

Workforce Development in a Changing World

Amy Murphy

Dean, Outreach & Workforce Development



Objectives of Workforce Development

- Build talent pipelines
- Remove barriers to employment
- Expand labor force
- Support job retention & career advancement
- Prepare workforce with necessary skills
 - *Job-specific, soft, and life skills*
 - *Current & anticipated labor needs*
- Connect workers & employers
- Customized and traditional training
- Customer service approach
- Partnerships! Partnerships!! Partnerships!!!

Enter With Passion, Leave With Purpose.

Workforce Matters...



Human capital is the key asset...

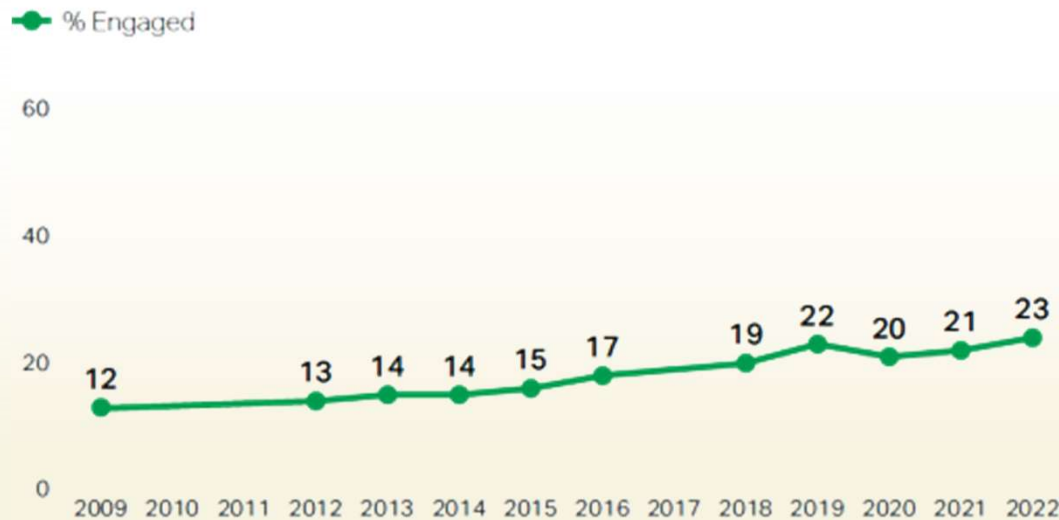
where developing, keeping, attracting, and maximizing the potential of people – from infancy through elderhood – is the *community difference maker* for economic development.

Enter With Passion, Leave With Purpose.

State of the Global Workplace

- 1 The percentage of employees thriving at work reached a record high in 2022.

Employee Engagement



State of the Global Workplace

2 The majority of the world's employees are "quiet quitting."



Thriving at work
(Engaged)



Quiet quitting
(Not engaged)



Loud quitting
(Actively disengaged)

State of the Global Workplace

- 3 Although the world has recovered from the worst of the pandemic, employee stress remained at a record-high level.

Daily Stress

Did you experience the following feelings during A LOT OF THE DAY yesterday?



How about stress?

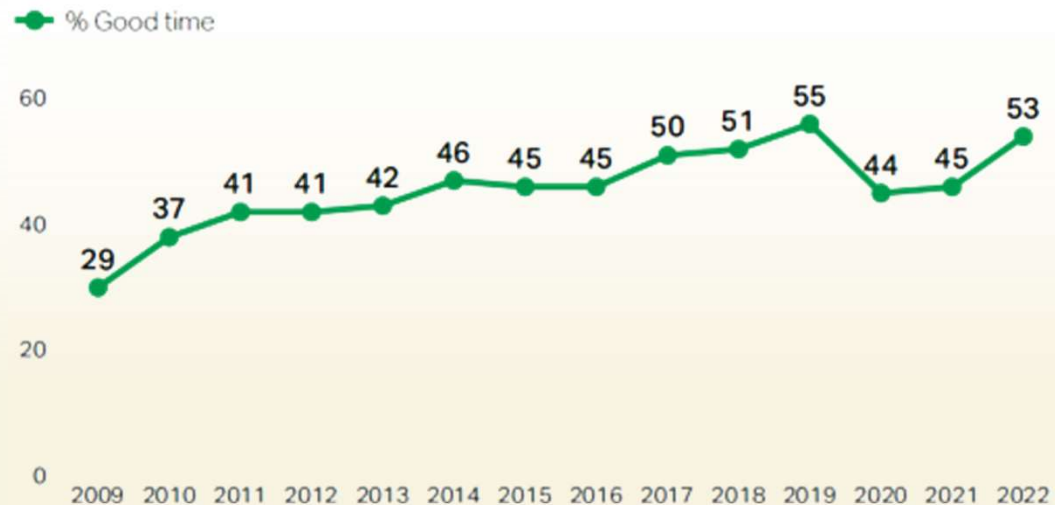


State of the Global Workplace

4 In 2022, the world experienced a widespread resurgence in jobs.

Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?



State of the Global Workplace

5 Globally, over half of employees expressed some level of intent to leave their job.



Fifty-one percent of currently employed workers said they are watching for or actively seeking a new job.

State of the Global Workplace

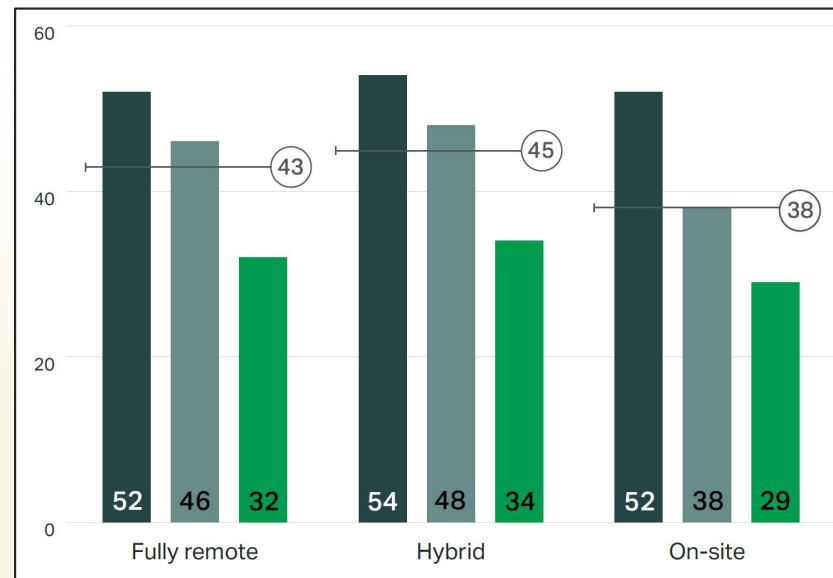
- 6 Engagement has 3.8 times as much influence on employee stress as work location.

(%) Experienced stress

% Among those who are: ■ Actively disengaged ■ Not engaged ■ Engaged

Daily Stress by Engagement and Work Location

Did you experience the following feelings during A LOT OF THE DAY yesterday? How about stress?



State of the Global Workplace

7 “Quiet quitting” employees know what they would change about their workplace.

What would you change about your workplace to make it better?

Engagement or Culture

41%

Pay and Benefits

28%

Wellbeing

16%

Need for Workforce Development

Workforce development is necessary for several reasons.



1. Helps individuals acquire the skills and knowledge they need to enter the job market, succeed in their current jobs, and advance in their careers. This benefits not only the individual but also the organization, as a skilled workforce can help drive innovation, productivity, and growth.
2. Bridge the skills gap that often exists between the demand for skilled workers and the available workforce.
3. Creates a more inclusive and equitable job market by providing opportunities for individuals from diverse backgrounds and marginalized communities to acquire the skills and knowledge they need to succeed.

Enter With Passion, Leave With Purpose.

Top 10 Workforce Trends

1. Upskilling and Reskilling

2. Remote Workforce

3. Artificial Intelligence

- Helping identify skill gaps
- Providing personalized training and upskilling opportunities
- Streamlining recruitment and onboarding processes

4. Emphasis on Diversity and Inclusion

5. Focus on Mental Health



Enter With Passion, Leave With Purpose.

Top 10 Workforce Trends (Cont.)

6. Empowerment of Non-Traditional Workers

7. Personalized Learning and Development

8. Embracing Digital Transformation

9. Prioritizing Employee Well-Being

10. Focus on Employee Engagement



Enter With Passion, Leave With Purpose.

Interesting Workforce Fact

Non-traditional workers, such as gig workers, freelancers, and contractors, who are playing an increasingly important role in the workforce.

What Does That Mean for Workforce: Opportunities/Challenges

- **Labor pipeline is changing**
 - Older, highly skilled “Baby Boomers” are retiring
 - New effect of the millennial generation
- **Mismatch in worker training**
 - 60% of all new jobs created will require skills that only 20% of the current workforce possess
 - Flow of the labor pipeline
 - Decreased birth rates
- **Employee Engagement versus Contentment**
 - True engagement means your people are psychologically present to do their work. They understand what to do; they have what they need; and they have a supportive manager and a supportive team. They know why their work matters. *They are work ready.*



*Enter With **Passion**, Leave With **Purpose**.*

Existing and Future Workforce

- Engage the current workforce (“quiet-quitters” are your most promising as they are looking to be inspired and motivated)
- Upskill the incumbent workers
- Retrain individuals impacted from layoffs or closures
- High School/College Students
- Community/Faith-based Organizations
- Associations, Chambers, Economic Development
- Networking and Partnerships!!!!

Enter With Passion, Leave With Purpose.

Specific Challenges for Individuals

- Displaced persons with non-transferrable skill sets
- Workforce age persons who have not participated in the workforce for a significant length of time
- People dealing with significant socioeconomic disparities
- People facing cultural barriers
- People with disabilities who wish to participate in the workforce
- Persons with criminal records
- Underemployed, unemployed due to business closures
- Geographic and mobility challenges

Enter With Passion, Leave With Purpose.

What Does This Mean for Workforce Development?



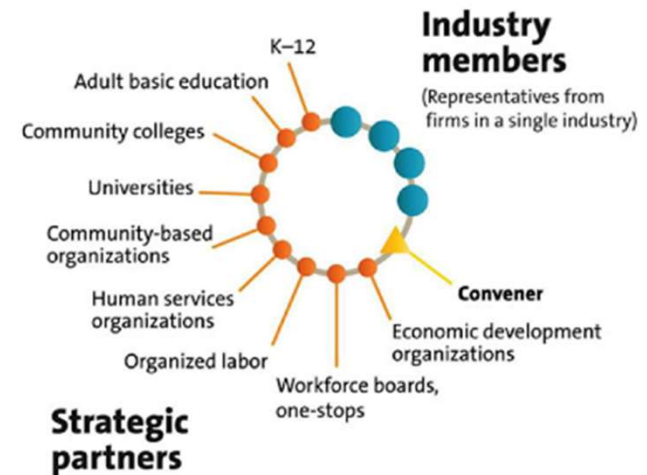
- Mismatch between jobs and workers
- Communities without a talented workforce

Enter With Passion, Leave With Purpose.

What's a Solution?

“Sector Partnerships”

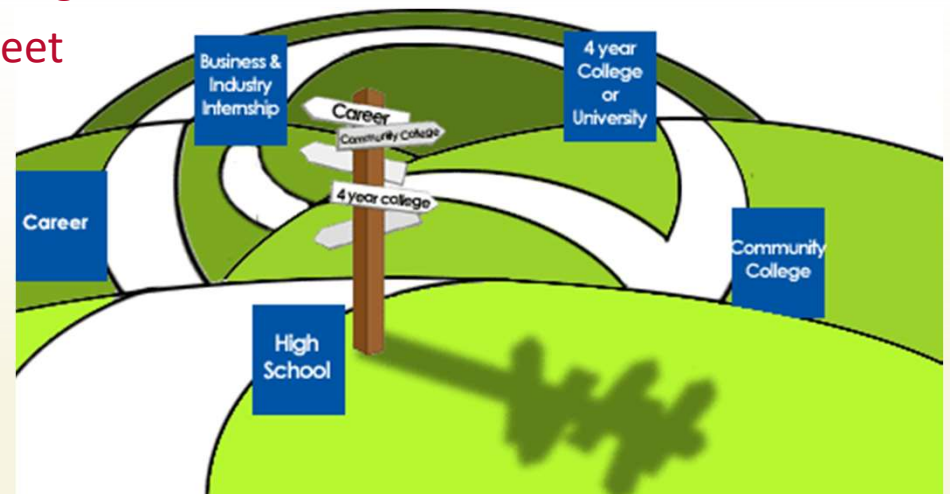
- Innovative programs link needs of targeted industry with educational and workforce development.
- Ongoing dialogue leads to trust, mutual understanding, and eventually, partnership among Workforce Boards, businesses, schools, and other regional workforce partners, such as economic development associations.



Enter With Passion, Leave With Purpose.

Collaboration Instrumental in Workforce Development

- Workforce Investment Board (WIB) partnering with industry and education to provide grant funding for workforce training, internships and/or apprenticeships
- Four-year universities working with community colleges, private business and thinking outside the box
- Partnering with middle and high schools to encourage vocational training as an alternative to college – skill-based training
- Public schools being more willing to meet with businesses to align their training programs to the industry needs
- Engagement between partners



Enter With Passion, Leave With Purpose.

Workforce Development Activities

- *Vocational training*
- *Job search assistance*
- *Training for the unemployed/underemployed*
- *Incumbent worker training*
- *Job programs for the disadvantaged*
- *Post-secondary training*
- *Recruitment and retention visits*
- *Internships and co-ops*
- *Apprenticeships*



Enter With Passion, Leave With Purpose.

Key to Success in Workforce Development

- *Know Your Community and their Workforce Needs*
- *Identify the Key Partners*
- *Develop Relationships and Strategies*
- ***LISTEN*** *to Your Employer Needs*
- *Communicate, Communicate, Communicate*
- *Implement Program and Marketing Plan*
- *Obtain Feedback and Continuous Quality Improvement*
- *Connect Workers to Employers*
- *Customer Service Approach*
- *Partnerships! Partnerships! Partnerships!*

Enter With Passion, Leave With Purpose.

Final Thought

Workforce development is not just about preparing employees for the future but also about creating a better future for everyone. By investing in the development of their employees, companies can create a more productive, innovative, and inclusive workforce that drives success for both the employees and the company.

Enter With Passion, Leave With Purpose.

Thank You

Contact Information

Amy Murphy

Dean, Outreach & Workforce Development

amurphy@westernwyoming.edu

(307) 382-1616



Enter With *Passion*, Leave With *Purpose*.