010	2010
People 18-64	17.10%	11.50%
People 65 and older	9.40%	7.90%
All people	19.50%	12.10%
People in families	17.20%	9.20%
People with related children under 18	33.80%	15.40%
People with related children under 5	31.90%	18.80%
People with related children 5-17	34.50%	14.20%
People under 18	33.90%	16.00%
People with unrelated individuals 15 and over	29.70%	23.20%

Crime Information

Klickitat														
(For Crime Rate categories it is per 1000)														
Population 20,500														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	430	21	16	0.8	0	1	0	15	414	20.2	0	169	197	48
2011	274	13.4	13	0.6	0	0	0	13	261	12.7	2	80	153	26
Percent Change	-36.28%	-36.19%	-18.75%	-25.00%	N/A	-100.00%	N/A	-13.33%	-36.96%	-37.13%	N/A	-52.66%	-22.34%	-45.83%

Washington														
(For Crime Rate categories it is per 1000)														
Population 6,761,195														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	268103	39.9	20600	3.1	154	2499	5877	12070	247503	36.8	1315	54421	166485	25282
2011	258996	38.3	19568	2.9	159	2,217	5545	11647	239428	25.4	1263	54833	159218	24114
Percent Change	-3.40%	-4.01%	-5.01%	-6.45%	3.25%	-11.28%	-5.65%	-3.50%	-3.26%	-30.98%	-3.95%	0.76%	-4.36%	-4.62%

Violent Crimes Per 1,000				
Year	Klickitat		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	0.78	1.99	3.04	1.65
1/1/2000	2.32	3.29	2.93	1.71
1/1/2001	2.69	1.98	2.68	1.68
1/1/2002	1.16	2.61	2.32	1.54
1/1/2003	2.34	1.47	2.33	1.58
1/1/2004	3.06	1.85	2.22	1.59
1/1/2005	1.83	0.79	2.16	1.57
1/1/2006	0.4	1.49	2.26	1.54
1/1/2007	0.8	0.94	2.47	1.53
1/1/2008	1.21	1.46	2.25	1.47
1/1/2009	1.23	1.51	2.3	1.63
1/1/2010	1.04	1.3	2.13	1.57

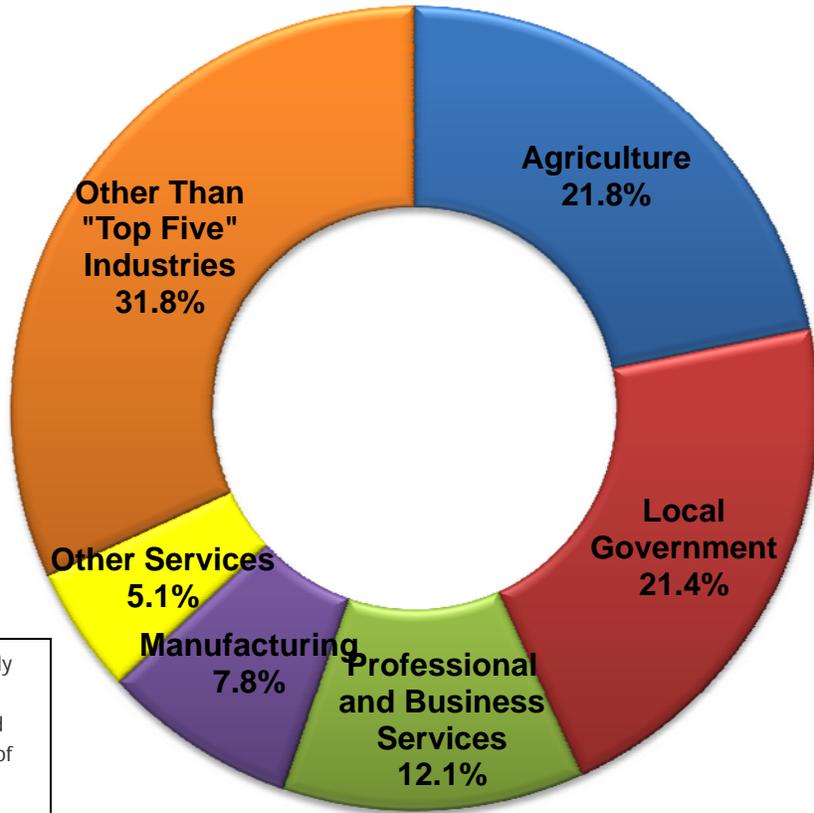
Drug Law Violation Arrests Per 1,000				
Year	Klickitat		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	2.35	4.19	4.89	5.41
1/1/2000	3.47	7.3	5.16	5.93
1/1/2001	1.92	3.96	5.19	5.86
1/1/2002	2.32	5	4.86	5.45
1/1/2003	5.45	4.28	4.87	5.78
1/1/2004	7.44	9.23	4.22	5.31
1/1/2005	2.74	9.79	4.31	5.38
1/1/2006	7.51	7.64	4.52	6.4
1/1/2007	3.2	5.37	4.62	6.2
1/1/2008	4.44	5.43	4.31	5.1
1/1/2009	0.41	4.99	4.27	4.61
1/1/2010	3.13	8.31	4.77	4.39

Alcohol Related Arrests Per 1,000				
Year	Klickitat		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	22.15	9.56	9.66	10.95
1/1/2000	24.65	9.31	9.03	10.2
1/1/2001	16.21	6.51	8.13	9.93
1/1/2002	13.01	10.29	7.79	11.27
1/1/2003	12.1	6.38	7.81	11.8
1/1/2004	11.5	7.23	7.36	11.75
1/1/2005	5.55	6.63	6.46	10.64
1/1/2006	6.94	6.9	7.44	10.75
1/1/2007	10.34	7.65	7.7	10.45
1/1/2008	13.74	8.93	6.72	9.65
1/1/2009	10.1	8.86	5.81	9.88
1/1/2010	6.18	9.48	4.82	9.31

Property Crime Rate Per 1,000		
Year	Klickitat	Washington
	10-17 Year olds	10-17 Year olds
1/1/1999	18.37	27.49
1/1/2000	25.87	24.93
1/1/2001	16.53	20.95
1/1/2002	32.83	19.65
1/1/2003	11.69	19.12
1/1/2004	11.37	18.12
1/1/2005	20.55	16.69
1/1/2006	22.92	15.74
1/1/2007	17.58	16.33
1/1/2008	18.17	15.36
1/1/2009	18.83	13.72
1/1/2010	9.93	12.39

Economic Information

Klickitat County in 2011: Top Five Industries by Percent of Total Employment

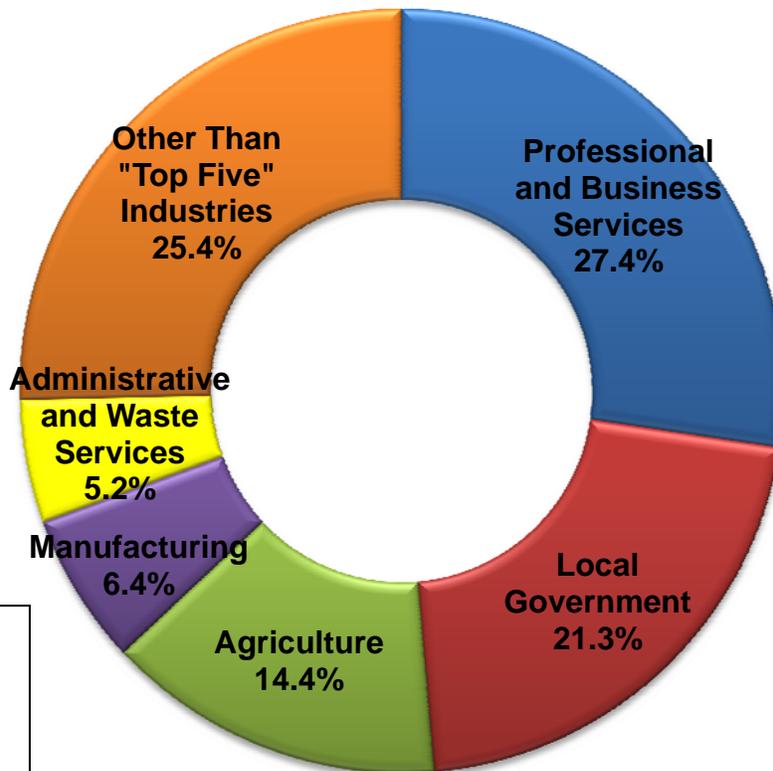


Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Klickitat County: Employment by Industry in 2011	
Industry	Number of Jobs
Agriculture	1,502
Local Government	1,470
Professional and Business Services	831
Manufacturing	538
Other Services	348
Other Than "Top Five" Industries	2,190
Total Covered Employment	6,879

Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Klickitat County in 2011: Top Five Industries by Percent of Total Wages



Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Klickitat County: Wages by Industry in 2011

Industry	Wages (in \$)
Professional and Business Services	\$76,287,726
Local Government	\$59,327,216
Agriculture	\$40,091,259
Manufacturing	\$17,891,544
Administrative and Waste Services	\$14,508,421
Other Than "Top Five" Industries	\$70,742,842
Total Covered Wages	\$278,849,008

Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

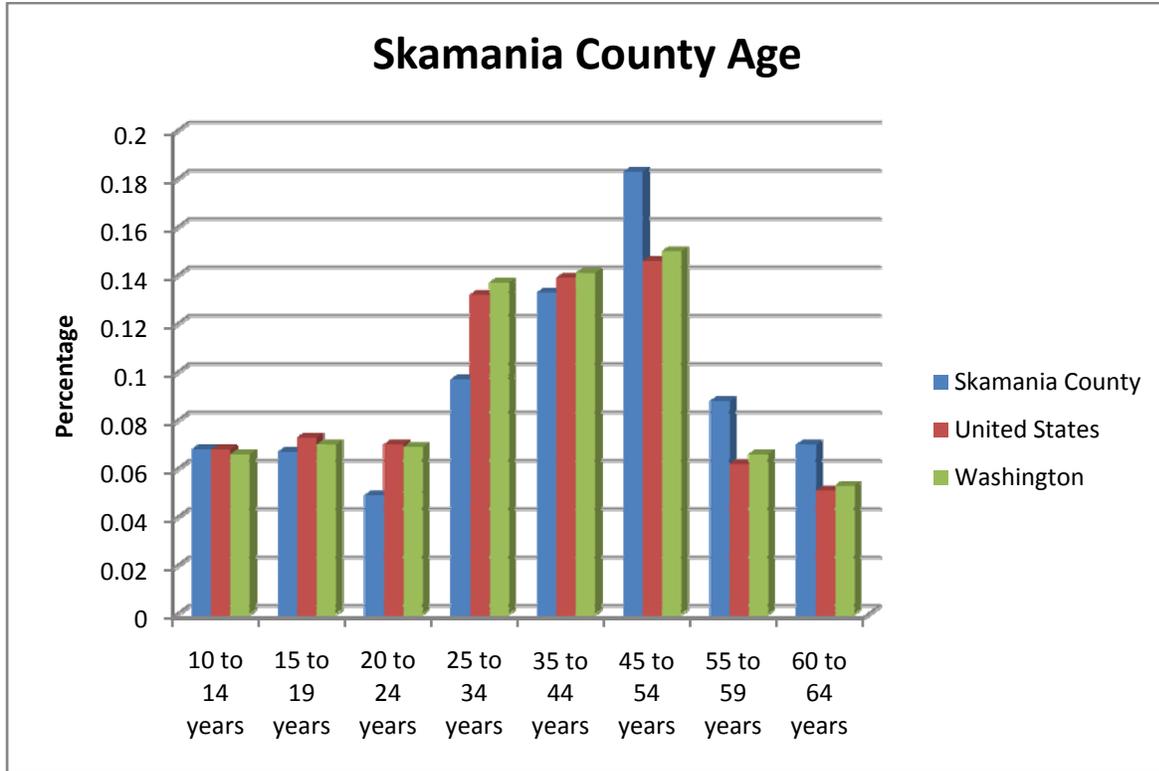
Weekly Average Wage Klickitat v State		
	Klickitat	Washington
Year	Amount Dollars	Amount
2002	\$492.00	\$735.00
2003	\$497.00	\$750.00
2004	\$509.00	\$757.00
2005	\$536.00	\$783.00
2006	\$569.00	\$825.00
2007	\$608.00	\$866.00
2008	\$661.00	\$896.00
2009	\$719.00	\$913.00
2010	\$772.00	\$933.00
2011	\$780.00	\$966.00
QCEW BLS		

Year Average Wage Klickitat v State		
	Klickitat	Washington
Year	Amount Dollars	Amount
2002	\$25,565.00	\$38,242.00
2003	\$25,818.00	\$39,021.00
2004	\$26,491.00	\$39,361.00
2005	\$27,861.00	\$40,721.00
2006	\$29,613.00	\$42,897.00
2007	\$31,626.00	\$45,021.00
2008	\$34,363.00	\$46,569.00
2009	\$37,395.00	\$47,470.00
2010	\$40,165.00	\$48,516.00
2011	\$40,546.00	\$50,256.00
QCEW BLS		

Skamania County

Demographic Information

Population: Year 2010: 11,137; Year 2020: 11,687; Growth Rate: 4.98%



	Skamania County		Washington State
Population	2010	2005	2010
Male (18+)	49.80%	50.10%	49.30%
Female (18+)	50.20%	49.90%	50.70%
65 or Older	13.30%	11.10%	11.90%

	Skamania County		Change Between 2005-2010	Washington State
Race	2010	2005		2010
Hispanic	5.20%	4.70%	0.50%	10.50%
American Indian	2.40%	2%	0.30%	1.50%

Source: U.S. Census 2010

Asian	0.90%	0.60%	0.30%	7.00%
African American	0.10%	0.40%	-0.30%	3.50%
White	91.40%	91.40%	0.00%	79.20%

	Skamania County	Washington State
Workforce	2010	2010
Government Workers	23.20%	16.40%
Private Wage and salary workers	66.00%	76.80%
Self-employed	10.50%	6.60%

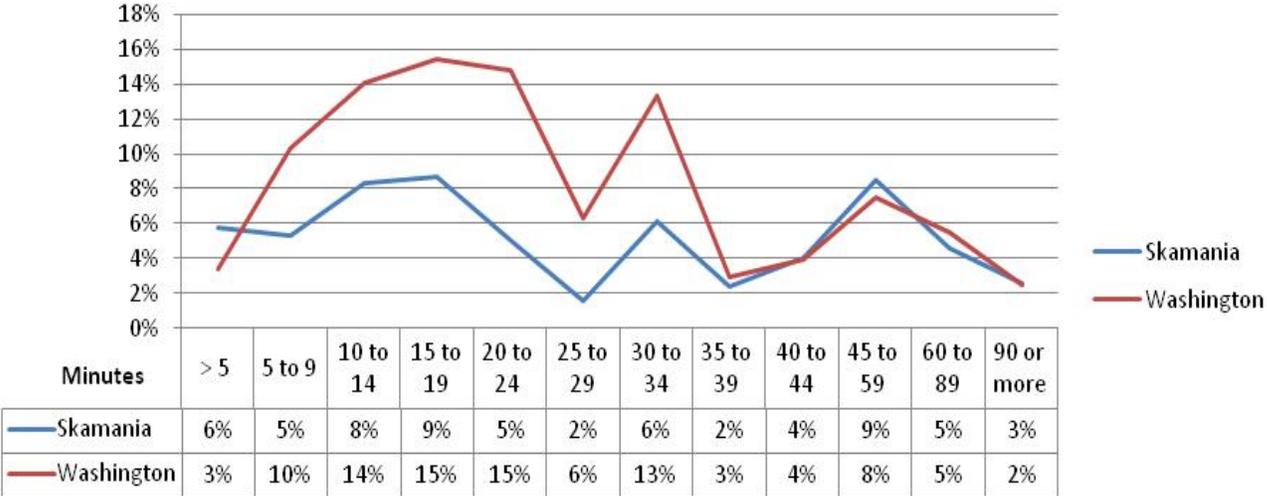
Literacy Rate			
Skamania		Washington	
Population	Percent Meeting Basic Literacy	Population	Percent Meeting Basic Literacy
8,012	92	4,641,680	90
Source: National Assessment for Adult Literacy, 2003			

	Skamania County	Washington State
Transportation	2010	2010
Carpooled	8.90%	11.60%
Drove Alone	78.90%	72.30%
Walked to Work	2.10%	3.50%
Public Transportation	0.30%	5.60%

Household Size			
Skamania		Washington	
Household size		Household size	
	2.46		2.51
Average Family size		Average Family size	
	2.91		3.06

	Skamania County	Washington State
Labor Force	2010	2010
Percent of people in the labor force	61.10%	66.20%
Females in labor force	54.40%	60.00%
Females employed in labor force	49.20%	55.80%
Unemployment rate female	5.20%	4.90%
Family with children 6-17 both parents in labor force	63.20%	69.50%
Family with children under 6 both parents in labor force	47.40%	59.60%
Unemployment rate all	8.60%	7.60%

Commute time to Work: Skamania



Education Information

Education	Skamania County		Difference Between Year	Washington State
	2010	2000		2010
Less than 9th Grade	2.30%	4.10%	-1.80%	4.10%
Not Graduate 9th-12th Grade	7.50%	10.10%	-2.60%	6.40%
High School Graduate or equivalent	33.90%	33.40%	0.50%	24.30%
Some College, no Degree	27.10%	29.10%	-2.00%	24.90%
Associate Degree	9.50%	6.50%	3.00%	9.40%
Bachelor's Degree	12.90%	11.70%	1.20%	20.00%
Graduate or Professional Degree	6.80%	5.10%	1.70%	11.00%

Skamania County Adjusted 4-Year Graduation Rate	
School District	Adjusted 4-Year Graduation Rate (Class of 2011)
Stevenson	75.0%
Mean Graduation Rate	75.0%
Source: OSPI Report Card 2011-12	

Skamania County Free or Reduced Price Lunch	
School District	Percent of students who received Free or Reduced Price Lunch
Mill	98.30%
Skamania	60.60%
Stevenson	49.1%
Mean Rate	69.3%
Washington State	45.5%
Source: OSPI Report Card 2011-12	

Poverty Information

	Skamania County	Washington State
Poverty Rates Families	2010	2010
All Families	6.20%	8.20%
All families with children under 18	10.70%	13.10%
Married Couple Families	2.50%	4.00%
Married Couple Families with children under 18	1.80%	5.80%
Married couple families with children under 5	7.60%	5.70%
Single female families	22.90%	26.90%
Single female families with children under 18	33.80%	34.40%
Single female families with children under 5	100.00%	43.80%

	Skamania County	Washington State
Poverty Rates People	2010	2010
People 18-64	10.00%	11.50%
People 65 and older	5.30%	7.90%
All people	9.40%	12.10%
People in families	5.60%	9.20%
People with related children under 18	10.00%	15.40%
People with related children under 5	10.80%	18.80%
People with related children 5-17	9.80%	14.20%
People under 18	10.40%	16.00%
People with unrelated individuals 15 and over	27.00%	23.20%

Crime Information

Skamania														
(For Crime Rate categories it is per 1000)														
Population 11150														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	232	21.3	10	0.9	0	2	0	8	222	20.4	0	45	157	20
2011	224	20.1	10	0.9	0	2	0	8	214	19.2	0	52	151	11
Percent Change	-3.45%	-5.63%	0.00%	0.00%	N/A	0.00%	N/A	0.00%	-3.60%	-5.88%	N/A	15.56%	-3.82%	-45.00%

Washington														
(For Crime Rate categories it is per 1000)														
Population 6,761,195														
Year	Crime total	Total Crime Rate	Violent Total	Violent Crime Rate	Murder	Forcible Rape	Robbery	Agg. Assault	Property total	Property Crime Rate	Arson	Burglary	Larceny	Motor Theft
2010	268103	39.9	20600	3.1	154	2499	5877	12070	247503	36.8	1315	54421	166485	25282
2011	258996	38.3	19568	2.9	159	2,217	5545	11647	239428	25.4	1263	54833	159218	24114
Percent Change	-3.40%	-4.01%	-5.01%	-6.45%	3.25%	-11.28%	-5.65%	-3.50%	-3.26%	-30.98%	-3.95%	0.76%	-4.36%	-4.62%

Source: Washington Association of Sheriffs and Police Chiefs, Crime in Washington 2011 Annual Report

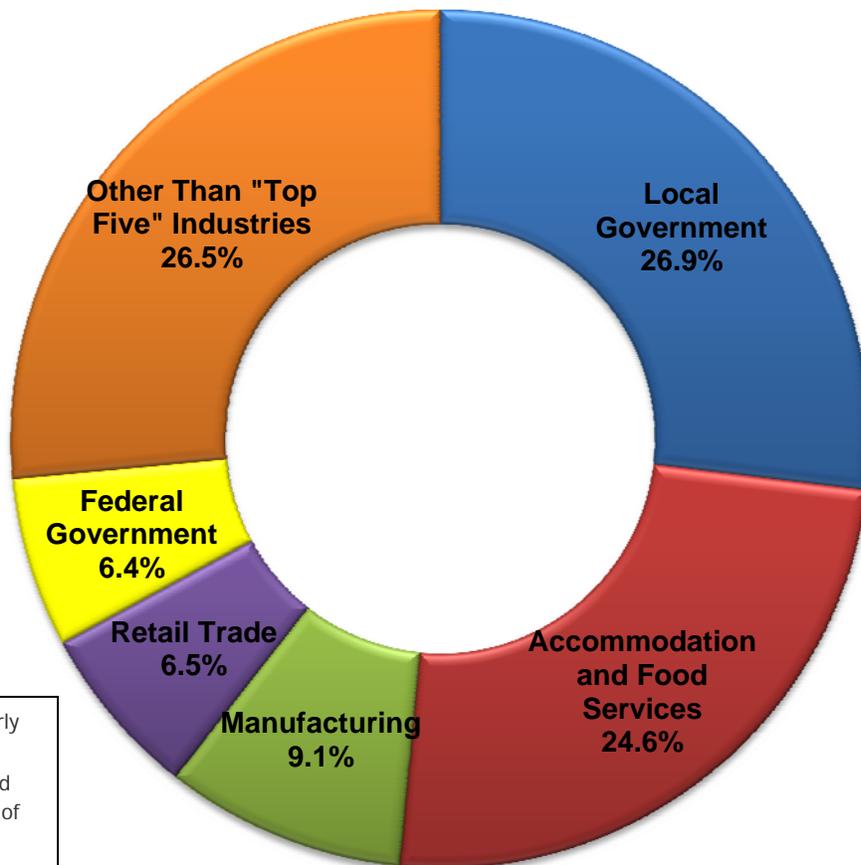
Violent Crimes Per 1,000				
Year	Skamania		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	2.33	1.29	3.04	1.65
1/1/2000	2.27	0.55	2.93	1.71
1/1/2001	1.52	1.37	2.68	1.68
1/1/2002	0	0.82	2.32	1.54
1/1/2003	0.77	1.36	2.33	1.58
1/1/2004	0.76	1.59	2.22	1.59
1/1/2005	0	1.69	2.16	1.57
1/1/2006	0	1.76	2.26	1.54
1/1/2007	2.24	0.87	2.47	1.53
1/1/2008	0	0.25	2.25	1.47
1/1/2009	0	1	2.3	1.63
1/1/2010	0	1.27	2.13	1.57

Drug Law Violation Arrests Per 1,000				
Year	Skamania		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	0	6.02	4.89	5.41
1/1/2000	4.55	7.59	5.16	5.93
1/1/2001	3.03	6.31	5.19	5.86
1/1/2002	7.61	7.24	4.86	5.45
1/1/2003	2.3	7.89	4.87	5.78
1/1/2004	0	10.09	4.22	5.31
1/1/2005	1.51	11.16	4.31	5.38
1/1/2006	1.49	9.43	4.52	6.4
1/1/2007	2.99	7.83	4.62	6.2
1/1/2008	1.52	10.91	4.31	5.1
1/1/2009	6.3	7.64	4.27	4.61
1/1/2010	3.62	5.19	4.77	4.39

Alcohol Related Arrests Per 1,000				
Year	Skamania		Washington	
	10-17 Year olds	18+ Year Olds	10-17 Year olds	18+ Year Olds
1/1/1999	12.51	10.61	9.66	10.95
1/1/2000	16.6	11.32	9.03	10.2
1/1/2001	9.61	9.05	8.13	9.93
1/1/2002	22.02	12.16	7.79	11.27
1/1/2003	6.62	11.43	7.81	11.8
1/1/2004	5.25	12.48	7.36	11.75
1/1/2005	3.2	12.2	6.46	10.64
1/1/2006	8.7	12.95	7.44	10.75
1/1/2007	9.59	10.44	7.7	10.45
1/1/2008	6.06	15	6.72	9.65
1/1/2009	5.73	11.27	5.81	9.88
1/1/2010	4.18	9.37	4.82	9.31

Property Crime Rate Per 1,000		
Year	Skamania	Washington
	10-17 Year olds	10-17 Year olds
1/1/1999	8.53	27.49
1/1/2000	3.79	24.93
1/1/2001	5.31	20.95
1/1/2002	9.89	19.65
1/1/2003	3.07	19.12
1/1/2004	4.57	18.12
1/1/2005	0.75	16.69
1/1/2006	2.23	15.74
1/1/2007	3.73	16.33
1/1/2008	2.28	15.36
1/1/2009	7.09	13.72
1/1/2010	0.91	12.39

Skamania County in 2011: Top Five Industries by Percent of Total Employment

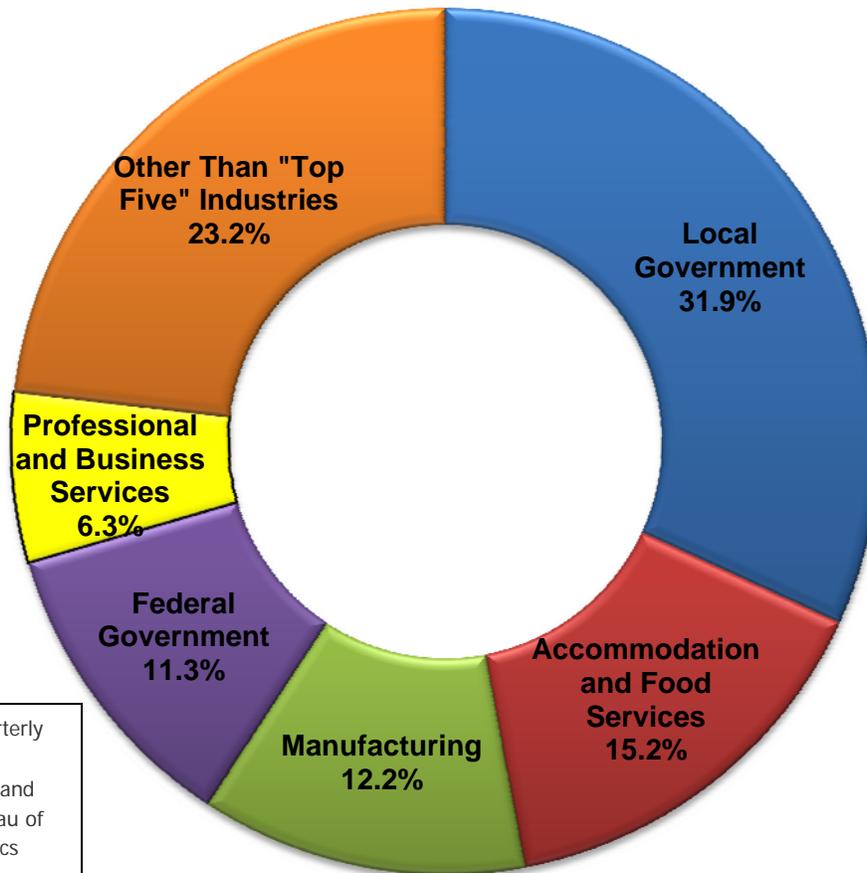


Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Skamania County: Employment by Industry in 2011

Industry	Number of Jobs
Local Government	564
Accommodation and Food Services	515
Manufacturing	190
Retail Trade	137
Federal Government	134
Other Than "Top Five" Industries	555
Total Covered Employment	2,095

Skamania County in 2011: Top Five Industries by Percent of Total Wages



Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Skamania County: Wages by Industry in 2011

Industry	Wages (in \$)
Local Government	\$21,723,310
Accommodation and Food Services	\$10,343,400
Manufacturing	\$8,303,834
Federal Government	\$7,693,736
Professional and Business Services	\$4,312,094
Other Than "Top Five" Industries	\$15,793,066
Total Covered Wages	\$68,169,440

Source: Quarterly Census of Employment and Wages. Bureau of Labor Statistics

Weekly Average Wage Skamania v State		
	Skamania	Washington
Year	Amount Dollars	Amount
2002	\$484.00	\$735.00
2003	\$497.00	\$750.00
2004	\$517.00	\$757.00
2005	\$528.00	\$783.00
2006	\$530.00	\$825.00
2007	\$554.00	\$866.00
2008	\$583.00	\$896.00
2009	\$603.00	\$913.00
2010	\$611.00	\$933.00
2011	\$626.00	\$966.00
QCEW BLS		

Year Average Wage Skamania v State		
	Skamania	Washington
Year	Amount Dollars	Amount
2002	\$25,153.00	\$38,242.00
2003	\$25,830.00	\$39,021.00
2004	\$26,898.00	\$39,361.00
2005	\$27,439.00	\$40,721.00
2006	\$27,580.00	\$42,897.00
2007	\$28,798.00	\$45,021.00
2008	\$30,296.00	\$46,569.00
2009	\$31,357.00	\$47,470.00
2010	\$31,773.00	\$48,516.00
2011	\$32,532.00	\$50,256.00
QCEW BLS		

Cluster and Industry Data

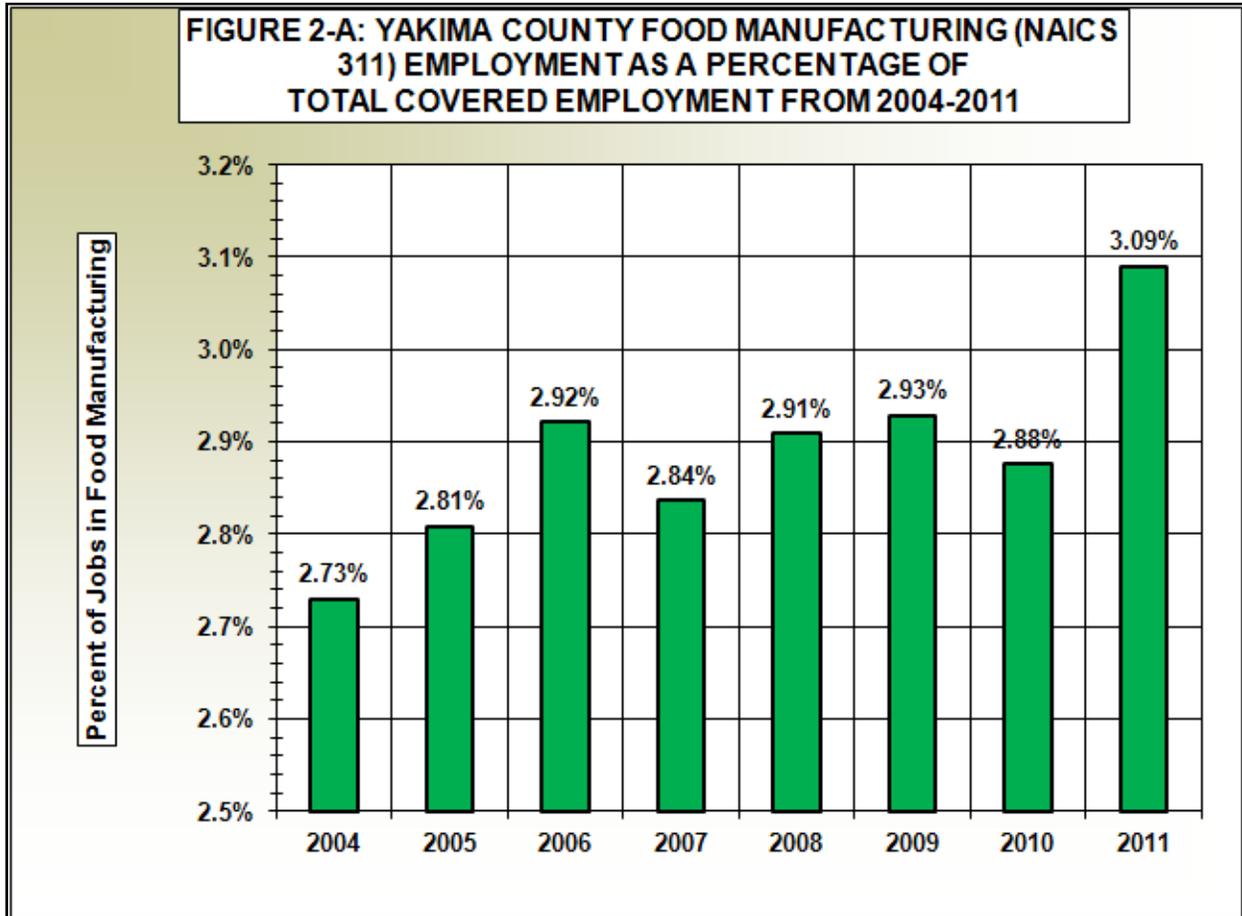
(Information provided by Labor Market and Economic Analysis, Washington State ESD)

Table 1-A: Strategic Employment Clusters in the South Central Workforce Development Area (WDA) (as of 26 April 2013)		
	Industry	NAICS
1	Agriculture	
	a. Food Processing	311
	b. Crop Production	111
	c. Agricultural Support	115
2	Health Care	62
3	Manufacturing	
	a. Plastics & Rubber Products Mfg	326
	b. Fabricated & Metal Products Mfg	332
4	Clean Technology/Renewable Energy	
	a. Utilities	221
	b. Repair & Maintenance	811
5	Warehousing & Distribution	
	a. Truck Transportation	484
	b. Warehousing and Storage	493
6	Professional & Business Services	54
7	Construction	23

Table 1-B: Total Covered Employment in Kittitas, Klickitat, Skamania, and Yakima counties and in the South Central Workforce Development Area (SCWDA) in 2011		
Area	Annual Avg Employment in 2011 (in jobs)	Percent of Employment in the SCWDA (by County)
Kittitas County	13,467	10.9%
Klickitat County	6,879	5.6%
Skamania County	2,095	1.7%
Yakima County	101,233	81.9%
South Central WDA	123,674	100.0%

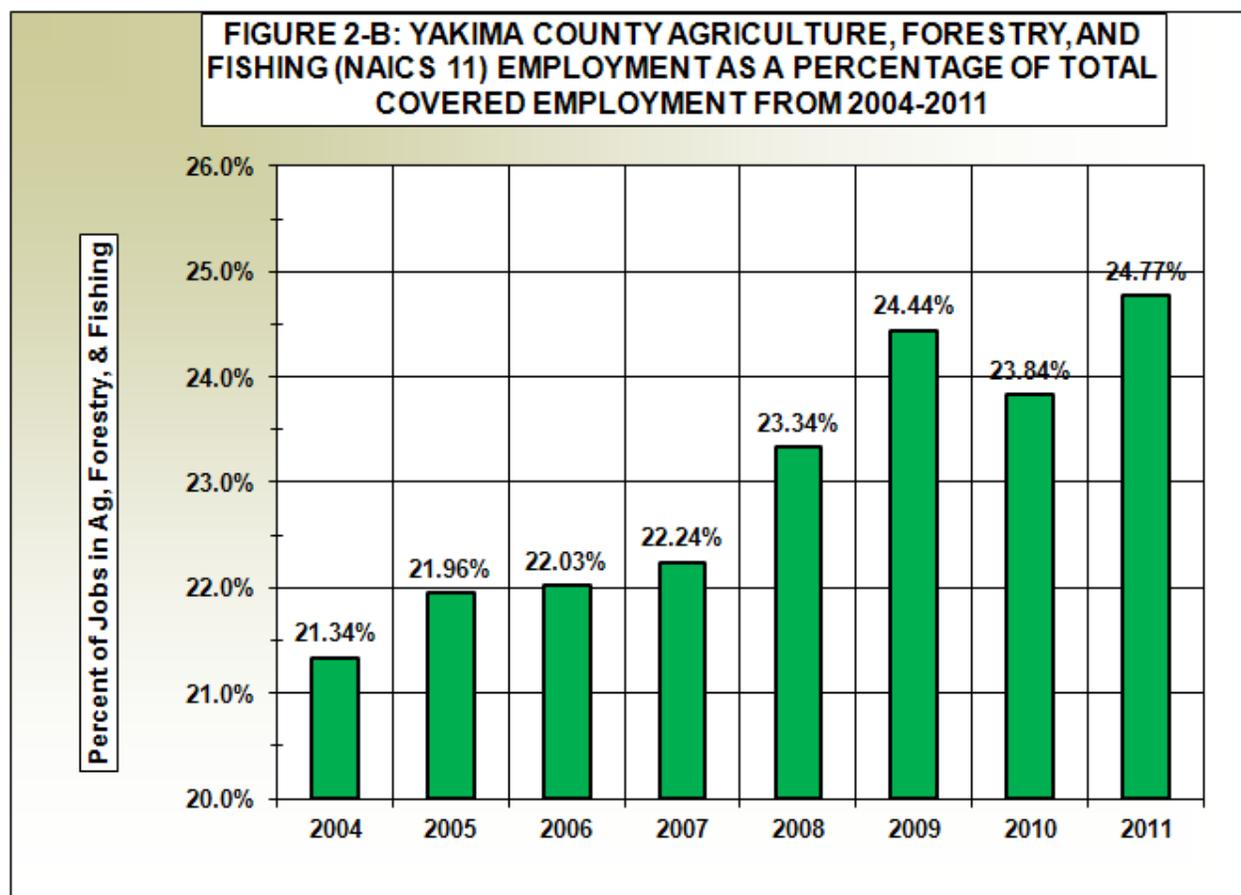
Agriculture and Food Processing

TABLE 2-A: YAKIMA COUNTY FOOD MANUFACTURING (NAICS 311) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Food Manufacturing	2,566	2,675	2,871	2,812	2,941	2,955	2,874	3,128
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Food Manufacturing	2.73%	2.81%	2.92%	2.84%	2.91%	2.93%	2.88%	3.09%



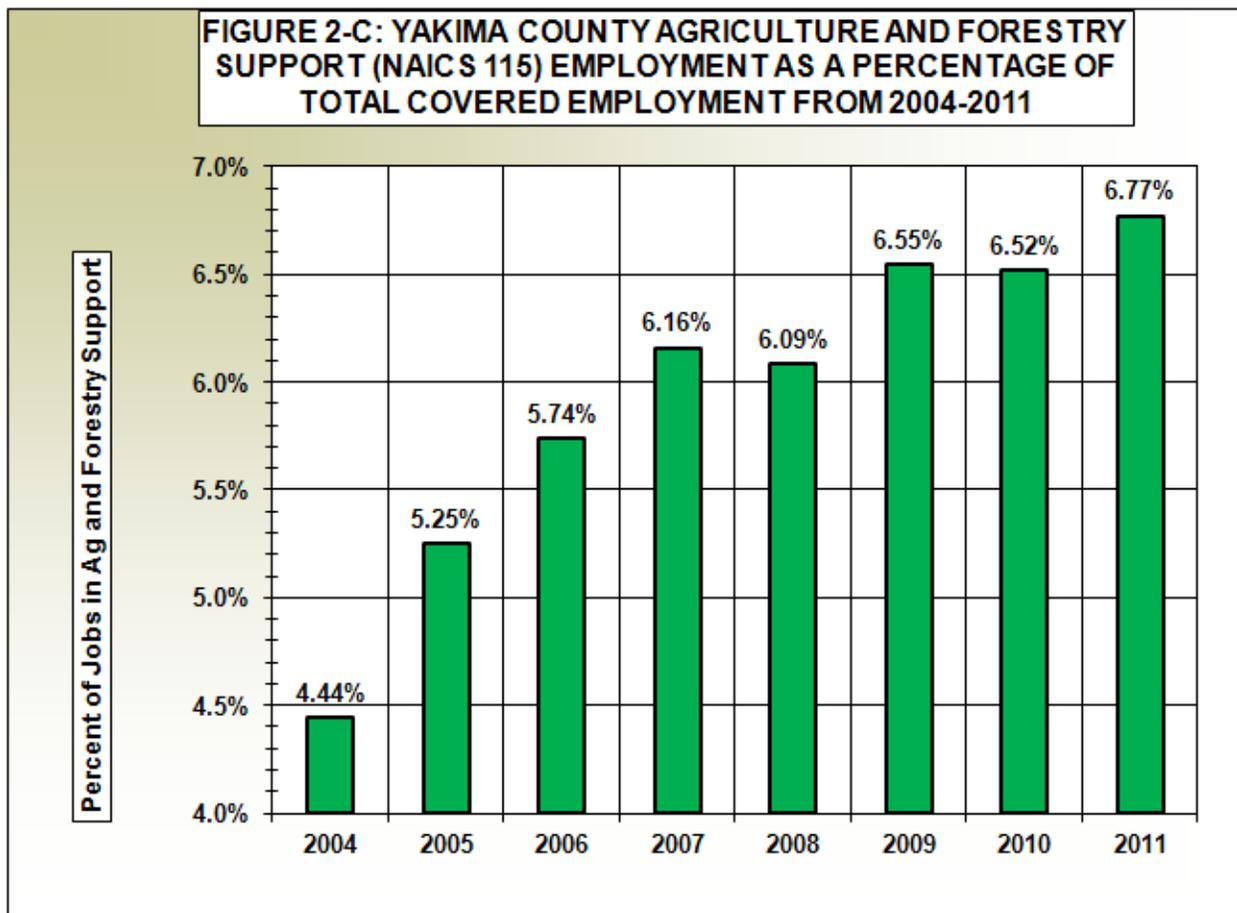
Agriculture and Food Processing (Continued)

TABLE 2-B: YAKIMA COUNTY: AGRICULTURE, FORESTRY, AND FISHING (NAICS 11) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Agriculture, Forestry, and Fishing	20,057	20,913	21,651	22,051	23,589	24,659	23,825	25,074
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Agriculture, Forestry, and Fishing	21.34%	21.96%	22.03%	22.24%	23.34%	24.44%	23.84%	24.77%



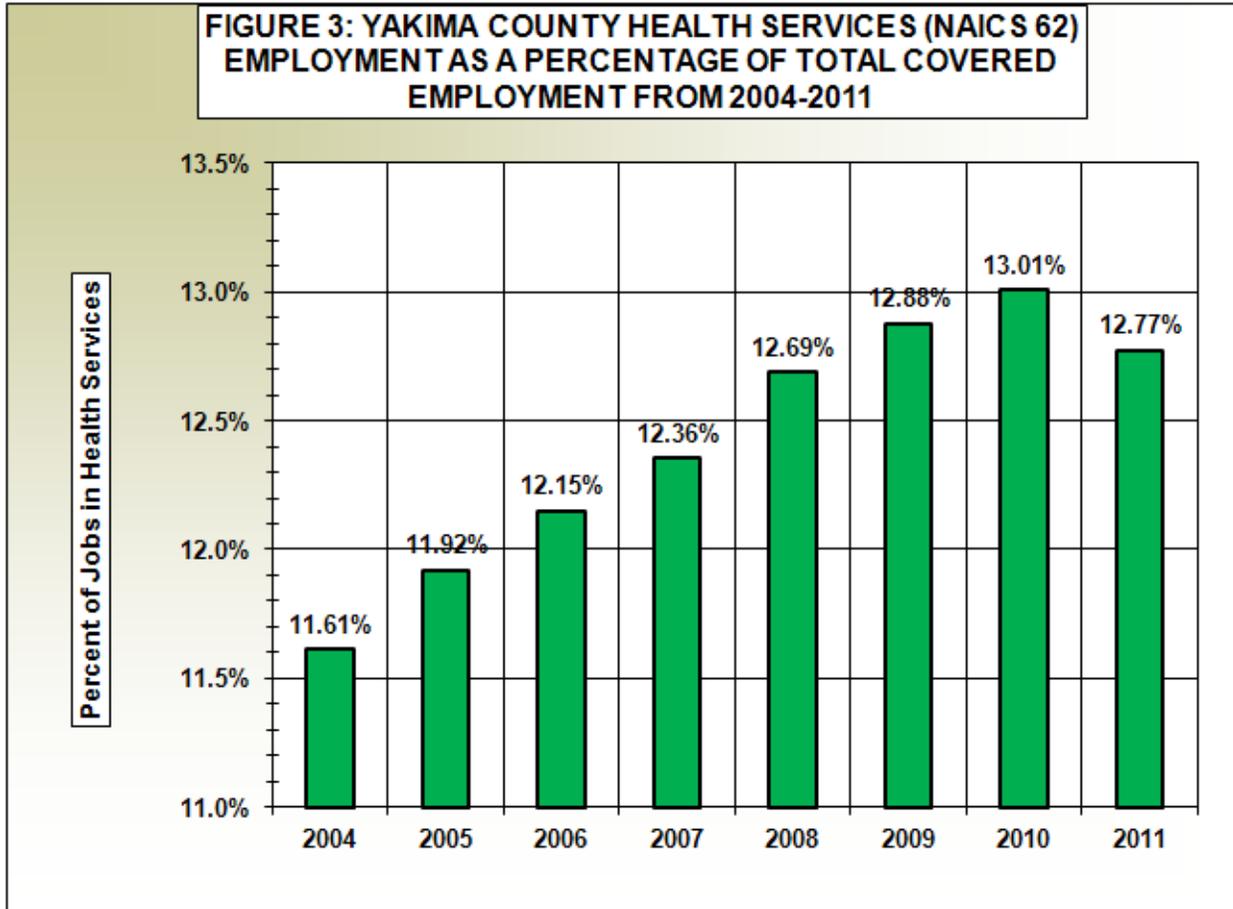
Agriculture and Food Processing (Continued)

TABLE 2-C: YAKIMA COUNTY: AGRICULTURE AND FORESTRY SUPPORT (NAICS 115) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Agriculture and Forestry Support Activities	4,174	5,001	5,641	6,107	6,152	6,604	6,514	6,854
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Agriculture and Forestry Support Activities	4.44%	5.25%	5.74%	6.16%	6.09%	6.55%	6.52%	6.77%



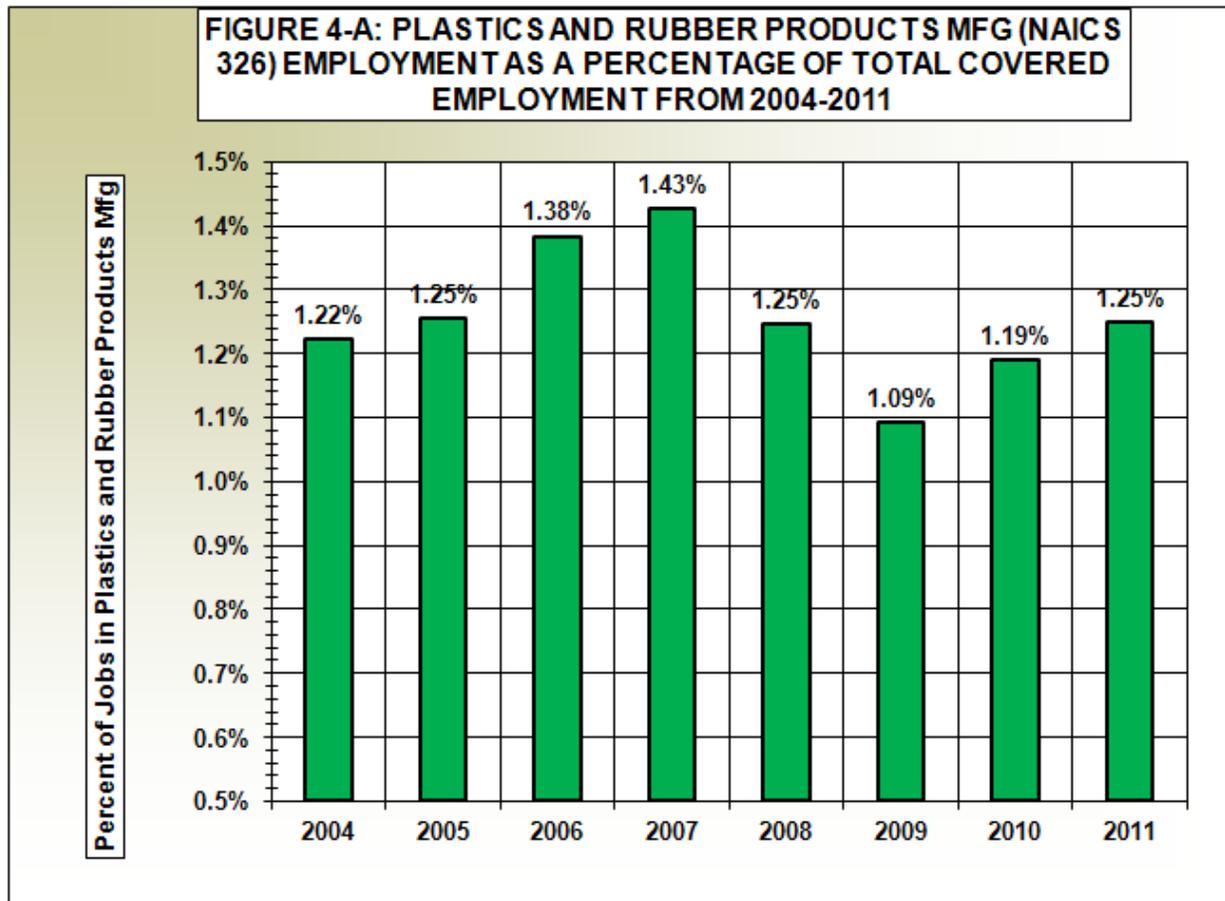
Health Care

TABLE 3: YAKIMA COUNTY HEALTH SERVICES (NAICS 62) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Health Services	10,914	11,355	11,944	12,248	12,828	12,993	13,002	12,931
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Health Services	11.61%	11.92%	12.15%	12.36%	12.69%	12.88%	13.01%	12.77%



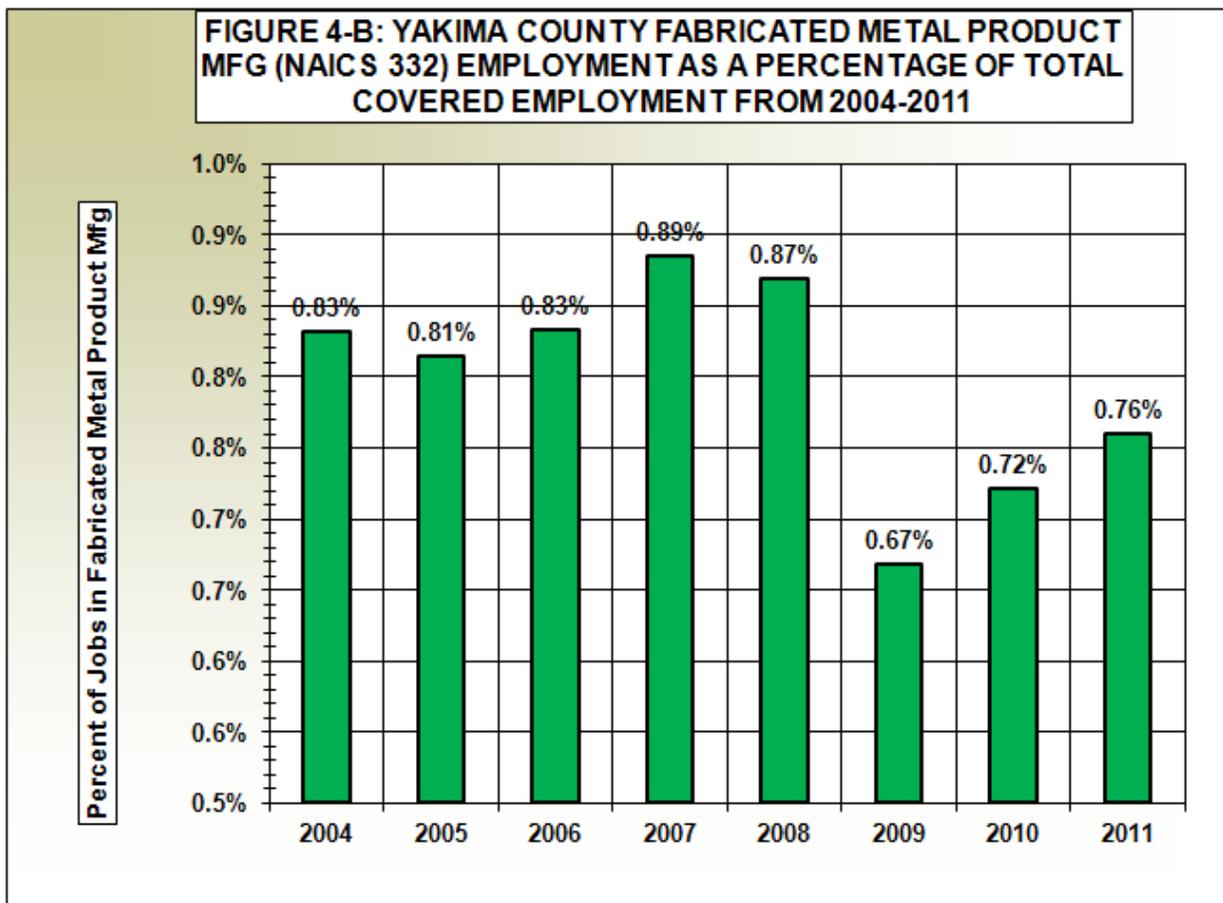
Manufacturing

TABLE 4-A: YAKIMA COUNTY PLASTICS AND RUBBER PRODUCTS MANUFACTURING (NAICS 326) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Plastics and Rubber Products Manufacturing	1,149	1,195	1,360	1,414	1,259	1,102	1,190	1,265
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Plastics and Rubber Products Mfg	1.22%	1.25%	1.38%	1.43%	1.25%	1.09%	1.19%	1.25%



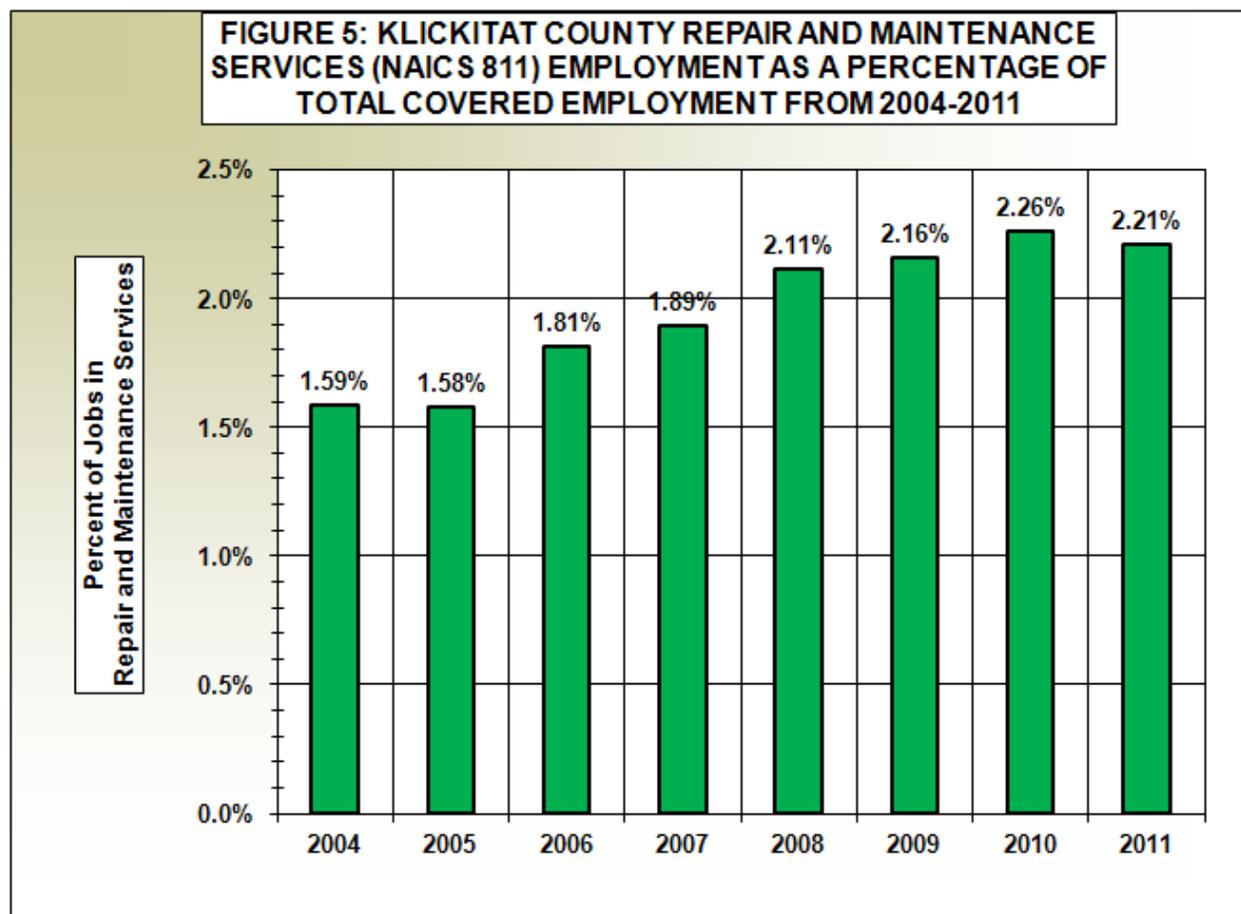
Manufacturing (Continued)

TABLE 4-B: YAKIMA COUNTY FABRICATED METAL PRODUCT MFG (NAICS 332) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Fabricated Metal Product Manufacturing	782	776	819	878	878	674	721	769
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Fabricated Metal Product Mfg	0.83%	0.81%	0.83%	0.89%	0.87%	0.67%	0.72%	0.76%



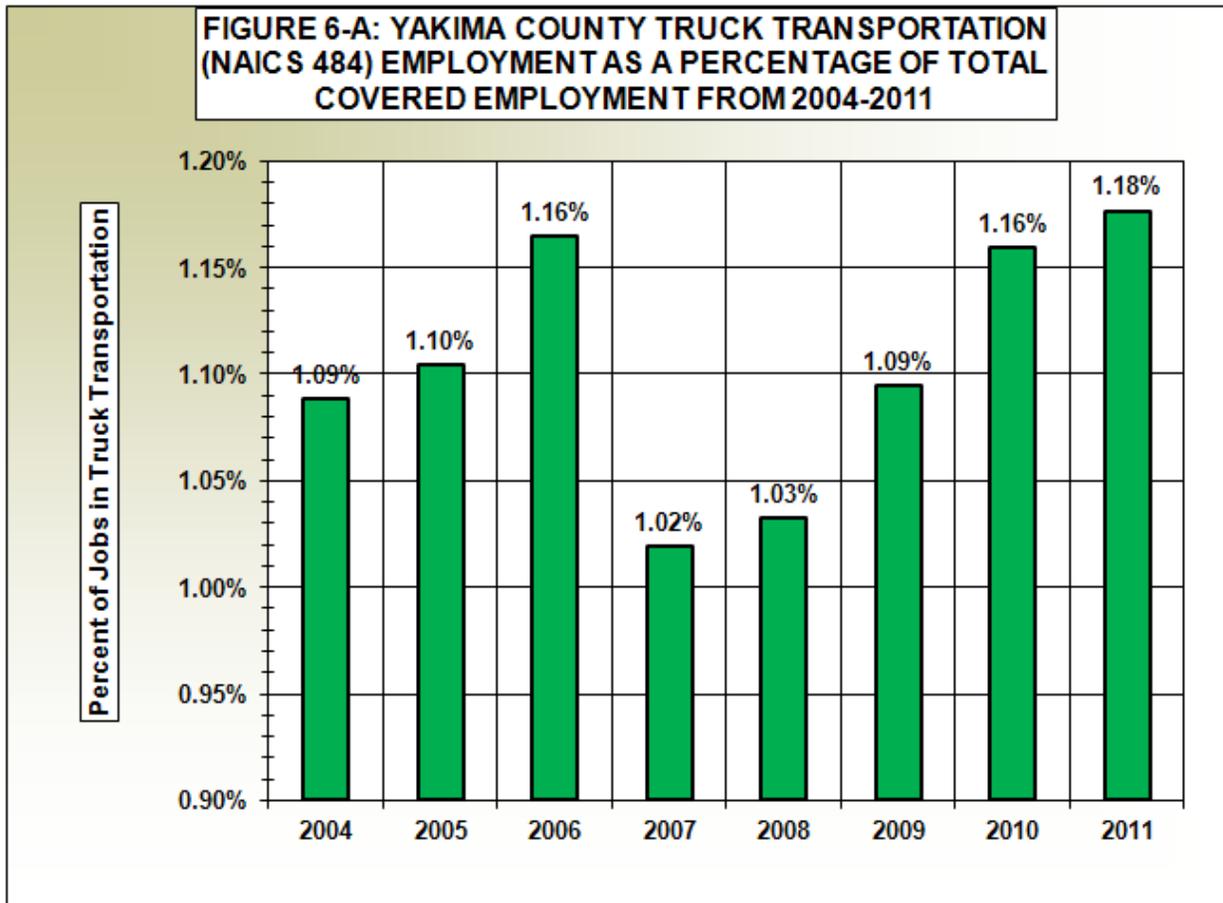
Clean Technology/Renewable Energy

TABLE 5: KLICKITAT COUNTY REPAIR AND MAINTENANCE SERVICES (NAICS 811) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Repair and Maintenance Services	94	92	110	117	136	145	152	152
Total Covered Employment	5,926	5,834	6,062	6,190	6,419	6,718	6,726	6,879
Percent of Jobs in Repair and Maintenance Services	1.59%	1.58%	1.81%	1.89%	2.11%	2.16%	2.26%	2.21%



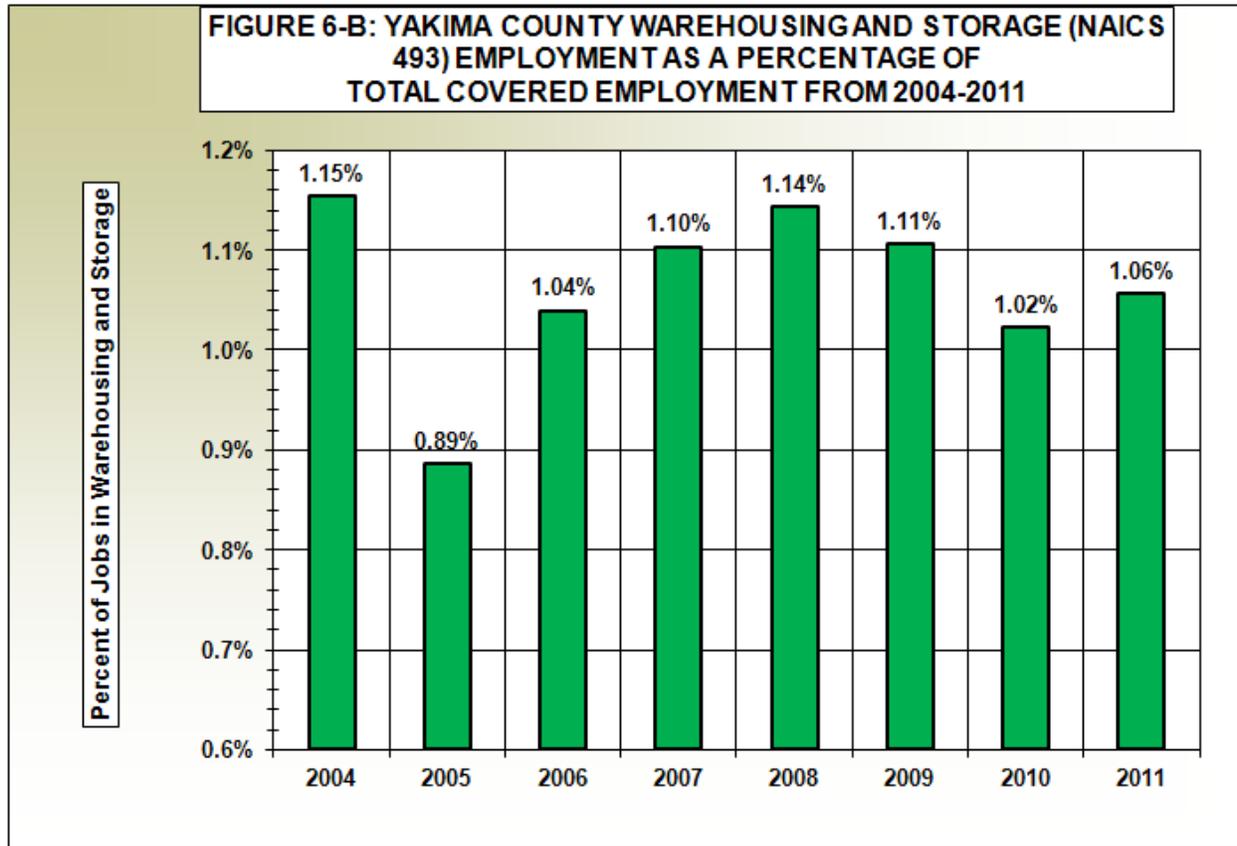
Warehousing/Distribution

TABLE 6-A: YAKIMA COUNTY TRUCK TRANSPORTATION (NAICS 484) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Truck Transportation	1,023	1,052	1,145	1,010	1,043	1,104	1,159	1,191
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Truck Transportation	1.09%	1.10%	1.16%	1.02%	1.03%	1.09%	1.16%	1.18%



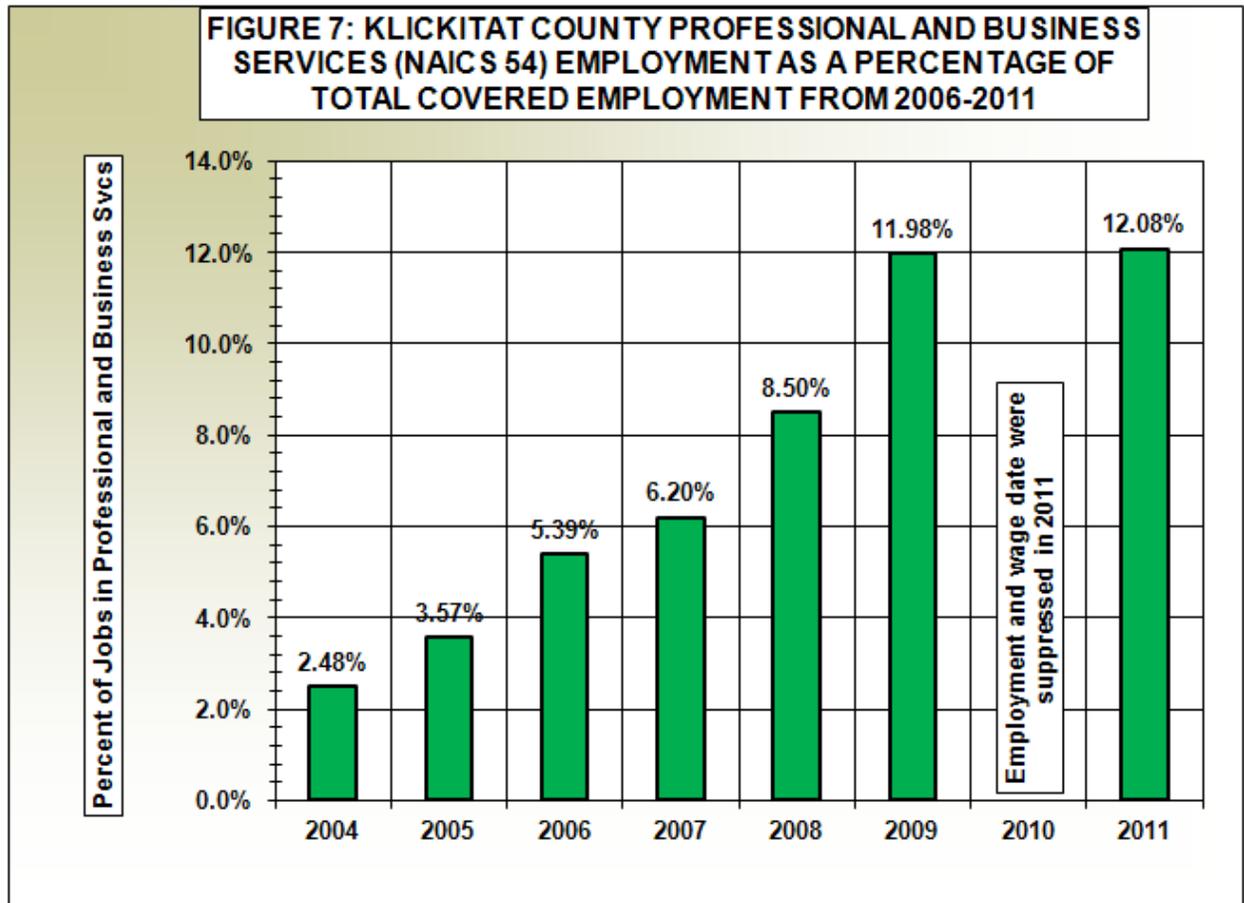
Warehousing/Distribution (Continued)

TABLE 6-B: YAKIMA COUNTY WAREHOUSING AND STORAGE (NAICS 493) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Warehousing and Storage	1,085	844	1,022	1,094	1,155	1,116	1,022	1,070
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Warehousing and Storage	1.15%	0.89%	1.04%	1.10%	1.14%	1.11%	1.02%	1.06%



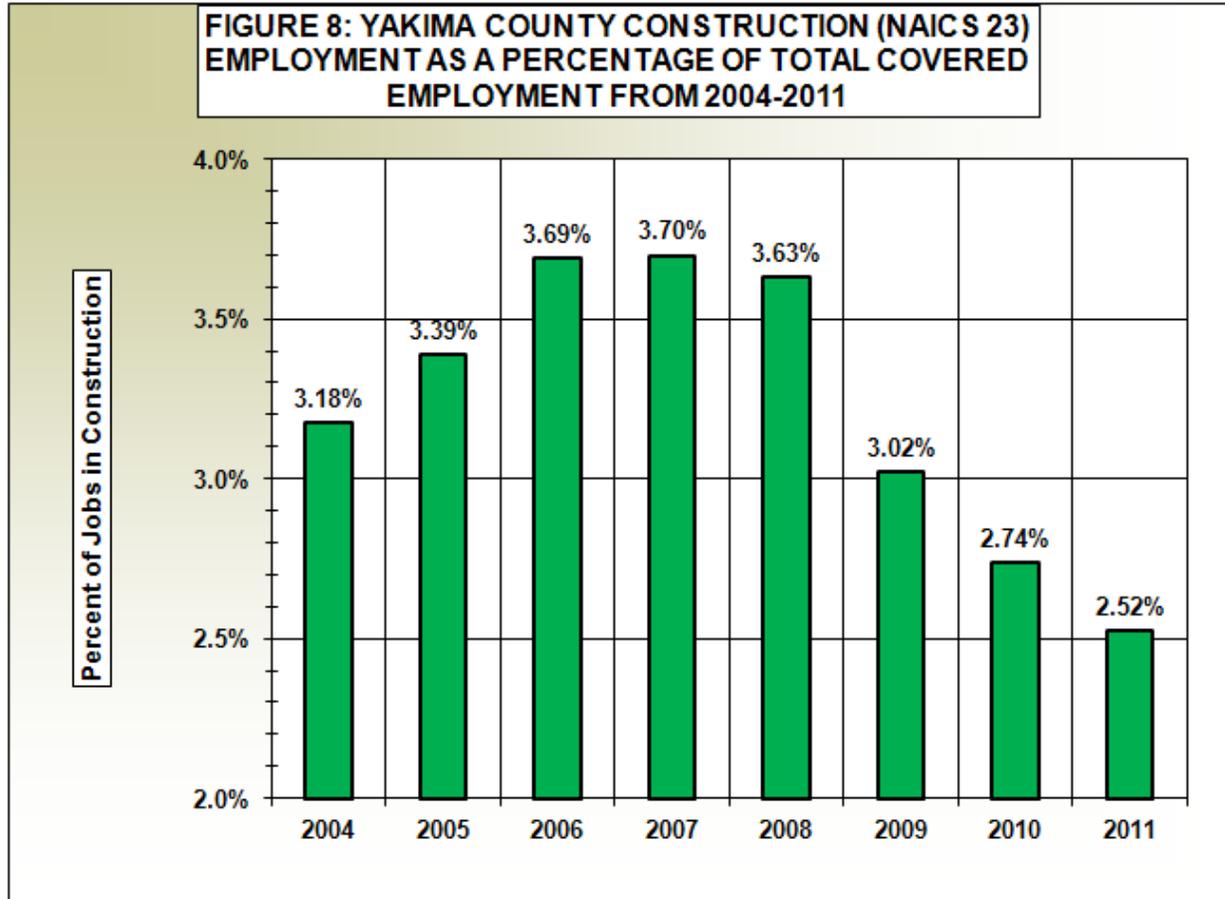
Professional and Business Services

TABLE 7: KLICKITAT COUNTY PROFESSIONAL AND BUSINESS SERVICES (NAICS 54) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Professional and Business Services	147	208	327	384	546	805	*	831
Total Covered Employment	5,926	5,834	6,062	6,190	6,419	6,718	6,726	6,879
Percent of Jobs in Professional and Business Services	2.48%	3.57%	5.39%	6.20%	8.50%	11.98%	N/A	12.08%



Construction

TABLE 8: YAKIMA COUNTY CONSTRUCTION (NAICS 23) EMPLOYMENT AS A PERCENTAGE OF TOTAL COVERED EMPLOYMENT FROM 2004-2011								
	2004	2005	2006	2007	2008	2009	2010	2011
Construction	2,985	3,225	3,627	3,666	3,668	3,047	2,734	2,556
Total Covered Employment	93,988	95,251	98,298	99,135	101,084	100,894	99,953	101,233
Percent of Jobs in Construction Industry	3.18%	3.39%	3.69%	3.70%	3.63%	3.02%	2.74%	2.52%



Location Quotients: County & WDA-9 versus USA

TABLE 9: LOCATION QUOTIENTS (LQs) FOR KITTITAS, KLICKITAT, SKAMANIA, AND YAKIMA COUNTIES AND FOR THE SOUTH CENTRAL WORKFORCE DELIVERY AREA (WDA-9) VERSUS NATIONAL ANNUAL AVERAGE 2011 QCEW EMPLOYMENT							
NAICS SECTOR	NAICS SUBSECTOR	DESCRIPTION	KITTITAS COUNTY	KLICKITAT COUNTY	SKAMANIA COUNTY	YAKIMA COUNTY	WDA-9
		TOTAL	1.00	1.00	1.00	1.00	1.00
11		AGRICULTURE, FORESTRY, FISHING, AND HUNTING	6.74	24.36	3.78	27.63	24.77
	111	Crop production	11.72	33.74	-	39.68	-
	112	Animal production	2.08	-	0.00	8.85	-
	113	Forestry and logging	2.59	30.42	-	2.99	-
	114	Fishing, hunting and trapping	0.00	0.00	0.00	0.00	0.00
	115	Agriculture and forestry support activities	2.90	-	-	26.21	-
		Other industries	-	-	-	-	-
21		MINING	-	-	-	0.09	-
	211	Oil and gas extraction	0.00	0.00	0.00	0.00	0.00
	212	Mining, except oil and gas	-	-	-	-	-
	213	Support activities for mining	0.00	0.00	0.00	-	-
		Other industries	-	-	-	-	-
22		UTILITIES	-	1.37	0.00	0.38	-
	221	Utilities	-	1.37	0.00	0.38	-
		Other industries	-	-	-	-	-
23		CONSTRUCTION	1.02	0.77	0.61	0.60	0.65
	236	Construction of buildings	0.94	0.67	-	0.82	-
	237	Heavy and civil engineering construction	0.97	1.95	-	0.27	-
	238	Specialty trade contractors	1.06	0.53	0.59	0.60	0.64
		Other industries	-	-	-	-	-
31-33		MANUFACTURING	0.44	0.86	1.00	0.86	0.82
	311	Food manufacturing	-	-	0.00	2.75	-
	312	Beverage and tobacco product manufacturing	1.30	9.90	-	1.51	-
	313	Textile mills	0.00	0.00	0.00	0.00	0.00
	314	Textile product mills	-	0.00	0.00	-	-
	315	Apparel manufacturing	-	0.00	0.00	0.00	-
	316	Leather and allied product manufacturing	0.00	0.00	0.00	0.00	0.00
	321	Wood product manufacturing	-	-	-	1.41	-
	322	Paper manufacturing	0.00	0.00	0.00	1.33	1.09
	323	Printing and related support activities	-	0.00	0.00	0.21	-
	324	Petroleum and coal products manufacturing	0.00	0.00	0.00	-	-
	325	Chemical manufacturing	-	0.00	-	0.22	-
	326	Plastics and rubber products manufacturing	0.00	-	0.00	2.55	-
	327	Nonmetallic mineral product manufacturing	-	-	0.00	-	-
	331	Primary metal manufacturing	0.00	-	0.00	-	-
	332	Fabricated metal product manufacturing	0.64	-	-	0.73	-
	333	Machinery manufacturing	0.00	-	0.00	0.61	-
	334	Computer and electronic product manufacturing	0.00	-	-	0.00	-
	335	Electrical equipment and appliance mfg.	0.00	0.00	0.00	-	-
	336	Transportation equipment manufacturing	-	-	-	0.46	-
	337	Furniture and related product manufacturing	0.55	0.27	-	0.28	-
	339	Miscellaneous manufacturing	0.20	-	-	0.52	-
		Other industries	-	-	-	-	-

Footnotes:
 The "-" indicates that either there are no data, or data are Not Calculable (NC) or Not Disclosable (ND).
 Location Quotients (LQs) are calculated by first, dividing local industry employment by the all industry total of local employment. Second, reference area industry employment is divided by the all industry total for the reference area. Finally, the local ratio is divided by the reference area ratio.

Location Quotients: County & WDA-9 versus USA (Continued)

TABLE 9 (Continued): LOCATION QUOTIENTS (LQs) FOR KITTITAS, KLICKITAT, SKAMANIA, AND YAKIMA COUNTIES AND FOR THE SOUTH CENTRAL WORKFORCE DELIVERY AREA (WDA-9) VERSUS NATIONAL ANNUAL AVERAGE 2011 QCEW EMPLOYMENT							
NAICS SECTOR	NAICS SUBSECTOR	DESCRIPTION	KITTITAS COUNTY	KLICKITAT COUNTY	SKAMANIA COUNTY	YAKIMA COUNTY	WDA-9
		TOTAL	1.00	1.00	1.00	1.00	1.00
42		WHOLESALE TRADE	1.03	0.40	0.51	0.91	0.89
	423	Merchant wholesalers, durable goods	0.23	0.37	-	0.70	-
	424	Merchant wholesalers, nondurable goods	2.21	0.44	-	1.46	-
	425	Electronic markets and agents and broker	0.91	0.42	-	0.33	-
		Other industries	-	-	-	-	-
44-45		RETAIL TRADE	0.99	0.43	0.58	0.87	0.85
	441	Motor vehicle and parts dealers	1.27	0.42	-	1.09	-
	442	Furniture and home furnishings stores	0.92	-	0.00	0.54	-
	443	Electronics and appliance stores	0.53	0.00	0.00	0.68	0.61
	444	Building material and garden supply stores	0.93	0.54	-	0.87	-
	445	Food and beverage stores	1.35	0.87	-	1.02	-
	446	Health and personal care stores	0.42	-	-	0.43	-
	447	Gasoline stations	2.49	1.53	2.78	0.92	1.15
	448	Clothing and clothing accessories stores	0.23	-	-	0.39	-
	451	Sporting goods, hobby, book and music stores	0.71	-	0.00	0.73	-
	452	General merchandise stores	0.82	-	0.00	1.19	-
	453	Miscellaneous store retailers	1.16	0.31	-	0.67	-
	454	Nonstore retailers	0.38	-	0.00	0.19	-
		Other industries	-	-	-	-	-
48-49		TRANSPORTATION & WAREHOUSING	0.49	0.31	0.18	0.89	0.80
	481	Air transportation	0.00	0.00	0.00	-	-
	482	Rail transportation	0.00	0.00	0.00	0.00	0.00
	483	Water transportation	0.00	0.00	0.00	0.00	0.00
	484	Truck transportation	1.15	0.59	-	1.17	-
	485	Transit and ground passenger transportation	-	0.00	0.00	0.58	-
	486	Pipeline transportation	0.00	0.00	0.00	0.00	0.00
	487	Scenic and sightseeing transportation	0.00	0.00	0.00	0.00	0.00
	488	Support activities for transportation	0.29	-	-	0.35	-
	491	Postal service	0.00	0.00	0.00	-	-
	492	Couriers and messengers	-	-	0.00	0.48	-
	493	Warehousing and storage	0.00	-	0.00	2.11	-
		Other industries	-	-	-	-	-
51		INFORMATION	0.57	0.23	-	0.39	-
	511	Publishing industries, except Internet	0.84	-	0.00	-	-
	512	Motion picture and sound recording industries	-	0.00	0.00	-	-
	515	Broadcasting, except Internet	-	-	0.00	0.93	-
	516	Internet publishing and broadcasting	-	-	-	-	-
	517	Telecommunications	0.55	-	-	0.38	-
	518	ISPs, search portals, and data processing	0.00	0.00	-	-	-
	519	Other information services	0.00	-	0.00	-	-
		Other industries	-	-	-	-	-
52		FINANCE AND INSURANCE	0.42	0.25	0.31	0.36	0.36
	521	Monetary authorities - central bank	0.00	0.00	0.00	0.00	0.00
	522	Credit intermediation and related activities	0.66	0.31	0.39	0.49	0.49
	523	Securities, commodity contracts, investments	-	-	-	-	-
	524	Insurance carriers and related activities	-	-	-	0.31	-
	525	Funds, trusts, and other financial vehicles	0.00	0.00	0.00	-	-
		Other industries	-	-	-	-	-

Footnotes:
 The "-" indicates that either there are no data, or data are Not Calculable (NC) or Not Disclosable (ND).
 Location Quotients (LQs) are calculated by first, dividing local industry employment by the all industry total of local employment. Second, reference area industry employment is divided by the all industry total for the reference area. Finally, the local ratio is divided by the reference area ratio.

Location Quotients: County & WDA-9 versus USA (Continued)

TABLE 9 (Continued): LOCATION QUOTIENTS (LQs) FOR KITTITAS, KLICKITAT, SKAMANIA, AND YAKIMA COUNTIES AND FOR THE SOUTH CENTRAL WORKFORCE DELIVERY AREA (WDA-9) VERSUS NATIONAL ANNUAL AVERAGE 2011 QCEW EMPLOYMENT							
NAICS SECTOR	NAICS SUBSECTOR	DESCRIPTION	KITTITAS COUNTY	KLICKITAT COUNTY	SKAMANIA COUNTY	YAKIMA COUNTY	WDA-9
		TOTAL	1.00	1.00	1.00	1.00	1.00
53		REAL ESTATE, RENTAL AND LEASING	0.79	0.30	0.36	0.52	0.54
	531	Real estate	0.97	-	0.49	0.49	-
	532	Rental and leasing services	0.33	-	0.00	-	-
	533	Lessors of nonfinancial intangible asset	0.00	0.00	0.00	-	-
		Other industries	-	-	-	-	-
54		PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	0.28	2.04	0.49	0.28	0.38
	541	Professional and technical services	0.28	2.04	0.49	0.28	0.38
		Other industries	-	-	-	-	-
55		MANAGEMENT OF COMPANIES AND ENTERPRISES	-	-	0.00	0.37	-
	551	Management of companies and enterprises	-	-	0.00	0.37	-
		Other industries	-	-	-	-	-
56		ADMINISTRATIVE, SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES	0.27	0.71	0.11	0.29	0.31
	561	Administrative and support services	-	-	-	0.28	-
	562	Waste management and remediation service	-	-	-	0.56	-
		Other industries	-	-	-	-	-
61		EDUCATIONAL SERVICES	0.34	0.09	-	0.46	-
	611	Educational services	0.34	0.09	-	0.46	-
		Other industries	-	-	-	-	-
62		HEALTH CARE AND SOCIAL ASSISTANCE	0.59	0.33	0.30	1.00	0.91
	621	Ambulatory health care services	0.54	0.61	0.31	1.05	0.96
	622	Hospitals	0.00	0.00	0.00	0.91	0.75
	623	Nursing and residential care facilities	1.38	-	-	0.95	-
	624	Social assistance	0.81	-	-	1.11	-
		Other industries	-	-	-	-	-
71		ARTS, ENTERTAINMENT, AND RECREATION	0.84	0.80	0.39	0.69	0.71
	711	Performing arts and spectator sports	-	-	-	0.70	-
	712	Museums, historical sites, zoos, and parks	-	-	-	0.35	-
	713	Amusements, gambling, and recreation	0.95	0.85	-	0.72	-
		Other industries	-	-	-	-	-
72		ACCOMMODATION AND FOOD SERVICES	1.94	0.46	2.80	0.62	0.79
	721	Accommodation	3.40	0.55	14.28	0.62	1.15
	722	Food services and drinking places	1.67	0.45	0.66	0.62	0.73
		Other industries	-	-	-	-	-
81		OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)	0.83	1.49	1.68	1.27	1.24
	811	Repair and maintenance	0.90	2.46	-	0.64	-
	812	Personal and laundry services	0.55	0.19	-	0.59	-
	813	Membership associations and organization	0.57	0.70	-	0.40	-
	814	Private households	1.82	3.91	7.53	5.57	5.10
		Other industries	-	-	-	-	-
		GOVERNMENT	1.91	1.56	2.13	1.02	1.16
		Federal Government	0.52	0.72	2.89	0.59	0.62
		State Government	4.10	0.73	0.45	0.74	1.10
		Local Government	1.47	2.00	2.52	1.20	1.30
		NOT ELSEWHERE CLASSIFIED	3.54	2.73	4.48	0.00	0.61

Footnotes:
 The "-" indicates that either there are no data, or data are Not Calculable (NC) or Not Disclosable (NC).
 Location Quotients (LQs) are calculated by first, dividing local industry employment by the all industry total of local employment. Second, reference area industry employment is divided by the all industry total for the reference area. Finally, the local ratio is divided by the reference area ratio.