Changing Educational Needs for a Changing Workforce?

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Organizational Structure

President’s Office

State Services
VP – Lee Posey

School Improvement
VP – Dale Winkler

Postsecondary, Policy, and Research
VP – TBD

Communications
VP – Beth Day
How We Work
Analyze & Publish

data, research, promising practices

How We Work

SREB
Analyze & Publish
data, research, promising practices

How We Work

Convene & Engage
decision-makers in education, government, business
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Support Action
in states and schools, policy and practice

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SREB

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Changes in the Workforce
Push This Button
Key Factors To Address

• Equity
• Focus on Student Interest AND Aptitudes
• Career Focus
• Blurring the Lines
• Partnerships
What Many Ask:

Will there be enough jobs?

This is the wrong question!
Will there be enough people with the skills to fill new jobs?

This is the correct question.
Automation potential

- At least 30% of work activities in 60% of jobs are automatable
- 5% of jobs are completely automatable
- 23-44% of work activities may be automated by 2030
Declining Low-Skilled Jobs

- A high school diploma or less
- Incomes below the poverty line: $25,750 for a family of four
- Physical and repetitive labor
Push toward Middle-Skill Jobs

More than a high school diploma, less than a bachelor’s degree

Pay mid-level incomes: between $35,000 - $75,000

Projected job growth is 52% between 2014 and 2024
By 2017, 41% of SREB adults had no education beyond high school.

- 21 million had a high school credential and no more
- 6 million had some high school but no credential
- 3 million had less than a 9th grade education
Multi-Generational Cliff
Your parent’s educational attainment

Your educational attainment

Your skill level

Your child’s skill level
Children born to low-skilled adults:

Hear 30 million fewer words by the time they reach kindergarten.

Are 10X more likely to be low-skilled themselves than children born to highly-skilled parents.
If states and industry leaders do not act now, more will be:

- Facing underemployment or unemployment
- Earning incomes below the poverty level
- Dependent on social welfare services
- Unable to help launch the next generation
SREB’s vulnerable workforce

18 million workers and their children could be unemployable
A More Dependent Population

By 2030, for every 53 dependent people in the U.S., there will be 47 working-age adults to provide for them.

<table>
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<th>Year</th>
<th>Under 25</th>
<th>25-64</th>
<th>65+</th>
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<tr>
<td>2030</td>
<td>33.1</td>
<td>47.1</td>
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SREB’s Work in Georgia

• Making Schools Work

• Teams Transforming Teaching Together (4T)
  – Burke County
  – Emmanuel County
  – Jefferson County

• Rural Network partnership with the Georgia Department of Education

• Perkins Needs Assessment
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