



Carl Vinson
Institute of Government
UNIVERSITY OF GEORGIA

House Rural Development Council Workforce Development

September 10, 2019

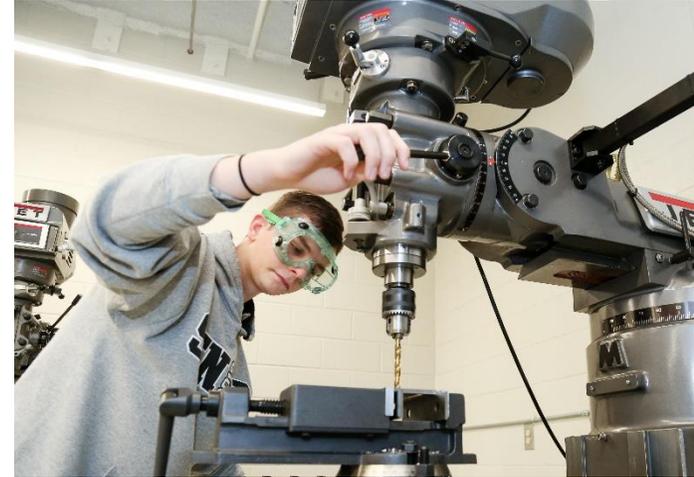
Greg Wilson

Regional Sector Partnerships Lessons Learned



Sector Partnership Lessons Learned

- Business and industry must lead sector partnership efforts
- An initial needs assessment (labor market data analysis and employer input) ensures goals and priorities align with local needs
- Sector partnerships are a powerful tool but are also new and challenging
- A neutral 3rd party facilitator and technical assistance provider can play a pivotal role in the initial start-up phase
- Dedicated project support is critical to move from strategy to implementation



WorkSource Northwest Georgia Sector Partnership

Sector: Advanced Manufacturing

Process: Needs assessment and strategy development supported by Georgia Tech Center for Economic Development Research



Accomplishments:

- Completed an industry needs assessment
- Created three working groups to address top issues identified by the needs assessment
- Created a brand for the initiatives (iWorks)
- Creating a website that will be a resource for students exploring advanced manufacturing careers



Southwest Georgia Health Care Sector Partnership



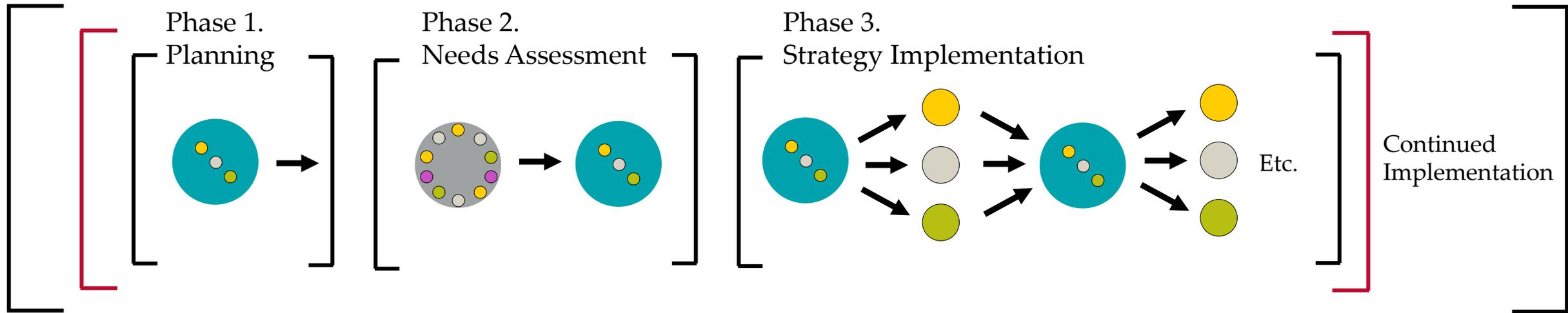


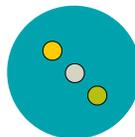
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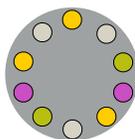


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Southwest Georgia Health Care Sector Partnership Process



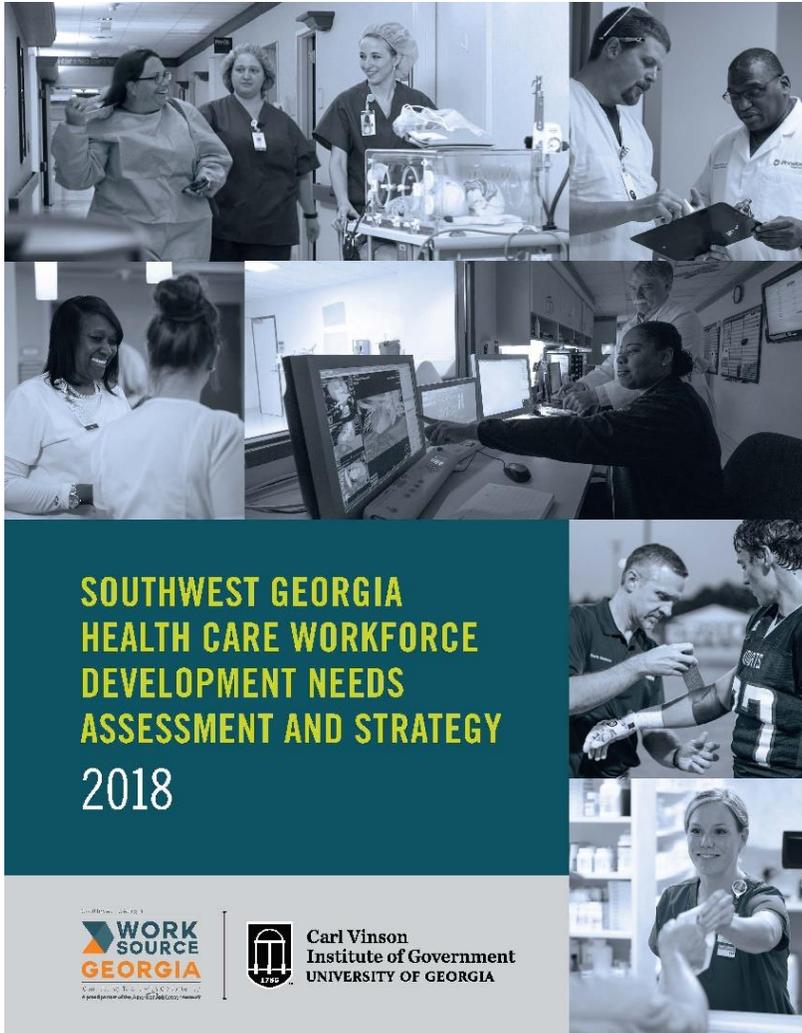
 =Steering Committee Meeting

 =Needs Assessment Convening

  =Working Groups


Sector partnership facilitation and technical assistance provided by the Carl Vinson Institute of Government at the University of Georgia

Strategy and Implementation Plan



Priority ① Recruitment and Talent Pipeline Development

Priority ② Training and Professional Development

Priority ③ Continued Partnership Between Education and Health Care Employers



Early Success Update



Tracy Suber
Assistant Vice President
Center for Learning & Innovation
Phoebe Putney Memorial Hospital



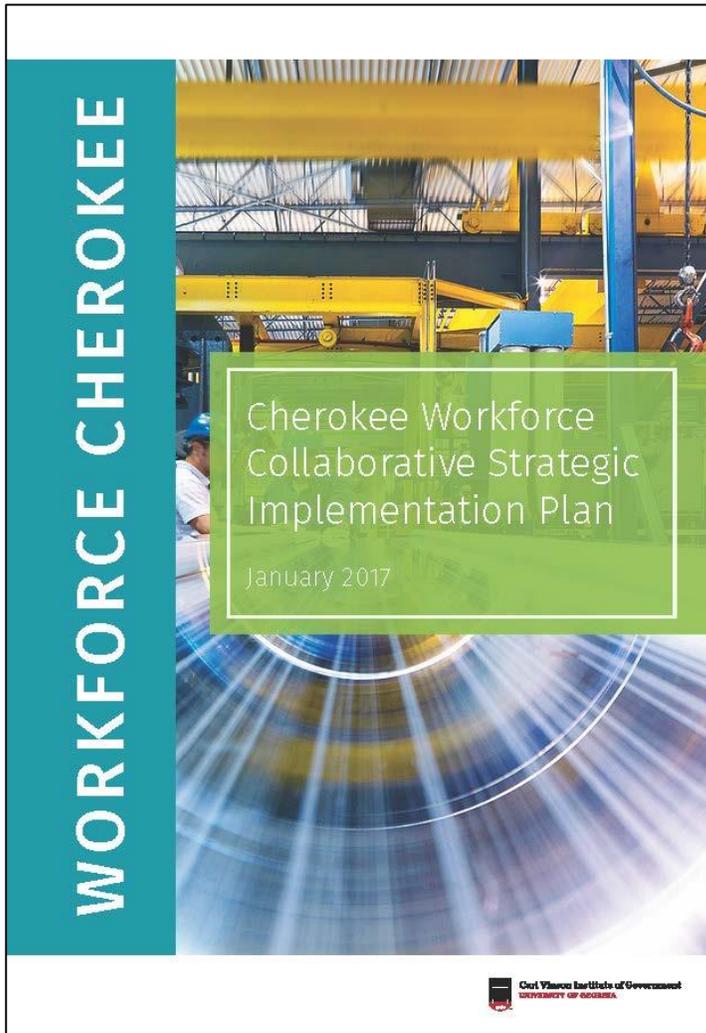
Crafting a Local Workforce Strategy: Cherokee Workforce Collaborative



CHEROKEE | ECONOMIC
OFFICE OF | DEVELOPMENT



Crafting Local Workforce Development Strategies



Data Collection
and Analysis

Industry
Engagement
and Needs
Assessment

Vision and
Priority Setting

Implementation



Cherokee Workforce Collaborative Early Successes

- Launch of a summer internship program for high school students
- Regular dialogue between economic development, business leaders, K-12, Chattahoochee Technical College, and other workforce partners
- Creating a counselor summer externship program

“[UGA] pointed us in a measurable direction making sure we’re using the data and putting it into the community with a specific strategy. Every group was just doing their own thing before. All good work, but now I feel like everybody is in the room sharing their great ideas and working together on it.”

Misti Martin
President, Cherokee Office of Economic
Development



Additional University of Georgia Workforce Development Resources



Innovating Georgia's Workforce Pipeline Series

Tifton—August 22, 2019
Metro Atlanta—September 26, 2019



Georgia Workforce Pipeline Snapshot

GEORGIA WORKFORCE PIPELINE SNAPSHOT

EDUCATION

39% of Georgia's 3rd grade students scored proficient or above on their English Language Arts Georgia Milestones assessment.

34% of Georgia's 8th grade students scored proficient or above on their Mathematics Georgia Milestones assessment.

In 2018, nearly **82%** of Georgia public school students graduated on time, which is below the regional average for the Southeast.

Nearly **10%** of Georgians between the ages of 16 and 24 are not enrolled in school, working, or seeking employment (called opportunity youth). A higher percentage of opportunity youth are found in rural Georgia.

14% of all Georgians do not have a high school diploma, but there is disparity among regions according to the 2013-2017 five-year estimates.

Georgia awarded over **22,000 STEM** certificates and degrees in 2017: a **60%** increase from 2010.

Year	Certificates	Degrees	Bachelor's degree or higher	Total
2010	11,400	12,570	23,970	242,722
2011	12,000	13,100	25,100	250,000
2012	12,500	13,600	26,100	257,272
2013	13,000	14,100	27,100	264,544
2014	13,500	14,600	28,100	271,816
2015	14,000	15,100	29,100	279,088
2016	14,500	15,600	30,100	286,360
2017	15,000	16,100	31,100	293,632

Top STEM Areas (2017):

Field	Certificates	Bachelor's degree or higher	Total
Healthcare	7	30	37
Computer Science	11	6	17
Engineering	36	18	54
Mathematics	10	11	21
Business	14	20	34

2013-2017 Rate: Earned postsecondary credential (67.1% to 67.1%), Enrolled in postsecondary (18.4% to 18.4%), Working without postsecondary credential or enrollment (14.1% to 14.1%).

GEORGIA WORKFORCE PIPELINE SNAPSHOT

LABOR MARKET

In the past five years, Georgia has added nearly **400,000** jobs, with the biggest growth in construction; transportation and warehousing; and arts, entertainment, and recreation.

Industry Sector	2014	2018	% Change 2014-2018	% Change 2014-2018
Construction	15,877	19,711	24.2%	30%
Transportation and Warehousing	15,262	22,007	44.2%	49%
Arts, Entertainment, and Recreation	45,881	52,462	14.4%	16%

Nearly all of the **fastest growing** middle skill jobs (those requiring some college, an associate's degree, or a postsecondary non-degree award) in Georgia are in the **health care sector**.

Occupation	2016	2025 Projected Employment	% Change in Employment	Percent Change in Employment	Annual Change	Hourly Wage
Health Technicians	1,000	2,800	1,800	180%	360	\$16.25
Healthcare Support	1,300	2,600	1,300	100%	260	\$10
Healthcare Practitioners	3,700	4,870	1,170	31.6%	234	\$37.23

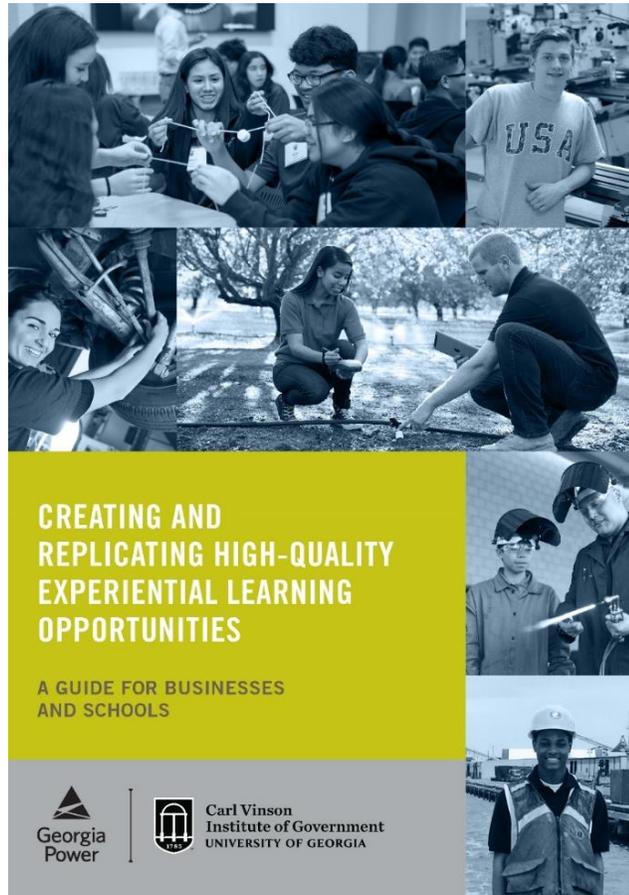
In Georgia, **80.2%** of prime working age adults are participating in the labor force (working or actively seeking employment). The workforce participation rate in parts of rural Georgia is significantly lower than in metro Atlanta and hub communities.

Across the state, small businesses with less than 20 employees have been an engine for job growth over the past seven years. In 2015 alone, small businesses added nearly **18,000** net jobs.

Mean wage rates for all occupations vary greatly based on geography. In 2017 the gap between the Atlanta area service delivery region (Region 3) and southeast Georgia (Region 11) was **\$16,958**.

Georgia's workforce is **rapidly aging**. The percentage of the population age 65 and over is projected to continue growing over the next several decades.

Creating and Replicating High Quality Experiential Learning Opportunities



Get the guide, 19 case studies, and other associated resources at:
www.gaworkforce.org/explearning



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Thanks!



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