



A CLOSER LOOK

## Skills Gap in US – The next generation of workers won't be able to fill the void

POSTED BY MICHEL COURNOYER · MARCH 5, 2016 · [LEAVE A COMMENT](#)

**FILED UNDER** [EDUCATION](#), [SKILLS GAP](#), [UNITED STATES](#), [US](#)

Nearly two-thirds (63 percent) of employers reported that they are concerned about the growing skills gap in the U.S..

A new analysis of college degree completions vs. job demand from CareerBuilder and Emsi shows that the next generation of workers won't be able to fill the void.

According to a national Harris Poll survey of more than 2,300 employers, commissioned by CareerBuilder, half (49 percent) of employers have experienced a negative impact on their business due to extended job vacancies with 25 percent reporting a loss in revenue and 43 percent pointing to lower productivity.

To exemplify the current scope and potential exacerbation of an already debilitating talent deficit, data experts at CareerBuilder and Emsi looked at a sample of college programs that aren't producing enough graduates to keep pace with labor market demand. While the programs highlighted in the study have grown at least 10 percent from 2009-2014 and had at least 10,000 completions in 2014, they're still undersupplying candidates for occupations that already see big gaps between the number of jobs posted and the number of hires companies make each month.

For example, 157,591 people graduated with degrees in Computer and Information Sciences in 2014, a number that increased 41 percent since 2009. While the growth is encouraging, it's not enough. On average, from Jan. 2015 to Jan. 2016, 689,685 computer and information technology jobs were posted each month in the U.S. However, the average number of hires was only 209,035 – leaving a gap of 480,650 positions. While this is a critical issue in STEM-related fields (science, technology, engineering and math), it extends to other areas as well. The analysis shows notable gaps for Human Resources Management, Economics, Legal Assistant/Paralegal and Graphic Design among others.

Program	2014 Postsecondary Completions	Growth in Completions Since 2009	% Growth in Completions Since 2009	Avg. Monthly Job Postings (Jan. 2015-Jan. 2016)	Avg. Monthly Hires (Jan. 2015-Jan. 2016)	Gap Between Postings and Hires	Projected Job Growth (2015-2020)	No. of Associated Jobs (2015)
Computer and Information Sciences	157,591	46,128	41%	689,685	209,035	480,650	8.6%	4,691,330
Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing	248,627	75,923	44%	346,061	103,177	242,884	9.0%	2,956,717
Pharmacy, Pharmaceutical Sciences, and Administration	18,287	4,448	32%	54,307	16,655	37,652	7.2%	402,295
Human Resources Management and Services	26,480	2,416	10%	86,903	65,167	21,736	5.2%	1,066,144
Electrical and Electronics Engineering	26,367	4,274	19%	29,224	10,265	18,959	3.0%	317,576
Mechanical Engineering	32,429	9,193	40%	26,032	9,819	16,213	3.1%	278,995
Biology, General	85,014	19,039	29%	19,122	5,142	13,980	6.8%	148,902
Health Information/Medical Records Technology/Technician	11,622	6,071	109%	21,503	7,599	13,904	9.6%	195,120
Legal Assistant/Paralegal	16,309	2,265	16%	21,313	10,361	10,952	8.0%	276,741
Economics	40,103	5,691	17%	36,185	25,602	10,583	14.4%	519,427
Civil Engineering	19,690	4,247	28%	15,436	12,379	3,057	9.0%	275,057
Graphic Design	11,819	3,179	37%	14,886	12,536	2,350	2.2%	240,083

The analysis utilized Emsi's extensive labor market database, which pulls from more than 100 national and state employment resources.

Chosen excerpts by **Job Market Monitor**. Read the whole story at [New CareerBuilder and Emsi Analysis Finds College Degrees Are Not Keeping Up With Demand in Critical Areas – CareerBuilder](#)

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### The Skills Gaps in US – Where are the biggest gaps?

POSTED BY MICHEL COURNOYER · FEBRUARY 15, 2016 · [LEAVE A COMMENT](#)

A July 2014 Financial Sense article reported that according to the National Federation of Independent Business, an advocacy group for small business, "The proportion of business owners reporting that they can't find qualified applicants has been trending steeply upward since the end of the recession." Further, "the most commonly cited shortages are in technical trades ... [Continue reading →](#)

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## Skills Gap in US – An employer-driven talent supplier recognition and certification system is needed US Chamber of Commerce says

POSTED BY [MICHEL COURNOYER](#) · FEBRUARY 5, 2016 · [LEAVE A COMMENT](#)

There is no time to waste. The skills gap continues to worsen while government policies to improve employer responsiveness through accreditation reform continue to fall short. More employers and business and industry associations now see the need and opportunity to explore an employer-led solution during a time of growing debate on the role of government ... [Continue reading →](#)

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## Skills Gap in US – More than 209,000 cybersecurity jobs unfilled

POSTED BY [MICHEL COURNOYER](#) · JANUARY 31, 2016 · [LEAVE A COMMENT](#)

More than 209,000 cybersecurity jobs in the U.S. are unfilled, and postings are up 74% over the past five years, according to a 2015 analysis of numbers from the Bureau of Labor Statistics by Peninsula Press, a project of the Stanford University Journalism Program. A report from Cisco puts the global figure at one million ... [Continue reading →](#)

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## The skills gap in US – How companies can fill it

POSTED BY [MICHEL COURNOYER](#) · JUNE 12, 2015 · [LEAVE A COMMENT](#)

The labor market, meanwhile, has steadily bifurcated, with menial low-wage jobs on one end and high-skill, high-wage careers on the other. Technology and competition from emerging markets have undermined those in the middle. Yet at the same time, there's a skills gap: in the US, nearly two-thirds of companies report having positions for which they ... [Continue reading →](#)

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## Higher Education and Skills Gap in US – New workforce training models needed brookings' Holzer finds

POSTED BY [MICHEL COURNOYER](#) · APRIL 27, 2015 · [LEAVE A COMMENT](#)

Employment of Americans in middle-wage jobs has been declining, due to trends both in employer demand and worker skill attainment. Workforce development in the US now mostly occurs in community and forprofit colleges, as well as the lower-tier of 4-year colleges. Enrollment rates are high, even among the disadvantaged, but completion rates are very low ... [Continue reading →](#)

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## Closing the Skills Gap in US – Walmart pledges \$100 million to boost jobs

POSTED BY [MICHEL COURNOYER](#) · FEBRUARY 26, 2015 · [LEAVE A COMMENT](#)

America's largest company launches a new initiative to help the retail industry close the skills gap that keeps Americans unemployed. One week after announcing plans to increase the pay of low-wage workers to at least \$9 an hour, Walmart is delivering more good news on the job front: The company will donate \$16 million to ... [Continue reading →](#)

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## 2015 US Manufacturing Skills Gap Report – The skills gap is widening

POSTED BY [MICHEL COURNOYER](#) · FEBRUARY 26, 2015 · [1 COMMENT](#)

A strong manufacturing industry is fundamental to our nation's economic prosperity. Since the industrial revolution, manufacturing has contributed to higher export potential, better standards of living, and more jobs. Investments in manufacturing have a strong multiplier effect for the broader economy, too. Every dollar spent in manufacturing adds \$1.37 to the U.S. economy, and every 100 ... [Continue reading →](#)

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## US – Measuring the Skills Gap

POSTED BY [MICHEL COURNOYER](#) · FEBRUARY 13, 2015 · [LEAVE A COMMENT](#)

CIO Magazine Publisher Emeritus Gary J. Beach has been studying the skills gap problem for a number of years and has authored numerous articles on the subject. In 2013, he published a book titled The U.S. Technology Skills Gap. I recently asked him why there is an overall lack of awareness about the skills gap ... [Continue reading →](#)

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## US – The Skills Gap Threatens U.S Economic Future CEOs Say

POSTED BY [MICHEL COURNOYER](#) · JANUARY 16, 2015 · [LEAVE A COMMENT](#)

The skills gap is real and is a significant a problem, the CEOs of major U.S. corporations said today at an event in Washington hosted by Business Roundtable and Change the Equation. The finding is part of a survey of the memberships on U.S. STEM (science, technology, engineering, and mathematics) Skills, conducted earlier this year. ... [Continue reading →](#)

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## Skills Gap in US – Skill shortages are not a significant factor impeding current employment growth research finds

POSTED BY [MICHEL COURNOYER](#) · JANUARY 15, 2015 · [3 COMMENTS](#)

Consistent with the view that much of current unemployment must be structural rather than cyclical in nature, even as unemployment has been slow to fall from its recent high level, a number of reports have cited short- ages of skilled workers as a significant barrier to business expansion. A 2011 report by Deloitte and the ... [Continue reading →](#)

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## The Skills Gap in Maine – A disconnect between educators and business people

POSTED BY [MICHEL COURNOYER](#) · DECEMBER 16, 2014 · [LEAVE A COMMENT](#)

A new report out today aims to deal with the so-called "skills gap" in Maine's workforce. The report is part of a series called "Making Maine Work." This one, according to Christopher Quinn, president of Kaplan University in Maine, uncovered a disconnect between educators and business people. Quinn told reporters that 72 percent of higher ... [Continue reading →](#)

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## Skills Gap in US – 31 percent say employers aren't willing to train new hires for the specific skills they need

POSTED BY [MICHEL COURNOYER](#) · SEPTEMBER 25, 2014 · [LEAVE A COMMENT](#)

In a new online survey of over 2,000 U.S. adults, conducted by Harris Poll on behalf of online business training software leader Mindflash,



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both employed and unemployed Americans believe that employers' lack of willingness to train new employees is the leading reason why many Americans are unemployed and job opportunities are sitting unfilled for longer ... [Continue reading →](#)

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## **The Skills gap in US – The available evidence does not support the idea that there are serious skill gaps or skill shortages writes Wharton School's prof**

POSTED BY [MICHEL COURNOYER](#) · SEPTEMBER 22, 2014 · [1 COMMENT](#)

Overall, the available evidence does not support the idea that there are serious skill gaps or skill shortages in the US labour force. The prevailing situation in the US labour market, as in most developed economies, continues to be skill mismatches where the average worker and job candidate has more education than their current job ... [Continue reading →](#)

## **The Skills Gap in US – The ‘not me’ syndrome: the Report**

POSTED BY [MICHEL COURNOYER](#) · SEPTEMBER 18, 2014 · [2 COMMENTS](#)

Sixty-one percent of Americans believe that today's workforce is plagued by a skills gap, but do not see themselves as part of the problem, according to new data released today. The UdeMy Skills Gap Index, an independent survey commissioned by UdeMy, the leading global marketplace for learning and teaching online, and conducted by ResearchNow, surveyed 1,000 ... [Continue reading →](#)

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## **Skills Gap in US – Sixty-one percent say ‘Yes, it exists’ but ‘not me’!**

POSTED BY [MICHEL COURNOYER](#) · SEPTEMBER 17, 2014 · [2 COMMENTS](#)

Sixty-one percent of Americans believe that today's workforce is plagued by a skills gap, but do not see themselves as part of the problem, according to new data released today. The UdeMy Skills Gap Index, an independent survey commissioned by UdeMy, the leading global marketplace for learning and teaching online, and conducted by ResearchNow, surveyed ... [Continue reading →](#)

## **Skills Gap in US – The case of construction workers**

POSTED BY [MICHEL COURNOYER](#) · JULY 15, 2014 · [2 COMMENTS](#)

Homebuilders have had a difficult time finding labor. This might sound odd considering that 1.5 million construction workers lost their jobs during the recession and only about 80,000 construction jobs have been added back since the recovery began, says Bank of America's Michelle Meyer. To get a better sense of the health of the construction ... [Continue reading →](#)

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## **US – The Skills Gap**

POSTED BY [MICHEL COURNOYER](#) · JUNE 9, 2014 · [6 COMMENTS](#)

We could think of the US labor markets as consisting of two distinct pools of workers: skilled and unskilled. And while the unskilled workers are leaving the labor force, the skilled labor market is starting to tighten. That's part of the reason for the persistent mismatch between job openings and the unemployment/marginal employment rate – ... [Continue reading →](#)

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## **Skills Gap in US Manufacturing – 75 percent of manufacturers surveyed report a moderate to severe shortage of skilled resources**

POSTED BY [MICHEL COURNOYER](#) · JUNE 8, 2014 · [4 COMMENTS](#)

A new Accenture manufacturing and skills study, completed in collaboration with The Manufacturing Institute, looks at the skills shortage in the US manufacturing industry and what actions manufacturing companies can take to address this impediment to growth. Our study includes survey responses from more than 300 executives from a diverse range of US manufacturing companies. ... [Continue reading →](#)

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## **Skills Gap in US – We are not doing an adequate job of preparing our workforce says Philadelphia Fed President**

POSTED BY [MICHEL COURNOYER](#) · MAY 12, 2014 · [2 COMMENTS](#)

U.S. employers are having trouble finding workers with the needed skills in science, technology, engineering and math, a top Federal Reserve official said on Monday. "We are seeing a mismatch of skills in the workforce and the jobs that are being created," Philadelphia Fed President Charles Plosser said of the so-called STEM-trained workers who are ... [Continue reading →](#)

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## **Skills Gap in US – It could compromise competitiveness manufacturers say**

POSTED BY [MICHEL COURNOYER](#) · MAY 7, 2014 · [2 COMMENTS](#)

American manufacturers are increasingly finding that prospective workers do not have the skill set required to perform necessary job functions, such as basic math and computer abilities. The so-called "skills gap," if unresolved, could compromise manufacturers' ability to stay competitive, according to some industry leaders. The cause of the gap is multifaceted. Manufacturing activity has increased in the U.S. ... [Continue reading →](#)

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## **Close the Skills Gap in US – Why are apprenticeships in decline?**

POSTED BY [MICHEL COURNOYER](#) · APRIL 28, 2014 · [4 COMMENTS](#)

Apprenticeships can offer a precise match between the skills employers want and the training workers receive, says Robert Lerman, an economics professor at American University. "It's a great model for transferring skills from one generation to the next," says John Ladd, director of the Department of Labor's Office of Apprenticeship. Nevertheless, according to the Labor ... [Continue reading →](#)

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