

NARRATIVE SUMMARY

UPGRADES TO WORKSOURCEWA.COM IN SUPPORT OF DEFENSE CONTRACTOR LAYOFFS

Three local Workforce Development Areas in Washington State performed research to develop a workforce diversification strategy plan tailored to address defense contractors (in response to possible contracts ending and subsequent layoffs of employees) in their local areas. During their research, all three areas identified “best practices” for Rapid Response services, business services, and enhanced services that could provide for defense contractor employers and their employees.

A common recommendation from all areas included services using the WorkSourceWA.com technology. The Spokane area Workforce Development Council specifically stated:

“Following the status of those who go through a Rapid Response event has been a difficulty. Many laid off workers possess very unique skillsets, including defense contractors, and tracking their employment status is very important when specific needs arise for their skills within in the region. We are looking at ways to better track the outcomes of participants of a Rapid Response event, which will include registering participants on WorkSourceWA.com on location at the event itself.”

Local areas also found many employees weren’t aware that their work for an employer contributed to a defense contract. Local research also proved that employers with defense contracts were not always aware of Rapid Response/WorkSource services available in layoff situation.

These findings lead to the following recommendations for both the WorkSourceWA.com technology AND the current Rapid Response system:

- Registering participants on WorkSourceWA.com **on location** at the Rapid Response event itself (this does NOT currently happen at most events). **New questions added to the system registration process (see graphics below) would prompt Rapid Response team members to include defense contract information.**
- For larger layoff response events, mobile hotspots with 4G LTE service to be utilized so that participants have internet access to WorkSourceWA.com, and can register on-site themselves.
- Also for larger layoff response events - a bank of tablet devices for participants to register on WorkSourceWA.com at the location of the event.
- A marketing video created to advertise layoff response services, which can be shared online and embedded on the local area and state websites.

GRAPHICS

Military service
To learn more about Veteran preference, [Click here](#)

* Are you: Active Duty Military, Veteran, Spouse of a Veteran, or National Guard or Reserves member who has been called to Active Duty?

Yes No

Disability

* Do you have a disability?

Yes No Decline to identify

Farmworkers

* Are most of your wages from farm work or food processing?

Yes No

Program assistance

* Would you like to determine your possible eligibility for future services?

Yes No

Defense contractor status

* Are you an approved Defense contractor?

Yes No

Proposed upgrade #1

The first proposed upgrade to the WorkSourceWA.com technology includes adding a self-identification question for defense contractor employees. This question occurs during the registration process in the system and is normally voluntary. However, during a Rapid Response event, WorkSource employees would assist laid off employees during the registration process. This question will allow reports to be generated that can “track” former defense contractor employees provided the employees keep their information updated/current. NOTE: language shown above will be changed to read: Have you worked for an employer in jobs supported by a defense contract? If YES is selected, another question will prompt employees regarding possible security clearances they hold.

This upgrade provides features and functionality to meet item **4.2.1, 4.2.2, and 4.2.4** of the contract by automating the matching of laid off defense worker with an employer’s job listing using Monster job skills matching technology. Further matching to targeted sectors and other online resources for high-demand jobs already exists in the current system. By registering and creating a profile in the WorkSourceWA.com system, job seekers are automatically provided on-going job-search case

management assistance through WorkSource employment counselors. Outreach from Business Specialists will also occur automatically to include invites to employer hiring events or other job fairs.

Language proficiency	<input type="text" value="Select a Language"/> <input type="text" value="Select a Minimum"/>	Add another language proficiency
Resumes updated	<input type="text" value="All Resumes"/>	
Education		
Minimum education level	<input type="text" value="All education levels"/>	
Degree/Major	<input type="text"/>	<input type="checkbox"/> Nice to have
	<small>(e.g. MBA, MS Math, MSCS, English)</small>	Add another degree / major
School	<input type="text"/>	Add another school
Company	<input type="text"/>	Add another company
Candidate name	<input type="text"/>	
Maximum salary	<input type="checkbox"/> Include candidates without salary information	
Job type	<input type="checkbox"/> Per diem <input type="checkbox"/> Full time <input type="checkbox"/> Temporary/Contract <input type="checkbox"/> Intern <input type="checkbox"/> Seasonal <input type="checkbox"/> Casual <input type="checkbox"/> Permanent	
Job duration	<input type="text"/>	<small>Select a desired average tenure.</small>
Willing to travel	<input type="text" value="No travel required"/>	
Relocation	<input type="checkbox"/> Limit results to job seekers who are willing to relocate	
Veteran status	<input type="checkbox"/> Show only veteran candidates	
Defense Contractors	<input type="checkbox"/> Show only Defense contractor candidates	
		<input type="button" value="Search"/>

Proposed upgrade #2

The second proposed upgrade to the WorkSourceWA.com technology would result in a search field for employers looking for former defense contract employees. The employer would have the ability to check a box that indicates they want to see resumes of job seekers that indicated on their profile that they have previous defense contract work experience and/or a particular security clearance. In the event of a major defense contract "recall", this feature will allow employers to access all former contract employees that are registered in the WorkSourceWA.com system (contract item 4.2.5). Former defense contract workers must have voluntarily registered in the system and can't be REQUIRED to update their contract information in the future.

This upgrade also provides features and functionality to meet item 4.2.3. of the contract by allowing all businesses in targeted industry sectors to consider hiring/recruiting defense workers in their transition process in two ways: by allowing a search for profiles that have indicated previous defense contractor work experience (or related skills/clearances) OR by simply browsing all resumes in the technology and selecting candidates that have self-identified as a former defense contractor by using a visual icon to note this designation. (see graphic below)

WORKSource Hello, lisa.jarek. Sign Out

Home Jobs Candidates Your account Help

Search resumes Manage candidates Saved searches

Power Resume Search

Search results (1-20 of 1000 Candidates) [Too few results?](#) [Too many results?](#)

Select 0 candidates selected Browse Candidates (50 Pages) Page # 1 Go

Match	Name	Location	Education	Job Title	Resume updated	Experience	Authorization	Desired Salary	Relocation	Actions
10.0 match	Frank Morasky	Lakewood, WA	High School or equivalent	Truck Driver, Ianier brugh corp	14 months ago	0.8 year	US Authorized	20 - 22 USD/hr	Won't Relocate	Add to folder Block candidate View candidate
10.0 match	Linda Nodland	Issaquah, WA	Some college coursework completed	Truck Driver, Ryder Intergrated Logistics	16 months ago	25.2 yrs	US Authorized	60 - 80 USD/yr	Will Relocate	Add to folder Block candidate View candidate
10.0 match	Micheal Manny	Lake Tapps, WA	Some college coursework completed	Truck Driver, Safeway Beverage plant, Pepsi Co	7 weeks ago	18.9 yrs	US Authorized	-	-	Add to folder Block candidate View candidate

Top Skills | Experience

Truck Driver | 0.8 year

Truckload Freight | 0.4 year

Cargo/Freight | 0.4 year

Truck Driver | 25.2 yrs

Trucking | 11.4 yrs

Time Management | 11.0 yrs

Truck Driver | 18.9 yrs

Beverages | 8.9 yrs

Trucking | 3.3 yrs