

Educating and Training Tomorrow's Workers

November 13, 2013

Garrett Groves



New Realities



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

- I. **Skill demands are changing** in the U.S. labor market
- II. Postsecondary education is the **“New Minimum”** for access to the middle class
- III. We must address these challenges with **fewer resources.**

New Realities: Changing Skill Demands

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



High-skill Occupations:

Traditional Middle-Skill Occupations:

Low-Skill Occupations:

Source: Kansas City Federal Reserve Bank, Didem Tüzemen and Jonathan Willis, (2013).
"The Vanishing Middle: Job Polarization and Workers' Response to the Decline in Middle-Skill Jobs,"

New Realities: Changing Skill Demands

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



High-skill Occupations: Managerial, professional, and technical occupations, such as engineering, finance, management, and medicine.

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Low-Skill Occupations:

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High-skill Occupations: Highly educated workers with analytical ability, problem solving, and creativity.

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Automation

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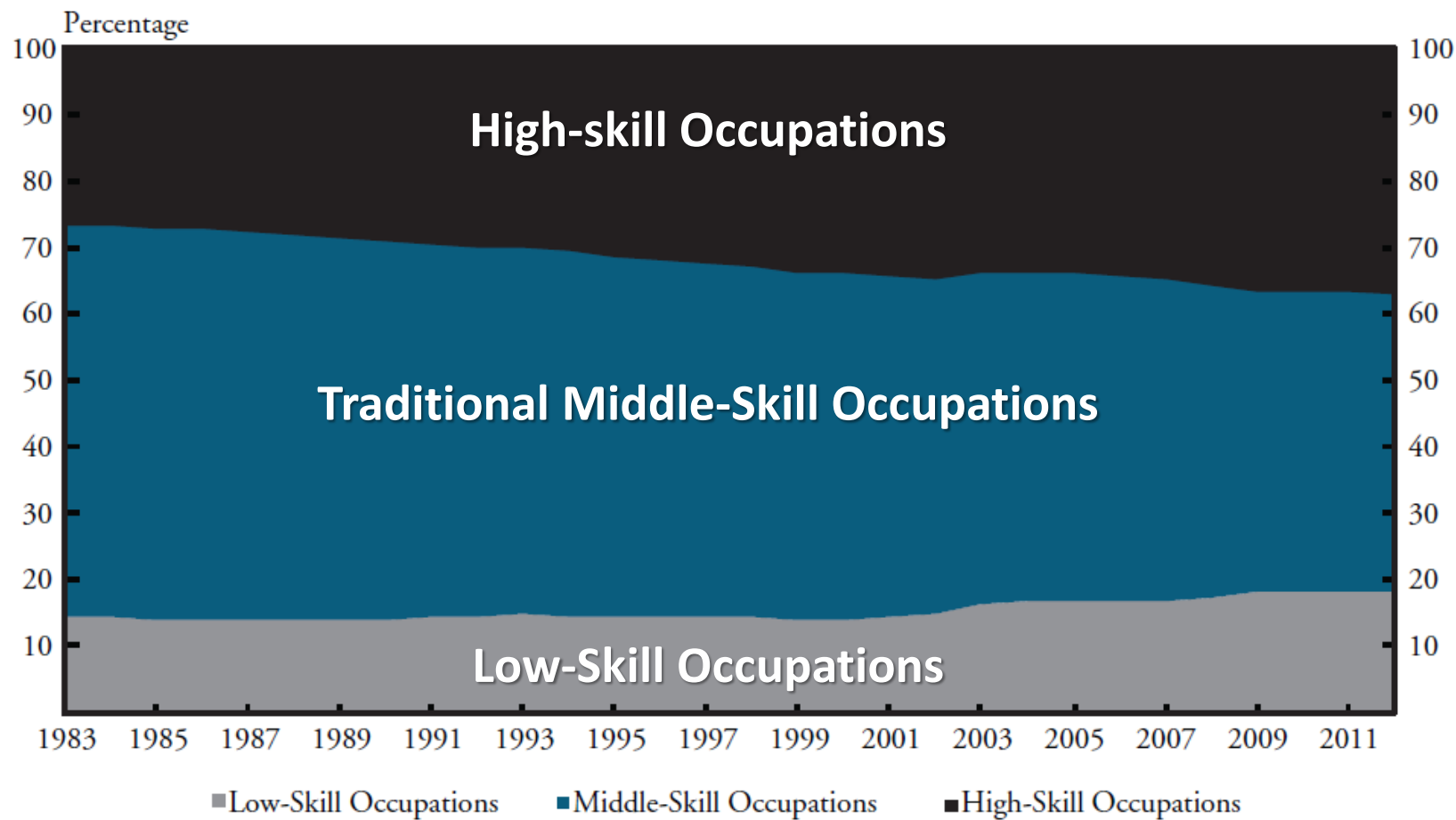
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EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

EMPLOYMENT SHARES BY SKILL LEVEL



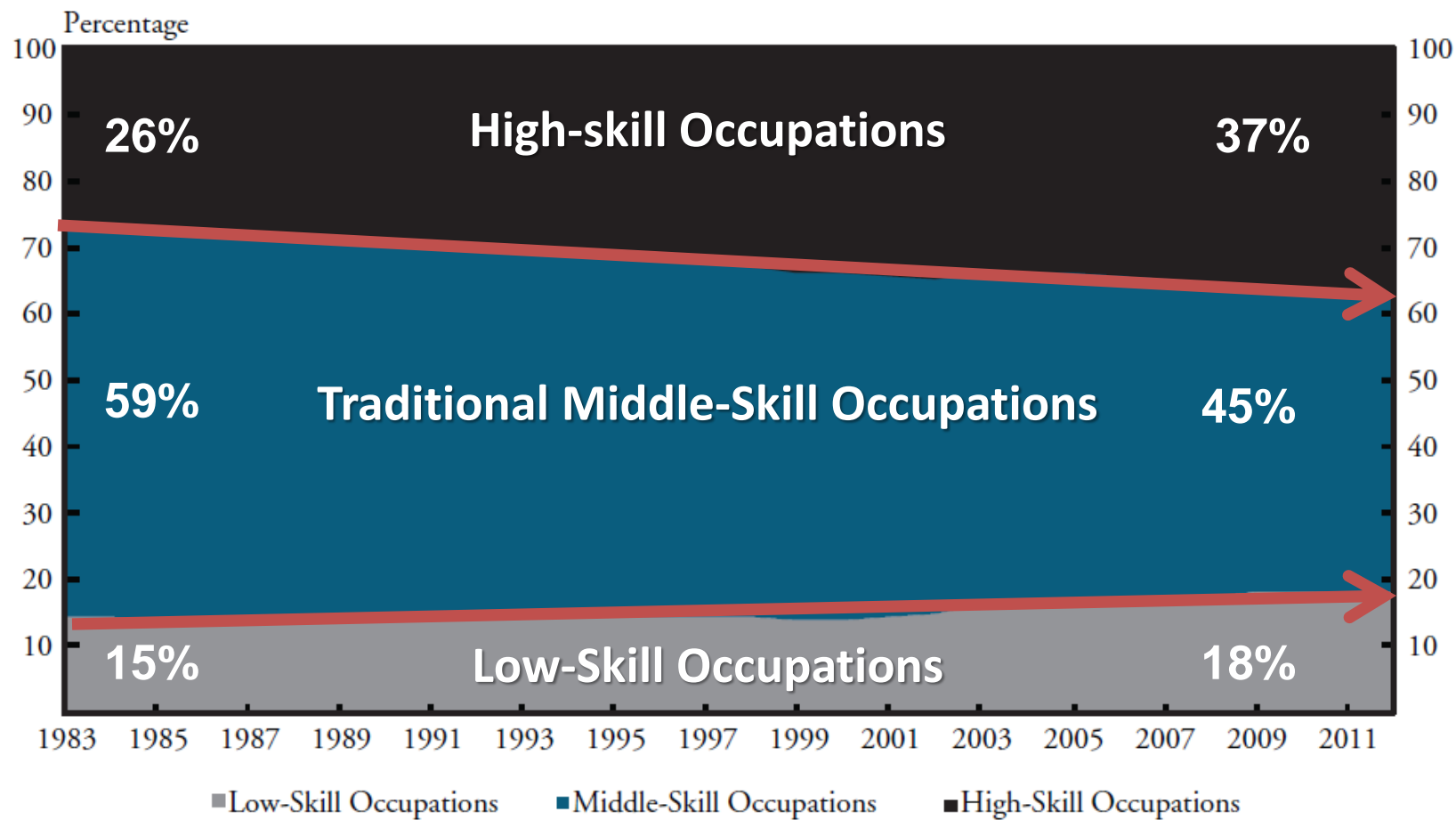
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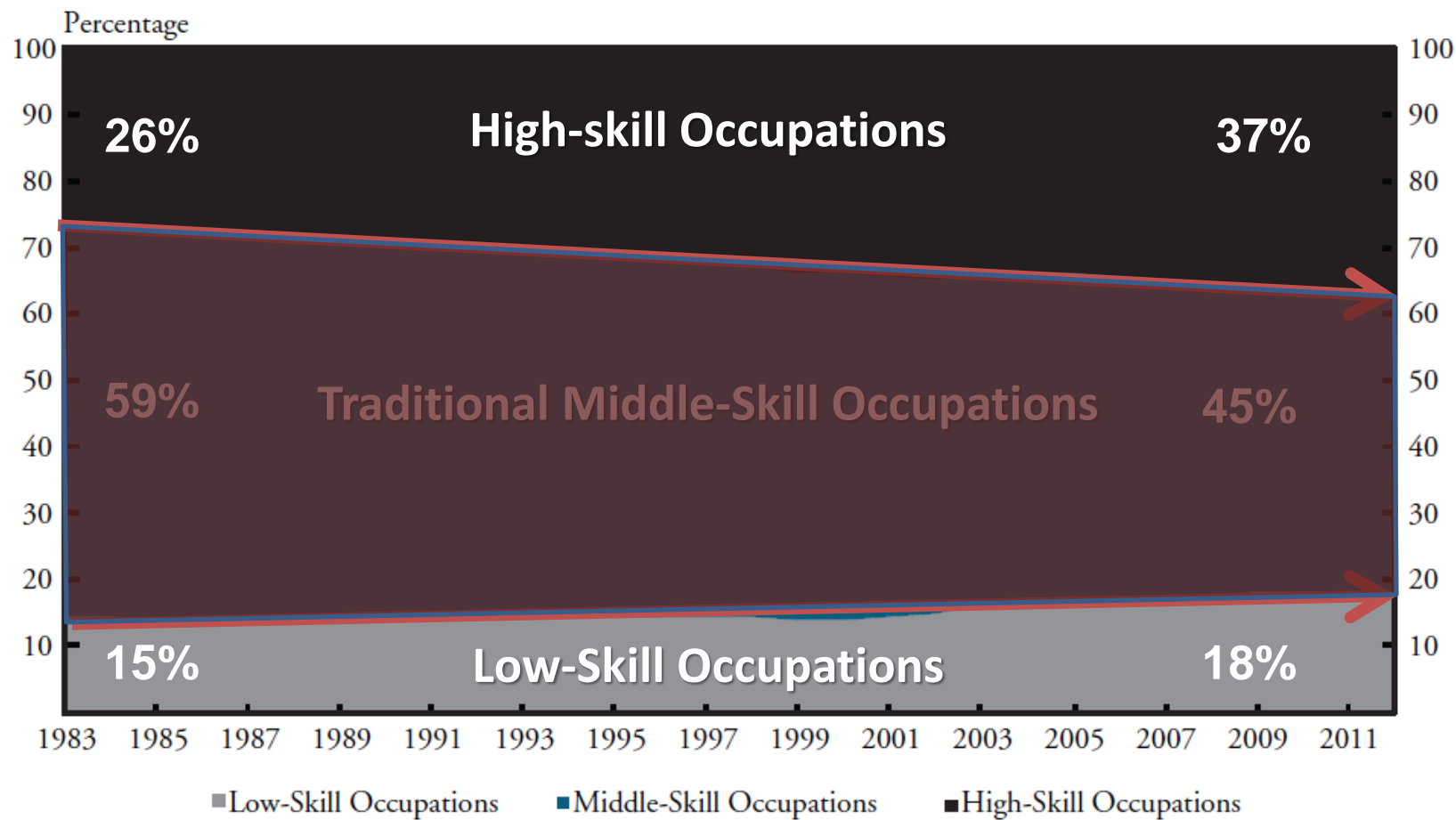
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Low-Skill Occupations = High School or Less

Workers with no formal education beyond high school. They work in occupations that are physically demanding and cannot be automated.

New Realities: Changing Skill Demands



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

New High-skill Occupations = Bachelors and Above

Highly educated workers with a college degree and above

High-skill Occupations: Highly educated workers with analytical ability, problem solving, and creativity.

New Middle-Skill Occupations = “Some College”

Highly educated workers with education above a high school diploma, but less than a 4-year degree.

Low-Skill Occupations = High School or Less

Workers with no formal education beyond high school. They work in occupations that are physically demanding and cannot be automated.

New Realities: The “New Minimum”

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

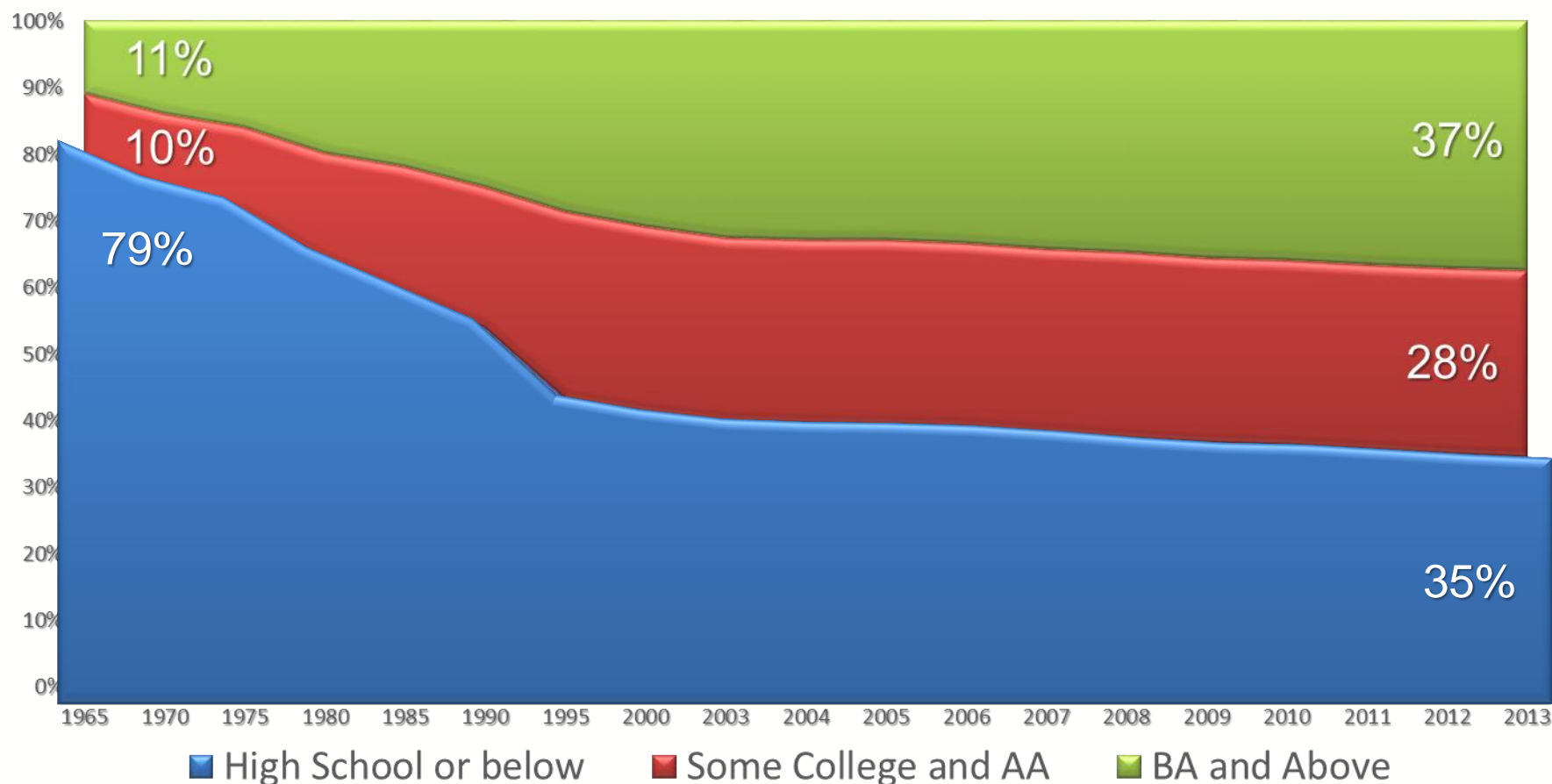


New Realities: The “New Minimum”



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

Defining the Problem: Increasing Need for More Education in Current Economy

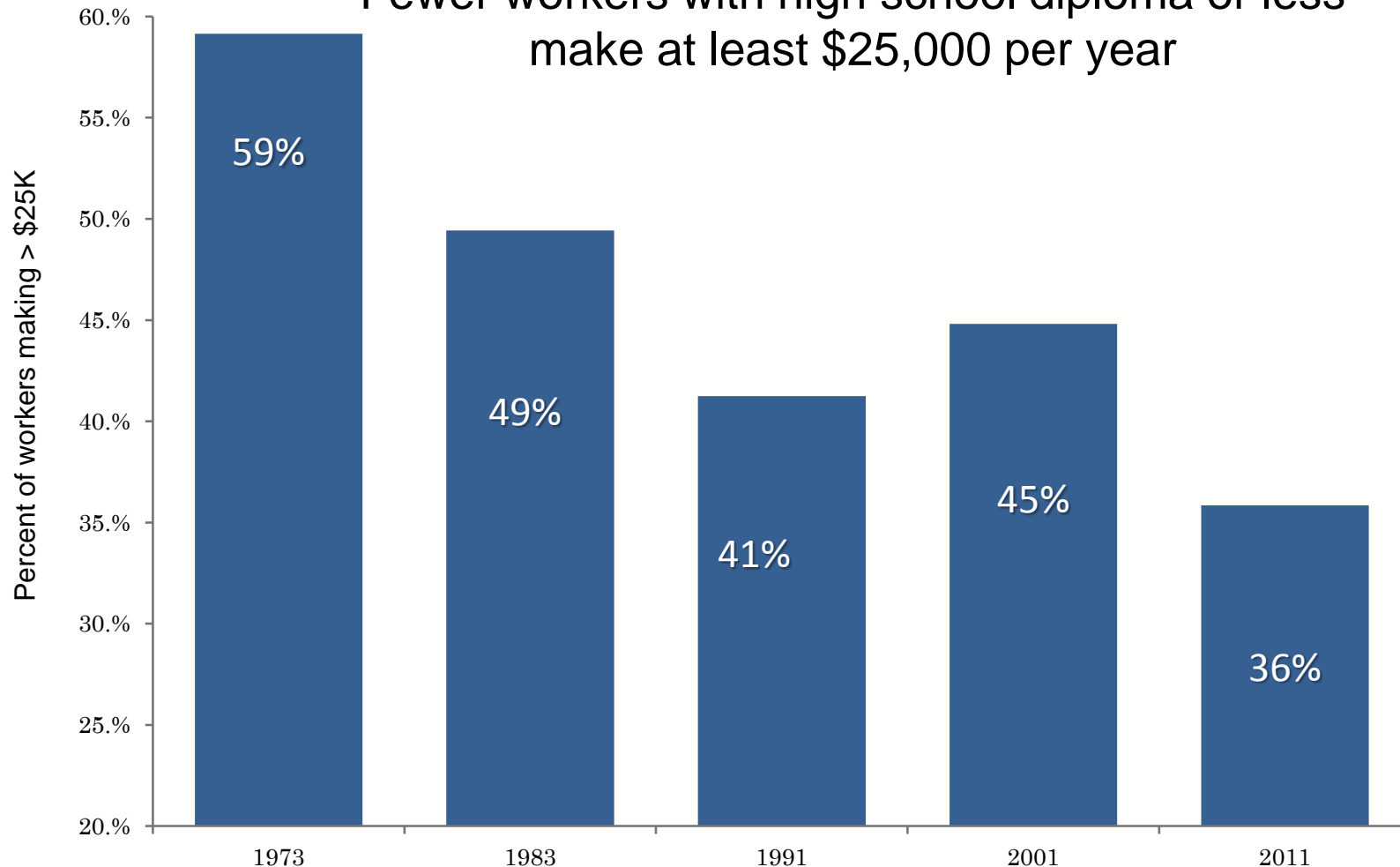


New Realities: The “New Minimum”



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

Fewer workers with high school diploma or less
make at least \$25,000 per year

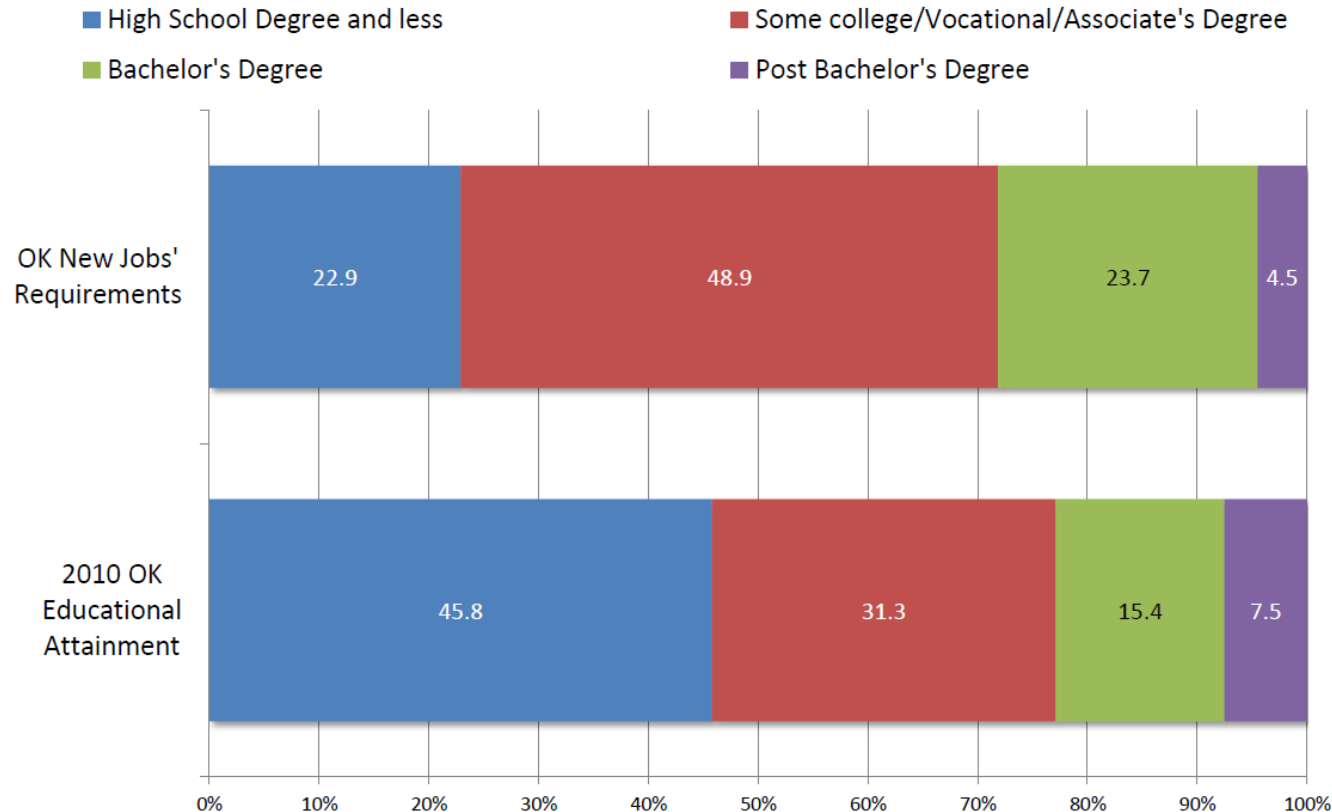


New Realities: The “New Minimum”



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

OK's Educational Gap for New Jobs



New Jobs defined as those jobs projected to be created between 2010 and 2020.
Source: 2010 ACS; EMSI Complete Employment - 2011.4

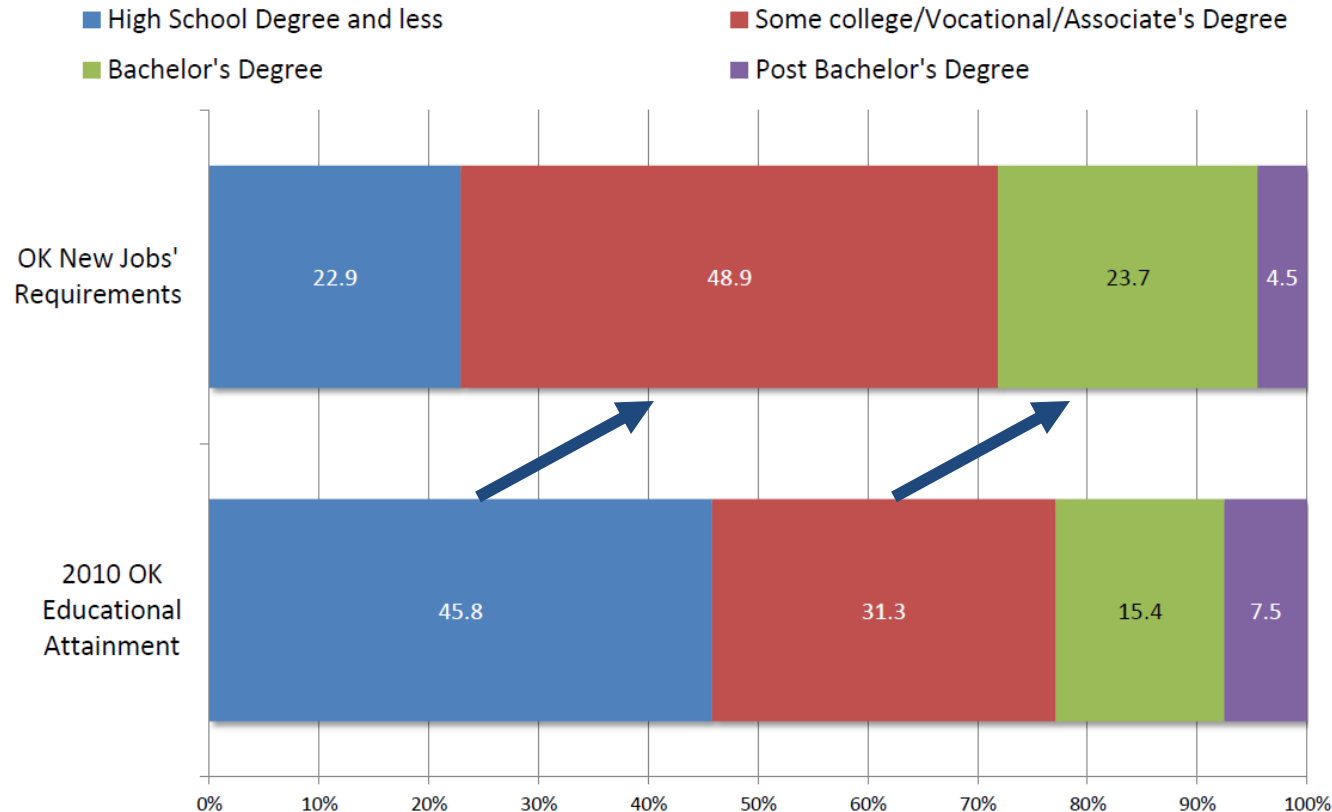
OKLAHOMA
DEPARTMENT OF COMMERCE

New Realities: The “New Minimum”



EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

OK's Educational Gap for New Jobs



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OKLAHOMA
DEPARTMENT OF COMMERCE

New Realities: Fewer Resources

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

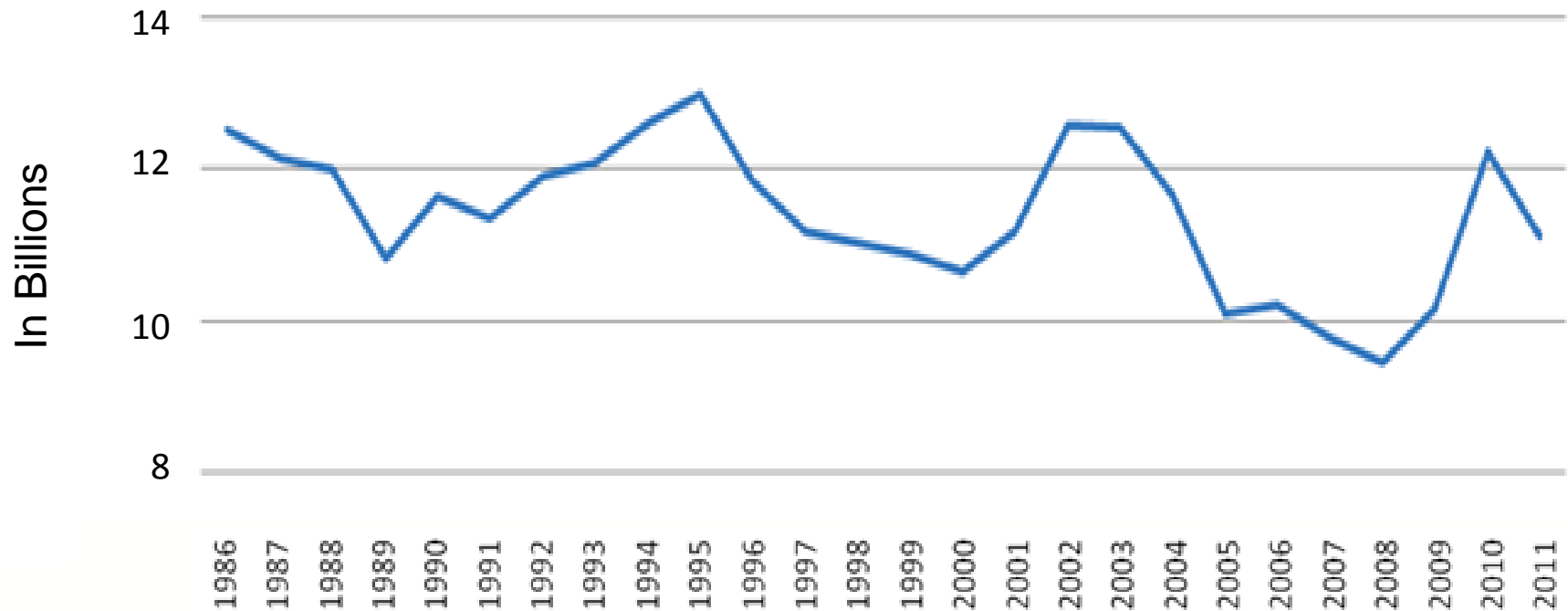


New Realities: Fewer Resources

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



Federal Employment and Training Expenditures

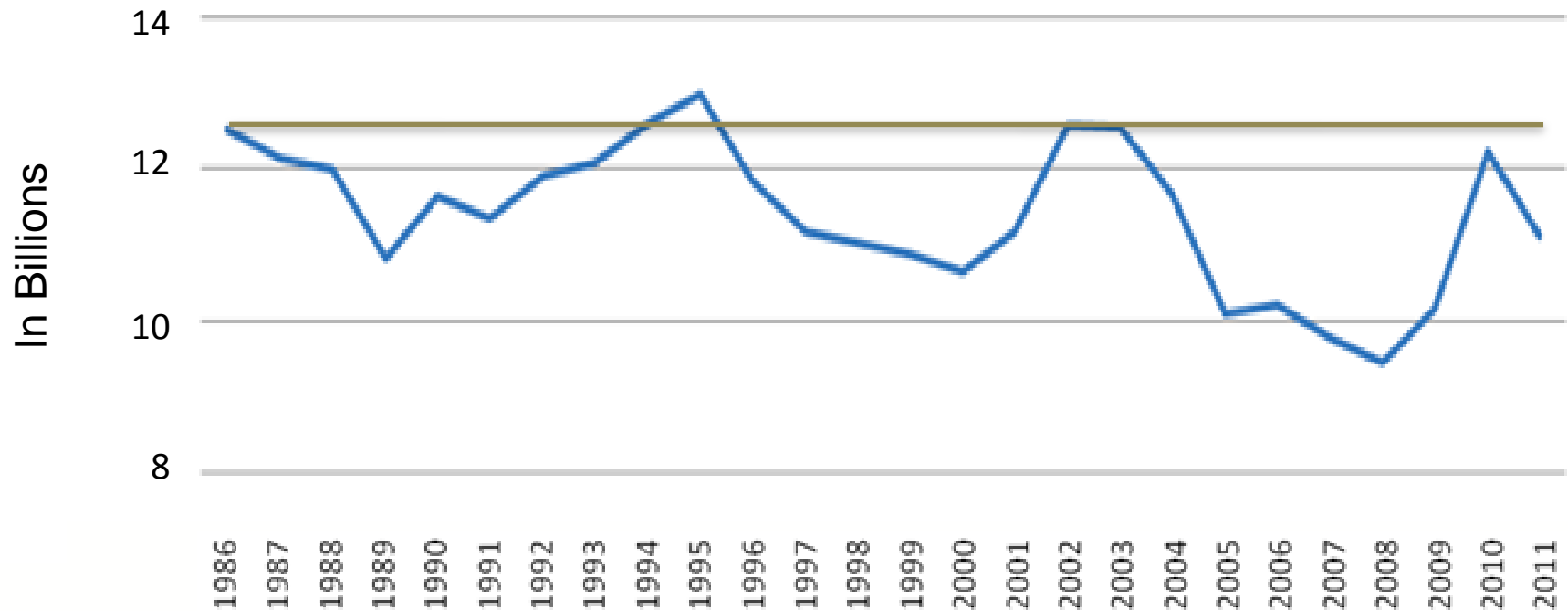


New Realities: Fewer Resources

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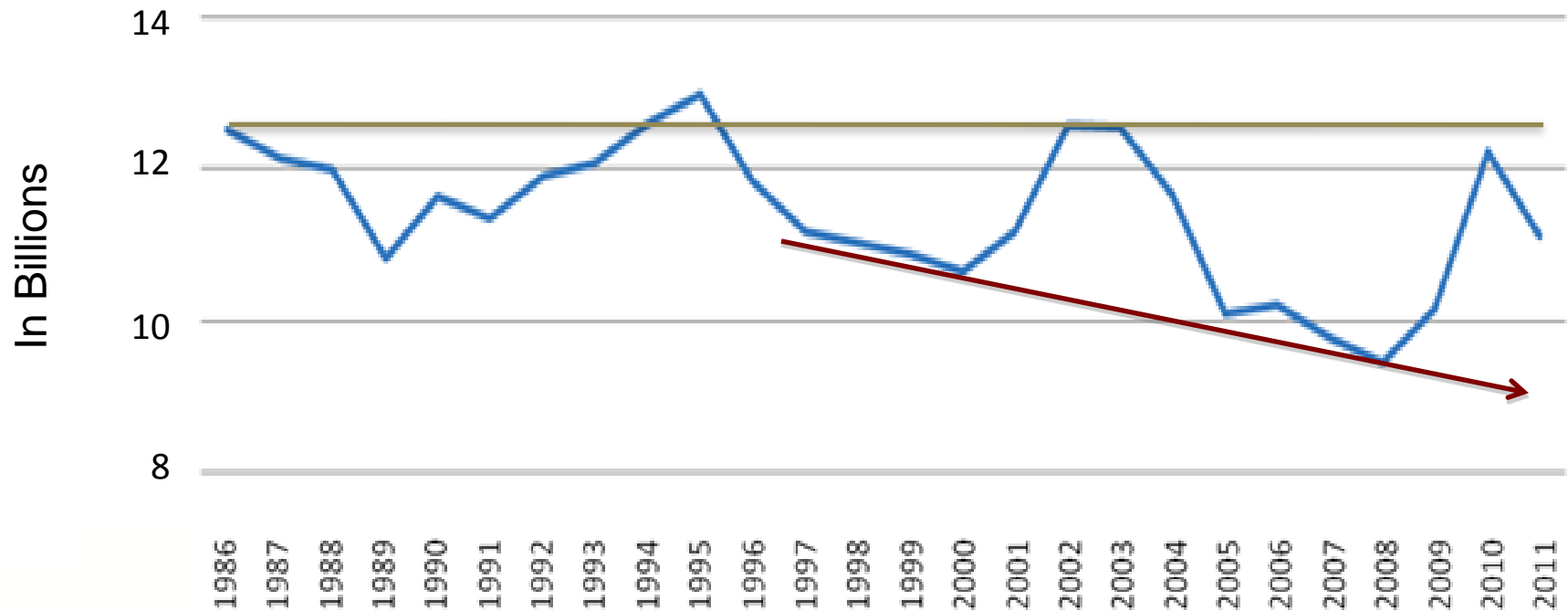


New Realities: Fewer Resources

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



Federal Employment and Training Expenditures





Skilled for Life?

KEY FINDINGS FROM THE SURVEY OF ADULT SKILLS



Survey of Adult Skills in brief



166 thousand adults...

Representing 724 million 16-65 year-olds in 24 countries/economies, including 5,010 Americans

Took an internationally agreed assessment...

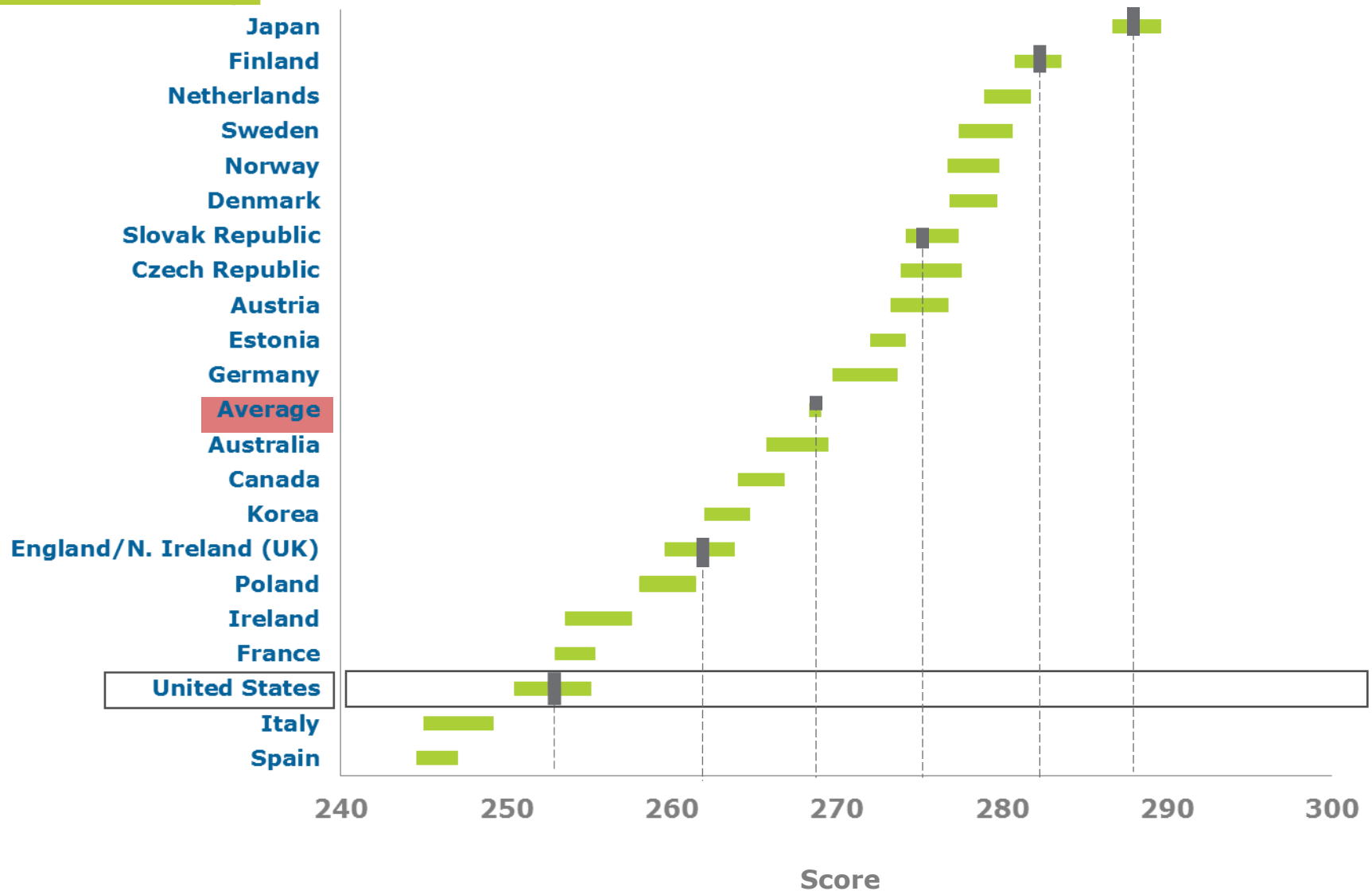


in literacy, numeracy and problem solving in technology-rich environments.



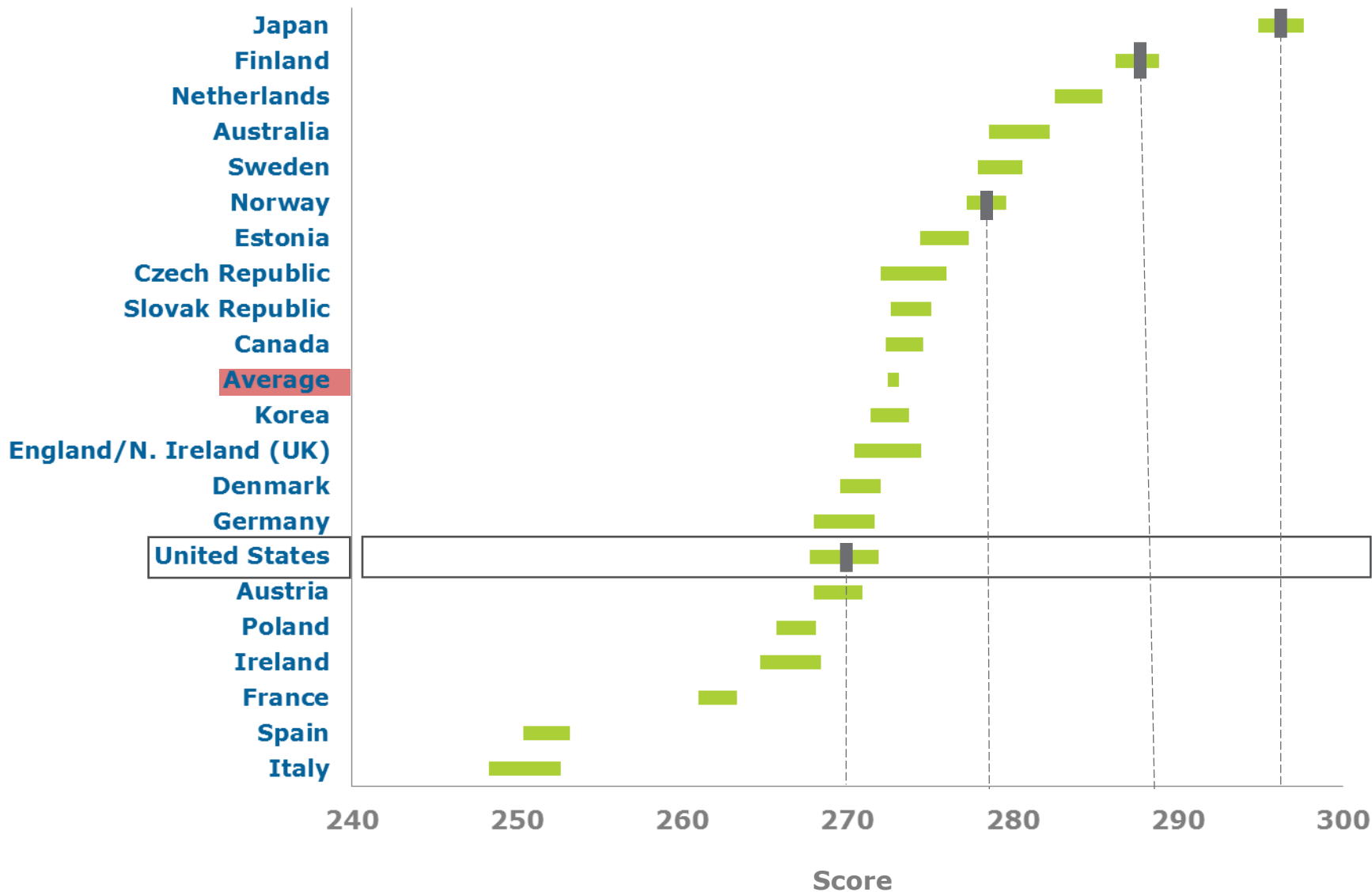
Skills of adults

Numeracy

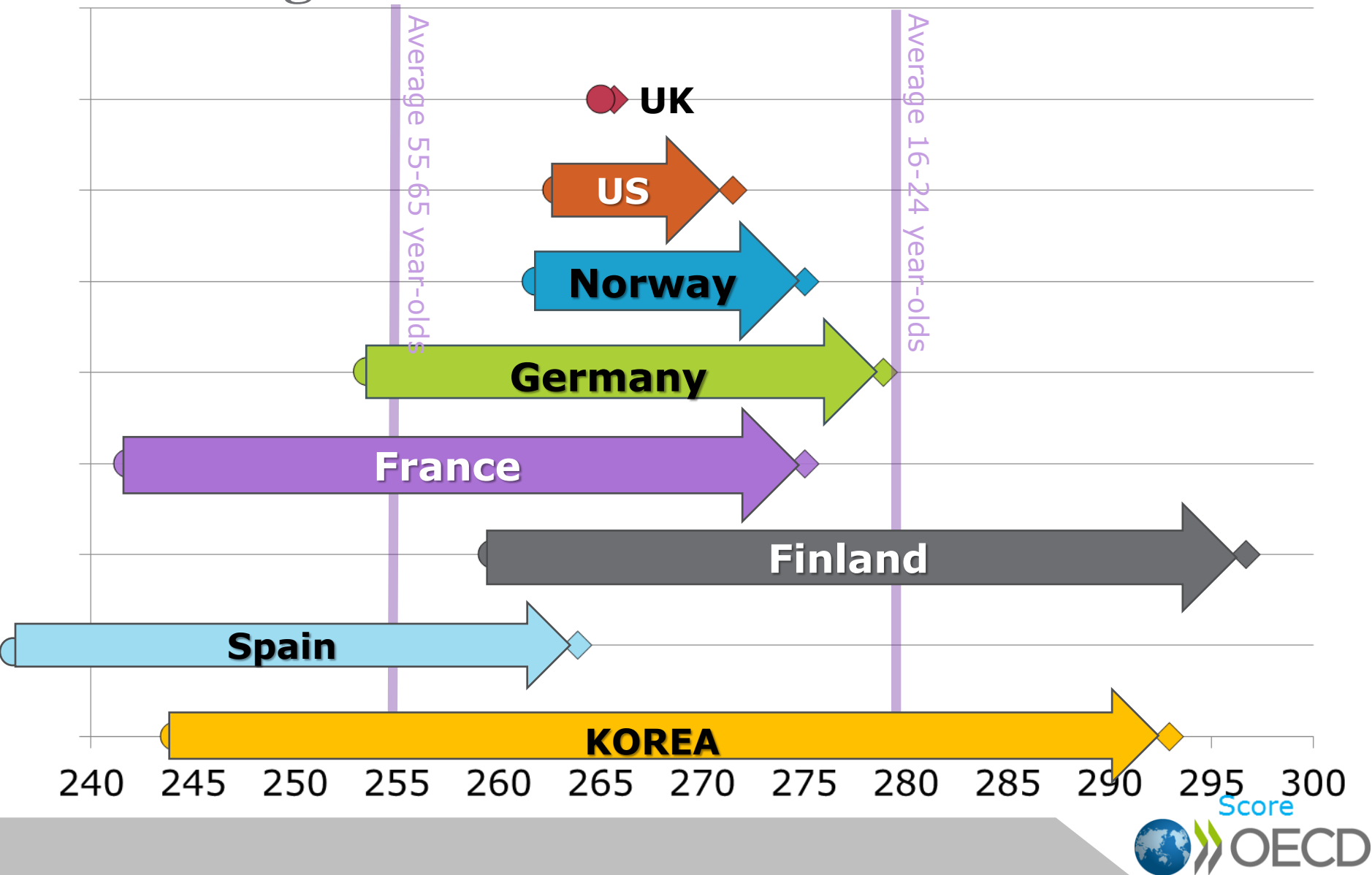


Skills of adults

Literacy



Literacy skills in younger and older generations



Sector Strategies Coming of Age:

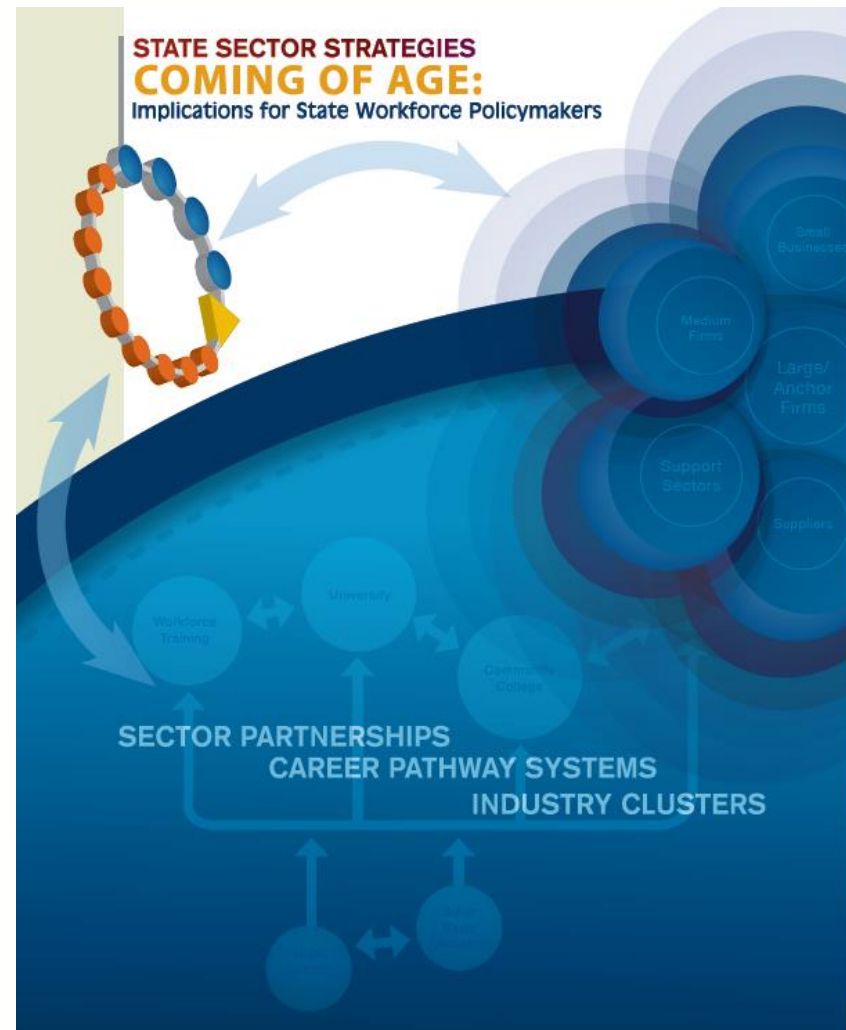
EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education

II. Workforce Development

III. Economic Development



Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education → Train & Pray

II. Workforce Development

III. Economic Development

Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education → Career Pathways

II. Workforce Development

III. Economic Development

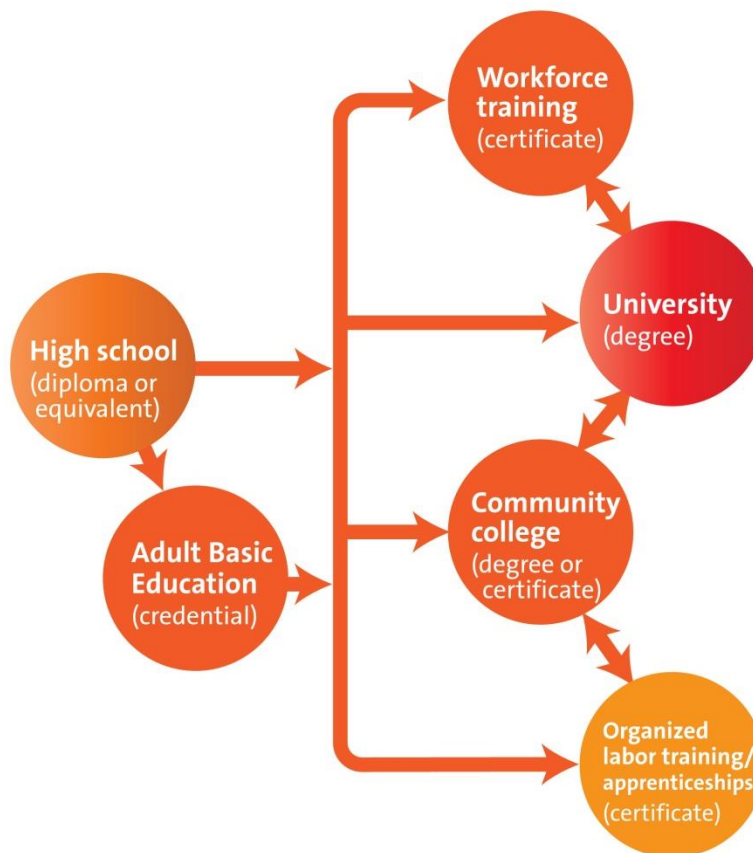
Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



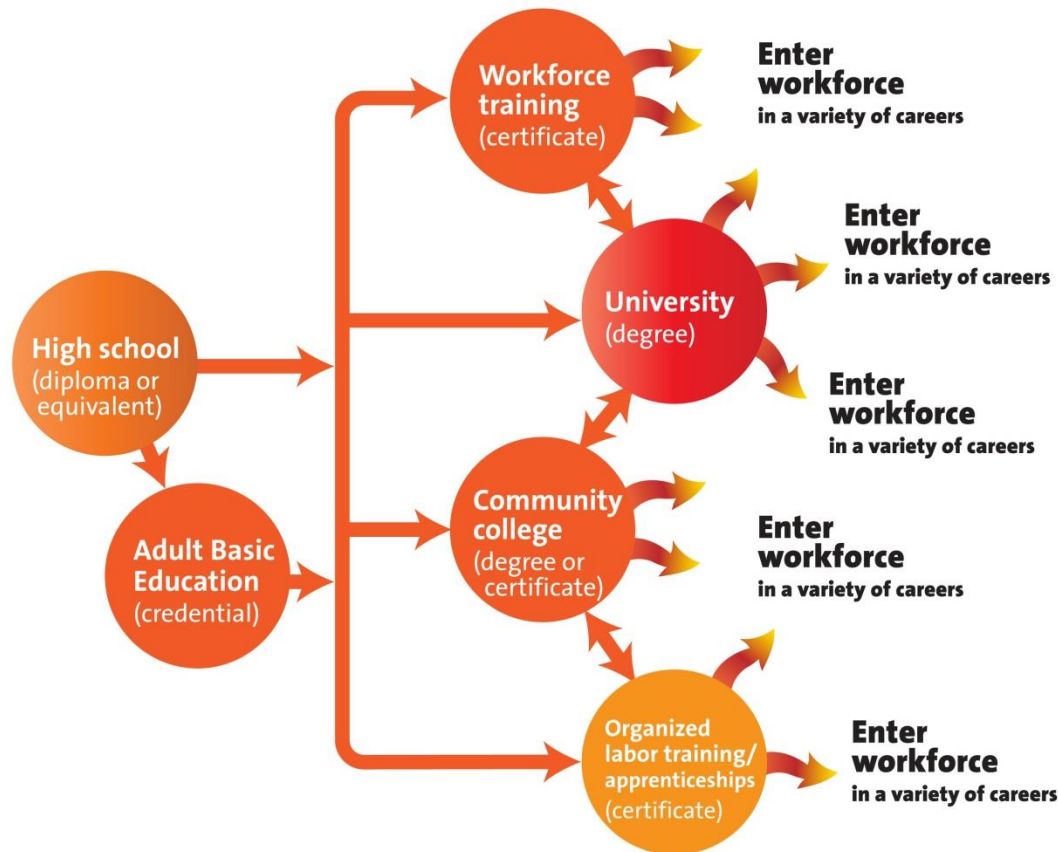
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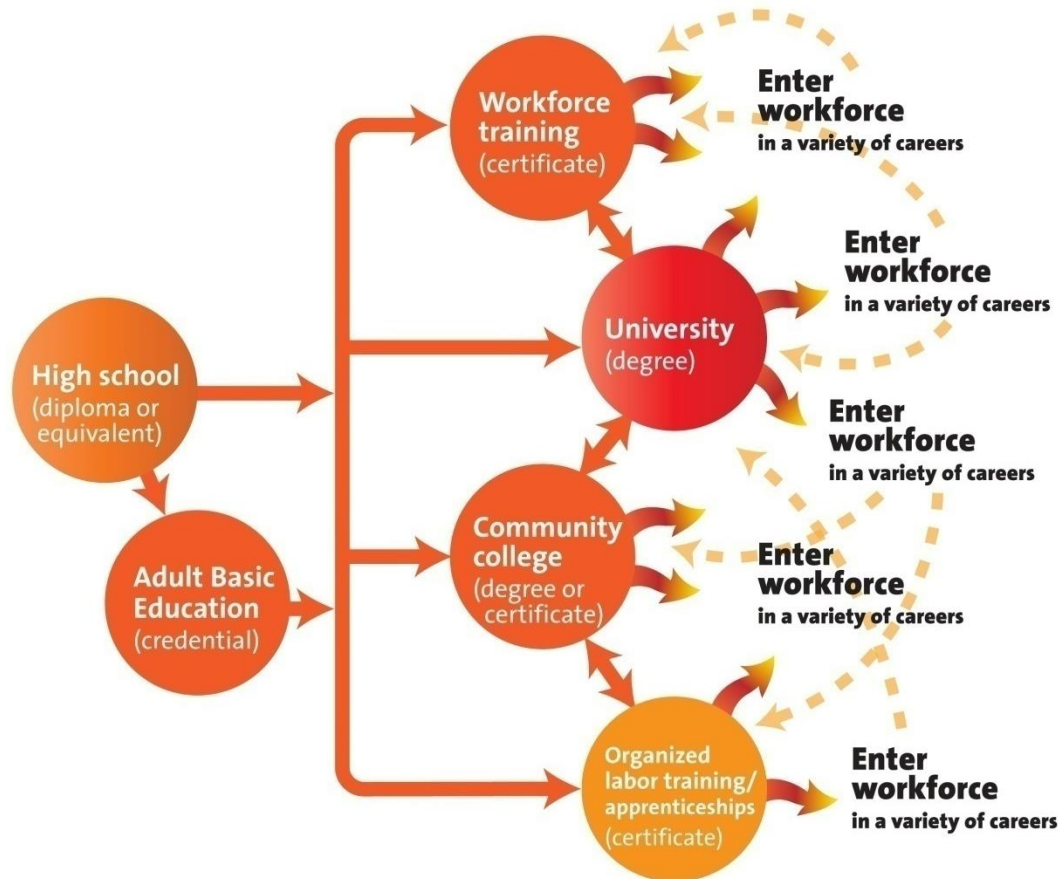
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After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

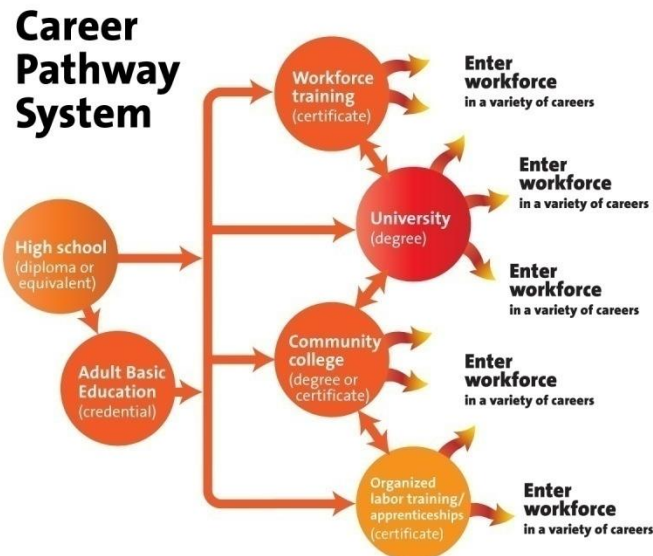
Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education → Career Pathways

II. Workforce Development

III. Economic Development



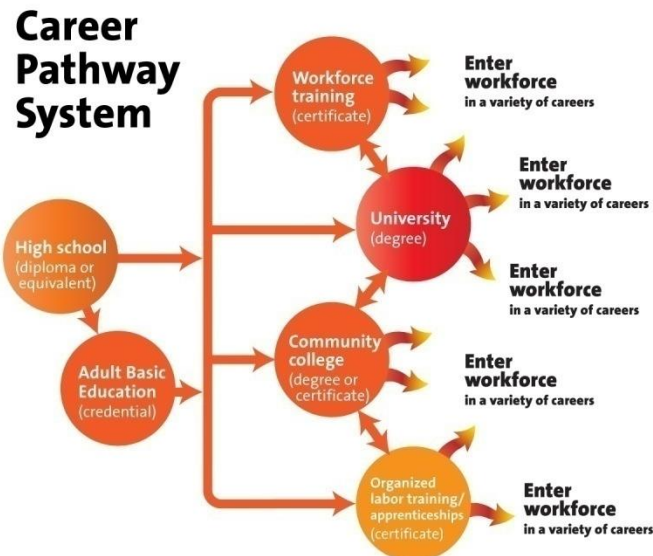
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EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education —————> Career Pathways

II. Workforce Development

III. Economic Development —————> ?



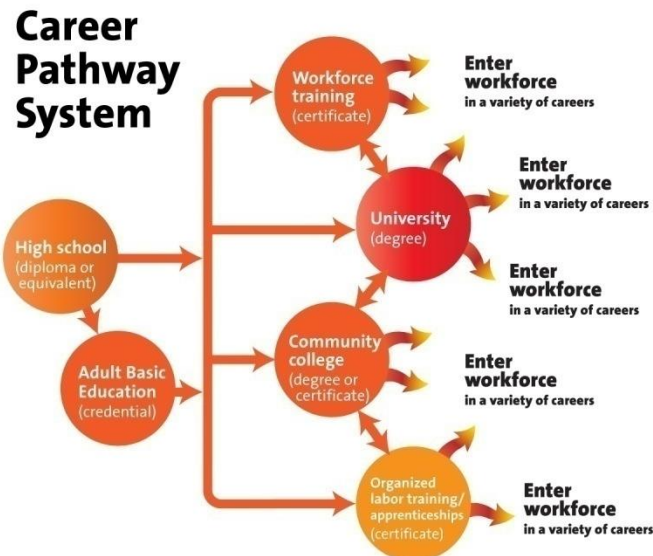
Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education

II. Workforce Development

III. Economic Development → Business Attraction



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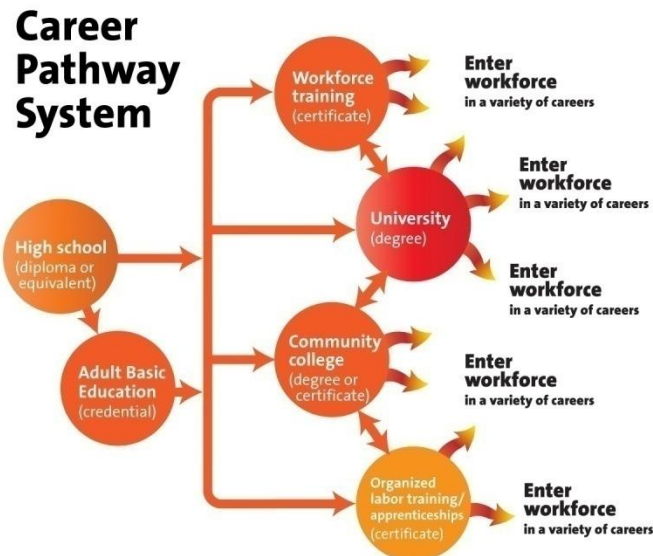
EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education

II. Workforce Development

III. Economic Development

Industry Clusters



Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology, and infrastructure.



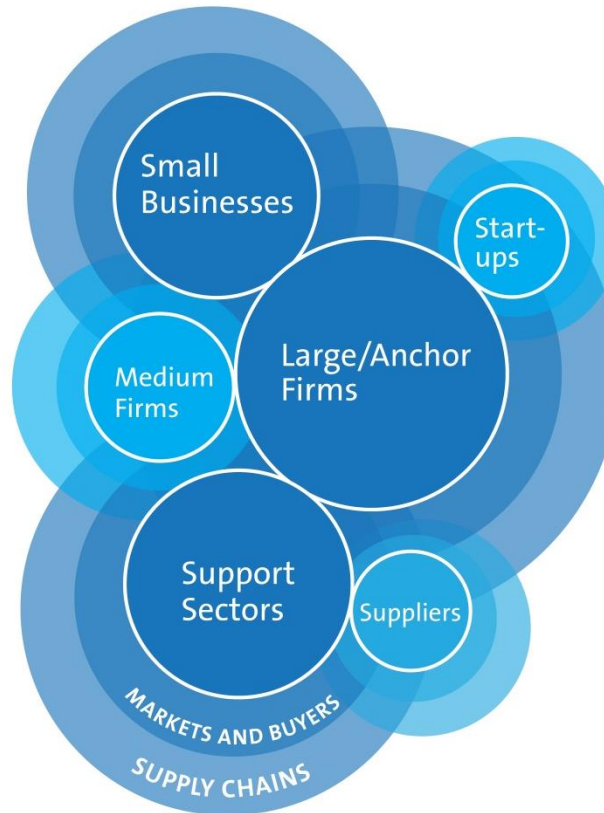
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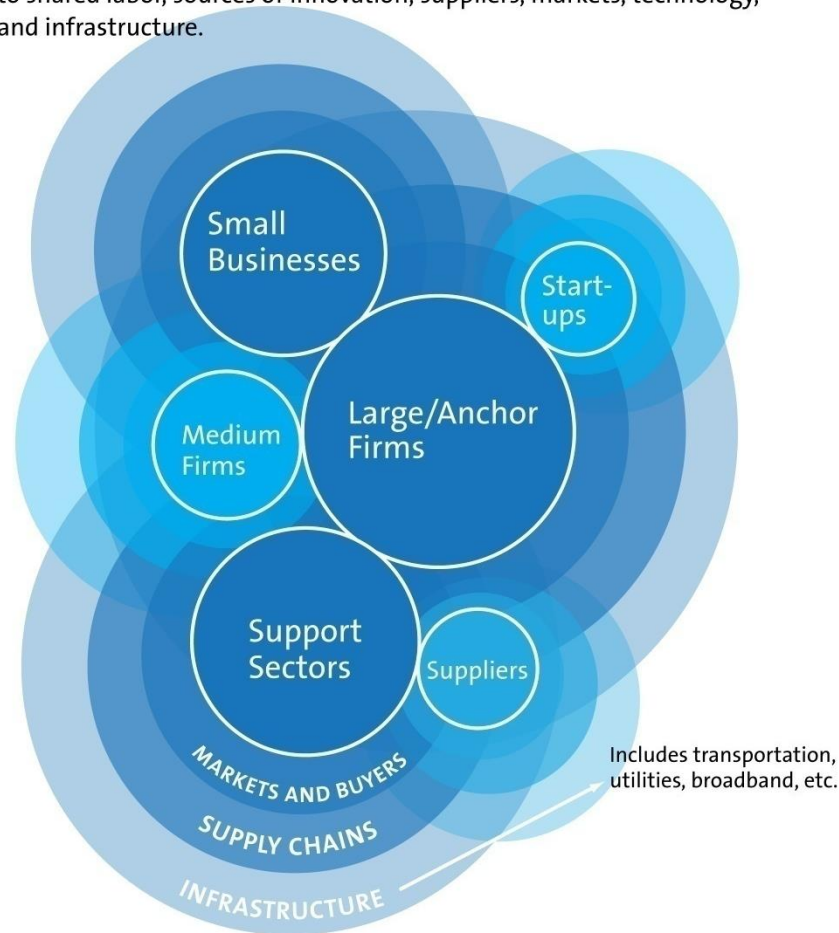
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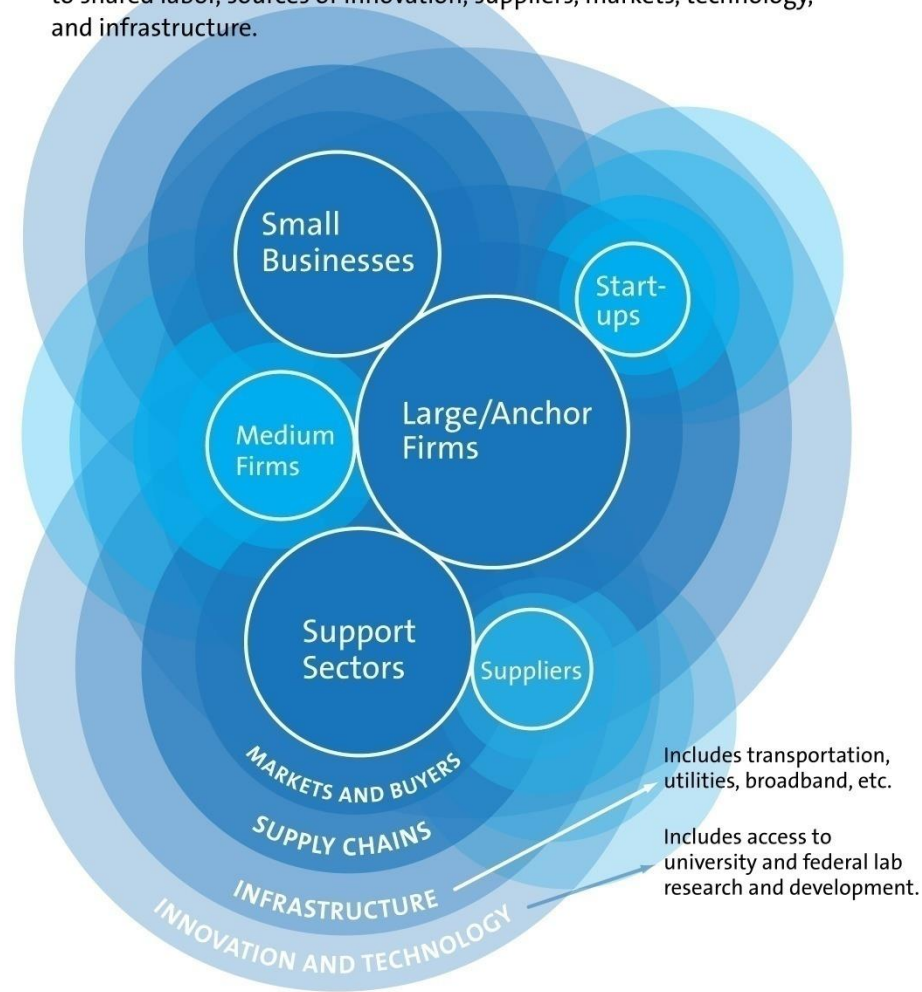
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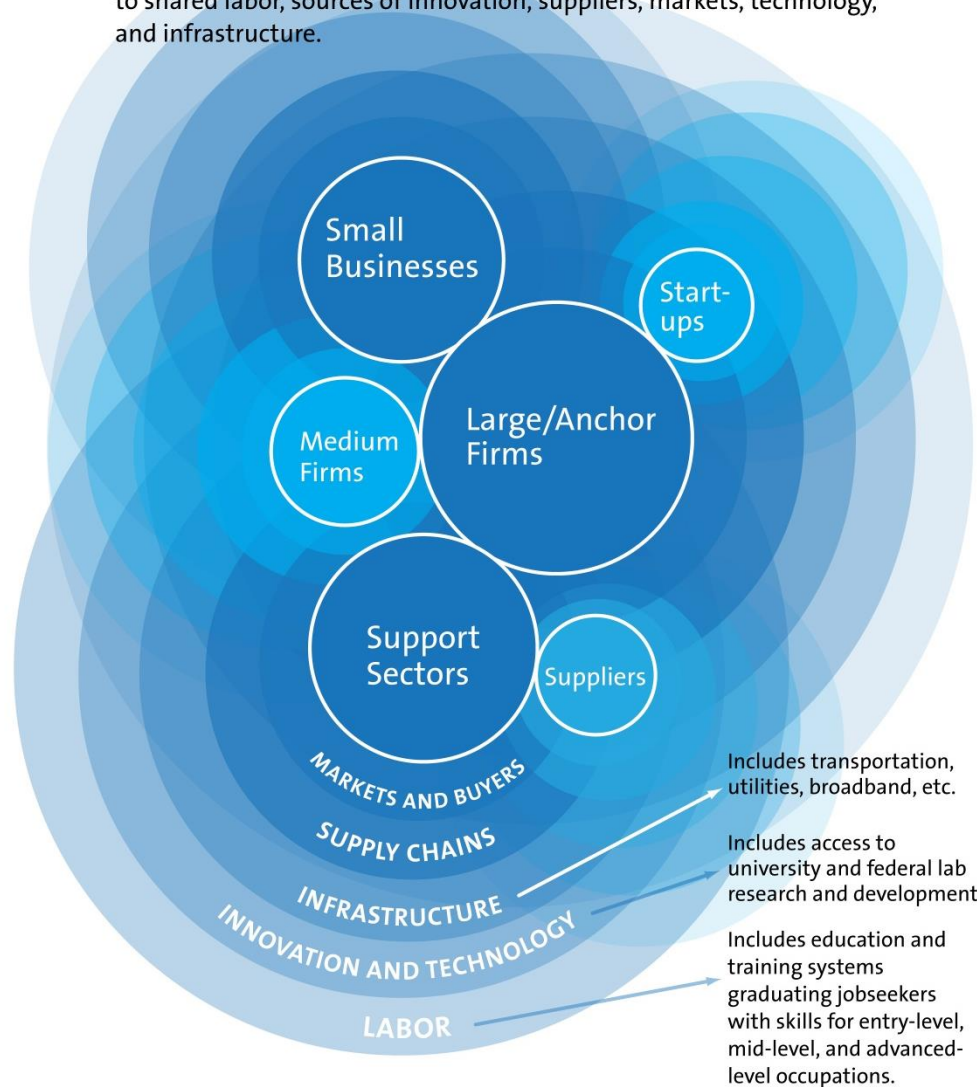
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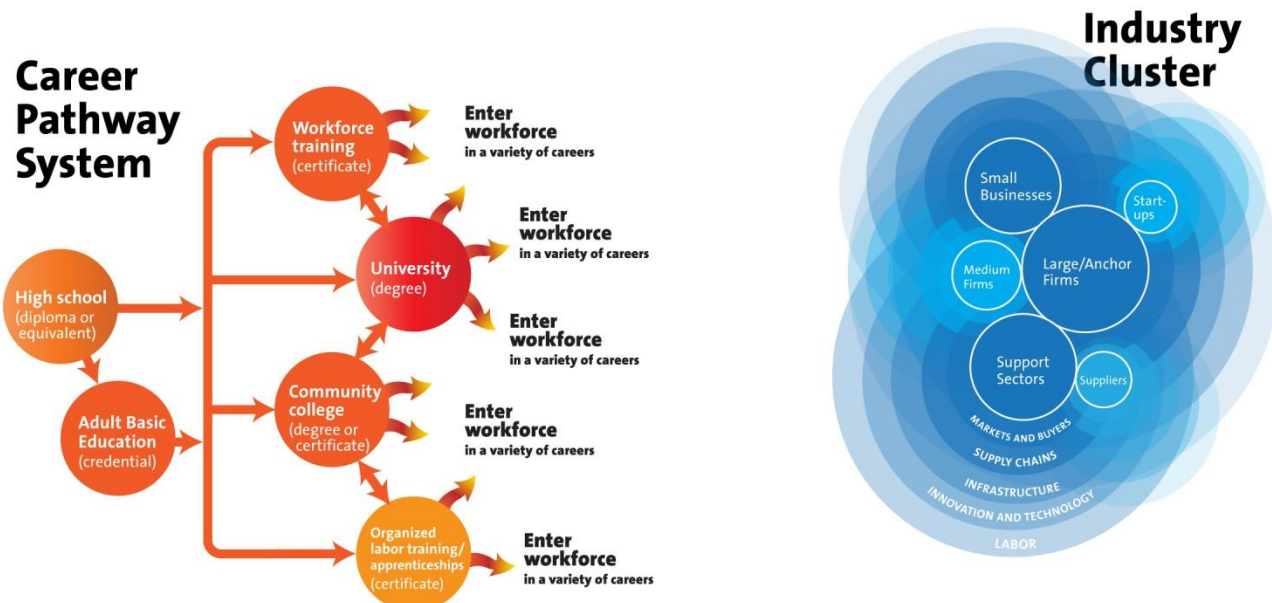
Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education → Career Pathways

II. Workforce Development

III. Economic Development → Industry Clusters



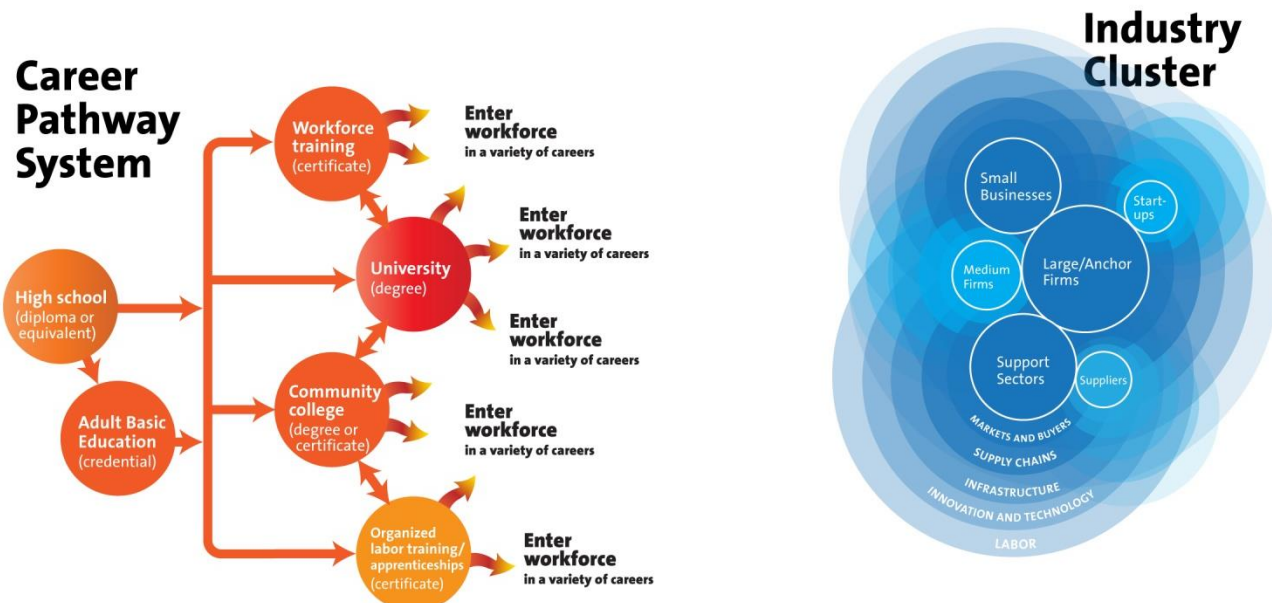
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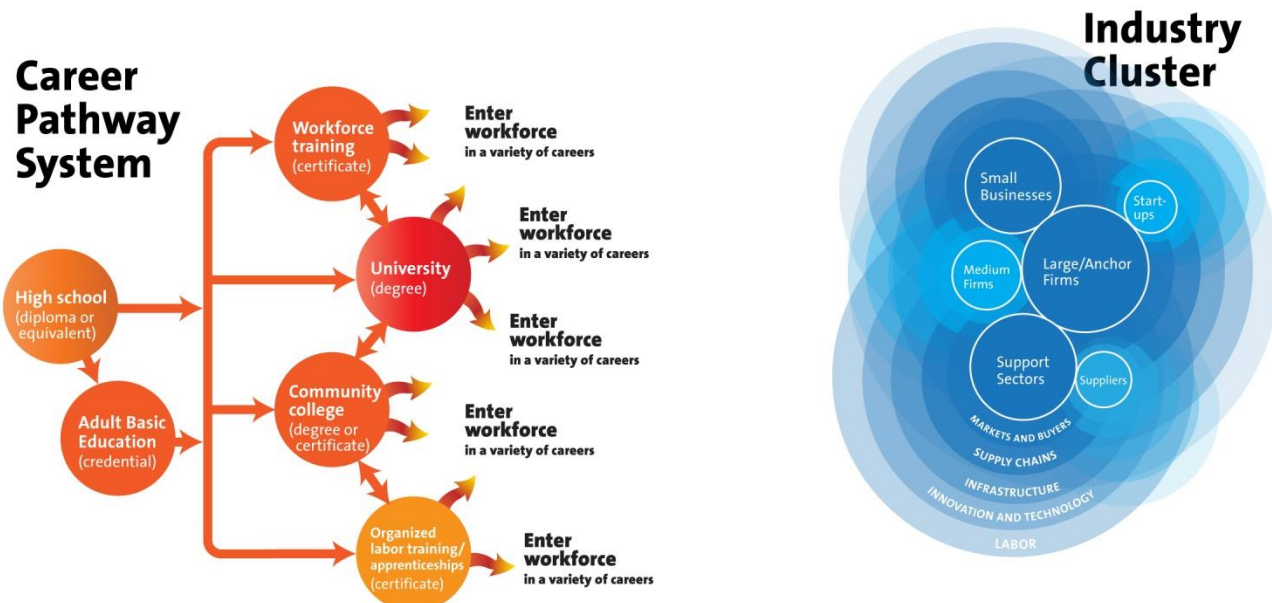
Sector Strategies Coming of Age:

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I. Education

II. Workforce Development → Labor Exchange & Customized Training

III. Economic Development



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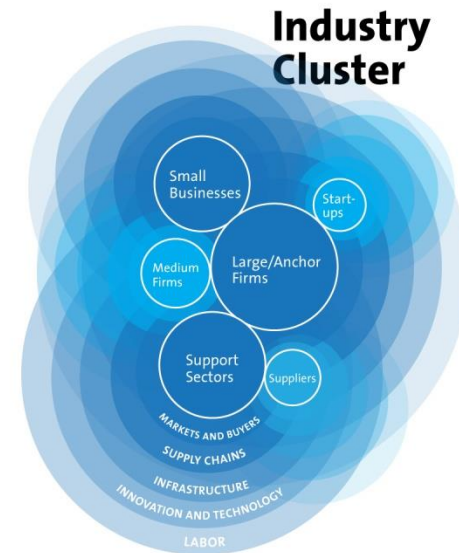
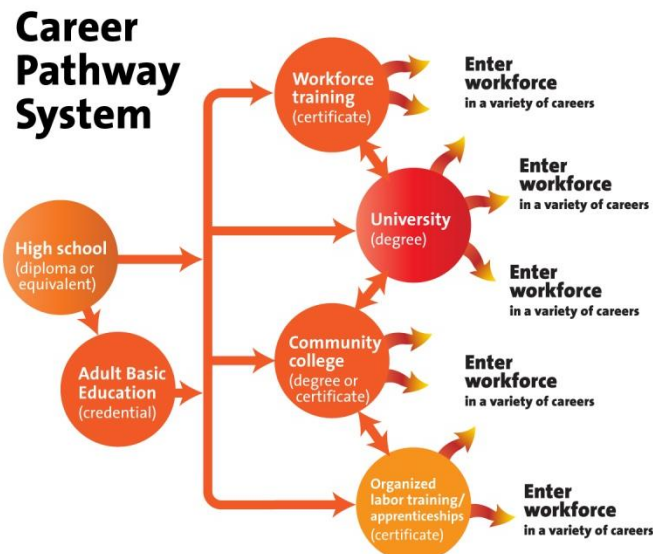
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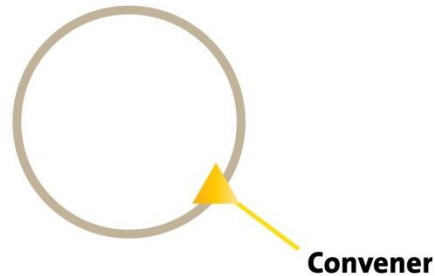
III. Economic Development

Sector Partnerships



Sector Partnership

The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.



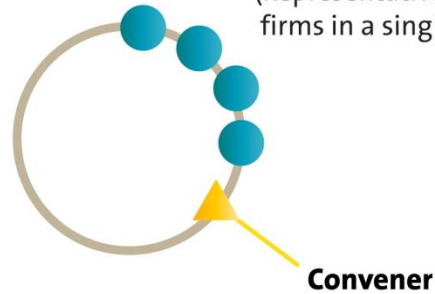
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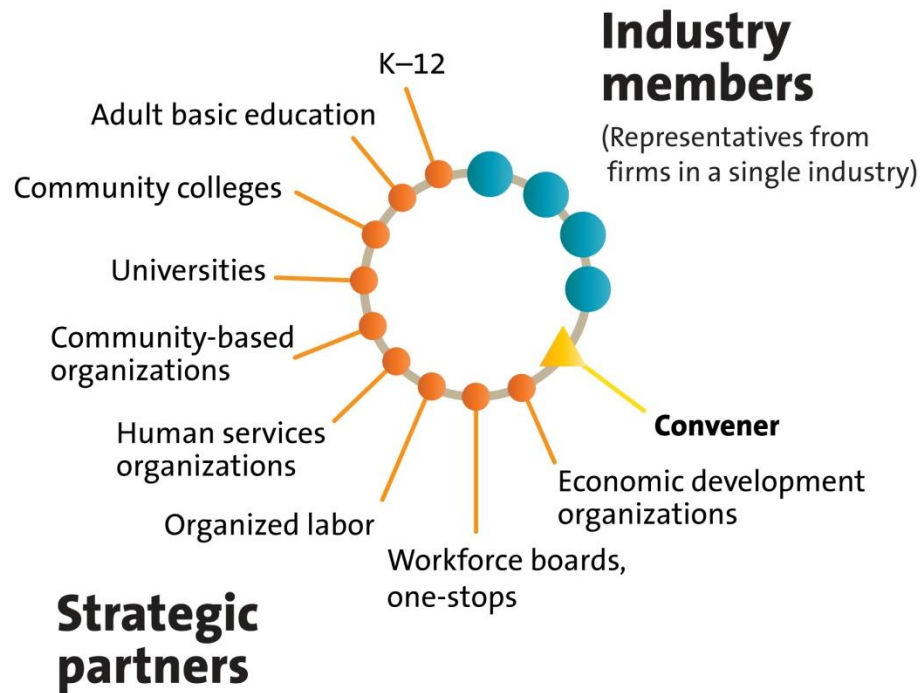
Industry members

(Representatives from firms in a single industry)



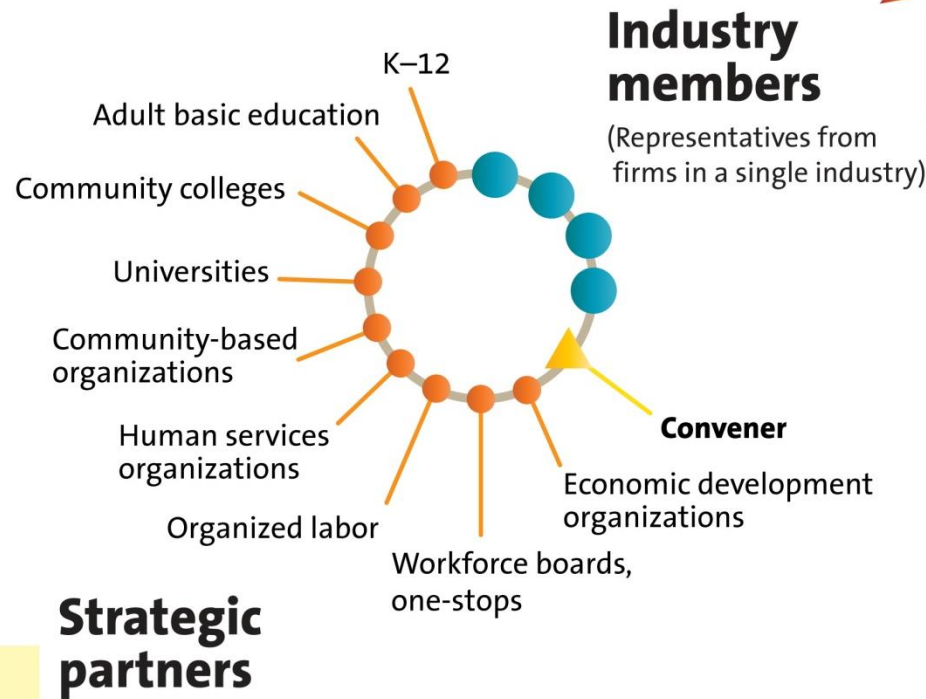
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Outcomes for Employers

- 41% employers report reductions in turnover
- 84% employers report significant increases in productivity
- 100% employers report participation in Partnership was valuable

Outcomes for Workers

- 48% worker participants exited poverty
- 18% higher earnings
- more likely to work and in jobs with benefits

Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education —————> Career Pathways

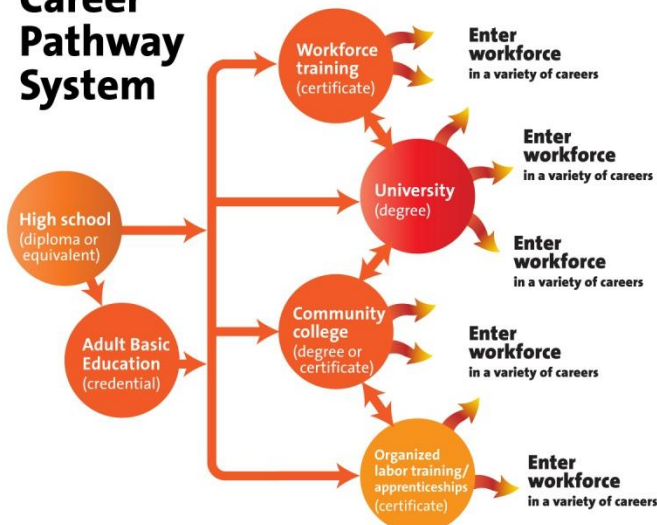
II. Workforce Development —————> Sector Partnerships

III. Economic Development —————> Industry Clusters

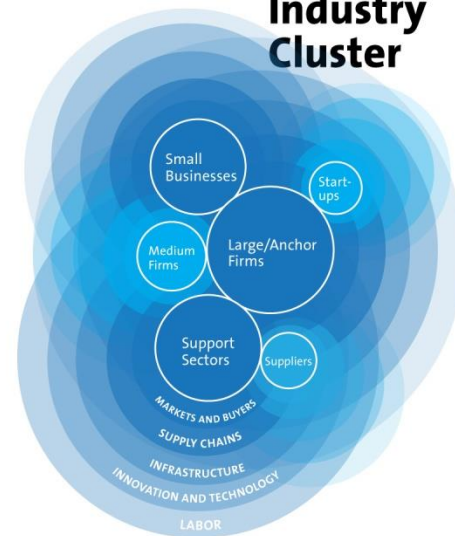
Sector Partnership



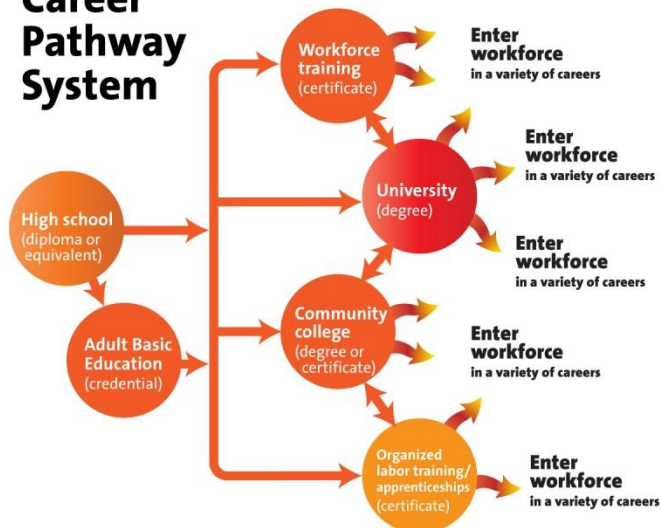
Career Pathway System



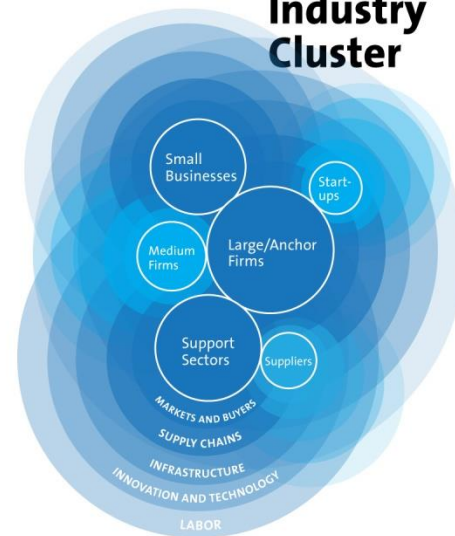
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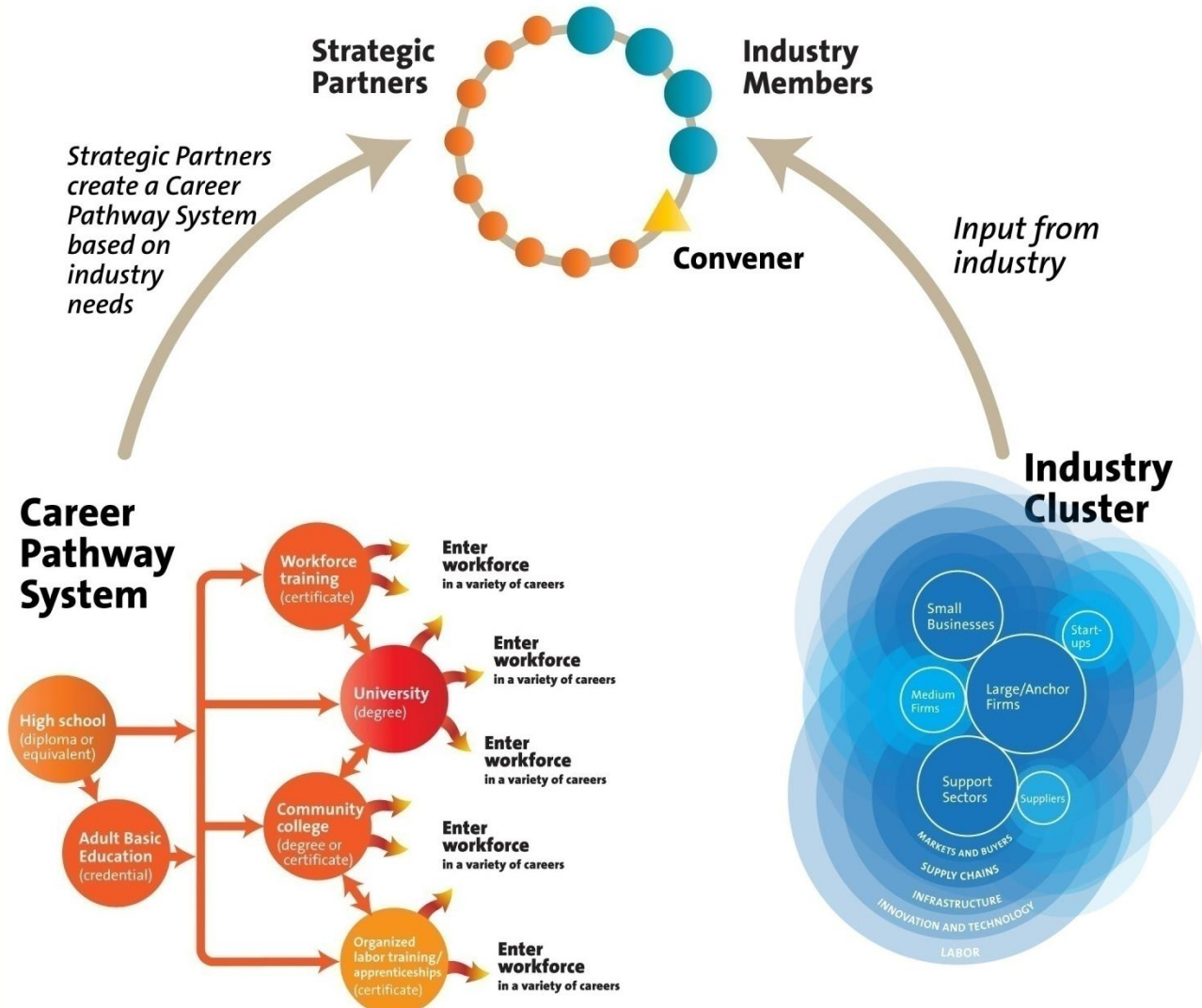
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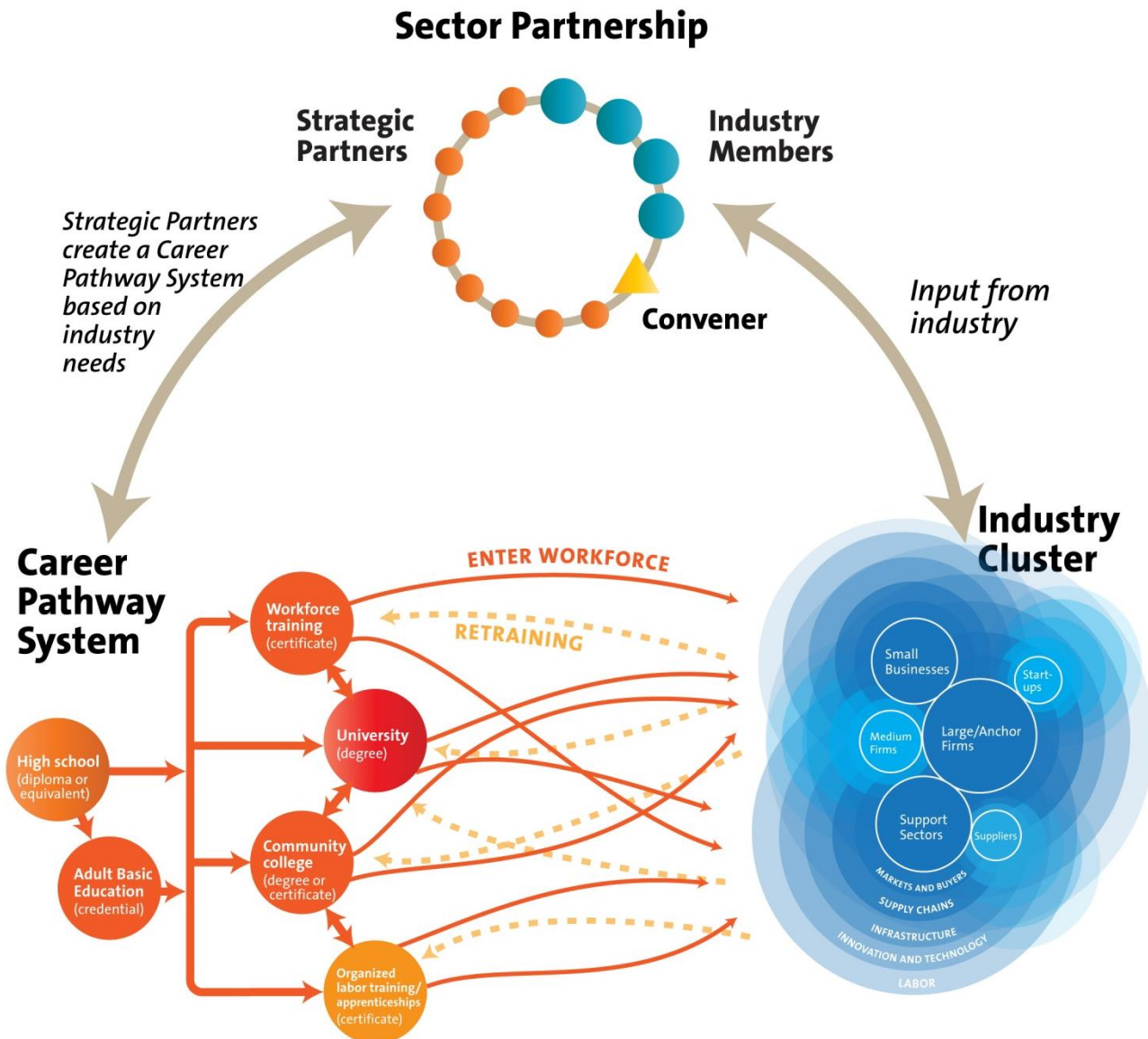


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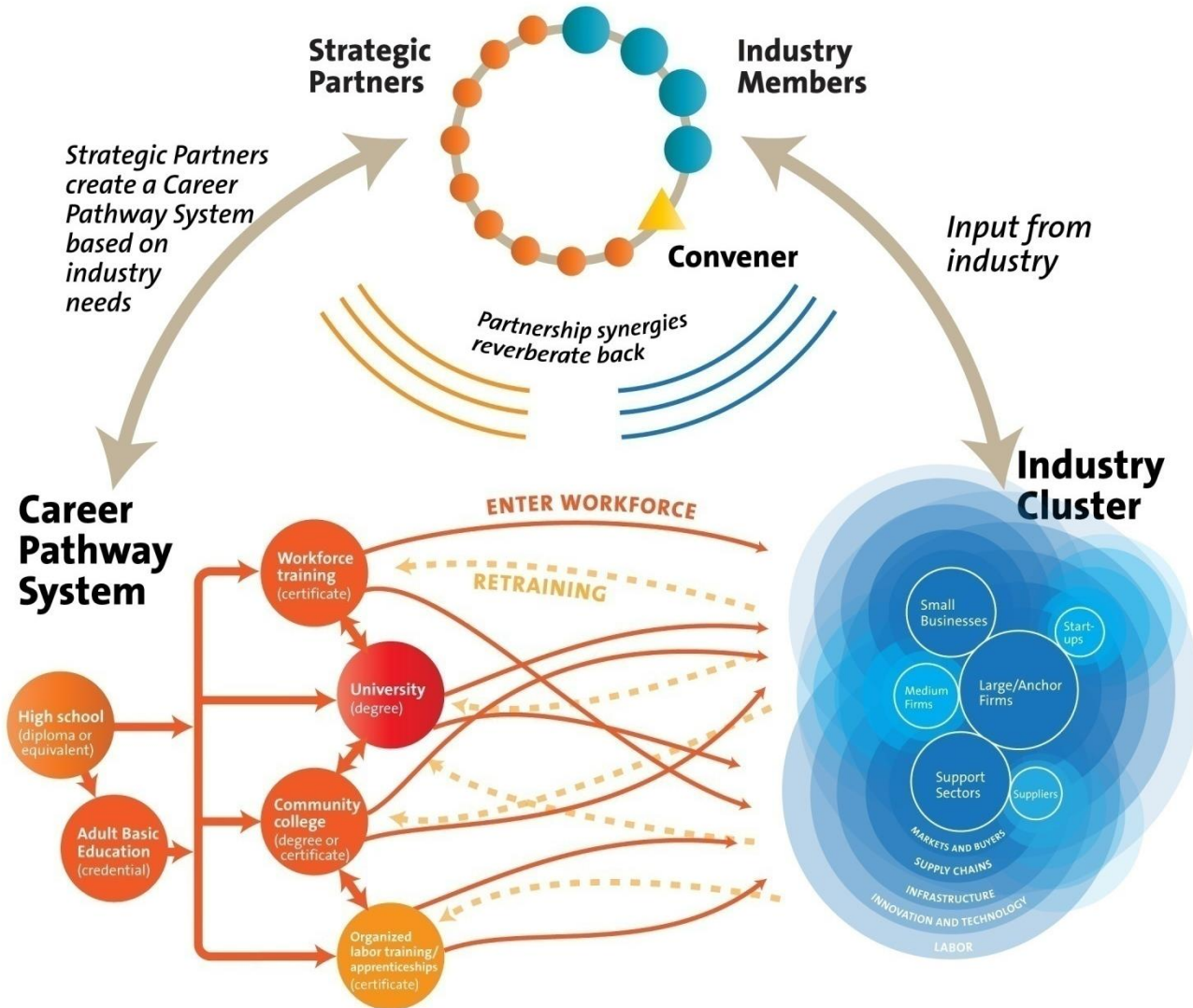


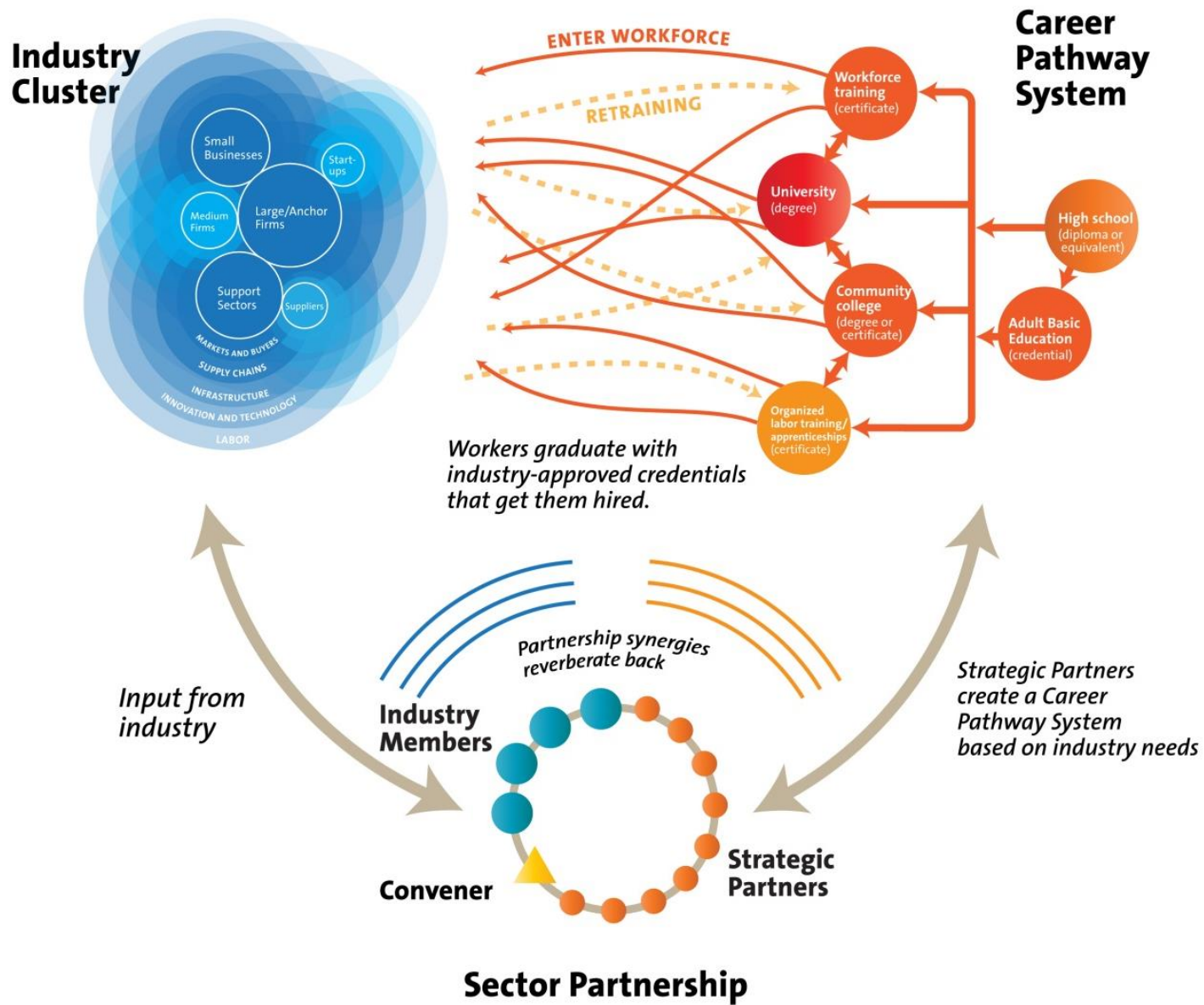
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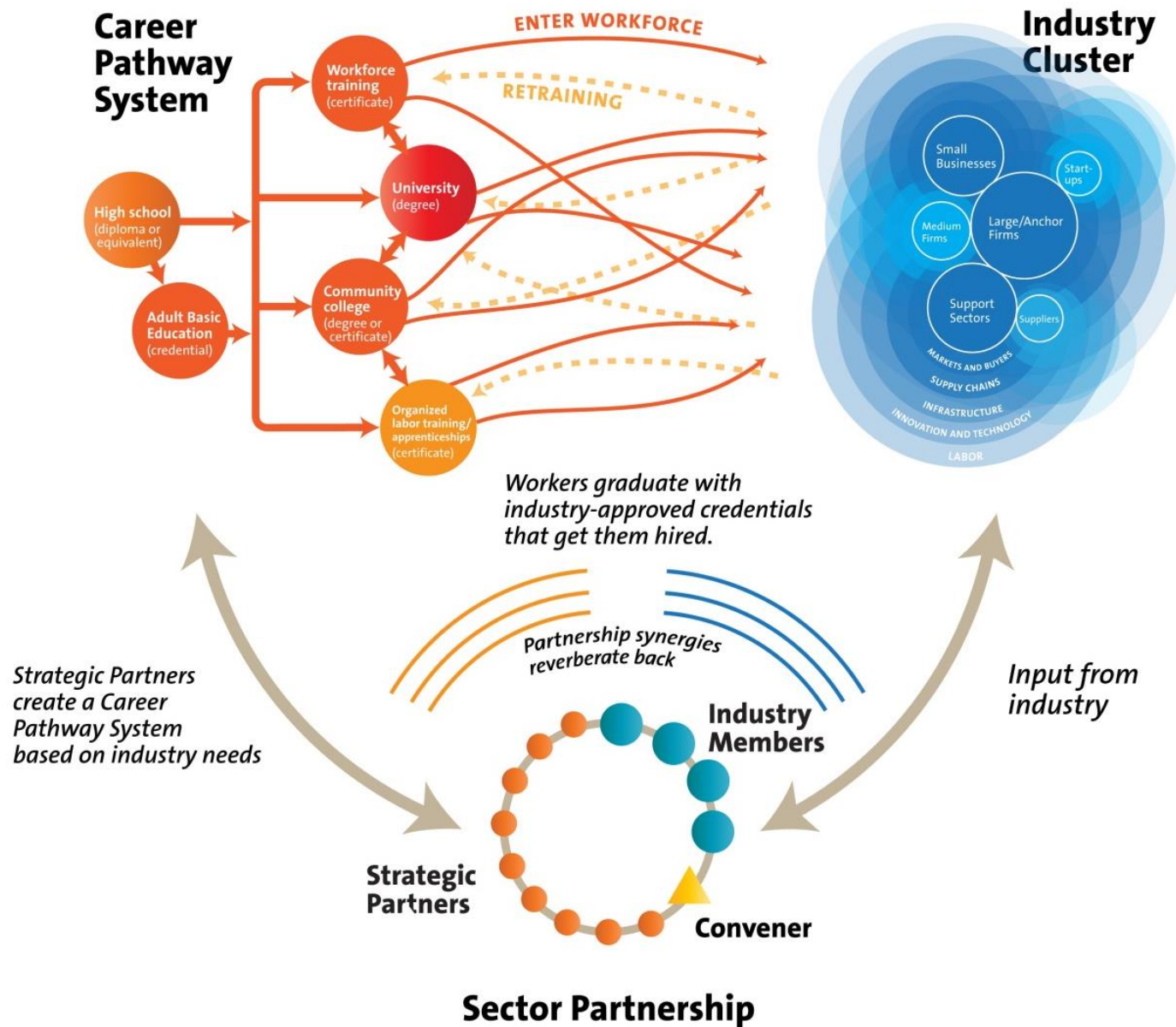




Sector Partnership







VIRGINIA'S REGIONAL CAREER PATHWAYS INITIATIVE

Located on the Virginia Peninsula

- Engaged 14 Major Manufacturers in the region
- Local Workforce investment board
- Community colleges
- Six school districts

Consortium Dedicated to:

- Research and Development
- Implementation and continuous improvement of career pathways
- Education & training specifically tailored to more than 11,000 jobs available in next 5 years

Regional Strategic Planning:

Skills to Succeed Inventory (2012 – 2016)

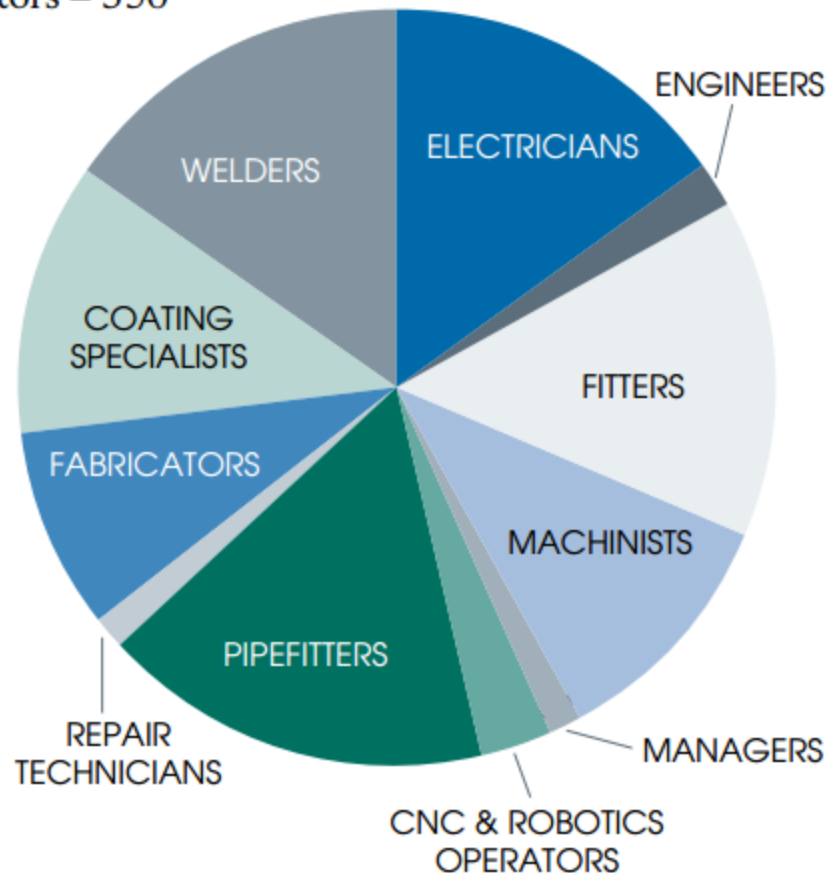
Road map to Success (Strategic Plan)



VIRGINIA'S ADVANCED MANUFACTURING CONSORTIUM

The occupations and job openings include:

- CNC and Robotics Operators – 350
- Coating Specialists (Surface Prep Technicians) – 1,300
- Electricians – 1,700
- Engineers – 200
- Fabricators/Sheetmetal Workers – 950
- Fitters – 1,600
- Machinists – 1,200
- Production and Account Managers – 150
- Pipefitters – 1,850
- Repair Technicians – 150
- Welders – 1,700



VIRGINIA'S ADVANCED MANUFACTURING CONSORTIUM

Hampton Roads Higher Education and Workforce Credentials In Manufacturing Related Careers

OCCUPATION	TNCC	HU	ODU	NSU	NNS-AS	NHREC	TCC	RCC
Computer Aided Drafting/Design	AAS, CERT, CSC	AS					AAS, CERT	
Engineering, General	AS	BS	BS, ME, MS, DEG, PhD				AS	
Engineering Technology	AAS		BS				CERT	AAS
Engineering Management			MS, ME				CSC	
Electrical/Electronic Engineering	AS		BS	BS, MS			CERT	
Electrical/Electronic Eng. Tech.	AAS, CERT, CSC		BS				AAS	
Electrical/Electronic/Comp. Eng. Tech.				BS			CERT, CSC	CSC
Elec. Mech. Assembler	CSC						AAS, CERT, CSC	
Elec. Maintenance Tech.	CSC					WD		
Elec. Production Tech.	CSC							
Electrical Tech.	AAS, CSC					WD	AAS, CERT	
Engineering Performance Spec.	CSC							
High Performance Manufacturing	CSC							
Civil Engineering Technology							AAS, CSC	
Environmental Engineering	AS	BS						
Industrial Technology							AAS, CSC	AAS
Optical Engineering	AAS			BS				
Aircraft Powerplant Tech.		CERT						
Airframe Mech. and Aircraft Maint. Tech.		CERT						
Mechanical Engineering Tech.	AAS, CSC		BS	BS			CSC	CERT, CSC
Auto. Mech. Tech.	AAS, CERT, CSC					WD	AAS, CSC	
Avionics Maintenance Tech.		AS						
Diesel Mechanics Tech.							CSC	
Heating, A/C, Vent and Refrig. Maint. Tech.	AAS, CERT, CSC, WD					WD	AAS, CERT	CSC
Precision Metal Working							CERT, CSC	CSC
Welding Technology/Welder	CSC, WD					WD	CERT, CSC	CSC
World Class Shipbuilder	AAS				ARI			
Trades Related Education	AAS				ARI			
CNC Machining	CSC, WD					WD	AAS	
Plumber/Pipefitter						WD		

Advanced specializations along Career Pathways are available through the community colleges and the universities in many degrees, and with the NNS Apprenticeship School in Advanced Shipyard Operations, Cost Estimation, Modeling and Simulation Marine Design, Nuclear Testing and Production Planning.

AAS — Associate of Applied Science
ARI — Apprenticeship Related Instruction
AS — Associate's Degree
BS — Bachelor of Science
CERT — Certified Career Studies Certificate
CSC — Career Studies Certificate

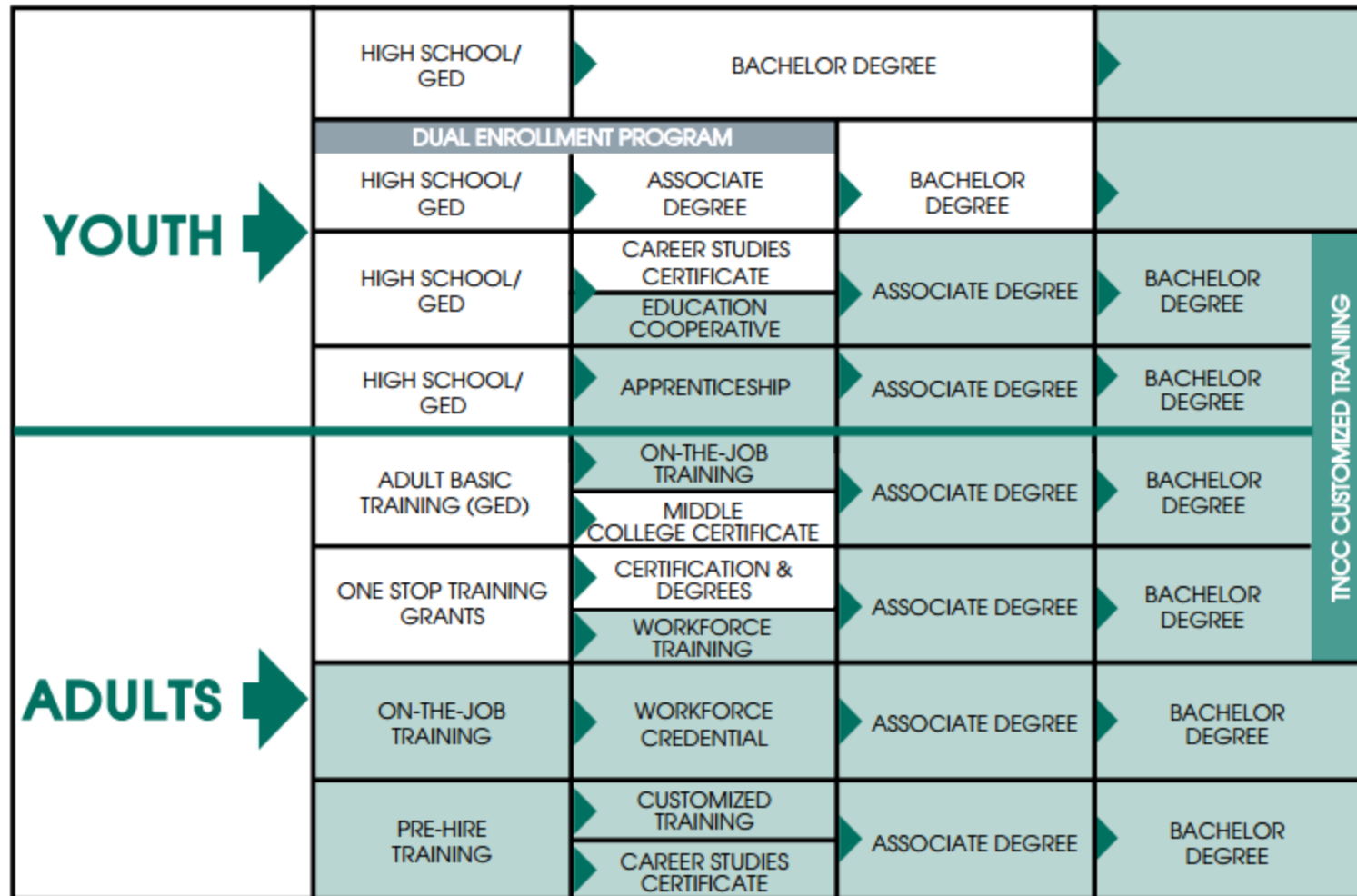
ME — Master of Engineering
MS — Master of Science
WD — Workforce Development
TNCC — Thomas Nelson Community College
HU — Hampton University

ODU — Old Dominion University
NSU — Norfolk State University
TCC — Tidewater Community College
RCC — Rappahannock Community College
NNS-AS — Newport News Shipyard-Apprenticeship School
NHREC — New Horizons Regional Education Center

VIRGINIA'S ADVANCED MANUFACTURING CONSORTIUM

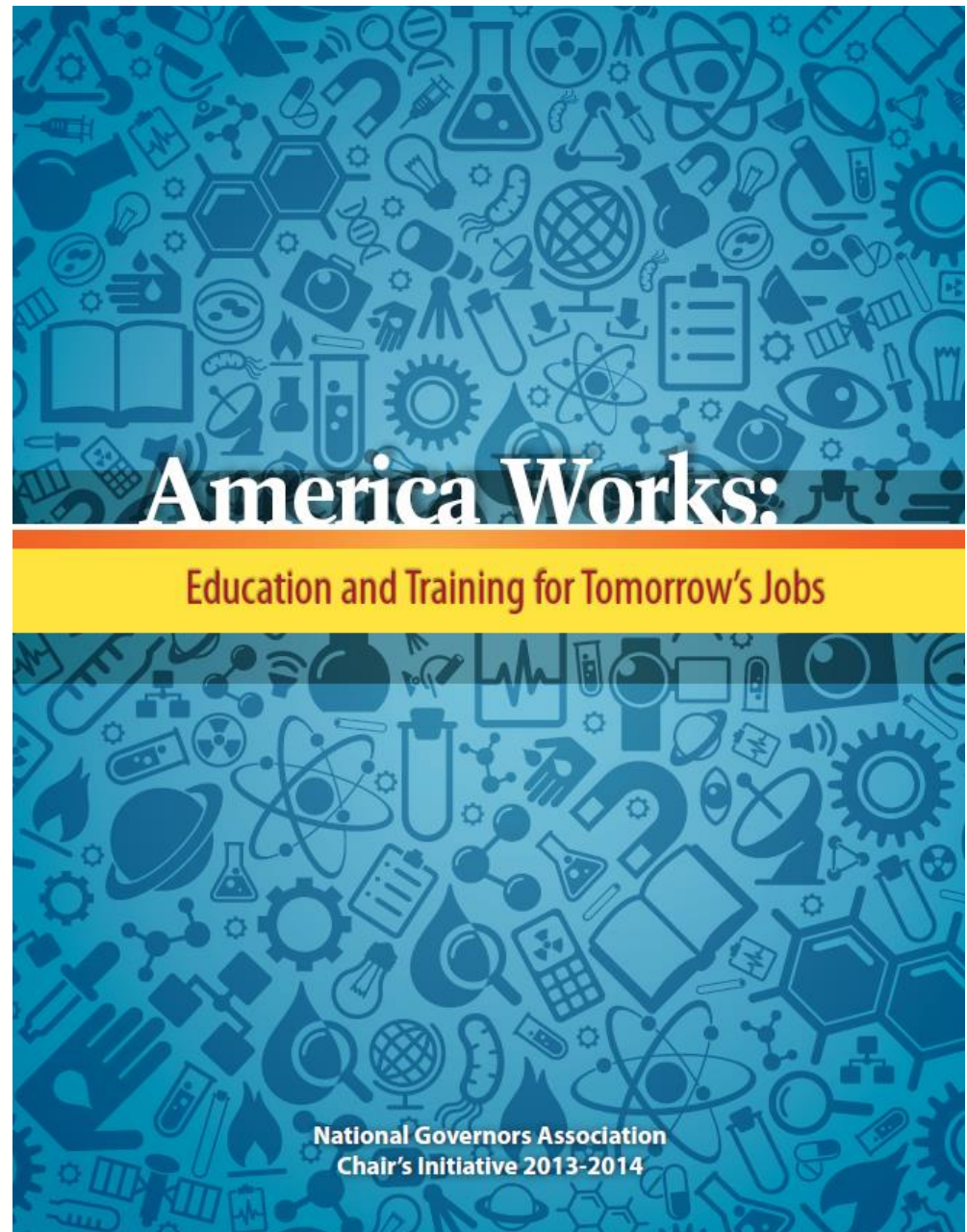
CURRENT PENINSULA CAREER PATHWAY OPPORTUNITIES (HIGH SCHOOL – UNIVERSITY)

 EMPLOYMENT



America Works: Education and Training for Tomorrow's Jobs

A Better State System



A Better State System

America Works:

Education and Training for Tomorrow's Jobs

A Better State System

1. Statewide Vision
2. Improved Data Systems
3. High-Quality Partnerships
4. Aligned Use of Incentives and Resources

A Better State System



STATEWIDE VISION

1. State goal or vision for postsecondary completion and attainment.
2. State vision or strategy for economic development.

☐ Are they connected?

☐ Is there meaningful activity taking place related to the vision?

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TENNESSEE

- Increase the percentage of Tennesseans with college degrees or certifications to 55% by the year 2025.
- A mission for higher education, workforce and economic development.
- A drive to reduce unemployment and improve the quality of life.

A Better State System

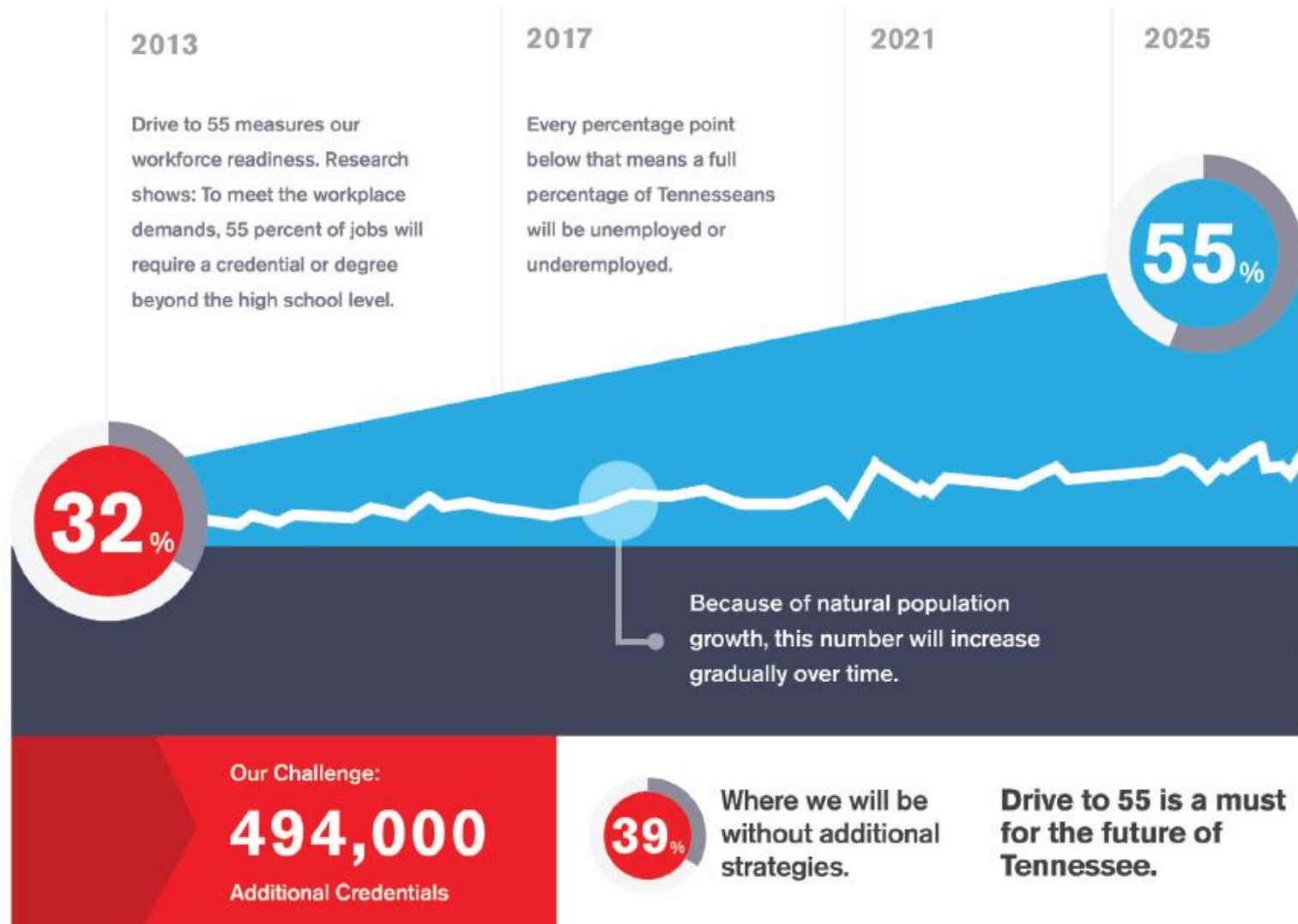
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IMPROVED DATA SYSTEMS

- ☐ Identify Key Policy Questions
- ☐ Strengthen the State's Data Infrastructure
- ☐ Produce Relevant Products

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The Maryland Longitudinal Data System (MLDS) links together data for Maryland students from preschool through college and out into their career. The data supports the continuous improvement of educational outcomes and research to increase student achievement and support accountability.

Featured Dashboards (Click on a dashboard to View)

What percentage of high school students enroll in college?

Are high school graduates college ready?

How quickly do residents graduate college?

Are we producing the right degrees for state jobs?

What percent of students are engaged in STEM?

How many degrees awarded are STEM related?



MLDS Center

Maryland Longitudinal Data System

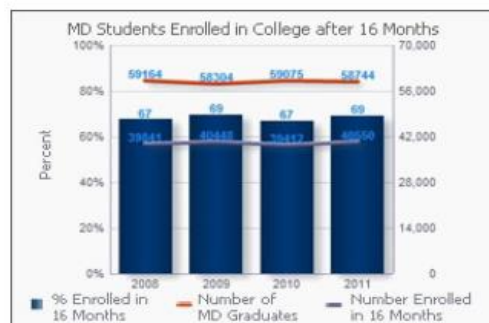
[Home](#) |
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 [Parent & Student](#) |
 [Educator](#) |
 [Researcher](#) |
 [MLDS Center Staff](#)

[About Us](#) |
 [Mission & Vision](#) |
 [History](#) |
 [Governance](#) |
 [Data Glossary](#)

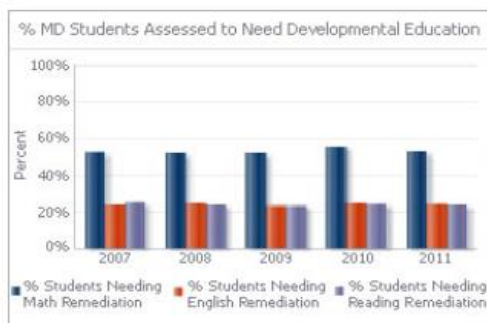
The Maryland Longitudinal Data System (MLDS) links together data for Maryland students from preschool through college and out into their career. The data supports the continuous improvement of educational outcomes and research to increase student achievement and support accountability.

Featured Dashboards (Click on a dashboard to View)

What percentage of Maryland high school students enroll in college?



Are Maryland's High School graduates college ready?



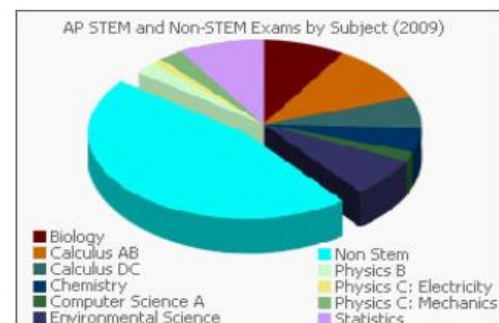
How quickly and effectively do Marylanders graduate from college?



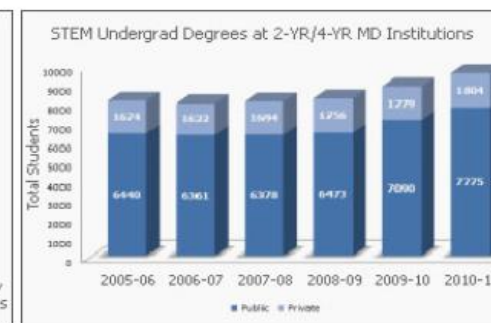
Are we producing the right degrees for Maryland jobs?



What percentage of high school students are engaged in STEM education?



How many 2-yr and 4-yr college degrees awarded in Maryland are STEM-related?



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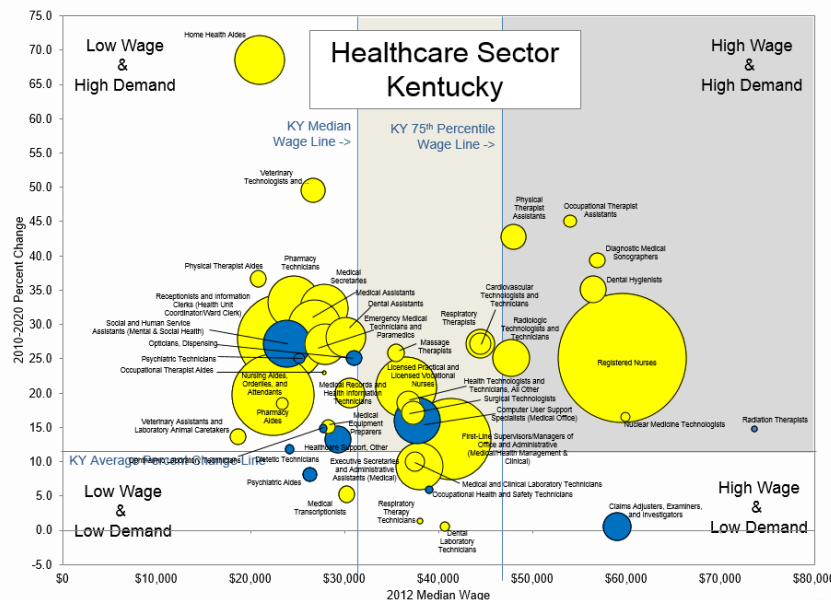
IMPROVED DATA SYSTEMS

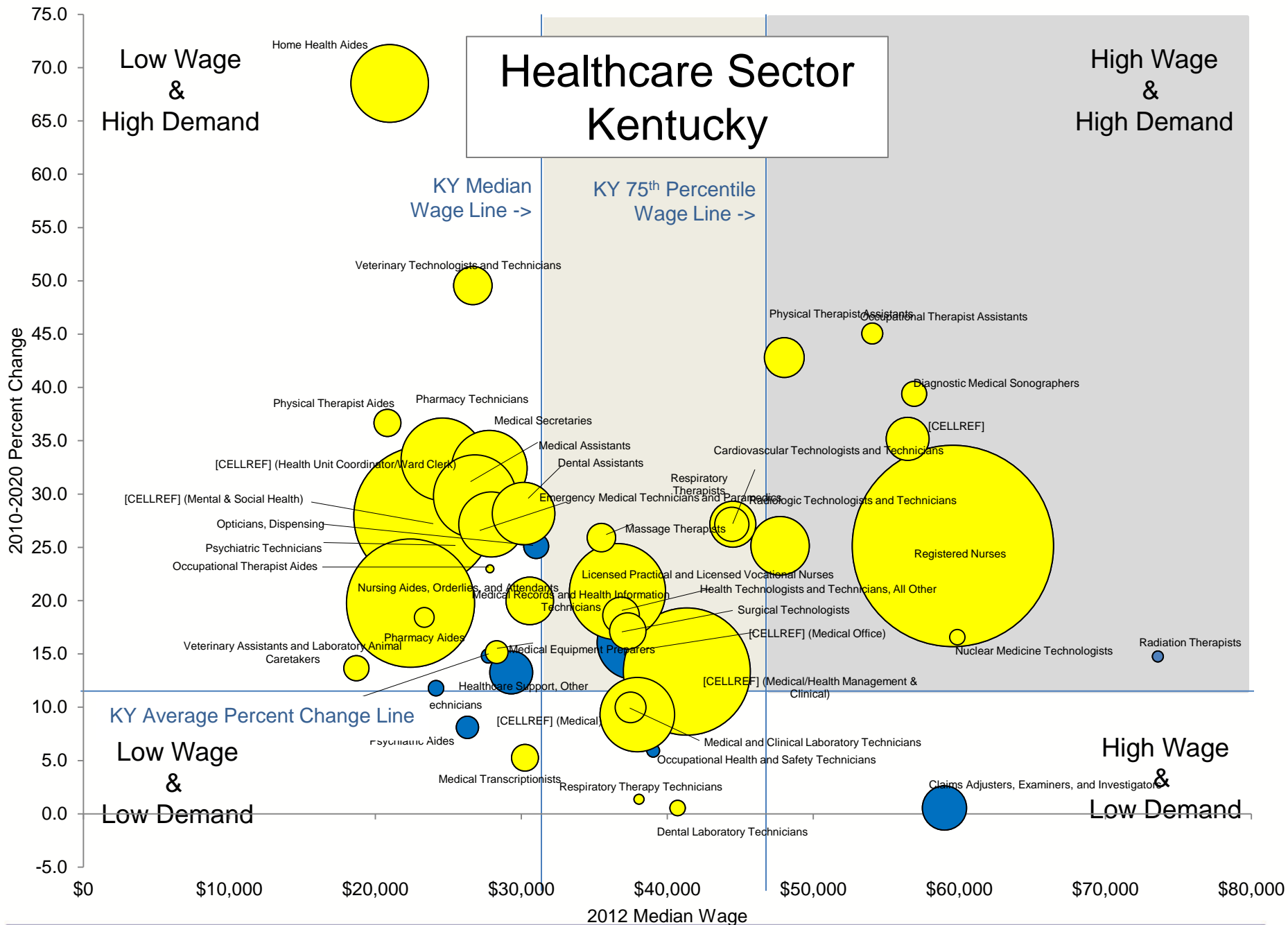
KENTUCKY

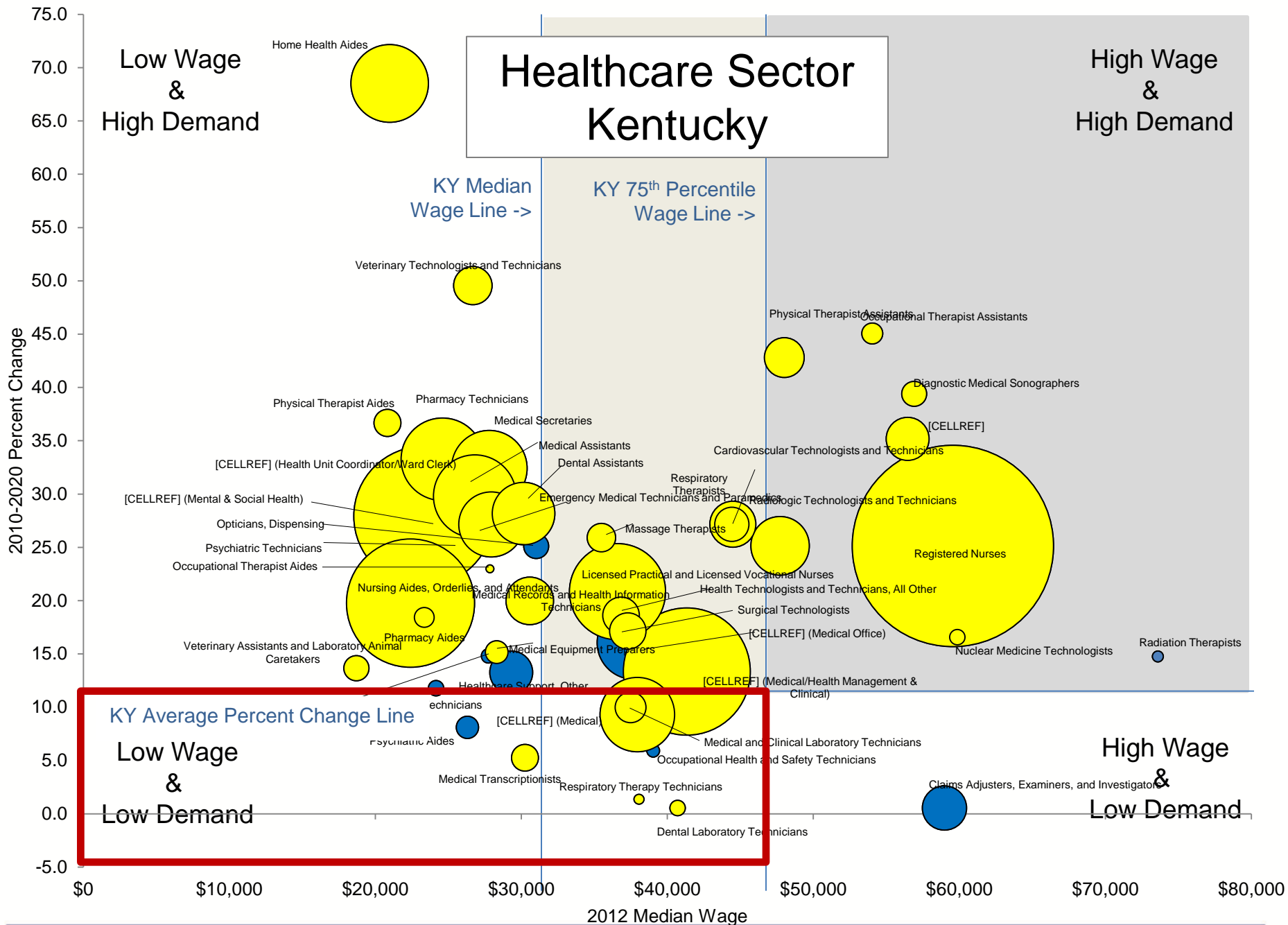
- State longitudinal data system that integrate education and workforce data
- Real-time labor market data

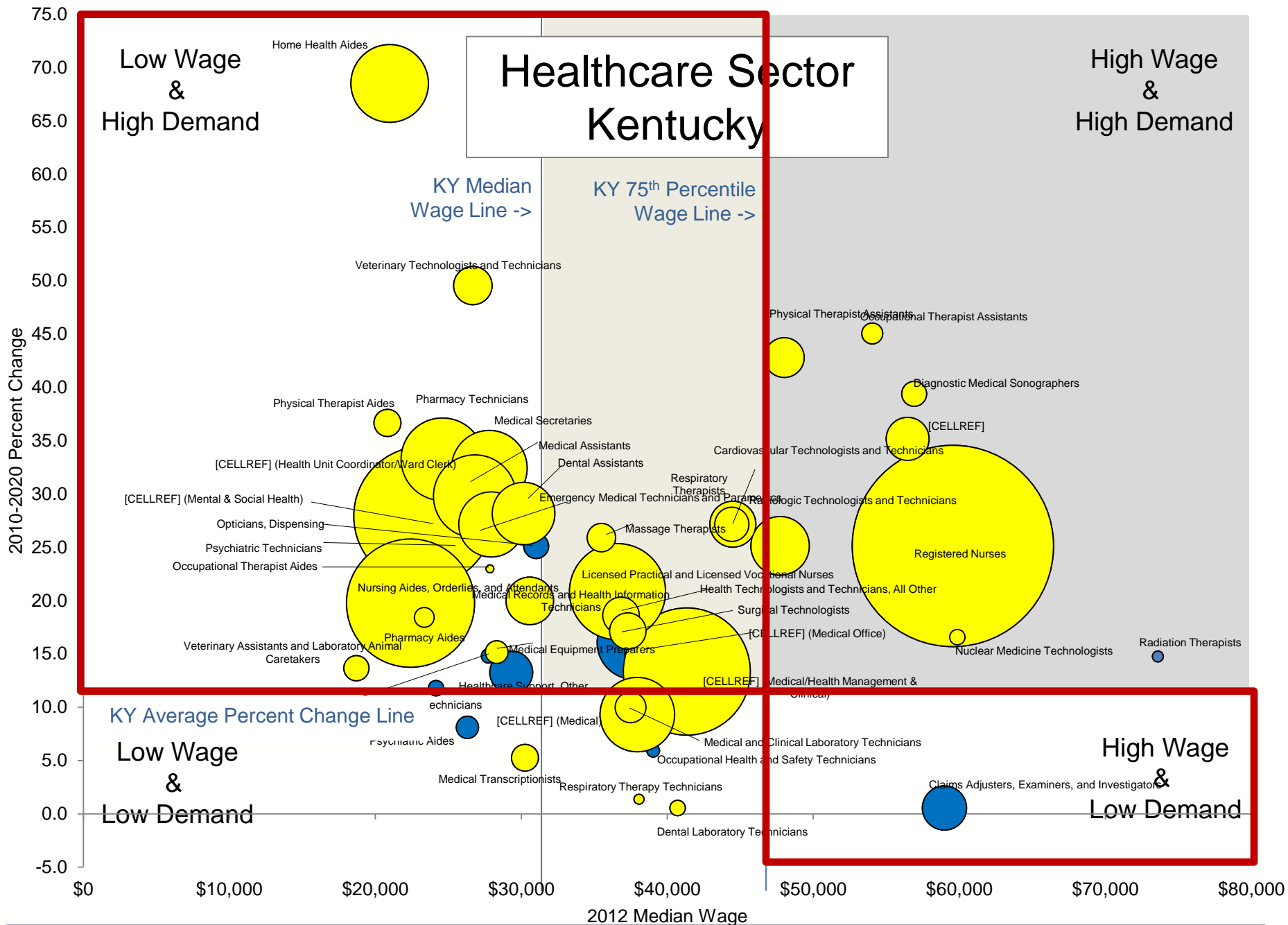
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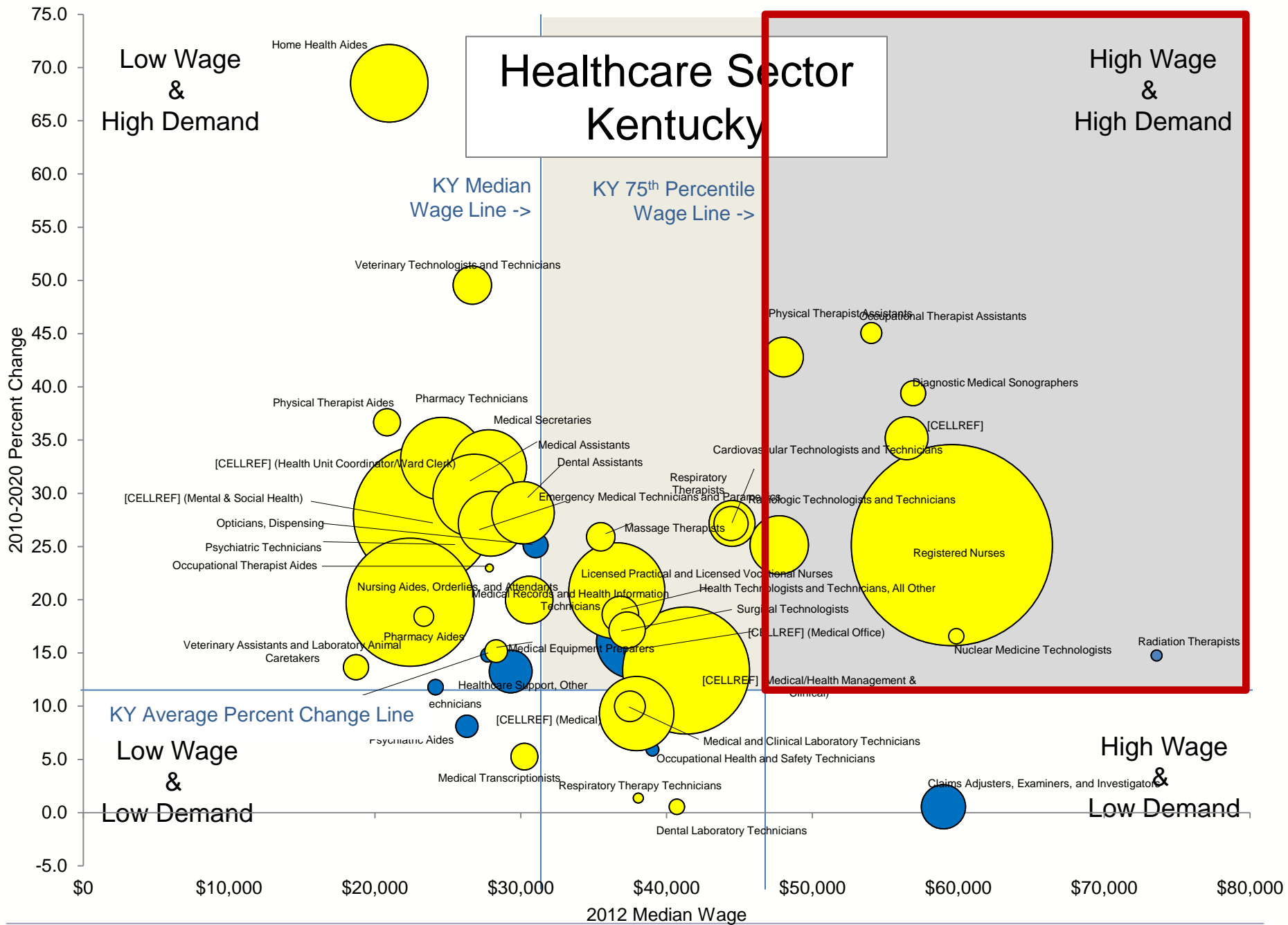
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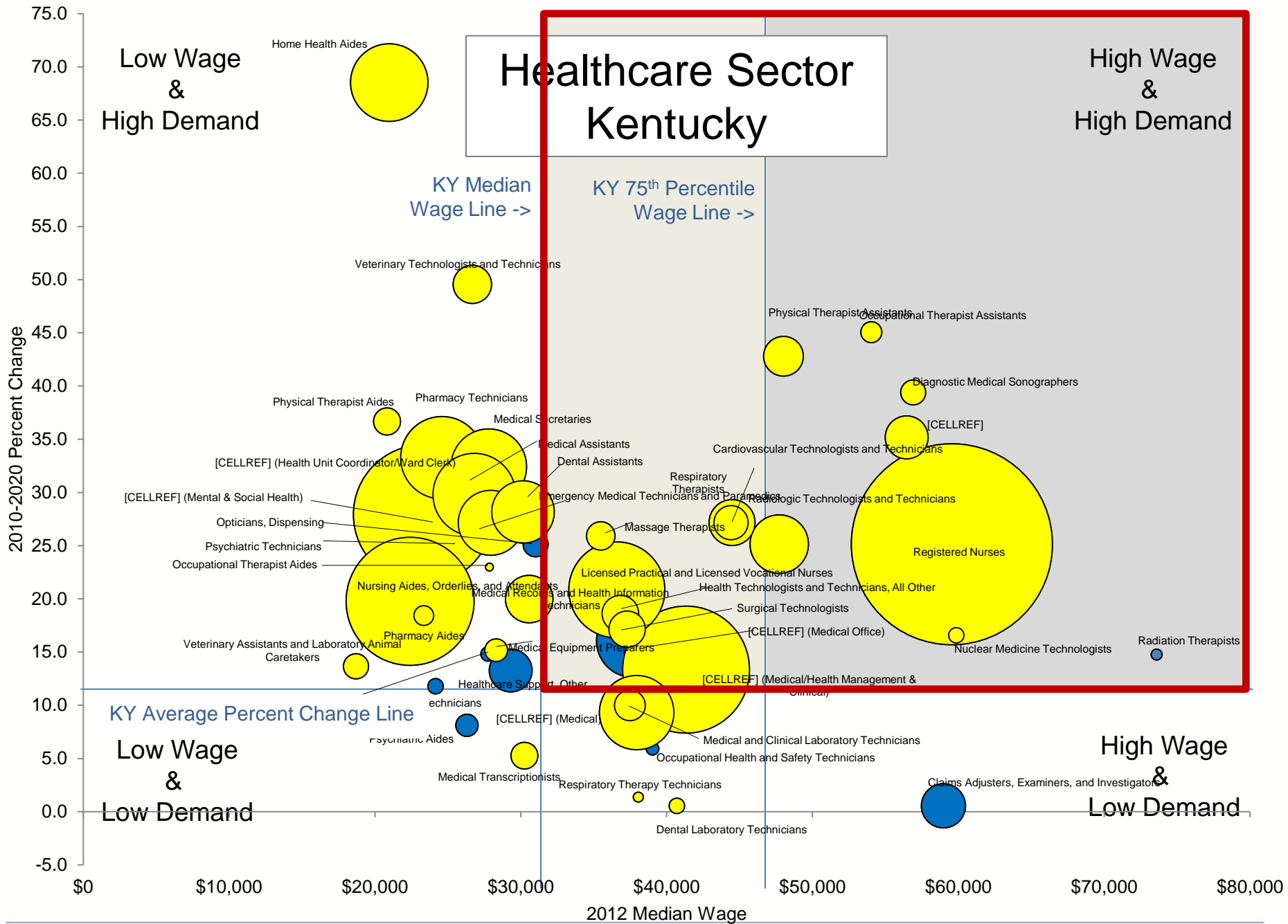












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STATEWIDE PARTNERSHIP SUPPORT

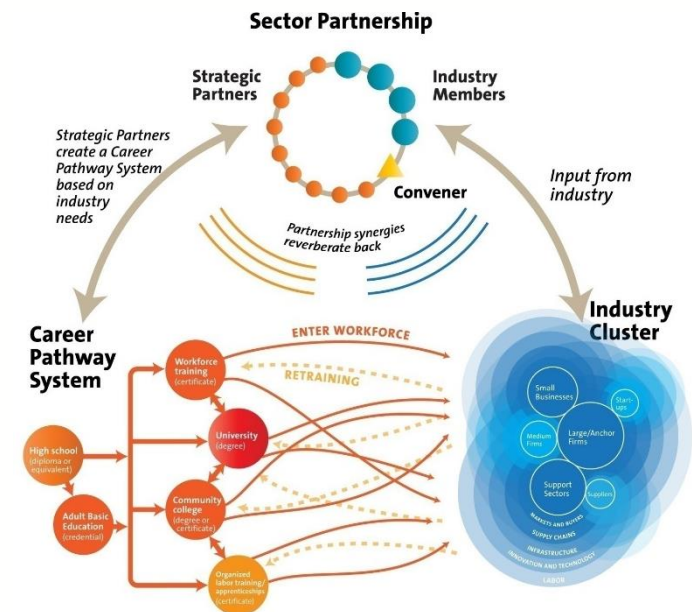
- Where does statewide system alignment take place?
 - State Workforce Board
 - P-20W Council
 - Other Cross-Agency Entity

REGIONAL PARTNERSHIP SUPPORT

- Where are the strongest examples of local or regional partnerships?

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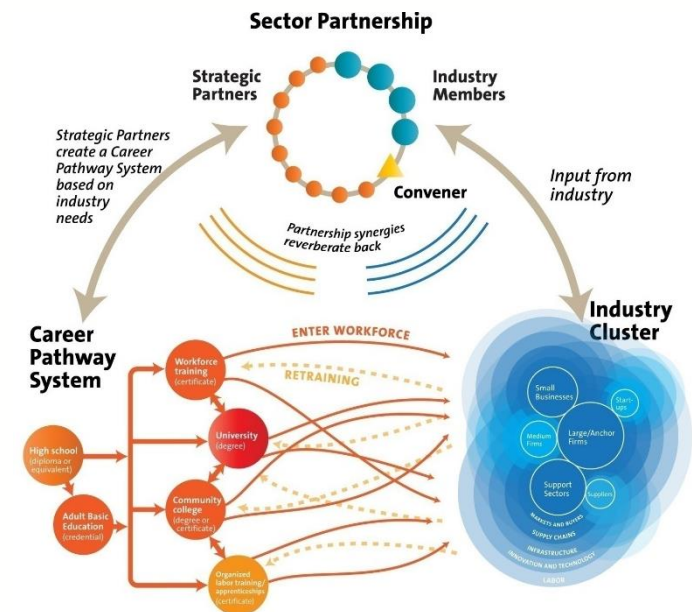
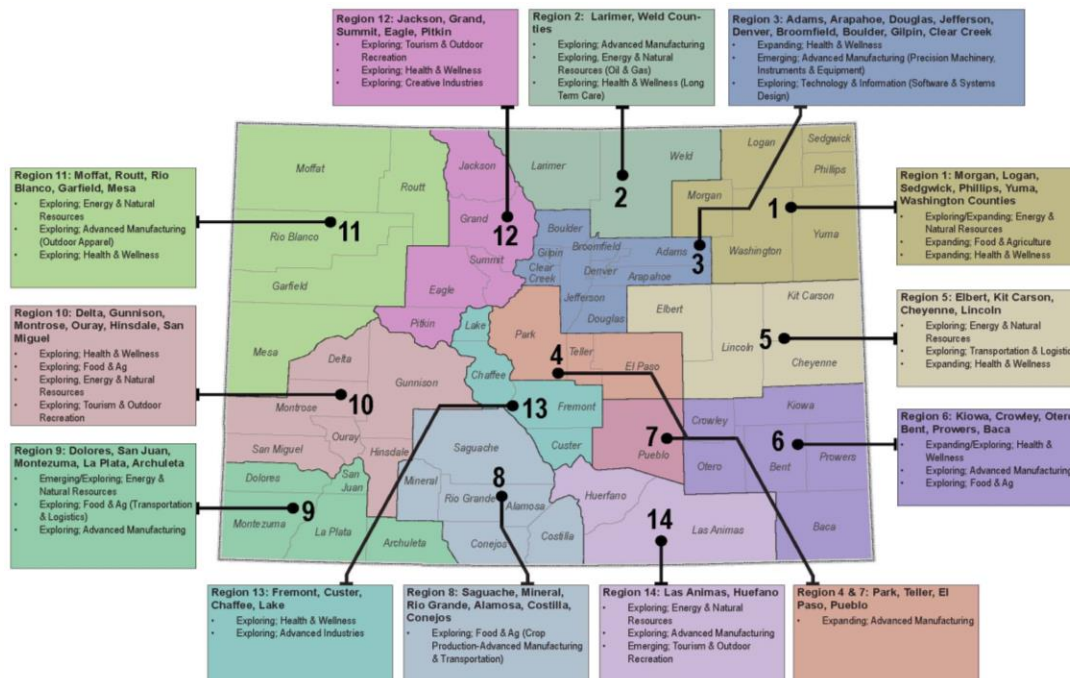
REGIONAL PARTNERSHIP SUPPORT

Colorado:

- Regional sector partnership & career pathway initiatives

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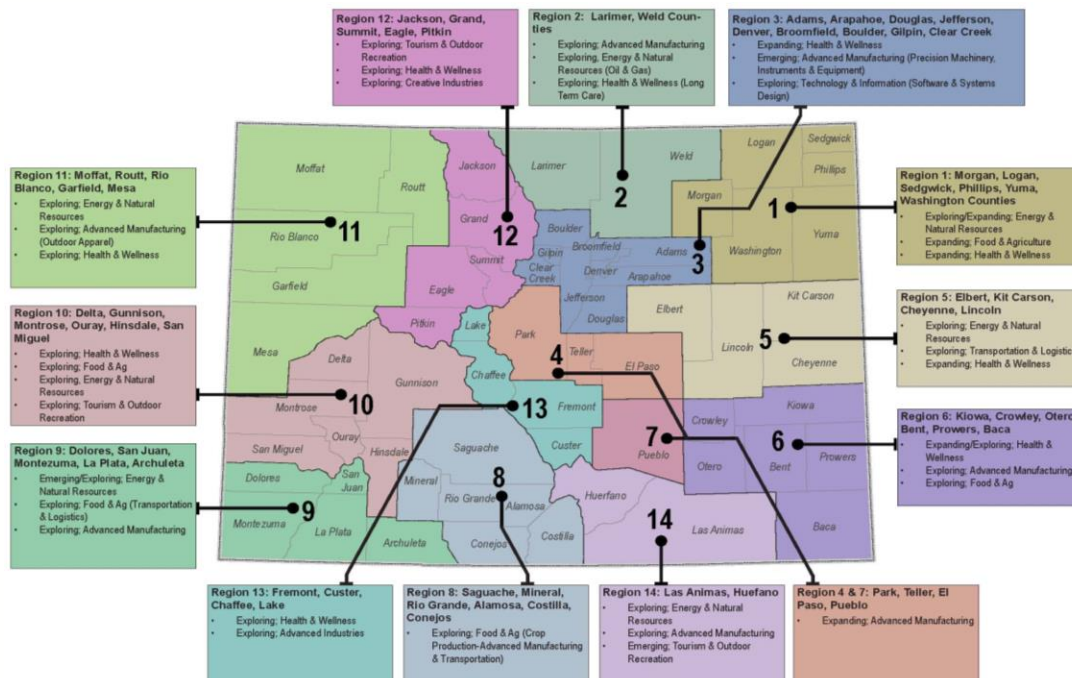
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REGIONAL PARTNERSHIP SUPPORT

Colorado:

- Regional sector partnership & career pathway initiatives



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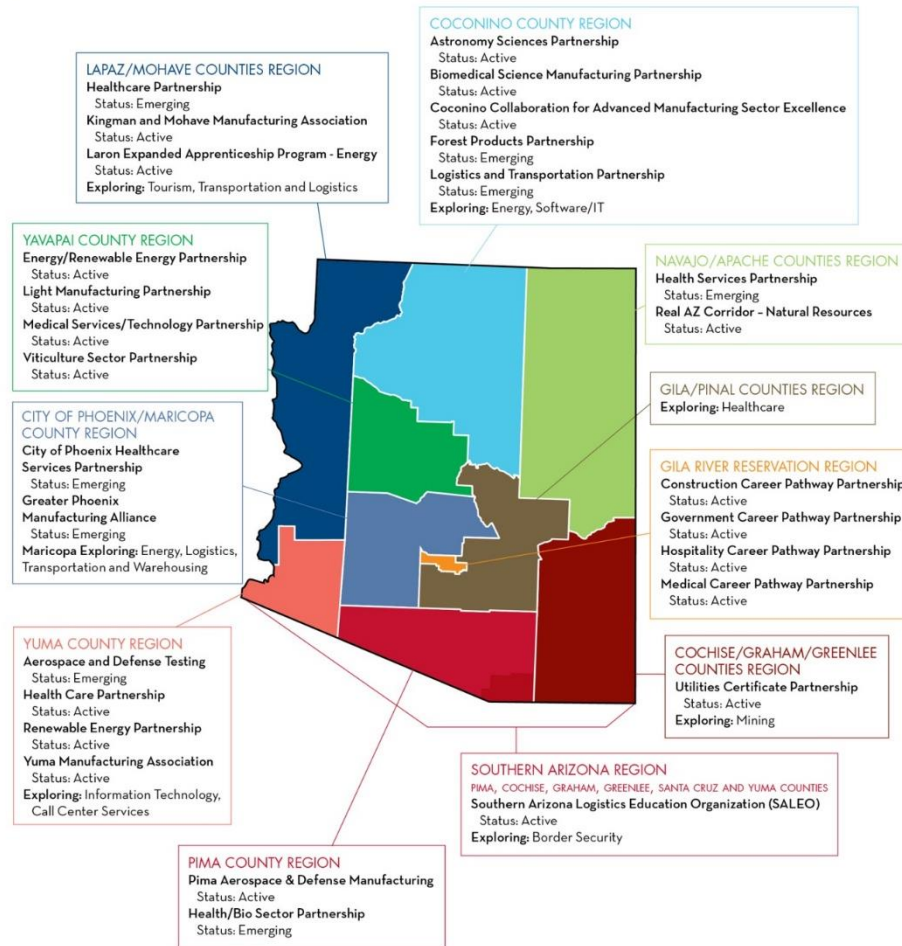
Region 6: Kiowa, Crowley, Otero, Bent, Prowers, Baca

- Expanding: Health & Wellness
- Exploring: Advanced Manufacturing
- Exploring: Food & Agriculture

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REGIONAL PARTNERSHIP SUPPORT

➤ 2013 Arizona Sector Partnerships

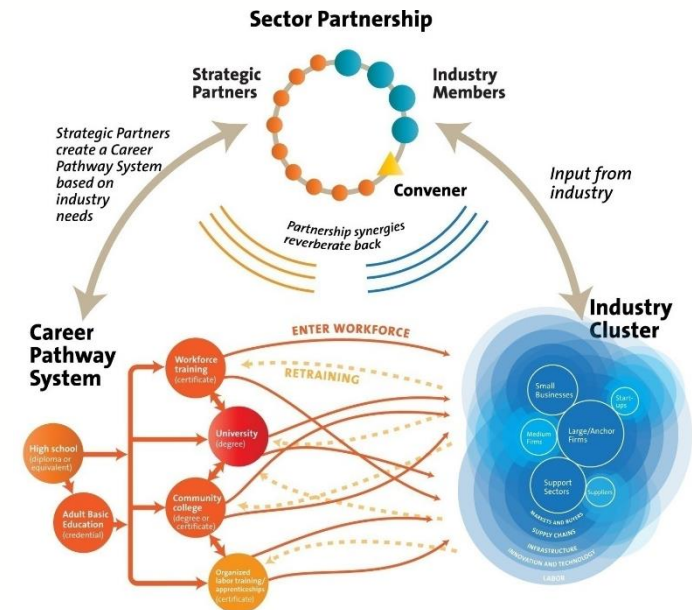


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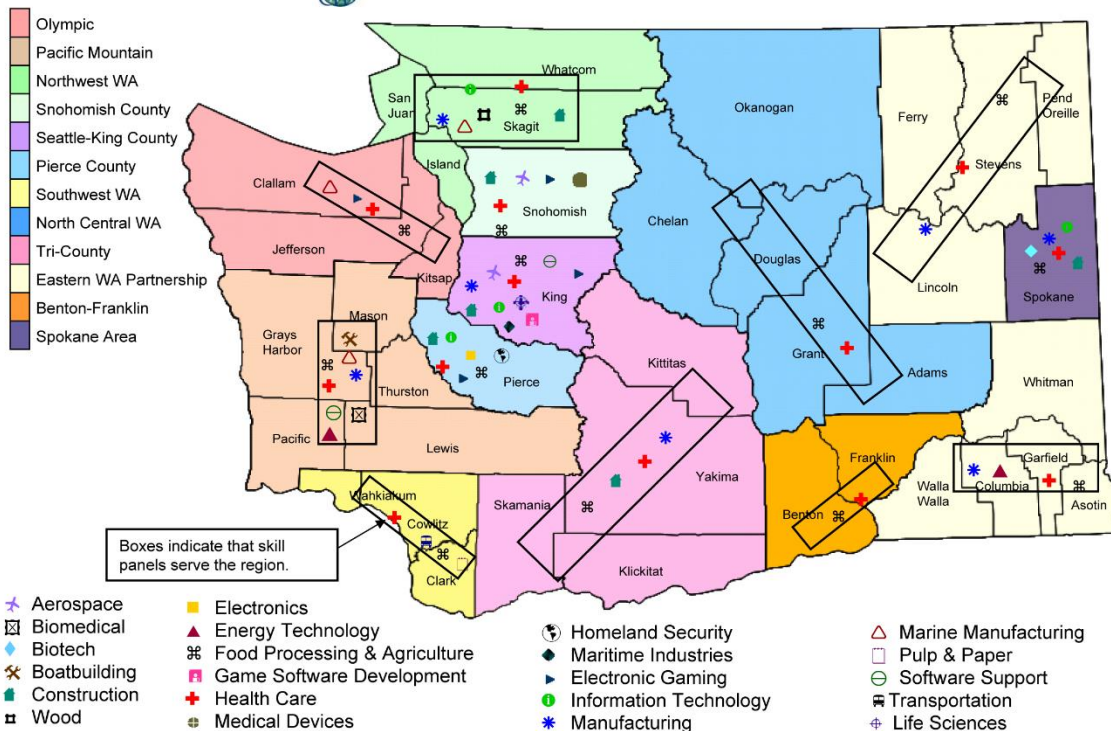
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REGIONAL PARTNERSHIP SUPPORT

Washington State Industry Skill Panels

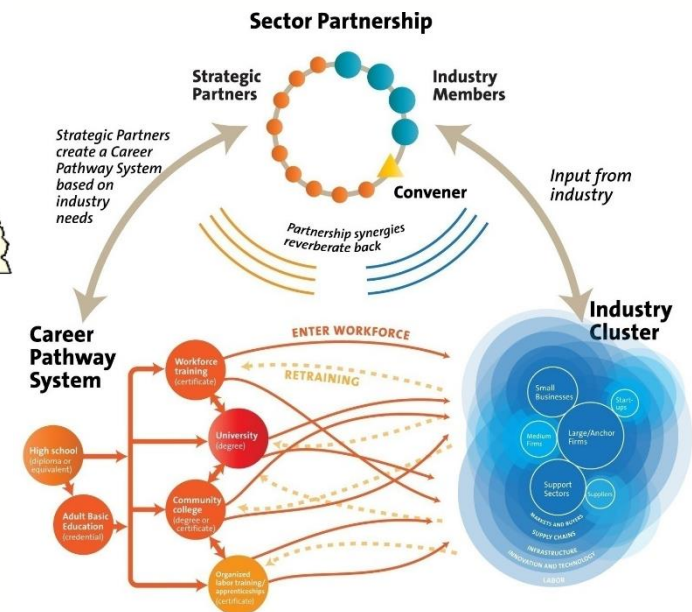


Workforce Training and Education Coordinating Board

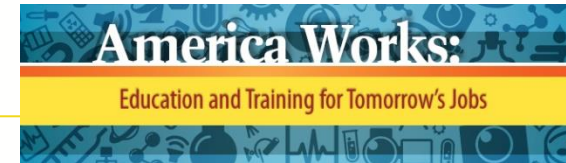


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ALIGNED USE OF INCENTIVES AND RESOURCES

STATE EXAMPLES

- Statewide Asset or Capacity Mapping
- Performance Funding Programs
- Workforce Board Certification Process
- Cross-System Grant Funding and Review

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