

*Transforming Kentucky's  
workforce*



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KENTUCKY WORKFORCE INVESTMENT BOARD

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## Introduction

Kentucky is continuing to search for new opportunities to improve its workforce system and transform its services to meet the challenges of a global market. During my administration the global economic outlook has changed dramatically. Kentucky has seen its unemployment numbers nearly double in the last year. Kentucky's annual unemployment rate for 2008 was 6.4 percent; a stark contrast with the June 2009 unemployment rate of 10.9 percent. The state's largest employer, state government itself, is running with more than 2,000 fewer employees than it did in the previous administration. It is vital that we work to build a stronger, skilled workforce that makes us competitive as a state fighting for economic development and jobs.

Although the budgets of the state's employers seem to be ever tightening, opportunities are still abundant to improve our workforce, prepare for in-demand career fields, and provide our employers with a better equipped, better educated and stronger workforce.

We are accomplishing this by providing educational and training opportunities across the Commonwealth. We have assisted Kentucky's jobless by cutting tuition costs to Kentucky's Community and Technical Colleges in half for those looking to better themselves with a degree or additional training.



Governor Steve Beshear



Secretary Mountjoy



"EMPLOYEES WE HAVE HIRED THROUGH THE PROGRAM COME TO US WITH A GOOD UNDERSTANDING OF SAFETY, WHICH IS OUR NUMBER ONE PRIORITY. THEY'RE WELL-GROUNDED IN OUR PROCESSES AND CAN MOVE FORWARD EASIER AND NOT STRUGGLE GETTING INTO THE INDUSTRY. IT IS VERY FULFILLING AND FINANCIALLY REWARDING WORK. THEY ARE BUILDING BONDS AND RELATIONSHIPS WITH PEOPLE THAT WILL LAST THE REST OF THEIR LIVES."

**Dwayne Creech**  
Area Supervisor,  
Pike Energy Solutions  
Client of the Cumberlands WIA  
Lineman Program

In addition, federal money has been used to add time for job seekers to search and find training opportunities, as well as increase the number of workers in our employment and training centers focusing solely on re-employment. As the Kentucky Workforce Investment Board focuses on building partnerships that link employment, training and economic development to strengthen Kentucky's workforce, we have an economic development team with decades of experience whose efforts will bring jobs to Kentucky.

The Office of Employment and Training offers employers and employees opportunities to grow their businesses and further their careers. Kentucky's current workforce system consists of 31 comprehensive one-stop centers and 75 service sites throughout the state's 120 counties. Ten workforce investment boards deliver workforce services at the local level.

Education and economic development will play a large role in Kentucky's workforce system transformation. Companies go where the people are better trained for the jobs that need to be filled. More education means more jobs, which in turn means a better quality of life here in the Bluegrass. Employers, the Commonwealth's workforce, and the Office of Employment and Training are working together to identify the reforms necessary to ensure success and lower Kentucky's unemployment rate.

*(Signature)*  
Governor Steve Beshear

*(Signature)*  
Secretary Mountjoy

## Kentucky Workforce Investment Board Purpose

The Kentucky Workforce Investment Board (KWIB) was established to assist the governor in creating an integrated statewide strategic plan for workforce development that will link workforce policies, education and training programs, and funding streams with the economic needs of the Commonwealth and its regions.

### *KWIB Members*

Ed Holmes, *Chair\**  
 Hugh A. Haydon, *Vice Chair\**  
 Benny G. Adair  
 Kenneth E. Allen  
 Martin Co. Judge Executive  
 Kelly Callaham  
 Rick Christman  
 Representative Larry Clark  
 James Phillip Cole  
 Representative Leslie Combs  
 Betsy Hudson Flynn  
 Oliver Keith Gannon  
 Crystal Gibson  
 Kimberly M. Huston  
 Frank H. Ikerd III  
 Robert Lekites  
 Paula K. Lillard\*  
 Roger L. Marcum\*  
 Heidi S. Margulis\*  
 Gail Burrus Martin  
 Senator Vernie McGaha  
 Colonel Mark D. Needham  
 Lara H. Needham\*  
 Kelly G. Nuckols  
 Dr. Judith L. Rhoads  
 Gerry F. Roll  
 Kevin Shurn  
 Sandra Higgins-Stinson  
 Florence Mayor Diane E. Whalen  
 Eugene A. Woods  
 Tom Zawacki

\* Indicates membership on  
 Executive Committee

### **Coordinating Committee**

Honorable Steven L. Beshear, *Governor*  
 Adam Edelen, *Chief of Staff to the Governor*  
 Terry Holliday, *Commissioner of Kentucky  
 Department of Education*  
 J.R. Gray, *Secretary of Labor Cabinet*  
 Larry Hayes, *Secretary of Cabinet for  
 Economic Development*  
 Robert King, *President of Council on  
 Postsecondary Education*  
 Mary Lassiter, *Secretary of the Executive  
 Cabinet*  
 Dr. Michael McCall, *President of Kentucky  
 Community and Technical College System*  
 Joseph U. Meyer, *Deputy Secretary of Education  
 and Workforce Development Cabinet*  
 Helen Mountjoy, *Secretary of Education and  
 Workforce Development Cabinet*  
 Marcheta Sparrow, *Secretary of Tourism, Arts  
 and Heritage Cabinet*

### **Staff**

Thomas M. West, *Executive Director*  
 Meagan Noel, *Administrative Assistant*



RONALD FRITZ LEARNED OF THE NORTHERN KENTUCKY SUMMER YOUTH PROGRAM THROUGH THE HOMEWARD BOUND FACILITY WHERE HE HAS LIVED FOR TWO YEARS. RON WAS SEARCHING FOR EMPLOYMENT BECAUSE THE SHELTER ONLY HOUSES CHILDREN UNTIL THEY ARE 18 YEARS OLD. BECAUSE OF HIS PAST EXPERIENCE IN CONSTRUCTION AND HIS INTEREST IN MAINTENANCE PROJECTS, RON WAS REFERRED TO COVINGTON REUSE. RON'S WILLINGNESS TO LISTEN AND ABILITY TO APPLY WHAT HE HAS LEARNED HAS HELPED HIM MATURE INTO A MODEL EMPLOYEE. HE HAS BEEN OFFERED A PERMANENT POSITION, HAS FOUND A PLACE TO LIVE AND WILL BE ATTENDING GATEWAY COMMUNITY COLLEGE TO PURSUE A CAREER IN THE MEDICAL FIELD.

## Program Year 2008 Highlights

### *Restructuring The Kentucky Workforce Investment Board*

Governor Beshear restructured the Kentucky Workforce Investment Board to ensure Kentucky's workforce investments today pay dividends of good, sustainable jobs and a competitive business community in the future. He challenged the newly appointed board to build a more collaborative environment where business, workers, government, educators and community leaders will work as a team to identify barriers, anticipate future workforce needs and develop innovative solutions to meet workforce challenges. The restructured board is better equipped to provide state level insight into emerging industries, business needs and workforce characteristics in today's dynamic economic environment.

Despite a difficult economy and job losses across nearly all sectors, the KWIB has been aggressive and progressive in getting Kentucky's workforce ready for the new economy. As we reflect on the downturn in the economy over the past 18 months, we know preparation of a new tech-savvy, forward-looking, green-thinking workforce is the key to Kentucky's future economic

success. The KWIB will find success by communicating a sense of urgency at the state and local level about the importance of a competitive workforce, and ensuring that industry clusters, employers and workers are aware of workforce development tools and services that are available to increase their competitiveness and productivity.

### *Investing in Kentucky: American Recovery and Reinvestment Act*



Kentucky At Work is the Commonwealth's implementation of the American Recovery and Reinvestment Act (ARRA), signed into law by President Barack Obama. The ARRA is expected to invest more than \$3 billion

in federal stimulus funds in Kentucky over the next 28 months. That investment will provide a much needed, one-time infusion of dollars that will allow us to maintain our jobs and quality of life through investments in education, health care and public safety. It will also allow us to make strategic investments now to position Kentucky for the future.

Kentucky received nearly \$50 million from the ARRA for job training and re-employment. Part of that

money is helping one stop career centers across Kentucky target services to meet the changing needs of workers and employers.

### ***Employing Youth For The Summer***

More than 6,000 young people took part in the Summer Youth Employment Program funded by ARRA. During the summer of 2009, Kentucky's expanded summer youth employment opportunities provided many youth with high quality work experiences and training.

### ***Recovering From The 2009 Ice Storm— National Emergency Grant***

On Jan. 26, 2009, large areas of Kentucky were plunged into darkness when several inches of ice coated the state, knocking out power, damaging homes and causing severe damage to infrastructure in 93 counties. On February 5, the Federal Emergency Management Agency declared those counties disaster areas. Kentucky received a \$5 million grant to create temporary jobs for eligible dislocated workers to assist in storm clean-up and recovery efforts.



### ***Receiving Federal Incentive Funds***

Kentucky was one of only 11 states to receive federal incentive grants for successful performance under the Workforce Investment Act Section 503. This section provides for incentive grants to reward states for successful performance in workforce and education programs. The provisions authorizing funding for incentive grant awards are found in the WIA for workforce development services, the Adult Education

and Family Literacy Act for adult education activities, and the Carl D. Perkins Vocational and Technical Education Act (Perkins Act) for vocational education activities. States must exceed standard performance measures in all three programs to be eligible for a Section

503 incentive grant award. Funds will be used to keep Kentucky's workers competitive by adopting a national skills standards certification and improving the technological framework for managing the Commonwealth's workforce system.



WORKFORCE INVESTMENT ACT FUNDS HELPED SUSAN BRUNS OF PINEVILLE COMPLETE HER NURSING DEGREE AFTER THE ARMY HAD TAKEN HER AROUND THE WORLD. SINCE HER GRADUATION, SUSAN HAS RELOCATED FROM BELL COUNTY AND IS NOW USING HER NURSING SKILLS WORKING AS A FULL-TIME MISSIONARY IN HAITI ALONGSIDE HER HUSBAND.



TRAVIS GOINS WAS ALWAYS FASCINATED WITH AUTOMOBILES. DURING HIS SOPHOMORE YEAR AT HENDERSON COUNTY HIGH SCHOOL, TRAVIS ENROLLED IN THE AUTOMOTIVE TECHNOLOGY PROGRAM. SINCE THE PROGRAM IS ASE CERTIFIED AND A MEMBER OF THE AUTOMOTIVE YOUTH EDUCATIONAL SYSTEM, HE LEARNED ABOUT THE COMPLEX SYSTEMS ON TODAY'S AUTOMOBILES, CAREER OPTIONS AND ALSO DEVELOPED LEADERSHIP SKILLS. TRAVIS WON MORE THAN \$60,000 IN SCHOLARSHIP MONEY BY COMPETING IN AUTOMOTIVE SKILLS CONTESTS SPONSORED BY SKILLSUSA AND FORD/AAA.

AFTER COMPLETING HIS JOB SHADOWING EXPERIENCE AT KENNY KENT TOYOTA, HE WAS HOOKED. FOUR YEARS LATER TRAVIS IS STILL EMPLOYED AS A TECHNICIAN WITH THE DEALERSHIP.

JOE FREDRICK, SERVICE OPERATION MANAGER AT KENNY KENT TOYOTA, SAID THE PARTNERSHIP BETWEEN HIS BUSINESS AND THE SCHOOL PRODUCES TWO WINNERS. HIS BUSINESS WINS BECAUSE HE GETS TRAINED ENTRY LEVEL EMPLOYEES AND THE STUDENTS WIN BECAUSE THEY HAVE A CHANCE TO TEST DRIVE THEIR CAREERS AND LEARN WHAT IT TAKES TO BE SUCCESSFUL IN THE WORKPLACE.

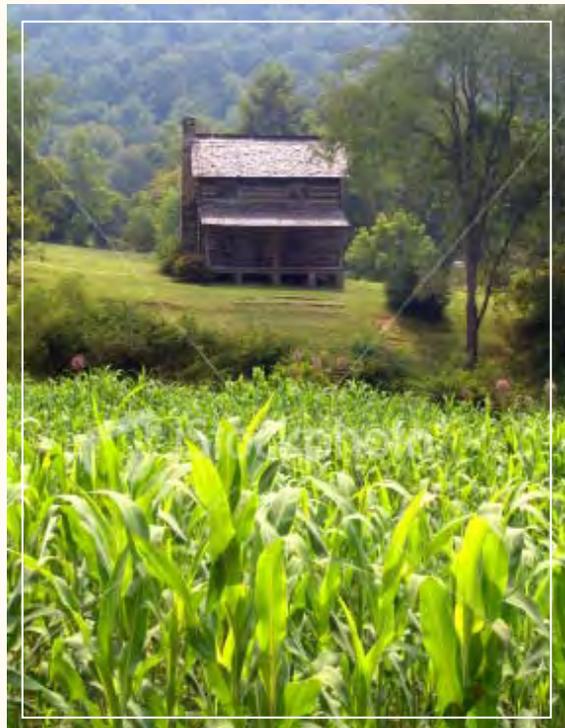
## Preparing for a Challenging Economy

### *Labor Market Information*

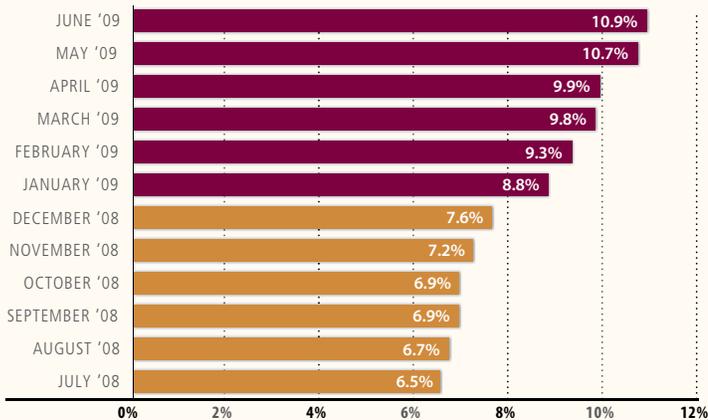
The 10.9 percent unemployment rate recorded in June 2009 is the highest since August 1983, when the unemployment rate reached 11.1 percent. Unemployment rates of 6.0 percent or higher have been recorded in Kentucky for the past 15 consecutive months.

### *Layoffs Take their Toll*

Between April 2008 and March 2009, there were 692 mass layoff events affecting 108,022 workers across all industries. This represented a surge of 343 more events than occurred during the same period a year earlier. This near doubling of mass layoff events reflects the economic downturn facing Kentucky. Likewise, the number of workers impacted climbed significantly from the 56,435 employees affected between April 2007 to March 2008.



## 2008 – 2009 Unemployment Rate



Source: Office of Employment and Training (Seasonally Adjusted)

### *American Recovery and Reinvestment Act*

On Feb. 17, 2009, President Obama signed the American Recovery and Reinvestment Act into law to address the daunting economic outlook. This unprecedented effort to jumpstart the nation's economy is intended to preserve and create jobs and address the challenges the country is facing in order to thrive in the 21<sup>st</sup> century.

Kentucky received \$44,615,045 in Recovery Act funding through the Workforce Investment Act. In addition, funding for reemployment efforts through the Wagner Peysner Act totaled \$5,146,036. The combined total of nearly \$50 million provided additional resources to address local and state workforce issues. With increased workforce funding, new and innovative employment and training services will allow Kentucky's workforce system to play a vital role in America's economic recovery.

The Commonwealth is spending the Recovery Act funding concurrently with regular formula funds to greatly increase the capacity of the workforce system



KENNY MERIDETH WAS THE MANAGER OF THE BOWLING GREEN SKATE CENTER FOR 27 YEARS WHEN THE BUSINESS WAS SOLD. KENNY WANTED TO USE HIS MANAGEMENT SKILLS IN LOGISTICS AND SHIPPING. BUILDING ON THREE YEARS OF FORMAL EDUCATION AT EASTERN KENTUCKY UNIVERSITY AND WESTERN KENTUCKY UNIVERSITY, KENNY FELT THAT EARNING HIS COMMERCIAL DRIVERS LICENSE (CDL) WOULD BE A NECESSARY TO SECURE A POSITION IN LOGISTICS.

KENNY CHOSE TRUCK AMERICA TRAINING IN SHEPHERDSVILLE, KY TO EARN HIS CDL. KENNY COMPLETED HIS TRAINING AND STARTED WORKING FOR THE COMMUNITY OF SOUTHERN KENTUCKY ACTION AS THEIR TRANSPORTATION COORDINATOR. HE IS NOW RESPONSIBLE FOR A FLEET OF 120 VEHICLES, 300 DRIVERS AND A BUDGET OF SEVERAL MILLION DOLLARS, SERVING 10 COUNTIES IN THE BARREREN RIVER AREA.



CUSTOM TOOL AND MANUFACTURING HAS MADE CONTRIBUTIONS TO THE HUGHES JONES HARRODSBURG AREA TECHNOLOGY CENTER'S WELDING PROGRAM, INCLUDING MATERIALS, SUPPLIES AND ASSISTANCE IN PURCHASING EQUIPMENT.

"WE HAVE GOTTEN A LOT MORE FROM THE SCHOOL THAN WE'VE GIVEN. I'VE NEVER GOTTEN ANYONE FROM THERE THAT WASN'T A HARD WORKER AND SUCCESSFUL. THEY (FORMER HJHATC STUDENTS) HAVE A VERY GOOD UNDERSTANDING OF THE PROCESS WHEN THEY COME HERE. EVERY BUSINESS THAT BENEFITS FROM CAREER AND TECHNICAL EDUCATION NEEDS TO SUPPORT IT."

**Rod Cunningham**  
Owner  
Custom Tool and Manufacturing

to serve workers in need. Local and state projects are being implemented to assist challenged workers by retooling their skills and reestablishing themselves in viable career pathways. The Summer Youth Employment Program was a great success. More than 6,000 young people went to work! Not only did they receive wages, but they also received valuable real world work experience.

"I AM A 15-YEAR EMPLOYEE OF EASTERN KENTUCKY UNIVERSITY (EKU) AND HAVE BEEN VISUALLY IMPAIRED FOR THE PAST EIGHT YEARS. THE UNIVERSITY HAS BEEN



VERY SUPPORTIVE BY PROVIDING ACCOMMODATIONS FOR ME. IN 2008, I ATTENDED A PRESENTATION WHERE OFFICE FOR THE BLIND ASSISTIVE TECHNOLOGY STAFF PRESENTED EQUIPMENT THAT IS AVAILABLE FOR THE VISUALLY IMPAIRED.

STAFF ASSISTED ME WITH FINDING THE PERFECT TECHNOLOGY AVAILABLE FOR MY OFFICE TO INCREASE MY PRODUCTIVITY. I WAS UNABLE TO DRIVE BECAUSE OF MY VISION BUT WAS ADVISED BY MY COUNSELOR THAT I MIGHT BE A CANDIDATE FOR THE BIOPTIC DRIVING PROGRAM. PARTIALLY FUNDED THROUGH WIA MONIES THIS PROGRAM GIVES INDEPENDENCE TO INDIVIDUALS WITH LOW VISION. IN 2009, I GOT MY DRIVER'S LICENSE BACK AND I REGAINED THE FREEDOM IN LIFE THAT MY BLINDNESS HAD TAKEN AWAY FROM ME FOR THE PAST EIGHT YEARS!

WORKING WITH THE OFFICE OF THE BLIND HAS CHANGED MY LIFE."

**Robin Sparks**  
Admissions Specialist  
Eastern Kentucky University

# *A challenging economy*

*is an opportunity to prepare Kentucky's workforce for the 21<sup>st</sup> century.*





DEMARIO MAXIE ENROLLED IN THE RIGHT CHOICE PROGRAM TO RECEIVE ASSISTANCE IN FINDING EMPLOYMENT IN ORDER TO PAY CHILD SUPPORT. HE PARTICIPATED IN JOB READINESS CLASSES OFFERED THROUGH THE KENTUCKY FARMWORKER'S PROGRAM WHERE HE LEARNED JOB SKILLS AND RECEIVED JOB REFERRALS. DEMARIO WAS REFERRED TO A POTENTIAL EMPLOYER AND WAS HIRED. HE HAS ACHIEVED HIS GOALS TO BECOME SELF-SUFFICIENT AND WORK IN A FACTORY ENVIRONMENT AND IS HAPPY TO BE WORKING!

## State Workforce Development System and Services

### *Education and Workforce Development Cabinet*

The cabinet's purpose is to help all Kentuckians excel in academics and life.

Lifelong learning through school, work and other training opportunities is a cornerstone philosophy of the cabinet as it supports the programs and work of its agencies.

- **Job Services** match available workers with employers who need their skills and experience. Work search and referrals may be conducted locally, statewide and nationally.
- **Unemployment Insurance** provides short term benefits for those who are unemployed through no fault of their own.

### *Kentucky Workforce Investment Board*

The 42-member Kentucky Workforce Investment Board (KWIB) serves as an advisory board to the governor on workforce training and development issues. The KWIB is charged with creating a statewide vision for workforce development and adopting a plan to move Kentucky forward through workforce training and development.



### *Department of Workforce Investment*

The Department of Workforce Investment connects Kentucky to employment, workforce information, education and training.

#### **Office of Employment and Training**

OET staff provides job services, unemployment insurance services, labor market information and training opportunities.

- **Labor Market Information** offers a wide range of statistical data on employment and wage patterns. It is available locally, statewide and nationally to businesses and job seekers.
- **Training Opportunities** are available through the Workforce Investment Act (WIA) for adults, dislocated workers and youth who meet certain eligibility criteria.

The American Recovery and Reinvestment Act was the major player at the Office of Employment and Training in Program Year 2008.

Kentucky received \$44,615,045 from the U. S. Department of Labor under ARRA to provide workforce services to the Commonwealth's citizens. As authorized under the recovery act, \$33,244,507 was awarded to Kentucky's 10 Local Workforce Investment Areas. The local Workforce Investment Boards provide workforce services and programs to communities in their areas.

Employment and training centers across the state received an unusually high volume of customers, in Program Year 2008 with unemployment rates the highest they had been since the early 1980's. As a result, sixty new employees joined the ranks of the Office of Employment and Training in July to help put jobless Kentuckians back to work.

The new employees are providing re-employment services at the centers, working with those who are currently receiving unemployment insurance benefits. They will service customers either directly, or through referrals, to help build skills so they can be re-employed. Current staff members will concentrate on processing unemployment insurance claims and benefits.

The federally funded, time limited positions will last through September 2010.



### **Kentucky Office of Vocational Rehabilitation**

The Kentucky Office of Vocational Rehabilitation (OVR) recognizes and respects the contribution of all individuals as a necessary and vital part of a productive society and helps Kentuckians with disabilities achieve suitable employment and independence.

Program Year 2008 brought major technical upgrades and major growth in Social Security reimbursements to the office.

The Carl D. Perkins Vocational Training Center (CDPVTC) used grant money to purchase the hardware and server capacity necessary to operate its own student computer network. Center dorm rooms were each wired with two Internet connections. All classrooms were provided with additional computer connections. A wireless router provides Internet access for consumers throughout the center's grounds.

For fiscal year 2008, a total of 989 Social Security recipients obtained employment after receiving services from the OVR. These successes helped make 2008 a banner year for Social Security reimbursements. Social Security reimbursed OVR for 185 claims totaling \$2,614,013.48. This surpassed last year's total by \$1 million.

Nearly 5,000 individuals with disabilities obtained or maintained employment after receiving services from the OVR in fiscal year 2008. The services allowed recipients to increase their earnings an average of \$275 per week or \$14,248 per year.



WITH HER DAUGHTER AT THE UNIVERSITY OF KENTUCKY AND HER SON AT KENTUCKY STATE UNIVERSITY, ANGEL FISH IS THRILLED THEY DIDN'T MAKE THE SAME MISTAKE SHE MADE DROPPING OUT OF HIGH SCHOOL THREE MONTHS SHY OF GRADUATING.

"I SHOULD NOT HAVE DONE THAT," SHE SAYS 26 YEARS LATER. "I COULD HAVE SAVED MYSELF FROM A LOT OF STRUGGLING IF I HAD STUCK WITH SCHOOL BACK THEN."

ANGEL WORKED AT KENTUCKY ELECTRIC STEEL FOR 15 YEARS UNTIL IT CLOSED IN 2002. SHE STARTED STUDYING FOR HER GED AT THE ASHLAND LEARNING CENTER WITH ASHLAND COMMUNITY AND TECHNICAL COLLEGE.

"I NEEDED A GED FOR A JOB," FISH SAYS, "BUT I REALLY WANTED TO GET MY GED TO MAKE ME FEEL GOOD INSIDE."

SHE'S NOW A FULL-TIME STUDENT STUDYING NURSING AT ASHLAND COMMUNITY AND TECHNICAL COLLEGE.

"I DIDN'T THINK I'D EVER BE IN COLLEGE. I'M GOING TO KEEP AT IT UNTIL I BECOME AN RN."

As a group, they increased their federal income tax payments by an estimated \$10.6 million, their state income tax payments by an estimated \$4.2 million, and their Social Security tax payments by an estimated \$10.8 million.

Of those who received services, 4,506 (91 percent) could report income from employment as their primary source of support at case closure. Only 23 percent said their employment was their primary income source when they applied for services.

A total of 1,306 consumers received equipment and services that allowed them to successfully prepare for, gain or maintain employment. Of that number, 118 received modifications to their personal vehicles and 107 additional individuals received driver evaluation and/or training, providing yet another step to successful employment.

### **Kentucky Office for the Blind**

Providing opportunities for employment and independence to individuals with visual disabilities is the mission of the Office for the Blind (OFB). It is this mission that guided the agency to provide quality services to 2,993 blind or visually impaired Kentuckians in 2008. Collaboration with local schools, employers and other community partners, such as the Office for Employment and Training, has allowed the OFB the unique ability to provide wrap-around services to its consumers.

Quality outcomes require specialized programs such as Independent Living, Older Blind, Vocational Rehabilitation, Charles McDowell Rehabilitation Center, Bioptic Driving, Business Enterprise and the Kentucky Assistive Technology Services Network. These programs give consumers the tools needed to meet their individual employment and independence goals.

- The Independent Living and Older Blind programs served 1,298.
- The deaf-blind program served 43 individuals.
- 64 vendors were served by business enterprises.

- 76 people were served through the accessible textbook program.
- 1,118 individuals worked toward a vocational year.
- 394 people were successfully employed.

**Office of Career and Technical Education**

It is KY Tech’s mission to develop a versatile individual by providing technical education and skills training in a safe environment. The KY Tech school system, which includes 54 area technology centers, has established the national standard for career and technical education.

In the past year, KY Tech has integrated activities to correspond with emerging green technologies and the need for better energy stewardship.

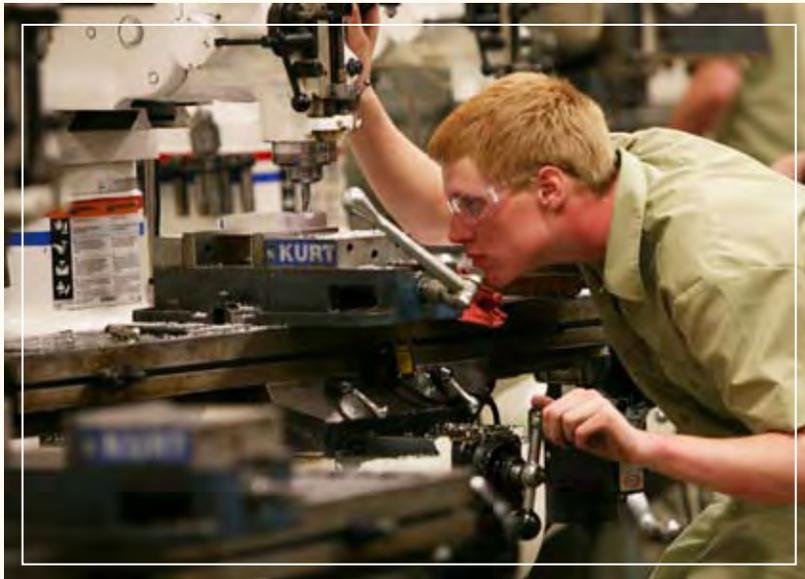
For example, the electrical technology program at Russell Area Technology Center has used a traditional course of study and introduced renewable energy projects into the curriculum. The program has not only provided a new learning environment for students, but has also created a wind turbine along with a solar-panel house that is connected to the school building and provides a direct energy supply to the facility. Students have also devised a small-scale bio-diesel fuel-producing unit that uses vegetable oil to provide fuel needs for one of the school district’s buses. The projects have brought state and national recognition to the students and instructors as well as spawning similar programs in other schools across Kentucky.

KY Tech has also participated in a weatherization project that reaches across multiple agencies. The project

provides much needed training for weatherization evaluators who will conduct energy audits on low-to-moderate income homes across the state. Working with Kentucky’s Finance and Administration Cabinet, the project’s goal is to make 10,000 homes 30 percent more energy efficient and lower modest income families’ utility bills.

Other system goals include developing the Kentucky Virtual Area Technology Center and supporting dual credit and articulation agreements with the Kentucky Community and Technical College System. KY Tech

serves more than 20,000 secondary students in 125 school districts.



***Council on Postsecondary Education***

**Adult Education**

The mission of Kentucky Adult Education (KYAE) is to raise the educational levels of more than one million Kentucky

adults with low literacy skills and to assist the nearly 786,000 adults who do not have a high school credential by helping them earn their GED®. KYAE’s goal is to help these adults gain the academic skills and credentials they need to function productively in the workplace, support themselves and their families and make positive contributions to society and the economy.

An example of KYAE’s efforts to raise the educational attainment of adults in the Commonwealth is the ongoing partnership with the McDonald’s of central and southeastern Kentucky to encourage GED® attainment, though an innovative in-store promotion funded by the restaurant owners.

This partnership reflects McDonald’s commitment to support the local communities they serve, according to Gist Heinrich, vice president of the McDonald’s of Central and Southeastern Kentucky cooperative. “We see firsthand the importance of education in our businesses, and know that KYAE’s efforts will have a far-reaching impact on communities throughout our Commonwealth.”

In fiscal year 2008–09:

- 1,618 Kentuckians earned a Kentucky Employability Certificate.
- There was a 28 percent increase in adult education students enrolled for 12 credit hours or more.
- There was a 21 percent increase in English as a Second Language enrollments.

For the Commonwealth to be competitive in regional, national and international economies, no Kentuckian can be left out of efforts to prepare a skilled workforce and to improve the quality of life in Kentucky. More adults need higher academic and literacy skills, more need GED diplomas and more GED graduates must transition to college.

### **Kentucky Community and Technical College System**

With its 16 colleges on 67 campuses, the Kentucky Community College and Technical System (KCTCS) is Kentucky’s primary provider of workforce education, delivering programs and services that address the full spectrum of needs faced by business and industry, as well as programs for individuals who want to upgrade their skills.

KCTCS is a results-oriented training provider, with a track record of success providing workforce solutions to more than 5,000 Kentucky companies annually. The system’s workforce division has a new name and look. The divisions have been reengineered to become more responsive to Kentucky’s businesses and industries.



Under a new name, Workforce Solutions, the program is already creating awareness among targeted industry partners. Additionally, a comprehensive branding initiative has been designed to bring cohesiveness to all workforce materials. No matter where one travels across the state, Workforce Solutions is now easily identified through branding standards and contains similar messaging, localized by each college.

KCTCS Workforce Solutions staff works to design training programs to meet the specific needs of companies and bring them directly to those facilities at convenient times. In addition, KCTCS colleges offer open enrollment classes for hundreds of topics to help

individuals and companies meet their workforce training goals. KCTCS is training Kentucky's workforce today for the jobs of tomorrow.

## *Cabinet for Economic Development*

### **Bluegrass State Skills Corporation**

The Bluegrass State Skills Corporation (BSSC) plays a significant role in keeping Kentucky businesses and industries competitive in the global economy by assisting them in providing the necessary training for their workforce.

Part of the Cabinet for Economic Development, the BSSC has built a strong reputation for meeting and exceeding industry needs for customized, flexible and industry-driven skills training. It achieves this by partnering with other employment and training organizations to tailor a comprehensive program of skills training services for new, expanding and existing companies.

The BSSC administers a grant-in-aid program and a tax credit program. In fiscal year 2008-09, the BSSC board of directors approved 229 grant-in-aid applications totaling \$7,901,707 for 215 companies and 7 training consortia to train 32,896 Kentucky resident employees. The board also gave preliminary approval to 47 tax credit applications totaling \$2,491,237 to train 10,959 Kentucky resident employees.



THROUGH A PROGRAM AT THE HUGHES JONES HARRODSBURG AREA TECHNOLOGY CENTER, STUDENTS ARE PREPARING TO FILL THE GROWING NEED FOR TRAINED HEALTH CARE PROFESSIONALS. THE ALLIED HEALTH PROGRAM PREPARES STUDENTS TO ENTER INTO A POSTSECONDARY LICENSED PRACTICAL NURSING PROGRAM COMPLETE WITH THE REQUIRED ENTRANCE QUALIFICATIONS AND DUAL CREDITS.

DURING THE FIRST YEAR OF THE PROGRAM, FOUR STUDENTS PARTICIPATED IN THE CO-OP PROGRAM OFFERED AT EPHRAIM MCDOWELL REGIONAL MEDICAL CENTER IN DANVILLE. ALL FOUR HAVE MOVED ON TO COLLEGE, MAJORING IN NURSING, WITH THREE OF THEM STILL WORKING AT THE MEDICAL CENTER.

"VOCATIONAL SCHOOL USED TO BE CONSIDERED A PLACE FOR STUDENTS WHO WEREN'T PLANNING ON GOING TO COLLEGE. IT'S NOT THAT WAY NOW."

**Molly Duncan**  
*Allied Health Student*



"I FIRST DEALT WITH THE OFFICE OF VOCATIONAL REHABILITATION AFTER MY ACCIDENT IN 1970. WHILE I WAS IN REHAB AT CARDINAL HILL, I MET MY FIRST COUNSELOR FROM THE OFFICE OF VOCATIONAL REHABILITATION. OVER THE YEARS, I'VE BEEN PROVIDED WITH TRANSPORTATION, TUITION ASSISTANCE, MEDICAL EQUIPMENT AND AN UNDERSTANDING EAR FROM SO MANY GOOD COUNSELORS. CURRENTLY, I'M WORKING ON A HOME MODIFICATION SO I CAN DO THE THINGS I NEED TO DO TO GET READY FOR WORK. THEY HELPED ME MAINTAIN EMPLOYMENT FOR 30 PLUS YEARS. THE STAFF HAS CHANGED, BUT THE DEDICATION AND UNDERSTANDING HAS REMAINED THE SAME."

**Tom Gravitt, MRC**  
Patient Representative  
Cardinal Hill Rehabilitation  
Hospital

## Creating a More Competitive Advantage

### *Driving Innovation*

Four years ago, two employees of Legacy Mold and Tool Inc. of Bardstown started classes to become journeyman toolmakers. This small tool and die and welding operation needed assistance in funding the tuition costs as an incentive for the employees to stay on track to complete the program. In May 2009, Jason Ballard and G.D. Fulkerson completed their last year of school through the Kentucky Machining Association in Louisville. They are now logging their work hours to receive their journeyman's card. The program makes these employees marketable in the tool and die industry and helps Legacy Mold and Tool provide high quality, efficient work for its customers.



### *Connecting Resources*

In an effort to provide their employees with better computer skills, Clark Material Handling contacted the Bluegrass WIA to find out about available assistance. Working in conjunction with Clark's staff, the WIA's Mobile Job Center manager arranged for Introduction to Computers, Word and Excel classes. The classes were taught on site in Clark's training room, and any Clark employee could participate.

### *Leveraging Strengths*

"Working with TENCO Workforce Investment Area has been a phenomenal experience. Each member of their team has gone above and beyond the normal during the analysis and implementation of our incumbent worker training program. Thanks to their training program, Fleming-Mason Energy is better positioned and staffed for today and more secure for the future. Fleming-Mason Energy would certainly recommend TENCO and their team of business services professionals to anyone as a valued community partner in our area."



**Kevin Carpenter**  
Fleming-Mason Energy Director of  
Community and Economic Development



### ***Positioning through Partnerships***

Six teens spent their summer employment through Eastern Kentucky Concentrated Employment Program’s (EKCEP) “Let’s Go 2 Work” initiative, giving the city a facelift by painting curbs, storefronts and light posts. These young people did so well that Brent Graden is trying to help them start their own painting company, called “Brushes with Greatness.”



“It just sounded like a great program—a great way to mentor young people and help out the community.”

**Brent Graden**  
*Economic Development Director  
 City of Prestonsburg*

### ***Delivering through Diversification***

As the complexity of nursing care increases, opportunities for licensed practical nursing (LPN) are shrinking and the need for registered nurses continues to rise. Two health care systems in Louisville turned to KentuckianaWorks to help both their hospitals and employees.

“Our employees are our greatest asset, helping them to grow to the next level of their careers is extremely important. With an acute shortage of nurses, we are able to give our LPNs the opportunity to become registered nurses.”

**Debra Rayman**  
*Director of Norton Healthcare  
 Workforce Development*



SONNY HOSKINS, AN IRAQ WAR VETERAN, HAD A DIFFICULT TIME FINDING EMPLOYMENT BEFORE HE ENROLLED IN EKCEP'S LET'S GO 2 WORK PROGRAM. NOW, WITH THIS EXPERIENCE, SONNY IS A POTENTIAL FULL-TIME EMPLOYEE OF EQT, ONE OF THE NATION'S LARGEST NATURAL GAS COMPANIES.

"SONNY IS ONE OF THE BEST HERE. HE IS ALWAYS WILLING TO LEARN, DOESN'T MATTER WHAT IT IS. EVEN IF IT ISN'T HIS JOB HE JUMPS IN TO HELP. HOPEFULLY MORE GOOD NEWS WILL FOLLOW. IT'S ALL IN THE DECISIONS YOU MAKE, WHETHER YOU MOVE FORWARD OR NOT."

**Kenneth Stepp**  
EQT

## State Initiatives

**Wired65** is a federally funded \$5 million initiative to build and sustain a united regional approach to workforce development that supports innovation, entrepreneurship and economic prosperity.



The project is focused on uniting an economic region that encompasses 26 counties – 19 in Kentucky and seven in Southern Indiana – along the I-65 corridor. This regional approach to workforce development brings together public and private stakeholders to ensure our talent is at the center of economic development, making the region more competitive in the global marketplace. Wired65 is funded by a \$5 million federal grant awarded to Kentucky in 2007 and is administered through the Lincoln Trail Workforce Investment Board (LTWIB).

Wired65 has provided funding opportunities for initiatives that address challenges that can make impact, demonstrate partnerships, and offer sustainability beyond the life of the grant. The Catalytic Fund will fund 10 local initiatives at levels of up to \$100,000 each. The Quantum Fund initiative will fund up to \$2.5 million for a project that will provide a transformational impact region-wide, offering a significant boost to workforce and economic development efforts.

The Fort Knox **Base Realignment and Closure (BRAC)** planning process continues

to evolve. The LTWIB is working with local, regional and state partners and stakeholders to address the workforce related issues of BRAC. The LTWIB has established a strong working relationship with the Civilian Personnel Advisory Center, Human Resources and Accessions Commands, training providers, one stop partners, local businesses and community leaders. Case management staff from the LTWIB and individuals from



each local workforce investment area in the Commonwealth have been trained to assist individuals with the federal hiring application process.

Developed projections of how the newly created job opportunities, including wages and benefits, will impact the regional economy include:

- Wages - more than \$302 million in new payroll from new direct jobs, spinoff jobs and construction
- It is estimated that for every two new jobs on post, one will be created off post
- A sustained 40 percent increase in state and local tax revenues
- From 2007-2012, the total projected state tax revenue generated from Fort Knox operations will exceed \$385 million. This represents an increase of more than \$96 million in new state tax revenue.
- The projected annual increase in state tax revenue is expected to be approximately \$25 million.

## Permanent Positions

Year	Military	Civilian	Contractor	Total	+Family
2005	8,472	3,569	3,844	15,885	21,674
2011	9,965	5,354	4,289	19,608	29,450

Estimated on post permanent position increase = 3,723

Estimated regional population increase (includes family) = 11,499

### *NEG Ice Storm*

The Education and Workforce Development Cabinet, administrative entity for the Workforce Investment Act received a National Emergency Disaster Grant (NEG) following the devastating ice storm of Jan. 27, 2009.

A total of 234 dislocated workers were employed to assist in cleanup efforts.

### *NEG Report – Project ICE*

The city of Marion was a worksite for the 2009 NEG through the West Kentucky Workforce Investment Board (WKWIB). This emergency grant funded Project ICE, which was designed to hire workers to assist municipalities and local government entities in western Kentucky as they cleaned up streets and public areas covered with fallen trees, limbs and debris as a result of the storm. The grant was vital because many communities had enormous clean-up work that could not be accomplished with funds only from FEMA.

In early March, Mark Bryant, Marion city administrator,



contacted the WKWIB requesting workers. Seven employees began working as early as March 9. Two of those workers were Brad Walton and Daniel Guffey. They each represent the typical unemployed citizen in

western Kentucky—Brad having been laid off due to the closing of a large industry and Daniel as a young adult who couldn't find work because he had no meaningful work experience.

Both Brad, 29, and his wife, along with 500 other employees, were laid off from a factory in the area that

manufactured brake parts. Although they both were able to draw unemployment, they found jobs scarce in this mostly agricultural community. They were worried about how they could keep up with their bills. Ultimately, his wife found a job with a nursing home and

will continue training in the medical field. But Brad was having difficulty until this opportunity presented itself. When the ad for the Project ICE job appeared in the newspaper, he responded immediately. He has enjoyed the work and the interaction with other city employees and ICE workers. He has taken classes for the required safety certification to work in the coal mining industry and also has interviewed at the Toyota plant in Princeton, Ind. He is optimistic about securing a permanent job in the near future and greatly appreciates the income he has received from this grant.



**AS AN EX-OFFENDER AND A SINGLE PARENT, CORTNI JONES FOUND IT DIFFICULT TO FIND AN EMPLOYER WILLING TO GIVE HER THE OPPORTUNITY TO PUT TO HER SKILLS TO USE. AFTER COMPLETING A JOB READINESS WORKSHOP THROUGH KENTUCKY WORKS, SHE WAS PREPARED TO ENTER THE WORKFORCE AND JUST NEEDED AN OPPORTUNITY.**

**“THE SUMMER WORKS PROGRAM IS AWESOME AND IT HAS ALLOWED ME TO OVERCOME THE BARRIERS THAT I HAD TO GETTING A JOB. I HAVE LEARNED SO MUCH AND AM VERY EXCITED ABOUT HAVING THIS EXPERIENCE TO ADD TO MY RESUME. IT WILL ALSO PROVIDE ME WITH AN EMPLOYER I CAN USE AS A REFERENCE FOR FUTURE EMPLOYMENT.”**

**Cortni Jones**  
*Daviess County*

Daniel is a 19-year-old who exhibits maturity and pragmatic ambition that is beyond what one would expect from a young person just embarking on adulthood. He prides himself on being a hard worker, modeling his father’s strong work ethic. Daniel spent much of his free time helping his father with a window cleaning business and working on a horse farm. His immediate goal was to secure a

job that would allow him to become self-sufficient and not have to live under his parents’ roof. The Project ICE job provided enough income for him to achieve that goal. His career goal is to learn a trade such as operating machinery, mechanics or welding. He plans to enter training in one of those fields at a technical college at the conclusion of the Project ICE job.



Sheila Clark, Director  
West Kentucky Workforce Investment Board  
300 Hammond Drive  
Hopkinsville, KY 42240

Dear Ms. Clark,

It is difficult for me to express my gratitude for the opportunity to participate as a Project Ice work site. Ballard County was left devastated by the winter ice storm; at times, it seemed as if we would never be able to accomplish the challenge we were given. In April, nine workers were assigned to the Ballard County Road Department to assist our county employees with ice storm cleanup. Since they arrived, they have concentrated on clearing the miles of county roads, clearing ditches and assisting some of our older residents with their cleanup. I appreciate Project ICE workers willingness to work in the difficult conditions they have encountered. They have volunteered to work overtime and completed whatever task we placed in their hands.

Thanks to Project ICE workers, we have accomplished cleanup goals once thought impossible. As the weeks have progressed, I can once again recognize the beautiful Ballard County landscape. It is my hope that this project will continue because we are still faced with tasks undone. Nature trails, public grounds and other areas still need cleanup. In October, we have a county festival featuring one of our nature trails that has been closed by the ice storm. We need our Project Ice workers to help us get the trail ready in time. Any help that you could provide to us in order to keep these workers would be greatly appreciated.

Sincerely,  
Vickie Viniard  
Ballard County Judge Executive

# *Looking to the Future*



THE FUTURE OF KENTUCKY'S WORKFORCE IS NO LONGER ROOTED SOLELY IN THE MANUFACTURING SECTOR, AS THOUSANDS OF MANUFACTURING JOBS HAVE EITHER BEEN MOVED OUT OF THE COUNTRY OR ELIMINATED ALTOGETHER. OPPORTUNITIES ABOUND TO IMPROVE THE EDUCATIONAL LEVEL AND SKILL SET OF THE WORKFORCE FOR THE JOBS OF THE FUTURE. THOSE FIELDS INCLUDE THE EMERGING ENERGY SECTOR, EDUCATION, GREEN JOBS, HEALTH CARE AND HIGH-TECH JOBS.

KENTUCKY HAS ONE OF THE MOST PROLIFIC WORKFORCES IN THE COUNTRY. DESPITE THE DOWNTURN IN THE NATION'S ECONOMY AND A RISE IN UNEMPLOYMENT, THE COMMONWEALTH IS APPLYING INNOVATION, CREATIVITY AND COLLABORATION TO PREPARE ITS WORKFORCE FOR THE FUTURE.



MAURICE MOORE PARTICIPATED IN THE LINCOLN TRAIL WIA'S YOUTH PROGRAM CALLED "YES I CAN". AS A PARTICIPANT IN THIS CAREER EXPLORATION PROGRAM HE WAS INVOLVED IN THE INFORMATION TECHNOLOGY TRACK. HE PASSED THE PROGRAM WITH FLYING COLORS, OBTAINING ALL CERTIFICATIONS. HE HAD BEEN AN OFFENDER OF THE LAW IN THE PAST, BUT AFTER THE "YES I CAN" PROGRAM HE DECIDED TO ENTER COLLEGE AND PURSUE A DEGREE IN ACCOUNTING. LAST SEMESTER, HE EARNED A 4.0 AND HIS CUMULATIVE GPA IS 3.636; NOT BAD FOR SOMEONE WHO WORKS FULL-TIME AT NIGHT AND ATTENDS SCHOOL DURING THE DAY. RECENTLY, MAURICE WAS CHOSEN TO BE A PART OF A NATIONAL IT CONFERENCE IN CALIFORNIA.

## Measuring Success in Difficult Economic Conditions

### WIA and Wagner-Peyser PY 2008 Performance

WIA	PY 2008 Negotiated Rate	PY 2008 Actual
<b>Adult Measures</b>		
Entered Employment Rate	83.5	86.7
Employment Retention Rate	86.0	91.7
Avg. Six Month Earnings	\$11,200	\$16,012
<b>Dislocated Worker</b>		
Entered Employment Rate	84.0	84.7
Employment Retention Rate	89.0	92.8
Avg. Six Month Earnings	\$13,200	\$13,497
<b>Youth</b>		
Placement in Employment or Education	65.0	72.3
Attainment of a Degree or Certificate	54.0	73.3
Literacy and Numeracy Gains	48.0	67
<b>Wagner-Peyser</b>		
Entered Employment Rate	69.0	66.0
Employment Retention Rate	82.0	80.0
Avg. Six Month Earnings	\$11,400	\$11,769

### Kentucky's 10 Local Workforce Investment Areas Performance Results

	Exceeded	Met	Failed
<b>Adult Measures</b>			
Entered Employment Rate	5	5	0
Employment Retention Rate	10	0	0
Avg. Six Month Earnings	10	0	0
<b>Dislocated Worker</b>			
Entered Employment Rate	5	5	0
Employment Retention Rate	7	3	0
Avg. Six Month Earnings	8	1	1
<b>Youth</b>			
Placement in Employment or Education	8	2	0
Attainment of a Degree or Certificate	9	0	1
Literacy and Numeracy Gains	8	0	2

## Cost of Program Activities Relative to Program Outcomes

July 1, 2008 - June 30, 2009					
	PY 2008 Expenditures	PY 2008 Customers Served	PY 2008 Exiters	PY 2008 Cost Per Customer Served	PY 2008 Cost Per Customer Exited
Adults	\$ 20,404,423	11,403*	3619	\$1,789	\$5,638
Dislocated Workers	\$ 9,089,558	5628	1479	\$1,615	\$6,146
Youth	\$ 12,150,067**	3847	1729	\$3,158	\$7,027

\*Does not include 177,452 Adult Self –Service Only

\*\*Does not include \$4,949,198.62 Recovery Act Summer Youth expenditures

As may be expected with a statewide economy facing a nearly 11 percent unemployment rate June 30, 2009, the number of dislocated workers served significantly increased. A total of 1,253 more dislocated workers were served in PY 2008 than in PY 2007. The amount of dislocated worker expenditures correlates to the rise in the number served, increasing from over \$7 million in 2007 to over \$9 million in PY 2008. Rapid Response services were provided to 143 employers, up 40 from PY 2007, and 13,078 workers, more than doubling the number served in the previous year. Additionally, training expenditures for dislocated workers qualifying for services under the Trade Act totaled over \$6.5 million.

Figures also indicate a considerable increase in Rapid Response expenditures, more than double the amount expended from PY 2007 (\$2,346,552) to PY 2008 (\$4,917,499). Not only have funds been used to serve the increased number of dislocated workers, but several of Kentucky's local workforce investment areas have tapped Rapid Response funds to initiate layoff aversion plans, which include incumbent worker training.

Since PY 2003, the adult program has experienced a higher number of adult customers each year. The

number of adults increased from 7,076 in PY 2007 to 11,403 in PY 2008, an increase of 4,327 more adults served. Similarly, the amount of funds expended in the adult program increased by more than \$2.3 million over PY 2007. Several local workforce investment areas took advantage of the waiver that allows the Commonwealth to transfer up to 100 percent of local area allocations between the WIA adult and dislocated worker programs. In PY 2008, local areas transferred over \$8 million from the dislocated worker program to meet the training needs of adult program participants. Although, as the financial statement indicates, the Rapid Response balance is significant, the daunting challenges of finding employment and providing training to Kentucky's declining workforce will continue to require significant funding. As the economy shows improvement and jobs of the future are more clearly defined, additional training, retooling, and skill upgrades will be required. Through Kentucky's many partnerships, the Commonwealth is well positioned to meet those training challenges.

Kentucky continues to provide exceptional services to the Commonwealth's low income youth who face barriers to employment. The number of youth served decreased slightly from PY 2007, however the number



**MELANIE BOYD'S HOME WAS DESTROYED BY A TORNADO IN 2005 AND THE FOLLOWING SPRING OF 2006 SHE WAS LAID OFF FROM HER JOB WHERE SHE HAD WORKED AS A PAYROLL CLERK. WITH THE HELP OF WORKFORCE INVESTMENT ACT FUNDING FOR DISLOCATED WORKERS, SHE PURSUED AN ASSOCIATE DEGREE IN BUSINESS TECHNOLOGY AT MADISONVILLE COMMUNITY COLLEGE. SHE COMPLETED HER DEGREE IN DECEMBER 2007, ATTENDED JOB EXPO 2008 AND FOUND A POSITION AS EMPLOYMENT SPECIALIST FOR TROVER HEALTH SYSTEM. AT JOB EXPO 2009, MELANIE WAS ON THE OTHER SIDE OF THE TABLE REPRESENTING TROVER, ASSISTING JOB SEEKERS IN THEIR QUEST FOR A GOOD JOB.**

of youth exiters increased. The above numbers stating the expenses and numbers served do not reflect the more than 6,000 disadvantaged youth served through the American Recovery Act Summer Youth Employment Program. As of June 30, 2009, nearly \$5 million had been expended to train and employ youth across the Commonwealth. Young people gained valuable work experience and employers received the much needed services these employees provided. Nearly all local workforce investment area American Recovery Act Youth funds will be expended by the end of the 2009 Summer Youth Employment Program.

Statewide Activity fund expenditures increased from just over \$5 million in PY 2007 to over \$7.3 million in PY 2008. The Commonwealth will be offering American Recovery Act grant awards to local workforce investment area partnerships in the areas of pre-apprenticeship programs and health care sector programs. The governor has awarded nearly all Recovery Act funds and formula-funded statewide reserve funds. The Recovery Act funds account for more than half of the balance remaining in the Statewide Activity funds.

The recently received Recovery Act funds contribute to the low percentage of expenditures, 46 percent. Based on the regular formula-funded resources, Kentucky's expenditure rate is nearly 64 percent. The Commonwealth and local workforce investment areas are committed to meeting the challenges ahead to turn the nation's economy around through innovative programs, providing the vital training services needed to compete in the 21st century economy.

## WIA Financial Statement Program Year 2008-2009

Operating Results	Available	Expended	Percentage Expended	Balance Remaining
<b>Total All Funds Sources</b>	<b>\$127,991,004.47</b>	<b>\$58,826,248.45</b>	<b>45.96%</b>	<b>\$69,164,756.02</b>
Current Year Funds	\$101,437,395.01	\$35,976,446.25	35.47%	\$65,460,948.76
Carry in Monies (Non-Additive) <sup>(1)</sup>	\$ 26,553,609.46	\$22,849,802.20	86.05%	\$ 3,703,807.26
<b>Adult Program Funds</b>	<b>\$ 28,098,870.83</b>	<b>\$13,761,997.15</b>	<b>48.98%</b>	<b>\$14,336,873.68</b>
Carry in Monies (Non-Additive)	\$ 6,695,249.50	\$ 6,642,425.72	99.21%	\$ 52,823.78
<b>Dislocated Worker Program Funds</b>	<b>\$ 19,209,858.72</b>	<b>\$ 6,217,987.87</b>	<b>32.37%</b>	<b>\$12,991,870.85</b>
Carry in Monies (Non-Additive)	\$ 2,881,757.83	\$ 2,871,570.00	99.65%	\$ 10,187.83
<b>Youth Program Funds</b>	<b>\$ 27,435,940.45</b>	<b>\$13,704,273.05</b>	<b>49.95%</b>	<b>\$13,731,667.40</b>
Carry in Monies (Non-Additive)	\$ 3,423,681.57	\$ 3,394,993.01	99.16%	\$ 28,688.56
Out of School Youth		\$10,022,753.98		
In School Youth		\$ 7,076,512.08		
Summer Employment Opportunities		\$ 5,645,790.75		
<b>Rapid Response Funds</b>	<b>\$ 11,477,115.75</b>	<b>\$ 389,417.08</b>	<b>3.39%</b>	<b>\$11,087,698.67</b>
Carry in Monies (Non-Additive)	\$ 5,723,927.17	\$ 4,528,082.45	79.11%	\$ 1,195,844.72
<b>Statewide Activity Funds</b>	<b>\$ 15,215,609.26</b>	<b>\$ 1,902,771.10</b>	<b>12.51%</b>	<b>\$13,312,838.16</b>
Carry in Monies (Non-Additive)	\$ 7,828,993.39	\$ 5,412,731.02	69.14%	\$ 2,416,262.37

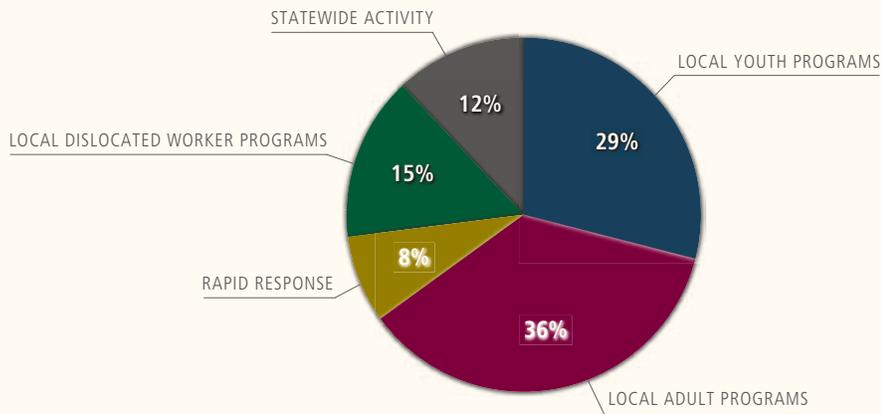
Cost Effectiveness	C/E Ratio
Overall, All Program Strategies*	\$ 6,100.00
Adult Program	\$ 5,638.00
Dislocated Worker Program	\$ 6,146.00
Youth Program*	\$ 7,027.00

Period of Availability on Balance Remaining:	
Through June 30, 2010 (PY 2007 Carry In)	\$ 3,703,807.26
Through June 30, 2011 (PY 2008 Funds)	\$65,460,948.76
<b>Balance Remaining</b>	<b>\$69,164,756.02</b>

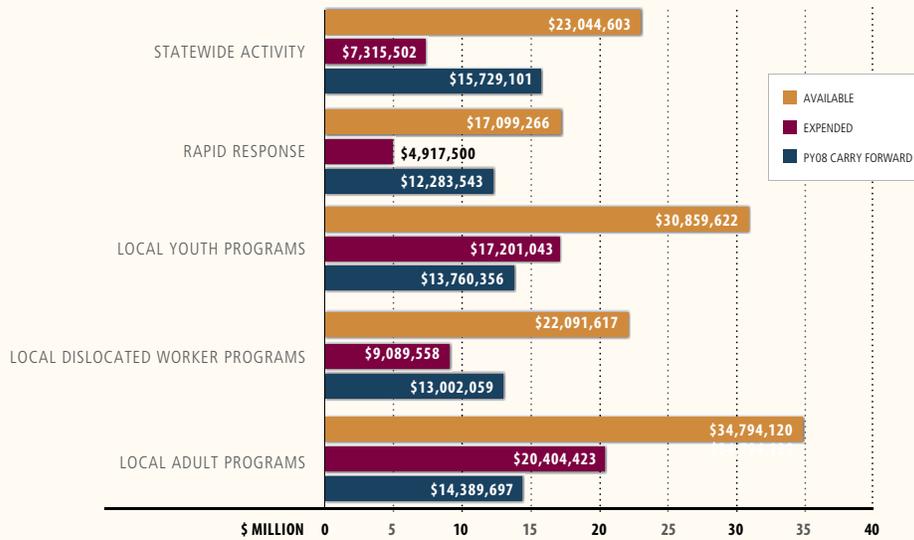
\*Does not include \$4,949,198.62 Recovery Act Summer Youth

American Recovery Act Breakout				
State 15%	\$ 6,692,256.75	\$	0.00%	\$ 6,692,256.75
Rapid Response	\$ 4,678,281.75	\$	0.00%	\$ 4,678,281.75
Local Adult	\$ 6,963,282.45	\$ 62,195.29	0.89%	\$ 6,901,087.16
Local Youth	\$ 15,053,347.85	\$ 4,949,198.62	32.88%	\$10,104,149.23
Local Dislocated Workers	\$ 11,227,876.20	\$ 528,937.63	4.71%	\$10,698,938.57
	<b>\$ 44,615,045.00</b>	<b>\$ 5,540,331.54</b>	<b>12.42%</b>	<b>\$39,074,713.46</b>

## Program Year 2008 Expenditures



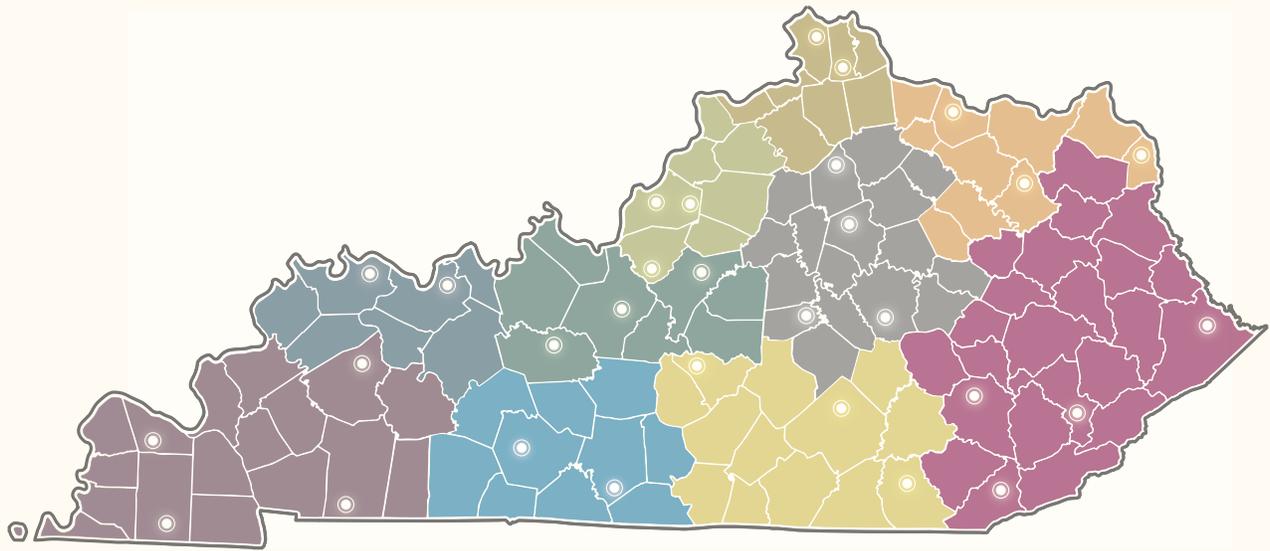
## Kentucky WIA Expenditure Summary



During PY 2008, the Commonwealth of Kentucky spent \$58,826,248.45 in WIA formula funds including stimulus funds. As represented in the chart at left, statewide activities constitute 12 percent (\$7,315,502.12) of the total expenditures. Rapid Response activities conducted at both the state and local level represent eight percent (\$4,917,499.53) of the total expenditures. Kentucky's LWIAs expended 80 percent (\$46,593,246.80) of the total.

Program Year 2008 Expenditures			
	Available	Expended	% Expended
Local Adult Programs	\$ 34,794,120.33	\$20,404,422.87	35%
Local Dislocated Worker Programs	\$ 22,091,616.55	\$ 9,089,557.87	15%
Local Youth Programs	\$ 30,859,622.02	\$17,099,266.06	29%
Rapid Response	\$ 17,201,042.92	\$ 4,917,499.53	8%
Statewide Activity	\$ 23,044,602.65	\$ 7,315,502.12	12%
<b>TOTALS</b>	<b>\$127,991,004.47</b>	<b>\$58,826,248.45</b>	

## Local Workforce Investment Areas



● One Stop Career Centers

### West Kentucky

**Counties:** Ballard, Calloway, Carlisle, Christian, Crittenden, Fulton, Graves, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, Muhlenburg, Todd, Trigg

**Sheila Clark, Director**

Local Workforce Investment Area  
300 Hammond Drive  
Hopkinsville, Kentucky 42240  
270-886-9484  
270-886-3211 (fax)  
Sheila.Clark@ky.gov

### EKCEP

**Counties:** Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe

**Jeff Whitehead, Director**

Local Workforce Investment Area  
941 North Main  
Hazard, Kentucky 41701  
606-436-5751  
606-436-5755 (fax)  
jwhitehead@ekcep.org

### Lincoln Trail

**Counties:** Breckinridge, Grayson, Hardin, LaRue, Marion, Meade, Nelson, Washington

**Sherry L. Johnson, Director**

Local Workforce Investment Area  
PO Box 604  
Elizabethtown, Kentucky 42702-0604  
270-769-2393  
270-769-2993 (fax)  
sherry@ltadd.org

### Cumberlands

**Counties:** Adair, Casey, Clinton, Cumberland, Green, Laurel, McCreary, Pulaski, Rockcastle, Russell, Taylor, Wayne, Whitley

**Darryl McGaha, Director**

Local Workforce Investment Area  
PO Box 1570  
Russell Springs, Kentucky 42642  
270-866-4200  
270-866-2044 (fax)  
darryl@lcadd.org

### Greater Louisville

**Counties:** Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble

**Michael Gritton, Director**

Local Workforce Investment Area  
410 West Chestnut Street, Suite 200  
Louisville, Kentucky 40202  
502-574-2500  
502-574-4288 (fax)  
Michael.Gritton@kentuckianaworks.org

### Green River

**Counties:** Daviess, Hancock, Henderson, McLean, Ohio, Union, Webster

**Tonya Logsdon, Director**

Local Workforce Investment Area  
3860 US Highway 60 West  
Owensboro, Kentucky 42301  
270-926-4433  
270-684-0714 (fax)  
tonyalogsdon@gradd.com

### Northern Kentucky

**Counties:** Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen, Pendleton

**Barbara Stewart, Director**

Local Workforce Investment Area  
22 Spiral Drive  
Florence, Kentucky 41022  
859-283-1885  
859-283-8176 (fax)  
Barbara.stewart@nkadd.org

### Barren River

**Counties:** Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, Warren

**Debbie McCarty, Director**

Local Workforce Investment Area  
PO Box 90005  
Bowling Green, Kentucky 42012-9005  
270-781-2381  
270-782-6141 (fax)  
debbie@bradd.org

### TENCO

**Counties:** Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, Rowan

**Denise Wietelmann, Director**

Local Workforce Investment Area  
201 Government Street, Suite 300  
Maysville, Kentucky 41056  
606-564-6894  
606-564-0955 (fax)  
dwietelmann@btadd.com

### Bluegrass

**Counties:** Anderson, Bourbon, Boyle, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jessamine, Lincoln, Madison, Mercer, Nicholas, Powell, Scott, Woodford

**George Leamon, Director**

Local Workforce Investment Area  
699 Perimeter Drive  
Lexington, Kentucky 40517  
859-269-8021  
859-269-7917 (fax)  
gleamon@bgadd.org

## Kentucky Waivers

**The U.S. Department of Labor allows states to request waivers to general statutory and regulatory authority to affect program improvement. Additionally, waivers provide flexibility to states and local areas and enhance their ability to improve the statewide workforce system. The Commonwealth requested and received the following waivers:**

### **Fund Transfer Authority**

Waiver allows local areas to transfer up to 100 percent of a program year allocation for adult employment and training activities and up to 100 percent of a program year allocation for dislocated worker employment and training activities between the two programs. The waiver provides local workforce investment boards the ability to better respond to changes in the economic environment and the local labor market. Resources are channeled to the population with the greatest need. With the increased trade-affected layoffs and closures in PY08, Kentucky was able to serve this population with trade dollars, which resulted in excess dislocated worker funds. The transfer authority allowed for the transfer, in some local areas, of 100 percent of dislocated workers funds to meet the growing demand of the adult population. The Transfer Authority waiver has empowered the local boards to be more responsive to the volatile economic climate. A little over \$8 million was expended in funds transferred from the Dislocated Worker program to conduct adult activities and training.

### **Incumbent Worker Training-Utilizing Local and Rapid Response Funds**

Kentucky has two waivers to provide incumbent worker training beyond the available Statewide Reserve funds. These waivers allow up to 10 percent of local adult and dislocated worker funding and up to 20 percent of rapid response funds to be expended on incumbent worker training activities. The waivers promote maximum investment of these funds as well as increased levels of service. Incumbent worker training provided with local or Rapid Response funds focus on employer and worker layoff aversion and competitiveness through skills upgrade training. This waiver has enhanced the state's efforts toward job retention and rapid re-employment as well as providing new job prospects for presently employed individuals.

With the increasing global competitiveness, it is imperative that businesses and industries have the most skilled and knowledgeable employees. With skill-upgrading, businesses may be able to remain viable and prevent layoffs and closures. Employers will have the human resources to remain competitive and, in some instances, expand. Upgrading the skills of incumbent workers has allowed them to quickly move into more specialized jobs within their industries, creating new job possibilities for the lower-skilled workforce to enter.

Measures and standards are being developed in the areas of post-training retention, promotion, and wage increase. Specific skill enhancements, productivity gains and layoff avoidance are also intended outcomes. The number of incumbent workers receiving training, as reported by the local areas, is 1,701 for a total of \$1,109,953.

### **Minimize the collection of participant data for incumbent worker training programs**

The waiver simplifies the process of serving businesses and incumbent workers and allows program outcomes to be captured without the burden of extensive collection of data not applicable to incumbent workers or incumbent worker training. Eliminating the requirement to capture information that does not impact program outcome, allows local areas to timely assist employers in averting layoffs and improving employer customer service.

### **Required 50 percent employer match for customized training**

The waiver eliminates the current 50 percent employer contribution requirement for customized training and substitutes a sliding-scale contribution based on size of employer. The waiver has afforded more customized training

opportunities for smaller businesses or businesses with smaller training budgets. Specific goals to be achieved are to: 1) Improve the ability of the Commonwealth to respond to changes in employer and industry needs; 2) Increase employer/board collaboration to address industry needs and worker training; 3) Allow the smaller employer to grow and expand; 4) Provide the employer with a trained workforce; and, 5) Provide greater flexibility in designing and implementing WIA programs. The number of participants receiving customized training, as reported by the local areas, is 50 for a total of \$16,293.

### **Replace the performance measures at WIA Section 136(b) with the common measures**

The waiver facilitates system integration and streamlines the reporting process across partner programs. It assists in achieving the goal of a fully integrated workforce system; provides clear and understandable information to stakeholders, improves service coordination and information sharing; simplifies and streamlines performance measurement systems; assists in the realignment of youth program designs to better implement the Department of Labor's Youth Vision—targeting out-of-school youth; and reduces labor intensive data collection. Outcomes include a more integrated case management system, improved customer service and operational effectiveness.

### **Utilize Individual Training Accounts (ITAs) for Older Youth program participants**

The waiver has allowed continued flexibility in utilizing youth funds to provide training services while retaining the limited adult funds to be used for adult training services. It has increased the efficiency and customer choice for older youth. The workforce system has a full array of services to offer older youth that can benefit them in decision-making processes, such as choosing a rewarding career, selecting a training provider and making smart financial decisions. Youth taking advantage of the ITAs totaled 686 participants.

### **Extend the period of initial eligibility for training providers on Kentucky's Eligible Training Provider List (ETPL)**

The waiver has allowed training providers to offer continuous, uninterrupted service to WIA customers. WIA customers continue to have the ability to choose their training providers and access training services in their local areas with the highest degree of informed customer choice possible. The primary goal of this waiver is to ensure that the increasing numbers of adults and dislocated workers have a system that can offer training options ensuring maximum customer choice. The number of providers on the Eligible Training Provider List is 868, allowing participants to choose the best possible program and provider to enhance skills and further their education and career goals.

### **Competitive selection of providers of youth activities under the Recovery Act and pertaining to summer youth employment opportunities**

The waiver allowed the Commonwealth to select as quickly as possible the service providers necessary to develop and implement summer youth employment opportunities for the summer of 2009. This was accomplished by expanding existing competitively-procured contracts and/or conduct an expedited, limited competition to select service providers. Several local areas took advantage of this waiver to implement successful summer youth employment programs.

### **Waive performance measures for youth who participate in work experience only under the Recovery Act and pertaining to summer youth employment opportunities outside of summer months**

Under this waiver, the Commonwealth is permitted to use the work readiness indicator as the only indicator of performance for youth, ages 18–24, who participate in work experience that occurs outside of the summer months (October 1, 2009 through March 31, 2010).



