

SREB

Uncertain Futures for the Undereducated

Meagan Crowe

**What are we talking
about?**

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1. Shifts in the workforce

What are we talking about?

1. Shifts in the workforce

2. Who's affected?

**What are we talking
about?**

1. Shifts in the workforce

2. Who's affected?

3. In the SREB region

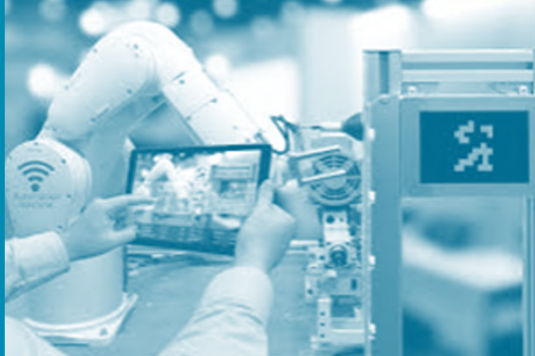
**What are we talking
about?**

Advances in robotics and AI hold the potential to reshape fundamentally the way we live and work. While we cannot yet foresee exactly how this fourth industrial revolution will play out, we know that gains in productivity and efficiency, new services and jobs, and improved support in existing roles are all on the horizon, alongside the potential loss of well-established occupations....



-Researchers with Oxford University,
Carl Benedikt Frey & Michael A. Osborne

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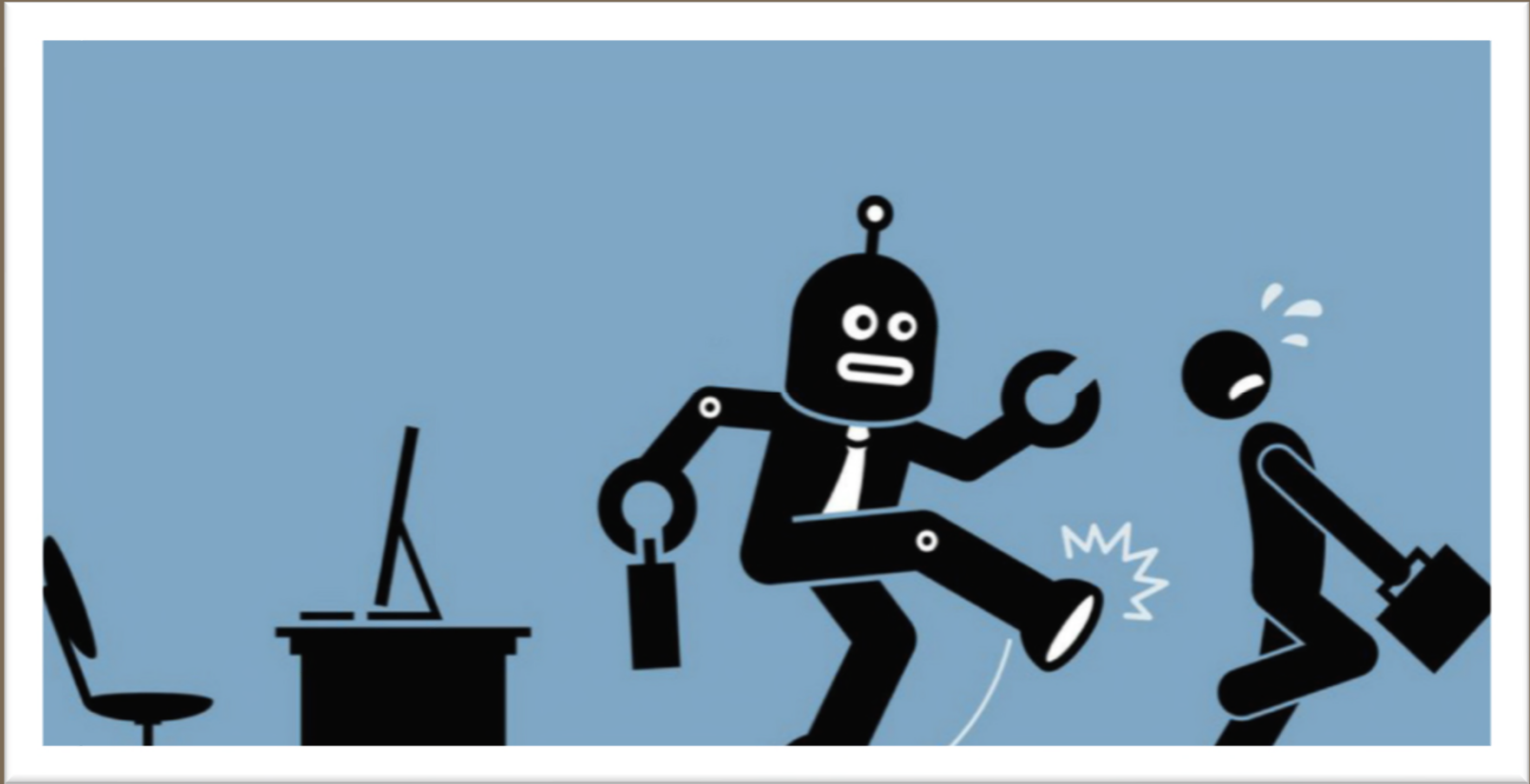
Shifts in the workforce

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Will there be
enough jobs?

Will there be
enough jobs?

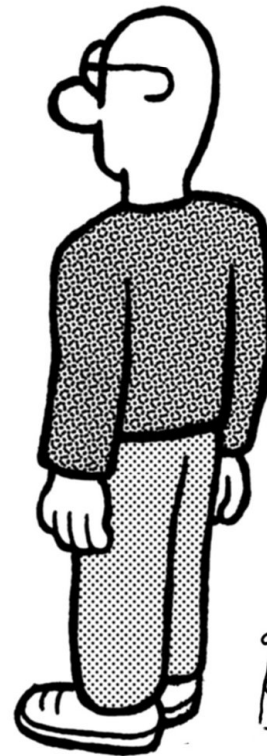
This is the wrong question!



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Will there be enough
people with the skills
to fill *new* jobs?

This is the correct question.



9/19/40
P. J. Rinaldi
Rinaldi

Entry-level Positions based on Educational Attainment

High school diploma

Some college or associate's degree

Bachelor's degree or more

In the 2007-10 recession, the U.S.:

Lost jobs

High school
diploma

4.8 million

Some college
or associate's
degree

300,000

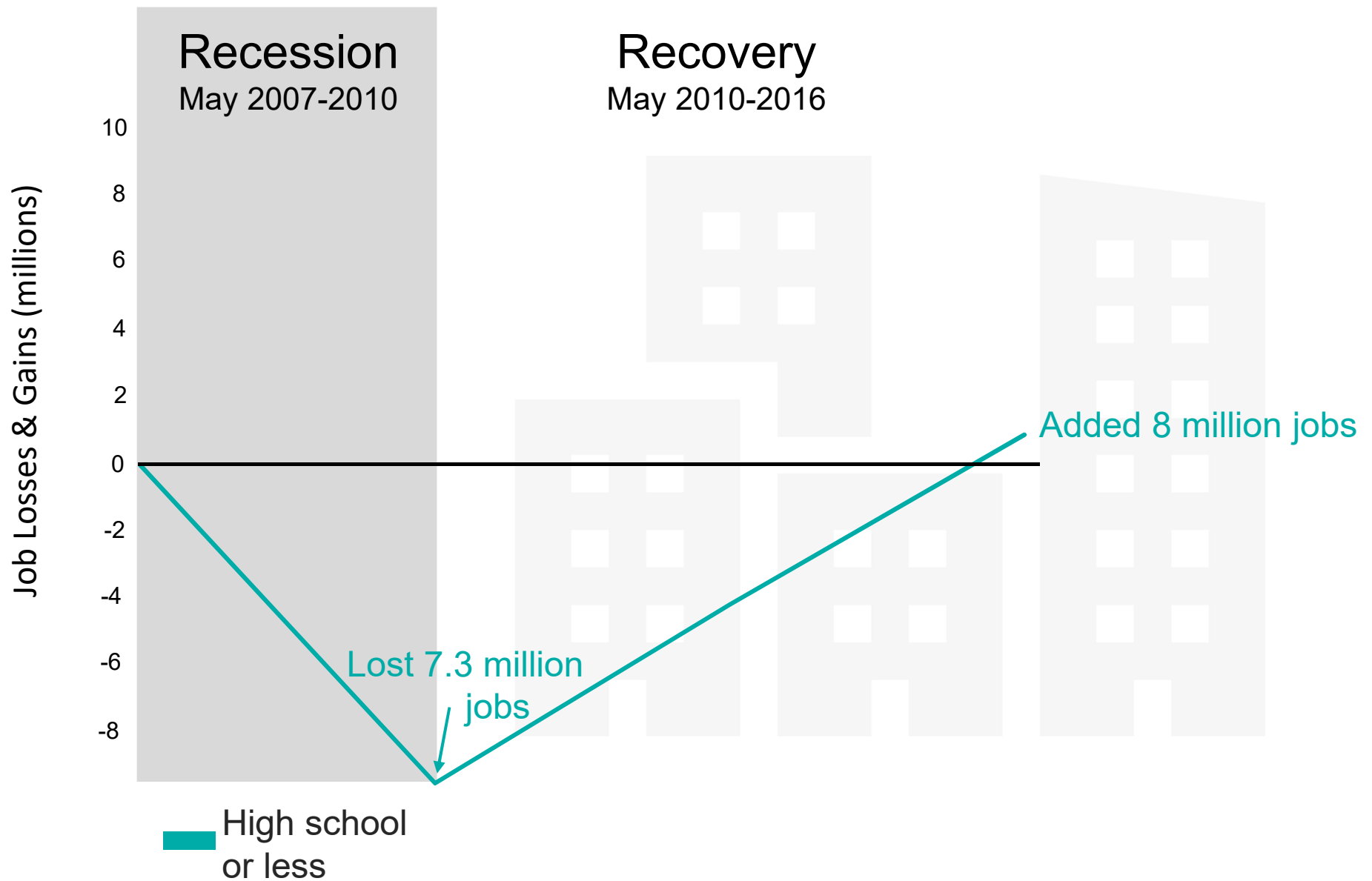
Bachelor's
degree or more

0

In the 2010-16 recovery, the U.S.:

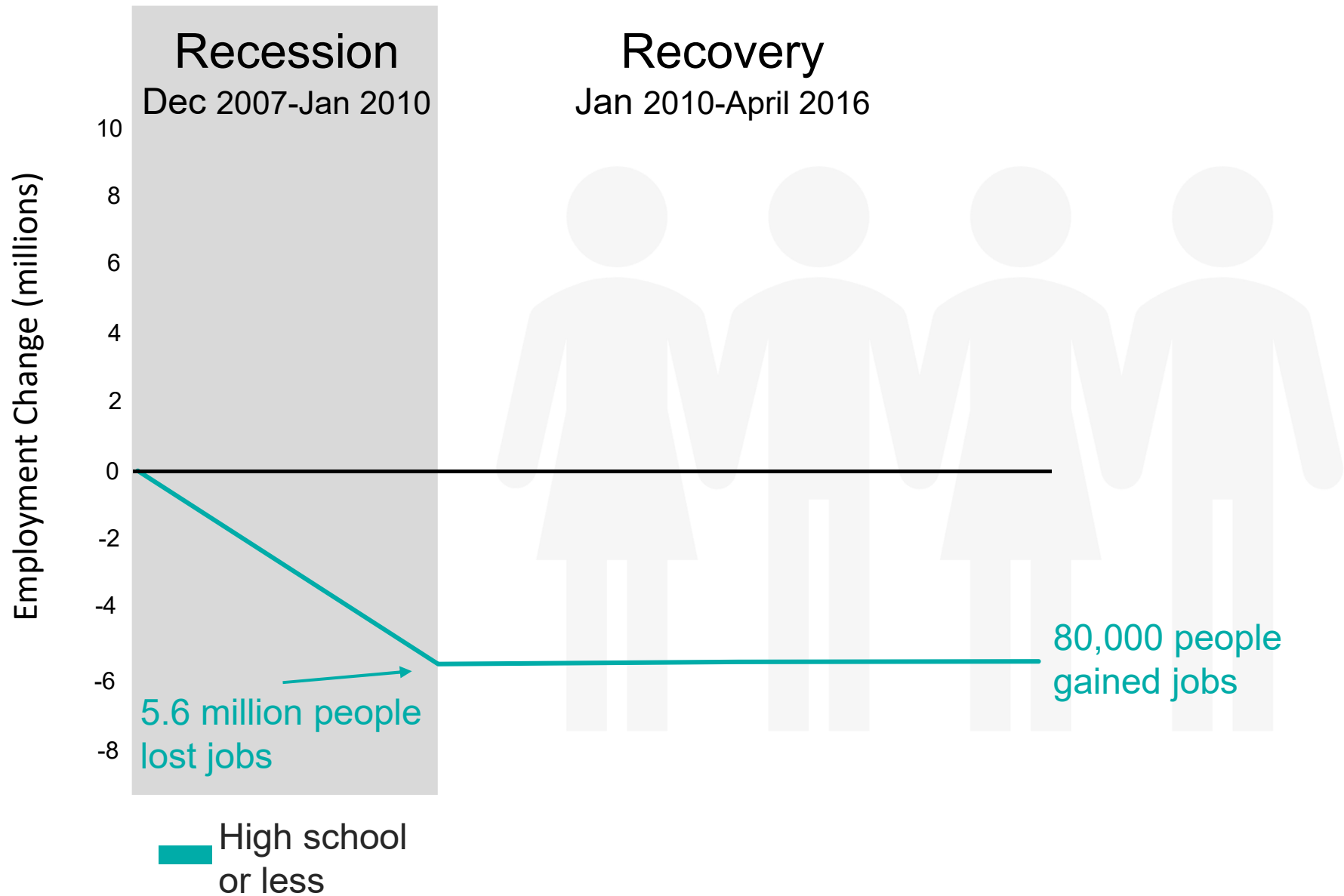
	Lost jobs	Gained jobs
High school diploma	4.8 million	3.5 million
Some college or associate's degree	300,000	1.2 million
Bachelor's degree or more	0 400,000	+ 4 million

Entry-level Job Positions by minimum education level



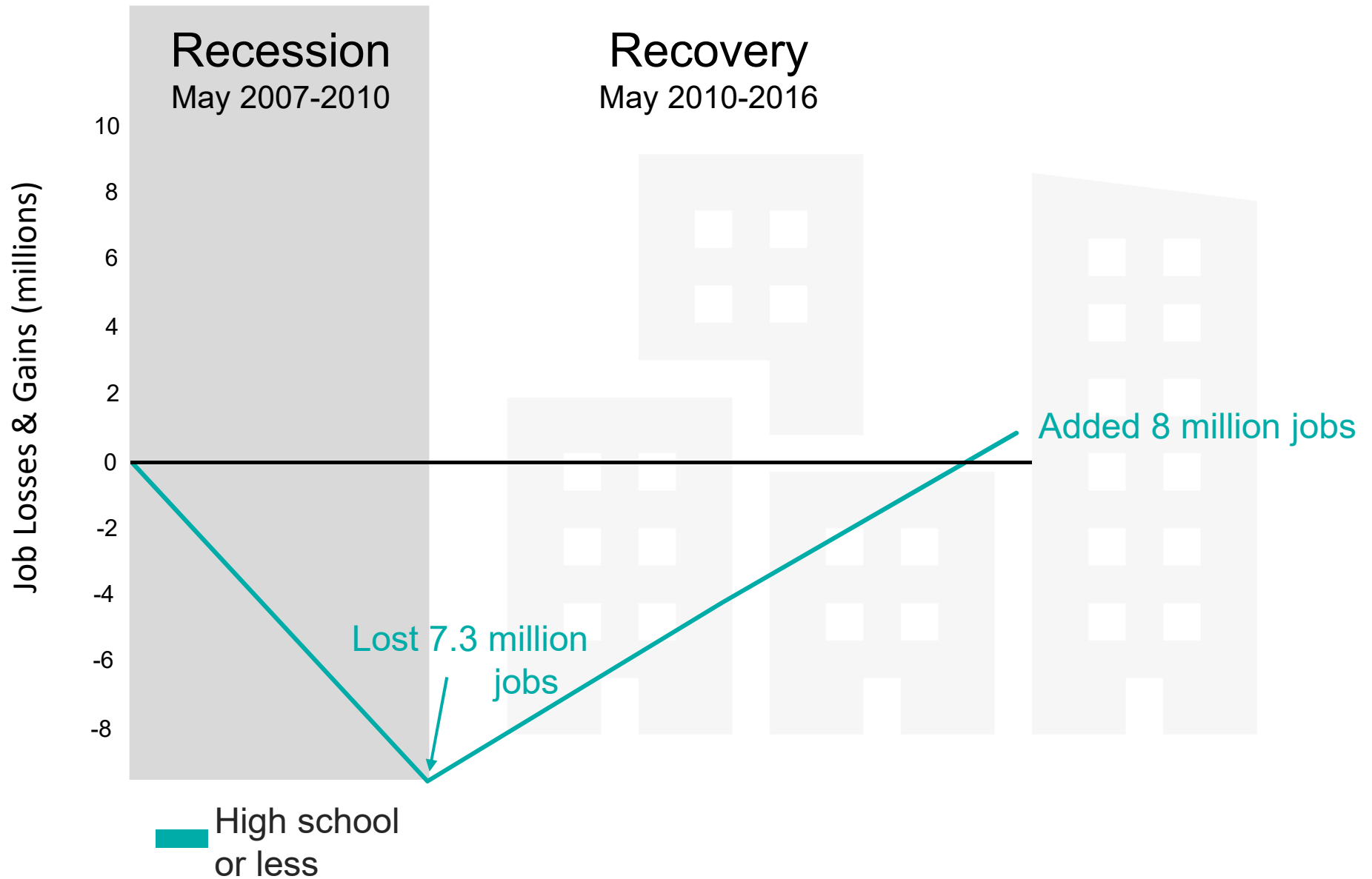
Source: Bureau of Labor Statistics, 2016

Employment Losses & Gains by educational level



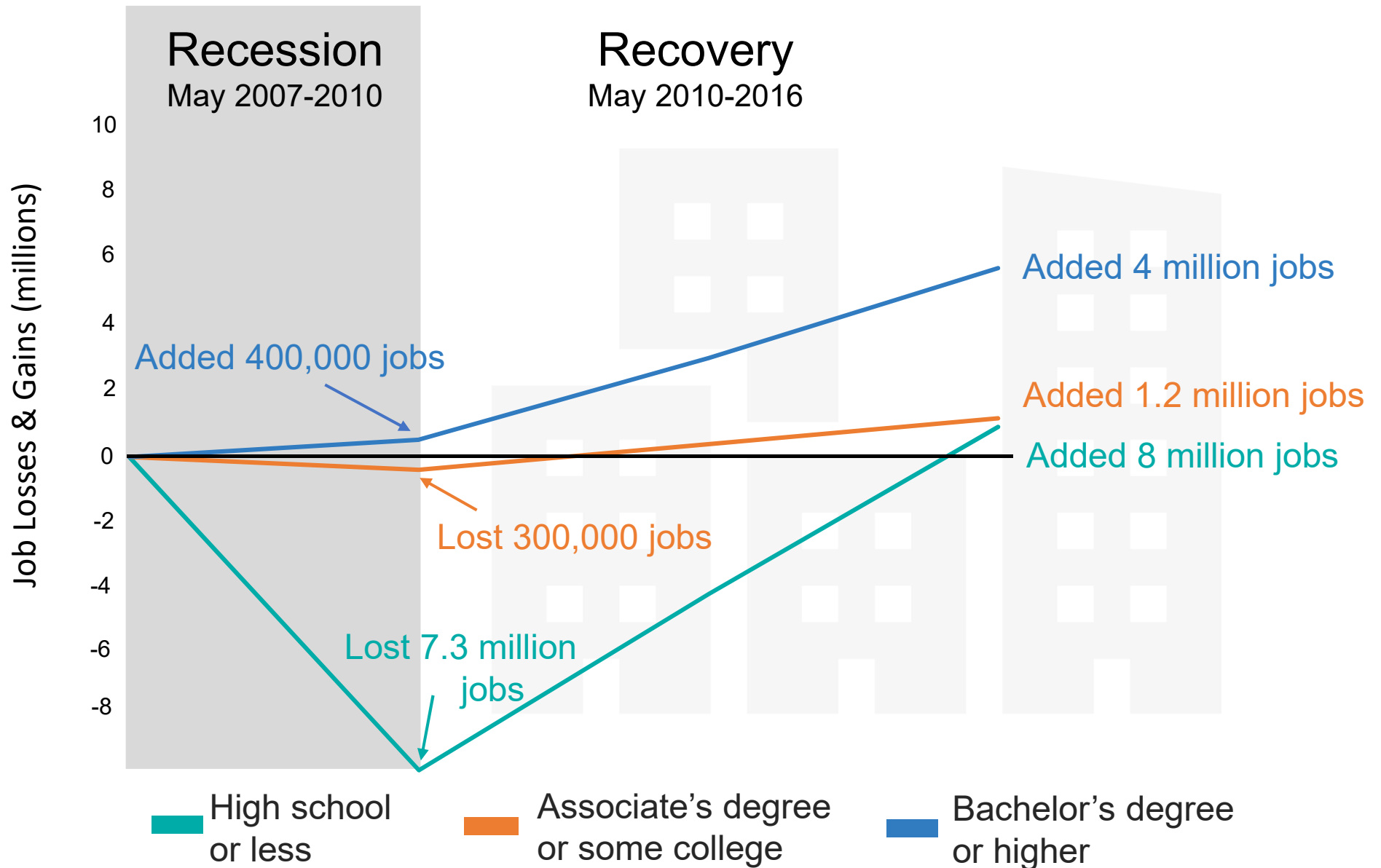
Source: Carnevale, Jayasundera, Gulish, 2016

Entry-level Job Positions by minimum education level



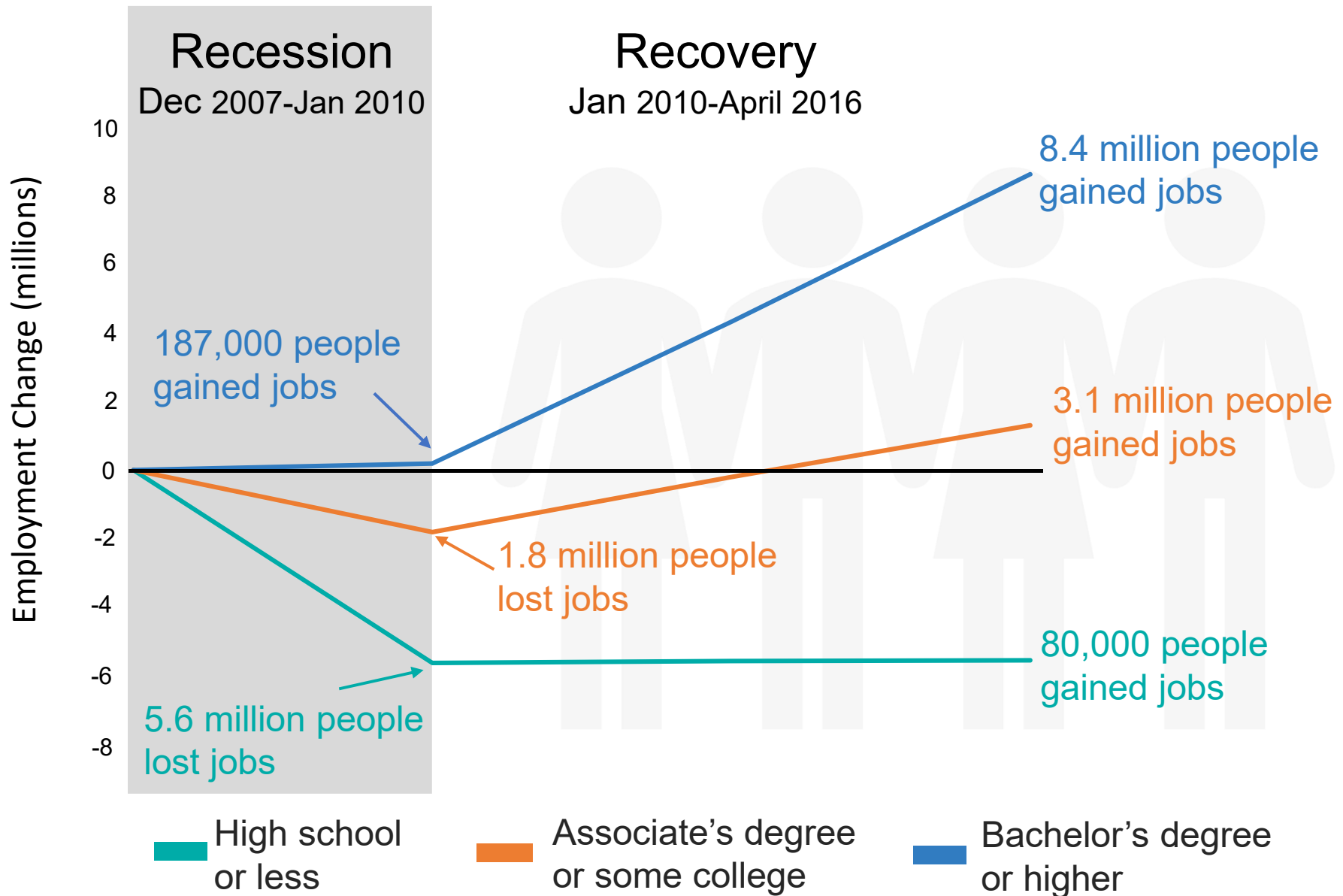
Source: Bureau of Labor Statistics, 2016

Entry-level Job Positions by minimum education level



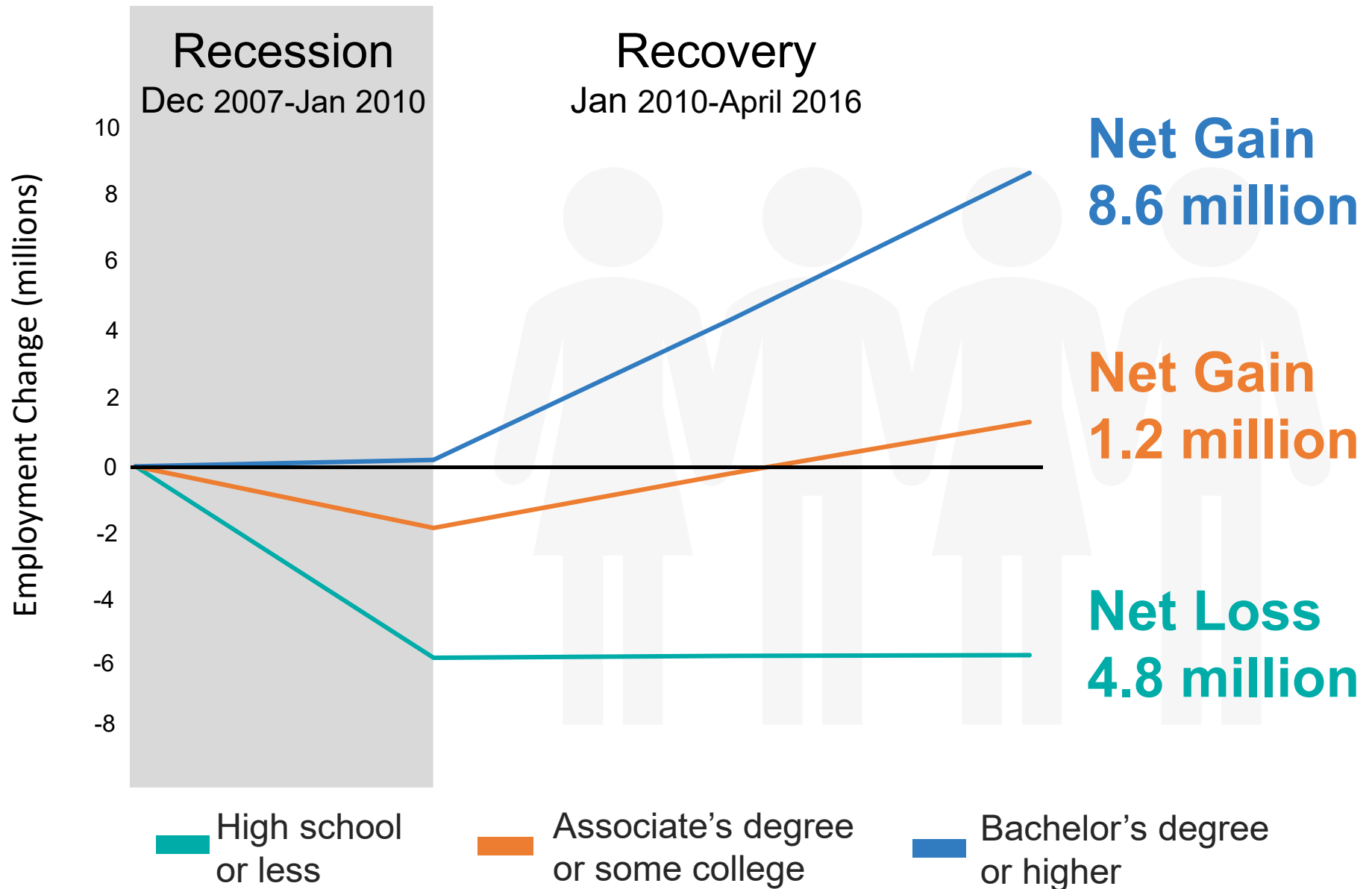
Source: Bureau of Labor Statistics, 2016

Employment Losses & Gains by educational level



Source: Carnevale, Jayasundera, Gulish, 2016

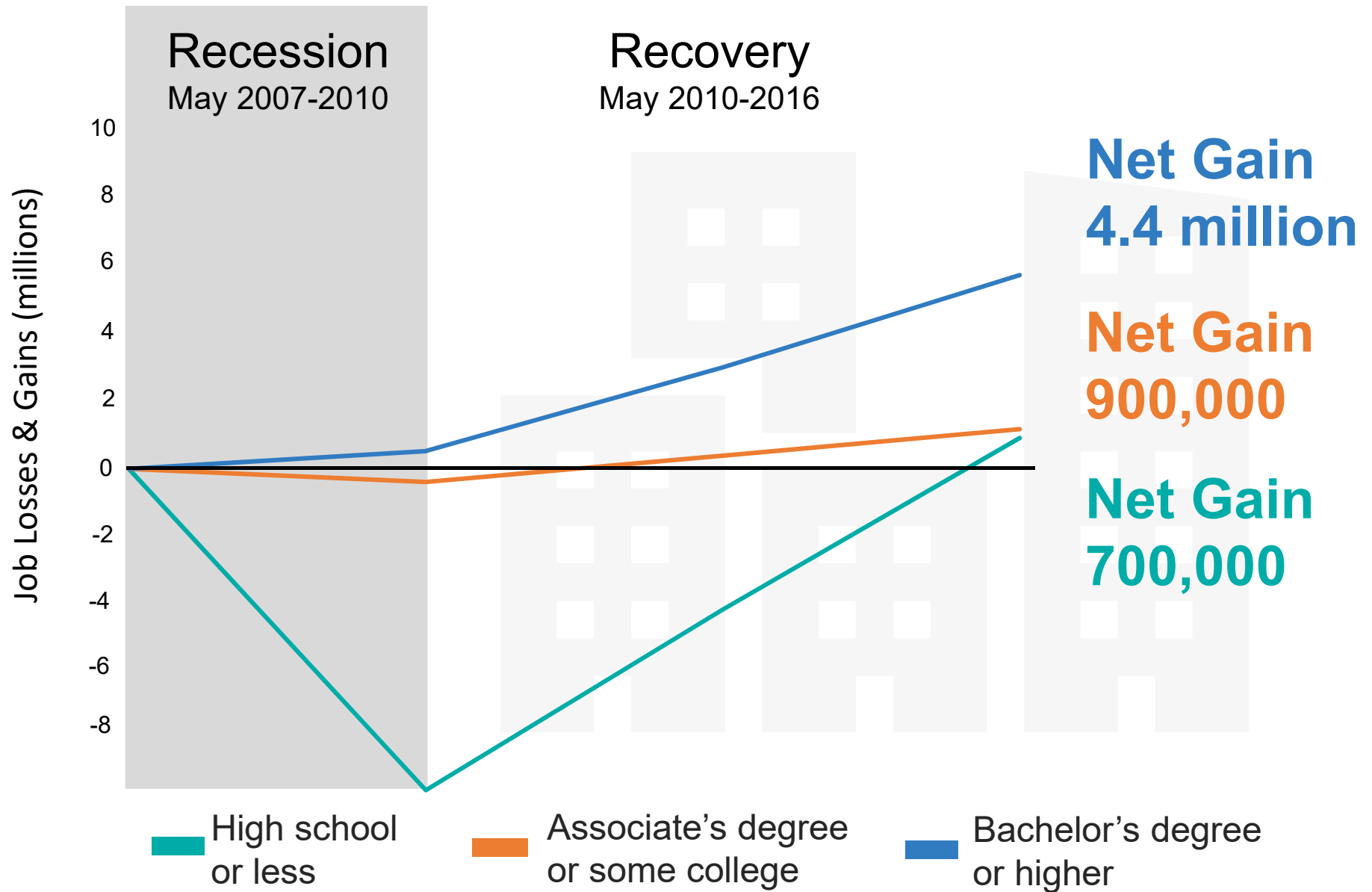
Employment Losses & Gains by educational level



Source: Carnevale, Jayasundera, Gulish, 2016

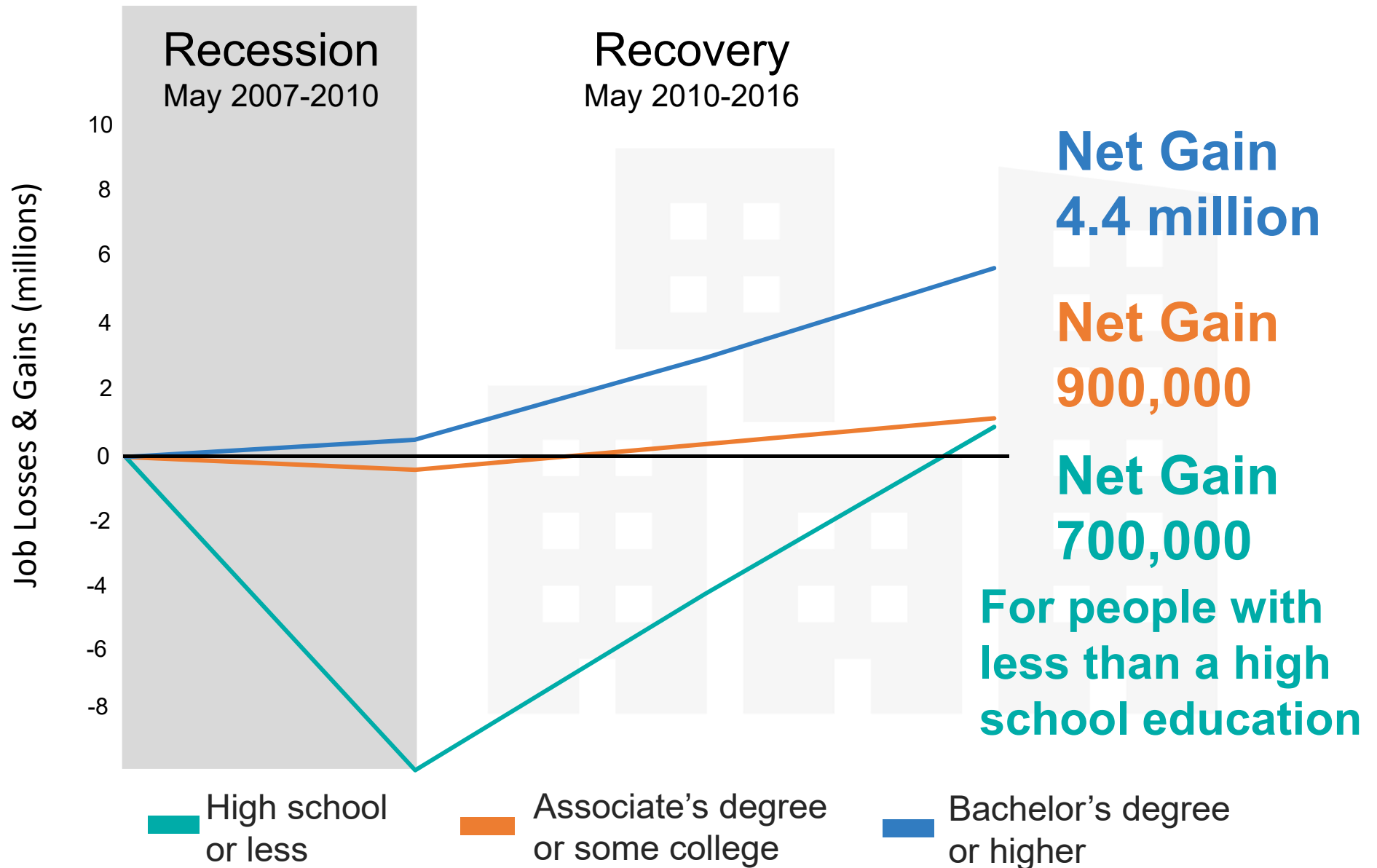
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Entry-level Job Positions by minimum education level



Source: Bureau of Labor Statistics, 2016

Entry-level Job Positions by minimum education level



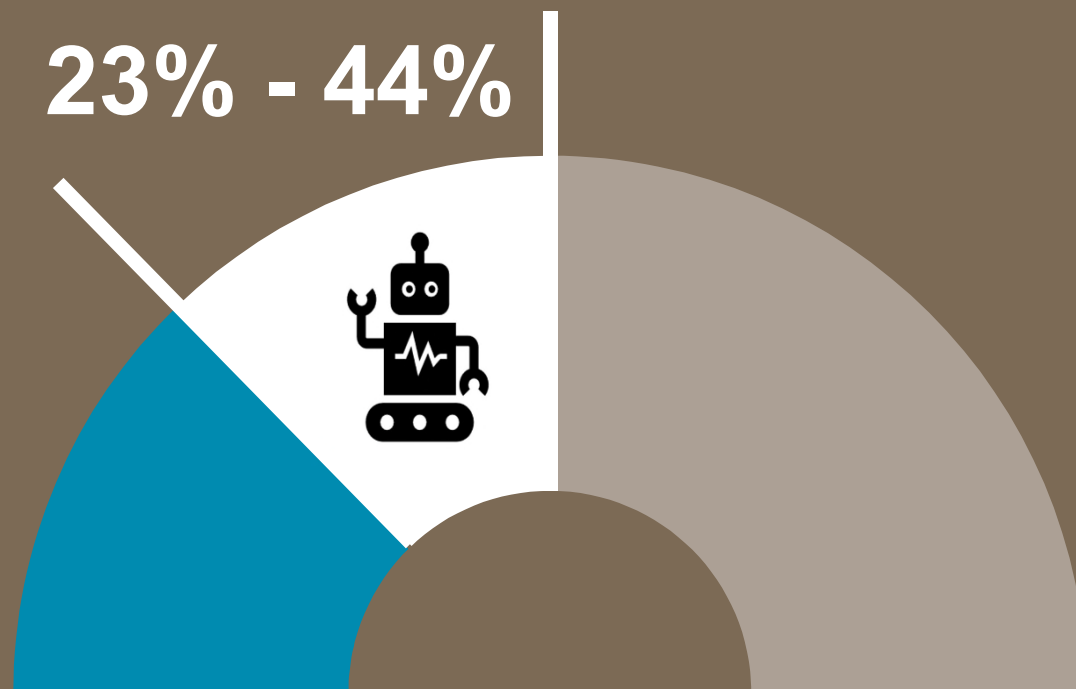
Source: Bureau of Labor Statistics, 2016

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This job shift will keep going...



Activities automated by 2030



Job declines for low-skilled workers

Job declines for low-skilled workers

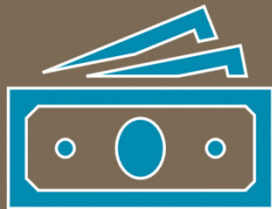


High school diploma or less =
Low-skilled workers

Job declines for low-skilled workers



Less than a high school diploma=
Low-skilled workers

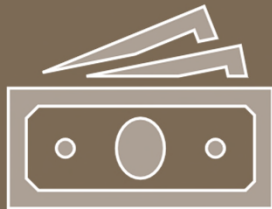


Incomes below the poverty line=
\$25,100 for a family of four

Job declines for low-skilled workers



Less than a high school diploma =
Low-skilled workers



Incomes below the poverty line=
\$25,100 for a family of four



Physical and repetitive labor

This job shift will keep going...



and going... and going...

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Expanding job opportunities

Expanding job opportunities

Middle-skill jobs

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What are Middle-skill jobs?

What are Middle-skill jobs?

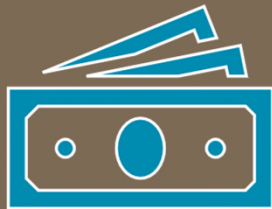


More than a high school diploma,
less than a bachelor's degree

What are Middle-skill jobs?



More than a high school diploma,
less than a bachelor's degree

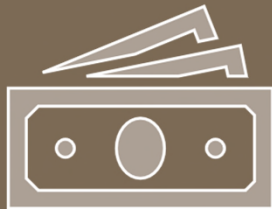


Pay mid-level incomes:
between \$35,000 - \$75,000

What are Middle-skill jobs?



More than a high school diploma,
less than a bachelor's degree



Pay mid-level incomes:
between \$35,000 - \$75,000



Projected job growth is 52 percent
between 2014 and 2024

Expanding job opportunities

IT Support Specialists

Middle-skill jobs

Expanding job opportunities

IT Support Specialists

Dental Hygienists

Middle-skill jobs

Expanding job opportunities

IT Support Specialists

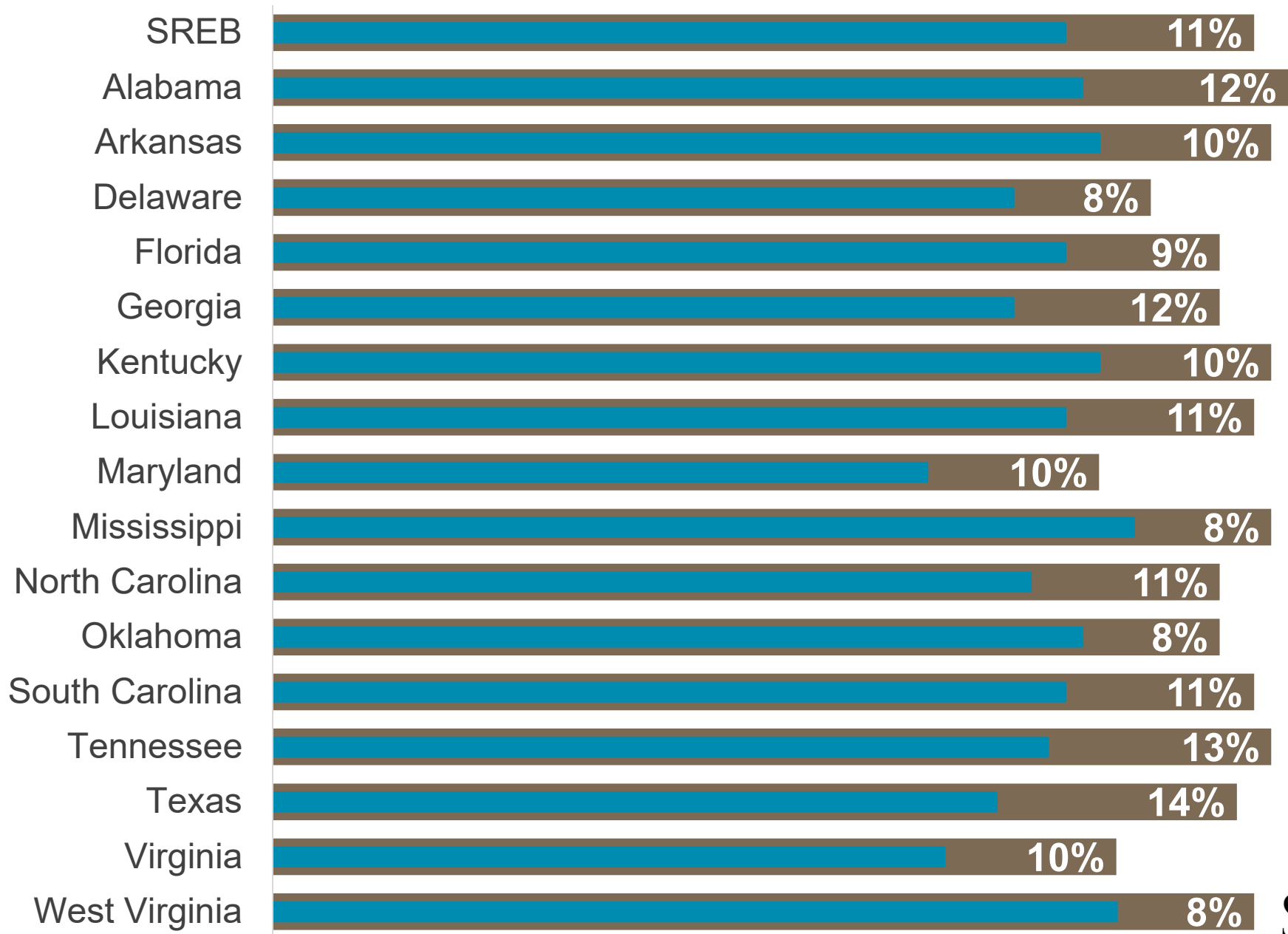
Dental Hygienists

Payroll Specialists

Middle-skill jobs

Unfilled Middle-Skill Jobs

Workers with a middle skill level & Middle-skill jobs



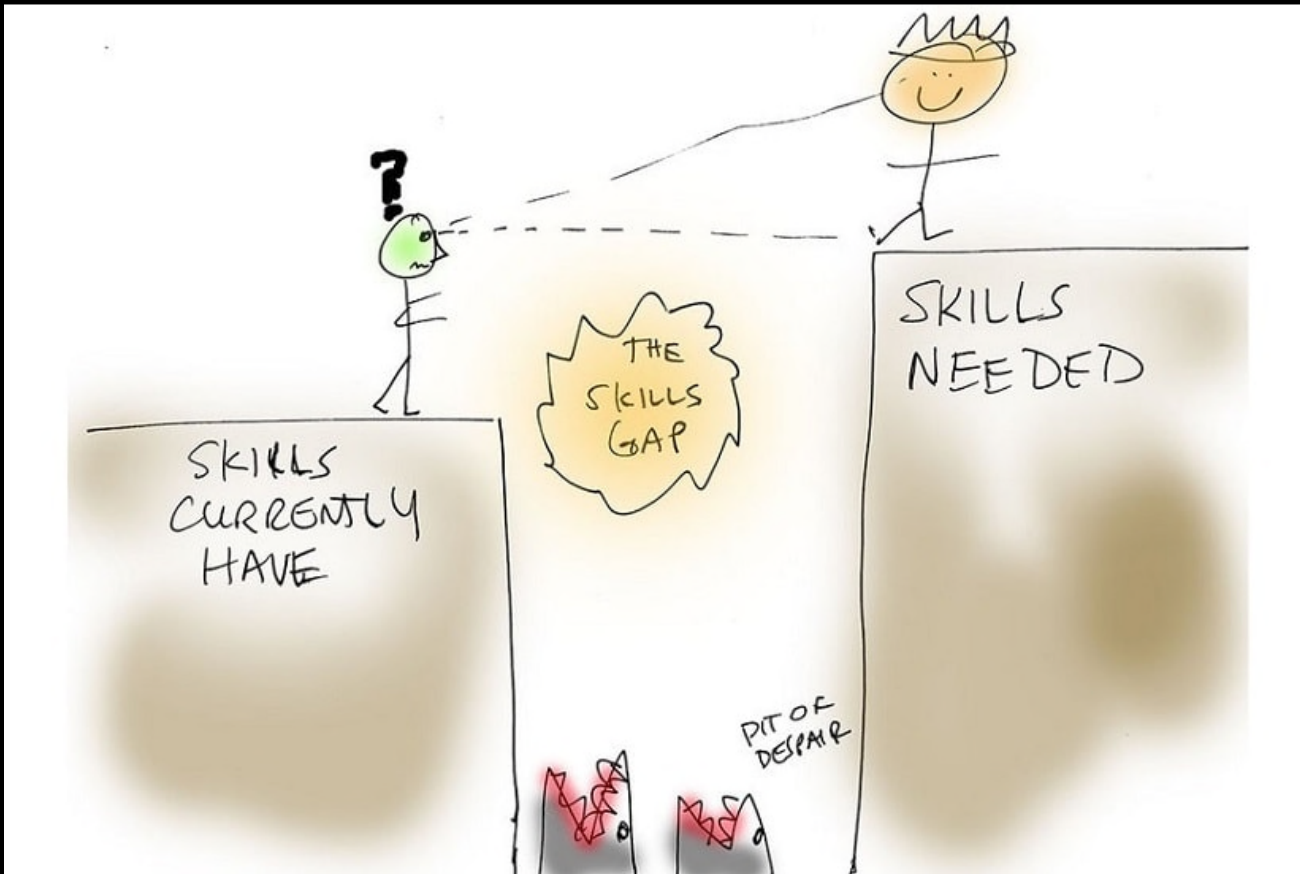
Why should I care about Middle-skill jobs?

Radiological Technologists Health Care Technicians
Pharmacy Administrators Machinists Bookkeepers
Systems Administrators Human Resource Therapists
IT Support Specialists Teacher Assistants
Electromechanical Assemblers Dental Hygienists
Clinical Laboratory Technicians Assistants
Welders Secretaries Medical Assistants
Respiratory Therapists Payroll Assistants
Executive Administrators Accountants
Vocational Nurses Specialists EMTs

They support
high-skill jobs.

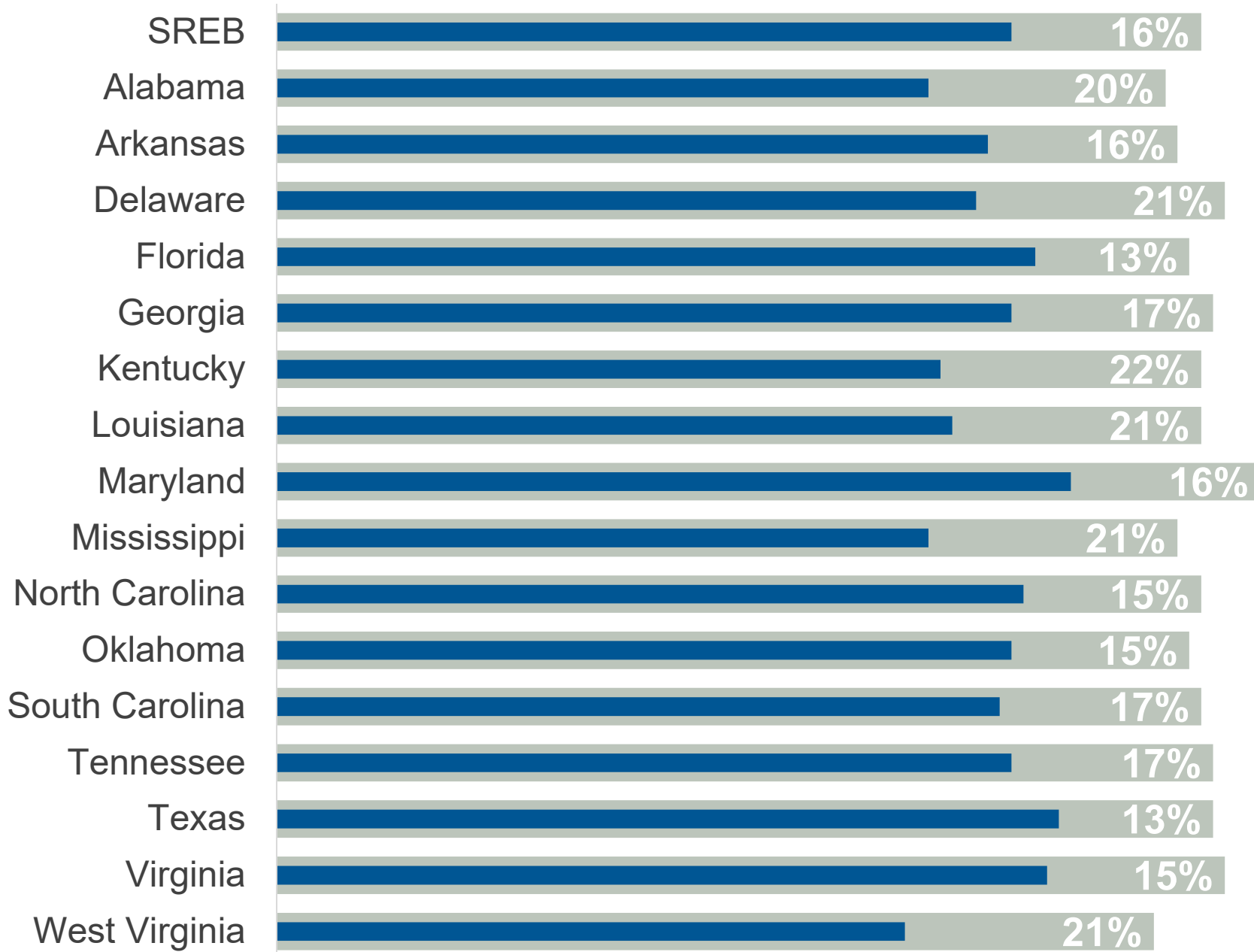
Why should I care about Middle-skill jobs?

**Undereducated Adults
Cost the SREB Region**



Employment Rate Gap

Adults with low skills & Those with middle-skills or higher



For low-skilled adults

For low-skilled adults



No

For low-skilled adults

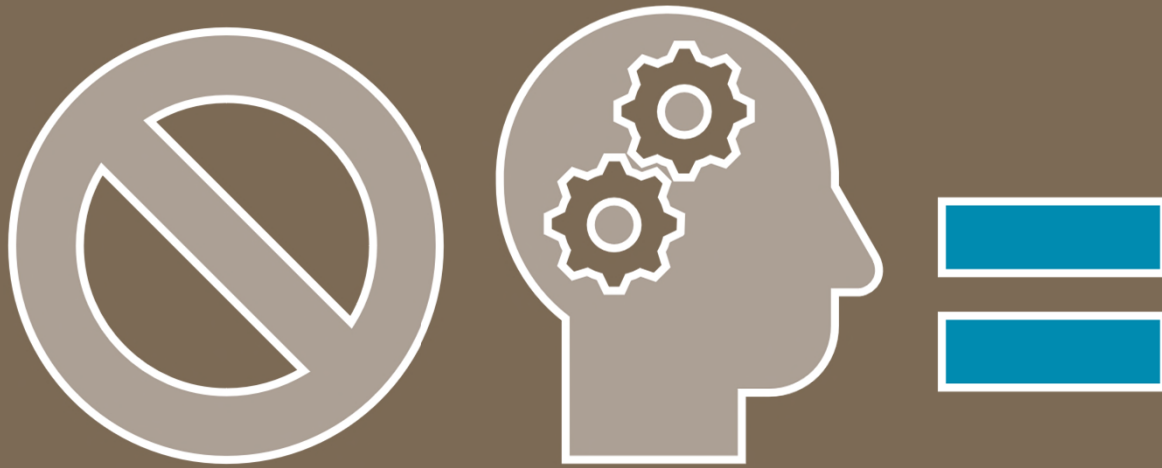


No



training

For low-skilled adults



No training leads to

For low-skilled adults



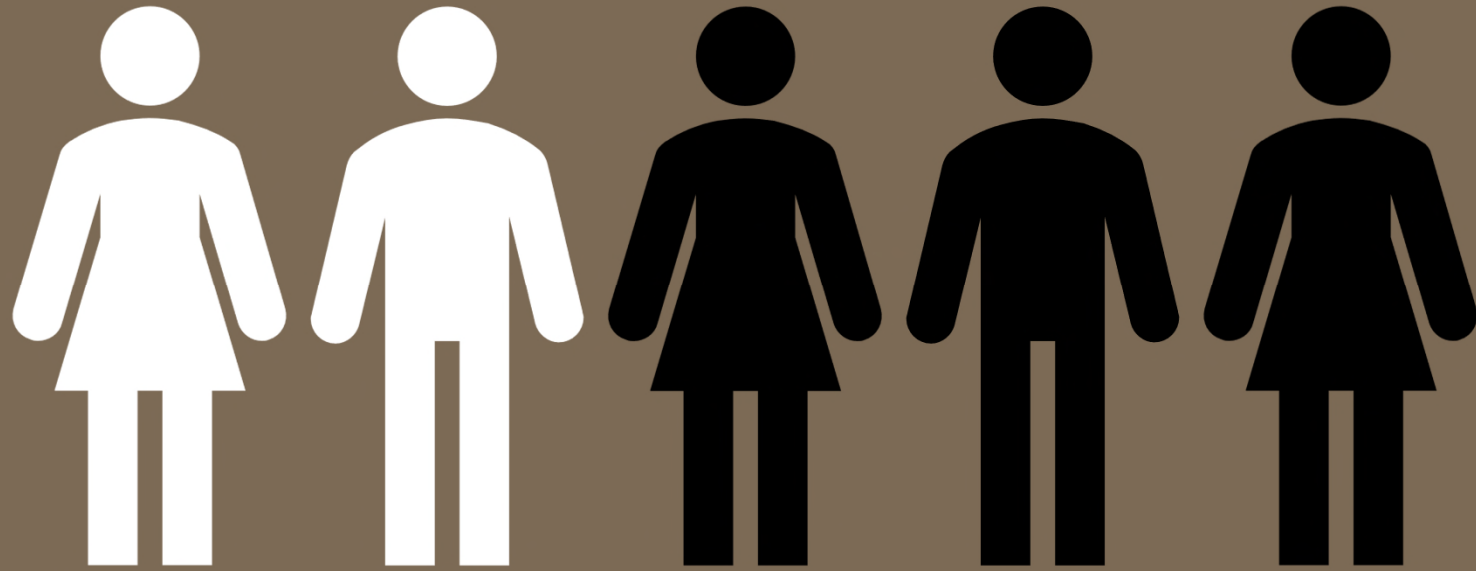
No training leads to

41 percent



MIDDLE
SKILLS
or higher

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2 out of 5

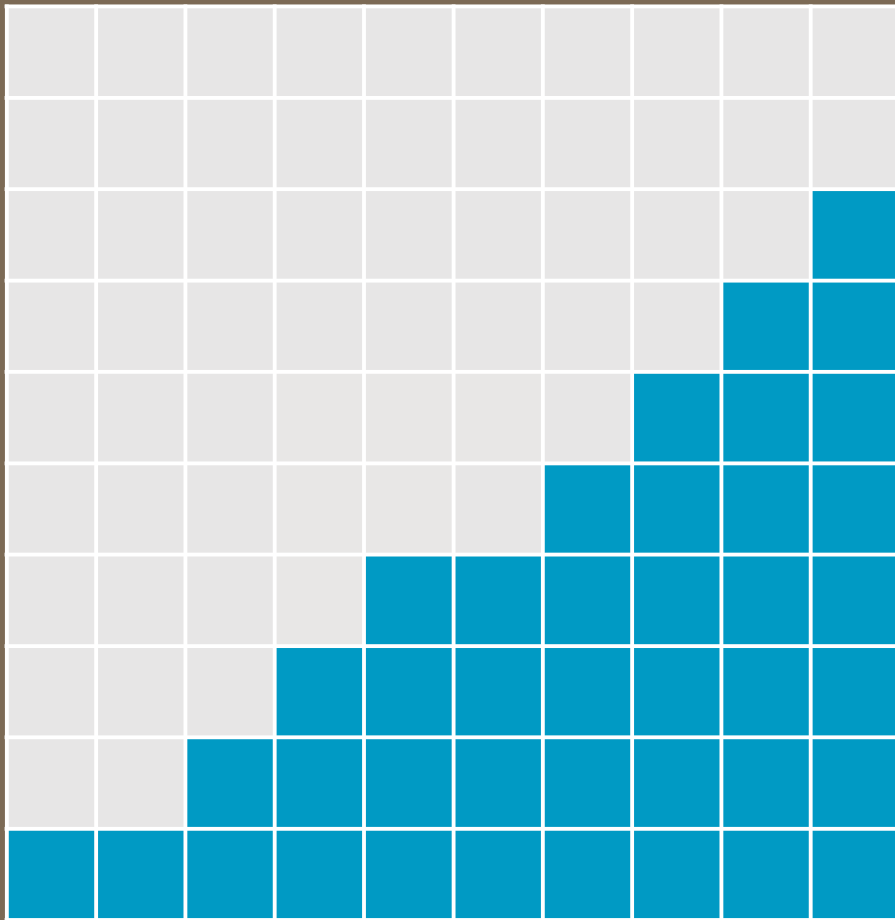


**Skills vary widely in
the US**



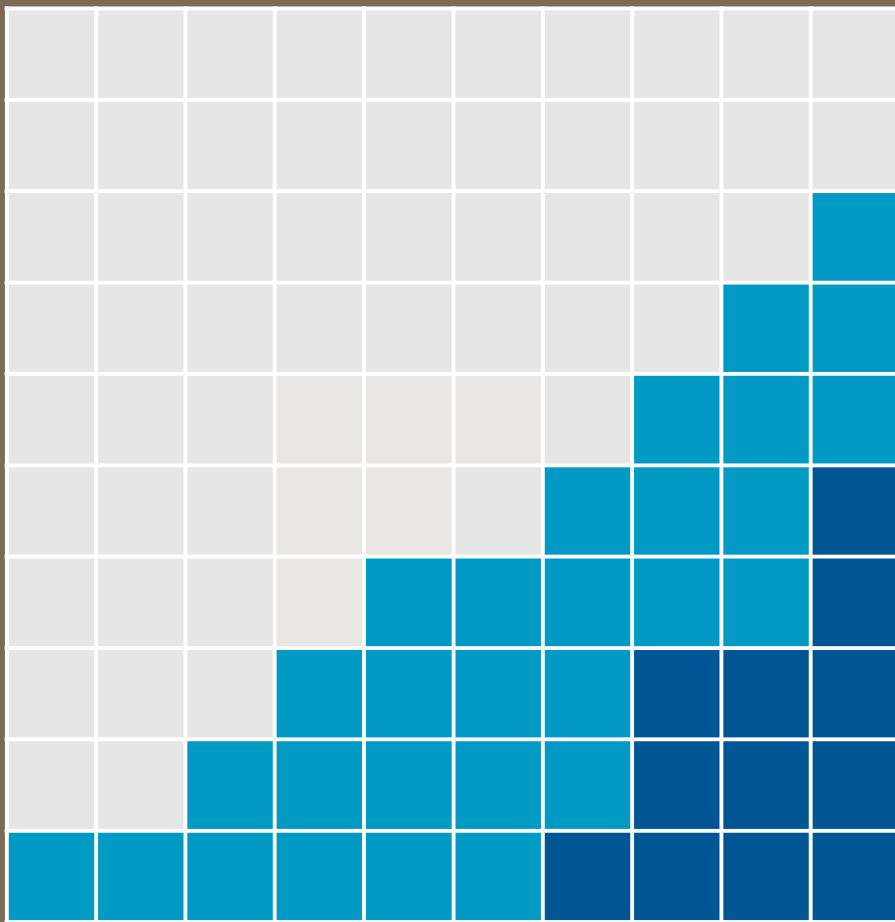
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41 percent =



31 million had no education beyond high school

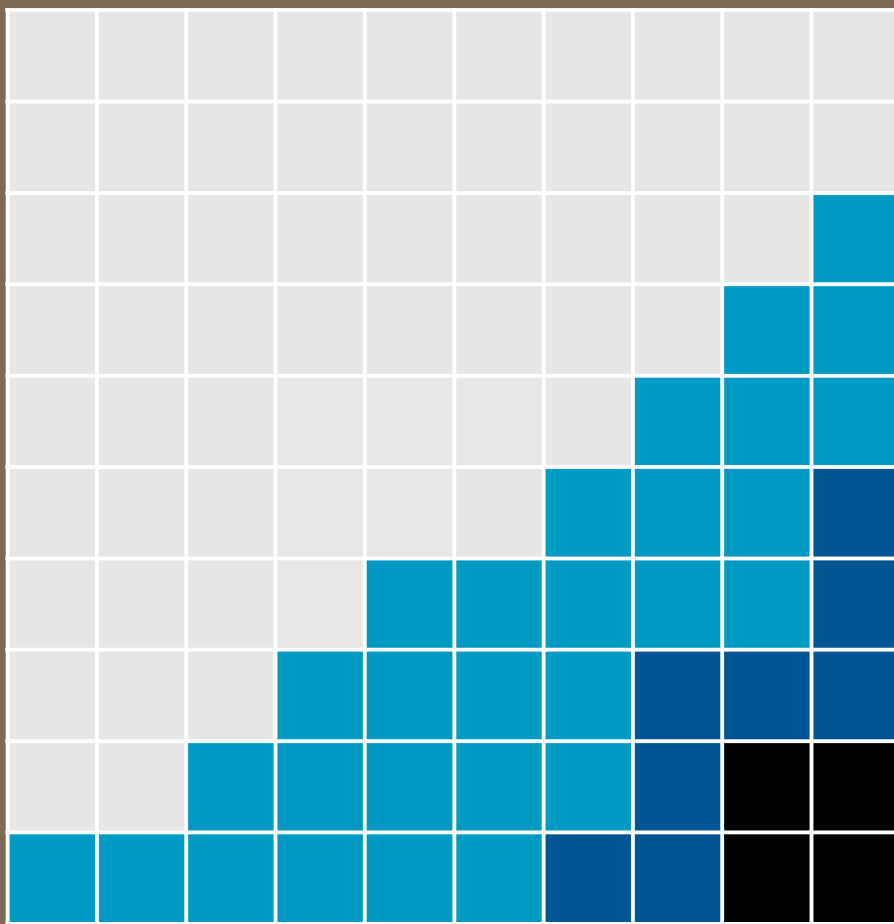
41 percent =



31 million had no education beyond high school

6 million had some high school but no credential

41 percent =



31 million had no education beyond high school

6 million had some high school but no credential

3 million had less than a 9th grade education

**Did one of your parents
complete high school?**



**Did one of your parents
complete high school?**

**Your parents' educational
attainment**

**Did one of your parents
complete high school?**

**Your parents' educational
attainment**

**Your educational
attainment**



**Did one of your parents
complete high school?**

**Your educational
attainment**

**Did one of your parents
complete high school?**



Your skill level

**Your educational
attainment**

**Did one of your parents
complete high school?**

**Of all adults whose parents did
NOT complete high school**

30 percent



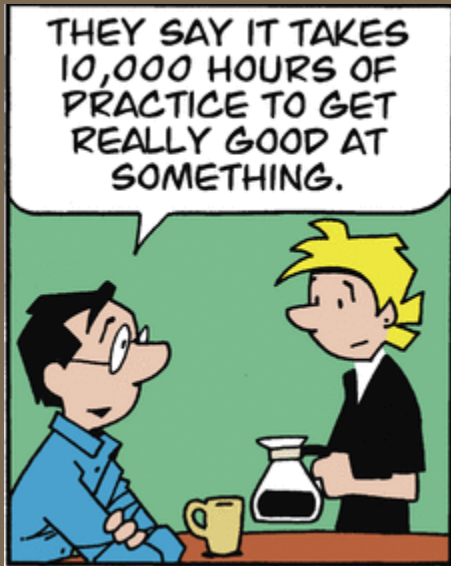
low literacy

30,000,000
fewer words



Multi-generational cliff



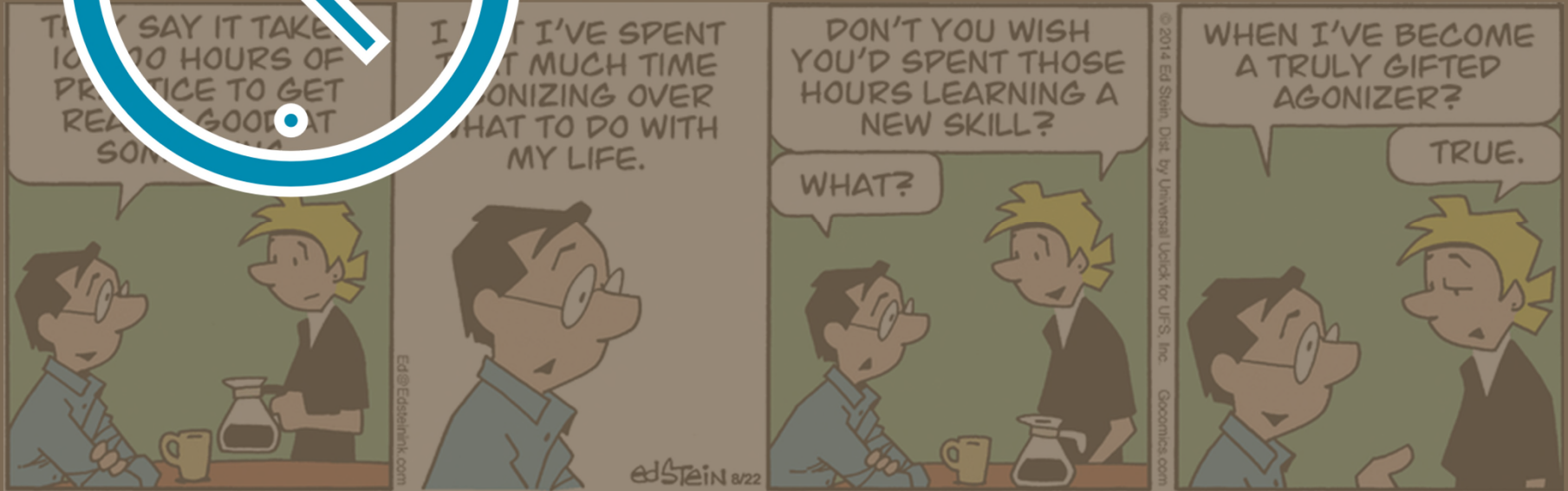


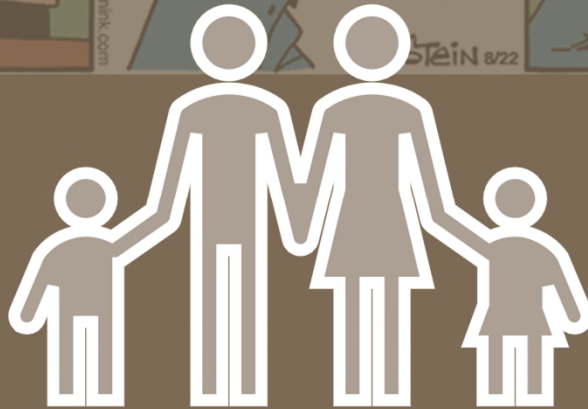
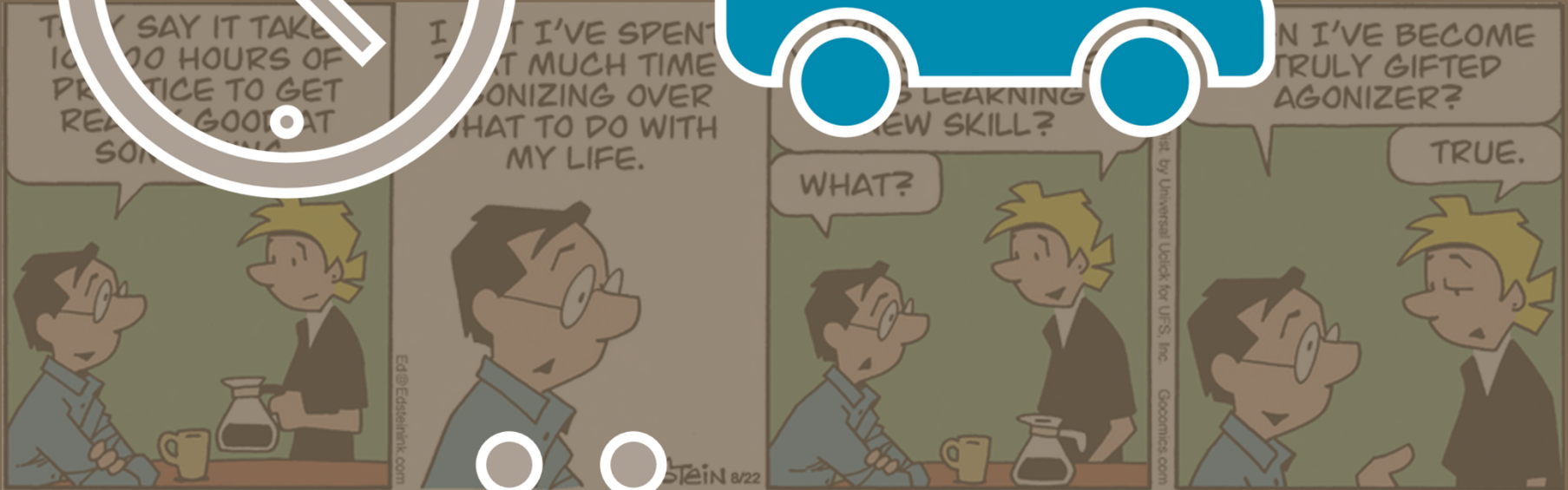
I BET I'VE SPENT THAT MUCH TIME AGONIZING OVER WHAT TO DO WITH MY LIFE.

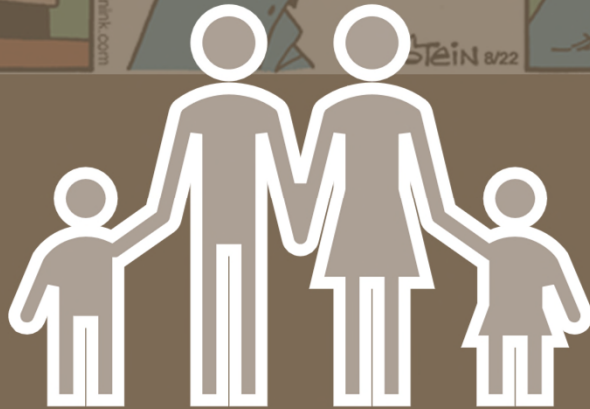
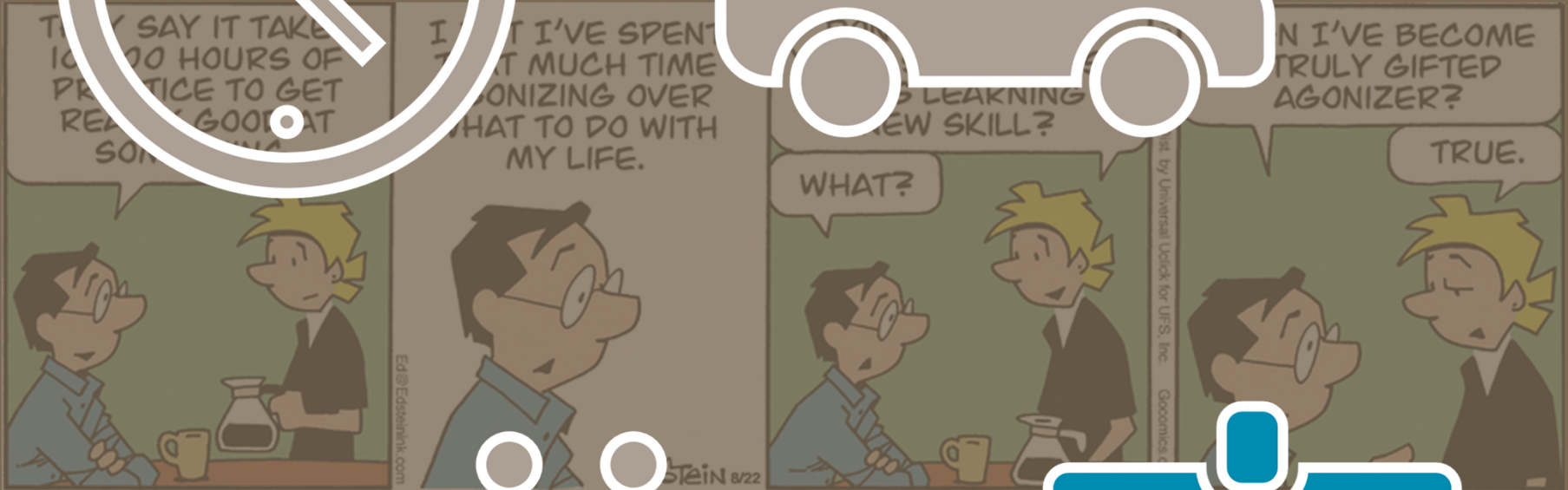


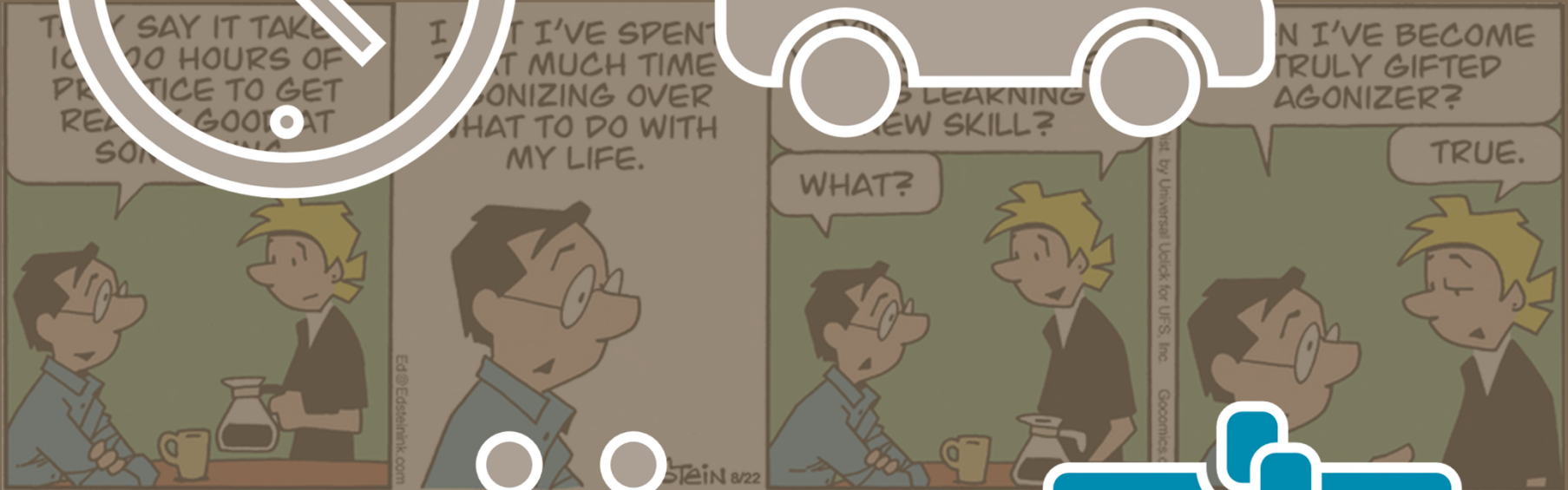
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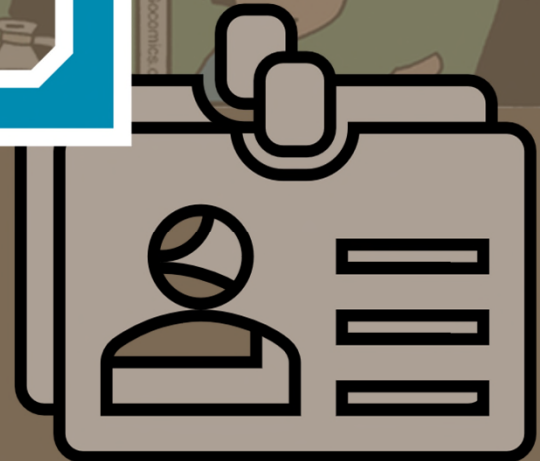
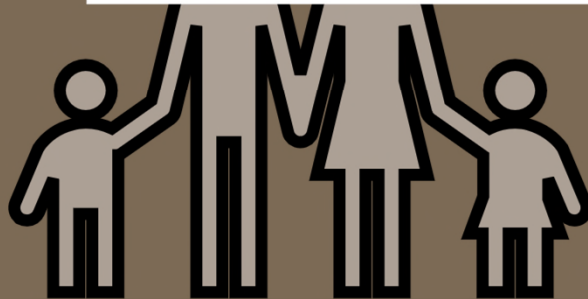
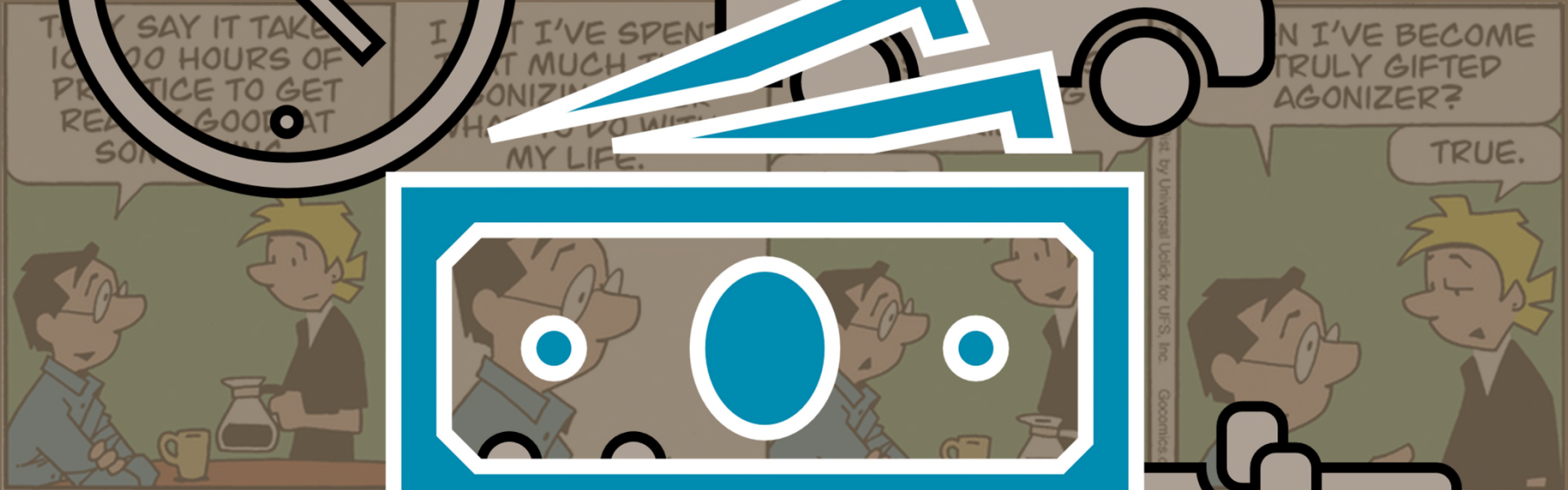
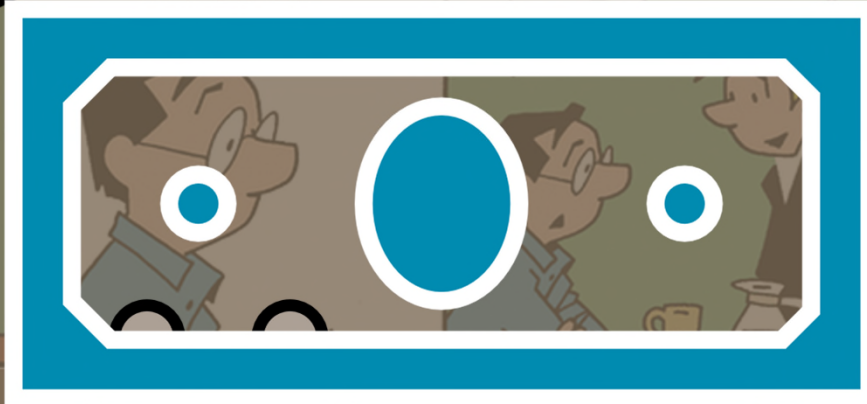






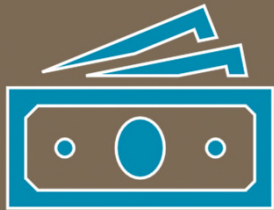






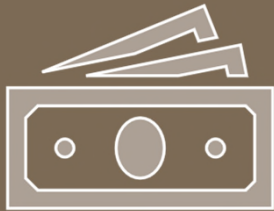
Enrollment factors

Enrollment Factors



Program funding

Enrollment Factors



Program funding

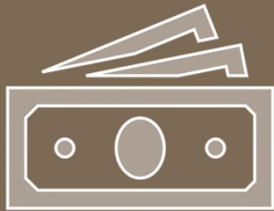


An individual's literacy level

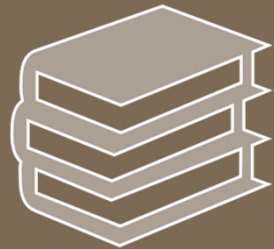
Enrollment Factors



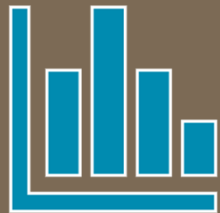
Enrollment Factors



Program funding



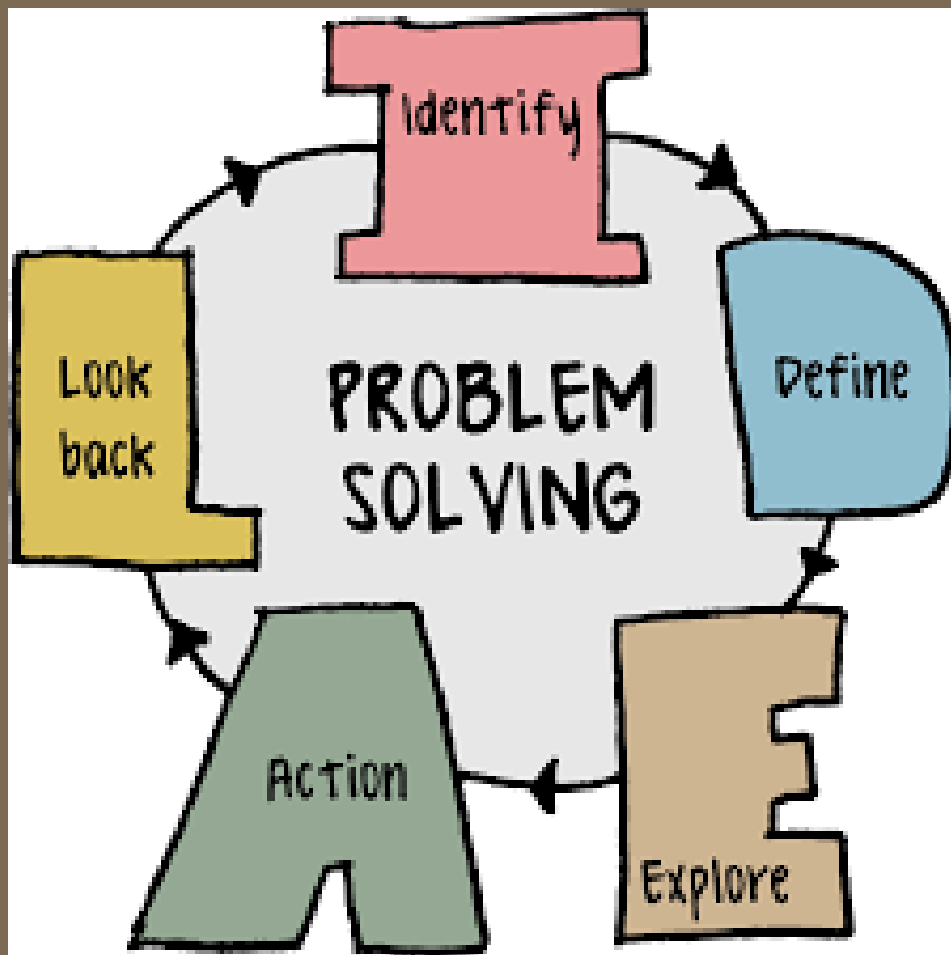
An individual's literacy level



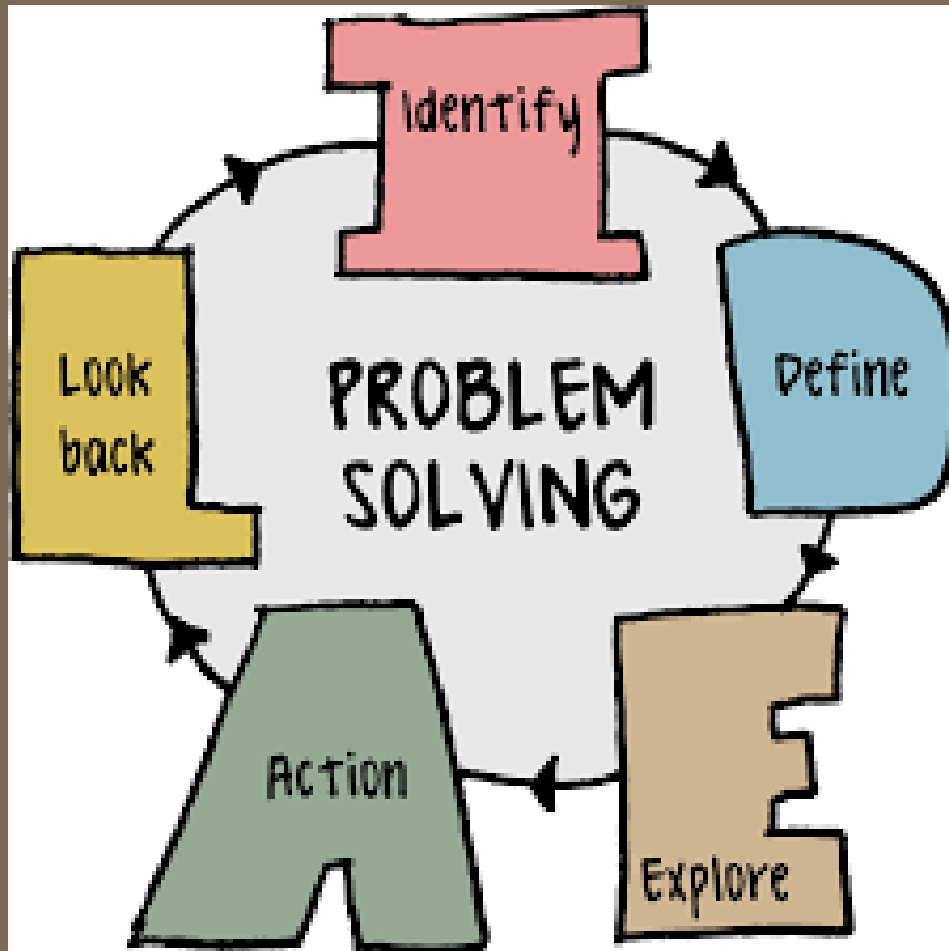
Types of program measures

Program measures matter



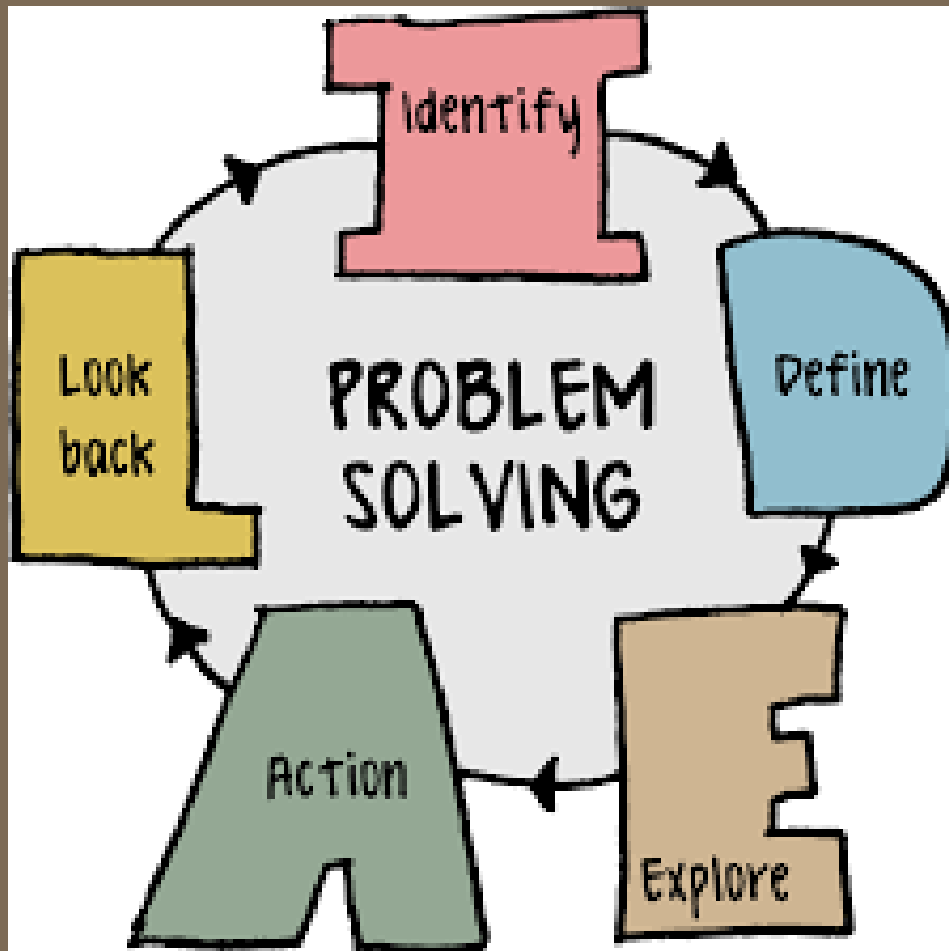


WIOA & Perkins V



WIOA & Perkins V

IET Programs



Integrated Education and Technology



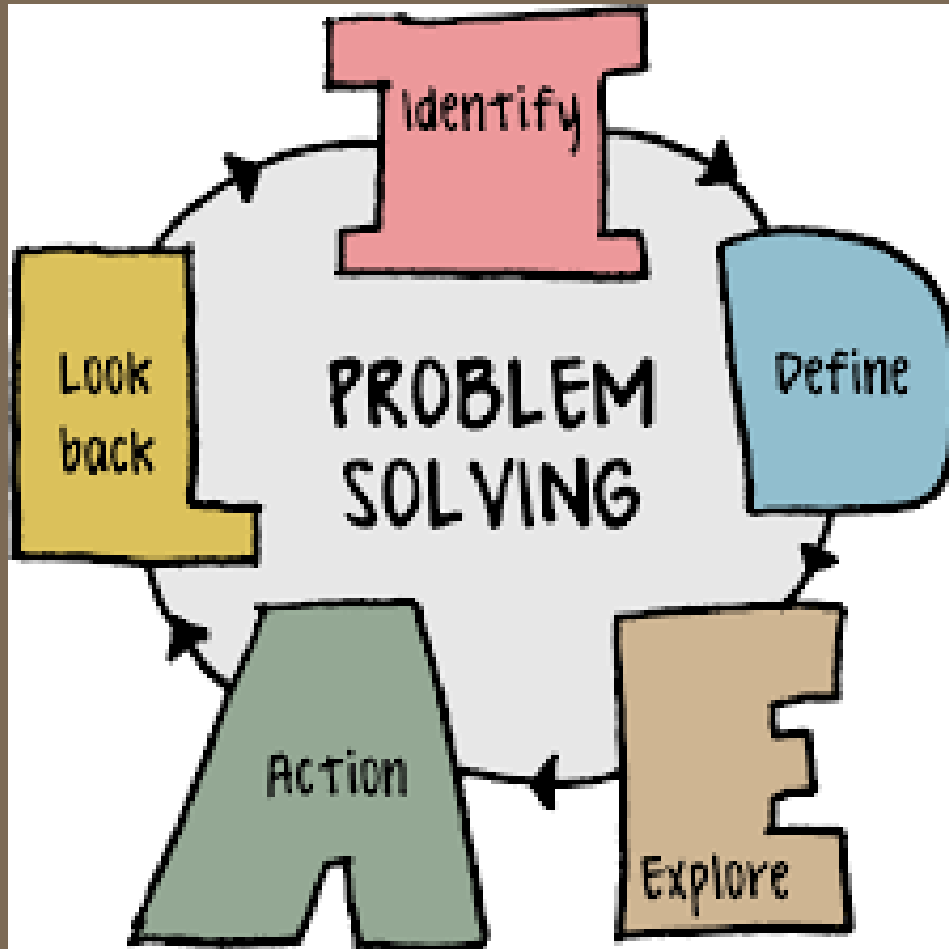
Integrated Education and Technology



WIOA &
Perkins V

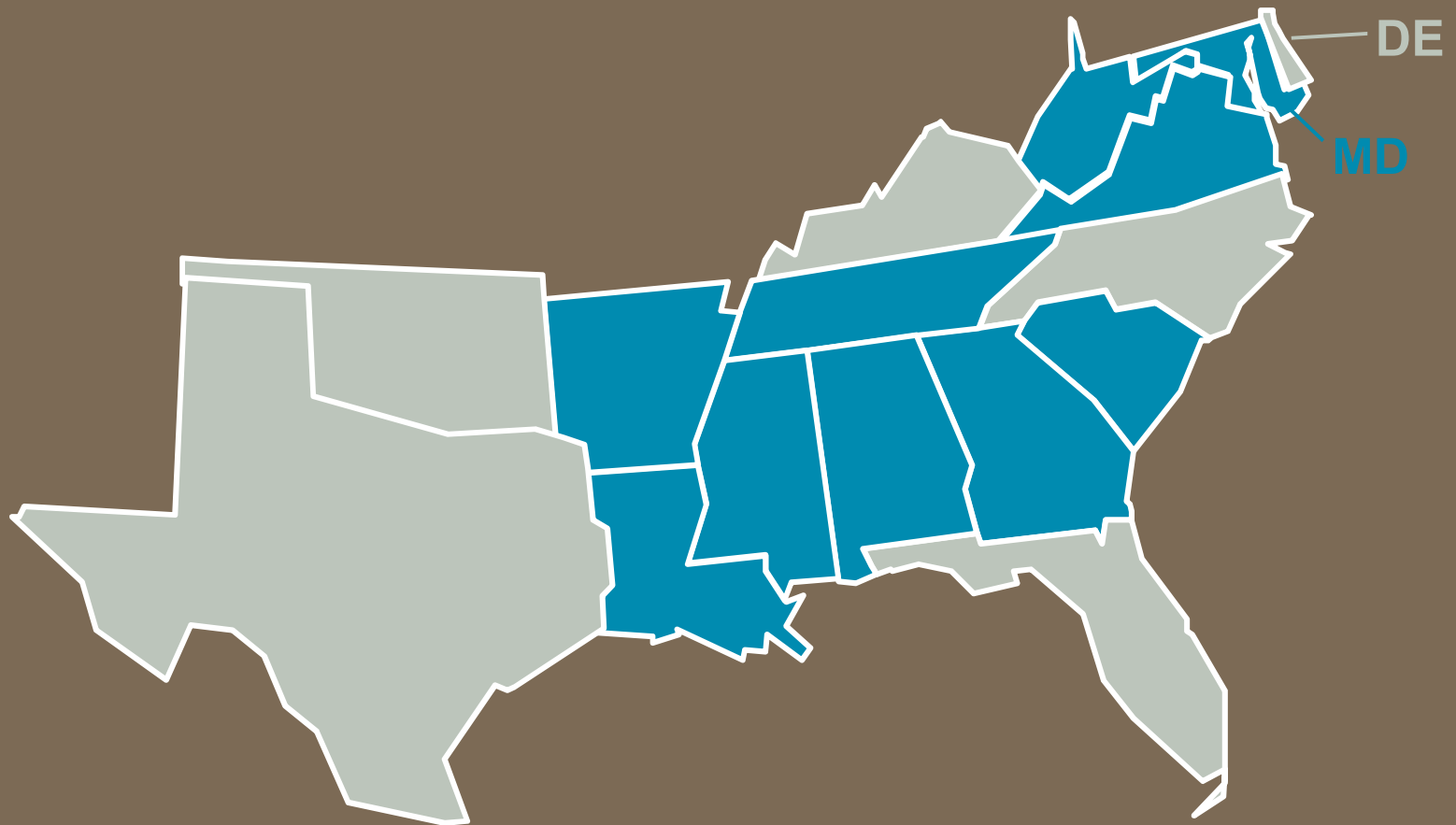
IET
Programs

CCRS



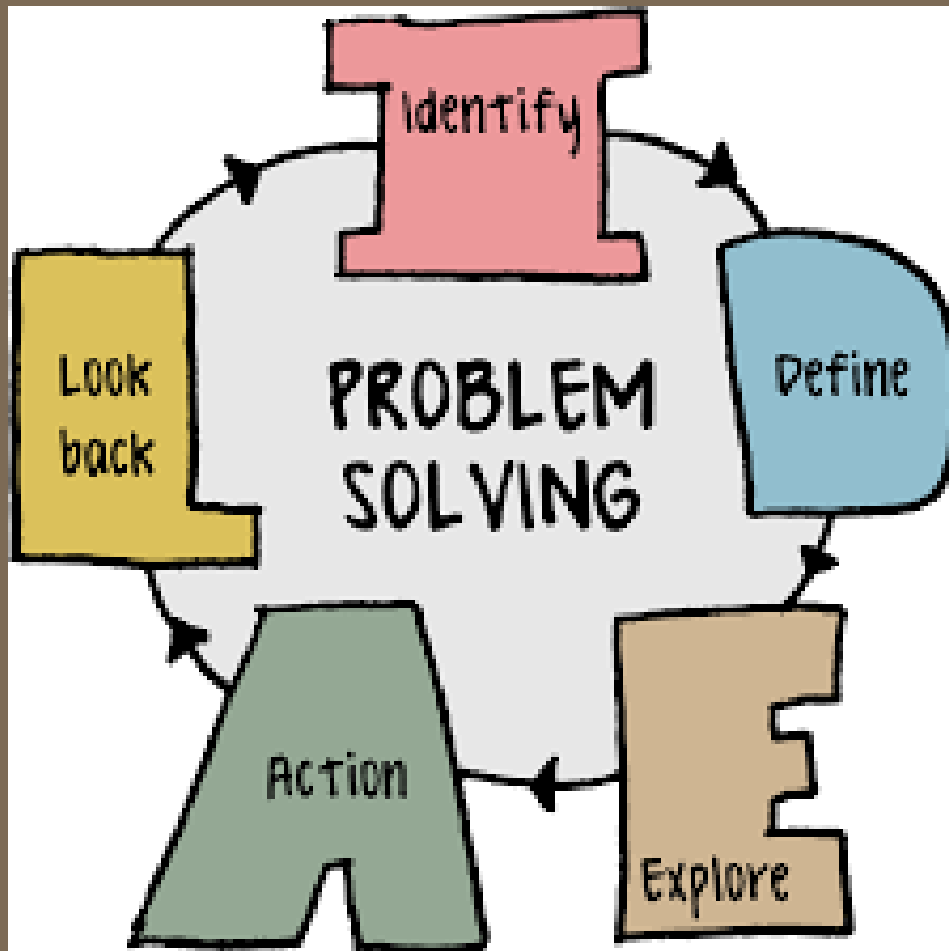
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College and Career Readiness Standards for Adult Education



Source: Office of Vocational and Adult Education

SREB

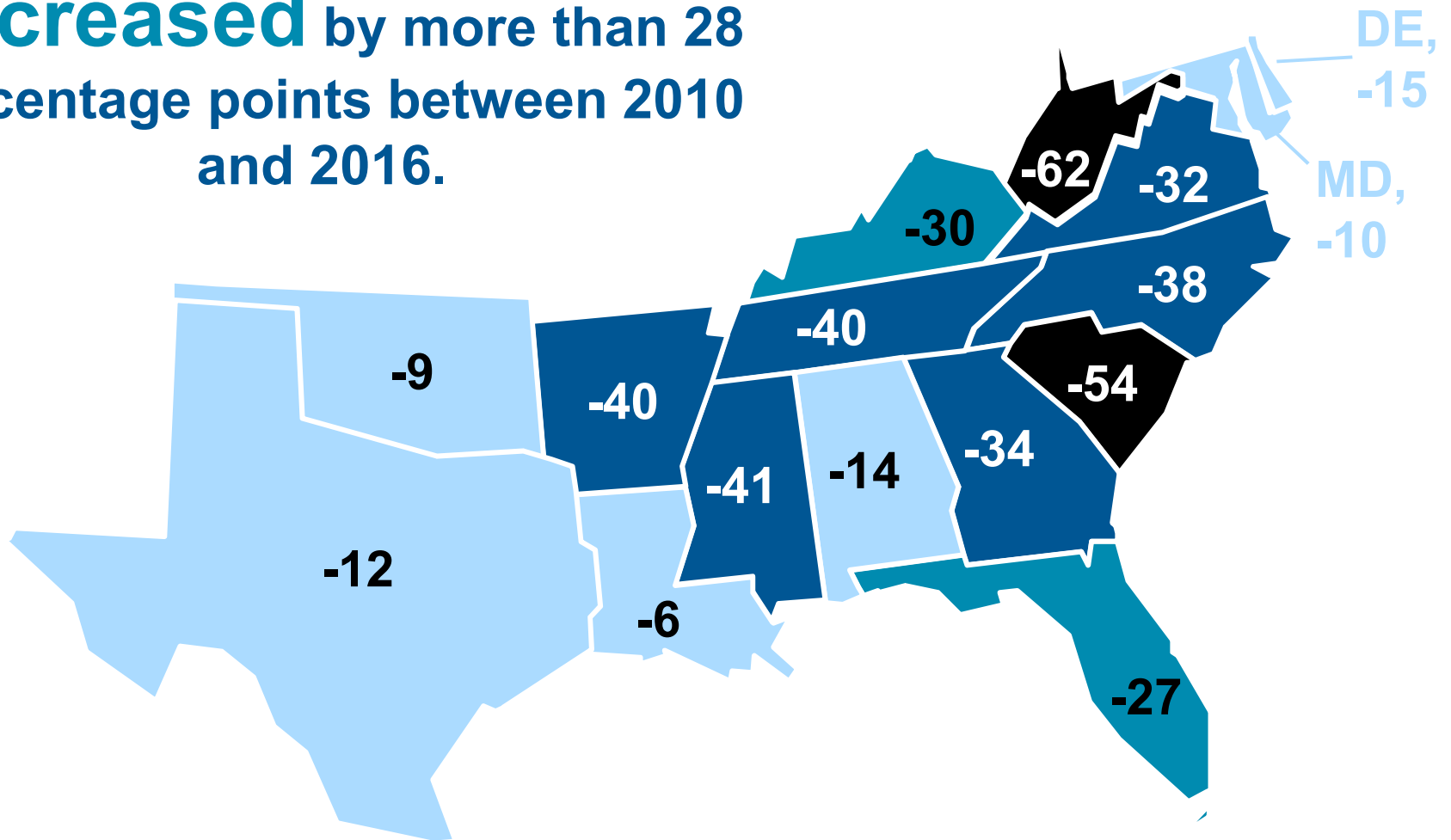


WIOA &
Perkins V
IET
Programs
CCRS
Businesses

 Bring training to adults.



Participation in SREB states' adult education programs decreased by more than 28 percentage points between 2010 and 2016.

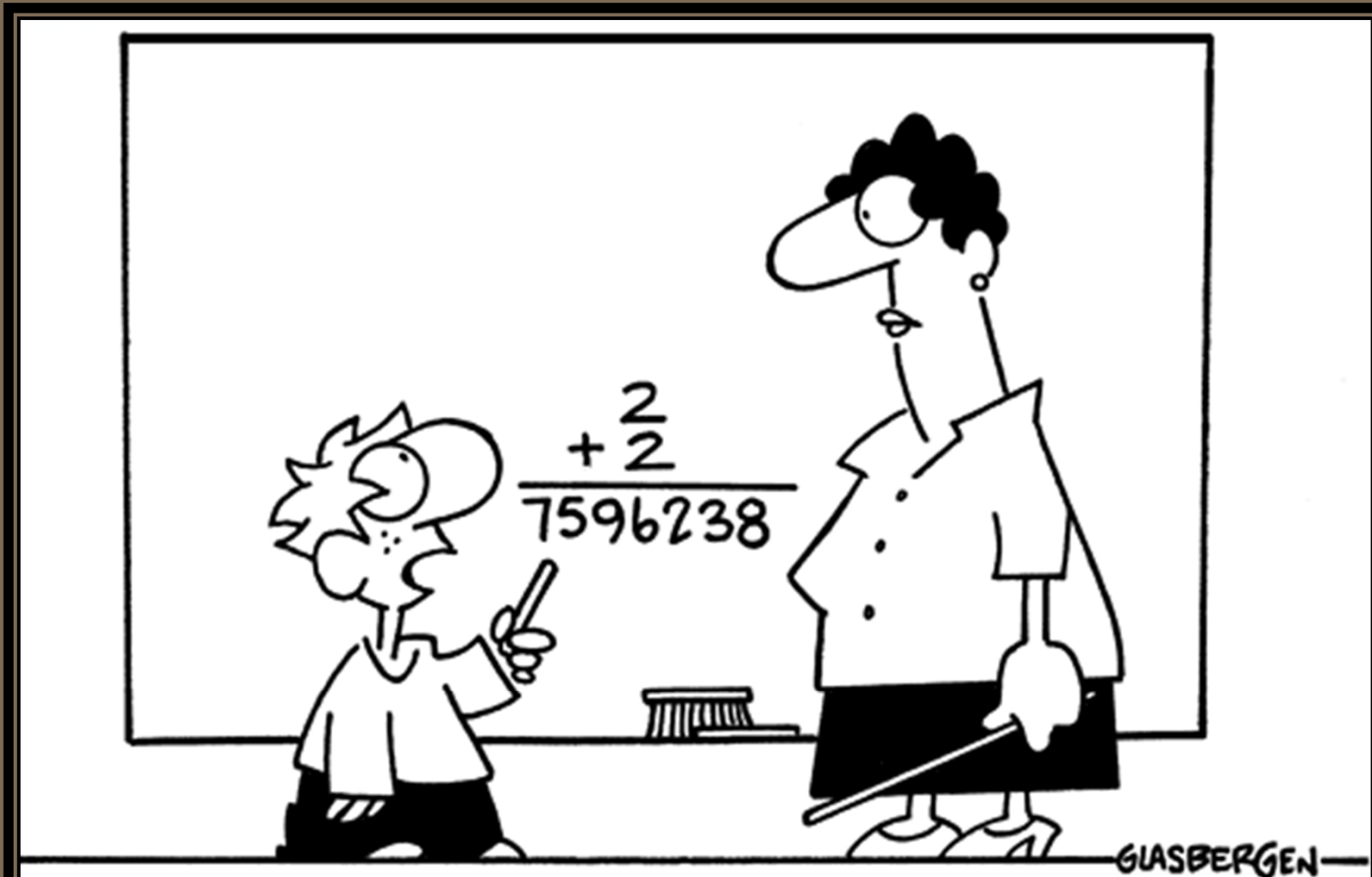


*Note: Percentages are percentage point change from 2010 to 2016.
Source: SREB, from the Office of Vocational and Adult Education*



The Challenge

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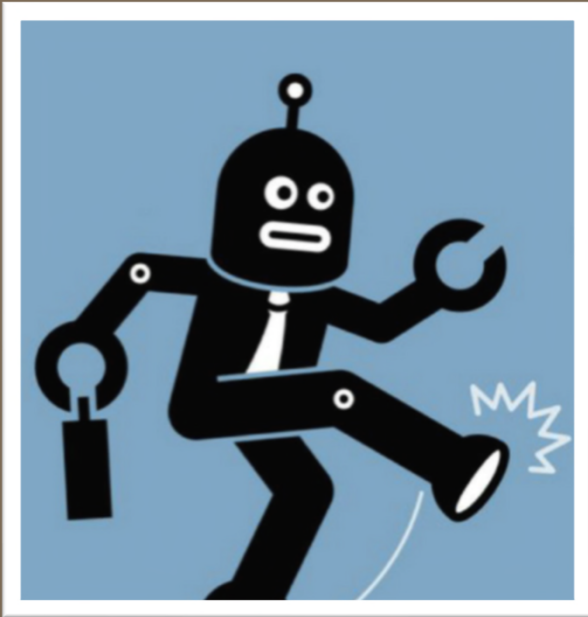


“In an increasingly complex world, sometimes old questions require new answers.”

Advances in robotics and AI hold the potential to reshape fundamentally the way we live and work. While we cannot yet foresee exactly how this fourth industrial revolution will play out, we know that gains in productivity and efficiency, new services and jobs, and improved support in existing roles are all on the horizon, alongside the potential loss of well-established occupations. **Such transitions will be challenging. As a nation, we must respond with a readiness to re-skill, and up-skill, on a continuing basis. This requires a commitment by the Government to ensure that our education and training systems are flexible, so that they can adapt as the demands on the workforce change and are geared up for lifelong learning.**

-Researchers with Oxford University,
Carl Benedikt Frey & Michael A. Osborne





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Many thanks to Logan Belle
for his audio reading.



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