



The workplace think tank.

Innovative Employer Roundtable Meeting

Agenda

October 14-15, 2009

Churchill Downs

The Talent Crisis: Innovative Solutions for Workforce Readiness

Wednesday, October 14th

12:00-1:00 ***Partner Registration & Networking Lunch***

1:00-1:10 **Welcome**
Dr. Jennifer Swanberg & Lynn Bertsch

1:10-2:00 **iwin & Partner Introductions**

2:00-3:15 **The Future of Workforce Development**
Elyse Rosenblum, Vice President Workforce Readiness and **Sara Toland**, Senior Manager for Workforce Readiness, Business and Community Engagement, both from **Corporate Voices for Working Families**, will discuss public policy and legislative activities pertaining to the reshaping of the Workforce Investment Act and present research from **The Ill-Prepared U.S. Workforce Report**. This report reveals the workforce challenges employers around the country are struggling with and how critical it is for employers to be more strategic in their efforts. Examples include providing internships and working in partnership with community colleges on workforce readiness initiatives to prepare new entrants to the workplace. Elyse and Sara will facilitate a discussion on how these findings compare with issues facing Roundtable Partners, strategies that partners are using to address the problem, and strategies that Kentucky might consider.

3:15-3:30 **Networking Break**

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3:30-4:30 Workforce Initiatives in Action: National and Local

The upcoming reauthorization of the Workforce Investment Act creates an opportunity to advance low income, low skilled young adults, as well as unemployed or underemployed adults. The goal is to assist these individuals in finding family supporting jobs with associated career paths by providing them with the skills and knowledge they need to succeed in a knowledge-based economy.

Steve Wing, Director of Workforce Initiatives at **CVS Caremark** was invited to testify before the Senate Subcommittee on Employment and Workplace Safety in July. There he highlighted innovative initiatives and partnerships he has developed at CVS to provide jobs with career path opportunities to a wide range of individuals. Steve will provide examples of how his company developed innovative solutions to address this critical workplace issue and how CVS has successfully implemented a number of public-private partnerships to meet varying workforce development needs throughout the country.

Jeff Whitehead, Executive Director, **Eastern Kentucky Concentrated Employment Program (EKCEP)** will discuss several innovative workforce readiness initiatives being implemented by EKCEP using federal stimulus funds. As an example, he will describe their *Let's Go 2 Work Initiative* which placed over 3,000 young people in paid summer jobs in Eastern Kentucky. Employers hired nearly 200 of these youth for permanent jobs.

4:30-6:30 Partner Networking Reception in the Brown-Forman Finish Line Room

Thank you to our sponsor, E. ON U.S.

Thursday, October 15th

8:00-8:45 **Continental Breakfast**

8:45-9:00 **Welcome by Dr. Jennifer Swanberg**

9:00-11:00 **Creating a Pipeline of Talent: A New Approach for Uncertain Times**

Talent management is the art and science of anticipating the need for human capital then setting a plan to meet it. To do this in today's modern organization requires a new fundamental approach due to the great uncertainty that many employers are currently facing. **Mike Comer of Hayes Group International** will provide a framework from which your organization can further develop its key assets and then lead participants through a practical exercise of how to effectively develop and grow talent in-house. Based on concepts from the book, *The Leadership Pipeline*, he will provide strategies for effective talent development in the 21st century and address how skills required for managing managers are different from those required to manage individual contributors.

11:00-11:15 **Networking Break**

11:15-12:00 **On the Horizon at iwin: Engaged Research & Learning Opportunities**

iwin will soon be launching two new research projects and is expanding its employer engagement services. **Dr. Jennifer Swanberg** will discuss these research projects and explain how interested Partners can become involved. **Lee Ann Walton** will highlight upcoming webinar and workshop offerings in addition to new, expanded offerings for our Roundtable Partners.

12:00-1:00 **Networking Lunch**

1:00 – 2:30 **Employer Innovations in Action**

In response to partner requests for more opportunities to learn from one another, we are pleased to bring you three panels that will highlight partners' "Innovations in Action." Partners will describe how their practices evolved, the business drivers that led to implementation, and the resulting impacts.

Organizational Learning

Organizations with strong learning cultures encourage and support employees to learn new skills, provide opportunities for development and strive for continuous improvement in all areas of their businesses. Research demonstrates a link between these efforts and employee retention and engagement. **Gwen Vujakovich**, CEO **Fayette Heating & Air** and **Mike Schmitt**, Vice President, Administration, **R.J. Corman Railroad Group** will highlight their company's creative strategies and innovative approaches to developing an organizational culture that encourages a learning perspective that leads to revolutionary over evolutionary thinking.

Cultivation of Teams & Social Supports

The success of the contemporary business is more heavily dependent on effective teams than ever before. Yet, team work and development is a soft skill that requires cultivation. **Betsy Livesay**, Manager, Organizational Development, **E.ON U.S.** and **Howard Blackburn**, Senior Vice President, Director of Human Resources for **Community Trust Bank, Inc.** will share a number of creative strategies their organizations' employ to support and develop employees into valuable team members.

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2:30-2:45 **Break**

2:45-3:30 **Employer Innovations in Action continued...**

Talent Management and Workforce Planning

Human capital is increasingly recognized as an organization's most valuable asset. In today's competitive market, selecting, aligning, developing and retaining the best talent is crucial. **Warren Rogers**, President, **W. Rogers Company** and **Dave Martino**, Vice President & Chief Operating Officer, **Vanguard Construction** will share a number of innovative programs their organizations' have implemented to ensure they have the right people with the right skills in the right place at the right time.

3:30-4:00 **Closing Reflections**
Jennifer Swanberg