

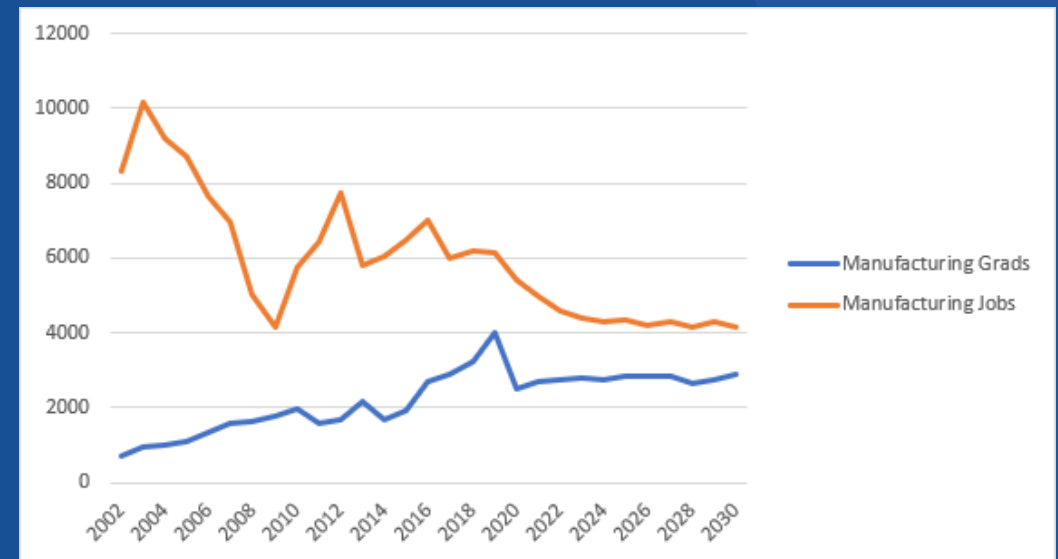
WHERE ARE THE PEOPLE COMING FROM?

Effectively Responding to Talent Concerns in Today's Market



THE WORKFORCE CRISIS AND PROJECT DECISION MAKING

- Since 2019 - 14.3 Billion in investments creating **28,000 new jobs** in KY (Site Selection Magazine)
 - Since 2017 - **37,915 jobs created** in manufacturing
- **83,000 and 97,000** annual job openings in Kentucky for the next decade (KY STATS & GIS)
 - **4,500 and 8,000** annual manufacturing job openings per year (KY STATS & GIS)
 - **3,000** graduates per year moving forward toward 2030 (GIS)

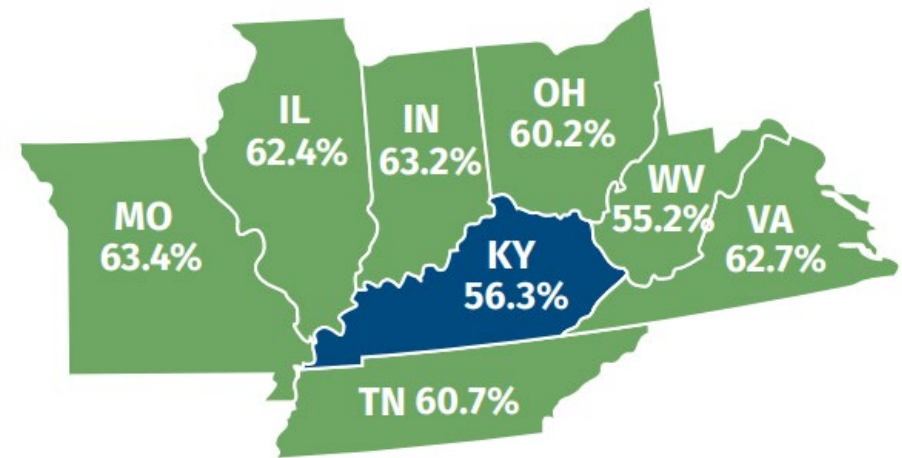




THE WORKFORCE CRISIS AND PROJECT DECISION MAKING

- Labor Force Participation at historic lows
 - Incarceration Rates
 - Low Population Growth
 - Substance Abuse Epidemic
 - Childcare Challenges
 - Aging Workforce

- **7.1 points** *below* **Missouri**
- **6.9 points** *below* **Indiana**
- **6.4 points** *below* **Virginia**
- **6.1 points** *below* **Illinois**
- **4.4 points** *below* **Tennessee**
- **3.9 points** *below* **Ohio**
- **1.1 points** *above* **West Virginia**



THE WORKFORCE CRISIS AND PROJECT DECISION MAKING

Challenges within Workforce Ecosystems

- Supply & Demand Planning
 - Innovation to increase labor force
- Ownership & competition
- Consistent data
 - Holistic view of ecosystem interfaces
- Duplicative initiatives
- Business Requirements
 - Workforce needs analysis complexity
 - Bandwidth of smaller companies
 - Work-Based Learning
 - OJT



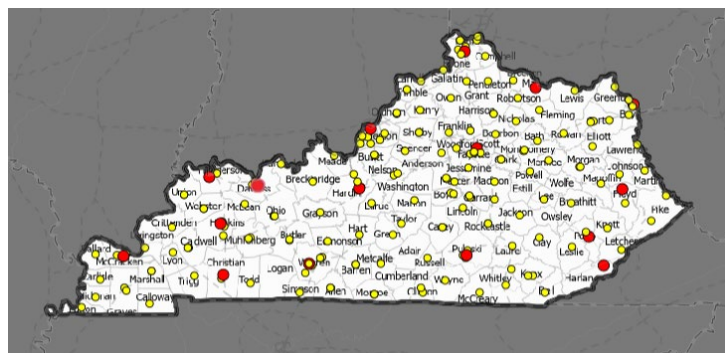
LOCATION DIFFERENTIATION

Highlighting the Team Approach



- Asset Mapping is the First Step
 - WIBS
 - Business Service Teams
 - GIS
 - Chambers
 - Non-Profits
 - Education Providers
 - Under Radar Partners





High School to Postsecondary Networks

Construction

APOLLO HS

2280 Tamarack Road, Owensboro, KY

General Information

Grade Range: 9th - 12th
Classification: Four-year High School
Graduation Rate: 92.4
% Transition ready: 53.6
% Earned College Credit: 61.5
% AP Enrollment: 53.8
% Earned Industry Certificate: 2.9
College Going Rate: 71.6

Education Projections

Industry Projections

Industry Alignment Rates

Education Pipeline

Social Factors

CPE 60x30 Goal

Population Projections

Longitudinal Employer-Household Dynamics

CLEAR ALL

Education Pipeline

Search Available Layers

programs in industry sectors.

☐ Accommodation and Food Services (Pipeline)

☐ Administrative and Support and Waste Management and Remediation Services (Pipeline)

☐ Agriculture, Forestry, Fishing and Hunting (Pipeline)

☐ Arts, Entertainment, and Recreation (Pipeline)

☒ Construction (Pipeline)

☐ Educational Services (Pipeline)

☐ Finance and Insurance (Pipeline)

☐ Health Care and Social Assistance (Pipeline)

☐ Information (Pipeline)

☐ Manufacturing (Pipeline)

☐ Mining, Quarrying, and Oil and Gas Extraction (Pipeline)

☐ Other Services (except Public Administration) (Pipeline)

☐ Professional, Scientific, and Technical Services (Pipeline)

☐ Public Administration (Pipeline)

☐ Real Estate Rental and Leasing (Pipeline)

☐ Retail Trade (Pipeline)

☐ Transportation and Warehousing (Pipeline)

☐ Unclassified (Pipeline)

KCTCS – GIS TOOL



BUILDING YOUR TEAM

Who should be at the table:

Initiate

Start at highest level & build organizational rosters

Differentiate

Engage local, state and regional leaders

Coordinate

Organize your workstreams

- Attraction
- Retention
- Development

Communicate

Have honest conversations about capacity

DEVELOPING YOUR WORKFORCE TEAM

Alignment and Professional Development

- What is your north star?
 - Mission and vision
 - Talking points & elevator speech
- What do these people need to be aware of?
- What should they be prepared for?
- What type of training would benefit this team?
 - Cultural Trainings
 - Industry Specific Subject Matter Training



HIGHLIGHTING WORKFORCE INNOVATION

Beyond Supply and Demand

- Broad Talent Sources
- Educational Partnerships
- Incubators
- Intra-Industry Partnerships
- Education First Employers
 - Retention
 - Development
- Barriers Assets
- Gig Worker Programs
- Talent Attraction Programs
- Skill-Based Assessment & Onboarding



TRAINING THAT PAYS OFF
IMPROVE YOUR RETENTION, PRODUCTION
AND EMPLOYEE SATISFACTION

WE'LL PAY FOR IT!
DISCOUNTS AVAILABLE EMPLOYERS

workforce.kctcs.edu

BCTC Workforce Solutions partners with your company to:

- train your current workforce
- recruit and train new hires
- increase productivity and retention
- provide funding assistance

Contact our experts for a full needs assessment today.
Laura Fraebel (859) 246-6730 or laura.fraebel@kctcs.edu

BLUEGRASS COLLEGE
WORKFORCE SOLUTIONS
CUSTOMIZED EMPLOYEE TRAINING

BCTC is an equal opportunity employer and education institution.

EFFECTIVE HAND-OFFS

- Have open conversations with the company
 - When
 - Expectations
- As soon as possible convene the core team
- Identify specific workstreams
- Outline communication protocols
- Identify meeting cadence
- Collaborative workspaces
- Ensure point people are identified at company



QUESTIONS?

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KCTCS

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