

MEETING THE DEMANDS OF TODAY'S EMPLOYERS

Tom Plath, Vice President of Global Businesses and Human Resources, International Paper

WORKFORCE DEVELOPMENT ISSUES

X Y

Generational



Workforce



Industry

1. Millennials prefer structure over ambiguity.
2. Mobility is an issue.
3. Work/life balance is key.
4. The top 10% of millennials operate just like the top 10% of previous generations.
5. Increasing value on community involvement and community service.
6. Skilled trades are the #1 most difficult job to fill in the world.
7. Huge knowledge transfer issues between generations.
8. People are working longer because of healthcare costs.
9. Oil and gas industry is having a national impact on employment.
10. Manufacturing jobs need rebranding.



INDUSTRY AND STATE COLLABORATION



TRAINING

COMMUNITY COLLEGES

HELP INDUSTRY SUPPORT THE TRADES

EXPOSURE OPPORTUNITIES

MEDICAL COSTS FOR RETIREES

ENCOURAGE COMMUNITY ADVISORY COUNCILS

WORK ACROSS STATE LINES