



KWIB
Joint Committee Meeting of
Education Attainment and Completion
and
Employer Engagement

AGENDA
July 6, 2022
11:00am – 12:00 pm

RSVP for In-person in Frankfort – Debbie.Dennison@ky.gov
OR Via Zoom

Join from PC, Mac, Linux, iOS or Android: <https://us06web.zoom.us/j/82361380542?pwd=REInYnNrdTgzNjhkYzd5ZzBsME4yUT09>
Password: txC16q

11:00am	Welcome	Beth Davisson, Chair Kentucky Chamber
11:05am	Sector Strategy update	Sara Tracy, Chair Kentucky Chamber
11:15am	CTE Certifications Review	Tom Thompson, Director Division of Student Transition and Career Readiness Office of Career and Technology Education Scott U'Sellis Data Manager Office of Career and Technology Education
11:25am	Kentucky Council on Postsecondary Education (CPE) presentation <ul style="list-style-type: none">○ CPE Healthcare Workforce Collaborative (HWC)	Rick W. Smith Sr. Associate Vice President Workforce & Economic Development Kentucky Council on Postsecondary Education Leslie Sizemore Senior Fellow for Policy Development Workforce & Economic Development Kentucky Council on Postsecondary Education
11:40am	Kentucky Chamber Bus to Business Presentation	Beth Davisson, Chair
11:55am	New business	Beth Davisson, Chair
Adjournment		



**KWIB Education Attainment and
Employer Engagement
Committee Meeting
DRAFT MINUTES
July 6, 2022**

In-person offer at 500 Mero Street, Frankfort; or Via zoom – 11am – 12:30 pm EST

[July 6, 2022, Zoom Meeting](#) - Access Code: wmmgW65.

MEMBERS PRESENT:

Beth Davisson - CHAIR	X	Mike Willand	
Dr. John Gregory		Michelle DeJohn (Joe Paul)	
Scott Pierce		Tom Thompson	X
Kris Williams (Jessie Schook) - BOTH		Aaron Poynter	X
Misty Edwards		Stefanie Ebbens Kingsley	
Jason Luring		Bo Matthews (Justin Browning)	
Patricia Gonzalez		Dianne Owens (Terry Sullivan)	X
Dr. Mike Stacy		Jonathan Webb (Amy Samples)	X
Dr. OJ Oleka		Dr. Dallas Kratzer	X
Kim Humphrey	X	Elodie Dickerson	
Regan Satterwhite		Karla Tipton	X
Karen McFadyen		Khyla Smithers	X
Jessica Cunningham		Tony Georges	
Scott Secamiglio	X	Todd Schmiedeler	
Leslie Sizemore	X	Harper (Smith) Michael	X
Anna Larson	X	Sara Tracy	X
Mike Buchanon		Michael Buckentin	
John Oliva		John Greene	
Mike Smith		LaKisha Miller	
Tonya Crum	X	Lisa Banner	X
Alisher Burikhanov	X	Scott U'Sellis	X
Kristi Putnam		Rick Smith, CPE	X
Diana Jarboe		Tara Johnson-Noem	
Michael Gritton	X	Dr. Beth Hargis	X
Johnny Collett	X	Jimmy Staton	
Brian Becker		Tara Roscoe	
Matt Bacon	X	Amy Neal	
Tricia Davis	X	Robin Harris	X

OTHERS PRESENT:

Adrian Jacobs	Debbie Dennison	
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11:00 AM WELCOME

Beth Davisson, Committee Chair, welcomed and thanked everyone for their commitment, provided the goal of the committee and walked through the agenda. Beth welcomed Dr. Beth Hargis, Associate Commissioner from the Kentucky Department of Education, who is replacing David Horseman, who retired.

Beth introduced **Sara Tracy**, KY Chamber to provide updates from the Sector Strategy committee and their working groups.

Sector Strategy sub-committee update

Sara Tracy, Executive Director of the Total Pipeline Management (TPM) of the Kentucky Chamber and Chair of this sub-committee shared updates. The working group has not been able to meet yet to review KY stats data to lift up recommendations. The group will also be lifting up review processes to be conducted on a bi-annual basis.

The joint sub-committee with the Opportunity Youth / Young Adults sub-committee is waiting to review the KDE Work-based Learning Guide to ensure the resources and information can be used by employers. The goal is to make all state resources regarding work-based learning to employers. The working group has reviewed other states information and will be pulling together sections as it relates to the needs of Kentucky.

CTE Certification Review sub-committee update

Tom Thompson, Office of Career and Technical Education (OCTE) walked through the certifications received through the KWIB online site request. Each certification received is reviewed by the BEAT team. There are two certification requests that are approved to be lifted to the KWIB for final approval. Information can be reviewed within the post meeting packet.

Discussion was had around the certifications and the thought process for pathways chosen. **Tonya Crum** *motioned to recommend*; **Rick Smith** *seconded the motion*. Motion passed with no dissenting votes.

The CTE process and the dynamic certification list link can be viewed on the [KWIB site for review](#).

Council on Postsecondary Education (CPE) provided a presentation on the Healthcare Workforce Collaborative. There are shortages in healthcare and this collaborative is trying to identify the future of workforce in healthcare. CPE has been awarded \$10M to focus on pathways and the workforce future of healthcare, to create a long-term plan.

The PowerPoint presentation can be viewed in the post meeting packet on the [KWIB site](#).

Bus to Business, Kentucky Chamber Foundation initiative – Harper Michael, Senior Manager, shared the work that began in 2019. This initiative focuses 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 communities. The program has engaged over 50,000 students statewide since 2019.

Finally, Beth Davisson lifted the upcoming Total Pipeline Management Healthcare Summit which will be 7/14/22. For more information, you can reach out to the Chamber Foundation.

11:54AM ADJOURNMENT

BETH ASKED IF THERE WAS ANY ADDITIONAL NEW BUSINESS AND AS THERE WAS NONE, THE MEETING WAS ADJOURNED.



Introduction to the Healthcare Workforce Collaborative (HWC)

Council on Postsecondary Education

Leslie M. Sizemore, PhD, EdS, OTR/L

Senior Fellow, Workforce and Economic Development

Where the Nation - Healthcare Workforce

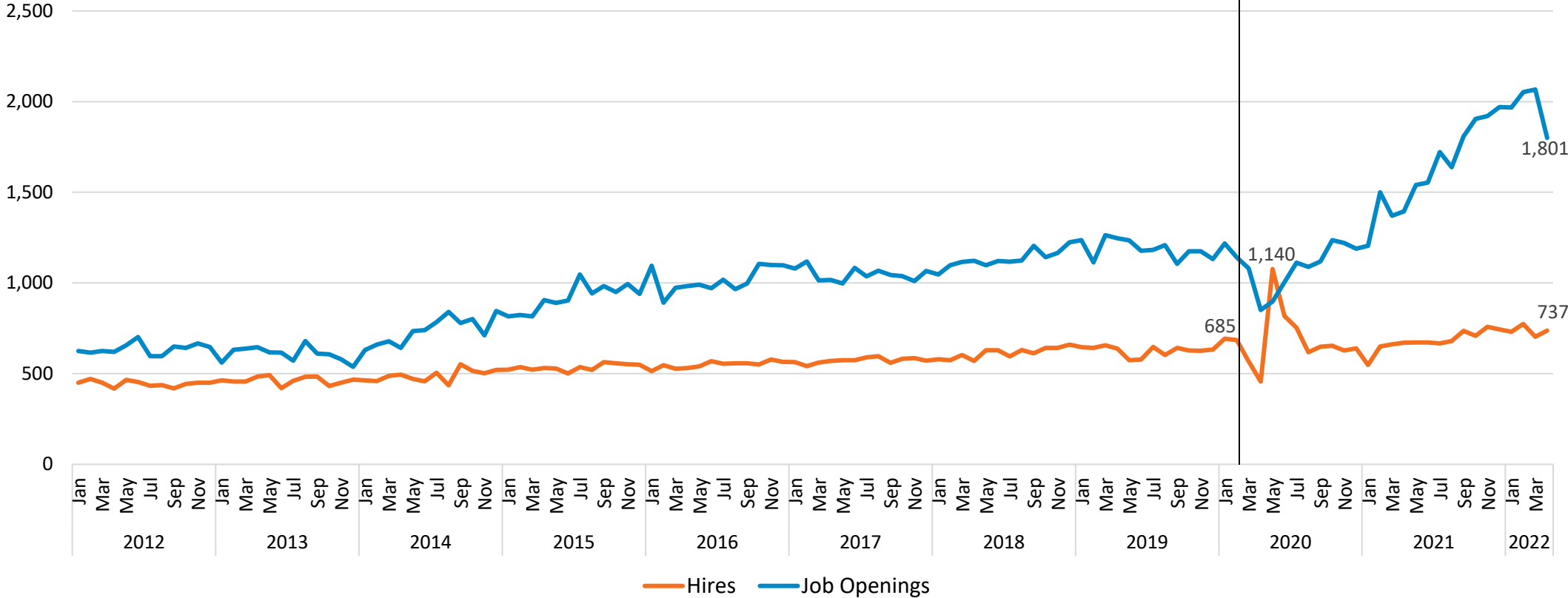
The Workforce Shortage (a gap of over 1 million workers)

Health Care and Social Assistance Job Openings and Hires Over Time for the U.S.

January 2012 to April 2022

Seasonally Adjusted; In Thousands; April 2022 data is preliminary

Beginning of Pandemic



Source: Bureau of Labor Statistics, Job Openings and Labor Turnover Survey.

Where is the Workforce? *The Demographic Drought*

Some key drivers of the current workforce shortage noted are:

- Baby Boomer retirements
- A declining labor force participation rate among millennials
- Low birth rates
- Reductions in immigration

“Even before the pandemic, the US was set up to face a talent deficit of six million people by the end of the decade. Then, the COVID-19 pandemic struck and hit the accelerator on many of these long-term trends.”



Kentucky Chamber of Commerce:

Kentucky's Workforce Crises (September 2021)

The Workforce Demand and the Skills Gap

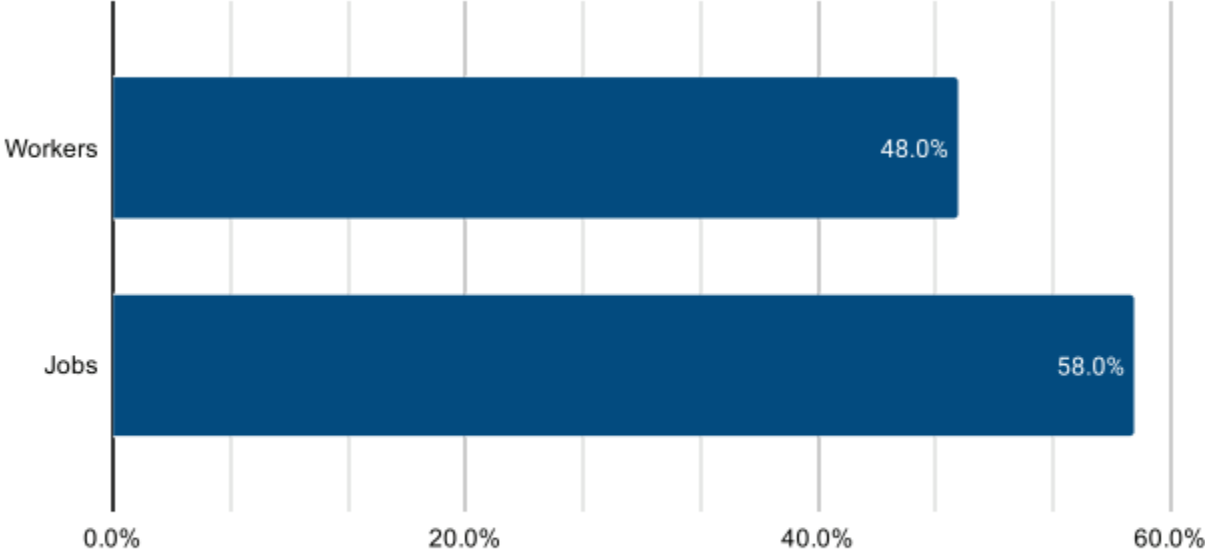
Percent of 25-64 Year Olds With a Postsecondary Degree or Credential



Source: Lumina Foundation

Skills Gap

Kentucky Adults with Skills Training Beyond a High School Degree vs. Jobs in Kentucky that Require Skills Training Beyond a High School Degree



Source: National Skills Coalition

Kentucky Hospital Workforce Survey 2020

- Vacancies and workforce shortages and progressively worsened
- There is an all-time-high employee turnover rate of 35%
- The highest vacancies were registered and licensed practical nurses, nurse techs, behavioral health interventionists, lab staff, and other frontline employees

Mercer US Healthcare Labor Market Report 2021

1) A shortage of labor at the low end of the wage spectrum will limit healthcare access

- 9.7 million people work in critical, albeit lower-wage, healthcare occupations
- Over the next 5 years, the need for these workers will grow to 10.7 million
- If workforce trends hold, more than 6.5 million individuals will permanently leave these jobs
- Only 1.9 million will step in to take their place

2) Primary care will increasingly be provided by non-physicians

- By 2026, almost 23,000 primary care physicians will permanently leave the profession, leaving a vacuum of demand for primary care providers.
- Physician assistants (PAs) and nurse practitioners (NPs) will step in to fill that demand

3) A six-figure hiring rush for mental health providers will emerge by 2026

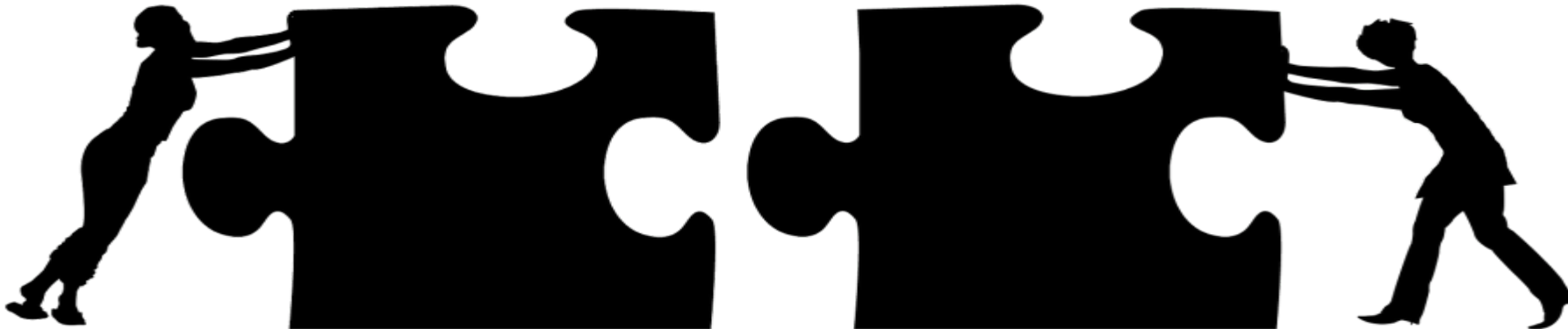
- More than a 10% increase in the need for these services by 2026

CPE's Healthcare Workforce Collaborative (HWC)

- **Goal:** To grow the pipeline of healthcare workers in Kentucky into a robust and diverse collective of competent and fulfilled practitioners

BUT HOW?

Through working as a ***convener***, aligning postsecondary programs and policies with the practical needs of healthcare employers.





Grants to Campuses

- Focus is to support and grow programs that train healthcare providers in **high demand disciplines** that lead to professional certification and/or licensure
- In order **to attain funds**, universities must show dedication to forming strong relationships with local healthcare entities who will supply “skin in the game.” They must also assure that there are adequate clinical spots for entering the pipeline, provide wrap around services, and allow equitable access to underrepresented minorities.



HWC Advisory Group

10



Healthcare Workforce Education and Training Pipeline

- The HWC is the first step for CPE's Workforce and Economic Development Team. We hope to duplicate this process for other aspects of Kentucky's workforce (ex: educators).

Questions

I'm new here....
give me a break!



Twitter: CPENews and CPEPres



Websites: <http://cpe.ky.gov> and <http://kyhigheredmatters.org>



Facebook: KYCPE





Kentucky Chamber Foundation
Workforce Center's
Bus to Business[®] Program

Harper Michael, Senior Manager
KWIB Joint Committee Meeting
of Education Attainment and Employer Engagement
July 6, 2022



Thank you to our program sponsors!

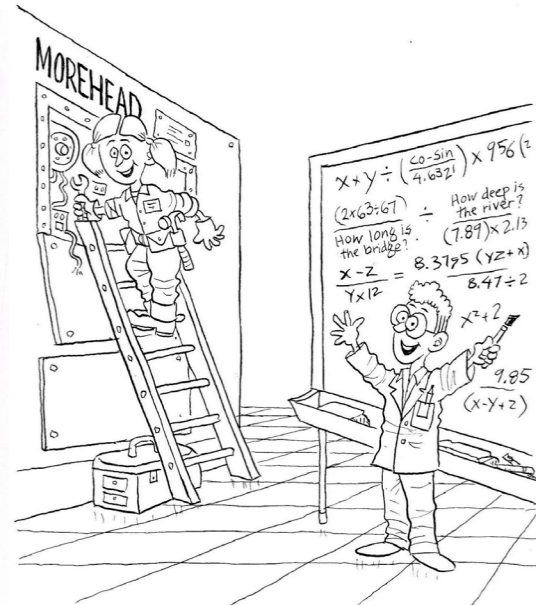
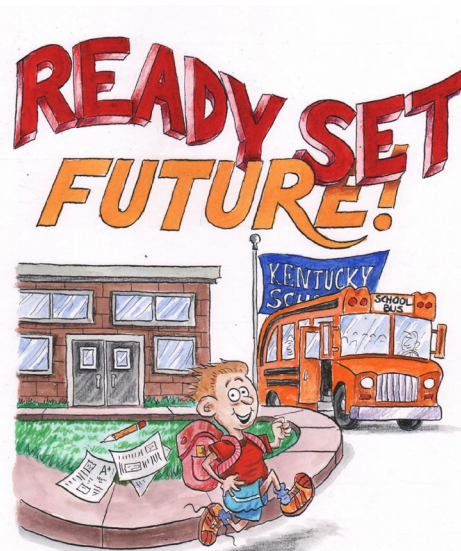




Bus to Business® is a statewide initiative focused on connecting students with employers and bringing classrooms to careers. The goal of the program is to show students what career pathways are in their own communities. Since the program's inception in 2019, it has engaged with over **50,000** students 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.



EMPLOYER SPOTLIGHT



AVERAGE ANNUAL EARNINGS:
\$33,000

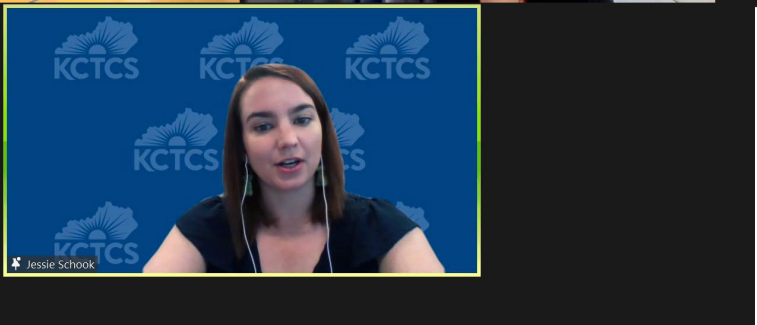
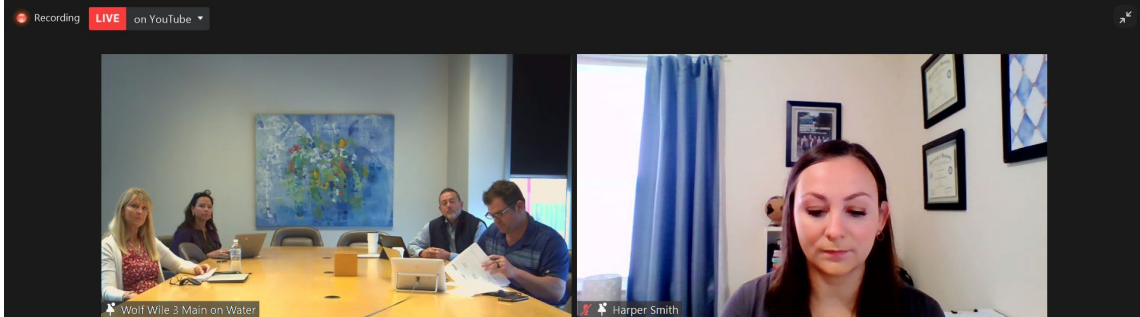
FIVE YEAR OPENINGS:
2,356

WORK EXPERIENCE REQUIRED:
None

ON-THE-JOB TRAINING:
Short-term

MINIMUM EDUCATION REQUIRED:
No formal educational credential





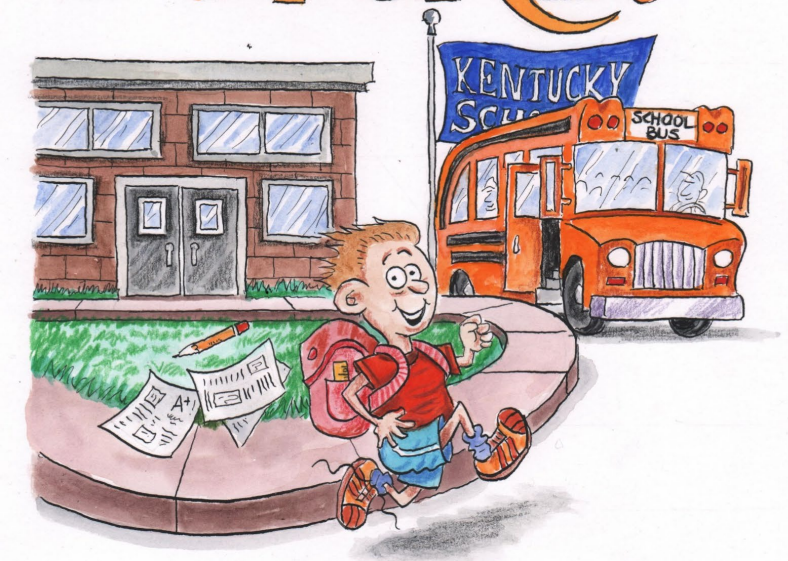


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Kentucky Chamber Foundation

READY SET FUTURE!



Addison is a deckhand!

That is Addison and she loves working on boats!



Program Area/ Program	Career Pathway / Program of Study	CP Code(s)	2021-2022 Industry Certification Name / Industry Certification Stacked Credentials	Phase-Out	High Demand	Date Received	Recommended addition to Valid Industry Certification List? Yes/No	BEAT Recommendations	Date Presented for Sub-Committee	Recommended to the EAEE Committee? Yes/No	Date Presented for the EAEE Committee	Recommended to the KWBT	Date Presented for KWBT	Status - Approved Pending Denied	Version Update #	Consultant Notes
Construction	Non-applicable	NA	MACC Tech		HD	4/8/2022	YES	The Construction BEAT recommends the addition of the MACC Tech Certification to Industry Certification List. MACC Tech stands for Masonry, Asphalt, Concrete & Construction Technology. This certification does not align to a specific CTE pathway in the Program of Studies but is highly supported by Business and Industry and is recommended to be available for schools who choose to offer a local pathway.	6/15/22	YES	7/6/2022					
Transportation	Non-applicable	NA	Equipment and Engine Training Council Certification			5/2/2022	YES	The Transportation BEAT recommends the addition of the EETC certification to the Valid Industry Certification list based on BEAT committees review. This certification does not align to a specific CTE pathway in the Program of Studies but to a local pathway within a district.	6/15/22	YES	7/6/2022					