

Spotlight on Service

NEW QUARTERLY FORMAT

News You Can Use

Newsletter Moving to a Quarterly Format

The Business Services Unit at WorkSource Spokane listened to your comments. You said you wanted important business trend information in a concise and timely format.

So we've examined our newsletter and have made some changes beginning with this issue. Our local Labor Market Economist tells us that quarterly statistics are much better at identifying significant employment trends. Accordingly, this is the first issue of the newsletter that will be published in a **quarterly seasonal format** rather than monthly. Our next issue will be our winter issue occurring January 2013.

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 leave comments at <https://www.surveymonkey.com/s/WSSPOKEMPWEB>.

UPCOMING EVENTS FROM WORKSOURCE SPOKANE:

DRC & Meet the Employers – *Sponsored by the Diversity Recruitment Committee* – October 17 at 2:30 PM

Employer Tax & Business Services Workshop – October 19 at 8:30 AM

Workers with Disabilities Job Fair – SCC - October 25 at 10:00 AM

Behavioral Interviewing Workshop – October 28 at 9:00 AM

Veterans Job Fair – Centerplace - November 1 at 9:00 AM

DRC & Meet the Employers – December 19 at 2:30 PM

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

WorkSource Business Services Team

130 South Arthur Street

Spokane, WA 99202-2291

509.532.3186 or businessoutreach@esd.wa.gov

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





Business Services Newsletter – FALL 2012

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: 10 October 2012

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

New Opportunities

- A & R Environmental – Local Truck Driver – WA2324460
- Railroad Construction Crew member – Eastern Washington Gateway Railroad – WA2323940
- Dockworker – Estes Express – WA2320288
- Office Installation Service & Warehouse Technician– DeVries Business Records– WA2320689
- Delivery Truck Driver – Bastien Trucking – WA2319338

Trends



Wage Information – Top 5 by Number Employed - Standard Occupational Classification Titles for Spokane County in This Industry Sector (*Estimated employment)

- Truck Drivers, Heavy & Tractor Trailer – 1369 employed* - Median \$39,584
- Laborers & Freight, Stock, & Material Movers – 664 employed* - \$24,648
- Aircraft Mechanics & Service Technicians – 345 employed* - \$47,316
- Truck Drivers, Light or Delivery Services – 297 employed* - \$26,328
- Bus Drivers, School – 277 employed* - \$27,416

Noteworthy News

FMCSA Compliance, Safety, Accountability (CSA) Program – Questions Abound

The US House of Representatives Small Business Committee Chairman Sam Graves has raised significant questions regarding the viability of the CSA regulations and their results. “I appreciate the FMCSA announced changes that it believes will improve the CSA program, but I am troubled that the changes do not address the (committee’s) concerns.” This was part of a letter sent August 31st by Rep. Graves to FMCSA Administrator Anne Ferro. “How does FMCSA account for the fact that multiple separate analyses of the program...found weak or no correlations between certain high BASICs scores and crash risk, and still stand by the statements made by FMCSA that all high BASICs scores are correlated with crash risk?” asked Rep. Graves.

Meanwhile, in a letter to transportation trade journals, the Alliance for Safe, Efficient and Competitive Truck Transportation (ASECTT) continues to insist that CSA is flawed. Transplace CEO and ASECTT Chairman Tom Sanderson refutes Ferro’s claim that last year’s 5% reduction in truck-related fatalities was the result of an effective CSA. He asks, “who should get the credit for the 12% decline in 2008 and

Regional Industry Information at a Glance

the 20% decline in 2009 – before CSA’s implementation?...The trucking industry and professional truck drivers are responsible for the tremendous safety improvement not just since 2008, but going all the way back to the dawn of deregulation of the trucking industry.” He cites the following numbers since deregulation as evidence: 83% more trucks running 163% more miles involving fatalities claiming 45% fewer lives and 79% fewer fatalities per 100 million miles.



Regional Industry Information at a Glance

Industry Sector: Energy, Green Jobs, Construction, Apprenticeships

Date: 10/08/12

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

New Opportunities

- Job order WA2324595 Installer of Industrial Equipment, Wage \$15.00-\$18.00 DOE
- Job order WS412973527 Knight Construction, Journeylevel Electrician, Wage DOE
- Job order WA2303286 Logger, Wage \$18.00 per hour
- Job order WS4412959387 Avista Corp, Control Engineer G & P Engineering, Wage DOQ
- Job order WS407558418 Avista Corp, Security Engineer (Compliance), Wage DOQ
- Job order WS 413330591 Avista Corp, Customer Services Representative Flex II, Wage \$13.49-\$24.81.

For Employers

Want to reduce your hiring and training costs? Use WorkSource's on the job training reimbursement program to help train the right person. When you make a hiring decision, let me screen your new hire before he/she starts work. If the new hire is eligible for the Workforce Investment Act (WIA), Worksource will reimburse 50% of the wage for the first 240 hours. Last month, 10 Employers took advantage of our on the job training program. WorkSource also will provide WorkKeys' testing to assess your prospective employee's math, reading and location information skills at no charge to you. Call Brad at 532-3152.

Industry Employment Trends & Observations

- Labor Market & Economic Analysis information from Employment and Economy shows construction employment in Spokane County up 200 jobs from August 2011 to August 2012.

Other Noteworthy News

There were 18 enrollees in the pre-apprenticeship class that meets Monday and Tuesday nights at the Inland Empire Electrical Training center. They'll earn 10 CPR/First Aid, Flagging Certification and Forklift Certification after completing the 10 week class. The 18 enrollees will be applying for apprenticeships in the following 10 trades: Carpenter, Electrician, Cement Mason, Painter, Truck Driver, Iron Worker, Heavy Equipment Operator, Pile Driver, Laborer and Mechanic.

Another class that may start in January, 2013. This class will be only open to females and minorities as it's funded under a grant from the Washington Department of Transportation. This will be also a 10 week program with graduates earning, OSHA 10 CPR/First Aid, Flagging Certification and Forklift Certification. Women and people of color are encouraged to apply. For anyone who is interested in learning how to apply to this apprenticeship program, please my number at the top of the page.

The Wall Street Journal reports that companies are using computer modeling to make decisions whether a job seeker should be interviewed. Spending on talent- management software is up 15% in 2012. Evola Inc., a San Francisco start up is so advising Xerox in order to reduce their turnover at their call centers. The data reveals that if a person lives near a job, has reliable transportation, uses one or more social



Regional Industry Information at a Glance

networks (but not more than four), is not overly inquisitive or empathetic (but is creative), then this person will stay on the job.

Companies are using the statistical approach to reduce manager's biases, and to reduce applicants likely to get injured or abuse workers' compensation.

Regional Industry Information at a Glance

Industry Sector: Healthcare

Date: 10/8/12

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

New Opportunities

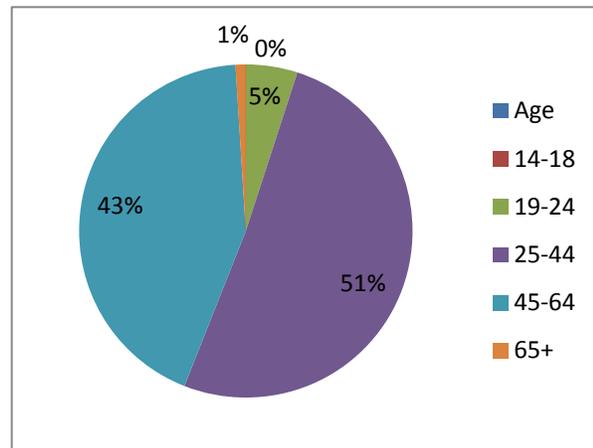
WA2326988	CASHIER	FT/\$9.04 - \$12.00
WA2326910	HOUSING COUNSELOR ASSISTANT	FT/ \$2,083.00
WA2325567	HOUSING COUNSELOR	FT/ \$2,249.00
WA2324950	DIETARY AIDE	PT/ \$9.04 - \$13.66

Industry Employment Trends & Observations

Medical Equipment Preparers

O*Net Code 31-9093.00

Occupation Facts	
Annual Openings Estimate (2012)	4
Related Completions (2010)	242
Current Job Postings	1
Gender	
Male	4%
Female	96%
Age	
14-18	0%
19-24	5%
25-44	51%
45-64	43%
65+	1%



Wage Information

Spokane Percentile Wages for Physical Therapist Assistants (31-2021) and Physical Therapist Aides (31-2022)

Occupation	10th Percentile Wage (2011)	Median Wage (2011)	90th Percentile Wage (2011)
Medical Equipment Preparers (31-9093)	\$10.20	\$14.37	\$19.63

Education and Training News

Total Completions
207

Institutions

Education and Training News

Total
Completions
207

[Spokane Community College](#)

[Carrington College-Spokane](#)

Other Noteworthy News

The logo for the Washington Nursing Action Coalition, featuring the word "Washington" in white on a blue background, followed by "NURSING ACTION COALITION" in white on a dark blue background.

The Washington Center for Nursing (WCN) and the [Washington Health Foundation](#) (WHF) are leading the **Washington Nursing Action Coalition (WNAC)**, Washington's initiative to implement the [national nursing recommendations](#). Under the Campaign for Action, Washington joins a group of 48 states to implement the Institute of Medicine's (IOM) national blueprint for ensuring that all Americans have access to high-quality, patient-centered care in which nurses contribute as key partners in transforming the system. By 2012, the Regional Action Coalition (RAC) approach is expected to move into all 50 states.

The **Washington Nursing Action Coalition** will bring together a diverse group of stakeholders from a variety of sectors. They will focus on developing a strategic plan for implementation that includes identifying the key work for Washington State, capturing best practices, determining research needs, tracking lessons learned and identifying replicable models. This work will build on previous efforts in Washington, such as the [Master Plan for Nursing Education](#), the regional meetings on the Nurse of the Future held by WCN across Washington State in 2010, and WHF's [Healthiest State in the Nation Campaign](#).

Work in progress:

The Robert Wood Johnson Foundation's Academic Progression in Nursing grant was awarded to WCN to help enhance nursing education. Washington Center for Nursing will receive \$300,000 over two years to continue the Washington Nursing Action Coalition work. The grant will help implement the IOM's recommendation to increase the percentage of nurses with a BSN or higher degree to 80% by 2020.

The support from RWJF's APIN program means many exciting changes for Washington. Take a look at our [Question and Answer](#) document for an outline of specific goals we, and our partners, will help meet.

If you would like to participate in this work or receive updates on our progress, please [let us know](#).

Work completed:

Finalized Steering Committee

Statewide conference.

October 7 2011

Focus group work

Leading Change, Advancing Health: [Statewide Conference on IOM Recommendations](#) (October 7, 2011).

IOM Recommendations for Nursing: Yakima Valley Responds. Event hosted by Heritage University July 28, 2011: [Download presentation slides above right \(Large file\)](#). Read a [blog entry](#) on the event. [Participation in RWJF training and meetings with WA congressional delegation in Washington, D.C. in June 2011](#)

Identification of focus areas for Washington - **Recommendations 2-7 of the IOM Report:**

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Implement nurse residency programs
- Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020
- Double the number of nurses with a doctorate by 2020
- Ensure that nurses engage in lifelong learning
- Prepare and enable nurses to lead change to advance health

Although there are some areas in Washington where new Registered Nurse (RN) graduates are having difficulty finding jobs and hospital nurse vacancies are down, **this is not an indication that the nurse shortage is over**, as has been erroneously stated.

The nurse shortage is not over—we have a temporary situation in Washington due to our economic situation

National recruiters are reporting an increase in RN vacancies

Washington continues to be among the lowest in the nation for ratio of RNs to population: 789 per 100,000 population compared to the national average of 824.

Care is more complex in every setting—hospitals, home, skilled nursing facilities, ambulatory care, and clinics or the Foster Pepper [Health Care Practice Group](#).

WHAT ARE THE FACTS?

Washington's RN shortage is not over: Hospitals report a 3% RN vacancy rate overall, especially in specialty areas such as critical care, labor & delivery, and the operating room.

But it's challenging for new RN graduates:

- Hospitals are giving hiring preferences to experienced nurses.
- There are fewer Transition to Practice ("residencies") programs to help new graduates move into their first jobs
- More employers are giving preference to hiring only nurses with a BSN or higher because of the complexity of patient care.



Regional Industry Information at a Glance



Regional Industry Information at a Glance

Industry Sector: Professional & Technical

Date: 9/10/2012

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

New Opportunities

Selected job posting opportunities:

- WA2317687 Senior Financial Analyst (wage DOE)
- WA2318684 (wage DOE)
- WA2318883 Sales Application Engineer (wage DOE)
- WA2318740 Forest Inventory Mgr. (wage DOE)
- WA2319121 Project Mgr. (wage DOE)
- WA2320004 Engineering Mgr. (salary \$50k to \$75k/yr DOE)
- WA2320013 Mechanical Designer/Engr. (salary \$48k to 455k/yr DOE)
- WA2322963 Electrical Controls Engineer (wage DOE)
- WA2320190 Mfg. Assembler (wage DOE)
- WA2320664 Water Treatment Prod. Laborer (wage 415.50/hr to start)
- WA2320678 Maintenance Mechanic (wage \$20.00 to \$22.00/hr to start DOE)
- WA2321909 S/W Support Engineer (salary \$32k to \$54k/yr DOE)
- WA2322898 Production Worker (wage is \$9.25/hr to start)
- WA2323915 Design Drafter (wage DOE)
- WA2324479 Scheduler (wage DOE)

Industry Employment Trends & Observations

Omega Pacific, a West Pains employer who manufactures outdoor climbing, rescue, and mountaineering equipment is currently recruiting for production workers (WA23228985), an Engineering Mgr. (WA2320004) plus a mechanical Designer/Engineer (WA2320013).

Air Washington

Aerospace Manufacturing Preparation "AMP"

Program dates: January 2, 2013 - March 14, 2013 and April 1, 2013 – June 14, 2013

The AMP program prepares students for entry level careers in aerospace manufacturing. This 11 week course stresses workplace readiness skills, technical skills and the soft skills required to be successful in manufacturing today.

The class meets Monday through Thursday from 7:30-2:00 (3:00 for ESL students needing aerospace vocabulary support) as well as, five Friday's (TBD) during the quarter for industry certification training. Due to the length of the program and industry requirements, attendance is mandatory and one absence is allowed to receive certification. Program Costs: \$472 (This includes supplies, materials, books, parking pass and a \$2 student ID card).

If you have questions, please feel free to call: Mary Stanton, with Air Washington/Community Colleges of Spokane. She is the Aerospace Industry Navigator available either at 509-532-3108 (WorkSource Spokane) or 509-533-8460 (Spokane Community College).

Wage Information

OLYMPIA – Washington’s construction industry led all sectors in employment gains in August, 2012 with a seasonally adjusted estimate of 1,900 jobs, contributing to a net gain of 3,900 construction jobs since August 2011. These and other job estimates are detailed in the latest report from the Washington State Employment Security Department. The preliminary, seasonally adjusted unemployment rate for August was 8.6 percent. For the second year in a row, the employment estimates for the leisure-and-hospitality industry and the wholesale-trade industry showed unusually large losses for August. They contributed to an estimated net loss of 1,100 nonfarm jobs across the state. In addition to construction, the industries with the most seasonally adjusted job gains in August were manufacturing, up 1,500 jobs; financial activities, up 1,200; education and health services, up 500; and government, with an estimated net gain of 300. Wholesale trade dropped an estimated 2,600 jobs; leisure and hospitality lost 2,300; retail trade shed 1,600 jobs; and professional and business services lost 200. Within the government sector, federal employment in Washington grew by 1,800 jobs, state agencies lost an estimated 900 jobs, public higher education declined by 100 jobs, K-12 schools added 500, and local government lost 1,400.