

Data-Driven Reemployment Strategies

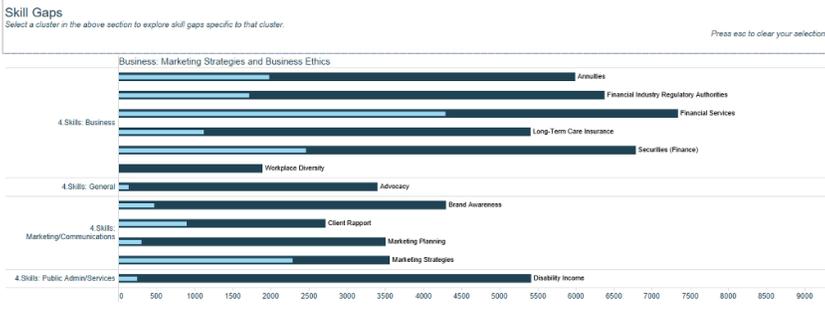
Framework for success

Recent events have brought existing trends in work, and flaws in education and training, to the forefront of policy conversations. Automation, the need for remote education, outdated workforce systems, and many other factors had been at work for decades. Covid-19 has made addressing these shifts more urgent. To support states, regions, and organizations in both rapid reemployment and creating better systems which were already needed for the future of work, Emsi has developed a three-step framework: (1) inform decision-makers, (2) align education and training to demand, and (3) connect jobseekers and businesses based on skills and demand.

1. Inform decision-makers

To create effective reemployment strategies, decision-makers need actionable data on their region's talent shortages and opportunities. In this first step, we visualize real-time employer demand and workforce supply data in a dashboard. This dashboard gives workforce leaders and policy makers a clear sense of in-demand skills and careers in their regions and reveals upskilling and reskilling opportunities for the laid-off and underemployed.





2. Training and education aligned to meet demand

Because reemployment efforts require a significant amount of reskilling and upskilling to move dislocated workers

to new careers, it is important to understand the capacity and gaps in the education and training systems. Key to this phase is evaluating the programs currently offered to (a) know where people can find the right training and education and (b) have a sense of the gaps in the labor market. At the core of this effort is viewing educational programs in light of skills. By converting existing programs into a skills-based language, stakeholders can evaluate the gap between the skills being taught and those being sought by employers. States can then adapt training to better prepare learners for the skills-based marketplace.

Such market-based systems are more effective in matching jobseekers to personalized training programs, which can be customized with clear progress indicators. The result is alignment of dislocated workers with training to meet employer-driven demand.

3. Using skills to inform and connect people, education, and work

Skills are the currency in which jobseekers, learning providers, and employers trade. In the final phase Emsi helps adult learners better evaluate the skills they have gained through prior work and education in order to link them to new opportunities for work and education.

This skills matching approach helps jobseekers find meaningful work, connect to programs that help them up- or re-skill, and it helps businesses find the talent they need. The objective here is to help people create better resumes and profiles, help educators orient their syllabi around skills (“skillify” their curriculum), and help businesses perfect their job postings. With all three of these documents using the same language, they better connect people, education, and work.

Settings

Choose a region: Atlanta-Sandy Springs-Marietta, GA

Filter the clusters by a keyword

Choose a career: (Multiple values)

Choose a sub-area: (All)

Choose a cluster theme: (All)

Black employment ratio:
 High Black Employment
 Low Black Employment
 Medium Black Employment

Median posted salary: \$22,880 (range \$256,000)

Legends

Growth Indicator:
 ● Above Average Projected Growth
 ○ Below Average Projected Growth

Skill supply and demand legend

Regional Landscape

Use the settings on the left to filter down to exactly what you want to see.

How to read the scatterplot:

The solid line indicates where there is a perfect equilibrium between supply and demand.

Clusters rise above the line when there is a talent gap (employer demand is greater than the talent supply). Reskilling is needed to move talent into these areas.

Clusters fall below the line when there is a talent surplus (talent supply is greater than employer demand). Upskilling or reskilling is needed to move this talent to other areas.

