

**PUGET SOUND
BUSINESS JOURNAL**

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WORKFORCE DEVELOPMENT GUIDE

*Training programs abound to backfill
an aging workforce, but is it enough?*
SPECIAL EDITION

T H E L I S T COMMUNITY AND TECHNICAL COLLEGES 26

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FIRST LOOK

Your primer for the week in Puget Sound-area business news.

ON THE COVER



This week's cover features a photo of an aerospace parts assembly technician for our inaugural Workforce Development Guide

Photo by Anthony Bolante | PSBJ

THE TALKER



ZERO IMPACT ...

A transportation impact fee on commercial real estate development isn't coming to the streets of Seattle this year but could come up again for discussion in 2024.

The City Council last week narrowly rejected an ordinance that would have cleared the way for a transportation impact fee to build sidewalks and other infrastructure, which developers said would drive up the cost of housing.

The measure lost 5-4, with "no" votes by Sara Nelson, Andrew Lewis, Dan Strauss, Tammy Morales and Teresa Mosqueda.

The council has been wrestling for over a decade about whether developers should pay a one-time fee rather than have city property taxpayers continue to foot the bill.

Transportation impact fees are not unusual in Washington — 74 cities and five counties impose them. Among them are just over two-thirds of King County cities, including Bellevue.



VIEWFINDER

PHOTO BY ANTHONY BOLANTE | PSBJ

PART OF THE PROCESS | James Barker, an assistant production supervisor for Pioneer Industries, uses a caliper to measure an aluminum helicoil aerospace part during a tour of the company's manufacturing plant in Seattle on Nov. 15. Pioneer produces aerospace components to fund its nonprofit wing, Pioneer Human Resources. The organization operates as a training program for aspiring aerospace workers. **Read more about the manufacturing workforce on Page 16.**

FIVE THINGS THAT HAPPENED AS ...

YOU WAITED FOR YOUR WINDSHIELD TO DEFROST

1



WINDOW SHOPPING:

Milgard Manufacturing has subleased about 20,000 square feet of office space in Tacoma's central business district. The 65-year-old window and door manufacturer is taking space from Sound Physicians in the former Umpqua Bank building. Milgard, founded in Tacoma, has its West Coast headquarters in Fife.

2



TOP DOC: UW

Medicine has named Dr. Tim Dellit as its permanent CEO and dean of the UW School of Medicine, following a national search, the university announced this week. Dellit took over as interim CEO in July 2022, following Dr. Paul Ramsey's retirement after 25 years at the helm. Dellit has spent more than 22 years with UW Medicine.

3



FILL THE TANK:

The U.S. Air Force placed an order for 15 more Everett-built KC-46A tankers this week in a contract worth \$2.33 billion for The Boeing Co. The deal expands the Air Force's previous contract for the tankers, which is the first phase of the Department of Defense's plan to replace its aging KC-135 refueling fleet. The tanker is based on the 767 airframe.

4



APARTMENT SALE:

Parkview Financial has foreclosed on two apartment projects that were previously owned by development partners GIS Cos. and DMG Capital. The projects include the under-construction 115-unit Tacoma Trax in Tacoma and the leased-up 157-unit Madison Plaza in Kent. Approximately \$36 million was owed at the time of the sale.

5



THEATER PLANS:

Seattle architecture firm Clark Barnes has been selected to design a five-story apartment building for the former site of the Guild 45th theater in the Wallingford neighborhood. The project, which was listed Nov. 14 on the city of Seattle's early outreach for design review blog, calls for approximately 80 rental units with ground-floor retail.

FINDINGS

3.56%

Wage growth among small businesses has slowed in 16 of the past 17 months, declining from 5.17% in May 2022 to 3.56% in October 2023, according to the latest Paychex | IHS Markit Small Business Employment Watch. It was the fourth straight month hourly earnings growth fell below 4%, according to Paychex.

THE LIST

- Dec. 8: Health insurers
- Dec. 15: Highest-paid CEOs
- Dec. 29: Book of Lists

LIST SURVEY

To be considered for any PSBJ Lists, fill out our List Nomination Form at bizj.us/1qa12x.

Email Neetish Basnet at nbasnet@bizjournals.com with any questions.



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Fair and accurate coverage is at the heart of our mission. We will promptly print corrections of substantive errors. If you believe incorrect or unfair information has appeared in the Puget Sound Business Journal, please contact Editor in Chief Ryan Lambert.



LABOR FORCE DATA SHOWS FEWER PEOPLE PARTICIPATING IN WORK

Workers are retreating from the Washington labor market, despite favorable conditions.

The labor force participation rate in Washington dropped two-tenths of a percentage point in October to 64.3%, according to latest data released by the U.S. Bureau of Labor Statistics.

That's still higher than the national labor force participation rate of 62.7%.

A higher labor force participation rate – share of the working age population working or actively seeking a job, which includes the unemployed – indicates a strong growing economy.

Washington's labor force contracted for the fourth consecutive month in October, the first time since the pandemic that wiped out almost half a million jobs in early 2020.

In an August Economic Letter, researchers

at the Federal Reserve Bank of San Francisco, which covers Washington, attributed the decline in labor force participation to the aging of the population.

"Americans retired at younger ages during the pandemic than they have historically," the researchers wrote.

The population of Washington grew older over the pandemic, according to the U.S. Census Bureau. Over a million Washingtonians were aged 65 or older in 2022.

Another reason for the drop in labor force participation may have to do with the tech sector, which carried out large layoffs earlier in 2023 and subsequently scaled back remote work options for some employees. That may have discouraged active and potential employees, said

Hart Hodges, economics professor and director of Western Washington University's Center for Economic and Business Research.

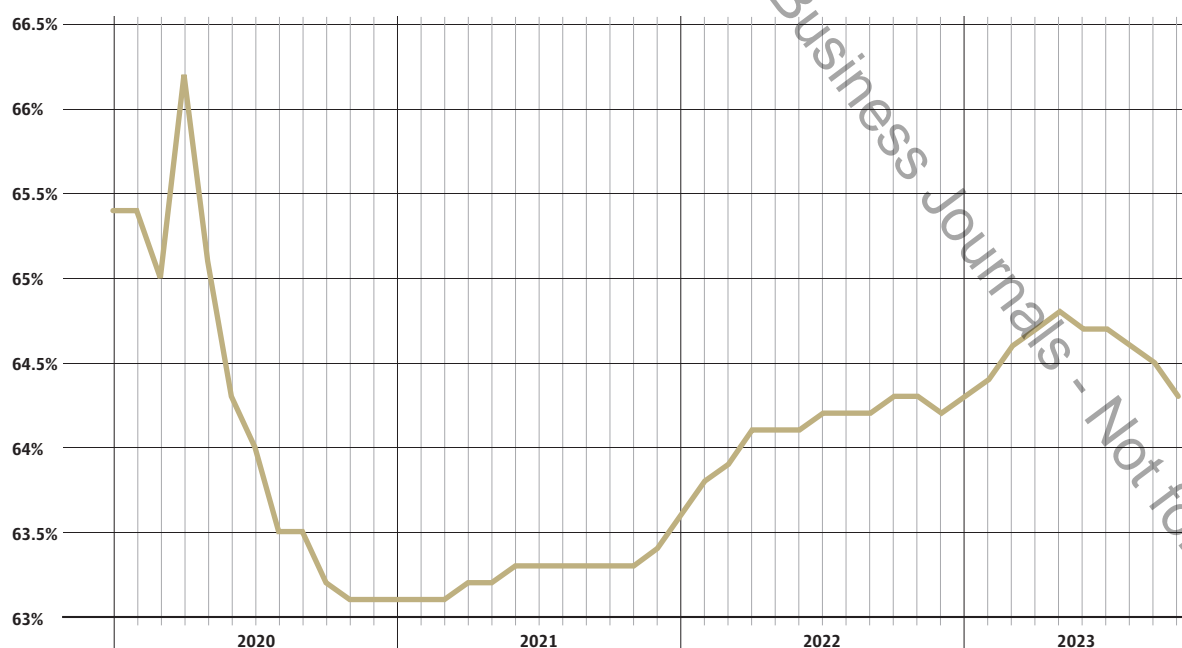
"Those people may have some type of severance, or they're living off of savings. Maybe some of them are trying to start a new company because a lot of folks that have been laid off from some of the larger tech firms do their own start-up," Hodges told the Puget Sound Business Journal. "They're not going to show up for awhile as participating in the labor force."

The Federal Reserve researchers projected the labor force participation rate will continue to decline in the next decade as the population further ages. Hart says upward pressure on wages will continue.

-Neetish Basnet, nbasnet@bizjournals.com

Labor force participation rate

Labor force participation rate is yet to reach its pre-pandemic level in Washington



Unemployment

Employment and unemployment rates in Washington state over the pandemic

2020 Lowest rate ▼	2020 Highest rate ▼
3.8% January	16.6% April
2021 Lowest rate ▼	2021 Highest rate ▼
4.1% December	6.3% January
2022 Lowest rate ▼	2022 Highest rate ▼
3.9% March	4.6% October
2023 Lowest rate ▼	2023 Highest rate ▼
3.6% July	4.6% January

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COFFEE TALK

Tasty tower

Willy Wonka's chocolate factory is on display at Sheraton Grand Seattle's 29th annual Gingerbread Village. Donations over the years have totaled more than \$1 million and have gone to Juvenile Diabetes Research Foundation's Northwest Chapter. The five works are the creation of the hotel's culinary team and volunteers from 4D Architects, Master Builders Association, MG2, CallisonRTKL and JDRF. The structures take thousands of pounds of dough, dozens of gallons of eggs and more than 150,000 pieces of candy. Hopefully the builders got a bite or two.



COURTESY SHERATON GRAND SEATTLE

One of five Gingerbread Village displays at the Sheraton Grand Seattle through Jan. 1.

Rumpa-pum-pum

The Old Farmer's Almanac Shoppe has gone creative. In an email I got, it hawks Duluth Trading Co. undies in these words:

"This year, decorate your downstairs before you trim the tree! Buck Naked bliss comes in a range of styles and sizes that make it easier than ever to customize Christmas cheer — even for your rear."

Patti's aha moment

You know you're getting "up there" when your grocery list says cranberries and Colace. If you never heard of Colace, you will. Just wait.

WORKFORCE DEVELOPMENT YIELDS REAL-LIFE SUCCESS

What really is workforce development? My best translation, from talking to folks from a wide array of industries and professions, is this: It's where organizations offer employees everything from educational, well-being and skill-development programs, to opportunities for career advancement, and in doing so, they increase productivity and their bottom line, and are able to attract the most qualified employees.

But the words come to life in real-people stories, as in the case of a young woman who is now in a management position at Comcast, working as a contract account executive.

Meet **Angielene Savini**, who went to WSU with the help of the Opportunity for Success Scholarship Program, founded in 2007 by **Stacy Lill**, president and CEO of Cashmere Partners. Some 80 high-achieving, low-income women scholars have been funded by OSSP, which covers four full years of college in partnership with the College Success Foundation.

"I was born in the Philippines. I come from a whole family of immigrants and am the first-generation college student in my immediate and extended family," Savini says. "I've learned that there are a lot of things you need to know when you enter the workforce: how to network and advocate for yourself — all pivotal to success and becoming well-grounded in being able to navigate the corporate world and professional landscape." She wishes workforce development was an educational given, starting in early school years.

Workforce development is a given at Ethan Stowell Restaurants. Co-founder and chef restaurateur **Ethan Stowell** cites two examples, including **Sennen David**, who is vice president of marketing with the company. "He's been with me almost 17 years now. He started as a server; and then beverage and line director at Union," Stowell's first eatery. And **Branden Karow**, who's been with ESR for 15 years, starting as a line cook. "Both have had multiple different positions. Both now have partnership and ownership in the company," Stowell says.

And the story continues at Gourmondo where **Angela Dunleavy** is CEO. "The service industry is workforce development," Dunleavy says. "At Gourmondo, for example, we



COURTESY ANGIELENE SAVINI

Angielene Savini is a manager at Comcast Washington.

have someone at our front desk who is training to work in our accounting department."

She recalls one poignant success story from when she headed FareStart and was working with Mod Pizza to create work opportunities for youth. "One young person in particular had lots of trauma and challenges in life. We got them into an internship with Mod Pizza. They showed up for their first day of work, but it was hard for them to take feedback and they didn't feel like they belonged there. So they didn't show up the next day," Dunleavy says.

The only way they could reach the person, who didn't have a phone, was "through Xbox. They were playing video games and that's how we reconnected with them and got them back into work," Dunleavy says. The Mod Pizza team worked alongside this individual for weeks. "It was a huge success story for FareStart, and for the young person

and for Mod Pizza," she says.

In the maritime industry, **Jason Childs**, president and CEO of Saltchuk Marine, a transportation and distribution company with more than 7,000 employees, says workforce development is crucial to the long-term success of the maritime industry in the Pacific Northwest. "Having qualified young mariners moving into the workforce is good for the community, the economy and the industry," Childs says.

Saltchuk has been supporting 120-student Maritime High School, which is part of Highline Public Schools. Childs says an investment in MHS is an investment in the future. "Those students are too young to get into the workforce so far," Childs says, "but we are highly confident that many of the students will work for Pacific Northwest companies, hopefully including ours."



We hear you. And we're here to help.



All through 2023, we listened—to our clients, teammates and the many communities we serve. And truly hearing what they would like the power to do helped us strengthen our partnerships—and welcome new ones along the way. From couples just starting out to entrepreneurs looking to launch a business, together we accomplished a lot. We can't wait to see what 2024 has in store.

Jim Morehead
President, Bank of America Seattle

Learn more at bankofamerica.com/seattle



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A WORD FROM THE SPONSOR

Amazon is a proud sponsor of the Puget Sound Business Journal 2023 Workforce Development Guide.

As new technologies emerge, so do opportunities for new skills training and career pathways. Amazon is working to ensure its employees are not left behind via a diverse portfolio of pre-paid education, tuition and skills training programs.

Recently, Amazon celebrated the 10th anniversary of its Career Choice program, our largest skills training program. The skills training benefit is part of Amazon's Upskilling 2025 pledge, aimed at helping employees grow their skills and achieve their career aspirations via training for industry certifications and pre-paid tuition programs. So far, the company has committed to invest over \$1.2 billion into upskilling, to provide 300,000 U.S. employees with tailored training programs and pre-paid education. The goal of Career Choice is to offer employees the programs and resources needed to grow their careers at Amazon or elsewhere.

In the Puget Sound region, this program has helped nearly 2,000 employees

earn degrees, refine their skills, or grow professionally. In the area, we currently have a local education partner network that includes 16 Washington state community colleges, colleges, and universities, in addition to our national partners. The diversity of our partner network ensures we offer a variety of programs and classes for employees. Participants can take classes in person or virtually, depending on their needs and preferences.

Career Choice is just one example of a skills training and workforce development program available to employees. Amazon also offers employees access to technical and non-technical skills training programs, paid apprenticeships and on-the-job learning programs and professional development resources such as mentoring programs. These programs are all in addition to Amazon's benefits, which start on the first day of work for all employees.

To learn more about how Amazon is helping Puget Sound employees develop skills and land the jobs of the future, visit <https://www.aboutamazon.com/news/workplace>

amazon

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A WORD FROM THE SPONSOR



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At Bank of America, our goal is to make financial lives better, through the power of every connection. We recognize that meaningful employment is a key driver to advance economic mobility in the communities we serve, and we're committed to building diverse pipelines of talent to better serve our clients and customers. Through the collective work of our teammates in the Seattle Market, Talent Acquisition, Bank of America Charitable Foundation and The Academy at Bank of America, we help connect individuals to family-sustaining, high-demand jobs that fuel economic opportunity.



to individuals from across our communities to create a vast pipeline of diverse talent for our company.

- We invest in education and training partners that help individuals secure in-demand jobs in growth industries.
- We've introduced skills-building for community members, leveraging the educational content we've developed for teammates, to help prepare individuals

for a career in any profession at Bank of America or another employer.

The value in deepening employer relationships is not only for the benefit of job seekers, or the workforce development organizations and institutions who provide them with skills training, but also for the companies looking to advance innovation, strengthen customer connections and retain talent.

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Jim Moorhead
President
Bank of America Seattle

We're focused on being a catalyst for skill-based, career-launching pathways to jobs by leveraging our internal and external resources in a number of ways:

- Our Seattle Market leaders connect employer needs to skill-building partners to support employer-informed career pathways to livable-wage jobs.
- Our Talent Acquisition programs provide career opportunities

A WORD FROM THE SPONSOR



Seattle Office of Economic Development

Seattle is fortunate to be home to global companies, natural resources, and a diversified economic landscape. The keys to our success? Our creativity, our innovation, our willingness to reinvent our region, and crucially, the strength, skills, and diversity of our workforce.

Investing in local workers is key to our economic vitality, which is why investing in talent and building our workforce is one of the key pillars of our community-driven Future of Seattle Economy framework. Last year, the City of Seattle invested nearly \$17M in workforce programs encompassing training, internships, and talent development. At the City of Seattle's Office of Economic Development, we approach workforce development through a key industry sector lens, focusing on workers in maritime, manufacturing, construction, technology, life sciences, and health services, as well as two cross-sector clusters: the creative economy and the green economy. We also coordinate closely with the Workforce Development Council of Seattle-King County, recognizing that workforce development is ultimately a regional issue.

We connect Seattleites to career pathways that will generate wealth and equip local workers with the skills to compete for jobs in our key sectors and for the jobs of the future. We find opportunities to leverage private and public investment in our key industry sectors to expand business growth capacity--including talent development, access to capital, business incubation/acceleration, technology transfer and



deployment, and marketing/sales promotion. We also develop pathways to low-barrier, high-demand, family-supporting career opportunities to raise income and expand wealth creation in BIPOC and immigrant and refugee communities.

Our work is designed in partnership with the industries we support:

- Capacity Building**
 - Building and supporting the capacity of organizations that support key industries
- Investing in Career Pathways and Access to Living Wage Jobs**
 - Helping businesses and organizations build career pathways and support "earn and learn" professional development programs

- Workforce Retention**
 - Partnering with key industries to create and implement talent development programs
- Creating More Opportunities for BIPOC Workers**
 - Supporting initiatives to recruit and retain BIPOC workers in key industries

Collaborating as a region and leveraging public and private partnerships make us stronger. We are proud to support the conversation convened by the Puget Sound Business Journal around workforce development and look forward to working with all of you to explore creative solutions that support our workforce and industries. Please join us as we work towards creating an economically diverse, just, and resilient city over the long term.

Markham McIntyre
Director
Seattle Office of Economic Development

A WORD FROM THE SPONSOR



Eastern Washington University is very pleased to be a part of Puget Sound Business Journal's important forum on how higher education can help drive the needs of the workforce. We recognize that the success of our state's economy is tied to the preparedness of university graduates, and at EWU, we are committed to ensuring our students are equipped with the knowledge and experience to begin contributing on their first day on the job.

With a workforce that is in need of skilled employees, Eastern has made a commitment toward improving access to experiential learning opportunities, where students gain practical skills that directly benefit our business community and non-profit organizations. Whether it's through internships, research fellowships or collaborative community projects, our students are receiving enriching learning experiences, contributing to both their academic and personal growth.

We all know that the world and the way we do business is rapidly evolving, which is why we've recently invested and strengthened our programming in C-STEM fields. We are continuously adapting our curriculum to align with the latest industry trends. For example, our Bachelor of Science in Cyber Operations includes tactical attack and defense, as well as the ethical, legal and human-centered



impacts of the field. It is just one testament of our dedication to fostering innovation and technological advancement across industries.

EWU is proud to be a university where we understand the unique needs of the communities we serve. We are dedicated to creating educational pathways to good paying jobs for both traditional and non-traditional students, allowing individuals from diverse backgrounds to build critical social mobility for advancing generational success. Our students are partnering with

cities to improve neighborhood vitality and placemaking near busy corridors, collaborating with tribal communities to restore prairie land to native plants, and implementing sustainable campus practices to lessen our environmental impact.

Eastern Washington University is not just a place of learning; it's a hub for collaboration, innovation and workforce development. We are appreciative of the opportunity from the Puget Sound Business Journal to be a part of important discussions and partnerships that will emerge from this workforce forum.

Shari McMahan, PhD
President
Eastern Washington University



EMPLOYMENT IN KING COUNTY

King County is anticipating another decade of strong and stable economic expansion. The county will add 308,567 total jobs at an average annual growth rate of 1.85% between 2021 and 2031, according to projections made by the Washington State Employment Security Department. While King County's economy in the last two decades relied heavily on the aerospace industry, the largest job gains in the next decade are expected to come from the technology sector. Employers in King County will add 67,702 new computer and mathematical occupation jobs by this decade. Software developer jobs are expected to grow by 44% from 2021 to 2031. By the second quarter of 2024, total nonfarm jobs in the state's largest county will cross the 1.5 million mark.

-Neetish Basnet, nbasnet@bizjournals.com

Employment projections

King County will add **288,025** total nonfarm jobs between 2021 and 2031, according to the Washington State Employment Security Department.

1.53M

Estimated employment in King County in 2021

1.84M

Projected employment in King County in 2031

308,567

Employment growth, 2021-2031

▲ 20.1%

Overall growth 2021-2031

Employment demographics nationwide

158.1M

Estimated employment in the U.S. in 2021

166.5M

Projected employment in the U.S. in 2031

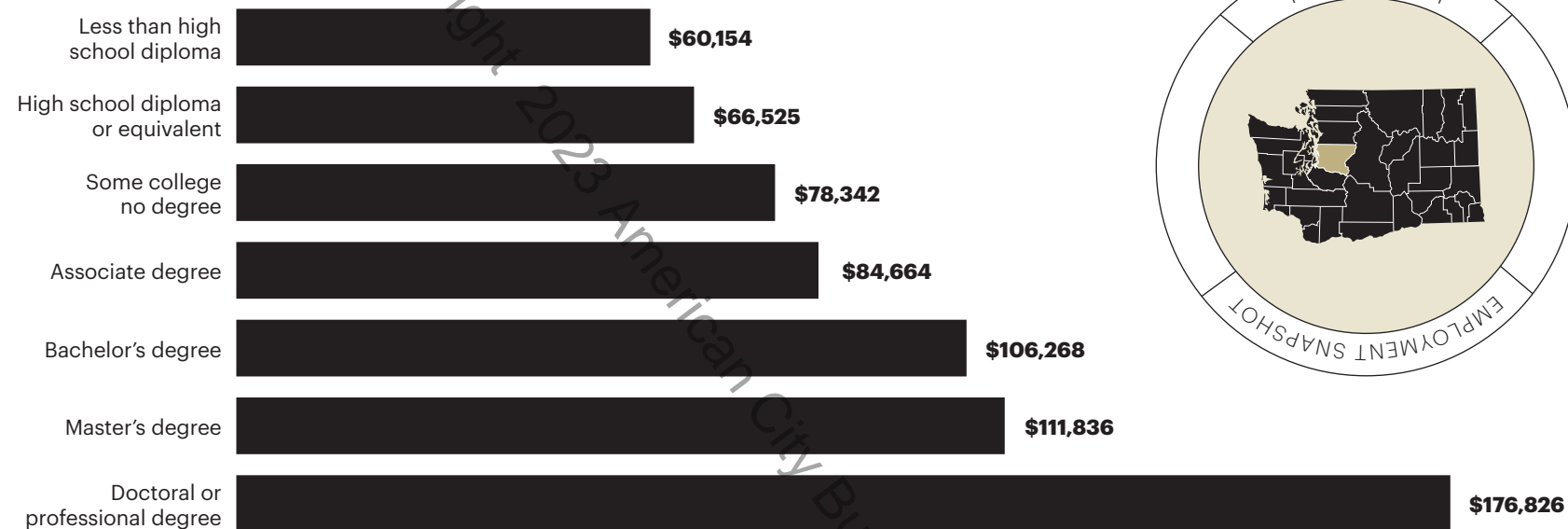
▲ 5.3%

Overall growth 2021-2031

SOURCE: U.S. BUREAU OF LABOR STATISTICS

Earnings by education, King County

By average annual wage



Highest paid jobs with more than 250 projected openings

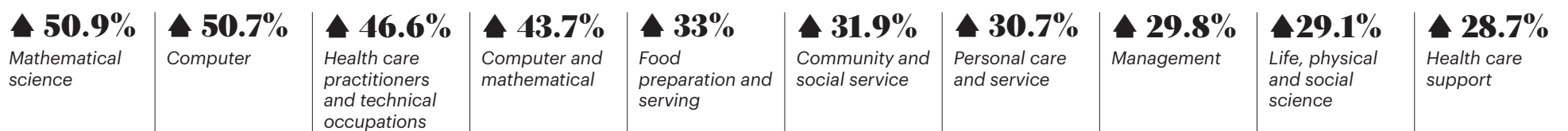
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Note: Some specialty occupations like executives, musicians, flight engineers, physicians, etc. may have higher earnings but are excluded due to confidentiality and/or lack of data.



Change in projected employment by occupation category, 2021 to 2031

Occupation categories are defined by the U.S. Department of Labor





Employment projections

266,550

Estimated employment Spokane County in 2021

312,225

Projected employment in Spokane County in 2031

45,675

Employment growth, 2021-2031

▲ 17.1%

Percent growth 2022-2031

▲ 1.26%

Average annual growth rate, 2026-2031, all occupations

EMPLOYMENT IN SPOKANE COUNTY

Spokane County will add 41,372 new nonfarm jobs between 2021 and 2031, according to Washington State Employment Security Department projections. Spokane County's economy had been historically dominated by the mining and logging industries. But, alongside information technology, other service providing industries — which include occupations such as pet service provider, machine repair technician and personal care provider — are expected to grow the fastest this decade. Software publisher jobs will increase by 54%. However, the education and health services industry will be the largest share of the local economy (23%), followed by government (14%).

-Neetish Basnet, nbasnet@bizjournals.com

Top 5 occupations by job growth

3,629

Food and beverage servers

2,427

Home health and personal care aides

2,301

Health diagnosing and treating practitioners

2,262

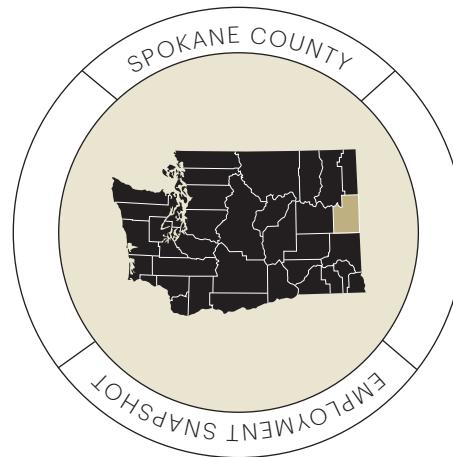
Fast food and counter workers

2,183

Sales and related occupations

Earnings by education, Spokane County

By average annual wage



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W

400 seniors head to college with **\$40,000 scholarship** from Amazon



“As someone who is first gen and first in my family going to college, I know I’m going,” says Sahra Mohamed, of Chief Sealth International HS in Seattle. “I know with the help of Amazon, I’m able to do so many great things in the future.”

This year, Amazon provided a total of \$16 million in paid college tuition to 400 students across 345 schools nationwide through Amazon Future Engineers, a program aimed at increasing access to computer science education for students from underserved and underrepresented communities.

amazonfutureengineer.com





Employment projections

357,695

Estimated employment, Pierce County in 2021

420,965

Projected employment in Pierce County in 2031

63,270

Employment growth, 2021-2031

▲ 16%

Percent growth 2022-2031

▲ 1.28%

Average annual growth rate, 2026-2031, all occupations

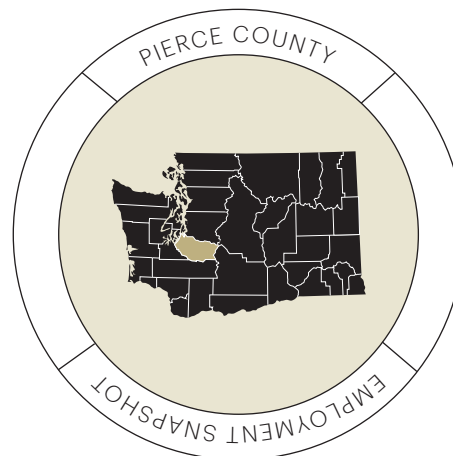
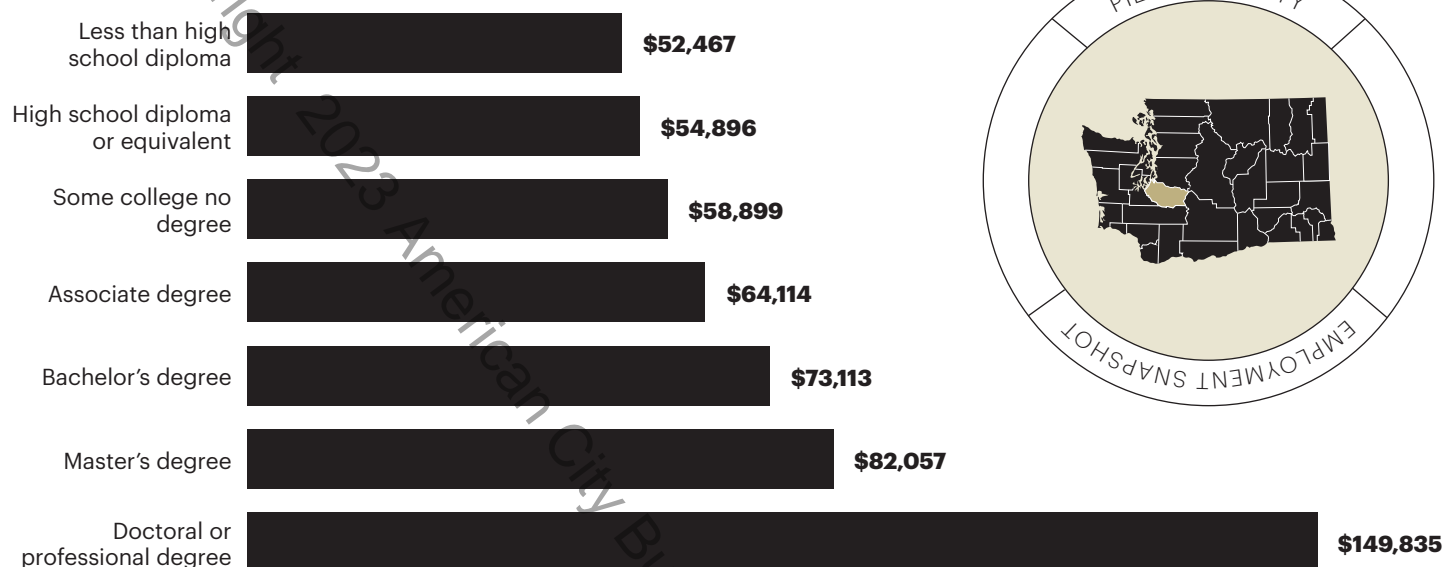
EMPLOYMENT IN PIERCE COUNTY

More than 56,700 nonfarm jobs will be added to the Pierce County economy between 2021 and 2031, the Washington State Employment Security Department projected. Health care service providers are currently counted as the county's largest employers. They are expected to continue being the largest source of employment going into 2031. With 64,158 workers, the health services industry will make up the largest chunk of the county's labor market in 2031. Education and health services, professional and business services and leisure and hospitality industries are expected to add more than 10,000 jobs each.

-Neetish Basnet, nbasnet@bizjournals.com

Earnings by education, Pierce County

By average annual wage



Top 5 occupations by job growth

4,961

Food and beverage servers

3,483

Material moving workers

2,858

Construction trades workers

2,573

Business operations specialists

2,476

Home health and personal care aides

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EDUCATION AND TRAINING PROGRAMS

The Washington state Workforce Training and Education Coordinating Board maintains the Washington Career Bridge website, www.careerbridge.wa.gov, where employers can find skilled training programs and people can find courses and education tracks that lead to living-wage jobs. There are thousands of programs listed. Here are notable programs selected by our editorial staff.

Construction

Fundamentals of Energy Efficient Building Operations (Certificate)

School: Northwest Energy Efficiency Council
Location: Seattle
Program length: 2 days

Generation Electrician Constructor (Journey-Level Completion Certificate)

School: City of Seattle, Washington Apprenticeship Committee
Location: Seattle
Program length: 4 years

Marine/Industrial Coating and Lining Specialist Painter (Journey-Level Completion Certificate)

School: Western Washington Painting Apprenticeship
Locations: Seattle, online
Program length: 4 years

Construction Management (B.S.)

School: University of Washington
Location: Seattle
Program length: 4 years

Production

Machining Technology (AAS)

School: Lake Washington Institute of Technology
Location: Kirkland
Program length: 2 years

Welding Technology (Certificate of Proficiency)

School: Lake Washington Institute of Technology
Location: Kirkland
Program length: 1 year

Ironworkers Local 86 Apprenticeship

School: North Seattle College
Location: Seattle
Program length: varies

Technology

Full Stack Web Development (Certificate of Completion)

School: Skillspire
Locations: Bellevue, Renton, online
Program length: 16 weeks

AWS Certified Developer (Certificate)

School: TLG Learning
Locations: Bellevue, online
Program length: 3 months

Certified AWS Cloud Practitioner SysOps Administrator (Vouchers Included) GES3071 (Certificate of Completion)

School: Clover Park Technical College
Location: Online
Program length: 6 months

Cloud Network Technology (Certificate of Completion)

School: Renton Technical College
Locations: Renton, online
Program length: 15 months

Engineering

Advanced Manufacturing and Materials Engineering Technology (BAS)

School: Edmonds College
Location: Lynnwood
Program length: 4 years (2 years AAS-T degree, 2 years BAS degree)

General Industry Safety & Health Specialist (Certificate)

School: Pacific Northwest OSHA Education Center/UW
Location: Seattle
Program length: 6 weeks

Intro to Manufacturing (Certificate)

School: South Seattle College
Locations: Seattle, online
Program length: 3 months

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LIST OF PROGRAMS CONTINUES ON PAGE 39

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SEATTLE OFFICE OF ECONOMIC DEVELOPMENT

We are committed to building an inclusive economy in the City of Seattle. We work at all levels of our local economy through the community-driven Future of Seattle Economy framework, which presents a detailed strategy for a more economically diverse, just, and resilient city.

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2. SUPPORTING SMALL BUSINESS AND WOMEN- AND MINORITY-OWNED BUSINESS ENTERPRISES
3. BUILDING BIPOC COMMUNITY WEALTH
4. INVESTING IN NEIGHBORHOOD BUSINESS DISTRICTS
5. GROWING BUSINESSES AND KEY INDUSTRIES



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CONSTRUCTION



TECHNOLOGY



LIFE SCIENCES



HEALTH SERVICES



CREATIVE ECONOMY



GREEN ECONOMY

OUR WORKFORCE DEVELOPMENT STRATEGIES

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Building and supporting the capacity of organizations that support key industries.

INVESTING IN CAREER PATHWAYS AND ACCESS TO LIVING WAGE JOBS

Helping businesses and organizations build career pathways and support “earn and learn” professional development programs.

WORKFORCE RETENTION

Partnering with key industries to create and implement talent development programs.

CREATING MORE OPPORTUNITIES FOR BIPOC WORKFORCE

Investing in training and mentoring of women and BIPOC employees to diversify our key industry workforce and leadership.

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WORKER SHORTAGES BEG FOR

Aerospace companies lean on training programs to backfill an aging workforce, but is it enough?

BY MARISSA NALL | mnall@bizjournals.com

It's become a familiar scenario – walking across a manufacturing floor where stations and shop spaces stand empty, waiting for the workforce to fill them.

Manufacturers across the Puget Sound region have demand for their product and the capacity to produce it, but not enough employees to keep pace. That's led powerhouses like Aerojet Rocketdyne and Aviation Technical Services and newcomers like Stoke Space to start their own internal training efforts.

But they join a crowded and fractured landscape of programs across the state competing for the same resources and applicants. Meanwhile, companies of all sizes face wage pressures in the coming year as unions have locked in significant salary increases and new contracts come up for negotiation.

Washington manufacturers "spend billions of dollars on workforce development," said Wade Larson, chief human resources officer for Spokane engineering and manufacturing firm Wagstaff Inc. and labor representative on the Washington Workforce Training and Education Board. "The problem is that we're trying to treat the symptoms, not solve the problem."

'Make manufacturing sexy'

A lack of skilled workers has been a symptom of The Boeing Co.'s production woes, causing a series of quality control issues among its suppliers and limiting its capacity to increase production.

As the output at Boeing slowed to a trickle during the Covid-19 pandemic and the 737 Max crisis, in which Boeing's top-selling jet was grounded for 20 months while regulators investigated two crashes that killed 346 people, manufacturers shed workers. Among them were some of the industry's most experienced employees.

It left a divot in the supply chain that has yet to be replaced as aerospace companies listed more than 3,300 open jobs across Washington in November, according to Worksource Washington.

The issue has been looming for years, as the large baby boomer population reached retirement age. Around 26% of the U.S. aerospace and defense workforce is over the age of 55, research firm Deloitte said in its 2024 aerospace and defense industry outlook report Nov. 29.

While that provides a lot of opportunity for younger workers, it also makes investments in automation and worker training and development critical to compensate for the deficit, Larson said.

"We're never going to find the same level of employees with the same level of knowledge, skills and capabilities in the marketplace that we're used to," he said. "So we're going to have to hire them, bring them in at lower levels, develop them from within."

That includes reaching out to the middle school and high school level to expose the upcoming generation to jobs in manufacturing and enable them to graduate from high school with degrees and certifications in machining, welding and electrical automation.

The Association of Washington Businesses' 2023 Workforce Task Force Report found that state aerospace training programs had some of the highest rates of graduate employment and return-on-investment out of all 16 programs administered by the Workforce board. But while companies are quick to tout their STEM outreach programs, those efforts have taken years to yield returns.

With steep competition from high-paying sectors like software



and IT, the industry will also have to work on its image, playing up advanced technologies and sustainability initiatives to combat a reputation for difficult, rote work and loud, dirty conditions from decades past.

"Introducing this stuff in high school is too late," Larson said. "We have to make manufacturing sexy again."

'No problem finding talent'

A rise in defense spending has siphoned workers away from commercial production, said Paul

▲ Plant-2 assistant production supervisor Karol Emerson inspects a commercial aircraft emergency escape door during production at Pioneer Industries.

ANTHONY BOLANTE | PSBJ

Robinson, director of aerospace and defense at Bellevue-based engineering and talent placement firm Actalent.

Since 2018, wages for software design and testing roles, aircraft assembly and manufacturing engineers have risen around 25%, including even larger increases for jobs in non-degreed positions in assembly and design.

Meanwhile, engineers are getting solicitations every week, Robinson said, forcing managers to consider how they can keep them from answering those calls.

BETTER PIPELINE PROGRAMS



Wage and salary growth by industry

Total wage increase, Washington state 2019 to March 2023

\$15,889

Government, up 5.9% YOY

\$44,102

Financial Activities, up 12.9% YOY

\$28,315

Wholesale trade, up 8.3% YOY

\$21,620

Manufacturing, up 7.9% YOY

\$13,324

Other services, up 7.8% YOY

\$20,359

Transportation, warehousing and utilities, up 7.7% YOY

\$7,243

Leisure and hospitality, up 6.7% YOY

\$54,210

Information, up 6.5% YOY

\$82,274*

Professional and business services, up 23.5% YOY

*Note: The Bureau of Labor Statistics in 2023 reclassified Amazon.com Inc. employees as professional and business services workers. They were formerly listed in the retail sector.



ANTHONY BOLANTE | PSBJ

Lynn Strickland is the executive director of Kent-based advanced manufacturing apprenticeship group AJAC.

While salary will always be a factor, retaining workers more often comes down to creating a clear career path for them, he said. Around three-quarters of workers who switched jobs in the past year did so for career advancement.

"It's easier to find talent than it's ever been," he said. "There's no problem finding talent. The real problem is how are you attracting that talent, how are you courting them? If all they wanted was money, they'd have gone into finance."

Companies have boosted benefits packages and paid time off, but opportunities for training and advancement are a top tool to attract and retain employees, said Lynn Strickland, executive director of Kent-based Aerospace Joint Apprenticeship Committee, better known as AJAC.

"Especially the younger workforce, they want to know what the job entails and where they're going to go," Strickland said.

That's not without costs of its own, she added, including investments in new equipment and

time away from the manufacturing floor both for new workers and more experienced ones to train them.

Nationally, the aerospace industry's workforce has exceeded its pre-pandemic size, having grown nearly 5% between 2021 and 2022, the Deloitte report found. But despite its own jump in hiring, there were still 604,000 open manufacturing jobs as of August, with voluntary departures making up some 68% of total separations.

Attracting workers also starts with attracting the kinds of technology they want to work on.

"Pursuing and implementing emerging technology can help not only address profit margins but also invigorate a workforce," the Deloitte report said, recommending employers consider options like "tech-based rotational programs or designated time to pursue passion projects within the company."

Moreover, Gen Z employees "are keen to have careers with broad impact and a purpose," the report said.

Development of major new commercial aerospace programs has tapered off in recent years, as the industry has trended more toward sustainment on existing designs, Robinson said.

Boeing's leadership has

received sharp criticism for its decision to shelve plans for a new commercial jet capable of competing against Airbus' highest-capacity single-aisle jet, the A321neo. Among those concerns is the risk that its workforce will lose the necessary skills to develop a new plane from scratch.

But the labor shortage has been particularly acute at the supplier level. As original equipment manufacturers like Boeing seek to increase their production rates, they'll need to roll out loans and incentive programs to help support their suppliers.

Boeing announced a deal in October with Spirit AeroSystems, which supplies integrated fuselage systems for its largest commercial programs. The new agreement included a \$100 million cash infusion and overall price hikes that aim to help Spirit weather cost increases from new labor contracts and iron out quality control issues that have held up deliveries.

"Unless they want to bring the work back in-house, they're going to have to help their suppliers," Robinson said of OEMs like Boeing.

Spirit isn't the only supplier to negotiate a new labor contract this year. A high-profile deal

CONTINUED ON PAGE 20



CONTINUED FROM PAGE 19

ratified by the United Auto Workers in November will likely also drive up wages when Boeing's own union contracts come up for renegotiation next year.

These rising salaries will pressure companies to do more with fewer employees, said Mark Behrends, chief operating officer at Pioneer Human Services.

"That might mean we automate more so we can afford to pay people what the market dictates," he said.

Prior to the pandemic and the Max crisis, manufacturers could count on getting multiple qualified candidates for every open position. Long years of having the advantage in labor discussions have left many companies out of practice at recruiting talent, Behrends said.

"A lot of companies lost that ability to either look long-term and train people up or to collaborate with some of those other services that help with workforce development or recruiting," he said. "That muscle just hasn't been used in a long time."

'Paper ceiling'

A dearth of qualified job candidates has forced some companies to get creative.

In the three years since it launched its apprenticeship program, ATS has graduated about 140 participants, nearly 90 of whom have stayed at the company. And it's not alone in standing up its own development efforts.

Companies like L3 Harris-owned Aerojet Rocketdyne, a top aerospace employer in Redmond, and Stoke, which has grown to nearly 100 employees in less than three years, have established programs to match early-career employees with more experienced ones.

"There are quite a few specific skills that we need, but we know that we can grow them into that, given the hands-on experience and the phenomenal talent we currently have," Stoke Chief Operating Officer Kelly Hennig told the Business Journal. "We have experts in all of those different categories. They're incredibly good teachers."

That's a key strategy in machine and assembly shops where many roles take five or six years to be fully efficient, or engineering roles that can take even longer to reach full mastery, said

Average monthly job growth

Washington state, October to October

-18,117
2020

14,750
2021

9,892
2022

5,025
2023

A CLOSER LOOK

1. Machinist Troy Major inspects an Inconel-metal aerospace bracket during production at Pioneer Industries.

2. Mark Behrends, chief operating officer at Pioneer Human Services

3. These two buildings at 18340 and 18460 NE 76th St., also known as the Redmond Commerce Center, may be part of Amazon's Project Kuiper.

ANTHONY BOLANTE | PSBJ



Ken Young, general manager at Aerojet Rocketdyne's Redmond operations.

"The advantage you start to get with early career, they don't have that notion about how we don't do things," Young said. "They bring a fresh set of eyes."

Amazon's Project Kuiper arm has also begun to work with the Washington Department of Labor to create a curriculum to develop workers it will need for satellite production at its Kirkland facility.

"Somebody who's had a storied career launching 500 satellites ... we have to create lots of people like that," Stephen Metayer, vice president of production operations for Kuiper, said at a recent conference of space manufacturers in Redmond. "We can attract existing experienced people, but at some point we have to grow that talent."

At Boeing, the jet maker's engineering union is retooling its approach to worker training. The Aerospace Career Enhancement program operated by the Society of Professional Engineering Employees in Aerospace is in the early stages of applying the apprenticeship model to traditionally white-collar jobs.

The company told the Business Journal in an email statement it is on pace to hit its goal of 10,000 new engineering and manufacturing employees by the end of the year. The jet maker marked a milestone in September, hiring the 1,000th person from its Core Plus Aerospace program, which is in more than 60 high schools and skills centers throughout Washington.

Workforce development programs aren't scarce in Washington. The state boasts dozens of

programs geared toward manufacturing workers, along with degree programs at universities, community colleges and workforce training centers, and training provided by private and non-profit groups.

That makes for a lot of overlap, manufacturers said, with programs all chasing the same grant funding. It also creates a messy landscape for employers and candidates.

"We found a number of agencies in the state all tackling this workforce issue," said Mark Norton, principal at Norton Strategic Consulting and chair of the Northwest I-90 Manufacturing Alliance. "They're all doing good things, but there's just not much coordination and, in some cases, not even the same criteria of what constitutes a trained worker."

That prompted the Alliance to



call for an industry recognized credential (IRC), which could help workers verify their skills across state lines, boosting worker mobility.

The IRC would aim to help underemployed workers in the 18- to 30-year-old demographic circumvent the “paper ceiling” when their resume doesn’t reflect their experience, Norton said.

Smaller companies like Stoke and Pioneer face challenges attracting workers away from top manufacturing employers like Boeing. That’s led many companies in the industry to look for nontraditional workers, including people without high school or college degrees, low-income, and formerly incarcerated workers.

“We’re really trying to broaden the aperture,” Hennig said.

Labor force data also shows the need for more diversity, Carolyn Busch, director of workforce innovation and aerospace sector program coordinator for the Washington Department of Commerce, said at a sustainable aviation symposium held at the Museum of Flight in August.

She pointed to statistics showing Gen Z workers and women are not participating at the same level as their older, male counterparts. The gap is even wider when looking at business ownership rates, where 93% of manufacturing businesses are owned by white men, she said.

“With the great need in the workforce, we need to broaden out our thinking of what the workforce should look like,” said Strickland, the executive director of AJAC.

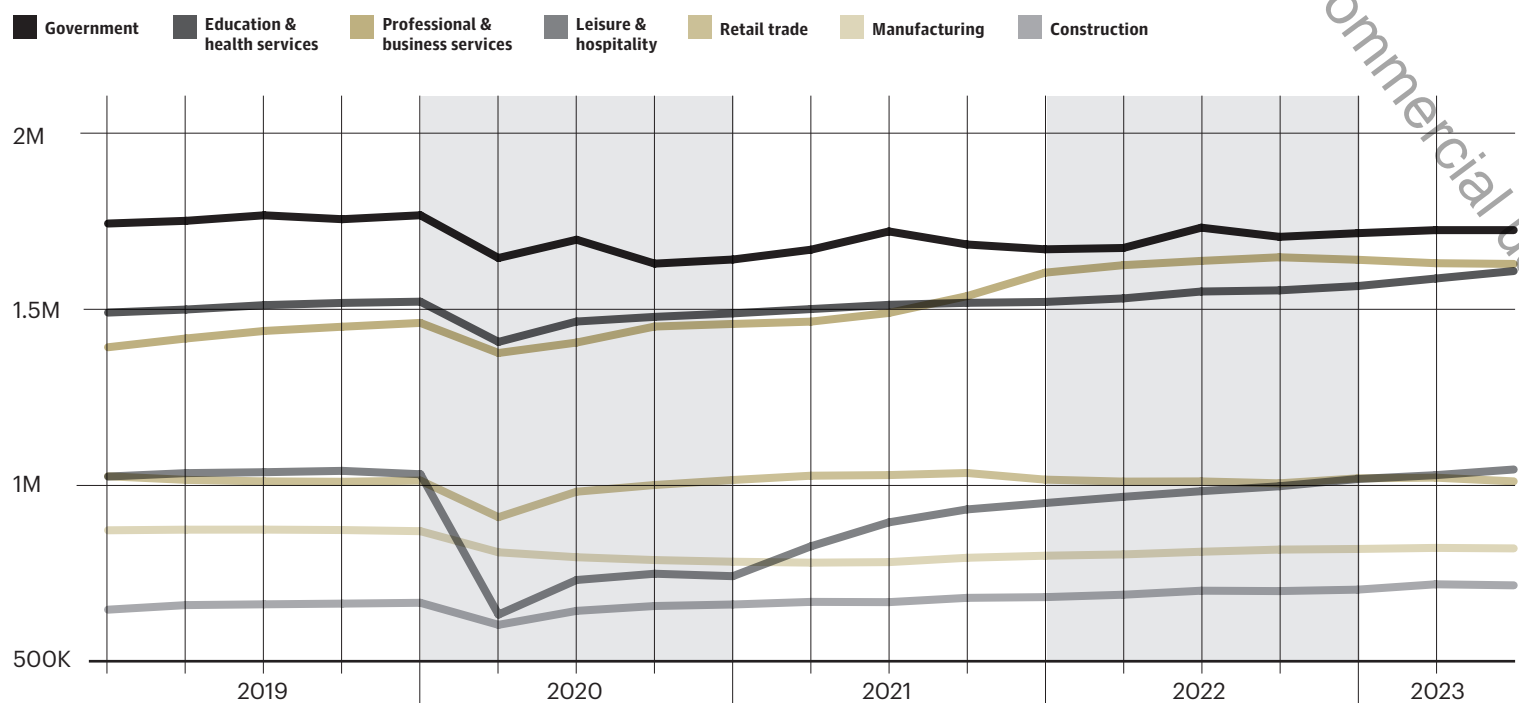
Pioneer produces aerospace components to fund its nonprofit mission, which provides treatment, housing, job skills training and employment to people in addiction recovery or who had been incarcerated. Its program trains around 10 students per month, providing a pipeline for entry-level positions at the company and a network of around 70-80 Seattle-area manufacturers that hire from it, Behrends said.

Along with efforts to fill more senior positions, that’s been a key resource for the company as it seeks to increase its output of aerospace parts.

“We were starting to see the increase in the aerospace build rate hit our books,” Behrends said. “If we had not seen that change, we’d be in a little bit of trouble right now.” ❧

Skill cluster employment by industry in Washington state
Total nonfarm quarterly employment statewide, Q1 2019 to Q3 2023

SOURCE: WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT





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MUSIC + DATA SCIENCE + SALMON

Sonification, or analyzing data from their representation in musical sounds, is an area of experiential learning at Eastern Washington University. It involves students helping to solve real-world problems like understanding salmon migrations.

Salmon have bones in their ears called otoliths that store chemical signatures over time, like the rings in a tree. Analysis of the otolith data found some key findings, but migration movement and timing were too complex for visual interpretation. Eastern Washington University partnered with fisheries scientists to address the data complexity.

Using software developed at EWU, composers gave each fish a unique tone that sounded as it moved downstream. The sound builds as salmon join the migration and tapers to a few distinct rings as the last fish enter the ocean. Sonification is just one example of how Eastern Washington University builds educational experiences that solve problems and develop the workforce of tomorrow.

CATION + POSE



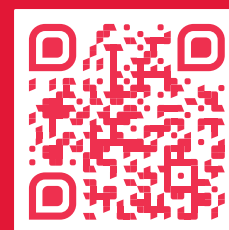
73%
Students who graduated
with professional experience



28%
Undergraduates who
declared in C-STEM fields



71%
Alumni with jobs related
to their major



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COLLEGES AND UNIVERSITIES

RANKED BY FALL 2023 ENROLLMENT AMONG UNIVERSITIES AND COLLEGES IN WASHINGTON STATE

University name (prior rank) Website	Address Phone	Total enrollment	Full-time instructors	Top administrator
1 University of Washington Seattle ^① uw.edu	1410 NE Campus Pkwy. Seattle, WA 98195 206-543-2121	50,097	5,612	Ana Mari Cauce, President
2 Washington State University ^② wsu.edu	370 Lighty Student Services Bldg. Pullman, WA 99164 509-335-3564	26,490	1,387	Kirk Schulz, President
3 Western Washington University ^③ wwu.edu	516 High St. Bellingham, WA 98225 360-650-3000	13,494	916	Sabah Randhawa, President
4 WGU Washington ^④ washington.wgu.edu	20435 72nd Ave. S., #301 Kent, WA 98032 206-512-0025	12,764	1,000 ¹	Tonya Drake, Chancellor and Regional Vice President
5 Eastern Washington University ^⑤ ewu.edu	526 5th St. Cheney, WA 99004 509-359-6200	10,750	413	Shari McMahan, President
6 Central Washington University [⊕] cwu.edu	400 E. University Way Ellensburg, WA 98926 509-963-2111	9,395 ¹	422 ¹	Jim Wohlpart, President
7 Gonzaga University ^⑥ gonzaga.edu	502 E. Boone Ave. Spokane, WA 99258 509-328-4220	7,306	464	Thayne M. McCulloh, President
8 Seattle University ^⑦ seattleu.edu	901 12th Ave. Seattle, WA 98122 206-296-2595	7,172	803	Eduardo Peñalver, President
9 University of Washington Bothell ^⑧ uwb.edu	18115 Campus Way NE Bothell, WA 98011 425-352-5000	5,816	365	Kristin G. Esterberg, Chancellor
10 University of Washington Tacoma ^⑨ tacoma.uw.edu	1900 Commerce St. Tacoma, WA 98402 253-692-5630	4,790	299	Sheila Edwards Lange, Chancellor
11 Seattle Pacific University ^⑩ spu.edu	3307 3rd Ave. W. Seattle, WA 98119 206-281-2000	3,114 ¹	192 ¹	Deana Porterfield, President
12 Pacific Lutheran University [⊕] plu.edu	12180 Park Ave. S. Tacoma, WA 98447 253-535-8570	2,700	175 ¹	Allan Belton, President
13 Whitworth University ^⑪ whitworth.edu	300 W. Hawthorne Rd. Spokane, WA 99251 509-777-1000	2,515	199 ¹	Scott McQuilkin, President
14 The Evergreen State College ^⑬ evergreen.edu	2700 Evergreen Pkwy. NW Olympia, WA 98505 360-867-6000	2,332	150	John Carmichael, President
15 University of Puget Sound [⊕] pugetsound.edu	1500 N. Warner St. Tacoma, WA 98416 253-879-3100	2,000	200	Isiaah Crawford, President
16 Northwest University ^⑫ northwestu.edu	5520 108th Ave. NE Kirkland, WA 98033 425-822-8266	1,643	62	Joseph Castleberry, President
17 Whitman College ^⑯ whitman.edu	345 Boyer Ave. Walla Walla, WA 99362 509-527-5111	1,544	181	Sarah Bolton, President
18 Saint Martin's University ^⑮ stmartin.edu	5000 Abbey Way SE Lacey, WA 98503 360-438-4332	1,504	91	Roy Heynderickx Fr. Kieran Malvey, Interim Co-Presidents
19 City University of Seattle ^⑭ cityu.edu	521 Wall St., #100 Seattle, WA 98121 888-422-4898	1,392	50	Randy Frisch, President
20 Walla Walla University [⊕] wallawalla.edu	204 S. College Ave. College Place, WA 99324 800-541-8900	1,361	81	John McVay, President
21 DigiPen Institute of Technology ^⑰ digipen.edu	9931 Willows Rd. NE Redmond, WA 98052 866-478-5236	1,124 ¹	71 ¹	Claude Comair, President and Founder
22 Antioch University Seattle ^⑲ antioch.edu/seattle	2400 3rd Ave., #200 Seattle, WA 98121 206-441-5352	852 ¹	87 ¹	William Groves, Chancellor, Antioch University Ben Pryor, CEO, Antioch University Seattle
23 Bastyr University [⊕] bastyr.edu	14500 Juanita Dr. NE Kenmore, WA 98028 425-823-1300	728 ¹	45 ¹	Devin A. Byrd, President
24 Cornish College of the Arts ^⑳ cornish.edu	1000 Lenora St. Seattle, WA 98121 206-726-5151	443 ¹	204 ¹	Raymond Tymas-Jones, President
25 Faith International University [⊕] faithiu.edu	3504 N. Pearl St. Tacoma, WA 98407 888-777-7675	400	5	Michael J. Adams, President

¹ Fall 2022

NOTES: NA – Not applicable, not available or not approved; ⊕ – Not ranked on prior year's list

► CLOSER LOOK

171,726

The 25 colleges and universities on The List collectively enrolled 171,726 students.

MOST FULL-TIME FACULTY

INSTITUTION	RANK
University of Washington Seattle	5,612
Washington State University	1,387
WGU Washington	1,000
Western Washington University	916
Seattle University	803

ABOUT THE LIST

Information was obtained from institution representatives, university and college websites and the National Center for Education Statistics. Information on The List was supplied by individual institutions through questionnaires and could not be independently verified by the Puget Sound Business Journal. Only those that responded to our inquiries or had reliable information available elsewhere were listed. In case of ties, institutions are listed alphabetically.

Total enrollment and full-time instructors data are for the fall 2023 session, unless otherwise noted.

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COMMUNITY AND TECHNICAL COLLEGES

RANKED BY SPRING 2023 ENROLLMENT AMONG COMMUNITY AND TECHNICAL COLLEGES IN WASHINGTON

College name Website	Address Phone	Full-time enrollment, spring 2023	Full-time instructors, fall 2022	Year established	Top administrator
1 Bellevue College ^① bellevuecollege.edu	3000 Landerholm Cir. SE Bellevue, WA 98007 425-564-1000	8968	207	1966	David May, President
2 Pierce College ¹ ^③ pierce.ctc.edu	9401 Farwest Dr. SW Lakewood, WA 98498 253-964-6500	7197	136	1999	Julie White, Chancellor and CEO
3 Green River College ^⑦ greenriver.edu	12401 SE 320th St. Auburn, WA 98092 253-833-9111	6166	174	1965	Suzanne Johnson, President
4 Spokane Community College ^⑤ scc.spokane.edu	1810 N. Greene St. Spokane, WA 99217 509-533-7000	5736	200	1963	Kevin Brockbank, Chancellor
5 Highline College ^② highline.edu	2400 S. 240th St. Des Moines, WA 98198 206-592-3710	5255	159	1961	John Mosby, President
6 Everett Community College ^⑥ everettcc.edu	2000 Tower St. Everett, WA 98201 425-388-9100	5246	122	1941	Chemene Crawford, President
7 Clark College ^④ clark.edu	1933 Fort Vancouver Way Vancouver, WA 98663 360-699-6398	5157	177	1933	Karin Edwards, President
8 Columbia Basin College ^⑨ columbiabasin.edu	2600 N. 20th Ave. Pasco, WA 99301 509-547-0511	4758	138	1955	Rebekah Woods, President
9 Edmonds College ^⑩ edmonds.edu	20000 68th Ave. W. Lynnwood, WA 98036 425-640-1459	4744	104	1967	Amit B. Singh, President
10 Tacoma Community College ^⑪ tacomacc.edu	6501 S. 19th St. Tacoma, WA 98466 253-566-5000	4415	133	1965	Ivan Harrell, President
11 Seattle Central College ^⑮ seattlecentral.edu	1701 Broadway Seattle, WA 98122 206-934-3800	4110	118	1966	Bradley Lane, Interim President
12 Olympic College ^⑫ olympic.edu	1600 Chester Ave. Bremerton, WA 98337 360-792-6050	3819	134	1946	Marty Cavalluzzi, President
13 South Puget Sound Community College ^⑱ spssc.edu	2011 Mottman Rd. SW Olympia, WA 98512 360-596-5200	3558	102	1962	Timothy Stokes, President
14 South Seattle College ^⑬ southseattle.edu	6000 16th Ave. SW Seattle, WA 98106 206-934-5300	3544	78	1969	Sayumi Irely, Acting President
15 Shoreline Community College ^⑭ shoreline.edu	16101 Greenwood Ave. N. Shoreline, WA 98133 206-546-4101	3419	126	1964	Jack Kahn, President
16 Skagit Valley College ^⑲ skagit.edu	2405 E. College Way Mount Vernon, WA 98273 360-416-7600	3166	95	1926	Christopher Villa, President
17 North Seattle College ^⑧ northseattle.edu	9600 College Way N. Seattle, WA 98103 206-934-3600	3112	81	1970	Rachel Solemsaas, Interim President
18 Bates Technical College ^⑳ batetech.edu	1101 S. Yakima Ave. Tacoma, WA 98405 253-680-7000	3030	68	1940	Lin Zhou, President
19 Yakima Valley College ^㉔ yvcc.edu	South 16th Avenue and Nob Hill Blvd. Yakima, WA 98902 509-574-4600	2924	134	1928	Linda Kaminski, President
20 Spokane Falls Community College ^⑰ spokanefalls.edu	3410 W. Fort George Wright Dr. Spokane, WA 99224 509-533-3500	2834	131	1967	Kimberlee Messina, President
21 Walla Walla Community College ^㉕ wwcc.edu	500 Tausick Way Walla Walla, WA 99362 509-522-2500	2702	99	1968	Chad Hickox, President
22 Lake Washington Institute of Technology ^㉚ lwtech.edu	11605 132nd Ave. NE Kirkland, WA 98034 425-739-8100	2515	86	1949	Amy Morrison, President
23 Clover Park Technical College ^㉛ cptc.edu	4500 Steilacoom Blvd. SW Lakewood, WA 98499 253-589-5800	2511	105	1942	Joyce Loveday, President
24 Renton Technical College ^㉜ rtc.edu	3000 NE 4th St. Renton, WA 98056 425-235-2352	2492	76	1941	Yoshiko Harden, President
25 Whatcom Community College ^⑯ whatcom.edu	237 W. Kellogg Rd. Bellingham, WA 98226 360-383-3000	2424	89	1967	Kathi Hiyane-Brown, President

¹ Includes two campuses: Fort Steilacoom and Puyallup

NOTES: NA – Not applicable, not available or not approved; Ⓢ – Not ranked on prior year's list

▶ CLOSER LOOK

JUST MISSED THE LIST

Institutions

- 26** Wenatchee Valley College
- 27** Lower Columbia College
- 28** Centralia College
- 29** Big Bend Community College
- 30** Cascadia College

3,072

The 25 community and technical colleges on The List collectively had 3,072 full-time instructors in fall 2022.

LARGEST FACULTY

INSTITUTION	FULL-TIME FACULTY
Bellevue College	207
Spokane Community College	200
Clark College	177
Green River College	174
Highline College	159

ABOUT THE LIST

Information was obtained from institution representatives and websites, the National Center for Education Statistics and the Washington State Board for Community and Technical Colleges. In case of ties, institutions are listed alphabetically.

NEED A COPY OF THE LIST?

To obtain reprints, web permissions, commemorative plaques or the Book of Lists, email ahartz@bizjournals.com.

WANT TO BE ON THE LIST?

To be surveyed when The List is updated, or to be considered for other Lists, fill out our List Nomination Form at bizj.us/1qa12x.

MBA PROGRAMS

RANKED BY ENROLLMENT AMONG MBA PROGRAMS AT WASHINGTON UNIVERSITIES

University name (prior rank)	MBA School/Program Website	Address Phone	MBA enrollment	Full-time MBA instructors	Top academic dean for MBA School/Program
1 Washington State University ^①	Carson College of Business onlinemba.wsu.edu/mba	570 Todd Hall Pullman, WA 99164 877-960-2029	826	6	Debbie Compeau, Interim Dean
2 University of Washington Seattle ^⑤	Michael G. Foster School of Business foster.uw.edu	4277 E. Stevens Way NE Seattle, WA 98195 206-543-4661	806	130	Frank Hodge, Dean
3 Eastern Washington University ^③	School of Business ewu.edu/mba	Catalyst Building, 601 E. Riverside Avenue, #100 Spokane, WA 99202 509-828-1232	521	29	Martha Raske, Interim Dean
4 Seattle University ^②	Albers School of Business and Economics seattleu.edu/business	901 12th Ave. Seattle, WA 98122 206-296-5700	501	26	Joseph Phillips, Dean, Albers College of Business & Economics
5 City University of Seattle ^④	School of Business and Management cityu.edu	521 Wall St., #100 Seattle, WA 98121 206-239-4500	449	21	Miste Damrill-Leib, Program Manager Sumantra Sengupta, Dean, School of Business and Management
6 Gonzaga University [⊛]	School of Business Administration gonzaga.edu/mba	502 E. Boone Ave., AD Box 9 Spokane, WA 99258 509-313-7044	177	16	Kenneth Anderson, Dean
7 Whitworth University ^⑥	Graduate Studies in Business whitworth.edu	534 E. Spokane Falls Blvd. Spokane, WA 99202 509-777-3222	61	64 ¹	Sinead Voorhees, MBA Program Director
8 Western Washington University ^⑦	WWU MBA Program cbe.wwu.edu/mba	516 High St., MS 9072 Bellingham, WA 98225 360-650-2687	60 ¹	25 ¹	Deanna Kennedy, Dean of College and Business Economics
9 University of Washington Tacoma ^⑧	Milgard School of Business tacoma.uw.edu/business	1900 Commerce St. Tacoma, WA 98402 253-692-5630	53 ¹	12 ¹	Dr. Altaf Merchant, Gary E. & James A. Milgard Endowed Dean
10 Northwest University ^⑩	College of Business northwestu.edu/college-business	5520 108th Ave. NE Kirkland, WA 98033 425-822-8266	51	3	Rowland Cawthon, Dean
11 University of Washington Bothell ^⑨	School of Business uwb.edu/business	18115 Campus Way NE, UW1-381 Bothell, WA 98011 425-352-5113	50 ¹	10 ¹	Rajib Sanyal, Interim Dean
12 Seattle Pacific University ^⑫	School of Business spu.edu	3307 3rd Ave. W. Seattle, WA 98119 206-281-2000	13	NA	Gary Karns, Associate Dean for Graduate Programs

¹ Fall 2022

NOTES: NA – Not applicable, not available or not approved; ⊛ – Not ranked on prior year's list

► CLOSER LOOK

3,568

The 12 MBA programs on The List collectively enrolled 3,568 students.

LARGEST MBA PROGRAM FACULTY

INSTITUTION FULL-TIME INSTRUCTORS

University of Washington Seattle	130
Whitworth University	64
Eastern Washington University	29
Seattle University	26
Western Washington University	25

ABOUT THE LIST

Information was obtained from college and university representatives and websites. Information on The List was supplied by individual companies through questionnaires and could not be independently verified by the Puget Sound Business Journal. Only those that responded to our inquiries or had reliable information available elsewhere were listed. In case of ties, companies are listed alphabetically.

Total enrollment and full-time instructors data are for the fall 2023 session, unless otherwise noted.

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NEXT GEN IN LAW

Attorneys leading their profession into the future

Who will be the leading attorneys – at firms and at companies – in the coming decades? Some of them are here, in the Business Journal’s Next Generation in Law series. Each month we spotlight some of the rising stars in the Puget Sound region who are helping the business community thrive. Here is our December group of attorneys, including details of their accomplishments.



Nicole Buckley

Associate | K&L Gates

Areas of practice: Technology transactions and sourcing
Years in the profession: 1

Nicole is part of an emerging cohort of lawyers that will play a critical role in the future of internet law. She provides counsel to large technology companies. She also advises global nongovernmental organizations on internet platform regulation.

Nicole recently helped lead a cross-border team to provide an analysis of disinformation laws and practices in Southeast Asia for the World Justice Project. The group’s work was presented to members of the Association of Southeast Asian Nations (ASEAN).

The most difficult decisions Nicole faces involve the balance of law with policy across cultures. “The work I’ve done with disinformation is a perfect example. Where one culture may have an established rule of law as a guide, another may view a recommendation as an attack.”



Travis B. Colburn

Associate Attorney | Ahlers Cressman & Sleight

Area of practice: Construction litigation
Years in the profession: 4

Travis got into construction litigation and the resolution of construction-related disputes after a career as an architect. Recently, Travis played a pivotal role in obtaining a favorable outcome for a client after a lengthy and contentious pre-trial litigation. Travis was also recently elected as secretary of the Washington State Bar Association’s construction law section.

Travis brings extensive construction industry knowledge to each case, as well as strong interpersonal skills from his time as an architect helping clients navigate the construction process. This enables him to be a strong advocate for developers, designers and contractors. Travis enjoys working with all construction stakeholders on cases ranging from simple transactional issues to complex construction disputes.



Joel C. Odimba, Jr.

Associate Attorney | McKinley Irvin

Area of practice: Family law
Years in the profession: 7

Joel has been consistently recognized by his peers for his legal acumen and achievements. For the last three years Joel has been named a Rising Star by Super Lawyers. Beyond his corporate work, Joel’s contributions to the law include leadership roles within the Loren Miller Bar Association, serving on the Family Law CASA board, and publishing works and giving presentations on a variety of legal topics.

Joel’s passion for the law comes from being able to provide access to justice for his clients. “I find immense fulfillment in contributing to a system that upholds fairness and equity, protects rights and ensures accountability.”



Jordyn Sifferman

Attorney | DuBois Levias Law Group

Area of practice: Family law
Years in the profession: 3.5

Jordan brings empathy and compassion to her work as a family law attorney. She finds ways to protect children from the outside forces their divorcing parents struggle with. She says “the real job is working closely with clients and holding space for them during a difficult, sometimes traumatic, time in their lives.”

To prevent further trauma in a child’s life, Jordyn strives to create safe parenting plans that allow time for parents and their children to maintain a relationship.

Jordyn feels passionate about working in a field that allows her to support others in their own growth and healing. “Family law is a natural meshing of therapy and family structures,” Jordyn says. “I like sitting with people to help bear witness to that time in their lives, then helping them start the next chapter.”



Hannah Solomon

Attorney | Veris Law Group

Area of practice: Environmental law
Years in the profession: 3.5

Hannah transitioned from working as an environmental regulatory consultant to practicing environmental law where she focuses on contaminated properties and enforcement of the Clean Water Act. She uses her expertise to build relationships with clients, gaining their trust and respect. She helps tackle their problems with enthusiasm, diligence and competence, working tirelessly until the challenge is resolved.

One of the most difficult decisions Hannah had to make as a lawyer was whether or not to enter into private practice for fear she would be defending egregious polluters. “In reality, it involves helping companies that are trying to do the right thing while navigating an extremely complex regulatory system.”



Bianca Tillman

Associate | Dorsey & Whitney

Areas of practice: Cybersecurity, privacy, social media
Years in the profession: 2

Bianca supports clients in developing privacy and security programs, privacy policies, and understanding the risks related to the processing of personal and proprietary information and other commercial and technology transactions. When security incidents occur, Bianca is a confident, calm and reliable member of the crisis response team.

Bianca says the best piece of advice she has received is to “say your goals out loud, say them often and say them in as many rooms as possible.”

As a first generation college and law school graduate, Bianca is dedicated to giving back to her community by serving on the board of the Filipino Lawyers of Washington. She also served as a trustee on the board of the King County Bar Association’s New Lawyers Division.

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FEATURED

NONPROFIT | NEW HIRE

Alejandra Urquizo
SEIU 775 Benefits Group
Chief Financial Officer

Alejandra Urquizo has been recently hired as Chief Financial Officer at SEIU 775 Benefits Group, a nonprofit organization delivering high-quality training, health, retirement and job-matching benefits to over 50,000 caregivers in Washington state.

Alejandra has 23 years of financial leadership roles of increasing responsibility, including recent positions as Finance Vice President & CFO at Holland America Line and Seabourn and Finance Director at Dell. A certified public accountant, Alejandra holds a Master's of Business Administration degree from Michigan State University.



FEATURED

CONSTRUCTION | NEW HIRE

Tony Parker
Goldfinch Brothers, Inc.
Shell and Core Manager

Everett, WA – Goldfinch Bros., Inc. is pleased to announce Tony Parker as the latest addition to our team of professionals. Tony has a proven track record in the glass and glazing sector. With 21+ years of construction experience, Tony has successfully led teams on a wide variety of projects including the University of Washington Husky Stadium Renovation, 2nd & Pine Development, and more recently the iconic Rainier Square Redevelopment Project. His extensive knowledge and hands-on experience will be instrumental in helping us continue to meet the demands of our clients and strengthen our position as a leader in the industry.



Tony will utilize his vast experience in leading GBI's Shell & Core Division towards providing the most value possible, to the Seattle and Puget Sound market.

Company CEO Greg Goldfinch,

"We are thrilled to have Tony Parker join our team. His extensive glass and glazing background and dedication to excellence align perfectly with our company's values and goals."



HEALTH CARE

New Hire



Matthew Rivera
Northwest Kidney Centers
Chief Medical Officer

Dr. Rivara, since 2020, has served as medical director of Northwest Kidney Centers' Broadway clinic in Seattle. He is an assistant professor of nephrology at the UW and an investigator at the Kidney Research Institute. A graduate of Harvard Medical School, Dr. Rivara has become a prolific researcher in addition to treating patients. At Northwest Kidney Centers, he provides medical oversight of in-center, home and acute dialysis programs, leading clinical care and process improvement.

HEALTH CARE

New Hire



Jennifer Eslava
Northwest Kidney Centers
Chief Financial Officer

Eslava comes to Northwest Kidney Centers with 17 years of experience working in finance in the healthcare industry. Prior to joining NKC, she worked as regional controller, Washington, at Kaiser Permanente. She also worked for Proliance Surgeons, MultiCare Health Systems, and served the healthcare community while working for Moss Adams LLP and PricewaterhouseCoopers. In her role at NKC, she is responsible for managing the financial health and wellbeing of the Seattle-based nonprofit.

HEALTH CARE

New Hire



Heather Thomasson
Northwest Kidney Centers
Chief Nursing Officer

Thomasson most recently worked as South King County director of nursing services for MultiCare Health System, overseeing its Auburn and Covington medical centers. She previously worked in nursing management at Tacoma General Hospital. As Chief Nursing Officer, Thomasson will oversee patient care supporting Northwest Kidneys Centers frontline caregivers including nurses, dialysis technicians, social workers and dietitians.

LAW

New Hire



Tereza Simonyan
Buchalter
Shareholder

Tereza Simonyan has joined Buchalter as a corporate attorney and trusted advisor to domestic and international clients on a broad range of complex corporate transactions. Ms. Simonyan counsels clients at every stage of the business lifecycle, including mergers and acquisitions, debt and equity financings, corporate reorganizations, joint ventures, strategic transactions, licensing and distribution, employment, and a variety of other commercial matters.

LAW

New Hire



Michelle Pham
Buchalter
Shareholder

Michelle Pham has joined Buchalter as a Shareholder in the Firm's Seattle office and a member of the Intellectual Property and Litigation Practice Groups. Her practice focuses on the development and protection of intellectual property in the U.S. and abroad. She helps clients strategically develop and protect their intellectual property. She routinely advises clients regarding copyright and trademark protection, acquisitions, licensing, risk assessments, and due diligence investigations.

LAW

New Hire



Joe Sakay
Buchalter
Shareholder

Joe Sakay has joined Buchalter as a Shareholder in the Firm's Seattle, Portland and Denver offices and a member of the Insolvency and Financial Law practice group. He has a lender and banking industry-focused insolvency and bankruptcy litigation practice, representing creditors in both Oregon and Washington. For three decades, Mr. Sakay has provided common-sense advice and no-nonsense representation to financial institution clients.

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INSURANCE

New Hire



Julie Campbell
Fournier
Personal Insurance Director

Fournier is proud to announce Julie Campbell as the new Personal Insurance Director. With her empowering leadership skills and expertise in procedural improvement, Julie will play a pivotal role in leading, strengthening, and growing the personal insurance division.

CONSTRUCTION

New Hire



Doug Schumacher
Hermanson Co. LLP
Vice President of Sales

Doug Schumacher has joined Hermanson Company as vice president of sales. His wealth of experience in construction and development will drive innovation and foster key client relationships, playing a pivotal role in Hermanson's ambitious growth strategy. Doug's multifaceted expertise includes sales strategy development, market research, data analytics, and operational efficiencies, which align perfectly with Hermanson's commitment to excellence and client satisfaction.

BANKING & FINANCIAL SERVICES

New Hire



Jim Latourelle
Washington Trust Bank
Vice President and Relationship Manager

Jim Latourelle has joined Washington Trust Bank's Small Business Banking team to serve as vice president and relationship manager. With over 20 years of experience in banking and client service, Latourelle uses his expertise and to serve as a proactive financial partner for commercial clients in Bellevue and throughout the Puget Sound region.

He also has experience in business banking, commercial lending and operations management.

BANKING & FINANCIAL SERVICES

New Hire

Dennis Locke



Chartwell Financial Advisory
Managing Director

Dennis Locke has joined Chartwell as a Managing Director, further expanding the firm's presence in the Pacific Northwest. He has been active in business valuation for over 30 years and has served as financial advisor to over 150 ESOP-owned companies across a broad range of industries for numerous purposes including transaction opinions, annual plan administration, corporate planning, and litigation support. Prior to Chartwell, Dennis was founder and managing director at Legacy Equity Valuations.

LAW

New Hire



Michael Kutzner
Williams Kastner
Senior Associate Attorney

Michael Kutzner is a Senior Associate at Williams Kastner, located in the Seattle office. Michael has a strong background in litigation, including criminal defense and civil litigation. He is admitted to practice law in Washington state. Michael received his JD and MBA from Seattle University.

NONPROFIT

New Hire



Kate Krug
King County Sexual Assault Resource Center
Chief Executive Officer

Kate Krug was appointed CEO of the nonprofit King County Sexual Assault Resource Center (KCSARC). Krug leads a staff of 70 that assist 5,000 survivors and their family members each year, while helping prevent sexual violence through school and community outreach. Previously, Kate was the Executive VP at New York-based Nontraditional Employment for Women, and has led fundraising and programming for organizations serving domestic violence survivors, veterans and people experiencing homelessness.

TECHNOLOGY

New Hire



Donald Brady
NodeSource
Chief Revenue Officer

Brady joins NodeSource from Deloitte Digital, where he served on the executive team as Principal. During his 11-year tenure, Brady was pivotal in driving substantial growth, helping the company from its initial formation to over \$2B in revenue. As CRO of NodeSource, Brady will leverage his vast experience in driving top-line revenue and his deep knowledge in technology and engineering to develop and scale the organization's go-to-market strategy and expand its global reach.

LAW

New Hire



Jim Vana
Schwabe Williamson & Wyatt PC
Shareholder

Schwabe welcomes shareholder Jim Vana to the firm's Seattle office as part of the Consumer Products, Manufacturing & Retail industry group. Jim brings over three decades of experience in trademark, copyright, internet and advertising law. He is experienced in developing, managing and protecting brand portfolios for his clients, representing various sectors including retail, apparel, footwear and more. Jim is also an adjunct professor of intellectual property law at the University of Washington.

LAW

New Hire



Rosalyn DiLillo Knock
Schwabe Williamson & Wyatt PC
Associate

Schwabe welcomes Rosalyn DiLillo Knock to the firm's Seattle office as part of the Real Estate & Construction and Natural Resources industry groups. Rosalyn specializes in providing strategic guidance on a variety of issues, including water rights, environmental compliance and due diligence. Rosalyn helps clients, big and small, understand and comply with a range of regulatory frameworks at the local and national levels.

LAW

New Hire

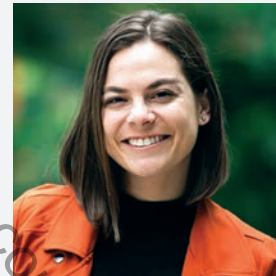


Eric Lombardo
Keller Rohrback L.L.P.
Associate Attorney

Please join Keller Rohrback L.L.P. in welcoming associate attorney Eric Lombardo to the firm's Seattle office. Eric earned his JD from the University of Washington School of Law in 2020, and prior to joining Keller Rohrback clerked in the King County Superior Court and in the Washington Court of Appeals. He looks forward to applying his experience with larger civil actions to his growth within Keller Rohrback's nationally-recognized Complex Litigation Group.

ARCHITECTS & ENGINEERING

Promotion



Mindy Schwartz, NCIDQ, LEED GA
Degen & Degen architecture and interior design
Associate Interior Designer

Degen & Degen announces the promotion of Mindy Schwartz, NCIDQ, LEED GA to Associate. Mindy's design, critical thinking and management skills coupled with passion for sustainability have earned her respect throughout the profession. In addition, her training and certification in User-Centered Design is an invaluable contribution to all our work. Currently, she is interior designer for a new hotel brand of experiential + wellness resorts being developed in iconic wilderness destinations.

BANKING & FINANCIAL SERVICES

Promotion



Arne Arnesen
First Fed Bank
SVP, Senior Director of Commercial Banking

Curtis "Arne" Arnesen has been promoted to SVP, Senior Director of Commercial Banking leading the commercial lending team. Arnesen brings 25 years of banking experience focused on commercial lending for a broad range of industries from construction to maritime. Prior to First Fed, he held commercial lending leadership roles at Peoples Bank, Mountain Pacific Bank, Shoreline Bank, and NorthStar Bank. Arnesen is a graduate of the University of Washington and the Pacific Coast Banking School.

PAID ADVERTISING

Seattle Southside on the Rise



25 YEARS



Perry Wall

SureStay by Best Western SeaTac North

Perry Wall is the esteemed General Manager of the SureStay by Best Western SeaTac North, celebrated for his 25-year tenure at the property. His journey has seen him evolve from a hands-on team member to a visionary leader, renowned for his exceptional hospitality and management skills. Perry is known for his commitment to guest satisfaction, staff development, and maintaining the hotel's high standards. His approachable demeanor and strategic thinking have been pivotal in shaping the hotel's success and reputation in the industry.

NEW BUSINESS



Anchor's Cafe

Anchor's Cafe, a delightful new eatery in Des Moines, opened in September 2023, quickly becoming a favorite for both locals and visitors. Offering a variety of dishes like Lumpia, Kimchi Fried Rice, Bubble teas, and a seasonal Lunch Menu, the cafe now proudly introduces SILOG, celebrating its Filipino heritage. It's an ideal spot for both quick snacks and leisurely dining, providing a relaxed, friendly atmosphere where guests can savor a taste of home.

ANNIVERSARY



Seattle Chocolate

Celebrating 32 years, Seattle Chocolate Company is renowned for its meltaway truffles and commitment to community. Under Jean Thompson's leadership since the 2001 Nisqually Earthquake, the company flourished. In 2012, they launched jcoco, focusing on social responsibility, donating nearly 4 million servings of food. Embracing innovation and eco-friendly practices, while maintaining the timeless appeal of their classic truffles, Seattle Chocolate's anniversary highlights a legacy of quality, community engagement, and chocolate excellence.

PROMOTION



Julie Williams

The Museum of Flight

The Museum of Flight recently promoted Julie Williams to Director of Marketing Communications and Creative. Julie started at the Museum in 2013 as a graphic designer for the Marketing team, creating eye-catching collateral for various Museum events, programs and communications and has grown to become a respected leader of the organization. Julie takes a holistic approach to marketing by integrating design, branding, and strategy in her work. She is excited for the future of The Museum of Flight and the community it serves, hoping to inspire all through the limitless possibilities of flight.

NEW RADIO SHOW



Highline Heritage Museum

The Highline Heritage Museum, evolving from a historical society in 1994 to a full-fledged museum in 2019, now embarks on a novel project: its own radio station. Directed by Nancy Salguero-McKay, the station extends the museum's mission of storytelling and community engagement. It offers a platform for local voices and diverse narratives, broadcasting on 106.5 KQWZ LP-FM and online. This initiative connects people unable to visit the museum, embracing a broader audience through radio.

AWARD



Explore Seattle Southside

Explore Seattle Southside triumphed at the City Nation Place Awards 2023, clinching the Best Use of Design accolade. The award entry titled "Seattle Southside Gets A Brand New Identity," was earned for the innovative place brand design, which demonstrated a blend of creativity and strategic insight. The jury was particularly impressed by the design's effectiveness in conveying a fresh identity and its significant impact in terms of tangible results and strengthening the area's brand.

Learn how Explore Seattle Southside can support your business at SeattleSouthside.com/Business

Puget Sound Business Journal

2024

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LEADS

Information to build your business

Bankruptcies

WESTERN DISTRICT OF WASHINGTON

SEATTLE DIVISION Chapter 7

David Reid Professional Corp., 18008 Baldwin Rd., Bothwell 98012; Assets, \$100,001 to \$500,000; Debts, \$100,001 to \$500,000; Attorney, PRO SE; case #23-12205, 11/12/23.

Terra Motor Sports LLC, 11935 124th Ave., Kirkland 98034; Assets, \$14,519; Debts, \$111,881; Major Creditor, SBA, \$95,000; Attorney, Thomas D. Neeleman; case #23-12225, 11/14/23.

Court judgments

KING COUNTY

Balboa Capital Corp. vs. Zoffary Express LLC/Sulayman R. Nje (foreign-Orange County CA), \$43,074, case #23 2 21470 6 S, 11/02/23.

Sound Funding Inc. vs. True Value Investment LLC/Gurcharan Singh Dhaliwal/Rajpreet Kaur et al., \$223,485, case #23 2 21631 8 K, 11/07/23.

Bank of Hope vs. Royal Motors Inc./Sergey Shtainke, \$57,665, case #23 2 06233 7 K, 11/09/23.

New civil lawsuits filed

KING COUNTY

Detelina Allen vs. Pemco Mutual Insurance Co., tort/motor vehicle, case #23 2 21638 5 K, 11/06/23.

Timoteo Vazquez Lopez vs. Northwest Alternative Eco Blasting/Northwest Eco Blasting/Carlos R. De Jesus, tort/motor vehicle, case #23 2 21644 0 K, 11/06/23.

Adan A. Villanueva vs. Atif Madyun/Uber Technologies Inc./Raiser LLC, tort/motor vehicle, case #23 2 21677 6 S, 11/06/23.

Allstate Insurance Co. vs. Whirlpool Corp., tort, case #23 2 21688 1 S, 11/06/23.

Reginald Goings vs. Hartford Casualty Insurance Co., tort/motor vehicle, case #23 2 21714 4 S, 11/06/23.

Judith Rose/Mikaya Rose vs. University Village/Susie Plummer, personal injury, case #23 2 21764 1 S, 11/07/23.

Kayla Fernandez vs. Jonathan Jbertoldo/Mainline Drain Service LLC, tort/motor vehicle, case #23

2 21777 2 K, 11/07/23.

Justino G. Martinez vs. J&H Express Inc./Mark S. Archer/Manmohan Dhaliwal, tort/motor vehicle, case #23 2 21802 7 S, 11/07/23.

Barbara Davis-Stevens vs. Lastingest Inc./Shane Worthington, tort/motor vehicle, case #23 2 21840 0 S, 11/07/23.

Carol Hummel vs. US Bancorp/US Bank NA, personal injury, case #23 2 21983 0 S, 11/07/23.

State of Washington vs. Western Surety Co., collection, case #23 2 21905 8 S, 11/08/23.

State of Washington vs. North River Insurance Co., collection, case #23 2 21906 6 S, 11/08/23.

State of Washington vs. Western Surety Co., collection, case #23 2 21907 4 S, 11/08/23.

State of Washington vs. Hartford Insurance Co. of the Midwest, collection, case #23 2 21908 2 S, 11/08/23.

State of Washington vs. North River Insurance Co., collection, case #23 2 21909 1 S, 11/08/23.

Joseph Falaniko vs. Ocean Peace, personal injury, case #23 2 21952 0 S, 11/08/23.

Cheng Va Pienh vs. First National Insurance Co., tort/motor vehicle, case #23 2 22067 6 S, 11/09/23.

State Farm Fire & Casualty Co. vs. USAA Casualty Insurance Co., collection, case #23 2 22069 2 S, 11/09/23.

Alex Trinidad vs. Prime Communications/Prim Comms Retail, tort, case #23 2 22070 6 S, 11/09/23.

Roberta Cook vs. Standard Fire Insurance Co., tort/motor vehicle, case #23 2 22079 0 S, 11/09/23.

Leondra Stanton vs. Cody R. Hicks/Metropolitan Sewer Service LLC, tort/motor vehicle, case #23 2 22085 4 K, 11/09/23.

Victor Wong vs. First National Insurance Co. of America, tort/motor vehicle, case #23 2 22162 1 S, 11/09/23.

Robert Stahnke vs. City of Seattle, employment, case #23 2 22168 1 S, 11/09/23.

Darrell A. Rodgers vs. King County Public Health, tort, case #23 2 22190 7 S, 11/09/23.

Zeina A. Moussa vs. Safeway Inc./James Clayton/Petro Haulers Inc., personal injury, case #23 2 22213 0 S, 11/09/23.

Sarah Parker/Shelley Roberts vs. State of Washington, tort, case #23 2 22227 0 S, 11/09/23.

ABOUT THIS SECTION

READER'S GUIDE

Leads is a collection of information gathered from Seattle-area courthouses, government offices and informational websites. We gather these public records so you can build your business. No matter what business you are in, you can gain a competitive edge by reading Leads. Find new and expanding businesses and new customers. Find out the area's commercial and residential hot spots. Find clues about the financial condition of your vendors, customers or competitors. Listings for each category may vary from week to week because of information availability and space constraints. (Note: *Indicates listings are not available for this week.)

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DEFINITIONS

BANKRUPTCIES: Business cases filed in U.S. Bankruptcy Court for Western Washington in Seattle. A Chapter 7 petition allows for orderly liquidation of a business. A Chapter 11 petition provides protection from creditors while a business reorganizes. An involuntary Chapter 11 is filed by creditors seeking to place a company in reorganization.

COURT JUDGMENTS: Civil judgments of more than \$20,000 against businesses filed in county Superior Courts

LAWSUITS: Business-related lawsuits

FEDERAL TAX LIENS: Liens of more than \$20,000 filed against assets of a business by the Internal Revenue Service for unpaid income or payroll tax. Liens are filed with county

recorder's offices.

RELEASES OF FEDERAL TAX LIENS: Releases indicate that a federal tax lien has been lifted; they are recorded in county offices.

STATE TAX WARRANTS: Notices to businesses filed by the state Department of Revenue to indicate taxes are delinquent.

SATISFACTIONS OF STATE TAX WARRANTS: Notices filed by the state Department of Revenue to indicate a previous tax warrant has been cleared.

STATE TAX LIENS: Judgments filed in county offices of more than \$20,000 against assets of businesses with delinquent taxes.

RELEASES OF STATE TAX LIENS: Tax

INDEX

Bankruptcies.....	33
Court Judgments.....	33
Lawsuits	33
State Tax Warrants.....	33
Mechanics' Liens	33
Commercial Property Sales	33

4 S, 11/07/23.

KMG Food Corp./Teinei, 1256 Republican St., Seattle 98109, \$51,672, (revenue), case #23 2 22013 7 S, 11/08/23.

SMS WA Carpenters LLC, 30607 2nd Ave. S., Federal Way 98003, \$29,503, (revenue), case #23 2 22019 6 K, 11/08/23.

Calvin Wayne Ocasio, 2700 12th Ave. S., Seattle 98144, \$39,700, (revenue), case #23 2 22091 9 S, 11/09/23.

Mechanics' liens

KING COUNTY

Claimant: Liberty Associates Group LLC dba The Liberty Group, Contractor: Benson Road Investors LLC dba Kentwood Apartments and AMC Management LLC dba Kentwood Apartments, \$44,238, Owner: Benson Road Investors LLC dba Kentwood Apartments on property at 22415 Benson Rd. SE, Kent 98031, document #20231101000327, 11/03/23.

Claimant: Precision Iron Works Inc., Contractor: JTM Construction, \$117,753, Owner: 100 & Main LLC on property at 8100th Ave. NE, Bellevue 98004, document #20231108000633, 11/08/23.

Claimant: Holaday-Parks-Fabricators Inc., Contractor: Washington Shores II Condominium Association, \$21,984, Owner: Washington Shores II Condominium Association on property at Washington Shores II 6333 Lake Washington Blvd. NE, Kirkland, document #20231108000639, 11/08/23.

Claimant: Best Plumbing, Contractor: Cascade Built LLC, \$351,609, Owner: 24&U LLC on property at 24th & Union/1419 24th Ave., Seattle, document #20231108000640, 11/08/23.

Claimant: Precise Heating & Cooling LLC, Contractor: Powell Ryka Inc., \$37,350, Owner: ROIC Four Corner Square LLC/ROIC Washington LLC on property at Ballinger Village Shopping Center 20120 Ballinger Way NE, Shoreline, document #20231108000660, 11/08/23.

Claimant: Premier Roofing & Waterproofing LLC, Contractor: CADB Catalyst Construction Group LLC, \$77,033, Owner: Campus UW JV II LLC/Safeway Inc. on property at 4732 Brooklyn Ave. Residential and Commercial Units, document #20231108000663, 11/08/23.

Claimant: Julian Weber Architecture and Design LLC/Julian Weber Architects Ltd., Contractor: MCL-Modern Living Companies Inc., \$32,046, Owner: 9741 57th Avenue South Seattle LLC on property at 9741 57th Ave. S., Seattle 98118, document #20231108000695, 11/08/23.

Claimant: Julian Weber Architecture and Design LLC/Julian Weber Architects Ltd., Contractor: Jabooda Homes Inc., \$56,148, Owner: Jabooda Homes Inc. on property at 6711-6719 42nd Ave. S., Seattle 98118, document #20231108000729, 11/08/23.

Claimant: Zuhause Design LLC, Contractor: Project Stewart LLC, \$13,496,989, Owner: Project Stewart LLC on property at 1200 Stewart St./All of Block 54, document #20231108000757, 11/08/23.

Real estate transactions - commercial

KING COUNTY

Pacific Cataract and Laser Institute to First Citizens Bank & Trust Co., P.O. Box 27131, Raleigh, N.C. 27611, ID 124270-0015 at 2606 116th Ave. NE, Bellevue 98004, \$18,500,000, 11/01/23.

M.J. Ford Properties LLC to CPI Crest Pacific Hwy. IOS Owner LLC, 1346 The Alameda #7285, San Jose, Calif. 95126, ID 212204-9174/212204-9155 at 24432 Pacific Hwy. S., Kent 98032, \$4,000,000, 11/01/23.

Main Agenda LLC to West African Community Center, 505 S. 4th St., Renton 98057, Smithers Second Addition ID 783980-0190/783980-0145 at 505 S. 4th St., Renton 98057, \$2,650,000, 11/01/23.

Skyway Investments LLC to Cruizers Express LLC, 354 Blue Cavern Pt., Long Beach, Calif. 90803, Second Addition Of East Riverton Garden Tracts ID 217200-0665 at 12833 Martin Luther King Jr. Way S., Seattle 98178, \$2,220,000, 11/01/23.

Brain Trust Properties LLC to Kent School District 415, 12033 SE 256th St., Kent 98030, ID 883040-0020 at 11109 SE Kent Kangley Rd., Kent 98030, \$1,698,000, 11/01/23.

SNOHOMISH COUNTY

J&C No. 1 LLC to RAG Everett LLC, 13108 112th Ave. NE, Kirkland 98034, ID 28042400203200 at 10633 Evergreen Way, Everett 98204, \$9,500,000, 10/30/23.

State tax warrants

KING COUNTY

Eating Recovery Center LLC, \$281,960, (employment security), case #23 2 21257 6 S, 10/31/23.

Oanh T. Nguyen/Emerald City Smoothie/Liem T. Phan, \$39,281, (revenue), case #23 2 21451 0 K, 11/01/23.

Flight Path Spirits LLC, 7130 44th Ave. SW, Seattle 98136, \$51,149, (revenue), case #23 2 21510 9 K, 11/03/23.

14523 Tukwila LLC/Claim Jumper Restaurant, 1000

Jacks Run Rd., N. Versailles, Pa. 15137, \$56,313, (revenue), case #23 2 21519 2 K, 11/03/23.

Thai Golden Bowl LLC/Thai Golden Bowl, 14130 Juanita Dr. NE #109, Kirkland 98034, \$42,161, (revenue), case #23 2 21566 4 S, 11/03/23.

E&A Painting LLC, 3700 Factoria Blvd. SE #A, Bellevue 98006, \$43,696, (revenue), case #23 2 21592 3 S, 11/03/23.

Pinnacle Northwest Landscape Service LLC, P.O. Box 264, Bellevue 98009, \$20,144, (revenue), case #23 2 21595 8 S, 11/03/23.

Matthew Lersch, 14242 SE

162nd Place, Renton 98058, \$70,551, (revenue), case #23 2 21615 6 K, 11/03/23.

4339 Ave. LLC/Just Poke, P.O. Box 15170, Seattle 98115, \$109,295, (revenue), case #23 2 21650 4 S, 11/06/23.

Harwinder Kaur, 22642 128th Ave. SE, Kent 98031, \$89,340, (revenue), case #23 2 21682 2 K, 11/06/23.

Grullense Market LLC/Grullense Tacos, P.O. Box 6247, Bellevue 98008, \$38,803, (revenue), case #23 2 21718 7 S, 11/06/23.

Spamtileco LLC, 229 Andover Park E. #1323, Tukwila 98188, \$24,708,

(revenue), case #23 2 21779 9 K, 11/07/23.

Those Guys Construction LLC, 101 Eastgate Ave. S., Pacific 98047, \$23,659, (revenue), case #23 2 21793 4 K, 11/07/23.

Carey Landon Aikman, 14602 209th Ave. SE, Renton 98059, \$20,046, (revenue), case #23 2 21796 9 K, 11/07/23.

Timothy Hebert, 4322 NE 43rd St., Seattle 98105, \$37,287, (revenue), case #23 2 21809 4 S, 11/07/23.

Lily's Salvadorean Catering PLLC, 600 SW 5th Ct. #H307, Renton 98057, \$24,854, (revenue), case #23 2 21874



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Managers, Comms Planning (Job ID: E6261): Develop and design communications frameworks for the Expedia Group brands function. Travel to various unanticipated sites throughout the U.S. and internationally required. The total cash range for this position is: \$170,435 to \$204,500/year.
Reporting & Analysis Managers (Job ID: E7454): Apply expertise in data mining, manipulation and analysis to support strategic planning, day-to-day decision making and formulate meaningful recommendations. The total cash range for this position is: \$128,500 to \$180,000/year.
Security Operations Analysts (Job ID: E9258): Identify and respond to security incidents on ensuring alignments to SLAs. The total cash range for this position is: \$161,000 to \$226,000/year.
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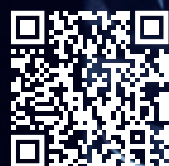
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RETHINK YOUR JOB POSTINGS TO HELP YOUR TALENT PIPELINE

BY ANDY MEDICI | *The Business Journals*

For Maurice Jones, the way many employers have approached job postings is problematic on multiple fronts. For candidates, the language in postings often amounts to an invisible barrier that prevents them from applying – even when they have the skills to do the job. For employers, it limits applications and causes them to overpay.

Degree requirements are the big focus for Jones, who previously led OneTen, a national initiative that aims to hire, promote and advance 1 million Black individuals who do not have a four-year degree into family-sustaining careers over the next 10 years.

Jones called degree requirements “a great invisible barrier.”

“Get this, a company brought me a coding job that had a four-year degree requirement, which means that my four-year degree in political science would position me better to get an interview for that coding job than someone who did an eight-week boot camp in coding,” he said.

That leaves candidates on the sidelines and employers paying a premium for credentials that are completely unrelated to the actual job.

Rather than focusing on degrees, Jones said companies should be focused on skills-based hiring.

And, at a time when talent is tough to come by, data suggests more employers are getting the message.

A new analysis by workforce data firm Revelio Labs found the share of job postings requiring at least a bachelor’s degree fell from 52.5% in April 2020 to 47.2% November 2022.

Meanwhile, employers are also

adding more specific skills to their job ads, with the average number of skills listed per job inching up from 37 to 38.6.

The focus on skills over degrees helps reduce the effects of what Revelio Labs calls “the paper ceiling.” Of Americans 25 and older, roughly 38% have a bachelor’s degree or higher, which means most Americans are potentially left out of jobs even if those jobs don’t truly require a bachelor’s degree.

“The general trend is one of decreasing formal educational requirements across the board, across the economy,” said Lisa Simon, a senior economist with Revelio Labs. “And that’s exactly what we expect to see in a tight labor market.”

Simon said the recovery from the Covid pandemic has also brought with it a tight labor market, and employers searching for talent and more applicants are removing formal degree requirements.

“I think employers are finally ready to embrace this and omit less formal requirements and instead increase the skill requirements,” Simon said.

She said for a long time, employers used formal education, such as degrees, as a way to easily screen applicants. It’s harder to screen for skills in nontechnical fields. Now, companies are increasingly inter-

ested in getting more applicants.

Job ads from IBM Corp., Oracle, Lockheed Martin, PwC and Levi Strauss & Co. all show substantially decreased requirements per job posting, while Rivian, Accenture, Pfizer, Johnson & Johnson and X, formerly known as Twitter, showed increased job requirements per posting.

So how can companies make the shift to a skills-first approach?

“The No. 1 best practice is this has to be a CEO priority,” he said. “The organizations that are doing the best at this are the ones where the CEO unambiguously prioritizes it and everybody knows it.”

CEOs need to empower those across the company to make it work.

Tactically, companies need to take a line-by-line look at job descriptions and job postings.

Many artificial barriers to hiring may be lurking in boilerplate text that has lingered on job descriptions for years. Companies must take the time to root that out.

Once that’s done, employers need to take a hard look at every role and determine which specific skills are necessary.

Those answers will allow companies to craft job ads that focus on the actual skillsets for the job, rather than potentially arbitrary degrees or credentials.

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“I think employers are finally ready to embrace this and omit less formal requirements and instead increase the skill requirements.”

LISA SIMON, Revelio Labs



U.S. OFFICE OF PERSONNEL MANAGEMENT

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Chief recruiter, Federal Office of Personnel Management

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President Joe Biden set out a strategy to expand the federal government's cybersecurity workforce, spurring its Office of Personnel Management team to make a visit to Seattle. The agency serves as the human resources department for the federal government, which includes a little over 60,000 employees in the Seattle area. As the chief recruiter for more than 400 federal agencies, the OPM has launched its new Tech to Gov program to take advantage of layoffs this year and attract skilled professionals into government roles. OPM Director Kiran Ahuja sat down with the Business Journal to discuss the top roles it's seeking to fill and how it plans to work with private employers to develop the tech workforce.

What's your strategy for filling positions in the near term? We're encouraging this movement across government to focus on skills-based hiring. That concept was early in the tech space, so we're taking a cue from that. It's all about competition for good talent, so why leave talent on the table? We're starting to see an increase in skills assessments, not using a resume as a proxy

BY THE NUMBERS

Top Federal Job Openings in Seattle

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- ▶ Veterans Health Administration
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- ▶ U.S. Pacific Fleet

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- ▶ Internal revenue agent
- ▶ Program management
- ▶ Program analysis

or education as a proxy for skills, but actually doing the assessment. We've seen a huge rise in agencies taking advantage of these assessments as a part of the application process. We've asked each agency to literally go through your job descriptions and ask yourself, does this require an education requirement? Can we be more expansive around where those skills are gained?

We have a workforce in which a third are eligible for retirement, so we do need to get some of that new talent in to train and develop. We tend to be a draw for those who are mid-career and have a lot of experience, but we also want that diversity and demographic, especially in the tech space around some of those new skills that are important in the federal government.

In our current workforce, especially in tech and cyber, the average age is in the 50s in the federal government.

They've been trained on these older legacy systems, and we want them to take advantage of building those skills to transition their jobs. We want to always take advantage of the people we already have.

How are you partnering with the private sector to develop that talent? We're excited to explore opportunities for talent exchange, for learning from each other, bringing together groups of people, especially in emerging fields, specifically in AI, so can we collaborate to push forward and make sure we're being responsible but ambitious together. We're pushing mobility. Come in and out of government.

On the other hand, how will you compete with high-profile tech employers? We're trying to work on pay and benefits to stay competitive. We've always had really generous benefits – a small defined contribution for retirement, student loan repayment, public service loan forgiveness. One of the things we were pushing around Tech to Gov is stability. Government jobs are very stable jobs, so we're being very shameless and also strategic.

One strategy, which we probably wouldn't have thought of pre-pandemic, is workplace flexibility. It's something we've leaned into especially in the tech industry, for our IT specialists. We've increased our number of remote jobs.

What have you taken away from your discussions with Seattle employers? Seattle has always been a draw for tech talent. We know that's a focus here for a lot of the schools, and what I noticed is the federal government is not on their radar. That's something we need to work on, as well as the conversations and partnerships we can have with tech companies themselves.

Generative AI is going to be really transformative in that way as we think about specific positions and professions that may not have been as attractive but could potentially be on the cutting edge of new technology.

This interview has been edited for length and clarity.

EDUCATION AND TRAINING PROGRAMS

Health Care

Acute Care Nursing Assistant (Certificate)

School: Edmonds College

Locations: Lynnwood, online

Program length: 9 months

Home Care Aide (Certificate)

School: South Seattle College

Locations: Seattle, online

Program length: 3 months

Nursing Assistant (Certificate of Completion)

School: Lake Washington Institute of Technology

Location: Kirkland

Program length: 3 months

Hospitality

Event Planning (Certificate)

School: Edmonds College

Locations: Lynnwood, online

Program length: 9 months

Management (Certificate)

School: Tacoma Community College

Locations: Tacoma, online

Program length: 12 months

Retail Business Management (Certificate)

School: Clover Park Technical College

Locations: Lakewood, online

Program length: 9 to 18 months

Life Sciences

Biochemistry (B.S.)

School: Seattle Pacific University

Location: Seattle

Program length: 4 years

Neurobiology (B.S.)

School: University of Washington

Locations: Seattle

Program length: 4 years

Small Business

Entrepreneurship & Small Business Management (Certificate)

School: Edmonds College

Locations: Lynnwood, online

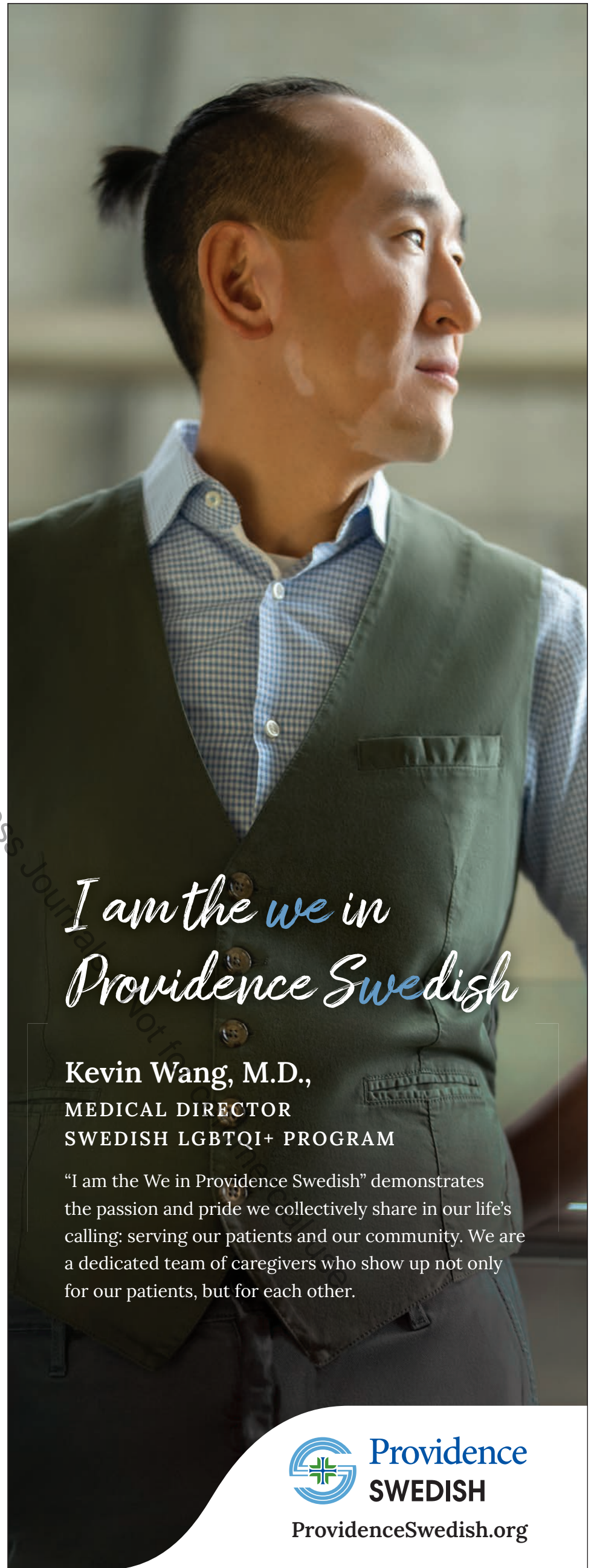
Program length: 9 months

Small Business Accelerator (Certificate of Achievement)

School: Everett Community College

Locations: Corporate & Continuing Education Center, online

Program length: 10 months



*I am the we in
Providence Swedish*

Kevin Wang, M.D.,

MEDICAL DIRECTOR

SWEDISH LGBTQI+ PROGRAM

“I am the We in Providence Swedish” demonstrates the passion and pride we collectively share in our life's calling: serving our patients and our community. We are a dedicated team of caregivers who show up not only for our patients, but for each other.



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