

Professional & Business Services

Employer-Driven Issues and Prioritized Solutions

JUNE 28, 2017

Workforce
Snohomish



Issues Identified by Businesses

A	Difficulty in attracting millennials as they value different things in a job like having a fun work environment; not just the salary and wages - They also want to work for an organization that they can connect with and have a passion for serving people, they want to make the community better - Work-life balance is essential to millennials
B	Takes a long time to fill a position – Minimal upward mobility for part-time employees - One employer found that it is easier to recruit people in Everett compared to the Seattle region
C	High employee turnover rate (older and younger generations) within the first 6 months of employment for entry-level and part-time positions - IT industry can pay a lot more
D	Negative public perception – The community generally feels negatively towards this industry and that some public servants have bad attitudes
E	Rural areas can't attract people to maintain operations - Lack of reliable internet – Lack of personal transportation
F	Lack of affordable housing - Younger/entry-level staff have to move far away or outside the area, if they want to buy a house - Most have to rent a place even though both renting and buying is often cost-prohibitive
G	Lack of affordable and/or usable public transportation – Many blue collar workers don't have a car, and bus routes aren't frequent enough – Lengthy commute times in our region – A lot of people don't want to spend that much time traveling for work which has resulted in people leaving their jobs and businesses having to close branches due to the inability to fill positions
H	Reduced childcare options as jobs are not typically 8 – 5, Monday – Friday
I	Not a lot of young people are interested in human resources - Most people within this field are 30+ years of age - It is difficult to deal with the baby boomer retirements
J	Need to accommodate the diversity within the system – There is strong diversity in the county, but the public systems don't display it

During the Professional & Business Services Roundtable on June 28, 2017, businesses were asked to identify issues.

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Prioritized Solutions Identified by Businesses	Total Score
Road and infrastructure expansion particularly in north end as the county grows - Focus investment in modern infrastructures like roads, light rail, and airports	8
Retain/recruit younger generation - Employer supported modifications to work environments that attract and retain millennials	7
Increase vocational training that does not solely focus on a college track for high school-aged kids – There is a need for more grants and funding for training opportunities	6
K-12 skill building on work ethics and career paths – Additional interpersonal communication training on how to navigate the workplace with various types of co-workers	5
Bi-language and diversity training - Offer a 4-year degree in Snohomish County - Increase access to computers	4
Promote mentorships between millennials and an aging workforce – Teach the importance of social networks – Education around various career paths that pay well	3
Healthcare pooling - Create an association to share benefit packages for non-profit and small business - Pooling for small business and non-profits for medical/dental, insurance, and retirement to provide competitive benefits	2
More options for affordable childcare and preschool - Flexible, affordable, quality childcare is needed	1
Targeted marketing geared towards “Live and Work in Snohomish County” or “Forever in Everett” - Market the available business spaces by offering incentives for employers to move into vacant buildings	1
More carpool/community transportation options, commuting and/or transportation subsidies for small employers to attract employees	1
Increase affordable housing throughout the county	1

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