



***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**

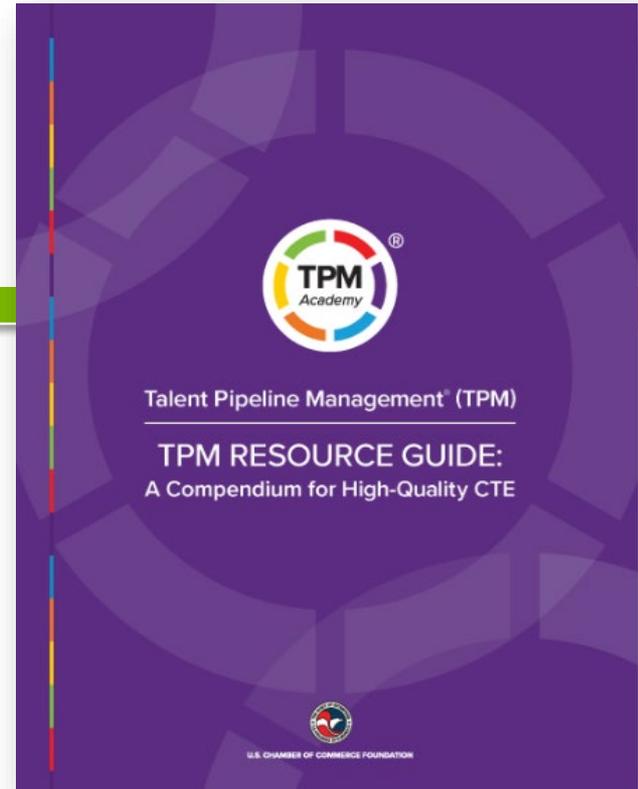


**VALIDATE**

**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

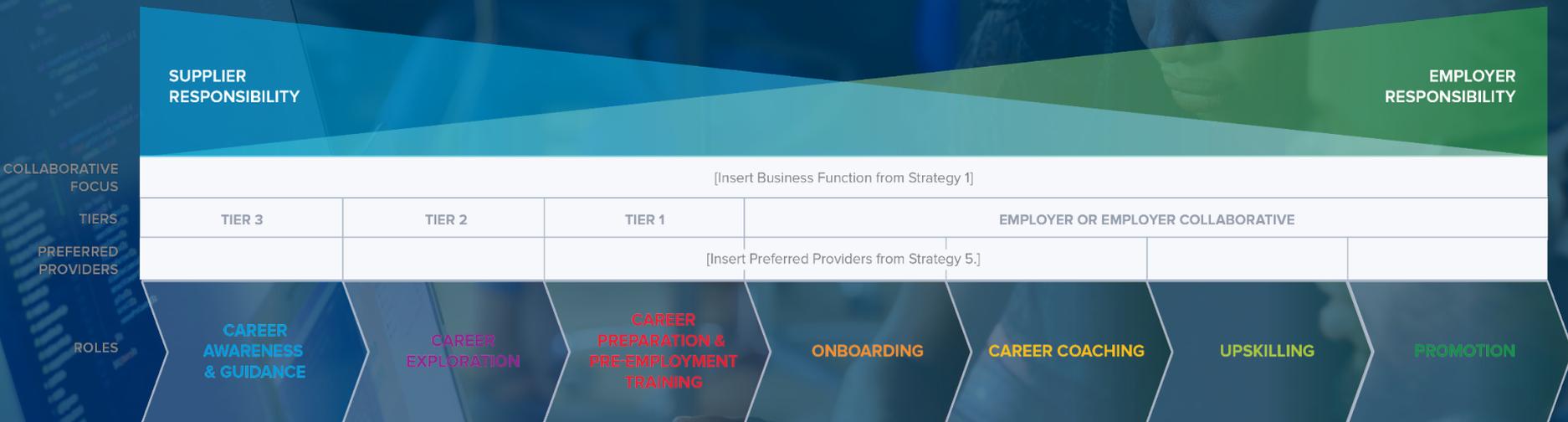


A woman with dark hair, wearing a black top and a red and black patterned skirt, is sitting at a desk and looking at a laptop. A man with a beard and glasses is sitting next to her, also looking at the laptop. In the background, other students are working at desks with laptops. The scene is set in a classroom or computer lab.

# 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

PETROCHEMWORKS COMPETENCY MAPS BY SKILL SET - INSTRUMENT TECH		
PATHWAYS: Industry Based, High School CTE, Community College, Military, Community Based, Other Industry		
	HELPER	
OJT: 6 Months - 1 Year	OJT: 1 Year - 2 Years	OJT: Until ready for Independent Work confirmed by Site Supervisor
SAFETY	ABILITY TO READ A TAPE MEASURE	QUALITY/CRAFTSMANSHIP
HOUSEKEEPING	INTRO TO FIELD CALCULATIONS	FIELD CALCULATIONS
TOOL DISTINCTION	KNOWLEDGE OF TUBE SIZES AND BENDING FORMULAS	PROPERLY BEND AND INSTALL TUBING, SUPPORTS AS A FITTER
HAZARD AWARENESS	INTRO TO ELECTRICAL SYSTEMS FOR INSTRUMENTATION	PERFORM CABLE PULLING METHODS
	IDENTIFY TYPES OF CABLES AND PULLING METHODS	INTERPRET BLUEPRINT, ISO & PID LOOP DRAWINGS
	IDENTIFY FITTINGS AND FASTENERS	IDENTIFY INSTRUMENT/ ELECTRICAL METERS AND PROPER USES
	PROPER USE OF HAND, POWER, AND MEASURING TOOLS	
	IDENTIFY LUBRICANTS, SEALANTS AND CLEANERS	



# Thank you.

**Niki DaSilva**

Manager

Programs and Policy

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U.S. CHAMBER OF COMMERCE FOUNDATION

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**WEB**

[TheTalentSupplyChain.org](http://TheTalentSupplyChain.org)

[TPMAcademy.org](http://TPMAcademy.org)

[USChamberFoundation.org](http://USChamberFoundation.org)

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**SOCIAL**

[@USCCEducation](https://twitter.com/USCCEducation)

## 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

# Kentucky Department of Education CTE/Employer Connector Tool



Eastern Kentucky Locations Only

<https://docs.google.com/spreadsheets/d/1khnEVHg0FyqzIM2GTVSTRM-ejCglUQLH/edit#gid=2040744226&fvid=81850538>

Southern Kentucky Locations Only

<https://docs.google.com/spreadsheets/d/1khnEVHg0FyqzIM2GTVSTRM-ejCglUQLH/edit#gid=2040744226&fvid=91831003>

West Kentucky Locations Only

<https://docs.google.com/spreadsheets/d/1khnEVHg0FyqzIM2GTVSTRM-ejCglUQLH/edit#gid=2040744226&fvid=1582473918>

Which area of this sector are you interested in? \*

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

Back

Next

Sort by industry, sector, and region

	A	B	C	D	E	F	G	
1	District	School	Program	Sector-Area	Total Enrollm	12th Grade Enrollm	Coop Eligible Stud	Address
34	Kentucky Tech System	BOONE CO ATC	Construction TRACK	Electrical	28	4	0	3320 Cougar Path,
41	Kentucky Tech System	HUGHES JONES HARRODSBURG ATC	Construction TRACK	Electrical	7	1	1	661 Tapp Rd, Harr
51	Kentucky Tech System	CAMPBELL CO ATC	Electrical Construction Engineering	Electrical	76	19	30	909 Camel Crossin
52	Fayette County	LAFAYETTE HS	Electrical Construction Engineering	Electrical	282	48	3	401 Reed Ln, Lexin
55	Kentucky Tech System	BULLITT CO ATC	Electrician Assistant	Electrical	1	1	1	395 High School Dr
61	Fayette County	SOUTHSIDE CTR FOR APPLIED TECH	Electronics Technology	Electronics	41	15	41	1800 Harrodsburg
92	Elizabethtown Independent	ELIZABETHTOWN COMMUNITY AND TECHNICAL COLLEGE	Industrial Electrician Assistant	Electrical	1	1	0	N/A
94	Kenton County	GATEWAY COMMUNITY AND TECHNICAL COLLEGE	Industrial Electrician Assistant	Electrical	7	5	4	N/A
95	Grant County	GRANT CO HS	Industrial Electrician Assistant	Electrical	86	3	0	715 Warsaw Road,
100	Kentucky Tech System	CAMPBELL CO ATC	Industrial Electrician Assistant	Electrical	18	1	12	909 Camel Crossin
102	Kentucky Tech System	GARRARD CO ATC	Industrial Electrician Assistant	Electrical	4	3	4	306 W. Maple Ave,
104	Kentucky Tech System	HUGHES JONES HARRODSBURG ATC	Industrial Electrician Assistant	Electrical	27	9	9	661 Tapp Rd, Harr
216	Grant County	GRANT CO HS	Skilled Trades Construction Electrical TRACK	Electrical	135	40	26	715 Warsaw Road,
217	Jefferson County	IROQUOIS HS	Skilled Trades Construction Electrical TRACK	Electrical	73	11	2	4615 Taylor Boulev
219	Kentucky Tech System	BOONE CO ATC	Skilled Trades Construction Electrical TRACK	Electrical	30	13	13	3320 Cougar Path,
220	Kentucky Tech System	BULLITT CO ATC	Skilled Trades Construction Electrical TRACK	Electrical	47	9	18	395 High School Dr
223	Kentucky Tech System	GARRARD CO ATC	Skilled Trades Construction Electrical TRACK	Electrical	33	6	25	306 W. Maple Ave,
225	Kentucky Tech System	HUGHES JONES HARRODSBURG ATC	Skilled Trades Construction Electrical TRACK	Electrical	10	10	10	661 Tapp Rd, Harr
230	Kentucky Tech System	MADISON CO ATC	Skilled Trades Construction Electrical TRACK	Electrical	45	19	7	703 North Second
234	Kentucky Tech System	NELSON CO ATC	Skilled Trades Construction Electrical TRACK	Electrical	46	9	26	1060 Bloomfield R
238	Jefferson County	MOORE HS	Skilled Trades Construction Electrical TRACK	Electrical	84	18	0	6415 Outer Loop, L
239	Fayette County	SOUTHSIDE CTR FOR APPLIED TECH	Skilled Trades Construction Electrical TRACK	Electrical	47	17	44	1800 Harrodsburg
340	Kentucky Tech System	CAMPBELL CO ATC	Electrical Construction Engineering	Electrical	76	19	30	909 Camel Crossin
341	Kentucky Tech System	CAMPBELL CO ATC	Electrical Construction Engineering	Electrical	76	19	30	909 Camel Crossin
342	Fayette County	LAFAYETTE HS	Electrical Construction Engineering	Electrical	282	48	3	401 Reed Ln, Lexin
343	Fayette County	LAFAYETTE HS	Electrical Construction Engineering	Electrical	282	48	3	401 Reed Ln, Lexin
348	Fayette County	BLUEGRASS COMMUNITY AND TECHNICAL COLLEGE	Industrial Maintenance Electrical Technician	Electrical	1	1	1	N/A

District	School	Program	Sector-Area	Total Enrollment	12 <sup>th</sup> Grade	Coop Eligible	Address	Phone	WIB	Location
Fayette County	SOUTHSIDE CTR FOR APPLIED TECH	Skilled Trades Construction Electrical TRACK	Electrical	47	17	44	1800 Harrodsburg Rd, Lexington, KY 40504	(859) 381-3603	Bluegrass	Central

# Kentucky Department of Education CTE/Employer Connector Tool Updates!



Kentucky Center for Statistics

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[kystats.ky.gov](http://kystats.ky.gov)

# TPM-CTE Perspective

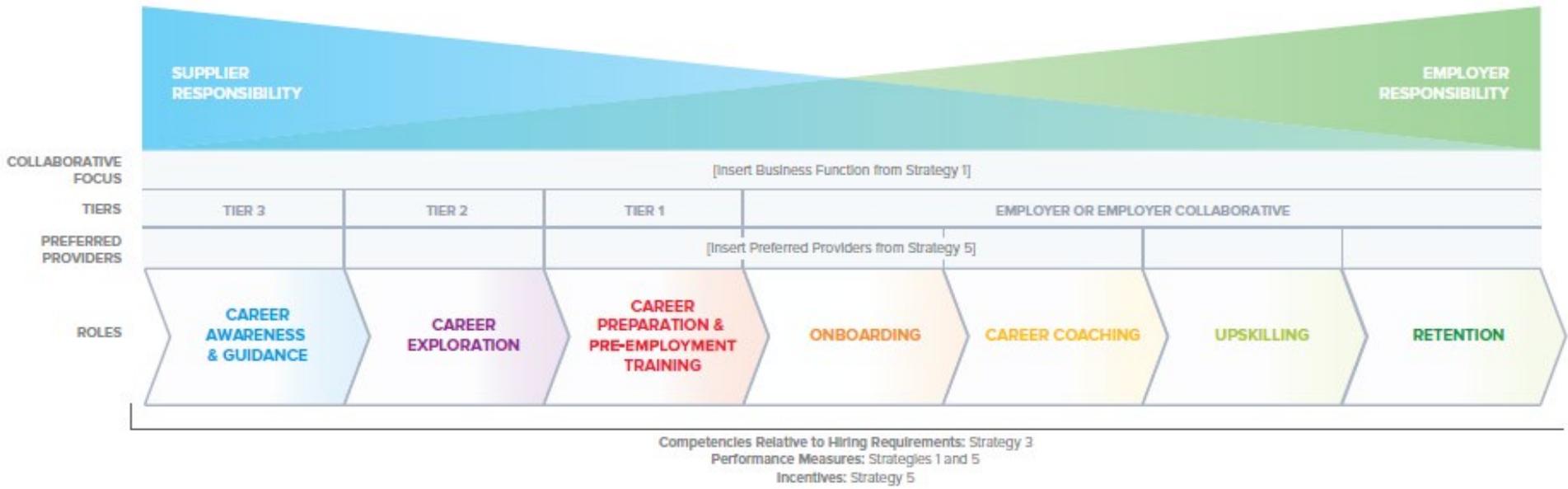
- TPM was not what I expected!
- Traditional program preparation alignment-not!
- TPM is an HR supply chain driven employer led process.
- Specific skills inventory matching, available resources/resource development
- Learned that employers and educators have differences: language, needs, resources,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



# 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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- Laurie Mays, [lmays@kychamber.com](mailto:lmays@kychamber.com)