

Wisconsin's Workforce Outlook

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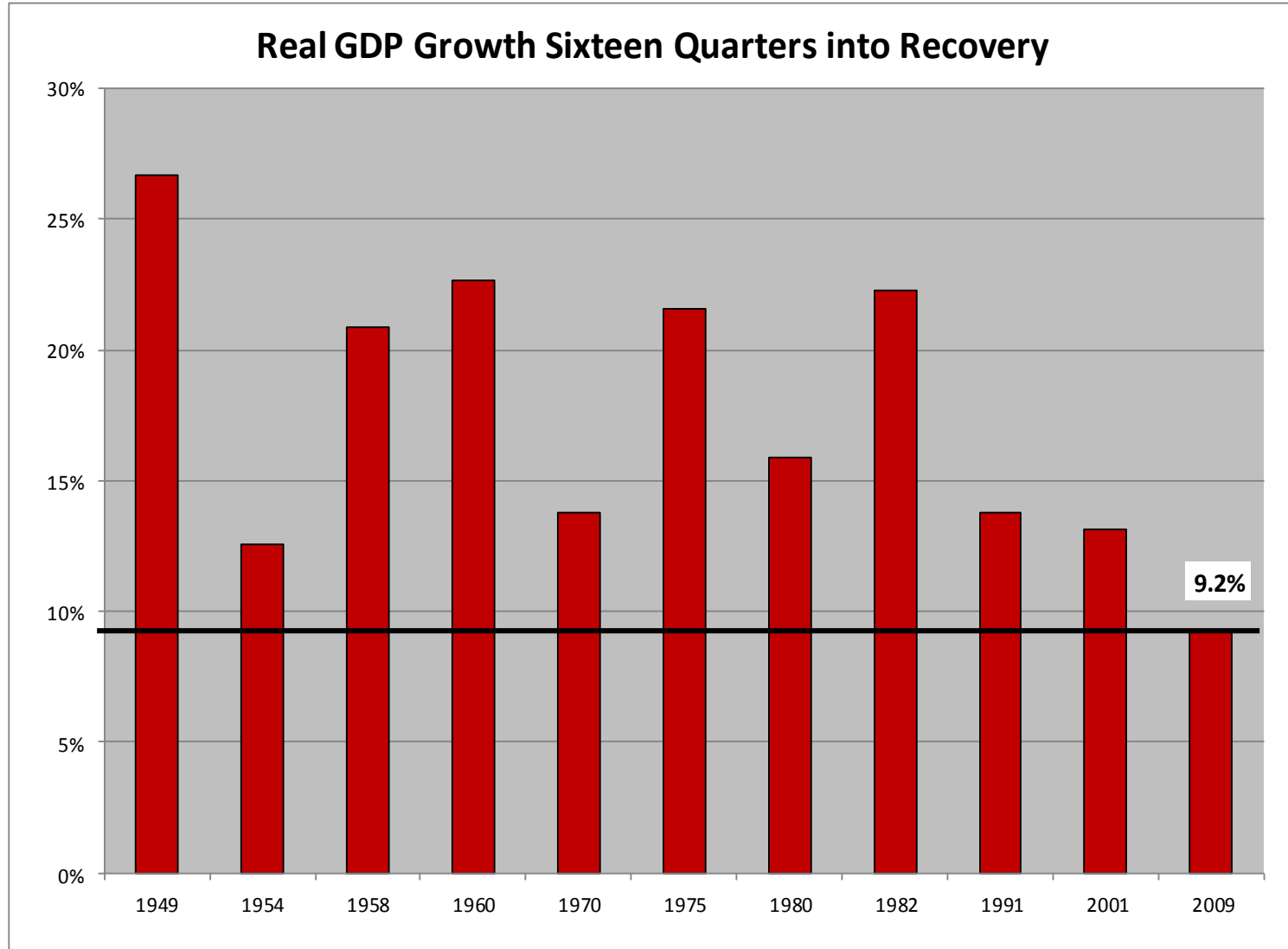
11th Annual Volk Field Business &
Government Contracting Conference

Camp Douglas, WI

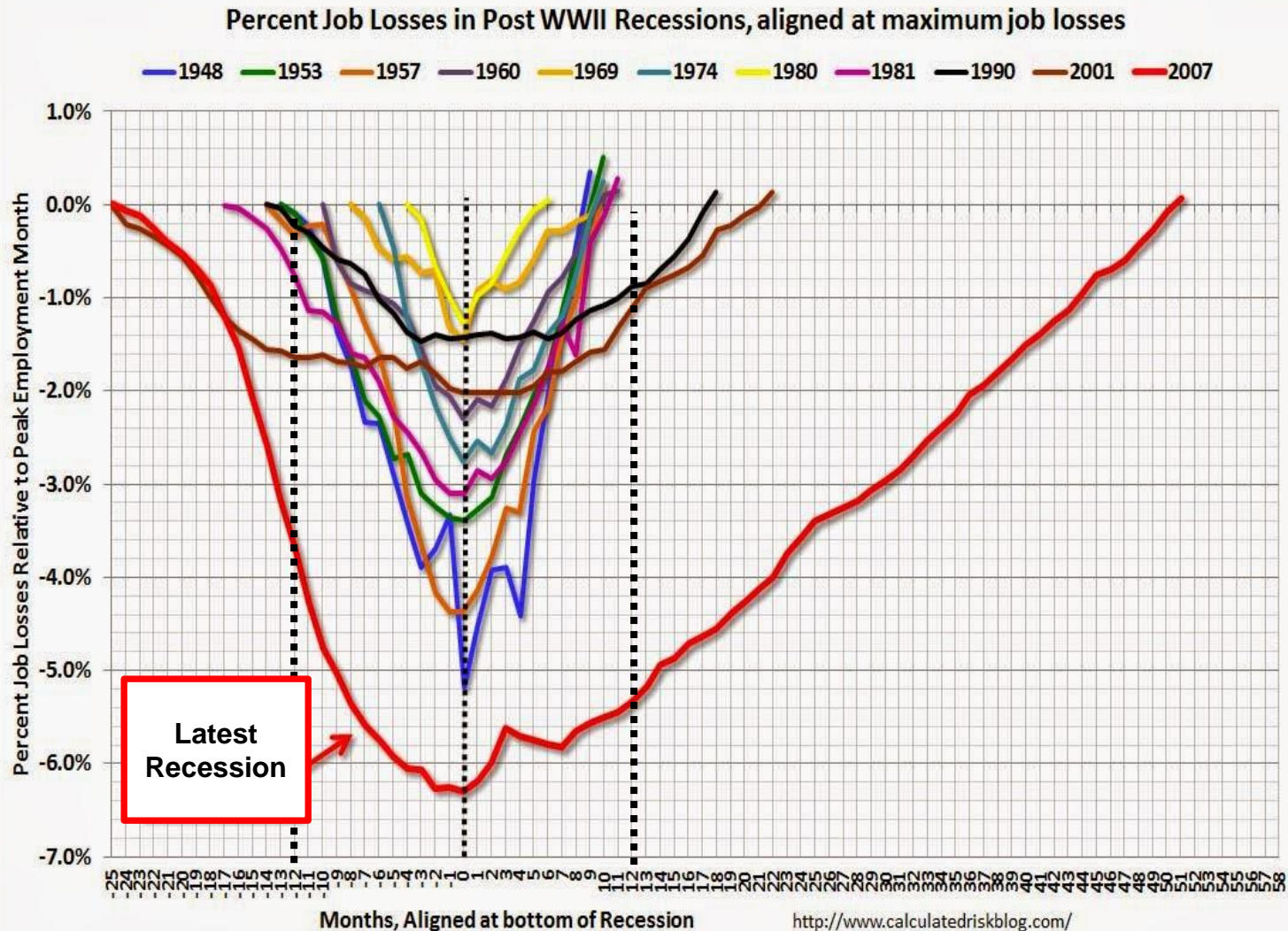
June 27, 2017

How the Economy has Changed

Economic Recovery



How the Economy has Changed Job Recovery

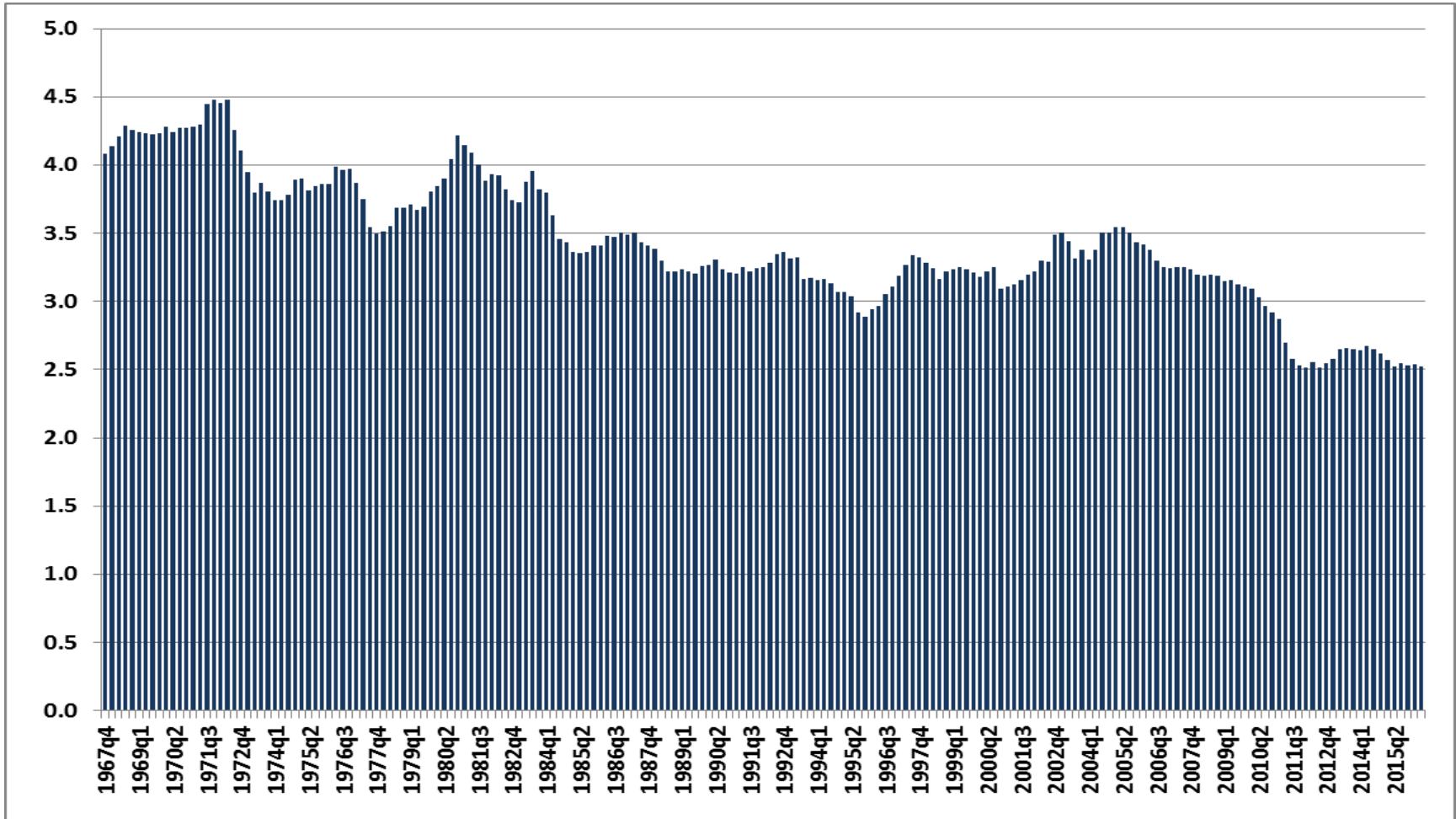


How the Economy has Changed

GDP Growth



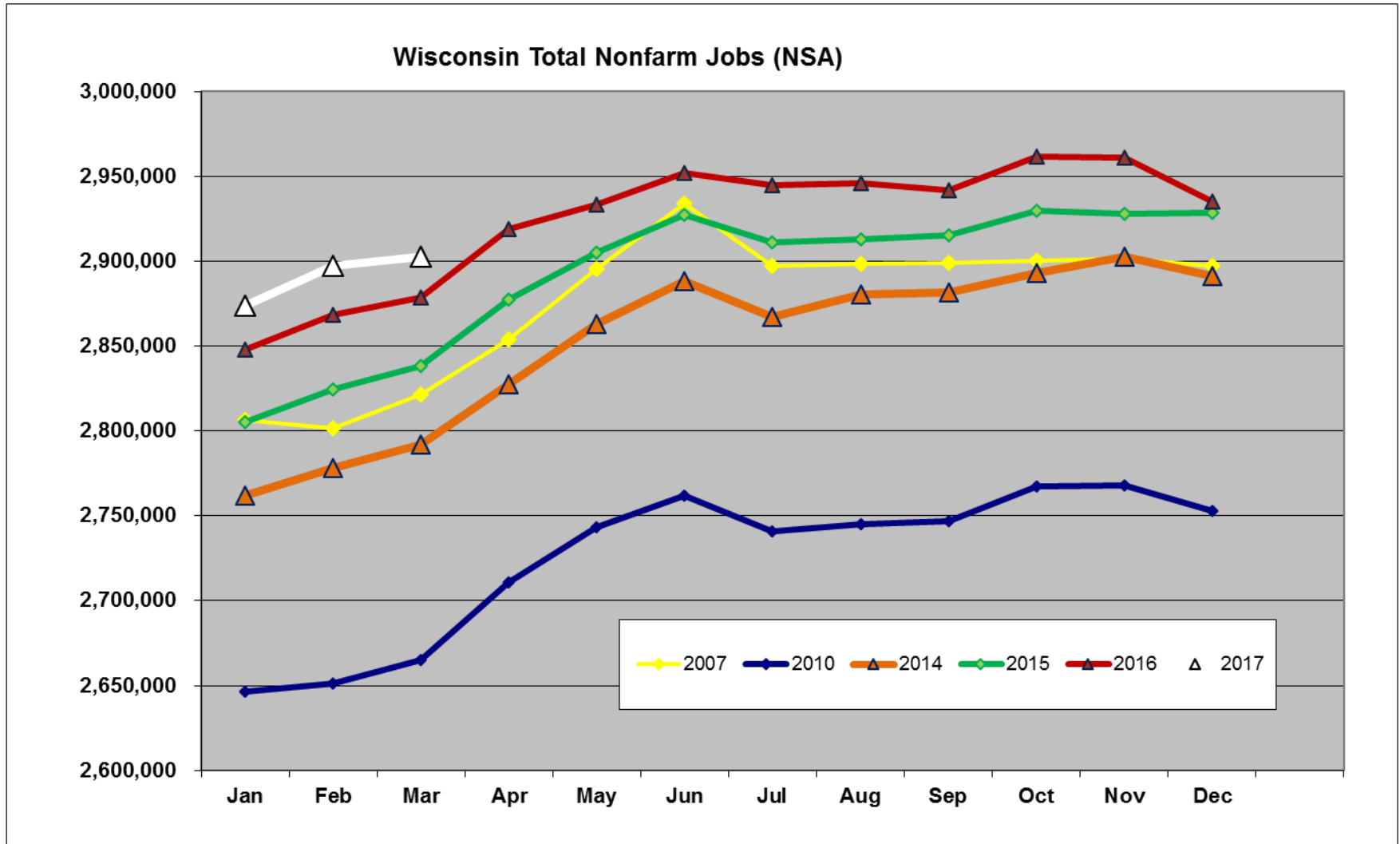
20-year Moving Average Quarterly GDP Growth



Source: Bureau of Economic Analysis, OEA

Economic Outlook

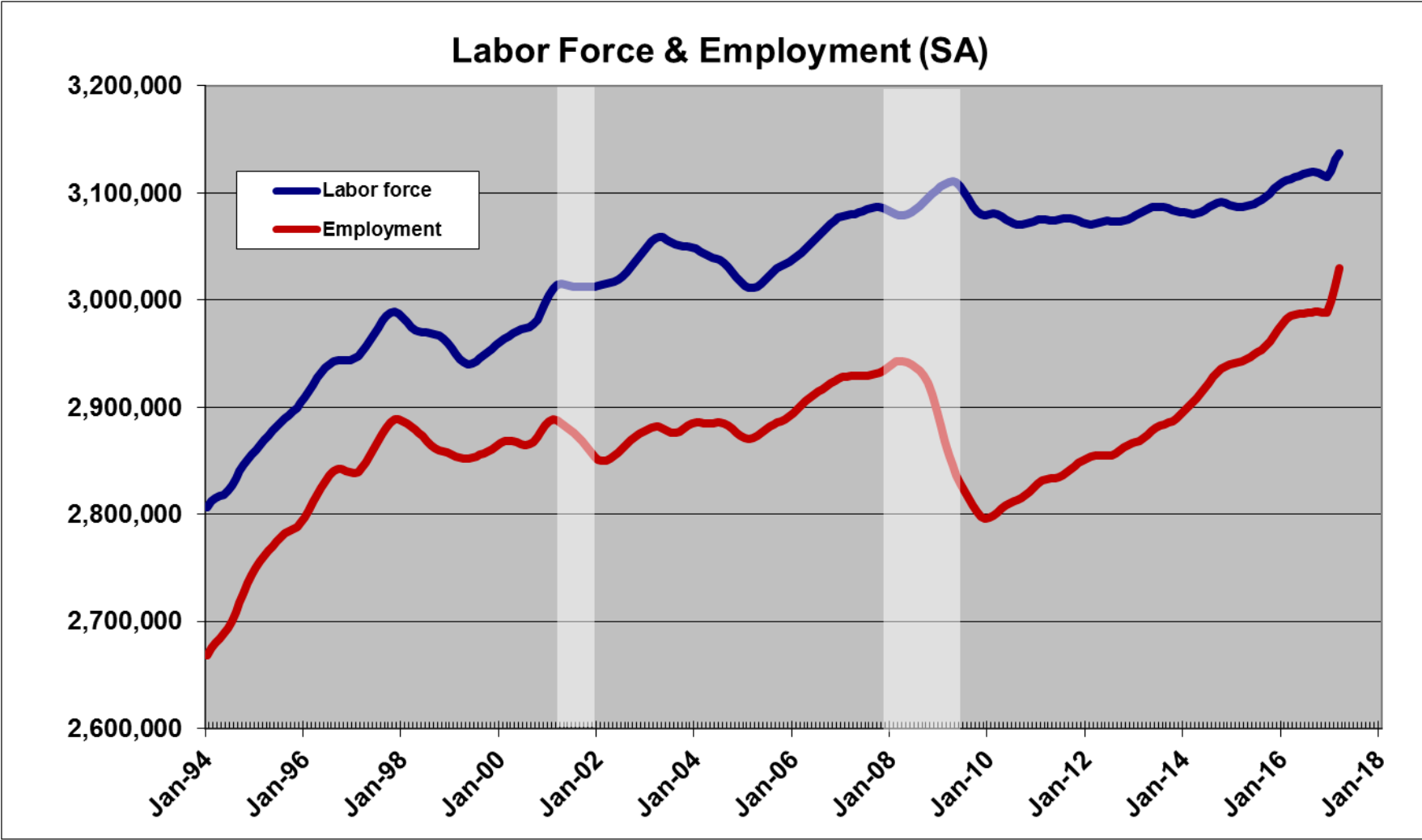
Jobs



Source: Bureau of Labor Statistics, LMI, OEA

Economic Outlook

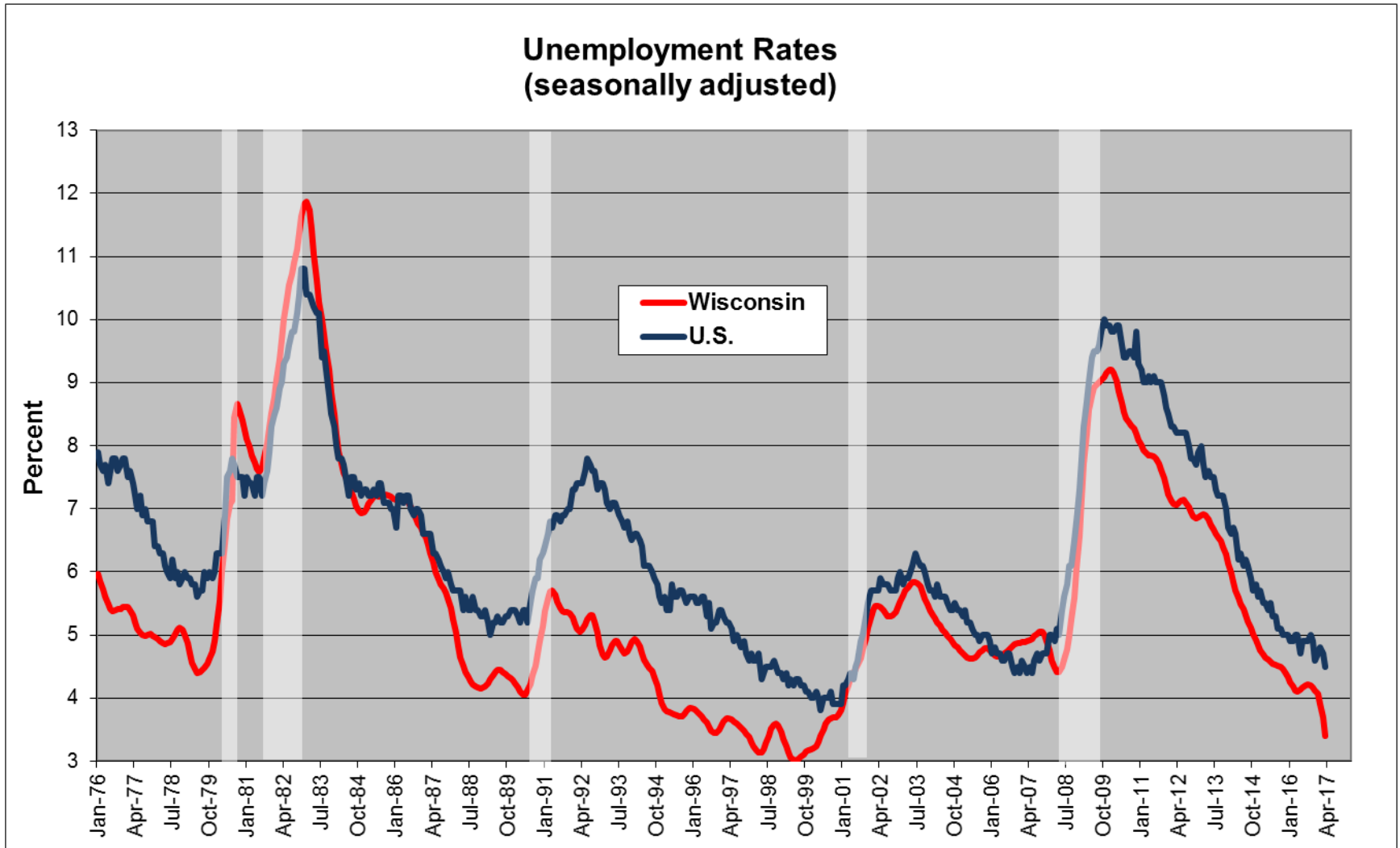
Employment



Source: Bureau of Labor Statistics, LMI, OEA

Economic Outlook

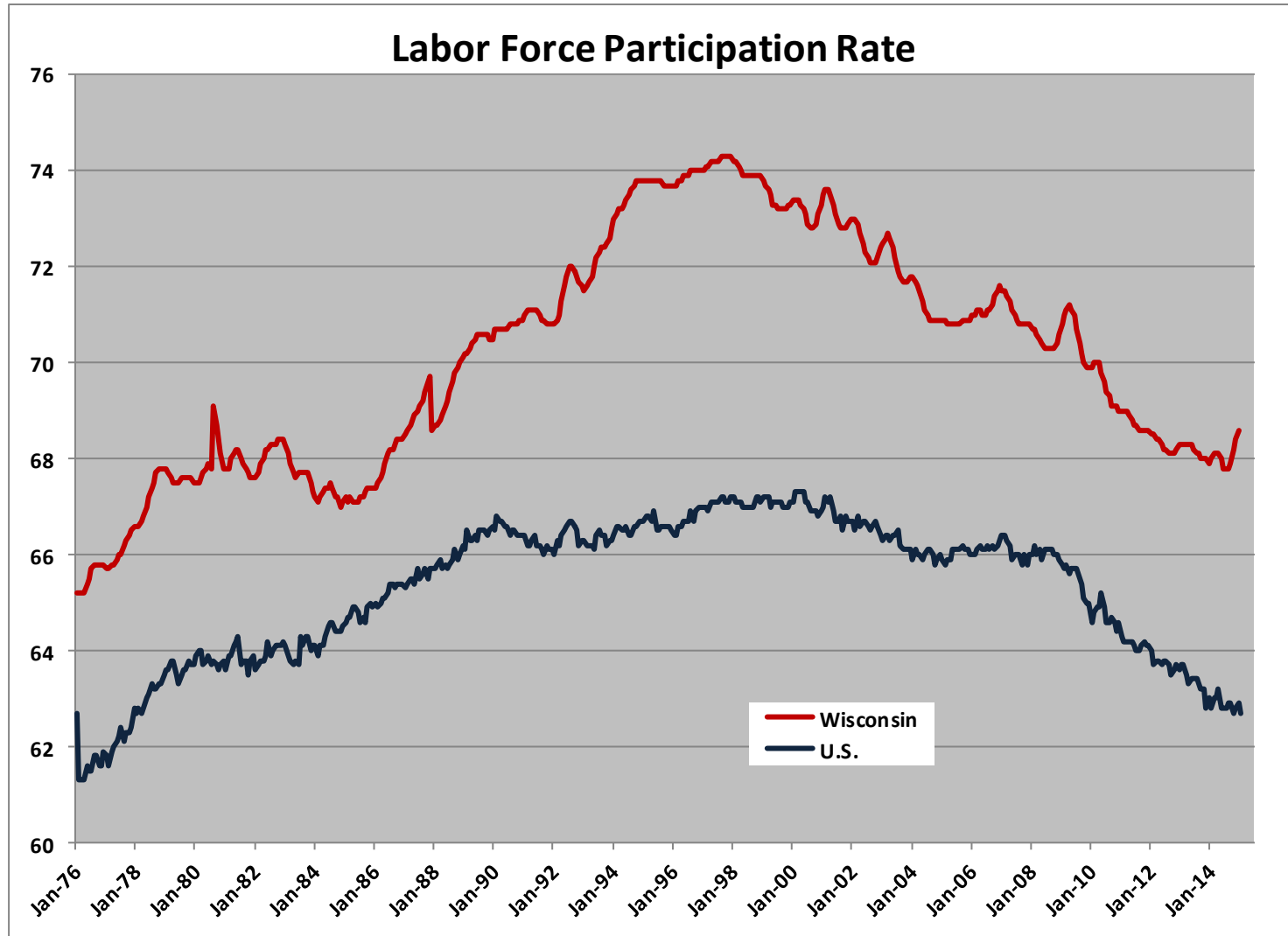
Unemployment Rate



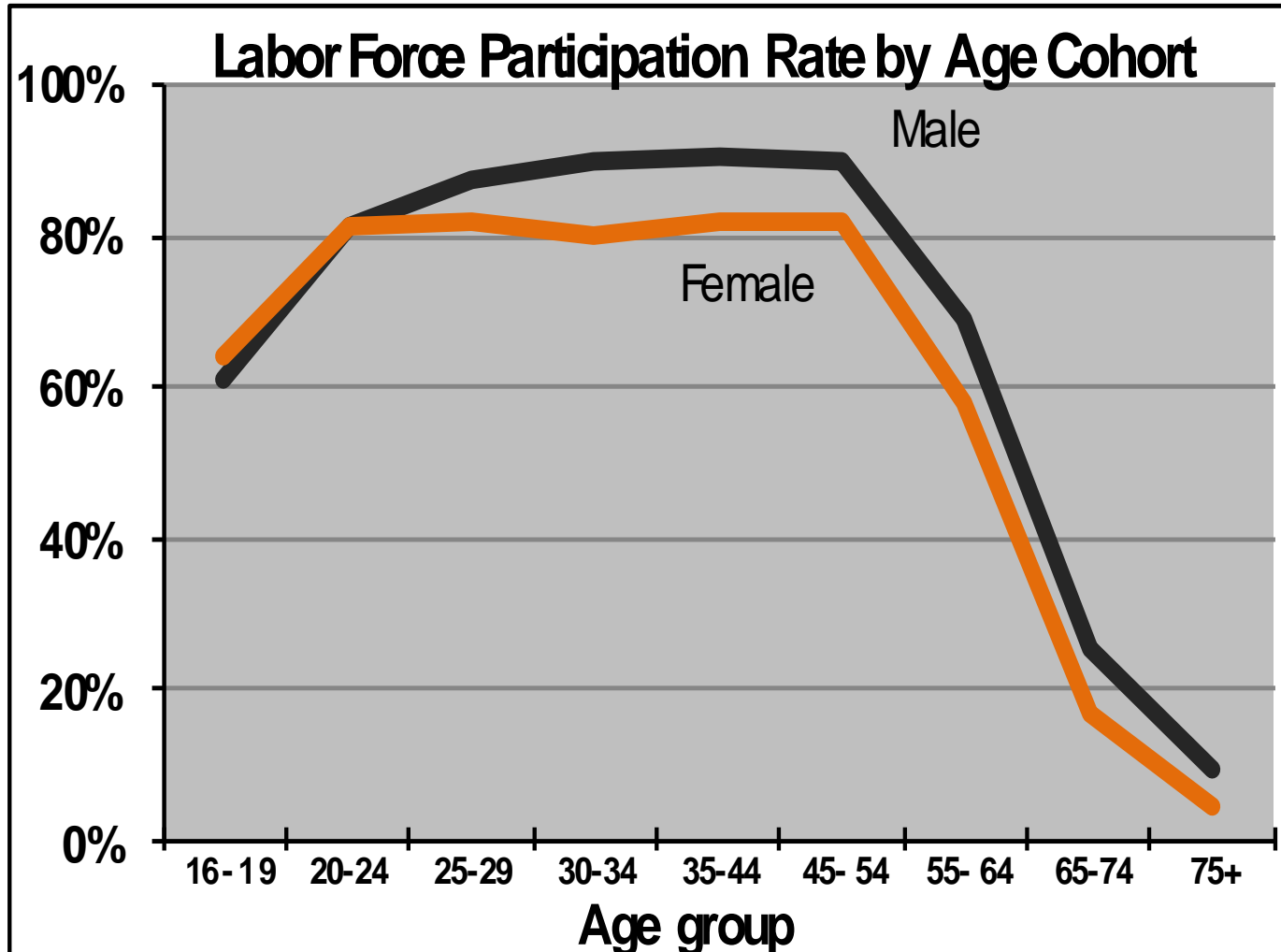
Source: Bureau of Labor Statistics, LMI, OEA

**What will be the
biggest
socio-economic policy
challenge
in the next 20 years?**

Labor Market Participation

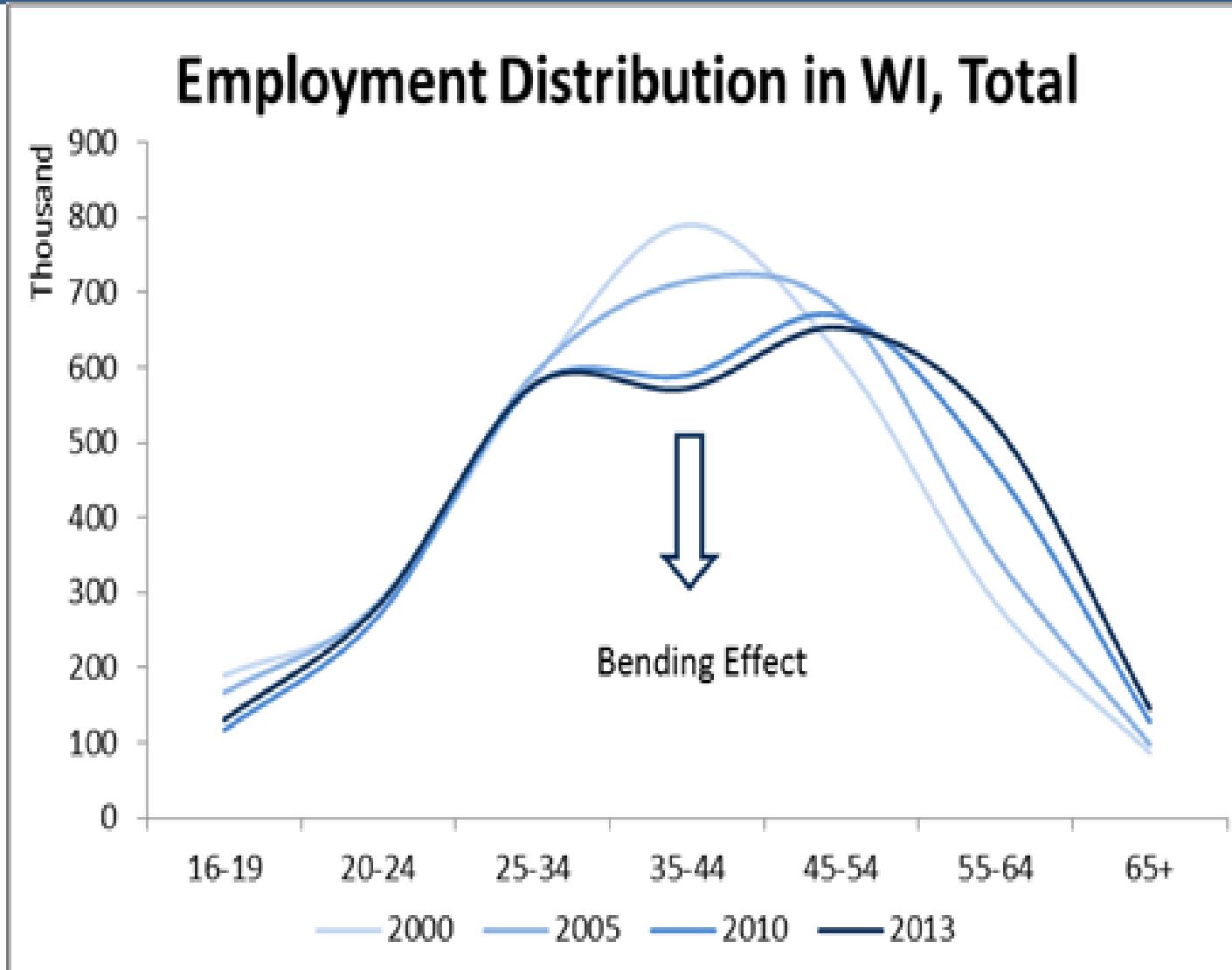


LFPR Declines as Workers Age



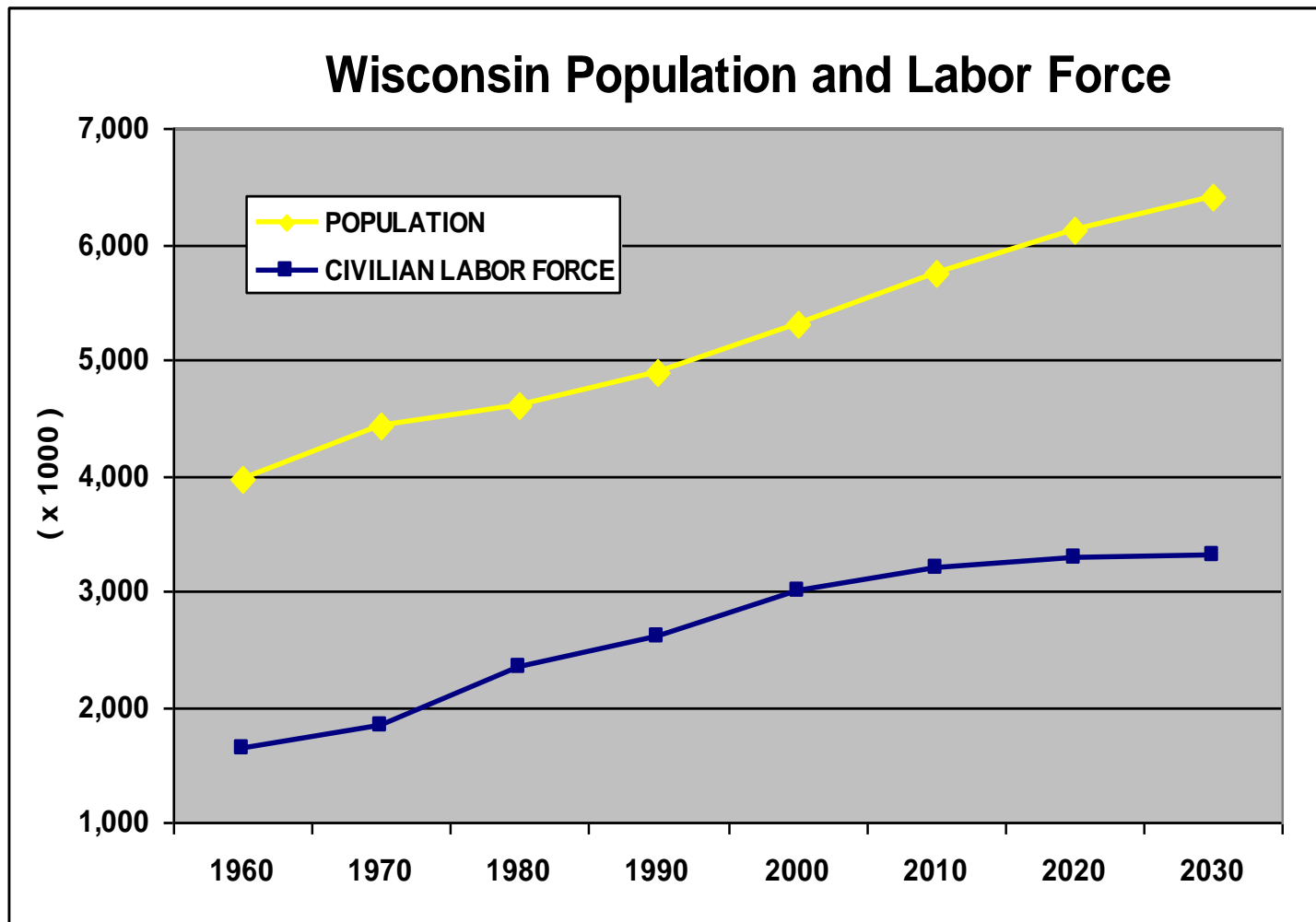
Population Dynamics

Boomers to Millennials



Source: OCS, OEA

Wisconsin's Workforce Growth Supply-side Constraints

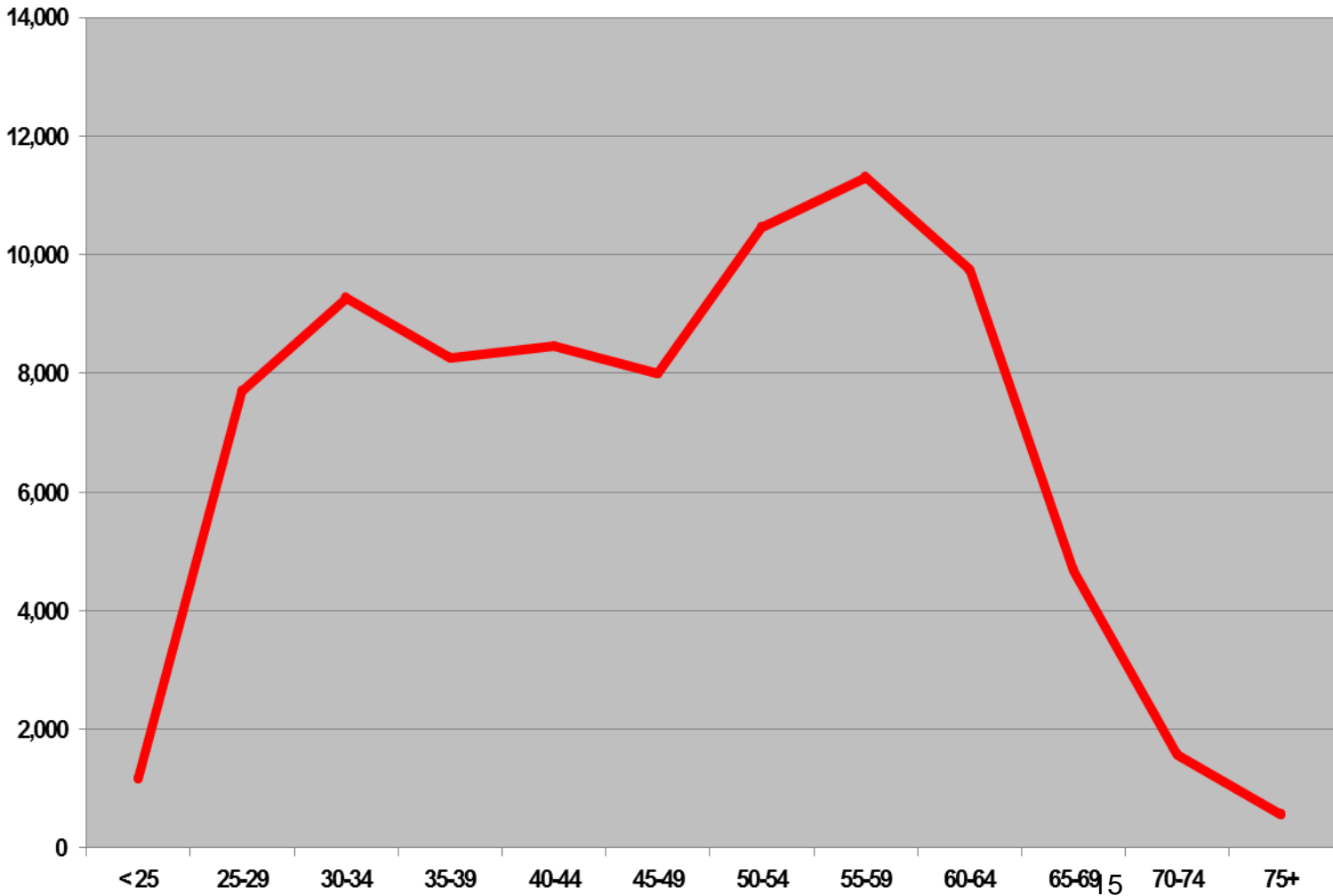


Source: Bureau of Labor Statistics, OEA

Nursing Workforce in Wisconsin Supply Challenges



Wisconsin Registered Nurses by Age



Source: Office of Economic Advisors

Workforce Replacement Needs



Recent Beige Book noted that firms had difficulties **filling positions** in:

- IT,
- engineering,
- legal,
- health-care services,
- management,
- skilled manufacturing,
- building trades,
- and transportation and warehousing

“My family's here and I love it here, but going somewhere that fits my recreational interests would be better for me,” said Limbach.

Wisconsin Public Radio, By Shamane Mills
Updated: Tuesday, July 22, 2014, 3:21PM

About Angela Limbach:

- ▶ Geology degree
- ▶ Will locate where there are suitable jobs
- ▶ Likes to climb
- ▶ Wants to be around mountains

**What is another workforce
challenge
faced by businesses in this
new Economy?**

"The days are over when you could walk into a paper mill with a high school diploma and run one of the machines."

- ▶ Patrick Schillinger, former Wisconsin Paper Council President, *Center will teach paper-industry technology* Milwaukee Journal Sentinel, JS Online, October 21, 2004.

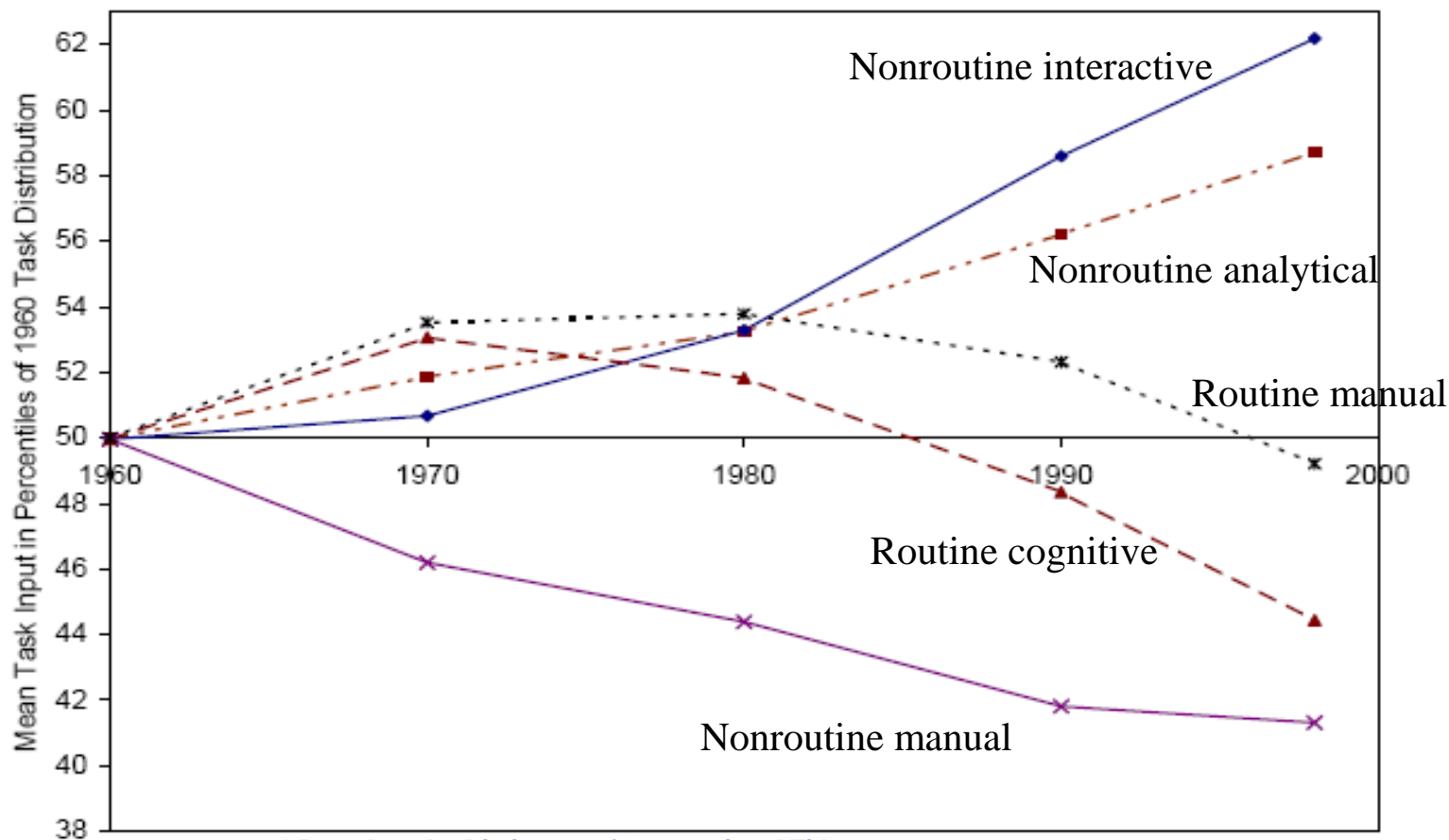
New Economy Need for Creativity and Innovation



“Today in most fields I know, the struggle is about creativity and innovation. There is no script.”

▶ *Robert B. Shapiro*
Former CEO & Chairman
Monsanto Corporation

Workplace Requirements Changes in Skills Used at Work



* Based on the Dictionary of Occupational Titles

Source: Autor, Levy and Murnane, 2003

- Nonroutine analytic
 -◆- Nonroutine interactive
-×- Nonroutine manual
- ▲- Routine cognitive
 -∗- Routine manual

**Workforce development
and
economic development
are
interrelated and interdependent.**

$$Ed = ED$$

Projections

WI Employment Projections

Long Term 2014-2024: Statewide Summary



2024 Projected Employment	2014-2024 Numeric Change	2014-2024 Percent Change
3,450,901	+196,009	6.02%

Total Annual New Jobs	Total Annual Replacements
21,955 22.4%	76,026 77.6%

DWD's Value Portfolio: Skills, Competencies & Credentials



Talent Development Initiatives and Strategies

- Wisconsin Fast Forward & Blueprint for Prosperity Expansion
- Workers with Disabilities & A Better Bottom Line
- New JobCenterofWisconsin.com & Wisconsin Job Service
- Registered & Youth Apprenticeship
- Governor's Council on Workforce Investment

Wisconsin Labor Market Information System



New JobCenterOfWisconsin.com Phase 1 Launch

A promotional banner for JobCenterOfWisconsin.com. At the top, the text "JobCenterOfWisconsin.com" is written in a large, white, bold sans-serif font against a dark blue background. Below this, a hand holds a smartphone displaying the website's mobile interface. The phone screen shows the "JOB CENTER of WISCONSIN" logo, with "JOB" and "CENTER" in blue and "of WISCONSIN" in a smaller blue font. Below the logo are two blue buttons: "Job Seeker" and "Employers", each with a white plus sign icon. To the right of the phone, three diverse individuals are shown: a woman in a military uniform with an American flag patch, a woman in a grey business suit, and a man in a light blue shirt and grey tie wearing a hard hat. The background of the banner shows the Wisconsin State Capitol building at dusk. At the bottom, a dark blue banner contains the text "Where talent & opportunity meet" in white, followed by the "STATE OF WISCONSIN DWD" logo and "Department of Workforce Development" text.

Where talent & opportunity meet



Questions?

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