



# NORTHWEST GEORGIA HIGH DEMAND CAREER INITIATIVE SECTOR PARTNERSHIP

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# Project Recap

## HDCI Overview

- The High Demand Career Initiative (HDCI) was launched in 2014 by Governor Deal as a response to the workforce development challenges facing businesses in Georgia
- Next Step: Regional implementation of the model through **HDCI Sector Partnerships**.
- Sector Partnerships build an infrastructure of communication and collaboration between the public and private sectors.

## NWGA HDCI Sector Partnership

- Goal is to build a long-term partnership with the region's advanced manufacturers and workforce system partners to create a highly qualified workforce both now and in the future.
- Kickoff meeting in September
- Have been working to identify and recruit partners to participate

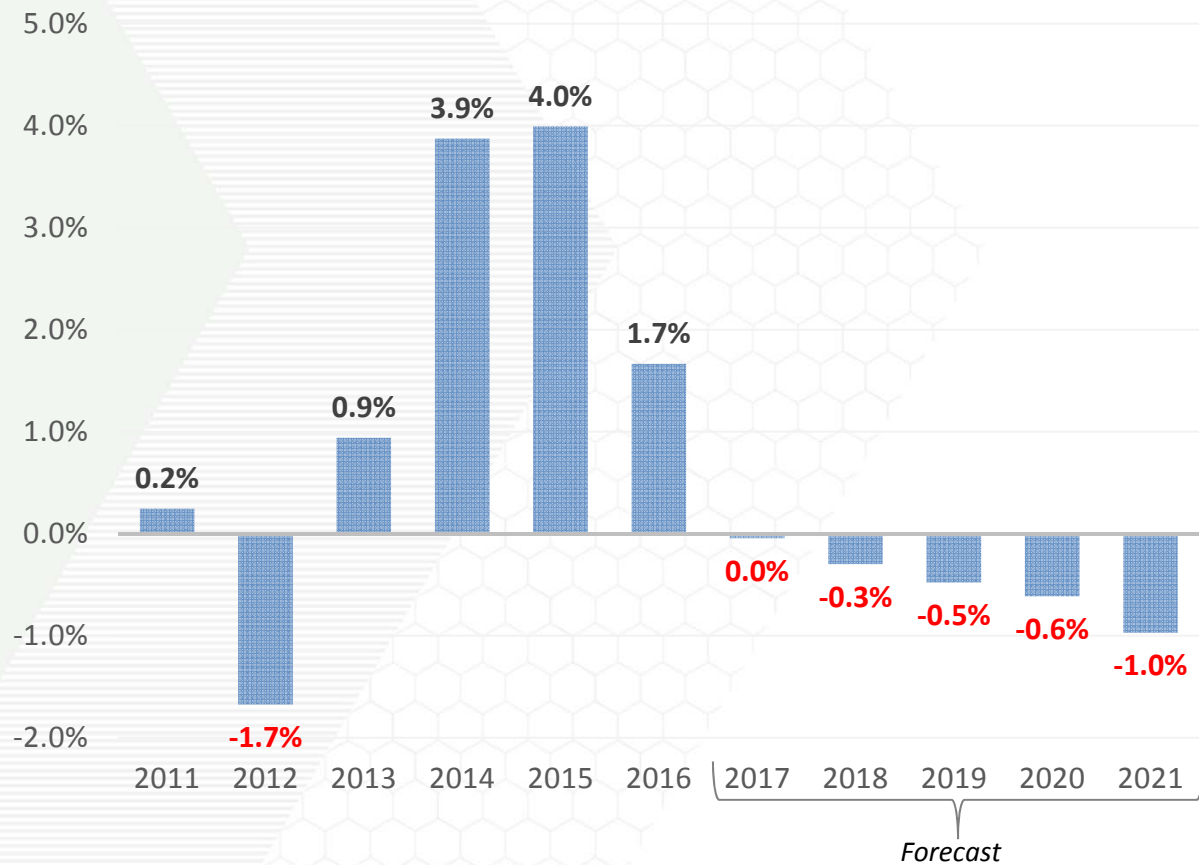
# Snapshot of Industry Data



**65,226**  
Jobs in Manufacturing  
in Region  
(2016)

**25%**  
Manufacturing's share  
of total employment in  
Northwest Georgia

### Percent Change of Manufacturing Employment for the NW Georgia Region



Source: Emsi 2017.3

# Snapshot of Industry Data

## Growth and Decline



NAICS	NAICS Title	2011	2016	% Change	Numeric Change
311	Food Manufacturing	3,577	3,591	0.4%	14
312	Beverage and Tobacco Product Manufacturing	565	797	41.1%	232
313	Textile Mills	9,121	10,706	17.4%	1,585
314	Textile Product Mills	22,396	21,860	-2.4%	-536
315	Apparel Manufacturing	109	74	-32.1%	-35
316	Leather and Allied Product Manufacturing	<10	<10	Insf. Data	Insf. Data
321	Wood Product Manufacturing	1,081	1,098	1.6%	17
322	Paper Manufacturing	1,283	1,487	15.9%	204
323	Printing and Related Support Activities	2,004	1,934	-3.5%	-70
324	Petroleum and Coal Products Manufacturing	33	52	57.6%	19
325	Chemical Manufacturing	3,079	3,173	3.1%	94
326	Plastics and Rubber Products Manufacturing	4,414	4,980	12.8%	566
327	Nonmetallic Mineral Product Manufacturing	795	944	18.7%	149
331	Primary Metal Manufacturing	1,188	1,253	5.5%	65
332	Fabricated Metal Product Manufacturing	1,713	2,368	38.2%	655
333	Machinery Manufacturing	1,626	1,444	-11.2%	-182
334	Computer and Electronic Product Manufacturing	409	365	-10.8%	-44
335	Electrical Equipment, Appliance, and Component Mar	1,211	1,778	46.8%	567
336	Transportation Equipment Manufacturing	2,774	4,747	71.1%	1,973
337	Furniture and Related Product Manufacturing	1,798	2,005	11.5%	207
339	Miscellaneous Manufacturing	656	566	-13.7%	-90
	<b>Total</b>	<b>59,841</b>	<b>65,226</b>	<b>9.0%</b>	<b>5,385</b>

Source: Emsi 2017.3

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# Snapshot of Industry Data

## Five-year Forecast



NAICS	NAICS Title	2016	2021	% Change	Numeric Change
311	Food Manufacturing	3,591	3,361	-6.4%	-230
312	Beverage and Tobacco Product Manufacturing	797	816	2.4%	19
313	Textile Mills	10,706	10,612	-0.9%	-94
	Textile Product Mills	21,860	18,309	-16.2%	-3,551
315	Apparel Manufacturing	74	73	-1.4%	-1
316	Leather and Allied Product Manufacturing	<10	<10	Insf. Data	Insf. Data
321	Wood Product Manufacturing	1,098	1,188	8.2%	90
322	Paper Manufacturing	1,487	1,548	4.1%	61
323	Printing and Related Support Activities	1,934	2,019	4.4%	85
324	Petroleum and Coal Products Manufacturing	52	61	17.3%	9
325	Chemical Manufacturing	3,173	3,304	4.1%	131
	Plastics and Rubber Products Manufacturing	4,980	5,375	7.9%	395
327	Nonmetallic Mineral Product Manufacturing	944	927	-1.8%	-17
331	Primary Metal Manufacturing	1,253	1,353	8.0%	100
	Fabricated Metal Product Manufacturing	2,368	2,835	19.7%	467
333	Machinery Manufacturing	1,444	1,527	5.7%	83
334	Computer and Electronic Product Manufacturing	365	372	1.9%	7
335	Electrical Equipment, Appliance, and Component Man	1,778	1,776	-0.1%	-2
	Transportation Equipment Manufacturing	4,747	5,555	17.0%	808
337	Furniture and Related Product Manufacturing	2,005	2,051	2.3%	46
339	Miscellaneous Manufacturing	566	605	6.9%	39
	<b>Total</b>	<b>65,226</b>	<b>63,670</b>	<b>-2.4%</b>	<b>-1,556</b>

Source: Emsi 2017.3

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# Largest Occupations in Industry

Description	2016	% of Total Jobs in Industry (2016)
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	7,538	11.56%
Team Assemblers	4,612	7.07%
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	2,948	4.52%
First-Line Supervisors of Production and Operating Workers	2,746	4.21%
Sewing Machine Operators	2,035	3.12%
Industrial Truck and Tractor Operators	1,998	3.06%
Helpers--Production Workers	1,892	2.90%
Inspectors, Testers, Sorters, Samplers, and Weighers	1,889	2.90%
Laborers and Freight, Stock, and Material Movers, Hand	1,788	2.74%
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	1,630	2.50%

**45%**  
Percent of Manufacturing Employment

**1**  
Number of occupations to decline

# Fastest Growing Occupations

Employment Trends 2011 - 2016



Description	2011	2016	Change	% Change	% of Total Jobs in Industry (2016)
Team Assemblers	3,497	4,612	1,115	32%	7.07%
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	6,568	7,538	970	15%	11.56%
Tire Builders	452	737	285	63%	1.13%
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	1,371	1,630	259	19%	2.50%
Industrial Machinery Mechanics	1,364	1,609	245	18%	2.47%
First-Line Supervisors of Production and Operating Workers	2,526	2,746	220	9%	4.21%
Industrial Truck and Tractor Operators	1,819	1,998	179	10%	3.06%
Welders, Cutters, Solderers, and Brazers	497	647	150	30%	0.99%
Helpers--Production Workers	1,749	1,892	143	8%	2.90%
Maintenance and Repair Workers, General	1,012	1,142	130	13%	1.75%

# Predicted High-Growth Occupations

Five-year Forecast



Occupations expected the most growth in the industry from 2016 to 2021

- **Team Assemblers (260)**
- Machinists (95)
- Welders, Cutters, Solderers, and Brazers (82)
- Tire Builders (79)
- Industrial Machinery Mechanics (75)
- Computer-Controlled Machine Tool Operators, Metal and Plastic (46)
- Multiple Machine tool Setters, Operators, and Tenders, Metal and Plastic (31)
- **Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders (26)**
- Assemblers and Fabricators, All Other (22)
- Mechanical Engineers (21)

14%

Total Jobs  
Currently in  
Industry

**737 total new jobs in the industry**



# Annual Openings vs. Completions



Description	2016	Change	% Change	Annual Openings	Regional Completions (2015)	Projected Annual Skills Gap	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Industrial Machinery Mechanics	1,990	346	21%	248	178	(70)	HS diploma	None	Long-term
Maintenance and Repair Workers, General	3,248	365	13%	360	0	(360)	HS diploma	None	Long-term
First-Line Supervisors of Production and Operating Workers	3,085	251	9%	369	17	(352)	HS diploma	Less than 5 years	None
Team Assemblers	5,321	1,238	30%	835	0	(835)	HS diploma	None	Moderate-term
Welders, Cutters, Solderers, and Brazers	884	198	29%	133	312	179	HS diploma	None	Moderate-term
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	7,544	971	15%	1,121	178	(943)	HS diploma	None	Moderate-term
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	1,638	261	19%	278	0	(278)	HS diploma	None	Moderate-term
Tire Builders	745	287	63%	131	0	(131)	HS diploma	None	Moderate-term
Helpers--Production Workers	2,338	206	10%	408	0	(408)	No formal educ req'd	None	Short-term
Industrial Truck and Tractor Operators	3,266	176	6%	418	0	(418)	No formal educ req'd	None	Short-term
	<b>30,060</b>	<b>4,300</b>	<b>17%</b>	<b>4,301</b>					

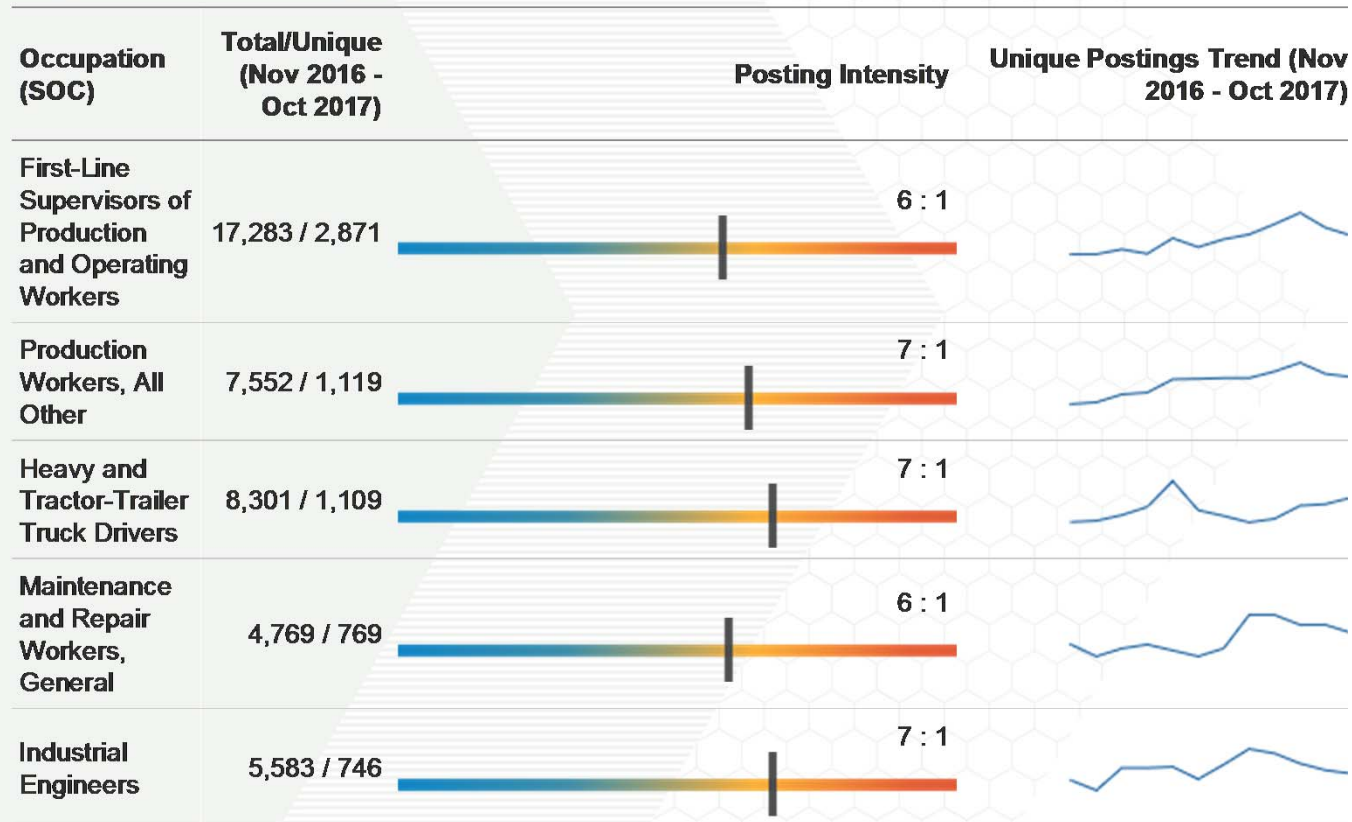
Source: Emsi 2017.3

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# Jobs Posting Analytics



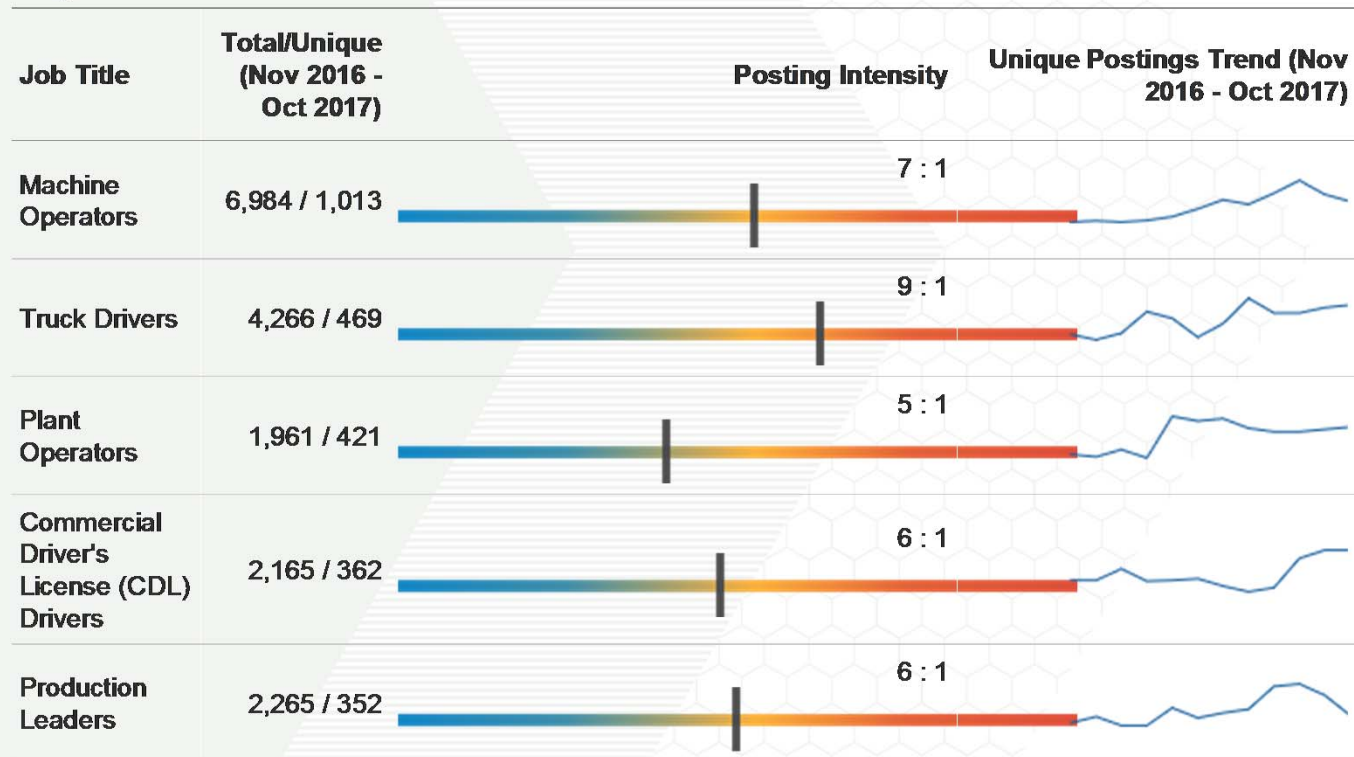
## Top Posted Occupations



# Jobs Posting Analytics



## Top Posted Job Titles



# Jobs Posting Analytics



## Top Hard Skills

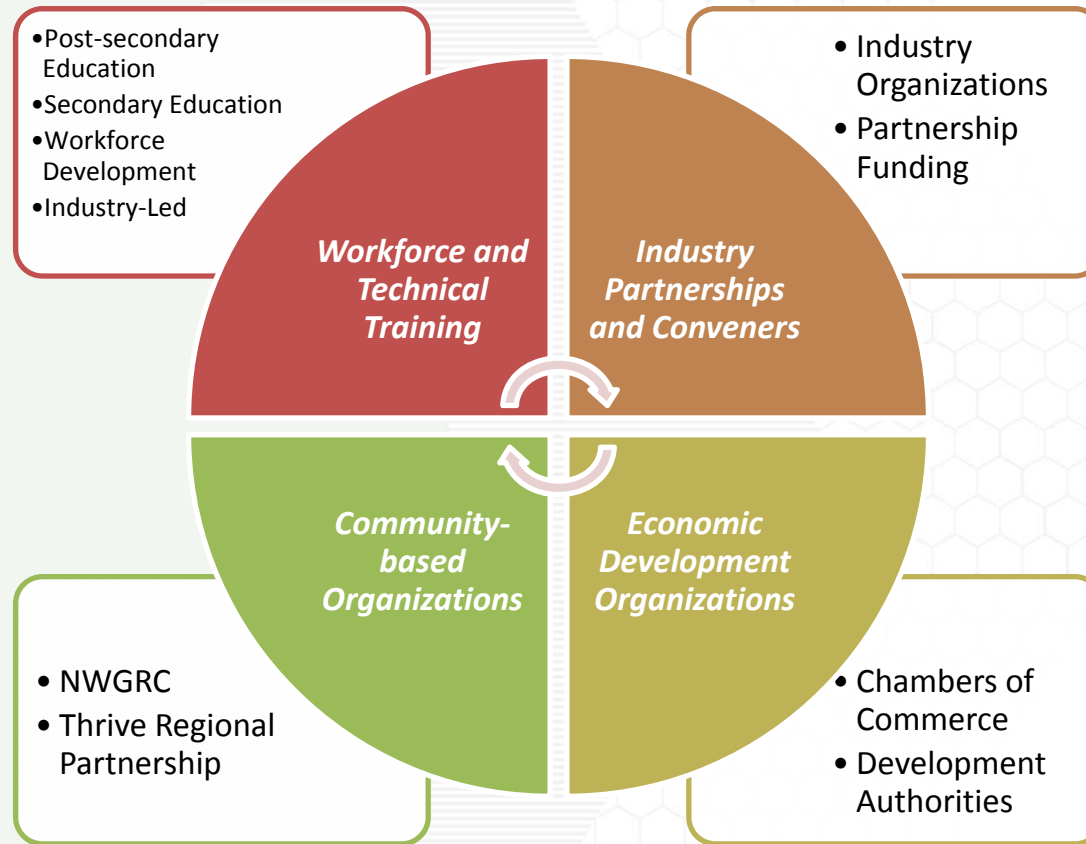
- Flooring
- Tiling
- Lamination (flooring)
- Renovation
- Warehousing
- Finance
- Packaging and Labeling
- Selling Techniques
- Microsoft Access
- Purchasing

## Top Common Skills

- Operations
- Construction
- Management
- Sales
- Communications
- Leadership
- Innovation
- Customer Service
- Problem Solving
- Troubleshooting



# Regional Program Inventory



***Plus Statewide, Multistate, and Nationwide Resources***

# Discussion

**Group 1**

Barbara Ward  
Ginger Mathis  
Shane Evans  
Clay Cooper  
Bruce Bowman  
Lesia Lambert  
Catherin Corley

**Group 2**

Sylvia Keziah  
Kerri Hosmer  
Jim Powell  
Linda McEntire  
Deana Perry  
Kyle Hood  
Lisa Adkisson

**Group 3**

Chris Thomas  
Randall Griffus  
John Zegers  
Dickie Bone  
Terri Morgan  
Stephanie Searce

**Describe the ideal  
mechanism(s) to attain the  
talent businesses need.**



**It's five years from now,  
what has changed in the  
region that tells you talent  
needs are no longer a  
challenge?**

**What do you want to  
happen next to move the  
sector partnership forward?**

# Thank You!



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## Next Steps

- Identify and interview manufacturers and workforce system partners

## Upcoming Meetings

- TBA