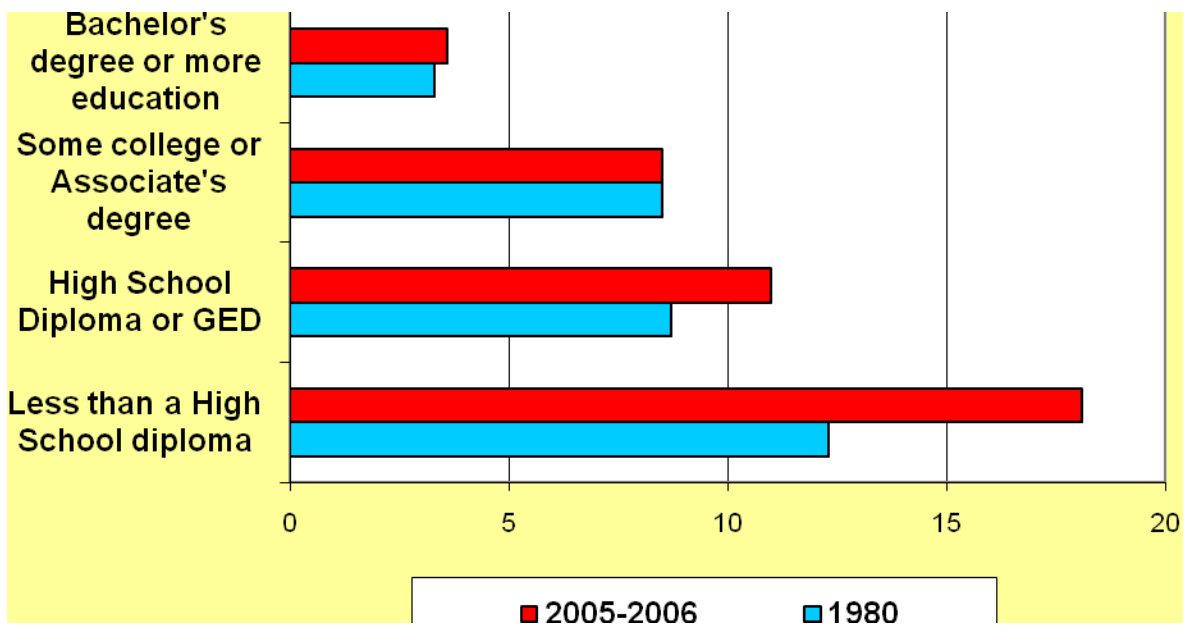


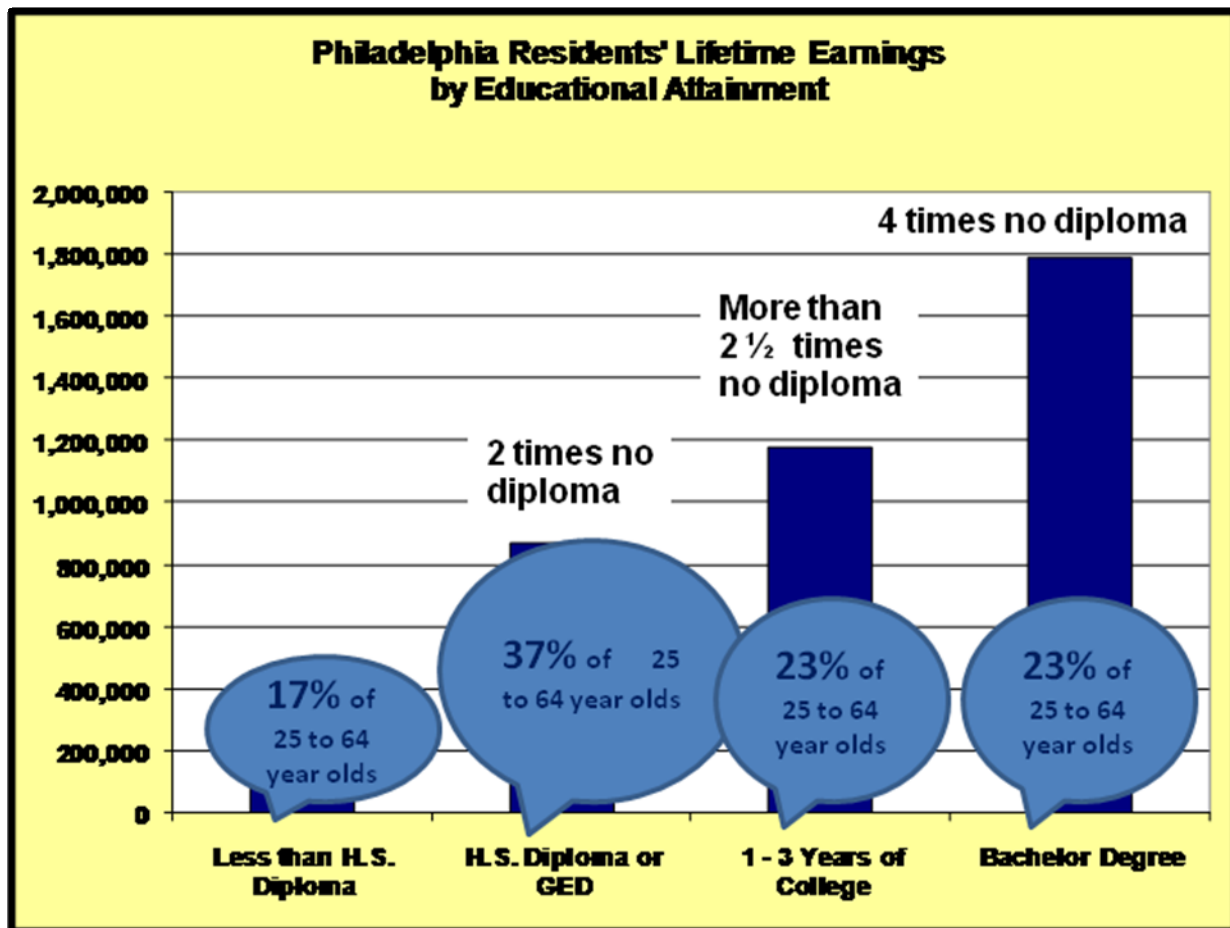
Philadelphia Workforce Trends

- Work is changing today in ways that will affect skills needed on-the-job tomorrow
- Over the last 40 years, employment has dramatically shifted in three ways:
 - The shift from manufacturing to services changed occupations – in 1970 one in 4 jobs was in manufacturing, while today, less than one in 20 jobs are in manufacturing
 - Technology has completely changed the way people complete work, and new ways of working together require strong communication skills
 - Employers are less likely to promote from the “mail room to the board room,” but rather hire the employee with the skills they need at the moment – “just in time” hiring
- Education is strongly tied to success in generating earnings, maintaining safety, and being secure in a rapidly changing world:
 - People without a high school diploma face significantly higher unemployment rates, especially compared to those with a Bachelor’s degree. See the following chart of unemployment rates among those with various educational attainments:



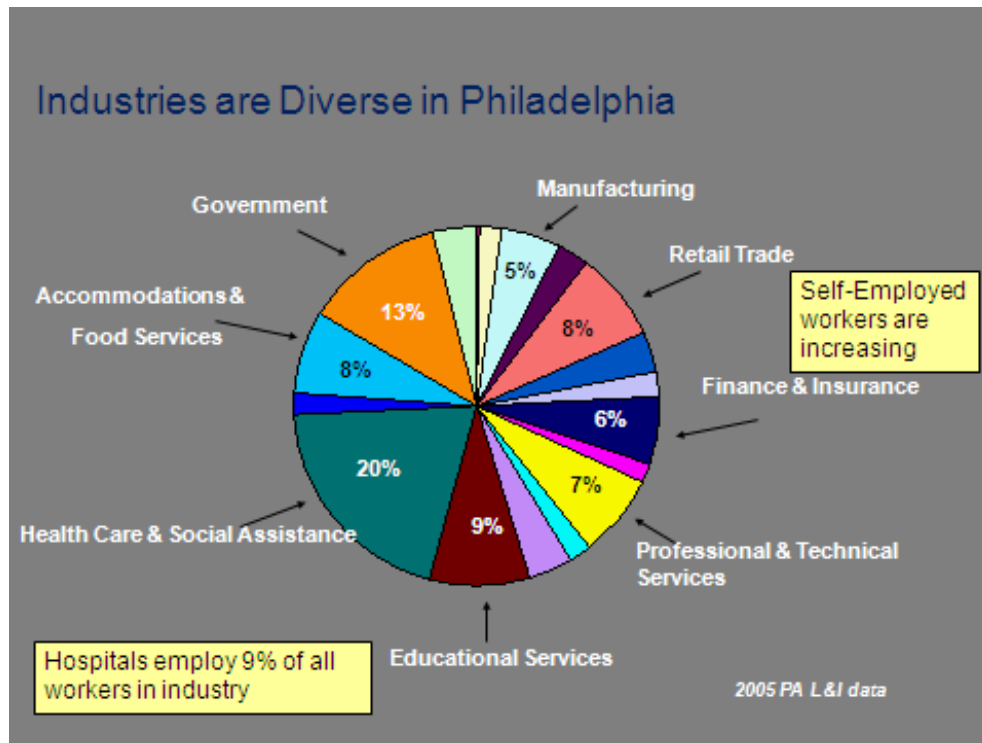
Philadelphia Workforce Trends (continued)

- People who complete a Bachelor's degree earn in their lifetime four times what those without high school diplomas earn
- Only 56% of Philadelphians have more education than a high school diploma



Philadelphia Workforce Trends (continued)

- Industries are diverse in Philadelphia – the largest sector is Health Care & Social Assistance



- 21st Century skills are needed for all workers to be flexible and keep up with the rapid changes in the way work is accomplished – these skills include critical thinking, communication, and flexibility for life-long learning.
- Emerging occupations often require special training to gain competencies. Some emerging occupations are found in:
 - Weatherization of homes (sealers, insulators, white roofers, heating, venting, and air-conditioning, energy auditing)
 - Bioscience manufacturing (cell and tissue culturing, laboratory technicians, clean packaging)
 - Healthcare Information Technology (secure data entry, data analysts, system analysts)

*Adapted from the Philadelphia Workforce Investment Board "Understanding the Workforce Challenges in a Changing Labor Market" presentation, February 11, 2009.