

KWIB
Workforce Participation Committee
Meeting

AGENDA

July 9, 2018 @ 9:30 am

Sower Building - Frankfort, KY

- Call Meeting to Order
- Welcome and Introductions
- Overview of KWIB Strategic Plan
- Our Specific Task – Workforce Participation
 - Kentucky Health – 1115 Medicaid Waiver Update
 - Work Matters Taskforce
 - Other Updates from Members
- Progressive Action Steps to be Taken Next
 - What's the Action to be Taken?
 - Who is Responsible?
 - When Should it be Accomplished and Shared?
- Next Meeting...

Executive Summary

The Kentucky Workforce Innovation Board (KWIB) is a 27-member, employer-led advisory body that advises the Governor on workforce issues and guides the strategic direction of the Commonwealth's workforce system. The mission of the KWIB is "to be a leader and catalyst in creating a comprehensive, customer-driven workforce development system that meets the changing needs of job seekers, incumbent workers and employers." Through data analysis, policy recommendations, and dialogue at the local, state, and regional levels, KWIB members serve as stewards of workforce development throughout the Commonwealth.

In 2017, responding to concerns over Kentucky's workforce participation rate, educational attainment statistics, and public health indicators, the KWIB revisited its workforce strategy, developing recommendations to support a lifetime continuum of training, preparation, and investment for citizens. The objective of this effort was to create a common direction for workforce development, and align workforce assets across the Commonwealth to support Kentuckians in achieving and sustaining economic self-sufficiency throughout their working lives.

Through an environmental scan of Kentucky's labor market data, over 100 interviews conducted with employers and workforce development leaders across the Commonwealth, and the completion of a day-long planning retreat, the following vision and strategic goals were developed to guide Kentucky's workforce partners:

WORK READY KENTUCKY: VISION AND DESIRED IMPACT

By *"Create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development."*

 <p>#1 Employers</p>	 <p>#2 Education</p>	 <p>#3 Workforce Participation</p>	 <p>#4 Organization and Resource Alignment</p>
<p>Goal #1: Actively engage employers to drive Kentucky's workforce development system</p>	<p>Goal #2: Align and integrate P-12 adult education and postsecondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future</p>	<p>Goal #3: Increase Kentucky's workforce participation by creating opportunities, incentivizing workforce participation, and removing employment barriers for Kentuckians</p>	<p>Goal #4: Focus resources on the most effective initiatives and improve the return on our workforce investment utilizing data to constantly improve workforce development in Kentucky</p>

orienting the workforce system to the skills needed by Kentucky employers, and integrating workforce development into the education and training system at all levels, the Commonwealth seeks to connect meaningful work with a culture of lifelong learning, removing barriers to employment for Kentuckians, while preparing them for the industries of the future. In doing so, KWIB's recommendations aim to continuously improve the Kentucky workforce so that it returns dividends for each taxpayer dollar invested to improve it.

The Work Ready Kentucky Plan further articulates the vision and goals above through actionable supporting objectives and an implementation approach with action steps to support workforce system transformation over the short-to-long-term:



Strategic Goal #3: Workforce Participation

Increase Kentucky's workforce participation by creating opportunities, incentivizing workforce participation, and removing employment barriers for Kentuckians

For many Kentuckians, work is not only a source of income, but also a source of professional accomplishment, personal growth, and community. Workforce participation therefore represents a stabilizing factor in Kentuckians' lives, an environment which regulates daily life and provides a stepping stone to wealth creation, achievement, and personal fulfillment.

At some point, however, most Americans will encounter a potentially destabilizing situation, such as a layoff or termination, a debilitating injury or illness, a criminal conviction, or other life-impacting event that results in a period of unemployment. For many Kentuckians, what begins as a temporary setback on the road of life can become a long-term roadblock – within the Commonwealth, 4 out of 10 working-age adults neither work, nor seek work. These individuals have exited the labor force altogether.

Kentucky Fast Facts

While younger Kentuckians (16-24) participate at a higher rate than their U.S. peers, starting at age 45, Kentucky workers exit the labor force at a rate that substantially exceeds national benchmarks	Receiving disability is often a precursor to dipping out of the labor force: more than 300,000 Kentuckians, or 8.1% of the population, receive Social Security disability /SSI, compared to 4.7% nationally	Kentuckians experiencing life events such as long-term unemployment (130,000) ⁶ , substance abuse disorders (8.10% or 359,397) ⁷ , or a criminal record create barriers to employment that discouraged workers may not overcome	For Kentucky's current labor force participation rate (59.2%) ⁸ to the meet the U.S. average (63.1%), an additional 165,000 Kentuckians would need to re-join the labor market, many of whom will need re-training to succeed
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Many individuals derive self-worth and identity from their work; therefore, it is no surprise that protracted periods of unemployment are correlated with depression, substance abuse, and negative health outcomes. Kentucky has one of the lowest labor force participation rates and health rankings in the nation; therefore, it is the Commonwealth's overarching priority throughout this strategic plan to uncover and remediate the factors that cause workers to become discouraged and opt out of work.

⁶ Source: Quote from Cabinet official featured in the article "Long-Term Unemployment Still a Drag on the Economy," October 28, 2016. URL: <https://www.cincinnati.com/story/money/2016/10/28/long-term-unemployment-still-drag-economy/89781060/>

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⁸ Source: Bureau of Labor Statistics, Labor Force Participation by State, October 2017. URL: <https://www.bls.gov/web/laus/laiforderr.xls>

HOW THE COMMONWEALTH WILL IMPLEMENT SYSTEMS CHANGE

<p>Implementation Owner: Education & Workforce Development Cabinet</p>	<p>In the short term (12-18 months), we will: Develop a common level of understanding regarding the unique experiences of each priority population (individuals with disabilities, ex-offenders, foster care, drug addicted, etc.) using the Work Matters Task Force</p> <p>Eliminate (as much as possible) disincentives to work (i.e. benefit cliff issues) that exist in public programs and policies</p> <p>Promote employer awareness of incentives to employ individuals with barriers to employment</p> <p>Apply best practices in identifying, addressing, and remediating drug abuse inside and outside of the workplace</p> <p>Establish a system where correctional facilities can access workforce system resources for exiting offenders</p> <p>Establish a partnership among Medicaid managed care providers and system resources to better serve populations in education, career, and health areas.</p>
<p>Engaged Stakeholders: Cabinet for Health & Family Services Department of Corrections Department of Military Affairs Cabinet for Economic Development Employers Kentucky Board of Education Kentucky Department of Education KWIB Labor Cabinet Local Workforce Investment Boards (WIBs) Non-Profit Organizations and Advocacy Groups Regional & Local Chambers of Commerce State Chamber of Commerce Substance Abuse Treatment & Rehabilitation Facilities Workforce Training & Service Providers Work Matters Task Force</p>	<p>In the near term (18-36 months), we will: Educate the employer community on the benefits of hiring individuals with barriers to employment. Including longer retention and equal performance to those without barriers</p> <p>Establish employer resource networks to increase worker placement and retention</p> <p>Work with treatment providers and the recovery community to design policy and programs that harness the rehabilitative power of work for individuals impacted directly and indirectly by substance abuse</p> <p>Provide wrap-around services to further support customers on the road to self-sufficiency</p> <p>Integrate essential skills training and work placement services into drug rehabilitation and juvenile justice rehabilitation programs (regardless of conviction or circumstance)</p>
<p>On an ongoing basis, we will: Address the root causes that motivate individuals to opt out of the labor force</p> <p>Identify marginalized priority populations and conduct targeted outreach to them</p> <p>Continually assess the ways in which public programs and policy incent or dis-incent labor force participation, and work to improve them</p>	<p>In the long term (3-5 years), we plan to: Lower the overall cost to hire and organizational risk to the employers to hire individuals who have barriers to employment</p> <p>Gauge impacts on workforce participation within all and especially affected priority populations and revise the theory of change practices</p>

Individuals who do not participate in the labor force may overlap multiple demographic groups or priority populations, and the factors that motivate them to stop looking for work may be nuanced and overlapping. Therefore, care must be taken in performance measurement to avoid double-counting individuals with respect to outcomes, or drawing spurious conclusions about "what works" based on trends observed within the labor force participation rate. Measures of progress within this category may be slower to improve given the nature of the challenge, but by examining aggregate measures of labor force participation, as well as segmenting the population by demographic groups, KWIB intends to evaluate the extent to which interventions are successful among specific groups and to leverage progress in one group to design productive interventions for other priority populations.

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Important Update about Kentucky HEALTH

Based on a recent legal decision, changes to Medicaid under Kentucky HEALTH will **not** begin on July 1, 2018, as planned.

What does this mean for me?

As of July 1, 2018, your medical benefits will continue as they were prior to July 1, 2018 with no change. However, if you received a notice saying you could access vision and dental services through a My Rewards Account, you will not have access to dental and vision benefits. The legal decision has stopped the ability to use the My Rewards dollars in order to purchase dental and vision services.

What do I need to do?

You are not required to do anything at this time. You and your eligible family members can continue to access medically necessary and preventive healthcare services, if you have already paid your premium. You will get further information from your Managed Care Organization.

You can still participate!

The Kentucky HEALTH program offers support and resources for those interested in improving their income and health. This ruling does not threaten the opportunities Kentucky HEALTH has already created. We look forward to offering these new resources to Kentuckians on a voluntary basis.

You can log on to CitizenConnect.ky.gov to take free online courses about health skills, life skills, and work skills. You can also visit KCC.ky.gov to find a career center near you, where a coach can help you find training, education, and job opportunities in your area.

Please click here for more questions and answers about the recent court ruling: [Questions about Kentucky HEALTH Legal Decision](#)



Currently on website...
<https://kentuckyhealth.ky.gov/Pages/index.aspx>

Activate Windows
Go to Settings to activate Windows

PROFILE OF KENTUCKY'S INCARCERATED POPULATION

EDUCATION, VETERAN STATUS AND RECIDIVISM

23,085

TOTAL INCARCERATED IN JUNE 2017



OF MORE THAN 23,000 PEOPLE INCARCERATED IN KENTUCKY, THE OVERWHELMING MAJORITY WERE MALE: 87%.

EDUCATIONAL ATTAINMENT

JUNE 2017

0.2% (46)
GRADUATE DEGREE

0.7% (152)
BACHELORS DEGREE

1.4% (325)
ASSOCIATES DEGREE

0.4% (82)
4TH YEAR COLLEGE

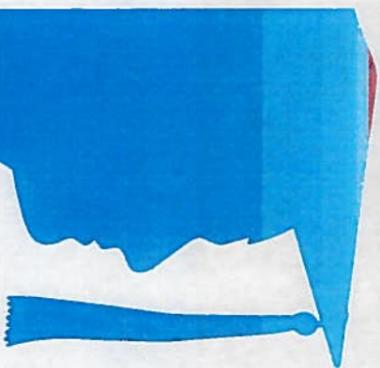
0.7% (162)
3RD YEAR OF COLLEGE

3.0% (693)
2ND YEAR COLLEGE

7.1% (1,641)
1ST YEAR OF COLLEGE

59.8% (13,798)
TWELFTH GRADE

26.8% (6,176)
0-ELEVENTH GRADE



ACROSS BOTH GENDERS, MOST OF THE INCARCERATED POPULATION IN KENTUCKY HAS EDUCATIONAL ATTAINMENT OF 12TH GRADE OR LESS—87%.

MORE THAN A QUARTER—27%—HAD LESS THAN A 12TH GRADE EDUCATION. LESS THAN 1 PERCENT OF THE INCARCERATED POPULATION HAD A BACHELOR'S DEGREE OR MORE WHILE 71% HAD COMPLETED ONE YEAR OF COLLEGE.



Overall, the female incarcerated population has achieved higher levels of education compared to the male population. 20 PERCENT OF THE FEMALE POPULATION HAS ACHIEVED MORE THAN A 12TH GRADE EDUCATION, compared to only 12 percent of the male population.

PROFILE OF KENTUCKY SUBSTANCE ABUSE

INCARCERATION, EDUCATION AND EMPLOYMENT

SUBSTANCE ABUSE IS AN EVER GROWING EPIDEMIC IN THE UNITED STATES.

Current substance abuse prevention efforts focus on prescription opioids due to their high overdose death rates. Overall, substance abusers are more likely to be incarcerated, have lower educational attainment, and have a hard time finding employment.

OVERDOSE DEATHS IN 2015

NATIONAL DRUG OVERDOSE DEATH RATE	KENTUCKY DRUG OVERDOSE DEATH RATE
17.8 PER 100,000	29.9 PER 100,000

KY RANKS THIRD ON THIS LIST
(tied with OH)

INCARCERATION

NATIONAL FEDERAL PRISONERS WITH DRUG RELATED SENTENCE	KENTUCKY FEDERAL PRISONERS WITH DRUG RELATED SENTENCE
36.6%	52.2%

KY RANKS THIRD ON THIS LIST

TOP 5 KENTUCKY COUNTIES

WITH THE MOST OVERDOSE
DEATHS IN 2016

 JEFFERSON 322	
 FAYETTE 115	
 KENTON 82	
 CAMPBELL 67	
 BOONE 42	

WITH THE MOST CONTROLLED
SUBSTANCE DOSES DISPENSED
PER 1,000 RESIDENTS IN 2016

 OWSLEY 275,197	
 BELL 268,482	
 FLOYD 255,549	
 PERRY 251,512	
 CLAY 248,968	

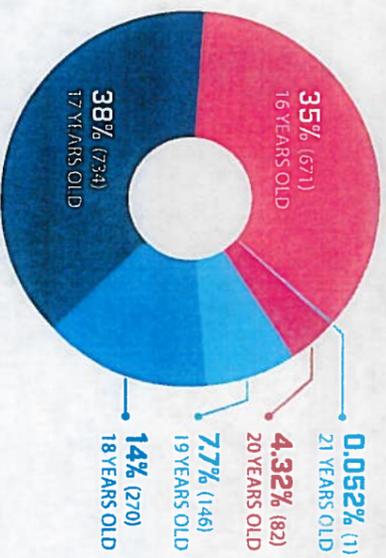
PROFILE OF KENTUCKY'S FOSTER CHILDREN

EDUCATION, EMPLOYMENT, AND DISABILITY DATA

CHILDREN TRANSITIONING OUT OF THE FOSTER CARE SYSTEM ARE MORE LIKELY THAN THEIR PEERS TO DROP OUT OF HIGH SCHOOL, BECOME PARENTS BEFORE THEY ARE READY, EXPERIENCE HOMELESSNESS, OR END UP IN JAIL.

1,894 TOTAL NUMBER OF 16-21 YEAR OLDS IN FOSTER CARE IN KENTUCKY

16-21 YEAR OLDS IN CARE



FORMER FOSTER CHILDREN SURVEY

(463 SURVEYED)

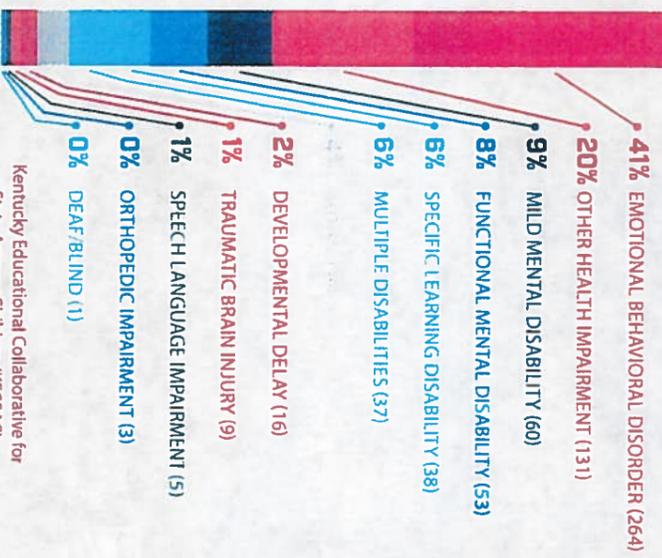
- 90% 17 Year olds currently attending school
- 46% 19 year olds reported attending school
- 21% 21 year olds reported attending school

545 TRANSITION PLANS HAVE BEEN COMPLETED IN 2017



DISABILITY OUTLOOK

TOTAL IN KECSAC PROGRAMS: 1,351
47.8% WITH DISABILITY



Kentucky Educational Collaborative for State Agency Children (KECSAC)

PROFILE OF KENTUCKY'S DISABLED AND VETERAN POPULATIONS

PREVALENCE, EDUCATION, AND EMPLOYMENT DATA

AN ESTIMATED 1 IN 8 AMERICANS, NEARLY 40 MILLION, LIVE WITH A DISABILITY.

While expressing an ability, desire and willingness to work in the community and contribute to the economy, many adults and youth with disabilities experience significant barriers to employment. As states strive to promote workforce inclusion, people with disabilities—including veterans with service-connected disabilities—are a key part of the solution.

IN 2015, 12.6 PERCENT OF PEOPLE IN THE UNITED STATES REPORTED A DISABILITY.*

IN KENTUCKY, 16.8 PERCENT OF PEOPLE REPORTED A DISABILITY.*

*Non-institutionalized

EMPLOYMENT AND EARNINGS

IN 2015, NON-INSTITUTIONALIZED, AGED 21-64 YEARS

NATIONAL



37.8% OF MEN

WITH A DISABILITY WERE EMPLOYED



32.5% OF WOMEN

WITH A DISABILITY WERE EMPLOYED

KENTUCKY



28.7% OF MEN

WITH A DISABILITY WERE EMPLOYED



24.8% OF WOMEN

WITH A DISABILITY WERE EMPLOYED

THE MEDIAN ANNUAL EARNINGS OF A PERSON WITH A DISABILITY, EMPLOYED FULL-TIME IN KENTUCKY IS \$32,800, WHICH IS 81.8 PERCENT OF THE NATIONAL AVERAGE OF \$40,100.

Labor Force Participation Rates by County/LWA

<u>Local Workforce Area</u>		<u>Labor Force Participation Rate</u>
United States		63.5%
Kentucky		59.4%
BLUEGRASS		63.7%
Cumberlands		50.9%
EKCEP	<u>Totals</u>	42.1%
GREEN RIVER		59.0%
KENTUCKIANA WORKS		65.6%
LINCOLN TRAIL		61.7%
NORTHERN KENTUCKY		67.0%
South Central		59.2%
TENCO		52.6%
West Kentucky		56.2%



Education and Workforce Development Cabinet
Department of Workforce Investment
Office of Employment and Training



Kentucky Occupational Outlook to 2024

A STATEWIDE ANALYSIS OF WAGES, EMPLOYMENT, GROWTH AND TRAINING



A User's Guide to Occupational Outlook Statistics

When looking at an occupation, what key outlook data should you review?

Annual Job Openings (2014-2024) The annual openings estimate the likely annual demand for workers in each occupation.

Job Growth Rate (2014-2024) The job growth rate shows the percentage each occupation is likely to grow or decline between 2014 and 2024.

What creates job openings?

1) **Employment growth (new jobs).**

2) **Employment separations** (job vacancies created by persons leaving an occupation). The **employment separation number** for an occupation is the rate at which workers leave that occupation.

What creates employment change?

1) **Industry growth or decline** has the greatest influence on employment change. Industry growth occurs when the demand for goods and services rises and, in turn, the demand for workers to produce those goods and services also rises.

2) **Technological change** can raise the demand for some skills while eliminating the need for other skills.

3) **New ways of doing business** such as self-service, 24-hour operations, etc., can affect employment change.

Do workers leave some occupations more frequently than other occupations?

Yes. Every occupation has a different employment separation number. Occupations requiring more education and training have a higher percentage of full-time workers and lower separation numbers. Occupations requiring less education tend to have higher separation numbers.

What factors affect the number of job openings for an occupation?

The **overall size of the occupation** - how many workers are employed now?

The **occupation's separation number** - how many job vacancies are created from workers leaving the occupation?

The **occupation's rate of change** - how fast is the occupation growing or declining?

What factors are most important?

The **overall employment size** and the number of separations are more important than the percent change in affecting the number of job openings.

What is the best way to compare one occupation with another?

Look at the total **Average Annual Job Openings**, not just openings resulting from growth. A large number of openings mean it should be relatively easy to find a job in that occupation. Look at the **Job Growth Rate (2014-2024)** expressed as a percentage. A high percentage increase in employment means there should be a greater chance for advancement because demand is likely to remain strong for some time.

Kentucky Employment by Major Occupational Category



None of the 22 major occupational groups is projected to experience a decline in employment.

While employment in some individual occupations may decline, none of the 22 major occupational areas is projected to experience decline. However, the two occupational groups that are projected to experience the smallest gains will be Legal Occupations and Farming, Fishing, and Forestry Occupations.

Educational Attainment

This section of the report groups Kentucky occupations by levels of educational attainment typically needed to enter that occupation. The assignments for the required education for each occupation were made by the Bureau of Labor Statistics.

TABLE 2: Employment and Average Annual Job Openings by Educational Attainment Categories, 2014-2024

Educational Attainment	Employment		Change	Percent Distribution		Code	Total, All Occupations	
	2014	2024		2014	2024		2014	2024
Doctoral or Professional Degree	53,246	65,406	22.8%	2.5%	2.6%	1	53,246	2.8%
Master's Degree	41,704	52,281	25.4%	1.9%	2.1%	2	41,704	2.3%
Bachelor's Degree	364,814	424,686	16.4%	17.0%	17.1%	3	364,814	16.6%
Associate's Degree	93,752	119,528	27.5%	4.4%	4.8%	4	93,752	5.6%
Postsecondary Non-Degree Award	134,048	164,912	23.0%	6.2%	6.7%	5	134,048	7.2%
Some College, No Degree	43,851	49,306	12.4%	2.0%	2.0%	6	43,851	1.5%
High School Diploma or Equivalent	869,807	986,285	13.4%	40.4%	39.8%	7	869,807	36.1%
Less than High School	549,642	614,557	11.8%	25.6%	24.8%	8	549,642	27.8%
Total, All Occupations	2,150,864	2,476,961	15.2%	100.0%	100.0%		2,150,864	100.0%
			Percent of Total				Number	
								Percent of Total
								2014-2024

Occupations requiring more education are increasing in share of total employment.

Occupations requiring at least some college accounted for 30.7 percent of all Kentucky employment in 2014. This share is projected to increase to 32 percent by 2024. Those occupations requiring only a high school diploma or equivalent or less than high school are expected to account for a smaller percentage of total employment in 2024 than they did in 2014, indicating a shift toward occupations requiring an increasing amount of education.

Charting the Occupational Outlook

The following charts focus on Kentucky occupations with the most annual job openings, fastest-growing employment and significant employment decline from 2014 to 2024. Each chart ranks the top 20 occupations, from highest to lowest, according to the number of annual job openings or percent change between 2014 and 2024. Each chart also includes the 2015 mean hourly wage for each occupation.

Charts 1 and 2 present Kentucky occupations usually requiring a professional or graduate degree. Doctoral degrees, professional degrees, and master's degrees are grouped together in the "Graduate or Professional Degree" category.

Charts 3 and 4 display Kentucky occupations usually requiring a bachelor's degree.

Charts 5 and 6 rank the occupations generally requiring an associate's degree.

Charts 7 and 8 present the Kentucky occupations generally requiring a postsecondary non-degree award or some college, no degree.

Charts 9 and 10 display occupations requiring a high school diploma or equivalent.

Kentucky occupations requiring less than a high school diploma are presented in Charts 11 and 12.

The final two charts, 13 and 14, identify Kentucky occupations in which employment is expected to decline significantly between 2014 and 2024.

Chart 2
Twenty Fastest Growing Kentucky Occupations Generally Requiring a Doctoral, Professional, or Master's Degree*

Job Code	Job Title	Percent Change	2015 Avg. Wage
29-1123	Physical Therapists	47.22	\$40.65
29-1122	Occupational Therapists	46.31	\$38.73
29-1171	Nurse Practitioners	43.13	\$45.74
29-1029	Dentists, All Other Specialists	40.6	\$71.47
29-1071	Physician Assistants	38.82	\$47.23
21-1022	Healthcare Social Workers	37.45	\$22.01
29-1041	Optometrists	35.6	\$43.38
29-1127	Speech-Language Pathologists	34.58	\$33.59
25-1072	Nursing Instructors and Teachers, Postsecondary	33.29	N/A
15-2041	Statisticians	33.13	\$37.85
25-1071	Health Specialties Teachers, Postsecondary	32.6	N/A
19-3031	Clinical, Counseling, and School Psychologists	31.43	\$30.26
25-9031	Instructional Coordinators	31.29	\$29.77
25-1022	Mathematical Science Teachers, Postsecondary	30.08	N/A
25-1066	Psychology Teachers, Postsecondary	29.5	N/A
25-1042	Biological Science Teachers, Postsecondary	28.96	N/A
21-1014	Mental Health Counselors	28.46	\$18.41
29-1067	Surgeons	25.21	\$123.63
29-1061	Anesthesiologists	24.9	N/A
25-1121	Art, Drama, and Music Teachers, Postsecondary	23.9	N/A

*Occupations with less than 20 projected job openings each year are not included in this chart.

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

*Occupations with less than 20 projected job openings each year are not included in this chart.

Job Code	Job Title	Percent Change	2015 Avg. Wage
19-1023	Zoologists and Wildlife Biologists	67.59	\$23.77
25-1191	Graduate Teaching Assistants	64.62	N/A
15-2031	Operations Research Analysts	49.56	\$35.24
21-1011	Substance Abuse and Behavioral Disorder Counselors	42.24	\$18.60
13-2081	Tax Examiners and Collectors, and Revenue Agents	40.86	\$23.09
19-2041	Environmental Scientists and Specialists, Including Health	38.24	\$28.54
11-9111	Medical and Health Services Managers	35.18	\$45.41
29-9091	Athletic Trainers	32.99	N/A
21-1023	Mental Health and Substance Abuse Social Workers	31.45	\$17.24
29-2011	Medical and Clinical Laboratory Technologists	31.01	\$27.90
29-1031	Dietitians and Nutritionists	30.64	\$25.42
17-1021	Cartographers and Photogrammetrists	30.02	\$25.12
19-4021	Biological Technicians	30.02	\$14.49
11-3011	Administrative Services Managers	28.07	\$34.94
17-2081	Environmental Engineers	26.51	\$36.93
27-3091	Interpreters and Translators	26.21	\$24.97
15-1121	Computer Systems Analysts	25.12	\$34.14
17-1011	Architects, Except Landscape and Naval	24	\$34.76
13-1161	Market Research Analysts and Marketing Specialists	23.82	\$26.22
15-1132	Software Developers, Applications	23.06	\$36.12

Twenty Fastest Growing Kentucky Occupations Generally Requiring Bachelor's Degree*

Chart 4

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

*Occupations with less than 20 projected job openings each year are not included in this chart.

Job Code	Job Title	Percent Change	2015 Avg. Wage
31-2011	Occupational Therapy Assistants	63.37	\$27.82
31-2021	Physical Therapist Assistants	52.45	\$25.57
29-2031	Cardiovascular Technologists and Technicians	43.86	\$22.00
29-2032	Diagnostic Medical Sonographers	43.25	\$28.46
29-1141	Registered Nurses	35.59	\$28.44
15-1134	Web Developers	31.96	\$25.13
29-1126	Respiratory Therapists	31.21	\$23.21
29-2012	Medical and Clinical Laboratory Technicians	30.44	\$18.94
29-2034	Radiologic Technologists	21.22	\$24.71
29-2056	Veterinary Technologists and Technicians	20.87	\$13.73
19-4011	Agricultural and Food Science Technicians	20.69	\$15.73
19-4099	Life, Physical, and Social Science Technicians, All Other	20.49	\$19.04
29-2021	Dental Hygienists	18.12	\$28.21
49-9062	Medical Equipment Repairers	17.31	\$21.94
19-4093	Forest and Conservation Technicians	16.89	\$17.67
29-2033	Nuclear Medicine Technologists	16.75	\$29.38
15-1152	Computer Network Support Specialists	15.96	\$25.60
17-3029	Engineering Technicians, Except Drafters, All Other	15.45	\$20.17
17-3022	Civil Engineering Technicians	15.33	\$22.84
25-2011	Preschool Teachers, Except Special Education	14.25	\$18.48

Twenty Fastest Growing Kentucky Occupations Generally Requiring Associate's Degree*

Chart 6

Chart 8
 Twenty Fastest Growing Kentucky Occupations Generally Requiring a Postsecondary Non-Degree Award or Some College, No Degree*

Job Code	Job Title	Percent Change	2015 Avg. Wage
31-1014	Nursing Assistants	46.1	\$12.90
31-9097	Phlebotomists	35.83	\$14.01
29-2055	Surgical Technologists	32.22	\$18.97
31-9092	Medical Assistants	28.75	\$13.75
31-9011	Massage Therapists	28.55	\$17.94
29-2061	Licensed Practical and Licensed Vocational Nurses	27.33	\$18.69
29-2071	Medical Records and Health Information Technicians	26.78	\$17.36
29-2041	Emergency Medical Technicians and Paramedics	26.5	\$14.42
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24.8	\$19.94
15-1151	Computer User Support Specialists	23.31	\$20.76
29-9099	Healthcare Practitioners and Technical Workers, All Other	23.14	\$25.14
31-9091	Dental Assistants	20.78	\$16.37
25-9041	Teacher Assistants	18.45	N/A
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	17.75	\$26.29
33-2011	Firefighters	17.5	\$16.03
39-5094	Skincare Specialists	17.39	\$14.35
39-5012	Hairdressers, Hairstylists, and Cosmetologists	16.22	\$12.10
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	15.28	\$24.81
49-2011	Computer, Automated Teller, and Office Machine Repairers	14.8	\$15.70
25-4031	Library Technicians	14.62	\$13.95

*Occupations with less than 20 projected job openings each year are not included in this chart.

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

Chart 10
 Twenty Fastest Growing Kentucky Occupations Generally Requiring a High School Diploma or Equivalent*

Job Code	Job Title	Percent Change	2015 Avg. Wage
31-2022	Physical Therapist Aides	48.37	\$12.94
39-7011	Tour Guides and Escorts	44.11	\$11.56
47-2021	Brickmasons and Blockmasons	37.04	\$22.24
29-2099	Health Technologists and Technicians, All Other	36.63	\$21.94
39-9041	Residential Advisors	36.36	\$10.39
47-3013	Helpers--Electricians	35.28	\$14.59
49-9044	Millwrights	32.08	\$25.39
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	31.79	\$12.39
31-1015	Orderlies	31.57	\$12.14
31-9093	Medical Equipment Preparers	31.37	\$15.15
47-2132	Insulation Workers, Mechanical	29.85	\$22.78
43-6013	Medical Secretaries	29.66	\$14.17
53-1031	First-Line Supervisors of Trans. & Material-Moving Mach. & Vehicle Opts	29.56	\$25.94
29-2081	Opticians, Dispensing	29.38	\$17.17
51-4041	Machinists	28.97	\$21.01
49-9041	Industrial Machinery Mechanics	27.75	\$24.77
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	27.13	\$17.07
49-3041	Farm Equipment Mechanics and Service Technicians	26.54	\$15.60
47-2111	Electricians	26.28	\$24.06
21-1093	Social and Human Service Assistants	23.78	\$13.68

*Occupations with less than 20 projected job openings each year are not included in this chart.

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

Chart 12
 Twenty Fastest Growing Kentucky Occupations Generally Requiring Less than a High School Diploma or Equivalent*

Job Code	Job Title	Percent Change	2015 Avg. Wage
31-1011	Home Health Aides	59.36	\$10.95
51-3023	Slaughtering and Meat Packers	44.24	\$13.22
53-7064	Packers and Packagers, Hand	42.86	\$10.65
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, & Tile & Marble Setters	42.44	\$14.35
47-2181	Roofers	31.95	\$16.39
51-3021	Butchers and Meat Cutters	30.3	\$13.84
39-9021	Personal Care Aides	26.61	\$9.78
47-2051	Cement Masons and Concrete Finishers	26.29	\$16.20
53-7199	Material Moving Workers, All Other	25.99	\$21.33
47-2141	Painters, Construction and Maintenance	25.38	\$16.43
45-2091	Agricultural Equipment Operators	24.77	\$13.55
35-3041	Food Servers, Nonrestaurant	23.51	\$10.34
37-3019	Grounds Maintenance Workers, All Other	23.44	\$15.74
47-2131	Insulation Workers, Floor, Ceiling, and Wall	23.26	\$17.66
47-2081	Drywall and Ceiling Tile Installers	21.47	\$16.75
51-3099	Food Processing Workers, All Other	20.81	\$11.50
37-2012	Maids and Housekeeping Cleaners	19.88	\$9.25
35-2012	Cooks, Institution and Cafeteria	19	\$11.49
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	17.49	\$11.52
51-3011	Bakers	17.28	\$11.59

*Occupations with less than 20 projected job openings each year are not included in this chart.

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Workforce Intelligence Branch

