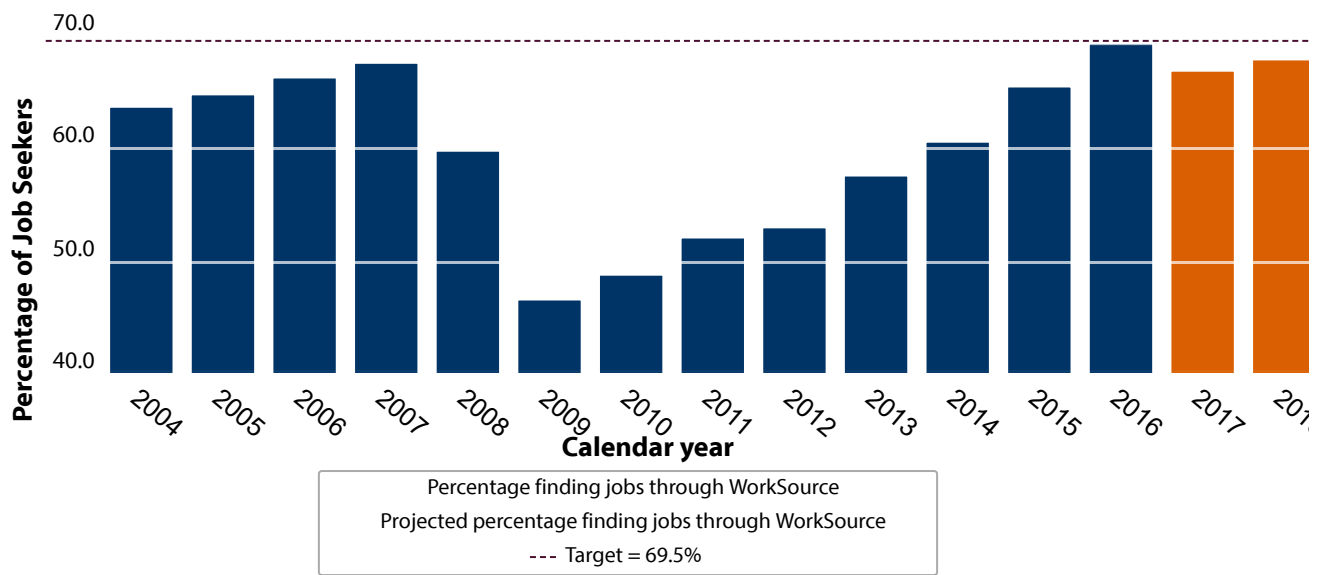




## 2.1.b: Increase percentage of people participating in [L] [SEP] WorkSource who find jobs from 66% in 2015 to 69.5% through 2020



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### Supplemental Reports:

[March 2017 Supplemental Report](#)

## Why is this a priority?

Operated by local and state partners, WorkSource (WS) is the state's "one-stop" for (re)employment services, providing employment services and labor exchange to connect employers and job seekers, supporting transitions to new jobs and empowering careers. Increasing placement effectiveness, as measured by percentage of participants who find jobs, is a key indicator for our success in creating new jobs in the state.

### Current Conditions

In calendar year 2012, statewide WorkSource baseline placement rate was 53.1 percent (as compared to a national norm of 51 percent). At the end of the fourth quarter of 2015, the strategies and directed efforts of the workforce development system resulted in a placement rate of 65.6 percent. This rise in placement was attributed to our workforce development system with strong local partnerships, relationships with employer groups and advocates, experienced staff and stable support systems being in place.

## How are we doing?

**Green:** The WorkSource placement rate has increased from 53.1 percent in calendar year 2012 to 65.6 percent by the end of 2015. With six consecutive years of positive growth, the system is showing notable results and gives an encouraging outlook on future performance. Although there have been favorable outcomes to date, there is still room to improve in addressing the remaining 34.4 percent of job seekers participating in WorkSource who have not found jobs prompted by the root causes listed below.

### Analysis (Root Causes)

- Employers are not fully engaged in the process.
- The skills/experience for job seekers who currently participate in the process is insufficient to meet employer needs.
- The preparation for job seekers does not match employer needs for skills, soft-skills and experiences.
- WorkSource partners/employees are not always able to consistently deliver the services required by employers and job seekers.

## What are we working on?

Our placement rate will improve if employers see WorkSource as a valuable way to meet their workforce needs:

- Engage employers in workforce development (WorkSource) system, and promote customer-driven WorkSource services desired by employers.
- Expand and broaden job seeker "inventory" in the WorkSource system.
- Working in partnership with L&I to offer Info Sessions at WorkSource to create deeper connections with job seekers and incumbent workers to increase awareness of career opportunities in the trades and apprenticeship opportunities
- Working with local employers and community organizations to meet quarterly to discuss strategies for developing stronger employee pipeline and skills needed for career advancement
- WorkSource staff providing our services on community college campuses to better market WorkSource services to students and increase our engagement levels to that targeted population
- Expand collaboration to connect more students with internships and career information.

- Connect more veterans, older workers, individuals who have exhausted their unemployment benefits, people with disabilities and other long-term unemployed to workplace experience, internships and workplace skills.

<b>Problem/Opportunity:</b>	<b>Strategy:</b>	<b>Examples/Details</b>	<b>Lead:</b>
Increase percentage of people participating in WorkSource who to 69.5% by 2020	Engage in local WIOA One-stop de	Workshops held where participant Kelly Lindseth	
	system redesign, including outreach	hands-on in the computer lab and	<b>Due Date:</b>
	business services, integrated servic	guided through online resources to	Ongoing
	delivery, process flow, roles &	identify needed skills and abilities,	<b>Status:</b>
	responsibilities, facilities, and tech	ranges, and knowing which jobs are	On track
	to provide better local services for	demand. Staff will work with custo	
	jobseekers and employers.	better understand LMI and to teach	
		how to research careers.	
<b>Partner Agencies:</b>			
WorkSource			

<b>Problem/Opportunity:</b>	<b>Strategy:</b>	<b>Examples/Details</b>	<b>Lead:</b>
Job growth in some industries is n	Develop a network of employers w	Working with local employers and	Central Region,
favorable as in others and leads to	ideas can be shared to increase	community organizations to meet	Craig Carroll
career advancement opportunities	professional development for job	squarterly to discuss strategies for	<b>Due Date:</b>
seekers		developing stronger employee pip	Ongoing
		and skills needed for career advan	<b>Status:</b>
		in Okanogan County	On track
<b>Partner Agencies:</b>			
Worksource			

<b>Problem/Opportunity:</b>	<b>Strategy:</b>	<b>Examples/Details</b>	<b>Lead:</b>
Provide better linkage between job	Expand partnership with local com	Community college staff coming o	Northwest Region,
seekers in community and technic	colleges	WorkSource to better market retrain	Matt Bench (NW
colleges and employers looking fo		opportunities to increase skills and	Regional Director)
workers		development. WorkSource staff pro	<b>Due Date:</b>
		our services on campus to better n	Ongoing
		WorkSource services to students a	<b>Status:</b>
		increase our engagement levels	On track
<b>Partner Agencies:</b>			
Worksource			

<b>Problem/Opportunity:</b>	<b>Strategy:</b>	<b>Examples/Details</b>	<b>Lead:</b>
Job seekers need to have the skills	Provide resources and create more	Professional Networking Group (PN	Northwest Region,
necessary to seek out, apply for, an	networks for job seekers to learn n	our primary customized, customer	Matt Bench (NW
interview successfully for higher p	seeking skills	training vehicle, built into a job clu	Regional Director)
jobs		format. It is held weekly and the fa	<b>Due Date:</b>
		topics we touch on are suggested	Ongoing
		customers	<b>Status:</b>
			On track
<b>Partner Agencies:</b>			
Worksource			

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