

Industry & Economic Development Team

GMAP

January 6, 2009



Team Members

- Carolyn McKinnon
- Mike Brennan
- Yvonne Chase
- Carol Nix
- James Hu
- Mehrnaz Jamzadah
- Adult Team Liaison:
 - Maddy Thompson
 - Martin McCallum
- Research Team Liaison:
 - Isabel Munoz Colon
- CTED Liaison:
 - Michelle Morgan



Team Goal

Meet the workforce needs of industry by preparing students, current workers, and dislocated workers with the skills employers need to enable the citizens and businesses of Washington State to prosper in a globally competitive marketplace.



Team Strategic Plan Objectives

- **Guide the workforce development system to better match Industries' needs**
- **Coordinate workforce development with economic development**



Goal Related Measurements

- The number of active skill panels
 - 15 Workforce Board funded Skill Panels
- Employer satisfaction with skill panels
 - The Employer Survey says.....
 - A Skills Gap Analysis



Skill Panels

A very successful tactic



What is a Skill Panel?

- **Skill Panels** - Industry skill panels are public/private partnerships of business, labor and education - alliances working together to improve the skills of workers in industries vital to Washington's economy.

What they provide:

- employers with direct access to identify needed skill sets and the ability to participate in the continuous improvement of the system;
- workers with better skills, jobs, and career opportunities;
- employers with more efficiency, less turnover, and higher profits;
- expansion of skill standards to meet employer needs;
- educational programs that address key economic clusters and on-the-job learning strategies;
- local and state information about employers' skill needs; and
- policy recommendations based on real-time information.



2006/2008 funds 15 Skill Panels

- * Apprenticeship Development – *Spokane WDC*
- * Business & Professional Services – *Greater Spokane Inc*
- * Construction - *Pacific Mountain & Spokane WDCs*
- Energy Technology – *Pacific Mountain WDC, Centralia College*
- Food Processing – *South Central WDC*
- * Green Construction – *Seattle/King WDC*
- Homeland Security – *Pierce College*
- Maritime Industries – *Northwest WDC*
- Marine Towing – *Seattle Central Community College*
- Manufacturing – *Rural Resources (WDC) & Spokane WDC*
- * Recreation/Tourism – *Colville Tribal Authority*
- * International Trade & Logistics – *Highline Community College*
- Wood Products – *Northwest WDC*



Skill Panels – Serve the industries that drive Washington's economy

- Transportation & Logistics
- Construction
- Healthcare
- Homeland Security
- IT
- Electronics
- Aerospace
- Hospitality & Tourism
- Life Sciences
- Pulp & Paper
- Recreation & Tourism
- Apprenticeship
- Energy
- Food Processing
- Medical Devices
- Manufacturing – Advanced & General – Rural - Marine
- Automotive Technology
- Marine Technology
- Marine Towing
- Green Construction
- Electronic Gaming
- Nursing
- Wood Products
- Recreation
- Professional Services

Industries served by skill panels from 2002 to 2008 including federal, state and regional supported projects

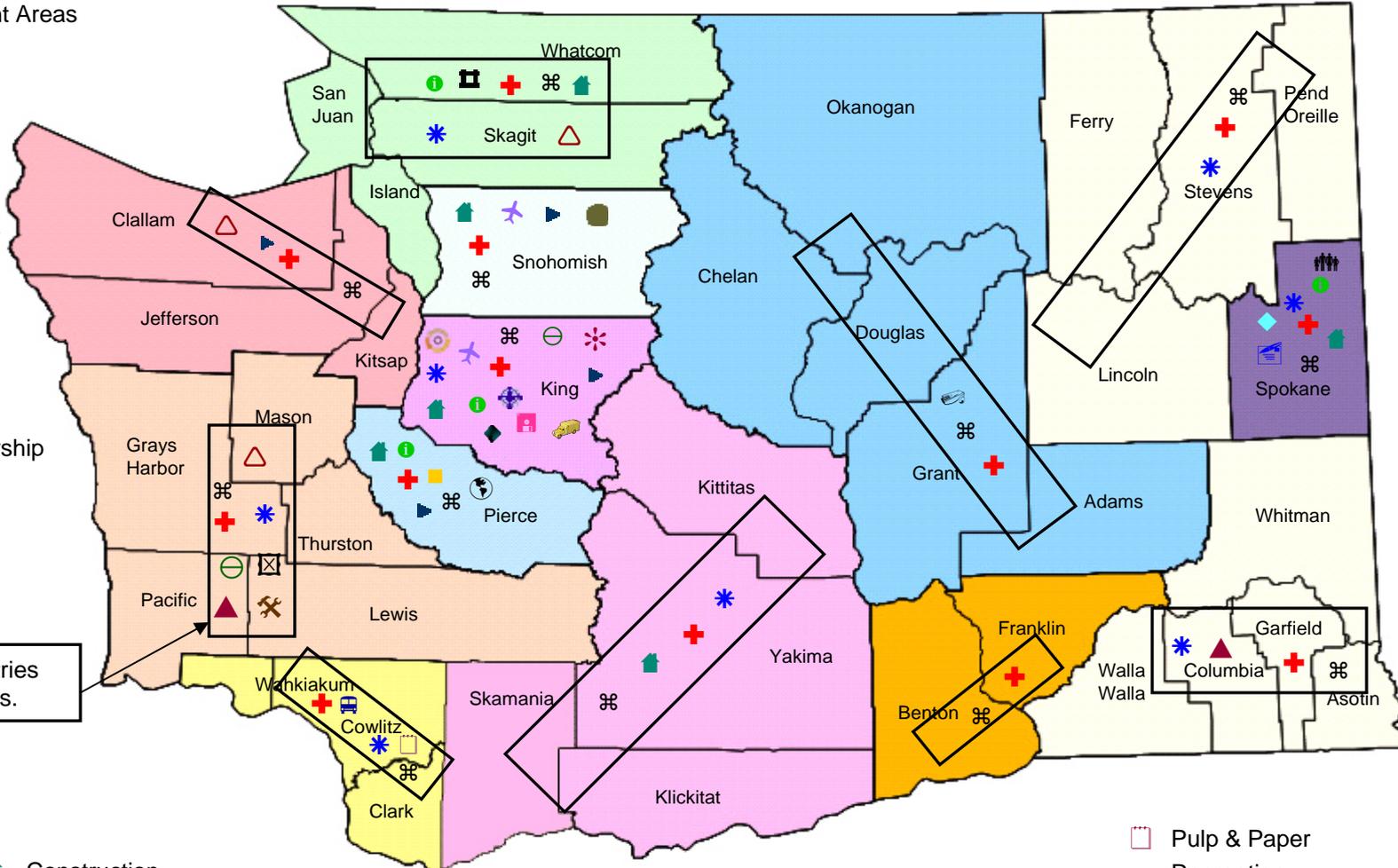


Washington State Industry Skill Panels

Current and Past Skill Panels 2002-2009

Workforce Development Areas

- Olympic
- Pacific Mountain
- Northwest WA
- Snohomish County
- Seattle-King County
- Pierce County
- Southwest WA
- North Central WA
- South Central
- Eastern WA Partnership
- Benton-Franklin
- Spokane Area



Boxes denote all industries served in these counties.

- Aerospace
- Apprenticeship
- Business/Professional
- Automotive
- Biomedical
- Biotech
- Boatbuilding
- Construction
- Electronics
- Electronic Gaming
- Energy Technology
- Food Processing & Agriculture
- Game Software Development
- Green Construction
- Health Care
- Homeland Security
- Information Technology
- Life Sciences
- Maritime Industries
- Manufacturing
- Marine Manufacturing
- Medical Devices
- Pulp & Paper
- Recreation
- Software Support
- Trade/Logistics
- Transportation
- Wood

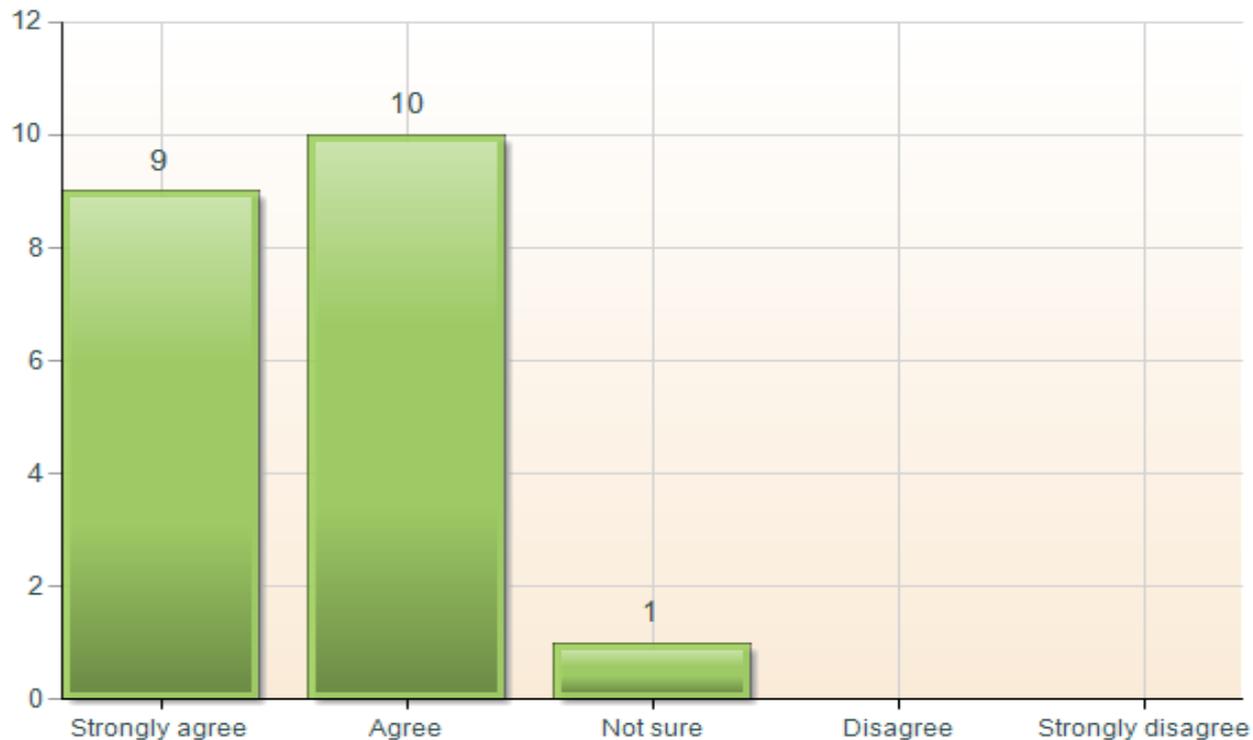
2008 Employers Survey

A web based evaluation tool

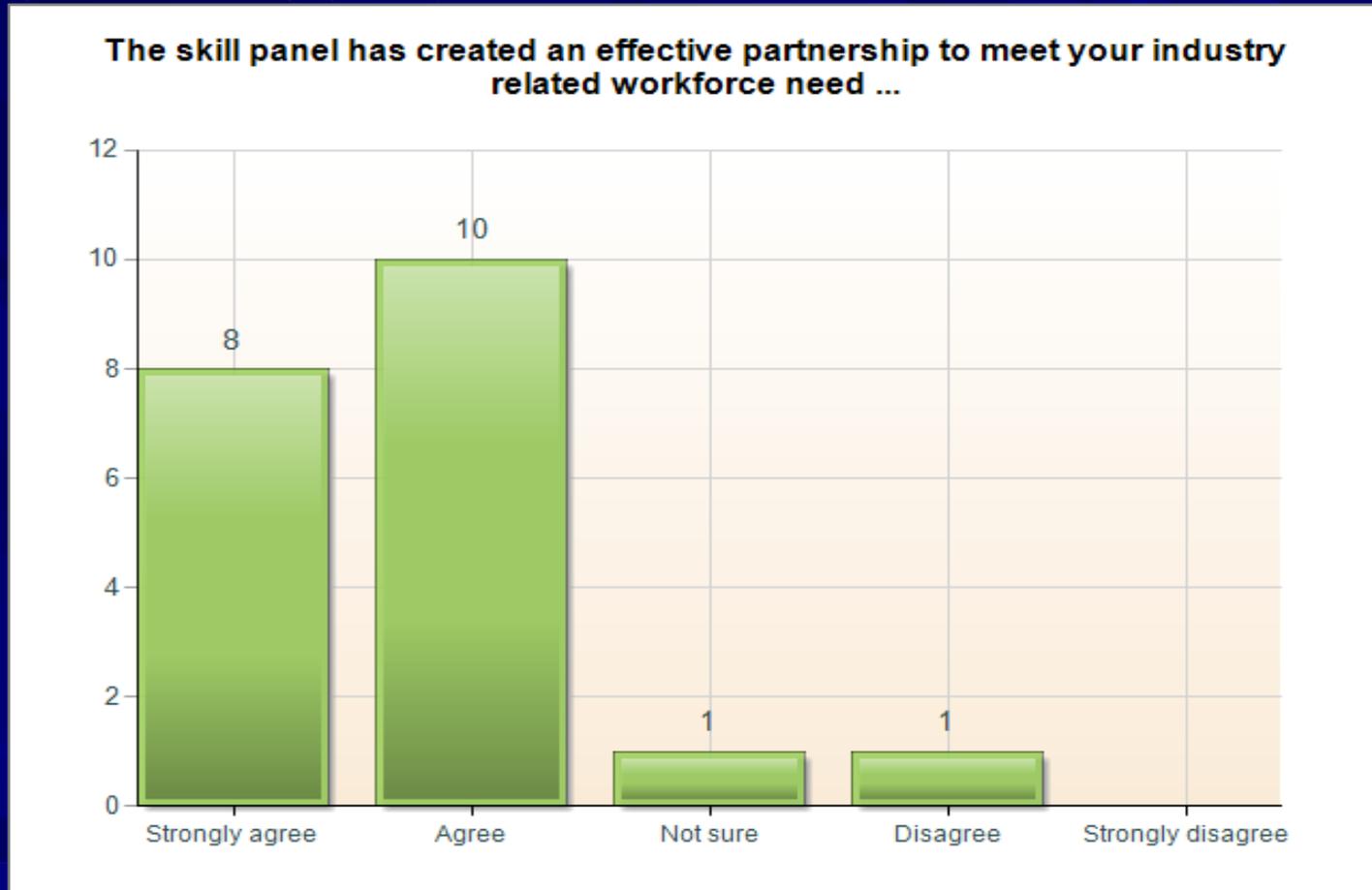


2008 Skill Panel Employer Survey : The skill panel is serving you and your industry by addressing workforce development challenges and needs

The skill panel is serving you and your industry by addressing workforce development challenges and needs.

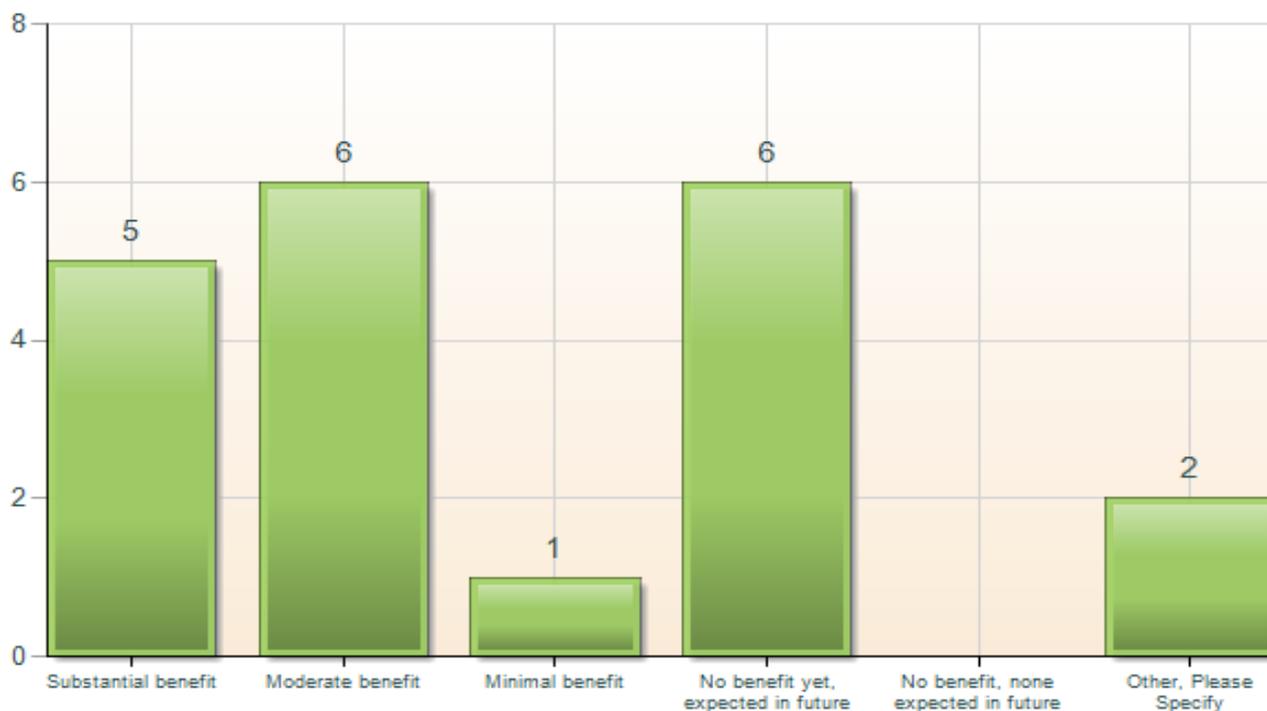


2008 Skill Panel Employer Survey : The skill panel has created an effective partnership to meet your industry related workforce need ...



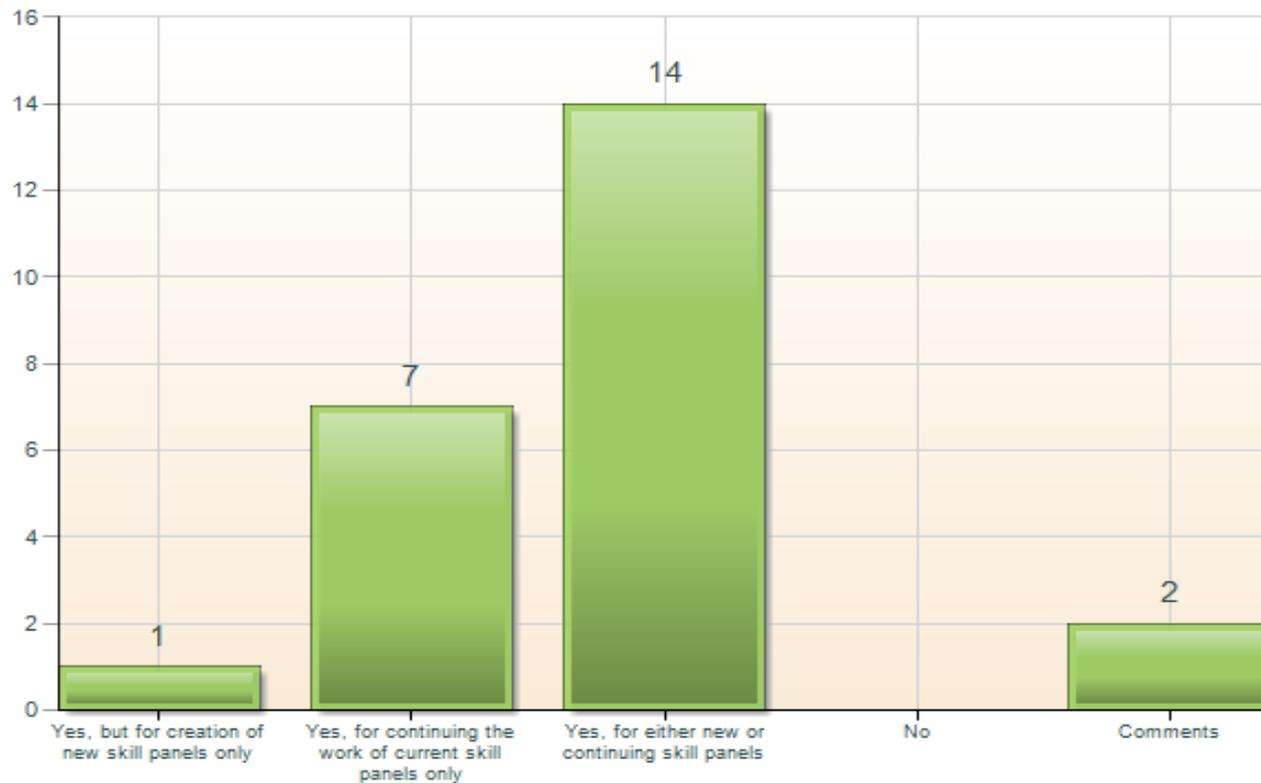
2008 Skill Panel Employer Survey : Which of the following best describes returns to your business for investments-time, money, other ...

Which of the following best describes returns to your business for investments-time, money, other resources-in the skill panel? Our company has realized:



2008 Skill Panel Employer Survey : Would you support continued public funding of skill panels?

Would you support continued public funding of skill panels?



The Industry Economic Development Team

More than just Skill Panels



Responsibilities include:

agency outreach and partnership development

- CTED
- WDC(s)
- Community & Technical Colleges
- State Labor Council
- WEDA (ADOs)
- WCCE (Chambers)
- AWB – IWDES
- Business/Industry

Projects include:

- Annual Conference
- Cluster Academies
- Event planning & coordination
- Skill Panels
- Strategic Fund
- Work Readiness
- State agency grant coordination



High Skills High Wages

The Strategic Fund



The “Next Project”

The High Skills High Wages Strategic Fund

- Innovative requirements:
 - Partnership between the Workforce Development Council (WDC) and the Associate Development Organization (ADO)
 - Offered for both planning and implementation
 - May support program material development
 - May support employment training



The Strategic Fund – What is it?

■ The Goal –

- To build on the state's strategy that focuses on regional clusters, ensuring that clusters have the skilled workers needed to continue growing

■ The Grant –

- The Workforce Board will issue approximately \$800,000 in Workforce Investment Act (WIA) funds for contracts that will end on June 30, 2010
- Grants are expected to range from \$75,000 - \$200,000



Strategic Fund

The process to date

- RFP developed and released: October 28
- Bidders Conferences: November 12 & 13
- Due date: Tuesday, December 9th
- Review Committee to meet: Monday, December 15th
- Awards will be announced: Monday, December 22nd



“Hot off the Press”

Implementation Grants

- *NW WDC/EDA of Skagit County - Washington Intracoastal marine and Manufacturing Industries Alliance
- *North Central WDC/Grant County EDC - Implementation of Pre-employment Training Program for Goods Producing Cluster
- *Eastern WA Partnership WDC/Southeast WA EDA - Eastern Washington Partnership Manufacturing Skills Initiative
- Pierce County WDC/Tacoma-Pierce County Employment and Training Consortium/Pierce County Economic Development Board - Healthcare Cluster Implementation: Pierce County Health Informatics Pathway (HIP)
- Spokane Area WDC/Greater Spokane Incorporated - Innovating Workforce Solutions: A strategy for the Health Care Cluster in the Spokane Area
- Southwest WA WDC/Cowlitz EDC - Implementation of Southwest Washington manufacturing Cluster Pipeline Initiative



“Hot off the Press”

Implementation Grants

Continued

- Benton-Franklin WDC/Tri-City Development Council - Tri-Cities Cross-Industrial Innovation-Energy Efficiency Training Implementation Cluster
- South Central WDC/Yakima County Development Association - Spanish Home Care Aide Statewide Training Module Implementation Grant
- WDC Snohomish County/EDC of Snohomish County - Innovations for the Future of Aerospace Implementation Grant

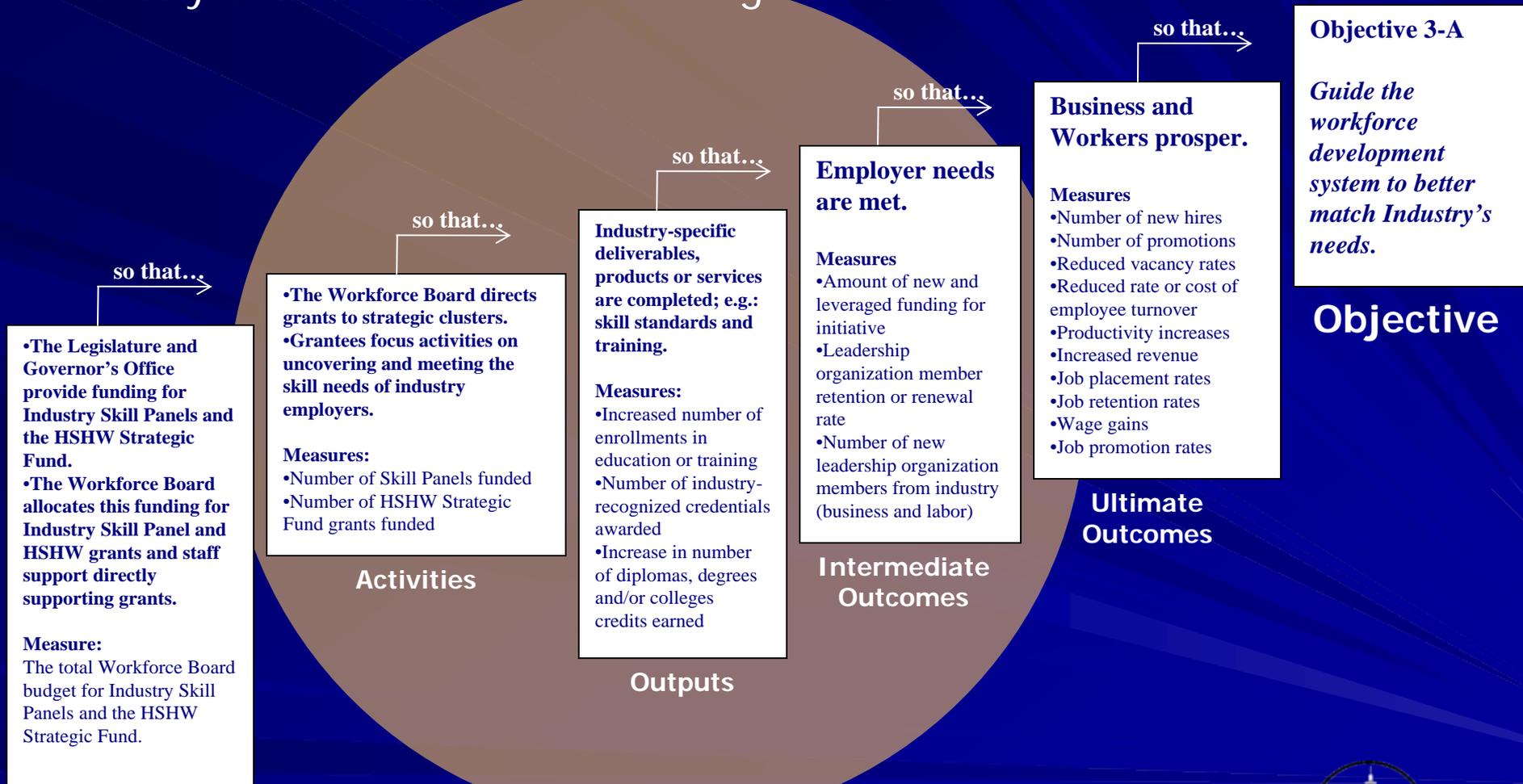
Planning Grants

- *WDC of Seattle-King County/enterpriseSeattle – Interactive Media
- *WDC of Seattle-King County/enterpriseSeattle – Maritime Transportation
- *South Central WDC/Yakima County Development Association - Central Washington Renewable Energy Planning Initiative
- Port of Whitman/Green IT Alliance

* HSHW Strategic Fund awardees

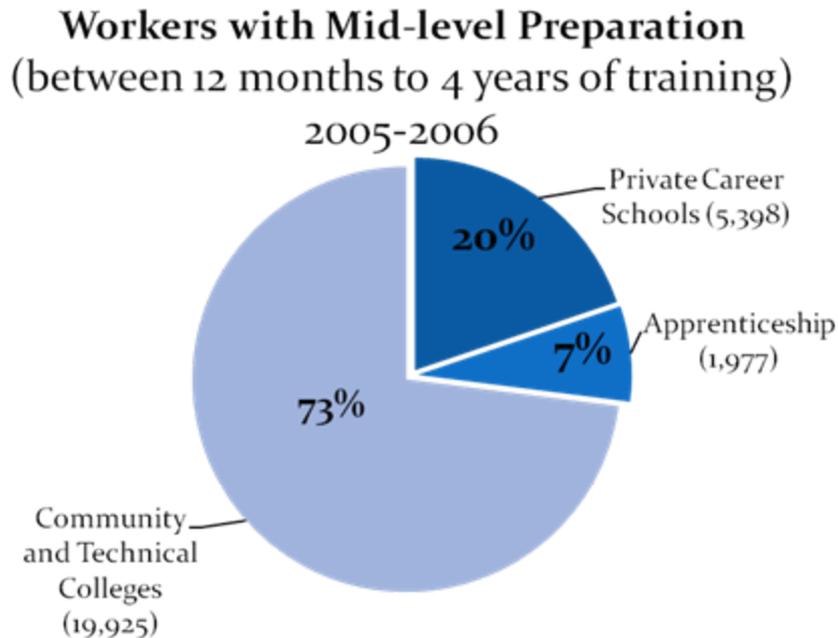
Logic Model for Industry and Economic Development Team

Industry Skill Panels & HSHW Strategic Fund



Mid-level Supply & Demand

Supply



Source: WTECB



**Workforce Training
and Education
Coordinating Board**

Demand

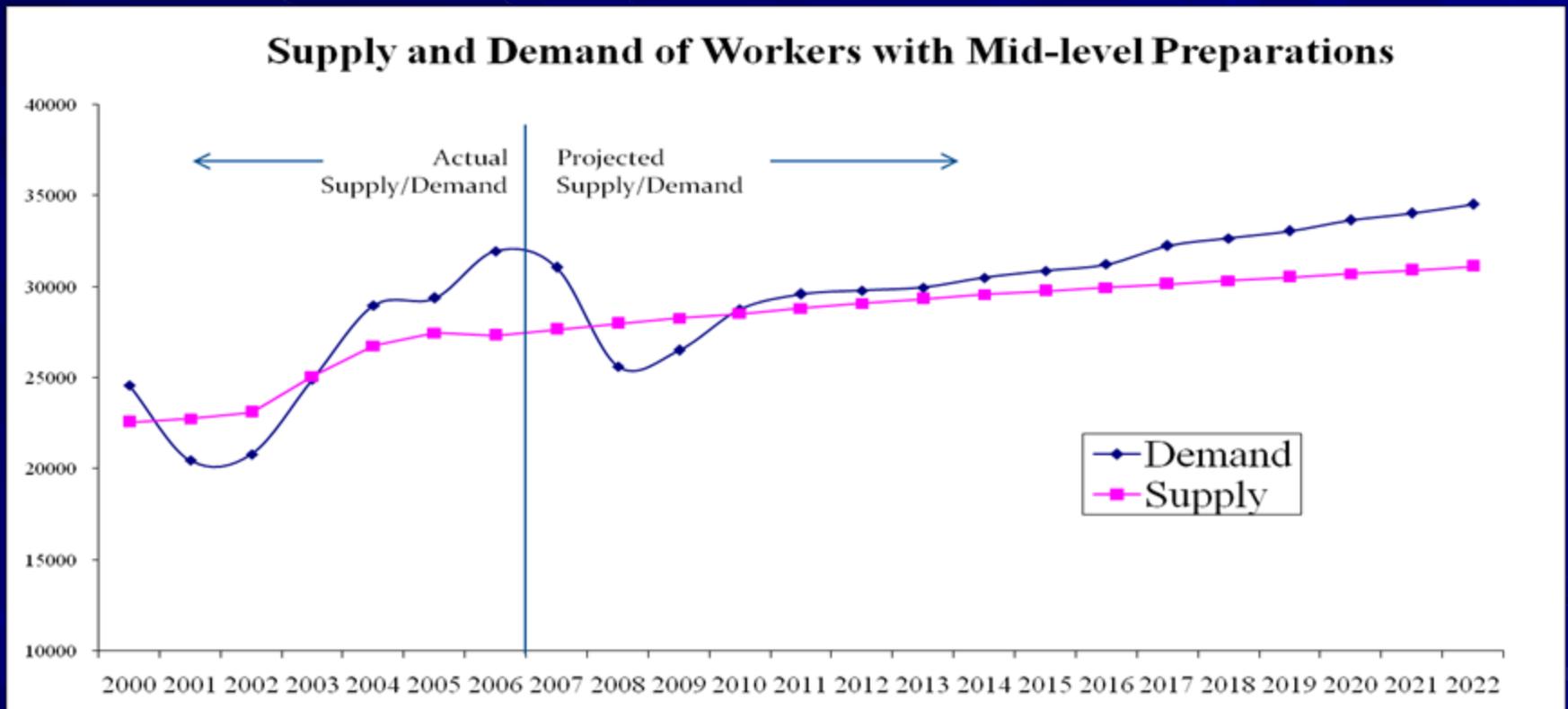
- Based on projections from Employment Security Dept.
- Data from 2008 projections
- Industry and Occupational groups demand projection
- Examples of assumptions used for demand projections:
 - Unemployment reaching 8% by end 2009
 - GDP will be down 1.1% in 2009
 - Boeing experiencing delivery delays, running as late as 2010

Skills Gap

An analysis of the in-state supply of newly trained workers at the Mid-Level compared to the number of new job openings at the Mid-Level.



The Supply/Demand Gap for workers with mid-level preparation will continue to grow even with steady increase in supply.



Supply/Demand Gap Met by Occupation Group

Major Occupational Groups	Supply 2006	2011-2016 Annual Average	
		Demand	Demand Met
Accounting & Bookkeeping	1,907	2,322	82%
Aircraft Mechanics & Technicians	108	272	40%
Construction	4,429	6,787	65%
Selected Health Care Occupations*	4,623	9,950	46%
Installation, Maintenance, Repair	2,448	2,575	95%
Manufacturing, Production	1,026	1,254	82%
Science Technology	126	663	19%

Source: WTECB 2009 Major Occupation Group Demand Met Analysis

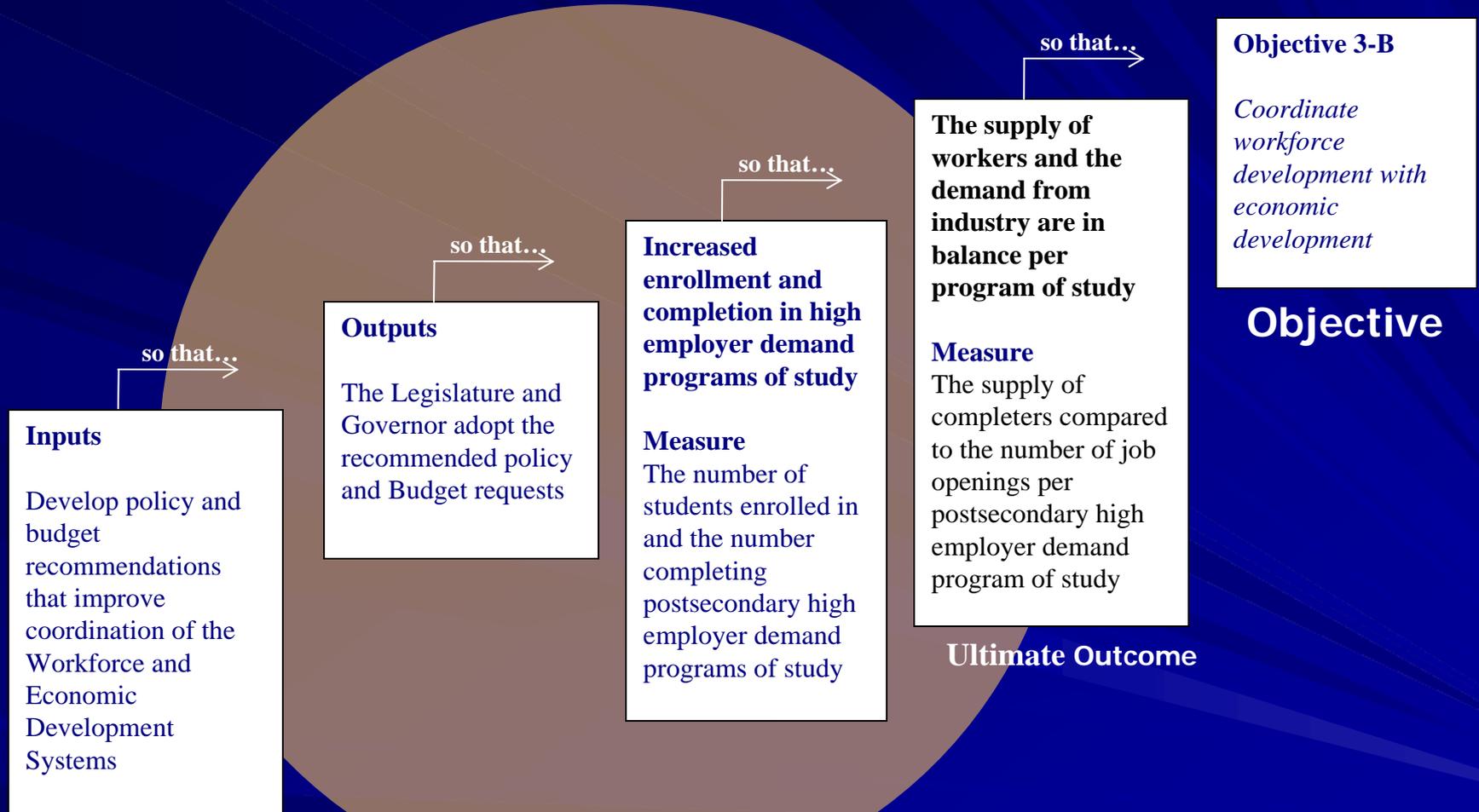
(Early Childhood Education and Transportation data currently is still being analyzed. Future versions of this table will include demand met data for this group.)

* Data from 2007 The Health Care Shortage Task Force Report

Demand Met by Health Care Professionals

Mid-level Healthcare Occupations with Shortages	Supply (2006)	Demand, (2004-12)	Demand Met
Registered Nurses	2912	5931	49%
Radiologic Technologists and Technicians	242	356	68%
Respiratory Therapists	110	218	50%
Medical Equipment Preparers	23	122	18%
Medical and Clinical Laboratory Technicians	202	286	71%
Diagnostic Medical Sonographers	69	125	55%
Physical Therapist Assistants	86	121	71%
Cardiovascular Technologists and Technicians	21	56	38%
Physical Therapist Aides	31	60	51%
Occupational Therapist Assistants	23	44	52%
Nuclear Medicine Technologists	21	35	60%
Surgical Technologists	159	170	93%
Total Demand Met (for selected occupations)	3897	7525	52%

Logic Model for Industry and Economic Development Team



Issues for discussion

- How can we use *input* measures, which measure things we can directly impact, in GMAP?
- How can we use the skill gap detail as a GMAP measure?
 - As a 6 year projection?
 - Using what methodology?
 - How do we show changing economic conditions?
 - How did we work to resolve the problem?



Team Credits

- Executive Producer: *Yvonne Chase*
- Research: *Isabel Munoz Colon*
- Site Locations: *James Hu*
- Special effects: *Carol Nix*
- Grip: *Carolyn McKinnon*
- Sets: *Mehrnaz Jamzadah*
- Consulting experts on all cultural issues: *Maddy Thompson & Martin McCallum*
- Location Support: *Michele Morgan, CTED*
- Stunt coordinator: *Mike Brennan*

Filmed entirely on location in Washington State

“Watch for GMAP IV coming in December 2009 to an office location near you”

