

Georgia-BLU Dialogue

September 8, 2016



Business Leaders United
for Workforce Partnerships



Welcome

Scott Burton

President,
Whitaker-Taylor



BLU Overview

Jessie Hogg Leslie

Director

Business Leaders United



Who is Business Leaders United?



Michael Tamasi
Chair, BLU Executive Committee/
President and CEO
AccuRounds



Erick Ajax
Vice President
E.J. Ajax and Sons



Michael Kenig
Vice Chairman
Holder Construction Company



Mike Mandina
President
Optimax Systems, Inc.



Angel Pineiro, Jr.
Senior Vice President
ASI System Integration, Inc.



Liza D. Smitherman
Vice President of Professional
Development
Justin Construction, Inc.



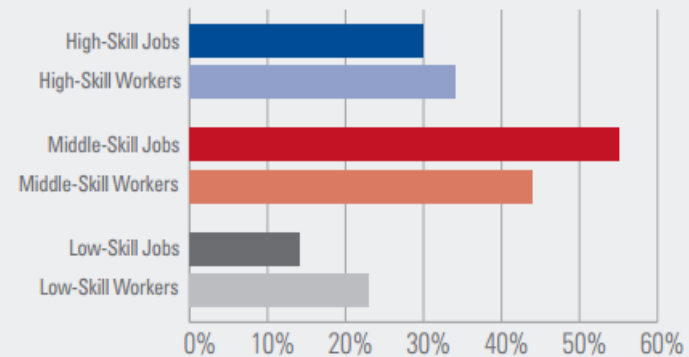
Who is Business Leaders United?

BLU is comprised of business leaders from a range of industries who are concerned about our [nation's skills gap](#), who are [working with local partners to train and hire](#) community residents for skilled jobs, and who [want our country's policymakers to follow suit](#) and invest, aggressively and effectively, in the skills of America's workers.

A Middle-Skill Gap

Middle-skill jobs account for 55 percent of Georgia's labor market, but only 44 percent of the state's workers are trained to the middle-skill level.

Jobs and Workers by Skill Level, Georgia, 2012



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2012 and American Community Survey data, 2012.

Who is Business Leaders United?



NATIONAL SKILLS COALITION

Every worker. Every industry. A strong economy.

-Policy and Practice-



Business Leaders United
for Workforce Partnerships

Shaping Job-Driven Policy

WORK-BASED LEARNING WORKING GROUP

Rebecca Aguilera-Gardiner
Diego & Sons Printing
California

Erick Ajax
EJ Ajax & Sons
Minnesota

Randy Bennett
Automation Tool & Die, Inc.
Ohio

Scott Christman
American Apprenticeship Round Table
Virginia

Dwight Dinsmore
Standard Aero
Ohio

Peter Feil
Stober Drives
Ohio

Paul Hoffman
Orange Research
Connecticut

Pamela Lenzion
American Boat Builders & Repairers Association
Rhode Island

Deb Lindner
Precor Incorporated
North Carolina

Kevin Meehan
Hydromat, Inc.
Missouri

Alejandro Mendoza
Optimax Systems
New York

Karl Robinson
R&R Transportation
North Carolina

Alma Salazar
Los Angeles Area Chamber of Commerce
California

Grant Shmelzer
International Electrical Contractors-Chesapeake
Maryland

Molly Seals
Mercy Health
Ohio

Liza Smitherman
Jostin Construction
Ohio

Susan Swanton
Maine Marine Trades Association
Maine

Steve Tamasi
Boston Centerless
Massachusetts

Traci Tapani
Wyoming Machine
Minnesota

Bill Weier
Fives Machining Systems
Ohio

POSTSECONDARY EDUCATION

Paul Hoffman
Orange Research
Connecticut

Michael Kenig
Holder Construction Company
Georgia

Greg Mulherin
Newell Machinery Company Inc.
Iowa

Donamarie Wilfong
Allegheny Health Network
Pennsylvania



Advancing Job-Driven Policy



Making Asks that Make Sense

BLU Business Leaders United
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Policies that Work

www.businessleadersunited.org NOVEMBER 2013

Making Pell Grants work better for America's businesses and employees

U.S. employees face unprecedented challenges in recruiting and continually upskilling a nimble workforce that can fuel productivity and profitability within an increasingly competitive global economy. U.S. workers are likewise seeking new options for raising their skills while holding down full-time employment.

Federal policies could be much more responsive to these challenges. While effective in many regards, our nation's career training and postsecondary financial aid system—including the \$30 billion invested annually in Pell Grants—excludes certain industry-recognized training programs that serve employer skill needs while creating advancement opportunities for entry-level employees.

As the federal Higher Education Act, which authorizes the Pell Grant program, is debated by Congress, lawmakers should consider broadening the definition of programs that qualify for Pell aid, including high-quality, short-term, nonaccreditation-focused training at our nation's community colleges and other postsecondary institutions. Such changes will better serve businesses, who urgently need skilled workers, as well as millions of working Americans who want a chance to go back to school to advance their careers.

Industry's growing demand for postsecondary skills
In the innovative economy of the 21st century, it is nearly impossible to land a good first job or advance up the career ladder without some postsecondary education. Advances in technology and global competition have fueled the demand for more-skilled American workers. This is especially true for middle-skill jobs, which require more than a high school diploma but less than a four-year college degree. These middle-skill jobs represent the largest segment of preferred job openings in the current and near future U.S. economy.¹

As employers have come to expect more advanced skills, the nation's higher education system has largely fallen up the

challenge. Many universities, community colleges and vocational schools have expanded their options for career-focused postsecondary programs. And increasingly they have forged partnerships with business and industry to ensure the training they offer meets employers' workforce needs.

With new opportunities abounding, record numbers of Americans are pursuing postsecondary education. Often, they are working part- or full-time while juggling their studies and family duties, and pursuing occupational credentials expressly designed to prepare them for better jobs and higher pay in a sign of the changing marketplace, associate degrees and certificates now account for nearly half of all undergraduate awards, and occupational certificates have become the fastest growing credential in higher education.²

POLICY 20130 NOVEMBER 2013. PELL GRANTS: HOW TO GET THE MOST OUT OF THEM AND WHAT YOU CAN DO. © 2013 BLU

Making Pell Grants Work Better for America's Businesses and Employees

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Policies that Work

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The Workforce Innovation and Opportunity Act

Recent improvements in America's economic health are welcome signs of resilience, but a stubborn problem persists: the mismatch between the skills employers require, and the skills that many American workers bring to the table. The nation's newly revised education and training law, the Workforce Innovation and Opportunity Act, aims to address this skill gap. The statute offers unprecedented opportunities for business leaders to influence decisions in their own communities—decisions that could have bottom-line financial benefits for their companies. This brief explains the current landscape and recommends steps small- and mid-size companies can take now to ensure the new law realizes its potential.

An imperative for skilled workers
In today's dynamic economy, companies face an unending demand for skilled workers, especially for middle-skill jobs—those which require education or training beyond high school, but not a four-year degree.

Middle-skill positions make up an estimated 54 percent of America's labor market, but only 44 percent of workers are trained to this level. As a result, employers in key industries can't find enough adequately trained workers to fill these jobs. Without concerted efforts, this skill gap will persist, impeding business growth, and slowing the state and local economies on which companies and their employees depend.

Middle-skill jobs: mismatched supply and demand

Job Level	Percentage of Workers Trained
High-Skill jobs	~35%
High-Skill Jobs	~38%
Middle-Skill Jobs	~54%
Low-Skill Jobs	~12%
Low-Skill Workers	~44%

To see the middle-skill gap at your company, go to www.nationalmiddle-skillcenter.org/middle-skill-gap-quiz.
Source: U.S. Dept. of Labor, Bureau of Labor Statistics, "Federal and State Workforce Outlook."

The Workforce Innovation and Opportunity Act

Why BLU?



Michael Kenig

Vice Chairman
Holder Construction
Company



*Good workforce development is
good economic development!*



The 'skills gap'

WIA/WIOA

Perkins

Funders

Sector Partnerships

Middle-skills workers

CTE

LTE

Providers

Intermediaries

WIB's

WBL

CBO's

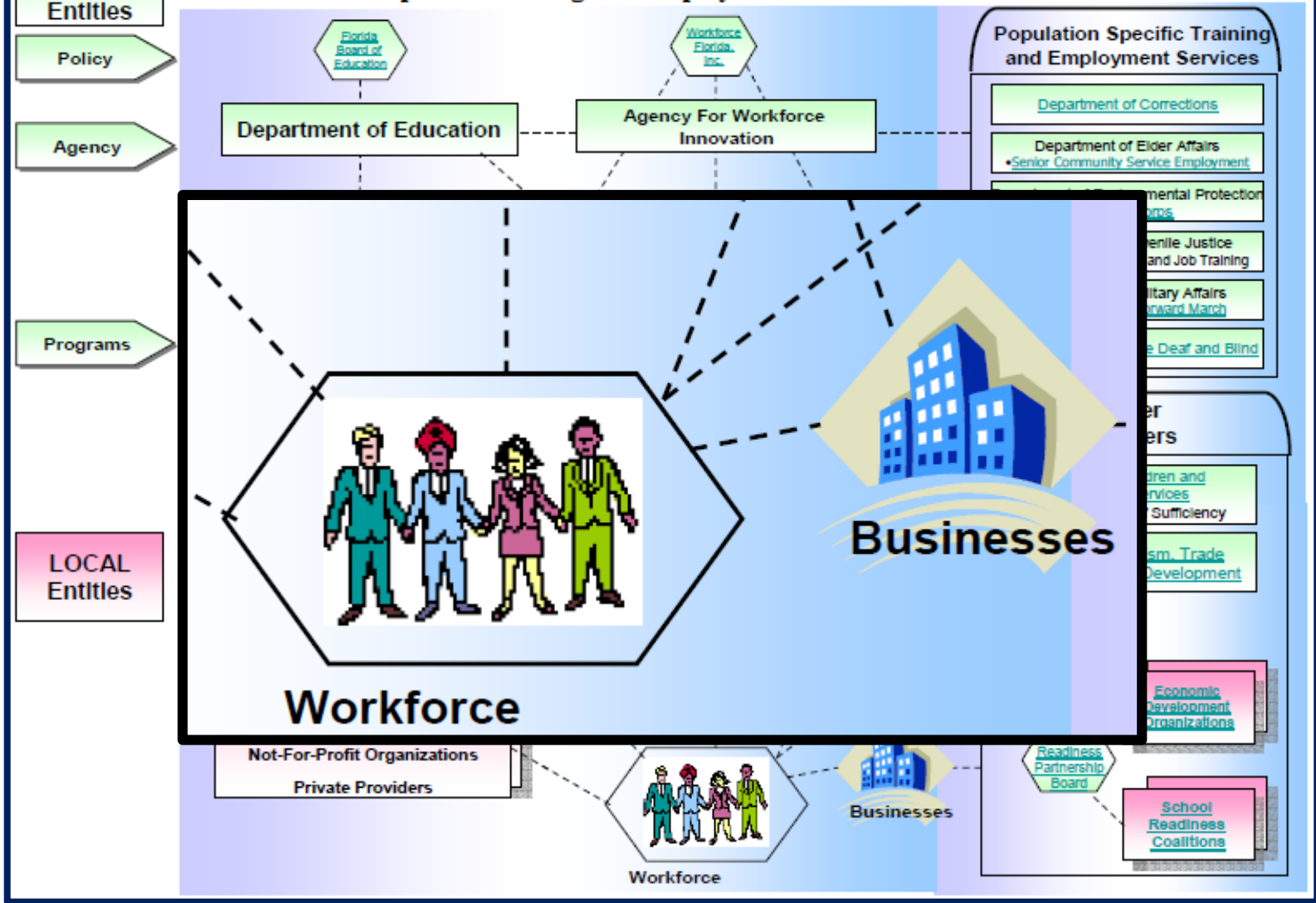
Employers

Front-line workers

Workforce “System”



Exhibit 1
Workforce Development Training and Employment Services



Employer's Role?



Sector Partnership?



Join us! GA BLU 4WP!

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Tweet today: #GeorgiaBLU4WP

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Business Leaders United
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Panel Discussion

Cinda Herndon-King

Director | Atlanta CareerRise

Jessie Hogg Leslie

Director | Business Leaders United

Mike Kenig

Vice Chairman | Holder Construction Company



Facilitated Table Discussions



Business Leaders United
for Workforce Partnerships



Wrap Up

Scott Burton

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Next Steps

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Metro Atlanta Chamber of Commerce
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