

# Kentucky WORKFORCE INNOVATION BOARD



## *An Urgent Call to Action*

Kentucky's *WorkReady* Strategic Plan  
Pat Murphy, UPS

<https://www.youtube.com/embed/zCvSl0Fcf8?start=0&end=330&version=3>

<https://www.youtube.com/embed/zCvSl0Fcf8?start=1290&end=1540&version=3>

# Overview of Presentation

- Why An Urgent Call for Action?
- The Process of How We Got Here...
- 4 Priority Areas
- Who is Involved?
- How Will We Measure Success?

# Why an Urgent Call for Action?

## Kentucky Stats – a few of the many...

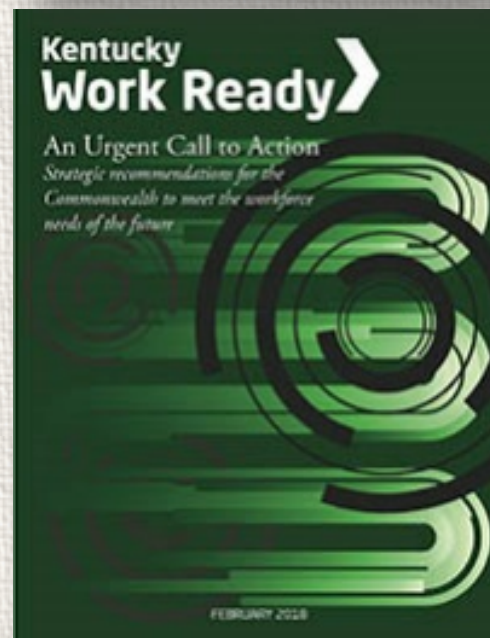
- Kentucky ranks 43rd out of 50 U.S. States in labor force participation – 40% of able-bodied citizens neither work nor seek employment.
- Despite an excess supply of “middle skill” jobs, only 30% of Kentuckians obtain a postsecondary credential within six years of graduating high school.
- 1/3 of high school graduates require remedial education
- Nearly 1 in 4 Kentuckians is 55 or older, yet labor force participation among Kentucky adults aged 45+ is significantly lower than U.S. averages.
- High rates of disability, long-term unemployment, and substance abuse in Kentucky perpetuate disengagement from work and encourage cycles of structural poverty. (...Estimated 21% disability rate)
- Predicted 400,000 jobs needing to be filled in the next 5 years



# Final Product...

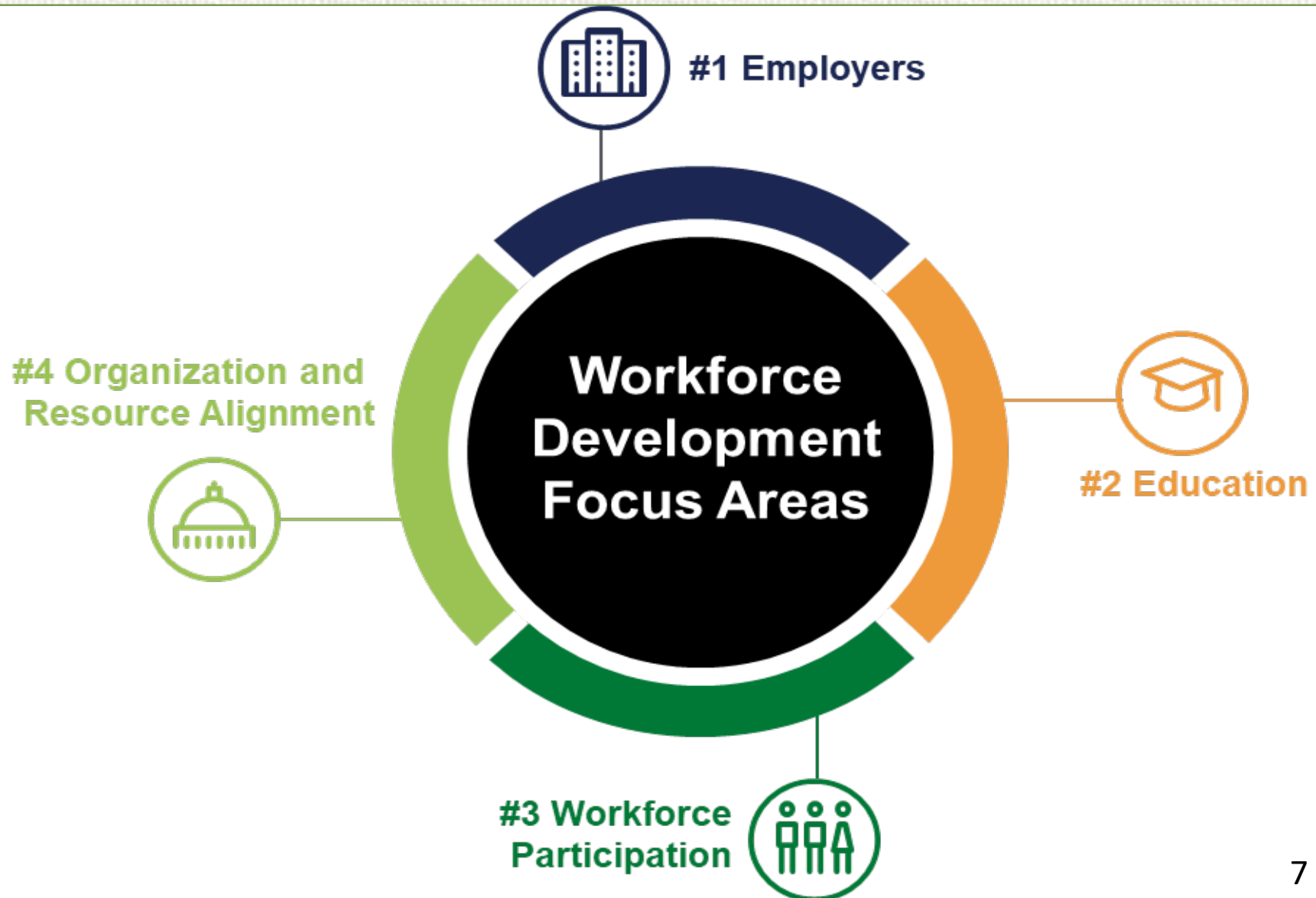
## A few of the Partners of the Planning Process, Recommendation and Approval

DHL  
Dr. Schneider Automotive  
Electrical Workers 761  
Goodwill  
Governor Bevin's Executive Cabinet  
Hinton Mills  
Humana  
Jim Beam Brands  
Kentucky Bioprocessing  
Kentucky Cabinet for Health and Family Services  
Kentucky Chamber of Commerce  
Kentucky Community and Technical College System  
Kentucky Department of Education  
Kentucky Economic Development Cabinet  
Kentucky Education and Workforce Cabinet  
Kentucky Labor Cabinet  
Lt. Governor's Office of Kentucky  
Operating Engineers Local 181  
OWL (Opportunity for Work and Learning)  
Representative DeCesare  
SealingLife Technologies  
Senator Higdon  
Southern Star Gas  
Stober Drives  
Toyota  
UPS  
Warren County Judge Executive  
Xerox / Conduent



<http://kwib.ky.gov/>

# Priority Areas Identified



# Priority Areas Identified

## Employers

- Create a holistic workforce system that is **valued by employers**.
- Establish a **clear channel for employer engagement**.
- Increase the number of employers participating in work-based learning experiences and establishing employer champions.
- Engage employers in education efforts from early childhood through Kindergarten, Grade 12, and postsecondary study.
- Leverage employer data on workforce projections and training needs, using the **talent pipeline management system** of the Kentucky Chamber of Commerce and a revamped business service team network.





# Priority Areas Identified

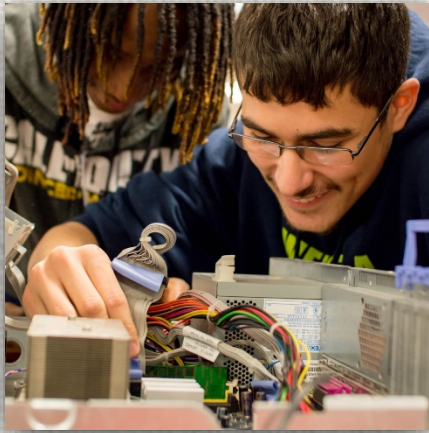
## Education

- Increase career exploration opportunities while students are in P-12, and **provide all students an opportunity to earn a certificate/credential prior to graduation.**
- Review and adjust the structure (locations, pathways, and resources) of Pre-K through postsecondary delivery to align and integrate with employer needs.
- Increase awareness of all market-relevant career pathways among students, educators, guidance counselors, career counselors and parents.
- Improve the sharing and use of data to inform the ongoing curriculum design for P-12 and postsecondary institutions.
- Create opportunities for early, mid, and later-career learners.





# Building a Dynamic Talent Pipeline Through the Academies of Louisville



THE ACADEMIES  
OF LOUISVILLE



## About Jefferson County Public Schools:

- **28th largest school system in the United States**
- **Largest school system in Kentucky--1/7 of all KY students**
- **101,000 students (45% white, 37% African-American, 18% other)**
- **62% qualify for free or reduced lunch and 6% are homeless**
- **120 different languages spoken**
- **81 percent of all children in Louisville/Jefferson County attend Jefferson County Public Schools (JCPS)**
- **172 schools (22 regular high schools-16 comprehensive)**



# The Why

- ✓ Historically, there has been a misalignment between our local education pipeline and the workforce demands of employers.
- ✓ In 2013, 51.2% of JCPS graduates were college- and career-ready.
- ✓ Employers are experiencing a skills/labor shortage for middle-skilled jobs.

## SKILLS FOR THE FUTURE

**7 skills you should have to get a job at Google, Apple, or Microsoft**

You must have experience in at least 7 of the following skills to be considered for a job at Google, Apple, or Microsoft.

- 1. Problem Solving
- 2. Communication
- 3. Teamwork
- 4. Creativity
- 5. Leadership
- 6. Initiative
- 7. Adaptability

**13 qualities Google looks for in job candidates**

Since he took over as the head of People Operations — the team at Google that recruits, trains, and develops employees — Laszlo Bock has helped the company grow from 5,000 to 80,000 employees.

Today, Google receives around 2 million job applications a year. It only hires about 2,000 people, giving it a 1% acceptance rate (that's higher than Harvard).

So what exactly does Google look for in those fortunate few?

**Top 10 Qualities and Skills Employers are Looking For**

- 1. Communication Skills**  
The ability to communicate clearly and effectively in many mediums: by email, verbally, with text and group messages, on the phone, and with body language. Communication also includes listening skills and the ability to follow directions and provide feedback.
- 2. Honesty**  
Employers want accurate and timely information regarding their business and their employees. Make a request? Don't leave it up, admit it, and learn not to do it again.
- 3. Technical Competency**  
Most positions require certain skills that are advertised on the job posting. If you are hired to perform certain tasks then you should have the skills. Improving your skills along the way is also expected.
- 4. Work Ethic**

**5 Personality Traits Apple Looks For in Job Candidates**

Apple's CEO, Steve Jobs, once said, "We're looking for people who are curious, who are creative, who are confident, who are collaborative, and who are committed."

**Top 5 Skills and Qualifications for Health Services Administration**

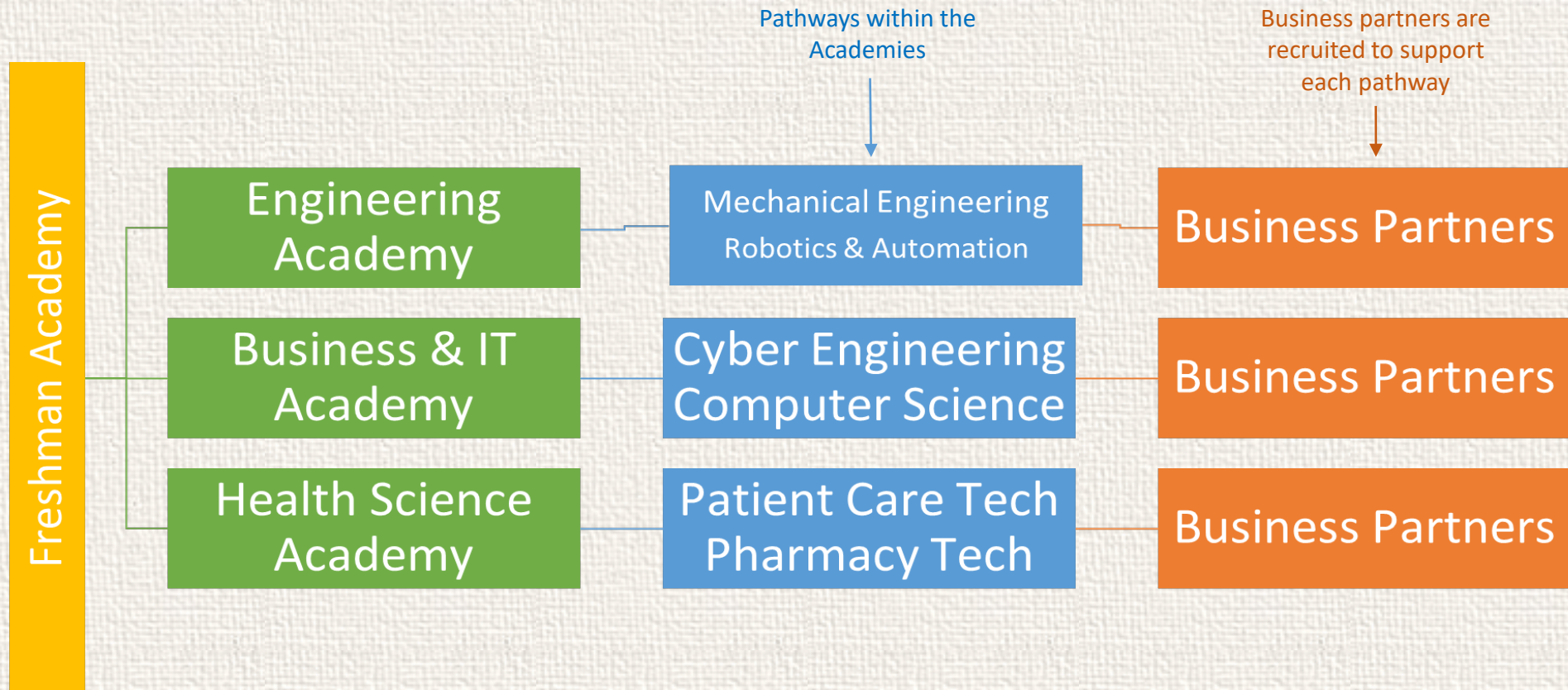
Health services management is a growing field, especially as more healthcare facilities adopt technology. Records management and lab results are all moving to electronic platforms, and hospitals need to have someone to manage the data. You might work in a nursing home, clinical setting, in health administration, or as an assistant administrator in a hospital setting, keeping up to date on laws and compliance, managing staff schedules, and the flow of the company at major meetings, and organizing and managing the health records. Here are the top 5 skills and qualifications you will need as a health services manager.

**It's (Almost) Impossible to Go Wrong When You Hire People With These 4 Qualities**

Have a question about job search? [ASK YOUR QUESTION HERE](#)



# The Academy Model: Student Flow



# Who's Involved?

## 14 JCPS High Schools:

Academy at Shawnee  
Atherton  
Ballard  
Doss  
Fairdale  
Iroquois  
Jeffersontown  
Moore  
Pleasure Ridge Park (PRP)  
Seneca  
Southern  
Valley  
Waggener  
Western

## 85 Louisville Businesses:

Inaugural Business Partners (As of 1/30/18):

Building Industry Association of Greater Louisville  
Class Act Federal Credit Union  
Ford Motor Company  
GE Appliances, A Haier Company  
Kentucky Kingdom and Hurricane Bay  
Lantech  
Masonic Homes of Kentucky  
New West Agency  
Norton Healthcare  
Oxmoor Auto Group  
Paradise Tomato Kitchens  
Trilogy Health Services  
UAW  
UPS  
+ Many More and Counting!

## 17,600 Students



### Partners:



GREATER LOUISVILLE INC.  
The Metro Chamber of Commerce



# Moving at the “Speed of Business”

January 2018:  
13 signed business partners



February 2019: 85 business partners supporting 14 JCPS high schools!





Delivering Education

**\$175,000 conveyor belt loop donated by UPS Airlines**





## Two Class Act Federal Credit Union Branches at Doss and Southern High Schools Staffed by Academy Students



## What's in it for students?

The graduating class of 2020-2021 will have close to 3000 graduates leaving high school with:

- Direct career and industry exposure
- Industry and college field trips
- Job shadowing experiences
- Junior and senior year internships through SummerWorks
- Ability to earn college credits and industry credentials
- Ability to earn work experience through co-ops or apprenticeships
- Networking opportunities with local industry professionals
- Backpack of Success Skills and a postsecondary transition plan



**THE ACADEMIES  
OF LOUISVILLE**



# Engagement Example

## Academies of Louisville

- Handout
  - Goals of Partnerships
  - Key Academy Partner Activities
  - Expectations of an Academy Partner
  - Time Commitment
- Videos



## *An Urgent Call to Action*

Kentucky's *WorkReady* Strategic Plan

**Questions????**  
**Thoughts???**  
**Comments???**  
**Suggestions???**

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