

SREB

# 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

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## Convene & Engage

decision-makers in education,  
government, business

## Analyze & Publish

data, research,  
promising practices

## Support Action

in states and schools,  
policy and practice

# How We Work

## Convene & Engage

decision-makers in education,  
government, business







A photograph of an industrial welding environment. Two robotic arms are positioned to weld a metal component. Bright sparks are flying from the point of contact between the welding torch and the metal. The scene is dimly lit, with the primary light source being the intense blue and white light of the welding process. The robotic arms are grey and metallic, with various cables and hoses attached. The background shows other industrial equipment and structures.

# Changes in the Workforce

# Push This Button



# Key Factors To Address

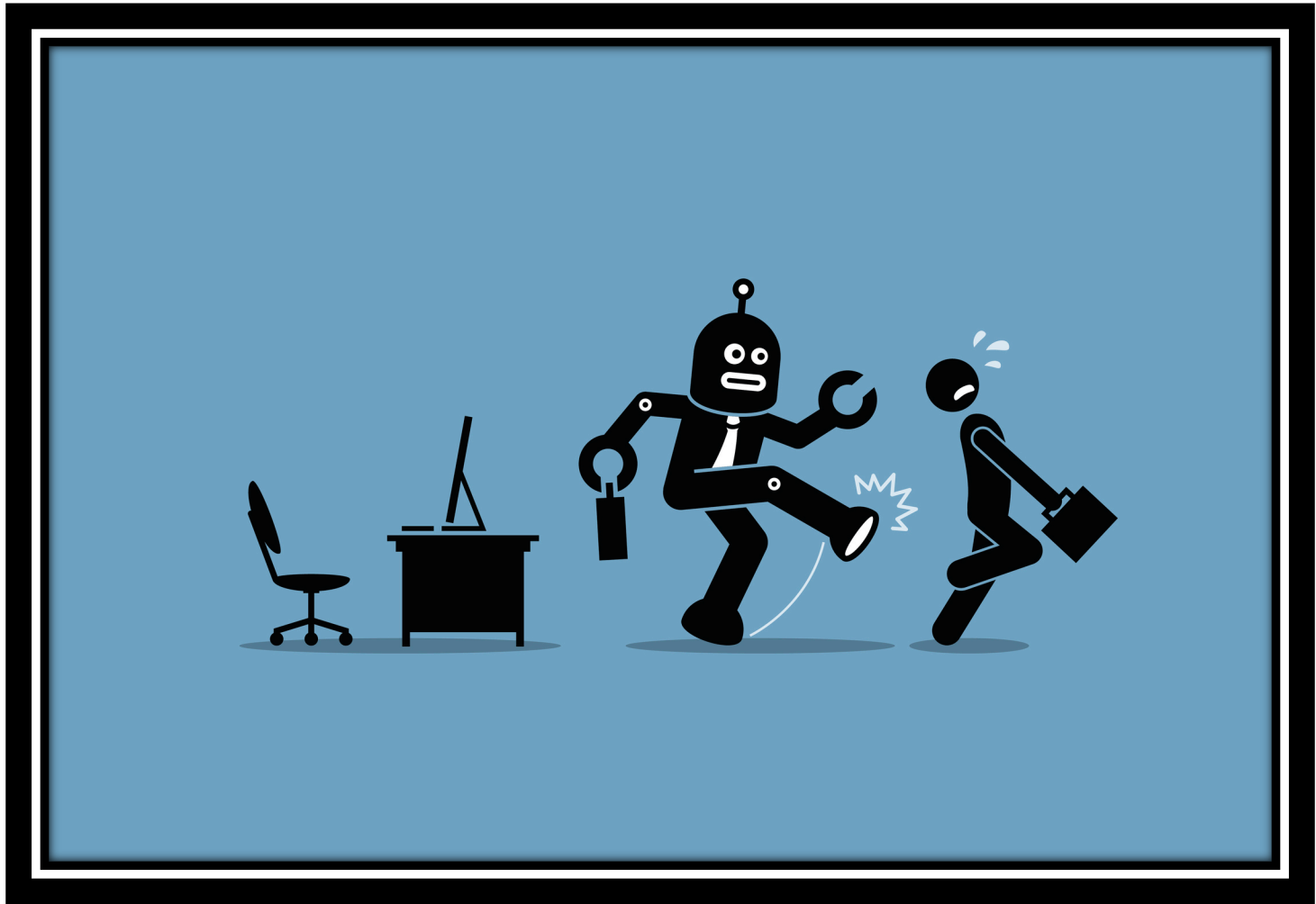
- Equity
- Focus on Student Interest AND Aptitudes
- Career Focus
- Blurring the Lines
- Partnerships



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



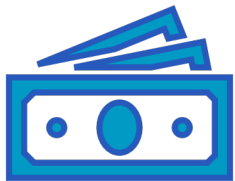
Physical and repetitive labor



# Push toward Middle-Skill Jobs



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

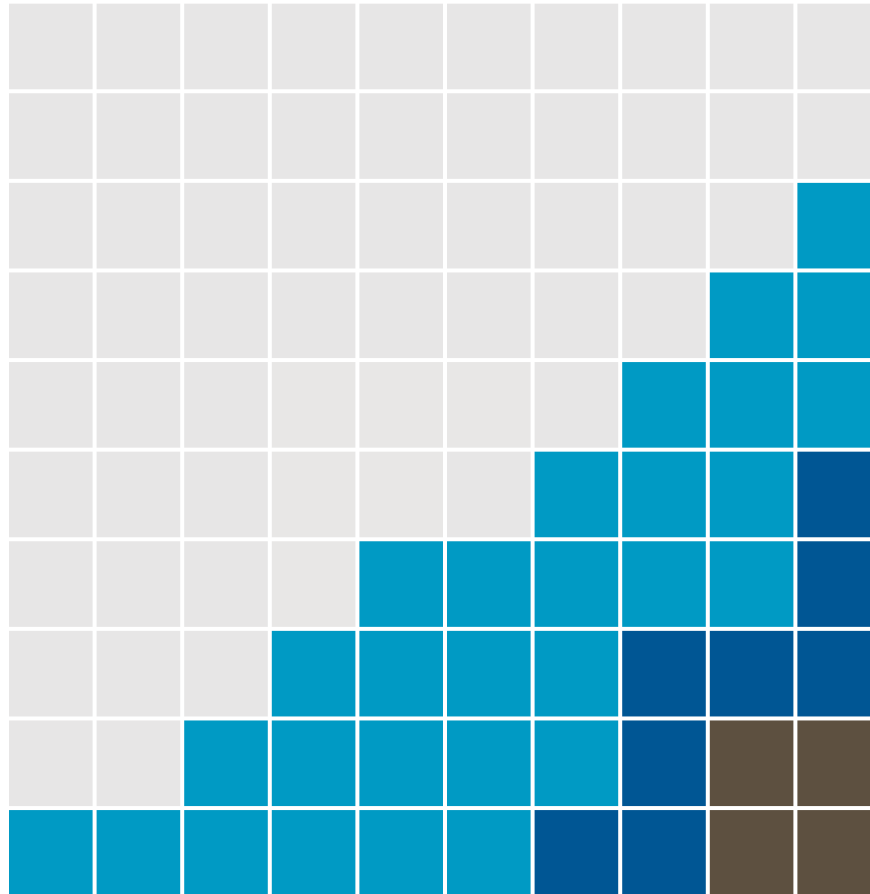


Pay mid-level incomes:  
between \$35,000 - \$75,000



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**

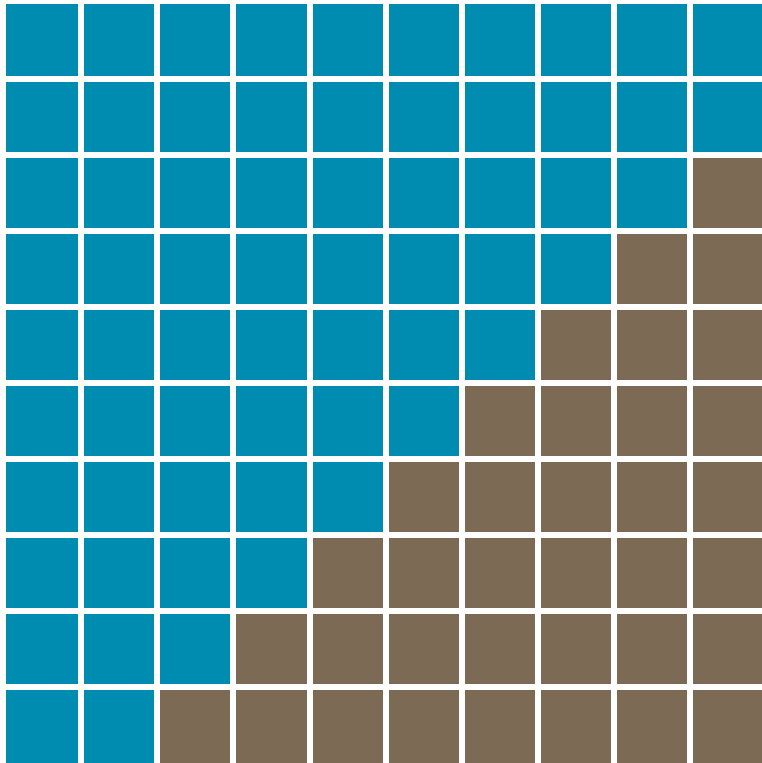
by the time they reach kindergarten

**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



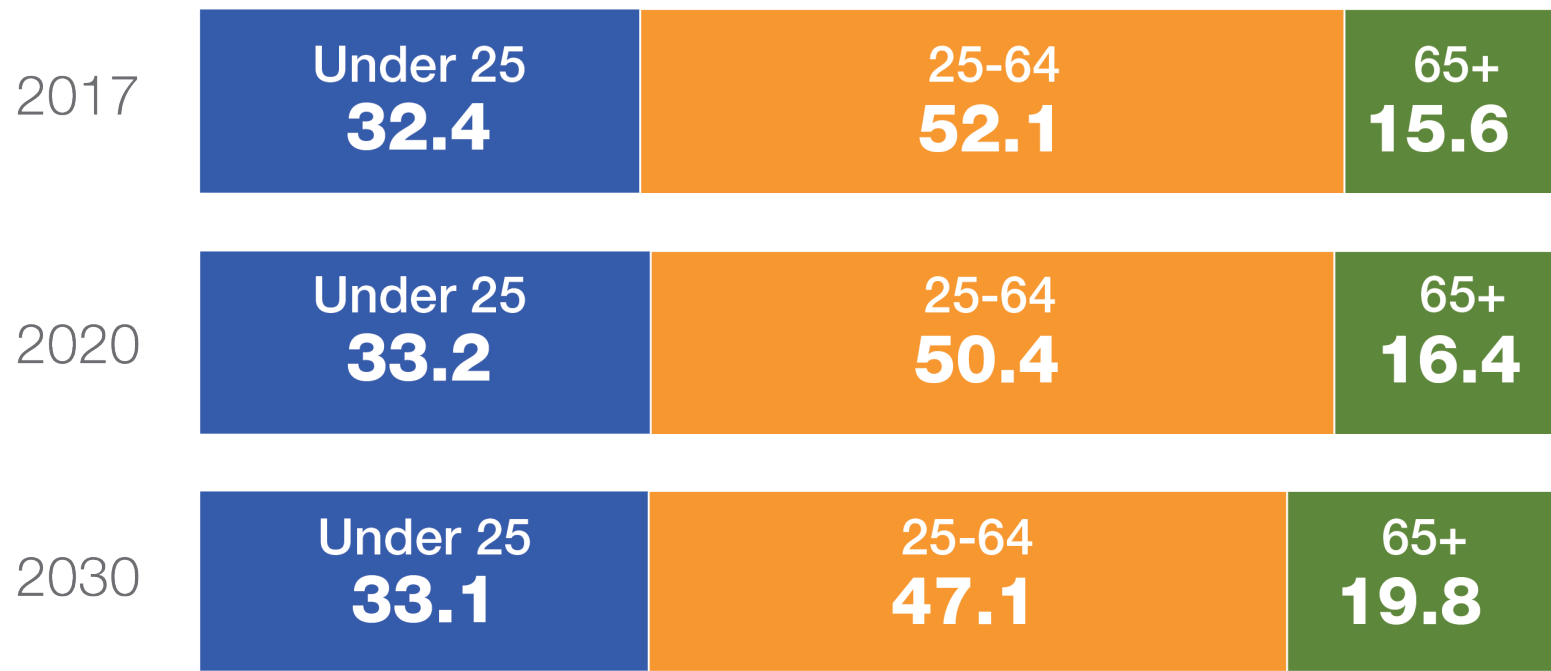
18 million  
workers and  
their children  
could be  
unemployable

# Fact Book

on Higher Education

## 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.





# 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

# SREB

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