

# Preparing your Community for the Future of Work

IEDC Futures Forum

June 9, 2019



Lyons Workforce, LLC

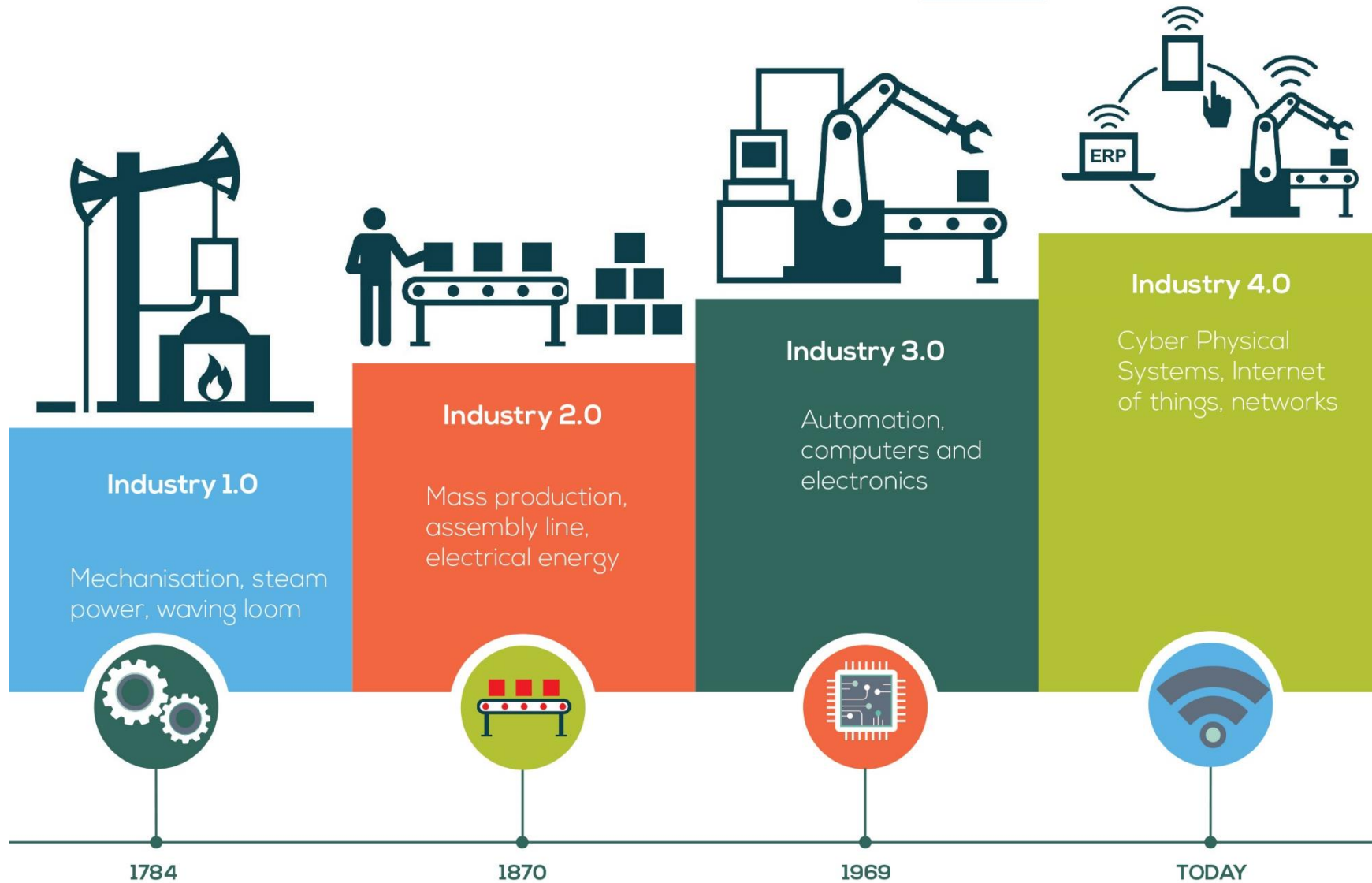
# Panelists

- ▶ Debra Lyons, Principal, Lyons Workforce LLC
- ▶ Josh Wright, Executive Vice President, Community Insights, EMSI
- ▶ John Karras, Vice President, Strategic Accounts, Atlas Integration

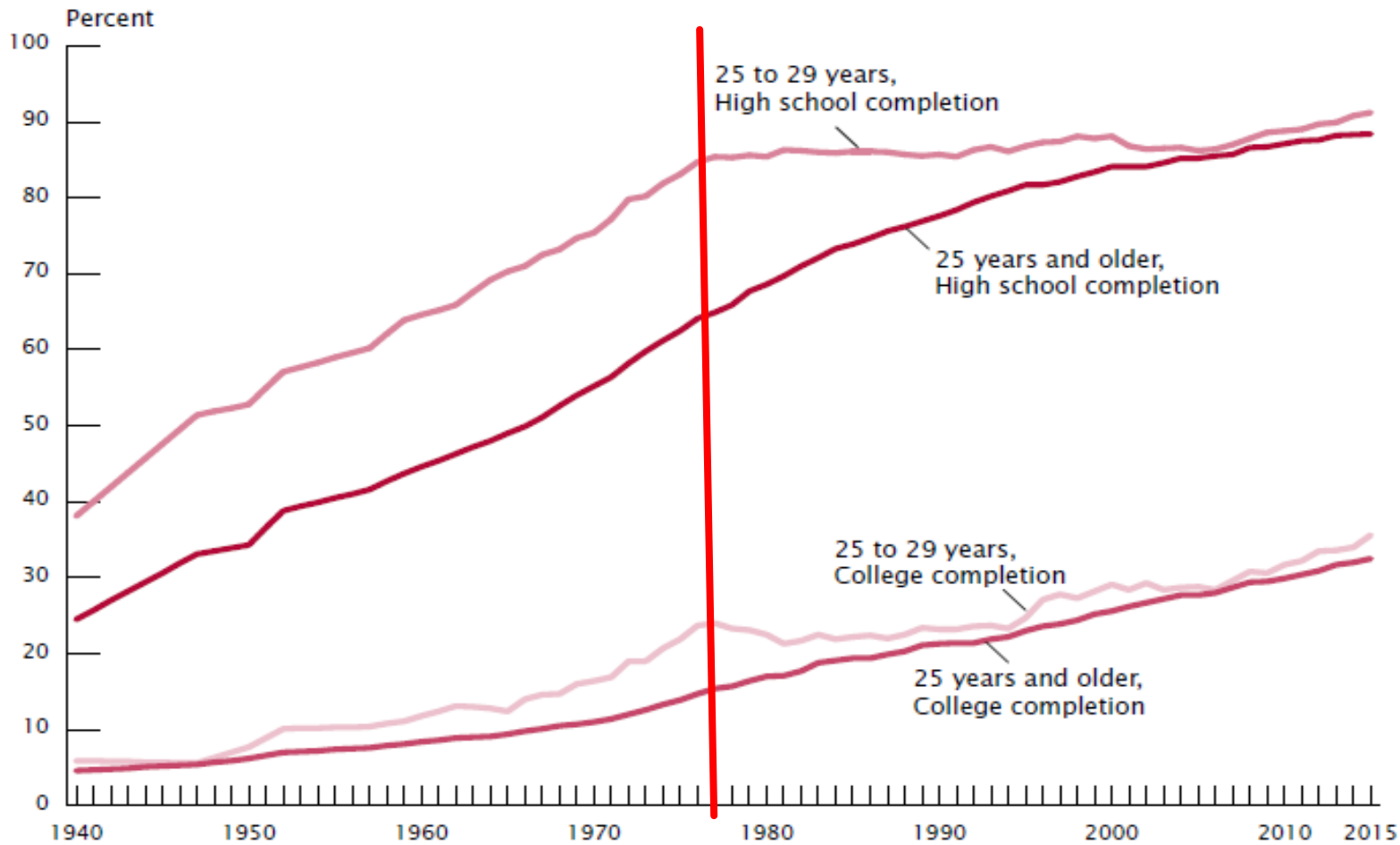
# Agenda

- ▶ Future of Work
- ▶ Future of Work and Data
- ▶ Future of Work and the Remote Worker
- ▶ Q & A

# Industrial Revolutions



# PERCENTAGE OF THE POPULATION 25 YEARS AND OVER WHO COMPLETED HIGH SCHOOL OR COLLEGE BY AGE GROUP: SELEC



**New Collar**

**White Collar**

**Blue Collar**



**Key Differentiator  
Prepared Workforce**



Lyons Workforce, LLC

# New Collar jobs of the future — formula for success



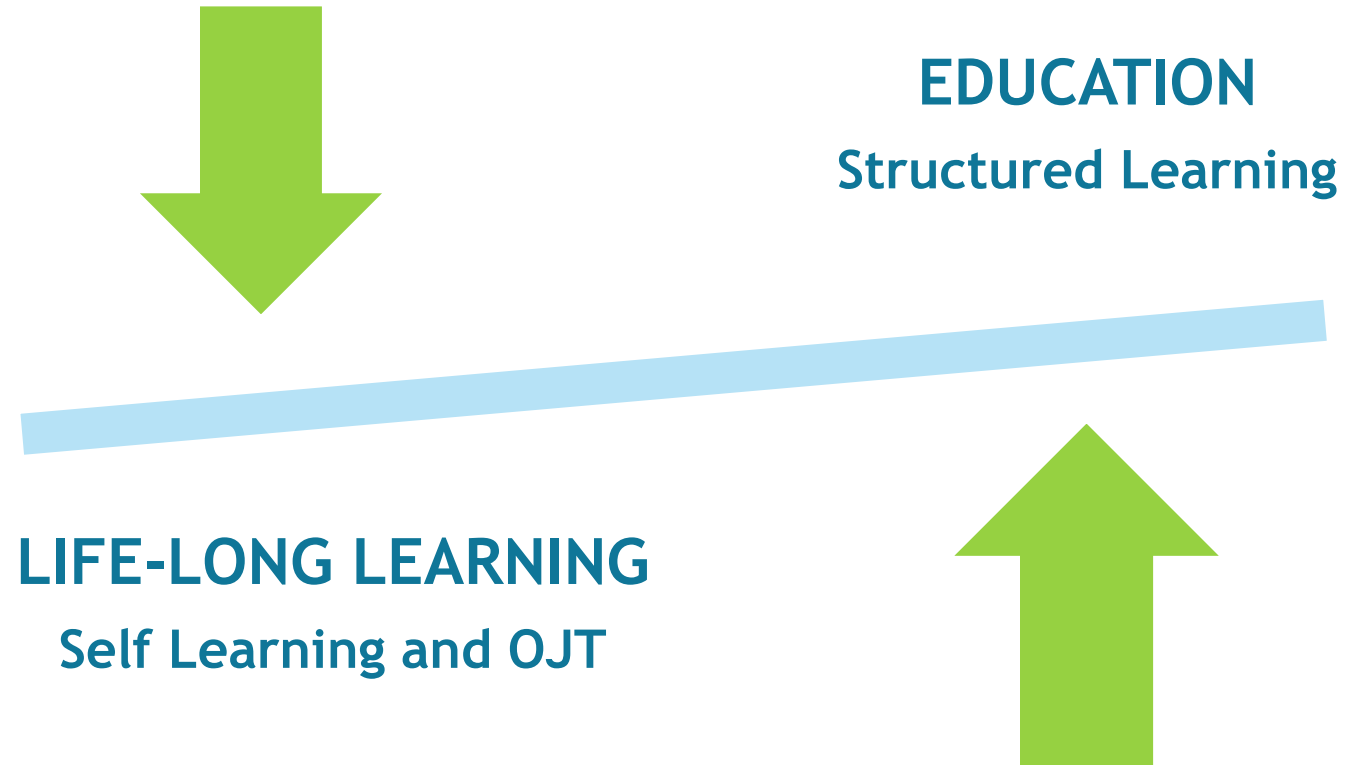
Pathway to college and New Collar careers



[www.ptech.org](http://www.ptech.org)

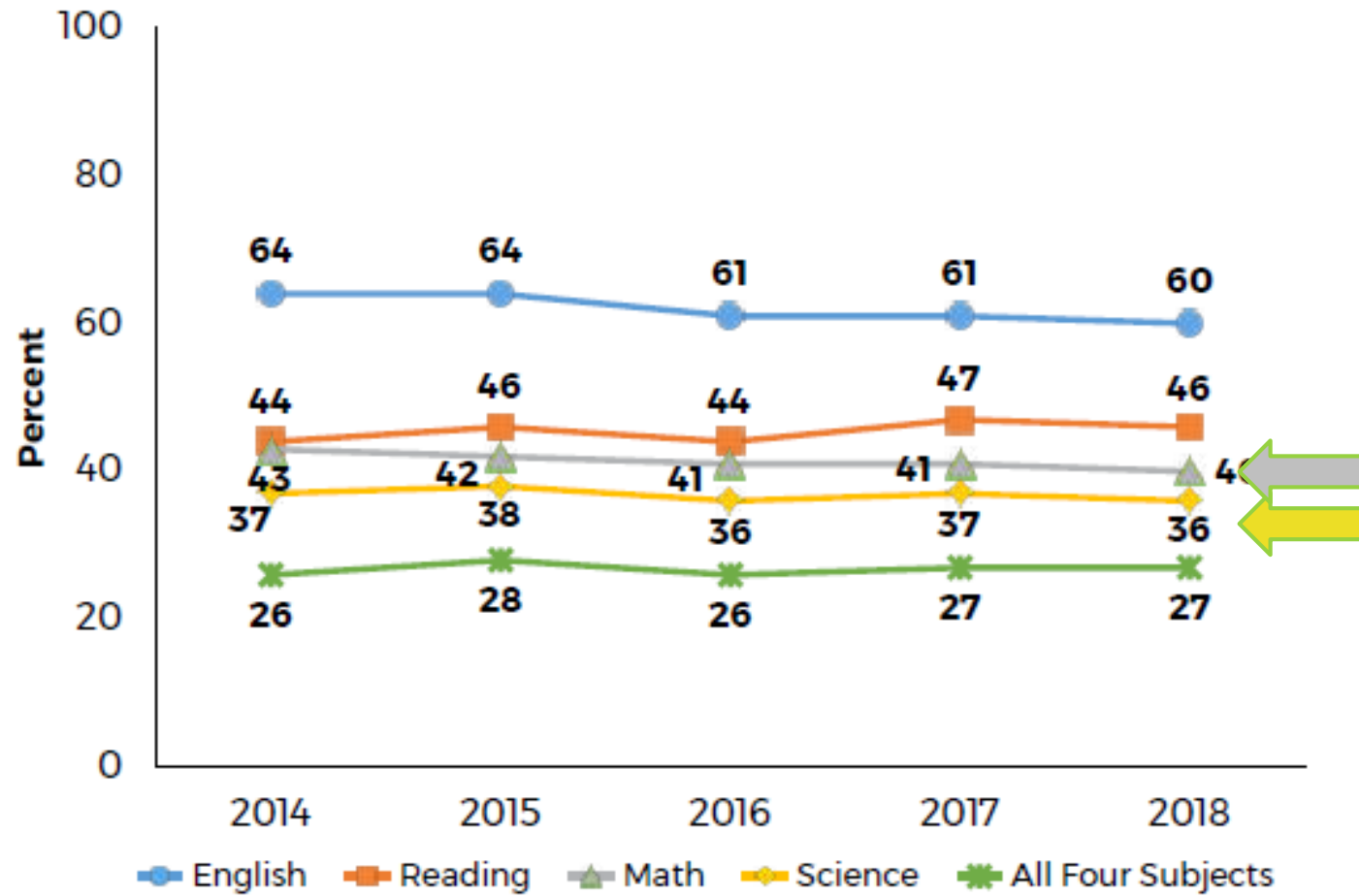


# Preparing the Future Workforce for New Collar Jobs





## Percent of 2014-2018 ACT-Tested High School Graduates Meeting ACT College Readiness Benchmarks



# Work-based Learning - Best Practice

## GPSEd Career Navigation Framework *Industry Aligned Career Continuum*



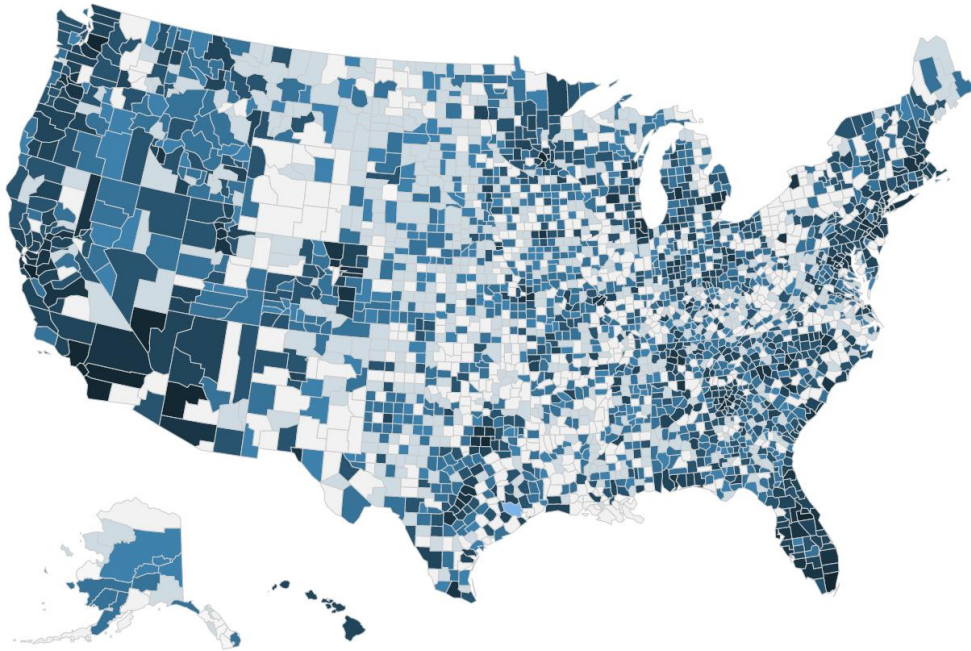
# The Future of Work and Data

Joshua Wright  
EVP, Community Insights



# Emsi

VOTED THE #1 DATA RESOURCE BY ECONOMIC RESEARCHERS



## Labor and economic data

18 billion data points curated and modeled from dozens of government data sources.



## Job Postings

106 million job postings with filters by company, job title, skills, keywords, and more.



## Resumes

110 million profiles with filters by company, job title, industry, skills, and more.

# 99.5%

COVERAGE OF  
EMPLOYMENT DATA

Captured within Emsi's  
robust dataset—a full suite  
of metrics free from  
 suppressions and time lags

\* By 2018 C2ER Conference Attendees



“A remarkably broad set of forces is transforming the nature of work, and companies need to take them all into account.”

Harvard Business Review May-June 2019 Issue  
“Your Workforce Is More Adaptable Than You Think”



# Major Disrupting Forces

Increased automation

Rise of human+ skills

Increased remote work

Growth in gig work

Focus on skills (and still degrees)

Advanced AI



# The Future of Labor Data In One Word

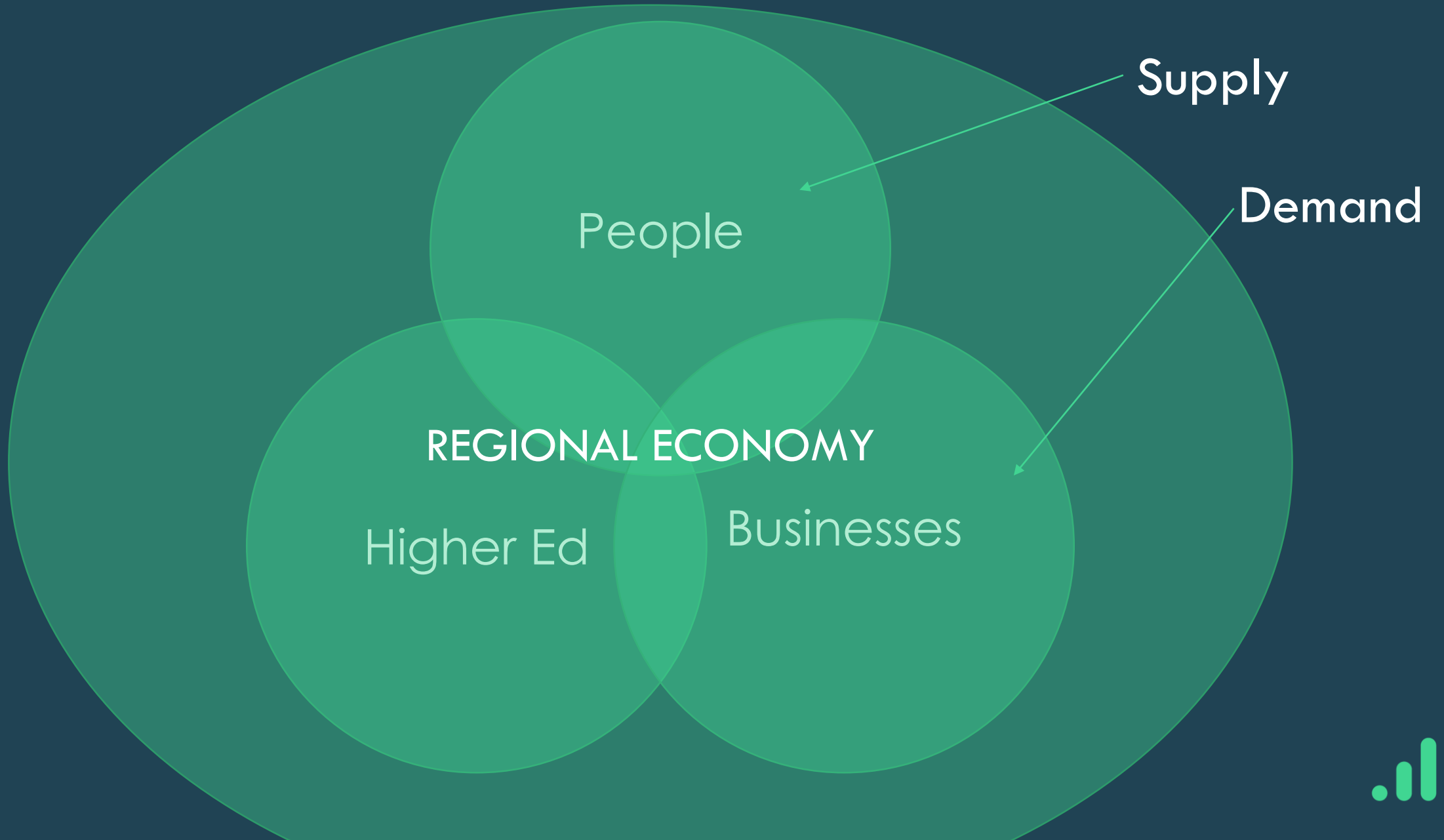


# Skills

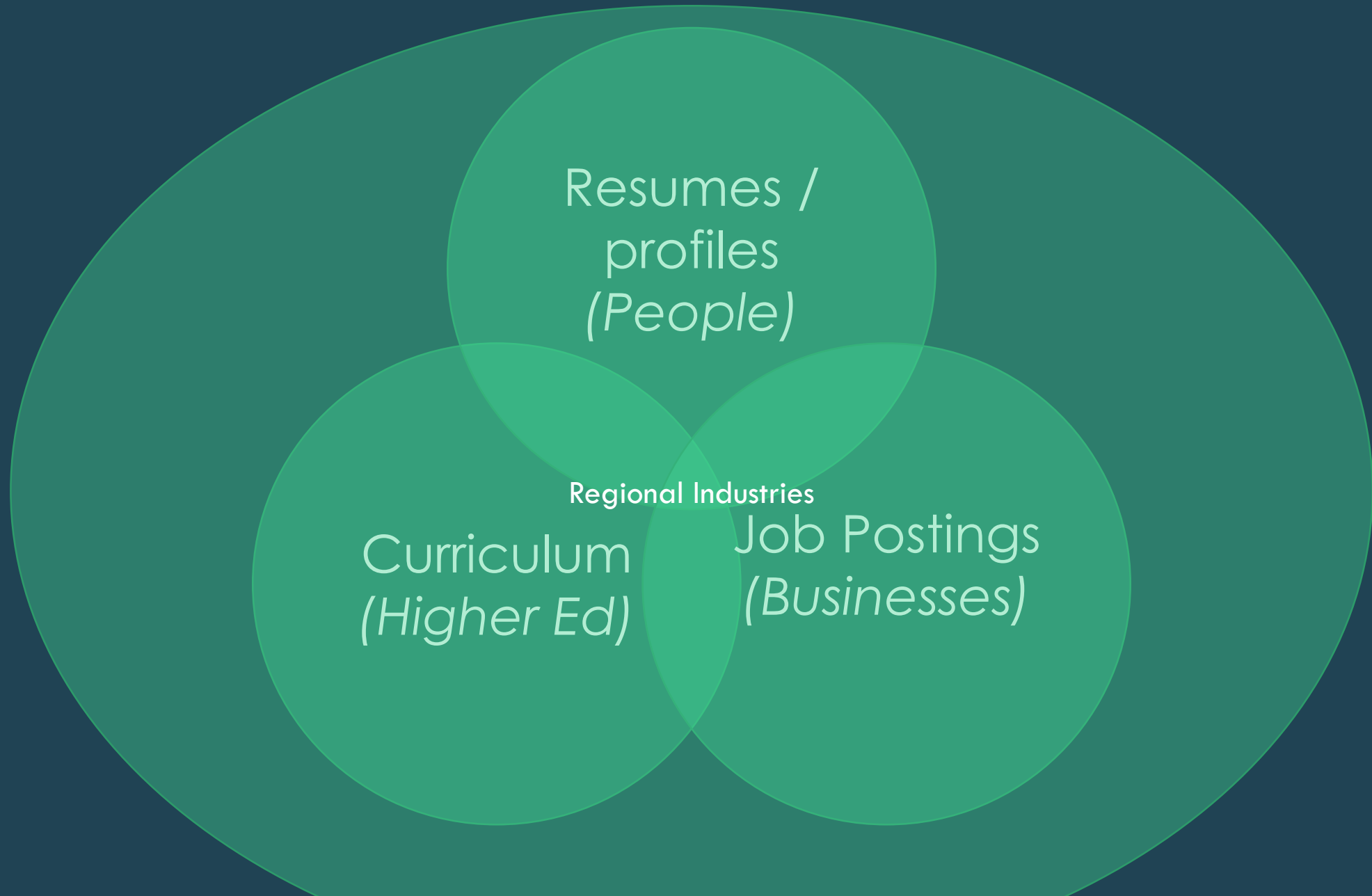




# Aligned Economic Ecosystems



# How should we look at this work?



# What? Labor Market Dynamics

## Local Labor Market

- Total employment
- Growth / Change
- Compensation
- Demographics

## Supply

- Locations
- Employers
- Jobs
- Skills
- Schools

## Education & Training

- Courses
- Student data
- Learning outcomes
- Skills/Knowledge

## Demand

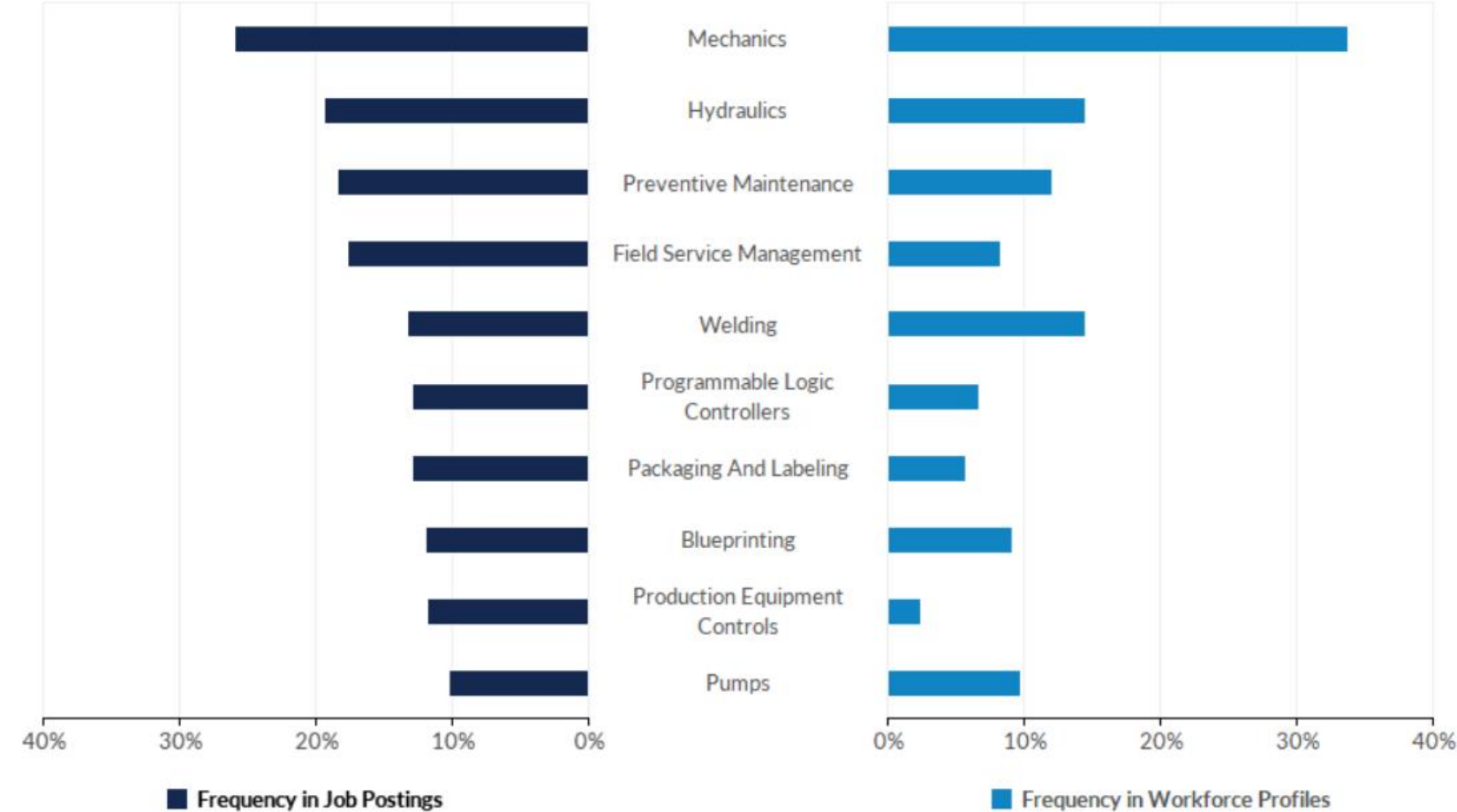
- Locations
- Employers
- Jobs
- Skills
- Ed level



# Industrial Machinery Mechanics:

## Supply and Demand of Top Skills

Top Hard Skills



## Final Takeaway

Talent is the currency of the economy, and skills is the measure by which talent will increasingly be viewed.



# Questions?

**Joshua Wright**

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 **Emsi**

# Preparing Your Community for the Future of Work:

## *Rise of the Remote Workers*

John Karras • June 9, 2019



INTERNATIONAL  
ECONOMIC DEVELOPMENT  
COUNCIL

**ATLAS** INTEGRATED

Since 2001

7

Countries

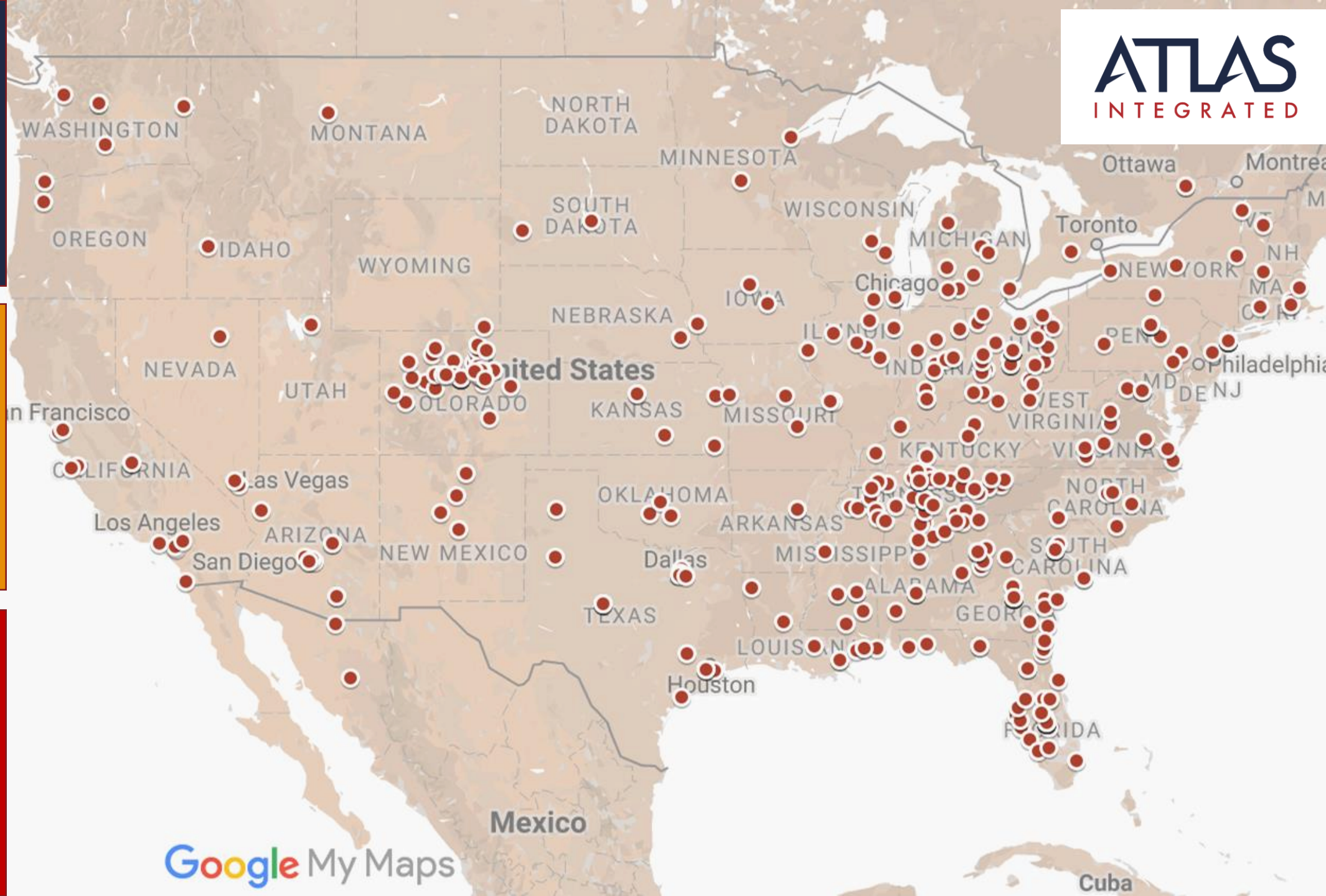
48

States

465+

Places

**ATLAS**  
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Google My Maps

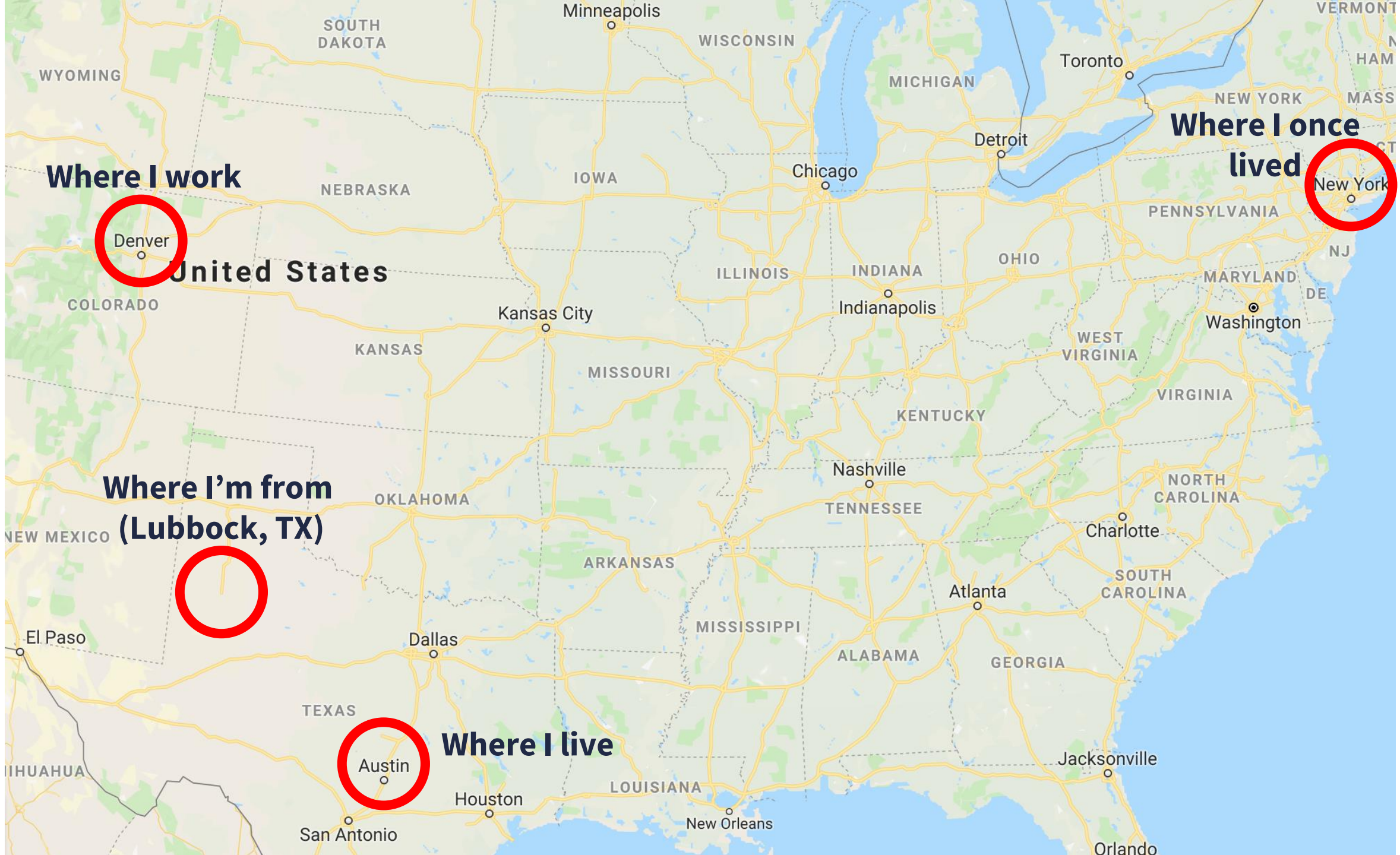
Cuba



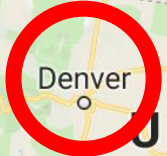


# What is a remote worker?



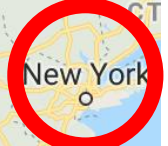


**Where I work**

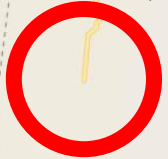


**United States**

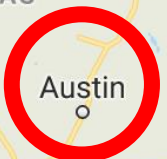
**Where I once lived**



**Where I'm from  
(Lubbock, TX)**



**Where I live**

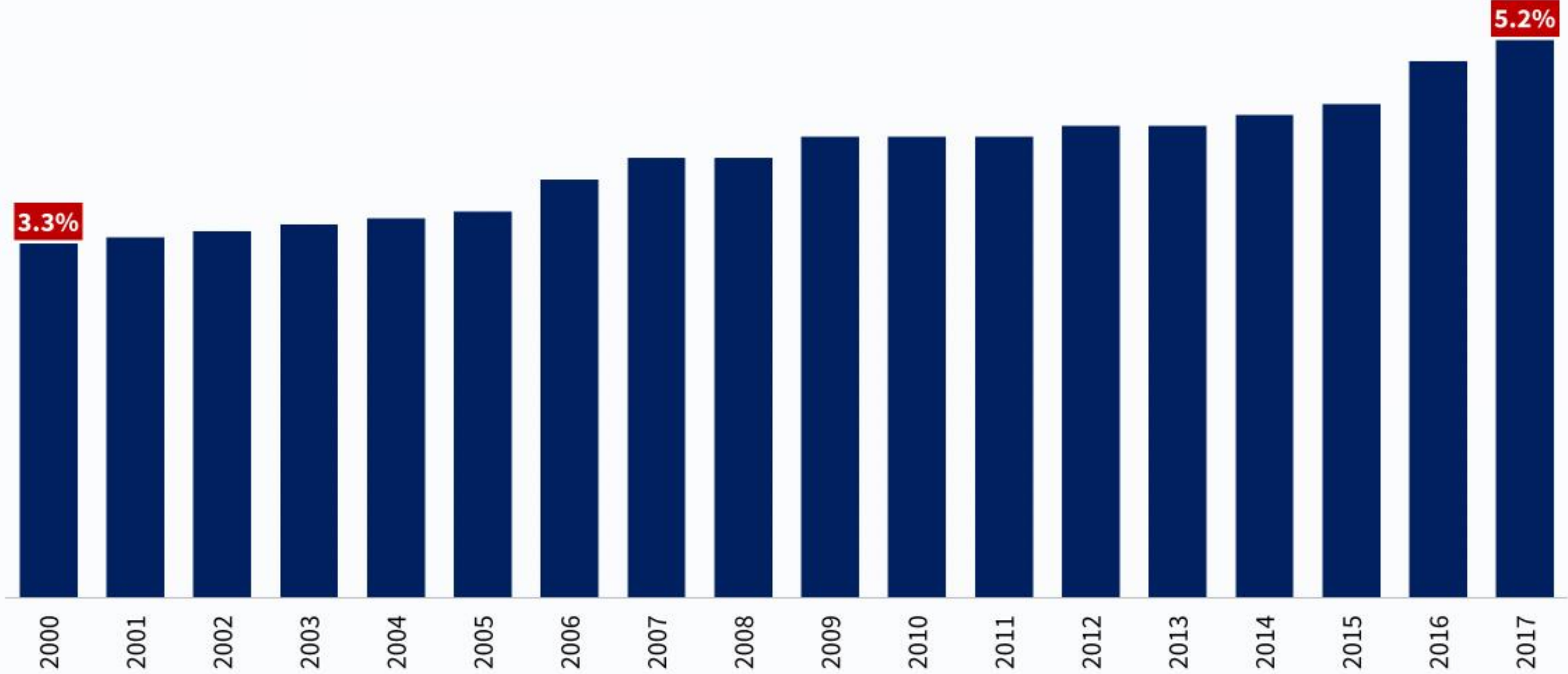






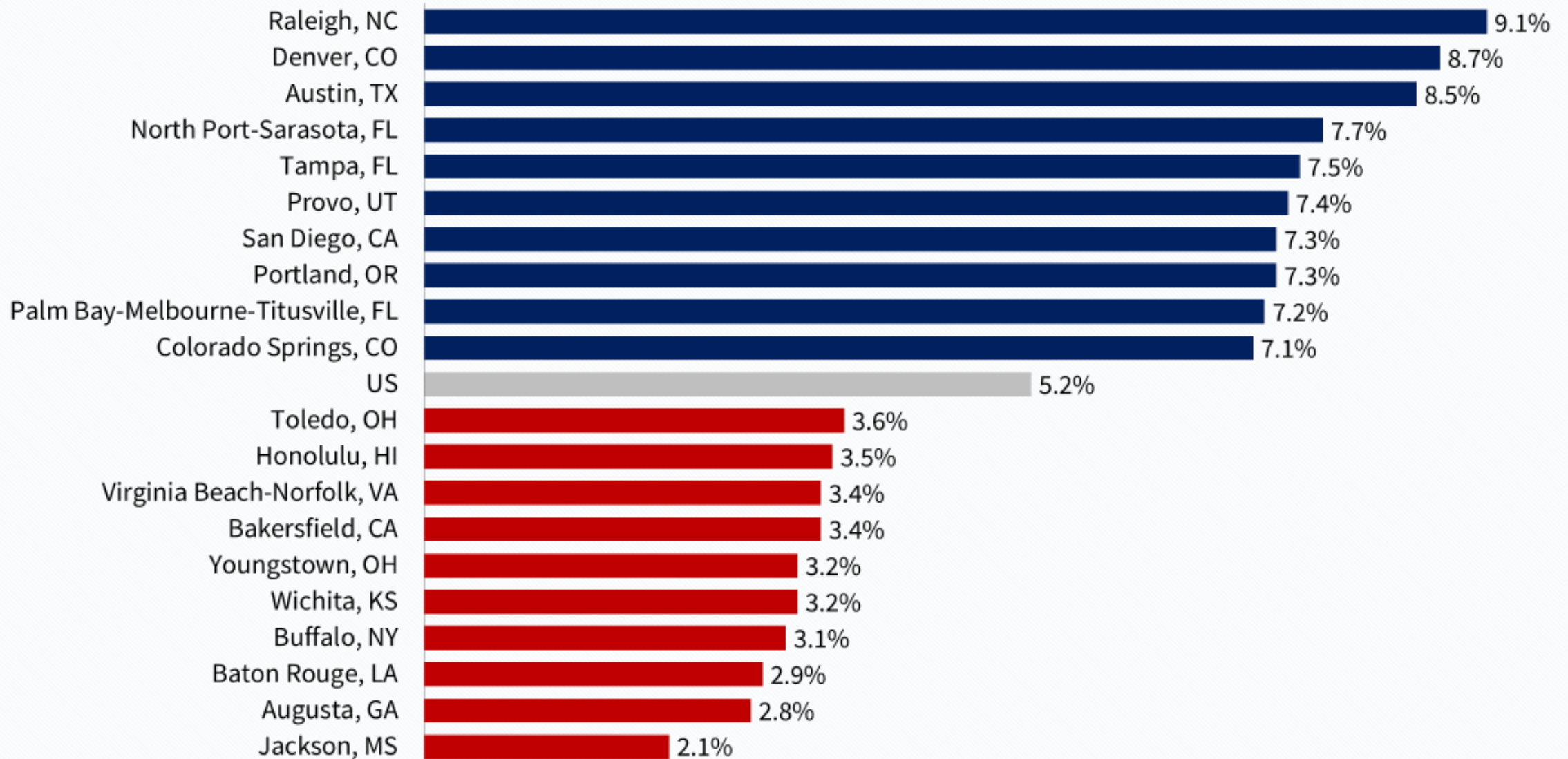
**Why should we care about  
remote workers?**

# Remote workers as share of US workforce



Source: US Census Bureau, American Community Survey

# Top 10 & Bottom 10 Metros (of 100 largest): share of remote workers, 2017





**How can we attract remote workers to our communities?**

# REMOTE WORKER GRANT PROGRAM



**WORK ANYWHERE, LIVE IN VERMONT.**



# Silicon Valley's newest suburb: Bend, OR





**What is the value of remote workers to your economy?**

# Value of remote workers:

- Addresses talent crunch for your employers
- New local spending on housing, retail, services
- They won't all remain remote!

# Connect With Us + Questions

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# Strategies for Economic Developers

- ▶ Gain an understanding of I4 and help community leaders understand its impact on business recruitment, retention and expansion
- ▶ Ensure workforce development strategies are part of community economic development plans and focused on the rapidly changing job market
- ▶ Work with education community to ensure student preparation focuses on skills needed for success in the future job market
- ▶ Cultivate workforce development plan to grow technology skills and digital literacy
- ▶ Ensure workforce development plans focuses on both pipeline development and current workforce retraining
- ▶ Ensure implementation of workforce strategies have irrefutable proof of skilled workforce and differentiators