







The Emerging Skill Needs of a Rapidly Changing, Innovation-Driven Economy

A Ready for the Job Report

Key Findings and Implications for New Jersey's Workforce Development System

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Background: The *Ready for the Job* Initiative

Fundamental Assumptions:

- A skilled workforce is essential to the state's economic growth.
- 2. In order to fully participate in the economy, the state's residents must possess the skills employers need.



Primary Goal:

To promote economic growth by improving the alignment between workforce preparation and training and the current skill needs of employers.

2006 Ready for the Job Reports

- Emerging Workplace Trends and Skill Needs in the New Jersey Economy
- Port-related Industries
- Retail Industry
- Disaster Response

Other past industry reports include:

Health Care
Hospitality/Tourism
Utilities
IT

Construction
Manufacturing
Finance
Transportation

Current (2007)
Ready for the Job
reports being
completed on the
workforce needs of:

- Financial Services
- Life Sciences
- Communication Technology

Six Broad Workplace Trends

TREND #1

Competitive
advantage of
firms that
harness
knowledge and
innovation

TREND #3

Continued and expanded reliance on technology in the workplace

TREND #5

Employers increasingly focused on privacy, security, and ethics concerns

TREND #2

Decentralization of business operations and management

TREND #4

Increasing diversity in the workplace

TREND #6

Business processes change in response to shifts in regulations

These Six Workplace Trends Increase the Importance of the Following Skills:

- Adaptability Skills
- Information Management and Communication/Relationship-building Skills
- Interdisciplinary Skills
- Business Skills
- Math/Science/Engineering/Technology Skills

Workers Need Assistance Navigating an Increasingly Complex Labor Market

- The skill requirements of jobs are constantly changing as employers adjust to innovations in technology and increased global competition.
- Workers are expected to be savvy consumers of information and to manage their own careers.
- Workers must also be lifelong learners, constantly upgrading their skills.

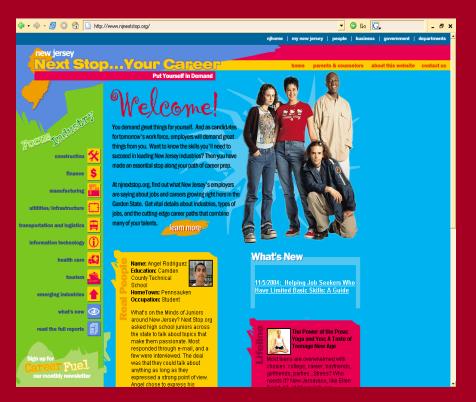
Implications for One-Stop Career Centers

To assist job seekers, One-Stop staff can:

- Provide information on available career options,
- Deliver information on the skill and education requirements of occupations, and
- Promote informed choices by individuals seeking training and education.

Results and Reports from the *Ready* for the Job Initiative are Distributed Through the NJNextStop Website

(www.njnextstop.org)

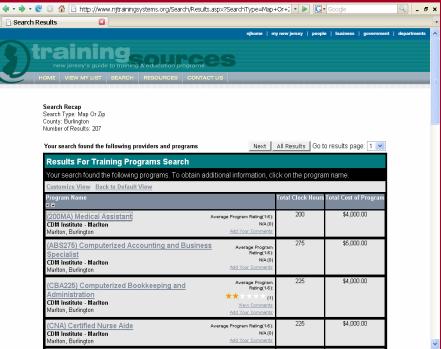




Information on Training Programs and Providers is Available Through the New Jersey Consumer Report Card

(www.njtrainingsystems.org)





For more information please visit:

www.heldrich.rutgers.edu