



# Skills Gap, Who Will Build and Maintain Our Facilities?

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## **Texas Chemical Council**

Workforce Committee Chair 2010 – Present

## **Texas Association of 'Manufacturers**

Workforce Committee Chair 2010 – Present

# Skills Gap

## Is it Real?

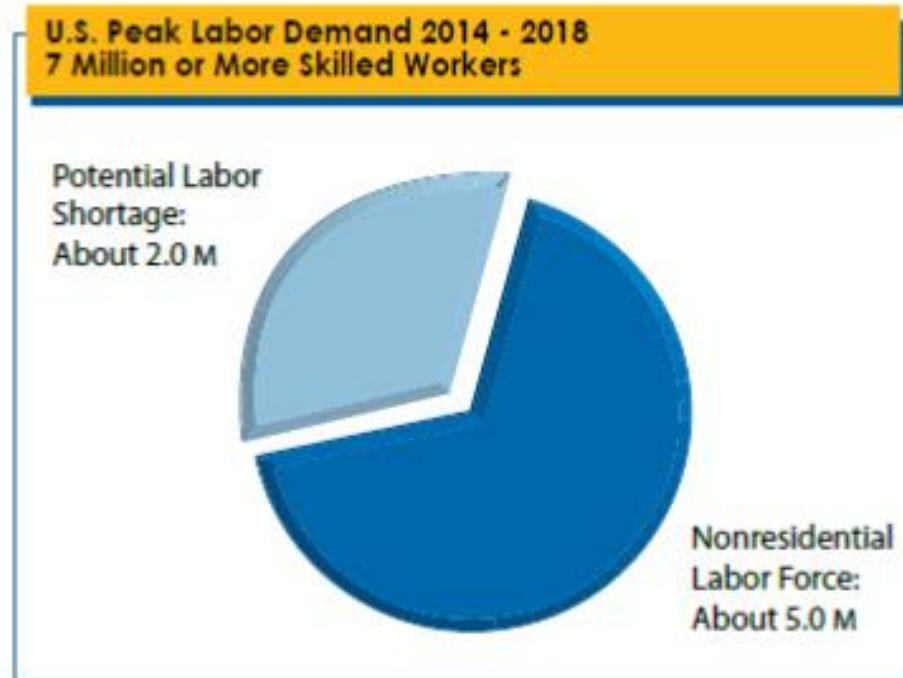
## Manufacturing Institute/Deloitte Study

- 74% of manufacturers report that the skills gap has negatively impacted their company's ability to expand operations.
- 69% of manufacturers expect the shortage in skilled production to worsen.

# Skills Gap

## Is it Real?

- US Department of Labor Predicts 2 Million Worker Shortfall in Skilled Crafts



# Retirement

## Baby Boomers Set to Leave in Large Numbers

- 75 million baby boomers are approaching retirement age
- For the next 18 years, 10,000 baby boomers will reach retirement age each day
- More than half of the US population is over 50

# Retirement

## Baby Boomers Set to Leave in Large Numbers

### ■ Skilled Crafts

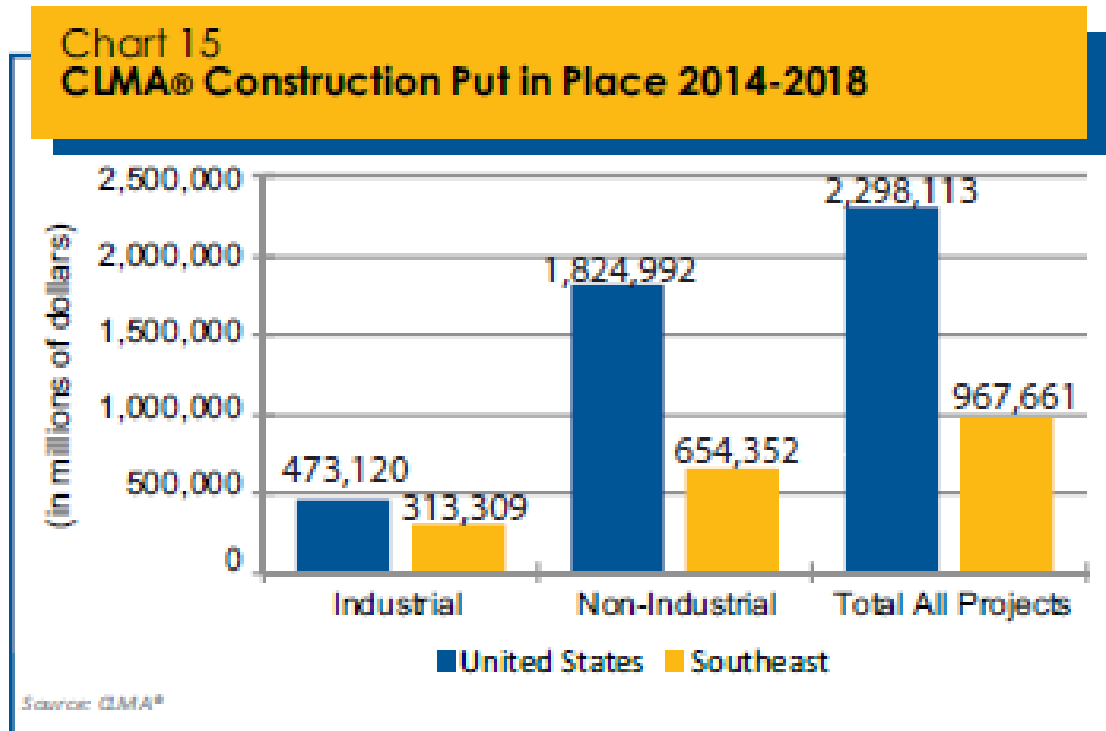
Age Distribution of Employed Const. Workers annual avg.		
Age Group	% of Employed Construction Workers	
Year	2000	2012
16-19	3.50%	1.70%
20-24	10.40%	6.70%
25-34	25.20%	23.50%
35-44	29.90%	24.00%
45-54	20.50%	25.50%
55-64	8.50%	15.10%
65 years and older	1.90%	3.50%
Total, 16 and older	100.00%	100.00%

*Source: Bureau of Labor Statistics, Current Population Survey*

# New Investments

## Stretching the Rope Even Tighter

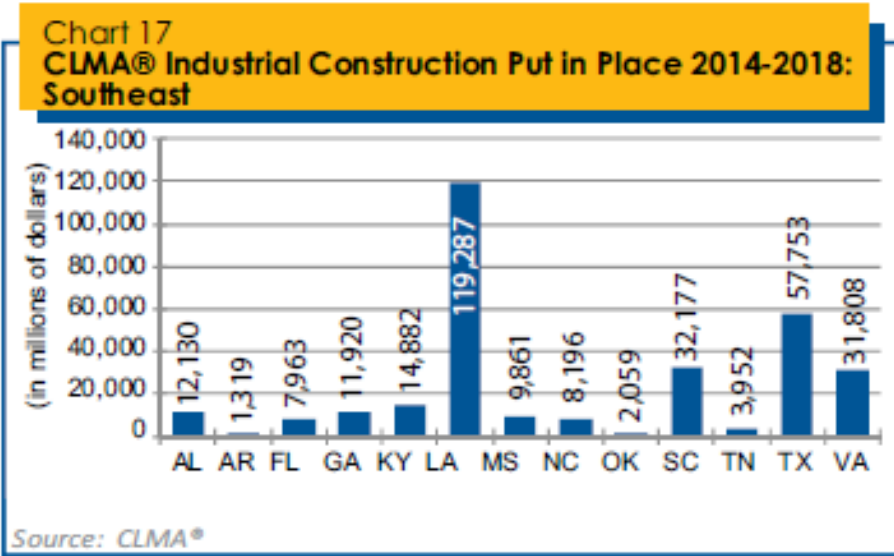
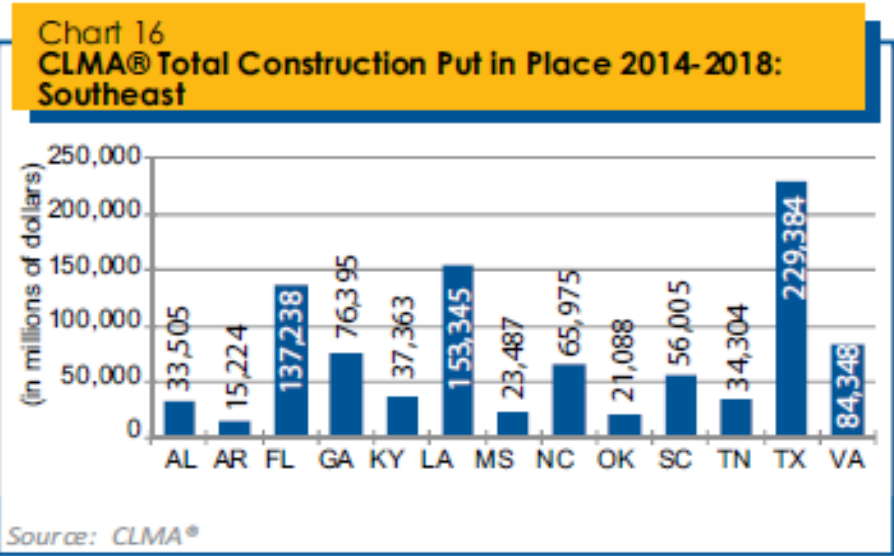
### ■ New Investments – Taxing an Already Thin Workforce



# New Investments

## Stretching the Rope Even Tighter

### ■ New Investments – Taxing an Already Thin Workforce





# Filling the Pipeline

## How Do We Attract Them?

- **Change Perceptions** – High Tech, High Skills
- **Support Established Programs** –
  - ▶ National Association of Manufacturers – Dream It, Do It
  - ▶ NCCER – Build Your Future
- **Support Local Initiatives** –
  - ▶ Greater Houston Partnership, Skills Up Houston
- [https://www.youtube.com/watch?v=PLcqqG3ULz8&feature=player\\_embedded](https://www.youtube.com/watch?v=PLcqqG3ULz8&feature=player_embedded)

# Bachelor's Degree

## Highest Earning College Programs 2010 Summary

Bachelor's Degree Graduate Major (TX)	Grads	Earnings
Engineering	4,554	\$51,131
Health Professions & Related Clinical Sciences	7,644	\$50,813
Engineering Technologies/Technicians	951	\$46,075
Computer & Information Sciences	1,356	\$44,408
Business, Management & Marketing	21,153	\$36,261
Mathematics and Statistics	914	\$33,296
Multi/Interdisciplinary Studies	10,082	\$31,888
Physical Sciences	1,103	\$30,828
Liberal Arts & Sciences/Humanities	2,359	\$30,074
Teacher Education & Development /Special Ed	1,505	\$29,594
Agriculture & Agriculture Operations	1,804	\$28,195
Unknown or Undeclared	2,247	\$27,812
Public Administration & Social Service	1,174	\$27,456
Security & Protective Services	2,783	\$27,039
Social Sciences	6,227	\$26,795

# Associate's Degree

## Highest Earning Associate's Degree Programs 2010

Associate's Degree Graduate Major (TX)	Grads	Earnings
Fire Protection	157	\$68,275
Nuclear Radiologic Technology	33	\$63,908
Electrical & Power Transmission Installers	41	\$55,835
Registered Nursing, Nursing Administration	5,203	\$53,648
Mining and Petroleum Technology	24	\$50,241
Physical Science Technology	457	\$47,881
Electromechanical /Instrumentation Technology	397	\$46,151
Quality Control & Safety Technology	133	\$44,685
Chemistry	56	\$44,599
Industrial Production Technology	97	\$44,138
Construction Engineering Technology	45	\$41,789
Mechanical Engineering Related Technology	29	\$41,622
Precision Metal Working	138	\$39,817
Electrical/Electronics Maintenance Technology	47	\$37,500
Dental Support Services & Allied Professions	352	\$37,371

# Closing the Skills Gap

## What Can I Do?

- 1. Be an Advocate** – Understand the Issue and Lead
- 2. Be Proactive** – Approach Local Business
- 3. Be Alert** – Opportunity Exists Where We Least Expect It
- 4. Be Creative** – Explore Partnerships Where None Existed
- 5. Be a Counselor** – Students and Parents Alike

# Questions



# Supporting slides

