12:30 Networking
1:00 Introductions
1:10 Workforce Trends Presentation
1:30 Group Discussion
2:20 Next Steps
Workforce Trends

PacMtn & Beyond...
PacMtn Region

Over 7000 sq. miles
Total Population (2017) 511,750

Population Change 2002-2017 (21%)
Population Change 2010-2017 (6%)

<table>
<thead>
<tr>
<th>7 yr. County Change</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grays Harbor</td>
<td>.2%</td>
</tr>
<tr>
<td>Lewis</td>
<td>3%</td>
</tr>
<tr>
<td>Mason</td>
<td>4%</td>
</tr>
<tr>
<td>Pacific</td>
<td>2%</td>
</tr>
<tr>
<td>Thurston</td>
<td>10%</td>
</tr>
</tbody>
</table>
Demographics

<table>
<thead>
<tr>
<th></th>
<th>PacMtn</th>
<th>WA</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>85%</td>
<td>77%</td>
<td>73%</td>
</tr>
<tr>
<td>African-American</td>
<td>2%</td>
<td>4%</td>
<td>13%</td>
</tr>
<tr>
<td>Native-American</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian/PI</td>
<td>4%</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>5%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
<td>4%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Persons with a disability 18-64

- PacMtn: 14.6%
- WA: 10.8%
- USA: 10.3%

Veterans

- PacMtn: 10.0%
- WA: 7.0%
- USA: 5.1%

All charts on this slide derived from 2012-2016 five-year American Community Survey, US Census Bureau except total population which is from OFM April 1 estimates.
Working Age Distribution

PacMtn Region vs. Washington state

From Pyramid to Pillar: A Century of Change
Population of the United States

Source: National Population Projections, 2017
www.census.gov/programs-surveys
/pcproj40.html

Washington Office of Financial Management, April 1, 2017 population estimates
PacMtn Employment
Unemployment: Before & After

Unemployment Rate
Jan 2006 – April 2018

Peak Unemployment
Jan 2010

Pre-recession low
October 2006

4.7% PacMtn

12.4% PacMtn

5.7% PacMtn

April 2018
Labor Market: Supply-Demand

PacMtn WDA 2015-2018

- Labor Supply
- Employer Demand

Jan-15: 7283 (Gap -2225)
Jan-16: 6904 (Gap -787)
Jan-17: 6117 (Gap +767)
Jan-18: 6623 (Gap +1239)

Source: Conference Board Help Wanted Online and Employment Security Dept. data
Looking for Work?

<table>
<thead>
<tr>
<th>Unemployment*</th>
<th>U-3</th>
<th>U-6**</th>
</tr>
</thead>
<tbody>
<tr>
<td>US</td>
<td>3.9%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Washington</td>
<td>4.8%</td>
<td>9%</td>
</tr>
<tr>
<td>PacMtn</td>
<td>5.4%</td>
<td></td>
</tr>
<tr>
<td>Grays Harbor</td>
<td>6.3%</td>
<td></td>
</tr>
<tr>
<td>Lewis</td>
<td>6.2%</td>
<td></td>
</tr>
<tr>
<td>Mason</td>
<td>6.4%</td>
<td></td>
</tr>
<tr>
<td>Pacific</td>
<td>6.8%</td>
<td></td>
</tr>
<tr>
<td>Thurston</td>
<td>4.7%</td>
<td></td>
</tr>
</tbody>
</table>

Based on the state U-6 percentage, there are approximately **23,000** people available to work in the PacMtn Region.

**Disclaimer: U-6 data below the state level is not available.**

**Note: Not seasonally adjusted.**
Local employers prefer hiring workers with at least some postsecondary experience.

Educational Attainment Population aged 25-64
PacMtn WDA

- Less than high school: 12%
- High school or equivalent, no college: 26%
- Some college or Associate degree: 34%
- Bachelor's degree or advanced degree: 28%

Educational Attainment Employed Workers aged 25-64
PacMtn WDA

- Less than high school: 9%
- High school or equivalent, no college: 25%
- Some college or Associate degree: 26%
- Bachelor's degree or advanced degree: 40%

PacMtn analysis of BLS Longitudinal Employment Household Dynamics data – 3rd quarter 2017
# PacMtn Industry Sectors

## 15-year Employment Change by Sector

<table>
<thead>
<tr>
<th>Industry % Total</th>
<th>Total - All Industries</th>
<th>Wood Products 3%</th>
<th>Food Production &amp; Manufacturing 4%</th>
<th>Life Sciences 10%</th>
<th>IT &amp; Telecom 2%</th>
<th>Chemicals &amp; Plastics 1%</th>
<th>Hospitality Tourism 12%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>166,845</td>
<td>8,372</td>
<td>5,856</td>
<td>14,563</td>
<td>3,013</td>
<td>1,312</td>
<td>15,755</td>
</tr>
<tr>
<td>2017</td>
<td>194,424</td>
<td>5,446</td>
<td>7,259</td>
<td>19,357</td>
<td>3,997</td>
<td>1,380</td>
<td>22,146</td>
</tr>
<tr>
<td>Change</td>
<td>17%</td>
<td>-35%</td>
<td>24%</td>
<td>33%</td>
<td>33%</td>
<td>5%</td>
<td>41%</td>
</tr>
</tbody>
</table>

Total employment data from third quarter 2017 Quarterly Census of Employment and Wages adapted to match PacMtn sector definitions.
Sectors – Share of Total Employment

2017

- Wood Products: 3%
- Food Production: 4%
- Life Sciences: 10%
- IT & Telecom: 2%
- Chemicals and Plastics: 1%
- Hospitality and Food Service: 12%
- Other: 68%

Total employment data from Quarterly Census of Employment and Wages adapted to match PacMtn sector definitions.
Quarterly year-over-year employment change

2005-2013 PacMtn Industry Sectors

Total employment data from Quarterly Census of Employment and Wages adapted to match PacMtn sector definitions
Regional Employment Snapshot

6 Regional Sectors

Sector Statistical Report – Life Sciences

Example of Sector Overview - Life Sciences

Example of Career Pathway – Nursing Assistant

2017 Regional Impact Report and the Executive Summary
Your thoughts and observations?