Preparing the Workforce for a Decade of Uncertainty

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Welcome

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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
Changes in the Workforce
What many ask:

Will there be enough jobs?

This is the wrong question!
Will there be enough people with the skills to fill new jobs?

This is the correct question.
Available Job Positions by Minimum Education Level Required

Recession
May 2007-2010

Recovery
May 2010-2016

-8 -6 -4 -2 0 2 4 6 8 10

Job Losses & Gains (millions)

High school or less
Associate’s degree or some college
Bachelor’s degree or higher

400,000 jobs created
300,000 jobs eliminated
7.3 million jobs eliminated
4 million jobs created
1.2 million created
8 million jobs created


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Employment Losses and Gains by Education Level

Recession
Dec 2007-Jan 2010

-5.6 million people lost jobs

Recovery
Jan 2010-April 2016

8.4 million people gained jobs

3.1 million people gained jobs

1.8 million people lost jobs

80,000 people gained jobs

187,000 people gained jobs

High school or less

Associate’s degree or some college

Bachelor’s degree or higher

Source: Carnevale, Jayasundera, Gulish, 2016

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Employment Losses and Gains by Education Level

Recession
Dec 2007-Jan 2010

Recovery
Jan 2010-April 2016

Net Gain
8.6 million

Net Gain
1.2 million

Net Loss
4.8 million

High school or less

Associate’s degree or some college

Bachelor’s degree or higher

Source: Carnevale, Jayasundera, Gulish, 2016

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Activities Automated by 2030

23% - 44%
Declining Low-Skilled Jobs

A high school diploma or less

Incomes below the poverty line:
$25,750 for a family of four

Physical and repetitive labor
Push toward 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% between 2014 and 2024
By 2017, 41% of SREB adults had no education beyond high school.

- 21 million had a high school credential and no more
- 6 million had some high school but no credential
- 3 million had less than a 9th grade education
Your parent’s educational attainment

Your educational attainment

Your skill level

Your child’s skill level
Children born to low-skilled adults:

Hear 30 million fewer words by the time they reach kindergarten

Are 10X more likely to be low-skilled themselves than children born to highly-skilled parents.
Multi-Generational Cliff
Prepare for today and tomorrow

Ensure that business and industry have the workers they need now

Ensure that workers are prepared for the jobs that will be available in the future
If states and industry leaders do not act now, more will be:

• Facing underemployment or unemployment
• Earning incomes below the poverty level
• Dependent on social welfare services
• Unable to help launch the next generation
Changes in the Workforce

....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
SREB’s Webinar Series

https://www.sreb.org/webinars

• April 2019: For more information on aligning federal statutes to support efforts to prepare the future workforce, see *Aligning ESSA, Perkins V and WIOA Across the Lifespan*

• July 2019: For more about how automation and AI could impact the region’s future economy, register for upcoming webinar *Education, Automation and the Workforce*
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