

# Workforce Recovery Planning

## Puget Sound Regional Council

Presentation to Central Puget Sound Economic Development District Board

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# About MEF Associates and FWC



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# Today's Presentation

- *What is the imperative for a regional approach to workforce and economic development in the Puget Sound region?*
- *What opportunities are there to increase access to specific occupations and training toward those selected occupations?*
- *What can elected officials and economic development and workforce entities in the region do to build a more diverse talent pipeline in 4 key industry sectors?*



## *What is the imperative for a regional approach?*

- “Promising occupations” in key industries provide opportunities for workers to find immediate employment with strong wages
- Demand often outpaces supply of workers in these occupations
- Training programs across the region can prepare individuals for these occupations
- Targeted outreach to communities of color, women, and other underrepresented groups can improve equitable access to promising occupations



# Project Goals and Activities

## ▪ **Project Goals**

- Identify promising occupations in high-demand industries
- Develop a final report and “occupational profiles” that describe job characteristics and outlook for each promising occupation as well as education, training, and skills required to pursue them
- Outline steps to promote regional collaboration focus on identified occupations in selected industries to build a more diverse talent pipeline

## ▪ **Project Activities**

- Regional Industry and Occupation Analysis
- Stakeholder Engagement
- Outreach Strategy Plan
- Final Report and Occupational Profiles



# Methodology to Identify Industry Sectors and Occupations of Focus

| Level       | Criteria                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Industries  | <ol style="list-style-type: none"><li>1. Current employment: At least 100k employment across the region</li><li>2. Projected employment growth: Positive growth over long term</li><li>3. Strong wages: Average wages at least 65% of overall average for each county</li><li>4. Appearance in top job postings: Occupations associated with the industry sector appear in the top-25 job postings for at least one county</li></ol> |
| Occupations | <ol style="list-style-type: none"><li>1. Five-year projections: Stable or growing</li><li>2. Wages: At or above the estimated living wage for a family of four with both parents working, \$50,731.20</li><li>3. Education level: No more than bachelor's degree</li><li>4. Current employment: Top 2 or 3 of employment associated with the industry</li></ol>                                                                      |



*What opportunities are there to increase access to specific occupations and training towards selected industry occupations?*

## ■ Selected Industry Sectors

- Healthcare
- Manufacturing
- Information
- Construction



# Healthcare Promising Occupations

| Healthcare Occupations                                             | Puget Sound Employment | Average Annual Wages (Seattle) | Projected Annual Growth Rate | Typical Education        |
|--------------------------------------------------------------------|------------------------|--------------------------------|------------------------------|--------------------------|
| Registered Nurses                                                  | 36,419                 | \$97,050                       | 0.6%                         | Postsecondary degree     |
| Medical Assistants                                                 | 9,841                  | \$50,831                       | 0.8%                         | Postsecondary non-degree |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 5,511                  | \$55,902                       | 0.0%                         | Master's degree          |





# Manufacturing Promising Occupations

| <b>Manufacturing Occupations</b>    | <b>Puget Sound Employment</b> | <b>Average Annual Wages (Seattle)</b> | <b>Projected Annual Growth Rate</b> | <b>Typical Education</b> |
|-------------------------------------|-------------------------------|---------------------------------------|-------------------------------------|--------------------------|
| <b>Buyers and Purchasing Agents</b> | 13,110                        | \$82,788                              | 0.6%                                | Bachelor's degree        |
| <b>Sales Managers</b>               | 7,219                         | \$149,658                             | 1.5%                                | Bachelor's degree        |
| <b>Logisticians</b>                 | 5,714                         | \$92,962                              | 1.7%                                | Bachelor's degree        |



# Information Promising Occupations

| <b>Information Occupations</b>                                                 | <b>Puget Sound Employment</b> | <b>Average Annual Wages (Seattle)</b> | <b>Projected Annual Growth Rate</b> | <b>Typical Education</b> |
|--------------------------------------------------------------------------------|-------------------------------|---------------------------------------|-------------------------------------|--------------------------|
| <b>Software Developers and Software Quality Assurance Analysts and Testers</b> | 90,514                        | \$143,789                             | 3.8%                                | Bachelor's degree        |
| <b>Web Developers and Digital Interface Designers</b>                          | 17,379                        | \$140,871                             | 3.7%                                | Bachelor's degree        |
| <b>Computer User Support Specialists</b>                                       | 13,527                        | \$65,533                              | 1.3%                                | Some college, no degree  |



# Construction Promising Occupations

| <b>Construction Occupations</b> | <b>Puget Sound Employment</b> | <b>Average Annual Wages (Seattle)</b> | <b>Projected Annual Growth Rate</b> | <b>Typical Education</b> |
|---------------------------------|-------------------------------|---------------------------------------|-------------------------------------|--------------------------|
| <b>Construction Managers</b>    | 10,322                        | \$116,425                             | 0.4%                                | Bachelor's degree        |
| <b>Carpenters</b>               | 26,678                        | \$70,599                              | -1.3%                               | High school diploma/GED  |
| <b>Construction Laborer</b>     | 28,768                        | \$57,573                              | -0.2%                               | High school diploma/GED  |



## *What opportunities are there to increase access to specific occupations and training towards selected industry occupations?*

### ▪ **Availability of Regional Education and Training Programs Identified by Stakeholders**

- **Healthcare**
  - Not enough training slots at the community colleges and four-year universities
- **Manufacturing**
  - Sufficient capacity at entry-level, but more training needed on training workers at higher position levels.
- **Information**
  - Large number of IT training programs across the state, with 32 of the 34 community colleges offering some type of IT program
- **Construction**
  - Available education and training programs (including apprenticeship programs) are not sufficient to meet the demand for workers



## *What steps can the region take to build a more diverse talent pipeline in each of the four selected industries?*

- **Industry/Employers & Labor Unions**
  - Emphasize knowledge and skill proficiency in hiring practices instead of degree requirements
  - Use pre-apprenticeship and apprenticeship programs to provide earn and learn opportunities for underrepresented groups
- **Education and Training Providers & WDCs**
  - Improve consistency in training prerequisites across education and training programs
  - Provide programs specifically targeted to BIPOC and LGBTQIA+
  - Provide access to driver's license instruction to reduce transportation barriers for workers with low incomes to access occupations requiring driving



## *What steps can the region take to build a more diverse talent pipeline in each of the four selected industries?*

### ■ **Local and State Elected Officials**

- Increase access to affordable childcare to accommodate workers with non-traditional schedules
- Increase the availability and uptake of scholarships and financial support to help workers with low-incomes complete education and training programs

### ■ **All Stakeholders**

- Increase outreach to underrepresented groups through professional development, networking events, and student ambassador programs



# *How can PSRC add value to regional skill efforts?*

- Increase awareness of promising occupations among regional stakeholders, jobseekers, and students through convenings and information dissemination.
- Increase awareness of education and training programs and financial supports as a way of connecting workers, jobseekers, and students with promising occupations.
- Equalize access to information about promising occupations and training opportunities for marginalized communities within the region or individuals who are underrepresented in promising occupations.



# Next Steps

- Complete final report
- Finalize occupational profiles
- Support dissemination and outreach to build a diverse talent pipeline in the region







Questions?