

Talent and Prosperity for All

Washington's Workforce Development Strategic Plan 2024 - 2028

Workforce Education Council

October 13, 2023



Today's agenda



Workforce Board updates



Talent and Prosperity for All (TAP) Plan – updating the strategic workforce plan for 2024-2028



Your input on the plan—we want to hear from you!

Business strategic priority
Credential Transparency priority
Other important areas



Summarize feedback and next steps

Washington's Workforce Board

- **Central coordinating hub** for WA workforce system.
 - Sets a **strategic vision** for the system.
 - **Measure system performance** through research, analysis.
- Dual customer focus: **Business** and **Labor** guide the Board
- Focuses on **multiple pathways** that lead to **living wages**.
- **Licenses** and **regulates** private career schools/vets programs.





Workforce Board fast facts

Washington's Workforce Board focuses on three pillars:

1. Policy
2. Advocacy
3. Performance

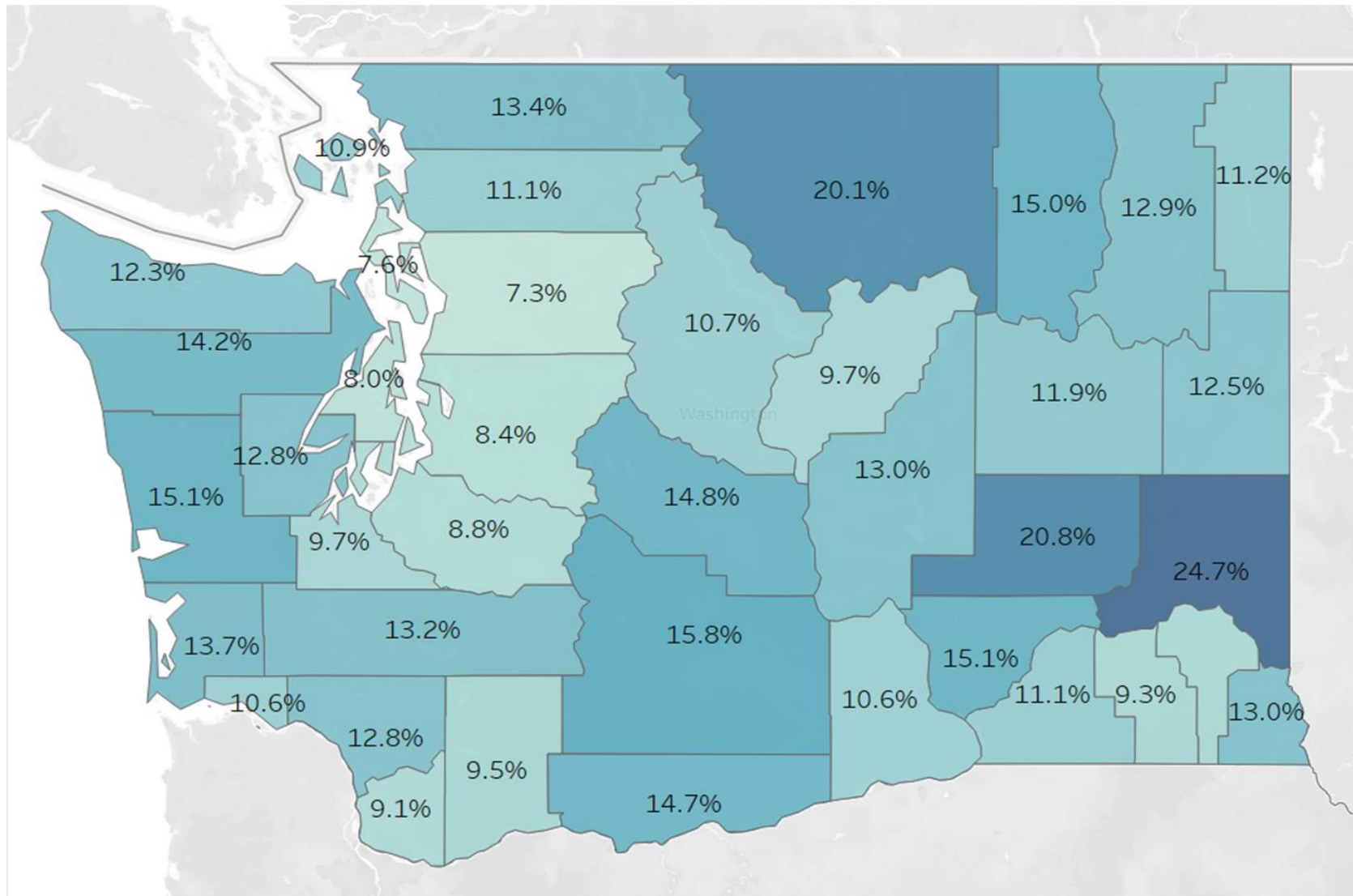
For three customers: Workers, employers, and communities.

We evaluate the state's workforce system. We advise the Governor and Legislature on workforce development policy. And we ensure the state's workforce services and programs work together.

We also develop & oversee implementation of the state's strategic workforce plan.



Washington State Poverty Rates



2021 5-year American Community Survey (2017-21) analyzed by Washington's Workforce Board



King County's high wages boost state average

- State average in 2022: \$83,987
- National average: \$69,985
- King County: \$113,988
- State average w/out King: \$62,808
- 24th highest earning state w/out King
- All counties outside of King earn below average.



High pay sectors centered in urban areas

Industry subsectors	Total 2021 wages paid	Average annual employment	Average annual wage	Growth rate 2021-2031	Rank
Information	\$41,993,689,103	156,520	\$268,502	3.6%	Top Five Paying Industries
Management of companies & enterprises	\$5,837,737,283	43,199	\$135,156	9.8%	
Professional, scientific, & technical services	\$28,388,799,251	225,869	\$125,748	3.0%	
Finance and insurance	\$12,040,040,155	96,677	\$124,676	0.5%	
Utilities	\$599,970,835	5,325	\$112,678	0.3%	
Other services	\$4,765,554,665	91,472	\$52,198	2.9%	Bottom Five Paying Industries
Educational services	\$1,999,567,690	43,214	\$46,220	2.8%	
Arts, entertainment, and recreation	\$1,626,004,478	40,143	\$40,504	3.0%	
Agriculture	\$3,628,068,495	96,824	\$37,461	NA	
Accommodation and food services	\$6,718,041,931	237,841	\$28,256	3.0%	

Source: Washington State Employment Security Department



Talent and Prosperity for All Plan (TAP)

Washington's workforce plan, Talent and Prosperity for All, champions long-term economic success for workers, employers, and communities.

Combines 55 programs across 12 state agencies into a single guiding plan.

Summarizes over \$1B/year in spending that supports over 100,000 Washingtonians.

The logo consists of a square divided into three triangles: a teal triangle at the top, an orange triangle at the bottom left, and a white triangle at the bottom right.

Washington's Workforce System

Our state's workforce system helps Washington residents:

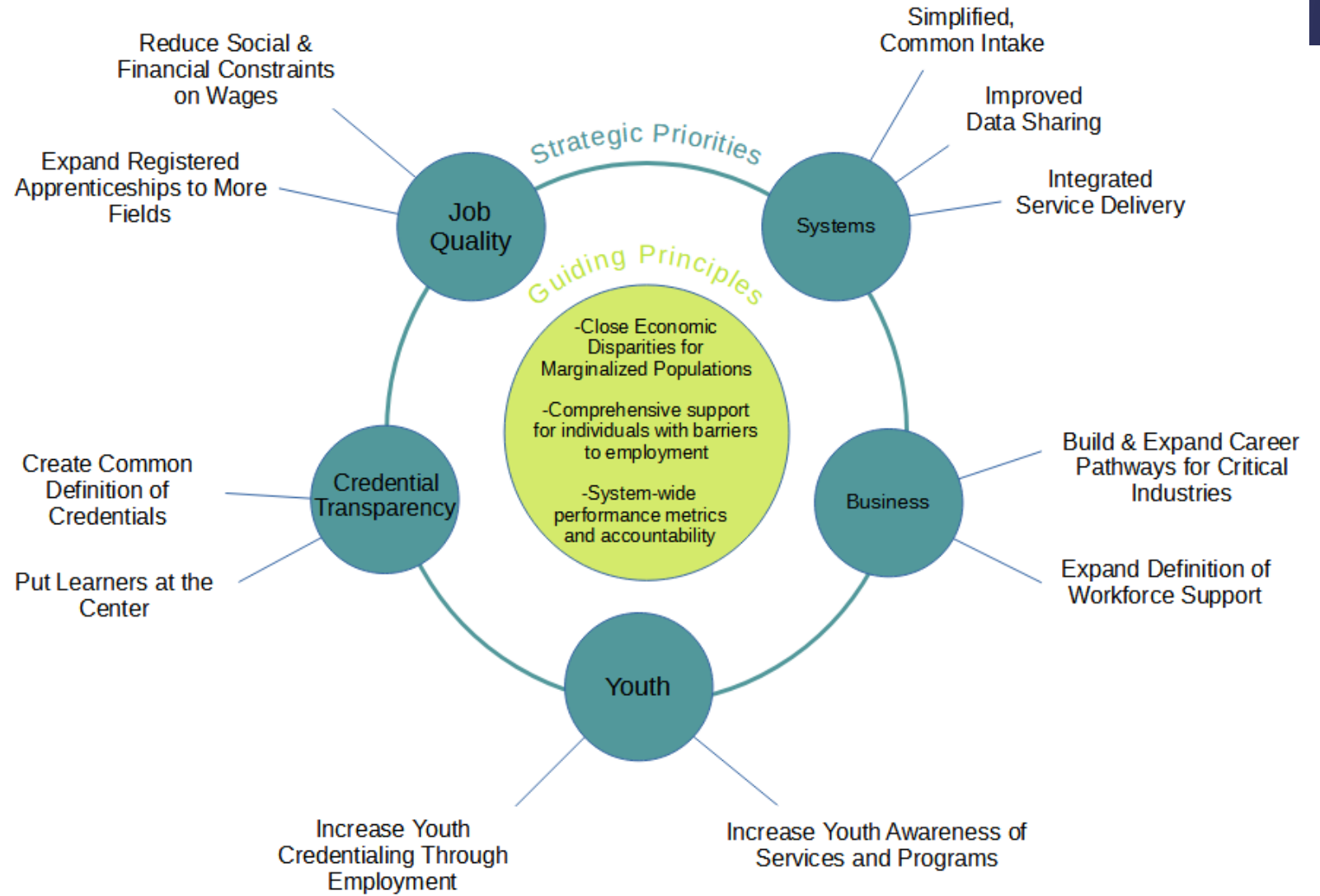
- Find jobs.
- Re-enter the workforce.
- Move ahead in their careers.

The programs begin with high school age students and reach through apprenticeships, certificate programs and college, but stop short of a four-year degree.

Our state's workforce system also helps Washington employers find the skilled workers they need to be competitive.



TAP Strategic Priorities and Impact Statements





Are we hitting the mark?

- We want your input on the plan.
- What are you hearing? Do the plan elements resonate?
- What does the plan need to include to capture the requirements of your organization?





Business

- What are you hearing from your business partners?
- Over the next four years, how will your services change to meet the needs of students and business customers?
- What needs to change for you to be successful?
- What is working well that needs greater investment?



Strategic Priority: Credential Transparency

What are you hearing about the portability and utility of short-term credentials?

How can employment & earnings results help students choose wisely, and help your college's programs improve?

Are you familiar with Learning and Employment Records (LERs) and digital wallets?



Does TAP address opportunities & barriers?



Now that you've heard about updates to our four-year strategic plan, what's critical to include so that your opportunities and barriers are addressed?



Are there items we overlooked that should be included?



Other Feedback



What other strategic priorities resonate with your own future plans?



What economic realities are impacting your future plans?



What else are you hearing that we have not captured?



Summary of What We Heard Next Steps

Summary of feedback

Community feedback continues in October
and November

Draft by January of 2024

Updates: [wtb.wa.gov/planning-
programs/washington-state-workforce-plan](https://wtb.wa.gov/planning-programs/washington-state-workforce-plan)

tap.plan@wtb.wa.gov