

Kermit Kaleba

Senior Policy Analyst
The Workforce Alliance

Aeronautical Repair Station Association

2009

Annual Repair Symposium

Kermit Kaleba is Senior Policy Analyst for the Workforce Alliance, a national coalition of community-based organizations, community colleges, unions, business leaders and local officials advocating for public policies that invest in the skills of America's workers. Kermit was previously Senior Policy Specialist at the American Society for Training & Development (ASTD), where he served as legislative advocate and analyst on workforce policy issues. Previously, he was the legislative coordinator for the National Association of Drug Court Professionals and a communications specialist for Health Communications Inc. He earned his law degree from the College of William and Mary, and is a member of the Virginia bar.



Aeronautical Repair Station Association

2009 Annual Repair Symposium

“Technical Workforce”

www.workforcealliance.org



Why talk about “workforce?”

“Close to 80 percent of the respondents to ARSA’s 2007 member survey reported having trouble finding skilled technical workers. And survey respondents ranked the technical worker shortage as the single greatest threat facing the maintenance industry”



Not Unique to This Industry

- 2005 National Association of Manufacturers report: 90% of respondents reported moderate to severe shortage of qualified skilled production employees

- More than half of employers surveyed by the U.S. Chamber of Commerce in 2003 considered it hard or very hard to find qualified workers to fill job openings, even in the midst of a slow economy



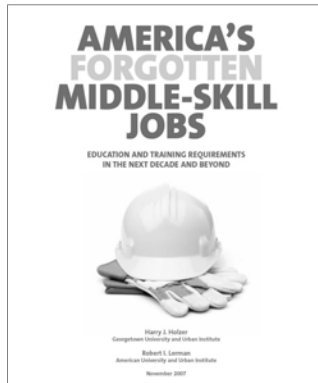
“Skills Gap” Getting Wider?



- Over 80 percent of the jobs that will be created in the next 10 years will require at least some postsecondary education.
- 43% percent of adults between the ages of 25 and 64 have not completed *any* post-secondary education



The Problem is in the **Middle**

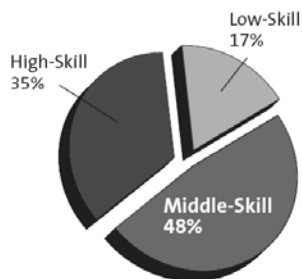


Middle-skill jobs require training beyond high school, but not a four-year degree, including an associate's degree, occupational certification, or an apprenticeship.

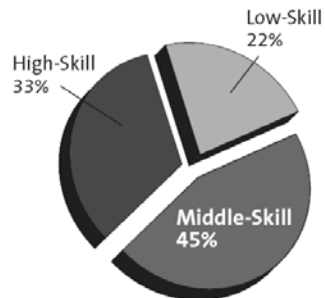


Demand for Middle-Skill Jobs is Strong, Will Remain Strong in the U.S.

U.S. Jobs by Skill Level, 2006

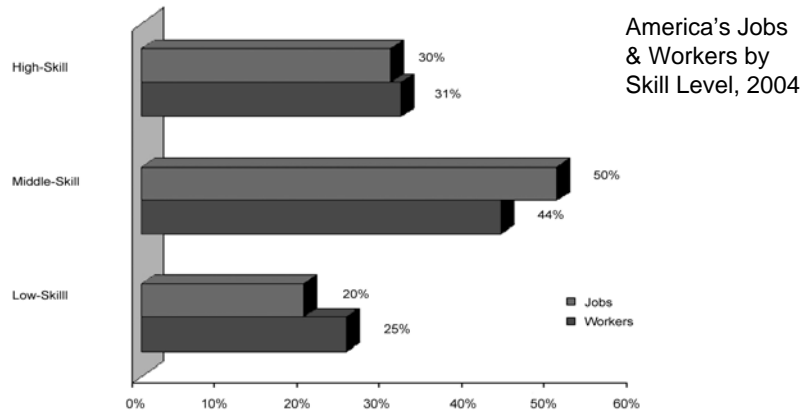


U.S. Job Openings by Skill Level, 2004-2014





America's Skills Mismatch: A Middle-Skill Gap



ARSA Symposium
March 28, 2009

7

www.workforcealliance.org



What's Causing the Problem?

- "Aging out" of skilled workforce
- Increased skill requirements, new technologies
- Public perceptions of key industries
- Inadequate skills investments

ARSA Symposium
March 28, 2009

8

www.workforcealliance.org



Skills2Compete

“ Every U.S. worker should have access to the equivalent of at least two years of education or training past high school—leading to a vocational credential, industry certification, or one's first two years of college—to be pursued at whatever point and pace makes sense for individual workers and industries. Every person must also have access to the basic skills needed to pursue such education.”



How can the federal government respond?





Workforce Investment Act (WIA)

- Administered by USDOL
- Approximately \$3 B annually to support job training for adults, dislocated workers, and youth
- Nationwide network of “One-Stop Career Centers,” business-led workforce investment boards (WIBs)
- Can support on-the-job and customized training
- Authorization expired in 2003, but there are signs of progress this year



Trade Adjustment Assistance (TAA)

- Administered by USDOL
- Reauthorized under recovery bill
- Provides up to two years training for trade-impacted workers, including on-the-job training



DOLETA Demand Driven Grants

- High Growth Job Training Initiative – 14 key sectors, including aerospace; more than \$7.8 million invested in aerospace training projects
- WIRED – grants to regional economic partnerships
- Community Based Job Training Grants - \$125 million annually for community colleges
- HGJTI and WIRED unlikely to continue in current form



American Recovery and Reinvestment Act

- \$787 billion, projected to create or save up to 4 million jobs
- \$4 billion in direct funding for workforce development, including \$750 million for high-growth industries (green jobs, health care)
- Reauthorized and expanded Trade Adjustment Assistance (TAA)



American Recovery and Reinvestment Act

- FY09 Omnibus level funds training
- Strong emphasis in DOL guidance on using FY09, ARRA funding simultaneously to “transform” system
- Excellent opportunity to connect with public system



SECTORS Act

- Introduced in 110th Congress by Sen. Brown (D-OH) and Sen. Snowe (R-ME), will be reintroduced this Congress
- Would establish sector partnership grants under WIA
- Sector partnerships organize key stakeholders connected to specific industry to develop strategies to fill short- and long-term workforce needs



Office of Apprenticeship

- Responsible for overseeing 470,000 apprentices in nearly 28,000 active programs (in 2007)
- New regulations released in October 2008, focus on new pathways to certification, interim credentials



Aerospace Revitalization Task Force

- P.L. 109-420 established 11-member interagency taskforce charged with developing strategies for aerospace workforce development
- Released initial report in March 2008:
http://www.doleta.gov/brg/pdf/Aerospace_2008.pdf



Other Issues to Watch

- Green Jobs
- NCLB reauthorization
- FAA, SAFETEA-LU reauthorization



Questions?

Kermit Kaleba

The Workforce Alliance

T: 202 223 8991

E: kermitk@workforcealliance.org