

LEGISLATIVE REPORT

2025 Labor market and economic report

DECEMBER 2025



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2025 LABOR MARKET AND ECONOMIC REPORT

The Employment Security Department (Employment Security) is the official source of Washington state labor market information. Employment Security's labor market information and research division specializes in economic analysis, research, program and policy evaluation, and risk assessment. The agency produces, analyzes and shares quality information for decision making.

Employment Security prepared this report in accordance with RCW [50.38.040](#). Content is based primarily on data available through September 2025. Historical values are subject to revision. They may not equal prior report values.

There are two ways to access this report on Employment Security's website.

- The government relations office provides data and analysis about agency programs to state policymakers and elected officials. See this and other reports on the agency's [legislative reports page](#).
- The labor market information and research division produces data and analyzes analysis of Washington's employment conditions, economy, job market and workforce. Read this and other reports on the agency's [labor market information pages](#).

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Contents

Contents	4
Executive summary	5
Chapter 1: The labor market.....	6
Chapter 2: Seasonal, structural and cyclical industry employment.....	15
Chapter 3: Closures and mass layoffs	19
Chapter 4: Unemployment insurance recipients and exhaustions.....	22
Chapter 5: Experience of workers in their efforts to be reemployed	29
Chapter 6: Employment projections	32
Chapter 7: Annual and hourly wages.....	39
Appendix A: Chapter 1 figure data	45
Appendix B: Chapter 4 figure data	52
Appendix C: Chapter 6 figure data	53

Executive summary

Employment Security submits an annual labor market and economic report to the legislature and the governor under [RCW 50.38.040](#). Key insights from the 2025 report include:

- In August 2025, Washington's preliminary seasonally adjusted unemployment rate was 4.5%. The unemployment rate has remained in the mid-4% range for two years as job growth has slowed.
- The labor force participation rate decreased over the past 12 months, dropping from 63.4% in August 2024 to 62.0% in August 2025, the lowest labor force participation rate for Washington state since 1976 which is the earliest date for which data is available.
- Washington's civilian labor force included 4,022,129 people in August 2025. This is 43,842 fewer workers than August 2024, despite overall population growth.
- The preliminary tally of jobs for August 2025 was 3,644,900 – a decrease of 5,400, or 0.1%, from the previous year on a not seasonally adjusted basis.
- The sectors reporting 12-month job gains were education and health services, transportation, warehousing and utilities, leisure and hospitality, and other services.
- As of Oct. 14, 2025, Employment Security received 112 notices from businesses planning layoffs since late September 2024. The notices could have affected up to 29,175 workers.
- From October 2024 through September 2025, an average of 64,260 people per month received an unemployment insurance benefit payment.
- There were 86,740 participants in the Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, Youth, and Wagner-Peyser programs from July 2024 to June 2025.
- The industry sectors projected to have the largest increases in employment shares are education and health services, leisure and hospitality, and professional and business services.
- The industry sectors projected to have the largest decreases in employment shares are retail trade, manufacturing and wholesale trade.
- The occupational groups projected to grow the fastest are health care support occupations, health care practitioners and technical occupations, and food preparation and serving related occupations.
- The 2024 average annual wage for workers in Washington was \$92,467, a 6.2% increase from the 2023 average annual wage.
- The 2024 average hourly wage was \$40.14 in Washington (22.9% above the U.S. average of \$32.66). The statewide median hourly wage was \$30.32 (the U.S. median was \$23.80.)

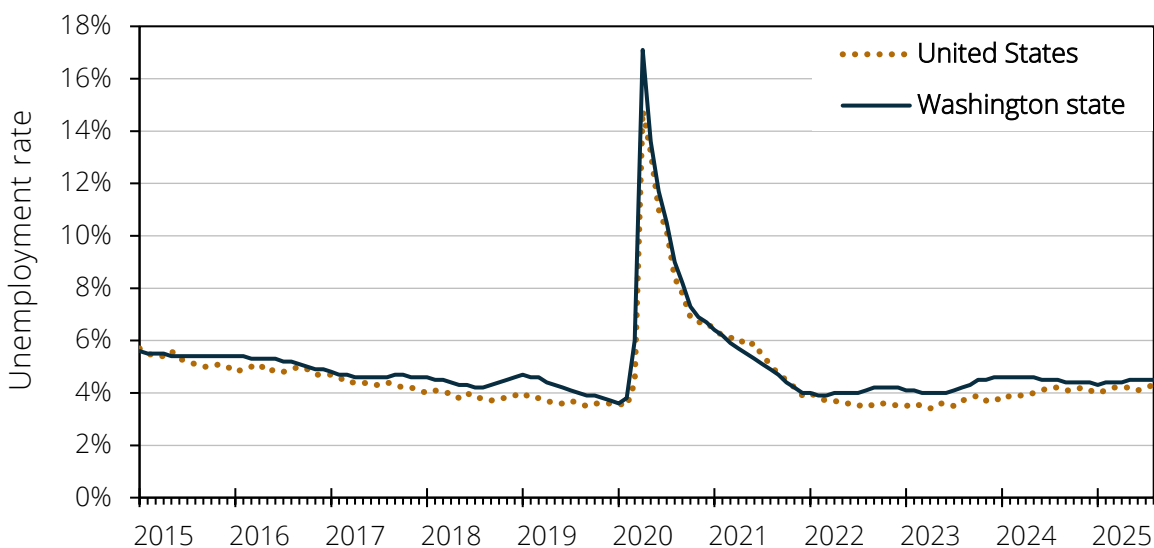
Chapter 1: The labor market

Unemployment¹

In August 2025, Washington’s preliminary seasonally adjusted unemployment rate was 4.5%. This marks the fourth month in a row that the unemployment rate was 4.5%. The unemployment rate has hovered between 4.3% and 4.6% since September 2023.

Washington’s unemployment rate has historically tracked closely with the national rate but has trended slightly higher than the national rate since 2022. Data from the Bureau of Labor Statistics shows the national unemployment rate increased to 4.3% in Aug. 2025, after hovering between 4.0% and 4.2% since May 2024.

Figure 1-1: Unemployment rate, seasonally adjusted, Washington state and the United States, Jan. 2015 to Aug. 2025.



Source: [Employment Security Department/Labor Market Information and Research \(LMIR\) Division, U.S. Bureau of Labor Statistics/Current Population Survey, Local Area Unemployment Statistics](#)

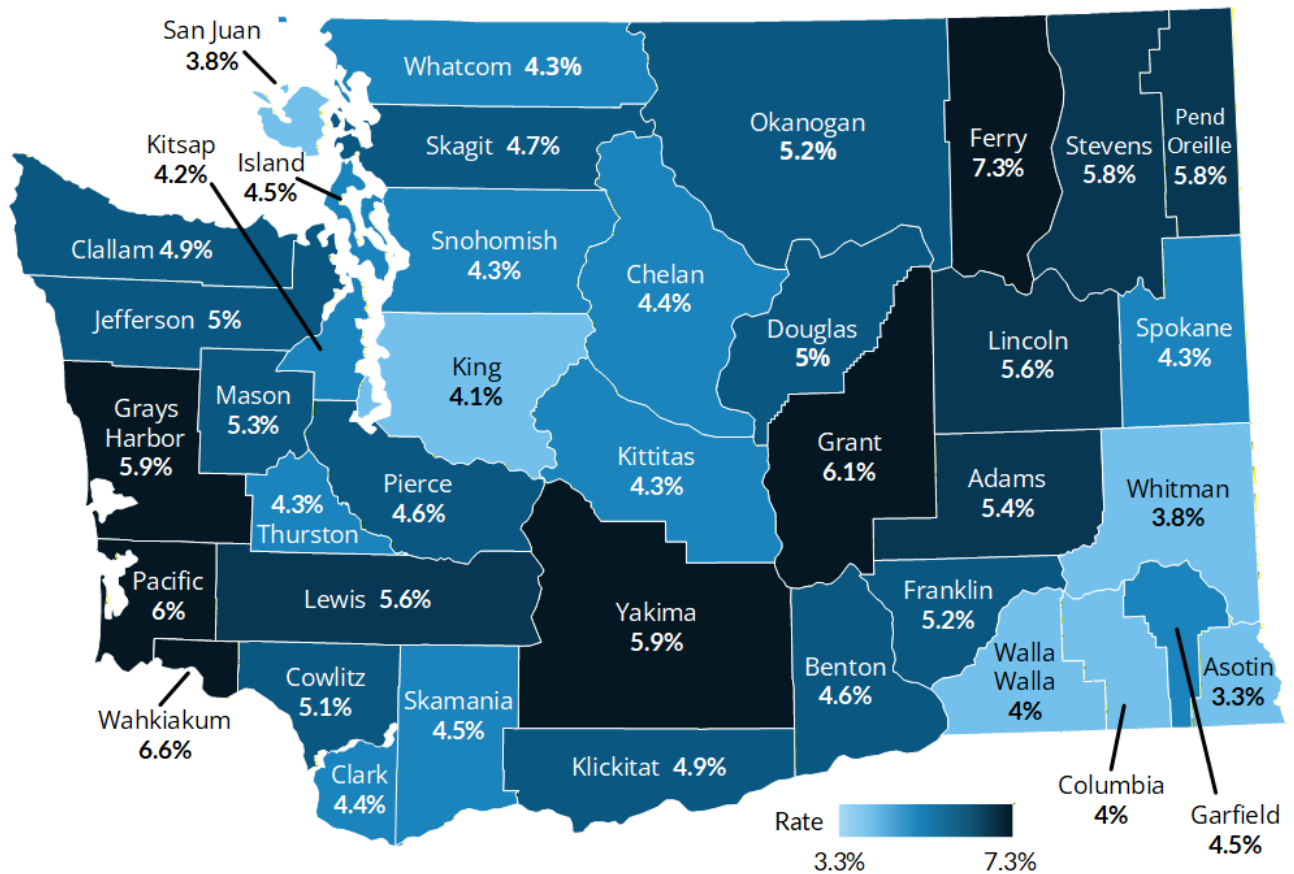
[Review Figure 1-1 source data in Appendix A, section A1.](#)

¹ The unemployment rate refers to the number of unemployed people as a percentage of the labor force. More labor force definitions and concepts can be found at [Concepts: Handbook of Methods: U.S. Bureau of Labor Statistics](#)

Historically speaking, low unemployment rates (below 5%) signal a tight labor market. In 2015, the unemployment rate was in the 5% range and continuing a downward trend following the Great Recession. The unemployment rate dipped just below 4% briefly before reaching record highs during the pandemic recession of 2020. Unemployment rates fell to record low levels in 2022, then increased slightly but have remained below the 5% threshold. Low unemployment rates suggest environments where job seekers are likely to connect with work with relative ease while employers need to compete to attract labor. The unemployment rate has remained below 5% since July 2021 despite slowing job creation over the past two years. One explanation for the steady and low unemployment rate ties to declining labor force participation, covered in the next section.

Employment Security expects the unemployment rates in Washington and the United States to remain low for the foreseeable future. In their September 2025 forecast, the Economic and Revenue Forecast Council estimates the average annual unemployment rate in Washington for 2025 will land at 4.4%, and the unemployment rate will increase to 4.9% in 2027 before falling to the mid- 4% range by 2029.

Figure 1-2: 12-month average unemployment rate by county, Sep. 2024 through Aug. 2025



Source: [Employment Security LMIR division](#), U.S. Bureau of Labor Statistics/Current Population Survey, Local Area Unemployment Statistics

Review Figure 1-2 source data in Appendix A, section A2.

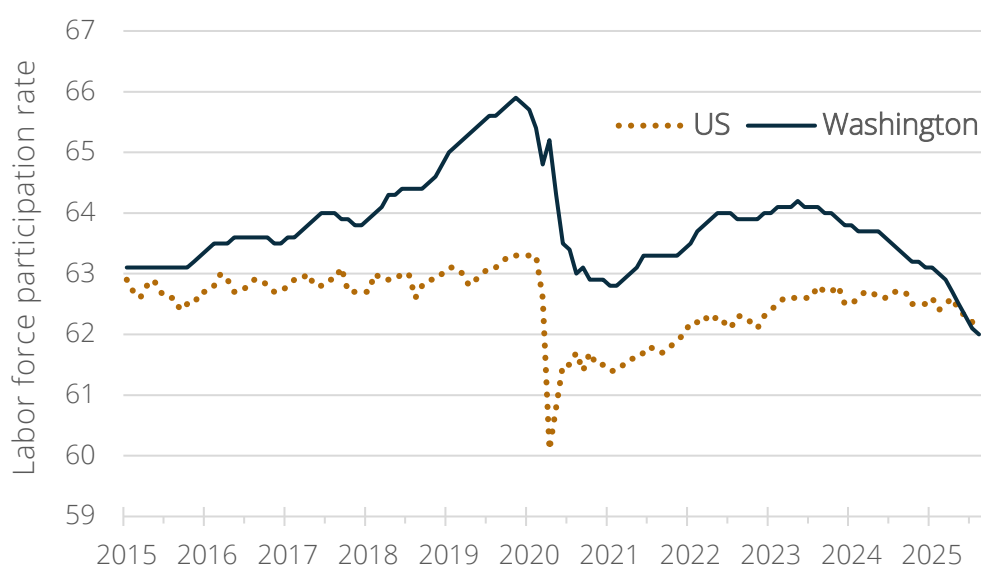
Unemployment rates vary across the state. Statewide, the average unemployment rate for the 12-month period of September 2024 through August 2025 was 4.4%. Ferry County had the highest 12-month average unemployment rate (7.3%), and Asotin County had the lowest (3.3%).

Labor force participation²

The labor force participation rate in Washington decreased throughout 2025. Just prior to the pandemic, labor force participation was in the 65% to 66% range. It dipped below 63% in 2020 and increased to the 64% range in 2022 and 2023. The rapid recovery of the labor force suggested the possibility of a return to pre-pandemic labor force participation rates. In May 2023, the labor force participation rate reached a post-pandemic high of 64.2% and subsequently declined throughout the rest of 2023, 2024 and 2025. As of August 2025, the labor force participation rate fell to 62.0%. Related dynamics include an aging workforce and a cooling labor market. It is worth noting that 62.0% is the lowest labor force participation rate for Washington state since 1976 which is the earliest date for which data is available. The national labor force participation rate has also been falling in recent months, albeit at a slower overall rate.

4,022,129 people made up Washington's civilian labor force in August 2025. Over the year, the labor force contracted by 43,842, or 1.1%, despite overall population growth. The Washington State Office of Financial Management reported an annual population increase of 79,400 (0.99%) in 2025.

Figure 1-3: Labor force participation rate, seasonally adjusted, Washington Jan. 2015 to Aug. 2025 and United States, January 2015 to August 2025



Source: [Employment Security LMIR division](#), U.S. Bureau of Labor Statistics/Current Population Survey Review [Figure 1-3](#) source data in [Appendix A, section A3](#).

² The labor force participation rate refers to the labor force (employed and unemployed people) as a percentage of the population, aged 16 years and over. More labor force definitions and concepts can be found at [Concepts : Handbook of Methods: U.S. Bureau of Labor Statistics](#)

Declining labor force participation influences the unemployment rate. A declining pool of job seekers and incumbent workers can cause the unemployment rate to drop, especially in the context of an economy where job opportunities continue to expand (albeit at a slowing pace).

At a national level, the Bureau of Labor Statistics can calculate monthly labor force dynamics with demographic information. In August 2025, the seasonally adjusted national labor force participation rate was 54.3% for youth (16 to 24 years), 83.7% for prime-aged workers (25 to 54 years) and 38.1% for older workers (55 and older). The baby boom generation's gradual exit from the workforce drives this decline.

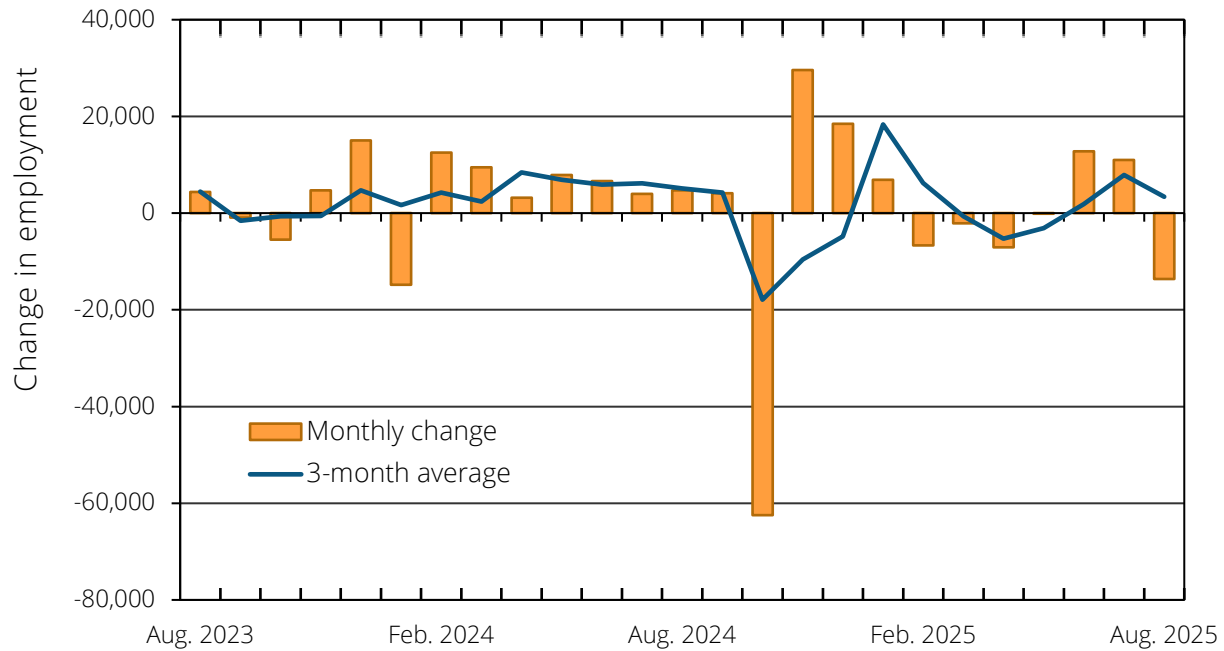
Monthly demographic data for states is unavailable, however household data from the U.S. Census Bureau (Census) helps fill the gap. In 2024, Washington's labor force participation rates were 61.8% for youth, 84.6% for prime-aged workers and 37.8% for workers 55 and older. Visit the Census website for more [demographic data for Washington's workforce](#).

Nonfarm employment

Total nonfarm employment growth crested in 2025. Coming out of the pandemic, employment growth was rapid. Employment growth slowed throughout 2023 and 2024 and plateaued in 2025. The preliminary tally of jobs for August 2025 – not seasonally adjusted - was 3,644,900; this is a decrease of 5,400, or 0.1%, over the year.

Seasonally adjusted employment slowed throughout 2024 and halted in calendar year 2025. Of the eight months of data collected in calendar year 2025 to date, five had declining employment over the month. While employment growth has been slowing, the patterns of growth and decline vary by industry. Employment tallies in some industries continue to expand, but an increasing share of industries have been reducing the size of their workforce in recent months. In August 2025, total nonfarm employment fell by 13,600 on a seasonally adjusted basis. Three sectors increased employment from July to August, and eight sectors reduced the size of their workforce. Two remained unchanged. The three sectors that increased employment were government (added 1,500), private education and health services (added 1,100) and other services (added 600). The sectors with the deepest one-month losses included manufacturing (shed 3,500), professional and business services, and leisure and hospitality (3,400 each).

Figure 1-4: Monthly employment change, seasonally adjusted, Washington, Aug. 2023 to Aug. 2025

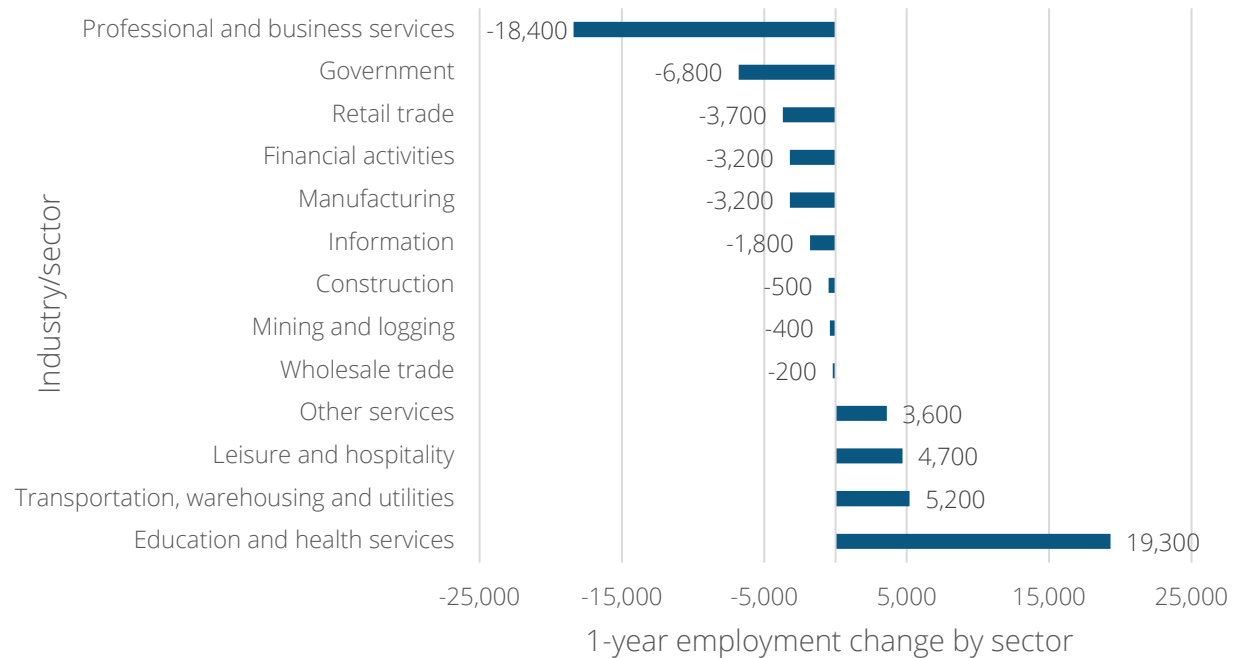


Source: [Employment Security LMIR division](#), U.S. Bureau of Labor Statistics, Current Employment Statistics Review [Figure 1-4](#) source data in Appendix A, section A4.

Non-seasonally adjusted employment data revealed a similar story. Every month since February 2025 has remained within 1% of the previous year’s tally relative to the corresponding month in 2024. In August 2025, employment was down 5,400 (0.1%) relative to August 2024.

Employment was above the level observed in August 2024 for four sectors: education and health services (up 19,300), transportation, warehousing and utilities (up 5,200), leisure and hospitality (up 4,700) and other services (up 3,600). The sectors reporting the deepest one-year losses were professional and business services (down 18,400), government (down 6,800), retail trade (down 3,700) and financial activities and manufacturing (each down 3,200).

Figure 1-5: Change in industry employment, not seasonally adjusted, Washington, net employment change from Aug. 2024 to Aug. 2025



Source: [Employment Security LMIR division](#); U.S. Bureau of Labor Statistics, Current Employment Statistics Review [Figure 1-5 source data in Appendix A, section A5](#).

The Economic and Revenue Forecast Council's September forecast extends the general slowdown in employment growth through 2029 – the extent of the forecast.

Job growth forecast:

- 0.7% at end of 2025.
- Slow to 0.2% in 2026.
- Begin increase to 0.4% in 2027.
- Remain below 1.0% until 2029.

Labor turnover

Turnover measures are easing. This suggests the post pandemic labor market, characterized by high turnover, has ended (*Figure 1-6*). According to the Bureau of Labor Statistics, in Washington, the number of new hires remained unchanged over the year, telling a similar story as nonfarm employment estimates.

Total separations decreased by 200 (1.9%) from July 2024 to July 2025, with a decrease in the total number of layoffs (down 600) and an increase in the number of voluntary quits (up 300). The number of job openings increased by 300 (2.1%) from July 2024 to July 2025.

Taking a step back, the year’s overall changes were small. The labor market is cooling, and the overall turnover measures reflect that story.

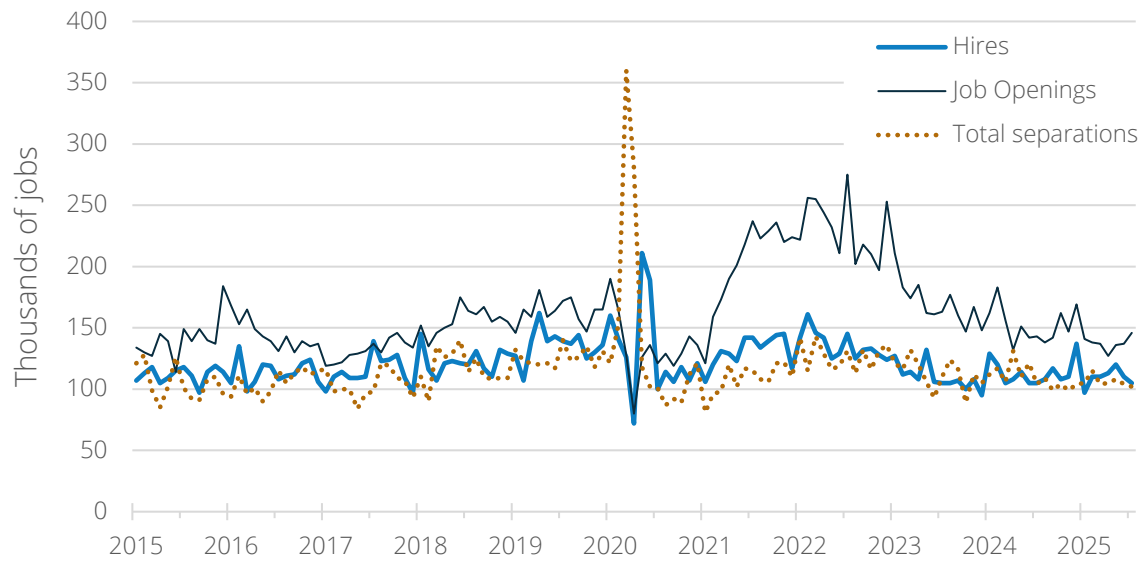
Figure 1-6: Turnover measures in Washington, July 2020, July 2024 and July 2025

Turnover measure	July 2020	July 2024	July 2025	One-year change	One-year change %
Hires	100,000	105,000	105,000	0	0
Total separations	101,000	104,000	102,000	-200	-1.9%
Layoffs & discharges	34,000	38,000	32,000	-600	-15.8%
Quits	62,000	61,000	64,000	+300	+4.9%
Job openings	121,000	143,000	146,000	+300	+2.1%
Unemployed persons per opening	3.4	1.3	1.2	0.1	-

Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS)

These measures point to a labor market that has returned to something closer to normal (or at least closer to pre-pandemic patterns). Placing this within the context of pre- and post-pandemic labor market conditions, readings from recent months are remarkably like readings from the months leading up to the pandemic. *Figure 1-7* depicts total hires, total separations and total job openings in Washington state from 2015 to 2025. All three measures have returned to similar levels as those observed prior to the pandemic recession.

Figure 1-7: Hires, Separations and Job Openings in Washington, 2015-2025 (thousands of jobs)



Source: [Employment Security LMIR division; Job Openings and Labor Turnover Survey \(JOLTS\)](#)
 Review [Figure 1-7](#) source data in Appendix A, section A6.

Another way of evaluating slack in the labor market is through the ratio of unemployed persons per job opening (*Figure 1-8*). The number of job openings exceeded the number of unemployed individuals every month from July 2021 to June 2023. The ratio has since shifted to a larger number of unemployed job seekers relative to job openings. The only other occasion the labor market dipped below a 1:1 ratio for more than one month since this measure has been available was in 2019. The labor market is loosening and resembles a more historically typical pattern.

Figure 1-8: Unemployed persons per job openings in Washington, Jan. 2015 to July 2025



Source: [Employment Security LMIR division; Job Openings and Labor Turnover Survey \(JOLTS\)](#)
 Review [Figure 1-8](#) source data in Appendix A, section A7.

Chapter 2: Seasonal, structural and cyclical industry employment

This section examines key economic factors influencing Washington's industry employment trends. The results are useful, helping users understand job trends and inform practical aspects like job placement, unemployment benefits and training initiatives. Notably, industries with seasonal or cyclical fluctuations show obvious employment changes, requiring training program development to accommodate these variations.

This analysis is based on historical employment data from Jan. 2002 through Dec. 2024. It splits industry employment changes among four components:

- Seasonal: Predictable employment fluctuations that occur annually due to factors such as weather changes, school calendars and fixed holidays.
- Structural (trend): Long-term employment growth trends, influenced by fundamental changes and productivity in various industries, rather than by temporary economic fluctuations. Shifts often result from technology advancements, policy adjustments or lasting societal changes.
- Cyclical: Employment changes attributed to the business cycle³ in general.
- Irregular: Random employment changes not picked up by regular seasonal and cyclical changes (e.g., labor strikes).

Of the 93 industry subsectors in Washington, 17 indicate high levels of seasonality with a seasonal factor over 4.0%. Crop production, scenic and sightseeing transportation, and support activities for agriculture and forestry were most subject to seasonal fluctuations.

³ Think of business cycles as fluctuations in economic activity over time, characterized by periods of expansion and contraction. The National Bureau of Economic Research (NBER) defines and publishes official business cycle information for the United States [US Business Cycle Expansions and Contractions](#) | NBER

Figure 2-1: Industry subsectors with high seasonality, Jan. 2002 to Dec. 2024

NAICS	Industry	Seasonal factor
111	Crop Production	29.3%
487	Scenic and Sightseeing Transportation	20.4%
115	Support Activities for Agriculture and Forestry	17.1%
711	Performing Arts, Spectator Sports, and Related Industries	9.8%
213	Support Activities for Mining	8.8%
525	Funds, Trusts, and Other Financial Vehicles	7.3%
237	Heavy and Civil Engineering Construction	6.9%
519	Web Search Portals, Libraries, Archives, and Other Information Services	5.7%
114	Fishing, Hunting and Trapping	5.7%
492	Couriers and Messengers	5.3%
721	Accommodation	5.1%
312	Beverage and Tobacco Product Manufacturing	5.1%
814	Private Households	5.1%
491	Postal Service	4.5%
316	Leather and Allied Product Manufacturing	4.2%
713	Amusement, Gambling, and Recreation Industries	4.2%
311	Food Manufacturing	4.0%

Note: Crop production, scenic and sightseeing transportation and support activities for agriculture and forestry have historically been the industry subsectors with the highest degree of seasonality in Washington.

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW)

For total covered employment, structural factors account for 60.3% of employment changes. There were five industries where the structural component accounted for at least two-thirds of the change in employment as shown in *Figure 2-2*. The industry with the largest structural factor was ambulatory health care services with a structural factor of 77.0%.

Figure 2-2: Industry subsectors most influenced by structural factors, Jan. 2002 to Dec. 2024

NAICS	Industry	Structural factor
621	Ambulatory Health Care Services	77.0%
425	Wholesale Trade Agents and Brokers	73.0%
238	Specialty Trade Contractors	69.0%
236	Construction of Buildings	67.2%
541	Professional, Scientific, and Technical Services	67.0%

Source: Employment Security Department/LMIR; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW)

The cyclical component accounted for more than half of the change in employment for 35 industries. For total covered employment, the cyclical component represented 39.7% of total employment change. The top five industries most affected by cyclical changes were:

- Executive, legislative and other general government support (77.6%).
- Support activities for mining (73.2%).
- Oil and gas extraction (63.7%).
- Funds, trusts and other financial vehicles (62.8%).
- Motion picture and sound recording industries (62.4%).

Figure 2-3: Industry subsectors most influenced by cyclical factors, Jan. 2002 to Dec. 2024

NAICS	Industry	Cyclical factor
921	Executive, Legislative, and Other General Government Support	77.6%
213	Support Activities for Mining	73.2%
211	Oil and Gas Extraction	63.7%
525	Funds, Trusts, and Other Financial Vehicles	62.8%
512	Motion Picture and Sound Recording Industries	62.4%
487	Scenic and Sightseeing Transportation	61.9%
486	Pipeline Transportation	60.6%
316	Leather and Allied Product Manufacturing	60.1%
483	Water Transportation	59.2%
721	Accommodation	57.2%
711	Performing Arts, Spectator Sports, and Related Industries	56.9%
713	Amusement, Gambling, and Recreation Industries	55.6%
112	Animal Production and Aquaculture	54.2%
313	Textile Mills	54.1%
315	Apparel Manufacturing	54.0%

NAICS	Industry	Cyclical factor
324	Petroleum and Coal Products Manufacturing	53.7%
331	Primary Metal Manufacturing	53.5%
901	Federal Government (other)	53.5%
491	Postal Service	53.3%
482	Rail Transportation	53.2%
449	Furniture, Home Furnishings, Electronics, and Appliance Retailers	53.1%
333	Machinery Manufacturing	53.1%
456	Health and Personal Care Retailers	52.9%
111	Crop Production	52.6%
332	Fabricated Metal Product Manufacturing	52.5%
114	Fishing, Hunting and Trapping	52.3%
513	Publishing Industries	52.1%
516	Broadcasting and Content Providers	52.0%
457	Gasoline Stations and Fuel Dealers	51.7%
445	Food and Beverage Retailers	51.7%
336	Transportation Equipment Manufacturing	51.7%
459	Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	51.3%
722	Food Services and Drinking Places	50.3%
458	Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	50.2%
712	Museums, Historical Sites, and Similar Institutions	50.1%

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW)

Chapter 3: Closures and mass layoffs

Since the federal Mass Layoff Statistics program discontinued in 2013, Employment Security has had limited ability to definitively measure layoffs and affected workers. Worker Adjustment and Retraining Notifications (WARNs) are one way Employment Security can quantify layoffs.

Worker Adjustment and Retraining Notification (WARN)

The Worker Adjustment and Retraining Notification (WARN) Act requires companies planning a mass layoff to notify workers 60 days before the layoff. Companies also must inform Employment Security.

WARNs allow workers and communities to prepare for the possible layoffs. Not all layoffs occur. The number of affected workers can vary. Based on the WARN Act's reporting requirements⁴, there are many layoffs employers do not need to report.

As of July 27, 2025, the state expanded on the WARN Act: [RCW 49.45](#). The new law introduced expanded reporting requirements, to include job titles of impacted workers, and stricter penalties for noncompliant businesses. As a result of stricter definitions and penalties, WARN reporting in 2025 increased relative to previous years and included sectors that have not historically reported including seasonal workers in agriculture. Find more information about definitions and new penalties [here](#).

From Sept. 18, 2024 through Nov. 19, 2025, Employment Security received 135 WARNs from businesses planning layoffs. Layoffs could have directly affected 34,300 if all layoffs occurred according to the WARN estimates. This is a large shift relative to the previous year when layoffs were likely to impact 9,000 workers if all layoffs occurred according to WARN counts. The shift is reflective both of a slowing economy and increased penalties for noncompliance. WARN information includes the company name and location, layoff start date, whether the layoff is due to a closure, and the type of layoff (i.e., permanent or temporary), as well as a listing of eliminated positions by job title. You can [learn more about the WARN Act](#) and view the full database on Employment Security's website.

⁴[WARN requirements | Employment Security Department](#)

Major causes of plant closures and mass layoffs

There is no requirement to provide the specific causes of layoffs and closures when businesses file WARNs. It is possible to gather information about closures and trends indirectly through data analysis and media reports.

In 2025, several information technology-focused businesses filed WARNs with Employment Security. As information technology becomes increasingly prevalent in many industries, the definition can blur, leading to inevitable underestimations. That said, Employment Security received at least 21 notices, potentially affecting up to 6,700 workers from information technology employers. The largest layoff notices originated from Redmond-based Microsoft and Seattle-based Amazon. During the year, Microsoft announced five layoffs that all together potentially affected 3,202 employees. Amazon announced a layoff of up to 2,303 employees starting in January 2026. Other WARNs potentially affecting more than 100 employees originated from Sony Interactive Entertainment, Warner Brothers Discover, Inc, F5 Inc, Oracle America and T-Mobile. Information technology related layoffs were concentrated in King County. Employment in information technology started to decline around mid-2022 and throughout 2023. In 2024 and 2025, employment remained steady.

Several companies closed or reduced their workforces related to warehousing and logistics in 2024, including warehousing operations for Amazon and Nordstrom, trucking and delivery services (Paradigm Delivery LLC, Merit Logistics LLC, Penske Logistics, Flexe Inc, and Jarde LLC) and packaging services (WestRock Company, Sunoco Products Co and Unity Technologies). Like technology, retail trade experienced a boon during the pandemic, as consumers temporarily increased spending on consumer goods. Rising prices and shifting spending priorities may be showing up in the retail, wholesale and transportation markets.

Manufacturing employment took a hit in 2025. From November 2024 to November 2025, employers announced 14 layoffs in manufacturing affecting up to 3,659 workers. Eight facilities closed affecting 2,875 workers. Aerospace giant Boeing delivered three WARNs in November 2024 affecting up to 2,595 Washington workers starting in late December 2024. The Boeing layoff announcement was part of the company's plans to cut 10% of its global workforce. Notable closures included, Ardagh Glass, Inc., Gilead Sciences, Inc., REC Silicon, Inc., SDS Lumber, LLC, Hood Packaging Corporation and Northwest Offset Printing, Inc.

Several firms in or related to agriculture, including food production, agricultural warehousing and food manufacturing, closed or downsized in 2024. New Columbia Fruit Packers closed their Yakima facility, Lamb Weston closed their potato processing facility in Connell, Del Monte Foods

closed their Toppenish location, Roy Farms laid off workers and Skagit Horticulture shut down operations in Mount Vernon and Mabton. Lamb Weston, the largest layoff, said its closure was due to reduced demand from restaurants for frozen potato products.

Agriculture-related businesses have not traditionally filed WARNs related to seasonal workforce reductions as they are not federally required to report seasonal layoffs. With the new reporting requirements, seasonal layoffs in agriculture showed up this year, providing a clearer indication of seasonal fluctuation in the industry. From November 2024 to November 2025, employers reported 20 layoffs affecting 14,831 mostly seasonal workers from agriculture businesses and agencies specializing in services to agriculture employers. Additionally, five businesses in agriculture related industries reported closures affecting up to 697 workers. Notable closures included Lamb Weston, Inc., Del Monte Foods, Inc., Western Forest Products, Inc., Cow Palace LLC and Darigold, Inc.

Education and health care employers collectively filed 20 WARNs from November 2024 to November 2025. These layoffs affected up to 2,253 workers. The most significant number of layoffs were in health care, including four business closures.

In summary, there was a substantial increase in the number of WARNs submitted to Employment Security. This is partially a reflection of increasing layoff activity. It is also partially a reflection of shifts in state policy regarding WARN submissions.

Chapter 4: Unemployment insurance recipients and exhaustions

In September 2025, 63,922 people received an unemployment insurance (UI) benefit payment. From October 2024 to September 2025, an average of 74,848 people per month received a UI benefit payment.

Unemployment benefits provide temporary income to workers who lose their jobs through no fault of their own. The benefits are based on prior earnings. Typically, workers covered by unemployment insurance can receive up to 26 weeks of regular unemployment benefits in a 52-week benefit year, which begins when they apply for benefits. Most recipients receive between 13 and 26 weeks of benefits. During periods of economic hardships with high unemployment rates, such as recessions or public health emergencies, federal legislation such as the CARES Act in 2020 can expand and extend benefits.

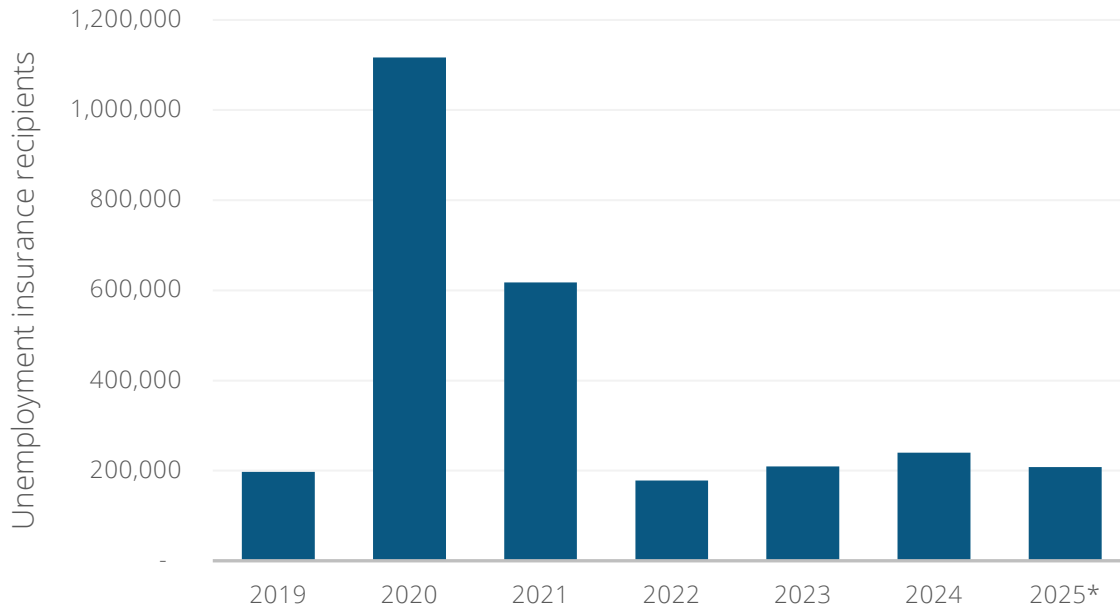
Workers must meet the following criteria to be eligible to receive benefits:

- Worked at least 680 hours during their base year.
- Must be unemployed through no fault of their own.
- Must be available to work and actively seek suitable work each week, unless on a temporary layoff or furloughed.

Most people find work and stop receiving benefits before exhausting their maximum benefit amount. However, the number and percentage of people who exhaust their benefit can reveal important labor market dynamics. Exhaustion rates may reflect seasonal employment patterns, signal economic downturns or indicate structural shifts in the labor market. For example, industries such as construction have a high number of claimants and few exhaustions, due to the seasonal and project-based nature of layoffs and job transitions. In contrast, an increase in exhaustions, either across the labor market — or within a particular industry — may suggest displaced workers are struggling to find new employment due to an economic downturn or because the skills of the labor force do not match employers' needs.

Figure 4-1 illustrates the number of workers who received UI benefits over the last five years. Data for 2025 reflect claims through Sept. 30, 2025, and does not capture a full year of data. The number of UI benefit payments surged in 2020 in response to the COVID-19 pandemic. During that time, additional UI programs became available and eligibility expanded. As of 2025, the number of workers claiming UI benefits has returned to near pre-pandemic levels.

Figure 4-1: Unemployment insurance recipients 2019 through Sep. 30, 2025



Source: [Employment Security Department/Labor Market Information and Research \(LMIR\) division/UI Researching and Forecasting \(UIRF\)/UTAB](#)

[Review Figure 4-1 source data in Appendix B, section B1.](#)

Figure 4-2 shows the number of workers who claimed benefits and the number of those who exhausted their regular unemployment benefits over the past six years. The percentage of claimants exhausting their benefits peaked in 2021 at 45.6% and declined in subsequent years before rising again in 2024 to 38.2%, an increase of three percentage points since 2023. Because claimants have a full year to use their benefits, Employment Security expects the number of exhaustions in 2025 to continue to rise.

Figure 4-2: Unemployment insurance recipients and exhaustions since 2019

Year	Benefit recipients	Exhaustions	Share of claims exhausted
2019	197,052	74,010	37.6%
2020	1,116,910	275,997	24.7%
2021	617,859	281,606	45.6%
2022	178,150	57,730	32.4%
2023	209,265	73,695	35.2%
2024	239,924	91,729	38.2%
2025*	207,777	54,926	26.4%

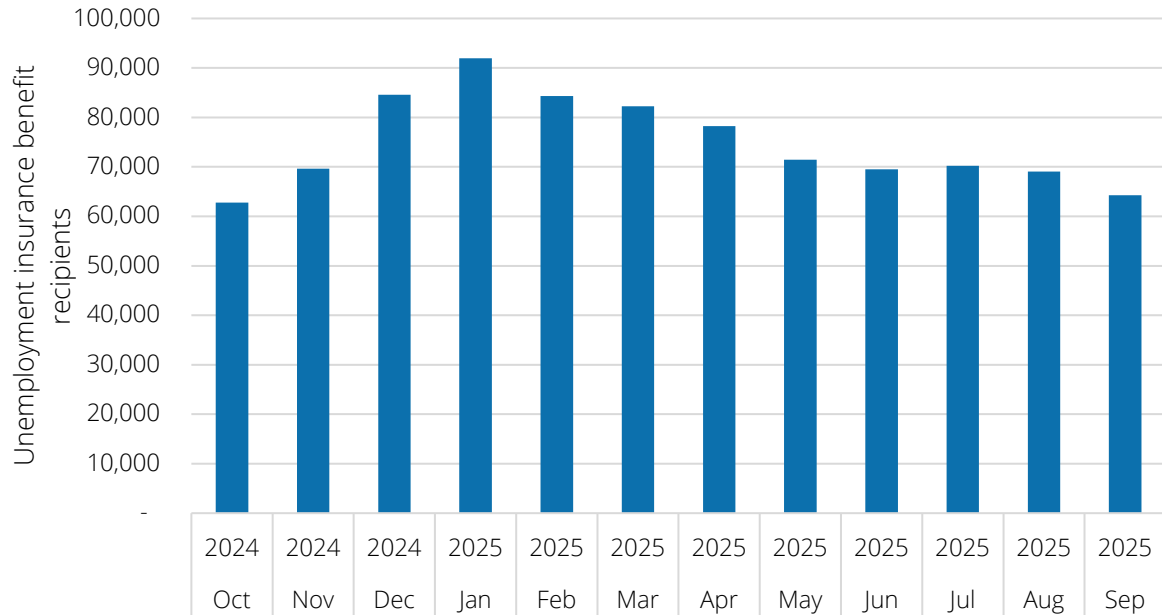
*Data through Sept. 30, 2025, and does not represent a full year of data. The number and share of exhaustions are likely to increase over time.

Source: Employment Security Department/LMIR Division/UI Research and Forecasting (UIRF)/UTAB

Seasonal patterns

The number of unemployed workers fluctuates over the year and has a strong seasonal pattern. UI claims typically rise in the fall and winter months, peak in January, and then slowly decline through the spring and summer months. This pattern is due to seasonal business patterns, although certain industries and individual businesses may not fit this trend. *Figure 4-3* illustrates the monthly number of UI benefit recipients from October 2024 through September 2025, highlighting these seasonal shifts.

Figure 4-3: Unemployment insurance benefit recipients by month Oct. 1, 2024 to Sept. 30, 2025



Source: [Employment Security/LMIR division/UI Researching and Forecasting \(UIRF\)/UTAB Review](#) *Figure 4-3* source data in Appendix B, section B2.

Exhaustions by industry sector

Figure 4-4 shows the number of UI applicants who received a benefit and the number of those who exhausted their regular unemployment benefits from Oct. 1, 2024, through Sept. 30, 2025. The figure groups the data by the North American Industry Classification System (NAICS) codes of each claimant's most recent employer.

Figure 4-4: Claims and exhaustions by industry

NAICS description	NAICS	Total claims	Exhausted	Share exhausted
Agriculture, forestry, fishing and hunting	11	10,916	2,278	20.9%
Mining, quarrying, and oil and gas extraction	21	274	44	16.1%
Utilities	22	488	122	25.0%
Construction	23	57,390	9,756	17.0%
Manufacturing	31-33	9,057	2,038	22.5%
Wholesale trade	42	5,463	1,180	21.6%
Retail trade	44-45	14,090	3,292	23.4%
Transportation and warehousing	48-49	11,979	3,656	30.5%
Information	51	9,627	3,184	33.1%
Finance and insurance	52	6,849	2,260	33.0%
Real estate and rental and leasing	53	8,968	1,803	20.1%
Professional, scientific and technical services	54	2,554	702	27.5%
Management of companies and enterprises	55	13,749	4,375	31.8%
Administrative and support, and waste management and remediation services	56	5,046	1,748	34.6%
Educational services	61	4,399	1,450	33.0%
Health care and social assistance	62	22,755	7,455	32.8%
Arts, entertainment and recreation	71	2,448	884	36.1%
Accommodation and food services	72	22,278	6,656	29.9%
Other services (except public administration)	81	6,149	1,091	17.7%
Public administration	92	19,324	5,515	28.5%
Government	99	3,751	962	25.6%
Not identified	N/A	12,859	3,568	27.7%
Total	N/A	278,810	72,004	25.8%

Source: Employment Security Department/LMIR Division/UI Research and Forecasting (UIRF)/UTAB

Exhaustions by occupational group

Figure 4-5 shows the number of UI applicants who received a benefit and the number of those who exhausted their regular unemployment benefits from Oct. 1, 2024, through Sept. 30, 2025. The figure groups the data by major occupational group, based on the Standard Occupational Classification (SOC) code of the claimant's most recent occupation.

Figure 4-5: Claims and exhaustions by occupation

SOC description	SOC	Claims	Exhausted	Share exhausted
Management	11	43,810	14,242	32.5%
Business and financial operations	13	11,690	3,767	32.2%
Computer and mathematical	15	18,606	6,543	35.2%
Architecture and engineering	17	6,534	1,814	27.8%
Life, physical and social science	19	3,831	865	22.6%
Community and social services	21	3,139	856	27.3%
Legal	23	1,321	324	24.5%
Education, training and library	25	4,301	580	13.5%
Arts, design, entertainment, sports and media	27	5,447	1,755	32.2%
Healthcare practitioners and technical	29	4,073	952	23.4%
Healthcare support	31	5,300	1,529	28.8%
Protective service	33	3,714	1,052	28.3%
Food preparation and serving related	35	11,008	2,930	26.6%
Building and grounds cleaning and maintenance	37	6,243	1,502	24.1%
Personal care and service	39	4,214	1,286	30.5%
Sales and related	41	11,406	3,986	34.9%
Office and administrative support	43	21,417	6,738	31.5%
Farming, fishing and forestry	45	10,081	2,099	20.8%
Construction and extraction	47	53,605	9,290	17.3%
Installation, maintenance and repair	49	9,701	2,041	21.0%
Production	51	18,537	3,838	20.7%
Transportation and material moving	53	20,403	3,895	19.1%
Military specific	55	428	120	28.0%
Not identified	N/A	1	0	0.0%
Total	N/A	278,810	72,004	25.8%

Source: Employment Security Department/LMIR Division/UI Research and Forecasting (UIRF)/UTAB

Exhaustions by region

Figure 4-6 shows the number of UI claimants who received a benefit and the number of those who exhausted their regular unemployment benefits from Oct. 1, 2024, through Sept. 30, 2025, grouped by the claimant's Washington State Workforce Development Area (WDA).

Figure 4-6: Claims and exhaustions by region

WDA description	WDA	Claims	Exhausted	Share exhausted
Olympic Consortium	1	9,091	2,416	26.6%
Pacific Mountain	2	16,423	3,963	24.1%
Northwest Washington	3	14,311	2,958	20.7%
Snohomish	4	30,197	7,834	25.9%
Seattle-King	5	79,817	23,881	29.9%
Tacoma-Pierce	6	30,764	8,252	26.8%
Southwest Washington	7	18,656	4,788	25.7%
North Central Washington	8	13,560	2,427	17.9%
South Central Washington	9	17,189	4,001	23.3%
Eastern Washington	10	5,598	1,062	19.0%
Benton-Franklin	11	11,998	2,451	20.4%
Spokane	12	18,086	3,948	21.8%
Not Specified	N/A	13,120	4,023	30.7%
Total	N/A	278,810	72,004	25.8%

Source: Employment Security Department/LMIR Division/UI Research and Forecasting (UIRF)/UTAB

Chapter 5: Experience of workers in their efforts to become reemployed

This chapter summarizes Employment Security’s research and evaluations regarding the experience of workers in their efforts to become reemployed.

Program enrollment in program year 2024

Figure 5-1 presents the number of participants in the WIOA Adult, Dislocated Worker, Youth and Wagner-Peyser programs in program year 2024 (July 2024 to June 2025), as well as expenditures in each program. There were 86,740 participants in program year 2024 and \$66,991,814 invested in these programs, an average of \$772 per participant. The largest program in terms of enrollment was Wagner-Peyser (general employment services), which had 71,815 participants in program year 2024, followed by WIOA Adult services with 8,477 participants, WIOA Dislocated Worker services with 3,847 participants and lastly WIOA Youth services with 2,601 participants.

Figure 5-1: Participants and expenditures in program year 2024

Target population	PY 2024 participants	PY 2024 Expenditures	Cost per participant
Adults	8,477	\$17,403,336	\$2,053
Dislocated workers	3,847	\$15,233,291	\$3,960
Youth	2,601	\$18,010,050	\$6,924
Wagner-Peyser	71,815	\$16,345,137	\$228
Total	86,740	\$66,991,814	\$772

Source: Employment Security Department/[Information Technology and Services Division](#)

Research and evaluations

Between October 2024 and September 2025, Employment Security completed two studies that focus on the experience of workers in their efforts to become reemployed:

- An evaluation of the impact of changing to a self-scheduling system for the Reemployment Services and Eligibility Assessment program.
- An evaluation of the impact of the Economic Security for All initiative.

This section summarizes the findings of these studies.

Net Impact Evaluation of a Reemployment Services Scheduling System

The Reemployment Services and Eligibility Assessment program (RESEA) is an initiative set forth by the U.S. Department of Labor to simultaneously assess eligibility for unemployment insurance claimants and provide individualized job search assistance in one-on-one meetings. Claimant referral to this program is usually based on their estimated probability of exhausting their unemployment benefits. Priority goes to those most likely to exhaust their UI benefits. RESEA-assigned claimants must participate in mandatory appointments. Failure to attend their RESEA meeting may result in a denied claim.

In July 2019, Employment Security changed the process for scheduling RESEA appointments. Before the change, claimant assignments were based on a pre-determined date and time for their RESEA appointment. After the change, claimants could choose an appointment date and time within a three-week window.

Employment Security conducted an evaluation to determine the impact of this change in the scheduling process for RESEA. The purpose of this evaluation was to determine whether this change improved attendance rates for RESEA and decreased unemployment benefit disqualifications due to not attending an RESEA appointment. Employment Security published a [final report](#) summarizing the methods and results of this evaluation in November 2024.

This evaluation found that over the 32 weeks following the implementation of this self-scheduling system, there were:

- 3,472 fewer missed appointments.
- 763 fewer unemployment benefits disqualifications due to missing an appointment.

These findings show that the switch to a self-scheduling system improved attendance rates for the program. Consequently, this also resulted in fewer denied unemployment benefits due to claimants failing to attend an RESEA appointment.

Evaluation of the Economic Security for All (EcSA) Initiative

Economic Security for All (EcSA) is a holistic poverty reduction program designed to help people with low incomes achieve economic self-sufficiency. To achieve this goal, EcSA leverages existing programs and services to address employment, social, financial and educational challenges. In December 2023, EcSA introduced incentive payments for program participants that made significant progress towards their self-sufficiency goals.

Employment Security conducted an evaluation of EcSA to determine the impact of the program on participants' labor market outcomes. This evaluation studied outcomes of 4,412 EcSA participants enrolled between July 1, 2022, and Sept. 30, 2024. The agency compared these outcomes against outcomes of a comparison group enrolled in the WIOA Adult and Youth programs that were not co-enrolled in EcSA. This evaluation also specifically looked at differences in outcomes among EcSA participants based on whether the participant received an incentive payment. Employment Security published a [final report](#) summarizing the methods and results of this evaluation in June 2025.

Key findings from this evaluation include:

- During the study period, 1,466 EcSA participants achieved self-sufficiency, exceeding the program target of 1,118.
- 86.3% of EcSA participants were co-enrolled with other programs.
- Approximately one third of EcSA participants enrolled in a training program.
- 65% of EcSA participants enrolled between December 2023 (when incentive payments became available) and September 2024 received at least one incentive payment.

The evaluation also found that compared to enrolling in the WIOA Adult or Youth programs, enrolling in EcSA:

- Increased employment by 14.3% on average over the eight quarters following enrollment.
- Increased hours worked by 21.5% on average over the eight quarters following enrollment.
- Increased real earnings by \$12,000 over the eight quarters following enrollment.

Chapter 6: Employment projections

Employment projections provide a general outlook for how an industry or occupation can change over time and how demand for workers may change. [Find detailed projections information](#) on Employment Security's website.

Industry projections

Through 2033, industry sectors projected to have the largest employment share increases are:

- Education and health services (0.96%)
- Leisure and hospitality (0.27%)
- Professional and business services (0.16%)

For the same period, sectors projected to have the largest industry share decreases are:

- Retail trade (-0.49%)
- Manufacturing (-0.43%)
- Wholesale trade (-0.27%)

Figure 6-1: Base employment and projected nonfarm industry employment shares, 2023, 2028 and 2033

Industry sector	2023	2023 shares	2027 shares	2033 shares	2023-2028 change	2028-2033 change	2023-2033 change
Retail Trade	336,300	9.4%	9.1%	8.9%	-0.3%	-0.2%	-0.5%
Manufacturing	273,700	7.6%	7.4%	7.2%	-0.2%	-0.3%	-0.4%
Wholesale Trade	139,300	3.9%	3.7%	3.6%	-0.2%	-0.1%	-0.3%
Financial Activities	163,900	4.6%	4.5%	4.4%	-0.1%	0.0%	-0.2%
Federal Government	77,200	2.2%	2.1%	2.0%	0.0%	-0.1%	-0.1%
Construction	227,800	6.3%	6.2%	6.3%	-0.1%	0.0%	-0.1%
Information	168,600	4.7%	4.6%	4.7%	-0.2%	0.1%	0.0%
Natural Resources and Mining	5,600	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%
Utilities	6,000	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%
State And Local Government Other	266,700	7.4%	7.6%	7.4%	0.2%	-0.1%	0.0%
Transportation, Warehousing and Utilities	147,700	4.1%	4.2%	4.2%	0.1%	0.0%	0.1%
Other Services	121,500	3.4%	3.5%	3.5%	0.1%	0.0%	0.1%
Professional And Business Services	546,300	15.2%	15.2%	15.4%	-0.1%	0.2%	0.2%
Leisure And Hospitality	341,300	9.5%	9.7%	9.8%	0.1%	0.1%	0.3%
Education And Health Services	529,700	14.8%	15.5%	15.7%	0.7%	0.2%	1.0%

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW)

Figure 6-2 shows the historical and projected 10-year average annual growth rates for the state and Washington's 12 workforce development areas (WDAs). All areas have projected growth rates less than the previous 10 years. The statewide historical growth rate is 2.3%, 1.4% greater than the projected growth rate.

The top three areas with the highest projected growth rates are:

- Benton-Franklin WDA (1.0%)
- Snohomish County WDA (1.0%)
- Southwest WDA (1.0%)

The last column of *Figure 6-2* represents long-term growth on the historical linear trend line. Variances between long-term trend line rates and projected growth rates show the effects of the most recent changes in local employment trends and may reflect differences in cyclical behavior.

Figure 6-2: Historical and projected total nonfarm employment growth, 1990-2023 and 2023-2033

Workforce development area	Historical growth rate 2013-2023	Projected growth rate 2023-2033	Historical trend growth 1990-2023
Benton-Franklin	2.6%	1.0%	2.1%
Eastern	1.6%	0.8%	1.0%
North Central	2.2%	0.9%	1.3%
Northwest	1.7%	0.9%	1.5%
Olympic	1.7%	0.8%	1.1%
Pacific Mountain	2.2%	0.9%	1.3%
Sea-King	2.3%	0.9%	1.4%
Snohomish	1.4%	1.0%	1.9%
South Central	1.9%	0.9%	1.1%
Southwest	3.2%	1.0%	1.9%
Spokane	2.1%	1.0%	1.3%
Tacoma-Pierce	2.4%	1.0%	1.7%
Washington State	2.3%	0.9%	1.5%

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW)

Occupational projections

At the state level, Employment Security projects 12 occupational groups to increase employment shares from 2023 to 2033. The three largest projected increases in employment shares by 2033 at the state level are:

- Health care support occupations (0.3%).
- Health care practitioners and technical occupations (0.3%).
- Food preparation and serving related occupations (0.2%).

The three largest projected decreases in employment shares by 2033 at the state level are:

- Sales and related occupations (-0.5%).
- Office and administrative support (-0.3%).
- Production occupations (-0.3%).

Figure 6-3: Base employment and projected occupational employment shares, 2023 to 2033

2-digit SOC	Major occupational group	2023	2023 shares	2028 shares	2033 shares	2023-2028 change	2023-2033 change
11	Management	230,043	5.7%	5.7%	5.8%	0.1%	0.1%
13	Business and financial operations	293,411	7.2%	7.2%	7.3%	0.0%	0.1%
15	Computer and mathematical	226,639	5.6%	5.5%	5.6%	-0.1%	0.0%
17	Architecture and engineering	83,271	2.1%	2.1%	2.0%	0.0%	0.0%
19	Life, physical, and social science	61,702	1.5%	1.6%	1.6%	0.1%	0.1%
21	Community and social service	77,728	1.9%	2.0%	2.0%	0.1%	0.1%
23	Legal	29,713	0.7%	0.7%	0.7%	0.0%	0.0%
25	Education, training, and library	213,771	5.3%	5.4%	5.4%	0.1%	0.1%
27	Arts, design, entertainment, sports, and media	79,168	2.0%	1.9%	1.9%	0.0%	0.0%
29	Health care practitioners and technical	192,999	4.8%	4.9%	5.0%	0.2%	0.3%
31	Health care support	161,100	4.0%	4.2%	4.3%	0.2%	0.3%
33	Protective service	73,791	1.8%	1.9%	1.9%	0.1%	0.1%
35	Food preparation and serving related	305,992	7.5%	7.6%	7.8%	0.1%	0.2%
37	Building and grounds cleaning and maintenance	120,171	3.0%	3.0%	3.0%	0.0%	0.1%
39	Personal care and service	113,150	2.8%	2.9%	2.8%	0.1%	0.1%
41	Sales and related	368,903	9.1%	8.8%	8.6%	-0.3%	-0.5%
43	Office and administrative support	441,201	10.9%	10.7%	10.5%	-0.2%	-0.3%
45	Farming, fishing, and forestry	98,980	2.4%	2.4%	2.3%	-0.1%	-0.1%
47	Construction and extraction	237,884	5.9%	5.7%	5.7%	-0.2%	-0.2%
49	Installation, maintenance, and repair	150,461	3.7%	3.7%	3.7%	0.0%	0.0%
51	Production	180,489	4.4%	4.3%	4.2%	-0.1%	-0.3%
53	Transportation and Material moving	324,031	8.0%	7.9%	7.9%	0.0%	-0.1%

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW); Occupational Employment and Wage Statistics (OEWS)

Statewide, the projected average annual growth rate from 2023 to 2033 is 0.9%. Employment Security projects healthcare support occupations (1.7%), healthcare practitioners and technical occupations (1.5%), and life, physical and social science occupations (1.4%) to grow faster than other occupational groups by 2033.

Long-term, Employment Security projects ten occupational groups to fall below the statewide average annual growth rate of 0.9%:

- Production occupations (0.3%).
- Sales and related occupations (0.4%).
- Farming, fishing and forestry occupations (0.4%).
- Office and administrative support occupations (0.6%).
- Construction and extraction occupations (0.7%).
- Legal occupations (0.7%).
- Architecture and engineering occupations (0.7%).
- Transportation and material moving occupations (0.8%).
- Arts, design, entertainment, sports and media occupations (0.8%).
- Installation, maintenance and repair occupations (0.8%).

Figure 6-4: Projected average annual growth rates for major occupational groups



Source: [Employment Security Department/Labor Market Information and Research \(LMIR\) division](#); Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW); Occupational Employment and Wage Statistics (OEWS)

Review [Figure 6-4](#) source data in Appendix C, section C1.

Figure 6-5 presents a comparison between separations and alternative job openings methodologies to provide a further picture of the labor market. The alternative method measures turnover within occupations, while the separations method does not. Additionally, the separations labor force exits measure national exits, but do not track exits from states.

The average ratio for alternative to separations job openings from 2023 to 2033 is 2.72 at the state level. A ratio above this average indicates that a worker is more likely to change jobs within a given occupation than to transfer to another occupation.

The three largest projected alternative to separations ratios are for:

- Construction and extraction occupations (4.05).
- Healthcare practitioners and technical occupations (3.91).
- Computer and mathematical occupations (3.73).

Figure 6-5: Comparison of alternative and separations methodologies on projected total openings

2-digit SOC	Major occupational group	2023	2033	Alternative 2023-2033	Separations 2023-2033	Alternative: separations ratio
11	Management	230,043	257,172	78,668	24,299	3.24
13	Business and financial operations	293,411	325,841	93,896	30,893	3.04
15	Computer and mathematical	226,639	250,025	67,733	18,170	3.73
17	Architecture and engineering	83,271	89,495	22,765	6,762	3.37
19	Life, physical, and social science	61,702	71,160	19,832	7,030	2.82
21	Community and social service	77,728	87,893	27,209	9,279	2.93
23	Legal	29,713	31,802	8,144	2,189	3.72
25	Education, training, and library	213,771	240,684	58,327	27,037	2.16
27	Arts, design, entertainment, sports, and media	79,168	85,818	26,167	9,256	2.83
29	Health care practitioners and technical	192,999	223,532	67,523	17,251	3.91
31	Health care support	161,100	189,927	72,772	30,688	2.37
33	Protective service	73,791	84,338	26,246	11,363	2.31
35	Food preparation and serving related	305,992	345,886	146,009	71,447	2.04
37	Building and grounds cleaning and maintenance	120,171	134,897	50,800	20,052	2.53
39	Personal care and service	113,150	126,740	50,490	22,488	2.25
41	Sales and related	368,903	384,315	130,287	50,398	2.59
43	Office and administrative support	441,201	469,196	145,788	56,551	2.58
45	Farming, fishing, and forestry	98,980	103,388	43,652	16,159	2.70
47	Construction and extraction	237,884	254,111	93,329	23,047	4.05
49	Installation, maintenance, and repair	150,461	163,475	52,586	16,141	3.26
51	Production	180,489	185,601	53,814	21,006	2.56
53	Transportation and Material moving	324,031	350,760	127,362	46,889	2.72
Totals	N/A	4,064,598	4,456,056	1,463,393	538,390	2.72

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW); Occupational Employment and Wage Statistics (OEWS)

Chapter 7: Annual and hourly wages

The Quarterly Census of Employment and Wages (QCEW) program computes the average annual wage by dividing total annual pay of employees covered by UI programs by the average monthly number of employees. Pay data includes salaries, bonuses, the cash value of meals and lodging when supplied, tips and gratuities, and, in some states, employer contributions to certain deferred compensation plans such as 401(k) plans and stock options. [Find detailed QCEW information](#) on the Bureau of Labor Statistics website.

The Occupational Employment and Wage Statistics (OEWS) survey produces average hourly wages using straight-time, gross pay, exclusive of premium pay. The survey includes base rate, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, and tips. The survey does not include overtime pay, severance pay, shift differentials, non-production bonuses, employer cost for supplementary benefits or tuition reimbursements. [Detailed OEWS information](#) is available on the Bureau of Labor Statistics website.

State average annual wages by industry

The 2024 average annual wage for jobs in Washington was \$92,467, a 6.2% increase from the 2023 average annual wage of \$87,091. *Figure 7-1* details the average annual wage at the two-digit industry super-sector level as defined by NAICS. Differences in wages may be the result of a combination of factors, such as industry of employment, hours worked, geographic location and worker skill. The management of companies and enterprises industry had the largest average annual wage in 2024 at \$276,463. It was followed by information (\$275,718), and professional, scientific and technical services (\$147,540). From 2023 to 2024 the management of companies and enterprises industry experienced the largest increase in annualized wage growth at 30.1%.

Figure 7-1: Average annual wages by industry super-sector

2-digit NAICS	Industry sectors	2024 average annual wage	2023 average annual wage	% change 2023-2024
Total	Total	\$92,467	\$87,091	6.2%
11	Agriculture, forestry, fishing, and hunting	\$42,207	\$40,737	3.6%
21	Mining	\$91,286	\$86,950	5.0%
22	Utilities	\$136,763	\$128,822	6.2%
23	Construction	\$85,667	\$80,758	6.1%
31 - 33	Manufacturing	\$96,724	\$93,294	3.7%
42	Wholesale trade	\$110,123	\$103,559	6.3%
44 - 45	Retail trade	\$48,545	\$46,755	3.8%
48 - 49	Transportation and warehousing	\$77,854	\$75,966	2.5%
51	Information	\$275,718	\$251,234	9.7%
52	Finance and insurance	\$134,545	\$126,494	6.4%
53	Real estate, rental and leasing	\$80,461	\$75,961	5.9%
54	Professional, scientific and technical services	\$147,540	\$143,303	3.0%
55	Management of companies and enterprises	\$276,463	\$212,551	30.1%
56	Administrative and waste management services	\$71,983	\$69,780	3.2%
61	Educational services	\$49,701	\$48,600	2.3%
62	Health care and social assistance	\$70,148	\$66,280	5.8%
71	Arts, entertainment, and recreation	\$44,539	\$44,087	1.0%
72	Accommodation and food services	\$33,977	\$32,468	4.6%
81	Other services (except public administration)	\$58,389	\$54,921	6.3%
GOV	Government	\$84,540	\$81,771	3.4%

Source: Employment Security Department/LMIR Division, Quarterly Census of Employment and Wages (QCEW)

County level annual average wages

County average annual wages varied across the state in 2024, from \$132,276 in King County to \$45,082 in Wahkiakum County. Wages at the county level are determined by the industries present, occupational patterns, the cost of living and other economic conditions.

King County had the highest county annual average wage for 2024 in Washington at \$132,276, an increase of 5.1% from 2023. *Figure 7-2* details the average annual wage at the county level for 2023 and 2024. Average annual wages increased across all counties in 2024, with the largest increases occurring within King County (9.8%), Lincoln County (9.6%) and Skamania County (9.4%).

Figure 7-2: 2024 county average annual wages

County	2024 average annual wage	2023 average annual wage	% change 2023-2024
Adams County	\$52,288	\$50,474	3.6%
Asotin County	\$54,511	\$51,440	6.0%
Benton County	\$70,803	\$67,010	5.7%
Chelan County	\$57,539	\$54,174	6.2%
Clallam County	\$55,854	\$52,503	6.4%
Clark County	\$72,700	\$68,874	5.6%
Columbia County	\$67,074	\$67,007	0.1%
Cowlitz County	\$67,600	\$64,444	4.9%
Douglas County	\$51,442	\$49,790	3.3%
Ferry County	\$52,740	\$48,274	9.3%
Franklin County	\$57,267	\$55,046	4.0%
Garfield County	\$60,907	\$60,066	1.4%
Grant County	\$63,542	\$60,334	5.3%
Grays Harbor County	\$56,795	\$53,952	5.3%
Island County	\$58,930	\$55,071	7.0%
Jefferson County	\$58,598	\$54,891	6.8%
King County	\$132,276	\$120,463	9.8%
Kitsap County	\$71,573	\$67,613	5.9%
Kittitas County	\$54,172	\$51,268	5.7%
Klickitat County	\$64,978	\$60,283	7.8%
Lewis County	\$58,702	\$55,149	6.4%
Lincoln County	\$54,323	\$49,585	9.6%
Mason County	\$57,899	\$54,836	5.6%
Okanogan County	\$48,515	\$44,955	7.9%

County	2024 average annual wage	2023 average annual wage	% change 2023-2024
Pacific County	\$50,311	\$47,089	6.8%
Pend Oreille County	\$63,130	\$58,210	8.5%
Pierce County	\$70,396	\$66,977	5.1%
San Juan County	\$53,170	\$51,918	2.4%
Skagit County	\$65,456	\$61,702	6.1%
Skamania County	\$55,267	\$50,512	9.4%
Snohomish County	\$79,964	\$78,847	1.4%
Spokane County	\$65,458	\$62,390	4.9%
Stevens County	\$53,212	\$50,324	5.7%
Thurston County	\$72,044	\$68,201	5.6%
Wahkiakum County	\$45,082	\$42,910	5.1%
Walla Walla County	\$55,812	\$53,635	4.1%
Whatcom County	\$65,170	\$61,929	5.2%
Whitman County	\$64,503	\$60,846	6.0%
Yakima County	\$52,105	\$49,831	4.6%

Source: Employment Security Department/LMIR Division, Quarterly Census of Employment and Wages (QCEW)

State occupational average wage rates

Workers in Washington had an average hourly wage of \$40.104 in 2024, about 23.8% above the U.S. average of \$32.66. The statewide median hourly wage for all covered employment was \$30.32 compared to the U.S. median of \$23.80.

Figure 7-3 details at hourly wage in major occupational groups of the SOC system in 2024. The largest median hourly wages were within management occupations (\$76.28) followed by computer and mathematical occupations (\$67.77). The lowest median hourly wage was within farming, fishing and forestry occupations (\$22.67).

Figure 7-3: Statewide 2024 average occupational wages

SOC code	Washington statewide occupational group	2024 median hourly wage	2024 average hourly wage
00	Total all occupations	\$30.32	\$40.14
11	Management occupations	\$76.28	\$84.99
13	Business and financial operations occupations	\$46.87	\$50.99
15	Computer and mathematical occupations	\$67.77	\$72.43
17	Architecture and engineering occupations	\$53.18	\$57.30
19	Life, physical and social science occupations	\$42.61	\$46.27
21	Community and social service occupations	\$32.26	\$34.90
23	Legal occupations	\$53.67	\$64.47
25	Educational instruction and library occupations	\$31.84	\$36.49
27	Arts, design, entertainment, sports and media occupations	\$33.10	\$40.53
29	Healthcare practitioners and technical occupations	\$51.19	\$62.52
31	Healthcare support occupations	\$23.09	\$24.81
33	Protective service occupations	\$32.12	\$36.26
35	Food preparation and serving related occupations	\$20.43	\$22.58
37	Building, and grounds cleaning and maintenance occupations	\$22.00	\$23.01
39	Personal care and service occupations	\$22.73	\$25.94
41	Sales and related occupations	\$23.00	\$30.81
43	Office and administrative support occupations	\$26.43	\$28.51
45	Farming, fishing and forestry occupations	\$18.86	\$22.67
47	Construction and extraction occupations	\$36.68	\$39.67
49	Installation, maintenance and repair occupations	\$32.41	\$36.03
51	Production occupations	\$25.40	\$29.20
53	Transportation and material moving occupations	\$23.87	\$29.05

Note: NA stands for information not available. Source: Employment Security Department/LMIR Division, Occupational Employment and Wage Statistics (OEWS).

Regional average OEWS wage rates

The Occupational Employment and Wage Statistics (OEWS) program includes employment and wage estimates for metropolitan and nonmetropolitan statistical areas. The federal Office of Management and Budget (OMB) determines Metropolitan Statistical Areas (MSAs), and "non-metro" areas. OMB delineates geographical regions based upon population density and community patterns. [Detailed information on the metropolitan and nonmetropolitan area definitions](#) used by the OEWS survey in Washington is available on the Bureau of Labor Statistics website. The Seattle MSA had the highest overall average hourly wage in 2024 at \$44.19. The Lewiston ID-WA MSA had the lowest average hourly wage at \$28.71. The Seattle MSA had the only average and median wages higher than the statewide average and median (see *Figure 7-4*).

Figure 7-4: 2024 MSA average occupational wage rate

Area name	2024 estimated employment	2024 mean hourly wage	2024 median hourly wage
Washington state	3,539,650	\$40.14	\$30.32
Bellingham MSA	90,970	\$34.01	\$27.00
Bremerton-Silverdale MSA	93,560	\$36.32	\$30.07
Kennewick-Richland MSA	127,290	\$35.25	\$27.32
Lewiston, ID-WA MSA	27,910	\$28.71	\$23.30
Longview MSA	40,980	\$32.53	\$26.64
Mount Vernon-Anacortes MSA	51,700	\$34.04	\$28.29
Olympia-Tumwater	127,360	\$36.02	\$29.68
Portland-Vancouver-Hillsboro, OR-WA MSA	1,213,760	\$37.65	\$29.06
Seattle-Tacoma-Bellevue MSA	2,082,610	\$44.19	\$33.23
Spokane-Spokane Valley MSA	255,370	\$32.68	\$25.40
Walla Walla MSA	25,690	\$31.43	\$24.57
Wenatchee MSA	51,580	\$30.68	\$23.59
Yakima MSA	98,540	\$29.28	\$23.01
Western Washington nonmetropolitan area	129,240	\$31.33	\$24.82
Eastern Washington nonmetropolitan area	109,430	\$31.78	\$24.88

Source: Employment Security Department/LMIR Division, Occupational Employment and Wage Statistics (OEWS)

Appendix A: Chapter 1 figure data

A1: Figure 1-1 data

United States unemployment rate, seasonally adjusted, Jan. 2015 to Aug. 2025.

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	5.7%	5.5%	5.4%	5.4%	5.6%	5.3%	5.2%	5.1%	5.0%	5.0%	5.1%	5.0%
2016	4.8%	4.9%	5.0%	5.1%	4.8%	4.9%	4.8%	4.9%	5.0%	4.9%	4.7%	4.7%
2017	4.7%	4.6%	4.4%	4.4%	4.4%	4.3%	4.3%	4.4%	4.3%	4.2%	4.2%	4.1%
2018	4.0%	4.1%	4.0%	4.0%	3.8%	4.0%	3.8%	3.8%	3.7%	3.8%	3.8%	3.9%
2019	4.0%	3.8%	3.8%	3.7%	3.6%	3.6%	3.7%	3.6%	3.5%	3.6%	3.6%	3.6%
2020	3.6%	3.5%	4.4%	14.8%	13.2%	11.0%	10.2%	8.4%	7.8%	6.9%	6.7%	6.7%
2021	6.4%	6.2%	6.1%	6.1%	5.8%	5.9%	5.4%	5.1%	4.7%	4.5%	4.2%	3.9%
2022	4.0%	3.8%	3.7%	3.7%	3.6%	3.6%	3.5%	3.6%	3.5%	3.6%	3.6%	3.5%
2023	3.5%	3.6%	3.5%	3.4%	3.6%	3.6%	3.5%	3.7%	3.8%	3.9%	3.7%	3.8%
2024	3.7%	3.9%	3.9%	3.9%	4.0%	4.1%	4.2%	4.2%	4.1%	4.1%	4.2%	4.1%
2025	4.0%	4.1%	4.2%	4.2%	4.2%	4.1%	4.2%	4.3%	-	-	-	-

Washington state unemployment rate, seasonally adjusted, Jan. 2015 to Aug. 2025.

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	5.6%	5.5%	5.5%	5.5%	5.4%	5.4%	5.4%	5.4%	5.4%	5.4%	5.4%	5.4%
2016	5.4%	5.4%	5.3%	5.3%	5.3%	5.3%	5.2%	5.2%	5.1%	5.0%	4.9%	4.9%
2017	4.8%	4.7%	4.7%	4.6%	4.6%	4.6%	4.6%	4.6%	4.7%	4.7%	4.6%	4.6%
2018	4.6%	4.5%	4.5%	4.4%	4.3%	4.3%	4.2%	4.2%	4.3%	4.4%	4.5%	4.6%
2019	4.7%	4.6%	4.6%	4.4%	4.3%	4.2%	4.1%	4.0%	3.9%	3.9%	3.8%	3.7%
2020	3.6%	3.8%	6.0%	17.1%	13.6%	11.7%	10.5%	9.0%	8.2%	7.3%	6.9%	6.7%
2021	6.4%	6.2%	5.9%	5.7%	5.5%	5.3%	5.1%	4.9%	4.7%	4.4%	4.2%	4.0%
2022	4.0%	3.9%	3.9%	4.0%	4.0%	4.0%	4.0%	4.1%	4.2%	4.2%	4.2%	4.2%
2023	4.1%	4.1%	4.0%	4.0%	4.0%	4.0%	4.1%	4.2%	4.3%	4.5%	4.5%	4.6%
2024	4.6%	4.6%	4.6%	4.6%	4.6%	4.5%	4.5%	4.5%	4.4%	4.4%	4.4%	4.4%
2025	4.3%	4.4%	4.4%	4.4%	4.5%	4.5%	4.5%	4.5%	-	-	-	-

Source: Employment Security Department/Labor Market Information and Research (LMIR) Division, U.S. Bureau of Labor Statistics/Current Population Survey, Local Area Unemployment Statistics

A2: Figure 1-2 data

Figure 1-2: 12-month average unemployment rate by county, Sep. 2024 through Aug. 2025

Source: [Employment Security LMIR division](#), U.S. Bureau of Labor Statistics/Current Population Survey, Local Area Unemployment Statistics

County	12-month average unemployment rate
Adams	5.4%
Asotin	3.3%
Benton	4.6%
Chelan	4.4%
Clallam	4.9%
Clark	4.4%
Columbia	4.0%
Cowlitz	5.1%
Douglas	5.0%
Ferry	7.3%
Franklin	5.2%
Garfield	4.5%
Grant	6.1%
Grays Harbor	5.9%
Island	4.5%
Jefferson	5.0%
King	4.1%
Kitsap	4.2%
Kittitas	4.3%
Klickitat	4.9%
Lewis	5.6%
Lincoln	5.6%
Mason	5.3%
Okanogan	5.2%
Pacific	6.0%
Pend Oreille	5.8%
Pierce	4.6%
San Juan	3.8%
Skagit	4.7%
Skamania	4.5%
Snohomish	4.3%
Spokane	4.3%
Stevens	5.8%
Thurston	4.3%
Wahkiakum	6.6%
Walla Walla	4.0%
Whatcom	4.3%
Whitman	3.8%
Yakima	5.9%

A3: Figure 1-3 data

United States labor force participation rate, seasonally adjusted, Jan. 2015 to Aug. 2025.

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	62.9%	62.7%	62.6%	62.8%	62.9%	62.7%	62.6%	62.6%	62.4%	62.5%	62.5%	62.7%
2016	62.7%	62.8%	63.0%	62.9%	62.7%	62.7%	62.8%	62.9%	62.9%	62.8%	62.7%	62.7%
2017	62.8%	62.9%	62.9%	63.0%	62.8%	62.8%	62.9%	62.9%	63.1%	62.7%	62.7%	62.7%
2018	62.7%	63.0%	62.9%	62.9%	62.9%	63.0%	63.0%	62.6%	62.8%	62.9%	62.9%	63.0%
2019	63.1%	63.1%	63.0%	62.8%	62.9%	63.0%	63.1%	63.1%	63.2%	63.3%	63.3%	63.3%
2020	63.3%	63.3%	62.6%	60.1%	60.8%	61.5%	61.5%	61.7%	61.4%	61.7%	61.5%	61.5%
2021	61.4%	61.4%	61.5%	61.6%	61.6%	61.7%	61.8%	61.7%	61.7%	61.8%	61.9%	62.0%
2022	62.2%	62.2%	62.3%	62.2%	62.3%	62.2%	62.1%	62.3%	62.3%	62.2%	62.1%	62.3%
2023	62.4%	62.5%	62.6%	62.6%	62.6%	62.6%	62.6%	62.8%	62.7%	62.7%	62.8%	62.5%
2024	62.5%	62.6%	62.7%	62.7%	62.6%	62.6%	62.7%	62.7%	62.7%	62.5%	62.5%	62.5%
2025	62.6%	62.4%	62.5%	62.6%	62.4%	62.3%	62.2%	62.3%	-	-	-	-

Washington state labor force participation rate, seasonally adjusted, Jan. 2015 to Aug. 2025.

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	63.1%	63.1%	63.1%	63.1%	63.1%	63.1%	63.1%	63.1%	63.1%	63.1%	63.2%	63.3%
2016	63.4%	63.5%	63.5%	63.5%	63.6%	63.6%	63.6%	63.6%	63.6%	63.6%	63.5%	63.5%
2017	63.6%	63.6%	63.7%	63.8%	63.9%	64.0%	64.0%	64.0%	63.9%	63.9%	63.8%	63.8%
2018	63.9%	64.0%	64.1%	64.3%	64.3%	64.4%	64.4%	64.4%	64.4%	64.5%	64.6%	64.8%
2019	65.0%	65.1%	65.2%	65.3%	65.4%	65.5%	65.6%	65.6%	65.7%	65.8%	65.9%	65.8%
2020	65.7%	65.4%	64.8%	65.2%	64.3%	63.5%	63.4%	63.0%	63.1%	62.9%	62.9%	62.9%
2021	62.8%	62.8%	62.9%	63.0%	63.1%	63.3%	63.3%	63.3%	63.3%	63.3%	63.3%	63.4%
2022	63.5%	63.7%	63.8%	63.9%	64.0%	64.0%	64.0%	63.9%	63.9%	63.9%	63.9%	64.0%
2023	64.0%	64.1%	64.1%	64.1%	64.2%	64.1%	64.1%	64.1%	64.0%	64.0%	63.9%	63.8%
2024	63.8%	63.7%	63.7%	63.7%	63.7%	63.6%	63.5%	63.4%	63.3%	63.2%	63.2%	63.1%
2025	63.1%	63.0%	62.9%	62.7%	62.5%	62.3%	62.1%	62.0%	-	-	-	-

Source: Employment Security Department/LMIR Division, U.S. Bureau of Labor Statistics/Current Population Survey

A4: Figure 1-4 data

Figure 1-4: Monthly employment change, seasonally adjusted, Washington, Aug. 2023 to Aug. 2025

Month	Monthly change in employment	3-month average change in employment
Aug. 2023	4,400	4,467
Sep. 2023	-900	-1,600
Oct. 2023	-5,500	-667
Nov. 2023	4,700	-567
Dec. 2023	15,000	4,733
Jan. 2024	-14,800	1,633
Feb. 2024	12,500	4,233
Mar. 2024	9,500	2,400
Apr. 2024	3,200	8,400
May. 2024	7,900	6,867
Jun. 2024	6,600	5,900
Jul. 2024	4,000	6,167
Aug. 2024	4,700	5,100
Sep. 2024	4,100	4,267
Oct. 2024	-62,500	-17,900
Nov. 2024	29,600	-9,600
Dec. 2024	18,500	-4,800
Jan. 2025	6,900	18,333
Feb. 2025	-6,700	6,233
Mar. 2025	-2,100	-633
Apr. 2025	-7,100	-5,300
May. 2025	-100	-3,100
Jun. 2025	12,800	1,867
Jul. 2025	11,000	7,900
Aug. 2025	-13,600	3,400

Source: Employment Security Department/LMIR Division; U.S. Bureau of Labor Statistics, Current Employment Statistics

A5: Figure 1-5 data

Figure 1-5: Change in industry employment, not seasonally adjusted, Washington, net employment change from Aug. 2024 to Aug. 2025

Industry / sector	1-year employment change (job increases / decreases)
Professional and business services	-18,400
Government	-6,800
Retail trade	-3,700
Financial activities	-3,200
Manufacturing	-3,200
Information	-1,800
Construction	-500
Mining and logging	-400
Wholesale trade	-200
Other services	3,600
Leisure and hospitality	4,700
Transportation, warehousing and utilities	5,200
Education and health services	19,300

Source: Employment Security Department/LMIR Division; U.S. Bureau of Labor Statistics, Current Employment Statistics

A6: Figure 1-7 data

Hires in Washington, 2015-2025 (thousands of jobs)

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	107	113	118	105	109	115	118	111	97	114	119	114
2016	105	135	98	106	120	119	108	111	112	121	124	106
2017	98	110	114	109	109	110	139	123	124	128	109	97
2018	145	116	107	121	123	121	120	131	117	110	132	129
2019	127	107	139	162	139	143	139	137	144	125	130	136
2020	160	141	126	72	211	189	100	114	106	118	107	121
2021	106	120	131	129	123	142	142	134	139	144	145	117
2022	142	161	146	142	125	129	145	125	132	133	128	124
2023	127	112	114	108	132	106	105	105	107	100	108	95
2024	129	120	105	108	114	105	105	108	117	108	110	137
2025	97	110	110	113	120	110	105	-	-	-	-	-

Separations in Washington, 2015-2025 (thousands of jobs)

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	121	128	99	85	102	126	101	92	91	108	110	96
2016	94	111	96	101	90	98	115	105	113	118	112	115
2017	116	98	100	100	84	96	98	121	119	109	107	93
2018	110	90	135	126	129	140	114	125	110	108	109	109
2019	132	123	121	120	121	117	140	123	126	135	118	131
2020	121	152	360	280	118	102	101	87	92	89	112	121
2021	81	96	98	120	102	117	115	108	106	121	122	110
2022	142	115	143	129	116	119	131	113	132	116	131	136
2023	121	116	132	120	106	93	110	124	116	89	112	105
2024	112	117	106	131	110	121	104	109	99	104	99	104
2025	105	115	104	105	108	104	102	-	-	-	-	-

Job Openings in Washington, 2015-2025 (thousands of jobs)

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	134	130	127	145	139	114	149	139	149	140	137	184
2016	168	153	165	149	143	139	131	143	130	139	135	137
2017	119	120	122	128	129	131	137	130	142	146	138	134
2018	152	135	146	150	153	175	164	161	167	155	159	155
2019	146	165	159	181	159	164	172	175	157	147	165	165
2020	190	165	128	80	126	136	121	129	119	129	143	136
2021	121	159	173	190	201	218	237	223	229	236	220	224
2022	222	256	255	244	232	211	275	202	218	210	197	253
2023	211	183	174	185	162	161	163	177	160	147	167	148
2024	162	183	156	132	151	142	143	138	142	162	147	169
2025	141	138	137	127	136	137	146	-	-	-	-	-

Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS)

A7: Figure 1-8 data

Figure 1-8: Unemployed persons per job openings in Washington, Jan. 2015 to July 2025

	Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	1.5	1.5	1.5	1.3	1.4	1.7	1.3	1.4	1.3	1.4	1.4	1.1
2016	1.2	1.3	1.2	1.3	1.4	1.4	1.5	1.3	1.4	1.3	1.3	1.3
2017	1.5	1.4	1.4	1.3	1.3	1.3	1.3	1.3	1.2	1.2	1.3	1.3
2018	1.1	1.3	1.2	1.1	1.1	0.9	1.0	1.0	1.0	1.1	1.1	1.2
2019	1.2	1.1	1.1	1.0	1.1	1.0	1.0	0.9	1.0	1.1	0.9	0.9
2020	0.8	0.9	1.9	8.5	4.2	3.3	3.4	2.7	2.7	2.2	1.9	1.9
2021	2.0	1.5	1.3	1.2	1.1	0.9	0.8	0.9	0.8	0.7	0.7	0.7
2022	0.7	0.6	0.6	0.6	0.7	0.7	0.6	0.8	0.8	0.8	0.9	0.7
2023	0.8	0.9	0.9	0.9	1.0	1.0	1.0	1.0	1.1	1.2	1.1	1.3
2024	1.1	1.0	1.2	1.4	1.2	1.3	1.3	1.3	1.3	1.1	1.2	1.1
2025	1.2	1.3	1.3	1.4	1.3	1.3	1.2	-	-	-	-	-

Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS)

Appendix B: Chapter 4 figure data

B1: Figure 4-1 data

Figure 4-1: Unemployment insurance recipients 2019 through Sep. 30, 2025

Year	Unemployment insurance recipients
2019	197,052
2020	1,116,910
2021	617,859
2022	178,150
2023	209,265
2024	239,924
2025	207,777

Source: Employment Security Department/LMIR Division/UI Researching and Forecasting (UIRF)/UTAB

B2: Figure 4-3 data

Figure 4-3: Unemployment insurance benefit recipients by month Oct. 1, 2024 to Sept. 30, 2025

Month	Unemployment insurance benefit recipients
Oct. 2024	62,805
Nov. 2024	69,618
Dec. 2024	84,548
Jan. 2025	91,970
Feb. 2025	84,297
Mar. 2025	82,247
Apr. 2025	78,205
May. 2025	71,434
Jun. 2025	69,524
Jul. 2025	70,245
Aug. 2025	69,025
Sep. 2025	64,260

Source: Employment Security Department/LMIR Division/UI Research and Forecasting (UIRF)/UTAB

Appendix C: Chapter 6 figure data

C1: Figure 6-4 data

Figure 6-4: Projected average annual growth rates for major occupational groups

SOC code	Occupational title	Estimated employment 2023	Estimated employment 2033	Average annual growth rate 2023-2033
0	Total, All	4,064,598	4,456,056	0.92%
11	Management	230,043	257,172	1.12%
13	Business and Financial Operations	293,411	325,841	1.05%
15	Computer and Mathematical	226,639	250,025	0.99%
17	Architecture and Engineering	83,271	89,495	0.72%
19	Life, Physical, and Social Science	61,702	71,160	1.44%
21	Community and Social Service	77,728	87,893	1.24%
23	Legal	29,713	31,802	0.68%
25	Education, Training, and Library	213,771	240,684	1.19%
27	Arts, Design, Entertainment, Sports, and Media	79,168	85,818	0.81%
29	Healthcare Practitioners and Technical	192,999	223,532	1.48%
31	Healthcare Support	161,100	189,927	1.66%
33	Protective Service	73,791	84,338	1.34%
35	Food Preparation and Serving Related	305,992	345,886	1.23%
37	Building and Grounds Cleaning and Maintenance	120,171	134,897	1.16%
39	Personal Care and Service	113,150	126,740	1.14%
41	Sales and Related	368,903	384,315	0.41%
43	Office and Administrative Support	441,201	469,196	0.62%
45	Farming, Fishing, and Forestry	98,980	103,388	0.44%
47	Construction and Extraction	237,884	254,111	0.66%
49	Installation, Maintenance, and Repair	150,461	163,475	0.83%
51	Production	180,489	185,601	0.28%
53	Transportation and Material Moving	324,031	350,760	0.80%

Source: Employment Security Department/LMIR Division; Bureau of Labor Statistics; Quarterly Census of Employment and Wages (QCEW); Occupational Employment and Wage Statistics (OEWS)