Employers need a highly skilled workforce to remain competitive. In the next 5 years, **over 70 percent of jobs** in our state will require a credential or degree.

Our residents are not earning the needed credentials. Currently, only **56 percent of Washingtonians** ages 25–44 have finished an education or training program after high school.

Employers find talent elsewhere and our residents are not competitive for living-wage jobs. WA **ranks 4th for in-migration** of workers at all training levels.

**Washington State’s Educational Attainment Goals**

- **100%** High school
- **70%** Postsecondary

Washington population ages 25-44

Source: Money Left on the Table & FAFSA, WSAC
Source: Benefits of Postsecondary Education and Workforce Needs, WSAC
Equity is Paramount to Reaching the State’s Goals

70% statewide postsecondary attainment goal

- Asian: 73%
- White: 52%
- Two or more races: 48%
- Black or African American: 37%
- Hispanic: 32%
- American Indian and Alaska Native: 26%
- Native Hawaiian and other Pacific Islander: 22%

Postsecondary Credentials Matter

**Average Unemployment**

- Less than High School: 13.1%
- High School or equivalent: 9.5%
- Less than 1 year of college: 9.7%
- 1+ years of college: 7.9%
- Associate degree: 6.6%
- Bachelor’s degree: 3.9%
- Master’s degree: 3.1%
- Professional degree: 2.9%
- Doctorate degree: 2.7%

**Median Wages**

- Less than High School: $26.8K
- High School or equivalent: $35.9K
- Less than 1 year of college: $40.4K
- 1+ years of college: $41.0K
- Associate degree: $45.1K
- Bachelor’s degree: $60.6K
- Master’s degree: $73.0K
- Professional degree: $95.9K
- Doctorate degree: $85.1K

Bold Strategies Needed

- Employers need a highly skilled workforce to remain competitive.

- Our residents are not earning the needed credentials – and there are gaps at every educational level.

![Total Projected Job Openings by Education Level, 2020-2025]

- 27.1% High School or Less
- 17.2% > 1 Year Postsecondary
- 12.2% Graduate or Professional
- 23.4% Bachelors Degree
- 13.3% Associate Degree
- 6.8% < 1 Year Postsecondary

Source: 2017 WSAC, SBCTC, WFB Skilled and Educated Workforce Report.