



Spotlight on Service

MAY: VETERAN'S WORK OPPORTUNITY TAX CREDIT

Have you hired a Veteran since November 22, 2011 or plan to in the future?

Are you a business or non-profit corporation?

Did you know you can legally express a preference to hire Veterans?

Would you like a tax credit of up to \$9600?

WorkSource Business Services can help you.

It's called the Work Opportunity Tax Credit (WOTC).

Only two documents are needed and will take less than 20 minutes start to finish.

We will come in person and help you complete the documents.

A quick call to WorkSource can help you determine if your Veteran employee is likely qualified.

Through June 19, you can even retroactively apply for this credit for employees hired on or after November 22, 2011.

Call WorkSource Spokane Business Services Team today for more information on this or other Business Related Services:

WorkSource Business Services Team
130 South Arthur Street
Spokane, WA 99202-2291
509.532.3186
businessoutreach@esd.wa.gov

NEWS WARNING: "A con targeting military veterans is rippling through Washington State, capitalizing on a Veterans Affairs benefit that provides in-home assistance. Eligibility is based on income and service. Unscrupulous 'advisers' are duping some vets into transferring assets into an irrevocable trust in order to appear impoverished and qualify for the benefit. Such a move, however, could tie up a veteran's assets for a decade or more before providing monthly income – and could jeopardize the veteran's eligibility for Medicaid. Meanwhile, the 'adviser' could walk away with a commission as high as \$75,000 for a \$500,000 annuity." – *AARP Magazine, May 2012*

Industry Sector: Transportation & Warehousing

Date: 5/4/2012

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

New Opportunities

- Inexperienced and Experienced CDL A Commercial Drivers – Trans-System Inc – WA2250336
- Truck Driver Seasonal – Confidential Employer – WA2271078
- Baggage Handler – Spokane Intermodal Center – WA2265928
- Ticket Sales – Spokane Intermodal Center - WA2265914
- NW Regional Truck Driver – Spokane Produce – WA2244710

Trends

For April this sector was essentially unchanged in the number of available positions. Long term employment opportunities remain strong due to retirement or disqualification of existing commercial drivers and pilots.

Wage Information – Current Median Wage for Spokane County

- Airline Pilots, Copilots, & Flight Engineers - \$42.75 hr.
- Railroad Brake, Signal, & Switch Operators - \$24.09 hr.
- Railroad Conductors & Yardmasters- \$24.20 hr.
- Cargo and Freight Agents - \$19.97 hr.
- Truck Drivers, Heavy & Tractor-Trailer \$18.99 hr.
- Shipping, Receiving & Traffic Clerks - \$13.32 hr.
- Taxi Drivers & Chauffeurs - \$11.27 hr.

Noteworthy News

Wednesday, April 18, 2012 - WASHINGTON - U.S. Transportation Secretary Ray LaHood today announced an important new safety rule that requires healthcare professionals who perform medical examinations for interstate truck and bus drivers to be trained, tested and certified on the specific physical qualifications that affect a driver's ability to safely operate the vehicle. The final rule also creates a national online database of medical examiners who have completed the Federal Motor Carrier Safety Administration's (FMCSA) certification process.

"Safety is our top priority and requires cooperation from everyone involved, including our medical examiners," said Secretary Ray LaHood. "This new rule will ensure that healthcare professionals conducting exams keep in mind all of the demands required to operate large trucks and passenger buses safely."

FMCSA developed the National Registry of Certified Medical Examiners final rule as part of the agency's commitment to enhancing the medical oversight of interstate drivers, and preventing commercial vehicle-related crashes, injuries and fatalities. This rule addresses four National Transportation Safety Board (NTSB) recommendations on comprehensive training for medical examiners, and tracking of driver medical certificates.

In 30 days, FMCSA will post its uniform training and testing standards for medical examiners at <http://nrcme.fmcsa.dot.gov/>. At that time, health care professionals, drivers, employers, law enforcement officers and the public can review the training standards and sign up to receive updates on the implementation of the rule.



Regional Industry Information at a Glance

By May 21, 2014, all certified medical examiners must be on the National Registry database, and drivers must obtain a medical examination from a certified examiner. Medical examiners that fail to maintain federal standards will be removed from the registry.

Medical examiners perform approximately three million examinations on commercial truck and bus drivers each year. A Department of Transportation medical exam looks at a range of conditions to determine a driver's medical fitness, including cardiovascular disease, respiratory and muscular functions, vision and hearing.

All commercial drivers must pass a Department of Transportation medical examination at least every two years in order to obtain a valid medical certificate, maintain their commercial driver's license, and legally drive a commercial motor vehicle.

***Attn: Hiring Managers ***

If you wish to list a job opening with WorkSource, please call: (509) 532-3186; Fax: (509) 532-3066; or E-mail: BusinessOutreach@esd.wa.gov

If you wish to post your own opening, go to: www.go2worksource.com and click on "Employer Log In Here". Other helpful employer information is available within this section of the website, plus on our local website at www.workspokane.org click on Employer.

If you need wage or Labor Market Information, click on www.esd.wa.gov/employmentdata



Regional Industry Information at a Glance

Industry Sector: Healthcare

Date: 5/7/12

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

New Opportunities

WA2270865	Program Manager 4	\$4,934.50-\$6,943.34 FT/DOE
WA2271062	Public Safety Officer	\$10.00/HR
WA2270530	Registered Nurse	PT/DOE

Industry Employment Trends & Observations

Recreational Therapists demonstrate a short term growth projection of 0.6% and a long term projection of 0.7%.

Wage Information

Median hourly wages are \$21.85/hr with an average annual wage of \$45,438.

Education and Training News

[Therapeutic Recreation Specialists](#) help individuals with disabilities learn skills necessary to develop satisfying leisure lifestyles. Therapeutic Recreation treats conditions which are disabling, and facilitates independent leisure functioning. Recreation is a tool used by health professionals to bring about desired changes in psychomotor and social behavior.

Other Noteworthy News

[Harbor Crest](#), a senior living facility located on Spokane's South Hill, provides transitional living options for seniors.

Imagine a lifestyle where every day feels like a vacation. A home where you are surrounded by an extended family of friends and caring staff. Days filled with entertaining social activities. Or days of quiet relaxation in the privacy you desire. Finally, imagine all of this in a luxuriously appointed, resort-style residence.

At Harbor Crest, all of these amenities and more are available in our full-service senior apartment community. Designed with your comfort and satisfaction in mind, our residence reflects years of experience in, and dedication to, premier senior living.

The residents of Harbor Crest have a passion for giving back. A perfect example are the little wooden toy trucks that are lovingly carved, painted, and assembled 365 days of the year by the Hoo-Hoo Club members. Hoo-Hoo Trucks - so far over 2,000, are given out every year to area organizations and missions. These little trucks are made with so much care and detail, that the trucks will not only survive a child's play time, but can be passed down for years to come as family heirlooms.

Jack, a retired woodshop teacher from Roosevelt Elementary, can be found in Harbor Crest's Wood Shoppe any day of the week, carving toy dump trucks from wood donated by a former Dellwood CEO. Jack and his many helpers, Harbor Crest residents, some family members, Harbor Crest employees and community volunteers, come together every week to paint trucks as a group and share their latest news with each other.

Regional Industry Information at a Glance

The group has grown in numbers since 2007, and continues to increase volunteers as more people become aware of just how much these little trucks can change the life of a child who is without.

Photo of a little boy in Ethiopia who received one of our wooden toy trucks built last year. He's four years old and this is his first toy truck.





Regional Industry Information at a Glance

Industry Sector: Energy, Green Jobs, Construction, Apprenticeships

Date: 05/04/12

Business Services Consultant: Brad Johnson, (509) 532-3152 or bhjohnson@esd.wa.gov

New Opportunities

- Job order WA2265264 Low Voltage Technician/Apprentice, Wage \$12.00 DOE
- Job order WA2250278 Low Voltage Sales Engineer, Wage DOE
- Job order WA2268970 Remodel Carpenter, Wage \$12 DOE
- Job order WA2268573 Seafood Processor, Job is in Alaska
- Job order WA2268104 Painter Helper, Wage \$13-\$15
- Job order WA2270203 Carpenter, Wage \$18-\$20 DOE
- Job order WS405671227 Avista Application/Development Manager, Wage DOE
- Job order WS405670272 Avista, Heavy Equipment Operator, Wage 33.72

For Employers

If you're hiring, please allow me to screen your top candidates to see if they qualify for on the job training or a tax credit so you may reduce your amount owed to the IRS. There is no cost to you or the job seeker. WorkSource helps Spokane Area employers reduce hiring and training costs. Last year WorkSource Spokane reimbursed employers over \$150,000 dollars for on the job training. Call Brad for more details. (509) 532-3152

Industry Employment Trends & Observations

- Labor Market and Economic Analysis information from Employment and Economy says construction employment in Spokane County is down due to poor weather in March and April.

Featured Company Evco INC.

EVCO has been in the sound, video, and communications business since 1969. Based in Spokane, Washington, they are dedicated to provide superior service to the greater Inland Northwest, including: Eastern Washington, Northern Idaho, and Western Montana. In addition to the main office in Spokane, EVCO maintains regional offices in the Tri Cities, WA and Missoula, MT.

EVCO employs 30+ full time staff including: project managers, sales engineers, AutoCad engineer, installation technicians, service technicians, and support staff. They maintain support for the products and systems 24 hours a day, 7 days a week, 365 days a year. They have on-call service personnel and guarantee a response to critical system issues within two hours.

In Spokane, Evco is hiring a Sales Engineer and a Low Voltage Technician Apprentice

Other Noteworthy News

Greater Spokane Incorporated, Associated General Contractors and Community Colleges of Spokane will be hosting the largest "hands on show" for students May 15 and 16. "**Exploring Your Future**" showcases the work of the construction industry, manufacturing technical & higher education, health care, aerospace and other high growth/high demand industries to an audience of **1,800** junior high and high school students. This event is meant to encourage students to explore the employment, educational and apprenticeship opportunities in these high growth/high demand industries.

All of these industries are facing a shortage of skilled young talent. In an attempt to fill the projected career openings over the next 5-10 years, "**Exploring Your Future**" is providing an opportunity for our



Regional Industry Information at a Glance

area students to view the industries and their opportunities first hand. - Employers can still get a booth or be a sponsor. Call Wayne at the AGC 535-0391. Volunteers are also needed to chaperone the students. Call Brad at 532-3152 for more information or to volunteer.

Industry Sector: Manufacturing/Aerospace

Date: 05/07/2012

New Opportunities

[WA2269469](#) – PRESS BRAKE OPERATOR – 40 Hours per week; competitive wages + benefits

[WA2268079](#) - MILLWRIGHT IRONWORKER, 40hours per week; competitive wages + benefits

Trends

There is a current need for skilled workers exceeding that seen in the past. Qualified Machinists, Millwrights, Industrial Electricians and Production Workers are in demand. Companies within the Manufacturing Sector are viewing the current climate as one for growth. Work shifts have been added and expanded over the past few months, and employers are paying for qualified skilled applicants.

Wage Information

As additional job seekers come to our attention, it'd imperative that we share with them Labor Market Information, plus the living wage calculator (<http://www.livingwage.geog.psu.edu/counties/53063>). This information is imperative as job seekers discuss wages with employers, and such gives them a better understanding of the wage they need to survive.

Education and Training News

Every year the Workforce Investment Act (WIA) provides money and resources for training individuals who meet criteria for this program. WIA is designed to assist adults meeting low income guidelines (based on income and family size), and also to help dislocated workers. Dislocated Workers are individuals who've lost their job through no fault of their own due to layoff, downsizing, plant closure or as a result of being a recently separated veteran. Educational funding and support services are typical benefits from this program. WIA also offers an On the Job Training (OJT) component within the program which helps subsidize an employer while the participant learns the job and becomes acquainted with the company and its processes. Compensation for the employer varies depending upon the program year and the defined length of training; such is of significant value to the employer.

In addition to the WIA OJT program, this year there is funding specifically available for veterans. Currently there is an opportunity for five honorably separated veterans to receive On the Job Training. This, combined with the Work Opportunity Tax Credit for Veterans, can make a significant impact on the bottom line for training a new employee.

Other Noteworthy News

Novelis is making the world lighter, brighter and better. Headquartered in Atlanta, Georgia, we are the leading producer of rolled aluminum products in Europe and South America, the number two producer in both North America and Asia, and the global leader in aluminum beverage can recycling. As the world leader in the aluminum recycling of beverage cans, we recycle approximately 40 billion cans each year—enough to circle the globe more than 100 times. This recycled aluminum is primarily utilized by our own rolling facilities to produce new can sheet. This recycling loop can be repeated

Regional Industry Information at a Glance

endlessly because, unlike many other materials, aluminum does not degrade during the recycling process. With industry-leading assets and technology around the globe, we produce the highest quality aluminum sheet and foil products for customers in premium-value markets including transportation, packaging, architecture, electronics and printing.

Our customers include some of the largest and best-known brands in the world, such as:



While a global company—operating plants in 11 countries, with nearly 11,000 employees and reported revenue of \$10.6 billion in the 2011 fiscal year—we are invested in, and committed to, the local communities in which we live and work.

www.novelis.com

Industry Sector: Professional & Technical

Date: 5/07/2012

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

New Opportunities

Selected job posting opportunities:

- WA2261200 Building & Services Mgr. (wage DOE)
- WA2260357 Mechanical CAD Drafter/Designer (wage DOE)
- WA2261277 Security Officer (wage 9.25/hr)
- WA2261850 Applications Developer III (wage DOE)
- WA2261832 Senior QA Engineer (wage DOE)
- WA2261843 Applications Developer II (wage DOE)
- WA2261831 Marketing Analyst (wage DOE)
- WA2262825 Mfg. / Engineering Technician (wage DOE)
- WA2262846 Electrical Engineer (wage DOE)
- WA2262998 Mfg. Engineer (wage DOE)
- WA2264490 CSR (wage is \$14.00 to \$18.00/hr DOE)
- WA2264605 Lean Technician (wage DOE)
- **WA2265003 Anchor/Reporter (wage DOE)**
- **WA2265109 Newscast Producer (wage DOE)**
- WA2265145 Senior Technical Writer (wage DOE)
- **WA2265538 Production Assistant (wage DOE)**
- WA2266746 Research & Development Design Technician (wage DOE)
- **WA2266782 Payroll & Billing Clerk (wage DOE)**
- **WA2267151 Webmaster (wage DOE)**
- **WA2267605 Local Sales Account Executive (wage DOE)**
- WA2267986 Sales Associate (wage is \$9.04 to \$12.00/hr DOE)
- WA2268002 Product Process associate (wage is \$9.04 to \$12.00/hr DOE)
- WA2268078 Residential Maintenance/Handyman (wage is \$14.00/hr to start)
- WA2268057 PT-FT House cleaners (wage is \$10.00/hr to start)
- **WA226807 Mechanical Draftsman/Designer (wage DOE)**
- **WA2268109 Mfg. Engineer (wage DOE)**
- **WA2268127 Mechanical Engineer (wage DOE)**
- **WA2268143 S/W Engineer II (wage DOE)**
- WA2268292 Cost Accountant (wage DOE)
- WA2269425 Technical Sales Representative (wage is \$24k to \$32k/yr DOE)
- WA2269616 Large Truck Tire Technician (wage is \$15.00/hr to start)
- WA2269864 Spare Parts Assistant (wage DOE)
- WA2269911 Electrical Engineering Intern (wage DOE)
- WA2269865 Purchasing Logistics Specialist – Boise (wage DOE)
- WA2270024 PT Full Charge Bookkeeper (wage is \$14.00/hr to start)
- WA2270371 Admin./CSR (wage is DOE)
- WA2270381 Sales/Media Marketing Rep. (wage DOE)
- WA2270596 Sales Account Rep. (wage starts at \$40k base with a 20% to 40% comm..)
- WA2270981 Account Executive (wage DOE)

Industry Employment Trends & Observations

Two local TV stations continue to grow and add staff, highlighted in red above. Matrical, a local manufacturer of automated pharmaceutical drug discovery equipment also continues growth here, highlighted in bold above. Matrical originally began their operation in SIRTI's incubator program, and have become a successful stand alone pharmaceutical equipment manufacturing research and development company here in Spokane.

Wage Information

OLYMPIA – Spokane County unemployment was revised to an estimate of 9.9% in March (preliminary, latest estimate)

Locally, regarding the Professional, Technical, and Scientific fields, there has been an uptick of 400 jobs, the largest one month increase in this sector in two years, according to Doug Tweedy, Spokane's Labor Market Economist.

Other Noteworthy News

AARP's latest monthly newsletter reports for the first quarter of this year 788,000 people 55 and older were hired compared with 385,000 of those younger than 55 yrs of age. The actual breakdown works out to 67% of those hired (55 and older) while 33% of those hired were 25 to 54 yrs of age according to the Bureau of Labor Statistics.