TALENT DEVELOPMENT
IN GEORGIA

JAMIE JORDAN
Director of Programs &
Business Services
CURRENT WORKFORCE LANDSCAPE

• The “Silver Tsunami”

“About 10,000 baby boomers in the United States will turn 65 every day until about the year 2030...some years, this daily average will exceed 13,000.”

- U.S. Census Bureau
CURRENT WORKFORCE LANDSCAPE

- Changing Workforce
CURRENT WORKFORCE LANDSCAPE

• Extremely High Occupational Demands

1. Software Engineer/Computer Programmer
2. Registered Nurse
3. Industrial/Mechanical/Electrical Engineer
4. Network Systems/Data Analyst
5. Cybersecurity Specialist
6. Electrician/Plumber/Welder
7. Commercial Pilot
8. Aircraft Mechanic
9. Commercial Truck Driver
10. Industrial Maintenance Technician/Machinist
CURRENT WORKFORCE LANDSCAPE

Information Technology

• Software Developer
• Computer Programmer
• Application Developers
• Computer Systems Engineer
• Cyber Security Specialist
• Data Analyst
CURRENT WORKFORCE LANDSCAPE

Healthcare

- General Physician
- Registered Nurse
- Nurse Practitioner
- Physician Assistant
- Physical Therapist
- Case Management Worker
- Call Center Representative
- Medical Technologist
- Medical Coder
CURRENT WORKFORCE LANDSCAPE

Manufacturing

- Engineer
  - Electrical, Mechanical, Industrial, Manufacturing, Process, etc.
- CNC Operator
- PLC Programmer
- Machinist
- Industrial Maintenance Technician
- Welder
CURRENT WORKFORCE LANDSCAPE

Construction

• Welder
• Electrician
• Carpenter
• Mason
• Plumber
• Civil Engineer
CURRENT WORKFORCE LANDSCAPE

Business Services

- Accountant
- Financial Analyst
- Marketing Specialist
- Public Relations Specialist
- Cost Estimator
- Management Analyst
- Training and Development Specialist
CURRENT WORKFORCE LANDSCAPE

Entertainment

- Set Designer
- Stunt Team Member
- Costume Designer/Tailor
- Grip
- Animator
- Special Effects Technician
- Graphics Designer
- Landscape Architect
CURRENT WORKFORCE LANDSCAPE

Energy & Environment

- Lineman
- Engineer
  - Mechanical, Electrical, Environmental
- Plant Operator
- Customer Service Representative
- Industrial Ecologist
- Climate Change Analyst
CURRENT WORKFORCE LANDSCAPE

Logistics & Transportation

- Truck Driver
- Maintenance Technician
- Forklift Operator
- Logistician
- Industrial Technician
- Diesel Mechanic
- Refrigeration Specialist
- Warehouse Worker
- Operations Research Analyst
CURRENT WORKFORCE LANDSCAPE

Aerospace

- Pilot
- Aerospace Engineer
- Aircraft Mechanic
- Machine/Facilities Technician
- Metallurgy Technician
- Structures Mechanic
CURRENT WORKFORCE LANDSCAPE

**Education**

- Teacher
  - Early Childhood Education
  - Elementary School
  - Middle School
  - Special Education
- Post-Secondary Professors
- Counselor
- Administrator
- Speech-Language Pathologist
CURRENT WORKFORCE LANDSCAPE

Agribusiness

- Agribusiness Expert
- Poultry Scientist
- Conservation Biologist
- Food Scientist
- Welder
- Mechanic
- Chemical Engineer
- Electrical Engineer
- Bakery Engineer
CURRENT WORKFORCE LANDSCAPE

• The Skills Gap

“By 2020, 65 percent of all jobs in the economy will require postsecondary education and training beyond high school.”

- Harvard University
CURRENT WORKFORCE LANDSCAPE

Percentage of Labor Workforce by Educational Attainment, 25 years and over, 1992-2016 Annual Averages

- Less than a high school diploma
- High school graduates, no college
- Some college or associate degree
- Bachelor’s degree only
- Advanced degree

1992
- 36%
- 25%
- 18%
- 12%
- 9%

2016
- 27%
- 26%
- 25%
- 14%
- 8%
CURRENT WORKFORCE LANDSCAPE

• The Skills Gap
  • Georgia HS Graduation Rate: ~82%
    • Post-Secondary Enrollment Rate: ~70.3%
      • Post-Secondary Completion Rate: ~63.2%
        • Relevant Job Placement Rate: ~40%
  • Roughly 1-2 out of 10 Georgia HS Students are in jobs for which they received occupationally-relevant post-secondary training
FUTURE WORKFORCE LANDSCAPE

• Changing Skills Needs

“Around 85% of the jobs that today’s learner will be doing in 2030 haven’t even been invented yet.” - Institute for the Future, 2017
FUTURE WORKFORCE LANDSCAPE

- Changing Industry Dynamics

Figure 1—Distribution of the Labor Force by Sector

The Productivity Revolution

Manufacturing job share vs. manufacturing output (Index: 2002=100), 1950-2008

Source: Brian Westbury, First Test Portfolios
• **Automation**
  • Elimination of low-skill, repetitious jobs
  • Retail most at risk
  • Healthcare least at risk
FUTURE WORKFORCE LANDSCAPE

• Redefining Employment
  • Growth of “Gig Economy”

Number of employees by job sector in 2017

<table>
<thead>
<tr>
<th>Sector</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>8.4 million</td>
</tr>
<tr>
<td>Construction</td>
<td>6.8</td>
</tr>
<tr>
<td>Gig economy</td>
<td>4.8</td>
</tr>
<tr>
<td>Information</td>
<td>2.7</td>
</tr>
<tr>
<td>IT</td>
<td>2.0</td>
</tr>
</tbody>
</table>

Source: Bureau of Labor Statistics; Intuit and Emergent Research (Gig)
FUTURE WORKFORCE LANDSCAPE

• Redefining Employment
  • Increase in part-time work

Source: Bureau of Labor Statistics
FUTURE WORKFORCE LANDSCAPE

- Wage Growth

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**Large Gap Between Wage and Productivity Growth Since 1973**


- Productivity since ’73 = 73.7%
- Hourly compensation since ’73 = 12.3%
- 241.8%
- 115.1%


Note: Data are for average hourly compensation of production/non-supervisory workers in the private sector and net productivity of the total economy. “Net productivity” is the growth of output of goods and services minus depreciation per hour worked.
HOW ARE WE ADDRESSING THESE ISSUES?
WORKSOURCE
SECTOR PARTNERSHIPS
REGIONAL SECTOR PARTNERSHIPS

- Convener
- K-12 Education
- Adult Education
- USG
- CBOs
- TCSG
- Economic Development Professionals
- Workforce Development Boards
- Chambers & Trade Associations
- Government Agencies/Leaders
- Human-Service Organizations
- Community Partners

Employer Leaders
Working Groups
SECTOR PARTNERSHIPS

- Regional collaboratives to foster greater communication and collaboration among public and private partners.
- Partnerships developed in collaboration with businesses and should inform the education and workforce development efforts at the regional level.
- Each partnership is focused on a single industry or industry cluster.
- The role and activities of each sector partnership are uniquely tailored to the local needs identified by a needs assessment process and ongoing conversations with industry leaders.
REGIONAL INDUSTRY FOCUS

• Region 1: Advanced Manufacturing
• Region 2: Advanced Manufacturing
• Region 3: Information Technology, Healthcare, Logistics
• Region 4: Advanced Manufacturing
• Region 5: Advanced Manufacturing
• Region 6: Advanced Manufacturing
• Region 7: Advanced Manufacturing
• Region 8: Advanced Manufacturing
• Region 9: Advanced Manufacturing
• Region 10: Healthcare
• Region 11: Healthcare
• Region 12: Advanced Manufacturing, Logistics, Hospitality
WHAT DOES THE WORK LOOK LIKE?

- Data collection and alignment efforts
- Creating new apprenticeship or other training programs
  - Aligning and integrating WorkSource Business Services with regional economic development efforts
- Updating existing post-secondary training programs
- Creating or expanding CTAE offerings at the K-12 level
  - Building effective career pathways
  - New internship opportunities for K-12 students
  - New externship opportunities for teachers, counselors, and administrators
  - Greater industry presence and influence in schools
- Developing strategies to better leverage and braid funding streams
- Developing regional outreach and awareness efforts
BUILDING CAREER PATHWAYS
CAREER PATHWAYS

• “Cradle to Career” Insulated Pipeline
• Path of Continual Growth & Advancement
Empowerment:

- Empower students with a strong educational foundation to prepare them for a future of rigorous instruction and relevant career training
- Student experiences may include:
  - Enrollment in a Quality-Rated early education facility
  - Seamless transition between various education levels
  - Alignment between academic and CTAE courses
  - Curriculum that relates coursework to real-world and workplace experiences
CAREER PATHWAYS

• Career Preparation Pipeline

Expose

Exposure:

• Expose students to an array of career options, enabling them to make informed decisions moving forward

• Student experiences may include:
  • Grade-Specific Career Awareness Lessons
  • 5th Grade Career Portfolio
  • Guest Speakers
  • Field Trips
  • Career Fairs
CAREER PATHWAYS

• Career Preparation Pipeline

Explore

Exploration:

• Allow students to explore career interests with the goal of narrowing their focus to dedicated career options

• Student experiences may include:
  • Workplace Tour
  • Employer Interview
  • Job Shadow
  • Career Research
  • Career Exploratory Courses
  • Career Assessments/Inventories
  • Completing Individual Graduation Plan
Experience:

• Provide opportunities for students to gain experience in their selected career fields.

• Student experiences may include:
  • Work-Based Learning Program
  • Internship
  • Co-op
  • Youth Apprenticeship
  • Part-Time Job
  • Earning Dual-Enrollment Credit

• Completing a Career Pathway
• Completing a Career-Related Capstone Project
CAREER PATHWAYS

- Career Preparation Pipeline

Expansion:

- Expand upon students’ relevant job-related experience with formal education and training that leads to a successful career

- Student experiences may include:
  - Pursuing an Associate, Bachelor’s Degree, or higher-level degree
  - Pursuing a Technical Certification
  - Apprenticeship
  - Clinical Experience
  - On-the-Job Training
Career Pathways

- Career Preparation Pipeline

Employ

Employment:

- Connect students with employers who are seeking a skilled workforce, providing students with successful and stable careers.
- Student experiences may include:
  - Job Fair
  - Job-Placement Program
  - Employment Website or Software
CAREER PATHWAYS

• Integrated Pathways Model

SYSTEM OUTCOMES
Financially sustainable, aligned career pathways systems for youth & adults
Increased number of skilled workers with credentials of value to the labor market
Greater cost efficiencies by reducing duplication of services

SECONDARY TO POSTSECONDARY PROGRAMS OF STUDY

POSTSECONDARY PATHWAYS (INCLUDING APPRENTICESHIPS)

STACKABLE CREDENTIALS

Acceleration & College Readiness through Dual Enrollment & Integrated Instruction

LOW SKILLED JOBS
SEMI-SKILLED JOBS
MIDDLE SKILLED JOBS
MIDDLE SKILLED JOBS
ADVANCED SKILLED JOBS

BA/BS IN TECHNICAL FIELD

ADULT CAREER PATHWAYS

TALENT DEVELOPMENT IN GEORGIA

TCSG WORK SOURCE GEORGIA
EXISTING RESOURCES
WHAT’S CURRENTLY BEING DONE?

• **HOPE Career Grant**
  
  • An extension of the HOPE Grant
  • Covers total cost of tuition for designated diploma or certificate programs
  • Students must meet all of the eligibility requirements for the HOPE grant and be receiving a HOPE Grant award for a term.
  • There are currently 17 approved program areas and over 500 approved certificate or diploma programs in those areas
WHAT'S CURRENTLY BEING DONE?

- **HOPE Career Grant**
  - Automotive Technology
  - Aviation Technology
  - Certified Engineer Assistant
  - Commercial Truck Driving
  - Computer Programming
  - Computer Technology
  - Construction Technology
  - Diesel Equipment Technology
  - Early Childhood Care & Education

- Electrical Lineman Technology
- Health Science
- Industrial Maintenance
- Logistics/Transportation Technology
- Movie Production Set Design
- Practical Nursing
- Precision Manufacturing
- Welding & Joining Technology
WHAT’S CURRENTLY BEING DONE?

• **HOPE Scholarship Weighted STEM Courses**
  
  • To address issues with HOPE Scholarship
    • Students dropping out of rigorous courses due to fear of losing HOPE funds
    • Offers an additional 0.5 point to cumulative HOPE GPA for certain STEM courses with a grade of B, C, or D.
    • Courses must be “rigorous and required for or leading to employment in high demand fields…in [STEM].”
  
  • Create an incentive for students to pursue in-demand fields, similar to HOPE Career Grant
WHAT’S CURRENTLY BEING DONE?

• YouScience
  • Partnership between GaDOE & TCSG
  • Contract to provide access to all Georgia public high school students
  • Measures a student’s interest AND aptitudes for high-demand careers
  • Provides career recommendations based off natural abilities
WHAT’S CURRENTLY BEING DONE?

• YouScience
WHAT’S CURRENTLY BEING DONE?

• YouScience
WHAT’S CURRENTLY BEING DONE?

• YouScience
THANK YOU!

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