



LA'S WORKFORCE LANDSCAPE

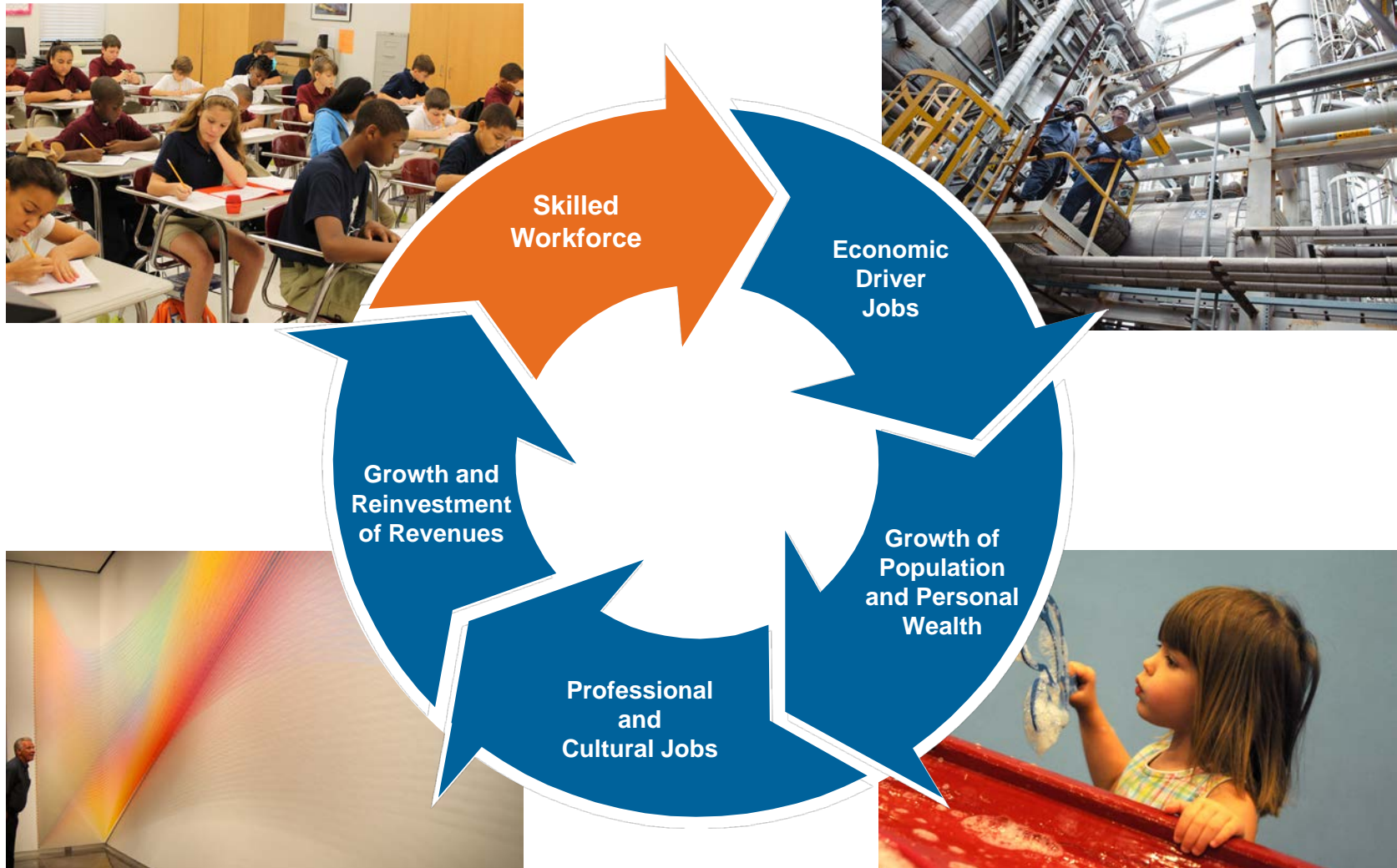
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LED FASTSTART'S WORKFORCE INITIATIVES GROUP FOCUSES ON COLLABORATION AND RESOURCE ALIGNMENT

- Partner with LWC, Department of Education, higher education, REDOs, and community partners to identify opportunities to add value
- Collaborate to align existing resources to the current and future needs of employers, and identify new funding streams where needed
- Provide world-class curriculums and resources to public education systems in the state
- Develop strategies to maximize access to high-quality employment for all Louisianans
- Provide data and expertise to support innovative approaches to workforce development, including work-based learning
- Document and expand awareness of undersupplied opportunities in economic driver industries

WORKFORCE DEVELOPMENT DRIVES THE CYCLE OF ECONOMIC GROWTH AND EXPANSION



A DEMAND-SIDE, COMPETENCY-BASED APPROACH IS IMPORTANT TO BUILDING A SKILLED WORKFORCE

Traditional approach

- Higher education institutions choose educational products that appeal to students and maximize graduation rates
- Students self-select fields of study
- State and student funds education
- This process does not always consider the skills demands of business and industry
- Consequences: Increased job vacancy and time-to-hire, higher unemployment, longer-than-necessary durations of education, higher student debt, lower attainment levels

Demand-side, competency-based approach

- Employers and educators form deep understanding of the skills that are required in the workforce and adjust rapidly
- Educators align administrative process, curricula, and educational experiences to those needs
- Employers participate in the educational system and ensure student experiences align with real world expectations
- Measures of success focus on demonstrated competencies instead of time-based evaluations
- Solution: Aligns education with the skills demands of business and industry, generates revenue for campuses, provides work-based learning, clears pathways to jobs for graduates
- Challenge: Need to build out regional partnerships and coordinate regional workforce development strategies

PRE-COVID ANALYSIS HAS MAJOR IMPLICATIONS FOR EDUCATION PROVIDERS, STUDENTS, AND JOB SEEKERS

- Every region is undersupplying workers in manufacturing and IT, both of which are expanding significantly in Louisiana. There are important regional differences, but these fields are top priority everywhere. These trends are expected to persist in the mid- to long-term.
- Some healthcare fields are undersupplied statewide, but many more of them are undersupplied in rural and underserved urban areas.
- The best opportunities in the state require post-secondary preparation in specific fields:
 - Community and technical colleges: short-term certifications to Associate's degrees in construction crafts and manufacturing production and maintenance
 - Four year colleges and universities: Bachelor's degrees in computer science, engineering, accounting, and data analytics
 - Various levels of preparation for certain healthcare fields like nurse practitioners, nurse anesthetists, EMTs, and physical therapists. RNs and GPs needed in certain areas

But how are things changing?

CURRENT ECONOMIC CHALLENGES DRIVE LONG-ANTICIPATED SHIFTS IN THE WORLD OF WORK, AND SOME NEW ONES

- Sector Impacts:
 - Hospitality, Tourism see job losses
 - Energy jobs are shifting
 - Manufacturing and Construction are hiring in many regions and sectors
 - IT, Transportation/Logistics, Healthcare are hiring significantly but details matter
 - New economy jobs are arriving quickly

What do the growth jobs have in common?

What does this mean for your students?

RESILIENT OCCUPATIONS

Despite job loss in the region, some occupations have experienced growth during the pandemic.

Resilient Occupations		Growing Occupations		Impacted Occupations	
Occupation	Change (Mar – Dec)	Occupation	Change (Nov – Dec)	Occupation	Change (Mar – Dec)
Heavy and Tractor-Trailer Truck Drivers	1,993	Registered Nurses	284	Secretaries and Administrative Assistants	-199
Registered Nurses	1,307	Passenger Vehicle Drivers	160	First-Line Supervisors of Office and Administrative Support Workers	-143
Passenger Vehicle Drivers	223	Speech-Language Pathologists	153	Maids and Housekeeping Cleaners	-127
Licensed Practical and Licensed Vocational Nurses	204	Customer Service Representatives	104	Waiters and Waitresses	-117
Home Health Aides	143	Licensed Practical Nurses	85	Food Service Managers	-109
Clinical Laboratory Technologists and Technicians	117	Light Truck Drivers	73	Childcare Workers	-108
Speech-Language Pathologists	110	Respiratory Therapists	72	Sales Representatives of Services	-107
Light Truck Drivers	106	First-Line Supervisors of Retail Sales Workers	70	First-Line Supervisors of Construction Trades and Extraction Workers	-106
Respiratory Therapists	89	Sales Representatives, Wholesale and Manufacturing,	54	Sales Managers	-104
Family Medicine Physicians	85	Securities, Commodities, and Financial Services Sales Agents	47	Cooks, Restaurant	-99

RESILIENT SKILLS

Medical related skills and certifications have remained in high demand throughout the pandemic.

Resilient Hard Skills		Resilient Certifications	
Skills	Change (Mar – Dec)	Skill	Change (Mar – Dec)
Basic Life Support	1,236	Commercial Driver's License (CDL)	1,878
Nursing	719	Licensed Practical Nurse	284
Advanced Cardiovascular Life Support (ACLS)	509	Critical Care Registered Nurse (CCRN)	209
Flatbed Truck Operation	334	CNOR Certification	208
Medical Surgical Nursing	312	Bachelor of Science in Nursing (BSN)	105
Telemetry	305	Licensed Vocational Nurses	91
Surgery	301	Transportation Worker Identification Credential (TWIC) Card	83
Nursing Process	269	Medical License	67
Emergency Departments	268	Clinical Nurse Specialists (CNS)	65
Basic Life Support	257	Certified Nursing Assistant	65

NEW ECONOMY – NEW SOCIETY – CONSTANT TRANSFORMATION: WHAT LED'S PARTNERS TELL US THEY NEED FROM WORKERS

- Ability to thrive in highly dynamic environments
- Foundational competencies
 - Today's technical skills
 - Tomorrow's technical skills
 - Non-technical skills – interpersonal skills, resilience
- Strong ethical orientation
- Commitment to equity in opportunity and outcome

HOW IS HIGHER EDUCATION MOVING TOWARD A FUTURE-ORIENTED SYSTEM?

- Skills across the curriculum
- Interdisciplinary innovation groups
- Industry engagement
- Competency based learning
 - Functional competencies
 - Personal competencies
 - Ethical and equitable competencies
- Thought leadership
- Fun!

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