



# Kitsap County, WA

Olympic Workforce Development Council

Washington

# Contents

|                                      |    |
|--------------------------------------|----|
| Report Parameters .....              | 1  |
| Economy Overview .....               | 2  |
| Unemployment by Demographics .....   | 4  |
| Historic & Projected Trends .....    | 8  |
| Population Characteristics .....     | 12 |
| Inbound and Outbound Migration ..... | 14 |
| Industry Characteristics .....       | 16 |
| Business Characteristics .....       | 21 |
| Workforce Characteristics .....      | 23 |
| Educational Pipeline .....           | 29 |
| In-Demand Skills .....               | 30 |

## Report Parameters

### 1 County

53035    Kitsap County, WA

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### Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical area.

# Economy Overview

281,738

Population (2025)

Population **grew by 5,906** over the last 5 years and is projected to **grow by 1,851** over the next 5 years.

112,062

Total Regional Employment

Jobs **grew by 6,224** over the last 5 years and are projected to **grow by 2,780** over the next 5 years.

\$98.5K

Median Household Income (2023)

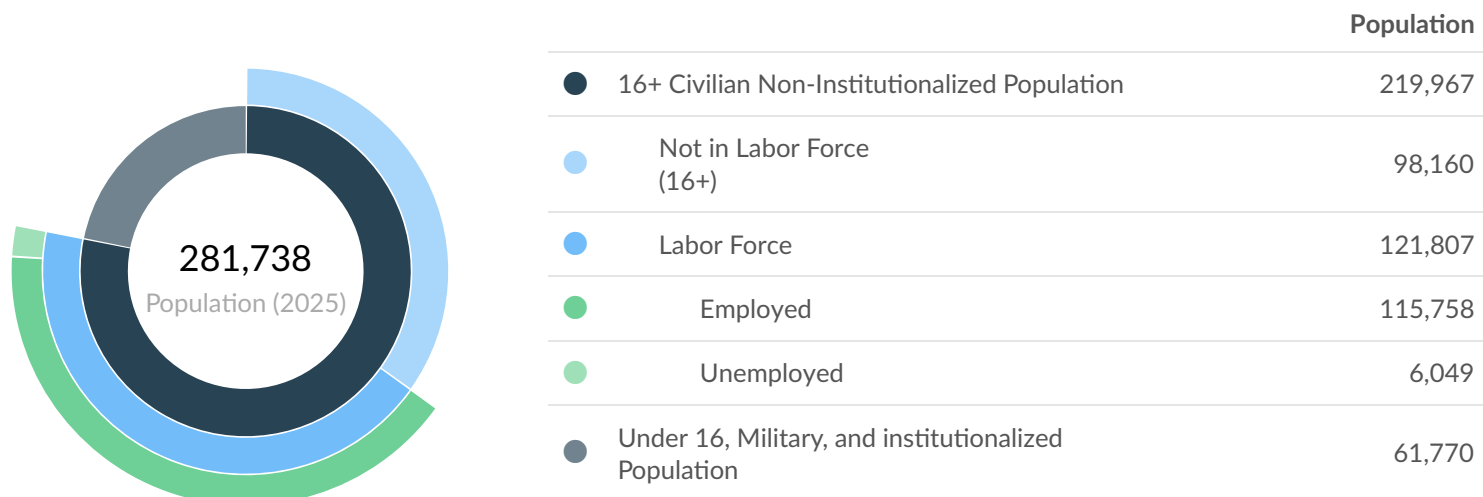
Median household income is **\$20.0K above** the national median household income of \$78.5K.

## Takeaways

- As of 2025 the region's population **increased by 2.1%** since 2020, growing by 5,906. Population is expected to **increase by 0.7%** between 2025 and 2030, adding 1,851.
- From 2020 to 2025, jobs **increased by 5.9%** in Kitsap County, WA from 105,838 to **112,062**. This change **fell short of the national growth rate of 10.6% by 4.7%**. As the number of jobs increased, the **labor force participation rate decreased from 62.1% to 55.4% between 2020 and 2025**.
- Concerning educational attainment, **24.0% of Kitsap County, WA residents possess a Bachelor's Degree** (2.2% above the national average), and **11.5% hold an Associate's Degree** (2.6% above the national average).
- The top three industries in 2025 are Federal Government, Civilian, Restaurants and Other Eating Places, and Education and Hospitals (Local Government).

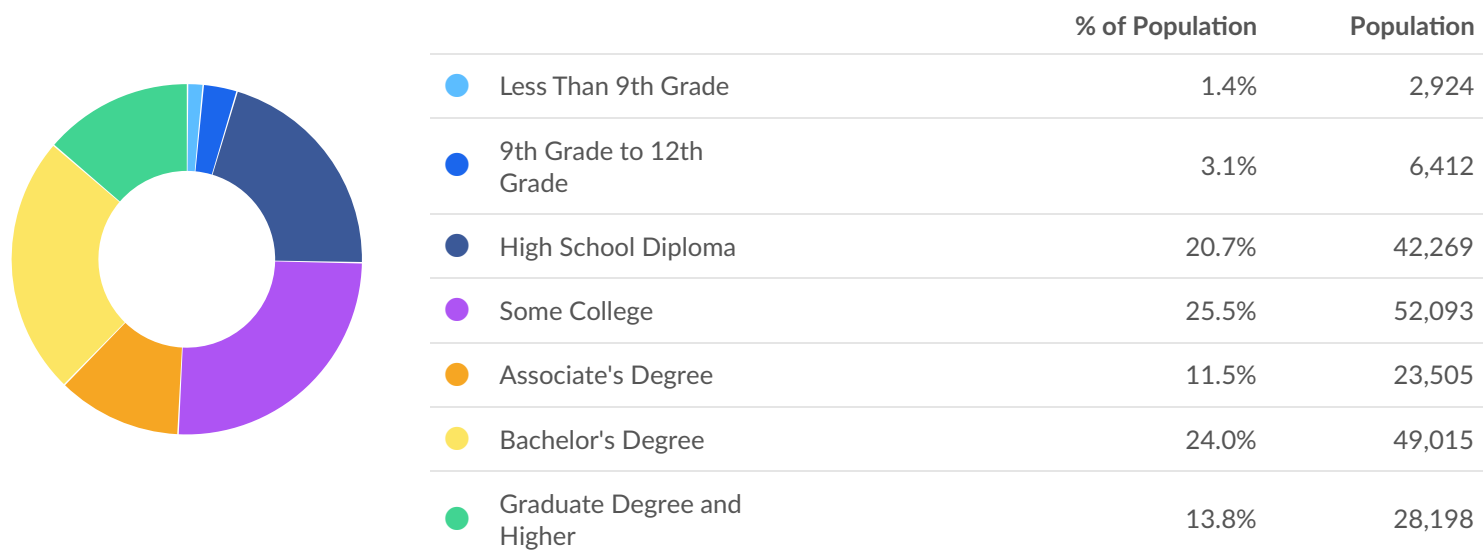
|        | Population<br>(2025) | Labor<br>Force<br>(Dec<br>2025) | Jobs<br>(2025) | Cost<br>of<br>Living | GRP       | Imports   | Exports   |
|--------|----------------------|---------------------------------|----------------|----------------------|-----------|-----------|-----------|
| Region | 281,738              | 121,807                         | 112,062        | 118.9                | \$18.61B  | \$38.75B  | \$56.75B  |
| State  | 7,993,281            | 4,069,071                       | 4,098,496      | 115.1                | \$856.47B | \$570.34B | \$799.89B |

## Dec 2025 Labor Force Breakdown



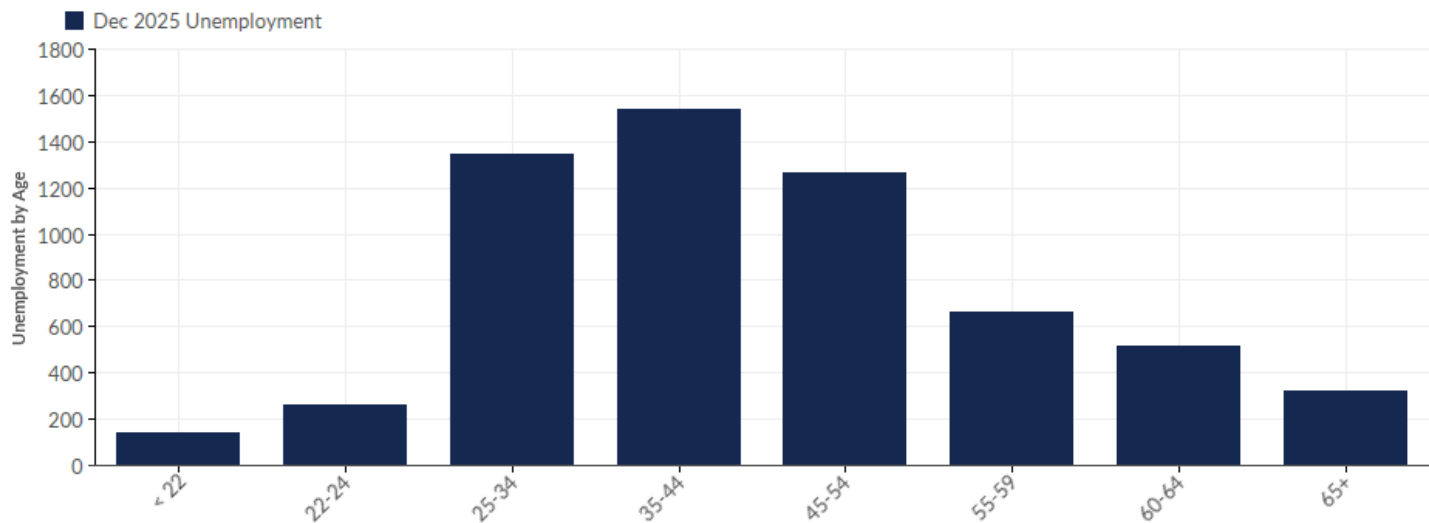
## Educational Attainment

Concerning educational attainment, **24.0% of Kitsap County, WA residents possess a Bachelor's Degree** (2.2% above the national average), and **11.5% hold an Associate's Degree** (2.6% above the national average).



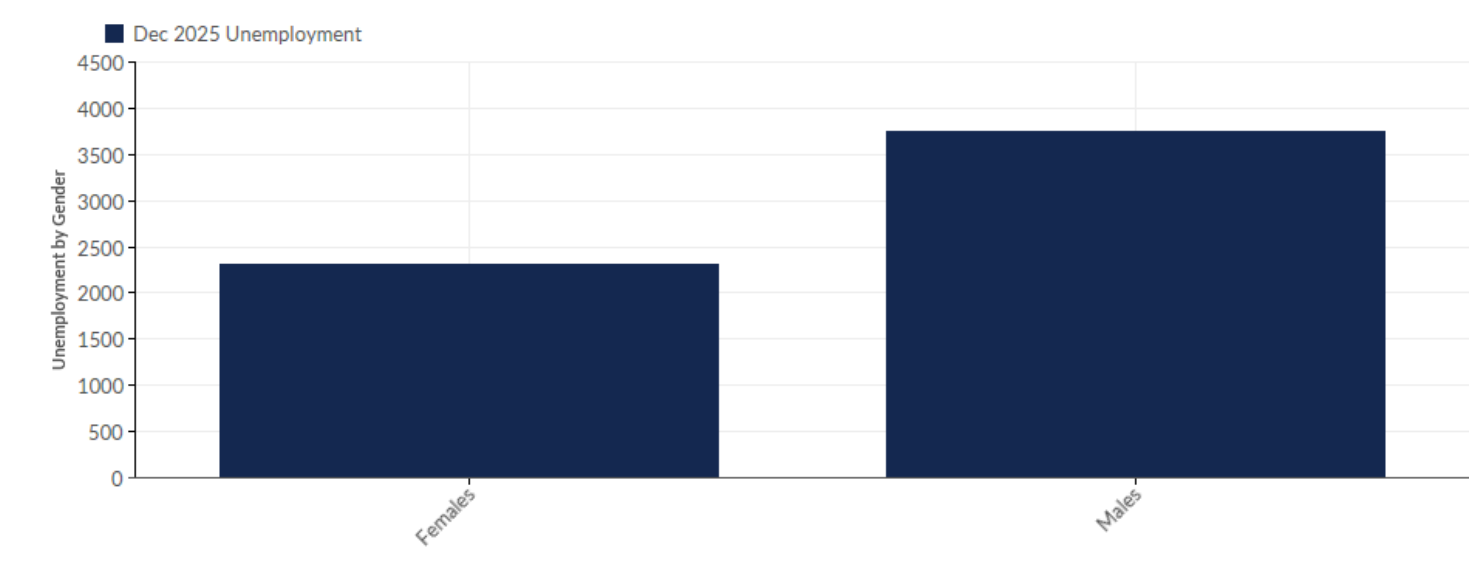
# Unemployment by Demographics

## Unemployment by Age



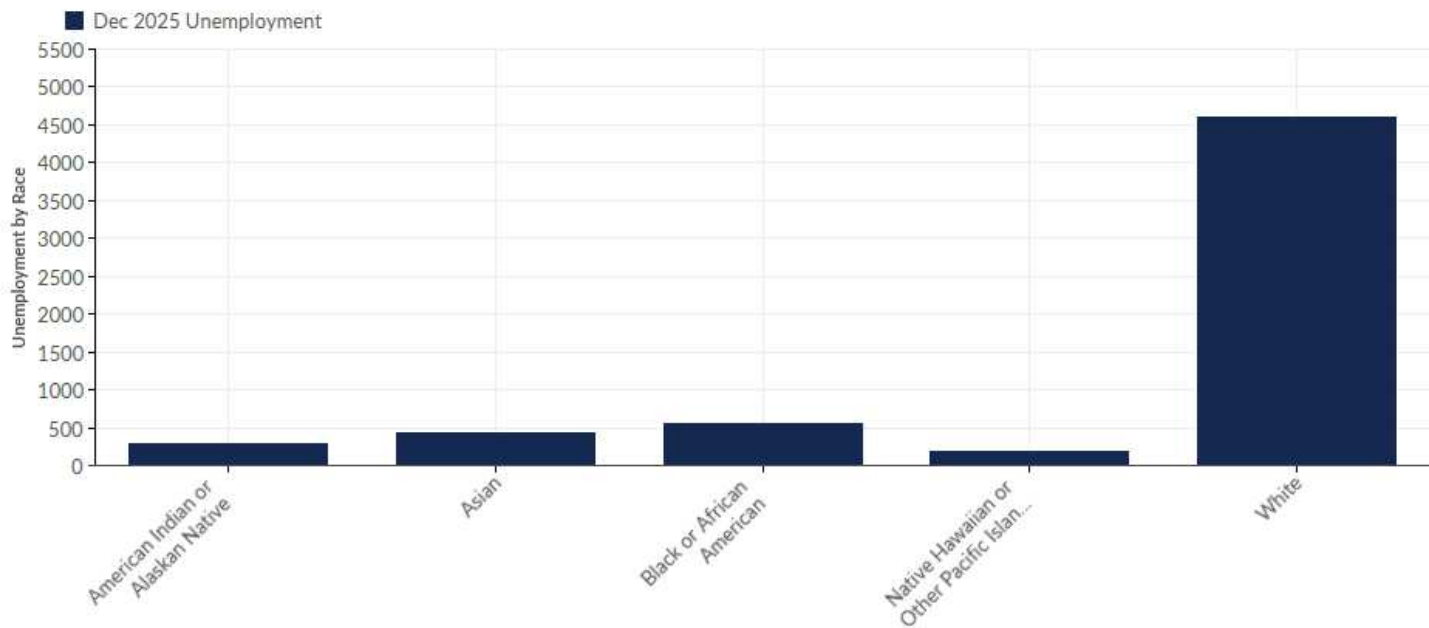
| Age   | Unemployment (Dec 2025) | % of Unemployed |
|-------|-------------------------|-----------------|
| < 22  | 142                     | 2.35%           |
| 22-24 | 260                     | 4.30%           |
| 25-34 | 1,345                   | 22.24%          |
| 35-44 | 1,541                   | 25.48%          |
| 45-54 | 1,264                   | 20.90%          |
| 55-59 | 660                     | 10.91%          |
| 60-64 | 515                     | 8.51%           |
| 65+   | 321                     | 5.31%           |
| Total | 6,049                   | 100.00%         |

Unemployment by Gender



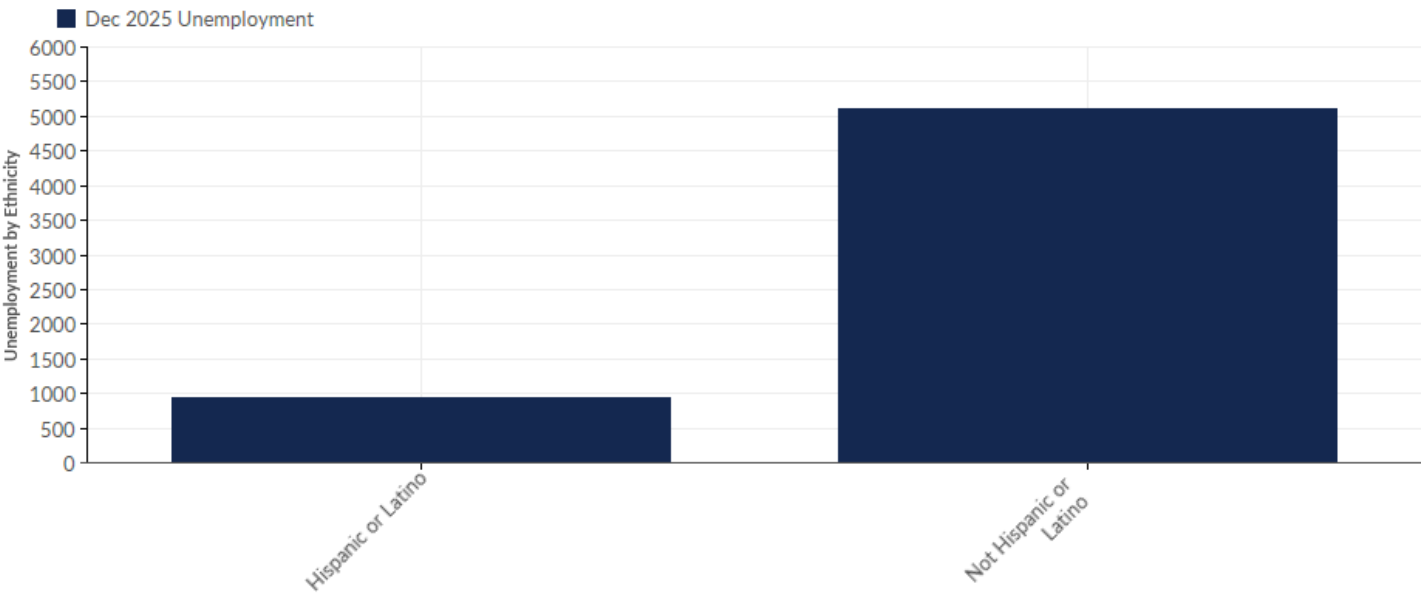
| Gender  | Unemployment (Dec 2025) | % of Unemployed |
|---------|-------------------------|-----------------|
| Females | 2,301                   | 38.04%          |
| Males   | 3,748                   | 61.96%          |
| Total   | 6,049                   | 100.00%         |

## Unemployment by Race



| Race                                      | Unemployment (Dec 2025) | % of Unemployed |
|-------------------------------------------|-------------------------|-----------------|
| American Indian or Alaskan Native         | 290                     | 4.79%           |
| Asian                                     | 434                     | 7.17%           |
| Black or African American                 | 547                     | 9.04%           |
| Native Hawaiian or Other Pacific Islander | 177                     | 2.93%           |
| White                                     | 4,602                   | 76.08%          |
| Total                                     | 6,049                   | 100.00%         |

Unemployment by Ethnicity

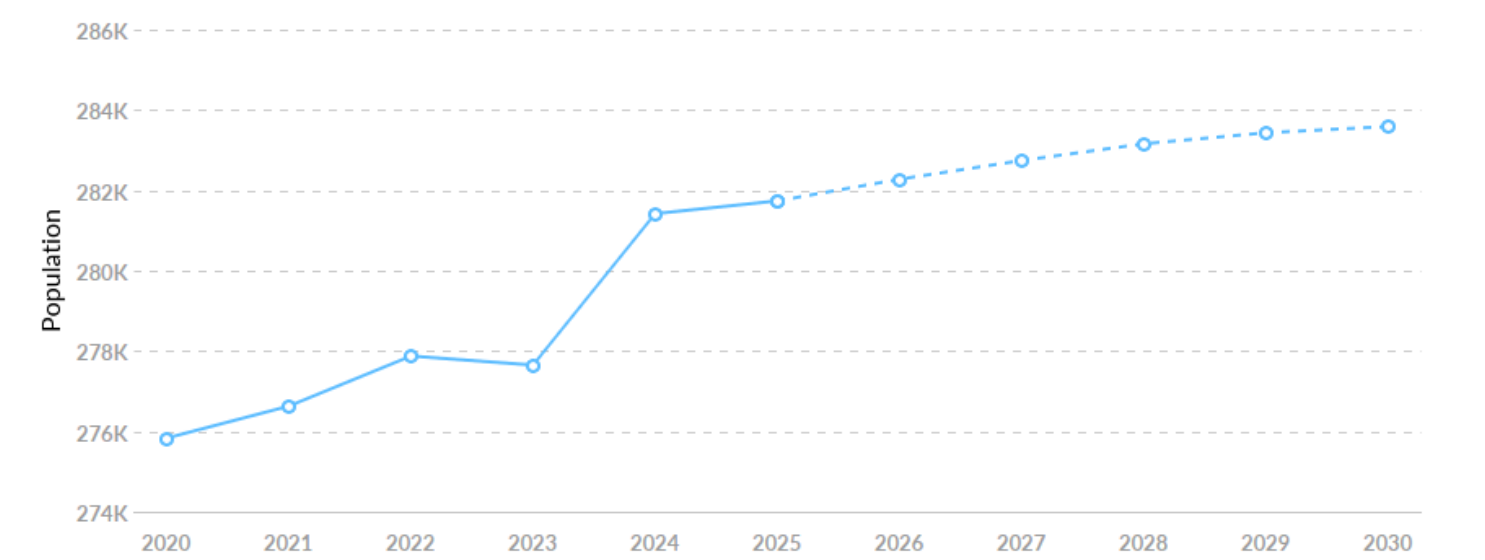


| Ethnicity              | Unemployment (Dec 2025) | % of Unemployed |
|------------------------|-------------------------|-----------------|
| Hispanic or Latino     | 941                     | 15.56%          |
| Not Hispanic or Latino | 5,108                   | 84.44%          |
| Total                  | 6,049                   | 100.00%         |

# Historic & Projected Trends

## Population Trends

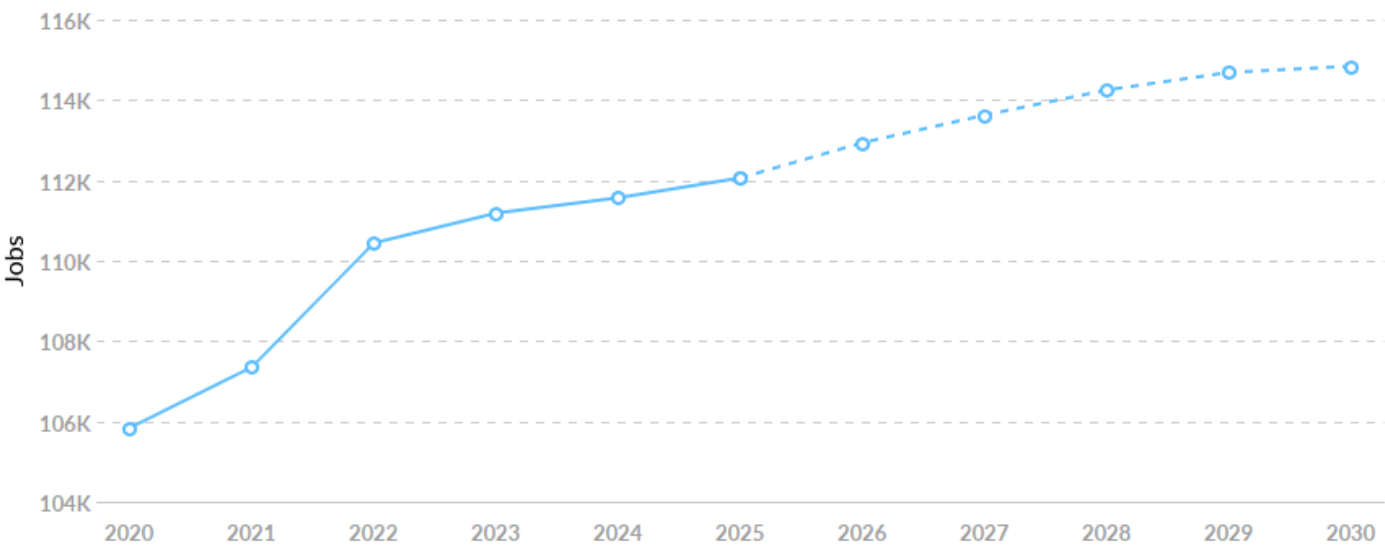
As of 2025 the region's population **increased by 2.1%** since 2020, growing by 5,906. Population is expected to **increase by 0.7%** between 2025 and 2030, adding 1,851.



| Timeframe | Population |
|-----------|------------|
| 2020      | 275,832    |
| 2021      | 276,629    |
| 2022      | 277,876    |
| 2023      | 277,650    |
| 2024      | 281,420    |
| 2025      | 281,738    |
| 2026      | 282,278    |
| 2027      | 282,743    |
| 2028      | 283,160    |
| 2029      | 283,434    |
| 2030      | 283,588    |

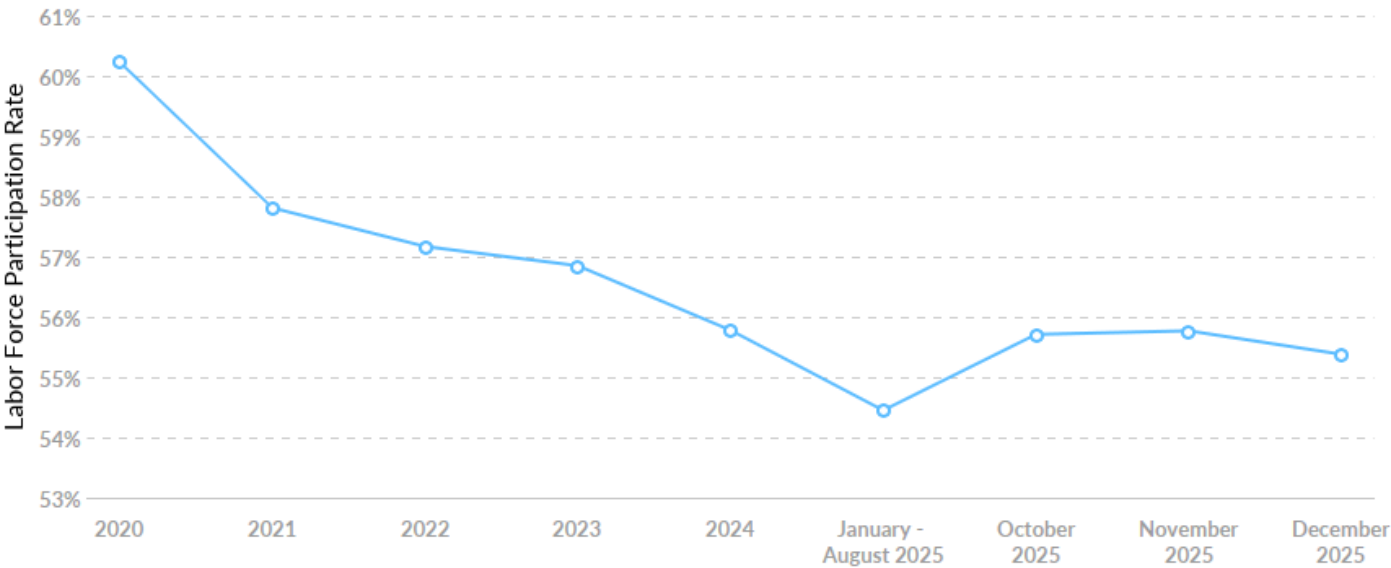
## Job Trends

From 2020 to 2025, jobs increased by 5.9% in Kitsap County, WA from 105,838 to **112,062**. This change fell short of the national growth rate of 10.6% by 4.7%.



| Timeframe | Jobs    |
|-----------|---------|
| 2020      | 105,838 |
| 2021      | 107,351 |
| 2022      | 110,442 |
| 2023      | 111,185 |
| 2024      | 111,566 |
| 2025      | 112,062 |
| 2026      | 112,938 |
| 2027      | 113,625 |
| 2028      | 114,251 |
| 2029      | 114,687 |
| 2030      | 114,842 |

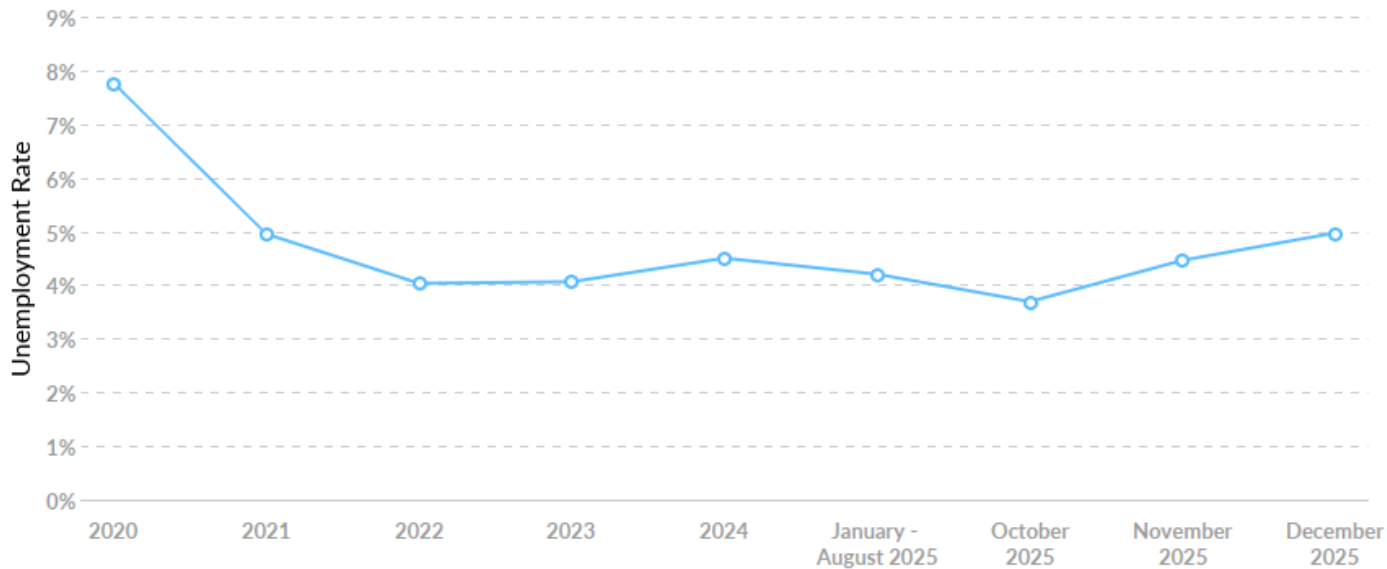
Labor Force Participation Rate Trends



| Timeframe             | Labor Force Participation Rate |
|-----------------------|--------------------------------|
| 2020                  | 60.23%                         |
| 2021                  | 57.81%                         |
| 2022                  | 57.17%                         |
| 2023                  | 56.85%                         |
| 2024                  | 55.78%                         |
| January - August 2025 | 54.45%                         |
| October 2025          | 55.71%                         |
| November 2025         | 55.77%                         |
| December 2025         | 55.38%                         |

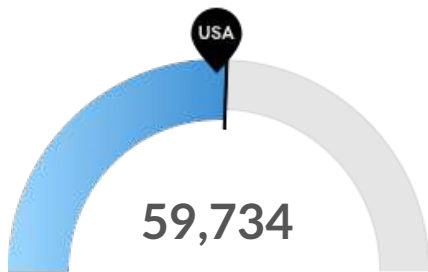
## Unemployment Rate Trends

Kitsap County, WA had a December 2025 unemployment rate of 4.97%, **decreasing from 7.76%** 5 years before.



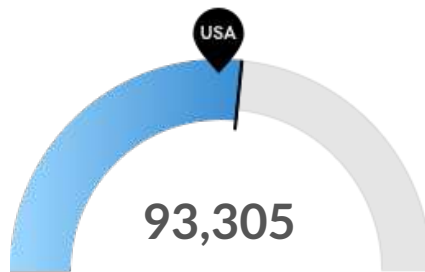
| Timeframe             | Unemployment Rate |
|-----------------------|-------------------|
| 2020                  | 7.76%             |
| 2021                  | 4.95%             |
| 2022                  | 4.03%             |
| 2023                  | 4.06%             |
| 2024                  | 4.50%             |
| January - August 2025 | 4.20%             |
| October 2025          | 3.69%             |
| November 2025         | 4.46%             |
| December 2025         | 4.97%             |

## Population Characteristics



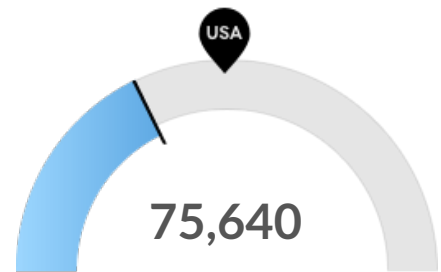
**Millennials**

Kitsap County, WA has 59,734 millennials (ages 25-39). The national average for an area this size is 57,609.



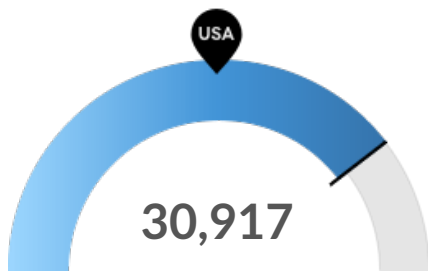
**Retiring Soon**

Retirement risk is about average in Kitsap County, WA. The national average for an area this size is 85,095 people 55 or older, while there are 93,305 here.



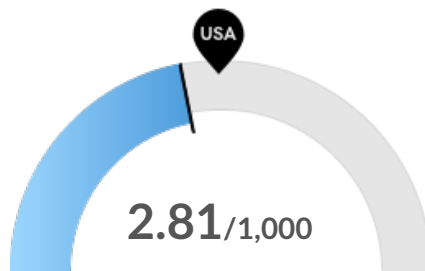
**Racial Diversity**

Racial diversity is low in Kitsap County, WA. The national average for an area this size is 119,712 racially diverse people, while there are 75,640 here.



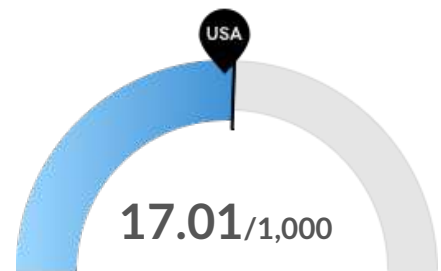
**Veterans**

Kitsap County, WA has 30,917 veterans. The national average for an area this size is 13,659.



**Violent Crime**

Kitsap County, WA has 2.81 violent crimes per 1,000 people. The national rate is 3.38 per 1,000 people.

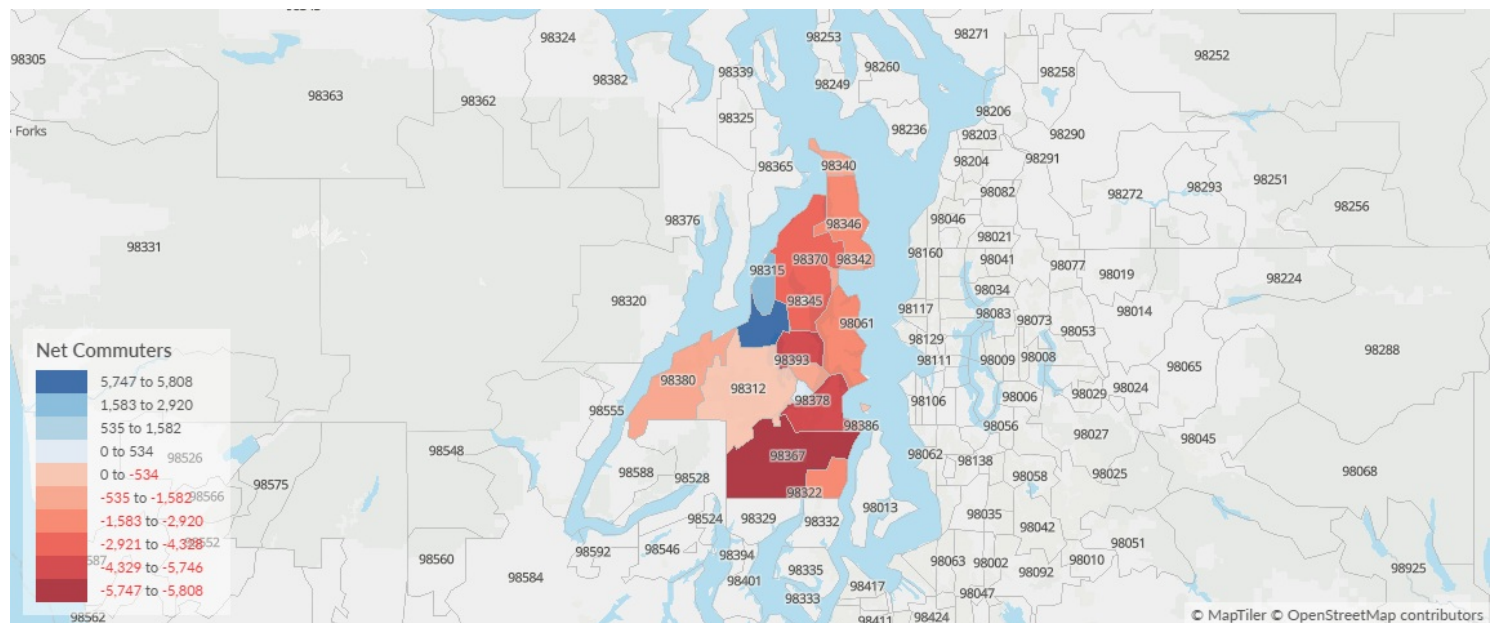


**Property Crime**

Kitsap County, WA has 17.01 property crimes per 1,000 people. The national rate is 16.44 per 1,000 people.

## Place of Work vs Place of Residence

Understanding where talent in Kitsap County, WA currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #8 for resident workers. The top ZIP for resident workers is 98366.



### Where Talent Works

| ZIP   | Name                         | 2025 Employment |
|-------|------------------------------|-----------------|
| 98383 | Silverdale, WA (in Kitsap... | 15,959          |
| 98312 | Bremerton, WA (in Kitsa...   | 15,728          |
| 98366 | Port Orchard, WA (in Ki...   | 13,341          |
| 98370 | Poulsbo, WA (in Kitsap c...  | 12,442          |
| 98110 | Bainbridge Island, WA (i...  | 11,011          |

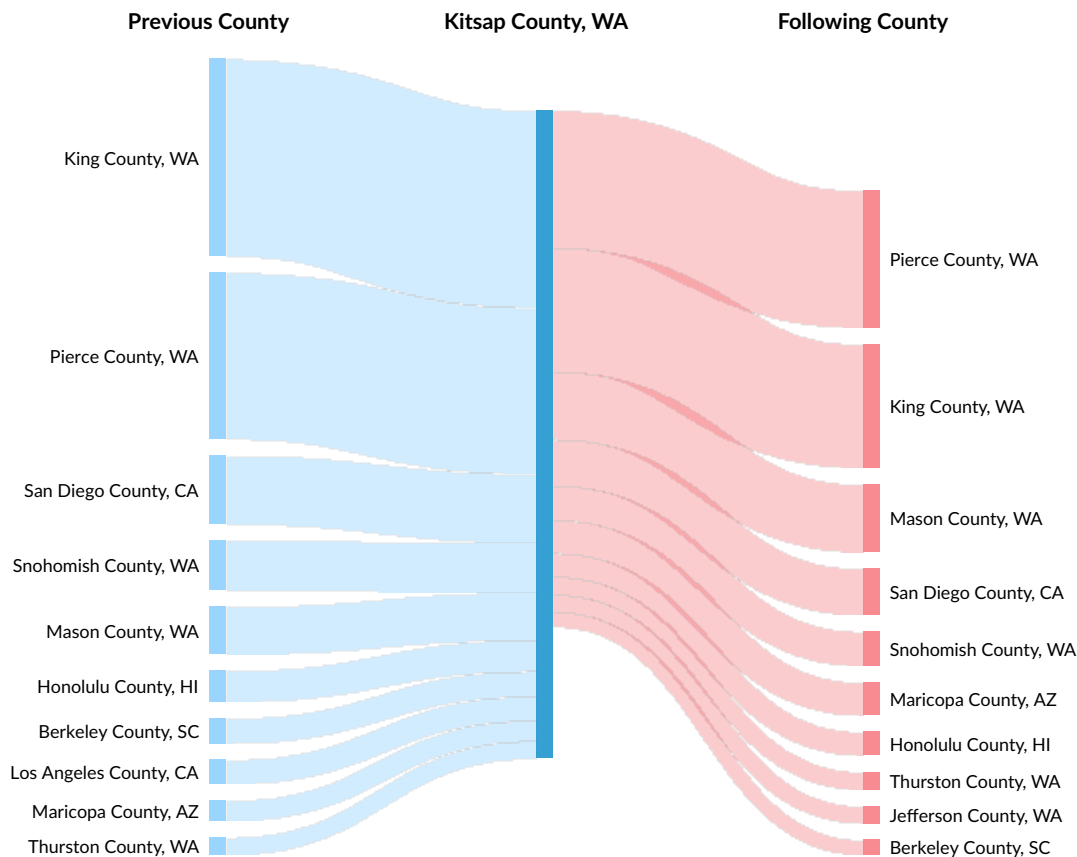
### Where Talent Lives

| ZIP   | Name                        | 2025 Workers |
|-------|-----------------------------|--------------|
| 98366 | Port Orchard, WA (in Ki...  | 18,038       |
| 98312 | Bremerton, WA (in Kitsa...  | 16,121       |
| 98370 | Poulsbo, WA (in Kitsap c... | 15,363       |
| 98367 | Port Orchard, WA (in Ki...  | 13,840       |
| 98311 | Bremerton, WA (in Kitsa...  | 13,206       |

# Inbound and Outbound Migration

The table below analyzes past and current residents of Kitsap County, WA. The left column shows residents of other counties migrating to Kitsap County, WA. The right column shows residents migrating from Kitsap County, WA to other counties.

As of 2022, 2,150 people have migrated from King County, WA to Kitsap County, WA. In the same year, 1,496 people left Kitsap County, WA migrating to Pierce County, WA. The total Net Migration for Kitsap County, WA in 2022 was -103.

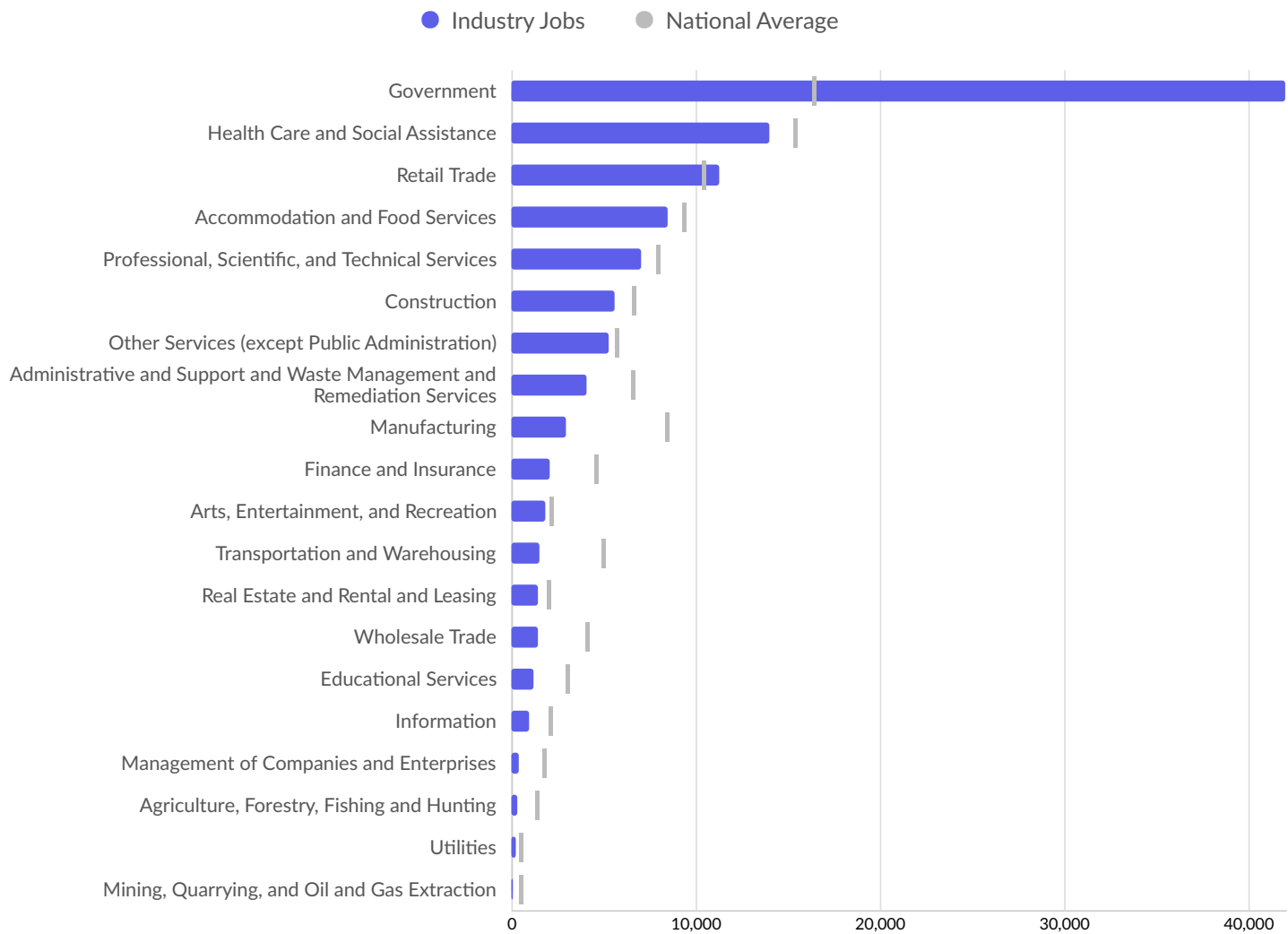


| Top Previous Counties | Migrations |
|-----------------------|------------|
| King County, WA       | 2,150      |
| Pierce County, WA     | 1,814      |
| San Diego County, CA  | 748        |
| Snohomish County, WA  | 543        |
| Mason County, WA      | 519        |
| Honolulu County, HI   | 340        |

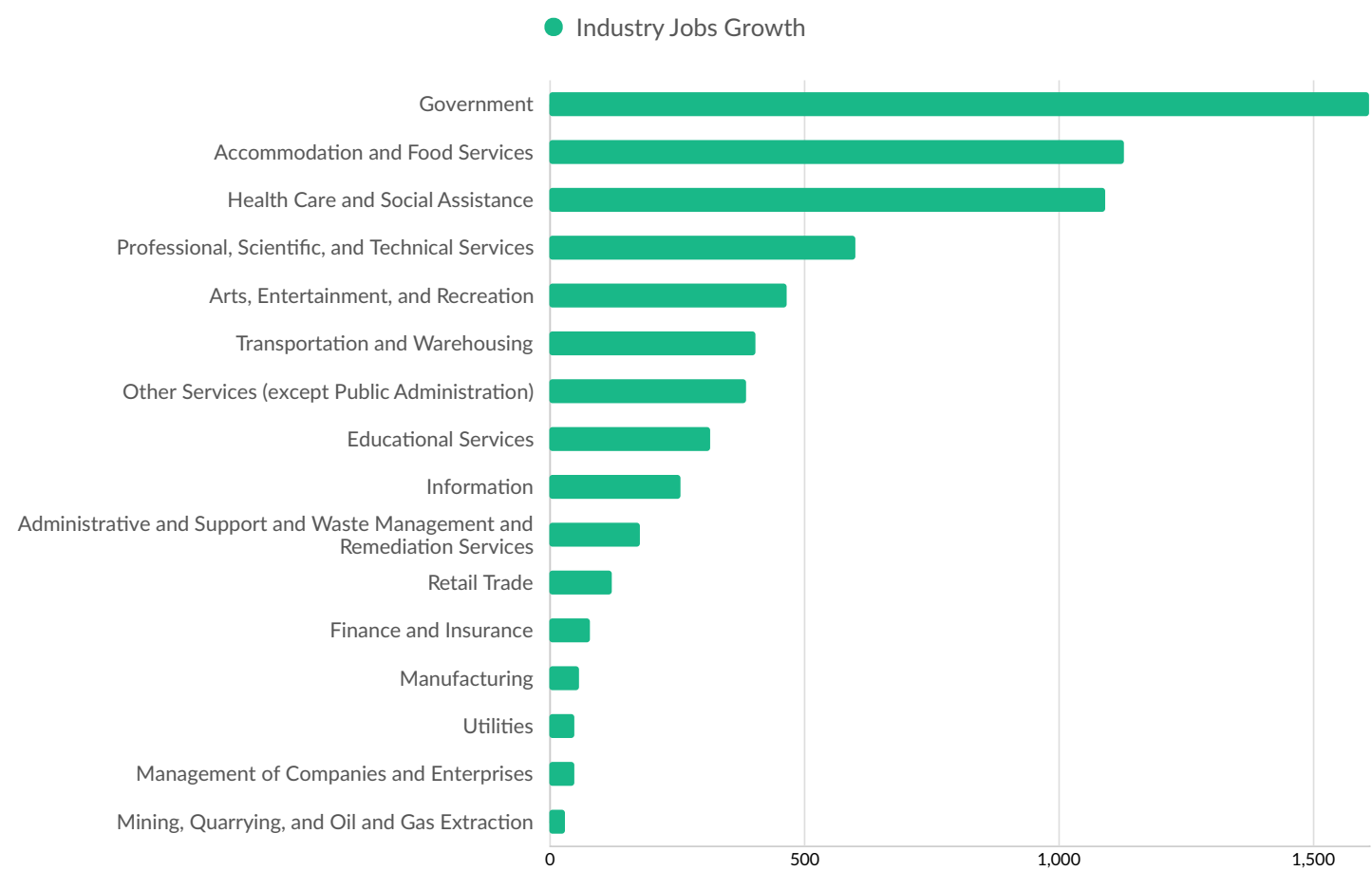
| Top Previous Counties                        | Migrations |
|----------------------------------------------|------------|
| Berkeley County, SC                          | 273        |
| Los Angeles County, CA                       | 264        |
| Maricopa County, AZ                          | 223        |
| Thurston County, WA                          | 191        |
| Jefferson County, WA                         | 181        |
| Southeastern Connecticut Planning Region, CT | 177        |
| Clallam County, WA                           | 153        |
| Riverside County, CA                         | 153        |
| Camden County, GA                            | 137        |
| Top Following Counties                       | Migrations |
| Pierce County, WA                            | 1,496      |
| King County, WA                              | 1,350      |
| Mason County, WA                             | 739        |
| San Diego County, CA                         | 506        |
| Snohomish County, WA                         | 376        |
| Maricopa County, AZ                          | 360        |
| Honolulu County, HI                          | 257        |
| Thurston County, WA                          | 196        |
| Jefferson County, WA                         | 187        |
| Berkeley County, SC                          | 165        |
| Spokane County, WA                           | 153        |
| Southeastern Connecticut Planning Region, CT | 148        |
| Clark County, NV                             | 142        |
| Clallam County, WA                           | 142        |
| Bexar County, TX                             | 128        |

# Industry Characteristics

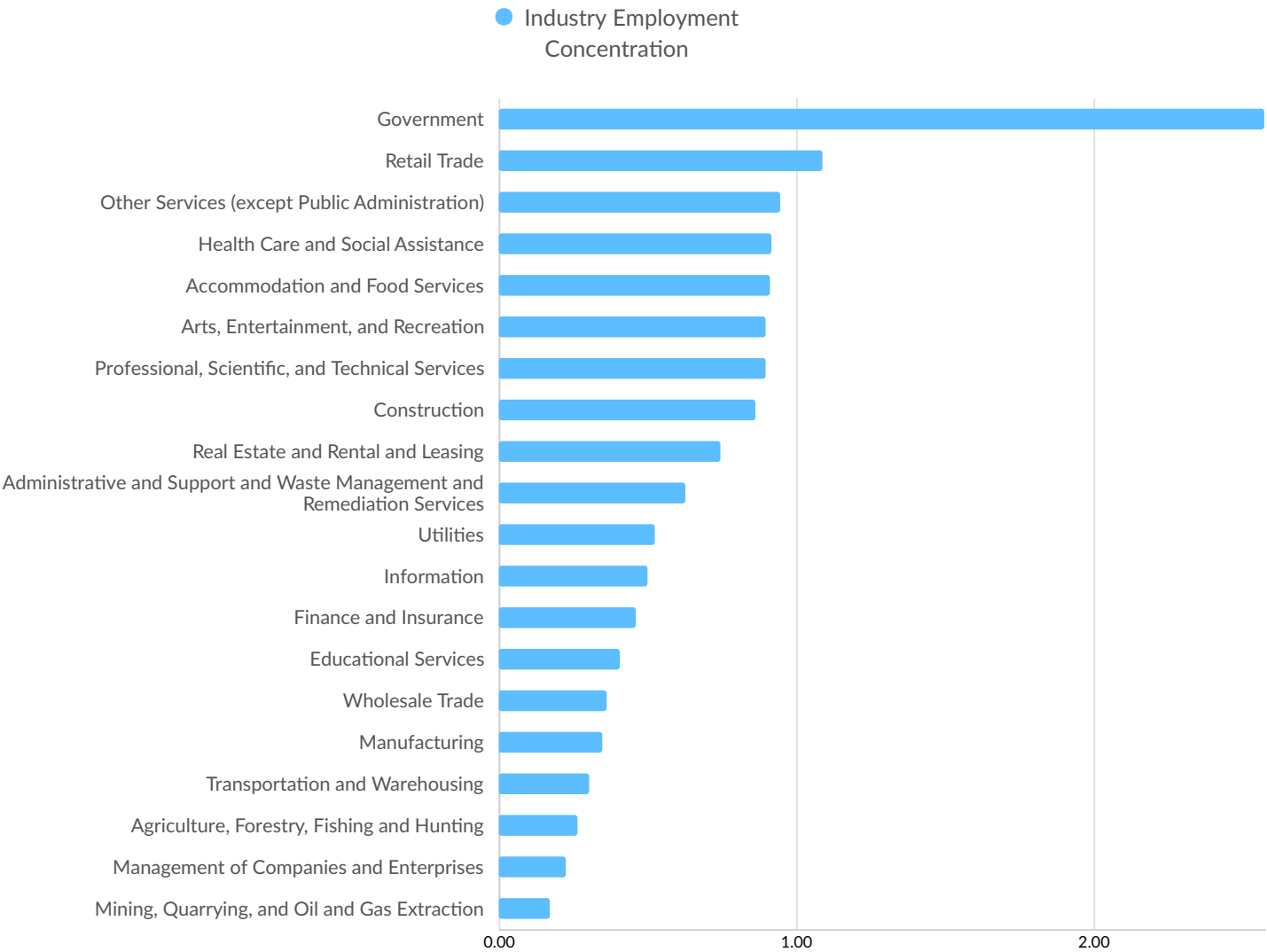
## Largest Industries



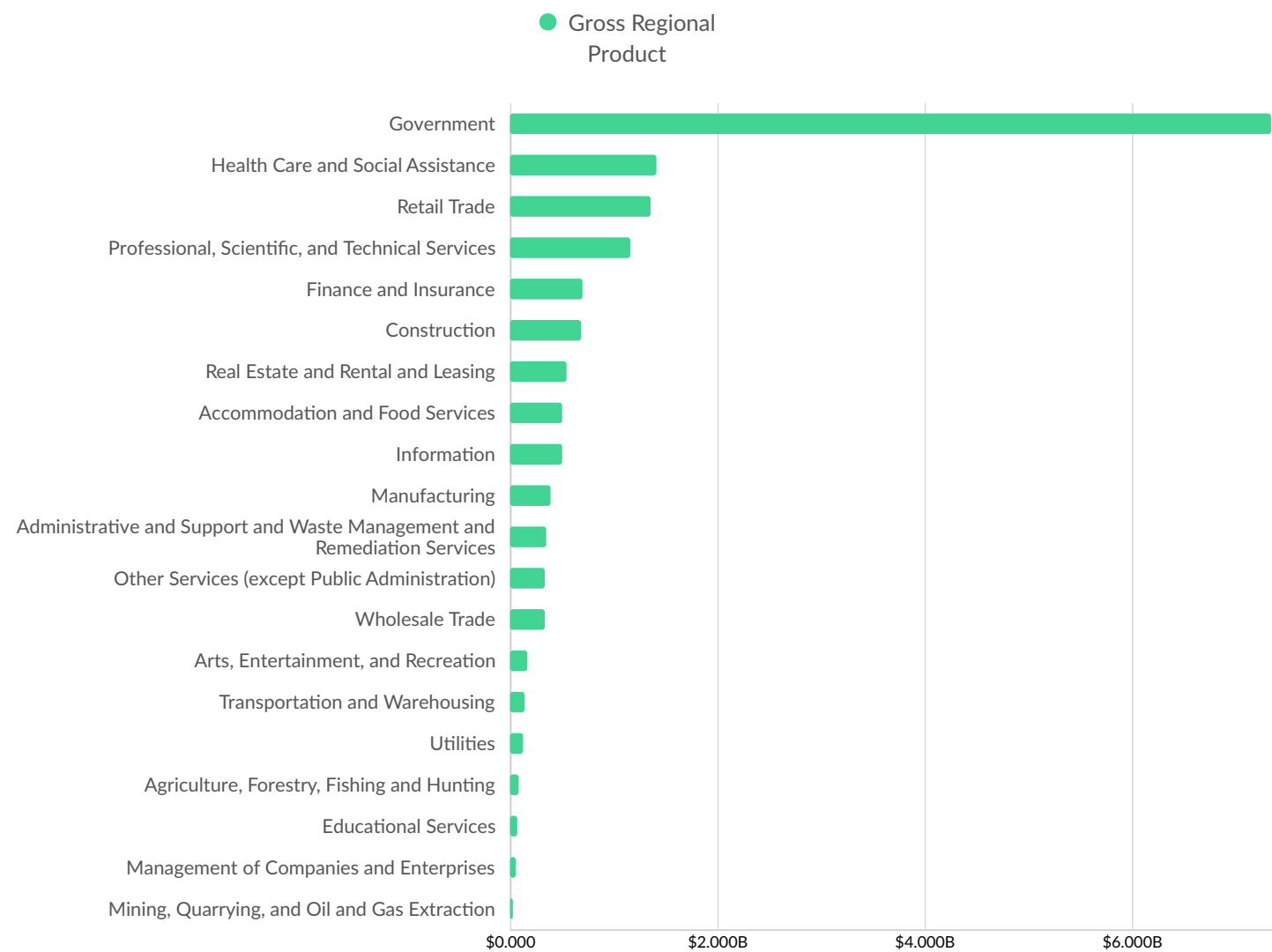
## Top Growing Industries



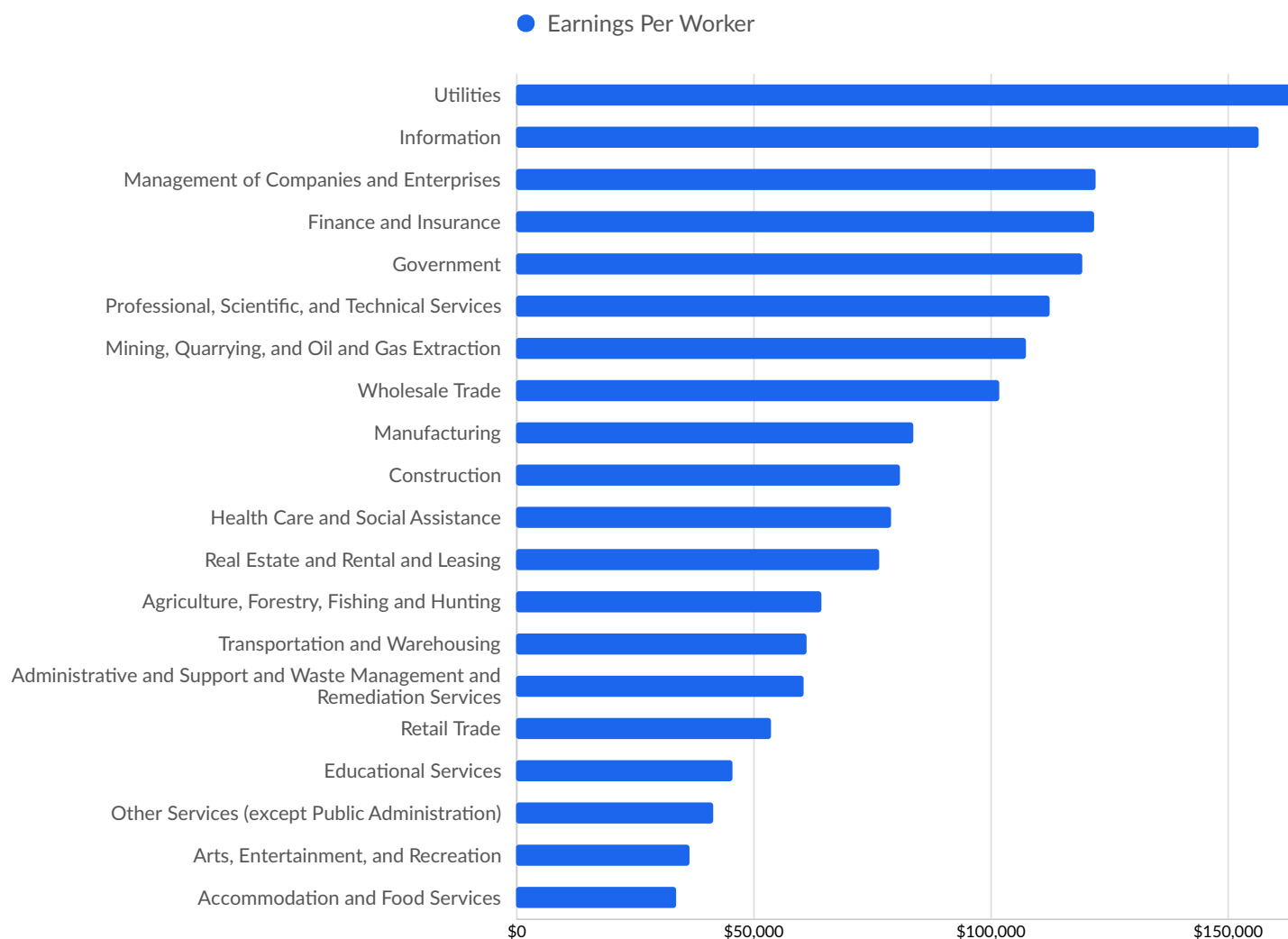
## Top Industry Employment Concentration



## Top Industry GRP



## Top Industry Earnings



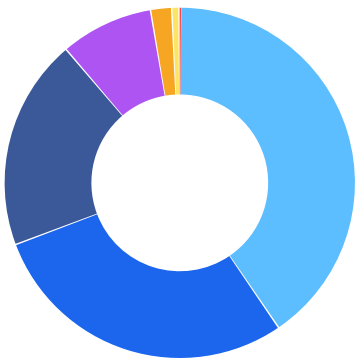
# Business Characteristics

## 19,638 Companies Employ Your Workers

Online profiles for your workers mention 19,638 companies as employers, with the top 10 appearing below. In the last 12 months, 2,410 companies in Kitsap County, WA posted job postings, with the top 10 appearing below.

| Top Companies                  | Profiles          | Top Companies Posting             | Unique Postings |
|--------------------------------|-------------------|-----------------------------------|-----------------|
| United States Navy             | 6,625 <div></div> | CommonSpirit Health               | 601 <div></div> |
| Puget Sound Naval Shipyard     | 2,201 <div></div> | Olympic College                   | 373 <div></div> |
| Olympic College                | 708 <div></div>   | United States Department of De... | 350 <div></div> |
| Central Kitsap School District | 555 <div></div>   | Soliant Health                    | 314 <div></div> |
| Harrison Medical Center        | 533 <div></div>   | Virginia Mason Franciscan Health  | 262 <div></div> |
| State of Washington            | 513 <div></div>   | Albertsons                        | 260 <div></div> |
| South Kitsap School District   | 484 <div></div>   | Skookum                           | 259 <div></div> |
| Amazon                         | 413 <div></div>   | Aerotek                           | 223 <div></div> |
| Bremerton School District      | 383 <div></div>   | State of Washington               | 222 <div></div> |
| Psns                           | 364 <div></div>   | Aya Healthcare                    | 220 <div></div> |

## Business Size

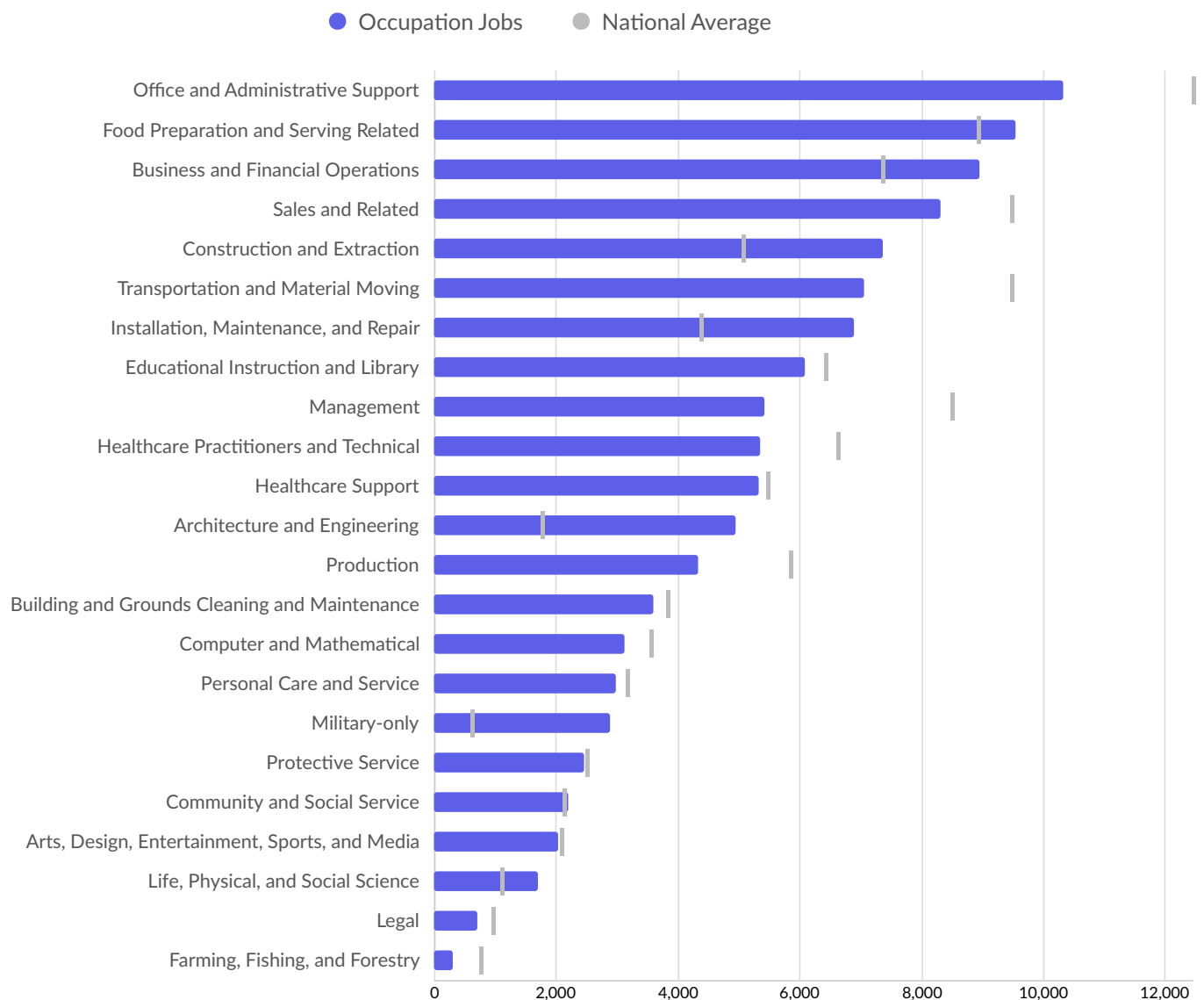


|                      | Percentage | Business Count |
|----------------------|------------|----------------|
| 1 to 4 employees     | 40.4%      | 4,968          |
| 5 to 9 employees     | 28.8%      | 3,543          |
| 10 to 19 employees   | 19.5%      | 2,397          |
| 20 to 49 employees   | 8.6%       | 1,052          |
| 50 to 99 employees   | 1.9%       | 239            |
| 100 to 249 employees | 0.7%       | 82             |
| 250 to 499 employees | 0.1%       | 14             |
| 500+ employees       | 0.0%       | 3              |

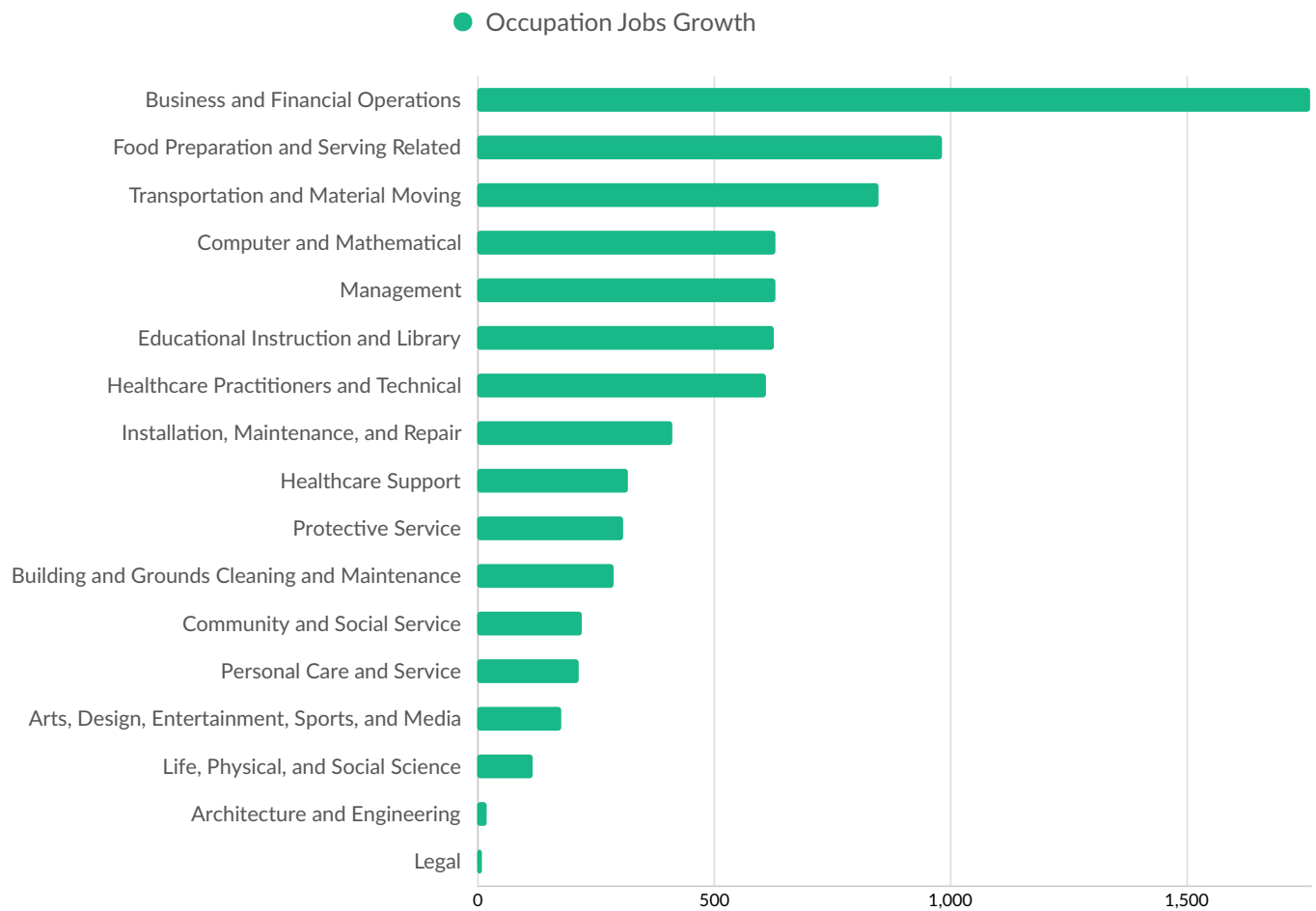
*\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

# Workforce Characteristics

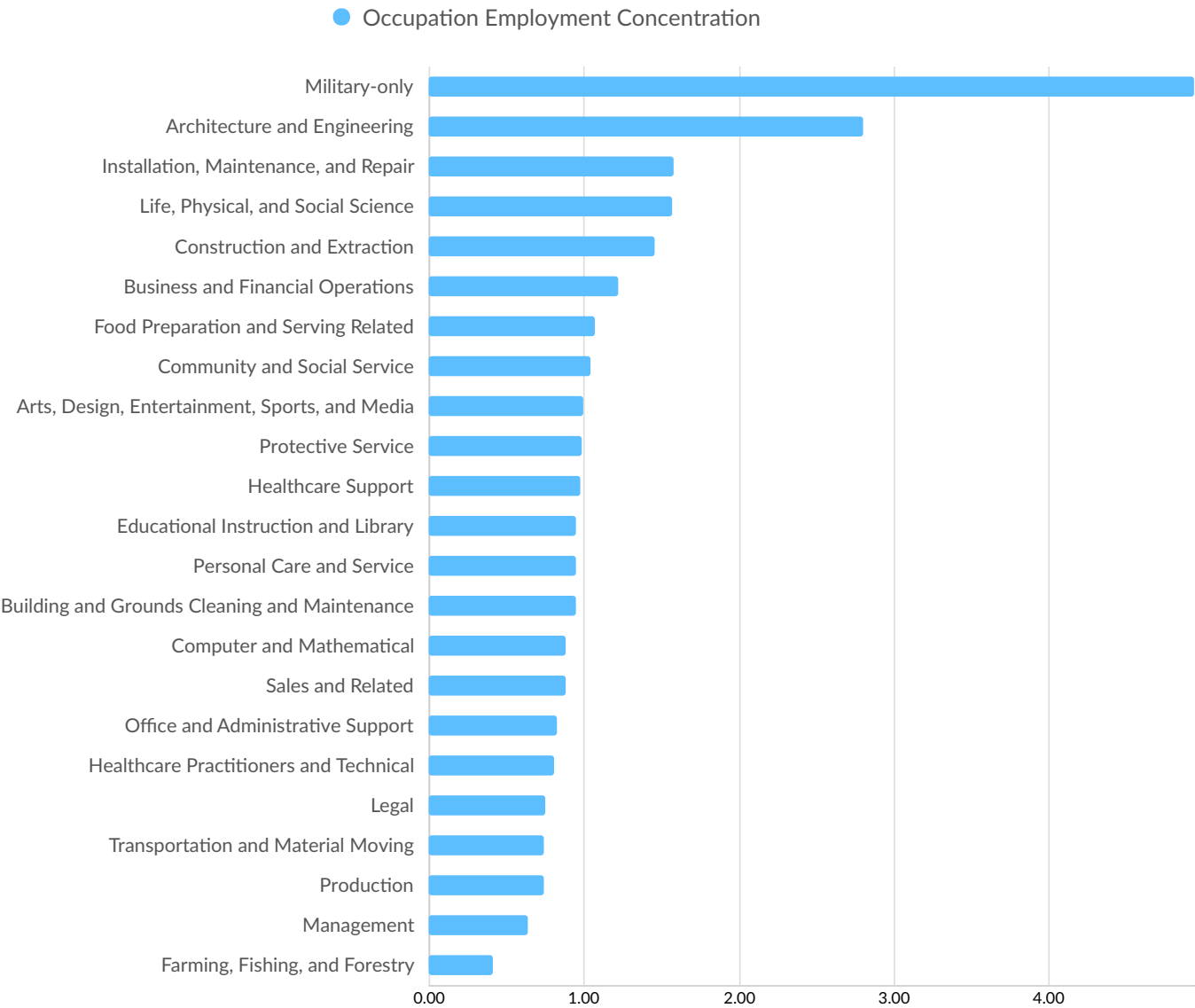
## Largest Occupations



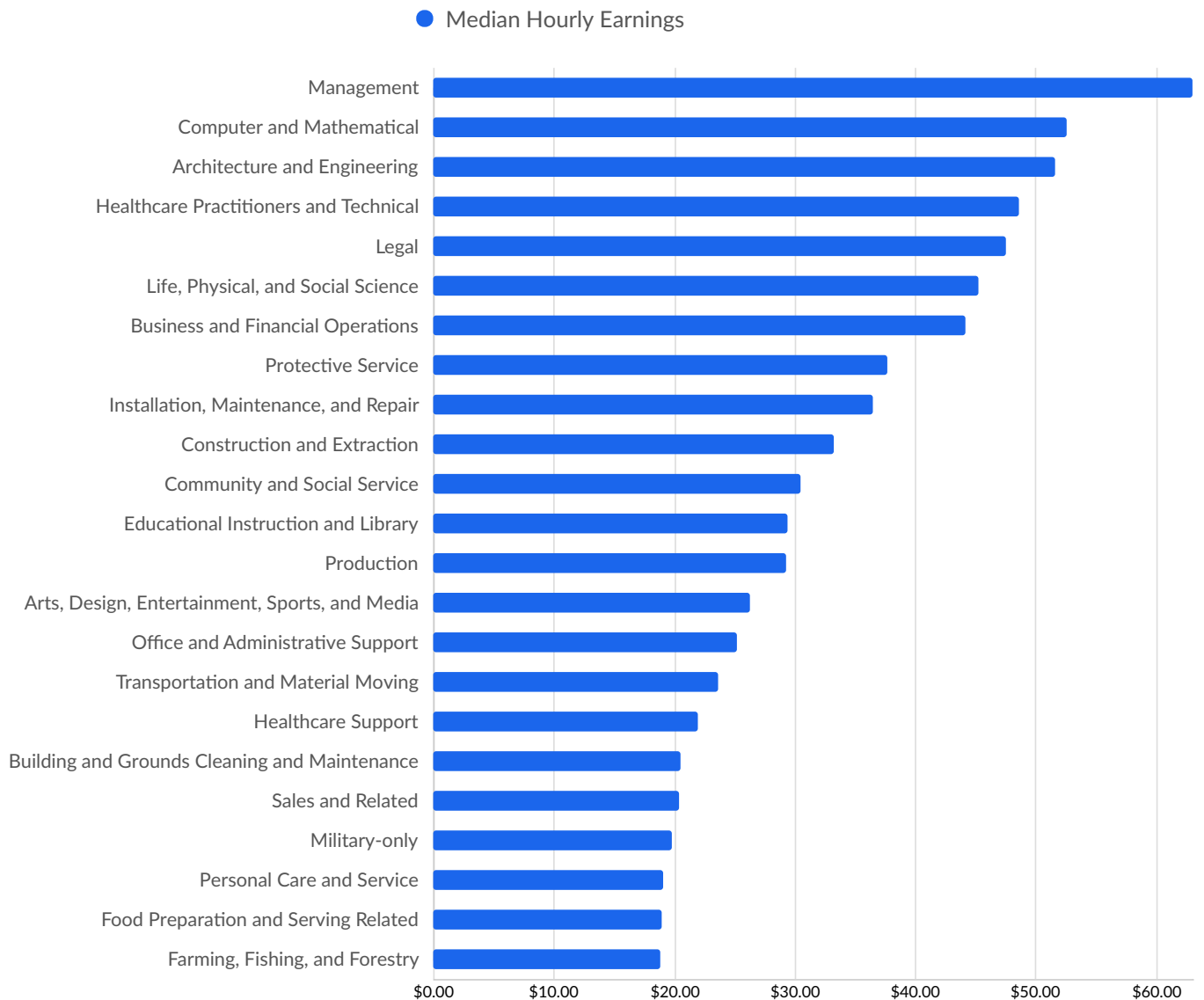
## Top Growing Occupations



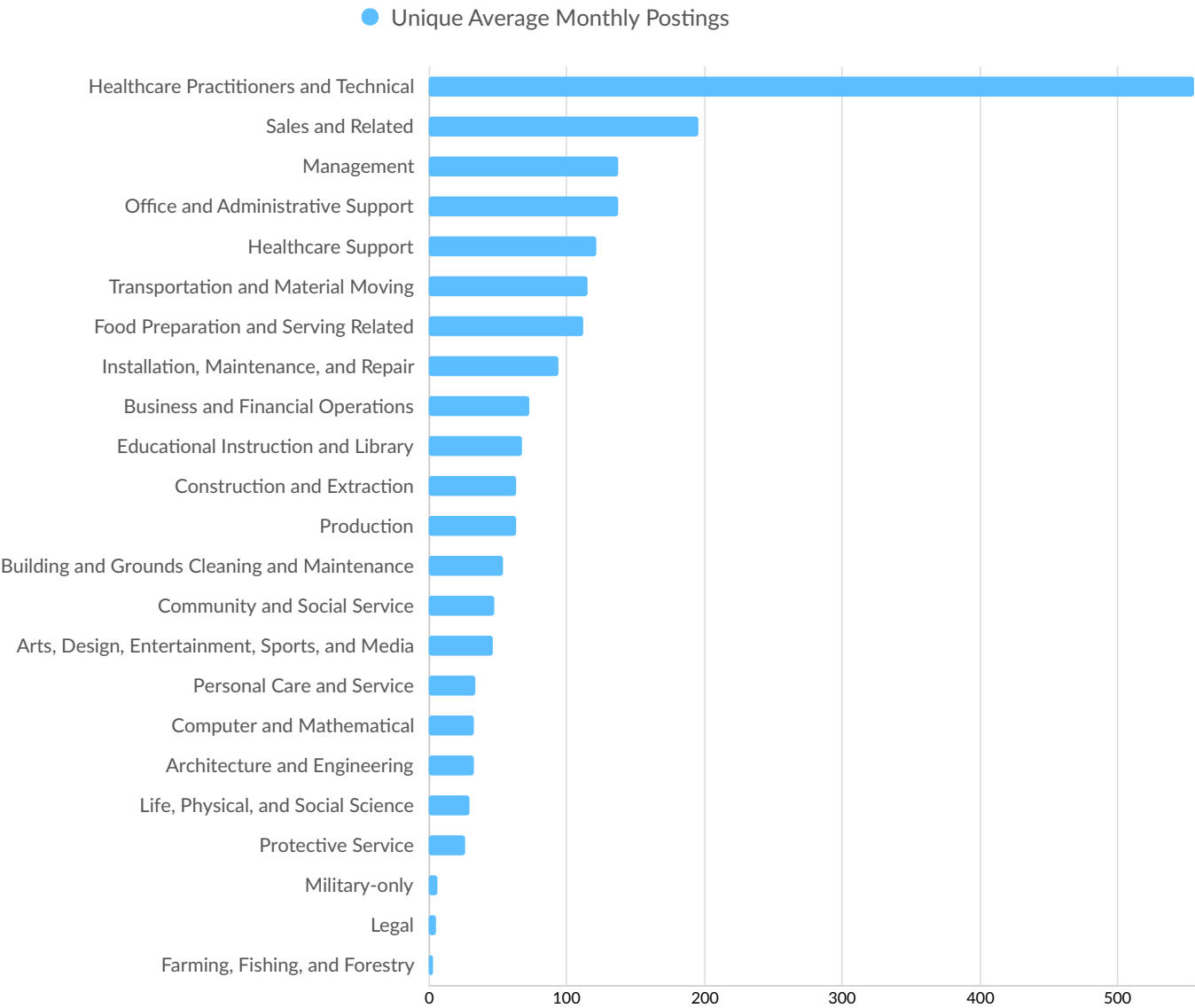
## Top Occupation Employment Concentration



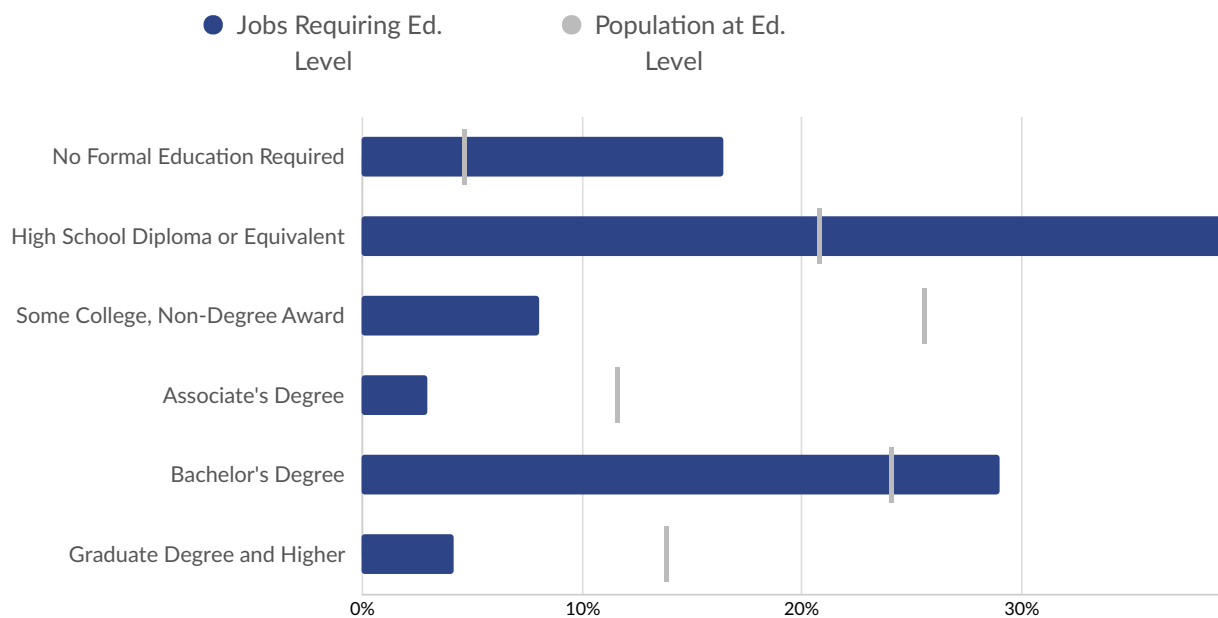
## Top Occupation Earnings



## Top Posted Occupations

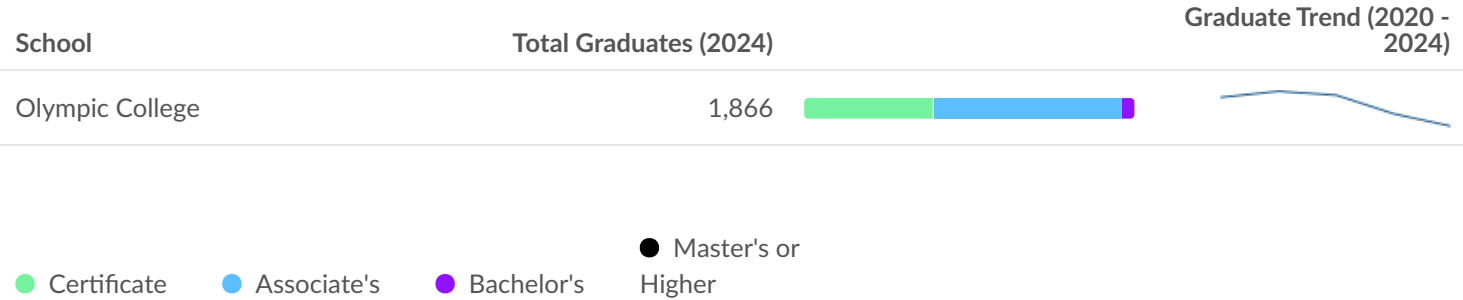


## Underemployment



## Educational Pipeline

In 2024, there were 1,866 graduates in Kitsap County, WA. This pipeline has shrunk by 23% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences/Liberal Studies" (Associate's), "Industrial Technology/Technician" (Certificate), and "Industrial Technology/Technician" (Associate's).



# In-Demand Skills

