

# Annual Report 2018-2019



A human services and  
workforce development  
organization

Breaking the spirit of poverty through the dignity of work

# Friends and Family,



Our annual report is a snapshot in time, which captures moments in our 48 year story. We have the privilege of being invited into the story of those we serve. This year's annual report highlights those moments, sharing the experiences with our customers, both service seekers and employees.

I am more than proud of our staff who are ambassadors of hope, bringing dignity to their work, by helping others on their journey. We help create access, opportunity, and a pathway to economic opportunity.

These stories are only possible through the strength of our community partnerships. None of us can do this alone. We thank our partners for their dedication and commitment to our collective work.

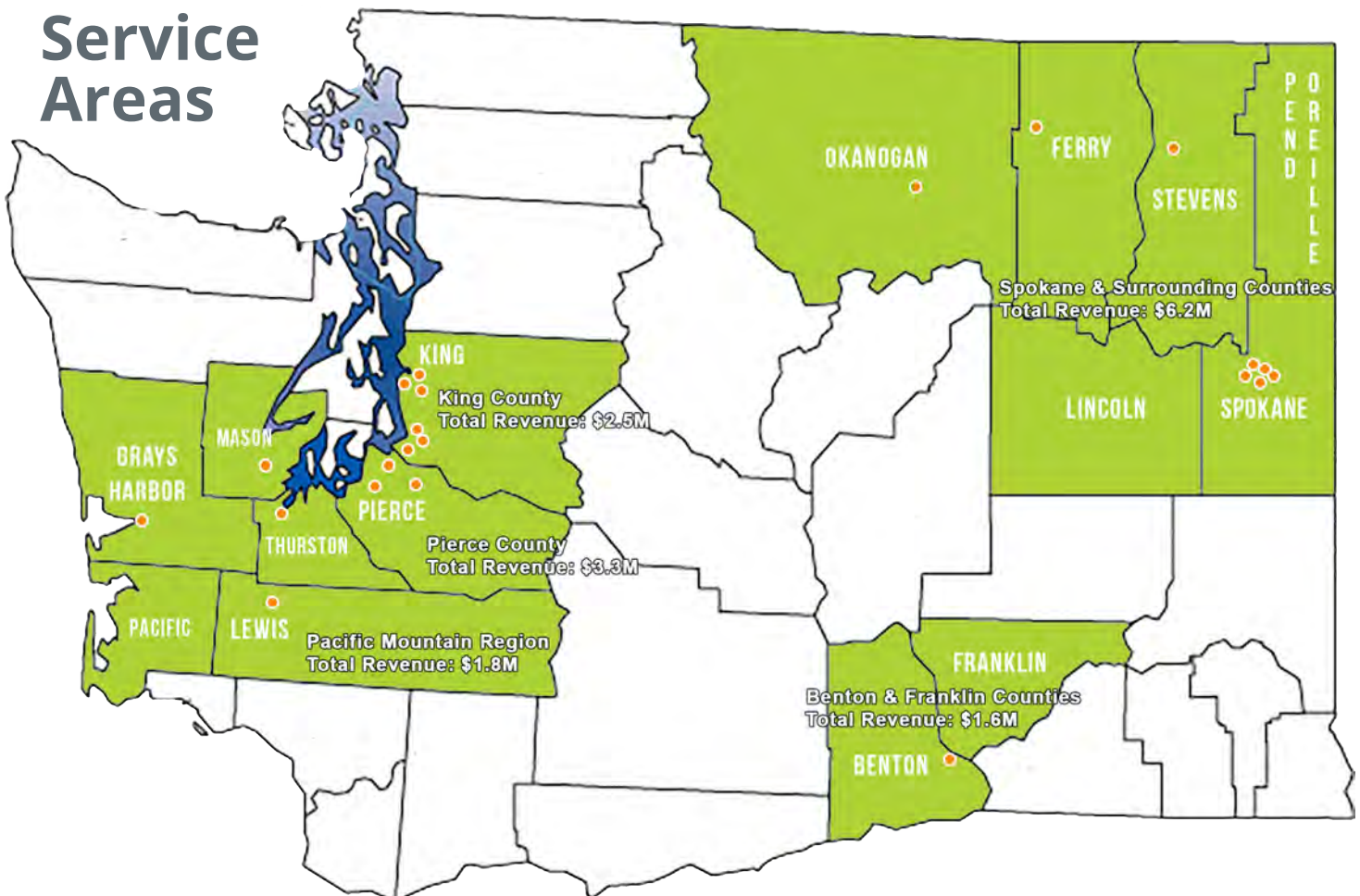
On behalf of our Board of Directors and employees, thank you for joining us in this fight and for a sharing a moment with us. Enjoy the report and let us know what you think.

With gratitude,

*Cami Eakins*

**Cami Eakins** | Chief Executive Officer

## Service Areas



**\$15,404,116**  
Total Gross Revenue



**\$49,007,436**  
Economic Impact



**5,552**  
Total Clients Served

# Enhancing Workforce



Business is at the heart of our service. We engage with employers to understand their workforce needs. Then co-create macro-system solutions to align workforce skills with business needs to cultivate new sources of value creation.

*The Talent Solutions Team is a part of the WorkSource Spokane System and assembled a panel of automotive employers to network with students at Spokane Community College.*

## Developing Partnerships

BankWork\$, a free 8-week career training program in Pierce County partners with Harborstone Credit Union to meet the needs to diversify the banking industry.

"The program changed the status quo, offering more people from diverse backgrounds the opportunity to gain skills to help them land that first job in banking", said Connor Lewis, Pierce County District Manager at Harborstone Credit Union.



Career Path Services delivered a high-quality training program and banking simulations to better prepare the students for employment. Following the graduation of the May 2019 cohort, Harborstone Credit Union offered employment to 7 of the 13 students through the dedicated hiring event, which other area banks also participated.



The program gave me the *confidence* I needed to start a new career in the financial institutions. It is a very good program for a person who has not worked in a while. Thank you, BankWork\$.

-Graduate testimonial



## The Impact to Businesses

### Total Employed & Exited

**1,880 | 3,182**

### Investments in Skills

**\$3,821,908**



### Business Services Provided

- Candidate Matching
- Customized Hiring Events
- Job Post Crafting
- Webinars & Training



# Enriching Communities

We catalyze collaboration with strategic partners for transformational, system-wide impact on the drivers of poverty and social inequities. As individuals and families are empowered, communities are elevated.

Each team participates in **Make a Difference Day** and designates a \$500 contribution and a volunteer day of service to a community non-profit.



## Jonah Project's Whale of a Sale Fundraiser

The Jonah Project is a community resource for survivors of human trafficking. In addition to the Make a Difference donation, the Spokane Commerce team sorted and priced used items for the 1st annual Whale of a Sale, a rummage sale fundraiser that benefited the growth of support and resources for survivors.

## Hygiene Kits | Spokane Resource Center & Next Generation Zone

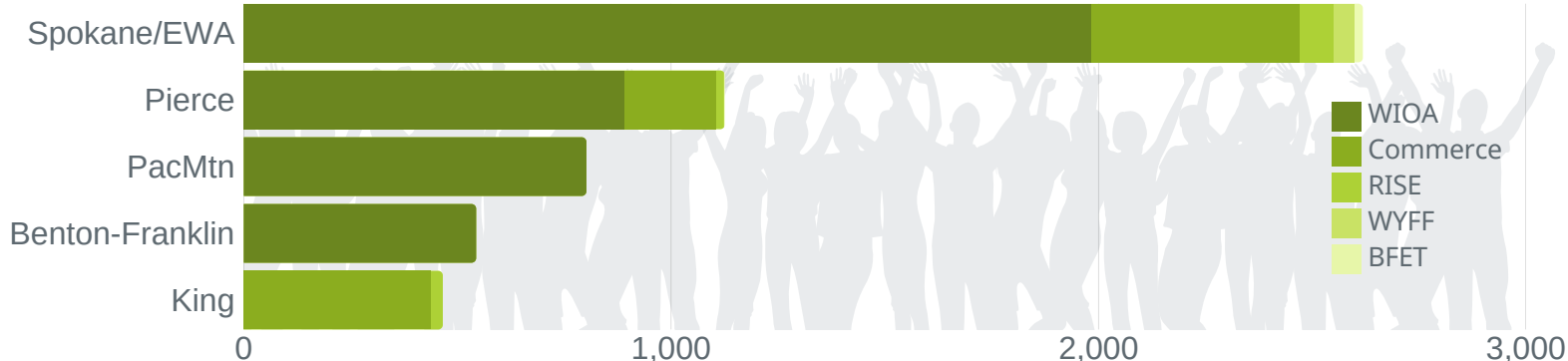
The Spokane Admin team invested in creating 400 hygiene kits; 200 distributed to the clients at the Spokane Resource Center that identify with homelessness and 200 distributed to the under-served young adults at the Next Generation Zone.



## Big Brothers & Big Sisters Christmas Sponsors

Pacific County is a rural county that lacks access to the many amenities available in the city, including a robust non-profit network for donations. Our PacMtn team committed to making the holiday season memorable for families in the area by purchasing, gift wrapping, and delivering gifts to their children and made Christmas Day an extra special experience.

### Clients Served



Make a Difference Day  
Team Investments

**\$4,837**



Individual Employee &  
Board Contributions

**\$9,915**



Client Community  
Impact Hours

**220,913**

# Empowering People



We prepare people for careers with family-supporting wages by cultivating a passionate and purposeful workforce. We expand job readiness and pathways to meaningful work, while also helping build the capacity to navigate the tensions of work and home.

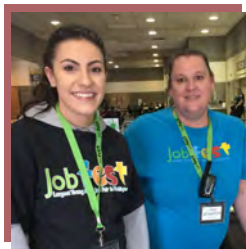
*George Iranon speaks to one of our many industry-focused training cohorts and motivates them to always work toward achieving their goals.*

## Financial Literacy

Through Financial Peace University (FPU), clients were encouraged to take a 9-week financial literacy course that discussed the importance of budgeting, paying debt, and building savings. Our team developed the comprehensive course objectives and the supporting materials.

A client participating in our Spokane Commerce program found significant value in the FPU and started her first savings account while attending the instructor-led classes. She developed a \$500 savings account while continuing to pay for her monthly bills and supporting her three teenage sons. She plans to teach her sons the importance of their future financial responsibilities.

The client recently completed phlebotomy courses and received a job offer at Deaconess Hospital with a wage of \$19.00 per hour. She stated she will have no trouble growing her savings account.



**Plasectomy** - the action taken by our FPU students take to rid themselves of additional debt by cutting up their credit cards as they work toward financial freedom.

Clients Served by Our Programs:

4,217

Workforce Innovation  
Opportunity Act (WIOA)

1,335

Transitional  
Jobs (TJ)

## Youth Apprenticeships

Greg, 18, enrolled in our Benton-Franklin's Career Connect program to gain adult mentorship hours and more skills that would position him for an apprenticeship. Enrolled in the out-of-school youth program, he successfully completed training with the Laborers' International Union of North America's (LIUNA) pre-apprenticeship program. He obtained his Flagger's certification and earned 120 credits toward his file.



After graduation, Greg was referred to Gale Rew Construction and invited to participate in a 90-hour internship. The successful completion of his internship and a 100% score on his hands-on training positioned Greg to accept an offer from CC Curbing as a Laborer Apprentice, making \$16.76 per hour, as well as over \$13.00 per hour in benefits.

\$5,008,849

Direct Client Support

\$16.80

Average Hourly Wage

# Ambassadors of Hope



I'm thrilled to be joining the Career Path Services team - to help advance the efforts to break the spirit of poverty through the dignity of work! Thank you to the team and board for your diligent work, and to our funders and partners which enable the programs that connect our customers with meaningful living wage jobs in local communities.

**Andy Dwonch** | Chief Operating Officer



The last few months have been an amazing, eye opening blur to the world of workforce development. I am excited to be part of this new and dynamic team and to support them in our purpose of breaking the spirit of poverty through the dignity of work!

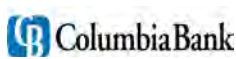
**Lloyd Fillis** | Chief Financial Officer



Thank you for joining with us to break the spirit of poverty through the dignity of work. It matters to the people, businesses, and communities we serve. We appreciate you because of the road we traveled together.

**George Iranon** | Retired

## Thank You - Fund Sources & Partners



## Stay Connected

➡ [www.CareerPathServices.org](http://www.CareerPathServices.org)

f @CareerPathServices

📞 1-888-326-7520



💬 Career Path Services changed my life. My family went from living paycheck to paycheck to being able to build our savings up and give our son a better life and home. This truly is one of the best companies to work for and also one of the best for a customer to come to. If you need help finding a better career pathway for yourself and your family... Look no further! 💬

**Christina Schaffer** | PacMtn Program & Compliance Specialist



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