

SHARED CHALLENGES FOR TECH AND THE TRADES

The tech industry and the skilled trades face similar challenges when it comes to finding and training qualified workers to fill the number of jobs opening in the next decade. Here are some of the ways the two industries stack up, including the challenges they face and the shared opportunities they will encounter as they develop new strategies to meet demand for their services.

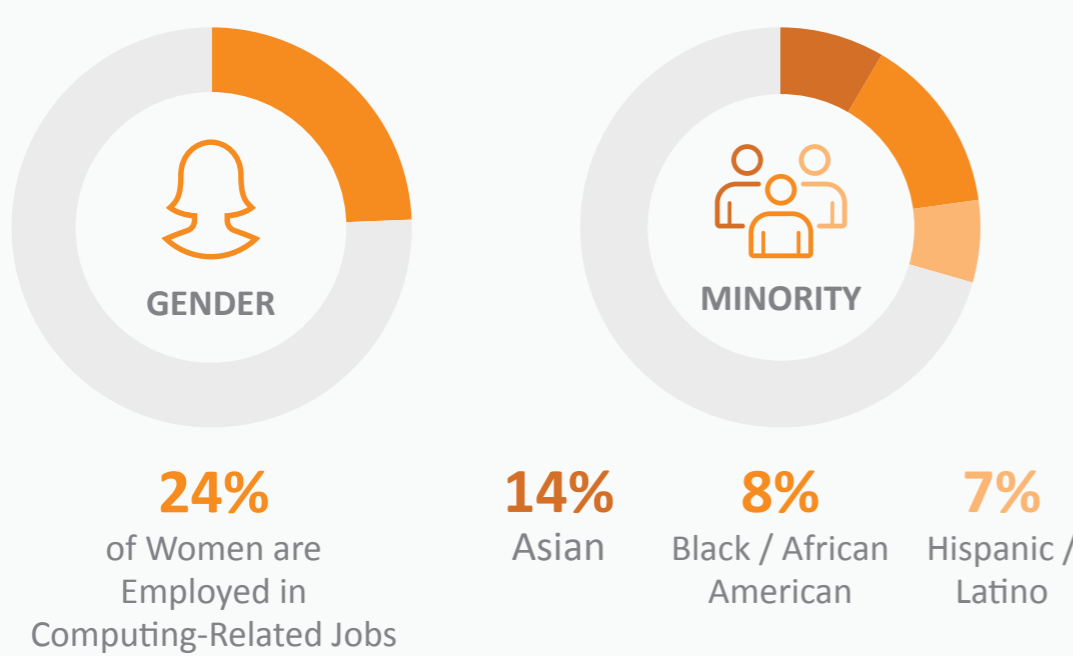
GOAL: FILL JOB VACANCIES THROUGH 2024



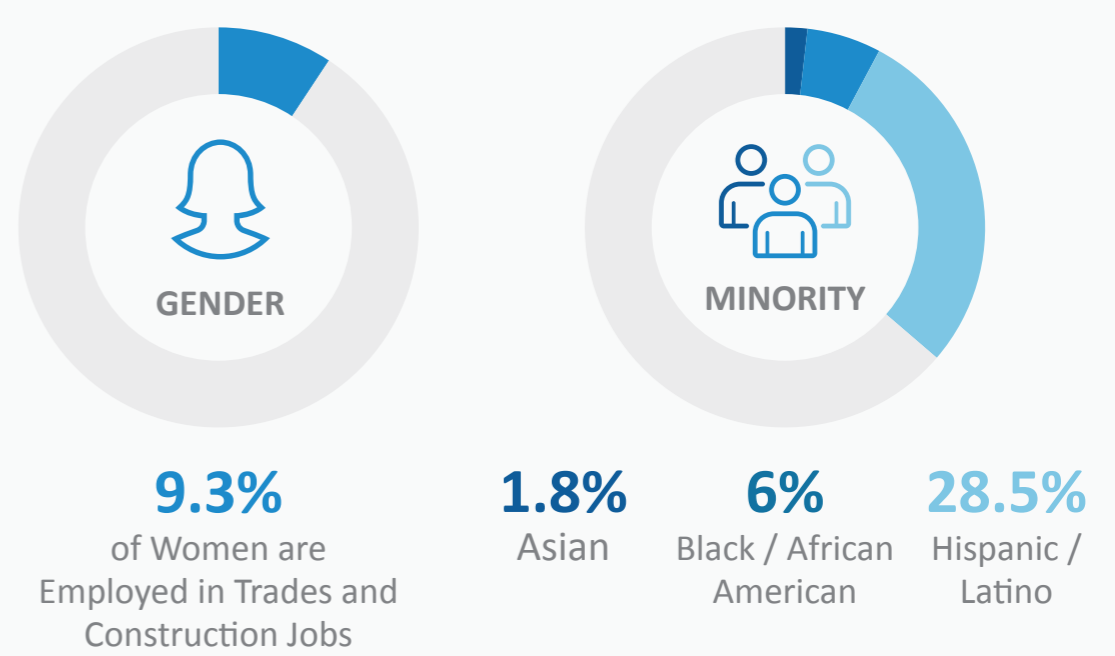
CHALLENGE: INCREASE DIVERSITY BY REACHING WOMEN AND MINORITIES

EMPLOYMENT

Computing-Related Occupations (2015)

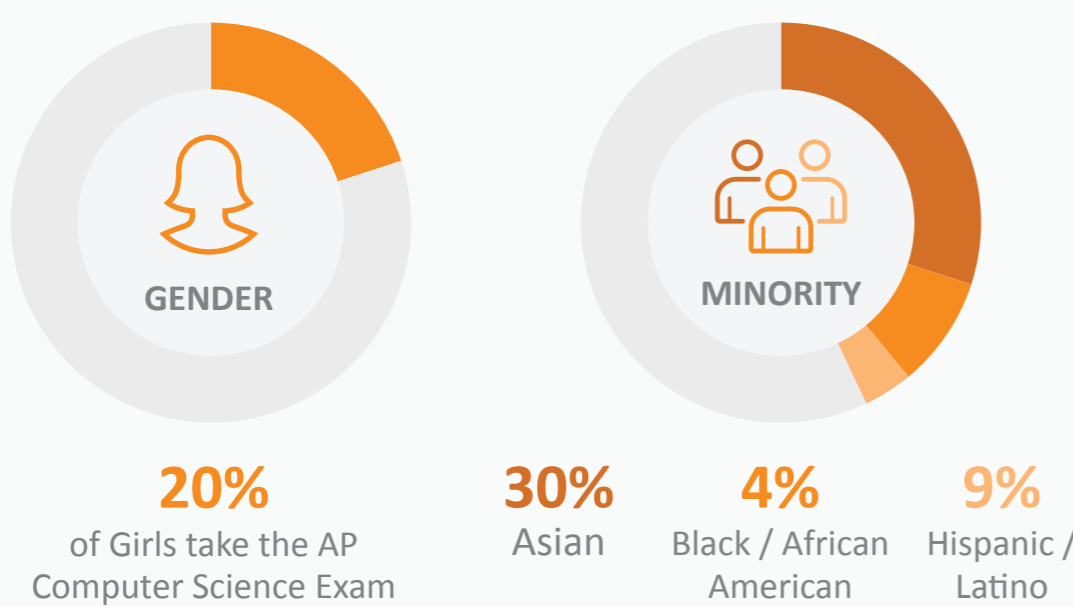


Trades & Construction Occupations (2015)

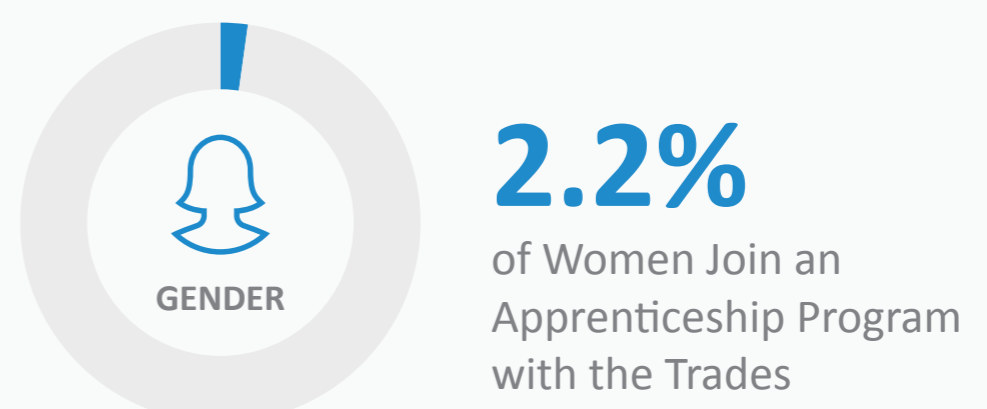


EDUCATION AND TRAINING

Advance Placement (AP) Computer Science Examinees (2014)



Trades Apprenticeship (2014)



SHARED OPPORTUNITIES: TAKE ADVANTAGE OF BEST PRACTICES FROM BOTH INDUSTRIES

To discover the next generation of skilled employees, neither the tech industry, nor the trades can rely solely on what's worked in the past. Here's what they can learn from each other:

Paid Apprenticeship



Tech could adapt the trades' effective apprenticeship models to develop junior-level employees and set them up for success.

Pair Experienced Mentors with Junior Employees



The tech industry should give mentors incentives to invest in the success of junior-level employees to improve retention and growth.

Digital Marketing



Recruiters – especially in the trades – will have to identify and market to the younger generation in the channels where they're engaging online.

SOURCES:

Bureau of Labor Statistics. (2016, February 10). Labor Force Statistics from the Current Population Survey.
U. S. Budget and Economy. (2016, February 11). Claim that there could be 2.4 million unfilled STEM jobs by 2018.
Yettick, H. (2014, December 19). More Students—But few girls, Minorities—Took AP computer science exams. Education Week.
Hegewisch, A & O'Farrell, B. (2015, April). Women in the Construction Trades: Earnings, Workplace Discrimination, and the Promise of Green Jobs. Institute for Women's Policy Research