Regional Talent Pipelines: Collaborating with Industry to Build Opportunities in Texas

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Senior Community Development Advisor
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The views expressed are my own and do not necessarily reflect official positions of the Federal Reserve System.
Regional Talent Pipelines:
Collaborating with Industry to Build Opportunities in Texas
Overview

I. The Shrinking Middle Class

II. Collaborating with Industry to Build Talent Pipelines

III. Banks Engaging in Workforce Development
The Shrinking Middle Class: 
Job Polarization in the United States

Employment Shares by Skill Level
January 1979 - September 2016

- High-Skill Occupations: 25% to 39%
- Traditional Middle-Skill Occupations: 61% to 43%
- Low-Skill Occupations: 14% to 18%

NOTE: Data are restricted to workers ages 16 to 64 who are not self-employed and are not employed in military or agricultural occupations. SOURCE: The original chart is from "The Vanishing Middle: Job Polarization and Workers' Response to the Decline in Middle-Skill Jobs," Didem Tuzemen and Jonathan Willis, Federal Reserve Bank of Kansas City, 2013. The original chart has been updated to begin in 1979 and end in September 2016. Data was provided by Didem Tuzeman.
Low Wage Jobs and the Declining Middle Class

Change in Employment Shares by Wage Quartile, 1979-2014

<table>
<thead>
<tr>
<th>Wage Quartile</th>
<th>U.S. Minus Texas</th>
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<td>Lowest Wage Quartile</td>
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<tr>
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Low Wage Jobs and the Shrinking Middle Class

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Increasing Need for Higher Education in Current Economy

Texas Educational Attainment of Civilian Workforce
Age 25 and Older

TALENT DEVELOPMENT PIPELINES
Aligning Education, Workforce and Economic Development

Workers graduate with industry-approved credentials that get them hired.

Input from industry

Strategic Partners create a Career Pathway System based on industry needs

Strategic Partners

Sector Partnership

Convener

Industry Members

Partnership synergies reverberate back

ENTER WORKFORCE

RETRAINING

Career Pathway System

University (degree)

Community & Technical College (diploma & certificate)

CAREER & TECHNICAL EDUCATION (diploma & certificate)

High school (diploma or equivalent)

Adult Basic Education (credential)

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Career & Technical Education
Education: Train & Pray  →  Career Pathways
Career Pathways:
Guided Pathway Systems

After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.
1. **Linked and aligned programs** that have well-connected education, training and support services informed by employer needs

2. **Multiple entry points, or on-ramps** including for those with limited education, English, skills, and work experiences (i.e., bridge programs)

3. **Multiple exit points** at successively higher levels of family-supporting employment and aligned with subsequent entry points

Workforce Development: Unemployment Services → Sector Partnerships
SECTOR PARTNERSHIPS
Aligning Education, Workforce and Economic Development
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Aligning Education, Workforce and Economic Development

Community Partners
- Universities
  - Adult Basic Education
  - Community-Based Organizations
- Economic Development Organizations
- Workforce Solutions
- Community Colleges
- K-12

Business Champions
Convener

Designs by: [Woolsey Group] [National Governors Association]
Economic Development: Tax Breaks for Large Firms → Industry Clusters
Industry Clusters

Small Businesses

Start-ups

Medium Firms

Large/Anchor Firms

Support Sectors

Suppliers

MARKETS AND BUYERS

SUPPLY CHAINS

INFRASTRUCTURE

INNOVATION AND TECHNOLOGY

LABOR

Includes transportation, utilities, broadband, etc.

Includes access to university and federal lab research and development.

Includes education and training systems graduating jobseekers with skills for entry-level, mid-level, and advanced-level occupations.

Designs by

The Woolsey Group

Science Governors Association
talent development pipelines
Aligning Education, Workforce and Economic Development

industry cluster

enter workforce

retraining

workforce training (certificates)

university (degree)

community & technical college (diploma & certificate)

organizational level training (diploma & certificate)

career & technical education (diploma & certificate)

high school (diploma or equivalent)

adult basic education (credential)

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partnership synergies reverberate back

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strategic partners create a career pathway system based on industry needs

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Career Pathway System

Worker graduates with industry-approved credentials that get them hired.

Industry Cluster

Workers graduate with industry-approved credentials that get them hired.

Strategic Partners create a Career Pathway System based on industry needs.

Input from industry

Sector Partnership

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