

# The Work Force Paradox

## Fond du Lac's Response

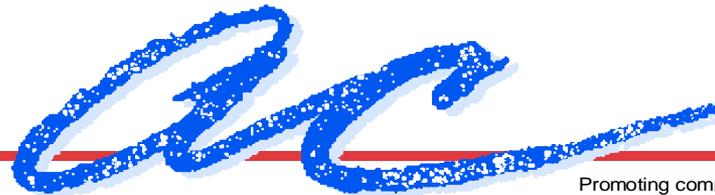


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# Setting the Stage

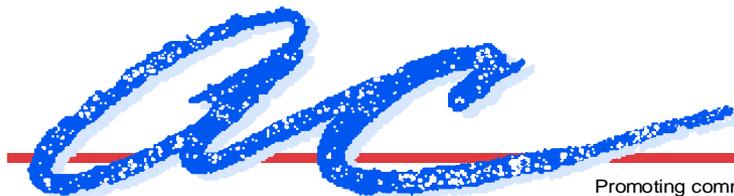
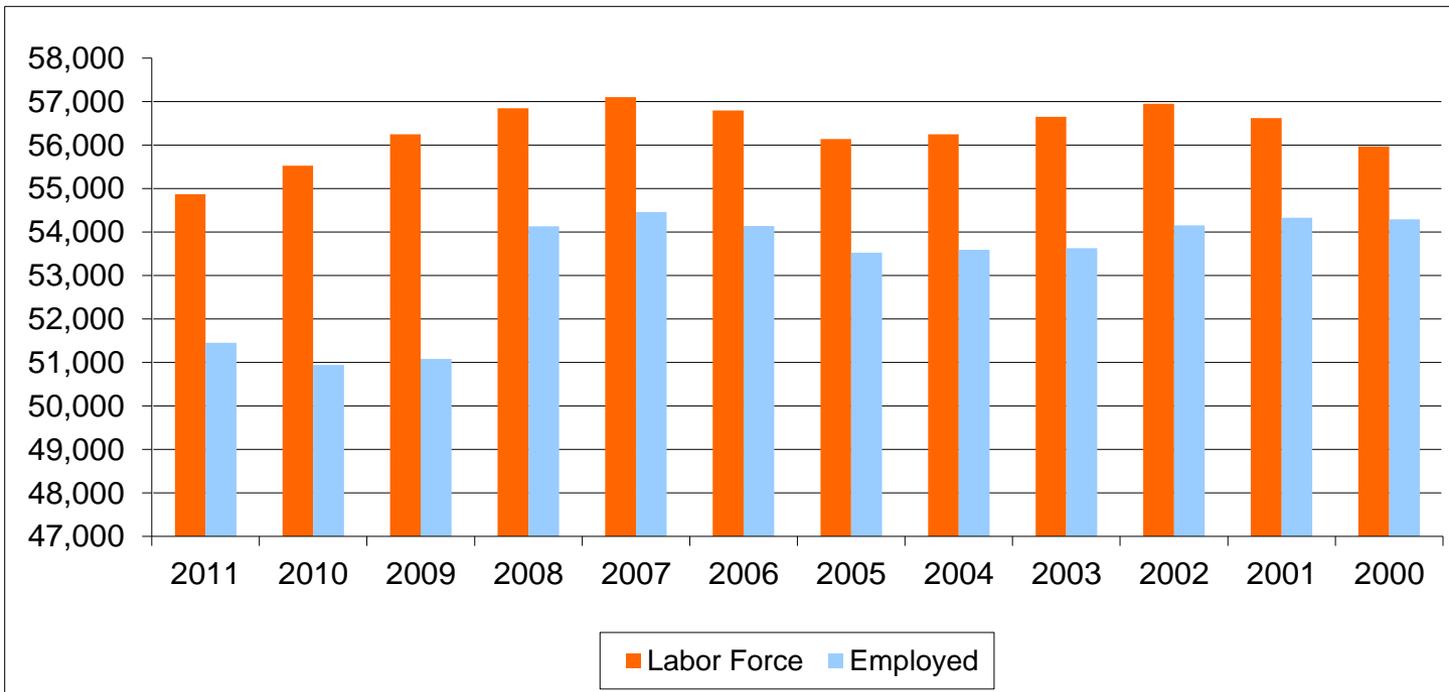
## How do we know what we know?



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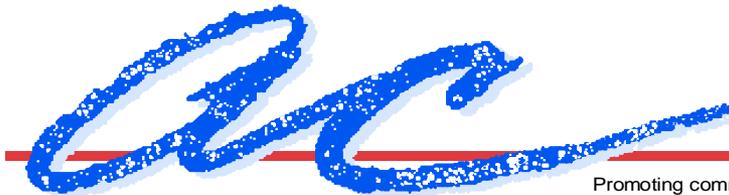
# Fond du Lac County Labor History



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# Retirement Study



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# Research Methodology

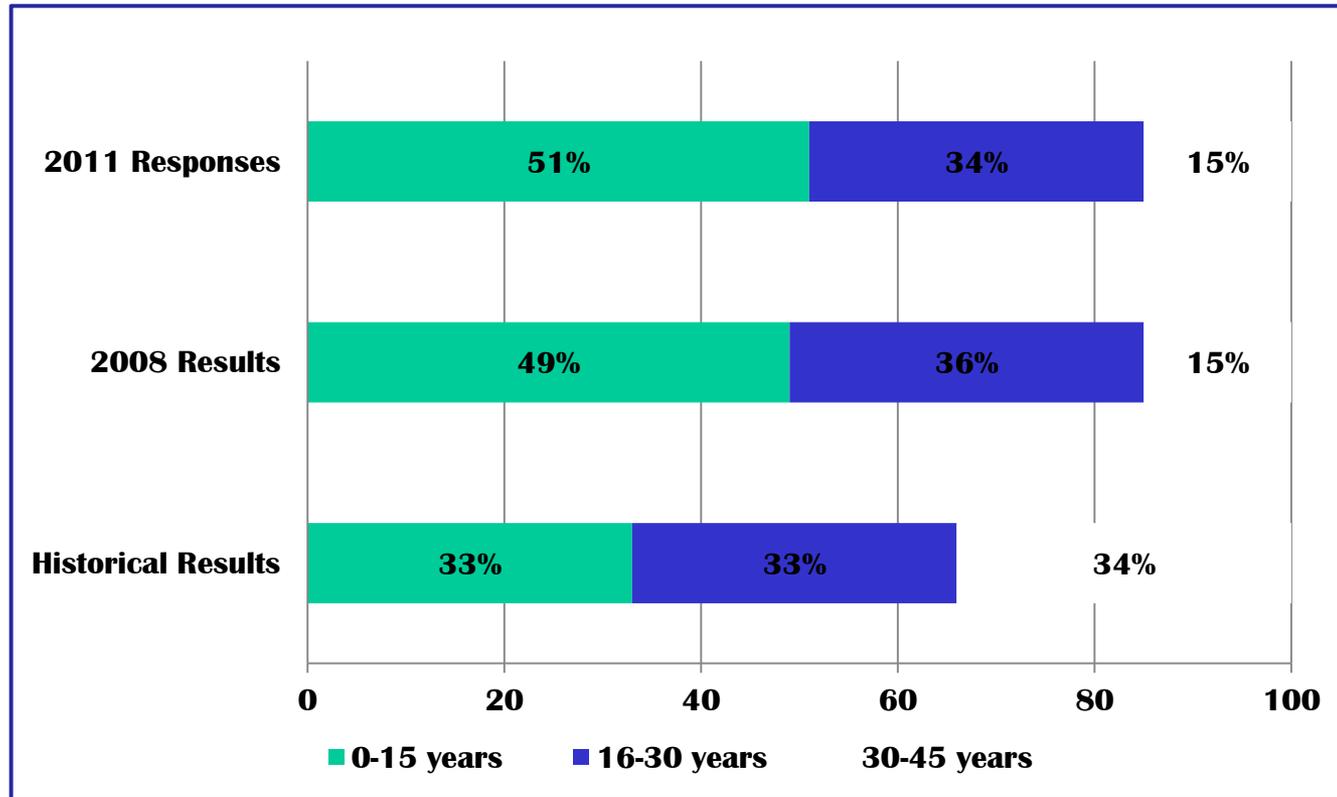
- **Formed a task-force of representatives in Fond du Lac County**
- **Employee Survey:**
  - **Completed by 3,197 employees representing an estimated 12,000 of Fond du Lac County's labor force of 56,687**
- **Employer Survey:**
  - **Completed by 27 employers**
- **Validate and support findings with Bureau of Labor Statistics data, Economic and Workforce Development data, and other employment data sources**



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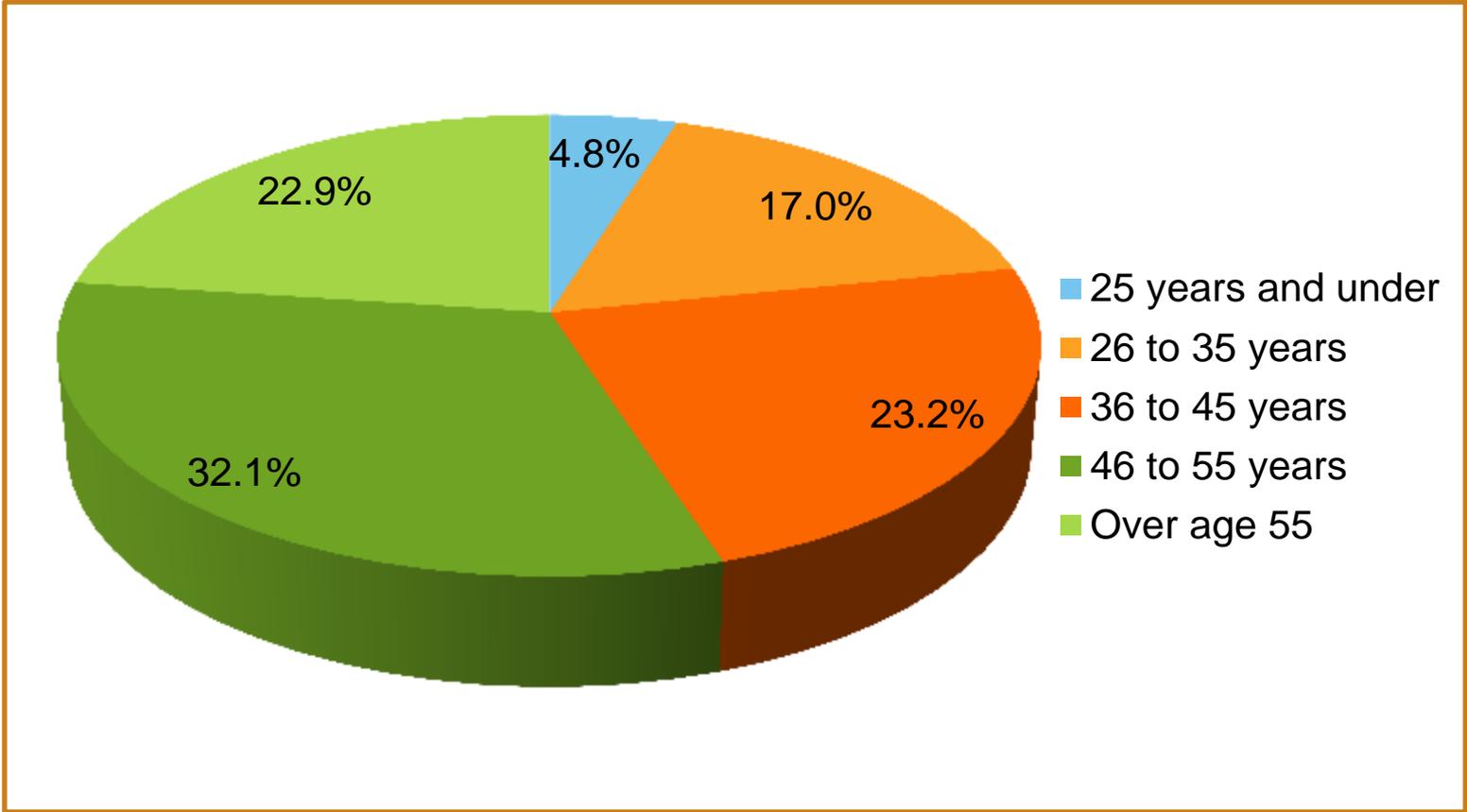
# Labor Force Departures



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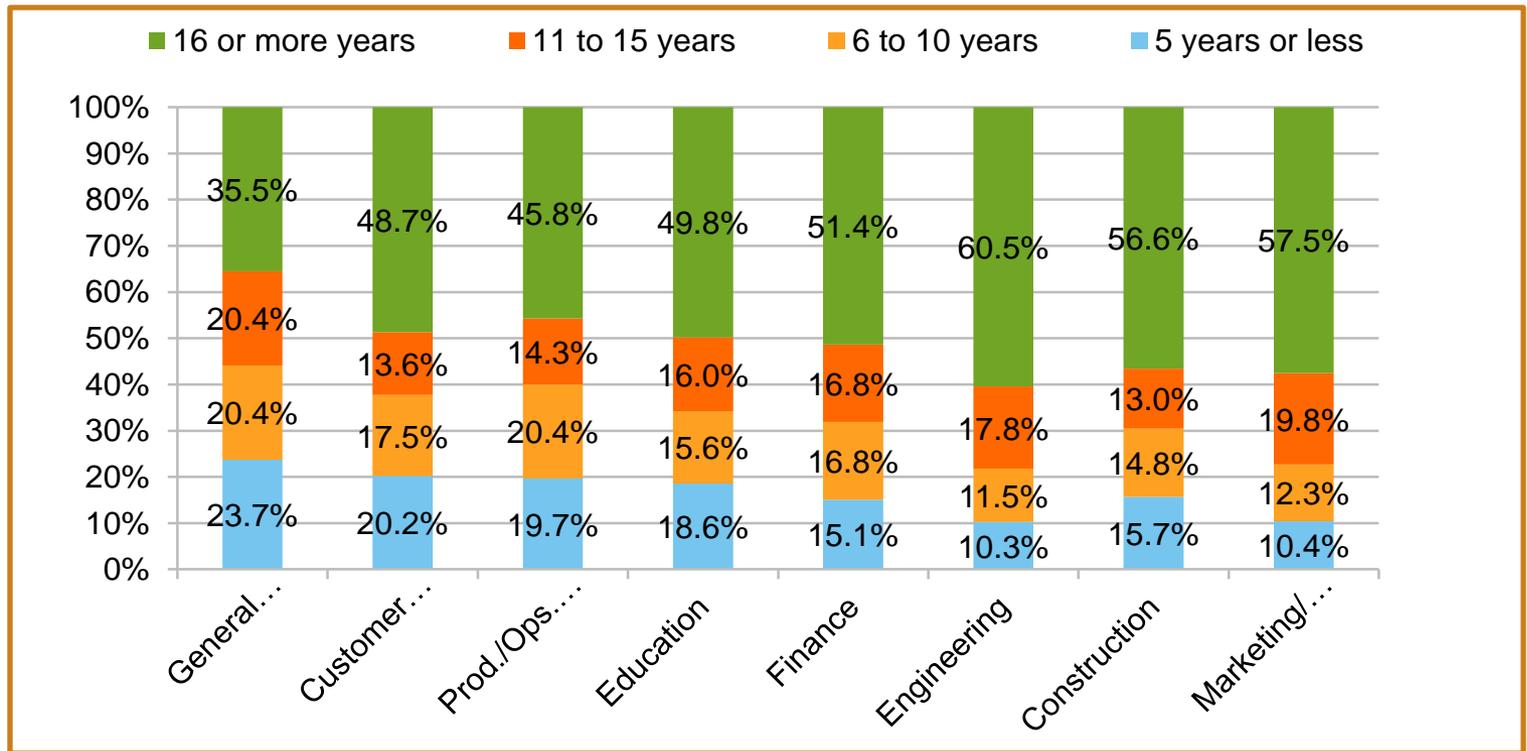
# Respondent Age



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# Retirement by Specialty Area



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# Factors Influencing Retirement 2008 vs. 2011

	2008			2011		
	Major Factor	Minor Factor	Not a Factor	Major Factor	Minor Factor	Not a Factor
Financial security at time of retirement	56.20%	20.40%	23.40%	62.70%	23.90%	13.40%
Access to post-employment benefits (e.g. health insurance)	40.50%	25.70%	33.80%	51.40%	19.90%	28.80%
Reaching Social Security & Medicare eligibility	N/A	N/A	N/A	34.70%	30.50%	34.90%
Job stress/pressure	32.90%	33.60%	33.60%	25.20%	34.40%	40.40%
Early retirement incentives	N/A	N/A	N/A	23.10%	13.70%	63.20%
Insufficient salary and benefits	24.70%	21%	54.30%	20.30%	22.90%	56.70%
Reaching mandatory retirement age	42.20%	31.90%	25.90%	15.60%	25.10%	59.30%
Physical demands of the job	18.90%	27.80%	53.30%	15.30%	23.20%	61.50%
Coincide with spouse's/partner's retirement	31.30%	23.90%	44.80%	15.20%	23.90%	60.90%
Health related issues	22.30%	26.70%	51%	13.30%	25.60%	61.10%
Family obligations	29.40%	20.10%	50.50%	10.90%	23.10%	66%
Lack of interesting work	23.90%	15.20%	60.90%	8.90%	13.80%	77.30%
Technical demands of the job	22.20%	26.80%	51%	8.50%	25.50%	66.10%
Desire for a career change	29.10%	19.30%	51.70%	6.90%	14.10%	79%

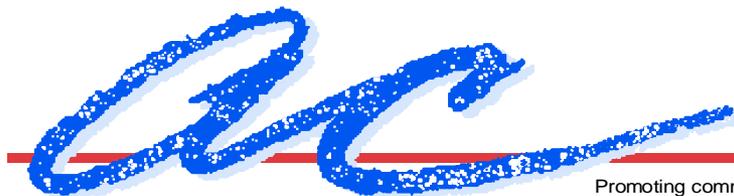


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# Post Retirement Activities 2008 vs. 2011

	2008	2011
Golf/fish/shop/knit/travel, etc.	52.0%	74.4%
Work in a non-related job for a different employer	36.0%	37.5%
Work in a related job for my current employer	19.8%	20.7%
Work in a related job for a different employer	19.5%	19.6%
Go back to school or Train for a new job	23.1%	12.6%
Work in a non-related job for my current employer	8.9%	7.6%



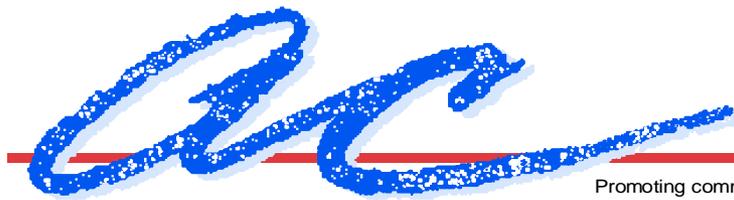
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# Percent of Planned Replacements in the Next 5 Years 2008 vs. 2011



	2008	2011
100%	47.8%	58.3%
90-99 %	23.9%	20.8%
80-89 %	4.3%	8.3%
70-79 %	10.9%	4.2%
Less than 70 %	13.0%	8.3%



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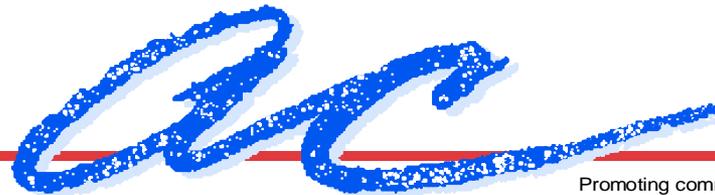
**Unless strategically  
addressed, Fond du Lac  
county could see over  
19,000 unfilled jobs by  
2026**



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# Relying on typical responses is like betting against instant replay!

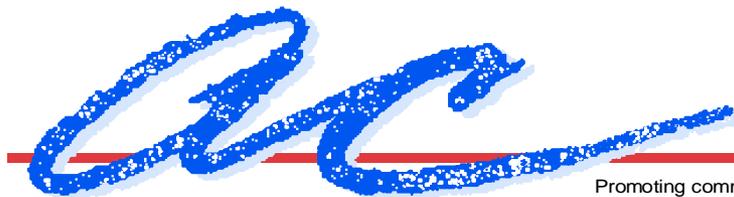


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# Prioritizing

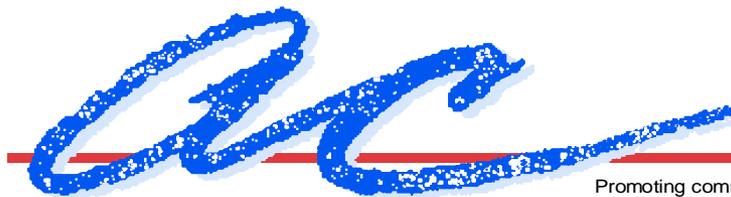
# Who's In Charge?



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# Adult Job Fair



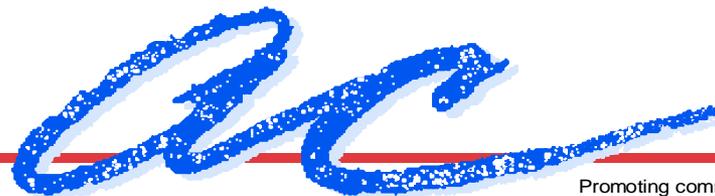
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# Nation Job Web Site



[www.nationjob.com](http://www.nationjob.com)

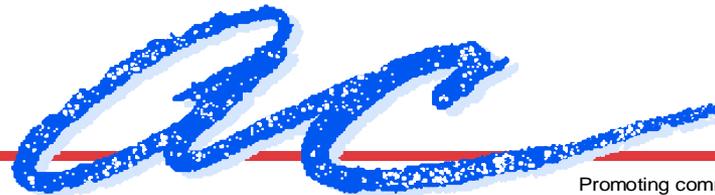


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# Manufacturing Task Force



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# Youth Apprenticeships



**Kondex Corporation**



**Mercury Marine - Printing**

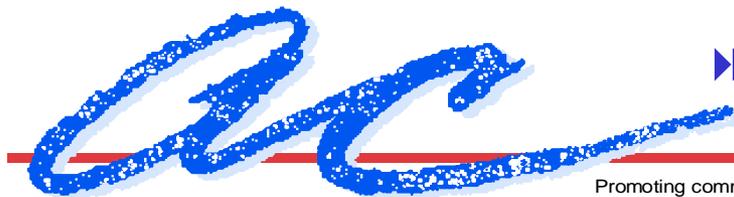


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# 8<sup>th</sup> Grade Career Fair

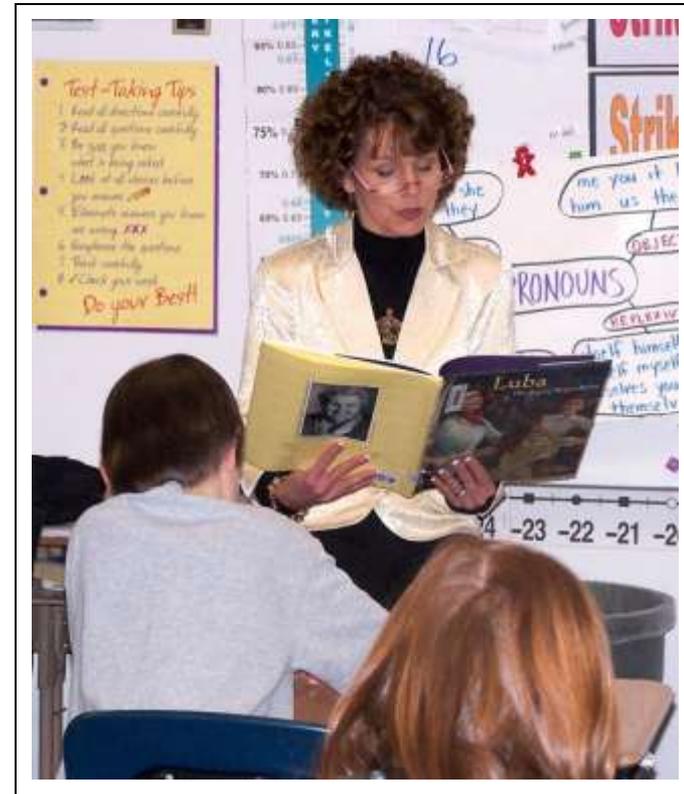


► **Career Exploration Inventory**

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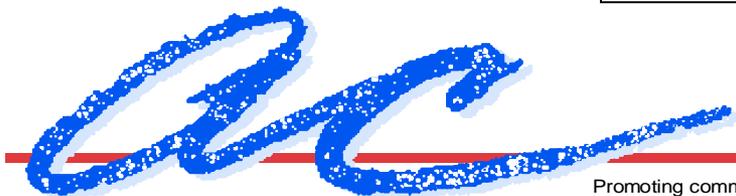
# Leaders as Readers



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# Business/Industry/Education Day



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# Project GRILL



**Oakfield H.S. –  
MAG IAS – Fond du Lac**



**Campbellsport H.S. – JF Ahern Co.**

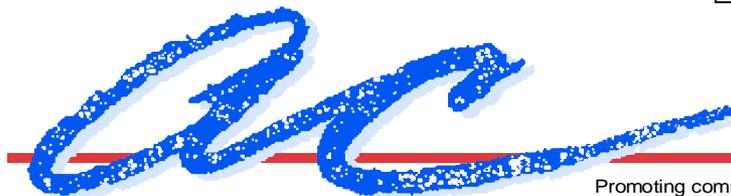
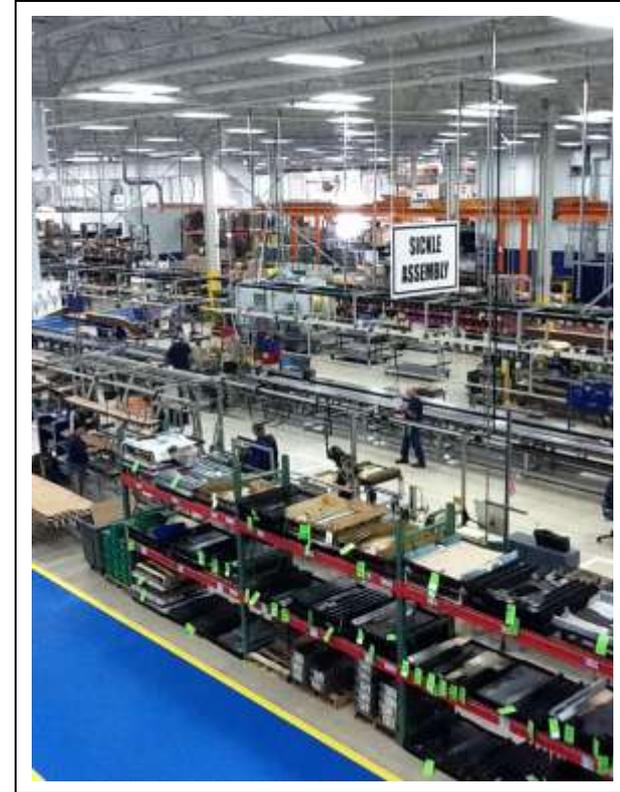


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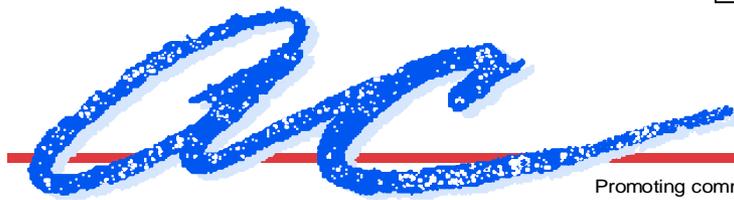
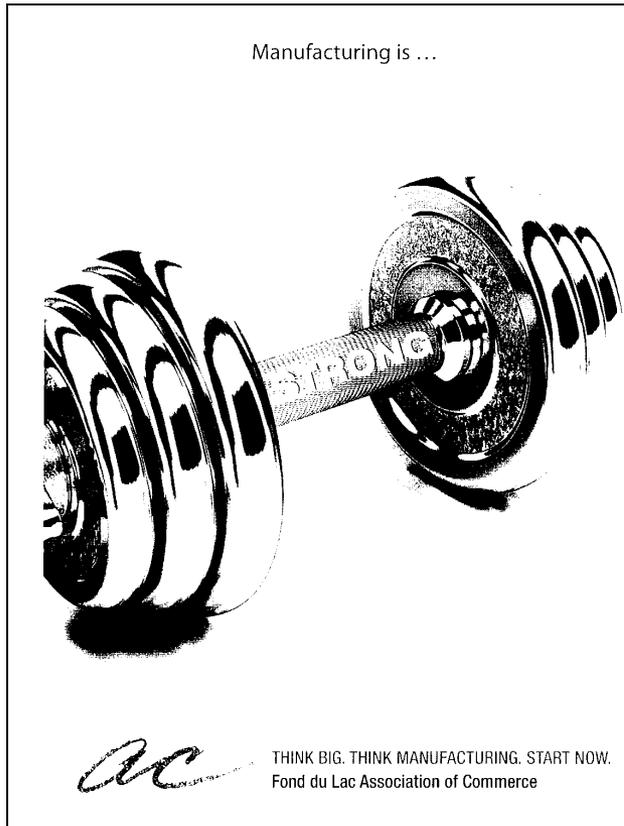
# Tours For Seniors



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# Post Card Campaign



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# Post Card Campaign

## Think Big | Think MANUFACTURING

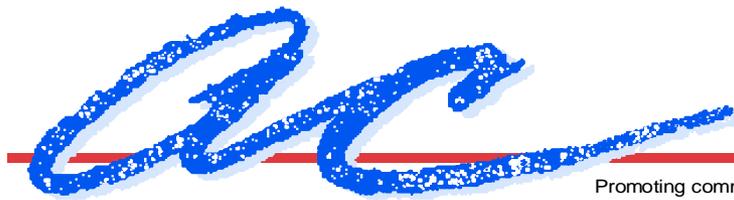
Contact  
your high school  
counselor!

PRST STD  
US POSTAGE  
PAID  
UMS

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.

Wisconsin Department of Education | Dept. of Learning | Dept. of Technical Education | Dept. of Career Services

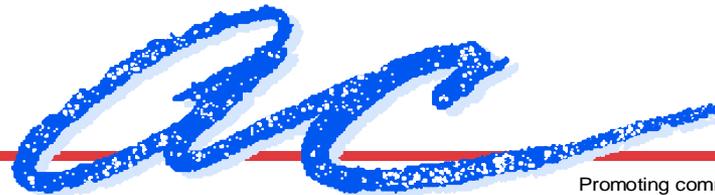


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# Junior Achievement



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# 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.**



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# ac brown bag

## Lunch Series

OPEN TO STUDENTS & PARENTS. COME SEE WHAT TODAY'S MANUFACTURING REALLY IS!

Wednesday  
**MAR 14**

Featured Company: J.F. Ahern  
The Commons  
11:38 a.m. - 12:11 p.m. and 12: 25 p.m. - 12:58 p.m.

Wednesday  
**APR 11**

Featured Company: Michels Corporation  
The Commons  
11:38 a.m. - 12:11 p.m. and 12: 25 p.m. - 12:58 p.m.

Wednesday  
**MAY 9**

Featured Company: Mid-States Aluminum Corporation  
The Commons  
11:38 a.m. - 12:11 p.m. and 12: 25 p.m. - 12:58 p.m.



**J.F. AHERN**

**MICHEL'S CORPORATION**

**MID-STATES ALUMINUM CORP.**  
Where Creative Solutions Take Shape

Explore career options.

Explore your potential.

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



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# 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



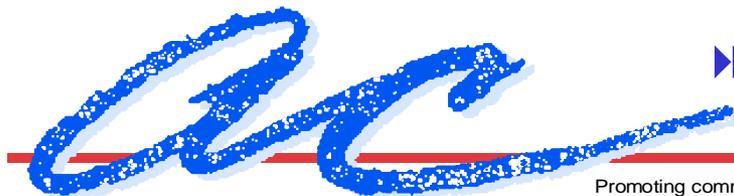
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# What is next?

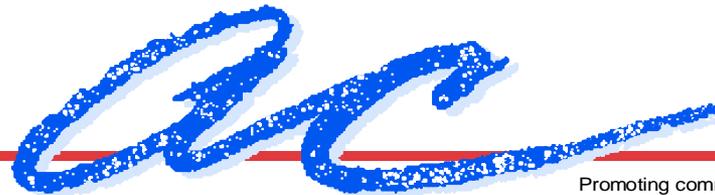
- ▶ Many new and innovative ideas that need to be coordinated – avoid turf wars and duplication
- ▶ Parents need to be engaged much earlier
- ▶ Every student to take ACT
- ▶ 4 year college degrees are not for everyone – re-define SUCCESS
- ▶ HR departments need to be re-organized
- ▶ Businesses need 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



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# Thank You



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