

O WORKFORCE, WHERE ART THOU?

College Board Retreat

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SOME GERMANNA KNOWLEDGE

2020-2021

Overall enrollment has increased 15.65% in the last 5 years with African American enrollment up 25%

Headcount: 12,364 (3% decrease from prior year)
Credit 10,522 (8% **increase** from prior year)
Workforce 1842 (39% decrease from prior year) COVID!

Graduation Rate: 40% with a national rate of 20%

Five-year Average Source of Students:

Caroline	5%
Culpeper	8%
Fredericksburg	5%
King George	3%
Madison	2%
Orange	6%
Spotsylvania	35%
Stafford	30%
Other	7%

DEMOGRAPHICS

2020-2021

- **Five-year Average Race and Gender of Students:**

- African American 16%
- Asian 3%
- White 60%
- Hispanic 12%
- Multi-Race 6%
- Unknown 1%

- Female 64% (2020-21)
- Male 36% (2020-21) **Down 4% since 2016-17**

FY 22 WORKFORCE CREDENTIAL ENROLLMENTS AS OF MONDAY

- Enrollments 2409
- Completions 886
- Areas
 - Asphalt, CDL, Electrical, HAVAC, CompTIA, Heavy Equipment Operator, Welding, Machining, Health
- Germanna is the largest provider of workforce credentials in the state with 7763 credentials awarded since July 1, 2016. Next largest is John Tyler/J. Sargeant Reynolds at 4880 credentials.

WHAT IS GOING ON WITH WORKFORCE?

- “The retirement of baby boomers, lingering challenges associated with the pandemic and a ‘you only live once’ philosophy among many younger workers are driving a structural shift in the labor market away from the conditions that had prevailed since the 1980s.”²
 - Not enough workers=poaching, high turnover rates, employment in services over goods, growth of technology use in goods and services production
 - Structural change in the labor market
- Labor Market Participation Rate is 62% compared to 1990’s at 67%⁹
- “A recent analysis by *The Wall Street Journal* found that between April and July, payrolls expanded by 1.33% in benefit-cutting states and by 1.37% in benefits-maintaining ones. In a potential labor force in excess of 161 million that there is no statistically significant difference in employment outcomes based on the extension of unemployment benefits.”

WHO IS AMONG THE 3M PEOPLE NO LONGER IN THE WORKFORCE?

- Boomers (1 to 1.5 million won't be back) from early retirements during the pandemic due to stock gains, lack of reentry opportunities and health worries
- Parents, especially women, with children at home due to the lack of childcare choices and the expense: The US ranks 20th in the world in terms of the best places for women to work ⁸
- Immigrants and temporary workers
- Outmigration from Virginia to other states
- "Since COVID-19 emerged, college enrollment in the U.S. has declined by almost one million students. Compared to a decade ago, there are now three million fewer college students." ⁷

WHAT ABOUT THE MEN?

- “Adjusted for inflation, average wages among those with a four-year college degree or more **have risen about 16%** since 1979; but among those with only a high school degree, **wages have *fallen* about 12%**. These trends are particularly salient for men: indeed, men with a high school degree or less have largely lost access to jobs that allow them to be financially secure...Meanwhile, relative wages among college-educated workers are higher than they have ever been, and particularly high among those with graduate or professional degrees.”³
- Since the 1990’s, more women have graduated from college than men, especially Black women
- Women dominate service sector jobs which aren’t easily outsourced

WAIT, THERE'S MORE...

- In comparison to the year 2000, 21-to 30-year-old males are currently working an average of 12% fewer hours,
 - Reductions in marriage ⁴
 - Increases in opioid addiction
 - Some studies estimate that close to 40% of the decline in the Labor Market Participation Rate can be explained by people suffering with drug addiction ⁹
 - Deterioration in health and life expectancy among less-skilled men ⁴
- In 2019, Germanna graduation rates for women students were 44% as compared to the graduation rate for men students of 35%

WHAT ABOUT PEOPLE OF COLOR?

- In 2021, the majority of population growth came from immigration ⁴
- In 2044, the US will become majority minority when non-Hispanic white people becomes one of many minority groups
- In 2019, Germanna graduation rates for African American students were 32% as compared to the overall graduation rate of 40%

WHAT ABOUT NEW/RETRAINED WORKERS

- Community colleges originated as the first two years of transfer education: In VA, the colleges receive much less funding for workforce courses than transfer courses
- Mismatch between workers' skills and employer needs ³
 - Growing demand for very highly skilled personnel in engineering, technology, and health resulting in international competition for workers
 - Demand for lower skilled workers has fallen with growth of technology, off-shore production
 - Wage gap growing
 - Wage earning ability by men has gone down compared to women's
 - Skills needed
 - Oral and Written Expression, Communicating and Being on at Team, Information Expertise, Decision-making, Logic and Reasoning, Computer Familiarity

ASSET LIMITED, INCOME CONSTRAINED, EMPLOYED= ALICE : 2018 FAMILY OF FOUR WITH TWO SCHOOL AGE CHILDREN ,

- Spotsylvania County=\$43.60 hourly household income
 - 7% Households in poverty; 30% ALICE
- Stafford County=\$45.92 hourly household income
 - 5% Households in poverty; 24% ALICE
- Fredericksburg City=\$42.10 hourly household income
 - 14% Households in poverty; 40% ALICE

HOW DO WE MANAGE IT?

- Pay and benefits
- Flexible work arrangements
- State-of-the-art technology
- Better treatment of employees
- Fund community colleges on par with state flagship universities
- Fund workforce education on par with transfer education
- Provide financial aid for both school costs and living costs and wrap around services
- Fund K-12 education for both career and academic preparation
- Keep down student educational debt
- Increase online learning and dual enrollment

WHAT IS GERMANNA DOING TO DISRUPT EDUCATION?

- 60 to Finish [www.https://www.germannna.edu](https://www.germannna.edu)
- *College Everywhere* with Online, Accelerated Degree Programs <https://www.germannna.edu/pathways/college-everywhere/>
- One Door to Germanna Proactive Recruitment and Admissions
After hours 24/7 support: 1 (855)-874 6681 • [Live Chat](#) • [Email Us](#)
- Drop the Drops [https://www. https://www.germannna.edu/donate/](https://www.https://www.germannna.edu/donate/)
- Germanna Cares <https://www.germannna.edu/counseling-services/germanna-cares/>
- Truth and Reconciliation Plan <https://www.germannna.edu/blackmindsmatter/>
- Recognized by the Federal Reserve Bank of Richmond, Johns Hopkins University, Harvard University and the Aspen Institute

WHAT'S NEXT

- Becoming a Workbased Learning College
 - Careerandtransfer@germanna.edu
 - All programs will have a workbased learning component including paid opportunities

- Global Community College
 - jgullickson@germanna.edu
 - Offer locally needed certifications around the world thereby expanding the workforce to meet local needs

WHAT CAN YOU DO?

BY JOHN T. HAZEL, JR., W. HEYWOOD FRALIN, G. GILMER MINOR III AND DENNIS H. TREACY

- “A clear-eyed assessment of these challenges has brought business, education and political leaders to strategic consensus on a solution: creating an array of **affordable talent pathways** that enable students to move efficiently from learning to earning, with **internships and other work-based educational experiences** along the way, and with **a full-time Virginia-based job as the end result.**”⁶

RESOURCES USED

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4. <https://foreignpolicy.com/2022/03/22/us-white-majority-minority-nation-demographic-change/>
5. <https://www.unitedforalice.org/state-overview/virginia>
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8. https://www.axios.com/newsletters/axios-am-19053ece-8013-45ba-8e4e-bd0d7d6eb87a.html?chunk=3&utm_term=emshare#story3
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