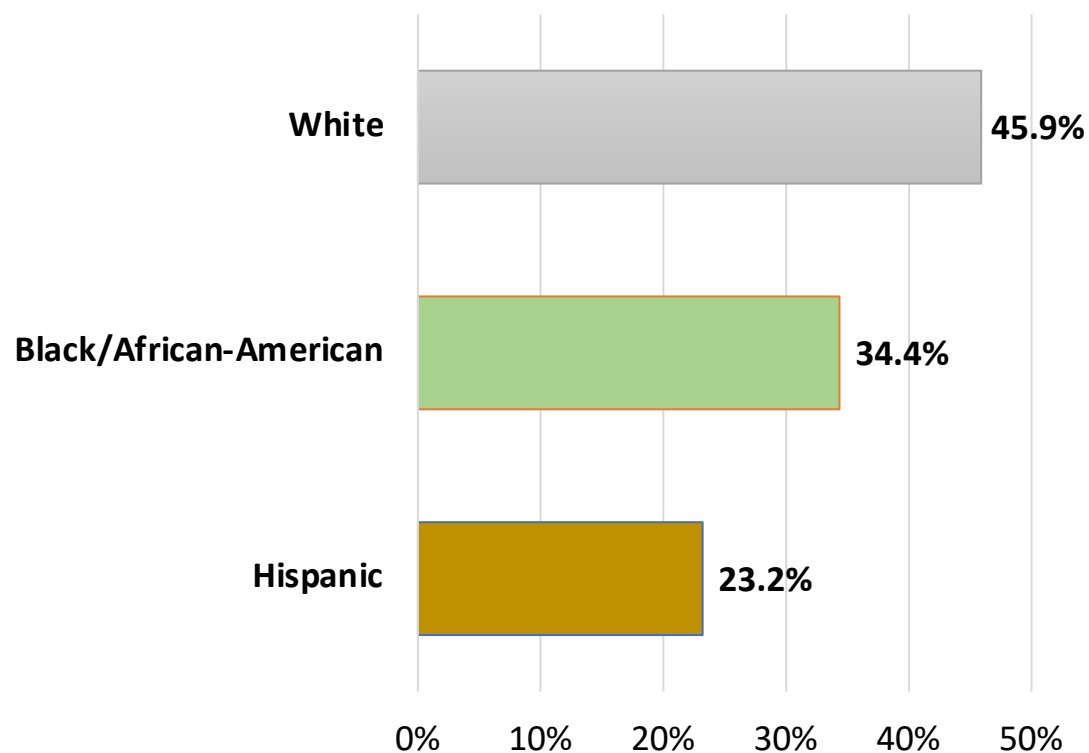


Navigating Demographic Headwinds: From Challenges to Opportunities

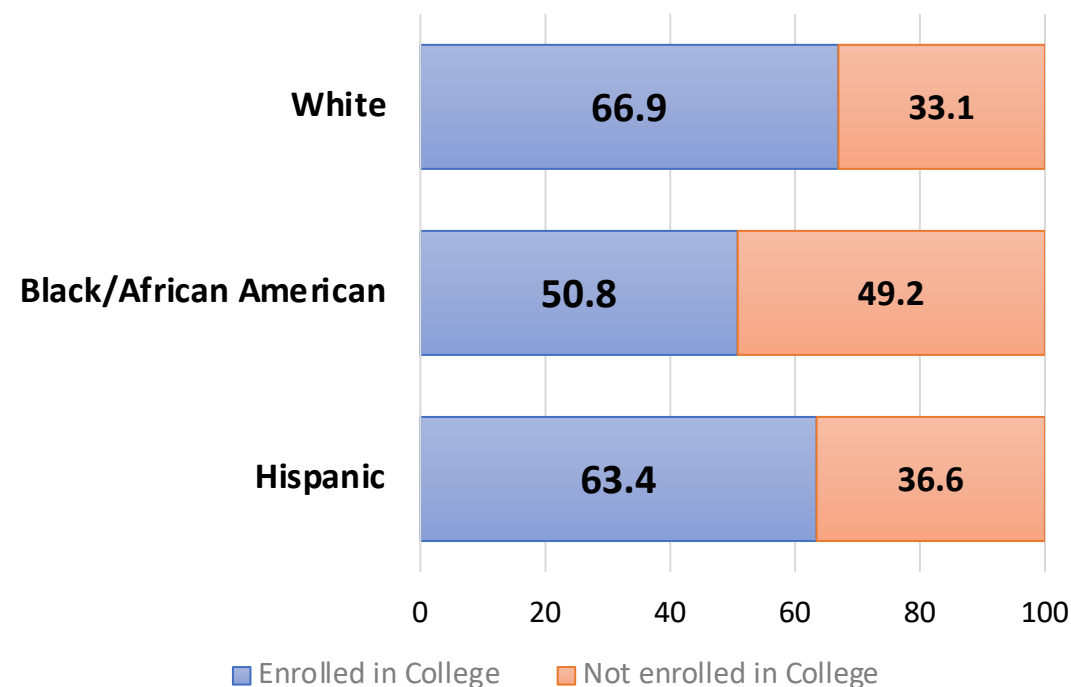
Edinaldo Tebaldi, Ph.D.
Bryant University

Huge Untapped Potential

Proportion of population 25+ with Bachelors' Degree, 2020, New England



Percentage of High school graduates ages 16 to 24 enrolled in Colleges/Univ, by race/ethnicity, 2019, United States



Source: U.S. Bureau of labor Statistics

Facing demographic headwinds

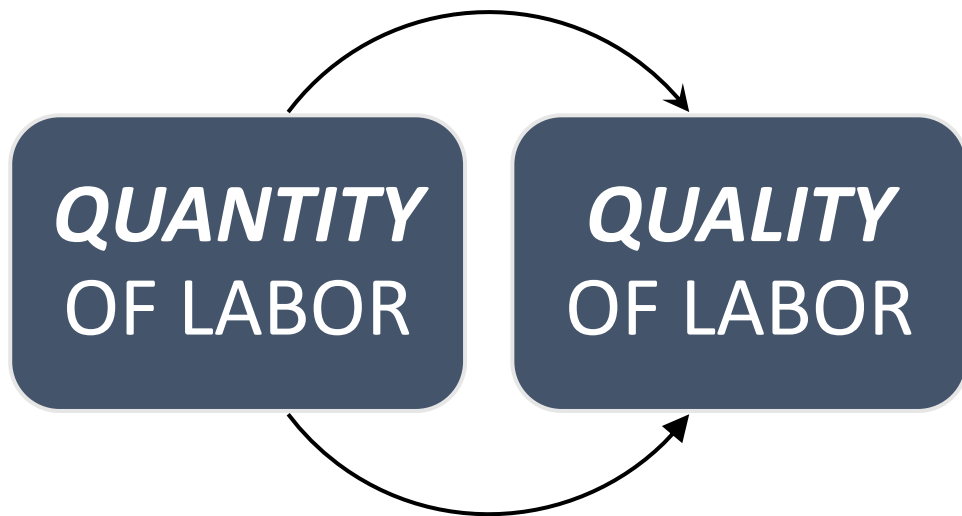


Tap into high school graduates who are left behind and do not traditionally go to college



Reach out those without college attainment in the working adult population

Impact on Economy



Dynamic environment
requires new skillset














Pandemic has
accelerated consumer
behavior & structural
changes
















Change in Skillset

Frequency of Skill in Job Postings: *Bachelors' degree required*

Common Skills

Skill	2016-2019	Apr-Oct 2020	Change
Communications	46%	48%	 2.1%
Management	39%	40%	 1.2%
Leadership	25%	28%	 3.0%
Problem Solving	18%	20%	 1.5%
Planning	17%	18%	 0.9%
Detail Oriented	17%	17%	 0.2%
Research	15%	17%	 1.2%
Innovation	13%	16%	 3.3%
Verbal Communication Skills	11%	12%	 0.8%
Coordinating	10%	11%	 0.3%
Influencing Skills	8%	9%	 1.6%
Time Management	8%	8%	 0.2%
Prioritization	7%	8%	 0.6%

Hard Skills

Skill	2016-2019	Apr-Oct 2020	Change
Python (Programming Language)	4.1%	6.5%	 2.4%
Computer Science	6.9%	9.1%	 2.3%
Software Engineering	3.9%	5.9%	 2.0%
Automation	4.5%	6.1%	 1.7%
Pharmaceuticals	3.0%	4.6%	 1.6%
Software Development	3.8%	5.1%	 1.3%
Java (Programming Language)	4.5%	5.6%	 1.1%
Data Analysis	5.7%	6.8%	 1.1%
New Product Development	5.6%	6.4%	 0.8%
Project Management	6.8%	7.4%	 0.6%
SQL (Programming Language)	6.3%	6.9%	 0.6%
Risk Management	3.5%	4.0%	 0.5%
Strategic Planning	5.8%	6.2%	 0.4%

Source: EMSI

The majority of Americans, especially those with a high school education or less, prefer nondegree programs and skills training options over degree programs

If you were to enroll in additional education or training sometime within the next six months, what would be your goal?

