THE DIRECTION OF VET POLICY REFORM:
• Addressing the high school dropout problem
• Up-skilling the domestic workforce
• Managing and assessing talent in sectors
• Recognizing the stockpiling of credentials (supply-side)
• Favoring employer-led skills utilization (demand-side)
• Facing the reality of declines in public funding
• Adopting a business model of accountability
• Aligning workforce & economic development efforts

A National Crisis in Youth Transitions

The PISA Study
(Program for International Student Assessments that measures academic progress of 15-year-olds in 57 countries)

The 2006 results showed American students in the 30 OECD countries ranked:
21st out of 30 in Science
and
25th out of 30 in Math
VET in the State of Georgia

- Chronically underemployed and unemployed (via the public-sector federal WIA)
- Postsecondary students preparing for technical careers (via the state technical college system and some proprietary schools)
- Incumbent workers retraining for continuous improvement or new process and equipment upgrades (via QuickStart™ economic development offices run by the state technical college system)

VET SECTORS

VET centers ally with governmental workforce and economic development departments, employers and community-based organizations, to jointly solve the challenges of employability within identifiable regions of the state. About 41 percent of all Georgia’s technical college students in FY 2009 were enrolled in training for jobs in one of the strategic industries named by the governor that are identified as high demand sectors.

Skill Ecosystems

“Replacing a traditional focus on training provision with a conception of workforce development, and understanding skill formation in the context of skill ecosystems rather than simply focusing on aggregate level skill shortages, [this] allows networks to develop constructive and sustainable responses to skill formation challenges” (Hall & Lansbury, 2006, p. 588).

The State Model for Workforce and Economic Development

- **Identify strategic industries by region** that will heighten competitive advantage and sector growth.
- **Utilize the educational assets of a region** to facilitate business development and resident upskilling.
- **Implement a credentialing system** to assess both individual and community skill levels.
- **Conduct job profiling** to enable employers to use scientific means to make sound hiring and promotional decisions.

Skill Sectors in Georgia

- Aerospace
- Energy
- Bioscience
- Logistics
- Advanced Manufacturing
Life Sciences (Biotech) Sector in GA

- Annual economic impact of $17.3 billion
- 62,000 direct and indirect jobs (average salary is 63K)
- +340 life sciences companies
- +$8 billion in annual sales
- +400 marketed products; 300 in development
- Global Health Centers for the US Centers for Disease Control, CARE International, American Cancer Society, Arthritis Foundation, American Red Cross, among others.

Source: Georgia Bio ™ Factsheet

Jobs in Decline with Retraining Options

<table>
<thead>
<tr>
<th>Description</th>
<th>Comparable Job</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comparable Job, Biotech, Geneticist, Researcher</td>
<td>20</td>
<td>$104.48</td>
</tr>
<tr>
<td>Comparable Job, Biotech, Geneticist, Technician</td>
<td>60</td>
<td>$103.99</td>
</tr>
</tbody>
</table>

Source: Economic Modeling Specialists, Inc. 6/2008

Sector Area Technical Colleges

Bioscience Certificate Programs
- Analytical Chemistry Laboratory Technician
- Biological Sciences Laboratory Technician
- Bioscience Environmental Laboratory Technician
- Clinical Research Professional
- Molecular Biology Technician
- Regulatory Compliance Technician

Degree Program
- Bioscience Technology

Sector Employment Projections

Life Sciences Innovation Crescent

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The Aerospace Industry in Georgia

Georgia is ranked 8th in U.S. aerospace industry employment. Over 80,000 Georgians are employed in this high-tech, high-wage industry that continues to be the leading U.S. export. The state is home to more than 500 firms that perform all facets of aerospace manufacturing; maintenance and overhaul; and electronics systems design, development, testing and support for customers and programs throughout the world. Boeing, Cessna, Gulfstream, Lockheed-Martin, Maule, Northrop-Grumman, Pratt & Whitney, Raytheon, Tiger, Thrush and Vought are just a few of the original equipment manufacturers (OEM) with major manufacturing operations in Georgia.

http://aerospace.georgiainnovation.org/about/us

Sector Area Technical College

• Degree Program
  Aviation Maintenance Technology Degree

• Diploma Programs
  Advanced Aircraft Sheet Metal
  Aircraft Structural Technology
  Aviation Maintenance Technology

• Technical Certificates of Credit
  Aviation Maintenance Technician

While formal school-based credentials may have fallen out of favor, business leaders want some sort of training warrant from educators that future recruits are fit for the high-skills workplace with portable credentials.

The Work Ready assessment is administered by ACT’s nationally accredited WorkKeys® system and measures both core skills and work habits. Core skills assessments measure skills in applied mathematics, reading for information and locating information, three skills that are highly important to the majority of jobs in the workplace. The work habits assessment measures work-related attitudes and behaviors in areas that are trainable and coachable, such as carefulness, cooperation, discipline and drive.

WorkKeys® Foundational Skills Assessments are the basis for the National Career Readiness Certificate

Sample Items: Locating Information

Level 5 Practice Question

You are inspecting the pressure gauge on a large tank. According to the gauge above, what is the current pressure on the tank?

1. 30
2. 35
3. 40
4. 45
5. 100

Locating Information: Level 4

1. Choose size and add light starch, and bolt it.
2. Choose size, add light starch, and place it in a hanger.
3. Leave it with no starch and place it on an edger.
4. Leave it with light starch and place it on a hanger.
5. Leave it with medium starch and bolt it.

Locating Information: Level 5

As an airline pilot, you need to determine the correct airspeed of the plane to ensure safe takeoffs and landings. According to the gauge below, if the speed limit is 350 knots, what is the correct airspeed for takeoff?

A. 10
B. 30
C. 50
D. 45
E. 25

The WorkKeys® talent assessment: carefulness—the tendency to think and plan carefully before acting or speaking; discipline—the tendency to be responsible and follow-through with tasks; order—the tendency to be neat and orderly; stability—the tendency to maintain composure; optimism—the tendency to have a positive outlook; cooperation—the tendency to be likeable and cordial in interpersonal relationships; goodwill—the tendency to be forgiving; sociability—the tendency to enjoy being in other people’s company; influence—the tendency to emerge as a group leader; striving—the tendency to work hard and achieve goals; creativity—the tendency to think outside the box; and savvy—the tendency to read other people’s motives.

Job Profiling

GA Work Ready job profiling allows companies to work with an authorized job profiler to identify the required job tasks and skill levels for each position. By comparing job profiles with individuals’ Work Ready Certificates, companies can make reliable decisions about hiring, training and program development.

Work Ready Communities

The regional work-ready designation is based upon satisfying a number of criteria beyond work-ready certification numbers, such as demonstrating improvements in high school graduation rates; showing increases in higher education students majoring in technical and scientific fields related to the named strategic sector industries; and improving the training of dislocated adults as well as incumbent workers.
Obstacles to VET Sector Success

• The global recession causing insecurity and instability in working life, limited job creation
• The lack of training time due to work intensification and job expansion
• Employers hiring but at low wages in sectors
• Employers not engaged in partnerships
• The outmigration of regional talent
• Training investments not cost effective (ROI)

VET POLICY FUTURES—with emphasis upon:

• Branding VET colleges as sector identified and marketing their regional assets;
• Closing older VET programs that duplicate efforts within regions not aligned with sector initiatives;
• Creating newer VET programs to match sector industry training needs;
• Assessing VET students for job-readiness & soft skills talent management;
• Requiring work-readiness credentials a condition of VET program completion.

And then...

Holding VET colleges accountable for performance standards aligned with sector growth and sustainability.

SOURCES


Questions?