

# Building A Future Ready Workforce

The Power of Collaboration

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# The Modern Market Paradox



- Record Low Unemployment yet High Number of Open Skilled Jobs
- **Skills Gap:** 77% of employers struggle to find qualified talent
- Higher Education costs are soaring

# Major Industries to be affected by the **Global Talent Shortage**



## Tech Industry

The Tech industry labour-skill shortage will reach **4.3 million** workers by **2030**.

(Korn Ferry)



## Health Care

A gap of **200,000** to **450,000** nurses available for direct patient care in the US by **2025**.

(McKinsey)



## Manufacturing Industry

**10 million** manufacturing jobs to be filled globally.

(World Economic Forum & Deloitte)



## Finance & Business Services

Shortage in Finance and Business Services could jump to nearly **10.7 million** people.

(Korn Ferry)



## Education

The demand for teachers will outstrip supply by **4000**.

(Department of Education Modelling)



## Construction Industry

The construction industry will need to attract an estimated **546,000** additional workers.

(ABC.org)

# What are the top skills urgently needed?

- Advanced Manufacturing and CNC Machining
- Robotics and Automation
- Data Analytics
- Simulation Modeling
- Engineering and Systems Thinking





# Youth Apprenticeships are a Win-Win

Employers	Learners	Schools and Community
Builds a Talent Pipeline	Earn a Salary while learning	Lowers Class Sizes
Increases Retention and Loyalty (90% retained locally)	Gain Credentials and Experience	Strengthens the Local Economy
Boost Productivity (Fills Critical Skills Gap)	Flexible scheduling with school	

# Framework of a Successful Program

1. Identify Critical Roles and Skills
2. Design the Earn-and-Learn Structure
3. Select the Right Partners
4. Implement Robust Mentorship
5. Measure Success and repeat



# Overcoming Common Hurdles



- Too Complicated to set up (Change)
- Leverage existing models and use state grants
- We don't have the capacity to mentor.
- How do we measure ROI?
- Track Reduced Hiring Costs, lower turnover, and productivity gains from day one.

# YOUR FIRST STEP: The Readiness Assessment



**What is a demand in our area?**



**Who could champion this internally?**



**What skills need to be taught?**



**Who would be a good business partner in this?**

# How to Get Started



1. Conduct an internal skills gap analysis.
2. Connect with your local Workforce Development Board and Chamber of Commerce.
3. Explore state and federal financial incentives.
4. Start with a pilot program in one department.
5. Document, measure, and scale your success.