BRIDGING THE TALENT GAP BREAKFAST

THURSDAY, MAY 2, 2019
8 A.M. TO 9:30 AM

OBLATE SCHOOL OF THEOLOGY
285 OBLATE DR, SAN ANTONIO, TEXAS
Welcome

Lisa Cunningham
Interim Executive Director
The Graduate Network!

Bridging the Talent Gap Report

Kathy Zandona
Senior Vice President,
Network Engagement

Dan Ash, Ph.D.
Research Director,
Bridging the Talent Gap
San Antonio Employer Community Survey Update

May 2019

This project is made possible with support from the Trellis Foundation
Bridging The Talent Gap

Locations

The Graduate! Network Sites

More than 3,000 Employer Survey participants to date (since mid 2016)

More than 950 Employee Survey participants to date (since August 2018)
Who participated?

• 104 full + partial completions

• Employer Size
  • 39% Self-employed – 49 employees
  • 32% 50 – 499 employees
  • 29% 500 or more employees

• Broad representation of local sectors

• You will be able to explore specific important sector responses on the BTTG interactive dashboard soon at www.BridgingTheTalentGap.org
Reasons for hiring difficulty

- Competition from other employers: 53%
- Qualified candidates are not within our pay range: 48%
- Lack of the right work experience: 47%
- Low numbers of applicants: 43%
- Lack of the right skills for the job: 40%
Across all skill types, education attainment is a solid predictor of more skilled labor pools.

- **Baseline (HS) (47%)**
  - Four-year degree: 20% Gain
  - Two-year degree: 8% Gain
  - High school diploma

- **Education Premium**

### Skill Needs Landscape

#### Applied Skills: Percent of respondents saying labor pool possesses skill: High school diploma holders versus four-year degree holders

- Diversity: 56% (4-YR Degree) vs 67% (HS Diploma)
- Teamwork/Collaboration: 48% (4-YR Degree) vs 75% (HS Diploma)
- IT Application: 46% (4-YR Degree) vs 66% (HS Diploma)
- Problem Solving: 36% (4-YR Degree) vs 75% (HS Diploma)
- Leadership: 22% (4-YR Degree) vs 69% (HS Diploma)
The profile of future education needs for San Antonio is changing.

Anticipated increased need for graduates over the next 5 years:

- High School Diploma: 34%
- Industry/Professional Association Credential: 54%
- Post-secondary Certificate: 32%
- Technical College Diploma/Certificate: 51%
- Associate’s Degree: 28%
- Bachelor’s Degree: 38%
- Advanced Degree: 22%
Partnering with education institutions is the most scalable and affordable way to make progress but relatively few employers take advantage.

Only 10% of employers currently partner with local post-secondary institutions.

But . . .

80% either definitely or possibly might consider partnering.
Aggregated Employee Community Survey Update

May 2019
Survey Respondent Profile Across Sites

- 628 participants
- Locations to date include Albuquerque, Cleveland, and Saint Louis
- 40% younger than 35
- 60% female
- 22% speak more than one language
- 66% identify as White, 24% identify as Hispanic/Latino; 6% identify as Black/African American
Education status: Credential Completions and Plans

<table>
<thead>
<tr>
<th>Credential</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school or equivalent</td>
<td>75%</td>
</tr>
<tr>
<td>Certificate or technical credential</td>
<td>19%</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>26%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>56%</td>
</tr>
<tr>
<td>Advanced degree (Masters, MD, PhD, etc.)</td>
<td>24%</td>
</tr>
</tbody>
</table>

- 24% currently working on one or more credentials
- 48% plan to work on one or more credential in the future
What motivates those employees currently working on their education?

- To advance or change my career: 80%
- Personal reasons: 73%
- My family/friends/community are supportive: 69%
- To provide a good example for my family: 55%
But there are challenges lurking along the way

Currently Working On Credentials

- Financing education costs: 71%
- Keeping up with family responsibilities: 51%
- Keeping up with work responsibilities: 41%
- Keeping up with or performing satisfactorily in my coursework: 34%
What will motivate employees to take action on their plans?

- Improved financial ability: 64%
- More time to devote to my education: 56%
- More information on how to get financial aid, sign up for coursework, etc.: 35%
- More support from my employer: 33%
What motivated you to stop your plans for education?

- I don't need more education for my career goals: 35%
- The credential I selected is not needed for my educational goals: 33%
- Financial barriers: 21%
- More education would not result in a better job/more pay with my employer: 21%
Would you reconsider your decision?

45% expressed willingness to reconsider their plans...

... 35% of these respondents said they would welcome suggestions or guidance to achieve their goals.
What education support is offered by your employer?

- College coursework support: 31% employees, 49% employer
- Non-college coursework support: 24% employees, 49% employer
- On-the-job training/learning: 41% employees, 86% employer
- Non-financial education support: 37% employees, 65% employer
- None of the above: 10% employees, 7% employer
- I don’t know of any support my employer provides for education, learning, or training: 26% employees, 0% employer
What education friendly work place efforts are considered helpful by employees for pursuing their education?

- Flexible work schedules to fit learning schedules: 48%
- Financial aid for books and course materials/fees: 45%
- Allow me to work from home: 42%
- Create work schedules that fit class schedules across the semester: 39%
- Promote a more education friendly work environment: 29%
- Advice on education goals to advance my career goals: 28%
- Offer information/services that make education more affordable: 28%
- Publicly recognize significant education achievement: 23%
- On-site classes: 22%
- Mentoring with other workers successful in education: 19%
- Invite learning providers to work to talk about education: 18%
- Networking or study group opportunities with other students: 16%
- Child-care assistance: 12%
**Education Friendly Workplace Themes**

- More time: 77%
- More links between work and education: 63%
- More resources: 47%
- More information: 45%
Workforce Development & Discussion

Lisa Marie Gomez
Vice President Of Education & Workforce Development
Table Discussion

1. Based on the data presented, how can we help more employees take advantage of educational opportunities through their employer or at higher educational institutions?

2. What are you challenged by in your organization’s efforts to support further training and education for employees?

3. What does your organization do to support staff in professional development and encourage post-secondary education opportunities?
Thank you!