Resources for Washington businesses

Gain important insights about SharedWork and labor market information for a competitive workforce advantage!

Wednesday, May 18
10-11:30 a.m.
SharedWork, Labor Market and Economic Analysis

Welcome
In a survey of past employers using the SharedWork program:

- 97% SharedWork improved employee morale.
- 98% the program helped retain skilled workers.
- 99% would recommend SharedWork to another employer.
Workers want: **stability and security**

### Percentage of Workers Saying Job Quality Dimension is “Extremely” or “Highly” Important, 2020

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stable and predictable pay</td>
<td>92.2%</td>
</tr>
<tr>
<td>Job security</td>
<td>91.2%</td>
</tr>
<tr>
<td>Having a sense of purpose and dignity</td>
<td>90.3%</td>
</tr>
<tr>
<td>Enjoying your day-to-day work</td>
<td>89.8%</td>
</tr>
<tr>
<td>Health and safety</td>
<td>89.2%</td>
</tr>
<tr>
<td>Level of pay</td>
<td>85.8%</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>83.5%</td>
</tr>
<tr>
<td>Stable and predictable hours</td>
<td>82.2%</td>
</tr>
<tr>
<td>Power to change things about your job you’re not satisfied with</td>
<td>75%</td>
</tr>
<tr>
<td>Career advancement opportunities</td>
<td>73.4%</td>
</tr>
<tr>
<td>Control over hours and/or location</td>
<td>69.3%</td>
</tr>
</tbody>
</table>


Read the full article: [https://blog.dol.gov/2022/04/07/how-a-new-collaboration-is-helping-us-improve-how-we-track-good-jobs](https://blog.dol.gov/2022/04/07/how-a-new-collaboration-is-helping-us-improve-how-we-track-good-jobs)
SharedWork Requirements

**Employer Requirements for SharedWork:**

1. Must be a legally registered business in Washington state.
2. Must have an Employment Security Department (ESD) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

**Employee Requirements for SharedWork:**

1. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
3. Be able and available for all scheduled hours by SharedWork employer.
Ryna’s remodeling company is experiencing supply delays, and it’s impacting a few jobsites. She employs 40 individuals.

In lieu of layoffs. Ryna has enough work for 32 full-time employees. The employer is able to avert the continued layoff of 8 full-time employees by keeping all 40 employees and reducing the workweek.

Reduced workweek. The employer reduced the workweek from 40 hours to 32 hours, which is a reduction of 20 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

Summary. The 40 returning employees would each receive 80 percent of their wages from their employer, while also remaining eligible for 20 percent of their respective weekly benefit amount under SharedWork.
Scenario: 20 percent payroll reduction

<table>
<thead>
<tr>
<th>Without SharedWork</th>
<th>Laid off worker</th>
<th>Full-time employee</th>
<th>With SharedWork</th>
<th>Full-time employee at 20% reduction</th>
<th>Part-time employee at 20% reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 employees laid off</td>
<td>$800 ($20 x 40 hrs)</td>
<td>$800 ($20 x 40 hrs)</td>
<td>40 employees working 20% fewer hours.</td>
<td>$800 ($20 x 40 hrs)</td>
<td>$600 ($20 x 30 hrs)</td>
</tr>
<tr>
<td>32 employees full-time</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average Weekly Income (before reduction)</td>
<td>$800</td>
<td>$800</td>
<td>Average Weekly Income (before reduction)</td>
<td>$800</td>
<td>$600</td>
</tr>
<tr>
<td>After 20% Workforce Reduction</td>
<td>Hours worked</td>
<td>0</td>
<td>Hours worked (reduced by 20%)</td>
<td>32</td>
<td>24</td>
</tr>
<tr>
<td>Weekly Benefit (Unemployment Insurance)</td>
<td>$400</td>
<td>$0</td>
<td>Weekly Benefit (Unemployment Insurance)</td>
<td>$80</td>
<td>$60</td>
</tr>
<tr>
<td>Weekly Wage</td>
<td>0</td>
<td>$800</td>
<td>Weekly Wage</td>
<td>$640</td>
<td>$480</td>
</tr>
<tr>
<td>Weekly Income without SharedWork</td>
<td>$400</td>
<td>$800</td>
<td>Weekly Income with SharedWork</td>
<td>$720</td>
<td>$540</td>
</tr>
</tbody>
</table>
How It Works

1. The employer calls SharedWork at 800-752-2500 option 3 to check business eligibility.
2. The employer assigns a SharedWork representative and submits an Employer Plan Application and a Participant List.
3. Once the employer plan is approved, each participant submits an Employee Application and begins filing weekly claims.
4. The employee receives earned wages and a share of unemployment insurance benefits when hours are reduced.
5. The employer representative checks the weekly SharedWork Payments Report for accuracy.
Winning with SharedWork

“At times you may need to reduce hours or get assistance with payroll while adjusting your business to the economy. Our employees have been very excited to keep their job and maintain their income with the SharedWork program, and we have been excited to keep our skilled, trained workers. SharedWork helps us to keep running our business full speed.”

Sharon Grant, O’Ryan Industries

“Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn’t enough work – (as a non-profit, this is especially important!)”

Michael LaTour, Associate Director

“What felt like the right thing for our employees was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!”

Erica Baldridge, Director of Human Resources

“"Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!“

SPOKANE GALVANIZING
Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

**800-752-2500**
8am to 4pm, Monday through Friday

Option 1 – Claims
Option 2 – Existing Plans
**Option 3 – New Plan Inquiry**
Option 4 – I was asked to call sharedworkplansect@esd.wa.gov

**More ways to learn about SharedWork**

- Watch a commercial by [clicking here.](#)
- The SharedWork program will be hosting many regional and statewide **free virtual events** for employers in Washington. Check out our event lineup: [esd.wa.gov/SharedWork/events](http://esd.wa.gov/SharedWork/events)
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed. **Wednesdays 8:15 am** SharedWork Q&A for businesses. [Click here to register.](#)
- Download the SharedWork info card by [clicking here.](#)
Thank you!
State of the Regional Economy

Ajsa Suljic, Regional Labor Economist
Washington Employment Security Department
Labor around the state

- The state’s labor force in March was at 4,052,136
- From March 2021 through March 2022, the state’s labor force grew by 169,709
- Resident labor force employment rate is at 95.7%
- Over 175,387 people are actively looking for work
Employment around the state

- The state’s nonfarm employment in March 2022 was at 3,454,300
- From March 2021 through March 2022, the state’s nonfarm employment grew by 173,000
- Over 285,356 jobs are currently listed by employers
March 2022
County unemployment rates, not seasonally adjusted

Washington state total: 4.3%

Legend
- 5.0% or less
- 5.1% to 6.0%
- 6.1% to 7.0%
- 7.1% or greater
Resident unemployment statistics Spokane Area

- Spokane Area active labor force in March was at 274,563
- From March 2021 through March 2022, labor force grew by 15,877
- Resident labor force employment rate is at 94.9%
- Over 14,041 people are actively looking for work

Spokane Area-Resident Labor Employment and Unemployment

[Graph showing the number of employed and unemployed persons over time.]
Spokane Regions total covered employment in 3rd QTR 2021 was at 198,789.

From 3rd QTR 2020 through 3rd QTR 2021, the Regions employment grew by 13,875.

Over 17,581 employer establishments w/avg weekly wage at $1,040.
## Major Industries in Spokane Region

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>19.6%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>12.3%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>9.1%</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>8.7%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>7.5%</td>
</tr>
<tr>
<td>Construction</td>
<td>5.1%</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>5.1%</td>
</tr>
<tr>
<td>Administration &amp; Support, Waste Management and...</td>
<td>4.8%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>4.7%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>4.7%</td>
</tr>
<tr>
<td>Public Administration</td>
<td>4.2%</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>3.2%</td>
</tr>
<tr>
<td>Other Services (excluding Public Administration)</td>
<td>2.7%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>2.1%</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>1.8%</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>1.6%</td>
</tr>
<tr>
<td>Information</td>
<td>1.6%</td>
</tr>
<tr>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td>0.7%</td>
</tr>
<tr>
<td>Utilities</td>
<td>0.3%</td>
</tr>
<tr>
<td>Mining, Quarrying, and Oil and Gas Extraction</td>
<td>0.1%</td>
</tr>
</tbody>
</table>
Characteristics of employed workers

Jobs by Worker Gender
- Male: 49.9%
- Female: 50.1%

Jobs by Worker Educational Attainment
- Educational attainment not available (workers aged 29 or younger): 23.9%
- Bachelor’s degree or advanced degree: 19.8%
- Some college or Associate degree: 26.9%
- High school or equivalent, no college: 21.8%
- Less than high school: 7.7%

Jobs by Worker Ethnicity
- Not Hispanic or Latino: 93.7%
- Hispanic or Latino: 6.3%

Jobs by Worker Age
- Age 29 or younger: 23.9%
- Age 30 to 54: 52.9%
- Age 55 or older: 23.2%
Nonfarm Employment

Covid-19, Mar'20-Apr'20, Nonfarm Employment Losses

-17.7% Bellingham MSA
-13.4% Tacoma MSA
-11.9% Spokane MSA
-11.6% Bremerton MSA
-10.4% Kennewick MSA
-9.1% Longview MSA
-14.9% Mount Vernon MSA
-12.0% Olympia MSA
-14.2% Wenatchee MSA
-11.3% Yakima MSA
-11.8% Walla Walla MSA

Covid-19, Apr'20-March'21, Nonfarm Employment Gains

116.1% Spokane MSA
116.1% Walla Walla MSA
115.3% Kennewick MSA
115.3% Bellingham MSA
111.5% Olympia MSA
111.5% Mount Vernon MSA
108.8% Longview MSA
80.6% Mount Vernon MSA
123.2% Wenatchee MSA
105.7% Yakima MSA
116.1% Walla Walla MSA
88.2% Seattle MSA
82.3% Tacoma MSA
83.4% Bellingham MSA
74.7% Bremerton MSA
95.8% Washington State
112.7% Washington State
Spokane MSA gained 14,500 nonfarm jobs or 5.9% with total reaching 262,000 in March 2022.

Majority of industries are in full recovery and growth except government with additional 13.0% loss, also finance and insurance and information lost jobs.
Percentage of respondents reporting jobs being plentiful and jobs being hard to find

Source: The Conference Board

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Percentage change in the number of jobs, by gender, February 2022 over February 2020

- Total: -1.4%
- Men: -0.9%
- Women: -1.9%

<table>
<thead>
<tr>
<th>Category</th>
<th>Change Aug-Oct '21 over Aug-Oct '19 (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployed</td>
<td>1.90M</td>
</tr>
<tr>
<td>Want a job but not actively looking</td>
<td>0.74M</td>
</tr>
<tr>
<td>Parents with young children (up to age 12)</td>
<td>0.32M</td>
</tr>
<tr>
<td>Taking care of house or family</td>
<td>0.20M</td>
</tr>
<tr>
<td>Not in the labor force for other reasons</td>
<td>0.24M</td>
</tr>
<tr>
<td>Retired</td>
<td>3.58M</td>
</tr>
<tr>
<td>Total (population 16+ not working)</td>
<td>2.64M</td>
</tr>
<tr>
<td>Drop in employment</td>
<td>-4.85M</td>
</tr>
</tbody>
</table>

Source: The Conference Board calculations on microdata from IPUMS-CPS, University of Minnesota
Thank you!

Any questions?

You can find me at
509-734-5928
Ajsa. Suljic@esd.wa.gov
ESD.WA.GOV/labormarketinfo
What is Labor Market Information (LMI)?

- Data that describe and predict the relationship between labor supply and demand
- LMI provides data on a variety of subjects:
  - Population and labor force trends
  - Industry and occupational employment trends and projections
  - Wage and benefit information
  - Career information relating to skills and education
- Data are often available at different geographic levels
  - e.g., State, county, metro area, workforce development region, etc.
Credits

Special thanks to all the people who made and released these awesome resources:

- Presentation and analysis by Ajsa Suljic, Regional Labor Economist
- Data by LMEA-DATA team, ESD, BLS, OFM and US Census
Resources for Washington businesses

Gain important insights about SharedWork and the WA Cares Fund for a competitive workforce advantage!

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