



Manufacturing employer have identified multiple issues that they are facing within their workforce. The workforce partner community will continue to realign the community resources to address the deeper and more systemic issues facing the pipeline, retention, and develop of the retail workforce. While solutions are being developed and implemented the community of partners wished to make sure that current solutions to many of the issues raised do currently existed and may help the businesses that wish to engage with them. Following are solutions to issues manufacturing businesses within Snohomish County mentioned.

Work ethic of new hired individuals seems undeveloped.

- The Youth Center at the Everett train station provides coaching and mentorship for youths (under 25) in work ethic, its focus is to increase interpersonal communication and knowledge of how work culture operates. Also the center offers on the job work experience (WEX) internships to close the gap with entry level placement and mentoring on how to grow with the company and move up in their career. This can be done with career coaching, training, and understand the success ladder. If you would like more information or would like to offer opportunity to young adults that have received these training please contact Rachel Gehrmen [rgehrman@esd.wa.gov](mailto:rgehrman@esd.wa.gov) 425-374-8351
- Worksource provides a program called Work Experience is designed to provide workers with on the job experience while allowing employers to not risk losing the investment in wages during the program as the participant are paid for as the participant will be paid for by another organization to allow the business to have them for 90 hours and see if the individual is right for their business before hiring them. If you would like more information or see if this program would work for you please contact Sam Samano [LSamano@esd.wa.gov](mailto:LSamano@esd.wa.gov) (425) 258-6388
- Housing Hope provides internship to individuals if interested in providing internships or looking to find those that have gone through an internship please contact Rachel Clifton [RachelClifton@housinghope.org](mailto:RachelClifton@housinghope.org) 425-903-4913
- Housing Hope jointly with Edmonds Community College provides Transition Life skills a two-week course that provides training on dealing with change, time management, goal setting, and workplace strategies. If you would like more information please contact Jan Strand [jstrand@edcc.edu](mailto:jstrand@edcc.edu) 425.640.1008
- Edmonds Community College works to imbed soft skills learning within their classes and workshops through the career action center. If you have any questions or comments about the skills being imbedded in the training please contact Anne Penny [apenny@email.edcc.edu](mailto:apenny@email.edcc.edu) 425-640-1694
- Everett Community College offers multiple soft and basic skills workshops. If you are interested in these programs or would like to reach out to students taking these programs please contact Nidia Algeeg [nalgeeg@everettcc.edu](mailto:nalgeeg@everettcc.edu) or Tiffany Williams [tidwilliams@everettcc.edu](mailto:tidwilliams@everettcc.edu)

New hires seem to not understand work culture (expectations on site, career paths, and miss-placed entitlement ideas)



- WorkSource offers workshops on and off site for employees about expectation within working culture. If interested please contact Sam Samano [lsamano@esd.wa.gov](mailto:lsamano@esd.wa.gov) (425) 258-6388, [mdwilson@esd.wa.gov](mailto:mdwilson@esd.wa.gov) 425-258-6362
- Everett Community College offers site visits to companies to talk with their HR personnel about the issues they are facing. If interested please contact Laura Baker, [lbaker@everettcc.edu](mailto:lbaker@everettcc.edu)
- Good Will offers multiple Work Ready and Succeeding on the Job skill workshops/classes. If interested in learning more or reaching out to participants please contact Tania Siler [tania.siler@seattlegoodwill.org](mailto:tania.siler@seattlegoodwill.org) 360-657-441

Many of the staff seem to lack interpersonal communication ability (interviews, to leadership, to customers)

- WorkSource offers workshops and one on one guidance for on how to interview and developing customer services at multiple locations. Also regularly has mock interview training. With the Business Solutions team willing to work on site with businesses. To learn more or seek training opportunities contact Sam Samano [lsamano@esd.wa.gov](mailto:lsamano@esd.wa.gov) (425) 258-6388 or Michelle Wilson 425-258-6362
- The WorkSource Youth Center (aged 16-24) in the Everett Train Station helps youth with their interviewing skills. For more information contact Robert Dingethal [Robert.Dingethal@rescare.com](mailto:Robert.Dingethal@rescare.com) 425-308-7601
- Everett Community College Job Fairs offer interview preparation on main campus. Also offer workshops on interviewing. If interest in more information please contact Nidia Algeeg [nalgeeg@everettcc.edu](mailto:nalgeeg@everettcc.edu) or Tiffany Williams [tidwilliams@everettcc.edu](mailto:tidwilliams@everettcc.edu)
- Edmonds Community College Career Action Center offers workshops on interviewing. If you would like more information please contact Anne Penny [apenny@email.edcc.edu](mailto:apenny@email.edcc.edu) 425-640-1694
- Goodwill offers courses on Social Etiquette targeted at improving individuals' professional communication. If you would like more information please contact Tania Siler [tania.siler@seattlegoodwill.org](mailto:tania.siler@seattlegoodwill.org) 360-657-441

How do we change the perception of manufacturing from an undesirable work to a sought after life long career. The industry needs to be able to reach the younger generation to sustain itself.

- Edmund Community College conducts Boeing Tours to show the working environment and lifestyle of those within manufacturing. Also the school brings high school consolders out to learn about manufacturing opportunities to take them back to their schools. The school also holds a STEM DAY where high school students come to the school to learn about advance manufacturing. For more information or to offer tours to students please contact Anne Penny [apenny@email.edcc.edu](mailto:apenny@email.edcc.edu) 425-640-1694.
  - In partnership with the WATR Center (Washington Aerospace Training and Research Center) the holds Cool Girls in Manufacturing training.



- Everett Community College offers Manufacturing managers to come out and talk about the careers within manufacturing from machinist to management. Also instructors travel to high schools to talk about the industry. For more information please contact Laura Baker [lbaker@everettcc.edu](mailto:lbaker@everettcc.edu)
  - Also the school has Career Coaches that regularly talk about manufacturing in High schools, hold National Manufacturing day, and Visit AMTEC. To reach out them please contact Lisa Fritch [lfritch@everettcc.edu](mailto:lfritch@everettcc.edu) 425-388-9984 or Leslie Fernanda Díaz [ldiaz@everettcc.edu](mailto:ldiaz@everettcc.edu) 425-388-9567
- WorkSource Business Solutions will conduct outreach and hiring events for prospective job seekers. For more information please contact Sam Samano [LSamano@esd.wa.gov](mailto:LSamano@esd.wa.gov) (425) 258-6388
- Worksource youth center invites non-traditional employers in to speak with our youth participants regarding employment opportunity, career growth and soft skills. For more information please contact Rachel Gehrmen [rgehrman@esd.wa.gov](mailto:rgehrman@esd.wa.gov) 425-374-8351
- Goodwill conducts outreach and training courses about starting and succeeding in manufacturing employment. For more information please contact Tania Siler [tania.siler@seattlegoodwill.org](mailto:tania.siler@seattlegoodwill.org) 360-657-441

#### Addressing the perception that training is focus on aero-space and not general manufacturing

- Edmonds Community College offers engineering technical training in robotics/electronics and material science which do not focus on a specific part of the industry. Also the school offers a makerspace for prototyping and engineering which also is non-specific in manufacturing. For further information please contact Anne Penny [apenny@email.edcc.edu](mailto:apenny@email.edcc.edu) 425-640-1694.
- Everett Community College advisory boards with some non-aerospace manufacturing members and would be interested in having more partners. Also the school is interested in having more guest speakers, employers for job fairs, and hiring instructors form non-aerospace backgrounds. To be more involved please contact Laura Baker [lbaker@everettcc.edu](mailto:lbaker@everettcc.edu)
- Housing Hope in partnership with Everett Community College offers general pre-manufacturing cohort training. For more information or to outreach to graduates of this program please contact Rachel Clifton [RachelClifton@housinghope.org](mailto:RachelClifton@housinghope.org) 425-903-4913
- WorkSource Business Solutions bring in training program experts to weekly staff meetings to discuss all types of training opportunities (not simply aerospace)For more information please contact:
  - Everett WorkSource: Reena Emma [remme@esd.wa.gov](mailto:remme@esd.wa.gov) 425-258-6328
  - Lynnwood WorkSource: Dee Gillis [dgillis@esd.wa.gov](mailto:dgillis@esd.wa.gov) 425-412-6892
  - Monroe WorkSource: Christina Sivewright [CSivewright@esd.wa.gov](mailto:CSivewright@esd.wa.gov) 360-512-3625