

A New Game Plan

A Regional Strategy for
Strengthening Southeastern
Pennsylvania's Workforce

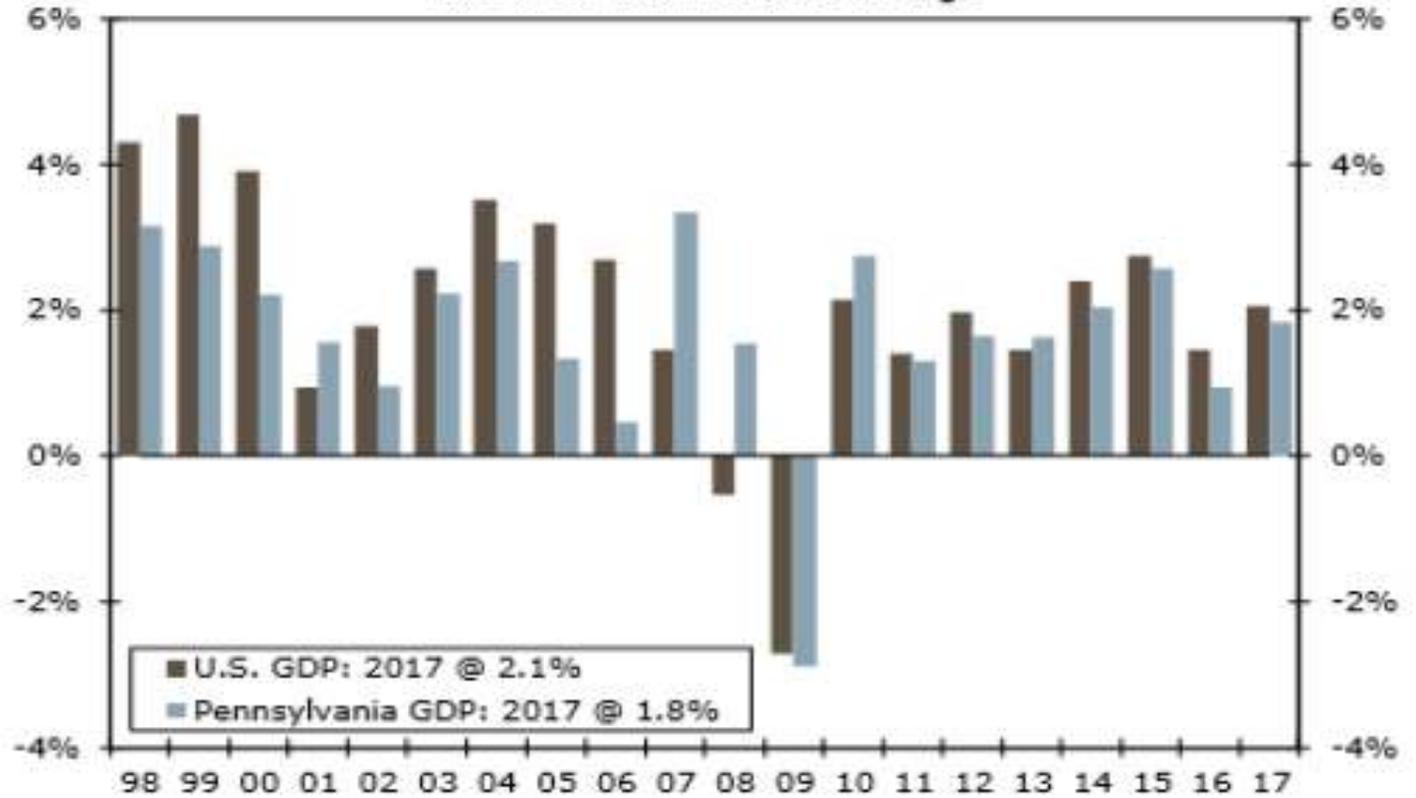


The Amazon logo, featuring the word "amazon" in a bold, lowercase, sans-serif font. Below the text is a curved orange arrow that starts under the letter 'a' and ends under the letter 'n', pointing to the right. The entire logo is centered within a light gray rectangular box with a thin white border.

They didn't choose to
grow jobs here

This may explain why the state lags the national GDP performance

Pennsylvania Gross State Product & U.S. GDP
Year-over-Year Percent Change



Source: U.S. Department of Commerce and Wells Fargo Securities

It may also
explain why
PA now ranks
6th in the
nation in
GDP, yet...



Our workforce
isn't ready to
meet even
current hiring
demands





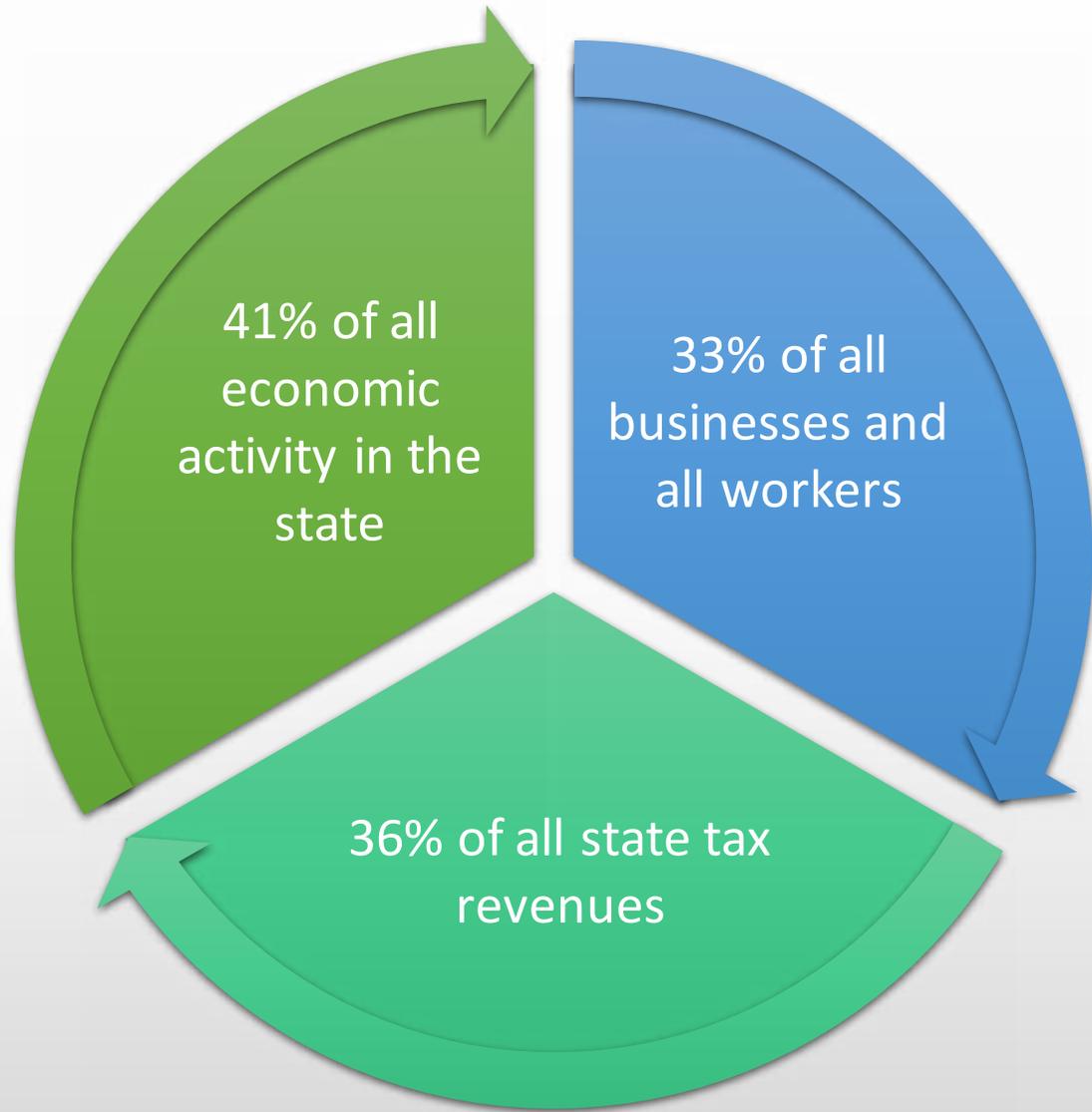
Only 1 out of 5 employers think workers meet Pennsylvania businesses' needs

More than half
think it was difficult
to recruit qualified
candidates





Nearly 3/4 of employers say that interviewing job applicants are underqualified for their open positions



Our
region
matters
now...

Our regional
preeminence is
being undermined

by the skilled
worker shortage



Employers at all levels believe that employees are missing essential skills

In fact, in our region, employers are already spending an estimated \$59 million dollars in training and retraining costs... annually!

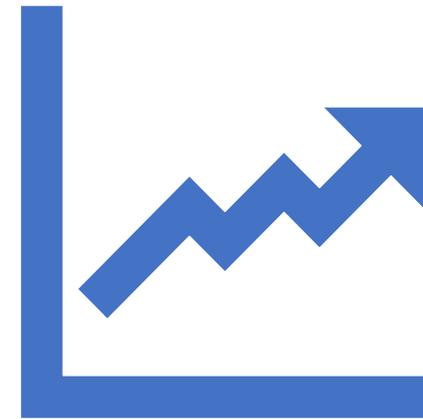
Across the region, there are
more than 52,000 skilled
positions waiting to be filled!

Even if businesses could train
the region's 9,000
unemployed and
underemployed workers with
the skills they need ...



We would still need 43,000 more skilled workers to fill the current hiring gap

Meanwhile the Demand for Skilled Workers is already 30% higher than the demand for low skilled workers



Let's review the facts



In 5 years, more than half of all PA's 6.2 million jobs will be skilled jobs



More than 1 million of those skilled jobs will be in Southeastern Pa



The silver tsunami is just beginning

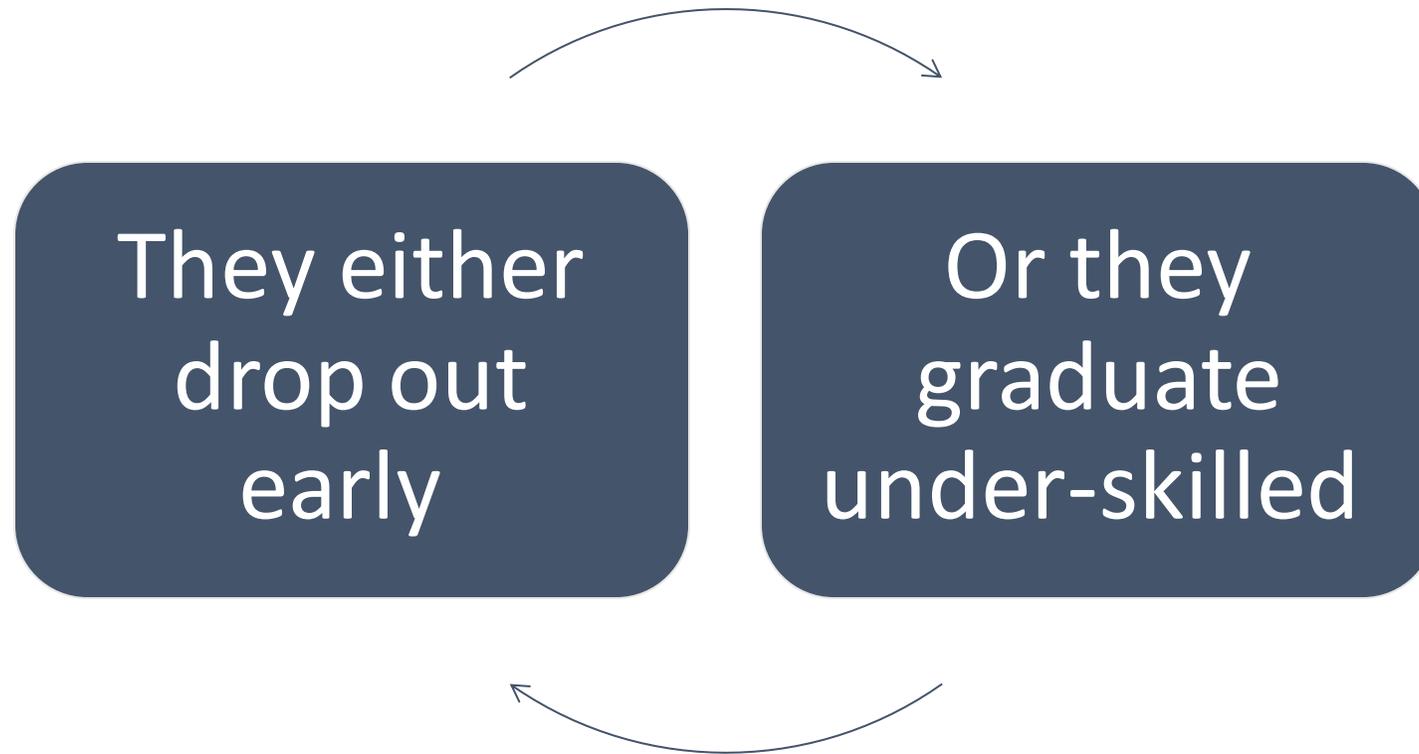
Every year,
19,500
more Greater
Philadelphia residents
are 65 or older

That's more than the
number of employees
at Vanguard or
Comcast!



**When they
leave the
workforce,
they take their
skills
and institutional
knowledge
with them**

21,000 Potentially Skilled High School Grads Are Missing





More than 1/3 of graduating high schoolers are unprepared to meet employer or college expectations

Some of the Nearly 900,000 Students in Our Region Will Enter the Workforce but..



Many struggle as early as third grade



More have difficulty in middle school passing state assessments



By high school, reading and math scores for a shockingly high number of students are sub-par



They are graduating from school without skills employers or college needs for success



**Almost half
of the
entering
class of 2017
didn't make
the grade**

**21,000
potential
employees!**

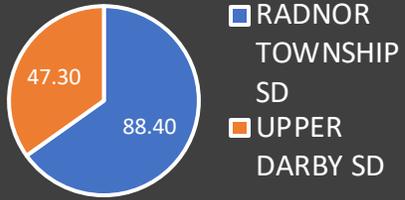
We need A New Game Plan!

Just like In
Business



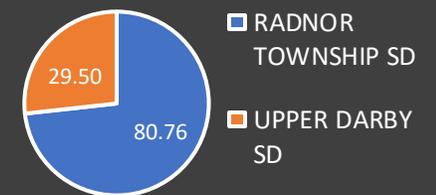
A solid
investment is
more likely to
yield tangible
results

Students Passing Reading



Radnor has nearly twice as much to spend per student than Upper Darby does and has nearly twice as strong as results

Students Passing Math

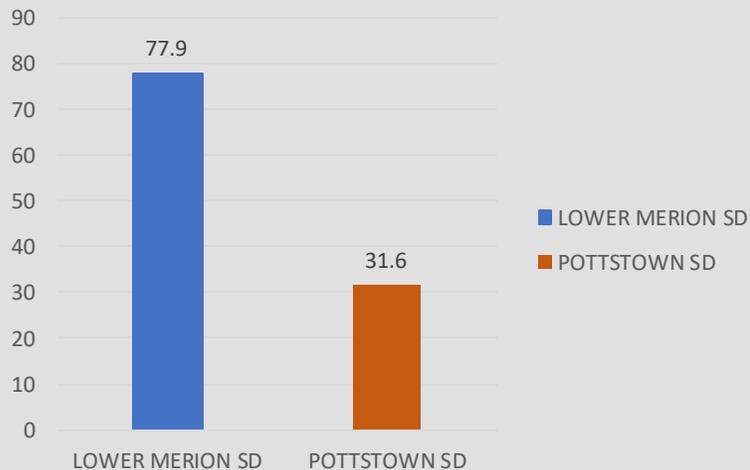


a-ha

Reading



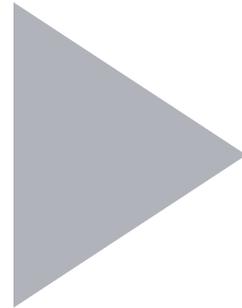
Math



Lower Merion has almost twice as much to spend as Pottstown and nearly twice as strong results in reading and 2.5 times the results in math

These numbers don't tell us

Which
students are
smarter or
have more
potential



They tell us
which students
have access to
the resources
they need



They Also Provide Context for Why a New
A New Game Plan Is Needed

The Three Essential Plays for Winning

Take

Take Advantage
of Pre-K's Huge
Return on
Investment

Optimize

Optimize Career
and Technical
Education (CTE)
Infrastructure

Close

Close the Capital
and Resource
Gaps for Schools

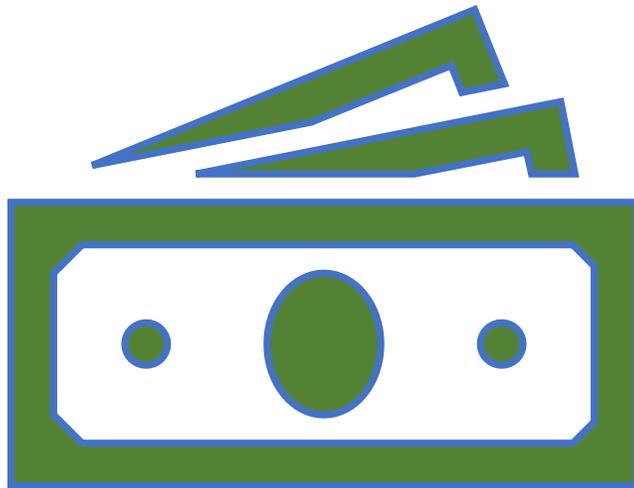
A High Quality Pre-K is worth the investment

Graduation rates increase by at least

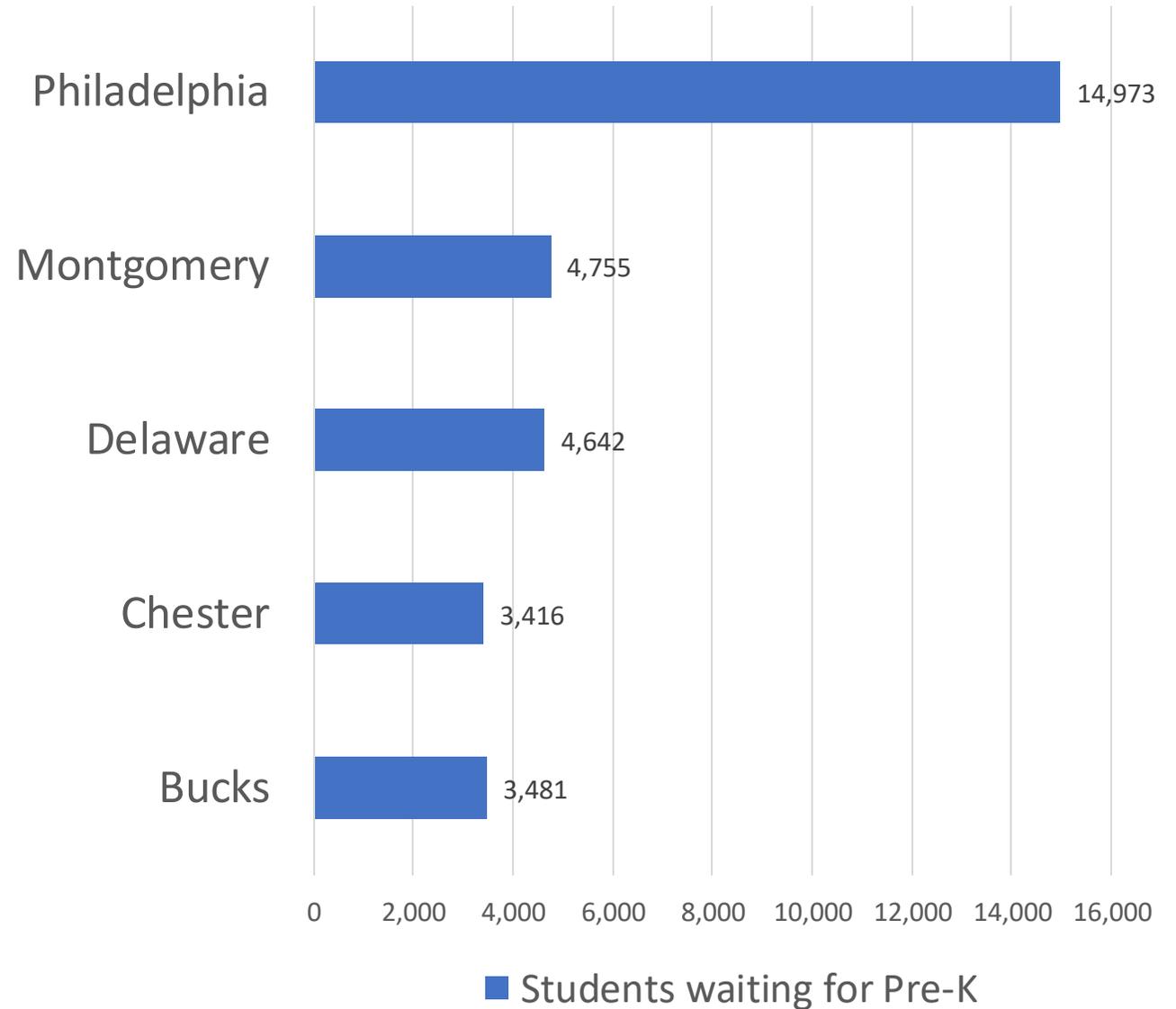
13%

In our region,
that would mean

2,730 more
employees



More than
31,000
Children
Need to be
Enrolled in
Pre K

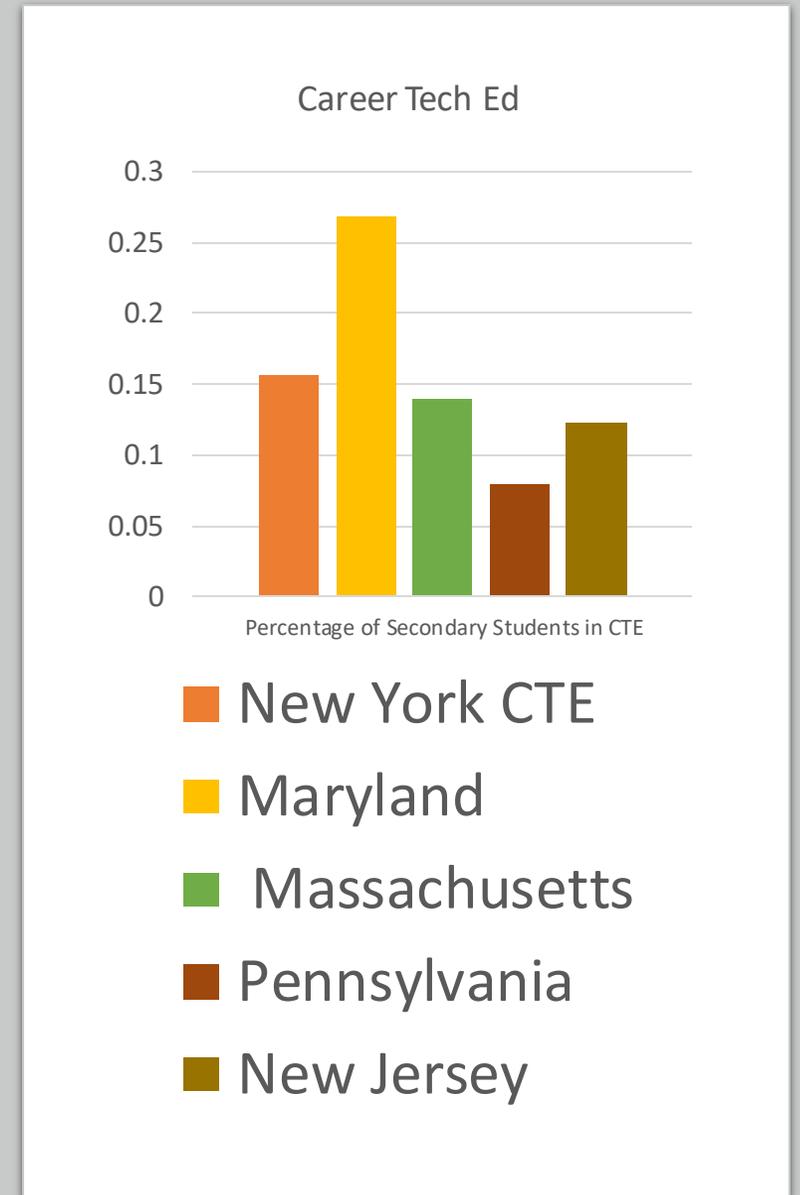


Many Students Want To Learn A Career Or Trade

But the state's
contribution to Career
and Technical Education
(CTE) funding is a barrier

State and federal
funding covers only 10%
of the cost, while school
districts shoulder the
remaining 90%

Only 8% of Pennsylvania's students are in Career Tech



Yet...the
Results
Speak
Volumes

The region's
graduation rate is about
85%



Nationally, when students
are enroll in CTE, on
average, the graduation
rate is 93%



When schools are adequately funded they can meet the desired benchmarks

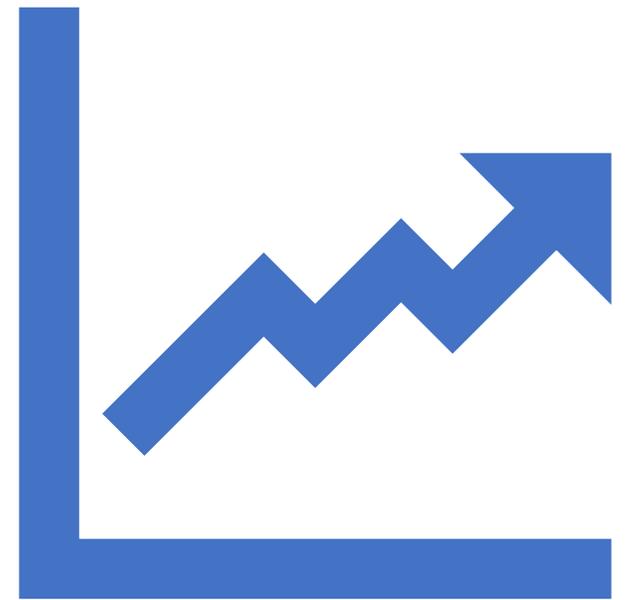
Research shows that when education funding is increased:

- Test scores go up and continue to go up over time
- Graduation rates improve
- Earning potential is higher
- Students graduate with better skills

Here in Pennsylvania

When the state increased basic education funding between 2003 and 2010, the 50 districts with the biggest bump in state funding had a

55% increase in student test scores





In the Greater Philadelphia Region, school districts are getting \$1.1 billion dollars less than they should

A solid investment for 2019:

Fund Basic Education

**\$400 million
FY 2019-20**



Fund Special Education

**\$100 million
FY 2019-20**



Fund Career and Technical Education

**\$10 million
FY 2019-20**



Ensuring that
Students
Consistently
Have Access to
Resources that
Support High
Quality
Education
Makes Cents

In Southeastern
Pennsylvania, that
could mean a \$1
billion dollar increase
in GDP

A New Regional Game Plan Greater Philadelphia Can



**TAP A COST-
EFFICIENT AND
PRACTICAL
WORKER SUPPLY
GAP SOLUTION**



**UPSKILL ALL
STUDENTS SO
THEY LEAVE HIGH
SCHOOL**



**WITH THE SKILLS
EMPLOYERS
NEED**

