

Chelan County

Reskilling and Upskilling in the Post-COVID-19 Economy

The COVID-19 pandemic has triggered a deep recession in Washington with a sharp rise in unemployment.

A significant percentage of jobs lost may never return. African American and Latinx workers, young adults, and those without postsecondary education are being hit hardest by the Covid-19 recession. Many Wenatchee and Chelan County workers will need to **reskill** for jobs in new industries and focus on those with growth potential and opportunities to **upskill** for career advancement. The availability of seamless, well-coordinated credential pathways is critical to helping them successfully navigate this transition.




RESKILLING:

Learning a new set of skills or obtaining a credential in a separate field, with the goal of transitioning to a new job or different industry.

UPSILLING:

Acquiring additional skills or new credentials for advancing to a more responsible position and higher wages in the same general line of work.

EXAMPLES OF CREDENTIAL PATHWAYS IN THE CHELAN COUNTY AREA FOR LIVING-WAGE, HIGH-DEMAND JOBS¹

Occupational Fields	RESKILLING			UPSILLING	
	Short-Term Programs	Entry-Level Position		Additional credentials for Career Advancement	Next-Step Occupations
Computer & Information Tech 	Short-Term Certificate (1-Year Program) Computer Technician (Wenatchee Valley College)	Computer Network Support Specialist (Median Hourly wage- \$29.15)	➔	Associate Degree: -Computer Tech – Network Administration (Wenatchee Valley College) Bachelor's Degree - Computer Science (Central Washington U.)	Network/Computer Systems Administrator (Median Hourly Wage- \$38.34) Systems Analyst (Median Hourly Wage-\$43.79) Software Developer (Median Hourly Wage-\$55.14)
Engineering Technology 	Associate Degree in Engineering Technology (Wenatchee Valley College)	Engineering Technician (Median Hourly wage- \$30.93)	➔	Bachelor's Degree in Engineering Technology (Wenatchee Valley College)	Mechanical Engineer (Median Hourly Wage-\$44.42) Electrical Engineer (Median Hourly Wage-\$47.51)
Nursing 	Short-Term Certificate (1 Quarter) Nursing Assistant (Wenatchee Valley College)	Certified Nursing Assistant (Median Hourly wage- \$15.70)	➔	Associate Degree in Nursing (Wenatchee Valley College) Bachelor of Science in Nursing (BSN) (Wenatchee Valley College)	Licensed Practical Nurse (Median Hourly wage- \$25.33) Registered Nurse (Median Hourly wage- \$42.62)

Strategies to Support Reskilling and Upskilling for a Sustained and Equitable Recovery

Short-Term:

- Increase awareness of short-term, non-degree programs that provide qualifications for living-wage jobs.
- Ensure broad access to online courses that offer flexibility and alternatives to in-person classes.
- Provide support services to students who face barriers to attending and persisting in postsecondary programs.
- Expand the use of Academic Credit for Prior Learning for certificate and degree programs.

Long-Term:

- Continue to develop short-term certificate programs and credential pathways that are stackable toward degrees.

¹ The living Wage for a family of 2 adults (1 working) and 1 child in Chelan County is \$26.48 (Source: MIT Living Wage Calculator, accessed May, 2021, <https://livingwage.mit.edu/>). In-demand jobs and wage data were determined using labor market analytics from Economic Modeling Specialists International (Emsi) and Burning Glass Technologies.