Bridging The Talent Gap:
The Kentucky Talent Alignment Survey

Bridgett Strickler
Dan Ash, PhD

Lexington KY
May 22, 2017
To view the statewide Kentucky dashboard, click here

To view a regional dashboard, click the region below

CONTACTS

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Welcome to the Kentucky Dashboard

Throughout this dashboard, data may be filtered by the size of the organization answering, by the industry(ies) of the organization responding, and by the Workforce Investment Act region. Those regions are shown on the map below.

To preserve anonymity of respondents, charts with less than 10 responses are hidden.
# Kentucky Talent Alignment Survey Summary

## 2017 Kentucky

<table>
<thead>
<tr>
<th>WIA</th>
<th>Completed</th>
<th>Partial</th>
<th>Nominal</th>
<th>Total Usable (C + P)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLUEGRASS</td>
<td>156</td>
<td>62</td>
<td>8</td>
<td>218</td>
</tr>
<tr>
<td>CUMBERLANDS</td>
<td>51</td>
<td>13</td>
<td>4</td>
<td>64</td>
</tr>
<tr>
<td>EKCEP</td>
<td>42</td>
<td>14</td>
<td>2</td>
<td>56</td>
</tr>
<tr>
<td>GREEN RIVER</td>
<td>63</td>
<td>29</td>
<td>4</td>
<td>92</td>
</tr>
<tr>
<td>KENTUCKIANA WORKS</td>
<td>161</td>
<td>76</td>
<td>14</td>
<td>237</td>
</tr>
<tr>
<td>LINCOLN TRAIL</td>
<td>91</td>
<td>30</td>
<td>8</td>
<td>121</td>
</tr>
<tr>
<td>NORTHERN KENTUCKY</td>
<td>103</td>
<td>30</td>
<td>2</td>
<td>133</td>
</tr>
<tr>
<td>SOUTH CENTRAL</td>
<td>60</td>
<td>17</td>
<td>1</td>
<td>77</td>
</tr>
<tr>
<td>TENCO</td>
<td>14</td>
<td>4</td>
<td>1</td>
<td>18</td>
</tr>
<tr>
<td>WEST KENTUCKY</td>
<td>44</td>
<td>18</td>
<td>5</td>
<td>62</td>
</tr>
<tr>
<td>UNIDENTIFIED</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>785</strong></td>
<td><strong>299</strong></td>
<td><strong>399</strong></td>
<td><strong>1084</strong></td>
</tr>
</tbody>
</table>
2016 Cohort Summary

<table>
<thead>
<tr>
<th>Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacksonville, FL</td>
</tr>
<tr>
<td>Louisville, KY</td>
</tr>
<tr>
<td>Trenton, NJ</td>
</tr>
<tr>
<td>Southern Indiana</td>
</tr>
<tr>
<td>Spokane, WA</td>
</tr>
<tr>
<td>Tennessee</td>
</tr>
<tr>
<td>TOTAL Participants</td>
</tr>
</tbody>
</table>
### Organization Size Distribution

- **Small**: 55%
- **Medium-sized**: 31%
- **Large**: 14%

#### Sector Number (%)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation &amp; Food Services</td>
<td>42 (4.0%)</td>
</tr>
<tr>
<td>Administration &amp; Support</td>
<td>48 (4.5%)</td>
</tr>
<tr>
<td>Agriculture</td>
<td>24 (2.3%)</td>
</tr>
<tr>
<td>Arts &amp; Entertainment</td>
<td>25 (2.4%)</td>
</tr>
<tr>
<td>Construction</td>
<td>49 (4.6%)</td>
</tr>
<tr>
<td>Educational Services</td>
<td>87 (8.2%)</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>98 (9.3%)</td>
</tr>
<tr>
<td>Healthcare</td>
<td>157 (14.8%)</td>
</tr>
<tr>
<td>Government Agencies</td>
<td>77 (7.3%)</td>
</tr>
<tr>
<td>Information</td>
<td>28 (2.6%)</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>287 (27.1%)</td>
</tr>
<tr>
<td>Mining</td>
<td>13 (1.2%)</td>
</tr>
<tr>
<td>Personal &amp; Laundry Services</td>
<td>9 (0.9%)</td>
</tr>
<tr>
<td>Professional Scientific &amp; Technical Services</td>
<td>126 (11.9%)</td>
</tr>
<tr>
<td>Real Estate</td>
<td>15 (1.4%)</td>
</tr>
<tr>
<td>Religious</td>
<td>33 (3.1%)</td>
</tr>
<tr>
<td>Repair &amp; Maintenance</td>
<td>47 (4.4%)</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>47 (4.4%)</td>
</tr>
<tr>
<td>Transportation</td>
<td>72 (6.8%)</td>
</tr>
<tr>
<td>Utilities</td>
<td>43 (4.1%)</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>17 (1.6%)</td>
</tr>
<tr>
<td>Other</td>
<td>139 (13.1%)</td>
</tr>
</tbody>
</table>
Industry Distribution

Manufacturing (287)

Health Care & Social Assistance (157)

Professional, Scientific & Technical Services (126)

Finance & Insurance (98)

Educational Services (87)
Economic Outlook

Percent of respondents saying economic conditions in their community are positive

- Manufacturing: 2016 Cohort: 52%, 2017 Kentucky: 70%
- Health Care: 2016 Cohort: 57%, 2017 Kentucky: 63%
- Professional, Scientific, & Technical Services: 2016 Cohort: 77%, 2017 Kentucky: 75%

Economic conditions in my community are positive
2016 Cohort: 68%
2017 Kentucky: 65%
Percent saying local economic conditions are positive (by Region)

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bluegrass</td>
<td>65% (State Average)</td>
</tr>
<tr>
<td>Cumberlands</td>
<td>40%</td>
</tr>
<tr>
<td>EKCEP</td>
<td>20%</td>
</tr>
<tr>
<td>Green River</td>
<td>80%</td>
</tr>
<tr>
<td>Kentuckiana Works</td>
<td>80%</td>
</tr>
<tr>
<td>Lincoln Trail</td>
<td>60%</td>
</tr>
<tr>
<td>Northern Kentucky</td>
<td>60%</td>
</tr>
<tr>
<td>South Central</td>
<td>60%</td>
</tr>
<tr>
<td>TENCO</td>
<td>40%</td>
</tr>
<tr>
<td>West Kentucky</td>
<td>40%</td>
</tr>
</tbody>
</table>
Percent saying local economic conditions are positive (by Industry)

Accommodation & Food Services
Agriculture
Construction
Finance & Insurance
Government Agencies
Manufacturing
Personal & Laundry Services
Real Estate
Repair & Maintenance
Transportation
Wholesale Trade

Administration & Support
Arts & Entertainment
Education Services
Healthcare
Information
Mining
Professional, Scientific & Technical Services
Religious
Retail Trade
Utilities
Other

65% (State Average)
Expected growth for my organization, next 3-5 years
2016 Cohort: 81%
2017 Kentucky: 81%

Percent of respondents expecting growth for their organization, next 3-5 years

<table>
<thead>
<tr>
<th>Industry</th>
<th>2016 Cohort</th>
<th>2017 Kentucky</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>82%</td>
<td>86%</td>
</tr>
<tr>
<td>Health Care</td>
<td>87%</td>
<td>79%</td>
</tr>
<tr>
<td>Professional, Scientific, &amp; Technical Services</td>
<td>90%</td>
<td>80%</td>
</tr>
</tbody>
</table>

0% 20% 40% 60% 80% 100%
Percent anticipating growth in next 3-5 years (by Region)

- Bluegrass: 81%
- Cumberlands: 60%
- EKCEP: 60%
- Green River: 60%
- Kentuckiana Works: 81%
- Lincoln Trail: 81%
- Northern Kentucky: 81%
- South Central: 81%
- TENCO: 81%
- West Kentucky: 81%

(State Average: 81%)
Percent anticipating growth in next 3-5 years (by Industry)

- Agriculture
- Construction
- Finance & Insurance
- Government Agencies
- Manufacturing
- Personal & Laundry Services
- Real Estate
- Repair & Maintenance
- Transportation
- Wholesale Trade

Industry Categories:
- Accommodation & Food Services
- Agriculture
- Construction
- Finance & Insurance
- Government Agencies
- Manufacturing
- Personal & Laundry Services
- Real Estate
- Repair & Maintenance
- Transportation
- Wholesale Trade

Industry: Accommodation & Food Services: 81%
Industry: Agriculture: 20%
Industry: Construction: 60%
Industry: Finance & Insurance: 80%
Industry: Government Agencies: 80%
Industry: Manufacturing: 80%
Industry: Personal & Laundry Services: 80%
Industry: Real Estate: 80%
Industry: Repair & Maintenance: 80%
Industry: Transportation: 80%
Industry: Wholesale Trade: 80%

Other: 0%
Administration & Support: 0%
Arts & Entertainment: 0%
Education Services: 0%
Healthcare: 0%
Information: 0%
Mining: 0%
Professional, Scientific & Technical Services: 0%
Religious: 0%
Retail Trade: 0%
Utilities: 0%

(State Average) 81%
Recruiting and Hiring Are Difficult Everywhere

Recruitment & Hiring For New Skills (percent of respondents saying somewhat/very difficult)

<table>
<thead>
<tr>
<th>Difficulty recruiting qualified workers</th>
<th>2016 Cohort</th>
<th>2017 Kentucky</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>80%</td>
<td>84%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Difficulty hiring FT positions needing new/updated skills</th>
<th>2016 Cohort</th>
<th>2017 Kentucky</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>83%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Most Difficult Jobs to Fill (percent of respondents saying somewhat/very difficult)

<table>
<thead>
<tr>
<th>Job Category</th>
<th>2016 Cohort</th>
<th>2017 Kentucky</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Skill Medical</td>
<td>85%</td>
<td>90%</td>
</tr>
<tr>
<td>Skilled Trades</td>
<td>85%</td>
<td>85%</td>
</tr>
<tr>
<td>Engineers</td>
<td>81%</td>
<td>83%</td>
</tr>
</tbody>
</table>
Percent saying somewhat/very difficult to fill full time positions

- **High Skill Medical**: 85% (State Average)
  - Bluegrass
  - Cumberlands
  - EKCEP
  - Green River
  - KentuckianaWorks
  - Lincoln Trail
  - Northern Kentucky
  - South Central
  - TENCO
  - West Kentucky

- **Engineers**: 83% (State Average)
  - Bluegrass
  - Cumberlands
  - EKCEP
  - Green River
  - KentuckianaWorks
  - Lincoln Trail
  - Northern Kentucky
  - South Central
  - TENCO
  - West Kentucky

- **Skilled Trades**: 83% (State Average)
  - Bluegrass
  - Cumberlands
  - EKCEP
  - Green River
  - KentuckianaWorks
  - Lincoln Trail
  - Northern Kentucky
  - South Central
  - TENCO
  - West Kentucky
Reasons for Hiring Difficulties

Percent of respondents indicating reasons for hiring difficulties

- Competition from other employers: 56% (2016), 59% (2017 Kentucky)
- Candidates do not have the right skills: 46% (2016), 54% (2017 Kentucky)
- Candidates do not have the right work experience: 43% (2016), 54% (2017 Kentucky)
- Local education/training system does not produce enough work ready/qualified candidates: 25% (2016), 26% (2017 Kentucky)
Applied work skills are built on education attainment

**Applied Skills**
- Diversity
- Information Technology Application
- Leadership
- Problem Solving
- Teamwork/Collaboration
Employers say more educated workers are needed

Percent of respondents saying increased need for employees with credentials over next 5 years

- **Advanced Degree**: 26% (2016 Cohort), 19% (2017 Kentucky)
- **Bachelor's Degree**: 51% (2016 Cohort), 41% (2017 Kentucky)
- **Associate's Degree**: 33% (2016 Cohort), 29% (2017 Kentucky)
- **Technical College Diploma/Certificate**: 35% (2016 Cohort), 37% (2017 Kentucky)
- **Post-secondary Certificate**: 30% (2016 Cohort), 35% (2017 Kentucky)
- **Industry/Professional Association Credential**: 43% (2016 Cohort), 41% (2017 Kentucky)
- **High School Diploma**: 31% (2016 Cohort), 34% (2017 Kentucky)
Percent anticipating an increase in hiring over next 5 years

- High School Diploma (Average 34%)
- Industry/Professional Org Certificate (Average 41%)
- Associate's Degree (Average 29%)
- Bachelor's Degree (Average 41%)

Bar chart showing percentages of companies anticipating an increase in hiring over the next 5 years for different regions in Kentucky, with education levels ranging from high school diploma to bachelor's degree.
Tuition assistance and problems with utilization

Percent of respondents saying item is a main reason education benefit is not utilized more fully

- Workers are too busy/otherwise committed to pursue learning: 52% (2016 Cohort), 71% (2017 Kentucky)
- Lack of incentives/benefits in the organization for pursuing learning: 23% (2016 Cohort), 30% (2017 Kentucky)
- Lack of promotion by management: 25% (2016 Cohort), 30% (2017 Kentucky)
- Workers do not need additional education benefits: 5% (2016 Cohort), 6% (2017 Kentucky)

Percent of education benefit utilized annually

2016 Cohort: 51%
2017 Kentucky: 51%
Education Friendly Workplace Environment in Kentucky

Percent of respondents saying they provide support

- Flexible work scheduling to allow employee class schedules: 70% (2016 Cohort) vs. 71% (2017 Kentucky)
- Advise employees on degrees that will benefit their career: 44% (2016 Cohort) vs. 44% (2017 Kentucky)
- Public recognition of graduation/education milestones: 44% (2016 Cohort) vs. 44% (2017 Kentucky)
- Making office technology available to employees for study/learning after work hours: 39% (2016 Cohort) vs. 34% (2017 Kentucky)
How are employers partnering with education institutions and systems?

Percent of respondents NOT partnering with local education institutions to assess skills gaps:
- 2016 Cohort: 50%
- 2017 Kentucky: 64%

Percent of respondents NOT currently partnering with education institutions but who definitely/possibly would consider doing so:
- 2016 Cohort: 70%
- 2017 Kentucky: 64%

Percent of respondents saying they would consider partnerships in the future:
- 2016 Cohort: 13%
- 2017 Kentucky: 18%
Percent saying local economic conditions are positive (WIA)
Percent anticipating growth in next 3-5 years (by Industry)

- Accommodation & Food Services
- Agriculture
- Construction
- Finance & Insurance
- Government Agencies
- Manufacturing
- Personal & Laundry Services
- Real Estate
- Repair & Maintenance
- Transportation
- Wholesale Trade

81% (State Average)
Recruiting and Hiring Are Difficult Everywhere

Recruitment & Hiring For New Skills (percent of respondents saying somewhat/very difficult)

- Difficulty recruiting qualified workers: 80% (2016 Cohort), 84% (2017 Kentucky)
- Difficulty hiring FT positions needing new/updated skills: 83% (2016 Cohort), 85% (2017 Kentucky)

Most Difficult Jobs to Fill (percent of respondents saying somewhat/very difficult)

- High Skill Medical: 90% (2016 Cohort), 85% (2017 Kentucky)
- Skilled Trades: 85% (2016 Cohort), 85% (2017 Kentucky)
- Engineers: 83% (2016 Cohort), 83% (2017 Kentucky)
Percent saying somewhat/very difficult to fill full time positions

High Skill Medical
- Bluegrass
- Cumberlands
- EKCEP
- Green River
- KentuckianaWorks
- LincolnTrail
- Northern Kentucky
- South Central
- TENCO
- West Kentucky

Engineers
- 85% (State Average)

Skilled Trades
- 85% (State Average)
Hiring Landscape

Reasons for Hiring Difficulties

Percent of respondents indicating reasons for hiring difficulties

- Competition from other employers: 56% (2016) vs 59% (2017 Kentucky)
- Candidates do not have the right skills: 46% (2016) vs 54% (2017 Kentucky)
- Candidates do not have the right work experience: 43% (2016) vs 54% (2017 Kentucky)
- Local education/training system does not produce enough work ready/qualified candidates: 25% (2016) vs 26% (2017 Kentucky)
Skills Landscape

Applied work skills are built on education attainment

**Applied Skills**
- Diversity
- Information Technology Application
- Leadership
- Problem Solving
- Teamwork/Collaboration

**Percent of respondents saying labor pool possesses applied skills**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>2017 Kentucky</th>
<th>2016 Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma</td>
<td>42%</td>
<td>51%</td>
</tr>
<tr>
<td>Associate's Degree</td>
<td>64%</td>
<td>60%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>77%</td>
<td>79%</td>
</tr>
</tbody>
</table>

Value Added: 5%
How are employers partnering with education institutions and systems?

Percent of respondents NOT partnering with local education institutions to assess skills gaps
- 2016 Cohort: 50%
- 2017 Kentucky: 64%

Percent of respondents NOT currently partnering with education institutions but who definitely/possibly would consider doing so
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- 2017 Kentucky: 64%

Percent of respondents saying they would consider partnerships in the future
- 2016 Cohort: 13%
- 2017 Kentucky: 18%