



PUBLIC PERFORMANCE REVIEW

Improving the Availability of a Skilled Workforce

March 22, 2023



WELCOME

PRESENTED BY:

- MANDEEP KAUNDAL, DIRECTOR, RESULTS WASHINGTON

Building Logistics

- Emergency exits are located through the conference room doors directly ahead
- Restrooms are located outside of the conference room next to the elevators
- Attendees will find a QR code and a physical survey located on conference room tables
- ASL interpretation is being provided for today's meeting
- Our meeting is being live-streamed by TVW
- Meeting materials are located at www.results.wa.gov

Topic Selection

- Improving the Availability of a Skilled Workforce is tied to the Governor's strategic goal 2: A Prosperous Economy
- Recommended by leaders across the state to review statewide industry shortages, training programs in place, and apprenticeships to job placement success.
- Progress and initiatives presented by:
 - Employment Security Department
 - Department of Health
 - Department of Transportation



Governor's Opening Remarks



AVAILABILITY OF A SKILLED WORKFORCE INTRODUCTION

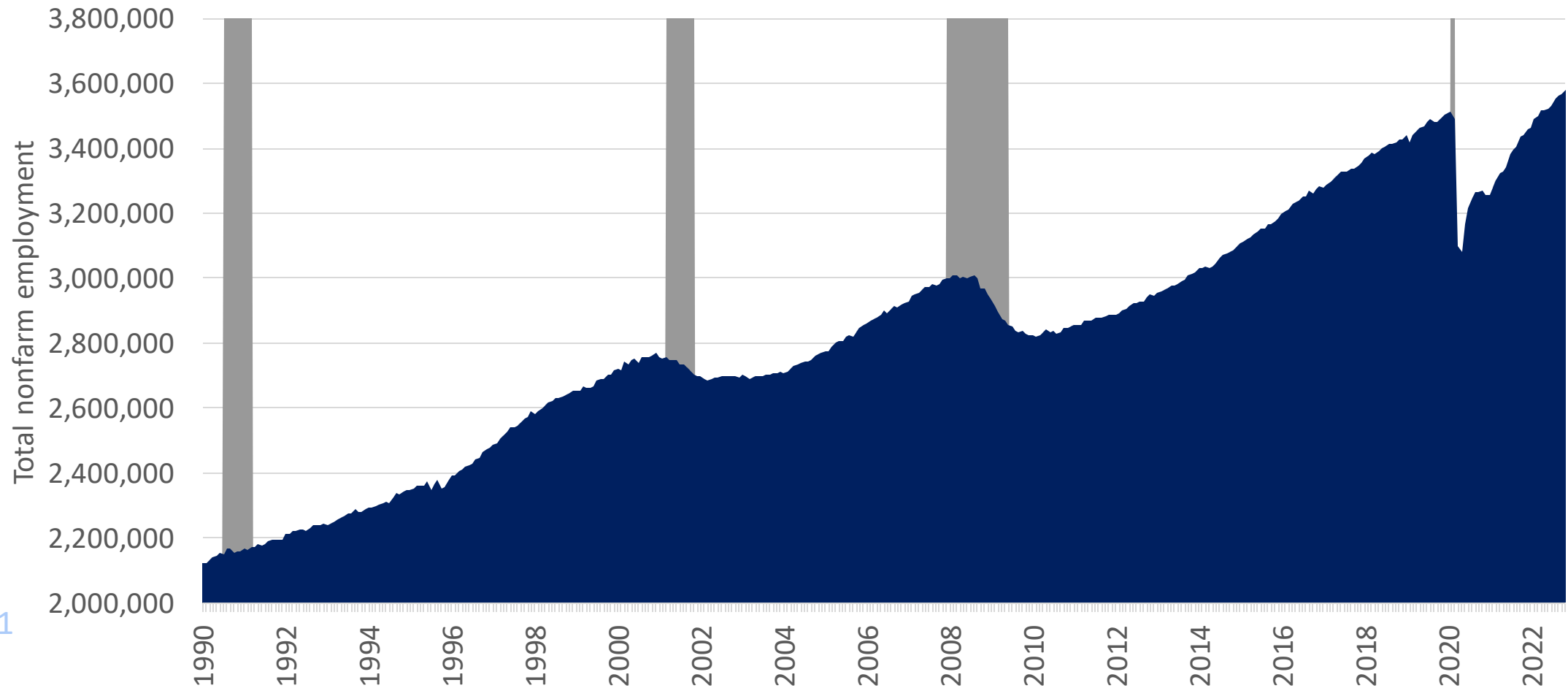
PRESENTED BY:

- ANNELIESE VANCE-SHERMAN, REGIONAL LABOR
ECONOMIST, EMPLOYMENT SECURITY DEPARTMENT

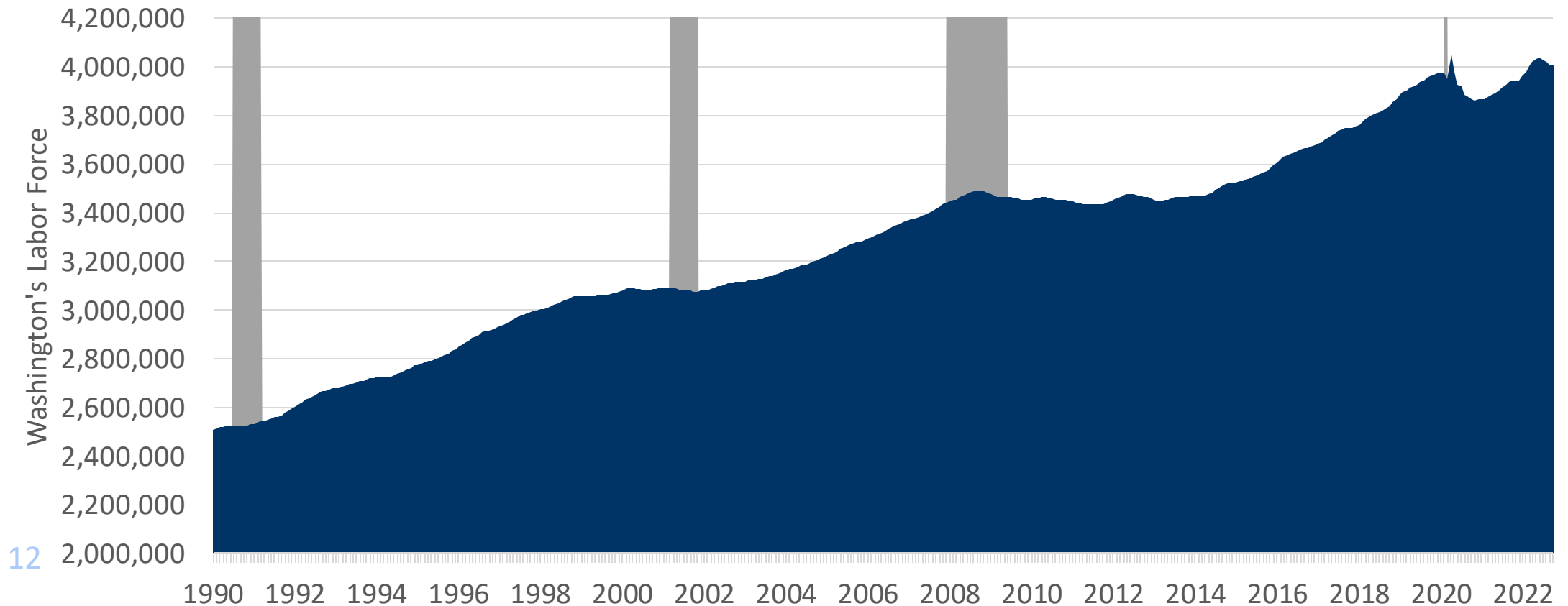
Labor Market Conditions

1

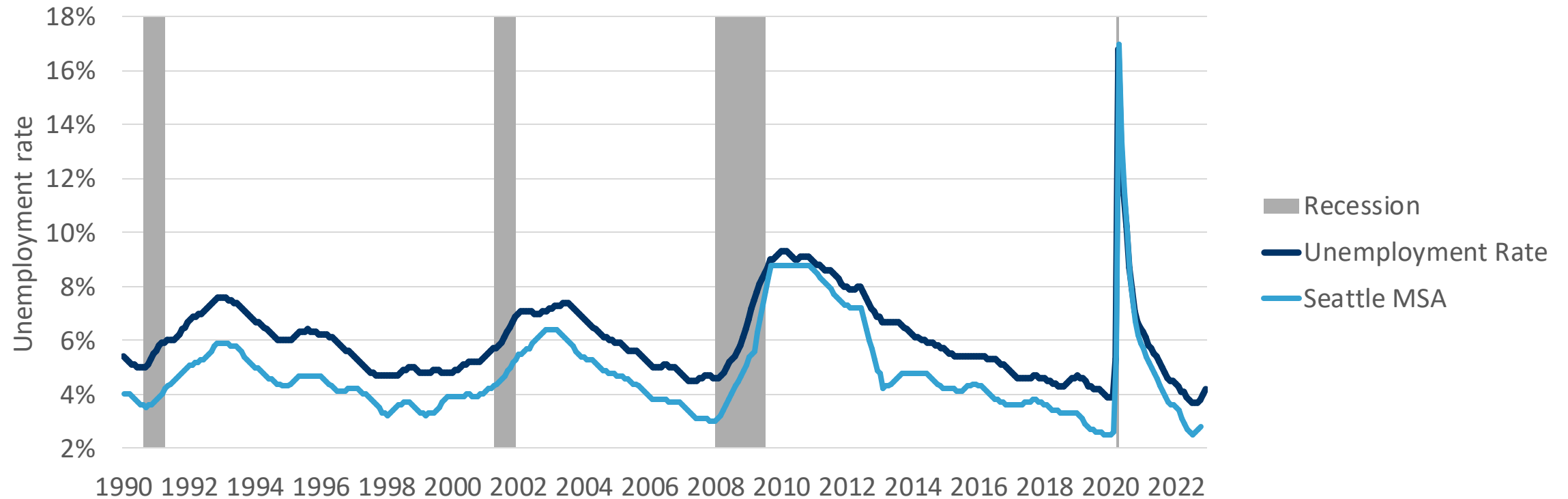
Washington State Total Nonfarm Employment, 1990 - 2022



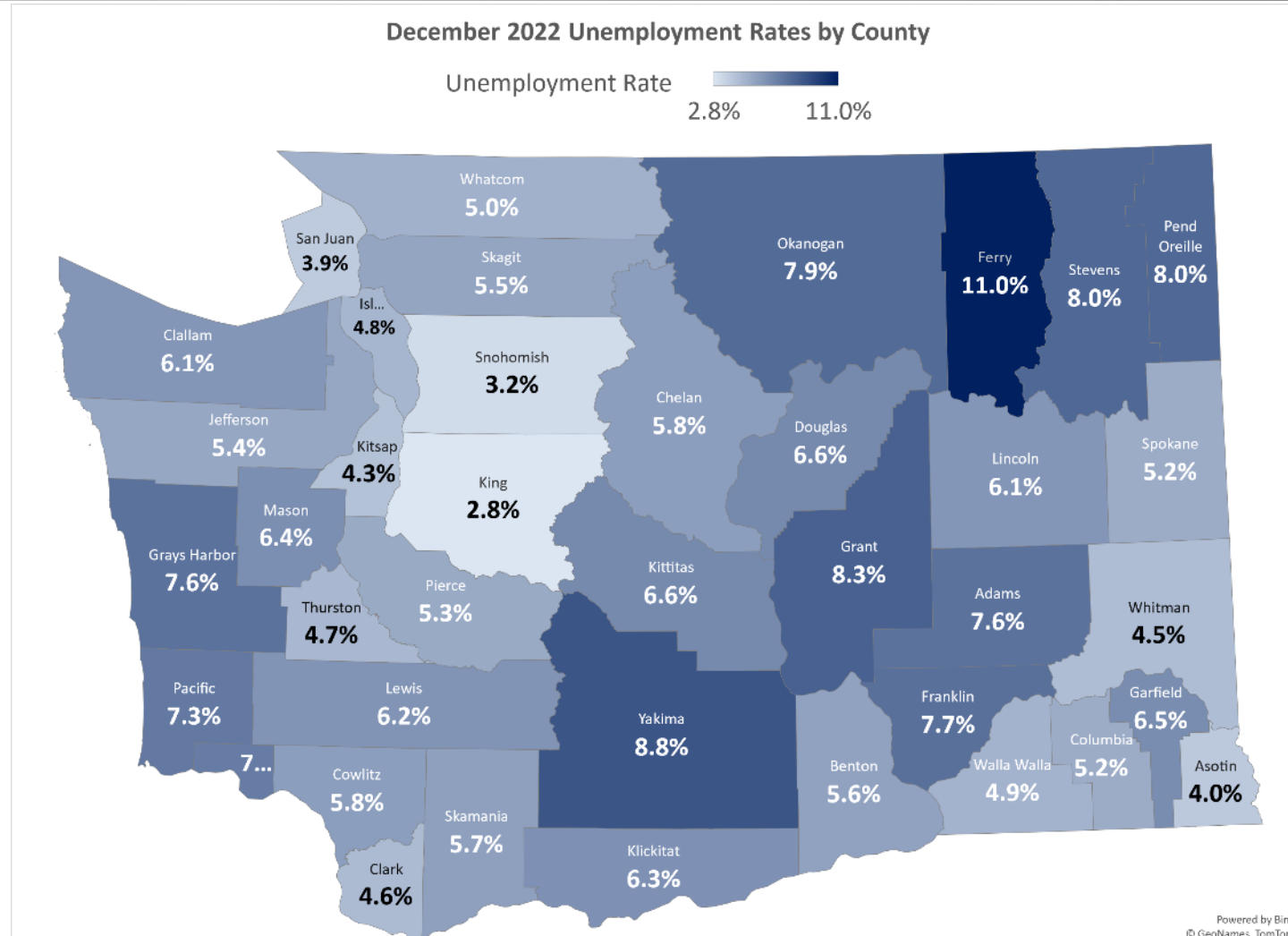
Washington State Civilian Labor Force, 1990 - 2022



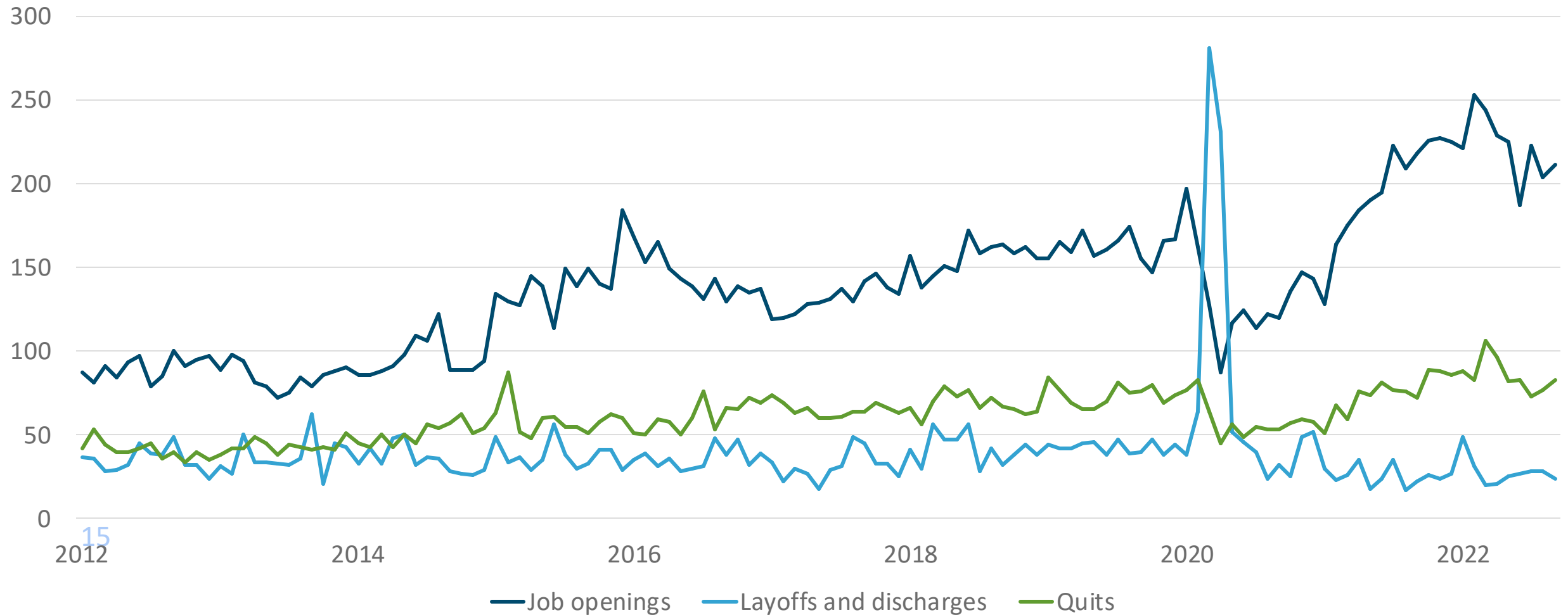
Washington's unemployment rate hit historic lows in 2022



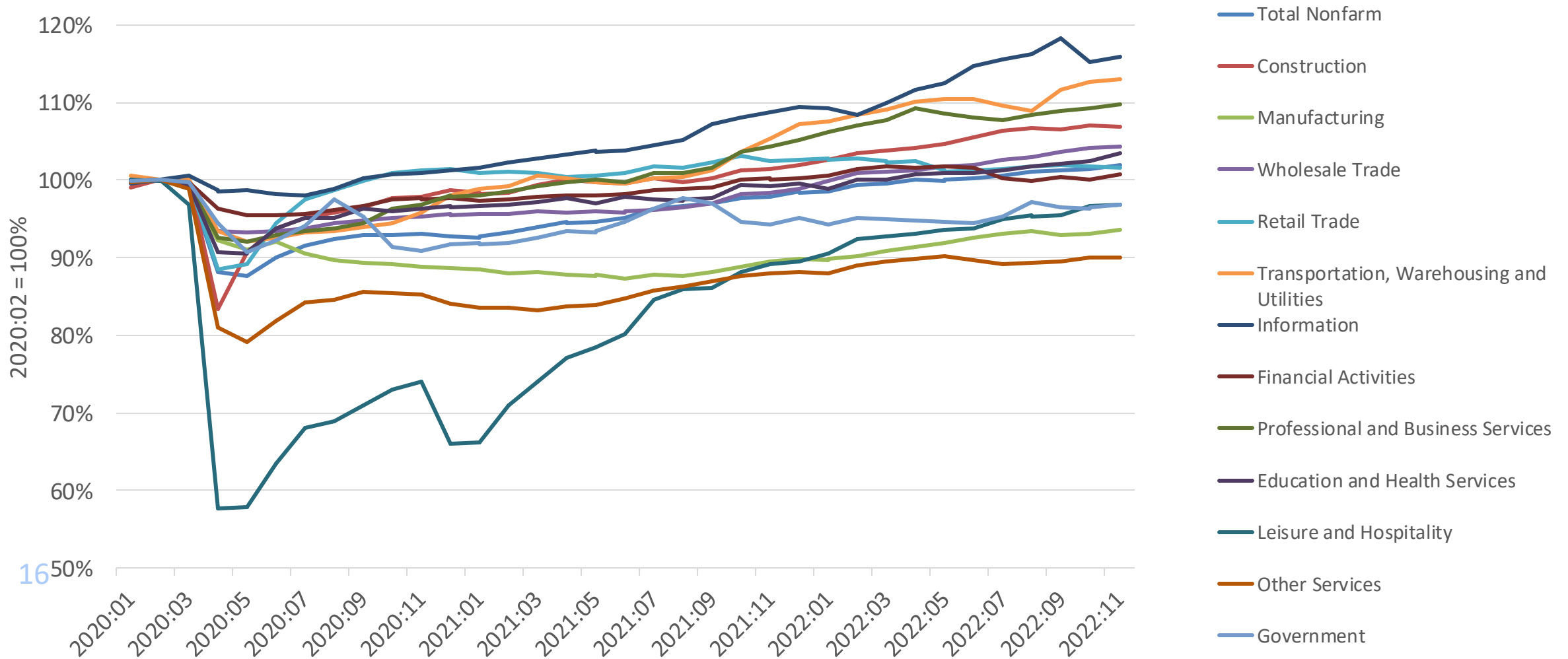
The unemployment rate tells us how effectively job seekers are connecting with employers



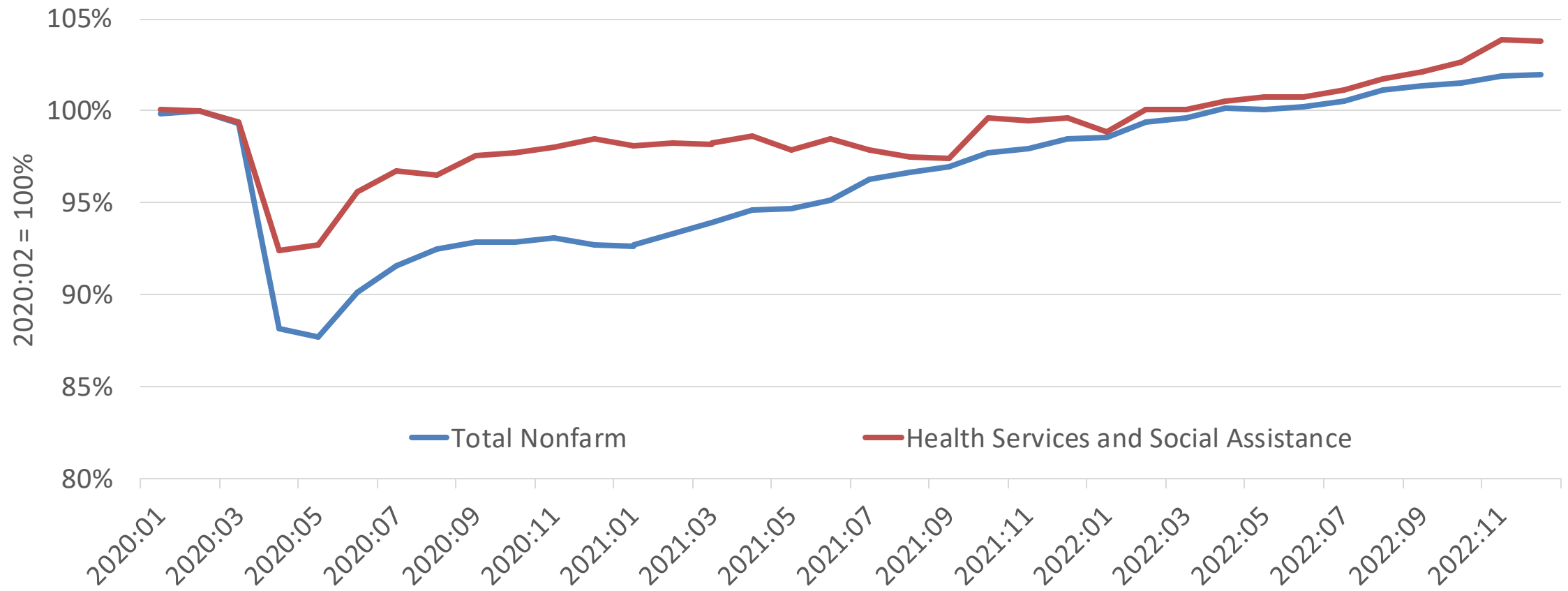
Job Openings, Hires, and Quits in Washington State



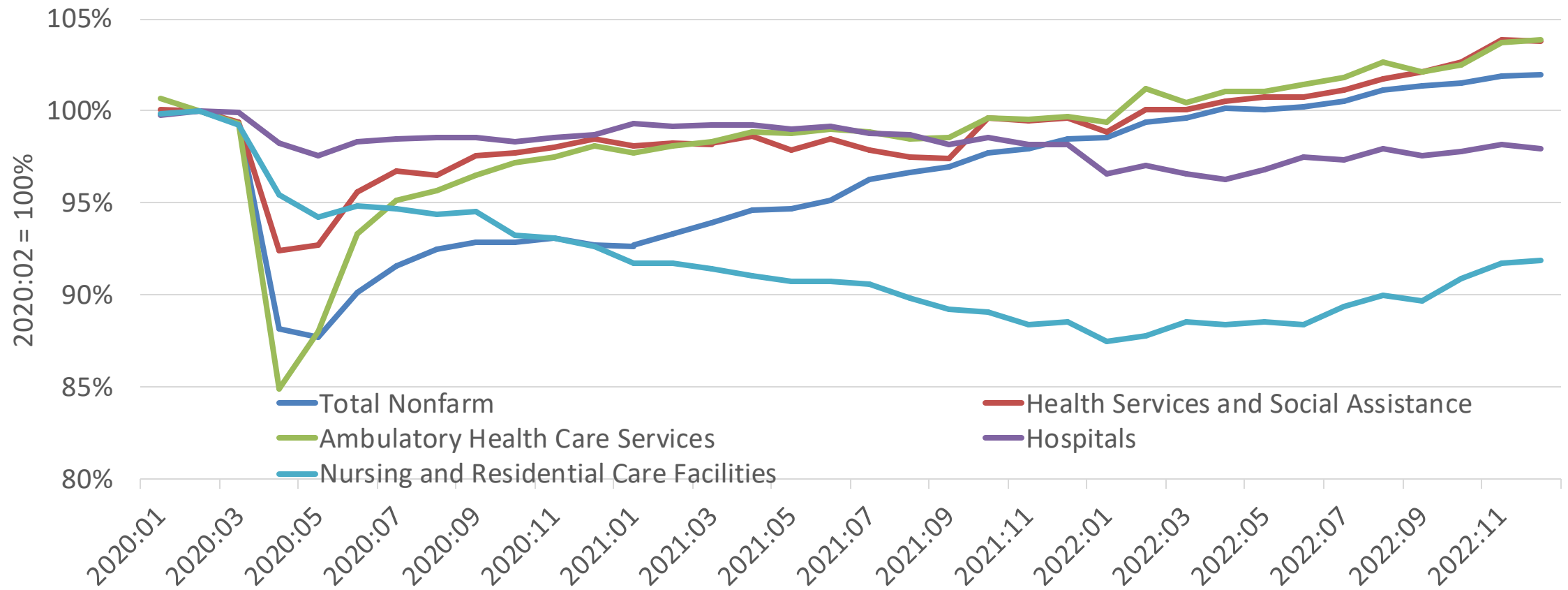
Industries were impacted differently



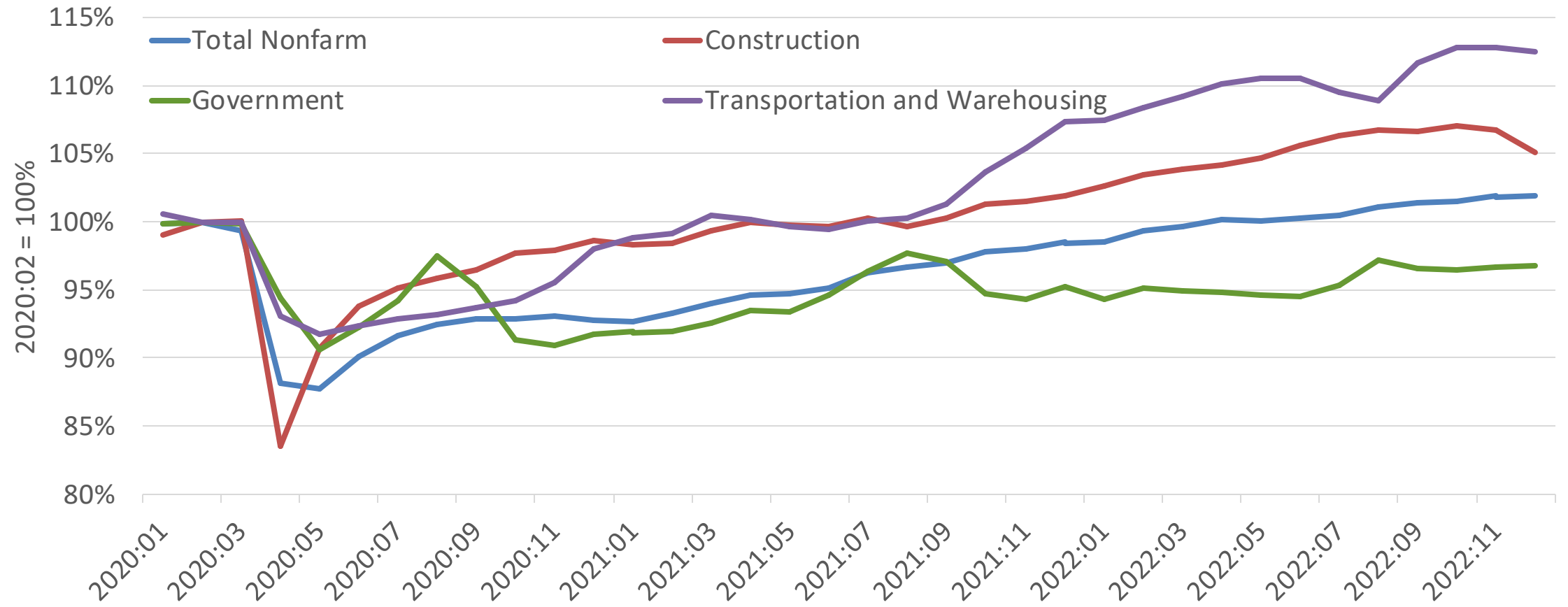
On the surface, healthcare industry employment recovered relatively quickly



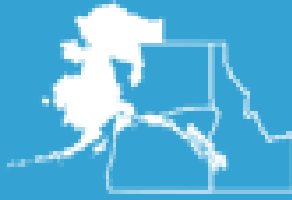
Employment at hospitals and residential care facilities remains below pre-pandemic levels



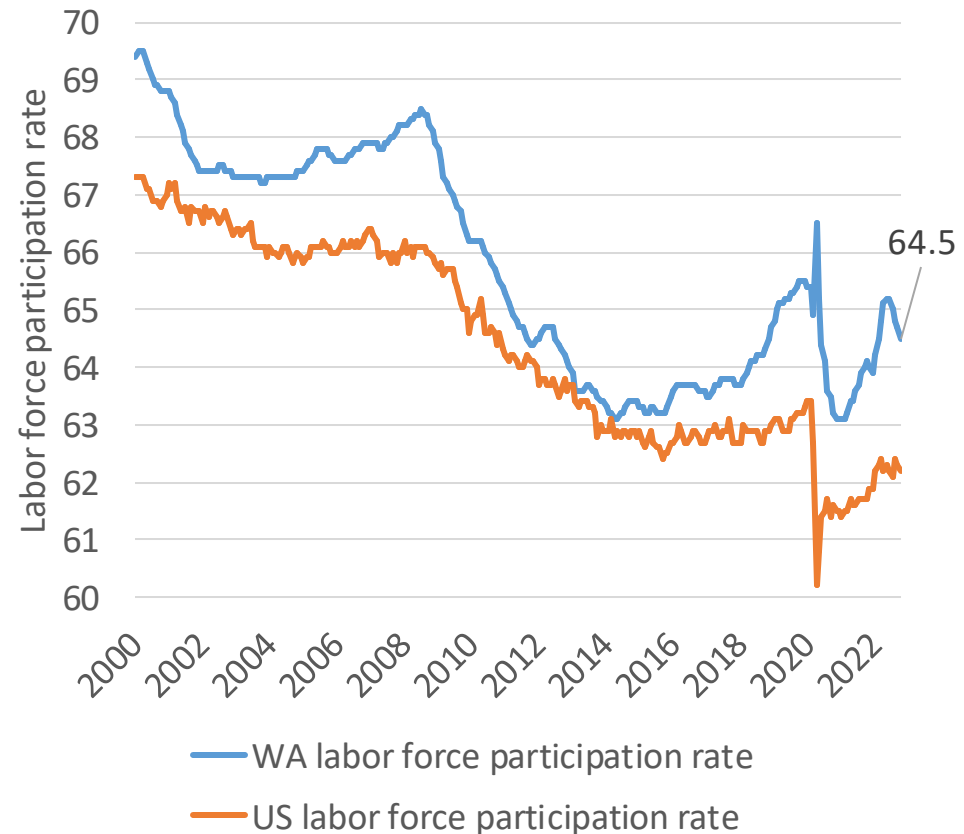
Transportation-related employment has been relatively strong



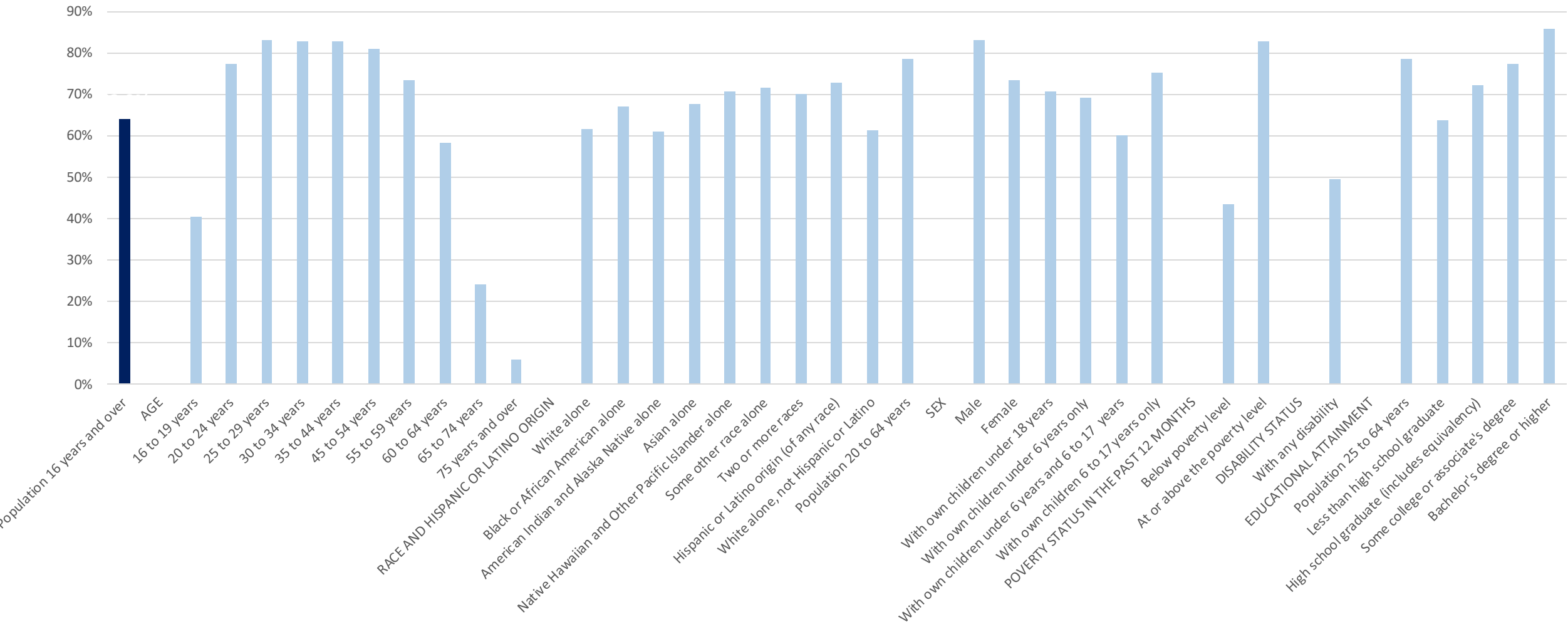
Supply: Labor force participation remains below pre-pandemic rates



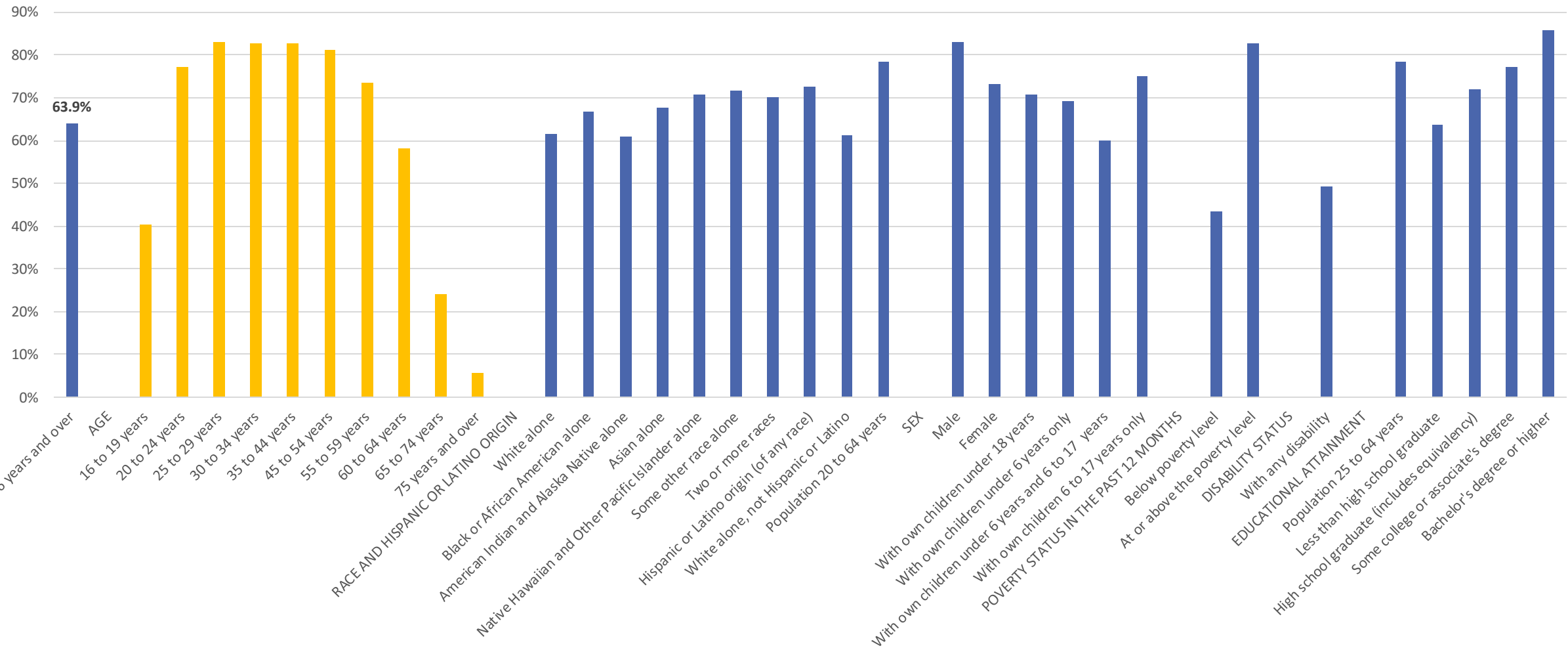
- In 2020, dropping labor force participation could be explained by emergency conditions
- In 2022, a lagging recovery shifts the narrative
 - Demographic shifts
 - Structural barriers



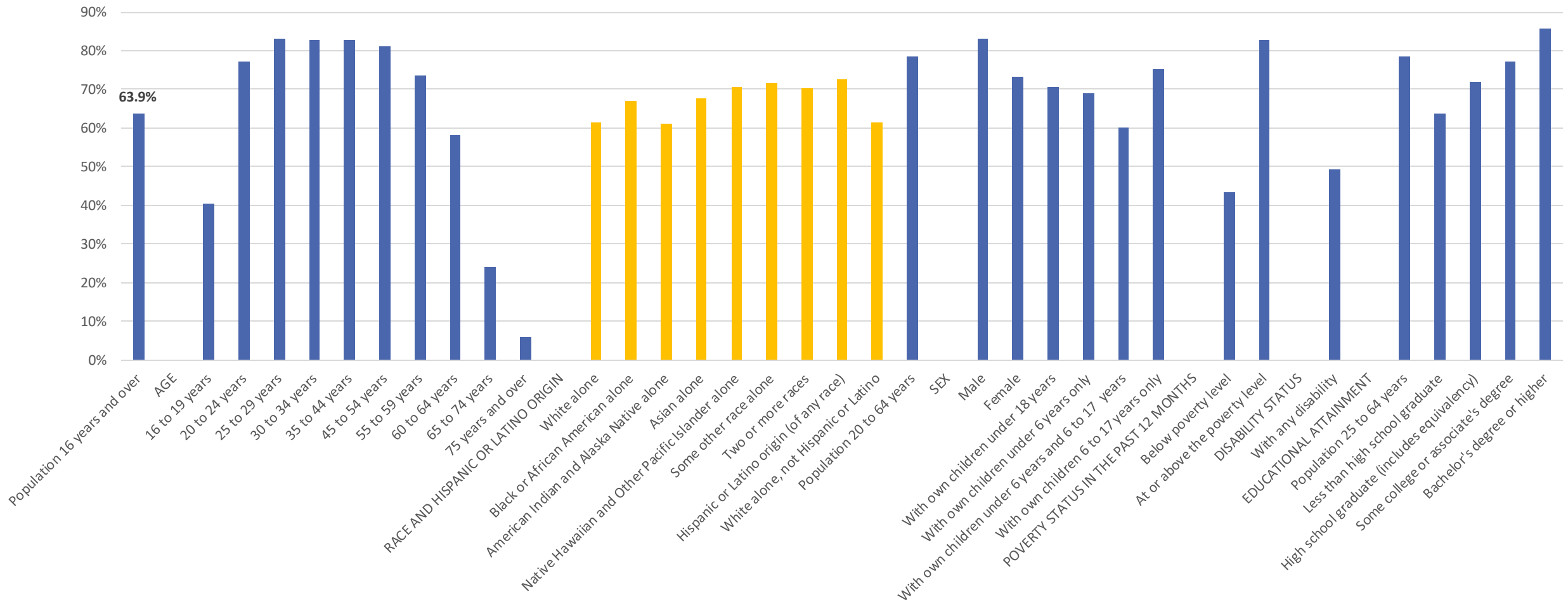
Washington Labor Force Participation by demographic characteristics, 2021



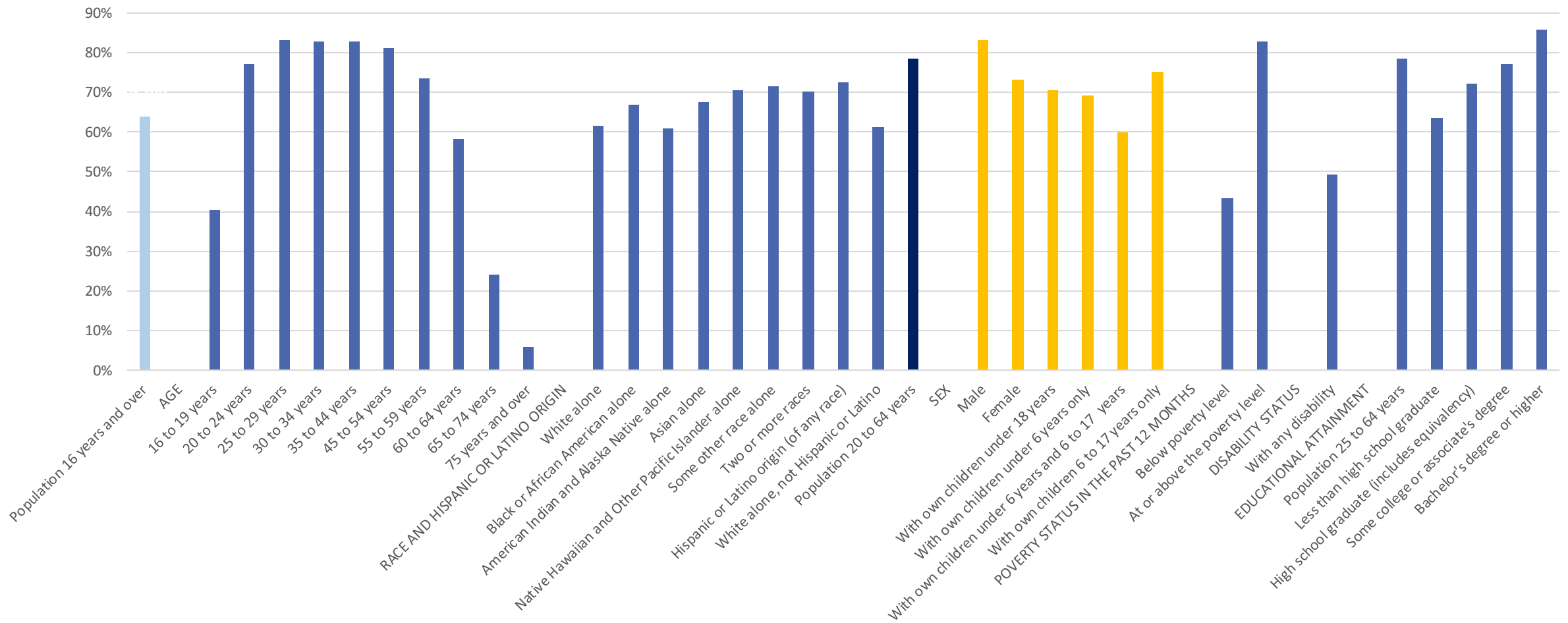
Washington Labor Force Participation by Age, 2021



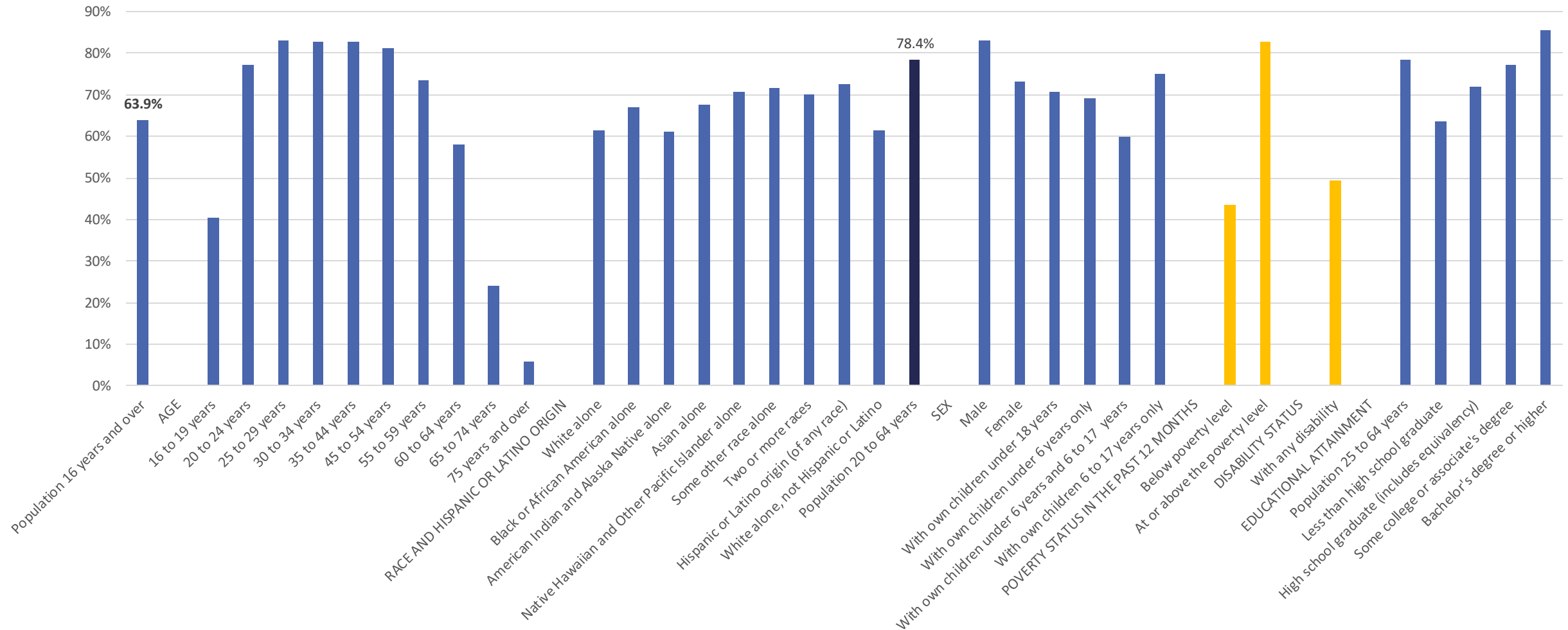
Washington Labor Force Participation by Race and Ethnicity, 2021



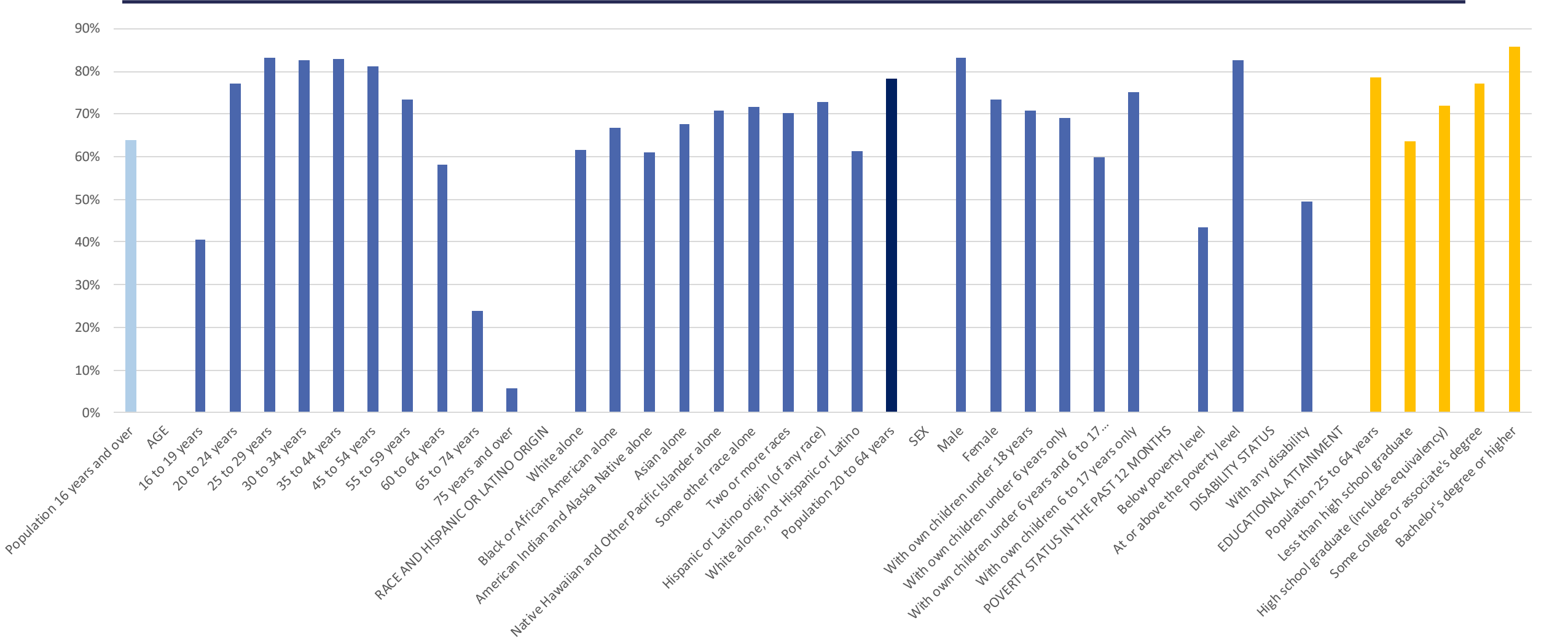
Washington Labor Force Participation by sex and presence of children, 2021



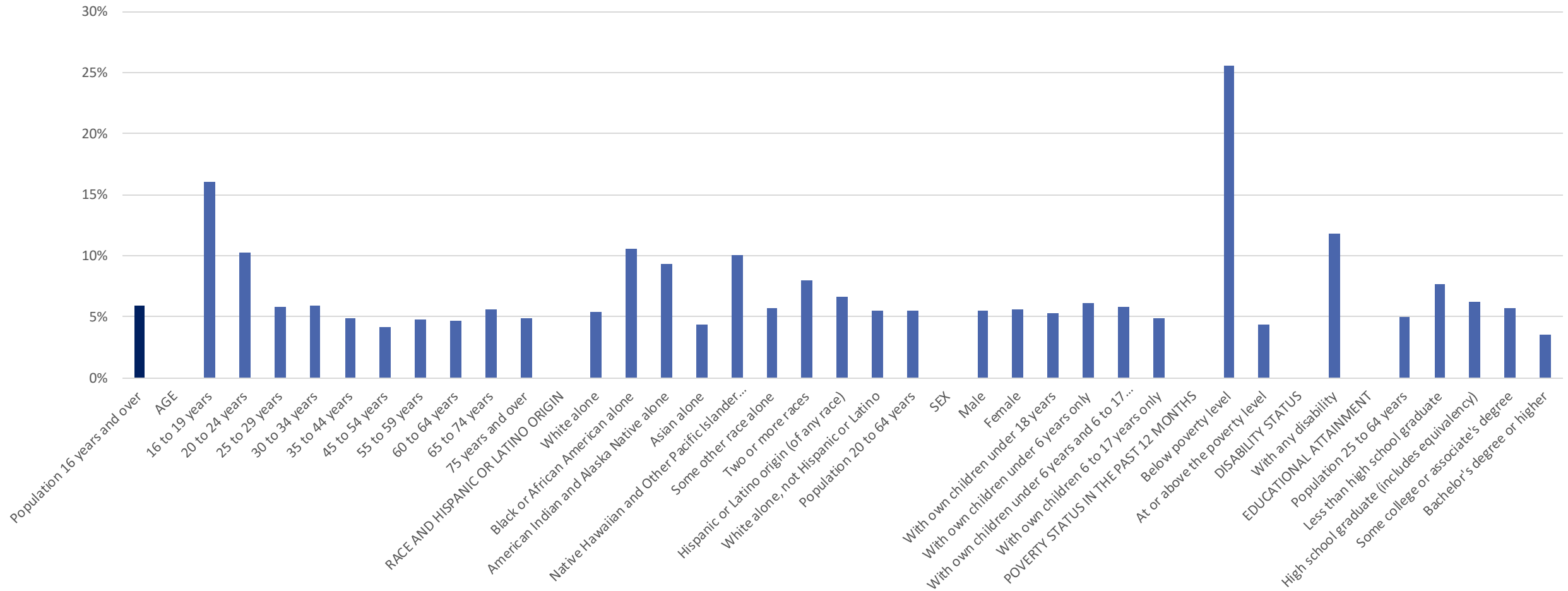
Washington Labor Force Participation by Poverty and Disability Status, 2021



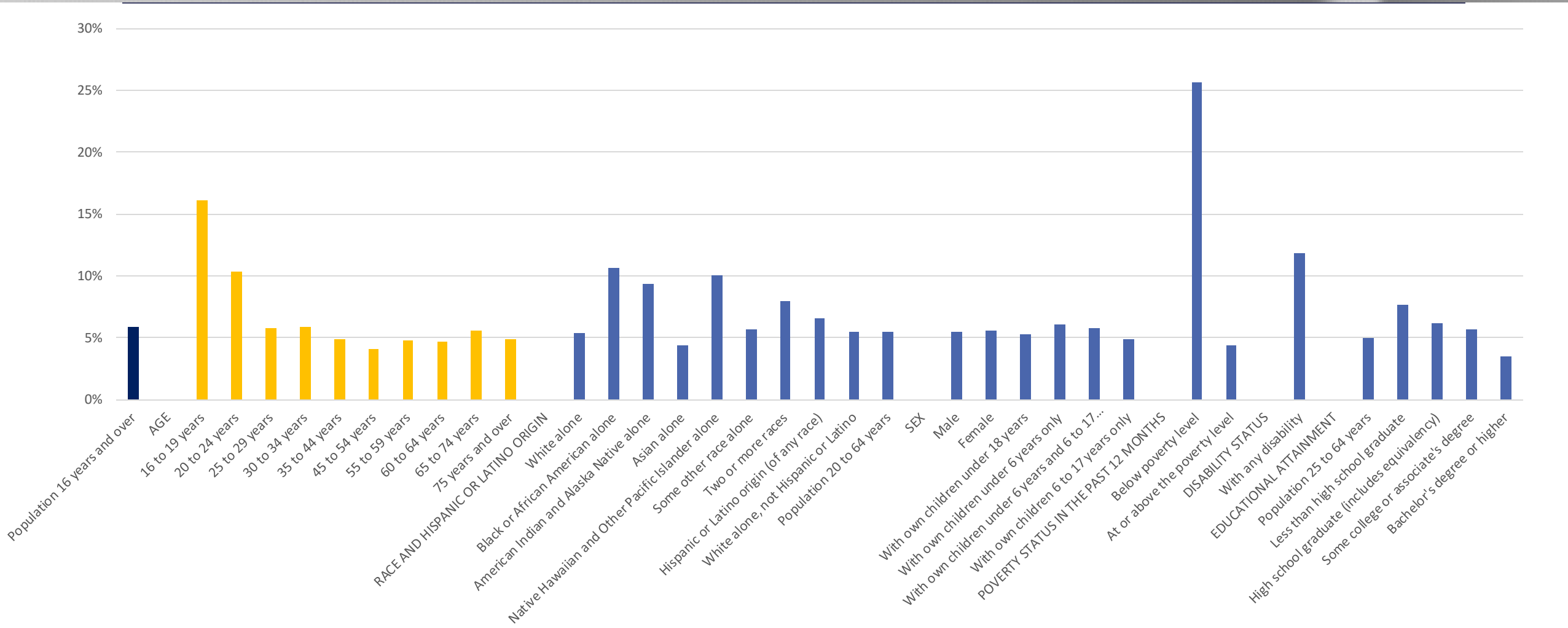
Washington Labor Force Participation by Formal Education Level, 2021



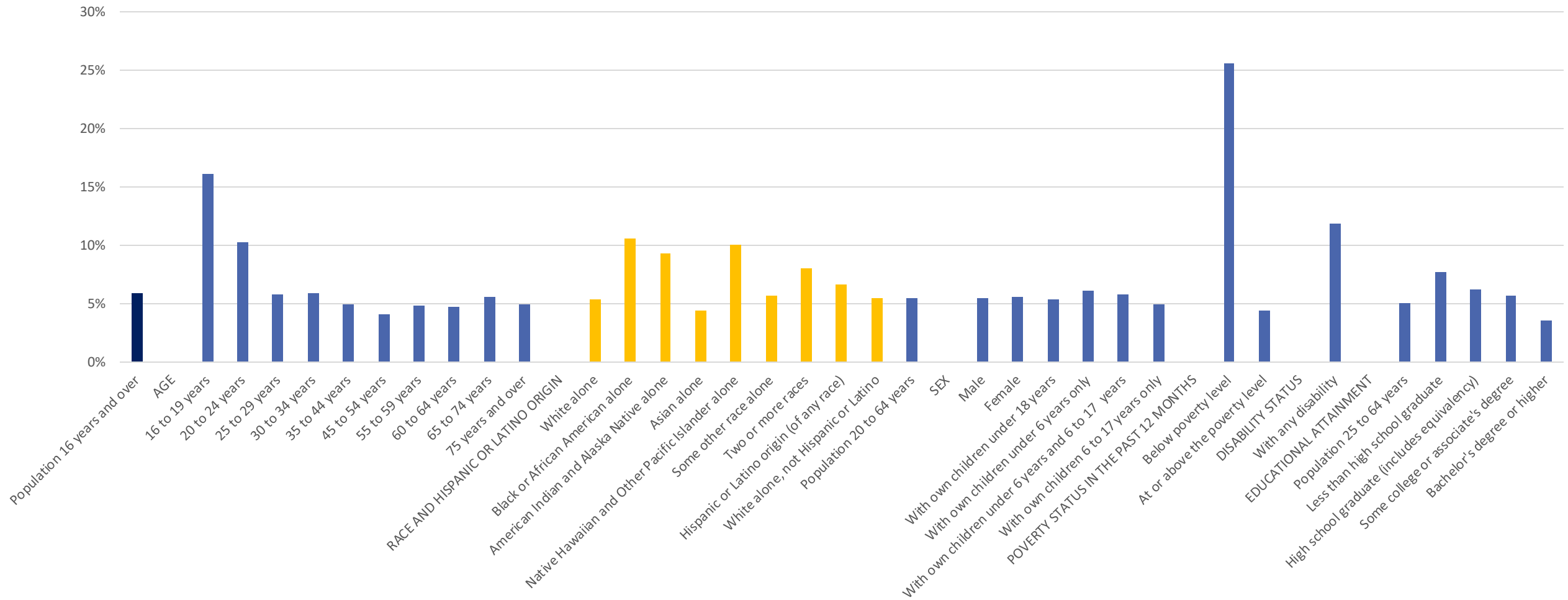
Washington State Unemployment Rates, 2021



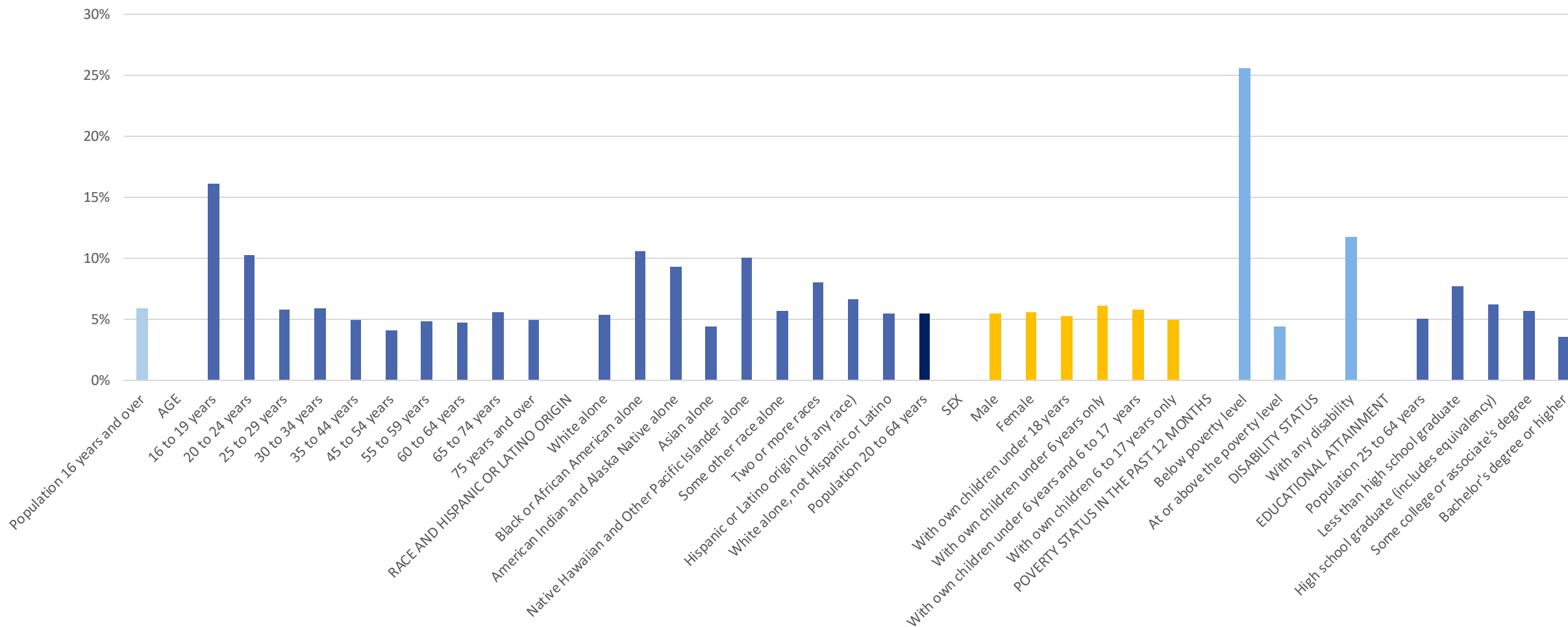
Washington Unemployment Rates by Age, 2021



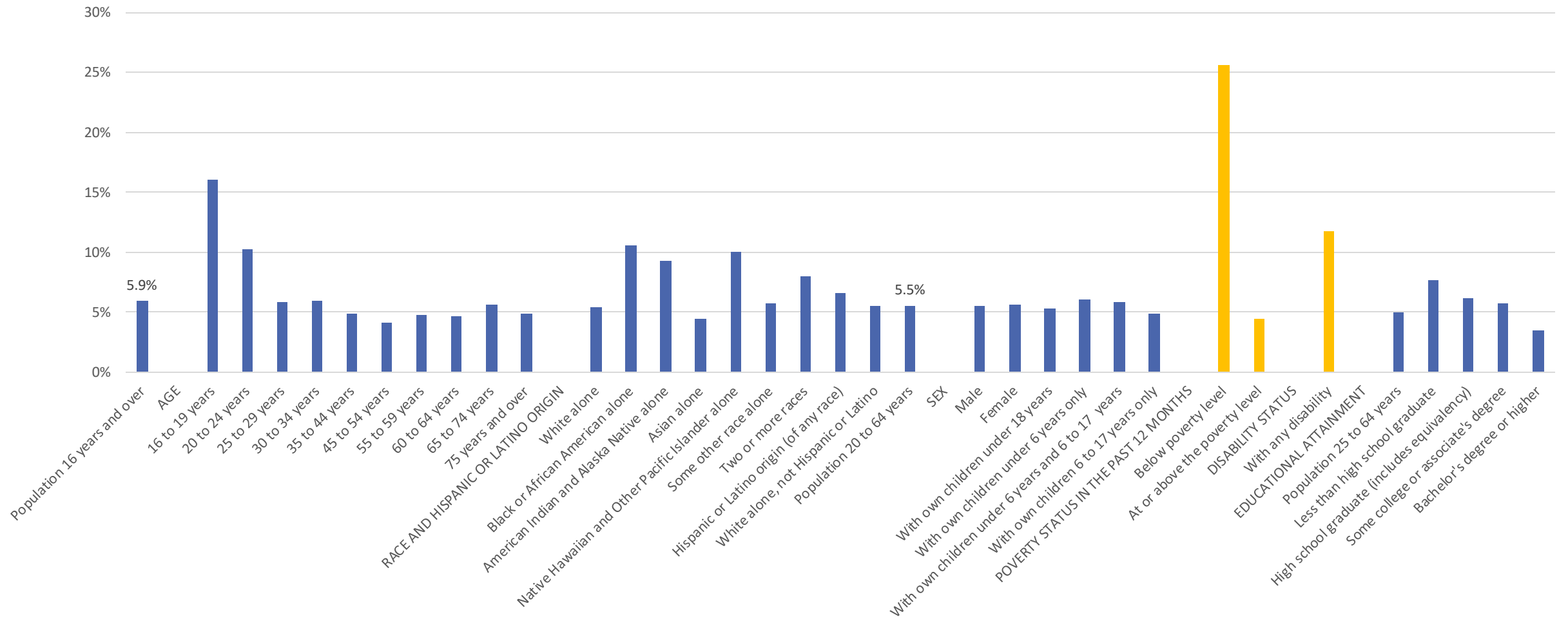
Washington Unemployment Rates by Race and Ethnicity, 2021



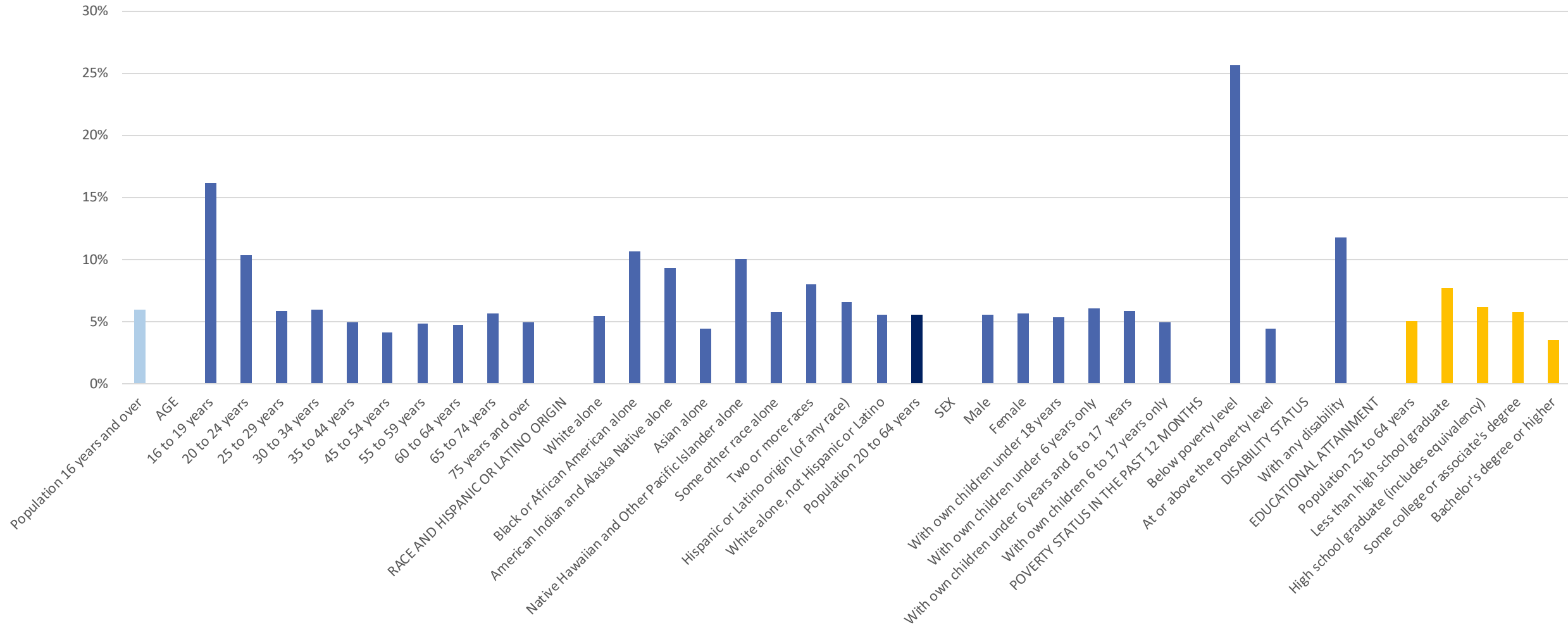
Washington Unemployment Rates by Sex and Presence of Children, 2021



Washington Unemployment Rates by Poverty and Disability Status, 2021



Washington Unemployment Rates by Formal Education Level, 2021



Questions now or later?

Anneliese Vance-Sherman, Ph.D.
Regional Labor Economist
Employment Security Department
Anneliese.Vance-Sherman@esd.wa.gov

A large, faint, circular seal of the State of Washington is visible in the background. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" at the top and "1889" at the bottom.

Governor Q&A

The seal of the State of Washington is visible in the background on the left side of the slide. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" and the year "1889".

PROGRESS AND INITIATIVES: DEPARTMENT OF HEALTH

PRESENTED BY:

- PAULA MEYER, MSN/RN/FRE, EXECUTIVE DIRECTOR, NURSING CARE QUALITY ASSURANCE COMMISSION
- KYRA MCCOY, MSN/RN/CNE, DIRECTOR OF NURSING, EDMONDS COLLEGE
- DULCE BRAMBILA REYES, NAC, EMPLOYEE AT MOUNTAIN VIEW REHAB CENTER, STUDENT AT EDMONDS COLLEGE

The Problem

With COVID, Monthly Postings for Direct Care Workers Grew Significantly

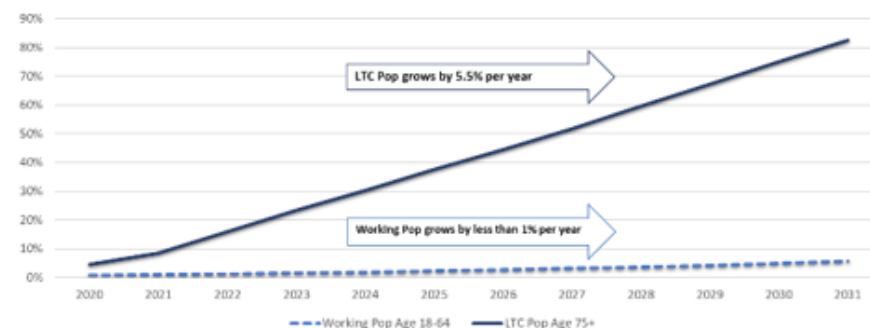


Job Openings Between March of 2020 and November 2021 Grew By:

67% for RNs

84% for LPNs

64% for CNAs



Source: Employment Security Department, Labor Market & Economic Analysis. Total Job Postings March 2020 – November 2021.
Washington Office of Financial Management, WA State Population Forecast November 2021

The Conference Board® Burning Glass® Help Wanted OnLine™ data series.

Washington State Hospital Association (WSHA) in 2021 estimated 6,000 nursing vacancies while using 3,000 traveling nurses. WSHA is repeating their survey this year.

Barriers

We Are Losing Our Personal Care Aides and Certified Nursing Assistants to the Market Place

Washington Occupations With Similar Average Hourly Wages to Aides.

Employment counts are provided in parenthesis. Occupations were selected based on the number of workers within the occupation.

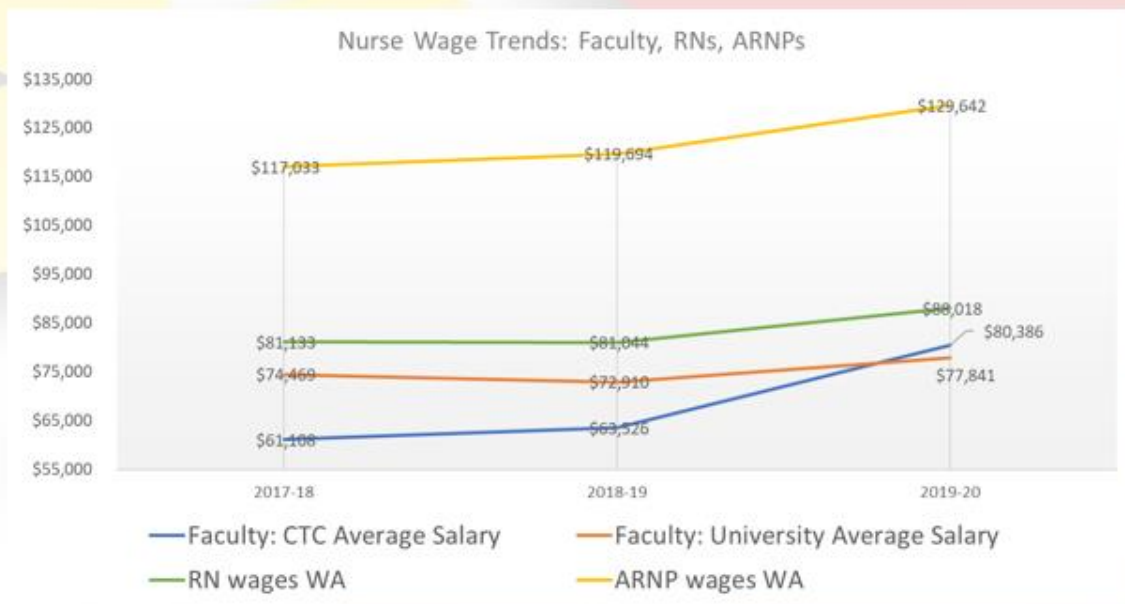


Data Source: May 2021 State Occupational Employment and Wage Statistics. Bureau of Labor Statistics Department of Labor. File Name: "state_M2021_d1"
<https://www.bls.gov/oes/tables.htm>

NOTE: Wages for PCAs and CNAs are shown here as the cross-industry, statewide averages paid in WA (includes all medical and all LTC provider types).

Exploring Solutions

Education, Recruitment, Retention



Critical Gap Groups:

- Diversity
- Education
- Long Term Care
- Community Care
- ARNPs
- Rural

[Statement on Simulation in Nursing Education](#)



Workforce Training and Education Coordinating Board

- Guided by 5-year strategic plan to be developed by Leadership team.
- Guided by Leadership team of multiple disciplines related to the LTC workforce needs.

Solutions

Investments in Nursing Education

Investment in Simulation

Labs

Equipment \$ 8,000,000

Mobile Vans \$ 1,600,000

Types of Equipment

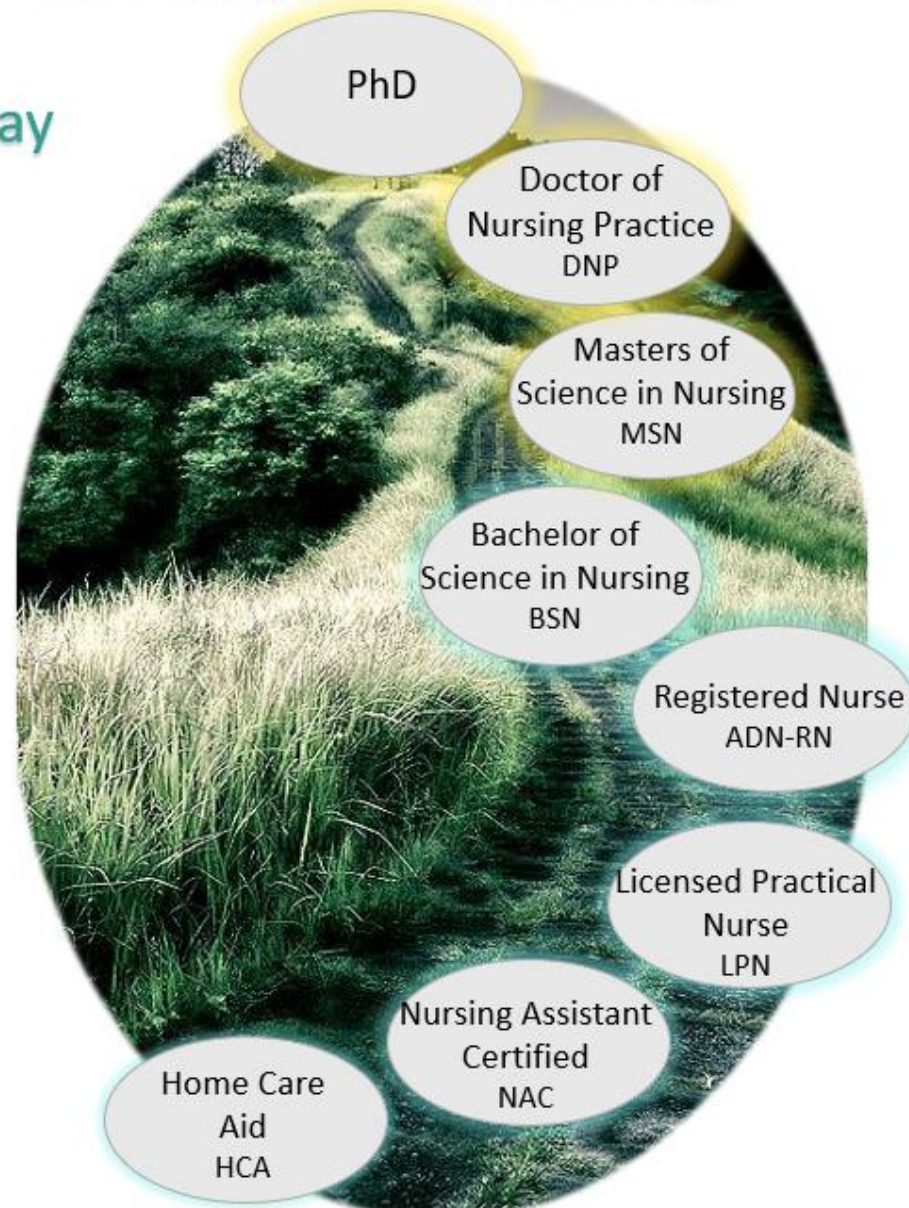
- Manikins
- Birthing Simulators
- Scanners
- Respirators
- Task Trainers

15 colleges received funding to expand nursing enrollments by at least 200 FTEs by Spring of 2025

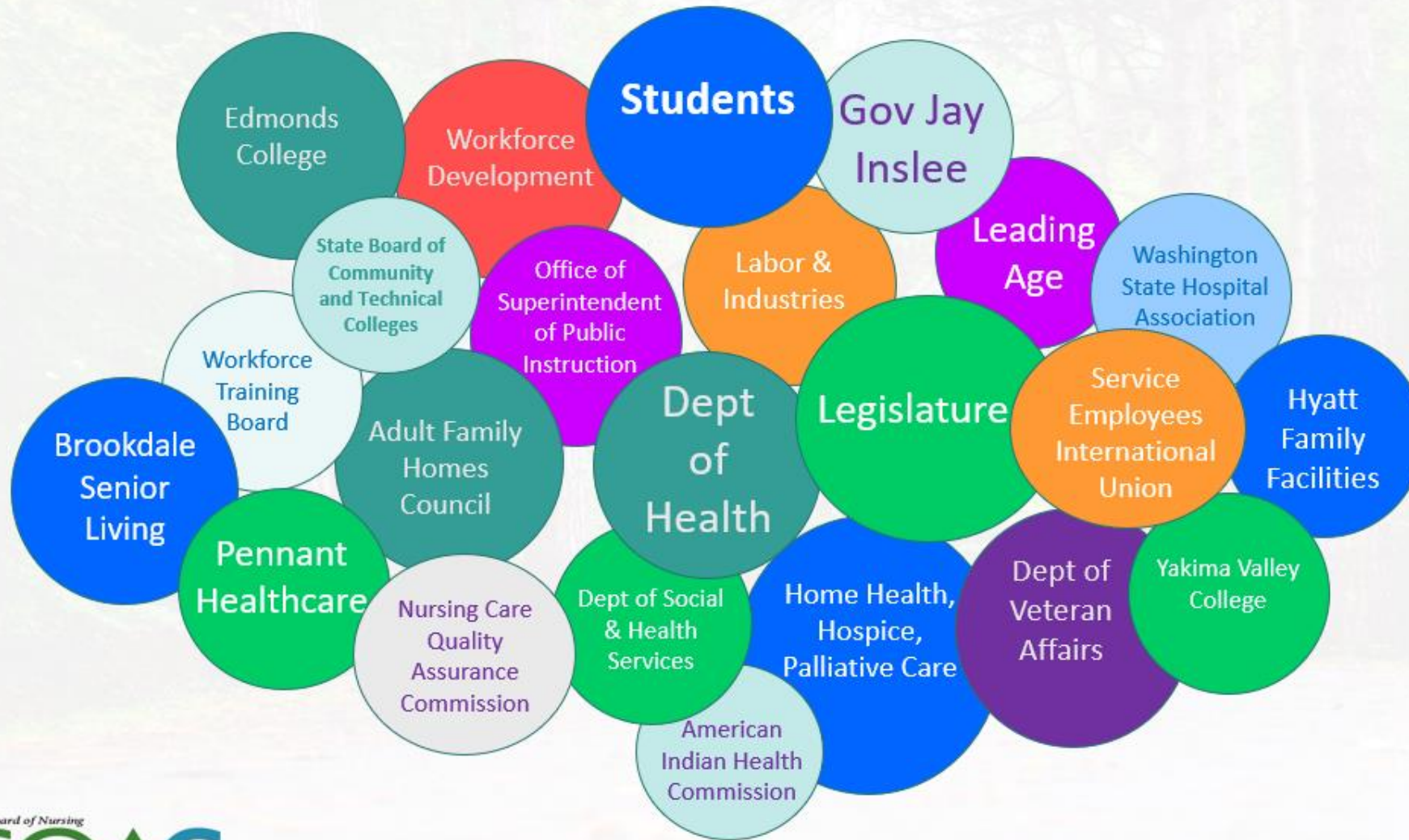
- Hiring full-time faculty
- Hiring adjunct faculty
- Hiring clinical placement coordinators
- Hiring new or increasing hours for simulation coordinator positions
- Increase outreach and recruitment activities to promote new and existing pathways, including targeted recruitment efforts for incumbent healthcare workers
- Implement NAC to LPN Apprenticeship program
- Purchase equipment and supplies to accommodate additional students
- Expand lab/classroom space to accommodate additional students
- Invest in curriculum development/redesign to accommodate part-time students

Home Care Aide/Nursing Assistant to LPN Apprenticeship

Career Pathway



Home Care Aide/Nursing Assistant to LPN Apprenticeship



Home Care Aide/Nursing Assistant to LPN Apprenticeship

Kyra McCoy, MSN, RN, CNE

Director of Nursing, Edmonds College

- Demographics
- Hybrid Curriculum and Development
- Nursing Prerequisites – Direct Transfer Agreement (DTA)

Home Care Aide/Nursing Assistant to LPN Apprenticeship

- Employer Partnerships
- Services to Support Students
- Journey Level Experiences

LPN Apprenticeship: The Student Experience

Dulce Brambila Reyes, NAC

Employee at Mountain View Rehab Center

Student at Edmonds College

- My Experience
- What this means to me

A large, faint, circular seal of the State of Washington is visible in the background. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" at the top and "1889" at the bottom.

Governor Q&A



PROGRESS AND INITIATIVES: DEPARTMENT OF TRANSPORTATION

PRESENTED BY:

- JEFF PELTON, HUMAN RESOURCES DIRECTOR, DEPARTMENT OF TRANSPORTATION
- EARL KEY, SENIOR DIRECTOR OF TRANSPORTATION EQUITY, DEPARTMENT OF TRANSPORTATION
- MATT KARCHER, HIGHSCHOOL TO HIGHWAYS GRADUATE, HIGHWAY MAINTENANCE WORKER, DEPARTMENT OF TRANSPORTATION

WSDOT Strategic Plan

Our Strategic Plan provides the vision, mission and values that guide the work of the agency. The important work of the agency is focused in three key areas:

- **Resilience**
- **Workforce Development**
- **Diversity, Equity & Inclusion**



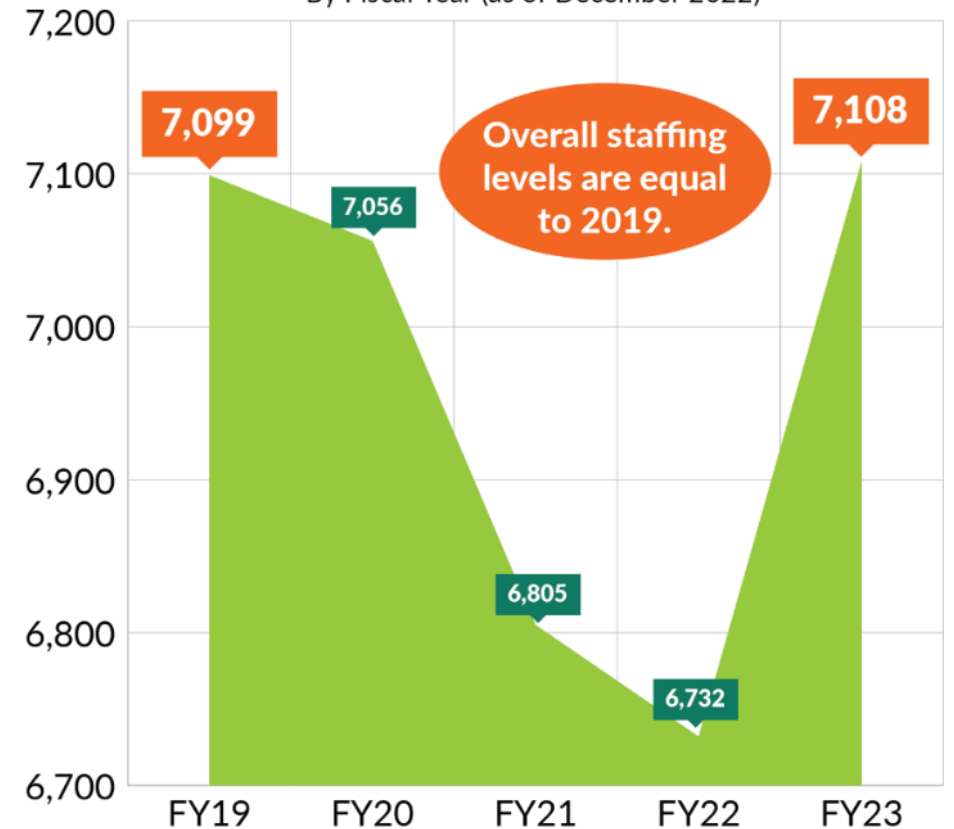
Workforce challenges

WSDOT is a very large and complex organization with nearly 7,000 positions and specialized operations.

- Several challenges when filling key positions in this very competitive environment.
- In the last year, three most difficult areas to fill:
 - Operational positions at Washington State Ferries
 - Highway Maintenance Positions
 - Specialized engineering, particularly at the PE, SE credentialed mid-career personnel.

Back to 2019 levels *but* with Move Ahead Washington to deliver we will need more staff than in 2019.

WSDOT Average Headcount
By Fiscal Year (as of December 2022)



High School to Highways

BEFORE

- Built partnerships with area high schools, vocational and technical programs
- Conduct on-site visits and field trips to WSDOT facilities

DURING

- Place newly hire recent graduates in welcoming and supportive work units.
- Pair participants mentors to learn the duties and responsibilities of their new job.
- Provide training programs, tuition reimbursement, & support on-the-job training

AFTER

- Schedule structured networking support activities with recent graduates and mentors
- Elicit feedback and assess program progress to make adjustments
- Survey current and former program participants and modifying the program when needed

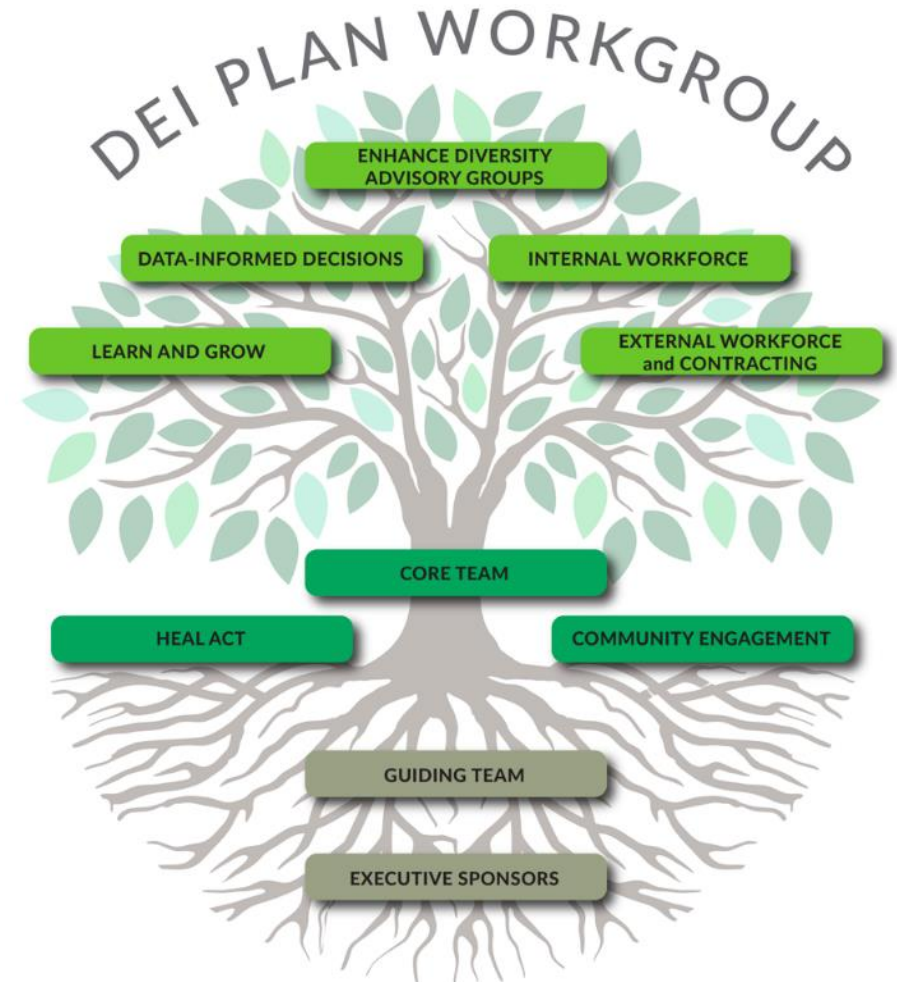
Matt Karcher

- Began career in the High School to Highways Program (August 2021).
- Earned CDL and was plowing snow the next day!
- Recently promoted to a Lead Technician in Area One (Alger)
- Grateful to work in such a supportive environment.



DEI efforts

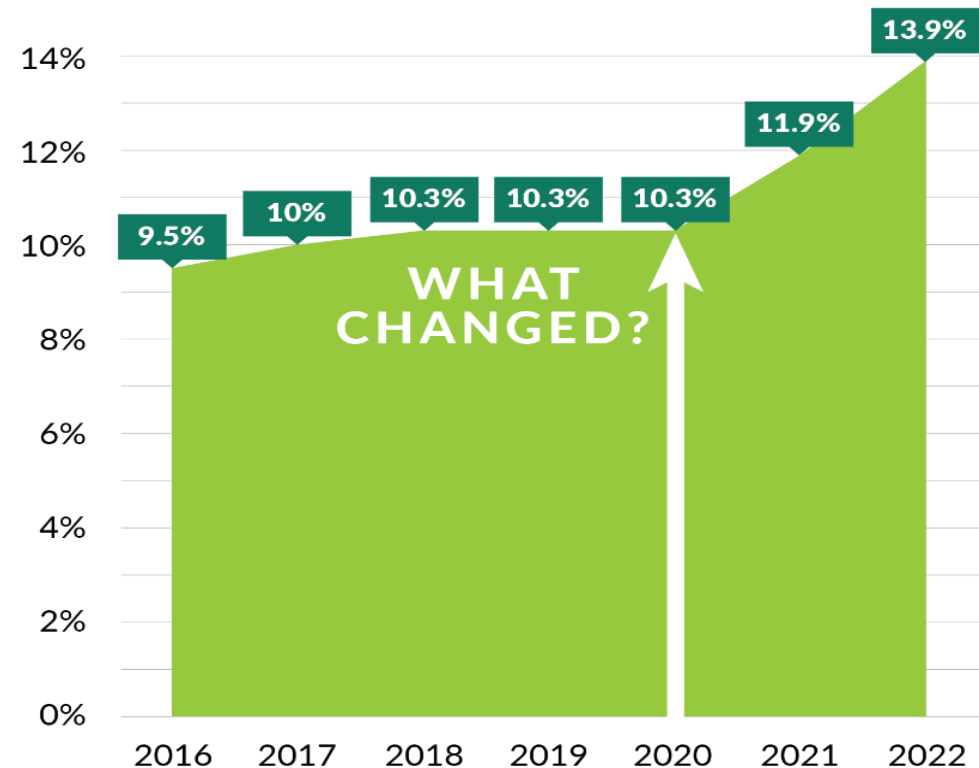
- Diversity, Equity and Inclusion workplan implementation underway, work is in alignment with the Governor's [Executive Order 22-04: Implementing the Washington State Pro-Equity Anti-Racism \(PEAR\) Plan & Playbook](#)
- WSDOT [Anti-Racism Policy and DEI Planning Executive Order](#)
- WSDOT [Diversity, Equity, & Inclusion Plan](#)
- Completed an [Equity Study](#)
- Baking equity into every part of decision-making process on design, projects, programs



Workforce demographic efforts

People of Color percentages of total WSDOT staff

- Greater emphasis on Diversity, Equity and Inclusion
- Competitive recruitments
- Scrutinizing qualifications
- Increased outreach
- All-virtual interviews
- More diverse interview panels



What are we doing - mentoring

- Highway Construction and Maritime Trades Scholarships
 - On-the-Job Training Support Services Program
 - Pre-Apprenticeship Support Services Program, also called PASS
 - Career Opportunity Maritime Preparation and Support Services (COMPASS)
 - Helping to bring women and people of color into construction and maritime industries
- USDOT leaders studying WSDOT PASS program successes for broader use



PASS mentoring, assistance

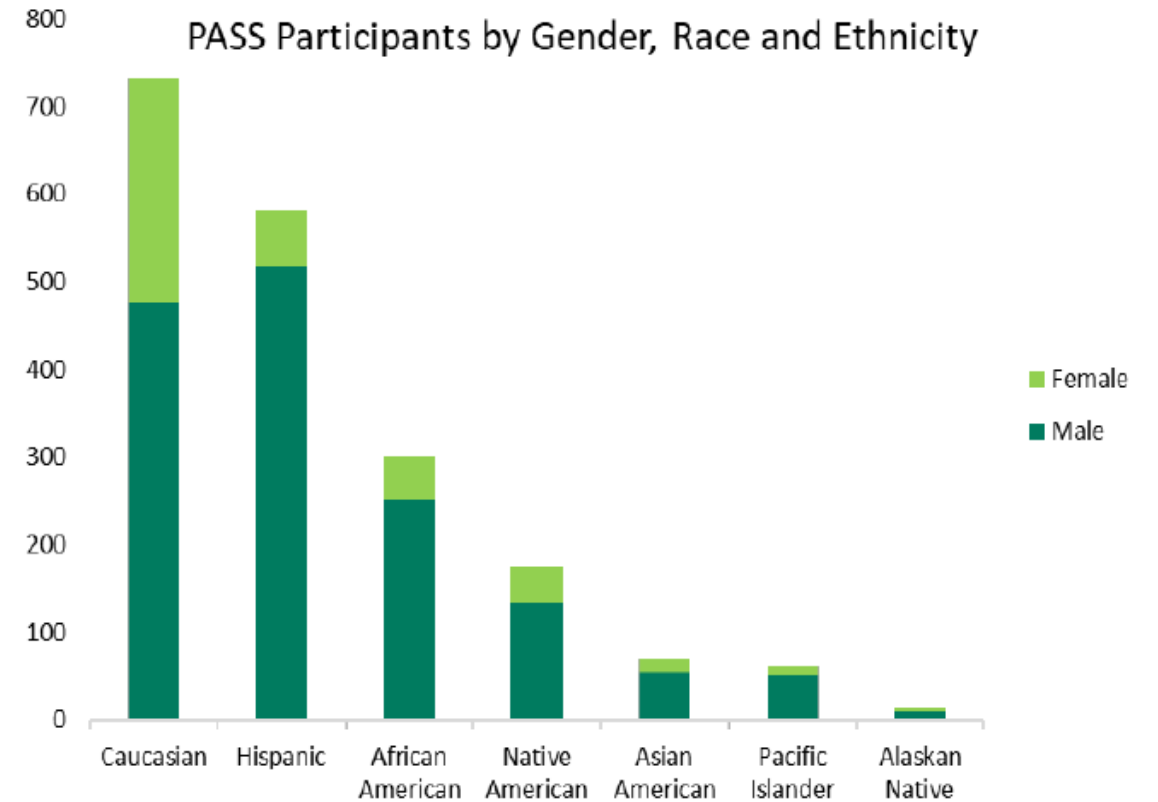
Pre-Apprenticeship Support Services (PASS)

Grown from \$750,000 to \$3 million dollars annually. (It is part of overall \$8 million funding.)

Since 2015, the PASS program has served **2,056 people**

PASS participants FY 2017 to current:

- 35% Caucasian
- 28% Hispanic
- 14% African American
- 8% Native America
- all others at 5% or less



Participants Video



Thank you and questions?

Earl Key

Senior Director of Transportation Equity

360-705-7095

earl.key@wsdot.wa.gov

Jeff Pelton

Human Resources Director

360-705-7388

jeff.pelton@wsdot.wa.gov

A large, faint, circular seal of the State of Washington is visible in the background. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" at the top and "1889" at the bottom.

Governor Q&A

The seal of the State of Washington is visible in the background on the left side of the slide. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" and the year "1889".

FUTURE COMMITMENTS & NEXT STEPS

PRESENTED BY:

- CAMI FEEK, COMMISSIONER, EXECUTIVE PROGRAMS OF ESD, COMMISSIONER'S OFFICE

IMPROVING THE SKILLED WORKFORCE



**Employment
Security
Department**
WASHINGTON STATE

Next Steps - Opportunities



- Build on what's working
- Expand skills and competency-based career pathway development
- Improve state government employment pathways and programs
- Cyber Security Center of Excellence

QUESTIONS?

Cami Feek

Commissioner, ESD

Cami.feek@esd.wa.gov

A large, faint, circular seal of the State of Washington is visible in the background. It features a portrait of George Washington in the center, surrounded by the text "THE STATE OF WASHINGTON" at the top and "1889" at the bottom.

Governor Q&A

THANK YOU FOR ATTENDING TODAY!

PLEASE TAKE A MOMENT TO COMPLETE OUR BRIEF SURVEY USING THE QR CODE BELOW:



YOU CAN VIEW THE RECORDING OF TODAY'S MEETING AT: [HTTPS://RESULTS.WA.GOV/MEASURING-PROGRESS/PUBLIC-PERFORMANCE-REVIEWS](https://results.wa.gov/measuring-progress/public-performance-reviews)



Governor's Closing Remarks