

RIVER VALLEY SKILLED TRADE EXPO

MARCH 12-13, 2019



CLOSING THE GAP AND BUILDING TOMORROW'S WORKFORCE



WHO WE ARE



MARY WOOD

**Public Affairs
Officer, USDA
Forest Service**



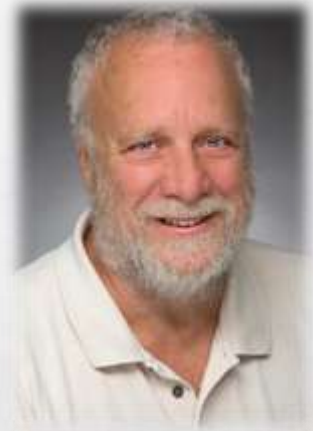
AMY MELICK

**Prevention
Specialist, CSI**



SHERRY SIMPSON

**Librarian, Pope
County Library
System**



BOB HIEGEL

Architect, HTW

WHY SKILLED TRADES?

Retiring Workforce

45 years + = 53% of the skilled trade workforce

5:1-Retirement vs replacement

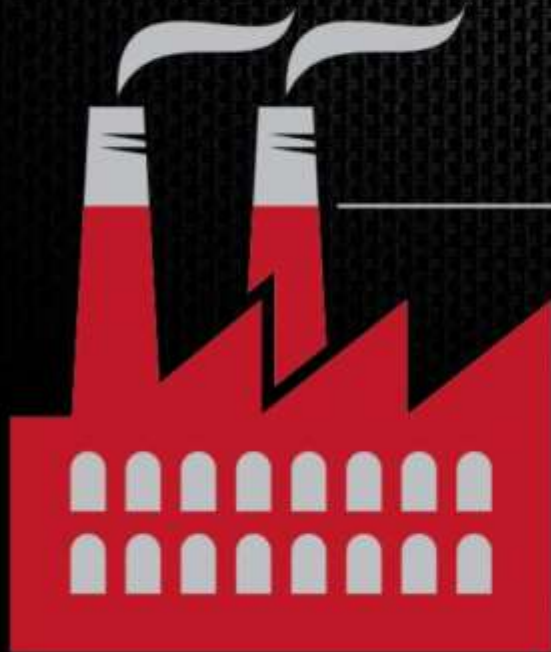
WHY SKILLED TRADES?

Arkansas

70,000 unfilled trades jobs, 82% of manufacturers report difficulties filling vacancies

Skilled labor market makes up a majority of the state's overall workforce.

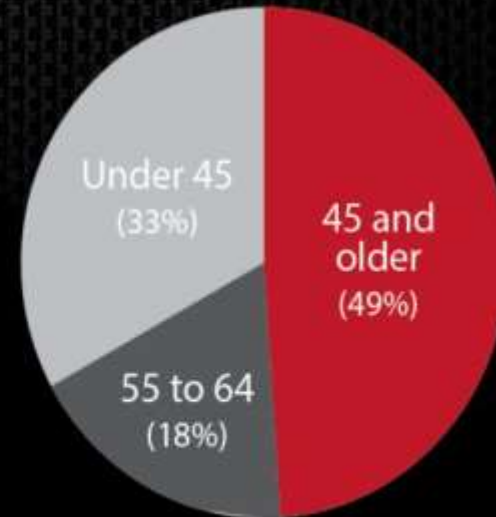
THE **SKILLS GAP** IN ARKANSAS



More than
82%
of manufacturers report a
moderate or serious shortage in
skilled production workers

Source: National Association of Manufacturers

Arkansas Skilled Trade Workers Are Aging Fast
The Gap is Widening



Source: Arkansas State Chamber of Commerce

WHY SKILLED TRADES?

Nationwide

7 million unfilled jobs, the majority of which don't require a four-year degree.

By 2025, 2 million unfilled skilled trades jobs if nothing changes.

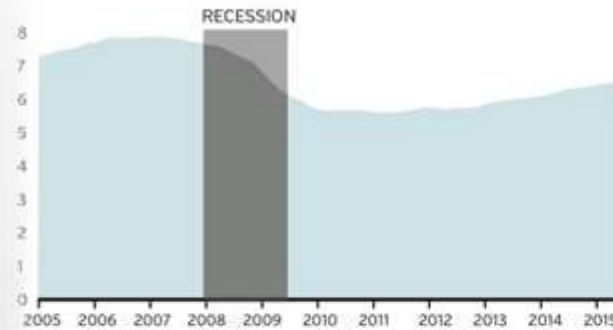
"America is lending money it doesn't have to kids who can't pay it back to train them for jobs that no longer exist. That's nuts."

- Mike Rowe

WHY THE GAP?

- High school trades exposure
- Recession
- Lack of knowledge, interest, preparation
- Stigma associated with trades professions—Pop culture and the “corner office job”
- Family businesses-generational losses

WHAT HAPPENED? JOBS WERE LOST



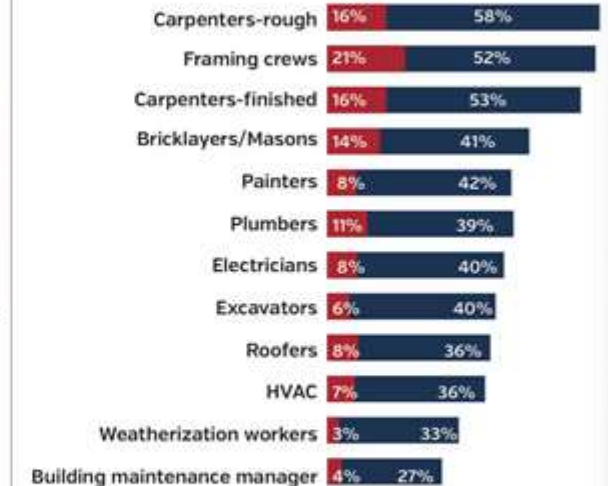
4/06 - 1/11

40%
2.3 M
Jobs Lost

Between April 2006 and January 2011, the construction industry eliminated nearly 2.3 million jobs or 40% of its work force. As of May 2015, the sector was still more than 1.3 million jobs shy of its bubble-era peak.

Source: Wall Street Journal

WHAT'S GOING ON NOW? SKILLED LABOR SHORTAGE



Share of Builders Reporting Subcontractor Shortages

Source: Eye on Housing

IS THE GAP CLOSING?

- Secondary education tuition
- Employer strategies
- Discussions in the home
- Post-graduate employment statistics
- Satisfaction and relevance
- Purpose and growth
- Greater support/exposure
- Incentives, pay and benefits



DAY 1—JUNIOR HIGH (8TH-9TH GRADES)

Career planning/pathways

1235 students, 4 counties, 50 vendors, 16 career clusters represented



RUSSELLVILLE





DAY 2—HIGH SCHOOL (10TH-12TH GRADES)

Internships, apprenticeships, and job opportunities beyond high school.

1275 students, 3 counties, 56 vendors, 19 career clusters represented





WHAT WE DID WELL

- REMAIN PASSIONATE ABOUT THE CAUSE-DON'T LET YOURSELF LOSE STEAM.
- COMMUNICATE EARLY AND OFTEN, AND THEN DO IT SOME MORE.
- START PLANNING EARLY-JULY 2018 INITIAL PLANNING MEETING
- ENGAGE COMMUNITY LEADERS, MEDIA, CIVIC GROUPS, AND ANYONE ELSE THAT WILL LISTEN.



LESSONS LEARNED

- E-MAIL DOESN'T WORK. VISIT PEOPLE IN PERSON. PICK UP THE PHONE.
- GET ON SCHOOL CALENDARS EARLY (SUMMER BEFORE).
- TALK TO ADMINISTRATORS-FIND OUT WHAT THEIR GOALS/NEEDS ARE.
- GET INTO THE SCHOOLS IN THE MONTH LEADING UP TO THE EXPO.
- FIND INDUSTRY PARTNERS THAT ARE WILLING TO BE ON YOUR PLANNING COMMITTEE.
- ASK FOR HELP! PEOPLE REALLY DO LIKE TO SAY YES!
- FIND LEADERSHIP/FACILITATION STRENGTHS OF COMMITTEE MEMBERS.



WHAT'S NEXT?

- MARCH 10-11, 2020—3RD ANNUAL RIVER VALLEY SKILLED TRADE EXPO
- SUSTAINABILITY PLAN
- DEVELOPMENT FOUNDATION/501C STATUS
- SCHOLARSHIPS
- CONTINUE TO GROW BUT NOT OUTGROW-REMAIN DELIBERATE AND FOCUSED
- ELEMENTARY OUTREACH
- LOCAL INDUSTRY AND ACADEMIC CONSORTIUM