



## The Skills Mismatch

**Seattle City Council  
Committee on Economic Resiliency and Regional Relations**

**Matt Houghton, Office of Economic Development  
Laura Rowley, Seattle Jobs Initiative  
Marlena Sessions, CEO, Seattle/King County Workforce Development Council  
Bryan Wilson, Deputy Director, Workforce Training and Education Coordinating Board**

**May 15, 2012**

*The recovery in employment has been slowed ... by structural changes in the labor market, such as a mismatch between the requirements of available jobs and the skills of job seekers...*

- The Congressional Budget Office 2/16/2012

**Bryan Wilson is Deputy Director of the State Workforce Board**

- assesses the state's workforce development needs,
- develops the state workforce development plan, and
- evaluates the results of workforce programs.

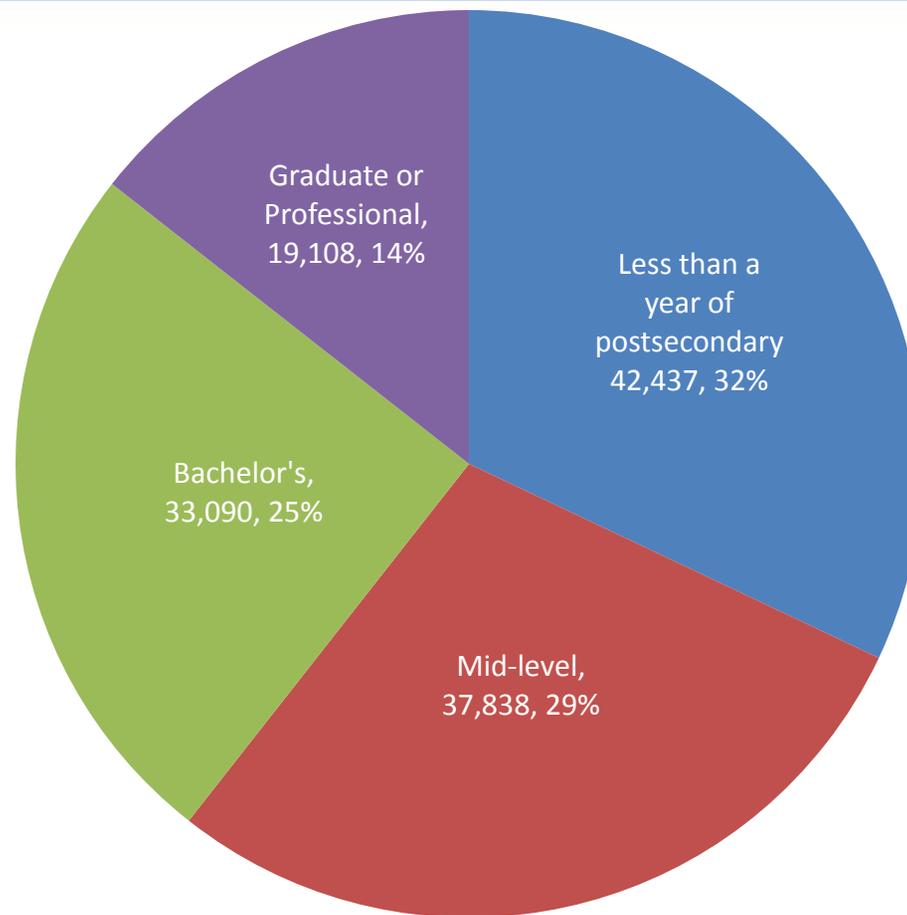
**Marlena Sessions, CEO, Seattle King County Workforce Development Council**

- nonprofit workforce “think tank” and grant-making organization
- mission is to support a strong economy and the ability of each person to achieve self-sufficiency
- Finds and fund solutions to workforce gaps

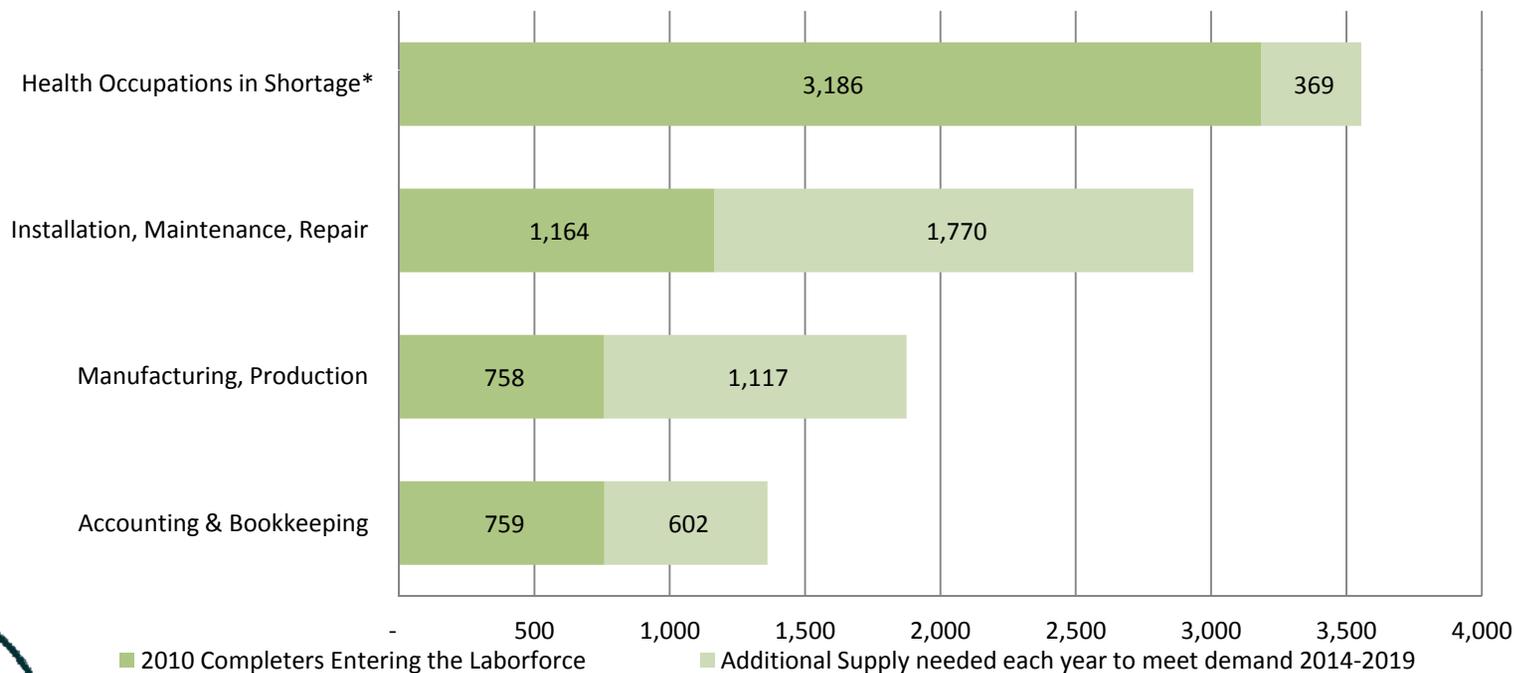
**Laura Rowley, Deputy Director, Seattle Jobs Initiative**

- improves access to training and services for low-income individuals
- policy work supports economic self-sufficiency

# Projected Net Job Openings by Education Level 2014-2019



## High Employer Demand Occupations at the Mid-Level 2010 Supply Compared to 2014-2019 Demand



\*includes only mid-level health occupations with projected shortages



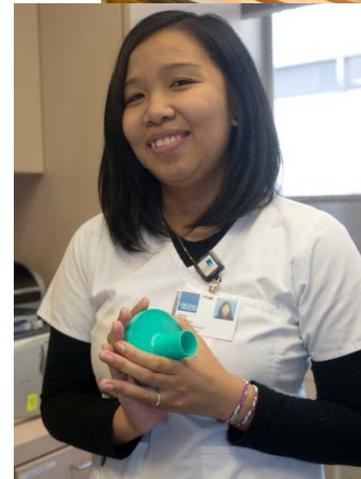
## Examples of Mid-Level In-Demand Jobs

- **Health Care:** Lab Technicians, Physical Therapists
- **Installation, Maintenance, and Repair:** Automobile Technicians, Aircraft Mechanics
- **Production:** Aircraft Assemblers, Machinists
- **Bookkeepers and Accountants**



## More than a diploma, less than a four-year degree

- In 2008, the WDC began leading Skills2Compete, a statewide awareness campaign about middle-skill jobs
- Our emphasis is middle-skill jobs that pay family-sustaining wages and offer a path to advancement
- The skills gap persists in such fields as health care and the skilled trades



## Aerospace Challenges

- Boeing and its 650 subcontractors statewide are adding jobs at a fast pace
- Almost half of the state's aerospace jobs are here in King County
- Thousands of Boeing and other aerospace workers are nearing retirement
- We must ramp up training efforts to fill the new and vacated jobs

## Aerospace Solutions

- In King County Aerospace Alliance, WDC leading efforts to bring training providers together to skill up local workers
- Invested almost \$700,000 in new aerospace training cohorts at local colleges, plus individual training
- Meeting with superintendents of all local districts to learn about and connect to K-12 efforts
- Workshops at WorkSource to help jobseekers apply for Boeing jobs

## Health Care Challenges

- In 2002, WDC convened Health Care Sector Panel to examine worker shortages, especially in nursing
- As population ages, health care needs will increase—but more workers are retiring than are entering
- People want to enter health care, but training capacity is limited

## Health Care Solutions

- Provided 3,800 workers with career guidance at their workplaces and connected 1,000 of them with training
- Connected 65 disadvantaged youth to health-care careers
- Now in Year 2 of five-year, \$11 million project to train up to 920 adults and youth



# November 2011 – Employment by Industry – Seattle MSA

Many industry sectors continue to report positive job growth numbers.





## Profile of Seattle Residents Who Might Benefit from More Skills & Education

- Of 80,715 Low-Income Adults in Labor Force:
  - 37,216 (46%) are Persons of Color
  - 47,321 (59%) have less than AA degree
  - 62,325 (77%) are employed at least part-time
  - 18,390 (23%) are unemployed (looking)
- Of 37,216 Low-Income Persons of Color in Labor Force:
  - 26,330 (71%) have less than AA degree
- Of 18,390 Low-Income Unemployed in Labor Force:
  - 10,019 (54%) are Persons of Color (78% of whom have less than AA degree)



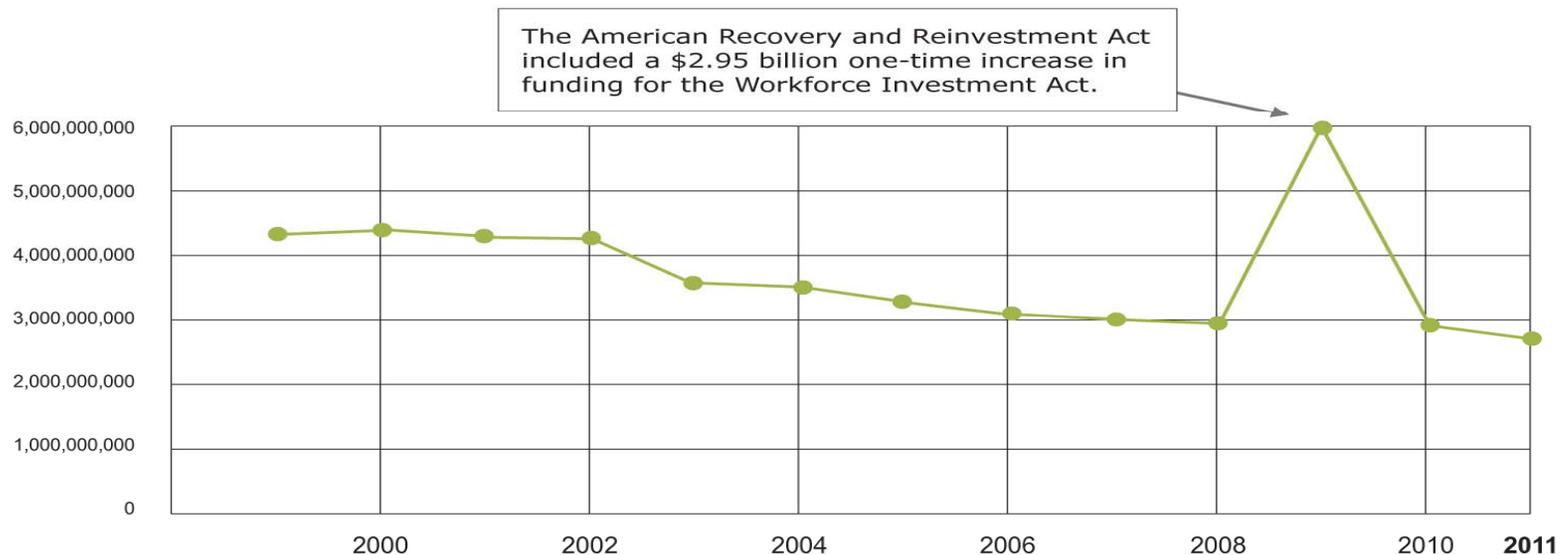
# SJI Career Pathways Program

Sector	ITTL/ Automotive	Professional Services (BIT)	Healthcare	Manufacturing
Cohort	GST	MBIT	tbd	Welding
Developmental Education	Yes	Yes	Yes	Yes
Short-Term Training (15 – 30 credits)	Yes	Yes	Yes	Yes
Long-Term Training (Credential/Degree)	Yes	Yes	Yes	Yes
Colleges	South Seattle Shoreline	All Seattle Colleges	All Seattle Colleges	South Seattle Shoreline

# Entry-Level Jobs: More Skills Required – with less funding to attain them

- In Seattle/King County, the educational attainment level of entry level workers has increased in at least 2/3 of growth occupations (and in nearly all healthcare occupations)
- While training dollars continue to be slashed:

## WIA Funding, 1999 - 2011



# City of Seattle's Office of Economic Development

[www.seattle.gov/economicdevelopment](http://www.seattle.gov/economicdevelopment)

[www.growseattle.com](http://www.growseattle.com)

[www.onlyinseattle.org](http://www.onlyinseattle.org)

[www.seattleinvestmentfund.com](http://www.seattleinvestmentfund.com)

