Community College-Employer Partnerships: Helping to Fill the Skill Gaps

Jaison R. Abel, Research Officer

Ready to Partner: Community Colleges Building a Regional Workforce
Rochester, NY; October 12, 2016

The views expressed here are those of the presenter and do not necessarily represent those of the Federal Reserve Bank of New York or the Federal Reserve System.
Overview

• Labor market conditions have steadily improved in the nation and region since the Great Recession, though middle-wage jobs have only recently started to return.

• As job growth has picked up, especially in the middle, businesses in the region report widespread difficulty finding workers with all types of skills.

• Partnerships between community colleges and local employers can be instrumental in filling these gaps by helping people build skills that employers need.
Regional Employment Trends
Indexes of Total Employment, Seasonally Adjusted

Source: U.S. Bureau of Labor Statistics and Moody’s Economy.com; data are early benchmarked by FRBNY staff.
Job Categories

Based on 2015 Median Wages, United States

Job Gains and Losses in the United States

Net Change in Total Employment, Thousands

Job Gains and Losses in Downstate NY

Net Change in Total Employment, Thousands

Job Gains and Losses in Upstate NY

Net Change in Total Employment, Thousands

2007 to 2010

- Higher Wage: -72
- Middle Wage: 10
- Lower Wage: 6

2010 to 2013

- Higher Wage: -25
- Middle Wage: 15
- Lower Wage: 22

2013 to 2015

- Higher Wage: 12
- Middle Wage: 5
- Lower Wage: 19

A Shrinking Middle
Share of Jobs by Wage Group, 2007 and 2015

Difficulty Finding Skilled Workers
FRBNY Supplemental Survey Report, April 2015

<table>
<thead>
<tr>
<th></th>
<th>Percentage Reporting Difficulty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Advanced Computer</strong></td>
<td></td>
</tr>
<tr>
<td>Empire State Manufacturing Survey</td>
<td>66</td>
</tr>
<tr>
<td>Business Leaders Survey</td>
<td>45</td>
</tr>
<tr>
<td><strong>Basic Math</strong></td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>29</td>
</tr>
<tr>
<td><strong>Basic English</strong></td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>21</td>
</tr>
<tr>
<td><strong>Basic Computer</strong></td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>18</td>
</tr>
<tr>
<td><strong>Interpersonal</strong></td>
<td>51</td>
</tr>
<tr>
<td></td>
<td>38</td>
</tr>
<tr>
<td><strong>Punctuality/ Reliability</strong></td>
<td>57</td>
</tr>
<tr>
<td></td>
<td>34</td>
</tr>
</tbody>
</table>

Source: Federal Reserve Bank of New York.
Partnerships Can Help Fill Skill Gaps

Expertise, Resources, & Jobs
- Curriculum and Program Development
- Funding for Classroom Equipment & Labs
- Internships & Job Opportunities

Skilled Workers
- Technical & Professional Skills
- Industry Specific Training
- Certifications & Credentials

Local Employers

Community Colleges
LEADING THE WAY

GOAL
The Federal Reserve Bank of New York is co-sponsoring LEADING THE WAY, a workforce development video campaign created to raise awareness about in-demand occupations and industries in the Greater Rochester region.

PARTICIPATING P-TECH PARTNERS
• P-TECH Rochester (MCC)
• Wayne Finger Lakes P-Tech (FLCC)
• Western NY Tech Academy (GCC)

FOR MORE INFORMATION
Please visit our webpage:
www.nyfed.org/leadtheway
Community College-Employer Partnerships: Helping to Fill the Skill Gaps

Jaison R. Abel, Research Officer

Ready to Partner: Community Colleges Building a Regional Workforce
Rochester, NY; October 12, 2016

The views expressed here are those of the presenter and do not necessarily represent those of the Federal Reserve Bank of New York or the Federal Reserve System.