

GEORGIA: YOUR TALENT YOUR FUTURE 2.0

*House Rural Dev.
Council Meeting
Oct. 22, 2018*



SPONSORED BY
accenture

YOUR TALENT YOUR FUTURE

AGENDA



OVERVIEW

OCCUPATIONS IN DEMAND

ENTRY-LEVEL GAPS

EARNINGS

RECOMMENDATIONS

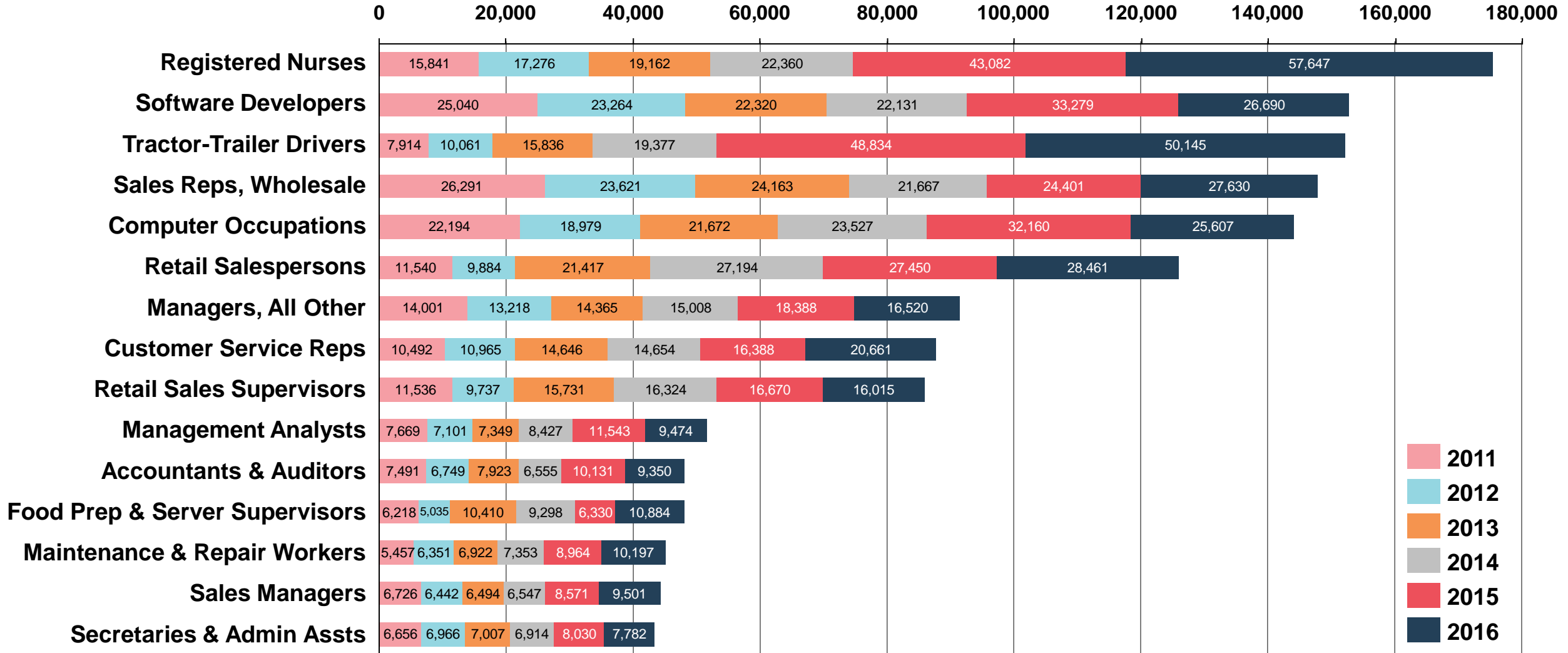
QUESTIONS

**OCCUPATIONS
IN DEMAND**

MOST IN-DEMAND OCCUPATIONS – GEORGIA



15 Most In-Demand Georgia Occupations (by total # of job postings from 2011-2016)

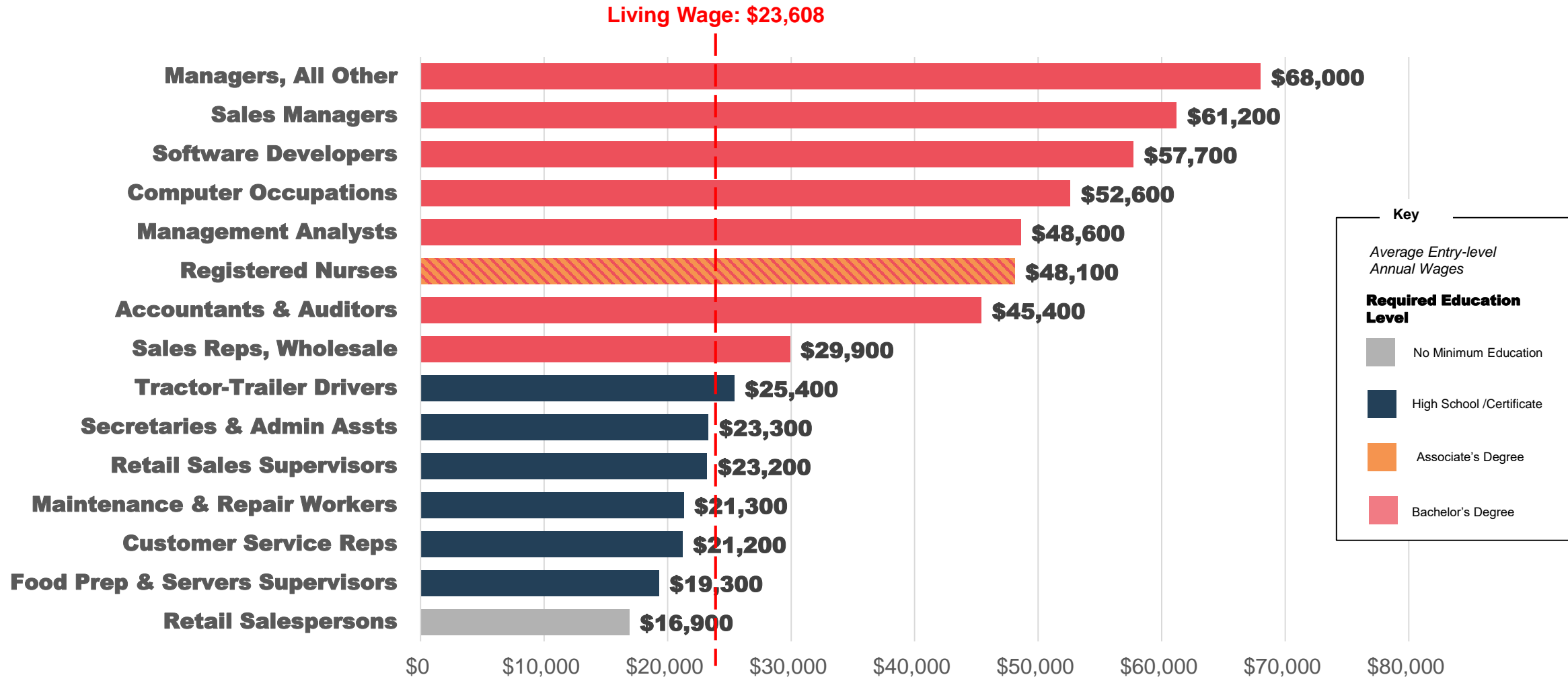


Note: [1] The occupations referenced in this report align with the Bureau of Labor Statistics' 2010 Standard Occupational Classification (SOC) system. [2] Sales Reps, Whsle & Mfg, (Ex Tech & Sci Pdcts) is abbreviation of Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products [3] 1st-Line Supvrs of Retail Sales Workers is abbreviation of First-Line Supervisors of Retail Sales Workers [4] 1st-Line Supvrs of Food Prep & Svg Workers is abbreviation of First-Line Supervisors of Food Preparation and Serving Workers [5] Secretaries & Admin Assts, (Ex. Legal, Med, and Exec) is abbreviation of Secretaries and Administrative Assistants, Except Legal, Medical, and Executive [6] Maintenance and Repair Workers, Gen is abbreviation for Maintenance and Repair Workers, General.

MOST IN-DEMAND OCCUPATIONS – GEORGIA



15 Most In-Demand Occupations at all award levels in Georgia – Entry-Level Average Annual Wages

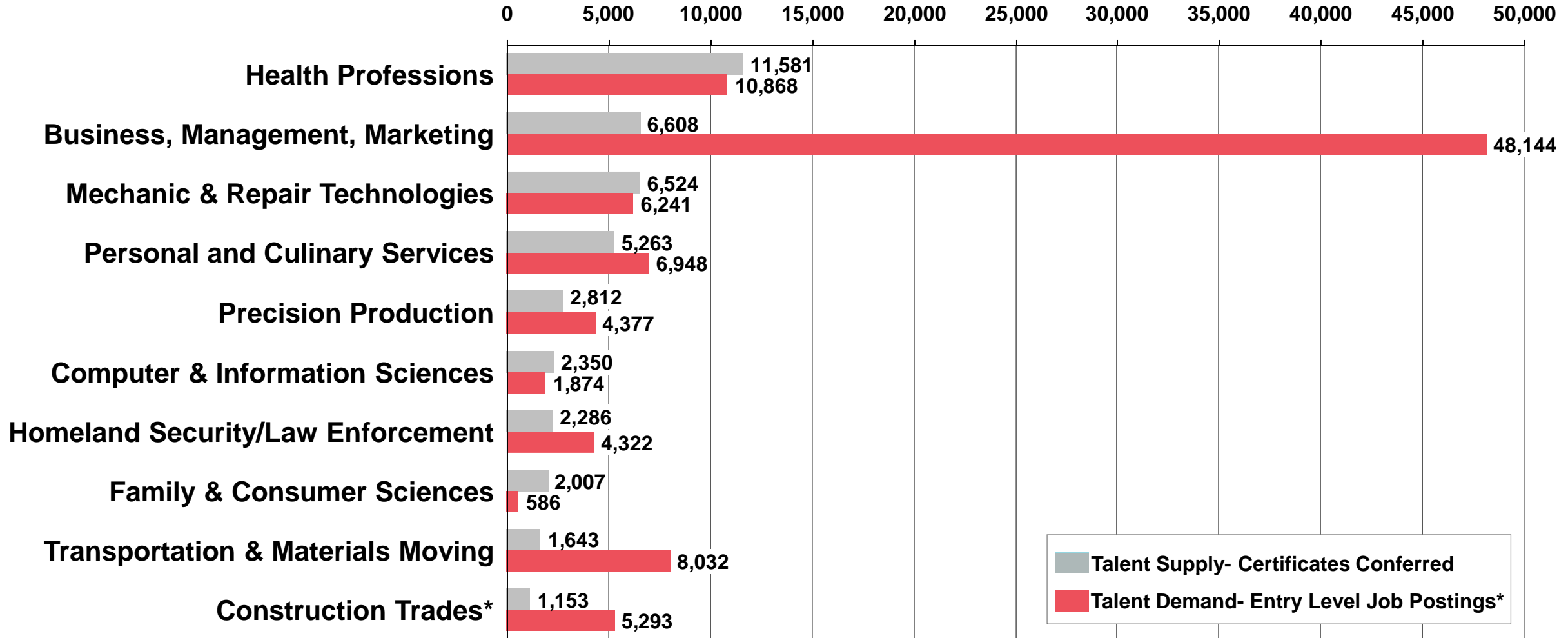


Note: [1] Sources: occupational wages, 2016 – Chmura Economics (JobsEQ); living wage - Living Wage Calculator (MIT) [2] Living Wage Line is based off calculation of \$11.35/hour that an individual must earn to support him/herself in Georgia as a sole provider working full-time [3] Registered Nurses shows Associate's and Bachelor's required education to reflect the shifting degree requirements for the occupation [4] All Entry Level Postings include postings that explicitly require 0-2 years of experience plus a percentage of postings with unlisted experience - applying the equivalent to the percentage of postings with 0-2 years experience of the postings that list an experience requirement to postings with unlisted experience.

ENTRY-LEVEL GAPS

TALENT GAPS - CERTIFICATES

Most Conferred Certificate Programs in Georgia for 2015-2016 Academic Year vs. Entry-Level Job Postings in 2016 for that Education Level

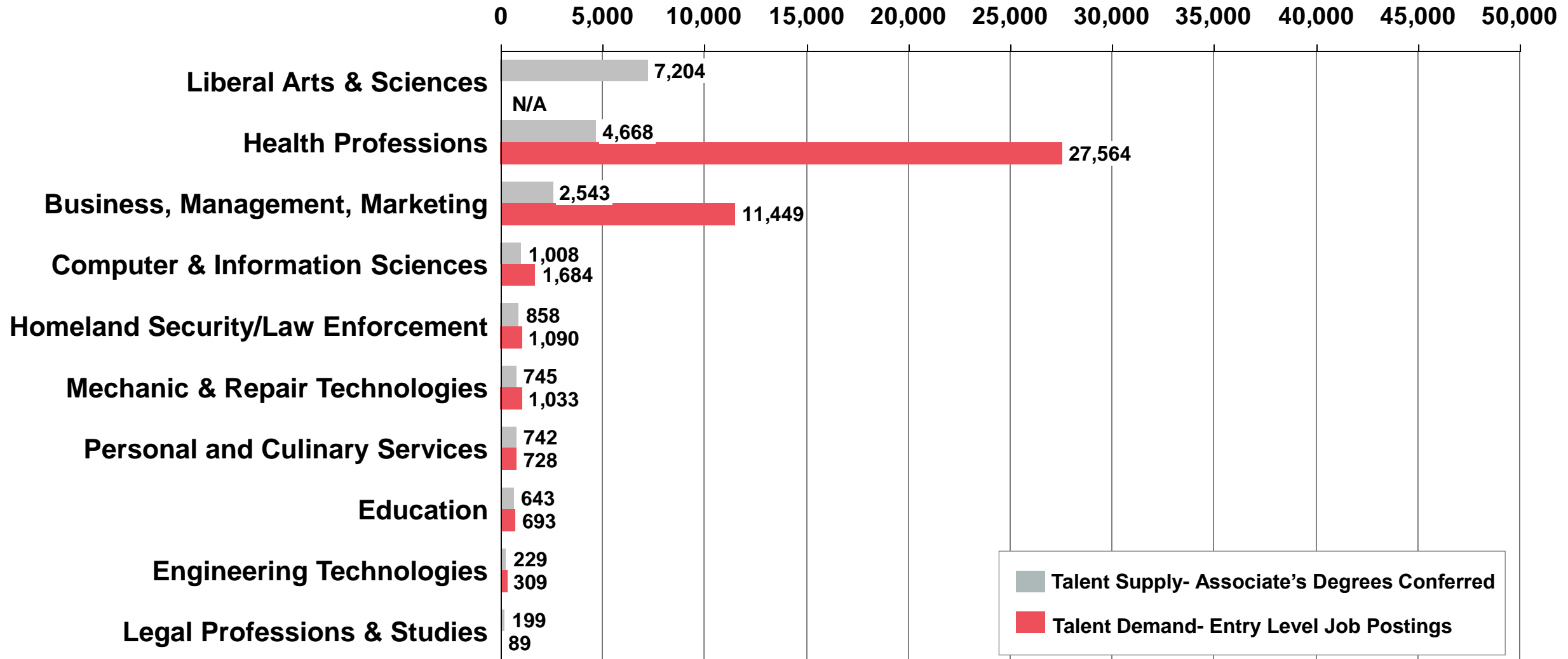


Note: [1] Source: Integrated Postsecondary Education Data System (IPEDS), 2015-2016; Burning Glass, 2016, JobsEQ, 2017 [2] For Construction Trades, positions are not filled through web-based sources that Burning Glass can leverage; therefore, demand was obtained through JobsEQ using the annual average for 3-year projected Total Replacement and Growth Demand. [3] Homeland Security/Law Enforcement is abbreviation for Homeland Security, Law Enforcement, Firefighting and Related Protective Services [4] All Entry-Level Postings include postings that explicitly require 0-2 years of experience plus a percentage of postings with unlisted experience - applying the equivalent to the percentage of postings with 0-2 years experience of the postings that list an experience requirement to postings with unlisted experience [5] Analysis assumes a closed talent market-migration is unaccounted for [6] IPEDs is the source for awards conferred, used as a proxy for talent supply. Burning Glass is the source for entry-level job postings, used as a proxy for talent demand. The Burning Glass data was pulled at the occupational level and includes all entry-level job postings requesting High School/Vocational Education.

TALENT GAPS – ASSOCIATE’S DEGREES



Most Conferred Associate’s Programs in Georgia 2015-2016 Academic Year vs. Entry-Level Job Postings in 2016 for that Education Level.

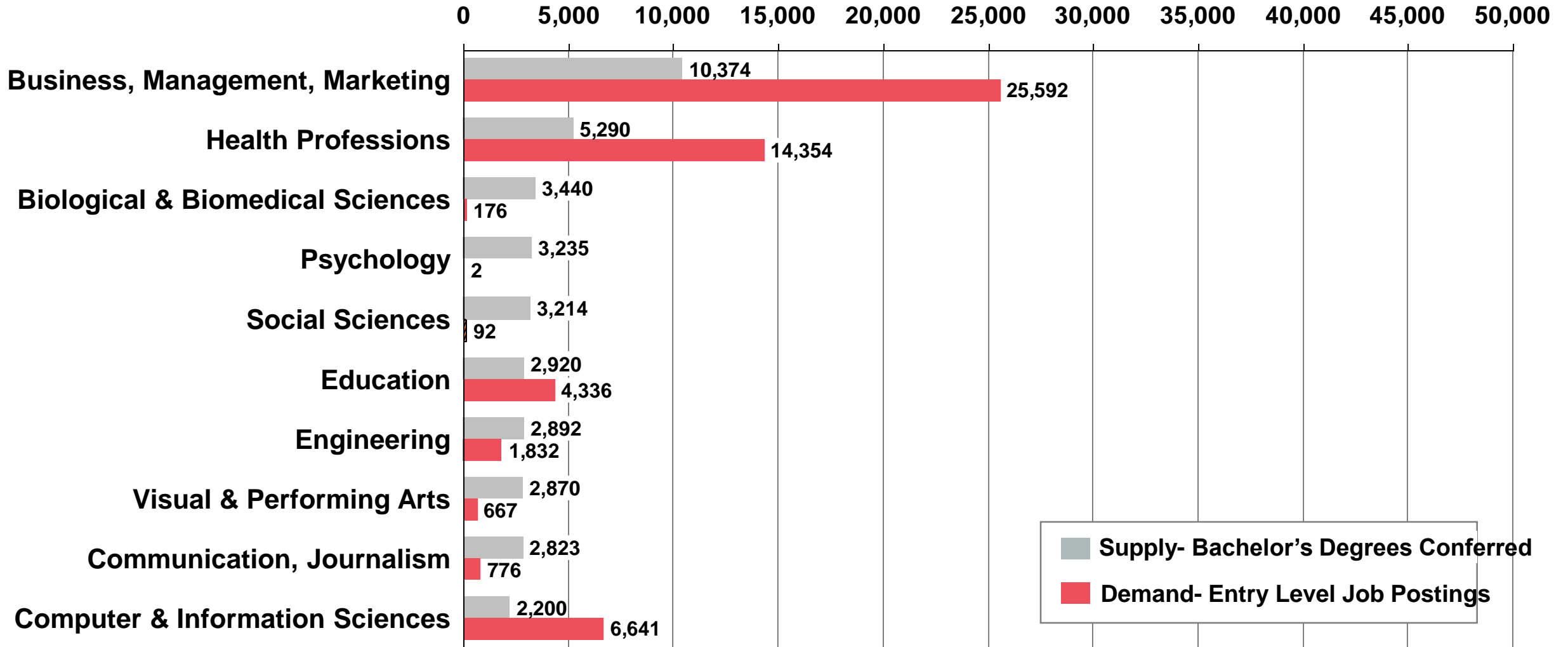


[1] Liberal Arts and Sciences, General Studies and Humanities shows N/A demand because the related occupation is post-secondary teaching which requires additional education beyond the Associate’s degree level [2] Homeland Security/Law Enforcement is abbreviation for Homeland Security, Law Enforcement, Firefighting and Related Protective Services [3] All Entry Level Postings include postings that explicitly require 0-2 years of experience plus a percentage of postings with unlisted experience – applying the equivalent to the percentage of postings with 0-2 years experience of the postings that list an experience requirement to postings with unlisted experience [4] Analysis assumes a closed talent market-migration is unaccounted for [5] IPEDs is the source for awards conferred, used as a proxy for talent supply. Burning Glass is the source for entry-level job postings, used as a proxy for talent demand. The Burning Glass data was pulled at the occupational level and includes all entry-level job postings requesting Associate’s Education. **Source:** Source: Integrated Postsecondary Education Data System (IPEDS), 2015-2016; Burning Glass, 2016

TALENT GAPS – BACHELOR’S DEGREES



Most Conferred Bachelor’s Programs in Georgia 2015-2016 Academic Year vs. Entry-Level Job Postings in 2016 for that Education Level.



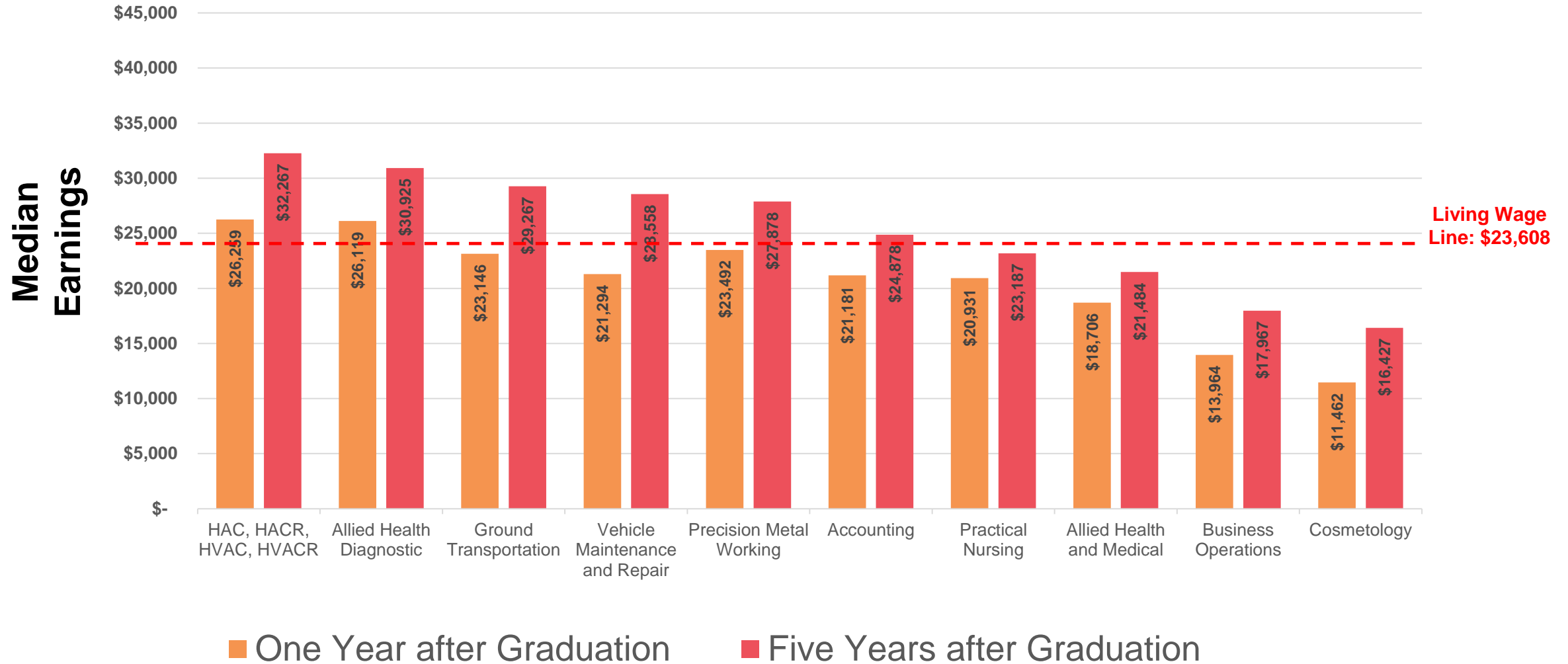
Note: [1] For Education, job postings through web-based sources that Burning Glass can leverage do not adequately reflect demand per industry feedback; therefore, demand was obtained through JobsEQ using the annual average for 3-year projected Total Replacement and Growth Demand [2] All Entry Level Postings include postings that explicitly require 0-2 years of experience plus a percentage of postings with unlisted experience - applying the equivalent to the percentage of postings with 0-2 years experience of the postings that list an experience requirement to postings with unlisted experience [3] Analysis assumes a closed talent market-migration is unaccounted for [4] IPEDs is the source for awards conferred, used as a proxy for talent supply. Burning Glass is the source for entry-level job postings, used as a proxy for talent demand. The Burning Glass data was pulled at the occupational level and includes all entry-level job postings requesting Bachelor’s Education. **Source:** Integrated Postsecondary Education Data System (IPEDS), 2015-2016; Burning Glass, 2016; JobsEQ

**EARNING
POTENTIAL**

MEDIAN ANNUAL WAGES | CERTIFICATES

Median Annual Wages 2007 to 2013 for Most Conferred & Highest Earning Certificate Programs in Georgia
One-Year and 5-Years Post-Graduation

MOST CONFERRED CERTIFICATES

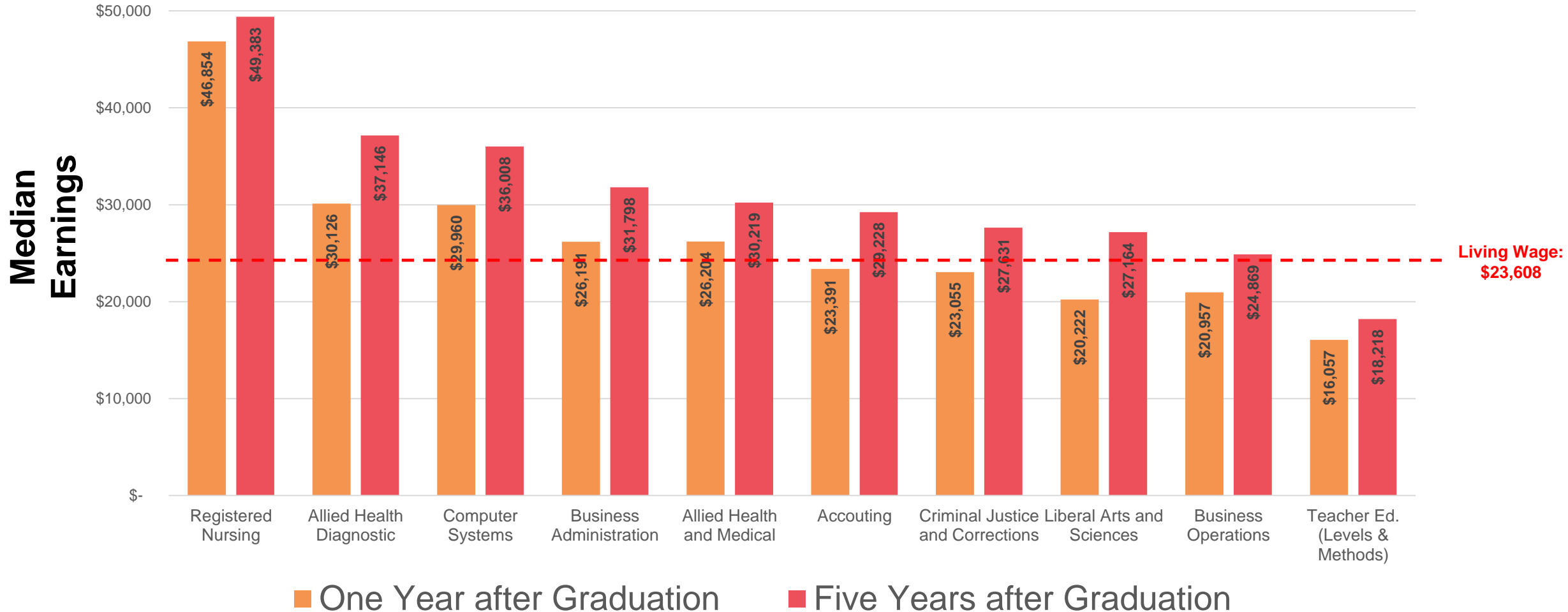


Note: [1] Sources: Governor's Office of Student Achievement; Living Wage Calculator (MIT) [2] The Governor's Office of Student Achievement, Georgia Higher Learning & Earnings Snapshot, Employment and Earnings Outcomes of Georgia's Graduates from Colleges/Universities; data reflects graduates from 2007 to 2013; all dollar amounts have been converted to 2015 dollars to account for inflation. [3] Living Wage Line is based off calculation of \$11.35/hour that an individual must earn to support him/herself in Georgia as a sole provider working full-time.

MEDIAN ANNUAL WAGES | ASSOCIATE'S DEGREES

Median Annual Wages 2007 to 2013 for Most Conferred & Highest Earning Associate's Degree Programs in Georgia One-Year and 5-Years Post-Graduation

MOST CONFERRED ASSOCIATE'S DEGREES

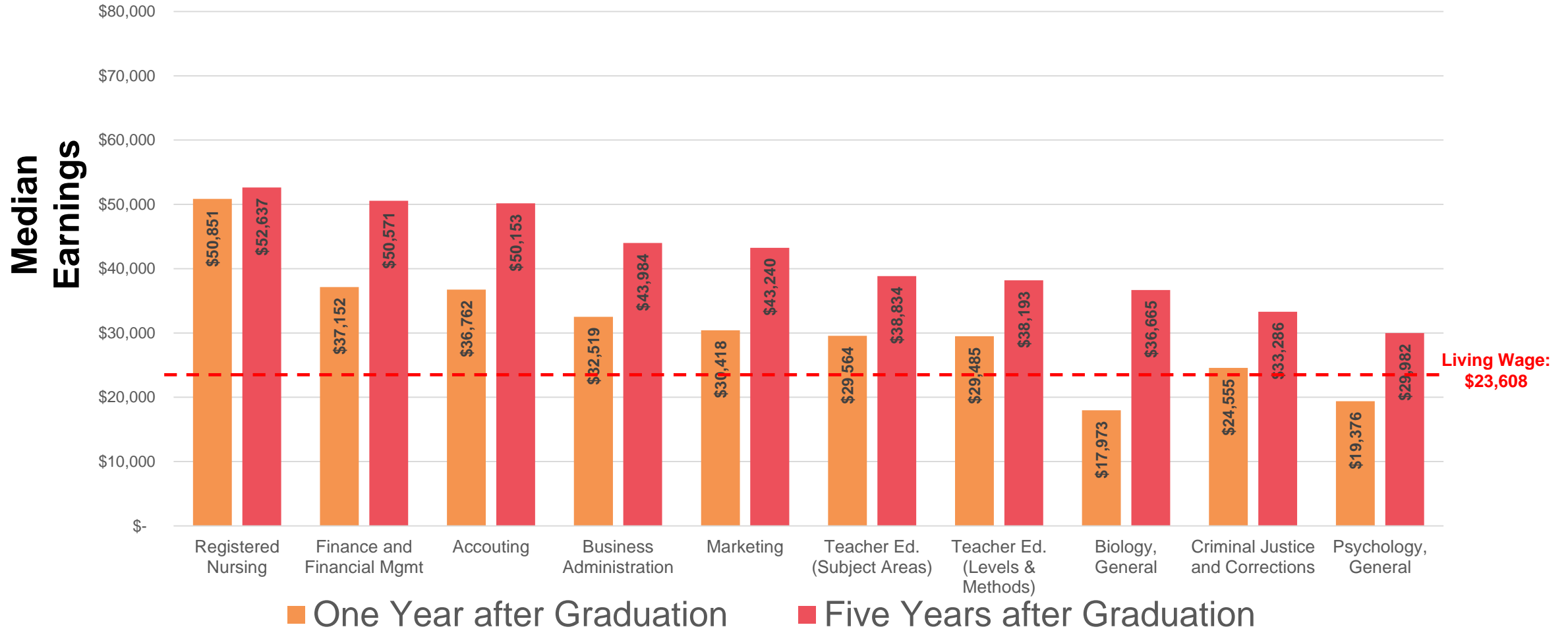


Note: [1] Sources: Governor's Office of Student Achievement; Living Wage Calculator (MIT) [2] The Governor's Office of Student Achievement, Georgia Higher Learning & Earnings Snapshot, Employment and Earnings Outcomes of Georgia's Graduates from Colleges/Universities_data reflects graduates from 2007 to 2013; all dollar amounts have been converted to 2015 dollars to account for inflation. [3] Living Wage Line is based off calculation of \$11.35/hour that an individual must earn to support him/herself in Georgia as a sole provider working full-time.

MEDIAN ANNUAL WAGES | BACHELOR'S DEGREES

Median Annual Wages 2007 to 2013 for Most Conferred & Highest Earning Bachelor's Degree Programs in Georgia One-Year and 5-Years Post-Graduation

MOST CONFERRED BACHELOR'S DEGREES



Note: [1] Sources: Governor's Office of Student Achievement; Living Wage Calculator (MIT) [2] The Governor's Office of Student Achievement, Georgia Higher Learning & Earnings Snapshot, Employment and Earnings Outcomes of Georgia's Graduates from Colleges/Universities; data reflects graduates from 2007 to 2013; all dollar amounts have been converted to 2015 dollars to account for inflation. [3] Living Wage Line is based off calculation of \$11.35/hour that an individual must earn to support him/herself in Georgia as a sole provider working full-time.

GEORGIA: YOUR TALENT, YOUR FUTURE

KEY OBJECTIVES



Policy Recommendations

- **Increase Access to Post-Secondary Education**
- **Accelerate Training & Education Pathways**
- **Increase Exposure & Awareness of in-demand jobs**
- **Incentivize Workforce & Employability Outcomes**
- **Enhance Education & Workforce Data Capabilities**

Practice Recommendations

- **Increase Exposure & Awareness of in-demand jobs**
- **Prioritize Career Counseling and Career Advising**
- **Incorporate Industry-Relevant Training into Curricula**

QUESTIONS

Amy Lancaster

Director of Workforce Development

Metro Atlanta Chamber

alancaster@macoc.com

**METRO
ATLANTA**
C H A M B E R



APPENDIX

YOUR TALENT YOUR FUTURE

RESOURCES



www.YourTalentYourFuture.org

Higher Learning & Earnings <https://learnearn.gosa.ga.gov/>

Occupational Outlooks <https://dol.georgia.gov/get-occupational-trends>

YouScience Interest & Aptitude Test <https://www.youscience.com/>