



# **2021-2023 JOB SKILLS PROGRAM**

*JANUARY 1, 2023 PROGRESS REPORT TO THE LEGISLATURE*

# Table of Contents

Table of Contents .....	2
Introduction .....	3
Purpose of the Job Skills Program .....	3
Purpose of this report .....	4
Program funding .....	4
Program Overview .....	4
Job Skills Program priorities.....	4
Shared investments.....	5
Workforce Training Customer Advisory Committee .....	5
Currently Funded Grants .....	5
2021-23 Job Skills grant fast stats.....	6
Instructional content of grant-funded customized training .....	8
2021-23 Job Skills grants by business.....	9
2021-23 Job Skills multi-business consortia projects.....	13
Concluding Remarks and Future Aspirations.....	14
The Job Skills Program: A win for Washington businesses and workers .....	14

# Introduction

*“As a result of the Job Skills Program, several employees were promoted and multiple employees were crossed-trained to ensure coverage during the challenges COVID19 presented over the past year. The JSP grant program and partnering with Community Colleges of Spokane is highly recommended to advance the skills of employees and organizations that embrace learning and development.”*

*— HR Director, Seaport Steel*

Seaport Steel partnered in 2019-21 with Community Colleges of Spokane for a \$47,000 grant to train 78 employees. As a result of the training, Seaport Steel:

- Added 13 jobs and filled 36 new positions while decreasing the time to hire by +50%.
- Reduced time to promote employees to 6 months and increased retentions to 69%.
- Increased the average wage for production employees to \$19.46/hr.

## Purpose of the Job Skills Program

Revised Code of Washington 28C.04.400 Job skills program — Legislative declaration and policy:

*The legislature declares that it is an important function of government to increase opportunities for gainful employment, to assist in promoting a productive and expanding economy, and to encourage the flow of business and industry support to educational institutions. Therefore, the legislature finds that it is in the public interest of the state to encourage and facilitate the formation of cooperative relationships between business and industry and educational institutions which provide for the development and significant expansion of programs of skills training and education consistent with employment needs and to make interested individuals aware of the employment opportunities presented thereby. It is the policy of the state of Washington to ensure that programs of skill training are available on a regional basis and are utilized by a variety of businesses and industries.*

The Job Skills Program (JSP), created by the Washington State Legislature in 1983, is an important tool in Washington’s economic development. Its flexibility enables businesses to get the specific short-term workforce training they need in order to keep and grow good jobs for Washingtonians. Statutory authority for JSP is found in RCW 28C.04.400-420.

JSP provides funding for customized job-specific training for eligible businesses through dollar-for-dollar matching grants. Grants are awarded to eligible educational institutions that partner with employers to undertake a training project. The employer match is achieved through cash and in-kind program contributions, with exceptions made for businesses with Gross Business Income under \$500,000. The State Board for Community and Technical Colleges (SBCTC) administers the program

and conducts grant application reviews quarterly under the advice of a subcommittee of the statutorily-designated Workforce Training Customer Advisory Committee (RCW 29C.04.390(3)).

## Purpose of this report

This progress report is submitted by the SBCTC to the Washington State Legislature in fulfillment of RCW 28C.04.420, which reads, in part:

*Beginning January 1, 2014, and every year thereafter, the college board shall provide the legislature and the governor with a report describing the activities and outcomes of the state job skills program.*

Reports about JSP alternate between biennium-to-date progress reports in odd years and biennial final reports in even years. Thus, this report provides a progress update by describing 109 current grant awards for the 2021-23 biennium-to-date, as of September 1, 2022. Readers wishing to review an in-depth reporting of activities and outcomes for the most recently-completed biennium may download the full [2019-21 Job Skills Report](#).

## Program funding

JSP is funded by \$5.45 million from the Education Legacy Trust Account and \$10 million from the state fund-general for the 2021-23 biennium. SBCTC administrative expenses are 1.7% (\$269,084). The remainder of \$15,180,916 is available for grants. As of Sept. 1, 2022, for the 2021-23 biennium-to-date, SBCTC awarded 99% of grant funds (\$14,988,352). The agency will administer an additional round of grant reviews in late December 2022 to award remaining funds for projects beginning January 1, 2023. Periodic funding surveys are sent to grantees throughout the biennium to determine whether adjustments to funding awards are necessary due to changing needs of the business partners and their employees. In cases where funds are adjusted by grantees, every effort is made by SBCTC to conduct additional grant reviews and/or move funds to existing grants.

## Program Overview

Attracting, developing, and maintaining a skilled workforce is a key challenge faced by many employers across the state. Washington's JSP helps develop the skills of new and existing workers, retain, and grow living-wage jobs, and help companies improve their competitiveness to strengthen Washington's economy.

## Job Skills Program priorities

As Washington's largest state-supported economic development program focused exclusively on industry-specific customized training needs, JSP grant applications are reviewed for how they'll contribute to a number of priorities relating to growing and keeping good jobs in Washington.

Job Skills resources are targeted to areas where:

- There is a shortage of skilled labor to meet businesses' needs.
- Upgrading employee skills is necessary to avoid layoffs.
- Training incumbent workers for advancement creates new vacancies.

- New businesses or industry clusters need a skilled labor pool.
- Communities are struggling with high unemployment.

In addition to supporting the economic development objectives of Washington, grant proposals are reviewed for how they will contribute to several priorities relating to student progress toward earning college or industry credentials, advancing the competitive positions of strategic industry clusters, and increasing instructional capacity for educational institutions beyond the life of individual grants.

## Shared investments

JSP is a dollar-for-dollar matching grant program where at least 50% of training expenses are covered by the business through cash and/or in-kind payments. In the 2019-21 biennium, for every dollar invested by the state, the private sector invested \$1.23 (a 123% match to state funds), inclusive of grants with small businesses exempt from the dollar-for-dollar match.

At the forefront of in-kind matches made by businesses participating in JSP are the wages paid to employees while they are in training. In economic terms, these wages represent opportunity costs to the employer, who must either forego the productive contributions of those employees while they train or pay substitutes to maintain production during training activities. Other in-kind employer contributions include materials, training supplies, management and supervisor time spent planning and coordinating the training, and specialized equipment contributed for training.

Businesses with reported Gross Business Income of less than \$500,000 are exempt from the dollar-for-dollar match. At a minimum, businesses who are exempt from the dollar-for-dollar match must cover the cost of employee wages and benefits while participating in JSP training.

## Workforce Training Customer Advisory Committee

SBCTC looks to the Workforce Training Customer Advisory Committee — made up of representatives from business, labor, and public and private educational institutions — to guide program decisions. A Job Skills subcommittee meets to review, provide input, and recommend applications for grants. Representatives from the Department of Commerce and the Workforce Training and Education Coordinating Board also participate in the review process.

## Currently Funded Grants

Each Job Skills project identifies desired outcomes and provides performance information after the completion of training. Because of the customized nature of the program, outcomes are unique to each project and are quite varied. Often the complete results of training are not fully realized until well after the reporting period ends. Program outcomes for grants funded in the 2021-23 biennium will be reported in the January 1, 2024 report to the State Legislature. Results from the last complete biennium are reported in the [2019-21 Job Skills Report](#).

For the biennium-to-date, July 1, 2021 through September 1, 2022, 101 JSP projects are underway with individual businesses, and eight JSP consortia projects are serving 47 businesses. These counts include a small number of duplicate businesses engaged in different grant projects during the biennium.

Of note, the 109 current JSP grants provide training to nearly 6,800 employees of businesses that have a combined total of 81,000 Washington-based employees (excluding duplicates). As part of the grant application, SBCTC asks employers whether they anticipate hiring new employees into newly-created positions within the next 12 months. The businesses participating in current JSP grants, at the time of grant application, anticipated hiring for over 8,000 new positions in the coming year.

## 2021-23 Job Skills grant fast stats

All JSP Grants 2021-23 Biennium-to-date	Totals & Averages
Total Number of Grants Awarded	109
Total Number of Planned Training Courses	908
Total Number of Planned Training Hours	498,567
Total Number of Employees to be Trained	6,782
Average Number of Trainees per Grant	62
Average Cost Per Trainee	\$2,210
Average Total Grant Award	\$137,508

Note: The biennium-to-date is from July 1, 2021 to Sept. 1, 2022

## Distribution of current grants by educational sector

College/School Category	# of Grants 2021-23 Biennium-to-date	# of Trainees	Total Grant Funding
Private Career Schools and	1	82	\$157,922
Public Community & Technical	108	5,280	\$14,830,430

Note: JSP grants may be awarded to community and technical colleges; public and non-profit universities and regional colleges/universities; and licensed private career schools and colleges located in Washington.

## Distribution of current grants by region

Region	# of Grants	% of All Grants	# of Trainees	% of All Trainees	Grant Funds Awarded	% of Grant Funding
Puget Sound – King, Pierce & Snohomish	56	51%	2,779	41%	\$9,291,241	62%
Balance of State – West	23	21%	1,360	20%	\$2,028,612	21%
Balance of State – East	21	19%	1,311	19%	\$2,134,261	14%
Multi-County Projects	9	8%	1,332	20%	\$1,534,237	10%

## Distribution of grants by industry

Manufacturing: 70 grants in total, representing 64% of all grants		All Other Industries: 39 grants in total, 36% of all grants
19–Aerospace	4–Naval/Marine	21–Food Production and Processing
6–Electronics/High Tech	7–Wood/Paper Products	7–Agriculture Related
5–Composites	29–Other: Automotive, Chemical, Construction Materials, Pharmaceutical, Medical Devices	11–Other: Construction, Environmental Services, Health, Retail and Hospitality

Note: Industry count is based on the best match for businesses participating in each project.

## Distribution of grants by size of business

Size of Businesses Served by JSP Grants	# of Grants in This Size Range	% of Grants in This Size Range
1 to 30 employees	31	28%
31 to 100 employees	35	32%
101 to 200 employees	16	15%
200+ employees	27	25%

Note: Consortia grants serve multiple businesses of a variety of sizes. For consortia grants represented in this table, the lead business applicant's size of firm is used to represent the grant.

## Job Skills Program priorities: Current funding deployment

JSP is an economic development program intended to help grow and keep good jobs in Washington by providing customized, industry-specific skills training. Grant proposals are reviewed for their potential to contribute to economic development and workforce education priorities. The following tables describe the extent to which current grants are deployed across these systemic priorities. Importantly, it is not an expectation that all grant projects seek to meet each and every priority; while many meet multiple priorities, each project at a minimum must address at least one.

Economic & Workforce Development Priorities	% of Grants Addressing this Priority
Promotes the growth of industry clusters	72%
Serves an area where there is a shortage of skilled labor to meet job demands	58%
Provides short-term training which has been designated for specific industries	51%
Includes training/retraining for incumbent workers to avoid dislocation, or where upgrading of existing employees creates new vacancies for unemployed persons	46%
Promotes the location of new industry in areas affected by economic dislocation	6%
Program Funding Priorities	% of Grants Addressing this Priority

Supports training for firms in strategic industry clusters as identified by the state or local area	75%
Proposes training that provides college credit or leads to a recognized industry credential	47%
Projects that propose increased capacity for education institutions that can be made available to industry and students beyond grant recipients	25%
Projects that are coordinated with other industry cluster-based programs or initiatives	22%
Projects that involve a consortia of training providers or consortia of employers	21%

## Instructional content of grant-funded customized training

JSP provides highly customized training to a variety of businesses and their diverse workforces. Thus, it is difficult for any summary of training activities to adequately capture the array of instructional content delivered to workers who participate in the program. Current JSP grant projects are concentrated in the area of manufacturing. The most prominent skills training area is in subject matter that supports manufacturing work, like engineering and its related technical areas, mechanics and repair, and precision production. Another significant training concentration is in skills necessary for process improvement, quality control, and waste reduction. These all fit into the business, management, and related instructional category. JSP grants often include workplace communication and technical communication trainings to support implementation of the broader skills trainings. This content fits into the communication and related category of trainings.

Instructional Category	# of Courses Planned	Total Planned Training Hours
Engineering-Related Technologies	246	186,547
Business, Management, and Related Support	415	172,890
Engineering	15	39,571
Communication and Related Programs	58	18,503
Mechanic and Repair Technologies	16	18,128
Precision Production	28	11,453
Agriculture, Plant Science and Related Fields	28	9,552
Transportation and Materials Moving	5	9,276
Health Professions and Related Programs	5	7,463
Construction Trades	38	5,554
Computer/Information Sciences and Support	24	5,043
All Other	30	14,587
<b>Totals</b>	<b>908</b>	<b>498,567</b>

Notes: Instructional program categories are derived from the Classification of Instructional Programs (CIP) and represent the 2-digit CIP family. Total Planned Training Hours is the sum of course duration multiplied by number of course sections planned multiplied by number of trainees.



## 2021-23 Job Skills grants by business

The following list shows the businesses participating in JSP grants during the 2021-23 biennium and is organized by the county where the majority of business operations and training activities are located.

Business Partner Sorted by county	Industry(ies)	County(ies)	Grant Award	Planned # Trainees
Ranch & Home	Retail/Wholesale	Benton	\$56,539	21
AgriMACS Inc.	Agriculture	Chelan	\$40,117	43
Crunch Pak LLC	Food Production and Processing	Chelan	\$68,000	16
Stemilt Growers LLC	Food Production and Processing	Chelan	\$247,813	268
McKinley Paper Company	Manufacturing-Wood/Paper Products	Clallam	\$201,278	31
nLight	Manufacturing-Composites	Clark	\$168,326	55
The Last US Bag Company	Manufacturing-Other	Clark	\$37,855	24
Cameron Nursery	Other-Fruit Tree Stock	Franklin	\$58,291	304
Bar E Ranch*	Food Production and Processing	Grant	\$0	58
Guero Y Maria	Food Production and Processing	Grant	\$33,082	2
D&L Foundry	Manufacturing-Other	Grant	\$242,145	70
Moses Lake Industries, Inc	Manufacturing-Other, Chemical Manufacturing	Grant	\$327,468	5
Washington Fruit and Produce Co.	Food Production and Processing	Grant/ Yakima	\$144,352	304
Tutta Bella	Food Production and Processing	King	\$692,800	122
Artisan Premades	Food Production and Processing	King	\$101,900	24
Seeking Kombucha	Food Production and Processing	King	\$58,100	5
Sri Bella*	Food Production and Processing	King	\$0	7
Theo Chocolate	Food Production and Processing	King	\$188,700	38
SEIU 775	Hospitals and Medical Services	King	\$12,500	15
Aerojet Rocketdyne	Manufacturing-Aerospace	King	\$221,943	65
Ballard Machine Works	Manufacturing-Aerospace	King	\$33,900	7
Red Dot	Manufacturing-Auto, Transportation	King	\$186,600	55
RedDot	Manufacturing-Auto, Transportation	King	\$265,269	121
HySecurity Gate, Inc.	Manufacturing-High Tech	King	\$628,900	85
HySecurity Gate, Inc.	Manufacturing-High Tech	King	\$407,850	66
Out of the Box Manufacturing LLC	Manufacturing-High Tech	King	\$187,900	67
BedMed LLC	Manufacturing-Medical Devices	King	\$194,300	28
MER Equipment	Manufacturing-Naval	King	\$79,104	304
Batech, LLC	Manufacturing-Other	King	\$87,518	18

Business Partner Sorted by county	Industry(ies)	County(ies)	Grant Award	Planned # Trainees
Iona Handcrafted Books LLC	Manufacturing-Other	King	\$38,400	1
National Sign Corporation	Manufacturing-Other	King	\$136,814	17
Satsuma Designs LLC	Manufacturing-Other	King	\$32,700	7
Sound Building Supply, Inc.	Manufacturing-Other	King	\$80,100	37
RYP Labs, Inc.	Other-Agricultural Technology	King	\$285,485	3
St. Vincent de Paul Seattle/King	Other-Non-profit	King	\$11,200	24
SEIU 1199NW Training Fund	Other-Non-profit	King	\$234,275	31
Valence Surface Technologies	Manufacturing-Aerospace	King/Sno.	\$224,800	139
Sound Sleep Products	Manufacturing-Other	King/Pierce	\$103,800	36
Wally's Restaurants*	Retail/Wholesale	King/Pierce	\$0	10
MultiCare	Hospitals and Medical Services	King/Pierce / Sno.	\$226,114	630
SAFE Boats	Manufacturing-Naval	Kitsap	\$36,892	93
Custom Interface	Manufacturing-Aerospace, Other	Klickitat	\$22,486	20
Riverdance Soapworks	Manufacturing Other	Mason	\$74,667	8
Wilcox Family Farms	Agriculture	Pierce	\$137,228	127
Plumb Signs	Construction	Pierce	\$97,590	32
Aquagga	Environmental Services	Pierce	\$73,148	8
Ames International	Food Production and Processing	Pierce	\$159,595	35
SEKISUI Aerospace	Manufacturing-Aerospace	Pierce	\$40,251	30
Tool Gauge*	Manufacturing-Aerospace	Pierce	\$0	29
General Plastics	Manufacturing-Aerospace	Pierce	\$299,184	78
Technical Tooling	Manufacturing-Aerospace	Pierce	\$81,121	5
Castohn, LLC	Manufacturing-Naval	Pierce	\$242,255	45
Aero Precision	Manufacturing-Other	Pierce	\$503,966	120
American Structures & Design	Manufacturing-Other	Pierce	\$428,504	45
Northwest Door	Manufacturing-Other	Pierce	\$27,529	36
K9ine Bubbles, LLC	Manufacturing-Other	Pierce	\$26,600	2
American Structures & Design	Manufacturing-Other, Construction	Pierce	\$381,736	48
Motive Power Marine	Manufacturing-Other, Construction	Pierce	\$205,132	30
Revalerio Corporation	Manufacturing-Other, Pharmaceutical	Pierce	\$164,435	36

Business Partner Sorted by county	Industry(ies)	County(ies)	Grant Award	Planned # Trainees
Rainier Woodworking Company	Manufacturing–Wood/Paper Products	Pierce	\$265,606	43
Heritage Distilling Company, Inc	Food Production and Processing	Pierce/ Thurston	\$319,471	35
Washington Bulb, Inc.	Agriculture	Skagit	\$314,926	155
Fairhaven Mill	Food Production and Processing	Skagit	\$64,050	4
Harmony Fresh Seafoods	Food Production and Processing	Skagit	\$64,050	6
Skagit's Best Salsa	Food Production and Processing	Skagit	\$37,007	7
Chinook Enterprises	Manufacturing–Aerospace	Skagit	\$46,348	17
Goodwinds Composites, LLC	Manufacturing–Composites	Skagit	\$60,037	12
Scratch and Peck Feeds	Other–Agriculture	Skagit	\$211,358	23
Skyline Engineered*	Construction	Snohomish	\$0	17
Western Tile & Marble Contractors, Inc.	Construction	Snohomish	\$298,800	75
AvTechTye	Manufacturing–Aerospace	Snohomish	\$197,184	149
Commercial Aircraft Interiors, LLC	Manufacturing–Aerospace	Snohomish	\$95,337	50
Jamco	Manufacturing–Aerospace	Snohomish	\$239,858	114
magniX	Manufacturing–Aerospace	Snohomish	\$99,150	41
magniX	Manufacturing–Aerospace	Snohomish	\$114,400	52
AutoDeriva	Manufacturing–Aerospace, Auto	Snohomish	\$37,757	7
Toolcraft Inc	Manufacturing–Aerospace, Medical Devices	Snohomish	\$174,280	50
Orion Industries	Manufacturing–Aerospace, Other/Defense	Snohomish	\$42,290	40
RENU Medical	Manufacturing–Medical Devices	Snohomish	\$120,481	70
CCC–Canyon Creek Cabinets*	Manufacturing–Wood/Paper Products	Snohomish	\$0	40
Emerald City Cabinets, Inc.	Manufacturing–Wood/Paper Products	Snohomish	\$172,766	26
Fluke Corporation	Manufacturing– Other, Electronics	Snohomish	\$126,200	111
SYTECH Inc.	Manufacturing–Aerospace, Medical Devices, Other	Spokane	\$56,286	68
K&N Electric Motors, Inc.	Manufacturing–Other	Spokane	\$48,539	24
Colmac Coil	Manufacturing–Other	Stevens	\$76,571	22
Killer Innovations	Manufacturing–Composites	Thurston	\$81,288	27
Tyson Fresh Meats	Food Production and Processing	Walla Walla	\$95,000	20
Nature's Path	Food Production and Processing	Whatcom	\$39,087	38
NutraDried, LLC	Food Production and Processing	Whatcom	\$54,711	25
Nylatech, Inc.	Manufacturing–Other	Whatcom	\$60,534	23

Business Partner Sorted by county	Industry(ies)	County(ies)	Grant Award	Planned # Trainees
Wood Stone Corporation	Manufacturing-Other	Whatcom	\$72,599	60
Moon Valley Organics	Manufacturing-Other	Whatcom	\$110,206	29
Method Homes	Manufacturing-Other, Construction	Whatcom	\$34,750	10
Healthy Pet	Manufacturing-Wood/Paper Products	Whatcom	\$43,867	32
HighCraft Custom Cabinets	Manufacturing-Wood/Paper Products, Construction	Whatcom	\$11,406	20
Silver Reef Casino Resort	Other-Gaming and Hospitality	Whatcom	\$114,119	500
Meter Group, Inc.	Manufacturing-High Tech, Food Production	Whitman	\$106,018	80
Kershaw Fruit	Food Production and Processing	Yakima	\$47,477	38
Mensonides Dairy	Food Production and Processing	Yakima	\$29,782	38
Yakima Chief Hops, Inc	Manufacturing-Other, Agriculture	Yakima	\$129,435	80
Yakama Forest Products	Manufacturing-Wood/Paper Products	Yakima	\$90,012	21
<b>Totals for grants serving 101 individual businesses</b>			<b>\$13,751,601</b>	<b>6,289</b>

Notes: Where funding shows \$0, this indicates projects that were cancelled after initial approval due to unexpected business and/or pandemic circumstances. Businesses with multiple entries are those who participated in two grant projects during the biennium as an administrative necessity due to fund source fiscal year constraints.

## 2021-23 Job Skills multi-business consortia projects

Many companies find economies of scale by partnering as a larger group, or consortium, on a grant for shared training activities. Among the many benefits of consortia projects is they help smaller employers make training opportunities available to employees that they could not otherwise offer on their own. Businesses participating in a consortium project can train smaller groups of employees while sharing the cost per employee with other businesses. In some circumstances businesses with more flexible funding are also able to contribute more funding to the required match. Due to these advantages, SBCTC encourages opportunities for businesses to collaborate and removes the restriction limiting a business to the receipt of two projects in a five-year period.

Consortium Name	Industry(ies)	County(ies)	Grant Award	# Companies	Planned # Trainees
Lean Six Sigma Green-Black Belt Consortium	Manufacturing-	King	\$212,700	8	35
Continuous Improvement Strategic Planning Consortium	Manufacturing-	King	\$59,900	2	6
Lean Six Sigma Consortium Winter 2023	Manufacturing- Aerospace, Medical Devices, High Tech, Composites, IT	King/Pierce/Clark	\$126,700	7	31
Lean Six Sigma Yellow/Green/Black Belt Consortium	Manufacturing- Composites	King/Pierce/Sno./Clark	\$187,300	12	86
Lean Six Sigma Fall	Manufacturing- Consortium	King/Pierce/Sno./Clark	\$201,700	10	61
CDL Consortium	Other-Agriculture	Spokane	\$157,922	4	82
Food Production Consortium	Food Production and Processing	Whatcom	\$238,129	2	89
Bryton Consortium	Manufacturing- Naval	Whatcom	\$52,400	2	103
<b>Totals for grants serving 8 consortia partnerships</b>			<b>\$1,236,751</b>	<b>47</b>	<b>493</b>

## Consortia business participants

Accra Fab	Elkhart Plastics	Puget Sound Energy
All American Marine, Inc.	Endogastric Solutions	Renaissance Marine Group Inc.
Astronics Custom Control Concepts Inc.	Fabrifi	Skills, Inc.
Bellmont Cabinets	Global Fiberglass Solutions	Spokane Produce
Boyd GMN	Halme Construction	Starbucks
Bramble Berry, Inc.	Kyocera / AT Crystal	Steel Toe Studios
Chuckanut Bay Foods	LifeCenter Northwest	The McGregor Company
Clean Harbors	MicroConnex	T-Mobile
Environmental Services	Mid-Mountain Materials	Toray Composite America
Conmet	nLight	
Crystalyn Kae	Omron Microscan Systems	

## Concluding Remarks and Future Aspirations

*“As a contract cut and sew operation in northeast Seattle, we have many challenges, including streamlining process to attract manufacturing to our region at a competitive price. The JSP program has given us solid tools to reduce time and cost to secure contracts, train high-quality team members and plan for a successful future. Thank you all for your support and programming to enhance our local economy.”*

*— Jennifer Porter, CEO, Satsuma Designs LLC*

Satsuma Designs, a small business of seven employees, partnered with Green River College in 2021-22 for skills upgrading and retraining for five employees. Following their training, Satsuma Designs:

- Added one new full-time and two part-time positions.
- Increased units per week by 5%.
- Increased speed in producing ordered products by 5%.
- Decreased delivery time by one day per order.

The next report to the Legislature, due Jan. 1, 2024, will include descriptions of training outcomes like the excerpt above from Satsuma Designs. To review the previous biennial report of outcomes, please download the [2019-21 Job Skills Report](#).

## The Job Skills Program: A win for Washington businesses and workers

JSP has been Washington’s most consistent state investment strategy in direct training for business. Since its start in 1983, Washington’s Job Skills Program has helped thousands of businesses

maintain and expand their operations, create new jobs, and develop loyal workers who benefit from learning new skills and advancing in their careers. When partnered with an educational institution for a Job Skills grant, employers get exactly the training they need – their schedule, their topics, their location, their way.

Businesses demonstrate their commitment to this partnership by typically leveraging more than the required \$1 for \$1 grant match; last biennium JSP saw a \$1.23 private match for every state dollar invested. With 498,567 combined hours of training planned to be provided to 6,782 workers this biennium, JSP offers a cost-efficient resource to help its current slate of 148 business customers with their short-term and unique employee training needs.

Looking forward, SBCTC envisions JSP continuing to be a cornerstone of Washington’s economic and workforce development toolkit. In the interest of meeting the dynamic needs of Washington businesses, the agency has its sights set on increasing grant activities with small businesses and microenterprises, reaching more rural employers, and diversifying grant awards among more industry sectors.

Given the college system’s commitment to diversity, equity, and inclusion, SBCTC needs better knowledge of the extent to which JSP serves women- and minority-owned enterprises. This could be accomplished by gathering information about the ownership of business applicants during the grant application stage. After doing so, SBCTC would be in the position to establish a baseline and performance outcomes to serve more. This is an achievable administrative goal SBCTC intends to implement in the 2023-25 biennium.

Another goal is to increase the community and technical college system’s capacity to respond to employers’ training needs through this grant program. Currently, only 16 of Washington’s 34 community and technical colleges have JSP grant awards. This aspirational goal may require additional resources to achieve, as it takes a high degree of expertise and administrative support to develop customized solutions that get results for businesses while at the same time connecting employees to relevant industry-recognized credentials and subsequent training pathways. SBCTC is committed to increasing the number of colleges participating in the program.

In closing, investment in the Job Skills Program expands Washington’s ability to support business and workers in achieving long-term economic security, and helps businesses improve their competitiveness to strengthen Washington’s economy. Program outcomes for grants funded in the 2021-23 biennium will be reported in the January 1, 2024 report. Summaries of results from the last complete biennium are in the [2019-21 Job Skills Report](#).

SBCTC commends this program to members of the Washington State Legislature and welcomes inquiries for further information.

Paul Francis  
Executive Director, Washington State Board  
for Community and Technical Colleges  
[pfrancis@sbctc.edu](mailto:pfrancis@sbctc.edu)  
360-704-4355

Carolyn McKinnon  
Policy Associate, Workforce Education  
[cmckinnon@sbctc.edu](mailto:cmckinnon@sbctc.edu)  
360-704-3903



[CC BY 4.0](https://creativecommons.org/licenses/by/4.0/), unless otherwise noted.

Washington State Board for Community and Technical Colleges