MAIP All Partner Meeting
Wednesday, November 20, 2019
8:30 AM – 3:30 PM
WELCOME & INTRODUCTION TO THE DAY
Atlanta CareerRise
Skilled Employees | Good Jobs | Strong Communities
Connecting Talent With Opportunity

WorkSource Metro Atlanta serves as the workforce system for the 10-county metro region. It represents the collective efforts of five local Workforce Development Boards within the 10-county metro region.

WorkSource Metro Atlanta is composed of five boards: WorkSource Atlanta, WorkSource Cobb, WorkSource DeKalb, WorkSource Fulton, and WorkSource Atlanta Regional. These boards work independently to meet the training and educational needs of individuals and businesses’ workforce needs within their designated geographic areas. Additionally, for the first time, the new federal funding Act, Workforce Innovation and Opportunity Act (WIOA), calls for the boards to work together to ensure the development of a well-trained workforce that will position the region to compete in a rapidly changing global economy.

For nonpublic training providers interested in becoming a Georgia Eligible Training Provider for WIOA services, please complete the following application: Provider Application January 2017. You must be currently approved by the Nonpublic Postsecondary Education Commission and provide a copy of NFEC certification for each program. For more information, contact worksource@atlantaregional.org or call 404.463.3327.

PART OF A STATEWIDE EFFORT

The regional efforts of WorkSource Metro Atlanta operate under the Technical College System of Georgia – Office of Workforce Development, which functions as administrator for local level. The Workforce Division provides WIOA funds and technical assistance to Local Workforce Development Areas across the state. WIOA funds are administered specifically through services geared toward helping disadvantaged citizens obtain meaningful employment. The Workforce Division’s involvement includes providing mandatory statewide activities and tools, such as a case management system and programmatic and financial monitoring, which is completed annually for each area.
MEETING AGENDA: MORNING SESSIONS
November 20, 2019 | Loudermilk Center

8:30 – 9:00 AM  Registration and Light Breakfast

9:00 – 1:00AM  Welcome and Introduction to the Day
Rob Leake, Atlanta Regional Workforce Development Board
John Hatten, Atlanta CareerRise

9:10 – 9:55 AM  Metro Atlanta Workforce: Demand, Trends, Equity and Insights
MODERATOR: Frank Fernandez, Arthur M. Blank Family Foundation
PANELISTS: Alex Camarillo, Georgia Budget and Policy Institute
Michael J. Rich, Emory University
Mike Carnathan, Atlanta Regional Commission

9:55 – 10:00 AM  Featured Partner: Metro Atlanta Exchange (MAX)

10:00 – 1:00 PM  Break and Breakout Travel

10:10 – 1:00 PM  MAIP Roadmap: Service Line Breakout #1

10:50 – 1:00 PM  MAIP Roadmap: Service Line Breakout #2

11:00 – 12:00 PM  Featured Partner: Business Leaders United (BLU)

12:00 – 12:15 PM  Lunch

MEETING AGENDA: AFTERNOON SESSIONS
November 20, 2019 | Loudermilk Center

12:15 – 1:00 PM  Aligning WorkSource in the Metro: Progress, Initiatives and Future Directions
MODERATOR: Jamil Jordan, WorkSource Georgia
PANELISTS: Brett Lay, WorkSource Fulton
Katherine Taylor, WorkSource Atlanta
Rob Leake, WorkSource Atlanta Regional
Bonita Grant, WorkSource Cobb
Theresa Austin-Osborn, WorkSource DeKalb

1:00 – 1:05 PM  Featured Partner: Technical College System of Georgia

1:05 – 1:55 PM  MAIP Roadmap Discussions Summary
Helen Sivans, Atlanta CareerRise

1:55 – 2:45 PM  Featured Partner: Georgia Justice Project

2:45 – 3:35 PM  Break and Breakout Travel

3:35 – 5:15 PM  Industry Listening Sessions:
Key Points Summary
Helen Sivans, Atlanta CareerRise

4:15 – 5:00 PM  Featured Partner: Metro Atlanta Chamber

4:15 – 5:00 PM  Call to Action and Close
Rob Leake, Atlanta Regional Workforce Development Board
John Hatten, Atlanta CareerRise

UPCOMING EVENTS

MAIP Monthly Update Webinars
Thursdays, 10:00-11:00 AM
December 19, 2019
Focus: Workforce and the Benefits of Challenges & Strategies

February 20, 2020
Focus: Workforce and the Benefits of Employment Success Supports – Preparing Those with Barriers for Good Jobs

MAIP Quarterly Learning Series:
Registration & Membership Benefits (January-April 2020)
Details and registration information coming soon!
MAIP Roadmap 2019-2021

• The Service Lines represent the things most requested by industry.
• Service Line goals define what specific deliverables we hope to achieve in each.
• Capacity Building Goals help build and promote infrastructure, learning and collaboration that makes it easier to work together as a region.
• Together, these actions move us towards a regional workforce strategy.
Our Network

Participation is open to all interested Metro Atlanta industry and workforce partners including: Employers, Academic Institutions (K-University), Chambers/Economic Development Groups, Community Service Providers, Funders, Government Agencies and Professional/Trade Organizations and Workforce Initiatives.

Be sure to type YES for your organization to be included!

http://eepurl.com/gyaVjL
METRO ATLANTA WORKFORCE:
DEMAND, TRENDS, INDUSTRY & INSIGHTS
An Overview: Working on the “Workforce”

Mike Carnathan
ARC/Neighborhood Nexus
mcarnathan@atlantaregional.org
From McKinsey:

The past 50 years were truly unusual in demographic terms, as large cohorts of working-age populations fueled the growth of cities and nations. In the new demographic era, we are likely to see a much more fragmented urban landscape, with pockets of robust expansion but also areas of stagnant and declining populations. Cities’ growth prospects will reflect very different demographic footprints and dynamics shaped by their local birth and death rates, net domestic migration, and net international migration.
Who Is Metro Atlanta’s Workforce?

Composition of Workforce by Race/Ethnicity

- White: 799,940 (36%)
- Black: 130,370 (6%)
- Hispanic or Latino: 166,718 (7%)
- Other: 34,822 (2%)

Composition of Total Population by Race/Ethnicity

- White: 1,096,472 (49%)
- Black: 1,841,866 (41%)
- Hispanic or Latino: 521,095 (12%)
- Other: 283,978 (6%)

Source: Jobs EQ and American Community Survey
Demographics of our Workforce

Workforce Characteristics: Age

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percent of Total Employment</th>
<th>Percent of New Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>65-99</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>55-64</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>45-54</td>
<td>20%</td>
<td>15%</td>
</tr>
<tr>
<td>35-44</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>25-34</td>
<td>22%</td>
<td>25%</td>
</tr>
<tr>
<td>22-24</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>19-21</td>
<td>7%</td>
<td>8%</td>
</tr>
<tr>
<td>14-18</td>
<td>2%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Source: JobsEQ, 2019Q1
Who Is Metro Atlanta’s Workforce

Workforce Composition By Education

- Less than High School: 421,888, 14%
- High School Diploma or GED: 258,522, 9%
- Some College or Associate’s Degree: 656,885, 22%
- Bachelor’s Degree: 746,591, 25%
- Graduate Degree: 895,702, 30%

Source: Burning Glass estimates based on ACS and LAUS
It’s About Wages, and…

Source: Bureau of Economic Analysis; (CPI from Bureau of Labor Statistics)

Average Earning Per Job ($2017)

- United States (Metropolitan Portion)
- Atlanta-Sandy Springs-Roswell, GA (Metropolitan Statistical Area)
It’s About Helping Workers Move Ahead

Average Earning Per Job – Metro Atlanta ($2017)
## Where Did Middle Wage Jobs Go?

### Median Wage, 2018

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>$111,500</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>$77,780</td>
</tr>
<tr>
<td>Legal</td>
<td>$76,010</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>$73,340</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>$67,580</td>
</tr>
<tr>
<td>Healthcare Practitioners, Technical</td>
<td>$64,310</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>$62,490</td>
</tr>
<tr>
<td>Arts, Design, Ent, Sports, Media</td>
<td>$49,310</td>
</tr>
<tr>
<td>Education, Training, Library</td>
<td>$48,920</td>
</tr>
<tr>
<td>Installation, Maintenance, Repair</td>
<td>$45,690</td>
</tr>
<tr>
<td>Community and Social Service</td>
<td>$44,740</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>$40,380</td>
</tr>
<tr>
<td>Protective Service</td>
<td>$37,890</td>
</tr>
<tr>
<td>Office and Administrative Support</td>
<td>$35,770</td>
</tr>
<tr>
<td>Production</td>
<td>$34,900</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>$34,500</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>$33,780</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>$33,600</td>
</tr>
<tr>
<td>Building and Grounds Maintenance</td>
<td>$33,430</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>$32,960</td>
</tr>
<tr>
<td>Food Preparation and Serving</td>
<td>$32,480</td>
</tr>
</tbody>
</table>

### Total Change in Jobs, 2013-2018

- **High Wage Jobs**
  - Added = 122,000

- **Mid Wage Jobs**
  - Added = 72,000

- **Low Wage Jobs**
  - Added = 180,000
So It’s REALLY About Economic Mobility

Job Growth and Economic Mobility in the 25 Largest Metro Areas
Low-Income Children Who Grow up in Atlanta are not Benefiting from Economic Growth

Source: Brookings Institute
Overview: High Demand Occupations
Job Postings by Occupations
Jan. 1, 2019 - Aug. 27, 2019

Source: Burning Glass
Who’s Hiring?
Jan. 1, 2019- Aug. 27, 2019

What Groups Stand Out?
• Healthcare
• IT
• Transportation Logistics
# The “Healthcare” List

<table>
<thead>
<tr>
<th>SOC</th>
<th>Title</th>
<th>Current (Four Quarters Ending with 2019q1)</th>
<th>10-Year History</th>
<th>10-Year Forecast</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Empl</td>
<td>Avg Ann Wages</td>
<td>LQ</td>
<td>Unempl</td>
</tr>
<tr>
<td>00-0000</td>
<td>Total - All Occupations</td>
<td>2,467,404</td>
<td>$52,500</td>
<td>1.00</td>
</tr>
<tr>
<td>8617</td>
<td>Healthcare WorkSource Top Jobs</td>
<td>99,580</td>
<td>$47,400</td>
<td>0.82</td>
</tr>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>37,807</td>
<td>$74,500</td>
<td>0.79</td>
</tr>
<tr>
<td>30-2012</td>
<td>Maids and Housekeeping Cleaners</td>
<td>16,010</td>
<td>$21,400</td>
<td>0.81</td>
</tr>
<tr>
<td>31-1014</td>
<td>Nursing Assistants</td>
<td>15,962</td>
<td>$28,400</td>
<td>0.68</td>
</tr>
<tr>
<td>31-9092</td>
<td>Medical Assistants</td>
<td>11,976</td>
<td>$34,100</td>
<td>1.11</td>
</tr>
<tr>
<td>28-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>10,109</td>
<td>$45,000</td>
<td>0.90</td>
</tr>
<tr>
<td>28-2041</td>
<td>Emergency Medical Technicians and Paramedics</td>
<td>3,897</td>
<td>$37,300</td>
<td>0.96</td>
</tr>
<tr>
<td>35-3041</td>
<td>Food Servers, Nonrestaurant</td>
<td>2,986</td>
<td>$23,500</td>
<td>0.71</td>
</tr>
<tr>
<td>31-9093</td>
<td>Medical Equipment Preparers</td>
<td>833</td>
<td>$37,700</td>
<td>0.92</td>
</tr>
</tbody>
</table>

Sources: JobsEQ® and ARC Research & Analytics/ Neighborhood Nexus
Data as of 2019Q1 unless noted otherwise
The “Information Technology” List

<table>
<thead>
<tr>
<th>SOC</th>
<th>Title</th>
<th>Empl</th>
<th>Avg Ann Wages</th>
<th>LQ</th>
<th>Unempl</th>
<th>Unempl Rate</th>
<th>Online Job Ads</th>
<th>Threshold Qualifications</th>
<th>Total Change</th>
<th>Avg Ann % Chg in Empl</th>
<th>Avg Ann % Chg in Empl</th>
<th>Separations</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-0000</td>
<td>Total - All Occupations</td>
<td>2,467,404</td>
<td>$52,500</td>
<td>1.00</td>
<td>n/a</td>
<td>n/a</td>
<td>148,691</td>
<td>n/a</td>
<td>317,290</td>
<td>1.4%</td>
<td>1.0%</td>
<td>0.8%</td>
<td>3,151,695</td>
</tr>
<tr>
<td>8618</td>
<td>IT WorkSource Top Jobs</td>
<td>72,505</td>
<td>$90,100</td>
<td>1.42</td>
<td>1,581</td>
<td>2.2%</td>
<td>14,957</td>
<td>14,957</td>
<td>12,256</td>
<td>1.9%</td>
<td>1.7%</td>
<td>1.6%</td>
<td>68,337</td>
</tr>
<tr>
<td>15-1132</td>
<td>Software Developers, Applications</td>
<td>21,013</td>
<td>$107,400</td>
<td>1.42</td>
<td>293</td>
<td>1.4%</td>
<td>3,932</td>
<td>Bachelor's</td>
<td>4,470</td>
<td>2.4%</td>
<td>2.4%</td>
<td>2.2%</td>
<td>22,945</td>
</tr>
<tr>
<td>15-1151</td>
<td>Computer User Support Specialists</td>
<td>13,890</td>
<td>$55,200</td>
<td>1.36</td>
<td>400</td>
<td>3.0%</td>
<td>2,890</td>
<td>Short-term OJT</td>
<td>2,205</td>
<td>1.7%</td>
<td>1.6%</td>
<td>1.5%</td>
<td>13,007</td>
</tr>
<tr>
<td>15-1199</td>
<td>Computer Occupations, All Other</td>
<td>12,961</td>
<td>$93,700</td>
<td>2.00</td>
<td>396</td>
<td>3.1%</td>
<td>4,122</td>
<td>Bachelor's</td>
<td>2,087</td>
<td>1.8%</td>
<td>1.4%</td>
<td>1.6%</td>
<td>11,309</td>
</tr>
<tr>
<td>15-1133</td>
<td>Software Developers, Systems Software</td>
<td>8,729</td>
<td>$107,000</td>
<td>1.30</td>
<td>126</td>
<td>1.4%</td>
<td>39</td>
<td>Bachelor's</td>
<td>1,320</td>
<td>1.7%</td>
<td>1.8%</td>
<td>1.5%</td>
<td>7,406</td>
</tr>
<tr>
<td>15-1142</td>
<td>Network and Computer Systems Administrators</td>
<td>6,887</td>
<td>$91,100</td>
<td>1.18</td>
<td>123</td>
<td>1.8%</td>
<td>1,877</td>
<td>Bachelor's</td>
<td>1,013</td>
<td>1.6%</td>
<td>1.4%</td>
<td>1.2%</td>
<td>5,192</td>
</tr>
<tr>
<td>15-1152</td>
<td>Computer Network Support Specialists</td>
<td>4,359</td>
<td>$72,500</td>
<td>1.49</td>
<td>131</td>
<td>3.0%</td>
<td>2-year degree or certificate</td>
<td>320</td>
<td>0.8%</td>
<td>0.5%</td>
<td>0.6%</td>
<td>3,742</td>
<td>1.1%</td>
</tr>
<tr>
<td>15-1134</td>
<td>Web Developers</td>
<td>2,548</td>
<td>$82,000</td>
<td>1.02</td>
<td>61</td>
<td>2.2%</td>
<td>1,063</td>
<td>2-year degree or certificate</td>
<td>471</td>
<td>2.1%</td>
<td>2.0%</td>
<td>1.7%</td>
<td>2,381</td>
</tr>
<tr>
<td>15-1122</td>
<td>Information Security Analysts</td>
<td>2,118</td>
<td>$97,200</td>
<td>1.24</td>
<td>52</td>
<td>2.4%</td>
<td>993</td>
<td>Bachelor's</td>
<td>371</td>
<td>1.9%</td>
<td>1.7%</td>
<td>1.5%</td>
<td>2,355</td>
</tr>
</tbody>
</table>

Source: JobsEQ®
Data as of 2019Q1 unless noted otherwise
### The "Transportation/Distribution/Logistics" List

<table>
<thead>
<tr>
<th>SOC</th>
<th>Title</th>
<th>Empl</th>
<th>Avg Ann Wages</th>
<th>LQ</th>
<th>Unempl</th>
<th>Unempl Rate</th>
<th>Online Job Ads</th>
<th>Threshold Qualifications</th>
<th>1-Year History</th>
<th>10-Year Forecast</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-0000</td>
<td>Total - All Occupations</td>
<td>2,467,404</td>
<td>$52,500</td>
<td>1.00</td>
<td>n/a</td>
<td>n/a</td>
<td>148,691</td>
<td>n/a</td>
<td>317,290</td>
<td>1.4%</td>
<td>0.8%</td>
</tr>
<tr>
<td>6619</td>
<td>TDL WorkSource Top Jobs</td>
<td>234,769</td>
<td>$38,000</td>
<td>1.24</td>
<td>11,108</td>
<td>5.2%</td>
<td>9,107</td>
<td>n/a</td>
<td>36,181</td>
<td>1.7%</td>
<td>1.4%</td>
</tr>
<tr>
<td>53-7062</td>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>64,713</td>
<td>$28,700</td>
<td>1.40</td>
<td>4,666</td>
<td>7.8%</td>
<td>1,569</td>
<td>Short-term OJT</td>
<td>12,258</td>
<td>2.1%</td>
<td>1.5%</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>63,146</td>
<td>$37,800</td>
<td>1.39</td>
<td>2,593</td>
<td>4.4%</td>
<td>3,076</td>
<td>Short-term OJT</td>
<td>7,383</td>
<td>1.3%</td>
<td>0.8%</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>34,608</td>
<td>$44,500</td>
<td>1.11</td>
<td>1,094</td>
<td>3.6%</td>
<td>1,528</td>
<td>2-year degree or certificate</td>
<td>5,513</td>
<td>1.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>53-3033</td>
<td>Light Truck or Delivery Services Drivers</td>
<td>18,031</td>
<td>$38,600</td>
<td>1.14</td>
<td>544</td>
<td>3.5%</td>
<td>770</td>
<td>Short-term OJT</td>
<td>2,065</td>
<td>1.2%</td>
<td>1.0%</td>
</tr>
<tr>
<td>53-7064</td>
<td>Packers and Packagers, Hand</td>
<td>12,217</td>
<td>$24,900</td>
<td>1.18</td>
<td>1,097</td>
<td>9.6%</td>
<td>166</td>
<td>Short-term OJT</td>
<td>2,311</td>
<td>2.1%</td>
<td>1.4%</td>
</tr>
<tr>
<td>49-3023</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>12,215</td>
<td>$44,700</td>
<td>1.04</td>
<td>355</td>
<td>3.3%</td>
<td>796</td>
<td>2-year degree or certificate</td>
<td>2,428</td>
<td>2.2%</td>
<td>1.4%</td>
</tr>
<tr>
<td>43-3021</td>
<td>Billing and Posting Clerks</td>
<td>7,976</td>
<td>$39,700</td>
<td>1.06</td>
<td>237</td>
<td>3.2%</td>
<td>223</td>
<td>Moderate OJT</td>
<td>1,579</td>
<td>2.2%</td>
<td>1.4%</td>
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<tr>
<td>49-3031</td>
<td>Bus and Truck Mechanics and Diesel Engine Specialists</td>
<td>4,802</td>
<td>$48,200</td>
<td>1.05</td>
<td>53</td>
<td>1.4%</td>
<td>358</td>
<td>Long-Term OJT</td>
<td>578</td>
<td>1.3%</td>
<td>0.8%</td>
</tr>
<tr>
<td>49-9041</td>
<td>Industrial Machinery Mechanics</td>
<td>4,203</td>
<td>$53,800</td>
<td>0.70</td>
<td>42</td>
<td>1.2%</td>
<td>127</td>
<td>Long-Term OJT</td>
<td>213</td>
<td>0.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>13-1081</td>
<td>Logisticians</td>
<td>6,698</td>
<td>$47,600</td>
<td>1.40</td>
<td>86</td>
<td>2.3%</td>
<td>156</td>
<td>Bachelor’s</td>
<td>480</td>
<td>1.4%</td>
<td>1.0%</td>
</tr>
<tr>
<td>43-5011</td>
<td>Cargo and Freight Agents</td>
<td>3,242</td>
<td>$45,600</td>
<td>2.16</td>
<td>118</td>
<td>4.3%</td>
<td>139</td>
<td>Short-term OJT</td>
<td>677</td>
<td>2.4%</td>
<td>1.9%</td>
</tr>
<tr>
<td>11-3071</td>
<td>Transportation, Storage, and Distribution Managers</td>
<td>2,349</td>
<td>$115,200</td>
<td>1.18</td>
<td>108</td>
<td>4.6%</td>
<td>174</td>
<td>Previous Work Experience</td>
<td>386</td>
<td>1.6%</td>
<td>1.2%</td>
</tr>
<tr>
<td>49-3042</td>
<td>Mobile Heavy Equipment Mechanics, Except Engines</td>
<td>2,028</td>
<td>$47,600</td>
<td>0.89</td>
<td>35</td>
<td>2.3%</td>
<td>14</td>
<td>Long-Term OJT</td>
<td>67</td>
<td>0.3%</td>
<td>0.1%</td>
</tr>
<tr>
<td>43-4071</td>
<td>File Clerks</td>
<td>1,560</td>
<td>$34,200</td>
<td>0.89</td>
<td>78</td>
<td>5.3%</td>
<td>12</td>
<td>Short-term OJT</td>
<td>242</td>
<td>1.7%</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

Source: JobsEQ®
Data as of 2019Q1 unless noted otherwise
Snapshot of WIOA Participants
Metropolitan Atlanta, 2016-2018

Metro Atlanta Workforce: Demands, Trends, Equity and Insights
MAIP All Partner Meeting
November 20, 2019

Michael J. Rich
Director, Policy Analysis Laboratory
and Professor of Political Science and Environmental Sciences
Emory University
Phone: (404) 727-7449  Email: mrich@emory.edu

Moshe Haspel
Principal, Terra Cognita Consulting and Adjunct Professor of Political Science,
Emory University
Email: mhaspel@emory.edu
Data Structure—Adult/Dislocated Workers

- Records collapsed to AppID-LWIA
  - n=8,853

- LWIAs
  - Atlanta (n=1,992)
  - Cobb (n=1,600)
  - DeKalb (n=1,711)
  - Fulton (n=1,057)
  - Atlanta Regional (n=2,493)

- Years
  - 2016 (n=3,379)
  - 2017 (n=2,338)
  - 2018 (n=3,102)
Who Receives WIOA Training and Services?

n=8,837

**Gender**
- Male: [Bar Graph]
- Female: [Bar Graph]

**Age**
- 18 and under: [Bar Graph]
- 19-24: [Bar Graph]
- 25-44: [Bar Graph]
- 45-59: [Bar Graph]
- 60 and over: [Bar Graph]

**Race/Ethnicity**
- Non-Hispanic White: [Bar Graph]
- Non-Hispanic Black: [Bar Graph]
- Non-Hispanic Asian: [Bar Graph]
- Hispanic: [Bar Graph]

**Employment Status at Application**
- Not employed: [Bar Graph]
- Employed: [Bar Graph]

**Census Tract Poverty**
- High poverty census tract: [Bar Graph]
- Not high poverty census tract: [Bar Graph]

**Highest education level**
- None: [Bar Graph]
- High School/GED: [Bar Graph]
- Some postsecondary: [Bar Graph]
- Associate’s degree: [Bar Graph]
- Bachelor’s degree: [Bar Graph]
- Beyond Bachelor’s: [Bar Graph]
What do they get?

**Time in Program**
- Mean = 269 days
- Median = 214 days
- n = 3,020

**Type of Services Received**
- Basic: 78
- Individual: 91
- Support: 38
- Training: 89
- n = 5,987

**Industry Sectors -- Training Recipients**
- HDCI: 50
- HD Cluster: 29
- Healthcare: 4
- IT: 9
- TDL: 16
- n = 5,987

**Type of Credential Earned**
- None: 45.7%
- Education only: 2.9%
- Technical only: 50.8%
- Both: 0.5%
- n = 3,077
Outcomes

Median Wage, Q1 Post-Placement

n=1,437
"The full utilization of our people and their active participation in the mainstream of our economy and culture is one of the major mandates for our nation and state. The health, even the survival, of the nation depends on adequate solutions to our problems. Through planning, determining the needs, and training the workforce to fill the needs, we can reduce the necessity for welfare and enrich the lives of all citizens through a healthy productivity."

*Georgia Office of the Governor, A Status Report on Human Resources, 1968*
THREATS TO GEORGIA’S WORKFORCE

High costs of education and training
  Adult re-entry
Lack of transportation
Extremely high child care expenses
Poor proximity to training and “good” jobs
Insufficient wages
Barriers for Immigrant workers
Persistent Discrimination in Hiring
Pay gaps for women and people of color
Imported workforce vs. nurturing “homegrown” talent
UNEVEN RECOVERY

The percentage of adults 25 and older with only a high school diploma or GED has increased, while adults with some postsecondary training is decreasing.

UNEVEN RECOVERY

Joblessness Consistently Lower for White Georgians
Georgia statewide unemployment rate, by race, 2006-2017

GEORGIA BUDGET & POLICY INSTITUTE  GBPI.org
PEOPLE-POWERED PROSPERITY

A People-First Economic Vision for Georgia
PROSPER is a collective of workforce advocates committed to an inclusive economy in Georgia.

Opportunities to secure good, stable, and upwardly-mobile jobs exist, but so do stubborn systemic barriers, misaligned systems, and inadequate funding.
PROSPER Georgia is a coalition of workforce advocates who champion an inclusive economy. The coalition's goal is to eliminate poverty in Georgia by removing barriers to meaningful, family-supporting jobs. We can get there by advancing policy and practice solutions that:

- Bolster access to middle-skills training in the state's high-demand career sectors.
- Implement seamless career paths that help people move up the economic ladder.
- Prioritize equity to improve the inclusiveness of Georgia's training and employment opportunities.
- Strengthen key work supports that help people find and maintain good jobs.
Increase investments in targeted outreach for high quality training programs that exist outside of the university and technical college system

Establish “bridge” programs for individuals waiting for a seat in Georgia’s workforce system

Extend eligibility for the HOPE Career Grant to cover associate’s degree-seeking students

Include racial and gender equity goals in local and state workforce development plans

Extend eligibility for child care assistance (CAPS) to all workforce training participants

Fund Georgia’s need-based aid scholarship program

Establish a regional or statewide ‘two-generation’ coaching system
Would you support or oppose state funding for a need-based financial aid program to make college more affordable?  

82% support

In order to meet the growing demand for technically skilled jobs, grow the economy and tax base in Georgia, would you support or oppose tuition-free post-secondary technical training in Georgia?  

75% support

Would you support or oppose state funding for a need-based financial aid program to make college more affordable?  

82% support

Make it easier for people who receive government assistance like welfare or food stamps to get skills training, so they can find a family supporting job.  

88% support
FEATURED PARTNER: METRO ATLANTA EXCHANGE (MAX)
ALIGNING ACROSS THE METRO REGION: MAIP ROADMAP DISCUSSIONS
• The Service Lines represent the things most requested by industry.
• Service Line goals define what specific deliverables we hope to achieve in each.
• Together, these actions move us towards a regional workforce strategy.
Metro Atlanta Apprenticeship Network

- Launch will include Registered Apprenticeship Network Bootcamp (Part of WorkForce Works Quarterly Learning Series).
- 4, 1-hour Webinars and In-Person, 2.5-hour Technical Assistance Workshop.
- Facilitated by Bill Kraus, DOL and Holly Free, TCSG.
- More information and registration link coming 1st week in December.
MAIP Top Jobs & Work-Ready Skills

- Represent MAIP Employer Top Jobs.
- Define what “work-ready” is.
- Guide what programs we should focus on as a region.
- Will be refined to include a customized profile for each job.
- More jobs will be added as new industries come online.
  (Skilled Trades and Advanced Manufacturing).
Capacity building goals are aimed at expanding the network and aligning parts and pieces of the system to make it easier to work together.

<table>
<thead>
<tr>
<th>Industry Engagement &amp; Leadership</th>
<th>WorkSource Capacity Building</th>
<th>Sustainability</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Increase and expand participation across all high-demand sectors through recruitment and use of CRM.</td>
<td>• Implement CRM, across area WorkSource boards to improve knowledge sharing regarding employers’ workforce needs and initiatives enabling a regional approach.</td>
<td>• Convene Bi-Annual Network Meetings to align regional efforts.</td>
</tr>
<tr>
<td>• Conduct quarterly regional employer forums across Metro Atlanta to strengthen “voice and influence of employers.”</td>
<td>• Identify and explore a sustainable model for board collaboration across the region.</td>
<td>• Deploy Metro Atlanta Industry Partnerships website focused on regional efforts and learning.</td>
</tr>
<tr>
<td>• Explore and launch 1-2 additional sectors (Advanced Manufacturing and Skilled Trades) based on LMI, alignment with current sectors, and industry interest.</td>
<td>• Host learning, networking and team building series for local boards to strengthen awareness and alignment with regional efforts.</td>
<td>• Sponsor events, webinars and workshops that strengthen existing workforce partners and encourage quality programs, collaboration and innovation.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Share toolkits, successes and lessons learned through case studies and semi-annual reports.</td>
</tr>
</tbody>
</table>
ALIGNING ACROSS THE METRO REGION: MAIP ROADMAP DISCUSSIONS
Service Line Thought Leaders

<table>
<thead>
<tr>
<th>Hiring, Candidate Sourcing and Workforce Planning</th>
<th>Training &amp; Registered Apprenticeship</th>
<th>Employment Success Supports</th>
<th>Quality Careers &amp; Workplaces</th>
<th>Career Awareness and Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeannie Ross</td>
<td>Lisa Davis</td>
<td>Dana Inman</td>
<td>Will Launch in January 2020</td>
<td>Amy Lancaster</td>
</tr>
<tr>
<td>Lucius McRunnels</td>
<td>Nancy Flake-Johnson</td>
<td>Karen Cramer</td>
<td></td>
<td>Michelle Jacobs</td>
</tr>
<tr>
<td>Amelia Nickerson</td>
<td>Bill Kraus (RA)</td>
<td>Tracy Roberts</td>
<td></td>
<td>Yaland Bell</td>
</tr>
<tr>
<td></td>
<td>Holly Free (RA)</td>
<td>Winston Oluwole</td>
<td></td>
<td>Jody Reeves</td>
</tr>
<tr>
<td></td>
<td>Julius Allen (ETPL)</td>
<td>Tatrina Young</td>
<td></td>
<td>Jermaine Hampton</td>
</tr>
<tr>
<td></td>
<td>Karen Kirchler</td>
<td>David Oliver</td>
<td></td>
<td>Victoria Salzman</td>
</tr>
<tr>
<td></td>
<td>Irvin Clark</td>
<td></td>
<td></td>
<td>Jasmine Carr</td>
</tr>
<tr>
<td></td>
<td>Caroline Angelo</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jasmine Miller</td>
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</tbody>
</table>
Role of Thought Leaders

WHAT WE’RE ASKING
- Join with several other workforce leaders to help conceptualize, organize and act on specific service line goals.
- Participate in a team to achieve the goals and invite others to participate.
- Participate in service line team convening’s.

SUPPORT WE’LL PROVIDE
- Organize and facilitate the meetings, webinar/meeting software, do logistics and communication including meeting announcements, minutes and any other outputs.
- Coordinate project/goal activities as the team decides what actions to take.
- Work with you and other service line thought leaders to ensure your availability and to minimize any preparation or post meeting responsibilities.
- Provide funding for service line activities as needed and available.

Be sure to select the Service Lines you want to participate in!

http://eepurl.com/gyaVjL
FEATURED PARTNER:
BUSINESS LEADERS UNITED
ALIGNING WORKSOURCE IN THE METRO: PROGRESS, INITIATIVES AND FUTURE DIRECTIONS
FEATURED PARTNER:
TECHNICAL COLLEGE SYSTEM OF GEORGIA

Technical College
System of Georgia
ALIGNING ACROSS THE METRO REGION: MAIP ROADMAP DISCUSSIONS
FEATURED PARTNER:
GEORGIA JUSTICE PROJECT

GEORGIA JUSTICE PROJECT

SECOND CHANCES FOR PEOPLE WITH RECORDS
BENEFIT ALL GEORGIANS

THE PROBLEM
CRIMINAL RECORDS CREATE LIFETIME BARRIERS UNDER GEORGIA’S HARRIS LAW
Unlike in most states, in Georgia, almost all convictions stay on your record forever. Only some misdemeanors as an individual was convicted of before they turned 21 years old can be expunged. Criminal records create barriers to employment, housing, higher education, and other opportunities, long after the sentence is over.

THE SOLUTION
EXPUNGE CERTAIN CONVICTIONS FOR REHABILITATED INDIVIDUALS
The Georgia Council on Criminal Justice Reform recommended the expansion of restriction and sealing for certain convictions. Research clearly shows that enabling individuals to remove old convictions from their record, while maintaining law enforcement access, benefits families and public safety.

Geoff Justice Project is a 25-year-old, non-profit that represents individuals who are or were involved with the criminal justice system. We have worked closely with the Georgia legislature and Council on Criminal Justice Reform. We have successfully advocated for 23 changes in the law to remove barriers to voting and increase access to employment and other opportunities for people with criminal records.
INDUSTRY LISTENING SESSIONS: WORKFORCE CHALLENGES, OPPORTUNITIES AND NEEDS
FEATURED PARTNER:
METRO ATLANTA CHAMBER
INDUSTRY LISTENING SESSIONS: KEY POINTS SUMMARY
CALL TO ACTION AND CLOSE
YOUR MAIP...

TO DO LIST

- Complete your MAIP Sign-Up joining the Service Line Team/s that you want to participate in.
- Join the Registered Apprenticeship Learning Community.
- Attend the Monthly MAIP Update Webinars.
- Mark your calendars for the next All Partner Meeting on Wednesday, April 22 (11:30-2:00).
- Help grow MAIP’s regional impact by inviting additional workforce partners and employers to join.
WE WANT YOUR...

https://www.surveymonkey.com/r/RYW3G3F5
Thank You for Your Leadership and Partnership!