

Good Jobs for All Americans

A Focus on Rural and Mid-Career Workers

Kimberly C. Hauge, Senior Policy Analyst, Economic Opportunity
Tuesday, September 29, 2019

#WeTheStates



The National Governors Association



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.

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.



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?



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**



#WeTheStates

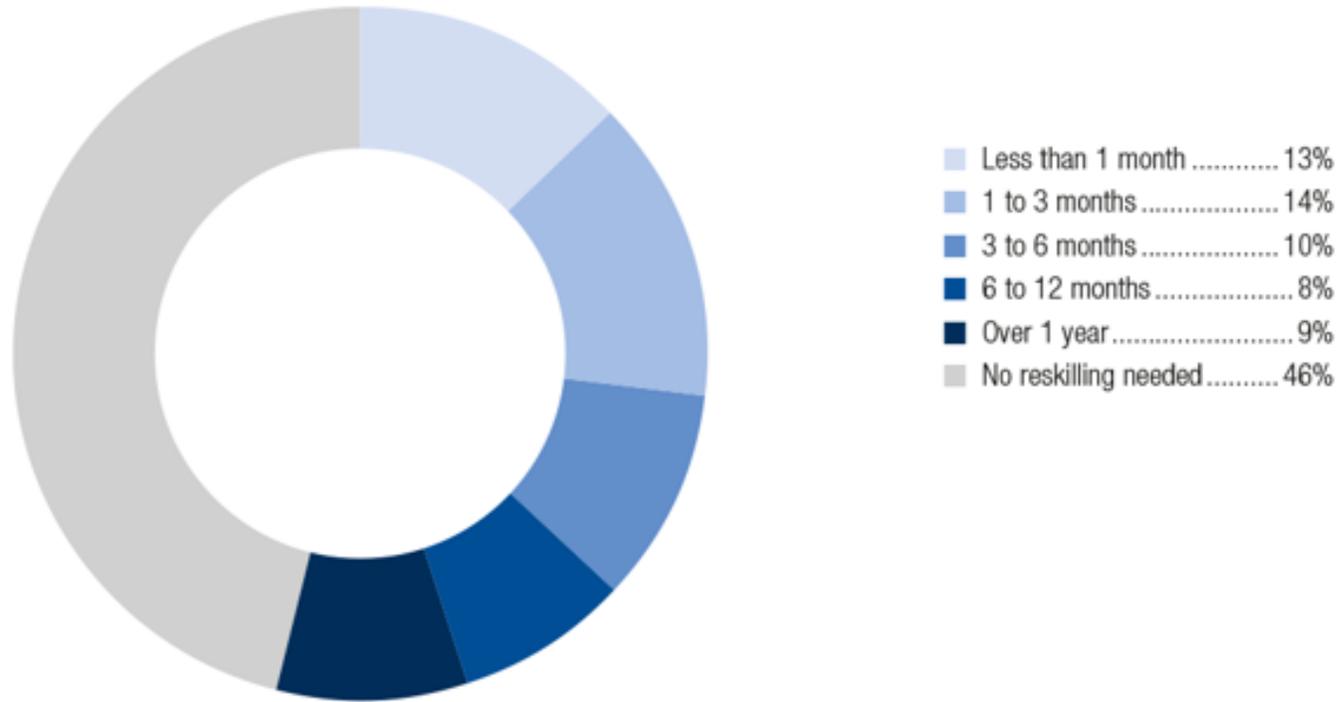
Three Core Strategies





Future of Jobs in the U.S. through 2022

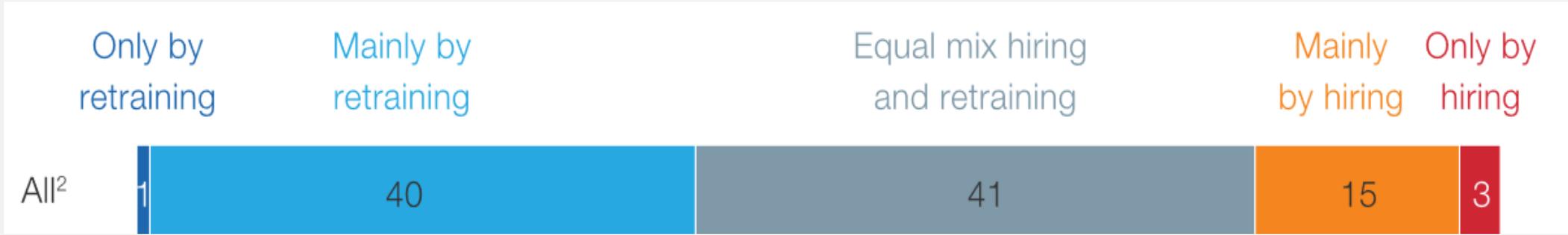
Average reskilling needs *(share of workforce)*



Source: Weforum Report (reports.weforum.org/future-of-jobs-2018/united-states/)



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



Source: McKinsey @ Company, <https://www.mckinsey.com/featured-insights/future-of-work/retraining-and-reskilling-workers-in-the-age-of-automation>)



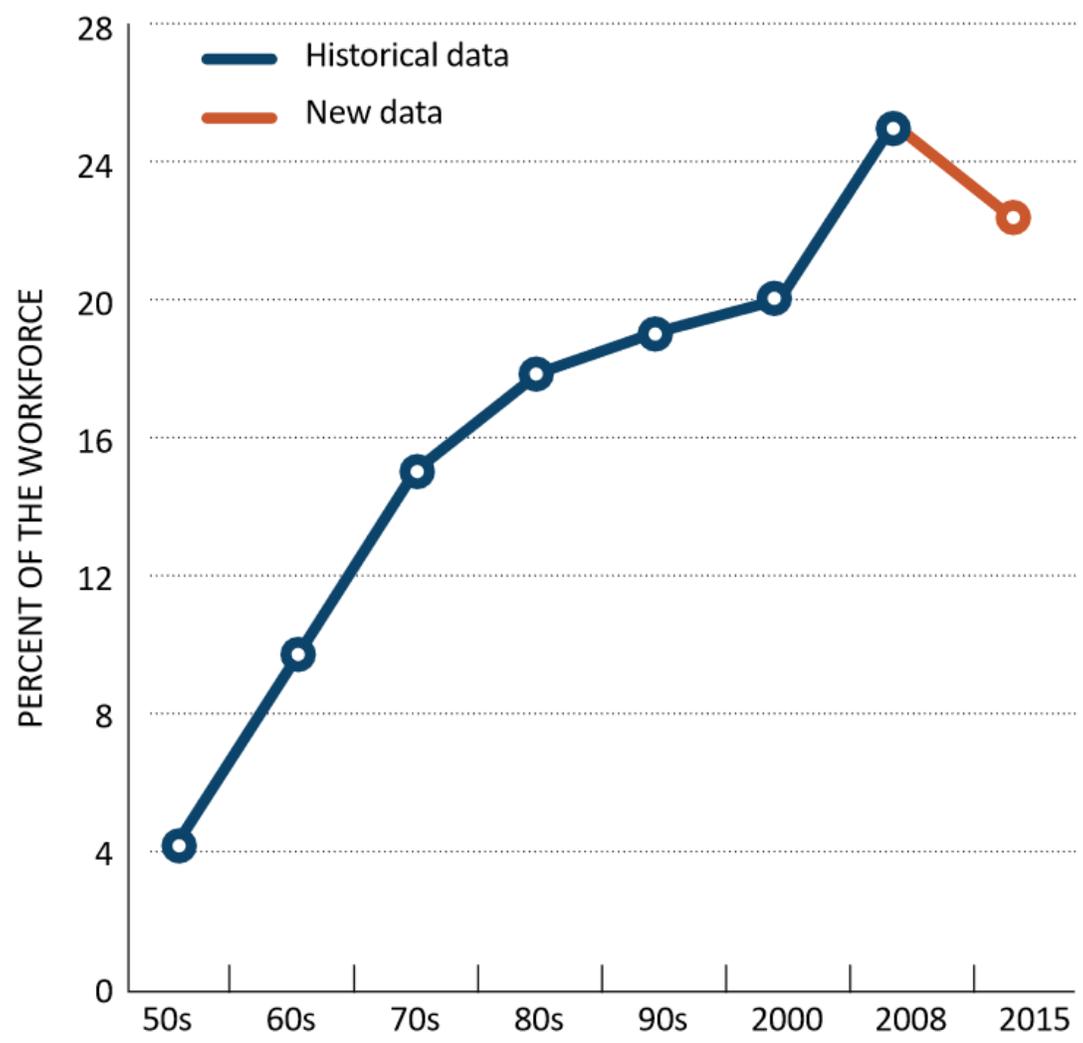
Expand access to continuous learning

Promote seamless job transitions

Provide holistic support for midcareer workers



Figure 1. Share of U.S. Workers with an Occupational License

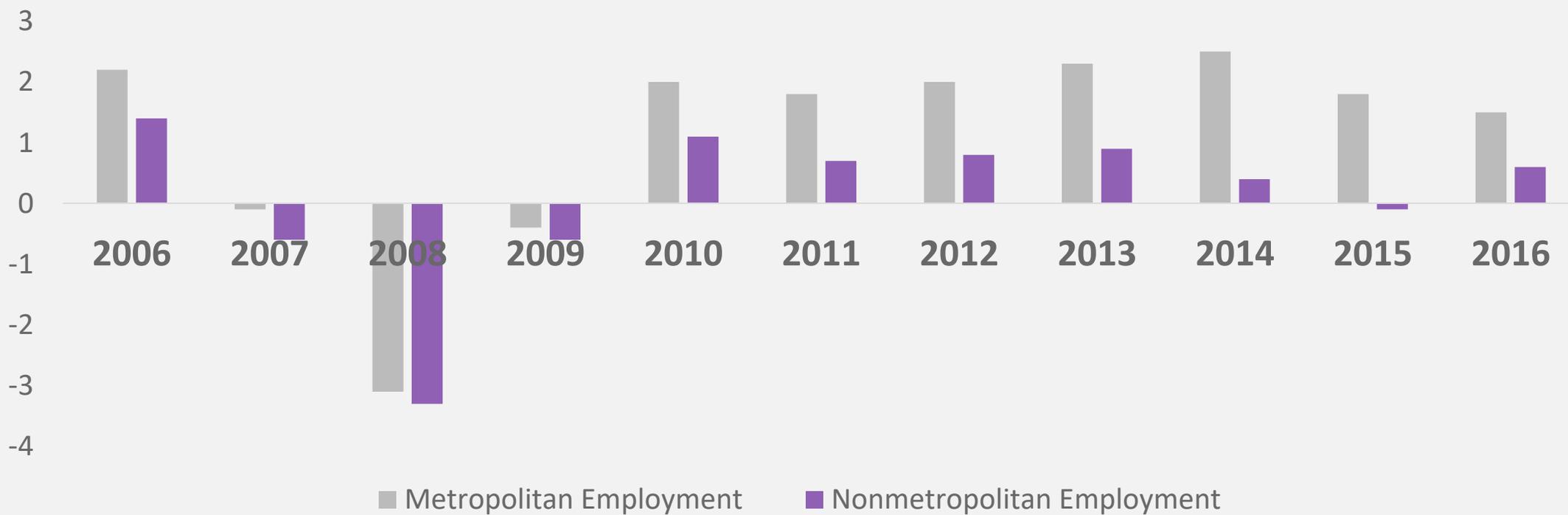


Note: Estimates for 1950-2008 are for workers with state licenses; estimates for 2015 include state, federal and local licenses.

Source: *The Council of State Governments (1952); Greene (1969); Kleiner (2006); and Kleiner and Krueger (2013), Westat data; Bureau of Labor Statistics (2015);*



Employment: Percent Change from Preceding Period





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

#WeTheStates





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



The Problem

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



The Challenges

- 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



Statewide Leadership Matters

Governor Bullock's commitment to and prioritization of workforce development, economic prosperity, and education keeps the work moving.



Thank you



Scott Eychner
MT Dept of Labor & Industry
406-444-2648
seychner@mt.gov

NGA.org/GoodJobs

Contact: Kimberly Hauge;
khaug@nga.org

