

CEO HIGHLIGHTS

March 2018

Thank you Note for Kind and Professional Staff... *“Recently, I move to Tumwater from Tacoma. I am in process of looking for employment closer to my new location. I found WorkSource Thurston County online and drove there for the first time yesterday. Because of the professional and kind manner in which I was assisted by the staff at WorkSource, I asked for their supervisor's contact information. When you are a mature unemployed woman who is pretty much overlooked in the job market in general, it was a like a ray of sunshine to be greeted by Olesa at the front desk when I first arrived. Later, Tristan greatly helped me navigate my way through the process of being plugged into the system so that I was up-to-date. Tristan was patient and respectful, far more than other staff at other WorkSource locations I have visited in past. Job hunting, as I am sure you are aware, is very grueling and impersonal. People are often treated like inanimate objects during the process of locating a place of employment that is a good match. I'm glad that is not the case at Thurston County WorkSource. You have excellent employees who help make job hunting less callous and antiseptic.”*

Senator Murray and the Year of the Spouse... In its last year, Camo2Commerce will intensify focus on support for military spouses. Helping them gain skills and find employment helps stabilize the family and is a helpful service to active duty personnel. Helping launch the new focus Senator Murray visited JBLM and then spoke with spouses about their experiences. She asked what suggestions they would make to help them prepare for and keep employment. The new WorkSource AJC @JBLM will be a place of resource for not just spouses, but entire families. Special programming is being designed specifically of interest to spouses. One such event was a Mentoring Event for spouses.



Darlene Wilczynski, Federal Reserve Vice President, Seattle Regional Executive, sent this note after she made her presentation, *“The team you have assembled to do this (Camo2Commerce) work are truly inspirational. They have a calling and you can see it on how they interact with each other and their clients. As you know the spouses and veterans are incredible as well. The work you are doing has wide-ranging positive impact both for these people and our community. We are lucky to have your leadership and forward thinking to make it all work. Thank you for all that you do.”*

CEO Fambles appointed to Governor’s Poverty Reduction Work Group... The Work Group goal is to significantly reduce the number of Washington households living in poverty. Using data, research and the voice of the people affected, the Work Group will examine:

- the root causes of poverty in communities across the state,
- how poverty manifests itself in the daily lives of our citizens,
- the effects of inter-generational poverty, and
- how we can aid individuals and families in exiting poverty

TRL Partnership with WorkSource... *“An AmeriCorps volunteer at the Shelton WorkSource approached library staff about getting some volunteer hours in at the library as a computer helper. He filled out the volunteer paperwork and was trained and scheduled to work during Saturday open hours. He put up flyers about WorkSource jobs and computer classes on jobs board and that one patron found his number that way. He has been working with him on her job search at WorkSource. Another man who was having a difficult time with computers first met him at the library and has been going to WorkSource for help on week days now that he sees a familiar face and trusts the help he's getting.”*

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High Impact Community Grant Awards...PacMtn announced awards for the High Impact Community Grant Program. These grants are for Youth and Young Adult Employment Preparation and Training in Highly Rural and Remote Areas. A **total of \$50,000** will be awarded to 11 projects throughout the region. Collectively, the projects are expected to support career connected learning experiences for over **280 youth** throughout the region. The projects were selected by a review committee from 17 total submissions. The following table indicates the projects selected:

| County | Organization | Award | Programming |
|--------------|----------------------------------|---------|--|
| Grays Harbor | Grays Harbor Youth Works | \$5,000 | Providing at least 20 youth transportation to career exploration days |
| | The Arc of Grays Harbor | \$5,000 | Summer internship/employment program for at least 6 youth |
| Lewis | Pinchot Partners | \$5,000 | Extending on-site Discovery Team program by 1 week for 7 students |
| | White Pass School District | \$5,000 | Supporting 21 students in forestry, life science, and hospitality/tourism focused Discovery Team |
| Mason | Hands-On Personal Empowerment | \$5,000 | Summer job training program for up to 25 at-risk youth using farming/agriculture |
| | Pacific Education Institute | \$5,000 | Career and Technical Education forestry course development for local high schools |
| Pacific | Big Brothers Big Sisters | \$5,000 | Workplace readiness essential skills training in food production for up to 10 youth |
| | Career 911/ Grays Harbor College | \$2,500 | Mock conference and career exploration in health care industry for up to 100 youth |
| | Pacific Education Institute | \$2,500 | Career and Technical Education forestry course development for local high schools |
| Thurston | Jobs For Washington's Graduates | \$5,000 | Employment readiness training and job placement for at least 60 out-of-school youth |
| | Thurston Conservation District | \$5,000 | Supporting South Sound GREEN career exploration in life sciences, forestry, and agriculture for 75 youth |

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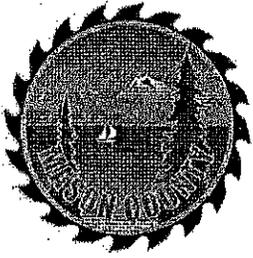
WA Apprenticeship Coordinators Qtrly Report... Workforce Councils each quarter submit a statement of activity to Employment Security (ESD) about the work we are doing to promote apprenticeship as a training model. This past month we received this note back from ESD: *“This level of activity should really impress our colleagues. Thanks to your good offices and a few others, we are submitting a superb report to WSATC this afternoon. We are fortunate to have such good staff and programs in place. Keep up the excellent work!”*

New Olympia-based Podcast, “Talent Magnet” now available on iTunes, Google Play or at the Thurston Chamber website...the new podcast is brought to you by PacMtn B2B contractor. It helps businesses become talent magnets by focusing on recruitment, training, and retention best practices. Hosts are Michele Winn and Sytease Geib from the Thurston County Chamber. Check them out!

PacMtn staff give 168 Community Service Hours in 2017...staff contributed time and energy in a variety of communities with a diverse set of projects including those that benefited schools, mentored youth, raised funds for worthwhile projects, worked in food banks, served the homeless and helped make the holidays more special for those in need. We are proud of not only the professionalism and competency of staff, but of their huge, compassionate hearts!

Economic Development Board (EDB) for Tacoma-Pierce County recognizes Camo2Commerce... and the creation of the WorkSource site at Joint Base Lewis McChord (JBLM) as one of its "Excellent 10" award recipients during its annual meeting on Thursday at the Greater Tacoma Convention Center. The EDB's annual Excellent 10 awards seek to recognize 10 economic development projects that made a positive impact on the local economy and were either worked on or completed between January and December of the previous year.

Mason County Public Works Utilities Internship Program Plan... see the attached announcement for an internship program that will provide job training opportunities to local youth between the ages of 18-24 years old with a high school diploma or GED participating in the ResCare Work Program and are interested in water and/or wastewater operator careers.



MASON COUNTY DEPARTMENT OF PUBLIC WORKS

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SHELTON, WASHINGTON 98584

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January 24, 2018

MASON COUNTY MISSION

The mission of Mason County Government is to provide essential & mandated services which will preserve & benefit the health, safety & welfare of the general public in a professional and courteous manner through the effective and equitable management of available public resources.

Mason County recognizes that its employees & volunteers are the foundation upon which these services are provided.

Subject: Mason County Public Works Utilities Internship Program Plan

This document outlines an internship program that will be utilized by Mason County Public Works Utilities to provide job training opportunities to local youth interested in water and/or wastewater operator careers. This program will be reviewed and approved by Public Works Management (County), Arbor E&T, LLC dba ResCare Workforce Services, and Teamsters Union Local No. 252 (Union) prior to implementation. The program will be discontinued at any time if requested by the Owner, Contractor, or Union.

Program Participants

County – Mason County Public Works Utilities owns and operates the Rustlewood water and wastewater systems, North Bay/Case Inlet wastewater system, Belfair wastewater system, and the Beards Cove water system. The systems are operated and maintained by a staff of six operators and a water and wastewater manager. The Deputy Director of Utilities is responsible for the overall administration of the utilities.

Arbor E&T, LLC dba ResCare Workforce Services (Arbor) – Arbor is a local service organization that provides job training and finds work experience opportunities for youth in the area. Arbor will be the employer for the interns and pay for their wages and all L&I costs.

Union – Teamsters Union Local No. 252 represents the operators that work at Mason County Public Works Utilities.

Interns – Local youth between the ages of 18 – 24 with a high school diploma or GED participating in the ResCare Work Program. Interns will work 8 hours (7 AM – 3:30 PM) a day, 3 – 5 days a week, for 3 – 7 weeks depending on available funding by Arbor.

Intern Work Plan

The previous Friday the water and wastewater manager will identify the locations and operators the interns will be assigned to the next week as well as any specific tasks to complete. Most of the time interns will be assigned to existing operators who they will shadow and assist with tasks. The goal is to provide the intern with experience in operation and maintenance of water and wastewater systems.

The water and wastewater manager may also assign specific tasks to the intern that will be overseen by either an operator or the water and wastewater manager. There will always be at least one operator at the same physical location as an intern although they may be completing separate tasks.

Interns will start the day at 7 AM at Belfair Assembly of God Park and Ride (23632 NE St Rte 3, Belfair, WA 98528) and finish at 3:30 PM there. A half hour lunch is included and interns are to bring their own lunch with them. Allowable work days are Monday through Friday, excluding holidays.

Selection of Interns

ResCare will provide the County with a list of potential intern candidates along with the all necessary background information. The County will review candidate information and conduct interviews and testing of the candidates the County is interested in. The County will then work with Arbor to schedule the days and weeks the interns will work and make sure they are prepared to work.

Introduction and Safety Training

Prior to any Intern working on-site, they will need to complete utility specific safety training put on by the County. The Deputy Director will be responsible for administering this training and ensuring that interns have the knowledge to work safely for the benefit of the interns and the existing operators. For efficiency the Deputy Director may put the training on for multiple interns at one time even if some of those interns do not start work until later in the season. It is expected this training will take half a day and will be conducted at the Public Works Administration Building (100 W. Public Works Drive, Shelton, WA 98584). It will also include a field visit to the Rustlewood water and wastewater systems. The County will provide transportation to and from the Rustlewood Systems for the interns.

Intern Work Clothing and Safety Equipment

Interns will need to provide work boots, safety vest, and their own rain gear provided by ResCare or themselves. The County will provide two high-visibility T-Shirts to the interns. Work gloves and any other safety equipment needed by the intern to perform work tasks will be provided by the County.

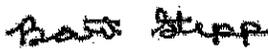
Workplace Safety

The parties recognize that Arbor is only providing work experience participants and has no control over the job site. The County shall be responsible for all workplace safety, and shall, to the fullest extent permitted by law, indemnify and hold Arbor, its officer, directors, managers, agents, and employees harmless from any and all injuries and damages to persons or property, including death, and including all reasonable attorney fees and costs, related to: 1) any violation of workplace safety laws and regulations; and 2) any intentional or negligent act or omission of the County, their respective officers, directors, managers, agents, or employees.

Intern Performance Review

At the completion of the internship, the Intern will sit down with the water and wastewater manager and/or Deputy Director to discuss the intern's work performance. The water and wastewater manager will complete the Arbor Trainee Progress/Evaluation Report and provide a written copy to the intern at this time. A copy of the evaluation report will also be sent to Arbor.

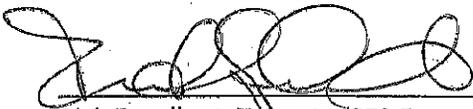
Approval Signatures:



3/20/18

Bart Stepp, Deputy Director/Utilities and Waste Management

Date



3/21/18

Rick Engelhart, Teamster 252 Representative

Date



03/20/18

Matt Sneed, Regional Director, Arbor E&T, LLC dba ResCare Youth Services

Date