

Talent Forum Workforce Supply Factors and Data

Workforce Supply Discussion and Notes

The following is a summary of the workforce supply factors that were prioritized at the I-69 Thumb Region Talent Forum on January 24, 2018. Through several exercises and round-table discussions, the following priority areas were identified as highly impactful and achievable for pilot projects to be funded in the region.

Underemployment Suggestions from the Group

- Work experience could qualify people to advance, not just degrees
- Possibly expand Community Ventures to help people move up
- Anticipate disincentives and barriers
- Workers need connection to resources
- Adjust mainstream education (long-term)
 - Careers
 - Alignment to jobs
 - Wage expectations/familiarity
- Help workers streamline job transition
- Contemplate benefits policies in jobs change ex., starting over on vacation time

Regional Data Regarding Unemployment Indicators:

- Over 154,000 workers in the region earned \$21,000 or less in 2016
 - In the previous 12 months, 44.7% worked 50-52 weeks, nearly 30% worked 26 weeks or less
 - 48.2% are between 25 and 54 years old (over half are younger than 25 or older than 54)
 - 9.3% possess a Bachelor's degree, 39.5% have some college or an Associate's degree
 - The largest portion (21.1%) are employed in Wholesale & Retail Trade
 - 16.2% Accommodation & Food Services, 14% Healthcare & Social Assistance, 11.5% Manufacturing

Source: Michigan Dept. of Technology, Management & Budget Labor Market Information

Retirement Suggestions from the Group

- Demographic bubble reflex
 - Goal – keep aging workers in workforce
 - Mentoring/apprentice training
 - Job sharing
- Need for employer succession planning
- More internships with senior workers
 - Job shadow, succession plan
 - Branding and visibility for industries/jobs
- Need skill trades replacements
- Government and employer concerned around retirement legacy costs

Regional Data Regarding Forecasted Retirement:

- Over 11,000 jobs in the region are held by workers aged 65+
 - All industries 11,100 – 4.3% of all workers; 3,911 of these workers are in Manufacturing, Health Care, Information, Wholesale Trade, Professional Services or Construction
- 5,622 employees of base industries (excl locally focused sectors incl health care, retail, etc) are age 65+
- 243 “technician” positions in the region are held by workers aged 65+

Source: EMSI Industry and Occupation Reports, 2017 data.