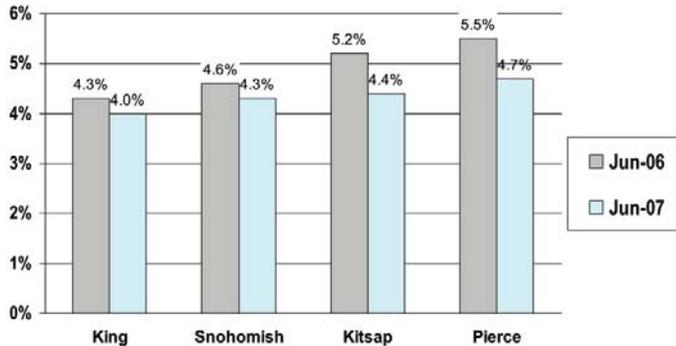


# Seattle Jobs Initiative's Job Trends Report

September 2007

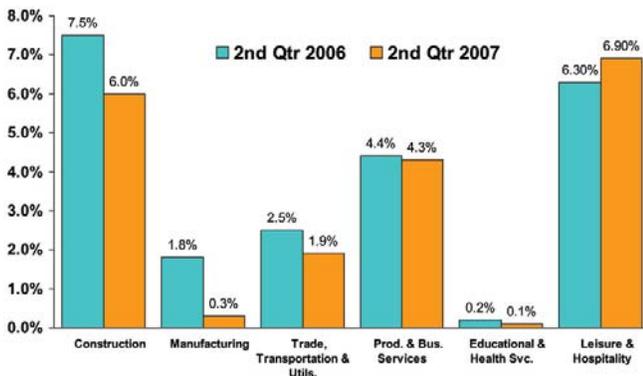
## Trend Tracker What's changing in the local job market?

**Chart 1.** Resident Unemployment Rates remain low for all Puget Sound Counties – June 2006 v. June 2007



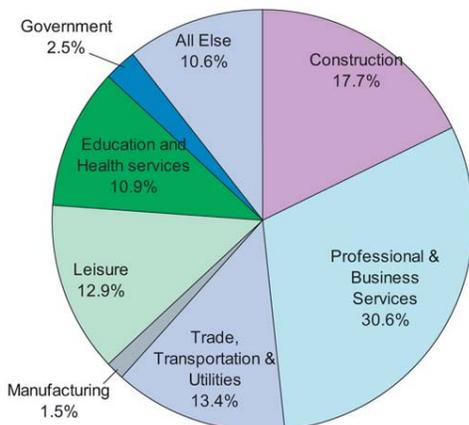
Washington State Employment Security Department, Resident Civilian Labor Force and Employment in Washington State, [http://www.workforceexplorer.com/admin/uploadedPublications/1886\\_iaus\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1886_iaus_historical.xls).

**Chart 2.** King County Job Growth Rates by Selected Industrial Sectors 2<sup>nd</sup> Quarter 2006 v. 2<sup>nd</sup> Quarter 2007



Washington State Employment Security Department, Nonagricultural Wage and Salary Workers Employed in Washington State, [http://www.workforceexplorer.com/admin/uploadedPublications/1884\\_industry\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1884_industry_historical.xls)  
NOTE: September 2005 Employment was adjusted upward to compensate for a short-term employment decline from the Boeing strike

**Chart 3.** King County Job Growth by Industry Sector June 2006 to June 2007



## Industry Spotlight: Construction

### In this issue:

- An inside look at pre-apprenticeship and apprenticeship training
- Barriers to successful employment
- Insight from employers

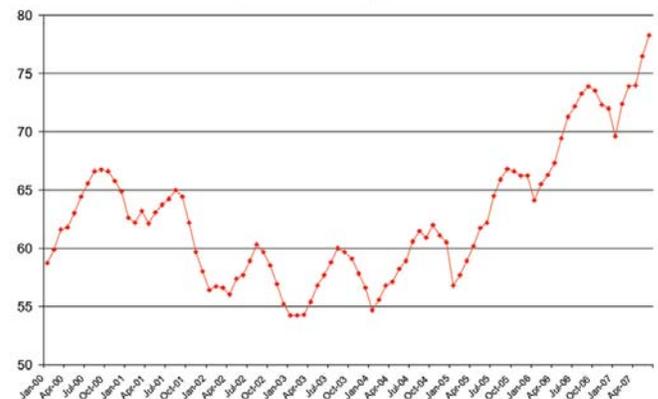
Research confirms that the construction industry in the Seattle and Puget Sound area is booming. With many large-scale public works projects underway and on the horizon—including the Light Rail and the rebuilding of the Alaskan Way Viaduct—construction employers are experiencing an increased need for a skilled workforce.

This scenario presents great career opportunities for interested individuals. In this issue of Seattle Jobs Initiative's Job Trends Report, we bring to light some of the challenges facing both job seekers and employers in the construction industry—and highlight some of the existing efforts to link low income individuals to living wage jobs.

Chart 4 below shows construction job growth since 2000, and demonstrates its sensitivity to economic cycles and recent rapid growth. Construction jobs dropped below 55,000 in 2003. Since job growth resumed in 2004, employment has climbed steadily upward, and is now approaching 80,000. The chart also shows the industry's seasonality, with employment dropping to a low every January, and increasing through the summer of each year.

(Cont'd next page)

**Chart 4.** King County Construction Employment (in 1000s) January 2000 through June 2007



Washington State Employment Security Department, Nonagricultural Wage and Salary Workers Employed in Washington State, [http://www.workforceexplorer.com/admin/uploadedPublications/1884\\_industry\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1884_industry_historical.xls)  
NOTE: September 2005 Employment was adjusted upward to compensate for a short-term employment decline from the Boeing strike

## Industry Spotlight: Construction, Cont'd

King County's 6% second quarter 2007 construction job growth rate exceeded that of all other industrial sectors except leisure and hospitality. However, construction growth slowed in comparison to last year's 7.5% quarterly rate. (See chart 2 on page 1.)

Because of its recent rapid growth, construction represents a large proportion of recent job growth in King County. Construction accounted for almost 18% of job growth in the past year, even though the industry accounts for less than 7% of all current jobs in the county. (See chart 3 on page 1.)

Despite this outside impact, it is important to note that King County is not alone in rapid growth in construction jobs. As Table 1 shows, while construction employment grew a healthy 21% in the county since the year 2000, statewide growth was 30%, and in Pierce and Kitsap counties, jobs grew more than twice as fast as in King County. However, in the last year, King County construction jobs have increased by almost 10%—exceeding that of surrounding counties by a substantial margin.

### Components of King County Construction Employment Growth

As chart 5 shows, the specialty trade contractors subsector—trade specialists, such as masons or carpenters, primarily engaged in building construction—has the largest overall number of jobs. This subsector has also added the largest number of jobs—about 11,000 since 2004. The second largest sector for employment is construction of buildings – primarily workers employed by general contractors and builders.

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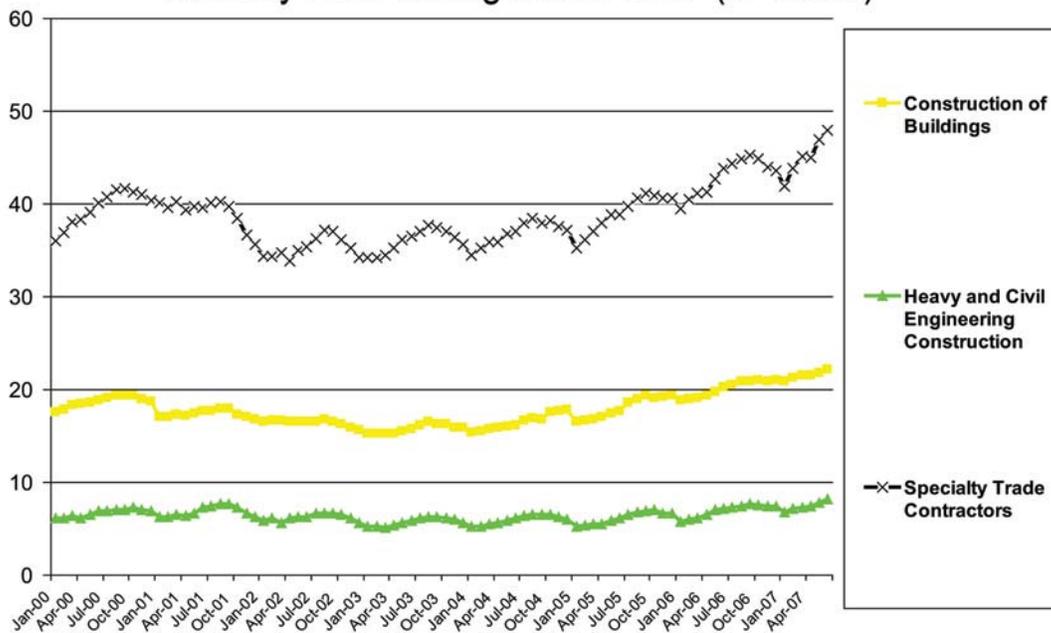
**Table 1.**

**Construction Employment Growth by County  
2<sup>nd</sup> Quarter 2000 to 2<sup>nd</sup> Quarter 2007**

	2 <sup>nd</sup> Qtr. 2000	2 <sup>nd</sup> Qtr. 2007	% change	abs change
King	64,400	78,300	21.6%	13,900
Pierce	16,000	24,400	52.5%	8,400
Snohomish	20,000	22,700	13.5%	2,700
Kitsap	4,100	6,100	48.8%	2,000
WA State	163,800	213,700	30.5%	49,900

Washington State Employment Security Department, *Resident Civilian Labor Force and Employment in Washington State*, [http://www.workforceexplorer.com/admin/uploadedPublications/1886\\_laus\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1886_laus_historical.xls).

**Chart 5.** King County Construction Employment by Subsector  
January 2000 through June 2007 (in 1000s)



Washington State Employment Security Department, *Nonagricultural Wage and Salary Workers Employed in Washington State*, [http://www.workforceexplorer.com/admin/uploadedPublications/1884\\_industry\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1884_industry_historical.xls)

NOTE: September 2005 Employment was adjusted upward to compensate for a short-term employment decline from the Boeing strike

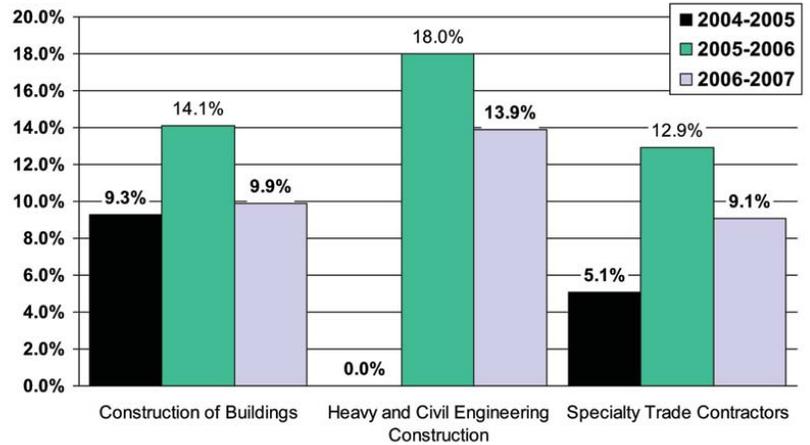
Recent growth rates are starting to tilt toward heavy and civil engineering, consistent with a picture of large public works projects coming on line in Puget Sound and King County, and the impact of the beginning of the residential housing slowdown on building construction. As Chart 6 shows, Heavy and Civil Engineering Construction had no growth in the 2004-2005 period, but growth hit double-digits in the prior two-year period.

### Employment Projections by Industry - Forecast & Growth Rate

Although growth of construction jobs is expected to be steady in the coming years, growth is expected to slow after 2009. According to the Washington State Department of Employment Security, by 2009 the construction industry in King County will have added 12,000 new jobs since the 2004 period, an annual growth rate of 4.2%. For 2009-2014, construction will add another 4,000 jobs, an annual growth rate of 1.1%. By 2014, total employment in the industry is expected to be 76,800. ■

## Chart 6.

King County Growth by Construction Industry Subsector (June 2004 – June 2007)



Washington State Employment Security Department, *Nonagricultural Wage and Salary Workers Employed in Washington State*, [http://www.workforceexplorer.com/admin/uploadedPublications/1884\\_industry\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1884_industry_historical.xls)  
 NOTE: September 2005 Employment was adjusted upward to compensate for a short-term employment decline from the Boeing strike

### An inside look at Construction pre-apprenticeships

Because the construction labor market is currently tight, many employers are turning to pre-apprenticeship and apprenticeship programs to help them with their staffing needs.

Pre-apprenticeship programs provide excellent opportunities for individuals to work towards a career in construction. Though not required for placement in apprenticeships, they are often a good entry point for people in need of basic skills and on-the-job training.

According to Bob Markholt, instructor and program coordinator for Seattle Vocational Institute's Pre-apprenticeship Construction Training, such programs provide opportunities for those individuals traditionally not represented in these trades – women and people of color – to find their way in to the industry. These programs aim to prepare people for the rigors of the job, leading in most cases to apprenticeship placement, where they can gain on-the-job hard skills applicable to their chosen trade.

An example of a local pre-apprenticeship program is the Rainier Valley Community Development Fund (RVCDF). Facing an increase in Seattle area construction projects, and more specifically, the new Light Rail work, the RVCDF has taken on the task of training the local workforce interested in construction. RVCDF's key mission includes placing Rainier Valley residents in construction-related jobs to help mitigate the impact of the Light Rail on business, employment, and community. RVCDF has partnered with Seattle Jobs Initiative to administer pre-apprenticeship construction training programs through contractors based in the Rainier Valley. The two teams of contractors, led by Center for Career Alternatives (CCA) and TRAC Associates, consist of partnerships with various Rainier Valley community based organizations (CBOs).

The collection of CBOs involved are responsible for outreach, recruitment, assessment and case management, individual skills assessment, employment counseling, and retention

services. The CBOs are also the point of entry for the job seeker. The agencies prepare the job seeker for the 12-22-week long training program (provided through Renton Technical Institute, South Seattle Community College, and Seattle Vocational Institute), familiarize each participant with the construction sector, and assist him or her in finding a job. The training programs provide instruction on both the soft and hard skills necessary to gain access to apprenticeships and secure future employment in the construction industry. For those individuals who meet particular eligibility standards, additional support services are available to help alleviate barriers, including funds to pay for transportation, child care, various fees, union dues, and job training tools and equipment.

In addition to the RVCDF pre-apprenticeship partnerships, there are other programs which help funnel individuals into construction employment. The Construction Readiness Training Program (CRT) at ANEW provides 11 weeks of skills and job readiness training, preparing low-income and minority individuals interested in construction for work and success in a variety of trades. Many colleges also offer short-term or more specialized programs in construction (SCCC Wood Construction Program, SSCC program in construction management, Construction Industry Training Council Trade Courses) which place individuals directly into jobs. According to Julia Cordero, director of Renton Technical College Construction Center for Excellence, those individuals who complete these programs are more likely to pick up non-union work, which generally pays less to start and does not provide the same benefits as union labor.

The benefits of the RVCDF partnership and similar pre-apprenticeship programs are far-reaching. Since inception, the RVCDF partnership has placed 52 Rainier Valley residents into further training, with an additional 66 going directly to positions in various trades. The cumulative average hourly placement wage for individuals placed as of May 2007 was \$15.86. Similarly, SVI's Pre-Apprenticeship Construction Training (PACT) program has already set up 10 out of 11 of its summer '07 graduating students with apprenticeships. Johanna Chestnutt, executive director of ANEW, reports an apprenticeship placement count of more than 84 this year alone (and counting!). ■

## **PRE-APPRENTICESHIP RESOURCES**

Rainier Valley residents interested in the RVCDF Pre-Apprenticeship program should contact Seattle Jobs Initiative at (206) 628-6975.

**ANEW Apprenticeship Opportunities Project:**  
[www.anewaop.org/AOP.htm](http://www.anewaop.org/AOP.htm) or call (206) 381-1384

Funded by Port Jobs, ANEW helps members of King County prepare for and apply to apprenticeships in the construction trades. Wrap-around services include case management, application and employment services, and various forms of financial assistance.

**ANEW Construction Readiness Training program**  
[www.anewaop.org/CRT.htm](http://www.anewaop.org/CRT.htm) or call (206) 768-6671

This 11-week course prepares student in basic skills, employment readiness, and training with industry trades such as Cement Masons, Electricians and Painters.

**SVI Building Trades Pre-apprenticeship:**  
[www.sviweb.sccd.ctc.edu/p\\_mta\\_mta.htm](http://www.sviweb.sccd.ctc.edu/p_mta_mta.htm) or Bob Markholt at (206) 587-4974

2-quarter, 660-hour pre-apprenticeship construction training program. Support services include child care, medical and dental services, transportation and housing, and personal and career counseling.

**RTC Construction Trades Preparation:**  
[www.rtc.edu/Programs/TrainingPrograms/JobSkills/](http://www.rtc.edu/Programs/TrainingPrograms/JobSkills/) or call (425) 235-2352

2-quarter program that incorporates theory and hands-on application, while teaching job and life skills. Support services through RTC include child care, counseling and career services.

**Seattle City Light Lineworker Pre-apprentice Program:**  
[www.seattle.gov/light/Apprentice/ApprenticeshipsOffered/LineworkerPreapprentice/](http://www.seattle.gov/light/Apprentice/ApprenticeshipsOffered/LineworkerPreapprentice/) or call (206) 386-1603

**Other pre-apprenticeship programs:**  
[www.lni.wa.gov/TradesLicensing/Apprenticeship/About/Ready/default.asp](http://www.lni.wa.gov/TradesLicensing/Apprenticeship/About/Ready/default.asp)

Through a paid 6-month training position, individuals gain the necessary knowledge and skills to enter directly into the 4-year Lineworker Apprenticeship.

## **APPRENTICESHIP RESOURCES**

**Renton Technical College Construction Center for Excellence:**  
<http://www.RTC.edu/CommunityResources/CCE>

Links to CCE's Resources Handbook, which provides a wealth of information on the industry and apprenticeship programs.

**Washington State Department of Labor & Industries Apprenticeship Division:**  
[www.lni.wa.gov/TradesLicensing/apprenticeship/default.asp](http://www.lni.wa.gov/TradesLicensing/apprenticeship/default.asp)

Offers an overview of apprenticeship programs in construction, plus step-by-step instructions for planning for/applying to them.

## **An inside look at construction apprenticeships**

For individuals interested in working in the construction industry, now is a favorable time to begin an apprenticeship. Nearly all construction trades are looking to expand their rosters, according to Chris Elwell of the King County Building & Construction Trades Council, who cites two reasons for the high demand for construction workers: the current boom in the industry in King County and the aging of the construction workforce.

Faced with depleted rosters, construction industry trade unions are focusing, perhaps more than ever, on the recruitment and retention of workers. And recruitment means that they are looking for people to enter their apprenticeship programs.

### **Requirements for entry into apprenticeships**

Requirements for entry into apprenticeships vary by trade. Most apprenticeships require a high school diploma or G.E.D., others completion of the 10th grade. Nearly all require a valid driver's license and passing of a drug test. Applications and interviews must be completed that review candidates' aptitude, interest and soft skills, and often include written and hands-on tests.

In addition, each trade processes apprenticeship applicants at its own interval. Skilled trades, such as electricians and plumbers/pipefitters, for example, may only accept new apprentices once or twice a year; others, such as laborers, may accept new apprentices every few weeks, and thus may be more appropriate for someone interested in starting immediately. Often, trade unions will hire someone under "helper" (pre-apprentice) status who cannot enter an apprenticeship directly either because they do not yet meet the entry requirements or because applications are not yet being processed. Independent pre-apprenticeship programs can be appropriate for these individuals as well, helping them meet apprenticeship entry requirements. To help with their recruitment, apprenticeship programs in the industry are working to better connect to these pre-apprenticeship programs.

Another requirement for entry is payment of initiation dues. Typical dues might be around \$500, half of which must be paid upon entering the apprenticeship and the remainder upon completion. Some programs might waive the fee due to hardship, though this is not common practice.

### **How apprenticeships are structured**

Apprenticeships provide a combination of classroom and paid on-the-job training. They generally last for three to five years, with the skilled trades taking longer. As an example, the plumbers/pipefitters apprenticeship lasts five years and involves 10,000 hours of on-the-job training and 2,000 hours of classroom training. Some apprenticeships integrate classroom training regularly throughout (e.g., one day of classroom training every two weeks) while others provide classroom training in concentrated blocs of one or two weeks at a time.

Classroom time is not paid, though individuals in apprenticeships that offer concentrated classroom training blocs can receive unemployment during that period. One challenge  
(Cont'd next page)

of classroom training, particularly for those with families, is that it often occurs at night. Some trades are now beginning to move training to the day time to address this issue.

While the majority of training costs are paid for, apprentices should be prepared to pay for books and some class fees throughout their apprenticeship.

Each apprenticeship program is governed by its own Joint Apprenticeship Training Council (JATC) made up equally of employer and union representatives. This ensures that apprenticeships provide the skills employers need and that the interests of the worker are represented. The JATC governs the apprenticeship training, sets the curriculum, handles disciplinary issues, and sets the pay scale. According to Julia Cordero, Director of Renton Technical College's Construction Center for Excellence, the construction industry, acting through JATCs, primarily looks to itself to meet its worker training needs, though it often partners with colleges to provide classroom instruction and facilities.

### Apprentice wages & benefits

Starting wages for a new apprentice generally begin at 50 percent of the journeyman's scale in his or her trade. This equates to a range of approximately \$12.50 to \$20 per hour. Pay increases incrementally throughout the apprenticeship period based on either hours or years completed. Typically, an apprentice will receive a 10 percent pay raise each year and will be earning about 80 percent of journeyman scale in his or her final year. Once a journeyman, wages range from about \$25 to \$50 per hour depending on the trade (see Table 3 for more detail). Apprentices normally receive very good benefits as well, including full medical and a pension plan.

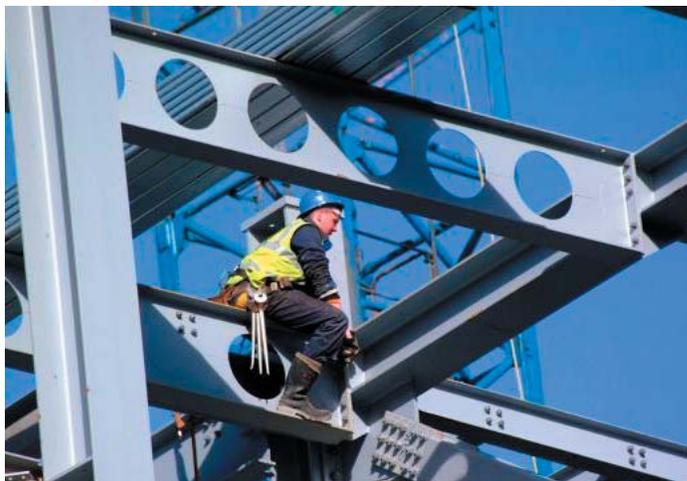
### Career ladders: beyond journeyman

Career ladders within the construction industry do not cease once someone reaches the journeyman level. Most industry trade unions have funding for additional training that may lead a journeyman to a college AAS degree in construction or to become a foreman, draftsman, safety trainer, or other specialized worker. Higher skilled workers may end up working directly for employers or starting their own businesses after completing business development courses.

**Table 2.**

Construction Trades Job Vacancies, King County, April 2007

Construction Trade	King County Vacancies	WA State Vacancies
Painters, Construction and Maintenance	271	596
Roofers	130	353
Carpenters	110	345
Civil Engineers	72	139
Construction Managers	65	93
Sales Representatives, Services, All Other	65	98
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	58	199
Plumbers, Pipefitters, and Steam fitters	55	201
Construction Laborers	45	192
Telecommunications Line Installers and Repairers	41	104



### Choosing an apprenticeship program: which trade?

According to Chris Elwell, someone today who wants to enter an apprenticeship and start earning a wage quickly might choose to apprentice as a laborer or pipeline worker. Workers in these trades are currently in very high demand and are typically logging significant work hours. However, Chris advises that those looking for a long-term career in the construction industry do their homework and select the trade in which they are most interested. Resources are available from the state, trade unions and training institutions that provide more information on the individual apprenticeship programs (see Resources section on previous page.) ■

## Special Thanks to the Following Individuals for their Help and Insight:

Johanna Chestnutt, Executive Director, ANEW  
 Julia Cordero, Director, Renton Technical College Construction Center for Excellence  
 Chris Elwell, Executive Secretary, King County Building & Construction Trades Council  
 Cristina Gonzalez, King County Regional Labor Economist, Washington State Employment Security Department  
 Ken Fry, Executive Director, NECA-IBEW Electrical Training Center  
 Tanya Jimale, Owner, JTS Manage Services  
 Bob Markholt, Program Coordinator, Seattle Vocational Institute Pre-apprenticeship Construction Training  
 Greg Mowat, Project Labor Specialist, Sound Transit  
 Dick O'Connor, Executive Director, Oregon Building Congress  
 Lori Otto, Field Office Manager, PCL Construction  
 Tom Peterson, Vice President, Hoffman Construction Company  
 Gina Thorson, Community Outreach Coordinator, Walsh Construction  
 David Wallace, Occupational Information Manager, Washington State Employment Security Department

# Successful employment in construction: barriers and resources

## Childcare

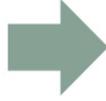
Construction work and training often requires evening and weekend hours, so the issue of child care is regularly a hurdle for many construction industry employees – especially low-income single-parent families.



Child Care Resources of King County helps families find information and referrals to child care services appropriate for individual needs.

## Training Costs

Though pre-apprenticeship and apprenticeship training costs are often covered for those who need assistance, continued training throughout a construction career may present a financial barrier.



Union training trusts, such as Northwest Laborers-Employers Training Trust Fund, provide funds for continued job skills training.

## Gender

Construction has traditionally been male-dominated, which may discourage women from entering the industry.



Organizations such as Washington Women in Trades, and Sisters in the Building Trades are providing networks for training, recruitment, skills building, personal connections, community outreach, and employment opportunities for women.

## Language

The growth of the Spanish-speaking population on both union and non-union sides of the industry presents a challenge for training and employment. In addition, a high percentage of on-the-job accidents are due to language barriers.



Renton Technical College addresses the issue by providing training for hazard awareness in Spanish, and South Seattle Community College conducts one of its evening construction classes in Spanish. Many unions now often offer training in Spanish, and are working to increase staff who speak the language.

## Transportation & Licensing

Transportation is a significant barrier for many workers and tradesmen. A car and a valid driver's license are a must-have for most construction jobs; often employees need to run errands or work at scattered job sites.



Programs like Working Wheels through Port Jobs provide cars to those who need them. Similarly, LELO runs a Relicensing Project, which helps workers regain their licenses.

## Insight from Local Employers

Local employers seem to agree: construction work is taking off, and the available appropriately skilled labor is scarce. From managed services to residential and commercial contracts, the current supply of construction labor does not meet the demand of employers, both in quantity and quality. The current shortage, combined with the large cohort of current labor that is about to retire (see Chart 7 on following page), will have a major impact on the composition of the workforce. In light of these issues, better recruitment and retention strategies are necessary.

### Recruitment

Many local construction businesses are already affected by the shortage of skilled workers.

"With everyone fishing from the same pond, the limited supply of talented labor leaves some employers staffing projects with less-than-ideally skilled workforces," said Tom Peterson, vice president of Hoffman Construction.

Some employers have started altering their staffing methods. Tanya Jimale, owner of JTS Manage Services, experienced a series of recent searches that unveiled under qualified applicants for employees in construction management. She is now choosing to train current staff to be able to provide various managed services.

In addition to training staff internally, construction companies are employing other innovative outreach efforts to attract workers. Employers are working with high schools, youth organizations (YouthBuild), state employment

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**Tanya Jimale, owner of JTS Manage Services, and SJI graduate Doug Hamilton.**

resources (Workfirst), and housing authorities to recruit individuals.

A large proportion of construction employers also go through union apprenticeship routes to stock their workforce. Julia Cordero, director of the Renton Technical College Construction Center for Excellence, noted that employers are looking for more connections to pre-apprenticeship programs because they know these people have some previous knowledge of the industry, and an understanding of what they are getting into and what is expected of them.

“The challenge for employers is to make a concerted effort to expand the number of apprentices that they are using”, comments Ken Fry of NECA-IBEW Electrical Training Center in Portland, Oregon. “Not only does it make good economic sense, but it also provides employers with the workforce they need when the baby boomers retire in the coming years.”

Peterson from Hoffman Construction agrees.

“Unions are key in our company’s employment strategy, and we strongly support the unions’ work with both apprenticeships and journeyman training,” he said.

Fry adds that in general, employers are pleased with the quality of employees that are coming out of the various training programs. The programs provide the necessary soft and hard skills that people need to come ready for work and properly armed with what it takes to be successful in any workplace. Peterson agrees that these trainings are indispensable in providing future Hoffman employees with key skills, and that those who come out of pre-apprenticeship trainings are getting important basics that give them a leg up in apprenticeship training.

### Retention

Retention is a problem for construction employers, as the turnover rate in construction in general is very high. Reasons for the inability to maintain labor include job dissatisfaction, the cyclical schedule of construction projects, waning interest in the nature of the work, or barriers which conflict with maintaining regular employment (see Barriers article on previous page).

According to Gina Thorson, community outreach coordinator for Walsh Construction, one of the major points of fall-out for potential employees is the initial assessment process. Many of the applicants she sees lack the appropriate skills, or fail to consistently meet the standards for employment, including regular attendance and the passing of drug tests. Once the initial enthusiasm for starting a construction job wears off, it can be difficult to retain people.

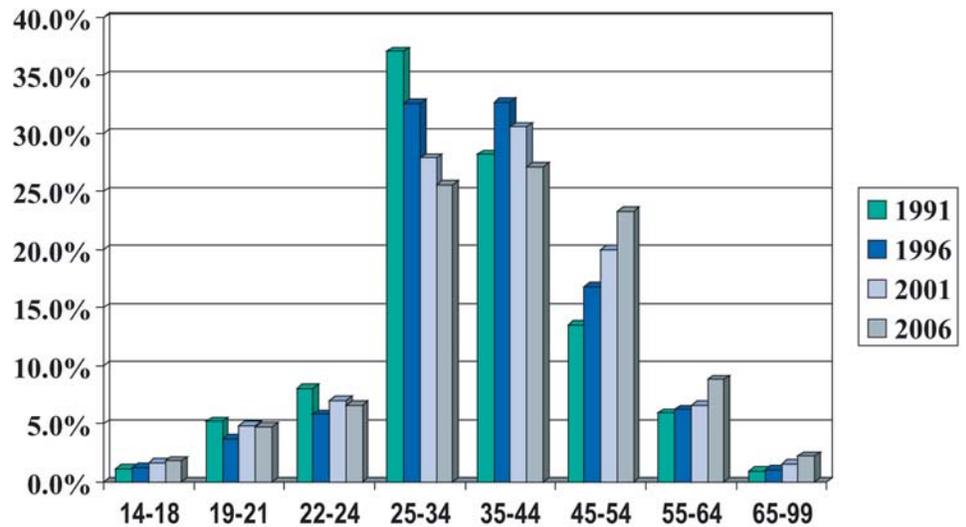
Employers are taking steps to keep people in their jobs by providing appropriate supports. Both Walsh and Hoffman provide formal mentorship on job sites to maintain job satisfaction. Employers are also taking initiative in how they operate. “Some employers are making major modification in their utilization of crews in terms of shift times to accommodate workers,” notes Greg Mowat, project labor specialist for Sound Transit.

Overall, the cyclical nature of construction work, combined with the host of barriers possible for the newly trained and much needed workforce, make for a challenging retention scenario for employers. Through the efforts of both unions and employers, however, barriers can be alleviated, encouraging individuals to stay on—a desirable outcome for employers and employees alike.

As Mowat notes, “Employers that are interested in maintaining workers are doing things themselves to mitigate these issues.” ■

## Chart 7.

### Age Distribution of King County Construction Workers, 1991 to 2006



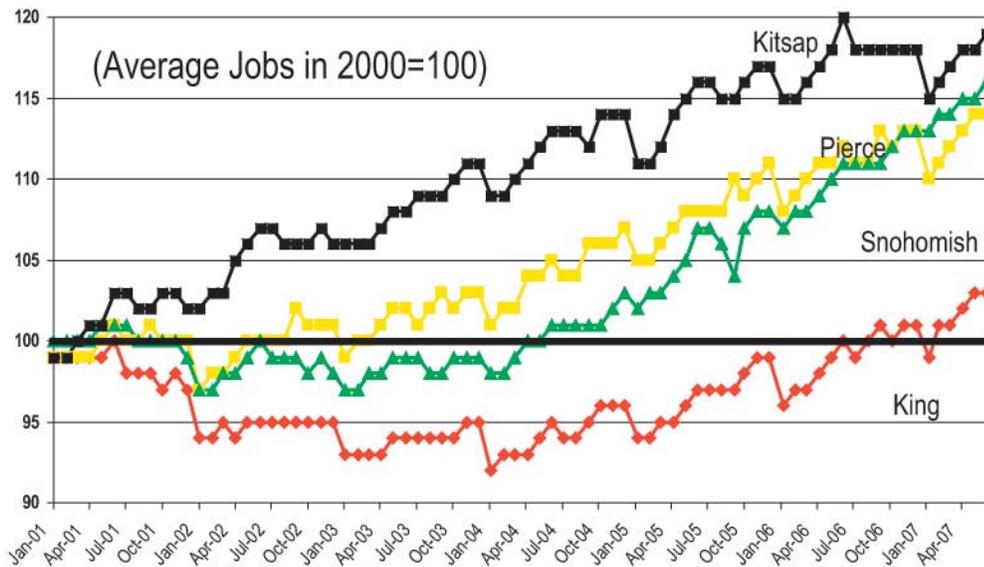
Washington State Employment Security Department, *Local Employment Household Dynamics Database, 1991-2006*.

**Table 3.**  
 Projected Growth through 2014, Wages and Wage Progression in Selected King County Construction Occupations

Title	Est. Emp. 2009	Est. Emp. 2014	Avg. Annual Growth Rate 2009-2014	Avg. Annual Opening Due to Growth 2009-2014	Avg. Annual Total Openings 2009-2014	Entry-Level Wage	Median Wage	Wage progression (% inc. median over entry)
Carpenters	14,807	15,636	1.1%	166	437	\$17.34	\$24.22	39.7%
Construction Laborers	9,802	10,369	1.1%	113	256	\$10.04	\$15.61	55.5%
Supervisors, Construction and Extraction Workers	7,385	7,803	1.1%	84	229	\$23.77	\$32.54	36.9%
Painters, Construction and Maintenance	6,595	6,975	1.1%	76	188	\$14.13	\$19.19	35.8%
Electricians	4,668	4,936	1.1%	54	154	\$17.14	\$26.53	54.8%
Plumbers, Pipefitters, and Steamfitters	4,305	4,519	1.0%	43	148	\$19.86	\$27.73	39.6%
Sheet Metal Workers	3,429	3,616	1.1%	37	123	\$12.31	\$20.12	63.4%
Operating Engineers and Other Construction Equipment Operators	2,975	3,110	0.9%	27	107	\$19.77	\$26.33	33.2%
Drywall and Ceiling Tile Installers	2,328	2,466	1.2%	28	82	\$19.36	\$28.05	44.9%
Roofers	1,565	1,655	1.1%	18	58	\$13.84	\$20.60	48.8%
Glaziers	1,559	1,648	1.1%	18	54	\$13.78	\$20.42	48.2%
Cement Masons and Concrete Finishers	1,453	1,542	1.2%	18	50	\$12.23	\$16.68	36.4%
Tapers	1,113	1,178	1.1%	13	39	\$15.62	\$24.97	59.9%
Construction and Building Inspectors	971	1,019	1.0%	10	34	\$21.24	\$28.16	32.6%

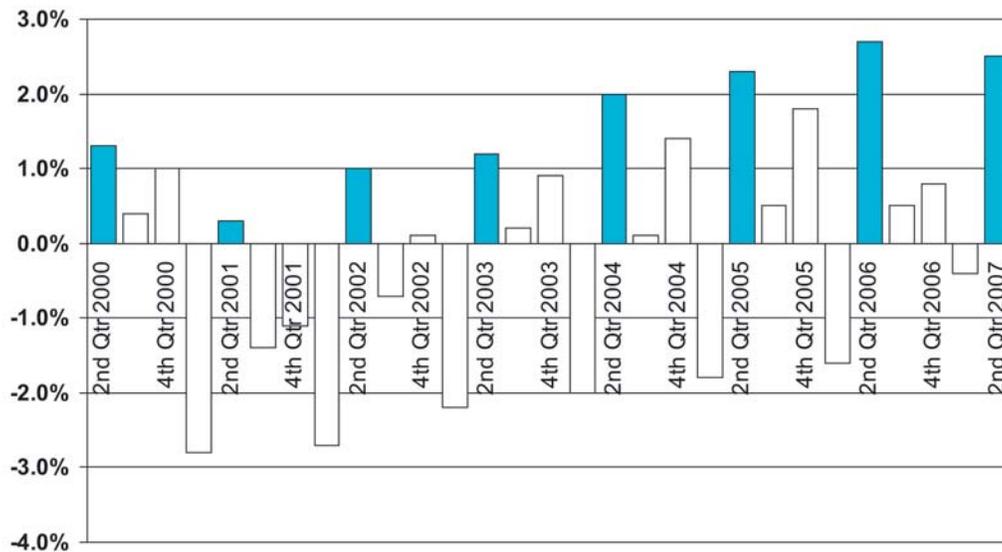
## Long term Puget Sound and King County job trends

Index of Total Jobs by County  
 January 2001 through June 2007



- Kitsap County shows, after a period of sustained job growth, a slight drop at the beginning of 2007, but quickly rebounding and maintaining the highest levels of job growth across the Puget Sound region.
- Both Pierce and King Counties witnessed similar drops in job growth at the beginning of 2007.
- Overall, all 4 Puget Sound counties have experienced steady job growth over the last 6 months.

## Quarterly Percent Change in Total Employment, King County 2nd Quarter 2000 through 2nd Quarter 2007



Washington State Employment Security Department, *Nonagricultural Wage and Salary Workers Employed in Washington State*,  
[http://www.workforceexplorer.com/admin/uploadedPublications/1884\\_industry\\_historical.xls](http://www.workforceexplorer.com/admin/uploadedPublications/1884_industry_historical.xls)

NOTE: September 2005 Employment was adjusted upward to compensate for a short-term employment decline from the Boeing strike

- King County job growth peaked in the second quarter of 2006, but has slowed somewhat a year later.



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