

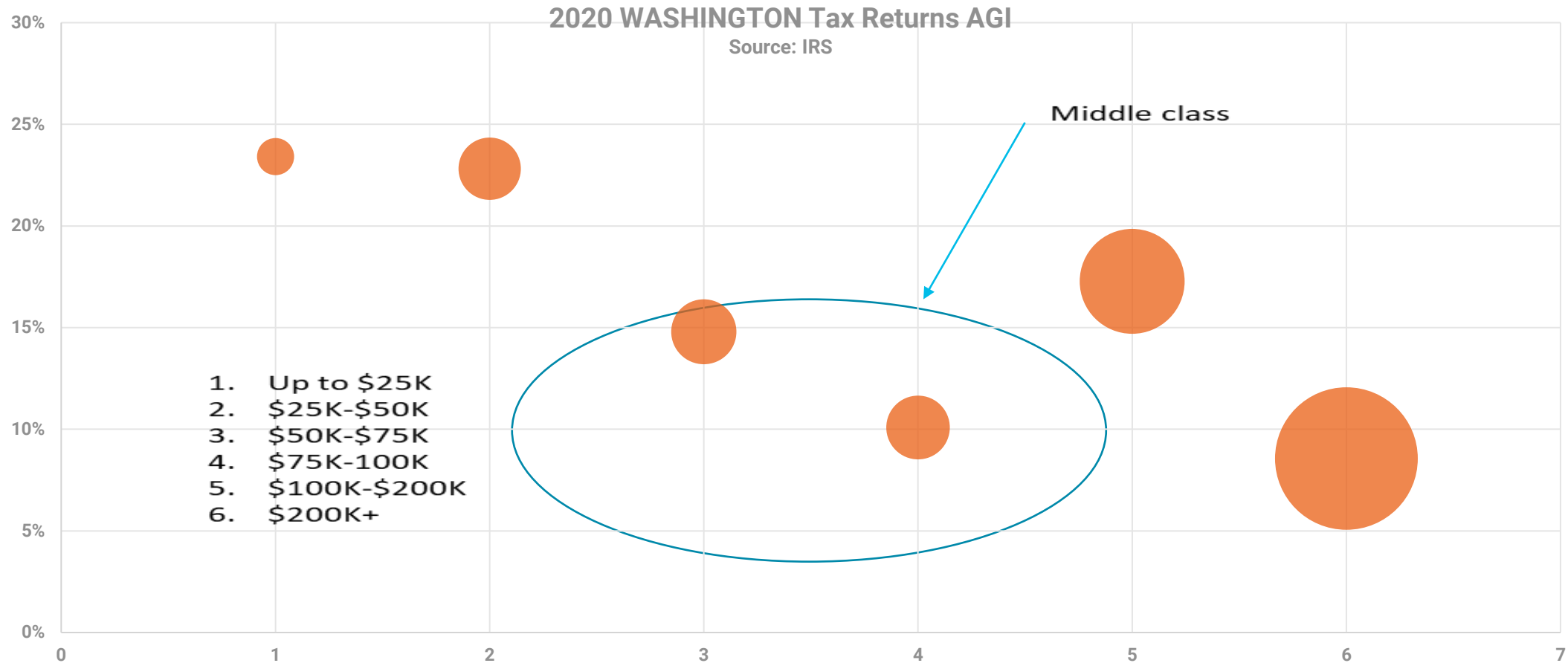
*Access and
Opportunities to
Build the Sustainable
Aviation Workforce*

8/19/2023, CAROLYN BUSCH, WORKFORCE INNOVATION SECTOR LEAD, SECTOR
LEAD MANAGER



Washington State
Department of
Commerce

Increasing manufacturing jobs helps regenerate the middle class



Generations by Year of Birth Described

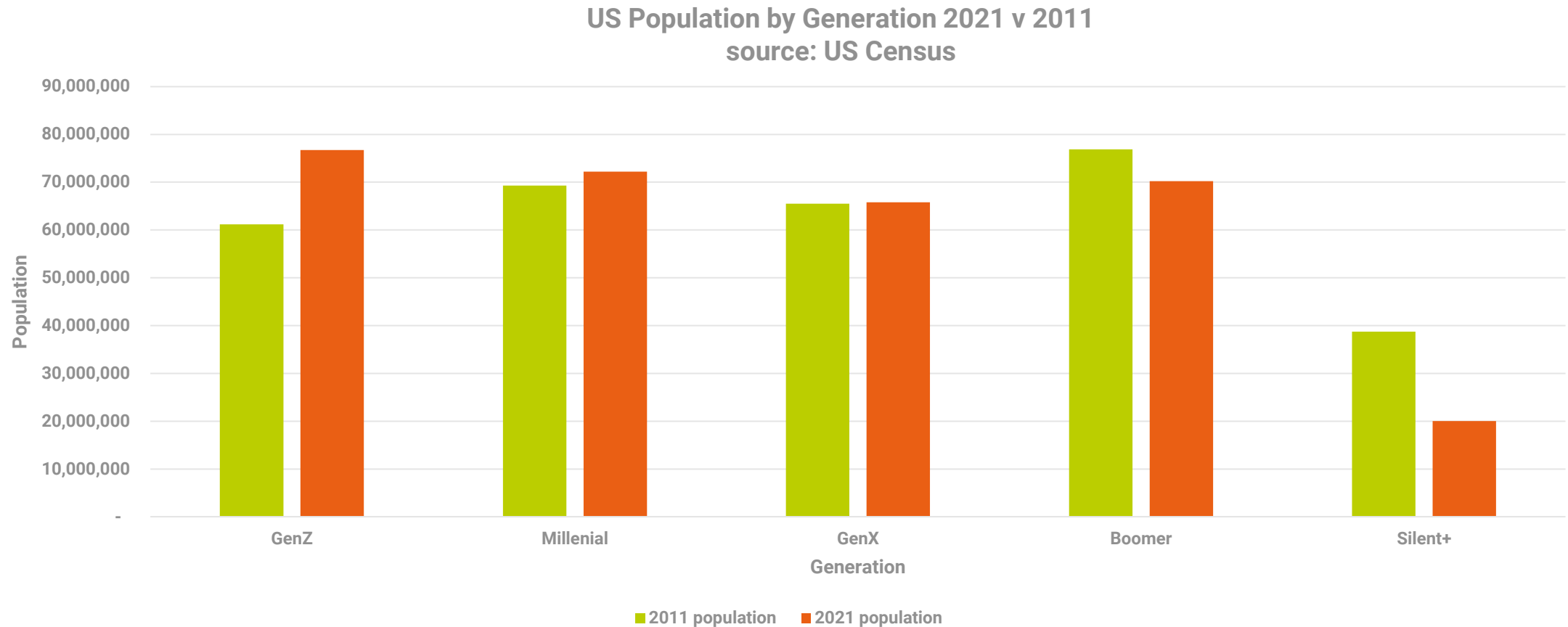
GENs at Work



*Source: Employment Worldwide by 2020, by Generation, Statista Research Department (2016)

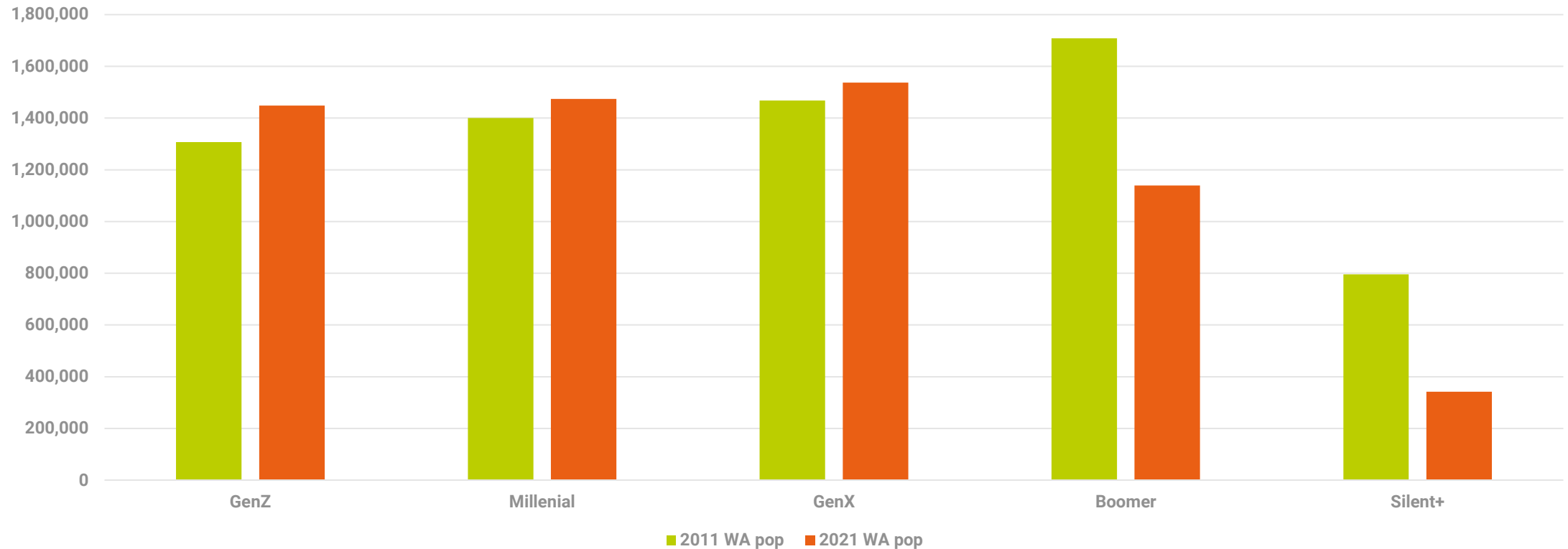
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The Big Picture: Changes in the US Population by Generation



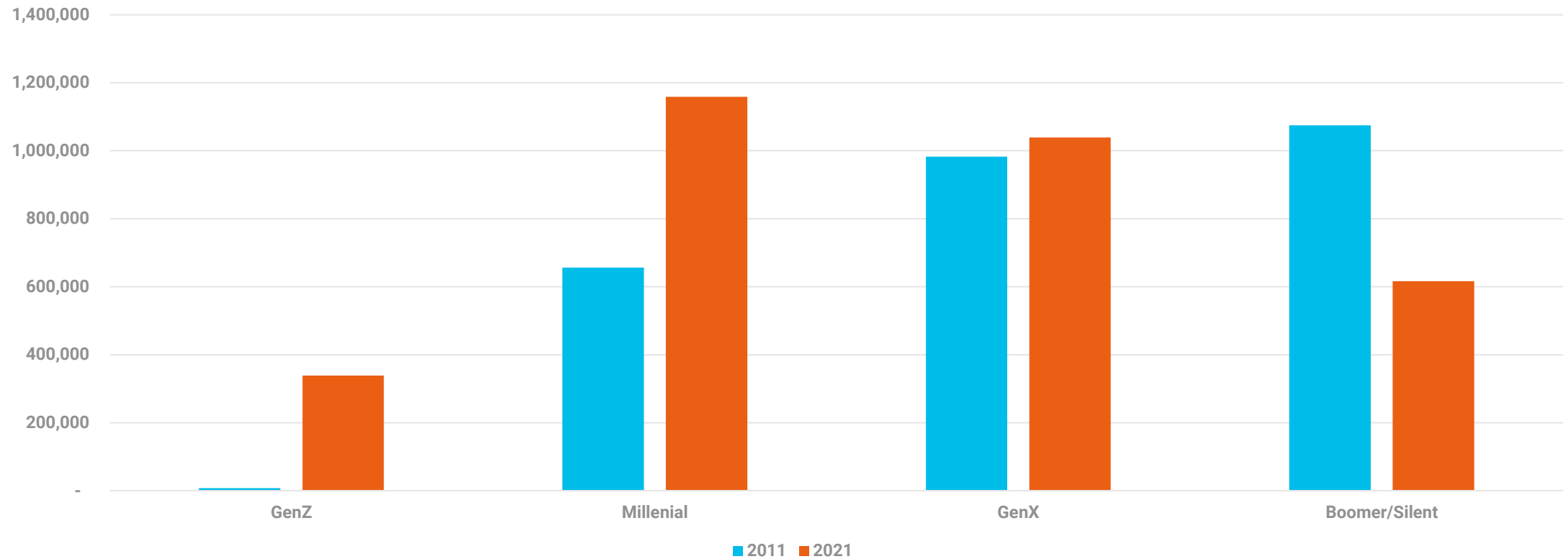
Washington State: Changes in Population by Generation

Washington Population by Generation 2021 v 2011
source: US Census



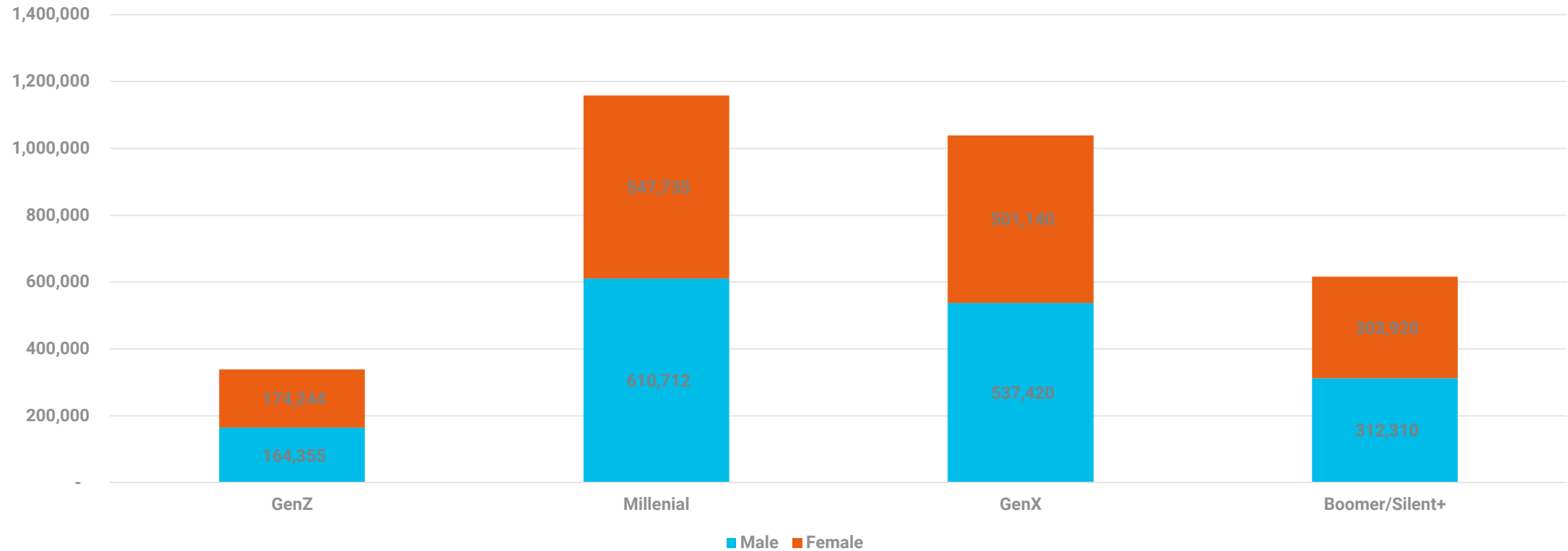
Washington State: Changes in Total Workforce by Generation

Washington's Workforce by Generation 2011 vs 2021
source: US Census



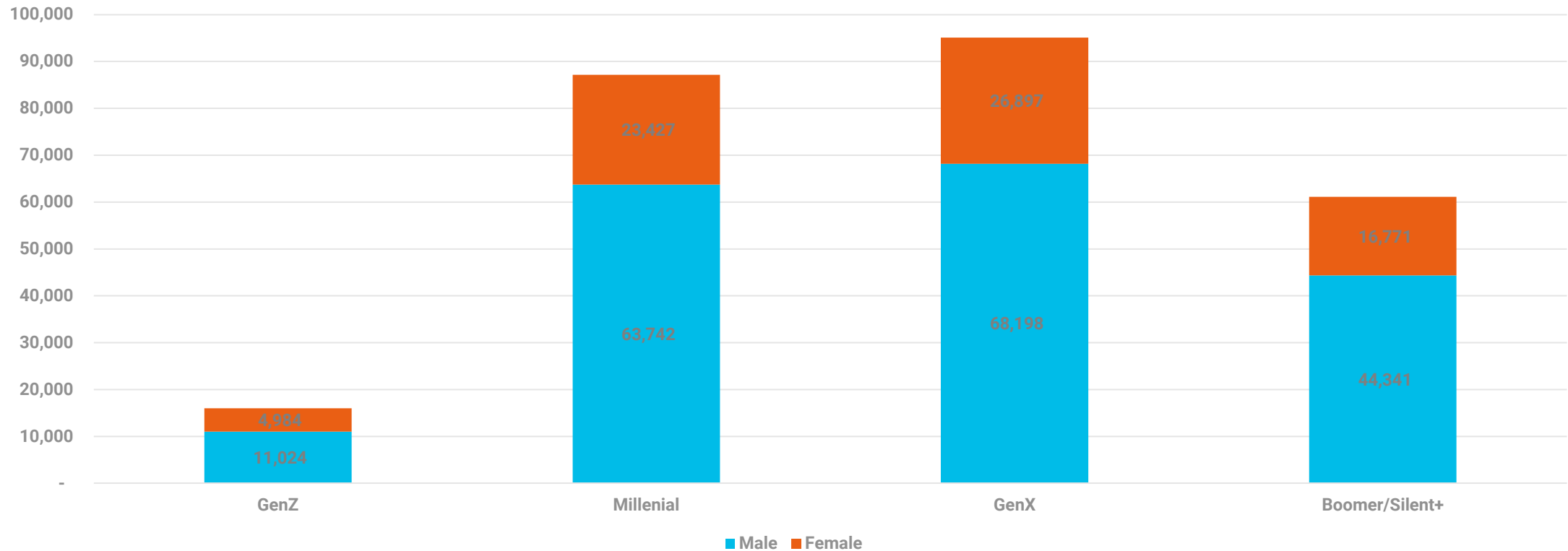
All Workforce Washington State: 2021 by Generation and Gender

2021 Washington Workforce by Generation and Gender
Source: US Census



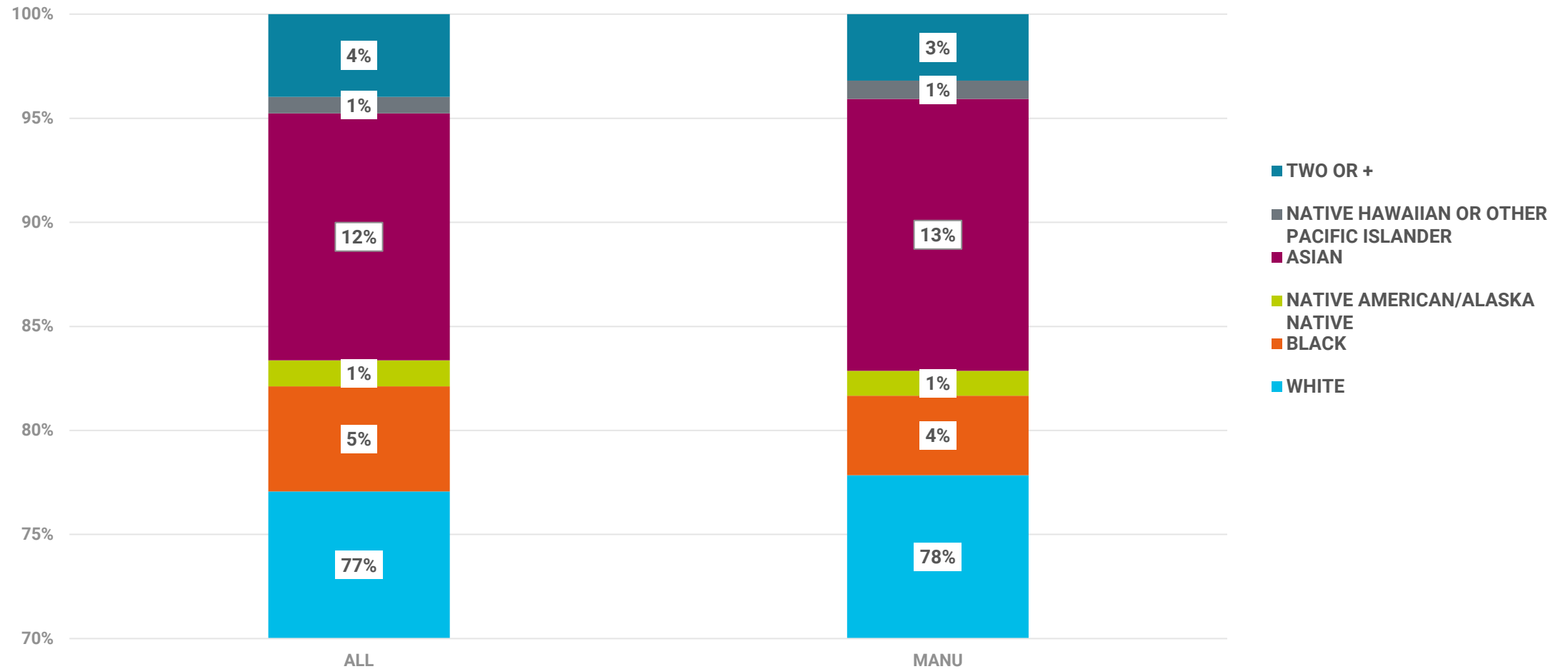
Manufacturing Workforce Washington State: 2021 by Generation and Gender

2021 Washington Manufacturing Workforce by Generation and Gender
Source: US Census



WA Manufacturing v All Workers by Race

2021 WA Workforce Composition All v Manufacturing by Race
source: US Census



Current State of Manufacturing Jobs

- **SHB 1170 creates a Manufacturing Council (equal Labor and Business representation) with the goal of doubling manufacturing in the next decade**
- **About 260,000 manufacturing jobs in 2021 and 16,000 manufacturers**
- **By 2031 our goal is about 520,000 manufacturing jobs**
- **This is a net increase of 260,000 jobs (easy math but hard to accomplish with workforce shortages)**
- **According to Ziprecruiter, the average Washington manufacturing salaries are:**
 - **\$100K to \$160K for Manufacturing Managers;**
 - **\$59K to \$110K for Manufacturing Engineers; and**
 - **\$42K for Manufacturing Production Worker**

1170 Provides a roadmap

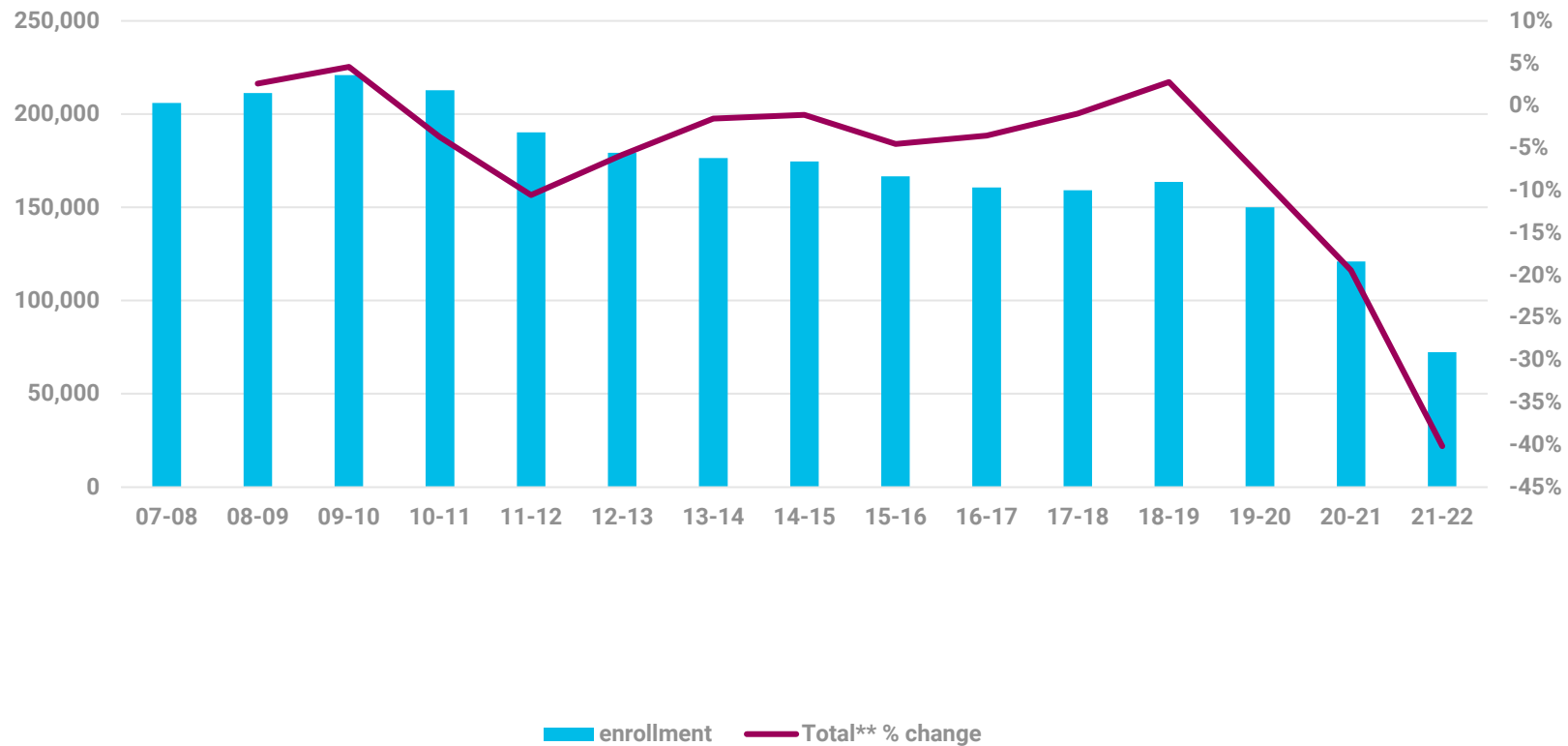
- **It is the intent of the legislature that Washington retain and build on its leadership in the manufacturing and research and development sectors.**
- **The legislature finds that a thriving research and production sector are complimentary and should be promoted in every region of the state.**
- **The legislature finds this is critical to provide a strong, resilient tax base for good schools, safe streets, and community optimism.**
- **Therefore, the legislature intends to identify and invest in strategies to ensure every geographic region of the state can benefit from a strong manufacturing and research and development base, with the goal of doubling the state's manufacturing employment base, the number of small businesses, and the number of women and minority-owned manufacturing businesses in the next 10 years.**

Where will the growth in manufacturing come from?

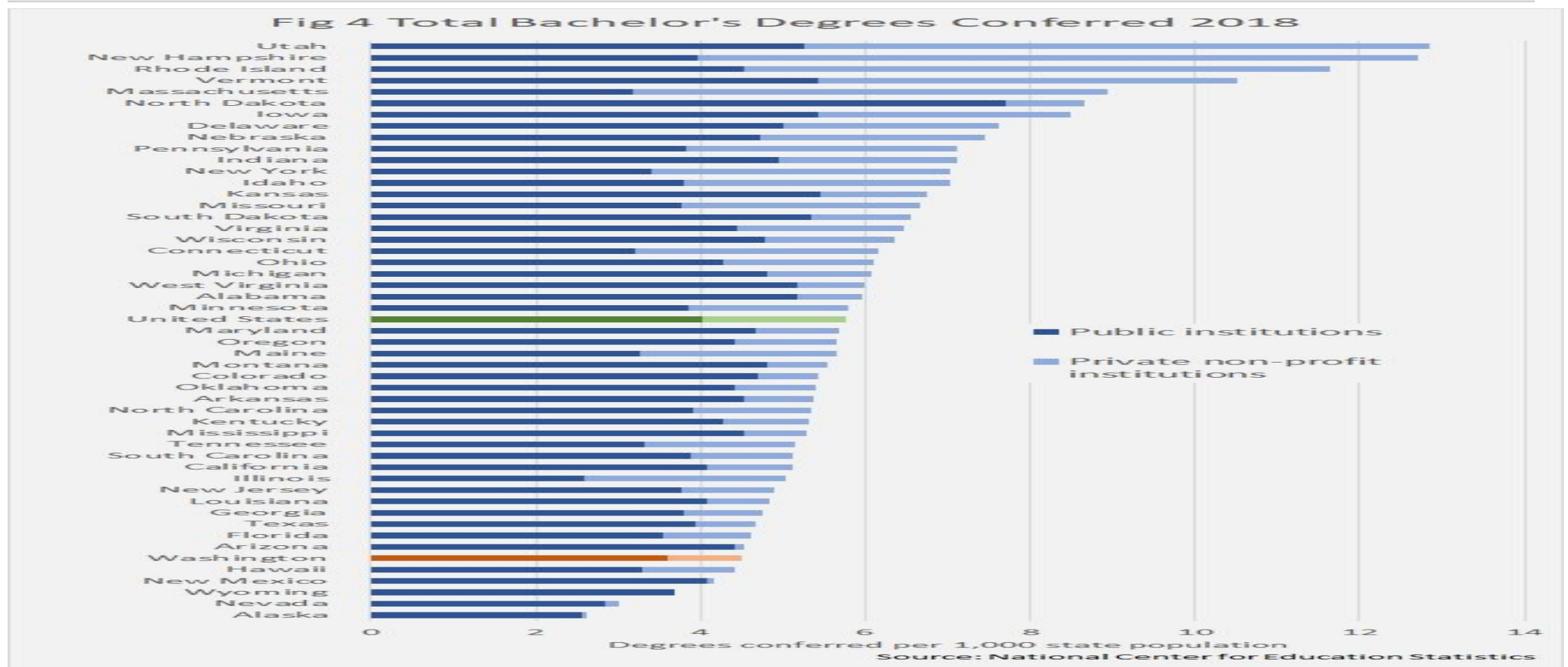
- **Existing and emergent small and medium sized manufacturers**
- **New, innovative industries, e.g., clean manufacturing (energy/fuel implicit in this)**
- **Existing manufacturers wanting to increase production**
- **Will require a significantly larger workforce**
 - Existing training and education programs (including apprenticeships/incumbent workers)
 - New ways of attracting workers (labor)
 - Employers ready for a new generation of workers and technology

Obstacles: Traditional pathways to work, such as technical colleges, are not being utilized

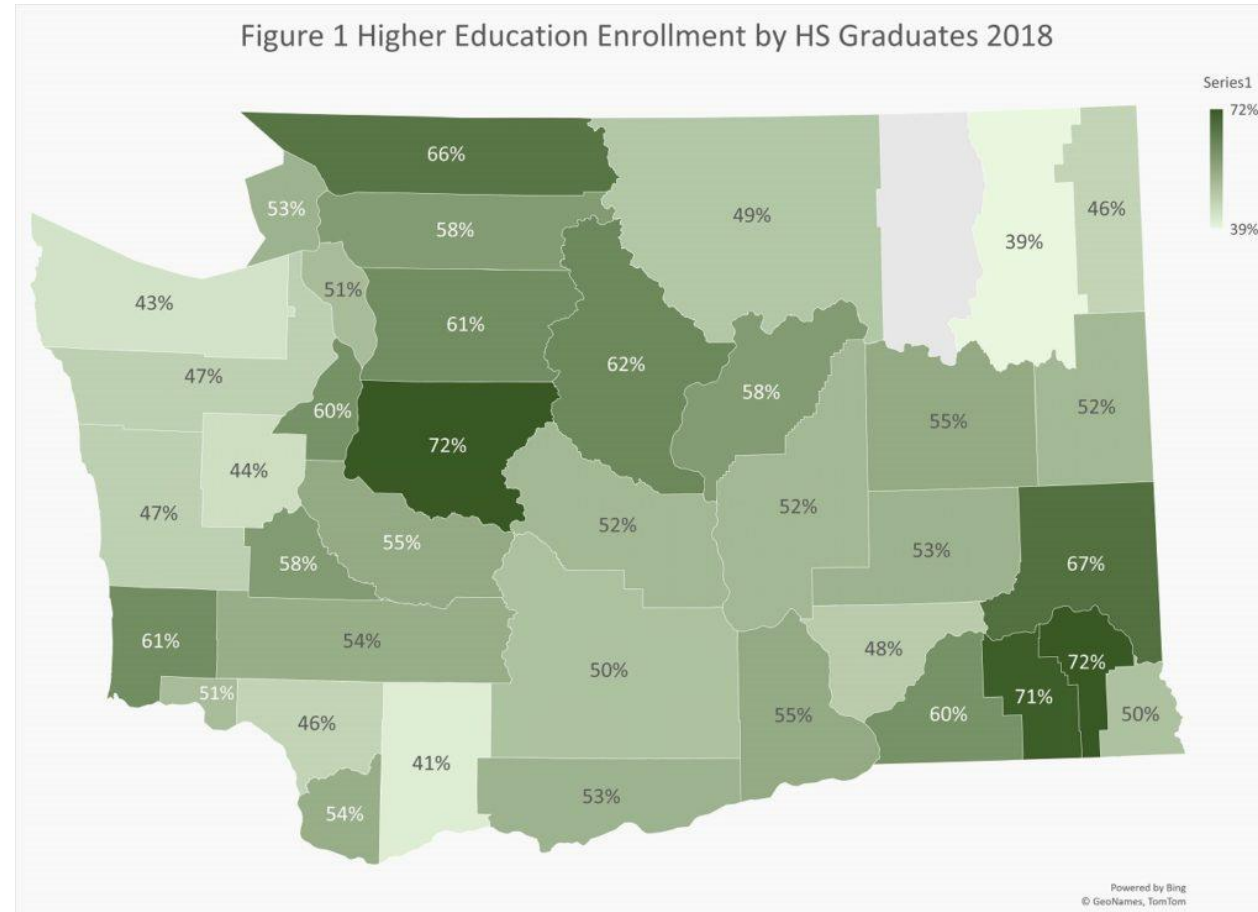
CTC Technical Enrollments

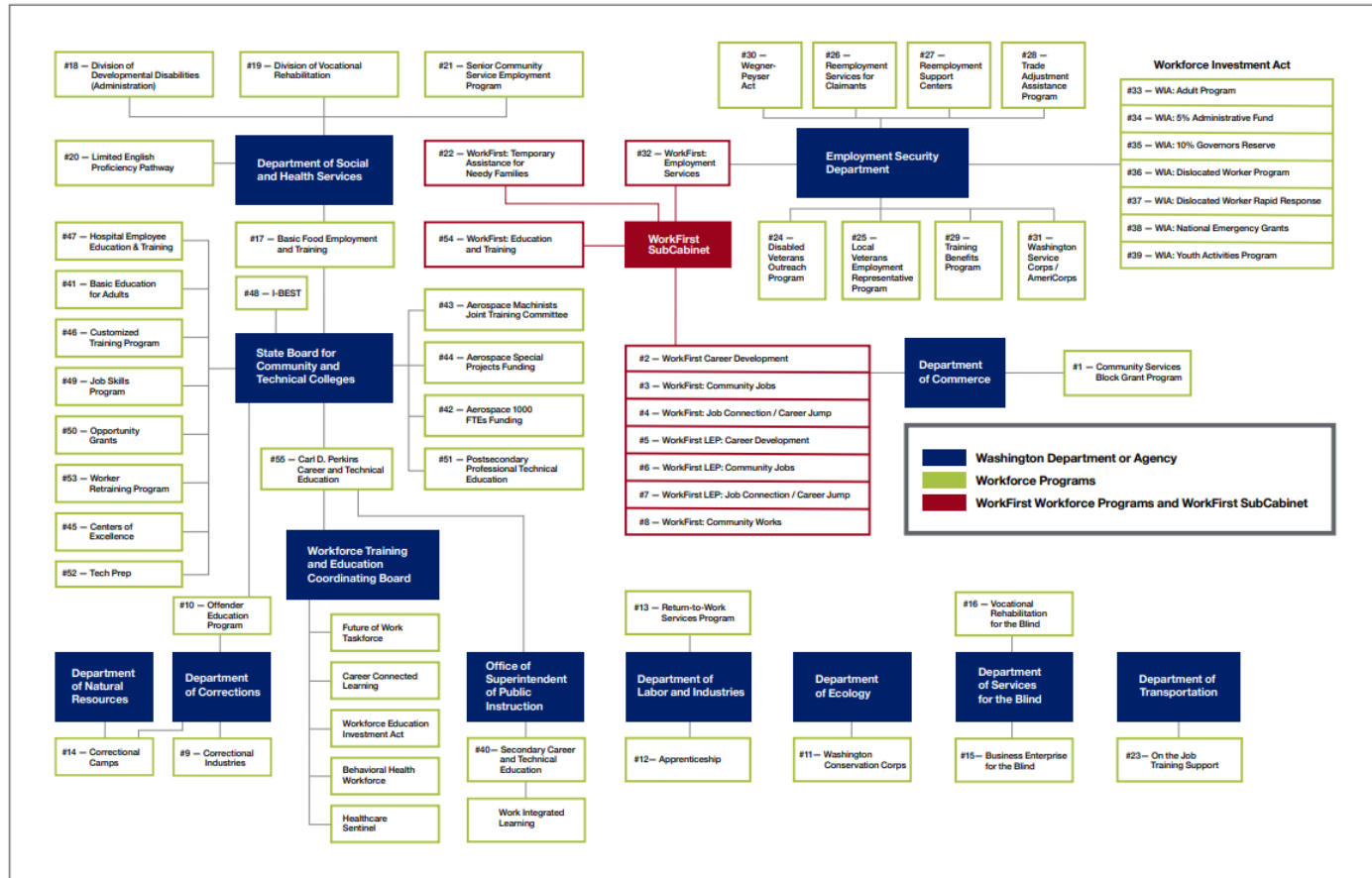


Washington's higher education system is insufficient to meet workforce needs



Washington's higher education system fosters inequitable outcomes and does not support regional economic growth across the state



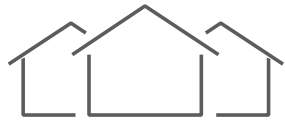


Pc

Planning for prosperity

- **Creating/adapting state systems that foster economic growth for business owners – including women and BIPOC business development**
- **Listening to the values and needs of new workers**
- **Accessible training and educating for living wage jobs**
- **Incorporating women and BIPOC in living wage jobs**
- **Rightsizing our higher education system**
- **Supporting our local workforce development boards and their coordination with local economic development councils**

We strengthen communities



**HOUSING
HOMELESSNESS**



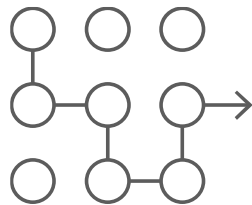
INFRASTRUCTURE



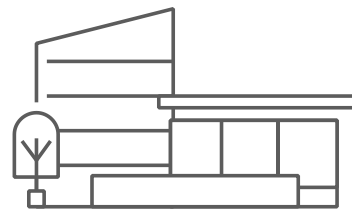
**BUSINESS
ASSISTANCE**



ENERGY



PLANNING



COMMUNITY FACILITIES



**CRIME VICTIMS &
PUBLIC SAFETY**



**COMMUNITY
SERVICES**

Thank you!



Washington State
Department of
Commerce

www.commerce.wa.gov



Carolyn Busch

WORKFORCE SECTOR LEAD & SECTOR LEAD
MANAGER

carolyn.busch@commerce.wa.gov

206.256.6140