

WISCONSIN



DWD

Department of Workforce Development

Workforce Considerations in the New Economy



DHS

September 13, 2016

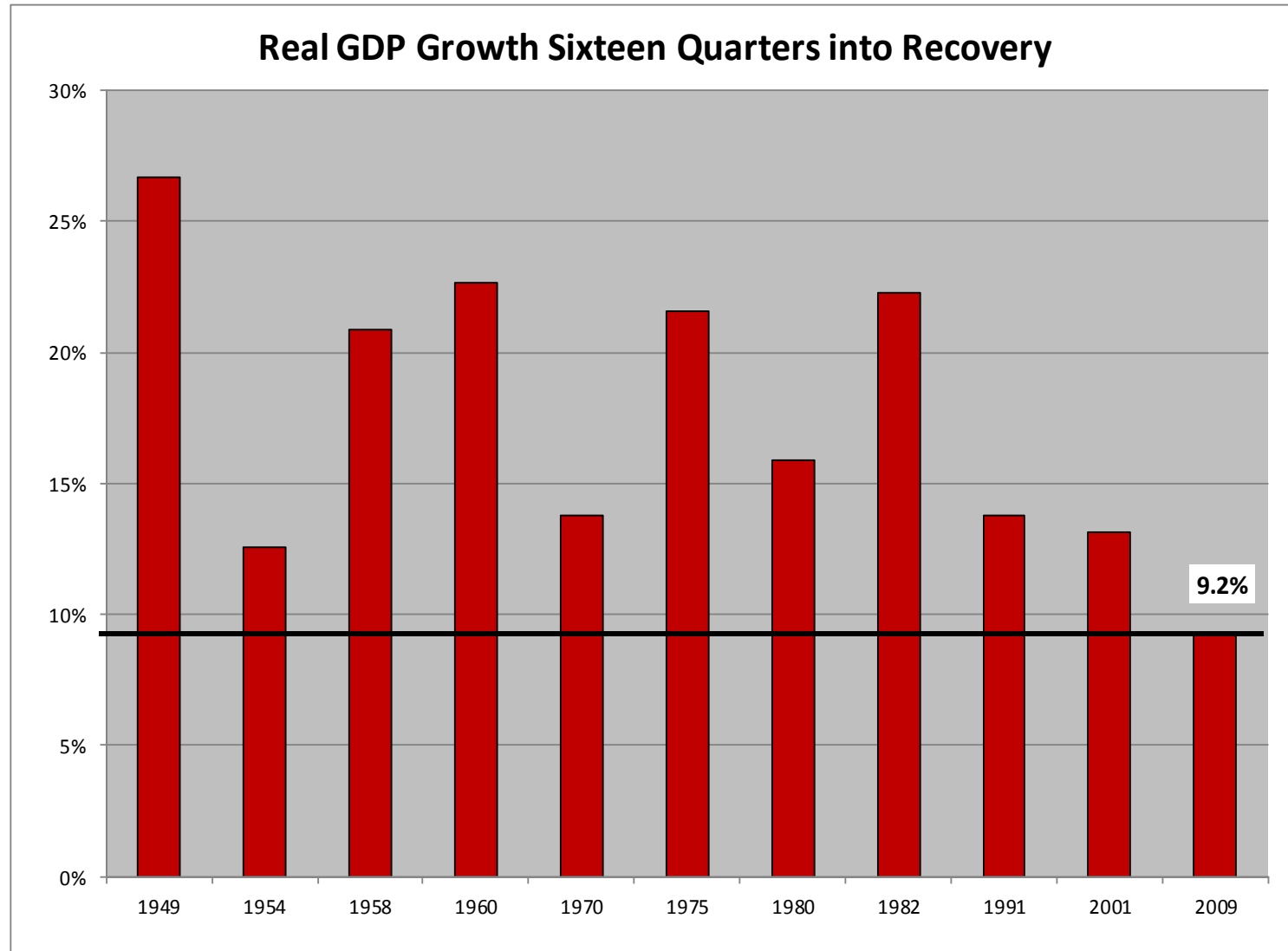
Madison, WI

Dennis K. Winters

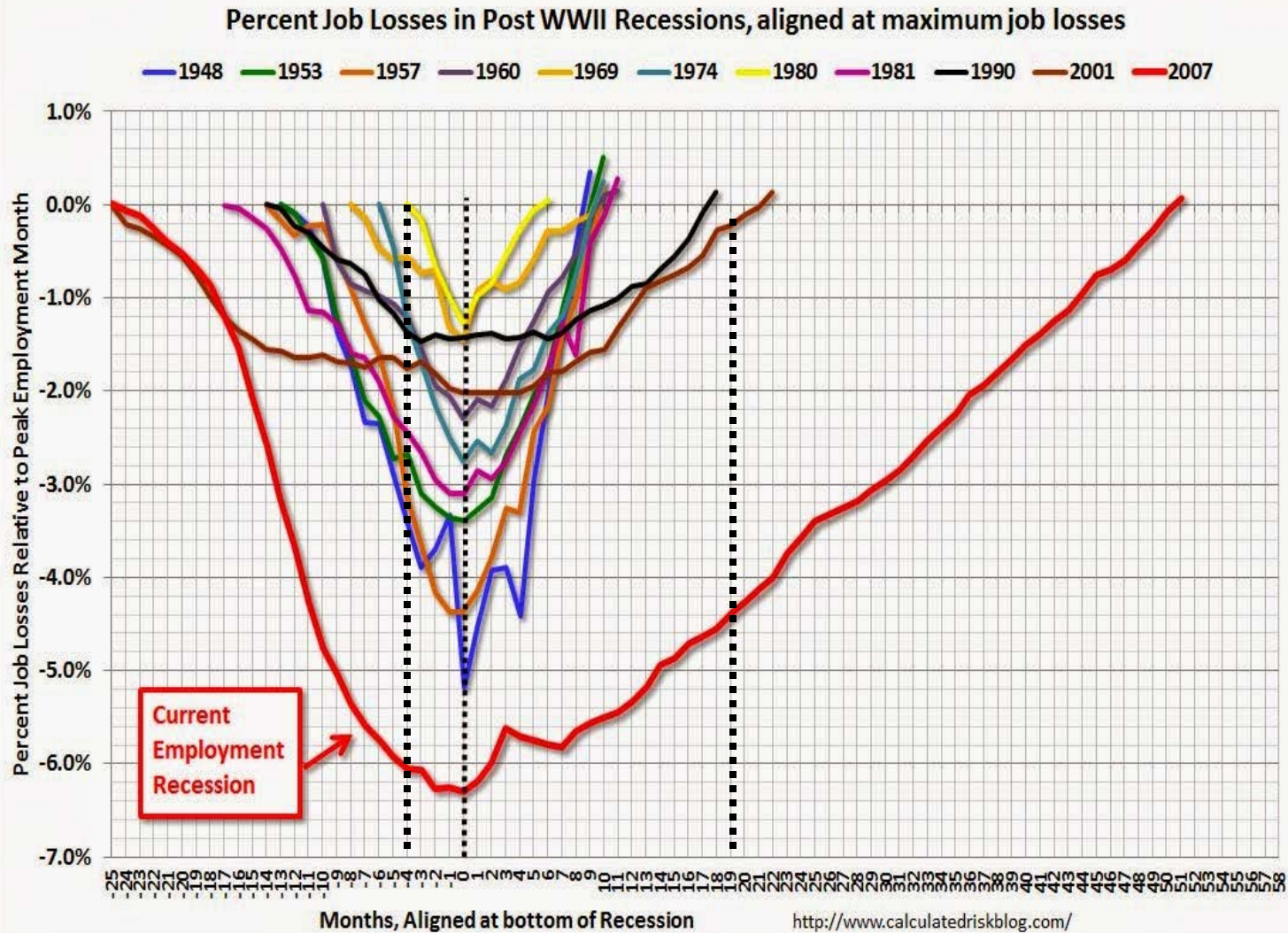
Chief Economist

Department of Workforce Development

How the Economy has Changed - Economic Recovery



How the Economy has Changed - Job Recovery

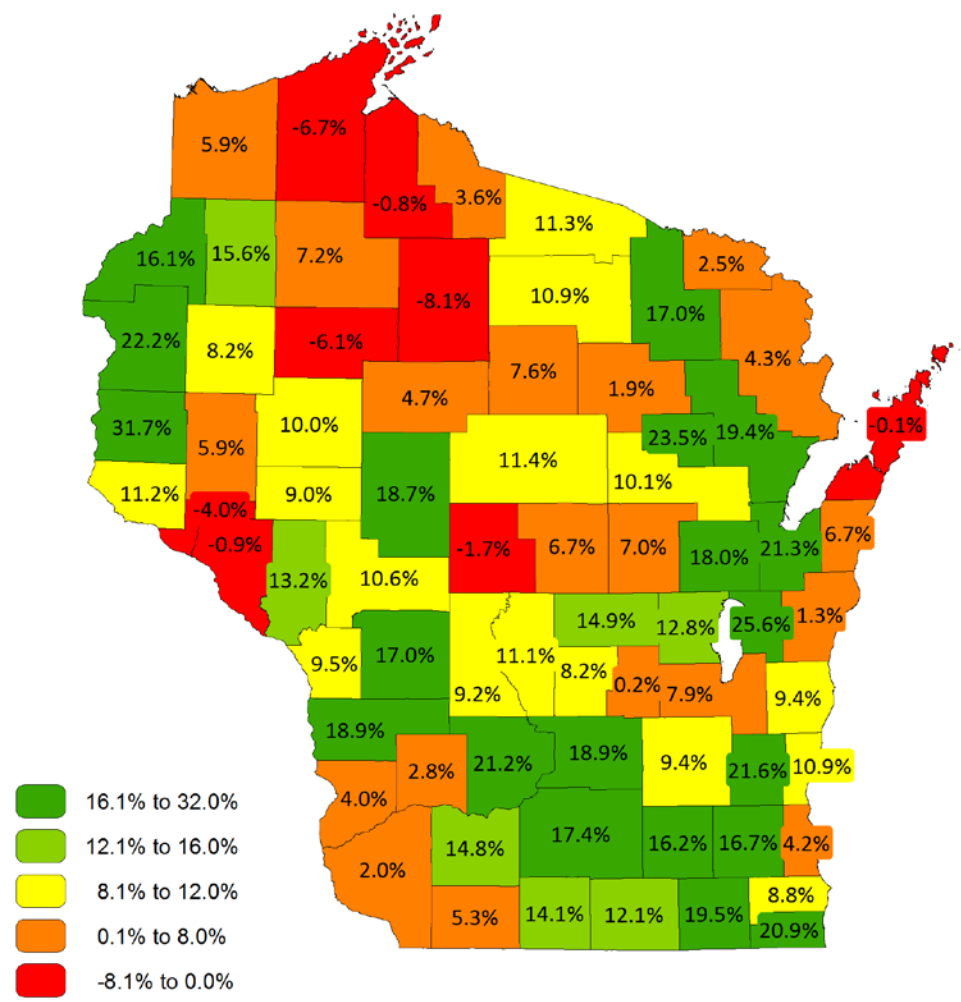


**Workforce development
and
economic development
are
interrelated and interdependent.**

Ed = ED

**What will be the
biggest
socio-economic policy
challenge
in the next 20 years?**

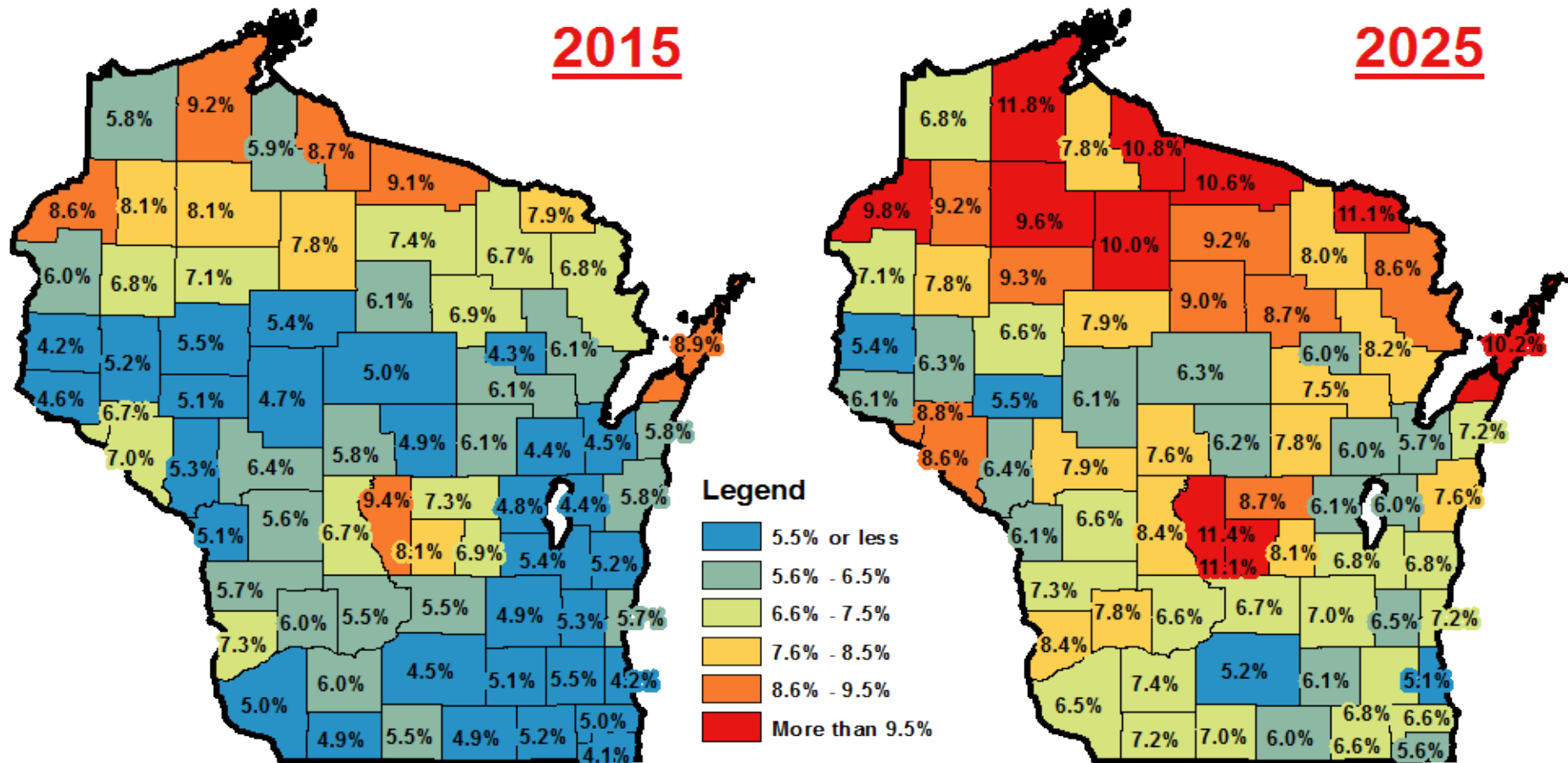
Projected Population Change 2015 - 2035



Source: WI Dept. of Administration Demographic Services Center and U.W.-Madison Applied Population Lab

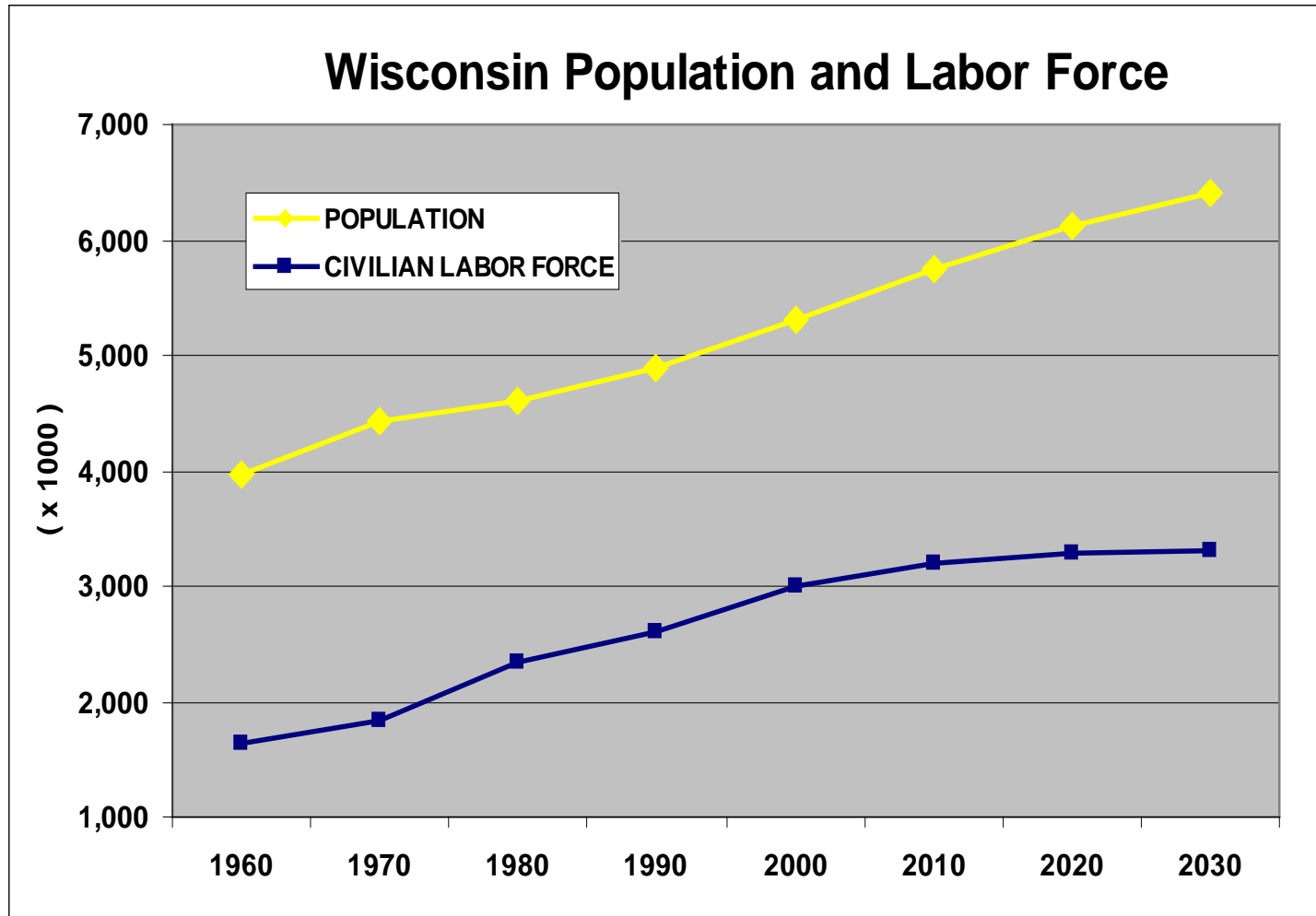
Projected Population Change 2015 – 2025

People Aged 65 & Older



Wisconsin's Workforce Growth

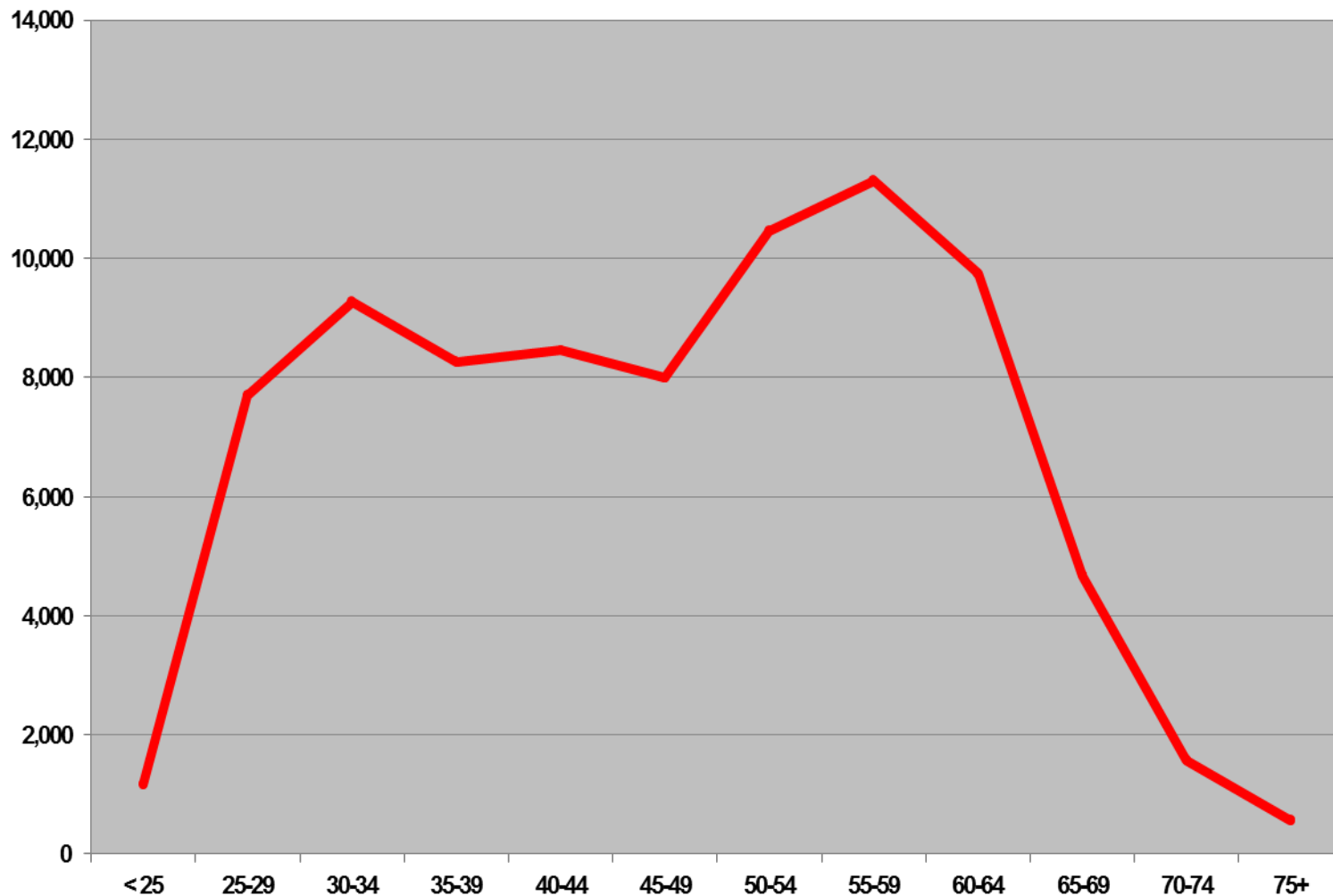
The New Economy



Source: Bureau of Labor Statistics, OEA

Nursing Workforce in Wisconsin The New Economy

Wisconsin Registered Nurses by Age



Source: Office of Economic Advisors

Workforce Replacement Needs



Recent Beige Book noted that firms had difficulties **filling positions** in:

- IT,
- engineering,
- legal,
- health-care services,
- management,
- skilled manufacturing,
- building trades,
- and transportation and warehousing

New Motivations The New Economy



“My family's here and I love it here, but going somewhere that fits my recreational interests would be better for me,” said Limbach.

Limbach has a degree in geology and will locate where there are suitable jobs, but as a climber, she'd like to be around mountains.

-- Wisconsin Public Radio,

Updated: Tuesday, July 22, 2014, 3:21pm, By Shamane Mills

My emphasis added

**What is another workforce
challenge
faced by businesses in this
new Economy?**

"The days are over when you could walk into a paper mill with a high school diploma and run one of the machines."

- ▶ Patrick Schillinger, former Wisconsin Paper Council President,
Center will teach paper-industry technology
Milwaukee Journal Sentinel, JS Online, October 21, 2004.

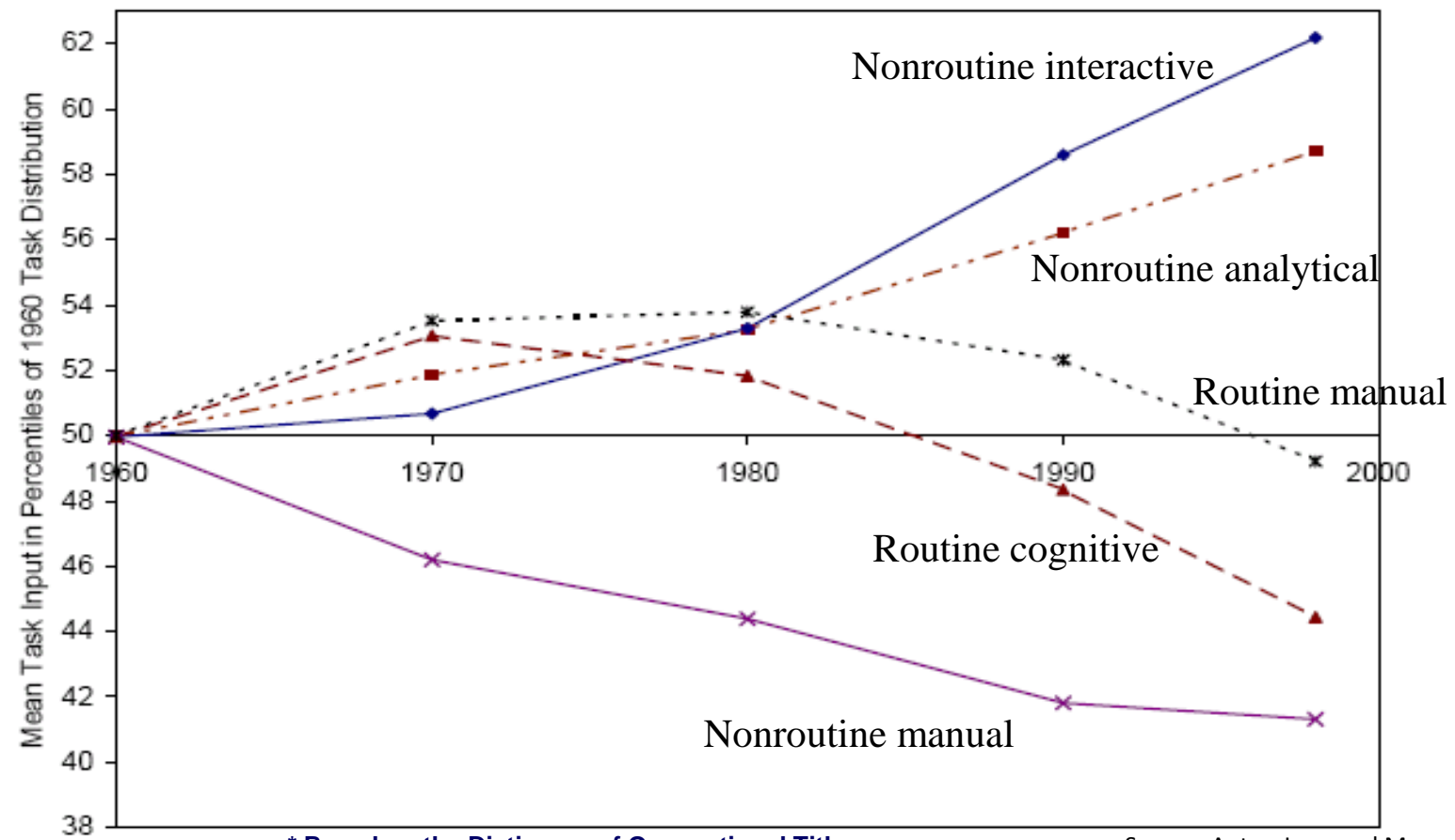
New Economy Need for Creativity and Innovation



“Today in most fields I know, the struggle is about creativity and innovation. There is no script.”

 *Robert B. Shapiro*
Former CEO & Chairman
Monsanto Corporation

Workplace Requirements Changes in Skills Used at Work



* Based on the Dictionary of Occupational Titles

Source: Autor, Levy and Murnane, 2003

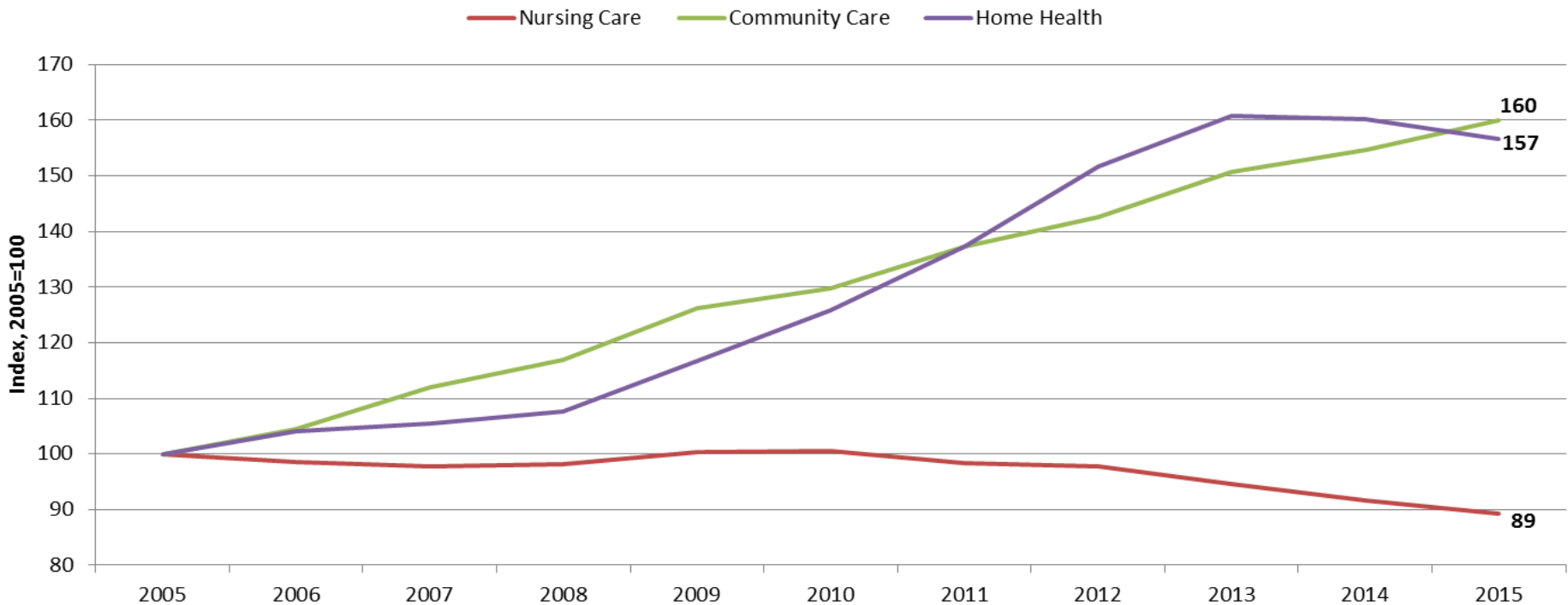
- Nonroutine analytic —◆— Nonroutine interactive —×— Nonroutine manual
- ▲— Routine cognitive ···· Routine manual

Job Growth in Health Care Industries

Job growth from 2005-2015 exceeded 50% for community care and home health industries, while nursing care industries declined 10% over the period

Job Growth, Selected Health Care Industries

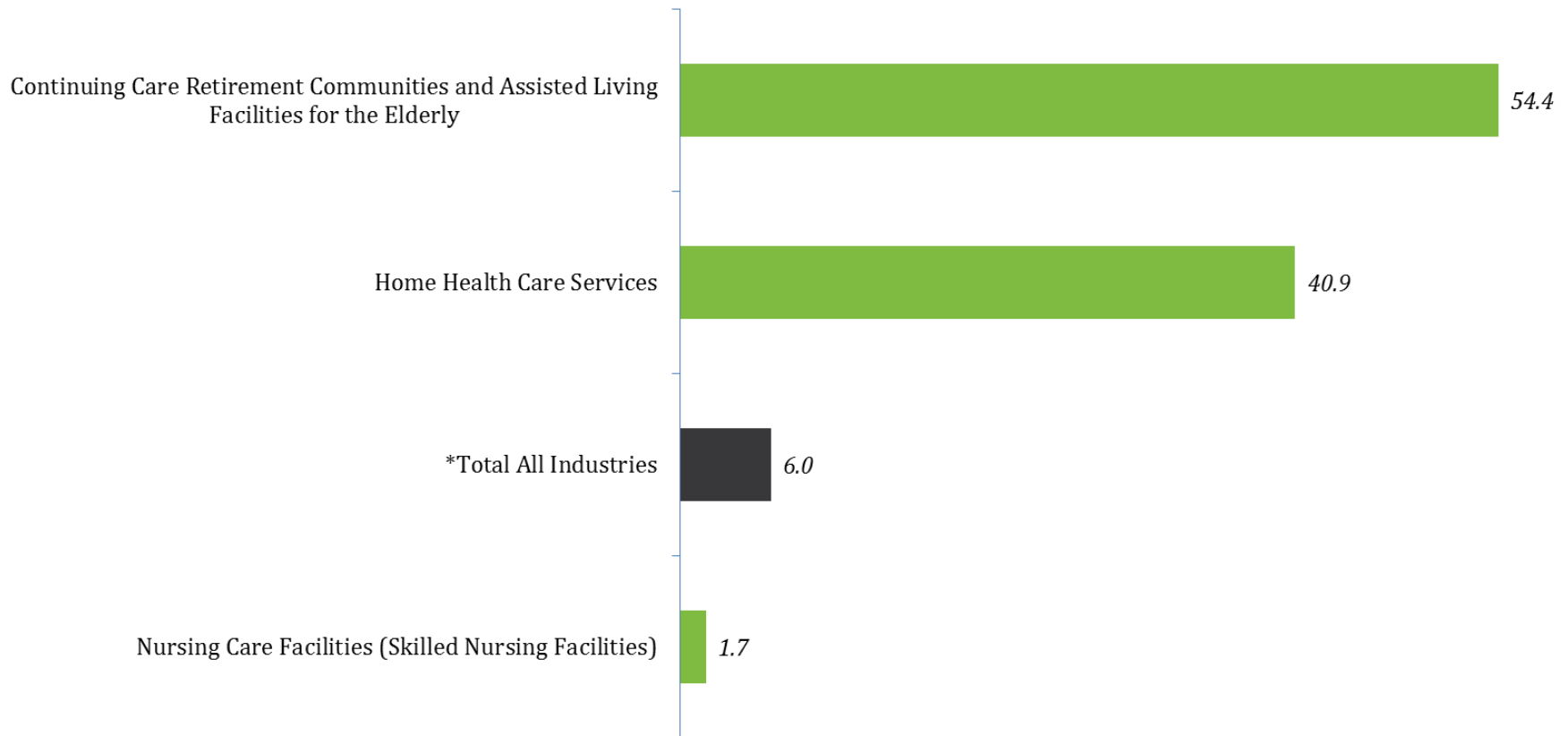
WI Statewide: Annual Average, 2005-2015



Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

Health Care Industry Percent Growth

Wisconsin Long Term Industry Projections, 2014-2024 *Private Sector Percent Growth for Select Health Care Industries*



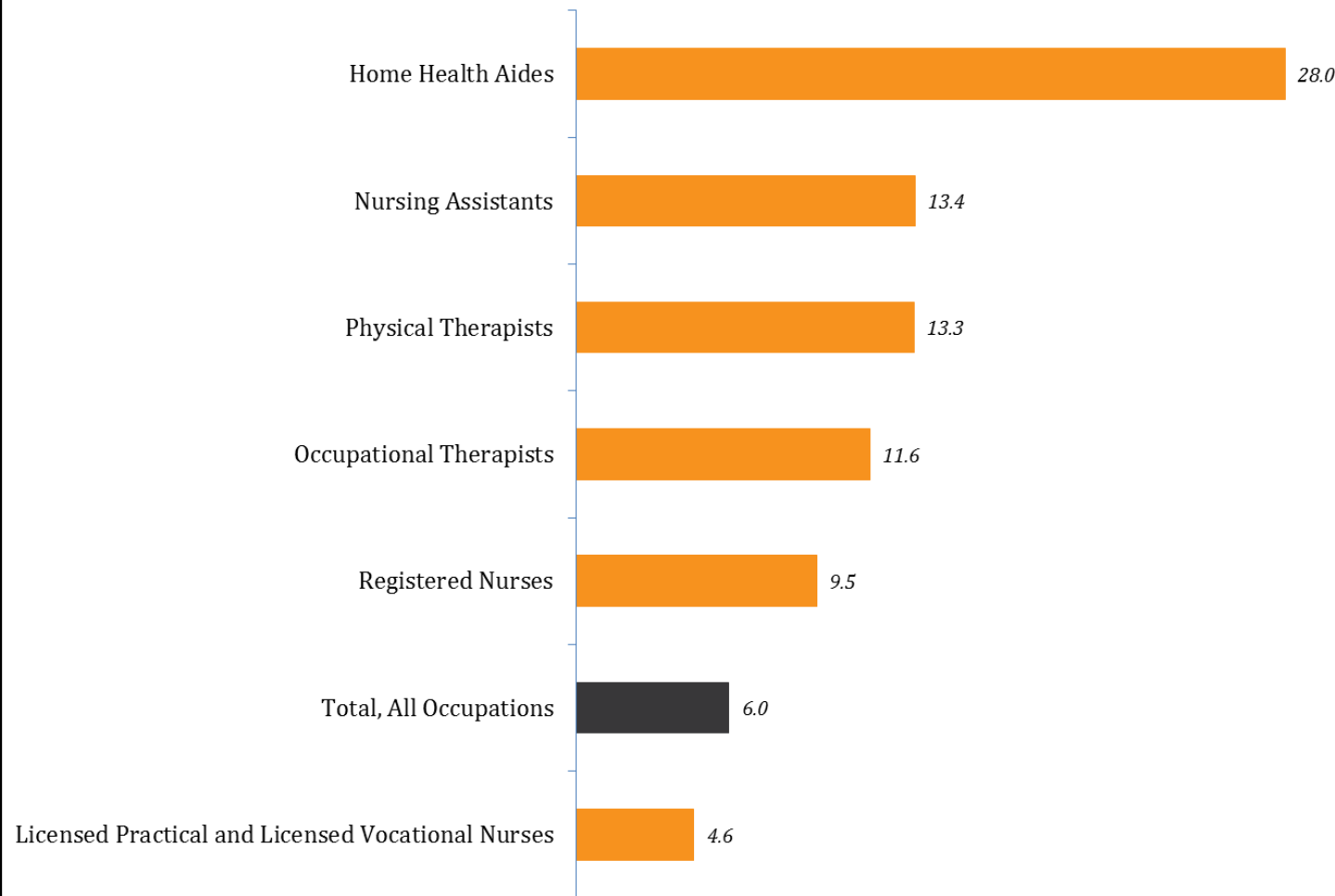
**This includes all ownerships (government and private) and data not covered by QCEW*

Source: Department of Workforce Development, Office of Economic Advisors (OEA), July 2016

Health Care Occupations Percent Growth

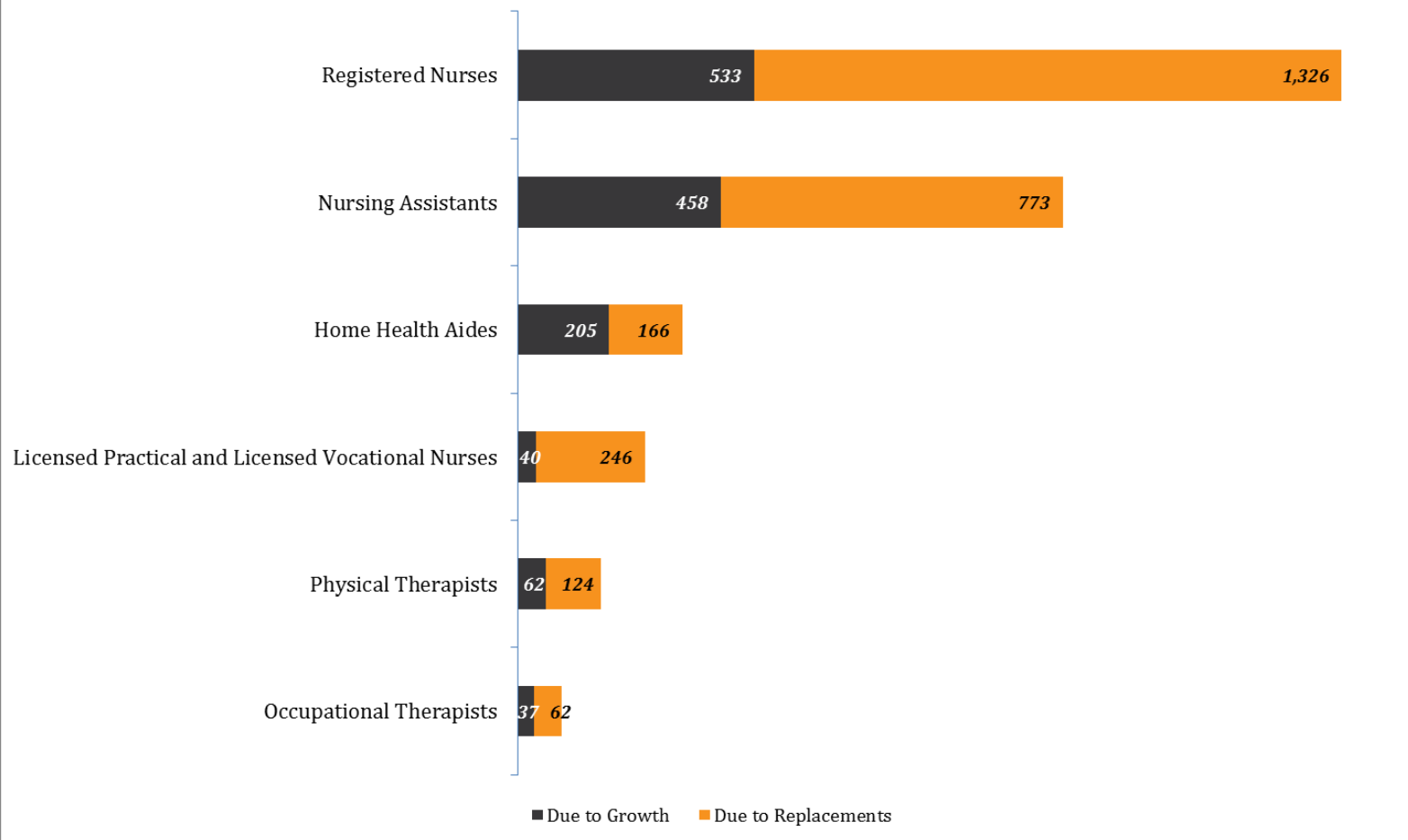
Wisconsin Long Term Occupation Projections, 2014-2024

Percent Growth for Select Health Care Occupations



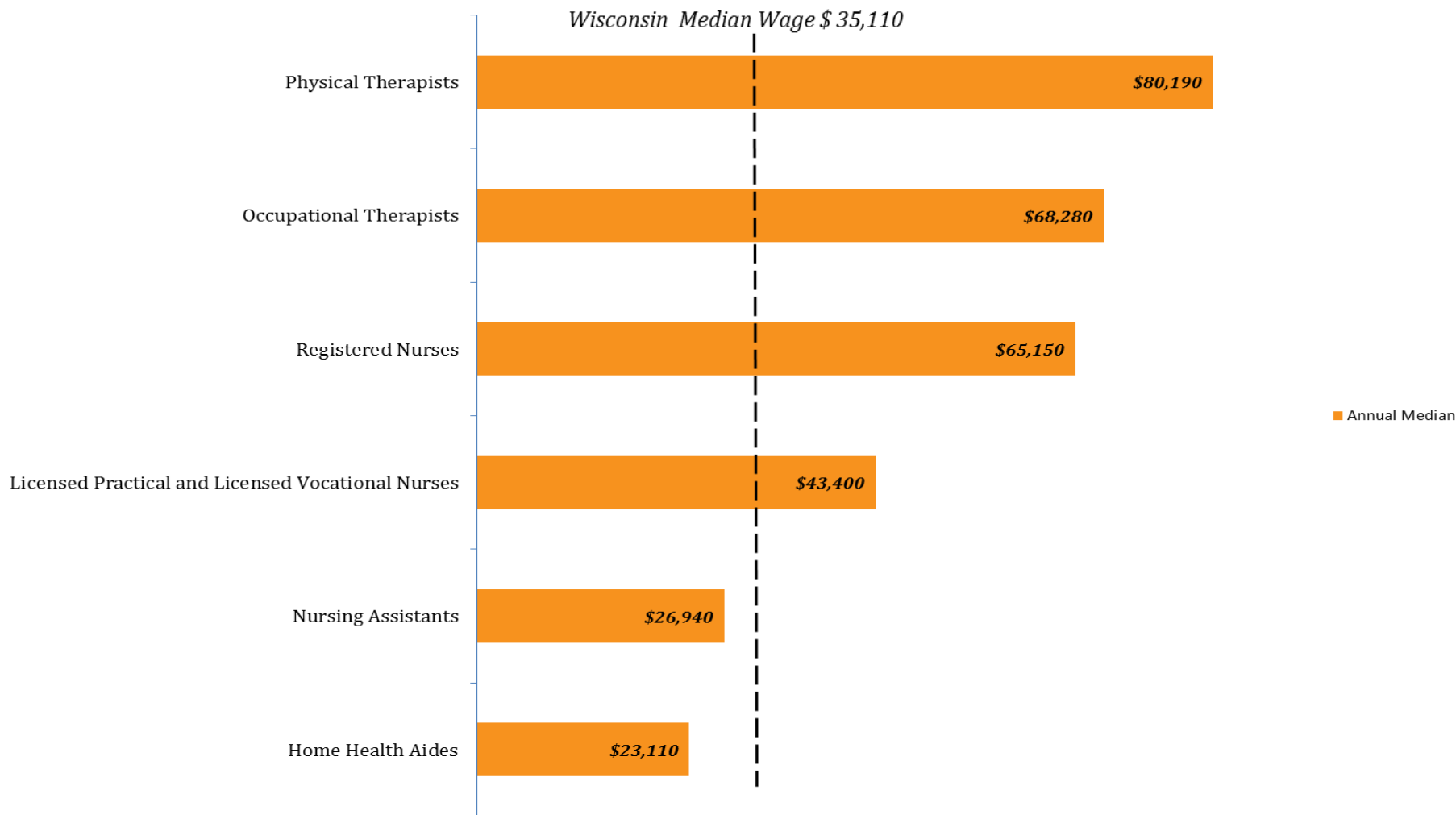
Health Care Annual Job Openings

Wisconsin Long Term Occupation Projections, 2014-2024
Annual Job Openings for Select Health Care Occupations



Health Care Median Wage

Select Health Care Occupations Median Wage



Questions?



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