MAP your CAREER
“Where do you want to be in ten years?”

It’s a daunting question, no matter where you are now.

Life changes, careers go in different directions. Most people learn things along the way that make them smarter and wiser.

A better question: “What is the life you imagine for yourself?” Who are the people in it? How are you spending your time? How does your career fit into that picture?

This book is designed to help you plan for that future, with predictions for where Seattle-King County will be in the next decade, focusing on not just a job, but a career where you can thrive.
The government and other groups spend a lot of time studying who does what kind of work, how much money they make, where they live, and who’s hiring. When all this data is put together, we get a general picture of the economy—which parts are growing and shrinking, and which are likely to be good choices for people looking for jobs.

For this book, we’ve compiled information from EMSI, JobsEQ, the United States Census, and aggregated job postings from sites like Monster and Indeed.
As you begin to **map your career**, it’s important to consider your personal work values—things like independence, compensation, or variety. Nobody can tell you what to choose—only you know what’s most important. Knowing your values can help you understand the types of work that will give you the most fulfillment in your career.

For each of the values below, choose the statement that you agree with most strongly. There are no right or wrong answers, only food for thought as you explore the industries and careers that interest you.

<table>
<thead>
<tr>
<th>I PREFER COFFEE</th>
<th>EXAMPLE</th>
<th>I PREFER TEA</th>
</tr>
</thead>
<tbody>
<tr>
<td>I LIKE SEEING THE RESULTS OF MY WORK</td>
<td>ACHIEVEMENT</td>
<td>I LIKE BEING A PART OF A LARGER PROCESS</td>
</tr>
<tr>
<td>I DO MY BEST WORK WHEN I MAKE MY OWN DECISIONS</td>
<td>RESPONSIBILITY</td>
<td>I DO MY BEST WORK WHEN I HAVE A LOT OF DIRECTION</td>
</tr>
<tr>
<td>I PREFER TO WORK ALONE</td>
<td>AUTONOMY</td>
<td>I PREFER TO WORK WITH OTHER PEOPLE</td>
</tr>
<tr>
<td>I LIKE TO FEEL RECOGNIZED WHEN I DO A GOOD JOB</td>
<td>RECOGNITION</td>
<td>I FEEL PRIDE IN MY WORK EVEN WHEN NO ONE NOTICES</td>
</tr>
<tr>
<td>I WANT TO BE FRIENDS WITH MY CO-WORKERS</td>
<td>RELATIONSHIPS</td>
<td>I LIKE TO KEEP MY WORK AND SOCIAL LIFE SEPARATE</td>
</tr>
<tr>
<td>I FIND MEANING IN WORK THAT HELPS PEOPLE DIRECTLY</td>
<td>SOCIAL SERVICE</td>
<td>I FIND MORE MEANING IN OTHER PARTS OF WORK</td>
</tr>
<tr>
<td>IT’S IMPORTANT THAT I HAVE OPPORTUNITIES TO BE CREATIVE</td>
<td>CREATIVITY</td>
<td>I PREFER MY WORK TO FALL INTO SET PROCEDURES</td>
</tr>
<tr>
<td>I NEED A MANAGER WHO HAS MY BACK IN THE WORKPLACE</td>
<td>SUPPORT</td>
<td>I PREFER TO NAVIGATE THE WORKPLACE ON MY OWN</td>
</tr>
<tr>
<td>IT’S IMPORTANT THAT I MAKE AS MUCH MONEY AS I CAN</td>
<td>COMPENSATION</td>
<td>I’M WILLING TO SACRIFICE SOME MONEY FOR OTHER VALUES</td>
</tr>
<tr>
<td>I LIKE HAVING A VARIETY OF TASKS TO COMPLETE</td>
<td>VARIETY</td>
<td>I LIKE FOCUSING ON A FEW SPECIFIC TASKS</td>
</tr>
</tbody>
</table>
**START** with an **OCCUPATION**

Work or a job performed for $ \leftarrow$

**LEVEL UP TO HIGHER POSITIONS**

\[ \square \rightarrow \square \rightarrow \square \]

**BY GAINING EXPERIENCE**

The longer you work in a position, the better you get at the job and the more trust you can earn from your manager and co-workers. In many industries, this is the most common way to advance.

**OR GETTING AN EDUCATION**

- **Associate’s Degree**: 2-year college degree that can be earned from a range of institutions, including community colleges, technical and vocational schools, and private or state colleges, universities, and affiliates.
- **Bachelor’s Degree**: 4-year college degree. Bachelor’s degrees are generally awarded by private or state colleges or universities.
- **Advanced Degree**: Master’s (1-3 years) or doctorate (3-7 years). Most master’s and doctorate degrees are awarded by private or state universities.

**HOW TO READ THESE MAPS**

Avenues intended to prepare people for their desired occupations through education and skills training with a focus on self-sufficiency and ongoing career advancement.

**EACH OCCUPATION HAS A TITLE**

- **Dynamic**
- **Synergist**

**& RANGE OF HOURLY WAGES**

(2018) Entry-Level to Experienced

- **$35 - $56**

**MAPS ARE GROUPED BY INDUSTRY**

- Healthcare
- Manufacturing
- Aerospace
- Maritime
- Construction
- Professional, Scientific & Technical Services
- Information Technology
- Public Sector
- Trade
- Transportation

**FROM THE CENTER OUT**

Some maps show career pathways that move in less of a straight line. Start in the center, and work your way out by education/experience level.

**FROM LEFT TO RIGHT**

Some maps show career pathways that have a bit more structure, often with clear stages of advancement. Begin on the left side and move to the right, advancing with education and experience.
Healthcare is one of the fastest growing industries in Seattle-King County, with nearly one quarter of Washington state’s health systems, and one of the largest metropolitan public health departments in the country. Healthcare job demand has been growing for several decades, and an increase in both retirements and demand for services presents even greater career opportunities in the future.

NOW

17,932 businesses in Seattle-King County

160,240 jobs in Seattle-King County

$68,119 average annual earnings

2028

+ 24% increase in healthcare job demand

+ 54% Physical Therapy Assistant

+ 38% Medical Assistant

+ 37% Medical Secretary

+ 32% Licensed Practical Nurse

Healthcare workers by age

HEALTHCARE WORKERS BY AGE

2017

Less than HS (9%)
HS or equivalent (20%)
Some college or Associate’s (33%)
Bachelor’s or Advanced degree (38%)

2018

14-18 (1%)
19-24 (7%)
25-34 (24%)
35-44 (23%)
45-54 (21%)
55-64 (18%)
65+ (7%)

HEALTHCARE WORKERS BY EDUCATION

RESOURCES

- Find programs (Health Workforce for the Future)

MapYourCareer.org/Healthcare

WORK AREAS

Hospitals  Family medicine  Aging/long-term care

Specialty clinics  Community health

WORK AREAS

MapYourCareer.org/Healthcare

DEMOGRAPHIC INFO & MORE

CHECK OUT

(Page 23 of Map Your Career)
This map includes some of the most in-demand healthcare jobs in Seattle-King County, including branches like nursing and therapeutic care, but the industry has many other opportunities—from behavioral health to marketing. Although career progression is largely tied to education, entry-level positions provide a helpful window into healthcare’s different branches.
Manufacturing has been an important industry in Seattle-King County for over a century. A wide variety of food, medical, and high-tech products for use across the world are made here. New technologies are changing the industry, but an increase in retirements due to an aging workforce creates new career opportunities in the region.
This map includes some of the most in-demand manufacturing jobs in Seattle-King County, which has a specialized, regional focus on aerospace, including airplane manufacturing and supplier networks. Industry branches range from design to quality control, and although education can accelerate engineering pathways, hands-on experience is essential for most occupations.

Apprenticeships available!
- Earn a wage immediately
- Learn new skills, get higher pay
- On-the-job mentorship learning model
- Obtain a nationally recognized professional certification
- Earn college credits towards certificates & degrees

TRANSFER SKILLS BETWEEN
- Professional, Scientific & Technical Services
- Transportation

Range of hourly wages from entry-level to experienced (2018), Emsi
Maritime is one of the oldest industries in Seattle-King County. It incorporates a variety of land-based occupations in design, manufacturing, and boat repair, along with roles on the water, from engineering to vessel operations. The importance of maritime for both commercial trade and tourism results in stable, well-paying jobs, and an increase in retirements due to an aging workforce creates new career opportunities.

**830 businesses in Seattle-King County**

**19,500 jobs in Seattle-King County**

**$82,800 average annual earnings**

**NOW**

**2027**

**MARITIME WORKERS BY AGE**

- 19-24 (1%)
- 25-34 (20%)
- 35-44 (23%)
- 45-54 (27%)
- 55-64 (23%)
- 65+ (5%)

**MARITIME WORKERS BY EDUCATION**

- Less than HS (12%)
- HS or equivalent (28%)
- Some college or Associate’s (33%)
- Bachelor’s or Advanced degree (27%)

**NOW**

+ 41% retirement from maritime branches

- 42% Support Activities for Water Transportation
- 40% Deep Sea & Coastal Water Transportation
- 35% Fishing
- 34% Ship & Boat Building

**RESOURCES**

Check out (Page 23 of Map Your Career)
This map includes some of the most in-demand maritime jobs in Seattle-King County, divided between working on a boat (shipside) and working on land (shoreside). Whether you’re at sea or in a shipyard, hands-on experience is essential to career advancement. Career pathways are well-defined by government regulations, particularly for jobs at sea.

- **Transportation Worker Identification Credential (TWIC)** - Transportation Safety Administration
- **Merchant Mariners Credential (MMC)** - United States Coast Guard

**TRANSFER SKILLS BETWEEN**
- Construction
- Manufacturing

Range of hourly wages from entry-level to experienced (2017), Emsi

Credential may be required!

- Transportation Worker Identification Credential (TWIC) - Transportation Safety Administration
- Merchant Mariners Credential (MMC) - United States Coast Guard
Construction plays a key role in the future of Seattle-King County. Cranes dot city skylines building homes, office buildings, and transportation infrastructure for a rapidly growing region. Although the industry was impacted by the Great Recession over the last decade, the economic recovery has brought new opportunities for a new generation of workers.

**Construction at a Glance**

- **Now**
  - 6,790 businesses in Seattle-King County
  - 86,852 jobs in Seattle-King County
  - $82,175 average annual earnings

- **2028**
  - +21% increase in construction job demand
  - +41% HVAC Mechanic & Installer
  - +37% Iron Worker
  - +32% Plumber, Pipefitter & Steamfitter
  - +25% Cement Mason

Construction workers by **Age**

- 2017
  - 14-18 (1%)
  - 19-24 (7%)
  - 25-34 (23%)
  - 35-44 (26%)
  - 45-54 (23%)
  - 55-64 (16%)
  - 65+ (5%)

- 2028
  - 14-18 (1%)
  - 19-24 (7%)
  - 25-34 (23%)
  - 35-44 (26%)
  - 45-54 (23%)
  - 55-64 (16%)
  - 65+ (5%)

Construction workers by **Education**

- 2017
  - Less than HS (14%)
  - HS or equivalent (30%)
  - Some college or Associate’s (33%)
  - Bachelor’s or Advanced degree (23%)

- 2028
  - Less than HS (14%)
  - HS or equivalent (30%)
  - Some college or Associate’s (33%)
  - Bachelor’s or Advanced degree (23%)

**Tools of the Trade**

- Critical thinking
- Math skills
- Awareness of safety rules & regulations
- Team attitude
- Communication
- Attention to detail

**Work Areas**

- Highway
- Commercial
- Industrial
- Residential
- Infrastructure

**Resources**

(Page 23 of Map Your Career)

MapYourCareer.org/Construction

Map Your Career
This map includes some of the most in-demand construction jobs in Seattle-King County. The process of completing construction projects requires many individuals with highly specialized skillsets, from laying the foundation, to installing the pipes, to finishing the drywall. Higher level positions tend to focus on project design and business management. Apprenticeships are a great way to learn specialized skills and begin a career pathway.

**Apprenticeships available!**
- Earn a wage immediately
- Learn new skills, get higher pay
- On-the-job mentorship learning model
- Obtain a nationally recognized professional certification
- Earn college credits towards certificates & degrees

**TRANSFER SKILLS BETWEEN**
- Professional, Scientific & Technical Services
- Maritime
- Public Sector

Range of hourly wages from entry-level to experienced (2018), Emsi
The professional, scientific, and technical services industry encompasses many different kinds of occupations that generally require a high level of training and expertise. Many of these roles are in legal, finance, computer systems, data analytics, marketing, or research. Workers in this field utilize their specialized knowledge within an organization or as part of a consulting service.

**PROFESSIONAL, SCIENTIFIC & TECHNICAL WORKERS BY AGE**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>14-18</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>19-24</td>
<td>(5%)</td>
<td>(5%)</td>
</tr>
<tr>
<td>25-34</td>
<td>(21%)</td>
<td>(28%)</td>
</tr>
<tr>
<td>35-44</td>
<td>(27%)</td>
<td>(27%)</td>
</tr>
<tr>
<td>45-54</td>
<td>(21%)</td>
<td>(21%)</td>
</tr>
<tr>
<td>55-64</td>
<td>(13%)</td>
<td>(13%)</td>
</tr>
<tr>
<td>65+</td>
<td>(5%)</td>
<td>(5%)</td>
</tr>
</tbody>
</table>

**PROFESSIONAL, SCIENTIFIC & TECHNICAL WORKERS BY EDUCATION**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than HS</td>
<td>(6%)</td>
<td></td>
</tr>
<tr>
<td>HS or equivalent</td>
<td></td>
<td>(16%)</td>
</tr>
<tr>
<td>Some college or Associate's</td>
<td>(26%)</td>
<td></td>
</tr>
<tr>
<td>Bachelor's or Advanced degree</td>
<td>(52%)</td>
<td></td>
</tr>
</tbody>
</table>

**NOW + 2028**

- **13,380** businesses in Seattle-King County
- **146,022** jobs in Seattle-King County
- **$118,822** average annual earnings

**Increase in professional, scientific & technical services job demand**

- **21%** increase
  - **64%** Security Analyst
  - **38%** Computer & Information Research Scientist
  - **30%** Financial Manager
  - **20%** Mechanical Engineer

**WORK AREAS**

- Legal
- Research & testing lab
- Architectural
- Consulting
- Advertising
- Financial management

**RESOURCES**

(Page 23 of Map Your Career)

**TOOLS OF THE TRADE**

- Problem solving
- Analytical thinking
- Strategic planning
- Leadership
- Time management
- Communication
- Flexibility

MapYourCareer.org/PST-Services
This map includes some of the most in-demand professional, scientific, and technical services jobs in Seattle-King County, including computer system design and law, but the industry has many other opportunities—from translation services to life sciences research. These occupations rely heavily on post-secondary education and years of experience to establish expertise in a given subject matter.
Information technology in Seattle-King County has grown rapidly over the last ten years, driven in large part by e-commerce and software development. The region is predicted to remain one of the largest hubs for technology in the country, with many small and large businesses calling it home. As new technologies emerge, new types of occupations are being created that have never existed before, creating interesting opportunities for job seekers.

**INFORMATION TECHNOLOGY AT A GLANCE**

- **NOW**
  - 2,359 businesses in Seattle-King County
  - 107,470 jobs in Seattle-King County
  - $229,473 average annual earnings

- **2028**
  - +25% increase in information technology job demand
  - +43% Security Analyst
  - +35% Web Developer/Designer
  - +32% Database Administrator
  - +27% Computer User Support Specialist

Information technology in Seattle-King County has grown rapidly over the last ten years, driven in large part by e-commerce and software development. The region is predicted to remain one of the largest hubs for technology in the country, with many small and large businesses calling it home. As new technologies emerge, new types of occupations are being created that have never existed before, creating interesting opportunities for job seekers.

**INFORMATION TECHNOLOGY WORKERS BY AGE**

- 14-18 (<1%)
- 19-24 (6%)
- 25-34 (31%)
- 35-44 (33%)
- 45-54 (21%)
- 55-64 (7%)
- 65+ (2%)

**INFORMATION TECHNOLOGY WORKERS BY EDUCATION**

- Less than HS (5%)
- HS or equivalent (12%)
- Some college or Associate’s (21%)
- Bachelor’s or Advanced degree (62%)

**WORK AREAS**

- E-commerce
- Interactive media
- Software & app development
- Mobile
- Data analytics
- Cloud
- Social

**TOOLS OF THE TRADE**

- Communication
- Team attitude
- Systems thinking
- Curiosity

**RESOURCES**

(Page 23 of Map Your Career)

MapYourCareer.org/Info-Tech
This map includes some of the most in-demand information technology jobs in Seattle-King County. As technology becomes more central to day-to-day life, occupations become increasingly broad and diverse. The same set of skills can apply to business, finance, entertainment, or data management applications. Emerging technologies promise innovative opportunities, but require adaptability on projects that can rapidly change focus.

Range of hourly wages from entry-level to experienced (2018), Emsi
The public sector is a broad category that includes city, county, state, and federal government offices and agencies. These occupations can have a big impact on the community, but also typically require a strong understanding of rules and regulations. Public sector jobs generally have long-term incentives, including retirement benefits and clear career progression.

### PUBLIC SECTOR WORKERS BY AGE

<table>
<thead>
<tr>
<th>Age</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>14-18</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>19-24</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>25-34</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>35-44</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>45-54</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>55-64</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>65+</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>

### PUBLIC SECTOR WORKERS BY EDUCATION

- Less than HS (6%)
- HS or equivalent (17%)
- Some college or Associate’s (30%)
- Bachelor’s or Advanced degree (47%)

### WORK AREAS

- City
- State
- County
- Federal

### NOW

- 543 entities in Seattle-King County
- 191,276 jobs in Seattle-King County
- $89,900 average annual earnings

### 2028

- + 11% increase in public sector job demand
- + 22% Elementary, Middle, Secondary & Substitute School Teacher
- + 21% Police Officer
- + 19% Bus Mechanic & Diesel Engine Specialist
- + 19% Education Administrator

### RESOURCES (Page 23 of Map Your Career)

MapYourCareer.org/Public-Sector
This map includes some of the most in-demand public sector jobs in Seattle-King County. Roles and skillsets vary more widely than in other industries, from social services, to public infrastructure, to natural resource management. Advancement in some branches is attached to education, while others require hands-on experience. Most types of occupations exist within the public sector.

Range of hourly wages from entry-level to experienced (2018), Emsi
The trade industries of Seattle-King County involve the buying and selling of goods to businesses and consumers, from wholesale distribution to online retail and the local mall. In the past several years, there has been tremendous growth in online shopping, but Seattle-King County’s brick and mortar businesses have remained resilient in spite of these changes in shopping habits.

The trade industries of Seattle-King County involve the buying and selling of goods to businesses and consumers, from wholesale distribution to online retail and the local mall. In the past several years, there has been tremendous growth in online shopping, but Seattle-King County’s brick and mortar businesses have remained resilient in spite of these changes in shopping habits.
This map includes some of the most in-demand wholesale and retail trade jobs in Seattle-King County. There are many occupations centered around the buying, selling, and storage of goods; wholesalers purchase bulk products from production facilities and warehouses, retail buyers purchase those goods, and salespeople promote them to consumers. There are many career pathways available in wholesale and retail trade, most leading to management roles.

Range of hourly wages from entry-level to experienced (2018), Emsi
Transportation and warehousing supports Seattle-King County by moving goods and people via land, air, and sea. Local and international trade and travel are fundamental to the modern economy. Those connections happen every day thanks to workers who specialize in managing the supply chain, logistical operation, and fleet of ships, planes, trains, and trucks that get the job done.
This map includes some of the most in-demand transportation and warehousing jobs in Seattle-King County. Whether moving goods or people, a range of interconnected roles is required to ensure safety and efficiency. Regardless of where goods come from, shipping and storage are an integral and often invisible step in the transportation process. An entry-level position in a warehouse can provide a view into the many facets of the industry.
NEXT STEPS

Life won’t always go according to plan, but if you’re thoughtful about your steps, you can adapt to change and get to where you want to be.

MAKE A PLAN

RESEARCH
- Look into occupations that fit your interests. Which are most interesting?
- Check out organizations where you’d want to work. What do you like about it?
- Determine which training and/or education programs may be necessary. What do you need to apply?
- Find people doing what you want to do. How did they get there?

REFLECT
- Remember your personal work values from page 2. How do they fit in?
- Think about your goals for the future. What are some short-term and long-term goals to help you get there?
- Share your ideas with friends, family, and mentors. How can they support you?

TAKE ACTION

NETWORK
- Make a list of people you know. Friends, family, teachers, church, sports—who else?
- Arrange phone calls or meetings to see who can help you. Do they know anyone else they could connect you with?
- Schedule informational interviews for positions that interest you. What questions do you have about the role?
  - Don’t forget to send a thank-you note!

APPLY

If your next step is school/training:
- Make a list of schools or training programs and the required application materials. When are these due?

If your next step is a job:
- Work on your resume and cover letter. Who can help you?

REVISIT YOUR PLAN

- As you learn more and gain more experience, review your plan. Has anything changed?
- Check-in with your mentors. Is there anything you need from them?
RESOURCES

RESEARCH

TALENT PIPELINE APPLICATION
Use the Talent Pipeline Application to access regional occupation and labor market information.
SeaKingWDC.org/Talent-Pipeline-App

O*NET
Use O*net to learn more about occupations that may fit your interests and what may be necessary to achieve them. This resource contains key features, day-to-day tasks, general qualifications, and interests of the typical worker.
ONETCenter.org/Overview.html

CAREER BRIDGE
Use Career Bridge to find education and training programs across the state of Washington. In addition, see the “Pay for School” tab to learn more about financial assistance options.
CareerBridge.WA.gov

LABOR MARKET INFO
Use the Labor Market Info page to gather additional information on the economy by area throughout Washington such as unemployment, occupation specific wages, and projections.
ESD.WA.gov/LaborMarketInfo

REGISTERED APPRENTICESHIP
Use the Registered Apprenticeship page to learn more about what being an apprentice is like as well as resources to begin taking steps toward finding and applying for apprenticeship programs in Washington.

REFLECT

SELF-SUFFICIENCY CALCULATOR
Use the Self-Sufficiency Calculator to help assess current budget and individual/family needs, calculating next steps needed to achieve long-term financial self-sufficiency.
TheCalculator.org

APPLY

CAREER COACH
Use Career Coach to assess potential career interest areas, explore more information about specific career areas, browse training programs, and create a resume.
SeaKingWDC.EMSICC.com

Providing access to services at over 40 locations, including job search, career planning and training, resources, hiring events, and technology.

WorkSourceSKC.org | WorkSourceWA.com
THANKS TO INPUT FROM INDUSTRY, EDUCATION & COMMUNITY PARTNERS

Aerospace Joint Apprenticeship Committee
Area Health Education Center for Western Washington
City of Seattle
Fred Hutchinson Cancer Research Center
Healthcare Industry Leadership Table
Hoffman Construction Company
King County Employment & Education Resources
Learning Center North, Shoreline Community College
Northwest Center of Excellence for Marine Manufacturing & Technology
Northwest Seaport
Port of Seattle
Sailors Union of the Pacific
Seattle-King County Community & Technical Colleges
Seattle Maritime Academy
SEIU Healthcare 1199NW Multi-Employer Training Fund
Skills, Inc.
Center of Excellence for Information & Computing Technology
TRAC Associates
University of Washington Cancer Consortium
Washington State Allied Health Center of Excellence
WorkSource Seattle-King County Business Services
WorkSource Seattle-King County Partners

THANKS TO INPUT FROM INDUSTRY, EDUCATION & COMMUNITY PARTNERS