

## Grays Harbor 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 Grays Harbor 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.

#### UPSKILLING:

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 GRAYS HARBOR COUNTY AREA FOR LIVING-WAGE, HIGH-DEMAND JOBS<sup>1</sup>

Occupational Fields	RESKILLING			UPSKILLING	
	Short-Term Programs	Entry-Level Position		Additional credentials for Career Advancement	Next-Step Occupations
 Nursing	Short-Term Certificate (1 Quarter) Certified Nursing Assistant (Grays Harbor College)	Certified Nursing Assistant (Median Hourly wage- \$16.25)	→	Associate in Nursing (Grays Harbor College)  Bachelor of Science in Nursing (BSN) UW-Tacoma	Licensed Practical Nurse (Median Hourly wage- \$27.86)  Registered Nurse (Median Hourly wage- \$41.43)
 Business Management	Business Management Certificate (3-4 Qtrs.) (Grays Harbor College)	Office Manger (Median Hourly wage- \$21.63)	→	Business Management Associate Degree (Grays Harbor College)  Bachelor of Applied Science – Organizational Management (Grays Harbor College)	Assistant Operations Manager (Median Hourly Wage- \$36.47)  General Manager (Median Hourly Wage- \$61.37)
 Construction Management	Associate Degree in Construction Management (Designed for direct transfer to a bachelor's program) (Grays Harbor College)	Construction Foreman (Median Hourly wage- \$22.93)	→	Bachelor's Degree in Construction Management - Central Washington University - Washington State University - UW Seattle - Eastern Washington University	Construction Manager (Median Hourly wage- \$29.60)

#### 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.

<sup>1</sup> The living Wage for a family of 2 adults (1 working) and 1 child in Grays Harbor County is \$25.15 (Source: MIT Living Wage Calculator, accessed Oct. 2020, <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.