

Wabasha-Kellogg 21st Century Jobs Presentation

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April 3, 2012



jobs find your
Technology Careers
General Career
Education C

Workforce Investment Board Career Pathways

Interest	Cognitive Abilities	Motivation	Experience	Situational Environment	Opportunities	Career



Working together to strengthen our future

Workforce Investment Board Career Pathways

Interest						
<ul style="list-style-type: none">• Career awareness• Access to information• Vision of the future• Purpose of life• Willingness to learn						



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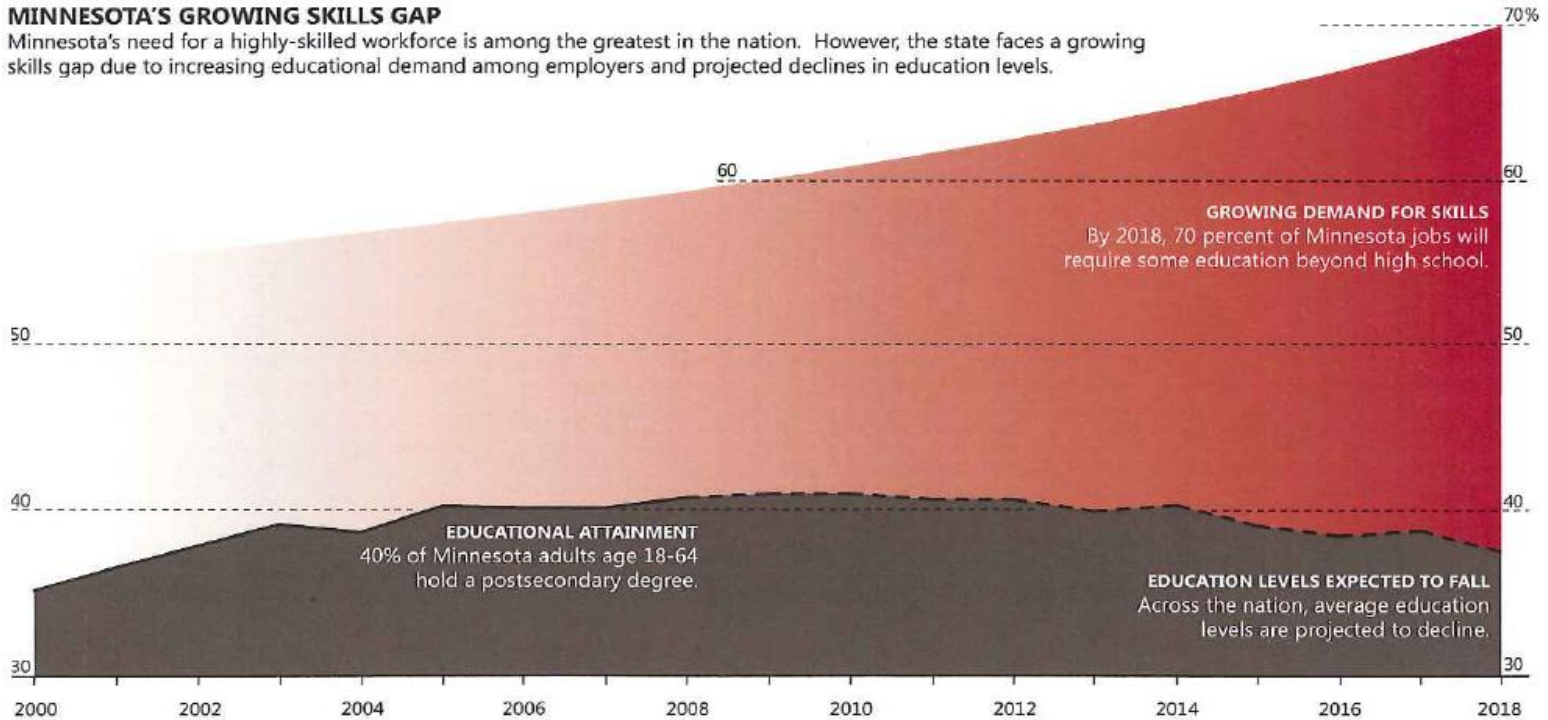
Career Choices

- **Learn on the job vs. college**
- **Wages vs. self-employment**
- **Private vs. public**
- **People vs. machines**
- **Management vs. workers**
- **Move vs. stay in the area**
- **Isolative vs. gregarious**
- **Subjective vs. objective**

70% of Minnesota Jobs Will Require Education Beyond High School by 2018

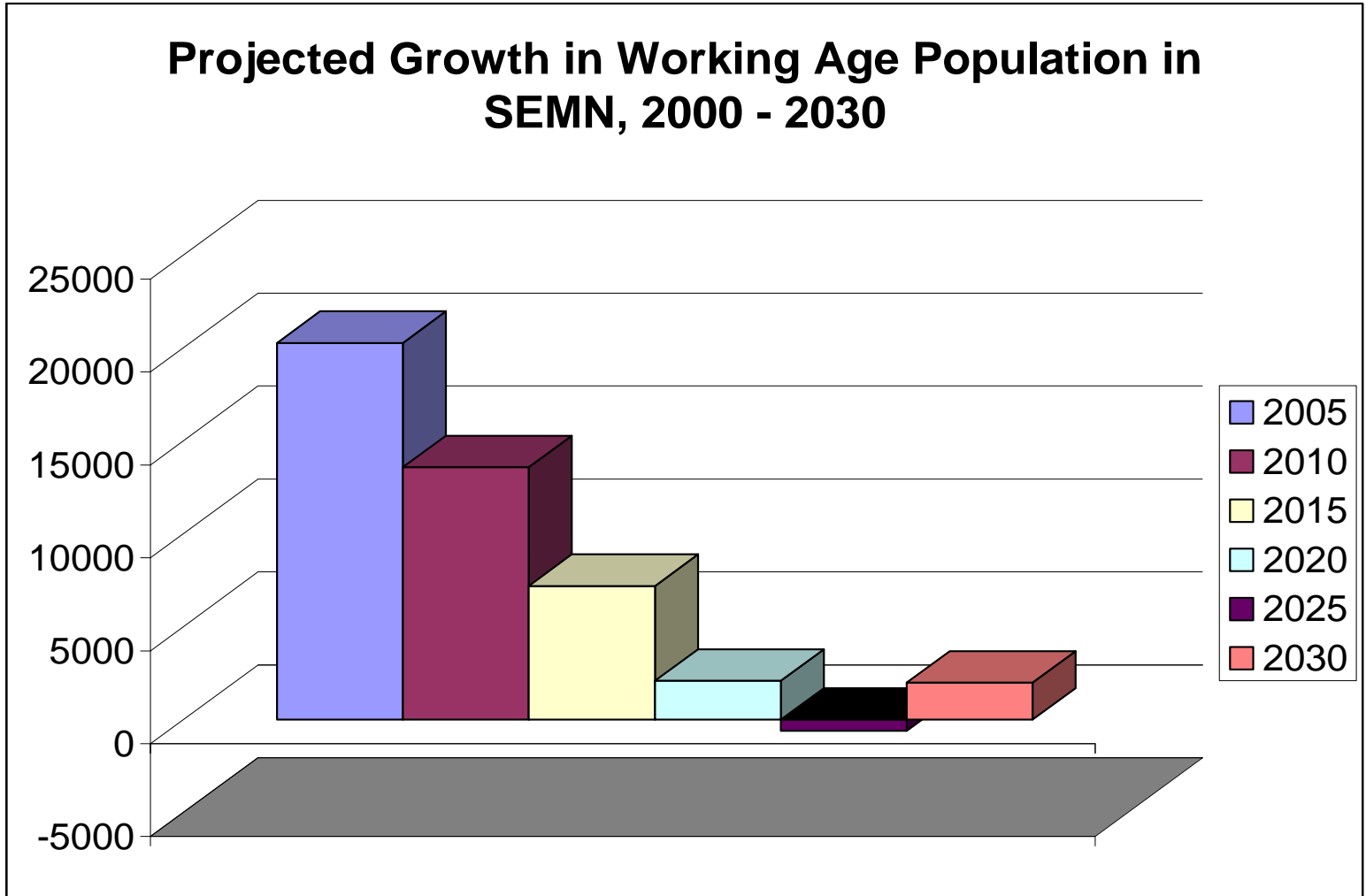
MINNESOTA'S GROWING SKILLS GAP

Minnesota's need for a highly-skilled workforce is among the greatest in the nation. However, the state faces a growing skills gap due to increasing educational demand among employers and projected declines in education levels.

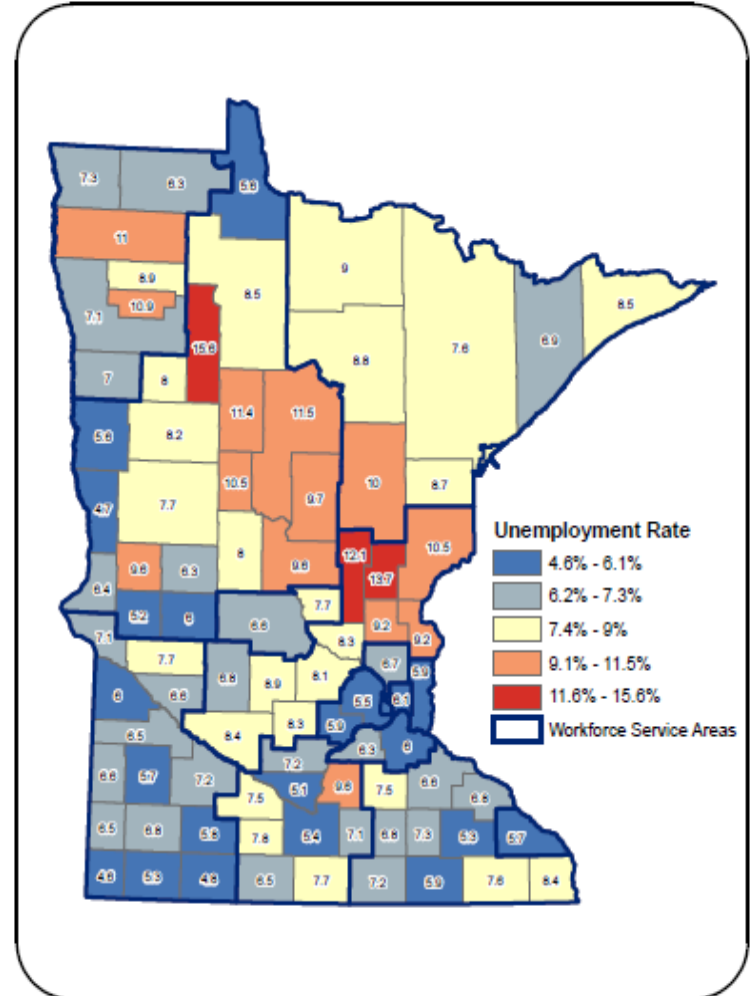
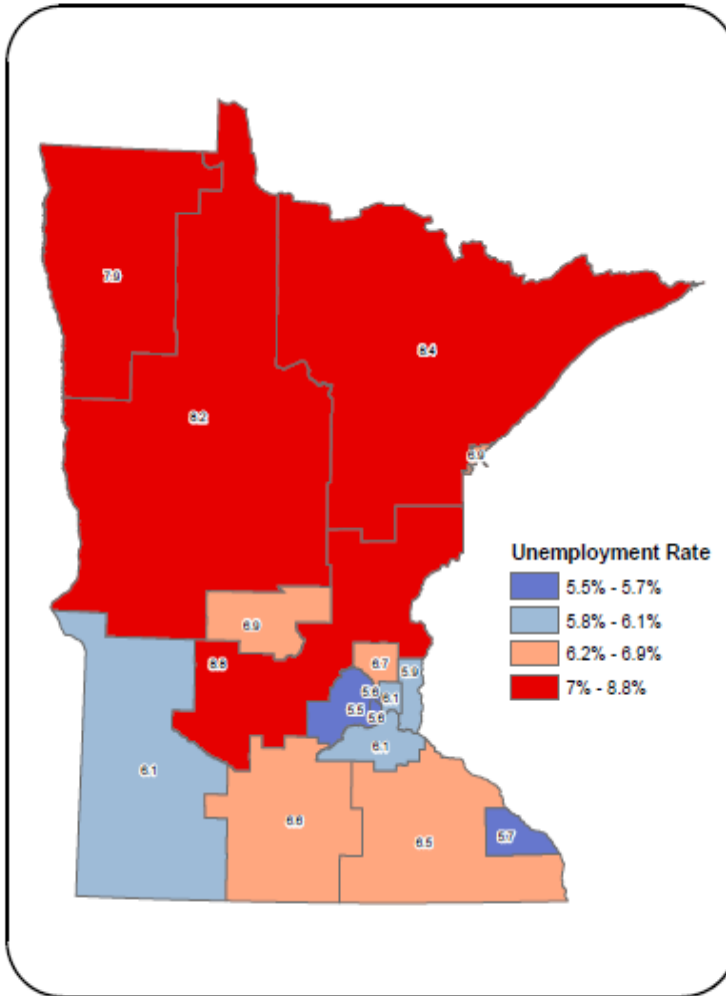


Sources: American Community Survey, U.S. Census Bureau; Help Wanted, Georgetown University Center on Education and the Workforce; National Center for Higher Education Management Systems. Trendlines beyond 2008 are based on single-point-in-time estimates.

Working With a Changing Labor Pool



Unemployment Rates in Workforce Service Areas and Counties, Feb 2012 State of Minnesota = 6.6% (not seasonally adjusted)



Source: MN DEED, LAUS
Prepared by DEED (ABR)
Mar 26, 2012

Skills Gap Survey - Design

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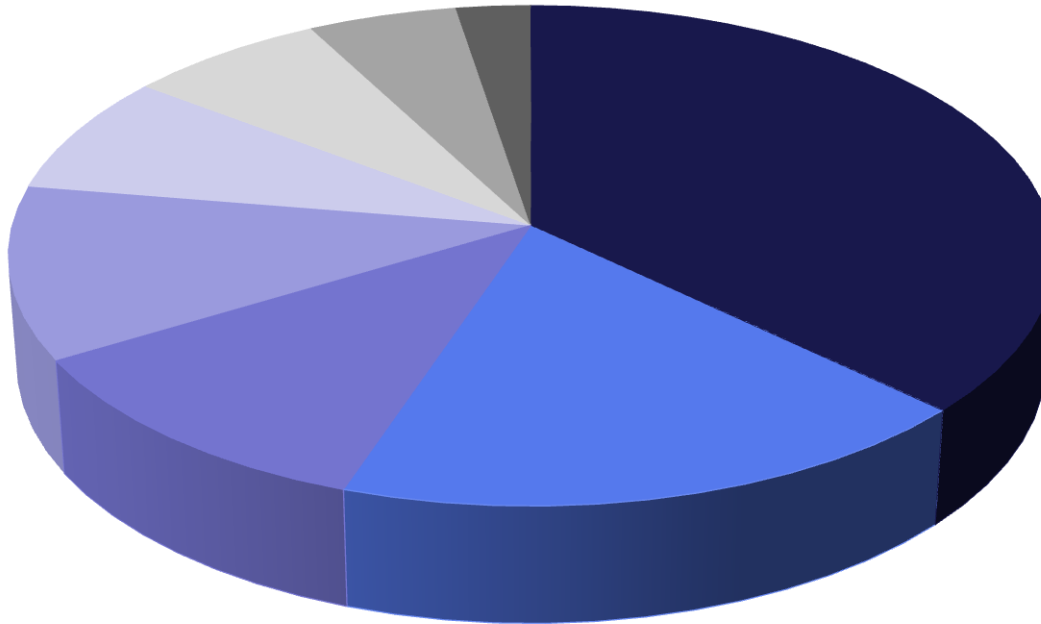
- **Targeted living wage employers who have hired in the last 2 years**
- **137 employers**
 - 1% of employers
 - 27% of jobs
- **Surveys conducted in person and online between 12/6/11 and 1/17/12**



Skills Gap Survey - Sectors

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- Manufacturing
- Other
- Healthcare
- Professional Services
- Food Processing
- Public Sector
- Transportation
- Construction

Review of Data

Predicted job growth in 2012

- **30% expect growth**
- **60% expect to stay about the same**
- **10% expect to cut back**



Review of Data

Most effective recruitment methods (other than IBM & Mayo)

1. Promote from within
2. Employee referrals
3. Business associate referrals
4. Internet
5. WorkForce Centers/MN Works



Review of Data

Recruitment tools:

- 65% report the Internet has become an important part of their recruitment strategy
- 47% currently post openings on MN Works 
- 25% use social media as a recruitment tool
(**Linked in** , **facebook**)
- 34% use recruiting specialists to find employees for hard-to-fill positions

Review of Data

Applicant and employee skills

- **61% of employers conduct pre-employment testing**
- **33% of employers believe that the applicant pool does not possess the necessary skills**
- **20% of employers believe their current employees do not have the technical skills needed to grow the organization**

Review of Data

Most common soft skill deficiencies

- **Communication skills**
- **Working as a team**
- **Problem solving skills**
- **Basic employability/motivation**



Review of Data

Most common technical skill deficiencies – manufacturing

- **Machine operation, set-up, maintenance**
- **Safety**
- **Welding**
- **Quality assurance methods**
- **Electronic diagnostics**
- **Basic computer skills**



Review of Data

Locating and using information – most common deficient essential skills:

- **Being able to read and compare graphs**
- **Being able to locate necessary information on a table**
- **Knowing how to set up and read a spreadsheet**
- **Being able to distinguish bias in data presented**

Summary of Findings

We can validate Anthony Carnivale's study suggesting 70% of future jobs will require advanced training beyond high school

- **86% of all jobs in the survey required more than a high school education to start**
- **44% of employers – other than IBM & Mayo – required advanced training**
- **However, nearly 100% of those surveyed said on-going training is essential**

Jobs Changing Rapidly

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

Traditional Machine Operators

Tasks, Skills & Abilities from O-Net

- **Set up**
- **Operate**
- **Tend**
- **Measure**
- **Dexterity**
- **Steadiness**
- **Strength**



Mechanical Engineering Technicians

Tasks, Skills and Abilities from O-Net

- Design
- Analyze
- Interpret
- Critical Thinking
- Active Listening
- Reasoning – Deductive and Inductive
- Oversee Installation



Job Openings in SE MN

Occupations with the highest number of openings:

- 1. Production**
- 2. Healthcare Practitioners & Technical**
- 3. Office & Administrative Support**
- 4. Sales & Related**
- 5. Food Preparation & Serving Related**
- 6. Health Diagnosing & Treating Practitioners**
- 7. Food & Beverage Serving Workers**
- 8. Healthcare Support**
- 9. Truck Drivers**
- 10. Medical Secretaries**

Hot Jobs List

- **www.workforcedevelopmentinc.org**
 - Career Information Sites
 - Job Information Sites
 - Job Listings Sites
 - Labor Market Information

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