

S. Mark Tyler President, OEM Fabricators, Inc. December 11, 2017

Wisconsin Technical College System, Board President
University of Wisconsin, Regent
Governor's Council on Workforce Investment, Chair
Wisconsin Manufacturers and Commerce, Board Member
Success by 6, Business Committee Chair
Emerald Glenn Farm, Used Feed Handler

# Today's Comments



My Spin on Demographics

A World View, A Local View, Other Stuff

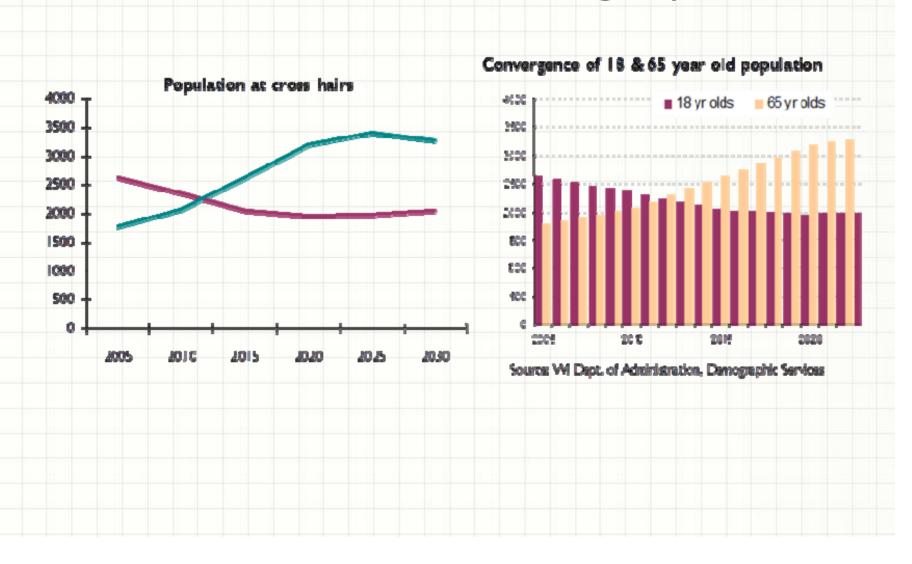
Minimizing the Impact

The Best Approach...

Early Childhood, Family Friendly, Ready Nation

### **Current Situation...**

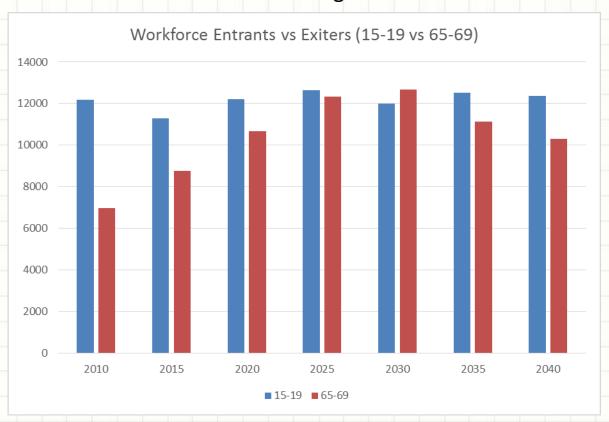
### ...Demographics!



### **Current Situation...**

## ...Demographics!

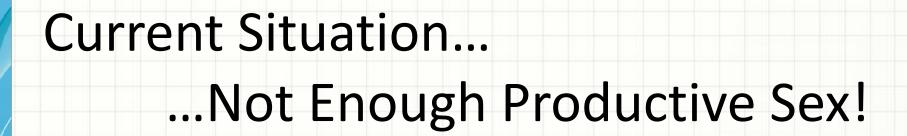
#### Jefferson and Dodge Counties



# Current Situation... ...Not Enough Productive Sex!

		State Totals		
	Grade	Female	Male	Total
K3	3-year-old Kindergarten	787	901	1,688
K4	4-year-old Kindergarten	18,322	19,552	37,874
PK	Pre-Kindergarten	2,631	4,861	7,492
KG	5 year old Kindergarten	29,522	31,572	61,094
01	First Grade	29,283	30,914	60,197
02	Second Grade	29,057	30,500	59,557
03	Third Grade	29,427	31,234	60,661
04	Fourth Grade	29,743	31,499	61,242
05	Fifth Grade	29,341	31,072	60,413
06	Sixth Grade	29,504	31,152	60,656
07	Seventh Grade	29,717	31,097	60,814
80	Eighth Grade	30,022	31,726	61,748
09	Ninth Grade	33,441	35,882	69,323
10	Tenth Grade	33,290	35,001	68,291
11	Eleventh Grade	34,073	36,071	70,144
12	Twelfth Grade	34,382	36,860	71,242
	State Totals	422,542	449,894	872,436



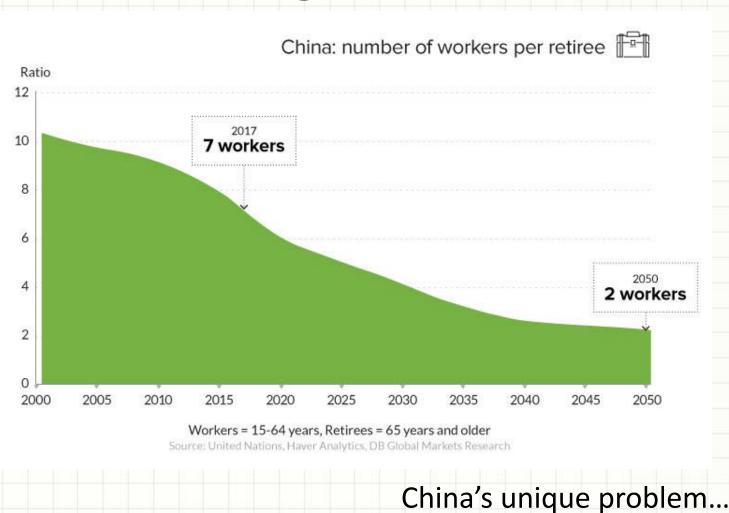


# DO IT FOR DENMARK Save Denmark with a romantic city holiday



China's unique problem...

# Current Situation... ...Not Enough Productive Sex!



# Current Situation... ...Old & Incorrect Perceptions!



Successful Career:

Office & Desk
Suit & Computer
Use Brain, not Back

Not Successful Career:

Dirty, Dull, Dangerous Coveralls & Wrench Use Back, not Brain

Plumbers \$68,240 (HS & Apprenticeship)

Professors \$65,687 (PhD)

(Econ 101 is kicking in)

# Current Situation... ...our world is changing!

The new face of manufacturing!



When Aleasha Hladilek realized her bachelor's degree in anthropology wouldn't get her a job, she returned to school to become an auto mechanic and a welder.

She graduated from the welding program at Wisconsin Indianhead Technical College, in Superior, and was hired by Northstar Aerospace.

(GoldCollarCareers.com)

# Changing Perceptions! The Change in Veterinarians.



UW Madison's Vet School TomaTherapy Lab

While just 5 percent of veterinary students were women in the 1960s, today 79 percent of the seats at the nation's 28 veterinary schools are occupied by females. (Boston Globe)

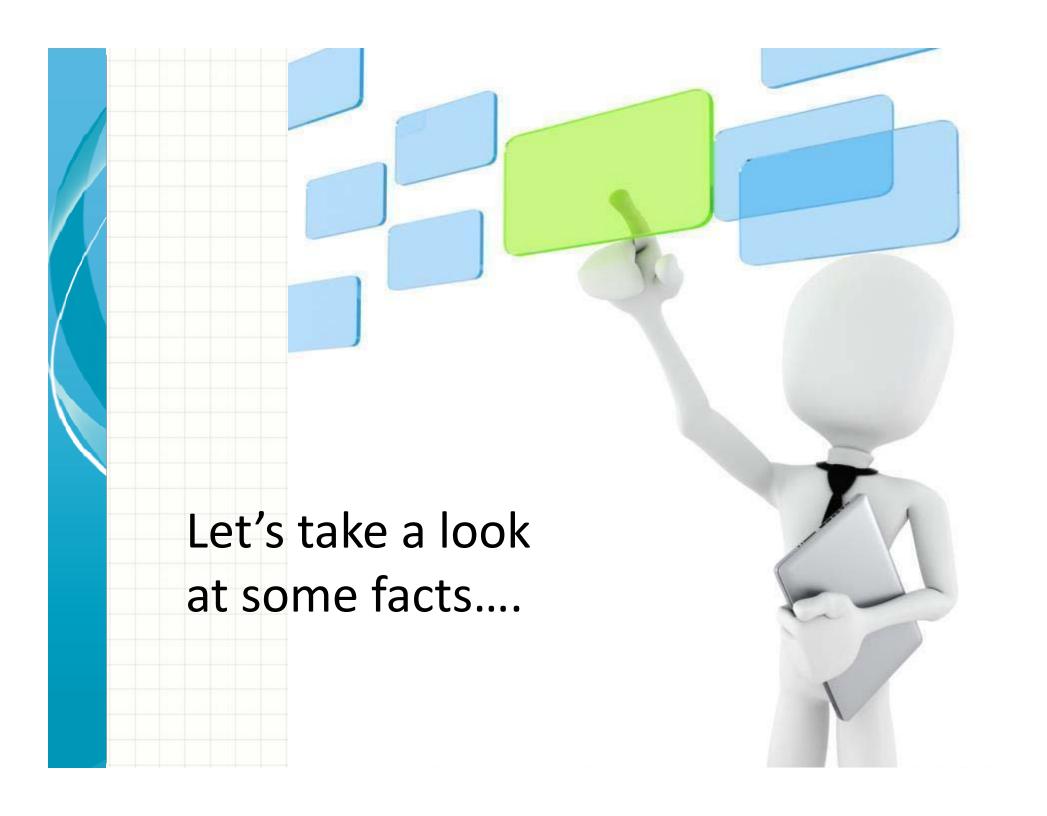
# Changing Perceptions! The Change in Veterinarians.



Mattel's introduction of their Pet Doctor Doll Toys are Influencers!

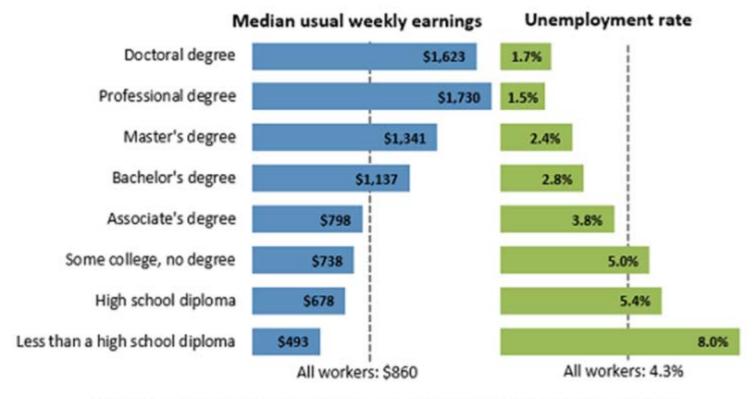


Toy Vet Kits are Pink and in the Girl's Toy Aisle



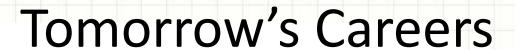
# Knowledge and Success

#### Earnings and unemployment rates by educational attainment, 2015



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers. Source: U.S. Bureau of Labor Statistics, Current Population Survey

Caution! Sometimes the data can be as misleading as incorrect beliefs.





52% to 72 % of Careers in the Next Ten Years Will Require More than High School, but less than a Bachelors Degree

(the demand for Bachelors Degrees is increasing too!)

<u>Common Thread</u> Science, Technology, Engineering, & Math

## Where are students going?

50% say: 25% say:

The University The Technical College

37% show up 17% show up



### Academic and Career Planning





### The Cost of Failure is Staggering...



- Dropouts cost WI \$500 million in costs & lost revenue.
- .53% of adult males in WI are in jail. (Who are they?)
- Incarceration is very high and costing WI \$875 million.



# Business leaders know that the path to productive adulthood starts early



**90%** of brain growth occurs by age 5. Learning gaps appear as early as **9 months** of age. Disadvantaged children can come to school **18 months behind**.



One study showed that if children start school ready to learn, they are **twice as likely** to read at grade level by age 8.





Another study showed that if children read at grade level by age 8, they are **4 times** more likely to graduate from high school.





If children graduate from high school, on average they will earn \$500K more, live 9 years longer, and be 6 times less likely to be arrested.

StrongNation.org/ReadyNation

### **Survey of 300 Business Decision Makers**

- 62% had more difficulty finding candidates with social-emotional skills than technical skills
- 88% agree these skills will become more important
- 92% agree that early childhood experiences affects the development of these skills
- 88% support public investment in early childhood education and services to help develop these skills



#### Significant Adversity Impairs Development, Health

#### ACES can have lasting effects on....



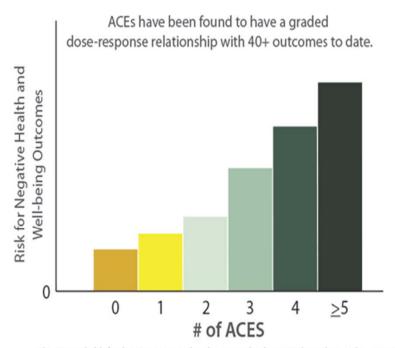
Health (obesity, diabetes, depression, suicide attempts, STDs, heart disease, cancer, stroke, COPD, broken bones)



Behaviors (smoking, alcoholism, drug use)



Life Potential (graduation rates, academic achievement, lost time from work)



\*This pattern holds for the 40+ outcomes, but the exact risk values vary depending on the outcome.

Adverse Childhood Experiences (ACEs) include: abuse, neglect, household mental illness, violence, parental separation or divorce, incarceration

Source: Centers for Disesase Control & Prevention. Injury Prevention & Control: Division of Violence Prevention.



# Minimizing Negative Impacts Maximizing Positive Results



# Early Childhood Development Connecting the Dots with Employers

- Family Friendly Workplace Certification
  - Educates employees about Early Childhood
  - Builds resources for Early Childhood Services
  - Sets you apart from other employers
- Ready Nation
  - Join other Business Leaders
  - Voice for Action
  - Successful Children
    - Successful Workforce



#### What Have We Learned?

**Aligning All Systems** 

K-12
Higher Ed
Business
Non- Profits
Government
Economic Development
Early Childhood Development

#### What Have We Learned?

Workforce Development is Best Achieved By:

- Working the entire continuum
  - From Pre-Natal to Post-Retirement
- Engaging the Entire Community
- The Earlier, the Better



### Call to Action!

#### Opportunities:

- Become a Family Friendly Workplace <u>familyfriendlyworkplace.com</u>
- Join Ready Nation
   <u>strongnation.org/readynation</u>
- Engage in Academic and Career Planning dpi.wi.gov/acp
- Talk, Read, Play, Sing!
   talkingisteaching.org
- Start Early! In utero is not too soon!

