

# A New Game Plan

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A Regional Strategy for  
Strengthening Southeastern  
Pennsylvania's Workforce



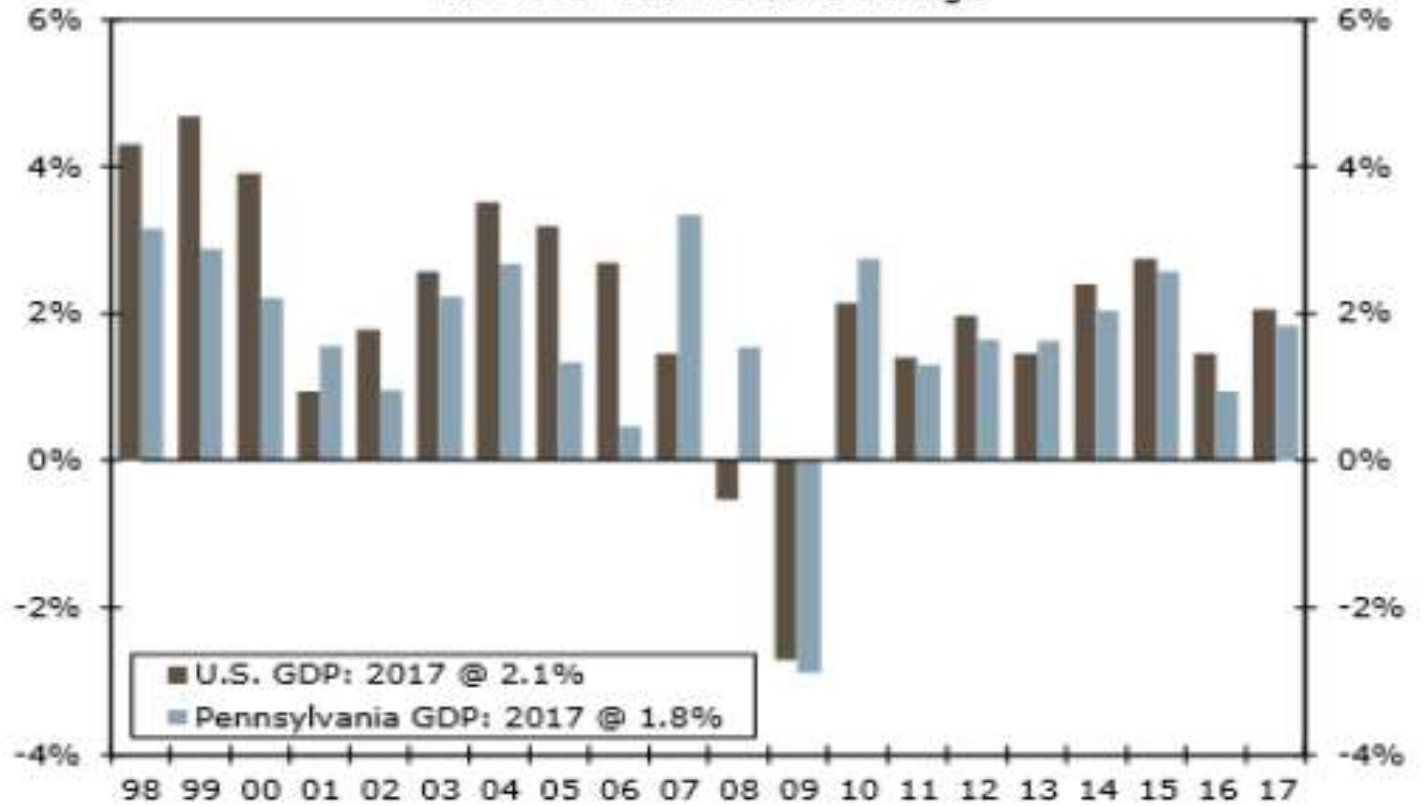
The Amazon logo, consisting of the word "amazon" in a bold, lowercase, sans-serif font, with a curved orange arrow underneath it pointing from the letter 'a' to the letter 'z'.

amazon

They didn't choose to  
grow jobs here

This may explain why the state lags the national GDP performance

Pennsylvania Gross State Product & U.S. GDP  
Year-over-Year Percent Change



Source: U.S. Department of Commerce and Wells Fargo Securities

It may also  
explain why  
PA now ranks  
6<sup>th</sup> in the  
nation in  
GDP, yet...



Our workforce  
isn't ready to  
meet even  
current hiring  
demands





Only 1 out of 5 employers think workers meet Pennsylvania businesses' needs

More than half  
think it was difficult  
to recruit qualified  
candidates

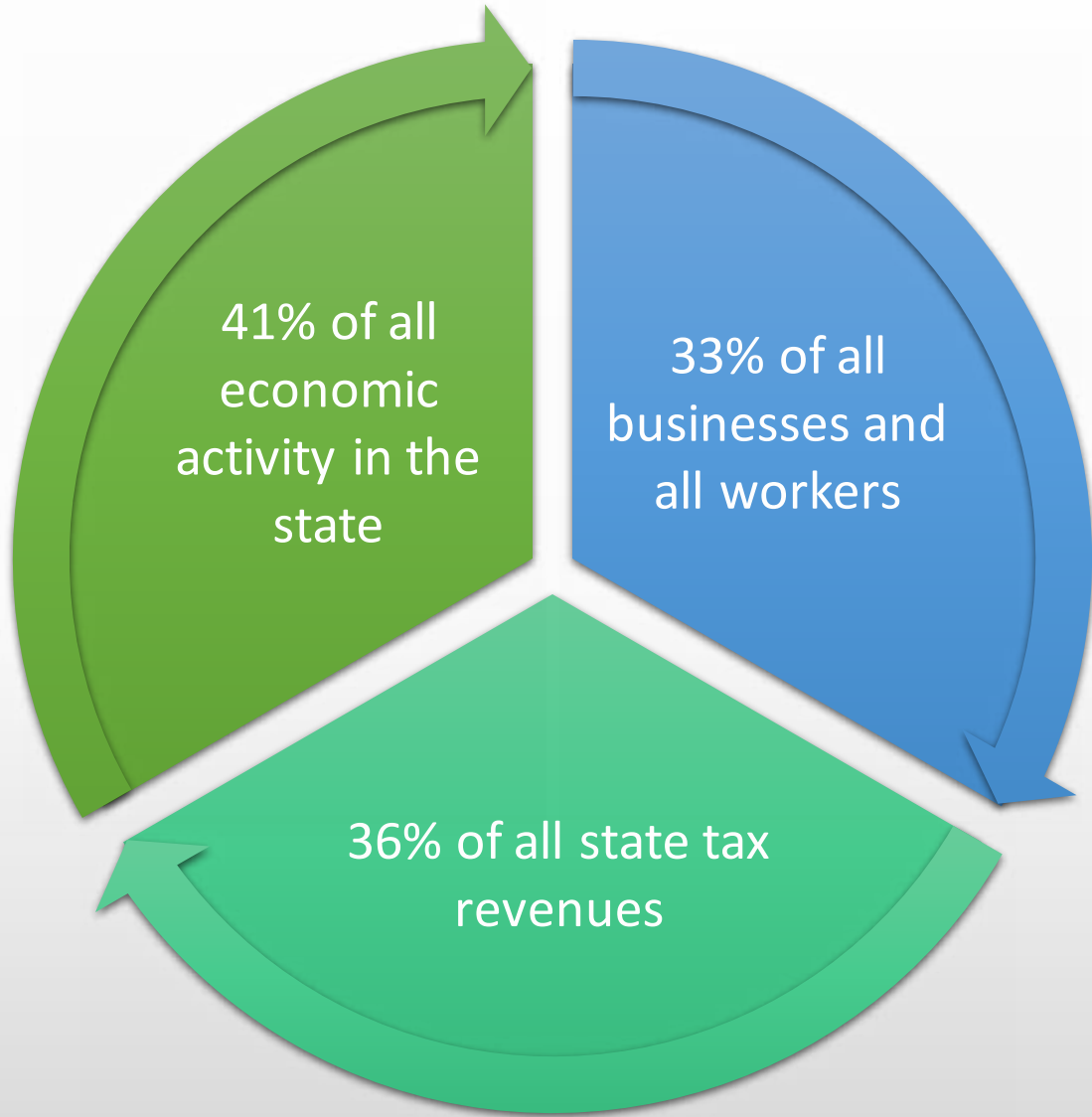
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Nearly 3/4 of employers say that interviewing job applicants are underqualified for their open positions





Our  
region  
matters  
now...

Our regional  
preeminence is  
being undermined

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by the skilled  
worker shortage



Employers at all levels believe that employees are missing essential skills

In fact, in our region, employers are already spending an estimated \$59 million dollars in training and retraining costs... annually!

Across the region, there are  
more than 52,000 skilled  
positions waiting to be filled!

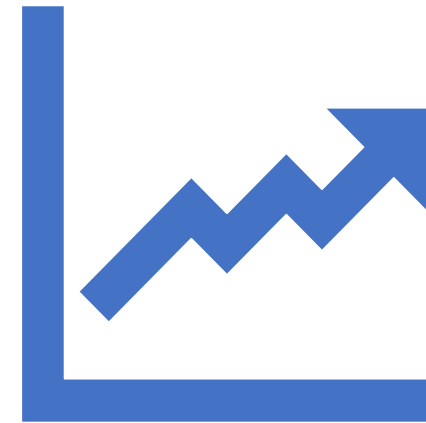
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Even if businesses could train  
the region's 9,000  
unemployed and  
underemployed workers with  
the skills they need ...



**We would still need 43,000 more skilled workers to fill the current hiring gap**

Meanwhile the Demand for Skilled Workers is already 30% higher than the demand for low skilled workers



# Let's review the facts



In 5 years, more than half of all PA's 6.2 million jobs will be skilled jobs



More than 1 million of those skilled jobs will be in Southeastern Pa





The silver tsunami is just beginning

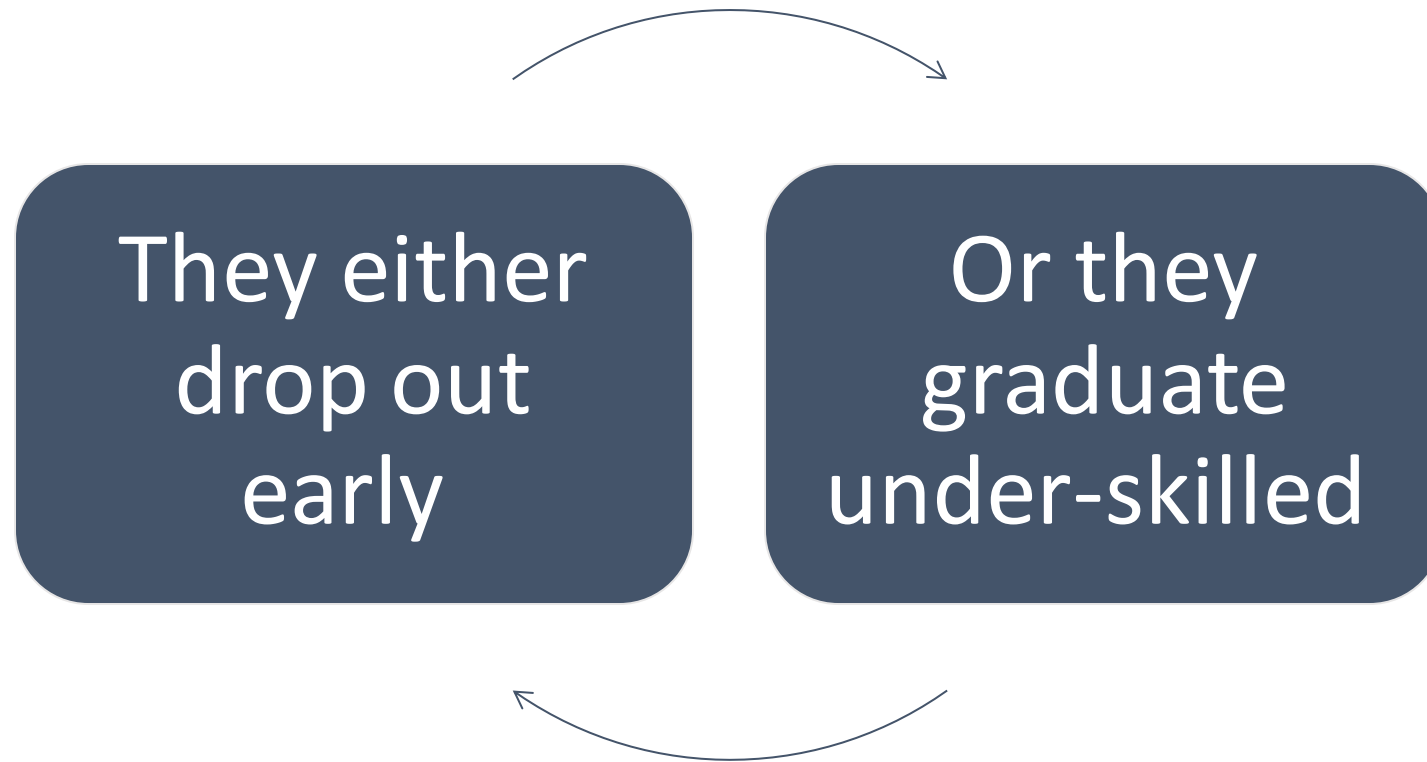
Every year,  
**19,500**  
more Greater  
Philadelphia residents  
are 65 or older

That's more than the  
number of employees  
at Vanguard or  
Comcast!



**When they  
leave the  
workforce,  
they take their  
skills  
and institutional  
knowledge  
with them**

# 21,000 Potentially Skilled High School Grads Are Missing





More than 1/3 of graduating high schoolers are unprepared to meet employer or college expectations

# Some of the Nearly 900,000 Students in Our Region Will Enter the Workforce but..



Many struggle as early as third grade



More have difficulty in middle school passing state assessments



By high school, reading and math scores for a shockingly high number of students are sub-par



They are graduating from school without skills employers or college needs for success



**Almost half  
of the  
entering  
class of 2017  
didn't make  
the grade**

**21,000  
potential  
employees!**

We need A New Game Plan!

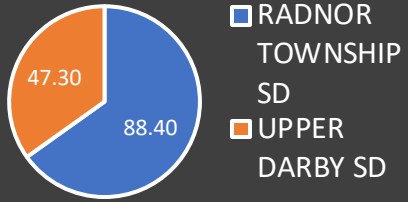
Just like In  
Business



A solid  
investment is  
more likely to  
yield tangible  
results

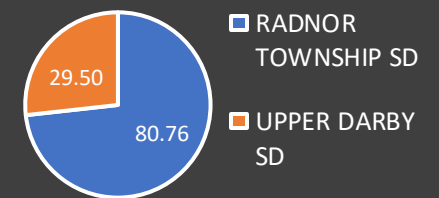


Students Passing Reading



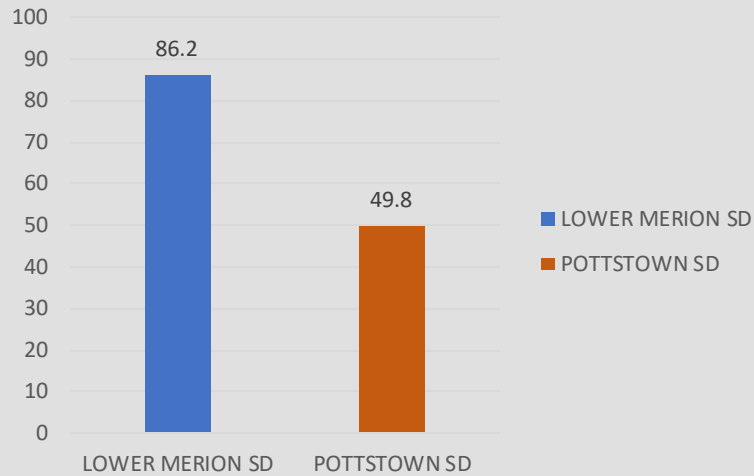
Radnor has nearly twice as much to spend per student than Upper Darby does and has nearly twice as strong as results

Students Passing Math

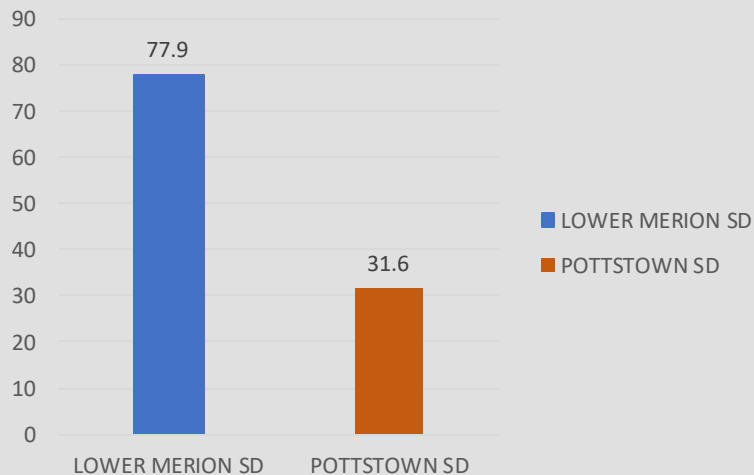


*a-ha*

### Reading



### Math



Lower Merion has almost twice as much to spend as Pottstown and nearly twice as strong results in reading and 2.5 times the results in math

# These numbers don't tell us

Which  
students are  
smarter or  
have more  
potential



They tell us  
which students  
have access to  
the resources  
they need



They Also Provide Context for Why a New  
A New Game Plan Is Needed

# The Three Essential Plays for Winning

Take

Take Advantage  
of Pre-K's Huge  
Return on  
Investment

Optimize

Optimize Career  
and Technical  
Education (CTE)  
Infrastructure

Close

Close the Capital  
and Resource  
Gaps for Schools

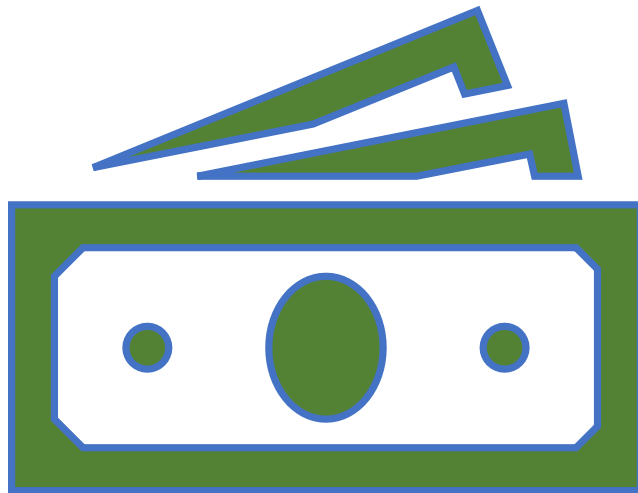
# A High Quality Pre-K is worth the investment

Graduation rates increase by at least

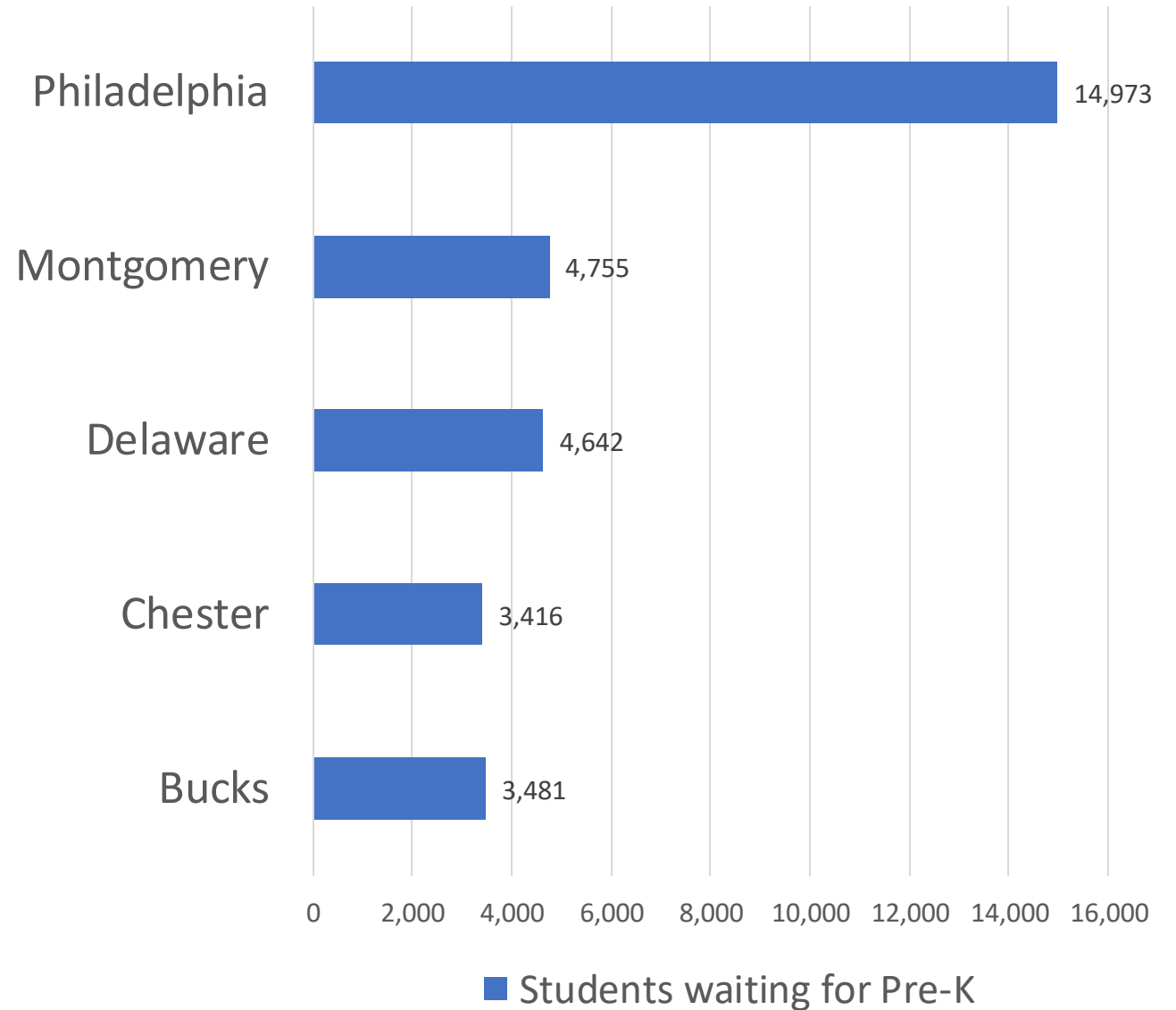
13%

In our region,  
that would mean

2,730 more  
employees



More than  
31,000  
Children  
Need to be  
Enrolled in  
Pre K



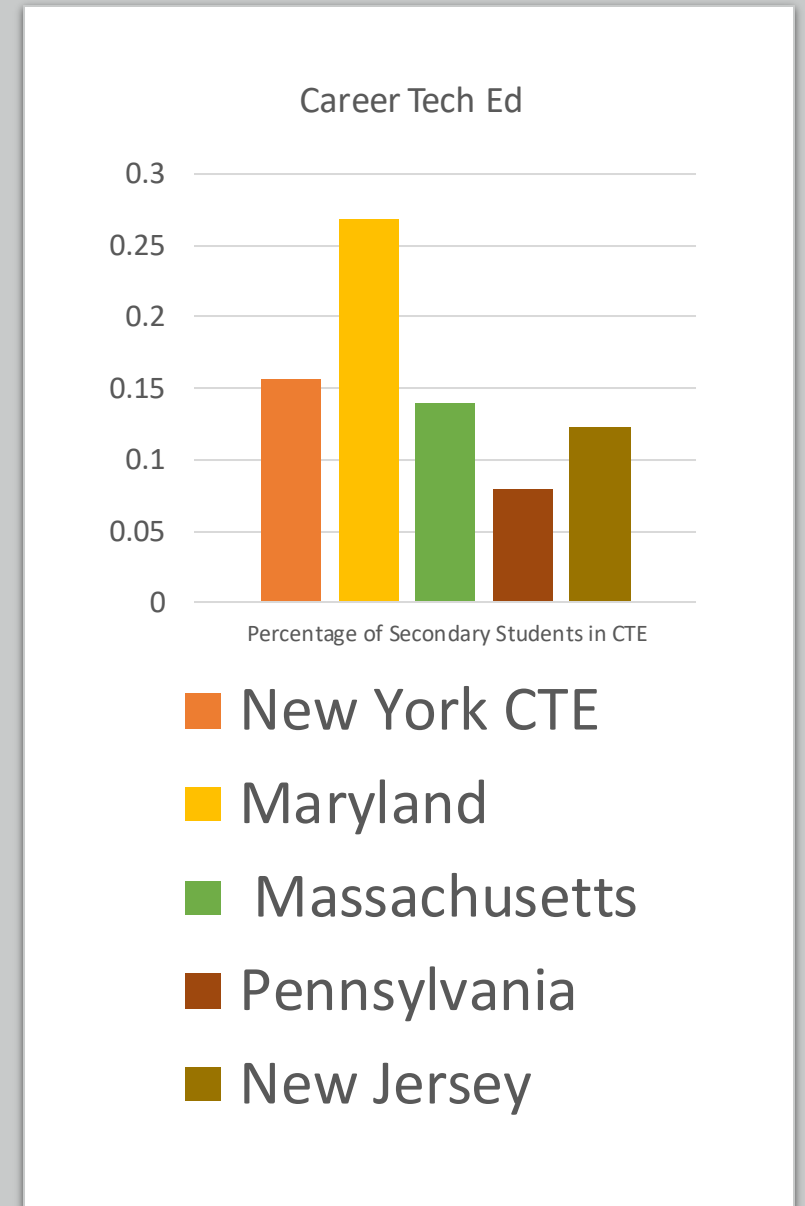


# Many Students Want To Learn A Career Or Trade

But the state's contribution to Career and Technical Education (CTE) funding is a barrier

State and federal funding covers only 10% of the cost, while school districts shoulder the remaining 90%

Only 8% of Pennsylvania's students are in Career Tech



Yet...the  
Results  
Speak  
Volumes

The region's  
graduation rate is about  
85%



Nationally, when students  
are enroll in CTE, on  
average, the graduation  
rate is 93%



When schools are adequately funded they can meet the desired benchmarks

Research shows that when education funding is increased:

- Test scores go up and continue to go up over time
- Graduation rates improve
- Earning potential is higher
- Students graduate with better skills

# Here in Pennsylvania

When the state increased basic education funding between 2003 and 2010, the 50 districts with the biggest bump in state funding had a

**55% increase in student test scores**





In the Greater Philadelphia Region, school districts are getting \$1.1 billion dollars less than they should

A solid investment for 2019:

**Fund Basic Education**

**\$400 million  
FY 2019-20**



**Fund Special Education**

**\$100 million  
FY 2019-20**



**Fund Career and Technical Education**

**\$10 million  
FY 2019-20**



Ensuring that  
Students  
Consistently  
Have Access to  
Resources that  
Support High  
Quality  
Education  
Makes Cents

In Southeastern  
Pennsylvania, that  
could mean a \$1  
billion dollar increase  
in GDP



# A New Regional Game Plan Greater Philadelphia Can



**TAP A COST-  
EFFICIENT AND  
PRACTICAL  
WORKER SUPPLY  
GAP SOLUTION**



**UPSKILL ALL  
STUDENTS SO  
THEY LEAVE HIGH  
SCHOOL**



**WITH THE SKILLS  
EMPLOYERS  
NEED**

