

Not Ready to Work: The Crisis Facing Our Young People, Businesses and Communities

Donna Klein

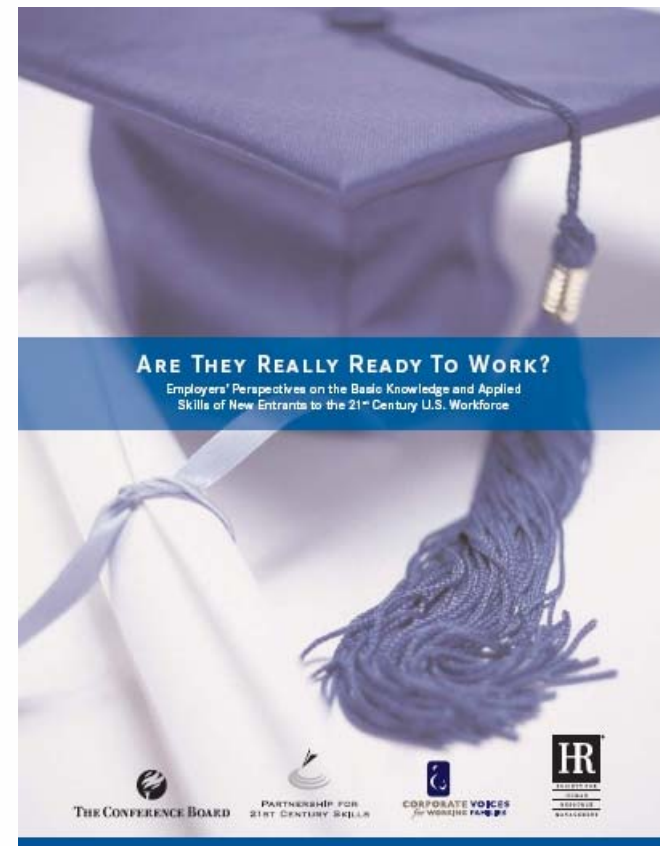
President and Founder
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Jobs Are Changing

- Employers project hiring greater percentages of individuals with post secondary degrees, and fewer with only a high school degree.



Demographics Are Changing



- 95 million baby boomers to exit the U.S. workforce
- Only 40 million members of Generations X and Y will be available to replace them.

Reality Check High Rate of Attrition

Pre-K through 8th Grade

100 – Enter 9th Grade

Over 30% of youth do not finish High School

68 – Graduate High School

48 – Enter College

The U.S. economy will be short 14 million workers
with at least some college experience by 2020
(National Center on Education and the Economy)

27 – Enrolled Sophomores

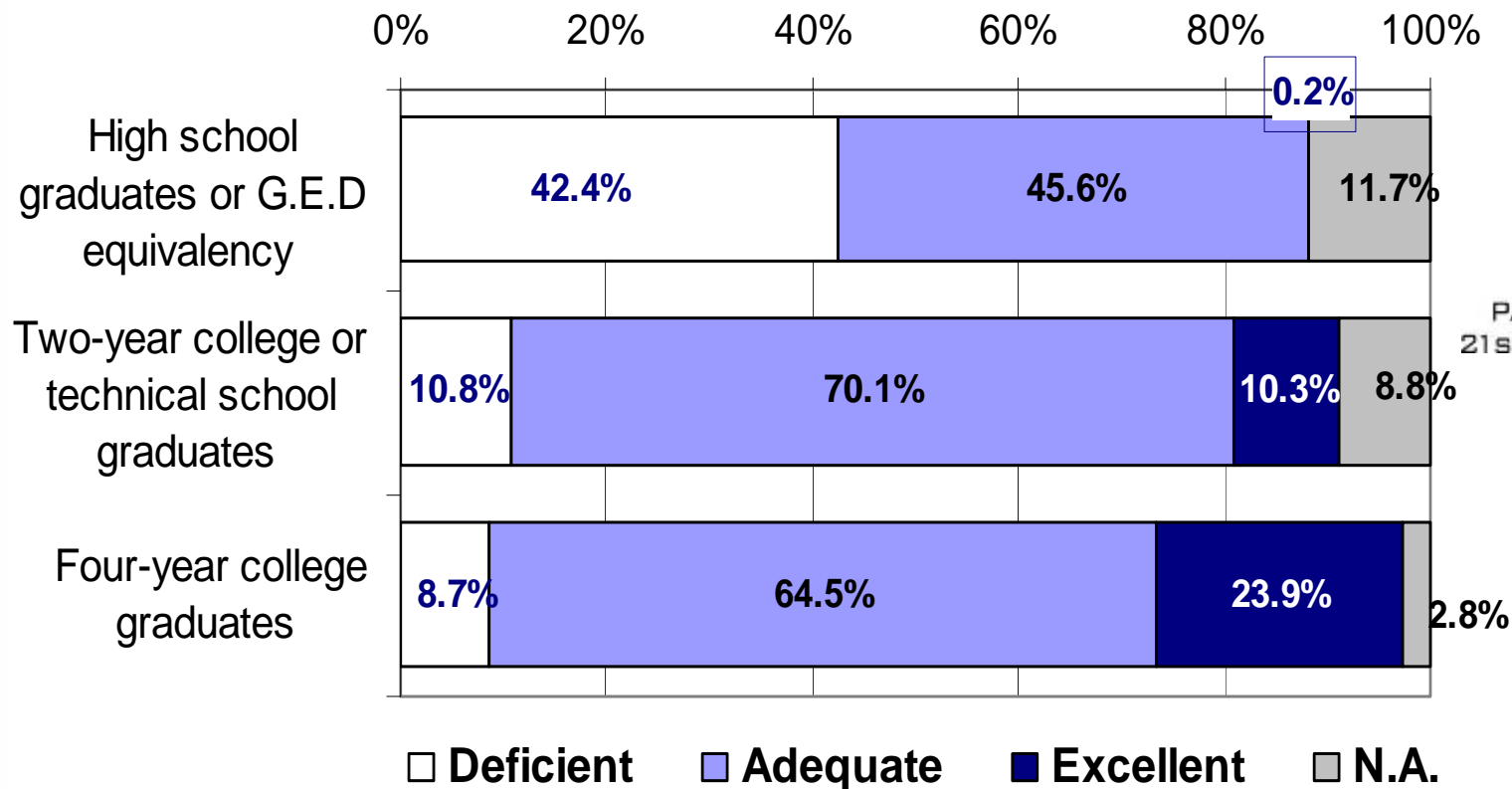
18 – Graduate College
In 4 years



Employers See Little Excellence in New Entrants to Workforce

Overall Preparation of New Entrants to the Workforce

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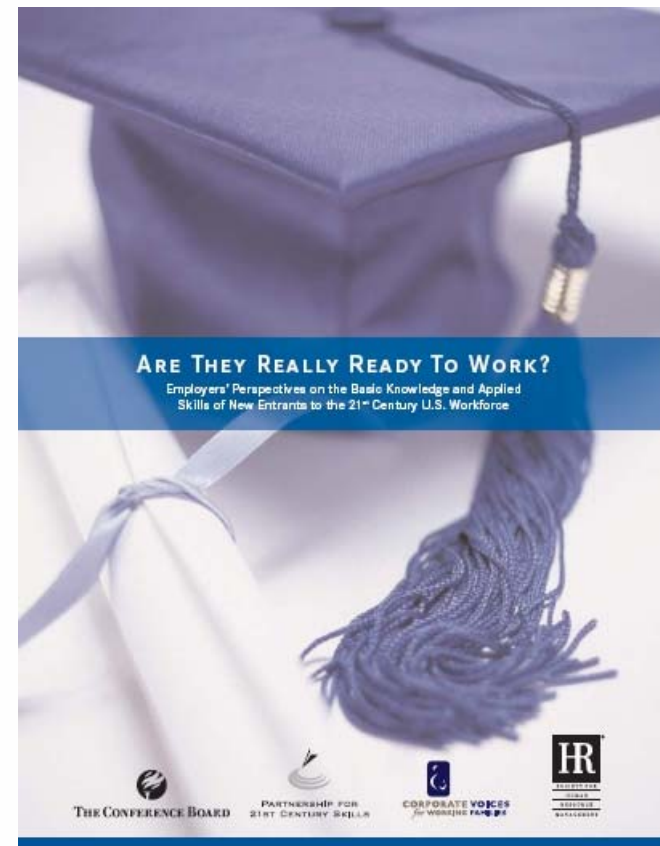


PARTNERSHIP FOR
21ST CENTURY SKILLS



Top 5 Required Skills

- Professionalism
- Oral Communication
- Written Communication
- Teamwork
- Critical Thinking

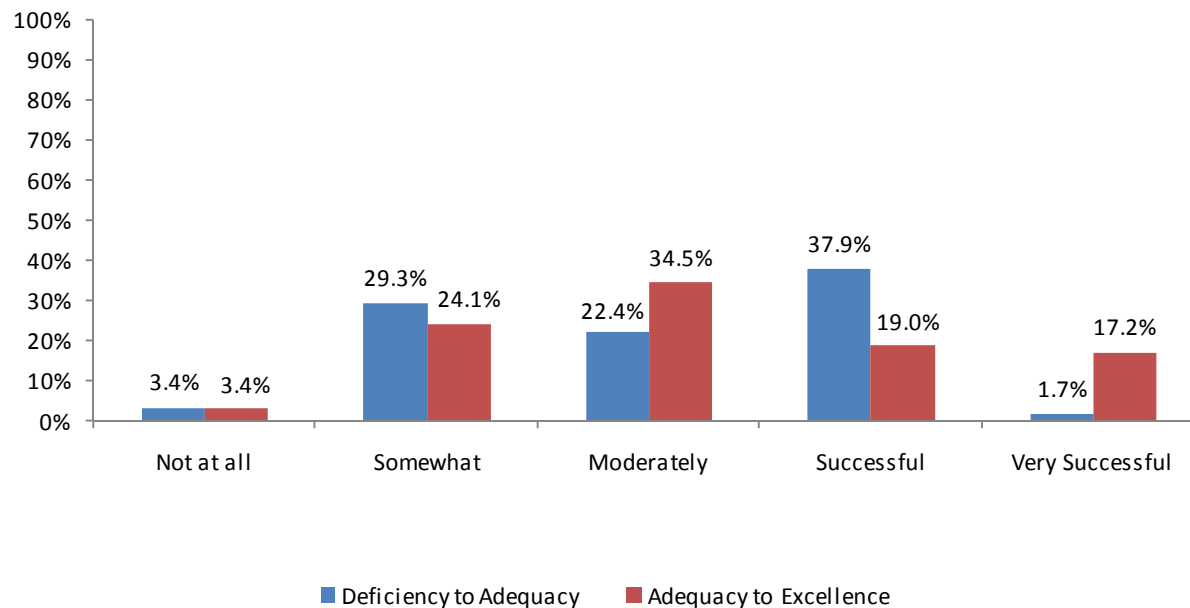


Employers Not Highly Satisfied With Workforce Readiness Training

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Respondents report uneven success in workforce readiness programs



Implications

We must create a comprehensive, coordinated and integrated system of learning and development that provides a range of opportunities for them to succeed through school and into their working lives.



Role for Business

- Track workforce readiness training internally, including cost and effectiveness.
- Be more strategic and coordinated to ensure workforce readiness skills are developed before new entrants show up to work.
- Encourage employees to continue – and complete – post secondary education.
- Advocate for improved education and workforce training policies that support workforce readiness.

Promising Models Supporting Workforce Readiness



All youth ready for
college, work & life.



Ready by 21

- Ready by 21 calls on states and communities to change the odds for children and youth by changing the way they do business.
- Working in partnership with national organizations representing the business, government, education and nonprofit sectors, the Forum for Youth Investment provides frameworks, coaching and tools to help leaders think differently, act differently and act together.
- The Ready by 21 Big Picture Approach helps leaders – from young people to parents, program directors to policy makers – bring precision to their passion, ensuring that all young people are ready by 21 – ready for college, work and life.



Year Up

- Year Up's mission is to close the opportunity divide by providing urban young adults with the skills, experience and support that will empower them to reach their potential through professional careers and higher education.
- Employer partners play an essential role in providing apprenticeship. Year Up works with more than 80 apprenticeship partners to provide them with a cost-effective, reliable source of pre-trained, pre-screened entry-level employees.

Microsoft

Bank of America Higher Standards

JPMorgan

AOL

Marriott

Fidelity Investments

Freddie Mac
We make home possible

STATE STREET

Merrill Lynch

STAPLES

BlueCross
BlueShield
Association

CVS/pharmacy
Expect something extra.

PARTNERS
HEALTHCARE

citigroup

TJX
THE TJX COMPANIES, INC.

perotsystems

Corporate Voices Federal Policy Goals for 2009

Workforce Investment Act Reauthorization:

- Supporting an innovations incentive fund to provide funding to scale successful models.
- Supporting increased use of data and performance measures to ensure quality programs are funded.
- Supporting greater employer engagement.

Tax Policy: Exploring possibility of a pre-employment training tax credit for employers to increase opportunities for low income young adults

Corporate Voices Supports Maryland State Policy

- Ensure that the K-12 education system can provide the skills necessary to prepare all students for success in college, work and life.
- Alternative pathways give vulnerable youth the ability to achieve post-secondary education credentials with on-the-job experience.
- Public-private partnerships are key to bringing all stakeholders to the table for discussions.

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