

Dayton Region Workforce Strategy

Sept. 12, 2007



OUR ENVIRONMENT

CHALLENGES

- Slow job growth in region and state
- Population stagnation
- Over-reliance on mature industries
- Corporate consolidations and off-shoring
- Transforming Dayton Region image

OPPORTUNITIES

- Improved business environment in Ohio
- BRAC wins
- Diversified industry strengths
- Regional team in place to execute plan

• *DEVELOPING THE WORKFORCE*



Our Workforce Development Environment

CHALLENGES

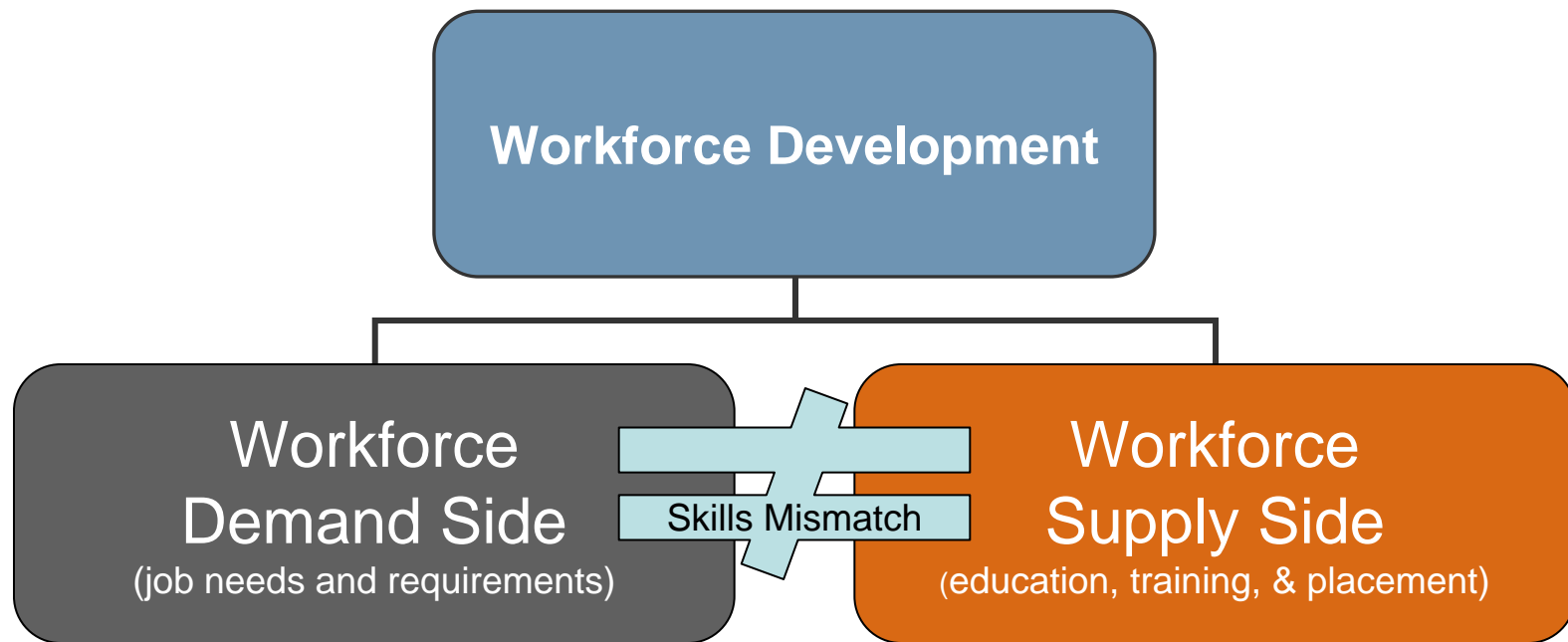
- High number of unemployed
- High number of current & future job vacancies
- Skills mismatch
- Unrealized economic development value

Potential Rewards

- Meeting employers needs
- Supporting business growth and retention
- Putting people to work
- Attracting new businesses
- Economic benefit from job growth



The Equation is One of Supply & Demand...*Historically We Have Focused on Supply*



Where Do We Stand Today?

| | |
|---------------------------|---------------|
| Current Unemployed* | 26,122 (6.0%) |
| Current Vacancies** | 21,000 |
| Known Future Vacancies*** | 31,690 |

* Bureau of Labor Statistics, Local Area Unemployment Statistics, July 2007

** Job Vacancy Survey Report for the Greater Montgomery County Labor Market, December 2006

*** Ohio Department of Job and Family Services, Bureau of Labor Market Information, April 2007.



Tom Peters



- In Search of Excellence
- Thriving on Chaos
- The Pursuit of WOW!



Blow things up!

- Destruction rules
- Destruction is natural
- Time to destroy
- Change the rules
- Disorganize for...renewal & innovation



What Should We Do To Address Our Workforce Development Challenges

- A Strategy that...
 - Bridges workforce development and economic development
 - Places high value on employers' needs
 - Provides a high return on investment
 - Is focused, coherent and stepwise
 - Is inclusive
- Commitment from stakeholders, especially employers



We Must Focus on Employers' Needs in Key Industry Sectors

- Where is the Current Demand?
 - Region actively pursuing economic development in key ***growth sectors***
 - Economic growth drives the need for support from ***core industry sectors***
 - Both growth sectors and core sectors drive demand for ***infrastructure sectors***
- Key is recognizing the links and synchronizing workforce development delivery system



Grouping Sectors to Recognize Common Workforce Attributes

Growth Sectors

- Aerospace R&D
- Human Sciences
- Info. Technology
- Advanced Materials & Manufacturing

Core Sectors

- Service
- Hospitality
- Retail
- Healthcare
- Financial
- Core Manufacturing

Infrastructure Sectors

- Transportation
- Construction
- Utilities
- Telecommunications
- Public Administration
- Education



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Growth Sector Vacancies

| | Total Jobs | Current Job Vacancies | Known Future Vacancies* |
|---|----------------|-----------------------|-------------------------|
| Advanced Materials & Manufacturing | 84,987 | 2,233 | 510 |
| Aerospace and IT/Advanced Data Management | 59,367 | 1,340 | 880 |
| Human Sciences | 3,730 | 900 | 1,300 |
| TOTAL | 148,084 | 4,473 | 2,690 |

*Includes estimates related to Base Realignment and Closure (BRAC) forecasts



Core Sector Vacancies

| | Total Jobs | Current Job Vacancies | Known Future Vacancies |
|-----------------------|----------------|-----------------------|------------------------|
| Service & Hospitality | 64,066 | 7,534 | 2,300 |
| Retail | 85,213 | 4,869 | 1,000 |
| Healthcare | 99,051 | 5,129 | 9,730 |
| Finance & Insurance | 30,458 | 353 | 2,700 |
| TOTAL | 278,788 | 10,126 | 15,730 |



Infrastructure Sector Vacancies

| | Total Jobs | Current Job Vacancies | Known Future Vacancies |
|----------------------------|----------------|-----------------------|------------------------|
| Transportation & Utilities | 22,495 | 1,686 | 4,100 |
| Construction | 32,160 | 1,107 | 1,600 |
| Telecommunications | 15,911 | 1,180 | 1,200 |
| Public Administration | 37,483 | 468 | 2,100 |
| Education | 70,133 | 1,784 | 4,170 |
| TOTAL | 178,182 | 3,542 | 13,270 |



Work is Underway to Capture the Demand

Workforce Demand Task Force

Tiger Team 1:

Characterizing Workforce Requirements & Demonstration of skills

Tiger Team 2:

Developing and Implementing the Workforce Intelligence System

Tiger Team 3:

Analyzing the gaps between the workforce demand and supply system

Tiger Team 4:

Communications with Workforce supply organizations and public



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Aligning the Supply Side

- Workforce Development Delivery System must be aligned to the employers needs
- Vectored around sector strategy
- Focused on regional priorities across all three groupings (i.e. growth, core, infrastructure)

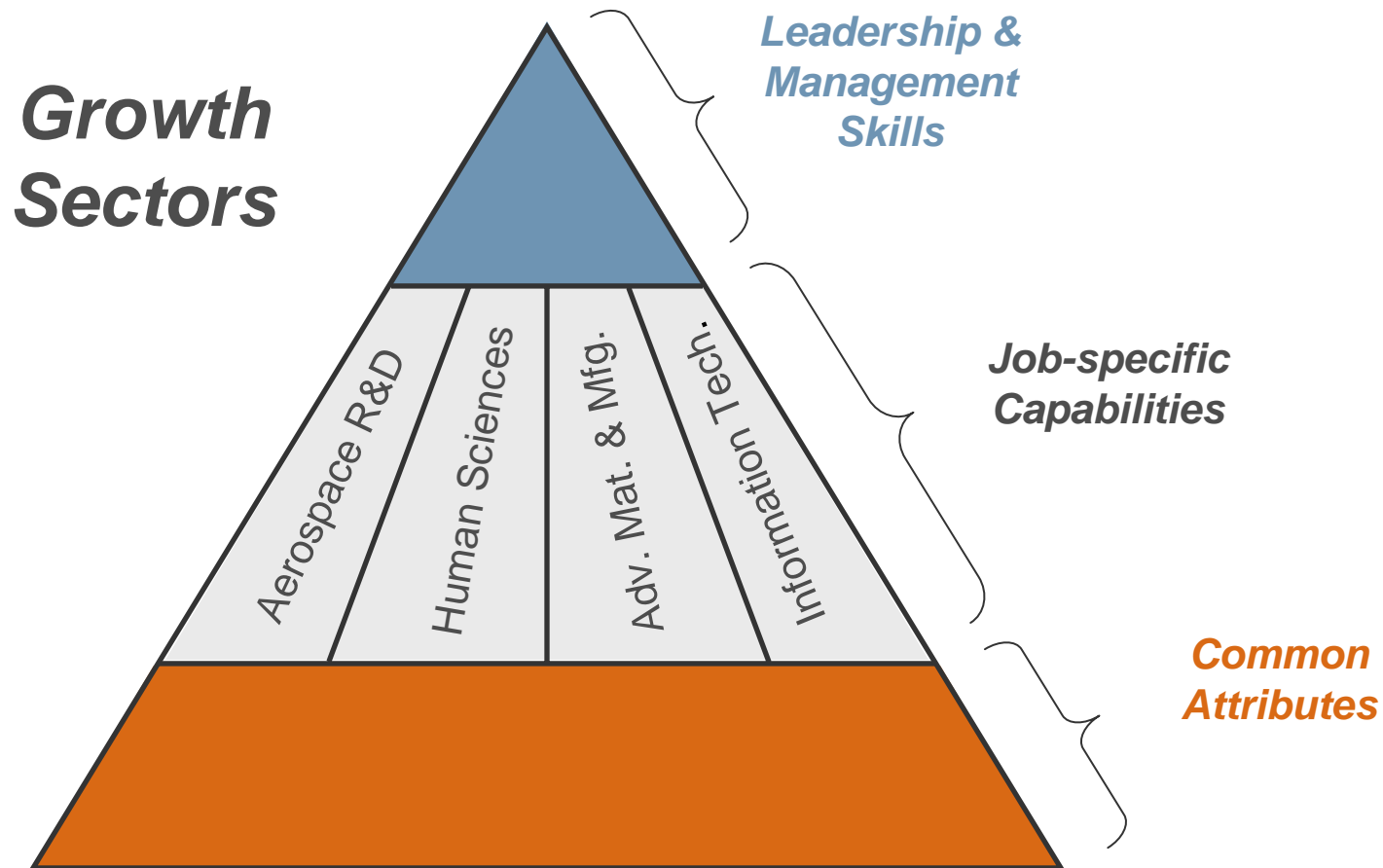


Aligning the Supply Side

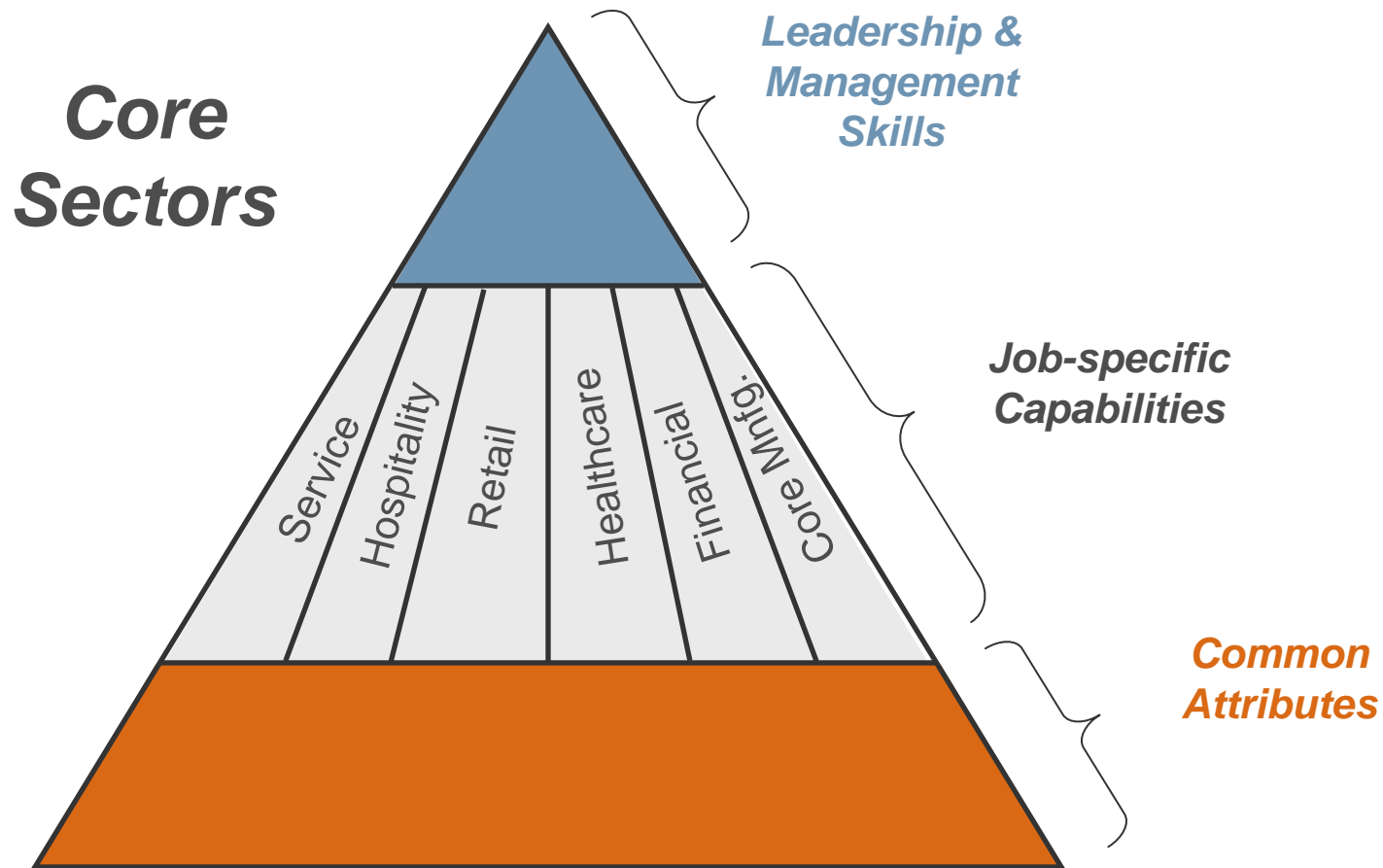
- One Stop Centers
- Certificate Providers
- Vocational & Technical Centers
- Colleges
- Universities
- Schools
- EDvention
- And many others



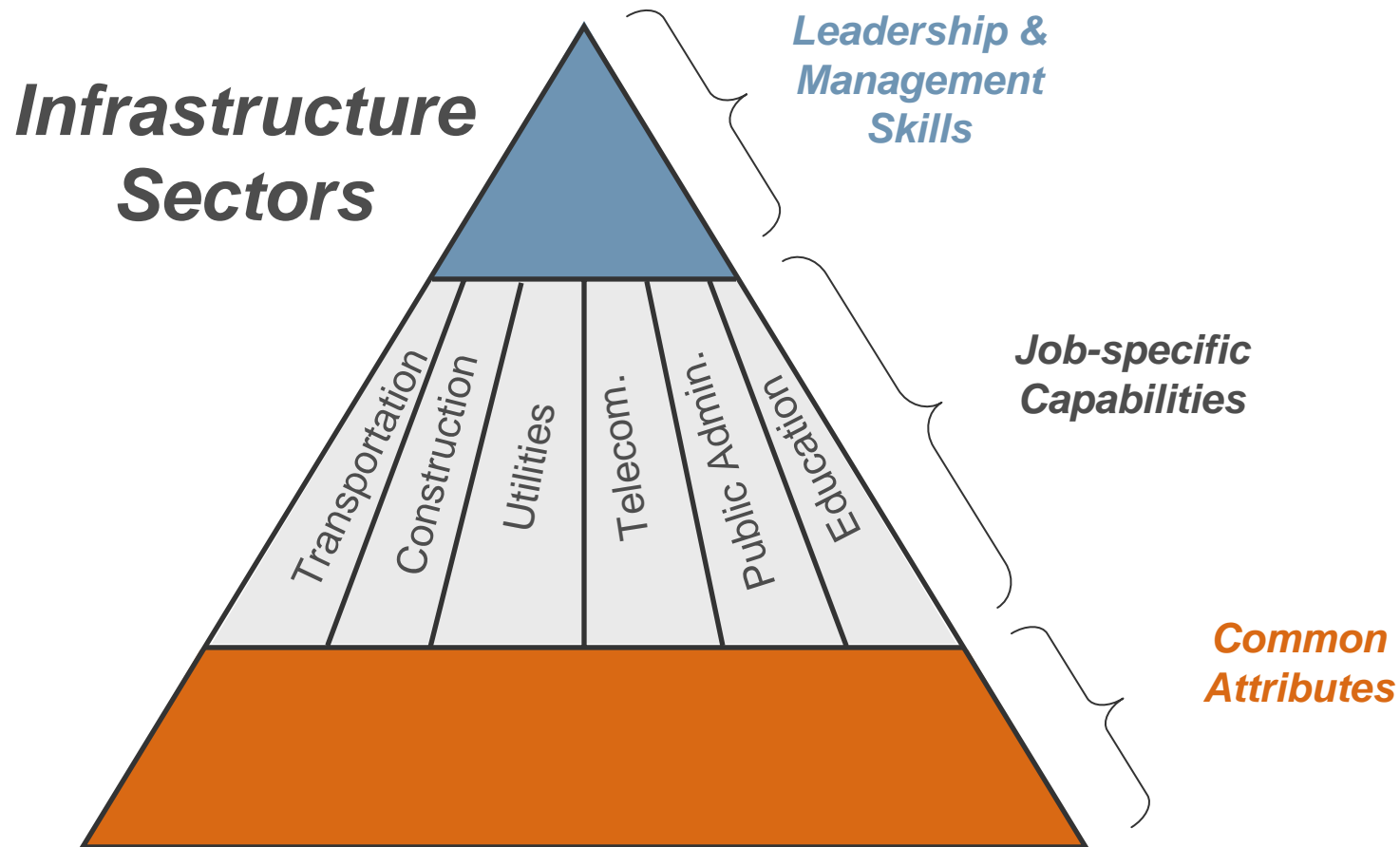
Workforce Supply Strategy



Workforce Supply Strategy



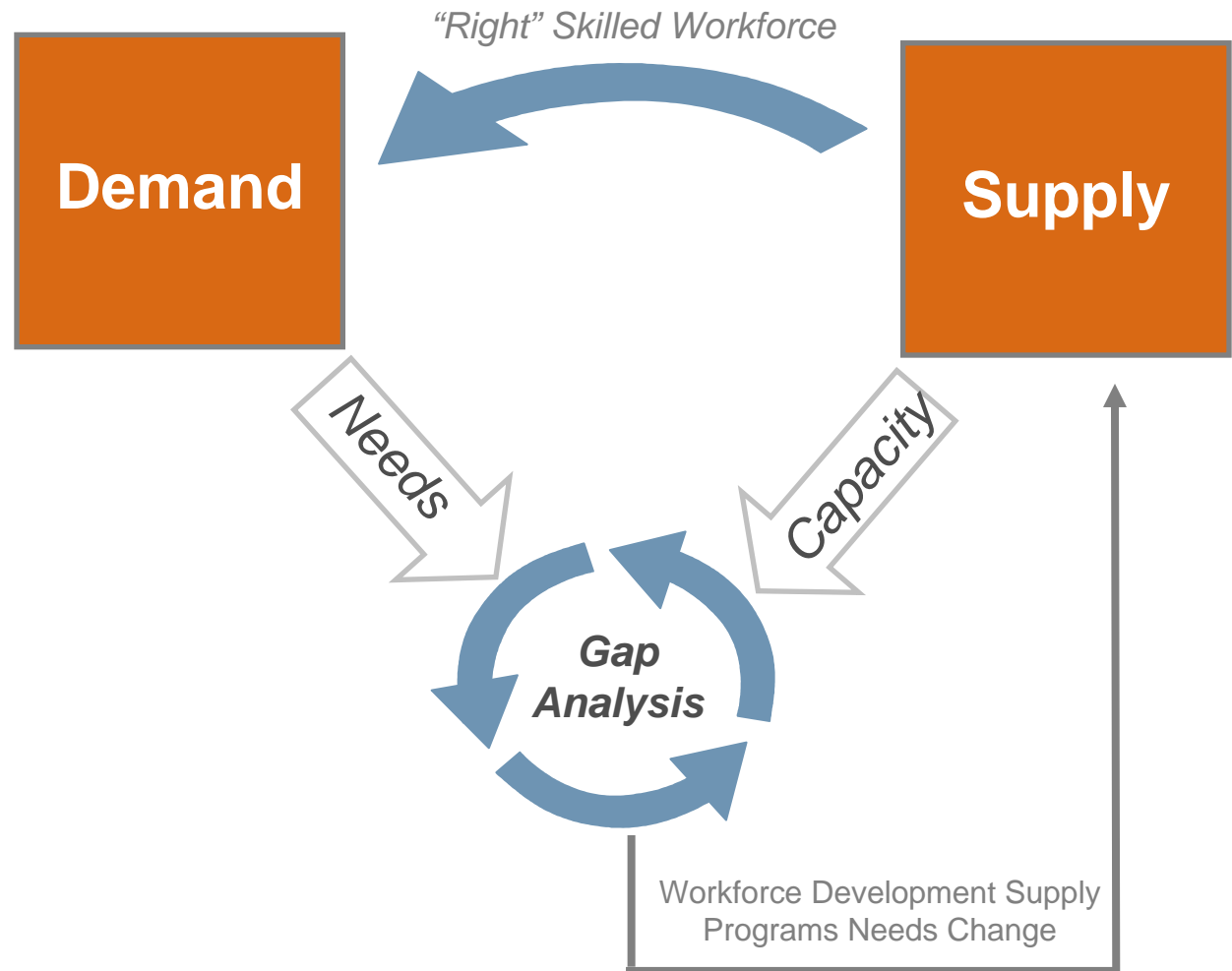
Workforce Supply Strategy



6 Steps to Success

1. Capture & Characterize Requirements and Catalog Capabilities of Workforce Supply System
2. Analyze Delivery Capabilities against Workforce Development Needs & Communicate
3. Fill Delivery Gaps
4. Develop "Right" Skilled Workforce
5. Place Workforce with Employers
6. Repeat Steps 1-5 Continuously

Regional Workforce Development System



6 Steps to Success

1. Capture & Characterize Requirements and Catalog Capabilities of Workforce Supply System

Regional Workforce Development System



Demand

Supply

Step 1

Demand

- Characterize workforce requirements and demonstration of skills
- Develop and implement intelligence system

Supply

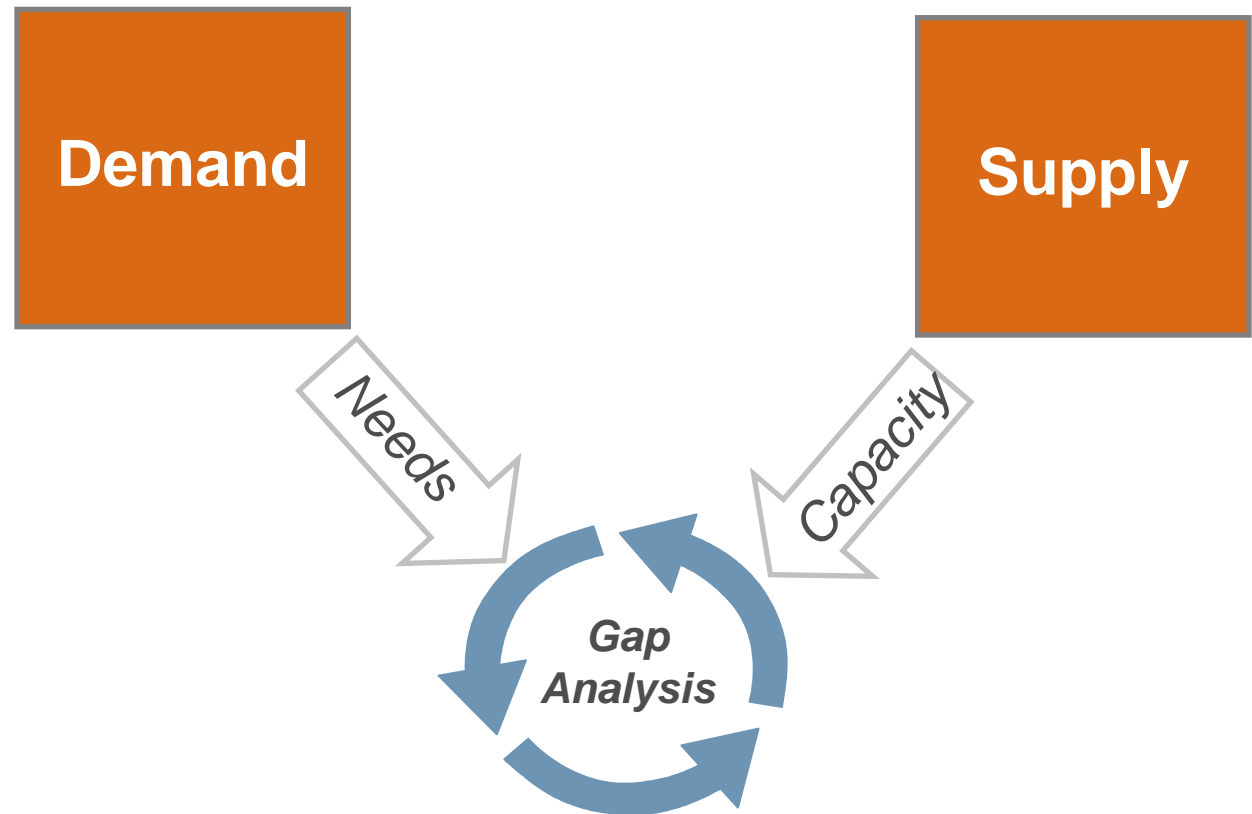
- Catalog capabilities of workforce supply system



6 Steps to Success

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Regional Workforce Development System



Step 2

Demand & Supply

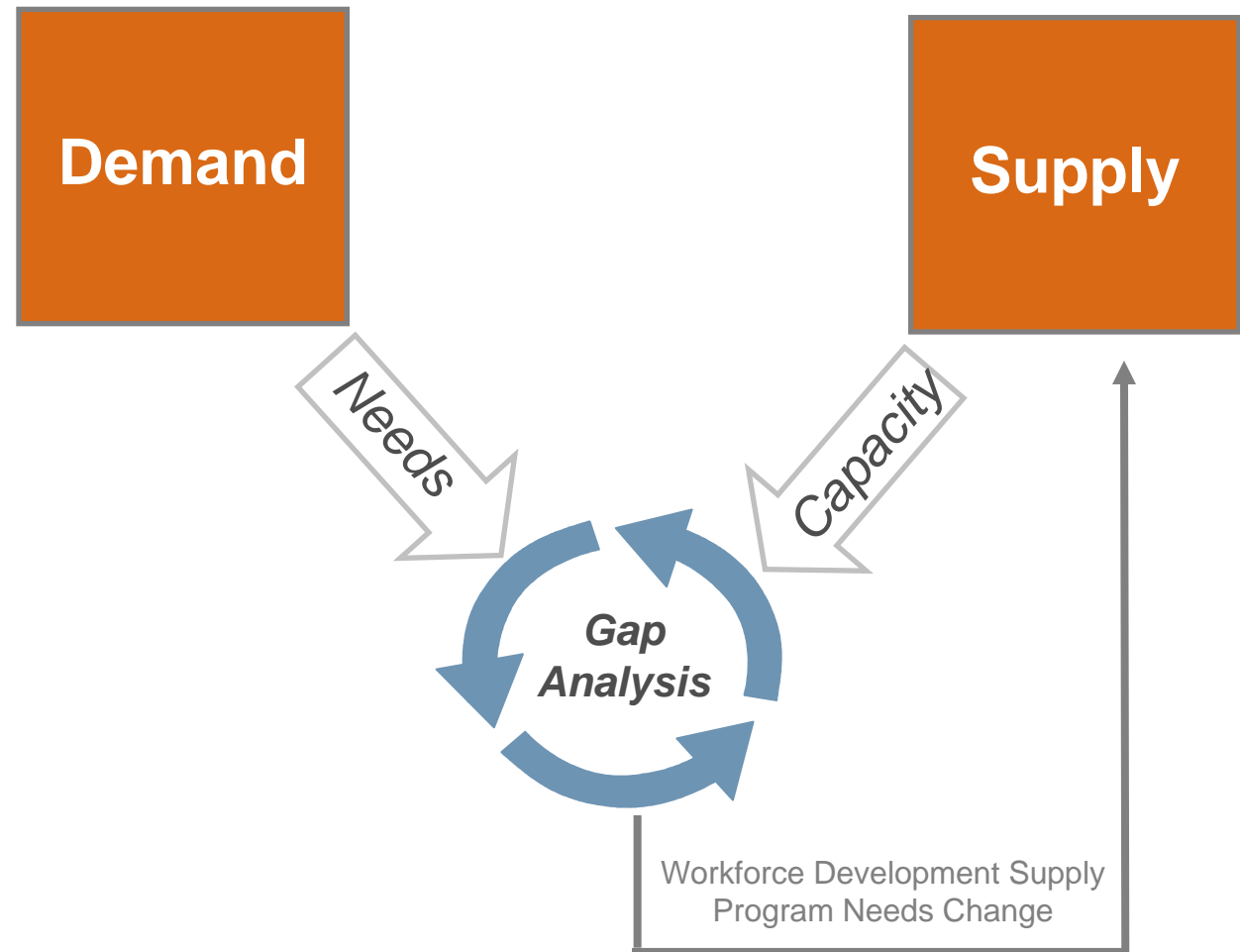
- Analyze gap between workforce demand and supply side
 - What type of workforce is needed vs. What type of workforce is capable of being produced



6 Steps to Success

1. Capture & Characterize Requirements and Catalog Capabilities of Workforce Supply System
2. Analyze Delivery Capabilities against Workforce Development Needs & Communicate
3. Communicate and Fill Delivery Gaps

Regional Workforce Development System



Step 3

Supply

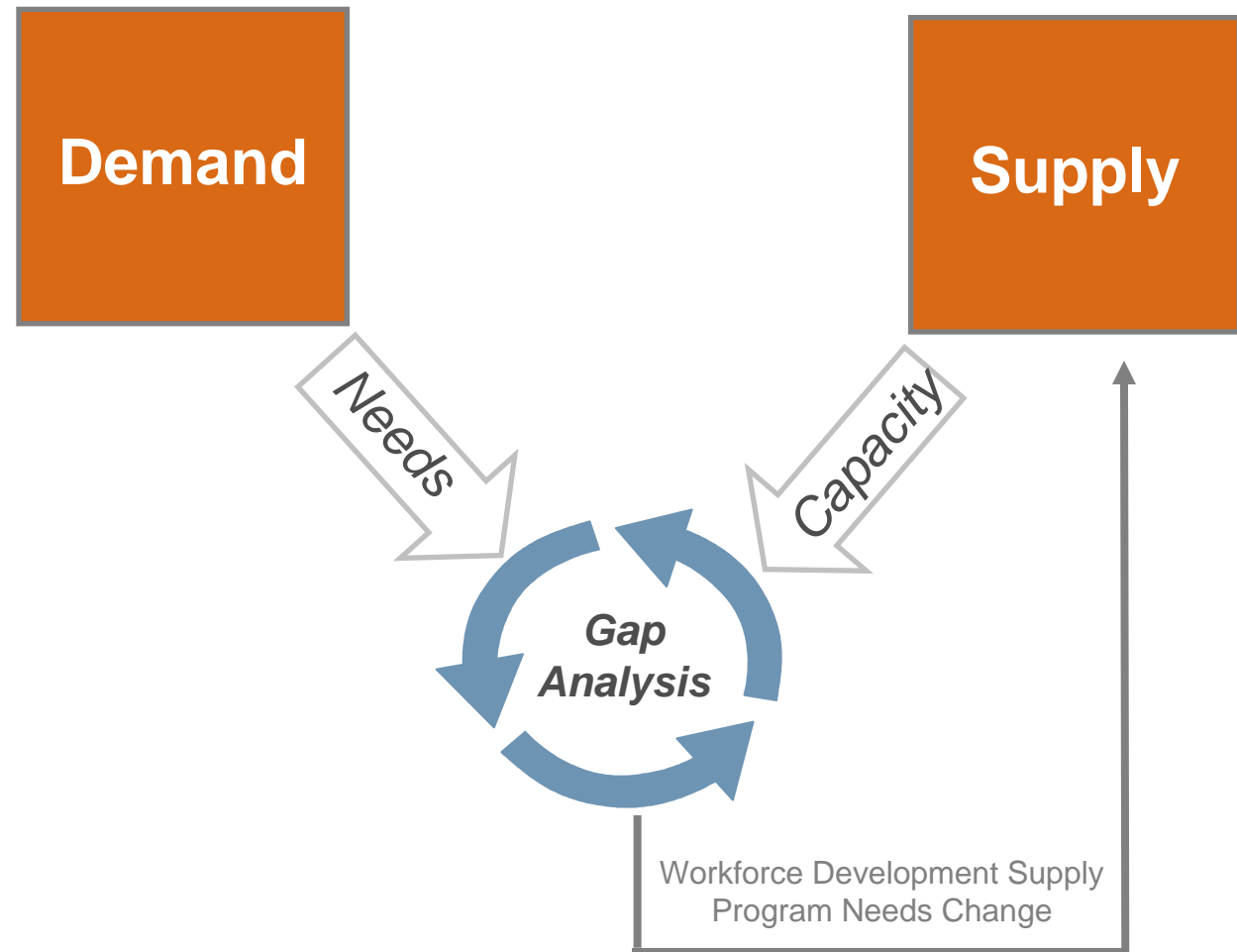
- Communicate Future Needs to Delivery System
- Fill gaps by:
 - Modifying Current Programs
 - Creating New Programs



6 Steps to Success

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Regional Workforce Development System



Step 4

Supply

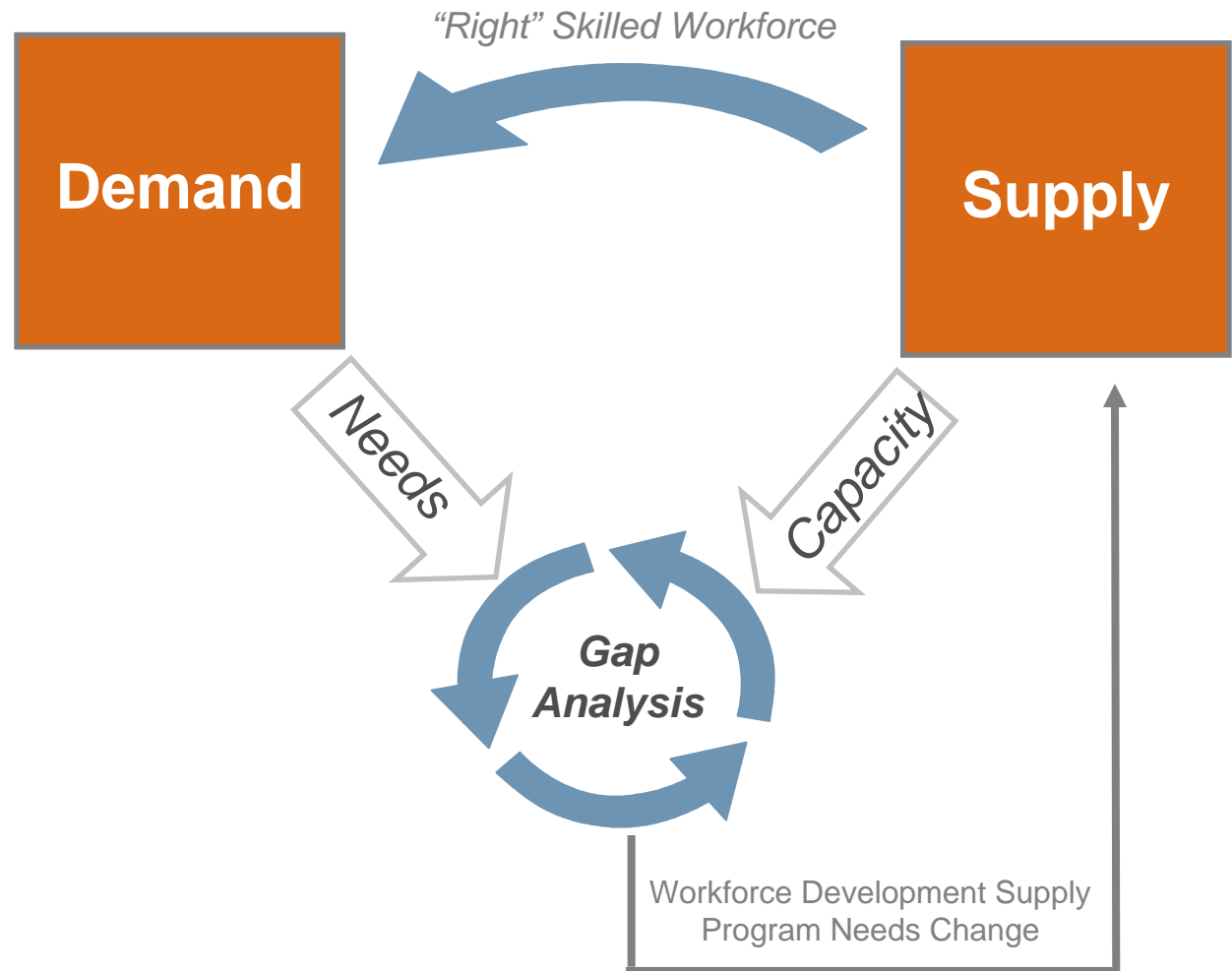
- Respond to Workforce Needs
 - Short term (One Stop Centers, Certificate Providers)
 - Mid term (Vocational & Technical Centers, Colleges, Universities)
 - Long term (Schools, P-16 Consortium, STEM Initiatives)



6 Steps to Success

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5. Place Workforce with Employers

Regional Workforce Development System



Step 5

Supply

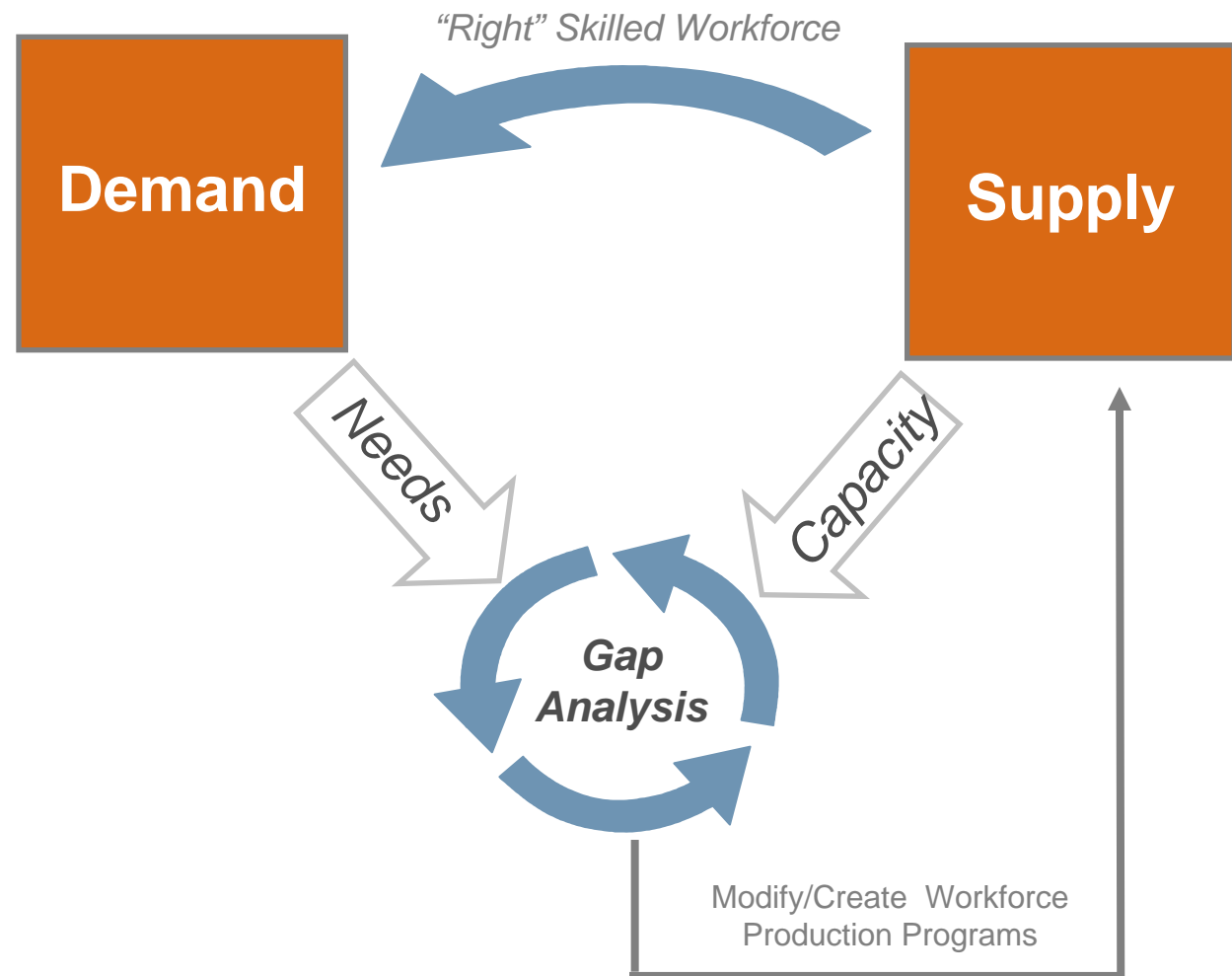
- Match the right employee with the right job



6 Steps to Success

1. Capture & Characterize Requirements and Catalog Capabilities of Workforce Supply System
2. Analyze Delivery Capabilities against Workforce Development Needs
3. Fill Delivery Gaps
 1. Modifying Current Programs
 2. Creating New Programs
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5. Place Workforce with Employers
6. Repeat Steps 1-5 Continuously

Regional Workforce Development System



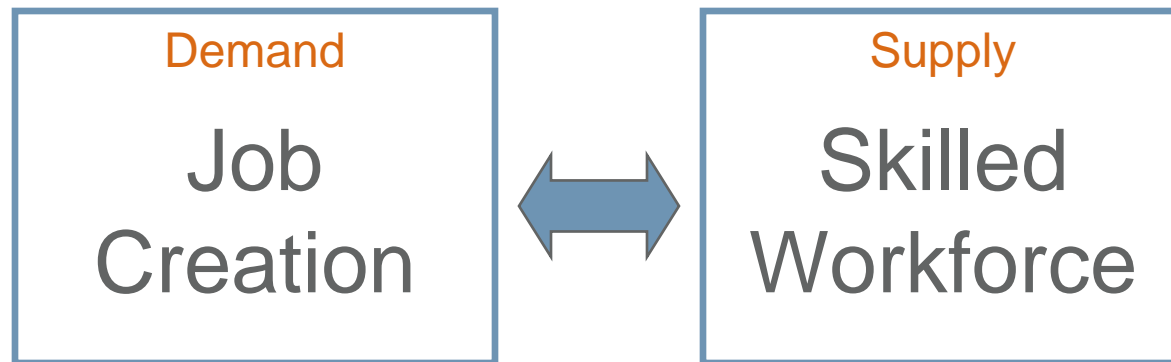
Step 6

Demand & Supply

- Repeat on an ongoing and continuous basis
 - Continuously review data
 - Continuously improve workforce system



Workforce Development System



Realized Economic Benefit



Economic Benefit

Currently...

- 21,000 Vacancies (approx. 12,600 living wage jobs)
- 26,122 Unemployed (6.0%)

If we fill just half of these positions we will...

- Reduce Unemployment to 3.6%
- Realize \$367M+ Economic Benefit



Organizing To Move Forward

- Garner Participation
- Form Sector Teams
- Capture Demand and Catalog Delivery System
- Prioritize
- Execute the Workforce System



It's a New Day

- Demand focused workforce development
- We need your...
 - Input
 - Engagement
- It's about taking action and getting results
- Pledge Card



Thank You!

For copies of this presentation please visit...

www.thejobcenter.org

<http://workforce.sinclair.edu>

www.daytonchamber.org

