



Labor Market Trends Workshop

DATE:	June 27, 2018	TIME:	12:30PM-2:30PM
LOCATION:	SPSCC – Lacey, 4220 6 th Ave SE, Lacey, WA 98503		
OVERVIEW		AGENDA	
<p>This meeting was hosted to provide industry representatives and PacMtn Staff an open forum to have dynamic discussion about the future of work in the PacMtn region. Discussion ensued that allowed all in attendance to discuss their collective challenges, needs, and to brainstorm possible solutions for getting the PacMtn working populations back to work, or in meaningful work that adds dynamism to their livelihoods.</p>		<ul style="list-style-type: none"> • Networking & Check-Ins • Introductions • Workforce Trend Presentations • Group Discussion • Next Steps 	
ORGANIZATIONS IN ATTENDANCE			
<i>WA Hospitality Association</i>	<i>Goodwill WA</i>	<i>WorkSource Business Services</i>	
<i>JRO + Co</i>	<i>WA State Labor Council</i>	<i>Port of Grays Harbor</i>	
<i>Everett Community College</i>	<i>South Puget Intertribal Planning Agency</i>	<i>Thurston EDC</i>	
<i>PacMtn</i>	<i>Greater Grays Harbor, Inc.</i>	<i>WA Healthcare Association</i>	
<i>Dept. of Voc. Rehab.</i>	<i>Goodwill of the Olympic + Rainier region</i>	<i>Port of Grays Harbor</i>	
<i>WorkSource Thurston</i>	<i>Olympic College – Shelton</i>	<i>WA Forest Protection Association</i>	
POINTS OF DISCUSSION – PARTNER FEEDBACK ON DATA			
<p>1. What surprised you about these data points?</p> <ul style="list-style-type: none"> ➤ Gap in supply-demand chart ➤ 'Other' in the analysis of industry ➤ Population statistics of those with disabilities, are affected by age, and/or hold Veteran status 		<p>3. How can we bridge the gap?</p> <ul style="list-style-type: none"> ➤ Identify, from employers, what their wiggle room is – certifications vs. experience ➤ Resources to assist small businesses in employee outreach during employment ➤ Short-term/stackable cert availability 	
<p>2. What areas can we address?</p> <ul style="list-style-type: none"> ➤ Deficits in affordable housing, transportation, and childcare ➤ Analysis of available commute patterns, population, and job availabilities, by-county 		<p>4. So how to do we move forward?</p> <ul style="list-style-type: none"> ➤ Grow mentorship programs for youth/young adults and older working populations to share technology and experience tips 	

➤ Retirement plans by-occupation and industry and affected demographics	➤ PacMtn to bridge the gap as a labor expert to level the playing field of non-traditional workers to employers
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FAQs

- **What are the demographics of the underemployed (U-6)?**
 - There are no statistics for the PacMtn region on U-6 underemployment. However, there has been some research done on the demographics of underemployed nationally. In 2014, the Economic Policy Institute found that African-Americans are underemployed at a rate of 18% compared to 10% for whites. Similarly, in 2016 they found that 34% of high school graduates between the ages of 17 and 24 were underemployed.
- **Are graduates of high school and post-institutions taking jobs outside the region?**
 - No local statistics exist on where PacMtn area students live after graduation, but some interesting research has been done on this topic. The Pew Research Center reports that 58% of American adults do not live in or near the town they grew up in. There are both economic and sociological reasons for that, including one finding that higher-achieving children in small towns are actually encouraged by adults to leave in order to find greater opportunity. Some charts from the Pew Center can be found here: [Staying/moving back to hometown](#), [income and vicinity to hometown](#), [college-educated adults and hometowns](#), [ratio of adults in or near hometown](#). Also recommended for review is [an excellent synopsis of research by Vox](#).
- **Is there a relationship between population growth patterns (natural increase vs. migration) and changes in labor supply-employer demand gap?**
 - Population growth certainly affects the labor supply by increasing the size of the working age population. However, there are other factors involved in supply and demand, economic conditions being the primary factor. The current difficulties employers are having finding qualified applicants has more to do with [low unemployment](#) than it does with outmigration.
- **Is there a consensus from employers of whether or not experience or education/certifications are preferred?**
 - We have not surveyed employers about their preferences for certifications, but [researchers have found](#) that job postings show an increase in degree and certification requirements for certain occupations.
- **How many, by industry, plan to retire in the next 5-10 years?**
 - There is no data available on retirements by industry. There are two offsetting trends regarding older workers, however. One is that the Baby Boom generation retirements are still affecting the labor force participation rate simply due to the size of the cohort. The Social Security Administration has estimated that 10,000 Boomers are retiring every day in the United States. At the same time, workers are increasingly staying in the workforce later in life. Bureau of Labor Statistics data shows that about 24% of the US workforce is now 55 or older, up from 12% in 1990.
- **What are the NAICS codes for wood product jobs?**
 - The four subsectors that comprise the [PacMtn Wood Products](#) sector are Wood Products Manufacturing (321), Paper Manufacturing (322), Forestry and Logging (113) and Support Activities for Forestry and Logging (1153).
- **What drives the 'unintentional' part time work?**
 - Unintentional part time employment was once entirely **cyclical**, meaning that part-time positions were usually due to "slack work" and the rate went up and down with

changes in the economy. Recent research now indicates that involuntary part-time work is becoming **structural**, meaning that employers are intending some of their part-time positions to be a permanent part of their workforce. Economist Robert Valletta of the San Francisco Federal Reserve recently remarked: "In the absence of public policies aimed directly at altering work schedules, it looks like higher rates of involuntary part-time work are here to stay." Researchers [Rebecca Glauber](#) and [Lonnie Golden](#) have produced recent studies on this trend.

○ **What is the breakdown of population for people with disabilities, the aging population, and the veteran population, and where do those numbers coincide?**

- In the PacMtn region
 - 14.6% of the **working age** population aged 18-64 reports a disability, 10% has veteran status.
 - 18% of the **total population** are 65 and older.
 - 29% of the veterans in the PacMtn region have a disability and 47% are 65 and older.
 - 39% of PacMtn's **older** adults (65 and older) have a disability.

Please direct additional questions to PacMtn Staff at info@pacmtn.org. Your email will be forwarded to the appropriate person for response.

WORKFORCE DELIVERABLES

- Strategy and Goal Setting – PacMtn will coordinate a follow up goal setting session to finish the strategy setting for this group.
 - NEXT STEPS: *PacMtn will send out an invitation template for industry employers to send out to colleagues; PacMtn will send out details for a meeting time and place.*

NEXT EMPLOYER MEETING:

September 2018 – Date + Location TBD