

BEA Workforce Assessment 2023 Report and Strategy

Target Growth Industries

- Health Care
- Hospitality
- Manufacturing
- Construction
- Technology



Labor Force Trends and Data Highlights

- 6% population growth from 2012-2022
- Second oldest population with a median age of 43
- Net exporter of talent
(46k more commuters out of state than in)
- Labor force growth of 21k expected over 10 years

Workforce Gaps

- Almost 200K jobs within the top 80 occupations in 5 target industries
 - Only about 6K would be filled by labor force growth
- Nearly half of the top 80 occupations are projected to have a gap of more than 2,000 workers over next 10 years
- Management occupations are the largest portion of the gap (17%)



Top Occupations with Largest Gaps

- Including but not limited to:
 - General/Operations Managers (12k)
 - Software Developers, QA, and Testers (9K)
 - Heavy and Tractor-Trailer Truck Drivers (9K)
 - Wholesale and manufacturing sales (8k)
 - Registered Nurses (8k)

Talent Pipeline

- Post-secondary education:
 - 25% of higher-ed program completions in business fields
 - 10% in health fields
 - Top 10 academic fields account for 1/2 of all completions
 - Including:
 - Business Admin and Management
 - Health Care Admin and Management (among fastest growing)
 - Registered Nursing
 - Computer and Information Sciences

Strategies to Support and Grow

- Grow from Within
 - Promote and upskill employees
 - Expand workforce pool
 - Encourage transferable skills training
 - Retain graduates
 - Collaborate with and prioritize sectors that drive participation
- Attract from Outside
 - Attract and retain commuters
 - Recruit from high cost of living areas



THANK YOU / QUESTIONS?