

Lewis 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 Lewis 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 LEWIS COUNTY AREA FOR LIVING-WAGE, HIGH-DEMAND JOBS¹

Occupational Fields	RESKILLING			UPSKILLING	
	Short-Term Programs	Entry-Level Position		Additional credentials for Career Advancement	Next-Step Occupations
Computer & Information Tech 	Short-Term Certificate (Two Quarters) Computer Support 1 <i>South Puget Sound Community College (SPSCC)</i>	Computer Support Specialist <i>(Median Hourly wage- \$27.52)</i>	➔	Associate Degree: -Applications Development -Information Technology (Centralia College) Bachelor's Degree (BAS) Information Technology (Centralia College)	Web Developer <i>(Median Hourly Wage- \$48.95)</i> Software Developer <i>(Median Hourly Wage-\$55.14)</i>
Engineering 	Associate Degree in Engineering - Mechanical or - Electrical - Civil - Chemical <i>(Centralia College)</i>	Engineering Technician <i>(Median Hourly wage- \$20.19)</i>	➔	Bachelor's Degree in Engineering (Saint Martin's University)	Mechanical Engineer <i>(Median Hourly Wage-\$40.41)</i> Civil Engineer <i>(Median Hourly Wage-\$38.81)</i> Electrical Engineer <i>(Median Hourly Wage-\$43.79)</i>
Nursing 	Short-Term Certificate (1 Quarter) Nursing Assistant Certified <i>(Centralia College)</i>	Certified Nursing Assistant <i>(Median Hourly wage- \$15.61)</i>	➔	Associate in Nursing (Centralia College) Bachelor of Science in Nursing (BSN) UW-Tacoma	Licensed Practical Nurse <i>(Median Hourly wage- \$25.50)</i> Registered Nurse <i>(Median Hourly wage- \$39.10)</i>

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 Lewis County is \$25.84 (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.