

20 YEARS IN THE MAKING:
KENTUCKY'S
WORKFORCE
CRISIS



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WORKFORCE PARTICIPATION RATE

The share of the adult population age 16 or older that is either employed or unemployed and looking for work. Active-duty military and institutionalized individuals are excluded.

KENTUCKY'S WORKFORCE

Workforce participation has been on a steady decline since 2000

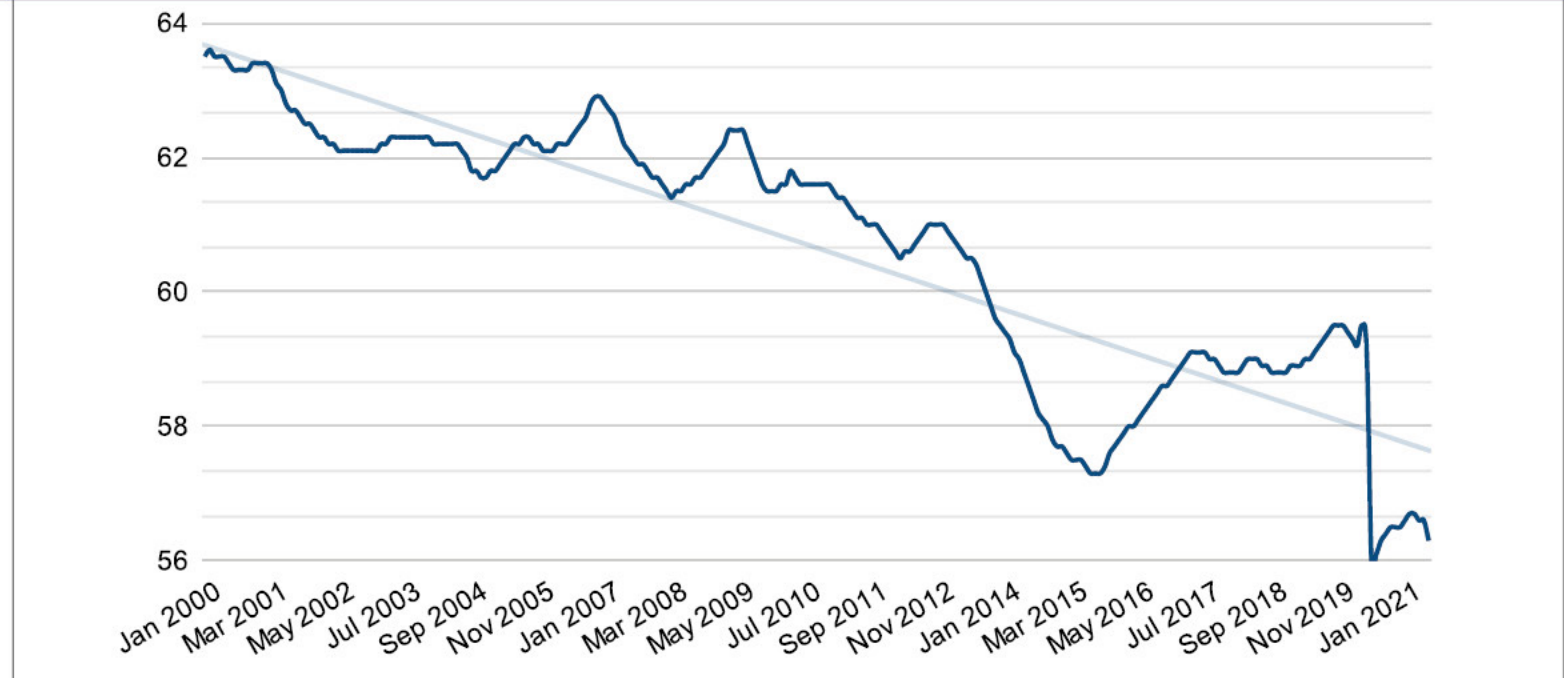


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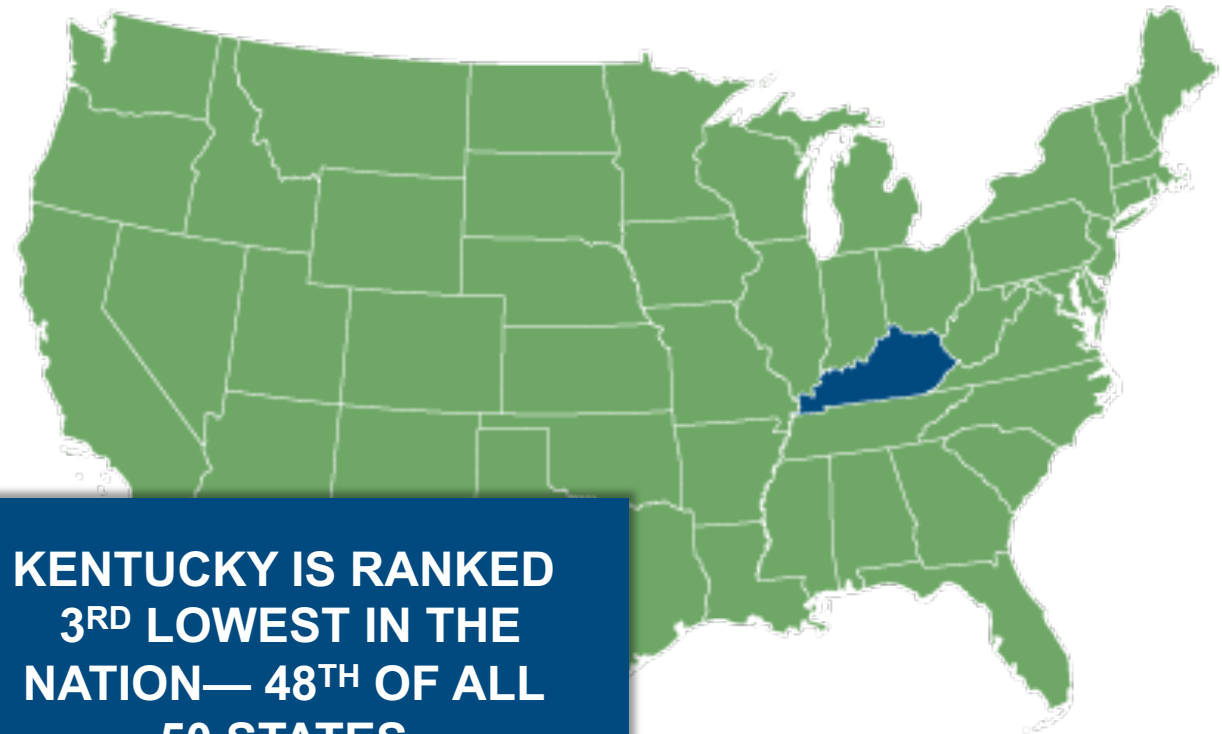
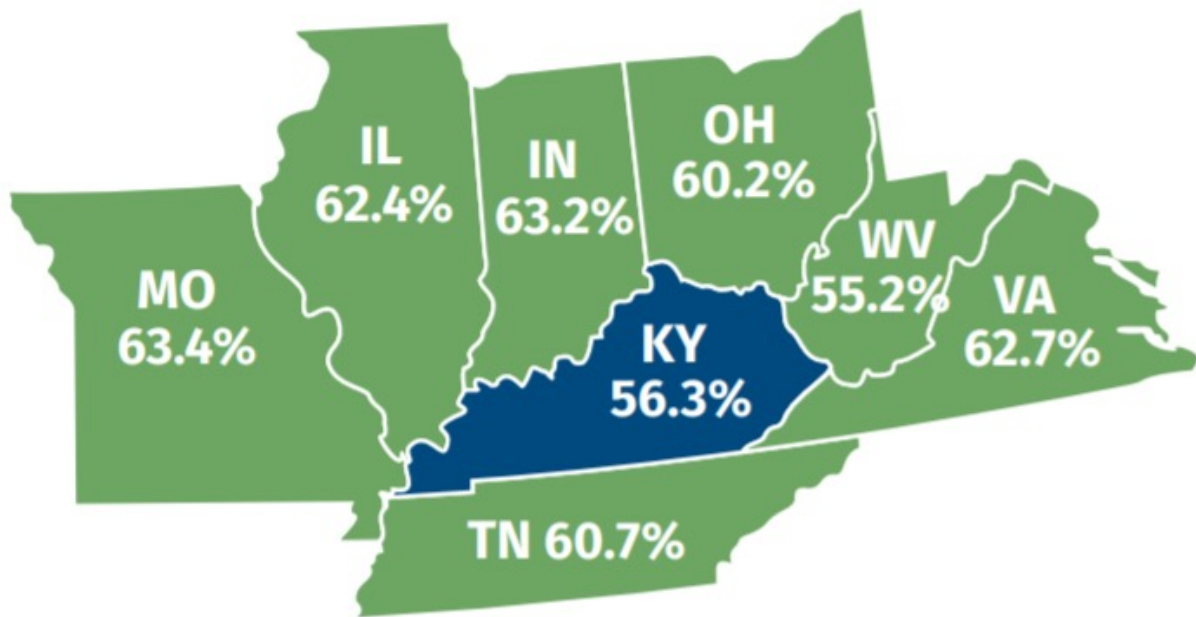
56.3%
*Workforce
Participation Rate*

Kentucky Workforce Participation Rate, 2000-2021



Source: Bureau of Labor Statistics

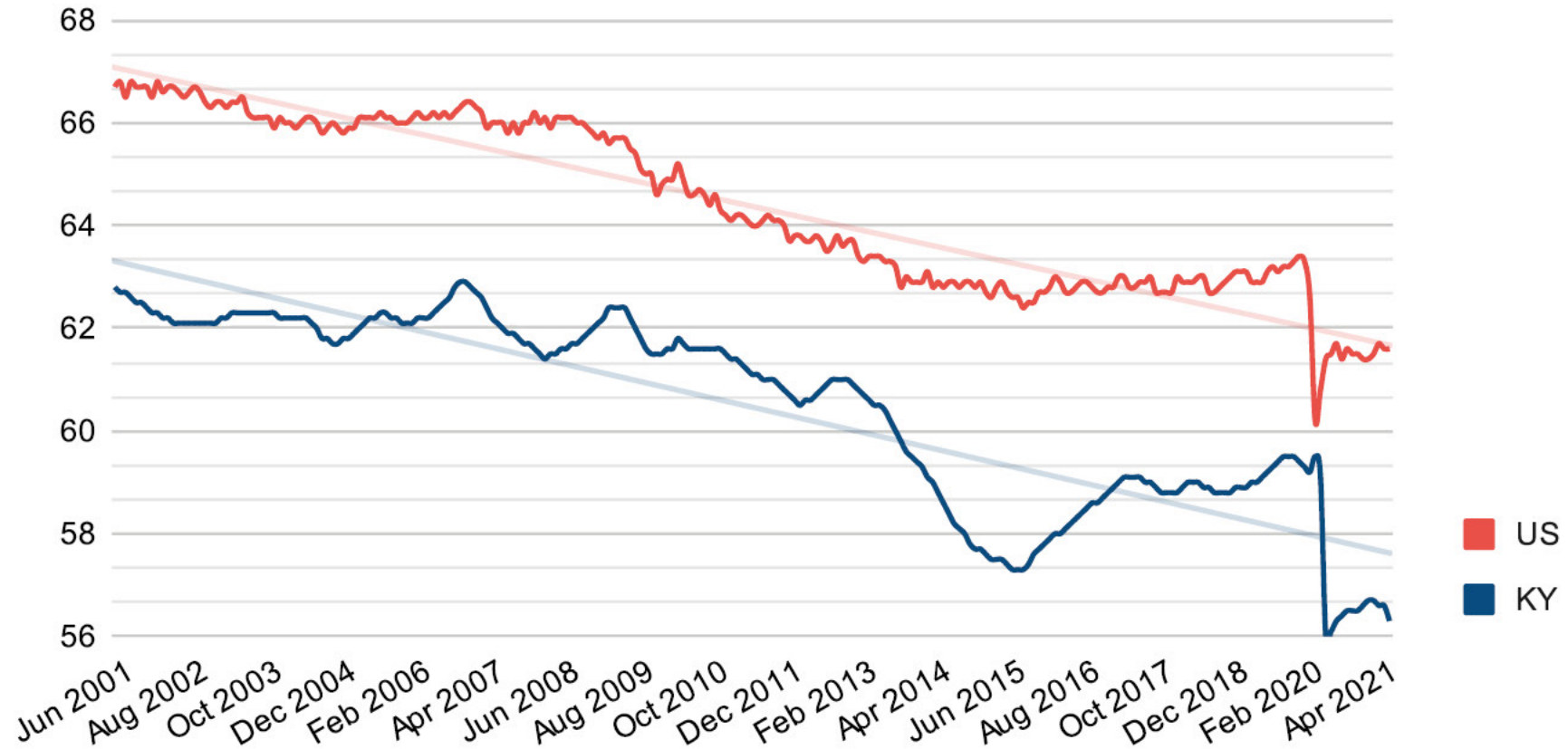
WORKFORCE PARTICIPATION



KENTUCKY'S WORKFORCE



U.S. and Kentucky workforce participation rate 2001-2020



Source: Bureau of Labor Statistics

ROOT CAUSES



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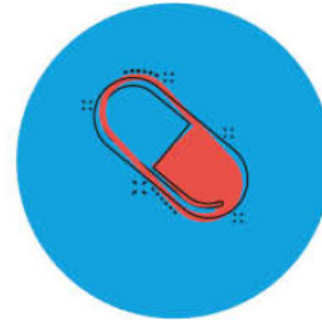
Only **48%** of Kentuckians have skills training beyond high school while **58%** of jobs require such training



1.2 million Kentuckians reside in childcare deserts



Nearly **3.2 million** baby boomers retired in 2020



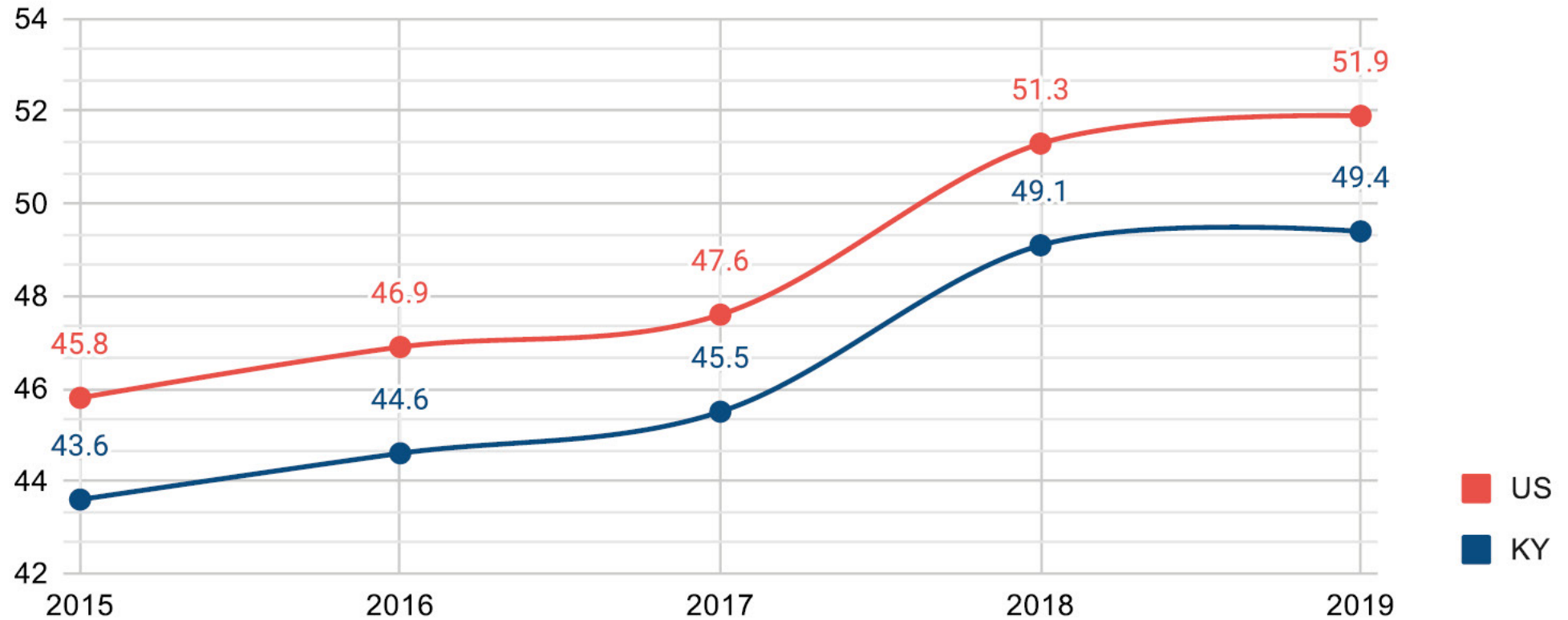
49% increase in overdose deaths in 2020

KENTUCKY'S WORKFORCE



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Percent of 25-64 year olds with a post secondary degree or credential



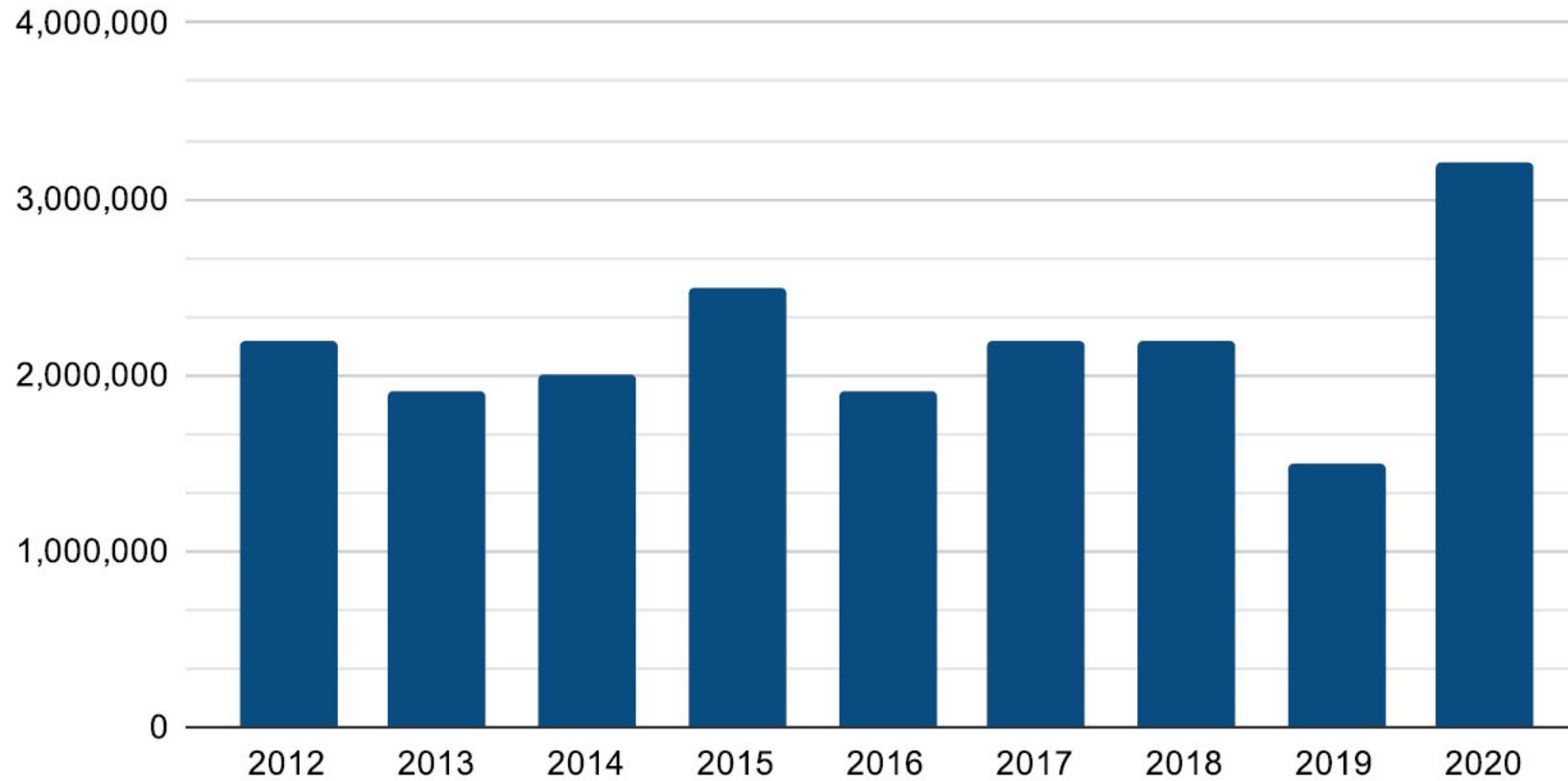
Source: Lumina Foundation

KENTUCKY'S WORKFORCE

Annual increase in retired U.S. Baby Boomers



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Source: Pew Research Center

ADDITIONAL CAUSES

Kentucky Workforce Participation



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- *Up to **40%** of prime working-age men who are **not in the workforce have a health condition** that may prevent them from working.*
- The **unemployment rate** of formerly incarcerated individuals is estimated at **27%**.
- Between 2010 and 2020, the U.S. as a whole grew by **7.4%**, while Kentucky grew by just **3.8%**.





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KENTUCKY'S WORKFORCE SOLUTIONS



WORKFORCE SOLUTIONS

Possible solutions to grow Kentucky's workforce



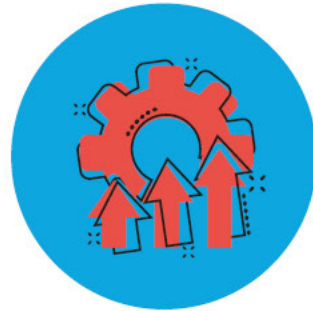
Track and evaluate workforce programming and spending



Remove barriers to education and employment for individuals with criminal records



Make FAFSA a high school graduation requirement



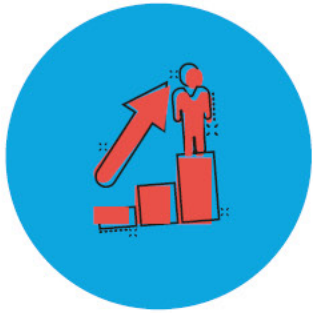
Improve the competitiveness of Kentucky's individual income tax

WORKFORCE SOLUTIONS

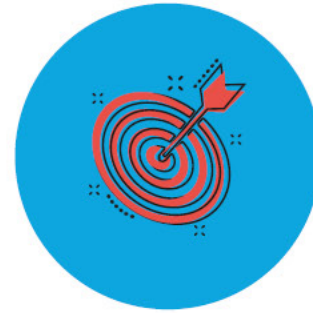
Possible solutions to grow Kentucky's workforce



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Optimize Kentucky's UI system for rapid re-employment



Encourage public-private partnerships



Reduce Kentucky's smoking rate

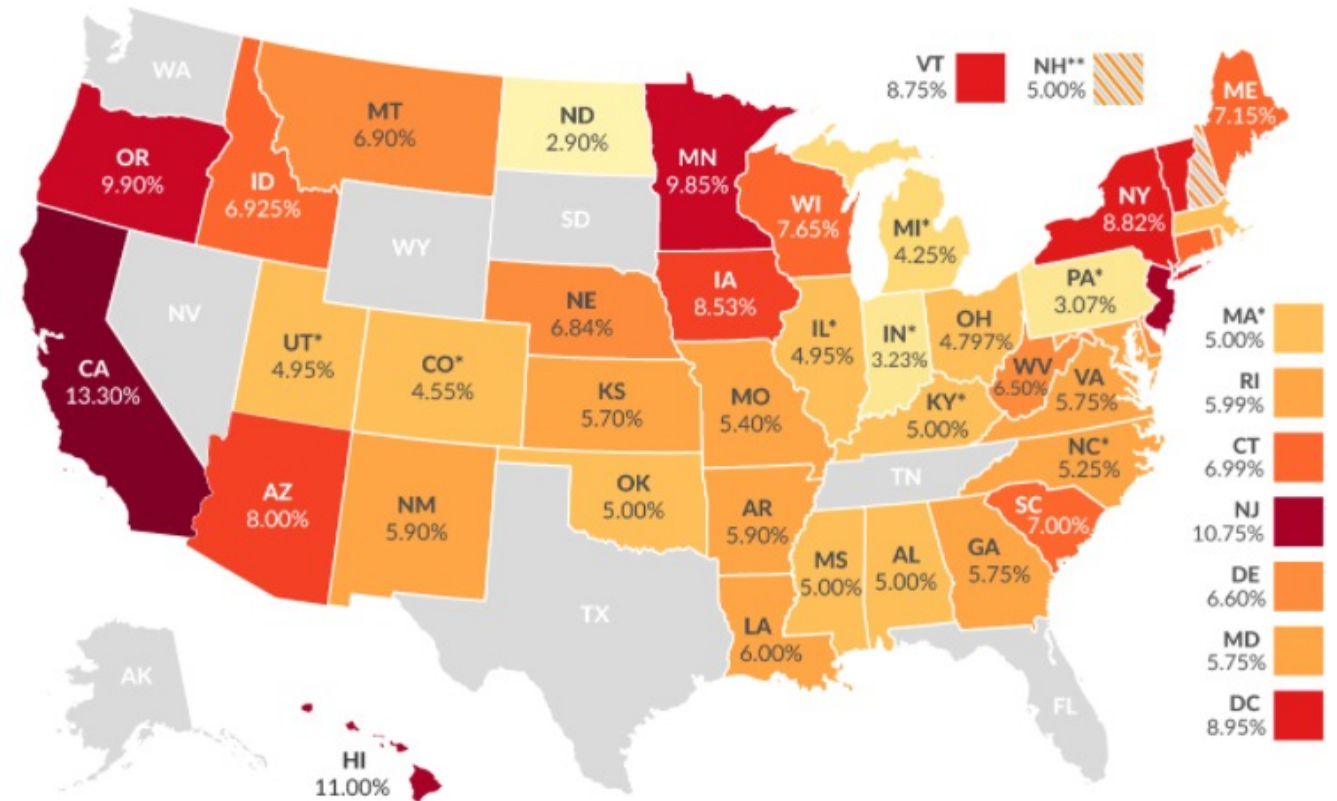


Expand and improve the Child Care Assistance Program

INDIVIDUAL INCOME TAXES

How High Are Individual Income Tax Rates in Your State?

Top State Marginal Individual Income Tax Rates, 2021



Note: Map shows top marginal rates: the maximum statutory rate in each state. This map does not show effective marginal tax rates, which would include the effects of phase-outs of various tax preferences. Local income taxes are not included.

(*) State has a flat income tax.

(**) State only taxes interest and dividends income.

Sources: Tax Foundation; state tax statutes, forms, and instructions; Bloomberg BNA.

Top State Marginal Individual Income Tax Rates

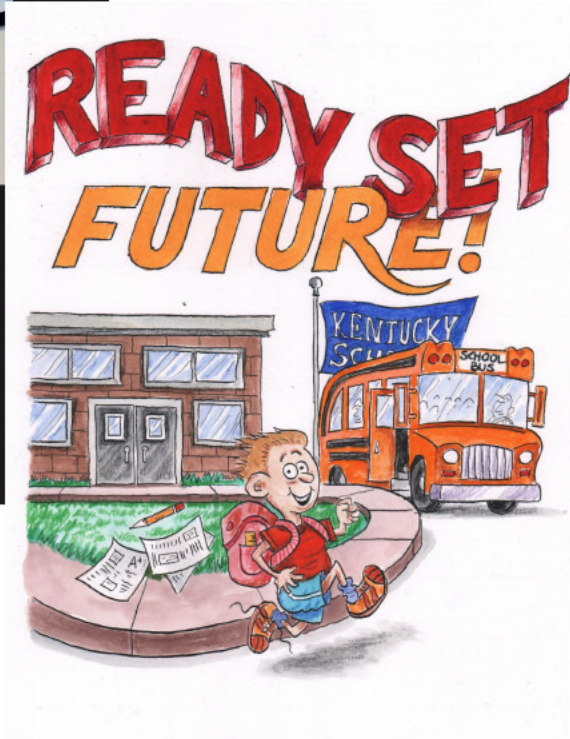
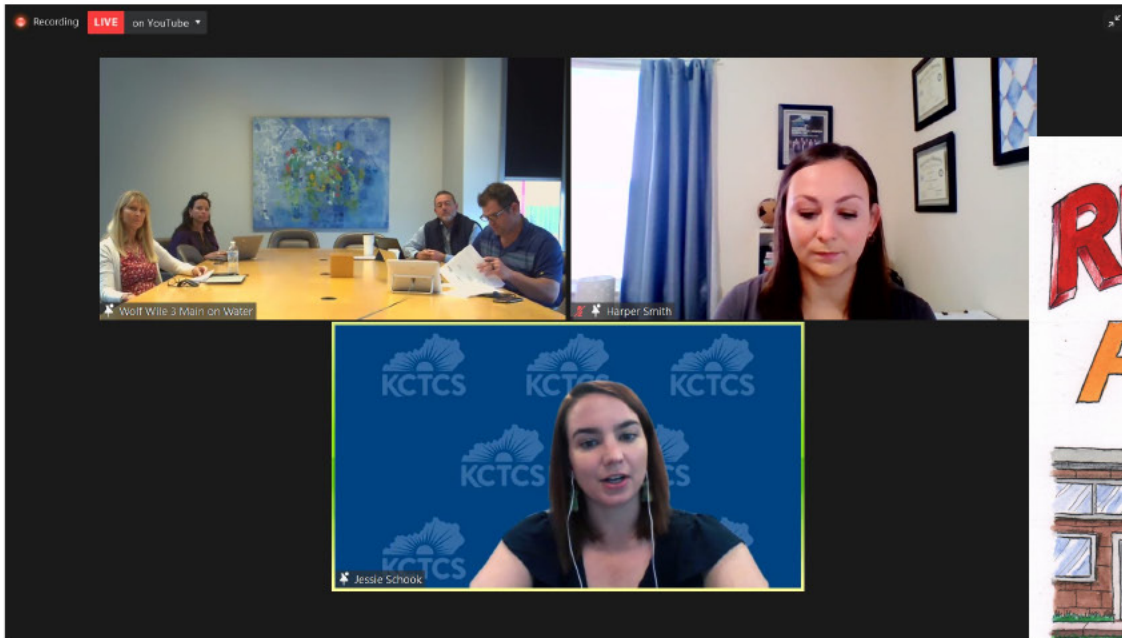




BUS *to*
BUSINESS



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WHAT IS TALENT PIPELINE MANAGEMENT?

TPM is an employer-led and demand-driven approach for businesses to create and manage talent 'supply chains' by projecting talent needs and aligning those with education and workforce development systems.



**KENTUCKY
COMEBACK**
HOPE, HEALING, AND A FAIR CHANCE



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- **Kentucky Transformational Employment Program (KTEP)**
- **ID Upon Release Project**
- **Workforce Recovery Program**
- **Second Chance Employment**

KENTUCKY TRANSFORMATIONAL EMPLOYMENT PROGRAM



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SIGN UP LOGIN

HOME OPPORTUNITIES ABOUT US CONTACT

POST AN OPPORTUNITY

Signed in organizations can post new opportunities, see who is engaging with them, and reach out to prospective candidates.

[GET STARTED](#)

MY NEXT OPPORTUNITY

Signed in users can search for new opportunities and get in contact with the organizations posting them.

OR

Keyword

OPPORTUNITY TYPE

- Opportunity
- Resource
- Event

OPPORTUNITY TYPE

- Job
- Paid Internship
- Non-paid Internship
- Co-op
- Job Shadowing

Map view Map view

HOME OPPORTUNITIES ABOUT US CONTACT

CONNECTING KENTUCKY'S EMPLOYERS AND JOB SEEKERS
TO THEIR **FUTURE**

Keyword Location Industry... Submit

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