

Northwest Kentucky Workforce Delivery Model



“The Perfect Storm”

- ▶ “The primary limitation to economic growth in Kentucky is the availability of skilled labor.”
- ▶ “The future competitiveness of America hinges on the future quality of the workforce.”

Jepson, Sanford, &
Troske (200)



Commission on the skills
of the U.S. Workforce



Regional Workforce Issues

State of the Workforce Report (GRADD, 2005)

- ▶ Aging workforce
- ▶ Low educational attainment levels
- ▶ Stagnant population growth
- ▶ Difficulty retaining young people
- ▶ Per capita income is below the national average



Origins in Owensboro

- ▶ 1990 – Skills, Inc. partnership with City of Owensboro, Daviess County Fiscal Court
- ▶ 2001– Owensboro Community and Technical College implements WorkKeys
- ▶ 2006– Online database OwensboroWorks
- ▶ 2007– Regional database formed with addition of Northwest Kentucky Forward and GRADD



“WORKS” Model

“Let the Job find you”

- ▶ Web-based regional talent pool of over 5,000 potential employees
- ▶ Interactive, user-friendly
- ▶ Free of charge to companies
- ▶ Promotes continuing education
- ▶ Nationally acclaimed Work Keys assessment
- ▶ Partnership with two community colleges



“WORKS” Model

Coordinating economic development with workforce development

- ▶ Promoting the importance of continuous education and training in enhancing skill development through Work Keys and postsecondary education linkages
- ▶ Identifying an available pool of those wishing to live and work in the region
- ▶ Serving as a mechanism to recruit talent to the region



Take a tour...

Three points of entry, one database



<http://owensboroworks.com/>



<http://www.northwestkyworks.com/>

<http://www.greenriverworks.com/>



Work Keys System

“Work Keys has been a great tool for us in screening candidates to ensure adequate skill level for Swedish Match. We have a lot of confidence in the test, since OCTC representatives worked with Swedish Match employees, who decided what skills were necessary and what level to require for employment.”

Jan Everly, Director of
Human Resources,
Swedish Match NA

WorkKeys Foundational Skills assessments measure cognitive abilities such as applied mathematics, reading for information, and locating information.

WorkKeys is an ACT product, therefore, a valid and reliable measure.



WorkKeys® is the gold standard in foundational skills testing and offers a comprehensive program that can help you:

Reduce turnover by up to 84%

Decrease overtime hours by 95%

Experience a 244% ROI on training dollars

What Is Work Keys?

- ▶ Developed by ACT as a national system for documenting and improving workplace skills. It is designed to benefit individuals, businesses, educators, and policymakers to improve the overall quality of America's workforce.
- ▶ Job Profiling
- ▶ Assessments
- ▶ Instructional Support
- ▶ Research and Reporting
- ▶ Training

Used in 48 states, the District of

ACT, Inc.

Assessments

Foundation Skills

Communication

- ▶ Business Writing
- ▶ Listening
- ▶ Reading for Information
- ▶ Writing
- ▶ Problem Solving
- ▶ Applied Technology
- ▶ Applied Mathematics
- ▶ Locating Information
- ▶ Observation

- ▶ Interpersonal Teamwork

Personal Skills Assessment

- ▶ **Performance**
- ▶ **Talent**
- ▶ **Fit**

Applied Mathematics

(paper, on line, 45 minutes)

Measures skill in applying mathematical reasoning to work-related problems, using the methods of calculation that actually occur in the workplace.

Locating Information

(paper, on line, 45 minutes)

Measures skill in using information presented in workplace graphics such as diagrams, floor plans, tables, forms, graphs, charts, and instrument gauges. Examinees are asked to locate, insert, compare, and summarize information in one or more related graphics.

Reading for Information

(paper, on line, 45 minutes)

Measures skill in reading and understanding work-related instructions and policies. The reading passages and questions are based on actual workplace demands and include memos, bulletins, notices, letters, policy manuals, and governmental regulations.

<http://www.act.org/workkeys/employers/>



Questions???



Greater Owensboro
ECONOMIC DEVELOPMENT CORPORATION



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