

Building the Next Workforce in Tennessee



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National Trends to Consider

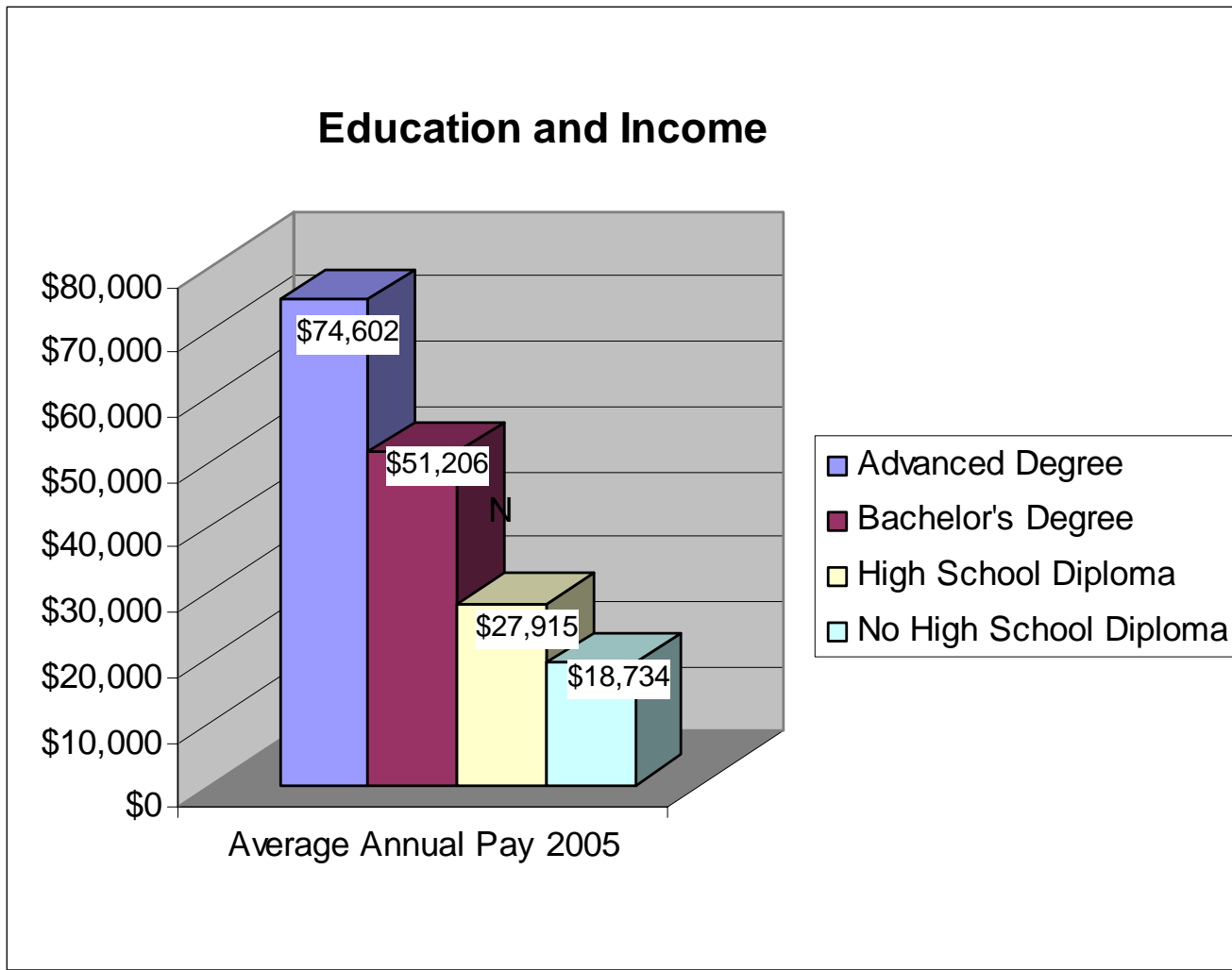
- Our population is aging.
- Immigrants and minorities will make up an increased share of the workforce.
- \$1.4 billion a year is spent on remedial education for high school graduates.
- Employers say new workers lack soft skills and work ethic.

Workforce Development is critical to economic competitiveness

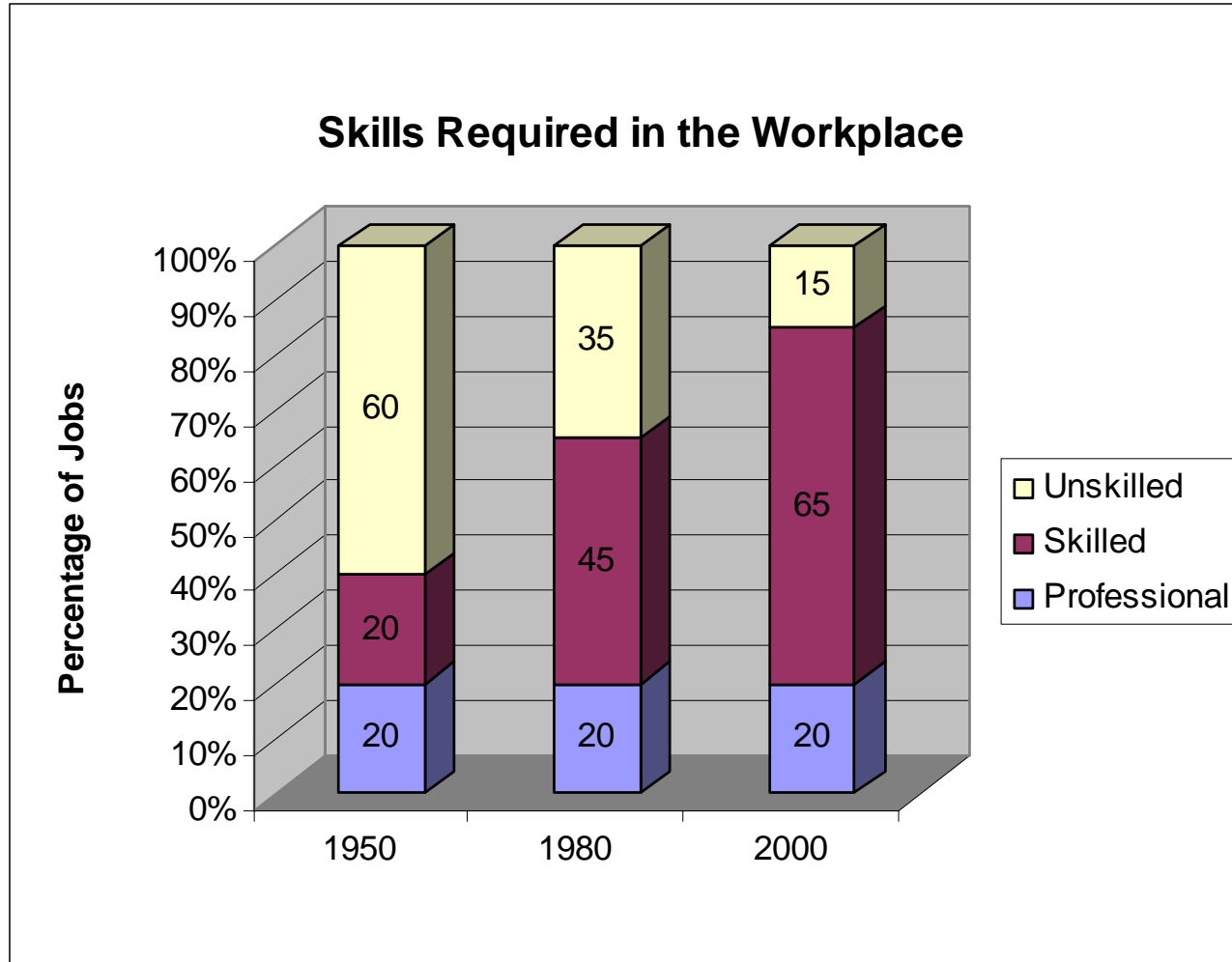
- High school diploma is no longer enough.
- 80% of the nation's 30 fastest growing jobs require post secondary education.
- 36% of jobs in next 10 years will require at least a bachelor's degree.
- More than 80% of manufacturers are having problems finding qualified employees.



Average Annual Salary by Level of Educational Attainment, 2005



Proportion of Unskilled, Skilled and Professional Jobs in the US, 1950-2000



Closer to Home: Selected Tennessee Workforce Statistics

Item	Tennessee	Southeast	US
• Percent of 8 th graders enrolled in Algebra I	14%	14%	22%
• Percent of 8 th graders reading for fun on a weekly basis	17%	18%	19%
• Percentage of post secondary institutions providing dual enrollment credits	34%	37%	30%
• Disparity in unemployment between black and white males	268%	176%	202%
• Job retention rates after receiving WIA services	89%	88%	87%
• Percent of workforce without a high school education enrolled in adult education programs	8%	9%	10%
• Percentage of working age adults (25+) with an associate's degree or higher	29%	31%	36%
• Share of family income poor students must dedicate toward a college education	45%	39%	40%

Source: SGPB

Our Statewide Economic Development Focus

In 2006 Strategic Plan, President Petersen, UT Board of Trustees and executives defined economic development as one of six strategic areas of focus for UT:

- All of UT working in partnership to build Tennessee's economy
- Develop globally competitive workforce
- Apply research and technology to grow TN economy

In 2007, President Johnson outlined TSU's vision for the future in his State of the University address:

- “Mobilize human, financial, and material resources on campus to make a difference on a wide range of issues in close collaboration with local community partners”
- TSU-CE goal: “Empower youth, families and communities to enhance the growth and development of business and industrial sectors”

Working in Partnership to Build Tennessee's Economy

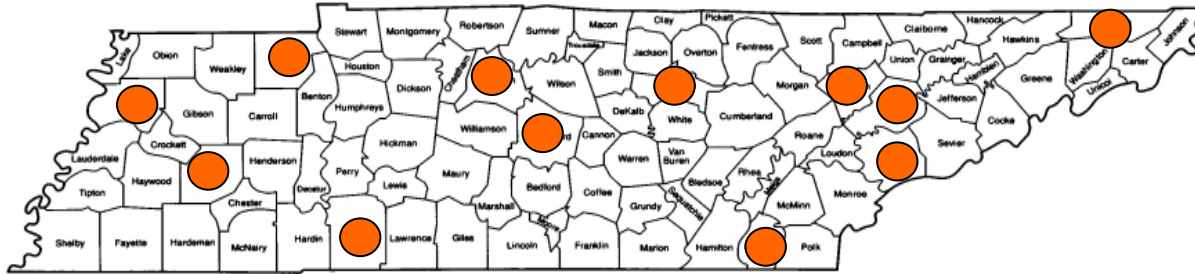
Southern Growth Policies Board

- Seeks public input to guide policy and strategic planning
- Partners with Land Grant, Board of Regents and statewide network of institutions working towards same goals
- UT leverages funding, expertise and applied research capacity to meet UT's and partnering institution's goals



<http://www.southern.org/>

2007 Community Forums



- **Theme:** Listening to the South: Building the Next Workforce
- **Led by:** UT IPS/Extension in collaboration with many partners
- **Forums held:** 12, both urban and rural
- **Attendance:** ~250, many resource providers

Format of the 2007 Community Forums

- 2 hours
- Moderated format
- Pre-forum questionnaire
- Considered 3 Approaches to Improving Workforce Development
- Identified conflicts and commonalities among the approaches
- Post forum questionnaire

Key Themes from Across Tennessee

No single approach to building a competitive workforce.

1. Address Barriers to Educational Attainment.
2. Connect Education to Economic Condition and Individual Success.
3. Tie Education and Skills Development to Employer Needs.
4. Build Partnerships Between Education, Business and Community Groups.
5. Ensure that Students, Schools, and Communities have the Resources They Need to Be Successful.



Examples of Outcomes from the 2007 Forums

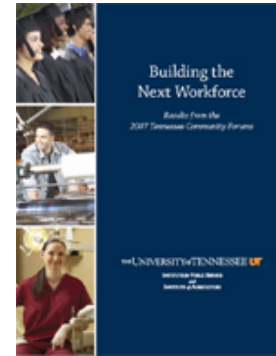
Final SGPB Report

<http://www.southern.org/forums/reports/report07.pdf>



Final TN Report

<http://www.ips.tennessee.edu/UserFiles/File/BNW.pdf>



TN Department of Economic and Community Development

<http://tennessee.gov/ecd/3star.htm>



TN Department of Labor and Workforce Development

<http://www.state.tn.us/labor-wfd/empwfd.html>



UT/TSU Extension

Workforce Development Programming

- “Sustainable Tennessee” State Action Agenda
 - ANR / FCS / 4-H
 - Program through which communities approach growth in ways that fosters economic development while also benefiting the local environment and enhancing the quality of life in the local community.
- Preparing for the World of Work / The Changing Workplace
 - FCS
 - PWW - Education for career selection and employment, including programs in career selection, workforce preparation and assessment, job search and "From Welfare to Work."
 - TCW - Changing employment patterns challenge many workers' ability to manage health care, plan for retirement, have a consistent income and balance work and family life.
- Workforce Preparation
 - 4-H
 - Program exposes young people to different career choices and prepare them to enter the workforce with confidence.

Opportunities for Training

- Business Retention and Expansion Conference (SRDC)
 - January 7-9, 2008, Clemson, South Carolina
 - <http://srdc.msstate.edu/07bre/>
- Small Business Development and Entrepreneurship (TSU/UT)
 - In-service to be held in May 2008
- 2008 Resource Development In-service (UT)
 - June 24 (West), 25 (Middle), 26 (East)
 - Pre-requisite for in-depth Community, Resource and Economic Development training for agents and clients to be held in 2008
- 2008 Sustainable Tennessee In-service (UT)
 - FCS annual in-service
 - Open to all

2008 SGPB Community Forums

- **Theme:** Youth Development
- **When:** December – February
- **Where:** Throughout Tennessee

For more information:

Please contact Michael Wilcox or Beth Phillips
and visit <http://www.southern.org>

