

# ASPHALT CONTRACTORS ASSOCIATION OF FLORIDA

## WORKFORCE OF TODAY AND TOMORROW

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# WE SEEM TO BE INCREASINGLY SEGMENTED

- ▶ **Silent Generation!**
- ▶ **Boomers**
- ▶ **Gen X**
- ▶ **Millennials**
- ▶ **Who is next?**

- ▶ 2000 to present: Generation Z
- ▶ 1980 to 2000: Millennials or Generation Y
- ▶ 1965 to 1979: Generation X
- ▶ 1946 to 1964: Baby Boomers
- ▶ 1925 to 1945: Silent Generation
- ▶ 1900 to 1924: G.I. Generation

HOW MANY OF EACH IN  
WORKFORCE?

- ▶ Millennials will be 50% of workforce by 2020 and 75% of workforce by 2025
- ▶ Boomers, ages 51-69 are 74.8 million Americans but only 51.2 million are below retirement age.
- ▶ Gen-X, 36-50, are at 61.2 Million
- ▶ Average retirement age is 62, 23.6 million Boomers over 62

## WHO WILL BE IN WORKFORCE IN 7 YEARS?

# QUESTIONS TO CONSIDER

**What is the workforce potential from each generation?**

**Are attitudes and work ethics different based on age?**

- ▶ Are there enough workers to meet employment needs?
- ▶ Are they qualified?
- ▶ What do Florida companies expect from those entering the workforce?

- ▶ Let's Take a Look at Millennials?
- ▶ Why might they share different attitudes from Boomers?

WE ARE SHAPED BY OUR EXPOSURES  
DURING OUR FORMATIVE YEARS

- ▶ Let's compare to the Silent Generation
- ▶ More detached from major institutions
- ▶ Much more racial and ethnic diversity
- ▶ More women in workforce
- ▶ Much higher levels of education (women four times more likely to have a college degree, men two times more likely)
- ▶ More women have a bachelor's degree than men
- ▶ More women in workforce -1965 40%, Now 71%

HOW DIFFERENT ARE  
MILLENNIALS?

- ▶ Six in Ten Have Never Been Married- At same age Silent Generation only 17% had not been married
- ▶ Silent Generation married at 21-W and 23-M, now 27 and 29.5 for Millennials
- ▶ In 2017 less than 6 in 10 Millennials were Non-Hispanic White. At the same age for the Silent Generation 84% were.
- ▶ Only 4% of Millennial Men are veterans, 47% Silent
- ▶ 88% of Millennials live in metro areas, only 67% of Silents did, (68% Boomers)

## HOW DIFFERENT ARE MILLENNIALS?



# Factors Influencing Millennials

- Boomer parenting attitudes
- Schools focusing on group work
- Technology Boom during formative years
- First exposure to politics- Clinton scandals on nightly news
- 9-11 before they turned 21
- Afghan War their entire adult lives
- Deficit doubled during their early working years
- Rising Costs of education
- Rapidly changing technology
- Housing collapse
- Market failures
- Costs of Housing
- Costs of Transportation

# Looking to the Future

What might attract Millennials?  
What do they see in their future?

Economists estimate Millennials will have more than 5 careers  
It is forecasted that half of the existing jobs won't be there in 2025

What is the role of education in preparing the workforce?

Is it Vo-tech? Liberal Arts? Both?

When do we expose students to options?

How do you build employment certainty into a highly uncertain future?

# EVEN POST-SECONDARY EDUCATION IS DRASTICALLY CHANGING

## ICUF'S DISTANCE EDUCATION

- ▶ **On-Line Programs and Courses**
  - ▶ **More than 34,000 Students Enrolled**
- ▶ **Programs**
  - ▶ 49 associate's degrees
  - ▶ 189 bachelor's degrees
  - ▶ 274 master's degrees
  - ▶ 22 specialist's and PhDs
  - ▶ 57 graduate certificates

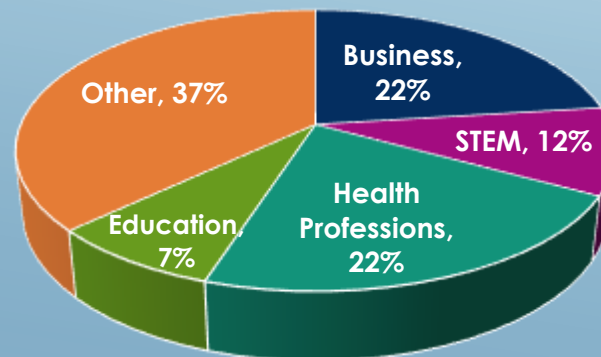
- ▶ How Complex Have Your Skill Requirements Gotten?
- ▶ Are you using lasers and GPS in building roads?
- ▶ How technical is your heavy equipment?
- ▶ Do tech centers, colleges and universities know your needs?

EMPLOYERS, EMPLOYEES, AND  
WORK ARE RAPIDLY CHANGING

# ICUF SELECT CRITICAL FIELD DEGREES

## ANNUAL OUTPUT

- ▶ STEM: 4,600
- ▶ Education: 2,800
- ▶ Business: 8,800
- ▶ Health Professions: 8,700
- ▶ ICUF has a higher percentage of these degrees than the State University System—degrees that the Legislature and Governor have deemed “critical” to meeting Florida’s workplace needs



# ICUF'S DIVERSITY OF STUDENTS

- ▶ 60% Florida residents
- ▶ Nearly 60% female
- ▶ Over 50% minority enrollment
- ▶ 10 institutions have a majority of minority undergrads
- ▶ +30% of undergrads are age 25 or older
- ▶ Family income is less than \$60,000 for more than half of undergrads
- ▶ 95% of full-time undergraduates receive financial aid
- ▶ Nearly 80% of full-time undergraduates receive grant aid directly from ICUF schools,
  - ▶ In 2016-17, that average aid was \$12,500 per student

- ▶ Give us a little introduction of yourself and how you got into this business. Did you get recruited or did you come into the business on your own initiative?

SO LET'S HEAR IT FROM THE REAL  
SOURCE- NO MORE STATISTICS!

- ▶ What do you think the impression of millennials is to us, and how correct are we? Are the demographers and social scientists getting it all wrong?



- ▶ How do your friends respond when you tell them you work in construction? Is it appealing to them? Why or why not?

- ▶ What is the strongest appeal of the asphalt industry to you?
- ▶ What is the weakest appeal of the asphalt industry to you?

How can companies attract more folks like you and your friends into this industry?

Final Question-

What is your view of your future?  
What do you see happening in the  
workforce?