Good Jobs for All Americans
A Focus on Rural and Mid-Career Workers

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#WeTheStates
The National Governors Association

What We Do
Through NGA, governors identify priority issues and deal with matters of public policy and governance at the state, national and global levels. Our research arm, NGA Solutions, helps in developing and implementing innovative solutions to public policy challenges.

About NGA
Founded in 1908, the National Governors Association is the voice of the nation’s governors. The association’s members are the governors of the 55 states, territories and commonwealths.
KEY FACTORS
What are the major factors impacting state economies and labor markets?

GOVERNOR ACTIONS
How are governors taking action to prepare their states for the future?
Understand the Key Trends

Technological Transformation

• New technology increases productivity
• Automation of jobs and tasks
• Change in how people connect to work
Demographic Shifts

• By 2030, it is projected that 1 in every 5 American residents will be of retirement age.

• Employment of persons aged 65+ has risen from 12% of the population in the 1990s to over 18% in 2015.
A Tightening Labor Market

• Very low national unemployment rate
• New emphasis on engaging previously underserved and lower skilled populations
Who’s in Danger?

“It still feels like the Great Recession in parts of Rural Georgia. Businesses are closing. Opportunities are drying up. People are losing faith.” -- Governor Kemp, Georgia

“We’re going to cherish our rural and small-town way of life – and we’re going to make sure that rural Kansans can get the support they need to thrive.” – Governor Kelly, Kansas

“Our focus on future labor has to also be supplemented by investing in present workers. We need to... reskill mid-career workers who are most vulnerable to rapid change in a changing economy.” – Governor Bullock, Montana

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Three Core Strategies
Future of Jobs in the U.S. through 2022

Average reskilling needs (share of workforce)

- Less than 1 month .......... 13%
- 1 to 3 months ............... 14%
- 3 to 5 months ............. 10%
- 6 to 12 months .......... 8%
- Over 1 year ............ 9%
- No reskilling needed ......... 46%

Private-Sector Organizations with More than $100 Million in Annual Revenue That View the Skills Gap as a Top-10 Priority, Percentage of Respondents

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Expand access to continuous learning
Promote seamless job transitions
Provide holistic support for midcareer workers
Figure 1. Share of U.S. Workers with an Occupational License

Note: Estimates for 1950-2008 are for workers with state licenses; estimates for 2015 include state, federal and local licenses.

Source: The Council of State Governments (1952); Greene (1969); Kleiner (2006); and Kleiner and Krueger (2013), Westat data; Bureau of Labor Statistics (2015);
Change in Rural and Urban Population Size: 1910-2010

Employment: Percent Change from Preceding Period

- Metropolitan Employment
- Nonmetropolitan Employment
Build digital infrastructure and partnerships with anchor institutions

Integrate rural economic and workforce development

Create networks that support communities and individuals
Montana Perspective
A Focus on Rural and Mid-Career Workers

Scott Eychner, Administrator of Workforce Services, Montana Department of Labor & Industry

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Quick Overview of Montana

• State economy continues to grow
• Total Labor Force Participation rate is 62.3%
• Prime-age LFP is 83.4%
• Unemployment is 3.3%
• 6th in 10-yr avg annual wage growth (2.7%)
• 14th fastest population growth
• 3rd in % over 25 with HS/GED
• 65% have some post-secondary education
• Small urban but mostly rural and frontier
What we know:

• Most at risk in the workforce of today and tomorrow are those who lack strong technical training, 2 or 4-year degrees, or job-specific credentials
• Lots, so....pretty picture
The Efforts

• Catch the 40%
• Integrate Work-Based Learning into career and technical education programs
• Expand apprenticeships
• Partner with Post-Sec Educ to reengage those who didn’t make it the first time
• Support sector work and local communities
• More non-credit options
• Credential tracking
Governor Bullock’s commitment to and prioritization of workforce development, economic prosperity, and education keeps the work moving.
Thank you

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