

## INDICATORS

### UNEMPLOYMENT RATE

#### Washington

##### (Seasonally Adjusted)

October 2010	9.2%
November 2010	9.2%
December 2010 (prel)	9.3%

#### United States

##### (Seasonally Adjusted)

October 2010	9.7%
November 2010	9.8%
December 2010 (prel)	9.4%

### NONAGRICULTURAL EMPLOYMENT

#### Washington (Seasonally Adjusted)

October 2010	2,785,800
November 2010	2,785,600
December 2010 (prel)	2,787,700

#### Over the Year Change

October 2009-2010	-0.3%
November 2009-2010	0.0%
December 2009-2010 (prel)	0.3%

# Washington Labor Market Quarterly Review

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## Comparing Private and Public Sector Labor Markets

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and Arum Kone, Regional Economist*

### Introduction

During and after the recent recession, employment patterns in the private and the public sectors were very different. Private sector hiring tends to be pro-cyclical, meaning that there is usually significantly more hiring in good economic times, and layoffs and less hiring during recessionary periods. Government employment patterns, on the other hand, tend to be counter-cyclical, meaning they move in the opposite direction of cyclical employment. The counter-cyclical nature of government employment can play a stabilizing role for the economy in the business cycle.

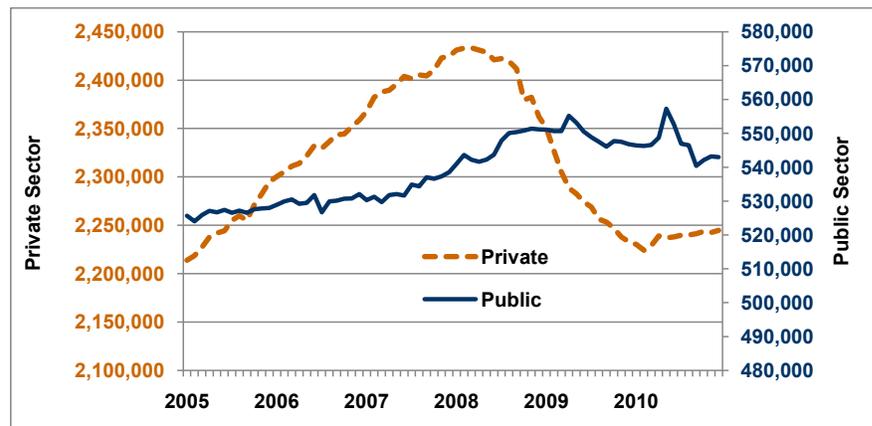
## IN THIS ISSUE

### GOVERNMENT EMPLOYMENT

BY REGION	2
PRIVATE AND PUBLIC OCCUPATIONS	5
EMPLOYMENT	5
PRIVATE AND PUBLIC SECTOR WAGES	7
EDUCATION AND WAGES	9
DEMOGRAPHICS	10
STATS-AT-A-GLANCE	12
WHAT'S NEW	14

Figure 1. Private and Public Employment Levels  
Washington State, 2005 through 2010

Source: Employment Security Department/LMEA



Private sector employment increases and decreases with the business cycle, while public sector employment tends to do the opposite. The complementary nature of these two types of employment helps to stabilize the economy.

## Washington State Employment Security Department

Labor Market and Economic Analysis

February 2011

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In cooperation with the  
U.S. Department of Labor

This counter-cyclical government pattern was evident in recent years (*Figure 1*). The private sector grew at a very strong pace from the middle years of the decade, before peaking at an employment level of 2,433,300 in March 2008. Beginning in April 2008, the private sector lost jobs, eventually bottoming out in February 2010 at a level of 2,224,100.

Government employment grew at a more moderate pace, but continued to add to employment until June 2009, the month the recession officially ended. However, government employment, driven by temporary census hiring, spiked the next year to 557,300. Since that time, government employment has trended down (14,300 jobs lost since May 2010). The private sector has gained more than 20,000 jobs since February 2010.

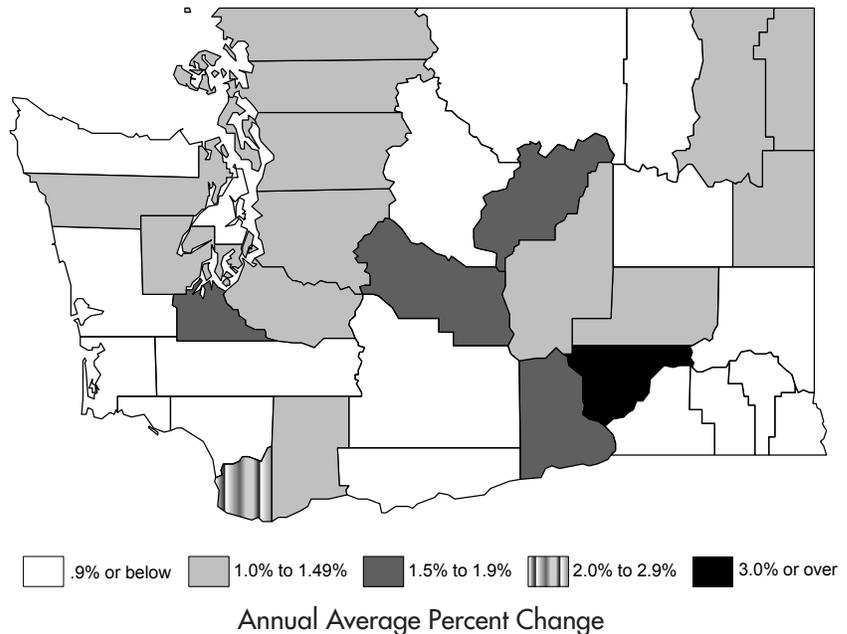
Moving forward, it seems likely that these trends will continue – the private sector should add jobs, and the public sector, dealing with budget challenges, is likely to continue shrinking. This raises the question, What will be the impact of continuing decreases in government employment in Washington state?

Not all areas of the state will be affected equally. The nature and scope of government employment varies by region and not all government workers do the same type of work, have the same skill sets or earn the same wages.

A better understanding of these differences will help us to understand the impacts of our changing private- and public-

Figure 2. Average Annual Population Growth by County Washington, 2000 through 2010

Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages



sector workforces and, in turn, impacts on the given labor markets. This report compares private- and public-sector employment by region, occupation, wages, education level, gender and age.

### Government Employment by Region

Government employment can be broken into three distinct categories: federal, state and local. The composition varies by geographic area, but statewide, government employment is 18.8 percent of all employment. Federal employment makes up 2.7 percent of the total, state government 4.6 percent and local government 11.5 percent.

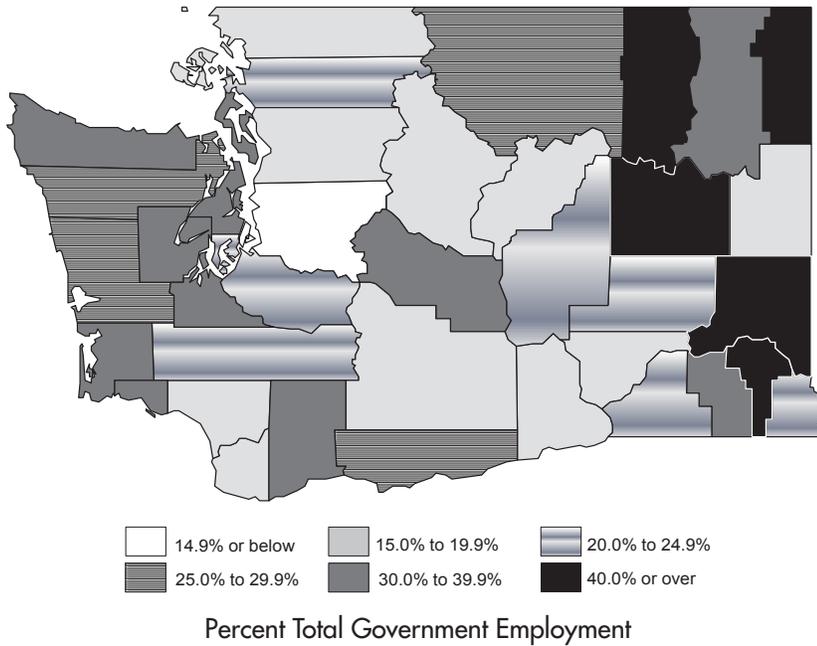
Counties with proportionately high government employment tend to be rural (*Figure 2*), have slower growth rates in jobs and

population, lower average wages and tend to have less industry diversity. There are exceptions, but overall the top 10 counties in terms of total government employment are among the smallest counties in terms of population.

The opposite pattern occurs with counties with larger populations. In more populated counties, the percent of government employment is smaller, the population growth rate tends to be higher, and there is greater industry diversity.

Increases in government employment also follow the same pattern, with the largest sectors growing at the fastest rates. Since 2000, federal government employment has grown the slowest. State government has grown just slightly faster than federal. Local government employment has grown fastest and is the largest of the three types

Figure 3. Government as Percent of Total Employment by County Washington, 2009 Q3 through 2010 Q2  
 Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages



A comparison of the maps in *Figures 2 and 3* show that counties with lower population growth rates tend to have a higher percentage of total government employment, whereas counties with higher population growth rates tend to have a lower percentage of total government employment.

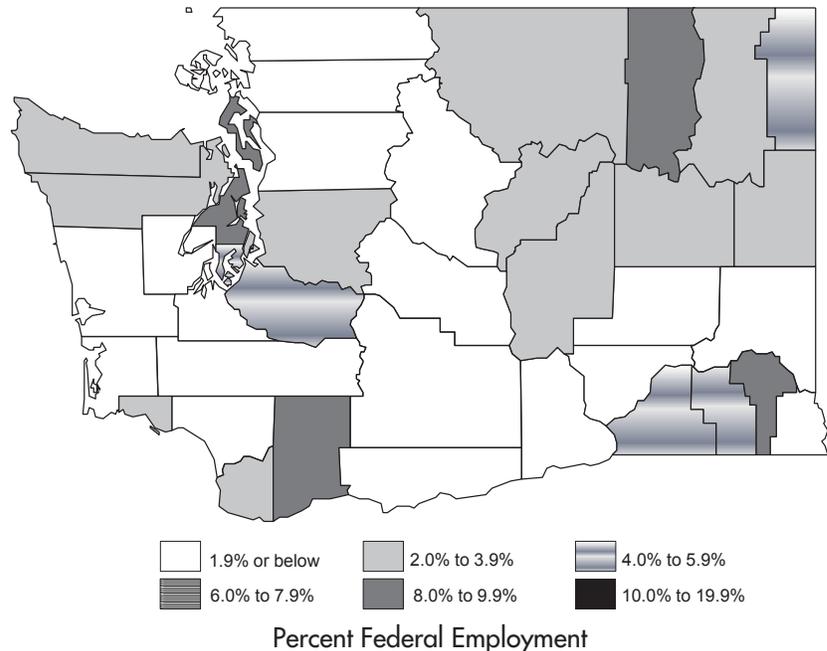
of government employment. Overall, government employment grew at the same rate as the population.

Federal government employment makes up less than 3 percent of total employment. Federal jobs tend to be concentrated in a few locations, such as Kitsap and King counties. Other rural counties have a high percentage of federal employment, but this does not equate to large workforces. These rural and largely resource-extraction economies are small and not very diverse, so clustered employment stands out. Notice Ferry, Garfield and Skamania counties in *Figure 4*.

State government employs about 125,000 Washington workers. While growing faster than private employment since 2000,

state government has grown slower than the population. During the last two recessions, changes in state employment have been counter-cyclical. Growth tends to be fastest at the end of the business cycle and remains positive during the first part of a recession. Two or three years after the bottom of the recession, state employment typically slows or declines before increasing again by the end of the next business cycle. The pattern of government employment comprising a higher percent of employment in rural areas does not hold true for state employment. State government employment tends to correlate more with the location of institutions rather than with population (with the exception of King County, which has the most state employees but no large state

Figure 4. Federal Government Share of Total Employment by County Washington State, 2009 Q3 through 2010 Q2  
 Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages

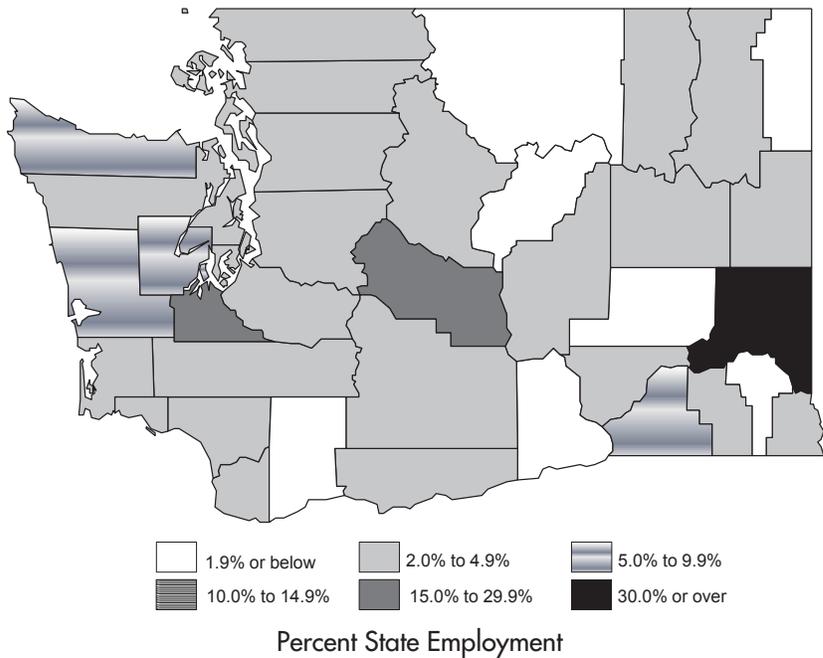


Federal employment is only 3 percent of total government employment in Washington. Federal jobs tend to be clustered, such as at the shipyards in Kitsap County.

institutions). Public institutions such as Washington State University and the Washington State Penitentiary and the location of the state capital explain higher percentages of state employment in Whitman, Walla Walla and Thurston counties (*Figure 5*).

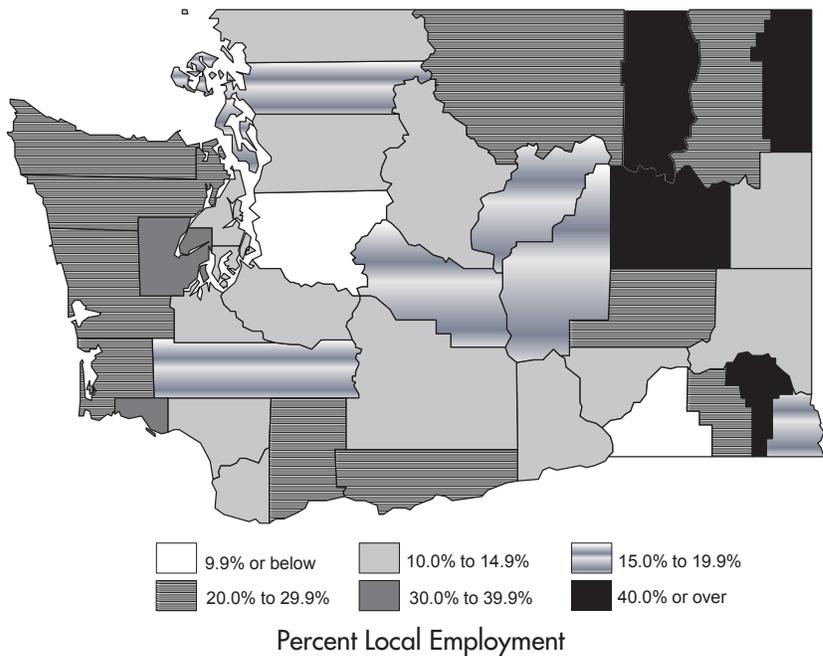
Local government employment makes up more than 11 percent of total state employment. The largest part of this sector is educational services. However, tribal government and enterprises and health care often fall within local government employment. This drives up the share of government in many rural areas, and helps to explain why Ferry, Pend Oreille, Garfield and Lincoln counties have much higher percentages of government employment (over 40 percent of total employment). These counties and others with high local government employment also have lower populations (*Figure 6*).

**Figure 5. State Government Share of Total Employment by County Washington State, 2009 Q3 through 2010 Q2**  
 Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages



State government employment tends to be concentrated near institutions, such as the state capital in Thurston County, the Washington State Penitentiary in Walla Walla County and Washington State University in Whitman County.

**Figure 6. Local Government Share of Total Employment by County Washington State, 2009 Q3 through 2010 Q2**  
 Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages

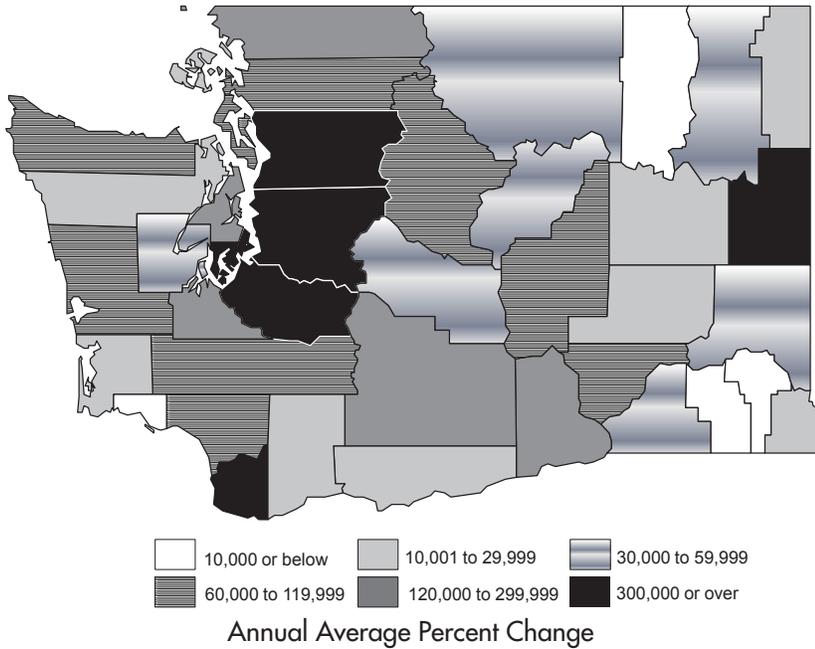


Local government employment tends to represent a greater share of total employment in rural counties with smaller populations. In part, this is because educational services and tribal government and enterprises are included in local government employment statistics.

Statewide, government employment is 18.8 percent of all employment. Federal employment makes up 2.7 percent of the total, state government 4.6 percent and local government 11.5 percent.

Figure 7. Total Population by County  
Washington State, 2010

Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics  
Quarterly Census of Employment and Wages



Washington's population is clustered in the Puget Sound region, Spokane County and Clark County.

## Private and Public Occupations

### Employment

The composition of the public and private workforces in Washington differs. In the private sector, the top occupations in the fall of 2009 were retail salespersons, cashiers and combined food preparation workers. Each of these three occupations had estimated employment of more than 50,000. As shown in *Figure 8*, the top private-sector occupations are predominantly high-turnover, service-oriented jobs.

In contrast, education positions are the top four public-sector occupations. In addition to teaching jobs, there are administrative-related and protective-

Figure 8. Top Private and Public Occupations by Employment Count  
Washington State, September 2010

Source: Employment Security Department/LMEA, Occupational Employment Survey

Private		All Government	
Title	Count	Title	Count
Retail Salespersons	84,762	Teacher Assistants	27,599
Cashiers	65,513	Elementary School Teachers	23,972
Combined Food Prep. and Serving Workers	56,877	Teachers and Instructors, All Other	16,421
Waiters and Waitresses	41,636	Secondary School Teachers	13,451
Registered Nurses	41,401	Registered Nurses	12,861
Office Clerks, General	41,383	Office Clerks, General	12,311
Laborers and Freight, Stock, and Material Movers, Hand	40,593	Janitors and Cleaners	12,034
Bookkeeping, Accounting and Auditing Clerks	40,533	Secretaries, Except Legal, Med. and Executive	11,967
Stock Clerks and Order Fillers	36,160	Middle School Teachers	11,236
Sales Representatives, Wholesale and Mfg.	30,228	Police and Sheriff's Patrol Officers	9,076
Customer Service Representatives	28,915	Fire Fighters	8,645
Truck Drivers, Heavy and Tractor-Trailer	28,309	Business Operations Specialists, All Other	8,454
Carpenters	26,800	Correctional Officers and Jailers	8,173
Janitors and Cleaners	26,204	Bus Drivers, School	7,918
Counter Attendants, Cafeteria, Concession and Coffee Shop	25,089	Maintenance and Repair Workers, General	6,437

In the private sector, the top jobs are high-turnover, service-oriented jobs. The top public sector jobs are in education.

Figure 9. Top Occupations by Level of Government  
 Washington State, September 2010  
 Source: Employment Security Department/LMEA, Occupational Employment Survey

Local		State		Federal	
Title	Count	Title	Count	Title	Count
Teacher Assistants	26,798	Office Clerks, General	5,967	Postal Service Mail Carriers	6,372
Elementary School Teachers	23,972	Registered Nurses	3,849	Business Operations Specialists, All Other	4,562
Teachers and Instructors, All Other	15,679	Office and Admin. Support Workers, All Other	3,538	Postal Mail Sorters, Processors and Operators	3,089
Secondary School Teachers	13,451	Rehabilitation Counselors	2,929	Compliance Officers	2,527
Middle School Teachers	11,236	Executive Secretaries and Admin. Assistants	2,665	Information and Record Clerks, All Other	2,068
Secretaries	9,985	Health Specialties Teachers, Postsecondary	2,437	Registered Nurses	1,767
Janitors and Cleaners	9,552	Adult Literacy, Remedial Ed. and GED Teachers	2,374	Postal Service Clerks	1,432
Fire Fighters	8,337	Business Operations Specialists, All Other	2,056	Engineering Technicians, All Other	1,269
Bus Drivers, School	7,916	Janitors and Cleaners	1,976	Computer Specialists, All Other	1,122
Police and Sheriff's Patrol Officers	7,745	Civil Engineers	1,830	Forest and Conservation Technicians	1,103
Registered Nurses	7,246	Network and Computer Sys. Administrators	1,806	Eligibility Interviewers, Govt. Programs	1,096
Bus Drivers, Transit and Intercity	5,879	Court, Municipal and License Clerks	1,752	Claims Adjusters, Examiners and Investigators	1,085
Office Clerks, General	5,835	Compliance Officers	1,608	Managers, All Other	994
Maint. and Repair Workers, General	4,831	Medical Scientists, Except Epidemiologists	1,536	Installation, Maint. and Repair Workers, All Other	951
Court, Municipal and License Clerks	4,476	Education Administrators, Postsecondary	1,511	Management Analysts	855

The top 15 occupations in local, state and federal government employment have little in common. Registered nurses is the only occupation common to all three lists.

services jobs such as fire fighting, police and corrections.

Janitors, office clerks and registered nurses are the only occupations found in the top 15 occupations for both the public and private sectors.

Differing occupational patterns are also found in federal, state and local government. Registered nurses is the only occupation common to the top 15 occupations for all three levels of government. Business operations

specialists; compliance officers; court, municipal and license clerks; janitors and cleaners; and office clerks were occupations found in two of the three levels of government.

Federal employment is the smallest segment of government employment in Washington, comprising only 14 percent of the public sector. The most common federal occupation is postal service carriers, the third largest is postal sorters and postal ser-

vice clerks rank seventh. Federal employment also includes numerous business operations specialists, compliance officers and information clerks.

State government employment is 4.6 percent of total employment in the state. It is characterized by large numbers of workers in diverse occupations, such as postsecondary teachers (as opposed to elementary and secondary teachers employed by local government), administrative work-

Figure 10. Median Hourly Wage for Occupational Groups  
Washington State, September 2010

Source: Employment Security Department/LMEA, Occupational Employment Survey

Occupational Group	Private	Public Sector			
		Total	Local	State	Federal
Total all Occupations	\$17.44	\$24.00	\$22.66	\$23.80	\$27.90
Food Preparation and Serving-Related	\$10.34	\$13.21	\$13.06	\$14.11	\$19.86
Farming, Fishing and Forestry	\$11.21	\$19.16	\$20.39	\$18.04	\$20.56
Personal Care and Service	\$11.37	\$12.70	\$12.59	\$13.00	\$21.26
Building and Grounds Cleaning and Maint.	\$11.97	\$16.08	\$16.40	\$14.08	\$21.83
Sales and Related	\$13.54	\$14.65	\$11.80	\$15.26	\$30.35
Health Care Support	\$13.78	\$16.23	\$15.41	\$17.19	\$17.95
Protective Service	\$14.58	\$29.03	\$30.99	\$22.83	\$28.17
Transportation and Material Moving	\$15.03	\$19.90	\$19.35	\$20.72	\$28.33
Office and Administrative Support	\$15.82	\$19.00	\$18.50	\$16.96	\$24.61
Production	\$16.57	\$28.16	\$26.84	\$24.02	\$30.22
Community and Social Services	\$17.41	\$24.93	\$26.77	\$23.95	\$32.23
Education, Training and Library	\$17.79	\$23.12	\$22.56	\$24.75	\$25.93
Installation, Maintenance and Repair	\$21.33	\$26.23	\$24.64	\$24.87	\$30.05
Construction and Extraction	\$23.25	\$25.90	\$25.90	\$22.78	\$28.48
Arts, Design, Ent., Sports and Media	\$23.26	\$20.82	\$18.02	\$24.84	\$34.26
Business and Financial Operations	\$30.88	\$28.98	\$31.53	\$25.02	\$33.41
Legal	\$31.87	\$35.63	\$34.99	\$34.76	\$49.86
Health Care Practitioners and Technical	\$32.52	\$32.76	\$31.76	\$33.23	\$36.19
Life, Physical and Social Science	\$32.73	\$28.01	\$30.83	\$25.14	\$30.40
Architecture and Engineering	\$37.39	\$35.87	\$34.18	\$31.92	\$41.09
Computer and Mathematical	\$41.95	\$33.10	\$32.85	\$32.33	\$37.56
Management	\$50.88	\$44.88	\$47.93	\$40.60	\$47.44

This table displays median hourly wages in the private sector and all three levels of government. In general, the lower-paying the occupational family, the more likely the private sector paid less than the public sector. Conversely, in the four highest-paying occupational groups, the private sector paid more than the public sector.

ers, rehabilitation counselors, business operations specialists, civil engineers and computer systems administrators.

Nearly two-thirds of government employment in Washington is at the local level. This predominance is reflected in the list showing top occupations for each level of government. The top three local government occupations are the top three government occupations overall (*Figures 8 and 9*). Also bus drivers, fire

fighters and police primarily work for local governments.

### ***Private and Public Sector Wages***

In September 2010, private-sector occupations in Washington had an estimated median wage of \$17.44 per hour. The median hourly wage for all levels of government was \$24. Breaking down the public sector, the federal government paid the highest median hourly wage at \$27.90, the state median hourly wage

was \$23.80 and local government had the lowest median hourly wage at \$22.66.

*Figure 10* displays median hourly wages for all occupational groups in the private sector and all three levels of government. Overall, food preparation and serving-related was the lowest paying occupational group and management occupations was the highest paying. Generally speaking, the lower-paying the occupational family, the more

likely the private sector paid less than the public sector. The four highest-paying occupational groups all earned a higher wage in the private sector. In all other occupational groups, the overall public sector wage was higher than the private, but in some cases certain levels of government paid a lower wage. For example, local governments paid a lower wage to health care practitioners than did the private sector, and the state paid a lower wage to business and financial operations occupations.

Within the three levels of government, the federal government is most often the highest paying. However, local government pays higher than federal government for protective service occupations; life, physical and social science occupations; and management occupations.

When looking at specific occupations (the six-digit level of the standard occupational classification system), there is more wage variation. Selected specific occupations are shown in *Figure 11*. The difference between private and public hourly wage rates for lower-paying occupational groups is reflected in this table.

Janitors and cleaners come from the building and grounds cleaning group and, like many others from the group, have somewhat higher pay in the public sector rather than in the private sector. This is especially true for federal employment, where janitors earn a median hourly wage of \$21.36. The circumstance is similar for security guards in state employment who earn a median wage of \$20.05.

Computer software engineers and general and operations

managers earn more in the private sector than at any level of government. Total government median wages are lower than private sector median wages for civil engineers and economists because the state pays workers in these occupations less. In both cases, local and federal employment pays more than the private sector, but the state employs a larger share of workers in these occupations and that drives down the median wage.

Education provides an interesting case study but, in most cases only annual wage and not hourly wage data are available. Additionally, primary and secondary education occupations are all in local government and most postsecondary education jobs are at the state level. These factors make hourly wage comparisons to the private sector and between the three levels of government

Figure 11. Median Hourly Wage for Selected Occupations  
Washington State, September 2010

Source: Employment Security Department/LMEA, Occupational Employment Survey

Occupational Title	Private	Public Sector			
		Total	Local	State	Federal
<b>Total All Occupations</b>	<b>\$17.44</b>	<b>\$24.00</b>	<b>\$22.66</b>	<b>\$23.80</b>	<b>\$27.90</b>
Civil Engineering Technicians	\$26.33	\$25.36	\$26.16	\$24.45	NA
Civil Engineers	\$38.79	\$35.94	\$37.64	\$33.54	\$44.16
Computer Software Engineers, Applications	\$45.23	\$41.57	\$41.16	\$44.85	NA
Cooks, Institution and Cafeteria	\$12.46	\$15.16	\$14.79	\$16.61	\$23.51
Economists	\$36.21	\$34.76	\$39.26	\$33.41	\$48.57
General and Operations Managers	\$57.49	\$51.33	\$52.99	\$44.47	\$53.11
Graphic Designers	\$22.86	\$24.55	\$25.90	\$23.25	\$34.47
Janitors and Cleaners	\$11.57	\$15.87	\$16.19	\$13.96	\$21.36
Medical Assistants	\$15.97	\$17.29	\$16.71	\$18.21	NA
Registered Nurses	\$34.81	\$36.49	\$34.54	\$38.18	\$38.92
Security Guards	\$15.08	\$18.37	\$17.80	\$20.05	\$16.81
Social and Human Service Assistants	\$12.67	\$16.86	\$17.34	\$16.41	\$20.54
Training and Development Specialists	\$31.20	\$31.99	\$34.13	\$27.59	\$26.40

The federal median wage for many jobs is higher than the state government, local government or private sector median wage.

difficult. However, a sample of education occupations ranging from teacher assistants to post-secondary teachers shows that, in most cases, higher wages are found in the public sector. There are some higher-paying occupations such as postsecondary biology teachers, which garner a higher wage from public sector institutions than private ones.

### *Education and Wages*

Why is the government wage for some jobs higher than the private sector wage? An examination of training and education levels in the public and private sectors provides an explanation.

Many studies, including the Employment Security Department's job vacancy surveys and the U.S. Bureau of Labor Statistics Occupational Employment Statistics data, have shown a strong positive correlation between advanced training and education and higher wages. *Figures 12 and 13* show that a much larger share of private sector employment is in occupations that typically require only on-the-job training (OJT).

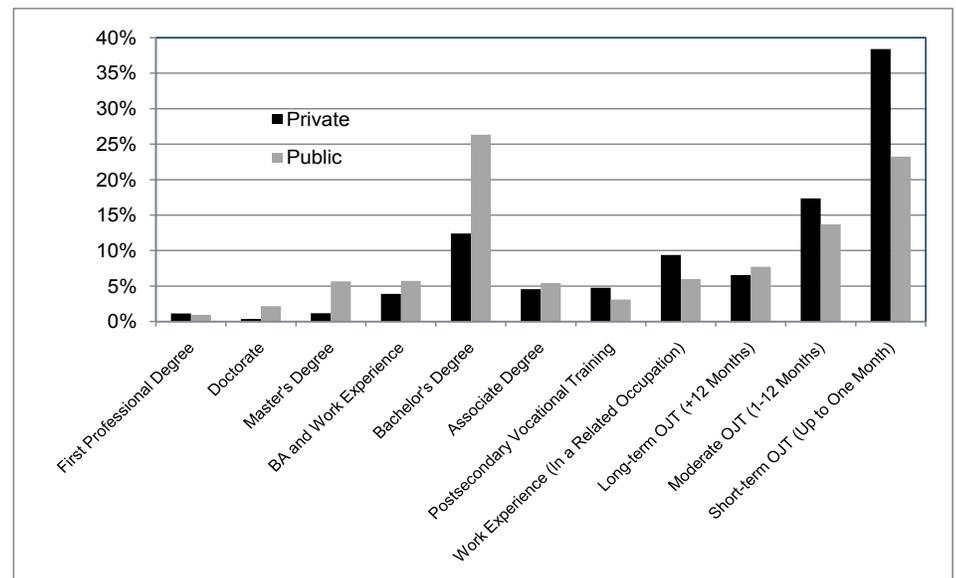
For the private sector, 62 percent of its workforce falls within the OJT category, compared to 50 percent for federal occupations, 30 percent for state occupations and 45 percent for local occupations. Additionally, a much higher share of public sector employment comes from occupations that typically require a bachelor's degree or higher.

There are also differences in the educational make-up of the three levels of government employment. For example, state employment has a relatively large share of jobs requiring a bachelor's degree plus work experience, a master's degree or a doctorate degree. Federal government has a relatively large share of employment requiring long-term and short-term OJT. Federal government employment requiring long-term OJT includes occupations such as compliance officers and claims adjusters, whereas the short-term OJT includes most of the postal service workers. Many of the local government positions requiring a bachelor's degree are primary and secondary school teachers.

**Many studies have shown a strong positive correlation between advanced training and education and higher wages.**

Figure 12. Percent of Workforce by Education Level in the Private and Public Sectors Washington State, September 2010

Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics



Only on-the-job training is required for 62 percent of jobs in the private sector, compared to 44 percent in the public sector. Additionally, the public sector has a much larger share of jobs requiring a bachelor's degree or higher than the private sector does. These differences in training and education help to explain higher wages in the public sector.

Figure 13. Education Level for Private and Government Workforces  
 Washington State, September 2010  
 Source: Employment Security Department/LMEA, U.S. Bureau of Labor Statistics

Education/ Training	Private		Total Government		Local		State		Federal	
	#	%	#	%	#	%	#	%	#	%
<b>First Professional Degree</b>	<b>24,782</b>	<b>1.1%</b>	<b>4,937</b>	<b>0.9%</b>	<b>2,383</b>	<b>0.7%</b>	<b>591</b>	<b>0.6%</b>	<b>1,202</b>	<b>1.8%</b>
Doctorate	8,271	0.4%	11,377	2.2%	1,053	0.3%	8,931	8.5%	720	1.1%
Master's Degree	25,440	1.2%	29,566	5.7%	11,684	3.6%	16,595	15.9%	1,351	2.1%
BA and Work Experience	84,198	3.9%	29,855	5.7%	15,892	4.9%	7,529	7.2%	2,398	3.7%
Bachelor's Degree	268,231	12.4%	137,412	26.3%	91,698	28.5%	23,482	22.5%	13,616	20.7%
Associate Degree	99,059	4.6%	28,387	5.4%	13,284	4.1%	6,927	6.6%	6,898	10.5%
Postsecondary Vocational Training	102,930	4.8%	16,152	3.1%	11,159	3.5%	2,106	2.0%	2,229	3.4%
Work Experience (In a Related Occupation)	202,893	9.4%	31,260	6.0%	17,232	5.4%	7,424	7.1%	4,470	6.8%
Long-term OJT (+12 Months)	141,801	6.6%	40,295	7.7%	26,274	8.2%	4,248	4.1%	8,885	13.5%
Moderate OJT (1-12 Months)	375,552	17.4%	71,451	13.7%	51,637	16.0%	6,597	6.3%	6,457	9.8%
Short-term OJT (Up to One Month)	831,132	38.4%	121,227	23.2%	79,688	24.7%	20,106	19.2%	17,461	26.6%
<b>Totals</b>	<b>2,164,287</b>	<b>100.0%</b>	<b>521,919</b>	<b>100.0%</b>	<b>321,982</b>	<b>100.0%</b>	<b>104,536</b>	<b>100.0%</b>	<b>65,687</b>	<b>100.0%</b>

## Demographics

Employment by age and gender is not the same in the private and public sectors.

Men have a larger share of private sector employment (51.4 percent male, 48.6 percent female) and women make up the majority of the government workforce (40.8 male, 59.2 percent female).

A breakdown of employment by age shows men making up a larger percent of private employment, with a noticeable difference in the age groups 25-34 and 35-44 (*Figure 14*)

when compared to government employment. The gap reduces between ages 45-54 and is essentially even between 55-64 and 65-99.

In terms of workforce participation, before the age of 24 women participate in greater numbers than men. In government employment, overall, women are more likely to participate, but this is especially true in the 45-54 and 55-64 age groups. Women in these age groups make up over 32 percent of total government employment.

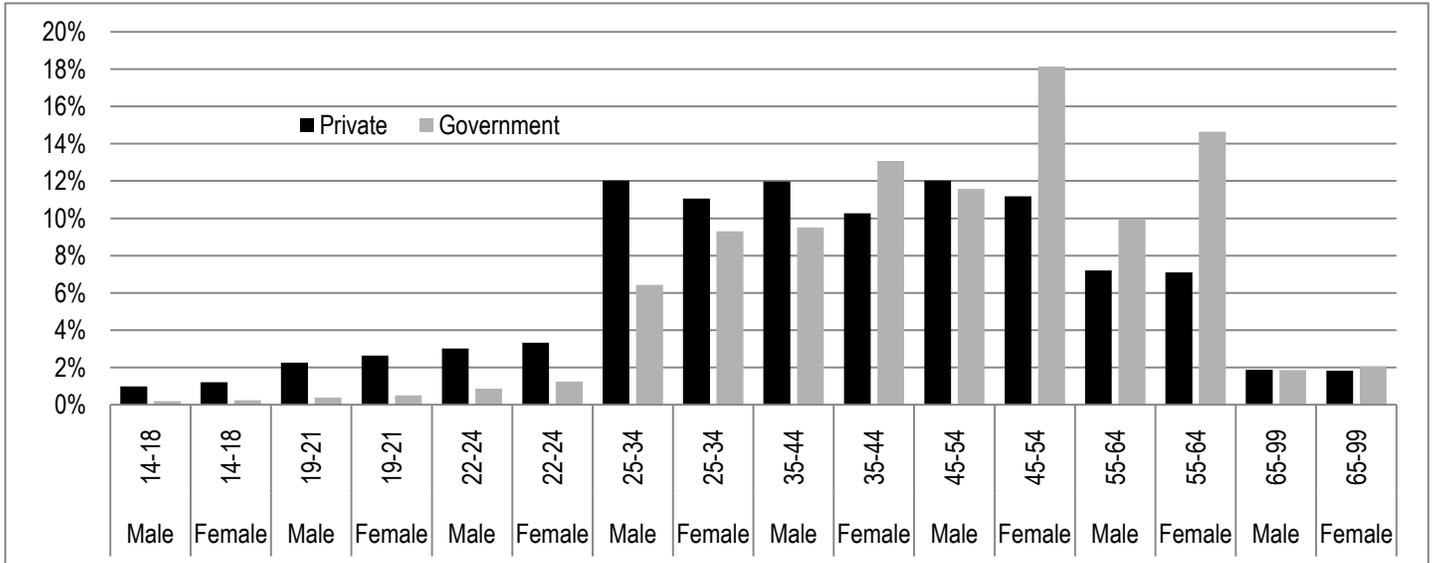
Some of the gender and age difference between the private

and public sectors is likely attributable to the differing occupational make-up (as covered in the previous section). For example, primary and secondary school teachers and registered nurses are among the most common government jobs and these occupations tend to have higher concentrations of older female workers.<sup>1</sup>

<sup>1</sup> According to the U.S. Bureau of Labor Statistics, in 2009, 47 percent of total employment was female. However, females made up 74 percent of education, training and library occupations, 75 percent of health care practitioners and 89 percent of health care support occupations. <ftp://ftp.bls.gov/pub/special.requests/lf/aat9.txt>.

Figure 14. Employment by Age and Gender in the Public and Private Sectors  
 Washington State, Fourth Quarter 2009

Source: U.S. Bureau of Labor Statistics, Local Employment Dynamics



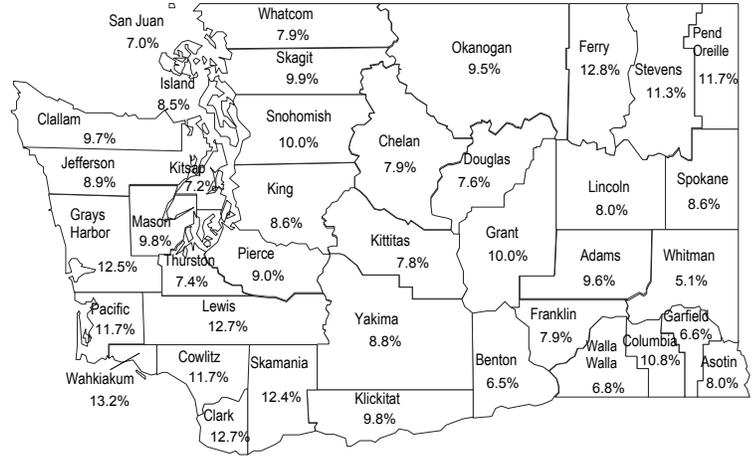
Men make up more of the private-sector workforce and women make up more of the public-sector workforce. Women in the 45-54 and 55-64 age groups comprise 32 percent of all government employment.

# Fourth Quarter 2010 Stats-At-A-Glance

## Monthly Resident Civilian Labor Force and Employment in Washington State and U.S.

(In Thousands)	October 2010 (Revised)	November 2010 (Revised)	December 2010 (Prel)
<b>Seasonally Adjusted Unemployment Rate:</b>			
Washington State	9.2%	9.2%	9.3%
United States	9.7%	9.8%	9.4%
<b>Washington State Not Seasonally Adjusted:</b>			
Resident Civilian Labor Force	3,556.3	3,547.8	3,511.1
Employment	3,248.5	3,221.2	3,186.8
Unemployment	307.8	326.6	324.3
Percent of Labor Force	8.7%	9.2%	9.2%

## Average Unemployment Rates by County October, November and December 2010 Washington = 9.0% / United States = 9.2% Not Seasonally Adjusted



Washington State  
Employment Security Department  
Labor Market and Economic Analysis

## Civilian Labor Force Estimates for Washington State Counties and MSAs<sup>1</sup>

Date: 1/19/11  
Benchmark: March 2009

	October 2010 Revised				November 2010 Revised				December 2010 Preliminary			
	Labor Force	Employment	Unemployment	Unemployment Rate	Labor Force	Employment	Unemployment	Unemployment Rate	Labor Force	Employment	Unemployment	Unemployment Rate
<b>Not Seasonally Adjusted</b>												
Washington State Total	3,556,330	3,248,510	307,820	8.7	3,547,840	3,221,210	326,630	9.2	3,511,110	3,186,840	324,270	9.2
Bellingham MSA	107,060	99,070	8,000	7.5	108,670	100,020	8,640	8.0	106,380	97,710	8,660	8.1
Bremerton MSA	126,270	117,470	8,790	7.0	128,350	119,060	9,290	7.2	127,090	117,850	9,240	7.3
Kennewick-Pasco-Richland MSA	139,910	131,500	8,410	6.0	135,890	126,370	9,520	7.0	133,870	123,470	10,400	7.8
Benton County <sup>2</sup>	101,410	95,310	6,100	6.0	97,990	91,590	6,390	6.5	96,310	89,490	6,820	7.1
Franklin County <sup>2</sup>	38,500	36,190	2,310	6.0	37,900	34,780	3,130	8.3	37,560	33,980	3,590	9.5
Longview MSA (Cowlitz)	44,220	39,260	4,960	11.2	45,110	39,710	5,400	12.0	44,340	39,030	5,310	12.0
Mt. Vernon-Anacortes MSA (Skagit)	57,880	52,560	5,320	9.2	58,210	52,310	5,900	10.1	57,350	51,460	5,880	10.3
Olympia MSA	131,990	122,450	9,540	7.2	134,840	124,680	10,160	7.5	133,620	123,510	10,110	7.6
Seattle-Bellevue-Everett MD*	1,491,260	1,357,150	134,110	9.0	1,483,660	1,347,750	135,910	9.2	1,479,130	1,349,740	129,390	8.7
King County <sup>2</sup>	1,109,200	1,013,080	96,120	8.7	1,103,460	1,006,070	97,390	8.8	1,099,720	1,007,550	92,170	8.4
Snohomish County <sup>2</sup>	382,060	344,070	37,990	9.9	380,210	341,690	38,520	10.1	379,410	342,190	37,220	9.8
Spokane MSA	240,300	220,930	19,370	8.1	245,280	224,300	20,980	8.6	242,860	220,830	22,030	9.1
Tacoma Metropolitan Division	396,580	361,970	34,610	8.7	403,380	366,570	36,800	9.1	399,880	363,190	36,700	9.2
Wenatchee MSA	66,650	62,360	4,300	6.4	61,790	56,730	5,060	8.2	60,530	55,130	5,390	8.9
Chelan County <sup>2</sup>	43,850	41,030	2,820	6.4	40,760	37,320	3,430	8.4	39,870	36,270	3,590	9.0
Douglas County <sup>2</sup>	22,810	21,330	1,470	6.5	21,040	19,410	1,630	7.7	20,660	18,860	1,800	8.7
Yakima MSA	136,090	126,600	9,490	7.0	126,650	115,040	11,610	9.2	123,580	110,590	12,980	10.5
Aberdeen MSA (Grays Harbor)	30,540	26,960	3,580	11.7	30,750	26,840	3,910	12.7	30,270	26,290	3,980	13.1
Centralia MSA (Lewis)	30,940	27,280	3,660	11.8	31,570	27,510	4,060	12.9	31,110	26,970	4,140	13.3
Ellensburg MSA (Kittitas)	22,290	20,690	1,600	7.2	21,830	20,120	1,720	7.9	21,220	19,420	1,800	8.5
Moses Lake MSA (Grant)	44,970	41,500	3,480	7.7	40,710	36,510	4,200	10.3	39,140	34,360	4,780	12.2
Oak Harbor MSA (Island County)	32,950	30,250	2,700	8.2	33,530	30,630	2,900	8.7	33,080	30,190	2,890	8.7
Port Angeles MSA (Clallam)	30,230	27,460	2,770	9.1	30,660	27,680	2,980	9.7	29,980	26,940	3,040	10.1
Pullman MSA (Whitman)	22,600	21,440	1,160	5.1	22,690	21,530	1,170	5.1	22,340	21,220	1,130	5.1
Shelton MSA (Mason)	26,320	23,860	2,470	9.4	26,880	24,230	2,650	9.9	25,820	23,170	2,640	10.2
Walla Walla MSA (Walla Walla)	33,090	31,090	2,000	6.1	32,290	30,120	2,170	6.7	29,970	27,680	2,290	7.6
Adams	8,820	8,200	620	7.0	7,910	7,110	800	10.1	7,800	6,880	930	11.9
Asotin <sup>2</sup>	10,330	9,590	740	7.2	10,640	9,720	920	8.6	10,460	9,600	860	8.2
Clark <sup>2</sup>	216,650	190,070	26,580	12.3	223,020	193,930	29,090	13.0	219,800	191,400	28,400	12.9
Columbia	1,520	1,380	140	9.5	1,500	1,330	170	11.4	1,530	1,350	180	11.5
Ferry	2,980	2,630	350	11.8	3,040	2,650	390	12.8	2,970	2,560	410	13.9
Garfield	1,040	980	60	6.1	1,020	950	70	6.7	990	920	70	7.4
Jefferson	12,960	11,870	1,100	8.5	13,170	11,970	1,190	9.0	12,970	11,770	1,200	9.2
Klickitat	10,980	10,040	950	8.6	10,880	9,810	1,070	9.8	10,730	9,560	1,170	10.9
Lincoln	4,930	4,580	350	7.1	4,970	4,570	400	8.0	4,890	4,460	430	8.8
Okanogan	26,140	24,320	1,820	7.0	20,530	18,410	2,120	10.3	19,720	17,380	2,340	11.8
Pacific	9,330	8,300	1,040	11.1	9,430	8,280	1,150	12.2	9,150	8,070	1,080	11.8
Pend Oreille	5,460	4,870	590	10.7	5,580	4,900	670	12.1	5,490	4,810	670	12.3
San Juan	7,980	7,480	500	6.3	7,870	7,320	550	7.0	7,740	7,150	590	7.6
Skamania <sup>2</sup>	5,020	4,480	540	10.7	5,280	4,570	710	13.4	5,180	4,510	670	12.9
Stevens	18,420	16,500	1,920	10.4	18,700	16,600	2,100	11.2	18,580	16,310	2,270	12.2
Wahkiakum	1,600	1,400	200	12.5	1,590	1,380	210	13.3	1,570	1,350	220	13.8

<sup>1</sup> Official U.S. Department of Labor, Bureau of Labor Statistics data

<sup>2</sup> Estimates are determined by using the Population/Claims Share disaggregation methodology.

Note: Detail may not add due to rounding.

\*Metropolitan Division

MSA – Metropolitan Statistical Area

# Nonagricultural Wage and Salary Employment in Washington State, Place of Work<sup>1</sup>

## Seasonally Adjusted

Quarterly Benchmark: June 2010

In Thousands

Industry	July 2010 (Rev)	August 2010 (Rev)	Sept. 2010 (Rev)	Oct. 2010 (Rev)	Nov. 2010 (Rev)	Dec. 2010 (Prel)
<b>Total Nonfarm</b>	<b>2,786,700</b>	<b>2,786,600</b>	<b>2,781,600</b>	<b>2,785,800</b>	<b>2,785,600</b>	<b>2,787,700</b>
Mining and Logging	6,100	6,100	6,200	6,100	6,000	5,800
Logging	3,800	3,800	3,900	3,800	3,800	3,800
<b>Construction</b>	<b>141,200</b>	<b>141,100</b>	<b>140,600</b>	<b>140,500</b>	<b>138,000</b>	<b>137,100</b>
Construction of Buildings	34,900	34,700	34,500	34,400	34,100	33,800
Heavy and Civil Engineering	17,400	17,400	17,500	17,500	17,200	16,900
Speciality Trade Contractors	88,900	89,000	88,600	88,600	86,700	86,400
<b>Manufacturing</b>	<b>257,300</b>	<b>257,400</b>	<b>258,200</b>	<b>258,100</b>	<b>258,000</b>	<b>259,400</b>
Durable Goods	183,900	182,700	183,700	183,500	184,000	186,000
Wood Products	13,100	13,000	13,100	13,100	12,900	13,000
Fabricated Metal Products	16,500	16,400	16,600	16,600	16,600	16,600
Computer and Electronic Products	19,000	18,900	19,100	19,000	19,000	19,100
Transportation Equipment	89,700	89,000	89,600	89,500	90,000	91,600
Aerospace Products and Parts	80,700	80,000	80,400	80,300	80,800	82,400
Nondurable Goods	73,400	74,700	74,500	74,600	74,000	73,400
Food Manufacturing	33,700	34,400	34,400	34,500	33,900	33,900
<b>Wholesale Trade</b>	<b>122,100</b>	<b>122,400</b>	<b>122,900</b>	<b>123,400</b>	<b>124,400</b>	<b>124,600</b>
<b>Retail Trade</b>	<b>310,600</b>	<b>310,300</b>	<b>311,100</b>	<b>311,700</b>	<b>311,400</b>	<b>312,700</b>
Motor Vehicle and Parts Dealers	36,000	36,000	36,200	36,400	36,700	37,200
Food and Beverage Stores	61,000	61,000	60,700	60,900	61,000	61,500
Clothing and Clothing Accessories Stores	22,700	22,900	23,300	23,400	23,100	23,200
General Merchandise Stores	68,200	67,900	67,700	68,200	67,900	67,700
<b>Transportation, Warehousing and Utilities</b>	<b>90,600</b>	<b>90,200</b>	<b>90,200</b>	<b>89,900</b>	<b>90,200</b>	<b>90,500</b>
Utilities	5,500	5,500	5,500	5,500	5,500	5,500
Transportation and Warehousing	85,100	84,700	84,700	84,400	84,700	85,000
Air Transportation	10,200	10,300	10,200	10,200	10,100	10,100
Water Transportation	3,300	3,300	3,300	3,300	3,300	3,300
Truck Transportation	22,800	22,700	22,800	22,600	22,700	22,500
Support Activities for Transportation	17,800	17,600	17,700	17,500	17,400	17,400
Support Activities for Water Transportation	5,900	5,900	6,100	6,000	6,000	5,800
Warehousing and Storage	9,800	9,600	9,500	9,400	9,500	9,500
<b>Information</b>	<b>102,200</b>	<b>102,900</b>	<b>103,000</b>	<b>103,400</b>	<b>102,900</b>	<b>102,800</b>
Software Publishers	50,900	51,300	51,500	51,700	51,600	51,800
Telecommunications	24,800	25,000	24,900	25,000	24,900	24,900
<b>Financial Activities</b>	<b>133,900</b>	<b>134,500</b>	<b>134,700</b>	<b>134,700</b>	<b>134,800</b>	<b>133,900</b>
Finance and Insurance	88,500	88,900	89,000	89,000	89,000	88,500
Credit Intermediation and Related Activities	41,300	41,300	41,500	41,500	41,500	41,100
Insurance Carriers and Related Activities	36,000	36,200	36,000	36,200	36,200	36,000
Real Estate and Rental and Leasing	45,400	45,600	45,700	45,700	45,800	45,400
<b>Professional and Business Services</b>	<b>324,600</b>	<b>324,000</b>	<b>322,900</b>	<b>324,900</b>	<b>325,500</b>	<b>326,300</b>
Professional, Scientific and Technical Services	163,200	163,000	162,800	163,000	163,200	162,800
Legal Services	20,800	20,900	21,100	21,000	20,900	21,000
Architectural and Engineering Services	34,400	34,300	34,800	34,900	34,800	34,700
Computer Systems Design and Related Services	34,400	34,300	34,600	34,800	34,900	35,000
Management of Companies and Enterprises	30,900	30,700	30,500	30,600	30,800	31,000
Admin and Support and Waste Management and Remediation	130,500	130,300	129,600	131,300	131,500	132,500
Employment Services	36,200	35,400	34,700	36,100	36,400	37,500
<b>Education and Health Services</b>	<b>377,600</b>	<b>378,000</b>	<b>378,400</b>	<b>378,200</b>	<b>378,400</b>	<b>378,800</b>
Education Services	49,900	50,100	49,700	49,900	50,400	50,300
Hospitals	73,800	74,100	74,200	74,200	74,500	74,800
Nursing and Residential Care Facilities	60,500	60,900	60,600	60,800	60,200	60,200
Social Assistance	61,100	60,500	61,600	60,900	60,900	60,700
<b>Leisure and Hospitality</b>	<b>267,000</b>	<b>266,800</b>	<b>266,600</b>	<b>266,200</b>	<b>266,500</b>	<b>266,700</b>
Arts, Entertainment and Recreation	45,500	45,000	45,100	45,000	45,000	45,000
Accommodation	29,200	29,200	29,200	29,200	29,100	29,400
Food Services and Drinking Places	192,300	192,600	192,300	192,000	192,400	192,300
<b>Government</b>	<b>546,900</b>	<b>546,500</b>	<b>540,400</b>	<b>542,100</b>	<b>543,200</b>	<b>543,000</b>
Federal Government	76,100	74,800	73,800	72,900	73,500	73,300
Total State Government	147,800	147,300	145,900	147,300	147,500	148,100
State Government Educational Services	78,600	78,200	76,500	78,000	78,400	78,900
Total Local Government	323,000	324,400	320,700	321,900	322,200	321,600
Local Government Educational Services	154,300	155,600	152,800	153,900	154,100	153,800
<b>Workers in Labor-Management Disputes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<sup>1</sup> Excludes proprietors, self-employed, members of armed forces and private household employees. Includes all full- and part-time wage and salary workers receiving pay during the pay period including the 12th of the month.

Prepared by the Employment Security Department, Labor Market and Economic Analysis branch using a Quarterly Benchmark process. This process uses the most recent quarter from the unemployment insurance tax reports (currently June 2010) and estimates employment from that point to present.

## County Profiles

*These are the newest of 32 online reports profiling individual or groups of counties. Each report deals with the economic health of a specific area; including employment trends, demographics, wages and changes in labor force and population.*

### Benton County Profile

Benton County's not seasonally adjusted unemployment rate in 2009 was 2.1 percent below the state and 2.5 percent below the national level. Its labor force participation rate was estimated to be around 55.2 percent, another indicator of a strong, stable economy.

### Clark County Profile

The total county labor force was estimated at 217,700 in 2010, essentially the same as in 2009. Unemployment was higher at 13.4 percent, which was substantially higher than the state average, apparently due to the disproportionate number of residents who lost jobs in Portland, Oregon.

### Cowlitz County Profile

The total county labor force was estimated at 44,300 in 2010, about 1 percent lower than in 2009. Unemployment was slightly improved in 2010 at 12.5 percent from 12.9 percent in 2009.

### Franklin County Profile

Between December of 1990 and December of 2009, Franklin County's civilian labor force increased by 16,840 individuals, or by 87.9 percent. In the last 10 years, it added about 12,350 individuals to the labor force, a 52.2 percent growth.

### Pend Oreille County Profile

The civilian labor force was 5,550 in November 2010, up from a year ago when it stood at 5,450. The unemployment rate for Pend Oreille County decreased to 11.2 percent in November 2010 compared to last year's 13.1 percent.

### Skagit County Profile

The county civilian labor force was benchmarked at 58,460 in 2009. The county unemployment rate was 9.6 percent, with 5,620 unemployed residents in 2009. The county has had higher unemployment rates than the state for every year since 1990, with the exception of a tie in 2007.

### Stevens County Profile

The civilian labor force was estimated at 18,660 in the preliminary November 2010 numbers. The unemployment rate was 11.1 percent in November 2010, down from 11.5 percent in November 2009.



## Quarterly Census of Employment and Wages (QCEW)

The QCEW measures employment and wages in industries covered by unemployment insurance. Data are available by industry and by county. We focus on the wage portion of this report and cover information on the total number of firms in the state, total wages paid for the quarter and average employment.

## Washington State Labor Market and Economic Report

This annual report includes the national and state year in review; seasonal, structural and cyclical industry employment; unemployment; occupations after the recession; industry and employment projections; wages and income; and economic comparisons with other states.

These reports and more are available at [www.workforceexplorer.com](http://www.workforceexplorer.com).

Q C E W Quarterly Census of Employment and Wages		Washington State Employment and Wages
Second Quarter 2010 Preliminary		
CONTENT		
<b>Table 1</b>	<b>Covered Employment</b> Quarterly by Industry Washington State Second Quarter 2010	<p>The Quarterly Census of Employment and Wages (QCEW) measures employment and wages in industries covered by unemployment insurance. Data are available by industry and by county. Because the Washington State Employment Security Department reports employment estimates every month, this quarterly report focuses on wages.</p> <p>This report includes information on the total number of firms in the state, total wages paid for the quarter and average employment. Average weekly wages, also called average weekly pay, are calculated by dividing total wages by average employment and then dividing by 13 (the number of weeks in a quarter).</p> <p><b>Overview</b></p> <p>Weekly pay in Washington averaged \$898 in the second quarter of 2010, a 2 percent increase from a year earlier when weekly pay averaged \$880. In the first quarter of 2010, weekly pay averaged \$901. Average weekly pay decreased by 0.4 percent from the first quarter of 2010 to the second quarter 2010. These figures are not adjusted for seasonal variation.</p> <p>In the second quarter of 2010, eight of the 20 industries at the two-digit North American Industry Classification System (NAICS) level posted average weekly pay over \$1,000. The three highest paying industry sectors were information (\$1,740), management of companies and enterprises (\$1,625) and utilities (\$1,438).</p> <p>Four of the 20 two-digit NAICS industries posted average weekly pay of less than \$500 during the second quarter of 2010. The three lowest paying industry sectors were accommodation and food services (\$344), agriculture, forestry, fishing and hunting (\$480) and arts, entertainment and recreation (\$442). Keep in mind that this measure reflects only average weekly pay, not full-time pay. Many sectors with low average weekly pay have a high incidence of part-time employees.</p> <p><i>For more information, contact Chris Thomas at 360-438-3160</i></p>
<b>Table 2</b>	<b>Average Weekly Wage</b> by County, Second Quarter 2010	
<b>Table 3</b>	<b>Hourly Average Weekly Wage by County, Second Quarter 2010</b>	
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<p>Washington State Employment Security Department Labor Market and Economic Analysis January 2011</p> <p></p>		



## Washington Labor Market Quarterly Review

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