

# Vermilion County's Talent Pipeline Building a Stronger Community

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Vermilion Advantage

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U.S. CHAMBER OF COMMERCE FOUNDATION  
Center for Education and Workforce



# 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** are expected to go unfilled due to the skill gap 2025

**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

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

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

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 cause”

Evolved multiple clusters/collaboratives over time

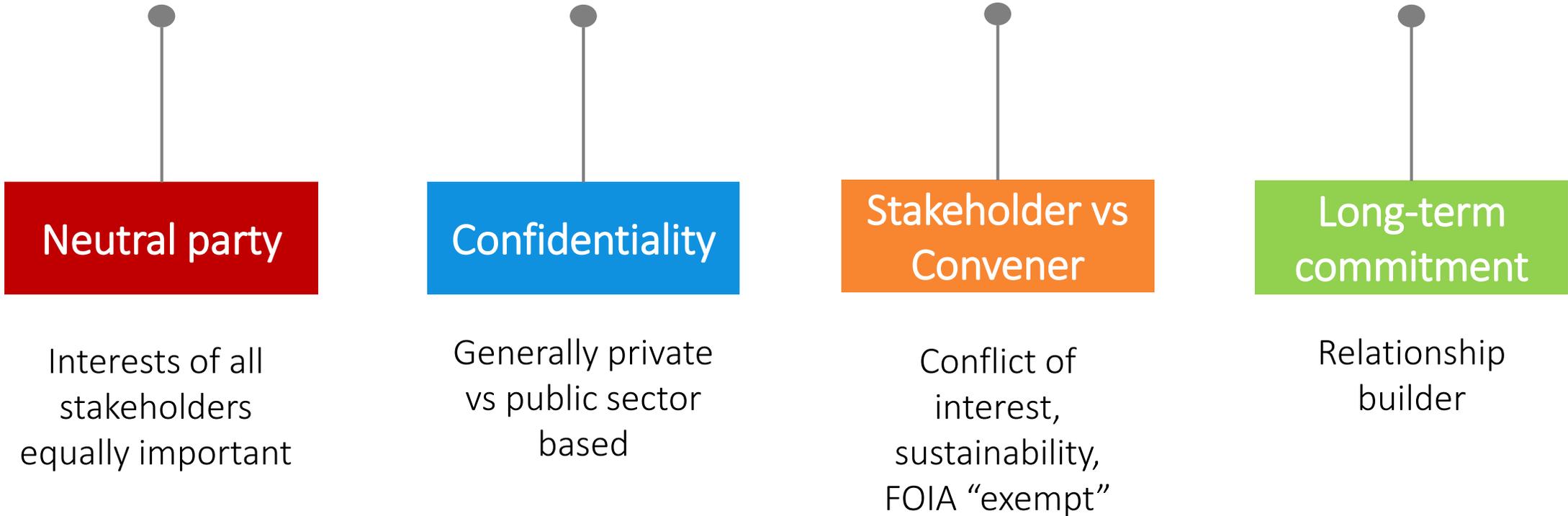
Our “Pillars” – Advanced Manufacturing, Logistics, Health Care and Technology/Service

# VERMILION ADVANTAGE "Pillars"





# KEY ATTRIBUTES OF A NEUTRAL CONVENER



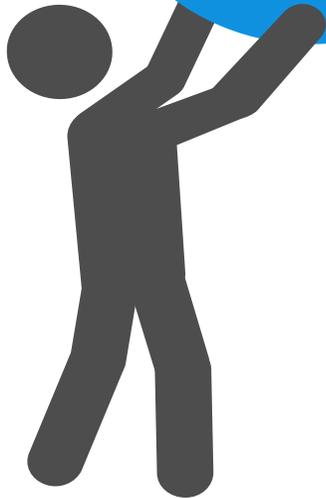


# VERMILION ADVANTAGE MODEL



## 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



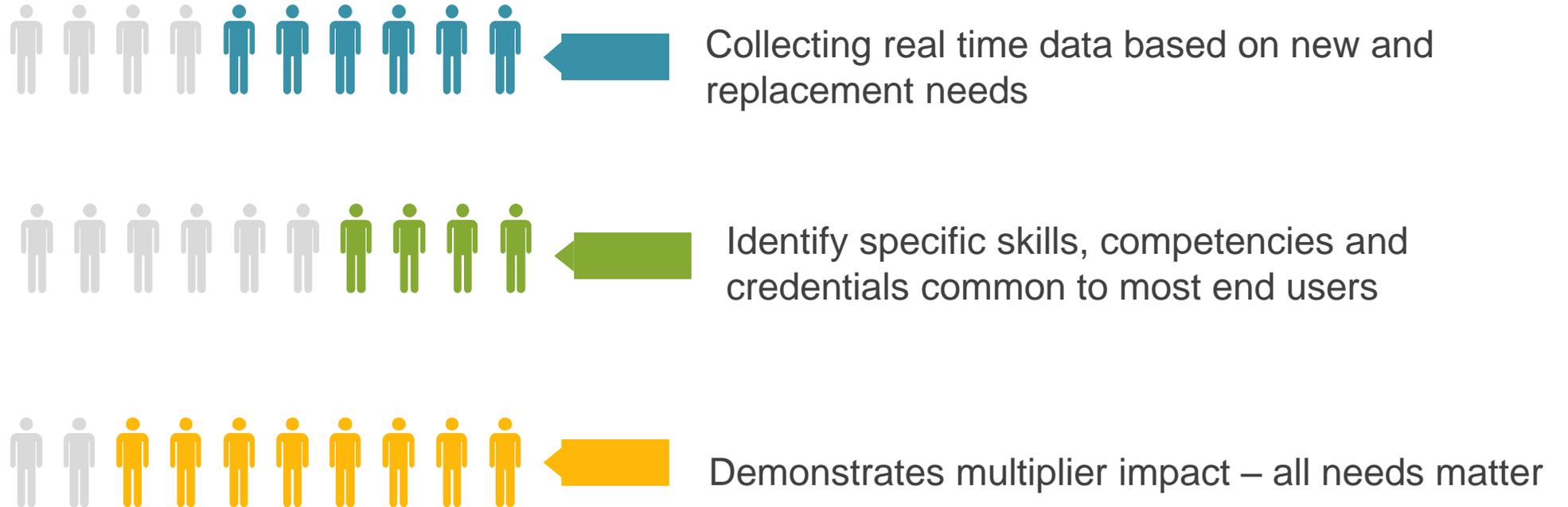
## At the table

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





# WORKFORCE DEMAND PLANNING – WHAT IS IT?





# 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

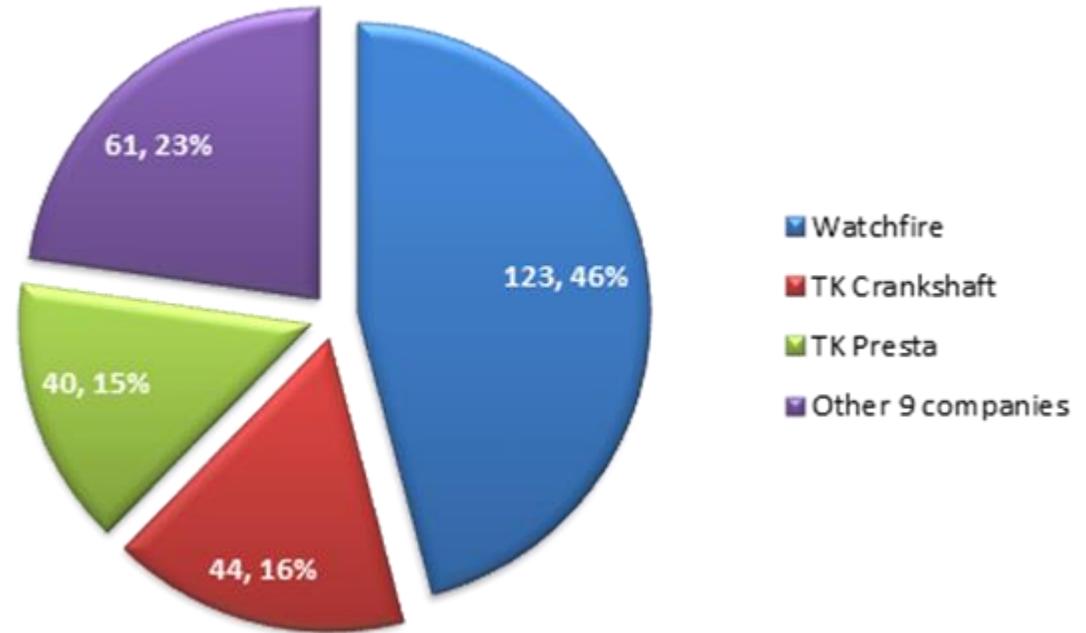


Moving to competencies and credentials to facilitate common language

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





# HOW TO FUND



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

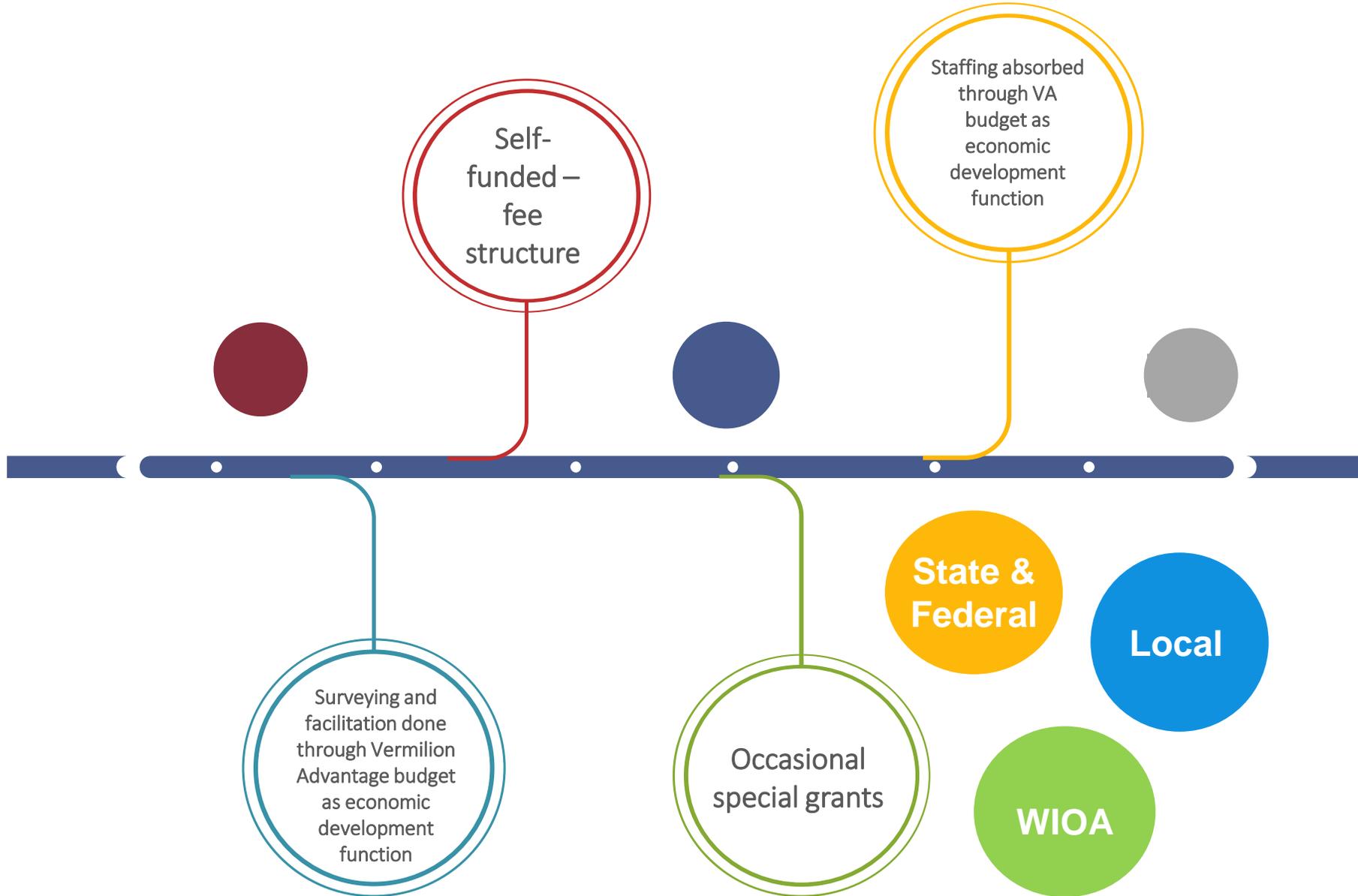
What are the internal resources?

Are resources sustainable?

What is your road map?

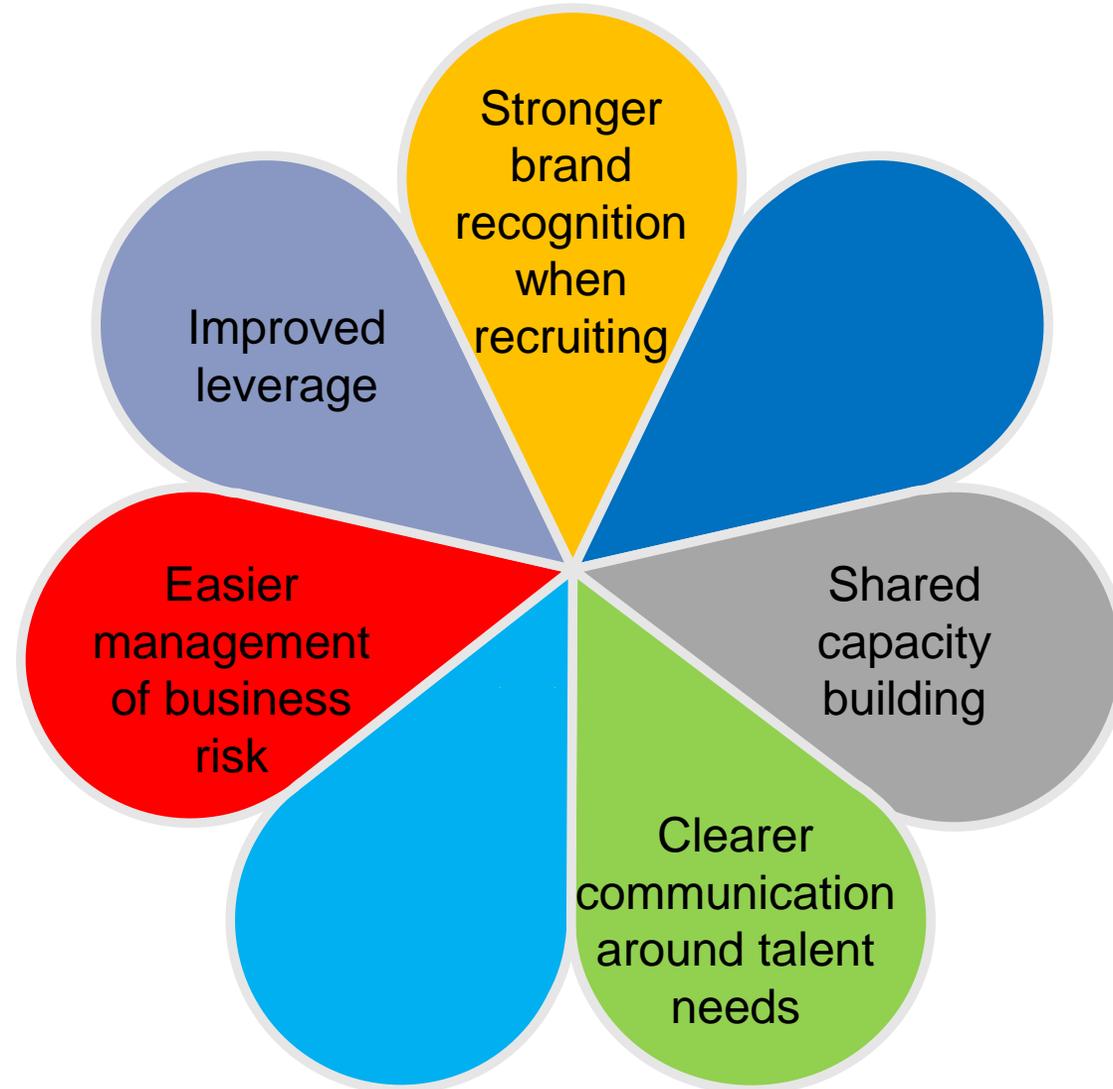


# VERMILION ADVANTAGE MODEL

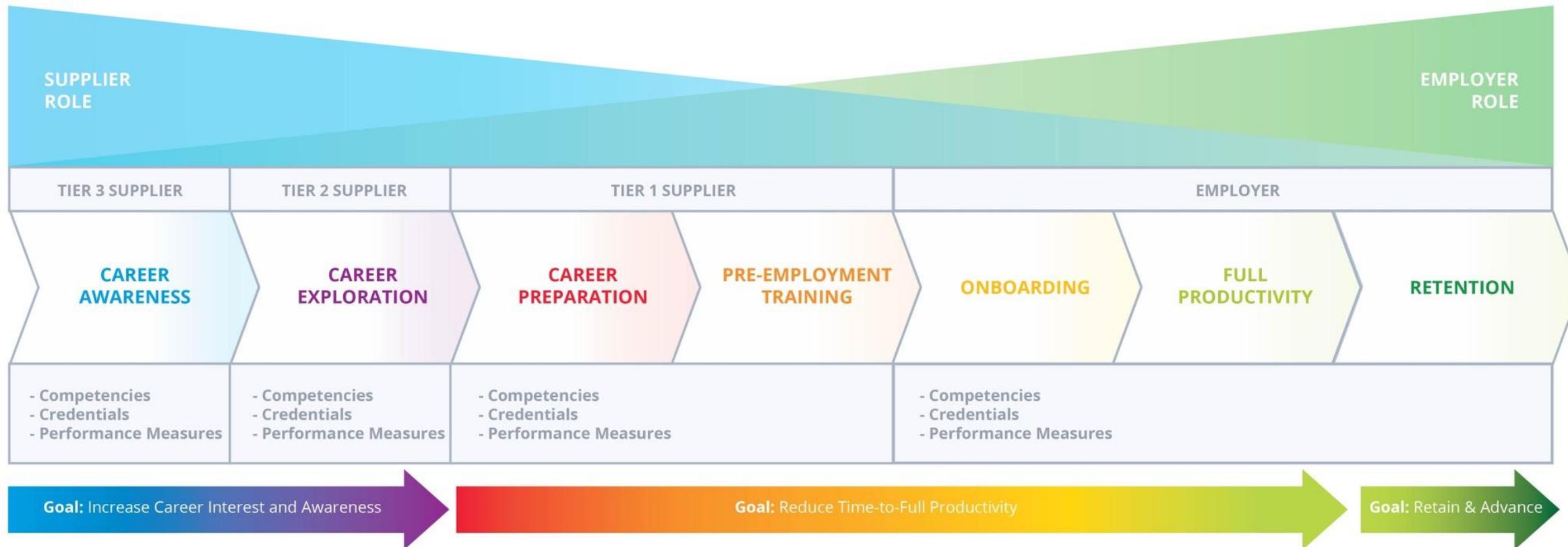




# VALUE IN ORGANIZING AND/OR JOINING EMPLOYER COLLABORATIVE?



# Mapping the Value Stream



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THANK YOU!

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