



Workforce Development Panel

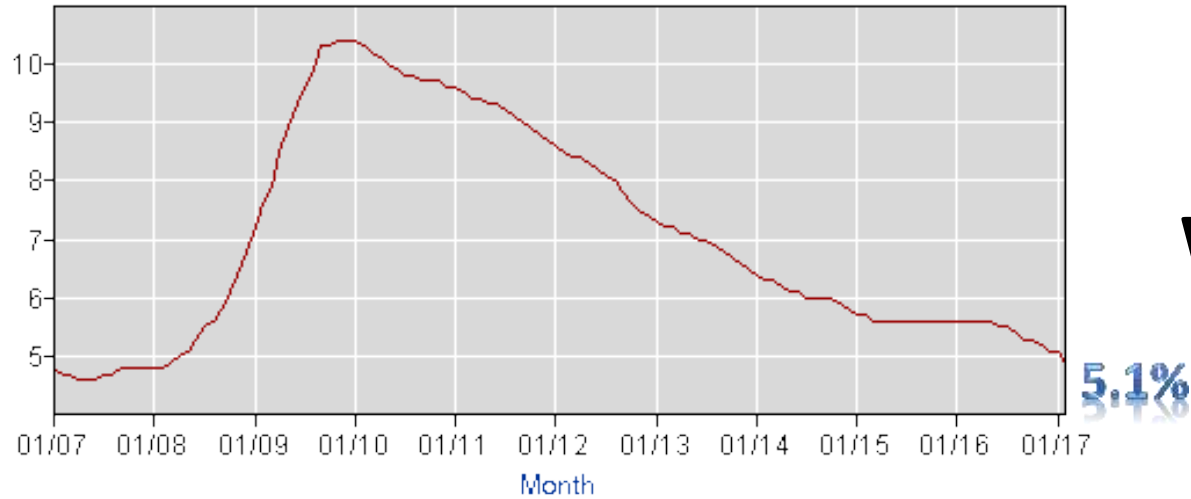
NW Aerospace Defense Symposium

May 4, 2017

What are “the GAP’s” that needs to be filled?

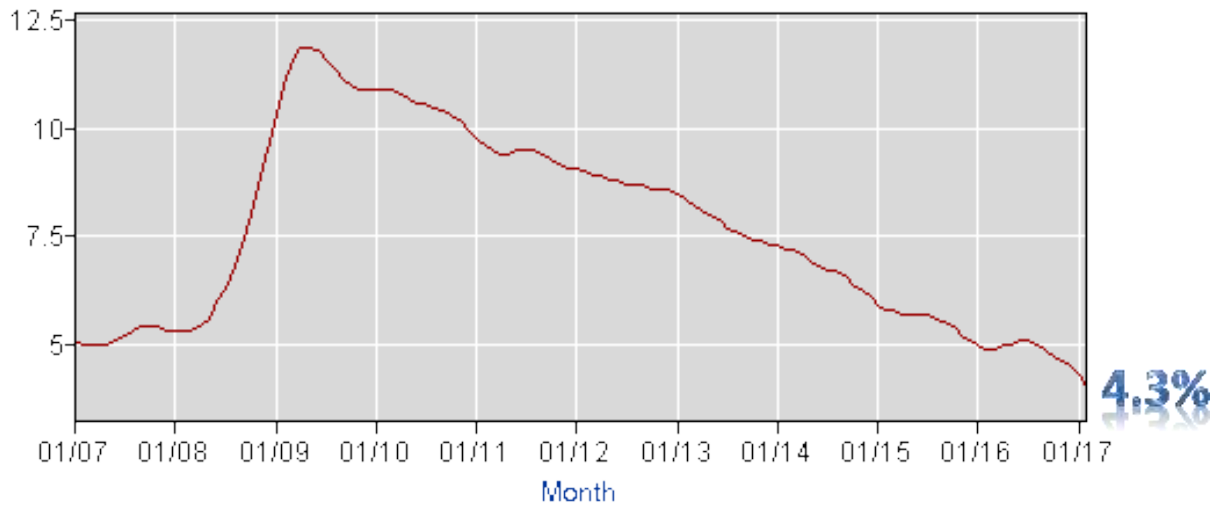
- Availability Gap
- Soft Skills Gap
- Hard Skills Gap
- Experience Gap
- Interest Gap
- “The Gap” can mean different things to different employers.....

unemployment rate



Washington

unemployment rate



Oregon

Manufacturing Technician Opportunities are Growing



Source: Indeed.com job postings, Total U.S., all industries

But jobseeker Interest is not keeping pace

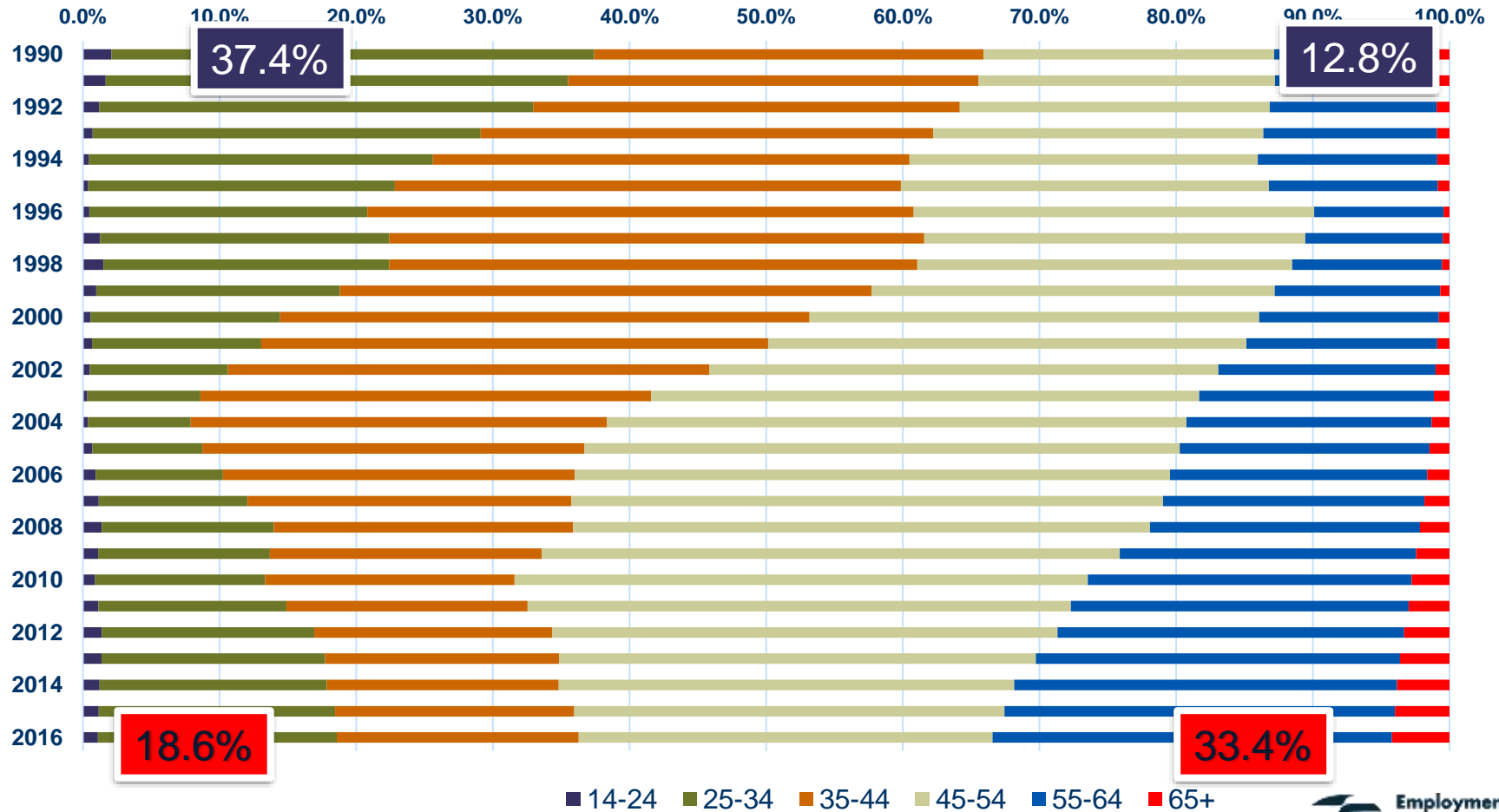
Jobseeker Interest



Source: Indeed.com searches for "Manufacturing Technician", Total U.S.

Over 30 percent of the aerospace workforce is age 55+

Percent of aerospace workforce by age cohort



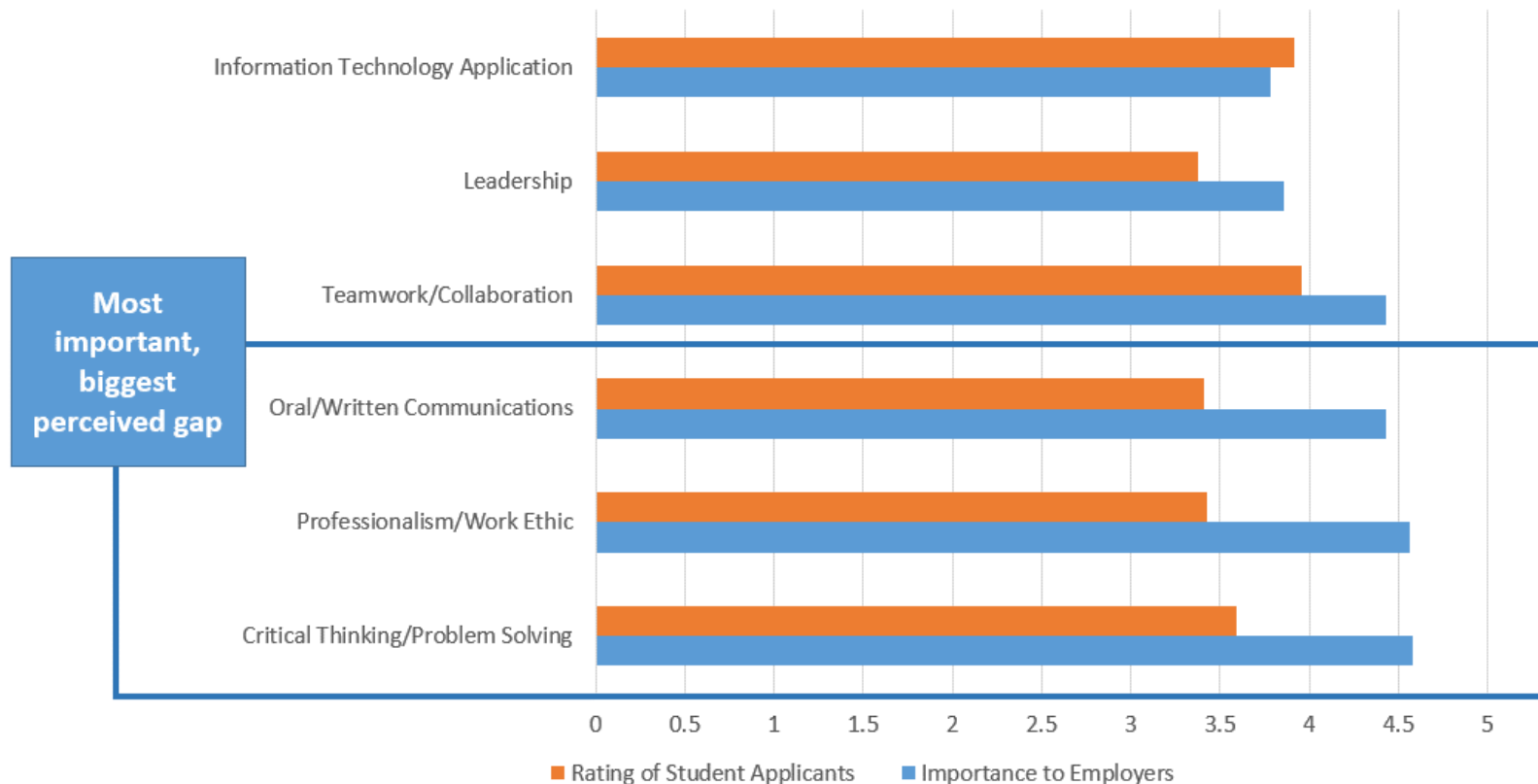
Source: U.S. Census Bureau, LEHD



Communication, Work Ethic, Critical Thinking GAP

Employers Rate **Communication, Work Ethic** and **Critical Thinking** as very important and somewhat lacking in new college grads.

Gap between Importance Rating and Perception of Student Applicants



Source: 2017 Job Outlook Survey among Employers: National Association of College and Employers

Courtesy of Jennifer Kass, OIT

The Panel

- **Kendra Hodgson**

Policy Associate of Workforce Education

WA State Board for Community and Technical Colleges

- **Kristina Hayek**

U.S. Instructional Design and Development Manager

Hexcel Corporation

- **Jennifer Kass**

Director of Career Services

Oregon Institute of Technology

- **Justin Luchak**

Production Manager

Miles Fiberglass & Composites

- **Jay Schmidt** (Moderator)

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