

Making the new workplace work





Patrick

Jobs Trends

Current Situation Projections Business Size DOL Services

# More of the Same Yet Everything Seems Different

HRLA of Eastern Connecticut

Breakfast Event

Patrick J. Flaherty, Economist

Connecticut Department of Labor Norwich, Connecticut

November 9, 2016

Patrick

Jobs Trends







Patrick

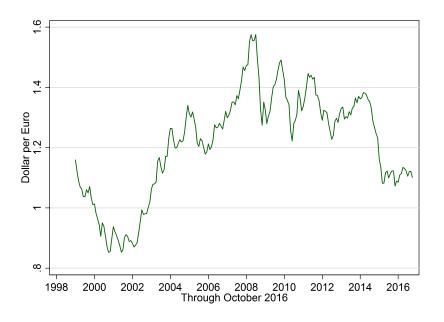
**Jobs Trends** 

Current Situation Projections Business Size DOL Services

#### Outline

- Current Situation
  - United States
  - Connecticut
- 2 Projections
  - U.S. Labor Force
  - U.S. Industries, Occupations & Wages
  - Connecticut Projections
  - Population Forecast
- Business Size
- 4 DOL Services

## Dollar vs. Euro



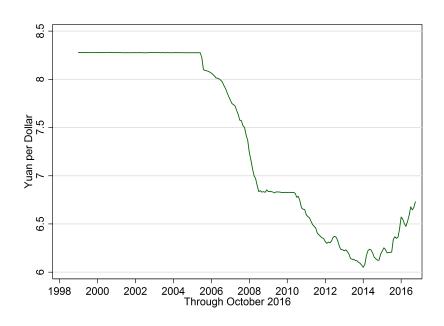
Patrick

Jobs Trends

Current Situation Projections Business Size DOL Services

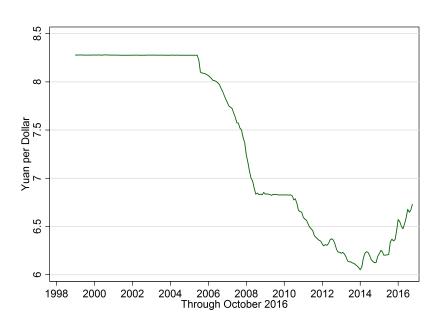
United States Connecticut

## Dollar vs. Chinese Yuan



## Value of Dollar

compared to Chinese Yuan



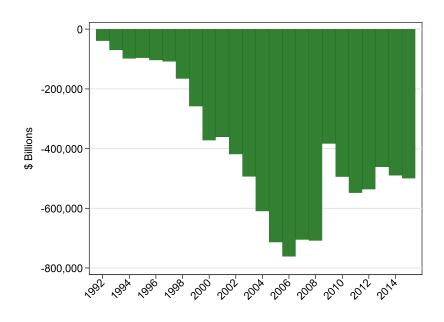
Patrick

Jobs Trends

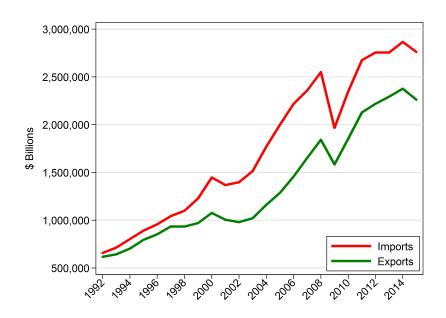
Current Situation Projections Business Size DOL Services

United States Connecticut

### U.S. Trade Balance



## U.S. Exports and Imports



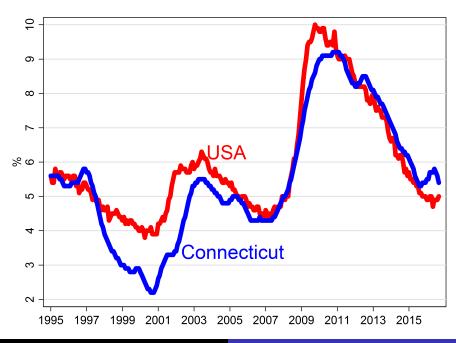
Patrick

Jobs Trends

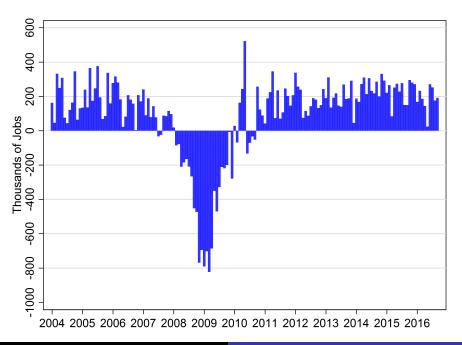
**Current Situation DOL** Services

**United States** 

# Unemployment Rates Connecticut vs. U.S. through October 2016 (%)



# U.S. Jobs Change from Previous Month Through October 2016, Thousands



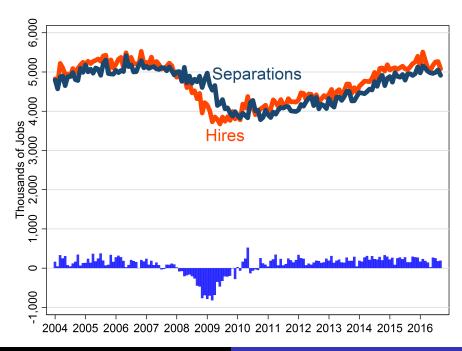
Patrick

Jobs Trends

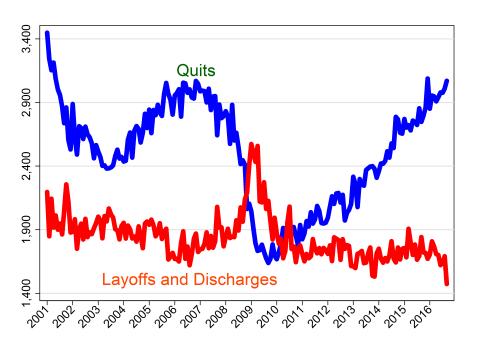
**Current Situation Business Size DOL Services** 

**United States** 

# U.S. Jobs Change from Previous Month Through October 2016, Thousands



# Separation by Type Thousands through September 2016



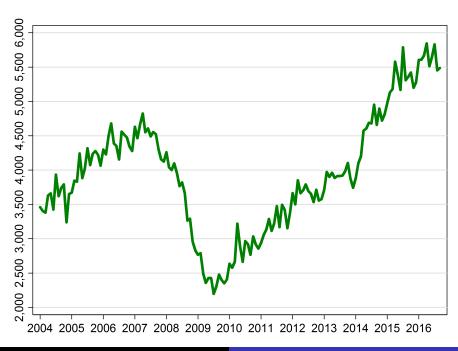
Patrick

Jobs Trends

**Current Situation** Business Size DOL Services

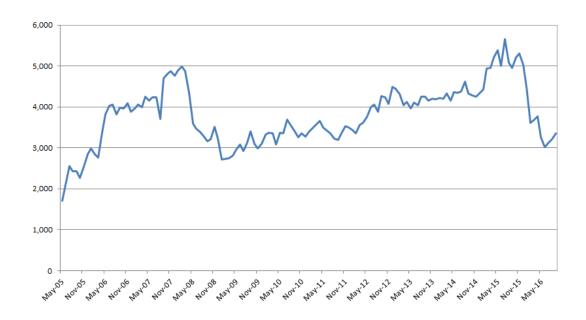
**United States** 

# U.S. Job Openings Thousands – through September 2016



#### Help Wanted OnLine Job Ads

Norwich-New London Metro Area - May 2005-October 2016



Patrick

**Jobs Trends** 

Current Situation
Projections
Business Size
DOL Services

United States Connecticut

### **Employers with the Most Job Ads**

Norwich-New London Labor Market Area

General Dynamics

LEARN Regional Education Service Center

**Groton Public Schools** 

Norwich Public Schools

**US Navy** 

East Lyme Public Schools

Army National Guard

Waterford Public Schools

Reliance House

**UCFS** 

**Uber LLC** 

Montville Public Schools

SavaSeniorCare

Foxwoods

**New London Public Schools** 

<u>Pfizer</u>

Patrick

Jobs Trends

#### Occupations with the Most Job Ads

Norwich-New London Labor Market Area

Retail Salespersons

**Registered Nurses** 

Heavy and Tractor-Trailer Truck Drivers

Social and Human Service Assistants

**Customer Service Representatives** 

Maintenance and Repair Workers, General

Medical and Health Services Managers

**Demonstrators and Product Promoters** 

Computer Systems Analysts

**Industrial Engineers** 

**Teacher Assistants** 

First-Line Supervisors of Retail Sales Workers

Computer User Support Specialists

First-Line Supervisors of Food Preparation and Serving Workers

Elementary School Teachers, Except Special Education

Speech-Language Pathologists

Patrick

Jobs Trends

First-Line Supervisors of Office and Administrative Support Workers

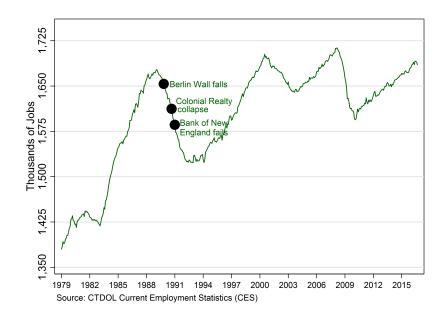
Combined Food Proparation and Serving Workers Including Fact

Current Situation
Projections
Business Size
DOL Services

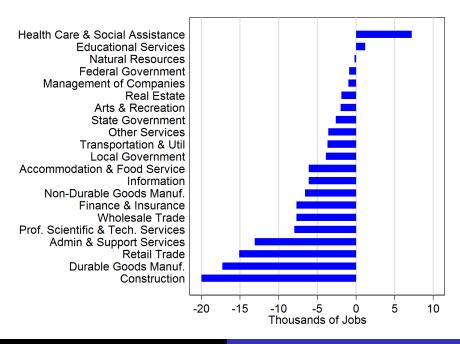
United States Connecticut

### Connecticut Payroll Employment

Through September 2016



# Change in Employment March 2008 to February 2010

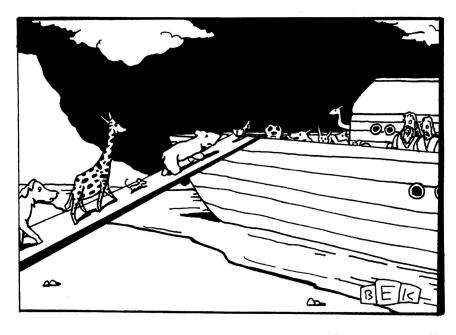


Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

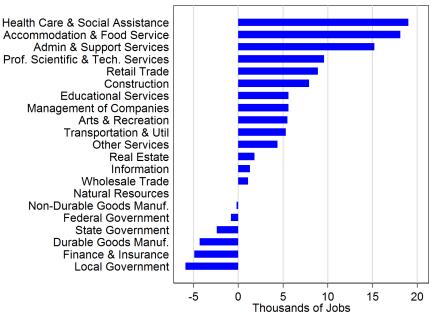
United States
Connecticut



"I know we have to cut costs, but is bringing only one of each a good idea?"

# Change in Employment February 2010 to September 2016

Health Care & Social Assistance



Patrick

Jobs Trends

**Current Situation** Projections **Business Size DOL** Services

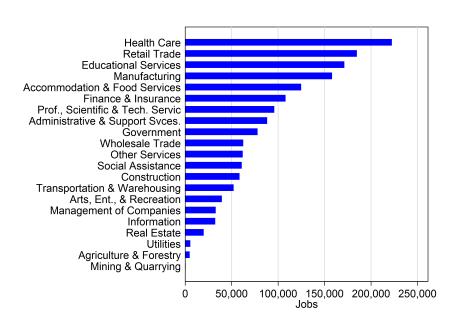
**United States** Connecticut

# Change in Employment September 2015 to September 2016

Admin & Support Services Accommodation & Food Service Non-Durable Goods Manuf. Health Care & Social Assistance Finance & Insurance Local Government **Educational Services** Arts & Recreation Wholesale Trade Real Estate Information Other Services Retail Trade Federal Government Management of Companies Transportation & Util Prof. Scientific & Tech. Services Natural Resources Construction Durable Goods Manuf. State Government Thousands of Jobs

3

# Connecticut Employment By Sector – Year Ending 2016 Q 1



Patrick

Jobs Trends

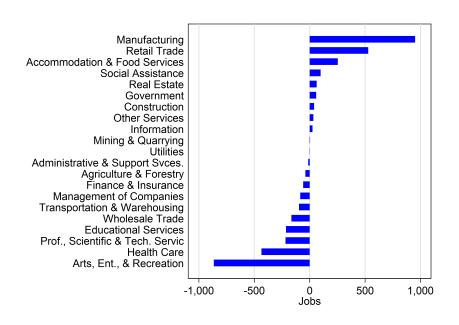
Current Situation
Projections
Business Size
DOL Services

United States Connecticut

## Eastern Connecticut Employment By Sector – Year Ending 2016 Q 1

**Educational Services** Manufacturing Retail Trade Health Care Accommodation & Food Services Arts, Ent., & Recreation Government Social Assistance Transportation & Warehousing Prof., Scientific & Tech. Servic Other Services Construction Administrative & Support Svces. Wholesale Trade Finance & Insurance Information Agriculture & Forestry Real Estate Management of Companies Mining & Quarrying 0 5,000 10,000 15,000 20,000 25,000 Jobs

# Change Easern Connecticut Employment By Sector – 2015 Q 1 to 2016 Q 1



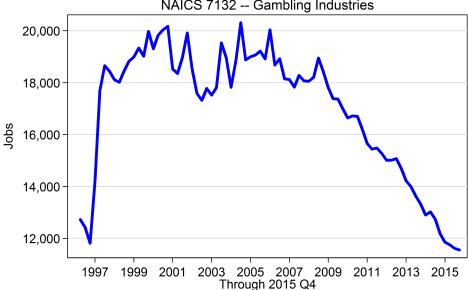
Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

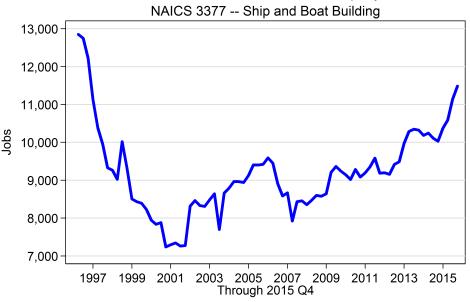
United States
Connecticut





Source: Quarterly Workforce Indicators (QWI)

#### Norwich-New London Area Employment



Source: Quarterly Workforce Indicators (QWI)

Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

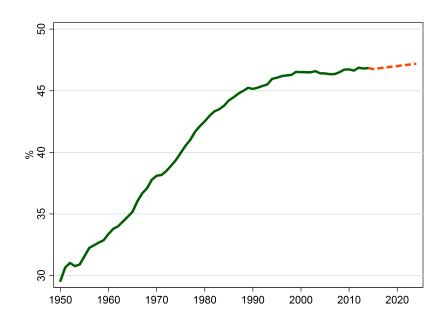
U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast







### Female Portion of U.S. Labor Force



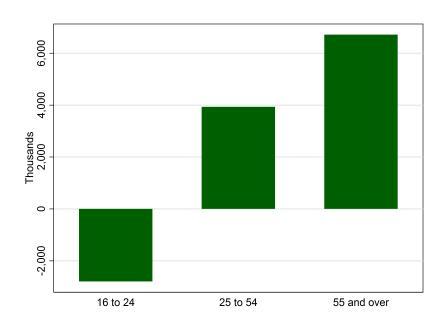
Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

# Change in U.S. Labor Force 2014 to 2024 by Age



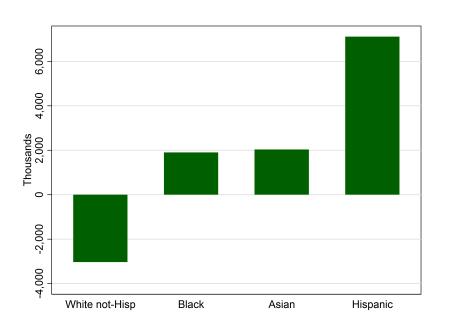
Patrick

Jobs Trends

**Projections Business Size DOL Services** 

U.S. Labor Force

# Change in U.S. Labor Force 2014 to 2024 by Race or Ethnic Group



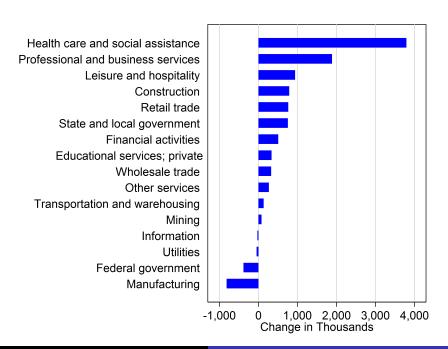
Patrick

Jobs Trends

**Projections Business Size DOL Services** 

U.S. Industries, Occupations & Wages

#### U.S. Industry Projections 2014 - 2024

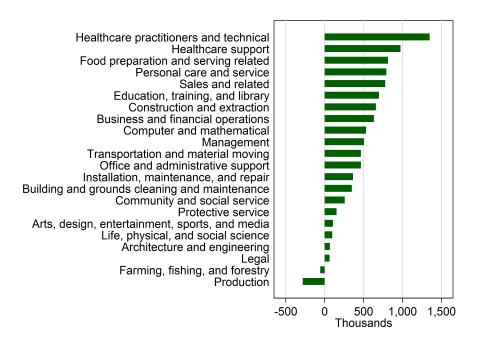


Patrick

Jobs Trends

U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

## U.S. Occupational Projections



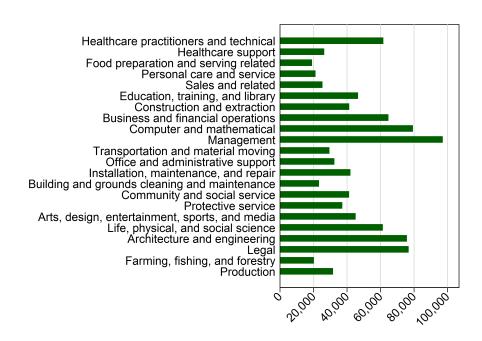
Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

## U.S. Median Wages Rank by 2014 - 2024 Projected Job Growth

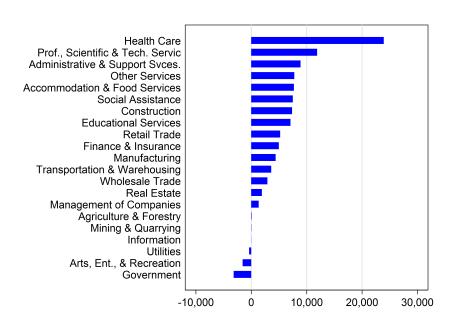


Projections **Business Size DOL Services** 

**Connecticut Projections Population Forecast** 

## Connecticut Projections

By Industry 2014 to 2024



Patrick

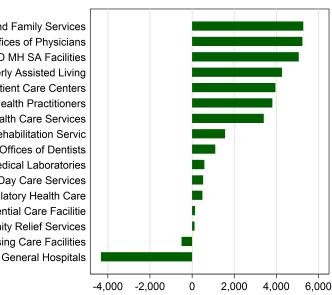
Jobs Trends

**Projections Business Size DOL Services** 

**Connecticut Projections Population Forecast** 

#### **Connecticut Projections** Health Care 2014 to 2024

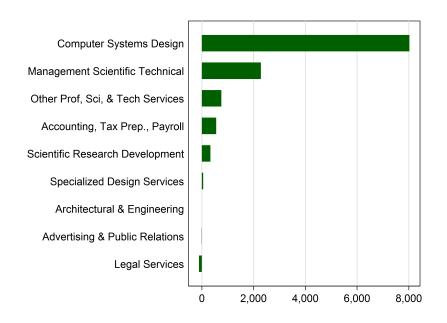
Individual and Family Services Offices of Physicians Residential DD MH SA Facilities **Elderly Assisted Living Outpatient Care Centers** Other Health Practitioners Home Health Care Services Vocational Rehabilitation Servic Offices of Dentists **Medical Laboratories** Child Day Care Services Other Ambulatory Health Care Other Residential Care Facilitie Community Relief Services **Nursing Care Facilities** 



U.S. Labor Force U.S. Industries, Occupations & Wages Connecticut Projections Population Forecast

## Connecticut Projections

Professional Services 2014 to 2024



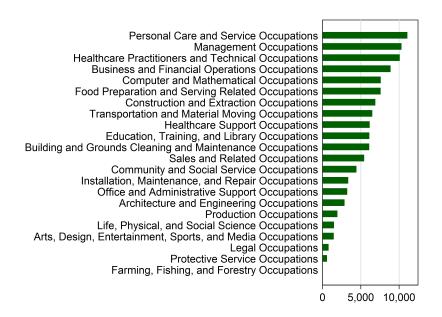
Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

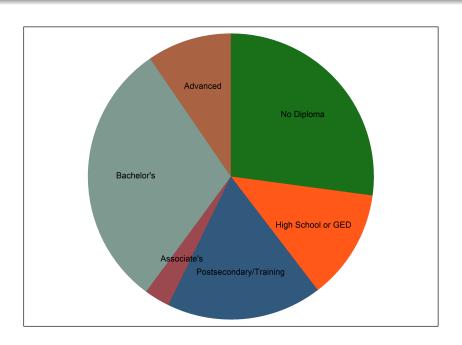
U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

## Connecticut Projections By Occupational Group 2014 to 2024



U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

# Connecticut Projections Minimum Education for Additional Jobs



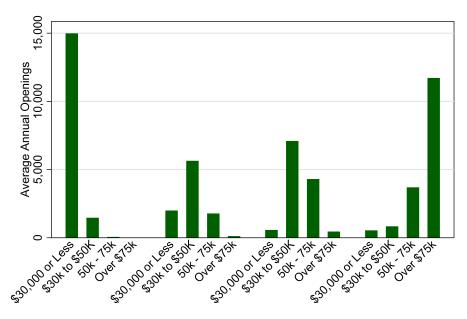
Patrick

Jobs Trends

Current Situation
Projections
Business Size
DOL Services

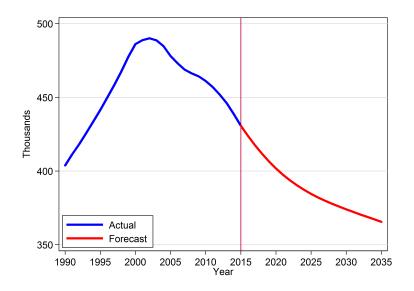
U.S. Labor Force U.S. Industries, Occupations & Wages Connecticut Projections Population Forecast

# Connecticut Total Openings 2014 - 2024 by Median Wage & Minimum Education



No Diploma High School or GED Middle Skill Bachelor's or Above

## Connecticut Population Forecast Age 5 to 14

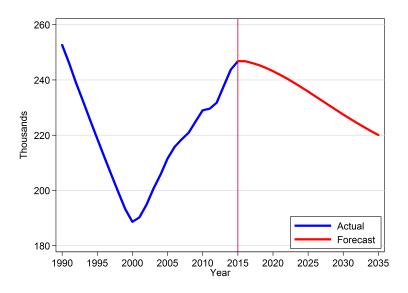


Patrick

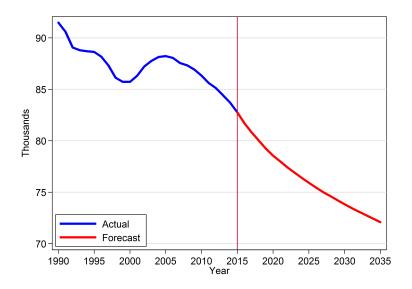
Jobs Trends

Current Situation Projections Business Size DOL Services U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

## Connecticut Population Forecast Age 20 to 24



## New London County Population Forecast Birth to Age 24



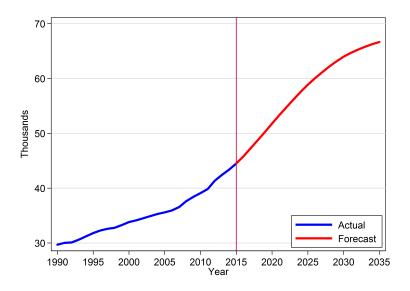
Patrick

**Jobs Trends** 

Current Situation
Projections
Business Size
DOL Services

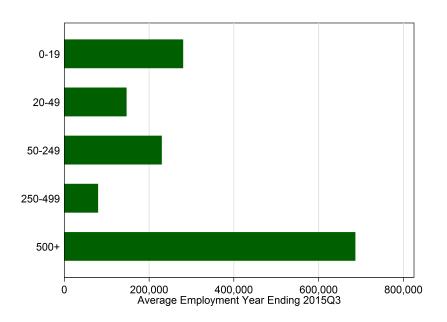
U.S. Labor Force
U.S. Industries, Occupations & Wages
Connecticut Projections
Population Forecast

## New London County Population Forecast Age 65 and Over



**Business Size DOL** Services

# Total Employment Connecticut

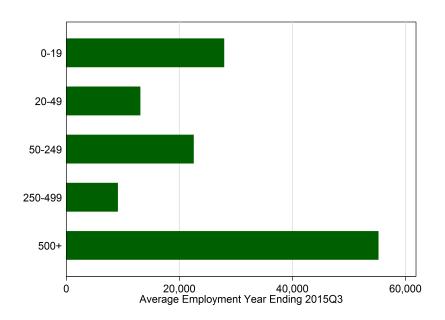


Patrick

Jobs Trends

**Business Size DOL Services** 

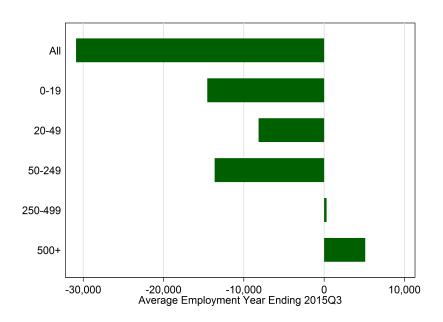
# Total Employment Eastern Connecticut



**Business Size DOL Services** 

## 15 Year Employment Change

Connecticut

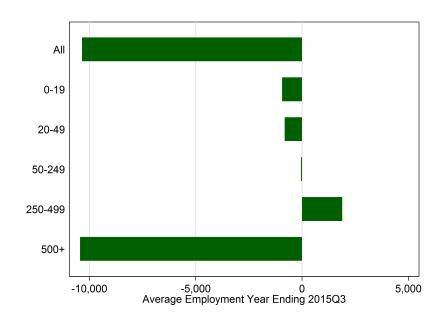


Patrick

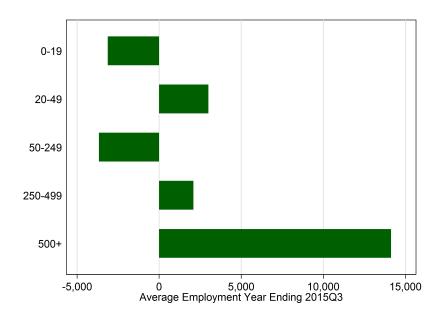
Jobs Trends

**Business Size DOL Services** 

# 15 Year Employment Change Eastern Connecticut



## Employment Change most recent Year Connecticut

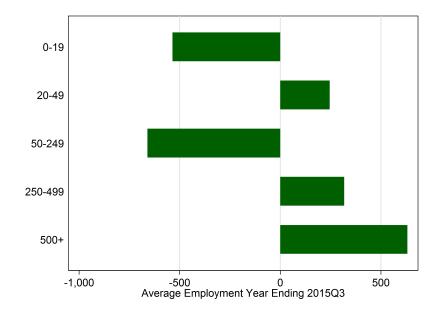


Patrick

Jobs Trends

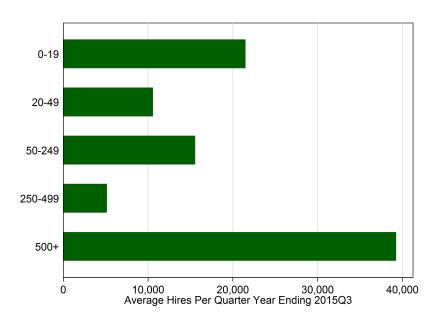
Current Situation Projections Business Size DOL Services

# Employment Change most recent Year Eastern Connecticut



### New Hires into Stable Jobs

Connecticut



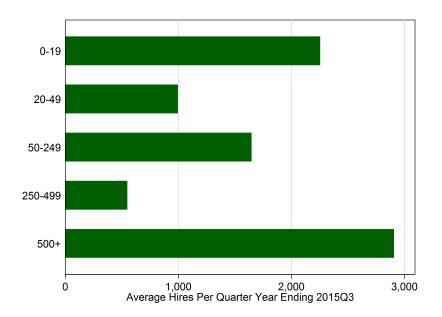
Patrick

Jobs Trends

Current Situation Projections Business Size DOL Services

## New Hires into Stable Jobs

Eastern Connecticut



#### Services to help Grow and Develop Your Workforce

- www.cthires.com
  - CT's Employment Exchange
- Recruitment Assistance
  - Recruitment Events
  - Résumé Search
- Career Fairs
- Hiring Incentives
  - Step Up Program
  - Trade Adjustment Assistance OJT
  - Work Opportunity Tax Credit
- Incumbent Worker Training
- Employer Seminars
- Business Services Specialists

Patrick

**Jobs Trends** 

Current Situation Projections Business Size DOL Services



With the current challenges employers face in filling their skills gap and talent shortages, an apprenticeship program provides some great options:

- Attracts new and more diverse talent
- Helps reduce turnover/promotes retention
- Improves productivity
- Increases skills of your existing employees and creates training models to develop employees



CTDOL has \$16 million available for training programs that often can be stacked, resulting in yearly \$100,000+ reimbursements to train new and existing employees in the latest technologies. Programs include:

- Manufacturing Innovation Fund
- American Apprenticeship Initiative Fund
- Subsidized Training and Employment Program (Step Up)
- Employer (Manufacturing) Tax Credit
- Subsidized Training and Employment Program (Step Up)

Patrick

Jobs Trends

Current Situation Projections Business Size DOL Services



#### MIF Apprenticeship Program

- Wage subsidies, tuition and credentialing reimbursement for manufacturing companies.
- Up to \$13,000 for wages; \$3,750 for tuition; \$2,000 for credentialing costs – up to 5 apprentices per sponsor/company.

Contact: Keri Lamontagne at 860-263-6129 / keri.lamontagne@ct.gov

or Visit: www.ctdol.state.ct.us/appmifapp.htm to submit an online application

### Connecticut Dept. of Labor Office of Research

Patrick J. Flaherty, Assistant Director of Research Office of Research, Department of Labor 200 Folly Brook Blvd. Wethersfield, CT 06109

> Patrick.Flaherty@ct.gov 860-263-6281

> > www.ct.gov/dol

Shameless self-promotion:

www.Facebook.com/pjflaherty1 & www.Facebook.com/CTLMI Twitter: @PatrickUConn & @Research\_DOL

Patrick

Jobs Trends