Public administration remains the region’s single largest employment sector and offers one of the highest average annual wages. Retail and consumer services are the next largest employers but offer relatively low annual average wages.

Supply & Demand Employment Gaps by Occupational Category

- Health care, media, utilities, professional services and construction are forecast to be region’s fastest-growing industries over the next decade.
- Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries.
- Chemical and plastic manufacturing is forecasted to contract most-significantly over the next ten years.

Niche Sectors with Projected Growth & Wages Over $30K Annually

- Brewing & Distilling: All Counties in the Region have seen growth in the microbrewery industry, adding 141 jobs in the past 5 years.
- Assisted Living for Elderly: Region’s aging population has fueled growth, are currently employing 1,069, remaining significant over the next 5 years.
- Computer Systems Design: Contract computer services employs 1,286 workers, 681 added over the last 5 years, another 155 expected.
- Fitness & Recreational Sports: Employs more than 900 across the Region & added 200+ in the past 5 years.
- Warehousing & Storage: Booming logistics industry shows continued growth. Spurred 400 new jobs, adding at least 350+ jobs in the next 5 years.
Education employs 13,924 people in our Region and is expected to add an additional 1.3% (4,000+ jobs) in the next decade.

Community, medical, and social service jobs, currently employ approximately 23,000 at present and are slated to grow at a particularly high rate as baby boomers age.
Public Administration remains one of Grays Harbor County’s largest employment sector and offers one of the highest average annual wages. Hospitality, Tourism & Restaurants services are some of the largest employers in Grays Harbor Co. but offer relatively low annual average wages.

Supply & Demand Employment Gaps by Occupational Category
2019 Average Per Year

Healthcare Practitioners & Technical Occupations: 36
Health Support Entry-Level: 14
Community & Social Services: 5
Office & Administrative Support Occupations: 19
Sales & Related Occupations: 19
Food Preparation & Service: 7
Business & Financial Operations: 14
Maintenance & Repair: 5
Architect & Engineer: 7
Transportation: 13

Health care, media, utilities, professional services and construction are forecast to be region’s fastest-growing industries over the next decade. Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries. Chemical and plastic manufacturing is forecasted to contract most-significantly over the next ten years.

Niche Sectors with Projected Growth & Wages Over $30K Annually

Dentists
Demand for dental assistants is strong throughout the region. In Grays Harbor County dentists have more than 150 employees.

Junior Colleges
Junior Colleges employ 194 workers and added 42 over the last five years.

Janitorial Services
Employ 239 workers and added 53 in the last five years.

Casinos & Hotels
Casino hotels employ more than 440 workers and have added 115 in the last five years.

Physical, Occupational, Speech & Audio Therapists have shown more growth than usual in Grays Harbor County, employing 127 at an average salary of $52,883 annually.
**PacMtn Regional Profile**

### 5 YEAR FORECAST ON CUMULATIVE EMPLOYMENT GROWTH

- **Wood Products**: 6.3%
- **Food Production & Manufacturing**: 2.9%
- **Life Sciences & Health**: -0.8%
- **IT & Telecom**: 149.5%
- **Hospitality, Tourism & Restaurants**: 20.3%
- **Specialty Manufacturing & Logistics**: 6.3%

### KEY LABOR MARKET INFORMATION FOR GRAYS HARBOR COUNTY

- **Total Employment**: 27,680
- **Average Annual Wage**: $41,313
- **Unemployment Rate**: 7.1%
- **New Unemployment Claims**: dropped to 383

### TOP 5 EMPLOYERS IN GRAYS HARBOR COUNTY

1. Food Service & Drinking Places
2. Wood Product Manufacturing
3. Administrative & Support Services
4. Food Manufacturing
5. Accommodations (Hotels, etc.)

### Key Industries

- **Wood Products**: Currently employing 1,220 people and is likely to grow steadily over the next decade.
- **Food Production & Manufacturing**: Restaurant and Bar service jobs currently employ approximately 1,867 people at present and are slated to grow by 20% in the next decade.

### % OF POPULATION BY EDUCATIONAL ATTAINMENT LEVEL

- Less than 9th Grade: 3% State Average 3%
- No High School Diploma: 3% State Average 3%
- High School Diploma/GED: 7% State Average 5%
- Some College: 22% State Average 29%
- Associate's Degree: 23% State Average 28%
- Bachelor's Degree: 10% State Average 11%
- Master's Degree or Higher: 14% State Average 14%
- State Average 8%

Grays Harbor Co. Attainment
Health Care remains one of Lewis County’s largest employment sectors and offers one of the highest average annual wages.

Retail, Hospitality & Restaurants services are some of the largest employers in Lewis Co. but offer relatively low annual average wages.

Supply & Demand Employment Gaps by Occupational Category

2019 Average Per Year

Health care, media, utilities, professional services and construction are forecast to be region’s fastest-growing industries over the next decade.

Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries.

Chemical and plastic manufacturing is forecasted to contract most-significantly over the next ten years.

Niche Sectors with Projected Growth & Wages Over $30K Annually

Specialized Freight Trucking
Due to Lewis County’s growing logistics sector, this sector added 97 jobs over the last five years and pays in excess of $51,000 annually.

New Car Dealers
the Centralia–Chehalis auto row employs 213 and added 94 jobs over the last five years.

Temporary Help Services
Temp service employment has more than doubled in five years in Lewis County, employing over 400 at any given time.

Water Supply & Irrigation
Two major plastic pipe manufacturers feed this wholesale supply chain industry that employs 179 and has added 95 jobs over the last five years.

Mental Health & Substance Abuse Treatment
The out-patient mental health and substance use treatment sectors employ 278 workers, 200 of which have been added in the last five years.
PacMtn Regional Profile

5 YEAR FORECAST ON CUMULATIVE EMPLOYMENT GROWTH

- Local Government is employing 3,872 people and is likely to grow over steadily over the next decade, providing some of the highest wage jobs in Lewis County.
- Information Technology and Logistics are the two fastest growing sectors in Lewis County, as specialty manufacturing, transportation, and IT infrastructure grow.

KEY LABOR MARKET INFORMATION FOR LEWIS COUNTY

- Total Employment: 33,144
- Average Annual Wage: $43,142
- Unemployment Rate: 6.2%
- New Unemployment Claims dropped to 422

TOP 5 EMPLOYERS IN LEWIS COUNTY
1. Local Government
2. Food Service & Drinking Places
3. Wood Products Manufacturing
4. Ambulatory Health Care Services
5. State Government

% OF POPULATION BY EDUCATIONAL ATTAINMENT LEVEL

- State Average
- Lewis Co. Attainment
**Public administration** remains one of Mason County’s largest employment sectors and offers one of the highest average annual wages.

**Hospitality, Tourism & Restaurants** services are the largest employers in Mason Co. but offer relatively low annual average wages.

**Supply & Demand Employment Gaps by Occupational Category**

2019 Average Per Year

- Healthcare Practitioners & Technical Occupations: 43
- Computer & IT Services: 0
- Community & Social Services: 3
- Office & Administrative Support Occupations: 25
- Sales & Related Occupations: 8
- Food Preparation & Service: 6
- Business & Financial Operations: 6
- Production Occupations: 0
- Fishing & Farming & Forestry: 5
- Construction & Extraction: 0

**Health care, media, utilities, professional services and construction** are forecast to be region’s fastest-growing industries over the next decade.

- Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries.

**Chemical and plastic manufacturing** is forecasted to contract most-significantly over the next ten years.

**Niche Sectors with Projected Growth & Wages Over $30K Annually**

- **Residential Construction**
  Rapid growth in population, driven by in-migration, residential construction is booming and employs 179 workers.

- **Residential Remodeling**
  The same trend has affect existing housing stock and generated 111 jobs paying an average of $33,000 annually.

- **Disability Care Facilities**
  Exceptional Foresters Inc. (EFI) operates 16 facilities throughout Mason County and accounts for as many as 167 jobs in this industry.

- **Shellfish Farming**
  Mason County has a strong shellfish farming industry, employing 230 workers in the third quarter of 2019.

- **Warehouse & Super Stores**
  Serving a growing population, this retail sector employs 495 workers in Mason County.
Local Government is the largest employer in Mason Co., employing 4,650 people. And State govt another 1,103.

Community and social service jobs, currently employ approximately 516 people at present and are slated to grow at a particularly high rate as baby boomers age.

**5 YEAR FORECAST ON CUMULATIVE EMPLOYMENT GROWTH**

- Wood Products
- Food Production & Manufacturing
- Life Sciences & Health
- IT & Telecom
- Hospitality, Tourism & Restaurants
- Specialty Manufacturing & Logistics

**% OF POPULATION BY EDUCATIONAL ATTAINMENT LEVEL**

- Less than 9th Grade: State Average 3%, Mason Co. Attainment 8%
- No High School Diploma: State Average 3%, Mason Co. Attainment 14%
- High School Diploma/GED: State Average 5%, Mason Co. Attainment 14%
- Some College: State Average 7%, Mason Co. Attainment 29%
- Associate’s Degree: State Average 22%, Mason Co. Attainment 23%
- Bachelor’s Degree: State Average 23%, Mason Co. Attainment 28%
- Master’s Degree or Higher: State Average 10%, Mason Co. Attainment 14%

**KEY LABOR MARKET INFORMATION FOR MASON COUNTY**

- Total Employment: 24,294
- Unemployment Rate: 6.1%
- Average Annual Wage: $42,175
- New Unemployment Claims dropped to 204

**TOP 5 EMPLOYERS IN MASON COUNTY**

1. Local Government
2. State Government
3. Food Service & Drinking Places
4. Social Assistance
5. General Merchandise Stores
Farming & Food Production remains one of Pacific County’s largest employment sectors and offers relatively low average annual wages.

Hospitality, Tourism & Restaurants services are some of the largest employers in Pacific Co. but offer relatively low annual average wages.

Supply & Demand Employment Gaps by Occupational Category
2019 Average Per Year

Health care, media, utilities, professional services and construction are forecast to be region’s fastest-growing industries over the next decade.

Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries.

Chemical and plastic manufacturing is forecasted to contract most significantly over the next ten years.

Niche Sectors with Projected Growth & Wages Over $30K Annually

Hotels & Motels
This growing sector of Pacific County’s tourism industry employs 340 workers and added 83 jobs over the last five years.

Snack & Coffee Baristas
Also related to tourism, this sector saw 67% growth since 2014.

Optometry
Employment by optometrists has doubled since 2014 and now stands at 56 workers.

Family & Individual Services
Social services for elderly, disabled and low-income residents employs 261 workers in Pacific County and is expected to add another 42 jobs over the next five years.

Shellfish Fishing
This important maritime industry employs 297 workers in Pacific County who earn an average of $42,663 annually.
Local Government is employing **3,872 people** and is likely to grow over steadily over the next decade, providing some of the highest wage jobs in Pacific County.

Information Technology and Logistics are the two fastest growing sectors in Lewis County, as specialty manufacturing, transportation, and IT infrastructure grow.

**5 YEAR FORECAST ON CUMULATIVE EMPLOYMENT GROWTH**

- Wood Products: 3.6%
- Food Production & Manufacturing: 12.1%
- Life Sciences & Health: 0.6%
- IT & Telecom: 3.9%
- Hospitality, Tourism & Restaurants: 29.9%
- Specialty Manufacturing & Logistics: 20.9%

**KEY LABOR MARKET INFORMATION FOR PACIFIC COUNTY**

- **Total Employment**: 7,955
- **Unemployment Rate**: 7.4%
- **Average Annual Wage**: $36,911
- **New Unemployment Claims**: dropped to 92

**TOP 5 EMPLOYERS IN PACIFIC COUNTY**

1. Local Government
2. Food Service & Drinking Places
3. Wood Products Manufacturing
4. Ambulatory Health Care Services
5. State Government

**% OF POPULATION BY EDUCATIONAL ATTAINMENT LEVEL**

- Less than 9th Grade: 3%
- No High School Diploma: 3%
- High School Diploma/GED: 7%
- Some College: 22%
- Associate’s Degree: 29%
- Bachelor’s Degree: 14%
- Master’s Degree or Higher: 8%

**State Average**

- Less than 9th Grade: 3%
- No High School Diploma: 3%
- High School Diploma/GED: 7%
- Some College: 23%
- Associate’s Degree: 28%
- Bachelor’s Degree: 14%
- Master’s Degree or Higher: 8%
Local & State Government remain Thurston County’s largest employment sectors and offers relatively high average annual wages.

Retail, Hospitality & Tourism services are some of the largest employers in Thurston Co. but offer relatively low annual average wages.

**Supply & Demand Employment Gaps by Occupational Category**

2019 Average Per Year

- Healthcare Practitioners & Technical Occupations: 341
- Health Support Entry-Level: 73
- Life, Physical & Social Sciences: 61
- Office & Administrative Support Occupations: 336
- Sales & Related Occupations: 181
- Food Preparation & Service: 92
- Business & Financial Operations: 261
- Management: 245
- Computer & Mathematical: 170
- Transportation & Material Moving: 83

Health care, media, utilities, professional services and construction are forecast to be region’s fastest-growing industries over the next decade.

Wood/paper, agriculture and food manufacturing, although slower-growing or even contracting, remain major regional employer industries.

Chemical and plastic manufacturing is forecasted to contract most-significantly over the next ten years.

**Niche Sectors with Projected Growth & Wages over $30k Annually**

**Motion Picture & Video Production**
The emergence of scores of small independent video production companies brought 311 jobs to Thurston County.

**Natural Body Care (Toiletries)**
This industry grew by 110 jobs, mostly due to the success of Alaffia, a natural body care products company in Olympia.

**Elementary & Secondary Schools**
Thurston County added 577 K-12 jobs over 5 years and will add another 447 over the next 4 years. This is one of the largest employers in the county with 6,719 jobs.

**Internet Publishing**
This industry grew by 209 jobs over the last five years.

**Psychiatric & SUD Hospitals**
In response to state-wide SUD and mental health crisis, 2 new hospitals opened in 2019 adding 200 jobs. Two more are planned.
Non-Profit & Government programs are employing 10,504 people in Thurston Co., in human services are some of the highest wage jobs in the county.

Office Administration, Management & Office Support Services, are some of the fastest growing occupational areas in Thurston County with low to median wages.

**KEY LABOR MARKET INFORMATION FOR THURSTON COUNTY**

- **Total Employment**: 141,295
- **Average Annual Wage**: $51,942
- **Unemployment Rate**: 4.7%
- **New Unemployment Claims**: dropped to 922

**TOP 5 EMPLOYERS IN THURSTON COUNTY**

1. Administration of Human Resource Programs & Services
2. Food Service & Drinking Places
3. Administrative & Support Services
4. Ambulatory Health Care Services
5. Professional, Scientific & Technical Services

**% OF POPULATION BY EDUCATIONAL ATTAINMENT LEVEL**

- Less than 9th Grade: 4% (State Average: 1%)
- No High School Diploma: 5% (State Average: 4%)
- High School Diploma/GED: 23% (State Average: 22%)
- Some College: 24% (State Average: 25%)
- Associate's Degree: 10% (State Average: 10%)
- Bachelor's Degree: 22% (State Average: 23%)
- Master's Degree or Higher: 13% (State Average: 15%)