The **Skills Gap**: Why Literacy and Workforce Development is Everyone’s Business
OUR IMPACT

Our mission is to unlock the human talent that drives the development of businesses and individuals.

We accomplish this by:

» Building a productive network of business, economic development, and community partners to create a demand driven opportunity engine for our region.

» Connecting youth and adults to a value chain stretching from education to job opportunities and beyond.

» Integrating education, training programs, and community partners with the needs of industry and our regional economy.

» Investing in and evaluating what works as entrusted stewards of public resources.
the context
innovation and opportunity (I&O)
the why and how of collaboration
why IET?
scaling and sustaining this work
The Fading American Dream
Percent of Children Earning More than their Parents, by Year of Birth
high income inequality
high income inequality
low socioeconomic mobility
WORKFORCE COMPOSITION IS DRastically CHANGING

40 Years Ago

- Jobs requiring High School Diploma or less: 72%
- Jobs requiring some college or college degree: 28%

Today

- Jobs requiring High School Diploma or less: 34%
- Jobs requiring some college or college degree: 66%
GROWING WAGE DISPARITY IS ERODING OUR MIDDLE CLASS

1979
Those with a High School Diploma made **25% Less**
People with at least a Bachelor’s Degree made **$17,411* more per year**
*In 2012 dollars

2012
Those with a High School Diploma made **50% Less**
People with at least a Bachelor’s Degree made **$34,969* more per year**
*In 2012 dollars
Occupation Gaps
Potential Average Annual Occupation Gaps over 10 Years in Pennsylvania

- Healthcare Practitioners and Technical Occupations ($75,200)
- Management Occupations ($121,200)
- Business and Financial Operations Occupations ($72,300)
- Construction and Extraction Occupations ($50,200)
- Computer and Mathematical Occupations ($81,300)
- Education, Training, and Library Occupations ($54,300)
- Installation, Maintenance, and Repair Occupations ($46,500)
- Healthcare Support Occupations ($29,900)
- Community and Social Service Occupations ($44,400)
- Architecture and Engineering Occupations ($78,900)
- Arts, Design, Entertainment, Sports, and Media Occupations ($48,900)
- Transportation and Material Moving Occupations ($35,900)
- Farming, Fishing, and Forestry Occupations ($29,500)
- Protective Service Occupations ($42,800)
- Personal Care and Service Occupations ($25,100)
- Production Occupations ($38,000)
- Office and Administrative Support Occupations ($36,800)
- Sales and Related Occupations ($39,800)
- Food Preparation and Serving Related Occupations ($22,900)

Source: JobsEQ, Data as of 2017Q4 except wages which are as of 2016
Jobs and Workers by Skill Level, Pennsylvania, 2015

- High-Skill Jobs
- High-Skill Workers
- Middle-Skill Jobs
- Middle-Skill Workers
- Low-Skill Jobs
- Low-Skill Workers

By 2020, about 65% of all jobs will require at least some post-secondary education.

(Georgetown Center on Education and the Workforce)
PA educational needs

Percent of Employment by Training Required for Pennsylvania
All Occupations

- Short-term OJT, no exp, no award: 40.5%
- Bachelor's degree: 20.2%
- Postgraduate degree: 4.7%
- 2-year degree or certificate: 9.1%
- Previous work experience, no award: 7.4%
- Long-term training, no exp, no award: 4.0%
- Moderate-term OJT, no exp, no award: 14.2%
13% of PA adults lack even basic literacy skills.

National Center for Education Statistics
On average, adults at the lowest levels of literacy are almost 10x more likely to be living below the poverty line.

National Adult Literacy Survey
Will we have the skilled workforce to keep up with future growth, changing industry needs and shifting demographics?
the opportunity

Importance of workforce development and education working in alignment to help solve these challenges.

Employers need a skilled workforce to compete and grow.

Adult learners need support obtaining in-demand skills, credentials and post-secondary pathways.
We talk about “collaboration,” but what exactly does that mean?

Two-fold reason for collaboration: compliance and strategic
WIOA implementation presents an opportunity for workforce and adult education providers to strengthen connections.

1. **Performance**: Shared common measures
2. **Operational**: Stronger referrals, data sharing
3. **Service**: Improved customer service
4. **Opportunities**: New funding opportunities
WIOA: Aligned Performance Measures

Remember, “what gets measured gets done…”

- Entry into unsubsidized employment
- Retention in unsubsidized employment
- Median earnings Q2 after exit
- Credential rate
- In-program skills gain
- Employer engagement
Operational

What are the best practices in collaborating across workforce and adult education programs?

- Better referral system
- Sharing data/outcomes about customers across programs
- Developing a “common language” between Title I and II
- Providing feedback between education and industry
Opportunities

Collaboration across our two systems today positions us for funding opportunities in workforce development and education tomorrow.
Title I & II Summit

- Zoom Presentation
- County Meetings
- Face to Face Show and Tell Event
What We Learned

- the need for more communication
- better data sharing
- opportunities for potential funding collaboration
- new ways we could work together under WIOA.
Partnership in South Central PA

One of the outcomes...

- an integrated education and training pilot
Integrated Education and Training (IET)

- adult education and literacy
- workforce preparation
- workforce training
Integrated Education and Training

- Each of sufficient intensity and quality
  - Occur simultaneously
- Organized to function cooperatively
  - A single set of learning outcomes
Integrated Education and Training (IET)

$300,000 grant to pilot IET programs in Lancaster and Lebanon counties

- IU 13 Community Education
- Literacy Council of Lancaster Lebanon
- Harrisburg Area Community College
- CTCs in Lancaster and Lebanon
Integrated Education and Training (IET)

- National Institute for Medical Assistant Advancement (NIMAA)
- Administrative Support
- CNA
- Food Service
- Hospitality
- Physician Office Assistant
takeaways

challenge is finding skilled workers
bridging the skills gap is key
education/workforce alignment
partner with your workforce board
pilot innovative strategies in your community
the importance of your work
pilot models can lead to sustainable programs