

Workforce Challenges and Green Training

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Business Hiring Problems (2006)

- 69,000 Washington businesses — about one in every three — had difficulty finding qualified job applicants during the past year.
- 19,000 firms had trouble finding workers with associate degree or certificate
- 13,700 employers had difficulty finding workers with bachelor's or higher
- About 20 percent had difficulty finding applicants with problem solving, skills, positive work, habits and attitudes, communication skills, or teamwork skills.

Source: WDCB

Tomorrow's Workforce

There will be a growing shortage of skilled workers as the baby boom generation ages out of the workforce.

- The workforce of the future will increasingly consist of immigrants from other states and nations, racial and ethnic minorities, and older workers.
- Young adults and people with disabilities are underutilized resources with high rates of unemployment.
- We must do a better job in serving all these groups in the future in order to meet employers' needs for skilled workers.

Consequences of Difficulty in Hiring Qualified Workers

Responses to the difficulty in finding qualified applicants	Number of Employers With Difficulty Hiring - 2007	Percent of Employers Attempting to Hire - 2007	Percent of All Employers	
			2005	2007
Lowered overall productivity	63,300	61%	16%	31%
Reduced production output or sales	58,800	56%	17%	29%
Reduced product or service quality	44,000	42%	14%	22%
Prevented firm from expanding its facilities	28,000	27%	8%	14%
Prevented firm from developing new products/services	23,700	23%	6%	12%
Caused firm to move some operations out of Washington	4,000	4%	0.2%	1.9%

Lower overall productivity was a more frequent response to recruitment difficulty in 2007 than in 2005.

Source: WDCB

Economic Context: Employer Needs and Practices Survey - 2008

- Employers report difficulty finding qualified workers.
- The most frequent difficulty is finding workers with specific occupational training provided at the mid-level of postsecondary education and training (e.g., an Associate Degree in Nursing).
- The shortage of skilled workers reduces employer productivity, output, and growth.

Source: WDCB

Economic & Demographic Trends

- Less tolerance for unskilled workers in labor force
- Cannot meet growing need for knowledge workers with traditional high school graduates earning college degrees
- Increase avenues for working adults to add skills and earn degrees
- Greater need for basic education, English and skills training

Source: WDCB

Envisioning the Solution

Career Pathways:

- Whose “steps” start at the lowest levels of literacy/numeracy prevailing in the region.
- Where the competencies achieved in each “step” represent the level of skill needed to enter the next step.
- There’s a “conveyor belt” that moves people through these steps.

The Green Economy and Green Jobs

- **The Green Economy** is rooted in the development and use of products and services that promote environmental protection, energy independence, and economic development.
- **Green Jobs** are family-sustaining jobs in the primary industries of the green economy and contribute directly to preserving or enhancing environmental protection and energy independence. Green jobs range from low-skill, entry-level positions to high-skill, higher-paid jobs, and include opportunities for advancement in both skills and wages.

Job Training for the Green Economy

Community and Technical Colleges:

Lake Washington

- Environmental Horticulture (certificate/AA)

Seattle Central

- Sustainable Building Advisor (nc)

South Seattle

- Residential Energy Auditing (nc)

Shoreline

- Solar/Photovoltaic Designer (certificate)
- Zero Energy Building (certificate)

Green River

- Water Supply & Wastewater Technology (certificates/AAs)

Source: Seattle Jobs Initiative

Job Training for the Green Economy

Pre-apprenticeship programs:

Seattle Vocational Institute

- ◊ Pre-apprenticeship Construction Training (PACT)

South Seattle Community College

- ◊ Apprenticeship and Nontraditional Employment for Women

Renton Technical College

- ◊ Construction Trades Preparation

NEW South Seattle Community College

- ◊ Green Energy Pilot Program

NEW Shoreline Community College

- ◊ Solar Pre-apprenticeship Training

Source: Seattle Jobs Initiative

Energy Efficiency as 'Low Hanging Fruit'

Biggest, cheapest, fastest new energy resource available

- ◻ Market is large, well established, and growing
- ◻ Requires local, multi-skilled workforce
- ◻ Retrofitting buildings already taking place
- ◻ Utilizes existing industry-standardized competencies

Source: Seattle Jobs Initiative

Energy Efficiency/Construction Training Pathway


