



THE STEM GAP IN LOUISIANA

LA WORKFORCE SUPPLY AND DEMAND

SUSANA SCHOWEN

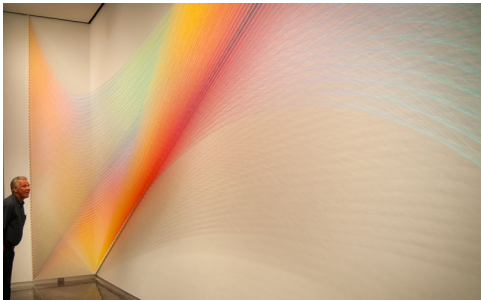
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Louisiana Economic Development (LED) is responsible for strengthening the state's business environment and creating a more vibrant Louisiana economy.

LED FastStart
No. 1 Workforce Training Program
Twelve Consecutive Years

Business Facilities Rankings Report, 2021

WORKFORCE DEVELOPMENT DRIVES A CYCLE OF ECONOMIC GROWTH AND EXPANSION



THE LED FASTSTART TIER JOBS SYSTEM IDENTIFIES OCCUPATIONS THAT ARE VITAL TO ECONOMIC DRIVER INDUSTRY SECTORS AND ESSENTIAL SERVICES

1. Identify Tier 1 (Economic Driver) Industries:
 - Produce things of value and sell them outside the region
 - Growth is limited primarily by availability and quality of workforce
 - Wages are typically above average
 - Examples: Manufacturing, Utilities, Industrial Construction, Software Development
2. Identify Tier 2 Industries: industries that provide services essential to well-functioning, economically vibrant communities.
 - Examples: Healthcare, Education, Police and Fire Services
3. Identify occupations critical to Tier 1 and Tier 2 industries
4. Assign Tier values to jobs included in the Occupational Projections approved by the Workforce Investment Council and published by the LWC.

Tier 1 Jobs are jobs employed in significant numbers by Tier 1 economic driver industries, Tier 2 Jobs are employed in significant numbers by Tier 2 industries, and Tier 3 Jobs are all other jobs.

LED GAP ANALYSIS COMPARES DEMAND FOR 4- AND 5-STAR JOBS TO ANNUAL EDUCATIONAL COMPLETERS



LED'S GAP ANALYSIS DEMONSTRATES THE NEED FOR STRATEGIC, INTENTIONAL FOCUS TO CLOSE THE GAP IN ECONOMICALLY CRITICAL FIELDS THAT PROVIDE THE BEST OPPORTUNITIES

Critical Fields in Tier 1 (Economic Driver) Industries	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Agriculture, Natural Resources, and Conservation	453	3-5
Computer and Information Sciences.	1,165	5
Engineering.	286	5
Engineering Technology.	2,551	4
Skilled Crafts: Industrial Construction, Production, and Maintenance.	13,960	4-5
Logistics, Materials, and Supply Chain Management.	516	5
Accounting.	405	5
Accounting Technology/Technician and Bookkeeping.	2,355	4
Customer Service Support/Call Center/Teleservice Operation.	2,985	3
Finance, General.	929	5
Management Science.	114	5
Construction Management.	408	5
Total	26,127	

Note: Almost all undersupplied Tier 1 fields are heavily STEM-intensive. ALL undersupplied Tier 1 4- and 5-Star Jobs are STEM-intensive.

LOUISIANA MUST ALSO ENSURE THAT CRITICAL TIER 2 INDUSTRIES ARE ADEQUATELY SUPPLIED

Critical Fields in Tier 2 (Essential Services) Industries**	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Education.	5,006	1-5
Healthcare and Social Work	11,683	2-5
Criminal Justice and Police Science.	1,073	4
Fire Prevention and Fire-Fighting.	474	4
Total	18,236	

Note: Educational institutions may have difficulties hiring STEM-qualified instructors due to issues of pay rather than supply. Such difficulties will not be reflected in the Gap Analysis.

TIER 3 FIELDS CAN PROVIDE EXCELLENT OPPORTUNITIES FOR JOB SEEKERS

Other Fields	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Personal and Culinary Services	7,353	2
Legal Assistant and Paralegal.	717	5
Autobody/Collision and Repair Technology/Technician.	285	4
Automobile/Automotive Mechanics Technology/Technician.	342	4
Real Estate.	738	5
Insurance.	238	4

WHY DO GAPS EXIST? WHAT DO WE DO ABOUT IT?

Field	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Computer and Information Sciences.	1,165	5
Engineering.	286	5
Engineering Technology.	2,551	4
Industrial Production Technologies/Technicians, Other.	1,462	4
Skilled Crafts: Industrial Construction, Production, and Maintenance.	12,417	5

Field	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Customer Service Support/Call Center/Teleservice Operation.	2,985	3
Personal and Culinary Services	7,353	2

Field	Additional Annual New Completers/ Workers Needed	Star Jobs Rating
Child Care Provider/Assistant.	1,820	1
Health Aide.	835	2

THE STEM GAP IS DISTINCT IN CAUSE AND OPPORTUNITY

FOCUSING ON UNDERSUPPLIED 4- AND 5-STAR TIER 1 AND TIER 2 FIELDS BENEFITS STUDENTS AND COMMUNITIES AS WELL AS EMPLOYERS

Undersupplied Tier 1 and 2 4- and 5-Star jobs provide the best opportunities for reliable employment at good wages in the communities where our citizens wish to live.

- Employers are highly motivated to attract and retain workers in these fields.
- They provide opportunities to women, underrepresented minorities, people with disabilities, and others who may not typically have access to the benefits of economic growth.
- If 4- and 5-Star Tier 1 and Tier 2 jobs are supplied with plentiful, highly-qualified workers, a cycle of growth is fostered that creates opportunities in professional and cultural fields, providing graduates in fields like arts, humanities, and social sciences with employment opportunities in their chosen field in Louisiana.
- The ability to retain and attract highly-educated candidates in fields in high demand in Louisiana will increase educational attainment levels in the state and prevent the loss of our most highly-educated citizens.
- Undersupplied 2- and 3-Star jobs may offer important opportunities for job-seekers to gain entry to the workforce and develop highly valued skills.

REDUCING THE GAP REQUIRES SPECIFIC INCENTIVES AND STRATEGIC ALLOCATION OF RESOURCES

- Tier 1 4- and 5-Star jobs generally require rigorous, highly quantitative and/or technical postsecondary preparation:
 - Skilled crafts, IT and computer science, engineering and engineering technology, accounting, and data analytics
- Educational programs aligned with Tier 1 4- and 5-Star jobs require intentional and strategic support
 - They are generally more expensive to offer due to technology and laboratory requirements.
 - Qualified faculty are in high demand by private industry.
 - Students may not be fully aware of the opportunities they offer.
- Undersupplied Tier 2 jobs are critically important to the health, safety, and educational attainment of our communities and must be adequately supplied.
- Employers and policy makers must be engaged to address these needs AND fields that are undersupplied due to issues of pay and attrition.

THE GAP ANALYSIS HAS CRITICAL IMPLICATIONS FOR OUR STATE'S FUTURE

- Recap: the Gap Analysis identifies gaps with varying underlying causes. They require different approaches to closing the gap, and also offer different opportunities for job-seekers.
- We must engage multiple stakeholders and reach out to the broadest group of potential job-seekers to develop and implement these solutions
- Aligning education and training programs to needs identified through the Gap Analysis can move the needle on statewide priorities:
 - Economic growth that benefits all
 - Educational attainment
 - Questions of equity and access for multiple populations
 - Wage gaps
 - Others!

NEW ECONOMY – NEW SOCIETY – CONSTANT TRANSFORMATION

- Highly dynamic environments
- Foundational skills
- Today's technical skills
- Tomorrow's technical skills
- Non-technical skills – interpersonal skills, resilience
- Interdisciplinary connections
- Work-based learning
- Rapid response to demand
- Effective industry engagement channels
- Brand-building channels
- Thought leadership

CONTACT

Susana Schowen

Director of Workforce Initiatives, LED FastStart®

Louisiana Economic Development

225.342.5729

susana.schowen@la.gov



OpportunityLouisiana.com



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