

# Spotlight on Service

## MEET THE EMPLOYERS

### *Giving & Receiving*

"Meet the Employers" is a long-running, monthly event bringing together job seekers and employers at WorkSource Spokane. Business panelists come from a variety of employment sectors and briefly share the story of their organization and any current or planned future openings. Employers receive the advantage of speaking to an average of 50 or more motivated job seekers each month. Then, job seekers ask various questions of the panel such as: interview questions, background investigations, conviction records, job gap, etc. Panelists bring human resource expertise which can help job seekers understand what employers seek from applicants. Finally, time is provided for job seekers and employers to meet briefly to discuss employment opportunities, one-on-one.

Would you be interested in being a panelist? It is a great way of **receiving** qualified applicant resumes while **giving back** expertise to the community through job seekers. One employer stated this regarding the Meet the Employers sessions: "It grounds me as an HR professional. I look at so many applications, it reminds me there are people behind these resumes...people who want to work." We encourage you to contact your WorkSource Business Services Consultant if you would like to join the panel.

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Need something fast? Please communicate with us directly any time you have requests, suggestions, concerns or comments regarding your business needs and expectations. We make it easy to **communicate** by email or phone. We also have a continuous online tool where you can provide comments at <https://www.surveymonkey.com/s/WSSPOKEMPWEB>.



### UPCOMING EVENTS FROM WORKSOURCE SPOKANE:

Meet the Employers – *January 16, February 20, and March 20 at 3:00 PM*  
Employer Tax & Business Services Workshop – *January 18th at 8:30 AM*  
Behavioral Interviewing Workshop – *February 1 at 9:00 AM*

Visit our web site or contact the WorkSource Spokane Business Services Team today for more information on any Business Related Services:

**WorkSource Business Services Team**

**130 South Arthur Street**

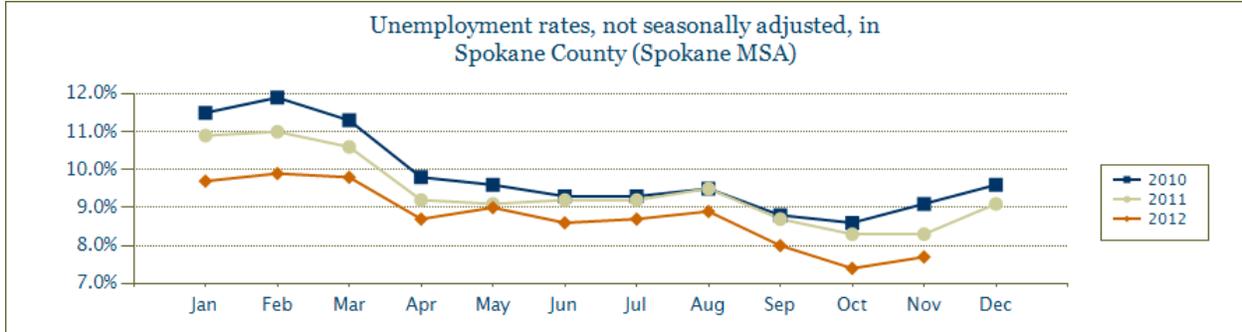
**Spokane, WA 99202-2291**

**509.532.3186 or [businessoutreach@esd.wa.gov](mailto:businessoutreach@esd.wa.gov)**

**<http://www.wa.gov/esd/spokane/employers.htm>**

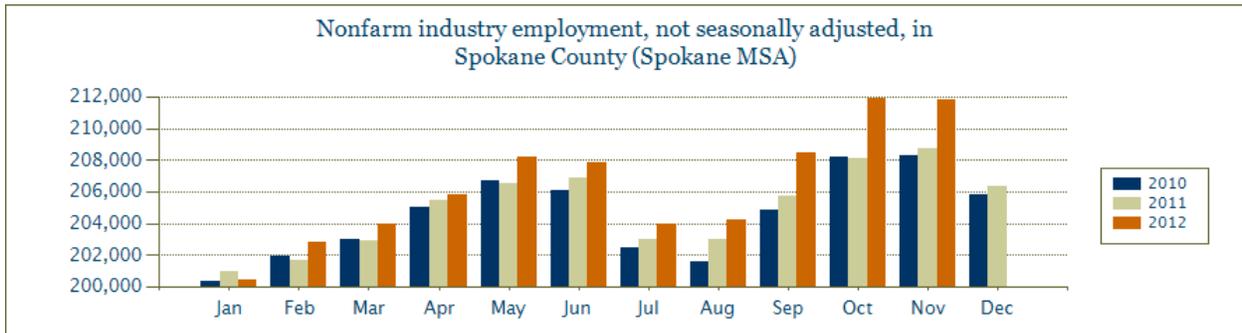
## ECONOMIC STATISTICS – SPOKANE COUNTY

The statistics below demonstrate that Spokane County continues to see steady, slow year-over growth in employment for the last two years accompanied by a similar decline in unemployment.



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2010	11.5%	11.9%	11.3%	9.8%	9.6%	9.3%	9.3%	9.5%	8.8%	8.6%	9.1%	9.6%
2011	10.9%	11.0%	10.6%	9.2%	9.1%	9.2%	9.2%	9.5%	8.7%	8.3%	8.3%	9.1%
2012	9.7%	9.9%	9.8%	8.7%	9.0%	8.6%	8.7%	8.9%	8.0%	7.4%	7.7%	

Source: Washington State Employment Security Department, Labor Market and Economic Analysis Branch



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2010	200,300	201,900	203,000	205,000	206,700	206,100	202,500	201,600	204,800	208,200	208,300	205,800
2011	201,000	201,700	202,900	205,500	206,500	206,900	203,000	203,000	205,700	208,100	208,700	206,300
2012	200,400	202,800	204,000	205,800	208,200	207,800	204,000	204,200	208,500	211,900	211,800	

Source: Washington State Employment Security Department, Labor Market and Economic Analysis Branch

### In Partnership with the Spokane Area Workforce Development Council

**WorkSource is an equal-opportunity partnership of organizations that provide employment and training services. Auxiliary aids and services are available upon request to people with disabilities.**

**TDD/TTY 509-532-3084**

**Industry Sector:** Transportation & Warehousing

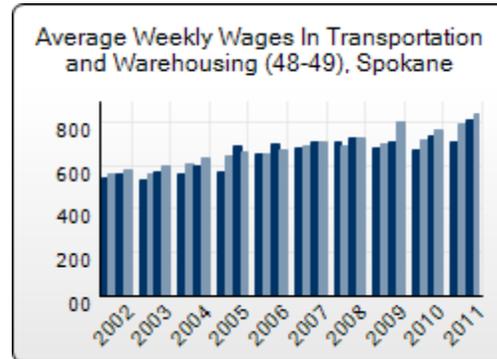
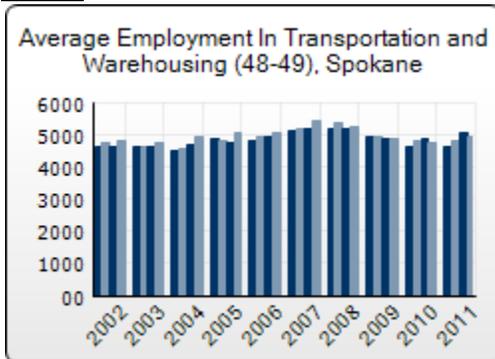
**Date:** January 3, 2013

**Business Services Consultant:** Dirk Vastrick – (509) 532-3038 or [dvastrick@esd.wa.gov](mailto:dvastrick@esd.wa.gov)

## New Opportunities

- Rural Carrier Associate – US Postal Service - WA2353429
- Commercial Class A Driver – Swift Transportation – WA2352693
- Maintenance Tech – Allpak Containers – WA2353307
- Commercial Driver/North Dakota– Falco Energy– WA2352649
- Cement Finisher/North Dakota – Tooz Construction – WA2352364

## Trends



## Wage Information – Top 5 by Number Employed in Sector in Spokane County – Transportation and Warehousing

- Durham School Services – Charter Bus Industry
- Trans-System Logistics – Other Specialized Trucking Long Distance
- TW Transport Incorporated - – Other Specialized Trucking Long Distance
- Spokane Produce – Specialty Food Stores
- US Post Office on Garland – Postal Service

## Noteworthy News

### **Commercial Drivers Should Keep (Valid) Medical Cards Handy**

It has long been the law that commercial drivers must carry their valid medical certificate on their person and produce it when requested. But the latest wrinkle is that roadside enforcement officers are involved in a new initiative launched by the Federal Motor Carrier Safety Administration. And now, officials are calling your doctor's office to verify the validity and accuracy of medical cards on a random basis.

Officers are not required to contact the medical examiner directly. Any authorized staff member may confirm driver's name, date of birth, date of certificate issuance and any restrictions indicated on the card. The agency stresses that the verification was not being conducted to *evaluate* a driver's medical fitness. Rather, this effort is intended to crack down on the use of fraudulent medical certificates.



# Regional Industry Information at a Glance

Industry Cluster: Healthcare

Date: 1/8/13

Business Services Consultant: Heather Davis (509) 532-3134 [Hdavis@esd.wa.gov](mailto:Hdavis@esd.wa.gov)

## New Opportunities

WA2354537	HPS2-FAMILY RESOURCE COORDINATOR	FT/ \$3814.97/MO.
WA2353105	CAREGIVER	PT/DOE
WA2353032	PUBLIC HEALTH NURSE 2 (TB PROGRAM)	FT/ \$4,161.61/MO
WA2353018	SENIOR NETWORK ADMINISTRATOR	FT/\$42,000/YR
WA2333021	NATUROPATH PHYSICIAN	PT/\$50-\$90/HR

## Industry Employment Trends & Observations

Subsectors in a hiring cycle:

- Outpatient Care Centers
- Medical and Diagnostic Laboratories

## Top Occupations:

- Registered Nurses
- Nursing Aides, Orderlies, and Attendants
- Personal and Home Care Aides
- Medical Secretaries
- Child Care Workers
- Home Health Aides
- Receptionists and Information Clerks
- Dental Assistants
- Medical Assistants
- Social and Human Service Assistants

April to June 2012: New Hires 5,168

## Wage Information

Spokane | Percentile Wages for Family and General Practitioners

Occupation	10th Percentile Wage (2011)	Median Wage (2011)	90th Percentile Wage (2011)
Family and General Practitioners (29-1062)	\$40.36	\$55.48	\$90.81

## Education and Training News

### Institution

[Washington State University](#)

[University of Washington](#)

## Other Noteworthy News

[WWAMI \(Washington, Wyoming, Alaska, Montana and Idaho\)](#) was founded in 1971, and is one of the most successful models for medical education in the United States. Each fall, WSU Spokane welcomes 20 first-year undergraduate medical students who immerse themselves in basic science classes. The

## Regional Industry Information at a Glance

students are assigned preceptors, who are local doctors who mentor students in clinical settings for at least a half-day every other week. Students can also choose to do community service work.

Second-year students take classes at the University of Washington in Seattle. In the fall of 2013, second-year students will have the chance to participate in a pilot program and stay in Spokane, which will allow students to take all four years of medical education based in one location.

[Second-year medical education in Spokane.](#)



Third and fourth-year students have the option of coming back to Spokane or attending other Eastern Washington sites to serve some or all of their clinical rotations. Students interested in rural medicine can apply for the "WRITE" program, which allows them to work half of their third year in rural hospitals or clinics.



# Regional Industry Information at a Glance

**Industry Sector:** Finance & Insurance

**Date:** Jan 9, 2013

**Business Services Consultant:** Lynda Evans levans@esd.wa.gov

**Subsectors:**

Banks and Credit Unions  
Credit intermediation  
Insurance carriers

**Top Occupations:**

Insurance Claims Clerks  
Tellers  
Loan Officers  
Customer Service  
Representatives

Insurance Sales Agents  
Securities/ Commodities  
Clerks  
Loan Interviewers  
Claims Adjusters  
Investigators

**New Opportunities**

Multiple positions are offered at [www.Go2WorkSource.com](http://www.Go2WorkSource.com) focusing upon these occupations: Property Claims Specialist, Mortgage Underwriters, Financial Systems Analyst, and Risk Analyst. Consultants and Analysts are in demand both in the Insurance industry and in Banking. Home Loan activity continues to propel a large portion of the hiring in Spokane County.

**Trends**

The fourth quarter 2012 labor market information for Finance & Insurance provided by our Regional Economist, Doug Tweedy, indicates a 2.5% increase in hiring over the same quarter in 2011. This translates to 500 new jobs. Most of these new positions are in, or related to, health insurance. The projection for 2013 follows this trend and we can expect at least a 2.5% increase in 2013 over 2012. During 2012, 30,000 people went to work in the Spokane Metropolitan Service Area. Twenty seven thousand employees changed jobs or replaced other workers, but 3000 job seekers went to newly created jobs. All signs point to steady growth in Finance & Insurance for the coming year.

For more LMEA information use this link:

<https://fortress.wa.gov/esd/employmentdata/reports-publications/regional-reports/labor-area-summaries>

**Wage Information**

“Bright Outlook” occupations for Spokane, WA

*Average wage range*

Financial Services Sales - \$12.84 – \$88.74

Personal Financial Advisors - \$17.22 - \$86.53

Loan Officers - \$20.03 - \$61.68

Financial Analysts - \$20.55 – \$42.87

**Education and Training News**

Although the Insurance Industry is looking for candidates with Property Casualty and Life Insurance Licensing for entry level positions, many companies will underwrite licensing training as part of their hiring package. Having at least one of the required licenses can give the job seeker an advantage.



## Regional Industry Information at a Glance

If you are an employer wanting to hire a great candidate without the required licensing, try the On-the-Job-Training (OJT) programs at WorkSource. We may be able to reimburse you for the cost of training a new employee. Call Lynda Evans, Business Services 532-3175, or email: [levans@esd.wa.gov](mailto:levans@esd.wa.gov)

Industry Sector: Professional & Technical

Date: 1/10/2013

Business Services Consultant: Jeff Miller, (509) 532-3136 or [jemiller@esd.wa.gov](mailto:jemiller@esd.wa.gov)

## New Opportunities

Selected job posting opportunities:

- WA2345000 Manual Lathe Operator (wage \$14 - \$22/hr DOE)
- WA2349367 (wage DOE)
- WA2349561 (salary \$55 - \$80k/yr DOE)
- WA2349562 Associate Product Mgr. (salary \$40 - \$60k/yr DOE)
- WA2319121 Project Mgr. (salary DOE)
- WA2349671 Digital Media Account Executive (salary DOE)
- **WA2346115 OEM Coordinator (wage DOE)**
- **WA2345837 Mfg. Engineering Tech (wage DOE)**
- **WA2290430 Product Design Engineer (wage DOE)**
- WA2353823 PT Master Control Operator (wage DOE)
- WA2354113 Planner (wage DOE)
- WA2354538 Nutrient Sales Consultant (salary \$20k to \$30k/yr+ comm., DOE)
- WA2354577 Local Sales Assistant (wage DOE)
- WA2355433 Local Traffic / Sales Assist. (wage DOE)
- WA2355455 Sales Assist. (wage DOE)
- WA2355648 Mechanical Assemblers (wage to \$14/hr DOE)
- WA2356010 PT Bookkeeper (wage \$10 - \$12/hr DOE)
- WA2356087 Computer Programmer / SW Engineer (salary \$40 - \$50k/yr DOE)

## Industry Employment Trends & Observations

Unemployment fell in the last quarter to 7.8%. Overall other services were up 600, and manufacturing was up 400, professional and business services were down 2900. Locally from quarter 2011 to quarter 2012 there was a decrease in overall manufacturing of 5.6%, or some 1100 jobs; advanced manufacturing saw an increase of 3%, or 700 jobs, and in professional and technical there was overall growth of 1% or 400 new jobs. Total employment saw a net gain of 3000 new job in Spokane county, quarter 2011 to quarter 2012.

Local employer, Hotstart, continues to grow partly due to orders received due to the affects of Super Storm Sandy. The need was for diesel generators supplying engine heaters to Caterpillar, Generac, and Kohler. Hotstart has grown from 166 to 190 in 2012, and is planning an additional 14 staff for 2013. Three of their positions are highlighted in bold above. KeyTronic has seen record growth in their 1<sup>st</sup> quarter of 2013 and expects continued growth in sales this year. Servatron, another local employer, expects 10% continued growth in 2013. And ColMack Industries, located in Colville, has seen a 3 year trend of increased sales ranging from 10% to 40% per year; they expect this trend to continue. This week, Caterpillar displayed their 585,000 square foot warehouse facility to Caterpillar officials, and state and local dignitaries. They've hired 150 personnel, and are running 3 shifts during the week, plus one on Saturday. Area architectural firms have seen improvement in business reflecting their strongest growth in nearly 2 years. Cloud computing firm, 2<sup>nd</sup> Watch, located in Liberty Lake is in its 2<sup>nd</sup> year of business and is expecting triple digit growth; they're hoping to add up to 100 employees in 2013. Moss-Adams, a regional accounting firm, has added 17 partners in 2012, seen a 5% growth in revenue, and has added 100 staff for the year, plus some 50 to 70 interns. They expect to continue this growth into 2013.

## Education and Training News

The WA State Employment Security Dept. continues to provide citizens free computer e-learning opportunities via a company called SkillSoft. All working age residents of Washington are eligible for these no-cost courses. Go to [www.go2worksource.com](http://www.go2worksource.com) and click on 'WOW' free computer e-learning to learn more.