



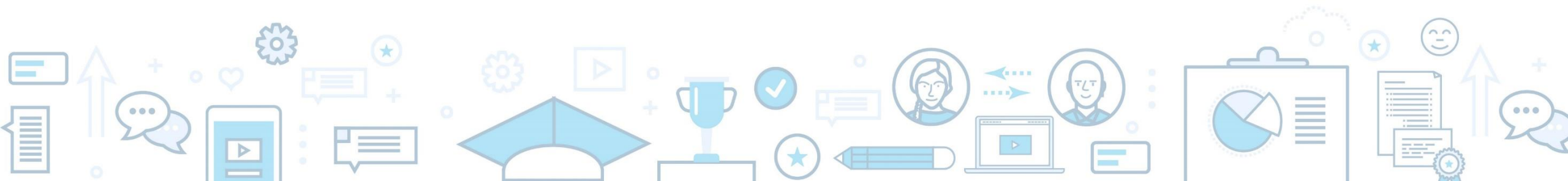
Kentucky Chamber
WORKFORCE
CENTER

A CASE FOR CHANGE

THE MOVEMENT TOWARD EMPLOYER LED WORKFORCE SYSTEMS

Beth Davisson

Executive Director



2019-2020 KENTUCKY CHAMBER WORKFORCE CENTER BOARD OF MANAGERS



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Interapt
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John Greene
Keeneland
Association, Inc.
Director of
Human Resources



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East Kentucky
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Manager, Economic
Development



Amanda Huddleston
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Joel Logan
Toyota Tsusho
Vice President



Levi Loverkamp
Mercy Health-
Lourdes
Regional Director
of Human
Resources



Sybil Murphy
Cincinnati/
Northern Kentucky
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Airport (CVG)
Vice President of
Human Resources



Steve Rudolf
Baptist Health SSC
Vice President -
HR Operations



Kevin Smith
Beam Suntory
VP Kentucky Beam
Bourbon Affairs



Beth Davisson
Kentucky Chamber
Workforce Center
Executive Director



Kentucky Chamber
WORKFORCE
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84%

OF KENTUCKY
EMPLOYERS TODAY
CANNOT FIND
QUALIFIED
WORKERS.

81%

OF EMPLOYERS PROJECTED
MODERATE TO HIGH GROWTH
FOR THEIR ORGANIZATIONS
IN THE NEXT THREE TO FIVE YEARS.

SOURCE: KYSHRM 2017



SINCE 2015, WE HAVE SEEN...

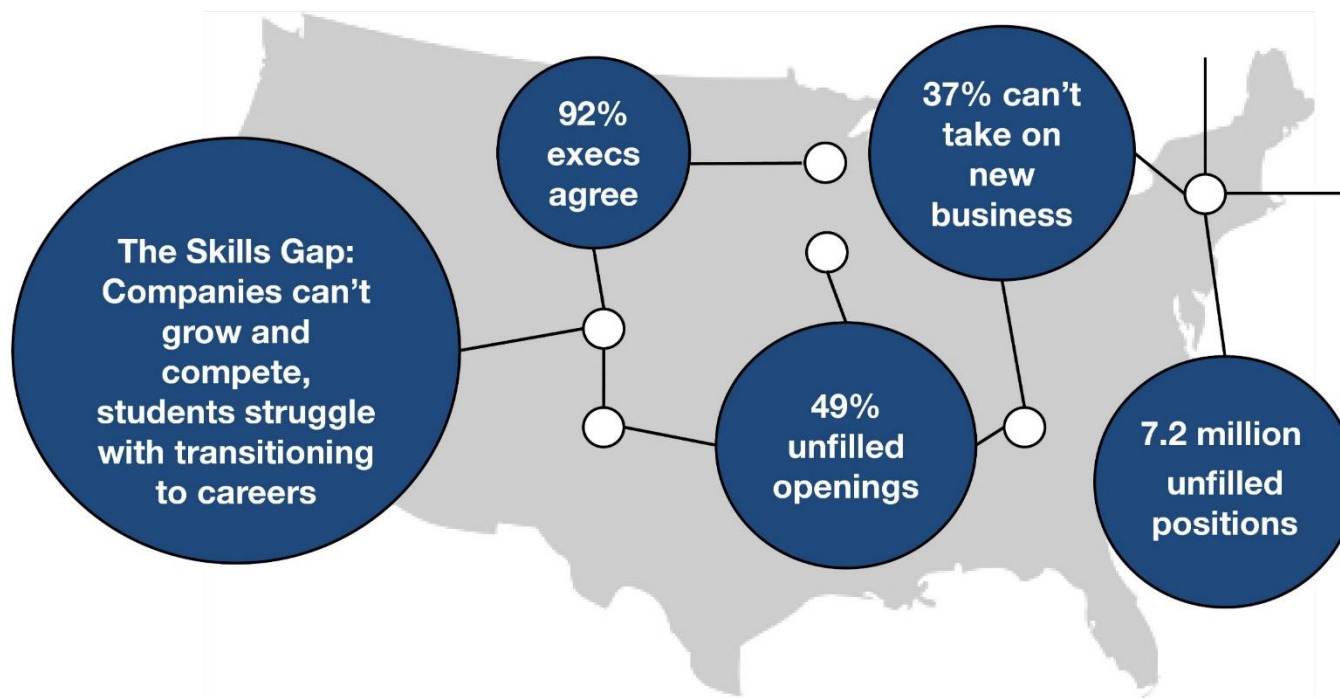


- **47,645** NEW jobs
- **\$17.3** BILLION in new business investment
- **991** new/expanded facilities

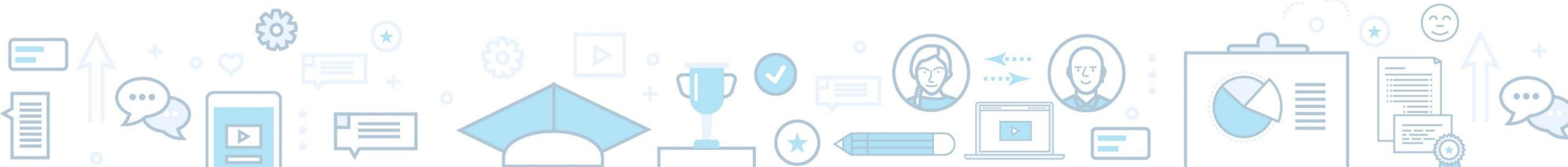
Source: Kentucky Cabinet for Economic Development.



AMERICA'S SKILL GAP



SOURCE: STRADA/GALLUP POLL



KENTUCKY'S TALENT PIPELINE



Kentucky Chamber
WORKFORCE
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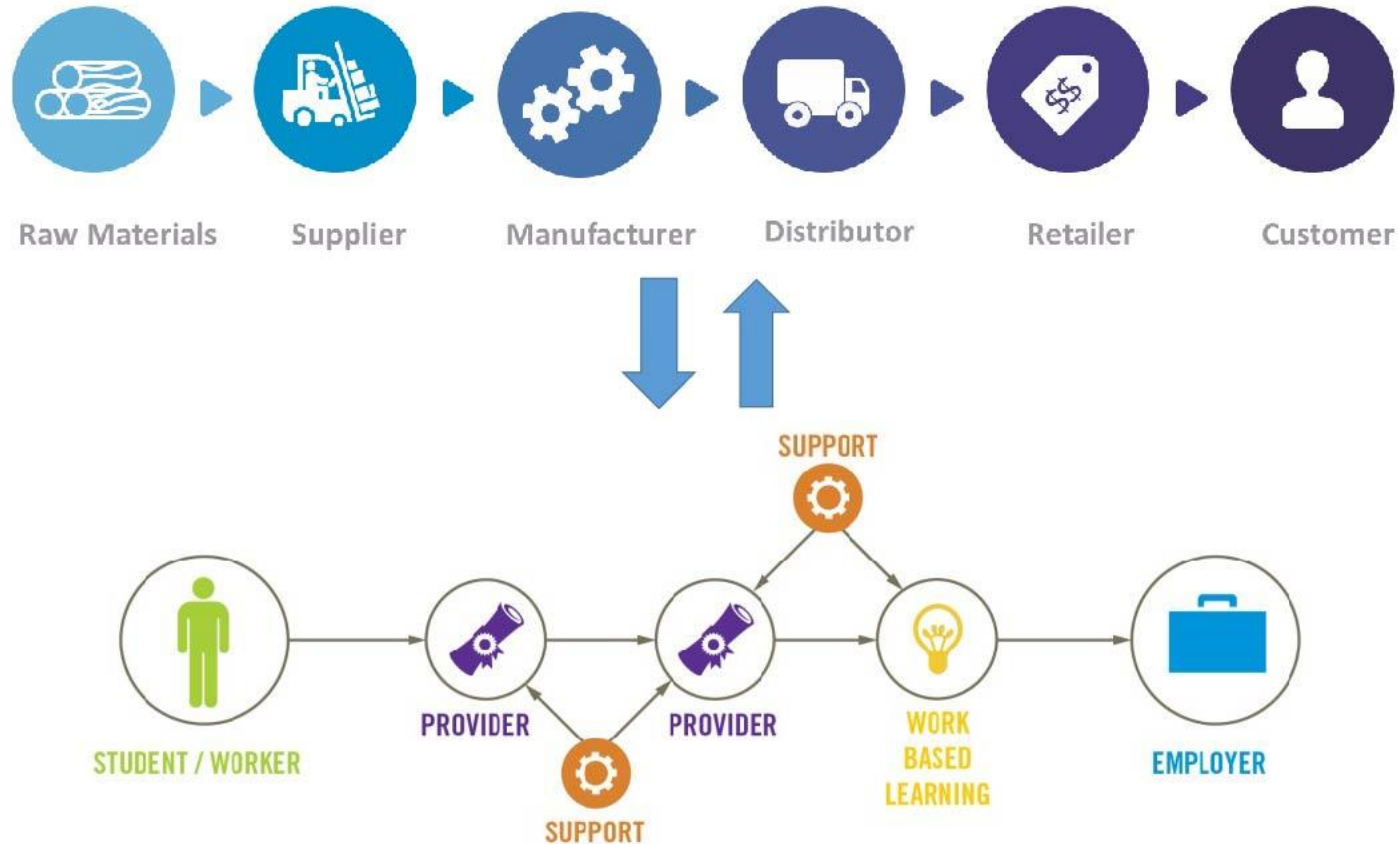


The Kentucky Chamber Workforce Center is partnering with KEEP to launch a Talent Pipeline Management™ (TPM) initiative aimed at building a talent supply chain for the Commonwealth's \$4 billion equine industry. The TPM initiative is being led by the Kentucky Chamber Workforce Center in partnership with the U.S. Chamber of Commerce Foundation.

For more information on Talent Pipeline Management™, please visit kychamber.com/workforce.



OVERVIEW OF THE TPM APPROACH





Strategy 1:
Organize Employer Collaboratives



Strategy 4:
Analyze Talent Flows



Strategy 2:
Engage in Demand Planning



Strategy 5:
Build Talent Supply Chains



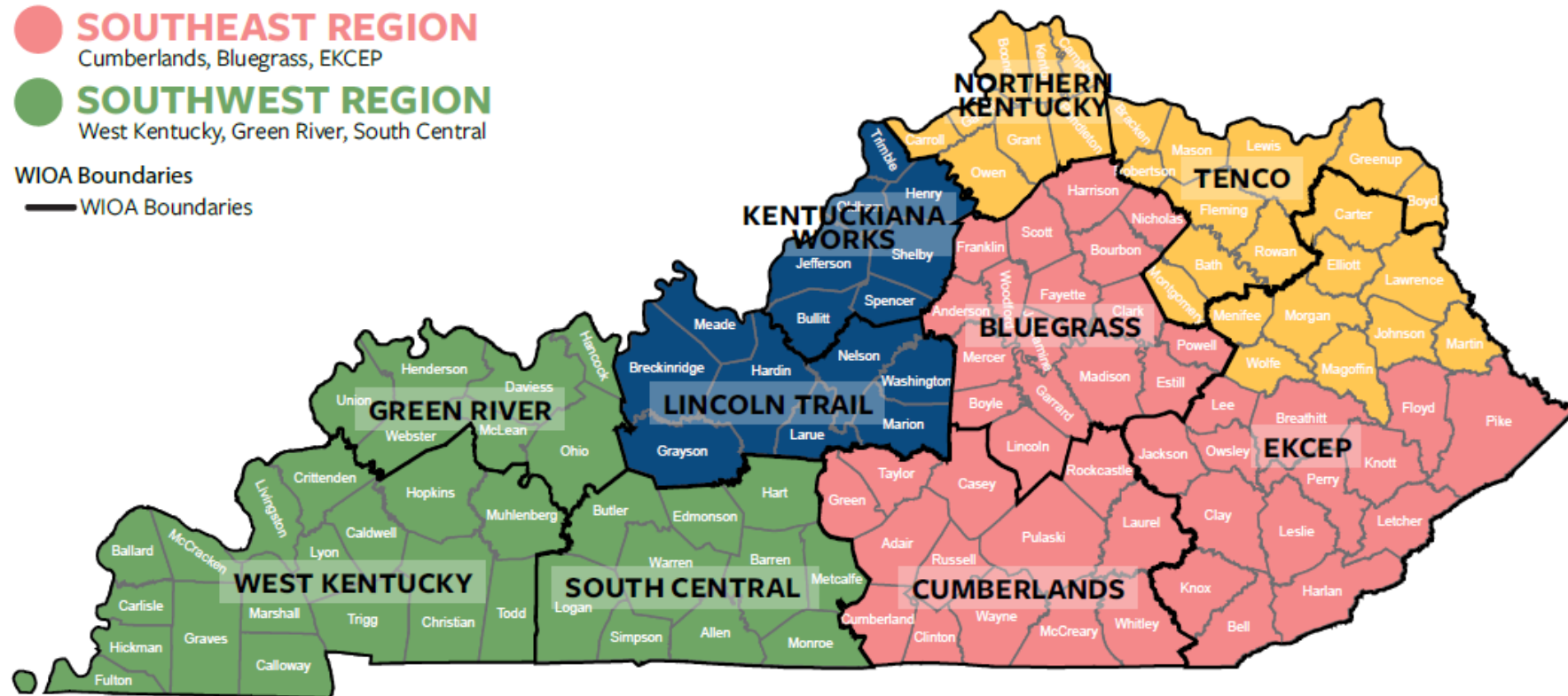
Strategy 3:
Communicate Competency and
Credential Requirements



Strategy 6:
Continuous Improvement

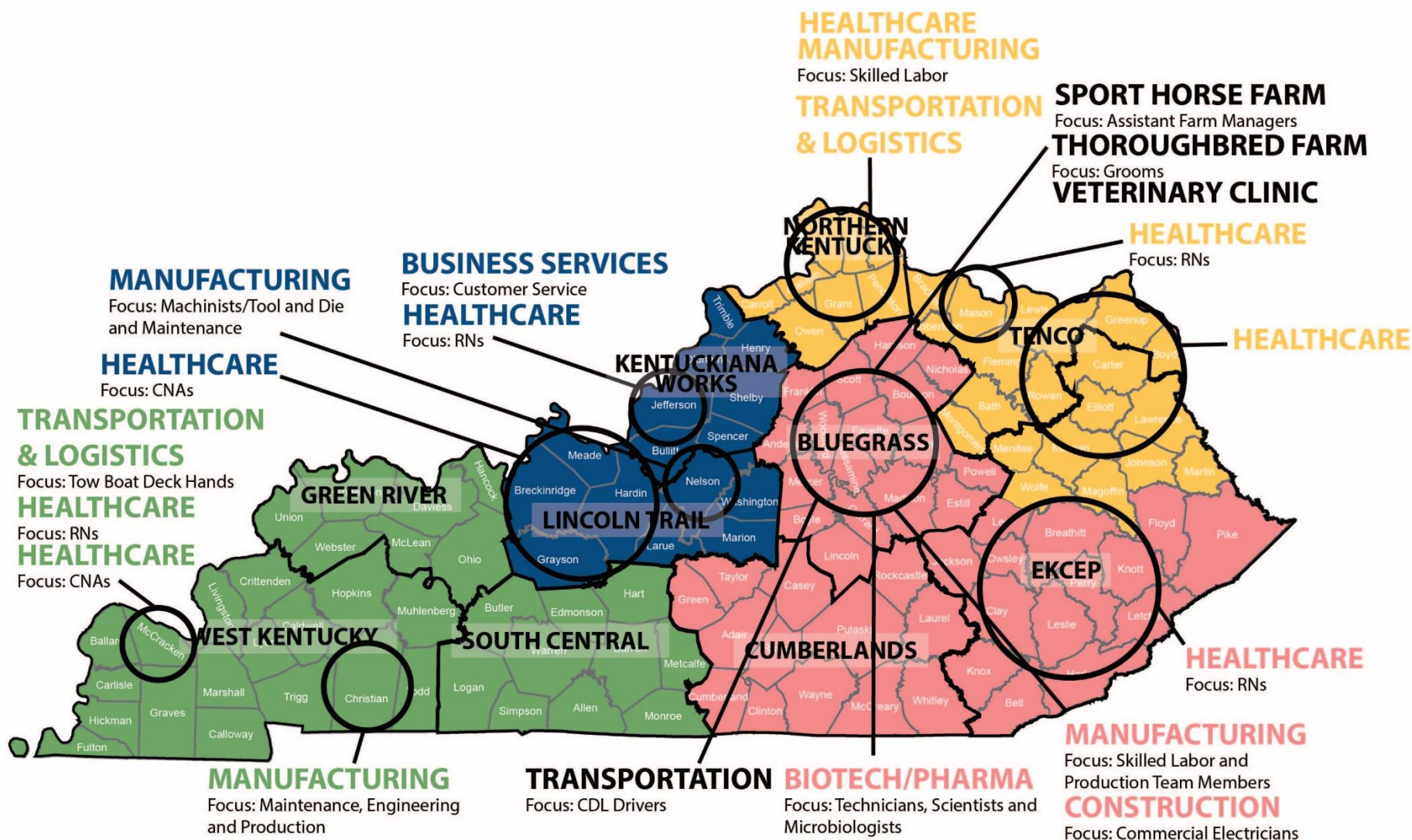


— WIOA Boundaries



www.kychamberworkforce.com







2018 TALENT PIPELINE MANAGEMENT CHAMPIONS



Scotty Barker
Asst. Director
Division of Career Opportunities
Kentucky Personnel Cabinet



Ellen Bates
Talent Development
Coordinator
Kentucky Career Center
Brighton Center



Elizabeth Bishop
Workforce Development Project
Manager
Kentucky Cabinet for Economic
Development



Samantha Brady
Executive Director
Bardstown-Nelson County
Chamber of Commerce



Tiffany Cardwell
Principal Consultant
MCM CPAs & Advisors LLP



Daniel Carney
Executive Director
Springfield-Washington County
Economic Development
Authority



Maureen Carpenter
Vice President, Partnership
Services
Bowling Green Area Chamber of
Commerce



Tomi Clifford
Executive Director
Cynthiana-Harrison County
Chamber of Commerce



Brittany Corde
Director of Workforce
Maysville Community and
Technical College



Jill Cutler
Executive Director
Mercer Chamber of Commerce



Michelle DeJohn
Business Services Branch
Manager
Kentucky Career Center
Office of Employment & Training



Michelle Drake
Workforce Training and Business
Administrator
Green River Area Development
District



Carter Dyson
One Stop Director
Kentucky Career Center-Lincoln
Trail



Jeremy Faulkner
Director of Business Services &
Economic Development
TENCO Workforce Investment
Board



Michael Fuller
HR/Account Manager
Stryker Logistics



John Greene
HR Leader
Keeneland Association Inc.



Carmen Inman
President/CEO
Frankfort Area Chamber of
Commerce



Brooklyn Leep
Workforce Development Project
Manager
Kentucky Cabinet for Economic
Development



Ethan Linville
Business Services Specialist
Bluegrass Area Development
District



Brian Lovell
Assistant Superintendent of
Compliance & Workforce Development
Union County Public Schools



Bryan Lummus
Personnel Recruitment &
Development Coordinator
Alliance Coal



Terri Lundberg
CEO
Lundberg Medical Imaging



Lea Martin
Workforce Development Liaison
Hopkinsville Community
College



Owen McNeil
Economic Development Director
Maysville-Mason County
Industrial Development Authority



MaryAnne Medlock
Business Services Liaison
West Kentucky Workforce Board



Angie Miller
Administration/HR Manager
Murakami Manufacturing USA



Tammy Sue Miller
Workforce Development Coordinator
Shelby County Associated Industries



Ian Mooers
Economic & Entrepreneur
Liaison
EKCEP



Tracy Morrison
Business Services Lead
SouthCentral Workforce
Development Boards



Leisa Mulcahy
Vice President of Workforce
Northern Kentucky Chamber of
Commerce



Alaina Myers
Deputy Commissioner
Department of Human
Resources Administration
Kentucky Personnel Cabinet



Sidney Riney
Executive Assistant/
Office Manager
Greater Owensboro Economic
Development Corporation



Whitney Risley
Manager of Existing Industries &
Workforce Development
Kyndle



Jessie Schook
Manager of Workforce
Development & Education
Greater Louisville Inc.



Natalie Shepard
Partnership Manager
Commerce Lexington Inc.
Business & Education Network



Kristina Slattery
Senior Workforce Development
Project Manager
Kentucky Cabinet for Economic
Development



Shirlene Taylor
Business Services
Representative
Lake Cumberland Area
Development District



Joyce Wilcox
Industry Liaison
EKCEP

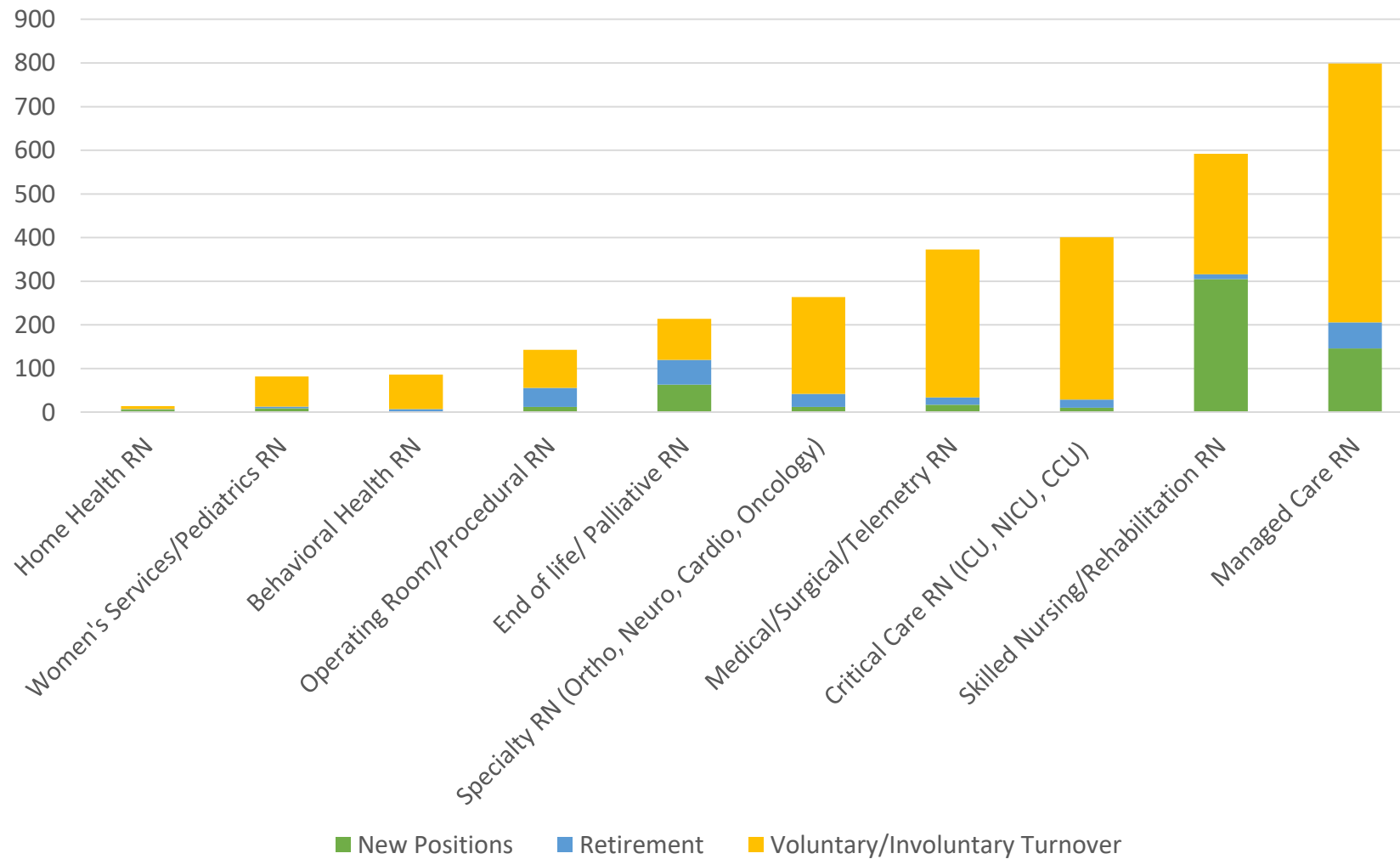


Ashley Wilczek
Director of Human Resources
Superb IPC



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RN Demand Projections by Specialty



Total Demand Projections By Specialty

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

RN Degree Completion Breakdown

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	

Source: National Center for Education Statistics (NCES)

Biggest barriers for educators increasing capacity:



1. Lack of qualified faculty and clinical instructors
2. Scarcity of clinical rotation sites (specifically specialties)
3. Increased number of students (cost is a HUGE barrier)
4. Student retention:
 1. The number of students that complete the program
 2. The number of graduates that stay in the area following graduation

Demand Projections Breakdown

New Projections:

- 581 total
- 20% of total demand

Retirement Projections:

- 249 total
- 8% of total demand

15% = 37

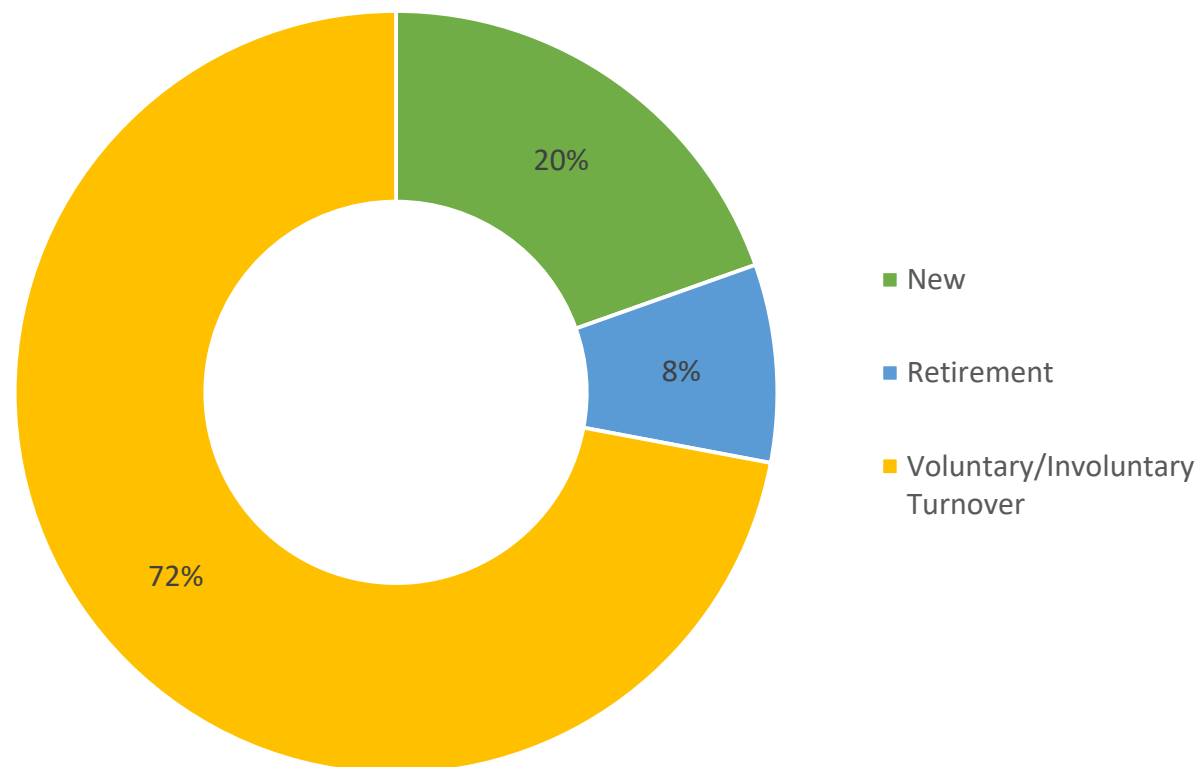
10% = 25

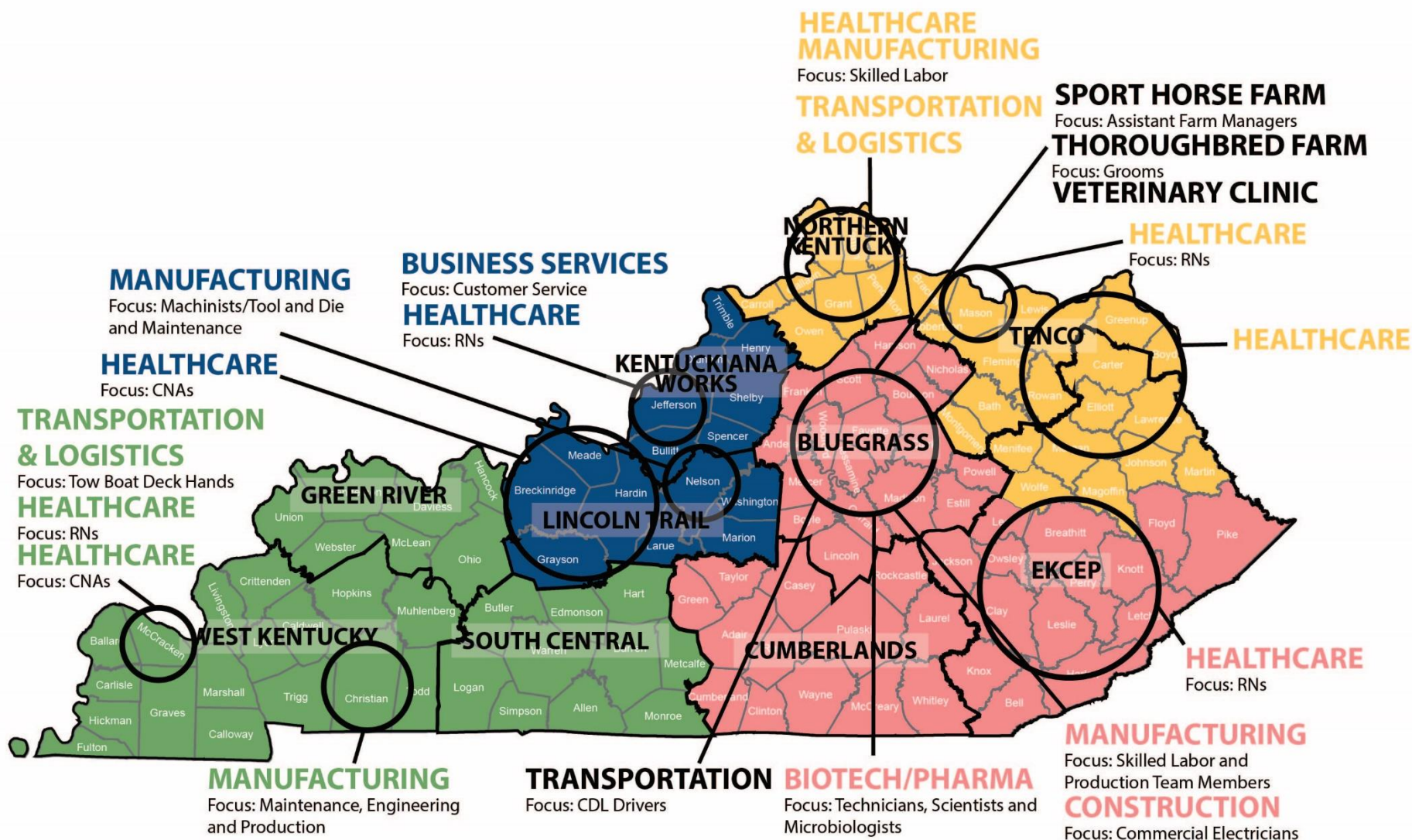
5% = 13

Voluntary/Involuntary Projections:

- 2,138 total
- 72% of total demand

Demand Projections





State-level data sharing



- Partnering with state education-workforce longitudinal data system.
- Kentucky spends approximately \$1.3 billion on its workforce annually



Kentucky Center for Statistics

Uniting our data
Informing our Commonwealth





Contact us at workforcecenter@kychamber.com or at 502-848-8732.



Kentucky Chamber Workforce Center



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