

Workforce

DEVELOPMENT, INC.

*The Workforce Development Board
of Southeast Minnesota*



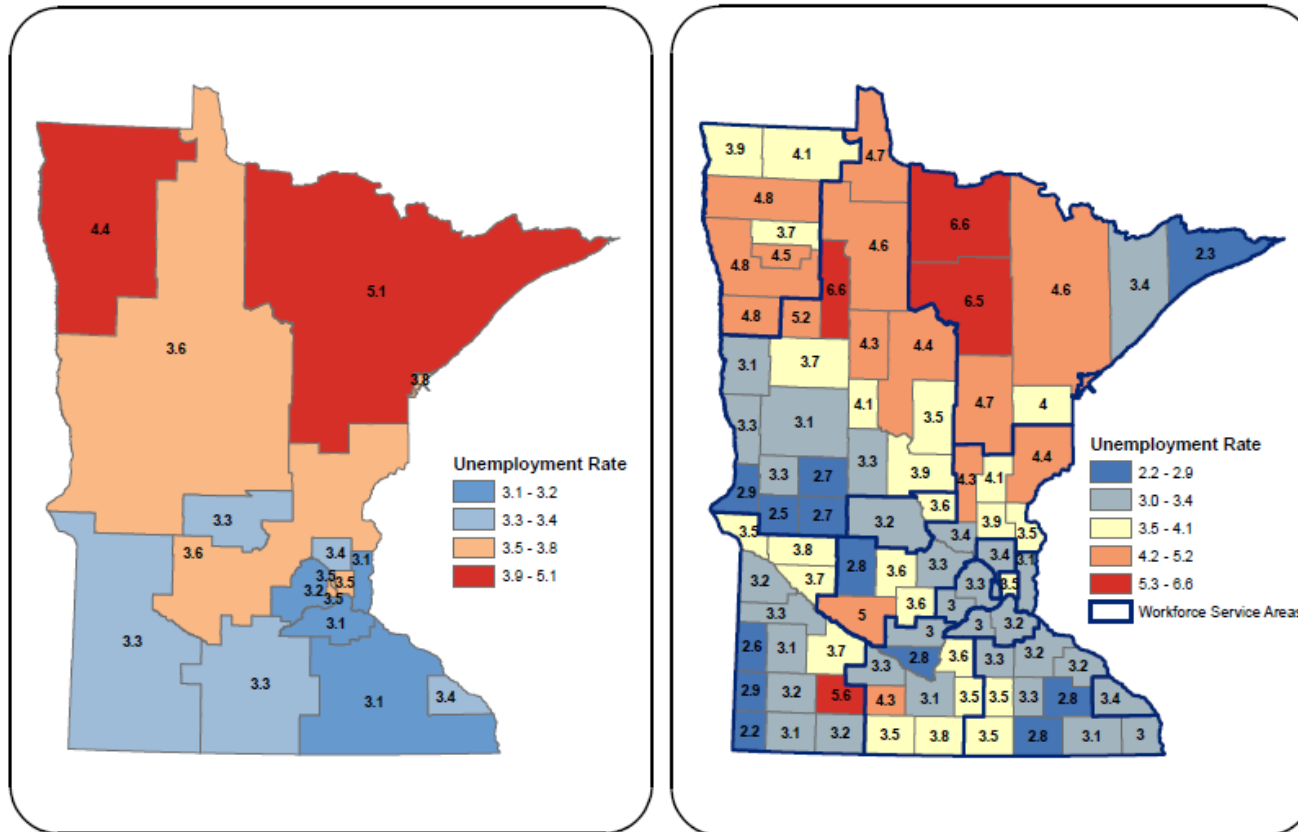
Southeast Minnesota Labor Market Information

Byron High School
August 23, 2017



MN Unemployment

Unemployment Rates in Workforce Service Areas and Counties, Jul 2017
 State of Minnesota = 3.4% (not seasonally adjusted)

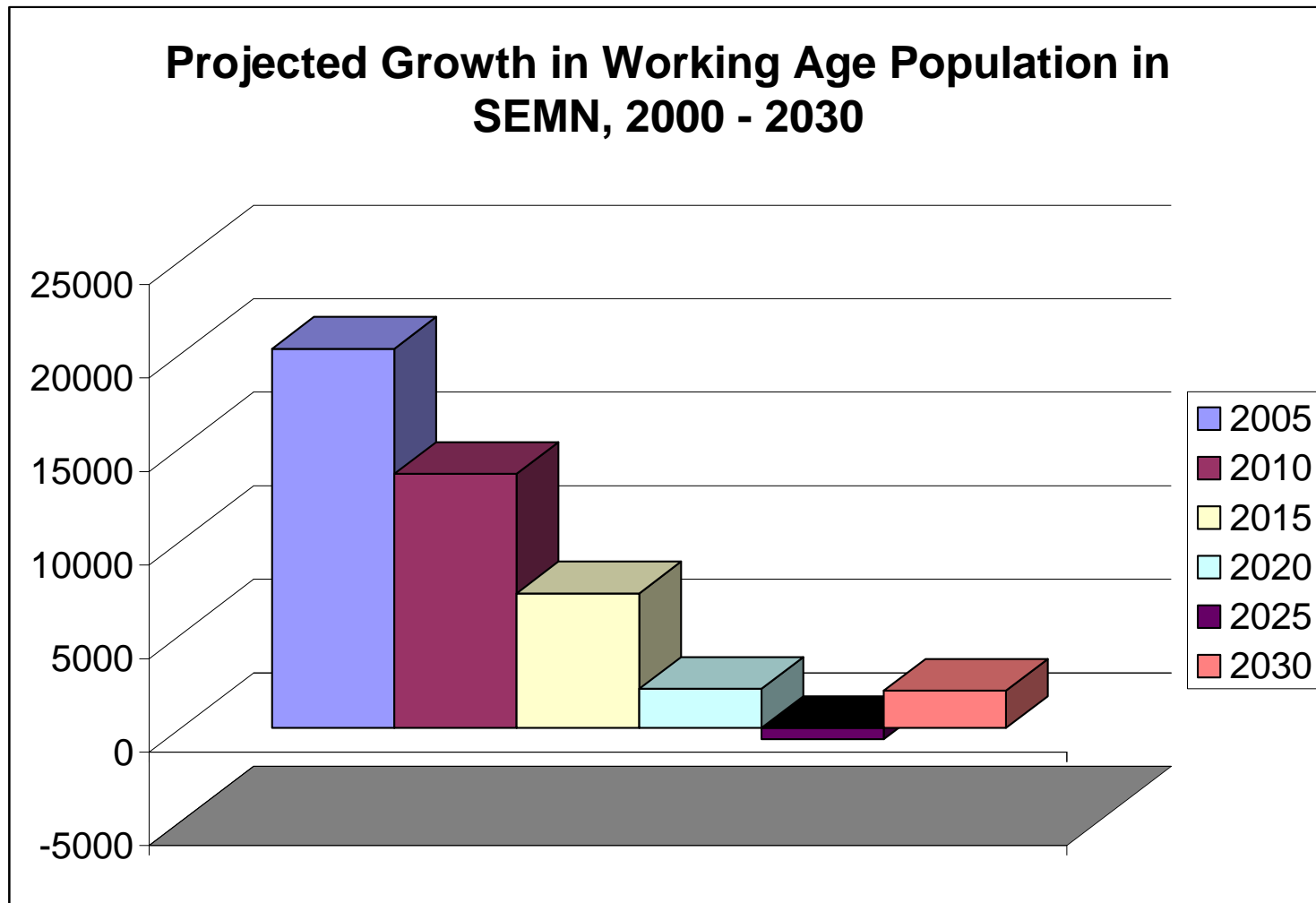


Source: MN DEED, LAUS
 Prepared by DEED (ABR)
 Aug 22, 2017

Workforce
 DEVELOPMENT, INC.

Working together to strengthen our future

Working With a Changing Labor Pool

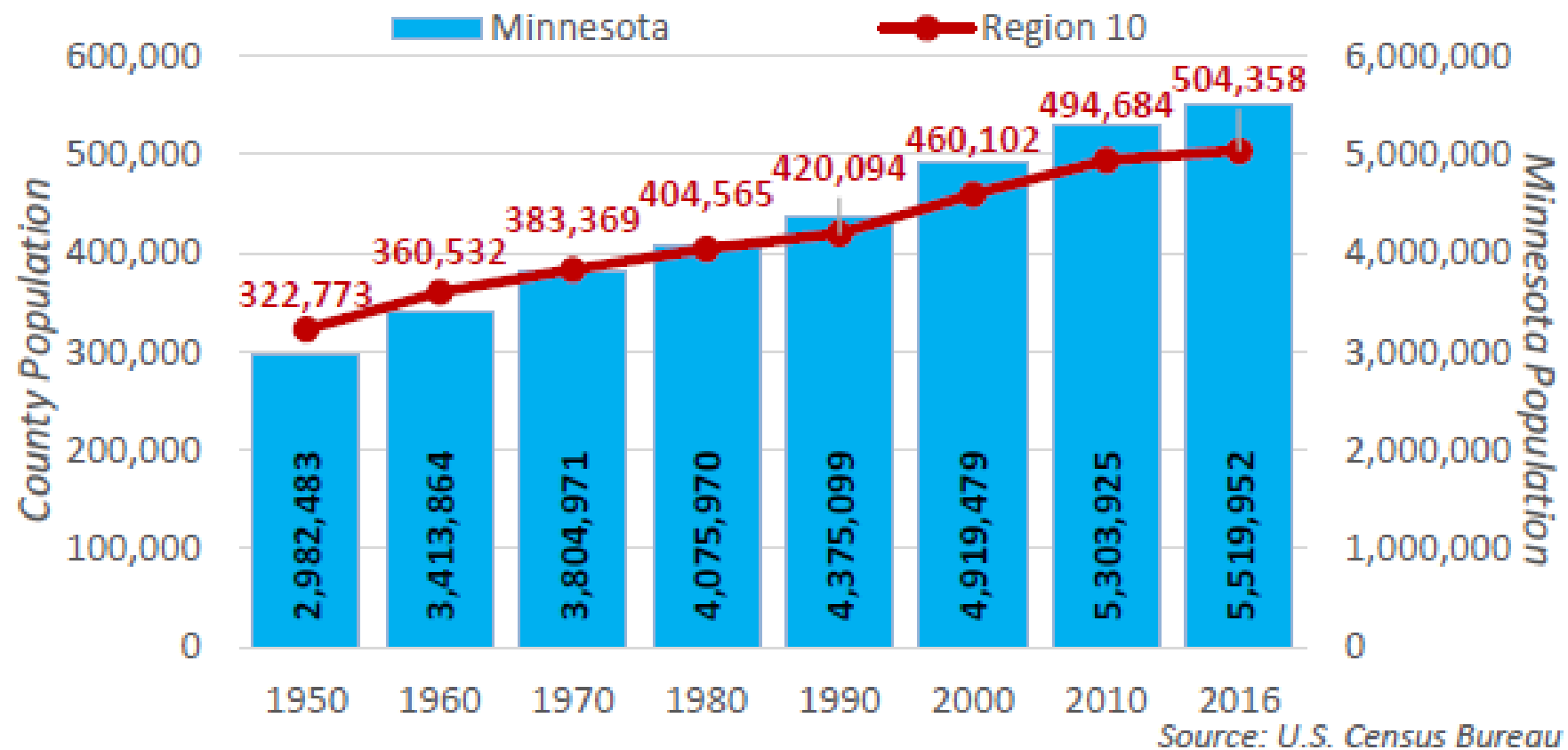


Workforce
DEVELOPMENT, INC.

Working together to strengthen our future

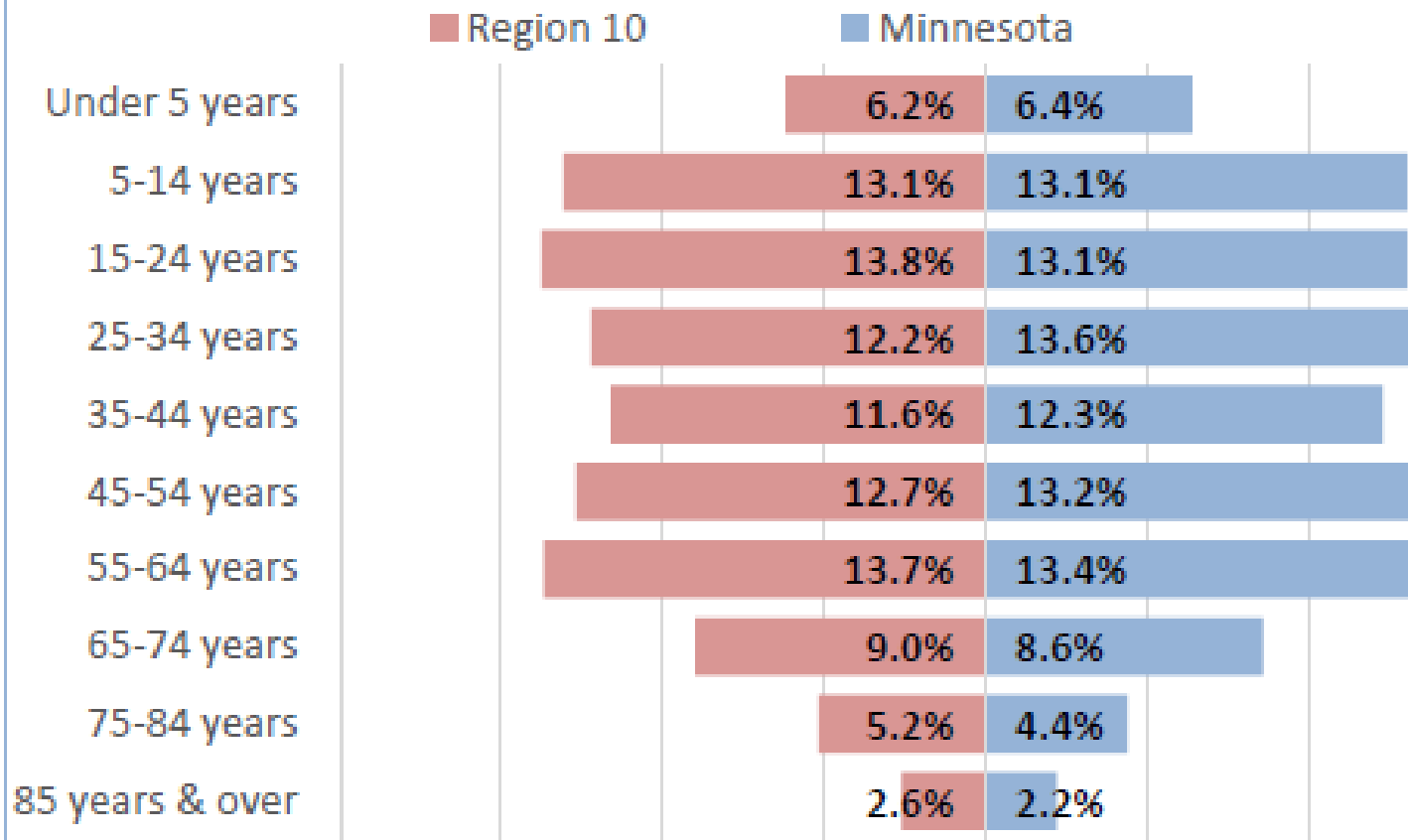
Workforce Demographics

Figure 1. Population Change, 1950-2016



Workforce Demographics

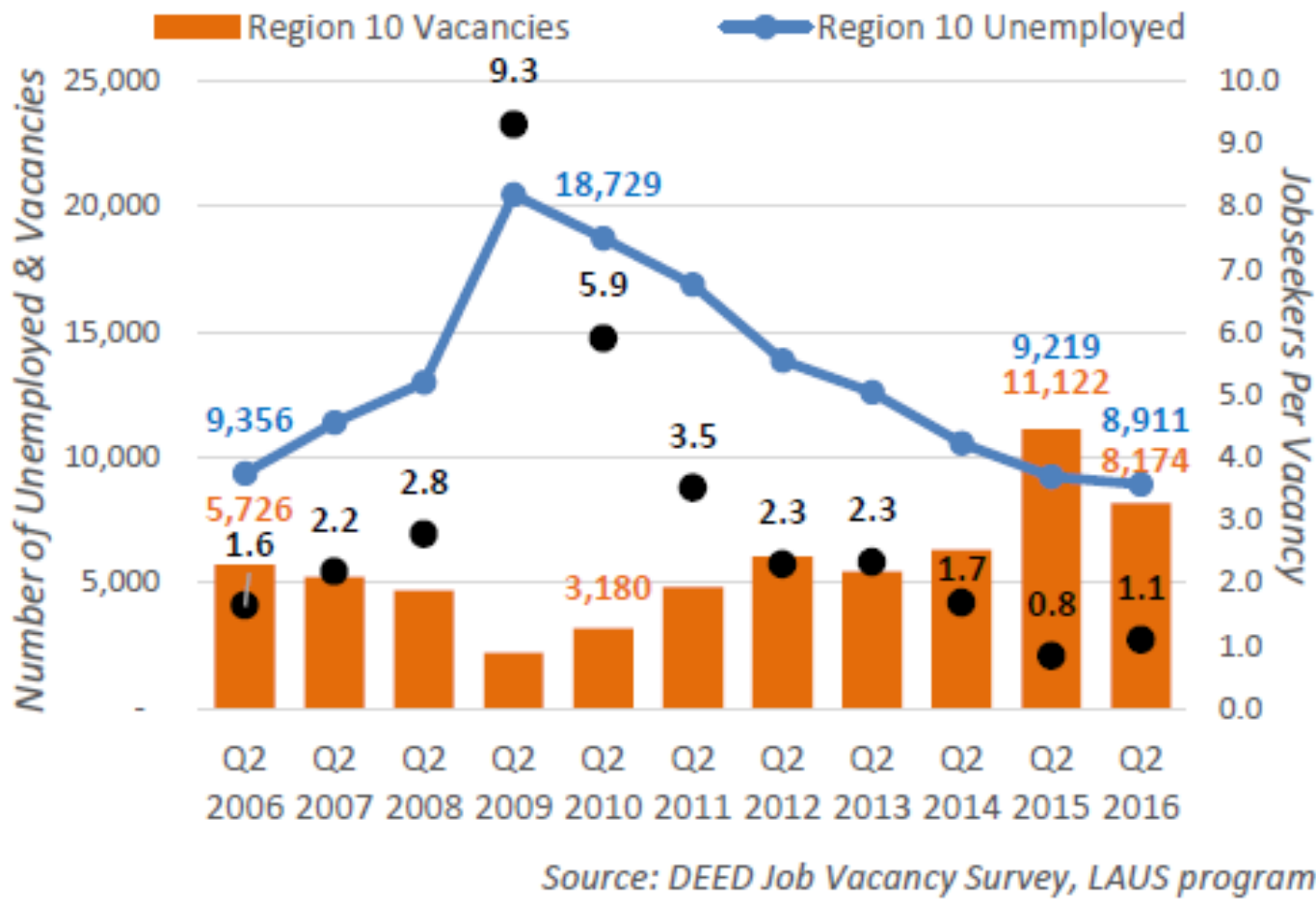
Figure 2. Percentage of Population by Age Group, 2016



Source: U.S. Census Bureau, Population Estimates

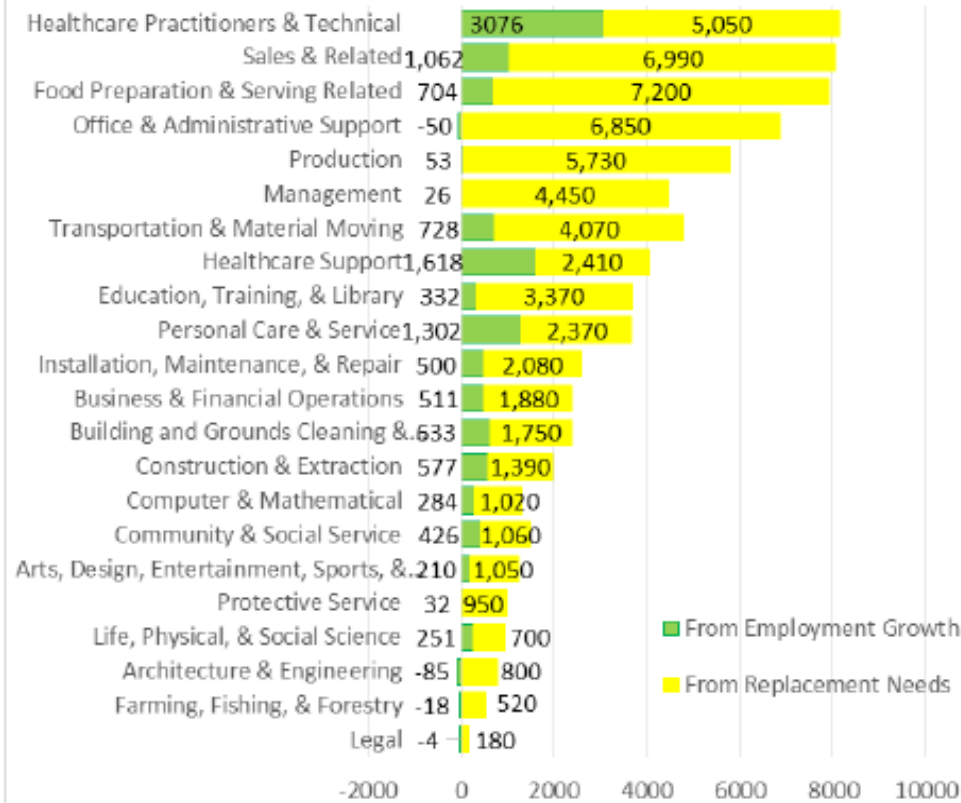
Workforce Demographics

Figure 7. Jobseekers Per Vacancy, 2006-2016



Employment Projections

Figure 11. Southeast Minnesota Regional Employment Projections, 2014-2024



Source: DEED 2014-2024 Employment Outlook

The State of the U.S. Workforce

- **4.4% unemployment U.S.; 3.1% unemployment SE MN**
- **65% of people say good jobs are hard to find**
- **5.6 million jobs going unfilled**
- **7.3 million fewer jobs for those without a high school diploma**
- **An additional 6% of all jobs will be automated by 2020**

Workforce

DEVELOPMENT, INC.

Working together to strengthen our future

Jobs Changing Rapidly

	<u>1970</u>	<u>2012</u>	<u>2016</u>
Jobs lost to cyclical change	49%	21%	15%
Jobs lost to structural change	51%	79%	85%

65% of the jobs that today's first-graders will take when they graduate have yet to be created.

The State of the U.S. Workforce

- **54% of employers say they cannot find the talent they need**
- **Defense Sec'y, Mattis- U.S. Military readiness suffers by lack of prepared and trained personnel**
- **60% of adults believe their children will be worse off than their parents**
- **5.5 million youth are not in the labor force**
- **Millennials change jobs 3 times more often; 48% will change again in next 24 months**

Workforce

DEVELOPMENT, INC.

Working together to strengthen our future

Generation Y Workforce Values

- **Access vs ownership**
- **Relationships vs loyalty**
- **Globalization vs community**
- **Inclusion vs status**
- **Entrepreneurs vs jobs**
- **Freedom vs control**

21st Century Critical Skills

1. **Complex Problem Solving**
2. **Critical Thinking**
3. **Creativity**
4. **People Management**
5. **Coordinating with Others**
6. **Emotional Intelligence**
7. **Judgement and Decision Making**
8. **Service Orientation**
9. **Negotiation**
10. **Cognitive Flexibility**

21st Century Critical Skills

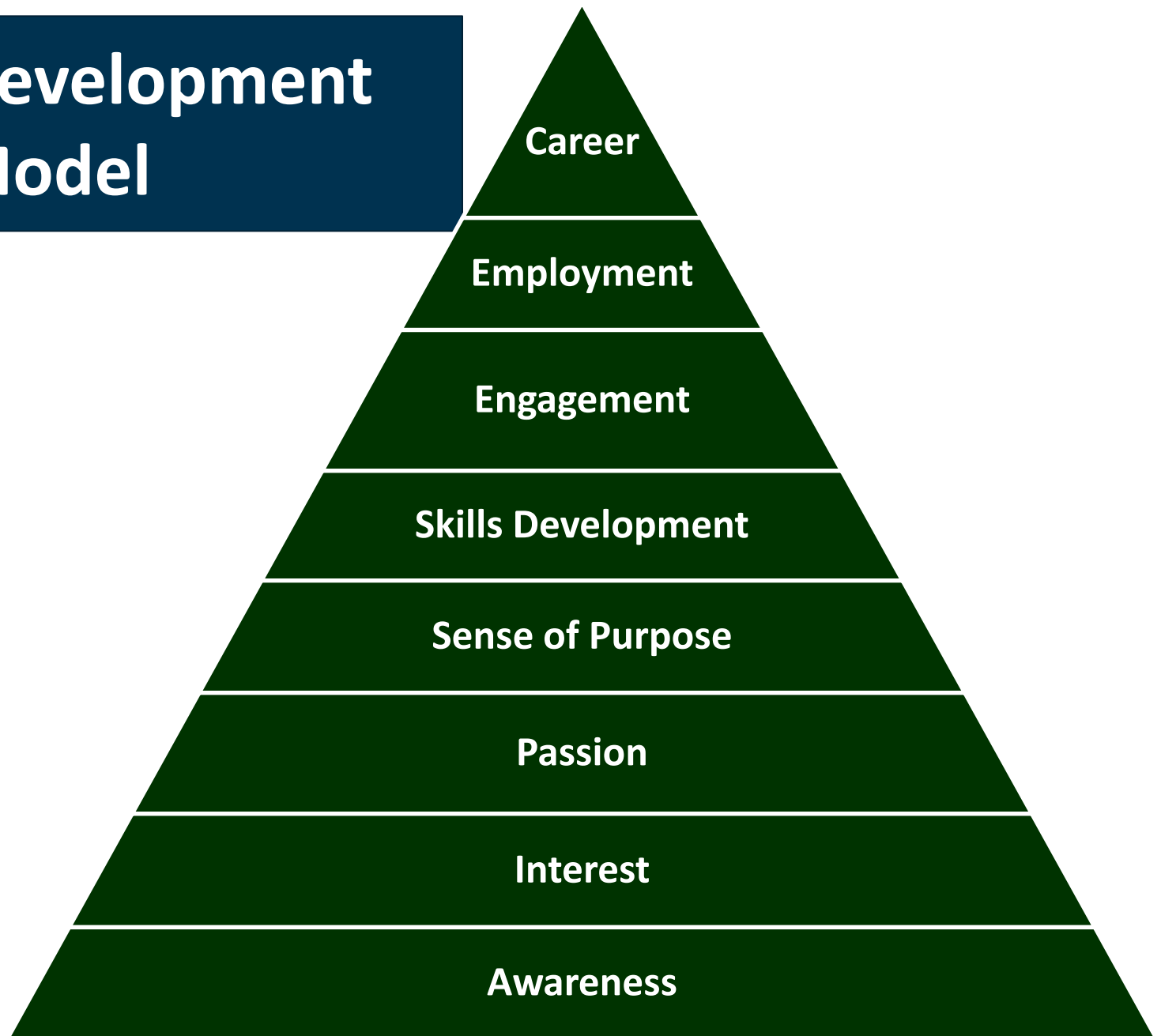
Overarching requirements for career success:

- **Ongoing awareness of industry developments**
- **A career plan with contingencies**
- **Resiliency!**

Workforce
DEVELOPMENT, INC.

Working together to strengthen our future

Career Development Model



Workforce
DEVELOPMENT, INC.

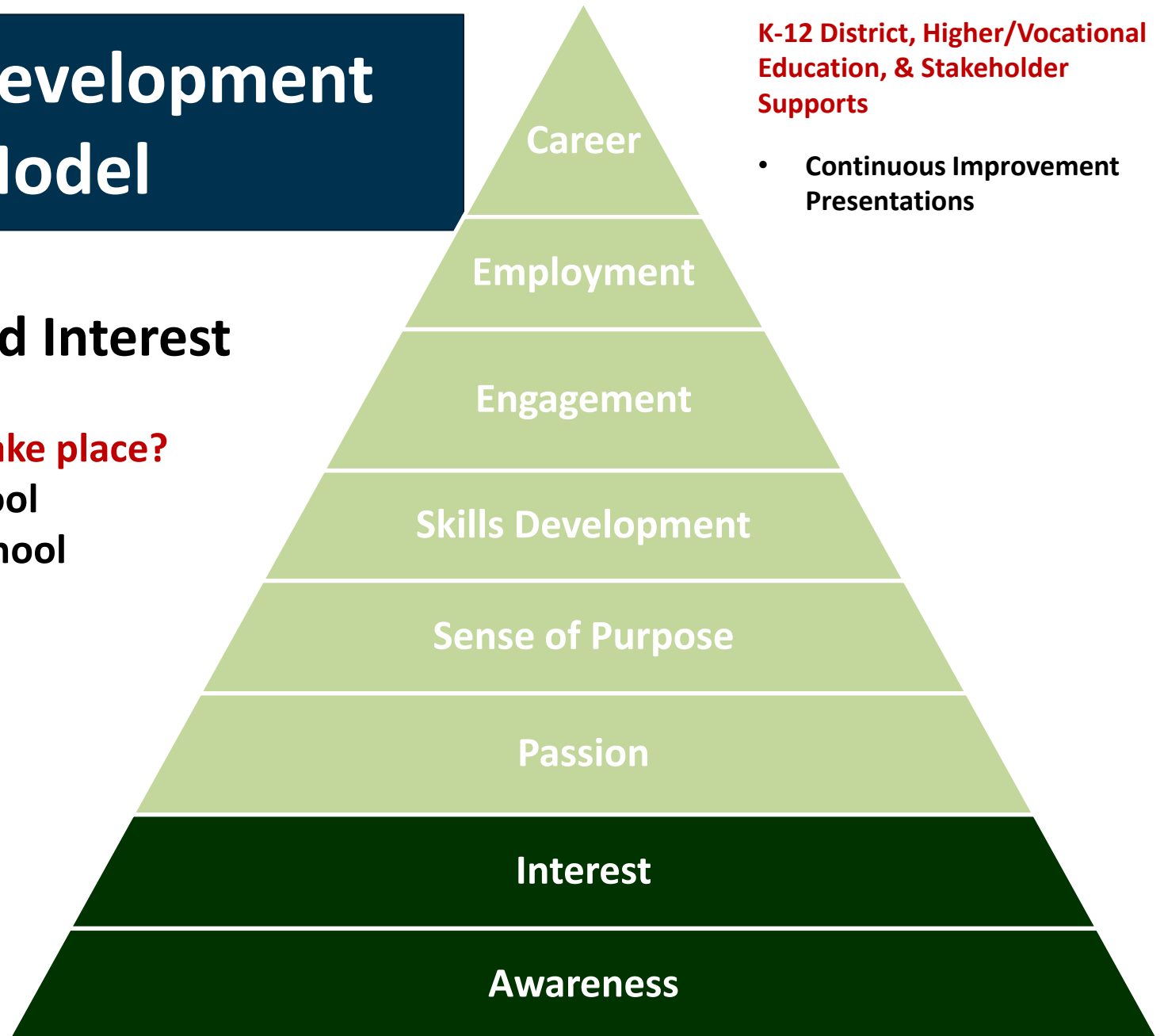
Working together to strengthen our future

Career Development Model

Awareness and Interest

When should this take place?

- Elementary School
- Intermediate School
- High School

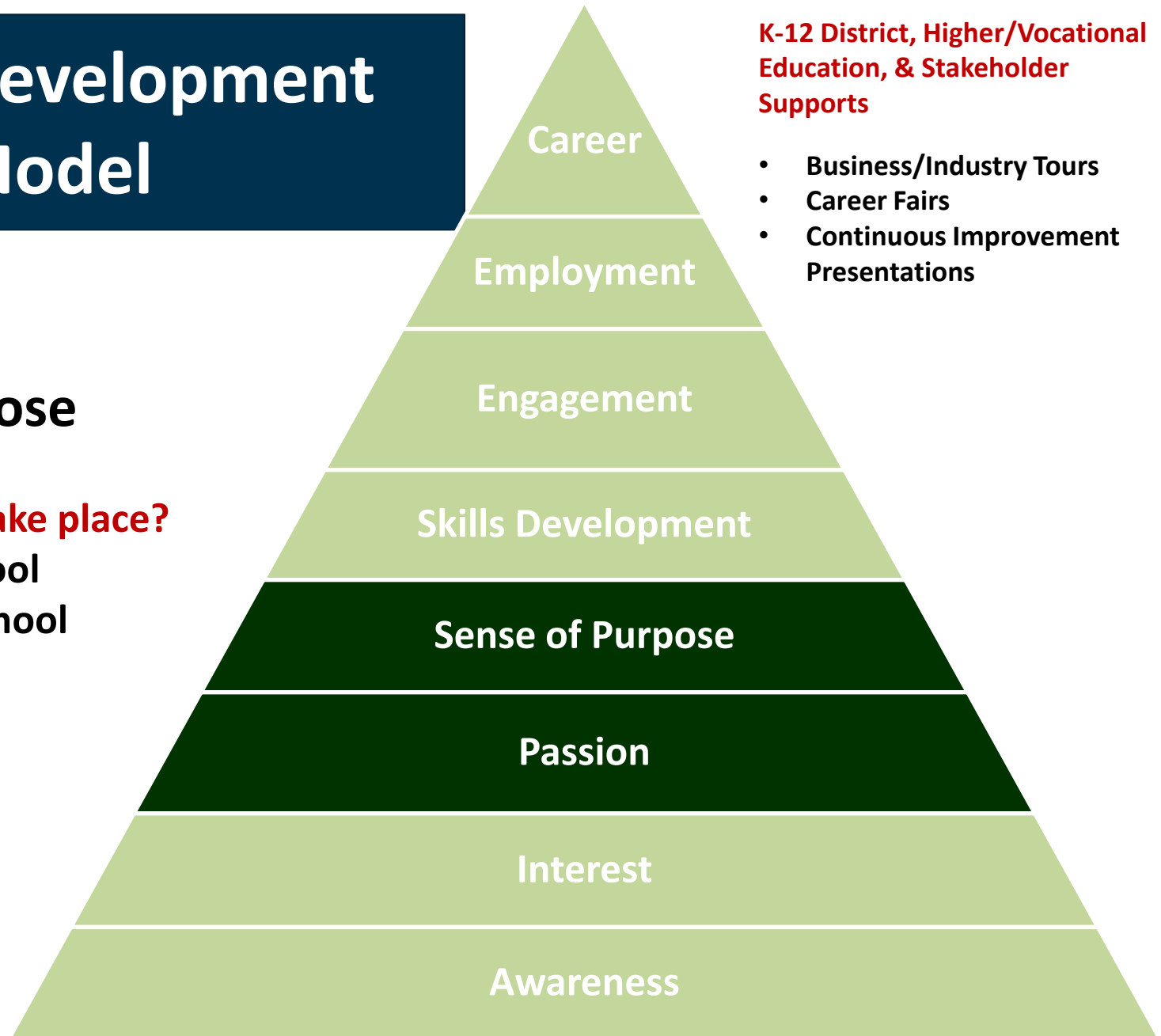


Career Development Model

Passion and Sense of Purpose

When should this take place?

- Elementary School
- Intermediate School
- High School



Workforce
DEVELOPMENT, INC.

Working together to strengthen our future

Career Development Model

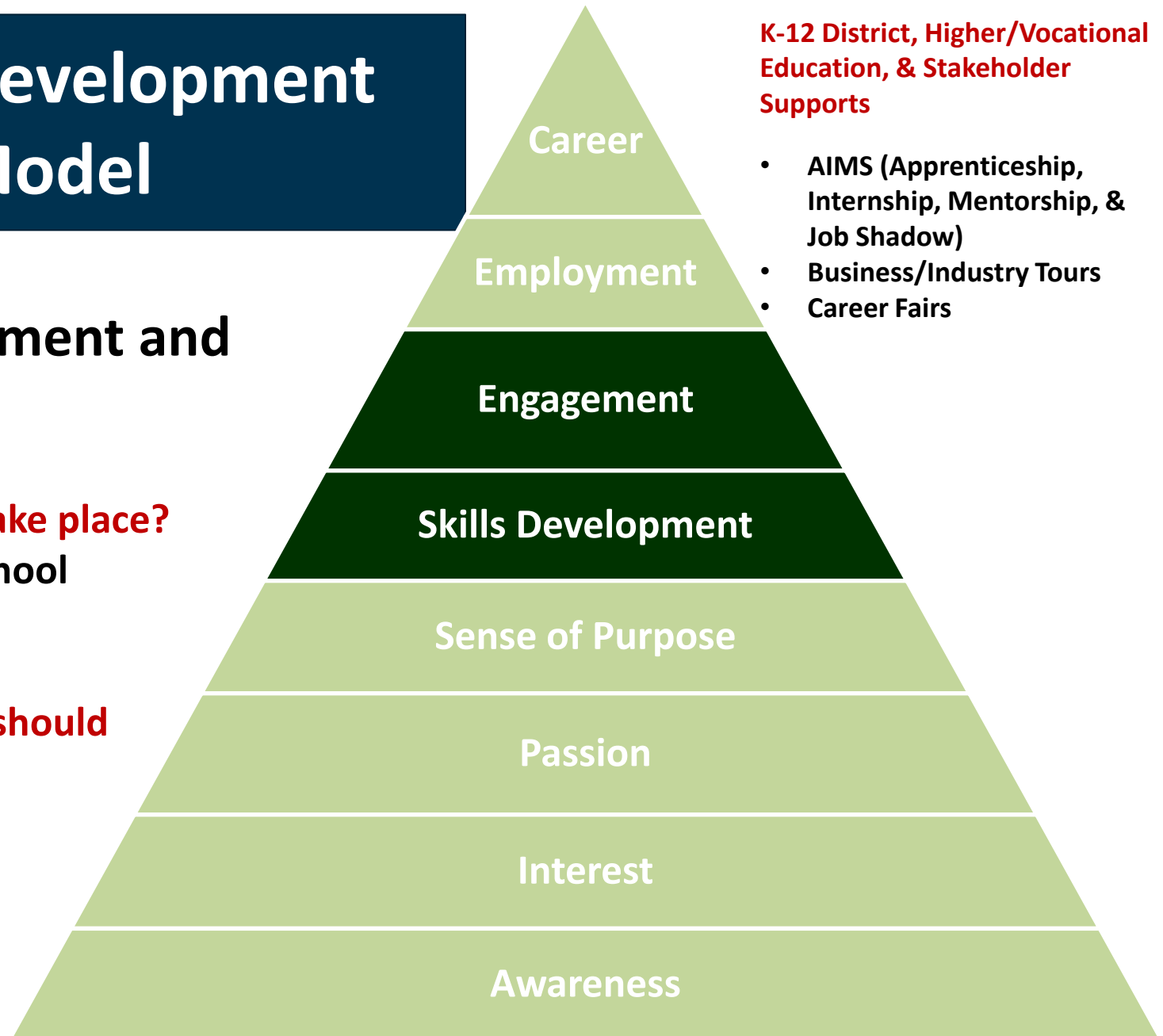
Skills Development and Engagement

When should this take place?

- Intermediate School
- High School

What type of skills should students develop?

- Classroom
- On the Job



K-12 District, Higher/Vocational Education, & Stakeholder Supports

- AIMS (Apprenticeship, Internship, Mentorship, & Job Shadow)
- Business/Industry Tours
- Career Fairs

Workforce
DEVELOPMENT, INC.

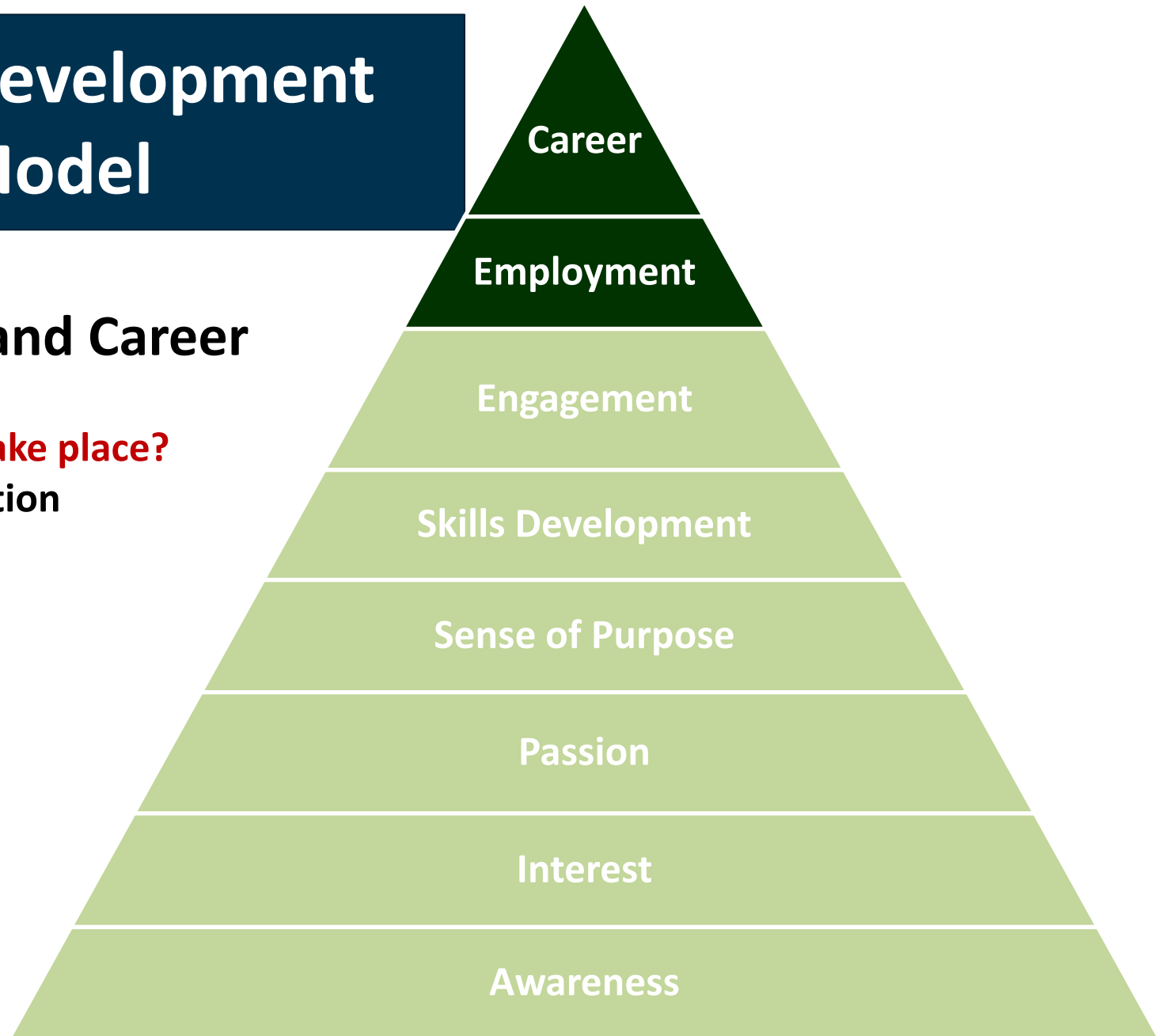
Working together to strengthen our future

Career Development Model

Employment and Career

When should this take place?

- Post K-12 Education



Randy Johnson, Executive Director

Workforce
DEVELOPMENT, INC.

*The Workforce Development Board
of Southeast Minnesota*

www.workforcedevelopmentinc.org

Workforce
DEVELOPMENT, INC.

Working together to strengthen our future