

**WASHINGTON STATE  
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD  
MEETING NO. 170  
MAY 2, 2013**

**GAP ANALYSIS OF MID-LEVEL SUPPLY AND DEMAND**

Workforce Board staff have completed the annual assessment of supply and demand for workers with “mid-level” skills. The mid-level skills category covers occupations requiring less than a bachelor’s degree, but at least one year of postsecondary education or training. The supply is the current annual number of workers completing mid-level training, and demand is the projected number of net job openings due to growth or retirement. The report includes the supply and demand balance overall and for occupations with a shortage of newly prepared workers.

**Board Action Required:** For discussion only.

# 2012 Gap Analysis of Supply & Demand for Mid-Level Workers

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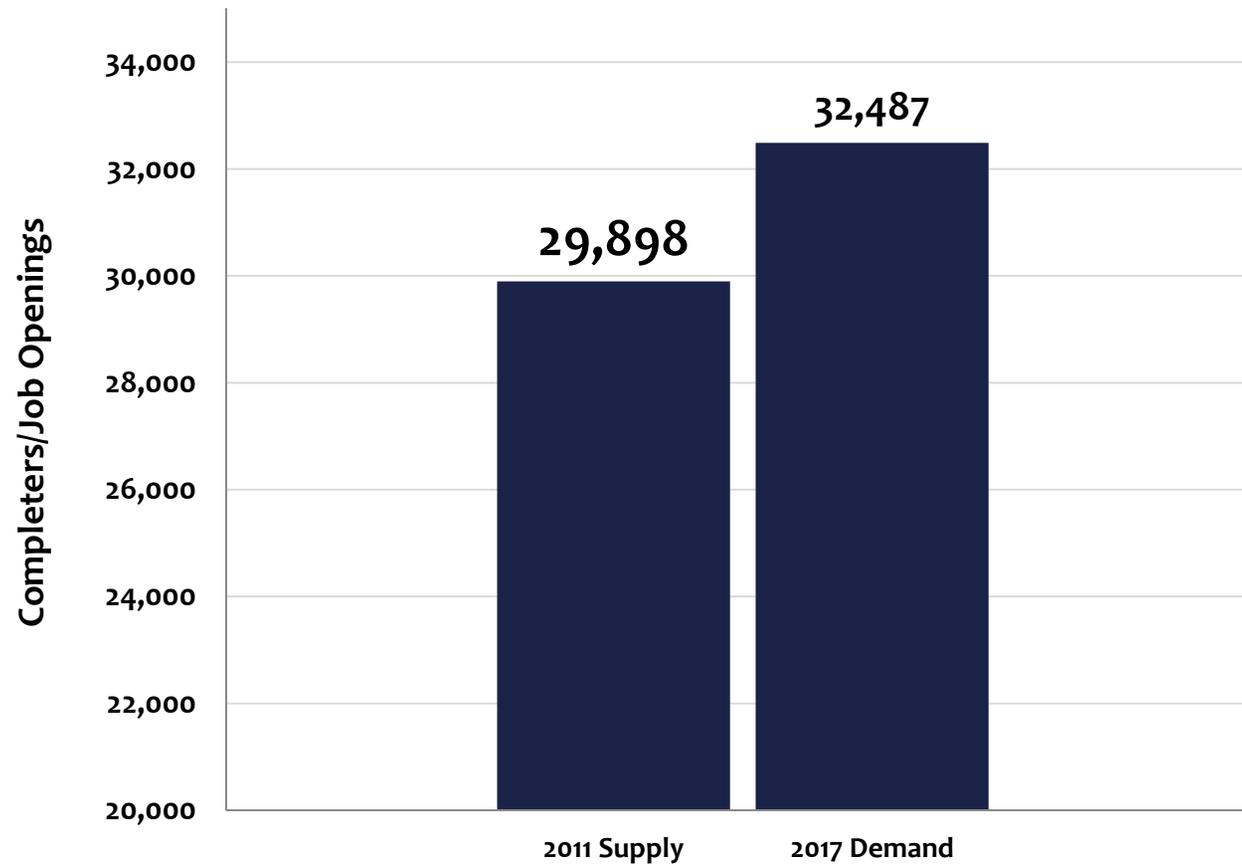
Workforce Training and  
Education Coordinating Board



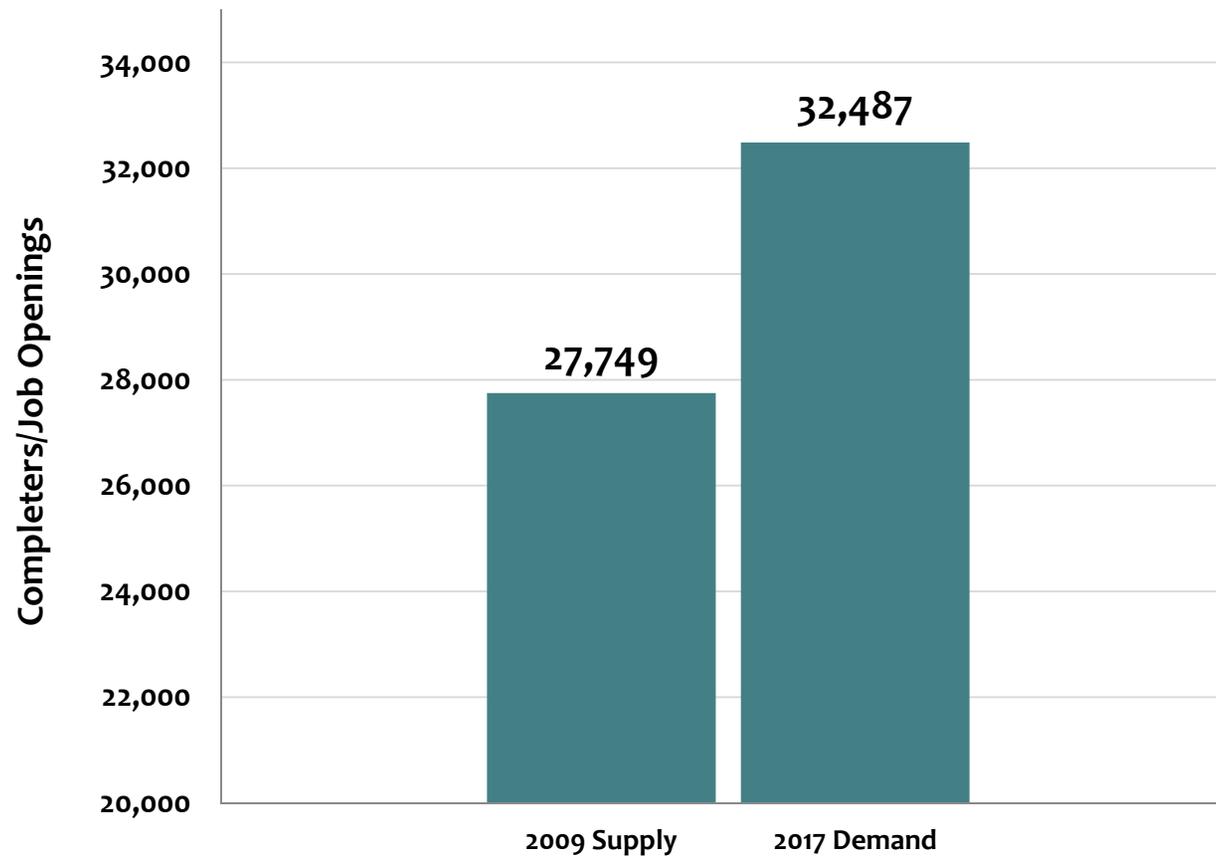
# Annual Update Comparing Supply and Projected Demand

- Mid-level defined as less than BA and more than one year of postsecondary training.
- Compares recent supply with projected demand for 2017.
- Supply from community/technical colleges, private career schools, apprenticeship.
- Supply of completers discounted 10 percent to adjust for some completers not in labor force.
- Demand is net openings due to both growth & retirement.

# 2011 Supply is 92 Percent of 2017 Projected Demand



# 2009 Supply is 85 Percent of 2017 Projected Demand



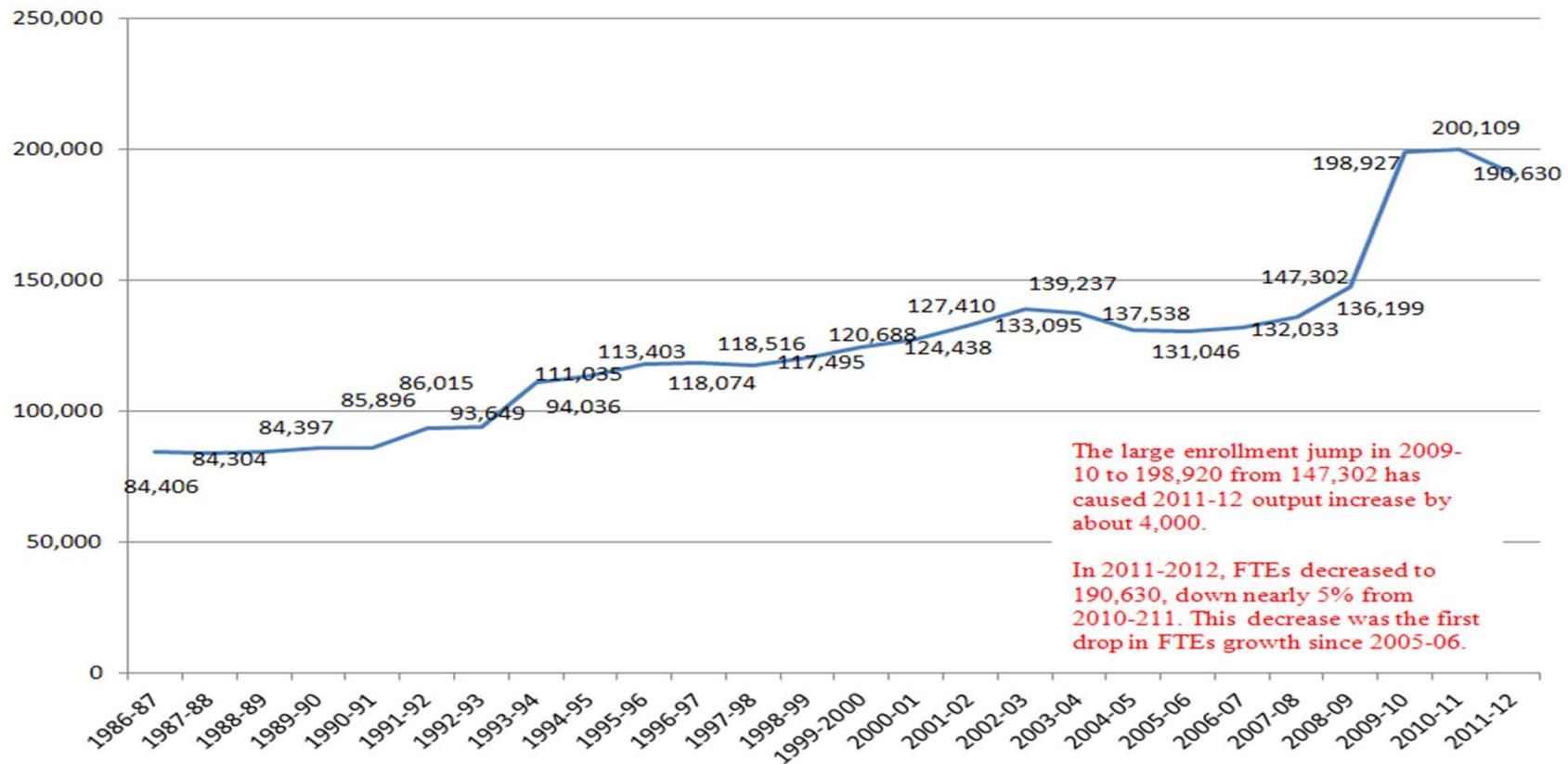
# Why the Gap Analysis based on 2009 supply is likely to be more accurate

Normally, our method is based on a six-year lag between supply and demand, however:

- Extraordinary levels of financial support were available to community/technical colleges during the recession: 2010-2011 ~ \$17.5 million ( ~ 3,800 FTE).
- With recovery, fewer unemployed workers will seek training: higher opportunity cost to attend, more drop out to take jobs.
- As the baby boom echo fades, high participation age group is shrinking.
- Evidence? CTC enrollment is currently in decline – Fall 2012 down 8-10 percent from peak Fall level in 2010.

# Abrupt Peak and Decline in CTC Enrollment During Recession

## CTC FTE Enrollment



# Gap Analysis of High Employer Demand Programs of Study

- Annual comparison of supply with demand projections for High Employer Demand Programs of Study.
- High Employer Demand Programs of Study are those where the annual in-state supply of completers is less than the annual in-state number of net job openings.

# High Employer Demand Occupations with Projected Gaps

Major Occupational Group Mid-Level Education Level	Supply 2012	Average Annual Demand 2015-2020	Projected Annual Undersupply
Installation, Maintenance & Repair	1,086	2,629	-1,543
Manufacturing, Production	836	1,452	-616
Protective Services	846	1,407	-561
Health Care Occupations in Shortage*	3,260	3,732	-472
Accounting and Bookkeeping**	829	1,059	-230
Science Technology	180	249	-69

\*Includes only mid-level health occupations with projected shortages.

\*\*Not included in the supply are partially trained business majors who dropout from baccalaureate programs who may help to meet the demand for mid-level accountants and bookkeepers.

# Mid-Level Health Occupations with Projected Gaps

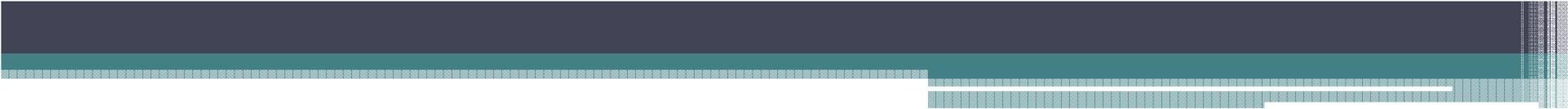
Mid-Level Health Care Occupations	New Supply 2012	Projected Annual Job Openings 2015-2020	Annual Gap between Supply & Demand
Registered Nurses	2,411	2,588	-177
Respiratory Therapists	40	89	-49
Radiation Therapists/Radiologic Techs	152	199	-47
Medical & Clinical Lab Assistants	74	120	-46
Dental Lab Technicians	16	56	-40
Medical Transcriptionists	105	144	-39
Dental Hygienists	220	255	-35
Nuclear Medicine Technologists	4	18	-14
Medical Records & Health Information	230	243	-13
Dietetic Technicians/Assistants	8	20	-12

Additional health related occupations requiring less than a year of postsecondary training, such as Home Health Aides, have potential supply/demand gaps.



# Caveat

- Some occupations have data and projection problems that prevent quantitative assessment by this method:
  - Construction
  - Certificated child care workers



# Questions?

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