



Seattle-King County Regional Workforce Development Plan



Strategic Plan Project Consultants

Jill Nishi, Principal, JTN Consulting

- Bob Watrus • Trang Tu, Tu Consulting • Rich Stolz, OneAmerica
- W. Tali Hairston, Root and Branch

SEAKINGWDC.ORG

REGIONAL WORKFORCE PLAN

- Establishes a shared regional blueprint to drive transformation and alignment of regional workforce system
- Seeks to align regional and partner workforce efforts and resources
- Strategically responsive to current economic context
- Serves high level strategic plan to guide WDC's priorities and basis for 2021 WIOA Local Plan



OUR NORTH STARS

EQUITABLE ECONOMIC RECOVERY

- Recovery as an Opportunity to Rebuild Better
- Centering Racial Equity
- Re-Envisioning Workforce Development

JOB QUALITY

- Livable Wage / Family Wage
- Benefits
- Career Advancement
- Workplace Safety

JOB QUALITY

SELF SUFFICIENCY STANDARD

How much income families need to make to meet basic needs without public or private assistance

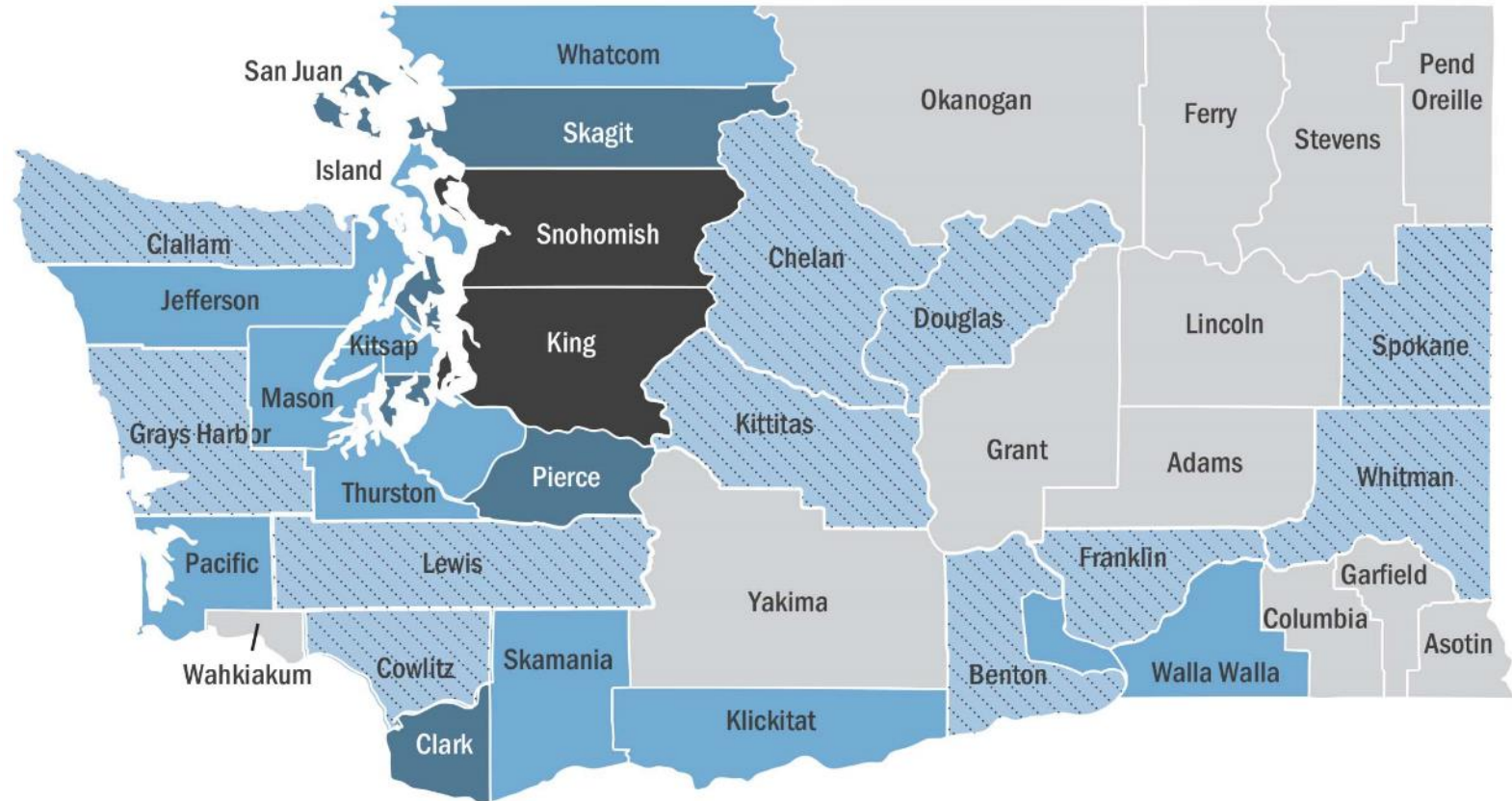
Housing, Childcare, Food, Healthcare, Transportation, Taxes, Emergency Savings

COSTS VARY BY FAMILY TYPE AND GEOGRAPHY

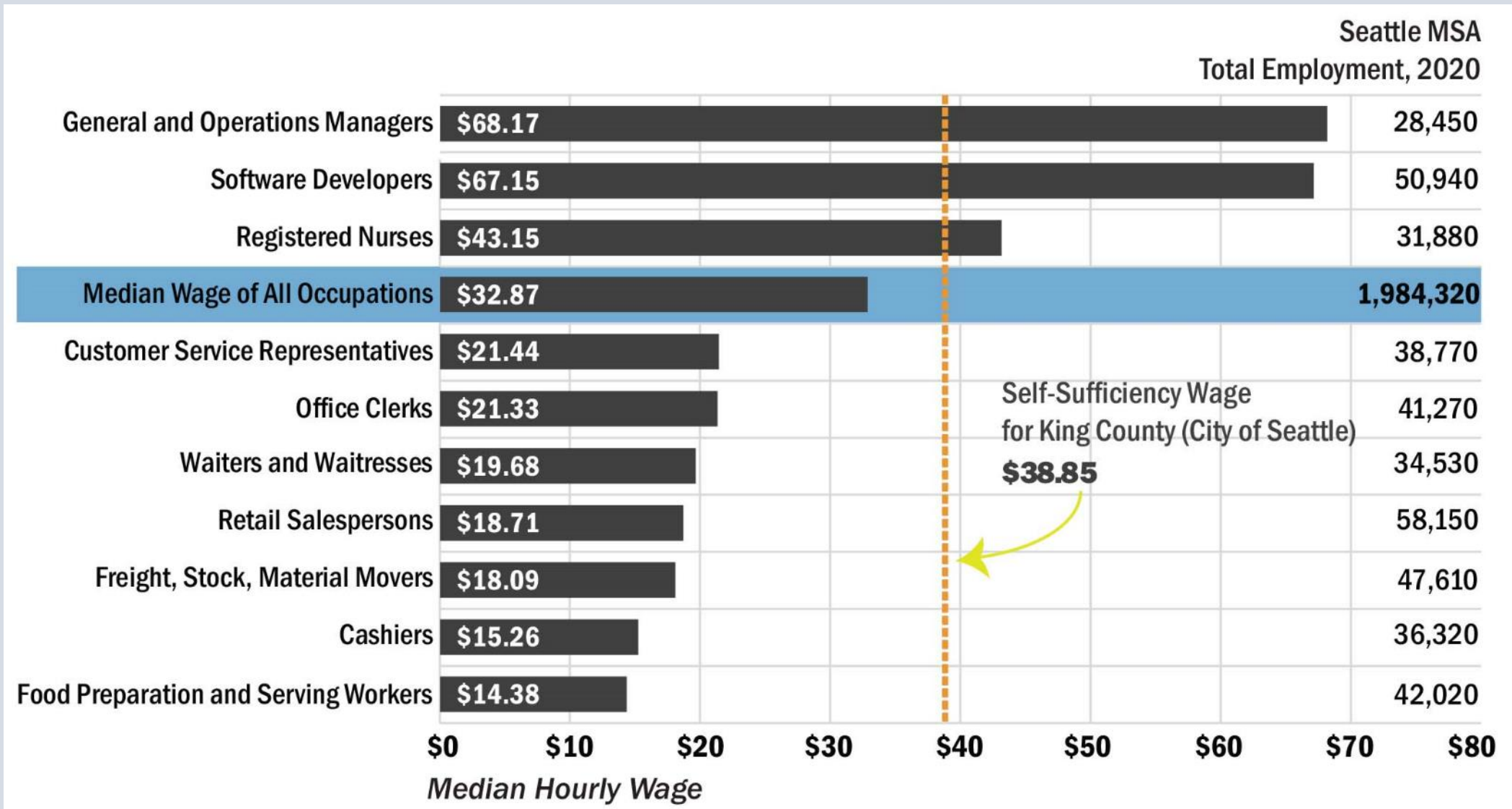


Hourly Self-Sufficiency Wage for One Adult with One Preschooler

\$16.12 - \$19.56 \$19.65 - \$21.32 \$21.54 - \$24.07 \$24.20 - \$28.10 \$29.11 - \$37.59



How do King County Jobs Stack Up?



King County (City of Seattle): One Adult & One Preschooler & One School-age Child

COVID IMPACTS

- Unprecedented Impact: Businesses and Workers
 - One in three jobs impacted
 - Over half a million new UI claims filed

- COVID-19 Exacerbates Preexisting Racial and Economic Disparities
 - BIPOC, Immigrant and Refugee, Women and Lower Educational Attainment
 - Geography - South Seattle and South King County
 - Sector – Accommodations and Food Services
 - Low Wage Workers
 - Small business

- Vulnerability, Duration and Economic Impact Vary

Top Impacted Industries

COVID-19 impact varies by sector and occupation

46% of all UI claims are in five sectors

Over half of accommodation and food services jobs have been impacted

Industry	New UI Claims (Weeks 10-41)	% of Total New UI Claims	% of Industry Jobs Impacted
Total, all industries	513,626	100%	33%
Accommodation and food services	66,763	13%	56%
Health care and social assistance	52,990	10%	32%
Retail trade	48,504	9%	30%
Manufacturing	41,087	8%	39%
Construction	31,224	6%	35%

Disproportionate Impact on Diverse, Low Income Communities

Six ZIP codes in King County have UI claims per capita rates of 45 percent or more

Among the most diverse ZIP codes in the county and have a high portion of people living below 200 percent of poverty.

ZIP Code	City/Area	New UI Claims/ Capita	Percent BIPOC	% Below 200% of Poverty
98188	SeaTac, Tukwila	60.6%	63.2%	33.7%
98148	Burien, SeaTac, Des Moines	52.0%	52.6%	33.8%
98178	Seattle, Tukwila, Renton, Skyway	51.2%	74.9%	31.5%
98168	Tukwila, Burien, White Center, SeaTac	48.5%	64.4%	36.5%
98108	Seattle, Tukwila, Burien	46.9%	79.1%	38.2%
98118	Seattle	45.2%	76.4%	32.4%
All	King County	33.8%	40.4%	20.7%



Recovery Outlook & Assumptions

Recovery Outlook

- Contingent upon key factors: consumer behavior, vaccine development, federal relief funding
- Nationwide employment projected to return to pre-COVID levels by 2023; regionally 2022 (but sector dependent)
- Regional recovery is happening at a slow pace and varies by sector
- Recovery is slower for people of color, women and workers with lower levels of educational attainment
- The pandemic has accelerated automation, digitization and remote work and will greatly shape the nature of work and skill requirements during and post-pandemic.
- Unemployment (King County) at 7.0% - down from 14.9% May peak, but decrease is slowing
- Re-gained half of lost jobs in August, but slowing; overall employment down 97,400 jobs or 6.6% for year

**RECOVERY
WILL VARY BY
SECTOR**

Sector or Sub-Sector*	2021	2022	2023	2024	2025
Arts, Entertainment and Recreation					
Accommodation and Food Services					
Educational Services					
Transportation and Warehousing					
Manufacturing					
Mining, Oil and Gas Extraction					
Wholesale Trade					
Power and Utilities					
Finance and Insurance					
Construction					
Retail Trade					
Real Estate, Rental and Leasing					
Professional, Scientific and Technical					
Information Services					
Air Passenger Traffic					
Freight and Logistics					
Air Cargo					
Rail Cargo					
Hospitality					
Travel					SKC
Aerospace					SKC
Commercial Real Estate					SKC

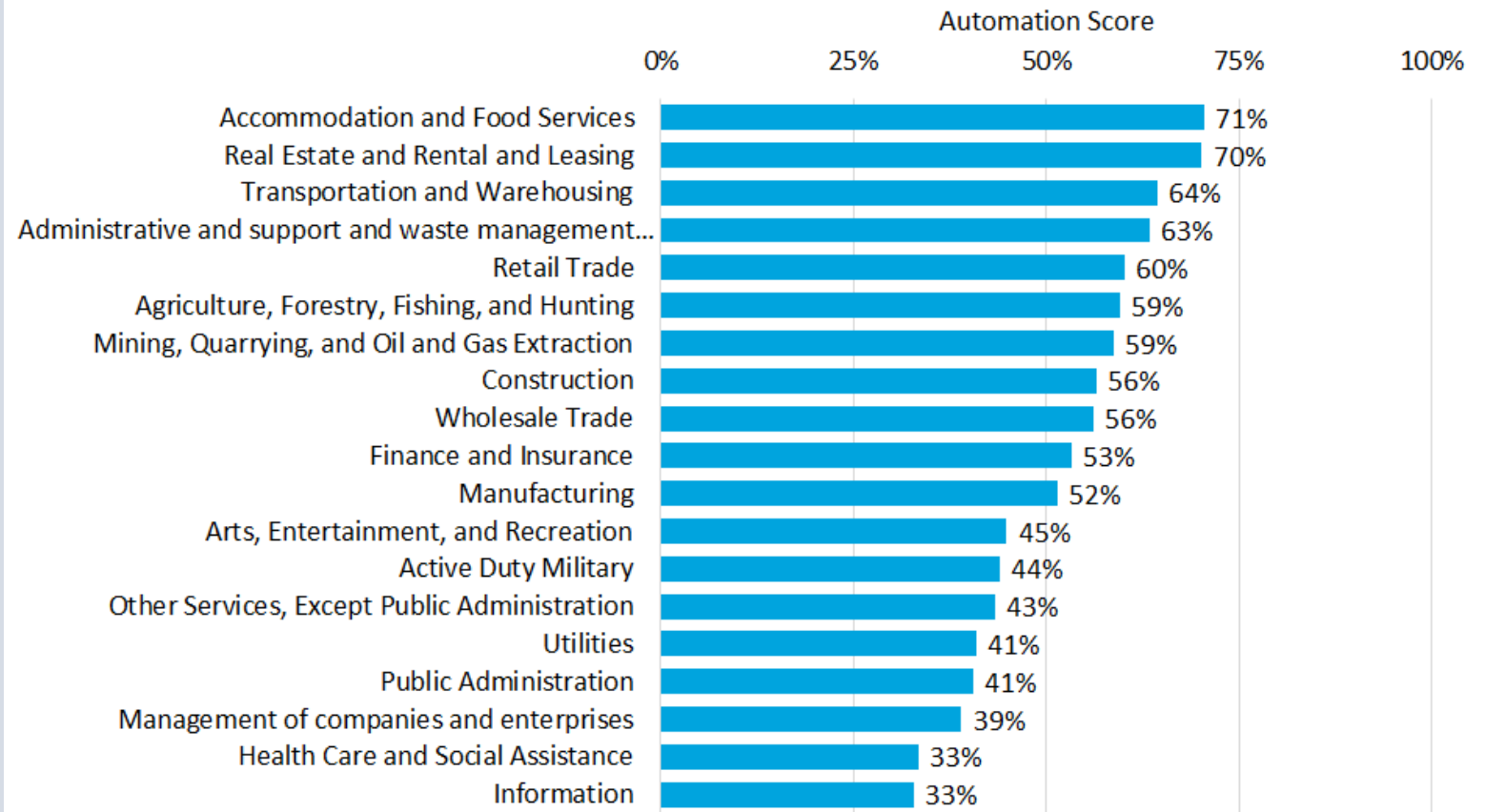
Automation/Digitalization and Green Technologies Across Sectors

- Need for training infrastructure to take advantage of the future change
- Workers will need targeted support for reskilling or upskilling, particularly those in operationally intensive sectors, such as manufacturing, transportation, and retail, and operations-aligned occupations, such as maintenance, claim processing, and warehouse order picking
- Without targeted interventions, displacements due to technology could exacerbate racial economic inequalities.
- Opportunity - scale up the use of competency- and work-based training approaches
- Incumbent-worker upskilling and competency- and work-based training

Automation/
digitalization are on
course to radically
transform work and jobs
across industries

Workers of color are
overrepresented in many
large and automation-
vulnerable occupations.

Automation vulnerability by industry, Seattle Region, WA, 2018



Automation risk is best calculated in terms of the likelihood of computerization of the underlying tasks that make up a given occupation, which can lead to worker displacement

A top-down view of a desk with a red lamp, a ruler, a pen, and a stack of papers. The scene is lit with a warm, yellowish light. A dark grey banner is overlaid across the center of the image.

Opportunity Sectors

PROMISING SECTORS (Noted in Bold)	1. Size and Presence of Sector (2019)	2. Job Recovery/Gr owth - short-term indicators	3. Job Recovery/Gr owth - longer-term outlook	4. Wages and Benefits (% of jobs paying \$30/hr+;2018)	5. Education and Training Requirements	6. Career Pathways	7. Workplace Safety	8. Sector Engagement
CONSTRUCTION	90,168 jobs; 0.99LQ		Varies by segment	64%				
MANUFACTURING	107,619 jobs; 0.86LQ	Varies by segment		61%				
RETAIL TRADE	165,125 jobs; 1.06LQ	Varies by segment	Varies by segment	45%				
Food and beverage stores								
General merchandise								
Non-store retailers	57,291 jobs; 8.18 LQ							
TRANSPORTATION AND WAREHOUSING	58,340 jobs; 0.97LQ	Varies by segment	Varies by segment	44%				
Truck transportation								
Support activities for transportation								
Warehousing, storage								
INFORMATION	123,064 jobs; 4.26LQ			91%				
PROFESSIONAL AND TECHNICAL SERVICES	153,675 jobs; 1.46LQ			74%				
HEALTH CARE AND SOCIAL ASSISTANCE	167,137 jobs; 0.82LQ	Varies by segment		40%				
MARITIME*								

OPPORTUNITY SECTORS

Sector Archetype	Description	Sectors
Moderate Recovery Outlook, Job Quality & Job Access	Combination of recovery outlook that is moderate to strong, moderate job quality and moderate job access or fewer barriers (particularly around training requirements) compared to other sectors identified	<ul style="list-style-type: none"> • Construction • Transportation & Warehousing, • Maritime
Moderate Recovery Outlook / Lower Job Quality / Higher Job Access	Moderate to strong recovery outlook and comparatively lower barriers to job access, but need improvement in some dimensions of job quality, including workplace safety.	<ul style="list-style-type: none"> • Manufacturing • Retail Trade
Strong Recovery Outlook / Higher Job Quality / Lower Job Access	Strong outlook for recovery and higher job quality (in terms of wages and workplace safety) but have significant training requirements, as well as structural barriers to job access for BIPOC workers.	<ul style="list-style-type: none"> • IT • Healthcare

An aerial photograph of Seattle, Washington, showing the city skyline, waterfront, and surrounding hills. A semi-transparent dark grey rectangular box is overlaid on the image, containing the text "Proposed Strategies" in white. The background shows the city's dense urban landscape, including numerous skyscrapers and the waterfront area with boats and a large bridge in the distance.

Proposed Strategies

STRATEGIES

WORKFORCE DEVELOPMENT*	ADVOCACY	SYSTEMS CHANGE
<ul style="list-style-type: none"> ▪ Relief <ul style="list-style-type: none"> ✓ Subsidized Transitional Employment ✓ UI Access – Community Navigators 	<ul style="list-style-type: none"> ▪ Leverage and expand creative funding models 	<ul style="list-style-type: none"> ▪ Strengthen connection between Economic & Workforce Development
<ul style="list-style-type: none"> ▪ Recovery <ul style="list-style-type: none"> ✓ Advance sector partnerships and Strategies ✓ Co-create high demand career pathways ✓ Expand apprenticeship programs ✓ Expand access to credentials with labor market value ✓ Invest in digital literacy 	<ul style="list-style-type: none"> ▪ Strengthen access to childcare, human services and other financial supports 	<ul style="list-style-type: none"> ▪ Measure & track equitable recovery
	<ul style="list-style-type: none"> ▪ Expand portable benefits & wrap-around supports 	<ul style="list-style-type: none"> ▪ Invest in digital infrastructure
	<ul style="list-style-type: none"> ▪ Eliminate prohibitive policies suspending/reinstating drivers' Licenses 	<ul style="list-style-type: none"> ▪ Build meaningful & sustainable community influence & power
<ul style="list-style-type: none"> ▪ Population Specific <ul style="list-style-type: none"> ✓ Opportunity Youth ✓ Immigrant and Refugee Pathways ✓ Justice Involved Re-entry 	<ul style="list-style-type: none"> ▪ Remove criminal background as a barrier to employment 	<ul style="list-style-type: none"> ▪ Build internal capacity on equity
	<ul style="list-style-type: none"> ▪ Partner w/ employers & Industry on equitable recovery commitments 	

RECOVERY CORPS

Subsidized Transitional Employment w/Pathways

- Leverage awarded DOL funds and other public sources of funding to subsidize relief & recovery jobs
- Focus on inclusion of those most impacted by the pandemic, including people of color, immigrants and youth
- ‘Recovery Corps’ – Public/non-profit sector recovery jobs
- Private sector jobs in high-demand occupations
- Include training and supports to create on-ramps to career pathways
- Comprehensive support services

ADVANCE SECTOR PARTNERSHIPS & STRATEGIES

HIGH-DEMAND CAREER PATHWAYS

Develop new and strengthen existing sector partnerships and strategies, which can not only help firms within targeted sectors meet their workforce and skill needs and people get jobs, but also address racial equity and job quality, and promote broader policy/systems change. Initial targeted sectors include:

- **Construction:** Support the work of Regional Public Owners and the Priority Hire program, as way to address racial equity in the construction sector.
- **Information Technology:** Create alternative points of entry and pathways to the IT sector as well as tech occupations that cross sectors to diversify the IT workforce.
- **Healthcare:** Support Healthcare Industry Leadership Table
- **Other Sector Strategies:** Pursue additional industry partnerships in “opportunity sectors” (Maritime, Manufacturing, Transportation & Warehousing)

Construction

Develop and/or Strengthen Sector Strategies & Career Pathways

- Increase partnership opportunities to advance the work of Regional Public Owners collaborative to expand access and training to public sector construction jobs
- Support the development of digital skills curriculum and hybrid in-person and computer training
- Regional workforce backbone to provide research, data, program development and funding for pre-apprenticeship training, apprenticeship retention and support
- Work with labor, contractors and other partners to align and champion greater workforce diversification in the trades
- Fund effective practices to increase entry and retention of diverse workers into the construction trades

Information Technology

Develop and/or Strengthen Sector Strategies & Career Pathways

King, Pierce and Snohomish Tri-County Partnership

BIPOC – IT Summit

- Regional Industry Engagement Partnership
- Leverage transferable skills of displaced workforce to address IT supply gaps across industries
- Develop career pathways and training based on industry input
- Create equity-centered alternative points of entry and pathways to the IT sector
- Identify occupations and skills that enable workers with short-term training (LinkedIn, MSFT, AWS, community colleges, etc.)
- Increase knowledge of changes in IT skill requirements, due to emerging technologies (IoT, AI, Cloud computing/cyber security) and/or business needs

Equitable Recovery and Reconciliation Alliance

**Build
Meaningful and
Sustainable
Community
Influence &
Power**

- Center the voice of the BIPOC community to achieve equitable recovery
- Develop the capacity of credible existing institutions or new partnerships to execute a racially inclusive economic recovery plan
- Invest in BIPOC led policy and strategy development
 - ✓ Equitable Economic Opportunities and Resiliency
 - ✓ Small Business Incubation
 - ✓ Access to Transportation
 - ✓ Homelessness
 - ✓ Workforce Development
 - ✓ Education
 - ✓ Community Engagement and Capacity Building
 - ✓ Housing and Homelessness
 - ✓ Public safety, Police and Criminal Justice Reform

THANK YOU!