



SKILLSOURCE REGIONAL  
WORKFORCE BOARD

# IMPACT REPORT

JULY 2024 - JUNE 2025



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# Service Area

SkillSource serves the North Central Workforce Development Area, which comprises Adams, Chelan, Douglas, Grant, and Okanogan counties. This makes North Central one of the largest geographic workforce areas in the state (14,612 square miles), with a combined population of just under 290,000.

The NCW region's historic economic drivers have been agriculture, forest management, fisheries, tourism, and local government. More recently, the region's hydropower and concentrated availability of high-speed fiber broadband internet hubs have resulted in significant growth in manufacturing, information technology, and renewable energy technology.



We respectfully acknowledge that we are on the traditional lands of the Wenatchi (Wenatchee), Chelan, Entiat, Methow, Okanogan, and Moses-Columbia peoples, who have been the original stewards of this region since time immemorial. We honor the sovereignty and resilience of the twelve Confederated Tribes of the Colville Reservation and the Confederated Tribes of the Yakama Nation, whose ancestral territories encompass much of North Central Washington.

# CEO Reflection

**Meaningful change often starts underground, quietly taking root before it blooms. The same can be said for the work we do together.**

Each year, new efforts take hold, re-seed, and grow in ways that strengthen people, businesses, and communities across North Central Washington.

This past year, we've seen internships and apprenticeships blossom into full-time careers. Small businesses, supported by new resources, gained the skills and solutions to stay resilient and thrive. Community reinvestments sparked opportunity for entrepreneurs, while larger employers cultivated pipelines of talent to meet evolving industry needs.

Our board and staff have continued to learn and lead—sharing knowledge at summits, engaging in statewide conversations, and lifting up the essential role of workforce boards as a link between potential and opportunity.

And while the numbers matter, the deeper impact is found in the confidence of a young person earning credentials, the stability of a family supported by steady work, the vitality of a business hiring local talent, and in the ways we help shape and strengthen the systems that connect them.

I am grateful to every partner who has joined us in this work. Together, we are cultivating momentum that is reshaping lives and strengthening communities throughout the region.

Thank you,



Lisa Romine, CEO  
SkillSource Regional Workforce Board

# About Our Board

## SkillSource Regional Workforce Board

The SkillSource Regional Workforce Board is composed of 21 local leaders in North Central Washington with expertise in business, labor, education, workforce development, and public services. The Board provides oversight and guidance to SkillSource and workforce system partners to ensure high quality services are offered to both business and career seekers.

## Our Mission

SkillSource builds workforce skills with business and one-stop partners to increase economic prosperity throughout North Central Washington and the Columbia Basin.



"SkillSource is a key partner in workforce development. Together we create economic opportunities, share knowledge, and participate with community partners to effectively transform lives one student and one family at a time. The success stories resulting from the work of this team are amazing and rewarding."

**Irasema Ortiz-Elizalde**  
WA State DSHS

# Workforce Solutions

## Our Customers, Our Community

SkillSource partners with career seekers and businesses to grow skills, spark opportunity, and strengthen communities across North Central Washington. We believe every person deserves the chance to build a rewarding career and every business deserves the support to thrive.



## Business

Employers save money, build strong teams, and boost productivity through programs that offset the costs of hiring and training.

- Hiring and Layoff Support
- Labor Market Insights
- Employee Skill-Building
- On-the-Job Training
- Apprenticeships
- Paid Internships

## Career Seeker

Youth (16+) and adults alike gain the education, skills, and credentials needed for employment and career growth.

- Career Exploring & Planning
- Resume Assistance
- Paid Work Experience
- On-the-Job Training
- Apprenticeships
- College Scholarships
- Support Services

Together with our workforce partners, we help people move forward in their careers and help businesses build stronger teams.



# The Big Picture

## Advocacy to Action

SkillSource's impact goes beyond individual outcomes — it fuels statewide change. By sharing real stories through initiatives like Economic Security for All (EcSA) and the Community Reinvestment Project (CRP), we connect community voices to decision-makers and help shape policies that last.

Charlie's journey from training to a career in nursing is one example of how investments in people ripple outward. From the Capitol steps to hospital floors and more, these stories make sure that both workers and employers are seen, heard, and represented in building solutions for Washington's future.



*Staff and participants on the steps of the Capitol in Olympia.*



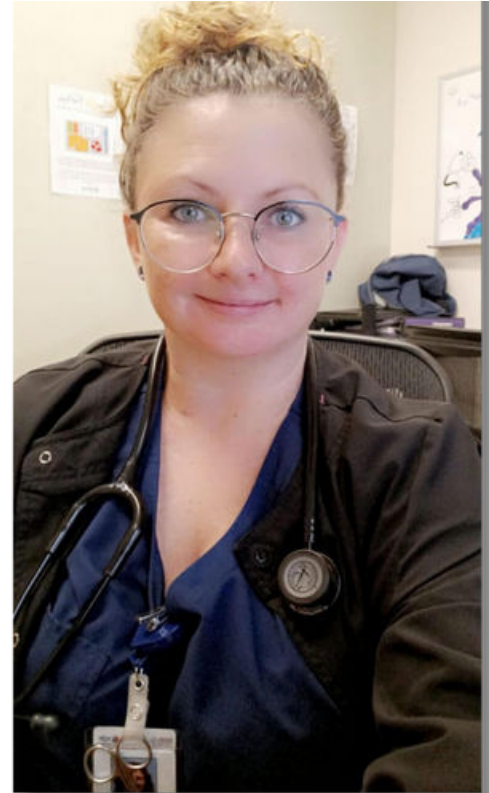
*Charlie Wood, RN (center) with Nursing Supervisor and Career Counselor.*

# Meeting the Need

## Charlie & Samaritan Healthcare

Medical employers in Grant and Adams Counties posted 315 job openings for Registered Nurses last year, with nearly a quarter at Samaritan Healthcare. Charlie, a single mother of three, came to SkillSource seeking a new path after years in retail. With support services and financial incentives funded through State Economic Security for All (EcSA), she persevered through Big Bend Community College's rigorous nursing program.

Her persistence paid off. She graduated and secured two nursing positions—at Samaritan Hospital and as a home health nurse. These opportunities have given her family financial security and marked the beginning of a fulfilling career in healthcare.



"I can't imagine how much harder it would have been without the help I got. The help from SkillSource has had a major impact on my life and I am so grateful."

**Charlie Wood, RN Samaritan Healthcare**



# Results

SkillSource provides career services for residents of all ages and backgrounds. We connect candidates to employment opportunities to help businesses develop strong teams.

PROGRAM	DETAILS		
YOUTH	Serving youth 16 – 24 with secondary education & employment readiness training.		
321	236	77	
total youth served	in work-based learning	earned GED or diplomas	
DISLOCATED WORKERS	Helping those who have lost their jobs retrain for new careers.		
141	65	44	
dislocated workers served	re-entered employment	earned degrees or credentials	
ADULTS	Assisting career seekers in training for the jobs that are needed in our communities.		
339	119	81	
adult career seekers served	entered employment	earned degrees or credentials	

164

Credentials  
Earned

365

Businesses  
Served

312

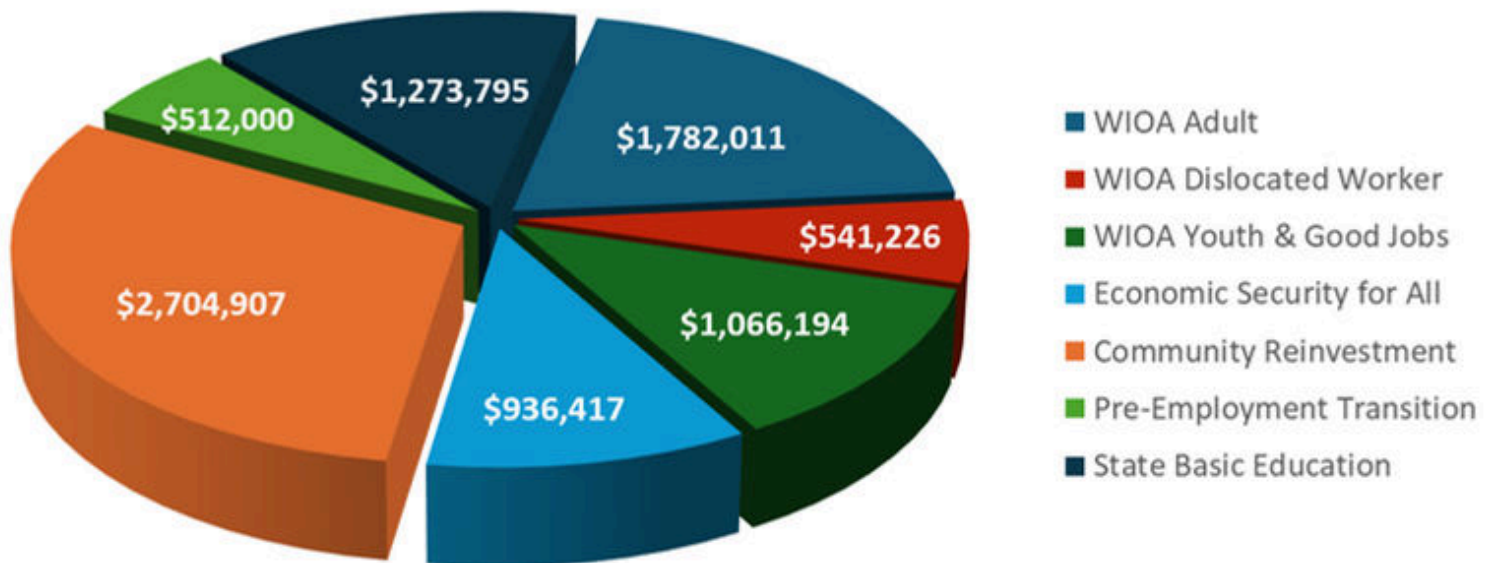
Career Seekers  
Hired

# Funding Overview

Federal and other funding sources for program year 2024-2025 are provided as follows, which includes carry forward funding from prior program years.

**TOTAL  
FUNDED**

**\$9,816,550**

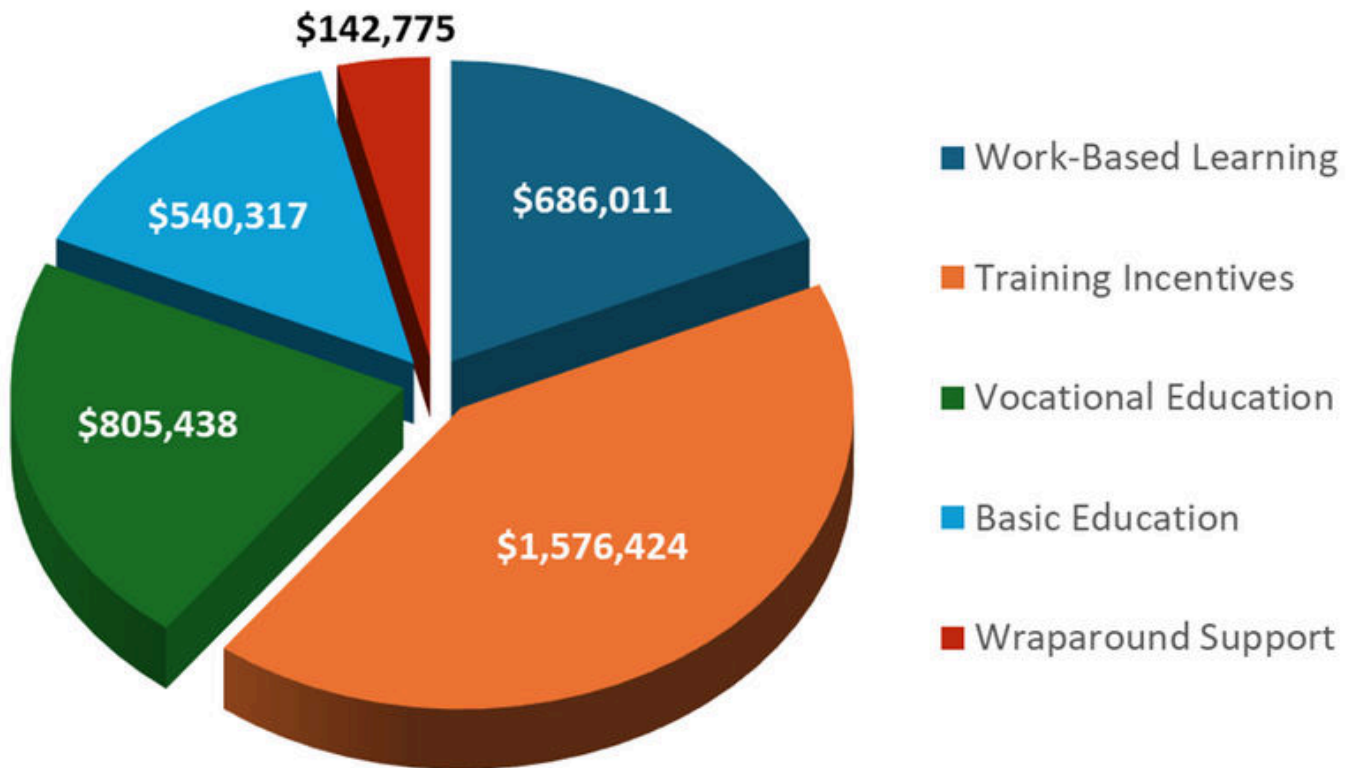


# Training Investments

SkillSource utilizes State and Federal funds to invest in people and businesses in a variety of ways that alleviate poverty and create economic viability. These amounts are for **Direct Training & Support Investments** from PY 2024-25.

TOTAL  
INVESTED  
TRAINING

\$3,750,966





# Return on Investment

SkillSource is charged by Congress to achieve a measurable return on investment in human capital. Through multiple programs, \$3.75 million was invested training and supporting youth and adults to enter or re-enter the workforce.

With the 312 career seekers employed now paying a combined estimated \$6.54 million of income tax on their earnings, the workforce investment is more than refunded. And since 101 of those career seekers received public assistance or unemployment payments averaging \$654 per month before training (total \$792,648 per year), there would be a federal budget savings of **\$1.32 million** after just one year of employment.

# Investing in Community

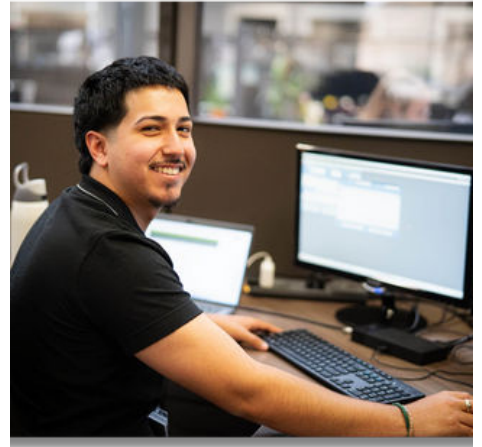
## Business Impact

SkillSource helps businesses grow, adapt, and strengthen their teams. Through Community Reinvestment, owners expand services, modernize equipment, and train and retain a skilled workforce.

The impact has been wide-reaching:

- 18 small businesses used investment grants to grow, train, and increase sustainability
- 90+ current employees gained certifications and new skills through incumbent worker training
- Training delivered in high-demand areas like healthcare, advanced manufacturing, and energy
- Local employers reporting stronger retention, greater efficiency, and improved bottom lines

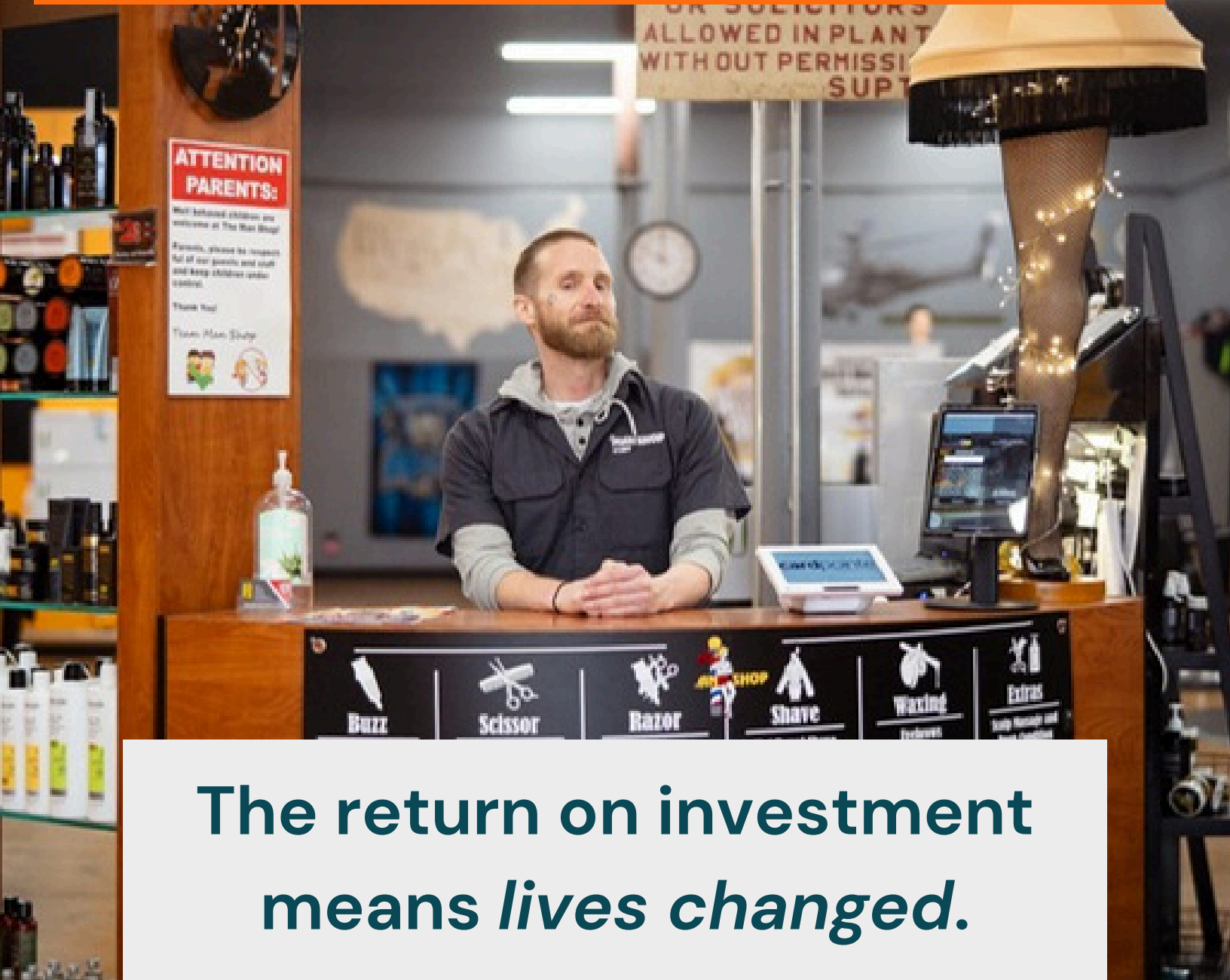
By reinvesting in the businesses that anchor our local economy, workforce development initiatives strengthen both companies and the communities they serve —creating growth, opportunity, and stability that extend far beyond the workplace.





# CUSTOMER SUCCESS

Success happens when credentials are achieved, skills are acquired, and people find meaningful employment with the businesses who need them.



The return on investment  
means *lives changed*.

# A New Way Forward

## Darryl & The Man Shop

Darryl wasn't just looking for a job after incarceration — he wanted a fresh start. A barbering program in prison sparked his interest, and an apprenticeship at The Man Shop turned it into a profession.

With support from the Wenatchee Valley Reentry Center and SkillSource, he gained training, tools, and mentorship to launch his career. Funding through SkillSource helped cover tuition and essential barbering equipment, removing financial barriers that might have kept him on the sidelines.

"The benefit of apprenticeship is the sheer number of cuts they get to do — quantity builds skill," says Mikaila Thompson, regional manager for The Man Shops. Today, Darryl is building a stable career in a trade he's proud to call his own.



"This whole journey has been a 'pinch-me' moment. They didn't just open a door, they removed the barriers that would've kept me on the outside."

**Darryl Lowe,**  
barber

# Apprenticeship Works

## Mario & Genie Manufacturing

At 18, Mario Esparza was juggling school, bills, and fast food shifts when curiosity pulled him toward a Genie Manufacturing job fair table. That encounter launched him into Genie's first youth apprenticeship cohort facilitated by Advanced Manufacturing Apprenticeships (AJAC) — and onto a path that put real skills in Mario's hands, and a bright career on the horizon.

With support from SkillSource, Mario got interview coaching, work gear, and gas cards that made the leap possible. "They motivated me to finish school and helped me get on my feet," he says.

Now a Production Technician, Mario builds manifolds and preps engines, contributing to a renowned company that powers industries worldwide. The skills he gained through apprenticeship are the foundation of a stable future for him — and a source of strength for the business and the broader community.



# Federal Performance Measures

SkillSource achieved an average of 109% against federal targets

		ACTUAL   TARGET
✓ <b>MEDIAN WAGES</b>	YOUTH WAGE EARNERS	\$4,479   \$4,876
	ADULT CAREER SEEKERS	\$11,761   \$9,429
	DISLOCATED WORKERS	\$11,710   \$11,610
✓ <b>SKILLS GAINED</b>	YOUTH	52%   50%
	ADULT CAREER SEEKERS	70%   59%
	DISLOCATED WORKERS	82%   65%
✓ <b>CREDENTIAL RATE</b>	YOUTH	59%   51%
	ADULT CAREER SEEKERS	81%   82%
	DISLOCATED WORKERS	95%   81%
✓ <b>EMPLOYED ONE YEAR LATER</b>	YOUTH*	73%   62%
	ADULT CAREER SEEKERS	80%   71%
	DISLOCATED WORKERS	79%   77%

\*OR ENROLLED IN POST-SECONDARY EDUCATION

# Bright Starts, Bold Futures

## Hands-On Learning

For SkillSource youth, the community is an extension of the classroom. Project-Based Learning brought real-world impact through hands-on projects in environmental volunteerism, support for the Special Olympics Winter Games, and putting new business administration skills to use for local non-profits.

Across Chelan–Douglas, Grant–Adams, and Okanogan, youth also stepped into 236 paid work experiences — placements that built job-readiness skills and the confidence of a first paycheck.

For young people who had stepped away from school before graduating, our Open Doors classrooms offered a way back, pairing flexible instruction with personalized support. Over 45 graduates earned diplomas, and are moving confidently into a clear career or college plan. Different routes, shared outcome: skills gained, forward momentum achieved.





# Preparation + Opportunity

## Danny & Central Machinery Sales

Danny first connected with SkillSource through Pre-Employment Transition Services, a program for youth with disabilities offered in partnership with local schools, DVR, and area businesses. After completing workshops and job tours, Danny interviewed at Central Machinery Sales in Moses Lake, where his enthusiasm made a strong impression.

Danny began a paid work experience in 2023 and quickly became a reliable member of the team. His supervisor, Josh Knopp, was so impressed that he promised to hire Danny once he finished high school. True to his word, Josh welcomed Danny back in 2024 as a permanent employee.

Today, Danny is thriving. He shows up on time, works hard, and takes pride in every task — from cleaning tractors to keeping the shop running smoothly. Josh says, “We will have Danny for as long as he is willing to work for us.”



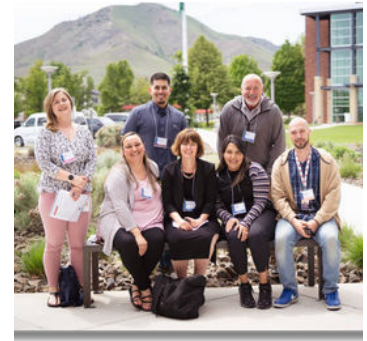
# Collaboration

## Partnerships at Work

Workforce development takes trusted partners — community agencies, schools, and businesses — coming together to address barriers and create opportunities that no single group could deliver on its own.

This year, inter-agency van tours brought insight in how partners uniquely serve communities, Business After Hours events in Wenatchee and Moses Lake opened doors for customers, partners, neighbors, and leaders to connect. Across the region, partners shared solutions at Workforce Collaboration Summits. And by partnering with organizations like CAFE and local Chambers of Commerce, we reinforced opportunities that are built by and for the communities they serve.

Partnerships turn shared effort into lasting opportunity across North Central Washington.



# Recognition

## Chamber Honors

SkillSource was recognized as the Non-Profit of the Year by the Wenatchee Valley Chamber of Commerce and nominated as Employer of the Year by the Greater Othello Chamber of Commerce.

These honors belong to the people who show up every day — certified instructors and career trainers guiding learning, administrative and support staff keeping services strong, executive staff steering the mission, and partners across the region who open doors and create opportunities.

This is the steady, collective work of many. These recognitions shine a light on the commitment, creativity, and collaboration that continue to strengthen our communities.



# On The Horizon

**SkillSource continues to strengthen career pathways across North Central Washington while preparing for new opportunities on the horizon.**

One of the opportunities coming up is a new investment from the U.S. Department of Labor called RESET—the Re-entry, Skills, Employment, and Training Program—in Chelan and Yakima counties.

RESET will expand access to career readiness, industry training, and employment connections for individuals preparing to re-enter their communities.

This initiative builds on SkillSource's long history of supporting re-entry and reflects the broader future we see: deeper partnerships, new resources, and continued investment in people, businesses, and communities.



# Resilience in motion...

**The road ahead is less certain than it once seemed. Changing policies, shrinking budgets, and shifting economic currents are testing our workforce system. Yet even in this uncertainty, what endures is unmistakable: the resourcefulness of our staff, the resilience of our participants, and the strength of our partnerships.**

We've seen progress worth celebrating — individuals gaining skills and securing jobs, businesses growing talented teams, and communities moving forward because of the collective work we do together. These wins remind us that even as conditions change, our mission holds steady.

Our commitment is unchanged: to stand with our partners, adapt with integrity, and to empower the people, families, and businesses of North Central Washington to thrive. The future may not be clear, but our resolve is.

When people thrive, our communities prosper.

**Thank you for being part of this journey!**



Zach Williams, Board Chair  
SkillSource Regional Workforce Board



# Board Members

**Zach Williams, Chair**

Stemilt Growers

**Tad Hildebrand, Vice-Chair**

Pilot Rock Consulting

**Michelle Price**

North Central Educational Service District

**Ryan Beebout**

Sabey Data Centers

**Randy Curry**

IBEW Local Union #191

**Crystal Gage**

Confluence Health Omak Clinic

**Augustine Gallegos**

Teamsters 760

**Faimous Harrison**

Wenatchee Valley College

**Julie Helligso**

Cascade Vet Clinics

**Roni Holder-Diefenbach**

Okanogan Economic Alliance

**Ken Johnson**

Johnson's Glass & More

**Nate Mack**

LiUNA Local 348

**Brant Mayo**

Grant County Economic Development Council

**Kyle Niehenke**

Adams County Development Council

**Irasema Ortiz-Elizalde**

Department of Social & Human Services

**Anthony Popelier**

Oroville Reman/Reload

**Sara Thompson Tweedy**

Big Bend Community College

**Pablo Villareal**

Division of Vocational Rehabilitation

**Todd Wurl**

Employment Security Department

# Forum of County Commissioners

Jay Weise, Adams County

Brad Hawkins, Chelan County

Dan Sutton, Douglas County

Kevin Burgess, Grant County

Nick Timm, Okanogan County



# Business Partners

Thank you to all the area businesses who trained on-the-job, and hired SkillSource graduates.

## CHELAN - DOUGLAS

ALANO CLUB OF WENATCHEE  
CASCADE SCHOOL DISTRICT  
CASCADIAN APARTMENTS  
CHELAN DOUGLAS COMMUNITY ACTION COUNCIL  
CITY OF EAST WENATCHEE  
COLUMBIA FRUIT PACKERS  
COUNTRY FINANCIAL  
EAST WENATCHEE WATER DISTRICT  
EXCLUSIVAS LUPITA  
FARMERS INSURANCE  
GARDEN TERRACE SENIOR LIVING  
GODFATHERS PIZZA  
GOLDEN YEARS ADULT FAMILY HOME  
GTC TECHNICAL SUPPORT  
IRRIGATION TECHNOLOGY AND CONTROL  
L-BOW GREASE LLC  
LILIES OF THE VALLEY  
NCW TECH ALLIANCE  
OHME GARDENS COUNTY PARK  
SEEDS LEARNING CENTER ACADEMY  
SMALL MIRACLES  
STARLITE GROOMING  
STEMILT GROWERS  
TRAINING EDUCATING AND MENTORING SERVICES  
VANITY STUDIO  
WELCOME HOME CARE LLC  
WENATCHEE SCHOOL DISTRICT  
WENATCHEE VALLEY MUSEUM & CULTURAL CENTER  
WSU CHELAN CO EXTENSION  
YWCA  
ZULLY'S ROLLED ICE CREAM

## GRANT - ADAMS

ADAMS COUNTY PET RESCUE  
ARMADA CORP  
BAYMONT BY WYNDAM  
BECK N CALL  
BIG BEND COMMUNITY COLLEGE  
BOYS & GIRLS CLUB  
CARPET CARROUSEL OF OTHELLO INC  
CENTRAL MACHINERY SALES, INC  
CHAR-GLO SCHOOL OF BEAUTY  
COLVILLE FUELS  
COMMUNITY SERVICES OF MOSES LAKE  
CORNER STREET DONUTS  
COUNTRY FABRIC  
CULLIGAN WATERS  
CYCLEPATH SPIN STUDIO  
DESERT OASIS MANUFACTURED HOME COMMUNITY  
EARL & EDWARDS PLLC  
EL PATRON  
EPHRATA SCHOOL DISTRICT  
EPHRATA SENIOR CENTER THRIFT STORE  
FAMILY RESOURCE HOME CARE  
FIROUZI CONSTRUCTION  
GENIE INDUSTRIES  
GRANT COUNTY ANIMAL OUTREACH  
GRANT COUNTY FAIRGROUNDS  
GROCERY OUTLET EPHRATA  
GROUP14 TECHNOLOGIES  
HAWLEYS COLLISION REPAIR  
HELLO NATURE  
IRONWORKS CAFE  
J&G ADVENTURES LLC THE COUNTRY DELI

## GRANT - ADAMS

JR SIMPLOT  
LITTLE SUNSHINE CHILDCARE CENTER  
MAGGIES KITCHEN  
MOORE FURNITURE EPHRATA  
MOSES LAKE MARKET  
MOSES LAKE MUSEUM AND ART CENTER  
MOSES LAKE MUSIC, INC  
MONROE HOUSE RETIREMENT & CARE CENTER  
NEW HOPE  
OKANAGAN SPECIALTY FRUIT  
OLD HOTEL ART GALLERY  
OTHELLO DENTAL ARTS  
OTHELLO FOOD BANK  
PEACEFUL MEADOWS ADULT FAMILY HOME.  
PRIEST RIVER CONSTRUCTION  
PURPLE COYOTE PRINTING  
RASMUSSEN INSURANCE LLC  
RED DOOR CAFE  
SAGE ACADEMY OF MASSAGE & BODYWORKS  
SAFEWAY MOSES LAKE  
SCOTTYS AUTO REPAIR  
SENIOR CENTER THRIFT STORE  
SKAGIT TRANSPORTATION  
SUMMERWOOD  
THE FAVORED FARMHOUSE COFFEE & CREAM  
THE HOME CENTER

## OKANOGAN

BEST WESTERN - OMAK PEPPERTREE  
BREWSTER MARKETPLACE  
CITY OF OMAK  
COOL RED AIR LLC  
DAILY BLISS CAFE  
FYRE  
FRONTIER FOODS  
GROCERY OUTLET - OMAK  
JAMES A. WRIGHT CONSTRUCTION, LLC  
JAMIES PLACE  
MID VALLEY HOSPITAL  
NORTH CASCADES LAW GROUP, PLLC -  
OKANOGAN  
OK CDL TRAINING  
OKANOGAN COUNTY CLERKS OFFICE  
OKANOGAN COUNTY PUBLIC WORKS  
OKANOGAN MARKET  
OMAK DODGE  
OMAK MIRAGE  
OMAK PUBLIC LIBRARY  
PINE CREEK PACK  
RE+ACTIVE REHAB  
RITE AID  
SNACKO LOKO  
SUNRISE CHEVROLET INC  
THE KING'S GARDEN CARLTON LLC  
WELCOME HOME CARE LLC  
WORLD CUISINE

*Thank you for your partnership!*



# CONTACT US ✨

**240 North Mission St.  
Wenatchee, WA 98801  
(509) 663-3091**

**309 East 5th Ave.  
Moses Lake, WA 98837  
(509) 766-6300**

**165 North 1st Ave.  
Othello, WA 99344  
(509) 488-1670**

**126 South Main St.  
Omak, WA 98841  
(509) 826-7310**

**[www.SkillSource.org](http://www.SkillSource.org)**

SkillSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. WA Relay 711.

