

## **Career Connect Washington Agriculture & Natural Resource Sector Intermediary**

### **Forestry Stakeholder Meeting, April 4, 2023**

#### **[Link to Meeting Video](#)**

#### **Overview of Project Purpose & Process**

1. Creation of industry aligned statewide agriculture sector workforce plan
2. Mapping Career Connected and Non-Career Connected learning
3. Data collection
4. Project focuses on three industry sub-sectors

#### **SJI Presentation**

1. Insight from Interviews with Forestry Partners - External Factors
  - Labor shortages
  - Lack of diversity
  - Lack of interest among youth
  - Remoteness and lack of infrastructure
  - Lack of logging training programs
  - Lack of forestry training programs
2. Insight from Interviews with Forestry Partners - Internal Factors
  - Challenging work conditions
  - Training and recruitment
  - Pay and benefits
3. Insight from Interviews with Forestry Partners – Promising Practices & Opportunities
  - Public outreach and K12
  - Logging training and recruitment
  - Forest-management training and recruitment

#### **[Link to Presentation for more details](#)**

#### **Update on other Forestry Sectors**

- Post harvest mill operations account for the largest percent of forestry workers
- Mill operations overlaps with advanced manufacturing
- Data for mill operations employment falls under advanced manufacturing, being misrepresented in the forestry data
- Lack of skilled trades employees in mills

## Strategic Discussion

- Public policy limits timber harvest capabilities
- A need for younger mentors for interested students/new hires
- Living wages for logging aren't comparable to other dangerous professions
- Parents in the forestry industry are encouraging their children to find other career pathways
- Seems to be a negative perception towards the forest industry as a whole

## What are the Pain Points?

- Lack of interest/awareness among young people
- Misrepresentation/misunderstanding of the sector
- Interest has moved from forest products to restoration
- Difficulty recruiting from tribes and from communities of color
- Insufficient postsecondary training and education in-state
- Scattered outreach to K-12
- Employers engaged in career explore/prep programs aren't getting near-term payoff
- Infrastructure in forest-adjacent communities
- Challenging and dangerous working conditions for low pay in comparison to other industries
- Competition from other sectors for workers
- Lack of exposure to youth who live in urban areas

## What is needed to address these Pain Points?

- Image & Outreach:
  - o Industry partners need to participate in public and student outreach
  - o WA contract loggers to participate in mentorship program for younger students
  - o Industry partners need guidance as to how to reach out to young students
- Education & Training Capacity
  - o Scholarship programs that can be offered to several students at a time and offer industry mentorship
  - o More training and support from established industry members
  - o Industry-led continuing education for Natural Resource professionals
- Working & Living Conditions
  - o Provided transportation
  - o Competitive pay to account for dangerous work and remote conditions

## Next Steps

Finalize forestry sector strategy recommendations for CCW