

National & Global Workforce Trends



A Briefing Paper and Action Agenda

for the

Ulster County Workforce Development Board

and

the Office of Employment & Training

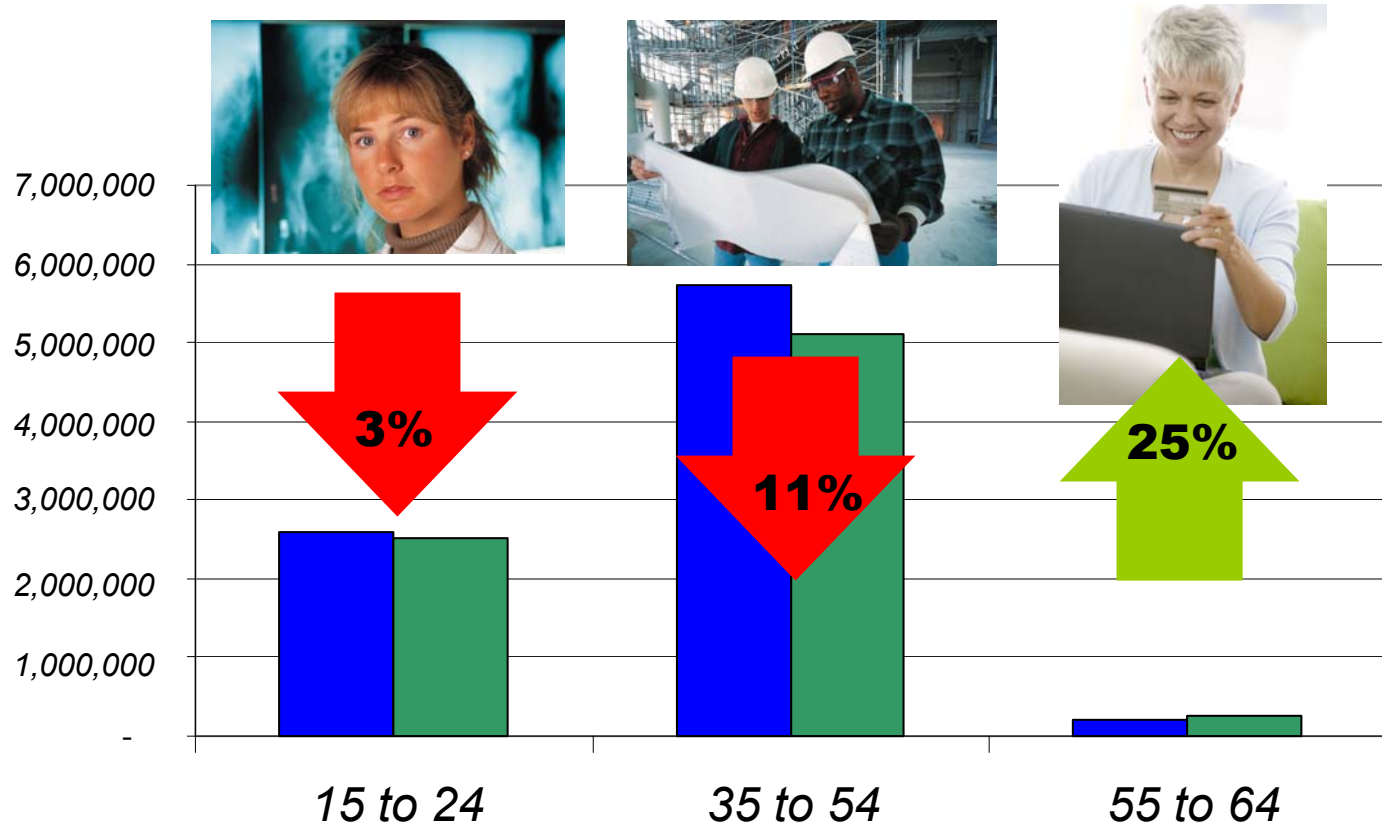
Agenda

- *Demographic Change & the Workforce*
- *Technology & the Changing Nature of Work*
- *Implications for Ulster County*
- *An Action Agenda*
- *Discussion*

Demographic Change & the Workforce

- *Slowing Population Growth & the Potential Shortage of Entry-Level Workers*

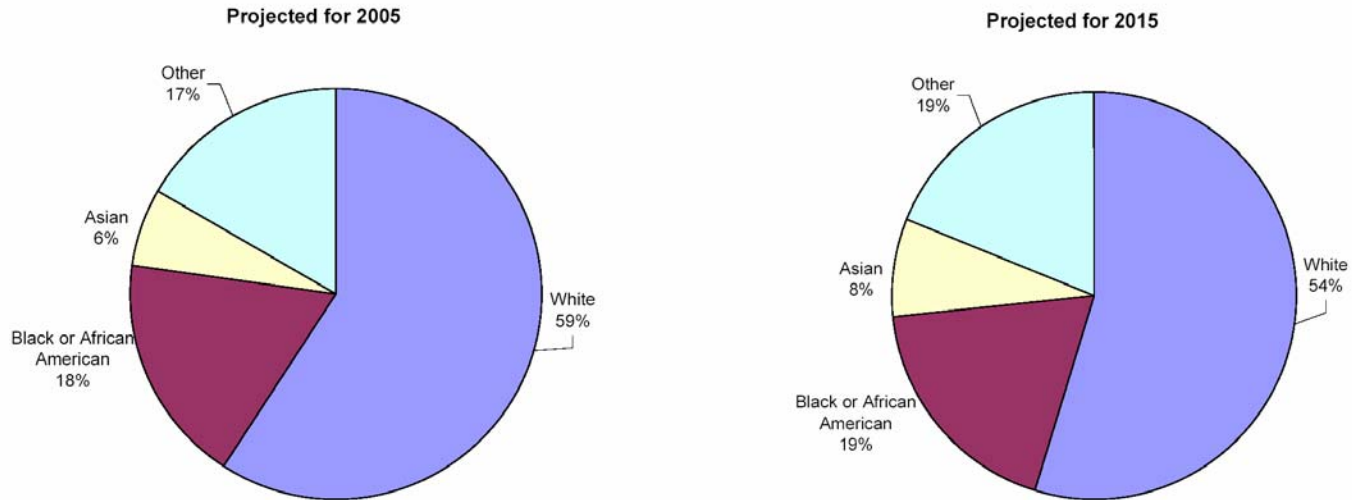
Projected Change in NYS Population by Age Group, 2005 to 2020



Demographic Change & the Workforce

- *Increased Diversity*

Figure 2. Composition of the New York State Population by Race, 2005 and 2015 (projected)

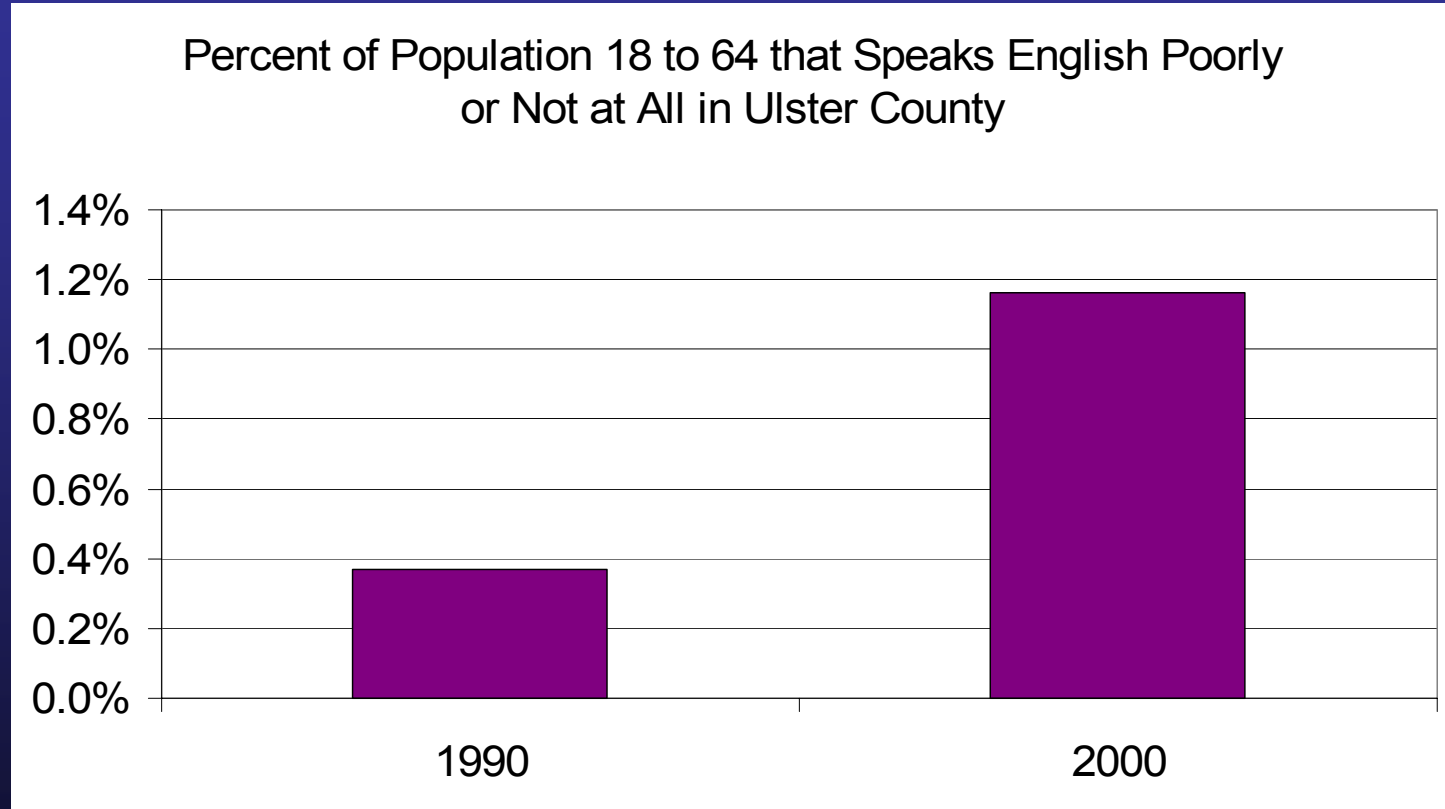


Source: US Census Bureau

We can offset slow overall growth partially by providing women and minorities with the support systems to enable them to fully participate in the labor force.

Demographic Change & the Workforce

- *Increased Diversity*



Some issues can be dealt with before they become major constraints.

Technology & the Changing Nature of Work

Any job in any industry can become “knowledge work.”



Technology & the Changing Nature of Work

ROUTINE WORK

*Standard Operating
Procedures*

*Learn a few simple
responses*

...Repeat as necessary



“KNOWLEDGE WORK”

*“Event-Driven” System of
Networks*

Continual Learning

Improvised responses



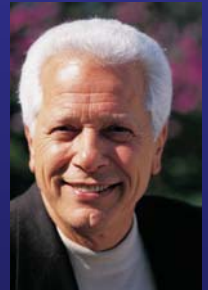
Technology & the Changing Nature of Work

The New “Basic” Skills:

- *Problem solving by discovering facts & understanding relationships*
- *Ability to evaluate problem-solving strategies*
- *Ability to engage in complex communications*

Implications for Ulster County

- *Strengthen the support structure for “nontraditional” workers*
- *Redesigning work can be as important as training*
- *Devote resources to “upskilling” both existing and new jobs*
- *Encourage sharing the costs and benefits of workforce flexibility*



An Action Agenda

- *Continue & Expand Efforts to Retrain Adults/Incumbent Workers*

50% =

*% of the 1,300 workers seen at the One-Stop Last year that had **at least some college education.***

Continue to focus on lifelong learning for workers, including:

“New” basic skills

Consortium training for industry clusters

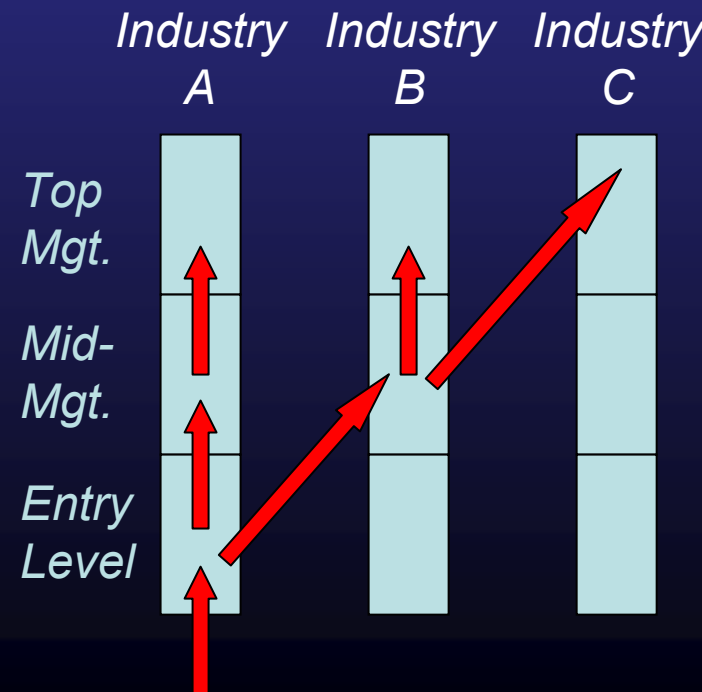
Providing training to employers who are “upskilling” jobs

An Action Agenda

- *Promote Worker Self-Management of Career Paths*


Create career “lattices” that provide workers with paths for advancement across industries

This will create a flexible workforce that can respond rapidly to sectoral shifts in the economy.



An Action Agenda

- *Develop a Work-Ready Credentialing System*



*WDB ensures its
credentialing system
coincides with
employer needs*

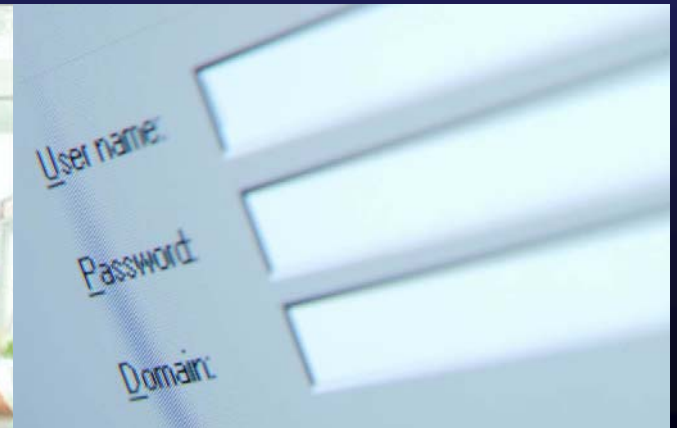
*Employers include the
WDB Credential in
their hiring criteria*

An Action Agenda

- *Broaden Menu of “E-Learning” Opportunities*



Workers should be able to Schedule the training they need when they want it through a variety of public and private offerings



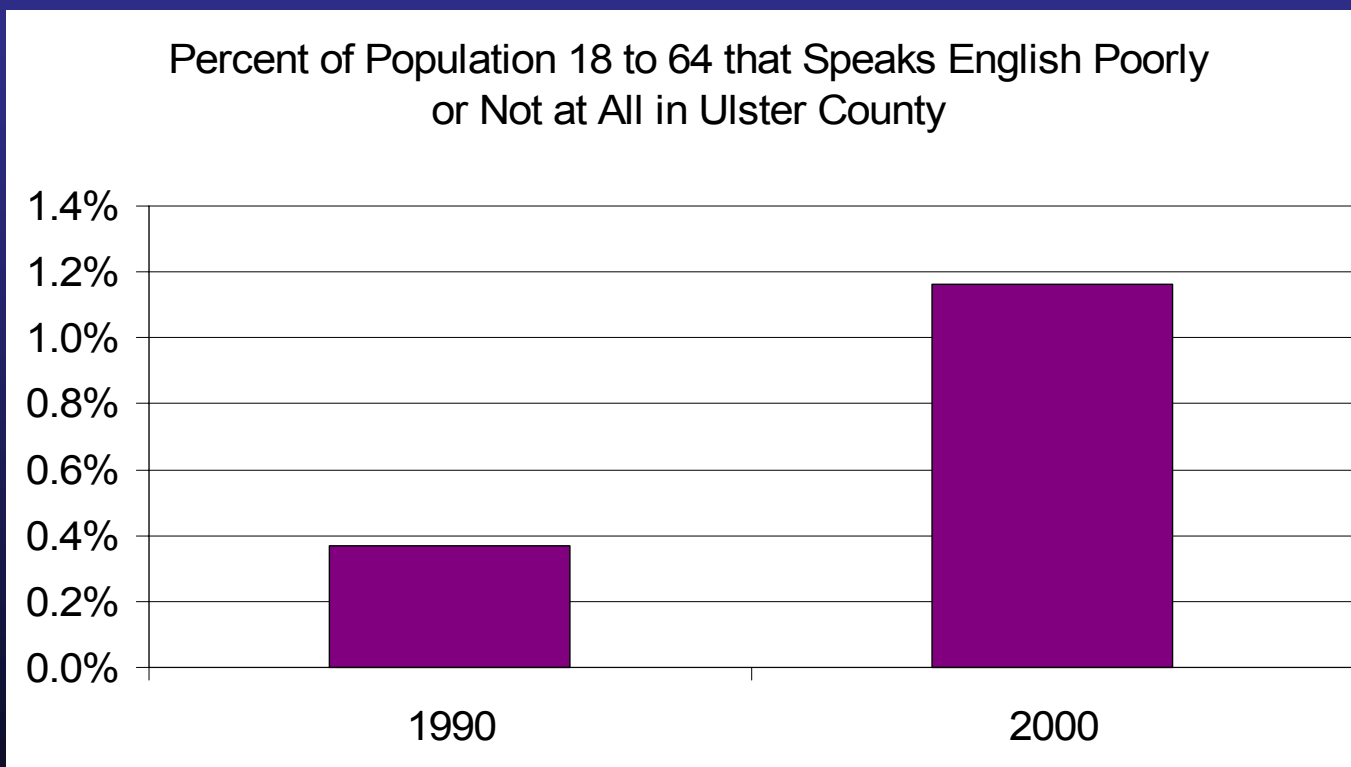
An Action Agenda

- *Expand Youth Training Opportunities*
- *Enhance “School-to-Work” Offerings*
- *Develop a more “Youth-friendly” Component to the “One-Stop”*
- *Continue Cooperation with County Guidance Counselors Association*



An Action Agenda

- *Promote Vocational ESL*



National & Global Workforce Trends



A Briefing Paper and Action Agenda

for the

Ulster County Workforce Development Board

and

the Office of Employment & Training

DISCUSSION