

Challenges and Solutions in



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Growing the Workforce

A Collaborative Effort



9:15am – 9:45am



Growing the Workforce - A Collaborative Effort

Steve Kitchin
Vice President, Corporate Education and Training
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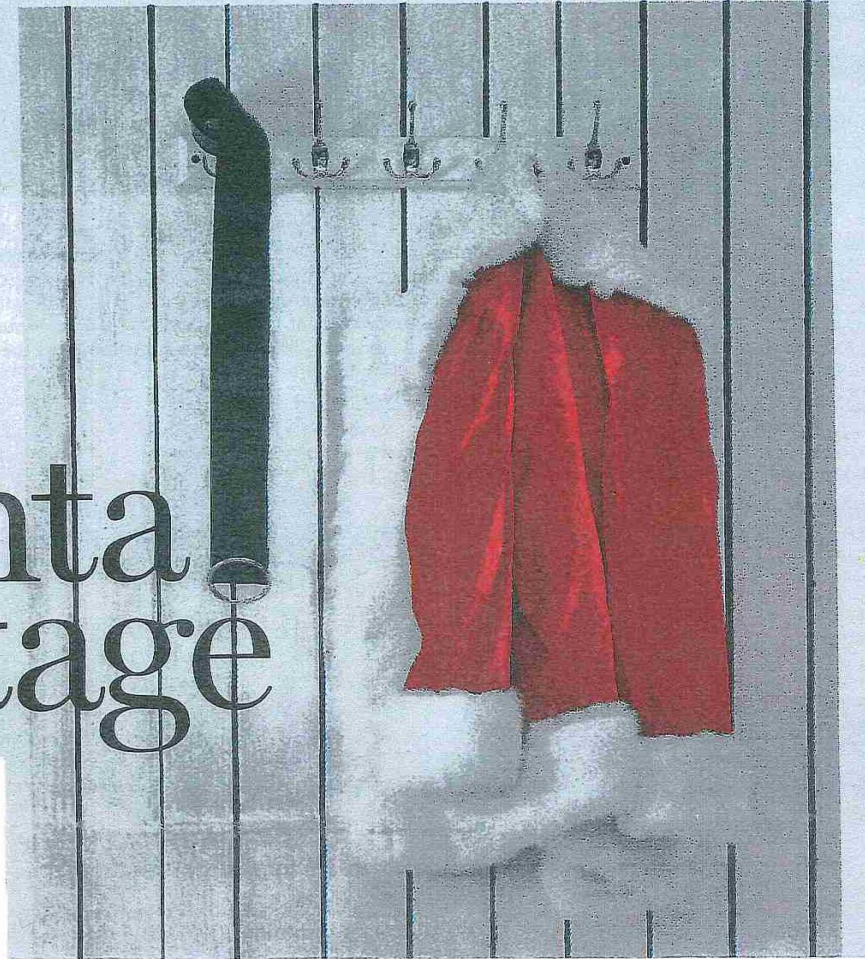


September 30, 2019
Challenges & Solutions Workforce Super Session

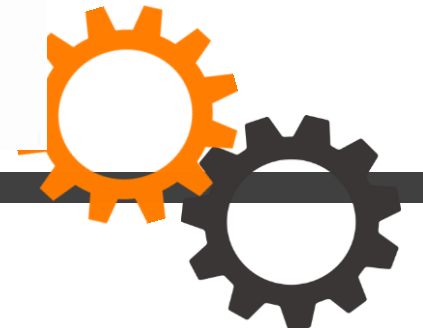
When everyone wants
a visit from Kris
Kringle, the going rate
soars and the pickings
can get, well, slim



Santa shortage



The Boston Globe, December 20, 2018



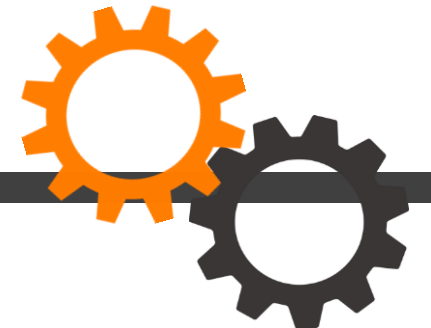
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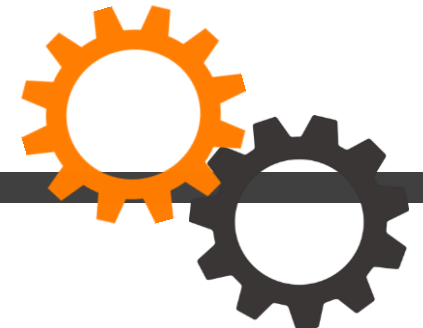
The Perfect Storm of the Economy and Labor Market Supply

Demographics

Technology/Skills

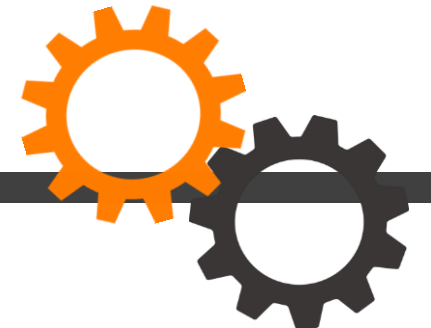
Globalization

Source: Robert Knight, Author, Workforce Institute, Washington, DC
March 2005



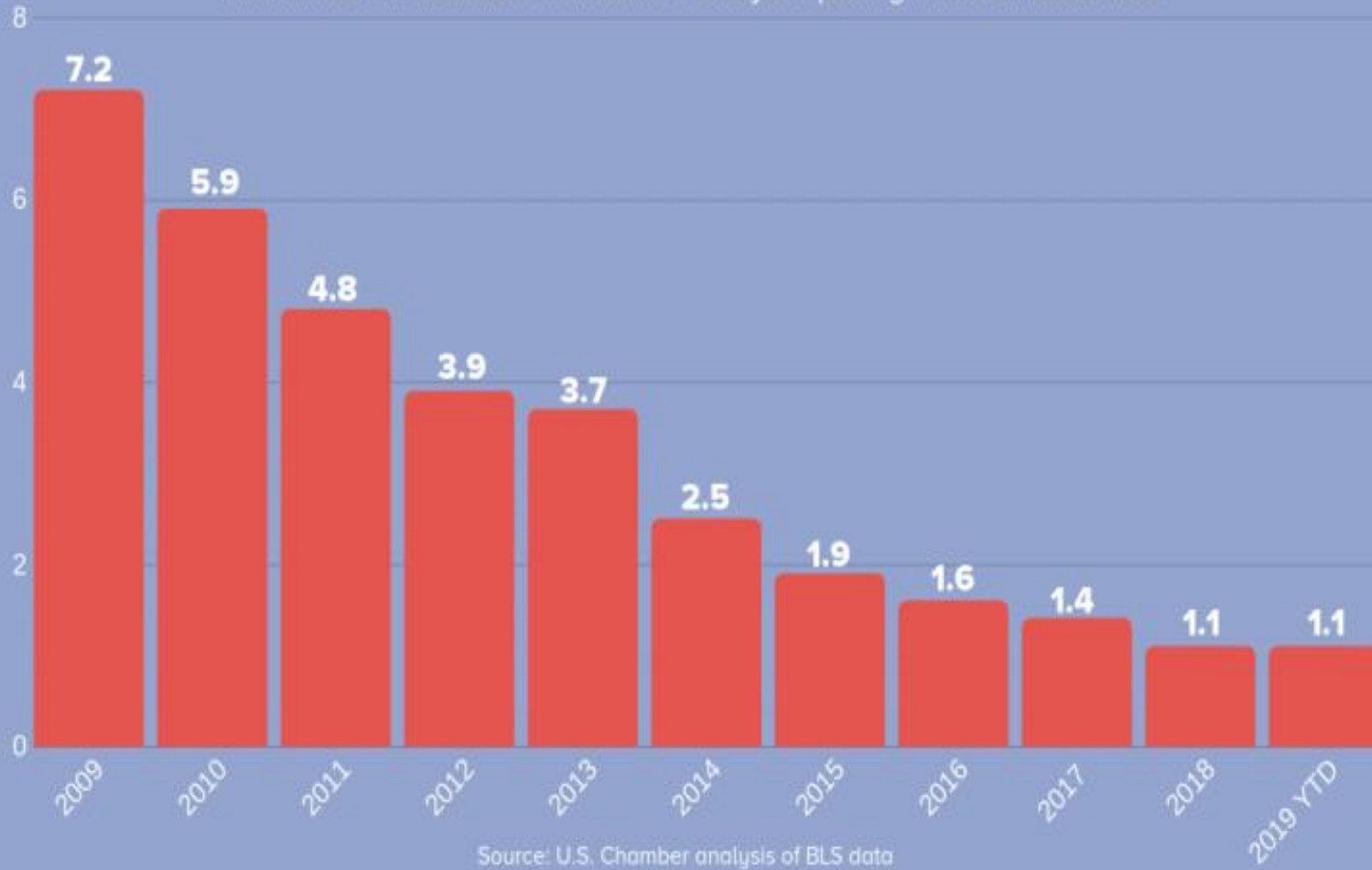
- Q. Currently, the ratio of available workers to job openings in the United States is 3 to 1.
- A. False, it is approximately 1 to 1.

Source: US Chamber of Commerce Monthly Workforce Monitor
July 2019

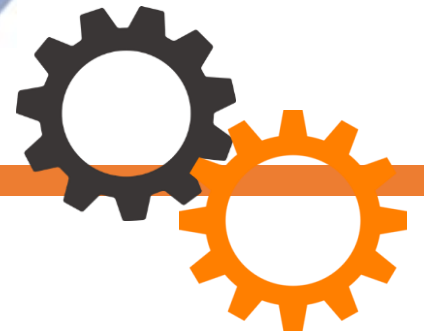


U.S. Worker Availability Ratio

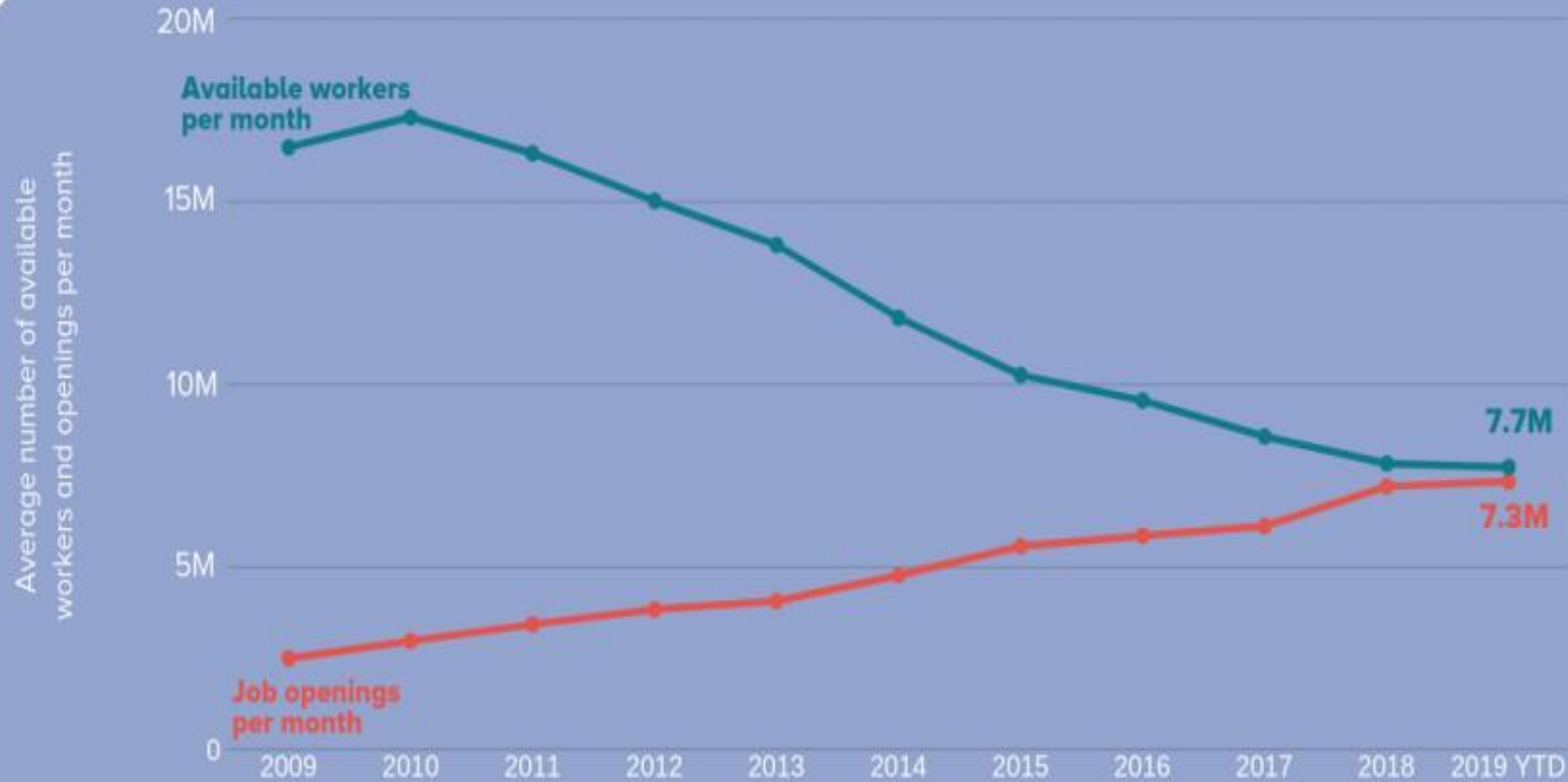
The number of available workers for each job opening in the United States



Source: US Chamber of Commerce Monthly Workforce Monitor Analysis of BLS Data – July 2019

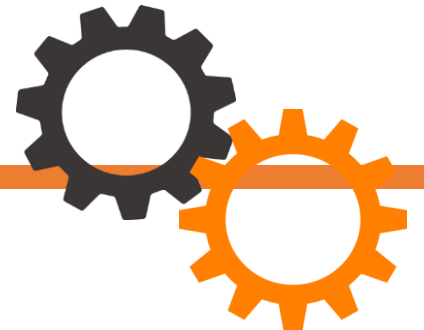


More Openings, Fewer Available Workers



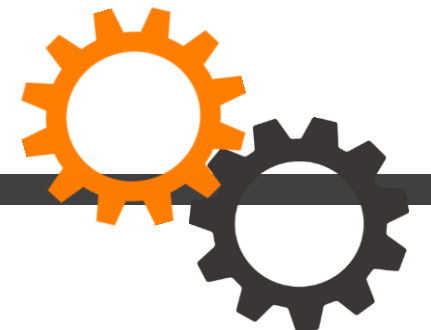
Source: U.S. Chamber analysis of BLS data

Source: US Chamber of Commerce Monthly Workforce Monitor Analysis of BLS Data – July 2019



Q. The Labor Market is not usually driven by the traditional economic forces of supply and demand.

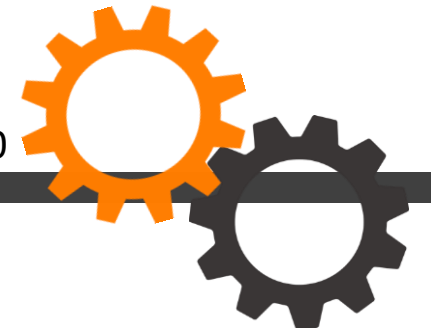
A. False, the Labor Market acts and reacts just as most markets do.



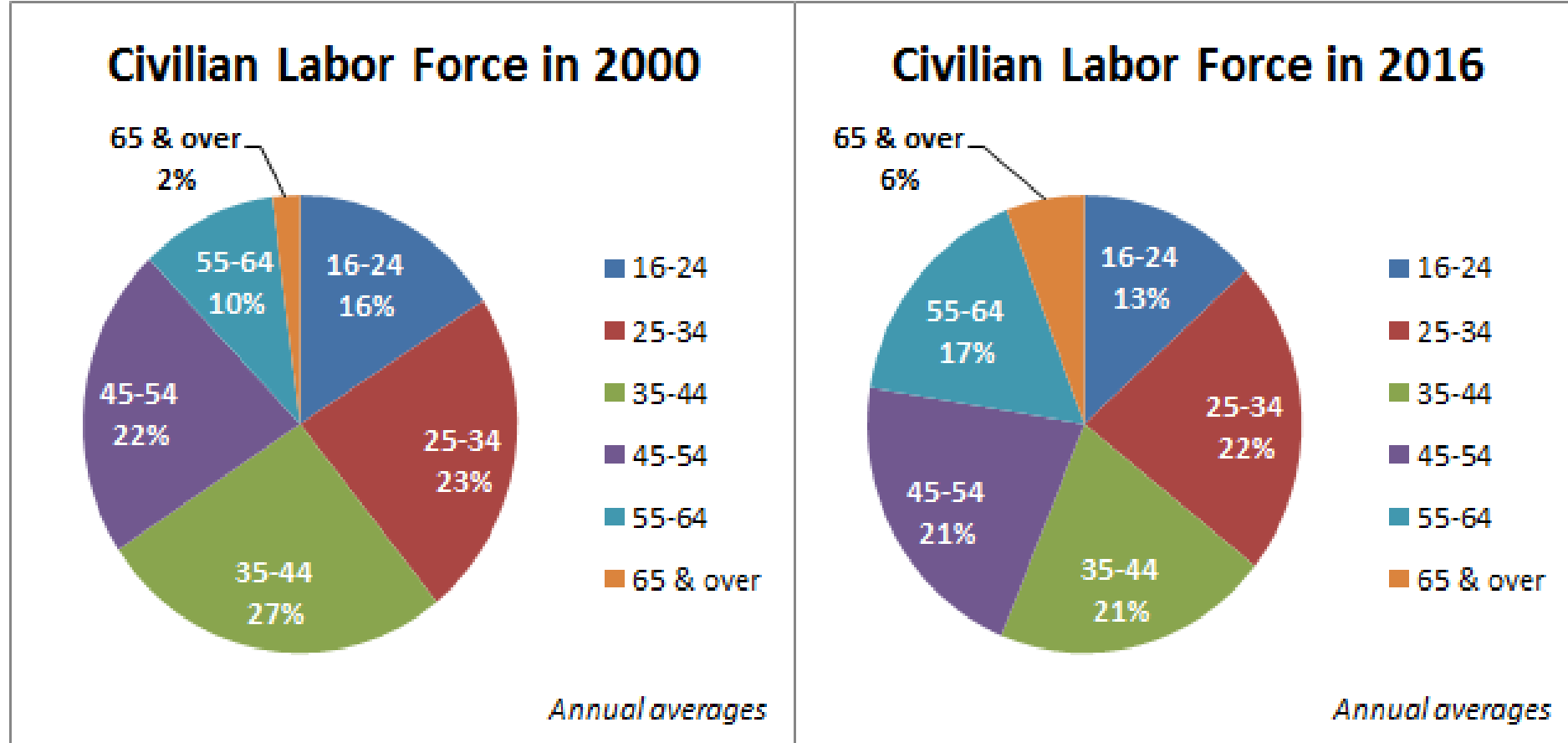
Today's Labor Market and the Workforce has changed significantly from the past. Please name a factor...

- ◆ Grayer
- ◆ More ethnically diverse
- ◆ Near equal labor participation rates between men & women

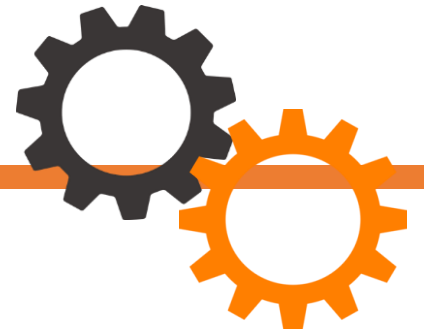
Source: United States Census – 2010



Grayer



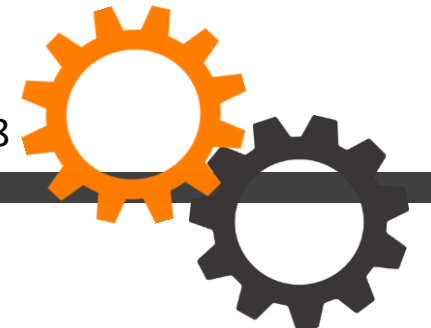
Source: United States Bureau of Labor Statistics

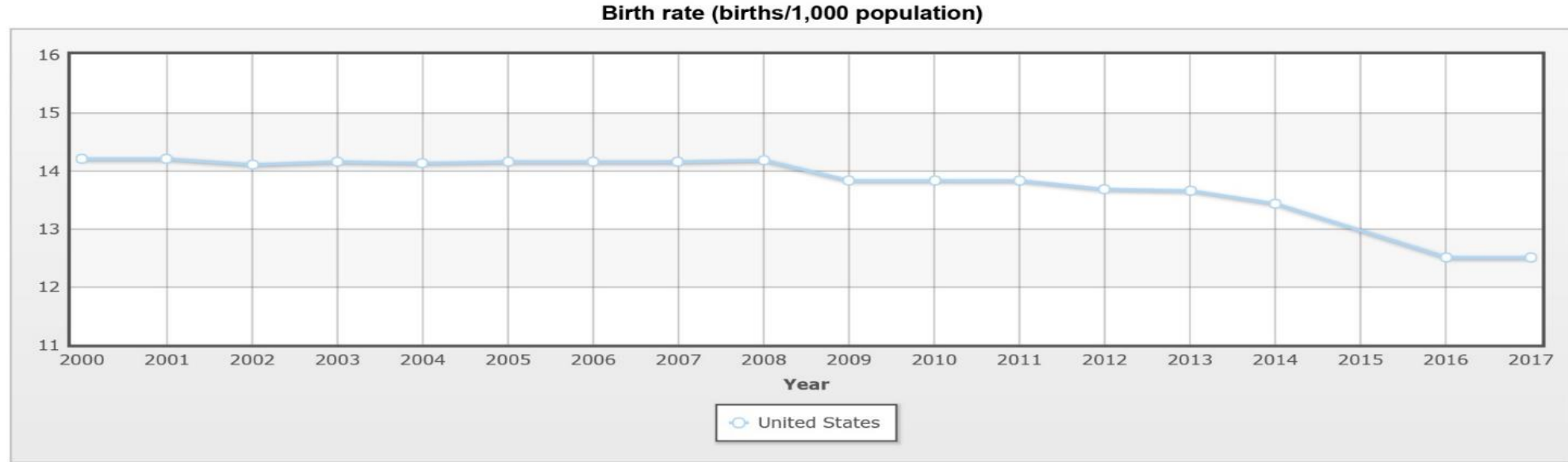


Q. The birth rate in the United States between 2000 and 2017 indicates an uptick in potential native-born labor supply for employers.

A. False, the birth rate in the U.S. decreased from nearly 14.2 births per thousand in 2000 to 12.5 births per thousand in 2017.

Source: CIA World Factbook January 2018



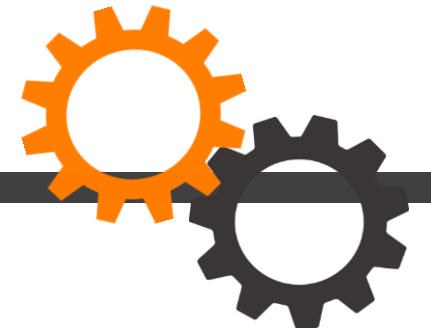


Definition of Birth rate: This entry gives the average annual number of births during a year per 1,000 persons in the population at midyear; also known as crude birth rate. The birth rate is usually the dominant factor in determining the rate of population growth. It depends on both the level of fertility and the age structure of the population.

Characteristics of Workers in Selected Occupations - Gender

	<u>Male</u>	<u>Female</u>
Carpenters	97.9	2.1
Electricians	97.7	2.3
Machinists	95.5	4.5
Pipelayers, Plumbers, Pipefitters & Steamfitters	98.3	1.7
Welding, Soldering and Brazing Workers	94.9	5.1
Total of Above Occupations	97.2	2.8
For All Workers	52.6	47.4

Source: American Community Surveys 2015-2016 tabulations by the Center for Labor Markets and Policy, Drexel University & NEIT's Center for Technology and Industry

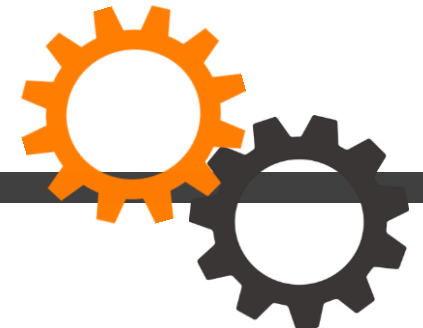


Characteristics of Workers in Selected Occupations -

Age

	<u>16-34</u>	<u>35-54</u>	<u>55-65+</u>
Carpenters	31.9	47.9	20.1
Electricians	33.3	47.4	19.2
Machinists	25.2	44.9	29.8
Pipelayers, Plumbers, Pipefitters & Steamfitters	34.7	46.7	18.6
Welding, Soldering and Brazing Workers	39.3	44.2	16.5
Total of Above Occupations	33.3	46.7	19.9
For All Workers	36.9	40.7	22.4

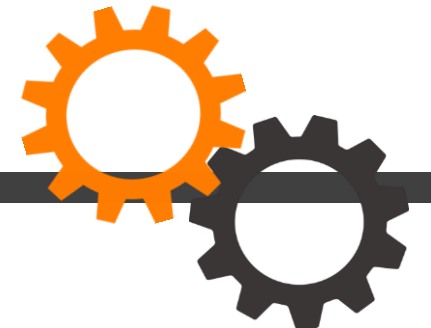
Source: American Community Surveys 2015-2016 tabulations by the Center for Labor Markets and Policy, Drexel University & NEIT's Center for Technology and Industry



Characteristics of Workers in Selected Occupations - Race/Ethnicity

	<u>White</u>	<u>Black</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Other</u>
Carpenters	60.1	5.2	1.3	30.7	2.8
Electricians	71.0	7.2	1.7	17.5	2.5
Machinists	75.1	5.8	5.3	11.8	1.9
Pipelayers, Plumbers, Pipefitters & Steamfitters	66.4	7.0	1.2	23.2	2.2
Welding, Soldering and Brazing Workers	63.8	8.5	2.3	22.7	2.8
Total of Above Occupations	65.7	6.5	1.9	23.4	2.5
For All Workers	63.8	11.5	5.6	16.4	2.7

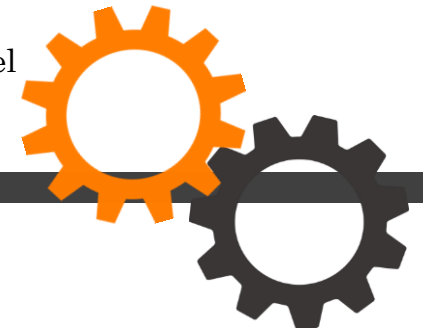
Source: American Community Surveys 2015-2016 tabulations by the Center for Labor Markets and Policy, Drexel University & NEIT's Center for Technology and Industry



Characteristics of Workers in Selected Occupations - Educational Attainment

	<u>< 12th Grade</u>	<u>H.S./Some College</u>	<u>AS Degree or Higher</u>
Carpenters	25.6	63.1	11.3
Electricians	7.8	70.7	21.5
Machinists	10.7	73.5	15.7
Pipelayers, Plumbers, Pipefitters & Steamfitters	16.3	72.2	11.5
Welding, Soldering and Brazing Workers	18.3	71.5	10.1
Total of Above Occupations	17.5	68.7	13.8
For All Workers	10.2	48.5	41.3

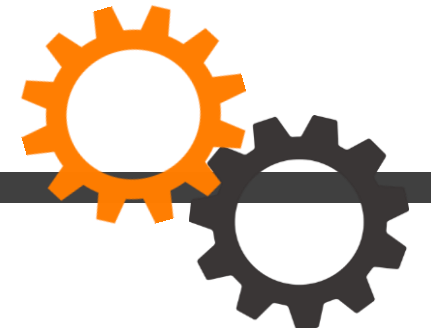
Source: American Community Surveys 2015-2016 tabulations by the Center for Labor Markets and Policy, Drexel University & NEIT's Center for Technology and Industry



Technology

Q. It takes 365 days for the earth to revolve around the sun.

A. True



49% of U.S. Adults Do Not Know How Long It Takes For The Earth To Revolve Around The Sun



Source: National Research Council
Rising Above the Gathering Storm.
Revisited: Rapidly Approaching Category 5., 2010

Digital Anchors

**Quick
Charging
Electric Boats**

**Touch Screen Dashboards/
"Class Cockpits"**

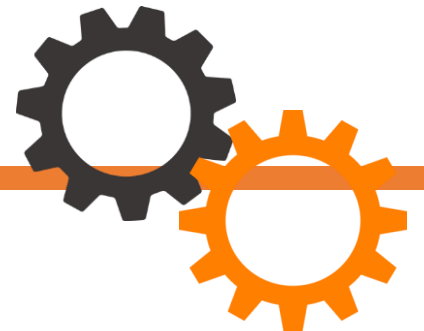
**Autonomous
Boats/Self
Docking
Technology**

**Integrated
Joystick**

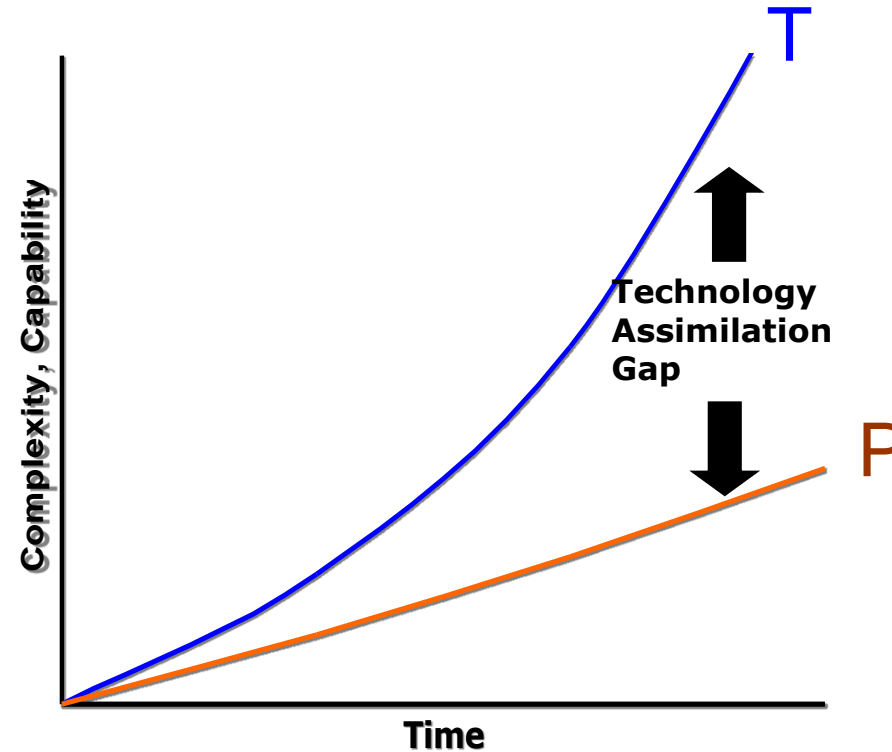
**Electric
Motors**

**EMISSIONS AND
GREEN
TECHNOLOGY**

**Vessel
Management**



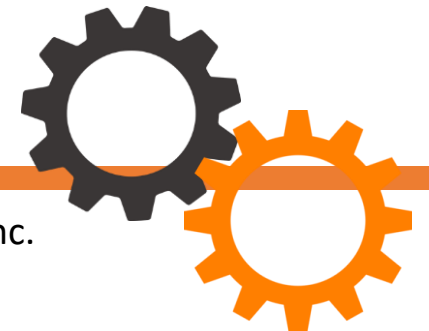
The Technology Assimilation Gap



Legend

People
Rate at which individuals assimilate new technology

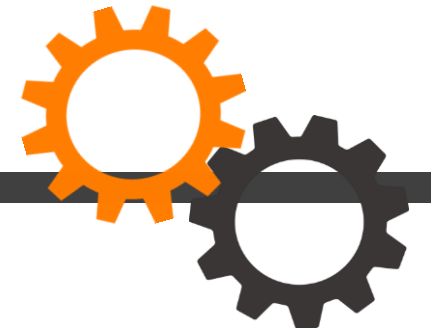
Technology
Rate of introduction of new technology



Source: Dataquest & Autodesk, Inc.

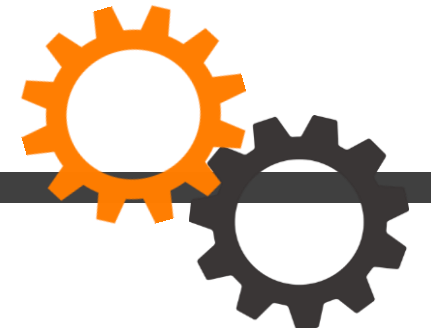
Q. What is a WIB?

- A.
- 1) Workers Intermediary Bureau
 - 2) Workforce Investigation Board
 - 3) Workforce Investment Board
 - 4) Workplace Inspection Bureau
 - 5) None of the above



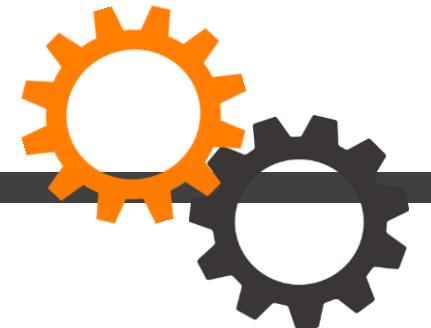
Collaboration

- ◆ Workforce Investment Boards
- ◆ Marine Trade Associations
- ◆ Industry groups (ABBRA, ABYC, etc.)
- ◆ Public/Private Colleges & Universities
- ◆ Manufacturing Extension Programs
- ◆ Chambers of Commerce



Collaboration

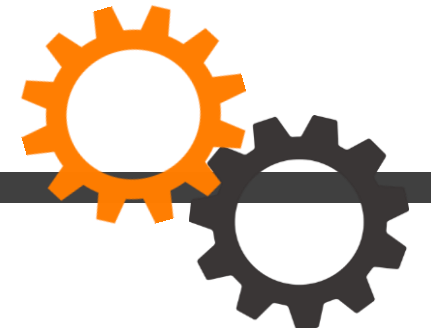
- ◆ Resources
 - Federal
 - State
 - Local
- ◆ Form a Consortium
- ◆ Do Your Homework



Questions and Concerns Please Feel Free to Contact Me

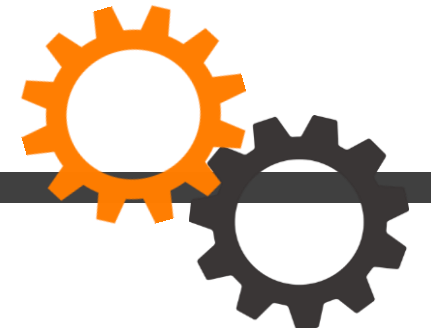
Steve Kitchin, Vice President Corporate Education
and Training

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**Good
alligator
wrestlers are
hard to find**

The Providence Journal, September 10, 2000



Challenges and Solutions in

Solutions in



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