

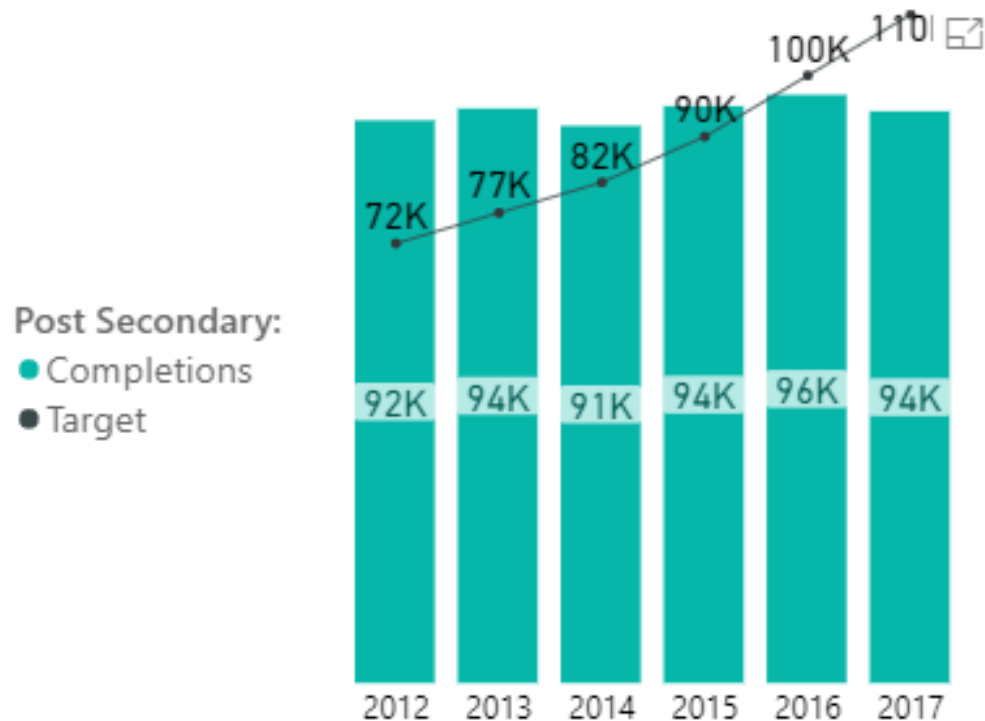


Results Review

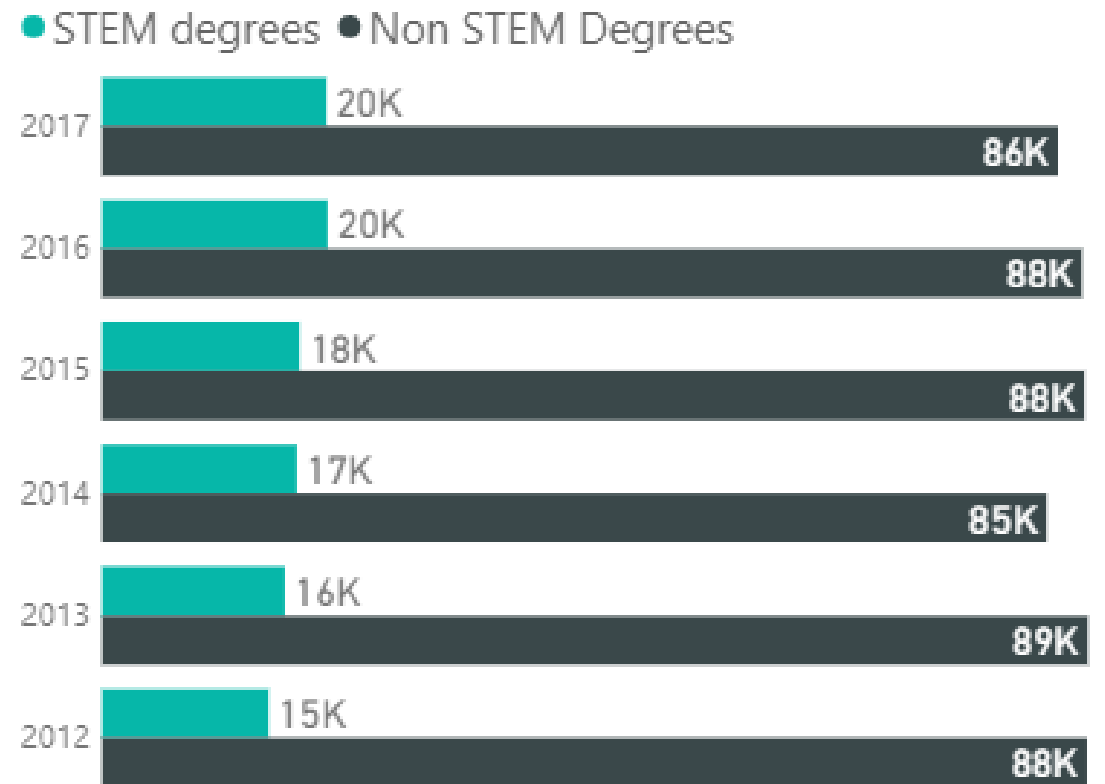
July 2, 2019

Opening Remarks

Objective: Expand Number of Skilled Workers
as measured by the number of post
secondary completions of certificates,
apprenticeships and degrees.



Stem Degrees Awarded



STUDENT STORY

DARRELL WILSON

BRENDA WILSON

AYANNA POPE



Governor Q&A

CODY ECCLES,
EXECUTIVE DIRECTOR

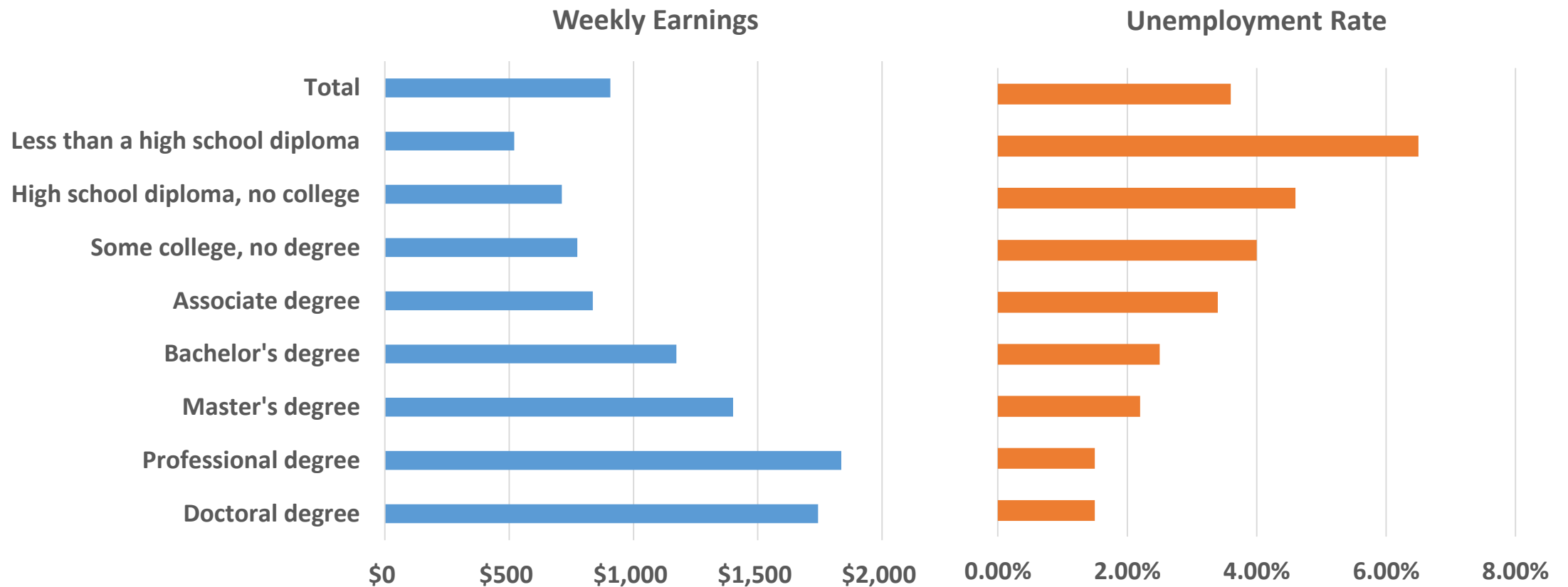
WASHINGTON STATE
Council of
Presidents

Role of Public 4-year Colleges & Universities

- WSAC has identified a statewide goal of **70%** of adults ages 25-44 having a post-secondary credential.
- The Washington Roundtable projects **740,000** job openings by the year 2021, most of which will require a post-secondary credential.
- Approximately **63%** of career job openings will be filled by workers with a bachelor's degree or higher, including areas with the highest unmet need: computer science & mathematics, business & finance, education, and healthcare fields.

Education Pays

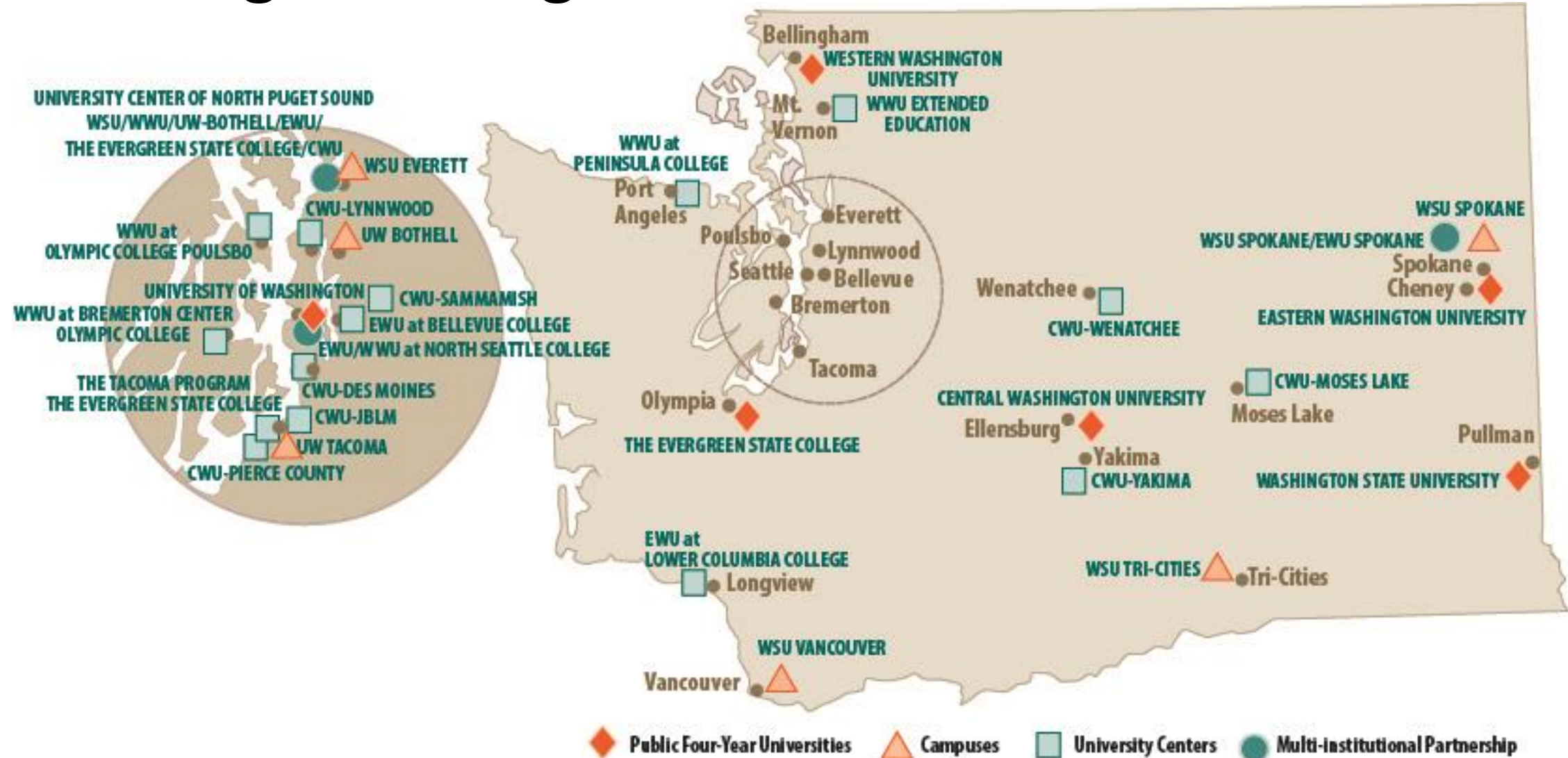
Median weekly earnings and unemployment rate by educational attainment, 2017 Unemployment rate



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

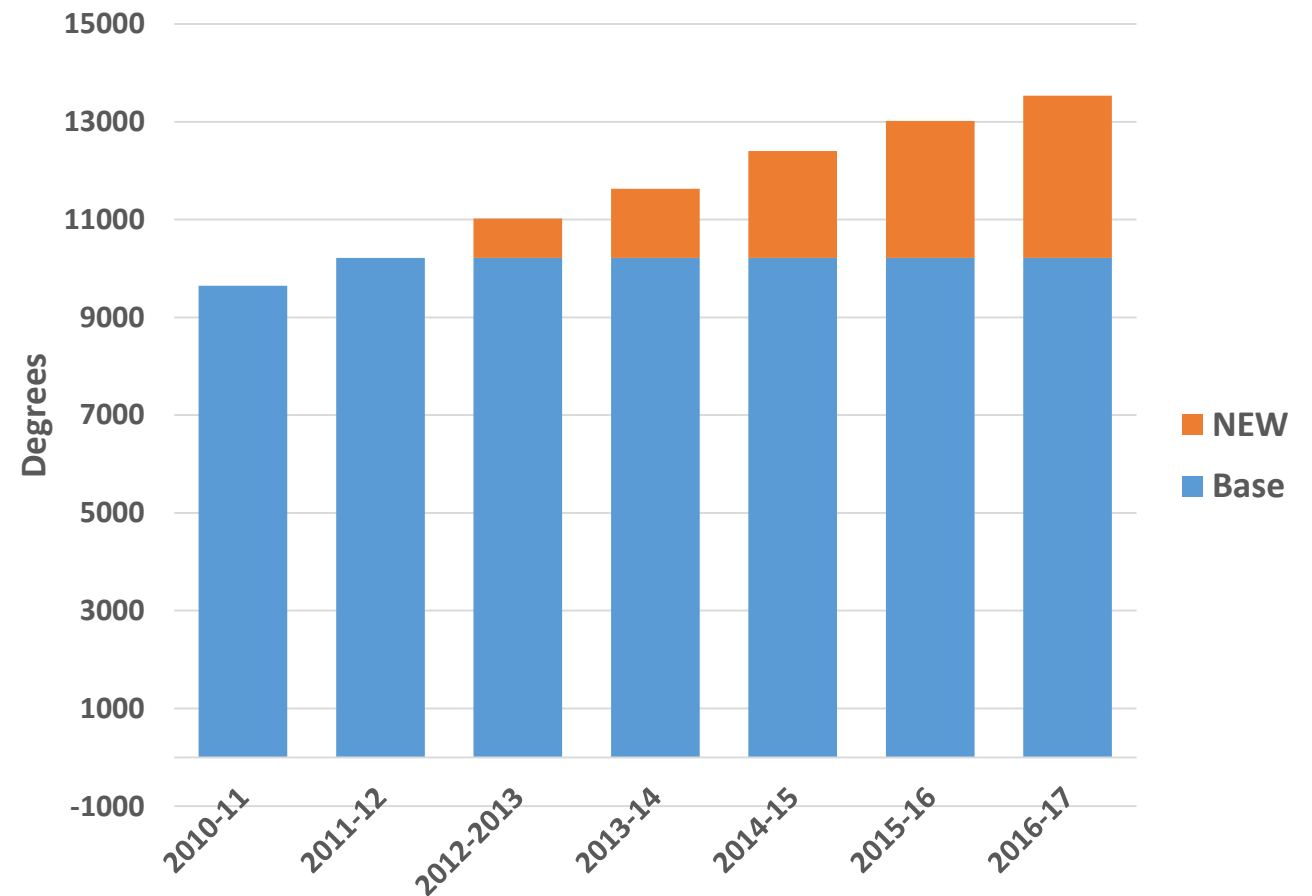
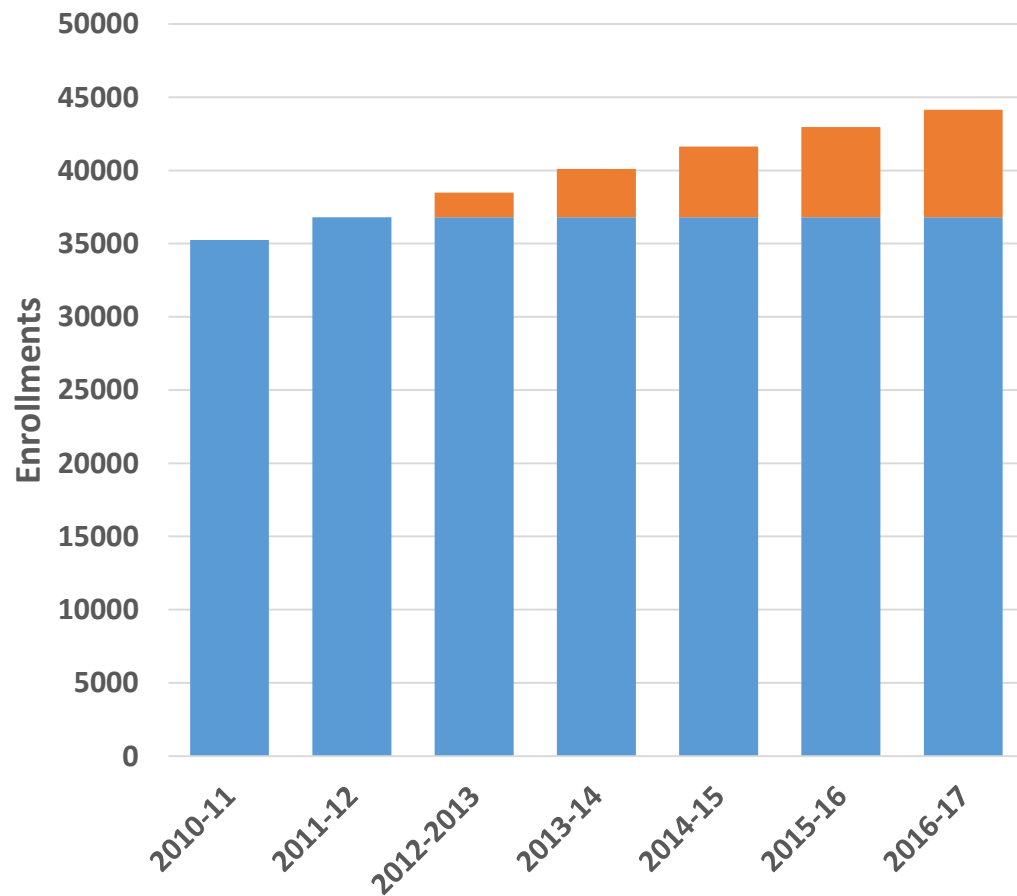
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

Serving Washington



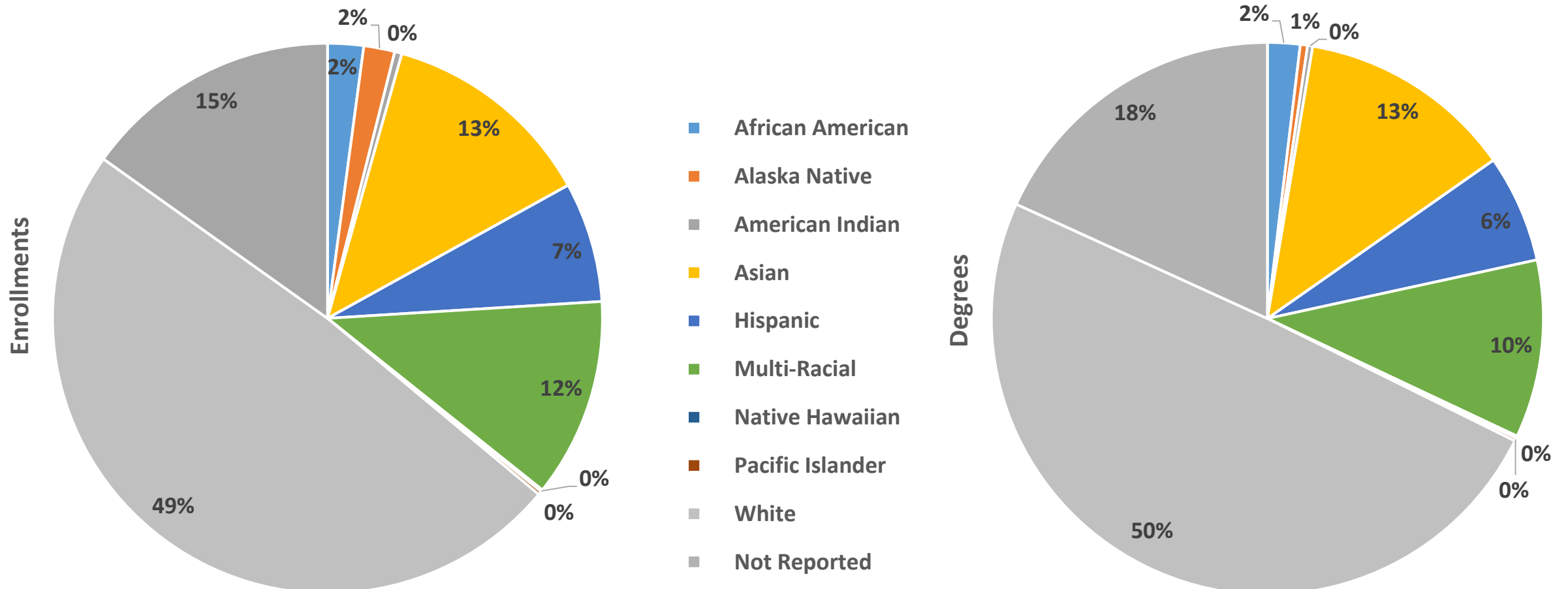
Access & Achievement: STEM/High Demand Programs

Public 4-year STEM/High Demand Enrollments and Degrees



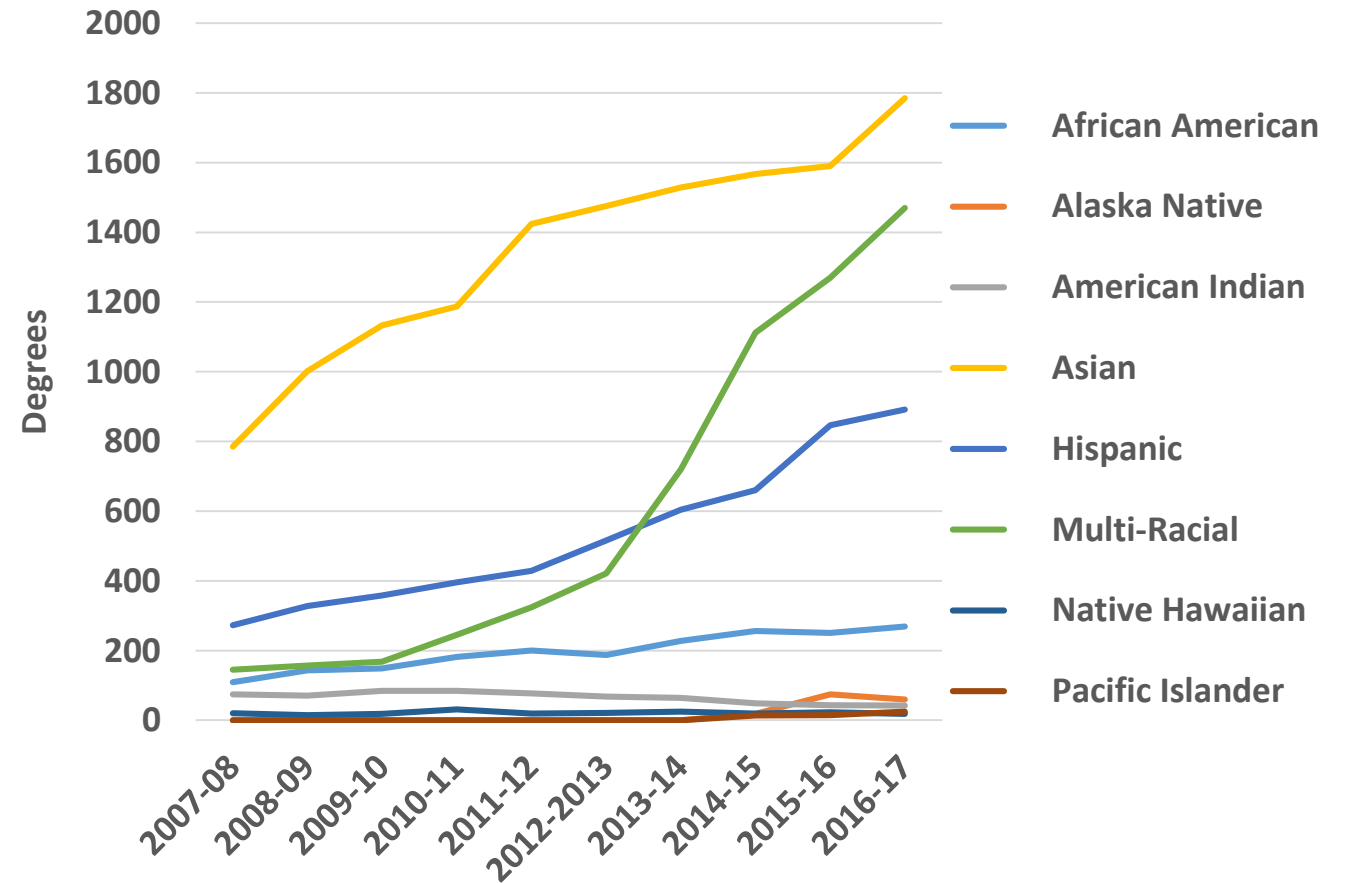
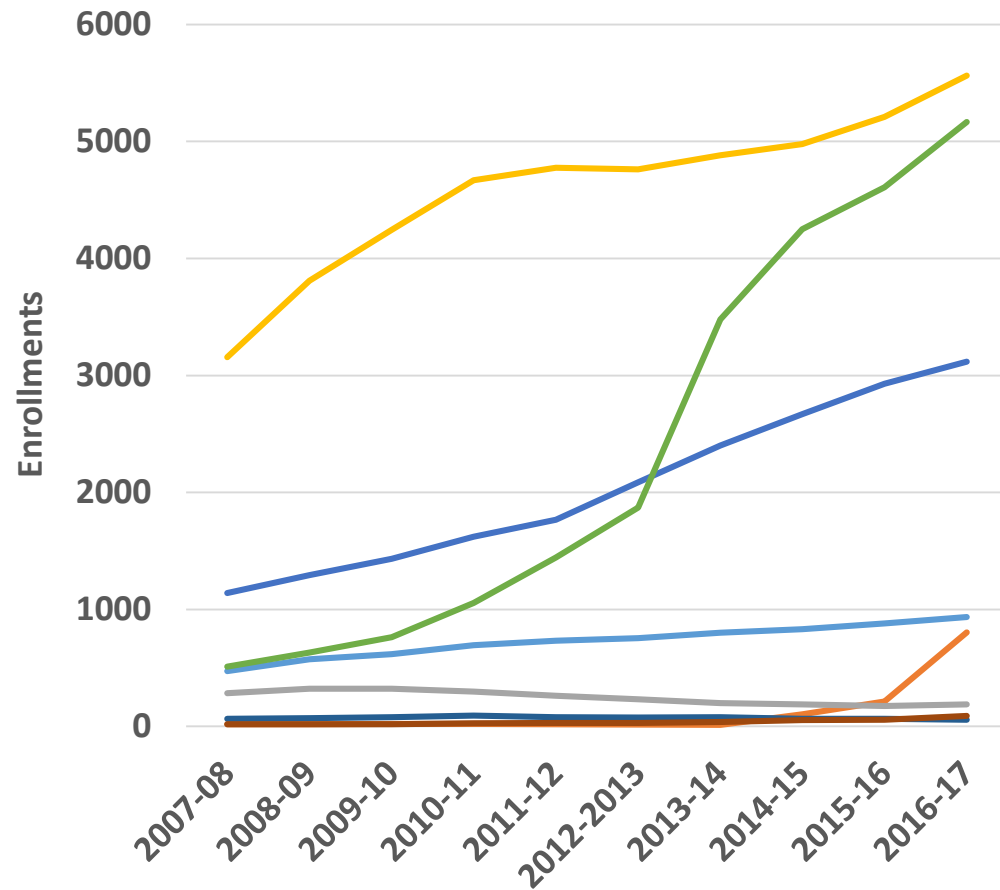
Access & Achievement: STEM/High Demand Programs

Public 4-year STEM/High Demand Enrollments and Degrees



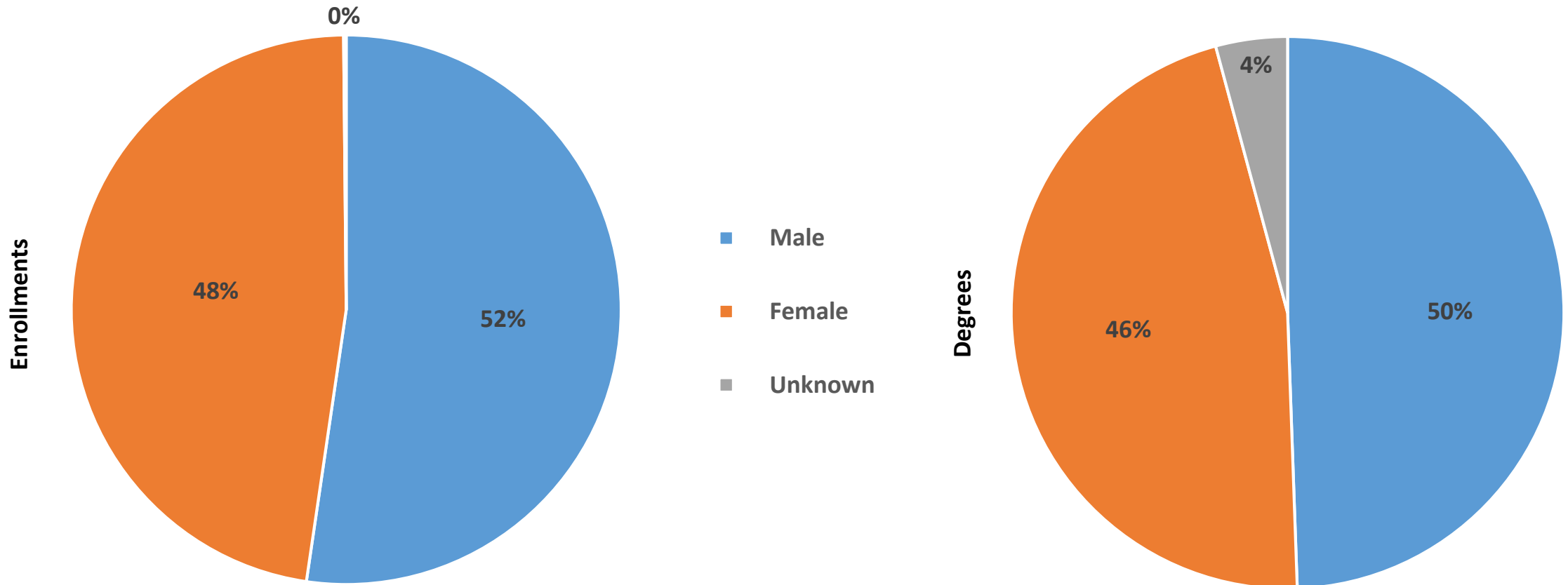
Increased Diversity: STEM/High Demand Programs

Public 4-year STEM/High Demand Enrollments and Degrees



Increased Diversity: STEM/High Demand Programs

Public 4-year STEM/High Demand Enrollments and Degrees



Challenges and Opportunities

- **College Participation Rates:** Washington continues to rank near the bottom nationally in four-year higher education participation.
- **Reaching and supporting all students:** While gains have been made with underrepresented students, opportunity gaps remain, requiring continued outreach and support for students on their pathway to a degree.
- **Capacity:** The public baccalaureates continue to have more qualified applicants than enrollment slots in specific STEM and High Demand programs.

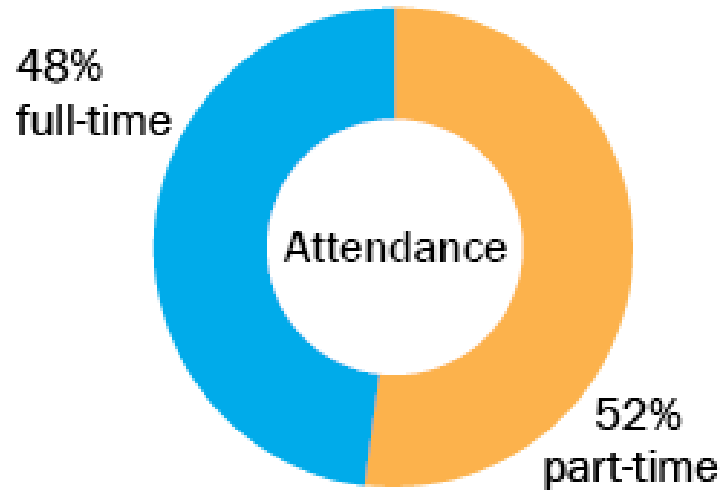
JAN YOSHIWARA,
EXECUTIVE DIRECTOR



Washington State
Community and Technical Colleges

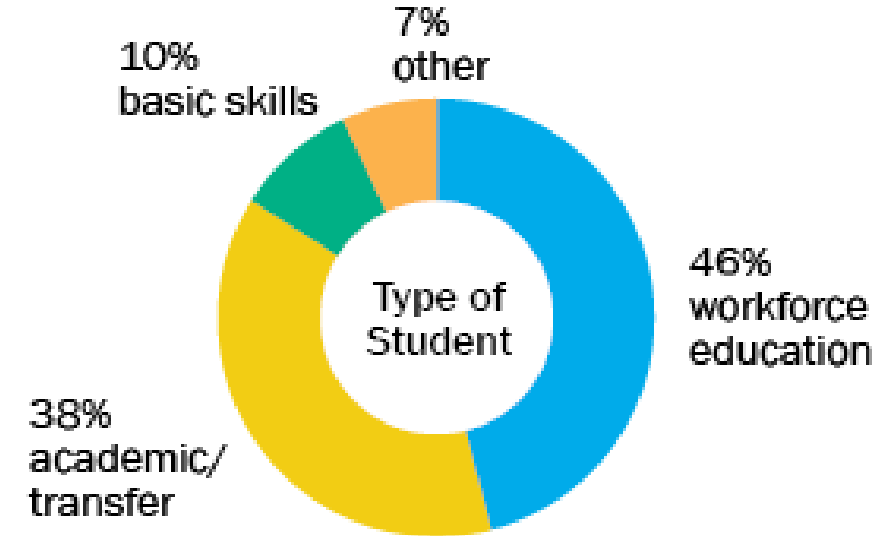
Better Jobs, Brighter Futures, a Stronger Washington

Washington's Community and Technical Colleges' Key Facts

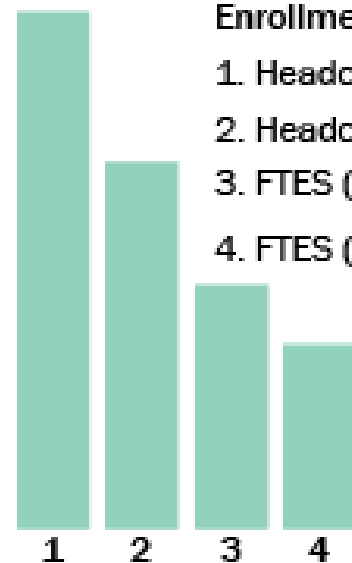


58%

58 percent of students enrolled in Washington's **public higher education system** are enrolled in community and technical colleges.¹

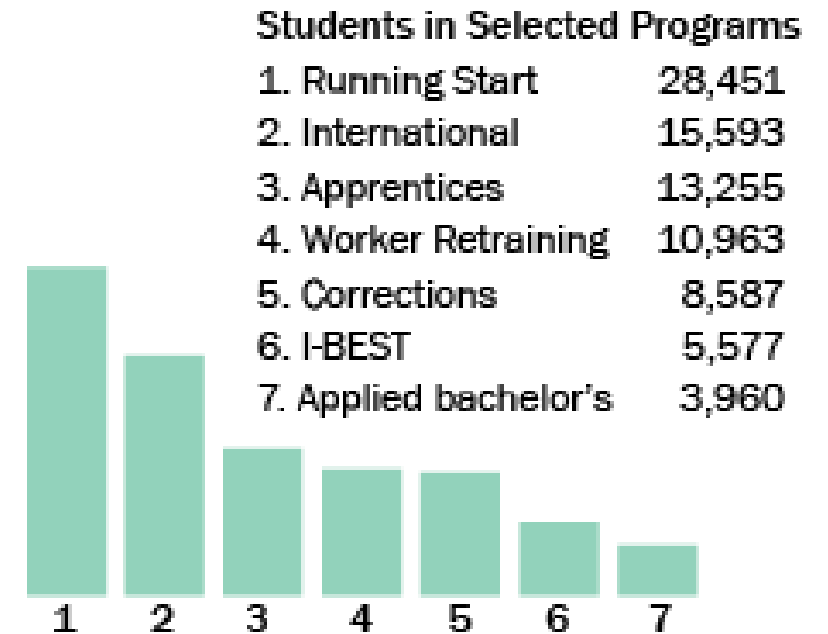


26
Students'
median age



Enrollment

1. Headcount (all sources)	369,709
2. Headcount (state-funded)	260,912
3. FTES (all sources)	174,300
4. FTES (state-funded)	127,994

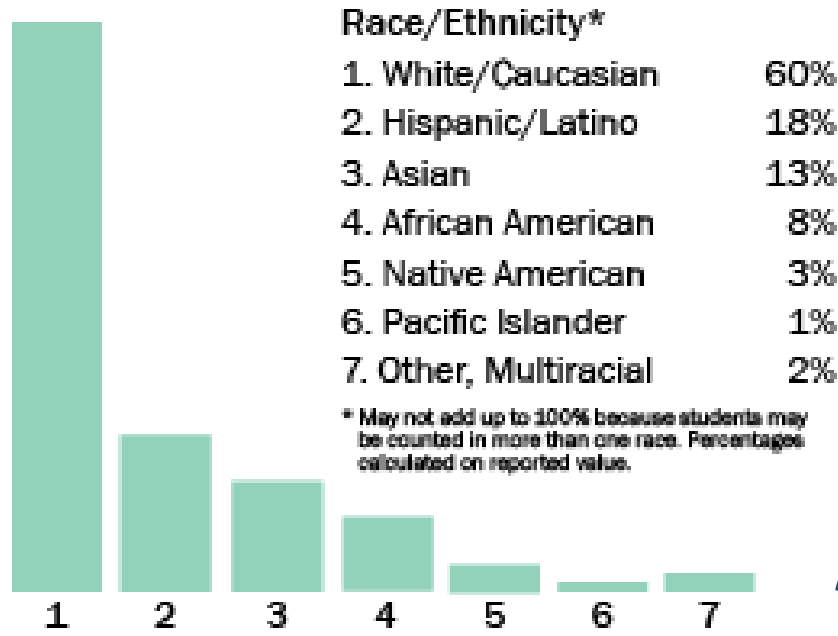


Students in Selected Programs

1. Running Start	28,451
2. International	15,593
3. Apprentices	13,255
4. Worker Retraining	10,963
5. Corrections	8,587
6. I-BEST	5,577
7. Applied bachelor's	3,960

Data from 2017-18 academic year

Washington's Community and Technical Colleges' Key Facts



45%

45 percent of community and technical college students **are students of color** compared to 37 percent of state population.

Data from 2017-18 academic year

38%

Students receiving **need-based financial aid** in eligible programs.

- Half of State Need Grant recipients are from community technical colleges
- Those who receive SNG have 10 percent higher annual retention rate than eligible but do not receive
- Opportunity Scholarship expansion

24%

Students' with **children**

- Childcare for working connections

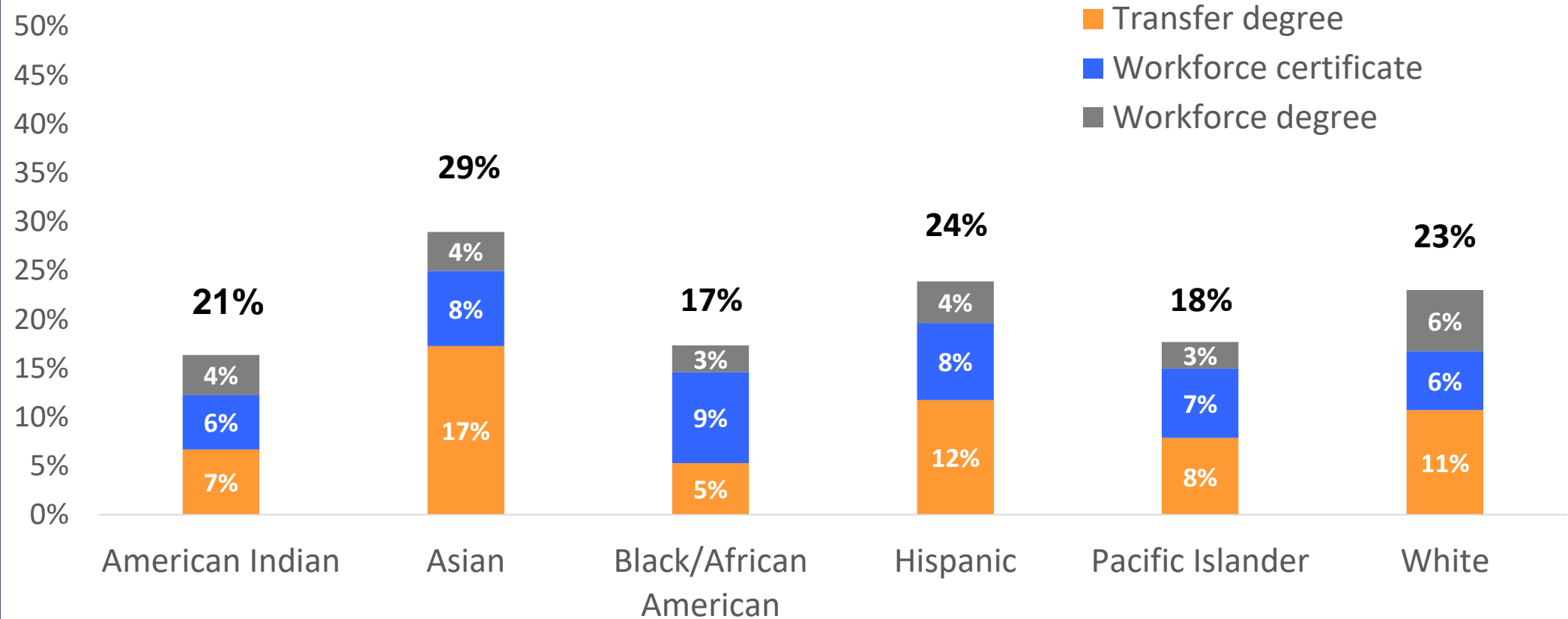
41%

Students report working while enrolled

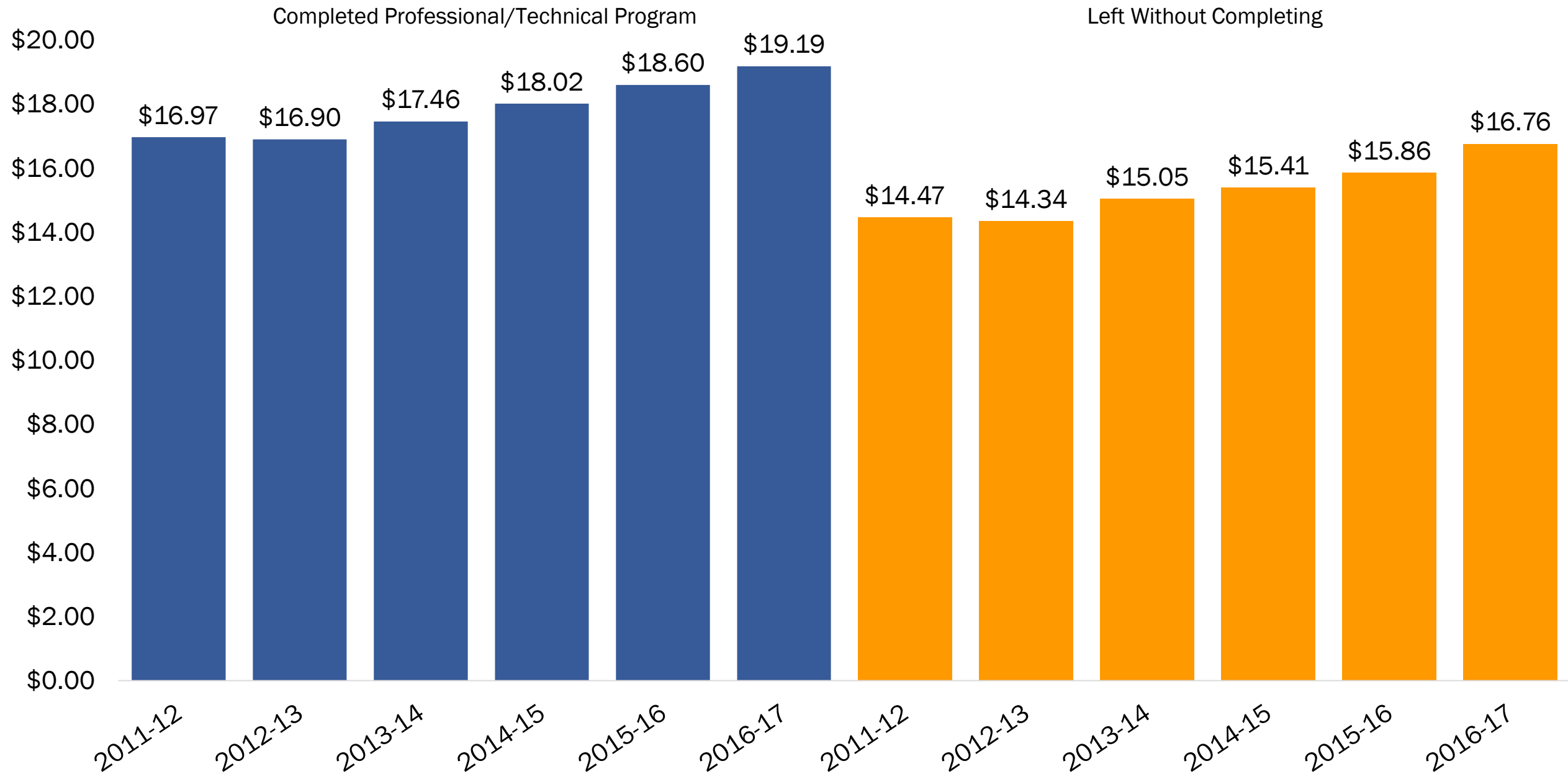
\$20.5 billion

Amount community and technical colleges, their current students, and former students **add annually to Washington's economy.**²

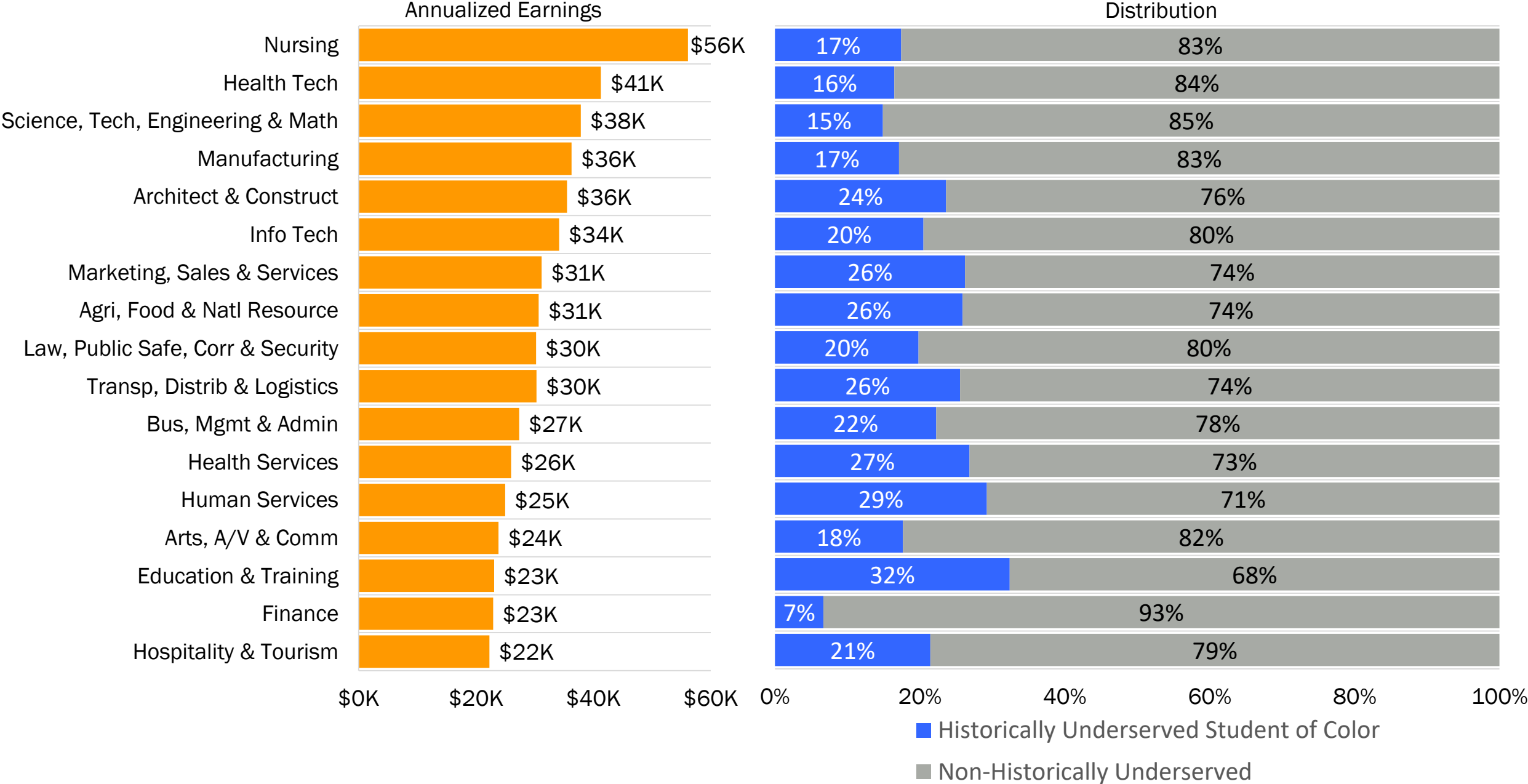
First-time students credential attainment four years after start
Cohort years 2010 - 2014



Professional/Technical Program Median Wages



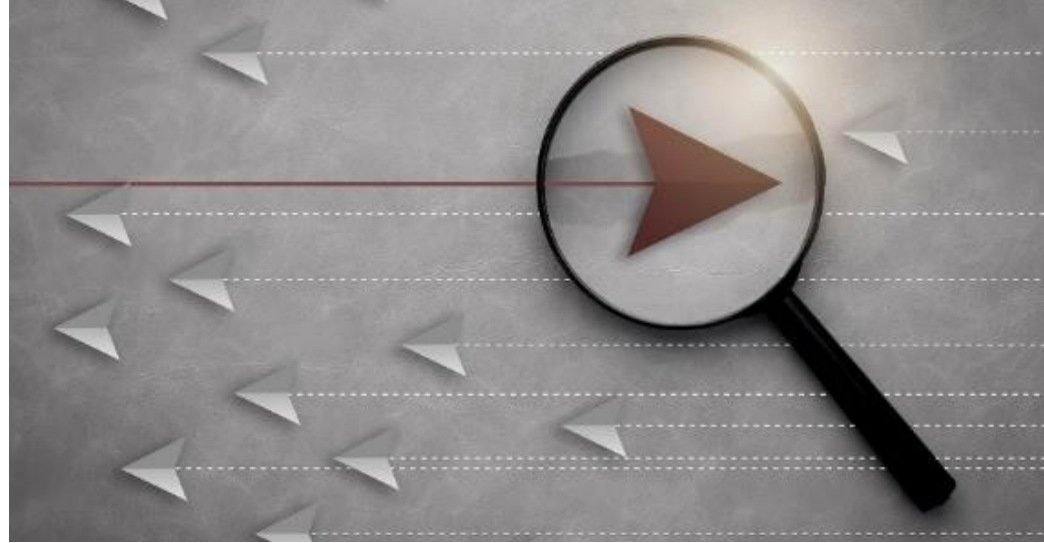
Earnings and Historically Underserved Status Within Career Cluster



JOHN AULTMAN,
SENIOR POLICY ADVISOR,
HIGHER ED AND WORKFORCE, STATEWIDE POLICY



Vision for career connected learning in Washington



Every young adult in Washington will have **multiple pathways toward economic self-sufficiency and fulfillment**, strengthened by a **comprehensive state-wide system for career connected learning**

Each type of CCL continuum is essential to launching students into their careers and ongoing education

Definition

Work-based programs with aligned classroom learning that culminate in a postsecondary credential*, producing a competitive candidate for meaningful employment



Career Launch

Career-specific instruction at a worksite or in an a classroom for academic credit

Career Preparation

Early exposure opportunities to careers and career options (e.g. career fairs, worksite tours)

**Career Awareness
& Exploration**

*Postsecondary credential means certificate, or at least one year towards an associates or bachelor's degree

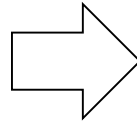
Career Launch Programs: Positioning young adults for promising careers



**Meaningful,
high quality
on-the-job
experience**



**Aligned
classroom
learning**



**Competitive
candidate**



**Valuable
credential
beyond high
school diploma**

- ✓ At worksite
- ✓ Paid and academic credit
- ✓ Occupation-aligned
- ✓ Employer supervisor at ratio typical of occupation
- ✓ Defined competencies and skills gained
- ✓ Full compliance with existing legal regulations

- ✓ Curriculum and program requirements developed in partnership with employers and industry
- ✓ Aligned with academic and employer standards
- ✓ Qualified instructors
- ✓ Dedicated student support (academic and career)

- ✓ Able to continue in employment **OR** successfully compete for jobs leading to financially-sustainable and fulfilling careers

- ✓ Credential attained
- OR**
- ✓ Significant progress (at least one year) towards a 2 or 4 year credential

At-a-glance: Career Connect Washington legislation (I/II)

Establishes CCL work group

- Creates a career connected learning cross-agency work group to scale and expand CCL opportunities
- Work group chaired by Governor, includes representatives from multiple agencies (see later slide)
- Must meet 6 times per year
- Requires one annual update by Sept 1 to Governor and Legislature

Defines work group responsibilities

- **PROGAM EXPANSION:** Create new and expand existing CCL programs in K-12, CTC, 4-year universities, and state registered apprenticeship system
- **CAREER LAUNCH ENDORSEMENT:** Create process to endorse Career Launch programs
- **AGENCY INTEGRATION:** Build system functions within agencies and existing systems
- **CREDIT ARTICULATION:** Ensure transfer, articulation, and credit portability
- **EQUITY SUPPORTS:** Create statewide inventory of existing CCL support services
- **DATA:** Develop data enclave, systems and protocol to track CCL participation and outcomes
- **INDUSTRY:** Mobilize private sector and philanthropic leadership and resources
- **MARKETING:** Implement marketing and communications plan to students
- **TECHNOLOGY PLATFORM:** Develop technology platform / directory of CCL opportunities statewide

At-a-glance: Career Connect Washington legislation (II/II)

Establishes CCL grant program

- Creates CCL competitive grant program, to be administered by the Employment Security Department
- Provides funds for each of nine education service districts and support for regional networks
- Provides funds to support program intermediaries to create new and scale existing CCL programs

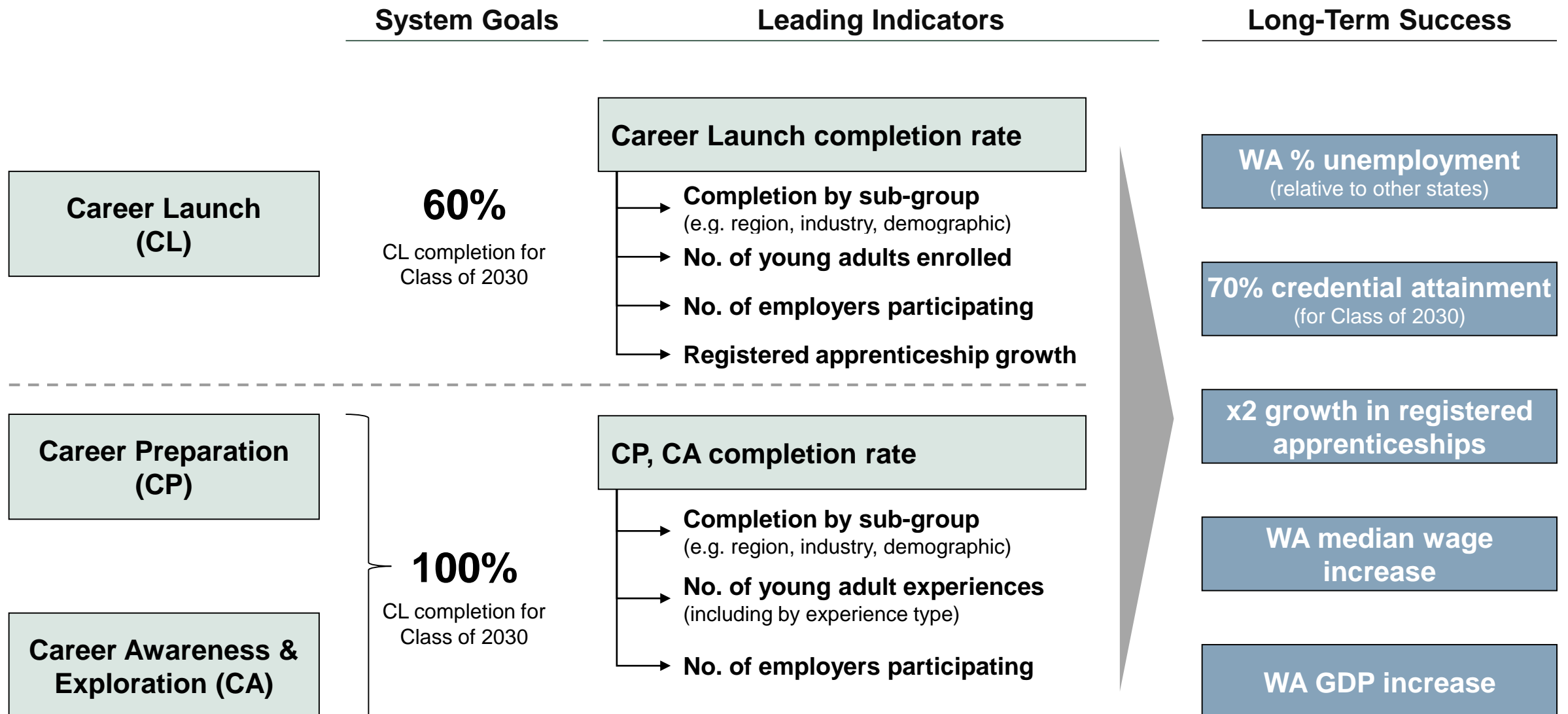
Defines CCL framework

- Codifies definitions for CCL “staircase” (e.g. Career Awareness & Exploration, Career Preparation, and Career Launch)
- Integrates Work-Integrated Learning / Experiences into CCL framework

Expands CTE FTE

- Expands CTE funding to 1.2 FTE, allowing for after school and summer Career Launch programs

Our North Star: Enable all WA young adults to experience career connected learning and increase postsecondary credential attainment





Governor Q&A

EMPLOYER STORY



Governor Q&A

DAVE WALLACE, RESEARCH DIRECTOR
WORKFORCE BOARD





Career Bridge: Charting credential paths

32

The screenshot shows the Washington Career Bridge website. At the top, there's a dark blue header with the Washington state outline and the text "Washington Career Bridge" and "Find the education & training you need to get the job you want". To the right is a "SIGN IN / REGISTER" link. Below the header, on the left, is a teal sidebar with a list of links: "EXPLORE CAREERS", "VIEW JOB TRENDS", "FIND EDUCATION", "PAY FOR SCHOOL", "ELIGIBLE TRAINING PROVIDER LIST", and "FOR BUSINESS". At the bottom of the sidebar is a small image of a printed guide titled "Where are YOU going?" and the text "Printed guide available". The main content area has a heading "Find education and plan your career in Washington" and three interactive cards. The first card, "Explore Careers", features a purple icon of a map and the text "Which careers fit your interests?" with a "TAKE A QUIZ" button. The second card, "View Job Trends", features a blue icon of a signpost and the text "Which jobs are in demand?" with a "FIND OUT MORE" button. The third card, "Explore Education", features an orange icon of a compass and the text "How do programs perform?" with a "START YOUR SEARCH" button.

CareerBridge.wa.gov is a state website that connects to over 6,500 Washington education programs in one place.



Top 10 Technologies Likely to Disrupt

33

- Augmented reality
- Personalized medicine
- AI-led molecular design
- More capable digital helpers
- Implantable drug-making cells
- Gene drive
- Algorithms for quantum computers
- Plasmonic materials
- Lab-grown meat
- Electroceuticals



Health Cube: The future is here

34





Top Skills Projected for the Future

35

Forbes, 2019

- Conflict Management
- Time Management
- Stress Management
- Written & Verbal Communication
- Company Culture
- Customer Service
- Emotional Intelligence
- Personal Productivity
- Storytelling
- Change Management

TalentLMS, 2019

- Creativity
- Complex Problem Solving
- Critical Thinking
- Virtual Collaboration
- Social Intelligence
- New Media Literacy
- Lifelong Learning
- User Experience Mindset
- Design Thinking
- Responsible Digital Citizenship



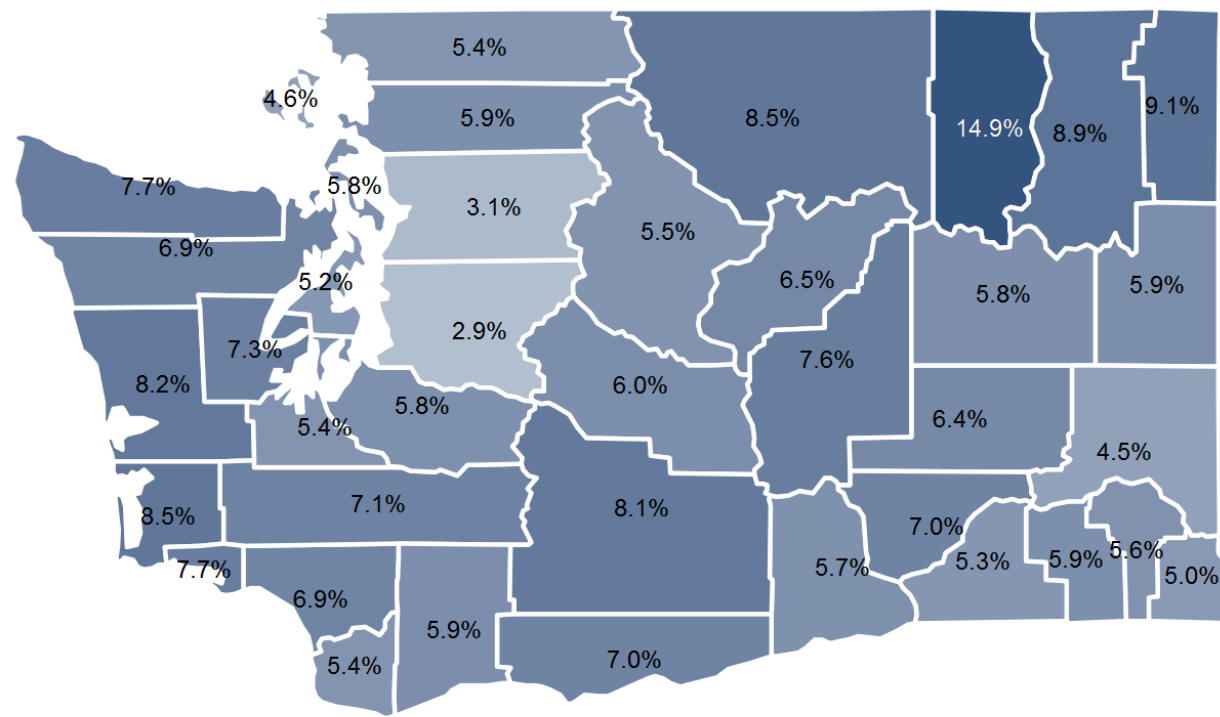
Opportunity Shouldn't be Defined by Zip Code

Washington Unemployment Rate, April 2019

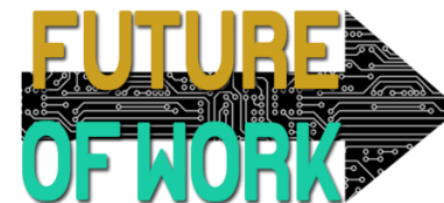
- Washington is thriving... but not everywhere.
- How do we create environments where everyone can innovate and invent?
- Access to innovation is key.

Washington Unemployment Rate, April 2019

Not seasonally adjusted



Source: Employment Security Department, analyzed by the Washington Workforce Board



- Task Force first of its kind in nation.
- We take Future of Work seriously, actively working to address disruptions.
- Board initiatives include: incumbent worker training and Econovue software, to help prevent layoffs, closures.
- Updating state strategic plan, Talent and Prosperity for All.
- Increased and enhanced business engagement is key.

STEVEN ROSS,
DIRECTOR OF LABOR MARKET
AND PERFORMANCE ANALYSIS



Employment Security Department
WASHINGTON STATE

In Demand Jobs

Determining in demand jobs

On an annual basis, the LMEA projections unit produces industry employment projections for two, five and 10 years from a base period.

Employment projections are intended for career development over time and are the basis of the Occupations in Demand (OID) list covering Washington's 12 workforce development areas (WDAs) and the state as a whole.

[Click here to go to our list of in demand jobs](#)

Why are employment projections valuable?

Employment projections provide a general outlook for industry and occupational employment in Washington state.

They provide job seekers, policy makers and training providers an idea of how much an industry or occupation is projected to change over time and show the future demand for workers.

Connecting jobseekers to in demand jobs and supporting living wage jobs

WorkSource Office activities

- Partnering with community colleges, technical colleges, and employers to offer job training for in demand jobs
 - Customized training
 - Scholarship programs
 - Certifications
 - Training in high demand occupations
- Skills assessments

Regional Labor Economist activities

- Work with Workforce Development Councils
- Work with community and technical colleges
- Work with employers

Connecting jobseekers to in demand jobs and supporting living wage jobs

WorkSource partnering with education/training providers and employers to offer job training for in demand jobs

- WorkSource Walla Walla

- WorkSource Walla Walla partnered with Walla Walla Community College to assist Providence St. Mary's Hospital with the promotion and delivery of a customized training and scholarship program.

- Program was designed to fill ten Certified Nursing Assistant positions at the hospital.

- WorkSource Clallam

- WorkSource Clallam reached out to Commercial Driving School (CDS) who were happy to provide training in Port Angeles.

- WorkSource Clallam were able to provide a classroom so that training could be provided onsite.
 - The first class met with success, showing an 85% completion rate, 70% currently employed, and two others awaiting jobs.

Connecting jobseekers to in demand jobs and supporting living wage jobs

Regional Labor Economists activities

- Work with rapid response teams during layoffs
 - Provide help with identifying what type of skills workers are likely to have and how these skills may translate to their opportunities in the local labor market.
- Work with Workforce Development Councils (WDC's)
 - Regional Labor Economists work closely with WDC's with the Occupations In Demand (OID) list.
- Advisory Committees for K-12 and higher education system
 - Regional Labor Economist contribute their observations about the economy with others to inform which education programs to invest in and how.
- Work with employers
 - Wage analysis and resources
 - Policy response
 - Recruitment and retention
 - Planning for the future

Paid Family Medical Leave – impact on “living wage”

What does research show?

- Nearly half of low wage workers who take unpaid or partially paid parental leave say they went on public assistance in order to cover lost wages or salary.
- Employees who are offered Paid Family and Medical Leave are more likely to return to their pre-leave employer than if they do not have paid leave.
 - This helps save businesses money, as employers on average spend 21 percent of an employee's annual wages on turn-over.
 - Costs savings to employers include the additional cost to train up new or existing employees, overtime, etc.
- 1 in 4 mothers returns to work less than 10 days after giving birth, and 1 in 4 retirees leave the workforce early to care for an aging or ill family member.

Paid Family Medical Leave – impact on “living wage”

- What does research show?
 - The Economic and Social Impacts of Paid Family Leave in California: Report for the California Employment Development Department
 - Higher benefits are positively associated with higher earnings one year after taking leave
 - Data confirmed that employers are not burdened by higher wage cost and actually experience lower expenses and employee turnover
 - Paid Family Leave Market Research
 - California Employment Development Department market research report released in December of 2015
 - Survey respondents cited job protection and wage replacement as key factors in considering program participation, with some variability among specific subpopulations
 - Pay Matters: The Positive Economic Impact of Paid Family Leave for Families, Businesses and the Public
 - Center for Women and Work at Rutgers, State University of New Jersey analysis released in 2012
 - Finds that women who use paid leave after childbirth have stronger labor force attachment and positive changes in wages after their return to work, compared to women who take no leave.

Paid Family Medical Leave – impact on “living wage”

- <http://lni.wa.gov/WorkplaceRights/LeaveBenefits/FamilyCare/LawsPolicies/FamilyLeave/default.asp>
- Paid Parental Leave in the United States: What the Data Tell Us about Access, Usage, and Economic and Health Benefits, by Gault, Barbara, et al. US Dept. of Labor/Institute for Women's Policy Research (2014), pages 22-23
- Paid Parental Leave in the United States: What the Data Tell Us about Access, Usage, and Economic and Health Benefits, by Gault, Barbara, et al. US Dept. of Labor/Institute for Women's Policy Research (2014), page 8
- Paid Parental Leave in the United States: What the Data Tell Us about Access, Usage, and Economic and Health Benefits, by Gault, Barbara, et al. US Dept. of Labor/Institute for Women's Policy Research (2014), pages 13-14
- Pay matters: The positive impact of paid family leave for families, businesses and the public, by Houser, L. & Vartanian, T.P., Center for Women and Work, Rutgers, The State University of New Jersey (2012), page 9
- Paid Parental Leave in the United States: What the Data Tell Us about Access, Usage, and Economic and Health Benefits, by Gault, Barbara, et al. US Dept. of Labor/Institute for Women's Policy Research (2014), page 7
- Paid Parental Leave in the United States: What the Data Tell Us about Access, Usage, and Economic and Health Benefits, by Gault, Barbara, et al. US Dept. of Labor/Institute for Women's Policy Research (2014), page 12
- The effects of California's paid family leave program on mothers' leave-taking and subsequent labor market outcomes, by Rossin-Slater, M., et al. Journal of Policy Analysis and Management (2013), page 2
- <http://www.nationalpartnership.org/issues/work-family/paid-leave.html>
- <https://www.bls.gov/cps/cpsaat39.htm>
- http://nwlc.org/wp-content/uploads/2015/08/closing_the_wage_gap_is_crucial_for_woc_and_their_families_2015.pdf
- Leaves that pay: Employer and worker experiences with paid family leave in California by Appelbaum E. & Milkman, R. Washington, DC: Center for Economic and Policy Research (2011), page 4

Living wage jobs

ESD is researching how to define the “right job.”

Variables that we are exploring to define the “right job”

- Industry
- Occupation
- Skills
- Experience
- Location
- Earnings
- Cost of living
 - The Council for Community and Economic Research (C2ER) has published its Cost of Living Index (COLI) since 1968 and is recognized as the most consistent source of city-to-city cost comparisons available.
 - LMEA is exploring the possibility to partner with C2ER and the Center for Economic and Business Research (CEBR) of Western Washington University to expand the number of Washington counties collecting primary data while also assuring that the data currently being collected aligns with a defined and understood methodology.

Continue the Conversation

Labor Market Information Director
Steven Ross

Steven.ross@ESD.WA.GOV

CHRIS GREEN, ASSISTANT DIRECTOR
OFFICE OF ECONOMIC DEVELOPMENT
AND COMPETITIVENESS



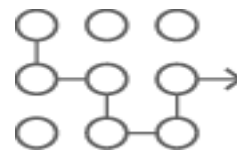
Department of Commerce

We strengthen communities

The Department of Commerce touches every aspect of community and economic development. We work with local governments, businesses and civic leaders to strengthen communities so all residents may thrive and prosper.



Energy



Planning



Infrastructure



Business
Assistance



Community
Facilities



Housing

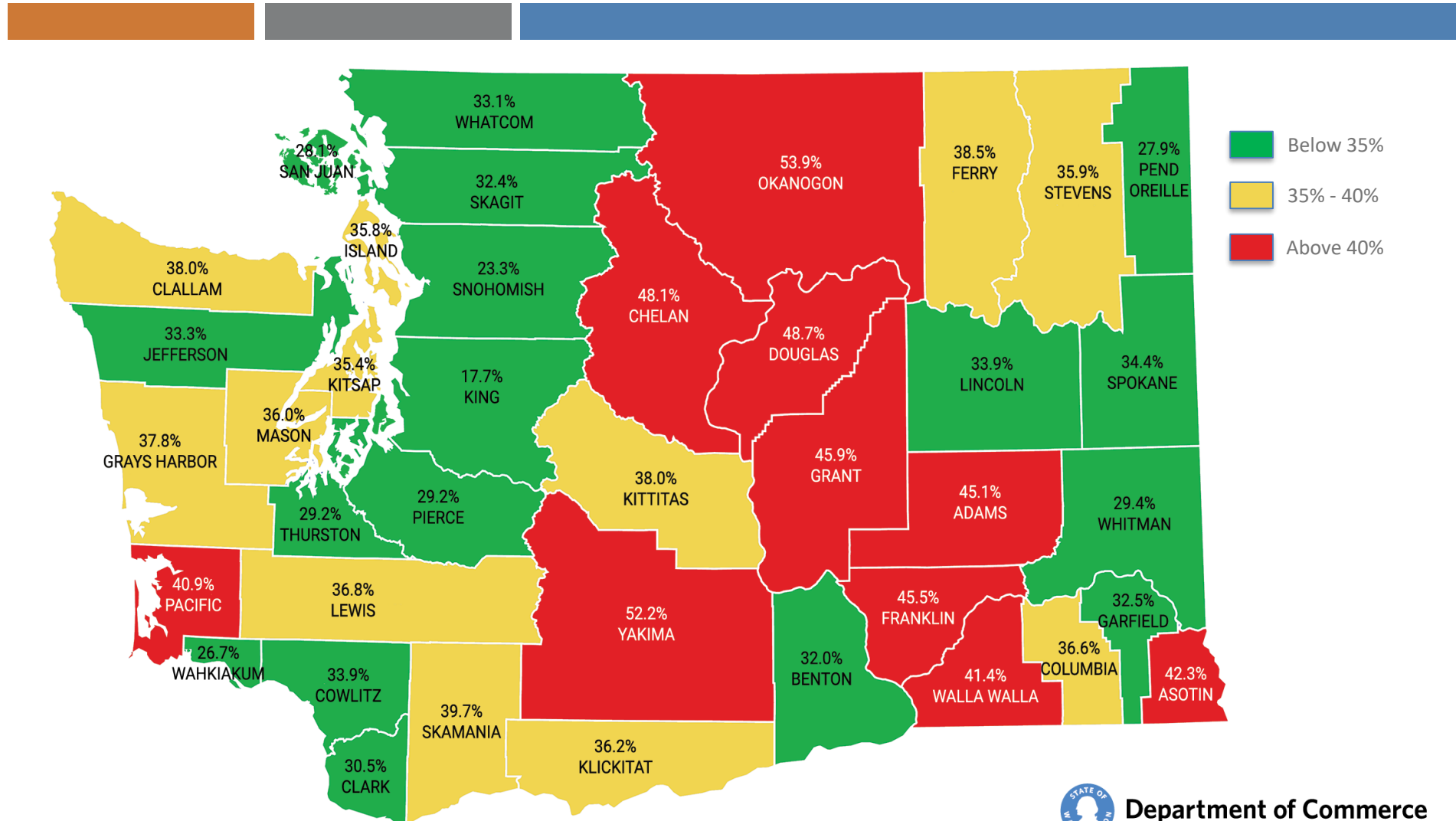


Safety /
Crime Victims



Income Disparity

(percent of jobs below living wage)



Department of Commerce

Project Pipeline (2013-19)



Recruitments

29.7% Aerospace
19.6% Professional Services
12.9% Clean Energy/Energy
4.5% Agriculture/Food Manufacturing
4.1% ICT
4.0% Manufacturing
3.7% Transportation
2.7% Advanced Manufacturing
22.8% Other

of Projects: 187

Domestic: 129 FDI: 58

Total Projected Jobs: 9,413

Total Projected CAPEX: \$6.78 billion

Retentions/Expansions

27.3% Aerospace
12.7% Organizations
10.9% Manufacturing
7.3% Forest Products
7.3% ICT
7.3% Clean Tech
7.3% Life Science
7.3% Government
12.6% Other

of Projects: 61

Domestic: 57 FDI: 4

Total Projected Jobs: 3,126

Total Projected CAPEX: \$2.36 billion



Project Wins (2013-19)



Recruitments

36.2% Aerospace
12.1% Agriculture/Food Manufacturing
10.3% ICT
5.2% Advanced Manufacturing
5.2% General Manufacturing
5.2% Life Science
5.2% Distribution
20.6% Other

of Projects: 61
Total Jobs: 4,562
Total CAPEX: \$2.05 billion

Retentions/Expansions

35.3% Aerospace
13.2% Maritime
7.4% ICT
7.4% Organizations
4.4% Forest Products
2.9% Manufacturing
2.9% Transportation
26.5% Other

of Projects: 75
Total Jobs: 9,735
Total CAPEX: \$5.77 billion



Project Wins by County (2013-19)



Recruitments

39.3% King
10.7% Snohomish
8.9% Pierce

5.4% Spokane
5.4% Grant
5.4% Chelan
**1.8% Adams, Benton, Clallam,
Douglas, Pend Oreille, Thurston,
Walla Walla, Whatcom, Yakima**

33 Urban
22 Rural

Retentions/Expansions

18.8% King
12.5% Snohomish
9.4% Pierce

7.8% Spokane
4.7% Clark
4.7% Benton
4.7% Whatcom
**3.1% Clallam, Klickitat, Okanogan,
Skagit, Yakima**
**1.6% Chelan, Columbia, Pacific, Walla
Walla, Whitman**

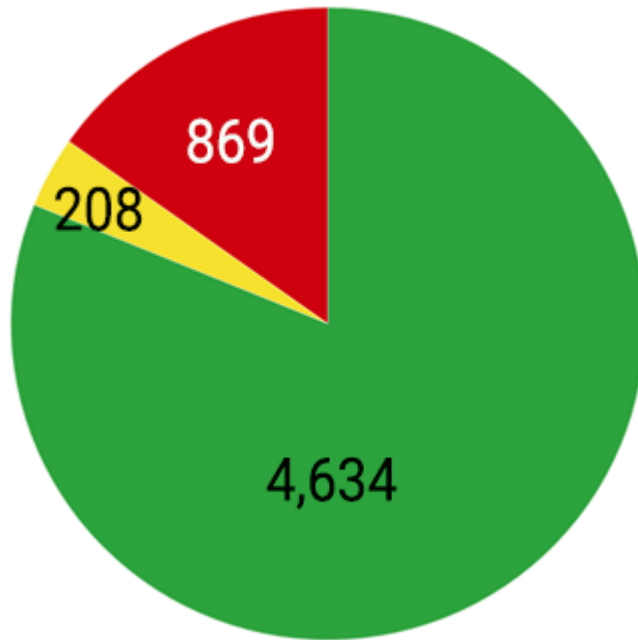
26 Urban
40 Rural



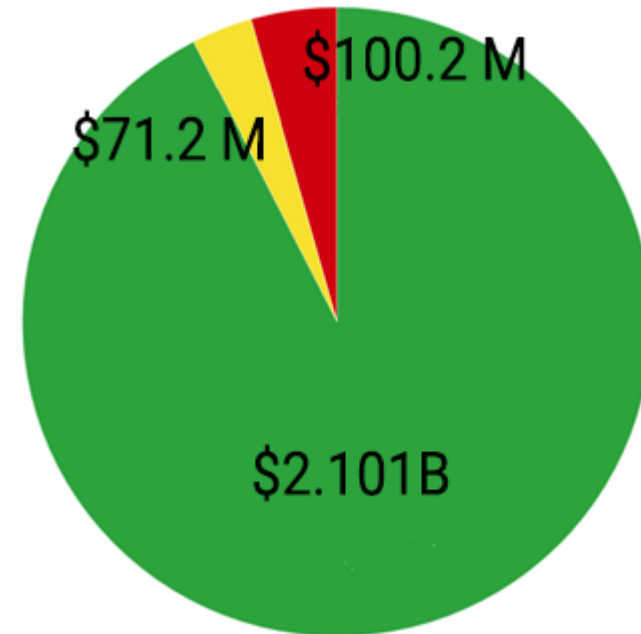
Jobs & CAPEX by Income Disparity



Jobs Created



CAPEX

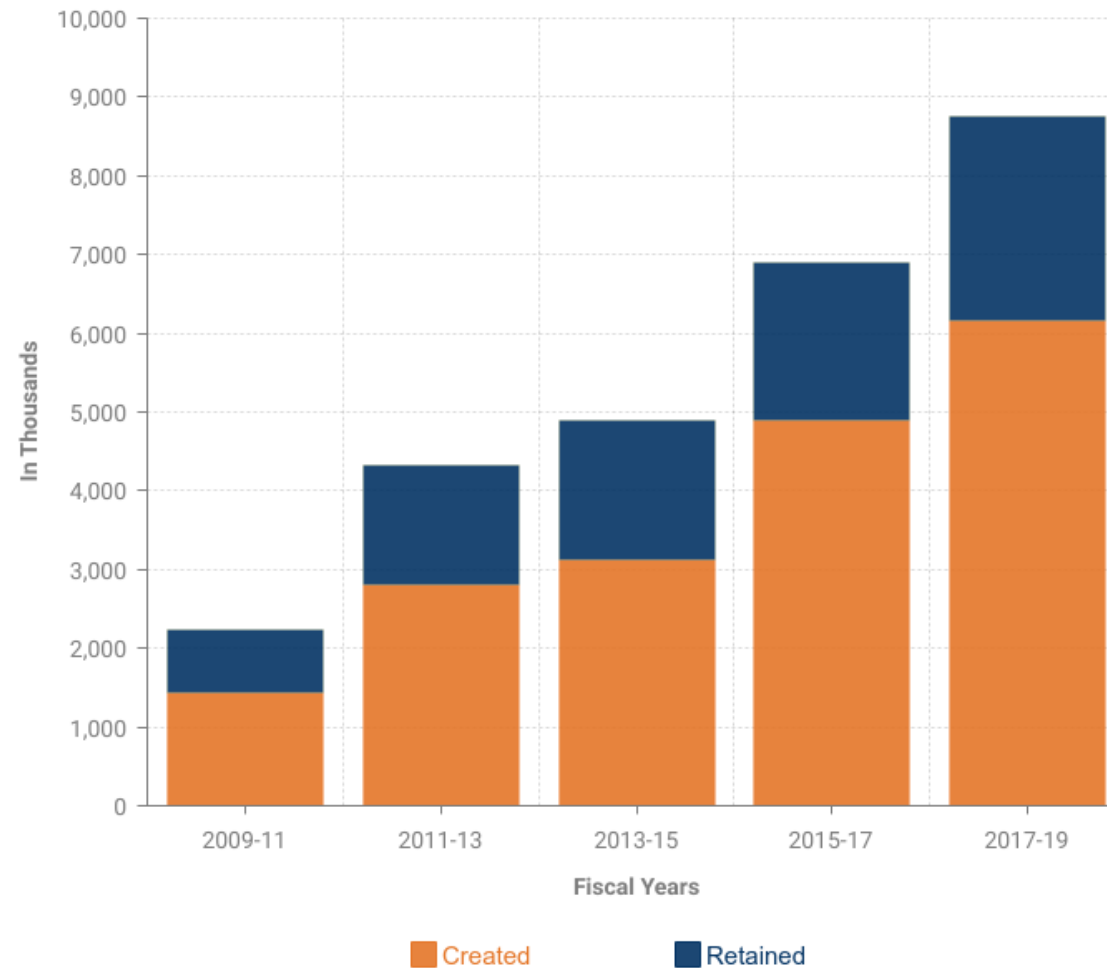


Capacity Building

- **STEP Grants**
 - Awarded to 982 small businesses to expand into new markets overseas.
 - 25.8% of companies in rural parts of the state.
 - Nearly half were veteran, minority and women-owned businesses.
- **Rural Small Business Programs**
 - Economic Gardening: 42 second-stage companies since 2016 (84% in rural parts of state).
 - ScaleUp: 49 businesses in two pilot programs in Skagit & Yakima counties.
 - SizeUp: Online tools to assess and analyze new business ideas.
 - Global Entrepreneurship Month: 263 programs throughout our 39 counties exposing residents to the idea of starting or owning a business.
- **ADO Network**
 - 35 economic development partners throughout the state involved in business development, export assistance, capacity building and infrastructure.
 - \$1 million in new funding for upcoming biennium .



Jobs Created



Expansion Success Story

McCain Foods

- Largest frozen french fry producer in the world
- \$300 million expansion in Othello
- 170,000 square foot facility
- 180 new jobs



Commerce worked with company and Adams County officials to identify applicable incentives and provided technical assistance and support.



Governor Q&A

Closing