



Special Committee on Improving Educational Opportunities in High School

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Chief, Office of Economic Advisors
Wisconsin Department of Workforce Development**

July 16, 2012

WISCONSIN



DWD

Department of Workforce Development

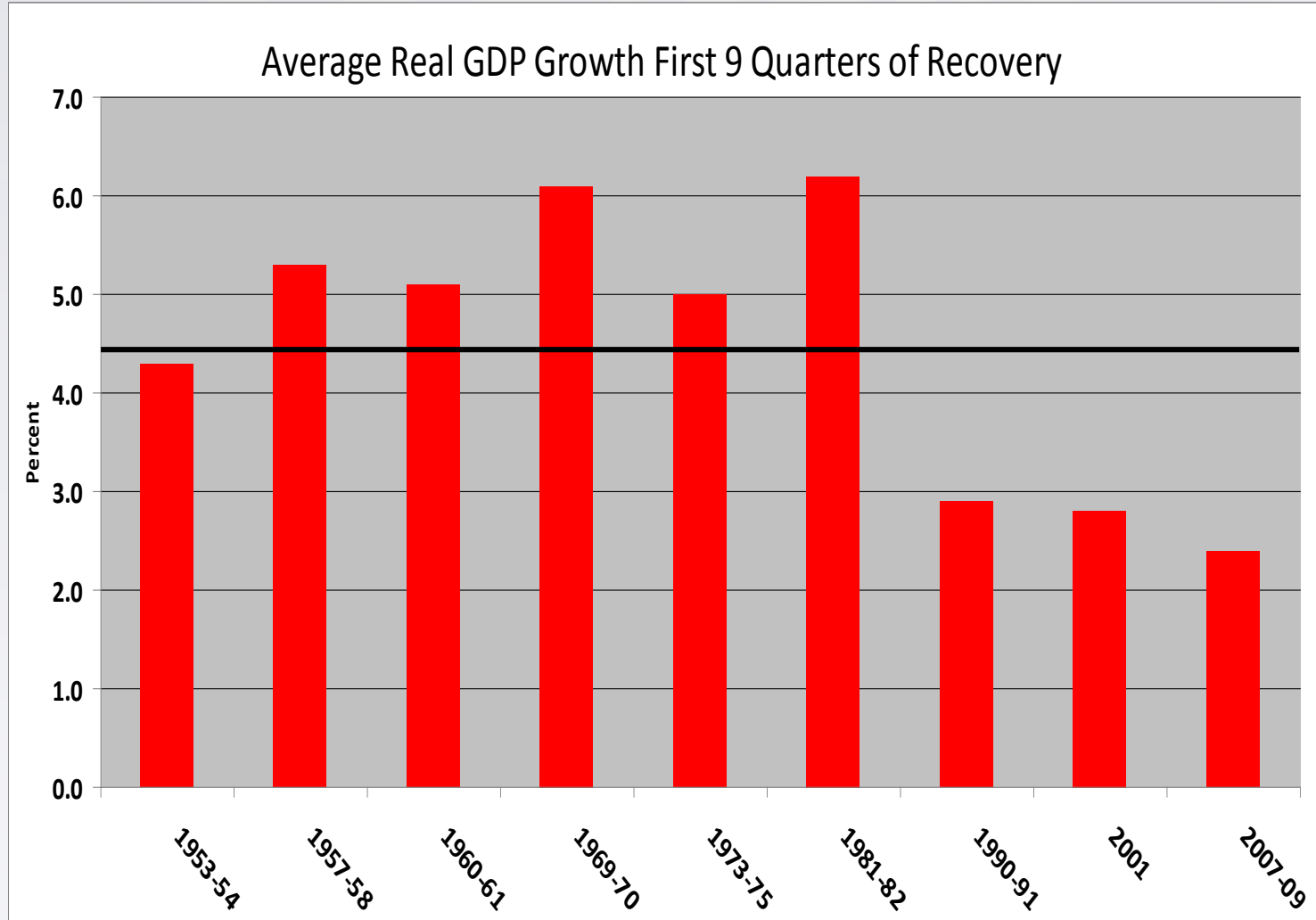
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**THE
ECONOMY
HAS
CHANGED
AND
SO MUST YOU**

ECONOMIC RECOVERY

HOW IS THIS ONE NOT LIKE THE OTHER ONES

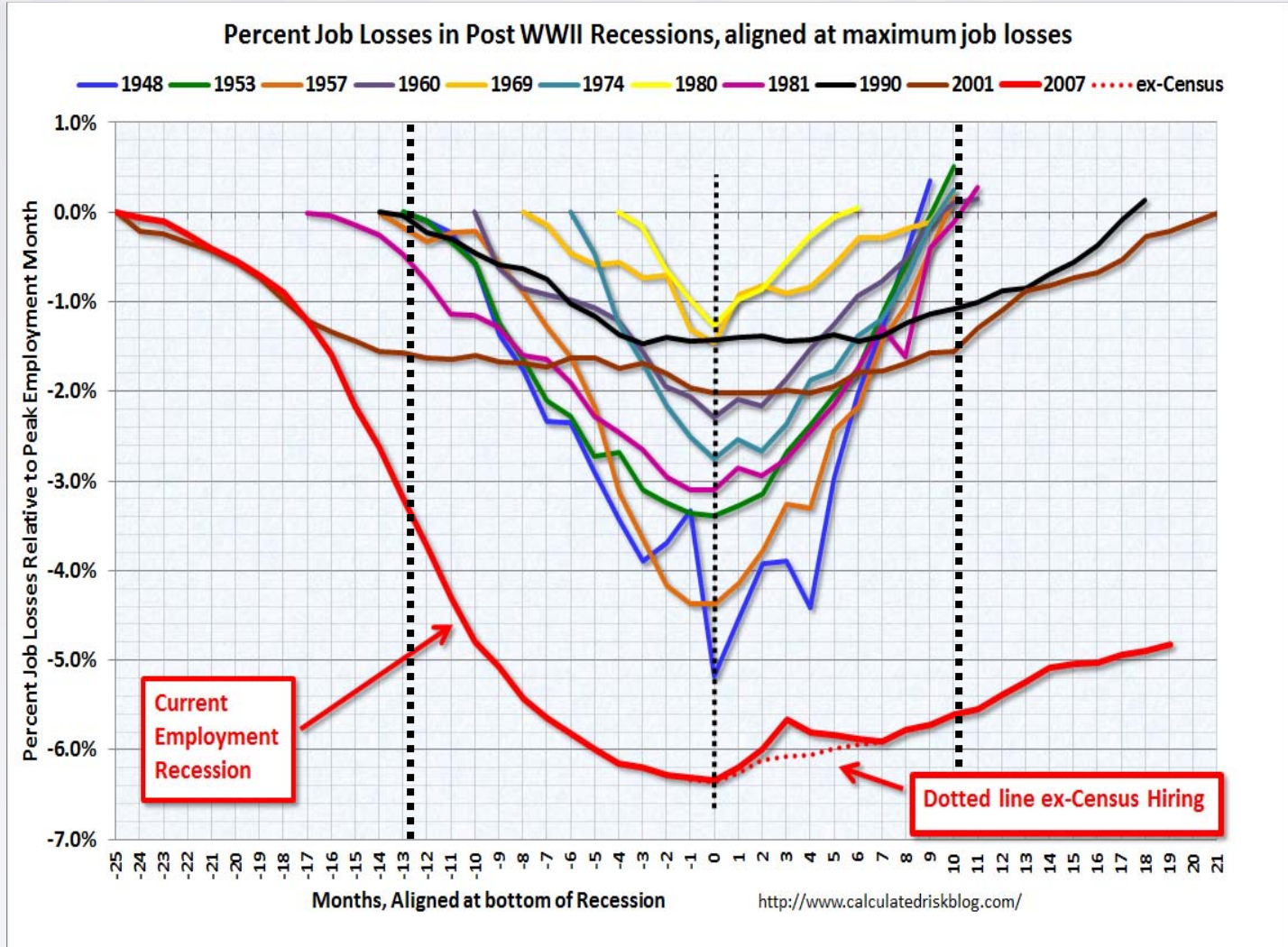
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JOBS RECOVERY

HOW IS THIS ONE NOT LIKE THE OTHER ONES

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NEW ECONOMY NEED FOR HIGHER SKILLS

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

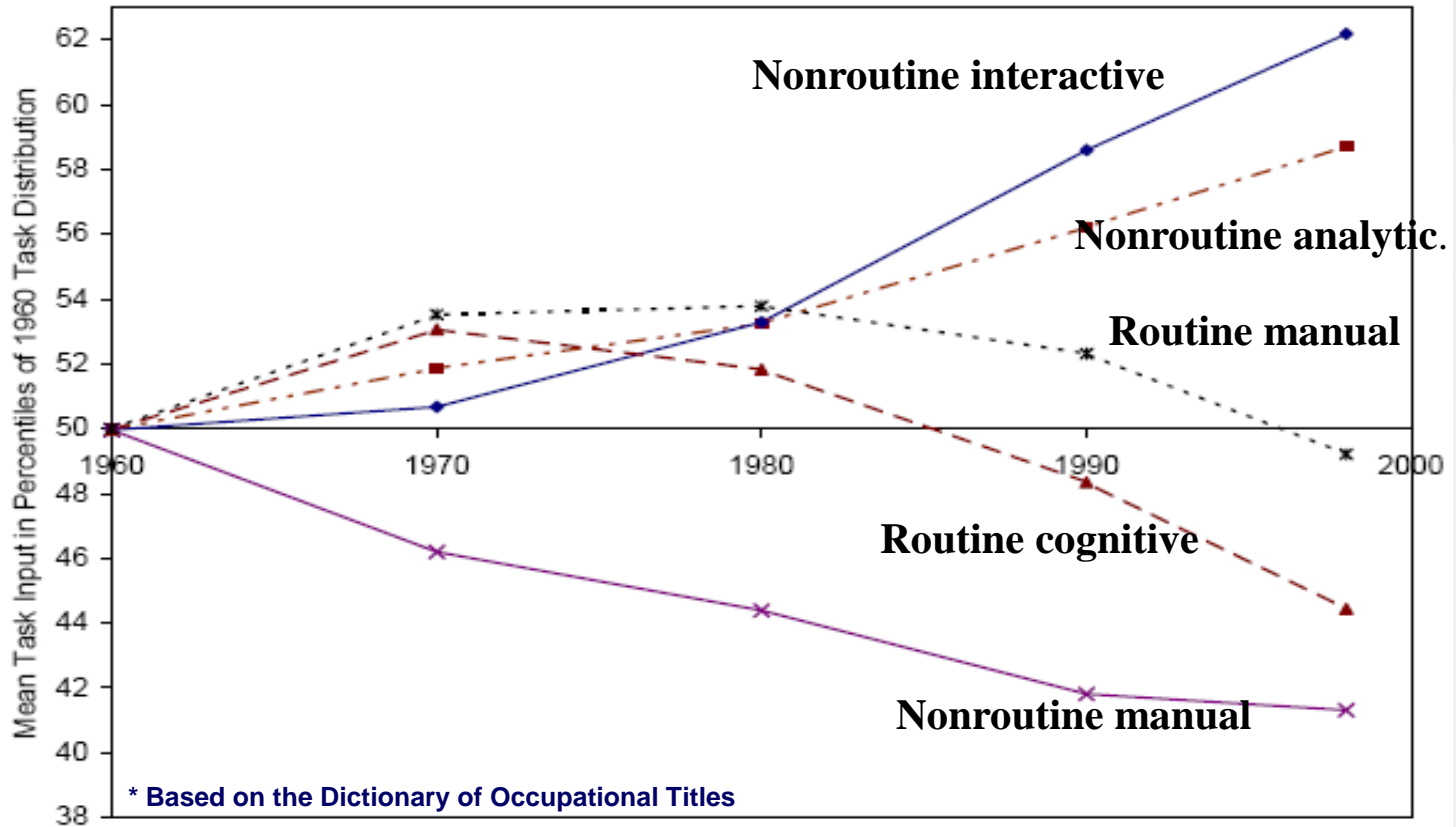
– Patrick Schillinger, former Wisconsin Paper Council President,
Center will teach paper-industry technology,
Milwaukee Journal Sentinel, JS Online, October 21, 2004.



WORKPLACE REQUIREMENTS

CHANGES IN SKILLS USED AT WORK*

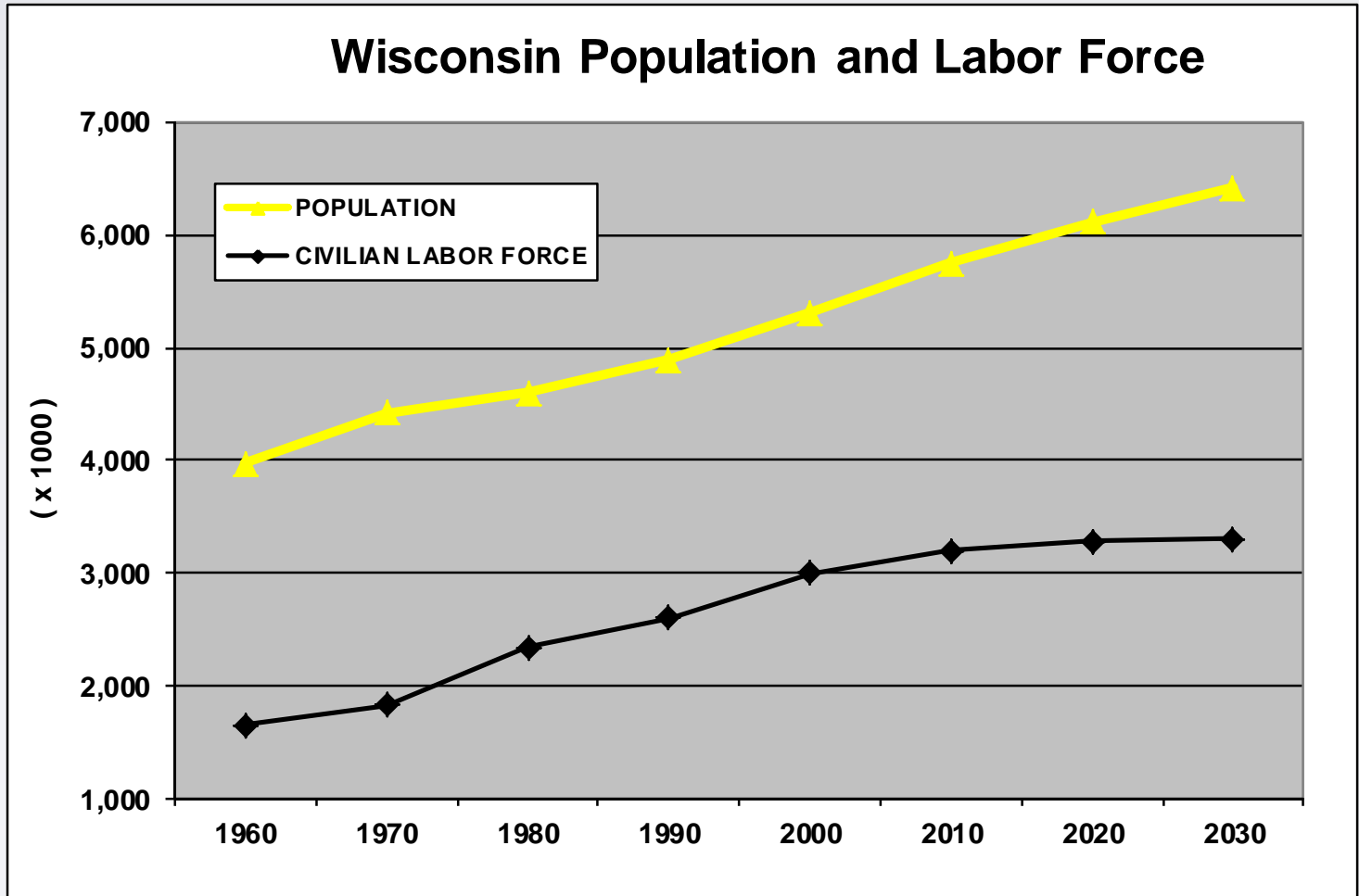
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—■— Nonroutine analytic
 —◆— Nonroutine interactive
 —×— Nonroutine manual
-▲- Routine cognitive
 -●- Routine manual

WISCONSIN'S WORKFORCE GROWTH BECOMES FLAT

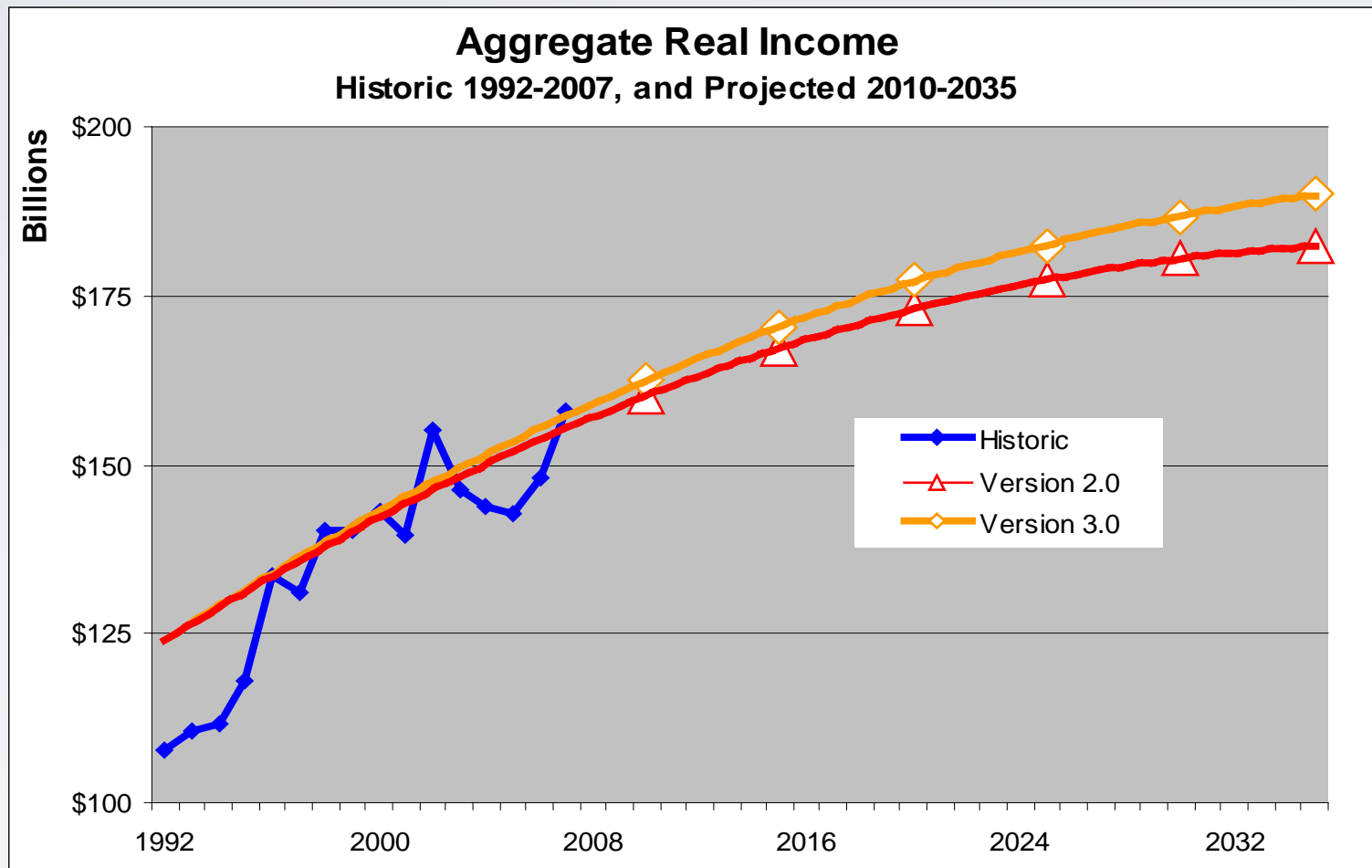
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Source: Bureau of Labor Statistics, OEA

WE GET A BOOST IN PERSONAL INCOME FROM MORE EDUCATION AND TRAINING

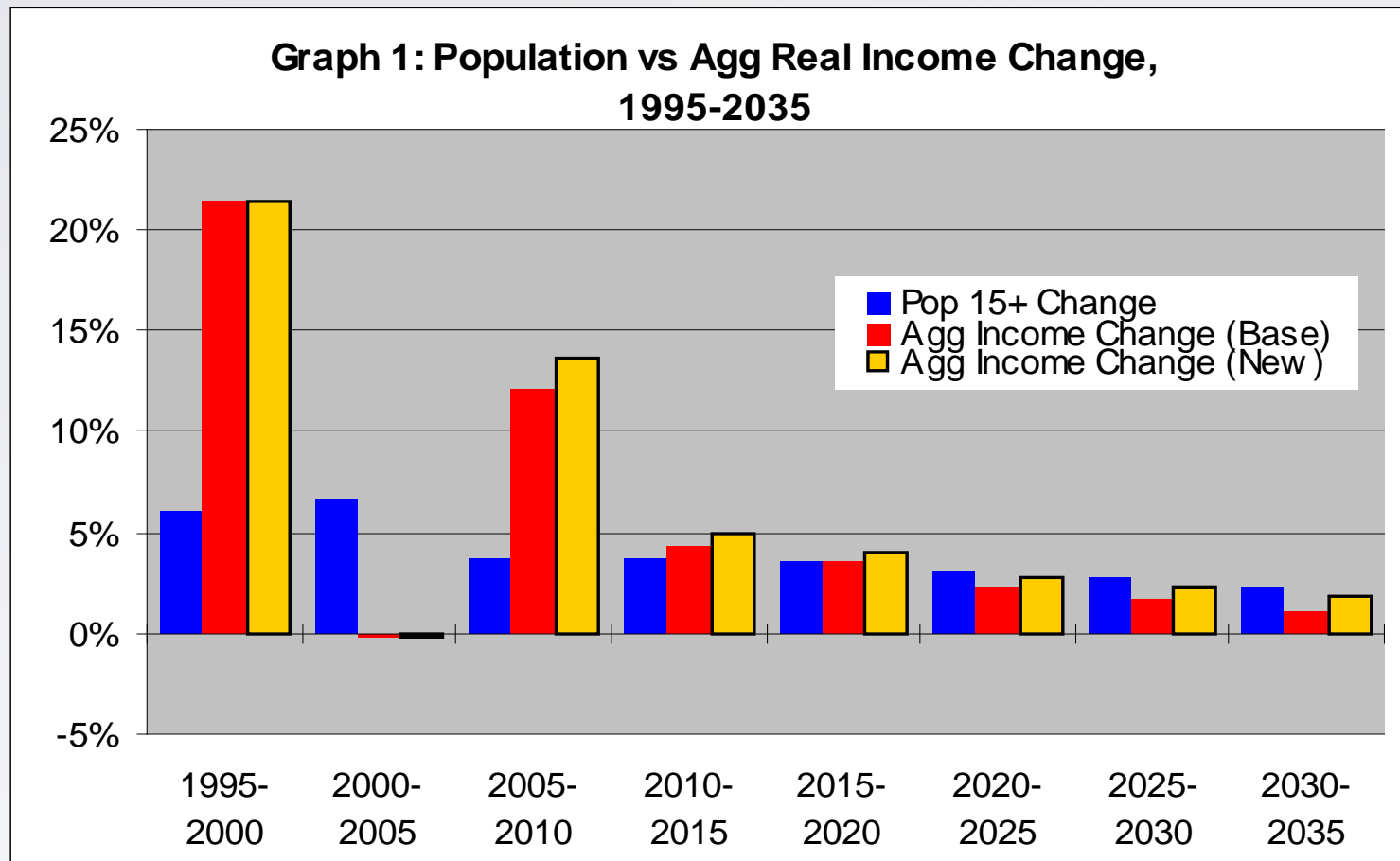
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THE INCOME BOOST ONLY DELAYS THE PCI LOSS FOR A FEW YEARS

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**Graph 1: Population vs Agg Real Income Change,
1995-2035**



WORKFORCE TRENDS ARE:

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- **Unprecedented – we have never faced a declining workforce before;**
- **Assured – demographics will change little;**
- **Largely unalterable – demographics and migration patterns do not change abruptly.**

RAMIFICATIONS OF WORKFORCE TRENDS ARE:

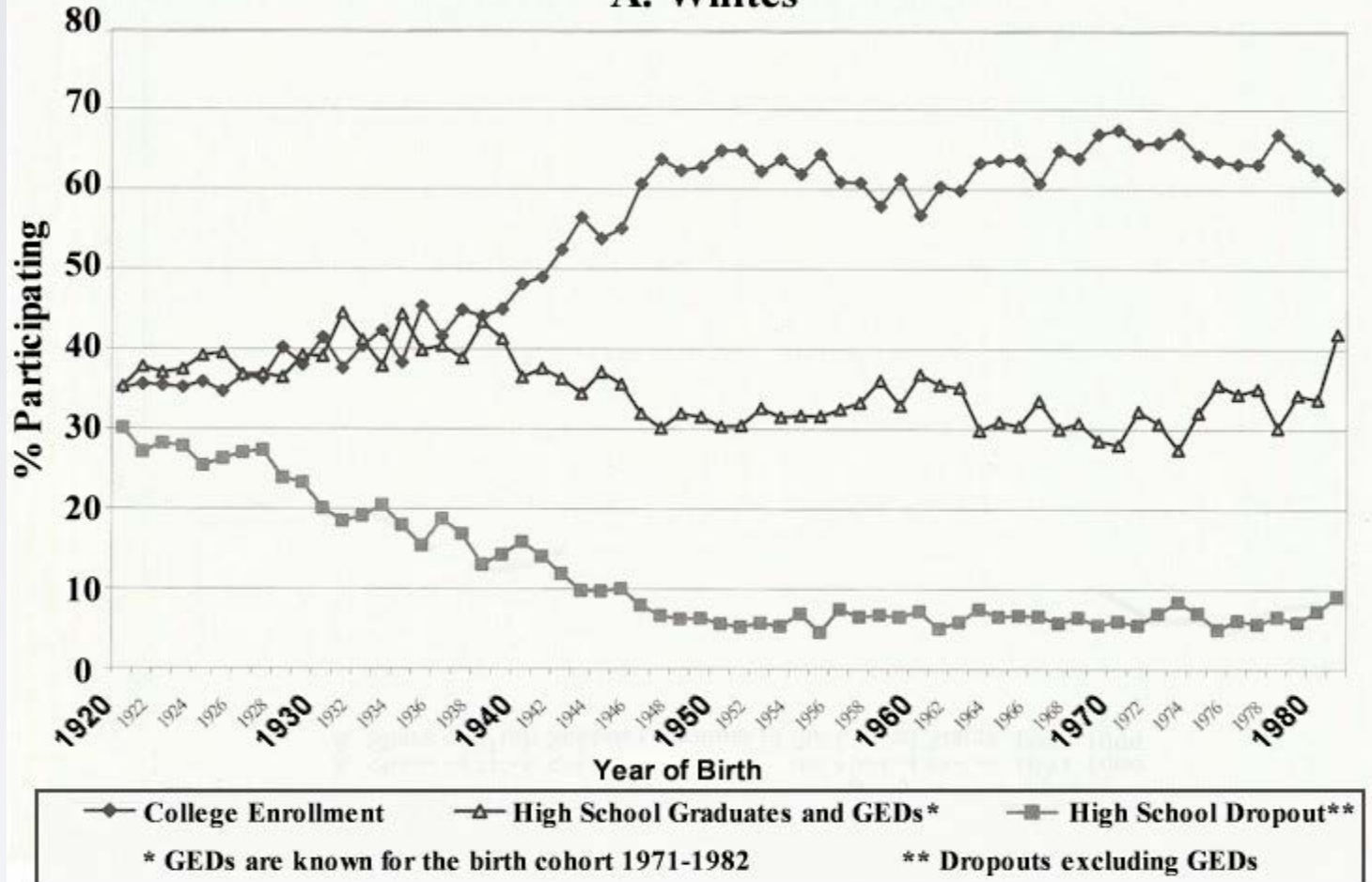
- **Potentially devastating – without sufficient productivity gains the state’s economy will stagnate;**
- **Necessitating a focus on talent – large investments in education and training are needed;**
- **Requiring match – talent supply and industry demand must be matched or you lose both.**

EDUCATION INCLINATION

GAINS LIMITED AT BEST

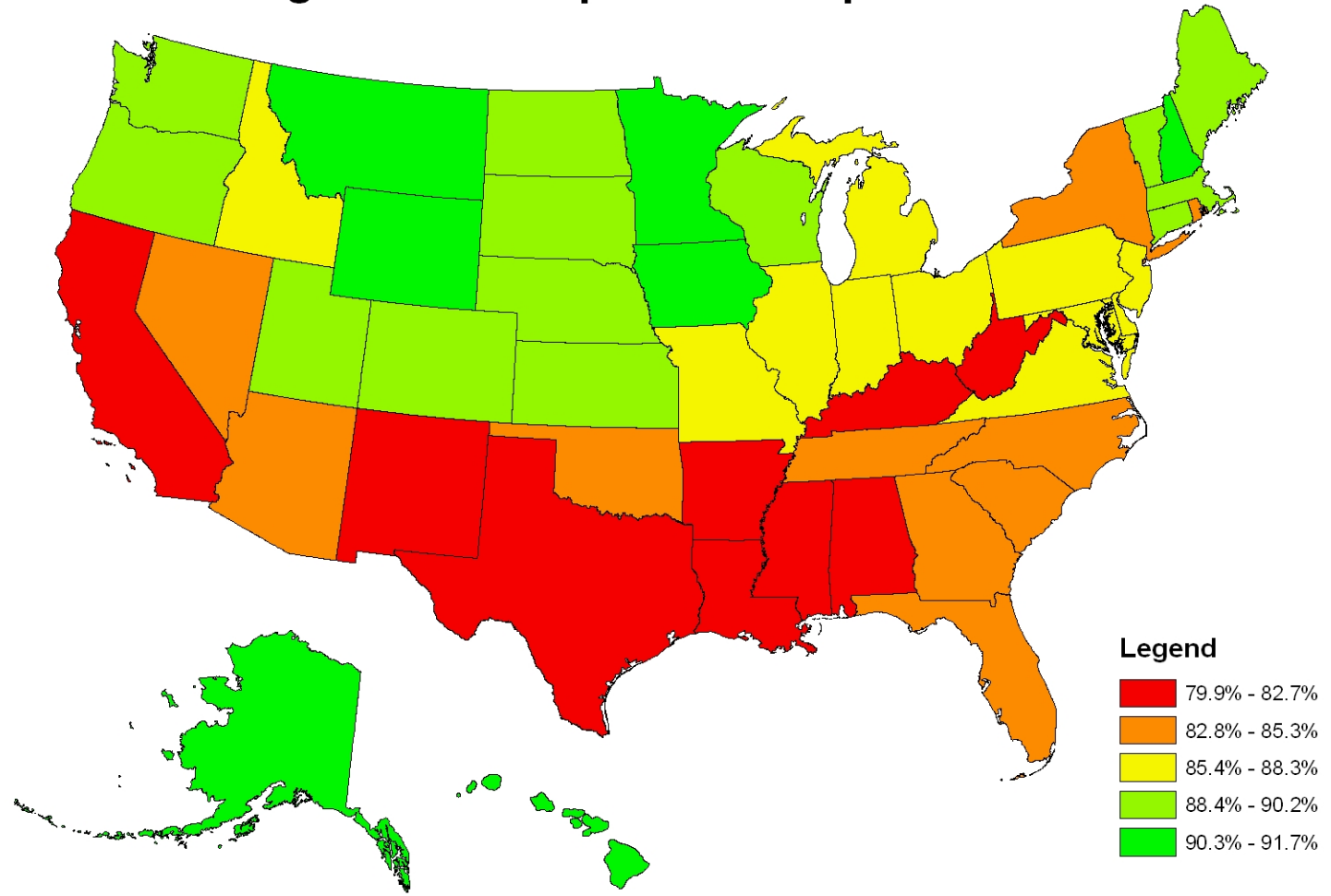
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Schooling Participation Rates by Year of Birth: Data from CPS 2000
A. Whites



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2009 Educational Achievement: High School Diploma or Equivalent





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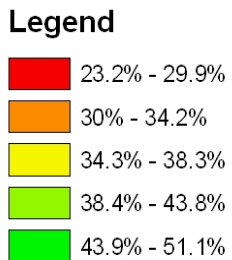
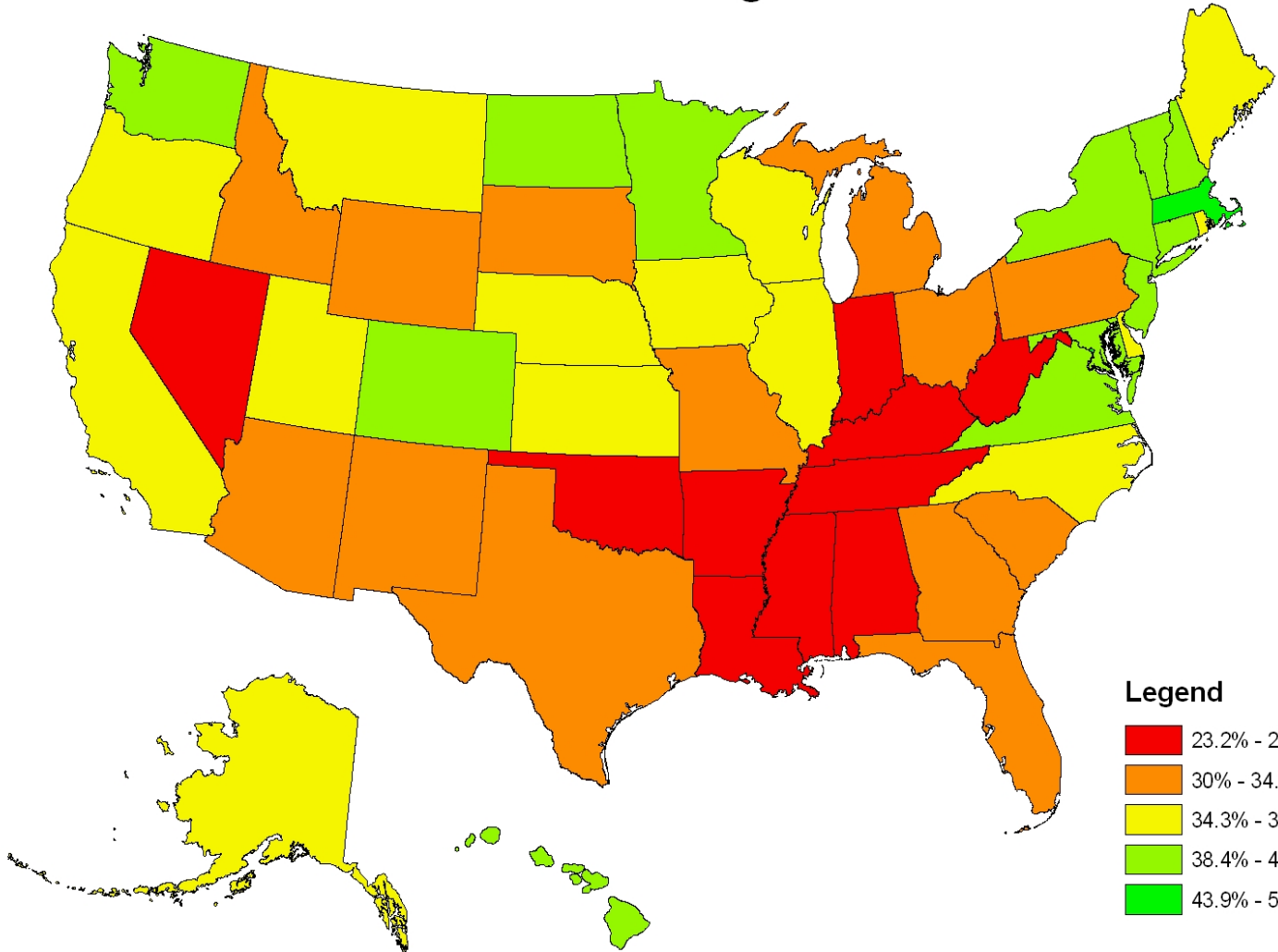
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Wisconsin is Open for Business

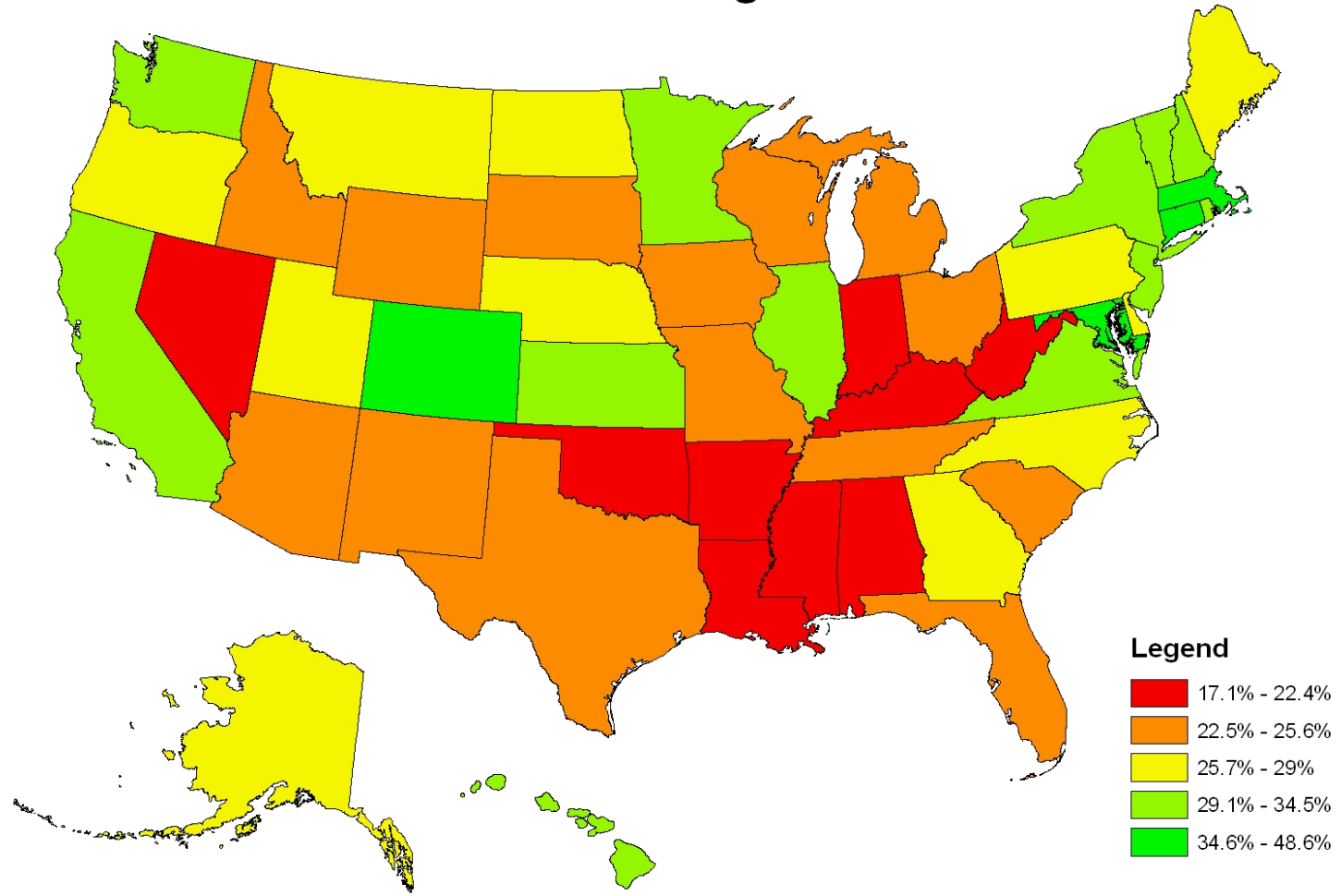
2009 Educational Achievement: Associate Degree



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2009 Educational Achievement: Bachelor Degree



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JOB OPPORTUNITIES

TOP OCCUPATIONS WITH MOST NEW JOBS WISCONSIN, 2008-2018

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Occupational Title	Growth Rate, 2008-18	New Jobs, 2008-18	Typical Education & Training	Avg. Ann. Salary, 2009
Registered Nurses	19.4%	10,570	Associate or Bachelor's degree	\$63,187
Home Health Aides	38.3%	7,940	Short-term on-the-job training	\$21,910
Personal & Home Care Aides	34.0%	7,380	Short-term on-the-job training	\$20,297
Combined Food Preparation & Serving Workers	11.3%	7,260	Short-term on-the-job training	\$17,371
Customer Service Representatives	12.1%	5,960	Moderate-term on-the-job training	\$32,996
Nursing Aides, Orderlies, & Attendants	13.8%	5,090	Postsecondary vocational training	\$25,769
Accountants & Auditors	15.2%	3,500	Bachelor's degree	\$61,069
Truck Drivers, Heavy & Tractor-Trailer	6.9%	3,450	Short-term on-the-job training	\$39,813
Network Systems & Data Communications Analysts	36.9%	2,900	Bachelor's degree	\$64,364
Office Clerks, General	3.8%	2,590	Short-term on-the-job training	\$28,109
Waiters & Waitresses	5.1%	2,410	Short-term on-the-job training	\$18,892
Landscaping & Groundskeeping Workers	10.5%	2,290	Short-term on-the-job training	\$26,505
Medical Assistants	21.3%	2,100	Moderate-term on-the-job training	\$30,313
Computer Software Engineers, Applications	18.2%	1,820	Bachelor's degree	\$75,752
Recreation Workers	11.8%	1,560	Moderate-term on-the-job training	\$23,664

Source: Office of Economic Advisors, Wisconsin Projections 2008-2018

FASTEST GROWING OCCUPATIONS

WISCONSIN, 2008-2018

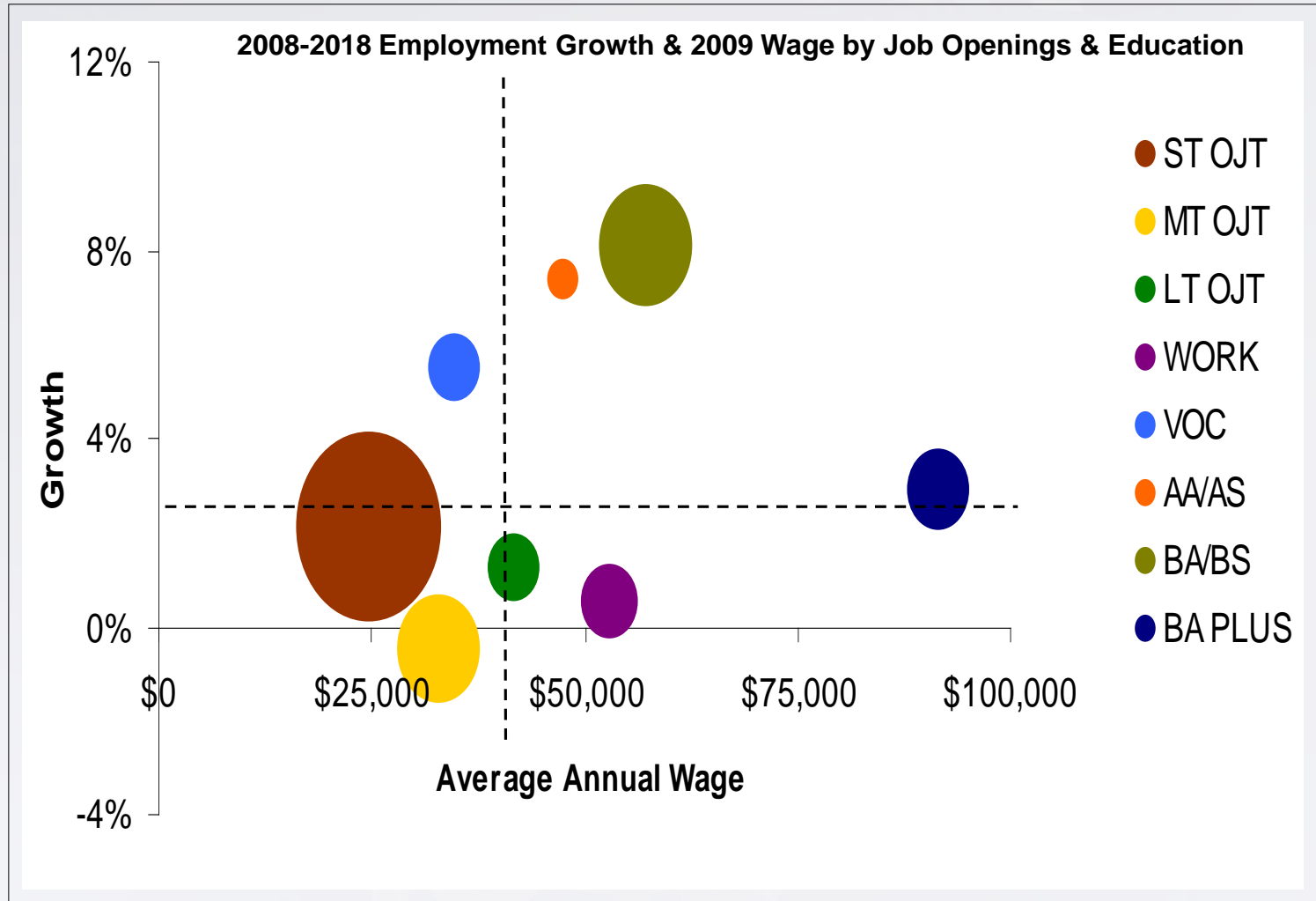
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Occupational Title	Growth Rate, 2008-18	Total Openings, 2008-18	Typical Education & Training	Avg. Ann. Salary, 2009
Home Health Aides	38.3%	10,000	Short-term on-the-job training	\$21,910
Network Systems & Data Comm. Analysts	36.9%	4,310	Bachelor's degree	\$64,364
Personal & Home Care Aides	34.0%	10,090	Short-term on-the-job training	\$20,297
Financial Examiners	32.6%	220	Bachelor's degree	\$68,521
Ambulance Drivers & Attendants	30.8%	260	Moderate-term on-the-job training	\$22,468
Athletic Trainers	28.3%	270	Bachelor's degree	\$43,813
Physician Assistants	27.1%	760	Master's degree	\$87,608
Surgical Technologists	25.0%	1,340	Postsecondary vocational training	\$44,801
Medical Equipment Repairers	24.5%	650	Associate degree	\$49,492
Physical Therapist Aides	24.4%	420	Short-term on-the-job training	\$24,790
Mental Health Counselors	24.1%	830	Master's degree	\$44,180
Cardiovascular Technologists & Technicians	24.0%	370	Associate degree	\$52,769
Animal Trainers	23.9%	260	Moderate-term on-the-job training	\$30,942
Gaming Dealers	23.1%	600	Postsecondary vocational training	\$19,532
Medical Scientists, Excl. Epidemiologists	22.6%	1,240	Doctoral degree	\$56,810

Note: Only occupations with at least 500 jobs in 2018 were included.
Source: Office of Economic Advisors, Wisconsin Projections 2008-2018

EDUCATION AND JOB PROSPECTS CORRELATED WITH EARNINGS

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GENERAL POLICIES TO CONTEMPORATE ARE:

- **Invest in early childhood development, especially for at-risk kids – high reward, low risk, perpetual gains investment**
- **Don't ignore the “invisible 80%” – if 70% of jobs in Wisconsin won't require a BS, these kids are our sweet spot**
- **Need high-end jobs in Wisconsin if we want to keep the best and brightest**