

# Advancing Workforce Together!

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Brad Turner-Little, NAWB  
November 7, 2023



# National Association of Workforce Boards



NAWB represents, supports and advocates for the nation's 575 Workforce Development Boards, which coordinate with education and economic development stakeholders to administer regional workforce programs which meet the needs of job seekers, career-seekers, businesses, and communities.





# Let's start with a question

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What comes to mind when you consider the phrase “Economic Vitality”?



The question  
before us...

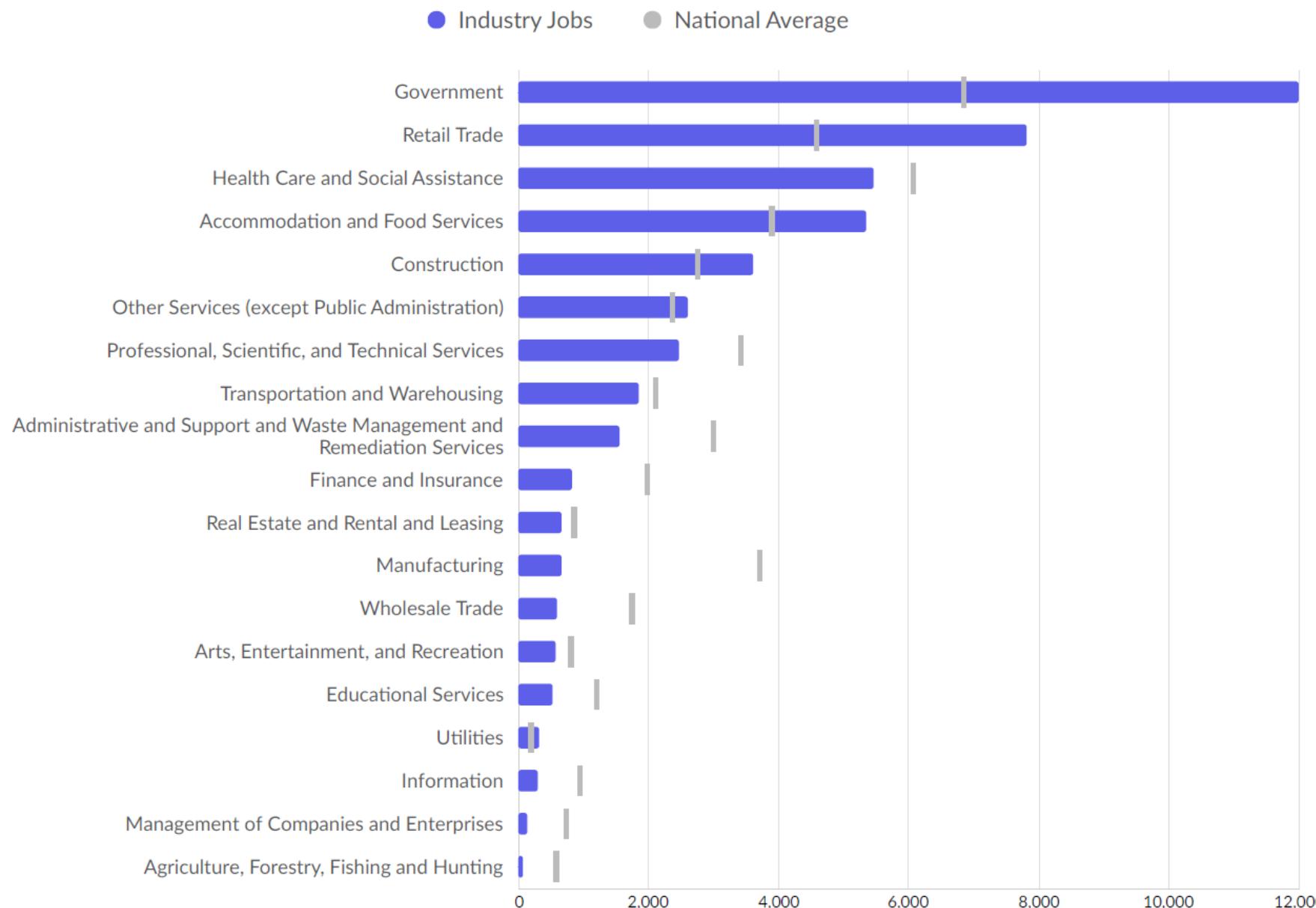


How might we achieve  
**economic vitality** for...

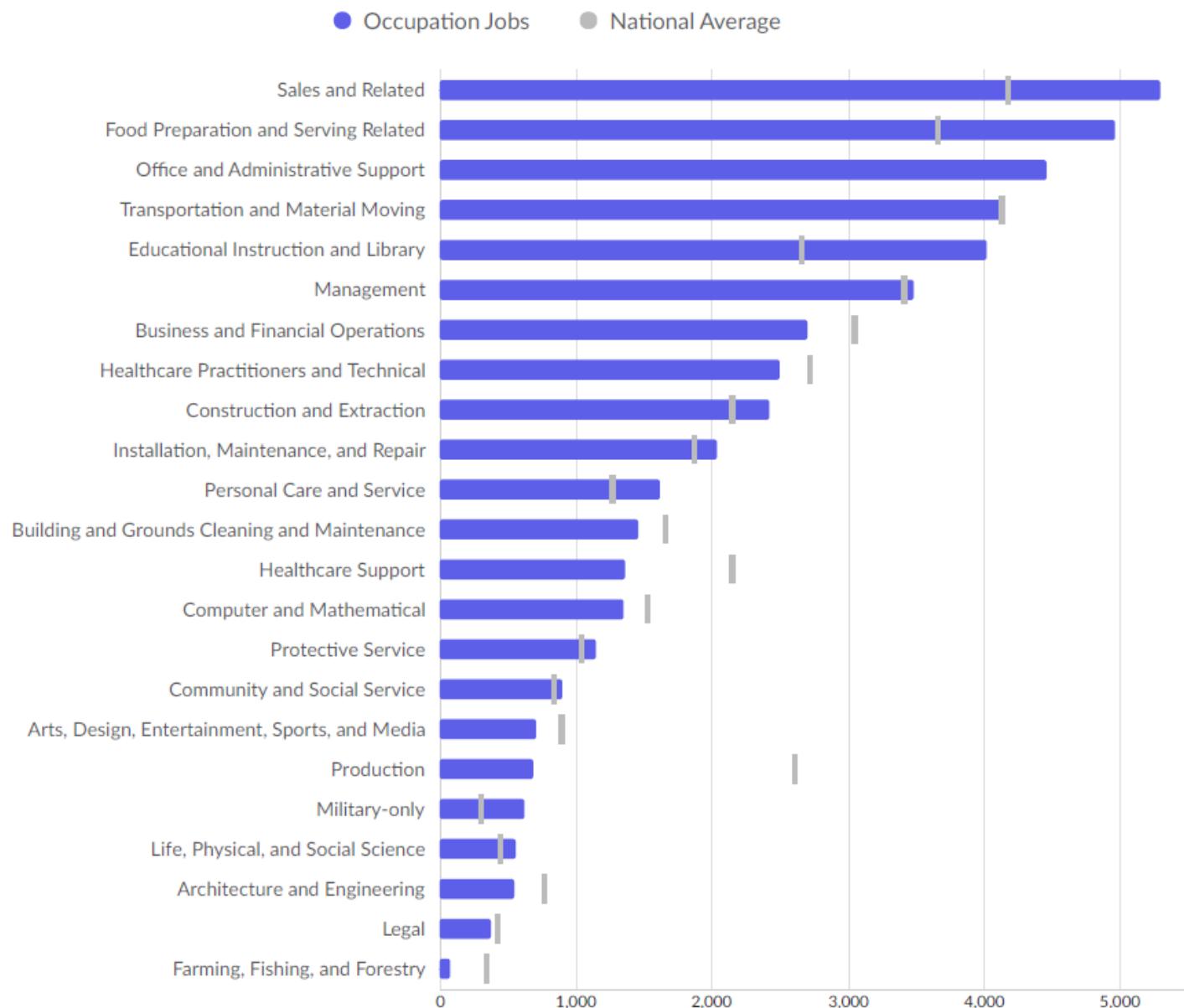
Our business community AND  
our neighbors here in Charles  
County



# Charles County Snapshot Largest Industries

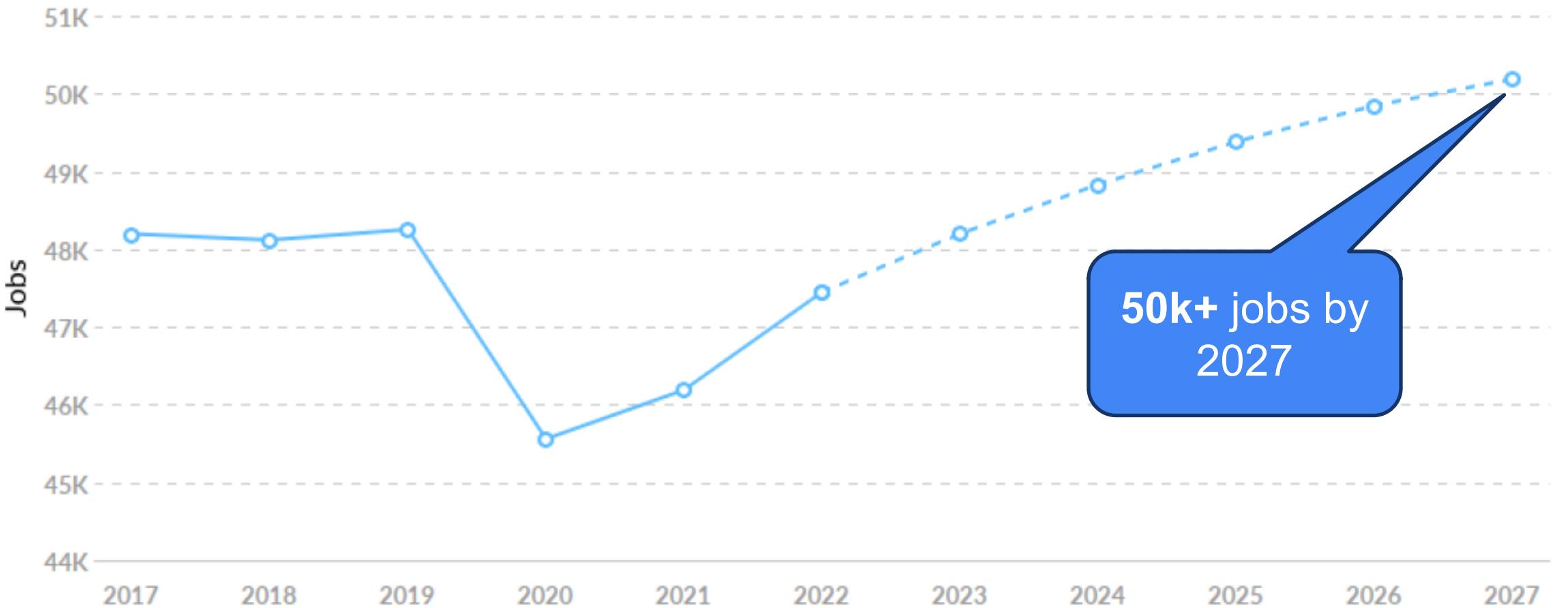


# Charles County Snapshot Largest Occupations



# Charles County Snapshot

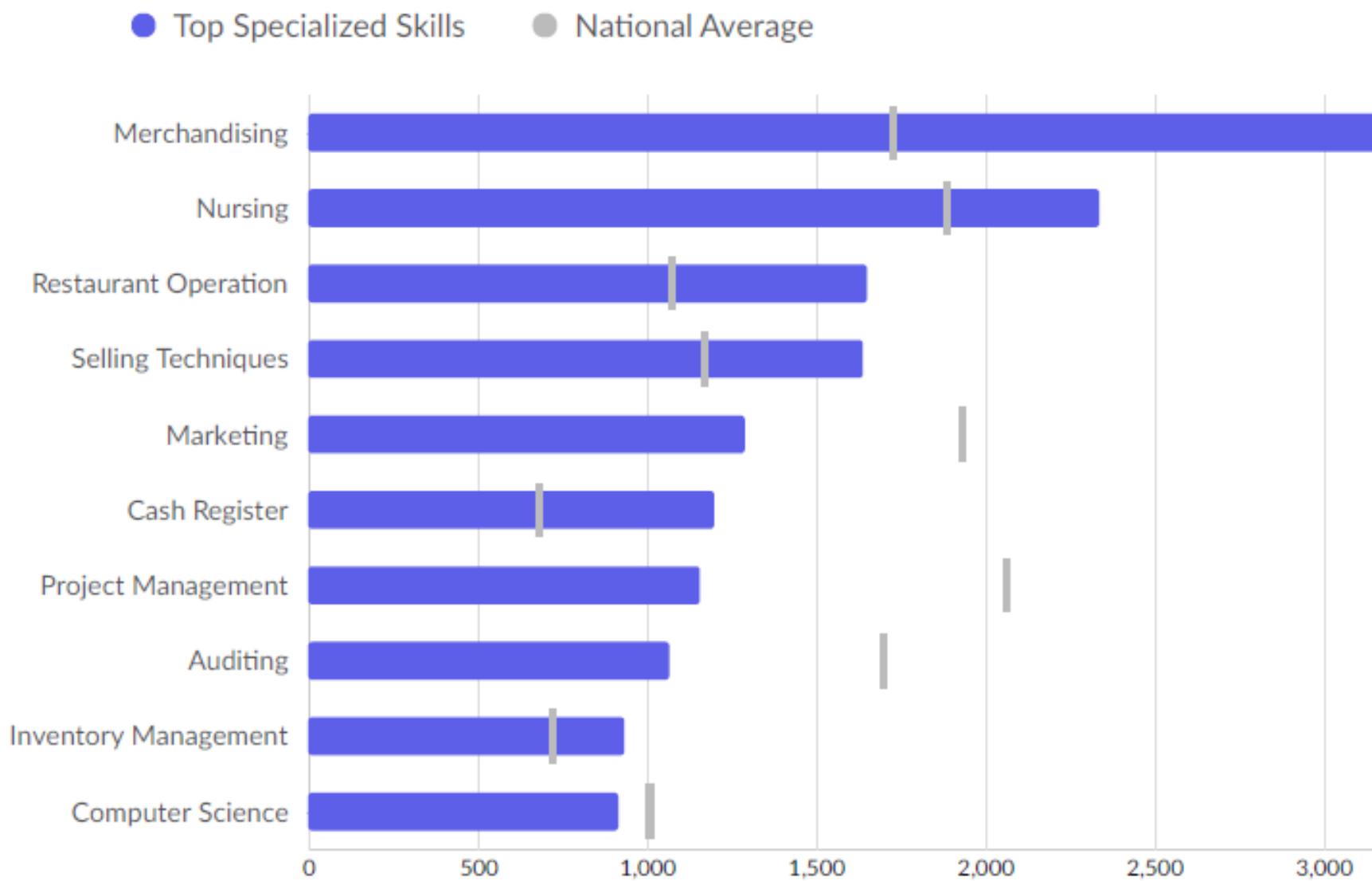
## Projected Job Growth



Data Source: Lightcast Q4 2023 Data Set

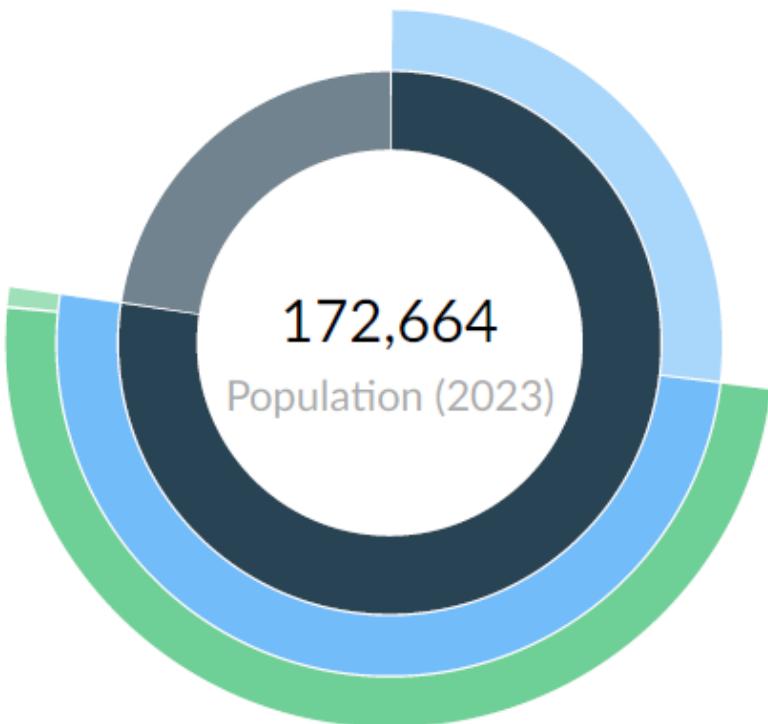
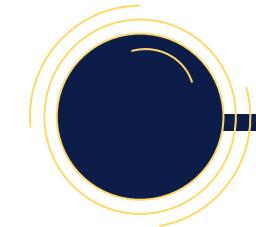


# Charles County Snapshot In Demand Skills



# Charles County Snapshot

## Labor Force

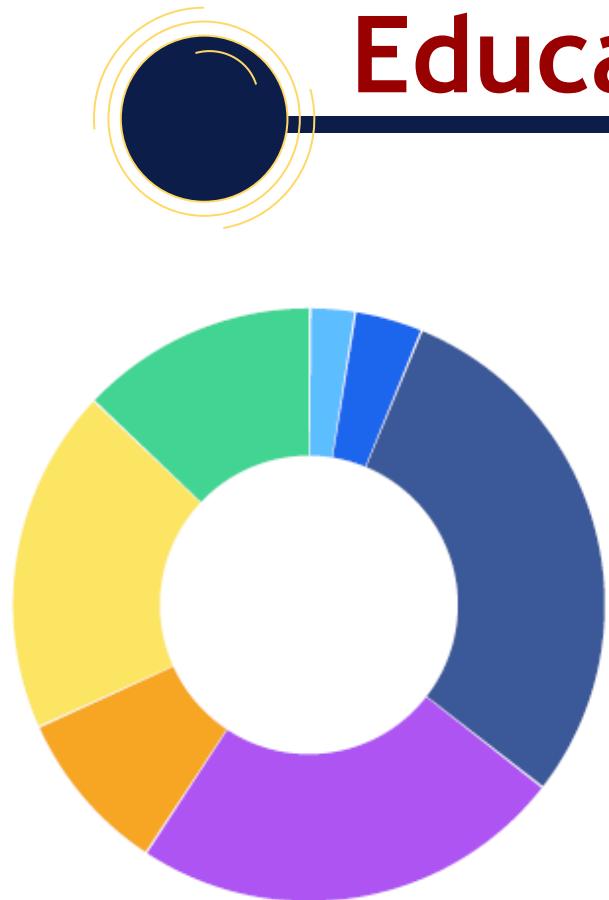


	Population
16+ Civilian Non-Institutionalized Population	133,468
Not in Labor Force (16+)	46,303
Labor Force	87,165
Employed	85,638
Unemployed	1,527
Under 16, Military, and institutionalized Population	39,196



# Charles County Snapshot

## Educational Attainment

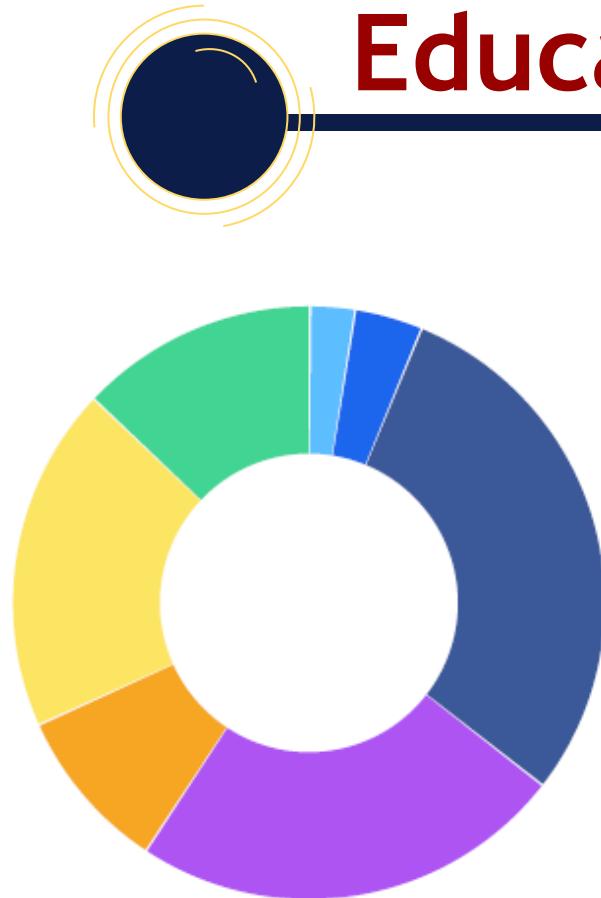


	% of Population	Population
Less Than 9th Grade	2.4%	2,822
9th Grade to 12th Grade	3.7%	4,285
High School Diploma	29.3%	33,867
Some College	23.7%	27,418
Associate's Degree	9.0%	10,387
Bachelor's Degree	18.8%	21,740
Graduate Degree and Higher	13.0%	15,021



# Charles County Snapshot

## Educational Attainment



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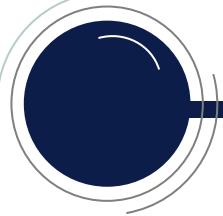
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# A path to consider Skills Based Hiring

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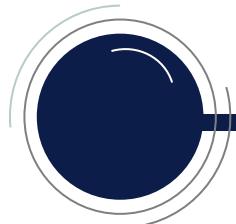
Skills based hiring is a **recruitment approach that focuses on evaluating candidates based on their skills**, rather than on their education or past work experience. - LinkedIn

Skills based hiring moves beyond education and experience requirements to **focus on the skills match between candidates and roles**. - Forbes



# A path to consider Skills Based Hiring

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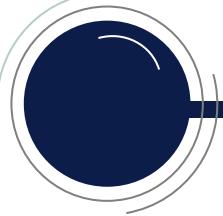


If employers shift to skills based hiring, they will have roughly **two-thirds** of the U.S. worker population that they have previously “filtered out” by requiring a degree.



Dr. Merrilea Mayo  
Founder, Mayo Enterprises, LLC





# Skills based hiring benefits

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- Better quality of candidates
- Expanded talent pool
- Accelerated time to hire
- Reduced hiring costs
- Improved retention rates
- More diverse workforce



# Skills Based Hiring Resources



LinkedIn's How to get started with skills based hiring

SHRM's Skilled Credentials at Work Toolkit

NAWB's “Are you ready checklist” (Q1 2024)



The question  
remains ...



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Thank you

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[turner-littleb@nawb.org](mailto:turner-littleb@nawb.org)

