

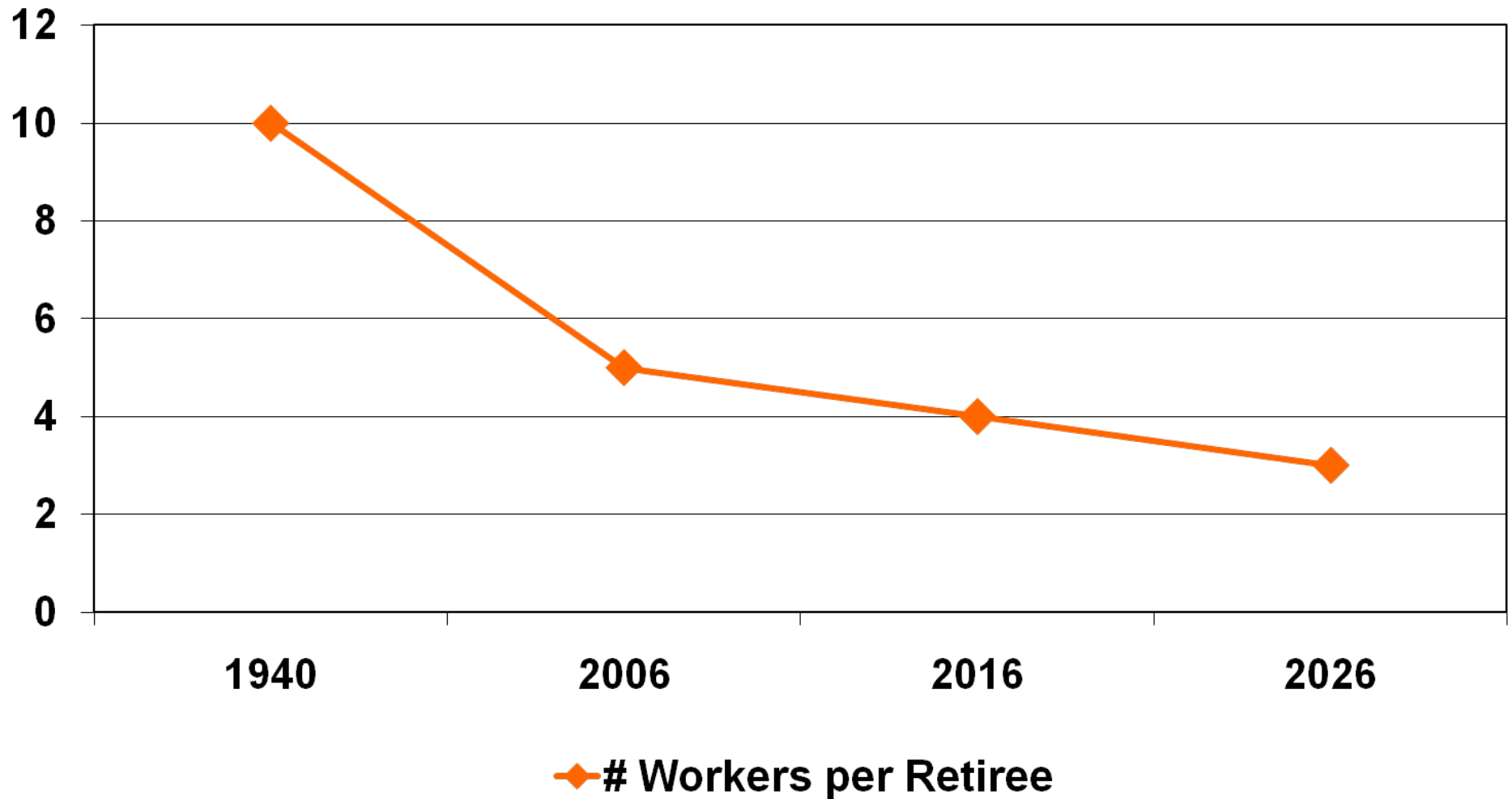


KNOXVILLE
CHAMBER

Developing Our Future Workforce

November 15, 2011

Workers Supporting Retirement System

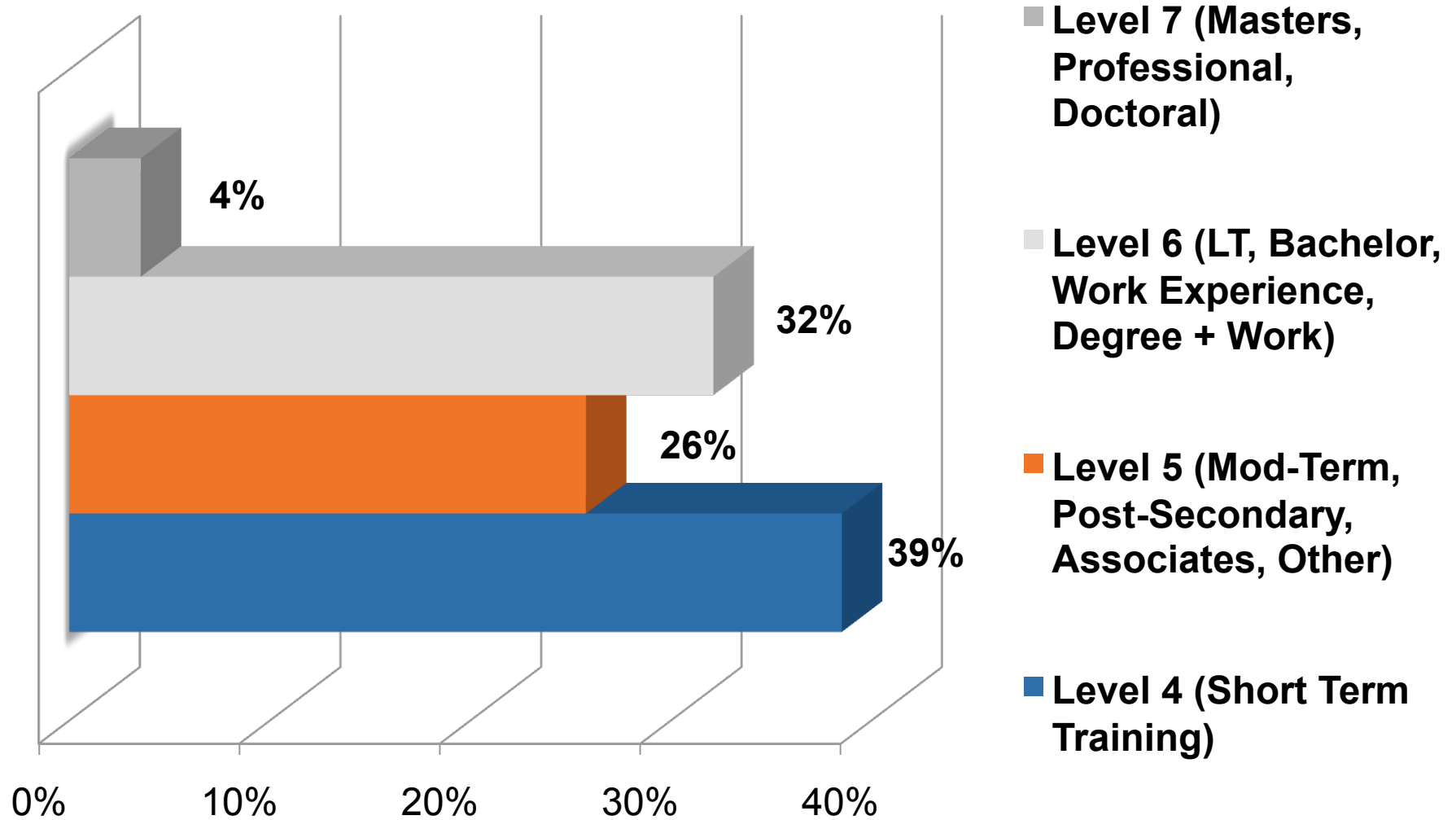


A Changing Economic Landscape

- Top 10 jobs in demand in 2012 didn't exist in 2004
- Local skills shortages stalling economic recovery
- 50% of economic growth is due to STEM fields
 - while only 5% of our WF is in STEM fields
- Jobs available for workers with post-secondary education are projected to increase to 63% of all occupations

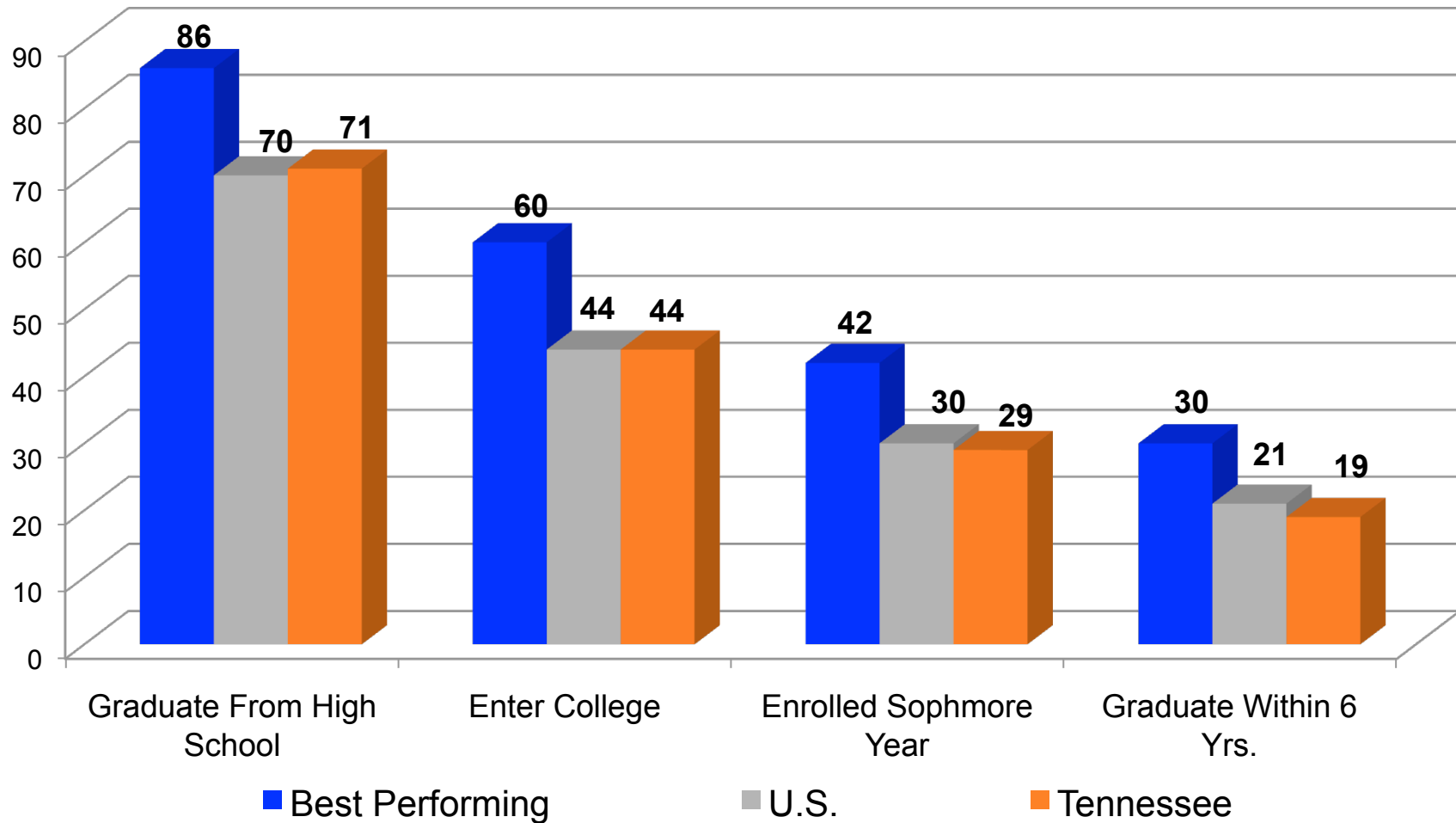
Our Projected Workforce Needs (2020)

Percentage Workforce by Education Level



College Student Pipeline 2009

Of every 100 entering high school freshmen



Source: the National Center for Higher Education Management Systems, 2011

Tennessee Board of Regents

Students Requiring Remedial Courses

- TBR Universities (MTSU, Austin Peay, etc.)
 - Total first-time freshmen – 10,741
 - Total enrolled in Developmental Studies – 4,287 (39.9%)
- TBR Community Colleges (Pellissippi, Walters State, etc.)
 - Total first-time freshmen – 14,218
 - Total enrolled in Developmental Studies – 10,503 (73.9%)
- TBR Total
 - First-time freshmen – 24,959
 - Enrolled in Developmental Studies – 14,790 (59.3%)

The Barriers

- Low expectations and accountability
- Not enough “time on task”
- Parent engagement and issues associated with poverty
- A broken system designed 100 years ago that caters to adults needs and not students
 - *Outdated practices, bureaucracy, restrictive bargaining agreements*
- Antiquated technology
- Social promotion

Current Reform Efforts

K-12

- Statewide Teacher Evaluation & Tenure Reform
- Diploma Project and Common Core
- School choice – charter schools & vouchers
- Elimination of collective bargaining

Higher Ed

- Complete College Act
 - Outcome based funding
 - Common courses across community colleges, statewide transfer policy
 - Dual admission & enrollment at all 2 & 4yr schools
 - No more remedial or developmental courses at universities

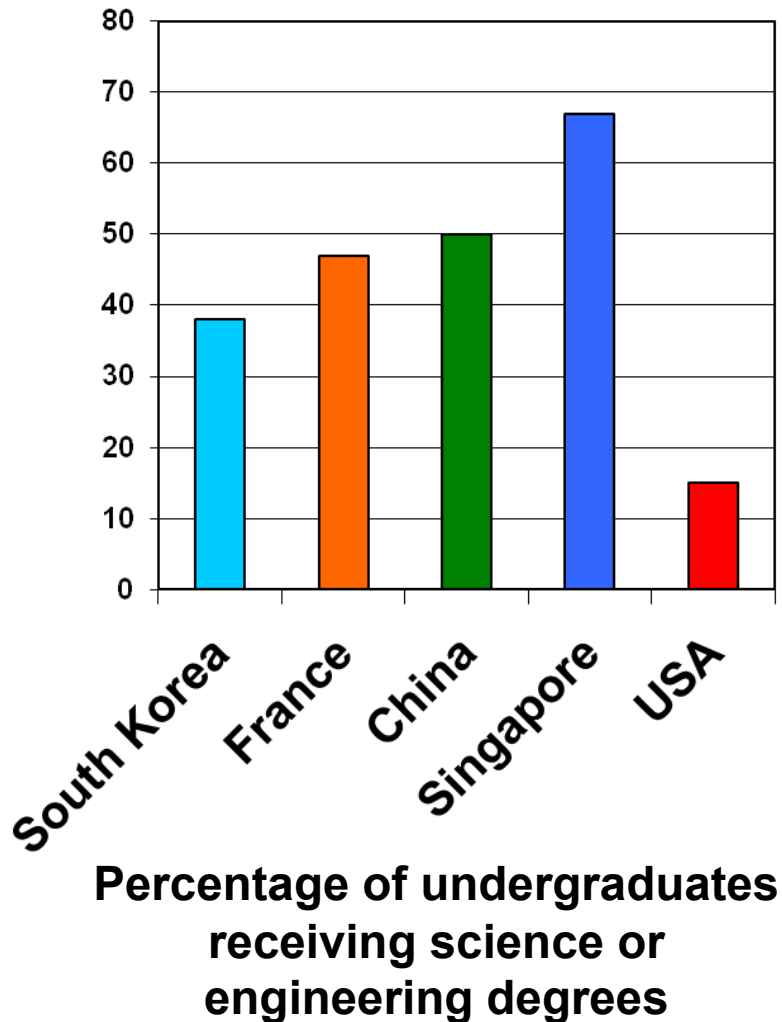
What needs to happen

- High expectations and standards for all kids
- Recruit, hire, compensate, assess, develop, support effective teachers
- Effective instructional leaders as principals
- Make sure children's basic needs met and are prepared to learn
- Use technology to streamline learning and differentiate instruction
- A better system for our workforce needs
- Eliminate social promotion

Our approach

- Demand accountability and transparency
- Strategic planning and project management
- Provide expertise with data analysis and management
 - EMIS: *web-based, 24x7 access*
 - *5 yrs of data for 56,000 students loaded, incl. financial, HR, assessments and demographics*
 - *Standard and custom queries/reports*

Who will be prepared for the new economy?



Whoever has the workforce will WIN!

- Global competition for the best-educated and most creative workers
- Low, mid, and high skilled jobs are being underbid abroad
- Jobs lost through recession replaced with high skilled jobs