

# TALENT DEVELOPMENT IN GEORGIA

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# 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. ”

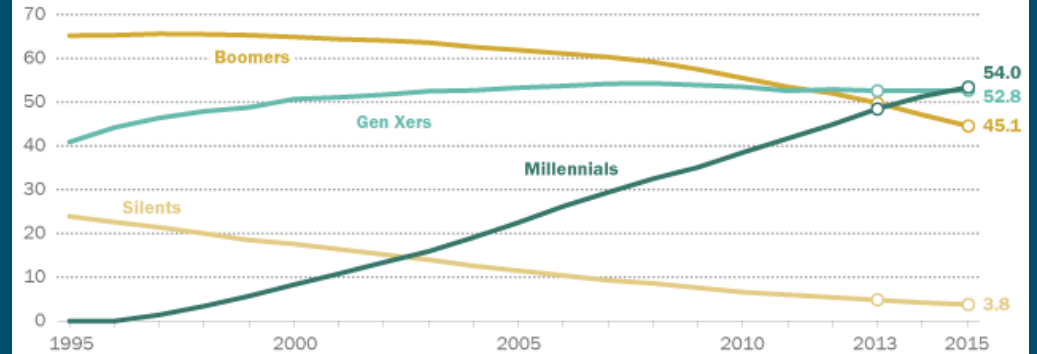
- U.S. Census Bureau

# CURRENT WORKFORCE LANDSCAPE

- Changing Workforce

U.S. labor force by generation, 1995-2015

In millions



Note: Due to data limitations, Silent generation is overestimated from 2008-2015.

Source: Pew Research Center tabulations of monthly 1995-2015 Current Population Surveys, Integrated Public Use Microdata (IPUMS).

PEW RESEARCH CENTER

# 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

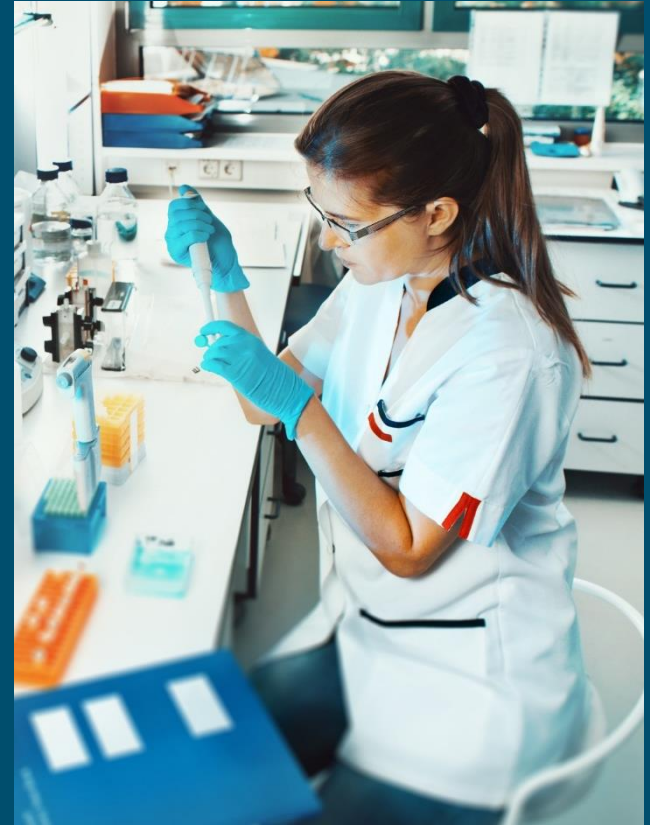
- Software Developer
- Computer Programmer
- Application Developers
- Computer Systems Engineer
- Cyber Security Specialist
- Data Analyst



# CURRENT WORKFORCE LANDSCAPE

## Healthcare

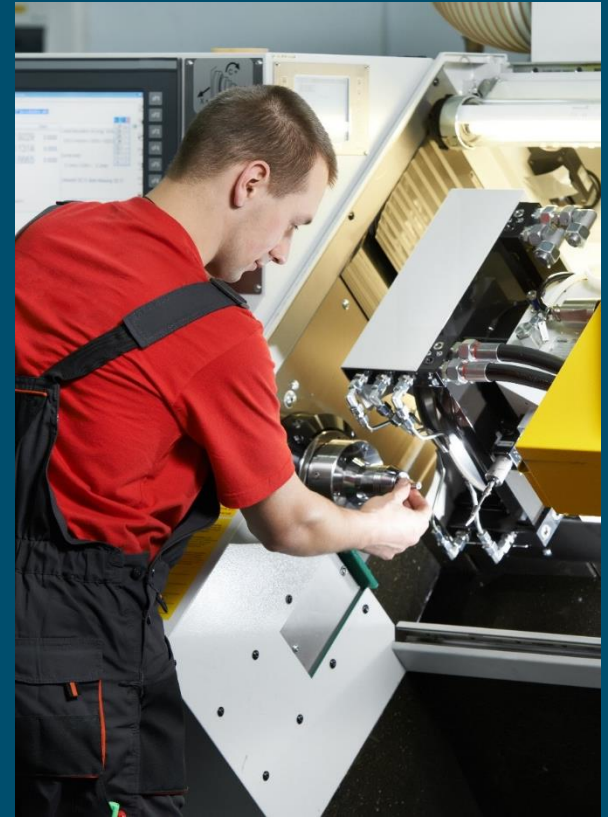
- General Physician
- Registered Nurse
- Nurse Practitioner
- Physician Assistant
- Physical Therapist
- Case Management Worker
- Call Center Representative
- Medical Technologist
- Medical Coder



# 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

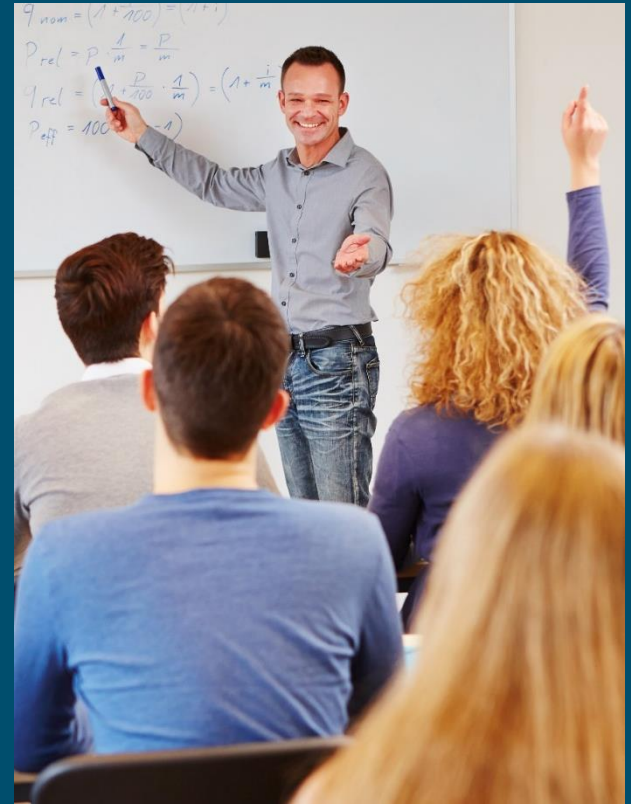
- Pilot
- Aerospace Engineer
- Aircraft Mechanic
- Machine/Facilities Technician
- Metallurgy Technician
- Structures Mechanic



# 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**

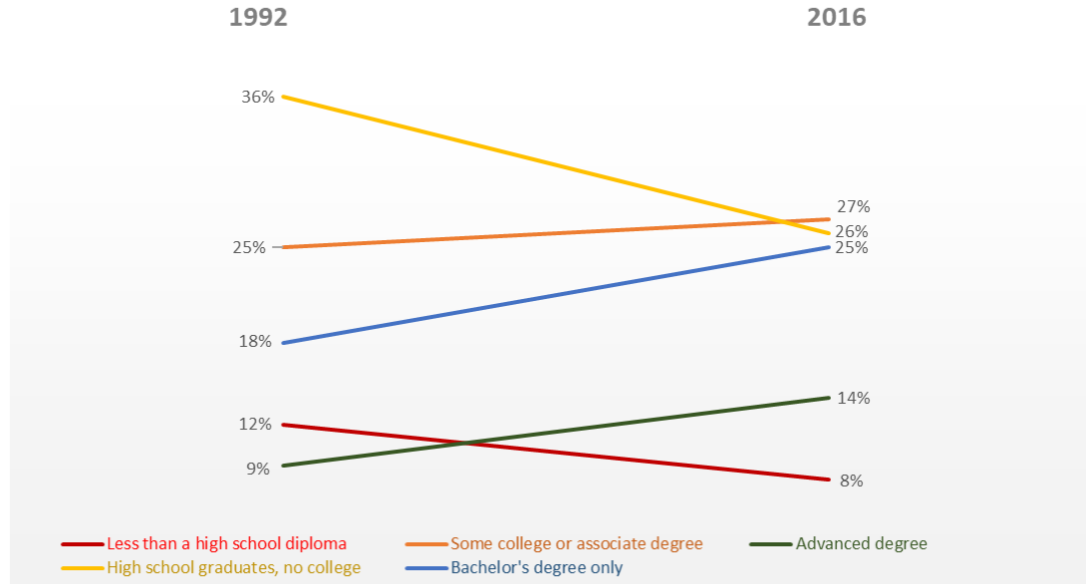
“ By 2020, 65 percent of all jobs in the economy will require postsecondary education and training beyond high school.”

- Harvard University



# CURRENT WORKFORCE LANDSCAPE

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



# 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

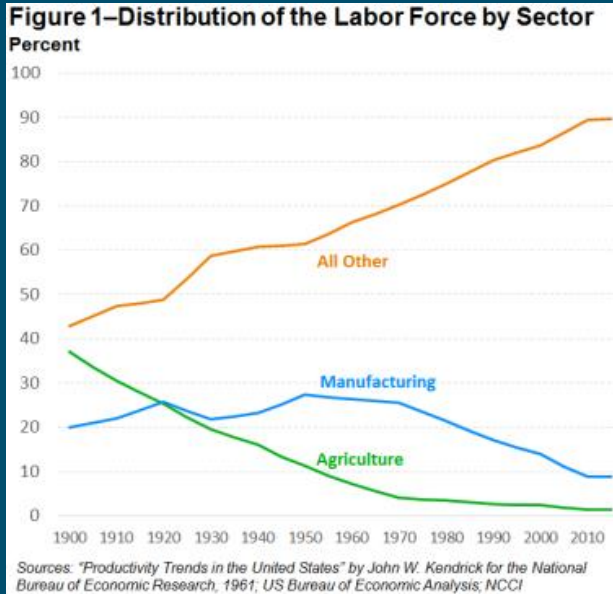
# FUTURE WORKFORCE LANDSCAPE

- **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

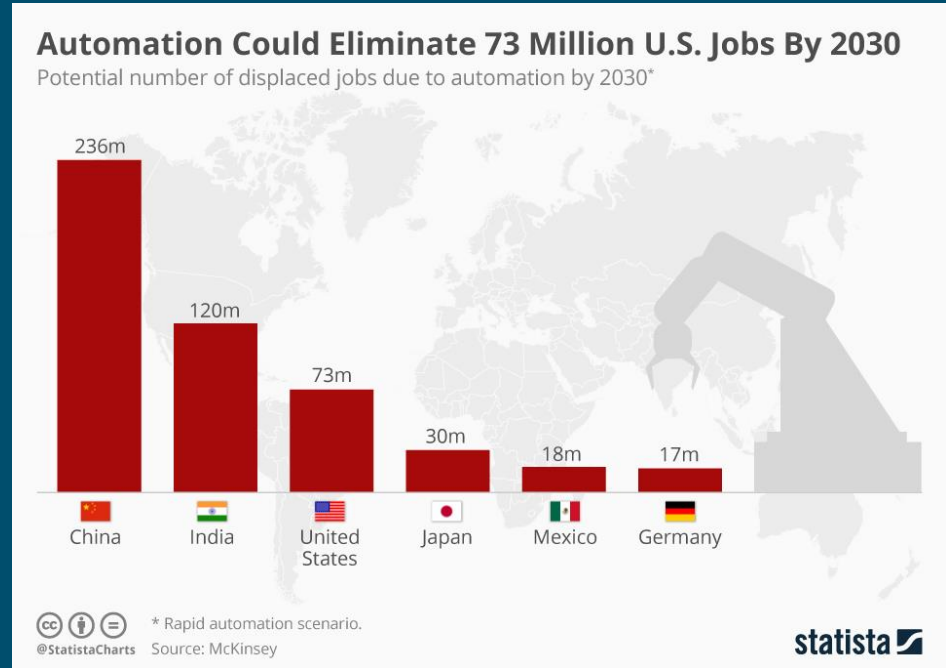
# FUTURE WORKFORCE LANDSCAPE

- Changing Industry Dynamics



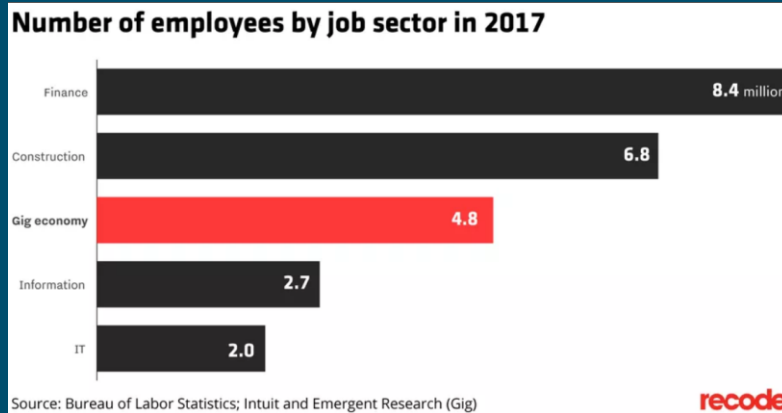
# FUTURE WORKFORCE LANDSCAPE

- **Automation**
  - Elimination of low-skill, repetitive jobs
  - Retail most at risk
  - Healthcare least at risk



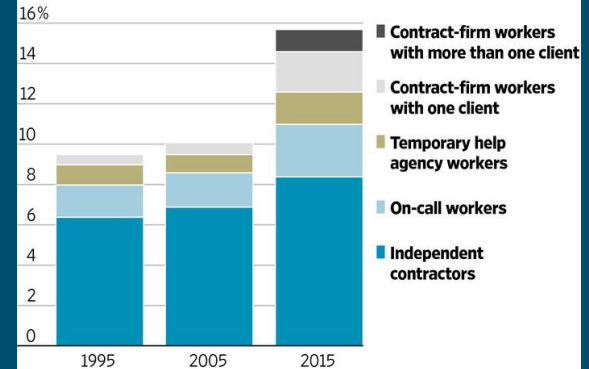
# FUTURE WORKFORCE LANDSCAPE

- **Redefining Employment**
  - Growth of “Gig Economy”



## Where Do You Work?

Estimates suggest a sharp increase in the percentage of the U.S. workforce that isn't employed directly by the company where they work.



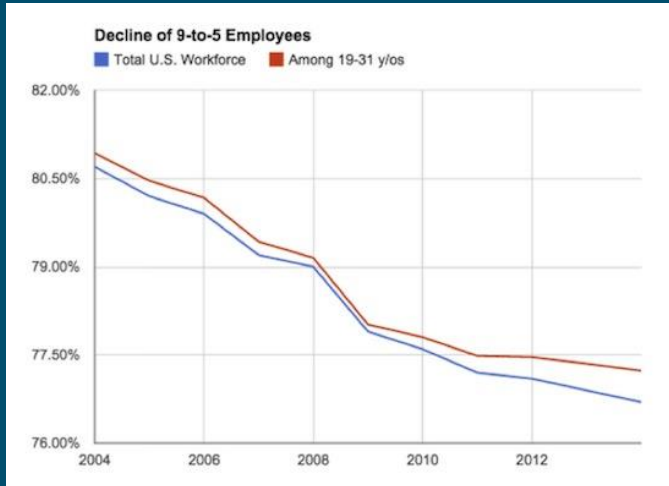
Note: A janitor who is employed by a contract firm and cleans five unrelated offices a week is counted as working for more than one client. Data for 1995 and 2005 don't include exact comparisons for that group.

Source: Lawrence Katz (Harvard University) and Alan Krueger (Princeton University)

THE WALL STREET JOURNAL.

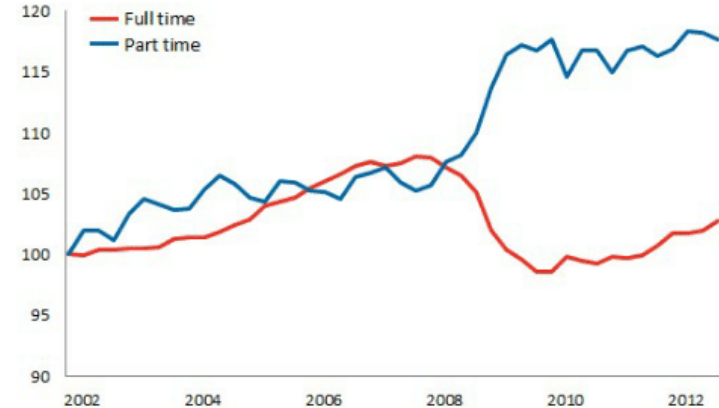
# FUTURE WORKFORCE LANDSCAPE

- **Redefining Employment**
  - Increase in part-time work



## America's part-time employment problem

Ten-year change in part- and full-time employment levels (2002=100)

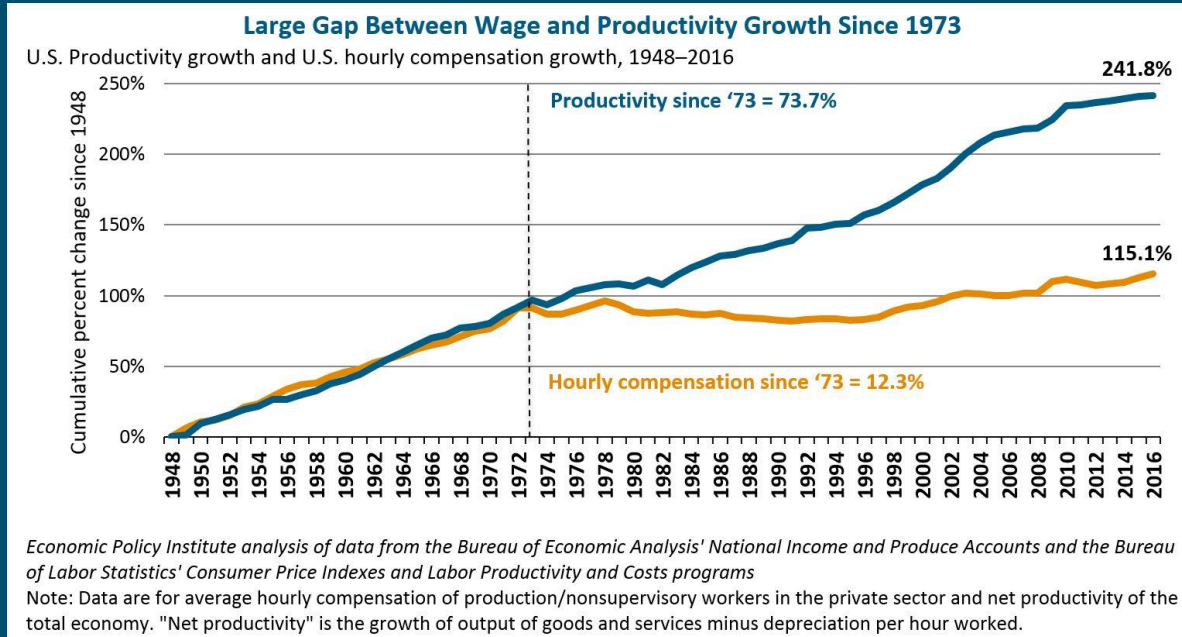


Source: Bureau of Labor Statistics



# FUTURE WORKFORCE LANDSCAPE

- Wage Growth





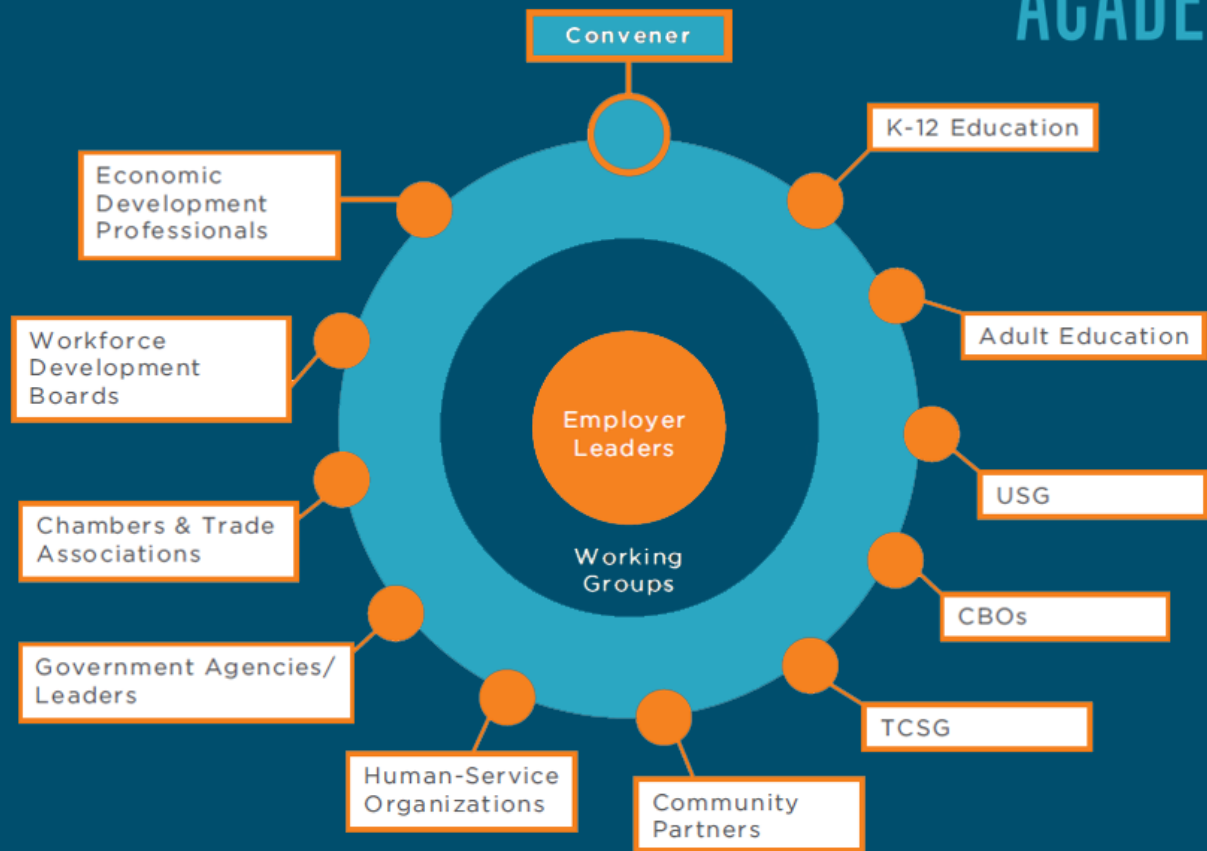
# HOW ARE WE ADDRESSING THESE ISSUES?

# WORKSOURCE SECTOR PARTNERSHIPS



# REGIONAL SECTOR PARTNERSHIPS

WORKSOURCE GEORGIA  
ACADEMY



# 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?

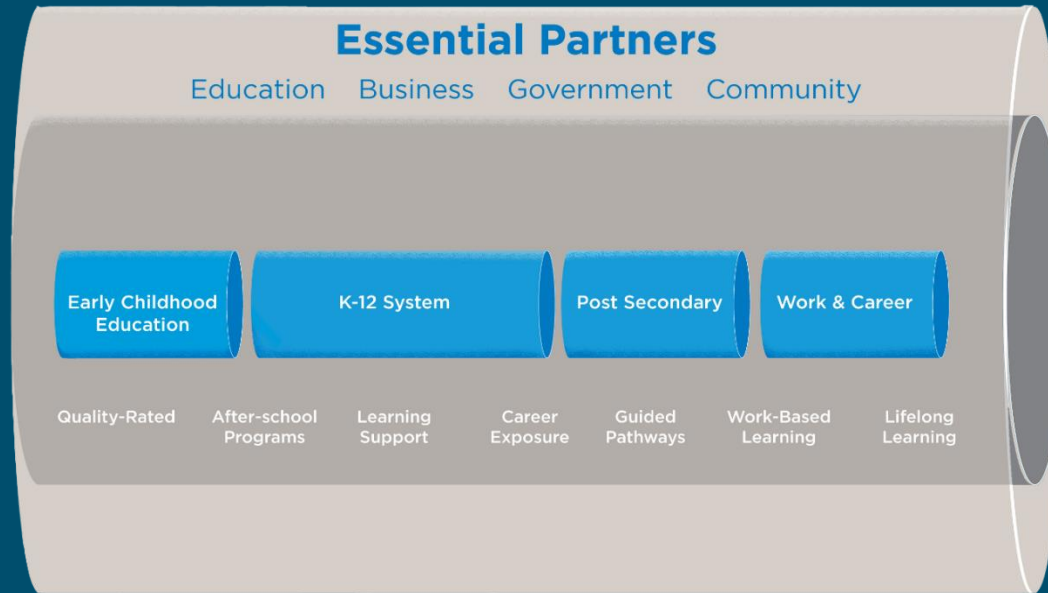
- Data collection and alignment efforts
- Creating new apprenticeship or other training programs
  - Aligning and integrating WorkSource Business Services with regional economic development efforts
- Updating existing post-secondary training programs
- Creating or expanding CTAE offerings at the K-12 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

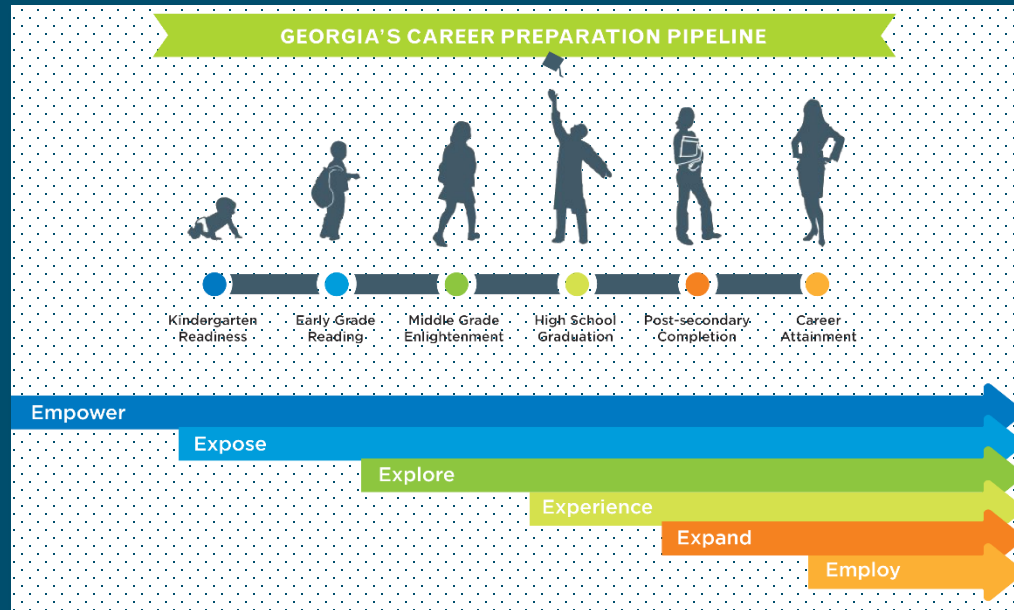
- “Cradle to Career” Insulated Pipeline





# CAREER PATHWAYS

- Path of Continual Growth & Advancement



# CAREER PATHWAYS

- Career Preparation Pipeline

## Empower

### 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

# CAREER PATHWAYS

- Career Preparation Pipeline

## Experience

### 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

## Expand

### 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

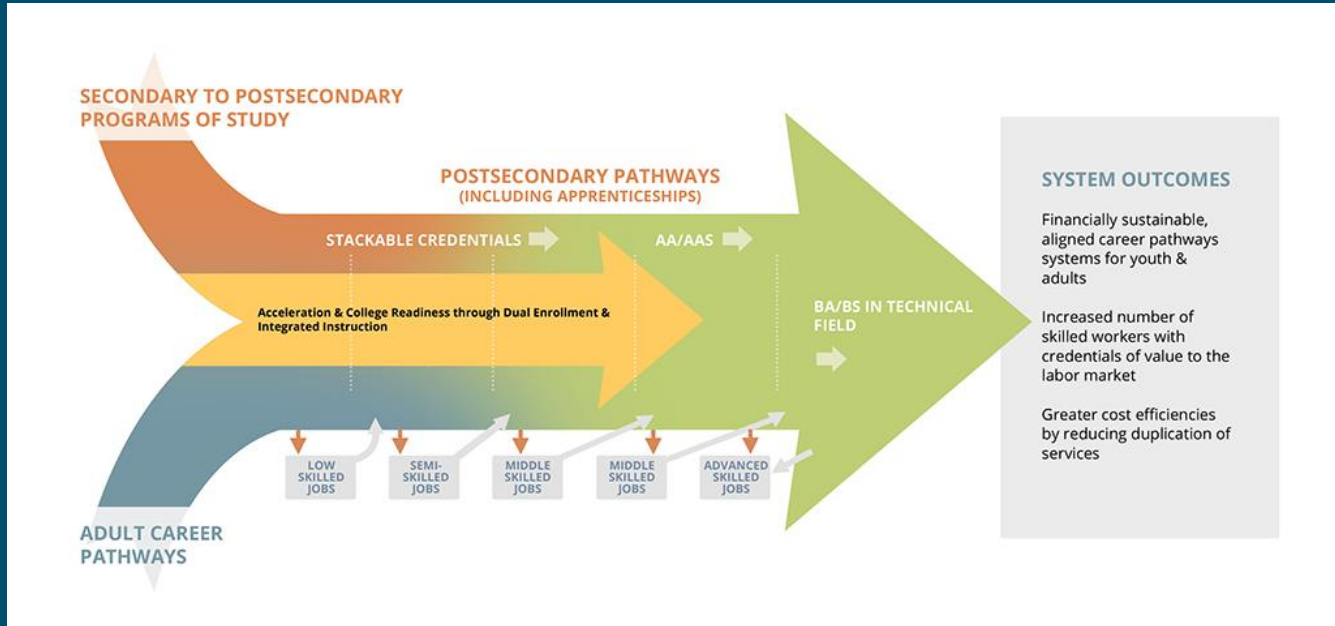
## Employ

### 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





# 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

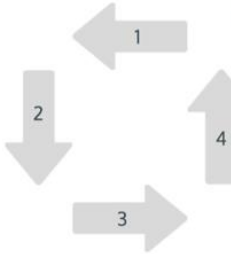


# WHAT'S CURRENTLY BEING DONE?

- YouScience

Practice Hand-Eye Coordination

Try it!  
You have one minute to practice the pattern shown.

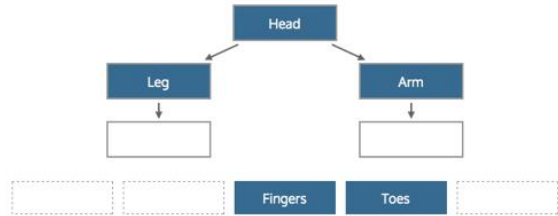


1  
2  
3  
4

BACK TO DIRECTIONS

Practice Sequential Reasoning: Diagram 1 of 2

Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-clicking any tile will remove it from the diagram.



```
graph TD; Head[Head] --> Leg[Leg]; Head --> Arm[Arm]; Leg --> Box1[ ]; Arm --> Box2[ ]; Fingers[Fingers]; Toes[Toes];
```

BACK TO DIRECTIONS

SEE ANSWER

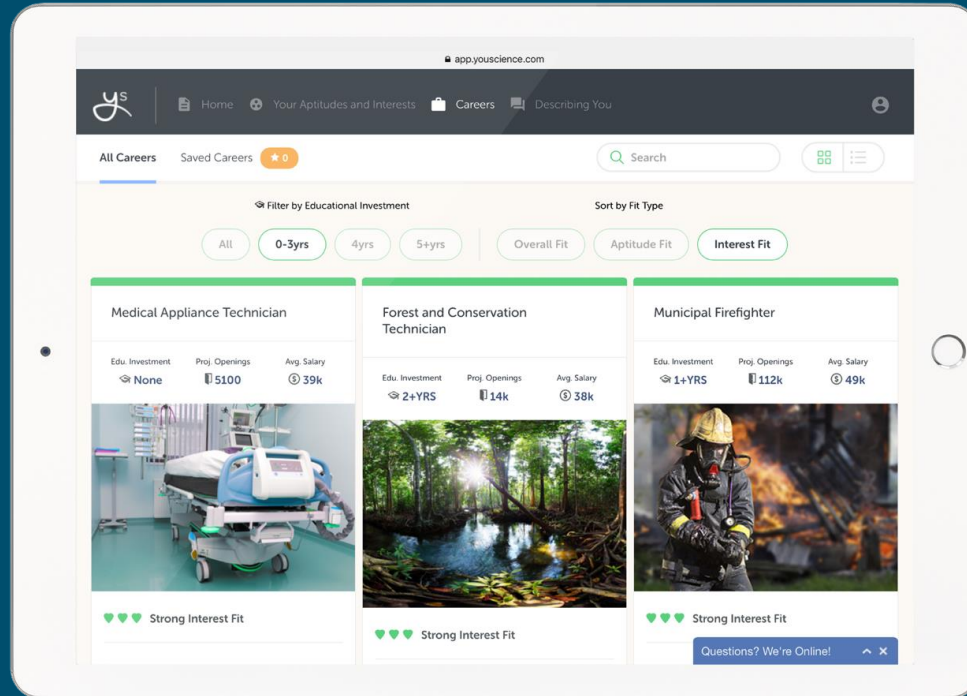
Associative Memory: Series One

MEMORIZE

NUMBER	LETTER
14	H
70	G
38	M
41	S
94	X
57	R
65	B
32	D

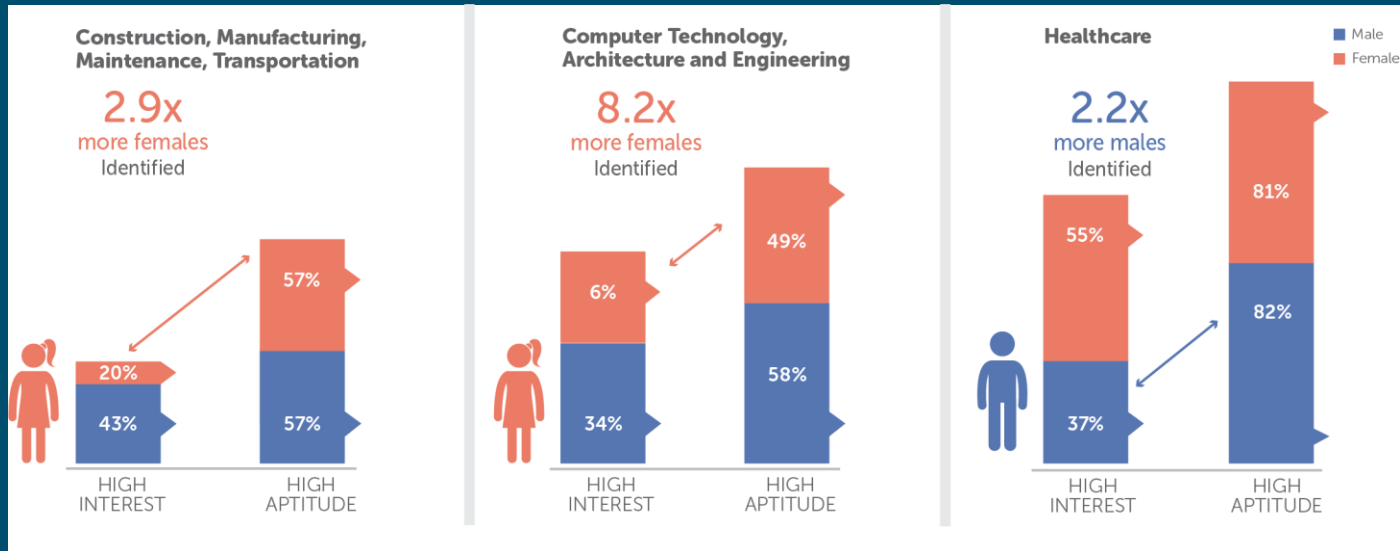
# WHAT'S CURRENTLY BEING DONE?

- YouScience



# WHAT'S CURRENTLY BEING DONE?

- YouScience







**THANK YOU!**

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