



# Addressing Pennsylvania's Worker Shortage by Leveraging Veterans

## Problem | Pennsylvania faces a workforce crisis

PA's working population will decrease by **425,000** from 2020 to 2030



- Outmigration
- Aging workforce
- Declining immigration

More than 1/3 of residents cited **employment** as their reason for leaving

There is an **unmet demand** for roughly **110,000** workers

Workers are **needed in occupations** spanning the **Educational attainment** and **Wage spectrum**

The Commonwealth must be proactive to **attract new employees** and **retain existing ones**

## Solution | Veterans are a skilled and ready pool of talent

**200,000** veterans transition from the military annually



Transitioning veterans are **well-trained** and **ready to enter the workforce**

**ONLY 4%** of transitioning veterans settle in Pennsylvania

The Commonwealth is **underperforming in attracting its share of veterans** compared to other states

**Well-trained** in areas including but not limited to

- Information Technology
- Logistics
- Electronics
- Medical

**Ready to enter the workforce** with skills such as

- Communication
- Adaptability
- Critical thinking
- Teamwork

Compared to non-veterans, veterans have higher

- Income
- Homeownership
- Civic participation
- Labor force participation

**PA offers veterans**

- Plentiful jobs**
- World-class universities**
- State of the art healthcare**
- Retirement benefits**

## Recommendations | Prioritize recruiting and retaining veterans to fill critical labor gaps

To address the current and future labor shortfall threatening PA's economic growth and stability, the PA government should:

1

Fund industry-specific skills training for veterans so they qualify for in-demand occupations.

2

Support policy that enables accelerated programs for veterans to fill training gaps to meet occupational licensing requirements.

3

Require that government-funded employment services include evidence-informed program content and process components associated with successful employment outcomes.

4

Establish monitoring and evaluation processes to ensure that Pennsylvania Acts 35 and 41 are fully implemented.

### 1 Fund industry-specific skills training for veterans so they qualify for in-demand occupations.



Deliver customized programs to meet the needs of specific industries.



These occupations span industries ranging from agriculture business managers, cooks, bookkeepers, medical professionals, and software developers.

### 2 Support policy that enables accelerated programs for veterans to fill training gaps to meet occupational licensing requirements.



Offer competency-based programs that fill specific gaps in military training by designing a limited number of courses for former military members with experience in particular occupations (e.g., Combat Medic, Corpsman, Medical Technician).



Recognize a military member's academic and clinical experience and grant transfer credit to reduce the time and money spent completing formal civilian education.

### 3 Require that government-funded employment services include evidence-informed program content and process components associated with successful employment outcomes.



Provide resume writing assistance, mock interviews, assistance with online job searches, and access to a mentor/coach.

### 4 Establish monitoring and evaluation processes to ensure that Pennsylvania Acts 35<sup>1</sup> and 41<sup>2</sup> are fully implemented.



Full implementation of these acts allows military training and experience to be applied toward occupational licensure requirements and that reciprocity is provided for those licensed in other states.



These laws are expected to significantly reduce barriers to workforce entry based on the skills one has gained in the military or while experiencing frequent relocations as a military spouse.



Fund and evaluate the PA Department of States' Military Crosswalk initiative.

<sup>1</sup> Pennsylvania Act 35 of 2022 directs occupational licensing boards to facilitate the acceptance of military training and experience toward state-licensing requirements. <sup>2</sup> Pennsylvania Act 41 of 2019 requires licensing by endorsement and reciprocity for people licensed in other states.

