A New Game Plan

A Regional Strategy for Strengthening Southeastern Pennsylvania’s Workforce
They didn’t choose to grow jobs here
This may explain why the state lags the national GDP performance.
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...

- 33% of all businesses and all workers
- 36% of all state tax revenues
- 41% of all economic activity in the state
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

They either drop out early

Or they graduate under-skilled
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.
Radnor has nearly twice as much to spend per student than Upper Darby does and has nearly twice as strong as results.
a-ha
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 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