

NORTH TEXAS

FUNDERS FORUM



Asset Funders Network

**Building Assets and Economic
Opportunity through Career Pathways**

STRENGTHENING DALLAS-FORT WORTH: BUILDING A MIDDLE-SKILL PIPELINE TO SUSTAIN ECONOMIC GROWTH AND EXPAND OPPORTUNITY

Prepared for North TX Asset Funders Network
June 2015

NEW SKILLS AT WORK

JPMORGAN CHASE & CO.



JOBS FOR THE FUTURE

EDUCATION FOR ECONOMIC OPPORTUNITY

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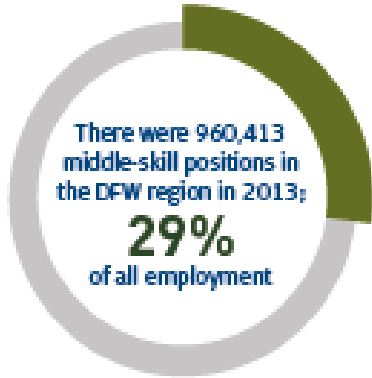
- A **\$250 million, 5-year** workforce readiness and demand-driven training initiative to:
 - **Build** a demand-driven system
 - **Invest** in, strengthen, and scale effective training
 - **Use data** to analyze skills in demand in regional markets





DFW MIDDLE-SKILL OPPORTUNITIES ARE GROWING

NEARLY ONE-THIRD OF JOBS IN HIGH-GROWTH INDUSTRIES REQUIRE MIDDLE-SKILL CREDENTIALS



Middle-skill jobs are projected to produce nearly

42,000

average openings per year, a 2% annual growth rate, through 2018

(Source: EMSI)

Middle-skill jobs pay an average median hourly wage of

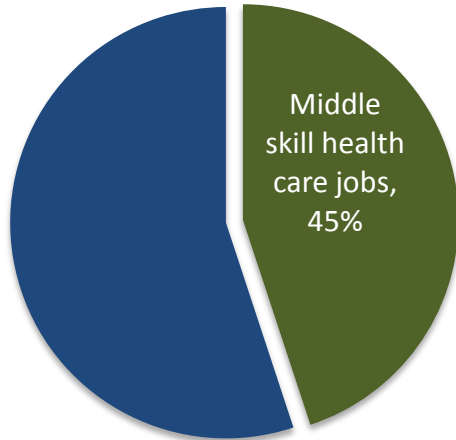
\$24.47

exceeding the living wage of \$18.08 for the DFW region





A SIGNIFICANT PERCENTAGE OF JOBS IN HEALTHCARE AND INFORMATION TECHNOLOGY ARE MIDDLE-SKILL

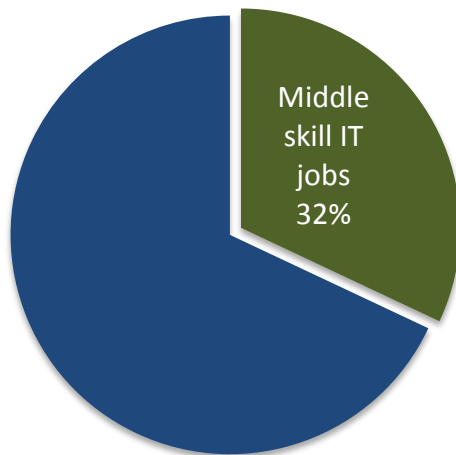


296,000 total jobs in the health care sector

\$29.27 median wage for middle-skill health care jobs

5.5% projected annual middle-skill job growth, 2013-18

7,095 projected annual middle-skill job openings, 2013-18



123,000 total jobs in the IT sector

\$29.11 median wage for middle-skill IT jobs

3.6% projected annual middle-skill job growth, 2013-18

2,224 projected annual middle-skill job openings, 2013-18



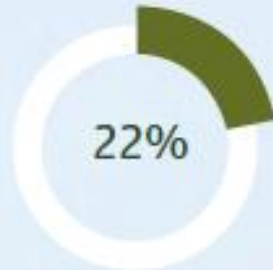
UNFORTUNATELY, TOO MANY RESIDENTS OF THE DFW REGION ARE NOT PREPARED FOR MIDDLE-SKILL JOBS...

Large disparities in educational attainment persist among racial and ethnic groups

Many DFW residents lack the basic academic and job-readiness skills required to start a middle-skill career ladder:

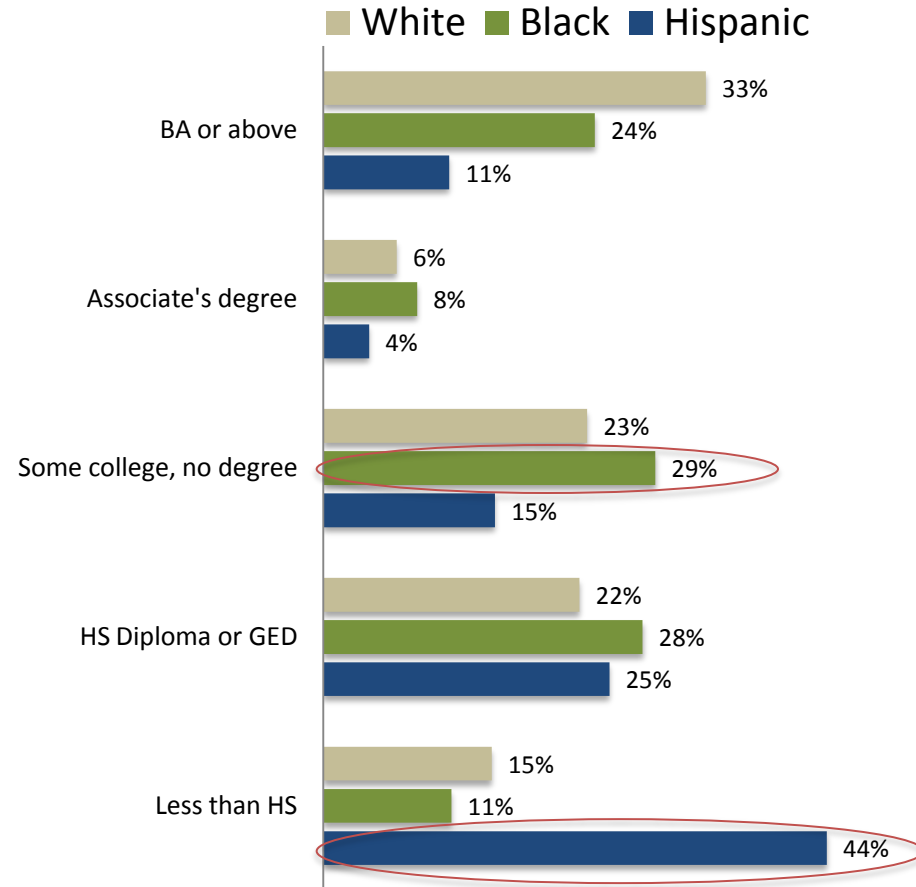
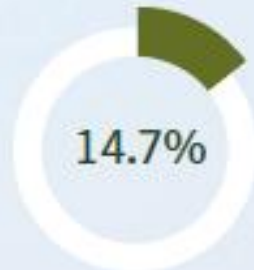
950,000

adults, or 22% of the DFW region's population ages 25 and older, do not have a high school credential⁸



640,000

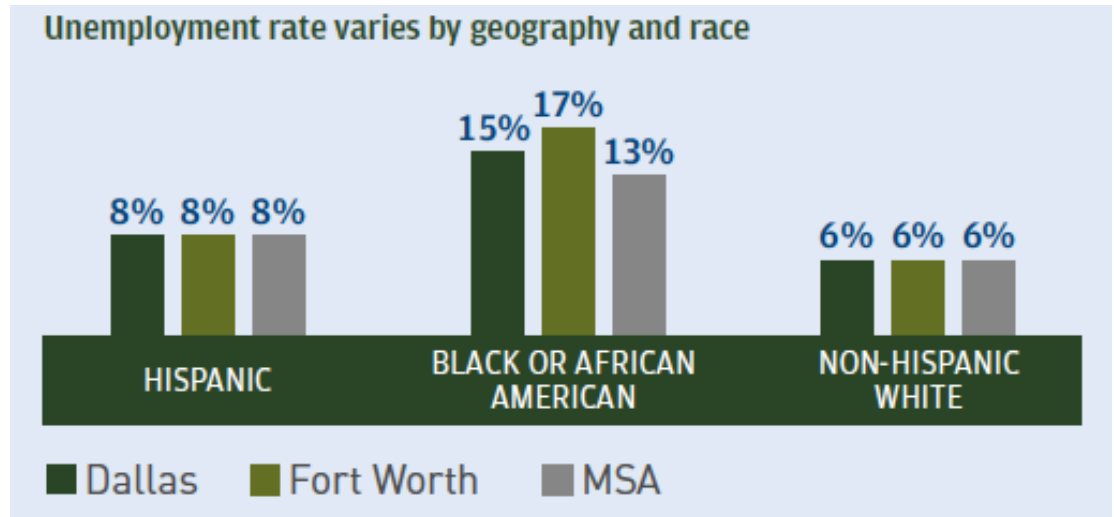
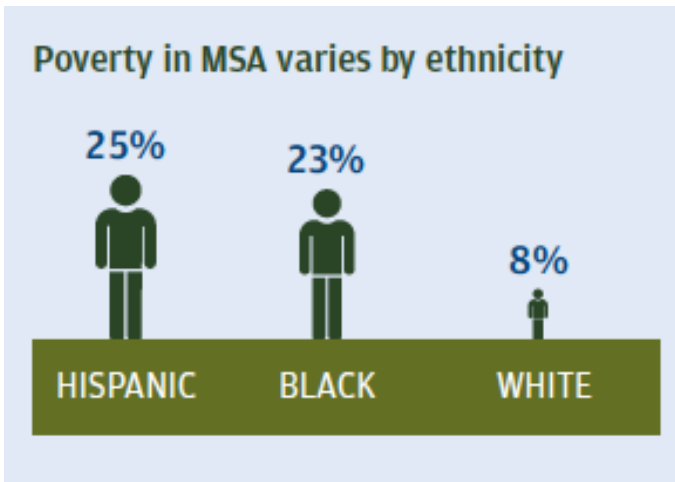
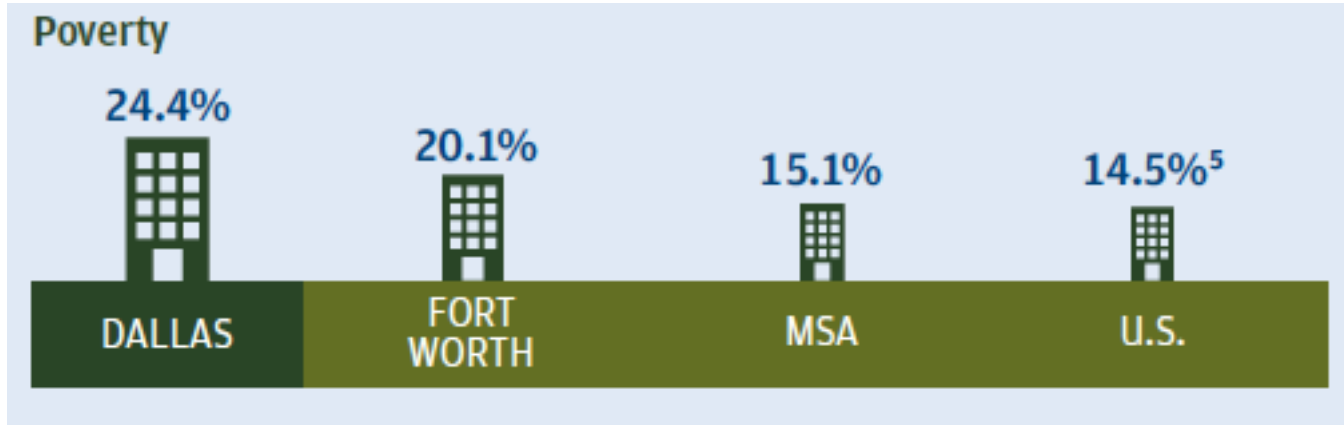
or 14.7% of individuals in the DFW region ages 16-64 have limited English proficiency⁹



Source: 2011-13 American Community Survey
Source: 2011-13 American Community Survey



...AND THIS RESULTS IN GREAT DISPARITIES IN UNEMPLOYMENT AND POVERTY



Source: 2011-13 American Community Survey



CREATING BETTER ACCESS TO MIDDLE-SKILL JOBS: RECOMMENDATIONS IN FIVE TARGET AREAS



1. Strengthen the “first rung” of career pathway programming

2. Increase persistence in and completion of middle-skill training.



3. Strengthen bridges between workforce resources and high need communities and populations





CREATING BETTER ACCESS TO MIDDLE-SKILL JOBS: RECOMMENDATIONS IN FIVE TARGET AREAS

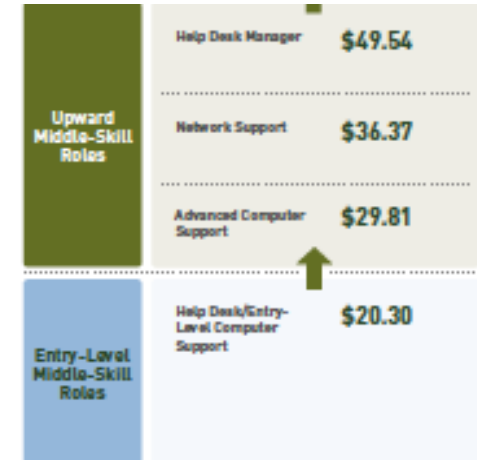
4. Increase awareness of middle-skill opportunities



HEALTH INFORMATION PATHWAY



INFORMATION TECHNOLOGY PATHWAY



2015 FRONTLINE WORKER CHAMPION PROFILE



COME FOR A JOB, STAY FOR A CAREER

5. Promote employer leadership in developing career pathways.



JOBS FOR THE FUTURE

THE DFW REGION CAN BUILD ON EXEMPLARY WORK

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