

Workforce Development Directory 2010



Workforce Training and Education Coordinating Board

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WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

Our Vision

Washington's Workforce Training and Education Coordinating Board is an active and effective partnership of labor, business, and government leaders guiding the best workforce development system in the world.

Our Mission

The Workforce Training and Education Coordinating Board's mission is to bring business, labor, and the public sector together to shape strategies to best meet the state and local workforce and employer needs of Washington in order to create and sustain a high-skill, high-wage economy.

To fulfill this Mission, Board members, with the support of staff, work together to:

- ▶ Advise the Governor and Legislature on workforce development policy.
- ▶ Promote a system of workforce development that responds to the lifelong learning needs of the current and future workforce.
- ▶ Advocate for the nonbaccalaureate training and education needs of workers and employers.
- ▶ Facilitate innovations in workforce development policy and practices.
- ▶ Ensure system quality and accountability by evaluating results and supporting high standards and continuous improvement.

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Washington State Labor Council

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Welcome to the *2010 Workforce Development Directory*.

Here you'll find a comprehensive guide to Washington's workforce development programs and related services. The Workforce Training and Education Coordinating Board created this directory to provide an in-depth look at the state's many education and training programs.

For ease of use, the directory is divided into four broad sections: youth, adult workers, adult workers with employment barriers, and programs that work with industry.

Each program's purpose, history, funding source and amount, participant eligibility, and contact information is highlighted. In addition, the directory offers plenty of program details for policy analysts and legislative staff, as well as eligibility and contact information for case managers and counselors.

You'll read about the 17 programs in the state's workforce development system, as defined by state statute, which are directly overseen by the Workforce Board. (See next page.) You'll also get details on more than 40 other related workforce programs that provide help for everyone from displaced homemakers to disabled veterans. Taken together, these programs help Washington residents get the education and training they need to land a job, forge new career paths, and acquire ongoing skills and expertise demanded by a changing economy.

You can access this directory online at: www.wtb.wa.gov, click the "Workforce Directory" tab on the right.

The Workforce Development System

Workforce development programs help people acquire the education, support and/or training they need to become employed, re-enter the workforce, or move ahead in their careers. The programs outlined in this directory cover the territory beginning with high school and reaching through apprenticeships, certificate programs and college education that stops short of a four-year degree. With 40 percent of all jobs requiring less than a bachelor's degree but more than a month of training after high school, the programs outlined here have the potential to change lives and lift the state economy at the same time.

Role of Workforce Training and Education Coordinating Board

Washington's Workforce Training and Education Coordinating Board brings together business, labor and the public sector to help create and strengthen career and technical education, and employment and training programs that lead to a high-skilled, high-wage workforce. Our researchers, policy analysts, and managers review the performance of a wide range of programs, identifying how they can better help Washington residents gain the skills they need to move ahead in today's job market. While more than 40 programs are detailed in this directory, 17 programs, by state definition, are considered to make up Washington's workforce development system.

The Workforce Board's strategic plan for workforce development, *High Skills, High Wages 2008-2018*, encompasses the 17 programs of the workforce development system, providing goals, objectives and strategies for this system of programs. Taken together, the state-defined workforce development system manages over \$920 million a year in state and federal funding. By bringing all these programs into one directory, the Workforce Board furthers the state's mandate of aligning the service delivery of these programs with the needs of our workforce and employers. The charts on the following pages provide an overview of the type and level of funding for each of these 17 programs.

Role of Workforce Development Councils and WorkSource centers

While the Workforce Board coordinates workforce programs at the state level, 12 regional Workforce Development Councils (WDCs) are responsible for local workforce development planning. The WDCs help bring together education, training and employment efforts in their communities. They also implement the federal Workforce Investment Act and oversee the operation of WorkSource centers, the state's one-stop career centers.

WorkSource centers are the nexus for many of the workforce programs detailed in this directory. Job counselors at these centers help unemployed and under-employed people, along with those seeking a career change, connect with programs to help them get the education and training needed to move ahead.

You can learn more about these programs and the people they serve in this statewide directory.

State Workforce Development System (17 programs)

(RCW 28C.18, RCW 50.12, and E.O. 99-02)

State Board for Community and Technical Colleges	Postsecondary Professional Technical Education	266,260,521
	Worker Retraining Program	35,259,100
	Job Skills Program	2,725,000
	Customized Training Program	175,000
	Adult Basic Education	104,843,431
	Subtotal	\$409,263,052
Office of Superintendent of Public Instruction	Secondary Career and Technical Education	351,505,124
	Even Start Family Literacy Program	852,779
	Subtotal	\$352,357,903
Employment Security Department	Workforce Investment Act (WIA) Title I-B Dislocated Workers Program	21,181,897
	WIA Title I-B Adult Training Program	16,872,727
	WIA Title I-B Youth Activities Program	18,236,698
	Training Benefits Program	20,000,000
	Wagner-Peyser	14,623,623
	Subtotal	\$90,914,945
Department of Social and Health Services	Division of Vocational Rehabilitation	57,433,475
Department of Services for the Blind	Vocational Rehabilitation for the Blind	9,699,162
	Subtotal	\$67,132,637
Workforce Board	Carl D. Perkins Technical Education	1,148,072
	Private Vocational Schools Act	208,000
	Subtotal	\$1,356,072
Department of Labor and Industries	Apprenticeship	1,366,850
	Total Public Funds	\$922,391,459

State and Federal Funding Levels

Administering Agency	State Funds	Federal Funds	Agency Total
State Board for Community and Technical Colleges	386,796,100	22,466,952	\$409,263,052
Office of Superintendent of Public Instruction	341,941,000	10,416,903	\$352,357,903
Employment Security Department	20,000,000	70,914,945	\$90,914,945
Department of Social and Health Services	12,233,330	45,200,145	\$57,433,475
Department of Services for the Blind	1,722,666	7,976,496	\$9,699,162
Workforce Board	724,185*	631,887	\$1,356,072
Department of Labor and Industries	1,366,850	0	\$1,366,850

*Perkins state match and Private Career College license fees

Viewing the system by who is served

Another way to look at the state's workforce development system is by the customer characteristics of each program. The major groups are youth, adults, and adults with barriers to employment such as individuals with disabilities, or who are economically disadvantaged or educationally unprepared.

State and Federal Funding Grouped by Youth and Adult Workforce Development Programs

Population Group	Number of Programs	Annual State Funds	Annual Federal Funds	Total Annual Funds
Youth	3	312,924,135	50,023,928	362,948,063
Adults	9	341,941,000	28,653,601	370,594,601
Adults with Barriers	5	109,918,996	78,929,799	188,848,795
Total	17	\$764,784,131	\$157,607,328	\$922,391,459

To access an electronic copy of this directory, visit www.wtb.wa.gov and click on the Workforce Development Directory tab.

YOUTH—Workforce Preparation (In-School And Out-Of-School)

	Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
IN-SCHOOL	Even Start Family Literacy	Low-income parents and their children		\$853,000	U.S. Dept. of Education	9/1 to 8/31	Office of Superintendent of Public Instruction
	Secondary Career and Technical Education	All secondary students	\$341,941,000	\$9,564,000	U.S. Dept. of Education	7/1 to 6/30	Office of Superintendent of Public Instruction
OUT-OF-SCHOOL	Job Corps	Low-income youth, 16-24		\$26,000,000	U.S. Dept. of Labor	7/1 to 6/30	U.S. Dept. of Labor
	Washington Conservation Corps	Unemployed youth, 18-25, with emphasis on minority and disadvantaged youth	\$1,579,000			7/1 to 6/30	Depts. of Natural Resources, Ecology, Fish & Wildlife, and Parks & Recreation
	Washington Service Corps/ AmeriCorps	Unemployed, out-of-school youth, 18-25	\$946,000	\$11,559,000	Three federal sources	9/1 to 8/31	Employment Security Dept.
	Workforce Investment Act (WIA), Title I-B Youth Activities Program	Economically disadvantaged youth 14-21		\$18,237,000	U.S. Dept. of Labor	7/1 to 6/30	Employment Security Dept.
		TOTALS		\$344,466,000	\$66,213,000		

YOUTH

EVEN START FAMILY LITERACY PROGRAM

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State Website: www.k12.wa.us

Participation:

259 parents and 422 children were served by Even Start Family Literacy Program between July 1, 2008 and June 30, 2009.

Who is Served:

A family must have at least one eligible parent and one eligible child who is under eight years old, participating in the program together. The parent must be eligible for adult basic education programs under the Adult Education Act or be within the compulsory school attendance age range. Priority is given to families most in need of Even Start services as demonstrated by the area's level of poverty, illiteracy, unemployment, homelessness, limited English proficiency, or other similar need-related factors.

Program Description:

The Even Start Family Literacy Program is aimed at breaking the cycle of poverty and illiteracy by improving the educational opportunities of low-income families nationwide. The program integrates key services, including:

- Parent literacy training to spur economic self sufficiency.
- Age-appropriate education to prepare children for success in school and life.
- Interactive reading activities between parents and their children.
- Training that enables parents to become full partners in their child's education.

Other Program Characteristics:

This federal grant program provides funds to local entities. Each entity is required to form a partnership among local education agencies and one or more profit/nonprofit community-based organizations, public agencies, institutions of higher education, or nonprofit organizations. The program shall:

- Promote the academic achievement of children and adults.
- Assist children and adults from low-income families to achieve challenging state content standards and challenging student performance standards.
- Use instructional activities based on scientifically developed research on reading and prevention of reading difficulties.

Program History:

Congress authorized the federal Even Start Family Literacy program in 1989. The federal Even Start Family Literacy program has 13 projects in Washington.

EVEN START FAMILY LITERACY PROGRAM

Planning Cycle:	Competitive grants are awarded for four-year periods across the state in partnership with community colleges and community-based organizations.
Outcome Measures:	Outcome measures for adults include improvement in reading, writing, English language acquisition, problem solving, and math skills. Other measures for adults include attainment of a high school diploma or GED, enrollment in postsecondary education, entry into a job-training program, entry into employment or career advancement, and improvement in parenting skills. Outcome measures for children include improvement in reading readiness and reading ability, school attendance, grade retention or advancement, or improvement in achieving the state's Essential Academic Learning Requirements. There are also outcome measures for program performance.
Funding and Regional Division:	Funding is allocated through a competitive grant process statewide.
State Funding:	None.
Federal Funding:	\$852,779 (September 1, 2008-August 31, 2009), U.S. Department of Education.
Statutory Authority:	This federal program is administered by the Office of Superintendent of Public Instruction. The program was first enacted in 1988 as part of the federal Elementary and Secondary Education Act of 1965. Since 1965, the Act has been amended several times. More recently, the program was amended by the Reading Excellence Act of 1999, the Omnibus Appropriations Act for fiscal year 2000, the Literacy Involves Families Together Act, and by the No Child Left Behind Act of 2001.

JOB CORPS

Contact: Brian Daher, Regional Director
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Telephone: 415.625.2600
E-mail: daher.brian@dol.gov
Federal Website: www.jobcorps.gov
Local Link: www.dol.gov/dol/location.htm

Participation:

Approximately 1,500 participants were served by Job Corps centers in Washington between July 1, 2008 and June 30, 2009.

Who is Served:

Eligible applicants must:

- Be at least 16 and not yet 25 years of age at the time of enrollment.
- Have signed consent from a parent or guardian if under 18 years of age.
- Be a United States citizen or national, or a lawfully admitted permanent resident authorized by the Attorney General to work in the United States.
- Be economically disadvantaged and in need of academic or career technical training.
- Have no history of serious behavioral problems. Applicants on probation, parole, under a suspended sentence, or under the supervision of any court agency or institution will be considered on a case-by-case basis.

Program Description:

Job Corps is a comprehensive work-readiness program designed to give low-income youth a chance at a fresh start and a promising future. Young adults receive the educational, career technical and social skills training needed to compete in today's challenging job market. Students are provided with room and board, medical care, recreational activities, leadership and volunteer opportunities, work experience, counseling, advanced training, and placement assistance. GED and English as a Second Language classes are also available.

Program History:

Job Corps was originally established under the U.S. Office of Economic Opportunity in 1964, and it has operated in Washington since 1965 with four campuses serving approximately 1,500 students per year. Now administered by the U.S. Department of Labor, the program provides academic, career technical, social, and employment skill training for young adults.

Planning Cycle:

Annual.

Outcome Measures:

Outcome measures include attainment of a GED or high school diploma, completion of a vocational program, number and quality of job placements, and long-term retention in the workforce after separation from the program.

JOB CORPS

- Funding and Regional Division:** There are no sub-state divisions. The program is administered by the Department of Labor Office (DOL) of Job Corps in San Francisco. Funding is allocated from DOL. For operation of the Cascades Job Corps Center (Sedro-Woolley), the Regional Office in San Francisco awards a competitive contract. DOL has an interagency agreement with the U.S. Forest Service for the operation of the Curlew Job Corps Center (Curlew) and the U.S. Bureau of Reclamation for the operation of both the Fort Simcoe Job Corps Center (White Swan) and the Columbia Basin Job Corps Center (Moses Lake).
- State Funding:** None.
- Federal Funding:** \$26,000,000 (July 1, 2008-June 30, 2009) DOL awards program funds directly to Washington's four Job Corps Centers as well as the Outreach & Admissions contractor.
- Statutory Authority:** Federal - Title I Chapter VI-C Workforce Investment Act of 1998. The program is administered through the San Francisco Regional Office of the U.S. Department of Labor, and no funds are allocated to state government or passed through state government.

SECONDARY CAREER AND TECHNICAL EDUCATION

Contact: Betty Klattenhoff
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State Website: www.k12.wa.us/careertech
Local Link: www.workforcecollege.com

- Participation:** 295,746 Washington high school students were served by Secondary Career and Technical Education (CTE) during the 2008-2009 school year.
- Who is Served:** All high school students in grades 9 through 12 are eligible to participate. Currently, Washington is developing middle school CTE courses focused on Science, Technology, Engineering and Math (STEM).
- Program Description:** Secondary CTE gives students the chance to sample instructional programs within career pathways, including agriculture, business, technology, cosmetology, health and more. These programs teach occupational and technical skills and a solid work ethic. Students also gain leadership skills as they prepare for jobs or further career training and education after high school. The Perkins IV component of career and technical education is aimed at more fully developing the academic, career, and technical skills of secondary and postsecondary students who enroll in career and technical programs.
- Other Program Characteristics:** Office of Superintendent of Public Instruction (OSPI) has organized all CTE programs within career pathways. Program standards are used to approve and evaluate CTE programs. These standards are also used to differentiate programs as exploratory or preparatory. Exploratory programs introduce students to the field while preparatory programs provide the education and skills training to prepare students for entry into the workplace or further education at the postsecondary level.
- Program History:** Federal funding for career and technical education legislation began with the Smith-Hughes Act of 1917. In 1976, the Vocational Education Act set aside funds to assist special populations, such as persons with disabilities, educationally disadvantaged, and single parents. The current law is the third reauthorization of a 1984 act. Known as Perkins IV, the act emphasizes career and technical education programs integrating academic and occupational education, technology use, teacher training, and distance learning. State funding for career and technical education began in 1939 when legislation created a weighting factor for approved vocational classes in local school districts. Over the years, significant changes have been made to this funding formula. The term vocational education has also changed. It is now called career and technical education. State funding for secondary CTE uses an enhancement formula, whereby the local district's basic education apportionment receives enhanced funding for students who enroll in approved CTE programs.

SECONDARY CAREER AND TECHNICAL EDUCATION

Planning Cycle:	Five-year federal plan and an annual funding plan.
State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	CTE program standards are based largely on the use of industry-defined skill standards, including a variety of performance indicators. In addition, districts receiving federal career and technical education funds must report local program performance in accordance with the performance indicators identified in the Carl D. Perkins Career and Technical Education Act, including the attainment of career, technical, and academic skill proficiencies; acquisition of degrees, credentials, placement, and retention in postsecondary education or employment; and completion of career and technical programs leading to nontraditional training and employment.
Funding and Regional Division:	CTE programs are offered in approximately 228 Washington school districts, 10 Skills Centers and 15 branch and satellite centers across the state. Local districts receive an enhancement to their Basic Education apportionment based on the number of CTE full-time equivalents (FTEs) reported by the district. To claim the Career and Technical Education FTE, a program and its instructor must be approved according to state regulations and/or OSPI policy. Perkins funds are allotted by the U.S. Department of Education to each state's eligible agency for strategic disbursement. The Workforce Board is Washington's eligible agency.
State Funding:	\$341,941,000 (July 1, 2008-June 30, 2009).
Federal Funding:	\$9,564,124. (July 1, 2008-June 30, 2009); U.S. Department of Education.
Statutory Authority:	Carl D. Perkins Career and Technical Education Act as amended in 2006, P.L. 109-270. State: Basic Education Authorization to Common Schools, RCW 28A, WAC 180, and WAC 392. Administered by the Office of Superintendent of Public Instruction.

WASHINGTON CONSERVATION CORPS

Contact: Kirk D. Thomas
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State Website: www.dnr.wa.gov
Local Link: www.dnr.wa.gov/RecreationEducation/Topics/OtherRecreationInformation

Participation:	225 participants were served by the Washington Conservation Corps between July 1, 2008 and June 30, 2009.
Who is Served:	The program enrolls unemployed young adults between 18 and 25 years of age.
Program Description:	Washington Conservation Corps (WCC) has two purposes: It enhances Washington's environment and helps unemployed young adults become employable by giving them experience working outdoors. WCC has many objectives, including conservation, rehabilitation, and enhancement of the state's natural, historic, environmental, and recreational resources. Specific projects organized by participating state agencies include such tasks as stream rehabilitation, trail and campground maintenance, facility maintenance, wildlife control fencing, reforestation, and research assistance.
Other Program Characteristics:	WCC develops work experience, group achievement, land stewardship, resource conservation, and environmental appreciation among Washington youth through a wide range of public works projects. The Departments of Fish and Wildlife, Natural Resources, and Ecology offer scholarships up to \$4,725 to corps members who serve one year. The Department of Ecology coordinates WCC projects with federal, state, local, and nonprofit agencies.
Program History:	WCC was established in 1983.
Planning Cycle:	Every two years.
Outcome Measures:	<p>WCC measures its success by the impact of the services it provides and by the work it accomplishes. Participating agencies also measure performance. (See below.)</p> <ul style="list-style-type: none">• Department of Ecology: Miles of streambed restored, enhanced, or protected.• Department of Parks and Recreation: Linear feet of trail and number of facilities maintained.• Department of Natural Resources: Linear feet of trail and number of campsites maintained.• Department of Fish and Wildlife: Linear feet of fence and number of access sites maintained.
Funding and Regional Division:	WCC is a statewide program.
State Funding:	\$1,578,500 (July 1, 2009-June 30, 2010).

WASHINGTON CONSERVATION CORPS

- Department of Ecology \$ 475,000
- Department of Natural Resources \$ 303,500
- Department of Fish and Wildlife \$ 0
- Department of Parks and Recreation \$ 800,000

Federal Funding:

None.

Statutory Authority:

RCW 43.220. Established in four natural resource agencies.

WASHINGTON SERVICE CORPS/AMERICORPS

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State Website: www.esd.wa.gov/washservicecorps
Local Link: Select the region of your choice from the map at the state web site.

- Participation:** 899 participants were served by the Washington Service Corps/AmeriCorps program between September 1, 2009 and August 31, 2010.
- Who is Served:** The individual placement program is for unemployed, out-of school youth between the ages of 18 and 25. The team-based program serves any resident of the state 17 years and older who is a citizen or a permanent resident alien.
- Program Description:** Washington Service Corps (WSC) engages people statewide in full-time service projects benefiting their local communities. It was formed in anticipation of a national program to establish a service delivery system and provide state matching funds. With the advent of the federal AmeriCorps program, WSC developed a broad-based program to involve service opportunities for Washington residents, both in teams and as individuals. In partnership with local sponsors, such as school districts, local governments and chambers of commerce, WSC promotes work ethic and the satisfaction and skills learned by "getting things done." AmeriCorps is a service program, not a workforce or training program. Although members receive some job and work maturity skills training, it is not the intent or the focus of the program.
- Other Program Characteristics:** Members who complete their term of service (normally 10 1/2 months) are eligible to receive a federally-funded education award of \$4,725. The award is held in trust and paid to educational institutions or to sponsors of federally-guaranteed student loans. In both the individual and team programs, members must have completed high school or received a GED before using their educational awards.
- Program History:** The WSC was founded in 1983 to involve young adults in their communities. WSC placed 18 to 25-year-olds in six-month projects and supported them with a minimal living allowance. In 1993, AmeriCorps was created by the federal government to give Americans an opportunity to serve their communities and earn educational benefits. WSC has been a major provider of AmeriCorps services since the program was launched in 1994.
- Planning Cycle:** Every two years.
- Outcome Measures:** Each AmeriCorps team establishes performance measures in three categories: Direct Service, Community Strengthening, and Participant Development. Each performance measure is defined by establishing activities, results, measurements, standards, and beneficiaries.
- Funding and Regional Division:** AmeriCorps*USA competitive grants are awarded for a three-year cycle with

WASHINGTON SERVICE CORPS/AMERICORPS

an annual renewal process. Two grants supporting the Washington Reading Corps are sought annually. WSC is a statewide program, administered from offices in Lacey.

State Funding:

Approximately \$946,000 from the Office of Superintendent of Public Instruction as local matching funds for the Washington Reading Corps.

Federal Funding:

\$6,286,862 (September 1, 2009-August 31, 2010), Corporation for National Service through the Washington Commission for National and Community Service for AmeriCorps*USA programs through a nationally competitive selection process; \$3,289,400 from the Corporation for National Service through the Washington Commission for National and Community Service for AmeriCorps*USA Washington Reading Corps programs; and \$1,982,928 from the Corporation for National Service for AmeriCorps*VISTA programs (to support the Washington Reading Corps).

Statutory Authority:

RCW 50.65. Administered by the Employment Security Department.

WORKFORCE INVESTMENT ACT, TITLE I-B YOUTH ACTIVITIES

Contact: Jennifer Thornton
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State Website: www.esd.wa.gov
Local Link: www.washingtonworkforce.org/WDCs/index.php

- Participation:** 4,933 young people were served by the Workforce Investment Act Youth Program between July 1, 2008 and June 30, 2009.
- Who is Served:** Youth must be 14 through 21 years old, low income, and meet other criteria described in the Workforce Investment Act (WIA) such as a need for additional assistance to complete an educational program or to secure and hold employment. To be low income, one must be a welfare or food stamp recipient, homeless, a foster child, or have a family income below 70 percent of the lower living standard income level—\$10,722 per individual, or \$29,759 for a family of four.
- Program Description:** The program prepares low-income youth ages 14 to 21 for academic and employment success. Eligible youth may receive counseling, tutoring, job training, mentoring, or work experience. Other service options include summer employment, study skills training, or instruction in obtaining a GED or equivalent. Youth may access information services through WorkSource, the state's one-stop career center system.
- Other Program Characteristics:** Local priorities for WIA Title I-B Youth Activities grant must support the priorities described in each local Workforce Development Council's strategic plan and WIA operations plan and must also be consistent with the goals identified in *High Skills, High Wages*, the state's strategic plan for workforce development.
- Program History:** WIA provides workforce preparation and employment services for dislocated workers and low-income youth and adults. Originally passed in 1998, WIA created an integrated service delivery system open to all adults. Called WorkSource in Washington, this one-stop system offers a comprehensive array of services through local WorkSource centers and affiliate sites, as well as through the Internet. The Workforce Training and Education Coordinating Board was designated by the Governor to act as the state Workforce Investment Board with the Employment Security Department as the administrative entity. The state's 12 workforce investment areas each have a business-led Workforce Development Council whose members are appointed by local elected officials. Councils have strategic and operational responsibilities, including planning and overseeing their area's WorkSource systems and WIA-funded programs, as well as designating administrative entities and WorkSource operators.
- Planning Cycle:** Two-year planning cycle.

WORKFORCE INVESTMENT ACT, TITLE I-B YOUTH ACTIVITIES

State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	The federal measures used to determine the program's success include: <ul style="list-style-type: none">• Skills attainment rate.• Entered employment and education rate.• Employment retention.• Earnings.• High school degree or certificate attainment rate.• For out-of-school youth, literacy and numeracy skill attainment rate.
Funding and Regional Division:	The majority of WIA funds are allocated to the state and distributed to the 12 local areas based on employment levels and demographics. Federal law defines the funding formulas, which are based on the number of unemployed and the number of targeted persons living in the area. The data is compiled and used to distribute funds to local areas. A portion of the funds available to the Governor for statewide activities is distributed to workforce investment councils and other entities based on criteria set at the state level.
State Funding:	None.
Federal Funding:	\$18,236,698 (July 1, 2009-June 30, 2010), U.S. Department of Labor.
Statutory Authority:	This federal program, authorized by the Workforce Investment Act, P.L. 105-220, is administered by the Employment Security Department.

ADULTS—Workforce Preparation and Employment Services

Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Apprenticeship	Those 16 and older	\$1,367,000			7/1 to 6/30	Dept. of Labor and Industries
Claimant Placement Program	Unemployment insurance claims	\$7,634,000			7/1 to 6/30	Employment Security Dept.
Life Transitions Program	Displaced homemakers	\$540,000			7/1 to 6/30	State Board for Community and Technical Colleges
On-the-Job Program	Universal access; priority for women, minorities, and disadvantaged	\$86,000			7/1 to 6/30	Dept. of Transportation
Postsecondary Professional-Technical Education	All high school graduates and/or those 18 and older	\$252,674,000	\$13,587,000	U.S. Dept. of Education	7/1 to 6/30	State Board for Community and Technical Colleges
Private Vocational Schools Act	Students	\$208,000			7/1 to 6/30	Workforce Board
Reemployment Support Centers	Persons unemployed due to community economic distress or plant closures	\$235,000			7/1 to 6/30	Dept. of Commerce
Trade Act-Trade & Globalization Adjustment Assistance Act	Workers whose jobs are jeopardized by increased imports		\$17,135,000	U.S. Dept. of Labor	10/1 to 9/30	Employment Security Dept.
Training Benefits Program	Unemployment insurance claims	\$20,000,000			7/1 to 6/30	Employment Security Dept.
Wagner-Peyser Act	Legal workers and employers seeking workers		\$14,624,000	U.S. Dept. of Labor	7/1 to 6/30	Employment Security Dept.
Workforce Investment Act, Title I-B Dislocated Worker Program	Dislocated workers		\$21,182,000	U.S. Dept. of Labor	7/1 to 6/30	Employment Security Dept.
Worker Retraining Program	Unemployment insurance recipients/exhaustees; priority given to dislocated workers	\$35,259,000			7/1 to 6/30	State Board for Community and Technical Colleges
	TOTALS	\$318,003,000	\$66,528,000			

APPRENTICESHIP

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Local Link: www.ExploreApprenticeship.wa.gov

Participation: 17,324 participants were served by apprenticeship programs between July 1, 2008 and June 30, 2009.

Who is served: Participants must be at least 16 years old and meet all minimum qualifications established by industry standards that are included in written apprenticeship agreements.

Program Description: The Department of Labor and Industries (L&I) is the administrative arm of the Washington State Apprenticeship and Training Council. The Council's primary goal is to promote development and implementation of apprenticeship programs in the state. These programs provide individuals with the ability to progress from entry-level to fully qualified journey-level workers through structured on-the-job training programs supplemented with related theoretical instruction. The Apprenticeship Agreement or Standards of Apprenticeship include a progressive increase in wages. Completion standards include minimum total work hours (2,000-10,000 hours, depending on occupation) and annual minimums for related and supplemental instruction (144 hours). L&I also develops, approves, and monitors on-the-job training programs for occupations requiring less than 2,000 hours of work experience.

Other Program Characteristics: Apprenticeship programs are developed by industry and labor and are constantly reviewed by these entities to ensure apprenticeship training standards respond to workforce needs. L&I systematically reviews approved apprenticeship programs (including adequate participation of females and minorities). Staff members assist in the development of more than 15 new apprenticeship programs each year.

Program History: The federal Fitzgerald Act of 1937 established an apprenticeship program administered by the U.S. Department of Labor's Office of Apprenticeship. The office sets labor standards for apprentices, registers apprenticeship programs, and certifies states to register apprenticeship and training programs. Washington adopted an apprenticeship law in 1941. The Washington State Apprenticeship and Training Council sets the program's policy.

Planning Cycle: Every two years.

State Core Measures: See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp

APPRENTICESHIP

Other Outcome Measures:	Outcomes are measured by the successful completion of an apprenticeship trade by an apprentice.
Funding and Regional Division:	Washington State Apprenticeship consultants are responsible for the following areas: <ul style="list-style-type: none">• Region 1—Snohomish, Skagit, Whatcom, Island, and San Juan counties.• Region 2—King County.• Region 3—Pierce County.• Region 4 South—Kelso Office: Wahkiakum, Cowlitz, Clark, Klickitat, and Skamania counties.• Region 4 North—Tumwater Office: Clallam, Grays Harbor, Jefferson, Kitsap, Lewis, Mason, Pacific, and Thurston counties.• Region 5—Okanogan, Chelan, Douglas, Kittitas, Grant, Yakima, Benton, Franklin, Walla Walla, and Columbia counties.• Region 6—Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Garfield, and Asotin counties.
State Funding:	\$1,366,850 (July 1, 2008-June 30, 2009) Medical Aid and Accident Prevention Funds.
Federal Funding:	None.
Statutory Authority:	Federal-29 CFR, Parts 29 and 30; Fitzgerald Act of 1937. State-Chapter 49.04 RCW: WAC 296-05. Administered by the Department of Labor and Industries.

CLAIMANT PLACEMENT PROGRAM

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- Participation:** 78,596 participants were served by the Claimant Placement Program between July 1, 2008 and June 30, 2009.
- Who is Served:** All unemployment insurance claimants who are identified by a “profiling system” are eligible to participate in the program. Priority is given to people who are likely to exhaust their unemployment benefits, older workers, and potentially long-term unemployed persons.
- Program Description:** Claimant Placement services include employability and skill assessments, labor market research, résumé assistance, interview skills training and help finding a job. When appropriate, referrals are made to other employment and training providers within WorkSource or outside the system to ensure more intensive services and retraining opportunities are explored to assist the person’s return to work. Participants face a potential denial of benefits if they fail to meet requirements of the program.
- Other Program Characteristics:** A newly implemented front-end process allows WorkSource to ensure each unemployment insurance (UI) claimant receives the level of service he or she needs—whether it’s help with an unemployment claim, a simple job referral or more intensive services to move into a new career. In an effort to actively engage claimants earlier in their claims, most WorkSource offices now contact 100 percent of new UI claimants to request that they attend a WorkSource orientation, which includes a one-on-one meeting with a career counselor.
- Program History:** The program was authorized by the state Legislature in 1987 to provide early intervention reemployment services to state unemployment insurance claimants. Priority was designated to claimants who were likely to be to become long-term unemployed. Changes were made to the program in subsequent years. In 1993, the program merged with new federal requirements to “profile” claimants most likely to exhaust their UI benefits before returning to work. Reemployment services are currently provided through the WorkSource centers located across the state.
- Planning Cycle:** Annual
- Outcome Measures:** Federal, state, and agency measures are entered employment rates, wages at employment and the amount of time it took to return to work after receiving a service. Different methodologies apply for calculating and reporting data.

CLAIMANT PLACEMENT PROGRAM

Funding and Regional Division:	Funding is part of the Employment Services Administrative account appropriation from the Legislature to the Employment Security Department. Funds are targeted to maximize technology and tools, as well as provide staff strategically in WorkSource centers throughout the state.
State Funding:	\$7,633,659 in FY09 (July 1, 2008-June 30, 2009).
Federal Funding:	None.
Statutory Authority:	State - RCW 50.62 and 50.24.014. Administered by the Employment Security Department.

LIFE TRANSITIONS PROGRAM

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Local link: www.sbctc.ctc.edu/college/_s-lifetransitionslocations.aspx

Participation:	Over 20,000 participants are served by the Life Transitions Program, formerly known at the Displaced Homemaker Program, statewide each year.
Who is Served:	The program targets those who have worked in the home for 10 or more years providing unsalaried household services for family members on a full-time basis, are not gainfully employed and need assistance securing employment.
Program Description:	<p>The program offers free classes to eligible participants that help displaced homemakers identify their skills and progress to employment or other skill building classes that support entry to employment. Some programs are aligned with other college classes and are credit-bearing. Any fees associated with credit bearing classes are supported by financial aid. The program also provides:</p> <ul style="list-style-type: none">• Connections to college programs and support services.• Job readiness training.• Resume and interview skill-building.• Workshops and classes for life transitions.• Counseling and support services.• Information and referral to community resources including: legal, health or other support services.
Other Program Characteristics:	Services and classes are on a space available basis, with priority given to low-income individuals. People who are in similar circumstances may participate in Life Transitions classes if space allows.
Program History:	The Washington Legislature established a pilot project to serve displaced homemakers in 1979.
Planning Cycle:	Every two years, with one-year extensions as funding availability may require.
Outcome Measures:	Completion of Intensive Instructional Services which results in increased employability; increased earnings for those already employed; or entry into career and technical education or academic programs. Enrolled individuals who complete the program are counted in the participating college accrual of Achievement Points. The overarching goals are to increase student retention or transition to other college-level classes or employment.

LIFE TRANSITIONS PROGRAM

Funding and Regional Division:	The Life Transitions Program is funded through the State General Fund to provide statewide services to eligible individuals. Funds are distributed through a competitive application process based on organizational capacity to administer funds and geographical representation. Eligible applicants include government and nonprofit organizations.
State Funding:	\$540,903 (July 1, 2009-June 30, 2010).
Federal Funding:	None.
Statutory Authority:	RCW 28B.04 and WAC 250-44. Administered by the State Board for Community and Technical Colleges

ON-THE-JOB TRAINING PROGRAM

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Participation:	199 participants were served by the Department of Transportation (DOT) On-the-Job Training Program between July 1, 2008 and June 30, 2009.
Who is Served:	Minorities, females, and disadvantaged individuals are recruited for the program. The program is not discriminatory; non-protected group members may apply.
Program Description:	The goal of the program is to increase minority, female and disadvantaged people employment opportunities in the highway construction industry. Federal guidelines governing federally-funded highway construction contracts allow DOT to implement this affirmative action program. The program provides participants with training and support services while on the job.
Other Program Characteristics:	Contract training requirements enable minority, women participants and disadvantaged people the ability to pursue a career in the skilled construction trades.
Program History:	On-the-Job Training trains and helps prepare minorities, women and disadvantaged people for higher paying skilled trades training and transportation technology related careers to meet projected labor needs. This is a federally mandated program under CFR Title 23, Chapter 1, Subchapter C, Part 230.
Planning Cycle:	Every two years.
Outcome Measures:	Outcome measures are determined on a yearly basis and reported to the Federal Highway Administration in a Federal Aid Construction Cumulative Training Report. The report includes the number of participants starting, receiving, and completing training. The report also includes apprentices reaching journey level.
Funding and Regional Division:	This is a statewide program. DOT has six regions: Northwest, North Central, Olympic, Southwest, South Central, and Eastern.
State Funding:	\$81,900 (July 1, 2008-June 30, 2009), state Legislature.
Federal funding:	None.
Statutory Authority:	Federal Highway Administration, Nondiscrimination Section, Title 23 USC 140; 23 CFR 230, Subpart A, Appendix B. Administered by the Washington State Department of Transportation.

POSTSECONDARY PROFESSIONAL-TECHNICAL EDUCATION

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Participation:

184,831 students (77,833 full time equivalents or FTES) were served by Postsecondary Professional-Technical Education between July 1, 2008 and June 30, 2009.

Who is Served:

Community and technical college programs are open to all high school graduates or persons aged 18 years or older. Those under 18 who have not completed high school may be admitted with permission from their local school districts. More than 44 percent of all state supported students in 2008-2009 were upgrading, training, or preparing for new jobs.

There are no eligibility requirements for postsecondary workforce training. Full-time students are assessed at admission and placed into appropriate courses. Some programs have prerequisites or selection criteria dictated by licensing or accreditation requirements. Training is offered at more than 600 sites operated by the 34 primary campuses and multiple extension sites, including branch campuses, technology centers, business centers, and state prisons. Community and technical college services are available in every county across the state.

Program Description:

A variety of workforce opportunities are offered in community and technical colleges, including professional-technical education for employment; upgrade training and retraining to improve or supplement workers' skills in order to remain competitively employed; supplemental classroom apprenticeship training for apprentices; and developmental education to raise reading, writing, and math skills for entry or success in a professional-technical program.

Community and Technical Colleges Job Preparatory Training, which provides students with skills required for specific occupations, is a key component of the state's workforce development system. The performance results of this program are measured each year. (See State Core Measures link on the next page.)

POSTSECONDARY PROFESSIONAL-TECHNICAL EDUCATION

Other Program Characteristics: The Perkins IV component of career and technical education more fully develops the academic, occupational, and technical skills of secondary and postsecondary students who enroll in career and technical education programs. Perkins IV builds on the efforts of states and localities to develop challenging academic standards; integrates academic, occupational, and technical instruction; links secondary and postsecondary education; increases state and local flexibility to develop, implement, and improve career and technical education; and disseminates national research and provides professional development and technical assistance to improve career and technical education programs, services, and activities.

Program History: The first community colleges were established in the 1920s and were locally funded until the Legislature enacted the state's first junior colleges law in 1941. The law included a provision that specified career and technical education programs as part of the two-year college mission. The current system is framed in state law by the Community College Act of 1967 and the Technical College Act of 1991. The 1991 law merged the technical and community colleges and gave the State Board for Community and Technical Colleges (SBCTC) responsibility for Adult Basic Education programs. Federal funding for career and technical education legislation began with the Smith Hughes Act of 1917. In 1976, the Vocational Education Act set aside funds to assist special populations, such as people with disabilities, educationally disadvantaged, and single parents. The current law is the third reauthorization of a 1984 act. Known as Perkins IV, the act emphasizes career and technical education programs integrating academic and occupational education, technology use, teacher training, and distance learning.

Planning Cycle: Five-year state and college plans and annual updates.

State Core Measures: See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp

Other Outcome Measures: Outcome measures include program completion, employment, earnings, employer satisfaction, and student satisfaction. Perkins IV includes such outcomes as attainment of occupational, technical, and academic skill proficiencies; acquisition of degrees or credentials; placement and retention in postsecondary education or employment; and completion of career and technical programs leading to nontraditional training and employment.

POSTSECONDARY PROFESSIONAL-TECHNICAL EDUCATION

- Funding and Regional Division:** About 58 percent of the community and technical college system's operating budget is appropriated by the Legislature from the State General Fund. The balance consists of tuition (20 percent), grants and contracts (15 percent), and local funds (7 percent). Perkins funds are allotted by the U.S. Department of Education to each state's "eligible agency" for strategic disbursement. The Workforce Training and Education Coordinating Board is Washington's eligible agency. SBCTC's disbursement is distributed to local campuses by a formula, following an annual local plan review and approval for each campus.
- State Funding:** \$252,674,000 (July 1, 2008-June 30, 2009) Workforce State Share. Note: this funding amount does not include tuition, the Job Skills Program or the Worker Retraining Program, as in previous directories. The Job Skills Program and Worker Retraining Program are reported elsewhere in this directory.
- Federal Funding:** \$13,586,521 (July 1, 2008-June 30, 2009) U.S. Department of Education.
- Statutory Authority:** Federal-Carl D. Perkins Career and Technical Education Act as amended in 2006, P.L. 109-270. State-Community and Technical College Act of 1991, RCW 28B.50. Administered by the State Board for Community and Technical Colleges.

PRIVATE VOCATIONAL SCHOOLS ACT

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Local Link: www.wtb.wa.gov/pcs.asp

- Participation:** Nearly 25,600 students were served by licensed private vocational schools in Washington between July 1, 2007 and June 30, 2008.
- Who is Served:** Private vocational schools, also known as private career schools or colleges, serve a wide range of students. Generally, a high school diploma or GED is required for entry into a private vocational school or college. In some cases, particularly for individuals without a high school diploma or equivalent, an ability-to-benefit test must be successfully passed before a student is accepted.
- Program Description:** Private career schools represent a large segment of Washington's education and training resources. The Workforce Training and Education Coordinating Board licenses and regulates these for-profit schools, ensuring adequate educational quality and protection against unfair or misleading practices. The agency also administers the Tuition Recovery Trust Fund, which provides financial assistance for students adversely affected by a school closure.
- Program History:** Washington's Private Vocational Schools Act was passed as a consumer protection law in 1986. The law protects students who enroll in private career school programs offering credentials below the degree level. Today, the state's 270-plus schools offer a variety of career and technical training programs, such as massage therapy, boat building, health care, information technology, truck driving, and many more.
- State Core Measures:** See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
- Other Outcome Measures:** The state's Eligible Training Provider List is a form of outcome measurement for private schools. Schools that want their programs to be eligible to receive Workforce Investment Act, Title I funds or train dislocated workers receiving extended Unemployment Insurance benefits must meet certain standards for student completion, employment, and earnings. In addition, many individual schools apply their own measures.
- Funding and Regional Division:** Private vocational schools are not funded by the state. The Workforce Training and Education Coordinating Board's costs to administer the Private Vocational Schools Act are offset by license fees paid by the schools. The agency received \$208,000 in license fees in 2008-2009 (July 1, 2008-June 30, 2009).

PRIVATE VOCATIONAL SCHOOLS ACT

State Funding: None.

Federal Funding: None.

Statutory Authority: Private Vocational Schools Act, RCW 28C.10 and WAC 490-105. Administered by the Workforce Training and Education Coordinating Board.

REEMPLOYMENT SUPPORT CENTERS

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Participation:	9,467 participants were served by Reemployment Support Centers between July 1, 2008 and June 30, 2009.
Who is Served:	Those who receive lay-off notices or are recently unemployed due to community economic distress or plant closures are eligible. The program is not designed for the chronically unemployed or as a youth training program.
Program Description:	The program provides coordinated services to reduce emotional, physical, medical, and financial barriers keeping clients from conducting an effective job search. A second purpose is to increase the local community's capability to help its unemployed by building the capacity of the existing service delivery network. Types of services include job search assistance and job referral, training referral, financial counseling, utility payment assistance, and other support services.
Other Program Characteristics:	Three locally based contractors provide services. <ul style="list-style-type: none">• Worker Center—Seattle.• Pacific Mountain Workforce Development Council—Aberdeen.• Olympic Community Action Program—Port Angeles.
Program History:	Created by the Legislature in 1987, the Reemployment Support Center program provides direct and referral services to people who have recently lost their jobs. The program was originally a response to the timber and salmon crisis in rural counties, as well as large-scale layoffs in urban areas.
Planning Cycle:	Every two years.
Outcome Measures:	Outcome measures include units of service and client characteristics.
Funding and Regional Division:	The program has no sub-state or regional districts. Three reemployment centers submit a spending plan and a plan for units of service delivered. Each center receives equal funding. Currently, Clallam, Jefferson, Grays Harbor, Pacific, and King counties are served by reemployment centers in Port Angeles, Aberdeen, and Seattle. Originally a program of the Employment Security Department, the Legislature later transferred the program to the Department of Commerce.
State Funding:	\$235,000 (July 1, 2008-June 30, 2009) Employment Security Department Penalty and Interest Fund.

REEMPLOYMENT SUPPORT CENTERS

Federal Funding:

None.

Statutory Authority:

State - WAC 43-330-130. Administered by the Department of Commerce.

TRADE ACT-TRADE & GLOBALIZATION ADJUSTMENT ASSISTANCE ACT

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State Website: www.esd.wa.gov/uibenefits/specialservices/overseas/job-moved-overseas.php

Participation:	3,923 participants were served by the Trade Act-Trade & Globalization Adjustment Assistance Program between October 1, 2008 and September 30, 2009.
Who is Served:	To qualify for services and benefits, the U.S. Department of Labor must certify that a group of workers has been adversely affected by foreign trade. Once certified, each worker applies separately for services and benefits. Various reemployment and training-related services have different criteria and deadlines.
Program Description:	The program assists trade-affected workers who have lost their jobs as a result of increased imports or shifting their work out of the United States. Certified workers are assisted in returning to employment. Depending on assessments, individuals may be eligible to receive job search allowances, relocation allowances, or training assistance. They may also be eligible to receive weekly income support benefits or Trade Readjustment Allowances (TRA) once their employment benefits have been exhausted.
Other Program Characteristics:	The services that workers receive under this program are offered in conjunction with other assistance provided in WorkSource centers, depending on need.
Program History	The Trade Act of 1974 established the TAA program. In 1993, the Trade Act was amended to include the North American Free Trade Agreement—Transitional Adjustment program (NAFTA-TAA). The Trade Act was again amended in 2002 to expand eligibility and increase services and also to repeal the NAFTA-TAA program. In 2009, the Trade & Globalization Adjustment Assistance Act was again reauthorized to include service and public sector jobs.
Planning Cycle:	Annual.
Outcome Measures:	<ul style="list-style-type: none">• Entered employment rate.• Employment retention rate.• Earnings increase after six months.
Funding and Regional Division:	This program is administered at the state level. Certified workers apply for TGAAA services through their local WorkSource offices.

TRADE ACT-TRADE & GLOBALIZATION ADJUSTMENT ASSISTANCE ACT

State Funding:	None.
Federal Funding:	\$17,134,894 (October 1, 2008-September 30, 2009), U.S. Department of Labor.
Statutory Authority	Federal - The Trade Act of 1974 as amended (P.L. 108-249). The Employment Security Department serves as an agent to the U.S. Department of Labor in administering the program in Washington.

TRAINING BENEFITS PROGRAM

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- Participation:** 3,813 participants were served by the Training Benefits Program between July 1, 2008 and June 30, 2009.
- Who is Served:** To be eligible for the Training Benefits Program, participants must show that training is needed to find suitable work, establish that a full-time training program will enhance their marketable skills and earning power, and that the training is for a high-demand occupation as determined by the local Workforce Development Council.
- Program Description:** Training benefits are additional unemployment benefits that can pay up to 52 times a participant's unemployment weekly benefit amount, minus any regular unemployment benefits. These additional benefits are available to eligible dislocated workers enrolled in and making satisfactory progress in a full-time vocational training program approved by the unemployment insurance (UI) program. Training benefits are paid after a participant receives all regular (and federally extended) benefits payable. However, participants must apply for training benefits within 90 days of being notified of the program and be enrolled in training within 120 days of being notified of the program.
- Other Program Characteristics:** Training benefits are payable until the participant completes (or withdraws from) training or runs out of benefits, whichever comes first. Training benefits are payable only while a participant is enrolled and making satisfactory progress in an approved full-time training program.
- Program History:** Enacted by the Legislature in February 2000, training benefits provide additional UI benefits to qualified individuals participating in approved training programs determined necessary for their reemployment.
- Planning Cycle:** Annual.
- Outcome Measures:** Outcome measures include participant employment and earnings.
- Funding and Regional Division:** Training benefits are paid from the UI Trust Fund. The law allows \$20 million in obligated funds each fiscal year and allows any funds not obligated in prior years to be carried forward. In the first quarter of 2010, the state's Employment Security Department had at least \$62 million in obligated funds for Training Benefits.
- State Funding:** \$20,000,000 (July 1, 2008-June 30, 2009).

TRAINING BENEFITS PROGRAM

Federal Funding:

None.

Statutory Authority:

State - RCW 50.22.130, RCW 50.22.140, RCW 50.22.150.
Administered by the Employment Security Department.

WAGNER-PEYSER ACT

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Participation: Just over 475,000 job seekers and nearly 8,000 employers were served by WorkSource offices between July 1, 2008 and June 30, 2009.

Who is Served: All job seekers and employers in Washington are eligible for services funded through the Wagner-Peyser Act. Veterans and eligible spouses receive priority referral to jobs and training, as well as special employment services and assistance. Special programs are also available that offer extra assistance to people who have the hardest time finding employment, such as veterans, at-risk youths, offenders, welfare recipients and dislocated workers.

Program Description: Wagner-Peyser provides universal access to job search preparation and placement services to job seekers, and to job listing and matching for employers. Services are available through a network of WorkSource offices across the state and online through go2worksource.com.

Job seekers have access to a wide range of job-related services including skill assessments, career counseling, job-matching assistance and free classes aimed at improving employability. Unemployment claimants receive guidance and counseling to assist toward a meaningful and realistic work search. Another responsibility under the program is to ensure claimants are actively seeking work.

Employers also receive a range of services, including job posting, applicant screening, job fairs, free bonding for some employees, subsidies for on-the-job training, tax credits for hiring certain types of workers and programs to avoid or minimize layoffs. The system also offers specialized worker training and labor market information to help employers make educated business decisions.

Other Program Characteristics: Staff-assisted services have increased to keep pace with the severe economic downturn aided by an increased allocation to Wagner-Peyser through the national Recovery Act. Continuous improvement in program design and increased customer opportunities for short-term skill development are anticipated to increase customer satisfaction and employment outcomes. Also, new information and technology tools will better advise customers and staff on career pathways and job referrals leading to self-sufficiency.

WAGNER-PEYSER ACT

Program History:	The Wagner-Peyser Act established a national public Employment Service as part of the New Deal legislation passed in 1933. Following the Great Depression of 1929, it addressed helping the unemployed get back to work and benefited employers by referring potential workers. In 1937, the state Legislature authorized the state's public employment service. Over decades, through many economic downturns and growth periods, the Employment Security Department has enhanced its capacity to be a ready resource, regardless of the ups and downs of the business cycle, for employers and job seekers. Congress amended the program in 1998 to be part of each state's mandated one-stop service delivery system that includes several related employment and training programs. In Washington, this system is called WorkSource.
Planning Cycle:	Five-year. However, program planning for Wagner-Peyser is connected with the Workforce Investment Act Title I-B programs and is typically updated every two years.
Outcome Measures:	Federal measures include entered employment rate, job retention and average earnings. State measures include credential rates, median earnings, retention rate and participant satisfaction. Methodologies vary for calculating and reporting program performance data to the Department of Labor, the governor, various stakeholders within the Employment Security Department and its partner agencies, and to WorkSource partner organizations.
Funding and Regional Division:	Funds are allocated by the U.S. Department of Labor to the state based on the state's relative share of individuals in the civilian labor force and unemployed job seekers among all states. The Employment Security Department retains responsibility for all funds authorized under the Wagner-Peyser Act.
State Funding:	None.
Federal Funding:	Wagner-Peyser formula allocation \$14,623,623 (July 1, 2009-June 30, 2010), Recovery Act \$8,230,745.
Statutory Authority:	Federal Wagner-Peyser Act of 1933 as amended by the federal Workforce Investment Act of 1998. Administered by the Employment Security Department.
Participation:	7,060 participants were served by the Workforce Investment Act, Dislocated Worker Program between July 1, 2008 and June 30, 2009.

WORKFORCE INVESTMENT ACT, TITLE I-B DISLOCATED WORKER PROGRAM

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Who is Served:

Specific eligibility guidelines are described in the Workforce Investment Act (WIA). Dislocated workers are people who lost jobs due to plant closures, company downsizing, or some other significant change in market conditions. In most cases, eligible workers are unlikely to return to their occupations, and they must be eligible for (or have exhausted) unemployment compensation. Other conditions can lead to eligibility for services, such as being self-employed but not working as a result of general economic conditions, or being a displaced homemaker.

Program Description:

The program tailors employment and training services to meet dislocated workers' needs; establishes early intervention for workers and firms facing substantial layoffs; and fosters labor, management, and community partnerships with government to address worker dislocation. Dislocated workers are eligible for "core services" available through WorkSource, the state's one-stop career center system. Core services include skill assessment, labor market information, training program consumer reports, and job search and placement assistance. Second and third tier services are available for eligible dislocated workers unable to get jobs through core services. This sequence of services is individualized and may include more intensive assessments, counseling, and pre-vocational and vocational training.

Other Program Characteristics:

Local priorities for the WIA Title I-B Dislocated Worker grant must support the priorities described in each local Workforce Development Council's strategic plan and must also be consistent with the goals identified in *High Skills, High Wages 2008-2018*, the state's strategic plan for the workforce development system.

WORKFORCE INVESTMENT ACT, TITLE I-B DISLOCATED WORKER PROGRAM

Program History:	The Workforce Investment Act of 1998 (WIA) reformed federal employment, training, adult education, and vocational rehabilitation programs by creating an integrated system of workforce investment and education services for adults, dislocated workers, and youth. Called WorkSource in Washington, this one-stop system offers a comprehensive array of services through local WorkSource centers and affiliate sites, and online. Washington's Governor designated the Workforce Training and Education Coordinating Board (Workforce Board) to act as the state Workforce Investment Board and the Employment Security Department as WIA's administrative entity. The state's 12 workforce investment areas each have a business-led Workforce Development Council (WDC) whose members are appointed by local elected officials. WDCs have strategic and operational responsibilities, including planning and overseeing their area's WorkSource systems and WIA-funded programs, as well as designating administrative entities and WorkSource operators. Congressional action to amend and reauthorize the law is in progress.
Planning Cycle:	Every two years.
State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	Measures used to determine the program's success include: <ul style="list-style-type: none">• Entered employment rate.• Employment retention rate.• Earnings increase of six months.• Employment and education rate.
Funding and Regional Division:	At the state level, services are described in a two-year State Plan developed by the Employment Security Department and the Workforce Board and approved by the Governor. The U.S. Department of Labor must approve the plan in order to access funds. At the local level, services are described in two-year operations plans developed by Workforce Development Councils and chief local elected officials. Funds are allocated to the local workforce investment areas using federal and state allocation formulas.
State Funding:	None.
Federal Funding:	\$21,181,897 (July 1, 2009-June 30, 2010) WIA and U.S. Department of Labor.
Statutory Authority:	Federal - Workforce Investment Act, P.L. 105-220. Administered by the Employment Security Department.

WORKER RETRAINING PROGRAM

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Participation: 15,136 participants were served by the Worker Retraining Program between July 1, 2008 and June 30, 2009.

Who is Served: The program serves unemployed people and those who have been notified they are about to be laid off. To qualify, a person must be eligible for or have exhausted his or her unemployment compensation benefits within the last 24 months. Dislocated workers and long-term unemployed people have priority access to the program's training and support services. Displaced homemakers, those formerly self-employed, and unemployed veterans recently separated from service may also qualify. Vulnerable workers (those who are employed but in declining occupations and have less than one year of college education plus a credential) may qualify.

Program Description: The program serves the unemployed or those facing imminent layoffs. Community and technical colleges provide training in basic skills and literacy, occupational skills, vocational education, and related or supplemental instruction for apprentices. Qualified students may receive financial assistance to help with tuition, as well as the costs of child care and transportation. The program is administered by the State Board for Community and Technical Colleges with advice and counsel from the Workforce Training Customer Advisory Committee.

Other Program Characteristics: Annual plans focus on training programs that prepare students for occupations with demonstrated demand for qualified workers and lead to jobs providing a living wage. Program plans actively involve business, government, and labor as they determine the employment demand and content of the training program. There is flexibility as to the length of participant training and program of study.

Program History: The Employment and Training Trust Fund was established in 1993 to fund training and related support services for the unemployed and to fund improvements in the state's employment security system. After sunseting in 1997, the fund was reauthorized as the Worker Retraining Program with the passage of SB 5909 in 1999. Funding comes from the State General Fund. Since 1993, more than 100,000 workers who lost their jobs have been trained through the Worker Retraining Program. In 2009 and 2010, the economic downturn resulted in a dramatic increase in demand for worker retraining funds.

Planning Cycle: Annual.

WORKER RETRAINING PROGRAM

State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	Include completion of an educational program, employment and wages in jobs closely approximating pre-layoff conditions.
Funding and Regional Division:	<p>2008-2009 funds are allocated as follows:</p> <ul style="list-style-type: none">• Enrollment: 7,436 full-time equivalents (FTEs).• Financial Aid/Training Completion Aid: \$1,300 per FTE.• Emergency Fund: Enables colleges to respond to major layoff and/or economic emergencies.• Private Career Schools and Colleges: Funding FTEs varies depending upon demand and availability. <p>Each college is required to submit a one-year plan. The plans must be developed in cooperation with and endorsed by the college's worker retraining advisory committee. The plans are reviewed by a peer committee and the State Board for Community and Technical Colleges and then recommended for funding by the Workforce Training Customer Advisory Committee.</p>
State Funding:	\$35,259,100 (July 1, 2008-June 30, 2009), State General Fund.
Federal Funding:	None.
Statutory Authority:	State-RCW 28C.04.410 and .420. Administered by the State Board for Community and Technical Colleges.

ADULTS WITH BARRIERS—Workforce Preparation And Employment Services

Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Adult Basic Education	Persons with low basic skills, 16 and older	\$95,963,000	\$8,880,000	U.S. Dept. of Education	7/1 to 6/30	State Board for Community and Technical Colleges
Basic Food Employment and Training	Eligible Food Stamp recipients		\$7,635,000	U.S. Dept. of Agriculture	10/1 to 9/30	Dept. of Social and Health Services
Business Enterprise Program for the Blind	Blind or visually impaired individuals	\$615,000	\$206,000	Federal vending machine revenue	10/1 to 9/30	Dept. of Services for the Blind
Community Services Block Grant Program	Low-income individuals		\$684,000	U.S. Dept. of Health and Human Services	1/1 to 12/31	Dept. of Commerce
Disabled Veterans' Outreach Program	Disabled veterans		\$2,004,000	U.S. Dept. of Labor	10/1 to 9/30	Employment Security Dept.
Division of Developmental Disabilities (DDD)	DDD eligible participants	\$47,125,000	\$20,640,000	U.S. Dept. of Health and Human Services	7/1 to 6/30	Dept. of Social and Health Services
Division of Vocational Rehabilitation	Disabled individuals	\$12,233,000	\$45,200,000	U.S. Dept. of Education	10/1 to 9/30	Dept. of Social and Health Services
Local Veterans Employment Representative Program	Veterans		\$1,852,000	U.S. Dept. of Labor	10/1 to 9/30	Employment Security Dept.
National Farmworkers Jobs Program	Low-income, seasonal or migrant farm workers and dependents		\$3,029,000	U.S. Dept. of Labor	7/1 to 6/30	Opportunities Industrialization Center (OIC) of Washington
Native American Programs	Native Americans, Alaska Natives, Native Hawaiians		\$1,827,000	U.S. Dept. of Labor	7/01 to 6/30	U.S. Dept. of Labor
Offender Education Program	Adult offenders	\$17,592,000			7/1 to 6/30	Dept. of Corrections
Offender Employment Services	Adult offenders and ex-offenders	\$1,026,000	\$220,000	U.S. Dept. of Education	7/1 to 6/30	Employment Security Dept.
Refugee Assistance Program	Low-income, legal refugees	\$5,594,000	\$5,649,000	U.S. Dept. of Health and Human Services	10/1 to 9/30	Dept. of Social and Health Services

ADULTS WITH BARRIERS

ADULTS WITH BARRIERS—Workforce Preparation And Employment Services Cont.

Return-To-Work Services Program	Injured workers	\$49,876,000			7/1 to 6/30	Dept. of Labor and Industries
Senior Community Service Employment Program	Low-income persons 55 and older	\$208,000	\$1,524,000	U.S. Dept. of Labor	7/1 to 6/30	Dept. of Social and Health Services
Special Employment Services for Offenders Program (Correction Camps)	Incarcerated youth and adults	\$2,559,000			7/1 to 6/30	Dept. of Natural Resources
Vocational Rehabilitation for the Blind	Blind or visually impaired individuals	\$1,723,000	\$7,976,000	U.S. Dept. of Education	10/1 to 9/30	Dept. of Services for the Blind
Workforce Investment Act, Title I-B Adult Program	Economically disadvantaged individuals		\$16,873,000	U.S. Dept. of Labor	7/1 to 6/30	Employment Security Dept.
WorkFirst-Community Jobs	Welfare recipients		\$19,653,000	U.S. Dept. of Health and Human Services	7/1 to 6/30	Dept. of Commerce
WorkFirst-Education and Training	Current and former welfare recipients		\$27,649,000	U.S. Dept. of Health and Human Services	7/1 to 6/30	State Board for Community and Technical Colleges
WorkFirst-Employment Services	Welfare recipients		\$30,435,000	U.S. Dept. of Health and Human Services	7/1 to 6/30	Employment Security Dept.
WorkFirst-Supported Work	Welfare recipients		\$5,158,000	U.S. Dept. of Health and Human Services	7/1 to 6/30	Dept. of Commerce
WorkFirst-Temporary Assistance for Needy Families	Applicants and recipients of welfare	\$34,575,000	\$38,238,000	U.S. Dept. of Health and Human Services	10/1 to 9/30	Dept. of Social and Health Services
	TOTALS	\$269,089,000	\$245,332,000			

ADULT BASIC EDUCATION

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Participation: 76,088 participants were served by the Adult Basic Education program between July 1, 2008 and June 30, 2009.

Who is Served: To be eligible for Adult Basic Education, participants must meet the following requirements:

- Be at least 16 years old,
- Not be enrolled or required to be enrolled in secondary school under state law,
- Lack sufficient mastery of the basic educational skills to function effectively in society, and,
- Not have a high school diploma or recognized equivalent, or
- Not have achieved an equivalent level of education, or
- Not be able to speak, read, or write the English language.

Program Description: Adult Basic Education provides adult education and literacy services, including workplace literacy, family literacy, and/or English literacy, to help:

- Adults become literate and obtain the knowledge and skills necessary for employment and self-sufficiency.
- Adult parents obtain the educational skills necessary to become full partners in the educational development of their children.
- Adults complete a secondary school education.

Other Program Characteristics: Adult Basic Education programs are provided by the state's community and technical colleges and by community-based organizations. The Adult Education Advisory Council has adopted updated performance goals, Adult Learning Standards, and a statewide standardized assessment system that are applicable to all providers. Service providers have developed broad-based, community-wide literacy programs using a variety of funding sources. For example, providers enter into local agreements to deliver basic skills for participation in WorkFirst, refugee resettlement and job training programs, as well as for inmates of state and local correction facilities.

Low-income, low-skill adults needing basic skills and employment skills are now successfully being served by I-BEST. This intensive effort is a national model and puts a professional technical instructor as well as an ABE/ESL instructor in the classroom at the same time.

ADULT BASIC EDUCATION

Program History:	Federal adult education legislation, enacted in 1965, started the modern era of Adult Basic Education services in the state. In 1991, the program moved from the Office of Superintendent of Public Instruction to the State Board for Community and Technical Colleges (SBCTC). Over the years, special state and federal initiatives expanded the scope of adult education to include homeless adults, English language instruction, citizenship for undocumented adults, workforce basics, adults with disabilities, basic skills for welfare reform participants, and family literacy.
Planning Cycle:	Every two years, with a five-year state plan.
State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	Each Adult Basic Education provider must propose and report quarterly rates for participants to: <ul style="list-style-type: none">• Demonstrate improvements in literacy skill levels in reading, writing, and speaking the English language; math skills; English language acquisition, and other literacy skills.• Enroll in, retain, or complete postsecondary education, further training, unsubsidized employment, or career advancement.• Earn a secondary school diploma or a GED certificate.
Funding and Regional Division:	Funds are allocated among six funding areas in a ratio representing populations needing these services and the existing levels of service in each area. The current plan emphasizes increasing enrollment and improving student achievement by maintaining an Adult Basic Education presence throughout the state, fostering a local and regional fit between services and needs, demonstrating a commitment to direct and equitable access, and ensuring continuity of services for existing students. Each applicant for state and/or federal funding must compete with all other eligible applicants within his or her funding area. Competition is based on responses to the 12 criteria specified in WIA Title II, plus a budget item added by the state.
State Funding:	\$95,963,000 (July 1, 2008-June 30, 2009). Primarily SBCTC's allocation to colleges.
Federal Funding:	\$8,880,431 (July 1, 2008-June 30, 2009). U.S. Department of Education.
Statutory Authority:	Federal—Adult Education and Family Literacy Act, Title II of the Workforce Investment Act (WIA), P.L. 105-220, C.F.D.A. 84.0002. State—RCW 28B.50, WAC 180-72.

BASIC FOOD EMPLOYMENT AND TRAINING

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Participation: 4,618 participants were served by Basic Food Employment & Training between October 1, 2008 and September 30, 2009.

Who is Served: The program serves people engaged in approved education and training activities, living in King, Snohomish, Whatcom and Skagit counties who are not receiving Temporary Assistance to Needy Families (TANF). Eligible participants are those who volunteer or are able-bodied adults without dependents, who must participate under federal rules.

Program Description: The Basic Food Employment & Training program provides reimbursement for job search, basic education, vocational education, and support services to Basic Food recipients. The program is offered through the Department of Agriculture, Food and Nutrition Service, Supplemental Nutritional Assistance Program. In Washington, the Department of Social and Health Services (DSHS) is the designated administrative agency. The State Board for Community and Technical Colleges contracts with DSHS to administer the program for 12 community and technical colleges.

Program History: The first Washington Basic Food project, then known as Food Stamp Education and Training, was implemented in King County on October 1, 2005, with a partnership of South Seattle Community College, Goodwill, Port JOBS, Seattle Jobs Initiative, YWCA, Employment Security Department, and DSHS.

The program continues to grow. As of October 2009, Washington had 12 community colleges participating, including:

- Bellevue College
- Bellingham Technical College
- Edmonds Community College
- Everett Community College
- Green River Community College
- Highline Community College
- North Seattle Community College
- Renton Technical College
- Shoreline Community College
- Skagit Valley College
- Seattle Central Community College
- South Seattle Community College

BASIC FOOD EMPLOYMENT AND TRAINING

Planning Cycle:	Annual.
Outcome Measures:	The program is measured by: <ul style="list-style-type: none">• The number of participants entering employment after training.• Meeting projected quarterly and yearly enrollment and completions for approved activities.
Regional Division:	Community and technical colleges are awarded funds on a quarterly reimbursement basis. Basic Food Employment & Training provides a 50 percent reimbursement for eligible, non-federal expenditures spent on approved participants.
State Funding:	Eligible State Funds are used as a “match” for the federal reimbursement.
Federal Funding:	\$7,634,701 for educational activity reimbursement, and SBCTC administrative costs. (October 1, 2008-September 30, 2009).
Statutory Authority:	Chapter 388-444 WAC - Food Stamp Employment and Training; Department of Agriculture, Food and Nutrition Service, Supplemental Nutritional Assistance Program; Department of Social and Health Services Community Services Division; State Board for Community and Technical Colleges (SBCTC) budget. Administered by SBCTC.

BUSINESS ENTERPRISE PROGRAM FOR THE BLIND

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Participation:	28 participants were served by Business Enterprise Program for the Blind between July 1, 2008 and June 30, 2009.
Who is Served:	Participants must be U.S. citizens and meet the legal definition of blind. They also must be referred by a Department of Services for the Blind vocational rehabilitation counselor and meet Business Enterprise Program requirements.
Program Description:	The purpose of the Business Enterprise Program is to provide opportunities for blind individuals to succeed as independent business people. The program is part of the state vocational rehabilitation program for the blind. The program's goal is to increase employment opportunities for blind citizens and to demonstrate their skills and abilities.
Other Program Characteristics:	Opportunities to become independent business people are made possible through training and licensing to operate and maintain vending machine and food service management facilities in public buildings. By legislation, blind persons participating in the program are given preference in the operation of vending facilities on federal, state, county, municipal, and other governmental property. The source of program funds is federal and state vending machine revenues.
Program History:	The Business Enterprise Program was one of the programs that moved to the Commission for the Blind (later Department of Services for the Blind) from the Department of Social and Health Services after legislation was signed in July 1977 that established separate services for people who are blind or visually impaired.
Planning Cycle:	Every two years.
Outcome Measures:	The primary outcome measure for the program is placement of licensed blind vendors in facilities and the successful operation of the sites under blind vendor management.
Regional Division:	The program has no regional divisions. It is directed from its main office in Olympia and funded by vending machine revenue only.
State Funding:	\$615,000 (July 1, 2009-June 30, 2010) State vending machine revenue.

BUSINESS ENTERPRISE PROGRAM FOR THE BLIND

Federal Funding:

\$206,000 (July 1, 2009-June 30, 2010). Federal vending machine revenue.

Statutory Authority:

Federal - Section 2, 49 Statute 1559 as amended. 209 USC 107 CFR 34, Part 395. State - RCW 74.18.220 and 74.18.230.WAC Chapter 67-35. Administered by the state Department of Services for the Blind.

COMMUNITY SERVICES BLOCK GRANT PROGRAM

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- Participation:** 11,186 participants were served by workforce development programs in the Community Services Block Grant program between January 1, 2008 and December 31, 2008.
- Who is Served:** Citizens with incomes at or below 125 percent of the federal poverty level are eligible (about \$27,500 for a family of four).
- Program Description:** The purpose of the program is to encourage local communities to establish goals that address the causes of poverty. Funds support the costs of implementing comprehensive local plans designed to eliminate barriers to self-sufficiency among needy residents. The grant can support 84 activities and services, including housing assistance, emergency services, education, job readiness counseling, job placement assistance, nutrition, asset building, and transportation services.
- Other Program Characteristics:**
- Funded activities are tied to long-term accountability measures with federal, state, and local private and public funders.
 - Community Action Agencies collaborate with and support a variety of workforce development initiatives at the local level.
 - Community action strengthens the social service infrastructure necessary for employment.
- Program History:** The Community Services Block Grant Program is a continuation of the war on poverty program created by Congress in 1964. Funds and policies were transferred to a state block grant in 1981.
- Planning Cycle:** Two-year state plan, with annual local plan.

COMMUNITY SERVICES BLOCK GRANT PROGRAM

Outcome Measures:

- Unemployed people obtained employment.
- People who were employed obtained an increased income.
- People started small businesses through enterprise training and technical assistance.
- People capitalized a small business with accumulated savings.
- People obtained living wage employment and benefits.
- People obtained access to reliable transportation and/or drivers licenses to acquire or maintain employment.
- People received diplomas or certificates after completing pre-employment skills training.

Funding and Regional Division:

The state contracts with 31 community action agencies, some serving more than one county, that address the causes of poverty in every local community in the state. Each community action agency must submit an annual Community Action Plan. Funds are distributed by a formula developed in collaboration with the Washington State Community Action Partnership. Funds are allocated according to the 2000 Census of the number of persons living at or below 125 percent of poverty.

State Funding:

None.

Federal Funding:

\$684,115 (January 1-December 31, 2009) U.S. Department of Health and Human Services (HHS) for workforce development programs from the overall block grant budget, plus an additional \$3,403,189 in Recovery Act funds from HHS (June 15, 2009-September 30, 2010).

Statutory Authority:

Federal-P.L. 105-285. Administered by the Department of Health and Human Services, and Washington State Department of Commerce.

DISABLED VETERANS' OUTREACH PROGRAM

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Participation:	9,208 veterans were served by the Disabled Veterans' Outreach Program (DVOP) between July 1, 2008 and June 30, 2009.
Who is Served:	The program serves disabled and other eligible veterans, with priority given to disabled veterans.
Program Description:	Specialists provide intensive services to veterans with special employment and training needs. Staff target services to "Special Disabled" veterans (veterans with a 30 percent rated disability by the Veterans Administration), disabled veterans, economically or educationally disadvantaged veterans, and veterans with other barriers to employment, especially homeless veterans. As an integral part of the state's labor exchange system, DVOP provides a full range of employment and training services to veterans.
Other Program Characteristics:	Staff are also stationed at approved locations such as the Veterans' Affairs Hospital, the Veterans' Affairs Regional Office, and military installations.
Program History:	DVOP was initially established by executive order in 1977 and later authorized by the Veteran's Rehabilitation and Education Amendments of 1980. Although DVOP personnel are employees of this state, their positions are funded annually by U.S. Department of Labor grants.
Planning Cycle:	Federal fiscal year.
Outcome Measures:	The measures used to determine the program's success are: <ul style="list-style-type: none">• Entered employment rate.• Employment retention rate at six months.• Average earnings over a two quarter period.
Funding and Regional Division:	The Employment Security Department administers veteran activities via the 12 local WorkSource center directors. Funds are allocated to support specialists in designated WorkSource centers.
State Funding:	None.
Federal Funding:	\$2,004,000 (October 1, 2007-September 30, 2009) Veterans' Employment and Training Service, U.S. Department of Labor.
Statutory Authority:	Federal - Title 38, USC, Chapter 41, Section 4103A, as amended by the Job or Veterans Act of 2002, Public Law 107-288, enacted November 7, 2002. Administered by the Employment Security Department.

DIVISION OF DEVELOPMENTAL DISABILITIES

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Link to County Employment Program Offices: www.dshs.wa.gov/word/adsa/ddd/county_coord.doc
Link to DDD Eligibility Requirements: www.dshs.wa.gov/ddd/eligible.shtml

Participation: 8,273 participants were served by the Division of Developmental Disabilities (DDD)/County Employment Services between July 1, 2007 and June 30, 2008.

Who is Served: DDD eligible clients, age 21 years and older, who have received a DDD County Service Authorization to receive employment services.

Program Description: DDD Employment Services, contracted through county offices, assist individuals with developmental disabilities to determine their work interests and abilities, find a job, learn the job and keep the job. Support is also provided if a new job or different job is needed, or when job duties change and assistance is needed to learn the new job requirements. DDD employment services provide ongoing support and training for eligible persons to work in a variety of settings.

Program History: During the 1950s and 1960s, families of people with developmental disabilities advocated for local service options that would provide alternatives to placing their sons and daughters into state institutions. In response, the state created a day program option in local Developmental Centers. In 1972, Washington passed the first "Education for All" bill (Congress followed in 1974 with IDEA) and children with developmental disabilities had the opportunity to leave the local Developmental Centers to enter their neighborhood public school.

As a result, many Developmental Centers changed focus to provide day programs for adults with severe developmental disabilities. During that time people with mild developmental disabilities were generally served in sheltered workshops.

Early in the 1980s, counties and day program vendors began to report to the State on employment outcomes—the wages, benefits, time spent on the job and job environment—via the County Human Resource Information System (CHRIS). As vendors focused more and more on assisting people with disabilities to earn good wages, changes occurred in how and where jobs were sought for people. As people with disabilities obtained jobs outside workshops and centers, providers changed practice and expectations and more people were employed. Today many more individuals with developmental disabilities are employed in jobs than are working in sheltered workshops.

DIVISION OF DEVELOPMENTAL DISABILITIES

Planning Cycle:	The Division of Developmental Disabilities plans and carries out operations on a state biennium. Counties also prepare and submit plans every two years to DDD.
Outcome Measures:	DDD requires counties and their subcontractors to report employment status outcomes including: <ul style="list-style-type: none">• Wages.• Benefits.• Work hours.• Work environment.• Individual employment.• Group supported employment (crew or enclave work of eight or fewer individuals).• Specialized industry (sheltered workshop).• Person to person.
Regional Division	DDD is headquartered in Lacey. State DDD client services, including eligibility determination and case management services, are offered through the six regional offices and 27 outstation office locations across the state. Washington's 39 counties are responsible for DDD employment services contract administration.
State Funding:	\$47,124,627 (July 1, 2007–June 30, 2008) State General Fund. This dollar amount represents the state fund portion dedicated solely to employment services from DDD's overall operating budget.
Federal Funding:	\$20,640,269 (July 1, 2007–June 30, 2008) Federal Funds. This dollar amount represents the federal fund portion dedicated solely to employment services from DDD's overall operating budget.
Statutory Authority:	State RCW 71A.14, WAC 388.850, WAC 388.825, WAC 388.845.

DIVISION OF VOCATIONAL REHABILITATION

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Participation:

Approximately 17,700 participants were served under an individualized plan for employment by the Division of Vocational Rehabilitation (DVR) between July 1, 2008 and June 30, 2009.

Who is Served:

Participants include individuals of working age, with a focus on helping high school students plan as they prepare to transition to work and/or adult services. DVR's federal regulations limit service delivery only to individuals with disabilities who meet specific eligibility criteria.

- Has a physical, mental, or sensory impairment that constitutes or results in a substantial impediment to employment.
- Can benefit in terms of an employment outcome from the provision of vocational rehabilitation services.
- Requires vocational rehabilitation services to prepare for, enter into, engage in, or retain gainful employment. (Approximately 99 percent of individuals served by DVR have significant disabilities that result in multiple impediments to employment.)

Program Description:

DVR offers vocational rehabilitation and training services to help eligible individuals with disabilities become employed. The priority is competitive, full-time employment. Depending on the individual's disability and functional limitations, however, other outcomes such as part-time employment, self-employment, or supported employment are also appropriate. To meet these objectives, an individualized plan identifies a series of customized services to be provided, such as assessment, rehabilitation counseling, vocational and other training services, physical and mental restoration services, assistive technology, and/or job search and placement.

Other Program Characteristics:

In any year that program funds or staff resources are insufficient to serve all eligible individuals, priority must be given to those with the most significant disabilities. DVR identifies unserved or underserved groups, including individuals from diverse cultural and ethnic groups such as Native Americans, African Americans, Hispanics and Asians and Pacific Islanders. Since incorporation of the Rehabilitation Act into the Workforce Improvement Act, DVR has developed partnerships and service delivery coordination at most WorkSource sites across the state. DVR provides technical assistance to help ensure eligible individuals with disabilities receive WorkSource core services and DVR services at 16 WorkSource locations.

DIVISION OF VOCATIONAL REHABILITATION

Program History:	DVR operates under the Rehabilitation Act of 1973, including amendments by Congress through 1998. DVR has a long history of helping people with disabilities go to work. In 1933, it began as a division of the Vocational Education Department and operated with three staff. Currently, the division has approximately 325 staff and serves more than 17,000 individuals per year.
Planning Cycle:	Every two years.
State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	<p>DVR establishes performance objectives at the start of the state fiscal year (July 1 through June 30). Two key outcome measures are:</p> <ul style="list-style-type: none">• Number of individuals who achieve an employment outcome.• Rate at which eligible individuals who enter an Individualized Plan for Employment achieve an employment outcome. <p>Other federal standards and indicators also apply.</p>
Funding and Regional Division:	Headquartered in Lacey, DVR has 39 satellite offices around the state. Ten of these offices are co-located with WorkSource facilities. In addition, DVR has assigned individual staff to serve DVR participants at another nine WorkSource offices across the state. At these locations, a mix of Vocational Rehabilitation Counselors and WorkSource Specialists are employed by DVR to assist participants with vocational exploration and successful job search. DVR must submit a state plan to receive funding from the U.S. Department of Education under the basic support grant. This is a formula grant distributed to each state based on a calculation of its share of the previous allotment and its population. The state provides matching funds.
State Funding:	\$12,233,330 (General Fund State Match Dollars).
Federal Funding:	\$45,200,145 (October 1, 2008-September 30, 2009) U.S. Dept. of Education.
Statutory Authority:	Federal—Rehabilitation Act of 1973 amended in 1992, P.L. 102–569. State-WAC 388-891-005 through 1330 and RCW 74.29.005–080. Administered by the Department of Social and Health Services.

LOCAL VETERANS EMPLOYMENT REPRESENTATIVE PROGRAM

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State Website: www.esd.wa.gov/findajob/specialprograms/veterans-services.php

- Participation:** 7,502 veterans were served by the Local Veterans Employment Representative program (LVER) between July 1, 2008 and June 30, 2009.
- Who is Served:** Any person who served on active duty for a period of more than 180 days and was discharged or released from active duty with other than a dishonorable discharge or was discharged or released from active duty because of a service-connected disability is eligible; with a priority given to recently exited veterans.
- Program Description:** LVER staff work with other service providers to promote veterans as job seekers who have highly marketable skills and experience. They advocate for veterans for employment and training opportunities with business, industry, and community-based organizations. As an integral player in the local WorkSource office, LVER coordinates with WorkSource employer relations staff and partners. The program conducts a variety of job search assistance workshops and provides job development and referrals for veterans.
- Other Program Characteristics:** The state's plan is to physically integrate services where it makes sense, electronically tie various existing locations and providers together, and provide for extensive self-service options. The WorkSource career center system presents a broad range of reemployment services that were not previously accessible or readily available to veterans who visited job service centers.
- Program History:** The LVER program was first authorized under the original GI Bill, the Servicemen's Readjustment Act of 1944. Since then, legislation has been enacted to increase benefits and entitlements for veterans. The state's Employment Security Department receives annual grants from the U.S. Department of Labor to fund LVER positions.
- Planning Cycle:** Federal fiscal year.

LOCAL VETERANS EMPLOYMENT REPRESENTATIVE PROGRAM

Outcome Measures:

The measures used to determine the program’s success are:

- Entered employment rate.
- Employment retention rate at six months.
- Average earnings over a two quarter period.

Representatives carry out a number of specific monitoring functions to assure participation of veterans in employment and training programs and in subsequent referrals of qualified veterans to job opportunities.

Funding and Regional Division:

The state’s Employment Security Department administers veteran activities via the 12 local Workforce Development Councils. Funds are allocated to support local veteran employment representatives in designated WorkSource centers.

State Funding:

None.

Federal Funding:

\$1,852,000 (October 1, 2008-September 30, 2009). Veterans Employment and Training Service, U.S. Department of Labor.

Statutory Authority:

Federal-Title 38, USC, Chapter 41, Section 4103A, as amended by the Jobs for Veterans Act of 2002, Public Law 107-288, enacted November 7, 2002. Administered by the Employment Security Department.

NATIONAL FARMWORKERS JOBS PROGRAM

Contact: Gilberto Alaniz, Program Director
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State website: www.yvoic.org/Farmworkers/Locations/

- Participation:** 902 migrant and seasonal farm workers were served by the National Farmworkers Jobs Program (NFJP) between July 1, 2008 and June 30, 2009.
- Who is Served:** Qualifying participants are those employed on a seasonal or part-time basis in the unskilled and semi-skilled manual labor occupations in crop and animal production. Eligible participants must have received at least 50 percent of their income from or be employed at least 50 percent of the time in farm work, be U. S. citizens, meet low-income guidelines and, for males, be registered for selective service.
- Program Description:** NFJP is designed to serve economically disadvantaged persons who primarily depend on employment in agricultural labor and who experience chronic unemployment or underemployment. Through training and other workforce development services, the program is intended to assist eligible participants and their families to prepare for jobs likely to provide stable, year-round employment both within and outside agriculture. Program services include the following:
- **Core Services:** Include skills assessment, job search resources and referrals, eligibility determination and access for participants to local WorkSource centers.
 - **Intensive Services:** Include comprehensive assessments, individual employment, training and educational development planning achieved through a case management-based individual service strategy and job training.
 - **Related Assistance (RA) Services:** Help customers address urgent or life threatening matters, such as health, housing and transportation, so they are able to retain agricultural employment or participate in Intensive Services.
- Other Program Characteristics:** The NFJP is part of the Opportunities Industrialization Center of Washington Special Projects Department, which includes other programs such as the High School Equivalency Program, Vocational Rehabilitation (VR) 304 Farmworkers with Disabilities Program, Housing Assistance Program (HAP), and Community Agricultural and Vocational Institute. Participants and their families are provided with an array of comprehensive employment, training, educational, housing and rehabilitation services.

NATIONAL FARMWORKERS JOBS PROGRAM

Program History:	As the U.S. Department of Labor grantee for the NFJP, OIC has provided employment and training services to over 7,000 migrant and seasonal farm workers and helped an estimated 12,000 family members. OIC of Washington serves participants through six regional offices located in five of the six state Agricultural Reporting Areas. In addition, the NFJP has partnered with the state's WorkSource/One-Stop Career Center System.
Planning Cycle:	Two-year competitive bid.
Outcome Measures:	The program is measured by the number of eligible individuals receiving classroom training, on-the-job training, work experience, training assistance, emergency assistance, earned income, and intensive services. The program is also measured by the number of individuals placed in jobs or whose employability is enhanced.
Funding and Regional Division:	<p>The NFJP provides services out of six regional offices located in the following service delivery areas:</p> <ol style="list-style-type: none">1. Yakima Regional Office-serves Kittitas County and the Upper Yakima Valley.2. Sunnyside Regional Office-serves the Lower Yakima Valley and Klickitat County.3. Pasco Regional Office-serves Benton, Franklin, and Walla Walla counties.4. Moses Lake Regional Office-serves Grant and Adams counties.5. Wenatchee Regional Office-serves Chelan, Douglas, and Okanogan counties.6. Mount Vernon Regional Office-serves Skagit and Whatcom counties. <p>Funds are distributed to states by formula developed by the U.S. Department of Labor, and are allocated according to project applications and approved grant plans.</p>
State Funding:	None.
Federal Funding:	\$3,029,151 (July 1, 2009-June 30, 2010), U.S. Department of Labor.
Statutory Authority:	Federal - Title 1, Section 167, National Farmworker Jobs Program, of the Workforce Investment Act (WIA), U.S. Department of Labor, Employment and Training Administration, Adult Services.

NATIVE AMERICAN PROGRAMS

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Participation:	534 participants were served by Native American Programs in Washington between July 1, 2008 and June 30, 2009.
Who is Served:	Those eligible for Section 166 Indian Native American (INA) Program services are Indians, Alaska Natives, and Native Hawaiians who are unemployed, or underemployed, or low-income individuals, or a recipient of a lay-off notice per CFR 668.300.
Program Description:	The WIA Section 166 Native American Program supports employment and training activities for Indian, Alaska Native, and Native Hawaiian people, helping more fully develop their academic, occupational and literacy skills to help them compete more effectively in the job market. A second purpose is to help participants achieve personal and economic self-sufficiency. The program also promotes the economic and social development of Indian communities. Services are provided in a culturally appropriate manner, consistent with the principles of Indian self-determination.
Other Program Characteristics:	INA grant recipients may provide any services consistent with the purposes of CFR 668.340 that are necessary to meet the needs of Native Americans preparing to enter, reenter, or retain unsubsidized employment. Services include skill assessments, career counseling, work experience, occupational skill training, skill upgrading and retraining, Adult Basic Education instruction, GED preparation, mentoring, and job placement assistance.
Planning Cycle:	Every two years.
Outcome Measures:	Performance measures and levels of performance are described in the Indian Native American Program plan as approved by the U.S. Department of Labor (DOL).
Funding and Regional Division:	In 2009, DOL awarded program funds directly to the following Indian Native American grantees in Washington: <ul style="list-style-type: none">• American Indian Community Center, Spokane.• Confederated Tribes & Bands of the Yakama Nation, Toppenish.• Puyallup Tribe of Indians, Tacoma.• Seattle Indian Center, Seattle.• Western Washington Indian Employment & Training Program.

NATIVE AMERICAN PROGRAMS

The following Washington Tribes received federal DOL Section 166 grant funds through the Bureau of Indian Affairs under P.L. 102-477:

- Colville Confederated Tribes, Nespalem.
- Makah Tribal Council, Neah Bay.
- Spokane Reservation.
- The Tulalip Tribes, Marysville.

State Funding:

None.

Federal Funding:

\$2,075,412 (July 1, 2009-June 30, 2010). Of this total, \$248,838 was directed to youth services and \$1,826,574 was allocated for adult employment and training services.

Statutory Authority:

Federal - Title I-D Section 166 of the Workforce Investment Act of 1998. Oversight for Washington Indian and Native American programs under Section 166 of the Workforce Investment Act is administered through the San Francisco Regional Office of the U.S. Department of Labor. No funds are allocated to state government or passed through state government.

OFFENDER EDUCATION PROGRAM

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Contact: Shash Woods
State Board for Community and Technical Colleges
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E-mail: swoods@sbctc.edu
State Websites: www.doc.wa.gov/aboutdoc/docs/p351ecorrededucationsinglesheet.pdf
www.sbctc.ctc.edu/college/e_correctioned.aspx

- Participation:** 6,262 participants of Adult Basic Education and English as a Second Language were served by the Offender Education Program between July 1, 2008 and June 30, 2009. System total headcount, where each student is only counted once regardless of participation in multiple programs or sites, was 11,414.
- Who is Served:** Educational programs are available to all offenders in 15 correctional facilities. The Department of Corrections (DOC) also educates offenders under the age of 22 who do not have a high school diploma or GED, and offenders who have literacy scores lower than ninth grade. Career and technical education programs are available to offenders with limited employment and work histories.
- Program Description:** The mission of the program is to provide offenders, under the supervision of DOC, with appropriate educational opportunities to increase knowledge, skills, and abilities to function effectively while incarcerated and upon release. Programs address a broad range of offender needs, including Adult Basic Education, English as a Second Language, vocational skills training, and offender change programs.
- Other Program Characteristics:** DOC offers a variety of educational programs by coordinating the delivery of services. Primary education providers are local community colleges. DOC has standardized vocational skills training programs in information technology, welding, building maintenance, interactive media, construction trades, and many other areas. Standardized offender change programs include Stress and Anger Management, Getting it Right and Workforce Readiness.
- Program History:** DOC contracts with two state agencies and several private/not for profit organizations to provide offender education services. The State Board for Community and Technical Colleges subcontracts with community colleges to provide basic skills, vocational skills training, and Stress and Anger Management programs. Offender Employment Services provides Workforce Readiness and Getting it Right programs. DOC also provides pre-apprentice opportunities.
- Planning Cycle:** Annual contract selection.

OFFENDER EDUCATION PROGRAM

Outcome Measures: DOC has two objectives for offender education in fiscal year 2010.

- Increase the number of offenders who complete a GED battery to a minimum of 1,308.
- Increase the number of offenders who complete vocational training programs to a minimum of 1,100 completions.

Funding: Statewide oversight of education is provided by the educational services administrator. The administrator works collaboratively with all contractors to develop a model of service delivery based on offender needs, including a menu of appropriate programs for the system.

State Funding: \$17,592,220 (July 1, 2009-June 30, 2010)

Federal Funding: None.

Statutory Authority: State ESSB 6157.

OFFENDER EMPLOYMENT SERVICES

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State Website: www.wa.gov/esd/oes/

- Participation:** More than 4,300 offenders in institutions and community programs were served by Offender Employment Services (OES) between July 1, 2008 and June 30, 2009.
- Who is Served:** Participants are adult offenders in state correctional institutions and adult ex-offenders residing in local communities.
- Program Description:** This program delivers employment reentry programs to individuals with criminal histories. The Employment Security Department employs trained staff and works with a network of local contractors to provide pre-employment workshops and career fairs at several state prisons, offering job counseling for ex-offenders, incentives to businesses that hire offenders, a reentry guide for offenders, and training for professionals who counsel offenders. OES primary outcomes are to reduce recidivism and increase public safety through employment.
- Other Program Characteristics:** Employment and training services for offenders are delivered through OES partnerships with the Department of Corrections, community-based organizations, and other offender employment and training providers.
- In program year 2010, OES staff relocated to their nearest WorkSource offices to support the increasing numbers of offenders released into local communities. This change adds additional programming and services at WorkSource for this target population as well as support and trained WorkSource staff, along with community partners, to meet the demand for services.
- Program History:** Offender Employment Services, formerly known as Corrections Clearinghouse, was founded in 1972 to provide offender employment services. Its mission is to develop comprehensive employment reentry strategies for individuals with criminal histories.
- Planning Cycle:** Every two years.
- Outcome Measures:** Outcome measures include enrollments, completions, job placements, job developments, and employment upgrades to include follow-up at 30, 60, and 90 days.

OFFENDER EMPLOYMENT SERVICES

Regional Division:	Programs are located in correctional facilities, Community Justice Centers, and with Community Service Providers throughout Washington.
State Funding:	\$634,724 (July 1, 2008-June 30, 2009) Penalty and Interest Funds; \$391,465 (July 1, 2008-June 30, 2009) Reed Act Funds.
Federal Funding:	\$219,653 (July 1, 2008-June 30, 2009). The Workforce Training and Education Coordinating Board distributes federal Carl D. Perkins Funds (1 percent of Title I) to the Employment Security Department.
Statutory Authority:	Federal - Carl D. Perkins Career and Technical Education Act of 2006, P.L. 109-270. Administered by the Employment Security Department.

REFUGEE ASSISTANCE PROGRAM

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Federal Website: www.acf.hhs.gov/programs/orr/
Local Link: www.dshs.wa.gov/Manuals/eaz/sections/Refugee_App1.shtml

Participation: 5,685 participants were served by the Refugee Assistance Program between July 1, 2008 and June 30, 2009.

Who is Served: Section 101 (a)(42) of the Immigration and Nationality Act defines the term "refugee" to mean any person who is persecuted or has a well-founded fear of persecution in his or her home country because of race, religion, nationality, membership in a particular social group, or political opinion. Individuals who are allowed to immigrate to the U.S. as refugees, certain Amerasians, Cuban/Haitian entrants, victims of severe forms of trafficking, persons granted asylum, and Iraqi/Afghani Special Immigrants are eligible for services.

Program Description: The goal of the program is to assist in the resettlement of refugees in Washington and to promote economic self-sufficiency as quickly as possible. This is accomplished by providing social and employment services, as well as financial and medical assistance. Services include public health screening, foster care if needed, cultural adjustment and social services, citizenship services, English language instruction, bilingual support, skills training, employment services, and job retention services.

The Office of Refugee and Immigrant Assistance (ORIA) in the Department of Social and Health Services (DSHS) administers the funding for refugee services. The State Coordinator for refugee resettlement works in ORIA and is responsible for ensuring the coordination of public and private resources for refugee resettlement in Washington.

Other Program Characteristics: The program emphasizes:

- Services to be provided in a manner that is linguistically and culturally compatible with the refugee's background.
- English language instruction to be provided in a concurrent, rather than in a sequential manner with other program services.
- Offering the same opportunities for training and instruction to refugee women as men.

REFUGEE ASSISTANCE PROGRAM

Program History:	The program began in 1975 to help refugees successfully resettle in Washington. Program services are delivered through contracts with community-based organizations, voluntary refugee resettlement organizations (Volags), state and local government agencies, and private agencies. Washington ranks as one of the top 10 states in the US in initial refugee arrivals. Over the last five years, over 12,300 refugees initially resettled in Washington, for an average of 2,460 refugees per year.
Planning Cycle:	Annual.
Outcome Measures:	Number of refugees receiving English as a Second Language training, health screening, public assistance, social services, employment services and job placement. For those receiving Temporary Assistance to Needy Families and Refugee Cash Assistance, the outcome is the number of refugees who obtain employment and become economically self-sufficient.
Funding and Regional Division:	The Refugee Assistance Program uses the DSHS regional structure for planning and service delivery. Federal funding is allocated by the federal Office of Refugee Resettlement (ORR) based on the number of refugee admissions to the state. ORR also makes funding available to states through a competitive procurement process.
State Funding:	\$5,594,000 (July 1, 2009-June 30, 2010) State General Funds for employment and English as a Second Language training; \$2,842,000 State General Funds for citizenship services for refugees and immigrants.
Federal Funding:	\$5,649,443 (October 1, 2009-September 30, 2010) U.S. Department of Health and Human Services. \$1,200,000 from Temporary Assistance for Needy Families.
Statutory Authority:	Federal - Refugee Act of 1980, (P.L. 106-104); the U.S. Immigration and Nationality Act; Title 45 of the Code of Federal Regulations (CFR), Part 400; State - RCW Chapter 74.

RETURN-TO-WORK SERVICES PROGRAM

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E-mail: wiri235@lni.wa.gov
State Web site: www.lni.wa.gov
Local Link: www.lni.wa.gov/Main/ContactInfo/OfficeLocations/default.asp

- Participation:** 14,083 participants were served by the Return-to-Work Services program between July 1, 2008 and June 30, 2009.
- Who is Served:** Vocational benefits administered by the Washington State Fund are only available to eligible insured workers. Workers covered under Self-Insured employers may be eligible for the same benefits.
- Program Description:** This program provides injured workers with return-to-work assistance. The Department of Labor and Industries (L&I) uses qualified vocational providers to assist in return to work, assess participants' ability to work, and, where necessary, develop a rehabilitation plan. L&I may pay up to \$13,097 for up to two years of retraining, which may be provided through community or technical colleges or by on-the-job training.
- Other Program Characteristics:** Reimbursed expenses may include books, tuition, equipment, and child care. Transportation during vocational rehabilitation services is paid separately. A "preferred worker" allows employers to hire workers whose injury prevents them from returning to work with their former employer and impairs their reemployment. State Fund employers who agree to hire these workers are excused from paying the usual premium for a period not to exceed 36 months with financial protection against any subsequent injury. Up to \$5,000 is provided for job modification for eligible workers.
- Program History:** Vocational rehabilitation began officially for workers' compensation in the late 1970s and early 1980s. The program helps individuals to return to work through placement, assessment, and/or retraining.
- Outcome Measures:**
- Number of workers assisted in return-to-work with their employer.
 - Number of preferred workers hired by participating employers.
 - Proportion of retraining plans approved for In-Demand occupations.
 - Proportion of retraining plans successfully completed.
- State Funding:** Return-to-work services are funded through premiums collected from employers and employees insured by the Washington State Fund. Retraining fees are paid from the Accident Fund and include tuition, supplies, equipment, books, and travel. Job modification costs are paid from the Second Injury Fund. Vocational providers are paid from the Medical Aid Fund. State Fund vocational rehabilitation expenditures for fiscal year 2009 totaled \$49,876,000.

RETURN-TO-WORK SERVICES PROGRAM

Federal Funding:	None.
Statutory Authority:	State-RCW 51.32.095, 090, and 250. WAC 296-19A. Administered by the Department of Labor and Industries.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

Goodwill Industries, Inc.
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National Asian Pacific Center on Aging (NAPCA)
Contact: Donovan Lam
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Website: www.napca.org
Federal Website: www.doleta.gov/seniors

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AARP Foundation
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Participation:

1,410 participants were served by the Senior Community Service Employment Program (SCSEP) between July 1, 2008 and June 30, 2009, between the state and three national grantees. 141 of the enrollments were possible due to funds received under the American Recovery and Reinvestment Act (ARRA).

Who is Served:

Program participants must be at least 55 years old and have a family income no higher than 125 percent of the federal poverty level (about \$13,500 for one person). Enrollment priority is given to those over age 60, veterans, and qualified spouses of veterans. Those who live in rural areas, are members of a minority group, have limited English-speaking skills, are disabled, homeless or Native American, also have priority status. Overall, those who have the greatest economic needs and the lowest employment prospects are given priority.

Program Description:

SCSEP is a community service and work-based training program for older workers. It was authorized by Congress in Title V of the Older Americans Act of 1965 to provide subsidized, part-time, community service work-based training for low-income people age 55 or older who have poor employment prospects. Through this program, older workers have access to the SCSEP services as well as other employment assistance available through WorkSource, the state's one-stop career centers.

Other Program Characteristics:

Community Services—The state and national SCSEP grantees provide over 2.5 million hours of community service hours to public and nonprofit agencies, allowing them to enhance and provide needed services. In the state fiscal year, almost 16,000 of these community service hours were paid for with ARRA funding.

Participant Services—Individual Employment Plan (IEP) development, orientation, community service placement, training specific to community service assignment, other training as identified in the IEP, supportive services, wages, fringe benefits, annual physicals, assistance in securing unsubsidized employment, and access to WorkSource, the state's one-stop career centers.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

Program History:

The Department of Social and Health Services – Aging & Disability Services Administration (DSHS-ADSA) manages the state SCSEP plan and administers grants. DSHS-ADSA subgrants with Area Agencies on Aging, local WorkSource centers, and other community-based organizations to operate local projects throughout the state. DSHS-ADSA coordinates with stakeholders, the workforce development system, the Aging & Disability Network and three national grantees to develop the state plan. The three national grantees operating in Washington State are AARP, Goodwill Industries, and the National Asian Pacific Center on Aging (NAPCA).

Planning Cycle:

Four-year state plan; annual grant cycle.

Outcome Measures:

The SCSEP Performance Goal definitions were revised to include common measures as a result of the 2006 Older American Act amendments. The FY2008 common measures performance goals for all grantees in Washington were:

SFY2009 Performance Goals	AARP	Goodwill	NAPCA	WA State
Common Measure Entered Employment	55.3%	44.6%	40.7%	45.2%
Common Measure Retention	64.2%	70.9%	69.3%	64.0%
Common Measure Average Earnings/yr	\$7151	\$6798	\$6470	\$6517
Percent of Agregate Goals Achieved*	102.58%	102.25%	102.67%	97.34%

* National Grantee Percent of Agregate Goals Achieved are from nationwide results.

Funding and Regional Division:

The DSHS-ADSA grant covers the state, with the exception of Pierce County, and is divided regionally by the 13 Area Agency on Aging Planning and Service Areas. The AARP Foundation grant provides services in the Northwest, North Puget Sound, North Central, Northeast, and Southeast regions of the state. Goodwill Industries, Inc. serves the Coastal, South Puget Sound, Southwest, and South Central regions of the state. NAPCA serves Asian Pacific Islander individuals in King and Pierce counties only.

Non-Federal Funding

(Washington DSHS-ADSA only):

\$208,287 (July 1, 2008–June 30, 2009). Sources: DSHS-ADSA and local match from subgrantees (does not include national grantees).

Federal Funding

(Washington DSHS-ADSA only):

\$1,524,108 (July 1, 2008–June 30, 2009) Older American Act Title V Funding and \$350,475 (February 17, 2009–June 30, 2009) American Recovery and Reinvestment Act Funding, both administered by the U.S. Department of Labor (does not include federal funds for national grantees).

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

Statutory Authority:

Section 503 of the 2006 Older American Act Amendments, P.L. 109-365, October 17, 2006; American Recovery and Reinvestment Act of 2009 (Public Law 111-05); RCW 74.36.100.

SPECIAL EMPLOYMENT SERVICES FOR OFFENDERS PROGRAM

(Correction Camps)

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Participation: An average of about 380 adults and 35 juveniles per month were served by Special Employment Services for Offenders Program between July 1, 2008 and June 30, 2009.

Who is Served: The program targets youth and adults incarcerated in state correctional facilities. Individuals are selected for the program's special employment services through an interagency agreement between the Department of Natural Resources (DNR), Department of Corrections (DOC), and Department of Social and Health Services – Juvenile Rehabilitation Administration (JRA).

Program Description: The program provides daily work opportunities for approximately 430 offenders, supporting projects managed by DNR and other agencies. Employment includes fire suppression, reforestation, thinning, forest plantation maintenance, recreation site maintenance, and services to other governmental agencies.

Other Program Characteristics: DNR provides training and work opportunities for adult inmates and youth offenders fighting fires, planting trees, pre-commercial thinning of harvestable timber, cleaning up streams, controlling invasive weeds, and maintaining forest roads. During a typical year, inmates plant trees from January through April, undergo wildland fire-fighter training in the spring, fight fires and improve timber stands during the summer, and do pre-commercial thinning, illegal dumpsite cleanup and litter collection year round. In addition, specialized crews are trained to work in saw mills, carpenter shops, sign shops, metal fabrication shops, sewing and upholstery shops, and vehicle maintenance and repair shops.

Program History: The program was first authorized as an adult honor camp program by the Legislature in 1943. The first honor camp was built near Larch Mountain in 1956, and the program has continued at various locations for over 60 years.

Planning Cycle: Every two years.

SPECIAL EMPLOYMENT SERVICES FOR OFFENDERS PROGRAM

(Correction Camps)

Outcome Measures:

- 34 10-person hand crews trained, certified and available for fire response.
- Train all wildland firefighting crew members to National Wildfire Coordinating Group (NWCG) Firefighter 2 qualifications.
- Staff four mobile fire kitchens.
- Complete all contracted work for other state, federal, and local agencies.
- Complete approximately 14,000 acres of silvicultural treatments on state trust lands, including planting, thinning, pruning, vegetation management, and site preparation.
- Note: In fiscal year 2009, DNR camp crews successfully completed 10,641 acres of silvicultural treatments. This is about 16 $\frac{2}{3}$ square miles.

Regional Division:

Two camps were closed in 2009 due to budget reductions. The number of crews was reduced from 48 to 34.

Adult Camps

Olympic-Jefferson County

Cedar Creek-Thurston County

Larch-Clark County

Airway Heights-Spokane County

Monroe-Snohomish County (closed in 2009)

Mission Creek Correctional Center for Women-Mason County (closed in 2009)

Juvenile Camp

Naselle-Pacific County

Funding is secured through DNR's normal budget development process. DNR develops its budget based on the historical work provided by the camps and projected future workloads for emergency response, state trust land management, and services contracted out to other agencies on a cost reimbursement basis.

State Funding:

\$2,558,700 (July 1, 2009-June 30, 2010) State General Fund and State Timber Sales receipts.

Federal Funding:

None.

Statutory Authority:

RCW 72.09, 72.64.090, 76.04. Administered by the Department of Natural Resources.

Participation:

1,156 participants were served by the Department of Services for the Blind

VOCATIONAL REHABILITATION FOR THE BLIND

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(DSB) between July 1, 2008 and June 30, 2009.

Who is Served:

Any blind or visually impaired person may apply for vocational rehabilitation services. Eligibility is based on statutory criteria for legal or functional blindness and need for vocational rehabilitation services. Individuals must have a visual impairment that creates a barrier to employment.

Program Description:

DSB provides comprehensive and individualized vocational rehabilitation services to assist eligible individuals gain competitive employment. The emphasis is on family wage jobs with benefits in integrated settings.

Typical services include information and referral, vocational assessment, adaptive skills assessment and training, vocational counseling and career exploration, assistive technology and training, job skills and academic training, job development and job search assistance, transportation, placement, job site analysis (including assistive technology), employer support and follow-up. When appropriate, DSB also provides assistance in establishing small businesses. Services may include assessment and development of a business plan, occupational licenses, tools, equipment, technological aids, and other goods and services that can be reasonably expected to help participants achieve successful employment.

Other Program Characteristics:

DSB currently employs 14 full-time counselors with an average annual caseload of close to 65 participants requiring intensive vocational rehabilitation services. DSB strives to effectively integrate its Vocational Rehabilitation services into the Workforce Investment System. The Workforce Investment Act provides the opportunity to leverage the resources of larger agencies to assist in the employment of blind individuals.

Program History:

Originally part of the Department of Social and Health Services, the Commission for the Blind was established in July 1977. It was renamed the DSB in July 1983.

Funding and Regional Division:

DSB has no regional divisions. The agency is directed from Olympia with offices in Seattle, Spokane, Tacoma, Vancouver, and Yakima. The federal Department of Education, Rehabilitation Services Administration requires a state plan. Funding is allocated by formula: 79 percent federal grant and 21 percent state matching funds, based on state population.

VOCATIONAL REHABILITATION FOR THE BLIND

State Funding:	\$1,722,666 (October 1, 2008-September 30, 2009), State General Fund.
Federal Funding:	\$7,976,496 (October 1, 2008-September 30, 2009), U.S. Department of Education, Rehabilitation Services.
Planning Cycle:	State annual and biennial planning. Federal planning is coordinated with the WIA State Unified Plan process.
State Core Measures:	See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp
Other Outcome Measures:	The primary outcome measure for vocational rehabilitation is successful competitive employment (above minimum wage in an integrated setting). Other measures include average wages, increase in earnings, benefits, job retention, employment outcome quality, participant satisfaction, coverage and accessibility of services, and cost effectiveness.
Statutory Authority:	Federal-34 CFR 361. State-WAC, Chapter 67-25. Administered by the Department of Services for the Blind.

WORKFORCE INVESTMENT ACT, TITLE I-B ADULT PROGRAM

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StaticContent.aspx?Context=WSDirectorySeeker](https://fortress.wa.gov/esd/worksource/StaticContent.aspx?Context=WSDirectorySeeker)

- Participation:** 7,130 participants were served by the Workforce Investment Act, Adult Program between July 1, 2008 and June 30, 2009.
- Who is Served:** Specific eligibility guidelines are described in the Workforce Investment Act (WIA). Core services are available to all adults with no eligibility requirements. Intensive training services are authorized for unemployed individuals unable to find jobs through core services alone. In some cases, these services are available to employed workers who need more help to reach self-sufficiency.
- Program Description:** The program prepares individuals 18 years and older for participation in the labor force by providing core services and access to job training and other services. Services are coordinated through the state's one-stop career center system, WorkSource. Core services include skill assessment, labor market information, consumer reports on training programs, and job search and placement assistance. Second and third tier "intensive" services are available for eligible adults unable to obtain jobs through core services. This sequence of services is individualized and may include more intensive assessments, individual counseling, employment planning, and prevocational and vocational training. Priority is given to welfare and low-income, WIA-eligible clients.
- Other Program Characteristics:** Local priorities for the WIA Title I-B Adult Employment and Training Program must support the priorities described in each local Workforce Development Council's strategic plan and must also be consistent with the goals identified in *High Skills, High Wages 2008-2018*, the state's strategic plan for the workforce development system.
- Program History:** The Workforce Investment Act of 1998 (WIA) reformed federal employment, training, adult education, and vocational rehabilitation programs by creating an integrated system of workforce investment and education services for adults, dislocated workers, and youth. Called WorkSource in Washington, this one-stop system offers a comprehensive array of services through local WorkSource centers and affiliate sites, and online. Washington's Governor designated the Workforce Training and Education Coordinating Board (Workforce Board) to act as the state Workforce Investment Board and the Employment Security Department as WIA's administrative entity. The state's 12 workforce investment areas

WORKFORCE INVESTMENT ACT, TITLE I-B ADULT PROGRAM

each have a business-led Workforce Development Council (WDC) whose members are appointed by local elected officials. WDCs have strategic and operational responsibilities, including planning and overseeing their area's WorkSource systems and WIA-funded programs, as well as designating administrative entities and WorkSource operators. Congressional action to amend and reauthorize the law is in progress.

Planning Cycle:

Two-year planning cycle.

State Core Measures:

See Workforce Training Results at www.wtb.wa.gov/WashingtonStateCoreMeasures.asp

Other Outcome Measures:

The measures used to determine the program's success are:

- Entered employment rate.
- Employment retention rate.
- Six months earnings increase.
- Education and employment rate.

Employer and participant satisfaction levels are also measured.

Funding and Regional Division

The majority of WIA funds are allocated to the state and passed on to each of the 12 local areas based on the employment and demographic characteristics of the geographic area. Federal law defines the funding formulas. Each program has funds allocated based on the number of unemployed and excess unemployed and the number of targeted persons residing in the area. The data is compiled and used to distribute funds to local areas. A portion of funds available to the Governor for statewide activities are distributed to councils and other entities based on criteria at the state level.

State Funding:

None.

Federal Funding:

\$16,872,727 (July 1, 2009-June 30, 2010) WIA Title I-B.

Statutory Authority:

Federal - Workforce Investment Act, P.L. 105-220.
Administered by the Employment Security Department.

WORKFIRST PROGRAM COMMUNITY JOBS

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Participation:	3,670 participants were served by the Community Jobs program between July 1, 2008 and June 30, 2009.
Who is Served:	Community Jobs participants must demonstrate to their Department of Social and Health Services case manager that: <ul style="list-style-type: none">• They have been unsuccessful in job search.• They would benefit from intensive case management to manage employment barriers.• They have the potential to become more employable after a Community Jobs assignment.
Program Description:	The Community Jobs program provides comprehensive, paid work experience plus training opportunities for hard to employ Temporary Assistance for Needy Families recipients. Community Jobs builds work and life skills. Participants improve the quality of their communities through their work in community, government, and tribal organizations. Private nonprofit contractor-partners provide participants with 20 hours of work per week, a paycheck, one-on-one support, and mentoring to resolve barriers to work. Program participants remain in the program up to six months—long enough to gain both substantial work experience and an opportunity to deal with life situations beyond crisis management. The ultimate goal is unsubsidized job placement.
Program History:	Since WorkFirst's implementation in 1997, Washington has provided services to help clients conduct an effective job search to enter the labor market. Most WorkFirst clients have been successful in finding a job; however, some clients need additional assistance to enter the regular job market. The Community Jobs program was started in June 1997 to provide temporary community-based work and skill building experience to increase employability and successful job placement.
Planning Cycle:	Community Jobs is part of the annual WorkFirst local planning process.
Outcome Measures:	Program contracts are performance-based with pay points for participant engagement, job enrollment, success in meeting individual development plan goals, and Community Job completion and/or unsubsidized job placement.
Funding and Regional Division:	Department of Commerce contracts with community-based organizations throughout the state to provide local service delivery operations, often as regional consortia.

WORKFIRST PROGRAM COMMUNITY JOBS

State Funding:	None.
Federal Funding:	\$19,653,315 (July 1, 2008-June 30, 2009).
Statutory Authority:	The Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Community Jobs Program is administered by the Department of Commerce.

WORKFIRST PROGRAM EDUCATION AND TRAINING

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- Participation:** 16,040 participants were served by WorkFirst Training programs administered by the State Board for Community and Technical Colleges between July 1, 2008 and June 30, 2009.
- Who is Served:** Eligibility depends on the type of services offered, but generally eligible participants include current and former welfare recipient parents earning less than 175 percent of the poverty level, about \$38,500 for a family of four.
- Program Description:** WorkFirst Delivery Agreement applications are accepted from any of Washington's community or technical colleges and current WorkFirst training providers including private career schools and community-based organizations and they may use the block grant funds in one or more of the following activities:
- Customized job skills training.
 - Work-based learning/WorkFirst work study.
 - WorkFirst financial aid/tuition assistance.
 - Other basic skills and/or job skills training.
 - Post-employment services.
- Program History:** There have been significant changes to the program resulting from the Deficit Reduction Act of 2005 (DRA), signed in February 2006, which reauthorized TANF through 2010.
- Specifically, the DRA made the following changes affecting employment and training activities:
- Required the Department of Health and Human Services to more rigorously define the 12 allowable "work" activities, four of which are education and training activities.
 - Changed how student participation in education and training can be counted.
 - Required that all educational activities be supervised.
 - Imposed new participation verification procedures.
- Planning Cycle:** Annual.

WORKFIRST PROGRAM EDUCATION AND TRAINING

Outcome Measures:	<p>The WorkFirst program is measured by: Funding base: 70 percent of FY10 formula is derived through program completion and student transition performance data. The remaining 30 percent is based on the rate of retention and employment entries post training.</p> <p>Performance Funding (for FY11):</p> <ul style="list-style-type: none">• The number of TANF adults entering employment after training.• WorkFirst Student Achievement Momentum points• Meeting quarterly participation rate average for approved TANF education & training activities.
Funding and Regional Division:	<p>Community and technical colleges and WorkFirst training providers at community-based organizations and private career colleges are awarded funds after submitting a WorkFirst Block Grant Plan application.</p>
State Funding:	<p>None.</p>
Federal Funding:	<p>\$27,649,000 (July 1, 2008-June 30, 2009).</p>
Statutory Authority:	<p>Temporary Assistance for Needy Families, WorkFirst Reinvestment Funds, and State Board for Community and Technical Colleges (SBCTC) budget. Administered by SBCTC.</p>

WORKFIRST PROGRAM EMPLOYMENT SERVICES

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- Participation:** Over 3,500 people per month were served by the Employment Security Department's WorkFirst Program-Employment Services between July 1, 2008 and June 30, 2009.
- Who is Served:** Recipients of Temporary Assistance to Needy Families (TANF) are eligible for Washington's WorkFirst program.
- Program Description:** Employment Security Department (ESD) is the WorkFirst partner responsible for providing intensive employment services (Job Search) to WorkFirst job seekers. These services are provided through local WorkSource offices and some Community Services Offices. ESD also provides contracted employment services to Limited English Proficient (LEP) parents in Eastern Washington. What separates WorkFirst employment services from general labor exchange is the intensive case management and in-depth assessment parents receive weekly.
- Employment services include:
- In-depth assessment of work skills and education.
 - Intensive one-one-one case management, employment counseling and job coaching.
 - Daily employment competencies workshops.
 - Quality job matches and job referrals.
 - Job development and On-the-Job Training opportunities.
 - Ongoing job retention and wage progression career planning services (Career Services Program).
- Program Reporting Requirements:** States face federal restrictions on the types of activities that can count towards participation. ESD, as a WorkFirst partner, is required to document and report participation to the Department of Social and Health Services (DSHS) in activities it directly provides to parents engaged in employment services.
- Other Program Characteristics:** ESD implemented the WorkFirst Career Services Program July 1, 2007, as a strategy to meet federal participation requirements. The Career Services Program offers additional support as families transition from welfare to work. Under this program, a parent who exits WorkFirst and works at least 30 hours per week in unsubsidized employment may be eligible for up to six months of employment retention and advancement services.

WORKFIRST PROGRAM EMPLOYMENT SERVICES

Program History:	WorkFirst went into effect in 1997 after the Personal Responsibility and Work Opportunity Reconciliation Act repealed and consolidated the Aid to Families With Dependent Children, Job Opportunities and Basic Skills, and Emergency Assistance programs into TANF. Underlying the WorkFirst philosophy is the expectation that everyone who is able to work should be working, preparing for work, or looking for work.
Planning Cycle:	Annual.
Outcome Measures:	Federal, state, and agency measures include: <ul style="list-style-type: none">• Entered employment rate.• Wages at employment.• Time returning to work after receiving a service.
Funding and Regional Division:	ESD's WorkFirst Services are distributed to 12 ESD WorkSource area directors to provide program services through local WorkSource centers, ESD affiliate sites, or DSHS offices.
State Funding:	None.
Federal Funding:	\$30,435,000 (July 1, 2009-June 30, 2010), TANF Block Grant funds.
Statutory Authority:	The Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Major portions of the Act are administered by DSHS, including TANF and the WorkFirst program.

WORKFIRST PROGRAM SUPPORTED WORK

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- Participation:** 4,305 participants were served by the Supported Work program between July 1, 2008 and June 30, 2009.
- Who is Served:** Supported Work programs provide employment skills and training to participants receiving Temporary Assistance for Needy Families (TANF) in a work experience setting to increase their employability and provide core work participation activities.
- Program Description:** The Department of Commerce contracts with local community-based organizations to provide and manage three Supported Work programs for TANF recipients: Community Service, Community Works and Community WEX. Participants referred to a Supported Work program coordinate with a case manager contracted by the Department of Commerce, who arranges and manages the work activity. Participants are placed on a worksite and supervised by a worksite supervisor who provides daily supervision and work training. Worksite placement is based on each participant's prior training, experience, skills, and interests. The Supported Work programs are designed to provide unpaid employment skills and experience for up to six months. Participants cannot work more hours per week than the maximum allowed by the Fair Labor Standards Act (FLSA) rules. Rather than a paycheck, participants are working to earn their TANF grant. This program was designed to re-engage participants in WorkFirst activities and add to the Federal Participation Rate with the Deficit Reduction Act.
- Program History:** The Deficit Reduction Act (DRA) of 2005 requires that TANF recipients be participating in specific activities for states to qualify for full federal funding. The Supported Work Programs were implemented in 2007 to provide core work activities that met the federal guidelines and provide participation options that support obtaining employment.
- Planning Cycle:** The Supported Work Programs are part of the annual WorkFirst local planning process.
- Outcome Measures:** Program contracts are performance-based with pay points for participant engagement, worksite enrollment, work attendance and monthly progression updates.
- Funding and Regional Division:** The Department of Commerce contracts with community-based organizations throughout the state to provide local service delivery operations, often as regional consortia.

WORKFIRST PROGRAM SUPPORTED WORK

State Funding:	None.
Federal Funding:	\$5,157,685 (July 1, 2008-June 30, 2009).
Statutory Authority:	The Personal Responsibility and Work Opportunity Reconciliation Act of 1996. The Supported Work Programs are administered by the Department of Commerce.

WORKFIRST PROGRAM TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

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- Participation:** 41,473 participants were served between July 1, 2008 and June 30, 2009.
- Who is Served:** Recipients of Temporary Assistance to Needy Families (TANF) are eligible for Washington's WorkFirst program. Recipients and, on a limited basis, some applicants and former recipients, are eligible for support services. As a part of the block grant funding, TANF programs are not considered an entitlement.
- Program Description:** The federal Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) gives states limited flexibility to design their TANF programs. Washington's TANF work program is the cornerstone for the Welfare-to-Work initiative, and requires participants to prepare for, find, and maintain employment leading to self-sufficiency. Benefits are limited to 60 months in a lifetime with extensions available on a case-by-case basis. Upon entering WorkFirst, recipients receive a Comprehensive Evaluation (CE) to identify their skills and abilities. This multiple-part evaluation, provided by the WorkFirst partners, is designed to help WorkFirst recipients achieve better and quicker engagement in employment-related activities which lead to employment. Based on information gathered during the CE process, staff work with the parent to develop an Individual Responsibility Plan. Support services are provided to facilitate involvement in the WorkFirst program. Child care assistance, transportation, and other job-related expenditures are a part of the job planning process.
- Other Program Characteristics:** Five state agencies jointly carry out the program, with oversight provided by the Office of Financial Management:
- The Department of Social and Health Services (DSHS).
 - The Employment Security Department.
 - The State Board for Community and Technical Colleges.
 - The Department of Commerce.
 - The Department of Early Learning.

WORKFIRST PROGRAM

TEMPORARY ASSISTANCE FOR

NEEDY FAMILIES

Program History:

WorkFirst went into effect in 1997 after PRWORA repealed and consolidated the Aid to Families with Dependent Children, Job Opportunities and Basic Skills program, and Emergency Assistance programs into TANF. The underlying WorkFirst philosophy is that everyone who is able to work should be working, preparing for work, or looking for work.

The Deficit Reduction Act of 2005 reauthorized the TANF block grant through 2010. The act made a number of changes to the current TANF program, including:

- Reducing states' flexibility to determine which activities count toward the federal work participation rate.
- Updating the base year for calculating the caseload reduction credit from 1995 to 2005. Because caseload declines have flattened out, Washington will no longer receive the same level of benefit from the caseload credit when determining federal participation rate targets. States that fail to meet the work participation requirements (50 percent for all families and 90 percent for two-parent cases) are subject to financial penalties
- Requiring states to verify the number of hours recipients spend in federally approved activities.

Planning Cycle:

Annual.

Outcome Measures:

TANF program outcome measures include: placement of recipients into private, unsubsidized jobs; caseload reduction; recidivism to the caseload; job retention; earnings; and reduction in average grant amount.

Funding and Regional Division:

DSHS Division of Employment and Assistance programs is divided into six regional offices and 58 local offices. Regions are allowed to tailor participant service delivery to maximize program effectiveness. They coordinate services through Local Planning Area units comprised of representatives from WorkFirst partners, community organizations, and tribal governments. Washington receives a TANF block grant from the federal government. State plan amendments are made whenever substantive changes in spending TANF funds are made.

State Funding:

\$34,575,278 (July 1, 2008-June 30, 2009) Maintenance-of-effort funds.

WORKFIRST PROGRAM TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

Federal Funding:

\$38,238,426 (October 1, 2008-September 30, 2009) U.S. Department of Health and Human Services (TANF Block Grant). This includes DSHS operations staff, local contracts, and client services and support. Tribal services and child care expenditures are not included. TANF and state funds transferred to other state agencies managing additional elements of the WorkFirst program are listed separately.

Statutory Authority:

Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Major portions of this Act are administered by the Department of Social and Health Services, including TANF and the WorkFirst Program.

INDUSTRY—Workforce Preparation and Employment Services

Program	Targeted Population	State Funds	Federal Funds	Federal Grantor	Operating Cycle	State Admin. Agency
Customized Training Program	Growing businesses in need of trained employees, and employees needing training	\$175,000			7/1 to 6/30	State Board for Community and Technical Colleges
Industry Skill Panels	Employers and employees		\$620,000	U.S. Dept. of Labor	7/1 to 6/30	Workforce Board
Job Skills Program	Prospective employees and individuals in the workforce	\$2,725,000			7/1 to 6/30	State Board for Community and Technical Colleges
	TOTALS	\$2,900,000	\$620,000			

CUSTOMIZED TRAINING PROGRAM

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- Participation:** 17 businesses and 659 trainees were served by the Customized Training Program in three and a half years of operation, between July 1, 2006 and December 31, 2009.
- Who is Served:** Businesses and their current or future employees.
- An eligible business must be:
- Located or locating in Washington and providing employment opportunities.
 - A Washington Business & Occupation taxpayer.
 - Able to contract with an eligible training provider for desired training.
 - In need of short-term employee training (less than 12 months).
- Trainee Eligibility:** Trainees may be prospective, new, or incumbent workers in the business.
- Program Description:** A training institution delivers dedicated customized employee training as requested by the business. The level of customization ranges from existing training curriculum delivered at the job site to fully customized training curriculum developed exclusively for the business.
- Eligible training institutions include Washington's 34 community and technical colleges as well as any private career school or college that is licensed by either the Workforce Training and Education Coordinating Board or the Higher Education Coordinating Board.
- Other Program Characteristics:** A three-party contract is signed by the participating business, the training institution, and the State Board for Community and Technical Colleges (SBCTC). Funds are drawn by SBCTC from the Employee Training Finance Account and provided to the training institution as expenses are incurred. Upon completion of the training, the business is invoiced by SBCTC for repayment, and all repayment is deposited back into the Employment Training Finance Account. SBCTC reports business repayments to the Department of Revenue monthly. Businesses repay the funds interest-free over an 18-month period and claim tax credits equal to 50 percent of the amount as they repay. Credits earned in one calendar year may be carried over to a subsequent year. No credit will be allowed on or after July 1, 2016.

CUSTOMIZED TRAINING PROGRAM

Program History:	The state Legislature created the Customized Training Program in 2006. The Legislature determined that customized training is critical to attracting and retaining businesses, and also improves the quality of life for workers and communities. The program reduces the costs of training to new and expanding firms by providing a tax credit equal to 50 percent of the cost of the training.
Planning Cycle:	Ongoing until program expiration date of July 1, 2012.
Outcome Measures:	<p>From July 2006 to June 2009 participating businesses were required to add new jobs in Washington. The job growth requirement was the addition of three jobs for every four people trained (75 percent of the number of trainees). Job growth in each participating business was reported by the business one year after the training program was completed. Under this measurement, the additional job growth reported totals to 203 new jobs with some reports still outstanding.</p> <p>In 2009, the job growth metric was changed to "a good faith effort" to hire from the trainees. Measurements are pending as none of the projects covered under this new rule have been completed at this writing.</p>
Funding and Regional Division:	This is a statewide program and available to all businesses that meet eligibility requirements. Maximums of \$3,000 per trainee for businesses with 50 or more employees and \$6,000 per trainee for businesses with fewer than 50 employees are allowed.
State Funding:	The Employment Training Finance Account is a revolving loan fund created for the Customized Training Program. In July 2009 the fund balance was reduced by the Legislature from the original sum of \$3,075,000 to \$175,000. The fund is in the custody of the state treasurer and in effect from July 1, 2006 through June 30, 2012.
Federal Funding:	None.
Statutory Authority:	State - RCW 28B.67. Administered by the State Board for Community and Technical Colleges.

Industry Skill Panels & High Skills, High Wages Strategic Fund

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www.wtb.wa.gov/HSHWStrategicFund.asp

Participation:	Seven Industry Skill Panels and five Strategic Fund Grants were funded by the Workforce Board between July 1, 2008 and June 30, 2009.
Who is Served:	Targeted industry clusters, their employers and workers in identified regions across the state.
Industry Skill Panel Description:	<p>Industry Skill Panels are partnerships of businesses, labor, education, and training providers that identify skill gaps in their industry and develop actions to reduce or close the gaps. The Workforce Board administers state and federal funding for the panels and monitors their progress.</p> <p>Examples of Skill Panel activities include:</p> <ul style="list-style-type: none">• Developing and enhancing industry skill standards and expanding their use.• Researching and assessing skill gaps in an industry, and its related cluster.• Assisting in the design of training curriculum.• Facilitating resource sharing between employers, education and training providers.• Informing investment decisions by education and training providers.• Developing policy recommendations for state policy makers and program administrators.
Other Program Characteristics:	The Workforce Board requires applicants to link proposals to their regional cluster strategies. Proposals must focus on industries in which there is a regional concentration of firms or employment, including employment opportunities in family-wage jobs.
Program History:	The Governor requested and the Legislature funded Industry Skill Panels for the first time in 2000.
Planning Cycle:	Two-year grants.
Outcome Measures:	<p>There are four areas of measurement, with a number of measures in each area, including:</p> <ul style="list-style-type: none">• Impact on workers.• Business impact measures and employer satisfaction.• Partnership development, management and capacity.• Sustainability measures.

Industry Skill Panels & High Skills, High Wages Strategic Fund

Funding and Regional Division:	Eligible applicants include the 12 regional Workforce Development Councils, community and technical colleges, Centers of Excellence representing the targeted industry, Chambers of Commerce, local Economic Development Councils, apprenticeship trusts, and private career colleges.
State Funding:	\$340,000 (July 1, 2008-June 30, 2009).
Federal Funding:	\$36,000 (July 1, 2008-June 30, 2009).
Statutory Authority:	State – Chapter 103, Laws of 2008, Federal – P.L. 105-220 Sec.134(a)(3)

High Skills, High Wages Strategic Fund

Strategic Fund Description: The High Skills, High Wages Strategic Fund creates opportunities for workforce and economic development partners to plan and implement strategies for advancing regionally targeted industry clusters. Strategies supported by these grants may be based on foundations already established by Industry Skill Panels or related initiatives, or may be in earlier stages of formation. The grants require a co-venture partnership between regional Workforce Development Councils and Economic Development Councils, including Associate Development Organizations, as lead agencies governing the project. The Workforce Board administers federal funding for the grants and monitors their progress.

Strategic Fund activities include:

- Advancing the competitive position of regionally targeted industry clusters through workforce and economic development partnerships.
- Increasing cluster-specific worker training and employment opportunities focused on middle skill jobs.
- Enhancing resource, policy, and practice development between workforce, economic development, employers, and education and training providers.
- Developing policy recommendations for state policy makers and program administrators.

Industry Skill Panels & High Skills, High Wages Strategic Fund

Other Program Characteristics:	The Workforce Board requires applicants to link proposals to their regional cluster strategies as well as their workforce and economic development strategic plans. Proposals must focus on targeted industries and their related cluster where there is a recognized regional concentration of firms or employment, including employment opportunities in family-wage jobs.
Program History:	The Workforce Board authorized the grants during 2008-2009 in direct support of <i>High Skills, High Wages 2008-2018</i> , the state's strategic plan for workforce development.
Planning Cycle:	Two-year grants.
Outcome Measures:	There are four areas of measurement, with a number of measures in each area, including: <ul style="list-style-type: none">• Coordination with regional economic and workforce development strategic plans.• Employer satisfaction, and the impact on the regional economy.• Partnership development, management and capacity.• Sustainability measures.
Funding and Regional Division:	Eligible applicants are Workforce Development Councils (WDC) jointly with at least one Associate Development Organization (ADO). The WDC must serve as the lead fiscal agent for all funded activities. In regions with multiple ADOs, preference will be given to applications that involve as many ADOs as needed given the region and targeted cluster.
State Funding:	None.
Federal Funding:	\$619,803 (July 1, 2008-June 30, 2009).
Statutory Authority:	Federal – P.L. 105-220 Sec.134(a)(3).

JOB SKILLS PROGRAM

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- Participation:** 46 companies and 2,911 incumbent workers were served by the Job Skills Program between July 1, 2008 and June 30, 2009.
- Who is Served:** Prospective and current employees of a business receiving a Job Skills Program (JSP) grant are eligible for training. Eligible businesses and industries include private firms and institutions, groups, or associations concerned with commerce, trade, manufacturing, or service provisions. Public or nonprofit hospitals are also eligible.
- Program Description:** JSP brings together employers and educational institutions to provide customized employee training. State JSP funds, combined with employer match, support four types of training:
- New employee training for prospective employees before a new plant opens or when a company expands.
 - Current employee retraining when retraining is required to prevent the dislocation of those employees.
 - Current employee upgrading, enhancing productivity for advancement opportunities with greater skills and responsibilities.
 - Industry initiatives supporting development of customized training programs for several companies within an industry.
- Other Program Characteristics:** JSP coordinates economic development with workforce training and supports local industry clusters whenever possible. JSP resources are concentrated where there is a shortage of skilled labor to meet employers' needs; in economically disadvantaged areas with high unemployment rates; in areas affected by economic dislocation; and in areas with new and growing industries.
- Program History:** The state Legislature created JSP in 1983.
- Planning Cycle:** Annual.
- Outcome Measures:** Applicants must:
- Identify the elements on which trainees will be evaluated to ensure satisfactory completion of the training objectives.
 - Describe the expected results of the training project as they relate to the business need, when the results might be expected, and how they will be measured.
- Funding and Regional Division:** JSP is a statewide program. Eligible applicants include any public secondary

JOB SKILLS PROGRAM

or postsecondary institution, independent institution, private career school, or college in the state, including community and technical colleges, secondary vocational programs, public colleges or universities with degree granting authority, and apprenticeship trusts. Also eligible are private, for-profit, or nonprofit institutions offering programs beyond the secondary level provided that such institutions are registered with the Workforce Training and Education Coordinating Board or the Higher Education Coordinating Board or meet legal requirements for exemption from this requirement.

State Funding:

\$2,725,000 (July 1, 2008-June 30, 2009).

Federal Funding:

None.

Statutory Authority:

State - RCW 28C.04.400. Administered by the State Board for Community and Technical Colleges.

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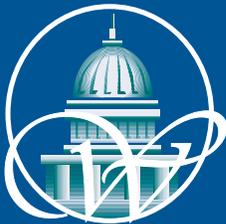
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