

East Jefferson County Workforce Development “Snapshot” Quarter 4, 2024

“Workforce development can be defined as a comprehensive set of strategies, programs, and initiatives aimed at enhancing the skills, knowledge, and capabilities of the workforce in a particular region or industry.” [ResearchFDI](#)

“Workforce development contributes to the overall economic growth and development of a region. Through bridging the skills gap, enhancing the competitiveness of a region and finally through fostering economic resilience, workforce development programs create educated and skilled workforces.” [ResearchFDI](#)

| NAICS Codes | Major Industry Clusters Jefferson County | % of Total Employees in Jeff. Co. | Average Annual Salary |
|---|---|-----------------------------------|-----------------------|
| 23, 31, 22 | Construction, Manufacturing and Utilities | 18.05 | \$63,397.00 |
| 72, 71 | Accommodation and Food Services, Arts, Entertainment and Recreation | 13.77 | \$30,941.00 |
| 44 & 42 | Retail Trade and Wholesale Trade | 13.24 | \$45,639.00 |
| 62 | Health Care and Social Assistance | 11.46 | \$52,443.00 |
| 61 | Educational Services | 9.42 | \$60,235.00 |
| 92 | Public Administration | 8.01 | \$76,617.00 |
| 81 | Other Services (except Public Administration) | 6.7 | \$42,990.00 |
| 56, 51, 52 | Administrative , Support, Info, Finance, Insurance | 6.06 | \$57,242.00 |
| 54 | Professional, Scientific, and Technical Services | 5.56 | \$85,667.00 |
| 48 | Transportation and Warehousing | 3.32 | \$78,295.00 |
| 21, 11 | Mining, Quarrying, and Oil and Gas Extraction, Ag, Forestry, Fishing, Hunting | 3.08 | \$35,606.00 |
| 53 | Real Estate and Rental and Leasing | 1.43 | \$41,419.00 |
| All Industries: 10,320 Employees in Jefferson County. Average Annual Salary of All Jobs = \$53,207 | | | |

Gaps in Career Pathways for East Jefferson County

As this report shows, **Jefferson County lacks basic access to vocational training programs that are commonplace in most regions.**

Due to the very limited training opportunities housed within the county, businesses must provide “On-the-Job” training, almost always at their own expense. Additionally, citizens who wish to gain vocational training must endure the financial hardships of commuting to vocational training programs which are, at closest, one hour away. Many people, especially those most in need, are not able to afford the time or expense of this commute and therefore do not have basic access to post secondary vocational training that could lead to a living wage and in-demand job. A skilled workforce “contributes to the overall economic growth and development of a region.” [ResearchFDI](#)

A career pathway is defined by the Department of Labor as a series of “articulated steps of education, training, and employment within an industry sector, combined with other services, to support participant success.” [dol.gov](#)

- Under this definition the only intact and local Career Pathway in East Jefferson County is in Marine Trades.
 - K-12 Maritime Career and Technical Preparatory Programs.
 - Northwest School of Wooden Boatbuilding - Marine Systems and Wooden Boatbuilding Programs.
 - Employment in the Marine Trades Industry.

This report outlines priority pathways in need of development to support local business and industries that reflect the need for skilled training.

- “Priority pathways” have been identified for East Jefferson county to maximize an increase in the talent pipeline and to increase opportunities for East Jefferson County residents to increase skills training with labor market value (living wage and in-demand occupations).

Criteria for determining East Jefferson County Priority Career Pathways

1. Industry Sector occupations must account for a significant portion of local jobs.
2. Industry Sector occupations must require skilled training beyond “on the job” training.
3. Industry Sector occupations must, on average, exceed self-sufficiency wage standards.

Priority Pathways for Jefferson County: High percentage of Industry Sector Employees, Living Wages and Skilled Training required.

| NAICS Codes | Industry Cluster | % of Total Employees in Jeff. Co. | Average Annual Salary |
|---------------|--|-----------------------------------|-----------------------|
| 23, 31, 22 | Construction, Manufacturing and Utilities (<i>includes Marine Trades and Paper Manufacturing</i>) | 18.05 | \$63,397.00 |
| 62 | Health Care and Social Assistance (Includes clinical and support roles) | 11.46 | \$52,443.00 |
| 61 | Educational Services | 9.42 | \$60,235.00 |
| 56, 51, 52,54 | Administrative , Support, Info, Finance, Insurance, Professional Technical (<i>Includes Technology and Information Technology</i>) | 13.05 | \$61,442.27 |

Recommended Next Steps:

- **County Wide Collaboration on Workforce Development Strategy: Collaborate efforts and increase communication and strategic planning between East Jefferson County stakeholders;** business/industry, CTE programs at the secondary level and Community and Technical Colleges, local Community Based Organizations, the Jefferson County Economic Development Council, the Olympic Workforce Development Council Programs and Washington Statewide efforts.
 - Grow a county-wide workforce development “hub” or “backbone” to lead and regularly convene this work group.
 - Support capacity building at the Economic Development Council to lead these efforts. The Recompete project supports five years of funding for this position.
- **Support and advocate for an increase in in-person Community and Technical College vocational training programs in Jefferson County that lead to living wage and in-demand careers. (Post Secondary Credentials with Labor Market Value).** Support could include county specific data, space to teach skilled training programs, funding for equipment, qualified local instructor pool.
- **Coordinate** Career and Technical Education preparatory program efforts between all area high schools and Community and Technical Colleges to develop a county-wide strategic plan that allows all East Jefferson County students to readily access CTE programs of study that can lead to living wage and high demand careers across multiple sectors. **Coordinate, rather than duplicate, efforts.**
- **Advocate for a Jefferson County Worksource office to be located centrally in East Jefferson County.**
- **Support and advocate for more registered apprenticeships in Jefferson County.**

Key Research Findings:

- Jefferson County is one of the oldest counties in the country with a median age range of 64.1 years old (2023 [OFM](#)). As a result of this Jefferson County has students in our schools and fewer workers available to join the workforce.
- Jefferson County does not have an active vocational training Community and Technical College partner that is offering in-person training programs that lead to living wage jobs. The Fort Worden Peninsula College Campus offers two Nursing Assistant Certified (NAC) Courses per year and occasional Flagger Classes.
- Formal Apprenticeship programs are limited and include Jefferson County PUD, Jefferson Healthcare. Barriers exist for rural state registered apprenticeships.
- Half to ¾ of Jefferson County high school graduates do not earn a credential beyond their high school diploma. [ERDC 2015](#)
- 1 out of 4 young people, ages 16 - 24, are not working, not in the military and not in school. This is twice the national average. [Measure of America](#)
- Half of the 31 respondents to a Jefferson County Workforce Development Survey said that they “Don’t have a known local training partner that aligns to our workforce needs.”
- Jefferson County high school students disproportionately lack access to Career and Technical Education programs of study that lead to in-demand and living wage jobs as compared to neighboring counties and larger school districts.
- A key barrier is proximity and transportation to skilled training programs at Peninsula and Olympic Colleges in Port Angeles and Bremerton.
- East Jefferson County is home to 4 school districts supporting a total of 2,563 K-12 students. Neighboring Sequim School District serves 2,642 students and North Kitsap serves 5,375. Due to apportionment funding formulas, small school districts are not able to offer as many career exploration programs, due to limited funding for CTE programs.

Workforce Data for Priority Pathways:

Construction, Manufacturing and Utilities

| | |
|--|-----------------|
| Construction, Manufacturing and Utilities. NAICS Codes: 23, 31, 22 (includes Marine Trades and Paper Manufacturing) | |
| Data from Jobs EQ. | |
| Average Annual Wages in this Industry Cluster | \$63,397 |
| Percentage of all jobs in Jefferson County | 18.05% |
| Total Employees in this Industry Sector in Jeff. Co | 1,863 employees |
| Annual % Growth over last 5 Years | 0.5% Increase |
| Forecasted Five-Year Demand (Exits, Transfers and Growth) | 389 |

| SOC | Occupation | Empl | Median Ann Wages ² | LQ | Total Demand | Ann % Growth |
|---------|--|------|-------------------------------|-------|--------------|--------------|
| 47-2061 | Construction Laborers | 156 | \$57,600 | 1.71 | 41 | 0.20% |
| 47-2031 | Carpenters | 113 | \$64,000 | 1.9 | 27 | -0.30% |
| 49-9071 | Maintenance and Repair Workers, General | 113 | \$51,100 | 1.11 | 30 | -0.20% |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | 79 | \$63,300 | 13.95 | 16 | -3.10% |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 74 | \$85,100 | 1.42 | 17 | -0.10% |
| 47-2111 | Electricians | 69 | \$79,800 | 1.4 | 19 | 0.30% |

| | | | | | | |
|---------|--|----|-----------|------|----|--------|
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 50 | \$85,800 | 1.35 | 12 | -0.40% |
| 47-2141 | Painters, Construction and Maintenance | 47 | \$47,600 | 2.03 | 10 | -0.20% |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 45 | \$73,900 | 1.05 | 10 | -1.60% |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 40 | \$75,500 | 1.42 | 10 | 0.00% |
| 49-9041 | Industrial Machinery Mechanics | 38 | \$67,400 | 1.46 | 8 | -0.70% |
| 49-9051 | Electrical Power-Line Installers and Repairers | 34 | \$127,700 | 4.25 | 7 | -0.40% |

In-Person Training Programs in East Jefferson County Construction/Maritime Career Pathway Program Offerings

K-12 Programs: High School CTE Construction Classes in Chimacum & Port Townsend. HS CTE Maritime Classes at Port Townsend High School. ½ Day Maritime CTE Program at Northwest Maritime Center, West Sound Tech.

Post Secondary Training: Northwest School of Wooden Boatbuilding, Marine Systems and Boatbuilding. Port Townsend School of Woodworking.

Formal On-the-Job Trainee Programs: ACI Boats, Jefferson County PUD, Frederickson Electric

Paid and Unpaid Internship Programs: Habitat for Humanity, Community Boat Project, Northwest Maritime Center, PT Aero Museum

Healthcare and Social Assistance: Healthcare is the #1 Growth Area for Occupations in Jefferson County

| Jefferson County, Washington, 2024Q4. NAICS Code #62 | | | | | | | | |
|--|-----------------|--------------|-----------------|--------------|-----------------|--------------|------------------|--------------|
| | 1-Year Forecast | | 2-Year Forecast | | 5-Year Forecast | | 10-Year Forecast | |
| Industry | Total Demand | Ann % Growth | Total Demand | Ann % Growth | Total Demand | Ann % Growth | Total Demand | Ann % Growth |
| Healthcare and Social Assistance | 128 | 1.00% | 258 | 1.00% | 655 | 1.00% | 1,343 | 1.00% |
| Total - All Industries | 1,105 | -0.20% | 2,208 | -0.20% | 5,501 | -0.20% | 10,936 | -0.20% |
| Healthcare compared to All Industries | 11.50% | | 11.60% | | 11.90% | | 12.23% | |

| Occupation Group Data from Jobs EQ. Q4/2024 | SOC Code | Current # Employed | Median Annual Wage | Demand | 3 Year Forecast |
|--|----------|--------------------|--------------------|--------|-----------------|
| Healthcare Practitioners and Technical Occupations | 29-000 | 368 | \$111,800 | 216 | 0.3% |
| Healthcare Support Occupations | 31-000 | 385 | \$46,400 | 626 | 1.6% |
| Community and Social Service Occupations | 21-000 | 286 | \$63,100 | 87 | 1.1% |

| Health Care and Social Assistance SOC Codes: 21, 29, 31 | | | | | |
|---|--|--------------------|--------------------|--------|-----------------|
| SOC Code | Occupation Data from Jobs EQ. Q4/2024 | Current # Employed | Median Annual Wage | Demand | 3 Year Forecast |
| 31-1122 | Personal Care Aide | 175 | \$41,900 | 91 | 2.1% |

| | | | | | |
|---------|--|-----|-----------|----|-------|
| 29-1141 | Registered Nurses. | 114 | \$109,500 | 18 | -0.1% |
| 31-1121 | Home Health Aide | 61 | \$41,900 | 26 | 2.1% |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 55 | \$54,400 | 19 | 2.4% |
| 21-1021 | Child, Family and School Social Workers | 48 | \$66,400 | 13 | 0.9% |
| 31-9091 | Dental Assistants | 21 | \$52,900 | 9 | 0.3% |
| 31-9092 | Medical Assistants | 19 | \$50,300 | 8 | 0.8% |
| 31-9011 | Massage Therapists | 18 | \$70,800 | 8 | 0.9% |
| 29-2052 | Pharmacy Technicians | 17 | \$49,900 | 5. | 0.2% |
| 21-1099 | Community and Social Service Specialist, All Other | 16 | \$57,400 | 5 | 1.6% |
| 29-1292 | Dental Hygienists | 13 | \$124,700 | 3 | 0.4% |
| 29-1123 | Physical Therapists | 12 | \$106,400 | 2 | 1.3% |

In-Person Training Programs in East Jefferson County - Healthcare Career Pathway Program Offerings

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| K-12 Programs: High School CTE Classes in Chimacum and Port Townsend (Coming soon to Quilcene). |
| Post Secondary Training: Peninsula College offers two Nursing Assistant Certified courses per year in Jefferson County. East Jefferson Fire and Rescue EMT Training. |
| Formal On-the-Job Trainee Programs: Certified Medical Assistant Apprenticeship at Jefferson Healthcare. Care Team Specialist Trainee program at Jefferson Healthcare. |
| Paid and Unpaid Internship Programs: Brinnon Fire Department Cadet Training Program. |

Educational Services

| Data from Jobs EQ. | |
|---|----------|
| Average Annual Wages in this Industry Cluster. NAICS Code 6 | \$60,235 |
| Percentage of all jobs in Jefferson County NAICS Code 61 | 9.40% |
| Total Employees in this Industry Sector in Jeff. Co | 972 |
| Annual % Growth over last 5 Years | -0.90% |
| Forecasted Five-Year Demand (Exits, Transfers and Growth) | 402 |

| Educational Services NAICS Code: 61 | | | | | |
|-------------------------------------|--|-----------------------|------------------------|--------------|-------------------------|
| SOC | Occupation Data from Jobs EQ. Q4/2024 | Current # Employed | Median Annual Wages | Total Demand | Ann % Growth 3 Years |
| 25-2021 | Elementary School Teachers, Except Special Education | 134 | \$87,900 | 21 | -1.1% |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 64 | \$106,200 | 9 | -1.0% |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 49 | \$102,400 | 8 | -1.0% |
| 39-9011 | Childcare Workers | 31 | \$37,300 | 15 | -0.3% |
| 11-9032 | Education Administrators, Kindergarten through Secondary | 26 | \$142,100 | 4 | -1.0% |
| 25-2011 | Preschool Teachers, Except Special Education | 26 | \$41,500 | 8 | 0.1% |
| 25-2012 | Kindergarten Teachers, Except Special Education | 18 | \$85,200 | 5 | -1.1% |
| 25-3041 | Tutors | 18 | \$44,000 | 9 | 0.0% |

| | | | | | |
|---------|--|----|----------|---|-------|
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 18 | \$85,600 | 3 | -0.4% |
| 25-1194 | Career/Technical Education Teachers, Postsecondary | 15 | \$68,400 | 3 | -0.2% |
| 25-2052 | Special Education Teachers, Kindergarten and Elementary School | 14 | \$85,500 | 2 | -1.1% |
| 25-2032 | Career/Technical Education Teachers, Secondary School | 13 | \$98,900 | 2 | -1.1% |

In-Person Training Programs in East Jefferson County - Educational Services Career Pathway Program Offerings

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| K-12 Programs: None available. |
| Post Secondary Training: None available. |
| Formal On-the-Job Trainee Programs: None available. |
| Paid and Unpaid Internship Programs: YMCA and Cedar Root Camp Counseling positions. |

Administrative , Support, Info, Finance, Insurance, Professional Technical

| Administrative , Support, Info, Finance, Insurance, Professional Technical NAICS Codes: 51, 52, 53,54,56 | | |
|---|--------------------------------------|----------------------|
| Administrative , Support, Info, Finance, Insurance, Professional Technical NAICS Codes: 51, 52, 53,54,56 | % of Total Employees in Jeff. Co. | Median Annual Salary |
| 54 Professional, Scientific, and Technical Services NAICS 54 | 5.56 | \$85,667.00 |
| 56, 51, 52 Administrative , Support, Info, Finance, Insurance | 6.06 | \$57,242.00 |
| 53 Real Estate and Rental and Leasing | 1.43 | \$41,419.00 |
| | | |
| Percentage of all jobs in Jefferson County | 13.05% | |
| Total Employees in this Industry Sector in Jeff. Co | 1199 | |
| Annual % Growth over last 5 Years | -0.3% | |
| Forecasted Five-Year Demand (Exits, Transfers and Growth) | 559 | |

| Administrative , Support, Info, Finance, Insurance, Professional Technical NAICS Codes: 51, 52, 53,54,56 | | | | | |
|--|--|------|----------------------|--------------|--------------|
| SOC | Business, Finance, IT, Insurance, Professional Technical. | Empl | Median Ann Wages2 | Total Demand | Ann % Growth |
| 43-9061 | Office Clerks, General | 159 | \$47,700 | 49 | -1.1% |
| 11-1021 | General and Operations Managers | 154 | \$104,800 | 36 | 0.0% |
| 11-9199 | Managers, All Other | 143 | \$124,000 | 31 | -0.1% |
| 13-1199 | Business Operations Specialists, All Other | 113 | \$71,800 | 29 | 0.0% |

| | | | | | |
|---------|---|-----|-----------|----|-------|
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 109 | \$51,300 | 29 | -1.6% |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 102 | \$52,900 | 31 | -1.0% |
| 15-1252 | Software Developers | 91 | \$135,900 | 21 | 1.9% |
| 13-2011 | Accountants and Auditors | 81 | \$84,100 | 18 | -0.1% |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 79 | \$67,500 | 20 | -0.9% |
| 43-4171 | Receptionists and Information Clerks | 56 | \$39,000 | 22 | -0.2% |
| 13-1161 | Market Research Analysts and Marketing Specialists | 46 | \$66,500 | 13 | 0.6% |

In-Person Training Programs in East Jefferson County - Educational Services Career Pathway Program Offerings

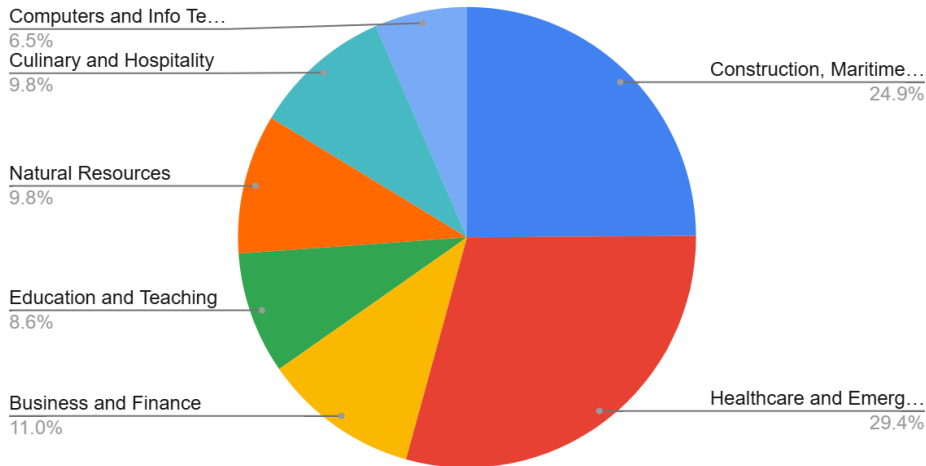
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|--|
| K-12 Programs: None available. |
| Post Secondary Training: Online classes available through Peninsula and Olympic Colleges. |
| Formal On-the-Job Trainee Programs: None available. |
| Paid and Unpaid Internship Programs: Jefferson Healthcare Care Team Specialist Trainee Program. |

Source: JobsEQ® Data as of 2024Q1 [JobsEQ Source Document](#) Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Student survey data from in-person survey at Connectivity Fair. 245, 9th - 12th graders surveyed from Chimacum, Port Townsend and Quilcene School Districts. This is approximately 1/3 of all high school students in Jefferson County.

Student survey data "What career training program do you want? (Survey of Chimacum, Port Townsend, Quilcene HS S...



Question: What Career Training Program do you most want?

Percentage

| | |
|-----------------------------------|-------|
| Construction, Maritime, Utilities | 24.9 |
| Healthcare and Emergency Services | 29.4 |
| Business and Finance | 11.02 |
| Education and Teaching | 8.57 |
| Natural Resources | 9.8 |
| Culinary and Hospitality | 9.8 |
| Computers and Info Technology | 6.53 |

Total 9 - 12 graders surveyed (PT, CSD, QSD). 245 Total. Approximately 1/3 of all Jefferson County HS students.

Data Source Document: [JobsEQ Source Document](#)