



Vermilion County's Talent Pipeline Building a Stronger Community



September 24-25, 2017

Presenter: Kim Kuchenbrod, CWDP

FROM THE HEADLINES.....

Globally 38% of employers having difficulty filling jobs – highest rate since 2007

38%



Globally

32%



Manpower

of US Employers having difficulty filling jobs

Reasons: Lack of Applicants = 35%
 Lack of technical competencies = 34%

2015 **2 Million** 2025
 are expected to go unfilled due to the skill gap

The implications are significant
 Every job in manufacturing creates another 2.5 new jobs in local goods and services.

For every \$1 invested in manufacturing, another \$1.37 in additional value is created in other sectors.

2.7 Million
 baby boomer retirements

+ **700K** manufacturing jobs expected from economic expansion

Only **1.4 Million** jobs are likely to be filled

3.4 Million
 manufacturing jobs are likely to be needed over the next decade

leading to an expected **2 Million** manufacturing jobs unfilled due to the skills gap



By 2025 the skills gap is expected to grow to **2 million**
 In 2011, **600K** jobs were unfilled due to the skills gap



Deloitte

Georgetown University



By 2020

More than 5 million positions could go unfilled



VERMILION ADVANTAGE MODEL

Started from economic development relationships – “local calls”

Identified common denominator skill issues

Began with 12 metals manufacturers – “champions for the

Evolved multiple clusters/collaboratives over time

Our “Pillars” – Advanced Manufacturing, Logistics, Health Care
Technology/Service, and Education



VERMILION ADVANTAGE "Pillars"



BlueCross BlueShield of Illinois



First Midwest Bank



ThyssenKrupp



TOWNE MACHINE Tool Company



ILLINOIS WORKFORCE INNOVATION AND OPPORTUNITY ACT



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KEY ATTRIBUTES OF A NEUTRAL CONVENER



Neutral party

Interests of all stakeholders equally important



Confidentiality

Generally private vs public sector based



Stakeholder vs Convener

Conflict of interest, sustainability, FOIA “exempt”



Long-term commitment

Relationship builder

VERMILION ADVANTAGE MODEL

All Attributes

Private, non-profit
Long-term commitment
Confidentiality



Relationship

Involvement with
employers and education
and social services and
WIOA board



Communicate

Need to be able to
communicate plan to new
employer potential



At the table

They are at the Economic
Development board table in
addition to workforce employer
collaboratives



WORKFORCE DEMAND PLANNING – WHAT IS IT?



Collecting real time data based on new and replacement needs



Identify specific skills, competencies and credentials common to most end users



Demonstrates multiplier impact – all needs matter

VERMILION ADVANTAGE MODEL

Ready, Set, Go! Start with good, current data

Ensuring the confidentiality of individual company data

Identifying skill training opportunities and gaps at all levels

Identifying means to fill the gaps/creating awareness

Started with High School and Community College

Eventually worked down to elementary and middle school



VERMILION ADVANTAGE MODEL

Programs Established:

PreK-5:

- Birth to 5 Developmental Calendar
- Great Math and Science Adventure Summer Camps
- PLTW Launch

Middle/Jr. High:

- Career Exploration Lab
- Gateway to Technology (GTT)
- CHOICES

High School:

- Career Exploration Lab
- Project Lead the Way (PLTW)
- College Express
- Certified Production Technical Certification Program
- Logistics, Distribution and Warehouse Certification Program CareerSafe Online 10hr- OSHA Training
- Global Careers and Professions
- NIMS apprenticeships

Post-Secondary and Beyond:

- Internships
- Career Scholarship Initiatives,
- Mechatronics Certification Lab
- Tour of Industries
- Job Board

VERMILION ADVANTAGE MODEL

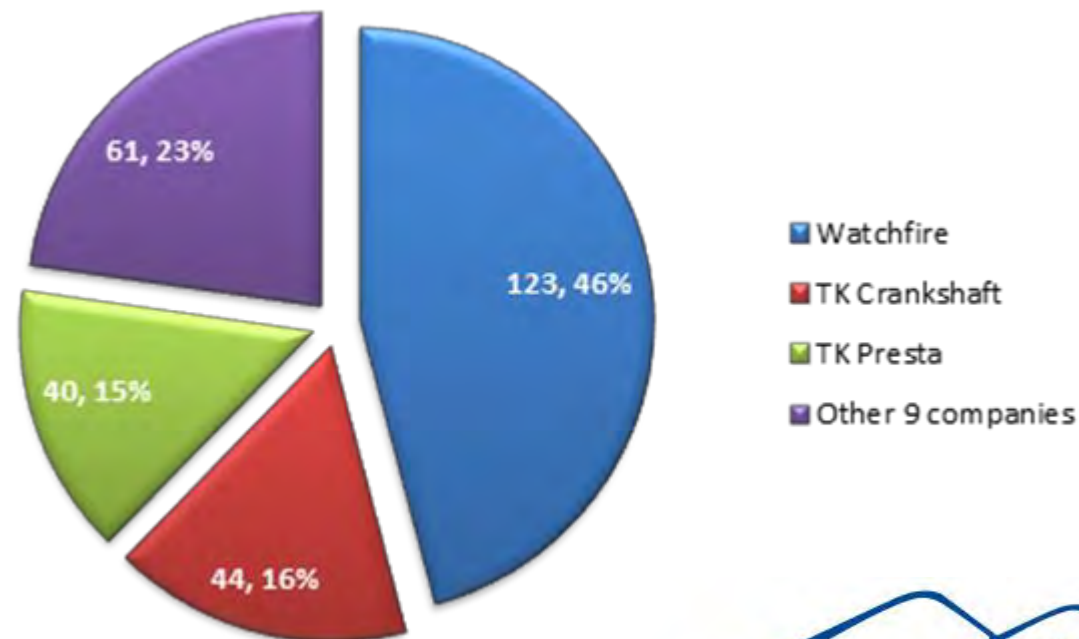
Moving to competencies and credentials
to facilitate common language

Train to the skills
needed not the job
titles filled

(competencies designed for CNC
Machine Operator actually applied
to 18 different job titles!)

NIMS Beta test

CNC Comptency Skill Levels.



EFFECTIVE EMPLOYER COLLABORATIVES

Commitment and engagement of top leadership



Shared priorities



Speak with a single voice to providers and community



Shared communication



Shared capacity-building



Shared best practices



Short-term and longer-term objectives



Eat the elephant one bite at a time



HOW TO FUND

\$\$\$\$ What will funding be used for?

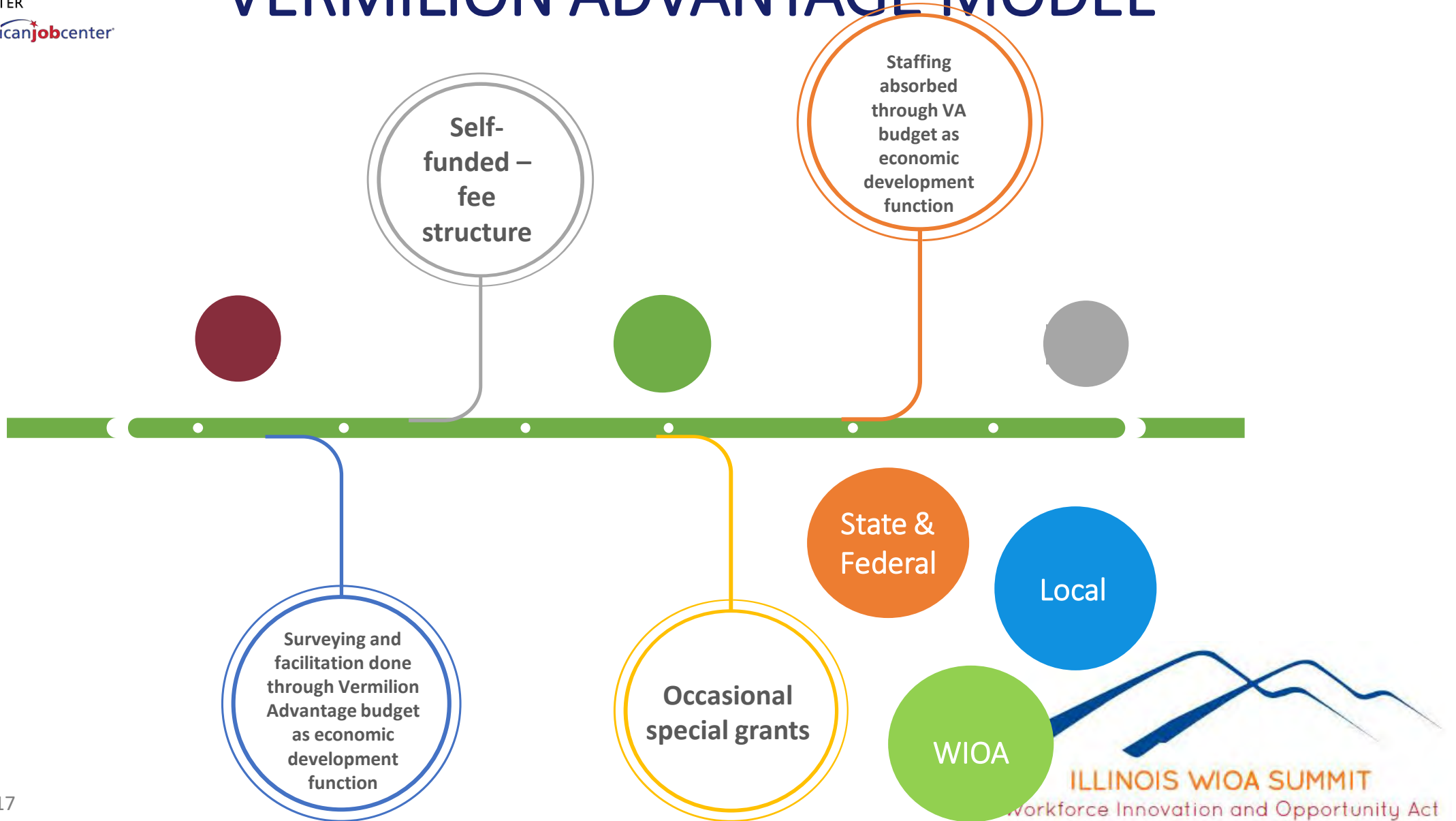
What are the
internal resources?

Are resources
sustainable?

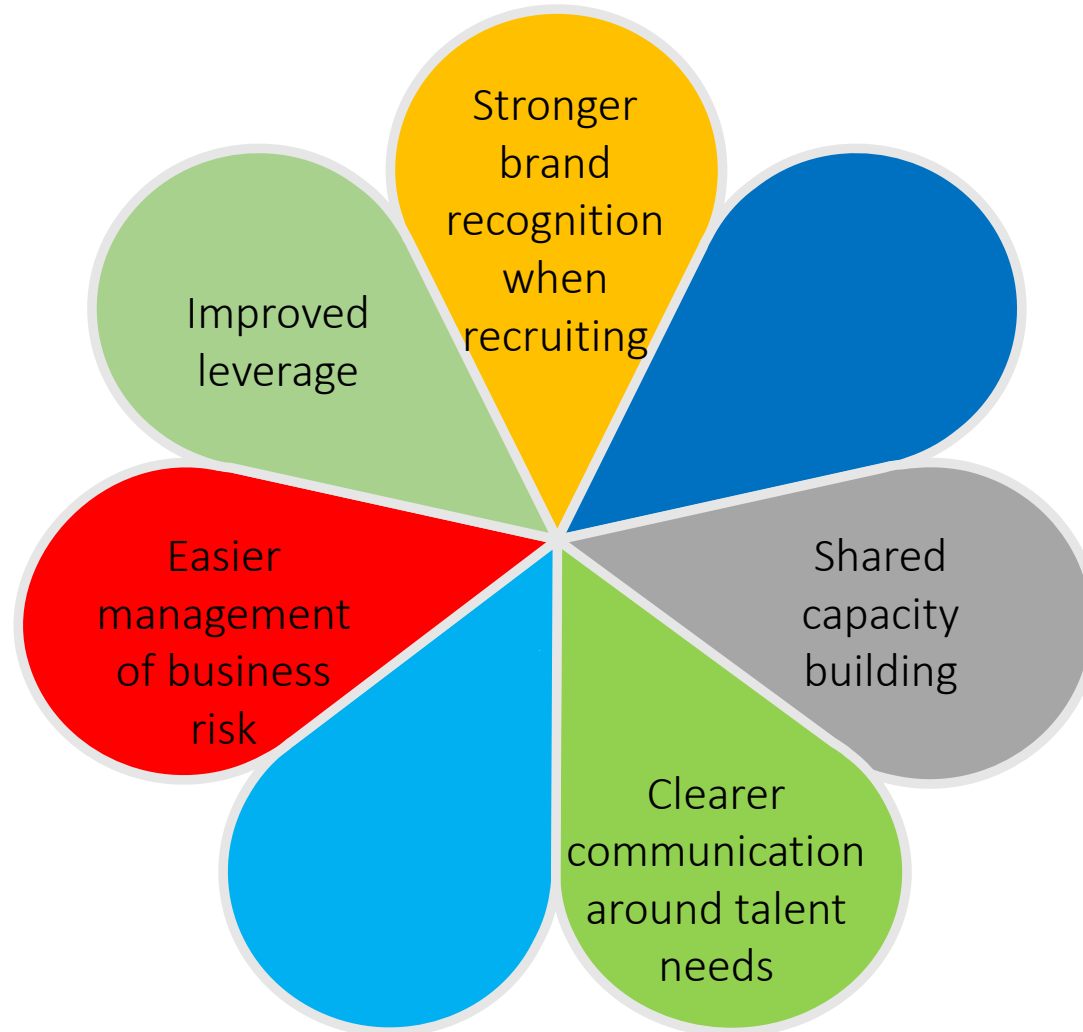
What is your road
map?



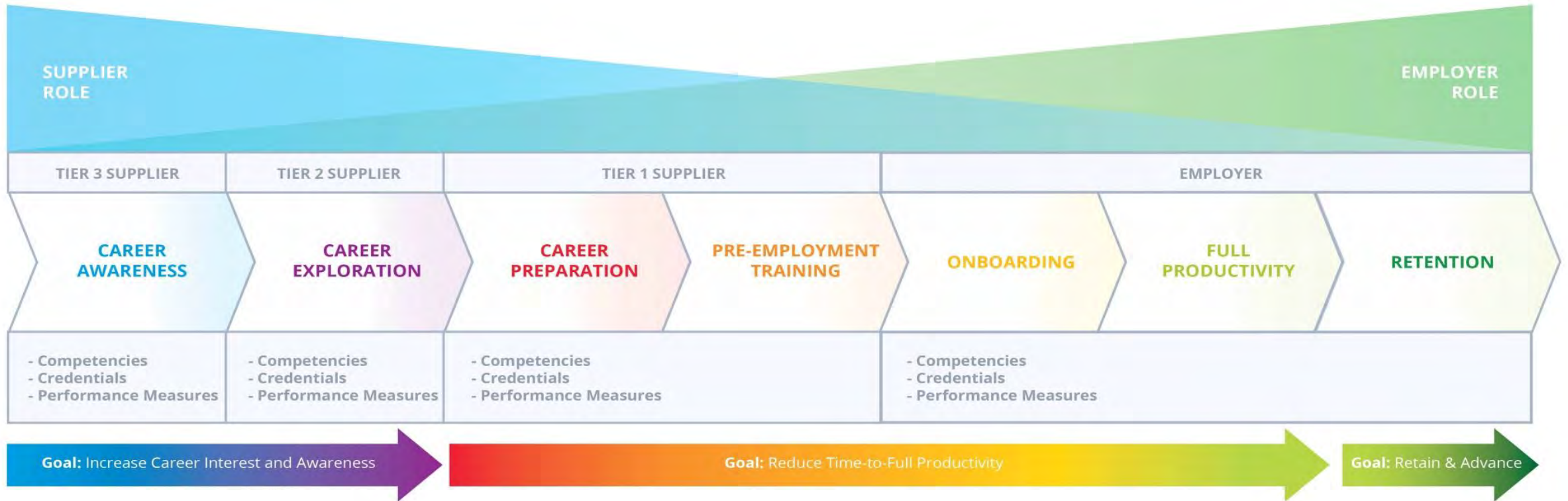
VERMILION ADVANTAGE MODEL



VALUE IN ORGANIZING AND/OR JOINING EMPLOYER COLLABORATIVE?



Mapping the Value Stream



U.S. CHAMBER OF COMMERCE FOUNDATION
Education and Workforce



ILLINOIS WIOA SUMMIT
Workforce Innovation and Opportunity Act

Q & A

THANK YOU!
Kim Kuchenbrod, CWDP
Vermilion Advantage