



EDA Recompete – Management, Equity, and Governance – Workforce and Labor Market Analyst

Shaping Our Appalachian Region (SOAR) is hiring a dedicated Workforce and Labor Market Analyst to support the *Eastern Kentucky Runway* project. The Analyst will play a key role in analyzing workforce trends, labor market conditions, and employment data to inform project strategies aimed at addressing workforce development needs in the region. The ideal candidate will provide actionable insights to help guide decision-making, optimize workforce initiatives, and promote economic growth in Eastern Kentucky. This is a grant-funded position serving 12 SOAR counties: Bell, Floyd, Harlan, Johnson, Knott, Knox, Leslie, Letcher, Magoffin, Martin, Perry, and Pike.

This position will report to SOAR's Recompete Plan Officer.

Duties and Responsibilities

1. Analyze current labor market conditions, trends, and forecasts in Eastern Kentucky, including job demand, skill gaps, wage data, and employment/unemployment rates.
2. Conduct sector-based research to identify high-growth industries, workforce needs, and areas with labor shortages.
3. Monitor national and regional economic trends that impact workforce development and employment opportunities for prime-age workers.
4. Track and assess the effectiveness of workforce development initiatives under the SOAR Recompete Grant, providing regular reports and recommendations to leadership.
5. Identify trends in workforce participation, employment barriers, and emerging opportunities for workforce engagement.
6. Provide data-driven insights to inform workforce development strategies that support the goals of the Eastern Kentucky Runway project.
7. Collaborate with project leaders to design initiatives aimed at reducing the employment gap for prime-age workers.
8. Work closely with local employers, educational institutions, economic development agencies, and government bodies to align workforce efforts with labor market needs.
9. Provide labor market information and analysis to assist with grant reporting, program evaluation, and funding decisions.

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10. Serve as a resource for internal and external stakeholders by providing labor market insights and workforce data to enhance collaboration and decision-making.
11. Present workforce trends, projections, and strategic recommendations to project staff, community partners, and funding agencies as needed.

Expectations

1. Strong data analysis skills, including experience with statistical tools and software (e.g., Excel, SPSS, SAS) and the ability to analyze large datasets to uncover trends and insights.
2. In-depth understanding of labor market dynamics, workforce development, and employment trends, particularly in rural and economically distressed regions.
3. Experience conducting market research, producing reports, and presenting findings to non-technical audiences.
4. Excellent verbal and written communication skills with the ability to effectively convey complex information to diverse audiences.
5. Proven ability to collaborate with multiple stakeholders, including employers, government agencies, educational institutions, and community organizations.
6. Strong problem-solving and critical thinking abilities, with a focus on addressing workforce challenges and generating actionable solutions.
7. High attention to detail in analyzing data, creating reports, and ensuring accuracy in findings and recommendations.
8. Excellent communication and interpersonal skills, with the ability to build relationships, communicate effectively with diverse stakeholders, and maintain confidentiality and professionalism in all interactions.
9. Strong organizational and time management skills, with the ability to prioritize tasks, manage multiple projects and deadlines, and work effectively under pressure.
10. Ability to work independently and as part of a team, with a collaborative and solution-focused approach to problem-solving and decision-making.

Culture and Core Values

SOAR's mission is simple: grow Eastern Kentucky's population.

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Our team culture is anchored by putting the interests of Eastern Kentucky first in all that we do. We believe treating others the way we want to be treated is always within our control. Our core values include faith, selflessness, grit, integrity, and empathy. We do our best to exemplify these daily in our interactions with each other and with external partners.

Why SOAR?

The SOAR organization offers a chance to be part of a movement that's bigger than any one of us individually. Tackling the challenges facing Eastern Kentucky is going to take all of us to come together to find the solutions. Through communications, collaborations, and convenings, SOAR is helping to get the right people in the right rooms to ensure the future of Eastern Kentucky burns as bright as ever.

SOAR offers a competitive salary along with the following benefits:

- 100% paid individual health insurance
- SIMPLE IRA retirement plan
- Cell phone stipend
- Mileage reimbursement for work-related travel
- Laptop provided
- Annual bonus

Apply Now

Please apply [here](#).

SOAR is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.