



The workplace think tank.

Kentucky Workforce Investment Board

10 December 2009

Dr. Jennifer Swanberg
Associate Professor
Executive Director

social institutions which supported
industrialization are broken



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the future of work will require new
ways of working



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Institute for Workplace Innovation

Mission

develop and disseminate knowledge
about the 21st century workplace to
create environments that boost the
bottom line, employee health
and work-life fit



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History



iwin was born out of a University of Kentucky work/life taskforce and was established by President Todd in order to utilize university-based research to influence smart economic development in Kentucky.



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Realization

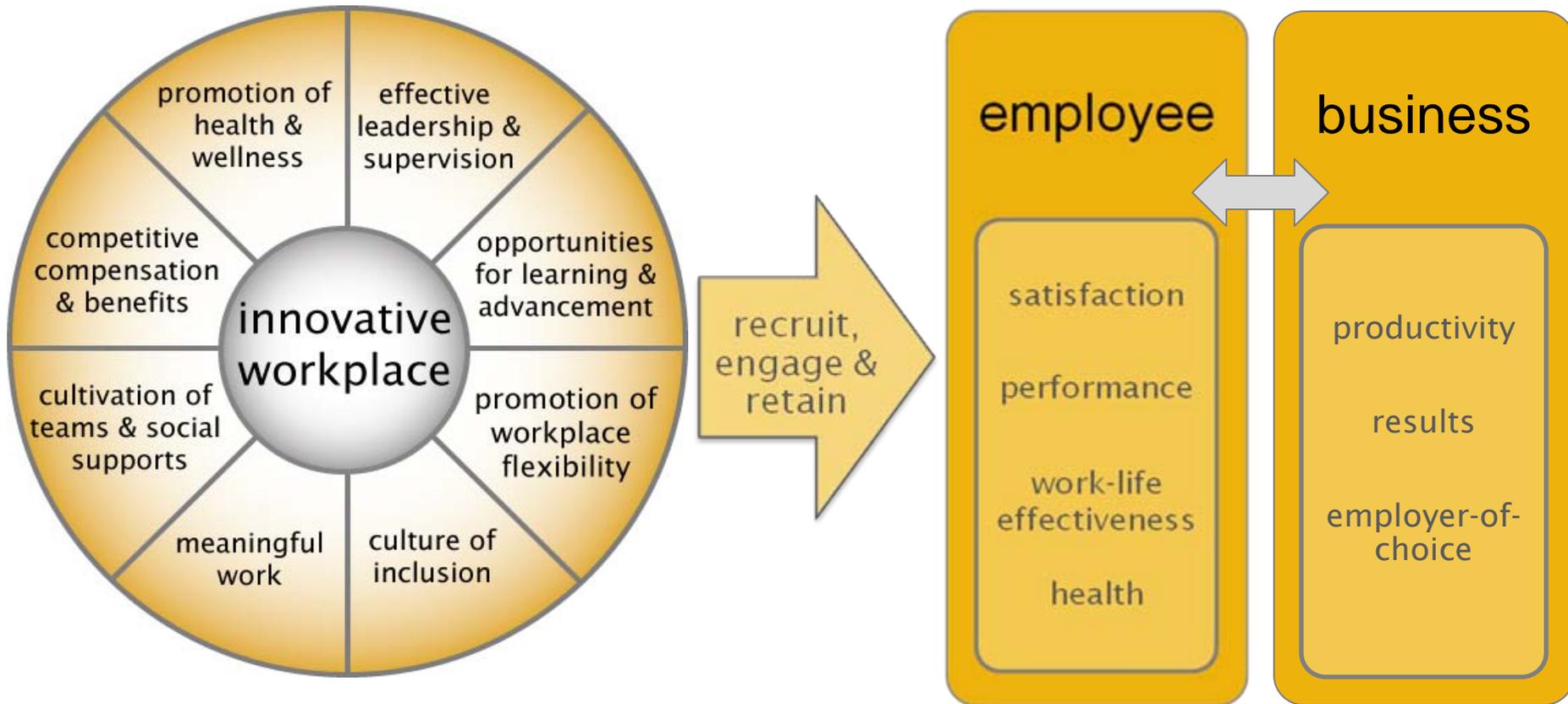
iwin links academic research to innovative workplace practices by:

- ✓ conducting scientific, research
- ✓ translating this research into organizational development tools and resources
- ✓ informing employers and policy makers about the implications of our findings



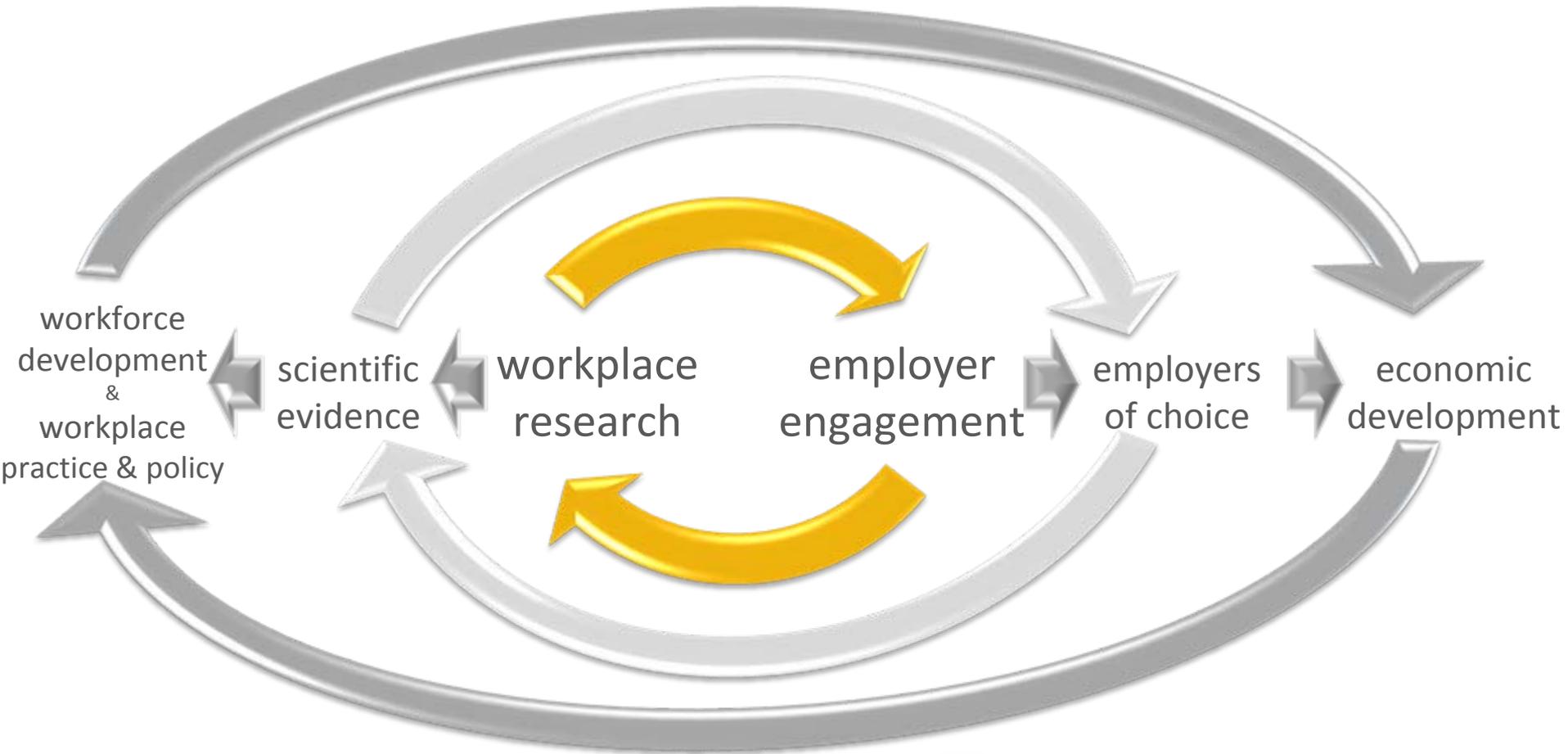
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Innovative Workplace Promote Results



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Employer Engagement Offerings

☑ Innovative Employer Roundtable

- an employer learning community where business leaders committed to creating high-performing work environments learn strategies to boost both the bottom line and employee work-life fit

☑ organizational consulting

- customized services and products to assist organizations of all sizes in becoming “employers-of-choice”

☑ webinars and workshops

- evidence based learning opportunities for Kentucky employer to keep up to date on a range of topics critical to organizational success



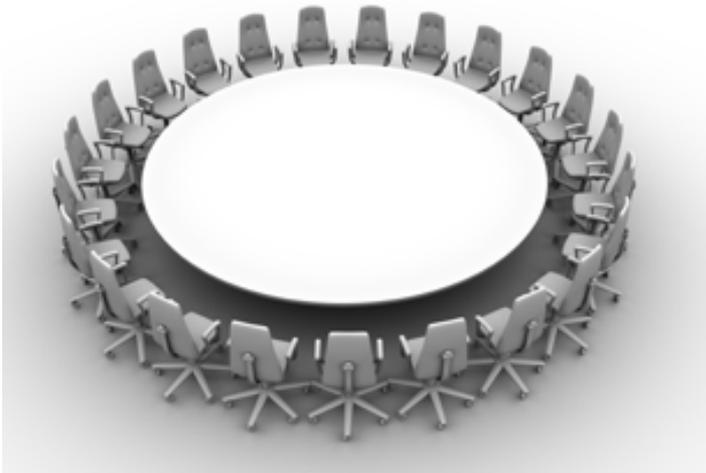
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Innovative Employer Roundtable

Mission

provide a forum for senior leaders responsible for the development and implementation of integrated workplace strategies to learn about:

- emerging global trends
- research on organizational effectiveness
- best workplace practices



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Our Current Roundtable Partners

Anthem Blue Cross & Blue Shield
Brown-Forman
Central Bank
Central Baptist Hospital
Churchill Downs
Commonwealth of Kentucky
Community Action Council
Community Trust Bank, Inc.
CVS Caremark
Darley Farms
Dinsmore & Shohl, LLC

E.ON U.S.
Fayette Heating & Air
Harper Industries
Kentucky Eagle
Papa John's
R.J. Corman
Sturgill, Turner, Barker &
Moloney, PLLC
University of Kentucky
UK Federal Credit Union
W. Rogers Company



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Research: Knowledge as a Catalyst for Change

☑ Institute for Workplace Innovation

- conducts scientifically rigorous research on quality work environments, employee health and work-life effectiveness
- aims to translate research results into solutions for employers, employees, working families, and communities



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Changing Workforce & Workplace



Photo by Tom Reed



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Limitations of Workforce Development System

- ☑ Mixed evidence to whether current job training models are successful
- ☑ System is overstretched & underfunded
- ☑ System is fragmented and disconnected from local economic conditions
- ☑ Workforce development policies suffer from conflicting goals
- ☑ Programs have flawed performance measures



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Limiting Economic Growth

“the primary limitation to firms locating or expanding in Kentucky is the lack of training and poor education of the workforce”

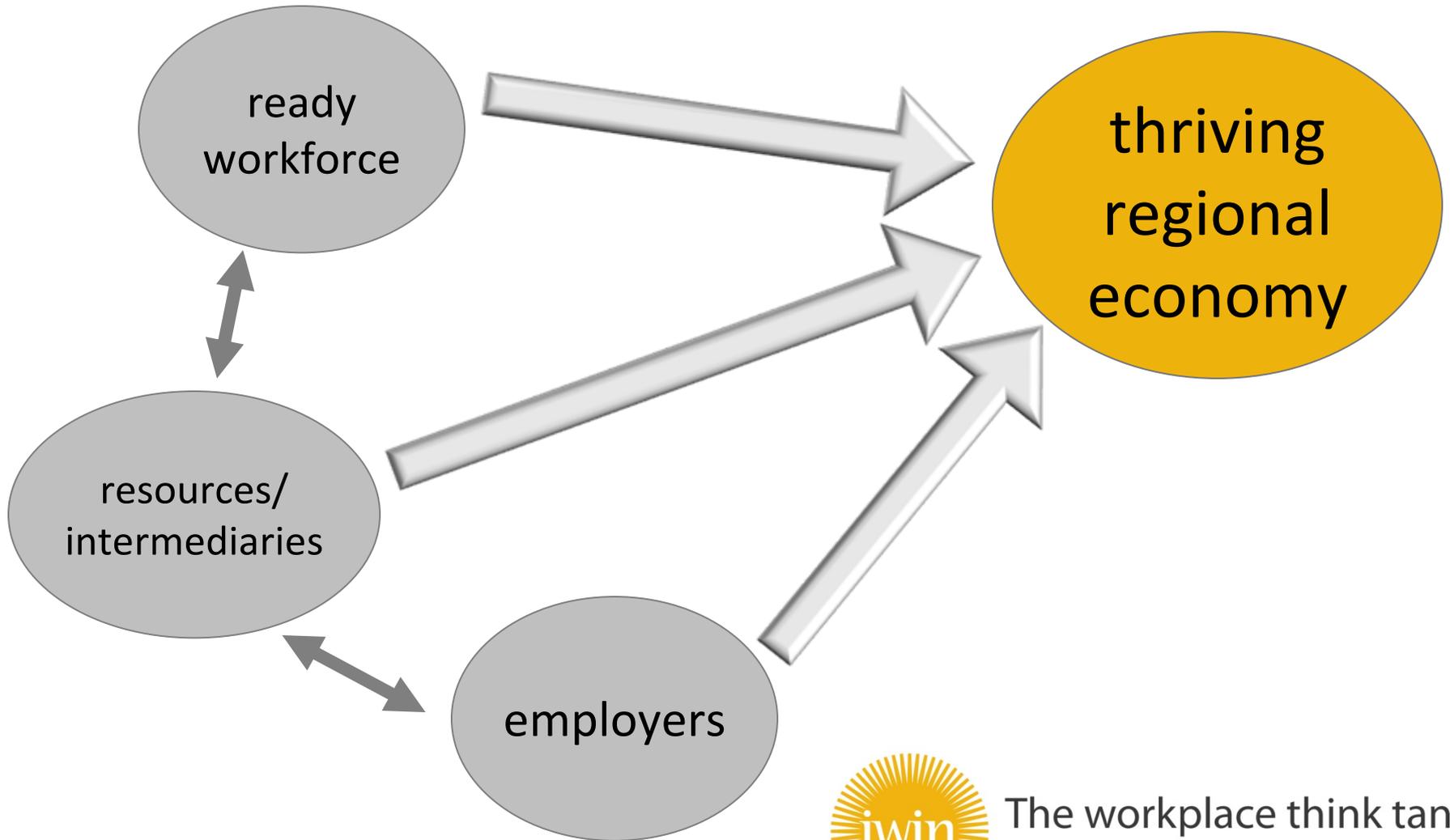
“competing states are better at coordinating workforce development training efforts to meet needs of expanding and new business...competing states had similar problems in the past, but addressed them more than a decade ago. “

C. Jepsen, K. Sanford and K. R. Troske. 2008



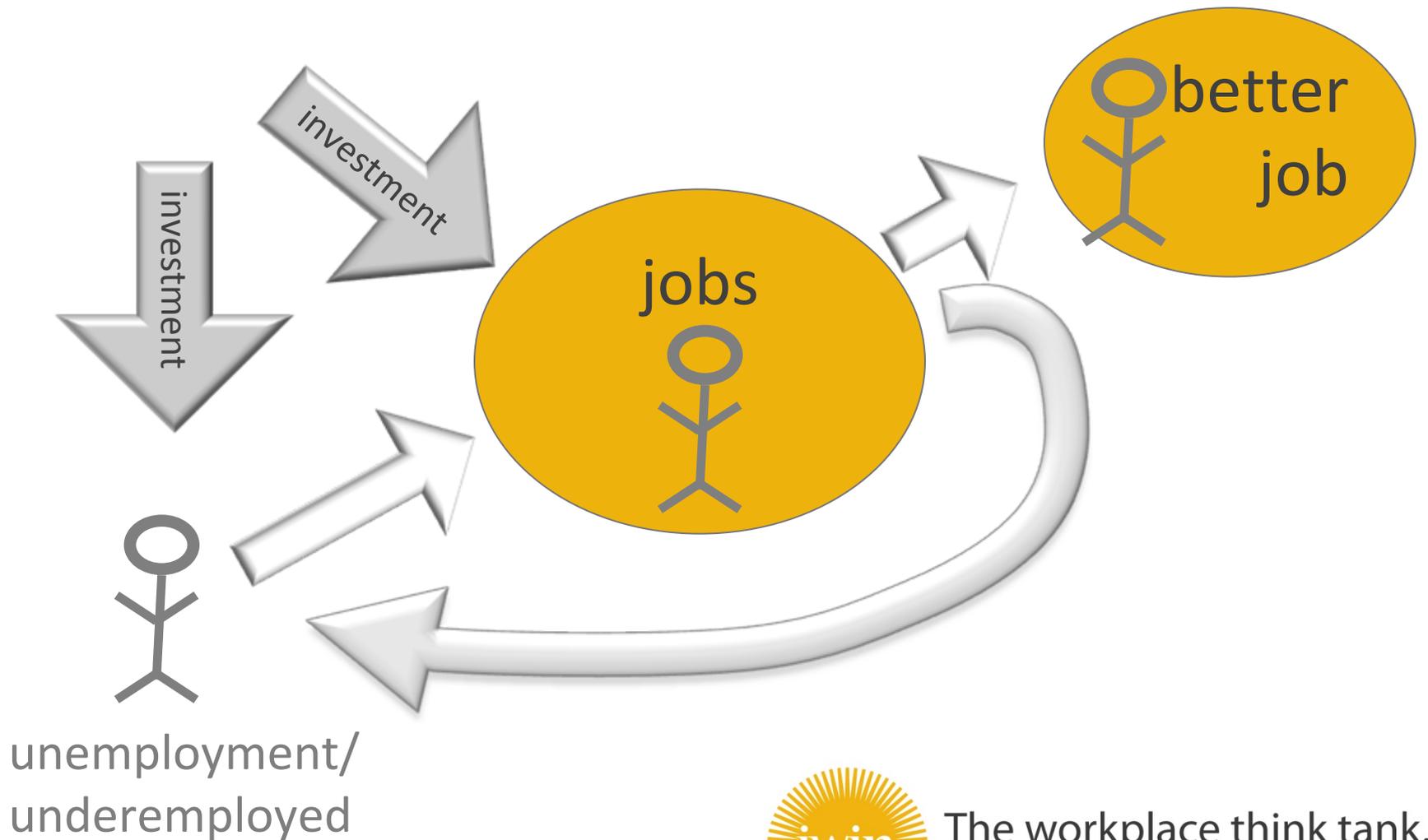
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Regional Inputs toward a Thriving Economy

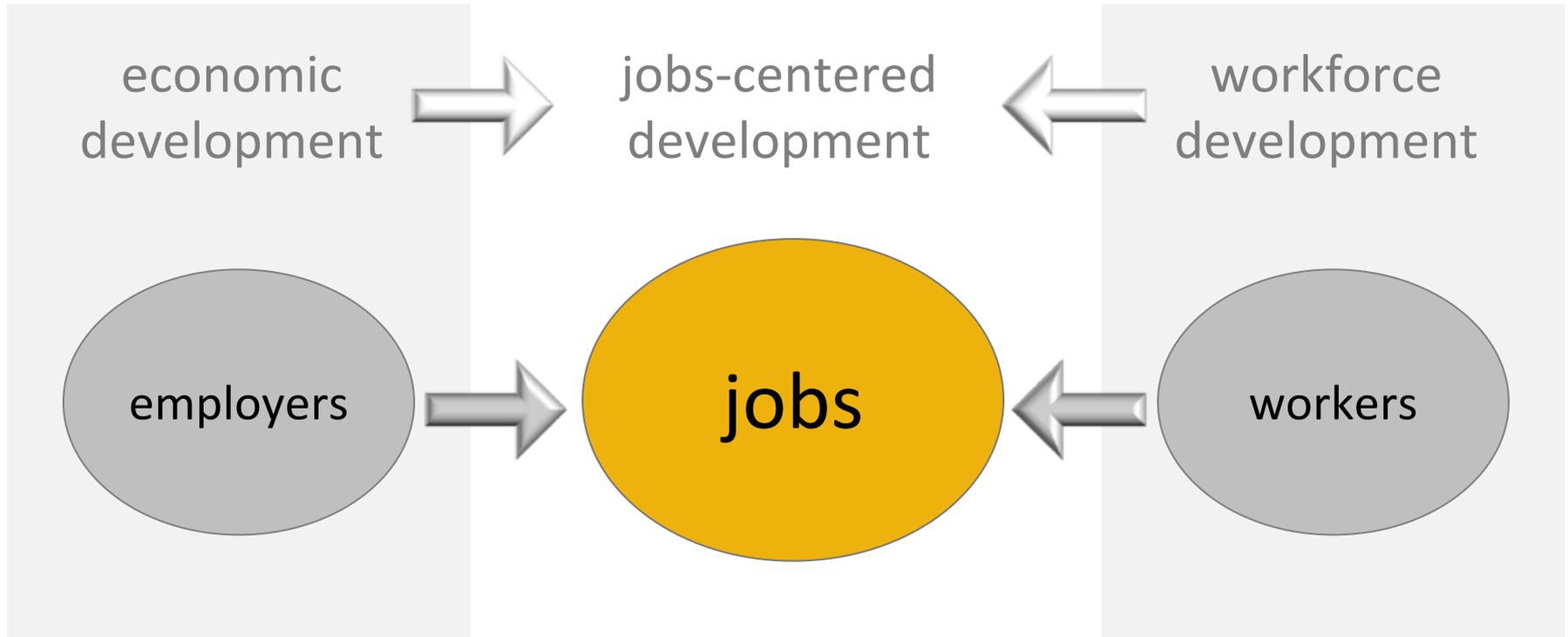


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Rationale for Jobs-Centered Development



Jobs-Centered Development



Integrated development strategies:
focus on supply & demand; build pathways for human capital growth;
are scalable; and focus on supports for vulnerable workers



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“until the problem of workforce development is addressed KY’s efforts of economic development will be unsuccessful”

C. Jepsen, K. Sanford and K. R. Troske. 2008



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