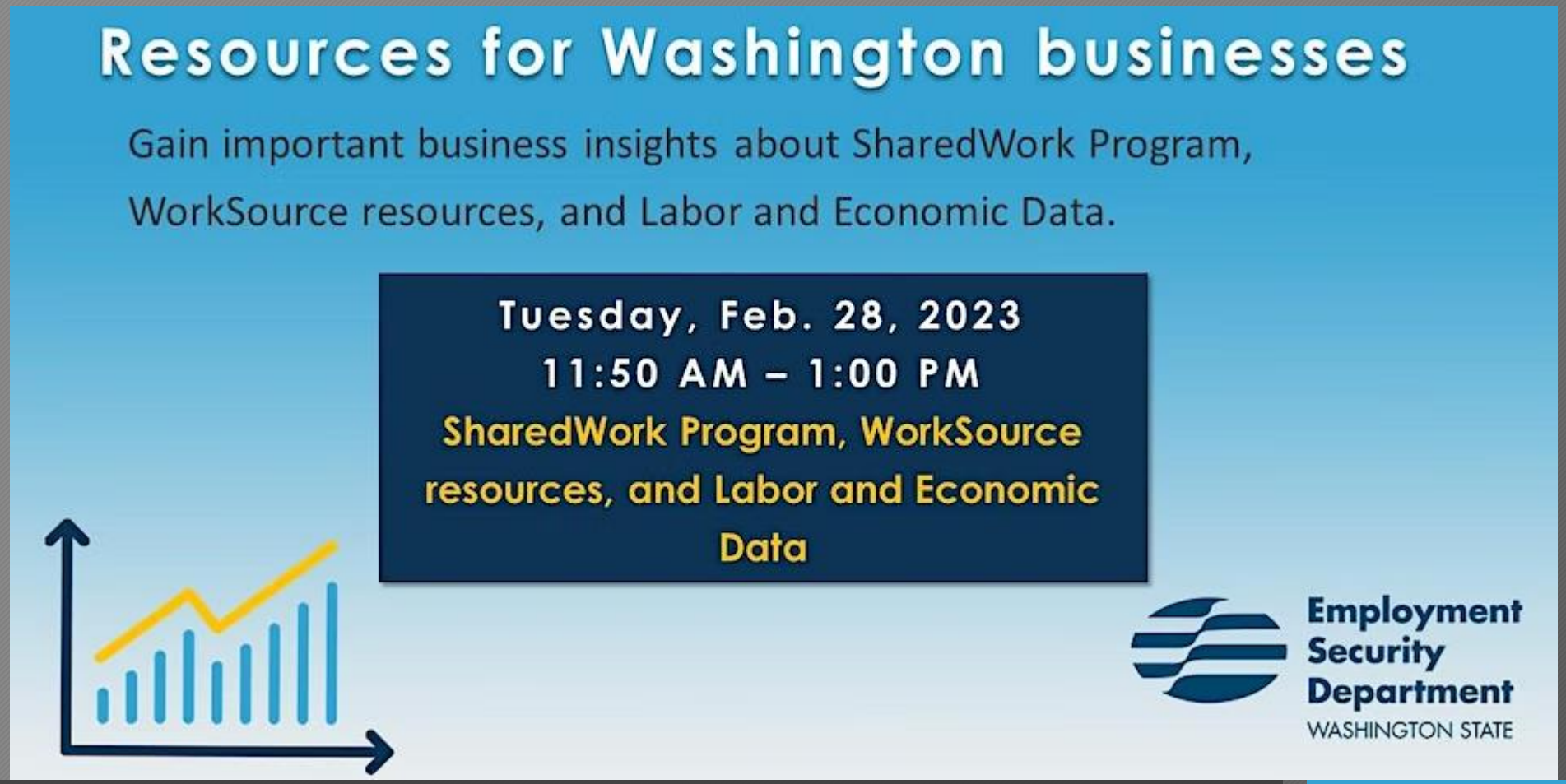

Resources for Washington businesses
Gain important business insights about SharedWork Program, WorkSource resources, and Labor and Economic Data.
Tuesday, Feb. 28, 2023
11:50 AM – 1:00 PM
SharedWork Program, WorkSource resources, and Labor and Economic Data
Employment Security Department
WASHINGTON STATE

Welcome

Today's timeline of events

Topic	BUSINESSES, EMPLOYEES FAMILIES & COMMUNITIES WIN with SharedWork SharedWorkWA.com Employment Security Department WASHINGTON STATE	WorkSource A proud partner of the AmericanJobCenter network	Labor Market Information	Live Q&A
	11:55 a.m. – 12:05 p.m.	12:05 p.m. – 12:20 p.m.	12:20 p.m. – 12:40 p.m.	12:40 p.m. – 1 p.m.
Presented by	Leigh Rowley Program Coordinator SharedWork Employment Security Department	Carol Young Program Coordinator Employment Connections WorkSource	Scott Bailey Regional Labor Economist – Clark, Cowlitz, Klickitat, Skamania and Wahkiakum counties Employment Security Department	

For a PDF of the PowerPoint slides and a copy of the webinar recording, visit **www.esd.wa.gov/sharedwork/webinar**

BUSINESSES, EMPLOYEES
FAMILIES & COMMUNITIES

WIN *with* SharedWork

SharedWorkWA.com

Employment Security Department
WASHINGTON STATE

SharedWork - A proven business solution!

SharedWorkWA.com

What is SharedWork?

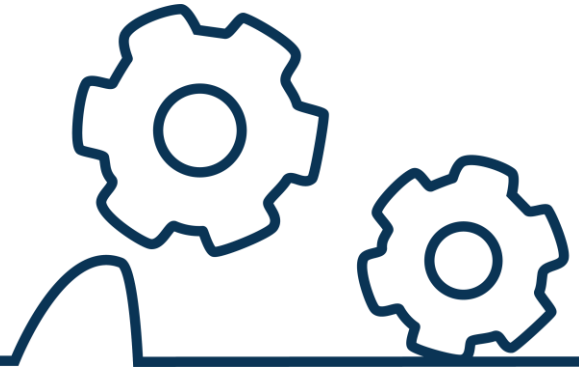
SharedWork is a voluntary program and business resource to help stabilize the operations of most businesses during temporary economic setbacks.

- Employers temporarily reduce worker hours to save payroll costs.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.
- Eligibility is open to most business and industries.

"During slowdowns in supplier production, **the SharedWork program provides critical support to our entire ecosystem**, by enabling workers to receive partial unemployment benefits when hours are reduced."

Robin Toth
Director of Aerospace for the Washington State Department of Commerce and the Office of Economic Development & Competitiveness (OEDC)

SharedWork in Washington



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

- **97%** SharedWork improved employee morale.
- **98%** The program helped retain skilled workers.
- **99%** 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.

SharedWork usage by county

The table below shows active SharedWork plans in the state of Washington as reported in the February 2023 SharedWork hot sheet.

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Adams	283	0	0
Asotin	227	0	0
Benton	2,245	23	504
Chelan	1,440	22	482
Clallam	915	5	83
Clark	5,959	49	510
Columbia	83	0	0
Cowlitz	1,133	6	436
Douglas	392	3	108
Ferry	86	0	0
Franklin	1,021	1	2
Garfield	20	0	0
Grant	1,198	11	170
Grays Harbor	835	8	263
Island	840	6	182

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Jefferson	428	6	69
King	33,861	246	5,512
Kitsap	2,633	17	280
Kittitas	607	0	0
Klickitat	299	5	68
Lewis	906	17	237
Lincoln	106	0	0
Mason	503	5	57
Okanogan	610	3	11
Pacific	323	0	0
Pend Oreille	128	1	2
Pierce	8,315	102	3,014
San Juan	468	3	8
Skagit	1,658	17	240
Skamania	93	1	2

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Snohomish	8,143	81	1,914
Spokane	6,188	55	1,616
Stevens	395	3	7
Thurston	3,401	35	540
Wahkiakum	44	0	0
Walla Walla	768	10	90
Whatcom	3,107	44	806
Whitman	447	1	17
Yakima	2,552	19	238
Other	9,545	160	6,032
Total	**102,166**	**965**	**23,500**

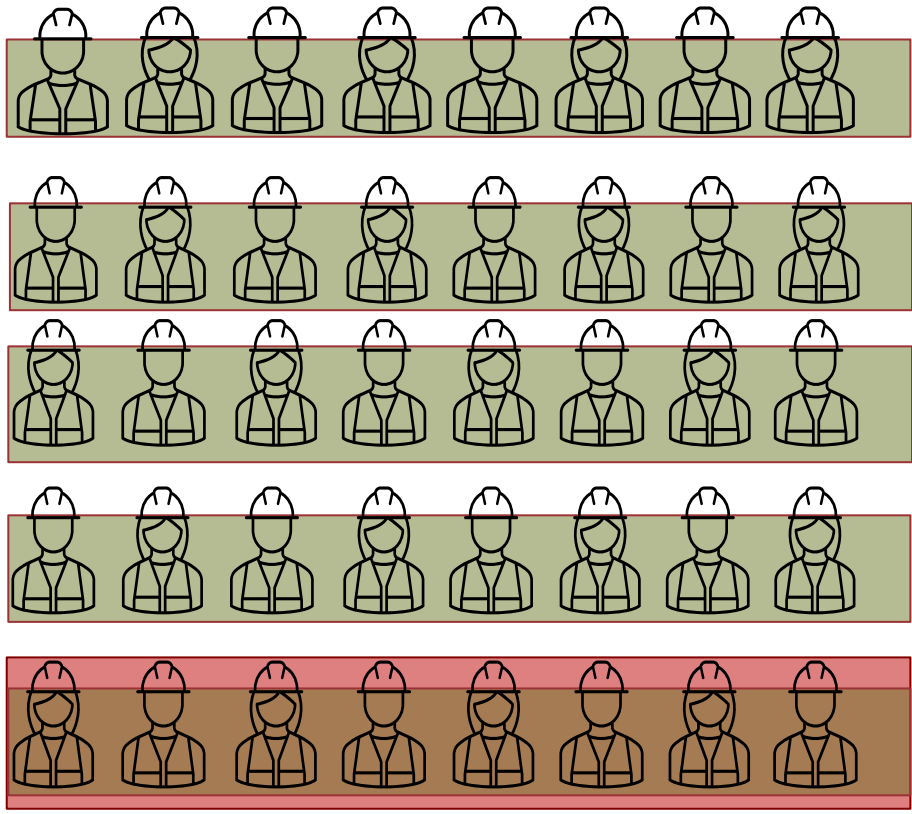
Example: temporary workforce reduction

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.



Washington Administrative Code (WAC): Chapter 192-250 Shared Work Program

Example: temporary workforce reduction

Without SharedWork
8 employees laid off
32 employees full-time

After 20% Workforce Reduction	Laid off worker	Full-time employee
Average Weekly Income (before reduction)	**$800** $20 x 40 hrs	**$800** $20 x 40 hrs
Hours worked	0	40
Weekly Benefit (Unemployment Insurance)	$400	$0
Weekly Wage	0	$800
Weekly Income without SharedWork	**$400**	**$800**

With SharedWork
40 employees working
20% fewer hours.

After 20% SharedWork Reduction	Full-time employee at 20% reduction	Part-time employee at 20% reduction
Average Weekly Income (before reduction)	**$800** $20 x 40 hrs	**$600** $20 x 30 hrs
Hours worked (reduced by 20%)	32	24
Weekly Benefit (Unemployment Insurance)	$80	$60
Weekly Wage	$640	$480
Weekly Income with SharedWork	**$720**	**$540**

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** (or two) and submits an **Employer Plan Application** and a **Participant List.**

3. Once the employer plan is approved, each participant submits an **Employee Application** and can file 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

"SharedWork is a great signal to your people: come back to work, get back to work, and sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short workers and how to retain the great ones you have."

Washington Hospitality Association

"Client care has ebbed and flowed based on the pandemic, and SharedWork 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!)"

Pushing Boundaries
Bellevue, WA

"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
Airway Heights, WA

"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!"

Kulshan Brewing
Bellingham, WA

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.**

WORKSOURCE BUSINESS SOLUTIONS

Partners in Talent Acquisition

Presenter: Carol Young

WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711

Presentation Overview

- WorkSource Business Services
- Virtual Business Services
- Partnership Resources

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WorkSource
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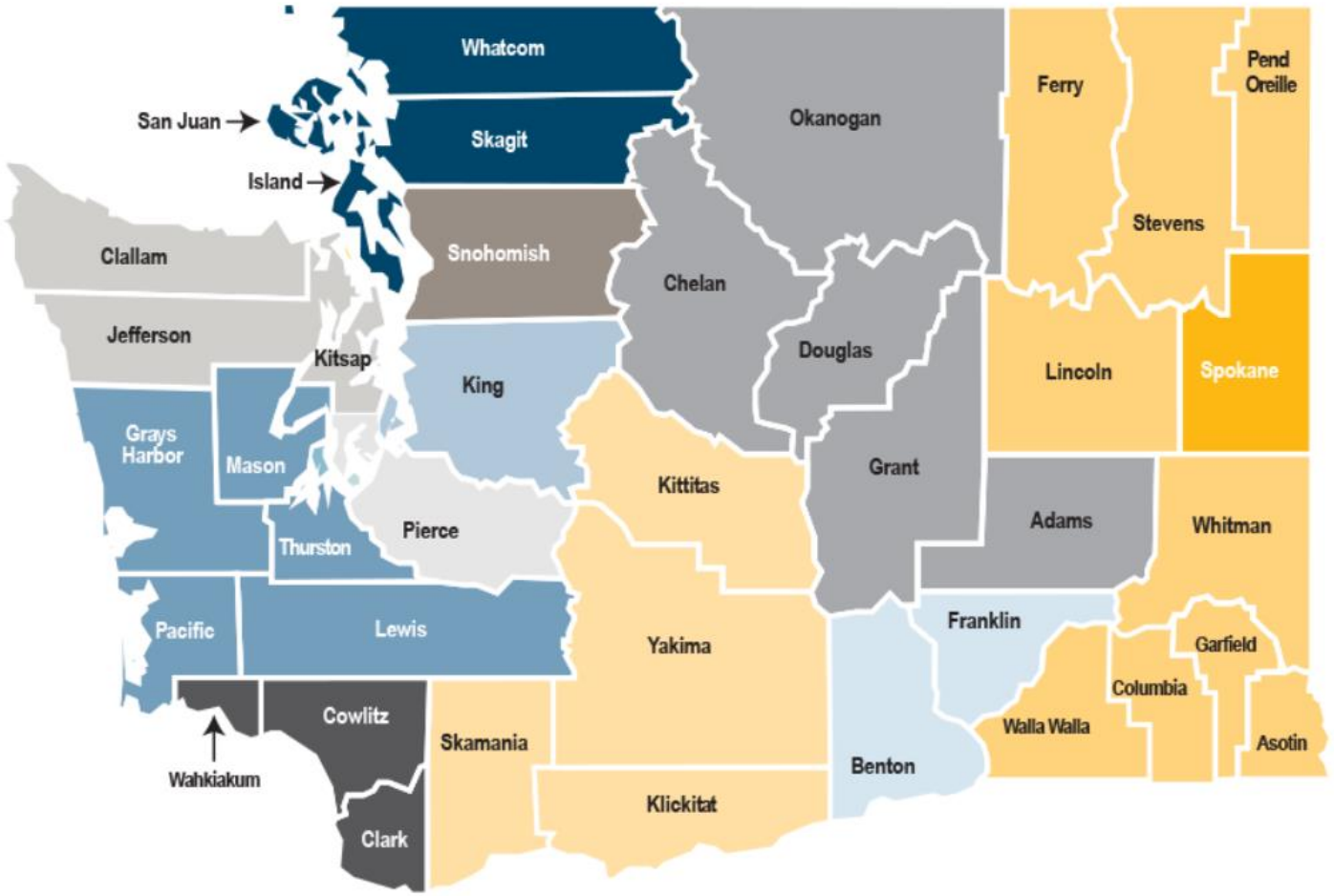

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Statewide support

WorkSource is a partnership of organizations dedicated to developing a workforce with the skills your business needs

---

Business Service team members provide standard and customized solutions for your business

Dedicated Business Service Teams are here to support you

- Recruitment and retention
- Job fairs and hiring events
- Job postings and applicant screening

- Interview and training space
- Labor market information and forecasts
- Tax incentives and layoff aversion strategies

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WorkSource Services

✓ Local WorkSource Offices

Free interview spaces, on-site use of computers, fax, telephones, etc.

✓ Local WorkSource Partners

Include staff from a variety of agencies, programs and partners

✓ Meet Local Job Seekers

Services for job seekers include help with resumes, interview skills and hiring events, both in-person and virtually

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WorkSource
A proud partner of the AmericanJobCenter network

Virtual Services

✓ WorkSourceWA.com

Free job postings and access to the Washington's largest talent database

✓ Virtual Job Fairs

Live events for employers and job seekers to meet and interview on the spot

✓ Live Chat

Real time assistance from real people, providing technical support for employers and job seekers

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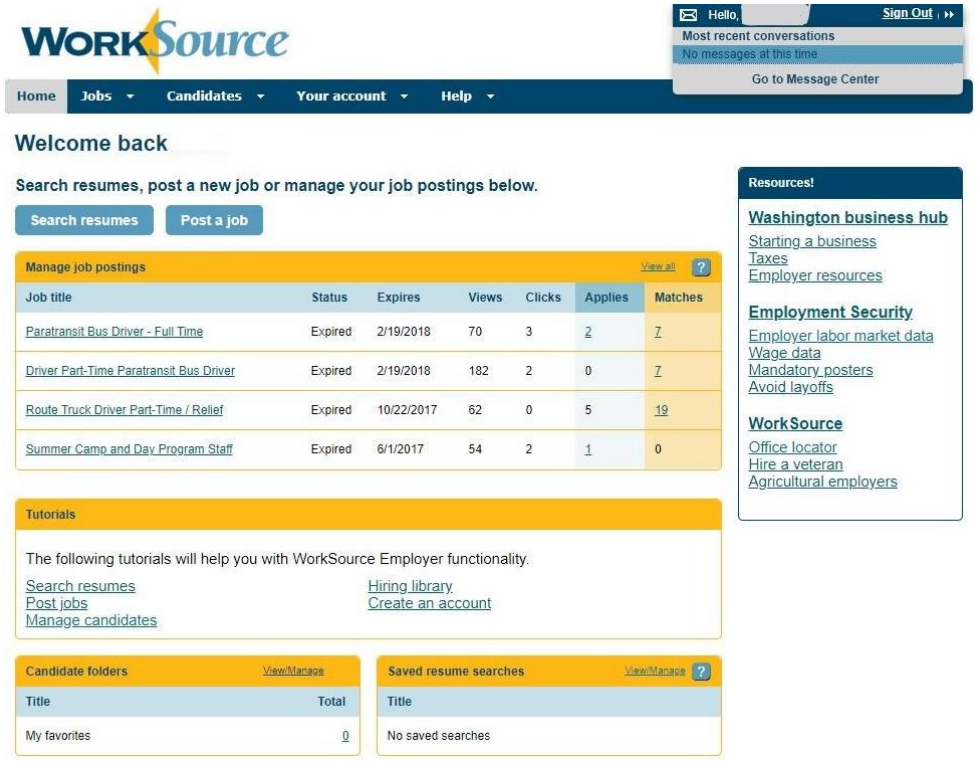
Virtual Services



✓ WorkSourceWA.com

- Register for an Employer/Recruiter Account
- Post and manage job opportunities directly on the website
- Search for Talent via Resumes
- Manage Candidates
- Never a charge for recruiter accounts

Employment Security Department
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WorkSource
A proud partner of the AmericanJobCenter network

Virtual Services

✓ Virtual Job Fairs

Provide an opportunity for you recruit, find and interview the talent you need from the convenience of your workplace

- State-of-the-art job match tools using the Brazen platform
- Professional representation of your company branding and job postings
- Never a charge to employers

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SAMPLE - LOBBY OF EMPLOYER BOOTHS

Lobby

Your Booths | All Booths

WorkSource Works For You
Search for Work 24/7.
Chat with us Mon-Fri 8am-5pm at www.worksourcewa.com.
ENTER

ABM
Enter to learn more and engage in 1-on-1 chats.
ENTER

Adecco
Adecco has remote positions for data entry associates, logistic admins and project coordinators! We also have positions that require
ENTER

All Pro Building Maintenance
We are hiring motivated janitors and day porters who are trustworthy, responsible, punctual, quick learners, and able
ENTER

Angel of the Winds Casino Resort
Angel of the Winds is looking for enthusiastic individuals to join the Friendliest Casino in Washington. We want those
ENTER

Aston Carter
Aston Carter is a leading staffing and consulting firm, providing high-caliber talent and premium services to more
ENTER

Avamere
Enter to learn more and engage in 1 on 1 chats.
Currently offering licensed and unlicensed postions - dietary
ENTER

BBSI
Variety of jobs acrross the Puget Sound Area.
ENTER

Blazing Bagels
Welcome to the Blazing Bagels Career Booth!
ENTER

Children's Home Society of Washington
Join our award-winning Team at CHSW and become part of our 125
ENTER

CSM Corp./Marriott Hotels
Whether you are seeking a career in customer service, food and beverage, housekeeping or maintenance,
ENTER

Dawn Foods is Hiring
Dawn Foods is now hiring permanent staff! We offer competitive pay and stellar benefits that are available day one! Dawn Foods has a fun family
ENTER

Elwood Staffing
Enter to learn more and engage in 1-on-1 chats.
ENTER

ERA Living
Enter to learn more and engage in 1-on-1 chats.
If you want to find purpose and meaning in your work
ENTER

EvergreenHealth
Enter to learn more and engage in 1-on-1 chats.
EvergreenHealth is currently recruiting for the following
ENTER

Express Employment Professionals - Everett Office
Enter to learn more and engage in 1-on-1 chats.
Ready to chat? Click the green
ENTER

Express Healthcare Professionals - CNA, LPN, RN, MA, NAR openings!
with a friend!
ENTER

Express Employment Professionals - Kirkland Office
We are currently have many General Labor/Warehouse/Merchandis
ENTER

Express Employment Professionals - Seattle Office
Enter to learn more and engage in 1-on-1 chats.
ENTER

FedEx
Enter to learn more and engage in 1-on-1 chats.
ENTER

First Student
Now Hiring School Bus Drivers!!
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GENIE - $2,000 Sign On Bonus for Assembly and Weld in Redmond, WA
Now is the right time to join the Genie Team!
ENTER

Hampton Woodinville
Enter to learn more and engage in 1-on-1 chats.
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Hotel California - Drug and Alcohol Treatment Center
Enter to learn more and engage in 1-on-1 chats.
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KWA Caregiver Opportunities! $19.27- $21.62 Hour www.kwacares.org
Enter to learn more and engage in 1-on-1 chats.
ENTER

LGC Hospitality
Enter to learn more and engage in 1-on-1 chats. Are you wanting to work for an upscale hotel with great benefits? Then this is the job
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Low Income Housing Institute
Enter to learn more and engage in 1-on-1 chats.
ENTER

McGee Air Services
Enter to learn more and engage in 1-on-1 chats.
ENTER

MultiCare Health System
MultiCare is the largest not-for-profit, community-based, and locally governed health system in the state of Washington.
ENTER

Otto Rosenau & Assoc.
Enter to learn more and engage in 1-on-1 chats.
ENTER

Red Dot Corporation

RI International
Enter to learn more and engage in

Roland Residential Services SPC
We care about where you are

Skookum Contract Services
Creating Opportunites for

Smart Talent

Snoqualmie Casino
Snoqualmie Casino sits in the

TEK Systems
Enter to learn more and engage in

Terra Staffing Group
Want to work with the

VA Puget Sound Health Care System (VA Hospital - Seattle/Tacoma)

Visiting Angels - America's Choice in Homecare-Copy

YMCA of Greater Seattle

SAMPLE - OF EMPLOYER BOOTH

Home | Opportunities | About Us

If you love working with kids and families, **WE WANT YOU!** Find your best job ever at the Y plus get up to $600 cash sign-on incentive for a limited time!

Currently looking for role models and superheroes for the following positions:

- Lifeguards & Swim Instructors
- School Age Child Care Staff
- Day Camp Counselors
- Resident Camp Counselors
- Early Childhood Education Team
- Youth Sports Instructors
- Kids Zone Staff

Positions that do not work directly with children:

- Administrative
- Human Resources
- Behavioral Health

People | Content

Can't chat right now? LEAVE A NOTE

Representatives (0 of 4 available)

Ana Cristina Fox (She/Her)
Human Resources Business Partner

James Grigsby

James Innelli

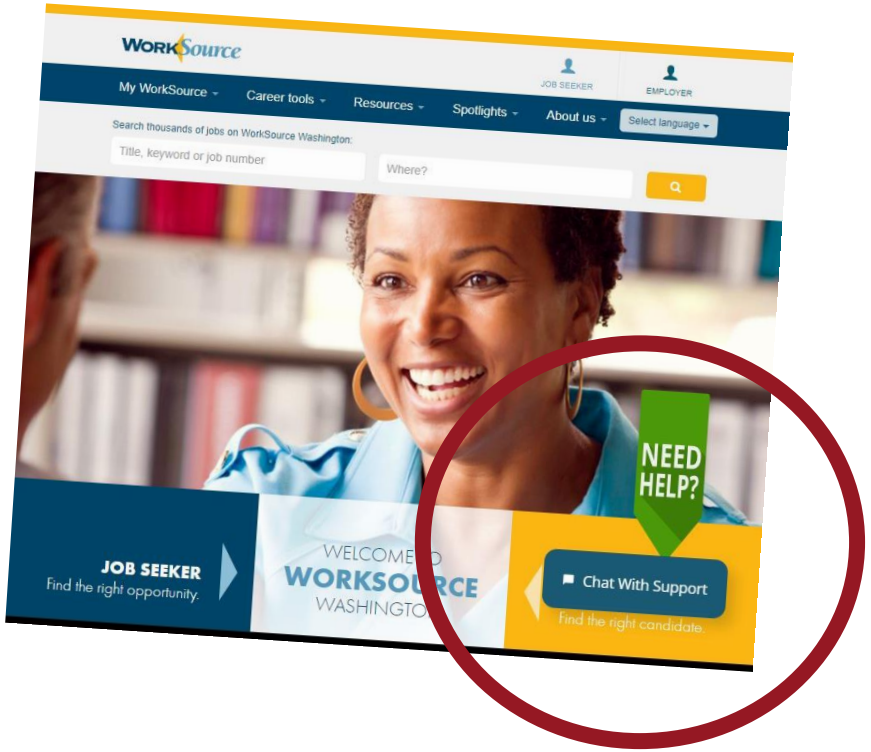
Lisset Reyes
HR Business Partner

Virtual Services

✓ Live Chat

Real-time help for employers to:

- Register for an employer account
- Website support for recruiters
- Job posting maintenance
- Candidate search assistance
- Referrals to Business Services managers



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WorkSource
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Resources

- Overall job gain or loss by industry
- Unemployment rate information
- Data or trends about sectors or occupations that are seeking workers and where workers are seeking jobs
- Labor force growth

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For further information, please contact: Carol Young, carol.young@esd.wa.gov

WorkSource
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THANK YOU

WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711

Shared work program: State of the state economy

Scott Bailey, Regional Economist
scott.bailey@esd.wa.gov
February, 2023

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Land acknowledgement

Since time immemorial, what we now call southwest Washington was part of a densely-settled region of indigenous people, primarily the Cowlitz, Cathlamet, Wahkiakum and Chinook but others as well, along the Columbia River, who created communities and summer encampments and a sophisticated cultural heritage. The area was rich in salmon, camas root, wapato, bitterroot, berries, deer, elk and waterfowl. Between 1820 and 1850 diseases brought by Europeans killed up to 90 percent of the native people, and from 1850 onwards U.S. troops enforced treaties under which natives gave up land rights and were forced to move to reservations. Fort Vancouver served as a holding center for natives captured in conflict before they were forcibly settled elsewhere. We take this moment to thank the original caretakers of this land and to reflect upon our shared history as a small step toward reconciliation and repair of our relationships.

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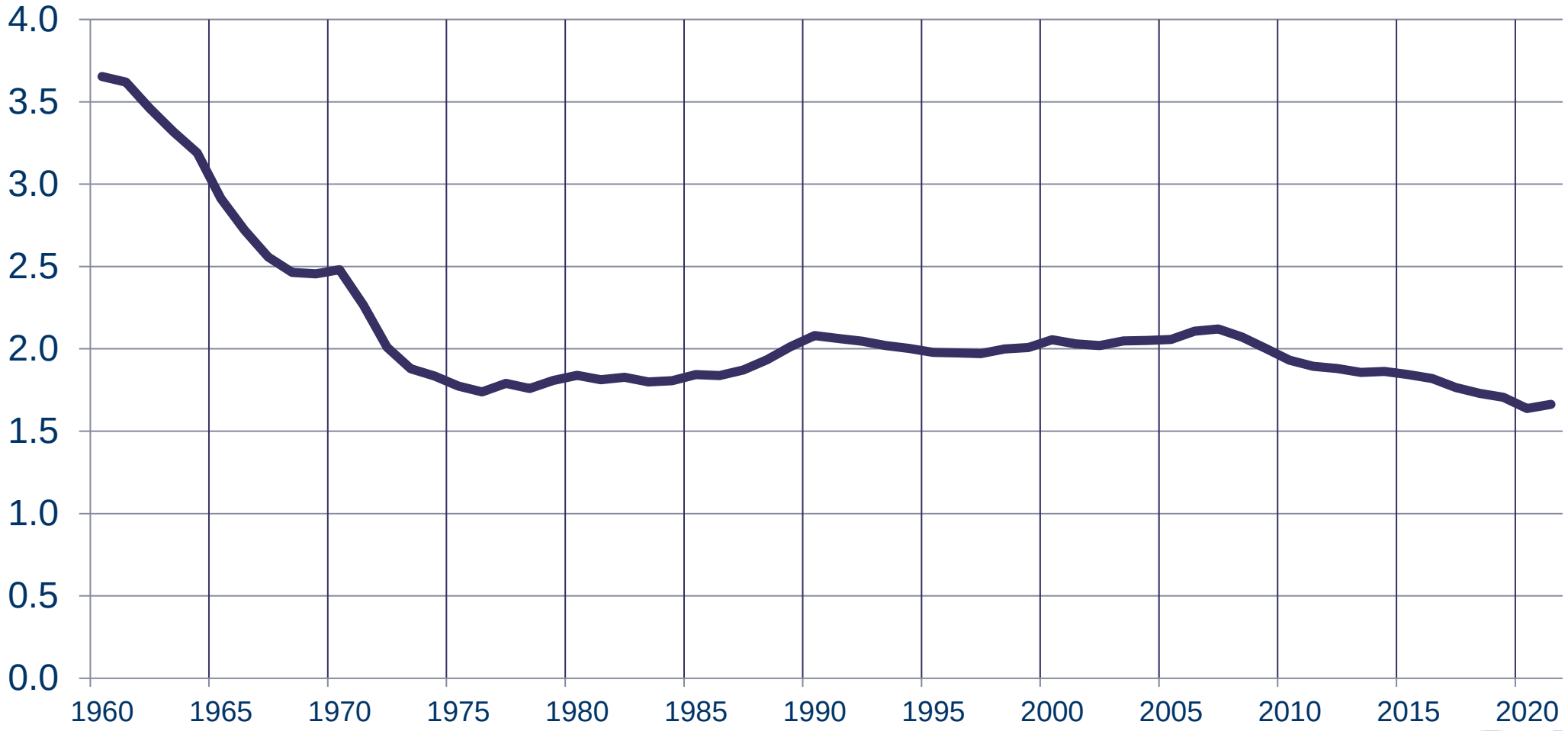
Life expectancy in the U.S.

- Native Americans
  - 2019: 71.8 years
  - 2020: 67.3 years
  - 2021: 65.4 (69.2 women/62.0 men)
- All Americans
  - 2019: 78.9 years
  - 2020: 77.0 years
  - 2021: 76.1 (79.1 women/73.2 men)

Source: National Institute of Health

Total fertility rate

Number of births the average woman is expected to have in her lifetime



Source: World Bank/CDC

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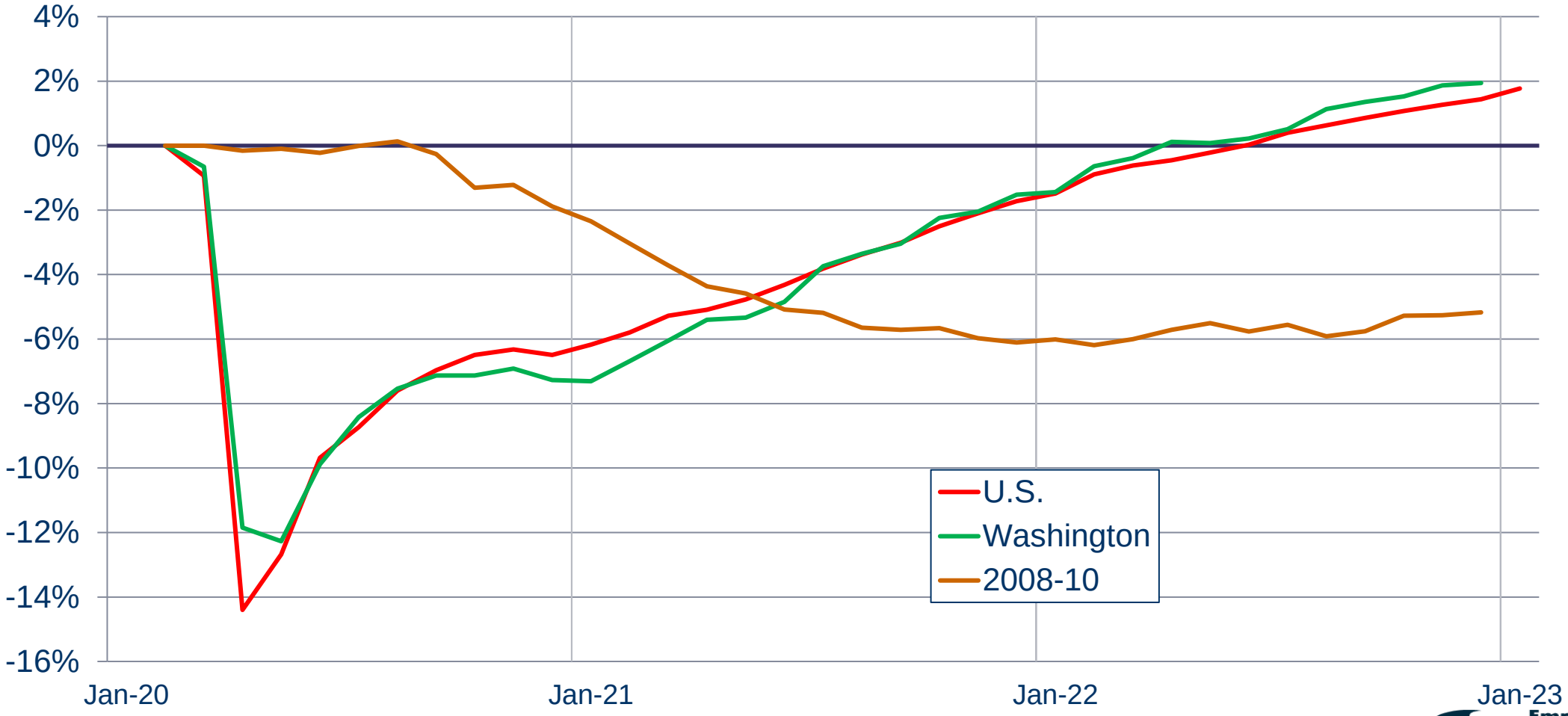
Change in Nonfarm Employment—during the COVID era



Source: Bureau of Labor Statistics, Washington Employment Security Dept./DATA Division

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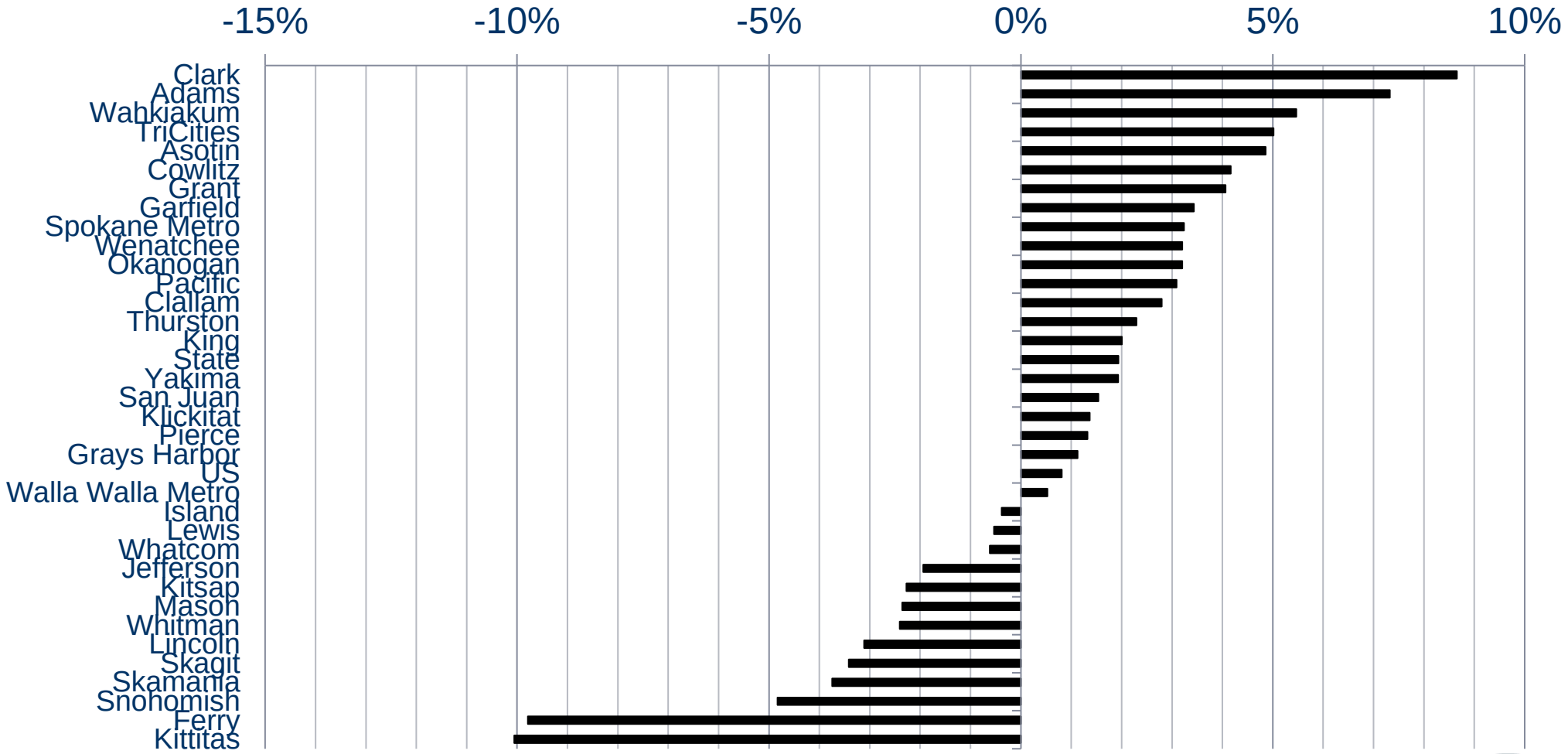
Change in jobs since Feb. 2020: Washington counties



Source: Washington Employment Security Dept./DATA Division

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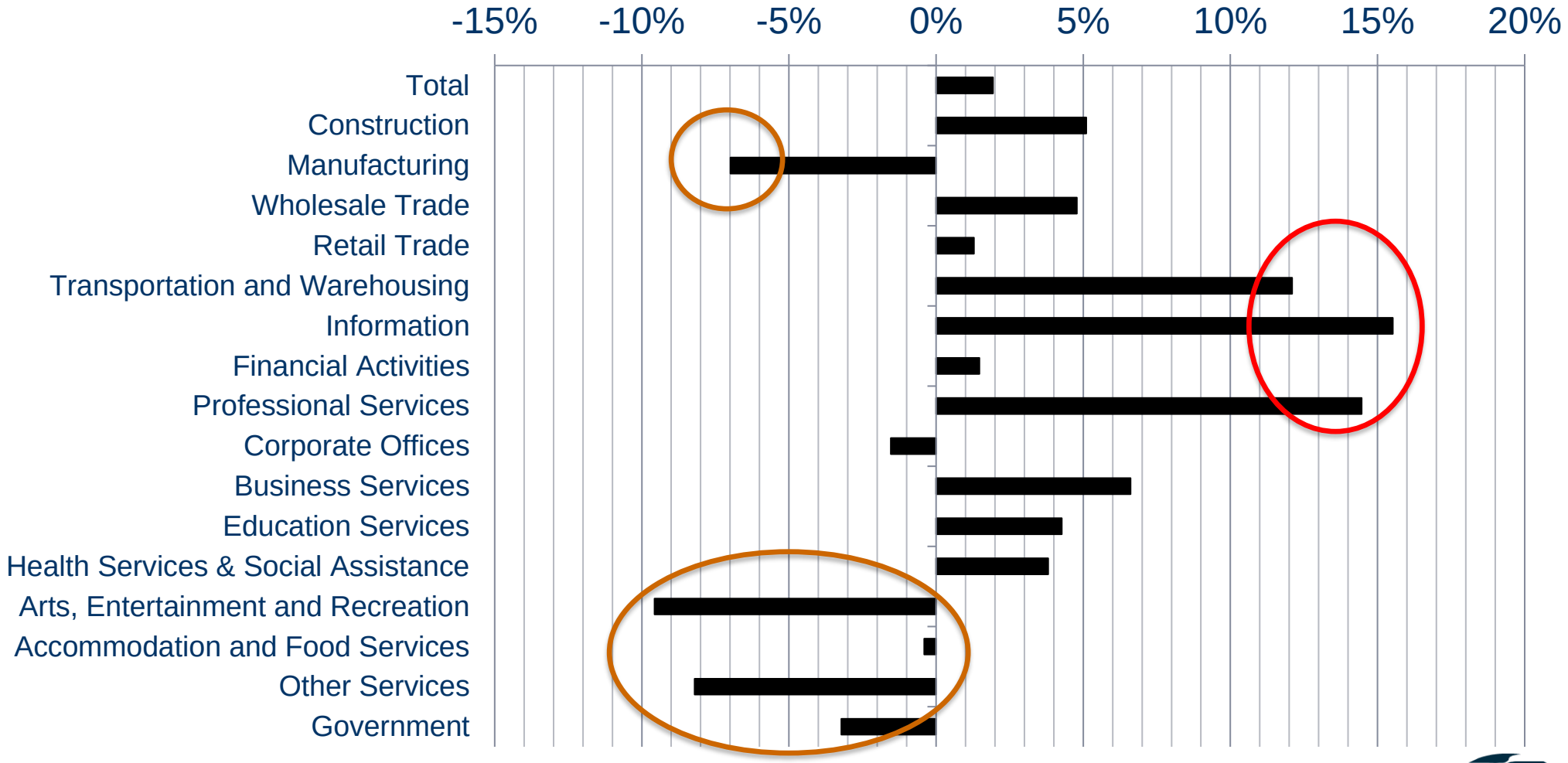
Change in jobs since Feb. 2020: Washington sectors



Source: Washington Employment Security Dept./DATA Division

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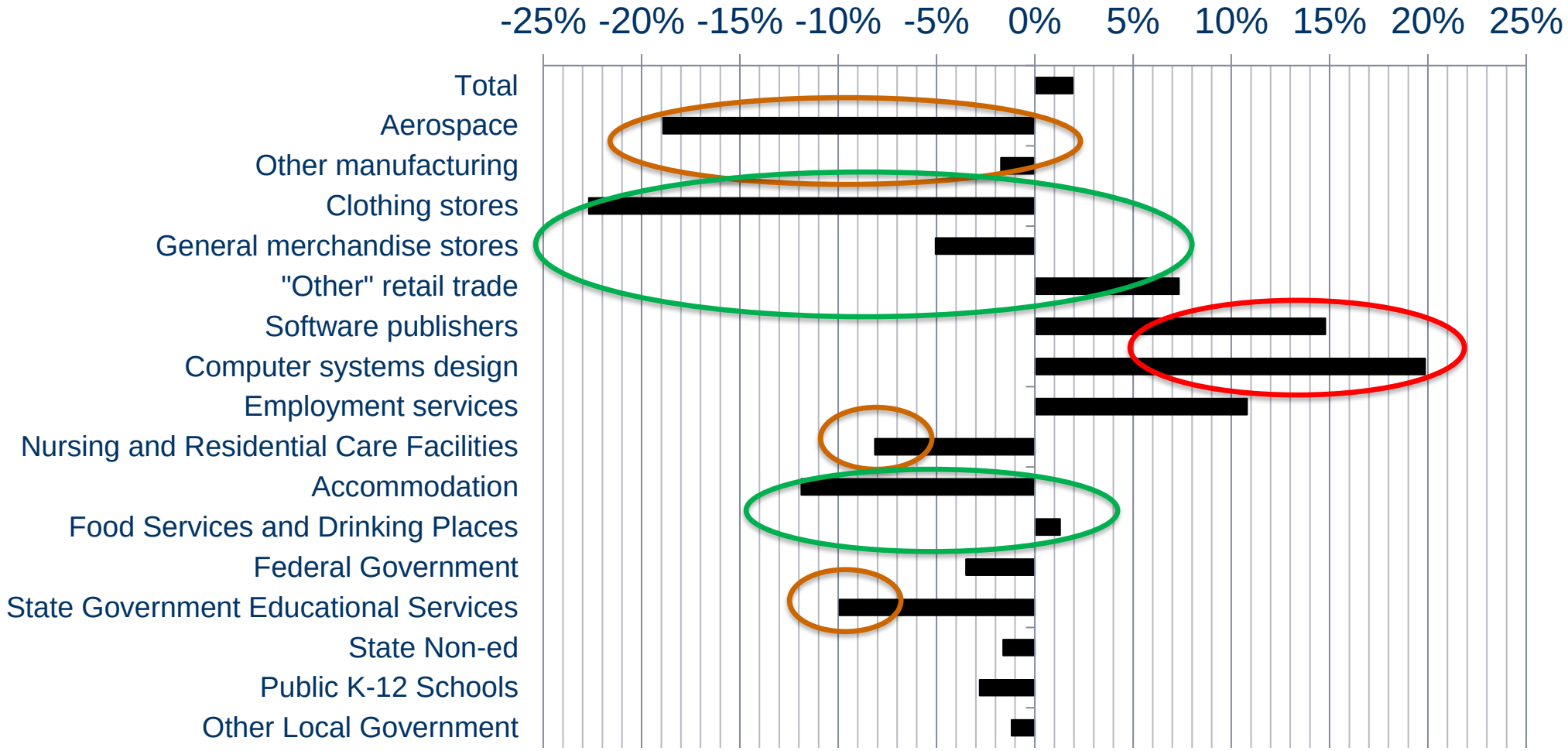
Change in jobs since Feb. 2020: Selected Washington industries



Source: Washington Employment Security Dept./DATA Division

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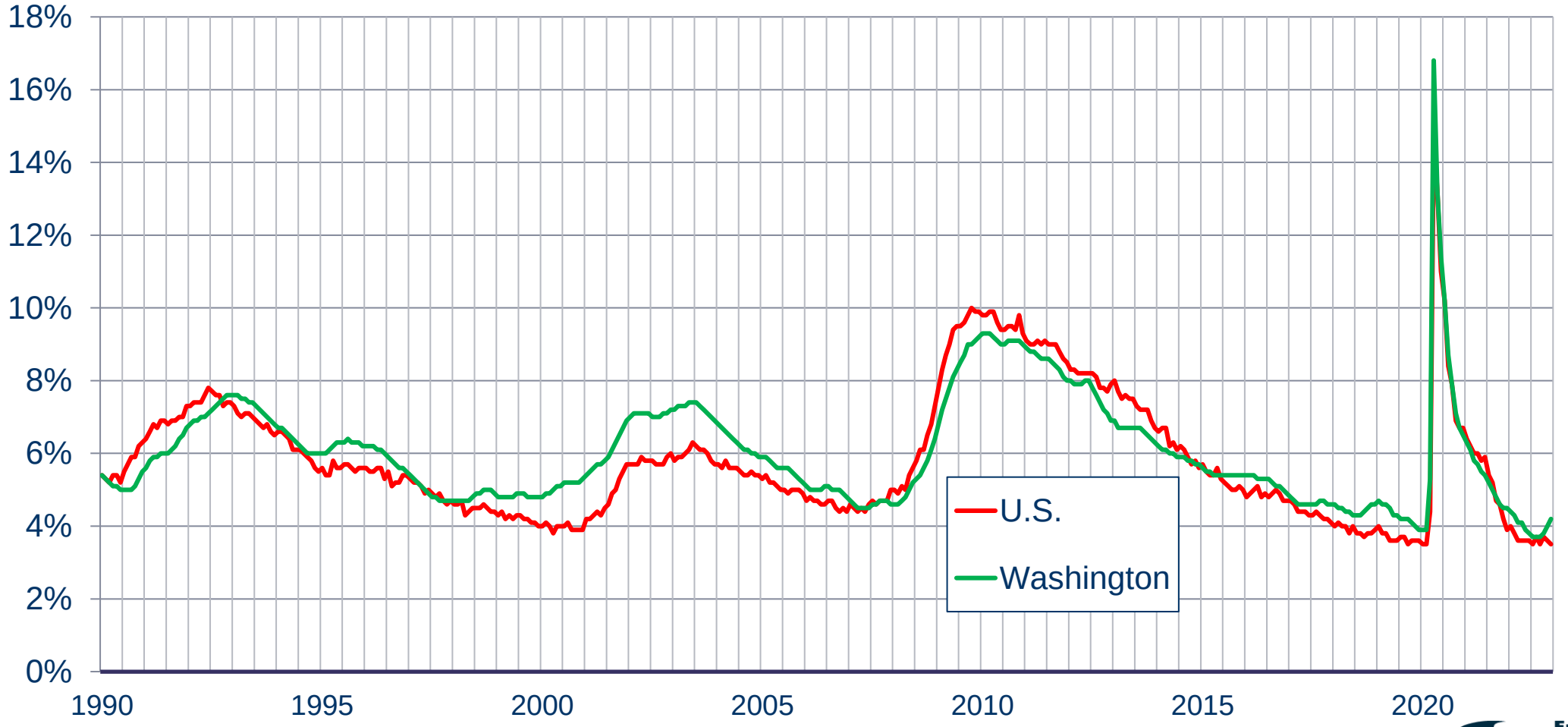
Unemployment rate—during the COVID era



Source: Bureau of Labor Statistics, Washington Employment Security Dept./DATA Division

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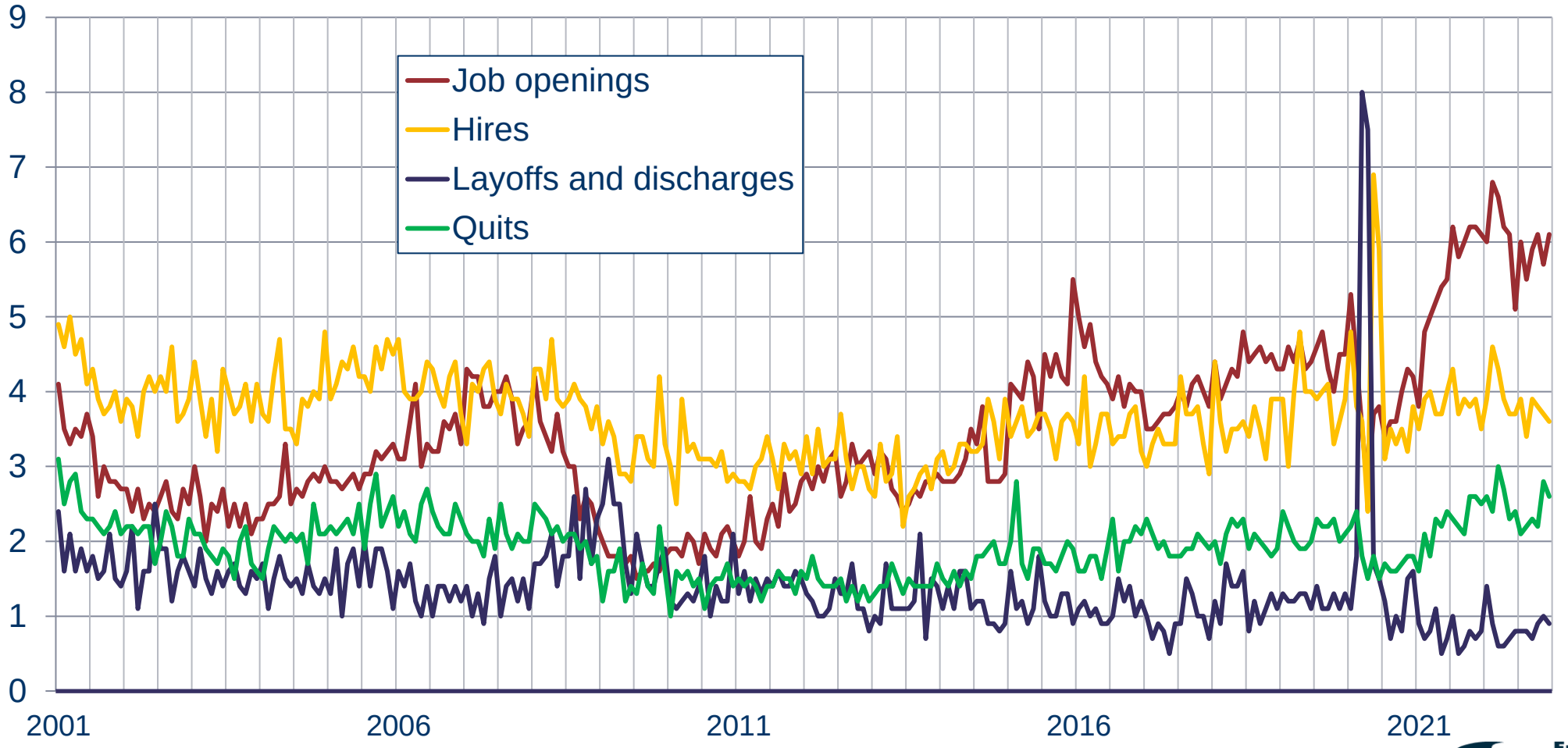
Job opening, hire, layoff and quit rates, Washington state



Source: Bureau of Labor Statistics

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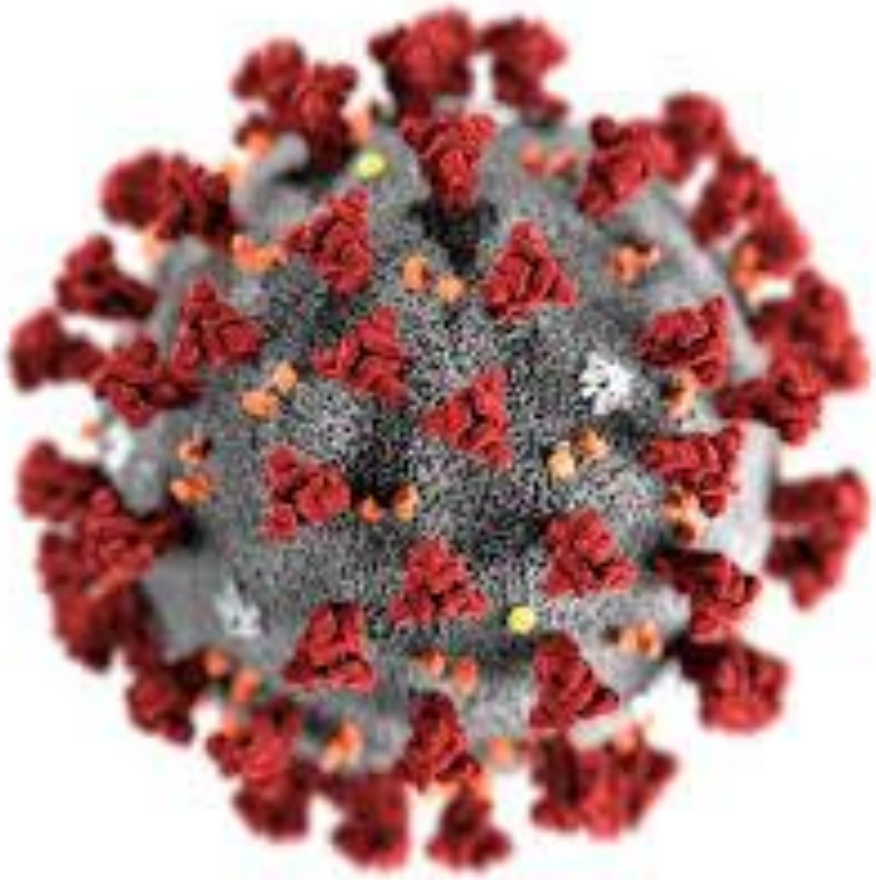
Still with us…



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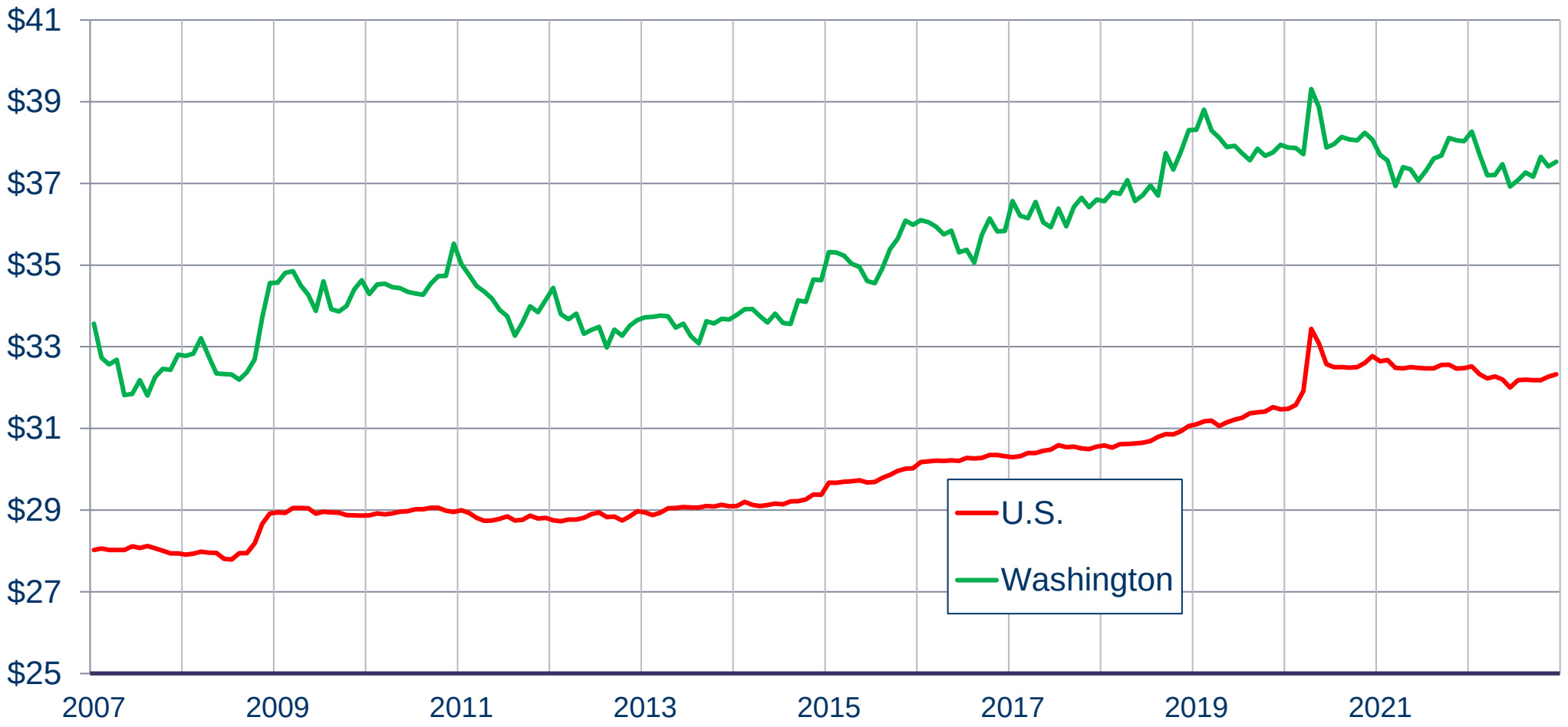
Average hourly wages have not kept up with inflation



Source: Bureau of Labor Statistics

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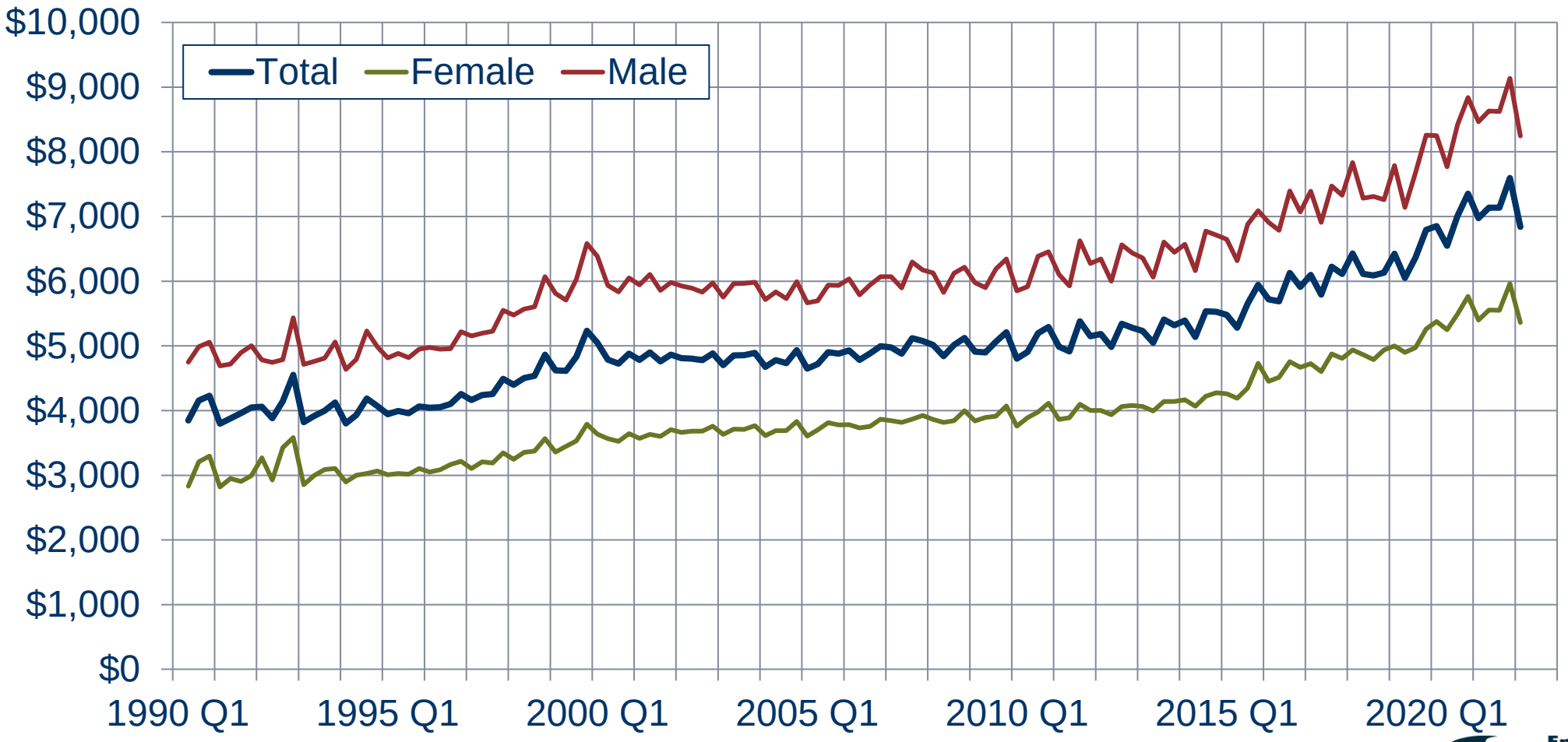
Average monthly wage: male/female

Washington state, full-quarter jobs, adjusted for inflation



Source: Census/LEDH

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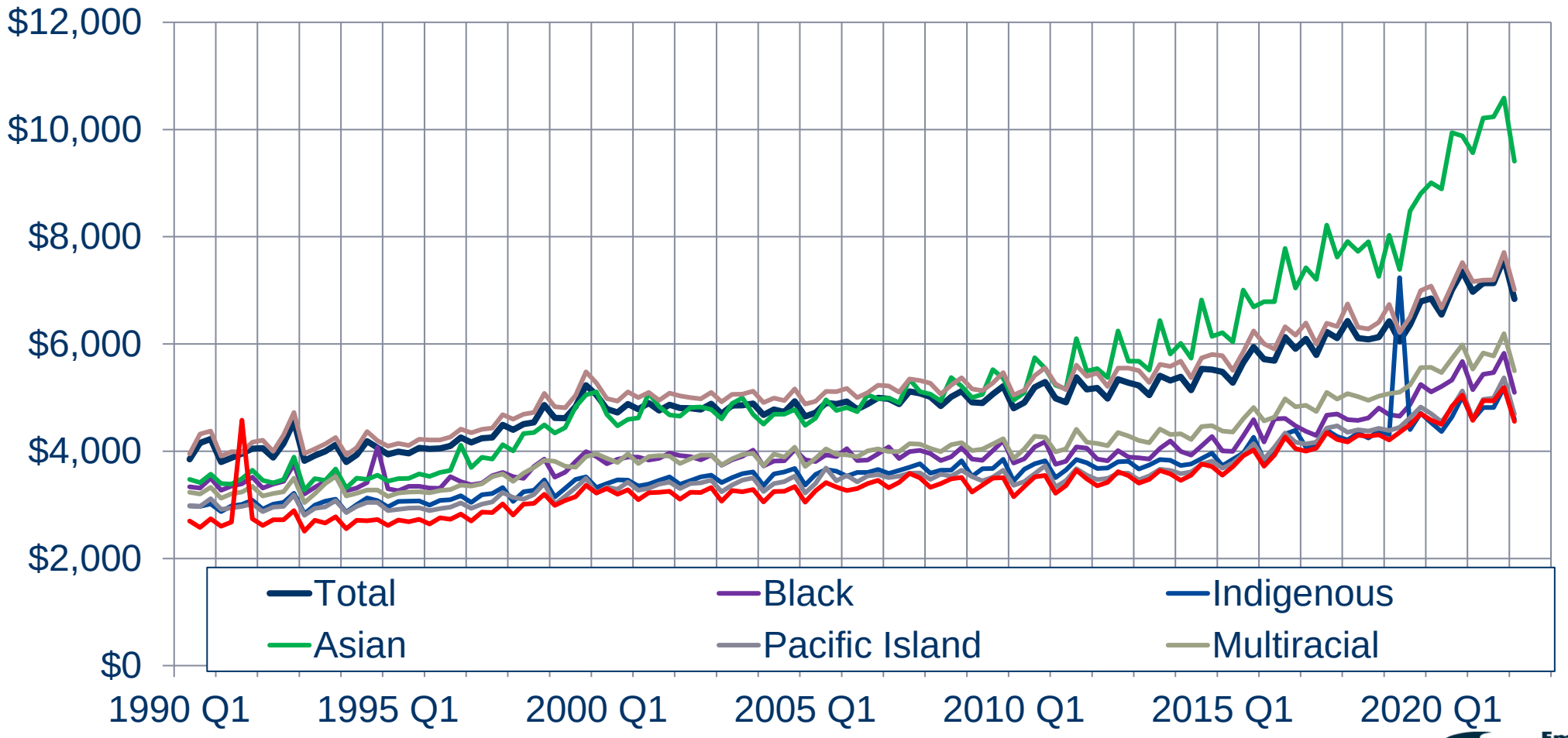
Average monthly wage by race/ethnicity

Washington state, full-quarter jobs, adjusted for inflation



Source: Census/LEDH

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Photo credit: Washington Post

Employment Security Department
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In summary:

- Washington employment is mostly recovered—differences by county and industry
- The labor market is tight, mostly due to long COVID
- Wage inequities remain entrenched
- Climate change

Contact Info

- scott.bailey@esd.wa.gov
- 360-810-0048
- E-mail me if you want to get my monthly newsletter

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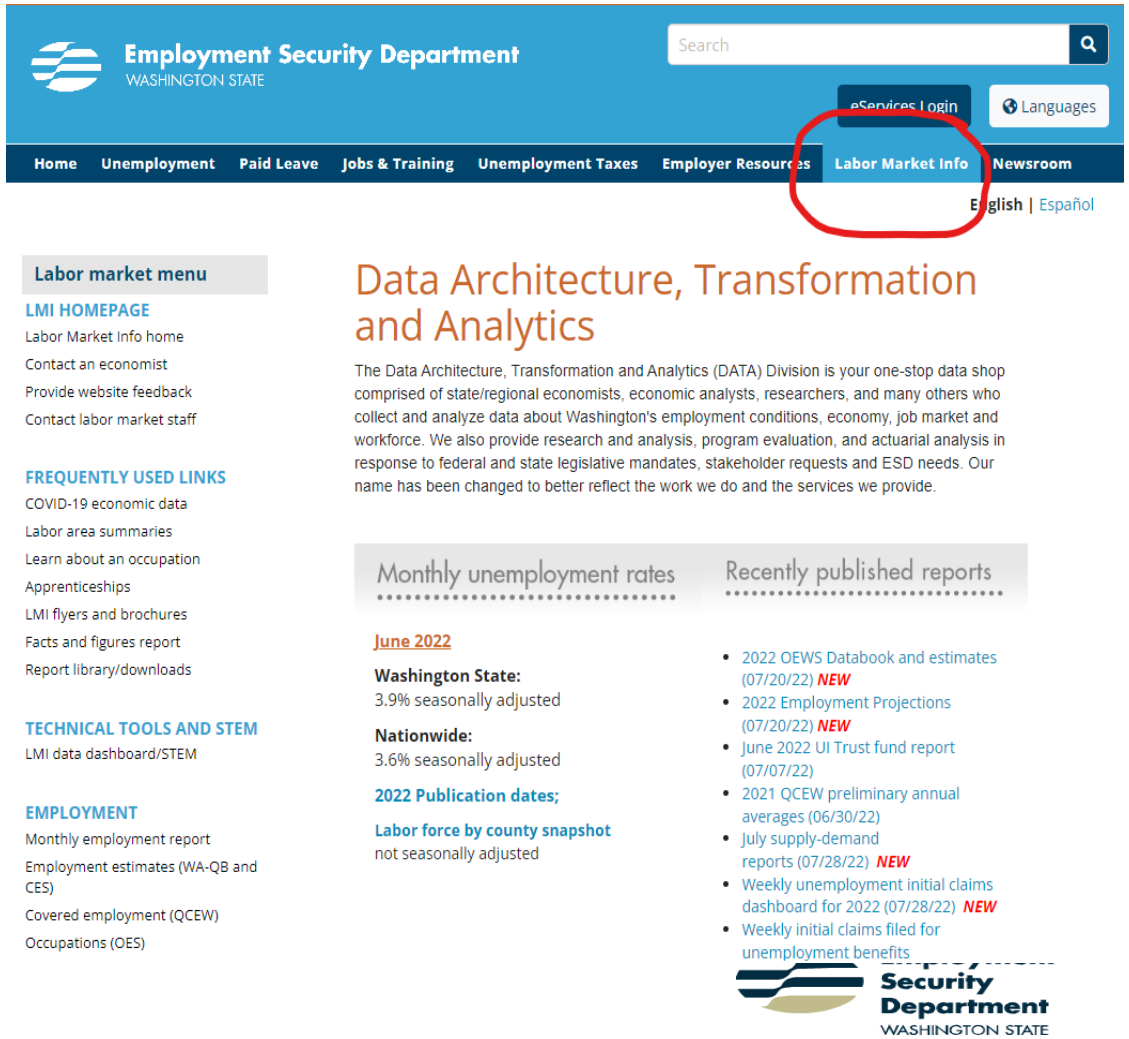
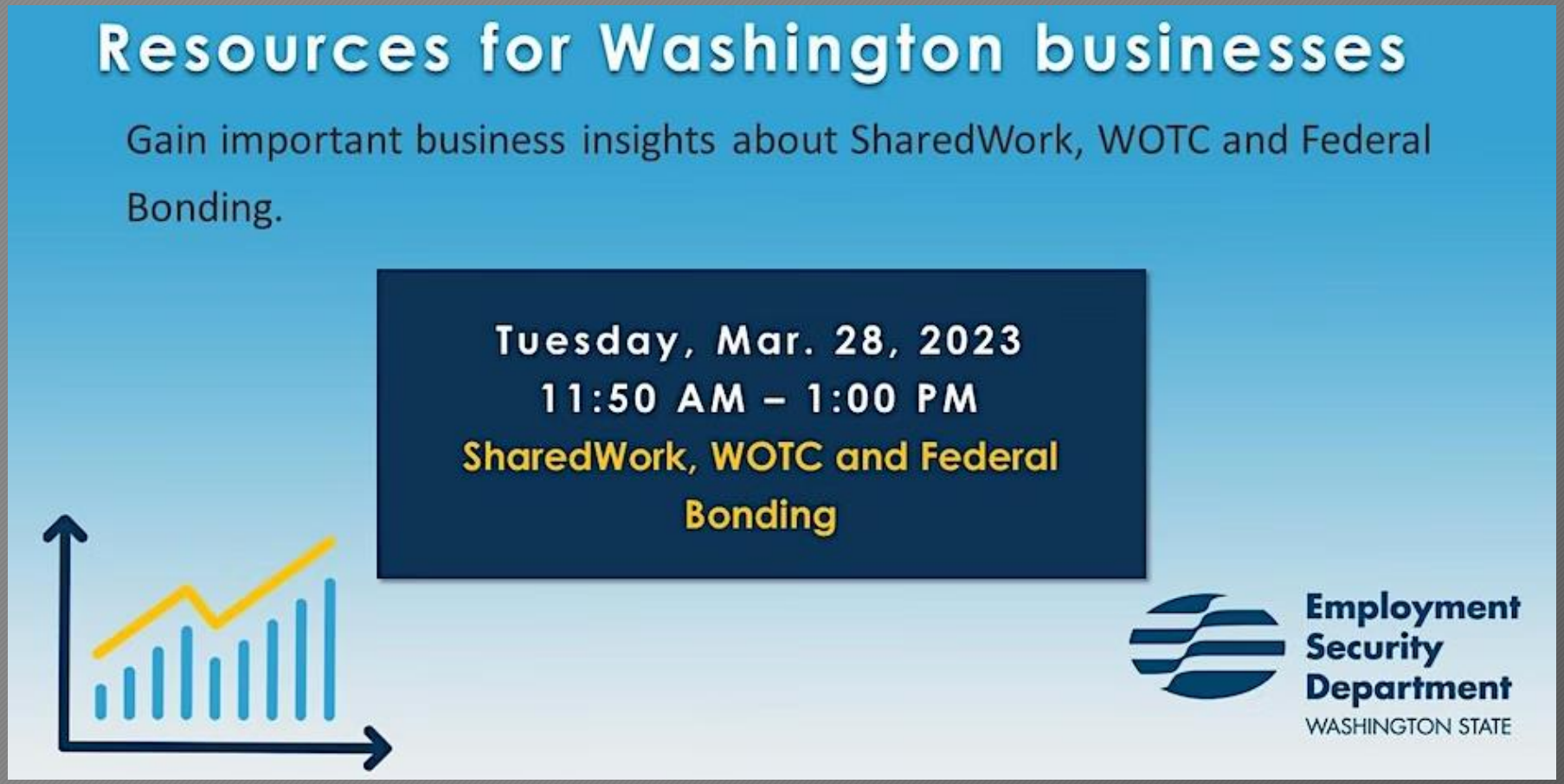
www.esd.wa/labormarketinfo

- Find your regional economist
- Employment and wage information
  - Wage range by occupation
  - Jobs by industry
  - Employment over time
  - Employment Projections
- Labor force and unemployment



Q&A



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