

# *The Road to Workforce and Economic Development*

Spokane Economic Symposium  
May 20, 2011



Spokane Area  
WORKFORCE DEVELOPMENT COUNCIL

# Keys to Regional Success

Align Workforce and Economic Development and coordinate a responsive strategy that serves businesses and job seekers

- **Shared goals** of increased availability of **skilled workforce**, **higher earnings**, and more **profitable business environment**
- Leverage resources and support career/wage advancement *and* business development



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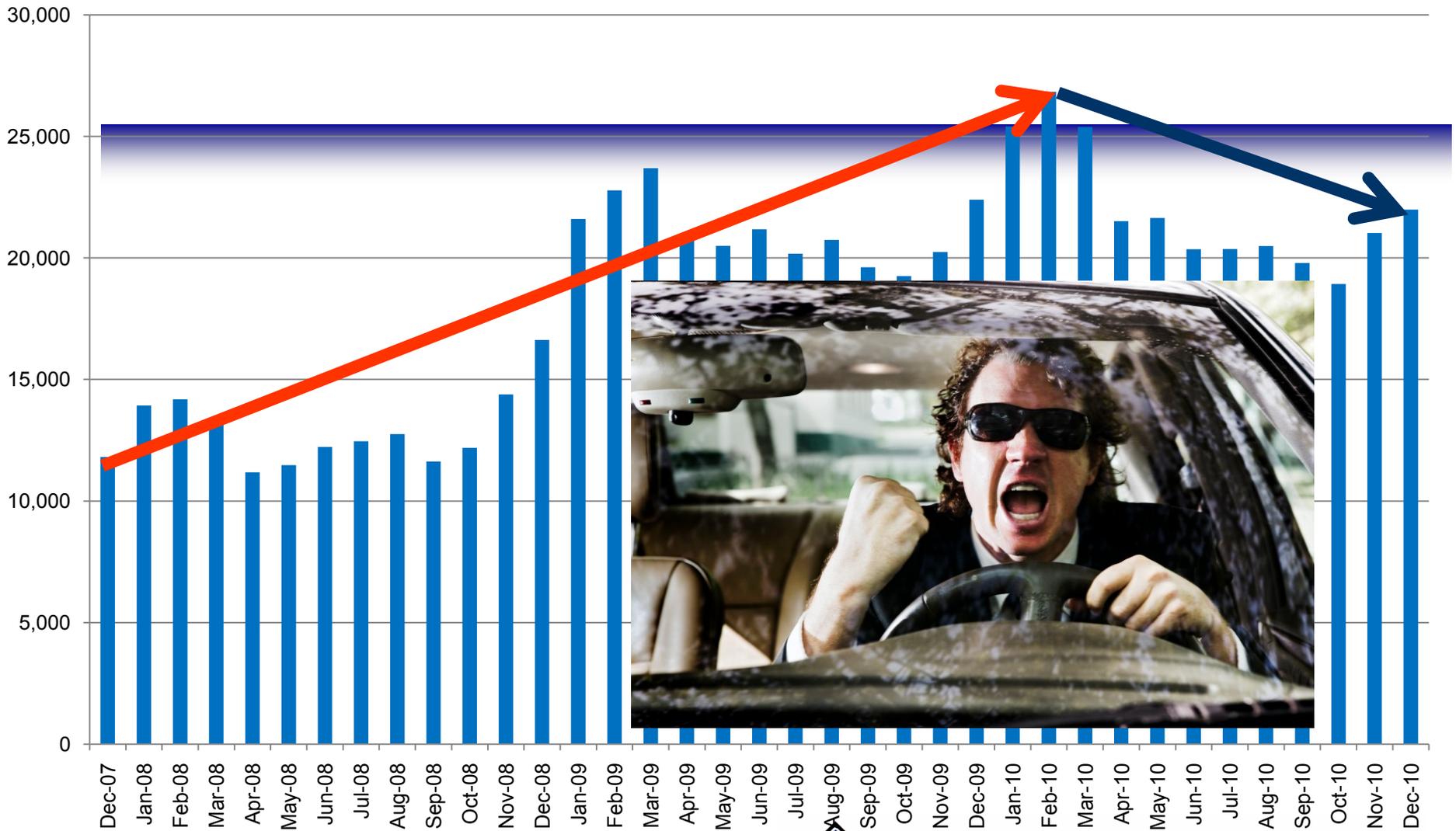
# Supporting the Regional Economy

- Workforce development can **develop the skills** of the locally available workforce to match the needs of not only current, local businesses and industries, but also non-local businesses that may be considering locating in the area, further supporting the local economy.
- A **locally available, skilled workforce** is often cited as a strong reason businesses choose specific locations to either expand current operations or locate new operations.



● *NACo County News, October 18, 2010*

# Spokane Unemployment – *New Normal*



Source: LMEA, ESD



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# Unemployment Trends

## Current UI Claimants

- *As of 4/10/11* – 16,493
- *As of 5/15/11* – **14,727**

Spokane UI rate:

- 10.5% (March)

Statewide:

- 9.1% (April)



- Initial UI claims **down 11%** for the year so far
- **UI Exhaustees – 250 per month**

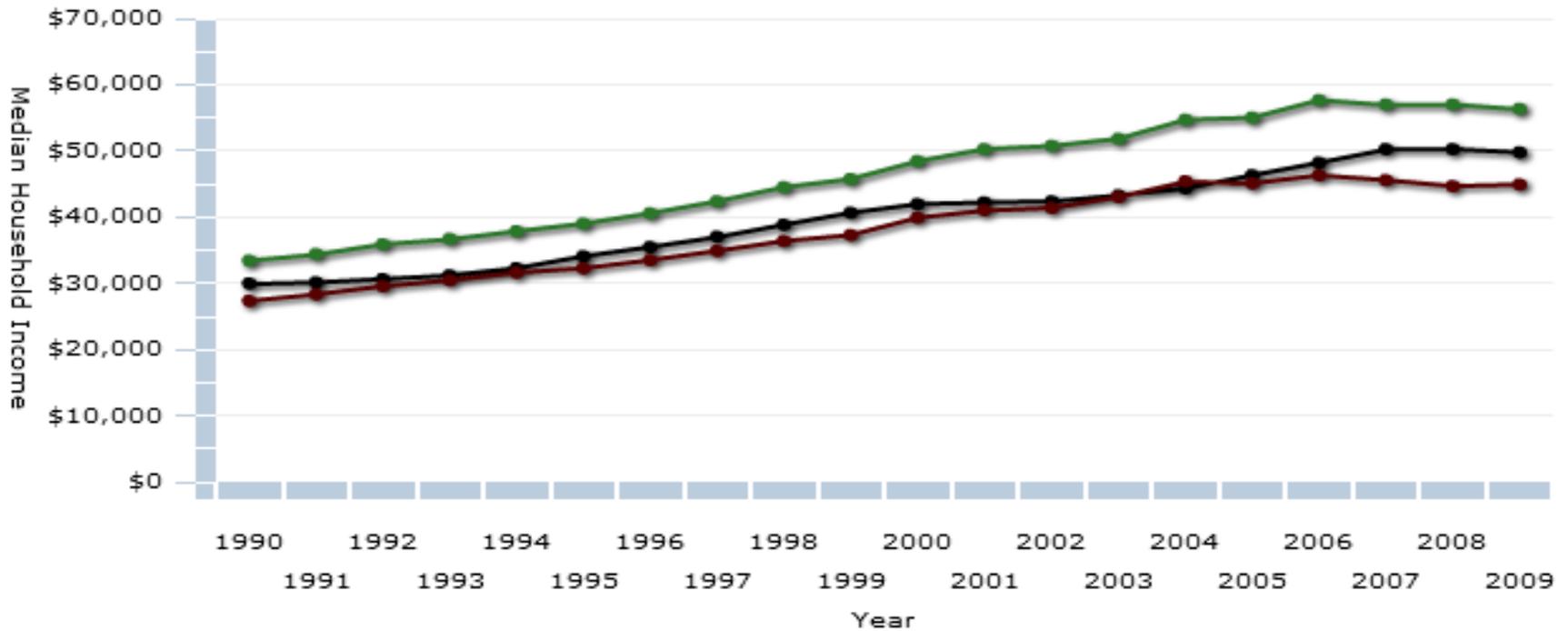
# Rising Poverty Rates

	Poverty Rate: Total		Poverty Rate: Children (<18 years old)	
	2000	2009	2000	2009
U.S.	13.2%	14.3%	16.1%	20.0%
State	11.3%	12.3%	13.7%	16.2%
<b>Spokane</b>	<b>12.3%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>17.4%</b>

Source: LMEA, ESD

# Income: Playing Catch-up

## 3.2 Median Household Income: Spokane County

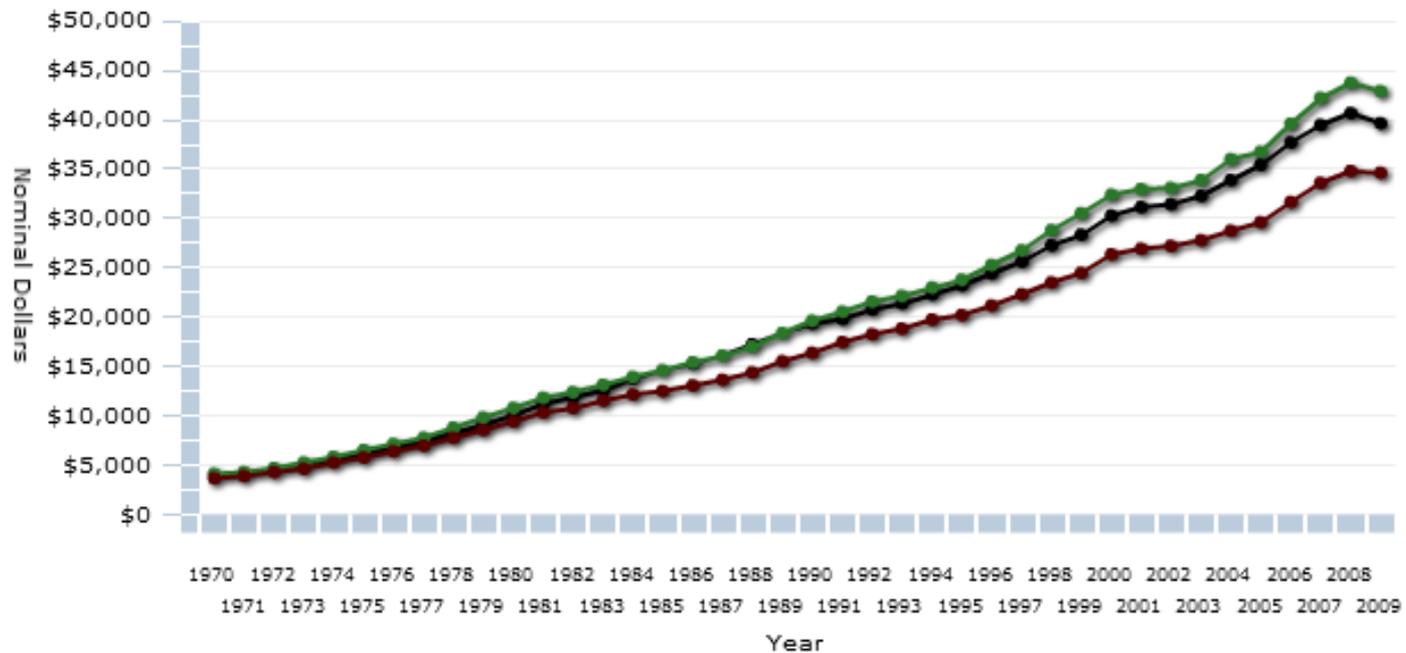


- United States
- Washington State
- Spokane County

Source: Community Indicators Initiative of Spokane

# Income Gap

### 3.1 Per Capita Personal Income: Spokane County



- Per Capita Personal Income, United States
- Per Capita Personal Income, Washington State
- Per Capita Personal Income, Spokane County

Source: Community Indicators Initiative of Spokane

# Census 2010



More young people ages 20-34 -

- Now over 50,000 in city of Spokane

Hard hit by recession – may be leaving

*...with their skills and potential*

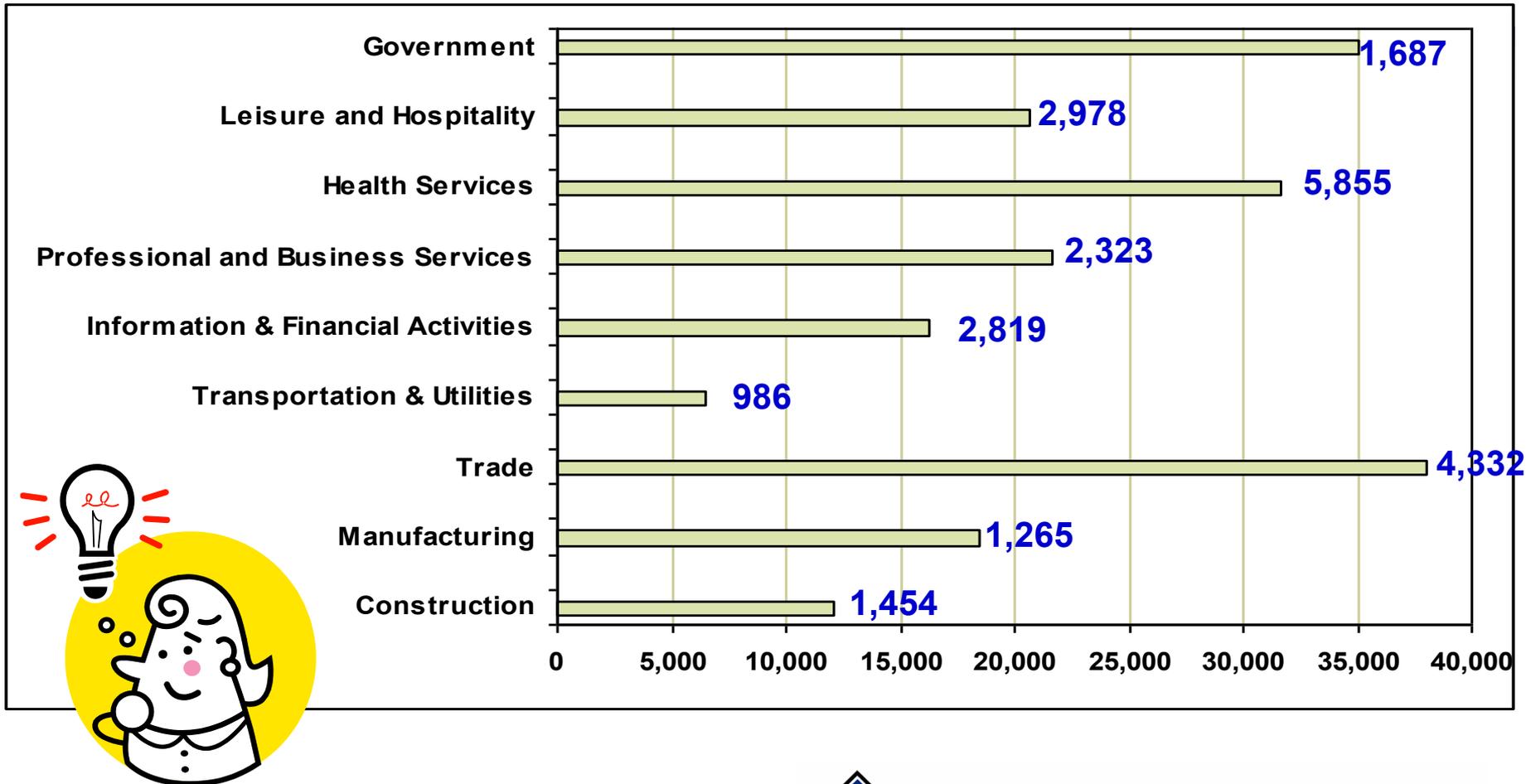
- Need to ensure we reach them and retain them in our workforce



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# Spokane MSA: New Hires

July to September 2010



Source: LMEA, ESD

# Vacancies increase 26 percent!

## Fall 2010 Job Vacancy Survey

- Financial Operations, Computer, Mathematical, Education, Training, Healthcare, Protective Services, Office/Admin, Transportation
- Educational requirements for new vacancies: **Certificates, Some college, AA**
- **90 percent** required previous experience
- Wages for new vacancies: **\$16 to \$27 range**
- New vacancies are shifting from small employers(<25) to bigger ones (>100)

# Washington State Skill Gap Analysis

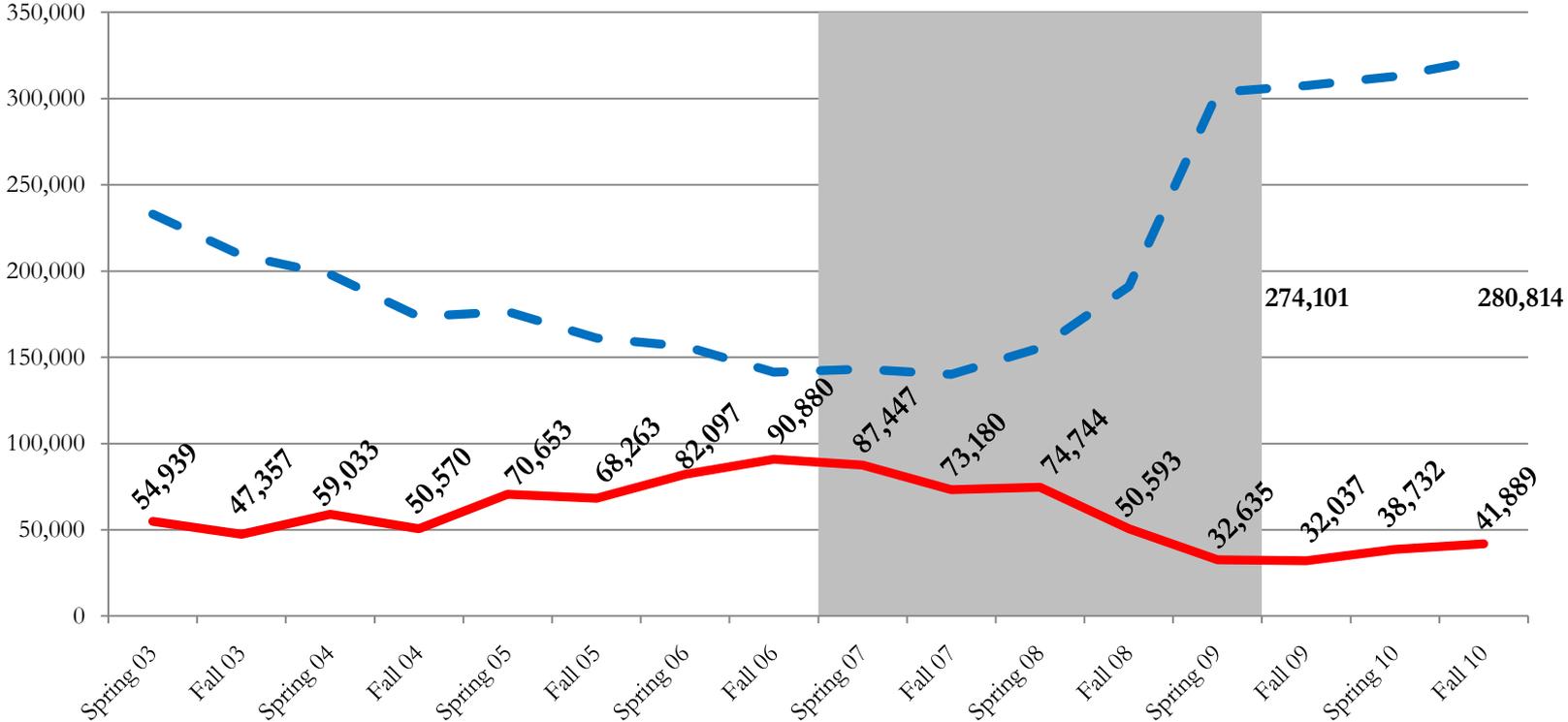
Supply of workers prepared for mid-level jobs vs. projected demand

Major Occupational Group	Supply 2009	Average Annual Demand 2013-2018	Projected Percentage Gap	Projected Annual Undersupply
Accounting & Bookkeeping	<b>668</b>	<b>1,234</b>	<b>46%</b>	<b>566</b>
Aircraft Mechanics & Technicians	<b>121</b>	<b>185</b>	<b>35%</b>	<b>64</b>
Installation, Maintenance, Repair	<b>1467</b>	<b>2,235</b>	<b>34%</b>	<b>768</b>
Manufacturing, Production	<b>784</b>	<b>1,243</b>	<b>37%</b>	<b>459</b>
Science Technology	<b>64</b>	<b>309</b>	<b>79%</b>	<b>245</b>
Protective Services	<b>660</b>	<b>809</b>	<b>18%</b>	<b>149</b>

Source: WTECB

# Gaps between Jobs and Skills

— Job Vacancies    - - - Unemployment (unadjusted)



Source: LMEA, ESD

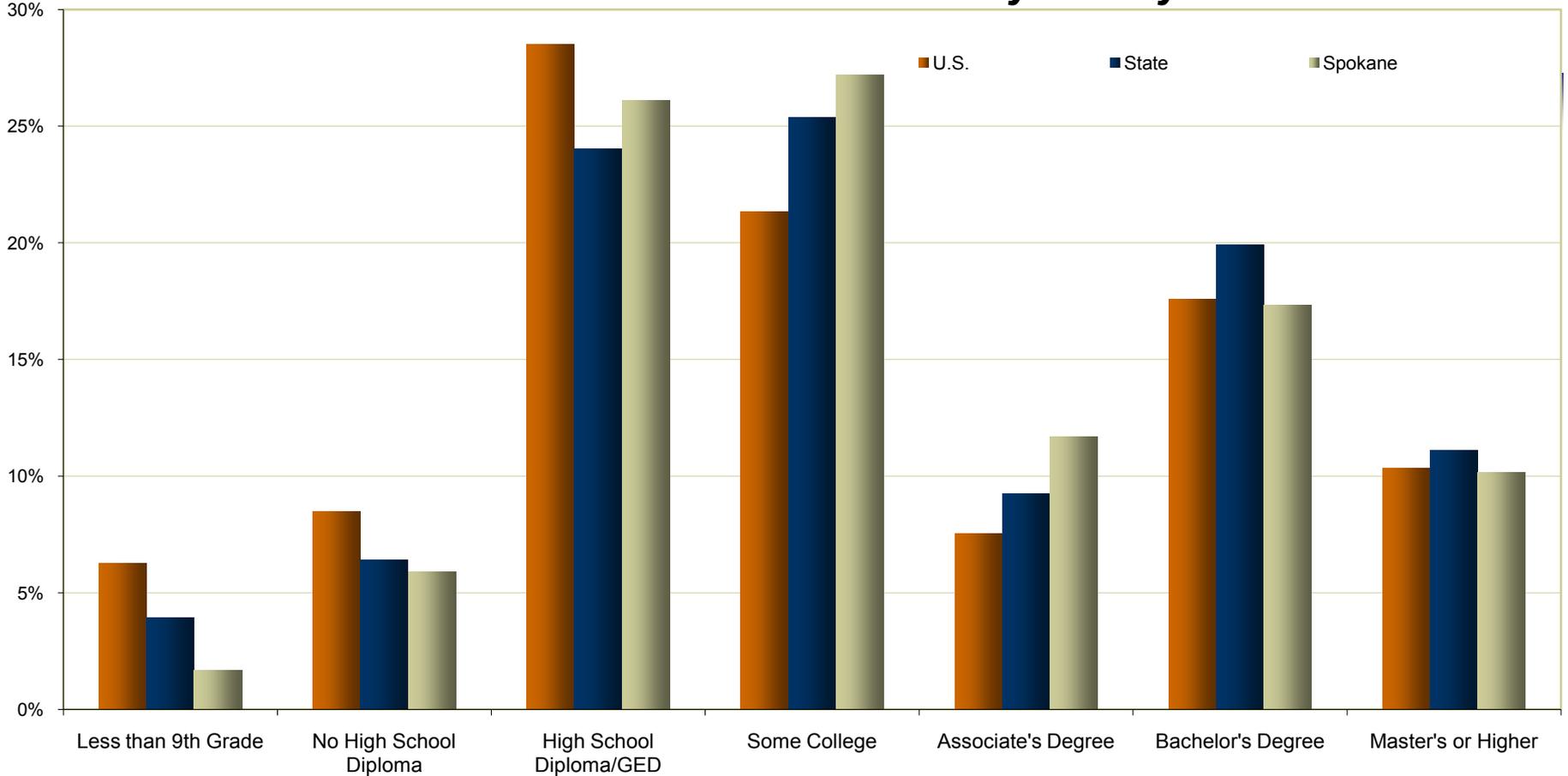
# Skills are In Demand

- Good jobs remain plentiful...but they are becoming harder for workers with limited skills and education to obtain



“Where Are All The Good Jobs Going?  
Holzer, et al, 2011.

## ***Educational Attainment of Adults Age 25 and Over 2009 American Community Survey***

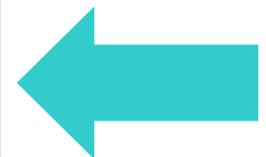


Source: LMEA, ESD

# Positive Outlook for College Grads

2011 COLLEGE HIRING FORECAST BY REGION			
Region	Number of 2010 Actual Hires	Number of 2011 Projected Hires	Percent Change
Northeast	5,623	6,360	13.1%
Southeast	7,984	8,644	8.3%
Midwest	4,292	5,161	20.2%
West	1,550	1,915	23.5%

Source: Job Outlook 2011 Fall Preview, National Association of Colleges and Employers



# New Economic Reality



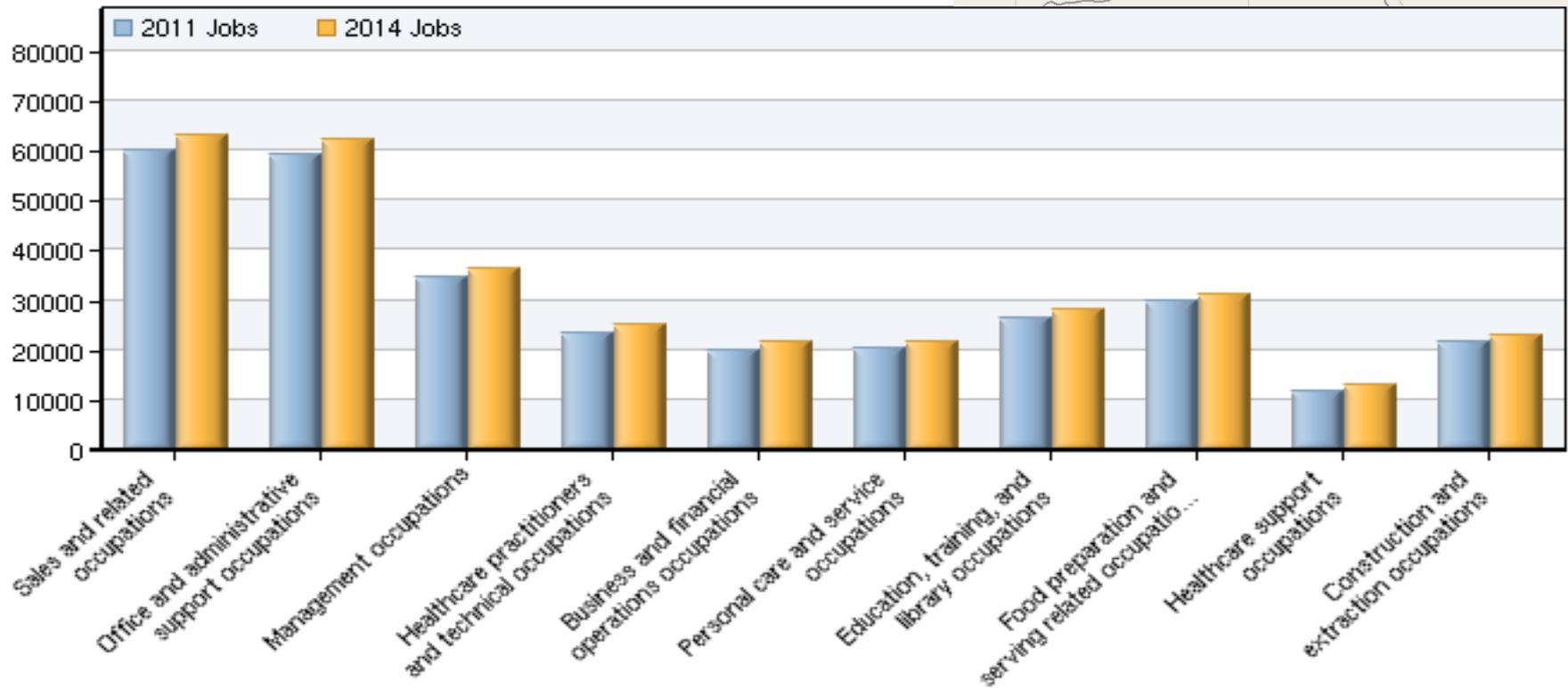
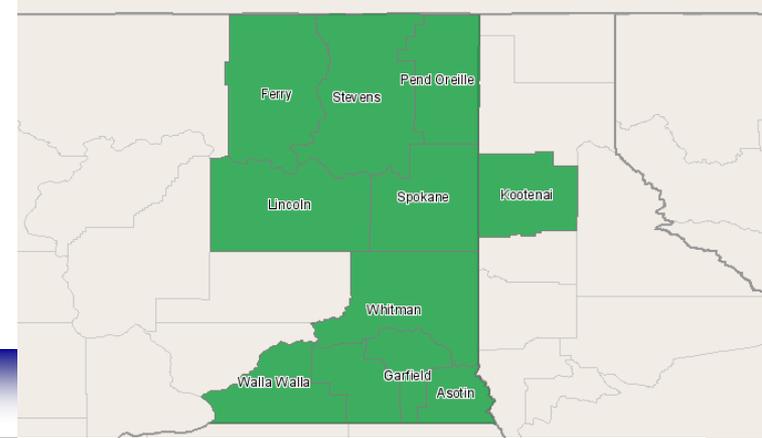
Things look different in 2011

- *Healthcare*
- *Professional, Scientific & Technical Services*
- *Waste Management*
- *Finance/Insurance*
- *Advanced Manufacturing*
- *Transportation (Logistics & Distribution)*
- *Energy*
- *Education Services*



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# Fastest Growing Occupations



Source: EMSI



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# Maintain Momentum

- Expand existing and forge new partnerships
  - **Retooling Washington's Workforce** – working with regional and statewide partners to develop and implement strategies to improve how we serve our businesses and citizens and speed the Recovery
- Fund these efforts
  - Continue to diversify revenue sources and invest for **maximum ROI**
- **Plan and coordinate** to get this critical work done and make the best use of the available resources



# Promote Alignment of Industry Demands with Educational Opportunities

- **Manufacturers' Roundtable**
- **Construction Industry Skill Panel**
- **Health Care Committee**
- **Inland NW Aerospace Consortium**
- **CLEEN-NW**



# Tap our Pool of Workers



- *Unemployed* - transition back into work
- *Veterans* - including Guard and Reserves
- *Underemployed* – seeking better opportunities
- *Youth* – including keeping them in school and helping dropouts to re-connect

# Encourage Entrepreneurship, Creativity and Innovation

## Guide development and delivery of responsive training programs

- Coordinate and link to community resources
  - **Training and Education** - Community Colleges of Spokane, Institutions of Higher Education
  - **Small Business** - AHANA, Community-Minded Enterprises, SCORE, BIZStreet, SBA, SBDC, SLIP, SNEDA



# Partnerships are the Key

- Business and Economic Development
- Education
- Labor
- Government
- Community-based Organizations



# Opportunities

- Changes to economy are *structural* – so we must change our strategies and how we serve our community
- Intentional targeting of industries, companies, and skills – link economic and workforce development closely
- Advance the skills of our people to ensure they meet the needs of business



# Overall Goal

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- Create **global competitive advantage** for our region by developing a highly skilled & adaptive workforce that responds to industry needs



# Questions or more info?

## **Thank you!**

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