

The Skilled Trades Gap: Strategies and Solutions

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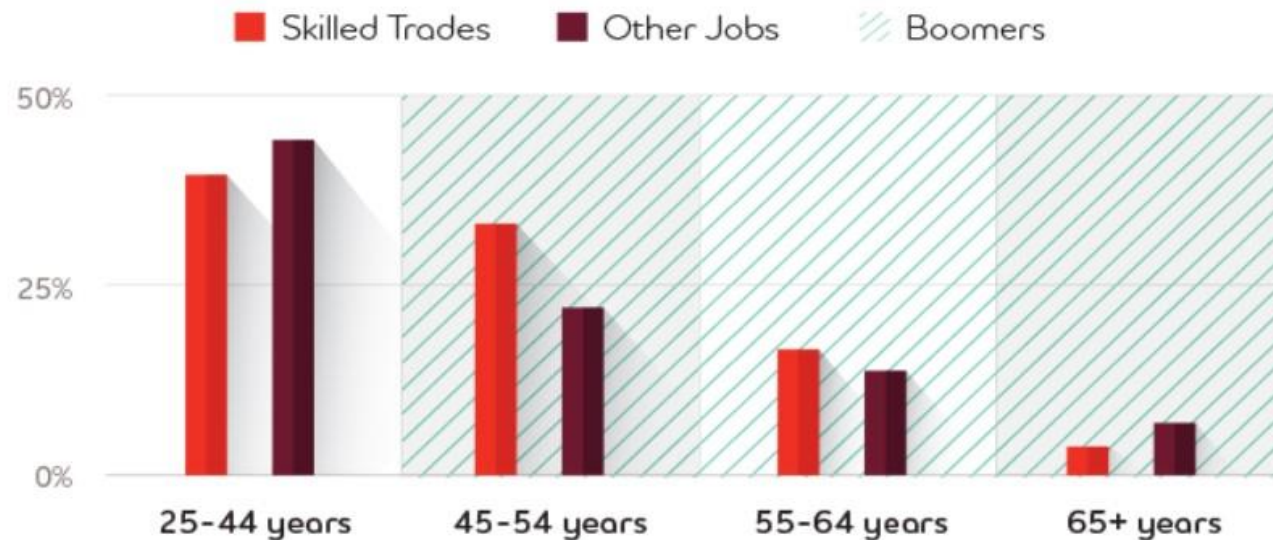
St. Louis Park, MN

Today, 31.2 million Americans between the ages of 18 and 28 feel like they don't have a career path. We all have a role to play in educating people regarding options related careers in the skilled trades.

How are Baby Boomers employed?

Many Boomers have vocational careers and occupy lots of our country's skilled trade jobs. Check out how the ratio of those who work "skilled trades" vs. "other jobs" is reversing (in favor of "other jobs") among younger workers.

Age Breakdown: Skilled Trades vs. All Jobs



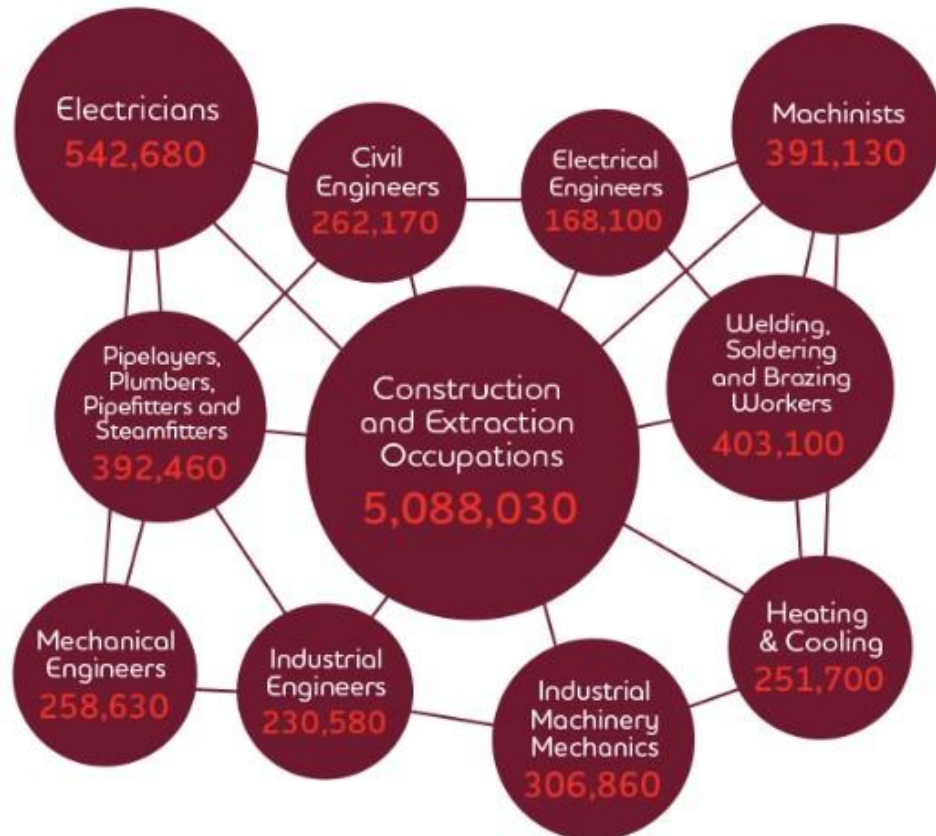
Adecco USA, Vocational Skills: Skilled Trades are in demand as Boomers Retire,
<https://www.adeccousa.com/employers/resources/skilled-trades-in-demand/>

Which positions will be most affected?

Baby Boomers hold a sizable majority of the following positions. It's time to figure out how we're going to fill them.

62%

The percentage of firms struggling to fill important skilled trade positions.



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What will happen if nothing is done?



\$100M+

32% of billion-dollar manufacturers estimate they'll lose over **\$100 million** as Boomers retire over the next five or so years. Ouch!



74%

The percentage of firms that predict a shortfall of qualified skilled trade workers, according to an Associated General Contractors of America (AGC) survey.

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32%

**of skilled trade pros
will retire by 2028**

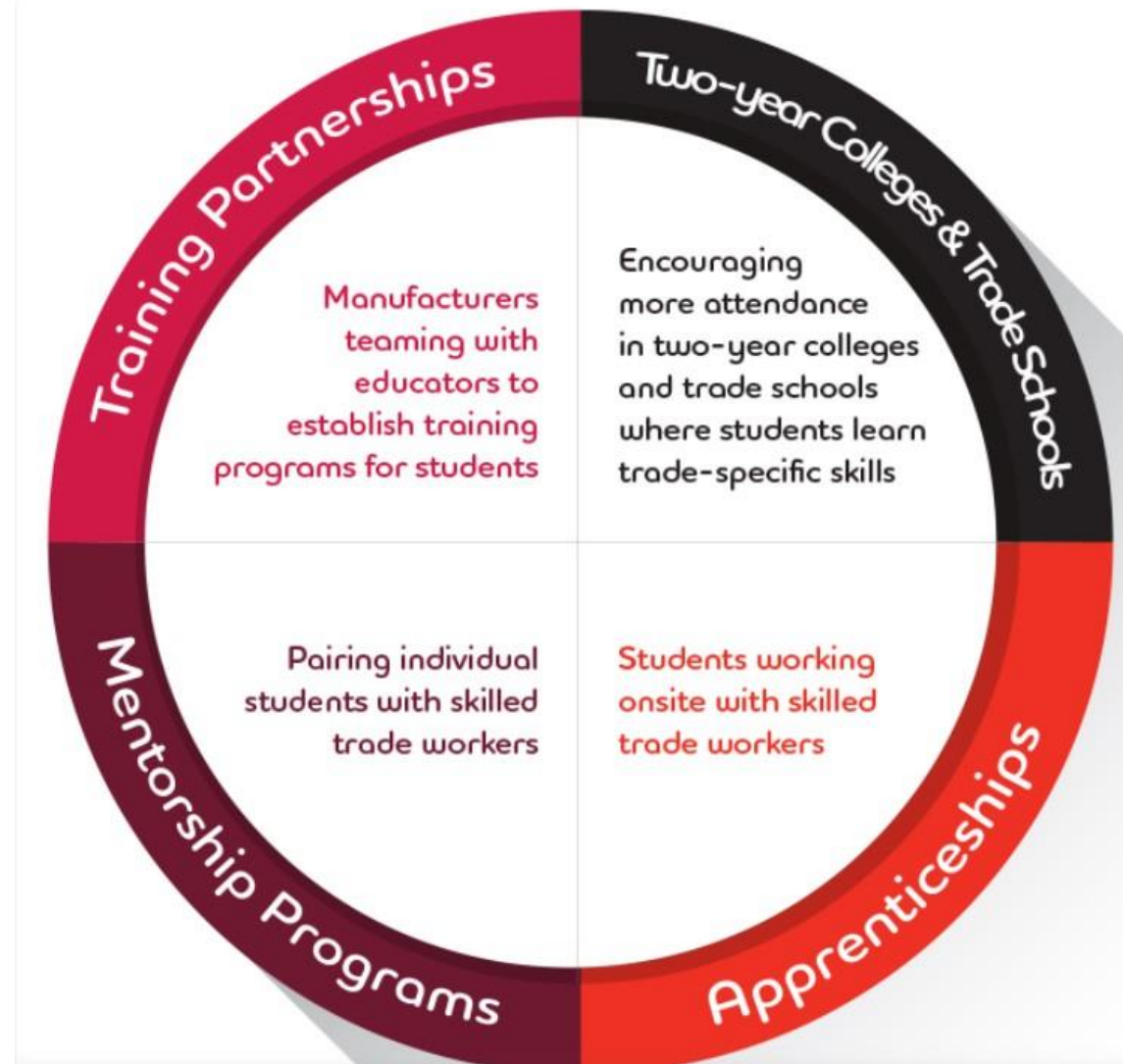
THAT MEANS

3 MILLION JOBS

IN THE SKILLED TRADES WILL BE OPEN OR UNFILLED BY 2028.

Stanley Black and Decker 2022 Maker's Index: <https://www.stanleyblackanddecker.com/social-responsibility/people/makers-index>

What can be done to fill this gap?



Perception and Mythology

- Four-year degree is the path to financial independence and career success
- Return on investment of the four-year college degree is the best
- Skilled Trade Jobs don't pay very well
- Skilled Trades jobs are dirty and physically taxing
- Skilled Trades jobs are for men
- Skilled Trades is a misnomer because they are really for the unskilled
- Manufacturing jobs are all lost to other countries and automation
- People tend to do what they know and are familiar with. If you spend your twelve years of school in a classroom, you tend to choose the classroom

Reality



ENGINEERS

MANUFACTURING

- 157,800** Total Employment
- \$99,040** Median Annual Wage
- 11,700** Job Openings

Education / Experience:

- Bachelor's degree
- No work experience
- No on-the-job training
- 3% have a high school diploma or equivalent
- 47% have a bachelor's degree

Stanley Black and Decker 2022 Maker's Index: <https://www.stanleyblackanddecker.com/social-responsibility/people/makers-index>

Reality

MANUFACTURING PRODUCTION TECHNICIANS

Total Employment: **87,100**

Median Annual Wage: **\$62,990**

Job Openings: **8,800**

EDUCATION / EXPERIENCE:






Associate's degree	23% have a high school diploma or equivalent
No work experience	
No on-the-job training	31% have some college and no degree

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Reality – Georgetown ROI Report

- Georgetown's Center on Education and the Workforce conducted research, producing a report that ranks colleges and universities by return on investment (ROI).
- The colleges' and universities' ROI is determined by their net present value (NPV) at 10, 15, 20, 30, 40 years.
- What is NPV?
 - “The net present value is how much a sum of money in the future is valued today. This metric includes costs, future earnings, and the length of time it would take to invest and earn a certain amount of money over a fixed horizon.” (Carnevale et al., 2019).

How did Dunwoody fare on the Georgetown ROI Report?

- 10-year NPV  • #1 in the state of Minnesota
- 15- year NPV  • #1 in the state of Minnesota
- 20- year NPV  • #2 in the state of Minnesota
- 30- year NPV  • #3 in the state of Minnesota
- 40- year NPV  • #3 in the state of Minnesota

What can city leaders do?

- Use your network of influence
 - Attack the myths and current perception
 - Bolster your knowledge of higher education as an industry
 - Know the different types of colleges, who they serve, their challenges, and their needs
 - Connect colleges with other community stakeholders
 - Language is important
 - Include Engineering and Architecture when discussing the skilled trades
 - High tech, High pay, High demand, High growth potential
 - Get to know the jobs and starting salaries.

Questions and Discussion

DUNWOODY
COLLEGE OF TECHNOLOGY