An Urgent Call to Action

Kentucky’s WorkReady Strategic Plan
Pat Murphy, UPS
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

Workforce Development Focus Areas

#1 Employers

#2 Education

#3 Workforce Participation

#4 Organization and Resource Alignment
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
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
The Academy Model: Student Flow

Pathways within the Academies

Business partners are recruited to support each pathway

Freshman Academy

- Engineering Academy

- Business & IT Academy

- Health Science Academy

Mechanical Engineering Robotics & Automation

Cyber Engineering Computer Science

Patient Care Tech Pharmacy Tech

Business Partners

Business Partners

Business Partners
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
Moving at the “Speed of Business”

January 2018: 13 signed business partners

February 2019: 85 business partners supporting 14 JCPS high schools!
$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
Engagement Example
Academies of Louisville

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

- Videos
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Questions????
Thoughts????
Comments????
Suggestions????

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