



**Kentucky Workforce Innovation Board (KWIB)
Joint Committee Meeting of
Education Attainment and Completion
And
Employer Engagement**

**December 13, 2023
10:00am – 11:00am EST
Via Zoom**

PARTICIPANTS PRESENT: Beth Davisson, Scott Pierce, Marci LoGiudice, Dallas Kratzer, Beth Hargis, John Catron, Karla Tipton, Stephanie Collins, Sara Tracy, Regan Satterwhite, Dr. John Gregory, Correy Eimer, Beth Engle, Myra Wilson, Leslie Sizemore, Kim Humphrey, Elizabeth Daniels, Karen McFadyen, Deputy Commissioner Michelle DeJohn, Charlotte Kerns, Tom Thompson, Emily Sayers, Lori Davis, Kim Grasberger.

STAFF PRESENT: Alisher Burikhanov, Debbie Dennison, Elishah Taylor, LaChrista Ellis

10:01 AM WELCOME AND OVERVIEW OF COMMITTEE GOALS

Beth Davisson, Sr. VP of the Kentucky Chamber Foundation and Committee Chair, called the Joint Employer Engagement / Education Attainment Committees meeting to order and walked through the agenda. She thanked everyone for all that they have done over the last several years. She commented that this is the last joint “super-committee” meeting and in 2024 will be split into two committees to focus more deeply on the Strategic Plan design and goal elements.

CTE CERTIFICATION PROCESS OVERVIEW AND APPLICATION RECOMMENDATIONS

Beth Engle, Academic Program Manager, CTE Programs and Pathways Branch, Office of Career and Technical Education (OCTE), thanked Beth and everyone for being on the committee. She reviewed the process for certification review and identified three certification applications reviewed at the December 4th CTE Certification Review Working Group’s meeting. She shared the Business Education Alignment Taskforce (BEAT) team’s recommendations on recently reviewed applications. For more information on the application process and a link to the Kentucky Department of Education (KDE) current certifications, please visit the Kentucky Workforce Innovation Board (KWIB) site / CTE Certification process [here](#).

Beth shared that the BEAT team thoroughly reviewed the requests received. The team is recommending moving the Commercial Driver’s License (CDL) Preparatory Learner’s permit forward. The CDL Prep Learners permit was approved adding it to the transportation program area. They are not recommending the AutoDesk Fusion 360 (as it already exists) and the Home Inspector licensing (as it is not currently a high-demand career path). After reviewing the process, Beth then opened the floor for questions.

Questions seeking clarification were raised regarding the home inspector certification process for home improvement and the reasons for not recommending it move forward. The response was that there was no pathway for that certification process because it is not available as part of the field of study currently. **Alisher Burikhanov, Executive Director (KWIB)**, highlighted that home improvement stands as a point of focus for the “Energy and Environment” contractors at present (a reference to [Infrastructure Funding](#)) and indicated that it might resurface as a pertinent topic in the future.

Kim Humphrey, Alliance Coal, *made a motion to accept* the recommendations. **Dallas Kratzer, Senior Associate, Workforce and Education Initiatives**, *seconded the motion*. *The motion unanimously passed* without opposition. Beth Davisson thanked the CTE team and turned the meeting over to **Karla Tipton, Branch Manager of the Data and Investment Branch**.

CARL PERKINS LEADERSHIP FUNDS PROCESS

Karla Tipton provided updates on the Perkins Leadership Fund and the status of subcommittee work. She outlined the application and review process and noted that committee interviews will be held in February 2024. Recommendations will be presented to the Kentucky Workforce Innovation Board (KWIB) for approval. There will be approximately \$2 million allocated for awards in innovation and personnel development for eligible applicants. Beth Davisson inquired about invitations to both committees and the expected timeline for volunteers to join the committee. Karla confirmed that invitations have been sent to those who in the past have expressed interest. For anyone else interested in participating, please contact KWIB staff to be added to the invitations. Beth emphasized the robustness of the process, highlighting the strong expectations for performance outlined in the applications. Beth thanked Karla and then asked Alisher to share the State Plan listening tour results.

STATE PLAN LISTENING SESSION REVIEW

Alisher thanked Beth and congratulated Beth Engle on her promotion within the Office of Career and Technical Education (OCTE).

He shared information on the Strategic Plan and the WIOA State Plan to make sure everyone was familiar with the process of both documents. Clarifying the strategic plan offers valuable guidance for the state's plan. He stressed that participating in the process is a meaningful form of service. He shared an overview of the “listening tour” and expressed gratitude to stakeholders and colleagues statewide, enabling the state to engage with focus groups and understand existing obstacles and best practices. He shared that there was a total of 33 focus groups and 348 participants. There were 198 workforce partners, 82 businesses, 51 elected officials, and 17 individuals at the various locations. He outlined common threads and themes. The PowerPoint used can be found in the post-meeting packet.

Recommendations from the tour included:

- business involvement in workforce development is vital.
- identification of skills needed for jobs and ability to utilize flexible skills for needs.
- Intentional creation of good jobs
- Investment and understanding of work-based learning and all the “ships” available.
- Tying high-demand sector needs to education pathways in the state.

- easily providing access to available talent to employers
- investments in youth

In conclusion, Alisher noted that we can always improve on what we do in workforce development. Beth Hargis added that the OCTE fully supports early exploration and commented in chat appreciation for work done with youth. She further conveyed the importance of engaging youth in the decision-making process and supporting them is critical for positive outcomes.

Kim Humphrey emphasized the importance of sessions where employers have a significant presence, highlighting the need for peer-to-peer invitations to encourage participation and further emphasize the value they bring to the table. She remarked that it represented a positive direction and suggested the group plan to enhance employer engagement further. There are additional challenges for employers with workforce shortages and it is imperative to continue to connect, engage, and provide a return-on-investment information to employers to engage in building their employees and a pipeline for the workforce.

Beth Davisson inquired of the group whether there were any additional comments or questions for Alisher, specifically seeking to ascertain if everyone understood the distinction between the state plan and the strategic plan. No questions were asked.

Adding to the discussion, Alisher made a note that there is an Annual [Narrative](#) that is provided to the Department of Labor. He reassured the group that the 4-year State Plan was coming together and shared a timeline for public comment and review in early 2024.

QUALITY JOBS IN KENTUCKY DISCUSSION

Alisher shifted to the objectives of the *Job Quality Academy* and its endeavors to comprehend the essence of job quality and establish a pilot program accordingly. He shared the principles of quality employment provided by the Departments of Labor and Education, including recruitment, benefits, diversity, empowerment, job security, organizational culture, compensation, skills, and career advancement. The list is available in the post-meeting packet for review.

He asked the committee how Kentucky might fulfill promoting these initiatives. A recommendation to create a playbook detailing available resources for employers was made. He proposed that understanding available resources could assist businesses in implementing best practices. He asked what the group's thoughts were on this suggestion. The group shared enthusiasm about the playbook concept, seeing it as a crucial tool to enhance impact and aid businesses in effective execution. The idea is to utilize common elements already established and connect them for implementation.

Beth Hargis, Associate Commissioner, Kentucky Department of Education (KDE), mentioned the OCTE initiative "Futurity" and shared the creation of a survey that will provide information about available jobs and the necessary training for those jobs. She emphasized that this comprehensive process involving KYSTATS is anticipated to launch in March 2024 and updates would be forthcoming.

A recommendation was lifted about the possibility of incorporating a certification for businesses as "Good Job Certified" in Kentucky, aiming to include the related elements in the playbook. Alisher acknowledged the recommendation and suggested that the Chamber might be a good partner to pursue this.

There was a discussion about how adopting a standard like obtaining a "Good Job Certified" status could enhance accountability. **Dallas Kratzer, KY Commission on Military Affairs and Council on Postsecondary Education Sr. Fellow** mentioned that the military might serve as an initial reference point for this endeavor.

In summary, there was consensus that pursuing this approach would elevate our current efforts, particularly in emphasizing high-paying sectors in demand. This includes initiating discussions on establishing criteria for a "good job certification." Beth thanked Alisher for the good work and the group for the input and dialogue.

2024 SELF-SELECTION OF COMMITTEE SURVEY

Beth shared a survey that KWIB staff will be sending to group members, offering them the choice to participate in either the Education Attainment or the Employer Engagement committees. She urged group members to complete the surveys, encouraging them to share the survey with contacts and build partnerships.

There was an inquiry about the extent of commitment required. Beth recommended that KWIB staff incorporate information that serving on a committee takes approximately two (2) hours per quarter of time. A survey link was made available in the chat and will also be emailed to committee members with pertinent committee commitment information.

NEW BUSINESS / UPDATES

Dallas Kratzer shared a Kentucky Education Television (KET) video featuring the 2nd Annual Veterans Employment & Training Symposium (VETS) that occurred on November 16th. (The video link can be found in the post-meeting packet) Beth expressed gratitude to Dallas for sharing.

Beth Asked for any new business.

She shared information about the upcoming Chamber Foundation Civics Bee Middle School State Competition. More information can be found [here](#).

Dallas shared information on a pilot program with the Chamber Foundation that serves as a military academy that invites employers annually to engage with military installations, supporting an initiative from the Kentucky Commission on Military Affairs (KCMA). Additionally, Dallas highlighted the SHRM Veterans Ambassadors Program.

Michelle DeJohn, Deputy Commissioner, of the Department of Workforce Development discussed the Disaster Recovery Grant or QUEST Grant. Additionally, she shared information on the *Ready for Industry* initiative. This initiative intends to prepare individuals through five self-paced courses applicable for late

high school, post-secondary, and workforce training. Scheduled for launch in January, it's accessible at no cost to employers and job seekers statewide. Beth asked how they could be of assistance, and Michelle offered to send out launch information for dissemination. Additionally, Beth proposed a future agenda item: a presentation on this topic.

11:16AM ET ADJOURNMENT

Beth expressed gratitude to everyone and extended warm holiday wishes, looking forward to reconvening in 2024. A motion was proposed to adjourn the meeting, initiated by Dallas, and seconded by **Karen McFadyen, ZyBooks**. The motion was unanimously approved, officially concluding the meeting.

ACTION ITEMS

- Exploration will be undertaken to develop a resource guide or playbook for businesses to access resources and support related to the principles of a good job and explore the possibility of creating a certification or recognition program for businesses meeting the criteria for a good job.
- The exploration of sector-specific resource guides or certifications for industries such as healthcare will be considered.
- Committee members will receive an email to choose between the Education Attainment or Employer Engagement Committee and fill out a survey to express interest or nominate suitable candidates for committee service.
- Investigate incorporating employer support from the Guard and Reserve into the military academy and connect with businesses interested in the higher military academy.
- Furnish details for the launch of the Ready for Industry training.
- Plan for a future agenda to include a presentation about Ready for Industry.



2nd Annual Veterans Employment & Training Symposium (VETS)

Thursday, November 16 • 10 am - 3:30 pm EST, 300 North Main Street, Versailles, KY 40383, USA

MEDIA COVERAGE



WEKU | By John McGary

Published November 16, 2023, at 1:19 PM EST

WEKU: <https://www.weku.org/the-commonwealth/2023-11-16/2nd-annual-vets-meeting-in-versailles-teaches-employers-how-and-why-to-hire-veterans>



WATCH | KCTCS holding Veterans Employment & Training Symposium today in Versailles.

Updated: Nov. 16, 2023, at 9:00 AM EST

WKYT: <https://www.wkyt.com/video/2023/11/16/watch-kctcs-holding-veterans-employment-training-symposium-today-versailles/>



Kentucky Edition

KET's Kentucky Edition November 17, 2023

Season 2 Episode 122 | Length 27:31 | Premiere: 11/17/23

<https://ket.org/program/kentucky-edition/november-17-2023-34af5t/>



Versailles symposium assists veterans with employment options | By Dylan Scheid

November 17, 2023

WTVQ: <https://images.app.goo.gl/WDYNwumtVmMtiG5w6>
<https://www.wtvq.com/versailles-symposium-assists-veterans-with-employment-options/>

YouTube: <https://www.youtube.com/watch?v=PZjq9O9DgrA>



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AGENDA

December 13, 2023

10:00am – 11:00am EST

Join Zoom Meeting

<https://us06web.zoom.us/j/84996837962?pwd=cmw5MHFMd0NoMXVPamprS2ZsWWtaQT09>

Meeting ID: 849 9683 7962 / Passcode: 676337

10am Welcome and Overview of Committee Goals

*Beth Davisson, Chair
Vice-President, Kentucky Chamber Foundation*

10:10am CTE Certification Process Overview

*Beth Engle, Academic Program Manager
CTE Programs and Pathways Branch
Office of Career and Technical Education (CTE)*

Application Recommendations

10:20am Carl Perkins Leadership Funds Process

*Karla Tipton, Branch Manager, Data and Investment
Division Technical Schools and Federal Programs / Office of Career and Technical Education*

10:40am State Plan Listening Session Review

*Alisher Burikhanov, Executive Director
KY Workforce Innovation Board (KWIB)*

11:00am Quality Jobs in Kentucky Discussion

*Alisher Burikhanov, Executive Director
KY Workforce Innovation Board (KWIB)*

**11:15am 2024 Self Selection of Committee Survey
Employer Engagement
Education Attainment**

Beth Davisson

11:20am Committee Member Updates

Beth Davisson

11:30am Adjournment

Beth Davisson



UNITED STATES DEPARTMENT OF COMMERCE



UNITED STATES DEPARTMENT OF LABOR

GOOD JOBS PRINCIPLES

Good jobs are the foundation of an equitable economy that lifts up workers and families and makes businesses more competitive globally. They allow everyone to share in prosperity and support local communities and the entire U.S. economy. Workers know the value of a good job that provides stability and security for them and their families. All work is important and deserving of dignity. Many companies recognize that providing good quality jobs – that make them an employer of choice – creates a clear competitive advantage when it comes to recruitment, retention, and execution of a company’s mission.

The Departments of Commerce and Labor have partnered to identify what comprises a good job. These eight principles create a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies for a shared vision of job quality.

Recruitment and Hiring: Qualified applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance. Applicants are evaluated with relevant skills-based requirements. Unnecessary educational, credentials and experience requirements are minimized.

Benefits: Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers’ compensation benefits, work-family benefits such as paid leave and caregiving supports, and others that may arise from engagement with workers. Workers are empowered and encouraged to use these benefits.

Diversity, Equity, Inclusion, and Accessibility (DEIA): All workers have equal opportunity. Workers are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underserved communities do not face systemic barriers in the workplace. Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

Empowerment and Representation: Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation. Workers contribute to decisions about their work, how it is performed, and organizational direction.

Job Security and Working Conditions: Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers. Workers are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws. Temporary or contractor labor solutions are minimized.

Organizational Culture: All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected especially by leadership.

Pay: All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers’ pay is fair, transparent, and equitable. Workers’ wages increase with increased skills and experience.

Skills and Career Advancement: Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them. Workers have transparent promotion or advancement opportunities. Workers have access to quality employer- or labor-management-provided training and education.