

# Workforce Challenges, Trends and Opportunities



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# Navigating Workforce Development in Uncertain Times



### What external issues do CEOs expect to influence or disrupt their business strategy within the next 12 months?

■ June 2022 ■ January 2022



Note: For June 2022 we split out "Inflation" from the January 2022 response option "Financial/market instability/inflation" and created two response options.

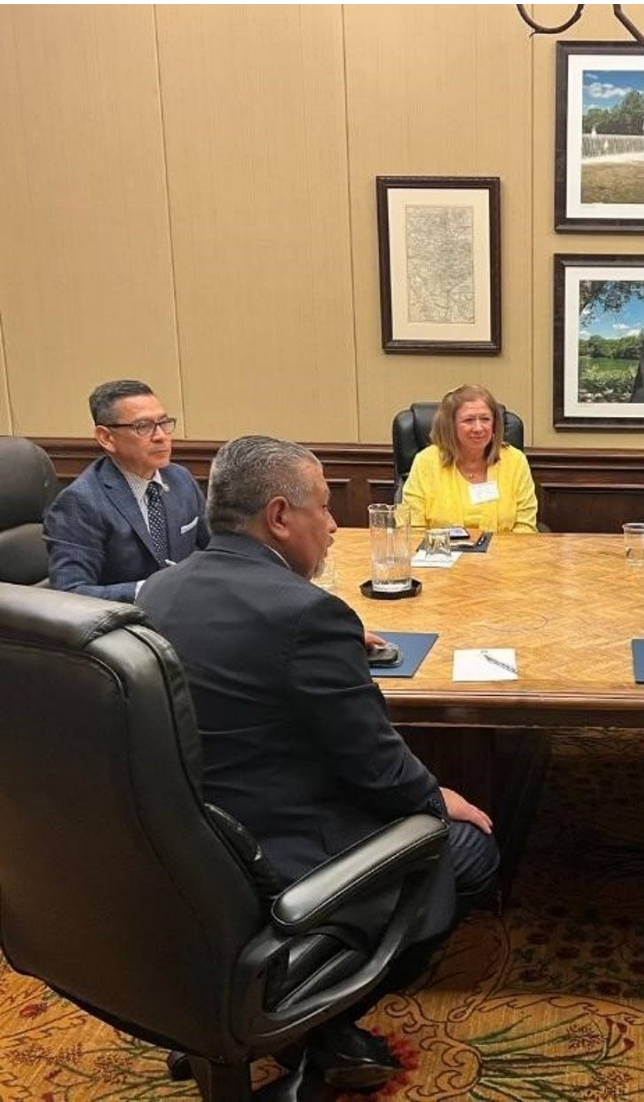
## Summer 2022 Fortune/Deloitte CEO Survey



# NAIOP National CRE Convergence Conference

*IMPACT OF LABOR SUPPLY ON  
INVESTMENT, SITE SELECTION AND  
DEVELOPMENT*





# Roundtables

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Educating Industry on the importance of RAPs to recruit, retain and upskill workers. Pictured here with Boeing and Alamo Workforce



## 'ALL THAT WORK I DID FOR A BIOLOGY DEGREE TO WORK AT STARBUCKS': BARISTA COMPLAINS ABOUT WORKING AT STARBUCKS WHILE HAVING COLLEGE DEGREE, SPARKING DEBATE

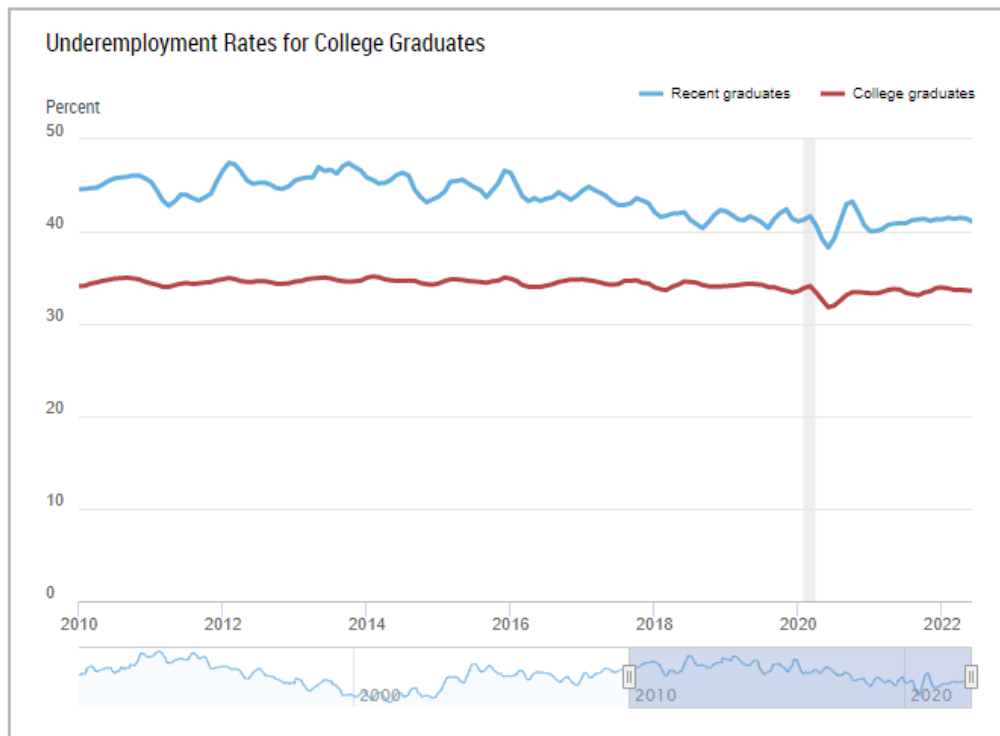
[HTTPS://WWW.DAILYDOT.COM/IRL/BIOLOGY-DEGREE-NOW-WORKS-AT-STARBUCKS/](https://www.dailydot.com/irl/biology-degree-now-works-at-starbucks/)



# Current Population Survey

Updated: July 29, 2022, with 2022:Q2 data

## Underemployment



U.S. Census Bureau and U.S. Bureau of Labor Statistics, Current Population Survey, U.S. Dept. Of Labor, O\*NET

The underemployment rate is defined as the share of graduates working in jobs that typically do not require a college degree.

A job is classified as a college job if 50% or more of the people working in that job indicates that at least a bachelor's degree is necessary.



# Adding Credentials of Value to 4 yr Degrees

TRUE Initiative Through Targeted Micro-Credentials  
Texas Pathways Institute | November 4, 2021



ALAMO  
COLLEGES  
DISTRICT



TEXAS A&M UNIVERSITY  
Technology Services

NEWS

## UT-Austin, other University of Texas System schools plan to offer more microcredentials



Megan Menchaca  
Austin American-Statesman

Published 9:48 a.m. CT May 9, 2022

“This is a new way for us to have to serve and satisfy some of that demand for a skilled workforce.”

JAY HARTZELL, UT-AUSTIN PRESIDENT

### The Power of Microcredentials. The Trust of SUNY.

SUNY's microcredentials are setting the standard nationally and internationally for high-quality, stackable credentials designed for today's learner. All of SUNY's microcredentials are designed to be:



#### HIGH QUALITY

Academic quality is paramount in the development and approval of SUNY microcredentials.



#### STACKABLE

Each microcredential has immediate value and, where possible, stacks together with other microcredentials or learning experiences to meet the requirements of a certificate, initial or advanced degree.



#### IN-DEMAND

Microcredentials are designed to meet current and emerging market needs and align with relevant industry standards.



#### PORTABLE

Completion of our microcredentials is recorded on your transcript and/or highlighted in a digital badge so your accomplishments travel with you.



## Cybersecurity Apprenticeship Program (CAP)

Partnering with leading global organizations to connect tomorrow's challenges with today's students.



### Preparing Students for a Career in Cybersecurity

Students benefit from hands-on cybersecurity experience in real-time. CAP was created by the Texas A&M cybersecurity team in partnership with global organizations. Students have the opportunity to earn industry certifications and learn relevant skills necessary for success in the cybersecurity industry.



## Nursing Shortage

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For the last 10 years,  
Registered Nurses has been  
the top job posting in Texas

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Texas will have a deficit of  
57,012 RNs by 2032



# Healthcare & Apprenticeship Stakeholder Workshop





# Healthcare & Apprenticeship Workshop









# 6th Annual Apprenticeship Texas Conference



## Untapped Populations – Second Chance





# GRACE Reentry Conference Promotion



# GRACE Reentry Conference





# Second Chance Pell Grants Summer 2023



# Three-Year Reincarceration Rate Based on Age at the Time of Release and the Number of Quarters of State Reported Wages



**Population: Males of all race/ethnicities released 1/1/2014-4/30/2016  
with a degree or certificate in any area of study (n= 759 )**