



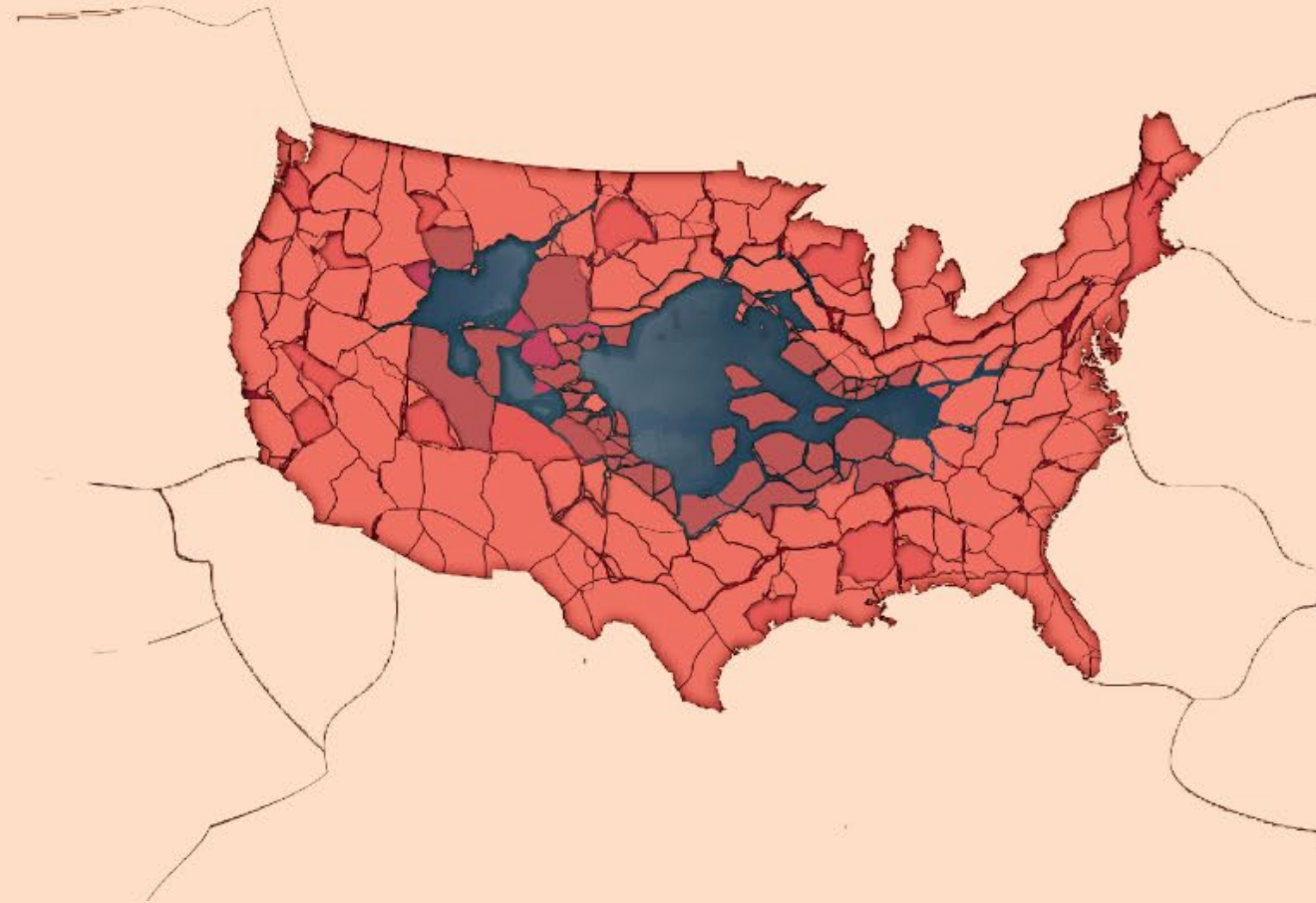
The Pacific NorthWest Economic Region Presents

Help Wanted: Pandemic Workforce Challenges

Thursday, November 18th | 3:00 PM - 4:00 PM

THE
**DEMOGRAPHIC
DROUGHT**

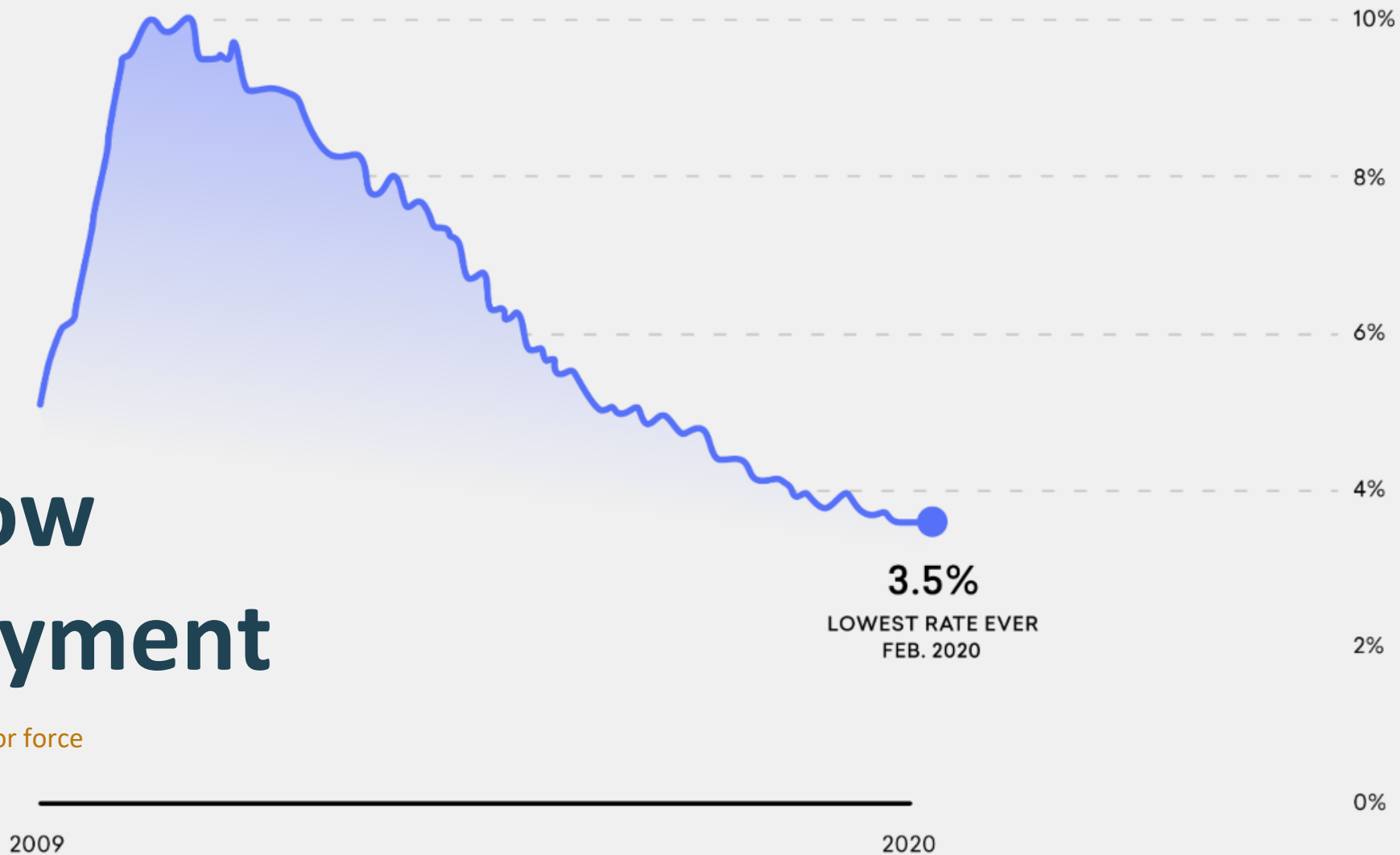
How the approaching sansdemic*
will transform the labor market
for the rest of our lives



* Sansdemic, *sans*-without, *demic*-people

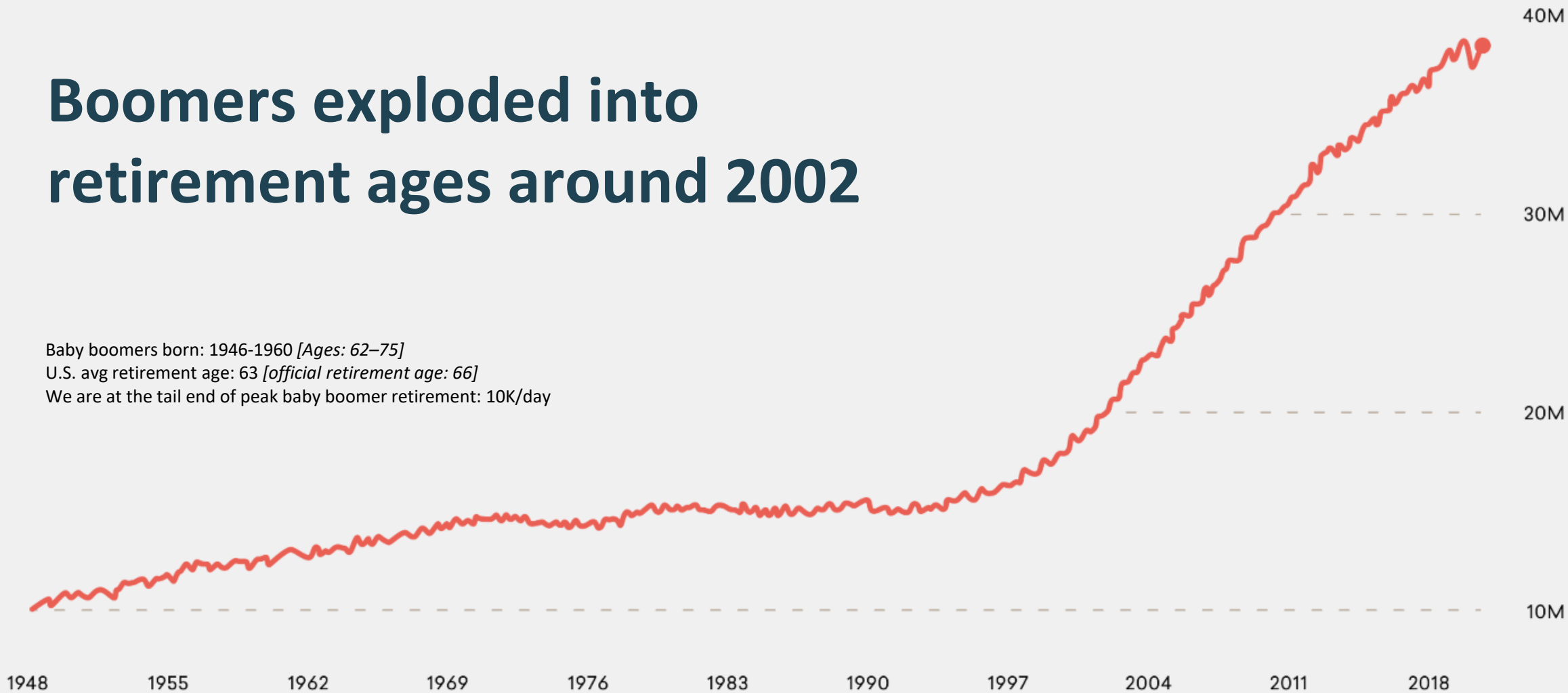
Record low unemployment

LFPR: 63% | 95M not in labor force



Boomers exploded into retirement ages around 2002

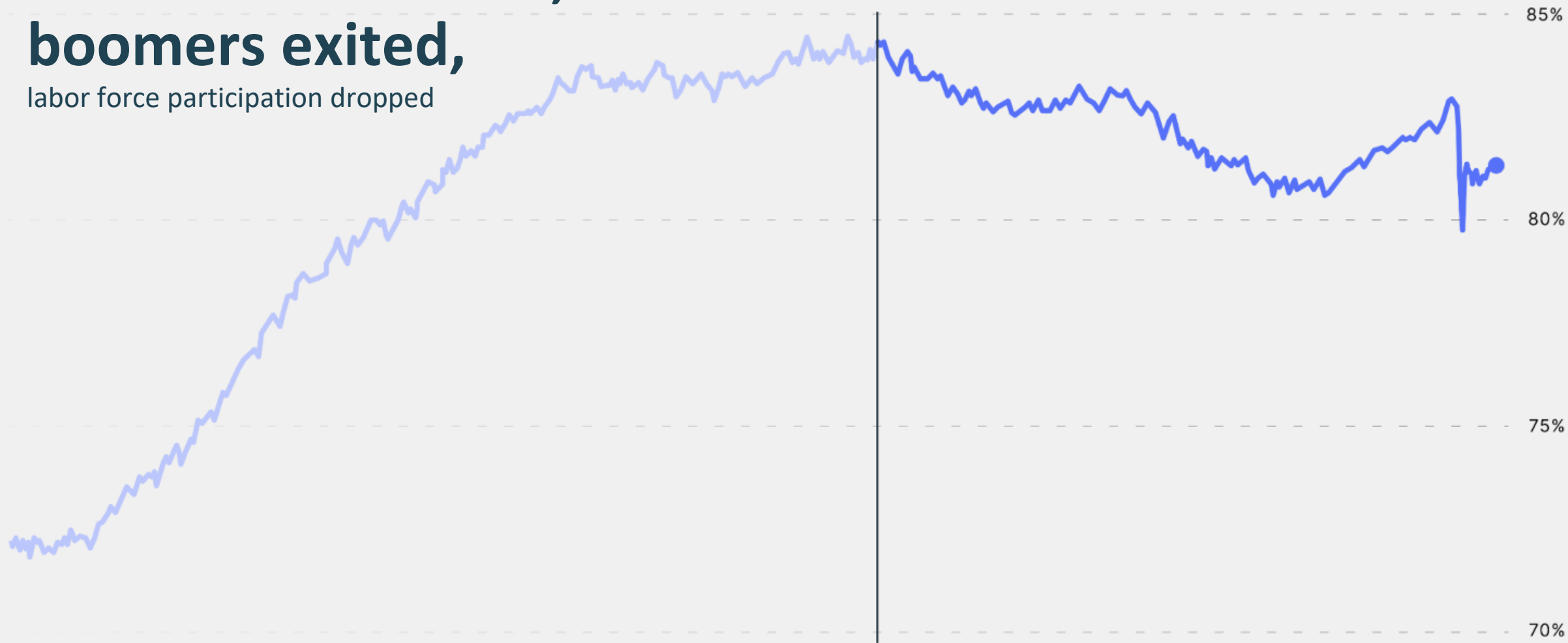
Baby boomers born: 1946-1960 [Ages: 62-75]
U.S. avg retirement age: 63 [official retirement age: 66]
We are at the tail end of peak baby boomer retirement: 10K/day



Millennials entered, boomers exited, labor force participation dropped

First millennials
enter the workforce

20-54
LFPR



1970

Source: BLS

1980

1990

2000

2010

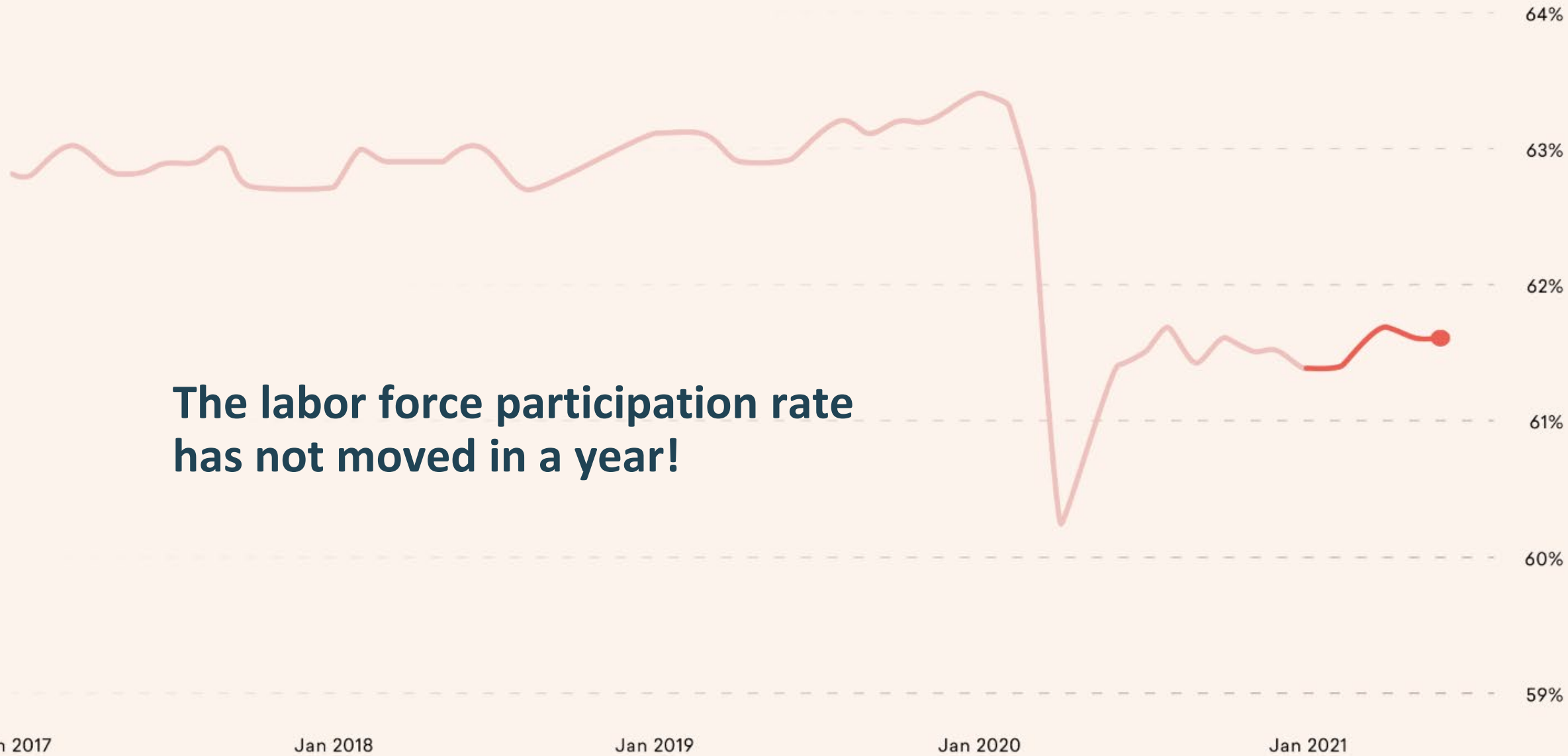
2020

70%

75%

80%

85%



The labor force participation rate has not moved in a year!

Jan 2017

Jan 2018

Jan 2019

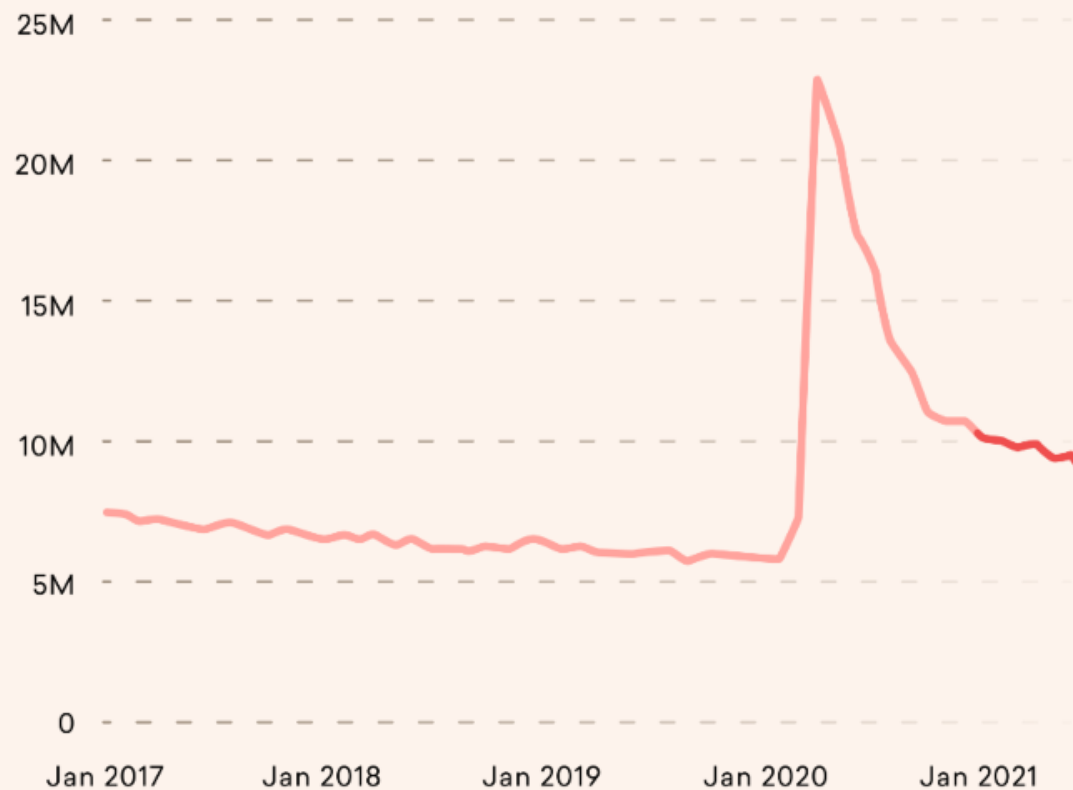
Jan 2020

Jan 2021

Demand for labor is at a record high but...

Very few people are returning to work

People who are unemployed



People who are out of the labor force



Workforce Gaps to Pre-Covid by Age

	Unemployed Excess*	Not in Labor Force Excess*
20-24 yrs.	148K ↑	131K ↓
25-54 yrs.	1.2M ↓	1.5M ↓
55+ yrs.	373K ↑	3.3M ↑
	= 1.7M	4.9M
		= 6.6M

Source: Bureau of Labor Statistics and Internal Analysis

*Excess is based on the pre-Covid persistent baseline

43% Job Openings Increase



Why are we not recovering faster?

Roughly 6.5M of the 10.9M open jobs in America

need to be filled by people without a college degree

6.5M
open jobs don't require a college degree

4.4M
open jobs require a college degree

Where will the talent come from?

High School Students or Immigration?

Most high schools students are already employed. There are only 600K unemployed high school students. Over 40% of people 18-24 are enrolled in college.

2.5M
unemployed with college education

2.8M
unemployed with no college education

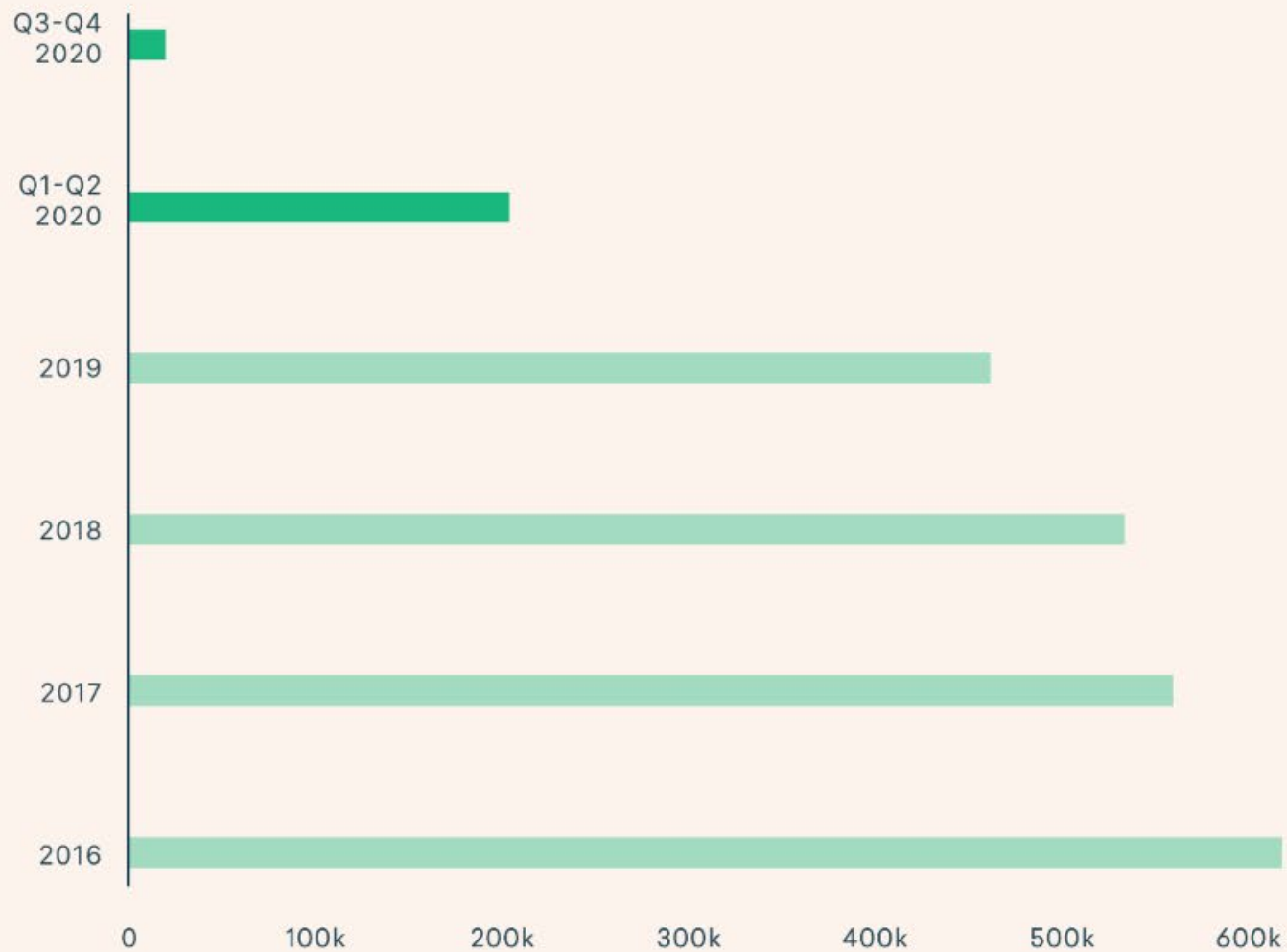
10.1M
total open jobs

6.8M
total unemployed

Immigration was nearly non-existent in 2020

“Overall, the second half of FY 2020 saw 87 percent fewer immigrants from abroad than the first half, which was larger than any annual decline in the history of the United States.”

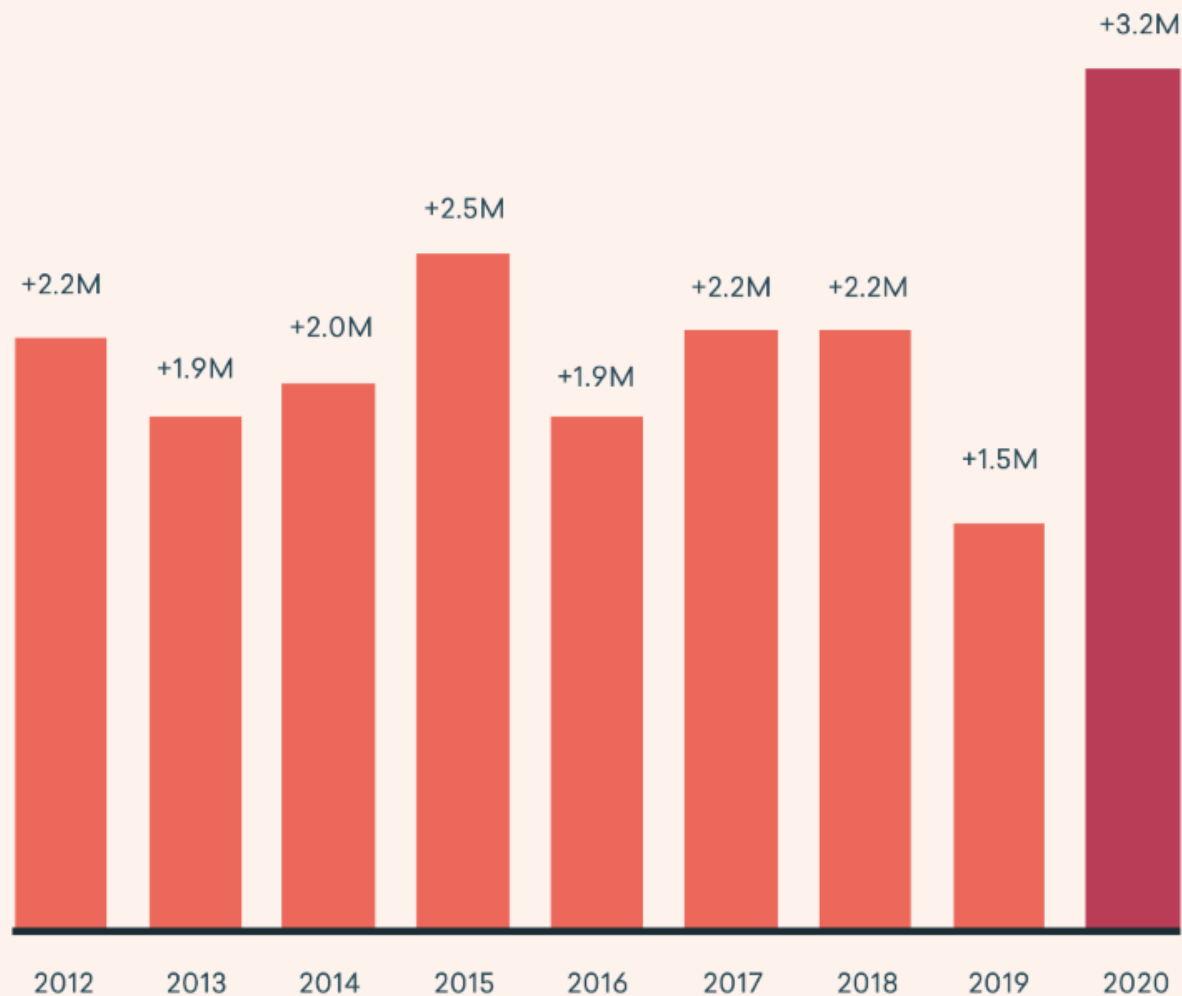
CATO Institute



Immigrant visas issued / New arrivals of legal permanent residents from abroad

Boomers retired at a dangerous speed in 2020

Fueled by a healthy stock market, a lifetime of dual income earnings and IRAs allowed



Source: Pew Research Center analysis of July, August and September, Current Population Survey monthly files (IPUMS)

Drug overdose deaths in 2020 hit highest number ever recorded, 2021 has stayed at record levels so far.

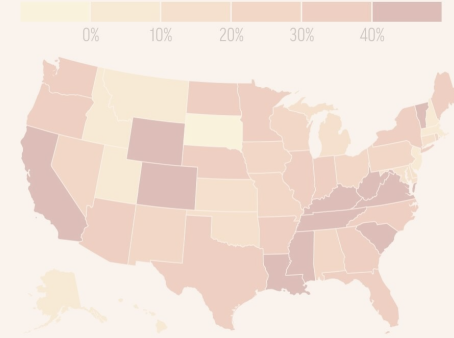
An estimated 800K prime age men are out of the labor force due to opioids.

93,000
deaths from drug overdoses in 2020

72,151
deaths from drug overdoses in 2019

2020
deaths

2019
deaths





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Help Wanted: Pandemic Workforce Challenges

Transform the Culture of Paid Care-Giving

PNWER 2021 Summit

Presenter: Eleni Papadakis

Eleni.Papadakis@wtb.wa.gov



Direct Care Sector

- Services and facilities to provide for the safety and daily living needs of frail and vulnerable individuals.
- Cost-effective “necessity” models drive care practices towards uniformity and mediocrity, not excellence.
- Direct Care Workers perform duties to enhance the day to day lives of frail and vulnerable individuals.
 - Considered entry-level or para-professional duties
 - Generally low wage earners, with few, if any opportunities for advancement
 - Highly regulated, high level of responsibility with little job autonomy or authority.
 - Usually the most diverse segment of the industry’s workforce.

child care,
home care,
CNA’s,
personal
care
attendant,
group
homes and
shelter
care, etc.



From Care Workers to Care Professionals

- Create care-giving environments where those with a calling—nurturers by nature—want to work, and customers want to be. (Family members feel positive about the experience of their loved one.)
- Establish meaningful, easily navigable pathways to higher levels of job responsibility and pay.
- Connect and crosswalk skills and competencies to other professional opportunities; shorten the time to higher level credentials. Provide credit for work-based learning.



Customer-centered Care Practices—Pivotal Roles for Care-Givers

- Models of care-giving are based on the individual needs and desires of each customer.
- Care worker becomes voice of and advocate for the customer, as well as a respected member of care team:
 - Helps develop the care plan with customer and care team.
 - Customer's schedules, tastes, likes and dislikes, needs and goals drive care planning and the care professional's work.
 - Customer and family satisfaction rises.
 - Customer outcomes are better.
 - Staff turn-over reduced.



Massachusetts ECCLI Program

- 1999/2000- MA LTC Crisis: about 50% of LTC in bankruptcy; negligence or inadequate care; CNA turn-over rate about 300%; High agency fees; few LPN or RN applicants for LTC
- 2000, Legislature provided \$5 million to develop programs and practices to improve frontline worker retention.
 - Multi-Stakeholder Committee commissioned worker survey
 - Respect as member of care team top reason for dissatisfaction.
 - Perceived or real blame for inadequate or poor care.
 - No clear career pathway opportunities.
 - Higher wage took 3rd or 4th place in most cases.
 - LTC leavers were not earning more.



MA's Extended Care Career Ladder Initiative (ECCLI)

- About 200 "I-Centered Care" demonstration projects, with
 - Enhanced roles for frontline workers, and multiple tiers of job opportunity;
 - Education and training for workers to perform new roles and attain career goals
 - Engagement of workers, supervisors, residents and family members in design and evaluation.
- ECCLI funds supported training costs and staff backfill during training
- ECCLI video: <https://www.youtube.com/watch?app=desktop&v=mdr-14lnls&t=10s>.



ECCLI Results

- Patient Care Quality Indicators: Significant reductions in
 - Resident Wandering
 - Physical and verbal behavior incidents
 - Sundown disruptions, other disruptions
- Higher residents and family satisfaction ratings
- Business Improvements:
 - Increased revenues; Average 16% increase in private pay
 - Decreased agency fees by 85%; waiting list of nurse applicants
 - Increased spending on training and education, wages
 - CNA turn-over down to 30% from 300%; wait list of CNA applicants



Washington Proposals

- Care-giving as both sector and profession—transform the culture to “I-Centered” practices and demonstrable respect for frontline workers as care professionals:
 - Invest in pathway programs and wrap-around supports
 - Work-based and community-based credential pathway programs, inc. registered apprenticeships and pre-apprenticeships.
 - Research & Resource Center for the Care-Giving Professions
 - Care transformation demonstration projects and collective learning
 - Provide funds to support livable wages



PNWER

The Electrical Joint Training Committee

A BIRDS EYE VIEW OF THE CONSTRUCTION LABOUR MARKET

- ❖ Canada has 4 million trades people
- ❖ Of these an estimated 700,000 will retire by 2028
- ❖ Women represent 4% of workers in many skilled trades
- ❖ We are not meeting projected targets of Skilled Newcomers arriving in Canada





THE GREAT JOB SHUFFLE

- ❖ In addition to retirements, and COVID anxiety, many others upping the “quits” rate for other employment
- ❖ A record 4.4 million Americans quit their job in September
- ❖ In Canada, number of people leaving their job in June 2021 tripled from the year before
- ❖ The EJTC experience

A Case for Apprenticeship

- ❖ Apprenticeship allows people to enter the labour market while they learn new skills
- ❖ 80% of learning takes place in the field, and 20% in technical training
- ❖ Rewarding Salaries in many growing skill areas



– Accelerating upskilling

- ❖ **Need to address existing challenges:**
 - ❖ - Address long standing stereotypes of trades careers
 - ❖ - Tap in to unused pools of talent
 - ❖ - Increasing adoption of digital skills amid rapid technological advances

MENTORSHIP – OUR BEST KEPT SECRET

- ❖ Mentorship, transfer of knowledge and skill from more experienced to less experienced workers,
- ❖ Has always been at the heart of apprenticeship
- ❖ Need to bring “best practices” into knowledge and skill transfer in the field
- ❖ Recognize a more interactive and inclusive exchange of ideas
- ❖ Advance not only technical skill but critical thinking, problem solving and communication





THANK YOU

The Electrical Joint Training Committee