



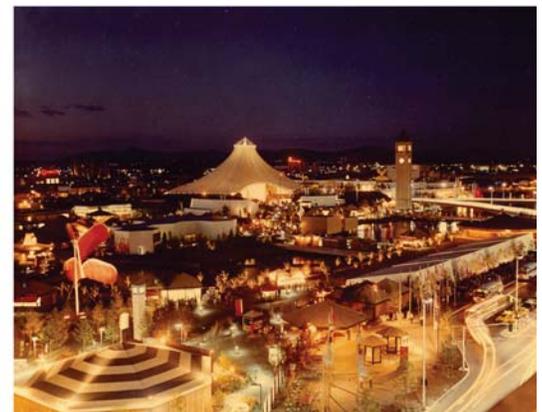
# CAREER PATH SERVICES

## 2015-2016 ANNUAL REPORT

Empowering People. Enhancing Workforce. Enriching Communities.



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# CAREER PATH SERVICES

BRIGHT PAST

45TH ANNIVERSARY



BRIGHTER FUTURE

1971 - 2016

# Friends and Family,



We are breaking the spirit of poverty through the dignity of work.

Last year we served more than 5,900 job seekers, and helped 2,024 clients

find gainful employment. The economic impact of these new tax payers exceeded \$54 million.

Enjoy this Annual Report, and then let's together fight poverty by helping job seekers and employers find each other.

*George Iranon, CEO*

## Economic Impact

**\$54,922,714**

## Direct Client Support

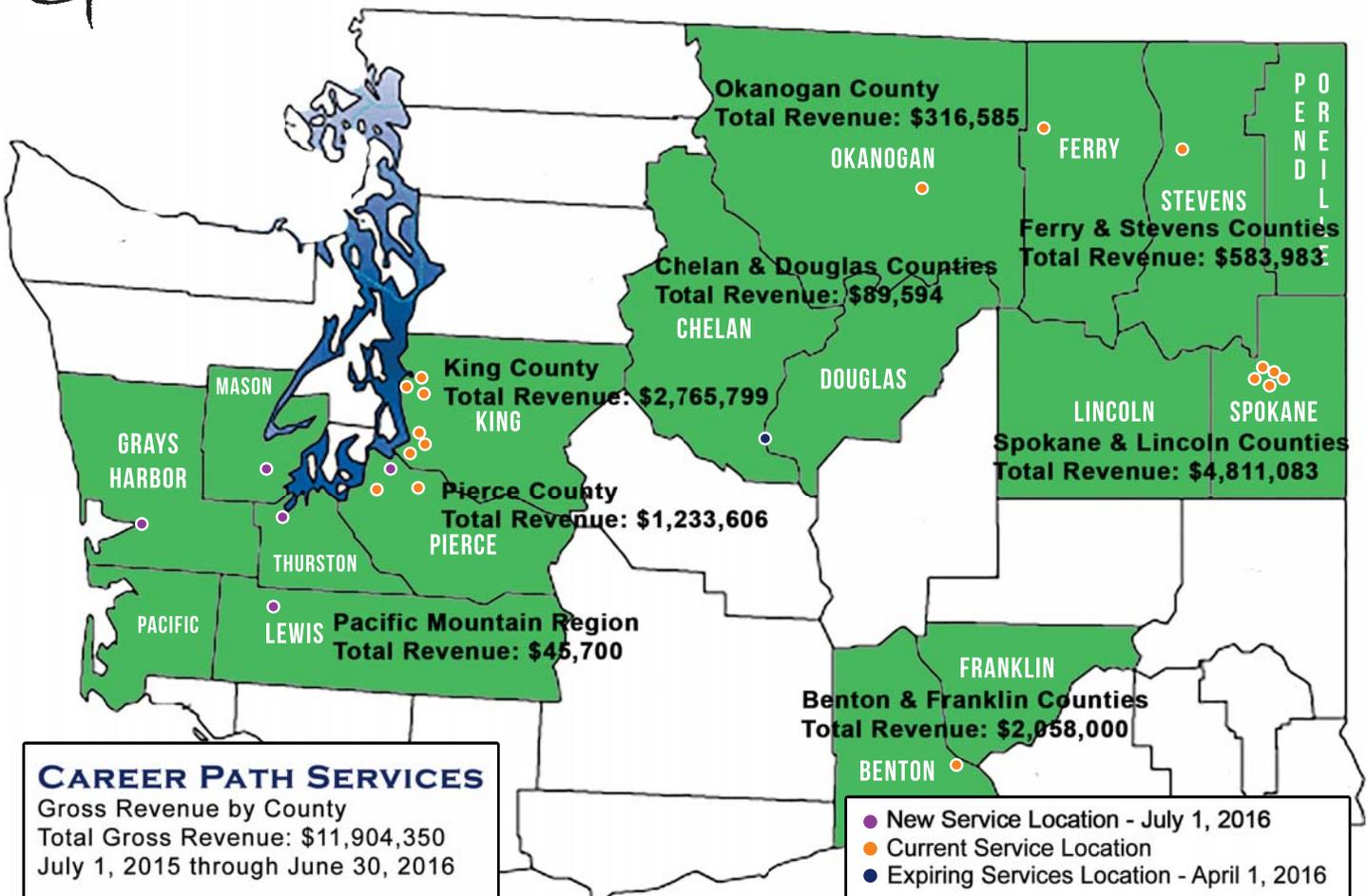
**\$4,325,521**

## Placed in unsubsidized employment

**2024**

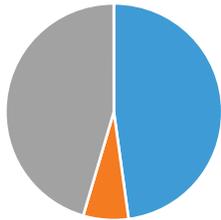
## Divisions Served

- Transitional Jobs
- Workforce Development
- Vocational Rehabilitation



# Empowering People

5936 Served



■ Transitional Jobs ■ DD/DVR ■ WIOA

At Career Path Services, we prepare people for careers with family supporting wages:

- 2916 Transitional Jobs Clients
- 2629 WIOA Clients
- 391 DD/DVR Clients



## CHANGING LIVES - ONE PERSON AT A TIME



A self-sufficient person is an empowered individual. At the heart of our mission, we strive to transform the lives of our customers through the dignity of work. On their path to self-sufficiency, our customers develop

job readiness and reduce the barriers they face in finding and keeping employment.

Through development of mutual trust, our practitioners work with customers to enhance job related skills, allowing them to enter the workplace prepared and self-confident.

Patti Delbuono, practitioner, shared one such story: "After 158 months on TANF, my client faced her biggest fears for the first time

in years. She told me a 'monstrous albatross' around her neck had disappeared... I couldn't be more proud of her!

The supervisors and staff have been amazed at her work ethic, empathy, and attitude; they offered her a fulltime position starting at \$12.00 an hour with full benefits as a youth skills coach.

Her long term goal has always been to help others in some capacity."

## CLIENT IMPACT

Direct Client Support

**\$4,325,521**

Cost Per Person Served

**\$2,005**

Support Services • Training • Work Experience • Wages • Skills Training

# Enhancing Workforce

# Tax Credits

Business is at the heart of our service. We provide a variety of services such as job postings, prescreening, tax incentives, and training cost reimbursement. In 2015, we connected over 2000 employers to talent.

# \$2.9M

Estimated Work  
Opportunity Tax Credits

## DEVELOPING PARTNERSHIPS

We strive to develop partnerships with employers that enable them to find hard working talent. We do this by creating a network of job development professionals working together as a team.

Matthew, a WIOA client in Pasco, faced tremendous employment barriers. Finding work in the trucking industry would be difficult due to his criminal background. Through extensive relationship

building with employers, Carya Bair, our practitioner, found Matthew employment with Martinez Trucking where he flourished.

Through hard work, Matthew established himself as a trusted full-time employee. His efforts have paid off: he is now a trainer, educating the company's new employees.

Matthew's story is one of dedication, hard work, and trust, where we

worked with employers to ensure that Matthew would be a great fit for Martinez Trucking.

Enhancing workforce begins with passionate, goal-oriented individuals like Matthew. At Career Path Services, we work to introduce employers to the job seekers they need to be successful. Through practiced and trusted communication, we've done just that for the last 45 years.

## WHAT THEY'RE SAYING



*"At Martinez Trucking, we seek to partner with others who share our integrity and vision. Together, our teams can provide others with the tools and skills to succeed in the workforce."*

**Zenaido Martinez, Ops Manager**



*"I thought about a model where you can use someone's skills and confidence to show them how to job develop. It's fundamental for (clients) to believe in themselves, to know everyone has talents and skills to offer an employer."*

**Nick Hughes, Practitioner**



*"I job develop by meeting new employers at networking events, calling on job leads, or just stopping by a business to introduce myself. I look at an employer's mission and values, industry trends, and our past relationship with them."*

**Josh Monroe, Navigator**



*"As a Job Developer, I educated employers on workforce development and use of our funds to build their business. Discovering new industries from an employer's perspective is exciting with so many opportunities available!"*

**Michelle Griffith, Program Operator**

**\$2.5M IN TRAINING WAGES AND ON-THE-JOB TRAINING BENEFITS  
\$219,978 PROVIDED TO EMPLOYERS**

# Enriching Communities

## Earned Income Tax Credits

Our programs created over \$54 million in economic impact statewide, over 4 times the \$12 million investment in program funds.

In 2016, more than **1900** clients qualified for the credit valued at **\$5.9M.**

## CHANGING LIVES

Our work as an organization cultivates progress within our community. Over the past year, we served 5,936 individuals resulting in a statewide economic impact of over \$54 million. 2,024 of our served customers obtained unsubsidized employment, uplifting them into self-sufficient tax payers.

Our work is more than data. In many cases, Career Path Services is the structural support

our customers need.

Our employees are the mentors our customers needed to help them flourish. In their times of need, our practitioners have changed lives:

"I have gained self-confidence, started to like the world again and can see a bright light at the end of the tunnel." – Jim, Job Seeker, Commerce Program



**WHAT DOES CAREER PATH SERVICES MEAN TO YOU?**



**EVERY SEASON IS ONE OF GIVING.**

## A GIVING SPIRIT: VOLUNTEERISM

Every year, Career Path Services employees go above and beyond in the service they provide to their communities with over 1200 staff hours of volunteer work.

From monetary donations to hands-on service that has employees digging in the dirt, picking up trash, and preparing meals for those in need, we understand that serving the commu-

nity doesn't stop at the end of the work day.

In 2016, the organization provided support through our Make-A-Difference-Day, Lee Denim Day, our annual North Central Care Center Christmas, and community Thanksgiving dinners in our Colville and Omak offices. Through the hours and hard work of our staff, all were a resounding success!



**WE GIVE THANKS FOR THE CHANCE TO SERVE EVERY DAY.**



**FOOD, FAMILY, AND FELLOWSHIP.**

# In Appreciation 2015-2016



*"This was a year of endings and beginnings, and I'm proud of our amazing staff who worked through it all with clear heads and open hearts. My gratitude to the Board and co-workers for all you do, are, and will be."*

**Marie Bjork, CFO**



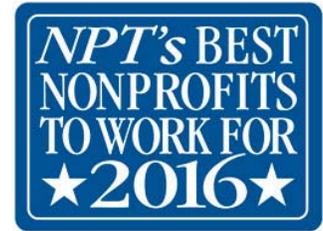
*"For 45 years, we have been entrusted with tax payer dollars to prepare individuals to enter the world of work. I am grateful for the opportunity to serve employers and communities, delivering a solid return on investment year after year."*

**Cami Hanson, COO**



*"We have amazing employees who do great work, touching other's lives. Our people are called to break the spirit of poverty through the dignity of work."*

**George Iranon, CEO**



**A big THANK YOU to our amazing staff!**

## Thank You: Fund Sources & Partners

- Benton Franklin Workforce Development Council
- Confederated Tribes of the Colville Reservation
- Department of Commerce - WorkFirst
- Department of Services for the Blind
- N.E.W. Alliance Counseling Services
- Okanogan Behavioral Health Care
- Okanogan School District
- Omak School District
- Spokane Area Workforce Development Council
- Spokane County Community Services Housing and Community Development Department
- Washington State Department of Social and Health Services
- Washington State Department of Vocational Rehabilitation
- Washington Youth Families Fund - Building Changes

## For More Information:

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