Career Technical Education & Talent Pipeline Management: Strategies for Connecting Classrooms to Careers

June 18, 2020
Speakers

• **Niki DaSilva**, Program Manager, U.S. Chamber of Commerce Foundation

• **David Horseman**, Associate Commissioner, Kentucky Department of Education, Office of Career and Technical Education

• **Sara Tracy**, Talent Pipeline Project Manager – Southeast, Kentucky Chamber of Commerce

• **Laurie Mays**, Equine Talent Pipeline Manager, Kentucky Chamber of Commerce
ROLE OF EMPLOYERS

DEVELOP

REVIEW

VALIDATE

DELIVER

INDUSTRY PARTNERS HELP develop and regularly review CTE pathways, including helping to validate standards and credentials. They also help deliver CTE pathways by offering work-based learning or serve as industry experts within a classroom.
• CTE-employer engagement a persistent challenge – likely one that will continue in current economic environment
• Talent Pipeline Management® well-established strategy
• Clarify opportunities and facilitate deeper partnerships
TPM: An End-to-End Talent Management Approach

**Strategy 1:** Organize Employer Collaboratives

**Strategy 2:** Engage in Demand Planning

**Strategy 3:** Communicate Competency and Credential Requirements

**Strategy 4:** Analyze Talent Flows

**Strategy 5:** Build Talent Supply Chains

**Strategy 6:** Continuous Improvement
In a survey of U.S. hiring managers...

61% value their partnerships with education, and consider them a priority

The Top Three

- Greater upskilling initiatives
- More career path programs
- Improved alignment with higher ed
Why TPM + CTE?

TPM improves communication and promotes shared understanding between employers and CTE. Ultimately resulting in better outcomes for students and workers.
The End Goal: Co-Designed Value Stream
TPM Resource Guide: A Compendium for High-Quality CTE

1. For CTE Practitioners
2. For Employers
3. For Implementation
MICHIGAN
Consumers Energy

- 100 openings. 4,000 applicants. 50 qualified.
- Partnership with MEWDC and identified 3 preferred partners.
- Updated training + facilities, 98% retention rate, energy as a career cluster.
ARIZONA
Specialty Nursing

- Internal pipelines for specialty healthcare roles
- Employer-driven data
- Partnership with education supported with state funding
Texas Construction

- Internal pipelines for construction
- Competency maps
- Skills assessments
Thank you.

Niki DaSilva
Manager
Programs and Policy
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CTE/Employer Connector Tool

Business and Industry representatives can locate information on programs that exist in each district, by school name, for each Industry area. Contact information in the form of address and phone number can be found here for each of these programs as well.

* Required

What Industry Sector are you involved with? *

- Agriculture
- Business and Information Technology Services
- Construction
- Engineering
- Healthcare and Social Assistance
- Human Services
- Media Arts
- Manufacturing
- Public Services
- Transportation, Distribution and Logistics

Next
Sort by industry, sector, and region

Eastern Kentucky Locations Only
https://docs.google.com/spreadsheets/d/1khnEYHg0FvzgLM2GTv3TRM-e/CqlUQLH/edit#gid=2040744226&vvid=81850538

Southern Kentucky Locations Only
https://docs.google.com/spreadsheets/d/1khnEYHg0FvzgLM2GTv3TRM-e/CqlUQLH/edit#gid=2040744226&vvid=91831003

West Kentucky Locations Only
https://docs.google.com/spreadsheets/d/1khnEYHg0FvzgLM2GTv3TRM-e/CqlUQLH/edit#gid=2040744226&vvid=1582473918

Which area of this sector are you interested in? *

- Carpentry
- Electrical
- HVAC
- Masonry
- Plumbing
- Welding
- I chose the wrong area

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<th>School</th>
<th>Program</th>
<th>Sector-Area</th>
<th>Total Enrollment</th>
<th>12th Grade</th>
<th>Coop Eligible</th>
<th>Address</th>
<th>Phone</th>
<th>WIB</th>
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<td>Skilled Trades Construction Electrical TRACK</td>
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<td>47</td>
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<td>44</td>
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<td>(859) 381-3603</td>
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Kentucky Department of Education
CTE/Employer Connector Tool Updates!

Kentucky Center for Statistics
kystats.ky.gov
TPM-CTE Perspective

• TPM was not what I expected!
• Traditional program preparation alignment-not!
• TPM is an HR supply chain driven employer led process.
• Specific skills inventory matching, available resources/resource development
• Learned that employers and educators have differences: language, needs, resources, protocols
Lessons Learned

• Employers are looking for specific skills.
• Employers don’t understand education protocols.
• CTE doesn’t understand how different employers handle the HR process.
• Educators & Employers get confused on roles.
• Employers see their role as service oriented when dealing with schools and not thinking of schools as future resource.
TPM-CTE Resources

• Educators can become familiar with employer ecosystems.

• Employers working together to develop talent pipelines for common needs within a cohort.

• Educators and employers developing programs of study to increase talent inventory.

• Pivot to adjust direction and scale of employer needs.

• Utilize these resources to help employers and educators to effectively collaborate.
STRATEGY 5: Implement Shared Performance Measures
Questions?

Feel free to add them to the Chat Box
Learn More

https://www.uschamberfoundation.org/reports/tpm-cte-resource-guide

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