

**Vision 2030 Diversity Committee**

*Community Breakfast Forum*

# **Building the Best Workforce for Hall County**

*The Impact of Past, Present & Future Demographics*



THE FUTURE IS OURS TO SEE

# REFLECTIONS FROM PARTICIPANTS



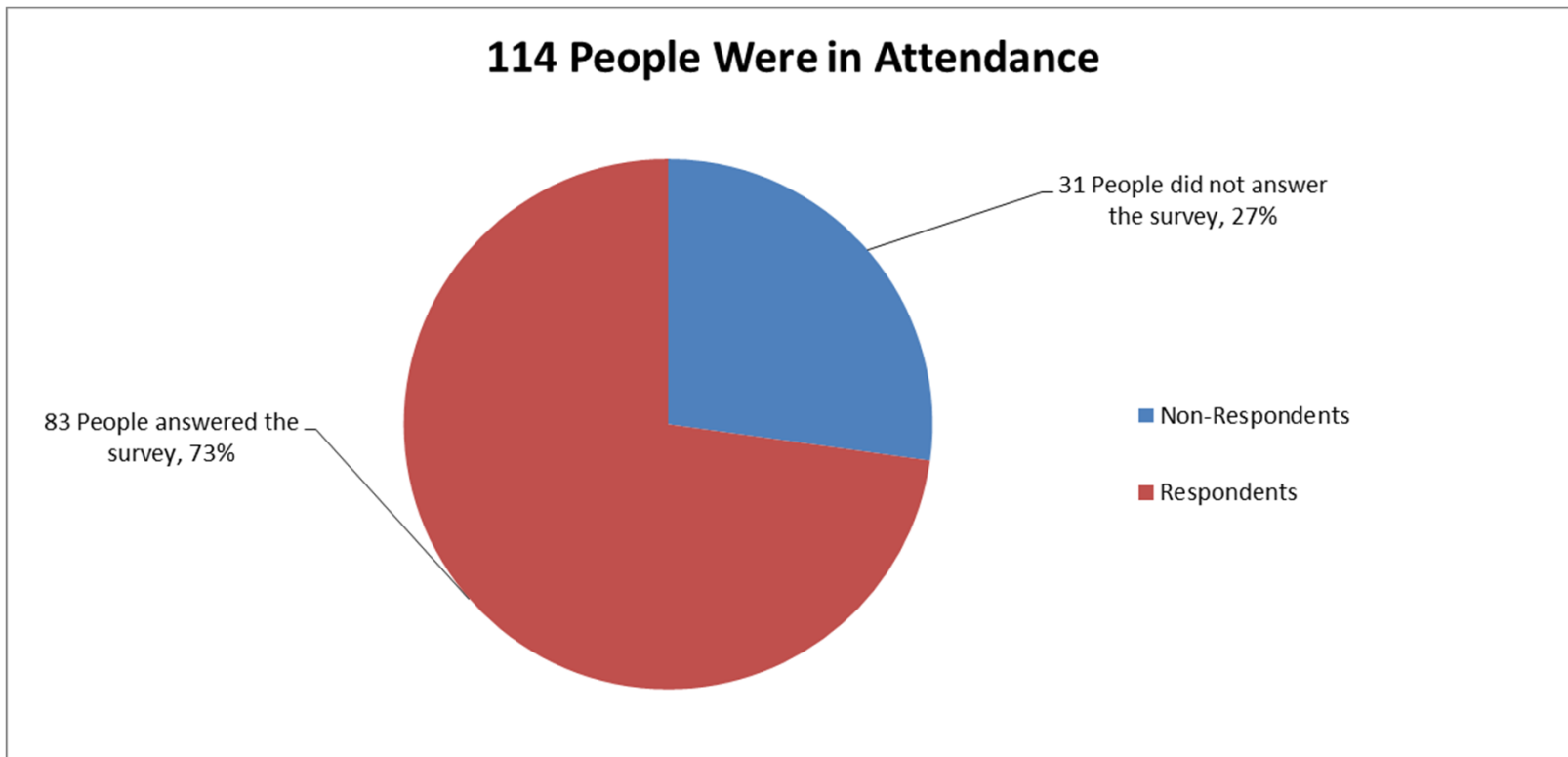
— THE UNIVERSITY OF GEORGIA —

**J.W. FANNING INSTITUTE**

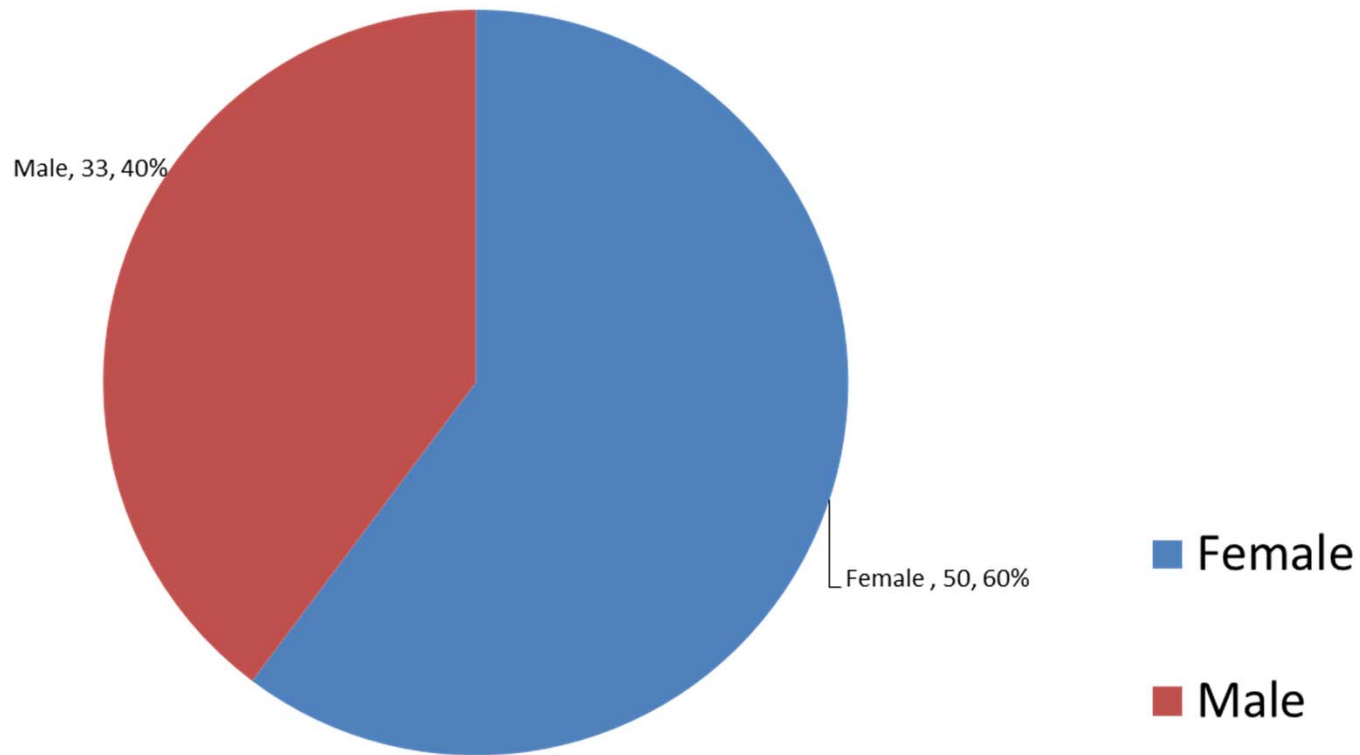
*for Leadership Development*

MARITZA SOTO KEEN & CAROLINA DARBISI

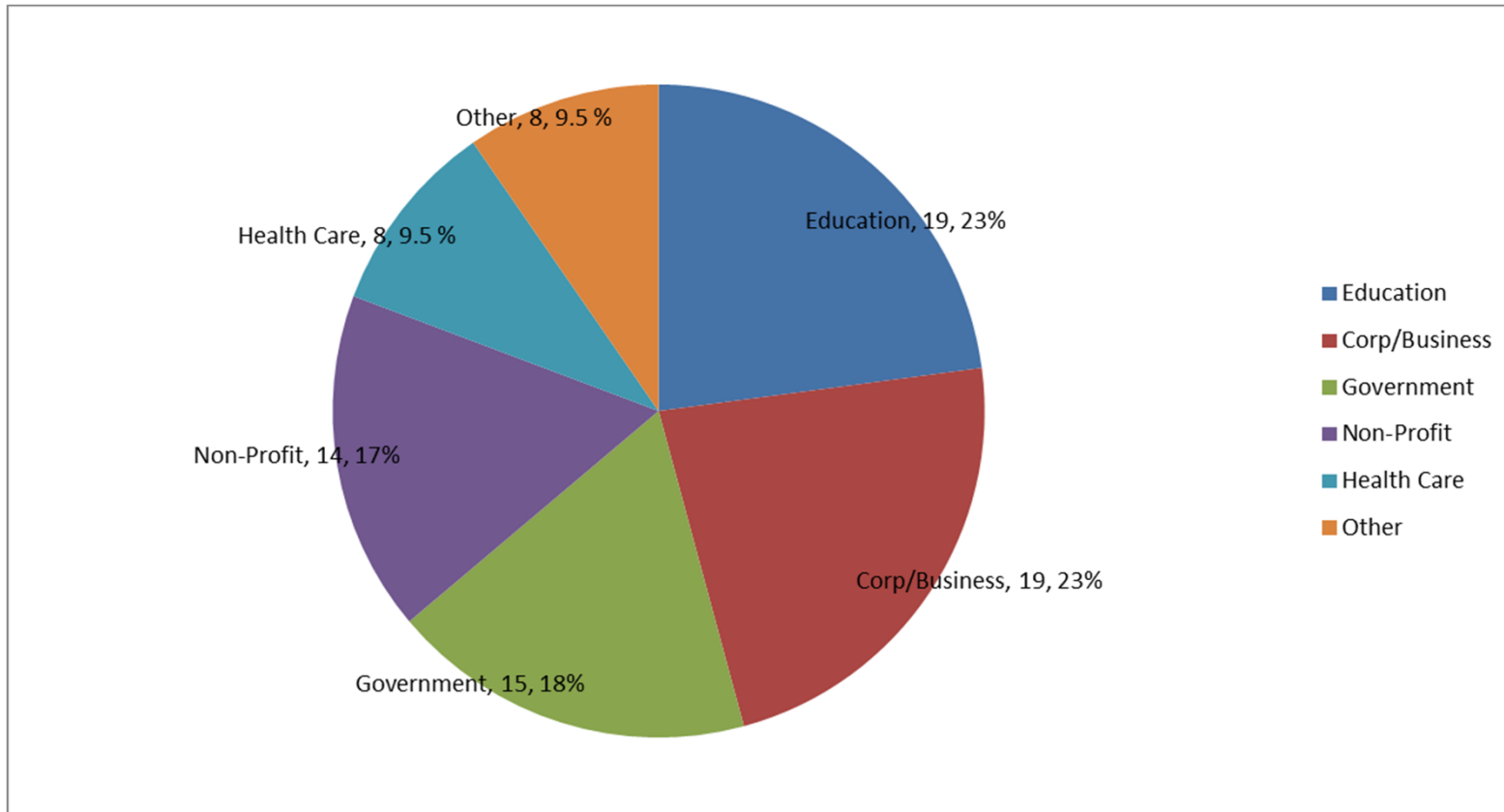
# WHO PROVIDED FEEDBACK?



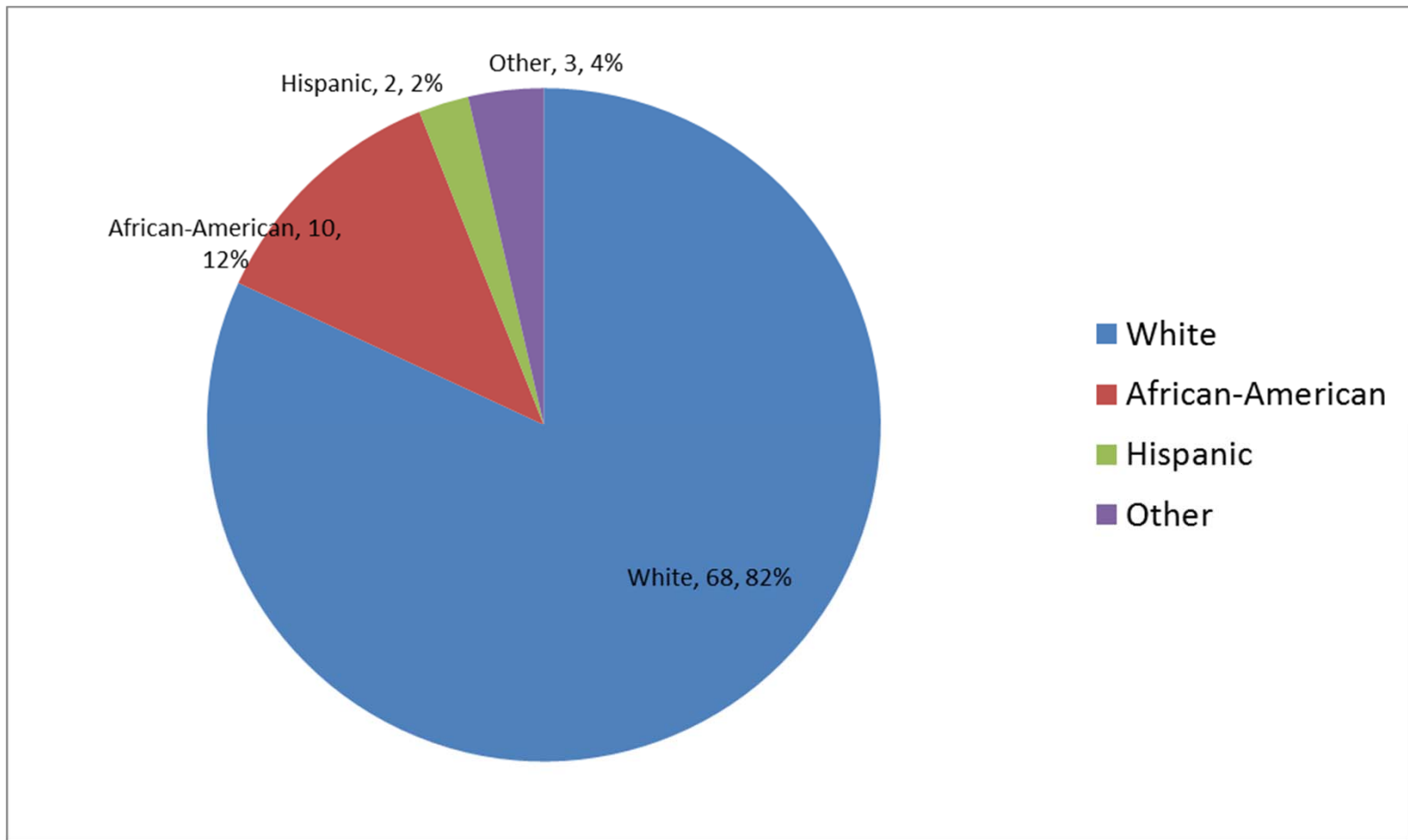
# WHO PROVIDED FEEDBACK? GENDER - n=83



# WHO PROVIDED FEEDBACK? OCCUPATION – n=83

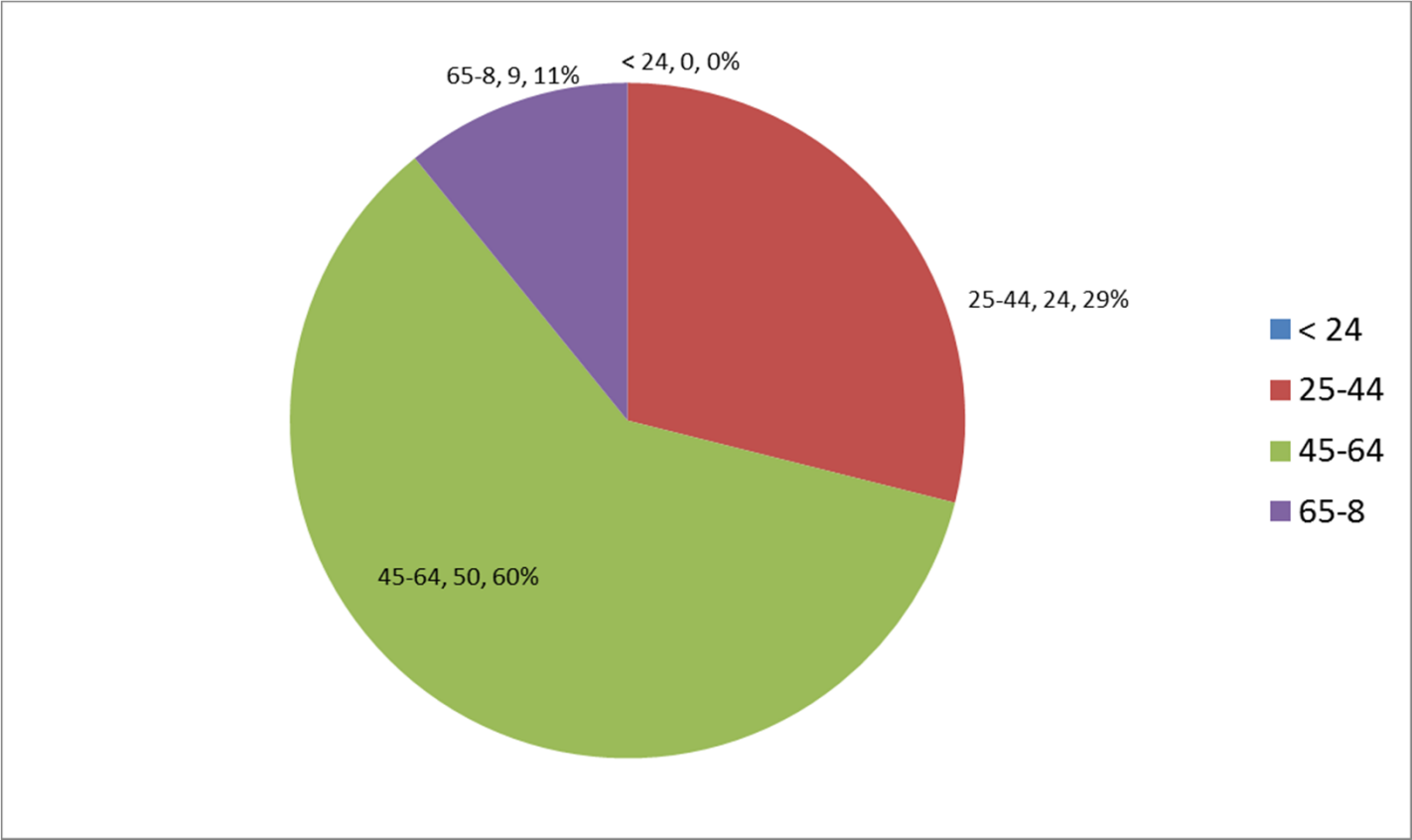


# WHO PROVIDED FEEDBACK? RACE/ETHNICITY - n=83



# WHO PROVIDED FEEDBACK?

AGE – n=83



# INFORMATION AWARENESS

## 45% NOT SURPRISED

- Job-related information (banking, school system, electrical utility)
- Informally keeping up with demographic trends
- See changes in demographics everyday within the schools
- Works in field of diversity

## 55% WERE SURPRISED

- Low high school graduation rate
- High uninsured population
- 65+ Population growth
- Job gaps/demand for high-tech jobs
- Hall Co. is an “inclusive place to live”

# OPPORTUNITIES & CHALLENGES

- **EDUCATION & WORKFORCE**

Participants expressed the need to examine and change the current K-12 policies and practices to create a model that is increasingly responsive and can support the demands for the post-secondary requirements and skills that will advance the Hall Co. workforce



# OPPORTUNITIES & CHALLENGES

- **EDUCATION & WORKFORCE Participants' Quotes**
  - *We have to change our educational model*
  - *Funding the necessary changes needed in K-12 education*
  - *Adjust education model to meet needs of current youth population*
  - *Education needs to be redesigned to meet these needs*
  - *HS graduation is a must - Education must start as early as 2 or 3 y/o*

# OPPORTUNITIES & CHALLENGES

- **EDUCATION & WORKFORCE Participants' Quotes**
  - *Sense of urgency to prepare young children to fill workforce*
  - *Meeting the challenges of the future workforce*
  - *Lack of qualified candidates to fill the jobs in our manufacturing business (technicians, prod. labor, maintenance/tool making specialists, etc.)*
  - *Finding skilled labor - motivating students to choose technical careers*
  - *We need to recruit more Hispanic students for post-secondary programs. We are somehow missing the mark with this group*

# OPPORTUNITIES & CHALLENGES

- **ENGAGEMENT OF THE DIVERSE COMMUNITY**
  - Participants voiced the challenge and opportunity to recognize and accept the changes in demographics (age/culture/ethnicity/race/language) of Hall Co. so that healthcare facilities, businesses, education, and employers provide and promote services that fully welcome and intentionally incorporate the diversity reflected in the community.

# OPPORTUNITIES & CHALLENGES

- **DIVERSE COMMUNITY Participants' Quotes**
  - *I want to know (have tools) to include more minorities in enriched or advanced programs in Hall County schools*
  - *We need to be able to communicate with the workers that we have. We need to be conscious of their culture since it may not mirror what we are accustomed to dealing with. Communicating involves not only language but also understanding the culture the immigrants are familiar with*
  - *The opportunities in social and cultural improvement. There must be changes in policy makers*

# OPPORTUNITIES & CHALLENGES

- **DIVERSE COMMUNITY Participants' Quotes**
  - *How to communicate to customers in the future*
  - *We need to better learn how to support Spanish dominant employees*
  - *Need to work to bring in more diversity to represent future Hall*
  - *Having staffing that are bilingual*
  - *Best ways to provide customer service to a diverse population*
  - *Need to make sure we have means to serve minority populations*
  - *Need to diversify our workforce as we hire future employees*
  - *How to increase diversity among volunteers*

# OPPORTUNITIES & CHALLENGES

- **TRANSPORTATION**

- The challenge/opportunity for transportation that participants expressed is threefold: 1) the need to expand transportation/walkability options, 2) to allow access to services such as health care/wellness facilities, and 3) to serve different minority populations such as seniors and low income families

# OPPORTUNITIES & CHALLENGES

- **TRANSPORTATION Participants' Quotes**
  - *Planning for different modes of transportation for the future such as sidewalks, greenways, roads, bike paths to serve a diverse population*
  - *Access to Health Care/ Wellness*
  - *Need for transportation - for aging population. "Senior Transportation" being worked on by Wisdom Project*

# OPPORTUNITIES & CHALLENGES

- **ATTITUDE & OPENESS & ACCEPTANCE**
  - Participants conveyed the challenge of being a community that reflects an attitude of openness and acceptance of every member of the community. Initiatives and programs must be equally available and accessible to all minority groups and the betterment of one segment translates to the overall wellbeing of Hall Co.



# OPPORTUNITIES & CHALLENGES

- **ATTITUDE & OPENESS & ACCEPTANCE Participants' Quotes**
  - *Audience still represents old Hall County*
  - *Emphasize education to all in Hall county/ Educating all young people for the available opportunities ahead*
  - *Change in attitude! In ALL areas. It is not bad to assist another in building toward a better life*
  - *Concentrate on the effect overall of helping, rather than ""putting down""*
  - *How to better collaborate to ensure kids get through school and to post-secondary*

# ADDITIONAL COMMENTS

Needs of the uninsured

Helping the undocumented

- *Hispanics will not be eligible for the Affordable Care Act*

Access to primary care

Pressure on social services

With population growth comes increased crime, traffic and other public safety issues

Poverty

- *Keep poverty and crime at a minimal*

# WHAT ARE THE IMPLICATIONS?

- Vision 2030 as a planning vehicle that is inclusive and representative
- A comprehensive plan that integrates healthcare, transportation, workforce, business and educational K-12 and postsecondary systems
- Community growth and effect on infrastructure, roads, public safety, social services, etc.
- *How to best capitalize on the current diversity and future growth*

# WHAT ARE THE IMPLICATIONS?

- K-12 education model that is relevant and able to help sustain Hall County moving forward
- The impact of economic challenges and downward trend
- Allocation of available resources to address key community issues (education, transportation, health care)
- Differing views on bilingualism as an asset

# NEXT STEPS

What other implications are there?

How does Hall County build on the strengths and assets of the community moving forward?

What can/will the Hall County Vision 2030 Diversity Committee do with this information?

