

Workforce Development Council Talent Development Pipeline Committee

Meeting Minutes: October 15th, 2019 1:30-3pm

In attendance: Nathe Lawver-Chair, Mandy Kipfer, Patty Rose, Blaine Wolfe, Lori Stumpf, and Kari Haugen

Absent: Ron Thalheimer, and Mark Martinez

Minutes by Heather Swanson

I. Welcome and Introductions completed

- Reviewed September 19, 2019, meeting minutes.

Discussion: Patty noticed a typo on the last page of the meeting minutes, "...we ascertain what those young adults are *industries?*"

Action: Fix typo in the September meeting minutes.

II. Action Item Reports

- Lori sent out a one-page summary.

III. Select Target Sectors for Alliances (Discussion and Action)

- Reviewed Sector Selection Information and Matrix – October 2019, presented by Lori.
- Committee reviewed the WorkForce Central Monthly Employment Report (online): Current Demands by Occupations, Average Wages, Top Job Postings, Largest Gain.

Discussion: Lori provided the council members with a Decision-Making Matrix. Is there high demand in specific industries or occupations? One strategy is to develop career pathways that provide entry-level, middle skills and high-end jobs, not picking jobs or skills that are not on a continuum. Discussion continued about various sectors, including the note that there is a constant request for welders. A consideration for selection might be to identify if there is a lack of or limitation of welder training programs or lower wages in Pierce County compared to King County for welders? Another example discussed was whether nursing programs need more space or are there other needs? The WDC has six targeted industries. How do we choose one or two?

In response to the action items from the last meeting, to identify if there are already industry groups meeting, Lori said Hillary reported there is a Construction Advisory group for the Pre-Apprenticeship Center that meets monthly. There is also a Health Career Council that may



need to be invigorated. The Health Career Council, which consists of public sector, not private sector, has been around for a while and focuses on building career pathways. That Council is looking at ways to implement hands-on apprenticeship programs that automatically employ young adults (ages 18-24 years) upon successful program completion. Kari mentioned more employers are interested; MultiCare is coming to the table and meeting with Franciscan later this week.

In looking at the data produced by WFC:

- Current Demands by Occupations: 660 Registered Nurses, 2nd highest
- Average Wage: \$52,015
- 2nd Top Job Posting: Nurses
- Largest Gain: Construction, 2nd; Health Care, 3rd

Healthcare includes: LPN, certificates, billing coding, pharmacy the, phlebotomy, home health aides, etc. Blaine asked where data is being pulled from. Unsure where data is mined from. Is there an uptick in the monthly report numbers due to seasons, such as holiday seasons and back-to-school shopping? The August data shows that Retail is the highest demand, maybe because of back-to-school shopping. Blaine questioned the industries on matrix because Retail is not on the Decision-Making Matrix. Lori explained that it is not one of the WDC's six targeted industries, which are targeted because they have high demand, high wage, and high growth.

Retail and hospitality are usually lower starting wage jobs, which may be the reason Retail is not currently included on the occupation sectors list. Sector studies online shows data for Retail as consisting of a median pay of \$24,000 per year. Different skills are listed, not specific job positions. If we already know health and construction are in the top postings/higher demands, do we want to choose something else? Nathe mentioned the data looks like academia is the focus. Mandy asked about cybersecurity and transportation. Kari mentioned there is an ICT and cybersecurity population in Pierce County that comes from JBLM and travels to King County for employment.

Lori advised the council members to choose one to three sectors and she will ask Josh to pull data (data mining), including Retail because Retail is listed as 1st and Health is 2nd on the WFC monthly report (online). Advance manufacturing shows an .8% growth and 1.3% growth for ICT/Cybersecurity, based on projections from 2016/2017. Advance manufacturing includes machinists, testers, mechanics, constructional metal fitters, welders, cutters, dental lab technicians, aircraft productions, etc. ICT/Cybersecurity includes numerous types of engineers, architects, medical transcriptionists, etc. These types of occupations require certifications and two-year vocational programs, no need to attend a four-year university/college. What is the projected growth? Projections on the WFC website are from 2016, so not based on current data.

A discussion ensued about construction since there is an Advisory Committee for Construction. Should we take construction off the table for selection as needing an Industry Alliance given the existing Advisory group.



Construction is an area in demand as the need for housing is critical in Pierce County. Employers such as Sound Transit need construction workers. Maybe we add/keep construction on the table/list. Most Sound Transit projects are happening in King County. Many people work in King County and live in Pierce County because housing expenses are much higher in King County. Blaine mentioned construction is a cyclical occupation and will not hit the \$50,000 average wage marker.

The group noted that the Advisory Committee for the Pre-Apprentice Center is likely to have a narrow focus for the Center specifically. Alliances should reach into schools to make students aware of the industry, types of jobs, skills and credentials needed. Blaine mentioned having conversations within his company about reaching high school students to inform them about future jobs. Lori suggested that an Alliance for Construction would focus more broadly than the current Advisory Committee. Nathe also mentioned efforts to develop career pathways and construction apprenticeships.

In addition to reaching out to high school students, there is a need to speak with the parents and school counselors. There is a mindset that students need to attend a four-year college/university, instead of vocational schools. Blaine mentioned college is debt and students may go into debt and miss an opportunity at earning \$200,000 income, if high school students attend a four-year university instead of working in a skilled career after completing high school. Nathe mentioned a lot of construction along the corridor, including highway 167, which is only going to grow. Regarding AI, the future includes automated self-driving semi-trucks that will not require human drivers. Now semi-truck drivers need more than a CDL. Regarding the first Industry Alliance, which occupations do we include and who do we invite? Educational representatives will be invited; however, Lori noted that the majority of the Alliance members need to be private sector companies and labor organizations. The Committee decided to target January or February for first meeting of the first Alliance. We will send out info/data to attendees prior to the first meeting. Providing data/info to invited individuals will provide a conversation starter with statistics.

Actions:

- Lori will ask Josh to pull data that projects growth and demand for 2, 3 and 5 years. She will add Retail to the list.
- Council members will need to choose one to three sectors and/or occupational categories within a sector.
- WFC to send out data before the next meeting.
- Select sectors/occupations in November.
- Lori will send out something that defines the occupations/occupational clusters within each sector.
- Nathe will report back to the main WDC on Thursday, October 17, 2019.

IV. Dates/times/locations for upcoming meetings/reoccurrence. Upcoming meetings, dates and times and locations will be updated and sent out with meeting minutes



- The next meeting will be scheduled for November 20th, 11am-12:30pm, at WorkSource Pierce, Evergreen Room.
- December meeting scheduled for the 19th, 1:30-3pm, at WorkSource Pierce, Alder Room.

BOLD GOAL 1

By 2025 the workforce system will reduce the number of disconnected young adults, 16 to 24, by half – from 15,300 to 7,650.

BOLD GOAL 2

By 2025 the workforce system will reduce the number of residents between the ages of 25 to 64 without a High School Diploma or a GED, by half – from 38,475 to 19,237.

