

Resources for Washington businesses

Gain important insights from business leaders who utilize SharedWork for a competitive workforce advantage!

Tuesday, May 23
11:45 a.m. - 1:15 p.m.
SharedWork Industry Panel



SharedWork Panel

Goals for Today



- 1. Getting to know SharedWork and how it helps bring certainty in uncertain times to businesses.**
- 2. Get a brief perspective on navigating the labor market in a strange time from a Regional Labor Economist.**
- 3. Industry panel of three employers share their experiences with SharedWork and related workforce challenges.**

Getting to know SharedWork – What is it?

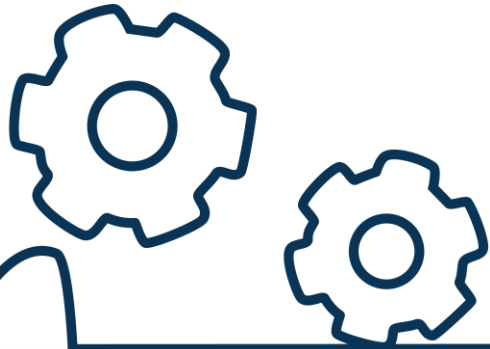


SharedWork is a voluntary assistance program that has stabilized Washington businesses and employees during temporary economic setbacks.

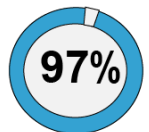
- Employers reduce worker hours to save payroll costs, instead of cutting jobs.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.



SharedWork in Washington



In a survey of past employers who enrolled in Washington's **SharedWork** program:



SharedWork improved employee morale.



The program helped retain skilled workers.



Would recommend SharedWork to another employer.

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. All permanent (part-time and full-time) employees may participate in SharedWork.
2. Employee must have a valid UI claim - worked at least 680 hours during their base year (includes all employment)
3. Must be able and available for all scheduled hours by SharedWork employer.

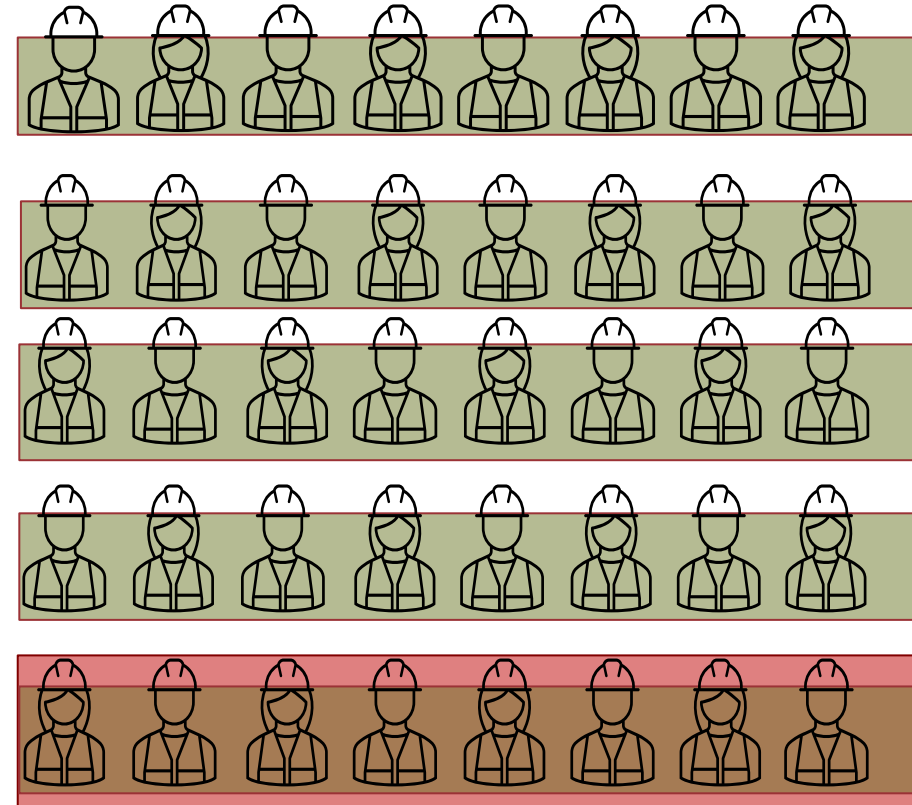
A temporary workforce reduction example

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 can 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 state law, anywhere from 10-50% is an 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


Without SharedWork
8 employees laid off
32 employees full-time

Laid off worker	
	
\$800 \$20 x 40 hrs	
Hours worked	0
Weekly Benefit (Unemployment Insurance)	\$400
Weekly Wage	0
Weekly Income without SharedWork	\$400

With SharedWork
40 employees working
20% fewer hours.

After 20% SharedWork Reduction	
Hours worked (reduced by 20%)	40 hours down to 32
Weekly Benefit (Unemployment Insurance)	\$80
Weekly Wage	\$640
Weekly Income with SharedWork	\$720

Full-time employee at 20% reduction	
	
Hours worked (reduced by 20%)	40 hours down to 32
Weekly Benefit (Unemployment Insurance)	\$80
Weekly Wage	\$640
Weekly Income with SharedWork	\$720

Part-time employee at 20% reduction	
	
Hours worked (reduced by 20%)	32 hours down to 24
Weekly Benefit (Unemployment Insurance)	\$60
Weekly Wage	\$480
Weekly Income with SharedWork	\$540

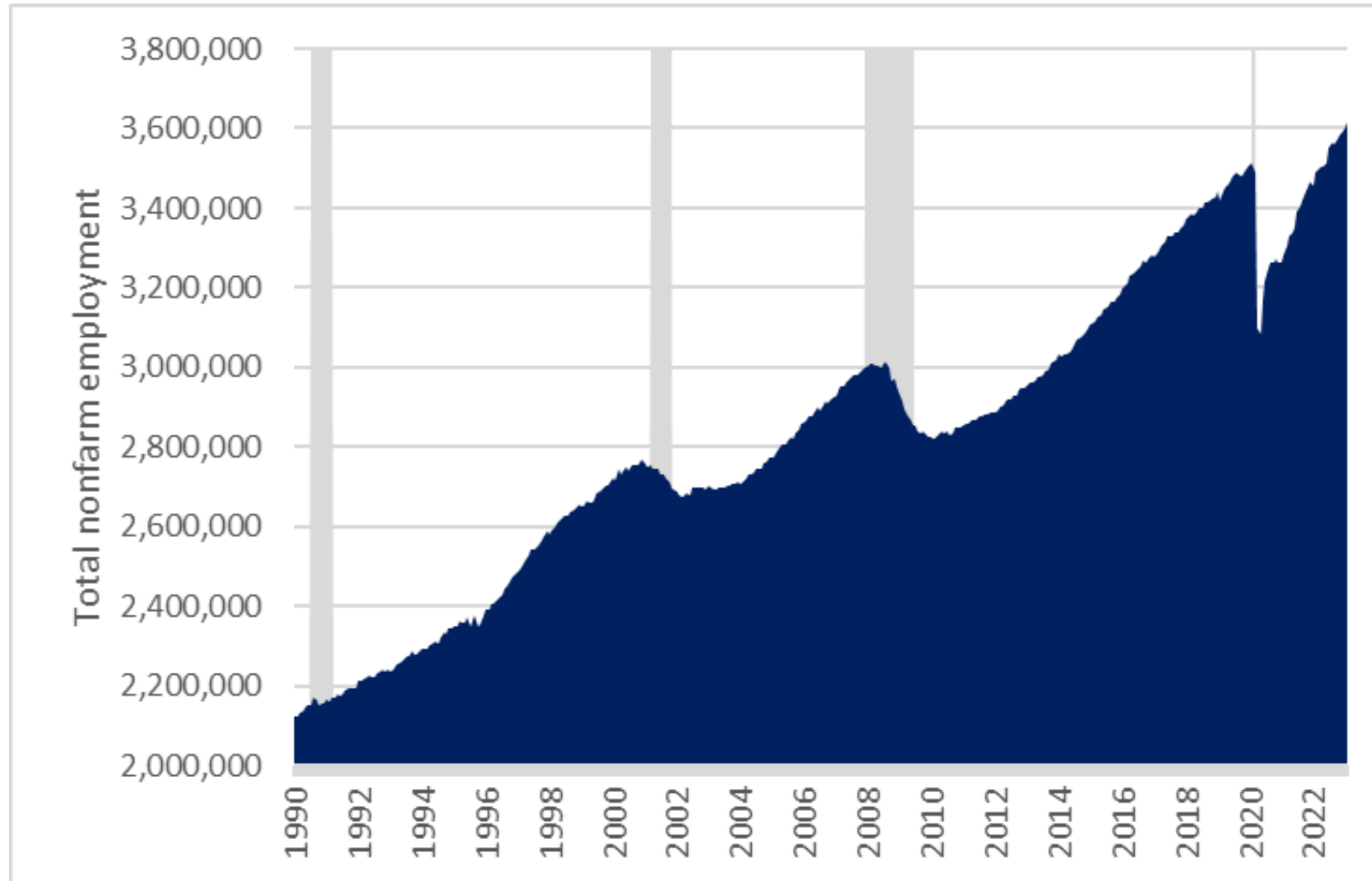
Average Weekly Income (before reduction)		
After 20% Workforce Reduction	Hours worked	0
	Weekly Benefit (Unemployment Insurance)	\$400
	Weekly Wage	0
	Weekly Income without SharedWork	\$400

Washington's COVID recovery: navigating the labor market in a strange time

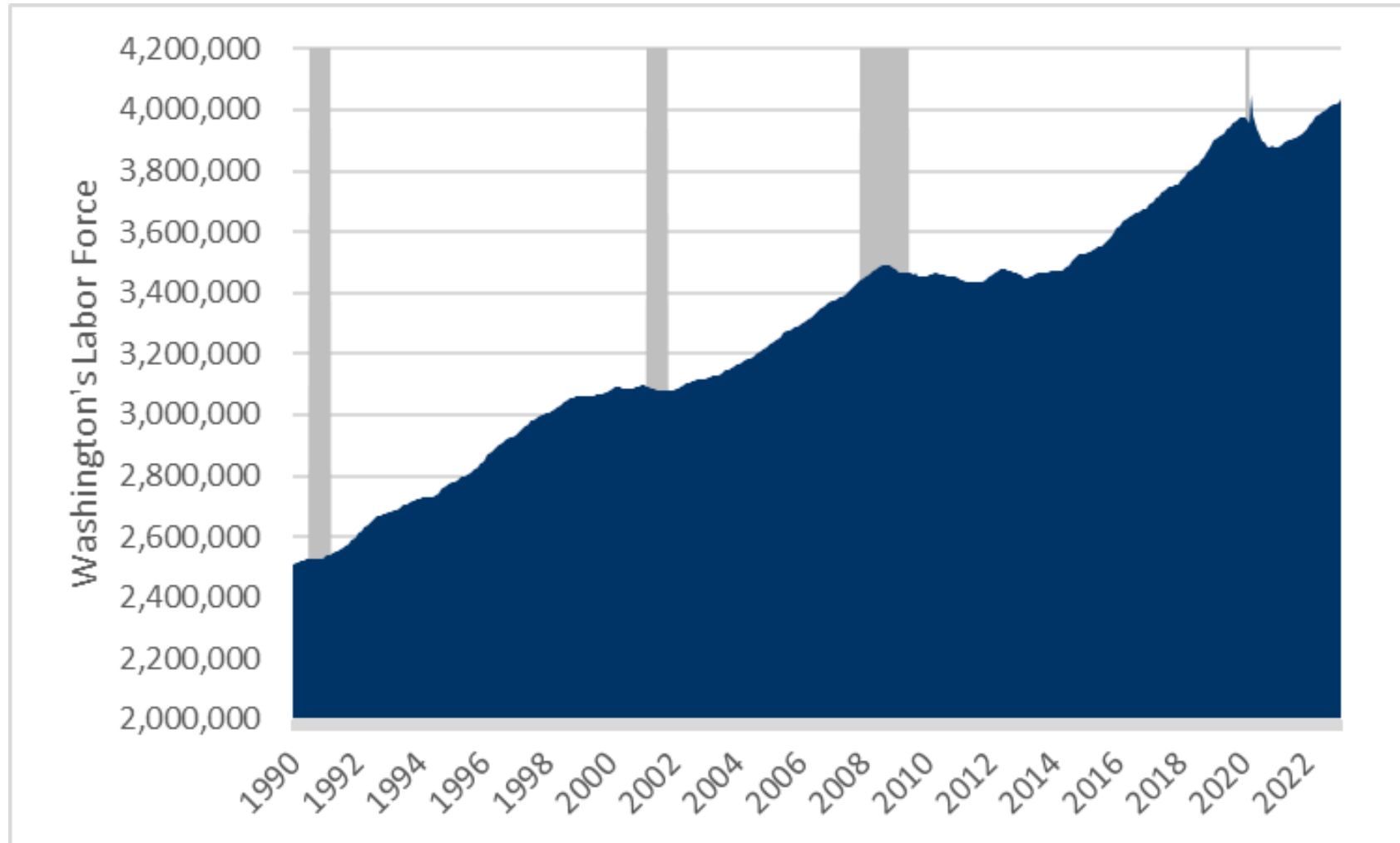
ESD Shared Work
Employer Panel
May 23, 2023

Anneliese Vance-Sherman, Ph.D.
Regional Labor Economist
Washington Employment Security Department

Washington State Total Nonfarm Employment, 1990 - 2023

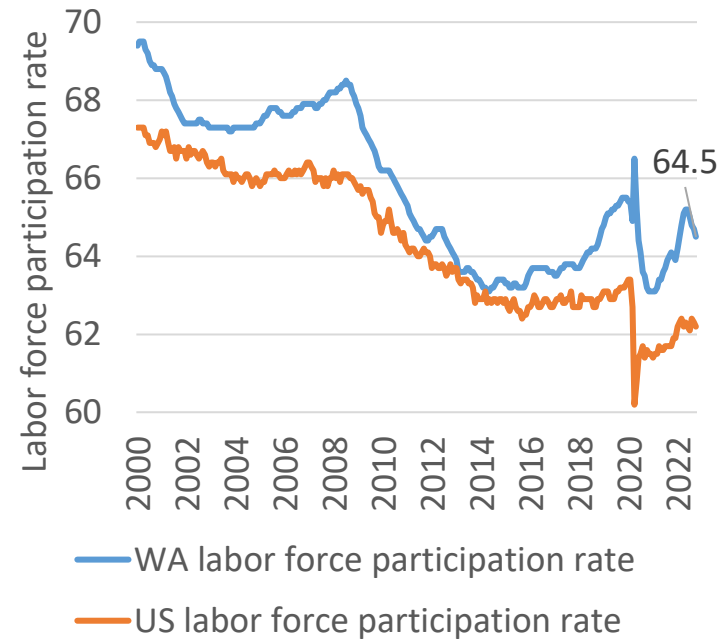


Washington State Civilian Labor Force, 1990 - 2023

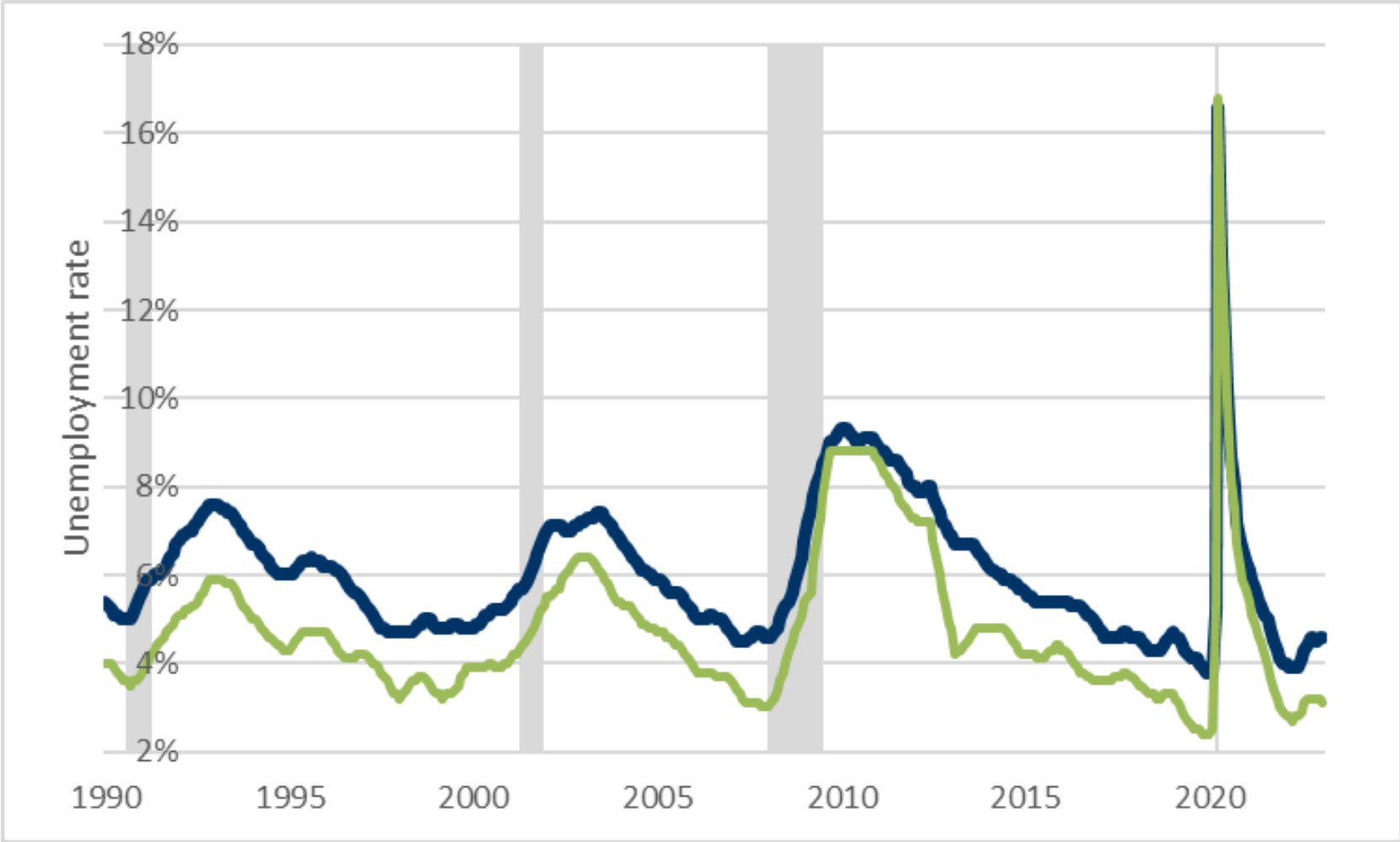


Supply: Labor force participation remains below pre-pandemic rates

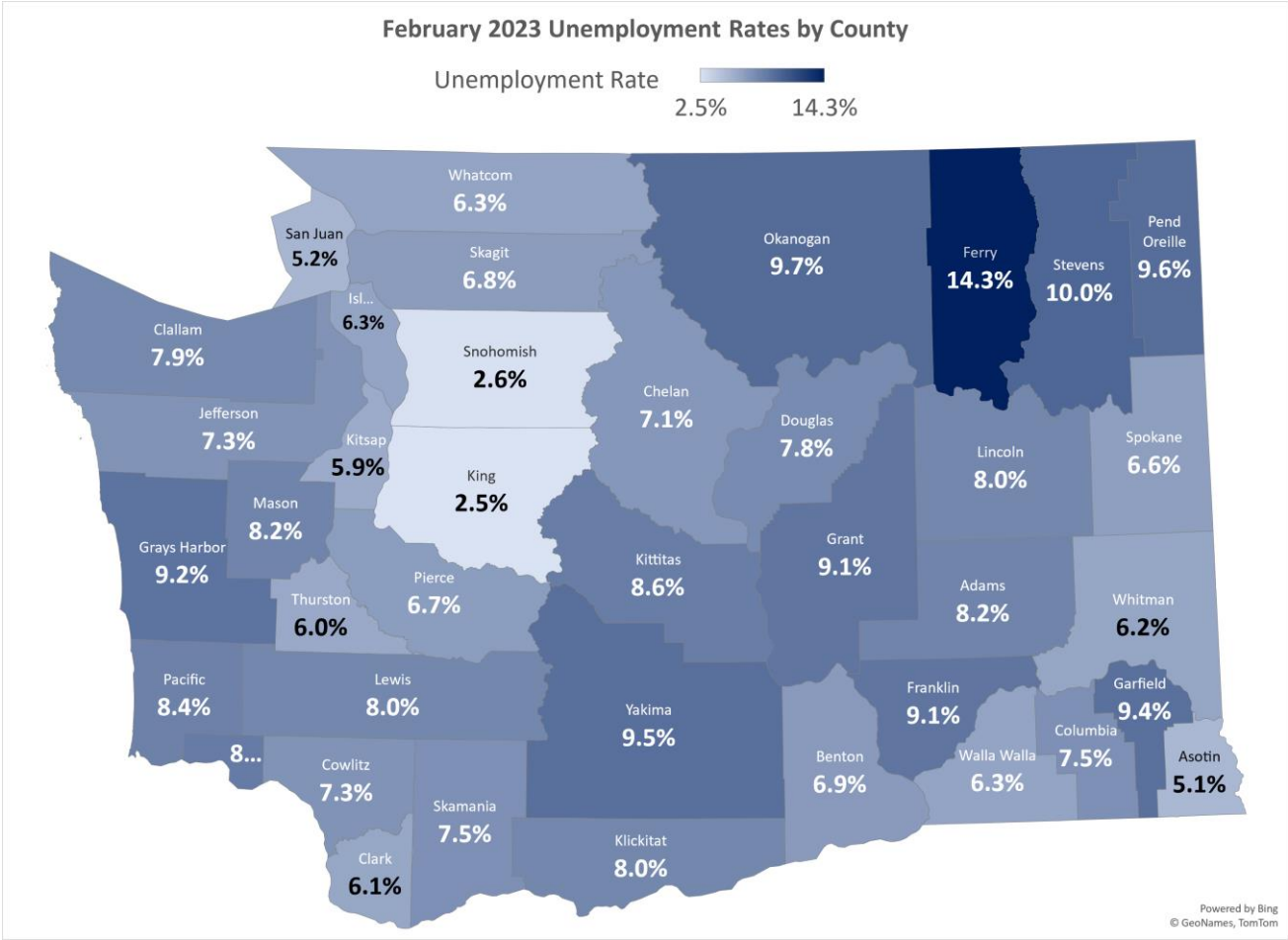
- ▶ In 2020, dropping labor force participation could be explained by emergency conditions
- ▶ In 2023, a lagging recovery shifts the narrative
 - ▶ Demographic shifts
 - ▶ Structural barriers



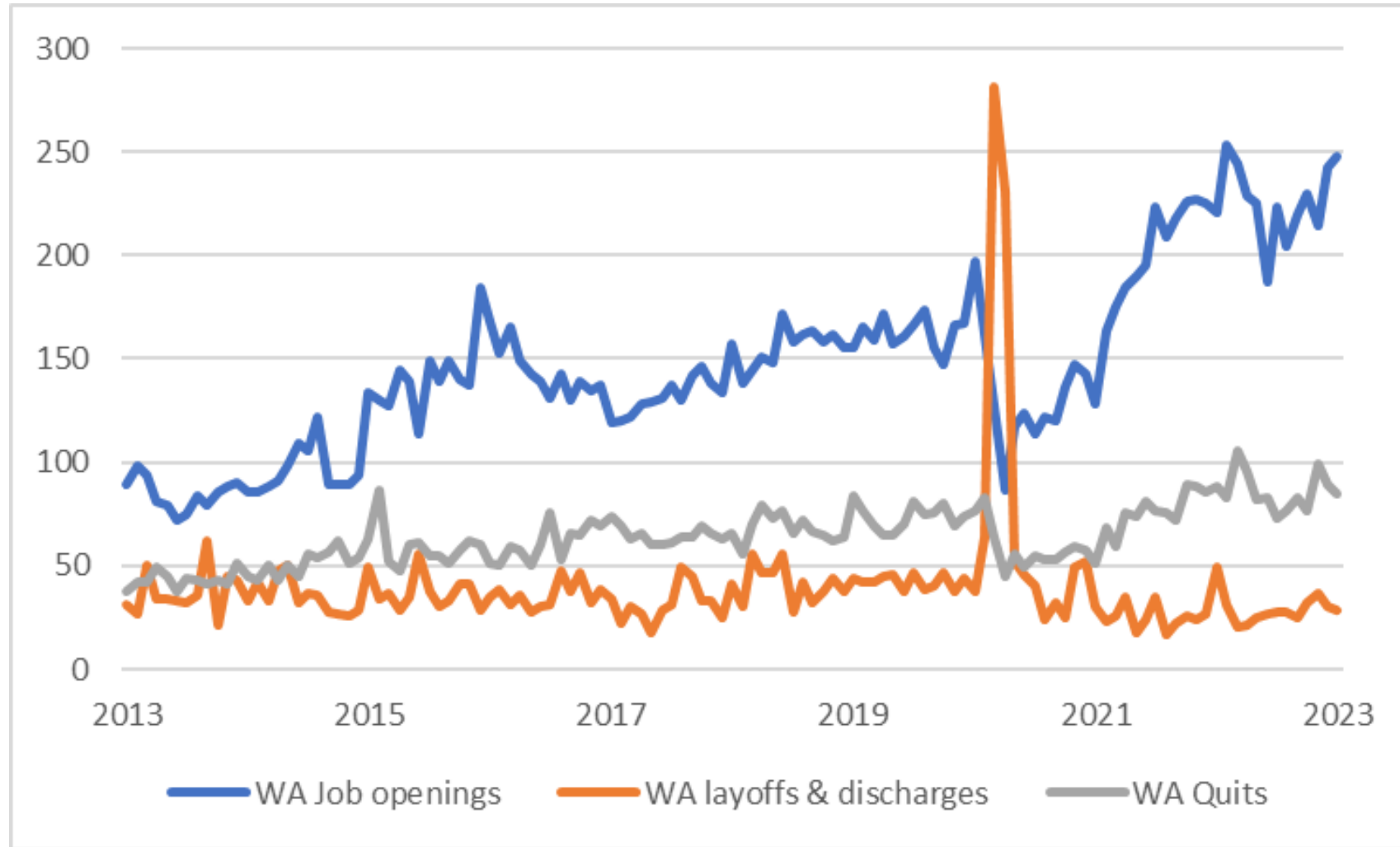
Washington's unemployment rate reached 16.6%, then quickly adjusted to a job seeker's market



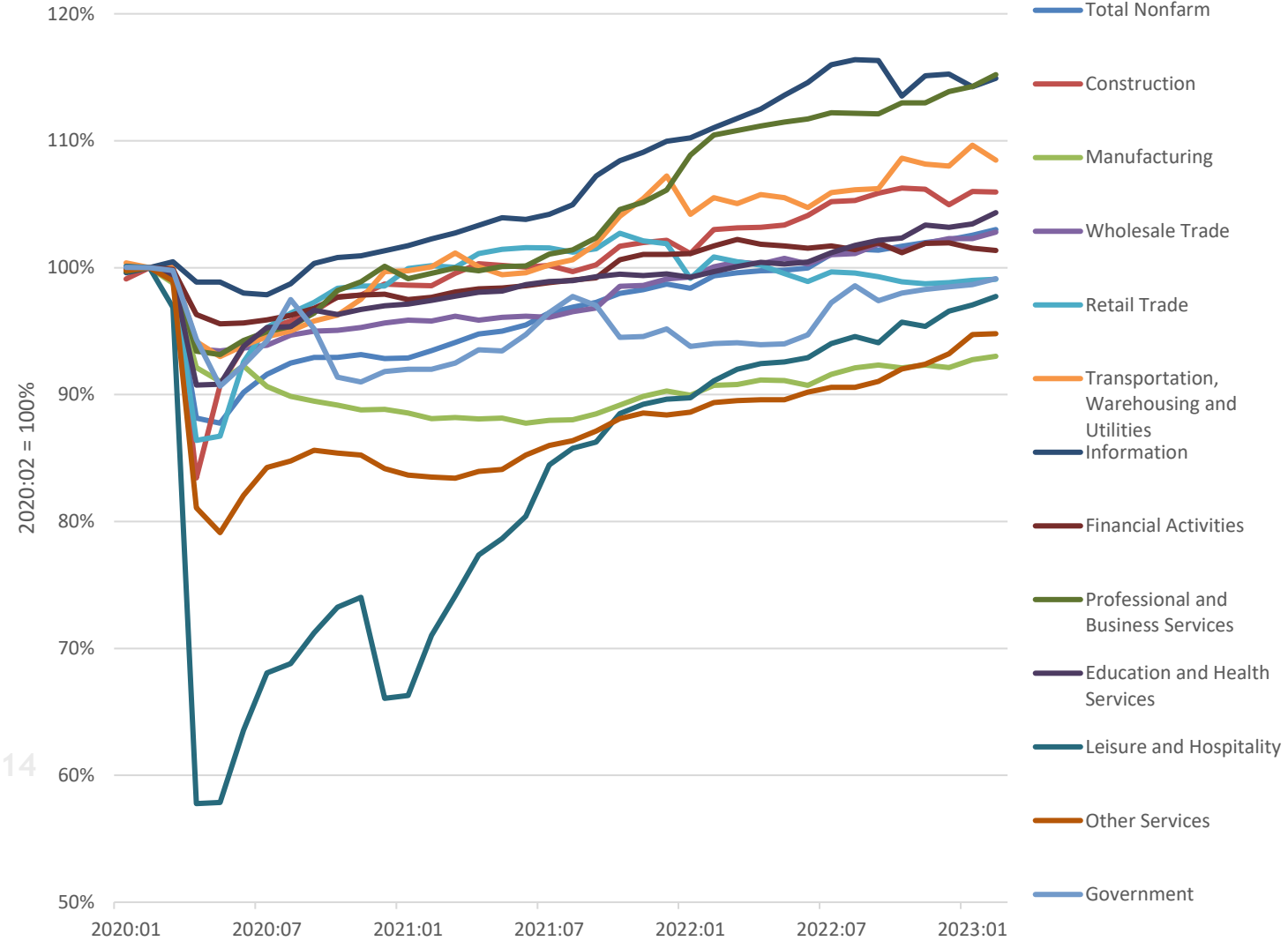
Unemployment rates vary from one market to another



Job Openings, Hires, and Quits in Washington State

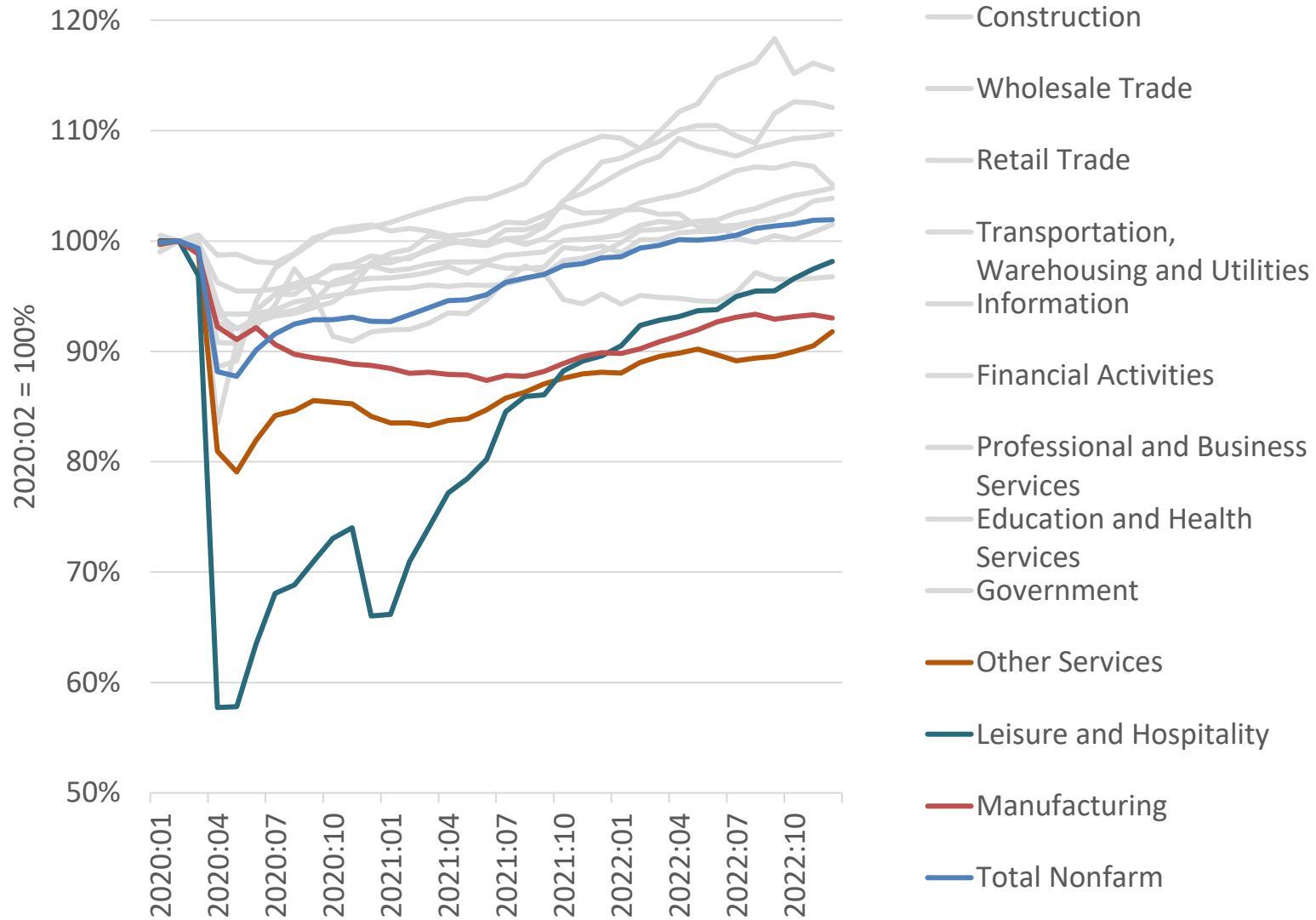


Industries were impacted differently

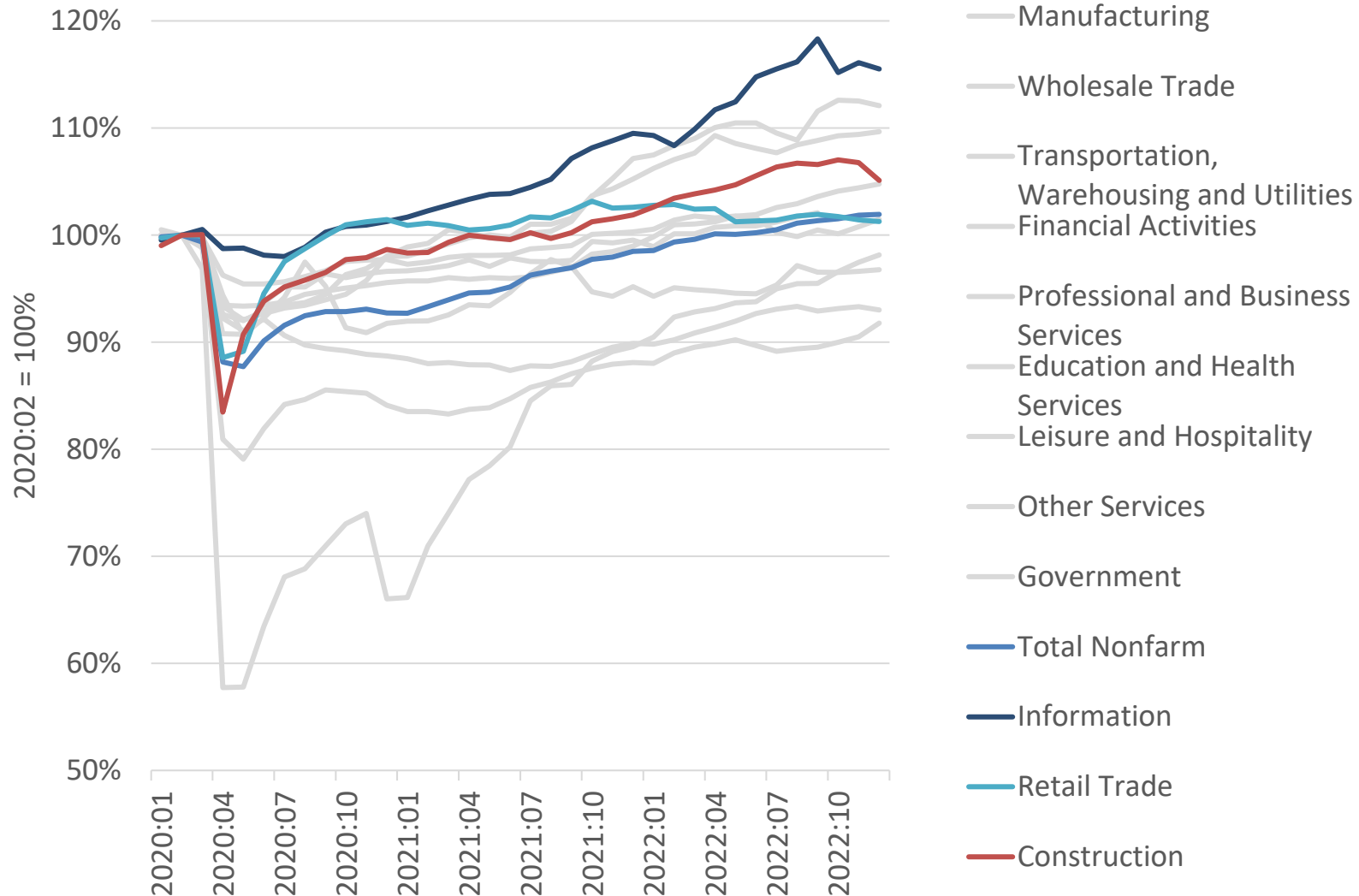


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The deepest job losses (and longest recoveries) were in service industries



Technology and continued demand kept some industries going



Economic and Revenue Forecast Council calls for a slight dip in employment in the next year

We expect Washington to lose 15,200 net jobs from the first quarter to the fourth quarter.

Figure 2.4: Nonfarm Payroll Employment



Source: Employment Security Department, ERFC; historical data through 2022 Q4

Thank you!

Anneliese Vance-Sherman, Ph.D.


Regional Labor Economist

Washington State Employment Security Department

Anneliese.Vance-Sherman@esd.wa.gov

www.esd.wa.gov/labormarketinfo

Panel Introductions

Moderator	Panelists			Chat Support
 <p>Employment Security Department WASHINGTON STATE</p>		 <p>PACIFIC NORTHWEST TITLE Title Insurance Escrow Services Real Estate Resources</p>	 <p>BOGGS INSPECTION SERVICES PROTECTING INVESTMENTS SINCE 2004</p>	<p>Corrina Rieken Leigh Rowley Renee Sumner Program Coordinators SharedWork Employment Security Department</p>
<p>Stephen Brediger Program Specialist SharedWork Employment Security Department</p>	<p>Carol Linge Ed's Economy Roofing Brush Prairie, WA</p>	<p>Michelle Dvorak Pacific Northwest Title of Kitsap</p>	<p>Ana Ramirez Boggs Inspection Services Lacey, WA</p>	

Question 1

How has your business and your industry been affected by the current economic market?

Assisting Washington
BUSINESSES & EMPLOYEES

40 YEARS

SharedWork

SharedWorkWA.com

SINCE 1983

Panelists



Carol Linge
Ed's Economy Roofing
Brush Prairie, WA



Michelle Dvorak
Pacific Northwest Title of Kitsap



Ana Ramirez
Boggs Inspection Services
Lacey, WA

Question 2

How has the uptick in interest rates and the declining housing market affected your business?



Panelists



Carol Linge
Ed's Economy Roofing
Brush Prairie, WA



Michelle Dvorak
Pacific Northwest Title of Kitsap



Ana Ramirez
Boggs Inspection Services
Lacey, WA

Question 3

How and where did you hear about SharedWork?

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Question 4

Once you decided to apply, how long did it take to hear from SharedWork that the plan was approved?

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Question 5

How has SharedWork helped your business during this time?

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Question 6

How much time per week do you spend managing the plan?

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Question 7

Tell us about workplace morale before and during SharedWork plan.



Panelists



Carol Linge
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Boggs Inspection Services
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Question 8

What type of support do you get from SharedWork staff?



Panelists



Carol Linge
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Brush Prairie, WA



Michelle Dvorak
Pacific Northwest Title of Kitsap



Ana Ramirez
Boggs Inspection Services
Lacey, WA

Question 9

What do you consider to be the biggest barriers that prevent employers who know about SharedWork from applying?



- A. They think it is too difficult to enroll.
- B. They are unsure how to enroll.
- C. They worry about negative reaction from their employees.
- D. They worry about negative reaction from other companies.
- E. They don't fully realize the potential benefits to themselves and their workers.
- F. They don't think the labor cost reductions are sufficient.
- G. They are worried about increased payroll taxes because of workers' benefit receipt.
- H. They believe that needing to lay off workers is something that "happens to other companies, not mine"
- I. They think they are not eligible.
- J. They have heard about bad experiences with the program.
- K. They think it is too difficult to maintain/use a plan.
- L. Key decision-makers are too busy with other priorities.
- M. Messages about SharedWork don't go to the right people in the company.
- N. They don't think they need SharedWork.
- O. They don't know about SharedWork.

BUSINESSES, EMPLOYEES FAMILIES & COMMUNITIES

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Question 10

Which of these do you think would be the most effective ways for the Employment Security Department to spread the word about SharedWork?



- A. Communications from local business leaders.
- B. Testimonials from other employers like you.
- C. TV or radio advertising.
- D. Email or US mail advertising.
- E. Media interviews.
- F. Employment Security-hosted Seminars or information sessions.

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Question 11

What advice would you give to employers who are thinking about signing up for the SharedWork program?



Panelists



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Brush Prairie, WA



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Contact SharedWork

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 our commercial on [Youtube](#).
- The SharedWork program will be hosting many regional and statewide **free virtual events** for employers in Washington.
esd.wa.gov/SharedWork/events
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.
- **Wednesdays 10:45 a.m. | [SharedWork Q&A for businesses webinar](#).**
- Download the [SharedWork info card](#).



Open Mic – Q&A

BUSINESSES, EMPLOYEES
FAMILIES & COMMUNITIES

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**Employment
Security
Department**
WASHINGTON STATE

Next webinar

Resources for Washington businesses

Gain important insights about SharedWork, Work Opportunity Tax Credit and federal bonding programs, and how the local WorkSource office can help your business succeed!

Tuesday, May 30
11:50 a.m. - 1:00 p.m.
SharedWork, WOTC and federal bonding programs, and business services provided by your local WorkSource



A proud partner of the American Job Center network



Thank you for joining us today



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Thank you!

