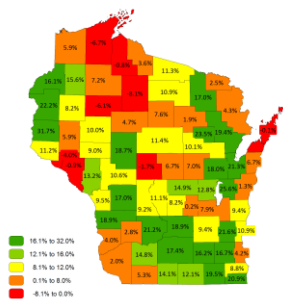




Workforce Outlook

Dennis K. Winters
 Chief Economist
 Department of Workforce Development

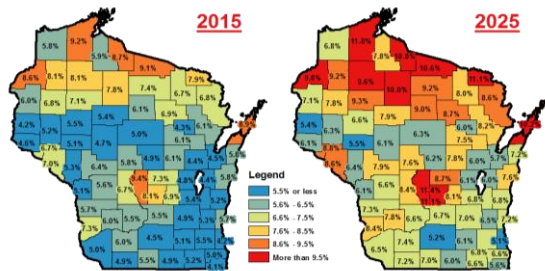
Projected Population Change 2015 - 2035



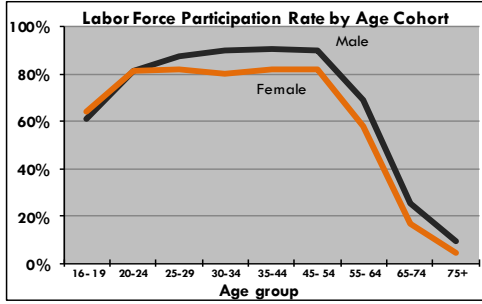
Source: WI Dept. of Administration Demographic Services Center and U.W.-Madison Applied Population Lab

Projected Population Change 2015 - 2025

People Aged 65 & Older

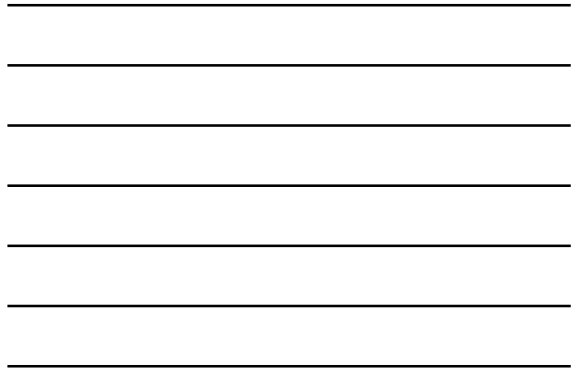


LFPR Declines as Workers Age The New Economy

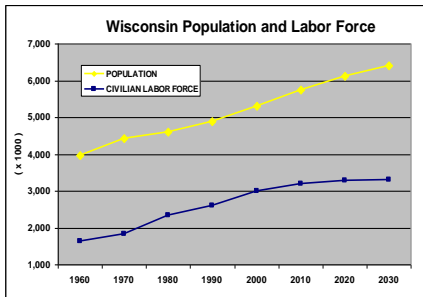


Source: Bureau of Labor Statistics, OEA

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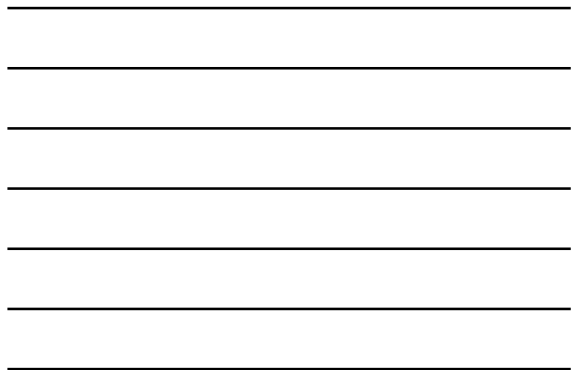


Wisconsin's Workforce Growth The New Economy

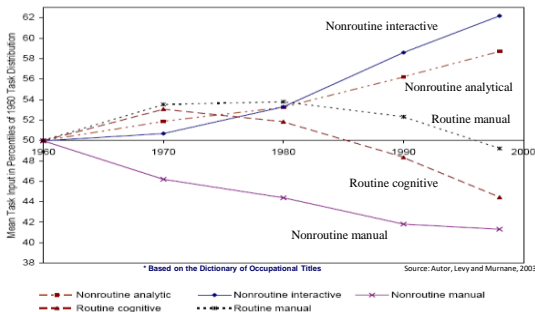


Source: Bureau of Labor Statistics, OEA

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Workplace Requirements Changes in Skills Used at Work

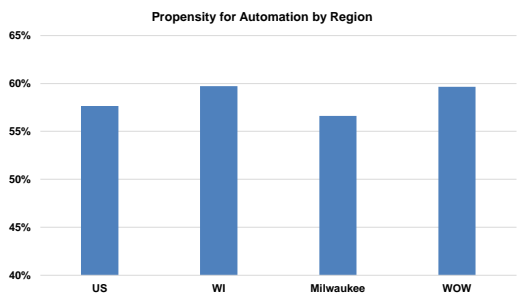


Source: K-12 Education and Economic Summit presentation by Alan B. Krueger, Princeton University

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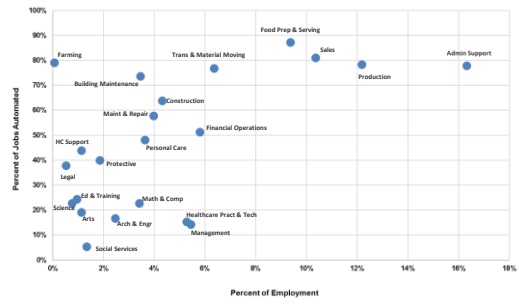


Propensity for Automation by Region


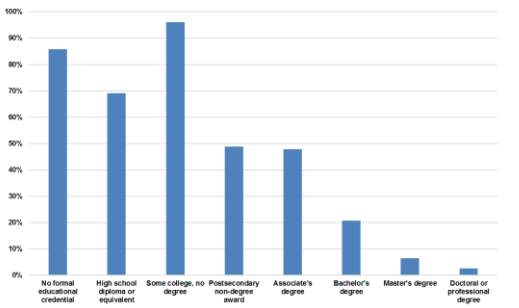
Source: The Future of Employment: How Susceptible are Jobs to Computerisation, C.B. Frey and M.A. Osborne, September 17, 2013, Oxford Martin School, University of Oxford, OES.

Propensity for Automation by Occupational Group

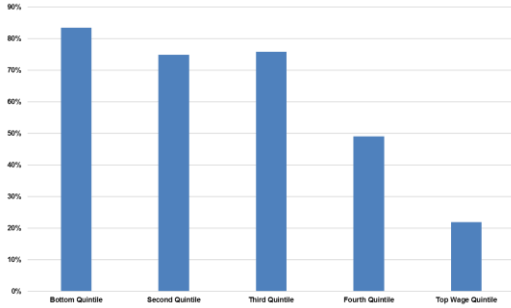
Source: The Future of Employment: How Susceptible are Jobs to Computerisation, C.B. Frey and M.A. Osborne, September 17, 2013, Oxford Martin School, University of Oxford, OES.

Propensity for Automation by Typical Educational Requirements

Source: The Future of Employment: How Susceptible are Jobs to Computerisation, C.B. Frey and M.A. Osborne, September 17, 2013, Oxford Martin School, University of Oxford, OES.

Propensity for Automation by Wage



Source: The Future of Employment: How Susceptible are Jobs to Computerisation, C.B. Frey and M.A. Osborne, September 17, 2013, Oxford Martin School, University of Oxford, OES.

Conclusions



1. Find every body you can
2. Train everybody to their max
3. Target non-routine analytical and interaction skills
4. Train to the future technology

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Questions?

Dennis Winters

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Department Update

BJ Dernbach
Assistant Deputy Secretary
Department of Workforce Development

Addressing the Skills Gap – Work Based Learning and Training



- Youth Apprenticeship
- Registered Apprenticeship
- Wisconsin Fast Forward Worker Training Grants
- WisConnect Internship Portal
- Division of Vocational Rehabilitation Services
- Job Center of Wisconsin Website and In-Person Services



Youth Apprenticeship



- Statewide School-to-Work initiative since 1991
- One-year or two-year program
- Combines 180 hours/year of related technical instruction with mentored on-the-job training
- Students work a minimum of 450 hours/year being paid at least minimum wage
- Available to ALL youth in participating school districts



Registered Apprenticeship

- Industry-driven model
- Combines on-the-job learning with job-related instruction – “Earn and Learn”
- Flexible – can be customized to meet the needs of any business
- Apprenticeship is used in more than 1,000 occupations to meet business needs for qualified workers
- Apprenticeship leads to higher performance outcomes in employment, retention, earnings and credential attainment



Youth & Registered Apprenticeship, Bridging Talent Development Programs




Youth & Registered Apprenticeship, Bridging Talent Development Programs

- State sponsored Youth Apprenticeship (YA) to Registered Apprenticeship (RA) career pathway or "Bridge"
- Provides seamless transition for high school students into registered apprenticeship and gainful employment
- Completed Bridge program crosswalks in manufacturing include:

YA Program	RA Program	Work Hour Credit Recommendation
YA Manufacturing – Machining Unit	RA Machine Tool Trades	Credit of 50% - 100% YA hours to RA hours
YA Manufacturing – All units except Welding	RA Industrial Manufacturing Technician	Credit of 0% - 75% YA hours to RA hours
Welding	Welding – Fabricating	Credit 50% - 100%

Apprenticeship Credit – Worker’s Compensation



- New program that offers a 2% premium credit up to \$2,500 on an employer’s WC premium if they employ an apprentice through Wisconsin’s Bureau of Apprenticeship Standards (BAS)
- Credit is optional for policies written in the voluntary market and mandatory for companies in the Insurance Pool effective Oct. 1, 2018
- Companies interested in the credit should contact their insurance carrier for details
- Program benefits companies who hire and retain apprentices through the state’s Registered Apprenticeship program and encourages expansion


Fast Forward



- Worker training grants to prepare workers for jobs available today and in the years to come
- Grants are available to support employer-led worker training
- Demand-Driven: Must include employers with a skill demand for new/existing workers
- Over 20,000 employees have gained additional skills enhancements

Submission Date	Intent to Award on or Before
January 1 – March 31	May 31
April 1 – June 30	August 30
July 1 – September 30	November 30
October 1 – December 31	February 28

New Wisconsin Fast Forward Initiatives



Wisconsin Fast Forward also offers specialized workforce grants.


The 2017-2019 Biennial Budget added several initiatives:

- Teacher Training and Recruitment
- Advanced Manufacturing Technical Education Equipment
- Nursing Training in Middle and High Schools
- Training Teachers to Teach in Dual Enrollment Programs
- Workforce Retention Pilot
- High School Student Certifications

DVR Mission 

To assist individuals with disabilities in obtaining, maintaining, or improving employment

**Find a Job.
Keep a Job.
Get a Better Job.**

What is DVR? 

- The Division of Vocational Rehabilitation (DVR) provides individualized services to people with disabilities who want to work
- Services include but are not limited to:
 - Vocational counseling
 - Skills development
 - Temporary work experiences
 - Supported employment
 - Education necessary to achieve career goals

What Does DVR Do? 

- DVR is actively engaged with nearly 16,000 job seekers with disabilities who are working toward an employment goal
- DVR job-seekers develop an Individualized Plan for Employment (IPE) with their DVR counselor, which defines:
 - The job goal
 - The services that are needed to reach that goal
 - The job-seeker's role and responsibilities

Hiring Incentives and Tax Credits



- ⦿ Fidelity Bonding
 - ⦿ Free insurance policy for employers (and employees)
 - ⦿ Protects the employer in case of any loss of money or property due to employee dishonesty
- ⦿ Work Opportunity Tax Credit (WOTC)
 - ⦿ Federal tax credit available to employers for hiring individuals from certain target groups
 - ⦿ New DWD eWOTC allows employers to file applications online

WisconsinJobCenter.org/BusinessAssistance/TaxCredits.htm

Job Center of Wisconsin: In-Person and Online



In-Person at Local Job Centers:

- ⦿ Hiring practices consultation
- ⦿ On-site hiring events at local job centers
- ⦿ Career expos and large job fairs
- ⦿ Sector-based recruitments
- ⦿ Targeted email blasts to promote hiring events
- ⦿ Application and resume collection and screening
- ⦿ Pre-employment assessments using the WorkKeys® system
- ⦿ Hiring incentives
- ⦿ Veteran's Preference program
- ⦿ Find locations at JobCenterofWisconsin.com/directory



Online Labor Market Exchange:

- ⦿ No cost job postings on JobCenterofWisconsin.com
- ⦿ Access to a searchable database of more than 36,000 candidate resumes
- ⦿ Match candidates to openings by skills
- ⦿ Customizable Labor Market Information

Improved Position of UI Trust Fund Benefits Employers



- ⦿ Tax Schedule remains at Schedule D for Tax Year 2019
- ⦿ Saves employers covered under the program an estimated \$45 million for TY 2019
- ⦿ Total savings for covered employers since 2013 = \$744 million



Questions?

<http://dwd.wisconsin.gov>