

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 158
NOVEMBER 17, 2011**

**WORKFORCE BOARD AMERICAN RECOVERY AND REINVESTMENT ACT
GRANT UPDATE**

In early 2010, the U.S. Department of Labor awarded the Workforce Training and Education Coordinating Board two American Recovery and Reinvestment Act High Growth and Emerging Industry grants focused on training for healthcare and energy efficiency. These grants added to the Workforce Board's portfolio of "learning laboratory" programs. At the meeting, Beth Meyer, Workforce Board Grant Manager, will provide Board members an update on the programs and what we have learned so far. Ed Phippen, Program Manager at the Health Work Force Institute (an affiliate of the Washington State Hospital Association) will share their most recent hospital workforce data. Mr. Phippen and other grant steering committee members, Mary Margaret Callahan from the SEIU Healthcare NW Training Partnership, Mary Rosenthal from the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund, and Pat Ward from the State Board for Community and Technical Colleges will also talk about their organization's healthcare workforce and education capacity building efforts

The board packet includes one-page descriptions of each grant, program data, and participant success stories.

Board Action Required: None. For discussion only.

Washington State Energy Sector Partnership Grant



PROJECT TITLE: Energy Efficiency Training for Washington’s Green Economy

FUNDING: \$5.9 million from the U.S. Department of Labor.

GRANT PERIOD: January 29, 2010 – January 28, 2013

AREAS SERVED: Spokane, King and Snohomish counties, as well as statewide access through building and construction apprenticeship organizations (Joint Apprenticeship Training Committees).

LEARNING GOALS:

- To examine and define “green jobs” in the building and construction industry.
- To test a state-wide coordinated approach to providing energy efficiency training through building and construction trades’ Joint Apprenticeship Training Committees (JATCs).

SYNOPSIS OF ACTIVITIES: The **Workforce Training & Education Coordinating Board** funds three regional Workforce Development Councils (WDCs) to provide energy efficiency training for construction and manufacturing industry incumbent workers, dislocated workers, unemployed individuals, and people needing training to become economically self-sufficient. These WDCs (Spokane Area, Snohomish, Seattle-King) each contract with Build It Smart, a labor-management, nonprofit organization, to facilitate training of building and construction trades journey-level workers and apprentices for in-demand green and energy efficiency skills. Build It Smart is also working with the state’s Helmets to Hardhats program to ensure apprenticeship placements for veterans transitioning out of military service. The participating WDCs also contract with the state’s community and technical colleges, and other training organizations, to offer energy efficiency training courses.

PROJECTED TRAINING AND PLACEMENT OUTCOMES:

PARTICIPANTS TO BE SERVED			
WDC of Snohomish County	WDC of Seattle-King County	Spokane Area WDC	Statewide Build It Smart Project
124	170	176	4,295
Total of all participants to be served: 4,765			
Over 4,000 are projected to be placed in and retain employment after training			

SAMPLE OF TRAINING AND CREDENTIALS OFFERED:

- American Clay
- Building Operator
- Commercial Building Engineer
- Concrete Polishing
- Controls: Basics of Building Automation
- Duct Testing Certification
- Energy Auditing – Residential and Commercial
- Energy Systems for Sustainable Works
- EPA and LIUNA Lead Renovator
- Floor Polishing Technician
- Green Construction for Ironworkers
- Healthy Homes Training for Building Professionals
- International Masonry Institute Green Craft Training
- High Performance Building
- Pervious Concrete
- Submerged Arc Welding

Contact: Beth Meyer, bmeyer@wtb.wa.gov

Washington Healthcare Workforce Training Coalition



PROJECT TITLE: Health Career Pathways from Long Term to Acute Care

FUNDING: \$5 million from the U.S. Department of Labor

GRANT PERIOD: March 1, 2010 – February 28, 2013

AREAS SERVED: Statewide with large concentration of training in King County

LEARNING GOAL: To examine how to best increase and enhance healthcare education and training capacity to meet employer needs. This includes creating pathways from long-term to acute care; supporting incumbent workers along their career pathways; creating partnerships with employers, workforce, education and labor organizations; increasing clinical placements; providing credit for prior learning; and increasing online and workplace learning.

SYNOPSIS OF ACTIVITIES: The project was developed as a tri-partite collaboration of employers, labor organizations and government. The **Workforce Training & Education Coordinating Board** works with partners SEIU Healthcare 1199NW Multi-Employer Training and Education Fund, SEIU Healthcare NW Training Partnership, Health Work Force Institute (affiliate of the Washington State Hospital Association), SEIU 1199 and the State Board for Community and Technical Colleges to administer regional projects focused on providing training to healthcare incumbent workers, dislocated workers, and unemployed individuals. Training plans are developed according to the workforce needs of employer and union partners.

PROJECTED TRAINING AND PLACEMENT OUTCOMES:

Training Program	Home Care Aide	Home Care Aide Instructor	Medical Assistant	Certified Nurse Assistant	Licensed Practical Nurse	Associate Degree Nurse	Nurse Faculty	In-Demand Healthcare Training TBD*	Duplicates **	Total People Served
Served	70	50	65	125	16	48	8	179	11	550
Beginning Training	70	50	65	125	16	48	8	179	11	550
Completing Training	64	46	65	125	16	48	8	169	11	530
Receiving Cert/degree	64	46	65	114	16	48	8	161	10	513
Placed in employment	64	46	65	114	16	48	8	161	10	513

*This column represents the participants served through our recent RFP process

** Duplicates are participants who will attend two grant-funded trainings before the end of the grant period.

Contact: Beth Meyer,
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NOVEMBER 17, 2011

WORKFORCE BOARD MEETING PRESENTATION
AMERICAN RECOVERY AND REINVESTMENT ACT PROGRAMS

State Energy Sector Partnership and
Healthcare Workforce Training Coalition
Beth Meyer, ARRA Grants Project Manager



**Workforce Training
And Education
Coordinating Board**

Overview

- American Recovery and Reinvestment Act of 2009
- USDOL High Growth Emerging Industries Grants
 - State Energy Sector Partnership, \$5.9 million
(January 29, 2010 – January 28, 2013)
 - Healthcare Worker Training Coalition, \$5 million
(March 1, 2010 – February 28, 2013)
- Workforce Board's Learning Laboratory



State Energy Sector Partnership (SESP) Learning Goals

- Examine and define “green jobs” in building and construction industry.
- Test statewide coordinated approach to energy efficiency training through building and construction trades’ Joint Apprenticeship Training Committees (JATCs).

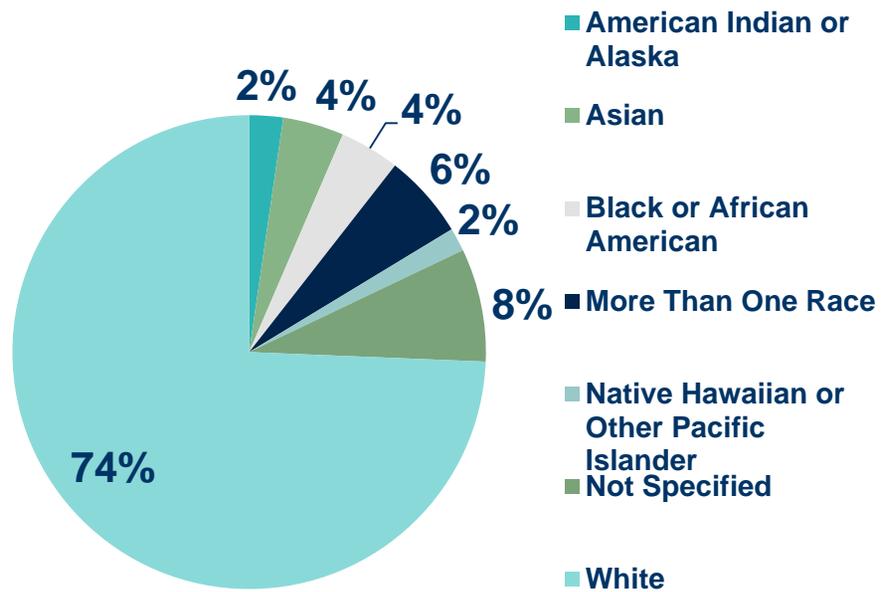
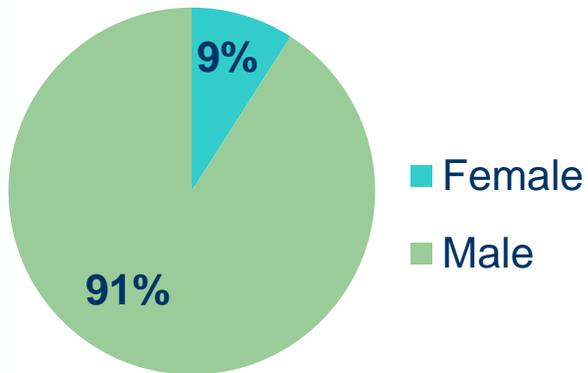


SESP Participants

Participants by Workforce Development Council (WDC)		
	Number	Percent
WDC of Seattle-King County	635	56.4%
WDC of Snohomish County	293	26%
Spokane Area WDC	193	17.1%
Information Missing	6	.5%
Total	1,127	100%

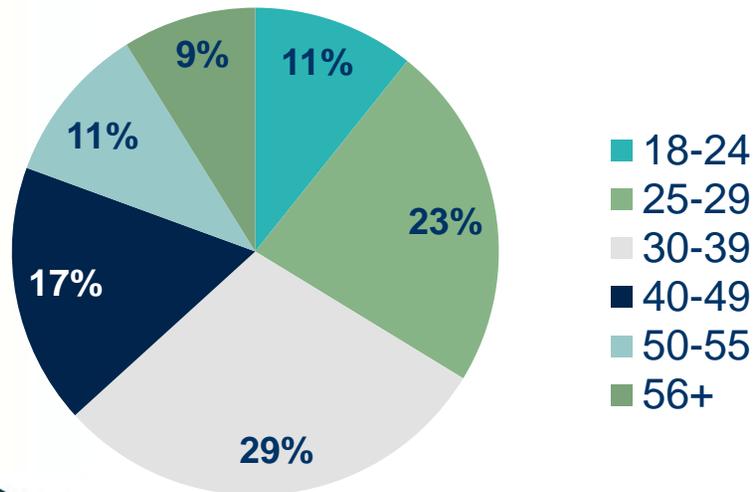


SESP Participants



SESP Participants

Age



Educational Attainment		
	N	%
Less than High School	44	3.9%
High School graduate or equivalent	367	32.6%
1-4 years or more of college, or full-time technical or vocational school	497	44.1%
1-3 years of college, or full-time technical or vocational school	92	8.2%
4 years of college or more	23	2.0%
Associate's Degree	16	1.4%
Bachelor's Degree	88	7.8%
Total	1127	100%



SESP Training

SESP Program Participation		
	N	Percent
Total Program Participants	1,127	-
Completed Training	973	86.3%
Received a Credential	801	71.1%
Build It Smart Participants	835	74.1%
Eligible Veterans	109	9.7%
Completed more than one SESP training	47	4.2%
Completed two SESP trainings	44	3.9%
Completed three SESP trainings	3	0.3%



SESP Participants

Apprenticeship Status Build It Smart Participants	
1st Year Apprentice	19
2nd Year Apprentice	26
3rd Year Apprentice	75
4th Year Apprentice	272
5th Year Apprentice	151
Journey Worker	275
Information Missing	17
Total	835

Training Eligibility Reasons Non-Build It Smart Participants*	
In Need of Training to Become Economically Self-Sufficient	193
Incumbent Construction or Manufacturing Worker	24
Unemployed/Dislocated Construction or Manufacturing Worker	108
<i>*Some participants indicated more than one reason.</i>	



SESP Training Programs

	N	%
Photovoltaics	192	17.0%
Building Automation	190	16.9%
Sustainability in the Building and Construction Trades	142	12.6%
Green Construction for Iron Workers	68	6.0%
Pervious Concrete Installation	59	5.2%
Systems Training	53	4.7%
Commercial Building Engineer	49	4.3%
Residential Energy Auditor	34	3.0%
Commercial Energy Auditing	33	2.9%
Healthy Home Training for Building Professionals	27	2.4%

	N	%
Submerged Arc Welding	26	2.3%
Construction Management	25	2.2%
Energy Audit Specialist	23	2.0%
Building Operator	20	1.8%
Lead Renovator	19	1.7%
American Clay	18	1.6%
Sustainable Building Advisor	18	1.6%
Concrete Polishing 1	17	1.5%
Energy Systems for Sustainable Works	16	1.4%
High Performance Buildings	16	1.4%
Controls Technician	11	1.0%
Concrete Polishing 2	10	0.9%



SESP Training Programs cont....

	N	%
Controls	8	0.7%
Exterior Foam Insulating Systems	8	0.7%
Hydronic Balancing	7	0.6%
Energy Efficiency Technician	6	0.5%
Commercial Lighting Auditor	3	0.3%
EPA Certified Lead Renovator	2	0.2%
Concrete Polishing 3	1	0.1%
Green Building Strategies for Sheet Metal Workers	1	0.1%
No program name listed	25	2.2%
Total	1127	100%



SESP Employment

Number of participants placed in employment after training completed.	295
Number of incumbent workers keeping jobs because of grant-funded training.	111
Number of participants placed in training-related employment prior to completing training.	26

**Please note that this data does not include 3rd quarter Build It Smart employment information.*



SESP Challenges and Successes

- Challenges
 - Extremely high unemployment.
 - Administrative requirements.
- Successes
 - Employer involvement with training.
 - Engaging veterans.



SESP: What we have learned so far

- Green jobs vs. Green skills.
- Colleges and Joint Apprenticeship Training Committees are imbedding green skills in course curriculum.
- Increase upfront technical assistance to partners.



Healthcare Worker Training Coalition Learning Goal

To examine how to best increase and enhance healthcare education and training capacity to meet employer needs.



Healthcare Grant Participants

SEIU Healthcare 1199 NW Multi-Employer Training and Education Fund	97
SEIU Healthcare NW Training Partnership	21
Health Work Force Institute (affiliate of the Washington State Hospital Association)	18

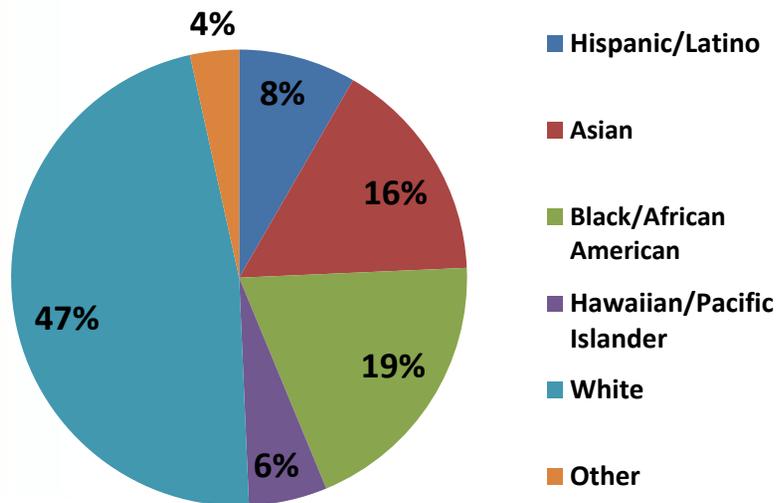
Total Participants Served: 136

(As of September 30, 2011)

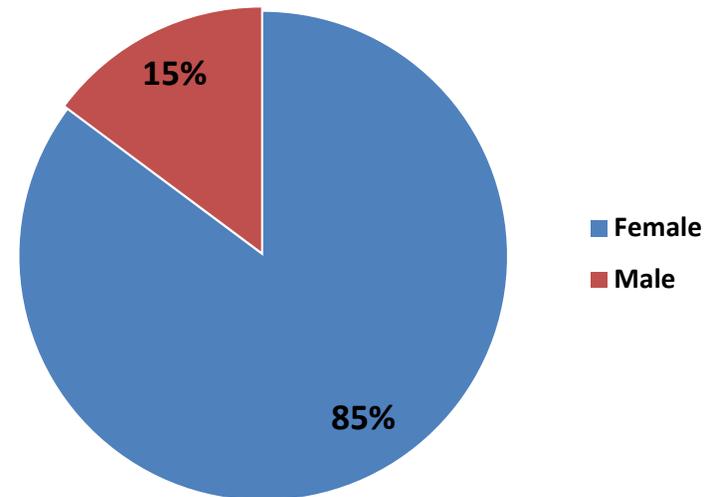


Healthcare Grant Participants

Race/Ethnicity

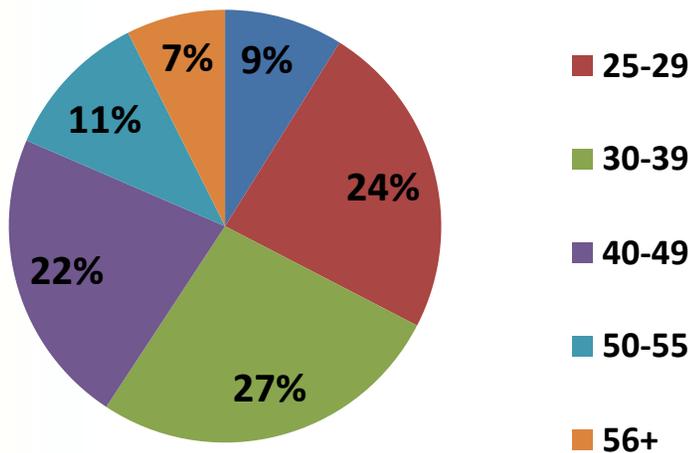


Gender

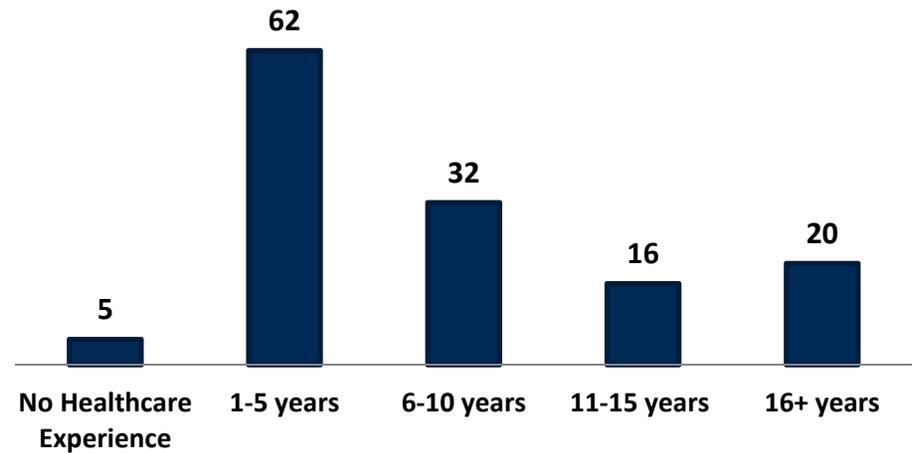


Healthcare Grant Participants

Participant Age

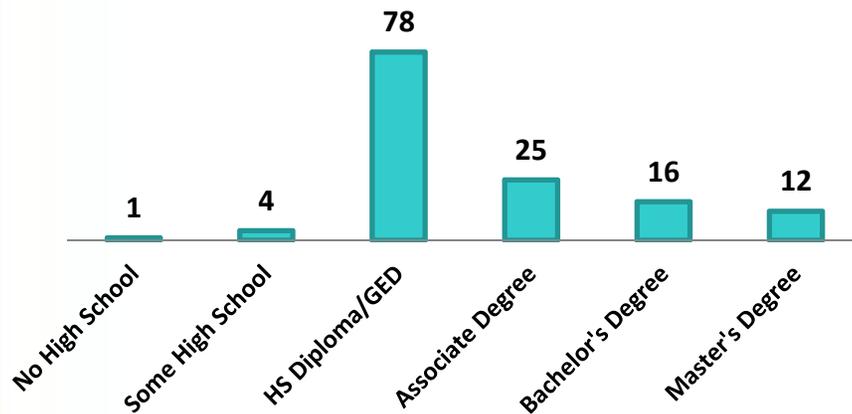


Years in Healthcare Industry

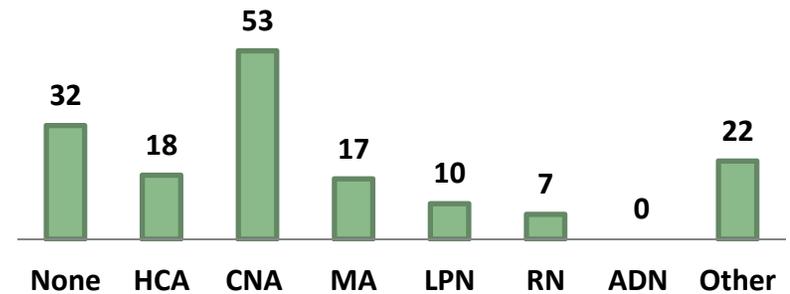


Healthcare Grant Participants

Education Prior to Enrollment



Medical Credential Attained Prior to Enrollment



Healthcare Grant Participants

Incumbent Workers 136
Eligible Veterans 7

Sample Occupations at Enrollment

Medical Technicians	Barista	Registered Nurse
Certified Nursing Assistant	Licensed Practical Nurse	ARNP Nursing Home Services
Home Care Worker	Environmental Services/Custodial	Anesthesia Technician
Records Clerk	Billing/Accounts Receivable	Unit Secretary



Healthcare Grant Training

Enrolled by Training

*Includes 1 duplicate participant

Associate Degree Nurse (ADN)	51
Advanced Home Care Aide (HCA)	10
Basic Home Care Aide (HCA)	1
Certified Nurse Assistant (CNA)	18
Licensed Practical Nurse (LPN)	9
Medical Assistant (MA)	25
Certified Nurse Educator (CNE)	10
Total	123

Still in Training 98

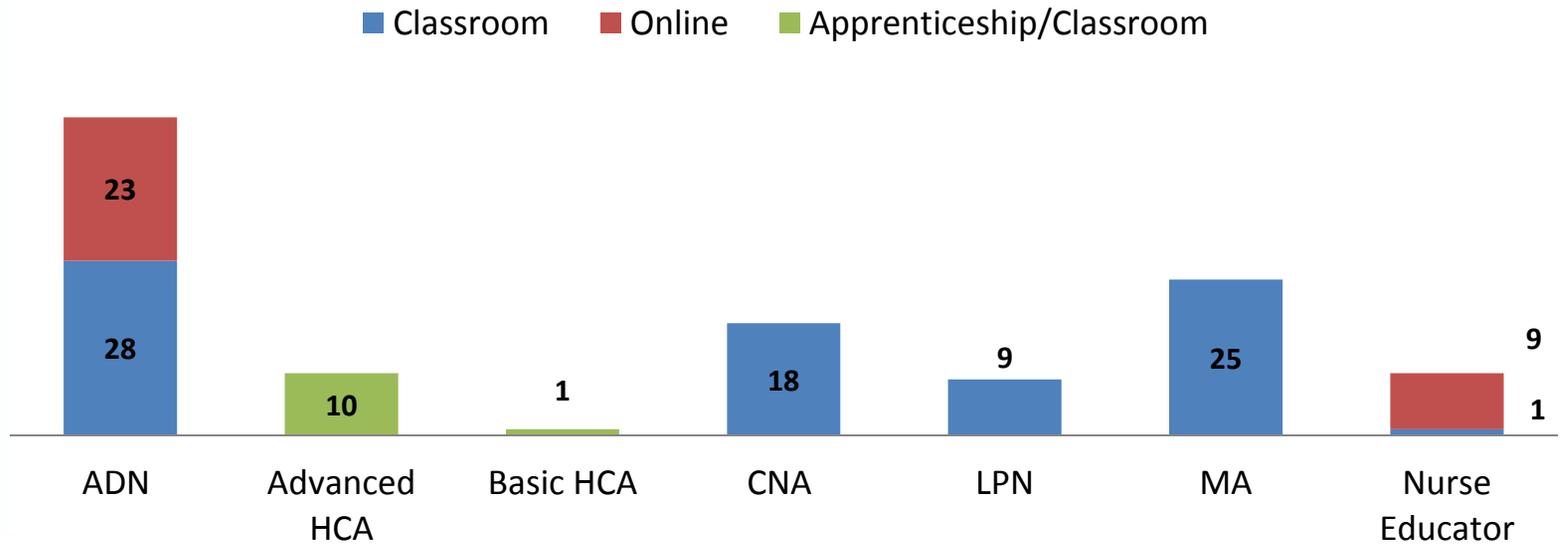
Dropped Training 6

Completed Training 19



Healthcare Grant Training

Training by Method of Instruction



Healthcare Grant Credentials

Credentials Earned to Date

CNA	12
ADN*	5
Total Credentials	17

*Two students who successfully completed ADN's were promoted into nursing positions.



Special Guests

- **Ed Phippen**, Program Director, Health Work Force Institute (affiliate of Washington State Hospital Association)
- **Pat Ward**, Workforce Education Program Administrator, State Board for Community and Technical Colleges
- **Mary Rosenthal**, Executive Director, SEIU Healthcare 1199 NW Multi-Employer Training and Education Fund
- **Galen Benshoof**, Strategic Initiatives Project Coordinator, SEIU Healthcare NW Training Partnership



Special Guests

- Ed Phippen will present data from the Health Work Force Institute's 2010 Hospital Work Force Survey
- All guests will speak to:
 - Healthcare workforce capacity building challenges, successes and grant takeaways.
 - Recommended questions for HSHW update.
 - Are investments in healthcare workforce training and education still needed?





**RESULTS OF THE
2010 HOSPITAL
WORK FORCE SURVEY
REPORT**



**HEALTH
WORK FORCE
INSTITUTE**

How are hospitals doing?

Jan-Mar 2010 vs. Jan-Mar 2011

- Total admissions: +0.29%
- Acute average LOS: +2.87%
- Total surgeries: +0.04%
- ER visits: +0.46%
- Outpatient visits: 5.39%
- Gross patient charges: +9.58% (\$9.85B)
- Payments: +8.10% (\$3.83B)
 - Does not account for bad debt

**Table 1 a: Response Rates and Characteristics of Washington Hospitals:
Overall and by Average Daily Census**

	Overall	*Average Daily Census					
		0-10	11-25	26-50	51-100	101-200	>200
Surveyed hospitals	86	28	18	9	5	15	11
Responding hospitals	71 (83%)	23 (82%)	14 (78%)	8 (89%)	5 (100%)	11 (73%)	10 (91%)
Average number of available acute care beds	128	36	31	78	128	210	464
**Average daily midnight census (acute) (# responses to question)	98.4 (69)	6.5 (21)	13.5 (12)	45.4 (8)	70.7 (4)	151.9 (11)	332.5 (10)
Average outpatient visits (# responses to question)	114,523 (68)	19,143 (21)	72,124 (13)	133,135 (8)	96,726 (5)	245,536 (11)	219,835 (10)
Average number of persons on payroll (acute and outpatient) (# responses to question)	1,320 (71)	181 (22)	448 (14)	656 (8)	1,043 (5)	2,187 (12)	4,675 (10)
Average number of physicians employed (including administration, acute and outpatient) (# responses to question)	32 (68)	5 (22)	10 (14)	14 (8)	16 (5)	84 (11)	105 (8)
Average number of contract (not outsourced) employees (acute and outpatient) (# responses to question)	74 (67)	18 (21)	8 (13)	12 (8)	11 (5)	207 (10)	223 (10)
Location							
Rural†	26 (39%)	18 (86%)	5 (45%)	2 (33%)	1 (17%)	0	0
Urban	40 (61%)	3 (14%)	6 (55%)	4 (67%)	5 (83%)	15 (100%)	7 (100%)
Previous survey response rates							
2008	81%	89%	79%	63%	89%	67%	91%
2007	73%	66%	73%	60%	67%	94%	88%
2006*	87%	84%	93%	89%	70%	88%	100%
2005‡	80%	76%	76%	88%	82%	73%	100%
2004‡	81%	86%	76%	75%	82%	67%	100%
2002-3§	84%	82%	81%	100%	78%	88%	75%

*Used CHARS data for ADC categories.

**Used survey data from Q.A3.

† Rural-urban areas were determined using the Medicare IPPS NPRM "Impact File for IPPS FY 2006 Proposed Rule"

‡ As reported in UW CHWS Working Paper #104 (Skillman et al., 2005).

‡ As reported in UW CHWS Working Paper #93 (Skillman et al., 2004).

§ As reported in UW CHWS Working Paper #79 (Skillman et al., 2003).

*** Garfield reported on their survey that their ADC is 68. According to CHARS it is 10. ADC categories are based on CHARS data so their ADC category is 0-10. The "average daily midnight census" calculation is based on survey data so Garfield's 68 ADC skews this calculation.

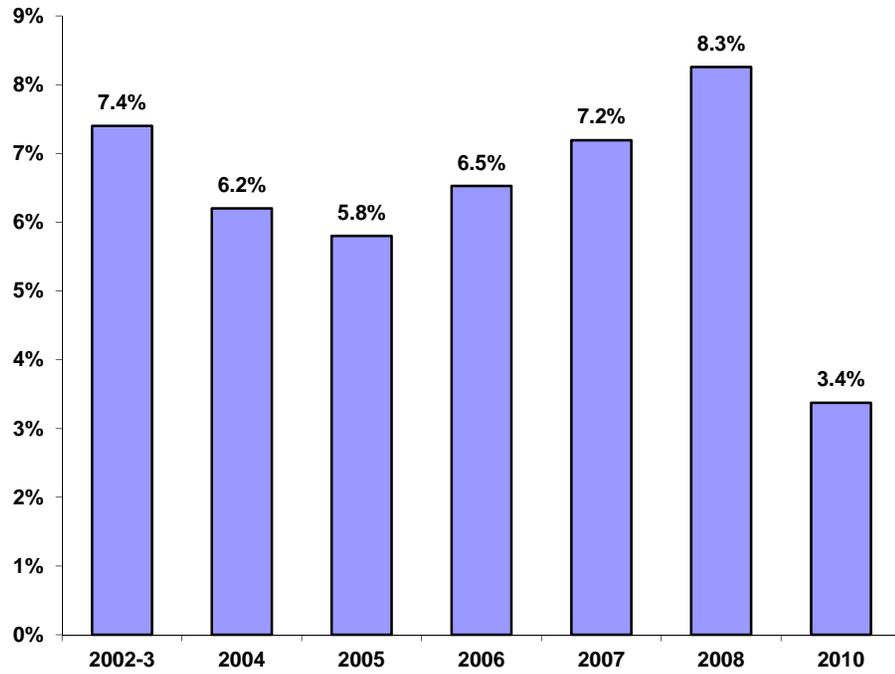
Table 2 b: Estimated* Number of Persons Employed in Washington's

Hospitals by Occupation in 2002-3, 2004, 2005, 2006, 2007, 2008, and 2010

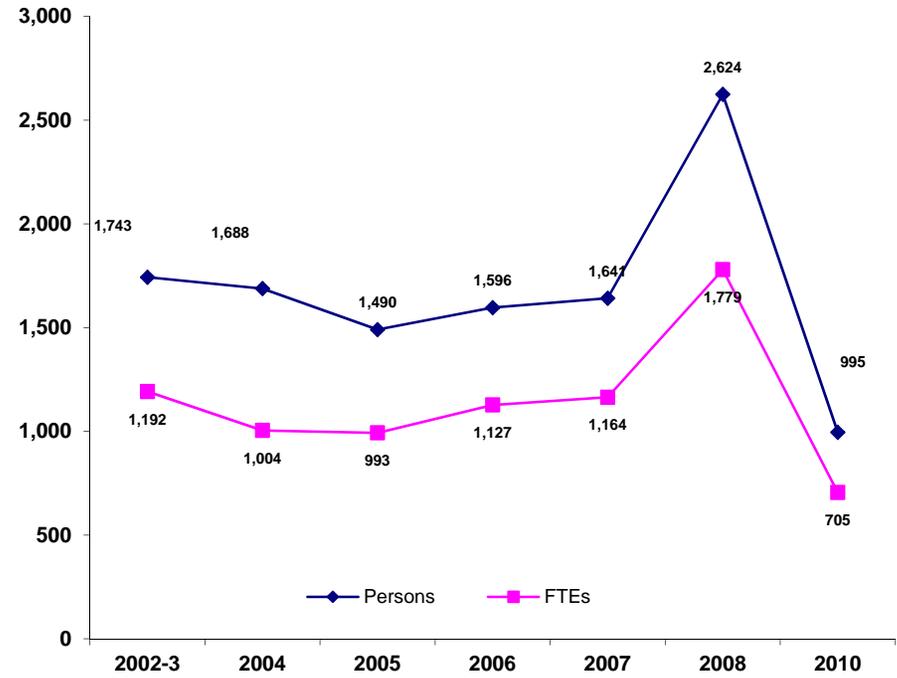
Occupation	Percentage of Hospitals Employing the Occupation in 2010	2002-3	2004	2005	2006	2007	2008	2010	Percentage Change 2002-3 to 2010	Percentage Change 2005 to 2010
Staff nurses (RNs)	83%	23,349	22,703	24,019	23,223	25,132	29,159	28,486	22%	19%
Advanced practice nurses	44%	524	343	369	556	510	425	426	-17%	17%
Nurse Anesthetist	29%	--	--	--	--	--	161	186	--	--
Licensed practical nurses (LPNs)	78%	1,687	1,726	1,392	1,301	1,204	1,470	1,354	-26%	-10%
Nursing assistants	81%	4,032	3,850	3,867	4,473	4,471	5,301	5,120	27%	32%
Medical technicians/clinical lab scientists	62%	1,525	1,029	1,309	1,204	1,175	1,225	1,226	-19%	-5%
Medical/clinical lab technologists	59%	448	512	533	485	401	410	426	-5%	-20%
Radiographers/radiology technologists	74%	973	938	1,055	1,048	1,103	1,216	1,188	22%	13%
Specialized radiology technologists (CT, MRI)	64%	710	718	867	862	976	1,124	1,045	47%	21%
Ultrasound technologists	65%	350	341	398	425	435	493	492	40%	24%
Nuclear medicine technologists	47%	168	170	180	184	178	188	194	16%	8%
Radiation therapy technologists	22%	118	109	207	178	165	192	194	65%	-6%
Medical records technicians	51%	604	482	647	630	774	635	403	-33%	-38%
Medical records coders	71%	443	435	461	385	449	463	538	21%	17%
Licensed pharmacists	64%	988	968	1,016	1,119	1,059	1,246	1,244	26%	22%
Pharmacy technicians	62%	998	968	1,062	1,099	982	1,043	1,089	9%	3%
Physician assistants	49%	112	106	228	169	280	1,289	1,657	283%	88%
Medical Assistants	57%	--	--	--	--	--	1,289	1,657	--	--
Dietitians	64%	318	308	362	357	364	425	426	24%	9%
Physical therapists	67%	936	837	958	897	904	916	1,055	13%	10%
Occupational therapists	52%	490	444	492	483	429	477	529	8%	8%
Certified Physical Therapy Assistants	52%	--	--	--	--	--	171	206	--	--
Certified Occupational Therapy Assistants	20%	--	--	--	--	--	76	49	--	--
Respiratory therapists	70%	1,280	1,155	1,283	1,345	1,245	1,294	1,469	15%	14%
Surgical technologists	69%	1,011	1,110	910	1,010	933	988	1,040	3%	14%
Total		41,064	39,253	41,613	41,431	43,170	50,934	50,360	24%	21%

* Number reported plus number imputed for non-responding hospitals.

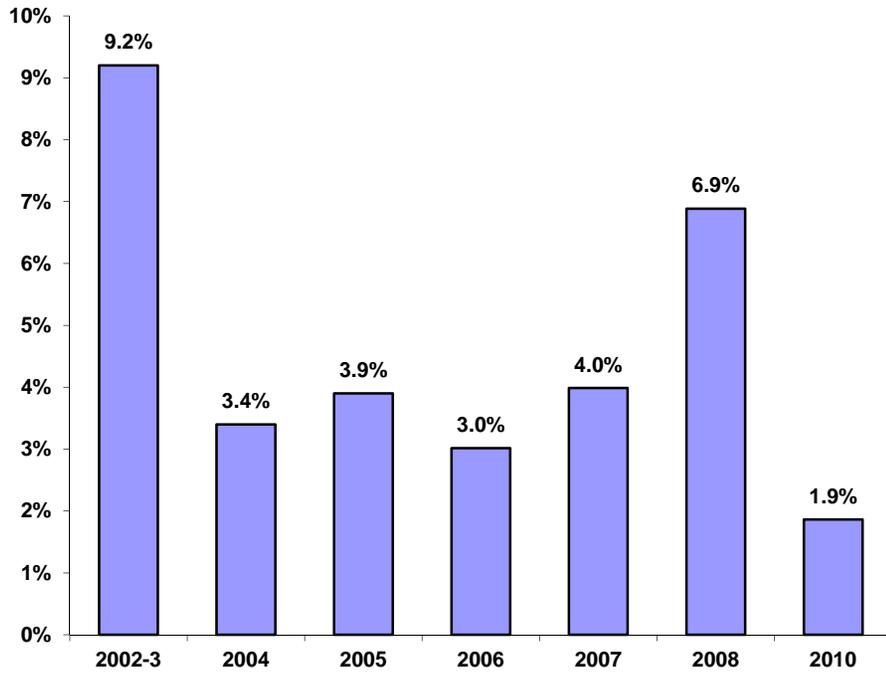
**Staff Nurse (RN)
Vacancy Rates**



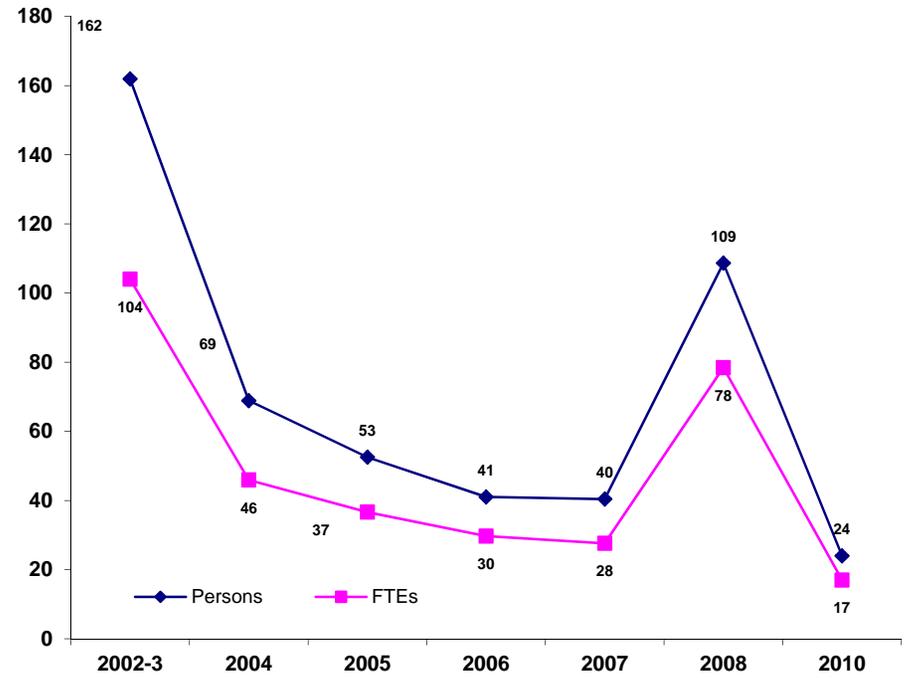
**Staff Nurse (RN)
Persons and FTEs Needed**

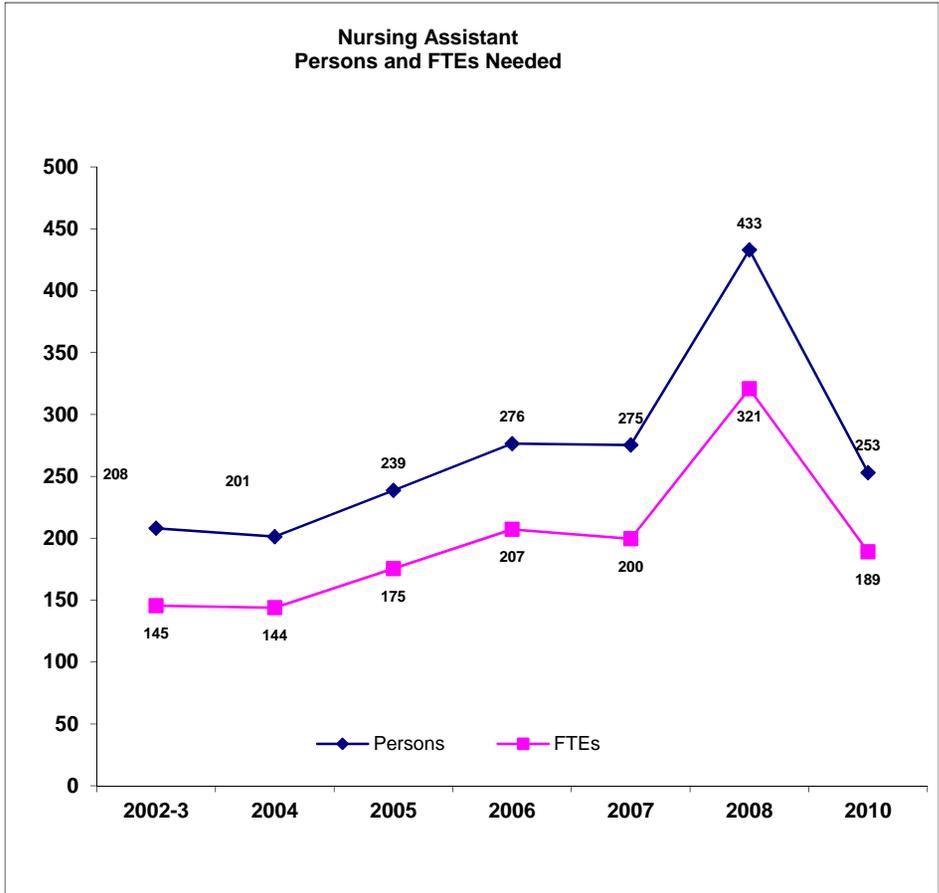
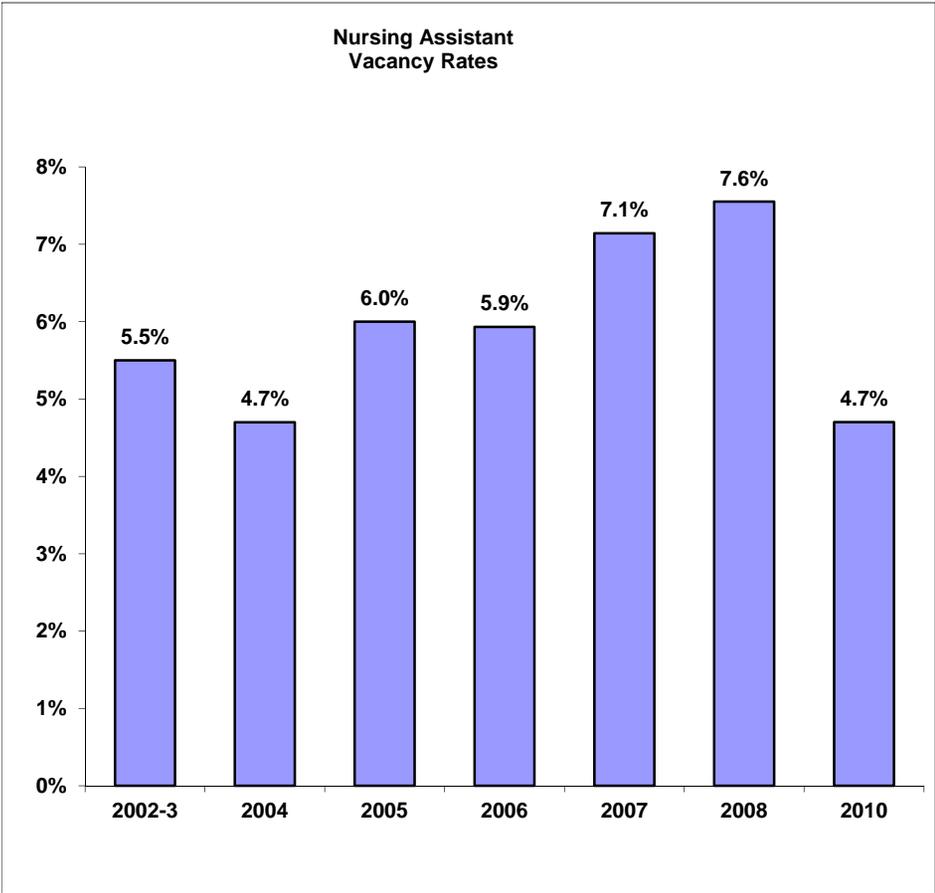


**Licensed Practical Nurse
Vacancy Rates**

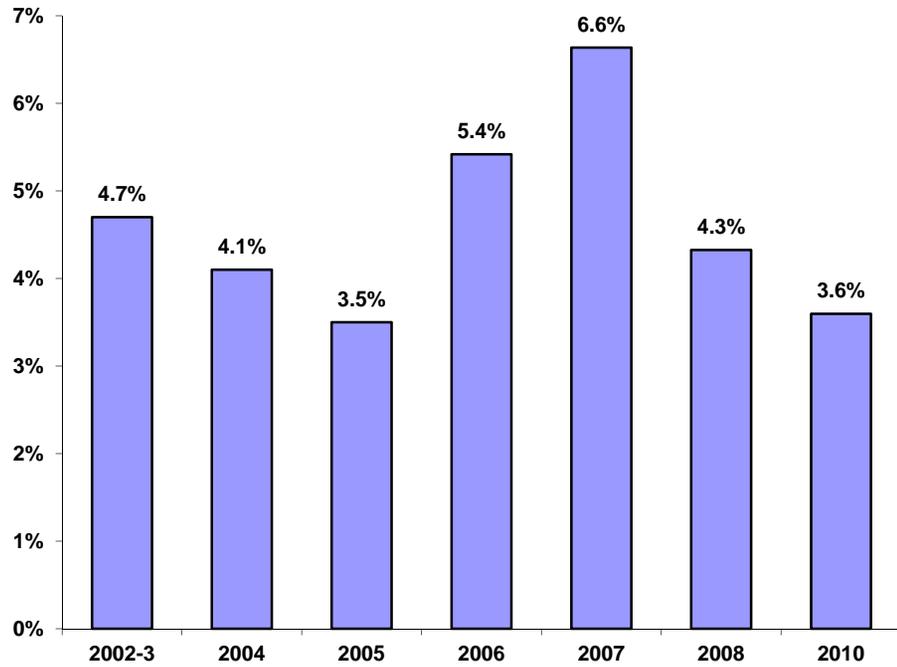


**Licensed Practical Nurse
Persons and FTEs Needed**

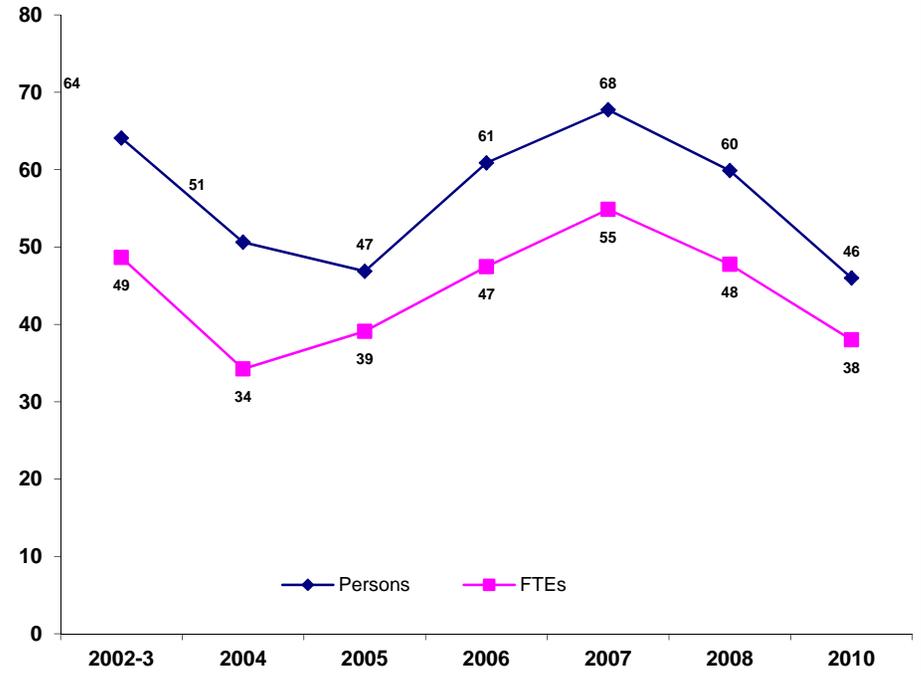




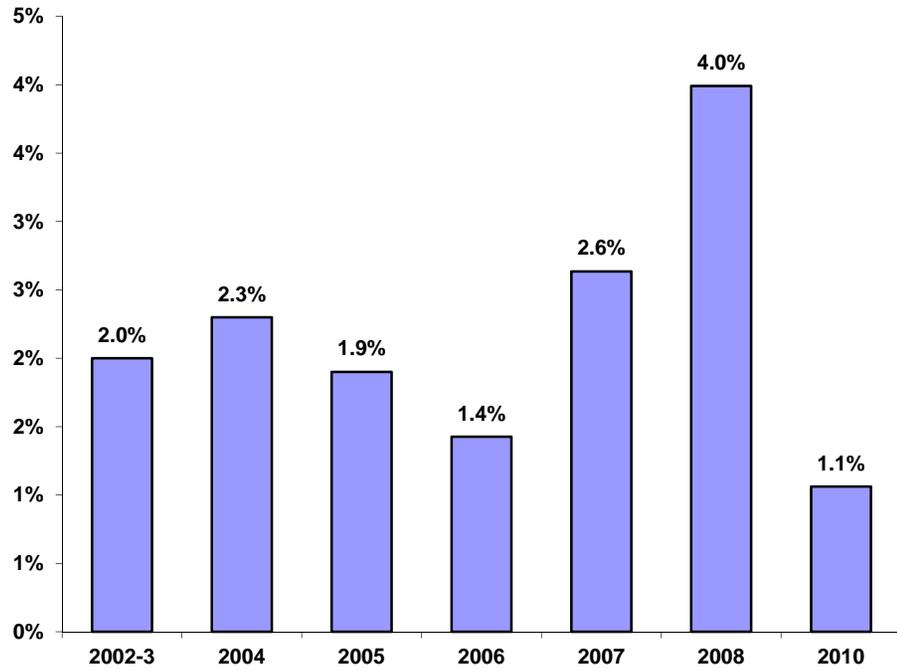
Medical Technician/Clinical Lab Scientist
Vacancy Rates



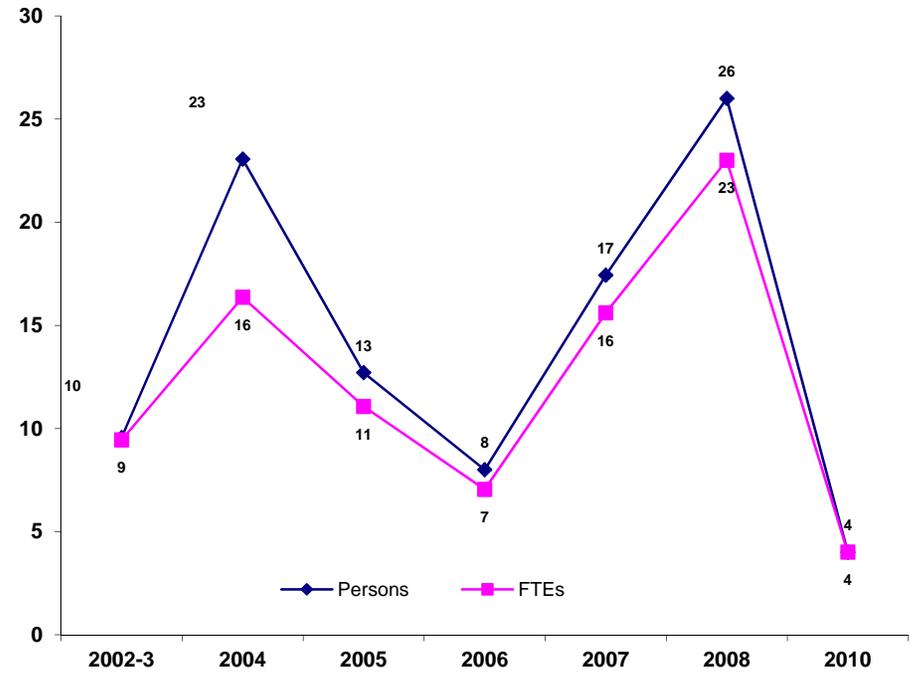
Medical Technician/Clinical Lab Scientist
Persons and FTEs Needed

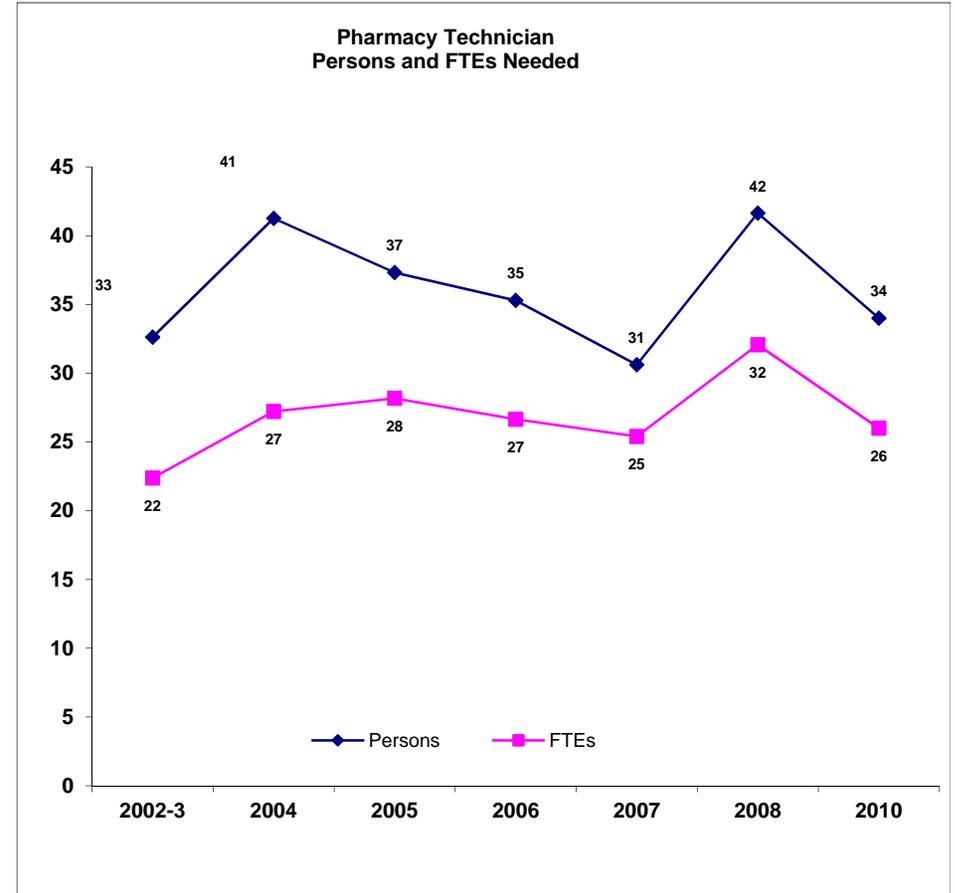
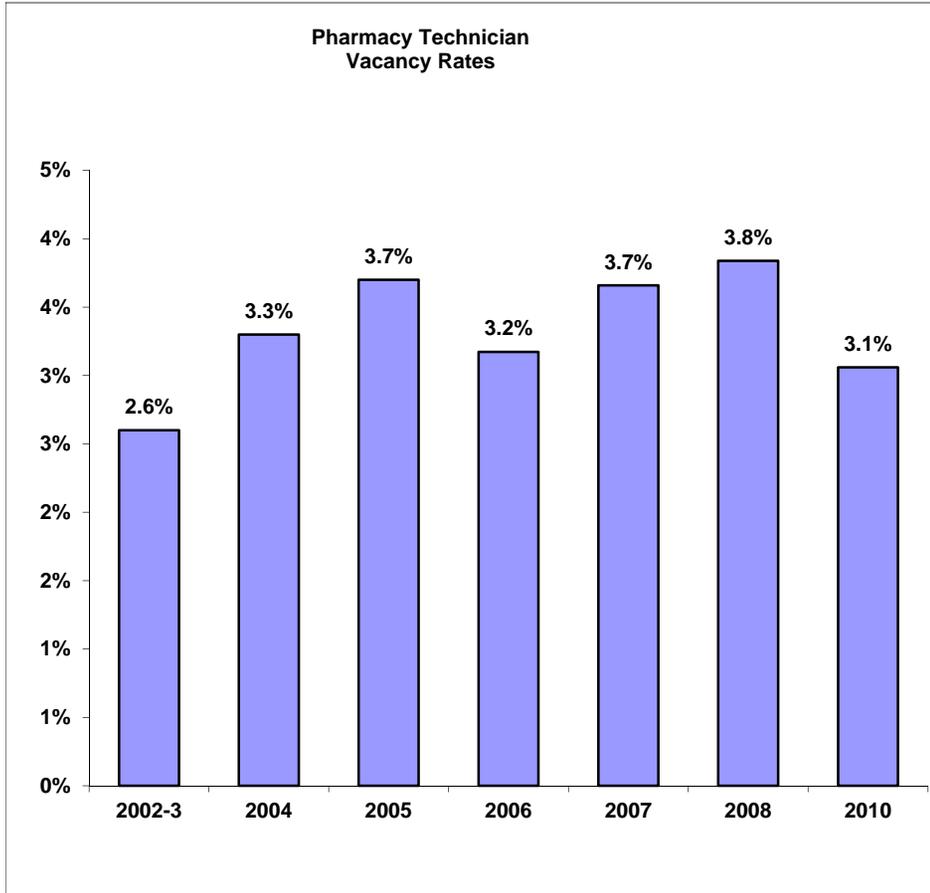


**Medical Records Technician
Vacancy Rates**

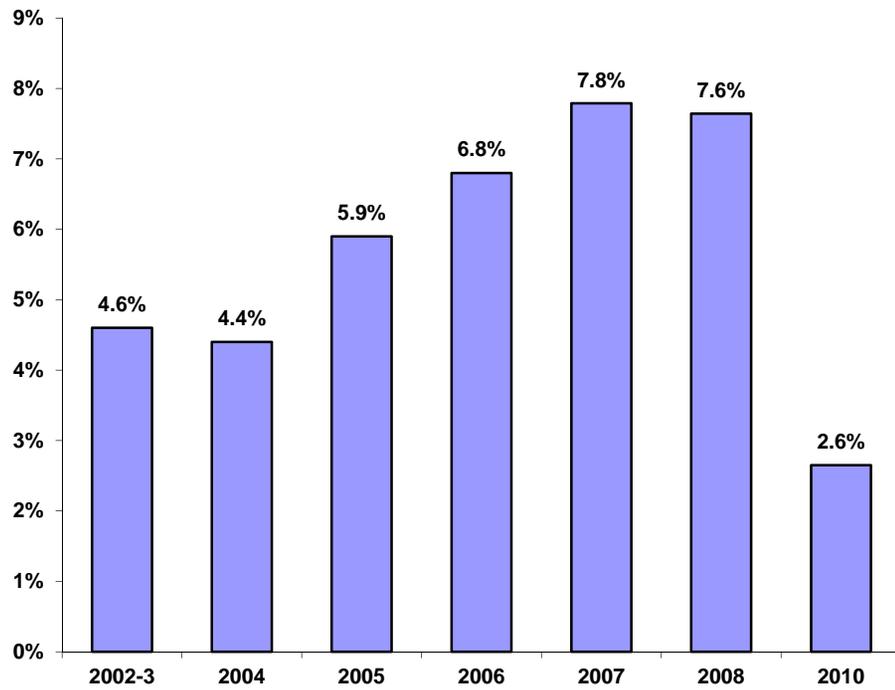


**Medical Records Technician
Persons and FTEs Needed**

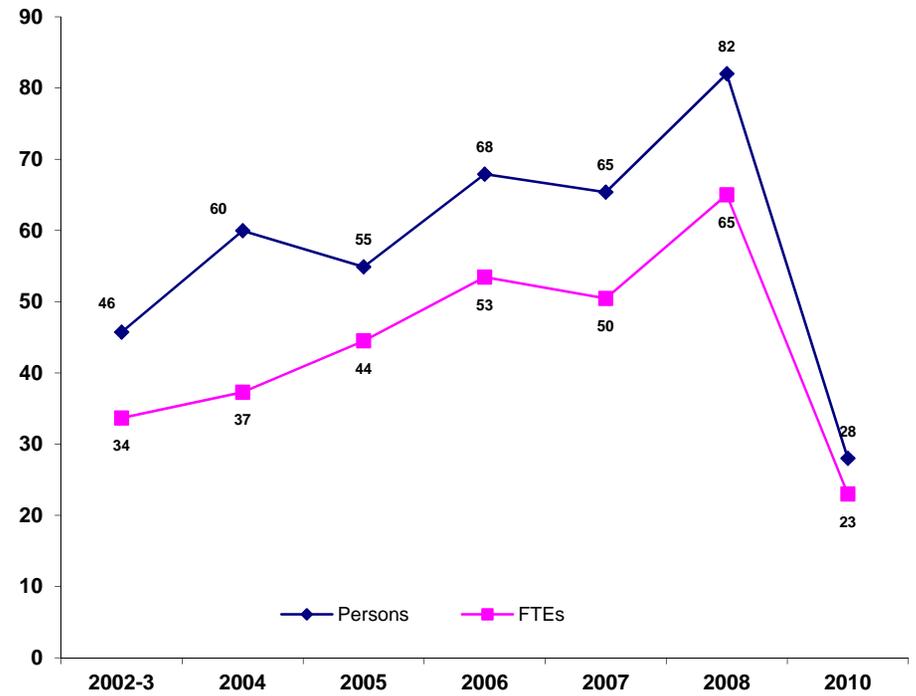




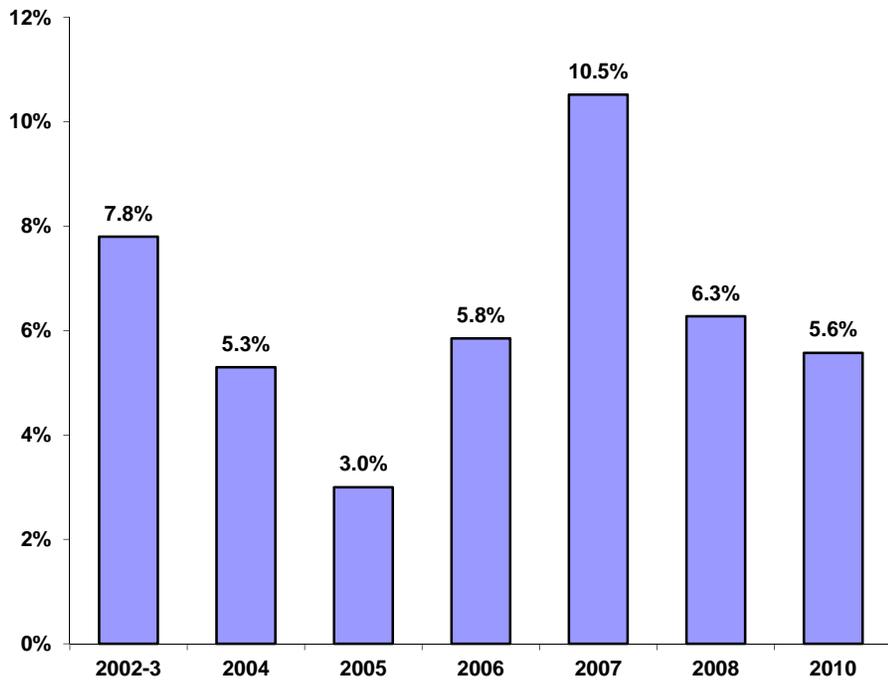
**Surgical Technologist
Vacancy Rates**



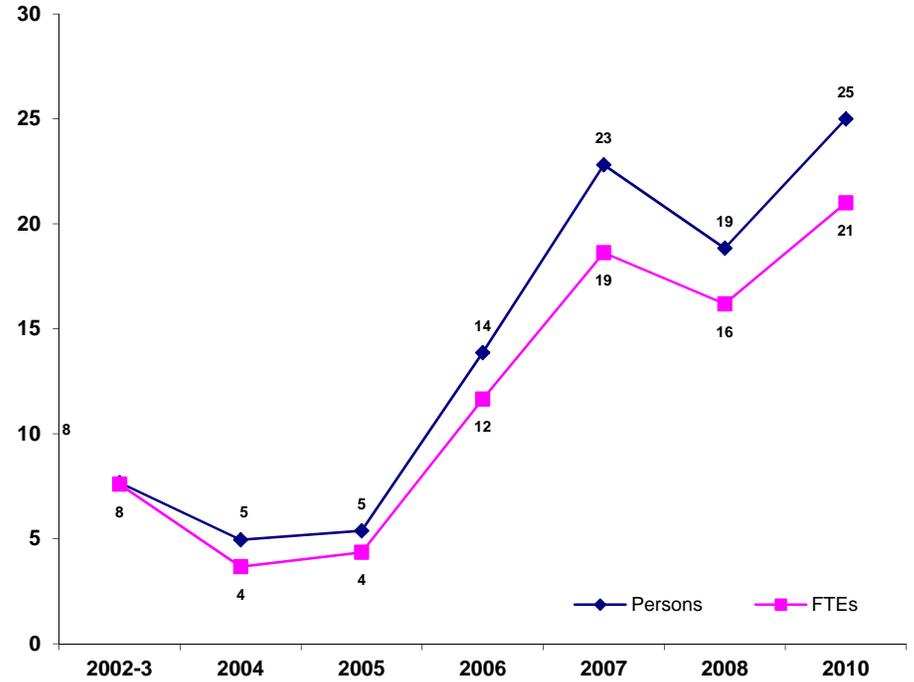
**Surgical Technologist
Persons and FTEs Needed**

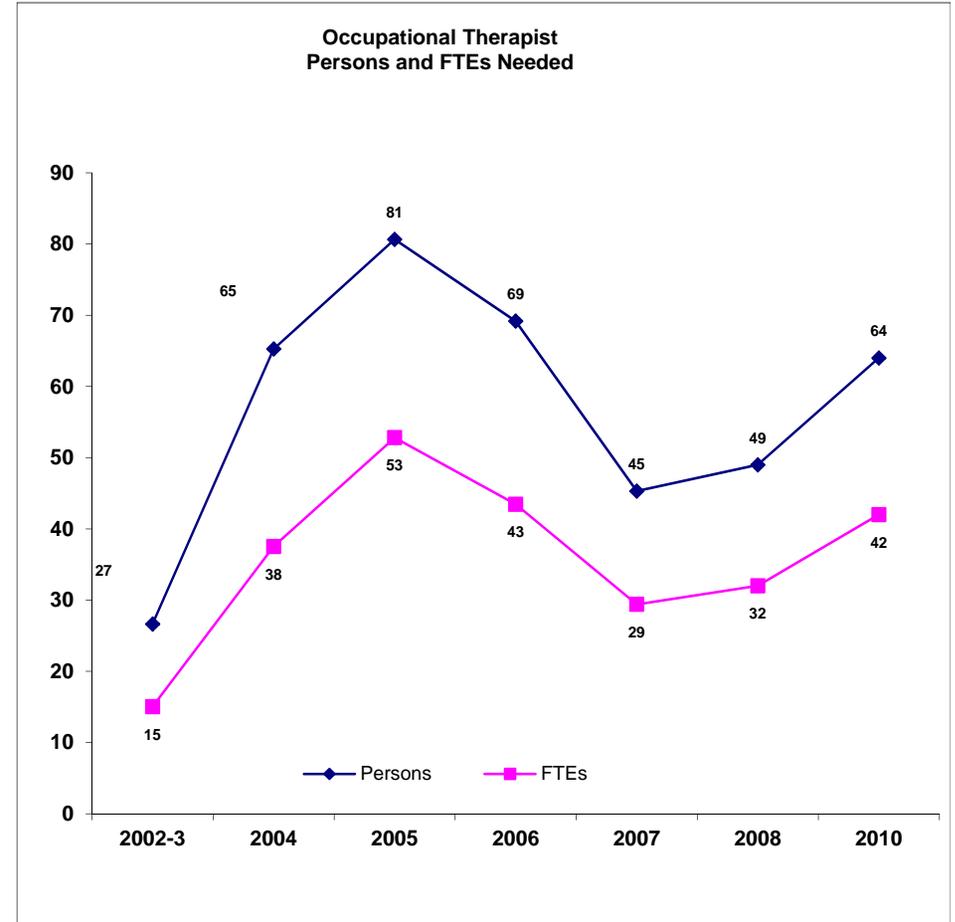
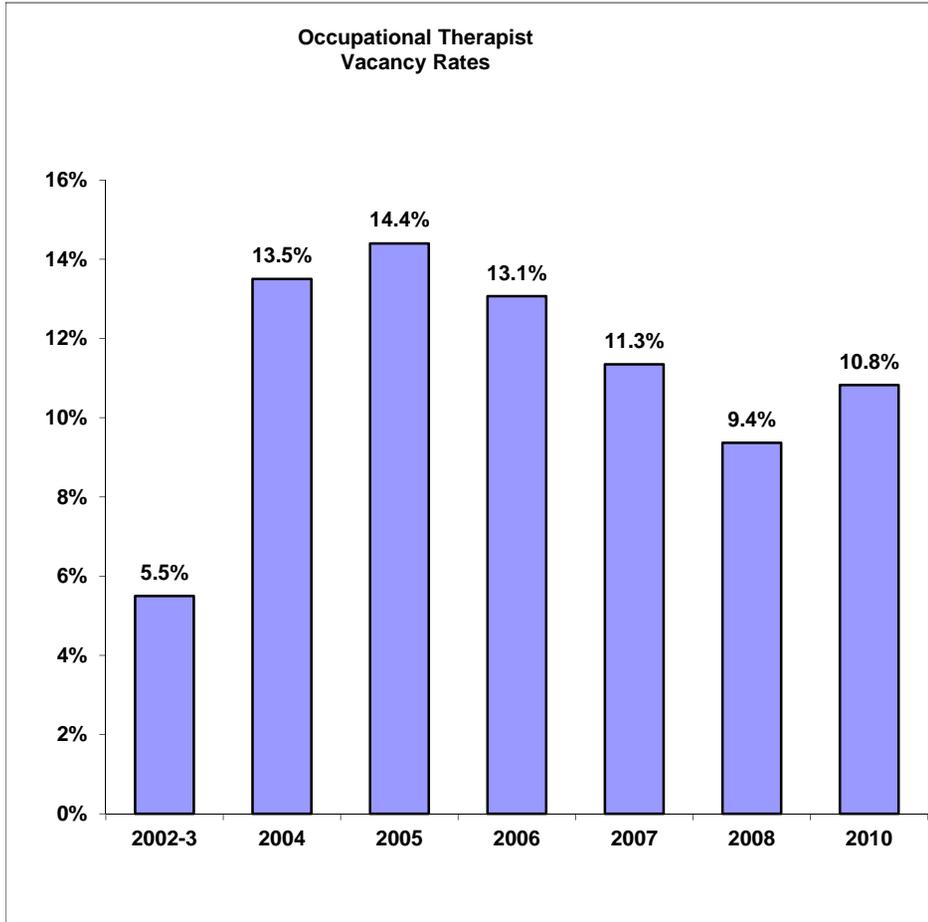


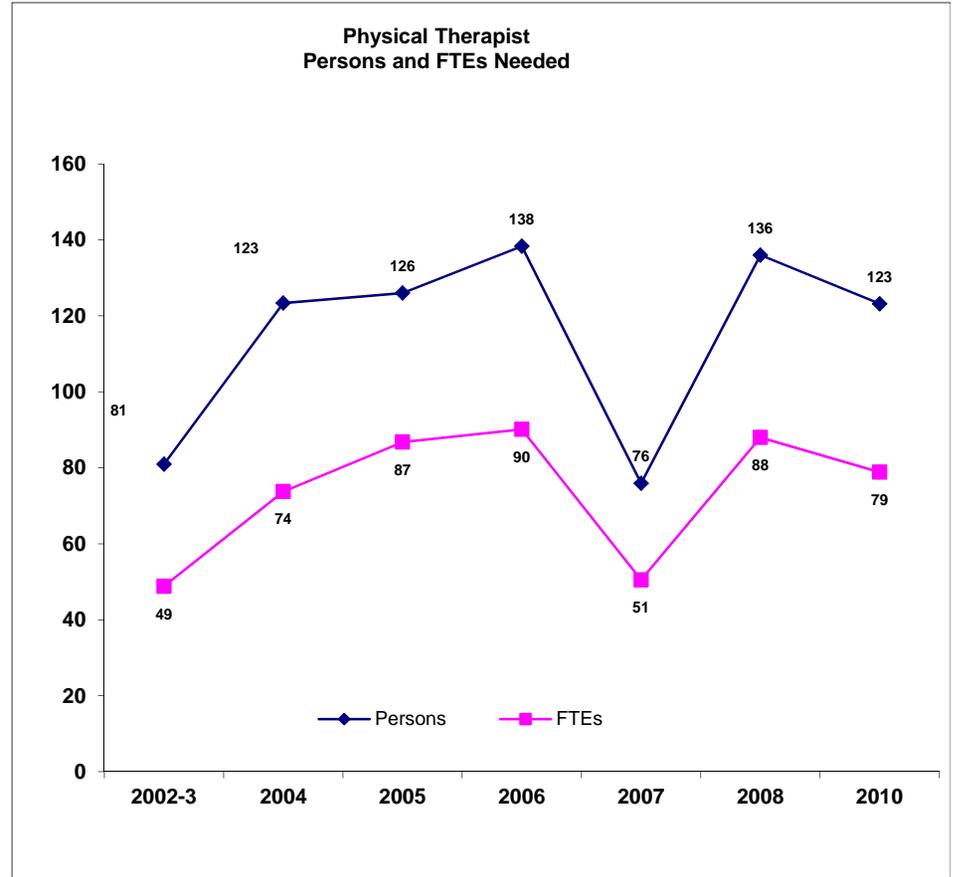
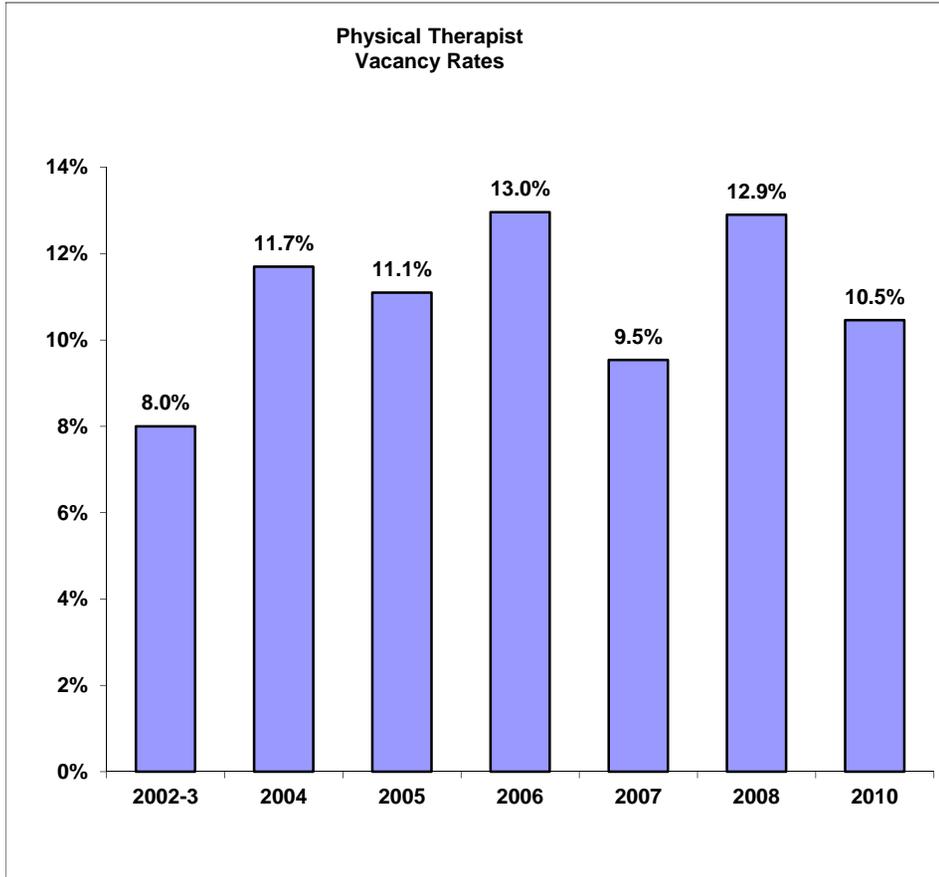
Physician Assistant
Vacancy Rates



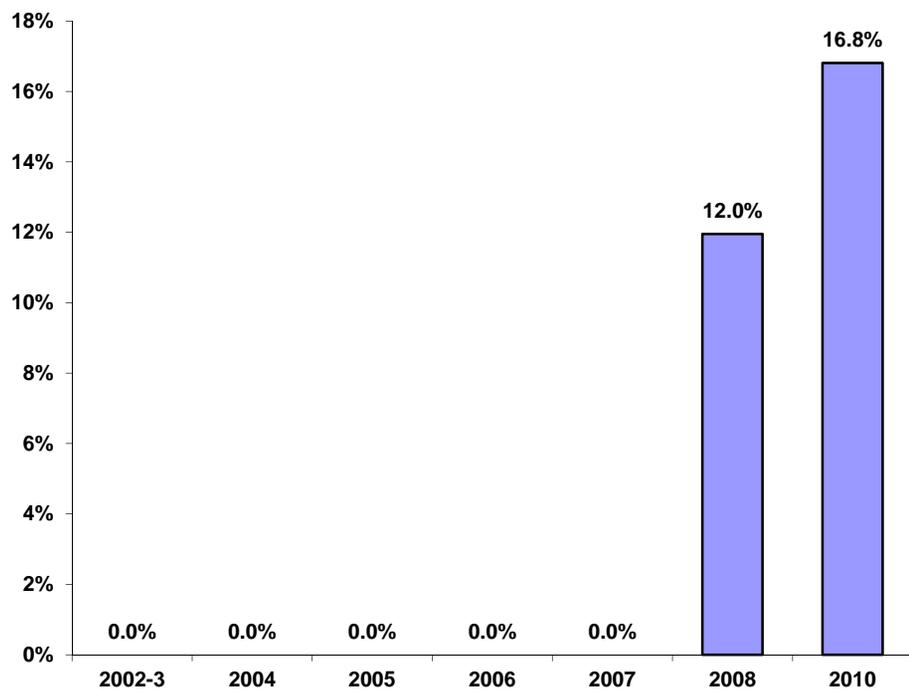
Physician Assistant
Persons and FTEs Needed



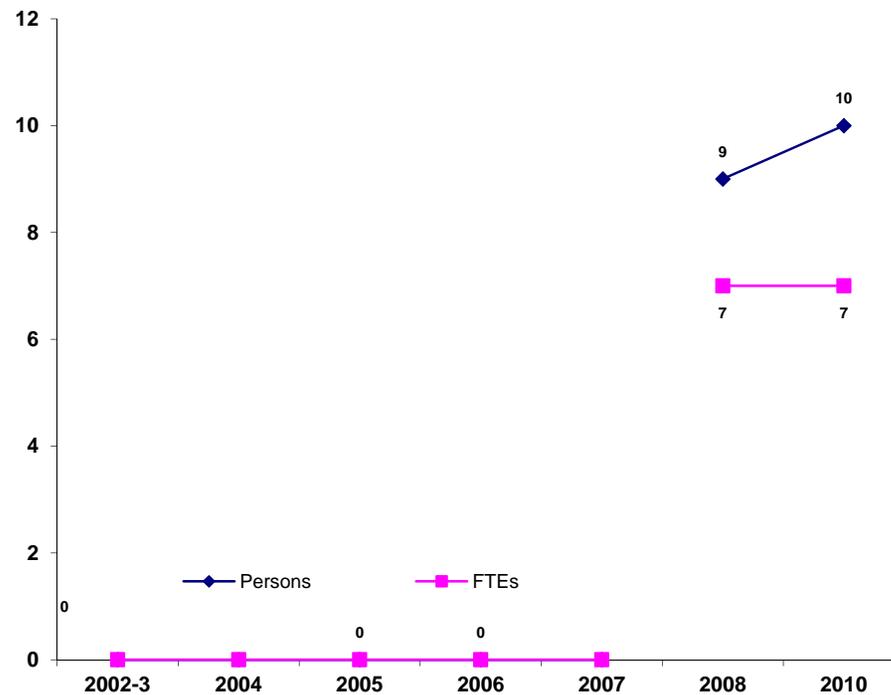




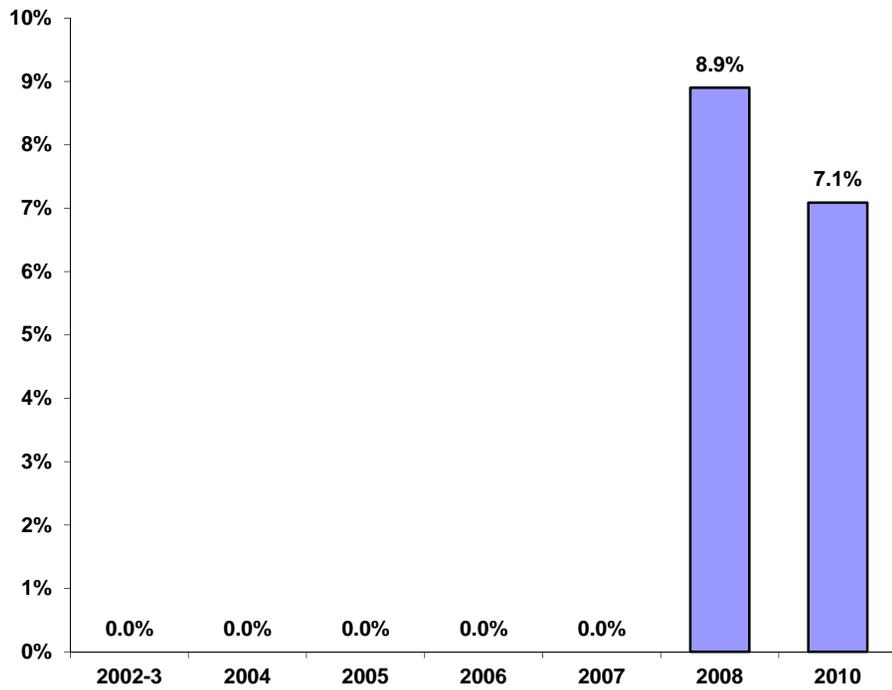
**Certified Occupational therapy assistants
Vacancy Rates**



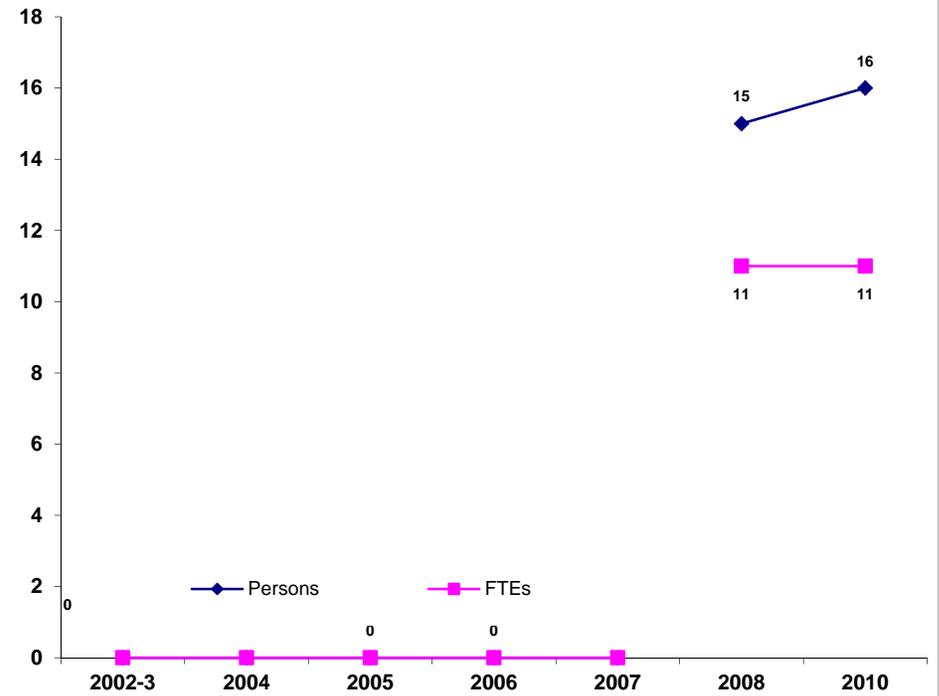
**Certified Occupational therapy assistants
Persons and FTEs Needed**



**Certified Physical therapy assistants
Vacancy Rates**



**Certified Physical therapy assistants
Persons and FTEs Needed**



Questions??

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Health Care Workforce and Educational Capacity

Workforce Training and Education
Coordinating Board

November 14, 2011

Capacity Building

Challenges

- Clinical placement sites.
- Qualified faculty for nursing programs.
- Decreased funding.

Capacity Building

	2006-07	2007-08	2008-09	2009-10	2010-11	+/- change
Health Info/Medical Records Tech	359	438	601	781	814	126.7%
Medical/Clinical Assistant	2,099	2,187	2,568	3,202	3,549	69.1%
Clinical/Medical Lab Tech	183	205	217	227	208	13.7%
Occupational Therapy Assistant	57	80	93	189	249	336.8%
Pharmacy Technician	619	603	683	882	824	33.1%
Physical Therapy Assistant	277	371	382	444	573	106.9%
Respiratory Care Therapy	202	190	189	182	178	-11.9%
Surgical Technology	315	359	430	450	472	49.8%
Diag Med Sonography/Ultrasound	119	127	193	193	224	88.2%
Radiologic Technology	290	359	446	418	385	32.8%
Polysomnographic Tech	12	25	27	18	18	50.0%
Radiation & Imaging		44	63	8	9	-79.5%
Registered Nursing	5,538	5,932	5,682	5,827	6,184	11.7%
Licensed Practical Nursing	2,604	2,470	2,650	2,823	2,693	3.4%
Nursing Assistant	1,130	1,287	1,618	1,788	1,788	58.2%

Capacity Building

Successes

- Pathways
 - Common pre-requisites in nursing programs through the AAS-T
 - LPN to RN bridge programs
 - Applied baccalaureate programs

Capacity Building

Successes

- I-BEST programs
- Online and hybrid programs
- Collaborative programs
- Successful partnerships with industry

High Skills, High Wages

Recommended questions for update

- With the continued economic decline in the state, how do we fund health care programs to ensure we meet the demand for trained health care workers?

Investment?

**Do we still need to invest in
health care workforce
education?**

ABSOLUTELY!



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Washington Workforce Training and Education Coordinating Board
ARRA State Energy Sector Partnership Success Stories
April-June 2011
GJ-19956-10-60-A-53

Seattle man's skills, passion for environment shapes career change

After working as a structural engineer at a private construction company, Matthew Amrhein found himself laid off and unemployed for a year and a half.

Now, thanks to training paid for by a Washington State Energy Sector Partnership ARRA grant through the U.S. Department of Labor, Amrhein is working on a career change he hopes will put his engineering background and skills to use in a new way.

Amrhein, 32, of Seattle, is enrolled in the Cascadia Community College Energy Audit Specialist program, training to become a resource conservation manager.

At the same time, he is working as an energy technician through a paid internship with King County.

He is impressed by "the variety of people enrolled in the [energy audit specialist] program and the resources each one brings to it."

Ultimately, Amrhein is interested in making existing buildings more energy efficient, as a way to conserve energy and help protect the environment.

"I have a passion for the natural environment," he said. "Lots of companies could do things better, and I feel I could help."



Matthew Amrhein, 32, far right, works with others on an energy conservation project.

Everett man lands job after learning new skills

When the construction industry hit the skids as part of the recent recession, Jeff Carter's income went down with it. Carter, 45, was self-employed doing residential thermal imaging for energy-rating homes.

He needed training to update his skills in energy efficiency and renewable energy to enhance his marketability.

Through a Washington State Energy Sector Partnership ARRA grant from the U.S. Department of Labor, Carter earned a Level 1 Commercial Energy Audit certificate at South Seattle Community College. This helped expand his skill set in the commercial side of the construction industry. He's since found a job using skills he learned.

*"I feel so lucky to have found this program."
Jeff Carter, 45, of Everett.*

"I feel so lucky to have found this program," said the Everett, Wash., father of two. "I can't believe all the help I'm getting besides the class."

Carter added, "Since I've started this job, I have learned so much. They have me in all these meetings so that I know what direction the company is going. I really enjoy this job and I am so thankful for the help."

Recent immigrant moves from custodian to building engineer

Ronald Corporal moved from the Philippines to the Seattle area in 2000, in search of a job that could help support him and his growing family. There were some lonely moments for Corporal, 47, who lived for a while in a small apartment with no furniture, while sending money he earned back home to his wife and three children.

Although he had trained for two years in the engineering field in the Philippines, he started work as a caretaker, then found a job as a custodian at a nearby community college. Soon after, he took a second job as a maintenance man at a senior center.

Three years later, in 2003, Corporal was finally able to bring his wife and children to the U.S. His wife was anxious about speaking English and didn't drive. Eventually, she gained a driver's license and became a nurse's aide. The couple had to adjust their schedules to accommodate the arrival of their fourth child, who is now three years old.

In 2009, Corporal started a training program at Renton Technical College using a Washington State Energy Sector Partnership ARRA grant from the U.S. Department of Labor. He expects to graduate as a Building Engineer in the spring of 2013. In February of 2011, Corporal noticed a job posting for a utility technician job. He landed the job and now earns \$15.50 an hour.

"The program has really helped me a lot," said Corporal, "because this is what I want to do for the rest of my life, to be a Building Engineer...I am very grateful for the opportunity that I have to be in this program, and for the opportunity it gives me and my family for the future."