The Work Force Paradox
Fond du Lac’s Response
Setting the Stage
How do we know what we know?
Fond du Lac County Labor History

![Bar chart showing labor force and employed individuals from 2000 to 2011.](chart.png)
Retirement Study
Research Methodology

- Formed a task-force of representatives in Fond du Lac County

- Employee Survey:
  - Completed by 3,197 employees representing an estimated 12,000 of Fond du Lac County’s labor force of 56,687

- Employer Survey:
  - Completed by 27 employers

- Validate and support findings with Bureau of Labor Statistics data, Economic and Workforce Development data, and other employment data sources
Labor Force Departures

- 0-15 years
- 16-30 years
- 30-45 years

2011 Responses:
- 51% 0-15 years
- 34% 16-30 years
- 15% 30-45 years

2008 Results:
- 49% 0-15 years
- 36% 16-30 years
- 15% 30-45 years

Historical Results:
- 33% 0-15 years
- 33% 16-30 years
- 34% 30-45 years
Respondent Age

- 25 years and under: 4.8%
- 26 to 35 years: 17.0%
- 36 to 45 years: 23.2%
- 46 to 55 years: 32.1%
- Over age 55: 22.9%
Retirement by Specialty Area

<table>
<thead>
<tr>
<th>Specialty</th>
<th>16 or more years</th>
<th>11 to 15 years</th>
<th>6 to 10 years</th>
<th>5 years or less</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>35.5%</td>
<td>48.7%</td>
<td>14.3%</td>
<td>20.4%</td>
</tr>
<tr>
<td>Customer</td>
<td>20.4%</td>
<td>13.6%</td>
<td>16.8%</td>
<td>17.8%</td>
</tr>
<tr>
<td>Prod/Ops.</td>
<td>20.4%</td>
<td>14.3%</td>
<td>16.8%</td>
<td>13.0%</td>
</tr>
<tr>
<td>Education</td>
<td>19.7%</td>
<td>15.6%</td>
<td>17.8%</td>
<td>14.8%</td>
</tr>
<tr>
<td>Finance</td>
<td>18.6%</td>
<td>16.0%</td>
<td>11.5%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Engineering</td>
<td>15.1%</td>
<td>16.8%</td>
<td>10.3%</td>
<td>15.7%</td>
</tr>
<tr>
<td>Construction</td>
<td>10.3%</td>
<td>17.8%</td>
<td>15.7%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Marketing</td>
<td>10.4%</td>
<td>14.8%</td>
<td>19.8%</td>
<td>16.8%</td>
</tr>
</tbody>
</table>

FOND DU LAC AREA ASSOCIATION OF COMMERCE
Promoting commerce ▪ Developing partnerships ▪ Creating opportunities ▪ Building community
Factors Influencing Retirement 2008 vs. 2011

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial security at time of retirement</td>
<td>56.20%</td>
<td>20.40%</td>
<td>23.40%</td>
<td>62.70%</td>
<td>23.90%</td>
<td>13.40%</td>
</tr>
<tr>
<td>Access to post-employment benefits (e.g. health insurance)</td>
<td>40.50%</td>
<td>25.70%</td>
<td>33.80%</td>
<td>51.40%</td>
<td>19.90%</td>
<td>28.80%</td>
</tr>
<tr>
<td>Reaching Social Security &amp; Medicare eligibility</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>34.70%</td>
<td>30.50%</td>
<td>34.90%</td>
</tr>
<tr>
<td>Job stress/pressure</td>
<td>32.90%</td>
<td>33.60%</td>
<td>33.60%</td>
<td>25.20%</td>
<td>34.40%</td>
<td>40.40%</td>
</tr>
<tr>
<td>Early retirement incentives</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>23.10%</td>
<td>13.70%</td>
<td>63.20%</td>
</tr>
<tr>
<td>Insufficient salary and benefits</td>
<td>24.70%</td>
<td>21%</td>
<td>54.30%</td>
<td>20.30%</td>
<td>22.90%</td>
<td>56.70%</td>
</tr>
<tr>
<td>Reaching mandatory retirement age</td>
<td>42.20%</td>
<td>31.90%</td>
<td>25.90%</td>
<td>15.60%</td>
<td>25.10%</td>
<td>59.30%</td>
</tr>
<tr>
<td>Physical demands of the job</td>
<td>18.90%</td>
<td>27.80%</td>
<td>53.30%</td>
<td>15.30%</td>
<td>23.20%</td>
<td>61.50%</td>
</tr>
<tr>
<td>Coincide with spouse's/partner's retirement</td>
<td>31.30%</td>
<td>23.90%</td>
<td>44.80%</td>
<td>15.20%</td>
<td>23.90%</td>
<td>60.90%</td>
</tr>
<tr>
<td>Health related issues</td>
<td>22.30%</td>
<td>26.70%</td>
<td>51%</td>
<td>13.30%</td>
<td>25.60%</td>
<td>61.10%</td>
</tr>
<tr>
<td>Family obligations</td>
<td>29.40%</td>
<td>20.10%</td>
<td>50.50%</td>
<td>10.90%</td>
<td>23.10%</td>
<td>66%</td>
</tr>
<tr>
<td>Lack of interesting work</td>
<td>23.90%</td>
<td>15.20%</td>
<td>60.90%</td>
<td>8.90%</td>
<td>13.80%</td>
<td>77.30%</td>
</tr>
<tr>
<td>Technical demands of the job</td>
<td>22.20%</td>
<td>26.80%</td>
<td>51%</td>
<td>8.50%</td>
<td>25.50%</td>
<td>66.10%</td>
</tr>
<tr>
<td>Desire for a career change</td>
<td>29.10%</td>
<td>19.30%</td>
<td>51.70%</td>
<td>6.90%</td>
<td>14.10%</td>
<td>79%</td>
</tr>
</tbody>
</table>
### Post Retirement Activities

**2008 vs. 2011**

<table>
<thead>
<tr>
<th>Activity</th>
<th>2008</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golf/fish/shop/knit/travel, etc.</td>
<td>52.0%</td>
<td>74.4%</td>
</tr>
<tr>
<td>Work in a non-related job for a different employer</td>
<td>36.0%</td>
<td>37.5%</td>
</tr>
<tr>
<td>Work in a related job for my current employer</td>
<td>19.8%</td>
<td>20.7%</td>
</tr>
<tr>
<td>Work in a related job for a different employer</td>
<td>19.5%</td>
<td>19.6%</td>
</tr>
<tr>
<td>Go back to school or Train for a new job</td>
<td>23.1%</td>
<td>12.6%</td>
</tr>
<tr>
<td>Work in a non-related job for my current employer</td>
<td>8.9%</td>
<td>7.6%</td>
</tr>
</tbody>
</table>
Percent of Planned Replacements in the Next 5 Years 2008 vs. 2011

<table>
<thead>
<tr>
<th>Percent</th>
<th>2008</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>47.8%</td>
<td>58.3%</td>
</tr>
<tr>
<td>90-99%</td>
<td>23.9%</td>
<td>20.8%</td>
</tr>
<tr>
<td>80-89%</td>
<td>4.3%</td>
<td>8.3%</td>
</tr>
<tr>
<td>70-79%</td>
<td>10.9%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Less than 70%</td>
<td>13.0%</td>
<td>8.3%</td>
</tr>
</tbody>
</table>
Unless strategically addressed, Fond du Lac county could see over 19,000 unfilled jobs by 2026
Relying on typical responses is like betting against instant replay!
Prioritizing

Who’s In Charge?
Adult Job Fair
Nation Job Web Site

www.nationjob.cm
Manufacturing Task Force
Youth Apprenticeships

Kondex Corporation

Mercury Marine - Printing
8th Grade Career Fair
Leaders as Readers
Business/Industry/Education Day
Project GRILL

Oakfield H.S. – MAG IAS – Fond du Lac

Campbellsport H.S. – JF Ahern Co.
Tours For Seniors
Post Card Campaign

Manufacturing is ...

THINK BIG. THINK MANUFACTURING. START NOW.
Fond du Lac Association of Commerce

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Fond du Lac Association of Commerce
Think Big | Think MANUFACTURING

The forecast for manufacturing jobs is strong. Through 2016, opportunities in manufacturing are expected to account for a large percentage of Wisconsin jobs. These jobs provide great wages and challenging career paths. How can you get in on the action?

1. **Contact** your high school counselor.
2. **Explore** a career that best suits your interests and goals.
3. **Enroll** in a high school tech ed class. *It's not too late!*
4. **Earn** wages or college credit in a work/study program.
Junior Achievement
Career Cruising

Real world

Students are more motivated when they understand that what they’re studying matters to employers in the real world. Fact is, no other career development program has one-tenth as many real world touch points as ccEngage.

Exploration and discovery

Our persona assessment and career matching tools are simply better than anything else, anywhere. They help students learn more about their own interests and identify careers that fit.
# Brown Bag Lunch Series

Open to students & parents. Come see what today's manufacturing really is!

<table>
<thead>
<tr>
<th>Date</th>
<th>Featured Company</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAR 14</td>
<td>J.F. Ahern</td>
<td>11:38 a.m. - 12:11 p.m. and 12:25 p.m. - 12:58 p.m.</td>
</tr>
<tr>
<td>APR 11</td>
<td>Michels Corporation</td>
<td>11:38 a.m. - 12:11 p.m. and 12:25 p.m. - 12:58 p.m.</td>
</tr>
<tr>
<td>MAY 9</td>
<td>Mid-States Aluminum Corporation</td>
<td>11:38 a.m. - 12:11 p.m. and 12:25 p.m. - 12:58 p.m.</td>
</tr>
</tbody>
</table>

Explore career options. Explore your potential.

Presented by the Fond du Lac Area Association of Commerce Youth Career Development program, in partnership with Campbellssport High School. For more information call (920) 921-9500.
Assimilation Group

- K-12 Education
  - Large and Small
- Post Secondary Education
  - University/UWFDL/MPTC
- State Government
- Workforce Development
- CEO representing large and medium sized companies
- Senior Level Human Resources
- Economic Development

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What is next?

- Many new and innovative ideas that need to be coordinated – avoid turf wars and duplication
- Parents need to be engaged much earlier
- Every student to take ACT
- 4 year college degrees are not for everyone – re-define SUCCESS
- HR departments need to be re-organized
- Businesses need to stand beside education
- Education at all levels need to become nimble and prioritize local needs
- Manufacturing jobs need to be “COOL”
- Get serious about Diversity
  - Recruitment and Retention
- Learn from our neighbors
Thank You