



Where Larimer County Comes to Work!

Workforce Trends

Observations from the
Larimer County Workforce Center

SEPTEMBER

12

A structural shortage of qualified workers is creating a zero-sum labor market that is forcing communities to steal talent from each other in order to survive and grow.

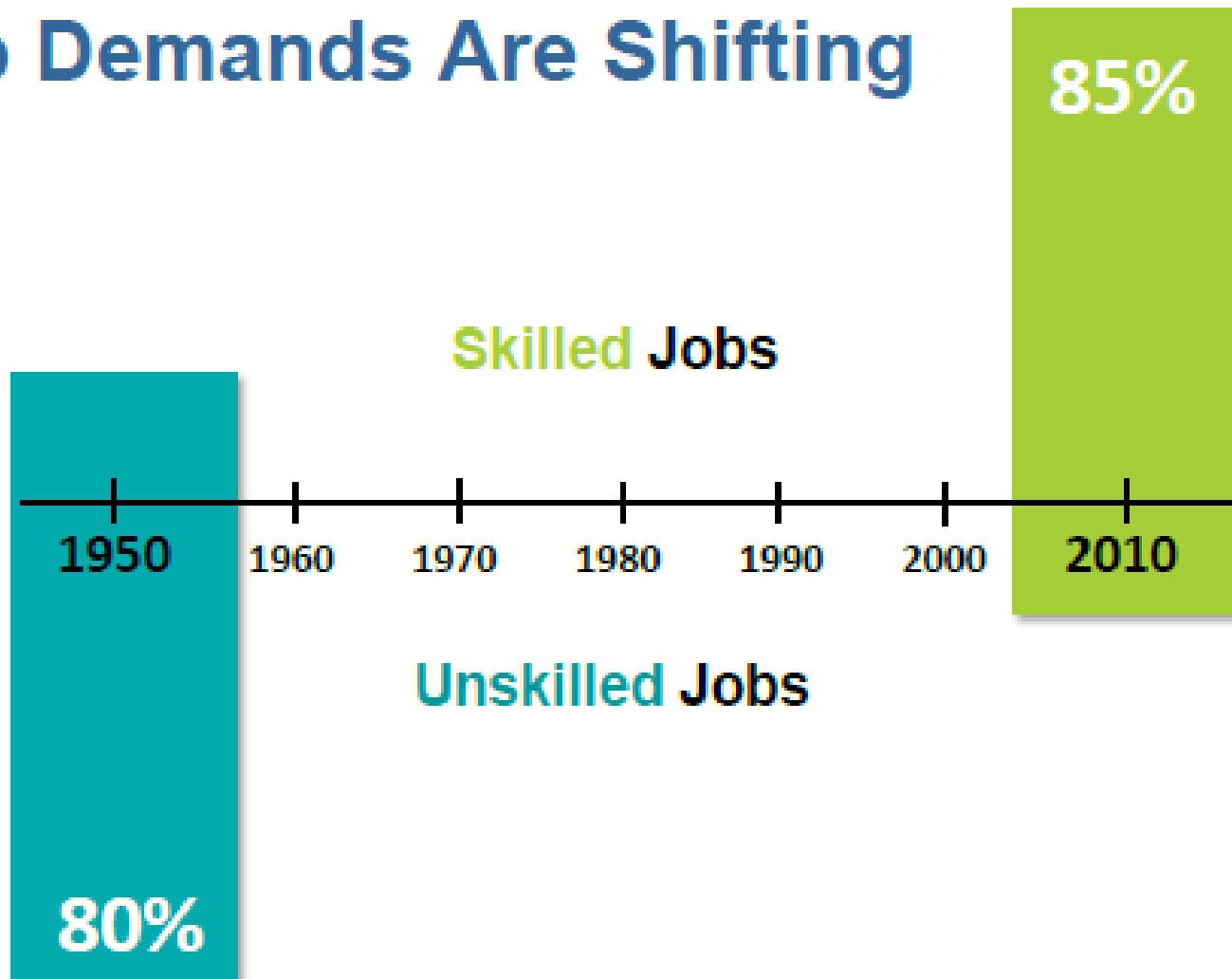
If you don't have the people, you're out of the game.



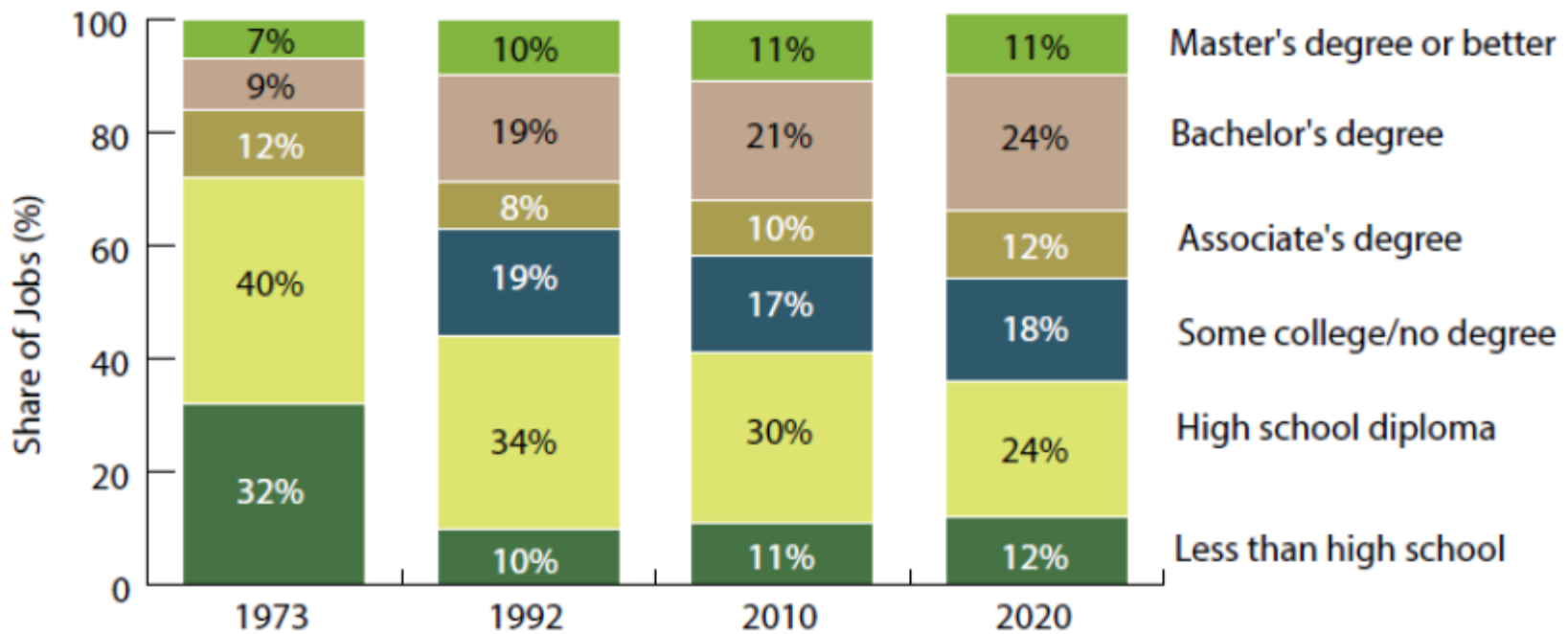
What made the college freshman class of 2012 unique in history?



Job Demands Are Shifting



By 2020, Nearly 2 out of every 3 U.S. jobs will require some postsecondary education and training



Source: Career and Technical Education: Five Ways That Pay, September 2012

Changing Education Trends

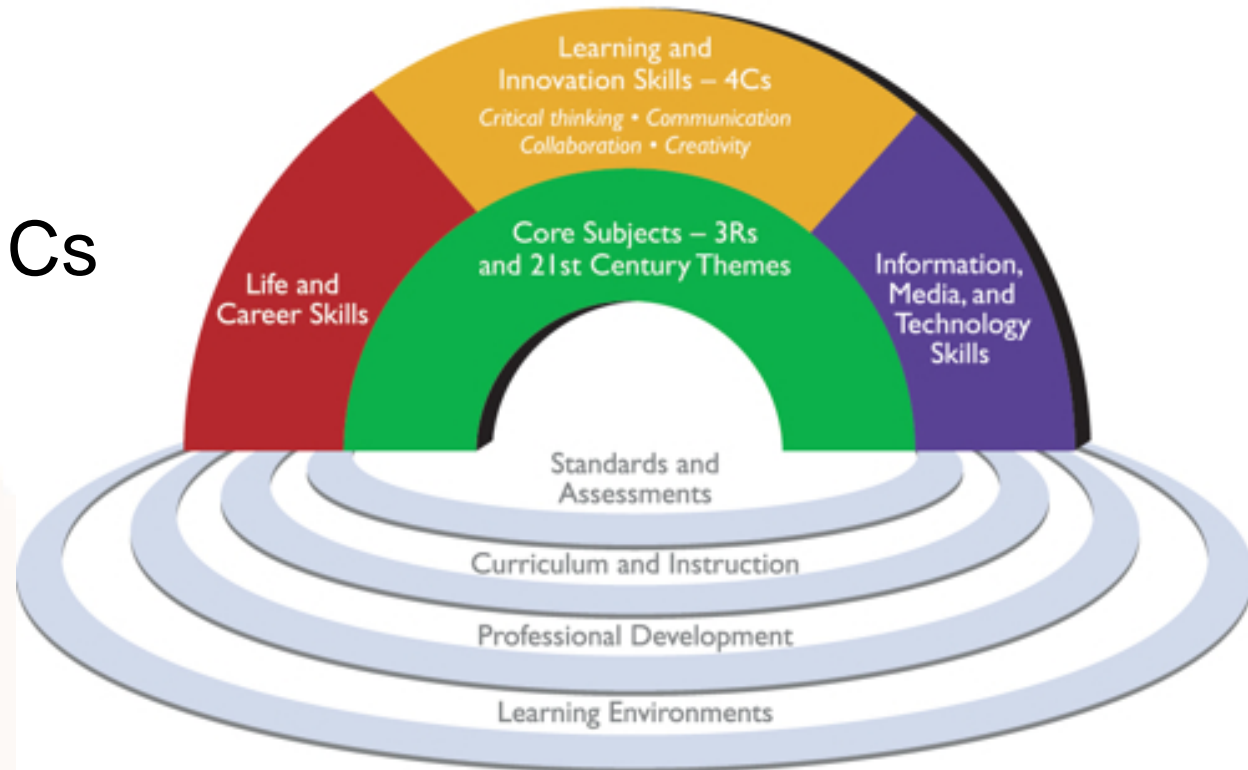
Say good-bye to the 3 Rs

- Reading
- Writing
- Arithmetic

Welcome in the 7 Cs

- Creativity
- Collaboration
- Communication
- Critical Thinking
- Computing
- Career Self-Reliance
- Cross-Cultural Understanding

21st Century Student Outcomes and Support Systems



“Our Nation is at risk. Our once unchallenged preeminence in commerce, industry, science, and technological innovation is being overtaken by competitors throughout the world.”

Workforce Needs vs. Realities

- **Workforce needs have changed** and will continue to change on a global basis
- There are both **worker shortages as well as skills gaps** that must be addressed in the U.S.
- Over **61%** of U.S. employers say it is difficult to find qualified workers to fill their vacancies
- The economic impacts are severe and represent a fundamental issue that must be addressed at all levels

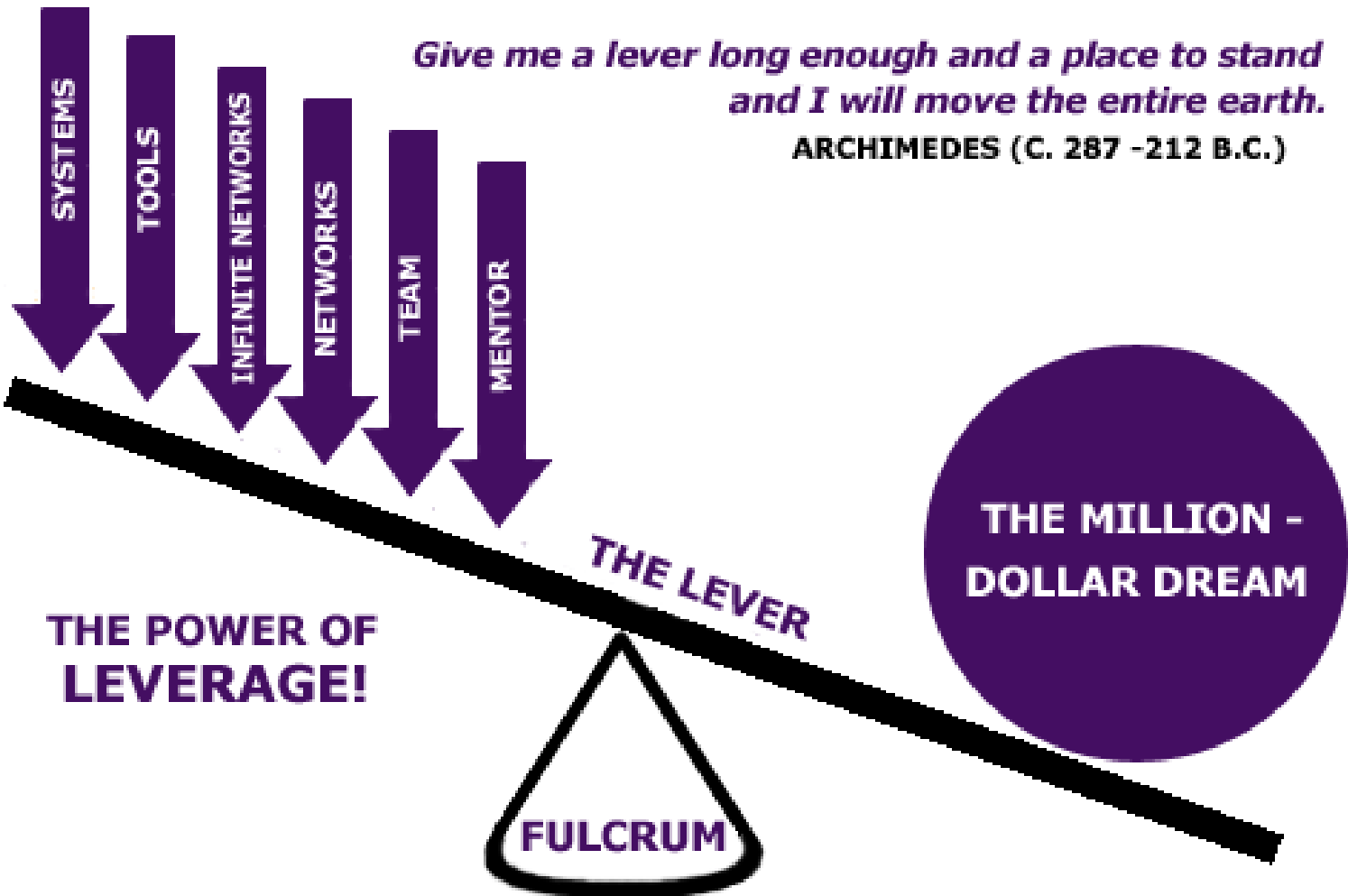
It's time to think a little differently

7H15 M3554G3 53RV35 7O PR0V3 H0W 0UR
M1ND5 C4N D0 4M4Z1NG 7H1NG5!
1MPR3551V3 7H1NG5! 1N 7H3 B3G1NN1NG 17
WA5 H4RD BU7 N0W, 0N 7H15 LIN3 Y0UR M1ND
1S R34D1NG 17 4U70M471C4LLY W17H0U7
3V3N 7H1NK1NG 4B0UT 17, B3 PR0UD! 0NLY
C3R711N P30PL3 C4N R3AD 7H15!

Leverage!

*Give me a lever long enough and a place to stand
and I will move the entire earth.*

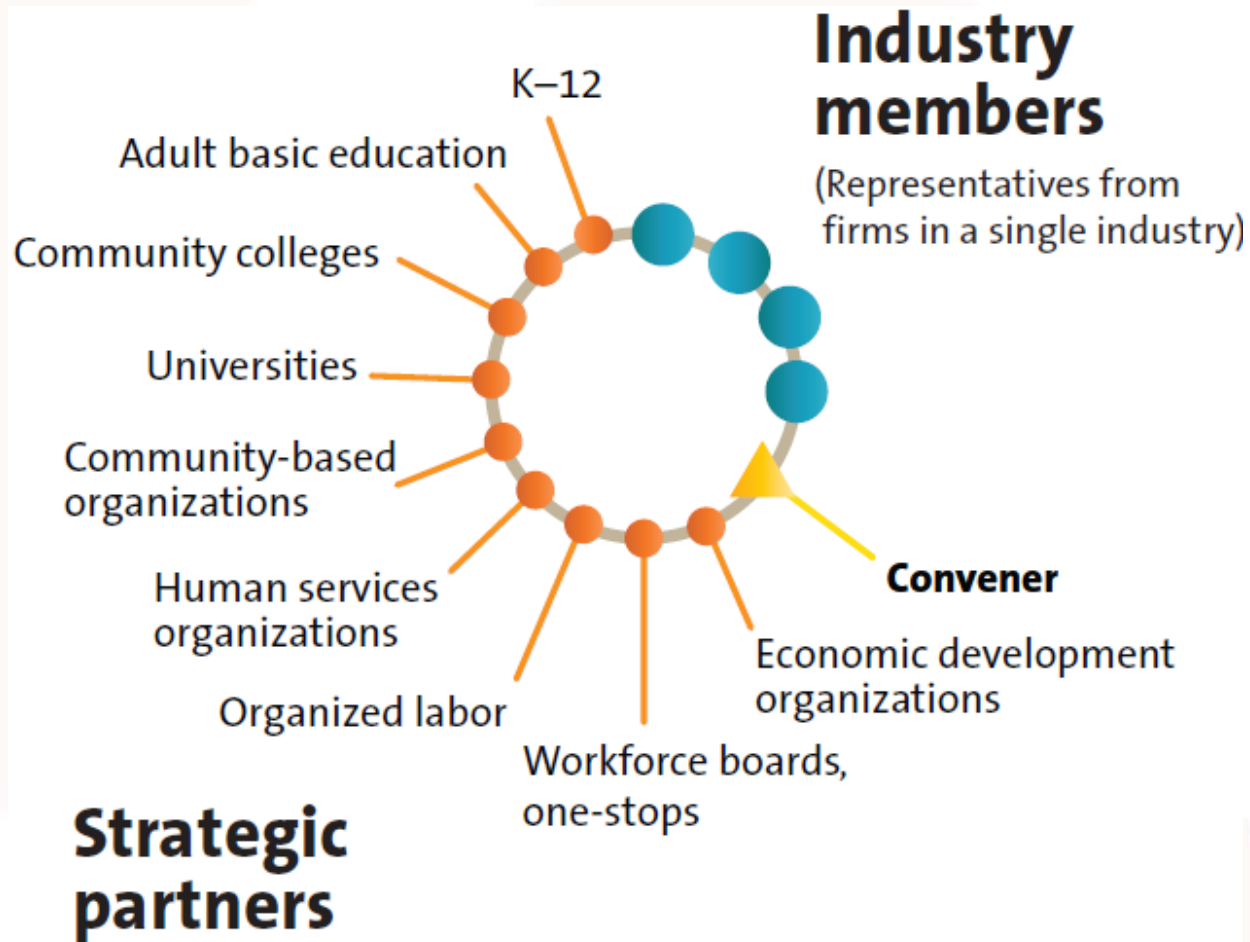
ARCHIMEDES (C. 287 -212 B.C.)



Working together to address workforce shortages / skills gaps



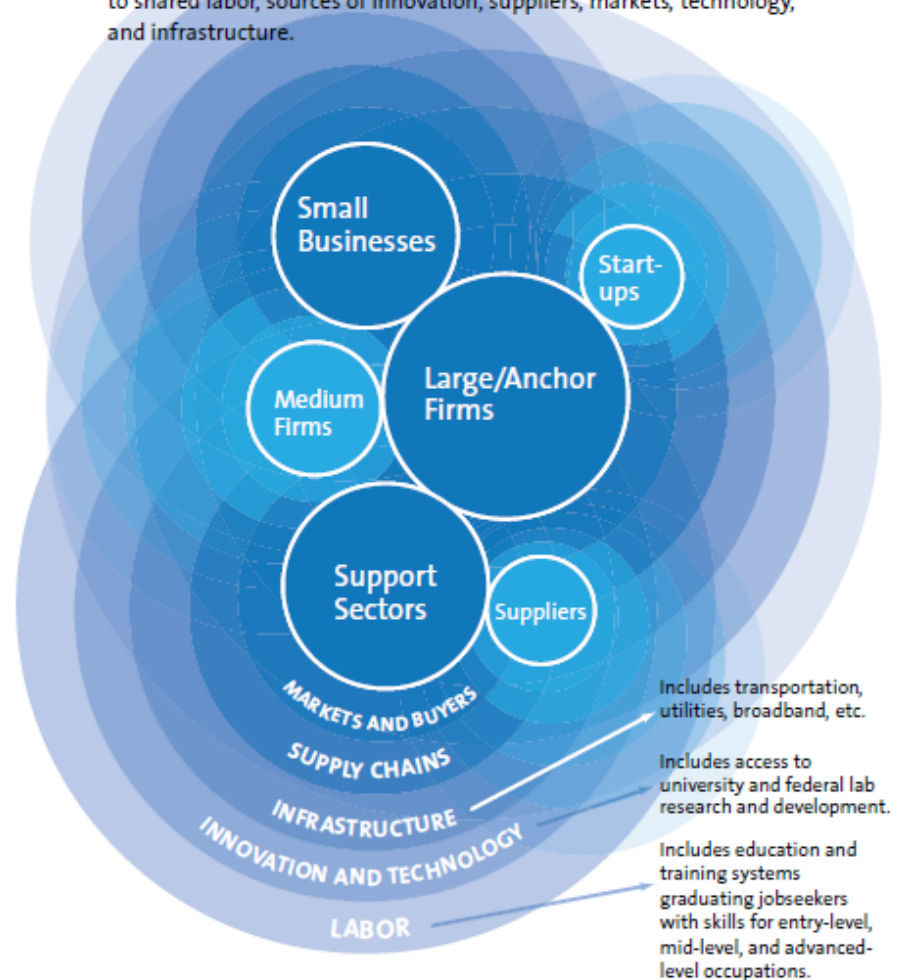
Sector Partnerships



Sector partnerships leverage the business infrastructure from existing clusters.

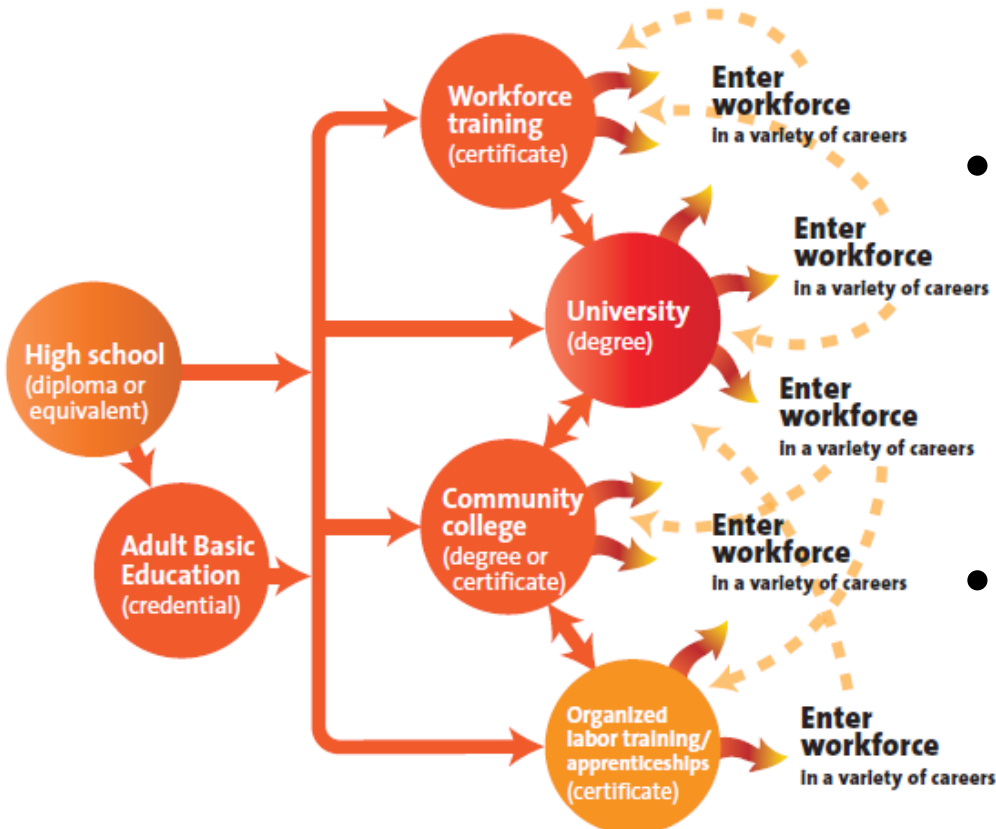
Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology, and infrastructure.



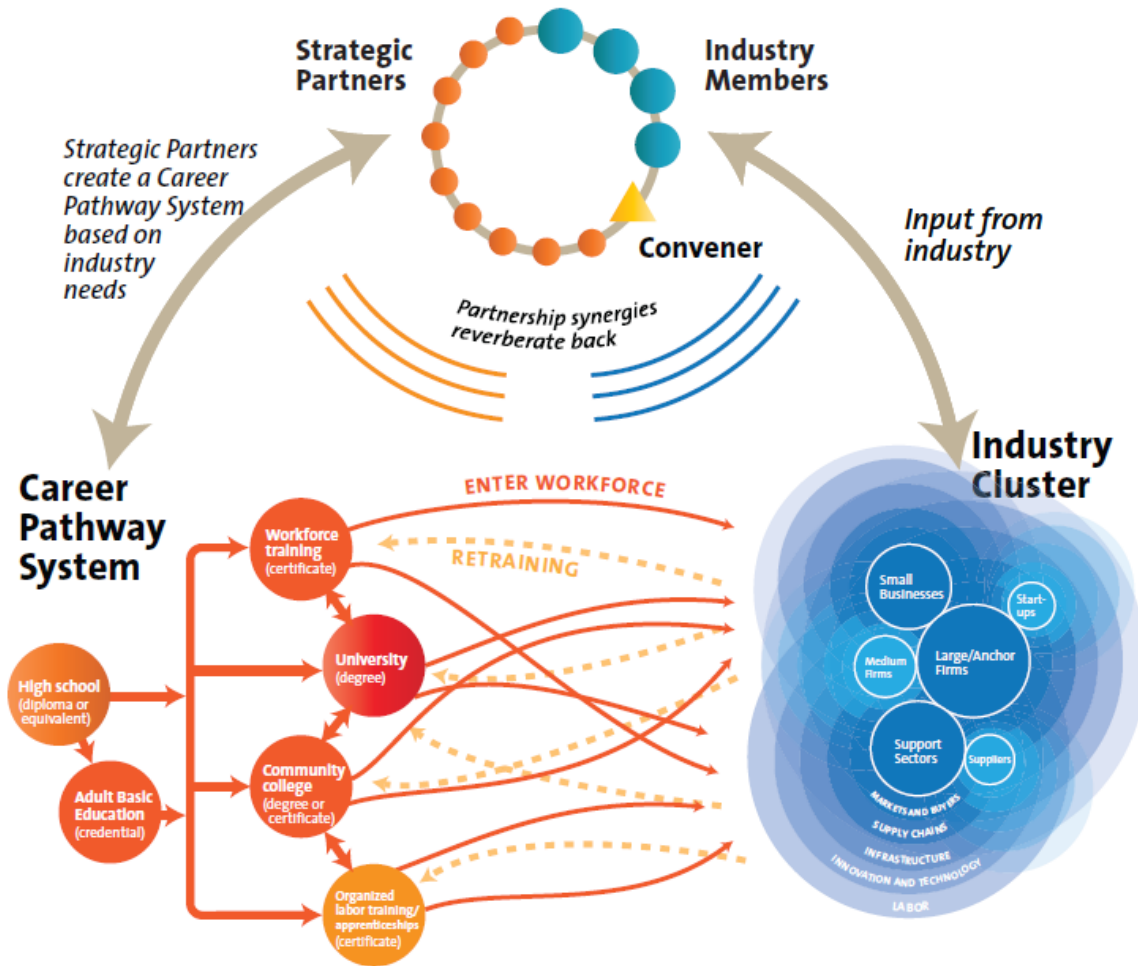
Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



- Professional development is changing.
- Industry recognized credentials and certificates are becoming increasingly popular.
- There is more movement in and out of the workforce.

Sector Partnership



Workers graduate with industry-approved credentials that get them hired.

Finding Employment in the 21st Century

- **Hypercompetitive:** Productivity in 30-90 days
- Certificates, **industry recognized credentials** are more important than ever
- Job searching has changed: **Personal brand**, modern resume, social networking
- Life long learning is a must. You will be in **school for the rest of your life**
- **1099** workers are more important than ever

Employers' side is just as hard

- **Hypercompetitive:** The global fight for talent
- Education is fine, but **can you do the job?**
- **Healthcare** continues to add uncertainty
- **Talent searching** has changed: cultural fit, computerized resume scans, social network
- Life long learning is a must. You will be in **school for the rest of your life**
- **1099** workers are more important than ever

www.larimerworkforce.org



Business Services Team

- Employee recruitment
- Professional development
- Job fairs
- Intern placement
- Job training grants
- Assessment proctoring
- Workshops
- Interview rooms



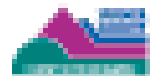


Larimer County Workforce Center Presents:

WORKFORCE SYMPOSIUM 2013

September 11, 2013

larimerworkforce.org/business





Where Larimer County Comes to Work!

Thank you

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