

# EASTERN WASHINGTON PARTNERSHIP

## REGIONAL/LOCAL WORKFORCE PLAN PROGRAM YEARS 2020-2024

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For the implementation of the  
Workforce Innovation and Opportunity Act  
Adopted

By the  
Workforce Development Council  
Workforce Development Area 10

## PROLOGUE / INTRODUCTION

The Workforce Innovation and Opportunity Act of 2014 amends and reauthorizes the Workforce Investment Act of 1998, supporting the nation's and local employment services, workforce development, adult education, and vocational rehabilitation activities. The bill also reauthorizes and enhances the Adult Education and Family Literacy Act and amends the Wagner-Peyser Act of 1933. Activities within the workforce development system will be guided by and responsive to local economic and employment needs. The Workforce Development Council is given authority and responsibility to provide direction to service providers and partners that assist customers in obtaining training and employment. This plan will provide a roadmap for the Eastern Washington Partnership Workforce Development Council to craft policies and inform funding decisions affecting workforce development activities.

Workforce Development Area 10 is comprised of nine counties in Washington, including Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla and Whitman. These counties are located on the extreme eastern border of the state, reaching from Canada to Oregon along the Idaho border. The northern counties are mountainous and timbered. The central and southern counties are primarily agricultural. The area is over 14,000 square miles in size, approximately 21% of the state, yet only 3% of the state's population resides there.

The WDA's diversity, in terms of its geography, resources and demographics make it unique among other workforce areas in the country. Within the area there are sub-regions with distinctly individual identities, different natural resources and singular economies. Each sub-region has some of its own key industries with discrete workforce training needs. Labor markets vary within the area and are determined by resources unique to each region. Natural resources such as timber production and mining historically have been drivers of the economy in the northern counties. Wheat, grain and specialty agricultural crops have determined the labor needs in the south. Wind generation farms and companies with new products like Columbia Pulp are emerging in the southern counties. Intellectual capital has contributed to the prosperity of the central region.

While recognizing internal differences, the nine counties and sub-regions also share many industry and labor features. Common across nine counties and emerging as an economic driver are industries that manufacture an array of goods, including food processing equipment, aluminum boats and high tech electronic instruments. The process of turning agricultural crops into foodstuffs is also considered part of the manufacturing sector. All counties export goods or services to a greater or lesser degree. These include agricultural items such as wheat, garbanzo beans, peas, lentils and wine. Manufactured durable goods are exported and include aluminum boats, air conditioning equipment and durable computers and precision measurement equipment. Washington State University, located in Whitman County, has been a research and development hub for many innovative industries, some of which now do business and provide technological services worldwide. It might be surprising to learn that WDA 10, made up of nine sparsely populated counties, contributes significantly to the state's economy and is remarkably affected by world economics.

The local board has considered both commonalities and diversities as this plan for workforce development has progressed. Research for the plan included collecting information about the area's key industries and the occupations that are emerging and those that show promise of growth. Contributors studied the characteristics of the local workforce and how that fits into key industries' needs. The board surveyed government and economic development initiatives to ascertain how those entities might coordinate with workforce development issues. Input was sought from leaders throughout the nine counties. Sources included representatives from business, labor, education, community-based organizations, economic development councils, social service organizations, Employment Security Department, elected officials and the general public.

## Board Structure

The Eastern Washington Partnership (EWP) Workforce Development Council (WDC) is a 19-member volunteer board of directors, a majority of whom are from the private sector. The Regional Board of Local Elected Officials is made up of one county commissioner from each of the nine counties. The members of the WDC are appointed by the Regional Board. In addition to the WDC and Regional Board, the organization includes WDC staff and the following committees (comprised of WDC and Regional Board members): Executive Board, Administrative Committee, Quality Assurance Committee, and the Business Services Committee. The Youth Committee is comprised of WDC members and members of the larger community who have a special interest in youth. Federal funding, funneled through the Washington State Employment Security Department, is distributed to the WDC and contracted out to different service providers. Once contracts are awarded, they are tracked and monitored by WDC staff to ensure that program goals and objectives are being met.

This plan is a product of extensive research that includes broad representation across nine counties. It is in alignment with the state workforce board's *Talent and Prosperity for All*. The WDC vision, mission, goals, objectives and strategies will guide workforce development efforts for the Eastern Washington Partnership for years 2020-2024.

## SECTION I

### Regional Designation

- Workforce Region Name:

Eastern Washington Partnership Workforce Development Council

- Workforce Development Area Name and Number:

Eastern Washington Partnership WDA 10

- County or Counties Comprising Service Delivery Area:

Asotin  
Columbia  
Ferry  
Garfield  
Lincoln  
Pend Oreille  
Stevens  
Walla Walla  
Whitman

- Fiscal Agent/Entity Responsible for the disbursement of grant funds:

Rural Resources Community Action  
956 South Main St  
Colville Wa 99114

## **SECTION II**

### **VISION AND GOALS**

#### **EASTERN WASHINGTON PARTNERSHIP WORKFORCE DEVELOPMENT COUNCIL**

##### **VISION STATEMENT**

The Eastern Washington Partnership workforce development system is widely recognized as a rural model for the delivery of high quality, customer-focused workforce training, education, and employment services.

##### **MISSION STATEMENT**

The mission of the Eastern Washington Partnership Workforce Development Council is to design and oversee a system which effectively meets the workforce development needs of employers, workers, job seekers, and youth.

### **WDC Goal #1**

#### **Integrated Service Delivery**

**Goal:** Eastern Washington's WorkSource partners provide an integrated service delivery system that aligns available resources to seamlessly address the needs of both job seekers and businesses.

**Objective 1a:** The WorkSource partners' leadership team will identify and work to eliminate agencies' policies and practices that inhibit optimal customer service delivery.

##### **Activities :**

- WorkSource partners periodically review and update a Memorandum of Understanding that clearly defines the services that will be provided by each partner as well as their individual and shared roles and responsibilities.
- The WorkSource leadership team will meet at least two times a year to review progress and to consider areas for improvement.
- Staff at all levels will receive training on the performance outcome requirements for each of the partners.

**Objective 1b: The WorkSource service delivery model is customer focused.**

**Activities :**

- The WorkSource partners' leadership team will continually monitor service delivery processes and communicate with other partners regarding shared customers, as permissible, in order to provide customer-focused service delivery to all.
- Standardized analysis will be used to measure basic skills levels. This information will be used throughout program participation to measure skills gain.
- Use business service teams to develop strategies to provide marketing and outreach services in a cohesive and non-duplicative manner.

**Objective 1c: Individuals engaging the WorkSource system at any level will have access to a broad mix of services that can put them on a pathway to self-sufficiency.**

**Activities:**

- Targeted populations seeking services from programs such as WorkFirst, vocational rehabilitation, adult basic education, veterans programs, dislocated workers and others will be informed of the full array of services offered by WorkSource partners.
- Partners will develop a career pathways model for customer services using customer-focused principals.
- WorkSource partner staff will be trained to assess and respond to the special needs of the 14 target populations identified by WIOA and the Governor.
- Partners will explore and evaluate apprenticeship and pre-apprenticeship opportunities for the region.

**Objective 1d: Job seekers will be offered technology resources they can use to enhance their job readiness and job search skills.**

**Activities:**

- Job seekers will be assessed on their knowledge and skills in the use of and access to technology.
- WorkSource staff will offer training to customers on utilizing technology resources to achieve their employment goals.
- Accessible technology resources will be available to all customers.

**WDC Goal #2**

**Youth and Young Adult Services**

**Goal: Youth and young adults will have the basic educational skills, workplace skills, knowledge of career and available resources that are necessary for them to succeed in education, post-secondary and other advanced training, and employment.**

**Objective 2a: Through in-depth assessment, assist youth and young adults to better understand their knowledge, skills, and abilities.**

**Activities:**

- Use CASAS or other basic skills assessment tests to determine any need for basic skills training to be coupled with other services.
- Assist youth and young adults to identify their interests, aptitudes, and career opportunities.
- Inform youth about high demand/high skill occupations with an emphasis on such opportunities that are available within the region including apprenticeship and pre-apprenticeship opportunities.
- Youth and young adults with marketable skills will be introduced to WorkSource Basic Services

**Objective 2b: Provide realistic options for out-of-school youths who are high school dropouts to engage in a program that can lead to a high school diploma or GED.**

**Activities:**

- Increase the coordination between WIOA youth service providers and high school diploma and equivalency programs to offer youth and young adults the comprehensive services available.
- Match out-of-school youth and young adults to mentoring that can provide personal support for the students.

**Objective 2c: Develop more work experience opportunities in the private and public sectors for older youths.**

**Activities:**

- Assure that WorkSource business services team members introduce the possibility of youth internships and OJTs as they provide business outreach.
- Develop youth work experience opportunities for youth and young adults with little or no work experience.
- Explore the opportunities for internships or job shadowing.

**Objective 2d: Provide opportunities for youth and young adults to gain transitional skills during the course of their participation in the program**

**Activities:**

- Measure the gains that participants are making during their participation in basic skills programs.

- Provide pre-employment training for youth and young adults that can lead to competencies in completing job applications, developing job resumes, interviewing skills, and other soft skills that will prepare them for their job searches.
- Assess the youths' financial literacy knowledge and offer training as necessary.
- Request evaluations from work sites offering work experience opportunities that measure work maturity progress (attendance, punctuality, attitude, etc.) during the course of the placement.

## **WDC Goal #3**

### **Business Services**

**Goal: Businesses will be informed about the services and resources available to them through the WorkSource system.**

**Objective 3a. WorkSource business services teams will identify the best and most efficient approaches to delivering services to businesses.**

**Activities:**

- WorkSource partners will participate in business service delivery using a customer-focused model.
- Professional marketing materials will be available to provide clear information for employers about the variety of services offered through WorkSource.
- Develop and maintain social media presence (Facebook, Twitter, etc.) to expand the visibility of WorkSource services to both employers and job seekers.
- Staff will be proficient in the various technology options and resources available to enhance the WorkSource experience for businesses.

**Objective 3b: WorkSource system partners, stakeholders and WDC staff work together to identify and address the workforce issues for emerging demand occupations with high and mid-skill requirements.**

**Activities:**

- Input from key representatives in each of the counties will be sought during the planning process.
- When appropriate, sector skills panels will be formed to develop the best approaches to addressing the skills gaps in that sector.
- Panel members will identify both short and long-term training needs that will help to address the skills gaps. Members will also help to devise strategies to fund the training that is necessary.
- WorkSource business representatives will work with employers to develop effective on-the-job training plans for new employees needing specific skills that can be taught on-site at the business.



- Work closely with economic development entities throughout the WDA to meet the workforce needs of new or expanding businesses.
- Work with Employment Security regional economists to provide labor market projections on a regular basis that are specific to WDA 10 and sub-regions within the workforce development area.

**Objective 3c: Support service providers' efforts to expand the vocational skills programs for high demand, high skill occupations.**

**Strategies:**

- Target WIOA training funds for programs that train people for more highly skilled jobs in demand occupations.
- Support the expansion of distance-learning opportunities as well as self-paced multi-media certificate programs for high skill-high demand occupations.
- Support the continuation and expansion of the CTE Dual Credit, Running Start, Skill Centers and apprenticeship programs.
- Secure training funds to upgrade the skills of incumbent workers for high demand occupations.
- Support shorter-term, intensive training programs that enable people to acquire technical skills quickly.
- Support economic development efforts to promote business retention, revolving loan programs, microenterprise training, and other training programs that will provide incentive for local business endeavors.
- Coordinate local training opportunities for groups of employers that need short-term specialized training for employees.

**Objective 3d: Provide WDC members and local WorkSource employer committees with the information and opportunities for them to advocate on behalf of the WorkSource system.**

**Activities:**

- Develop opportunities for WDC board members to address other colleagues at Chamber, Rotary, and other civic organizations meetings.
- Ensure that members of the WDC and the WorkSource employer committees are familiar enough with the WorkSource services that they use them themselves.
- The One-Stop Operator will report out to the WDC's Business Services Committee and the WDC at least on a semi-annual basis. Such reports will detail the outcomes of the work of the WorkSource business services team.
- Ensure that the WDC and WorkSource Employer Committee members are fully aware of the WorkSourceWa website.
- WDC members are aware of and engaged in opportunities to participate on area and regional industrial skills panels.

## REGIONAL ANALYSIS

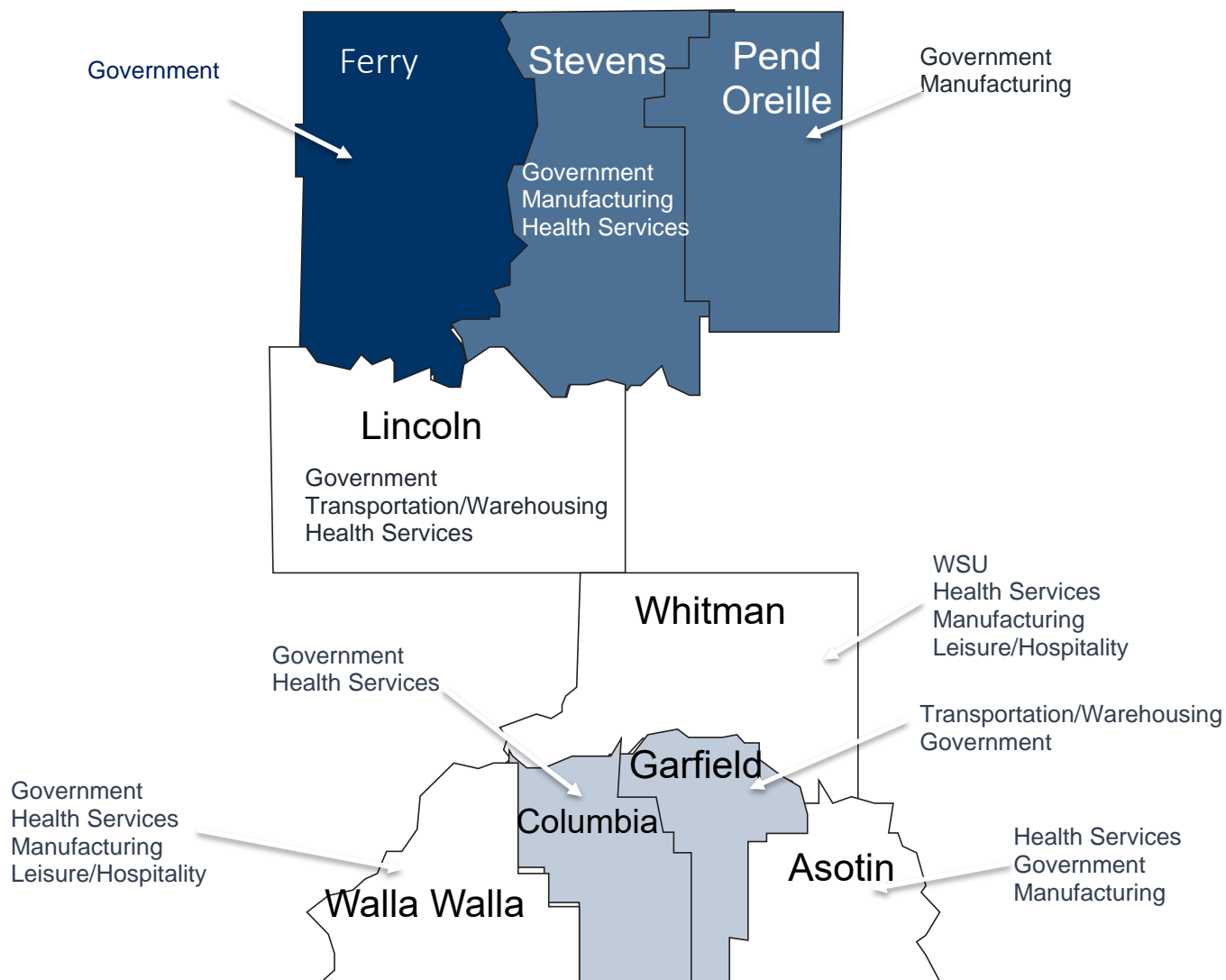
In examining and exploring economic conditions in the nine counties that comprise the Eastern Washington Partnership (EWP) Workforce Development Area (WDA), three sectors rise to prominence in all counties. Healthcare, manufacturing and warehousing/transportation are the sectors that present a persistent need for trained workers. With hospitals, numerous clinics, nursing home facilities and the need for home healthcare, a wide spectrum of workers are needed.

Manufacturing of all type takes place within the area, including boats, food products, and lumber. A variety of occupations related to and supportive of this sector require workers to learn new skills that involve technology. Precision machining, specialty diesel technology, production equipment maintenance and repair are among the emerging occupations in this field.

Warehousing/transportation is a third high demand sector within the WDA. Movement of materials is of tantamount importance whether it is agricultural crops to world markets or movement of goods inside the area.

### Economy

There was a significant decline in job opportunities within the Eastern Washington Partnership area during the prior recession. The nine counties have come through the Great Recession, and the economy is improving albeit some counties are making a faster comeback than others. The entire area has tended to lag behind the state as a whole. The northeast counties still have a relatively high unemployment rate, and this continues a historical pattern. The following charts depict the major industries of the nine counties in the Eastern Washington Partnership and projections for the next five years.



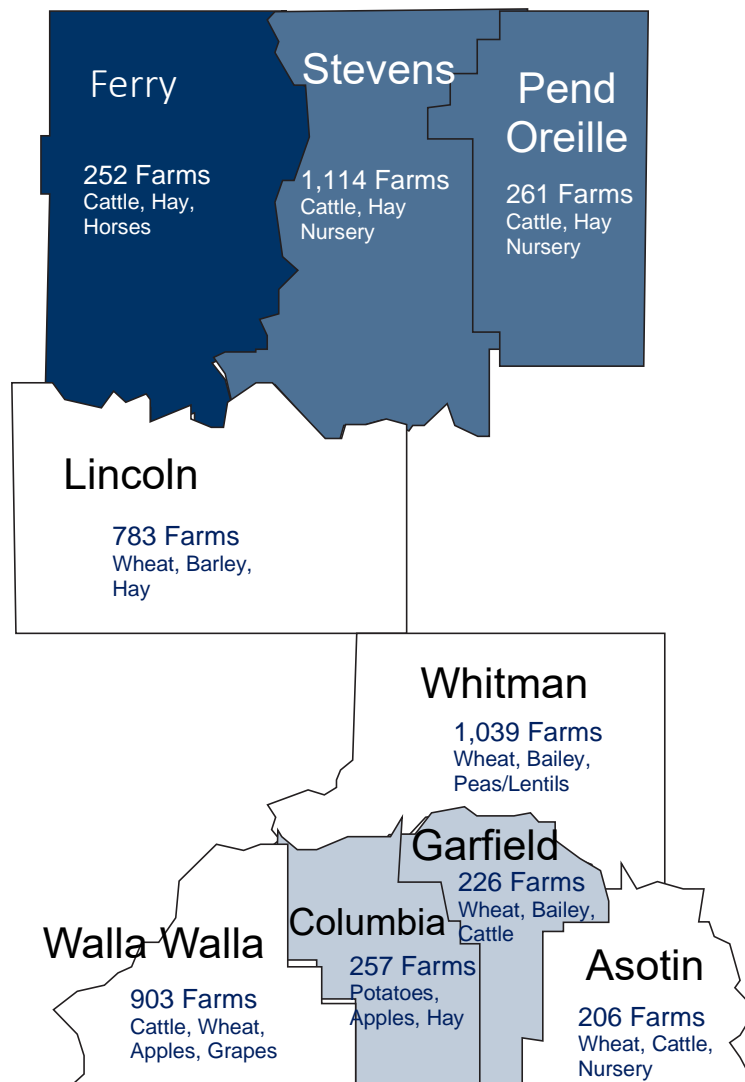
Source: ESD

## Eastern Washington Industry Projections

Title	Average annual growth rate 2017-2022
TOTAL NONFARM	0.99%
NATURAL RESOURCES and Mining	0.00%
CONSTRUCTION	1.30%
MANUFACTURING	1.36%
Non Durable Goods	1.76%
Food and Beverages Manufacturing	1.76%
WHOLESALE TRADE	0.00%
RETAIL TRADE	0.58%
TRANSPORTATION, WAREHOUSING AND UTILITIES	2.38%
INFORMATION	3.13%
FINANCIAL ACTIVITIES	0.98%
PROFESSIONAL and BUSINESS SERVICES	2.90%
EDUCATION and HEALTH SERVICES	2.11%
LEISURE and HOSPITALITY	0.93%
GOVERNMENT	0.30%

Source: ESD

Agriculture is a very important part of EWP economy. Exports of apples, wheat, cattle, barley and hay are some of the crops grown and processed in the nine Eastern counties. Agriculture contributes \$1.3 billion into the EWP counties' economy. If wine production, which is considered in the manufacturing sector, is added to agriculture, it brings the total figure to \$2.5 billion. Warehousing and Transportation is an important sector, because it is critically linked with agriculture, and it serves the needs of other sectors of the economy as well.



Source: Washington State Department of Agriculture

Government is a major sector, which includes K-12 education and public colleges and universities; it also includes public hospitals and support occupations that every community needs to attract people and grow the economy. The construction sector suffered greatly during the recession. Now it has come back quite strongly across the region. In addition to jobs in the building trades, the growth in construction provides jobs for lumber producers and other materials manufacturers. Health care and social services show prospective growth of between 2.0% and 3.9 %. Following a national trend, an aging population means that there will be a growing need for healthcare occupations. Manufacturing shows strong growth, up to 8% in some occupations. The list of top projected occupations follows.

<b><i>Eastern Washington Demand Occupations</i></b>
Respiratory Therapists
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Phlebotomists
Veterinary Assistants and Laboratory Animal Caretakers
Medical Assistants
Opticians, Dispensing
Packaging and Filling Machine Operators and Tenders
Medical Secretaries
Refuse and Recyclable Material Collectors
Nursing Assistants
Health Technologists and Technicians, All Other
Dental Hygienists
Billing and Posting Clerks
Dental Assistants
Automotive Body and Related Repairers
Radiologic Technologists
Landscaping and Grounds keeping Workers
Production, Planning, and Expediting Clerks
Paralegals and Legal Assistants
Emergency Medical Technicians and Paramedics
Carpet Installers
Mechanical Engineering Technicians
Bus and Truck Mechanics and Diesel Engine Specialists
Real Estate Sales Agents
Police and Sheriff's Patrol Officers
Maintenance and Repair Workers, General
Water and Wastewater Treatment Plant and System Operators
Court, Municipal, and License Clerks
Farm Equipment Mechanics and Service Technicians
Highway Maintenance Workers
Forest and Conservation Workers
Automotive Service Technicians and Mechanics
Parts Salespersons
Heavy and Tractor-Trailer Truck Drivers
Forest and Conservation Technicians
Welders, Cutters, Soldiers', and Braziers

Source: ESD & WDC 10

Similar to the state, the jobs that show the greatest growth are those called “mid-level,” requiring some education beyond high school, such as trade school or college, or an associate’s degree. Unlike the state, the Eastern Area has not had a plethora of high wage jobs, so the focus of training will be in the mid-level occupations. Growth of manufacturing will necessitate advanced training in those fields.

The area’s aging workforce and some industry closures have contributed to a lowering of the labor force participation rate. The unemployment rate is going down in most counties, but the recent recession has created a high number of discouraged workers who are only now getting back into the labor force. Younger workers have moved away from the area and gravitated to more urban areas to find work. Detailed information on incomes, poverty rate and labor force participation is depicted in the population/workforce section of this plan.

The economy in all of the nine counties is heavily dependent on exports. Agricultural products, manufactured goods, and timber are but a few of the goods exported from the area. The strength and weakness of the global markets hold sway on the economy of the Eastern Washington counties.

Similar to the state, key employers in the region report that despite the large number of unemployed job seekers, many do not have the specific skills needed for jobs that are vacant. Individuals who have achieved mid-level skills training will be more employable in the current economy. The demand for trained workers exceeds the supply of job seekers with the appropriate skills.

## Demographics and the Workforce

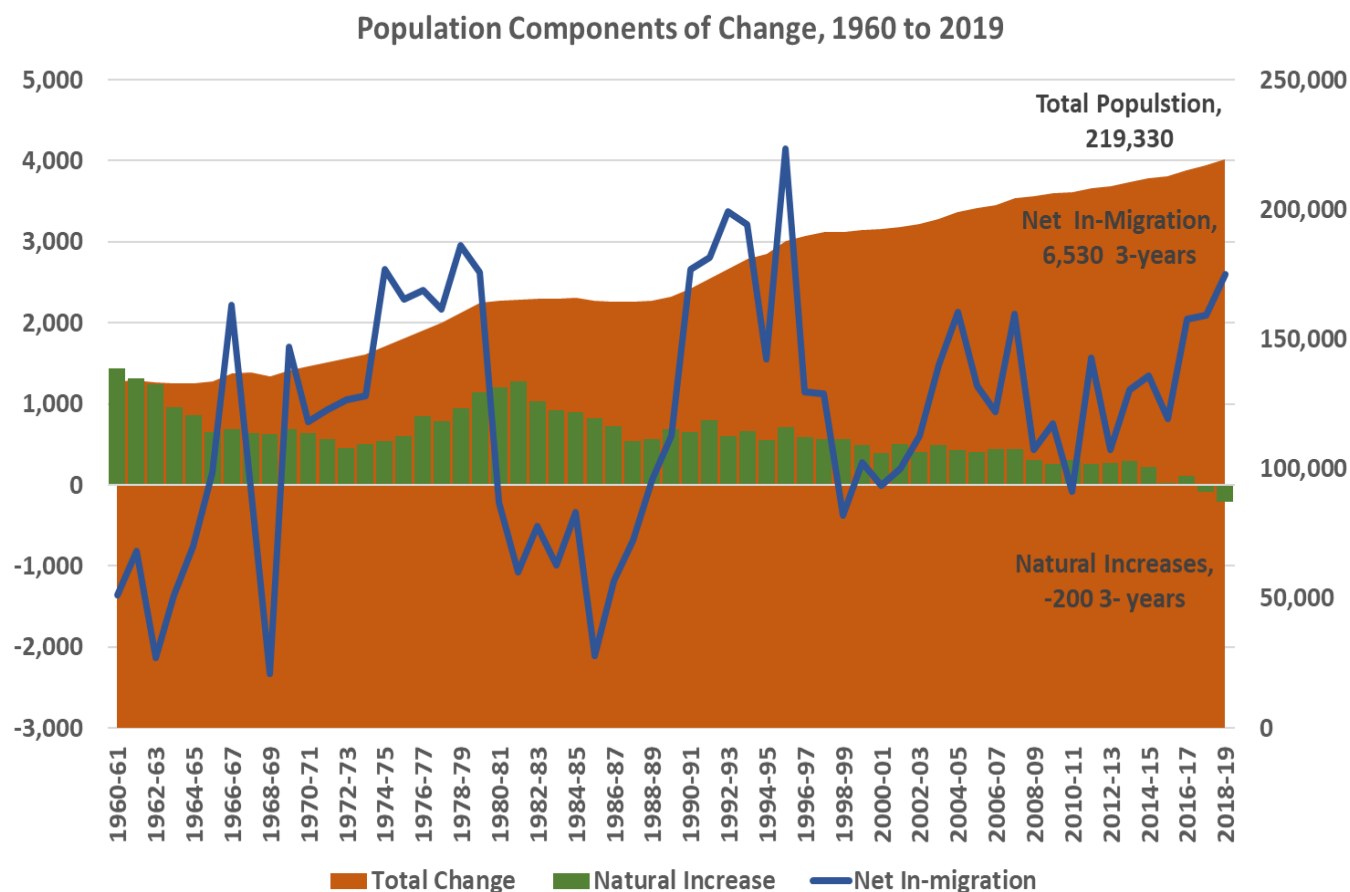
The population growth of the WDA has increased close to 1.0 percent a year over the past three years. All nine counties have seen increase in population over the past three years. Adjacent counties with a more urban environment have shown growth, indicating that some of the rural population is benefiting from the metropolitan areas economic stability and growth.

Over the past three years, the Eastern Washington Partnership WDA increased in population by over 6,500 people, which is the strongest growth recorded since the early 1990’s. Majority of all population growth is coming from in-migration from within the state and bordering states.

As the result of the improved economic activities in the state and the nation we can see that some of the rural communities are coming back from recession impacts with growth in resident labor force, as well as, resident labor force employment. Some of the northern counties particularly, have experienced higher unemployment rate than that in the state, while some of the counties have experienced the same or lower unemployment rates than that of the state. These areas with a less diversified economy are prone to losing population during hard times when jobs become scarce. Counties with an agricultural base were not hit by recession impacts as hard as the mining and logging counties, but they are all finding their economic footings.

When compared to the state Eastern Washington Partnership WDA prime workforce is between 35 and 64 years of age (62.6 percent), while the state prime workforce is between 25 and 54 years of age (66.1 percent). Population composition greatly contributes to the workforce statistics. Higher median age in the Eastern Washington region translates to longer working workforce.

The population of WDA 10 is currently estimated at nearly 219,300. This records the growth at 3.1 percent over the past three years. This is higher growth than the nation growth of 1.9 percent, but lower than the state at 5.0 percent.



Population growth has been somewhat uneven in the past ten years. Natural increase in population have dropped to historic lows with decreases seen in the past two years for the first time on record. The area is gaining more in older population compared to the youth growth in some bordering regions. During the recession many people found it necessary to leave the area due to economic constraints. Now that the economy is improving, many of them are returning, and new people are moving into the area as employment opportunities are increasing. Whitman county continues to show strong growth.



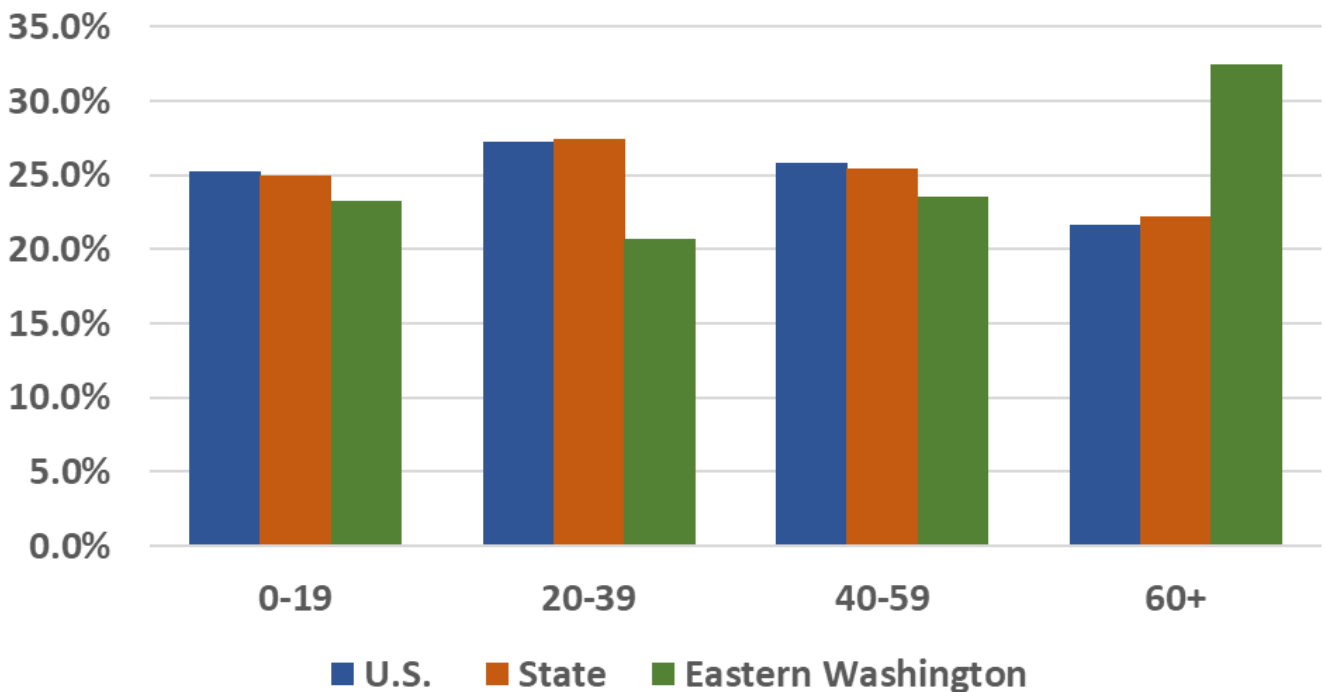
<b>Density of Population and Population Growth WDA 10</b>					
	<b>Area in sq. miles</b>	<b>Persons/sq. mile</b>	<b>Persons/per acre</b>	<b>Population</b>	<b>Growth 2010- 19</b>
<b>Asotin</b>	636.21	35.4	0.055	22,520	4.10%
<b>Columbia</b>	868.63	4.79	0.007	4,160	2.00%
<b>Ferry</b>	2203.16	3.55	0.006	7,830	3.70%
<b>Garfield</b>	710.69	3.12	0.005	2,220	-2.00%
<b>Lincoln</b>	2310.49	4.74	0.007	10,960	3.70%
<b>Pend Oreille</b>	1399.99	9.81	0.015	13,740	5.70%
<b>Stevens</b>	2477.76	18.4	0.029	45,570	4.70%
<b>Walla Walla</b>	1270.13	48.97	0.077	62,200	5.80%
<b>Whitman</b>	2159.09	23.21	0.036	50,130	12.00%
<b>Eastern WDA</b>	14,036.15	15.63	0.024	219,330	6.40%
<b>WA State</b>	66,455.52	101.2	0.177	7,545,478	12.20%

Source: Washington State Office of Financial Management (OFM) Data Book and LMEA County profiles.

Any changes in the population numbers, or population demographics are directly related to the workforce supply and characteristics.

Many localities within the nine counties have become retirement communities. The relatively pleasant climate and low cost of living have proven to be factors that attract older citizens. In general, the population of younger people is not increasing at the same rate as it was in earlier generations.

## Comparison of Population by Age Group, 2018



Source: Employment Security Department LMPA Branch

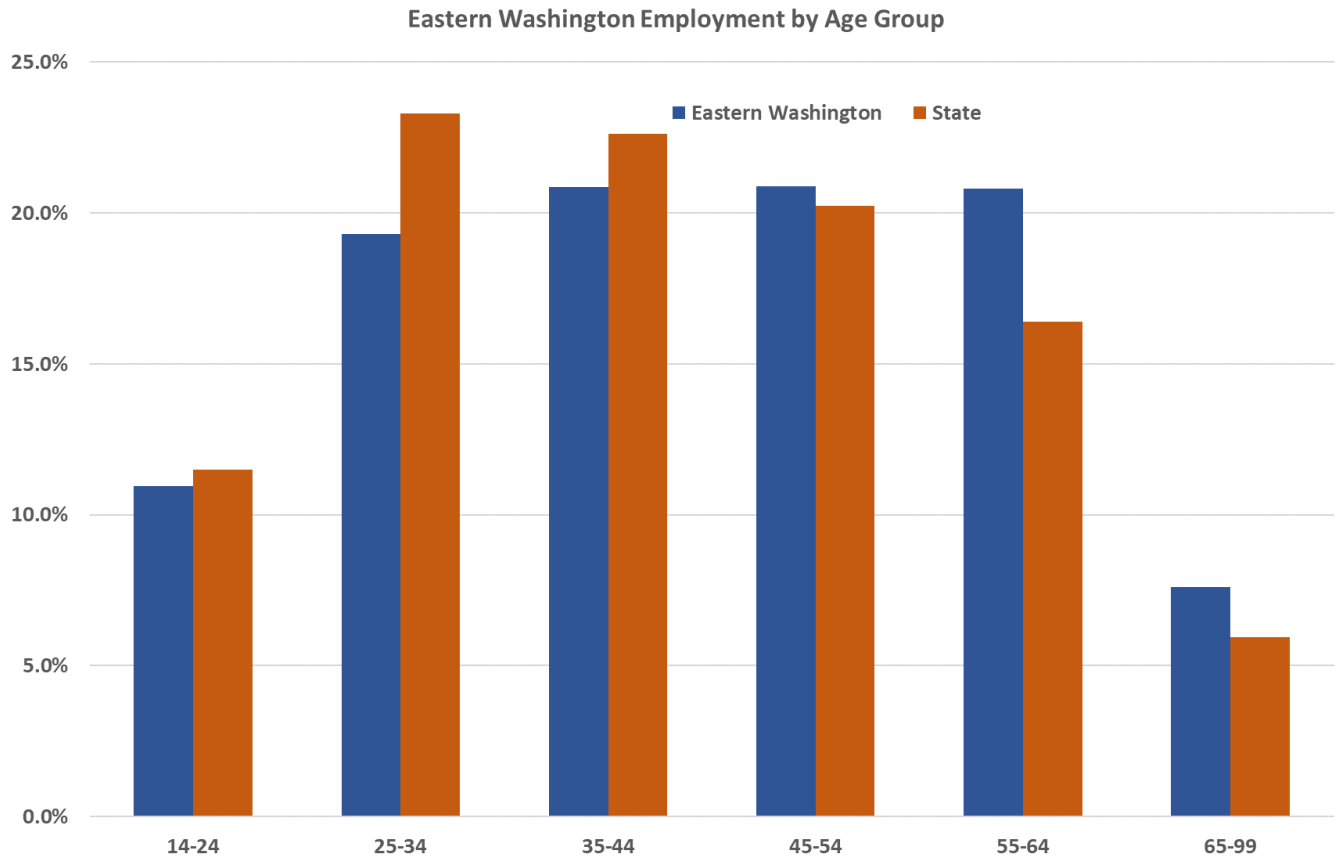
With regards to the workforce, Garfield and Columbia Counties show the largest percentage of the workforce to be in the 55+ age group, 33.8 and 32.1 percent respectively. On the other hand, Whitman and Asotin Counties show the smallest percentage of workforce to be in the 55+ age group, 22.8 and 24.3 percent, respectfully. Overall, Eastern Washington Partnership workforce 55+ was at 28.4 percent versus the state at 22.3 percent in 2018.

Neighboring counties, especially Spokane, have had a steep increase in the younger worker population, while the younger worker age group in the nine counties has remained flat or has decreased. The implication is that this group has gravitated to the larger areas from the rural counties in search of work. It will be necessary to train younger potential workers in order to retain new workers and re-energize local economies. Since the recession, older workers have tended to stay in the workforce longer for financial reasons, but with the improving economy many will retire within the next few years. A large percentage of the workforce commutes outside the counties for work, most to Spokane.

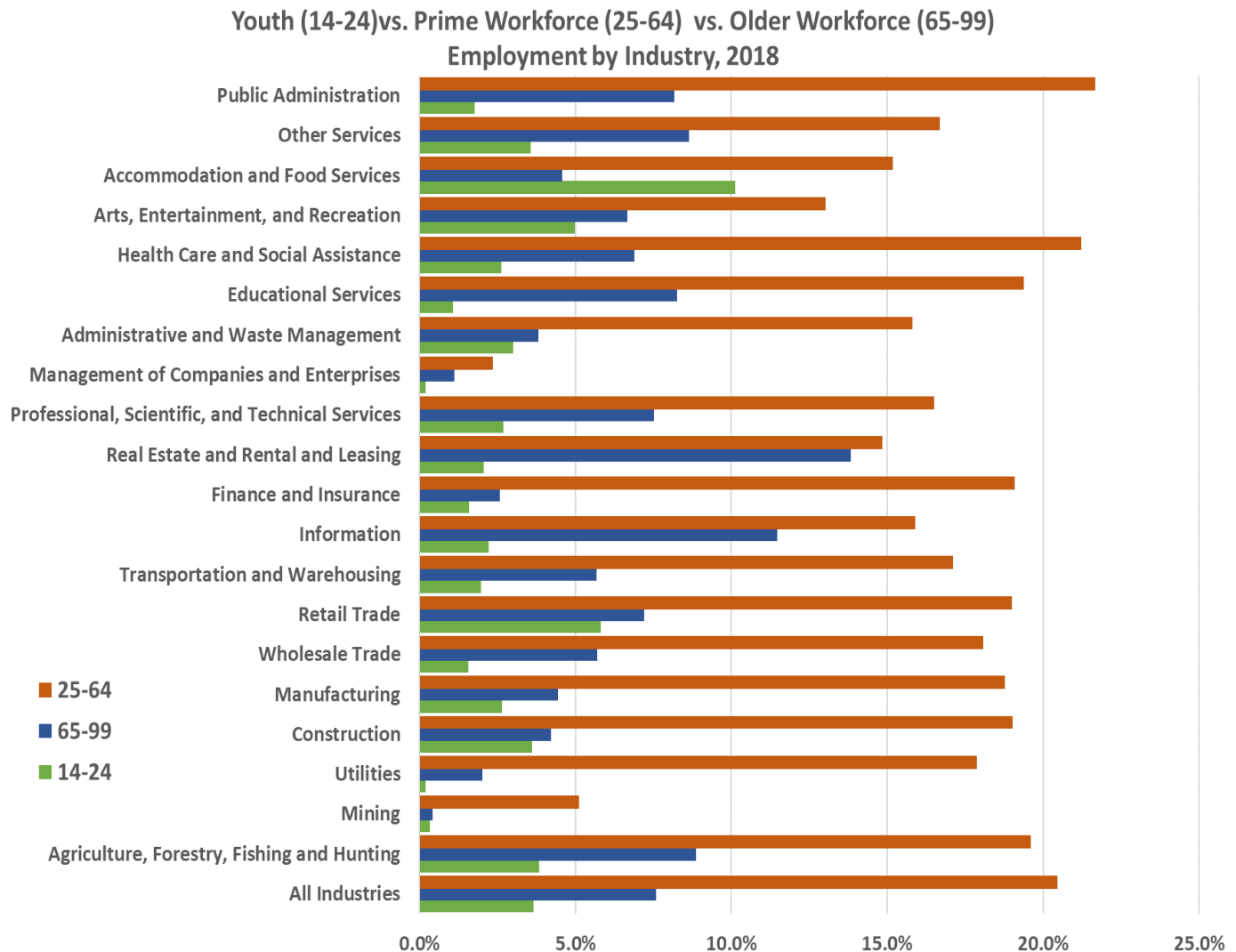
Eastern WA Counties Median Age 2018	
County	Age
Asotin	45.5
Columbia	50.0
Ferry	50.3
Garfield	47.1
Lincoln	48.1
Pend Oreille	50.7
Stevens	47.2
Walla Walla	37.6
Whitman	25.3
Spokane	37.6
WA State	38.7

Source: Office of Financial Management WA State Data Book 2018

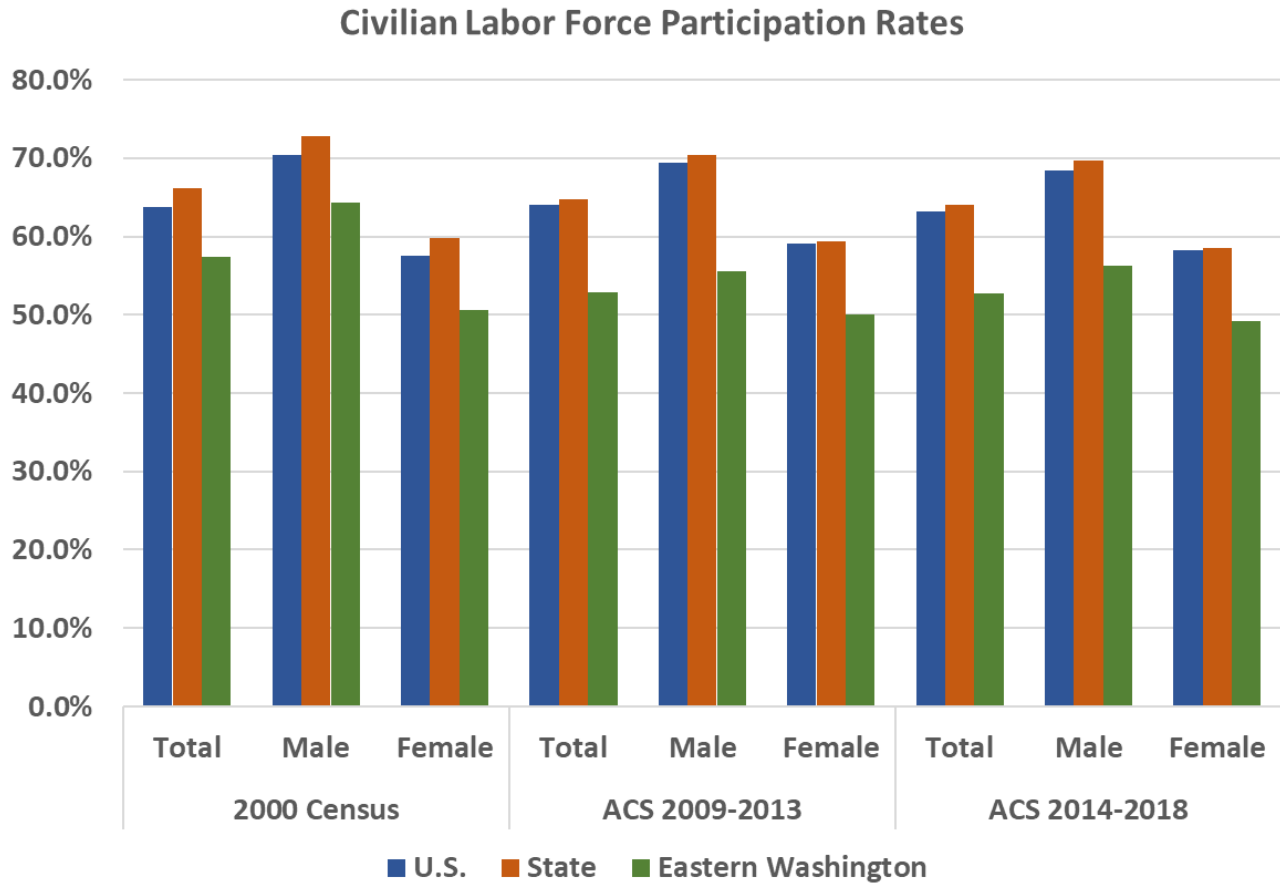
The following charts were provided by Employment Security Department LMPA Branch.



Types of industry somewhat dictates the age of workers. Jobs in natural resource extraction, construction and other physically taxing work tend to require younger workers who are more able to tolerate the rigors of physical labor.

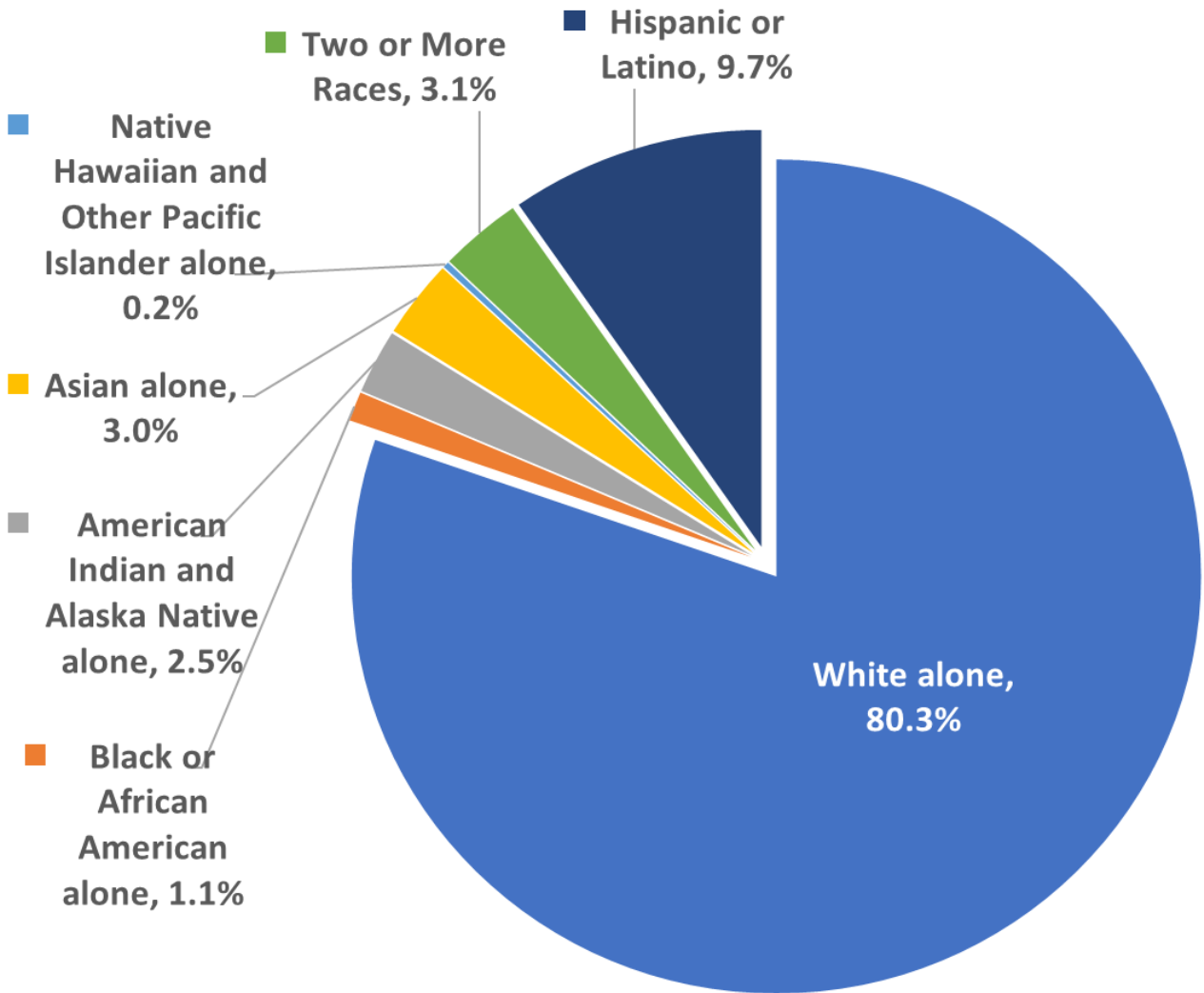


The total number of people in the workforce of the nine counties has been stable over the past couple years, but it is in the middle of transformation and changes. Looking at the current age demographics in the communities across the region, we can predict that there will be a need for younger workers to fill positions vacated by retiring workers. While the older worker possesses proven workplace ethics, considerable experience with his or her occupation, and is a contributor to corporate knowledge, the younger worker brings increased technical skills and computer knowledge. Coupled with the retirement of older workers and an aging population, there will be an increased need for younger workers in all sectors of the economy. Nonetheless, all of the labor force is changing, and we are seeing some of the lowest participation rates in the region and across the state, when compared to 1990's and early 2000's.

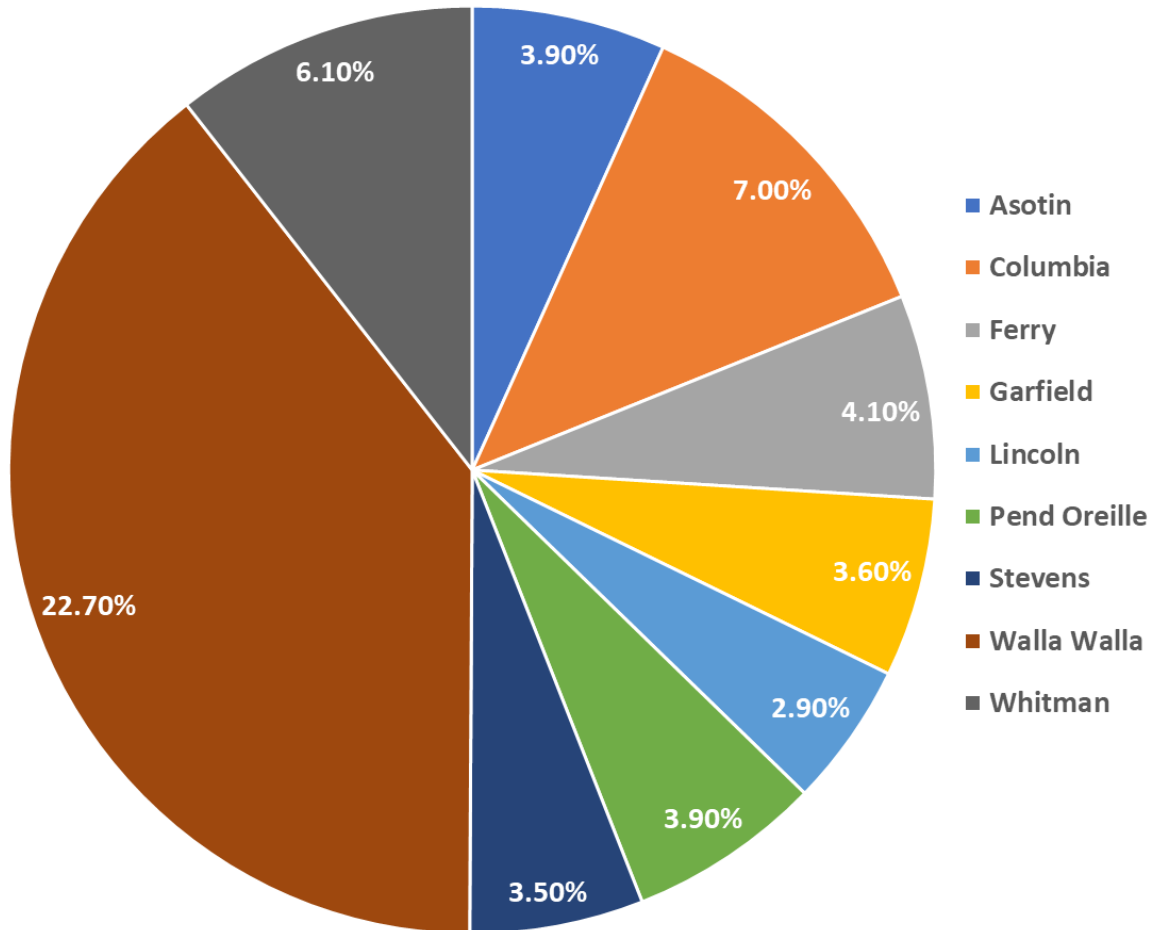


The largest percentage of the population is white. Hispanics make up a large portion of the population in Walla Walla and Columbia Counties. According to a study recently conducted by Walla Walla Community College, the region has realized a considerable growth in the Hispanic population within the past decade. The percentage is higher than that of the state. Seasonal agricultural employment initially attracted Hispanic workers to these counties, but expansion of full-time, year-round employment has provided opportunity for a more permanent Hispanic population. The Hispanic population is expected to continue its growth in Walla Walla corresponding with growth in the agriculture and tourism industries. There will be a greater demand for English as Second Language programs along with job training and placement services for this group.

## Eastern Washington Population Race/Ethnicity



Hispanic/Latino by County, share, ACS 2018



Stevens, Ferry and Pend Oreille Counties have a significant Native American population because the Spokane Tribe, the Colville Confederated Tribes and the Kalispell Tribe have reservations in those counties respectively. The census bureau considers this group by “race alone” or “in combination with another race.” Ferry County is 14.8 percent, Stevens County is 5.3 percent and Pend Oreille County is 3.7 percent Native American. This is a relatively large percentage when compared to Washington State, which is 1.9%. The tribes provide many job opportunities for their members, particularly in the gaming and hospitality industries.

The National Center for Education Statistics (NCES) has produced estimates of the percentage of adults lacking *Basic Prose Literacy Skills (BPLS)* for all counties within the United States. The nine counties of the Eastern Washington Partnership range from 8% to 12% of the population that is lacking basic prose literacy skills.<sup>1</sup> WIOA partners will assist in identifying these

<sup>1</sup> <https://nces.ed.gov/naal/estimates/>



potential customers and Basic Education for Adults (BEdA) staff will be available to assist in helping to raise the skills of this population.

Percent of EWP Population Lacking in Basic Prose Literacy Skills by County	
County	Percent
Asotin	9%
Columbia	10%
Ferry	10%
Garfield	8%
Lincoln	8%
Pend Oreille	10%
Stevens	10%
Walla Walla	12%
Whitman	8%
Spokane	8%
WA State	10%

Between 11% and 25% of the population in the nine counties have some sort of disability.<sup>2</sup> Services are provided to individuals with disabilities in a manner that ensures equity and access to all opportunities afforded through the WorkSource system, and per the stated preferences of the customer.

When a customer's disability merits referral to specialized programs and services, multiple partner agencies offer services that can assist. These include: The Division of Vocational Rehabilitation, Goodwill Industries, WIOA Title I providers and the ESD Disabled Veterans Outreach program.

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<sup>2</sup> Employment Security Department LMPA Branch

All these partner organizations / programs are designed to provide individualized employment and training services that will help individuals overcome barriers and advance towards their career goals.

DVR and Goodwill industries also work closely with area businesses in providing job placement and retention services that improve employment outcomes for persons with disabilities.

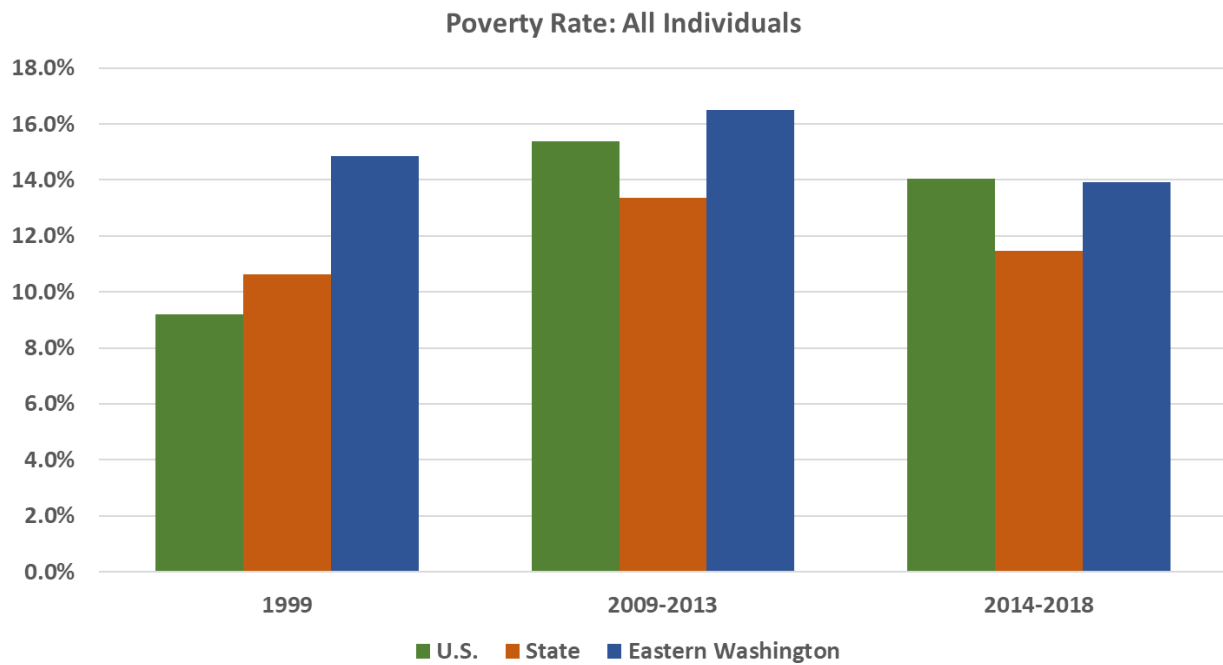
## Employment and Unemployment

The percentage of active labor force participants in the nine counties is less than the state at 52.7 percent in 2018 ACS. Unemployment rates are slightly higher, but there are some counties that have higher unemployment rates especially in Ferry County. Rural counties that often depend on one or two sectors, suffer when those industry sectors are no longer in operation and tend to have a higher unemployment rate. This has occurred in Ferry County with the closing of sawmills and mines.

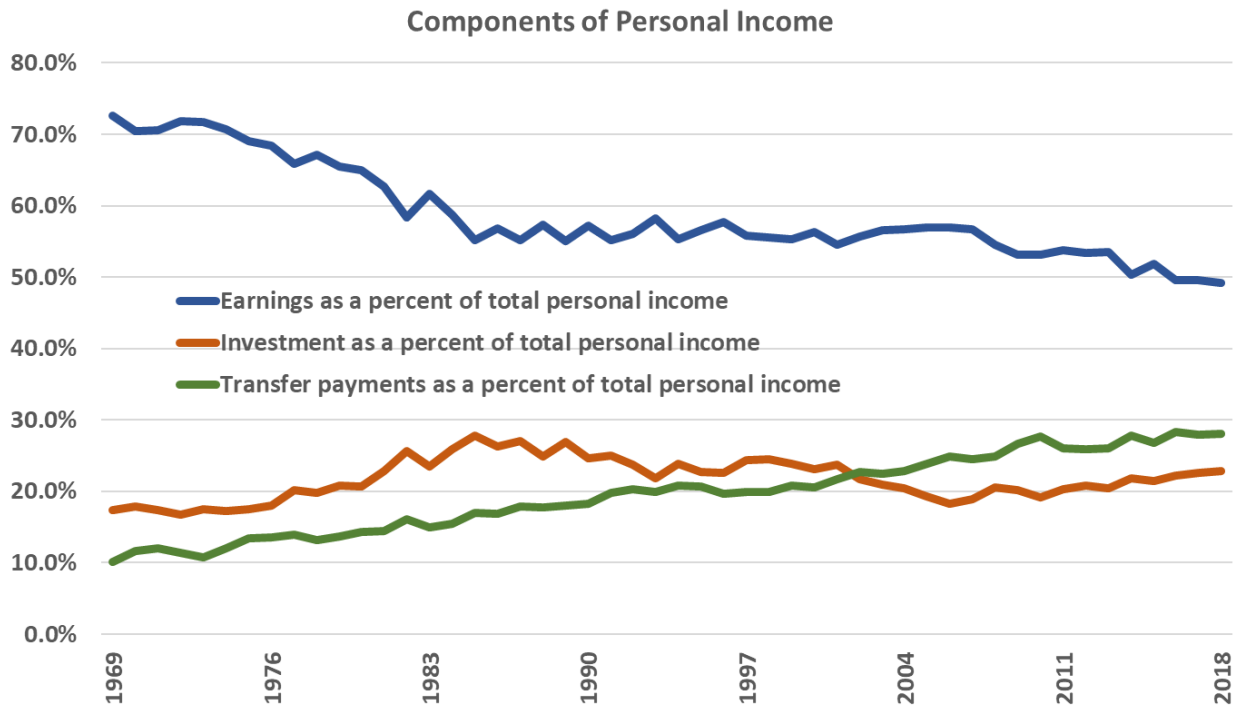
Comparison of County Workforce Information 2018 data									
	Avg annual Wages	Med hourly wages	Per capita income	Total County Business Covered Emp	County Business Empl % Growth - OTY	Poverty rate	Largest % jobholder age	Total Number of Resident Labor Force	Resident Workforce Employment % Growth
Asotin	\$39,980	\$19.72	\$47,104	6,407	1.30%	13.0%	25-34	10,153	-1.2%
Columbia	\$41,585	\$20.38	\$50,073	1,312	3.90%	11.6%	35-44	1,789	1.3%
Ferry	\$38,431	\$19.54	\$36,071	1,729	-0.30%	18.8%	35-44	2,488	-2.8%
Garfield	\$47,911	\$21.31	\$44,510	678	-1.30%	11.6%	55-64	901	-2.0%
Lincoln	\$38,297	\$21.20	\$46,312	2,862	2.90%	12.9%	55-64	5,069	2.4%
Pend Oreille	\$48,939	\$23.66	\$41,664	3,177	4.60%	15.3%	45-54	4,812	2.0%
Stevens	\$39,395	\$20.08	\$39,505	10,678	0.40%	15.6%	45-54	18,379	0.7%
Walla Walla	\$44,615	\$19.69	\$46,144	27,841	1.90%	13.8%	35-44	29,270	0.1%
Whitman	\$48,685	\$22.51	\$40,935	18,894	1.70%	26.8%	25-34	23,685	1.0%
State less King	\$50,525	\$22.37	\$50,059	1,979,814	2.40%			2,407,079	1.9%
WA state	\$66,195	\$25.98	\$62,026	3,373,230	2.50%	11.5%	25-34	3,622,299	2.1%

\*\*Washington State workforce age distribution is fairly evenly divided with approximately 22% in each age group: 25-34, 35-44, 45-54, 55+

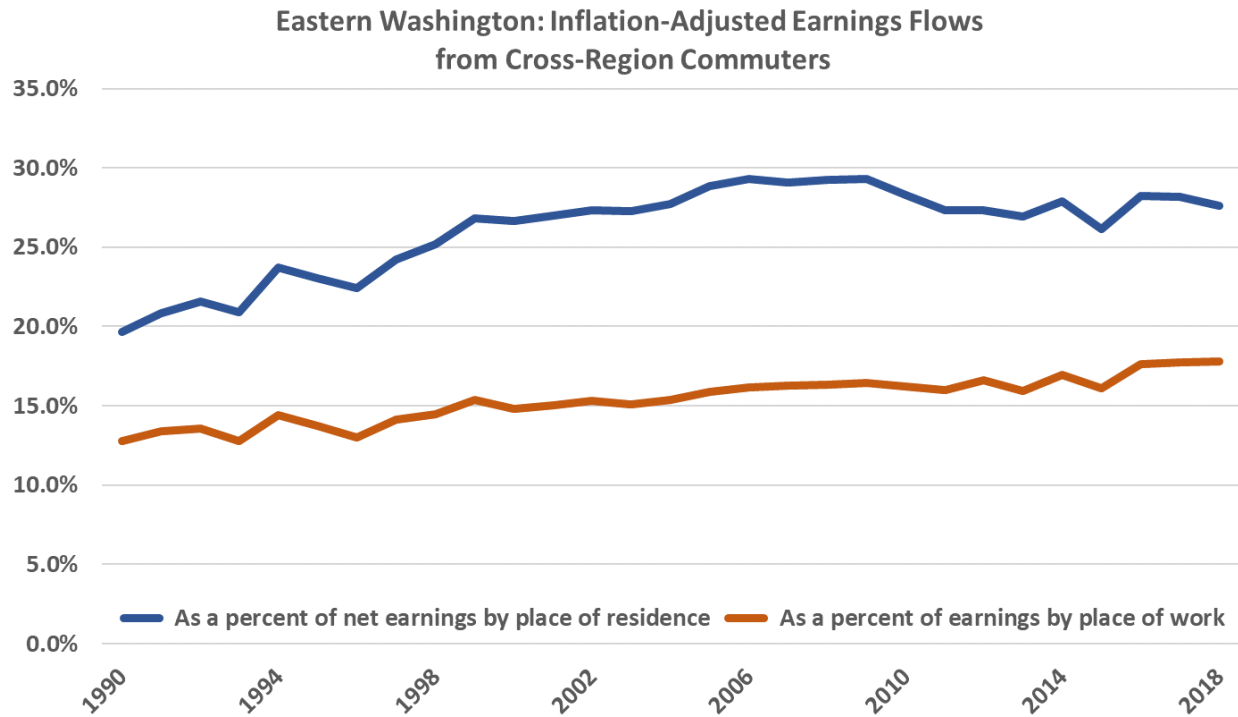
Data provided from ESD LMPA County Profiles



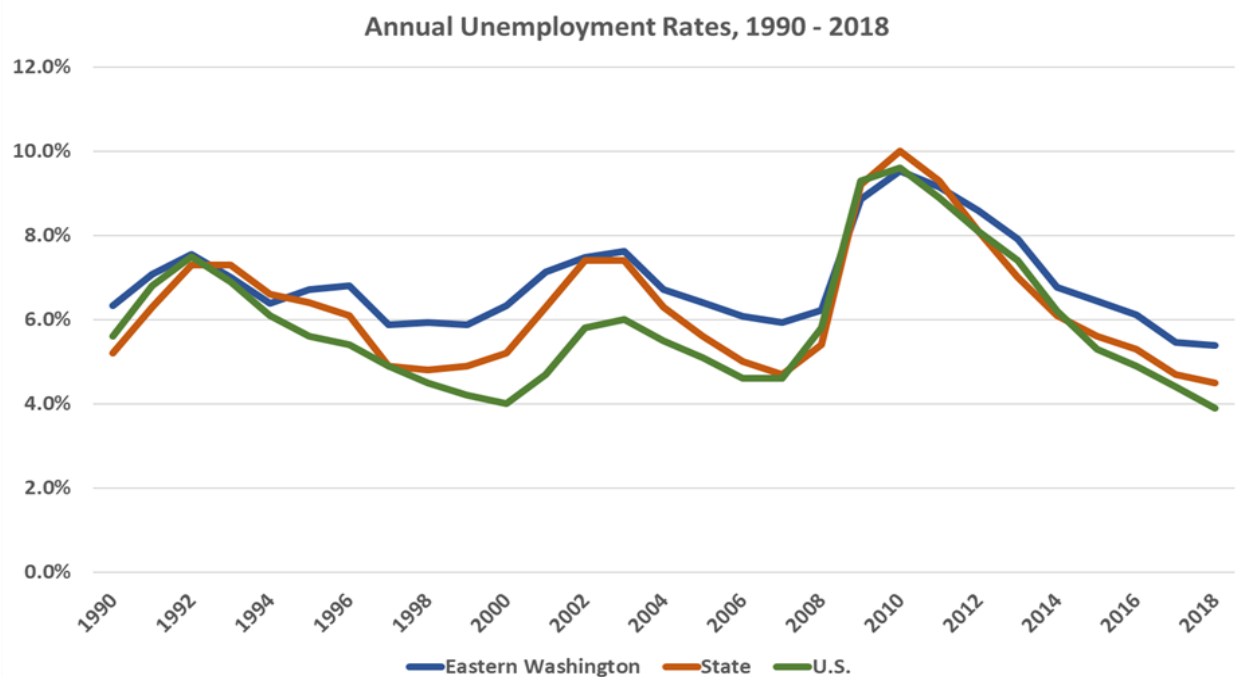
Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita income equals total personal income divided by the resident population.



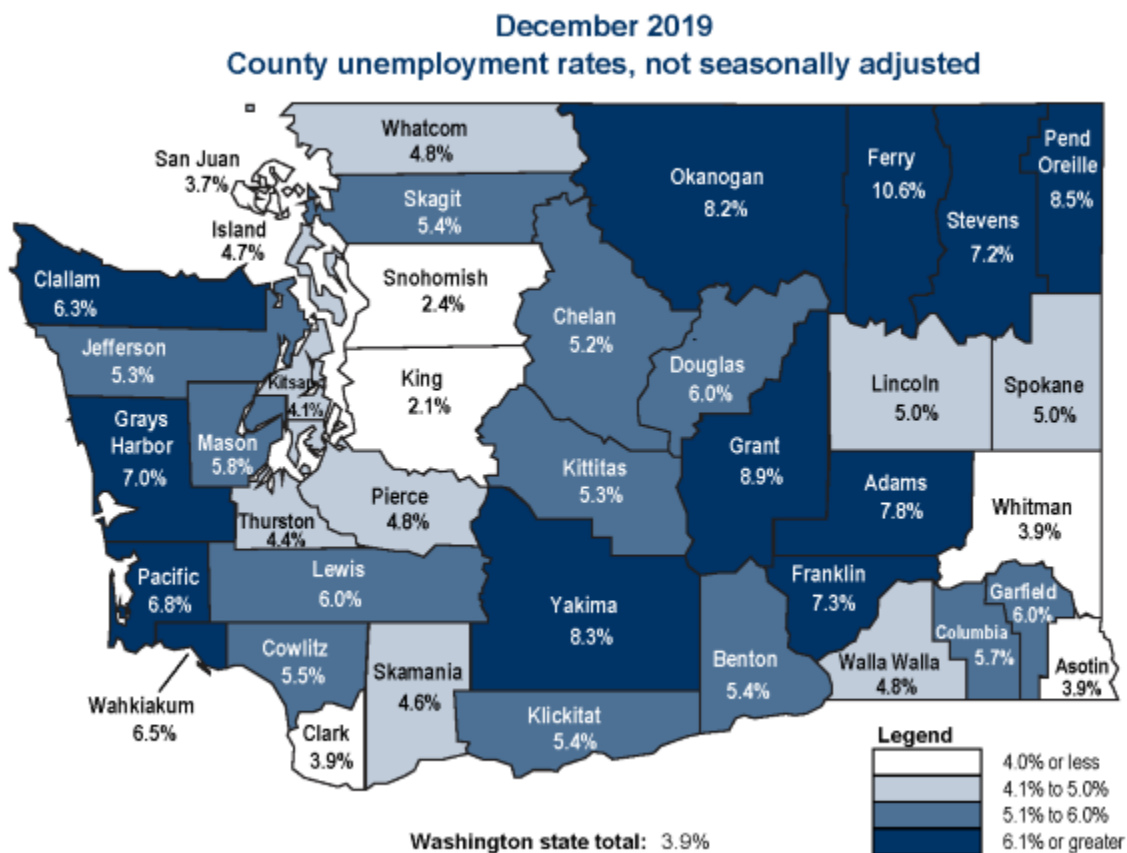
By percentage the nine counties of the Eastern Washington Partnership WDA have fewer people in the labor force than the state average. Ferry County has the highest unemployment rate and therefore the lowest workforce participation rate.



Historically, unemployment rates have been high in several of the Eastern Washington Partnership counties. With recovery from the great recession, unemployment rates have dropped for most of the counties. With more people becoming employed it becomes more difficult for businesses to find workers to fill vacant positions. Full employment indicates a stronger overall economy, but a worker shortage may ensue when there are fewer people available for work.

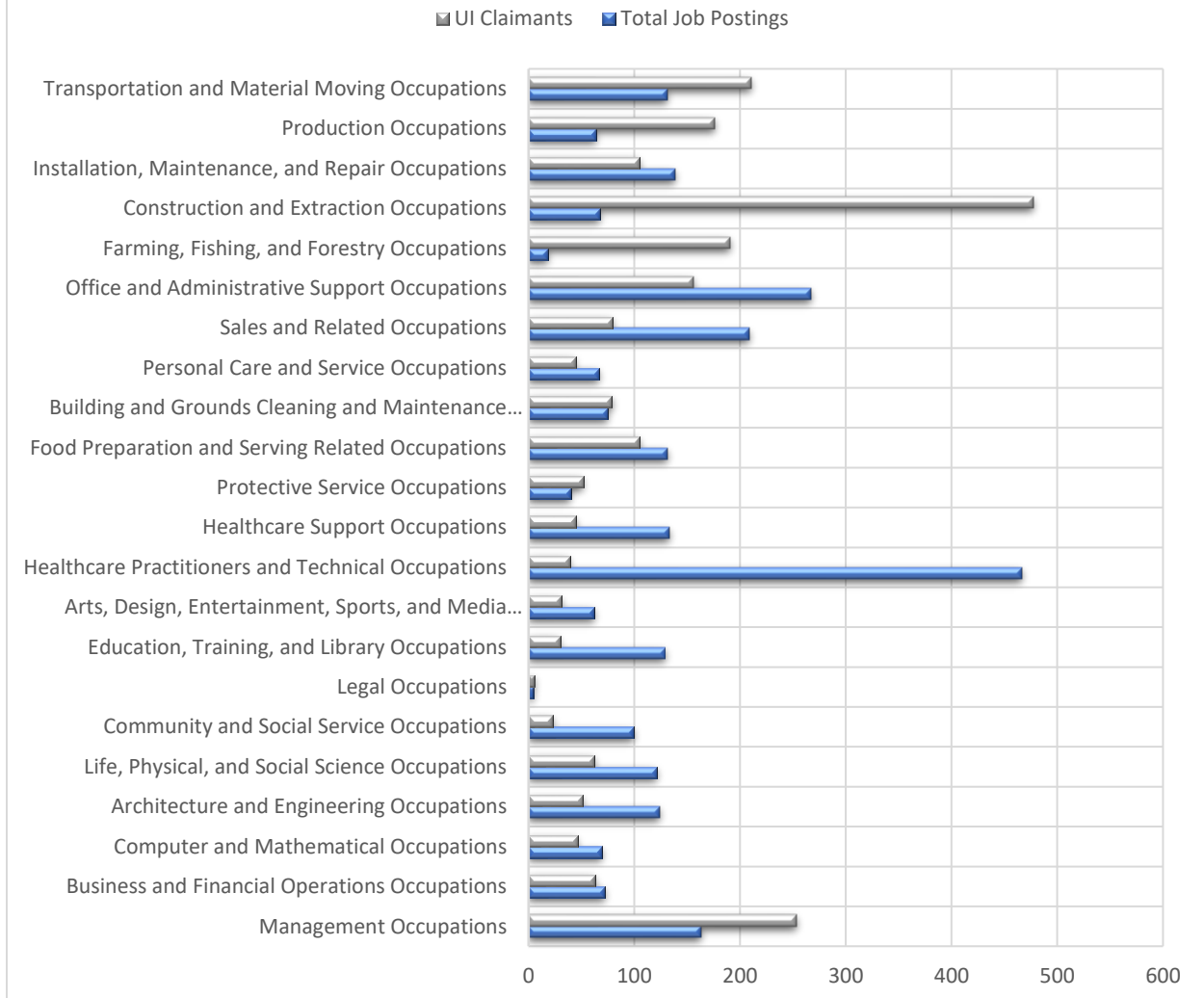


Seasonal employment provides work for some workers in agriculture and the timber industry. Seasonal agriculture work is often low paying and may not lead to an abundance of living-wage opportunities. The unemployment rate fluctuates accordingly.



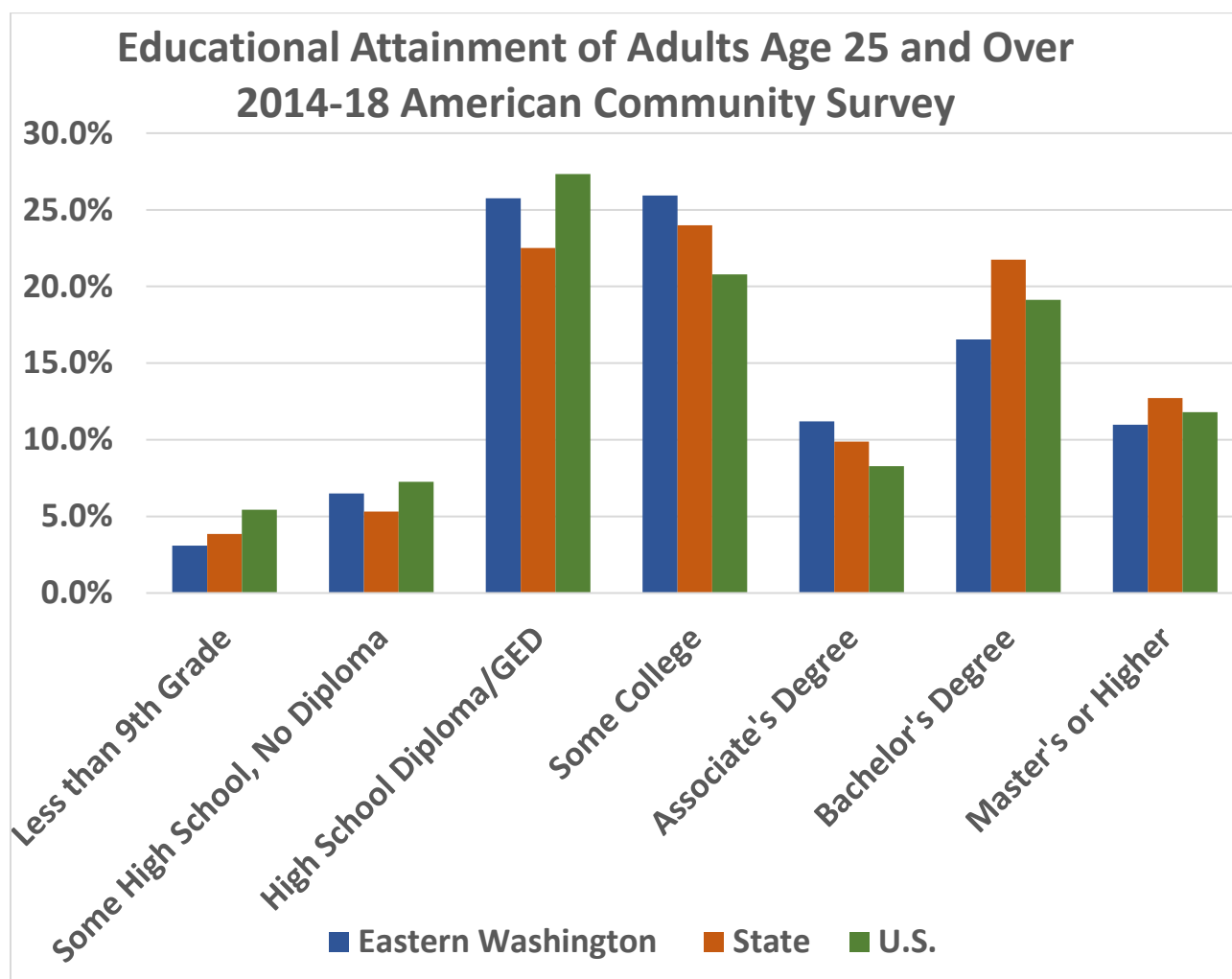
The following chart illustrates employer needs and workforce availability. It is interesting to note that the chart implies that there are many more workers than there are positions to fill. Anecdotally however, employers in the many of the same sectors report that they have many openings that they can't fill because applicants do not possess the specific skills that employers require.

## 2019 Eastern Wasington WD 10 Gap Analysis by Occupation



### Education of the Workforce

The majority of WDA residents have attained either a high school diploma or have attended some college. Fewer have an Associate's degree. Very few have less than high school when compared to the remainder of the state or the U.S. In terms of education, the WDA as a whole has a lower percentage of people with advanced degrees than does the state. (With the exception of Whitman County, location of Washington State University).



Information from ESD LMPA Branch based on U.S. Census, American Community Survey 2014

The relatively low number of people who have attained Associate’s degrees is a similar pattern as the state and the country. There is great need to encourage more students to consider this level of education. According to the National Skills Coalition, “Middle-skill jobs, which require education beyond high school but not a four year degree, make up the largest part of America’s and Washington’s labor market. Key industries in Washington are unable to find enough sufficiently trained workers to fill these jobs.”<sup>3</sup> For Washington State, in 2015, 51% of all jobs were middle skill, 15% were low-skill and 34% were high skill. Eastern Washington educational profile parallels that of the state.

<sup>3</sup> <https://nationalskillscoalition.org/resources/publications/2017-middle-skills-fact-sheets/file/Washington-MiddleSkill.pdf>



School districts are indicators of population changes. Small school districts have tended to lose population to larger population centers. There are 53 public school districts in the WDA. Two Educational Service Districts (ESD) serve the area: ESD 101 is based in Spokane and serves schools in Whitman, Lincoln and the northern three counties; ESD 123 is based in Pasco and serves schools in the southeast corner of the state. Walla Walla is the largest district.

In some of the smaller school districts, curriculum offerings are limited, but schools are developing creative ways to provide vocational training with distance learning. Improved Internet connectivity in rural communities has increased the opportunities for students to study on line. Running Start has been a successful program for high school students in school districts where the link between secondary schools and community colleges is practical. Walla Walla and Colville have the largest number of Running Start students. The following page lists the K-12 school districts within the WDA and their student populations. Many of the districts within the area have declined in population in the past ten years.

The Curlew Job Corps Center is another partner in the workforce training team. Job Corps is a no-cost education and career technical training program administered by the U. S. Department of Labor that helps young people ages 16 through 24 with career technical and academic training. The center provides vocational programs like masonry, welding, forestry and medical office skills. GED preparation is available and teaching staff also assists students with high school diploma attainment.

School District Name	97 - '98	Oct 2007	May 2012	May 2015	May 2019	Notes	County
Almira	94	100	92	116	112		Lincoln
Asotin/Anatone	589	587	592	629	629		Asotin
Chewelah	1253	1083	859	854	769		Stevens
Clarkston	3010	2724	2675	2640	2711		Asotin
Colfax	773	687	615	607	585		Whitman
College Place	852	821	809	1168	1446		Walla Walla
Colton	177	192	175	177	159		Whitman
Columbia	858	971	909	850	763		Walla Walla
Columbia	214	201	176	158	132		Stevens
Colville	2431	2124	2652	1828	1825		Stevens
Creston	114	116	105	99	90		Lincoln
Curlew	296	229	221	204	174		Ferry
Cusick	340	278	274	263	252		Pend Oreille
Davenport	448	595	546	592	609		Lincoln
Dayton	670	530	469	431	421		Columbia
Dixie	38	22	25	26	12	Thru 5th grade	Walla Walla
Endicott	137	82	93	105	101		Whitman
Evergreen	31	9	19	21	33	Thru 6th grade	Stevens
Garfield	164	109	106	110	112		Whitman
Harrington	166	119	111	94	120		Lincoln
Inchelium	252	207	209	210	227		Ferry
Keller	48	35		27	25	Thru 6th grade	Ferry
Kettle Falls	854	824	950	906	999		Stevens
LaCrosse	153	148	87	72	62		Whitman
Lamont	41	32	18	33	40	Grades 5 - 8 only	Whitman
Loon Lake	156	255	240	234	174	Thru 8th Grade	Stevens
Mary Walker	539	585	509	500	492		Stevens
Newport	1392	1154	1134	1078	1141		Pend Oreille
Northport	214	208	245	254	220		Stevens
Oakesdale	176	119	100	111	115		Whitman
Odessa	340	230	218	229	239		Lincoln
Onion Creek	58	36	44	39	31	Thru 8th Grade	Stevens
Orient	98	52	366	84	86	Thru 8th Grade	Ferry
Palouse	275	203	188	166	191		Whitman
Pomeroy	451	364	326	316	334		Garfield
Prescott	271	229	360	324	259		Walla Walla
Pullman	2159	2290	2507	2684	2927		Whitman
Reardon-Edwall	613	698	632	592	623		Lincoln
Republic	539	424	354	324	383		Ferry
Rosalia	262	248	208	193	173		Whitman
Selkirk	423	329	253	239	253		Pend Oreille
Sprague	120	97	77	70	73		Lincoln
St. John	208	205	164	155	150		Whitman
Starbuck	33	31	27	22	23	Thru 8th Grade	Columbia
Steptoe	43	40	31	38	43	Thru 8th Grade	Whitman
Summit Valley	72	90	137	73	77	Thru 8th Grade	Stevens
Tekoa	218	207	194	201	199		Whitman
Touchet	254	310	260	246	201		Walla Walla
Valley	162	570	1523*	734	722		Stevens
Waitsburg	380	347	326	300	287		Walla Walla
Walla Walla	5846	6143	6353	6110	5795		Walla Walla
Wellpinit	341	556	576	400	395		Stevens
Wilbur	318	252	268	285	259		Lincoln
Total	29964	29097	28884	28221	28273		

\*includes students from virtual academy

Two community college systems serve WDA 10. Walla Walla Community College service area includes Walla Walla, Columbia, Garfield and Asotin Counties. Community Colleges of Spokane (CCS) includes Stevens, Pend Oreille, Ferry, Lincoln and Whitman Counties in its service area. Both colleges have a network of campus and center locations that aid students in accessing Basic Education for Adults (BEaA) programing including GED completion and High School Completion options and post-secondary training leading to a variety of Certificates and Associate Degrees. Many courses, excluding the welding and manufacturing courses, are offered on-line or via video conference software, so students are able to get a basic post-secondary education via these service delivery systems. For potential, rural students who want other program options, the biggest challenge is the inconvenience of traveling or moving to college centers to pursue their educational goals.

### Knowledge and skills needed to meet employment needs

Education levels average less than the state as a whole. Typical jobs in the local manufacturing sector require some amount of specialized training, but higher educational degrees have not been required historically. With manufacturing processes becoming more automated and technology dependent, workers will need to upgrade skills to keep up with the computerized aspects of many jobs.

Manufacturing and healthcare are the sectors that stand out most prominently as in-demand, and certain occupations within these sectors require some degree of advanced training. The knowledge and skills needed for these jobs continue to be the subject of planning groups in the area. At the entry level, nurse aides and medical assistants are in demand in rural facilities. Training for these can be provided by local agencies or community colleges. The next rung up the career ladder, and very much in-demand, are registered nurses.

Part-time educational opportunities can be an attractive training alternative for rural residents who are reluctant to move or travel a long distance to pursue longer-term training programs. Local and/or on-line nurse training would be welcomed by healthcare providers in the more rural counties. In the manufacturing sector there is a shortage of entry level workers as well as those with advanced skills. With the rapid expansion of metal manufacturing, there is an increasing need for these workers. Planning with manufacturers and vocational training schools will be a strategy to prepare local workers for the many jobs that are available. Welders, precision machinists, Programmable Logic Controllers (PLC) are examples of the types of workers that are needed.

The two community colleges within the area will provide the “middle-skills” training that is required for the in-demand occupations. Advanced manufacturing programs are currently offered at Walla Walla Community College and the Community Colleges of Spokane. Both community colleges offer 2-year nursing courses. Nursing programs are notoriously limited in the number of students that are allowed into the programs. There are long waiting lists of prospective students who wish to receive this training. It is hoped that nursing and allied health occupational training will be expanded to serve a greater number of persons in rural counties.

## Workforce Development Activities

The area workforce development activities include WIOA adult, dislocated worker and youth programs; adult education and literacy; labor exchange; vocational rehabilitation services and veterans services. In several of the counties adults and dislocated workers rely heavily on on-the-job training. Participants are matched with employers on a one-to-one arrangement. This works particularly well in the counties where formal classroom training is not readily available. The job match is fine-tuned to meet both employer and employee needs.

In the more populated parts of the WDA some formal training is provided to participants by WIOA contractors. Nurse and nurse aide training, instruction in manufacturing skills and truck driving are examples of courses that are offered at community colleges and private training institutions. The difficulty with classroom training is that it cannot always be delivered area-wide. It is most effective in the parts of the WDA where the population is greater and training facilities are close by. Both community colleges have responded to local employers need for advanced manufacturing skills training, which will improve the abilities of the labor pool that is needed in the growing metal manufacturing sector. Walla Walla Community College has responded to this need by offering classes in this field. The college's programs in Clarkston expanded in 2017 with the construction of its facility there, which offers manufacturing and entrepreneurial training programs. The Community Colleges of Spokane Colville Center is offering an Industrial and Manufacturing Technology program for students in the northern counties of the area.

Youth activities include internships and work experience. Successful worksite placement results in youth learning good work habits and also gives them some work experience for their resumes. The opportunities to provide group workshops for youth are limited by the expanse and time it takes to transport youth to central locations.

The long distances to hubs of services create transportation challenges for many potential clients; consequently, outreach is fundamental to the successful delivery of program services. One-stop offices and satellite sites are located in Walla Walla, Pullman, Colville, Newport and Clarkston. From these offices, staff makes regular visits to neighboring counties to meet with employers and job seekers. They assist in matching workers to available jobs. On-the-job training works well for many individuals in this situation who obtain work with local businesses that requires short-term specialized training. Incumbent worker training is also a viable model for improving skills on the job with the goal of moving current workers up the career ladder.

Adult Literacy, Division of Vocational Rehabilitation and Wagner-Peyser staff is located within the one-stop center. Representatives of each of these agencies also travel to and provide outreach services to outlying areas. The co-location of these entities makes for good communication and cross-referrals between programs. Two community college districts are partners with the WDC in providing formal training for participants. Walla Walla Community College, with its main campus in Walla Walla, also maintains a center in Clarkston. Community Colleges of Spokane maintains centers in Colville, Newport, Ione, Inchelium, Republic and Pullman. The colleges provide academic and vocational training to participants both on site and with online delivery options. The WDC has successfully partnered with the colleges to provide

training in wind technology and nursing. The Curlew Job Corps Center is another partner in the workforce training team. Serving youth with vocational programs the center also provides GED preparation and assists students with attainment of high school diplomas. Strong collaboration between partners that know each other well makes it easier to be responsive to training needs.

There are several economic development organizations throughout the nine counties. The agencies funded through the federal Economic Development Agency include the Tri-County Economic Development District, the Southeast Washington Economic Development Agency and the Port of Walla Walla. These three entities serve as State-funded Associate Development Organizations for most of the counties in the WDA. In addition, the Pend Oreille County Economic Development Council and the Lincoln County Economic Development Council are the ADOs in those two counties.

In rural regions like Eastern, coordination between the economic development agencies, the WDCs, the workforce development service providers and the colleges is very important. Each of the entities operates with limited resources, so coordinated working arrangements are crucial to leveraging the services that each can offer. The WDC Director, the WDCs and other board members, county commissioners, educators, and workforce development professionals sit on the boards of the various economic development entities and vice versa. Economic development agencies participate directly with the WDC as well as employer committees. Staff from the various EDCs has been active on industry skills panels throughout the region. The purpose of skills panels is to design and plan for the improvement of the area's workforce, and each of the entities can contribute its expertise to that work. Attachment C further describes the current state of coordination with economic development and anticipated next steps during the four-year plan period.

There is close coordination between the EDCs, the WDC and the WorkSource system when new or expanding business opportunities emerge. The EDCs can bring capital to the companies through their own lending programs or State and federal funding depending on the situation. WorkSource staff can provide the initial labor market information that a company may need as well as offer tailored recruitment and referrals. WIOA service providers can offer on-the-job training. Colleges can design customized training or offer training to potential employees from existing programs.

Refer to Attachment C for examples of how this coordination works.

### Services, Service Providers and Partnerships

#### Services Include:

- Youth, adult and dislocated worker employment and training services funded by WIOA Title I
- Adult and family literacy services funded by WIOA Title II
- Public employment services funded by Wagner-Peyser Act, WIOA Title III
- Vocational rehabilitation service as provided by the Rehabilitation Act, WIOA Title IV
- WorkFirst services for DSHS TANF recipients
- Veteran's Outreach Services

- Carl Perkins vocational training
- Title V Community Service Employment for Older Americans
- Trade Act
- Worker Retraining

The local workforce development partners include:

- Non-profit organizations that provide job training, literacy or work-related training
- Washington State Employment Security Department
- WorkFirst program partners DSHS and ESD
- Community college systems, vocational, technical and academic instruction
- Job Corps, center located in Curlew, WA
- Basic Education for Adults (BEaA) staff and community college partners
- Vocational rehabilitation program administered by DSHS Division of Vocational Rehabilitation (DVR)
- Secondary education, including vocational and technical training
- Migrant and Seasonal Farmworkers
- Opportunities Industrialization Center (OIC)
- Goodwill Industries
- Employer-sponsored training (OJT, internships, incumbent worker)

Rural Resources Community Action and Blue Mountain Action Council (BMAC) deliver the WIOA Title-I programs in the nine county area. Rural Resources serves seven of the nine counties from its Colville, Newport, Pullman and Clarkston offices. Blue Mountain Action Council serves Walla Walla and Columbia Counties. Both non-profit agencies provide career training services for adults and youth. The Colville office is co-located with Rural Resources, Employment Security Department (ESD), and the Department of Vocational Rehabilitation. The Pullman office is a co-located site with ESD and Rural Resources. WorkSource Walla Walla is a Comprehensive One-stop Center. Newport, and Clarkston are connecting sites for the One-stop system. The ESD staff provides Wagner- Peyser labor exchange services and Dislocated Worker services including Rapid Response activities. Rural Resources serves clients on an itinerant basis in Ferry County, northern Pend Oreille County, southern Stevens County, northern Whitman County and Lincoln County. Clients are served through individual appointments in these locations.

WorkFirst, the state welfare-to-work program, assists Temporary Assistance to Needy Families (TANF) participants to prepare for, find, and maintain employment. ESD staff in the Colville and Walla Walla offices provides workshops, skills training, pre-employment training, and management of client workforce development activities. Program staff travels to Newport weekly and Republic biweekly to serve WorkFirst clients.

The Department of Vocational Rehabilitation (DVR) is co-located in both WorkSource Walla Walla and Colville WorkSource offices, and maintains an office in Clarkston. The Walla Walla office has one counselor who serves Walla Walla and Columbia Counties. It is supervised from the Tri-Cities. The Clarkston office, with three staff persons, serves Asotin, Whitman and

Garfield Counties. Stevens, Ferry and Pend Oreille Counties are served by two staff members from the Colville office. Half of Lincoln County is served by staff from Spokane. As with other employment and training programs, it is often necessary for staff to travel to outlying areas to serve clients. DVR provides employment-related services to individuals with disabilities who want to work but need assistance. A DVR counselor works with each individual to develop a customized plan of services. The DVR Area I manager is a member of the Workforce Development Council.

Community Colleges of Spokane (CCS) has satellite campuses in Colville, Newport, Ione, Inchelium, Republic and Pullman. Course offerings at the outlying centers are somewhat limited. The college provides academic and vocational training to participants both at center sites and with alternate delivery options, such as distance learning ITV systems. In the past, the WDC has partnered with the community college to provide specialized training in nursing, aerospace basics and electricity basics. Walla Walla Community College (WWCC) offers academic and vocational programs in Walla Walla and the Clarkston center. The WDC has partnered with WWCC in the past to provide corrections officer training, and training for wind energy technology and nursing. Both colleges have staff that actively participates with the other WorkSource partners. Discussions are ongoing about addressing employer needs for up-to-date training in current in-demand occupations. WWCC has responded to the growing needs of manufacturers in Asotin County who have an immediate need for workers who are competent in welding and other manufacturing skills. The college recently expanded its Clarkston campus to include a shop area and a business wing. The new facility, called the Workforce and Business Development Center, includes programs in entrepreneurship, precision machining, electrical and energy systems. CCS has responded to a similar demand from manufacturers and is offering an Industrial and Manufacturing Technology program for students in the northern counties of the area at the Colville Center.

Both CCS and WWCC offer vocational-technical programs that lead to certificates of completion and associate degrees. Both colleges actively participate with the WDC.

Basic Education for Adults (BEaA) services are provided by SCC staff including GED prep and testing and High School 21+ at its centers throughout Ferry, Stevens, Pend Oreille, Lincoln and Whitman counties. WWCC offers a GED prep program and High School 21+ program at the One-stop center. High School 21+ is a competency-based high school equivalency program for adult learners 21 and older who do not have a high school diploma or equivalency. Other courses including English as a second language and Spanish language GED, are offered on the WWCC campus, WorkSource Walla Walla and in Clarkston.

Employer-focused training is an important part of service delivery in the rural counties. In the more remote northern counties, the majority of adult training activities have been focused on on-the-job training (OJT). Staff meets with businesses throughout the WDA to offer employer services. OJT works well to serve customers on a one-on-one basis when a job opportunity arises with a local employer. Additionally, incumbent worker training has been successful when an employer has a need to provide employees with specialized short-term training. This enables workers within the company to receive employer-guided training that specifically meets the employer's stated needs.

Secondary education is represented on the Eastern WDC by a school district superintendent. The WDA includes 53 school districts within its nine counties. Career and Technical Education is an important part of curriculum at each school. Exploration of career options has become increasingly important for all students in the region. A new skills center is operating in Walla Walla. South East Area Technical Skills Center (SEA-TECH) operates as a cooperative school drawing students from six local school districts: College Place, Dayton, Prescott, Touchet, Waitsburg and Walla Walla. BMAC has worked closely with this school as it administers the YouthWorks grant. The WDA has loose affiliation with the Spokane Skills Center, because students in Kettle Falls and Colville are learning and working under the Skills Center umbrella at the Colville Fish Hatchery. WDC and Youth Services staff participate on Regional Networks for Career Connect Washington. Youth training services are offered by the Curlew Job Corps, located in northern Ferry County. Vocational courses in the building trades, forestry and medical office are among the course offerings. The center offers basic education classes to assist students with achieving a high school diploma or preparation for GED testing.

The state Employment Security Department operates the Migrant and Seasonal Farm Workers (MSFW) program in areas that have a significant agricultural industry sector. The program provides employment and training services to agricultural workers. It also coordinates the supply of labor to the agricultural industry while helping MSFWs transition to stable employment. WorkSource Walla Walla has a MSFW staff person who provides services in Walla Walla and Columbia Counties. All MSFWs who visit a WorkSource site are introduced to the various training options offered by WorkSource partners.

Opportunities Industrialization Center (OIC), the National Farmworker Jobs Program grant recipient, has a full-time staff person assigned to WorkSource Walla Walla. OIC assists minorities and agricultural workers with the provision of health, educational and human services, and services to secure and provide affordable housing to eligible participants.

The Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla County serves a large area of southeastern Washington, northeastern Oregon and parts of Idaho. It offers a full array of services including a medical center providing medical, dental and eye care; housing for homeless veterans, spouses and families; a residential recovery unit; drug and alcohol counseling; education; comprehensive behavioral health services and an onsite WDVA State Home. In addition to services provided locally, Supportive Services for Veterans Families (SSVF) in partnership with HUD/VASH is a housing stability program serving veterans who are homeless or at risk of becoming homeless. Blue Mountain Action Council provides SSVF services for WDA 10 southern counties. Goodwill Industries of the inland Northwest provides these services for Stevens, Pend Oreille, Ferry and Lincoln Counties. Using a “housing first” approach, SSVF is able to assist over 400 veterans each year with outreach services and case management. SSVF Teams provide outreach in parks, wooded areas, shelters, and any other place they can in order to build relationships with veterans who are homeless.

Goodwill Industries is a partner in the Walla Walla area and has assigned staff that work in the One-stop Center. Goodwill provides facility-based training services for individuals with disabilities. Program participants receive job-skills training at a Goodwill retail store or in other



workplace settings depending on the interests and abilities of the individual. Each participant is engaged in an individual plan to measure progress leading toward attaining the skills necessary to move to community employment.

### Primary WIOA Service Providers

**Blue Mountain Action Council:** BMAC, a non-profit social service organization, has been a successful provider of employment and training services for the Walla Walla and Columbia Counties for many years. In Walla Walla, BMAC recently participated in a community-wide needs assessment. Community leaders focused on “what a community looks like when youth are successful.” As a result, a grant was secured and a task force was formed called the Successful Youth Initiative.” BMAC’s role will be to help with youth employment placement. Additionally, a Youth Works grant enables BMAC to place youth into internships with employers that match the youth’s career goals. Funds for adult programs have been significantly reduced, but BMAC uses what funds it has for OJT and some classroom training. The penitentiary staff has called on BMAC to assist recently released offenders in the Successful Transition and Re-entry (STAR) program. They assist these individuals with job training, work search and job retention skills.

**Rural Resources Community Action:** Rural Resources is a non-profit social service organization that provides many and varied services for seven counties of the Eastern region. The Employment and Training division works closely with ESD, sharing office space. Many other programs operate under the Rural Resources umbrella that partner well with employment and training, including transportation services, low income housing program, energy assistance, Head Start and food assistance.

**Employment Security Department (ESD)** The Washington State Employment Security Department operates the comprehensive One Stop center in Walla Walla, and is a key partner at the Affiliate office in Colville. There are connection sites in, Clarkston, Pullman and on the campus of Walla Walla Community College. Services for the other counties are provided on an itinerant basis. Provision of basic services and universal access is assured by direct service staff. In addition to in-person office sites, ESD hosts a variety of on-line services including WorkSourceWA.com. Services available through the WorkSource job match system include the ability to create a profile, upload resumes and access / apply for employer job postings. Career guidance, labor market information, workshop and hiring event information, and access to unemployment insurance services are some of the additional options hosted through the website.

### Coordination of Transportation and/or Other Support Services

Every county has some sort of public transportation funded either by the state or local taxation. Services vary depending on needs, but typically there are fixed routes and deviated routes to serve people with special needs (as defined by ADA). Special Mobility Services are provided for Medicaid recipients by private entities that contract directly with Medicaid. Intermodal services make it possible for residents to connect with other areas’ transportation services. All counties also have some form of volunteer driver services, usually arranged by a private agency. Walla Walla, Asotin, and Whitman Counties are those that have buses running throughout the day.

## Cross-Regional Cost Arrangements

While there is no cost-sharing of actual dollars in the cross-region, at times there is resource leveraging through the use of staff that may travel between Spokane and the other counties to deliver services or training.

## Regional Performance Negotiation and Evaluation

The WDC Director is a participant on the state-wide WIOA performance workgroup. The workgroup meets on a regular basis to consider both historic and current data as it considers targets for each of the WIOA measures for the coming year. Initial targets are proposed as a starting point for each of the WDAs. The Director consults with the service providers during this process and reports out to the WDC on the progress of the negotiations. Current discussions are around PY 20 performance targets and includes setting new targets for Measurable Skill Gains.

Regional/Cross-Regional sector strategies are depicted in Attachment B of this document. Please refer to the matrix in that section.

## Cross Regional Partners

Eastern Washington Partnership Workforce Development Council will coordinate its planning efforts with the Spokane Workforce Development Area and the Benton-Franklin Workforce Development Area. The Eastern and Spokane areas will take the opportunity to work together in planning workforce development strategies that address common industry sectors, namely manufacturing and healthcare. This opportunity was chosen because both WDAs have emerging labor shortages and predicted future need in these two sectors. The Eastern and Benton-Franklin areas will take the opportunity to work together in planning workforce development strategies that address the common industry sector of manufacturing and warehousing and transportation.

For purposes of managing federal budgetary matters, the United States Office of Management and Budget (OMB) includes Stevens and Pend Oreille Counties in the Spokane-Spokane Valley Metropolitan Statistical Area (MSA). With two counties assigned to Spokane in this manner it is logical to build partnerships based on that connection. The western end of Walla Walla County contains an emerging corridor of industry that is in close proximity to Benton and Franklin Counties and necessitating the development of a partnership to meet sector needs.

The Eastern Washington WDA surrounds Spokane County on three sides. The number of workers that are either going into Spokane to work or leaving Spokane to do the same on a daily basis is significant. According to the U. S. Census American Community Survey information compiled by the state labor economist, 6,407 people commute from the nine Eastern Washington counties for employment in Spokane.<sup>4</sup> This is a greater number than commute to any other

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<sup>4</sup> Residence County to Workplace County Commuting Flows for the United States and Puerto Rico Sorted by Residence Geography: 5-Year ACS, 2011-2015

WDA in the region. Furthermore, 1,942 workers in Spokane commute into Eastern counties for work. The majority of these go to Stevens, Whitman, Lincoln and Pend Oreille counties. The percentage of workers who commute to Spokane from Stevens and Pend Oreille Counties is 27% and 26% respectively. Furthermore, demographic studies indicate that population has declined among the prime working age group of age 25 – 55, in Eastern counties, at the same time that population group has increased in Spokane, implying that rural county residents are finding work in and moving to Spokane.

Industry sectors in the two WDAs parallel each other. According to a recent LMPA Labor Gap analysis for the Spokane MSA, Healthcare Practitioner and Technical occupations and Healthcare Support occupations show the largest percentage of need for workers. Spokane is a vital healthcare hub for the entire region. It is also a very important manufacturing center, and occupations in that sector represent a strong cluster in the Spokane MSA. Healthcare and manufacturing will be two sectors where the two WDAs will find common reason to plan together for future workforce development.

Spokane is the major distribution hub for the counties of Eastern Washington. Manufactured goods such as lumber, boats, stoves, are sent by rail or truck to Spokane for further distribution to the rest of the country or to coastal ports for overseas shipment. Conversely, materials and goods are amassed and warehoused in Spokane for dissemination to the outlying counties. This may include building materials and raw materials for manufacturing. From this hub the materials are widely transported to sites across the counties.

The Community Colleges of Spokane have campuses throughout the six-county region. Spokane Community College has developed vocational programs in both healthcare and manufacturing outside of Spokane County over the years. It has also cooperated with community colleges' Centers of Excellence to enable the provision of distance-learning training opportunities for very small cohorts of students in very rural areas in healthcare and energy programs. These programs would otherwise have been untenable due to the small number of students in each.

The leadership at the Employment Security Department, the Division of Vocational Rehabilitation, and the Department of Social and Health Services has responsibility for staff in both WDAs which will also be an advantage for both areas as comprehensive strategies can be developed that will benefit businesses and job seekers in both regions.

Eastern has been working with Southeast Washington Economic Development Association (SEWEDA) and Clearwater Economic Development Association (CEDA) to convene employers in the manufacturing and healthcare sectors in the southeast corner of the WDA. The joint efforts with SEWEDA and CEDA have resulted in a better understanding of the skills gaps experienced by employers in the Lewiston-Clarkston area. The aforementioned WWCC training facility that opened in 2017 in Clarkston is an example of a strong response to the workforce needs identified by the partnership. The information gathered has been shared across with other WDA Regional Partners.

Walla Walla County in the Eastern Washington Partnership WDA connects with Benton and Franklin counties in the Benton-Franklin WDA. One thousand three hundred fifty-seven (1,357)

people commute from Walla Walla to Benton or Franklin and 3,550 commute from Benton or Franklin to Walla Walla for work. According to the U. S. Census American Community Survey information for the five year period from 2009-2013 these numbers represent a decline of about 150 workers going to Benton or Franklin from Walla Walla and an increase of about almost 500 workers going from Benton or Franklin to Walla Walla. Coupled with the emerging corridor of various manufacturing and warehousing and transportation facilities along Highway 12 a desire to develop regional sector plans has developed.

### Cross-Regional Strategies

A key strategy will be to get the best labor market information that is available about the projected need for workers in the various occupations in the area as well as information about the projected skills gaps. It will be important to have enough employers involved to validate the research. They will be very important in helping to prioritize the most pressing needs. Active college representation on the panels will be critical to explore feasible options for addressing shorter and longer-term training needs. The WDC representatives will need to link with the cross-regional partners to consider ideas that may come from the activities in each WDC that can be replicated effectively. There likewise may be an interest in occasional joint meetings between panels in both regions. The cross-regional partners will convene with representative members of selected industries to plan next steps for advancing and improving training options.

Skills panels have proven to be a successful method for bringing stakeholders together to identify and focus on given challenges and opportunities, and at the same time seek solutions to workforce training problems. Participants are chosen because they are key representatives of their industries and can articulate job demands and training needs to schools and service providers. Work has been ongoing in healthcare and manufacturing within both Eastern Washington and Spokane WDAs. This has provided a foundation upon which the two areas can continue to build further relationships. The collaboration between Eastern Washington and Benton Franklin is in the early stages and lessons learned by each WDA are helpful in organizing the new joint partnership.

### Cross-Regional Goals, Achievements and Course Corrections

The Eastern Washington and Spokane WDC's have been working on a regional basis for the last few years and ongoing activities will continue. Eastern Washington and Benton Franklin WDC's are entering a new phase of collaboration and will begin by studying the data and developing a plan that links research with the higher interests of the industry members. As the plan is developed, measurable outcomes and timelines will be attached. Performance will be tracked and evaluated on at least an annual basis. The shorter-term targets will be achieved during the first two years. Others, those such as establishing new training programs and having individuals complete them, will be longer-term. Staff from the lead convening entities will be responsible for bringing progress reports to the panels. It will be up to the panel participants to determine what sort of mid-course correction is necessary.

## Funding

A variety of funding may be used to support the cross-regional effort. Sources will include the WIOA I-B funds, and funding from employers in the selected sectors. Funds will be used to support training and other allowable activities that support the desire to close the sector skills gap. There is a likelihood that the partnerships will jointly leverage new resources as funding opportunities arise.

## Evaluation of Partnership

The leadership team comprised of WDC staff, board and industry representatives, will assess progress on an annual basis. The most telling indicators of success will be the continued participation by panel members, the activities that occur as a result of the effort, and additional funding or programming that occurs as a result of the cross-regional partners' work.

## SECTION III

### LWDB COMPONENT OF PLAN

#### Strategic Vision and Goals

The Eastern Washington Partnership WDC's strategic goals and objectives to prepare the local workforce are shown at the beginning of the plan. The goals and objectives include activities specific to youth and young adults and include activities to serve individuals with barriers.

#### Board Performance

The Eastern Washington Partnership WDC has always operated in a manner that is focused on actively engaging its members. The board has four committees that meet approximately two weeks before board meetings. Minutes of all committee meetings are recorded and distributed to board members a week before the full WDC meeting. This allows members to have time to review the documents prior to meeting and to be more prepared when presentations are made by the committee chairs during the meeting.

The Quality Assurance Committee reviews the ongoing progress of the WIOA service providers in enrollments, expenditures, and outcomes against each of the federal measures. These documents are presented to the full board so it is aware of the contractors' performance. It provides the opportunity to discuss what is going well and where improvements need to occur. In addition, there is a WorkSource report that provides both analytics on all of the WorkSource services as well as updates on ongoing or upcoming initiatives. An Employment Security Regional Economist provides current labor market information including projections on occupations in demand and skills gaps that are beginning to occur or are likely to do so in the future. This report helps board members identify where changes in program focus may need to occur.

Eastern has nine counties in its jurisdiction, and the local elected officials are very attentive to the work of the Council. They meet jointly with the WDC and are fully involved in all discussions and decisions that are made at the Council meetings.

### Board Resource Strategy

The board has used its resources wisely over the years to target the types of programs that effectively allow its service providers to achieve the outcomes that are identified in the board's strategic plan. There have been specific initiatives that were funded that helped to launch programs that were particularly important. Such initiatives included the funding of healthcare and manufacturing skills panels, startup funding for programs like the wind technician, the practical nurse and a registered nurse program. Funds have been targeted to address its goals in the youth programs including initiatives with the Job Corps, drop-out engagement programs, alternative high schools, and college programs that are intended to get older youth lacking high school diplomas to reengage with the education system and pursue either a high school diploma or GED. The board has funded incumbent workers for training in both healthcare and manufacturing where there were opportunities to increase the skills of workers and expand the opportunities for businesses in particular instances.

Please see Attachment D where the **Workforce Development System** is outlined. Also note that details of services, providers and other aspects of the system are further explained in the section of this plan entitled **Services, Service Providers and Partnerships**. Goals, objectives and strategies for enhancing partnerships and expanding service coordination under WIOA are described in the **Vision and Goals** section at the beginning of this plan.

Each of the WorkSource partners expertise in offering specialized services, when integrated with the others, provide a comprehensive system to serve job seekers, employers, young people, people seeking training, and targeted groups with special needs. WIOA's intent is to further increase service integration by prescribing common performance measures for the core programs in the WorkSource system.

Blue Mountain Action Council and Rural Resources are community-based organizations that provide a variety of services that meet the needs of in-school youth as well as youth and young adults that are out-of-school. Services include placements at both public and private work sites and work experience opportunities as well as internships that are focused on the individuals' particular career interests. Both agencies work with DVR to prepare secondary students in transition (18-21 years old) with work experience and job readiness activities through Pre-Employment Transition Services (Pre-ETS) projects. Rural Resources also partners with the Curlew Job Corps to support basic skills training, which is necessary for students in order to enter the high school completion program at the Center.

Rural Resources and Blue Mt. Action Council provide both WIOA adult program services and the Community Jobs programs to assist low-income adults to obtain the work readiness and job-specific skills training to obtain and retain employment. They offer support and follow-up services as necessary to help ensure successful outcomes for the program participants. DSHS participants receiving basic food assistance are engaged with Employment Security staff through



the Basic Food Employment & Training Program (BFET), and WIOA services providers are engaged when necessary to coordinate training to improve the families' financial well-being.

The Division of Vocational Rehabilitation (DVR) has co-located staff in the WorkSource offices. In addition to serving their own customers, DVR staff can provide expertise and assistance that helps people with disabilities that are being served by other programs. They too are able to leverage the resources that the other workforce programs offer. Goodwill has staff at WorkSource Walla Walla who works with DVR and DSHS to identify individuals with disabilities who can benefit from facility-based workforce training skills that can lead them to unsubsidized employment in the community.

The Walla Walla Community College (WWCC) adult basic education staff is working ever more closely with WorkSource partners to offer classes at the WorkSource center in Walla Walla, on both of its campuses and on-site at business facilities that meet the needs of older youth, adults that are basic skills deficient and others needing to learn English. Spokane Community College provides Basic Education for Adults (BEA) programing including GED completion and High School Completion options in Colville, Republic, Newport and Pullman.

The Opportunities Industrialization Center (OIC) has staff located in WorkSource Walla Walla. Staff enroll farmworkers or dependents of farmworkers into the WIOA National Farmworker Jobs Program. Each will receive individualized career development services that consist of a combination of any and/or all of the following; skills assessments, development of an individual employment plan, tuition assistance for occupational skills training, paid internship, job search assistance, on-the-job training, supportive and follow up services. The dislocated worker, Trade Act, Worker Retraining, WorkFirst and veterans' services are all provided by Employment Security staff at the WorkSource Center. WorkFirst staff coordinates with TANF caseworkers at DSHS to identify participants in the WorkFirst program and to provide necessary support services.

### Core Programs

As described above, WorkSource partners align their resources and strategies to serve their shared customers in a manner that addresses the goals and objectives in the WDC's strategic plan. The WDC's RFPs for service providers require descriptions of WorkSource activities that will be offered that will advance the goals and objectives in its plans. The WDC's Monthly Contractor Report and the WorkSource Dashboard provide data to support the progress that is occurring. These reports are provided to the Quality Assurance Committee and the WDC along with a narrative of the activities that are occurring through the WorkSource system.

WDC staff and the one-stop operator conduct region-wide meetings with all of the WorkSource partners in the WDA to review what each partner is doing to contribute to its responsibilities in the system. The community colleges' Workforce and Adult Education Deans and Directors are active participants in the one-stop meetings. They likewise attend all of the WDC board meetings and provide updates to the board on their current program activities as well as new programs they may be working on. The college staff also participates in the work of the sector panels when they meet. They meet with the WorkSource leadership team each year to analyze the labor market information that identifies any necessary changes to the demand/decline occupations list.

The WDC Executive Director is a member of the Walla Walla Community College's General Workforce Advisory Board. The board makes recommendations on new programs and reviews progress on the College's workforce training programs.

The WDC will research and respond to funding opportunities that can help to expand the services available through the WorkSource system. This may include submitting proposals for funding from the Governor's WIOA discretionary set-aside, from DVR, the Department of Commerce, DSHS or the Department of Corrections. The WDC generally pursues national funding opportunities with at least one other WDC in order to be more competitive. It also supports the community colleges' proposals for funding to expand their programs. The WDC has received funding from employers in support of training initiatives. It has supported its community-based service providers in their efforts to seek foundation funding that can help specific targeted populations.

### Program Outreach

Employment Security has veterans' services staff in both the Colville and Walla Walla offices. These individuals have responsibility for providing outreach to all counties in the WDA. WorkSource staff asks every customer that comes to its facilities if he/she or a spouse is a veteran. If so, veterans are apprised of the services available to them and are given priority for those services.

DVR's presence in the WorkSource offices has helped to broaden the outreach to individuals with disabilities. In addition to its own recruiting efforts, DVR has raised the awareness of staff in other Work Source programs, including Wagner-Peyser, WIOA I-B and veterans services, to help them identify people with disabilities during the course of the intake and assessment processes they conduct with their customers. DVR staff has provided some training to other WorkSource program staff in this regard.

Walla Walla County has the greatest number of Migrant and Seasonal Farmworkers (MSFWs) in the WDA. These workers oftentimes have language barriers, lower literacy skills, poor housing conditions, face risks due to their lack of healthcare options, and lack many opportunities for steady work. The key to engaging MSFWs is through the outreach done by workers out of the WorkSource Walla Walla office. They travel to the work sites to meet with the workers to inform them of the services that are available for them through WorkSource. The outreach workers are bi-lingual as most of the MSFWs speak Spanish as their first language and have limited or no ability to speak English. These workers are able to assess the needs of the workers and guide them to the service providers and resources that can meet those needs.

Another important service provider for the MSFWs is the Opportunities Industrialization Center (OIC). OIC has a staff person at WorkSource Walla Walla whose job is to provide outreach to MSFWs and to connect them to training opportunities as well as other social services related to housing, healthcare etc. that they may need in addition to employment services or literacy training.



Reentry services are also available to support job seekers with prior incarceration histories, and ensure that they are aware of, and fully benefitting from the WorkSource system. Designated staffs perform outreach to state, county and city organizations that serve justice involved individuals, as well as in jails and correctional facilities to help support individuals who are releasing to the community. Specialized workshops and information about services such as the Federal Bonding program and Employer Tax Credit programs are also provided to further enhance the success of Reentry customers in securing stable employment.

### Coordination of Workforce Investment and Education

The WDC helps to coordinate services with the secondary education programs through its members on the Youth Committee. Some of them are not WDC members and are connected to various secondary programs in the region. Secondary school staff have also participated on the skills panels which has led to further vocational training opportunities in the schools. The WDC has supported industry career fairs and teacher externships that expose secondary students and teachers to career opportunities in a sector.

As described previously, the WDC, its one-stop operator and its WorkSource partners communicate regularly to assure that there is a strategic approach to providing service in a non-duplicative manner. Walla Walla Community College has a close relationship with the SEA-Tech Skills Center which is located on the college campus. The SEA-Tech courses are designed in a manner that articulate with the WWCC programs in the same fields. Secondary students can receive college credit for some courses and/or meet the pre-requisite requirements for entry into some of the college's vocational programs. WDC staff participate on the Career Connect Washington Regional Network and support their efforts to bring career readiness activities to in-school youth in the WDA.

### Career Pathways

The WDC facilitates the development of career pathways by including a description of how career pathways information will be presented to WorkSource customers as a required response in its WIOA RFPs. The WDC staff is currently exploring the implications of co-enrolling all Wagner-Peyser and WIOA I-B adult customers. The WDC will help to ensure that the WorkSource staff has a complete understanding of the various post-secondary funding offerings in addition to PELL grants, such as funding through the Basic Food and Employment Training program, the Opportunity program, etc.

### Employer Services

The WDC has an Employer Services Committee that will review the progress of how business services are being offered through the WorkSource system. Three business engagement teams were developed using partner staff from each sub-region of the area. Teams were established in Walla Walla, Colville and Clarkston, each serving a multi-county area. Members represent the active system partnership in each sub-region and represent staff from economic development councils, community colleges, Employment Security, community based organizations, Division of Vocational Rehabilitation, and others working together to identify local workforce issues.

At least four times a year leadership from WIOA Titles I, II, III, and IV, and DSHS providers meet to discuss service delivery in the nine county area. Integrated Services for employers as well as job seekers is discussed, including sharing challenges and successful efforts in serving customers.

One of the more successful engagement strategies has been listening to EWP board members that represent small and large business in our area. At the meetings we spend time sharing labor market information, system performance and workforce development service delivery activities. Board members actively discuss what they are experiencing and identify potential options to strengthen the system.

The WDC supports the implementation of incumbent worker training and on-the-job training through its WIOA RFPs that require responses from service providers about their implementation plans in these areas. The WDC will work with community colleges or other training providers to seek customized training funds in situations when businesses can benefit from such services. Industry and sector strategies and career pathways plans will be implemented with the help of sector panels and labor market economists. Board members will serve as business intermediaries in their roles as members in Chambers of Commerce and economic development organizations.

### Quality Improvement

WorkSource system partners are committed to ongoing improvements in the design and delivery of services, and ensuring that the voices of job seekers and employers are reflected in all efforts to enhance service delivery.

Partner staffs engage in regular discussions about barriers and challenges to service delivery with the goal of identifying ways that they can remove obstacles and make the customer service experience better. When significant service delivery problems or barriers are identified, it is a common practice to engage staff in workgroups or quality improvement teams to identify potential solutions.

Customer feedback is captured through a variety of different tools and methods, including surveys, direct service interactions with job seekers and employers, customer complaints, staff engagement with various community events and organizations, and from advisory committees, such as the WorkSource Employer Committee, and the Workforce Development Council.

The Quality Assurance Committee provides an ongoing review of the WIOA service providers to track their progress on meeting the performance outcomes that are expected in WIOA. Staff prepares a Monthly Contractor Report that details the monthly outcomes for participants as well as the enrollment and expenditure levels. This report provides an opportunity to consider areas that may need improvement. The Employer Services Committee will review the number and types of employer services that have been provided. It will also review the survey results from employers on their satisfaction with the WorkSource services they are receiving.

## Technology

Wireless Internet access is now available at the WorkSource Center and satellite sites. The WDC requires that service providers explain how they will provide services to all counties in the WDA in their responses to the RFPs. They must identify how often and where they will be traveling to the more remote areas to provide services. WorkSourceWA is the portal for Employment Security's online connection to services. The WDC will ensure that the marketing materials that have been created to inform people about WorkSourceWA will be widely available. One important resource in many rural areas is the public library. Most of them now have computer stations for their patrons, and many have a desire to help their patrons connect to websites that offer job search information and other resources to prepare them for employment. System partners continue to explore new ways to provide remote access to customers through technology based video offerings for interactive skills trainings or group workshops.

## Equal Opportunity and ADA

The WDC staff has a named person who is the Equal Opportunity Coordinator to address equal opportunity issues that arise as a result of questions that people may have in regard to the proper implementation of Section 188 and applicable provisions of the Americans with Disabilities Act. This person is listed along with the State Coordinator on posters that are prominently displayed in customer service and staff areas in the WorkSource facilities.

The WDC EO Coordinator has provided EO training to WorkSource staff throughout the region. The EO training consists of a review of the laws and provisions as well as opportunities for staff to view and evaluate scenarios where EO violations may be occurring.

The WDC staff includes a review of EO compliance by WIOA service providers in the course of its monitoring reviews each year. Providers must have proper EO signage in place, and their facilities must be accessible to individuals with disabilities following ADA guidelines. They must also be able to demonstrate how they are able to provide services to people with disabilities or those who need translation or interpretation services. The WDC EO Coordinator also reviews the availability of assistive technology at the WorkSource sites.

## Type and availability of adult and dislocated worker employment and training activities

Types of adult and dislocated worker services are enumerated in Attachment D. Services for youth and young adults are also listed in **Attachment D**.

## Rapid Response

The WDC staff works closely with the Employment Security Rapid Response Unit staff, local ESD staff, and other service providers at the local level to provide rapid response services. Dislocated worker staff, UI representatives and other service providers work together to respond to workers that are being laid off due to a business downsizing or projected closure. Generally, the rapid response activities will occur on the work site. The rapid response team must be aware of any negotiation process that can be occurring regarding potential severance benefits prior to initiating the rapid response activities. It must coordinate with the labor representatives (whether

represented by organized labor or not) ahead of time to be sure that the timing for services is in line with the needs of the workers.

The rapid response team will determine the layoff schedule, the benefits that may be offered to the laid off employees, and the anticipated needs of the workers that are determined by their responses to survey questions. As deemed necessary, a labor-management committee may be formed to develop a reemployment plan that will help the affected workers. Likewise, a determination about the need for peer worker outreach will occur.

The team will assure that other program services are available in a timely manner. If there is a demonstrated need, the WDC will apply for rapid response funds from the State to pay for specific costs related to the event.

### Transportation

Public transportation is quite limited in most of the counties in the WDA. Cities with fixed routes throughout the day include Clarkston, Pullman and Walla Walla. Otherwise, the bus services elsewhere are not sufficient for most workers to use because of their limited schedules. The WDC's expectation of its service providers is that they will provide access to transportation assistance and other necessary support services that will ensure that the WIOA participants have the supports that are necessary for them to participate in the activities identified in their employment plans. The WDC has a support service policy that requires that the case managers look for other sources of support service funding before committing the WIOA funds. WDC staff includes a review of support service expenditures during its annual monitoring review of the service providers.

### Coordination of Services

The Wagner-Peyser staff is co-located with other WIOA partners in Walla Walla, Colville and Pullman. Wagner Peyser resources ensure that universal access to basic and individualized career services are available to customers regardless of their eligibility for system programs. Staffs engage customers into initial services based on stated needs and preferences. Individual needs dictate whether customers are referred to specialized partner programs that operate in the WorkSource system, and/or to community-based organizations that provide specialized services or financial assistance. There is an ongoing need to keep staff from each of the partners well-informed about program changes and unique services that they can offer to others.

The fact that the common performance measures are in place for the WIOA core partners will increase the need for the various partners to stay abreast of what others can offer. One example of this will be in the area of providing business services. It will be important that all of the business outreach staff has a comprehensive knowledge of the entire scope of services that can be offered to employers through the system. It will be especially important to ensure that a coordinated approach to business outreach and WorkSource marketing is in place.

With regard to literacy and the provision of adult education, the WDC has an active interest in the coordination of services between WIOA Title I programs and Title II. Previously, during the Title II local application process, the WDC Executive Director reviewed applications from Title

II service provides for alignment with the WDC Plan, integration of student services and a commitment to operating in the one-stop system. Representatives from both community college's Title II BEdA programs actively participate in the WDC and system partner meetings and as well as participating in the development of the local MOU.

### Individuals with Disabilities

Individuals with disabilities are served by DVR staff, now co-located with other WorkSource partners in Colville, Walla Walla, and Pullman. The DVR staff brings a special skill set on serving individuals with disabilities that is very beneficial to both the customers that are being served by the system as well as the WorkSource staff. DVR staff not only provides the expertise to serve its customer base, but it also has broadened the skills of others by providing training to them. Such training topics include how to identify individuals with hidden disabilities, communicating effectively with those individuals, understanding the types of accommodations that are available, and improving skills of staff in the use of assistive technology in the resource rooms.

DVR is an active member in the local WorkSource system and has signed the local MOU. DVR and other WIOA staff will co-enroll WorkSource customers when the braiding of the services available from each will help to produce a better outcome for a disabled individual. DVR is committed to working collaboratively with other partners in the employer engagement activities.

Although the annual number of blind individuals seeking employment services in the rural counties is low, DVR staff has an excellent connection with the Department of Services for the Blind (DSB) staff in Spokane as well as the DSB staff in Yakima. Together they are able to assist individuals with independent living skills training, the provision of essential assistive technology tools, and providing the pre-employment assessment and training to prepare the job seeker for job search. DSB staff helps business outreach staff to be able to understand and explain to employers the various accommodation tools that can help the job seeker accomplish the necessary tasks that a job may require. The plan is to include DSB in the next MOU.

A DVR Area Supervisor is an active member on the WDC. She participates on the WDC's Youth Committee which reviews services and outcomes for all youth and young adult customers and is tasked with reviewing funding responses for WIOA Youth services.

### Sub-grants and Contracts

The WDC engages a third-party consultant to coordinate the WDC's Request for Proposals (RFPs) for the WIOA I-B sub-grants and contracts. This is done because the WDC's administrative entity has submitted responses in the past to offer both the WIOA adult and youth programs in some of the counties in the WDA. The third-part consultant coordinates the process in order to avoid any real or perceived conflict of interest by the administrative entity. The WDC's Administrative Committee has responsibility for the review of the adult and dislocated worker RFP. Following that review, it reports out to the full WDC and Regional Board of elected officials during the regular WDC meeting. It does the same process for the WIOA youth RFPs, however, it does so together with the WDC's Youth Committee. Once the RFPs are approved by

the WDC and Regional Board, they are broadly advertised both through the regional newspapers and the Spokesman Review in Spokane. They are also posted on the WDC's website. This provides access to potential bidders across the State (and nation) that might have an interest in submitting a proposal.

Once the competition closes, the RFP Coordinator completes an initial review of the proposals to assure that the bidders meet the minimum administrative requirements. The proposals are then sent out to each of the members on the committee allowing enough time for members to do their own individual reviews. Next, the committee(s) convenes to go through all aspects of the proposals. It considers the applicants' business qualifications, the level of experience they have in providing workforce development services, and the proposers' work statements describing how they will provide services including outreach, development of service plans, job preparation and training activities, placement activities and participant follow-up services. Members review the line item budgets and the proposed enrollment and outcomes schedules.

Members receive an Executive Summary that shows the percentage of funds that are budgeted for staff, facilities, travel, participant training and participant support. The Summary also shows the proposed number of enrollments, exits, and outcomes with projections related to the expected outcomes in WIOA. Contractors are typically available to take the committee through their proposals and to answer any questions that have come up.

Following the review, each committee member scores the proposals based upon the scoring matrix that is in the RFP. Once the scoring is complete, the committee develops a recommendation for the WDC and Regional Board. It brings the recommendation to the next WDC meeting. Both the WDC and the Regional Board make the final decision on the awards.

The WDC awards contracts to service providers for all of the WIOA Title I programs. It does not provide any services. The adult and dislocated worker training services are coordinated by the service providers. The service providers work with the WIOA participants to develop an Individual Employment Plan (IEP). If that plan includes the need for vocational training, it is typically carried out in one of two ways. The first is through an Individual Training Account (ITA). The ITA allows for an agreed upon amount of funding to be provided on behalf of the participant to pay for a formal training program. The training program must be chosen from the list of Eligible Training Providers that have been vetted by the Workforce Training Board and the WDC.

The service providers require that the participants actively engage in the development of an IEP that will help to clarify the outcome they desire as well as the steps they need to take to get there. If this includes the need for an ITA, the participants must complete research to demonstrate that there is a high likelihood that there will be employment available when they successfully complete the training program. They consider the labor market information for the desired occupation including wage ranges, likely employers, and projected demand in the future. They must also demonstrate that the plan takes into account how they will be able to afford to live during the course of the training. It is up to the customer to decide which eligible training provider will best meet his/her needs.

The other training option that is frequently used is on-the-job training (OJT). This is particularly important in several of the counties where formal vocational training is not readily available. The OJT Job Developer works with an employer to develop a specified training plan for a new employee who lacks certain necessary skills for a particular job. The employer agrees to provide the training that will enable the employee to acquire the skills that are necessary for him/her to be productive in the position. The Job Developer and the employer develop a formal training plan that identifies the skills to be acquired and the proposed number of hours necessary for the training to be accomplished. Employers are reimbursed for an agreed-upon amount that is based upon the hourly wages that will be paid to the employee and the number of hours agreed to in the contract.

The WDC reserves the right to contract for training to increase capacity in a high-demand occupation in instances when the training would not otherwise be available. In such cases the WDC would follow its Exception to the Individual Training Account System policy. The WDC procurement process would be followed to select a training provider. As part of the process the bidder would need to demonstrate its financial stability, its most recent audit results, and its capacity to offer the program. The WDC would then directly contract with the training provider to offer the program. Total costs for the program would be determined on the basis of the response to the procurement. The need for ITAs, PELL grants, etc. to assist students with tuition costs would be determined prior to a WDC contract being issued. Such a determination would depend on the total costs associated with offering the program and the results regarding the sharing of costs between the training provider and the WDC that occurred during the contract negotiation. The WDC would monitor the provider in the same manner as it does for other service providers. Customer choice on the selection of a training provider would not be impeded by this training option. The WDC would adhere to the requirements in the WIOA State Policy 5619 (Increased Capacity Training).

### Technology-enabled intake and Case Management

Eastern Washington Partnership WDC currently encourage system partners to use the Efforts to Outcomes (ETO) and WorkSourceWA systems managed by the Employment Security Department while collaborating with our State Partners on a new system that would effectively meet our dynamic local and state data & reporting needs.

**Attachment E** lists current Workforce Board members. The Eastern WDC complies with the WIOA and State membership requirements for an alternative entity. The WDC's membership has representatives from all counties in the WDA. It also has a cross-section of members that represent key business sectors in the region. Whenever a seat on the Council becomes available, both of those elements are considered during the recruitment processes. The WDC works with Chambers of Commerce, Economic Development Councils, its own members, and local elected officials to recruit new members that will be active and who can ably represent their industry's perspective on the board.



## SECTION IV

### Performance Accountability

Performance information on workforce development programs informs local strategic planning. The performance information on the workforce development programs is reviewed by both the Board and the service providers on an ongoing basis. The common measures targets and outcomes drive the type of employment and training activities that are carried out. The emphasis on long-term employment, wages for program completers, and the types of credentials that are being earned. The board's strategic planning includes an emphasis addressing skill gaps, showing progress on people's career pathways, and maintaining a focus on the types of jobs that are in demand in the region's key sectors. Performance reports can help to identify where progress is occurring and where improvements need to be made.

Performance information is used to oversee the WorkSource system and WIOA Title I. The WDC has maintained an ongoing interest in performance reports to fulfill its oversight responsibility for the WIOA Title I and the Wagner-Peyser programs. The initial responsibility is part of the Quality Assurance Committee's work. The committee receives Monthly Contractor Reports during each of its meetings. The reports show real-time progress by each of the WIOA I-B service providers in meeting enrollment requirements, progress on spending, and the outcomes that are occurring relative to the WIOA Common Measures targets for the local area. The committee also receives a Dashboard report that shows the numbers of all of the customers that are coming through the WorkSource sites. The report shows placement rates, wages at placement, and the types of services being offered to both job seekers and employers. These two reports are most helpful because the information is much more current than the WIOA federal reports that are submitted to DOL. Those reports have lag times that are over a year in many instances. Federal reports are important because they can help to show trends, but the lag time is such that they are less useful for providing near-term information that may signal a need for a course correction.

WorkSource system and WIOA Title I performance information is used by program operators to inform continuous quality improvement in their day-to-day management. The program operators use the same reports in the same manner as does the WDC. The Monthly Contractor Reports are the best indicator of the current performance status of the programs. These reports are used by WIOA service providers to improve the day-to-day work of the staff. As the WDC increases its confidence in the data it is beginning to include information from QPR's reported online in its performance discussions and planning.

Performance information is used to conduct performance-based intervention. The Quality Assurance Committee provides the first opportunity to study the performance information and to identify the need for any intervention. Any such recommendation would be presented during its report out at the WDC meeting. Eastern's WDC meetings have been inclusive of the leadership of the WIOA service providers. They may or may not be WDC members but they all have the authority to implement service delivery corrections if such are necessary. The WDC would expect an ongoing report of progress in overcoming any performance issues that arise.



The State does not have any system in place at this point to track outcomes by WDA for the other WIOA programs. The WDC will work with the local institutions for BEdA, DVR and CTE to provide progress reports for their individual programs.

See Attachment I for the WDC's proposed targets for the WIOA common measures.

## Attachment A1: Sector Partnership Framework

Sector to be served: Healthcare

Check One:      X   Regional                             Local                      Eastern WA Partnership and Spokane Workforce Council

Phase	Time for each phase	Activities anticipated for each phase to be implemented. Please indicate how each LWDB will participate for sectors that will be served in a cross-regional plan.	Anticipated outcomes(s) for each phase	Measure(s) of progress for each phase
<b>Phase I: Prepare your team. Goal: build by-in &amp; support</b>	July 1, 2020 to June 30, 2021	Make contact with key individuals and organizations in the healthcare industry. Leverage partnerships and committee memberships to identify key stakeholders for future healthcare panels.	Apprise prospective partners of intent and gather data	Data gathered, partners engaged
<b>Phase II: Investigate Goal: determine target industries</b>	July 1, 2020 to Oct. 30, 2020	Share labor market information with hospitals, care facilities clinics and other prospective partners. Interview employers.	Data shared and analysis begins	Information distributed to partners
<b>Phase III: Inventory and Analyze Goal: build baseline knowledge of industry</b>	July 1, 2020 to October 30, 2020	Assess occupational data for various healthcare occupations which are growing, and analyze emerging subsectors within the industry	Analysis completed	Data from ESD, JobsEQ, Burning Glass used to inform activities
<b>Phase IV: Convene Goal: build industry partnership, prioritize activities</b>	July 1, 2020 to ongoing	Meet with key participants, build partnerships, prioritize activities, and identify regional initiatives	Successful meeting with key industry representatives	Ongoing meetings with strong attendance
<b>Phase V: Act Goal: Implement initiatives</b>	Jan 2020 to December 2021	Determine feasibility of chosen options. Utilizing regional education partners, including the community colleges, develop activities, e.g. formal training, career fairs, incumbent worker training, etc.	Framework for progress	Prioritize initiatives and implement
<b>Phase VI: Sustain and evolve Goal: grow the partnership</b>	July 2021 to ongoing	Continue to meet a group and develop new initiatives as needs arise. Carry out previously identified activities. Possible activities include new training plans, youth career fairs, etc.	Group remains active	Strong attendance, initiatives implemented

## Attachment A2: Sector Partnership

Sector to be served: Manufacturing

Check One:      X   Regional                             Local                      Eastern WA Partnership and Spokane Workforce Council

Phase	Time for each phase	Activities anticipated for each phase to be implemented. Please indicate how each LWDB will participate for sectors that will be served in a cross-regional plan.	Anticipated outcomes(s) for each phase	Measure(s) of progress for each phase
<b>Phase I: Prepare your team. Goal: build by-in &amp; support</b>	June 2020 to ongoing	Make contact with key individuals and organizations in the manufacturing industry. Leverage partnerships and committee memberships to identify key stakeholders for future regional manufacturing panels.	Apprise prospective partners of intent and gather data	Data gathered, partners engaged
<b>Phase II: Investigate Goal: determine target industries</b>	July 2020 to June 2021	Share labor market information including manufacturing workforce roadmap, with regional manufacturing employers. Solicit feedback on findings.	Data shared and analysis begins	Information distributed to partners
<b>Phase III: Inventory and Analyze Goal: build baseline knowledge of iindustry</b>	July 2020 to October 2020	Glean information for EWP's participation in Clarkston manufacturing group. Explore interest of Spokane County manufacturers in convening sector discussion groups. Utilize relationship with local chambers and Aerospace Task Force to develop employer contacts	Develop a group of employers to discuss regional manufacturing workforce needs	Successful employer engagement
<b>Phase IV: Convene Goal: build industry partnership prioritize activities</b>	November 2020 to ongoing	Leverage employer engagement to discuss the evolving workforce needs and how the LWDBs can help to create effective programming to fit those needs	Manufacturing employer group formed	Active participation by area employers
<b>Phase V: Act Goal: Implement initiatives</b>	January 2021 to ongoing	Inform the development of curriculum with the Community Colleges of Spokane and K-12 CTE programs to most effectively match the workforce needs of the manufacturing industry	New and/or expanded training programs	Training programs created or expanded
<b>Phase VI: Sustain and evolve Goal: grow the partnership</b>	January 2021 to ongoing	Continue to actively meet with regional employers and occasionally attend manufacturing group in Clarkston with EWP to better assess regional needs	Employer group remains active	Regular attendance by members

## Attachment B: Regional Cooperate Service Delivery Agreement

Phase	Time for each phase	Activities anticipated for each phase to be implemented. Please indicate how each LWDB will participate for sectors that will be served in a cross-regional plan.	Anticipated outcomes(s) for each phase	Measure(s) of progress for each phase
<b>Phase I: Prepare your team. Goal: build by-in &amp; support</b>	August 2020 to December 2020	Meet with regional labor economists, LWDB directors and staffs, ESD Regional Director, Community Colleges, DSHS, STA, SRTC, NEW-RTPO	Map existing regional transportation assets and poverty levels	Meeting held; resources committed
<b>Phase II: Investigate Goal: determine options for coordinated service delivery</b>	January 2021 to May 2021	Examine data and identify commonalities between Spokane and the surrounding counties in the Eastern Washington WDA as well as differences in available services and populations.	Settle on common understanding of assets and populations	Data reviewed
<b>Phase III: Inventory and Analyze Goal: build baseline knowledge</b>	June 2021 to October 2021	Review “big picture” of cross regional issues. Create baseline knowledge of gaps and partners and service providers that may be able to provide resources to challenges.	Cross-region group formalized	Group members identified, committed to results
<b>Phase IV: Convene Goal: build partnership, prioritize activities</b>	November 2021 to ongoing	SWC and EWP leadership meets both separately and jointly to assess regional progress. Work with regional partner organizations to develop strategies.	Successful meeting of 2 regions	Join meeting convened, commitment to further work
<b>Phase V: Act Goal: Implement initiatives</b>	January 2022 to December 2022	Programs are implemented to connect population in poverty with training and employment services. Transportation services are expanded to underserved areas.	Development of training/employment strategies for target populations and improved transportation services	Implementation of plans begins.
<b>Phase VI: Sustain and evolve Goal: grow the partnership</b>	Ongoing	Continue to meet, develop new initiatives as they evolve, carry out training & employment activities. Increase transportation access for areas.	Improved outcomes for people served. Group remains active	Activities completed, more in design.

## Attachment C: Regional Economic Development Coordination Plan

Phase	Time for each phase	Activities anticipated for each phase to be implemented. Please indicate how each LWDB will participate for sectors that will be served in a cross-regional plan.	Anticipated outcomes(s) for each phase	Measure(s) of progress for each phase
<b>Phase I: Prepare your team. Goal: build by-in &amp; support</b>	Current and Ongoing	Relationships previously established with many economic development organizations, including Port of Walla Walla, SEWEDA, TEDD, Lincoln County EDA, CEDA and more. Members serve on WDC, WDC director on boards of other organizations.	Continued partnering on critical regional projects	Successful completion of projects and development of new ones
<b>Phase II: Investigate Goal: determine options for coordinated service delivery</b>	Ongoing	Gather data on new and potential projects in the regional economy for emerging industries.	Continued partnering on critical projects	Successful completion of projects and development of new ones
<b>Phase III: Inventory and Analyze Goal: build baseline knowledge</b>	Ongoing	Identify and prioritize project initiatives. Study potential workforce needs. Consider LMI, system partner staff's knowledge of current labor inventory and analysis of workforce availability.	Inform employers of workforce activities	Matching workforce to employer needs. Successful business growth
<b>Phase IV: Convene Goal: build partnership, prioritize activities</b>	Ongoing	Continue to develop activities around ideas generated by partners. Assist with business recruitment when appropriate. Meet with potential employers as specific needs are identified.	Action/priority plan of identified initiatives.	Successful completion of planned initiatives
<b>Phase V: Act Goal: Implement initiatives</b>	Ongoing	Continue to share knowledge between partners. Continued work with businesses that need services. Possible training offered.	Prioritized activities	Successful implementation of initiatives
<b>Phase VI: Sustain and evolve Goal: grow the partnership</b>	Ongoing	Continued communication and strategy development with regional economic development organizations	New and continued initiatives for economic growth	Continued active participation / customer satisfaction with partners

## Attachment D: Local Area Profile

### 1. Local One-Stop System

List all comprehensive, affiliate, and connection one-stop sites in the local area, along with the site operator. If the operator is a partnership, list all entities comprising the partnership.

Site	Type of Site (Comprehensive, Affiliate, or Connection)	Site Operator(s)
WorkSource Walla Walla	Comprehensive	ESD
Colville WorkSource	Affiliate	ESD, Rural Resources
Pullman WorkSource	Connection	ESD
Rural Resources Newport	Connection	Rural Resources
Rural Resources Clarkston	Connection	Rural Resources
Blue Mountain Action Council	Connection	Blue Mnt Action Council
Add more rows if needed		

### 2. WIOA Title I Service Providers

Dislocated Worker Program List all current and potential service providers in the area	Indicate service(s) provided by each			WIOA funded?
	Basic	Individualized	Training	
Employment Security Department Walla Walla	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employment Security Department Colville	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments regarding the adequacy and quality of Dislocated Worker Services available:**

Description is in the narrative

<b>Adult Program</b> List all current and potential service providers in the area	<b>Indicate service(s) provided by each</b>			<b>WIOA funded?</b>
	Basic	Individualized	Training	
Blue Mountain Action Council	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Rural Resources Community Action	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments regarding the adequacy and quality of Adult Services available:**

Description is in the narrative

<b>Youth Program</b> List all current and potential service providers in the area	<b>Indicate service(s) provided by each</b>			<b>WIOA funded?</b>	<b>Services for youth with disabilities?</b>
	Basic	Individualized	Training		
Blue Mountain Action Council	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Rural Resources Community Action	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments regarding the adequacy and quality of Youth Services available:**

Description is in the narrative

## Attachment E

### Local Workforce Development Board Membership and Certification

**Complete this table if your LWDB qualifies as an alternative entity.**

<b>Categories</b>	<b>Name/Title/Organization*</b> (please list one per line and add lines as needed)	<b>Nominated by</b>
Business majority (>50%) - Please indicate the total number of seats available for this category: _____		
Workforce/Labor - Please indicate the total number of seats available for this category: _____		
Education - Please indicate the total number of seats avail Please indicate the total number of seats available for this category: _____		
Government/workforce programs (may include economic development) - Please indicate the total number of seats available for this category: _____		



Add more rows if needed
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**\* LWDBs must provide evidence of recruitment for any empty seats on the board.**

The table should identify how an alternative entity serving as a Local Workforce Development Board is substantially similar to the local entity described in WIOA Section 107(b)(2), by indicating membership in each of the 4 categories listed above.

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## Attachment F

### Local Integrated Workforce Plan Assurances Instructions

#### 2020-2024 Local Integrated Workforce Plan Assurances

	Planning Process and Public Comment	References
<input checked="" type="checkbox"/>	1. The local board has processes and timelines, consistent with WIOA Section 108(d), to obtain input into the development of the local plan and provide the opportunity for comment by representatives of business, labor organizations, education, other key stakeholders, and the general public for a period that is no less than 30 days.	WIOA Sections 108(d); proposed 20 CFR 679.550(b)
<input checked="" type="checkbox"/>	2. The final local plan is available and accessible to the general public.	Proposed 20 CFR 679.550(b)(5)
<input checked="" type="checkbox"/>	3. The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIOA Section 107(e); proposed 20 CFR 679.390 and 679.550
	Required Policies and Procedures	References
<input checked="" type="checkbox"/>	4. The local board makes publicly-available any local requirements for the public workforce system, such as policies, including policies for the use of WIOA Title I funds.	Proposed 20 CFR 679.390
<input checked="" type="checkbox"/>	5. The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent, and provides for the resolution of conflicts.	WIOA Section 107(h); proposed 20 CFR 679.410(a)-(c); WIOA Title I Policy 5405; WIOA Title I Policy 5410
<input checked="" type="checkbox"/>	6. The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area, and has provided the State with the latest versions of its memoranda of understanding.	WIOA Section 121(c); proposed 20 CFR 678.500-510; WorkSource System Policy 1013
<input checked="" type="checkbox"/>	7. The local board has written policy or procedures that ensure one-stop operator agreements are reviewed and updated no less than once every three years.	WIOA Section 121(c)(v); WorkSource System Policy 1008 Revision 1
<input checked="" type="checkbox"/>	8. The local board has negotiated and reached agreement on local performance measures with the local chief elected official(s) and Governor.	WIOA Sections 107(d)(9) and 116(c); proposed 20 CFR 679.390(k) and 677.210(b)
<input checked="" type="checkbox"/>	9. The local board has procurement policies and procedures for selecting One-Stop operators, awarding contracts under WIOA Title I Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under WIOA Title I in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIOA.	WIOA Sections 121(d) and 123; proposed 20 CFR 678.600-615 and 681.400; WIOA Title I 5404; WIOA Title I Policy 5613
<input checked="" type="checkbox"/>	10. The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIOA Title I individual training accounts and to train dislocated workers receiving additional unemployment insurance benefits via the state's Training Benefits Program.	WIOA Sections 107(d)(10), 122(b)(3), and 123; Proposed 20 CFR 679.370(l)-(m) and 680.410-430; WIOA Title I Policy 5611

<input checked="" type="checkbox"/>	11. The local board has written procedures for resolving grievances and complaints alleging violations of WIOA Title I regulations, grants, or other agreements under WIOA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.	WIOA Section 181(c); proposed 20 CFR 683.600; WIOA Title I Policy 5410; WorkSource System Policy 1012, Revision 1
<input checked="" type="checkbox"/>	12. The local board has assurances from its one-stop operator that all one-stop centers and, as applicable, affiliate sites have front-end services consistent with the state's integrated front-end service policy and their local plan.	WorkSource System Policy 1010 Revision 1
<input checked="" type="checkbox"/>	13. The local board has established at least one comprehensive, full-service one-stop center and has a written process for the local Chief Elected Official and local board to determine that the center conforms to the definition therein.	WIOA Section 121(e)(2)(A); proposed 20 CFR 678.305; WIOA Title I Policy 5612
<input checked="" type="checkbox"/>	14. The local board provides to employers the basic business services outlined in WorkSource System Policy 1014.	WorkSource System Policy 1014
<input checked="" type="checkbox"/>	15. The local board has written processes or procedures and has identified standard assessment objectives and resources to support service delivery strategies at one-stop centers and, as applicable, affiliate sites.	WorkSource System Policies 1011 and 1016; WTECB State Assessment Policy
<input checked="" type="checkbox"/>	16. All partners in the local workforce and education system described in this plan ensure the physical, programmatic and communications accessibility of facilities, programs, services, technology and materials in one-stop centers for individuals with disabilities.	WIOA Section 188; 29 CFR parts 37.7-37.9; 20 CFR 652.8(j)
<input checked="" type="checkbox"/>	17. The local board ensures that outreach is provided to populations and sub-populations who can benefit from one-stop services.	WIOA Section 188; 29 CFR 37.42
<input checked="" type="checkbox"/>	18. The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partner development, and numeric goals.	WIOA Section 188; 29 CFR 37.42
<input checked="" type="checkbox"/>	19. The local board complies with the nondiscrimination provisions of Section 188, and assures that Methods of Administration were developed and implemented.	WIOA Section 188; 29 CFR 37.54(a)(1); WIOA Policy 5402, Revision 1; WorkSource System Policy 1012, Revision 1
<input checked="" type="checkbox"/>	20. The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.	WIOA Section 185; 29 CFR 37.37; WIOA Policy 5402, Revision 1; WorkSource System Policy 1012, Revision 1
<input checked="" type="checkbox"/>	21. The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements	WorkSource System Policy 1018; 2 CFR Part 225 Appendix B; 2 CFR Part 230 Appendix B; 48 CFR 31.205-22; RCW 42.52.180; TEGL 2-12; 29 CFR Part 93.100
<input checked="" type="checkbox"/>	22. The local board ensures that one-stop MSFW and business services staff, along with the Migrant and Seasonal Farm Worker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven and consistent with ESD's mission.	WIOA Section 167

<input checked="" type="checkbox"/>	23. The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIOA, and applicable Departmental regulations.	WIOA Sections 116(i)(3) and 185(a)(4); 20 USC 1232g; proposed 20 CFR 677.175 and 20 CFR part 603
<b>Administration of Funds</b>		<b>References</b>
<input checked="" type="checkbox"/>	24. The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	WIOA Section 108(b)(16); proposed 20 CFR 679.560(a)(15); WIOA Title I Policy 5601; WIOA Section 134(c)(3)(G); proposed 20 CFR 680.300-310
<input checked="" type="checkbox"/>	25. The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to insure proper disbursement and accounting of WIOA adult, dislocated worker, and youth program and the Wagner-Peyser Act funds.	WIOA Section 108(b)(15), WIOA Title I Policy 5230; WIOA Title I Policy 5250
<input checked="" type="checkbox"/>	26. The local board ensures compliance with the uniform administrative requirements under WIOA through annual, on-site monitoring of each local sub-recipient.	WIOA Section 184(a)(3); proposed 20 CFR 683.200, 683.300, and 683.400-410; WIOA Policy 5230
<input checked="" type="checkbox"/>	27. The local board has a local allowable cost and prior approval policy that includes a process for the approval of expenditures of \$5,000 or more for equipment requested by subcontractors.	WIOA Title I Policy 5260
<input checked="" type="checkbox"/>	28. The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	WIOA Section 184(c); 20 CFR Part 652; proposed 20 CFR 683.410(a), 683.420(a), 683.750; WIOA Title I Policy 5265
<input checked="" type="checkbox"/>	29. The local board has a written policy and procedures for ensuring management and inventory of all properties obtained using WIOA funds, including property purchased with JTPA or WIA funds and transferred to WIOA, and that comply with WIOA, Washington State Office of Financial Management (OFM) and, in the cases of local government, Local Government Property Acquisition policies.	WIOA Section 184(a)(2)(A); proposed 20 CFR 683.200 and 683.220; OMB Uniform Administrative Guidance; Generally Accepted Accounting Procedures (GAAP); WIOA Title I Policy 5407
<input checked="" type="checkbox"/>	30. The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	WIOA Section 181(b)(7); proposed 20 CFR 680.850
<b>Eligibility</b>		<b>References</b>
<input checked="" type="checkbox"/>	31. The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.	Proposed 20 CFR Part 680 Subparts A and B; proposed 20 CFR Part 681 Subpart A; WorkSource System Policy 1019, Revision 1
<input checked="" type="checkbox"/>	32. The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or	WIOA Section 134(c)(3)(G); Proposed 20 CFR 680.300-320; WIOA Title I Policy 5601

	duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.	
☒	33. The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.	WIOA Sections 129(c)(2)(G) and 134(d)(2); proposed 20 CFR 680.900-970; proposed 20 CFR 681.570; WorkSource System Policy 1019, Revision 1
☒	34. The local board has a written policy for priority of service at its WorkSource centers and, as applicable, affiliate sites and for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.	Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09; Veterans Program Letter 07-09; WorkSource System Policy 1009 Revision 1

## Attachment G

### **Local Integrated Workforce Plan Certification**

*This section of the Local Integrated Workforce Plan serves as the LWDB's certification that it complies with all required components of Title I of the Workforce Innovation and Opportunity Act and Wagner-Peyser Act and must be signed by authorized officials.*

*Please customize this signature page to accommodate your CLEO structure (i.e., local areas that require more than one local chief elected official signature).*

The Local Workforce Development Board for \_\_\_\_\_  
certifies that it complies with all required components of Title I of the Workforce Innovation and Opportunity Act and Wagner-Peyser Act and plan development guidelines adopted by the State Workforce Development Board. The LWDB also assures that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, Wagner-Peyser Act, and their regulations, written U.S. Department of Labor guidance implementing these laws, Office of Management and Budget circulars, and all other applicable federal and state laws and regulations.

\_\_\_\_\_  
**Local Chief Elected Official(s)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Local Workforce Development Board Chair**

\_\_\_\_\_  
**Date**

## **Attachment H**

### **Public Comment**

Describe the Council's public review and comment process. The description should specify the public comment duration and the various methods used to seek input (e.g., web-posts, newspapers, e-mail, web-posting, events/forums and plan development workgroups. Also include any comments that represent points of disagreement with the plan.

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Draft plan is out for public comment

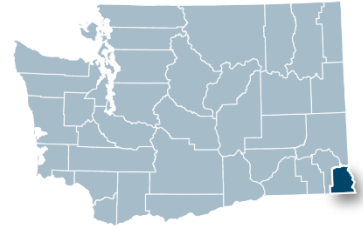
# County Profiles



## Asotin County profile

By Ajsa Suljic, regional labor economist

Updated October 2019



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Asotin County, established in 1883, is in the farthest southeastern corner of Washington, bounded on the east by Idaho and on the south by Oregon. Garfield County makes up its western border and part of its northern border as well. The balance of its northern border is shared with Whitman County.

Before outside exploration and settlement, the semi-nomadic Nez Perce inhabited what is now Asotin County. Tribes on both sides of the Nez Perce Trail used it for commerce, which was of strategic importance to the development of the region. Modern-day highways largely parallel the old trail.

The establishment of the territory and the end of the Indian Wars resulted in an influx of outside settlers into the county. Asotin, a former Nez Perce village, attracted settlers who were producing cattle, fruit and vegetables for mining camps in Idaho by 1868. Most economic development in the county was linked to mining activity in Idaho.

By the 1950s, agriculture dominated Asotin County's economy with grain crops, such as wheat and barley, as well as peas, berries, tree fruits and nuts, which were clustered near the river. The food processing industry grew up around these crops and the meat and dairy farms.

The dense stands of fir in the Blue Mountains made lumber and wood products a growth industry. Hunting and other outdoor recreation have been growth industries too. The completion of the Lower Granite Dam in 1975 shut down orchard and beef-processing activities along the river as land was submerged, but it created one of the longest inland water routes in the nation. Agriculture remained important, but now shared top billing with port activity at Clarkston-Lewiston and the federal U.S. Army Corps of Engineers, which operated the dam. Population growth followed the port activity at both Clarkston and Lewiston, fueling trade and service sectors catering to their needs.

Source: *Historic Glimpses of Asotin County* by E.V. Kuykendall, Bob Weatherley of the *Asotin County American*

### Local economy

Based on the [\*Quarterly Census of Employment and Wages\*](#) (QCEW), in 2018 overall employment grew by 1.3 percent to 6,405, which was led by information and technology (28.6 percent), wholesale trade (27.8 percent), professional and technical services (7.8 percent), transportation and warehousing (7.4 percent), construction (6.9 percent), arts, entertainment and recreation (6.9 percent), healthcare and social assistance (5.2 percent), accommodation and food services (3.4 percent), and manufacturing (1.9 percent). Economic growth is much diversified and varies among those in goods producing and service providing industries. These changes are giving many indicators towards employment expansion and opportunities for the local labor force residents.

Industries that have decreased over the year include retail trade (-5.2 percent), finance and insurance (-2.0 percent), real estate and rental and leasing (-8.6 percent), administrative and waste services (11.4 percent), private educational services (-28.0 percent), other services (-3.8 percent), agriculture (16.9 percent) and government (1.0 percent). Industries of decline are mostly service providing industries.

Agricultural employment also continues to play an oversized role, not in terms of total employment, but in terms of economic impact. High prices for wheat positively impacts wholesale sales employment, retail sales and the overall quantity of money flowing through the economy. Market value of all products sold was over \$12.9 million which was down by 37.0 percent from the 2012 Agricultural Census. Crop sales represented 58.48 percent of total value of products sold, while livestock, poultry, and their products accounted for 42.0 percent of total sales. Average per farm sales were at \$62,961, which decreased by 43.2 percent since 2012. Top crop production in Asotin County is winter wheat for grain.

### Geographic facts

	Asotin County	Rank in state
Land area, 2010 (square miles)	636.21	34
People per square mile, 2010	34.0	20

Source: U.S. Census Bureau QuickFacts

### Outlook

Most of the growth in the county is expected to be in the service providing industries. Some of the growing industries include healthcare, retail trade accommodation and food services. Manufacturing job growth has been strong with 8.7 percent five-year average annual growth. Asotin County manufacturing is dominated by durable goods manufacturing and boat building. Manufacturing is expected to continue its dominance as local companies continue to innovate and open the new markets for its products.

Healthcare and social assistance recorded an average growth of 9.5 percent over the past five years. Segments of growth are ambulatory healthcare services and social assistance. Local population needs for healthcare services continues to grow in trend with the state and national healthcare demands. Outlook for healthcare in Asotin County is very positive and growing.

As we move forward we can see growth in construction industry as population outgrows current housing inventory and looks for other options in the housing market. Five-year average annual growth rate for construction is at 6.4 percent and makes up 7.5 percent of total employment.

Agriculture employment in the county is expected to continue slowdown as wheat production becomes increasingly mechanized. For the region, wheat crop production was at levels considered very profitable, historically. Commodities across most markets have continued to see impacts and, in few cases, benefit from changing levels of global trade, demand and monetary valuation.

### Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor force](#) page on ESD's labor market information website.

The total county labor force was estimated at 10,380 in 2018, about 1.1 percent more than in 2017. The labor force in the county started rebounding with 1.0 percent a year since 2012, however, 2016 marks the first year of labor force growth and expansion, and 2018 labor force growth is the strongest in two years. Unemployment was same in 2018 at 4.2 percent. The labor force participation rate in 2017 was 57.8 percent, down from 61.7 percent in 2010.

Source: Employment Security Department

### Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

In 2018, QCEW data show Asotin County averaged 6,405 covered jobs, up by 1.3 percent from 6,322 in 2017. Of these jobs, the service-providing sector dominates with 84.0 percent of total covered employment while goods-producing industries make up only 16.0 percent.

Asotin County goods-producing industry has grown over the year with an increase of 26 jobs or 2.6 percent. Construction is continuing expansion in employment, and manufacturing is continuing in stability and growth.

- Agriculture, forestry, fishing and hunting continues to be a small component of total 2018 employment at 1.1 percent. Total covered payrolls were at \$1.6 million. Overall average agricultural wages in 2018 were \$23,921 for the workers. Agricultural employment in Asotin county is the lowest since 2002, with only 69 jobs.
- Construction employment continued to grow for the seventh year in a row with 31 additional jobs in 2018. Total count was 483 covered jobs, which is highest in the past nine years, with recovery still on horizon from 2009 recession job loss. Construction is the fifth largest industry in the county with 7.5 percent of employment and an average \$52,500 annual wage.

- Total employment in manufacturing increased by 1.9 percent in 2018 from 2017. Manufacturing makes up only 7.4 percent of total employment or 474 jobs. Manufacturing pays a \$43,337 average annual wage. Recent reports indicate business sales and productivity of workers are both up. Major growth occurred in transportation equipment manufacturing. This specific industry is primarily jet boat manufacturing which has national and international appeal. Boat manufacturing in the area is gaining momentum, expanding with additional exports and trade growth at the international level.
- Retail trade is the third largest industry in the county with a 15.8 percent share of total employment. Retail employment decreased over the year by 5.2 percent or 56 jobs. Average wages in the retail sector tend to be lower than those of other industries at \$34,343 annually. Total employment in the retail trade was at 1,015 in 2018.
- Healthcare and social assistance in Asotin County is the largest industry making up 23.7 percent of total employment in 2018. It has been and continues to be a key source of jobs for the county. The total number of jobs in healthcare and social assistance is 1,519 with an increase of 5.2 percent from the 2017 level. The healthcare and social assistance industry paid on average \$44,800 annually in 2018.
- The accommodation and food services industry have 10.3 percent of total employment with a total of 660 jobs in 2018. Total covered payrolls in Asotin County for this industry was at \$12.4 million, which is translated into \$18,816 average annual wage. Even as it is the lowest paying industry in the county, this industry remains an important support industry for the business community, visitors and area residents.
- Government administration makes up 18.4 percent of total employment in the area, with a total of 1,181 jobs in 2018. The majority of government employment is in local and state education and health services. Government is second largest industry segment in the county with total covered payroll of \$50.2 million, which translates in to an average annual wage of \$42,531 in 2018.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

### *Asotin County highlights:*

In 2017, men held 45.3 percent of the jobs in Asotin County and women held 54.7 percent.

- Workers over the age of 55 years of age held 23.7 percent of all employment, close to the state number of 22.3 percent.
- Workers between the ages of 25 and 34 held 21.8 percent of all employment, which is followed by workers 45 to 54 years of age with 19.4 percent of all employment.
- Male-dominated industries included construction (85.3 percent), manufacturing (82.7 percent), agriculture (76.0 percent), wholesale trade (74.7 percent) and transportation and warehousing (70.6 percent).
- Female-dominated industries included healthcare and social assistance (79.6 percent), professional, scientific and technical services (76.2 percent), finance and insurance (73.5 percent), education services (71.0 percent) and the real estate and rental and leasing industry (63.5 percent).

Source: The Local Employment Dynamics

### Wages and income

- In 2018, employers in Asotin County paid \$255.9 million in wages, which increased by 6.4 percent from \$240.2 million in 2017.
- The average annual wage for jobs in the county increased by 5.0 percent to \$39,980 in 2018 from \$38,064 in 2017.
- The 2018 median hourly wage for Asotin County was \$19.72, below the state figure of \$26.03, and the state figure minus King County of \$22.37.
- Median household income was \$58,414 in 2016 estimates. This is much lower than the state average of \$76,507.
- Workers living in Asotin County earn a large portion of their income outside of the county. In 2016, workers earned over 55.6 percent of their total wages working outside of the county.

### Personal income

Personal income includes earned income, investment income, and government transfer payments such as Social Security and veterans' benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

- Per capita income in Asotin County was \$44,848 in 2017, which is 86.8 percent of the U.S. average (\$51,640) and 77.4 percent of Washington's average (\$57,896).
- Investment income was 22.0 percent of per capita total income in 2017.
- Government transfer payments, as a proportion of total income, have risen steadily from 12 percent in 1969 to 27 percent in 2017.

- The poverty rate for Asotin County in 2017 was estimated at 13.5 percent, above the states poverty rate of 12.2 percent, and below the national poverty rate of 14.6 percent.

Source: Employment Security Department; Bureau of Labor Statistics; Bureau of Economic Analysis; U.S. Census Bureau, American Community Survey

## Population

The U.S. Census estimates the population of Asotin County in 2017 was 22,610. Since 2010, the county's population has increased 4.6 percent, slower than the 12.1 percent for the state.

- Asotin County had 34.0 people per square mile in 2010. The state had 101.2. people per square mile
- The population has experienced more net in-migration than natural increases.

Source: U.S. Census Bureau

## Population facts

	Asotin County	Washington state
Population 2017	22,610	7,535,591
Population 2010	21,623	6,724,540
Percent change, 2010 to 2017	4.6%	12.1%

## Age, gender and ethnicity

- In 2018, Asotin County had 20.3 percent of its population under age 18, compared to 22.1 percent statewide.
- The population was 23.3 percent for those 65 years and over, compared with 15.4 percent statewide.
- Females were 51.2 percent of the population, compared to 50.0 percent statewide.
- Asotin County was less diverse than the state in terms of race and in 2018, 93.2 percent of residents were white and non-Latino, compared with 78.9 percent statewide.
- Hispanic or Latino residents represented 4.2 percent of the population, compared to 12.9 percent statewide.

## Demographics

	Asotin County	Washington state
<b>Population by age, 2017</b>		
Under 5 years old	5.2%	6.1%
Under 18 years old	20.3%	22.1%
65 years and older	23.3%	15.4%
<b>Females, 2017</b>	<b>51.2%</b>	<b>50.0%</b>
<b>Race/ethnicity, 2017</b>		
White	93.2%	78.9%
Black	0.8%	4.3%
American Indian, Alaskan Native	1.8%	1.9%
Asian, Native Hawaiian, other Pacific Islander	1.2%	10.1%
Hispanic or Latino, any race	4.2%	12.9%

## Educational attainment

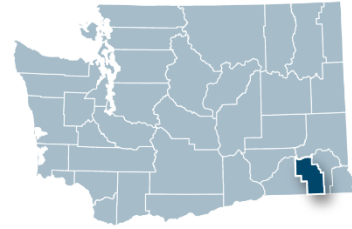
- In the period 2013 through 2017, Asotin County residents over the age of 25 had similar high school graduation rates, 89.9 percent, compared to their statewide counterparts at 90.8 percent.
- An estimated 21.4 percent of those over 25 had a bachelor's degree or higher, compared to 34.5 percent statewide.

Source: U.S. Census Bureau QuickFacts

## Columbia County profile

By Ajsa Suljic, regional labor economist

*Updated November 2019*



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Columbia County was carved out of Walla Walla County in 1875. The county covers only 868.63 square miles of land, ranking 31st in size among Washington's 39 counties. Columbia County is located in southeastern Washington, borders the Oregon state line to its south, Whitman County and the Snake River to its north, Walla Walla County to its west and Garfield County to its east. Columbia County has the third-smallest population in the state with population density of 4.7 people per square mile. The County is mostly agricultural land that has specialized in farming, especially wheat, asparagus and green peas as well as ranching and logging. Today, agriculture and food processing are still dominant along with food manufacturing and local government.

#### Local economy

The Columbia County area was home to many tribes including Palouse, Nez Perce, Yakama, Wanapum, Walla Walla, and Umatilla. Breeding, trading and selling horses was a central part of tribal existence. Later, trading became one of the primary economic activities as fur and goods trading companies moved into the area with pioneers. As pioneers started settling in the area, agricultural and ranching activities prospered as demand for produce and meats grew with new influx of gold rush pioneers.

Due to employment activities primarily centered in agriculture and government, Columbia County has had a marginally stable economy. Nevertheless, employment activities have developed a small seasonal pattern for the past five years mainly due to new wind projects such as Hopkins Ridge, Marengo and the Dayton wind farms. Recent work has been started to reestablish food processing in the county with the new Blue Mountain Station project. This project will serve as a food processing business incubator, blending sustainable, locally grown produce with food and organic food production.

Ski Bluewood, the local ski area, changed in ownership to ensure the local ski area continued to operate. This local skiing facility is an important source of tourism and seasonal employment for residents across the region. Local micro manufacturing and retail sectors are bouncing back and sprouting a new entrepreneurial environment, which is greatly contributing to local economic stability. One of the largest developments in the County has been Columbia Pulp manufacturing plant. Columbia Pulp is North America's first tree-free market pulp mill, using wheat farmers' waste straw to create pulp for paper products as well as bio-polymers for a variety of industrial uses. This will be the staple of the Columbia Pulp employment growth in the near future.



## Geographic facts

	Columbia County	Rank in state
Land area, 2010 (square miles)	868.63	31
People per square mile, 2010	4.7	36

Source: U.S. Census Bureau QuickFacts

## Outlook

In Columbia County, most dominant industry is healthcare and social assistance in both public and private sectors. Per U.S. Census estimates, about 18.0 percent of civilian employed population 16 years and over are working in the healthcare and social assistance industry. This industry continues to grow at a 1.3 percent rate per year for the past eight years. Demand for the healthcare and social industry sector continues to grow and it will be one of the leading front-runners of county economic growth.

Over the years, commodity-based industries have contributed the most to Columbia County growth. The agriculture, forestry, fishing and hunting industry expanded at a 1.6 percent rate for the past eight years, expanding its percent share in the county over the years. It was estimated that about 8.4 percent of total resident labor force is employed in the agriculture, forestry, fishing and hunting industry. The wheat crop is in high demand and has been very profitable in the past couple of years. Commodities across most markets have continued to benefit from changing levels of global trade, demand and monetary valuations.

Columbia County is becoming a tourist destination for its historic preservation appeal and in turn is expanding its accommodation and food services industry, with a seven-year average annual growth rate of 7.4 percent.

Manufacturing development by Columbia Pulp has changed the outlook for Counties economy by slowly increasing number of job available as the facility start to operate and ramps up production.

Columbia County is part of the Eastern Washington workforce development, which has annual projections for employment growth at 0.8 percent through 2022.

## Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

In 2018, Columbia County's civilian labor force totaled 1,789, which is an increase of 1.0 percent from 2017. The number employed increased by 1.0 percent to 1,689 in 2018 from 1,672 in 2017. Columbia County unemployment rate unchanged over-the-year.

The latest unemployment and employment statistics show the labor force at 1,905 in October 2019, with a 4.0 percent increase from the same time in 2018. About 59 people that entered labor force October found employment in the county or region and about 20 people were unemployed and looking for employment.

Resident employment grew by 3.4 percent in October 2019, when compared to the same time a year before. The unemployment rate was recorded at 5.1 percent, which is higher than the last year.

## Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Columbia County hosted some 1,312 jobs in 2018 with a 3.9 percent increase from 2017. Total covered payrolls were \$54.6million, which has increased by 7.0 percent from 2017 figures.

The goods-producing industry makes up 24.9 percent of total employment. Goods-producing employment averaged 327 in 2018, posting an increase of 18.9 percent when compared to 2017.

- Agriculture represents most of the goods-producing industry, around 46.2 percent, and about 11.5 percent of total employment in the area. Agriculture had an average of 151 workers with total payrolls at \$5.0 million.
- Manufacturing represents 5.3 percent of total employment and provides about 69 jobs in the area with \$3.9 million in total wages.
- Columbia County has held steady in recent years mainly due to wind farm projects, Columbia Pulp Manufacturing facility, new small manufacturing initiatives and efforts with the Blue Mountain station.
- Construction makes up 6.3 percent of total county employment with 83 jobs in 2018. Construction decreased by 7 jobs or 7.8 percent in 2018, with \$5.9 million in covered payrolls. On average, construction workers in Columbia County took home over \$70,579 in 2018.

Service-providing employment averaged 985 in 2018, with no change over-the-year. Columbia County service-providing employment is comprised of many industries including government.

- Government employment, which represents 39.2 percent of total area employment, increased by 2.4 percent in 2018 and had an average annual wage of \$50,035.
- Accommodation and food services increased over-the-year by 7.5 percent and represented 8.8 percent of total employment. Accommodation and food services had a total of \$1.9 million wages, contributing to average annual wages in this industry of \$16,778.
- Retail trade industry expended by 13.7 percent over-the-year to 83 jobs after slowing and decreasing employment due to closures in 2017. Total payrolls are at \$1.9 million.
- Healthcare and social assistance industry increased by 9.3 percent in 2018 by adding 7 more jobs to the local economy. Healthcare and social assistance makes up 6.3 percent of total employment and pays on average \$20,876 a year.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

#### *Columbia County highlights:*

The largest job holder group in Columbia County in 2018 was the 35 to 44 years of age group with 22.0 percent of the workforce. They were followed by 55 to 64 year-olds with 21.4 percent of the workforce.

In 2018, 52.5 percent of all industry jobs were held by men and 47.5 percent were held by women.

Industry differences are discussed below:

- Male-dominated industries included construction (92.6 percent), agriculture (83.6 percent), utilities (75.8 percent) and manufacturing (75.7 percent), wholesale trade (75.7 percent).
- Female-dominated industries included finance and insurance (83.3 percent), administrative and waste management (81.0 percent), healthcare and social assistance (77.0 percent), accommodations and food services (71.0 percent), real estate (70.0 percent), educational services (68.4 percent), information (62.0 percent), professional, scientific and technical services (60.7 percent).

Source: The Local Employment Dynamics

### Wages and income

In 2018, Columbia County had 1,312 jobs covered by unemployment insurance, with a total payroll of over \$54.6 million.

The county average annual wage was \$41,585 in 2018, which was below the state's average annual wage of \$66,195. In 2018, Columbia County was ranked 22<sup>nd</sup> in the state for average annual wages among the 39 counties.

The Columbia County median hourly wage was \$20.38 in 2018, an increase of \$0.35 over-the-year. The median hourly wage in Columbia County was well below the state's median hourly wage of \$25.98, which increased by \$1.13 over the year.

Source: Employment Security Department/WITS; Bureau of Labor Statistics; Bureau of Economic Analysis; U.S. Census Bureau, American Community Survey

### Personal income

Personal income includes earned income, investment income, and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2017, the per capita income in Columbia County was \$45,918, which was well below the state's per capita income of \$57,896 according to Bureau of Economic Analysis.

Median household income over the period 2013 to 2017 was \$46,250, well below the state's \$66,174, according to the U.S. Census Bureau QuickFacts.

During the same time, 14.5 percent of the population was living below the poverty level in Columbia County, compared to 12.9 percent for the state.

## Population

According to the Census estimate for 2018, the Columbia County population was 4,059. The population of the county is expected to remain somewhat stable.

The Columbia County seat and largest city is Dayton, with a population of 2,560 in 2018. The second notable city is Starbuck, with a population of 130.

### Population facts

	Columbia County	Washington state
Population 2018	4,059	7,535,591
Population 2010	4,078	6,724,540
Percent change, 2010 to 2018	-0.5%	12.1%

### Age, gender and ethnicity

Columbia County has a large retirement community with 27.9 percent of population being 65 years and older in 2017.

- Columbia County's population 65 and older was 27.9 percent in 2018 compared to the state's 15.4 percent.
- Those under 18 years of age made up 18.8 percent in 2018 compared to the state's 22.1 percent.
- The youngest age group, those under 5 years of age, was 5.1 percent in 2018, much smaller when compared to the state's 6.1 percent.

Females made up 51.2 percent of the county's population, which is slightly above the state's 50.0 percent.

Diversity in the county shows 91.5 percent of residents are white, with 7.8 percent people of Hispanic or Latino origin, compared to the state's 78.9 percent and 12.9 percent, respectively.

## Demographics

	Columbia County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	5.1%	6.1%
Under 18 years old	18.8%	22.1%
65 years and older	27.9%	15.4%
<b>Females, 2018</b>	<b>51.2%</b>	<b>50.0%</b>
<b>Race/ethnicity, 2018</b>		
White	91.5%	78.9%
Black	0.7%	4.3%
American Indian, Alaskan Native	1.7%	1.9%
Asian, Native Hawaiian, other Pacific Islander	3.2%	10.1%
Hispanic or Latino, any race	7.8%	12.9%

## Educational attainment

Over the period 2013 to 2017, 90.5 percent of individuals age 25 and older were high school graduates, which is lower than that of Washington state (90.8 percent).

Over the same period, it's estimated that 26.5 percent of people in Columbia County 25 and older had attained a bachelor's degree or higher. This does not compare favorably with the state (34.5 percent).

Source: U.S. Census Bureau QuickFacts

## Ferry County Profile

By Doug Tweedy,  
Regional labor economist  
*Updated November 2019*



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Ferry County, named for Governor Ferry, was carved out of Stevens County in 1899. The County is bordered to its north by British Columbia and Lincoln County to its south. Okanogan County lies to the west and Stevens County to the east. Ferry County is sparsely populated. This rural economy is defined by limited transportation routes and its dependence on resource extraction. The Colville Confederated Tribe owns the southern portion of the county and the northern portion is largely part of the Colville National Forest. Less than 18 percent of the land in Ferry County is privately owned.

#### Local economy

Ferry County was settled after the discovery of gold in the 1850s. As this gold rush came to an end around 1900, lumber began to play a major role in Ferry County's early history. In 1907, President Roosevelt created a system of national forests. The newly recognized Colville National Forest made up the northern half of Ferry County. Ferry County remained remote and inaccessible until roads and communication systems were built by the Civilian Conservation Corps. Lake Roosevelt was also developed in the 1930s, which spurred employment, electricity and irrigation.

Ferry County and particularly the town of Republic, have relied on mining for decades. The Republic mines were the major producers of gold in the state for many years in the 20th century. Since 2009, employment growth has been slightly negative.

#### Geographic facts

	Ferry County	Rank in state
Land area, 2010 (square miles)	2,203.16	9
People per square mile, 2010	3.4	38

Source: U.S. Census Bureau QuickFacts

#### Outlook

The economy of Ferry County has remained static with little change over time. The lack of economic growth is reflected in slow population growth, an older than average population and negative real employment growth. Ferry County continues to be plagued by limited transportation and little private land. These issues limit growth of resource extraction as well as overall economic activity. The largest

employer in Ferry County, a gold mine near Republic, closed in 2018. The indirect impact of the closure, due to the lost high-wage jobs, will impact local businesses and schools. However, a trend of unemployed miners working in other mines around the country, but continuing to keep their residencies in Ferry County, will help offset lost jobs and wages. Still, Ferry County is likely to experience decreases in employment and income.

### Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

The civilian labor force for the first ten months of 2019 (2,539) was up slightly compared to the same period in 2018 (2,490).

The preliminary county unemployment rate for the first ten months of 2019 was 11.8 percent. In 2018, the rate was 11.9 percent for the same period. The unemployment rate peaked in 2010 at 17.5 percent.

Source: Employment Security Department/LMEA

### Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Ferry County has 1,700 nonfarm jobs located in the county. A large number of the employed residents work in jobs or for firms located outside the county.

Total nonfarm jobs in the first ten months of 2019 decreased slightly from the same period in 2018.

- Goods-producing employment is averaging 270 jobs in 2019, which remained near the 2018 average of 280. A majority of these jobs are in manufacturing.
- Service-providing employment is averaging 1,420 in 2019. According to the most recent estimates, government the largest employment sector is slightly down from 2018.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

### *Ferry County highlights:*

The largest job holder age group in Ferry County in 2018 was the 55 and older group at 29.0 percent. This percentage was closely followed by job holders aged 45 to 54, with 20.4 percent of the workforce.

In 2018, men held 51.6 percent of the jobs in Ferry County, and women held 48.4 percent. There were substantial differences in gender dominance by industry.

- Male-dominated industries included construction (88.1 percent) and manufacturing (87.3 percent).
- Female-dominated industries included finance and insurance (79.5 percent), healthcare and social assistance (64.5 percent) and accommodations and food service (74.9 percent).

Source: The Local Employment Dynamics

## Wages and income

Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2018, there were 1,729 jobs covered by unemployment insurance with a total payroll of over \$66.4 million.

The 2018 average annual wage was \$38,431, well below the state's average annual wage of \$66,195 and ranked 32nd in the state.

## Personal income

In 2017, the per capita personal income was \$35,771 in Ferry County, less than the state (\$57,896). Ferry County has ranked 38<sup>th</sup> in the state in terms of per capital personal income.

According to the U.S. Census Bureau QuickFacts, the median household income was \$41,081 in 2013 to 2017, less than the median for the state at \$66,174.

In the period 2013 to 2017, 17.8 percent of Ferry County's population was living below the poverty level, higher than the state's level of 10.3 percent according to the U.S. Census Bureau QuickFacts.

Source: Employment Security Department/LMEA; Bureau of Economic Analysis; U.S. Census Bureau QuickFacts

## Population

Ferry County's population was estimated at 7,649 in 2018. It grew at a rate of 1.3 percent from 2010 to 2018 compared to the state's growth rate of 12.1 percent.

The largest city in Ferry County is Republic.

## Population facts

	Ferry County	Washington state
Population 2018	7,649	7,535,591
Population 2010	7,554	6,724,540
Percent change, 2010 to 2017	1.3%	12.1%



### Age, gender and ethnicity

Ferry County has an older population than does the state.

- In Ferry County, those 65 and older made up 27.2 percent of Ferry County's 2018 population compared to the state's 15.4 percent.
- Residents under 18 made up 17.4 percent of Ferry County's population compared to 22.1 percent for the state.

Ferry County showed less diversity in 2018 than did the state in all racial/ethnic categories except American Indians and Alaska Natives. The Colville Confederated Tribe owns a significant portion of the county.

### Demographics

	Ferry County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	4.8%	6.1%
Under 18 years old	17.4%	22.1%
65 years and older	27.2%	15.4%
<b>Females, 2018</b>	<b>48.9%</b>	<b>50%</b>
<b>Race/ethnicity, 2018</b>		
White	75.7%	78.9%
Black	0.7%	4.3%
American Indian, Alaskan Native	17.1%	1.9%
Asian, Native Hawaiian, other Pacific Islander	1.3%	10.1%
Hispanic or Latino, any race	5.0%	12.9%

### Educational attainment

Most Ferry County residents age 25 and older (87.0 percent) were high school graduates, which compares with 90.8 percent of Washington State's residents, over the period 2013 to 2017.

Those with a bachelor's degree or higher made up 17.5 percent of Ferry County residents age 25 and older compared to 34.5 percent of state residents over the same period.

Source: U.S. Census Bureau QuickFacts

## Garfield County Profile

By Ajsa Suljic

Regional labor economist

Updated November 2019



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Garfield County was formed from the eastern portion of Columbia County by an act of the Washington Territorial Legislature in 1881. Garfield County is bordered by Whitman County on the north, Asotin County on the east, Columbia County on the west and on the south by Wallowa County, Oregon. The Snake River makes up its northern and northeastern borders and is an essential part of its economic existence.

Garfield County is the seventh-smallest county in the state, with only 710.5 square miles. Before white exploration and settlement, the semi-nomadic Nez Perce inhabited the area on both sides of the Nez Perce Trail as means of commerce, which was of strategic importance to the development of the region.

The establishment of the territory and the end of the Indian Wars resulted in an influx of white settlers into the county. Garfield County settlers came and started farming and ranching in the area. Later some settlers started communities in the Pataha Creek area, today's Pomeroy City, with the first known commercial establishment being a stage station and "eating house" (shaver). By 1875, there was an estimated 200 farms in the area, which produced major crops of pears, wheat, blue grass and others. Garfield County is the least populated county in the state of Washington, ranking 39<sup>th</sup> among 39 Washington counties, with population of 2,256 people in 2013, or 3.2 per square mile.

#### Local economy

The Garfield County workforce is employed primarily in government services (around 68.5 percent in total). While local government makes up the biggest share of that employment, which includes local education services, federal government employment is very significant for the area by providing stable and higher paying jobs.

Farmland occupies over two-thirds of the county's total land usage. The main crop is dry land wheat. The total value of agricultural sales tends to be in the same range as the total wages earned for the county.

As of the 2017 Agricultural Census, the county had 226 farms with an average size of 1,283 acres. Numbers of farms increased by 7.0 percent from 2012 Census. The market value of agricultural products sold was \$37.2 million, with 86 percent of that being from crop sales and 14 percent from livestock, poultry, and other products. About 36 percent of farms in Garfield County have a value of crop sales over \$100,000. Main crops in Garfield County include all types of wheat for grain, barley for grain, chickpeas,

canola, and forage. Largest livestock inventory are cattle and horses. Only 34 percent of Garfield farms hire farm labor, and 92 percent of all farms are family farms.

Demographics also play a role in Garfield County's economy as a high proportion of elderly residents continue to increase demand for local healthcare services, which in this county are mostly provided by the government sector. Healthcare and social services are projected to grow at a faster than average rate.

### Geographic facts

	Garfield County	Rank in state
Land area, 2010 (square miles)	710.69	33
People per square mile, 2017	3.2	39

Source: Washington State Office of Financial Management

### Outlook

Garfield County's employment has fluctuated up and down in the past ten years. Garfield County covered employment continues its decline with the new 10-year low. This marks a 10-year average annual decline of 2.3 percent since 2008. Since the recession of 2007, covered employment has not recovered and continues its downward trend, which puts a lot of strain on the economic well-being of this small rural county.

Wholesale trade and retail trade will continue to be the cluster that provides the most private sector jobs. Major agricultural commodities will remain in production if there is demand and proper weather conditions. Government employment is the leading employing industry and the only one that has shown stability.

There are some promising opportunities in future job development from the Columbia Pulp project, which might shape the future of jobs in Garfield County within the next 5 to 10 years.

### Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

In 2018, the county labor force was estimated at 901, marking an eight-year downward trend. The number of people employed was estimated at 849, while about 52 people were estimated to be unemployed and looking for work. Resident employment remained the same while the number of people looking for employment decreased and dropped out of the labor force.

Unemployment increased to 5.8 percent in 2018 from 5.3 percent in 2017. Yearly averages in the labor force show some volatility, which is associated with the government and seasonal agricultural economic base.

The average annual unemployment rate in Garfield County in 2008 was the lowest in 14 years, at 4.6 percent before it peaked again in 2010 at 8.1 percent. The unemployment rate fluctuates throughout the

year, reflecting the seasonal employment, with lows in September or October each year and peaks in January or February.

Source: Employment Security Department

### Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Garfield County's average covered employment was 678 in 2018, a 1.3 percent decrease over the year. Garfield County had an annual decrease of 1.8 percent for the past ten years. Almost all employment in Garfield County is in service-providing industries, specifically government employment at 69.3 percent of the total. Total covered payrolls were at \$32.5 million in 2018, up by 4.7 percent over the year.

- Goods-producing industries in Garfield County provided around 50 jobs. Most of the employment in this segment was in agriculture. Agriculture employment keeps its regular cycle employment fluctuation with 2018 being one of the low employment years with close to 40 jobs. Agriculture is slated to keep changing its employment structure with innovation and automation in cultivating and harvesting of the crops.
- Service-providing industries averaged 628 jobs in 2018, a decrease of 1.4 percent from 687 in 2017. This industry cluster is made up of multiple industries serving both population and business in the county. This is the major cluster that continues to provide jobs to the local community.
- Garfield County service-providing employment is 74.8 percent in government, 20.7 percent in trade, transportation and utilities and 3.2 percent in information and financial activities.
- Government employment averaged 470 in 2018, unchanged over-the-year with main employment in local government and second highest employment being in federal government.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

#### *Garfield County highlights:*

The largest job holder group in Garfield County in 2018 was the 55 to 64 years of age group with 24.2 percent of the workforce. The workforce has aged over the years, and now 44.6 percent of the workforce is between 45 and 64 years old, that is an increase of 1.3 percent over-the-year.

The Garfield County workforce was mostly male in 2018; 51.7 percent of all industry jobs were held by men and 48.3 percent were held by women. Industry differences are discussed below:

- Male-dominated industries included agriculture (80.3 percent), construction (85.2 percent), wholesale trade (76.0 percent), and public administration (59.6 percent).
- Female-dominated industries included accommodation and food services (88.4 percent), healthcare and social assistance (77.9 percent), finance and insurance (61.9 percent), and retail trade (61.8 percent).

Source: The Local Employment Dynamics

## Wages and income

In 2018, Garfield County had 678 jobs covered by unemployment insurance, with a total payroll of over \$32.5 million.

The county average annual wage was \$47,911 in 2018, which is well below the state's average annual wage of \$66,195. In 2018, Garfield County was ranked 14<sup>th</sup> in the state for average annual wages among 39 counties.

The Garfield County median hourly wage was \$21.31 in 2018, which was well below the state's median hourly wage of \$25.98 and below the state, without King County, median wage of \$22.37.

## Personal income

Personal income includes earned income, investment income, and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2017, per capita income in Garfield County was \$42,429, with an increase over-the-year of 6.3 percent. Nonetheless, income was well below the state's per capita income of \$57,896 and the national income of \$51,640, according to Bureau of Economic Analysis.

Median household income over the period 2013 to 2017 was \$51,399, well below the state's \$66,174, according to the U.S. Census Bureau QuickFacts.

Over the period 2013 to 2017, 11.7 percent of the population was living below the poverty level in Garfield County. This compares to 12.2 percent for the state.

Source: Employment Security Department; Bureau of Labor Statistics; Bureau of Economic Analysis; U.S. Census Bureau; U.S. Census Bureau, American Community Survey

## Population

According to the Census estimates for 2018, Garfield County's population was 2,247. Garfield County's population decreased by 0.8 percent from 2010 to 2018. This county continues to age out and younger populations leave for other opportunities elsewhere.

The Garfield County seat and the largest city is Pomeroy with a population of 1,400 in 2018. The second notable city is Pataha City.

Source: U.S. Census Bureau

#### Population facts

	Garfield County	Washington state
Population 2018	2,247	7,535,591
Population 2010	2,266	6,724,540
Percent change, 2010 to 2018	-0.8%	12.1%

#### Age, gender and ethnicity

Garfield County has a large retirement age community with 26.2 percent of the population being 65 years of age or older.

- Garfield County's population age 65 and older was 25.4 percent in 2018 compared to the state's 15.4 percent.
- Those under 18 years of age made up 21.3 percent in 2018 compared to the state's 22.1 percent.
- The youngest age group, those under 5 years of age, was 7.1 percent in 2018, compared to the state's 6.1 percent.

Females' made up 51.1 percent of the county's population, which is slightly above the state's 50.0 percent.

Diversity in the county shows that 93.5 percent of residents are white, with 5.4 percent of Hispanic or Latino origin, compared to the state's 78.9 percent and 12.9 percent, respectively.

Source: U.S. Census Bureau QuickFacts

#### Demographics

	Garfield County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	7.1%	6.1%
Under 18 years old	21.3%	22.1%
65 years and older	25.4%	15.4%
<b>Females, 2018</b>	51.1%	50.0%
<b>Race/ethnicity, 2018</b>		
White	93.5%	78.9%
Black	0.1%	4.3%
American Indian, Alaskan Native	0.7%	1.9%
Asian, Native Hawaiian, other Pacific Islander	2.8%	10.1%
Hispanic or Latino, any race	5.4%	12.8%

Source: U.S. Census Bureau, American Community Survey

### Educational attainment

Over the period of 2013 to 2017, 95.5 percent of individuals age 25 and older were high school graduates, which is higher than that of Washington state (90.8 percent).

Over the same period, it's estimated that 23.0 percent of people in Garfield County 25 and older have attained a bachelor's degree or higher. This figure does not compare favorably with the state (34.5 percent).

Source: U.S. Census Bureau QuickFacts

## Lincoln County Profile

By Doug Tweedy,  
Regional labor economist  
*Updated October 2019*



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Lincoln County is a rural county at the northern edge of the Palouse wheat-growing region. The economy is dominated by wheat production. The entire northern boundary of the county is a federal Indian reservation and the county seat is in Davenport. The county is the seventh largest in the state, comprising 2,310 square miles.

Next to Whitman County, Lincoln County grows the most wheat in Washington State. Annual wheat production can be over 25 million bushels. One point two million acres of the county's 1.5 million-acre area is in farmland and one in every three of those acres is planted in wheat. Lincoln County farmers are very efficient and 2019 production was good. However, wheat prices did drop and have farmers worried about the future. With the drop in wheat prices, the regional economy and local retail sales have been impacted. Livestock production is also an important component of Lincoln County agriculture. A meat packing plant in Odessa has added diversity to agriculture income.

Tourism activities have increased over the last decade as Grand Coulee Dam and Lake Roosevelt have become more developed.

#### Local economy

Original settlers came to the area seeking gold and those who settled in the area grew livestock. With the advent of the first railroad in 1881, overall agriculture production focused on wheat. Success in wheat farming eventually drove migration, settlement and development.

Growth in total nonfarm employment has been relatively slow over the last 12 years, but had managed to minimize losses during the last recession. Employment peaked in 2008, but has slightly declined since then.

### Geographic facts

	Lincoln County	Rank in state
Land area, 2010 (square miles)	2,310.49	7
People per square mile, 2010	4.6	37

Source: U.S. Census Bureau QuickFacts



## Outlook

Schools and government employment constitutes almost half of all jobs in the county. In the short term, ongoing budgetary problems are expected to continue to limit overall expansion of government. Lincoln County retail sales improved in 2019. However, even with the increase in total retail sales, overall sales tend to be lower relative to the per capita state average. This reflects the large number of purchases occurring in neighboring Spokane County as county residents travel to shop.

Slow population growth over the last decade limits overall economic growth. This is especially true in many small communities where support for services and the replacement of existing public infrastructure are hampered by a declining population. Overall, the population for the county tends to grow much slower and is older than is typical for the state and nation.

However, population should increase in 2020. As the Amazon development in Spokane County is close to the border with Lincoln County and will provide the county new jobs and revenue as Amazon employees find out about the low cost of land and housing available in Lincoln County.

## Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Through the first nine months of 2019, the average civilian labor force was 5,139 which compares to 5,059 for the same period in 2018. Increases in the labor force reverse a trend from 2010, of workers migrating out of the county. Good news for county employers. The county unemployment rate in the first nine months of 2019 averaged 5.2 percent, which is an increase from the first nine months of 2018 (4.9 percent).

The unemployment rate fluctuates throughout the year, reflecting seasonal employment, with lows in the summer and highs in the winter.

Source: Employment Security Department/LMEA

## Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Lincoln County nonfarm employment averaged 2,540 in the first nine months of 2019 compared to 2,679 for the same period in 2018.

- Goods-producing employment averaged 340 in the first nine months of 2019. No change from 2018.
- Service-providing employment averaged 2,200 in 2019 compared to the 2018 average of 2,339. A majority of the job decrease came in schools.
- Government employment averaged 1,120 in 2019, a decrease from the 2018 average employment of 1,286.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

### *Lincoln County highlights:*

The largest job holder group in Lincoln County in 2018 was the 55+ year-olds with 32.1 percent of the workforce. In 2018, 51.3 percent of all industry jobs were held by men and 48.6 percent were held by women. Industry differences are discussed below:

- Male-dominated industries included agriculture (82.8 percent), construction (85.8 percent), transportation and warehousing (76.5 percent), administrative and waste management (64.8 percent) and wholesale trade (73.6 percent).
- Female-dominated industries included accommodation and food service (87.2 percent), healthcare and social assistance (76.6 percent), professional, scientific and technical services (84.9 percent), finance and insurance (77.5 percent) and educational services (65.4 percent).

Source: The Local Employment Dynamics

### Wages and income

In 2018, there were 2,862 jobs covered by unemployment insurance, with a total payroll of \$109.6 million.

The county annual average wage was \$38,297 in 2018, which is well below the state's average annual wage of \$66,195. In 2018, Lincoln County ranked 33rd of 39 counties in the state for average annual wages.

Source: Employment Security Department/LMEA; Bureau of Economic Analysis; U.S. Census Bureau QuickFacts

### Personal income

Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2017, the per capita income was \$43,145, which was well below the state's per capita income of \$57,896 and the nation's per capita income of \$51,640.

Median household income over the period 2013 to 2017 was \$49,460, well below the state's \$66,174.

Over the period 2013 to 2017, 12.6 percent of the population was living below the poverty level in Lincoln County. This compares to 10.3 percent of the state.

## Population

Lincoln County's population was 10,570 in 2010. The estimated population in 2018 of 10,740 is a slight increase. However, we do expect population to increase substantially in 2020 along with jobs because of the Amazon development.

The largest city in Lincoln County is Davenport with a population of 1,715 in 2018. Many small communities have experienced no growth or declines in the populations over the last decade.

### Population facts

	Lincoln County	Washington state
Population 2018	10,740	7,535,591
Population 2010	10,570	6,724,540
Percent change, 2010 to 2017	1.6%	12.1%

### Age, gender and ethnicity

Lincoln County, as a percent, has a much older age demographic than the state or nation in 2018.

- Lincoln County's population age 65 and older was 25.6 percent in 2018 compared to the state's 15.4 percent.
- The youngest age group, under 5 years, was 5.2 percent in 2018 compared to the state's 6.1 percent.

Within Lincoln County, there is less diversity than the state. White individuals who are not of Hispanic descent made up 94.0 percent of the county's population compared to 78.9 percent of the state's population.

### Demographics

	Lincoln County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	5.2%	6.1%
Under 18 years old	21.7%	22.1%
65 years and older	25.6%	15.4%
<b>Females, 2018</b>	<b>48.9%</b>	<b>50%</b>
<b>Race/ethnicity, 2018</b>		
White	94.0%	78.9%
Black	0.6%	4.3%
American Indian, Alaskan Native	2.0%	1.9%
Asian, Native Hawaiian, other Pacific Islander	0.7%	10.1%
Hispanic or Latino, any race	3.5%	12.9%

### Educational attainment

Over the period 2013 to 2017, 91.1 percent of individuals age 25 and older were high school graduates. This figure is higher than that of Washington state (90.8 percent).

Over the same period, fewer Lincoln County residents 25 and older have attained a bachelor's degree or higher (22.9 percent), compared to the state (34.5 percent).

Source: U.S. Census Bureau QuickFacts

## Pend Oreille County Profile

By Doug Tweedy, Regional labor economist

Updated October 2019



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Pend Oreille County is in the northeast corner of Washington. The county is bound by Canada to its north and Idaho to its east. Most of the county is dominated by the rugged, mountainous Colville National Forest. The southern part of the county has forested foothills as well as drier hills and valleys. The Pend Oreille River runs the length of the county, providing electric power and recreation for the area.

Land policies influence economic development in Pend Oreille County, especially changes regarding timber land management and mining. Only 36 percent of land in the county is privately owned and about 58 percent is owned by the federal government. There is also a Kalispel reservation in Usk in central Pend Oreille.

Pend Oreille County is unique in terms of population density, transportation, industries and infrastructure. It is very rural with only 9.3 people per square mile and has a rural economy, with limited transportation routes and dependence on resource extraction, specifically, lead and zinc mining followed by timber and cement manufacturing. These realities greatly affect job growth and job creation.

#### Local economy

Pend Oreille County was largely settled after the discovery of gold in the 1850s in the northern part of the county. This gold strike failed to become a major gold rush. The real mining riches were found in other hard-rock minerals: lead and zinc.

Timber became a major industry once railroad access was developed. A cement manufacturing industry also developed, benefiting from natural deposits of limestone and quartz in the northern part of the county. Much of this resource extraction was first made possible by using the Pend Oreille River for transportation, then by railroad and eventually by state highways.

Two major employment sectors in Pend Oreille County are manufacturing and government. Government employment accounts for more than 50 percent of all jobs and will increase slightly in 2019-2020. Manufacturing employment remains weak due to improved technology and efficiencies allowing manufacturers to increase production without an increase in employment.

## Geographic facts

	Pend Oreille County	Rank in state
Land area, 2010 (square miles)	1,399.99	25
People per square mile, 2010	9.3	33

Source: U.S. Census Bureau QuickFacts

## Outlook

The employment in Pend Oreille County was affected by the most recent recession, beginning in 2008. The recovery has been long, slow and painful. Growth over the last several years has dropped off, with small pockets of gains, but nowhere near the amount needed to replace the total employment at the peak of the business cycle.

With the 2019 announcement of layoffs in mining. Employment is expected to decrease. In addition, the workforce serving Pend Oreille's major industries presents challenges because current workers have a high average age, increasing the need for replacement workers as they begin retiring.

## Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

The civilian labor force increased slightly in the first 10 months of 2019 to 5,035, from the same period in 2018 of 4,783. The number of employed residents also posted an increase in 2019 to 4,620.

The average unemployment rate in the first half of 2019 was 9.6 percent, up slightly from 9.3 percent in 2018. The county continues to have one of the highest unemployment rates in the state.

Source: Employment Security Department/LMEA

## Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Pend Oreille County is a rural labor market with 3,179 jobs located in the county in 2018. Consequently, a large number (about a third) of the employed residents work in jobs at firms located outside the county. It is likely that the suburban expansion of Spokane into Pend Oreille County explains part of this, but it also reflects a higher level of commuting by residents for jobs outside the county.

- Goods-producing employment averaged 449 jobs in 2018, decreasing slightly from 2017.
- Service-providing employment averaged 2,730 jobs in 2018, increasing slightly from 2017. Most of the increase came in the government sector.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

### *Lincoln County highlights:*

The largest job holder age group in Pend Oreille County in 2018 was the 45 to 54 year-olds at 23.9 percent of the workforce. This percentage was closely followed by job holders aged 55 to 64 with 23.1 percent of the workforce.

In 2018, men held 52.3 percent and women held 47.7 percent of the jobs in Pend Oreille County. There were substantial differences in gender dominance by industry.

- Male-dominated industries included agriculture (77.2 percent), manufacturing (87.7 percent), construction (85.1 percent) and mining (86.3 percent).
- Female-dominated industries included healthcare and social assistance (79.8 percent), finance and insurance (74.5 percent) and educational services (71.5 percent).

Source: The Local Employment Dynamics

### Wages and income

In 2018, there were 3,177 jobs covered by unemployment insurance in Pend Oreille County, with a total payroll of \$155.5 million.

The 2018 average annual wage was \$48,939, well below the state's average annual wage of \$66,195. Pend Oreille was 11th in the state in 2018 in average annual wage.

Source: Employment Security Department/LMEA; Bureau of Economic Analysis; U.S. Census Bureau QuickFacts

### Personal income

Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2017, the per capita personal income was \$39,247, less than the state (\$57,896) and the nation (\$51,640).

According to the U.S. Census QuickFacts, the median household income was \$49,184 in 2013-2017. The county's median income was less than that of the state (\$66,174).

In 2013 through 2017, 16.3 percent of the county population was living below the poverty level, much higher than the state (10.3 percent).

## Population

Pend Oreille County's population was 13,602 in 2018. From 2010 to 2018, the population increased at a rate of 4.6 percent compared to the state's growth rate of 12.1 percent.

The largest city in Pend Oreille County is Newport.

### Population facts

	Pend Oreille County	Washington state
Population 2018	13,602	7,535,591
Population 2010	13,001	6,724,540
Percent change, 2010 to 2017	4.6%	12.1%

### Age, gender and ethnicity

Pend Oreille County had an older population than the state reported in 2018.

- Pend Oreille County's population of those aged 65 and older was 26.0 percent compared to the state's 15.4 percent.
- The population under 18 years old was 19.4 percent in the county, less than that of the state's 22.1 percent.

Pend Oreille County showed much less diversity in 2018 than the state in all racial/ethnic categories except American Indians and Alaskan Natives. In Pend Oreille, American Indians and Alaskan Natives made up 3.7 percent of its population compared to 1.9 percent of the state's population.

### Demographics

	Pend Oreille County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	4.8%	6.1%
Under 18 years old	19.4%	22.1%
65 years and older	26.0%	15.4%
<b>Females, 2018</b>	<b>49.1%</b>	<b>50%</b>
<b>Race/ethnicity, 2018</b>		
White	91.1%	78.9%
Black	0.7%	4.3%
American Indian, Alaskan Native	3.7%	1.9%
Asian, Native Hawaiian, other Pacific Islander	1.5%	10.1%
Hispanic or Latino, any race	3.8%	12.9%



### Educational attainment

Most of Pend Oreille County residents age 25 and older (89.9 percent) were high school graduates, which compares with 90.8 percent of Washington state's residents.

Those with a bachelor's degree or higher made up 20.1 percent of Pend Oreille County residents age 25 and older compared to 34.5 percent of state residents.

Source: U.S. Census Bureau QuickFacts

**Note:** Pend Oreille is pronounced "pon-der-ay"

## Stevens County Profile

By Doug Tweedy,  
Regional labor economist  
*Updated November 2019*



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Stevens County is located near the northeast corner of Washington, bordering both Canada and Spokane County. The County is rural and ranks fifth in the state in terms of land area and 28<sup>th</sup> in the state for population density. Most of the Spokane Indian Reservation is located in Stevens County on 237.5 square miles. Colville is the largest town in the county.

#### Local economy

From the 1850s through 1910, Stevens County was one of the state's top silver and copper producers. Forest products have also dominated the economy. Over the past 20 years, the economy has diversified from its dependence on resource extraction. This diversification has been the result of increasing service-providing jobs and increases in manufacturing.

Stevens County tends to have one of the highest unemployment rates as well as a lower labor force participation rate in the state. Over the last four years, total employment in the county has increased modestly.

### Geographic facts

	Stevens County	Rank in state
Land area, 2010 (square miles)	2,477.76	5
People per square mile, 2010	17.96	28

Source: U.S. Census Bureau QuickFacts

### Outlook

For Stevens County, recovery from the recession has been long and slow. Recently, jobs have increased but job growth still hasn't reached pre-recession levels. Recent demand in the housing and recreational markets along with machinery manufacturing have helped the county recover foundation-type jobs.

With an increase in retirees within the region and changing demographics, total health care employment has grown, especially in assisted care centers. However, consolidation of hospitals, clinics and labs will keep increases modest.

Government is the largest employment sector in the county, accounting for more than 30 percent of total jobs. Federal budget increases are expected in Border Protection and Forest Service (Fire Fighting) and are likely to increase government employment in 2019 and 2020. In addition, education, a sub sector of government did post-employment increases in the first half of 2019.

### Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Through the first 10 months of 2019, the Stevens County civilian labor force averaged 19,101. This was an increase from the same period in 2018 (18,290). The county unemployment rate has decreased in 2019, but is still averaging 7.4 percent for the year.

Source: Employment Security Department/LMEA

### Industry employment

Stevens County averaged 10,679 jobs in 2018, which was a slight increase from 2017 (10,640).

- Goods-producing employment decreased slightly 2018. Most of the decrease was posted in the construction and agriculture sectors.
- Service-providing employment in 2018 increased from 2017 levels. Almost all of the increase was in education, leisure/hospitality and retail trade.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

#### *Stevens County highlights:*

The largest jobholder age group in Stevens County in 2018 was the 55+ age cohort with 28.6 percent of the workforce. This percentage was followed by jobholders age 45 to 54 at 21.2 percent of the workforce.

In 2018, men held 50.0 percent and women held 50.0 percent of the jobs in Stevens County. There were substantial differences in gender dominance by industry.

- Male-dominated industries included mining (92.0 percent), agriculture (81.5 percent), construction (84.8 percent), manufacturing (81.4 percent) and utilities (79.3 percent).
- Female-dominated industries included healthcare and social assistance (81.3 percent), educational services (69.7 percent) and finance and insurance (79.3 percent).

Source: The Local Employment Dynamics

## Wages and income

In 2018, there were approximately 10,678 jobs covered by unemployment insurance, with a total payroll of over \$420.7 million.

The 2018 average annual wage was \$39,395, well below the state's average annual wage of \$66,195.

## Personal income

Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

In 2017, the per capita personal income in Stevens County was \$37,499 and ranked 36<sup>th</sup> among Washington counties.

According to the U.S. Census QuickFacts, the county's median household income was \$47,272 in the period 2013 through 2017. The county's median was less than the state's (\$66,174).

Over the period 2013-2017, 14.8 percent of the population was living below the poverty level, higher than the state at 10.3 percent.

Source: Employment Security Department/LMEA; Bureau of Economic Analysis; U.S. Census Bureau QuickFacts

## Population

Stevens County's population was 45,260 in 2018, with 78 percent of the residents living in unincorporated areas. The population increased 4 percent from 2010 to 2018, compared to the state's growth rate of 12.1 percent. The largest city in Stevens County is Colville.

## Population facts

	Stevens County	Washington state
Population 2018	45,260	7,535,591
Population 2010	43,523	6,724,540
Percent change, 2010 to 2018	4.0%	12.1%

## Age, gender and ethnicity

Proportionately, more of Stevens County's population was 65 years and older compared with the state.

Stevens County showed much less diversity in 2018 than the state in all racial/ethnic categories except American Indians and Alaska Natives.

## Demographics

	Stevens County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	5.4%	6.1%
Under 18 years old	21.6%	22.1%
65 years and older	23.3%	15.4%
<b>Females, 2018</b>	<b>50.1%</b>	<b>50%</b>
<b>Race/ethnicity, 2018</b>		
White	89.2%	79.9%
Black	0.6%	4.3%
American Indian, Alaskan Native	5.8%	1.9%
Asian, Native Hawaiian, other Pacific Islander	1%	10.1%
Hispanic or Latino, any race	3.8%	12.9%

## Educational attainment

Most of Stevens County residents age 25 and older (89.4 percent) were high school graduates, which compares favorably with that of the state (90.8 percent) over the period 2013 through 2017.

Those with a bachelor's degree or higher made up 18.6 percent of Stevens County residents age 25 and older compared to 34.5 percent of state residents.

Source: U.S. Census Bureau QuickFacts

# Walla Walla County Profile

By Ajsa Suljic

Regional labor economist

Updated December 2019



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

## Overview

### Regional context

Walla Walla County was formed in 1854 and was named after the Walla Walla tribe of Native Americans. Walla Walla covers 1,271 square miles of land, ranking 26th in size among Washington's 39 counties. Located in southeastern Washington, it is bordered by Columbia to the east, Franklin to the northwest, Benton on the west and Umatilla County, Oregon on the south. Walla Walla County has a population density of 46.3 persons per square mile and is home to one of the oldest communities in the state.

Walla Walla's agricultural industry is the backbone of its economic vitality. Wheat, onions, potatoes and wine grapes are some of crops that are grown in Walla Walla County. In the past few years, Walla Walla has become one of the main attractions for wine and arts tourism as the area gets national and world recognition for its quality wine.

### Local economy

The Cayuse, Walla Walla and Umatilla tribes were well established at the eastern end of the Columbia River basin. With abilities to travel the surrounding area for trading, some of the tribes acquired horses, which they later used for breeding or for sale or trade. Later, trading became one of the primary economic activities as fur and goods trading companies moved into the area with the pioneers. As pioneers started settling in the area, agricultural and ranching activities prospered as demand for produce and meats grew with a new influx of gold rush pioneers.

Walla Walla County went through many changes in the late 1800's, however it has cultivated a flourishing community which is home to the first and oldest college, bank and newspaper in the state. Walla Walla County was added to the railroad grid with a 30-mile line connection in 1875, as the need for local agricultural products increased with the creation of new settlements in the west. Also, in 1887, Walla Walla became home to one of the first territorial prisons in the state, where government became a major employing industry in the area.

Considering its size and isolation, the Walla Walla economy has a diverse industrial makeup. The five largest sectors are: agriculture, healthcare, manufacturing, retail trade and government (educational) services, which make up over 71 percent of total employment. Walla Walla County has also become a tourist attraction and destination as people are attracted to the mild climate, low cost of living and high quality of life.

With over 181 wineries located in the valley, Walla Walla County has become a wine destination and important viticulture area. Tourism will continue to drive growth in food, accommodations and wine sales. Local agriculture is the fourth largest industry in the area and it is growing about 0.9 percent a year, with very strong tree fruit production and dry land crops.

### Geographic facts

	Walla Walla County	Rank in state
Land area, 2010 (square miles)	1,270.1	26
People per square mile, 2018	46.3	17

Source: U.S. Census Bureau QuickFacts

### Outlook

Walla Walla County covered employment increased by 1.3 percent on average a year since 2015. Picking up little growth in 2018 in comparison to decline in employment in 2017. However, post-recession employment growth is moving along at a slower rate than seen in the state, with expansion in only a few industries and some decreases in other industries.

Industries that have maintained stability in Walla Walla County for the past five years include: construction, manufacturing, transportation and warehousing, private educational services, healthcare and social assistance, arts and entertainment, accommodations and food services and government healthcare and educational services. For the next five years, industries that are expected to drive growth in the county are construction, manufacturing, retail trade, warehousing, healthcare and education. Walla Walla County, as part of the Eastern Washington workforce development area, is expected to grow 1.0 percent a year through 2022 and 0.7 percent a year from 2022 to 2027.

### Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

The Walla Walla County labor force was estimated at 29,270 in 2018, which is about 1.6 percent more than in 2017. Resident employment increased by 1.8 percent over-the-year. The number of people who are unemployed and looking for work totaled at 1,383 with a decrease over-the-year of about 2.8 percent. The Walla Walla County unemployment rate was 4.7 percent in 2018, which was 0.2 percent less than in 2017.

During the past 10 years, the average annual unemployment rate peaked in 2010 and 2011 at 8.0 percent and hit a low in 2007 of 5.4 percent. In 2018, unemployment reached the new low on the record at 4.7 percent. The unemployment rate fluctuates throughout the year, reflecting the seasonal employment trends.

In October 2019, Walla Walla County reported the unemployment rate at 4.4 percent, a 0.4 percent increase from October 2018. The number of people in the local labor force was over 32,052 in October 2019, which is 3.4 percent higher than in October 2018. Employment for the resident labor force

increased by 2.9 percent over the year to 30,627 in October 2019. The number of unemployed increased over-the-year by 15.5 percent, going to 1,425 in October 2019 as the result of increased labor force

Source: Employment Security Department

## Industry employment

Current industry employment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

Total covered employment in Walla Walla County was 27,841 in 2018, with an increase of 1.9 percent, or 528 jobs since 2017. Walla Walla County total covered payrolls totaled at \$1.24 billion in 2018, with average annual wages for covered employment at \$44,615 in 2018, an increase of 3.8 percent from 2017, when the average annual wage was \$42,998.

According to the BLS' Quarterly Census of Employment and Wages, there were over 2,112 total establishments in Walla Walla County.

Goods-producing industries, which include agriculture and natural resources, mining, construction and manufacturing, increased in employment from 2017 to 2018 by 5.0 percent, or by 405 jobs. Average employment in 2018 was 8,526 workers and annual payrolls totaled \$384.2 million, which translated to a \$45,066 average annual wage for goods-producing workers. This represents about 30.6 percent of total employment.

- The manufacturing industry employment increased by 5.4 percent over-the-year. Manufacturing represented 14.1 percent of total covered employment. The average employment was 3,937 jobs in 2019, with total covered payrolls at \$227.9 million and an average annual payroll of \$57,910.
- Construction accounted for 3.1 percent of the total average annual employment in the county with 869 jobs. Over the year, construction increased by 1.4 percent, putting five-year average annual growth rate at 2.7 percent. The average annual wage in construction was \$44,974 in 2018 with an increase over the year by 5.4 percent.
- Agriculture is one of the primary industries in the area, representing 13.4 percent of total employment. It is, however, highly seasonal and volatile from year to year.
  - Average annual employment in agriculture in 2018 was 3,720, with an increase over the year of 5.5 percent. Five-year average annual growth rate has been 0.02 percent. The average annual wage in agriculture was \$31,496, mainly due to the seasonality of agricultural activities.

Service-providing industries are the major share (69.4 percent) of the Walla Walla County economy. They had an average of 19,315 jobs, which paid an average annual wage of \$45,066 in 2019 with an increase of 3.0 percent over the year.

- The Walla Walla County finance and insurance industry provided on average 606 jobs. The average annual wage for this industry was \$54,016, which is the fourth highest paying industry in the area.



- Retail trade is the fifth largest industry in Walla Walla County, representing 8.4 percent of total employment. Employment growth was recorded in food and beverage stores as well as general merchandise stores, which dominate the retail trade industry. In 2018, this industry had an average of 2,326 jobs and paid an average annual wage of \$27,996.
- The administrative and waste services industry totaled 488 jobs in 2018 with a 8.2 percent increase over the year. Total annual payroll for this industry was at \$13.2 million, which translates into the average annual wage of \$26,990.
- Healthcare and social assistance employment in the private sector had 4,213 jobs, which represented about 15.1 percent of total employment in 2018, making it the second largest industry in the area.
  - Over the year, this industry decreased by 3.5 percent, which contributed to the five-year average annual growth of 2.1 percent.
  - Total annual payroll in Walla Walla County was at \$206.5 million, translating into the average annual wage of \$49,005.
- Government made up 20.3 percent of total employment with 5,659 jobs in 2018. It provides public education, healthcare, social services, safety and many other services in the county. Total annual payroll was at \$313.1 million. It provided an average annual wage of \$55,321.

For historical industry employment data, [contact an economist.](#)

Source: Employment Security Department

#### Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

#### *Walla Walla County highlights:*

In 2018, the largest share of employment in Walla Walla County was held by 34 to 44 age group at 21.3 percent. Those 45 to 54 years of age made up 20.7 percent of total employment and new workforce entranced 25 to 34 years of age were close with 20.6 percent share of total employment.

Walla Walla County employment in 2018 included 52.8 percent male workers and 47.2 percent female workers. Industry differences are discussed below:

- Male-dominated industries included construction (83.6 percent), utilities (82.6 percent), transportation and warehousing (81.0 percent), wholesale trade (73.3 percent) and manufacturing (70.6 percent).
- Female-dominated industries included healthcare and social assistance (76.2 percent), finance and insurance (70.7 percent), educational services (61.7 percent), and professional and technical services (57.3 percent).

Source: The Local Employment Dynamics

## Wages and income

In 2018, there were 27,841 jobs in Walla Walla County covered by unemployment insurance, with a total payroll of over \$1.24 billion.

- The average annual wage was \$44,615, well below the state's average annual wage of \$66,195. The median hourly wage in 2018 was \$19.69, below the state's median hourly wage of \$25.98.
- Median household income was \$52,630 in 2017 estimates. This is much lower than the state average of \$66,174.
- In 2017, workers earned over 11.9 percent of their total wages working outside of the county and an estimated 17.8 percent of county payrolls goes to earners who live outside the county.

Source: Employment Security Department; Bureau of Labor Statistics; Bureau of Economic Analysis; U.S. Census Bureau; U.S. Census Bureau, American Community Survey

## Personal income

Personal income includes earned income, investment income, and government payments such as Social Security and Veterans Benefits. Investment income includes income imputed from pension funds and from owning a home. Per capita personal income equals total personal income divided by the resident population.

- Per capita income in Walla Walla County was \$42,973 in 2017, which is 83.2 percent of the U.S. average (\$51,640) and 74.2 percent of Washington's average (\$57,896).
- Investment income was 22.0 percent of per capita total income in 2017.
- Government transfer payments, as a proportion of total income, have risen steadily from 17 percent in 1969 to 22 percent in 2017.
- The poverty rate for Walla Walla County in 2017 was estimated at 14.4 percent, above the states poverty rate of 12.2 percent, and below the national poverty rate of 14.6 percent.

## Population

In 2018, Walla Walla County's population was 60,922, showing 3.6 percent growth from 2010 to 2017, compared to the state's growth rate of 12.1 percent.

The largest city in Walla Walla County is the city of Walla Walla with a population of 34,000 in 2018.

Source: U.S. Bureau of Economic Analysis; Washington State Office of Financial Management

### Population facts

	Walla Walla County	Washington state
Population 2018	60,922	7,535,591
Population 2010	58,781	6,724,540
Percent change, 2010 to 2018	3.6%	12.1%

### Age, gender and ethnicity

Walla Walla County population demographics differed from the state's in 2018.

- Walla Walla County's population under 18 years of age was 21.0 percent of the total compared to 22.1 percent for the state.
- Residents under the age of 5 years old made up 5.5 percent of the total population compared to 6.1 percent for the state.
- Walla Walla County's population 65 years and older made up 18.1 percent of the total compared to 15.4 percent for the state.

The county was 48.9 percent female compared to 50.0 percent for the state in 2018.

Walla Walla County differed from the state in racial and ethnic diversity in most categories in 2018.

Hispanics and Latinos were 21.5 percent of the population compared with 12.9 percent in the state.

### Demographics

	Walla Walla County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	5.5%	6.1%
Under 18 years old	21.0%	22.1%
65 years and older	18.1%	15.4%
<b>Females, 2018</b>	<b>48.9%</b>	<b>50.0%</b>
<b>Race/ethnicity, 2018</b>		
White	91.3%	78.9%
Black	2.3%	4.3%
American Indian, Alaskan Native	1.4%	1.9%
Asian, Native Hawaiian, other Pacific Islander	2.2%	10.1%
Hispanic or Latino, any race	21.5%	12.9%

### Educational attainment

About 87.8 percent of Walla Walla County's population 25 years and older were high school graduates over the period 2013 to 2017. This graduation rate compares to 91.1 percent for the state.

Over the same period, those holding a bachelor's degree or higher made up 28.6 percent of Walla Walla County residents age 25 and older compared to 35.3 percent of state residents.

Source: U.S. Census Bureau QuickFacts

## Whitman County Profile

By Doug Tweedy, Regional Labor Economist

Updated October 2019



[Overview](#) / [Geographic facts](#) / [Outlook](#) / [Labor force and unemployment](#) / [Industry employment](#) / [Wages and income](#) / [Population](#) / [Useful links](#)

### Overview

#### Regional context

Whitman County covers 2,159.09 square miles of land, ranking 10<sup>th</sup> in size among Washington's 39 counties. Whitman County was named after Marcus Whitman, an early pioneering missionary in the western states. The county is part of the Palouse region with wide and rolling landscapes. Located in southeastern Washington, it borders seven Washington counties and three Idaho counties. It is ranked 26<sup>th</sup> in population with a population density of 20.7 people per square mile.

The county is mostly agricultural land that's specialized in farming barley, wheat, dry peas and lentils. Pullman is the largest city mainly due to the Washington State University student population. The county seat is at Colfax, the second largest city.

#### Local economy

The largest employer, Washington State University (WSU), conducts transformational research and provides world-class education to more than 32,000 undergraduate, graduate and professional students. Founded in 1890 in Pullman, it is Washington's original land-grant university, with a mission of improving quality of life. Thirty percent of county employment is at WSU.

Agriculture continues to play an oversized role, not in terms of total employment but in terms of economic impact. In the first half of 2019 wheat prices dropped, which will effect county wholesale sales, retail sales and the overall level of money flowing through the economy.

Traditionally, employment in Whitman County tends to grow at a very slow and steady rate. Much of this trend is due to education employment's dominant share of total employment. Interestingly, the relative size of education employment has shrunk as other industries have increased their total number of jobs. For the last 7 years, manufacturing employment has grown. This trend towards greater diversification is a welcome development in county employment.

### Geographic facts

	Whitman County	Rank in state
Land area, 2010 (square miles)	2,159.09	10
People per square mile, 2010	20.7	26

Source: U.S. Census Bureau QuickFacts

## Outlook

Agriculture employment is expected to continue its very slow growth in terms of jobs, as wheat production continues to become more mechanized. In 2019, wheat production was high but prices dropped, which has farmers concerned for the economic future. In addition, as farmers age finding replacement workers will be a challenge.

Export-related manufacturing and technical educational services are a source of positive growth for the county's economy. Unlike agriculture, as overall economic conditions change around the world, the types of products manufactured and education (WSU) in Whitman County are somewhat resistant to down cycles, which gives the county greater strength and diversity in its economy.

Employment at Washington State University continues to recover. Student enrollments keep increasing and the university added a new College of Medical Sciences to go along with the Colleges of Nursing and Pharmacy.

## Labor force and unemployment

Current labor force and unemployment statistics are available on the [Labor area summaries](#) page on ESD's labor market information website.

The Whitman County civilian labor force for the first nine months of 2019 averaged 23,900, which is an increase of 525 over the same period a year ago. The increase in the labor force was due to growth in manufacturing and education employment.

The average annual unemployment rate in Whitman County is always one of the lowest in the state. The unemployment rate fluctuates throughout the year, reflecting its seasonal changes in higher education employment. In the first nine months of 2019 the unemployment rate averaged 4.6 percent.

Source: Employment Security Department/LMEA

## Industry employment

Nonfarm employment in the county started recovering from the national recession in 2011 following national and state trends. The increases have been modest, but are accelerating.

- Goods-producing employment increased in the first half of 2019; manufacturing accounted for a majority of the growth. Planned expansions in manufacturing will increase manufacturing jobs into 2020.
- Service-providing employment also increased in the first half of 2019. The hot employment sectors was education, health services and professional and business services.

For historical industry employment data, [contact an economist](#).

Source: Employment Security Department/LMEA

## Industry employment by age and gender

The Local Employment Dynamics (LED) database, a joint project of state employment departments and the U.S. Census Bureau, matches state employment data with federal administrative data. Among the

products is industry employment by age and gender. All workers covered by state unemployment insurance data are included; federal workers and non-covered workers, such as the self-employed, are not. Data are presented by place of work, not place of residence.

#### *Whitman County highlights:*

Whitman County job holders in 2018 were almost equally distributed between two major age groups. The age group 25 to 34 accounted for 23.4 percent of employment, while 55 and older made up 22.8 percent of employment.

In 2018, 51.6 percent of all industry jobs were held by men and 48.4 percent were held by women. Industry differences are discussed below:

- Male-dominated industries included agriculture, forestry, fishing and hunting (81.5 percent), construction (81.5 percent), wholesale trade (79.6 percent), transportation and warehousing (79.9 percent) and utilities (78.7 percent).
- Female-dominated industries included healthcare and social assistance (76.5 percent) and finance and insurance (64.6 percent).

Source: The Local Employment Dynamics

#### **Wages and income**

In 2018, Whitman County had 18,894 jobs covered by unemployment insurance, with a total payroll of over \$920 million.

The county average annual wage was \$48,685 in 2018, which is well below the state's average annual wage of \$66,195. In 2018, Whitman County ranked 12<sup>th</sup> for average annual wages among 39 counties in the state.

#### **Personal income**

Personal income includes earned income, investment income and government payments such as Social Security and Veterans Benefits. Per capita personal income equals total personal income divided by the resident population.

In 2017 the per capita income in Whitman County was \$37,486, which is well below the state's per capita income of \$57,896 according to the Bureau of Economic Analysis.

Median household income over the period 2013 to 2017 was \$41,574, well below the state's \$66,174, according to the U.S. Census Bureau Quick Facts.

Over the period 2013 to 2017, 21.4 percent of the population was living below the poverty level in Whitman County. This is well above 10.3 percent for the state. This is due in large part to the college student population.

Source: Employment Security Department/LMEA; Bureau of Economic Analysis; U.S. Census Bureau QuickFacts.

## Population

Whitman County's estimated population in 2018 was 49,791. Population growth in Whitman County from 2010 to 2018 was 11.2 percent, just below the state's increase of 12.1 percent.

The largest city in the county is Pullman with population of 34,019.

Source: U.S. Census Bureau QuickFacts

## Population facts

	Whitman County	Washington state
Population 2018	49,791	7,535,591
Population 2010	44,778	6,724,540
Percent change, 2010 to 2017	11.2%	12.1%

Source: U.S. Census Bureau QuickFacts

## Age, gender and ethnicity

Whitman County's population, due to the higher education industry concentration, is relatively young.

The county's population age 65 and older was 10.4 percent in 2018 compared to the state's 15.4 percent.

Diversity in the county is near state averages.

Source: U.S. Census Bureau QuickFacts

## Demographics

	Whitman County	Washington state
<b>Population by age, 2018</b>		
Under 5 years old	4.2%	6.1%
Under 18 years old	15.0%	22.1%
65 years and older	10.4%	15.14
<b>Females, 2017</b>	<b>49.0%</b>	<b>50%</b>
<b>Race/ethnicity, 2018</b>		
White	83.9%	79.9%
Black	2.4%	4.3%
American Indian, Alaskan Native	0.9%	1.9%
Asian, Native Hawaiian, other Pacific Islander	8.7%	10.1%
Hispanic or Latino, any race	6.6%	12.9%

Source: U.S. Census Bureau QuickFacts

### Educational attainment

According to Census estimates, for the period 2013 to 2017 in Whitman County, 95.4 percent of individuals age 25 and older were high school graduates, which was much higher than that of Washington State (90.8 percent).

An estimated 48.4 percent of people in Whitman County 25 and older have attained a bachelor's degree or higher. This figure compares favorably with the state (34.5 percent).

Source: U.S. Census Bureau QuickFacts