

Current Situation
Projections
Business Size
DOL Services



Making the new workplace work

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Jobs Trends

Current Situation
Projections
Business Size
DOL Services

More of the Same Yet Everything Seems Different

HRLA of Eastern Connecticut
Breakfast Event

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Connecticut Department of Labor
Norwich, Connecticut

November 9, 2016

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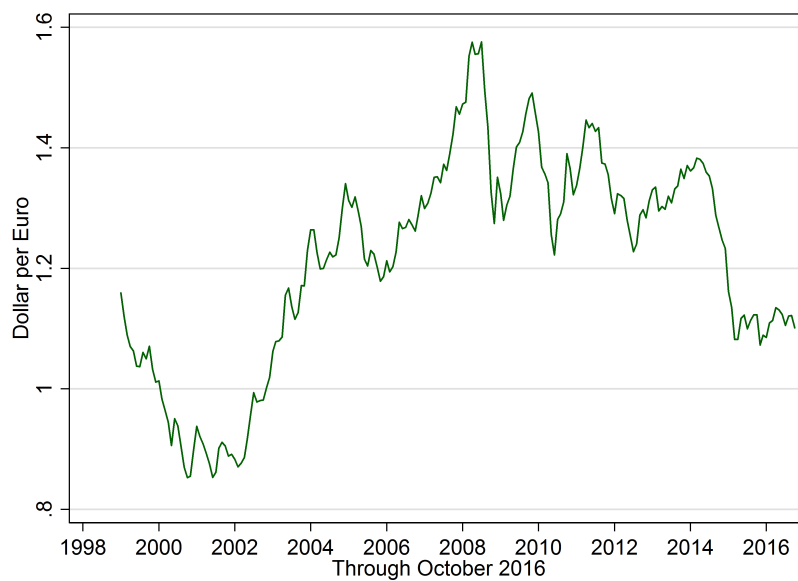
Jobs Trends



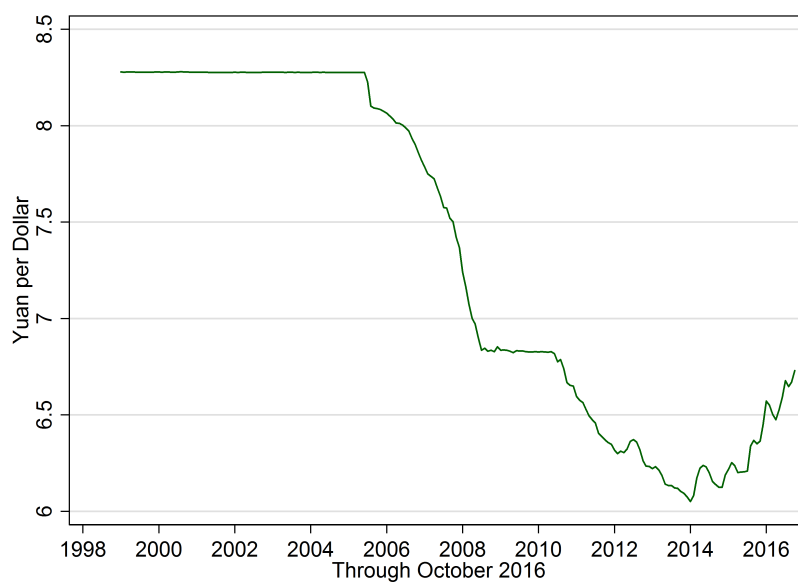
Outline

- 1 Current Situation
 - United States
 - Connecticut
- 2 Projections
 - U.S. Labor Force
 - U.S. Industries, Occupations & Wages
 - Connecticut Projections
 - Population Forecast
- 3 Business Size
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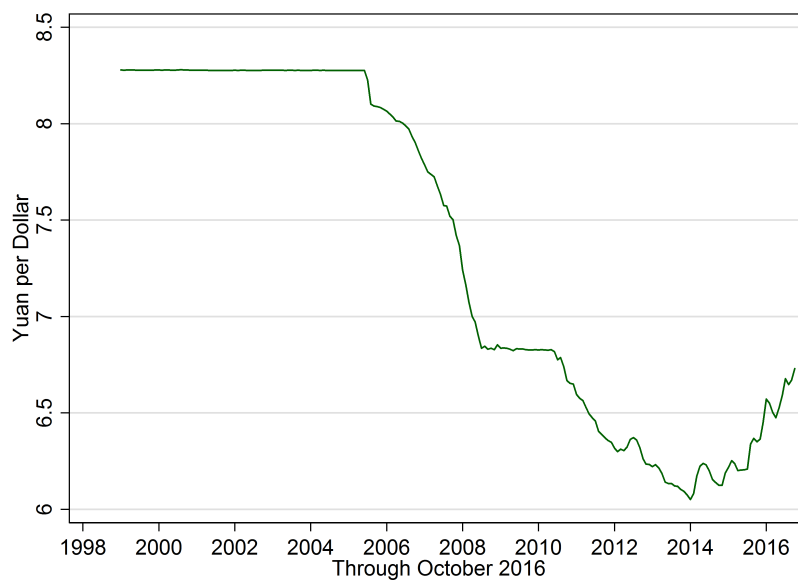
Dollar vs. Euro



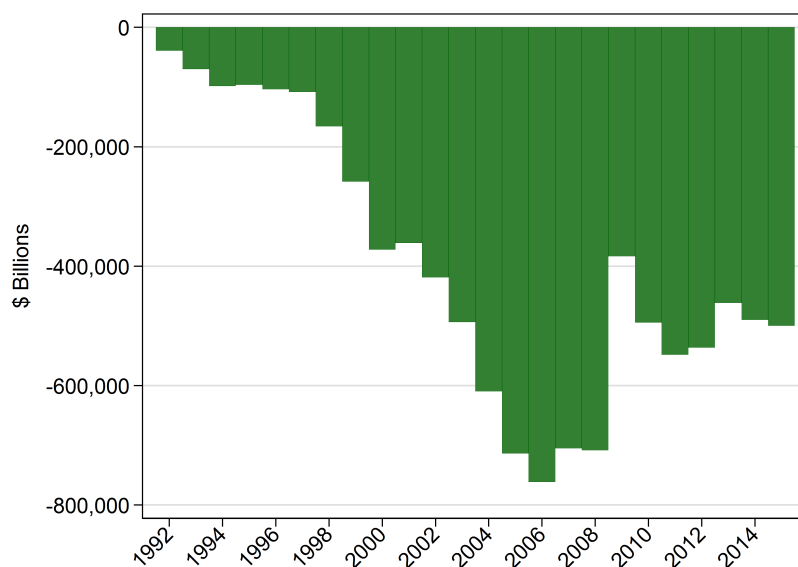
Dollar vs. Chinese Yuan



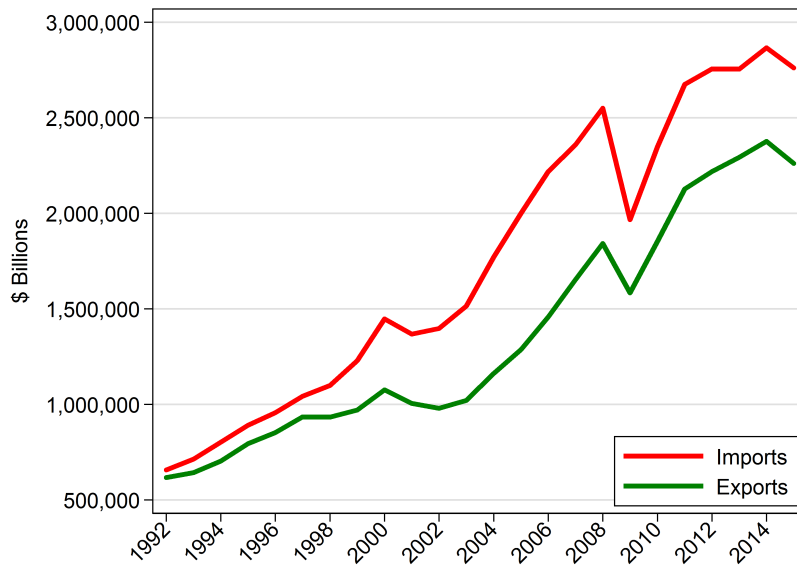
Value of Dollar compared to Chinese Yuan



U.S. Trade Balance

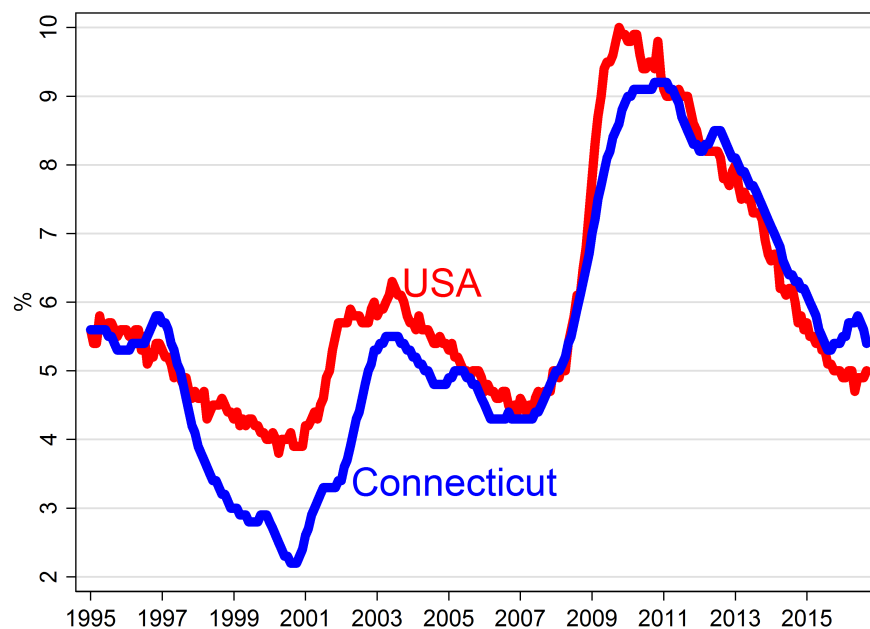


U.S. Exports and Imports



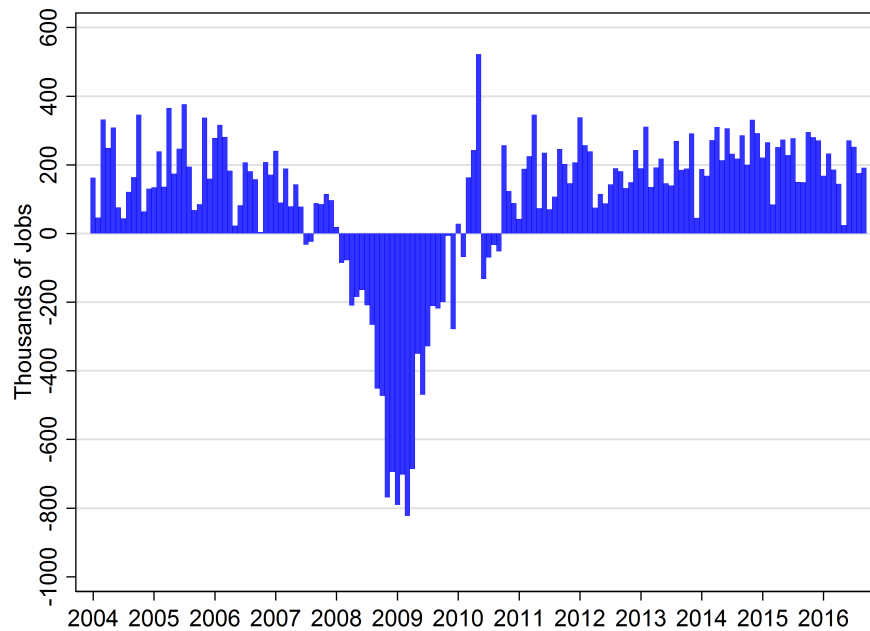
Unemployment Rates

Connecticut vs. U.S. through October 2016 (%)



U.S. Jobs Change from Previous Month

Through October 2016, Thousands

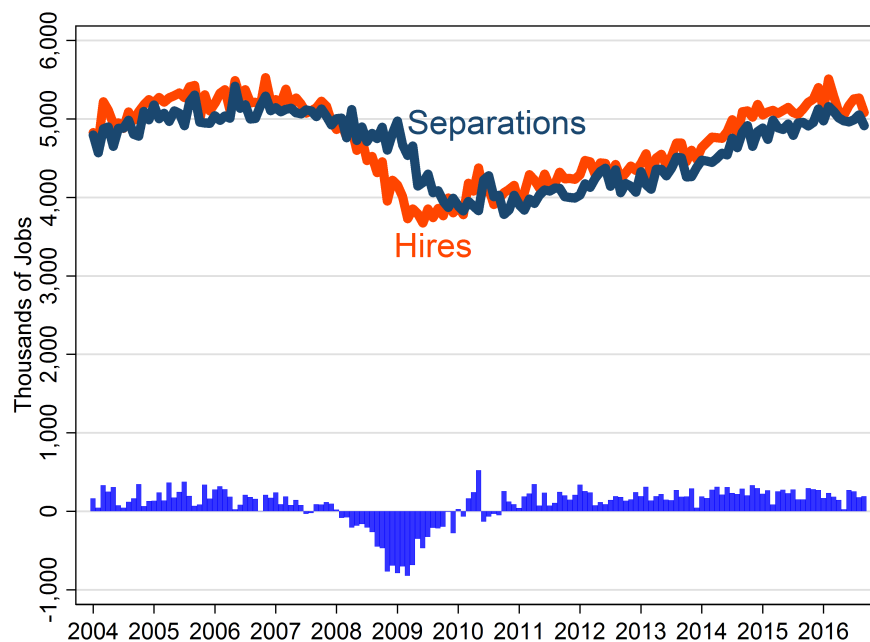


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U.S. Jobs Change from Previous Month

Through October 2016, Thousands

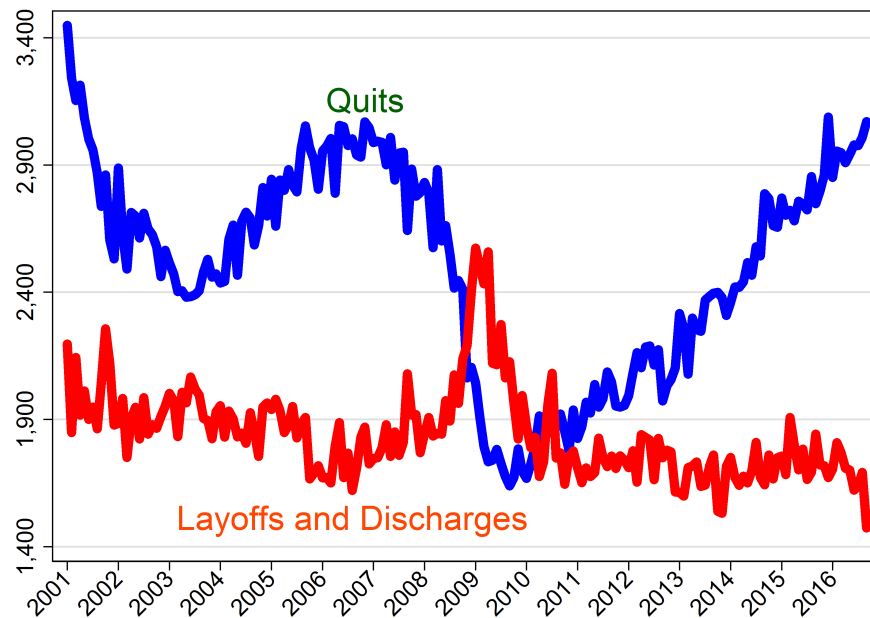


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Jobs Trends

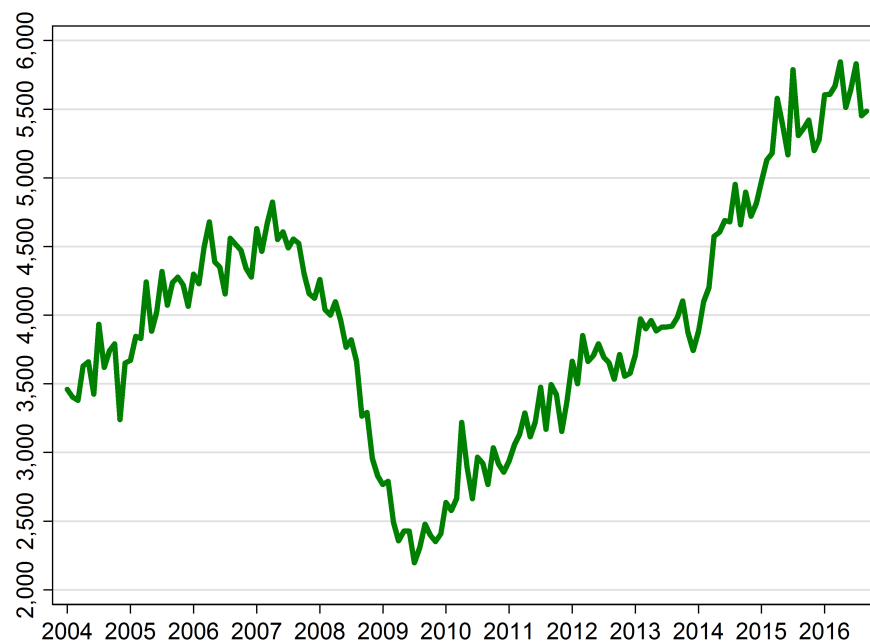
Separation by Type

Thousands through September 2016



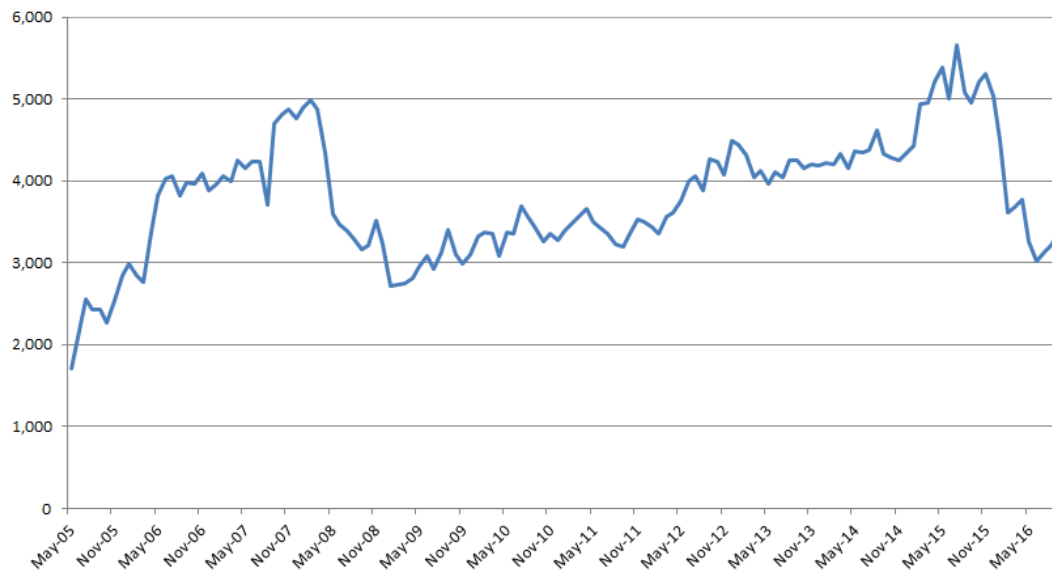
U.S. Job Openings

Thousands – through September 2016



Help Wanted OnLine Job Ads

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



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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
Pfizer

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Stonington Institute

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

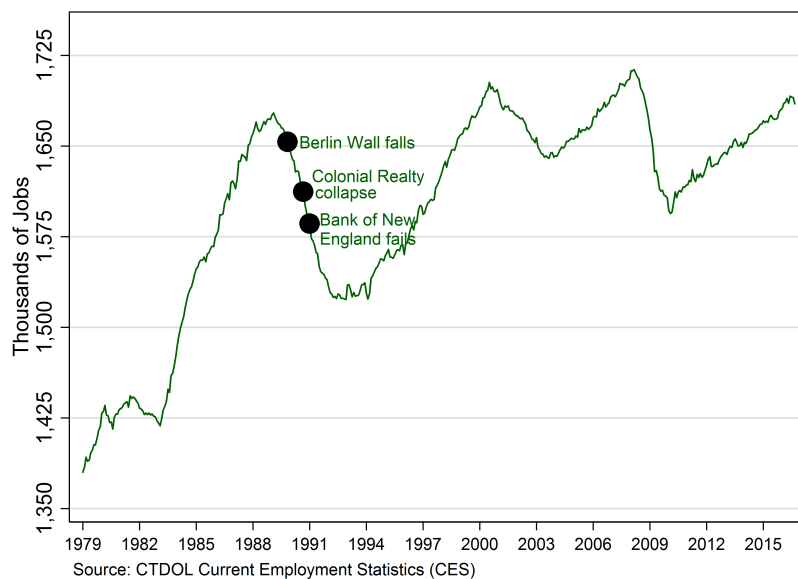
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First-Line Supervisors of Office and Administrative Support Workers
Combined Food Preparation and Serving Workers, Including Fast

Connecticut Payroll Employment

Through September 2016

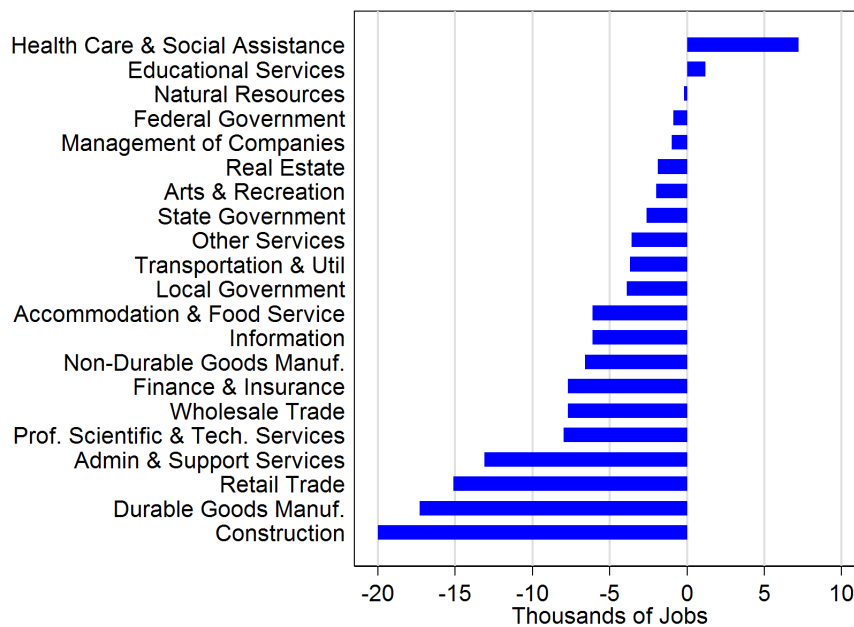


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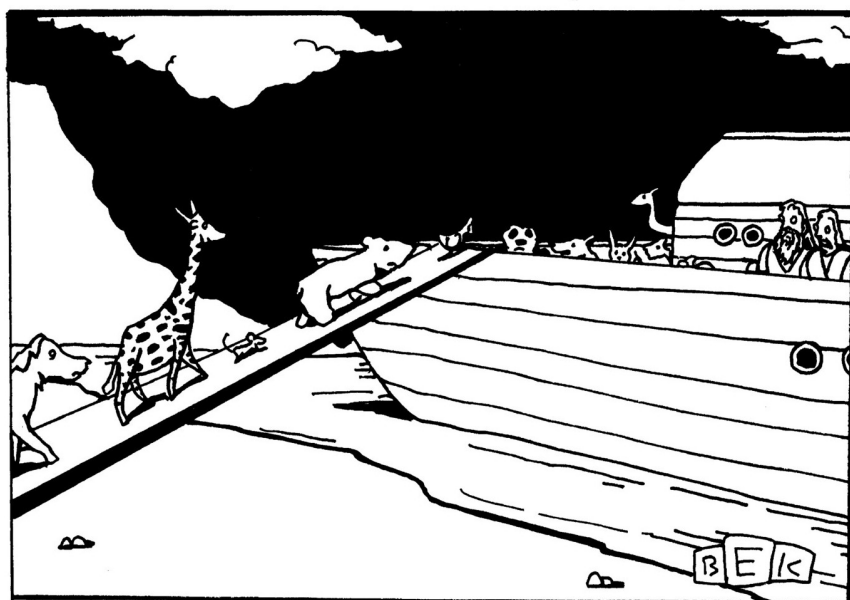
Change in Employment

March 2008 to February 2010



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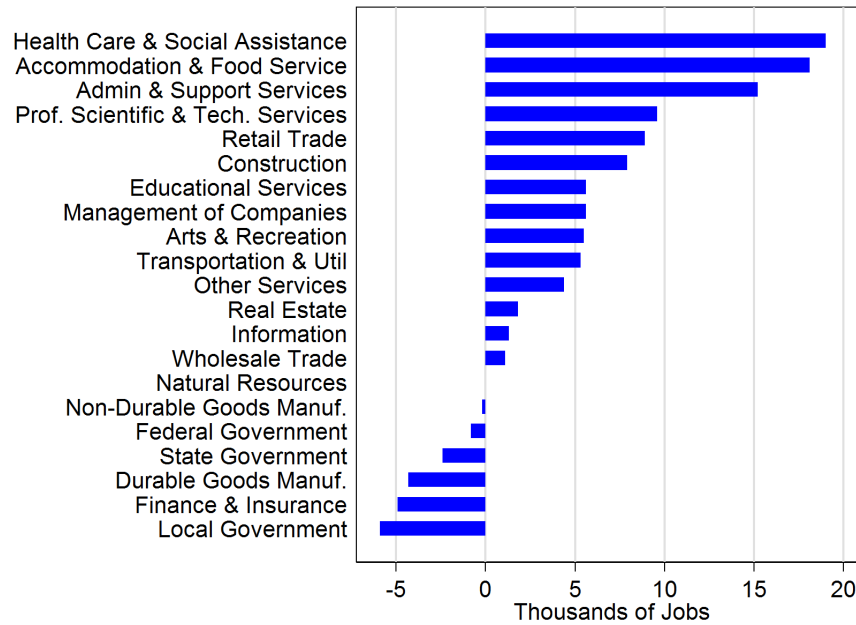
"I know we have to cut costs, but is bringing only one of each a good idea?"

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Change in Employment

February 2010 to September 2016

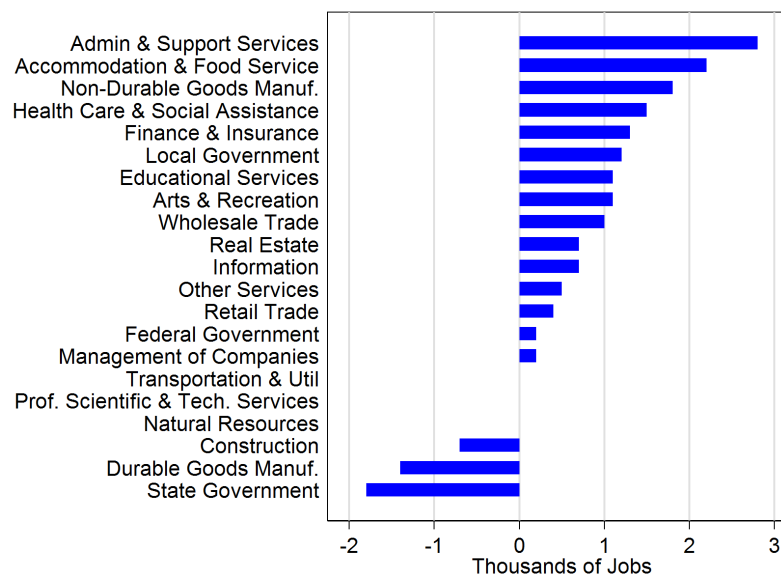


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Change in Employment

September 2015 to September 2016

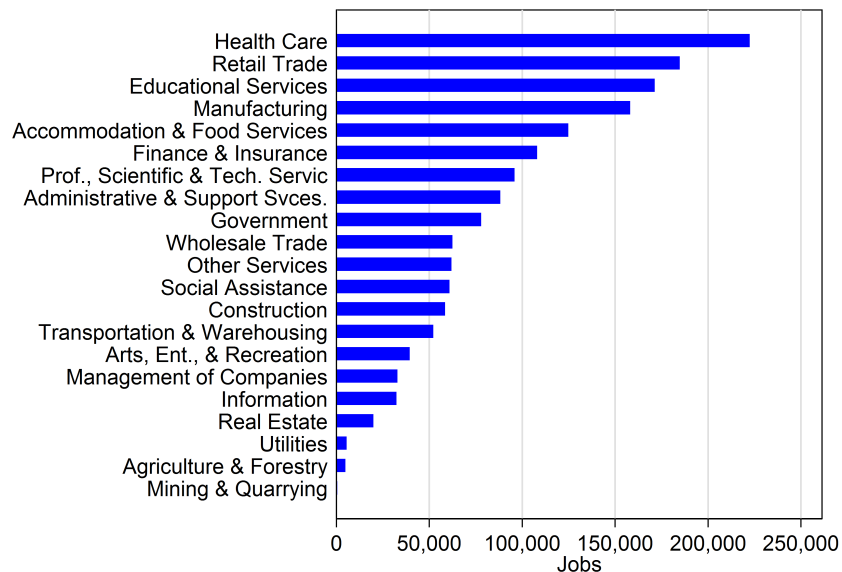


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Jobs Trends

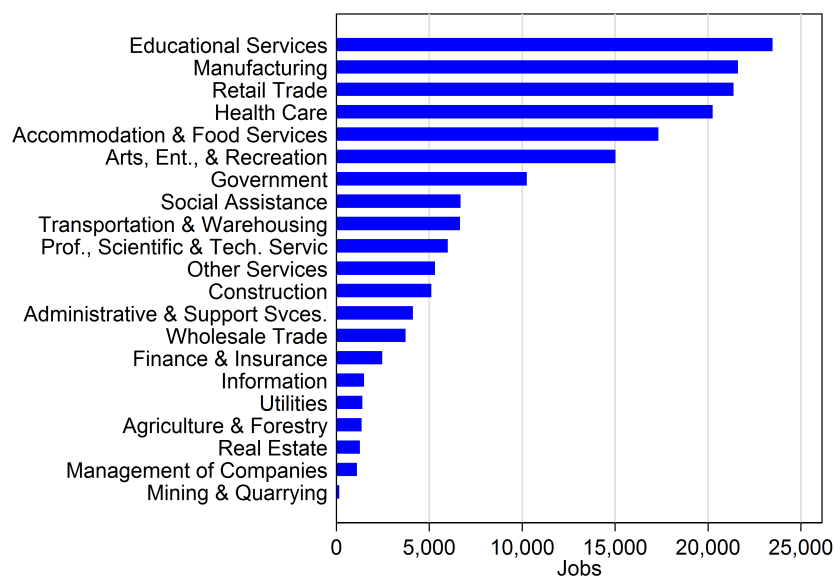
Connecticut Employment

By Sector – Year Ending 2016 Q 1

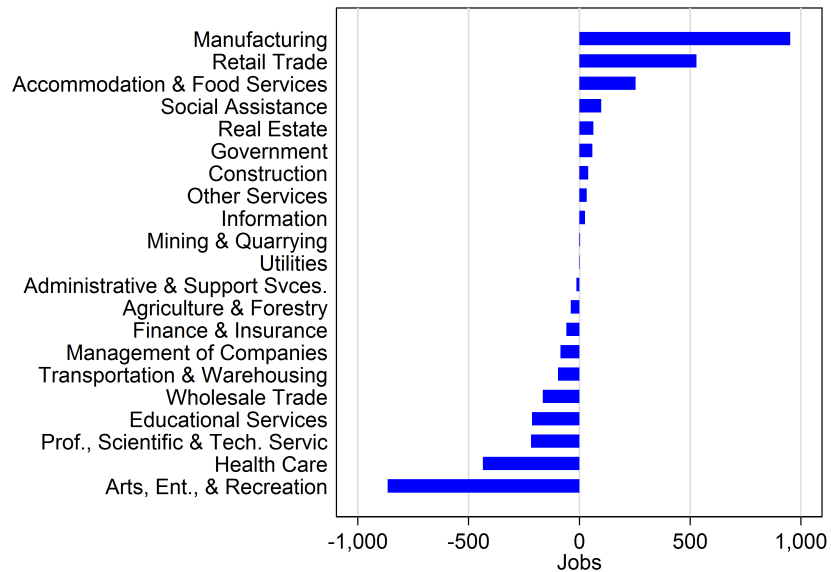


Eastern Connecticut Employment

By Sector – Year Ending 2016 Q 1



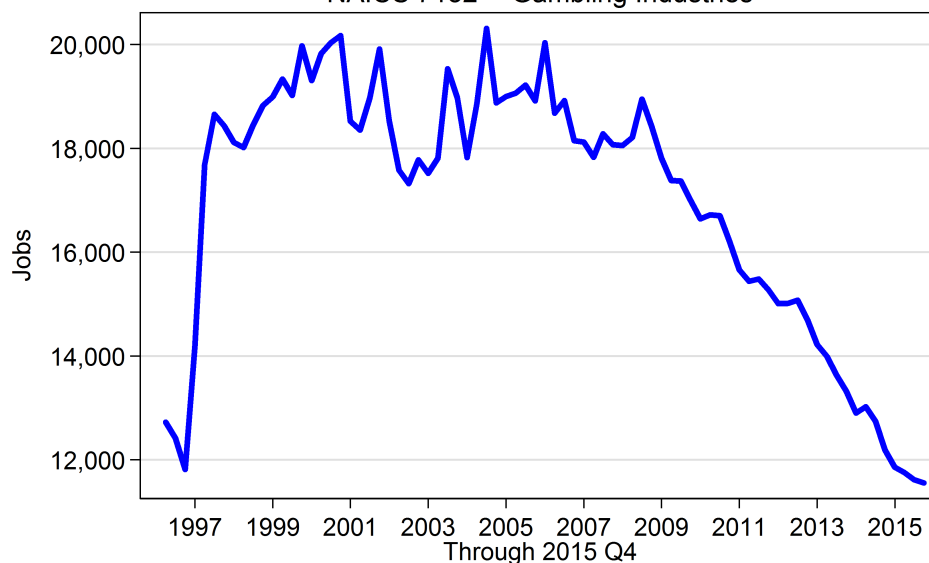
Change Eastern Connecticut Employment By Sector – 2015 Q 1 to 2016 Q 1



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Jobs Trends

Norwich-New London Area Employment NAICS 7132 -- Gambling Industries

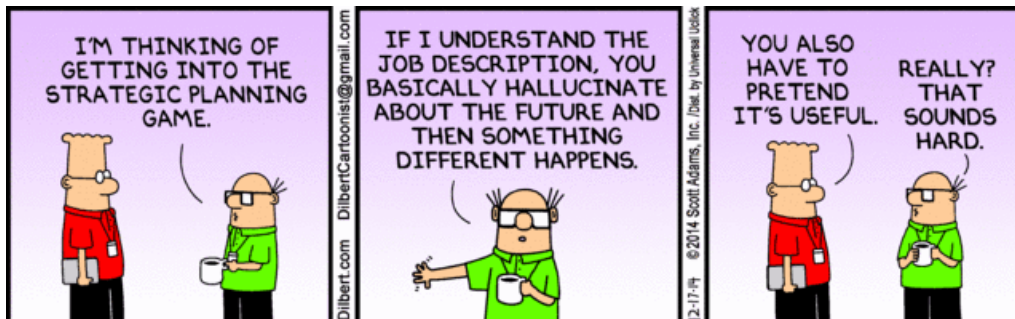
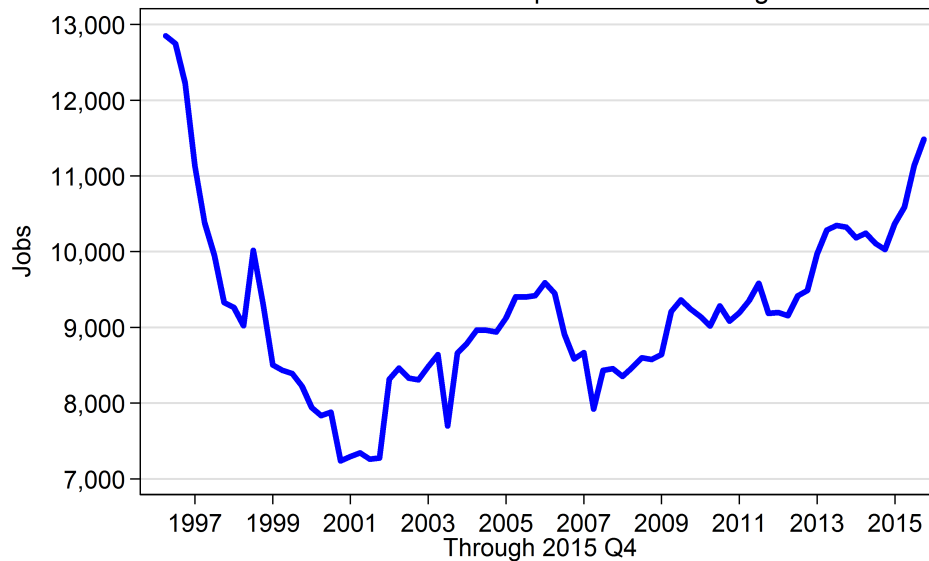


Source: Quarterly Workforce Indicators (QWI)

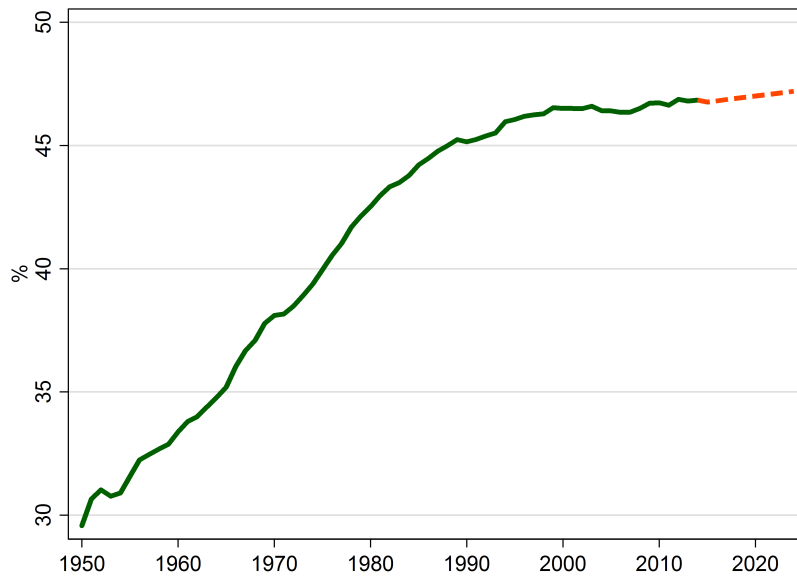
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Jobs Trends

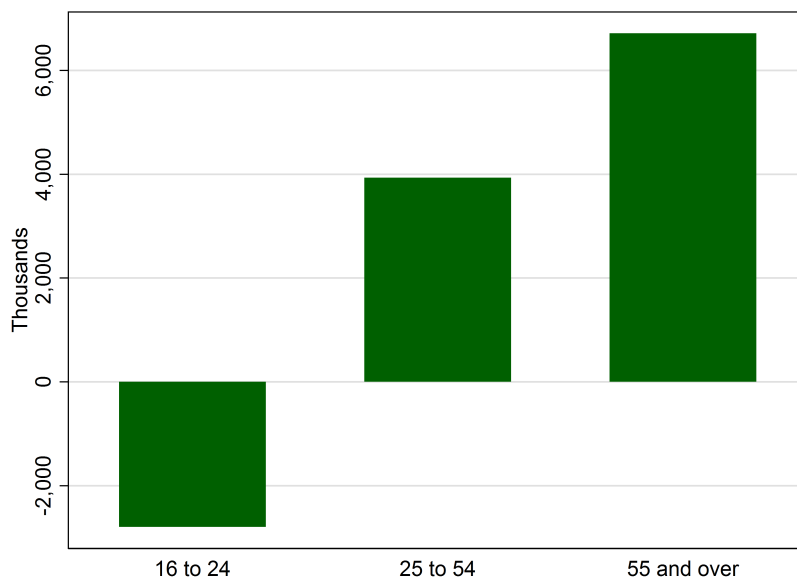
Norwich-New London Area Employment NAICS 3377 -- Ship and Boat Building



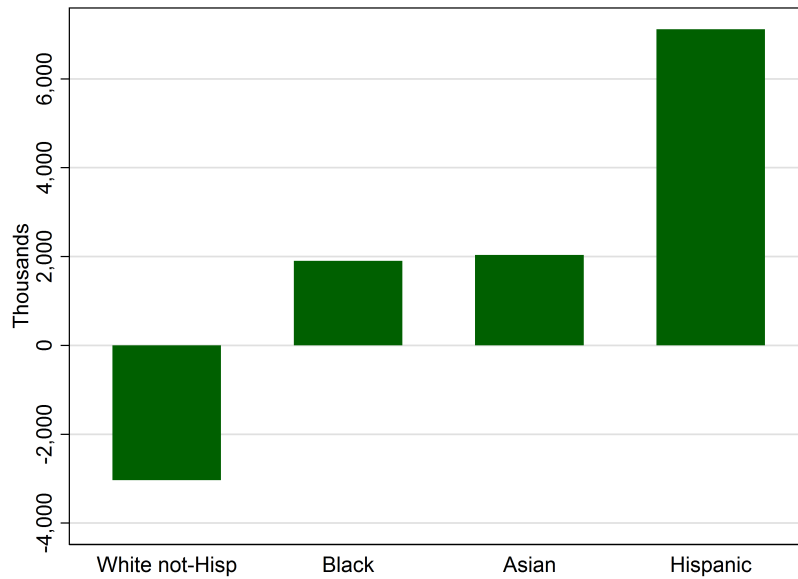
Female Portion of U.S. Labor Force



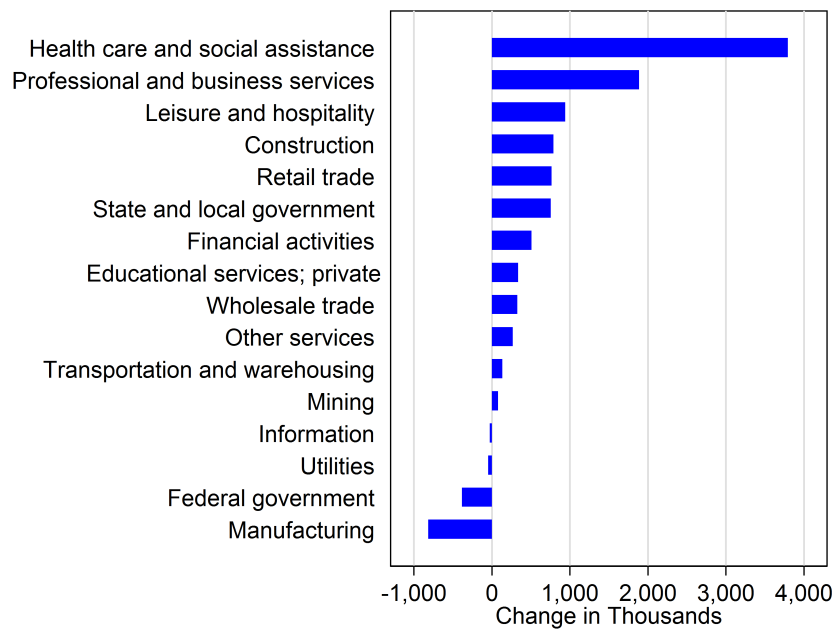
Change in U.S. Labor Force 2014 to 2024 by Age



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

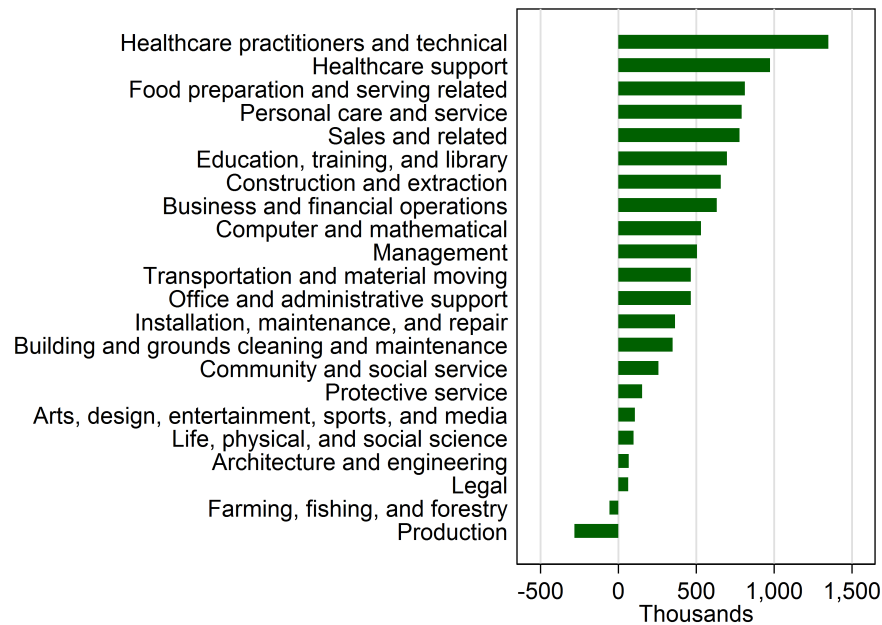


U.S. Industry Projections 2014 - 2024



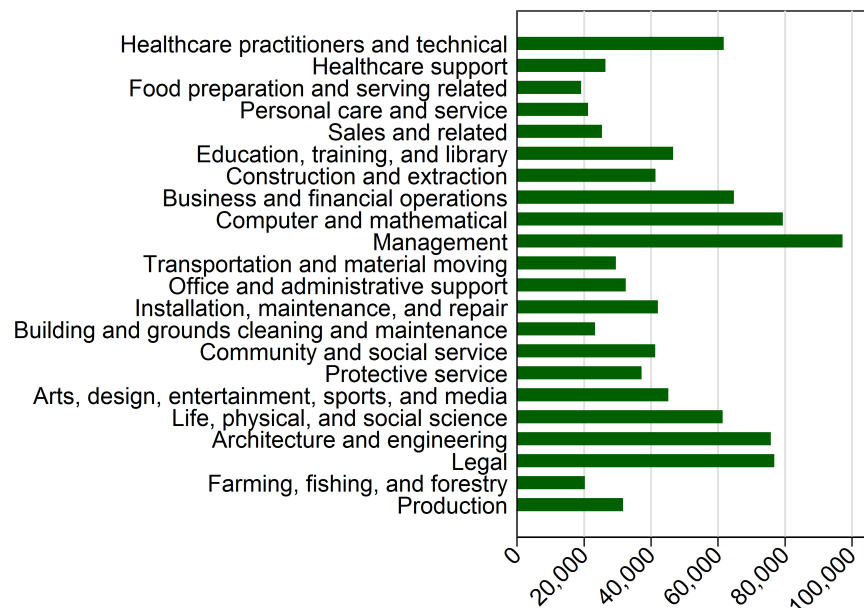
U.S. Occupational Projections

2014 - 2024



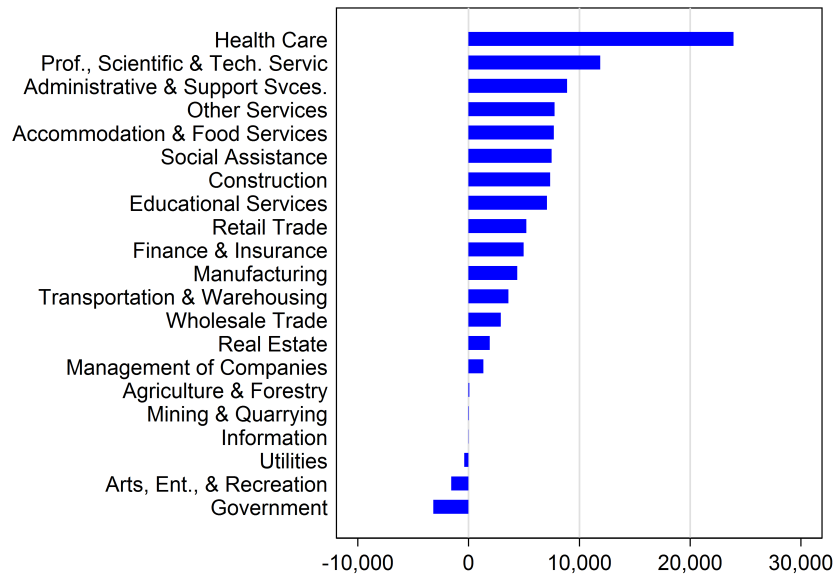
U.S. Median Wages

Rank by 2014 - 2024 Projected Job Growth



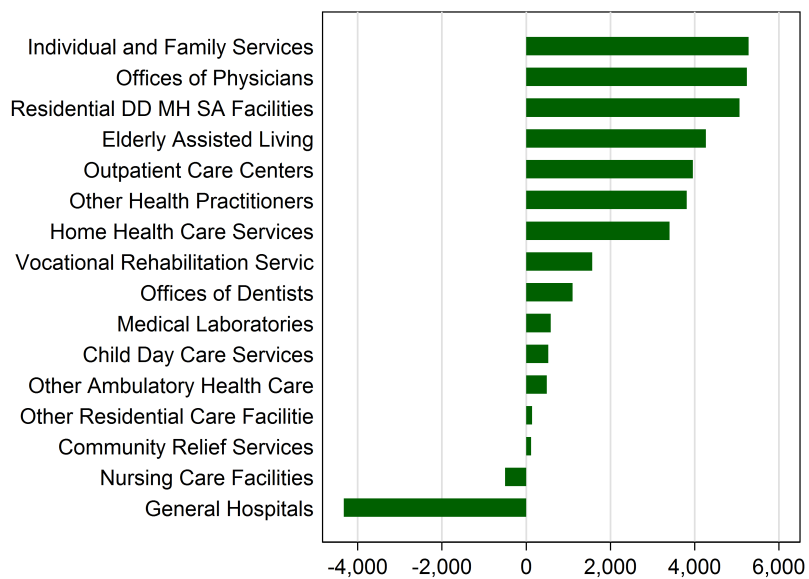
Connecticut Projections

By Industry 2014 to 2024



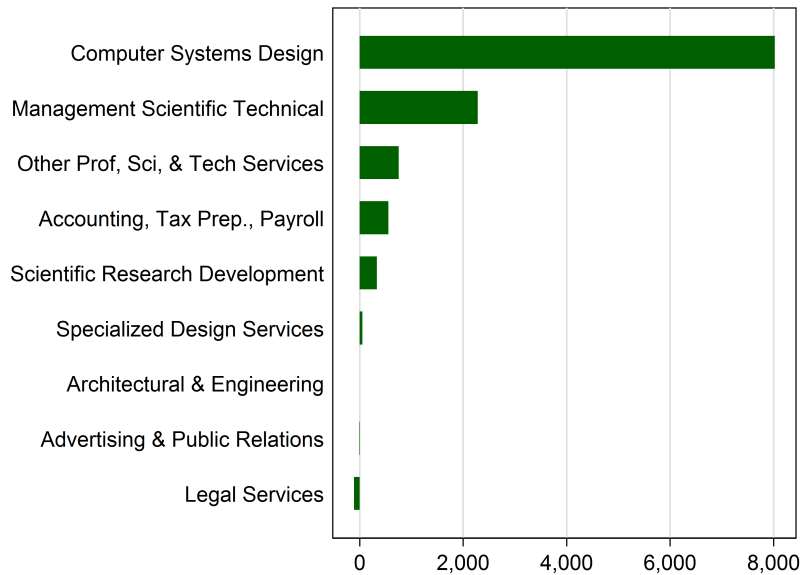
Connecticut Projections

Health Care 2014 to 2024



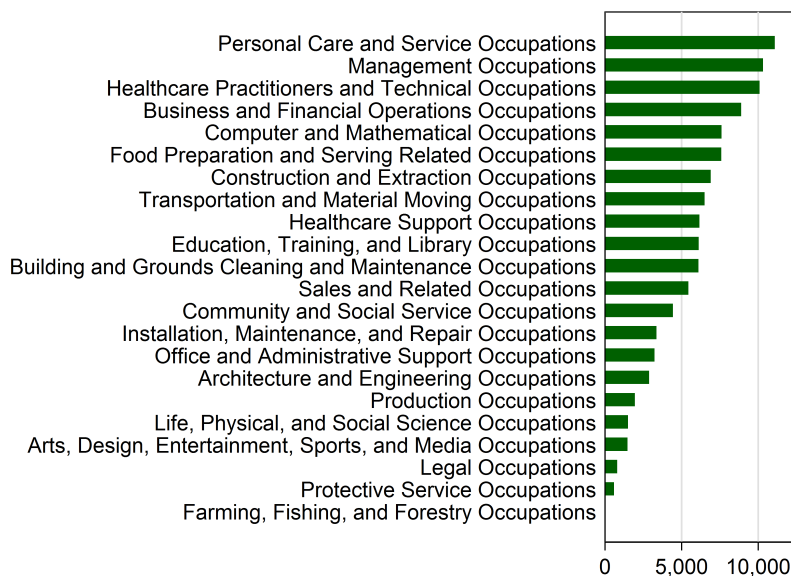
Connecticut Projections

Professional Services 2014 to 2024



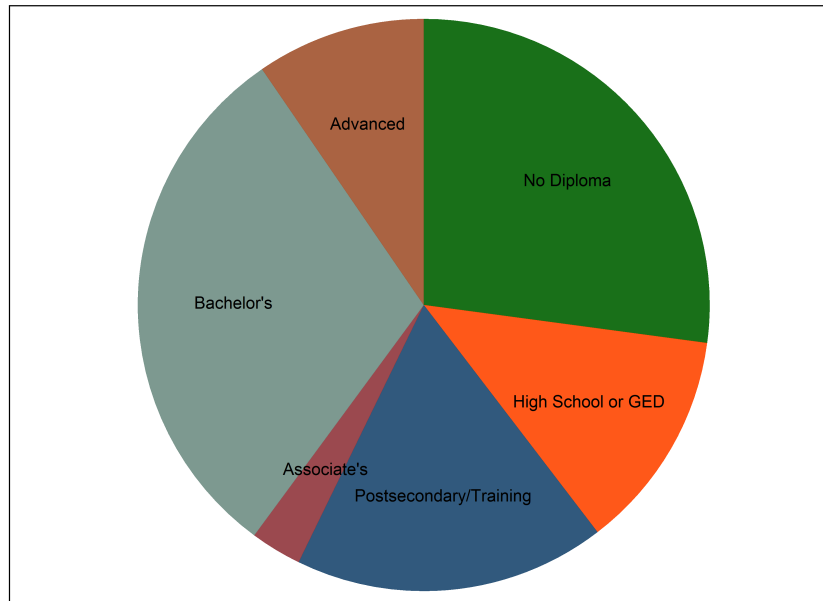
Connecticut Projections

By Occupational Group 2014 to 2024



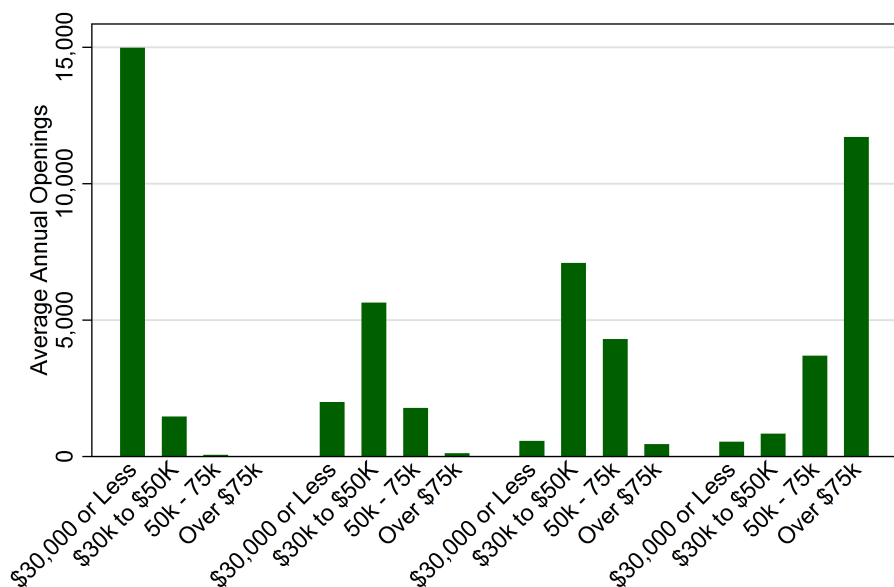
Connecticut Projections

Minimum Education for Additional Jobs



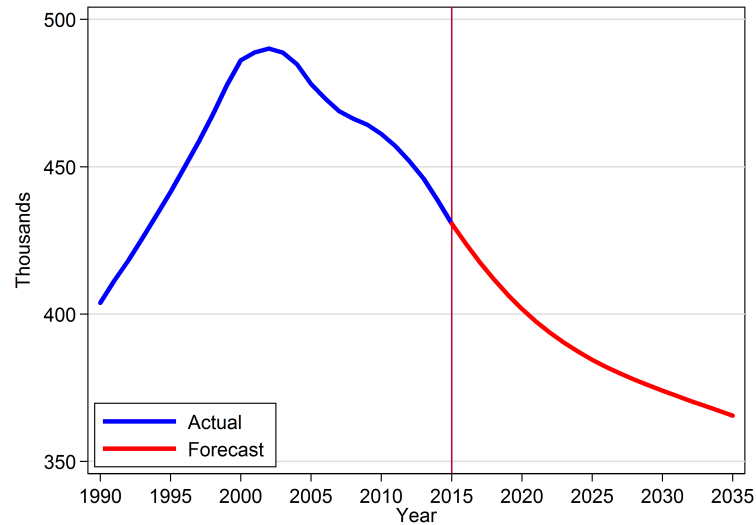
Connecticut Total Openings 2014 - 2024

by Median Wage & Minimum Education



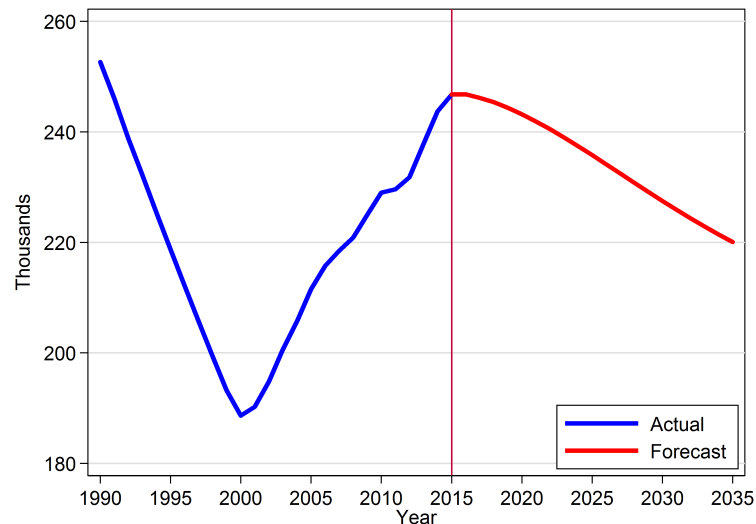
Connecticut Population Forecast

Age 5 to 14



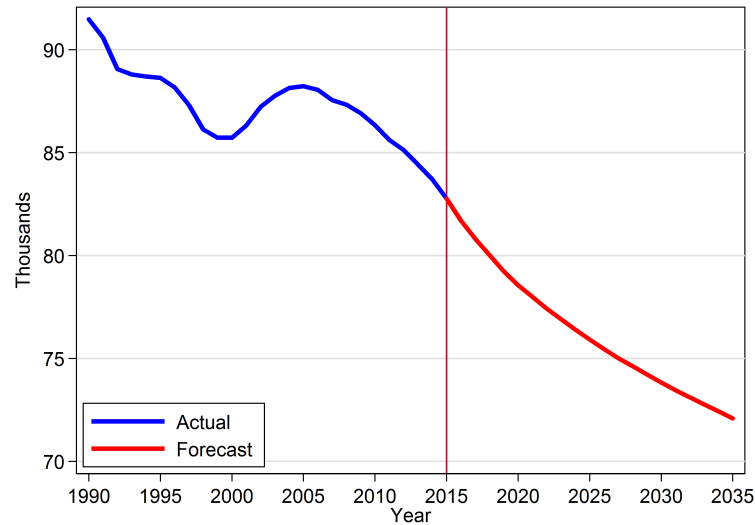
Connecticut Population Forecast

Age 20 to 24



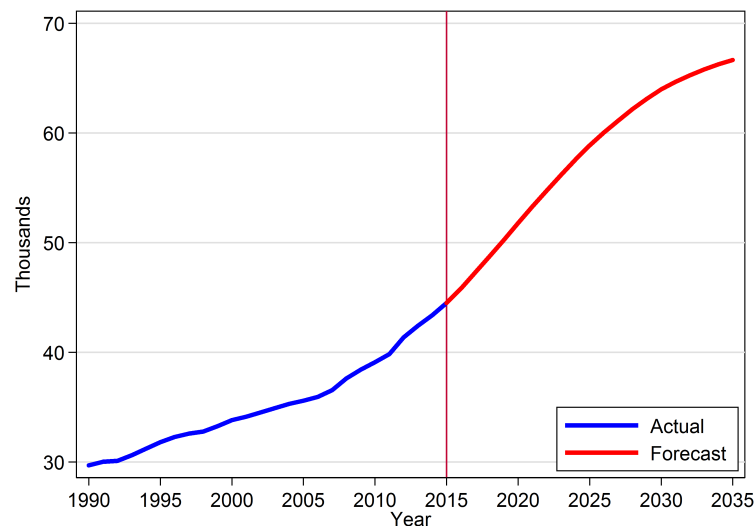
New London County Population Forecast

Birth to Age 24



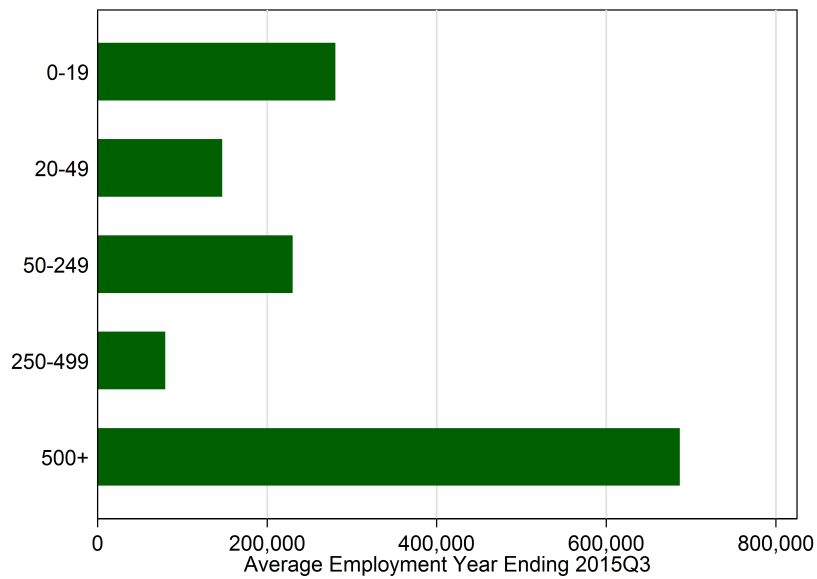
New London County Population Forecast

Age 65 and Over



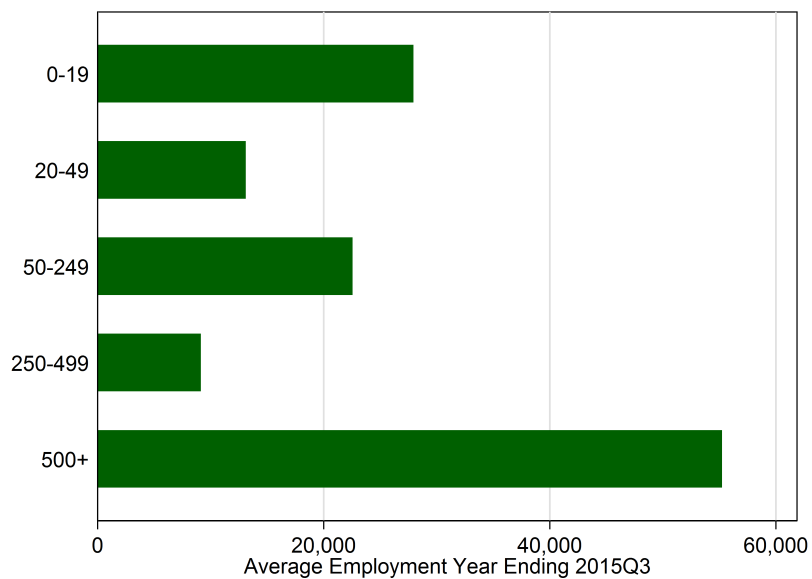
Total Employment

Connecticut



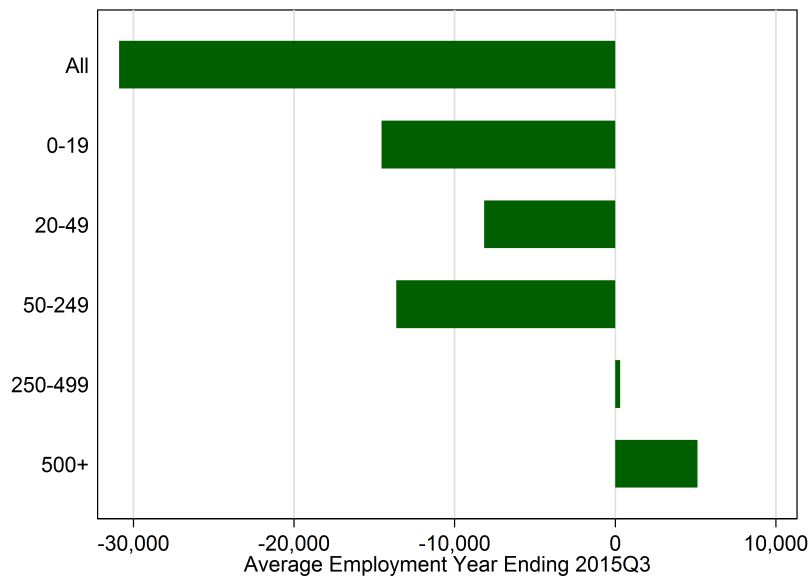
Total Employment

Eastern Connecticut



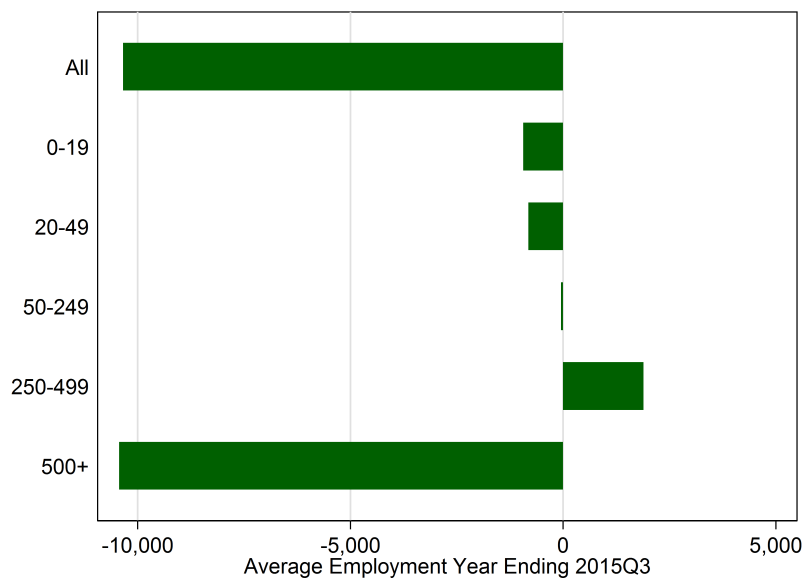
15 Year Employment Change

Connecticut



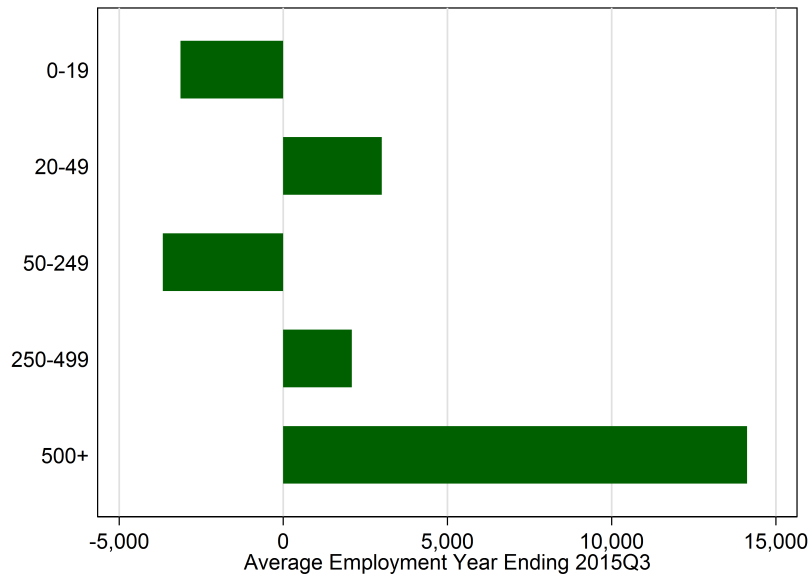
15 Year Employment Change

Eastern Connecticut



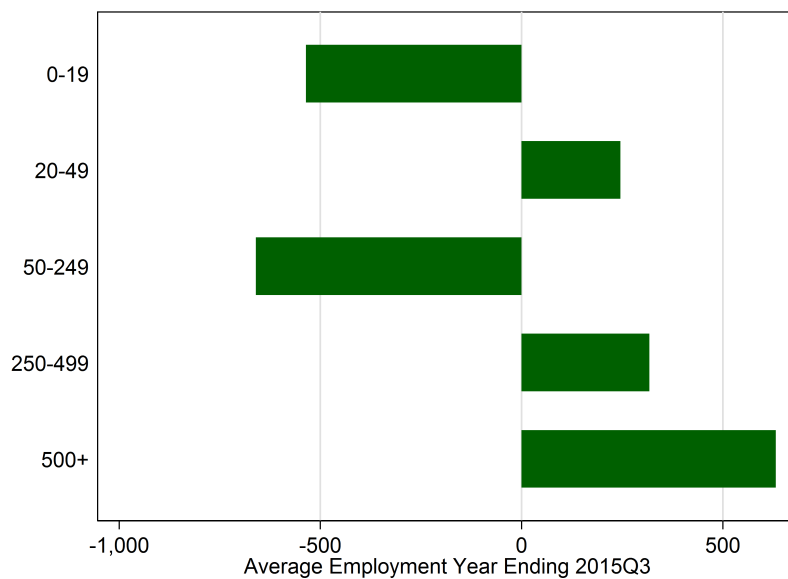
Employment Change most recent Year

Connecticut



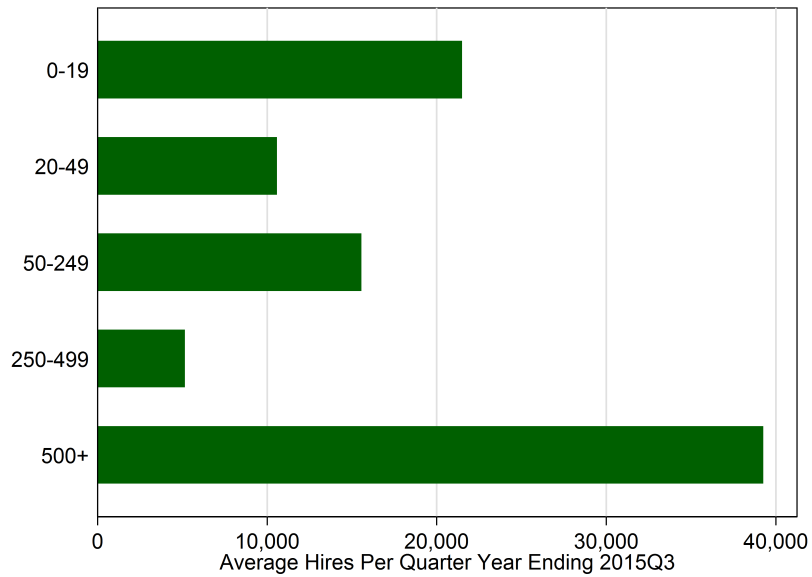
Employment Change most recent Year

Eastern Connecticut



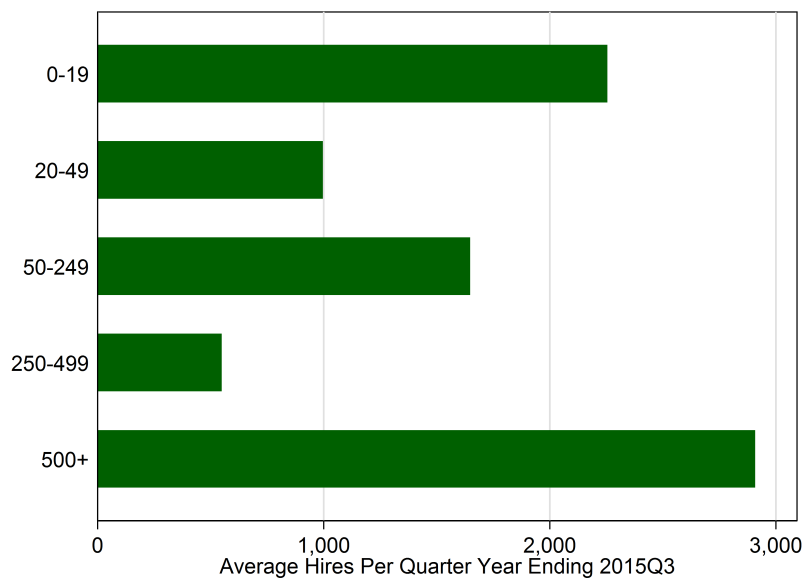
New Hires into Stable Jobs

Connecticut



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



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)



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

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