



Northern Kentucky Tri-ED reached out to **more than 70** of our region's business leaders to discuss:

- How has COVID-19 affected their business?
- What does recovery look like and when?
- How do companies in our region promote diversity & inclusion?
- How can we do better as a region to promote diversity & inclusion?
- How can we help our community and businesses?

**20** company leaders from manufacturing, food, life sciences and healthcare, aviation, technology, real estate and financial services companies shared their insights with us.

## WHAT WE LEARNED

Despite the pandemic shutdown in April and May, business leaders are optimistic for a recovery and are hiring. Several plan to expand.

All have continued operations and many were deemed essential, as well as maintained production from mid-March through early June.



The majority of companies predict a return to growth **by the end of 2021**.

**100%**

continued manufacturing and service activity since March

**91%**

of manufacturers believe normal operations resume by Q4 2020

**84%**

currently hiring

**84%**

maintained full employment

“We believe there was pent up demand in early 2020 in the manufacturing sector. **I’m optimistic about the recovery.**”

- **Dan Janka**

President

**Mazak Corporation**

Manufacturer of machinery with more than 1,000 employees in North America

# OUR ACTION ITEMS

The top concerns that CEOs shared with us are: ensuring a **skilled workforce** is available for recovery and meaningful work around **diversity and inclusion** is a priority in Northern Kentucky.

Additional concerns include **education** (starting at a young age because with early success children continue to thrive and prioritize learning) and **transportation infrastructure and access**.

Tri-ED is committed to working with our partners and the business community in the region to develop strategies to address the concerns raised by the leaders who participated in the roundtables.



## DIVERSITY & INCLUSION

Developing a Minority Supplier list for Northern Kentucky is a top takeaway for inclusion spending goals.

We also heard that Northern Kentucky is a welcoming community—how can we engage ALL of our community? How can we help those who move here from outside the region become integrated in our community?

“To support growing businesses in Northern Kentucky, we have to continue to make our region a more diverse and inclusive environment.”

- Greg Harmeyer  
Founding Partner & CEO  
TiER1 Performance Solutions

“We’re committed to **keeping the dialogue going and having transparent conversations** with business and community leaders to achieve meaningful results.”

- Lee Crume  
President & CEO  
Tri-ED

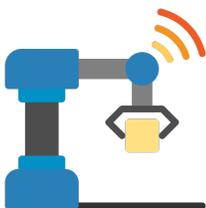


# 100%

of the leaders agreed diversity and inclusion are a priority within their companies and they will bring more intentionality to their hiring and spending decisions

## SKILLED WORKFORCE

With recovery projections beginning in late 2020/early 2021 and companies currently hiring in Northern Kentucky, we heard that ensuring our region’s workforce is prepared and talent is available are top concerns for our CEOs.



“NKY needs to be seen as an Aviation Career hub. **We have a massive need for trained mechanics** to serve our clients—air carriers operating the DHL and Amazon Air networks—at their cargo hubs at Cincinnati/Northern Kentucky International Airport.”

- Fred Murphy  
CEO  
FEAM AERO

“Our region has a high demand for tech talent. Through our Innovation Center, we are focusing on teaching K-12 students, college students, and adult learners the skills they need so we can serve the growing need for next-generation technology infrastructure, enabling PLTE, artificial intelligence (AI) and machine learning (ML).

**We want to make Northern Kentucky a SMART community.”**

- Ed Walton  
CEO  
STEP CG