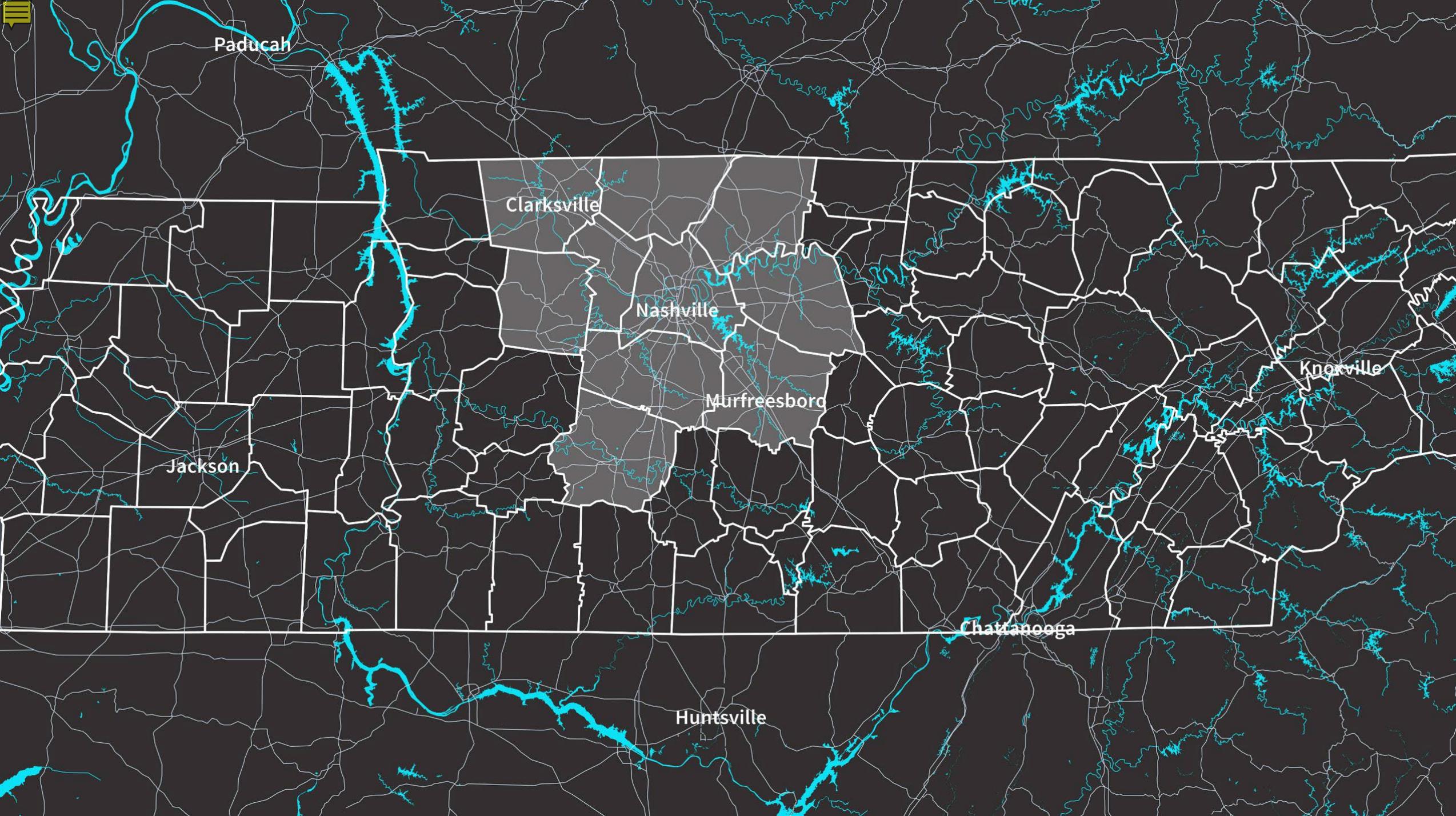


BUILDING PIPELINES TO TALENT



**NASHVILLE
AREA
CHAMBER
OF COMMERCE**



Paducah

Clarksville

Nashville

Murfreesboro

Knoxville

Jackson

Chattanooga

Huntsville



**WE CREATE
ECONOMIC
PROSPERITY
BY
FACILITATING
COMMUNITY
LEADERSHIP**

AT THE CHAMBER, YOU

BELONG



Collaborate with others,
energized by common
drive & passion.

ENGAGE



Share a vision for the
future and share the
collective influence to
make it happen.

LEAD



Impact our region &
transform our future.

PROSPER



Realize opportunities
that grow your business
and enrich our
communities.



WHAT DOES THE CHAMBER DO?



Facilitates growth opportunities



Promotes job creation & economic development



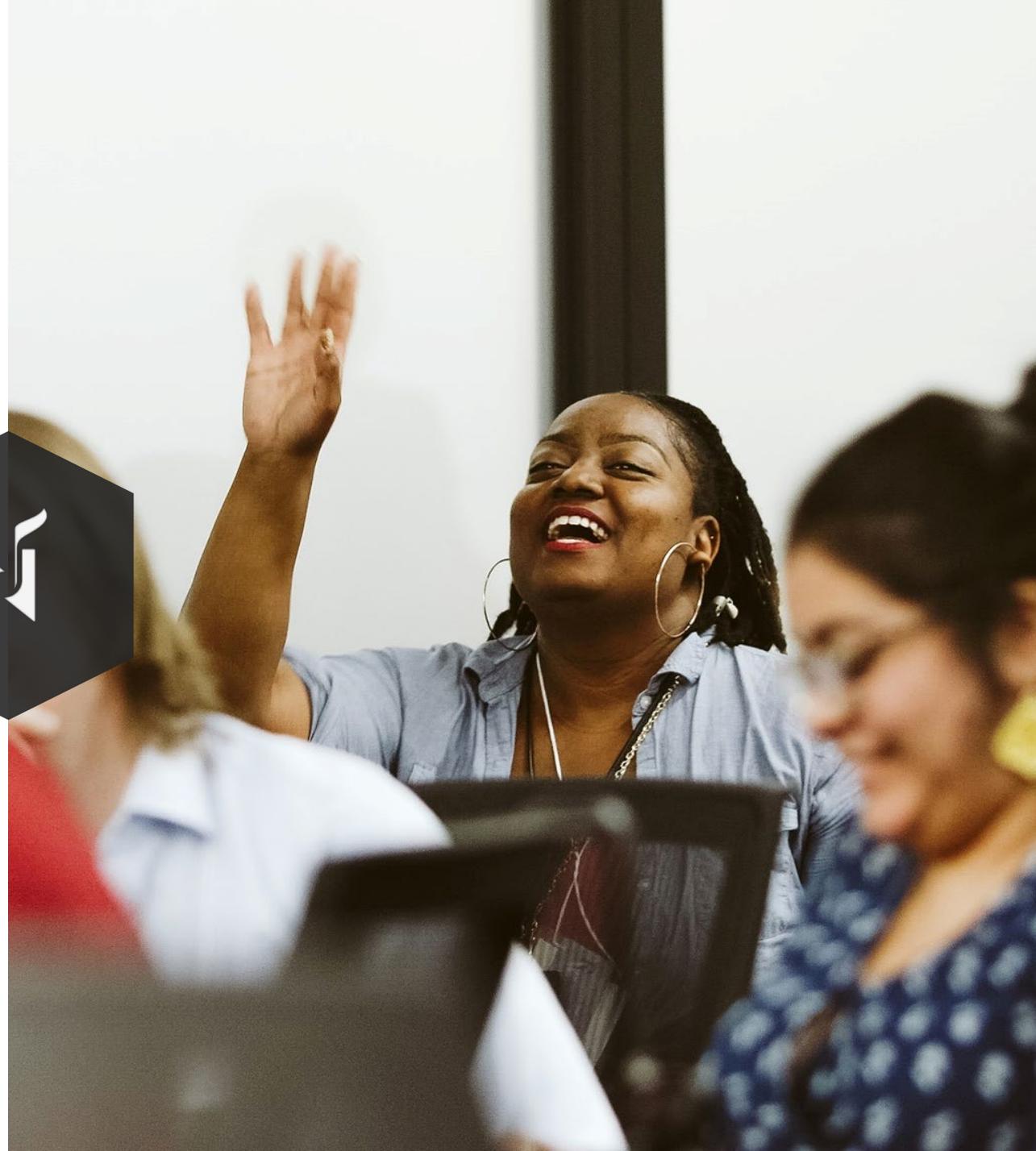
Builds a talented workforce



Cultivates a business-friendly market

TALENT DEVELOPMENT

We ensure employer
access to a skilled work
force by facilitating
talent pipeline solutions.





K- 12 CURRENT ENVIRONMENT



STUDENT POPULATION

80,000 162 Schools 132 Languages Spoken



GRADUATION RATE

82%



ABSENTEEISM RATE

29%



TEACHER RETENTION RATE

95%

Structure of K-12
and Post
Secondary System

PreK - Elementary

Middle School

The Academies &
4 Magnets

Post Secondary



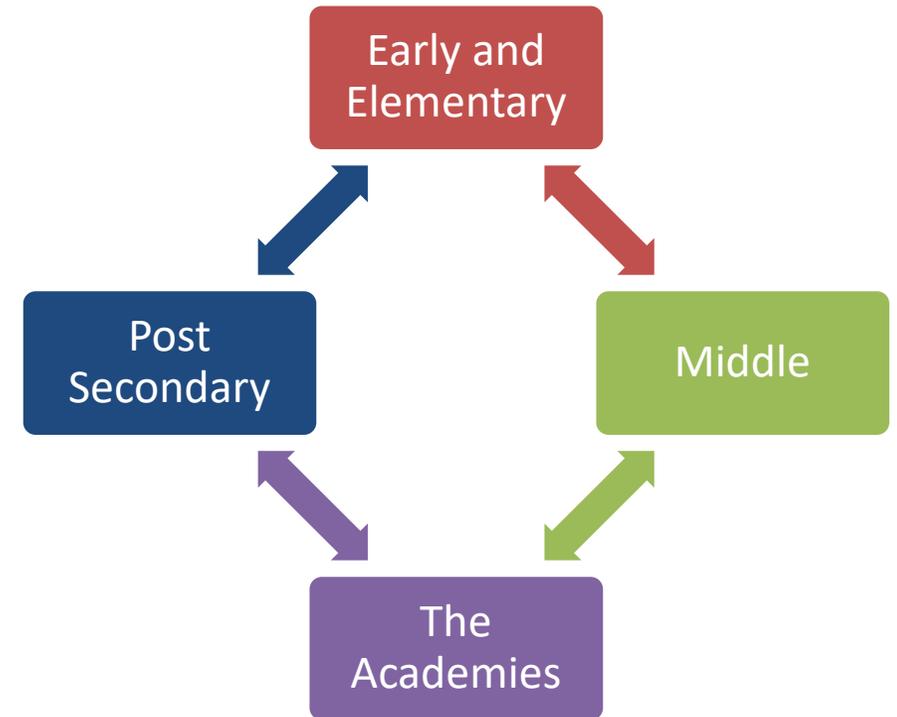
WORK BASED LEARNING

Work-Based Learning Programs (WBL) is a continuum of awareness, exploration, preparation, and training activities, including developing employability and technical skills that support success in careers and postsecondary education.

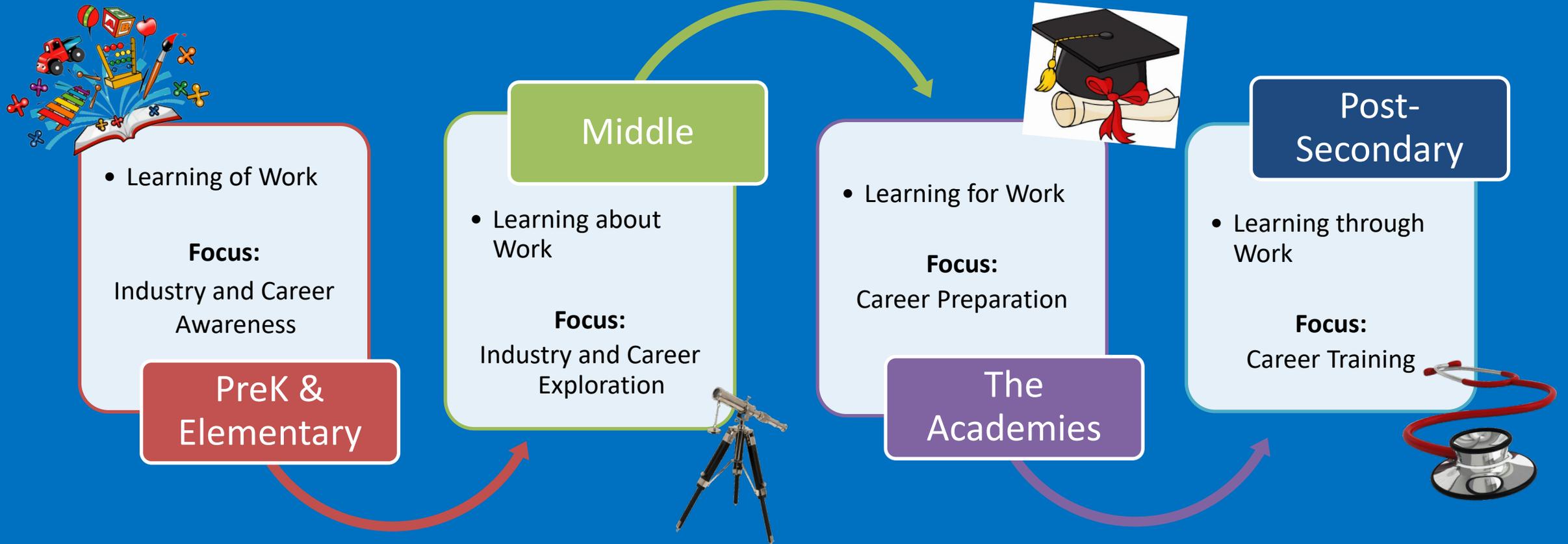
Structured learning and authentic work experiences are implemented through an education and industry partnership.

Students have the opportunity to connect what they learn in school with worksite application, enabling a smooth transition into the work force and/or education beyond high school.

Work-Based Learning activities culminate in an assessment and recognition of acquired knowledge and skills.



Work Based Learning



A work-based experience offers students an opportunity to fuse academics with the real world and optimize educational achievement.

THE SYSTEM



PARTNERSHIP COUNCILS

Arts, Media, Communications

Business, Marketing, IT

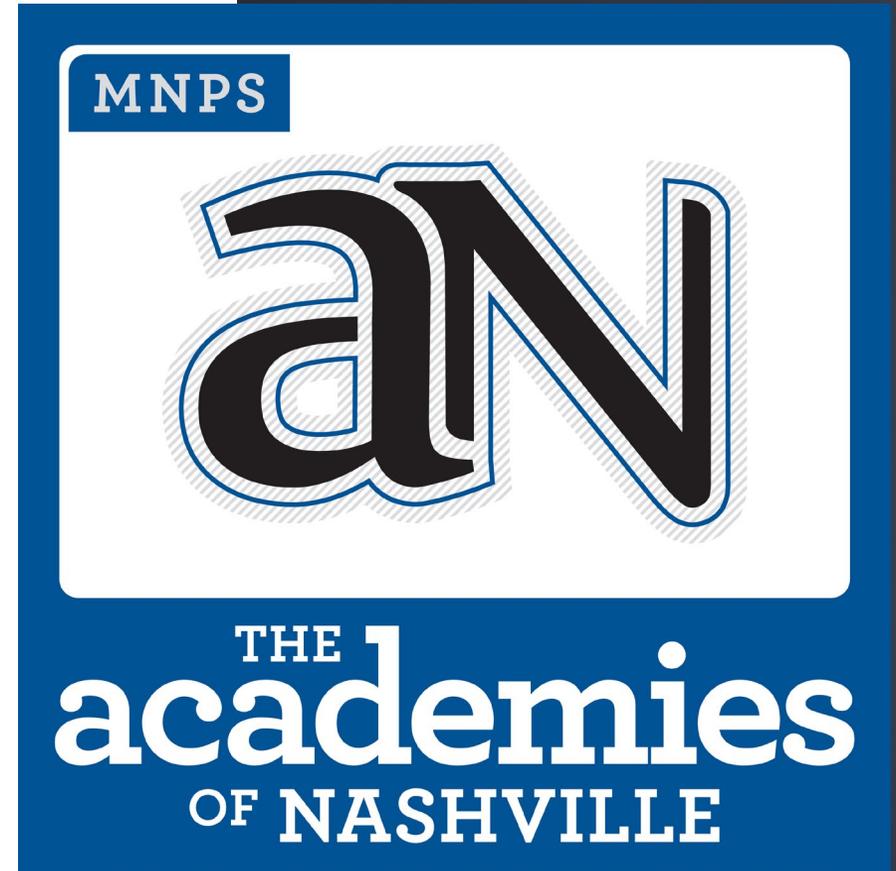
Engineering, Manufacturing, and Industrial Tech

Health and Public Service

Hospitality and Tourism

Freshman Voice

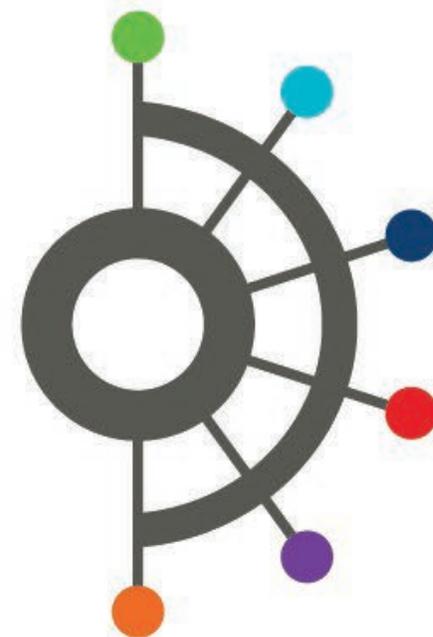
Student Voice



NEW SKILLS

READY NETWORK

Nashville, Tennessee



PRIORITIES

- Strengthening alignment and rigor of career pathways
- Designing, implementing and scaling real-world work experiences
- Building seamless transitions to support postsecondary success
- Closing equity gaps

Cabinet for Great Nashville Schools

5 Goals:

1. Establish an effective, accountable governance structure.
2. Ensure effective management systems that build accountability of MNPS leadership.
3. Ensure all Metro schools have outstanding teachers and create a pipeline of future leadership.
4. Create an infrastructure and culture for innovation across all aspects of education impacting student's success.
5. Ensure that MNPS has the community, support, funding and resources to achieve student and system performance goals.

OPPORTUNITIES TO ENGAGE & SUPPORT



POST SECONDARY ENVIRONMENT



- Universities
- Community Colleges
- TCAT Schools
- HBCU's
- Private



18 Colleges & Universities
Home to **123,000** students

TENNESSEE PROMISE



Questions

Email tn.promise@tn.gov
if you have any questions.



FAFSA

FAFSA due by
3/1/2022 to remain
Tennessee Promise
eligible!



BUILDING TALENT PIPELINES THROUGH COLLABORATIVES



CoPro2.0



Talent Pipeline Management/COUNCIL



Strategy 1: Organize Employer Collaboratives



Strategy 4: Analyze Talent Flows



Strategy 2: Engage in Demand Planning



Strategy 5: Build the Talent Pipeline



Strategy 3: Communicate Competency and Credential Requirements



Strategy 6: Align Incentives for Continuous Improvement



TALENT SOLUTIONS COUNCILS

Advanced Manufacturing

Construction/Maintenance

Health & Patient Care

Hospitality/Culinary

Information Technology



Talent Solutions Forums

Forums on workforce solutions with best practices and calls to action for employers

Topics include:

- Tennessee Reconnect
- Attracting and Retaining Young Professionals
- Impact of Employee Health and Wellness on Productivity
- Building Talent Pipelines through Work-Based Learning and Apprenticeships
- Managing a Multi-generational Workforce

WHY IS TALENT SO HARD TO FIND?



Demographic Changes



Labor Force Participation



Skills Gaps



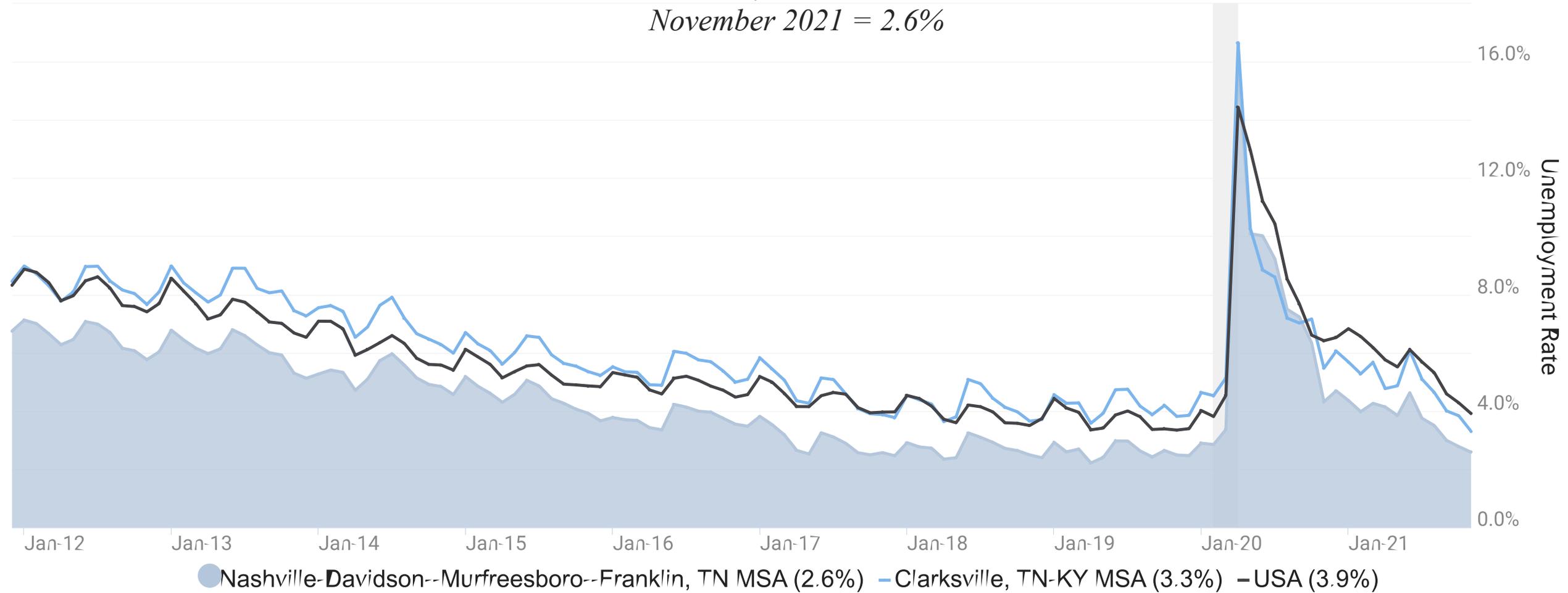
Employee Preferences

UNEMPLOYMENT RATE

Nashville MSA unemployment rate has reached pre-pandemic levels.

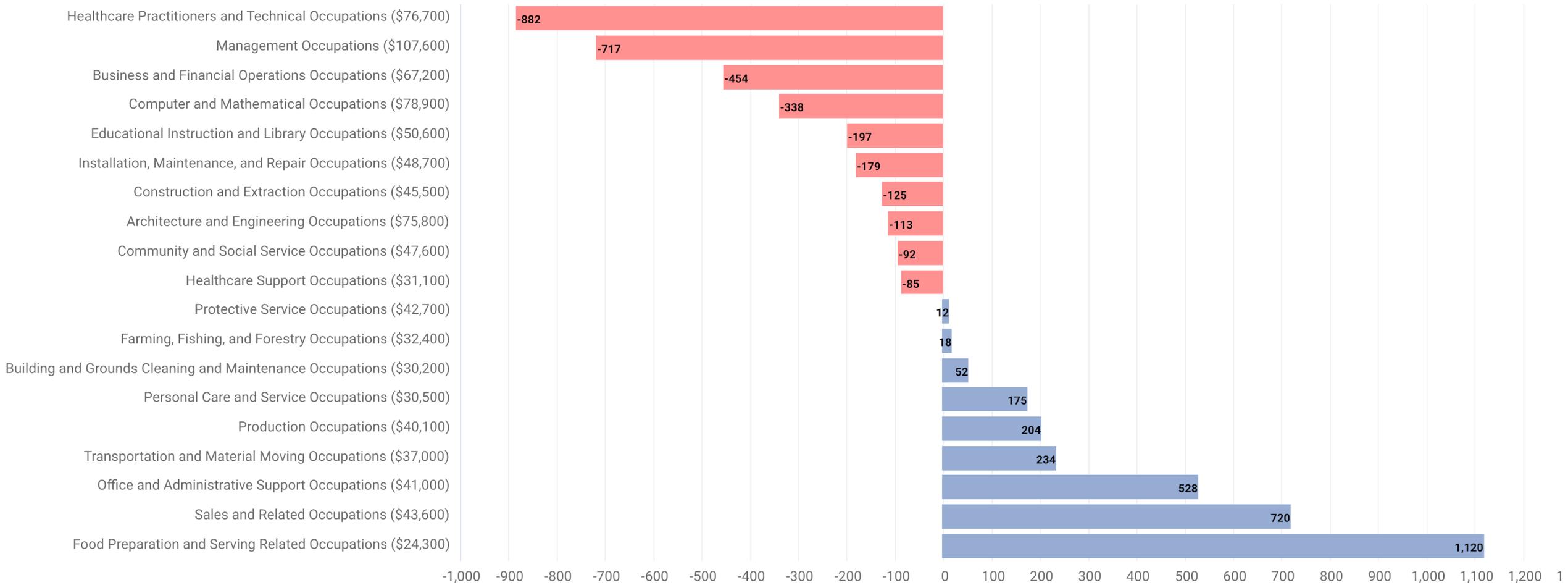
February 2020 = 2.9%

November 2021 = 2.6%



OCCUPATION GAPS

Potential average annual occupation gaps over 10 years in Nashville MSA



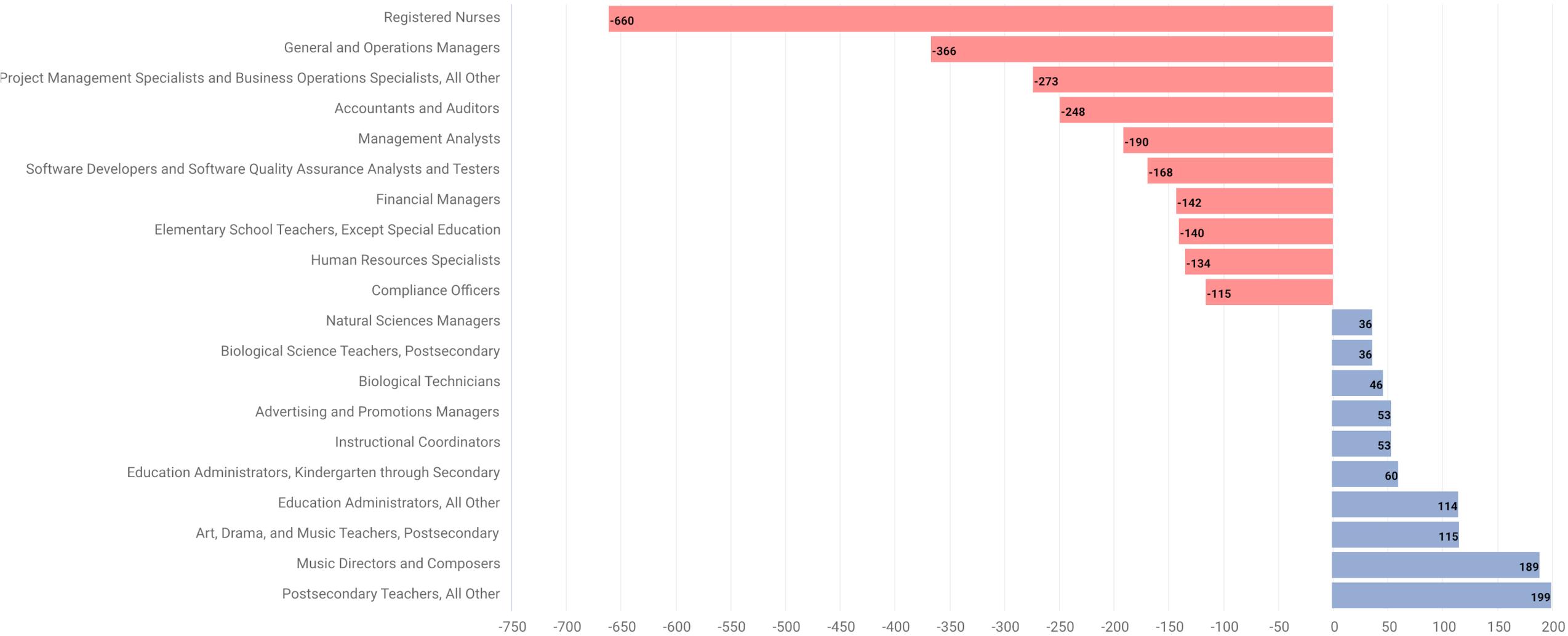
Source: JobsEQ, Nashville MSA, Q2

2021



AWARD GAPS

Two-year degree or higher only



Source: JobsEQ, Nashville MSA, Q2 2021

JOB OPENINGS

Total current job postings in Nashville MSA: 50,545

No	Occupation	Active Job Ads	Median Annual Wage
1	Retail Salespersons	2,502	\$30,527
2	Registered Nurses	1,736	\$62,400
3	Stockers and Order Fillers	1,709	\$31,567
4	First-Line Supervisors of Retail Sales Workers	1,546	\$35,360
5	First-Line Supervisors of Food Preparation and Serving Workers	1,384	\$38,908
6	Fast Food and Counter Workers	1,320	\$27,163
7	Software Developers	1,065	\$104,000
8	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, And Travel	1,039	\$57,486
9	Customer Service Representatives	949	\$31,720
10	Medical and Health Services Managers	924	\$72,670

WHAT IS THE CHAMBER DOING TO HELP BUILD TALENT PIPELINES?



Research and workforce projections to inform training and career pathways



Partner with employers to determine immediate and future workforce needs and connect employers to talent pipeline solutions



Collaborate with workforce partners, education and training providers



Reduce barriers for underserved populations and advocate for policies that expand equity and access

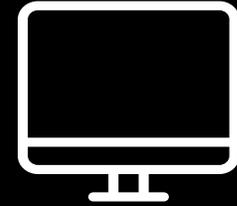
REMOVING BARRIERS TO EDUCATION



CHILDCARE



HOUSING



DIGITAL ACCESS



FOOD SECURITY



TRANSPORTATION

SOURCES OF TALENT



RETENTION



RECRUITMENT



TALENT PIPELINE



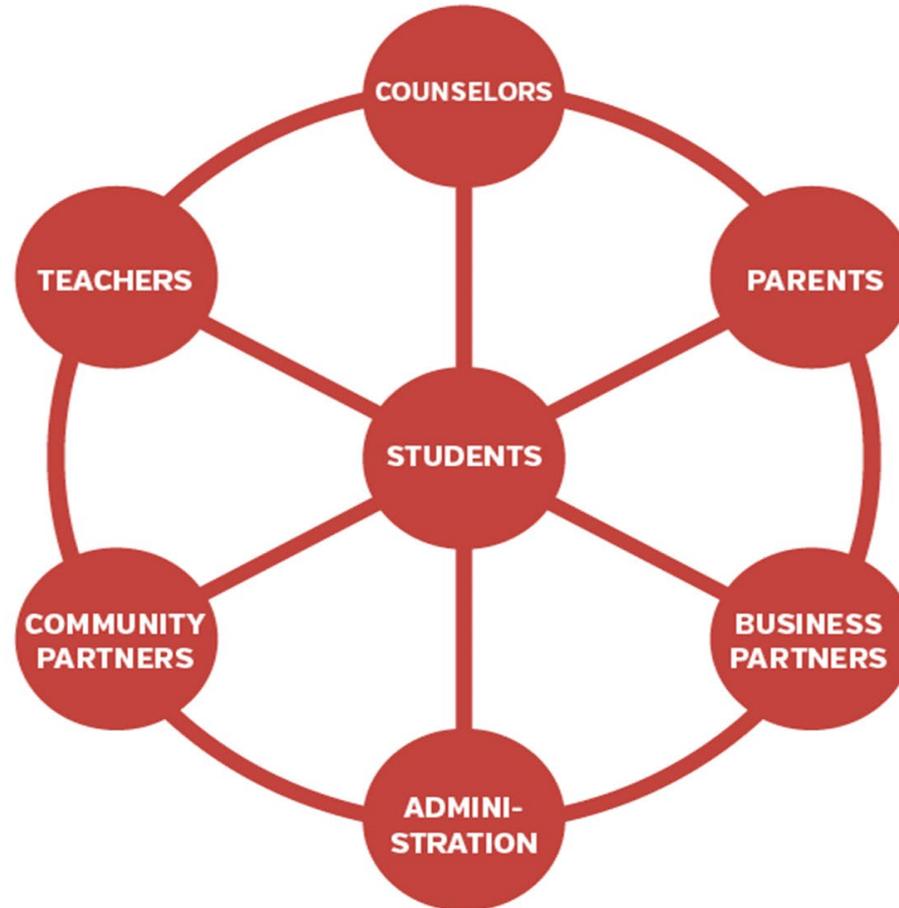
TRANSITION ASSISTANCE PROGRAM

Strong • Serve Strong • Reintegrate Strong • Remain Strong

VETERANS AND MILITARY TRANSITIONS

- More than 400 Soldiers transition into civilian life from Fort Campbell each month.
- 31% remain in the Nashville area.
- 85% seek immediate employment.
 - 75% entry-level
 - 25% management-level
- Military spouses are also part of the talent pool.
 - 60% of transitioning Soldiers are married with children.

RELATIONSHIPS MATTER



What makes the Nashville market different in terms of workforce development?



Rena Hall, Ed.D.

Vice President, Education Initiatives

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