Wyoming’s Workforce: Chicken and the Egg

WEDA Winter Conference – February 12, 2018
Two Things that Define Healthy Economies

1. Quality of Place
   - Don’t discount the impact Community Colleges have

2. Talent
   - Talent Development (Pipeline)
   - Talent Acquisition (Recruitment)
Quality of Place

Knight Foundation/Gallop Study

- 3 year study of 26 communities
- Found a positive correlation between community attachment and local GDP growth
- Factors Affecting Community Attachment:
  1. Social offerings
  2. Openness
  3. Aesthetics

Source: Knight Foundation Soul of the Community Survey available at https://knightfoundation.org/sotc/
From 1970’s to the early 2000’s, our nation’s working age population (ages 16 to 64) expanded by nearly 200,000 individuals each month.

In the last two years, monthly workforce growth is down to around 70,000.

The Census Bureau projects that number to fall to roughly 50,000 per month over the next 15 years.

Net international immigration to this country has accounted for 61% of our nation’s population growth in the last ten years.

All of this is happening at a time when we are experiencing one of the longest expansions in our nation’s history and we are near full employment.

Source: Analysis and Summary from Market Street Services, Inc. 2018
What Corporate Execs Say

- Area Development’s 31st Annual Survey of Corporate Executives
- Availability of Skilled Labor:
  - #1 in 2015
  - #2 in 2016

Source: Area Development available at: http://www.areadevelopment.com/Corporate-Consultants-Survey-Results/
Population Growth July 1, 2016 – July 1, 2017

Source: US Census Bureau 2017 Population Estimates
Talent = Higher Education Attainment
Jobs of the Future Require Something Beyond High School

Why, specifically, do we want to increase attainment?

1. Fill Current Jobs that are in Wyoming unfilled because of lack of qualified college-educated workers.
2. Bring new, desirable jobs to Wyoming that require a college-educated workforce.
3. Create new jobs (as a result of college-educated entrepreneurs, researchers, etc.)
Wyoming’s higher educational attainment has increased 9.8% since 2008.

Source: Lumina Foundation
Attainment - Comparing Western States

- Colorado - #2 (54.7%)
- Utah - #15 (48.1%)
- Nebraska - #20 (47%)
- Wyoming - #26 (45.8%)
- South Dakota - #32 (43.8%)
- Montana - #38 (42.9%)
- Idaho - #46 (38.7%)

Source: US Census Bureau 2016 American Community Survey; Estimates of population age 25 years and over.
Attainment – Representative of WY’s Higher Ed & Economy

- High School Graduate or Higher = #1
- Percent of Population with Associate’s Degree = #2
- Bachelor’s Degree or Higher = #41
- Percent of Population with Bachelor’s Degree = #38
- Percent of Population with Graduate/Professional = #37

Source: US Census Bureau 2016 American Community Survey; Estimates of population age 25 years and over.
How Do We Develop our Workforce?

1. Educate the people already here in Wyoming
2. Bring people to Wyoming, educate and keep them
3. Recruit college-educated people to Wyoming
Which Comes First, Jobs or the Workforce?
Wyoming Jobs for the College Educated

Job Postings by Industry Past 6 Months
Wages above $35,000/yr

- Health Care and Social Assistance
- Transportation and Warehousing
- Public Administration
- Educational Services
- Finance and Insurance
- Professional, Scientific, and Technical Services
- Construction
- Waste Management and Remediation Services
- Manufacturing
- Accommodation and Food Services
- Utilities
- Retail Trade
- Information
- Agriculture, Forestry, Fishing and Hunting
- Real Estate and Rental and Leasing
- Arts, Entertainment, and Recreation
- Mining, Quarrying, and Oil and Gas Extraction

Source: Labor Insight Jobs (Burning Glass Technologies)
High-Demand Programs at the CC’s

Programs with strong workforce alignment & opportunity.

- Healthcare/Social (Nursing, Lab Techs, Radiography, Physical and Occupation Therapist Asst., Dental Hygiene, etc.)
- Business, Management, Finance, Accounting, etc.
- Education, Early childhood, etc.
- Mechanical, Electrical, Automotive/Diesel, Compression Technology, Welding and Metals, etc.
## Laramie County Wages and Employment (2003 – 2016)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Employment Growth</th>
<th>2016 Employment</th>
<th>Wage Growth</th>
<th>2016 Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mining</td>
<td>318.1%</td>
<td>924</td>
<td>19.4%</td>
<td>$49,731</td>
</tr>
<tr>
<td>Wholesale trade</td>
<td>63.5%</td>
<td>1,481</td>
<td>12.9%</td>
<td>$56,043</td>
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<tr>
<td>Finance and insurance</td>
<td>53.8%</td>
<td>3,722</td>
<td>16.6%</td>
<td>$56,966</td>
</tr>
<tr>
<td>Transportation and warehousing</td>
<td>52.6%</td>
<td>3,970</td>
<td>13.0%</td>
<td>$41,535</td>
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<tr>
<td>Professional, scientific and technical services</td>
<td>37.1%</td>
<td>3,247</td>
<td>11.2%</td>
<td>$59,345</td>
</tr>
<tr>
<td>Health care and social assistance</td>
<td>30.4%</td>
<td>4,887</td>
<td>0.4%</td>
<td>$44,330</td>
</tr>
<tr>
<td>Management of companies and enterprises</td>
<td>25.0%</td>
<td>275</td>
<td>64.1%</td>
<td>$82,537</td>
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<tr>
<td>Information</td>
<td>14.3%</td>
<td>1,358</td>
<td>6.5%</td>
<td>$50,804</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>-5.2%</td>
<td>1,530</td>
<td>30.1%</td>
<td>$65,663</td>
</tr>
</tbody>
</table>

32.1% of Total Laramie Co. Employment

Source: WCBEA from Wyoming Department of Workforce Services, Quarterly Census of Employment and Wages; U.S. Department of Commerce, Bureau of Economic Analysis; Wage growth calculated using 2003 constant dollars.
Key Points

► Where there are good paying, high-demand job opportunities that require a college credential, people participate in higher education or relocate.

► There simply aren’t enough of these in other industries to align programs or attract workers from elsewhere.

► Many jobs require the same skill-set and we are competing with a shrinking workforce; Not enough at higher wages to incentivize in-migration/relocation.

► Too many of the best opportunities do not lead to economic diversification (ex. Laramie County)
What Employers are Looking For

Three Types of Skills Gaps:

1. Lack of Fundamental Employability Skills
   - Ability to use basic math, communicate effectively, read technical documents, work in teams, and solve complex problems.

2. Lack of Specialized Skills
   - Skilled trades, computer technology, etc.

3. Lack of STEM Skills
   - Failure to integrate STEM skills into occupational career paths and programs.

What We Can Do Now

- Developing Entrepreneurs and Innovators will be essential for Wyoming’s long-term path to diversification.
- Providing general education and essential experiences that matter in the workplace.

**LCCC**

- Entrepreneurship education for all students
- Competency-Based General Education
- Three Essential Experiences
  1. Collaborative Learning/Relationships
  2. Immersion Experience