
The Career Pathways Strategy

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Economic Context: Employer Needs and Practices Survey - 2008

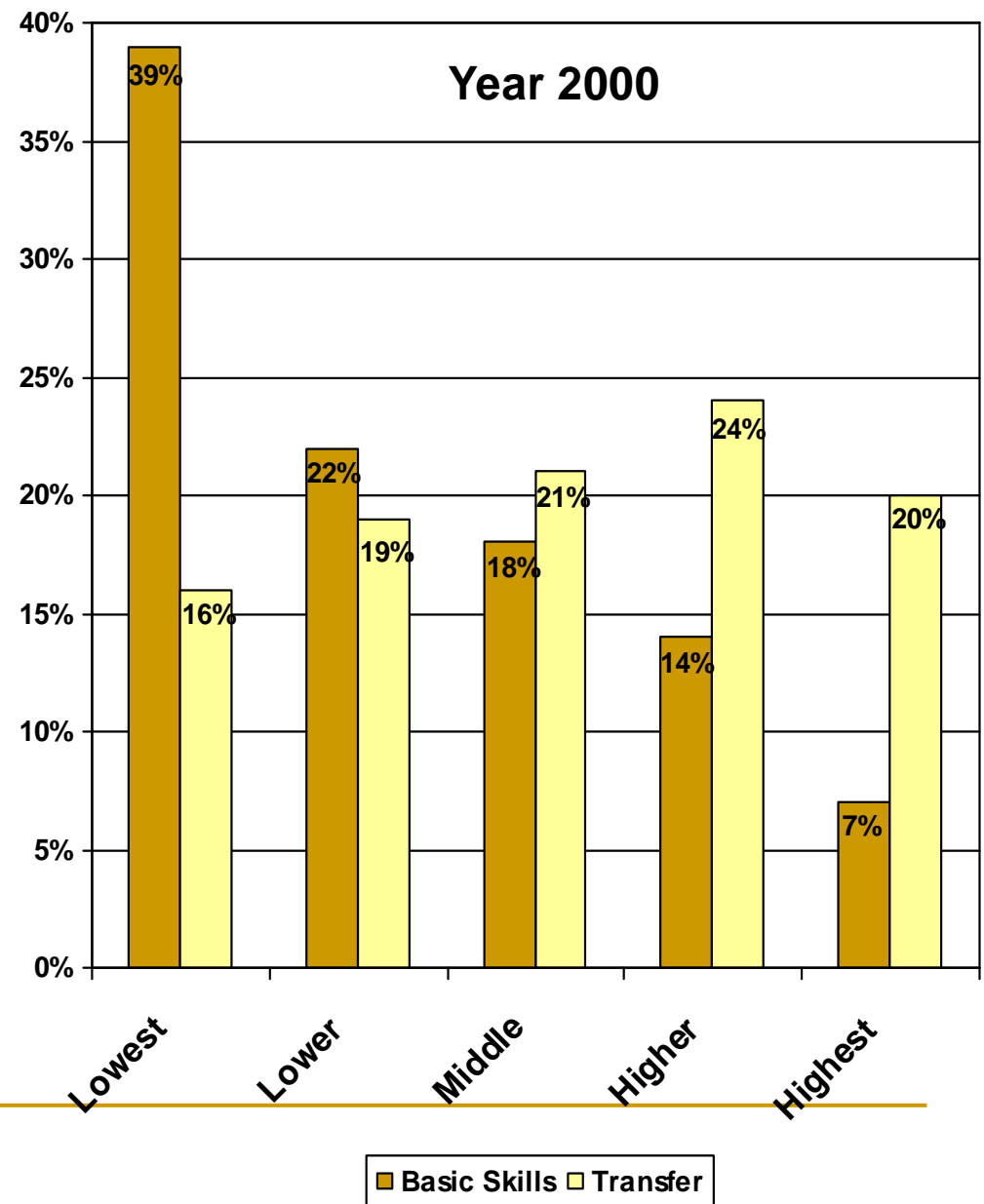
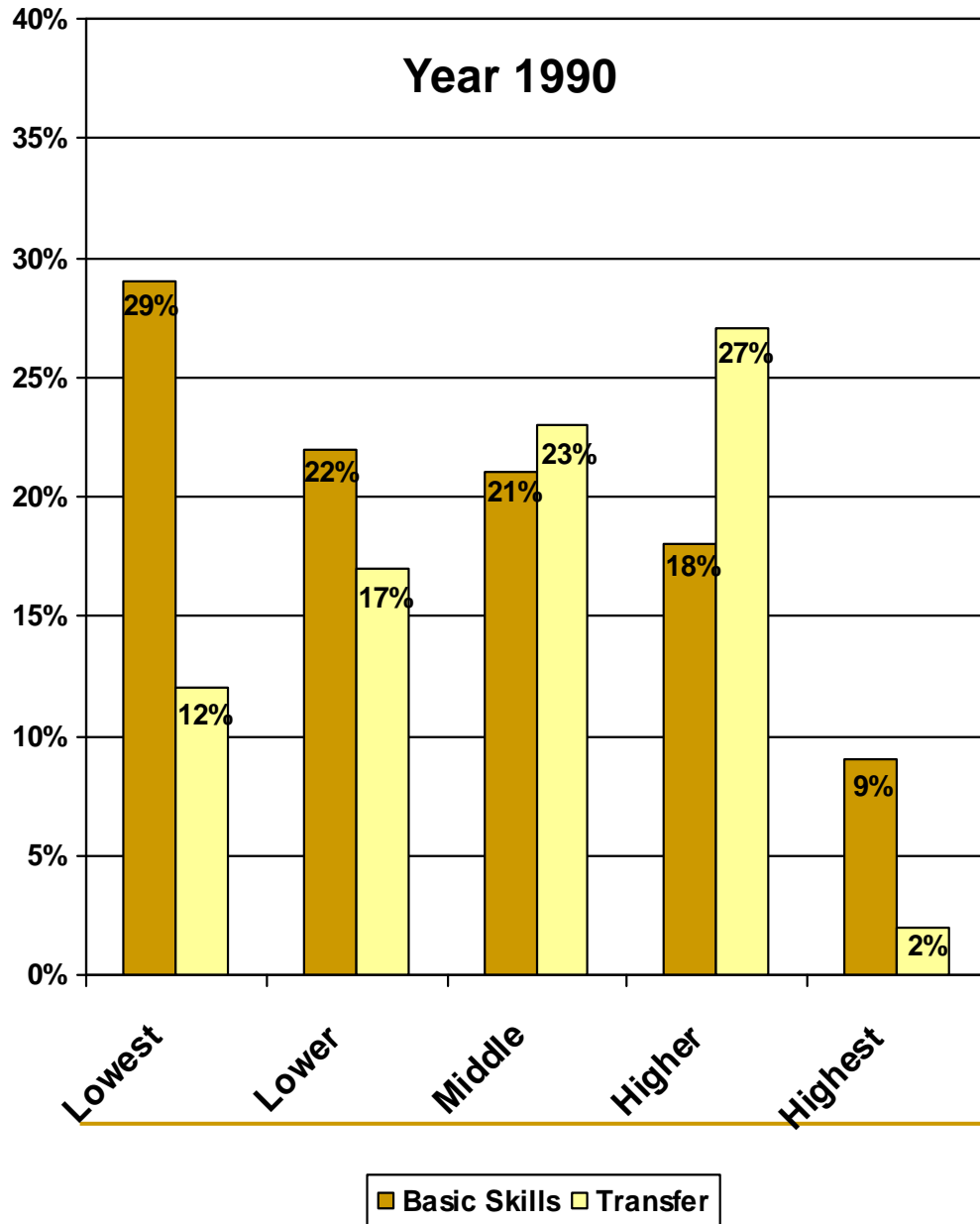
- Employers report difficulty finding qualified workers.
- The most frequent difficulty is finding workers with specific occupational training provided at the mid-level of postsecondary education and training (e.g., an Associate Degree in Nursing).
- The shortage of skilled workers reduces employer productivity, output, and growth.

Consequences of Difficulty in Hiring Qualified Workers

Responses to the difficulty in finding qualified applicants	Number of Employers With Difficulty Hiring - 2007	Percent of Employers Attempting to Hire - 2007	Percent of All Employers	
			2005	2007
Lowered overall productivity	63,300	61%	16%	31%
Reduced production output or sales	58,600	56%	17%	29%
Reduced product or service quality	44,000	42%	14%	22%
Prevented firm from expanding its facilities	28,000	27%	8%	14%
Prevented firm from developing new products/services	23,700	23%	6%	12%
Caused firm to move some operations out of Washington	4,000	4%	0.2%	1.9%

Lower overall productivity was a more frequent response to recruitment difficulty in 2007 than in 2005.

Student Purposes for Attending by SES Quintiles – 1990 vs. 2000



Economic & Demographic Trends

- Less tolerance for unskilled workers in labor force
- Cannot meet growing need for knowledge workers with traditional high school graduates earning college degrees
- Increase avenues for working adults to add skills and earn degrees
- Greater need for basic education, English and skills training

Economic Attainment



**1 Year of
College Credit
+
A Credential**

=

Tipping Point
for students
struggling to find
career pathways

Highest Value-added for Work Success

- **1 Year + Credential** gives future earnings bump:
 - \$6,400 more per year for ESL students
 - \$7,800 more per year for ABE students
 - \$2,500 & \$1,500 more per year (respectively) for workforce students entering with a GED or HSD only
- Jobs that need **1 Year + Credential** are among those in **greatest demand**.

This is the key for most to go beyond poverty wages.
It is the niche the 2 yr-college system has claimed.

Envisioning the Solution

Career Pathways:

- Whose “steps” start at the lowest levels of literacy/numeracy prevailing in the region.
 - Where the competencies achieved in each “step” represent the level of skill needed to enter the next step.
 - There’s a “conveyer belt” that moves people through these steps.
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Targeting (Non) Traditional Students

- Convenient Times and Places
 - Short-Term Sequential Training/Modules
 - Contextualized/Applied Learning (I-BEST)
 - Imbedded Employability Skills
 - Career pathway/Living wages
 - Wrap Around Services
 - Job Placement and Internship Support
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Shoreline Community College CNC Machinist Pathway

