



# Spokane Area WORKFORCE DEVELOPMENT COUNCIL

808 W. Spokane Falls Blvd ♦ Room 606 ♦ City Hall ♦ Spokane, WA 99201-3302  
(509) 625-6210 ♦ Fax (509) 625-6929 ♦ E-mail: admin@wdcspokane.com

Mark Mattke  
Workforce Strategy and Planning Director

## SAWDC MEETING JULY 9, 2008 WORKSOURCE SPOKANE 130 S. ARTHUR STREET 2ND FLOOR, SEQUOIA ROOM

Estimated Time	Tab		
7:30 am		Call to Order/Introduction of Guests	<i>Julie Meyer</i>
7:35	1	Review of June 11, 2008 Meeting Minutes <i>(Action Item - Vote on approval)</i>	<i>Julie Meyer</i>
7:40		“Partnerships Will Create Progress” Joe Tortorelli <i>Chair – Washington Economic Development Association</i>	<i>Julie Meyer</i>
8:00	2	Demand/Decline List Process for Member Input and Annual Update	<i>Mark Mattke</i>
8:10	3	Analysis of Construction Clusters Doug Tweedy - <i>Regional Labor Economist</i>	<i>Mark Mattke</i>
8:25		WDC Tactical and Strategic Planning	
		Standing Committee Reports:	<i>Julie Meyer</i>
		• Executive Committee	<i>Craig Dias</i>
		• Membership Committee	<i>Rich Hadley</i>
		• Youth Council	<i>Donna Dalzell/Dawn Karber</i>
		Business Solutions Team Mollie Patshkowski- <i>Manager</i>	<i>Mark Mattke</i>
9:25		Other Business	<i>Craig Dias</i>
9:00 a.m.		Adjourn	
Encl.		Minutes Selected Background Materials	

**SUBJECT**

Minutes from the June 11, 2008, meeting.

**BACKGROUND**

See Attached minutes.

**DISCUSSION**

Changes or corrections.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

Vote to approve.



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### MINUTES SPOKANE AREA WORKFORCE DEVELOPMENT COUNCIL Wednesday, June 11, 2008, 7:30 a.m. Spokane Skills Center

#### **MEMBERS PRESENT:**

Frankie Arteaga	Ben Cabildo	Peter Casimir	Polly Crowley	Ron Dalla
Donna Dalzell	Craig Dias	Robert Duron	Tom Fritz	Steve Jurich
Craig Lee	Kevin Managhan	Julie Meyer	Paul Milliken	Nancy Nelson
John Serben	Hugh Severs	Dixie Simmons	Beth Thew	Lisa White

#### **MEMBERS ABSENT:**

Jeff Benesch	Steve Dahlstrom	Kim Do	Rich Hadley	Bill Kalivas
Mike Senske	Diana Wilhite			

#### **OTHERS PRESENT:**

Susan Christenson- CVSD	Alina Droz- Manpower	Cami Hanson- WorkSource	Christi Harter- SPS CTE	George Iranon- CPS
Talana Mielke- RSD-CTE Scott Oakshott- Freeman School Dist/Spokane Skills Center	Darrell Mihara- SFCC	Anne Millane- WS	Trina Miller- CCS	Mike Nepean- SPS
Matthew Miller- Mead SD	Mollie Patshkowski- WorkSource	John Savage- EVSD	Allen Skoog- CSD	Doug Tweedy ESD
	Jim Minkler- CCS	Joanne Murcar- IEL		

#### **STAFF PRESENT:**

Mark Mattke- Workforce Strategy & Planning Director	Peg Waldron- Assistant Director Workforce Operations	Gordon Gutterud- Accountant	Dawn Karber- Youth Program & Development Manager	Anne Lockwood- Secretary	Lori Meakin- Workforce Development Program Specialist
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# TAB 1

## **CALL TO ORDER/WELCOME:**

The meeting was called to order at 7:36 am. Introductions were made.

## **TAB #1 – REVIEW MAY 14, 2008 MEETING MINUTES:**

On a motion and a second to approve the May 14, 2008 WDC Meeting Minutes. Approved. None Opposed.

### **CORE 24 AND MEANINGFUL HIGH SCHOOL DIPLOMA**

The Council welcomed Amy Bragdon, a member of the State Board of Education. Ms. Bragdon presented information regarding the SBE's policy initiative known as Core 24. The intent is to increase the number of credits required for high school graduation to 24 across the state in order to help ensure that students are better prepared to enter post secondary education and/or the workplace.

The State Board of Education is also examining factors that act as barriers to schools' success, e.g., the number of students, size of the school, and contractual issues.

The State Legislature has mandated that there will be a third credit requirement for math for high school graduation. The State Board of Education is working to determine what the third year of math would entail and reports that business indicates Algebra II is the necessary level of math for success in the workplace. Questions were raised by several Council members who posited that applied mathematics which has a practical application is more valuable to business and also aids in learning and retention of math skills.

The Core 24 proposal contains elements that may be of benefit to students if implemented. Students would have a choice of three tracks that prepare them for college, other post secondary education, or careers. However, one of the issues of concern raised was that of the level of support offered for students. It was pointed out that at this time counselors in high school do not have the time to work with all students at the level needed to give meaningful guidance and select one of the three tracks outlined by Core 24, and then work with them to complete high school. Also, there are not funds to support additional classrooms and the teachers in math, science, and other subjects that would be required under Core 24. Members are encouraged to continue providing input to the SBE via an online survey on their website or by contacting Ms. Bragdon directly.

## **ITEM #2 – STANDING COMMITTEE REPORTS**

### **EXECUTIVE COMMITTEE**

Julie Meyer was nominated for the position of Chair of the WDC for PY08. No other nominations were presented. On a motion and a second to approve Julie Meyer as PY08 Chair of the WDC. Approved, none opposed. None opposed

Robert Duron was nominated for the position of Vice-Chair of the WDC for PY08. No other nominations were presented. On a motion and a second to approve Robert Duron as PY08 Vice-Chair of the WDC. Approved, none opposed. None opposed

# TAB 1

This year the WDC has elected to use reserve funds to offset the impacts of the rescission and not cut jobs or program services in the workforce development system. The Executive Committee approved the allocation of PY08 funds to service providers and contracts are in process. The WDC will contract with the Spokane Workforce Consortium and continue with the same mix of providers, with some minor changes based upon lessons learned from PY07. The WDC will continue to have all service providers operating out of the WorkSource center.

## YOUTH COUNCIL

The Youth Council is moving forward with developing services at the Northeast Community Center and working to determine which services will be of the most value to youth in the area.

The August meeting of the Youth Council will be held at the Next Generation Zone. Donna Dalzell is seeking a Board member to co-chair the Youth Council for the coming year. If anyone is interested, please contact Anne Lockwood.

The Pizza Pop and Power Tools event was an outstanding success again this year with over 400 8<sup>th</sup> grade girls participating. Three days later there was a "Construction Cruise" for youth to see how buildings were constructed.

## ANALYSIS OF MANUFACTURING & HEALTHCARE CLUSTERS

The number one issue that employers are reporting as critical to their ability to grow and prosper is workforce. Demographic data indicates that 43% of the manufacturing and healthcare workforce is eligible for retirement in the next 10 years. In addition to this, the manufacturing sector anticipates that over the next 10 years there will be an increase of over 3000 new jobs and 9000 replacement jobs in the Spokane MSA, with an average earnings per worker of \$26.95 per hour with benefits. In Spokane there are 580 employers in the manufacturing sector that employ 18,500 people. Also, 84% of the workers will require less than an AA degree and 50% will require a license or certificate.

In the healthcare cluster, data indicates that there will be 9000 new jobs and 17,000 replacement jobs in the next decade. 77% of these jobs will require an AA degree or less and 93% will require a license or certificate. The earnings per worker will be \$19.28 per hour and jobs will be in Clinics, Labs, Diagnostics, Home Health care, Ambulance, Nursing and Residential care sectors.

Communities that have trained employees in critical sectors and the infrastructure to deliver a skilled workforce will be positioned to successfully compete in the 21<sup>st</sup> century.

One of the constraints upon the educational system's ability to prepare students to enter these fields is the availability of teachers in the State. School districts are using a variety of methods to attract and retain teachers, including incentivizing teachers through signing bonuses, housing allowances, and paying for professional development. Public/private partnerships have also been utilized to support higher pay for trainers and teachers, and alternative options for delivering instruction, such as apprenticeship, may offer cost effective solutions.

# TAB 1

Businesses report that Generation X and Generation Y present issues that salary alone cannot address. Workplace flexibility may be used to help employers create successful strategies for working with younger individuals. Pre-apprenticeship programs at Spokane Public Schools have helped youth to transition to construction careers and programs like FIRST Robotics connect youth to careers in the Science, Technology, Engineering, and Mathematics (STEM) fields.

## BUSINESS SOLUTIONS

Business Solutions is working in partnership with a variety of other community partners to identify employers and consult in order to determine the services required to support their human capital needs. The information the employers are providing to the workforce development system is being placed into SKIES for use by all partners.

### **TAB #4 – OTHER BUSINESS:**

- 1) SAPTAC –  
The plans for the use of Perkins funds at area high schools were distributed to the WDC. Members had a number of questions about priorities for expenditures and details which were answered by staff present.  
On a motion and a second to support the proposed uses of Perkins funds in the amount of \$586,998. Approved. None opposed. Lisa White abstained.
- 2) Don Howell was recognized and thanked for his years of service to the Spokane Area Workforce Development Council.
- 3) The WDC determined there will be enough members to warrant holding a meeting on July 9<sup>th</sup>. Staff will email members regarding location.
- 4) Joanne Murcar reported that the Institute for Extended Learning (IEL) was awarded a grant by the American Association of Community Colleges as part of a 3 ½ year effort to create or expand campus programs to engage the 50+ population in learning, training/re-training programs, and/or volunteer, civic, and service activities. This project also intends to use distance education to reach the rural community.

### **ADJOURN:**

The meeting was adjourned at 9:30 am.

### **NEXT MEETING:**

The next WDC Meeting will be Wednesday, July 9, 2008 at the WorkSource Spokane, 130 S Arthur Street.

## **SUBJECT**

Demand/Decline List.

## **BACKGROUND**

See Attached Demand/Decline List. Please note: One of the new pieces that was added by the State this year was to recommend using the results of the statewide analysis in deciding whether high paying jobs should be in demand or decline. The idea being that for higher-paying jobs, job seekers are more willing to relocate further away. Toward this end the State has added a column titled "recommend Using Statewide Designation". If a given occupation has a "yes" in this column, then it has an estimated annual salary above \$50,000 (statewide), and the statewide demand-decline designation is different than the local one. These are the circumstances under which we are advised to revert to the statewide designation

## **DISCUSSION**

Process for Member Input and Annual Update.

## **EXECUTIVE COMMITTEE ACTION**

None.

## **FINANCIAL IMPACT**

None.

## **REQUESTED COUNCIL ACTION**

E-mail recommended changes to Demand/Decline list so the WDC is able to more accurately reflect demand/decline occupations in the local area.

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>11-0000</b>	<b>Management Occupations</b>		
111011	Chief Executives	balanced	
111021	General and Operations Managers	balanced	
112021	Marketing Managers	not in demand	
112022	Sales Managers	not in demand	
112031	Public Relations Managers	not in demand	
113011	Administrative Services Managers	balanced	
113021	Computer and Information Systems Managers	demand	
113031	Financial Managers	balanced	
113049	Human Resources Managers, All Other	not in demand	
113051	Industrial Production Managers	not in demand	
113061	Purchasing Managers	not in demand	
113071	Transportation, Storage, and Distribution Managers	not in demand	
119021	Construction Managers	not in demand	
119032	Education Administrators, Elementary and Secondary School	not in demand	
119033	Education Administrators, Postsecondary	balanced	
119039	Education Administrators, All Other	demand	
119041	Engineering Managers	demand	
119051	Food Service Managers	balanced	
119081	Lodging Managers	not in demand	
119111	Medical and Health Services Managers	balanced	
119141	Property, Real Estate, and Community Association Managers	balanced	
119151	Social and Community Service Managers	not in demand	
119199	Managers, All Other	balanced	
<b>13-0000</b>	<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>		
131022	Wholesale and Retail Buyers, Except Farm Products	balanced	
131023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	balanced	
131031	Claims Adjusters, Examiners, and Investigators	balanced	
131041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	not in demand	
131051	Cost Estimators	balanced	
131071	Employment, Recruitment, and Placement Specialists	not in demand	
131072	Compensation, Benefits, and Job Analysis Specialists	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>13-0000 BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS CONT.</b>			
131073	Training and Development Specialists	balanced	
131079	Human Resources, Training, and Labor Relations Specialists, All Other	not in demand	
131081	Logisticians	not in demand	
131111	Management Analysts	not in demand	
131121	Meeting and Convention Planners	not in demand	
131199	Business Operations Specialists, All Other	balanced	
132011	Accountants and Auditors	demand	
132021	Appraisers and Assessors of Real Estate	balanced	
132031	Budget Analysts	not in demand	
132041	Credit Analysts	not in demand	
132051	Financial Analysts	balanced	
132052	Personal Financial Advisors	not in demand	
132053	Insurance Underwriters	balanced	
132072	Loan Officers	balanced	
132081	Tax Examiners, Collectors, and Revenue Agents	not in demand	
132082	Tax Preparers	not in demand	
132099	Financial Specialists, All Other	not in demand	
<b>15-0000 COMPUTER AND MATHEMATICAL OCCUPATIONS</b>			
151021	Computer Programmers	demand	
151031	Computer Software Engineers, Applications	demand	
151032	Computer Software Engineers, Systems Software	demand	
151041	Computer Support Specialists	demand	
151051	Computer Systems Analysts	demand	
151061	Database Administrators	demand	
151071	Network and Computer Systems Administrators	demand	
151081	Network Systems and Data Communications Analysts	demand	
151099	Computer Specialists, All Other	demand	
<b>17-0000 ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>			
171011	Architects, Except Landscape and Naval	demand	
172051	Civil Engineers	demand	
172071	Electrical Engineers	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>17-0000</b>	<b>ARCHITECTURE &amp; ENGINEERING OCCUPATIONS CONT.</b>		
172072	Electronics Engineers, Except Computer	balanced	
172081	Environmental Engineers	not in demand	
172112	Industrial Engineers	not in demand	
172141	Mechanical Engineers	not in demand	
173011	Architectural and Civil Drafters	demand	
173012	Electrical and Electronics Drafters	demand	
173013	Mechanical Drafters	balanced	
173019	Drafters, All Other	balanced	
173022	Civil Engineering Technicians	not in demand	
173023	Electrical and Electronic Engineering Technicians	balanced	
173026	Industrial Engineering Technicians	not in demand	
173029	Engineering Technicians, Except Drafters, All Other	not in demand	
173031	Surveying and Mapping Technicians	not in demand	
<b>19-0000</b>	<b>LIFE, PHYSICAL, &amp; SOCIAL SCIENCE OCCUPATIONS</b>		
191042	Medical Scientists, Except Epidemiologists	not in demand	
192041	Environmental Scientists and Specialists, Including Health	not in demand	
192042	Geoscientists, Except Hydrologists and Geographers	balanced	
193021	Market Research Analysts	balanced	
193031	Clinical, Counseling, and School Psychologists	balanced	
193051	Urban and Regional Planners	balanced	
193099	Social Scientists and Related Workers, All Other	balanced	
194021	Biological Technicians	not in demand	
194031	Chemical Technicians	balanced	
194091	Environmental Science and Protection Technicians, Including Health	balanced	
194099	Life, Physical, and Social Science Technicians, All Other	balanced	
<b>21-0000</b>	<b>COMMUNITY &amp; SOCIAL SERVICES OCCUPATIONS</b>		
211011	Substance Abuse and Behavioral Disorder Counselors	demand	
211012	Educational, Vocational, and School Counselors	demand	
211014	Mental Health Counselors	demand	
211015	Rehabilitation Counselors	demand	
211021	Child, Family, and School Social Workers	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>21-0000 COMMUNITY &amp; SOCIAL SERVICES OCCUPATIONS CONT.</b>			
211022	Medical and Public Health Social Workers	demand	
211023	Mental Health and Substance Abuse Social Workers	demand	
211029	Social Workers, All Other	demand	
211091	Health Educators	not in demand	
211092	Probation Officers and Correctional Treatment Specialists	not in demand	
211093	Social and Human Service Assistants	demand	
211099	Community and Social Service Specialists, All Other	demand	
212011	Clergy	not in demand	
212021	Directors, Religious Activities and Education	not in demand	
212099	Religious Workers, All Other	not in demand	
<b>23-0000 LEGAL OCCUPATIONS</b>			
231011	Lawyers	demand	
231023	Judges, Magistrate Judges, and Magistrates	balanced	
232011	Paralegals and Legal Assistants	not in demand	
232092	Law Clerks	not in demand	
232093	Title Examiners, Abstractors, and Searchers	not in demand	
232099	Legal Support Workers, All Other	not in demand	
<b>25-0000 EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS</b>			
251011	Business Teachers, Postsecondary	not in demand	
251022	Mathematical Science Teachers, Postsecondary	not in demand	
251042	Biological Science Teachers, Postsecondary	not in demand	
251066	Psychology Teachers, Postsecondary	not in demand	
251071	Health Specialties Teachers, Postsecondary	not in demand	
251072	Nursing Instructors and Teachers, Postsecondary	not in demand	
251081	Education Teachers, Postsecondary	not in demand	
251121	Art, Drama, and Music Teachers, Postsecondary	balanced	
251122	Communications Teachers, Postsecondary	not in demand	
251123	English Language and Literature Teachers, Postsecondary	not in demand	
251124	Foreign Language and Literature Teachers, Postsecondary	not in demand	
251125	History Teachers, Postsecondary	not in demand	
251126	Philosophy and Religion Teachers, Postsecondary	not in demand	
251191	Graduate Teaching Assistants	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>25-0000 EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS CONT.</b>			
251193	Recreation and Fitness Studies Teachers, Postsecondary	not in demand	
251194	Vocational Education Teachers, Postsecondary	demand	
252011	Preschool Teachers, Except Special Education	demand	
252012	Kindergarten Teachers, Except Special Education	demand	
252021	Elementary School Teachers, Except Special Education	demand	
252022	Middle School Teachers, Except Special and Vocational Education	demand	
252031	Secondary School Teachers, Except Special and Vocational Education	demand	
252032	Vocational Education Teachers, Secondary School	balanced	
252041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	balanced	
252042	Special Education Teachers, Middle School	balanced	
252043	Special Education Teachers, Secondary School	not in demand	
253011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	demand	
253021	Self-Enrichment Education Teachers	demand	
253099	Teachers and Instructors, All Other	demand	
254021	Librarians	demand	
254031	Library Technicians	not in demand	
259031	Instructional Coordinators	balanced	
259041	Teacher Assistants	demand	
259099	Education, Training, and Library Workers, All Other	demand	
<b>27-0000 ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS</b>			
271014	Multi-Media Artists and Animators	balanced	
271023	Floral Designers	demand	
271024	Graphic Designers	balanced	
271025	Interior Designers	not in demand	
271026	Merchandise Displayers and Window Trimmers	not in demand	
272012	Producers and Directors	not in demand	
272021	Athletes and Sports Competitors	demand	
272022	Coaches and Scouts	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>27-0000</b>	<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS CONT.</b>		
272041	Music Directors and Composers	not in demand	
272042	Musicians and Singers	not in demand	
273011	Radio and Television Announcers	not in demand	
273022	Reporters and Correspondents	not in demand	
273031	Public Relations Specialists	not in demand	
273041	Editors	not in demand	
273043	Writers and Authors	balanced	
273099	Media and Communication Workers, All Other	demand	
274011	Audio and Video Equipment Technicians	not in demand	
274012	Broadcast Technicians	not in demand	
274021	Photographers	balanced	
274099	Media and Communication Equipment Workers, All Other	not in demand	
<b>29-0000</b>	<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS</b>		
291011	Chiropractors	demand	
291021	Dentists, General	demand	
291022	Oral and Maxillofacial Surgeons	demand	
291031	Dietitians and Nutritionists	demand	
291051	Pharmacists	demand	
291062	Family and General Practitioners	demand	
291066	Psychiatrists	balanced	
291067	Surgeons	balanced	
291069	Physicians and Surgeons, All Other	demand	
291071	Physician Assistants	demand	
291111	Registered Nurses	demand	
291122	Occupational Therapists	demand	
291123	Physical Therapists	demand	
291126	Respiratory Therapists	demand	
291127	Speech-Language Pathologists	demand	
291131	Veterinarians	demand	
292011	Medical and Clinical Laboratory Technologists	demand	
292012	Medical and Clinical Laboratory Technicians	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>29-0000</b>	<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS CONT.</b>		
292021	Dental Hygienists	demand	
292031	Cardiovascular Technologists and Technicians	demand	
292032	Diagnostic Medical Sonographers	not in demand	
292034	Radiologic Technologists and Technicians	demand	
292041	Emergency Medical Technicians and Paramedics	balanced	
292052	Pharmacy Technicians	not in demand	
292053	Psychiatric Technicians	not in demand	
292055	Surgical Technologists	balanced	
292061	Licensed Practical and Licensed Vocational Nurses	demand	
292071	Medical Records and Health Information Technicians	demand	
292081	Opticians, Dispensing	demand	
292099	Health Technologists and Technicians, All Other	balanced	
299011	Occupational Health and Safety Specialists	not in demand	
<b>31-0000</b>	<b>HEALTHCARE SUPPORT OCCUPATIONS</b>		
311011	Home Health Aides	demand	
311012	Nursing Aides, Orderlies, and Attendants	demand	
311013	Psychiatric Aides	not in demand	
312021	Physical Therapist Assistants	balanced	
312022	Physical Therapist Aides	balanced	
319011	Massage Therapists	demand	
319091	Dental Assistants	demand	
319092	Medical Assistants	demand	
319093	Medical Equipment Preparers	demand	
319094	Medical Transcriptionists	balanced	
319095	Pharmacy Aides	not in demand	
319096	Veterinary Assistants and Laboratory Animal Caretakers	not in demand	
319099	Healthcare Support Workers, All Other	demand	
<b>33-0000</b>	<b>PROTECTIVE SERVICE OCCUPATIONS</b>		
331011	First-Line Supervisors/Managers of Correctional Officers	not in demand	
331012	First-Line Supervisors/Managers of Police and Detectives	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>33-0000 PROTECTIVE SERVICE OCCUPATIONS CONT.</b>			
331021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	not in demand	
332011	Fire Fighters	not in demand	
333012	Correctional Officers and Jailers	balanced	
333021	Detectives and Criminal Investigators	not in demand	
333051	Police and Sheriff's Patrol Officers	balanced	
339021	Private Detectives and Investigators	balanced	
339032	Security Guards	demand	
339091	Crossing Guards	not in demand	
339092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	not in demand	
339099	Protective Service Workers, All Other	demand	
<b>35-0000 FOOD PREPARATION &amp; SERVING RELATED OCCUPATIONS</b>			
351011	Chefs and Head Cooks	not in demand	
351012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	demand	
352011	Cooks, Fast Food	demand	
352012	Cooks, Institution and Cafeteria	demand	
352014	Cooks, Restaurant	demand	
352015	Cooks, Short Order	not in demand	
352019	Cooks, All Other	not in demand	
352021	Food Preparation Workers	demand	
353011	Bartenders	demand	
353021	Combined Food Preparation and Serving Workers, Including Fast Food	demand	
353022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	demand	
353031	Waiters and Waitresses	demand	
353041	Food Servers, Non-restaurant	demand	
359011	Dining Room and Cafeteria Attendants and Bartender Helpers	demand	
359021	Dishwashers	demand	
359031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>37-0000</b>	<b>BUILDING &amp; GROUNDS CLEANING &amp; MAINTENANCE OCCUPATIONS</b>		
371011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	balanced	
371012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	not in demand	
372011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	demand	
372012	Maids and Housekeeping Cleaners	demand	
373011	Landscaping and Groundskeeping Workers	demand	
373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	not in demand	
<b>39-0000</b>	<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>		
391011	Gaming Supervisors	not in demand	
391021	First-Line Supervisors/Managers of Personal Service Workers	demand	
392021	Nonfarm Animal Caretakers	demand	
393011	Gaming Dealers	balanced	
393012	Gaming and Sports Book Writers and Runners	demand	
393031	Ushers, Lobby Attendants, and Ticket Takers	demand	
393091	Amusement and Recreation Attendants	demand	
395012	Hairdressers, Hairstylists, and Cosmetologists	demand	
395094	Skin Care Specialists	demand	
396011	Baggage Porters and Bellhops	demand	
399011	Child Care Workers	demand	
399021	Personal and Home Care Aides	demand	
399031	Fitness Trainers and Aerobics Instructors	demand	
399032	Recreation Workers	demand	
399099	Personal Care and Service Workers, All Other	demand	
<b>41-0000</b>	<b>SALES &amp; RELATED OCCUPATIONS</b>		
411011	First-Line Supervisors/Managers of Retail Sales Workers	demand	
411012	First-Line Supervisors/Managers of Non-Retail Sales Workers	demand	
412011	Cashiers	demand	
412021	Counter and Rental Clerks	demand	
412022	Parts Salespersons	balanced	
412031	Retail Salespersons	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>41-0000 SALES &amp; RELATED OCCUPATIONS CONT.</b>			
413011	Advertising Sales Agents	demand	
413021	Insurance Sales Agents	balanced	
413031	Securities, Commodities, and Financial Services Sales Agents	demand	
413041	Travel Agents	balanced	
413099	Sales Representatives, Services, All Other	balanced	
414011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	balanced	
414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	not in demand	
419011	Demonstrators and Product Promoters	demand	
419021	Real Estate Brokers	not in demand	
419022	Real Estate Sales Agents	not in demand	
419031	Sales Engineers	not in demand	
419041	Telemarketers	balanced	
419099	Sales and Related Workers, All Other	balanced	
<b>43-0000 OFFICE &amp; ADMINISTRATIVE SUPPORT OCCUPATIONS</b>			
431011	First-Line Supervisors/Managers of Office and Administrative Support Workers	demand	
432011	Switchboard Operators, Including Answering Service	demand	
433011	Bill and Account Collectors	demand	
433021	Billing and Posting Clerks and Machine Operators	demand	
433031	Bookkeeping, Accounting, and Auditing Clerks	demand	
433051	Payroll and Timekeeping Clerks	demand	
433061	Procurement Clerks	not in demand	
433071	Tellers	balanced	
434011	Brokerage Clerks	balanced	
434031	Court, Municipal, and License Clerks	balanced	
434041	Credit Authorizers, Checkers, and Clerks	not in demand	
434051	Customer Service Representatives	demand	
434061	Eligibility Interviewers, Government Programs	balanced	
434071	File Clerks	balanced	
434081	Hotel, Motel, and Resort Desk Clerks	demand	
434111	Interviewers, Except Eligibility and Loan	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
43-0000	OFFICE & ADMINISTRATIVE SUPPORT OCCUPATIONS CONT.		
434121	Library Assistants, Clerical	demand	
434131	Loan Interviewers and Clerks	not in demand	
434141	New Accounts Clerks	balanced	
434151	Order Clerks	balanced	
434161	Human Resources Assistants, Except Payroll and Timekeeping	balanced	
434171	Receptionists and Information Clerks	demand	
434181	Reservation and Transportation Ticket Agents and Travel Clerks	demand	
434199	Information and Record Clerks, All Other	not in demand	
435021	Couriers and Messengers	demand	
435031	Police, Fire, and Ambulance Dispatchers	balanced	
435032	Dispatchers, Except Police, Fire, and Ambulance	not in demand	
435051	Postal Service Clerks	not in demand	
435052	Postal Service Mail Carriers	not in demand	
435053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	not in demand	
435061	Production, Planning, and Expediting Clerks	not in demand	
435071	Shipping, Receiving, and Traffic Clerks	balanced	
435081	Stock Clerks and Order Fillers	demand	
435111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	not in demand	
436011	Executive Secretaries and Administrative Assistants	balanced	
436012	Legal Secretaries	balanced	
436013	Medical Secretaries	demand	
436014	Secretaries, Except Legal, Medical, and Executive	demand	
439011	Computer Operators	balanced	
439021	Data Entry Keyers	not in demand	
439022	Word Processors and Typists	balanced	
439041	Insurance Claims and Policy Processing Clerks	balanced	
439051	Mail Clerks and Mail Machine Operators, Except Postal Service	balanced	
439061	Office Clerks, General	balanced	
439071	Office Machine Operators, Except Computer	balanced	
439199	Office and Administrative Support Workers, All Other	balanced	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>45-0000 FARMING, FISHING, &amp; FORESTRY OCCUPATIONS</b>			
452092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	balanced	
452099	Agricultural Workers, All Other	balanced	
<b>47-0000 CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>			
471011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	not in demand	
472021	Brickmasons and Blockmasons	not in demand	
472031	Carpenters	not in demand	
472041	Carpet Installers	not in demand	
472042	Floor Layers, Except Carpet, Wood, and Hard Tiles	not in demand	
472043	Floor Sanders and Finishers	not in demand	
472051	Cement Masons and Concrete Finishers	not in demand	
472061	Construction Laborers	not in demand	
472072	Pile-Driver Operators	not in demand	
472073	Operating Engineers and Other Construction Equipment Operators	not in demand	
472081	Drywall and Ceiling Tile Installers	not in demand	
472082	Tapers	not in demand	
472111	Electricians	not in demand	
472131	Insulation Workers, Floor, Ceiling, and Wall	not in demand	
472132	Insulation Workers, Mechanical	not in demand	
472141	Painters, Construction and Maintenance	not in demand	
472142	Paperhangers	not in demand	
472152	Plumbers, Pipefitters, and Steamfitters	balanced	
472161	Plasterers and Stucco Masons	not in demand	
472181	Roofers	not in demand	
472211	Sheet Metal Workers	not in demand	
472221	Structural Iron and Steel Workers	not in demand	
473011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	not in demand	
473012	Helpers--Carpenters	not in demand	
473013	Helpers--Electricians	not in demand	
473014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>47-0000 CONSTRUCTION &amp; EXTRACTION OCCUPATIONS CONT.</b>			
473019	Helpers, Construction Trades, All Other	not in demand	
474011	Construction and Building Inspectors	balanced	
474031	Fence Erectors	not in demand	
474051	Highway Maintenance Workers	not in demand	
474061	Rail-Track Laying and Maintenance Equipment Operators	not in demand	
474099	Construction and Related Workers, All Other	not in demand	
475021	Earth Drillers, Except Oil and Gas	not in demand	
475081	Helpers--Extraction Workers	not in demand	
<b>49-0000 INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS</b>			
491011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	not in demand	
492011	Computer, Automated Teller, and Office Machine Repairers	demand	
492022	Telecommunications Equipment Installers and Repairers, Except Line Installers	not in demand	
492091	Avionics Technicians	not in demand	
492094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	not in demand	
492097	Electronic Home Entertainment Equipment Installers and Repairers	not in demand	
492098	Security and Fire Alarm Systems Installers	not in demand	
493011	Aircraft Mechanics and Service Technicians	not in demand	
493021	Automotive Body and Related Repairers	not in demand	
493022	Automotive Glass Installers and Repairers	demand	
493023	Automotive Service Technicians and Mechanics	balanced	
493031	Bus and Truck Mechanics and Diesel Engine Specialists	demand	
493042	Mobile Heavy Equipment Mechanics, Except Engines	not in demand	
493043	Rail Car Repairers	not in demand	
493051	Motorboat Mechanics	not in demand	
493092	Recreational Vehicle Service Technicians	not in demand	
493093	Tire Repairers and Changers	not in demand	
499012	Control and Valve Installers and Repairers, Except Mechanical Door	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>49-0000 INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS CONT.</b>			
499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	not in demand	
499031	Home Appliance Repairers	not in demand	
499041	Industrial Machinery Mechanics	not in demand	
499042	Maintenance and Repair Workers, General	not in demand	
499043	Maintenance Workers, Machinery	not in demand	
499051	Electrical Power-Line Installers and Repairers	not in demand	
499052	Telecommunications Line Installers and Repairers	not in demand	
499062	Medical Equipment Repairers	not in demand	
499091	Coin, Vending, and Amusement Machine Servicers and Repairers	not in demand	
499095	Manufactured Building and Mobile Home Installers	not in demand	
499098	Helpers--Installation, Maintenance, and Repair Workers	not in demand	
499099	Installation, Maintenance, and Repair Workers, All Other	not in demand	
<b>51-0000 PRODUCTION OCCUPATIONS</b>			
511011	First-Line Supervisors/Managers of Production and Operating Workers	not in demand	
512022	Electrical and Electronic Equipment Assemblers	not in demand	
512023	Electromechanical Equipment Assemblers	not in demand	
512031	Engine and Other Machine Assemblers	not in demand	
512041	Structural Metal Fabricators and Fitters	not in demand	
512092	Team Assemblers	demand	
512099	Assemblers and Fabricators, All Other	not in demand	
513011	Bakers	not in demand	
513021	Butchers and Meat Cutters	not in demand	
513023	Slaughterers and Meat Packers	not in demand	
513092	Food Batchmakers	not in demand	
514011	Computer-Controlled Machine Tool Operators, Metal and Plastic	balanced	
514023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	balanced	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
51-0000	PRODUCTION OCCUPATIONS CONT.		
514031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	balanced	
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	
514041	Machinists	not in demand	
514051	Metal-Refining Furnace Operators and Tenders	not in demand	
514052	Pourers and Casters, Metal	not in demand	
514062	Patternmakers, Metal and Plastic	not in demand	
514071	Foundry Mold and Coremakers	not in demand	
514072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	
514081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	
514111	Tool and Die Makers	not in demand	
514121	Welders, Cutters, Solderers, and Brazers	not in demand	
514191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	not in demand	
514193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	
514194	Tool Grinders, Filers, and Sharpeners	not in demand	
515011	Bindery Workers	not in demand	
515022	Prepress Technicians and Workers	not in demand	
515023	Printing Machine Operators	not in demand	
516011	Laundry and Dry-Cleaning Workers	not in demand	
516031	Sewing Machine Operators	not in demand	
516041	Shoe and Leather Workers and Repairers	not in demand	
516052	Tailors, Dressmakers, and Custom Sewers	not in demand	
517011	Cabinetmakers and Bench Carpenters	not in demand	
517041	Sawing Machine Setters, Operators, and Tenders, Wood	not in demand	
517042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	not in demand	
517099	Woodworkers, All Other	not in demand	
518021	Stationary Engineers and Boiler Operators	not in demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS CONT.</b>		
518031	Water and Liquid Waste Treatment Plant and System Operators	not in demand	
519012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	not in demand	
519022	Grinding and Polishing Workers, Hand	not in demand	
519023	Mixing and Blending Machine Setters, Operators, and Tenders	not in demand	
519032	Cutting and Slicing Machine Setters, Operators, and Tenders	not in demand	
519041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	not in demand	
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	not in demand	
519071	Jewelers and Precious Stone and Metal Workers	not in demand	
519081	Dental Laboratory Technicians	not in demand	
519083	Ophthalmic Laboratory Technicians	not in demand	
519111	Packaging and Filling Machine Operators and Tenders	not in demand	
519121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	not in demand	
519122	Painters, Transportation Equipment	not in demand	
519123	Painting, Coating, and Decorating Workers	not in demand	
519132	Photographic Processing Machine Operators	balanced	
519196	Paper Goods Machine Setters, Operators, and Tenders	not in demand	
519198	Helpers--Production Workers	not in demand	
519199	Production Workers, All Other	not in demand	
<b>53-0000</b>	<b>TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>		
531021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	not in demand	
531031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	not in demand	
532012	Commercial Pilots	not in demand	
532021	Air Traffic Controllers	not in demand	
533021	Bus Drivers, Transit and Intercity	not in demand	
533022	Bus Drivers, School	balanced	
533031	Driver/Sales Workers	demand	
533032	Truck Drivers, Heavy and Tractor-Trailer	demand	

# TAB 2

SOC	TITLE	Local Designation	Member Comment – If disagree with local or state designation
<b>53-0000</b>	<b>TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>		
533033	Truck Drivers, Light or Delivery Services	demand	
533041	Taxi Drivers and Chauffeurs	demand	
533099	Motor Vehicle Operators, All Other	balanced	
534011	Locomotive Engineers	not in demand	
534021	Railroad Brake, Signal, and Switch Operators	not in demand	
534031	Railroad Conductors and Yardmasters	not in demand	
536021	Parking Lot Attendants	balanced	
536031	Service Station Attendants	not in demand	
536051	Transportation Inspectors	not in demand	
537021	Crane and Tower Operators	not in demand	
537032	Excavating and Loading Machine and Dragline Operators	not in demand	
537051	Industrial Truck and Tractor Operators	not in demand	
537061	Cleaners of Vehicles and Equipment	balanced	
537062	Laborers and Freight, Stock, and Material Movers, Hand	demand	
537063	Machine Feeders and Offbearers	not in demand	
537064	Packers and Packers, Hand	not in demand	
537081	Refuse and Recyclable Material Collectors	balanced	
537199	Material Moving Workers, All Other	not in demand	
<b>55-0000</b>	<b>MILITARY SPECIFIC OCCUPATIONS</b>		

**SUBJECT**

Analysis of Construction Clusters by Doug Tweedy - *Regional Labor Economist*.

**BACKGROUND**

See Attached.

**DISCUSSION**

Questions on the analysis of construction clusters.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

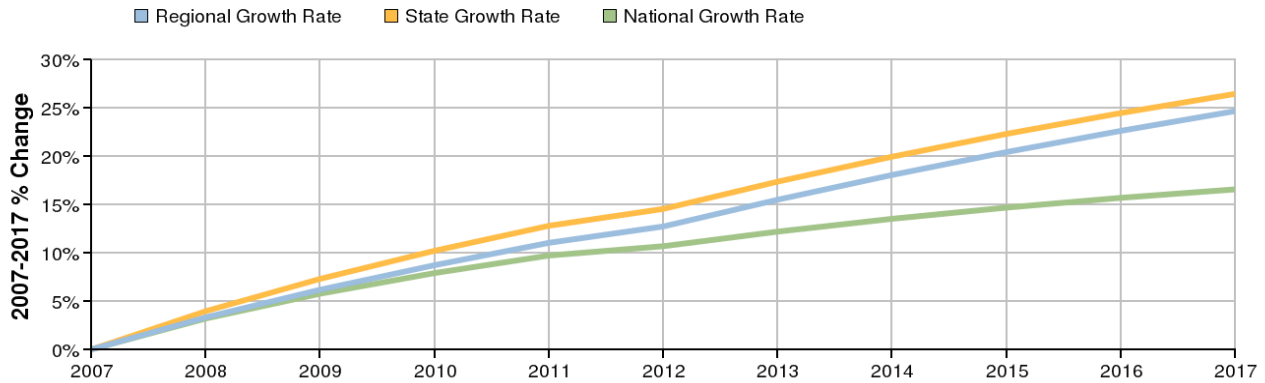
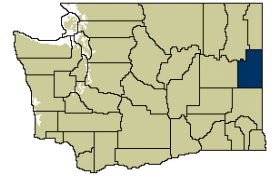
None.

**REQUESTED COUNCIL ACTION**

None.

## Spokane MSA Construction

June 2008



Description	2007 Jobs	2017 Jobs	Change	% Change	EPW	2007 Establishments
Regional Total	19,268	24,017	4,749	25%	\$43,425	1,784
State Total	276,338	349,369	73,031	26%	\$53,869	24,840
National Total	11,546,878	13,457,866	1,910,988	17%	\$50,485	900,706

Vacancy Report	10-07 Vacancies	Full Time	Permanent	License or Certificate
Construction	157	92%	89%	24%

Demographics	Male	Female	45 to 54	55-64	65 +
Employment	88%	12%	21.9%	9.3%	1.9%

Education	2007 Jobs	2017 Jobs	Change	Replacement	2007 Hourly Earnings
Moderate-term on-the-job training	5,958	7,274	1,318	1,039	\$23.00
Long-term on-the-job training	6,402	8,008	1,605	895	\$20.18
Work experience in a related field	2,241	2,767	525	215	\$23.29
Bachelor's degree	1,988	2,395	408	238	\$26.02
Degree plus work experience	867	1,040	173	157	\$38.18
	17,456	21,485	4,029	2,544	\$23.10

# TAB 3

SOC Code	Description	2007 Jobs	2017 Jobs	Change	Hourly Earnings	Education
47-2031	Carpenters	3,105	3,826	721	\$18.99	Long-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	1,679	2,042	363	\$23.52	Work experience in a related field
47-2111	Electricians	1,549	2,009	460	\$20.49	Long-term on-the-job training
47-2141	Painters, construction and maintenance	964	1,199	235	\$18.36	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	766	900	134	\$33.17	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	634	786	152	\$20.19	Long-term on-the-job training
47-2152	Plumbers, pipe fitters, and steamfitters	519	641	122	\$24.76	Long-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	496	583	87	\$21.42	Moderate-term on-the-job training
47-2051	Cement masons and concrete finishers	442	567	125	\$22.78	Moderate-term on-the-job training
47-2181	Roofers	412	535	123	\$19.08	Moderate-term on-the-job training
13-1051	Cost estimators	349	472	123	\$22.10	Work experience in a related field
47-2221	Structural iron and steel workers	234	298	64	\$17.99	Long-term on-the-job training
13-1073	Training and development specialists	222	273	51	\$22.53	Bachelor's degree
47-4011	Construction and building inspectors	214	253	39	\$23.40	Work experience in a related field
47-2021	Brick masons and block masons	179	213	34	\$25.01	Long-term on-the-job training
47-2121	Glaziers	109	145	36	\$22.24	Long-term on-the-job training