

When Workforce Development Programs Collaborate

Kentucky Chamber Foundation Workforce Center Programs

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20 YEARS IN THE MAKING:

KENTUCKY'S WORKFORCE

CRISIS





Kentucky Chamber
Foundation

WORKFORCE PARTICIPATION RATE

The share of the adult population age 16 or older that is either employed or unemployed and looking for work. Active-duty military and institutionalized individuals are excluded.

KENTUCKY'S WORKFORCE

Workforce participation has been on a steady decline since 2000



**Kentucky Chamber
Foundation**



57.9%

*Workforce
Participation Rate*

Kentucky Workforce Participation Rate, 2000-2021



Source: Bureau of Labor Statistics

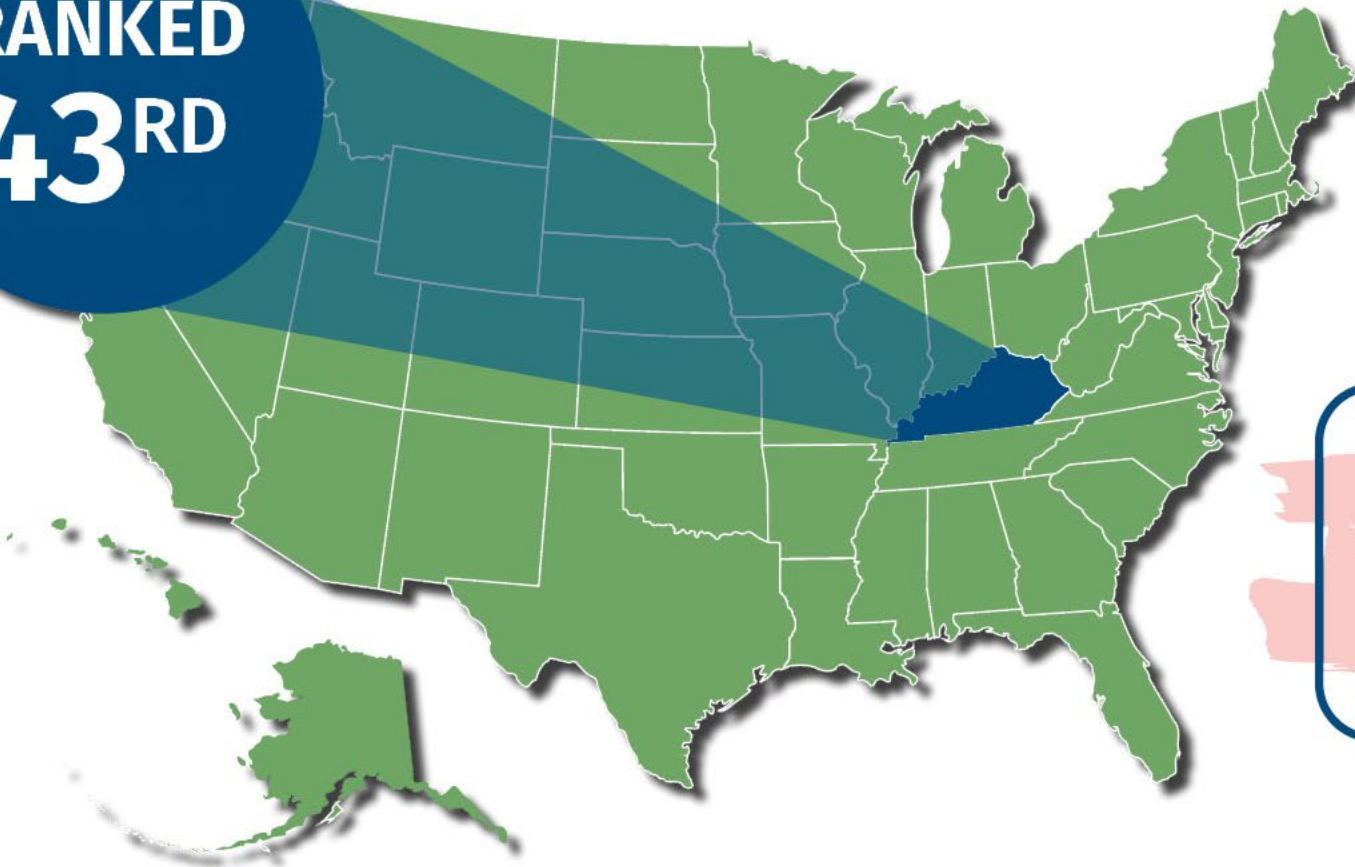
KENTUCKY'S WORKFORCE

Kentucky is ranked bottom 10 in workforce participation



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Foundation**

**RANKED
43RD**

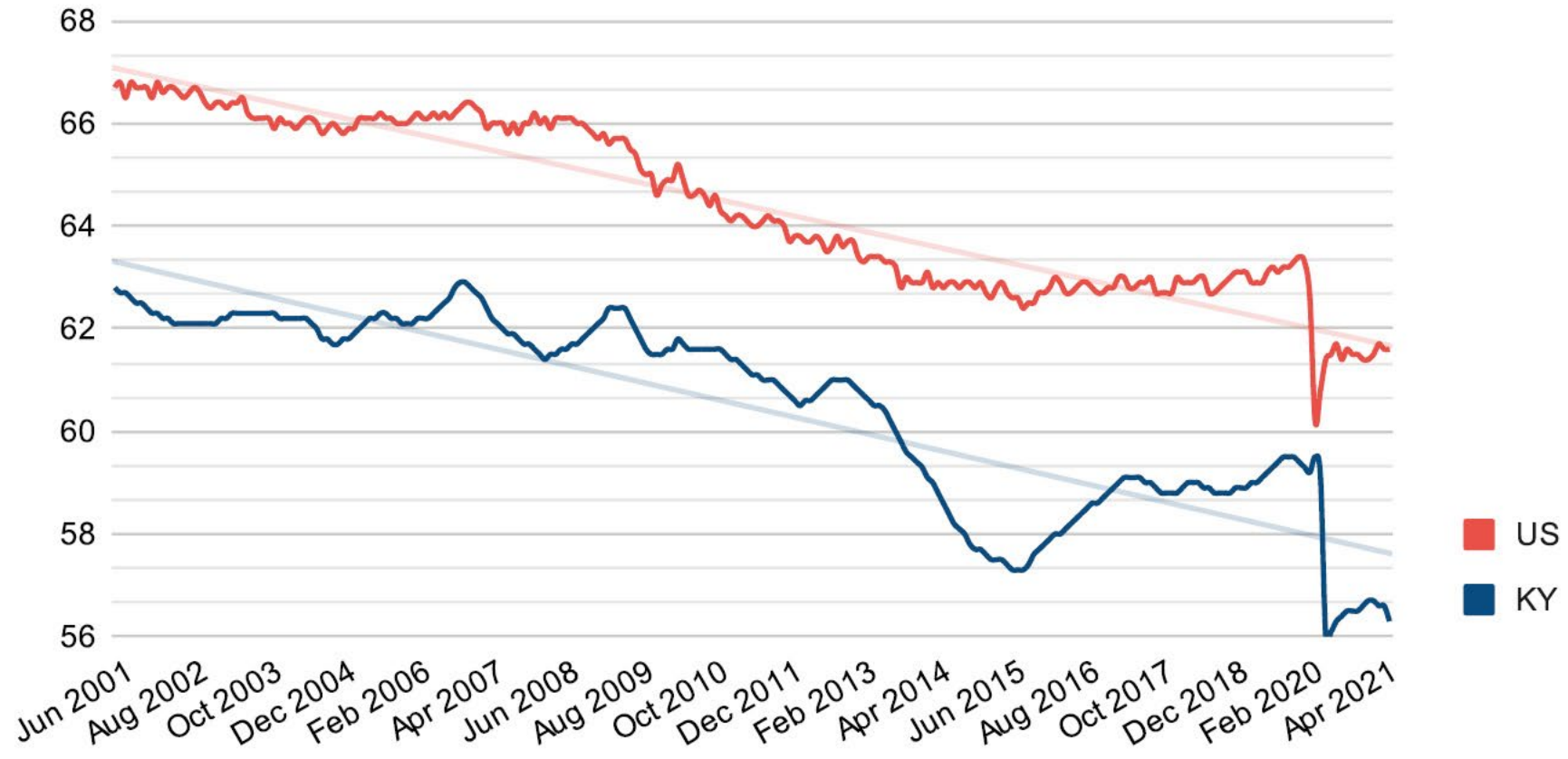


"During the past two decades, a growing percentage of Kentucky's adult population has been neither working nor actively looking for work. This is true across America, but it is worse in Kentucky."



KENTUCKY'S WORKFORCE

U.S. and Kentucky workforce participation rate 2001-2020



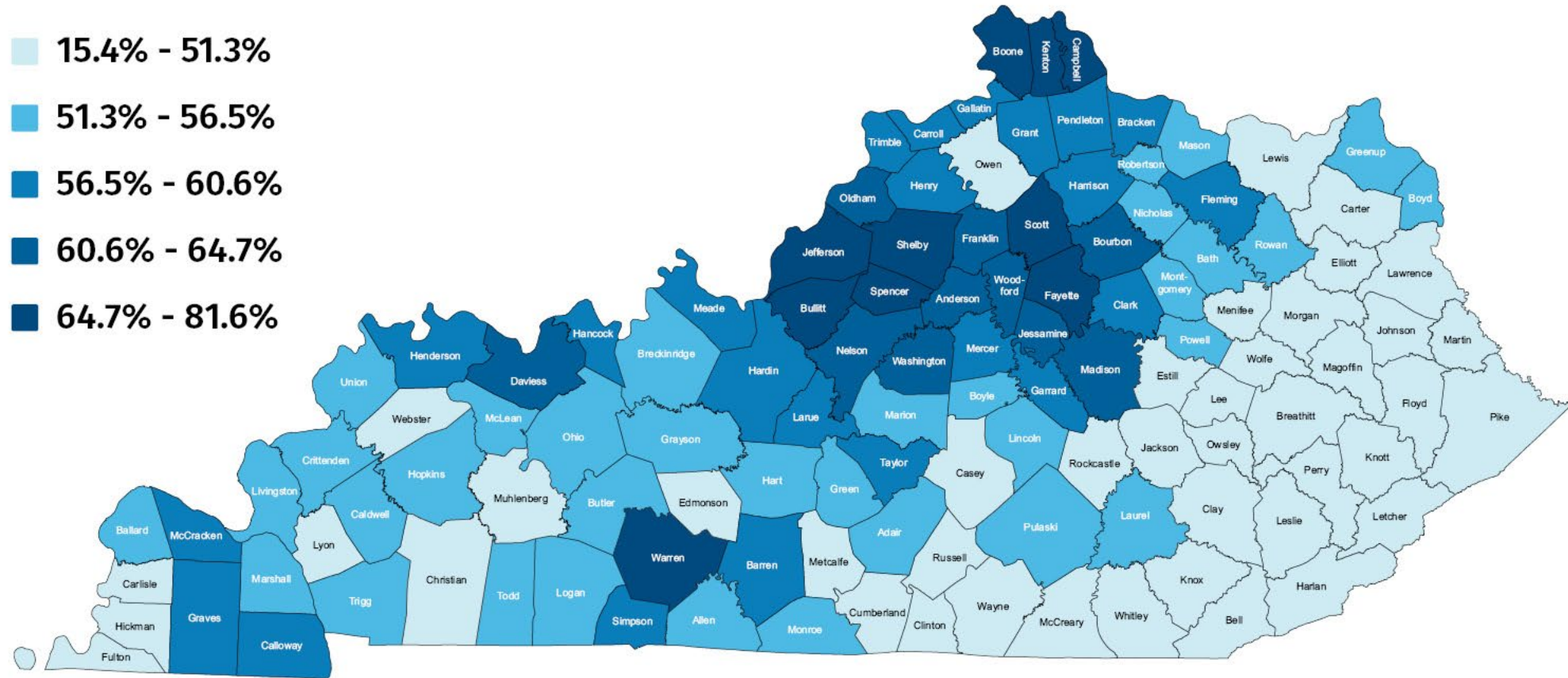
Source: Bureau of Labor Statistics

KENTUCKY'S WORKFORCE

Workforce participation rate by county, 2019



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Source: Census Bureau

ROOT CAUSES



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Only **48%** of Kentuckians have skills training beyond high school while **58%** of jobs require such training



1.2 million Kentuckians reside in childcare deserts



Nearly **3.2 million** baby boomers retired in 2020



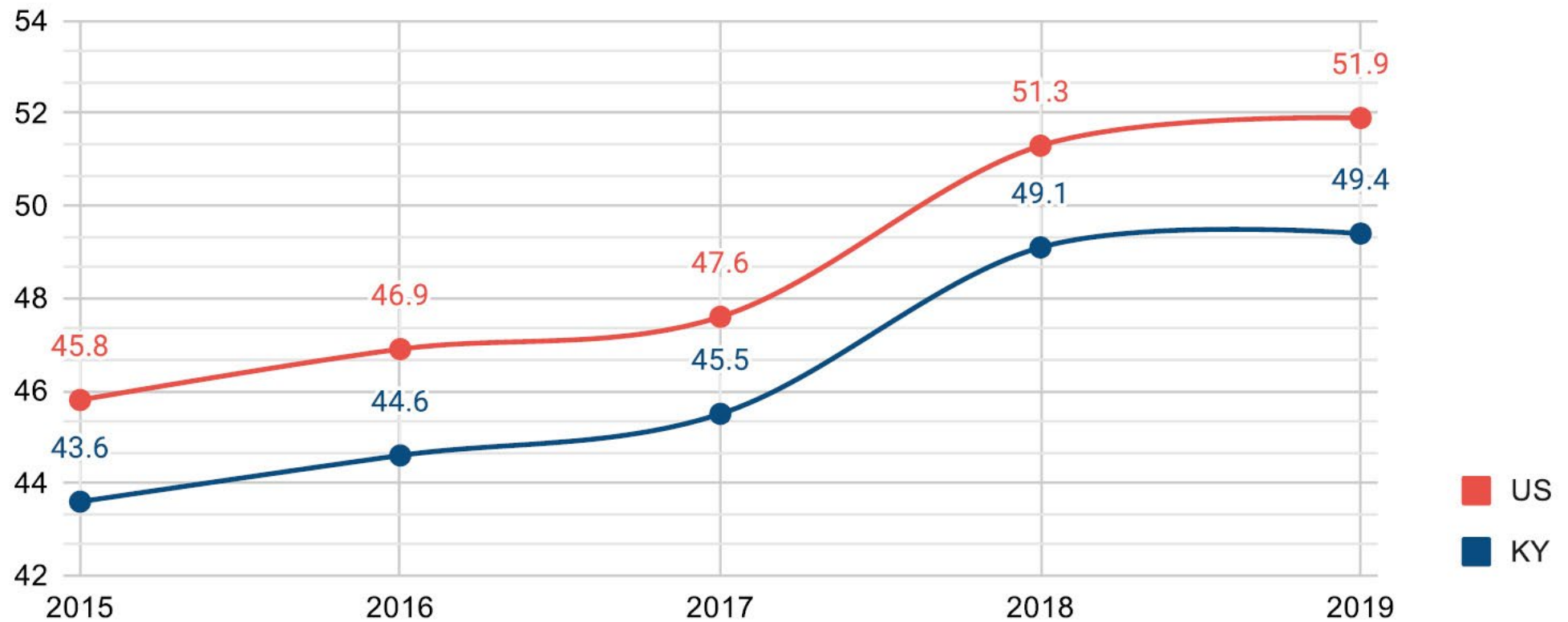
49% increase in overdose deaths in 2020

KENTUCKY'S WORKFORCE



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Percent of 25-64 year olds with a post secondary degree or credential



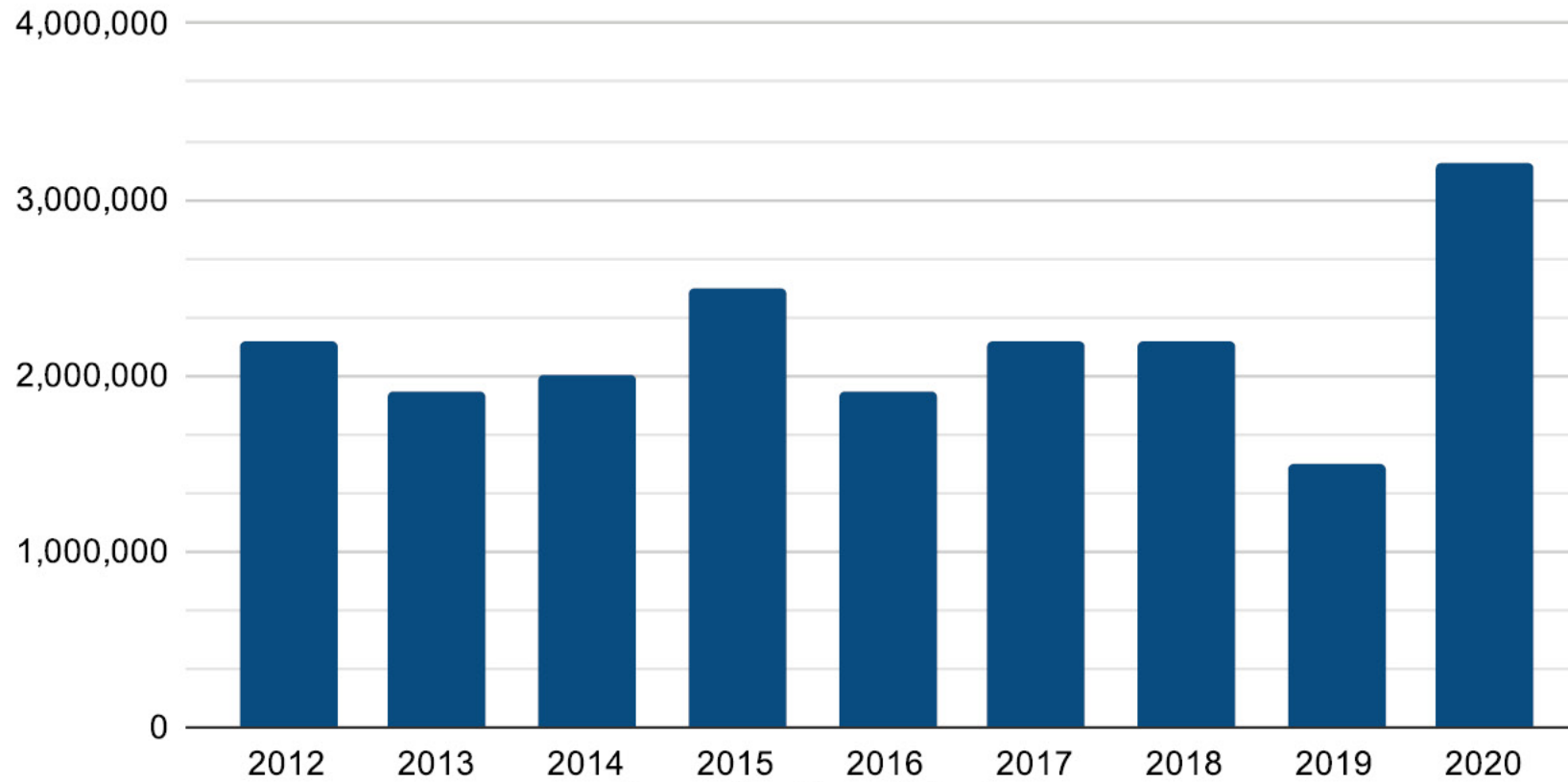
Source: Lumina Foundation

KENTUCKY'S WORKFORCE

Annual increase in retired U.S. Baby Boomers



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Source: Pew Research Center

ADDITIONAL CAUSES

Kentucky Workforce Participation



- *Up to **40%** of prime working-age men who are **not in the workforce** have a **health condition** that may prevent them from working.*
- The **unemployment rate** of formerly incarcerated individuals is estimated at **27%**.
- Between 2010 and 2020, the U.S. as a whole grew by **7.4%**, while Kentucky grew by just **3.8%**.





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KENTUCKY'S WORKFORCE SOLUTIONS



WORKFORCE SOLUTIONS

Possible solutions to grow Kentucky's workforce



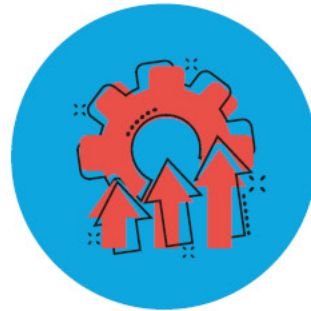
Track and evaluate
workforce programming
and spending



Remove barriers to
education and employment
for individuals with criminal
records



Make FAFSA a high school
graduation
requirement



Improve the competitiveness
of Kentucky's individual
income tax

Kentucky Chamber Workforce Center

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WORKFORCE SOLUTIONS

Private Sector Actions & Public-Private Partnerships



Talent Pipeline Management (TPM®)





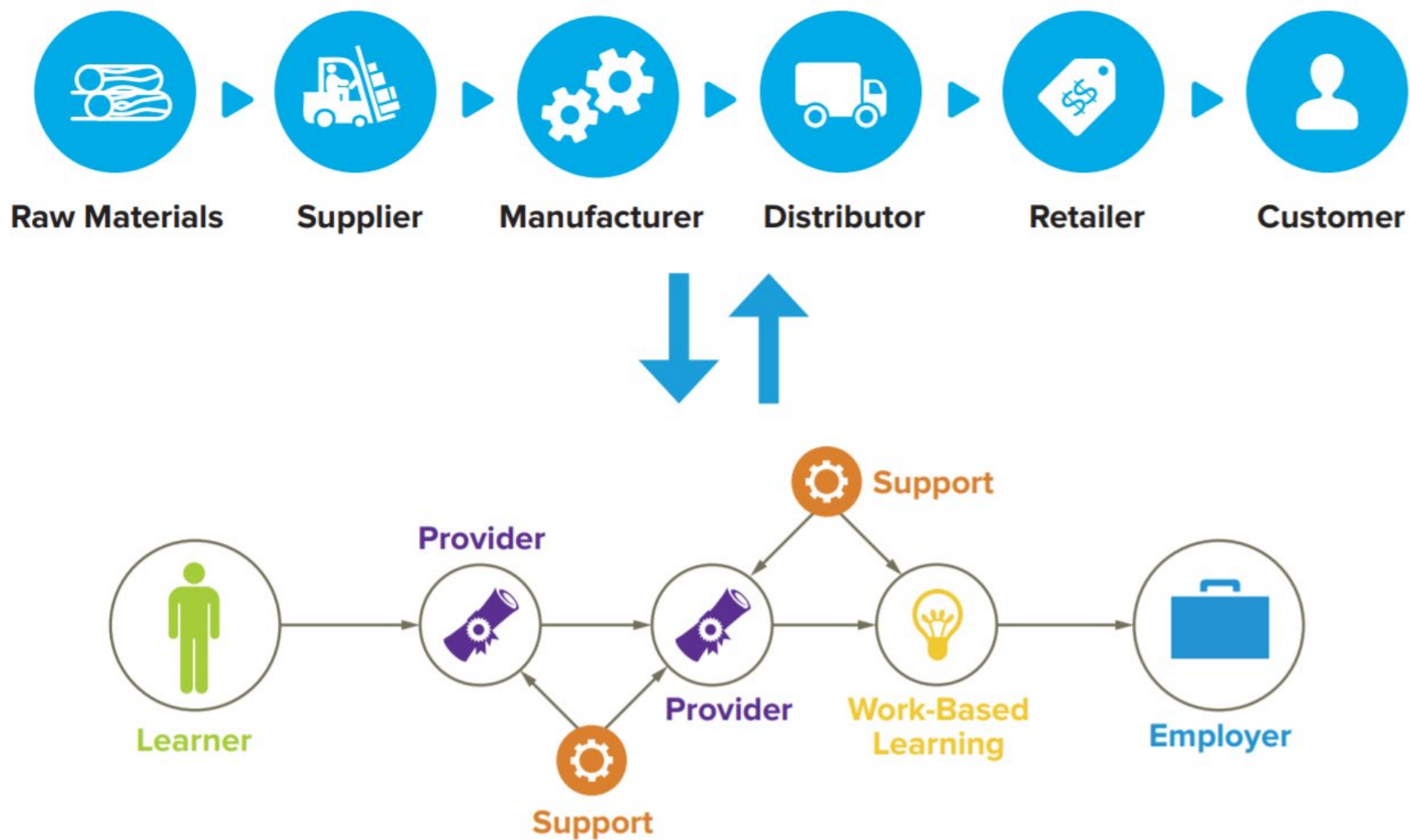
WHAT IS TALENT PIPELINE MANAGMENT?

TPM is an employer-led and demand-driven approach for businesses to create and manage talent 'supply chains' by projecting talent needs and aligning those with education and workforce development systems.

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TPM as an End-to-End Talent Management Solution



Strategy 1:

Organize for Employer Leadership and Collaboration



Strategy 2:

Project Critical Job Demand



Strategy 3:

Align and Communicate Job Requirements



Strategy 4:

Analyze Talent Supply



Strategy 5:

Build Talent Supply Chains



Strategy 6:

Engage in Continuous Improvement and Resiliency Planning

U.S. CHAMBER OF COMMERCE FOUNDATION

A Snapshot of TPM® in Kentucky:

- Over 30 industry collaboratives launched
- Over 300 employers engaged
- 200 critical jobs evaluated
- Over 4,000 Kentuckians connected



STRATEGY 1: ORGANIZE FOR EMPLOYER LEADERSHIP AND COLLABORATION

Collaboration NOT Competition



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Engaging employers: Statewide IT Collaborative



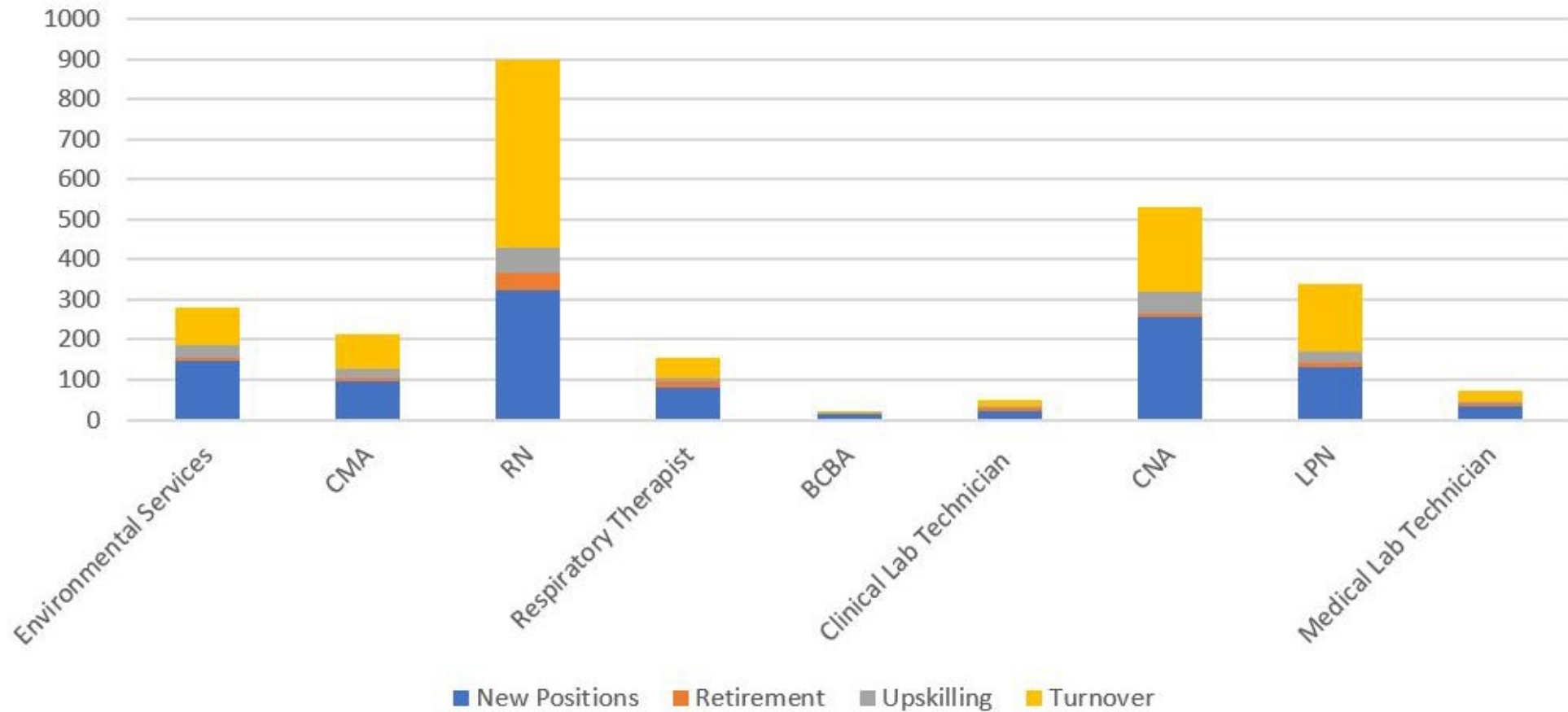
STRATEGY 2: PROJECT CRITICAL JOB DEMAND

EKCEP Healthcare Demand Projections

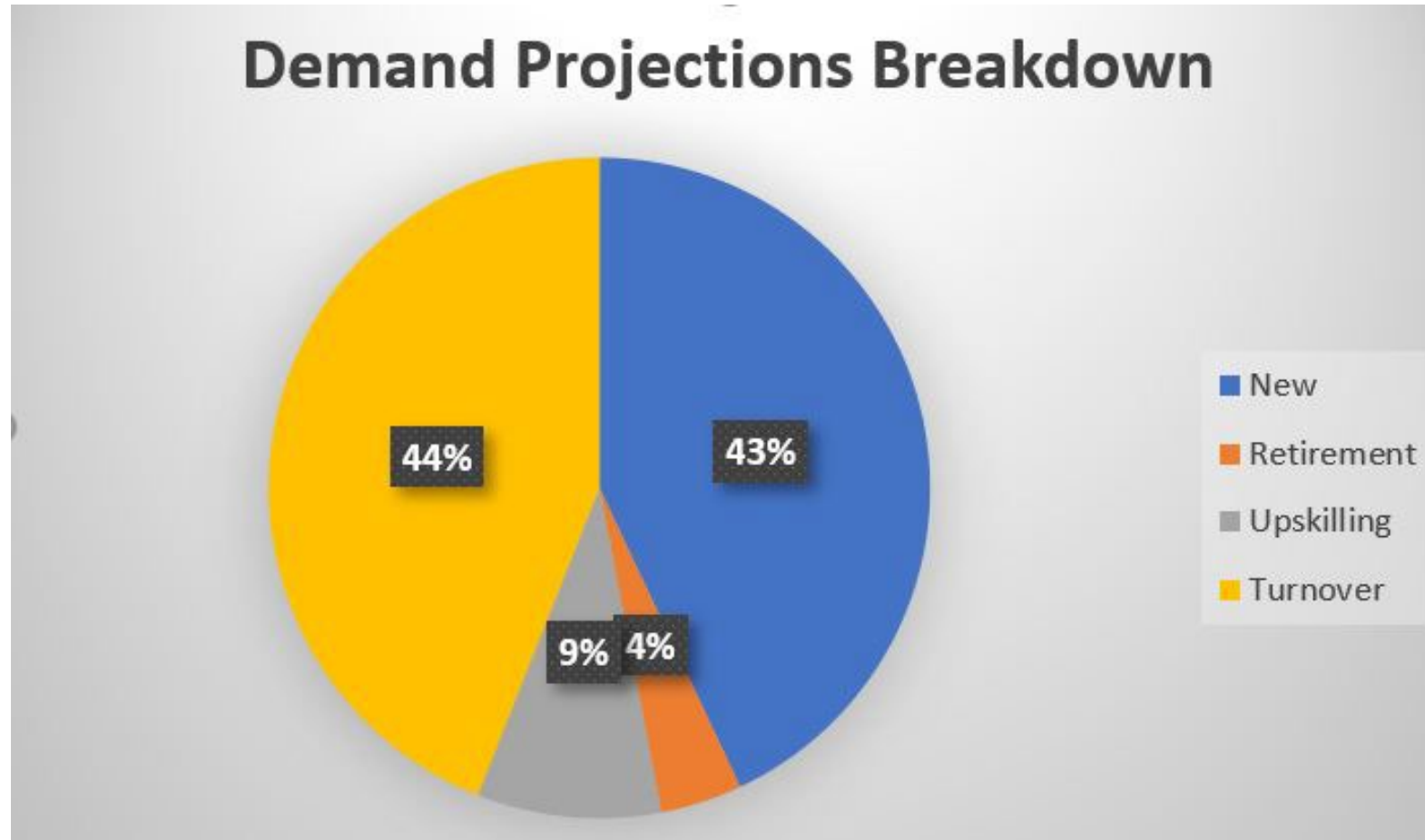
Occupation	New Positions	Retirement	Upskilling	Voluntary or Involuntary Turnover	Total	% New	% Retirement	% Upskilling	% Turnover
RN	324	41	63	469	897	36%	5%	7%	52%
CNA	256	7	58	210	531	48%	1%	11%	40%
LPN	130	15	27	166	338	38%	4%	8%	49%
Environmental Services	146	9	33	93	281	52%	3%	12%	33%
CMA	96	8	25	84	213	45%	4%	12%	39%
Respiratory Therapist	81	16	6	52	155	52%	10%	4%	34%
Medical Lab Technician	32	10	2	28	72	44%	14%	3%	39%
Clinical Lab Technician	23	8	4	13	48	48%	17%	8%	27%
BCBA	13	0	4	4	21	62%	0%	19%	19%
Totals	1101	114	222	1119	2556	43%	4%	9%	44%

EKCEP Healthcare Demand Projections

EKCEP Healthcare Demand Projections 2021-2023



EKCEP Healthcare Demand Projections





STRATEGY 3: ALIGN AND COMMUNICATE JOB REQUIREMENTS

Sample Competency List

Competency List	Score
Responsible for quality control of own work	5
Maintain a clean and safe working environment	5
Read and interpret complex oral, written and visual instructions for machine set up	5
Work from blueprints, dispatch lists, programming sheets, layout sheets and written or verbal instruction	4.67
Continually improve work processes to increase throughput and quality	4
Assist in other departments when instructed.	4
Operate complex machinery, products and processes	3.67

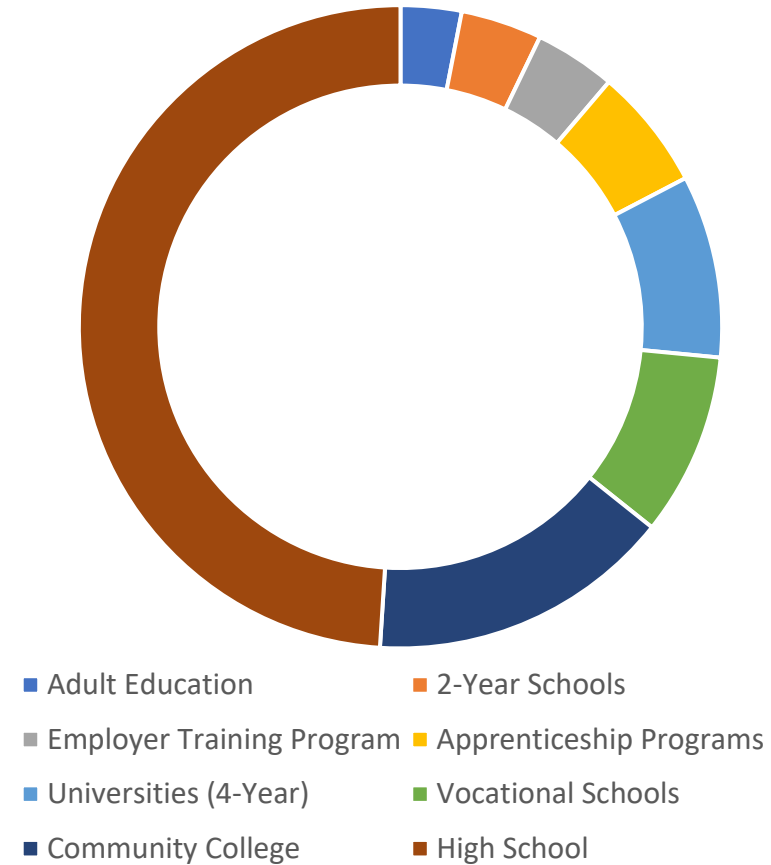


STRATEGY 4: ANALYZE TALENT SUPPLY

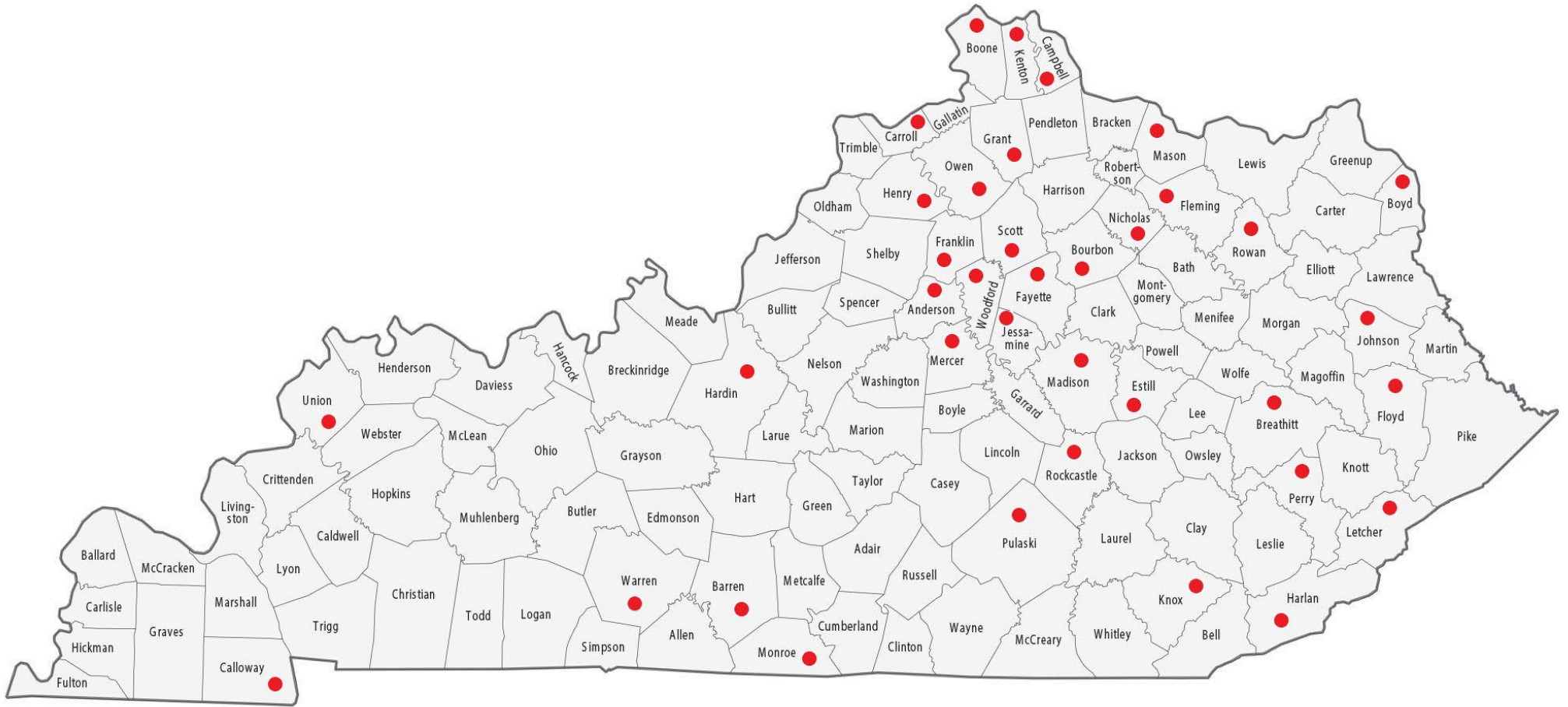
Bluegrass Construction Talent Flow

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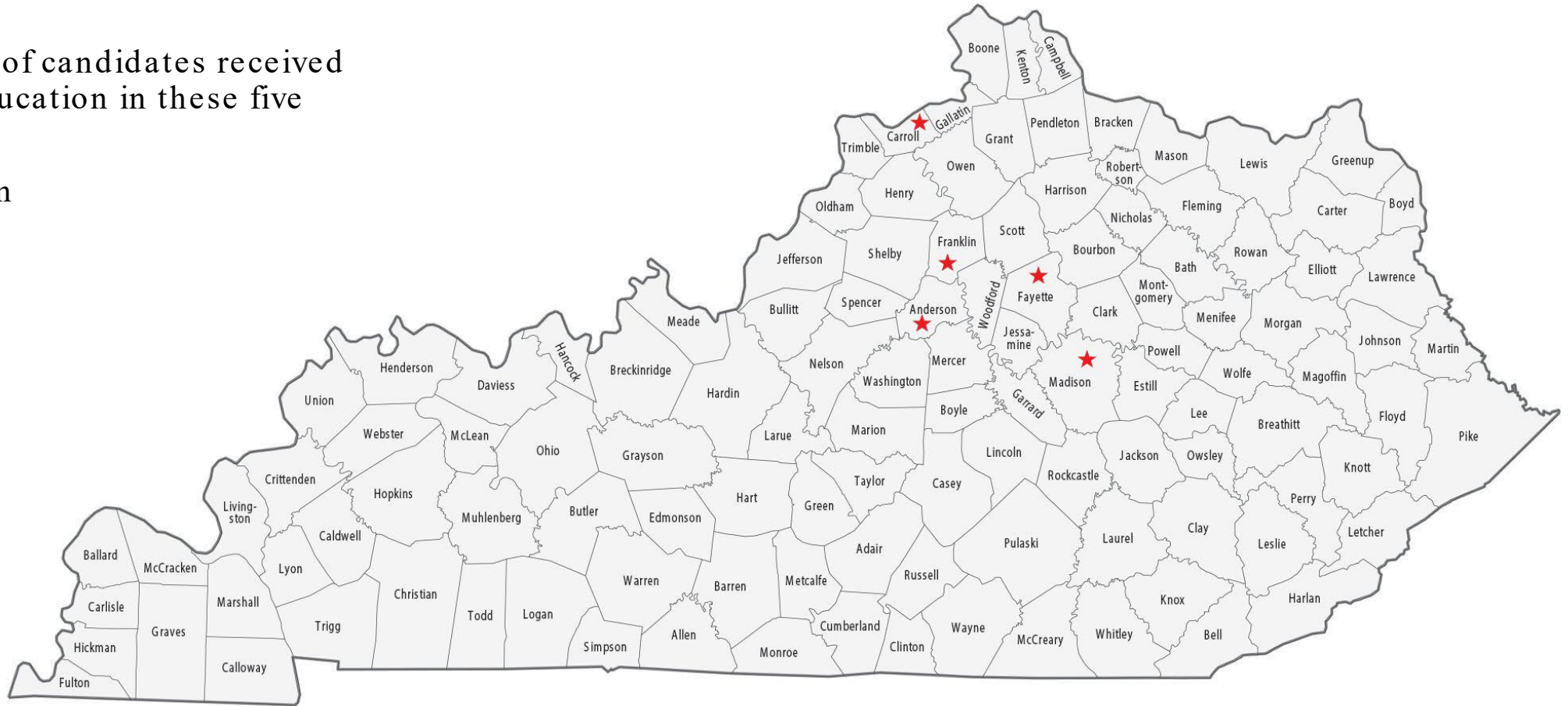
Bluegrass Construction Talent Flow



Bluegrass Construction Talent Flow

Nearly 50% of candidates received training/ education in these five counties:

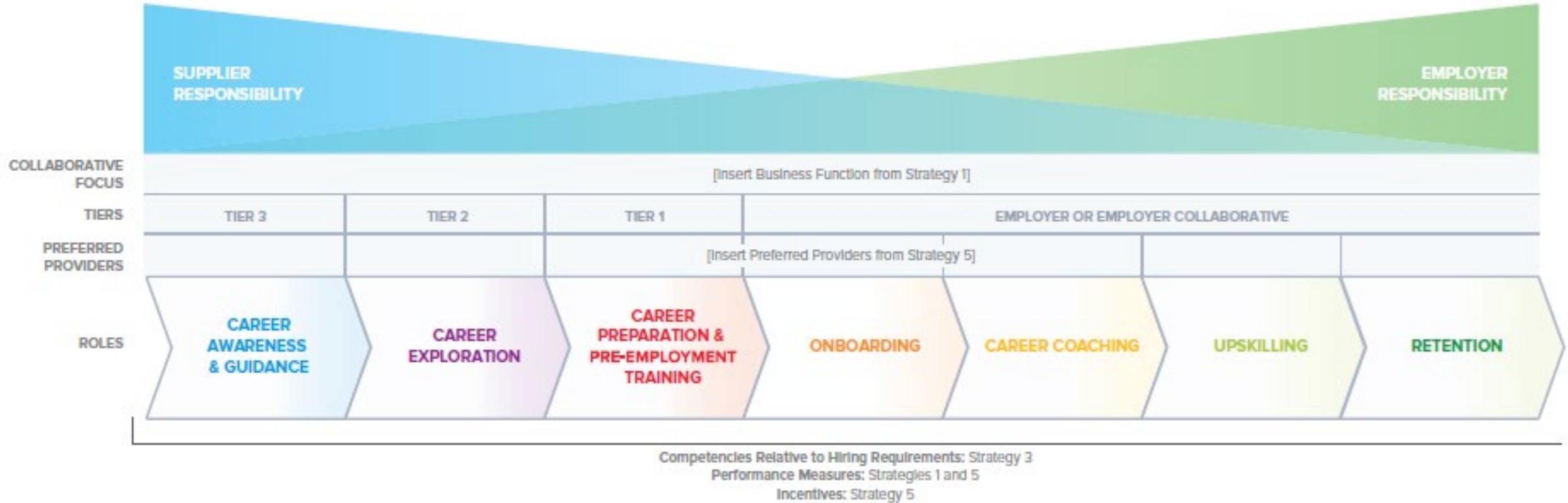
- Anderson
- Carroll
- Fayette
- Franklin
- Madison





STRATEGY 5: BUILD TALENT SUPPLY CHAINS

Co-Designing Talent Pipelines



2 Year RN Demand Projections:

Total Demand Projections By Specialty

Position	New Positions	Retirement	Turnover	Total	% New	% Retirement	% Turnover	% of Total
Behavioral Health RN	1	6	79	86	1%	7%	92%	3%
Critical Care RN (ICU, NICU, CCU)	10	19	372	401	2%	5%	93%	14%
End of life/ Palliative RN	63	57	94	214	29%	27%	44%	7%
Home Health RN	6	1	7	14	43%	7%	50%	0%
Managed Care RN	146	60	593	799	18%	8%	74%	27%
Medical/Surgical/Telemetry RN	17	17	339	373	5%	5%	91%	13%
Operating Room/Procedural RN	12	44	87	143	8%	31%	61%	5%
Specialty RN (Ortho, Neuro, Cardio, Oncology)	12	30	222	264	5%	11%	84%	9%
Women's Services/Pediatrics RN	9	4	69	82	11%	5%	84%	3%
Skilled Nursing/Rehabilitation RN	305	11	276	592	52%	2%	47%	20%
Total	581	249	2138	2968				

Nursing School Capacity

Schools	2015	2016	2017	Max	Min Max	NCLEX Avg.
Bellarmino	181	168	173	205	32	94%
Galen	198	300	419	419	0	92%
IUS	102	128	108	128	26	-
Ivy Tech*	90	110	150	150	0	-
JCTC	208	161	120	208	88	88%
Spalding	101	72	68	107	39	81%
Spencerian/Sullivan	32	38	28	127	99	75%
UofL	237	217	222	237	15	92%
Total	1149	1194	1288		299	
Two Year Total	2298	2388	2576		598	

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Solutions to Clinical Rotation Scheduling



Nursing Students



Employers



CastleBranch

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STRATEGY 6: ENGAGE IN CONTINUOUS IMPROVEMENT AND RESILIENCY PLANNING

TPM[®] INDUSTRY ALIGNMENTS



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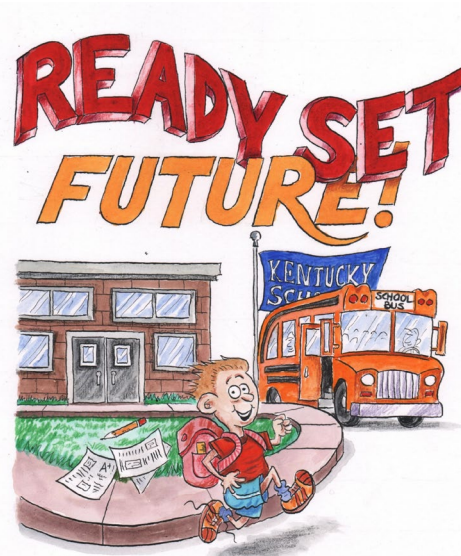
For more information visit kychamber.com/tpm





Bus to Business® is a statewide initiative focused on connecting students with employers and bringing classrooms to careers. The goal of the program is to show students what career pathways are in their own communities.

Since the program's inception in 2019, it has engaged with over 50,000 students statewide!



**CRITICAL JOB
OF THE WEEK**

CONSTRUCTION LABORERS

A construction laborer or craft laborer is a person that does physical labor on construction sites. Some tasks common to this job are cleaning, loading or unloading materials, and removing hazards. They may occasionally run light-duty equipment or put together/take apart scaffolding and other temporary structures. They are essential to all types of construction. This job is a great way for a person to get started in their career with lots of opportunity for future growth into a fulfilling career in the construction industry.

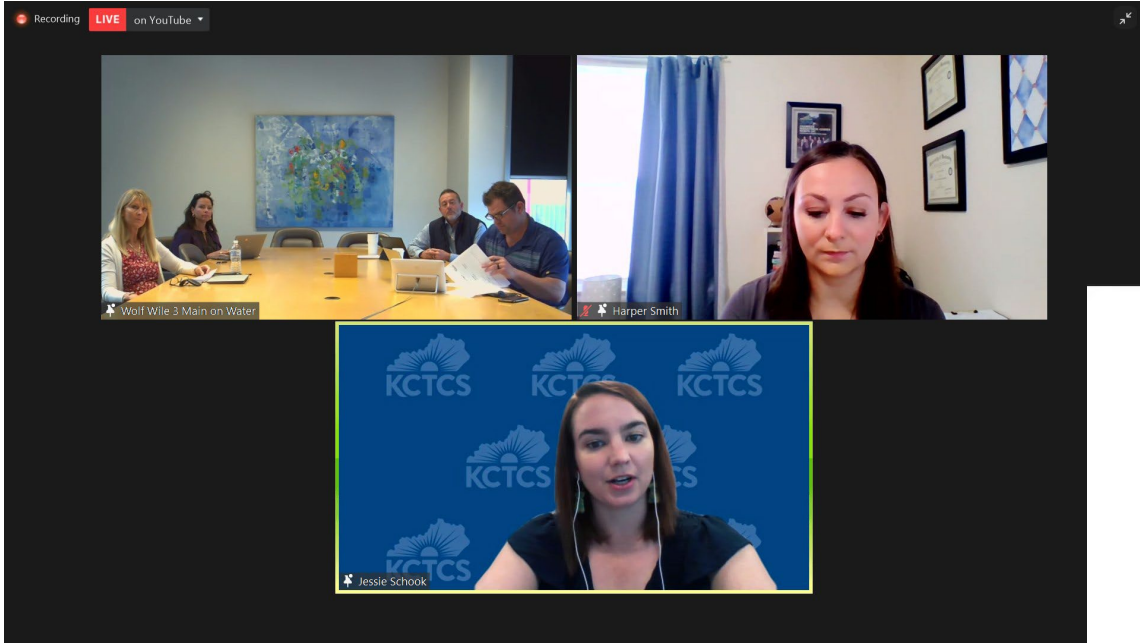


Gray
Gray Construction
Lexington, KY

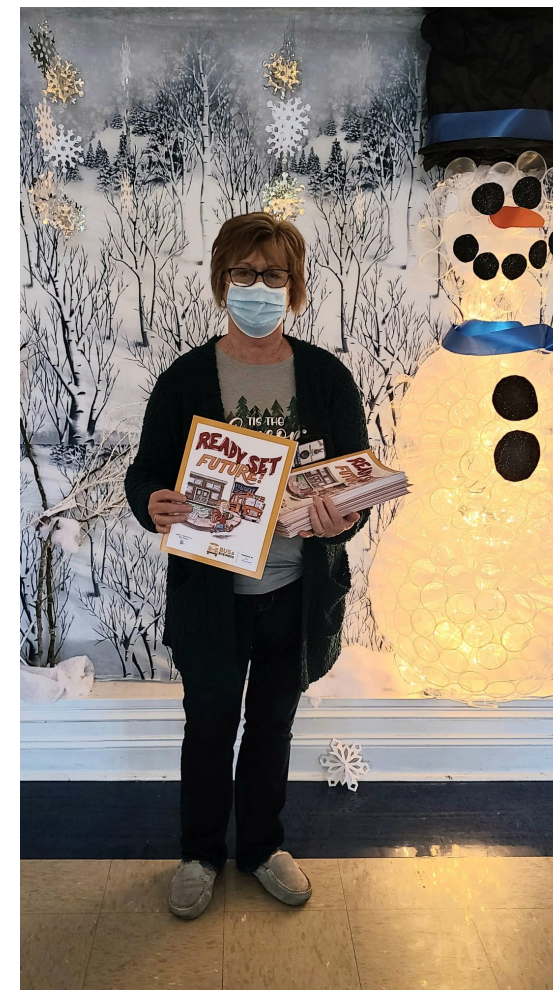
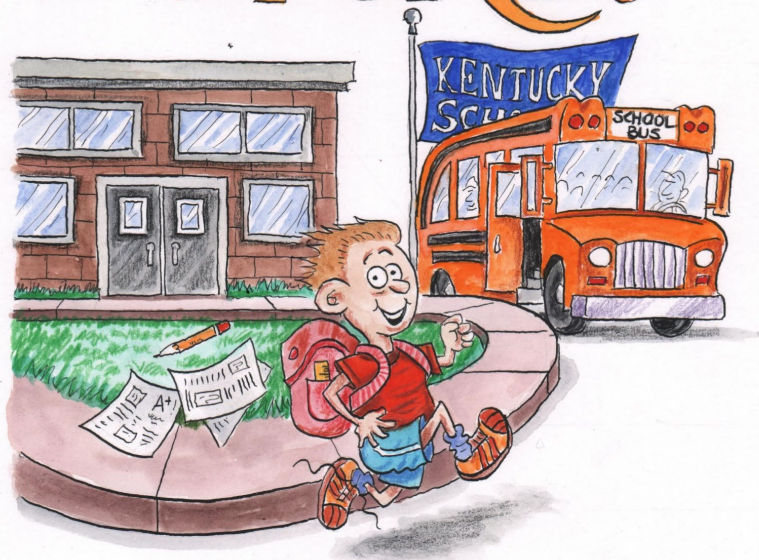


AVERAGE ANNUAL EARNINGS:
\$33,000
FIVE YEAR OPENINGS:
2,356
WORK EXPERIENCE REQUIRED:
None
ON-THE-JOB TRAINING:
Short-term
MINIMUM EDUCATION REQUIRED:
No formal educational credential





READY SET FUTURE!



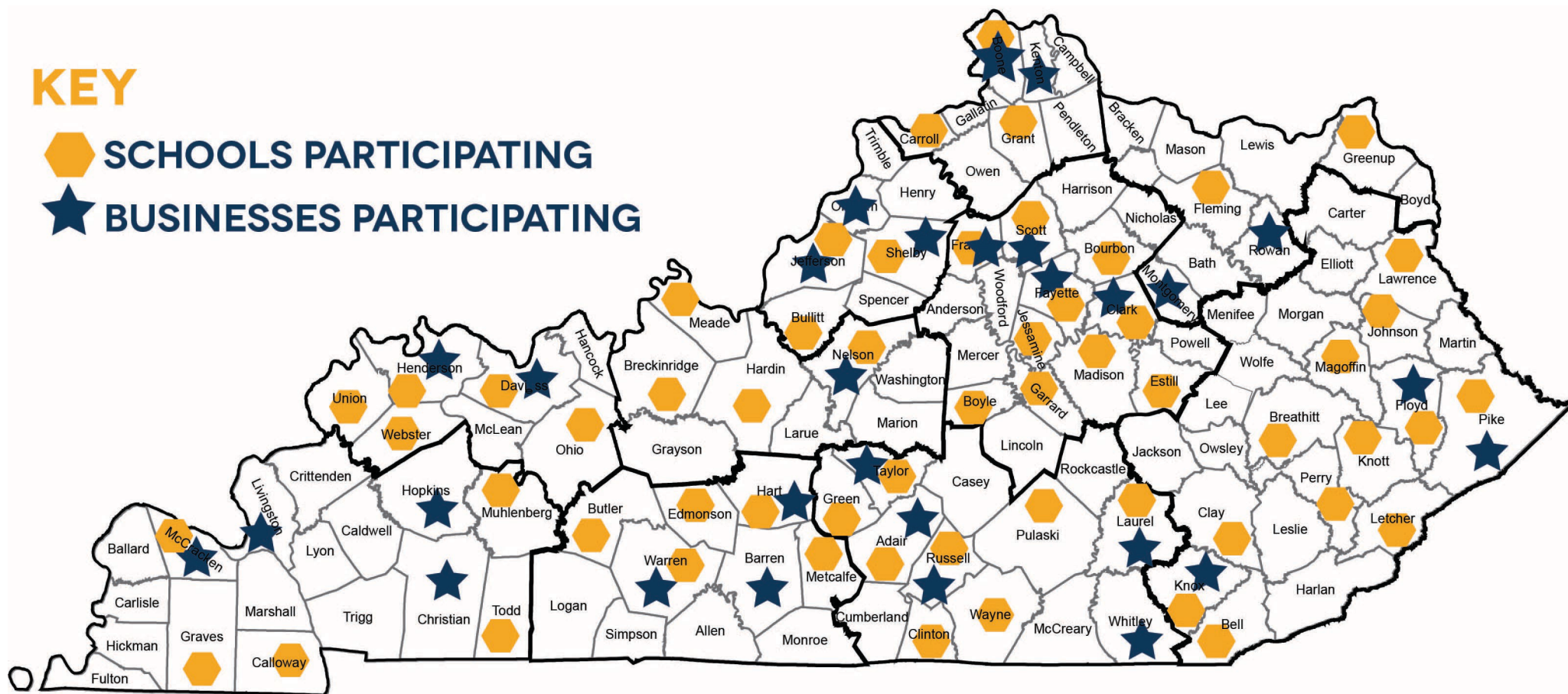
KEY



SCHOOLS PARTICIPATING



BUSINESSES PARTICIPATING



Cross Training Opportunities



Department of Corrections Pilot



Connection & Promotion



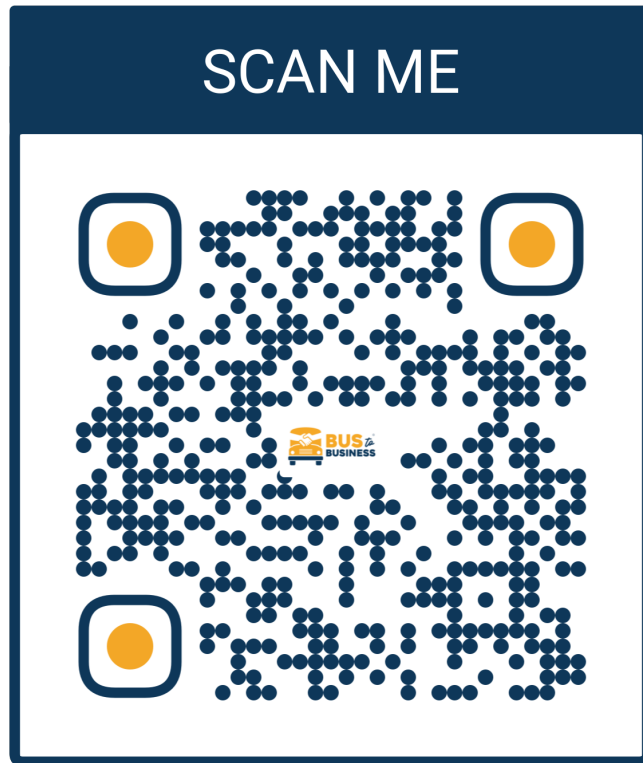
Connection & Promotion



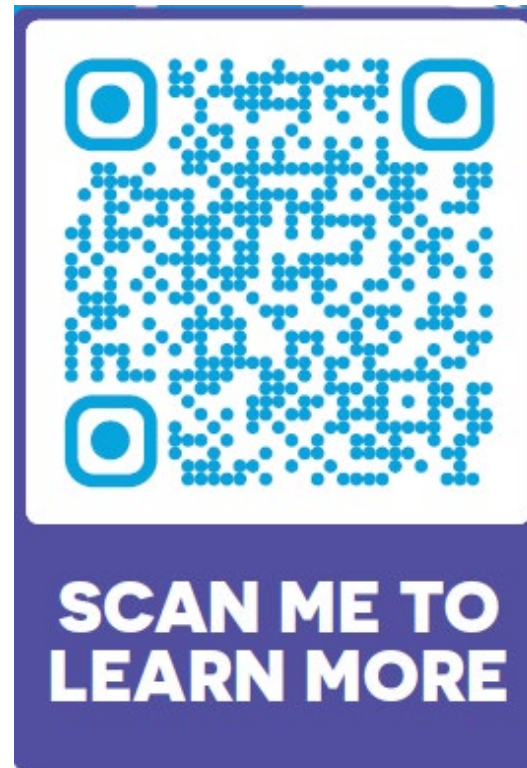
Connection & Promotion



Bus to Business



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Talent Pipeline Management

