

Meeting Current and Future Workforce Needs in Washington State

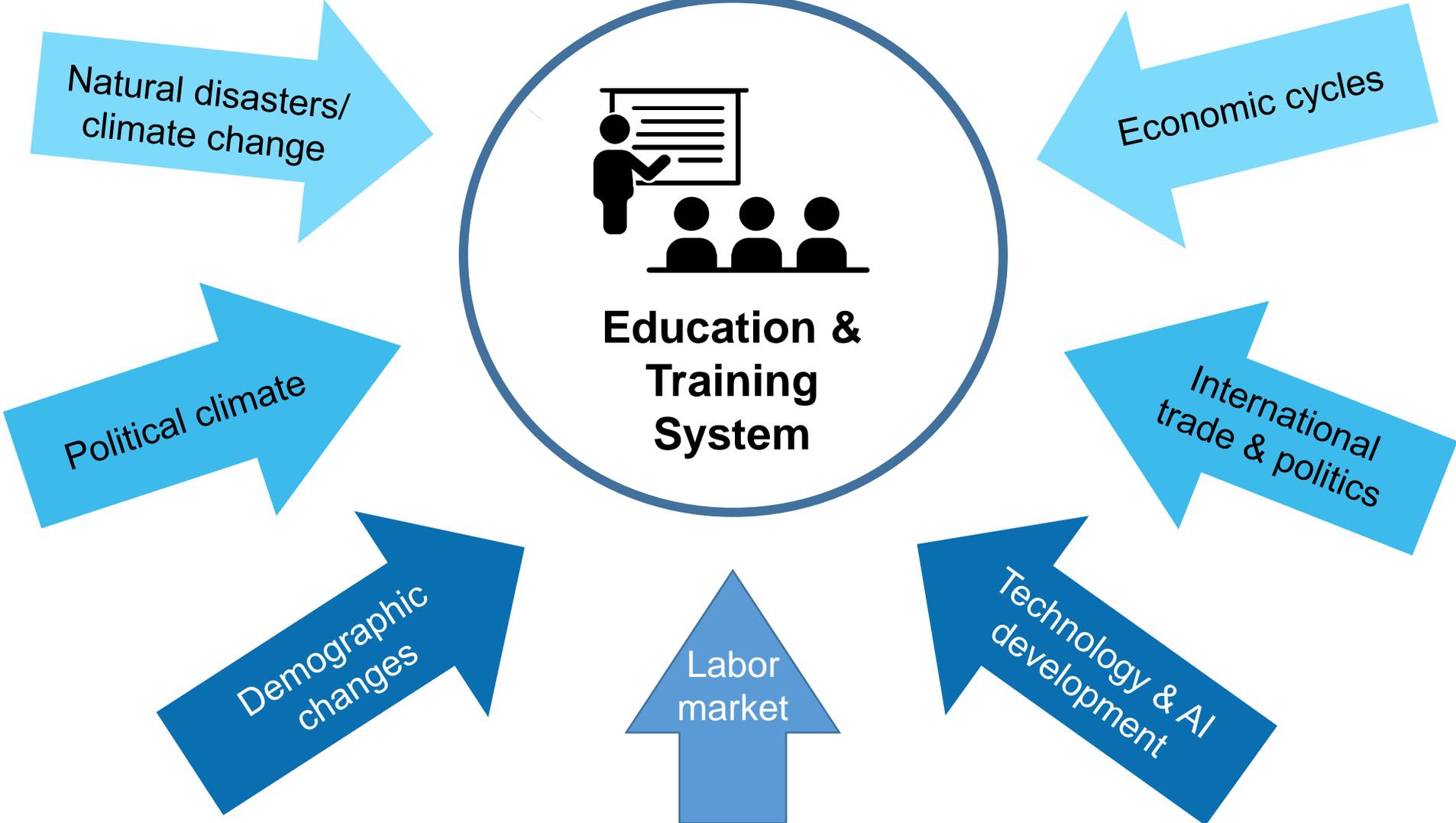
Presentation at the Pacific NorthWest
Economic Region Annual Summit

Workforce Development Working Group
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How Responsive is Our Education and Training System?



Needs for Qualified Workers are Acute

State goal: 70% of the population ages

25-44 will have a postsecondary credential (degree, certificate or apprenticeship) by 2023

- The Washington Roundtable projected 740,000 job openings by 2021
- Washington supply is falling short by at least 17,000 qualified individuals each year at the mid-education and baccalaureate levels: “A Skilled and Educated Workforce.”

2018-19 State Legislation

SB 6544 created the Future of Work Task Force

- See the 2018 report: www.wtb.wa.gov/Documents/FutureofWork2018Report.pdf
- Examining changing practices, impacts of technology; implications for workers, employers, government and educators

HB 2158 created a dedicated workforce investment account and directed major higher education investments

- Established the Wash. College Grant (guarantee of financial aid for low- and middle-income students)
- Funded the Guided Pathways initiative to redirect community college students to career pathways
- Established new programs to expand Career Connect Washington initiatives
- Funded additional investments through a surcharge on certain service industries through the B&O tax

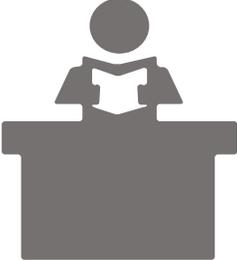
HB 1599 established multiple pathways to graduate

- Ensured that students have options for college credit, career and technical completion sequences, military and other pathways recognized for the purposes of graduation

Washington College Grant



GUARANTEED
FINANCIAL AID
BY ACADEMIC YEAR
2020-21



PREDICTED
TO SERVE A TOTAL OF
110,000
Students in the first year
of implementation



Decreases financial
barriers to access



Decreases debt



FREE
TUITION & FEES
FOR LOWEST INCOME
(\$50,000 FOR A FAMILY OF 4)



PARTIAL
TUITION & FEES
FOR LOW INCOME
(\$92,000 FOR A FAMILY OF 4)



Improves student
success & completion

Vision for Career Connected Learning



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

Each type of Career Connected Learning continuum is essential to launching students into their careers and ongoing education

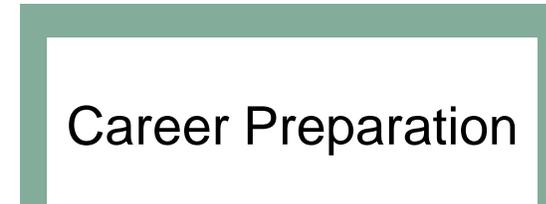
Definition



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



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



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



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

At-a-glance: Career Connect Washington Legislation

Establishes CCL grant program

- Creates CCL competitive grant program administered by the Employment Security Department
 - Funds each of 9 education service districts and support for regional networks
 - Supports program intermediaries to scale current and create new CCL programs
-

Defines CCL framework

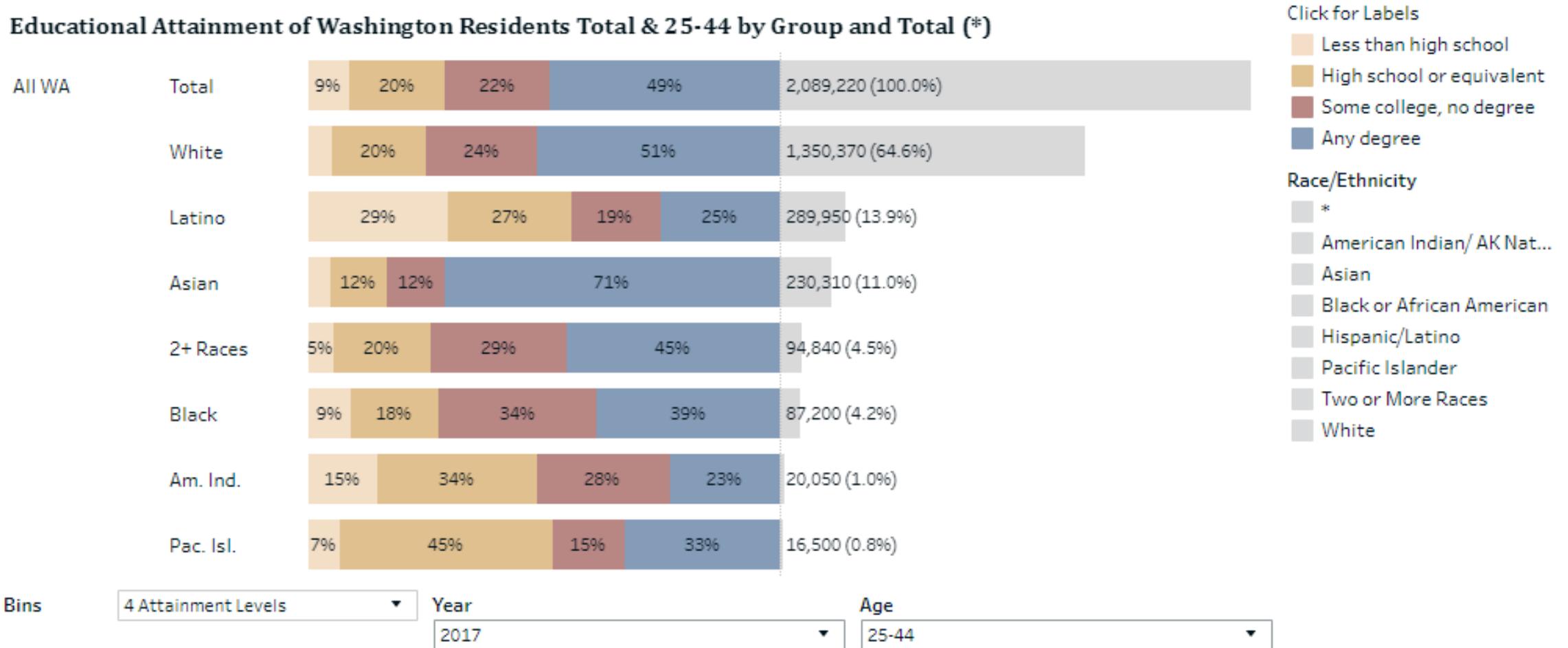
- Codifies definitions for CCL “staircase” (career awareness & exploration, career preparation and career launch)
 - Integrates work-integrated learning/experiences in CCL framework
-

Expands CTE FTE

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

Opportunity Shouldn't be Defined by Race/Ethnicity

Educational Attainment of Washington Residents Total & 25-44 by Group and Total (*)

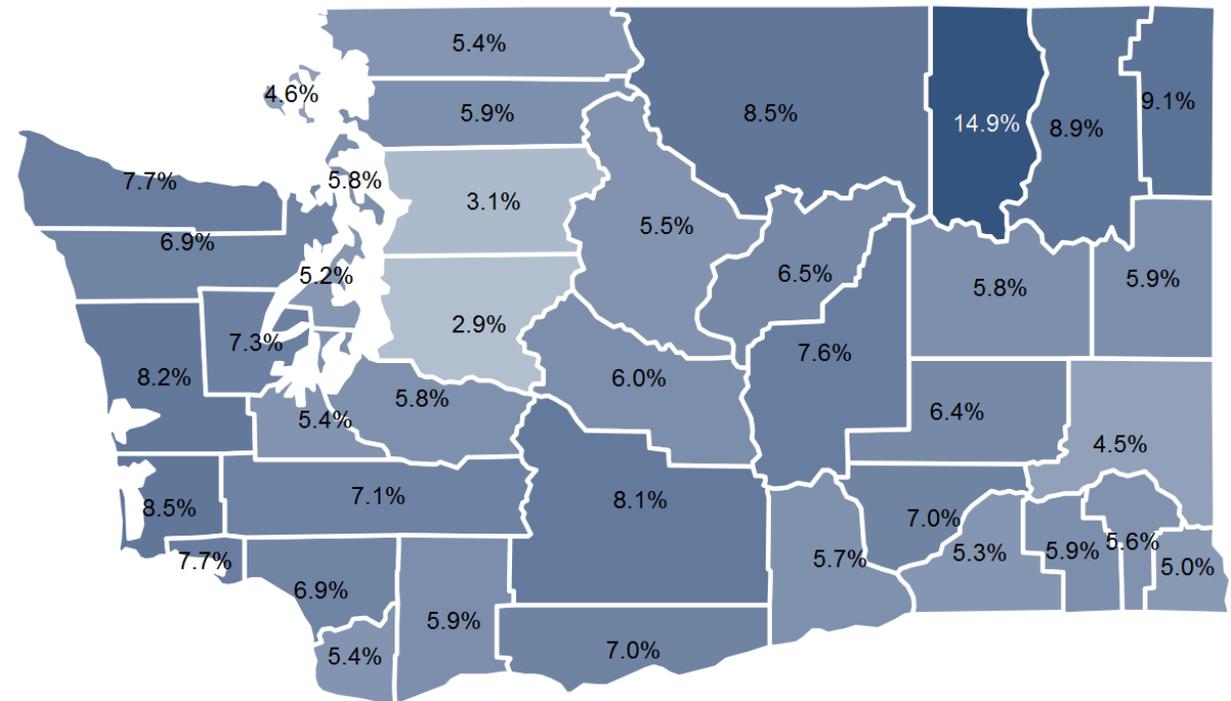


Source: Washington Student Achievement Council, "Roadmap Dashboard" 2019: Interactive web tool to view educational outcome in Washington State.

Opportunity Shouldn't be Defined by ZIP Code

- 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

“Amazon Commits \$700 million to Train U.S. Workers for a High-Tech Future”

The Seattle Times, July 11, 2019

- “While many of our employees want to build their careers here, for others it might be a stepping stone to different aspirations.” Beth Galetti, senior VP of worldwide human resources, Amazon
- The broader societal fear about job loss due to automation represents a long-term risk to the company, commented Tom Forte of D.A. Davidson. “Working in Amazon’s favor is the company’s ability to (1) create job growth, internally and (2) training its own employees to be able to embrace whatever the future may hold for jobs both within and outside of Amazon.”
- “In 2014, Starbucks began a partnership with Arizona State University to offer discounted tuition and subsidies to employees as an incentive to earn a degree online and retain workers.” Benjamin Romano, Seattle Times reporter

Opportunities and Challenges



Recent state and industry investment

Funding

Capacity expansion needed



Wash. College Grant/Guided Pathways/
Career Connect Wash.
Innovative/disruptive programs

Policy/Programs

Inertia of dominant system
Guarding worker benefits
and protections

Statutory direction and executive
leadership

Developing Goals and
Strategic Planning

Competing priorities

Customers (individuals and industry)
provide input to create solutions

Legislative, Industry
and Community Leadership

Guessing future needs and
preparing to meet current need

Education and talent essential
for economic and individual
well-being

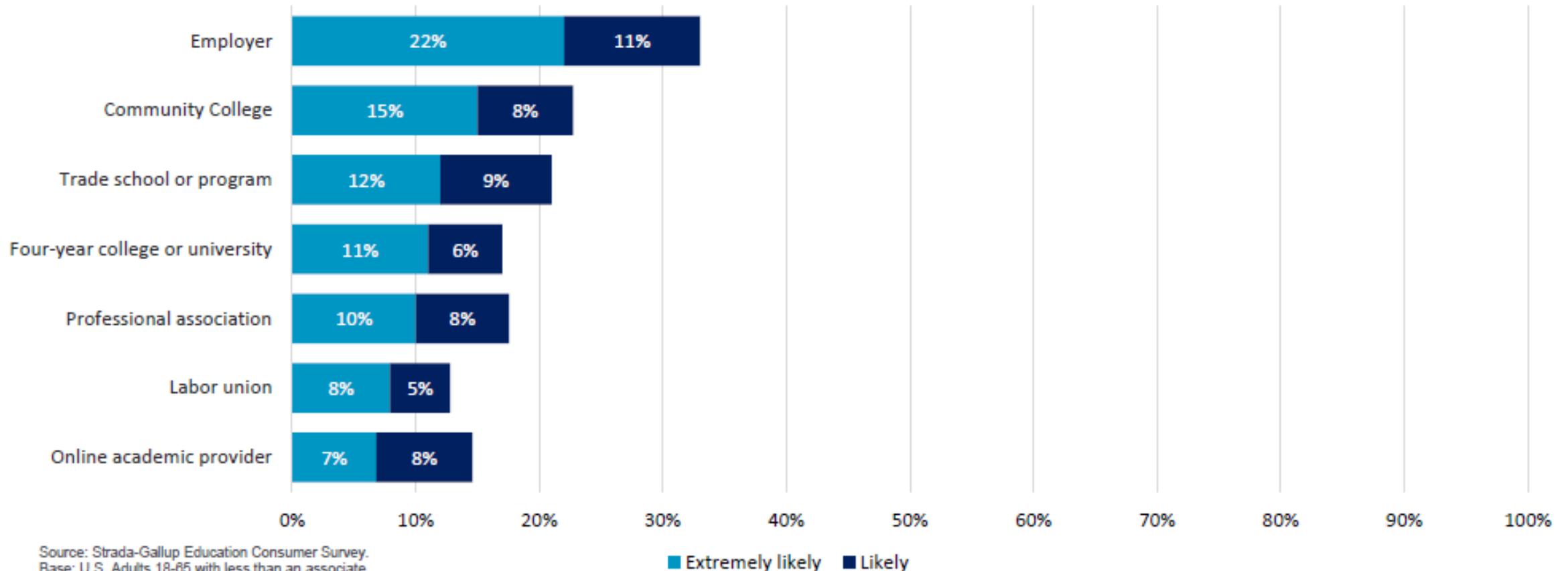
Clear Identification of Problem and Solution

Equity lens and intentionality

Back Pocket

Adults without degrees most likely to seek education with employers

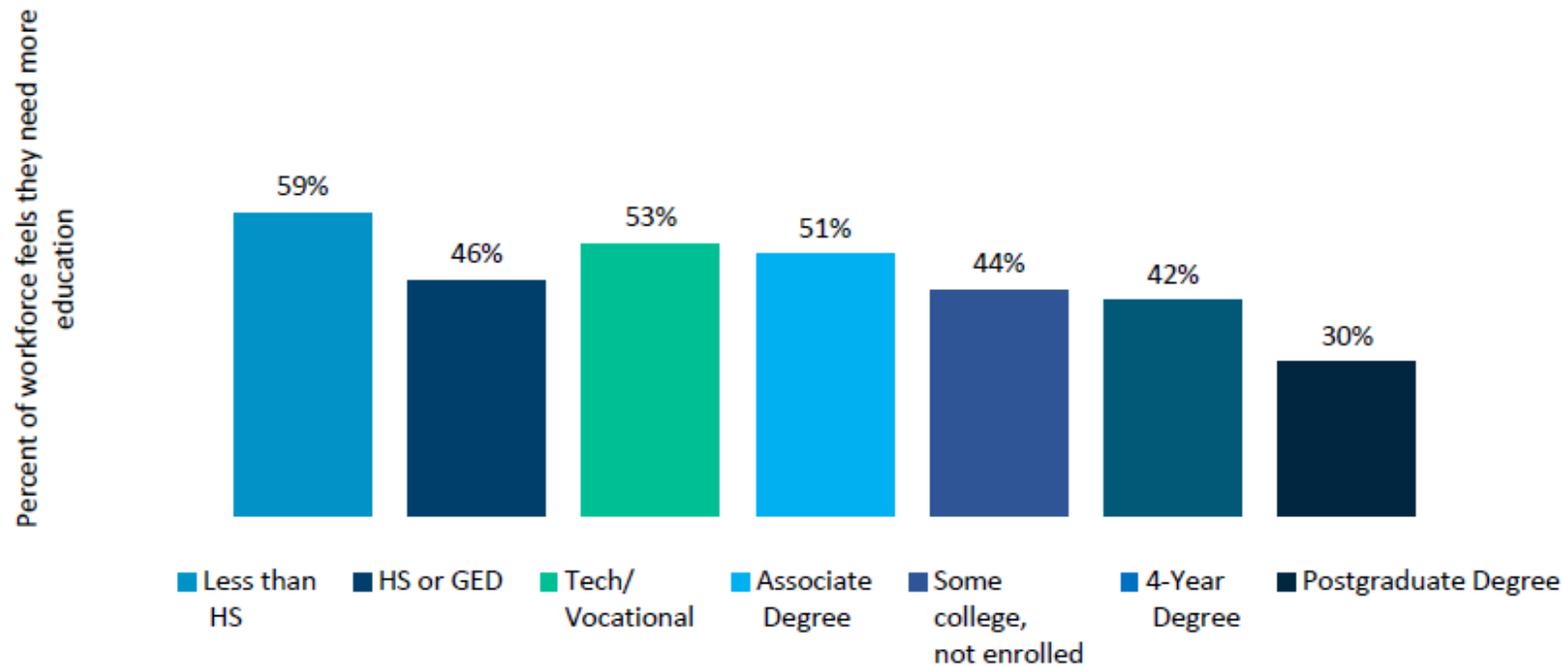
On a five-point scale, where 5 means extremely likely and 1 means not at all likely, in the next five years, how likely are you to enroll in courses or training offered through each of the following?



Source: Strada-Gallup Education Consumer Survey.
Base: U.S. Adults 18-65 with less than an associate degree and who are not currently enrolled, n=6,617

More Education Needed to Meet Worker and Employer Needs

Nearly half the workforce feels the need for additional education to advance in their careers



Source: Strada-Gallup Education Consumer Survey. Base: U.S. adults ages 18-65 in the workforce (self-employed, employed by an employer or actively looking for work) n=207,439

During the Inslee Administration, Policymakers Legislation and Initiatives to Increase Living Wage Jobs

Education (K-12) and Pre-K

- » Working connections child care for low-income students in professional technical programs
- » Expanded pathway options for high school graduation

Higher Ed Access and Affordability

- » Free tuition for low-income students through Washington College Grant
- » State financial aid eligibility for “Dreamers”
- » Limited college tuition increases
- » Student loan refinancing
- » College savings plans

Matching Workforce Skills to Employer Needs

- » Governors STEM Innovation Alliance
- » Expanded high demand STEM enrollments
- » Future of Work Task Force
- » Career-connected learning with real-world work experience through Career Connect Washington

Protecting Workers

- » Paid family and medical leave
- » Non-compete legislation that protects workers
- » A fair minimum wage
- » Guaranteed sick leave
- » Long-term care program
- » Fair chance for employment with ‘ban the box’ measures
- » Updating overtime rules

Immigration

- » Keep Washington Working Act

Clean Energy

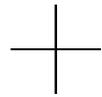
- » Job quality tax incentives on clean energy projects

Career launch programs: Positioning young adults for promising careers



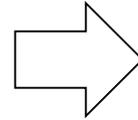
**Meaningful,
high quality
on-the-job
experience**

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



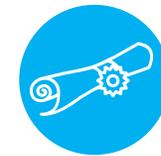
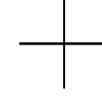
**Aligned
classroom
learning**

- ✓ 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)



**Competitive
candidate**

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



**Valuable
credential
beyond high
school diploma**

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