

PROGRAM YEAR 2024

Workforce information grant performance report

SEPTEMBER 2025



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Introduction

This is Washington state's performance report on the Workforce and Labor Market Information Grant to States (WIGS) for Program Year (PY) 2024. Grantees are required to submit this report under [TEGL 14-23 | U.S. Department of Labor](#). This report summarizes accomplishments and challenges and recommends improvements to workforce information and services.

Workforce Information Database (WID)

Description of activity

During PY 2024, the Washington State Employment Security department updated WID core tables to the new 3.0 specification and implemented improved dataflows to populate the database.

Customer consultation

Because the WID is an internal technical resource, ESD does not discuss it with external customers.

Customer needs

Employment Security is planning a customer value proposition where one of the primary goals is to learn how to better meet customer needs through Washington's [labor market information \(LMI\) website](#). Insights will inform how the WID can expand and improve to serve LMI website improvements.

Collaborations or leveraged funding

In PY 2024, Washington state attended Analyst Resource Center workgroup meetings and plans to continue this collaboration in 2025.

Industry and occupational employment projections

Description of activity

[Employment projections](#) provide a general outlook for industry and occupational employment in Washington state. They give job seekers, policy makers and training providers an idea of projected change over time for an industry or occupation. The projections also show the future demand for workers.

Every year Employment Security produces industry employment projections for two, five and 10 years from a base period. This grant requires two-year and 10-year projections. Washington state law requires five-year projections.

The base period for two-year projections is second quarter 2024. The base period for five-year and 10-year projections is 2023. Using staffing patterns for each industry, industry projections can convert into occupational projections.

Employment Security completed two-year industry and occupational [employment projections](#) for Washington state and its 12 local workforce development areas (WDAs) and submitted them to the Employment and Training Administration (ETA) in February 2025. Ten-year industry and occupational employment projections submissions to ETA occur in even years only. The last 10-year submission was in July 2024. The next submission will be in July 2026.

Customer consultation

Employment Security seeks agency partner and regional labor economist feedback on detailed and aggregated industry forecasts. The projections use statistically valid methods. The Projections Managing Partnership (PMP) methodology recommends that forecasters combine alternative economic forecasting methods and choose the best model based on performance measures over the observed periods. Washington state employed this methodological approach, which is available in the [2019 employment projections technical report](#).

Customer needs

Local workforce boards, workforce development professionals, planners, businesses, higher education institutions and other customers heavily use short-term, mid-term and long-term industry and occupational employment projections data. The data are the foundation for workforce development discussions and higher education planning in Washington state.

Collaborations or leveraged funding

Stakeholders throughout the statewide and local workforce systems use occupational and industry projections. Local workforce development boards, public K-12 systems, community and technical colleges, and apprenticeship programs frequently consult the list and work with regional economists to ensure alignment of programs. Annual Perkins funding requires a significant number of educational partners to demonstrate demand. Various stakeholders internal and external to the educational system also rely on projections for business and community planning purposes. Projections can be accessed through Washington's [labor market information \(LMI\) website](#), the [annual economic report](#), and through regional economists.

LMI training for service delivery

Description of activity

Washington's labor economists engaged in more than 100 training events throughout the year. Economists conducted a significant portion of trainings and educational meetings virtually, although demand for in-person meetings increased in the past couple of years compared to during the COVID-19 pandemic. In all, state and regional economists responded to more than 600 requests involving LMI education and training. Activities took the form of training presentations and workshops, media interviews, consultations with various stakeholders, and various reports. Customers included federal, state, local and tribal governments; local and statewide workforce training boards; workforce system partners; K-12 and postsecondary education institutions; economic development, business and industry associations; businesses and more. Examples follow:

- Local workforce development boards (LWDBs) invite out-stationed regional economists to speak at meetings during the year. Presentations cover information on trainings and up-to-date labor market trends, bringing board members and LWDB staff up to speed on labor market conditions and available resources. Select examples by organization and date (with estimated number of attendees / trainees / participants):
 - Benton-Franklin Workforce Development Council, 8/13/2024 (60), 10/29/2024 (12), 1/22/2025 (12), 2/5/2025 (25)
 - Eastern Partnership Workforce Development Council, 12/12/2024 (20), 2/27/2025 (20), 5/22/2025 (30)
 - Northwest Workforce Council, 4/9/2025 (20)
 - Seattle-King County Workforce Development Council, 9/20/2024 (40)
 - Seattle-King County Workforce Development Council, (with Colleges and WorkSource) 10/22/2024 (40), 2/25/2025 (30)
 - Spokane Workforce Council, 11/8/2024 (30)
- Economists delivered presentations and training to staff and partners in Washington's Career One-Stop centers (called WorkSource in Washington state). In-person presentations highlighted local economic conditions and trends. Online classroom-style trainings focused on how to find, use, and interpret labor market information for working with job seekers, employers and partners in local workforce development systems. One-on-one trainings offered throughout the program year included these select examples:
 - WorkSource Central Basin, 4/8/2025 (12)
 - WorkSource Central Puget Sound, 11/13/2024 (40)
 - WorkSource Clallam County (12)
 - WorkSource Columbia Basin, 7/11/2024 (1), 7/22/2024 (1), 8/21/2024 (15), 9/20/2024 (1), 10/3/2024 (15), 11/16/2024 (1), 11/21/2024 (35), 1/17/2025 (2), 2/19/2025 (1), 2/20/2025 (1), 5/21/2025 (52)
 - WorkSource Goldendale, 2/12/2025 (2)
 - WorkSource Seattle-King County, 7/1/2024 (15), 9/9/2024 (15), 4/23/2025 (72), 6/5/2025 (35)
 - WorkSource Snohomish County, 10/2/2024 (20)
 - WorkSource Southwest Coastal, 10/30/2024 (15), 11/5/2024 (20)
 - WorkSource Spokane, 11/6/2024 (9), 5/22/2025 (50)
 - WorkSource Walla Walla, 1/13/2025 (1)
- Economists provided training and presentations for K-12 career and technical education programs, community and technical colleges and universities, and local educational service districts throughout the state, as well as other state agencies involved in workforce development. Trainings involved analysis and communication about supply and demand of local industry and occupational employment to inform programming, as required by

programs such as the federal Perkins Act, Worker Retraining, and Basic Food, Employment and Training (BFET). Select examples:

- Central Washington University, Economic Outlook Conference, 4/22/2025 (50)
 - Centralia College, 12/18/2024 (10)
 - Columbia Basin Job Corps Civilian Conservation Center, 4/9/2025 (5)
 - Department of Social and Health Services, Division of Vocational Rehabilitation, Vancouver office, 2/27/2025 (10)
 - Department of Social and Health Services, Division of Vocational Rehabilitation, Spokane office 11/21/2024 (25)
 - Department of Social and Health Services, Division of Vocational Rehabilitation, Walla Walla office, 11/19/2024 (1)
 - Department of Social and Health Services, Division of Services for the Blind, 8/6/2024 (25)
 - Economics Symposium for educators, Western Washington University, 8/20/2024 (30)
 - Employment Security Department, Agency-wide leadership meeting, 11/5/2024 (150) * 2 sessions
 - Employment Security Department, Community outreach (Tukwila), 12/10/2024 (40)
 - Employment Security Department, Executive Leadership Team, 5/14/2025 (15)
 - Employment Security Department, Training Benefits team, 7/18/2024 (25)
 - Employment Security Department, Workforce Services Division leadership, 10/15/2025 (15)
 - Grays Harbor College, 12/3/2024 (15)
 - Marysville School District CTE Advisory Committee (12)
 - Skagit Valley College (5)
 - State Board for Community and Technical Colleges, Worker Retraining, 12/10/2024 (30)
 - University of Washington, 3/20/2025 (1)
 - Washington Career Development Association, 1/22/2025 (67)
 - Washington State Labor Council, AFL-CIO, 9/30/2024 (15)
 - Western Washington University College and Career Center, 1/27/2025 (1)
 - Whatcom Community College, 11/14/2024 (70)
 - WorkSource Columbia Basin (HS student training), 10/24/2024 (16)
 - Yakima Valley College, 4/10/2025 (12)
- Economists delivered training presentations to local and state business and economic development audiences, including economic development associations, chambers of commerce, industry associations, Society of Human Resource Management (SHRM) affiliates, membership organizations, conferences, and statewide organizations including

the Washington Economic Development Association (WEDA), the Association of Washington Businesses (AWB) and the Washington Workforce Association (WWA). Presentations teach local and state labor market conditions, including industry trends and characteristics of the labor force. Select presentations/organizations:

- Berkshire Hathaway, Tri-Cities, 8/22/2024 (20)
- Centerfuse (10)
- Columbia Basin SHRM Chapter, 4/16/2025 (46)
- Columbia Valley Daybreakers Rotary Club, 7/18/2025 (40)
- Community First Bank, 10/25/2024 (25)
- Cowlitz Wahkiakum Legal Aid, 9/27/2024 (30)
- Department of Commerce, Manufacturing Council, 3/7/2025 (15)
- Economic Alliance Snohomish County (50)
- Grays Harbor County Public Health, 10/11/2024 (100)
- Greater Health Now, 2/27/2025 (40), 3/25/2025 (56), 4/16/2025 (46)
- Home Builders Association of Tri-Cities, 3/19/2025 (40)
- Inland Northwest AGC, 3/5/2025 (52), 3/12/2025 (5)
- Institute for Supply Management – Western Washington, 12/4/2024 (25)
- Klickitat Valley Health, 7/22/2024 (1)
- Leadership Tri-Cities, 3/20/2025 (20)
- Mid-Columbia Economic Development District, 11/1/2024 (20)
- Movement Athletics, 5/14/2025 (1)
- Okanogan County Economic Alliance, 11/26/2024 (45)
- Pacific Northwest Regional Economics Conference, 5/21/2025 (15), 5/22/2025 (20), 5/22/2025 (15)
- Pasco Chamber of Commerce, 5/12/2025 (50)
- Pierce TC Advisory Council
- Port of Bellingham (6)
- Port of Walla Walla, 9/24/2024 (1)
- Prosser EDC
- Regional Transportation Board, Klickitat and Skamania Counties, 12/4/2024 (20)
* 2 sessions
- San Juans Economic Development Association, 12/4/2024 (20)
- Seattle Economics Council, 3/5/2025 (20)
- Skagit County Manufacturers, 10/8/2024 (8)
- Snohomish County Public Utility District (30)
- Tacoma-Pierce Economic Development Board, 3/20/2025 (5)
- TRIDEC (Economic Development Agency, Tri-Cities), 2/13/2025 (105)
- U.S. Census Bureau, LEHD, 5/21/2025 (130)
- U.S. Department of Housing and Urban Development, 9/12/2024 (45)

- U.S. Department of Labor, Women’s Bureau 1/14/2025 (150)
 - Washington Forest Products Roundtable, 5/14/2025 (25)
 - Washington Workforce Association, 6/13/2024 (60)
 - Yakima County Commissioner, 11/26/2024 (12)
- Economists took part in workgroups that include public and private sector participation focused on specific workforce and data issues. Workgroups included the Clean Energy Technology Workforce Advisory Committee (CETWAC), the Washington State Nursing Workforce Research Committee, Washington STEM/STEM Alliance, and a workgroup focused on demographic and geographic data collection across state agencies.
- Benton-Franklin Workforce Committee
 - Centralia College Worker Retraining Advisory and Financial Aid Committee
 - Clark College Worker Retraining Advisory Committee
 - Clean Energy Workforce Advisory Committee
 - Columbia Basin College Workforce Advisory Committee
 - Greater Health Now Workforce Advisory Committee
 - Data User Insights Academy (sponsored by LMI Institute and the Center for Regional Economic Competitiveness)
 - Input Output Model Advisory Committee
 - KSPS-PBS Career Explore NW Advisory Committee
 - Marysville School District CTE Advisory Committee
 - Mid-Columbia Economic Development District Committee
 - Enterprise Demographic and Geographic Data Workgroup
 - Pacific Northwest Regional Economics Conference
 - Pierce TC Advisory Council
 - Port of Walla Walla Workforce Committee
 - Skagit Population Health Trust
 - Spokane Colleges Institutional Review Board
 - Spokane Community College and Spokane Falls Community College Program Advisory Boards
 - Spokane Falls Community College Business Management Advisory Committee
 - Spokane Regional k-12 Career and Technical Education Directors’ Advisory Committee
 - TRIDEC Workforce Committee
 - Walla Walla College Workforce Advisory Committee
 - Washington State Nursing Workforce Research Group,
 - Yakima Valley College Workforce Advisory Committee

- Economists worked extensively with news media, providing interviews, consultations, and trainings to dozens of reporters from newspapers, radio, television, and online publications. Media consultations and interviews included:
 - Axios
 - Center Square
 - Columbia Basin Herald
 - Columbia Gorge News
 - Columbia River Reporter
 - The Columbian
 - KHQ Media
 - King 5 TV
 - KIRO TV
 - KOIN TV
 - KOZI Radio
 - KNKX (Seattle NPR affiliate station)
 - KPQ Radio
 - KUOW (Seattle NPR affiliate station)
 - Northwest Newsradio
 - The Oregonian
 - Puget Sound Business Journal
 - The Reflector
 - Seattle Medium
 - Seattle Times
 - Spokane Journal of Business
 - Spokane Public Radio
 - Spokesman Review
 - TCA Journal of Business
 - Tri-City Herald
 - Wenatchee World
 - Yakima Herald Republic
- Economists proactively engaged with their local customers by writing and distributing local labor area summary publications and newsletters, often on a monthly or quarterly basis.
- Economists worked as a team to re-vision and update Labor Market County Profiles to create a public-facing resource that describes each county referencing the most recent labor force and employment statistics. Updated monthly, profiles provide a consistent and current approach to data and information dissemination.
- Economists worked closely with local workforce development boards and partner agencies to train staff on how to use the [Occupations in Demand list](#), analyze local

occupational supply and demand, and advise on status changes (supply, demand, balanced) for administration of workforce programs.

Customer consultation

Employment Security contributed to Washington's workforce system by attending meetings, giving presentations, providing data and consulting. Through consultations, staff shared information and met customer needs with customized reports, and data and website design plans.

Out-stationed economists provided services to local workforce development boards and the statewide Workforce Training Board. Select examples:

- Regional economists maintain close working relationships with local workforce boards.
- Economists attend workforce board meetings by request to provide information to help decision making.
- Economists provide in-depth analysis, consultation, and a critical communication link between central office and local workforce development boards for decisions affecting 12 local occupational training eligibility lists ([Occupations in Demand lists](#)).
- The chief economist met with local workforce development board staff in focused conversations about regionally and organizationally specific labor market and workforce data needs.
- Employment Security worked closely with a human centered design firm to explore customer data needs and uses to inform a forthcoming LMI website redesign project.
- The chief economist collaborated with the Workforce Training Board on questions related to changing policies and potential workforce impacts.

Economists met with a variety of workforce, education, training, and economic development customers, contributing LMI expertise and resources for policy, resource, and other decision-making activities. Select examples:

- Staff delivered a presentation / discussion organized by the State Board of Community and Technical Colleges. The audience included representation from all Community and Technical Colleges throughout Washington state.
- Staff actively participated in several economic, educational and workforce-focused advisory committees.
- Regional economists answered questions from WorkSource offices, partner agencies, businesses, media, and the public.

- Contact information for regional economists and the chief economist are published on the public-facing LMI web page esd.wa.gov - [Contact Labor Market Information](#) and on many reports and press releases.

Customer needs

ESD was heavily involved in assisting local workforce boards, sharing labor market information with training providers, businesses, economic development boards and other partners throughout the state. Select examples:

- Regional economists worked directly with businesses, local governments, and non-profit organizations by preparing reports and analysis addressing specific challenges and questions ranging from general scans of the economic environment to questions about accessing occupational wage range data.
- Regional economists conducted research focused on occupational supply and demand in specific industries and for specific locations to assist in Perkins grant compliance by local K-12, and postsecondary institutions. Many economists serve on workforce training advisory committees at local educational institutions to maintain relationships. Ongoing labor market analysis is necessary for various state and federal funding streams.

Customers throughout Washington state, regardless of sector, are also important to our mission.

- Out-stationed economists regularly supplied information to local media, providing interviews, analysis and consultation for locally relevant questions about labor market conditions. We also deliver high profile and routine publications such as the monthly employment report.
- Economists worked with economic development partners to build economic context for business attraction and retention efforts.
- Economists worked with businesses interested in expansion and relocation possibilities. They also helped businesses with wage analysis and market research.
- Economists worked with students and educators who reached out with questions about data and products.

Collaborations or leveraged funding

Staff took part in a collaborative workshop with the U.S. Census Bureau's Longitudinal Employer-Household Dynamics (LEHD) program. The Census Bureau requested a presentation highlighting research that combined Washington Employment Security data with LEHD data to glean greater insight into various labor market dynamics.

Employment Security and the State Board of Community and Technical Colleges (SBCTC) is participating in the [Data User Insights Academy](#) – a program designed and facilitated by the Labor Market Information Institute (LMI Institute) to improve strategic collaboration between state LMI offices and data users. The LMI Institute accepted Washington for the second cohort which kicked off in winter 2025.

Employment Security staff collaborated with the Workforce Education and Training Board (WTB) and the Washington State Department of Commerce in the Clean Energy Technology Workforce Advisory Committee (CETWAC). Participation included ongoing consultation and leading the production of a labor market research report that is due for delivery to the Washington State Legislature in November 2025.

The [Labor Market and Credential Data Dashboard](#) is the product of an ongoing collaboration between Employment Security and Washington STEM, an education-focused nonprofit organization.

Annual economic analysis and other reports

Description of activity

Over the course of this evaluation period, staff wrote and published the [2024 Labor Market and Economic Report](#). It is produced using guidance from the [Revised Code of Washington, section 50.38.40](#) and by several teams at Employment Security. The report provides a comprehensive snapshot in time, with comparisons over the past five years. It covers:

- The U.S. labor market
- Washington's economy and labor market
- Seasonal, structural, and cyclical industry employment
- Unemployment

- Employment projections
- Income
- Wages

In addition to the annual report, Employment Security produced the following reports over the evaluation period:

- [Facts and Figures Report](#), published monthly. A quick reference card that provides high-level summary data on unemployment, jobs, wages, unemployment taxes/trust fund, WorkSource services, ESD employee data, and PFML statistics. Legislators, employers, and others use this report.
- [Monthly Employment Report](#), published monthly. A summary of one-month and 12-month changes in industry employment, labor force and unemployment rates. It references BLS Current Employment Statistics (CES) and Local Area Unemployment Statistics (LAUS).
- [County Profiles](#), refreshed monthly. Narrative publications detailing economic and social characteristics and trends for Washington and each of its 39 counties. They include public datasets published by ESD, BLS, Census, BEA, and the Washington State Office of Financial Management (OFM).
- [Business Employment Dynamics \(BED\)](#), published quarterly. Covers job gains and losses at private sector firms and identifies whether the change is due to businesses opening or closing, or due to increases and decreases in employment at existing firms. References QCEW.
- [Agricultural Employment and Wages](#), published annually. Provides information on agricultural employment, wage rates and H-2A prevailing wages and employment practices. References QCEW, ESD UI Wage File, Department of Labor Foreign Labor Certification.
- [Supply/Demand Report](#), refreshed monthly. Compares supply and demand of 2- and 3-digit occupations based on UI claims data (supply) and job postings (demand) statewide and by Workforce Development Area (WDA). References ESD UI data and Burning Glass® job postings data. The annual version also references IPEDs educational data.
- [Employer Demand](#), refreshed monthly. County and state level summaries of the top 20 occupations, employers, skill clusters and certifications as gleaned from The Conference Board® Burning Glass® Help Wanted OnLine™ data series.
- [Occupations in Demand](#), published annually and refreshed by request. Occupational statistics used to determine eligibility for the Training Benefits program and other training and support programs. Derived from several inputs including Employment Security occupational projections, Lightcast® job postings data, UI claims, and

extensive customer input. Includes SOC number, title, and description, BLS education and training, OEWS average wage, Employment Security projections, and links to educational and WorkSource partners.

- [Labor Market and Credential Data Dashboard](#), refreshed annually. A collaboration with Washington STEM to provide a reference dashboard for educational programs and students. References Employment Security occupational projections and OEWS occupational wages, self-sufficiency wage calculator, and BLS educational attainment modified to include apprenticeship, STEM, and STEM literacy categories.
- [Quarterly Employment Reports](#), published quarterly. A summary of labor market conditions over the previous quarter and over the previous 12 months. Includes summaries of the unemployment rate and labor force, unemployment insurance claims, nonfarm employment and other labor market topics that are relevant in the moment.

Customer consultation

The Annual Labor Market and Economic Report is guided by the [Revised Code of Washington, section 50.38.40](#). The publication is peer reviewed and edited across Employment Security for accuracy, style, and accessibility before a final edit by the statewide Office of Financial Management. Direct customer consultation is minimal.

[Occupations in Demand lists](#) involve extensive customer consultation:

- Employment Security produces and publishes Occupations in Demand lists on its website. The local workforce development boards (LWDBs) own and manage the lists. Occupations in Demand lists are living documents that reflect changing labor market dynamics. They help determine access to training programs such as the Training Benefits program.
- Regional economists work closely with LWDBs and partners in the month prior to publication to adjust the list to reflect local conditions. Economists and management analysts are also available throughout the year to help with adjustments as local economic changes occur in real time.

Customer needs

The Washington State Legislature is the target audience for the [Annual Labor Market and Economic Report](#). The report provides members of the legislature and their staff an

understanding of labor market conditions and key economic data points to inform policy decisions.

ESD experts write and publish the Annual Labor Market and Economic Report with accessibility for the public in mind. Policymakers, businesses, job seekers, academics, the media and others can reference this report for various purposes.

Other reports detailed in this section meet a variety of customer needs:

- [Facts and Figures Report](#): The target audience is ESD executive leadership to inform policy and program decisions across the agency.
- [Monthly Employment Report](#) and accompanying press release: The target audience is the media. This report informs readers about current statewide economic conditions, and is a good supplement to the annual report for this purpose.
- [Labor Area Summaries](#): The audience is decisionmakers who are interested in keeping track of changing local economic conditions. This is a local emphasis supplement to the Monthly Employment Report.
- [State and County Profiles](#): In addition to a page about Washington state, each of Washington's 39 counties has a dedicated page that describes current labor force and employment conditions. Each profile provides current local context in a narrative summary. Refreshed each month, profiles empower users to keep track of changing local conditions. Profiles also contain annually refreshed data to contextualize recent shifts. The writing is for a general audience. Businesses and other institutions use county profiles to inform and explain decisions. Job seekers use them to explore their niche in the local economy. College students writing term papers also use these profiles extensively.
- [Business Employment Dynamics](#): The target audience is the public, especially businesses. This report helps private sector businesses evaluate statewide hiring trends and risk.
- [Agricultural Employment and Wages](#): Businesses, labor and others in the agriculture sector use this report to evaluate changing labor conditions and wages.
- [Supply/Demand Report](#): LMI clients in education and workforce development reference the supply/demand report to evaluate supply and demand conditions of various occupations. It informs educational programming and training decisions.
- [Employer Demand Reports](#): WorkSource staff, training providers and job seekers use the employer demand tool to identify characteristics of job postings to tailor job search strategies, identify local opportunities, and consider training and education options.

- [Occupations in Demand lists](#): Used by job seekers, WorkSource staff, and education and training providers to find opportunities and determine eligibility for paid education and training opportunities.
- [Labor Market and Credential Dashboard](#): LMI clients in K-12 and higher education are the primary users of this dashboard. They use it to identify growing occupations with livable wages. The information in this dashboard aids development of education and training programs that will create pathways to those opportunities.

Collaborations or leveraged funding

The Occupations in Demand list and other publications focused on education and training support collaborations with LWDBs and other workforce system partners, including educational institutions.

Recommendations to ETA

We appreciate the opportunity to partner and collaborate with ETA on improving labor market information service and products. We encourage ETA to continue to work closely with states to understand the needs of customers and how grant funding and requirements do or do not align. New requirements, modernization costs, and other increasing costs without additional funding can create barriers to the development of meaningful labor market and workforce development information.

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