

East Jefferson County Workforce Development Report

Quarter 4, 2024 Jefferson County, Washington.

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Foreword:

East Jefferson County employers are facing numerous key barriers when hiring qualified staff members, which include lack of housing, lack of childcare, limitations around transportation, lack of physical space to locate new industries and businesses, and lack of in-county in-person workforce training programs. This report focuses on the latter. Jefferson County disproportionately lacks access to skilled training programs and post-secondary training opportunities that are linked to living wage and high demand careers. In addition to reducing potential business growth, this lack of opportunity results in high youth disengagement rates (twice the national average), low post-secondary achievement rates (well below state averages), low earning potential, and unfilled skilled jobs in our local businesses and industries.

This report describes the key industry clusters as of today, where East Jefferson County can most readily increase opportunities, and for each describes current workforce training programs along with proposed longer-term initiatives that would increase the talent pipeline for local businesses. This document utilizes Jefferson County specific data, East Jefferson County business and industry survey data, informational interview data, and data sourced through online data dashboards.

This report focuses on current data and local needs. It is not able to predict the future workforce needs in Jefferson County.

Background

Development of the \$35 million North Olympic Peninsula Recompete Plan brought focus to region-wide conversations about economic development – identifying opportunities for job creation, building economic competitiveness, removing barriers to living wage employment, and developing more accessible workforce training. During these discussions it became clear that East Jefferson County needs a county-specific workforce development strategy that addresses the needs of employers and expands in-person training opportunities in the County. Without an existing workforce training hub or “backbone”, the planning effort prioritized the creation of a new Community Workforce Development Coordinator at the Economic Development Council which the Recompete grant will fund for the next five years.

Meanwhile, as a result of the Recompete grant process, an ad-hoc group held four Zoom work sessions to move forward on defining a workforce development strategy. The group was led by individuals from Jefferson Healthcare, Team Jefferson Economic

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Development Council, Kelley Watson Career Connected Learning Consultant, Jefferson County, and the Northwest School of Wooden Boatbuilding, with additional participation from entities such as the Port of Port Townsend, City of Port Townsend, Port Townsend PUD, and Northwest Maritime. At the fourth meeting held on June 10th the volunteers determined that someone needed to be hired to engage current and new stakeholders, follow up on needed research, collect content for editing, and manage a broader review process. The ad-hoc group submitted a grant proposal to Jefferson Community Foundation which provided funding for Kelley Watson to prepare the attached report.

Research Focus

During the Recompete and ad-hoc discussions, East Jefferson County employers identified numerous key barriers to hiring qualified staff members including **lack of housing, lack of childcare, limitations around transportation, lack of physical space to locate new industries and businesses, and lack of in-county in-person workforce training programs**. The ad-hoc workforce team recognizes that all of these are significant issues and applauds regional leadership for investments being made in each of these areas, including through the Recompete project.

In order to contain the scope of this project, the team chose to prioritize collecting and analyzing county-specific employee data in order to identify the largest industry sectors that would benefit from increased training programs. For each of these “priority” sectors there is a description of current workforce training programs and next steps to be considered to increase the talent pipeline for that sector.

Research Methodology

This report identified the workforce needs of Jefferson County employers using several methodologies, including the following.

1. Analyzed available county-specific economic data available from multiple sources. *Note: The jobs data is imperfect – it sometimes conflicts with itself or with specific information provided by individual businesses. However it is the data that exists so recommendations were formed evaluating multiple sources of data.* JobsEQ.
2. Held formal and informal conversations with business and industry partners, community members and students.

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3. Evaluated responses to a business survey. Survey results are at the end of this report.
4. [Source: JobsEQ®](#) Data as of 2024Q4 Note: Figures may not sum due to rounding. All data based upon a four-quarter moving average.
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Research Findings: Industry Sectors by Employment

Analysis of the county's job data by industry sector disclosed that the key industry clusters include the table shown below.

Industry Cluster	% of Total Employees in Jeff. Co.	Average Annual Salary
Construction, Manufacturing and Utilities	18.05	\$63,397.00
Accommodation and Food Services, Arts, Entertainment and Recreation	13.77	\$30,941.00
Retail Trade and Wholesale Trade	13.24	\$45,639.00
Health Care and Social Assistance	11.46	\$52,443.00
Educational Services	9.42	\$60,235.00
Public Administration	8.01	\$76,617.00
Other Services (except Public Administration)	6.7	\$42,990.00
Administrative , Support, Info, Finance, Insurance	6.06	\$57,242.00
Professional, Scientific, and Technical Services	5.56	\$85,667.00
Transportation and Warehousing	3.32	\$78,295.00
Mining, Quarrying, and Oil and Gas Extraction, Ag, Forestry, Fishing, Hunting	3.08	\$35,606.00
Real Estate and Rental and Leasing	1.43	\$41,419.00
<i>All Industries: 10,320 Employees in Jefferson County. Average Annual Salary of All Jobs = \$53,207</i>		
Source: JobsEQ® Data as of 2024Q4		

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Key Observations:

Research Findings about Jefferson County Industries

- **Currently the Construction, Manufacturing and Utilities Industries (including the Marine Trades and the Paper Mill) account for 18% of all employment in Jefferson County.** These jobs pay an average annual salary of \$63,397.
- **The Healthcare Industry has the highest number of in-demand occupations** in Jefferson County.
- Of the top ten in-demand occupations in Jefferson County that exceed the self-sufficiency wage, healthcare accounts for half of these occupations.
- Hospitality, Tourism, Retail Industries combined account for 27% of the jobs in Jefferson County. The average annual salary for these jobs is \$38,290.

Research Findings about Jefferson County in-person Technical Training Programs

- 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.”
- 25.1% of Jefferson County residents, ages 16 - 24 are not in school, not working and not in the military. This is 13% higher than the national average, 14.1% higher than the Washington State average, 10% higher than Clallam County and 15% higher than Kitsap County.
- The majority of young people in Jefferson County do not earn a credential beyond their high school diploma, eight years after graduation. [ERDC 2015](#)
- Community and Technical College offerings that are in-person and in Jefferson County are extremely limited and do not include courses that lead directly to living wage jobs.
- 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. CTE programs are not coordinated between the three K-12 School Districts and the three area high schools.
- Registered Apprenticeships are very limited in Jefferson County and significant barriers exist to gaining Washington State Registered Apprenticeship status in rural communities.
- Maritime and Marine Trades is the only fully developed K-12 and Post-Secondary Career Pathway (*Pathway to Prosperity* as defined by Harvard Graduation School of Education, 2011) program in Jefferson County.

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- A key barrier is proximity and transportation to skilled training programs in Port Angeles and Bremerton (Clallam and Kitsap counties), which requires 2 hour round trip commutes to access Community and Technical College programs.

Priority Pathways

Definition of Priority Career Pathway

- 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](https://www.dol.gov)
- For this report a “priority pathway” has been identified for East Jefferson county to maximize an increase in the talent pipeline and to maximize opportunities for East Jefferson County residents to increase skills training with labor market value (living wage and in-demand occupations).
- A Pathway to Prosperity is defined as High schools and community colleges that create and implement a 9-14 career pathways, with clear structures, timelines, costs, and requirements linking and integrating high school and postsecondary curricula and aligning both with labor market requirements.

Criteria for determining Priority Career Pathways

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

Priority Career Pathways to Develop for Jefferson County

- **Construction, Manufacturing and Utilities (includes Marine Trades and Paper Manufacturing)**
- **Health Care and Social Assistance (Includes clinical and support roles)**
- **Educational Services**
- **Administrative , Support, Info, Finance, Insurance, Professional Technical (Business and Information Technology).**

“The career pathways approach to workforce development emerged to help less educated workers advance to better paying jobs by earning in-demand postsecondary credentials. The approach involves articulated steps of education, training, and employment within an industry sector, combined with other services, to support participant success.” [Department of Labor](https://www.dol.gov)

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

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
All Industries: 10,320 Employees in Jefferson County. Average Annual Salary of All Jobs = \$53,207			

Additional Considerations:

- Training programs that provide cross-sector relevancy have the additional benefits of sustainability. (ie - Construction Trades program graduates can work in maritime or home construction programs).
- Training programs that provide foundational knowledge, skills and abilities can train for multiple occupations. (Example: Medical Terminology training applies across many healthcare occupations).
- Training programs that are developed and delivered by the K-12 Public Schools and Community and Technical Colleges(Grades 9 - 14) are taxpayer funded and build greater access within communities for all.

A note on Hospitality and Tourism:

- While the Hospitality and Tourism Sector (including Accommodation and Food Services, Arts, Entertainment and Recreation, Retail Trade and Wholesale Trade) accounts for 27% of the jobs and is an important part of our community, it is a lower priority for Career Pathway Development. Generally speaking, it does not meet two of the criteria for priority pathways; the annual average salary does on average does not meet the self-sufficiency wage standard and the majority of training requirements are “on the job” training.

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NAICS Codes	Industry Cluster	% of Total Employees in Jeff. Co.	Average Annual Salary
42, 44, 72, 71	Accommodation and Food Services, Arts, Entertainment and Recreation, Retail Trade and Wholesale Trade (Hospitality and Tourism) <i>**Note: Despite Hospitality, Tourism, Retail being a significant portion of local jobs, it does not meet the priority pathway of self-sufficiency wages or skilled training beyond "on the job" training.</i>	27.01	\$38,290.00

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.**

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Convenings

- The EDC Lead will work with Jefferson County business and industry partners, workforce public agencies, and economic data reports to keep a finger on the pulse of Jefferson County's business workforce development priorities.
- The EDC Lead will work with Olympic and Peninsula Colleges and other potential partners to maintain a shared understanding of County specific business requirements and promote the development of in-person, in-county access for all Jefferson County residents to a program of study in each of the sectors: healthcare, construction, business/finance/information technology and educational services.
- The county's Career and Technical Education (CTE) program directors will convene conversations amongst businesses, K-12 educators and post-secondary and other training providers for each of the county's CTE programs.

Funding Priority Initiatives

- Advocacy with public schools (both K-12 and Community and Technical Colleges) to prioritize programming that aligns with priority pathways supported by public funding.
- Grow the capacity of the Jefferson County EDC (through new position) to be able to secure regional and national public funding to grow priority pathway programs specifically in Jefferson County.
- Collaborate with Jefferson Community Foundation to enable regional and national workforce development proposals to private foundations with a national scope; also provide data to enable local philanthropists to make strategic investments in priority local workforce development efforts.
- EDC and Community Foundation to provide letters of support when individual entities are applying for grants for workforce development training in any of the priority clusters.
- Support funding efforts for paid internship training and access to post secondary training credentials that are not eligible for Federal Financial Aid.

Advocacy Priorities

- Promote regular communications about workforce development challenges, opportunities and successes in Jefferson County
- Maintain a small Workforce Training advisory team that includes a County Commissioner and the County grants manager, led by the new EDC lead, that will identify priority advocacy for electeds. This may include input for the Workforce Development Council, to the REcompete team, for requests at Olympia, et al.
- Ensure that Recompete funding for barrier removal is available to Jefferson County residents.
- Advocate for WorkSource to open an office in Jefferson County.

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- Advocate for increased coordination for high school CTE programs with dedicated CTE Directors.
- Advocate for increased access for rural Registered Apprenticeship programs.
- Legislate increased access for rural Registered Apprenticeships. Specifically support the efforts of Frederickson Electric to bring a RA to Jefferson County for Electricians.
- Support the capacity of the new CommunityWorkforce Development Program Coordinator position within the EDC.

Program Building:

- Work with K-12 Public School districts to build access for all students to a program of study in healthcare, construction, business/finance/information technology and educational services.
- Ensure Business and Industry partners from Jefferson County are on the Prof TechCommunity and Technical College CTE Program Advisory Boards for each of the Priority Career Pathways with Olympic and Peninsula Colleges.
- Identify barriers and needs for Community and Technical Colleges to provide in-person training opportunities for East Jefferson County Priority Pathways.
- Work with Business and Industry partners in each priority pathway sector to build models for Registered Apprenticeships, paid internship trainee programs and/or “upskill” training programs.

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Priority Pathway Data, Current Opportunities, Recommendations

Construction, Manufacturing and Utilities

Construction, Manufacturing and Utilities Jefferson County, Washington, 2024Q11									
		1-Year Forecast		2-Year Forecast		5-Year Forecast		10-Year Forecast	
NAICS	Industry	Total Demand	Ann % Growth	Total Demand	Ann % Growth	Total Demand	Ann % Growth	Total Demand	Ann % Growth
23	Construction	77	-0.20%	153	-0.20%	381	-0.20%	757	-0.20%
31	Manufacturing	66	-1.30%	130	-1.30%	319	-1.30%	618	-1.30%
22	Utilities	17	-0.50%	34	-0.50%	83	-0.50%	165	-0.50%
Total - All Construction, Manufacturing, Utilities		160	-0.67%	317	-0.67%	783	-0.67%	1,540	-0.67%
Total - All Industries		1,105	-0.20%	2,208	-0.20%	5,501	-0.20%	10,936	-0.20%
Construction versus All Industries		14.40%		14.30%		14.20%		14.08%	

Construction 2-Digit Occupation SOC Codes.

47-0000	Construction and Extraction Occupations
51-0000	Production Occupations
49-0000	Installation, Maintenance, and Repair Occupations
17-0000	Architecture and Engineering Occupations

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Occupations in Construction, Manufacturing and Utilities (SOC Codes) sorted by highest number of employees.

Note: LQ = Local Quotient. "Location quotient is a measurement of concentration in comparison to the nation. All Location Quotients in JobsEQ are calculated based upon employment. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation." JobsEQ

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	40	\$75,500	1.42	10	0.00%

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	Equipment Operators					
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%
49-3023	Automotive Service Technicians and Mechanics	31	\$52,900	0.63	7	-0.40%
51-2092	Team Assemblers	31	\$46,700	0.4	9	-1.40%
17-2051	Civil Engineers	30	\$94,400	1.41	5	0.10%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	28	\$68,400	1.5	7	-0.30%
47-2152	Plumbers, Pipefitters, and Steamfitters	23	\$62,700	0.73	6	-0.30%
17-2071	Electrical Engineers	22	\$115,700	1.75	3	-0.10%
49-9031	Home Appliance Repairers	20	\$54,000	9	5	-0.20%
47-2181	Roofers	18	\$62,300	1.81	4	-0.10%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	17	\$62,700	0.65	4	0.00%
47-2051	Cement Masons and Concrete Finishers	16	\$65,500	1.22	3	-0.90%
47-2081	Drywall and Ceiling Tile Installers	15	\$59,900	1.98	3	-0.20%
51-4121	Welders, Cutters, Solderers, and Brazers	15	\$59,600	0.53	4	-0.60%
47-4051	Highway Maintenance Workers	13	\$61,100	1.4	4	0.40%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	13	\$69,400	1.21	3	-0.20%

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49-9099	Installation, Maintenance, and Repair Workers, All Other	13	\$50,700	1.07	3	-0.30%
47-4011	Construction and Building Inspectors	12	\$74,000	1.34	4	-0.80%
49-3051	Motorboat Mechanics and Service Technicians	11	\$60,800	5.87	4	0.60%
17-2112	Industrial Engineers	11	\$93,000	0.54	1	-0.90%
51-8031	Water and Wastewater Treatment Plant and System Operators	9	\$72,000	1.14	2	-1.20%
17-2141	Mechanical Engineers	9	\$85,000	0.49	1	-0.10%
49-3041	Farm Equipment Mechanics and Service Technicians	8	\$50,900	2.72	2	0.40%
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	7	\$81,700	2.02	1	-2.40%
49-3021	Automotive Body and Related Repairers	6	\$50,400	0.64	2	0.00%
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	6	\$47,600	2.42	2	-0.20%
49-9044	Millwrights	6	\$75,500	2.29	1	-1.60%

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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

Existing Pathways

<u>Existing Construction Career Pathway Access Points for In Person Training in Jefferson County</u>		
Community and Technical Colleges. (Professional Technical)	Flagger Certification Training Program	1- 2 Courses Offered per Year. Day long training.
State Registered Apprenticeship	Jefferson County PUD	PUD - Lineman Apprenticeship Training PUD - Summer Internship for 16+
Unregistered Apprenticeship	Frederickson Electric	Frederickson: HVAC Technician Trainee
Formal OJT - On the Job Training	Jefferson County PUD Student Internship Program. ACI Boats Young Adult Mentorship Program Community Boat Project	PUD: Summer Paid Internship for 16+ ACI: OJT for emerging workers. CBP: Paid Internship Training in Tiny Home Construction.
Private and Non-Profit Vocational Schools and	Northwest School of Wooden Boatbuilding	NWSWB: Marine Systems 9 month diploma

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Colleges	Port Townsend School of Woodworking	Boatbuilding 12 month AOS Degree Marine Systems Intensives ; Marine Electrical, Marine Outboard, Marine Corrosion, Marine Diesel. PTSW: 12 week intensives Foundations of Woodworking 1 Foundations of Woodworking 2
High School Career and Technical Education Programs of Study (Two or more linked preparatory courses that lead to CTE College Credit and/or Industry Recognized Credentials).	West Sound Technical Skills Center Satellite Program at the NW Maritime Center. 540 hour course (Maritime operations program with units on woodworking, maintenance and outboard engine repair).	Port Townsend Maritime Academy.
Chimacum High School Career & Technical Education Program	Core Plus Construction I (180 Hour Class). Core Plus Construction II (180 Hour Class). SY 25/26: Chimacum Valley Tech ½ Day Construction Trades Program	Chimacum School District
Port Townsend High School Career & Technical Education Program	Maritime Woodworking (180 Hour Class). Robotics and Manufacturing (180 Hour Class).	Port Townsend School District
Quilcene High School Career & Technical Education Program	No current offerings	Quilcene School District
Youth and Young Adult Vocational Training Programs	Northwest Maritime Center Jefferson County Aerospace Museum	Maritime Career Immersion Program PT Aero Museum Youth Program
Adult Vocational Training Programs, other	Habitat for Humanity Community Build	H4H Construction Volunteer Position CB Construction Volunteer

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Recommendations

Recommendations: Construction, Manufacturing, Utilities Career Pathway Access Implementation Strategy	
Measurable Outcomes	
Community and Technical Colleges. (Professional Technical)	<p>Current Professional and Technical Course Offerings in Jefferson County = 1-2 Flagger Certification courses per year. Goal: Increase course offerings in Jefferson County to a minimum of one course per quarter (4 per year) in skilled trades.</p> <p>Current Professional and Technical Students in Jefferson County = Zero. Goal: Increase CTC Professional and Technical Students who attend courses in Jefferson County = 60+ annually.</p>
State Registered Apprenticeship	<p>Current State Registered Apprenticeship with the PUD.</p> <p>Goal: Frederickson Electric obtains State Registered Apprenticeship Program with support from Jefferson County and Regional Coalition. Goal: Jefferson County hosts Northwest Maritime Marine Technician Apprenticeship Program in partnership with ACI.</p>
Unregistered Apprenticeship	<p>Current: Frederickson Electric Trainee Programs Goal: Support Frederickson Electric to obtain State Registered Apprenticeship Program.</p>
Formal OJT - On the Job Training	<p>Current: Emerging OJT training programs and informal OJT training programs. Goal: Organized OJT training program portal for area workers to access and know their options.</p>
Private and Non-Profit Vocational Schools and Colleges	<p>Current: Robust programs with Northwest School of Wooden Boatbuilding and Port Townsend School of Woodworking, serving primarily out of county residents. Goal: Increase access for local people to these high quality programs through outreach and scholarships.</p>

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High School CTE Preparatory Programs	<p>Current: Port Townsend Maritime Academy. Maritime Operations 540 Hour Preparatory Class (PTMA).</p> <p>Goal: Construction, Manufacturing, Utilities 540 Hour Preparatory Class open to all area high school students.</p> <p>Current: Informal Unpaid and Paid Internship Programs.</p> <p>Goal: Formalized Worksite Learning programs for paid and unpaid Internship programs (district's collect FTE, students earn OJT and HS Credit).</p>
HS CTE Exploratory Programs	<p>Current: Chimacum and Port Townsend offer 180 hour Woodworking classes.</p> <p>Goal: Increase access to ensure all area high schools have 180 Construction/Manufacturing Courses.</p> <p>Goal: Ensure all area high school students understand the occupation options, training programs and wages for Construction, Manufacturing and Utility jobs.</p>
Youth and Young Adult and Adult Vocational Training Programs	<p>Current: Northwest Maritime Center, Community Boat Project, Habitat for Humanity and Community Build.</p> <p>Goal: Sustain community and philanthropic funding support for these crucial CBO's.</p>
Worksource: Federally funded worker retraining program.	<p>Current: Worksource Office located in Silverdale and Sequim.</p> <p>Goal: Locate a satellite Worksource Office in Jefferson County (along a bus line) for increased access to this resource.</p>

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

Healthcare Industry - Forecasted Growth in Jefferson County.

Jefferson County, Washington, 2024Q11. 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

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Health Care 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%

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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%
29-2061	Licensed Practical and Licensed Vocational Nurses	12	\$76,500	3	0.1%
21-1015	Rehabilitation Counselors	12	\$55,600	3	0.7%
21-1022	Healthcare Social Workers	12	\$66,400	3	1.0%
21-1023	Mental Health and Substance Abuse Social Workers	12	\$62,200	3	1.2%
29-1122	Occupational Therapists	8	\$109,300	2	0.8%
29-2043	Paramedics	6	\$82,800	1	0.1%
29-2042	Emergency Medical Technician	6	\$41,400	1	0.1%
29-2072	Medical Records Specialists	6	\$54,800	1	0.3%

East Jefferson County Workforce Development Report

29-2034	Radiologic Technologists and Technicians	6	\$92,300	1	-0.4%
29-1171	Nurse Practitioners	6	\$141,300	1	2.4%
29-1126	Respiratory Therapists	5	\$94,100	1	0.6%
29-2011	Medical and Clinical Laboratory Technologists	5	\$75,300	1	-0.1%
31-2021	Physical Therapist Assistants	4	\$61,900	2	2.1%
29-2055	Surgical Technologists	4	\$67,200	1	-0.2%
Data from Jobs EQ.					
Average Annual Wages in this Industry Cluster.NAICS Code 62			\$52,443.00		
Percentage of all jobs in Jefferson County NAICS Code 62			11.4		
Total Employees in this Industry Sector in Jeff. Co			1,183		
Annual % Growth over last 5 Years			0.10%		
Forecasted Five-Year Demand (Exits, Transfers and Growth)			655		

Existing Pathways

Existing Healthcare Career Pathway Access Points for In-Person Training in Jefferson County		
Type of Training Provider	Training Provider	Detailed Information
Community and Technical Colleges. (Professional Technical)	Peninsula College - <i>Fort Worden Campus, Port Townsend</i>	Nursing Assistant Certified Class Offer 2 x per year. 6 week program.
State Registered Apprenticeship	Jefferson Healthcare	Certified Medical Assistant

East Jefferson County Workforce Development Report

Unregistered Apprenticeship	East Jefferson Fire and Rescue	EMT Paramedic
Formal OJT - On the Job Training	Jefferson Healthcare East Jefferson Fire and Rescue Quilcene Fire Department Brinnon Fire Department Home Health Aide Training Provider Certified Nursing Assistant Training - Avamere Port Townsend	Care Team Specialist Paid Training Program.
Private and Non-Profit Vocational Schools and Colleges	Port Townsend School of Massage	669 Credit Hour Course Professional Licensing Program, Approved by Department of Health.
HS CTE Exploratory Programs	Chimacum Junior Senior High School Port Townsend High School	Middle School Medical Detectives Chimacum and Port Townsend.
Chimacum High School Career & Technical Education Program	Program of Study: <ul style="list-style-type: none"> Principles of Biomedical Science (180 Hour Class). <i>Leads to 13 College Credits in Medical Terminology, Anatomy and Physiology I and II</i> Human Body Systems (180 Hour Class). Healthcare Occupation Student Association Club.	
Port Townsend High School Career & Technical Education Program	Anatomy and Physiology (180 Hour Class). Leads to Medical Terminology Credits and College in the High School.	

East Jefferson County Workforce Development Report

	Middle School: Medical Detectives Class SY 25/26: Health Occupation Student Association	
Quilcene High School Career & Technical Education Program	Sy 25/26 Tentative: Biomedical Science Class	
Youth and Young Adult Vocational Training Programs	Jefferson Healthcare Brinnon Fire Department Cadet Training Program.	Jefferson Healthcare - Job Shadow Program for emerging workers. (16 - 24).

Recommendations

Recommendations: Healthcare Career Pathway Access Implementation Strategy	
Measurable Outcomes	
Community and Technical Colleges. (Professional Technical)	<p>Current Professional and Technical Course Offerings in Jefferson County = Nursing Assistant Certified. 1 Course, 2 Classes annually. Goal: Increase course offerings in Jefferson County to a minimum of two courses per year. Goal: Increase class offerings to ensure 1 - 2 courses offered in each semester.</p> <p>Current Professional and Technical Students in Jefferson County = Less than 12 Goal: Increase CTC Professional and Technical Students who attend courses in Jefferson County = 60+ annually.</p>
State Registered Apprenticeship	<p>Current State Registered Apprenticeship with Jefferson Healthcare in Certified Medical Assistant. Goal: Certified Medical Assistant Program at Jefferson Healthcare.</p>
Unregistered Apprenticeship	Current: Care Team Specialist Trainee Program at Jefferson Healthcare. Pilot Program;

East Jefferson County Workforce Development Report

	January 2025
Formal OJT - On the Job Training	Current: In process of beginning Paid Internship Trainee Program for Care Team Specialists at Jefferson Healthcare.
Private and Non-Profit Vocational Schools and Colleges	Current: Port Townsend School of Massage
High School CTE Preparatory Programs Defined as students earning CTE Credit, Science Equivalency and College (Dual) Credit for Health Science classes.	Current: One Healthcare Science Class at Port Townsend High School. Current: Two Healthcare Science Classes at Chimacum High School. Current: No Healthcare Science Classes at Quilcene High School. Goal: All high school students can easily access a series of two (CTE pathway) Health Science classes 5 Year Goal: All high school students can access a CTE Preparatory 540 Hour Healthcare Science Class that will lead to Industry Recognized Credentials and will result in the ability to directly enter the healthcare field upon HS graduation.
MS/HS CTE Exploratory Programs	Current: 1 MS Health Science Class at Blue Heron Middle School. Tentative: 1 MS Health Science Class at Chimacum Junior High School. Goal: Embed MS Healthcare Science Learning opportunities into all K-12 School Districts. Goal: Ensure all area middle and high school students understand the occupation options in Healthcare.
Youth and Young Adult and Adult Vocational Training Programs	Current: Jefferson Healthcare Job Shadow Program. Current East Jefferson Fire and Rescue "Ride Along" program. Current: Brinnon Fire Department Cadet Training Program. Goal: Sustain community and philanthropic funding support for these crucial programs.
Worksource: Federally funded worker retraining program.	Current: Worksource Office located in Silverdale and Sequim. Goal: Locate a satellite Worksource Office in Jefferson County (along a bus line) for increased access to this resource.

East Jefferson County Workforce Development Report

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%

East Jefferson County Workforce Development Report

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%
25-2058	Special Education Teachers, Secondary School	10	\$103,000	2	-1.1%
21-2021	Directors, Religious Activities and Education	8	\$56,800	2	-0.1%
25-2057	Special Education Teachers, Middle School	7	\$87,200	1	-1.2%
11-9039	Education Administrators, All Other	6	\$79,600	1	-0.1%
25-9099	Educational Instruction and Library Workers, All Other	6	\$53,700	1	-0.6%

Existing Pathways

Existing Educational Services Pathway Access Points for In-Person Training in Jefferson County		
Type of Training Provider	Training Provider	Detailed Information
Community and Technical Colleges. (Professional Technical)	None available in Jefferson County	Preschool Coop class offered to parents at Peninsula College.
State Registered Apprenticeship	None available in Jefferson County	N/A
Unregistered Apprenticeship	None available in Jefferson County	N/A

East Jefferson County Workforce Development Report

Formal OJT - On the Job Training	None available in Jefferson County	N/A
Private and Non-Profit Vocational Schools and Colleges	Not available in Jefferson County.	N/A
High School CTE Preparatory Programs	None available in Jefferson County	N/A
CTE Exploratory Programs	None available in Jefferson County	N/A
Youth and Young Adult Vocational Training Programs	YMCA Cedar Root	N/A
Adult Vocational Training Programs, other	Quilcene School District - Paraeducator AmeriCorps Position.	N/A

Recommendations

Recommendations: Educational Services Career Pathway Access Implementation Strategy	
Measurable Outcomes	
Community and Technical Colleges. (Professional Technical)	<p>Current Professional and Technical Course Offerings in Jefferson County = Zero. Goal: Increase course offerings in Jefferson County to a minimum of one course per year. Goal: Increase class offerings to ensure 1 class is offered in each semester.</p> <p>Current Professional and Technical Students in Jefferson County = Zero Goal: Increase CTC Professional and Technical Students who attend courses in Jefferson County = 30+ annually.</p>
State Registered Apprenticeship	<p>Current State Registered Apprenticeship Goal: Determine feasibility.</p>

East Jefferson County Workforce Development Report

Formal OJT - On the Job Training	<p>Current: Quilcene Ameri-Corps Para Educator position for trainee. Goal: Add formal OJT opportunities at all K-12 School Districts.</p> <p>Current: YMCA</p>
High School CTE Preparatory Programs Defined as students earning CTE Credit, Science Equivalency and College (Dual) Credit for Health Science classes.	<p>Current: No CTE Careers in Education courses offered in Jefferson County (or on the Olympic Peninsula). Goal: One CTE Careers in Education Class offered in a Jefferson County High School. 5 Year Goal: All Jefferson County HS students can readily access a Careers in Education CTE course.</p>
HS CTE Exploratory Programs	<p>Current: Not available. Goal: Ensure all area middle and high school students understand the occupation options, training programs and wages for Careers in Education.</p>
Youth and Young Adult and Adult Vocational Training Programs	<p>Current: Informal on-the-job training programs with YMCA, Cedar Root, NW Maritime Center. Goal: Sustain community and philanthropic funding support for these crucial CBO's.</p>
Worksource: Federally funded worker retraining program.	<p>Current: Worksource Office located in Silverdale and Sequim. Goal: Locate a satellite Worksource Office in Jefferson County (along a bus line) for increased access to this resource.</p>

East Jefferson County Workforce Development Report

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	

East Jefferson County Workforce Development Report

Administrative , Support, Info, Finance, Insurance, Professional Technical NAICS Codes: 51, 52, 53,54,56					
SOC	Occupation	Empl Current	Median Ann Wages	Total Demand	5 Year Forecast Growth
43-0000	Office and Administrative Support Occupations	1,046	\$48,600	521	-1.00%
11-2000	Management Occupations	752	\$112,500	289	-0.10%
13-0000	Business and Financial Operations Occupations	602	\$77,100	243	0.00%
15-0000	Computer and Mathematical Occupations	258	\$107,700	92	1.00%
23-0000	Legal Occupations	67	\$108,000	19	0.10%
00-0000	Total - All Occupations	10,320	\$54,500	5,612	-0.20%

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%

East Jefferson County Workforce Development Report

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%
13-1082	Project Management Specialists	44	\$102,700	9	0.1%
13-1071	Human Resources Specialists	43	\$73,400	11	-0.1%
15-1232	Computer User Support Specialists	32	\$64,500	6	-0.1%
11-3031	Financial Managers	26	\$152,600	6	0.9%
27-1024	Graphic Designers	24	\$48,500	6	0.0%
43-6011	Executive Secretaries and Executive Administrative Assistants	24	\$72,600	5	-2.7%
15-1211	Computer Systems Analysts	24	\$109,100	4	0.4%
27-3031	Public Relations Specialists	23	\$72,100	5	0.2%
43-3021	Billing and Posting Clerks	21	\$49,900	6	-0.4%
11-3021	Computer and Information Systems Managers	21	\$145,700	5	0.9%
13-1051	Cost Estimators	17	\$73,400	4	-0.7%
43-3071	Tellers	17	\$45,000	4	-1.8%
13-1131	Fundraisers	16	\$65,100	4	0.5%
11-2021	Marketing Managers	16	\$111,000	4	0.1%
41-3021	Insurance Sales Agents	16	\$53,200	4	0.2%
43-4199	Information and Record Clerks, All Other	13	\$43,200	4	-0.3%
11-3012	Administrative Services Managers	13	\$116,600	3	0.0%
13-1031	Claims Adjusters, Examiners, and Investigators	13	\$79,800	2	-0.6%
15-1244	Network and Computer Systems Administrators	13	\$90,100	2	-0.4%

East Jefferson County Workforce Development Report

41-3031	Securities, Commodities, and Financial Services Sales Agents	12	\$85,500	3	0.6%
15-1255	Web and Digital Interface Designers	11	\$74,000	3	0.9%
13-2051	Financial and Investment Analysts	11	\$96,800	2	0.3%
43-3051	Payroll and Timekeeping Clerks	9	\$60,800	2	-2.3%
43-3011	Bill and Account Collectors	9	\$41,200	2	-1.5%
11-3121	Human Resources Managers	9	\$129,900	2	-0.1%
15-1253	Software Quality Assurance Analysts and Testers	9	\$108,600	2	1.6%
13-2072	Loan Officers	9	\$68,500	2	-0.1%
13-2052	Personal Financial Advisors	9	\$87,100	2	1.0%
13-1075	Labor Relations Specialists	7	\$86,100	2	-0.5%
15-1231	Computer Network Support Specialists	7	\$79,300	1	0.1%
13-2082	Tax Preparers	6	\$41,900	2	-0.4%
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	6	\$51,000	2	-1.0%
13-1022	Wholesale and Retail Buyers, Except Farm Products	6	\$73,000	1	-1.5%
15-1212	Information Security Analysts	6	\$144,600	2	2.0%
15-1251	Computer Programmers	6	\$140,900	1	-1.4%
43-9021	Data Entry Keyers	6	\$45,100	1	-3.3%
43-6012	Legal Secretaries and Administrative Assistants	6	\$48,300	1	-2.7%

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East Jefferson County Workforce Development Report

Existing Pathways

<u>Existing: Administrative , Support, Info, Finance, Insurance, Professional Technical</u>		
	In Person Training Provider	Detailed Information
Community and Technical Colleges. (Professional Technical)	In Person options are not available in Jefferson County.	Online Training available via Peninsula and Olympic Colleges
State Registered Apprenticeship	Not available in Jefferson County	
Unregistered Apprenticeship	Not available in Jefferson County	
Formal OJT - On the Job Training	Jefferson Healthcare	Care Team Specialist
Private and Non-Profit Vocational Schools and Colleges	Not available in Jefferson County.	
High School CTE Preparatory Programs	Not currently available in Jefferson County.	
CTE Exploratory Programs	Not available in Jefferson County.	
<u>Current Computer Science Access:</u>	<p>Students accessing Computer Science Course.</p> <ul style="list-style-type: none"> ● Brinnon = 0.0% ● Chimacum = 2.3% ● Port Townsend = 0.0% ● Quilcene = 0.0% <p>No Computer Science classes are offered in Jefferson County MS or HS</p>	
High School Career and Technical Education Programs of Study (Two or more linked	Not available in Jefferson County	

East Jefferson County Workforce Development Report

preparatory courses that lead to CTE College Credit and/or Industry Recognized Credentials).		
Chimacum High School Career & Technical Education Program. Exploratory.	Financial Math (180 Hour Course). SY 24/25 Business Communications CTE Course	
Port Townsend High School Career & Technical Education Program. Exploratory.	7th Period Elective Course in Personal Finance Web Design CTE Course	
Quilcene High School Career & Technical Education Program	Not currently available.	
Youth and Young Adult Vocational Training Programs	OWL360 Earn to Learn Program. Personal Finance Unit	
Adult Vocational Training Programs, other	N/A	

Recommendations

Recommendation: Administrative , Support, Info, Finance, Insurance, Professional Technical Career Pathway Access Strategy	
Measurable Outcomes	
Community and Technical Colleges. (Professional Technical)	<p>Current Professional and Technical Course Offerings In Person in Jefferson County = Zero.</p> <p>Goal: Increase course offerings in Jefferson County to a minimum of one course per year.</p> <p>Goal: Increase class offerings to ensure 1 class is offered in each semester.</p>

East Jefferson County Workforce Development Report

	<p>Current Professional and Technical Students in Jefferson County = Zero</p> <p>Goal: Increase CTC Professional and Technical Students who attend courses in Jefferson County = 30+ annually.</p>
Formal OJT - On the Job Training	<p>Current: Jefferson Healthcare's Care Team Specialist Trainee Program</p> <p>Goal: Sustain this program.</p>
Private and Non-Profit Vocational Schools and Colleges	<p>Current: Jefferson County Economic Development Council offers small business classes approximately 4 times a year on topics including: business financials, business systems and efficiency, business planning, marketing and sales, and a social media marketing cohort. They also host the Center for Inclusive Entrepreneurship teaching classes for startups.</p> <p>Goal: Sustain this program.</p>
High School CTE Preparatory Programs	<p>Current: One Business Math Class in Jefferson County.</p> <p>Goal: All Jefferson County HS students should be able to readily access a Business or Financial Math and a Business Communications class as part of their Core HS classes. All students should have access to a Computer Science course as part of their high school career.</p> <p>Goal: All Jefferson County HS students should be able to access a Business or Financial Math and computer science class.</p>
MS/HS CTE Exploratory Programs	<p>Current: All students should have easy access to Computer Science classes in all K-8 and K-12 districts.</p> <p>Goal: Ensure all area middle and high school students understand the occupation options, training programs and wages for Careers in Business, Finance and IT.</p>
Youth and Young Adult and Adult Vocational Training Programs	<p>Current: OWL360 Career Pathway Program supports enrollment cross sectors.</p> <p>Goal: Sustain community and philanthropic funding support for these crucial CBO's.</p>
Worksource: Federally funded worker retraining program.	<p>Current: Worksource Office located in Silverdale and Sequim.</p> <p>Goal: Locate a satellite Worksource Office in Jefferson County (along a bus line) for increased access to this resource.</p>

East Jefferson County Workforce Development Report

Appendix

Data Definitions

Most of this data has been sourced from JobsEQ, generously provided through the Olympic Workforce Development Council and the Jefferson County Economic Development Council.

When looking at workforce data there are two lenses to look through. 1. The Industry Lens. 2. The Occupation Lens.

Example: A bookkeeper can work in the construction industry, even though their career is considered a business and finance occupation.

- **NAICS Codes:** North American **Industry** Classification System
- **SOCS Codes:** Standard **Occupational** Classification

The data included in this report always designates a SOC when sharing information about a specific occupation and it always includes a NAICS code when sharing information based on an industry.

Career Pathway programs can train individuals to enter specific industries and/or specific occupations. As a rural and relatively small county, the data included in this report indicates that impact will be maximized when programs can train for more than one occupation and often more than one industry.

Example: Someone who is versed in Medical Terminology could work as a Registered Nurse, but also could be an asset to the Billing and Coding or Front Desk Reception position in a Healthcare setting.

Demand:

Most workforce data reports indicate In-Demand, Balanced Demand, or Not In-Demand positions. This report has chosen to focus on numbers of employees per industry sector within Jefferson County and number of employees per occupation group. As a relatively small county, the in-demand numbers can fluctuate greatly, even with only one or more people entering or exiting a profession. Focusing on numbers of employees per industry and per occupation will indicate where training is present or missing in Jefferson County.

East Jefferson County Workforce Development Report

Growing “Good Jobs” for Jefferson County Residents

“What is a quality job or a good-paying job? A quality job (or good-paying job) will be considered one that provides the minimum income needed to meet necessities such as food, housing, transportation, health care, and child services in a given area. A quality job should also include basic benefits (e.g., paid leave, health insurance, retirement/savings plan), may be unionized, and help the employee develop the skills and experiences necessary to advance along a career path.” wsac.wa.gov

Minimum income needed to meet necessities

- \$32,593.00 Self Sufficiency Wage for one 28 year old adult in Jefferson County
- \$55,814.00 Self Sufficiency Wage for one 28 year old with a 6 year old child in Jefferson County
- \$65,678.00 Self Sufficiency Wage for one 28 year old with a 2 year old child in Jefferson County

<https://thecalculator.org/>

East Jefferson County Workforce Development Report

Balanced and in-demand occupations forecasted in Jefferson County in the next 5 years.

Notice: 4 out of the 5 most in-demand occupation clusters are in Healthcare and Support Services.

SOC	Occupation	# of people Employed	Mean Ann Wages	Local Quotient	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31-0000	Healthcare Support Occupations	385	\$46,400	0.82	61	26	29	6	1.6%
21-0000	Community and Social Service Occupations	286	\$63,100	1.52	29	11	14	3	1.1%
15-0000	Computer and Mathematical Occupations	258	\$116,300	0.78	18	6	10	3	1.0%
39-0000	Personal Care and Service Occupations	262	\$45,900	1.02	49	19	29	1	0.5%
29-0000	Healthcare Practitioners and Technical Occupations	368	\$111,800	0.60	21	12	9	1	0.3%
19-0000	Life, Physical, and Social Science Occupations	118	\$85,400	1.30	10	3	7	0	0.2%
23-0000	Legal Occupations	67	\$114,800	0.80	4	2	2	0	0.1%
53-0000	Transportation and Material Moving Occupations	733	\$52,000	0.81	94	42	51	0	0.0%

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13-0000	Business and Financial Operations Occupations	602	\$84,100	0.92	49	19	30	0	0.0%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	307	\$69,400	1.63	30	13	17	0	0.0%

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

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

Exits and transfers are approximate estimates based upon occupation separation rates.

Exported on: Tuesday, October 8, 2024 9:16 AM

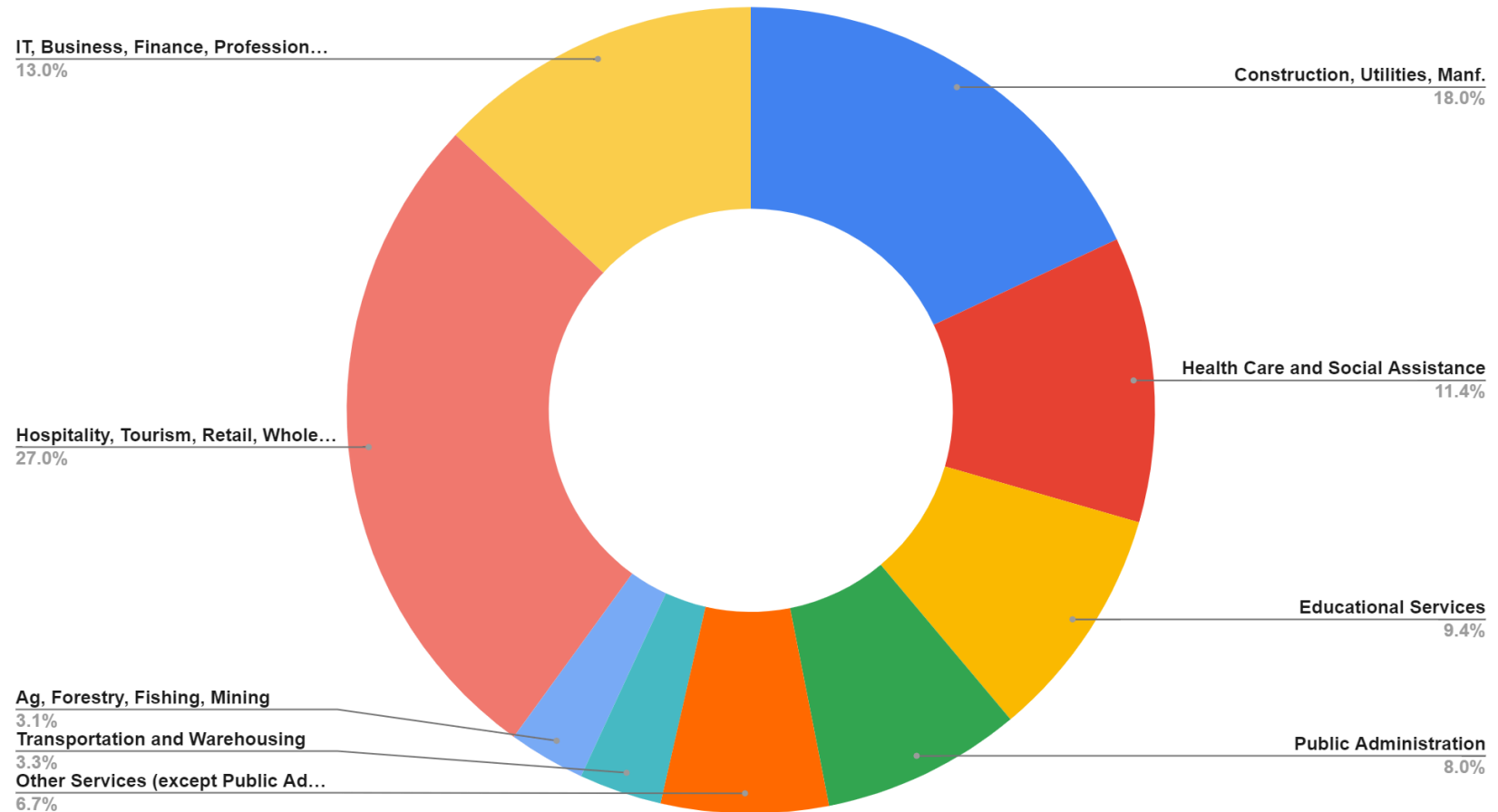
East Jefferson County Workforce Development Report

Percentage of all jobs per Industry cluster for Jefferson County

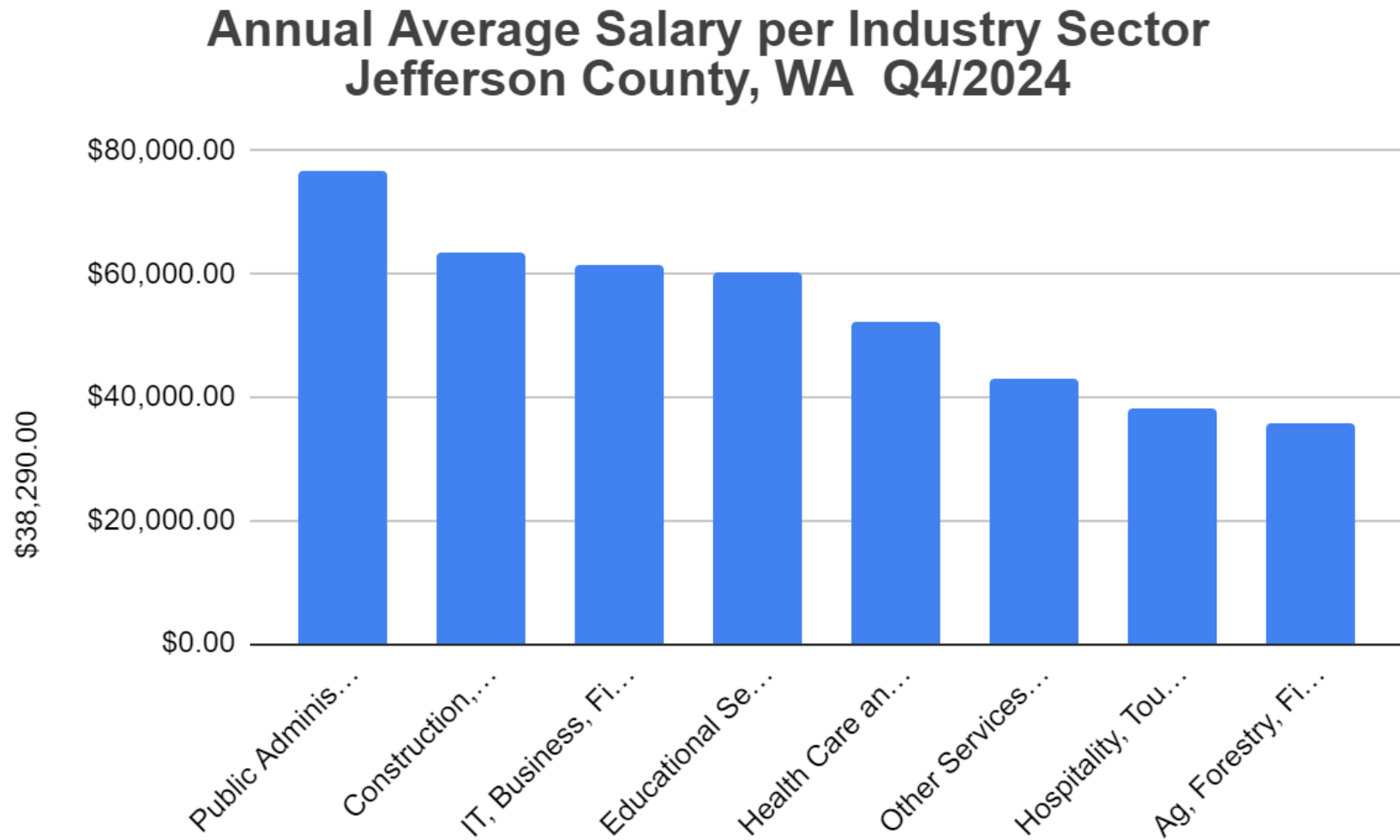
Sorted by total jobs.

NAICS Codes	Industry Cluster	% 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
<i>All Industries: 10,320 Employees in Jefferson County. Average Annual Salary of All Jobs = \$53,207</i>			

Percentage of Employees by Industry Cluster. Q4/2024. Jefferson County WA



Annual Average Salary Data



East Jefferson County Workforce Development Report

Sorted by annual average salary

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

East Jefferson County Workforce Development Report

Publicly Funded Education Summary and Snapshot

K-12 Public Education in Jefferson County Summary:

Jefferson County, Washington consists of 5 Public School Districts. Three Kindergarten through 12th grade districts (K-12) and two Kindergarten through 8th grade school districts (K-8). Each of these school districts are considered small and rural.

Schools are funded primarily by formula driven apportionments that allocate funding per student full time equivalency (FTE). When school districts serve fewer students they receive less funding than programs/schools that serve larger numbers of students. Other funding is via Levies, Bonds, and Grants (including from the Office of Superintendent of Public Schools) and other sources. Regardless of school size, all districts are responsible for meeting the public education mandates and complying with all WAC's and RCW's that pertain to education and their operations.

Schools staff positions in Full Time Equivalencies (FTE's) are also funded via student FTE formula driven allocations.

Classroom teachers, librarians, counselors, health and social services, teaching assistants, office support, custodians, staff and student security, district wide staff, certificated administrators, technology staff, career and technical education teachers, career and technical administrators, maintenance, janitors and classified staff are all funded through apportionment.

For example:

[Apportionment Funding](#): Full Time Equivalency Funding Formulas for Staffing in K-12 School Districts

SY 22/23 District Wide	Certificated District Admin.	Principal	Teachers	Counselor	CTE Admin.
Port Townsend	0.93 FTE	2.97 FTE	53.1 FTE	2.6 FTE	0.22 FTE
Chimacum	0.6 FTE	1.83 FTE	32.11 FTE	1.46 FTE	0.1 FTE
Quilcene (All)	0.18 FTE	0.57 FTE	9.39 FTE	0.55 FTE	0.05 FTE
Brinnon	0.08 FTE	0.22 FTE	3.93 FTE	0.14 FTE	n/a
Queets-Clearwater	0.17 FTE	0.11 FTE	1.92 FTE	0.07 FTE	n/a

East Jefferson County Workforce Development Report

OSPI School Report Card Data

K-12 Public School District's Housed within Jefferson County [OSPI School Report Card Data](#)

Definition:

Regular Attendance: Students attending more than 90% of School Days.

AP = Advancement Placement Course

CIHS = College in the High School.

CTE = Career and Technical Education

ELA = English Language Art Proficiency Testing

Math = Math Proficiency Testing

*Please be mindful that these numbers fluctuate annually and they are based on a snapshot of a school year.

SY 22/23	Enrollment	Low Income	English Language Learner	Graduated in 4 Years	Regular Attendance	CTE Dual Credit Tech Prep	CIHS Dual Credit.	Per Pupil Expenditure	# Teachers	Met ELA	Met Math
ALL WA	1,098,997	46.6%	14%	83.6%	69.7%	42.2%	AP 19.6% CIHS 15.7%	\$18,287	69,499	50.7%	39.1%
Port Townsend	1,180	51.9%	2.6%	84.1%	54.7%	24.3%	AP 7.2% CIHS 20.9%	\$19,365	86	56.3%	36.8%
Chimacum	728	59.5%	3.2%	72.9%	55.9%	Less than 1.5%	AP 49% CIHS 52.4%	\$21,348	55	39.8%	22.1%
Quilcene	207	71%	0%	88%	67.3%	50%	AP 13% CIHS	\$28,157	27	39.8%	22.1%

East Jefferson County Workforce Development Report

							6.5%				
Note: Quilcene SD = 525 Students with Partnership in Alternative Remote School Serving 318 Students. Quilcene data above is for In-Person students and does not include online school programs.											

K-8 Public School District's Housed within Jefferson County.

SY 22/23	Enrollment	Low Income	English Language Learner	Regular Attendance	Per Pupil Expenditure	# Teachers	Met ELA	Met Math
Brinnon (Attend HS Quilcene).	74	64.9%	0	60.5%	\$24,553	7	60.5%	55.8%
Queets-Clear water (Attend HS Forks).	39	89.7%	0	76.9%	\$31,445	4	Less than 14%	Less than 14%

The 4 East Jefferson County School Districts combined = 2,563 (which is 79 fewer students than Sequim and less than half of North Kitsap. Generally speaking, larger school districts are able to offer more Career and Technical Education Preparatory Programs.

School District	Students per district. SY 24/25 (OSPI Report Card)
North Kitsap	5,375
Sequim	2,642
Port Townsend	1,270
Chimacum	709

East Jefferson County Workforce Development Report

Quilcene	509
Brinnon	75

Disconnected Youth Rates

Disconnected youth are young people between the ages of 16 and 24 who are not in school and not working.

[Measure of America](#)

- National Rate is between 10.7 - 13.1% (2019 - 2021)
- **Jefferson County is 25.1% or 400 young people!**
- Clallam County is 14.9%
- Kitsap County is 10.2%

Community and Technical College CTC Programs in Jefferson County

Primary CTC Programs available in Jefferson County:

Peninsula College Fort Worden Campus: Running Start, Online, Direct Transfer, Preschool Coop.

[Enrollment Data SBCTC](#)

SY 23/24	FTE	Head Count	% Under 20	% 20 - 24	Transfer	Prof Tech	Pre-College	Basic Ed Adult	Comm. Ed	Running Start
Peninsula College (PA, Forks + PT Campus combined).	1674	2436	20%	19%	62%	45%	11%	4%	2%	FTE = 280 Headcount= 311
Olympic College (Poulsbo + Bremerton Campus combined).	4279	5562	28%	26%	44%	43%	5%	14%	11%	FTE = 1086 Head=

East Jefferson County Workforce Development Report

										1128
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Community and Technical College Prof-Tech Enrollment:

	19-20		20-21		21-22		22-23		23-24	
	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount
Olympic	2,134	2,767	1,631	2,158	1,465	1,953	1,472	1,984	1,621	2,225
Peninsula	864	1,124	523	639	496	590	519	623	721	857

*Port Townsend Peninsula College Prof.Tech In-Person Programs 23-24 = 11 NAC students.

Transportation to Out of County Community and Technical Colleges

Driving Time Door to Door (with own vehicle and money for gas).

Starting Location	Peninsula - Port Townsend	Peninsula - Port Angeles	Olympic - Poulsbo	Olympic - Bremerton
Chimacum	22 min. 11 miles.	54 min. 41 miles.	32 min. 25 miles.	51 min. 40 miles.
Port Ludlow	33 min. 19 miles.	1:06 49 miles.	24 min. 26 miles	44 min. 31 miles
Port Townsend	5 min. 1.5 miles	1:03 46 miles.	50 min. 35 miles.	1:09 50 miles
Quilcene	38 min. 26 miles.	57 min. 46 miles.	34 min. 26.7 miles	53 min. 42 miles.
Brinnon	52 min. 39 miles	1:12 58 miles.	50 min. 39 miles.	1:08 55 miles

	Peninsula College - Forks	Peninsula College - Port Angeles	Grays Harbor CC. Aberdeen
Queets-Clearwater School	55 min. 45 miles	2 Hours. 102 miles.	1:06 64 miles

East Jefferson County Workforce Development Report

Post Secondary Attainment Rates

[ERDC - 2015](#)

	Bachelor's or Higher	Associate/Certificate	None
Washington State Average	33%	11%	56%
Jefferson County Average	25%	13%	62%
Quilcene School District, Jefferson County	12%	15%	73%
Chimacum School District, Jefferson County	25%	10%	65%
Port Townsend School District, Jefferson County	39%	13%	47%
North Kitsap School District, Kitsap County	36%	10%	54%
Sequim School District, Kitsap County	26%	20%	53%

Worksource

No current office in Jefferson County. New "office hours" at Fort Worden Campus.

<https://esd.wa.gov/about-employees/WorkSource-FAQ>

Clallam/Jefferson: Sequim. 45 minute drive from PT. 33 miles.

Kitsap: Silverdale and Port Orchard. 1 Hour Drive from PT. 44 miles (Silverdale).

East Jefferson County Workforce Development Report

“[WorkSource](#) is a partnership of state and local government agencies (including Employment Security), colleges and non-profit organizations that offer employment services for job seekers and businesses.

Services include:

- Assessments.
- Job listings, referrals and hiring events.
- Résumé and application assistance.
- Internet access for job searches.
- Workshops on résumés, interviewing and other programs.
- Computers, copiers, fax machines, phones and other office equipment.
- Access to information about unemployment insurance.
- Referrals to training and other community resources, such as food banks, child-care assistance, and public transportation.”

Considerations:

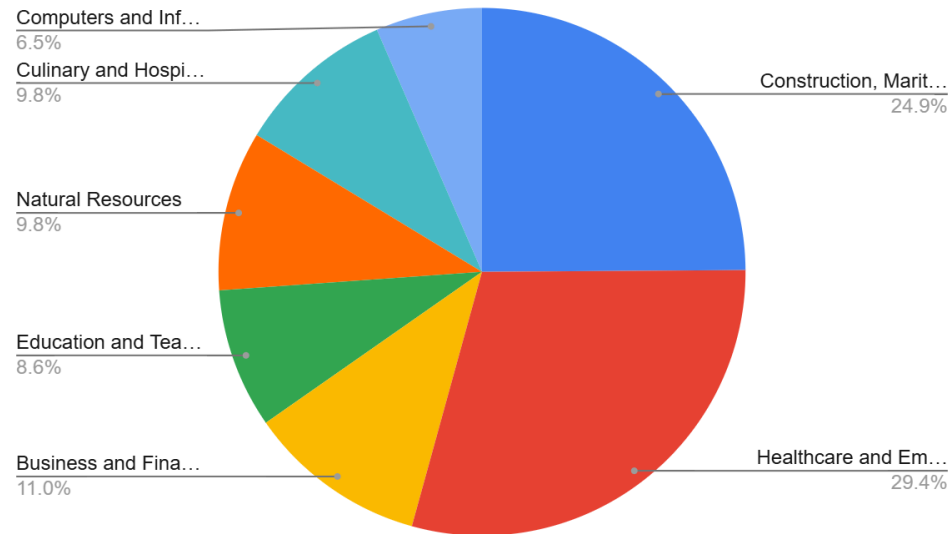
- Effects of small school districts versus consolidated districts.
- Effects of not having a Worksource Office housed in Jefferson County.
- Effects of satellite (local Port Townsend) Community and Technical College serving Running Start, Online, and Transfer students with minimum to no Prof. Tech programs locally.

SECTION BREAK

High School Student Survey “What career training program do you most want? Sample size 245. 9th - 12th graders from Chimacum, Port Townsend and Quilcene. Survey was held in person at the Connectivity Fair, March 2025.

East Jefferson County Workforce Development Report

Student survey data. "What career training program do you want?"



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

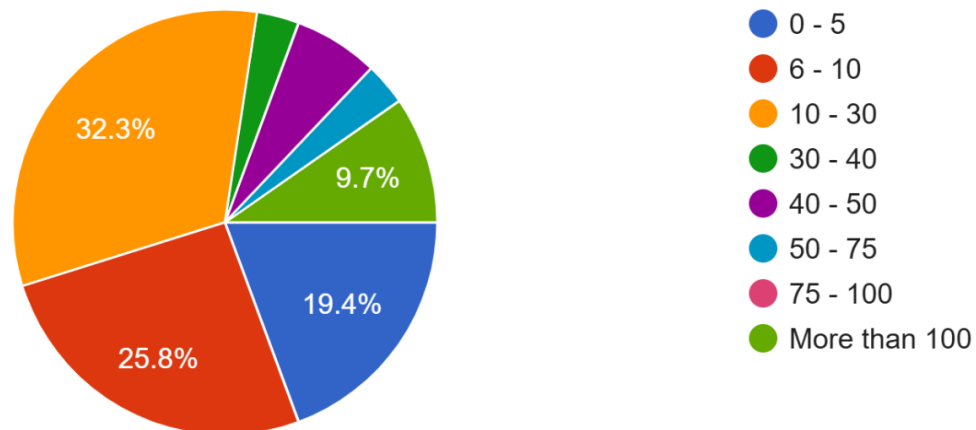
East Jefferson County Workforce Development Report

Jefferson County Workforce Development Survey Data

31 Businesses Surveyed. Fall, 2024.

Number of Employees

31 responses



Question: Occupations that are most often unfilled/open at your business?

1. Skilled Trades and Technical Jobs:

- Carpenters
- HVAC Service Tech

East Jefferson County Workforce Development Report

- Plumber
- Roofers
- Electrician
- HVAC Technician
- Labor (includes painter, roofer, framer, management)
- Welding
- Marine Technician
- Marine Mechanic
- Diesel Mechanic
- Outboard Technician
- Machinist, Molders, Finishers, and Pattern Makers
- Tree Pruning (part-time, light supervision)
- Handy Person
- Interior Painting

Total roles: 14

2. Service, Hospitality, and Tourism Jobs:

- Service / Tourism
- Cook
- Chef
- Bartender
- Banquet Captain
- Sales Team Positions
- Visitor Services Representatives

Total roles: 7

3. Administrative and Operational Jobs:

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- Personal Account Rep
- Admin
- Bookkeeping
- Communications
- Operations
- Marketing / Development
- Facilities / Custodial
- Jury Manager
- Back up for Court Administrator
- Sales

Total roles: 10

4. Legal and Public Sector Jobs:

- Deputy Prosecuting Attorney
- Planning Technician
- Community Development Specialist (Permit Technician)
- Code Compliance Coordinator
- Building Inspector
- Assistant/Associate Planner

Total roles: 6

5. Healthcare and Medical Jobs:

- Nurse
- Surgical Tech
- Imaging Tech
- Certified Nursing Assistant

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Total roles: 4

6. Sales and Marketing:

- Bicycle Mechanic (sales)
- Sales Associate
- Marketing / Development

Total roles: 3

7. Specialized and Miscellaneous Jobs:

- Property Appraiser
- Computer Repair
- Artisan (puzzle-making using laser-cutters)

Total roles: 3

8. Other:

- None (indicating no open positions listed for this group)
- NA (no role provided)

Summary of Quantities:

- **Skilled Trades and Technical Jobs:** 14
- **Service, Hospitality, and Tourism Jobs:** 7
- **Administrative and Operational Jobs:** 10
- **Legal and Public Sector Jobs:** 6
- **Healthcare and Medical Jobs:** 4

East Jefferson County Workforce Development Report

- **Sales and Marketing:** 3
- **Specialized and Miscellaneous Jobs:** 3

Question: Entry level positions in your business that are most often unfilled/open?

1. Skilled Trades and Technical Jobs:

- Laborer, Apprentice, Journeyman Carpenter
- HVAC Installer or Service Technician
- Plumber
- Roofing Laborer
- Electrician Trainee, HVAC Technician Trainee
- Epoxy, Fiberglass/Carbon Small Parts Manufacturing (indicating a lack of in-house expertise and reliance on subcontracting)
- CNC Operator
- Molders, Finishers, General Laborers
- Bottom Painter

2. Service and Hospitality Jobs:

- Housekeeper
- Catering Server
- Server Assistant
- Sales Associate

3. Administrative and Office Jobs:

- Admin and Bookkeeping
- Sales
- Residential Appraiser / Appraiser Trainee

East Jefferson County Workforce Development Report

4. Healthcare and Support Jobs:

- Environmental Services Tech
- Dietary Aide
- Patient Transporter

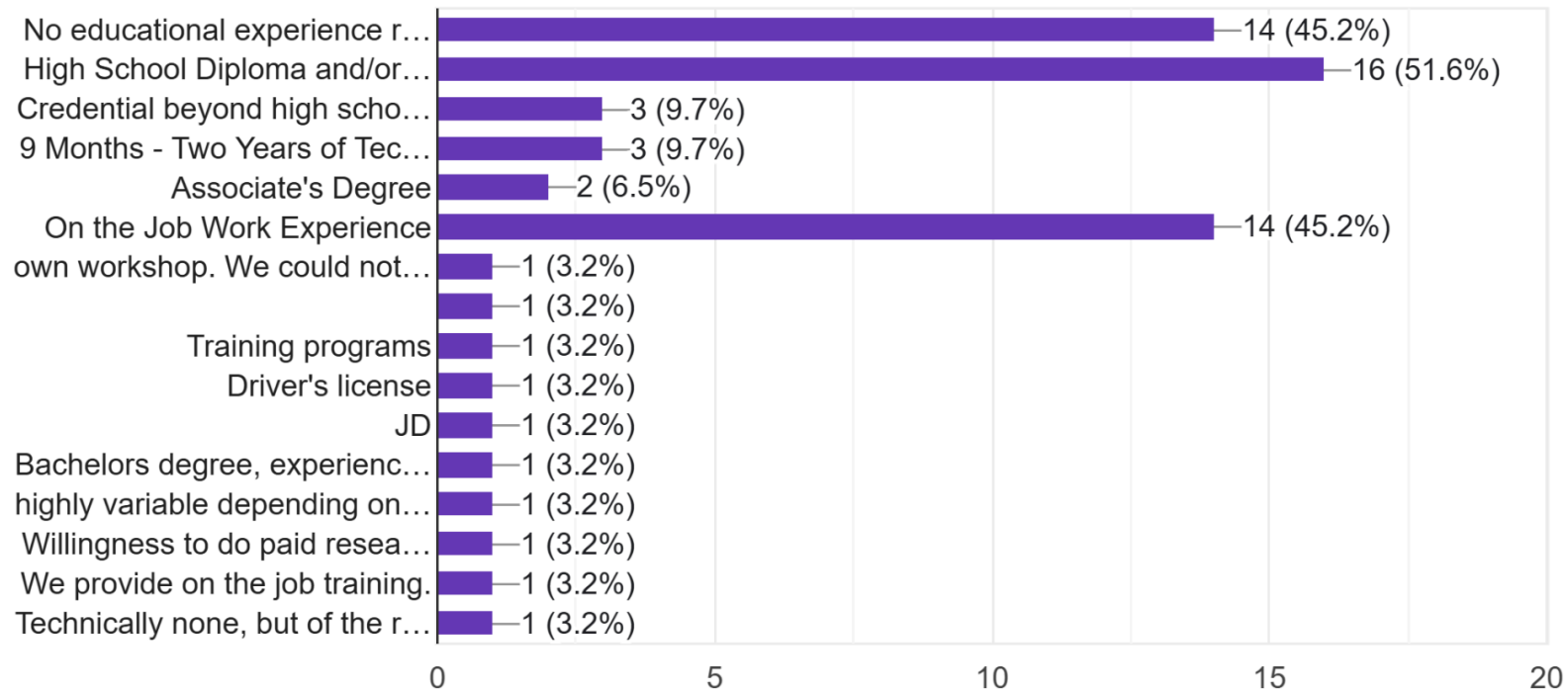
6. General Labor and Custodial Jobs:

- **Labor** (general)
- **Bus Drivers, Maintenance/Custodial, Paraeducators**

East Jefferson County Workforce Development Report

Entry level position requirements? (Credentials, experience, education, etc.)

31 responses



Question: Please list any specific technical skills, credentials, or education that are prerequisites for entry level positions at your business.

1. Key Skills and Qualifications:

- **Construction and Trades:**

- **Construction experience** is frequently mentioned, often as a requirement or preference (e.g., general construction, carpentry, boatbuilding).
- **Tool knowledge** is consistently emphasized, with mentions of specific tools like grinders, drills, and general hand-tools.
- **Basic carpentry, boatbuilding, and epoxy/composite manufacturing** are specific trade skills frequently sought.
- **Mechanical aptitude** and **welding** experience or training are highlighted, indicating a need for technically skilled workers.
- **Punctuality** and a strong **work ethic** are also emphasized as essential traits for construction or labor positions.

- **Customer Service and Communication:**

- Strong **customer service** skills are required across various roles, from food service to administrative positions.
- **Writing and communication skills** are essential for positions involving customer interaction, research, or administrative duties (e.g., customer service, court procedures, general office work).
- Specific roles (e.g., **bus driver, visitor services**) require **good communication**, including the ability to **speak English clearly**.

2. Education and Certifications:

Many roles require at least a **high school diploma or GED** as a baseline educational requirement, although **trade school** or **certifications** are often preferred but not mandatory.

- Specific **certifications** or licenses are required for certain roles (e.g., **CDL** for bus drivers, **food handler card** for food service, **driver's license** for housekeeping).
- There are mentions of **college degrees** (e.g., **BA** or **AA**), but not always a strict requirement.
- Some roles have specialized educational or certification requirements (e.g., **museum-related jobs** requiring knowledge specific to museums).

- **Experience:**

- **Prior work experience** is consistently sought, with preferences for candidates who have some form of relevant background (e.g., previous trade or customer service experience).

East Jefferson County Workforce Development Report

- **Over-experience** is noted as a potential issue, with some employers preferring candidates who are not “over experienced” to avoid potential issues with attitude or expectations.
- **Experience in physical arts & crafts** is sometimes mentioned as a plus, especially for niche or artisanal roles.
- **Flexibility and Availability:**
 - Several positions emphasize **weekend availability** and the ability to work long hours or stand/sit for long periods.
 - Some roles require physical ability, like standing or handling physical tasks.

3. Job Roles and Requirements:

- **Food Service Positions:**
 - **Food handler card** required (or willingness to acquire one).
 - **Housekeeping positions** require a **driver's license**, but exceptions are often made.
 - Some jobs are focused on the **willingness to learn** (e.g., food service, coffee house).
- **Transportation/Driver Roles:**
 - **Bus drivers** are required to have 5 years of general driving experience and a **commercial driver's license (CDL)** with a passenger and school bus endorsement. There's a benefit of being paid to work towards this license.
 - For **bus driver** positions, a focus on **general driving experience** is key, with additional certifications being paid for.
- **Administrative, Sales, and Customer Service:**
 - Positions like **sales, admin,** and **customer service** require skills in **Microsoft Office Suite, QuickBooks, writing,** and **communication.**
 - **Bookkeeping** and **basic research skills** are mentioned for some administrative roles.
- **Technical and Physical Trades:**
 - Positions requiring **welding, mechanical aptitude,** and **epoxy/composite knowledge** are evident, often in technical trades.
 - **Carpentry/Boatbuilding** and **small parts manufacturing** also appear as specialized needs.

East Jefferson County Workforce Development Report

- **General Labor:**

- **Basic tool knowledge, cleaning and maintenance, and organization of materials** are essential.
- **Ability to perform physical labor and work independently** is highlighted as important for roles such as general labor, housekeeper, and maintenance.

- **Specialized or Niche Roles:**

- Some positions focus on specific **niche skills** such as **puzzle-making** or **arts & crafts**.
- **Trade or specialized skills** are often required (e.g., boatbuilding, epoxy/composite manufacturing).

4. Job Categories and Trends:

- **Skilled Labor and Construction:** There's a strong emphasis on **construction-related** experience, **mechanical skills**, and **welding** experience, with a preference for candidates who have trade school or hands-on experience.
- **Customer-Facing Jobs:** Roles in **food service, transportation, and administration** demand strong **customer service**, communication, and organizational skills, with flexibility in some cases (e.g., weekend availability).
- **Technical Trades:** Positions requiring technical knowledge, such as **welding, carpentry, and boatbuilding**, appear frequently.
- **Administrative/Clerical Roles:** **Basic bookkeeping, Microsoft Suite, and QuickBooks** knowledge are key requirements for admin-related positions, especially in roles like **personal account rep, sales, and general office administration**.
- **Transportation:** There is a specific focus on **bus driver** positions requiring **CDL** certification, and employers may pay for candidates to work towards these licenses.

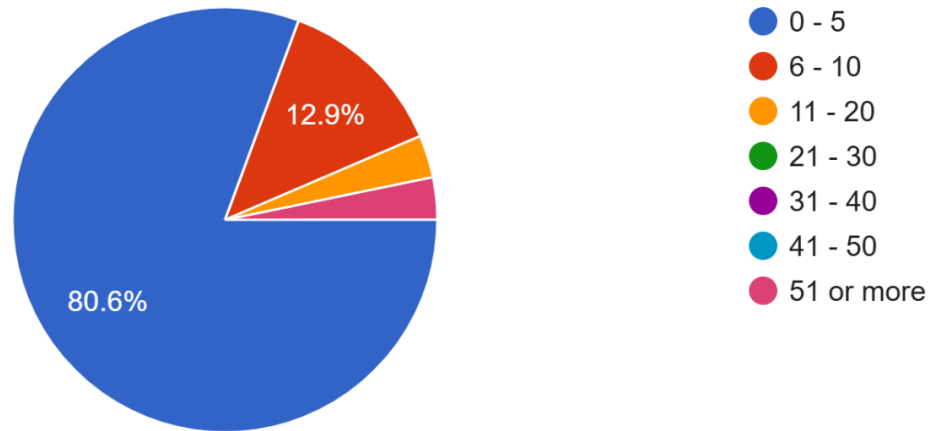
5. Overall Trends:

- **Focus on Work Ethic:** Employers prioritize candidates with a strong **work ethic, punctuality, and reliable attendance** across most sectors.
- **Experience vs. Training:** While many employers prefer candidates with some prior experience, there is an understanding that not all roles require extensive experience, and some are willing to train candidates (e.g., bus drivers or food service).
- **Licensing and Certifications:** Several roles require specific licenses (CDL, food handler card, driver's license), with some flexibility on meeting those requirements.

East Jefferson County Workforce Development Report

How many jobs do you currently have open?

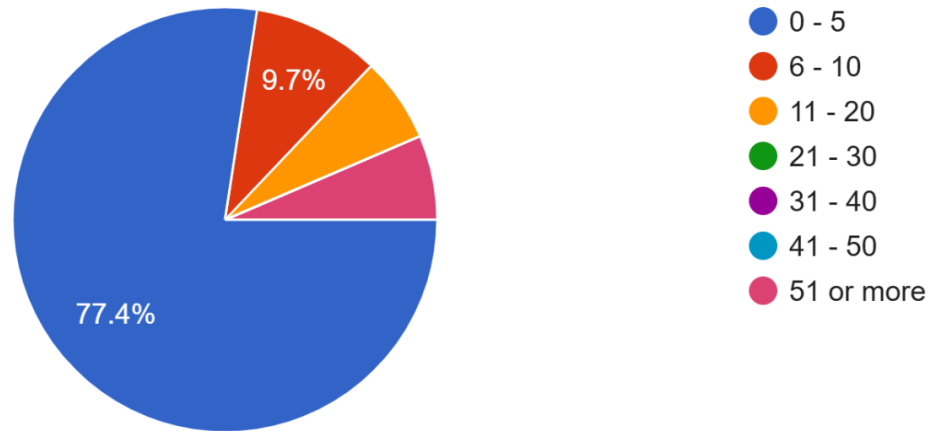
31 responses



East Jefferson County Workforce Development Report

What are your annual hiring estimates for next year?

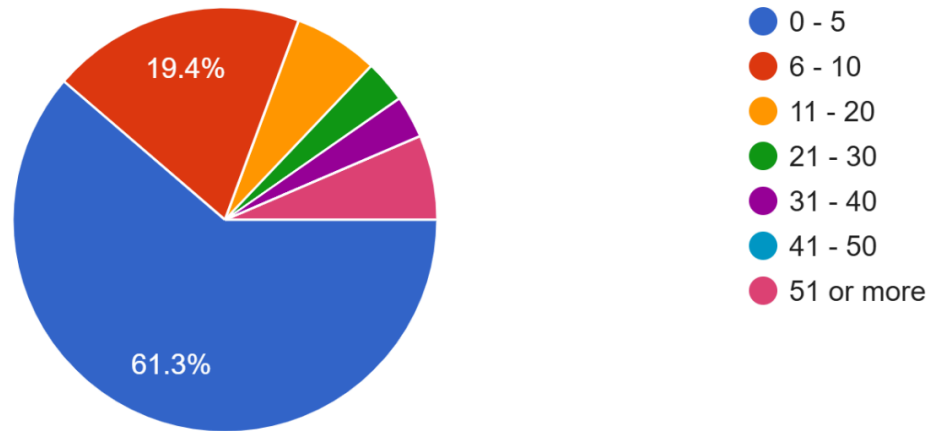
31 responses



East Jefferson County Workforce Development Report

What are your annual hiring estimates for next two years?

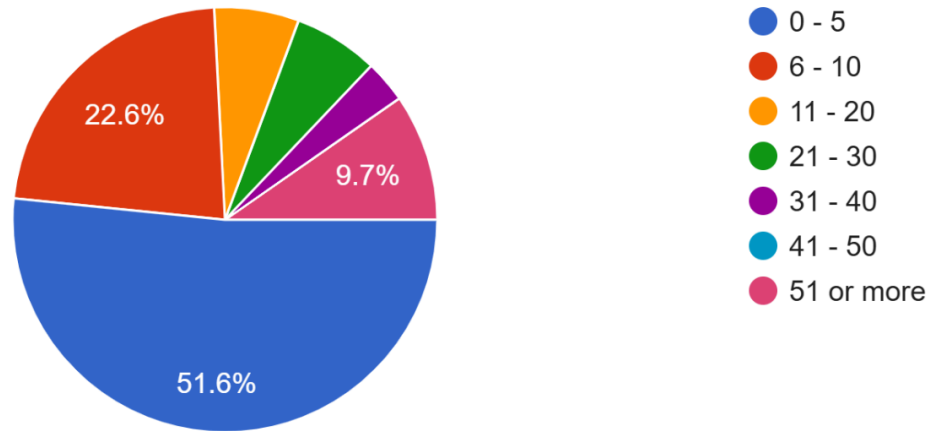
31 responses



East Jefferson County Workforce Development Report

What are your annual hiring estimates for next five years?

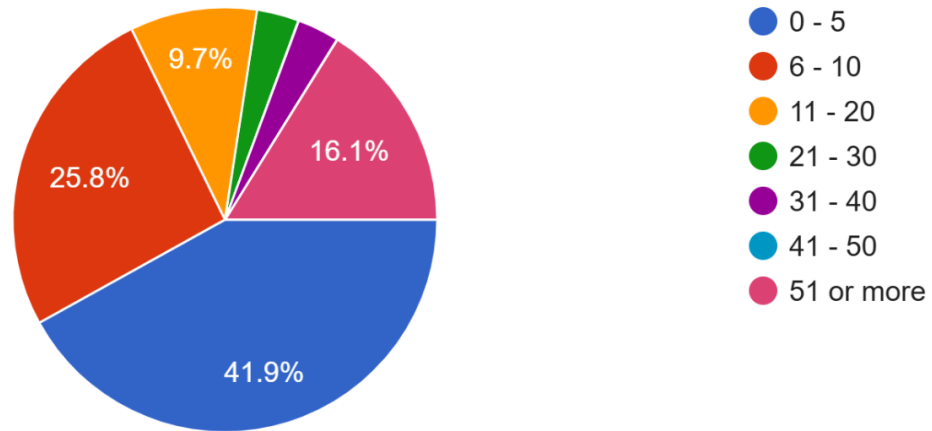
31 responses



East Jefferson County Workforce Development Report

What are your annual hiring estimates for next ten years?

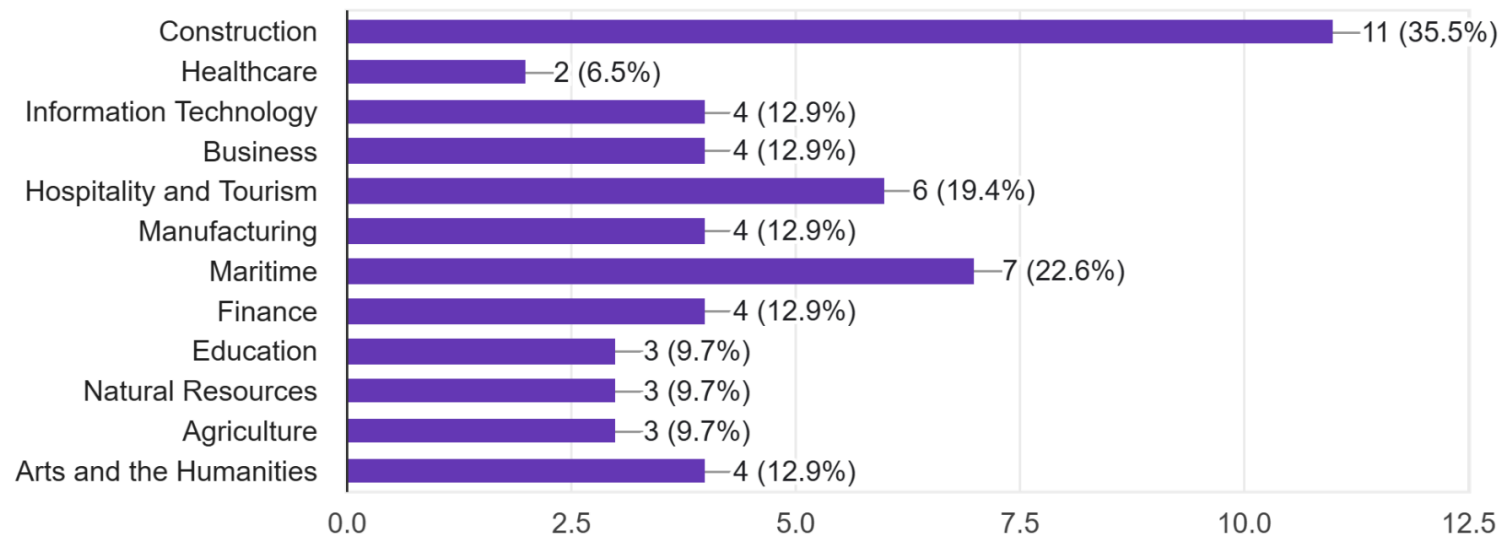
31 responses



East Jefferson County Workforce Development Report

What sector/s most aligns with your business? Check all that apply.

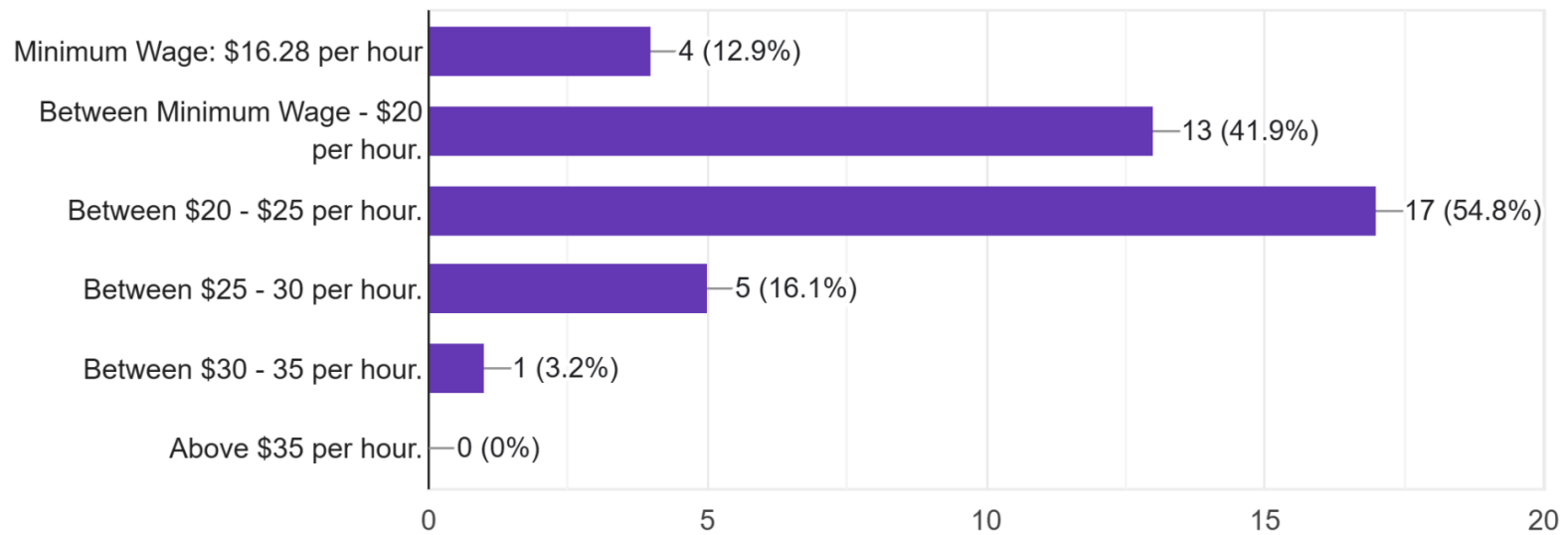
31 responses



East Jefferson County Workforce Development Report

Entry level position salary

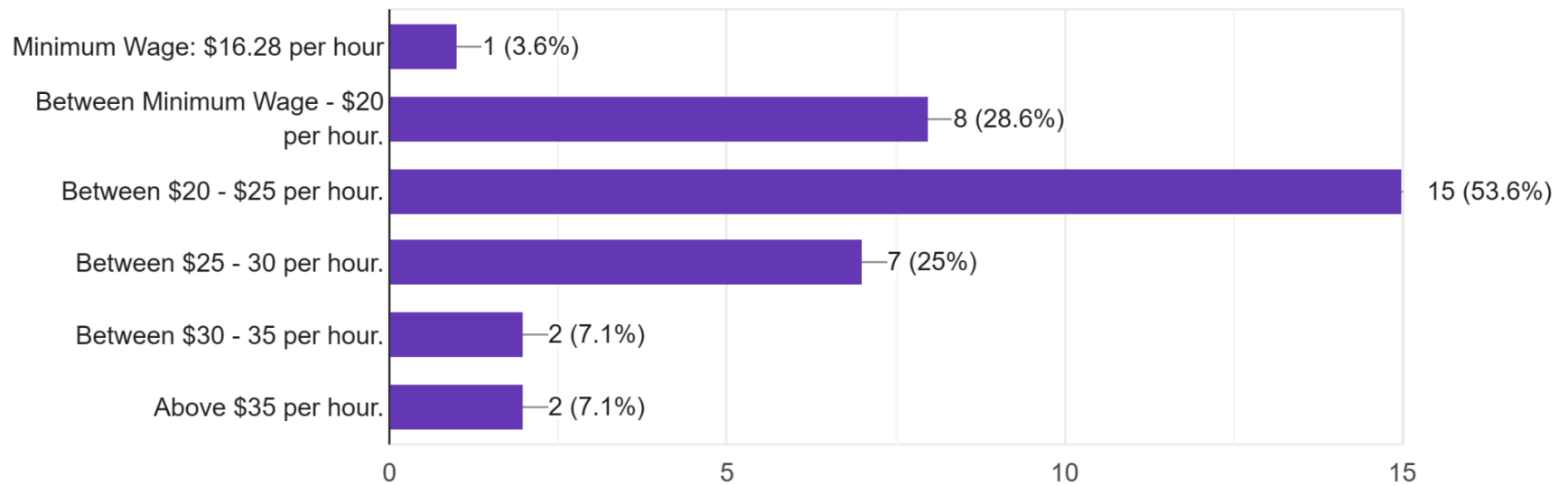
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East Jefferson County Workforce Development Report

After a year on the job, what are typical wages for employees who started in entry level positions?

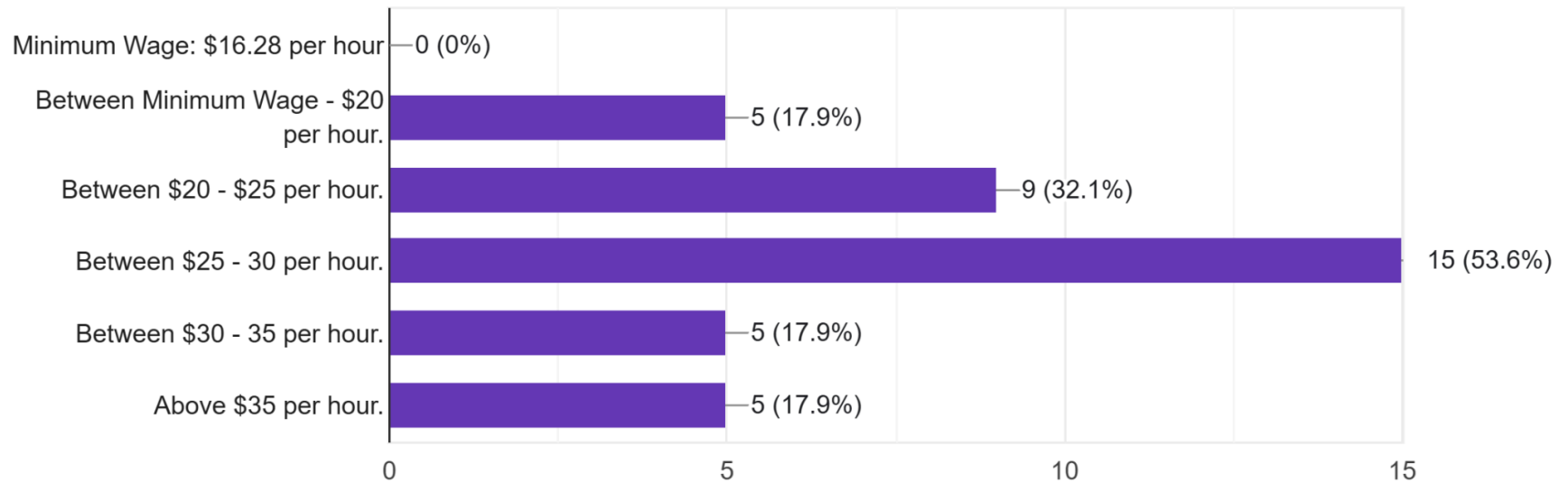
28 responses



East Jefferson County Workforce Development Report

After five years on the job, what are typical wages for employees who started in entry level positions?

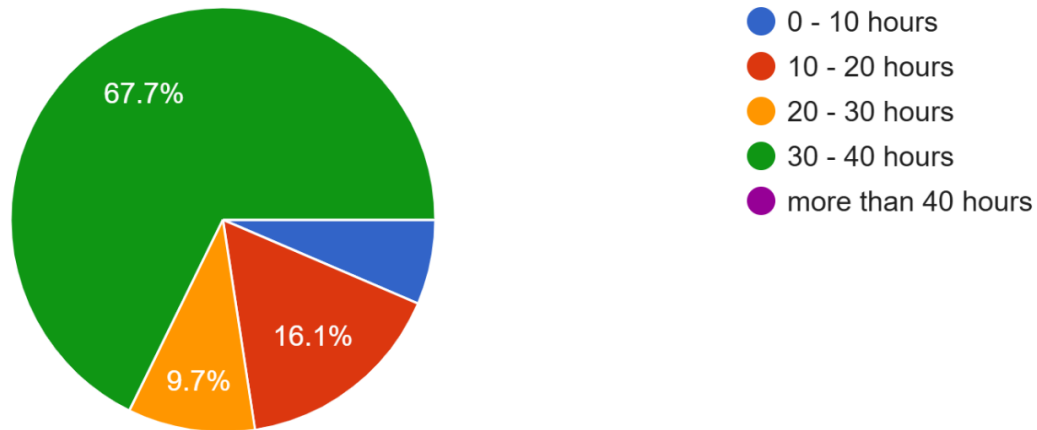
28 responses



East Jefferson County Workforce Development Report

How many hours a week do entry level employees typically work?

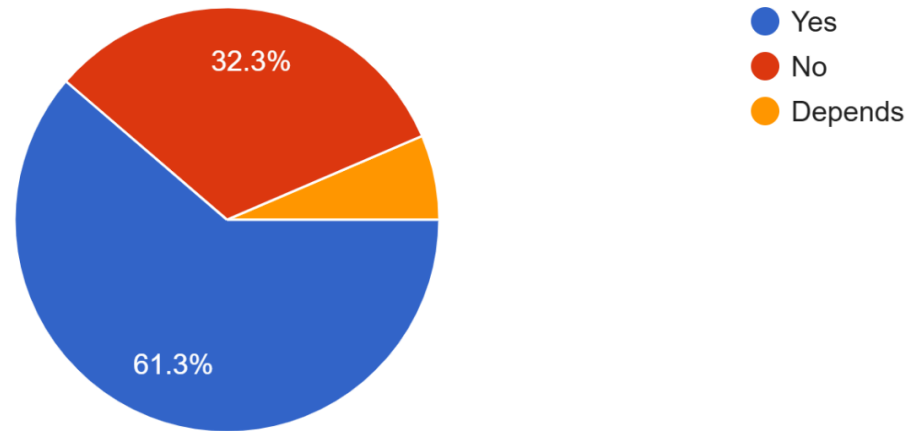
31 responses



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Do new entry level employees typically get benefits?

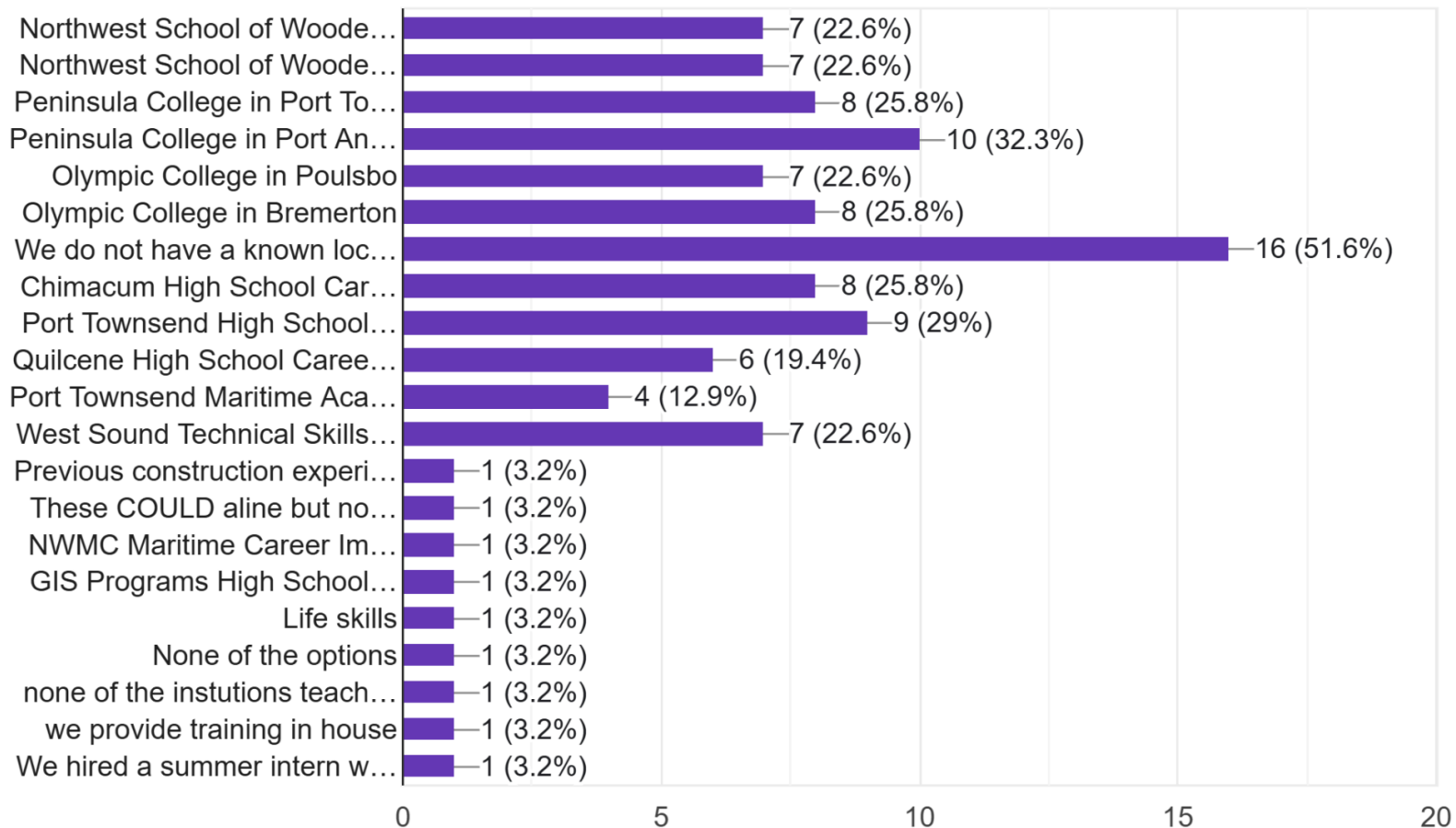
31 responses



East Jefferson County Workforce Development Report

Do your "business needs" align to a known local Career and Technical Education program, post-secondary or college program? If so - what programs? Check all that apply.

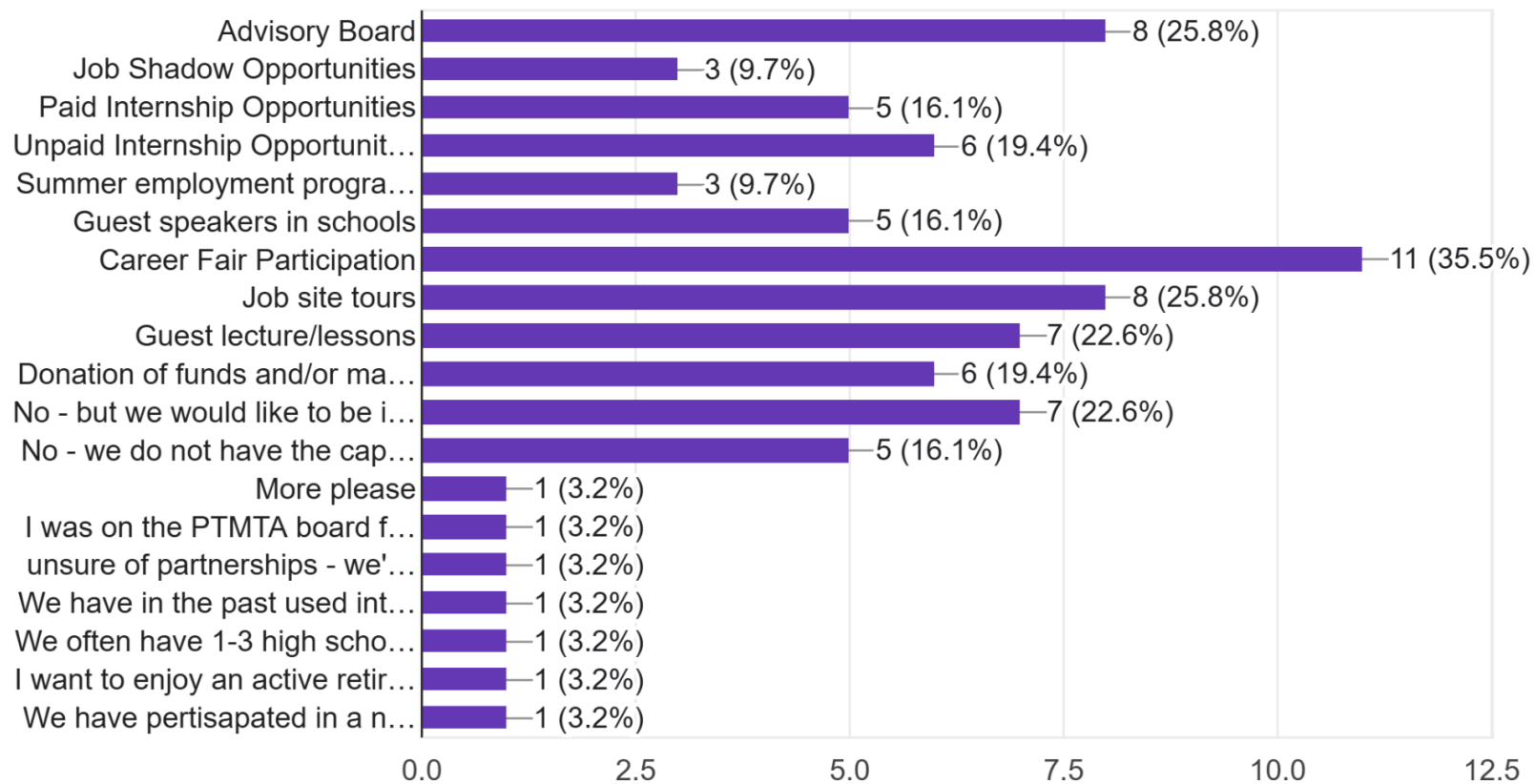
31 responses



East Jefferson County Workforce Development Report

Does your business play an active role with any of our local educational partners (Advisory Board, Worksite Learning, Internships, etc?). Please share.

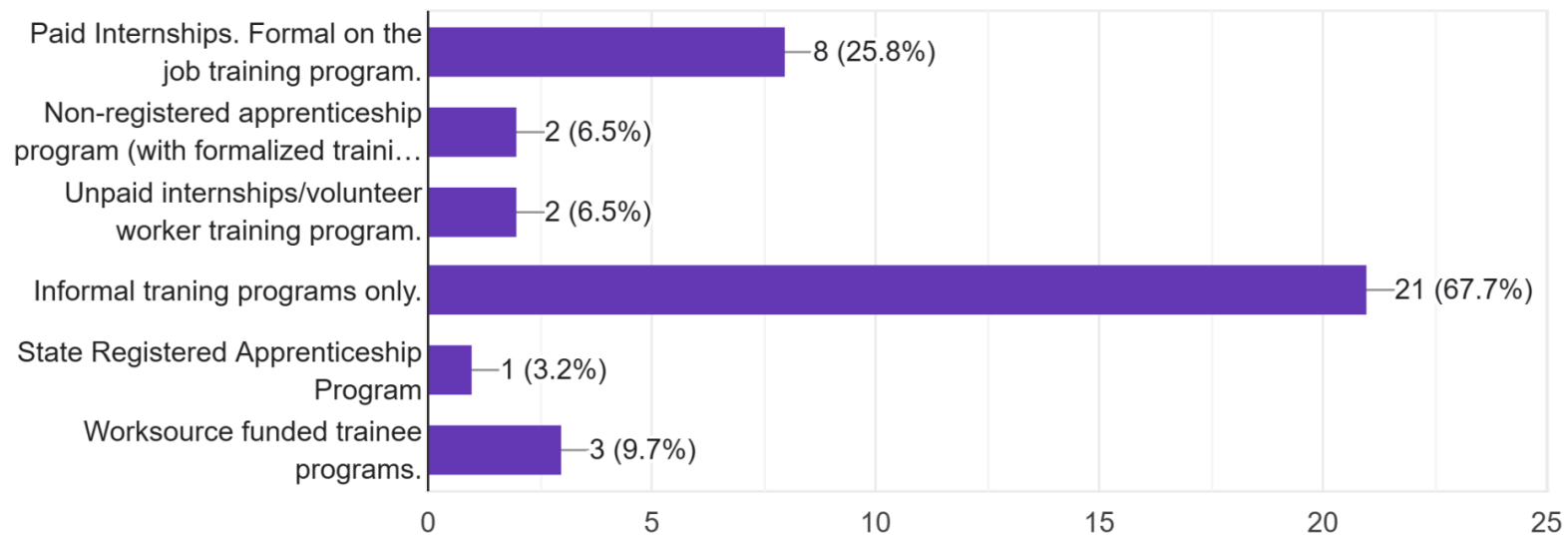
31 responses



East Jefferson County Workforce Development Report

Do you have a formalized trainee program housed within your business to "upskill" entry level workers/interns? Check all that apply.

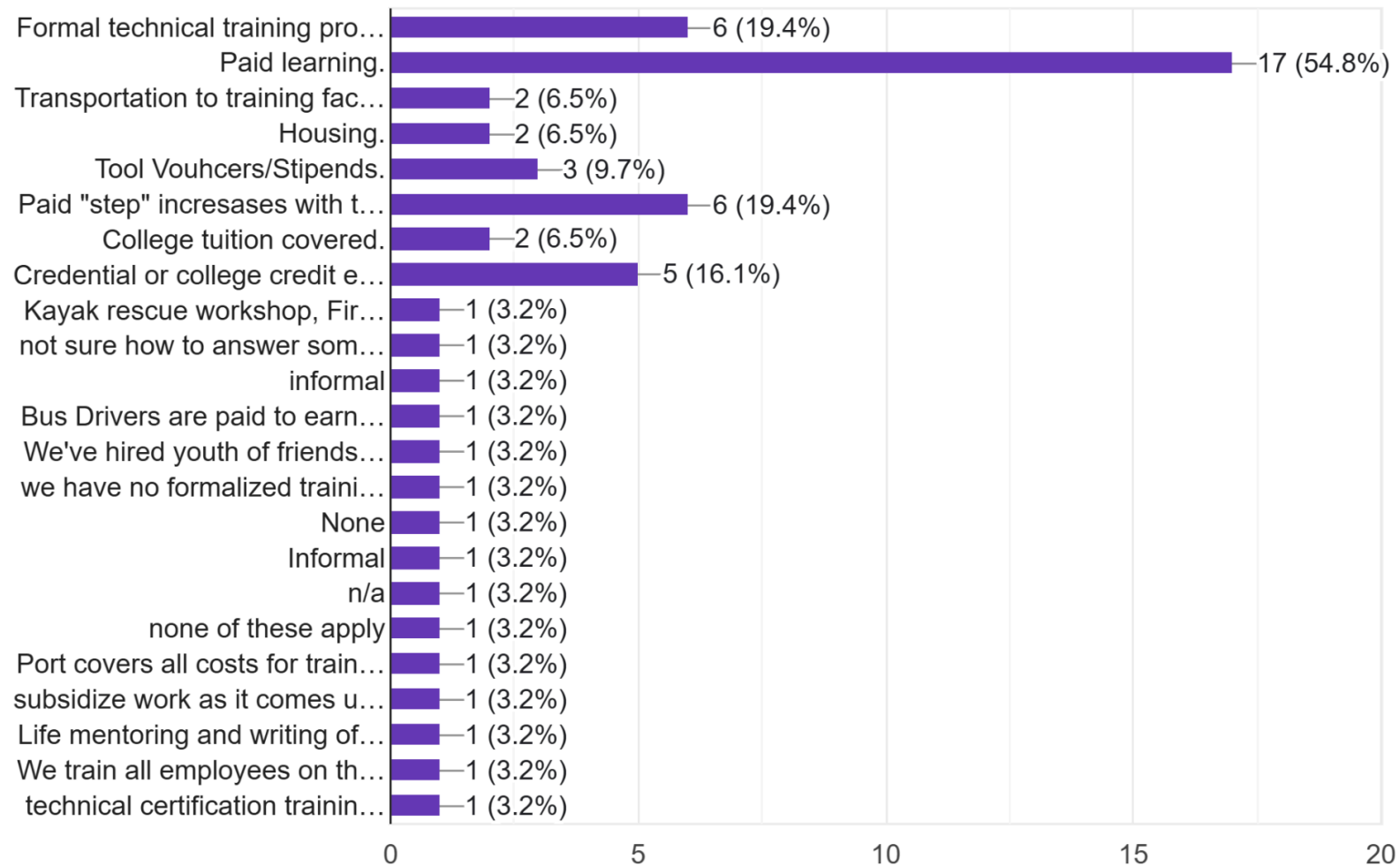
31 responses



East Jefferson County Workforce Development Report

If yes (to the question above) - please check all details that apply.

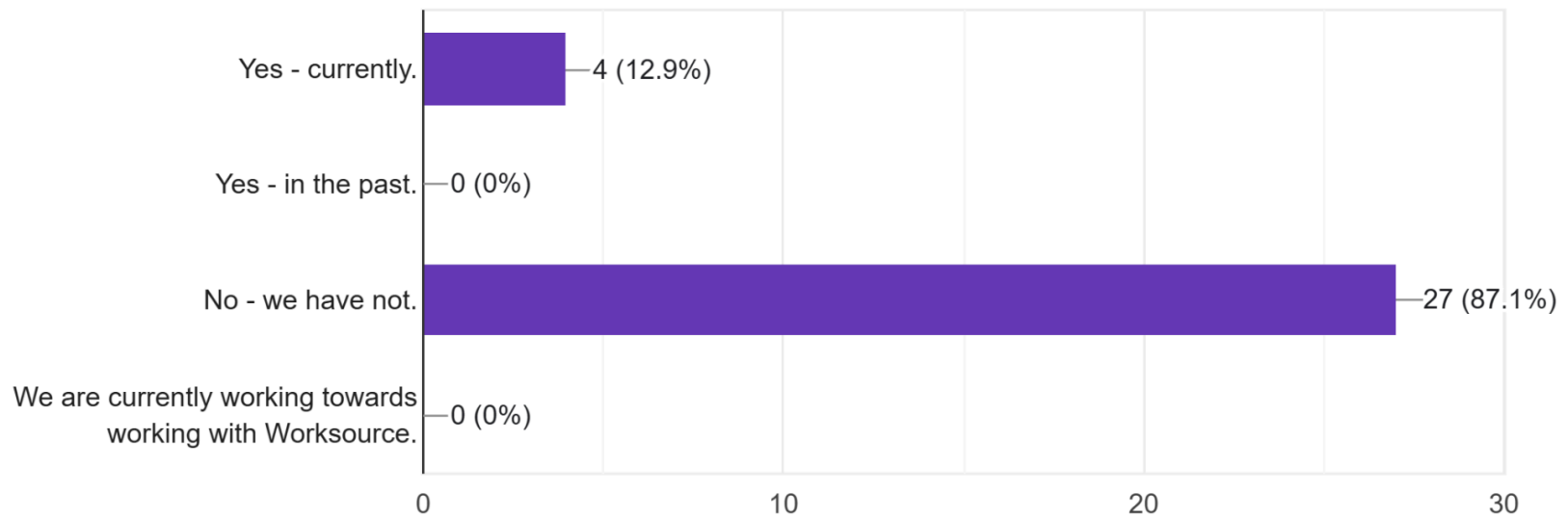
31 responses



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Has your business worked directly with Worksource? Check all that apply.

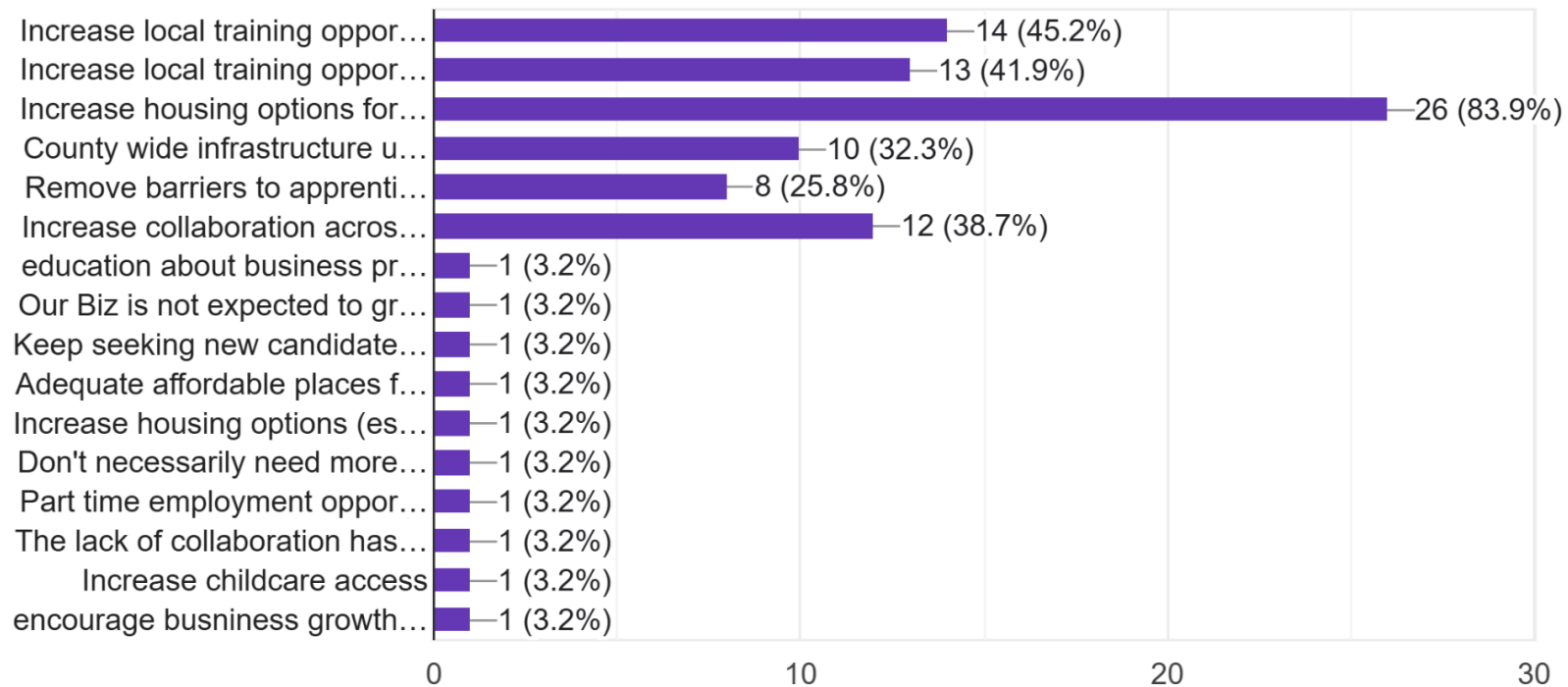
31 responses



East Jefferson County Workforce Development Report

What are your top priorities to ensure that you have a future workforce for your business?

31 responses



Question: What entry level (short) professional technical training program/s would most benefit your business? Please list up to three training programs. (Examples: Welding, Emergency Medical Technician, Commercial Driver's License, etc).

1. Construction & Trade Skills

East Jefferson County Workforce Development Report

- **HVAC:**
 - **EPA certification** for handling refrigerants, often required for HVAC technicians.
 - **HVAC Pre-Apprenticeship Program** (with EPA 608 Certification).
- **Roofing:** Basic skills in **roofing** work, though no specific details were provided.
- **Electrician Pre-Apprenticeship Program:** Provides entry-level training in electrical work.
- **Drywall, Painting, Framing:** Basic skills and training in these core **construction tasks**.
- **Carpentry:**
 - Includes **basic carpentry** skills, **plasterwork**, and possibly **composite construction**.
 - **General maintenance** and **carpentry** tasks.
- **Welding (MIG/TIG on aluminum):** Specialized training in **welding** for aluminum.
- **Plumbing:** Basic plumbing skills and **HVAC** training mentioned.
- **Mechanics:** General mechanical knowledge, possibly for servicing vehicles or machinery.
- **Composite Construction:** Includes working with materials like **fiberglass** and **composite materials** in construction.
- **Shop Skills:** Proficiency in using **hand-tools** and **power-tools**.
- **Hydraulic Systems & Refrigeration:** Knowledge of **hydraulic systems**, **refrigeration**, and **specialty coatings and paints**.

2. Certifications and Licenses

- **Commercial Driver's License (CDL):** Required for positions involving **vehicle operation**, especially in transportation or construction.
- **Building Inspector Certification:** For roles that involve assessing compliance with building codes and standards.
- **Forklift Certification:** For roles requiring the operation of **forklifts** or heavy machinery.
- **Equipment Operator Certification:** Required for working with various **construction machinery** or other large equipment.

3. Business & Administrative Skills

- **Marketing:** **Marketing** skills related to business promotion and customer outreach.
- **Bookkeeping:** Skills in **accounting**, **bookkeeping**, and **QuickBooks** for managing finances, especially in small businesses.
- **Title Company Work:** Knowledge and skills related to working with **title companies** for real estate transactions.
- **Business Office Skills:** **Microsoft Office**, **computer training**, and general administrative **business office** skills.
- **Sales Associates:** A question posed about how to train **competent** and **enthusiastic sales associates**, suggesting a focus on **customer service**, **soft skills**, and teamwork.

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4. Specialized Fields

- **Healthcare-Related Technical Programs:** Specific training for **healthcare** roles, such as technicians, medical assistants, etc.
- **Legal & Criminal Justice:** Training in **paralegal**, **legal**, and **criminal justice** fields, likely through college programs or specialized training.
- **Retirement & Aging in Place:** Support roles in industries focused on elderly care and helping individuals remain in their homes as they age.
- **Videography for Social Media:** Skills for creating **videos** for **social media**, focusing on content creation, editing, and promotion.

5. General Skills

- **Basic Machine Skills:** A focus on understanding and operating basic machinery, potentially for manufacturing or light construction tasks.
 - **Basic Soft Skills:** Including **communication**, **teamwork**, and other interpersonal skills essential for work environments that require collaboration and customer interaction.
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Summary and Key Insights:

1. **Trades & Skilled Labor:** A strong emphasis on **construction** skills (HVAC, roofing, welding, plumbing, carpentry), often requiring both practical and technical knowledge, including certifications such as **EPA**, **CDL**, and **forklift** training. **Welding** and **mechanical** training are particularly mentioned in specialized fields.
2. **Business & Administrative Skills:** **Marketing**, **bookkeeping**, and general **business office** skills are needed for supporting roles, especially in industries like construction and small businesses. There's a need for **sales training**, but it's unclear how to effectively train people in that area.
3. **Certifications:** **Building Inspector Certification**, **forklift** and **equipment operator** certifications, and **CDL** are critical for specific roles. **HVAC certifications** (like **EPA 608**) are highly valued, particularly for service-related positions in construction and building systems.

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4. **Soft Skills and Teamwork:** There's a notable emphasis on **soft skills**, especially **communication**, **teamwork**, and **customer service**—skills that are required across almost all fields, from healthcare to construction to office-based work.
5. **Healthcare & Legal:** There is a growing demand for **healthcare-related technical programs**, particularly for hands-on roles in the medical field. Additionally, **legal training** in **paralegal** and **criminal justice** is mentioned as a growing need.
6. **Specialized Fields: Videography** skills for **social media** content creation are highlighted, indicating the growing role of **digital media** in business marketing.
7. **Aging in Place:** A unique need exists in the **retirement** and **aging in place** sector, suggesting an increasing demand for professionals who can support aging adults with various services.

Sources:

[JobsEQ Source Document](#)

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