



**Quarterly Board Meeting
Draft Minutes
March 16, 2023; 1:30 pm – 3:30pm**

IN PERSON OPTION – 319 Wapping Street, Frankfort (Paul Sawyer Public Library) OR VIRTUALLY FROM
<https://us06web.zoom.us/j/82526310743?pwd=WHIUyKZnRmZYaXlJaDJDYnRZWllrUT09>

Meeting ID: 825 2631 0743
 Passcode: 222497

1:31 pm Call to order

Kim Menke, Chair called the meeting to order and advise of meeting housekeeping notes. He asked Debbie Dennison, Deputy Executive Director, to call roll.

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke	B&I	X	Kim Humphrey	B&I	X
Amy Luttrell	WF	X	Johnny Collett	B&I	X
Heidi Margulis	B&I	X	Kevin Butt	B&I	X
Kevin Smith	B&I	X	Mayor Robert Blythe	Local	X
Lori Ulrich	B&I	X	Michael Buckentin (PROXY David Fusting)	B&I	X
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Kevin Nolan	B&I	X
Dianne Owen	WF	X	Secretary Jamie Link	partner	X
Dr. Aaron Thompson (Proxy Rick Smith)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery) Sarah Butler	partner	
Dr. Jason Glass (Proxy Beth Hargis)	partner	X	Secretary John Hicks	CORE	
Governor Andy Beshear (proxy Secretary John Hicks)	CORE		Senator Jimmy Higdon	Legislative	
Dr. Larry Ferguson, KCTCS	partner	X	Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	CORE		Suhas Kulkarni	B&I	
Jonathan Webb (PROXY Emily Wilson)	B&I	X	Bo Matthews (Proxy Justin Browning)	partner	
Judge Exec. Owen McNeill	Local	X	Tony Georges	B&I	X
Todd Dunn (Stephanie Collins)	WF	X	Karen Trial	B&I	X
Terry Sexton	WF		Beth Brinly	CORE	X

Others in attendance: Hilary Writt, Kristin Porter, Khalid Qazi, Tracy Lundergan, CART, Jessie Schook, Lisa Lamb, Tammy Hyde, Beth Engle, Kris Williams, Sherry Johnson, Sheila Clark, Denise Dials, Tom Thompson, Cindy C, Michelle Drake, Marty Hammons, Scott Secamiglio, Jaime Disney, Sophia Yager (NGA), Shelly Newman, Paulena Davis, Correy Eimer, Ashley Gibson, Jill Midkiff, Christopher Snyder, Shelley Goodwin, Benny Richardson, Tony Bohn, Sarah Ortkiese, Sam Flynn, Ashley Runyon, Regan

Satterwhite, Jenni Hampton, Michelle DeJohn, Buddy Hoskinson, Johnny Pittman, Kennina Porter, Amy Glasscock, Todd Blanton, Becky Miller, Naomi Sutton, Jeff Lee, Bill Sandell, Gene Childress, Sarah Puttoff, LaKisha Miller, Tom Sholar, Karla Tipton, Myra Wilson, Deputy Secretary Vickie Wise, Tony Bohn, Alisher Burikhanov, Elishah Taylor, Debbie Dennison

Approval of the Minutes 11/20/23

Kim Menke pointed to the pre-read packet and asked if there were any changes to the minutes. There were none. He asked for a motion to approve. **Scott Pierce** *provided motion* to approve the minutes. **Deputy Secretary Beth Brinly** seconded the motion. *Motion approved unanimously.*

Consent Agenda items

Kim Menke pointed to the consent items provided in the pre-read documents and asked if there were any that needed to be removed. There were none and he asked for a motion to approve. **Scott Pierce** *provided motion* to approve the consent agenda items. **Lori Ulrich**, Vice-Chair, KWIB seconded the motion to approve the consent agenda items. *Motion approved unanimously.* Consent agenda items included in the pre-read packet and approved included: One stops certifications (Bluegrass WDA Access Points); Career and Technical Education (CTE) Certification requests; Perkins Leadership Funds, and WIOA Policy updates.

Education & Labor Cabinet Updates

Beth Brinly, Deputy Secretary of the Education and Labor Cabinet (ELC) shared cabinet updates and introduced **Kennina Porter**, Director of Educational Programs within the ELC. Kennina provided updates on **Everybody Counts** that now has expanded from Jefferson to Franklin, Fayette, Scott, Jessamine and Shelby counties. Deputy Secretary Brinly shared Unemployment Insurance (UI) updates around the **WorkShare** program now being offered. She continued with updates around the state broadband development initiatives and shared that **Miguel Juanez** has joined the cabinet focused on Digital equity for all Kentuckians. They have been visiting cities across the Commonwealth holding **Broadband Listening Tours** to better understand needs for digital hardware.

Finally, Deputy Secretary Brinly shared the KWIB had successfully submitted the Department of Labor (DOL) Job Quality Academy application. While there is no money tied to this opportunity, it is competitive training cohort to ensure principles of quality jobs are used to promote talent attraction, recruitment, retention, and growth. Interestingly, DOL put out guidance to all state workforce boards, local boards, state workforce agencies, etc. on the importance of job quality for both jobseekers and businesses.

Discussion was had around the broadband initiatives and workforce focused statistics. Additional discussion was held around **statewide reserve** initiatives that have materialized and those that have not. Deputy Secretary Brinly reminded the board that statewide reserve funds were to promote new innovative initiatives and then to braid them into the existing workforce ecosystem for longevity.

Strategic Plan – Status Review:

Kim Menke shared that review and discussions around the north star of the KWIB has been happening. The [Strategic Plan link](#) was shared in the chat. Kim asked Alisher to share more about the work being done. Alisher shared the four goals of the *Strategic Plan* as Employer Engagement, Education Attainment, Workforce Participation and Resource Alignment.

He shared that the boards charge was to use the *Strategic Plan* as a guidepost for new and innovative ideas to increase participation within the workforce and to align partners of the workforce ecosystem. The meeting discussion for the day focused on *Workforce Participation* and meeting the objectives in partnership with core partners. Alisher asked the board to review and analyze what we are doing to meet those objectives and to build strategies of how to attain objectives not yet achieved. The location of the meeting was intentional being at the Paul Sawyer Public Library. The Kentucky Department of Libraries and Archives (KDLA) is within the ELC and is a partner in our workforce system.

Amy Luttrell, Chair of the Workforce Participation committee and CEO / President of Goodwill Industries of Kentucky shared that the committee has been working to identify barriers of populations that have a more difficult time entering and sustaining involvement in Kentucky's workforce. Greater alignment is needed. One recommendation might be to create a resource for all populations to remove barriers. Additionally, creation of building out skills at all levels of the workforce is needed, and not just for entry-level individuals.

She noted the work that has been identified and completed to date on the *benefit cliffs*. In the last couple of years, the committee urged the creation of the Kentucky Center for Statistics (KYSTATS) in partnership with the [National Center for Children in Poverty](#) (NCCP) creation of the *Family Resource Simulator*. The [Family Resource Simulator](#) illustrates the impact of "public assistance benefits"—such as earned income tax credits and childcare assistance—on the budget of a hypothetical family. It helps families identify where 'cliff effects' occur as their income increases, which has been noted as a barrier for entry into employment or pursuing promotions. She added that we are not yet aware of what the data is telling us and there is a current review, by Bank Street / NCCP, a third-party vendor, that should offer more information to us later this year. More information about the simulator can be found in [Frequently Asked Questions](#).

Additional barriers that continue to emerge as reasons individuals do not enter the workforce include housing, transportation and childcare. Geography is another factor for participation.

Deputy Secretary Brinly shared that at a recent Regional Southeast Training Association (SETA) Conference, Prince Georges County, MD shared they were creating a framework of 490 community partners to lift up resources and provide solutions for such barriers. She shared that solutions must come from a network of partners at the local and regional levels. **ACTION:** One recommendation might be for KYSTATS to review the rural communities in other states to see how they are addressing the workforce shortages in their areas.

Kevin Butt with Toyota, asked about the dynamic between the Kentucky Workforce Innovation Board (KWIB) and the Education and Workforce Collaborative (*Collaborative*) boards and Alisher shared that the KWIB, comprised of business and industry, labor partners, non-profit companies and other non-government organizations (NGOs) is the strategic arm of workforce and the *Collaborative*, comprised of state government and NGO partners work to identify and streamline processes. They further seek to identify gaps and build out new processes to fill those gaps.

Discussion was had around recent Unemployment Insurance (UI) changes. Additional discussion was had around how to communicate state and local resources that are in place for those struggling, or to lift up recommendations that could/should be made to make participation in the workforce an easier journey. The KWIB includes a Senator, Representative, Local Mayor and County Judge Executive as way of providing possible messaging and outreach. **ACTION:** possible working group on opportunities.

Public Libraries and their Role in Workforce Development

Hilary Writt, Workforce Consultant for the Kentucky Department of Library and Archives (KDLA), provided a brief presentation around the initiatives of the KDLA. KDLA collaborates with state and local agencies like Kentucky Adult Education, Kentucky Career Centers, the Kentucky Chamber of Commerce, Kentucky Educational Television, Local Workforce Development Boards, and RETAIN KY to disseminate information and resources to public library staff, which can then be shared with library customers. KDLA also facilitates conversations between staff at these state and local agencies and public library staff, deepening or strengthening the relationships between them.

Some brief examples of how these collaborations have benefitted Kentucky's workforce include:

- GED® Testing Center sites located at 6 public libraries in the state
- Public libraries serving as Kentucky Career Center Access Points, which can include Kentucky Career Center kiosks being placed in libraries, to allow job seekers greater access to KCC staff and resources
- Kentucky Adult Education staff partnering with libraries to host ESL classes within the library
- The Statewide Job Fair initiative: 27 libraries across the state are participating this year, including 3 high school libraries; KDLA has served as a bridge between the workforce collaborators (KY Chamber, KCC staff, Local Workforce Development Boards, etc.) that I have referenced and the libraries that are participating.

Services are determined at the local level by each public library. Many libraries also offer job seeker classes including résumé writing and access to professional development databases and resources like Kentucky Career Edge. Part of KDLA's mission is to "support and promote access to library services." It is through the collaborations with the workforce partners and by facilitating connections to workforce partners for public library staff that KDLA is supporting workforce development in the state. For more information, please contact Hilary Writt; hilary.writt@ky.gov

Education and Workforce Collaborative Board updates:

Deputy Secretary Brinly shared information about the most recent Collaborative meeting. She shared that the Collaborative is the board that can take clear goals created by the KWIB and seek appropriate action to create systemic change or enhancements within the workforce ecosystem.

Secretary Harvey of the Justice Cabinet has a vision to provide *Jobs on Day One* (JODO) to those who are incarcerated who want to be skilled and begin earning a livable wage upon existing incarceration. The Collaborative members and guests shared what their respective agencies or departments are currently doing in this environment. The working group that formed from the meeting is working to create a framework of best practices and recommendations that can be shared with local and county governments. For more information on the meeting, please visit our [website](#) for January 26, 2023 minutes and recording.

The next Collaborative board meeting will be held on April 20, 2023 and will focus on Work-based Learning (WBL) and understanding the ecosystem that exists. This workforce participation lane only works if business / employers are engaged. We will examine WBL models and challenges, create goals and work on solutions for better engagement. Information on listening virtually can be found on our [website](#).

New Business

Kim Menke shared that plans are being made to convene virtual and in-person conversations with the state and local board chairs in upcoming months. The first virtual meeting will be held in April to discuss challenges in each area, from the board chair perspective. A final meeting towards the end of the year, will be held that includes chairs and each executive committee of the state and local boards.

Lori Ulrich, Vice-Chair, KWIB and HR Director of Fleming-Mason Energy shared that the Work Ready Communities committee will be taking the next several months to visit business and industry in regional locations to identify what they need. By understanding what is needed, the program criteria can be refocused on the dynamic needs of communities since COVID and the changing workforce. Expected changes should be formed over the next 6-9 months.

Alisher Burikhanov shared plans for State plan compilation. KWIB staff is currently working with KYSTATS who will provide a workforce summary of the last two and four years which we hope to share in the May board meeting. Local visits to regional areas in Kentucky will take place over the next four to five months to identify WIOA challenges, and gaps. We hope to provide an update to the board in August on those visits. Using Human Center Design, we will identify and capture how customers are impacted with the services currently offered in the states career centers and hope to be able to share in the November meeting. Finally, a draft of the State Plan will be provided to the board in March 2024. Expected submittal to the DOL will be late March 2024.

Kim Menke thanked all for their joining, especially in-person and reinforced the importance of the workforce ecosystem working together. We must use the WIOA framework and build necessary pieces around it and bring resources to the table to fill any gaps.

3:13PM ADJOURNMENT

Kim asked to move to adjourn. Kim Humphrey seconded the motion to adjourn.

1:30 – 3:30 pm EST

1:00 pm EST Pre-Meeting Networking

Hybrid meeting – in-person 319 Wapping St, Frankfort, KY 40601 (**please RSVP** Debbie.Dennison@ky.gov) or Zoom LOG

IN INFO:

<https://us06web.zoom.us/j/85617232553?pwd=eGc3THVmSEnvZ0QxSHgzRWplZWV6d09>

Password: qPREH4 Telephone: 8888227517 (US Toll Free) / Conference code: 671120

- 1:30 CALL MEETING TO ORDER**
Welcome / Housekeeping.....*Kim Menke, CHAIR, KWIB
Toyota Manufacturing*
- 1:35 Roll Call**.....*Debbie Dennison, Deputy Executive Director, KWIB*
- 1:40 Approval of the Minutes (Voting Required)***Kim Menke*
- 1:45 Consent Agenda (Voting Required)**.....*Kim Menke*
One Stop Certification – Bluegrass area approvals
Career and Technical Education (CTE) Certification application approvals
Perkins Leadership Funds – Approval of Funding
WIOA Policy Updates – Approval of policy updates
- 1:55 Education & Labor Cabinet Updates:**
Everybody Counts; Workshare; Broadband Initiatives in Kentucky; Job Quality Academy.....*Education & Labor Cabinet*
- 2:15 Strategic Plan – Status Review:**
Recentering on the KWIB North Star..... *Kim Menke*
Goal #3 Discussion: Workforce Participation..... *Kim Menke*
- 2:35 Public Libraries and the Role in Workforce Development**..... *Hilary Witt, Workforce and Adult Services Consultant
Kentucky Department of Libraries and Archives (KDLA)*
- 2:40 Education & Workforce Board Collaborative Update:**
Jobs on Day One Initiative.....*Beth Brinly, Deputy Secretary
Education and Labor Cabinet (ELC)*
Work-Based Learning Ecosystem..... *Deputy Secretary Beth Brinly*
- 3:00 New Business**
Workforce Board Chair Roundtable & Statewide Workforce Executive Committee Annual Meeting..... *Kim Menke*
Work Ready Communities Revamp..... *Lori Ulrich, Vice-Chair, KWIB
Fleming-Mason Energy*
State Plan Timeline, Information, & Board Involvement..... *Alisher Burikhanov, Executive Director, KWIB*
- 3:25 Closing Comments**..... *Kim Menke, Chair, KWIB*
- 3:30 ADJOURNMENT**



Kentucky Workforce Innovation Board (KWIB) Quarterly Meeting March 16, 2023, 1:30-3:30 pm EST

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Bluegrass Workforce Development Area is requesting the certification of Access Points for the following locations: Anderson, Mercer, Powell, Bourbon, Nicholas, Estill, Clark, Franklin, Garrard, and Lincoln counties. WIOA outlines the criteria for Access Points as:

Evaluations of physical and programmatic accessibility: must include how well the Kentucky Career Center (KCC) ensures equal opportunity for individuals with disabilities to benefit from KCC services.

Evaluations of effectiveness examine the extent to which the KCC integrates available services and meets the needs of local employers and job seekers.

Continuous improvement requires the KCC network to collect, analyze, and use multiple data resources including the negotiated levels of performance from its performance measures.

Strategic Planning/Innovation must outline the Centers’ goals & any successful innovations created

Career & Technical Education (CTE) Industry Certifications.....	12
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*In 2021, a dynamic certification review process was implemented. In the last quarter, nineteen (19) total requests were received. Thirteen (13) applications were approved by the CTE Business Education Alignment Team (BEAT) and moved for approval, to the KWIB, by the Education attainment and Employer Engagement committee. **The list includes the following for board approval:***

- *Microsoft Power BI*
- *Electrical Alliance Interim credential (Interim Credential-Standardized First Year Curriculum for IBEW/NECA Apprenticeship)*
- *NOCTI JROTC Leadership and Employability Skills Credential*

- AHA Basic Life Support
- Stop the Bleed
- NFPA 2400 Standard for Small Unmanned Aircraft Systems (sUAS) Used for Public Safety Operations
- National Certified Protection Officer Certification (CPO)
- N.E.C.I 9-1-1: National Basic 9-1-1 Dispatch Certification
- National Law Enforcement Certification (NLEC: IADLEST Endorsed)
- Remove the following as standalone exam option: FEMA IS-100, IS-200, IS-700, IS-800. Will become part of stacked list above for LE Services and to add OSHA 10 as part of the stack credential.
- Begin phaseout/deprecations of NOCTI Criminal Justice Advanced.
- NCCER for Welding
- AWS 2F (Welding)

Perkins Leadership Funds14

The Carl D. Perkins Vocational and Technical Education Act was first authorized by the [federal government](#) in 1984 and reauthorized in 2018. The Perkins Act provides almost \$1.3 billion in federal support for career and technical education programs in all 50 States, including support for integrated career pathway programs. The Kentucky Board of Education (KBE) has delegated to the Kentucky Workforce Innovation Board (KWIB) the state leadership activities referred to in 20 U.S.C. sec. 2344 to be conducted in accordance with the Strengthening Career and Technical Education for the 21st Century Act required and permissible uses of funds specified in the and subsequent amendments thereto. The maximum amount of funds allowed by 20 U.S.C. sec. 2322 (a) (2) are reserved and made available for state leadership activities.

List of grantee and amounts requested for FY22-23 include:

Grantee	Amount Awarded 21-22	Amount Requested 22-23
OCTEST		
PD	\$ 125,000.00	\$ 160,000.00
Technical Assistance	\$ 25,000.00	\$ 47,000.00
Career Programs & Pathways	\$ 445,945.00	\$ 486,500.00
OSHA	\$ 42,500.00	\$ 36,100.00
Non-Traditional Camps	\$ 60,000.00	\$ 60,000.00
KCTCS	\$ 429,850.00	\$ 429,850.00
Adult Ed	\$ 112,880.00	\$ 65,000.00
Corrections	\$ 72,000.00	\$ 72,000.00
DJJ	\$ 14,810.00	\$ 16,760.00
KSB	\$ 7,278.00	\$ 2,640.00
KSD	\$ 40,000.00	\$ 30,595.00
EKU PD	\$ 6,750.00	
WKU PD	\$ 10,500.00	\$ 12,000.00
Morehead PD	\$ 4,500.00	
Murray PD	\$ 9,000.00	\$ 9,000.00
UK PD	\$ 3,000.00	\$ 6,000.00
NIT	\$ 402,500.00	\$ 464,000.00
NTI Curriculum	\$ -	\$ 67,500.00
U of L	\$ 54,793.00	\$ 53,815.00
U of L	\$ 20,000.00	
TOTAL	\$ 1,886,306.00	\$ 2,018,760.00

WIOA Policy Updates.....16

The following WIOA policies were created in response to suggestions by the Department of Labor (DOL). The following have been circulated, revised in light of feedback, and recirculated to the local area directors for any additional feedback. No additional comments were received, and the policies below are ready to be tendered to the KWIB for review and approval.

22-004	Allowable Costs	Edits to the Allowable Costs policy include formatting, policy number change, change DWI to DWD, remove reference to American Job Center, include exceptions to Buy American Act, add clarifying examples.
22-005	Common Exit form WIOA Partner Programs	Revisions included change “the case worker should do a follow up call in 5 days” to “the case worker should do a follow up call in 10 days”; change policy number.
22-006	Title I Formula Allocation Methodology	Revisions included change policy number and formatting.
22-007	Trade Reconciliation Policy	Revisions included change policy number, formatting, general clean-up of language.
22-008	Veterans Referral Process	Revisions included change policy number, formatting, change American Job Center to Kentucky Career Center.
22-009	Financial Reporting	Revisions included change policy number, formatting, remove DWI reference.
Guidance	Std Operating Procedures for Veterans State Grant (JVSG)	No revisions

For a complete list of Policies, please visit our [KWIB site](#)

Updates From Education & Labor Cabinet (ELC)

Everybody Counts.....17

Provides graduating high school seniors from participating Kentucky school districts guaranteed job opportunities with business partners as well as postsecondary resources and support.

Unemployment Insurance Workshare Information18

Effective Jan. 1, 2023, businesses can avoid layoffs during a financial downturn by temporarily using unemployment benefits to supplement pay for employees whose hours have been reduced by 10% to 40%.

Broadband Initiatives in Kentucky.....19

Through the collaboration of Education and Labor Cabinet and the Office of Broadband Development, a six-week “The Better Internet Listening Tour” is designed to gather stakeholder input and meet planning requirements for the federal Broadband Equity, Access and Deployment (BEAD) program as Kentucky develops a state high-speed internet plan and the Digital Equity Act (DEA) state plan.

Job Quality Academy.....20

Kentucky is pursuing the Department of Labor’s Job Quality Academy with a focus on the manufacturing industry. This competitive academy will provide actionable tools to incorporate quality job principles in programming, policy, business support through recruitment and retention. The principles consist of

equitable recruitment, DEI, organizational culture, skills development, working conditions, employee empowerment, benefits, and sustainable wages.

KWIB Discussion: Strategic Plan

Goal #3: Workforce Participation.....21

The Kentucky Workforce Strategic Plan outlines four major goals: (1) Employer Engagement, (2) Education Attainment, (3) Workforce Participation, and (4) Resource Alignment. Achieving progress in these areas allows Kentucky to move towards a stronger workforce system that meets the needs of both business and career-seekers. The KWIB intends to take a pulse on the goals and objectives laid out each quarterly meeting starting with the most pressing one: Workforce Participation.

Discussion / Action: *Review the Workforce Participation Strategic Objectives, Identified Progress Indicators, and the current pulse on achieving these measures in the Comments and Next Action section. Provide suggestions on whether these objectives and indicators are meeting the needs of workforce development and are the recommended actions suitable for achieving success.*

Information from Meeting Host: Public Libraries

Kentucky Department of Libraries and Archives.....24

Kentucky public libraries have served as a trusted partner in workforce development for many decades in providing basic job skills training (computer/digital literacy) to serving as recognized WIOA Access Points and hosting job fairs.

In the new age of finding and serving Kentucky talent through different mechanisms, how can a public library, a trusted community institution, be a force multiplier in the workforce development system?

Education & Workforce Collaborative Board Information

Jobs on Day One Initiative.....25

Through the energy behind the first Collaborative meeting of 2023 focused on the justice-involved talent pool, the Justice & Public Safety Cabinet Secretary Harvey challenged the workforce system to create a framework for ensuring individuals leaving incarceration (13,000 Kentuckians annually) have a career on day one. This concept turned into a framework that includes a multi-pronged approach to pre-release, landing employment, and post-release wrap-around support.

Work-Based Learning (WBL) Ecosystem.....26

The business/employer is the anchor of any work-based learning model, as the on-the-job learning is at the center of the model.

Discussion / Action: *KWIB members that are involved in any WBL component of the ecosystem are asked to share their model to be included in the Collaborative packet. Information on successes and/or challenges, advice/feedback, and examples that need to be highlighted are all of interest to the Collaborative discussion.*

New Business KWIB Discussion

Kentucky Workforce Board Chair Roundtable Invite Letter.....27

To strengthen dialogue between local chairs and state workforce board, KWIB Chairman Menke has invited the Local Workforce Innovation Board Chairs for a quarterly dialogue focused on local challenges and opportunities through a business-to-business, chair-to-chair conversation. The last meeting of the year is suggested to be an in-person gathering of local and state board Executive Committee members to review 2023 and plan for 2024.

Work Ready Communities Revamp.....28

Work Ready Communities (WRC) is undergoing a phase of modernization to meet the current needs of the communities in showcasing their workforce preparedness and readiness. Over the next 9 months, WRC will conduct focus groups with economic development groups and employers, followed by local listening sessions with communities to reimagine WRC in the modern economy.

WIOA State Plan Timeline, Information, & Board Involvement.....30

*Every four years, states and territories are required to submit their Workforce Innovation and Opportunity Act (WIOA) State Plan. These WIOA State Plans outline what states or territories is doing to help Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. The Kentucky 2024 WIOA State Plan will outline both strategic and operational planning elements, the **KWIB is asked to provide strategic direction and input** throughout the plan formation period (March 2023 – March 2024).*

Appendix.....33

Digital Wallet / Learner and Employment Records (LER) Information 34

KWIB Committee & Workgroup Framework 35

Outline of the objectives and framework for each committee connected to the four Kentucky Strategic Plan goals: employer engagement, education attainment, workforce participation, & resource alignment.

Council on Post-secondary Education (CPE) Youth Summer Programs 46

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Support Letters 48

- *Opioid Abatement Grant (expansion of Reentry Division of the Cumberland Workforce Board):
Cumberland Workforce Development Board*
- *DOL Nursing Expansion Grant Program (nursing instructors and educators expansion): Kentucky
Community & Technical College System*
- *DOL Nursing Expansion Grant Program Track 2 (Appalachian nursing occupation expansion):
University of Kentucky*

IN PERSON OPTION – 500 MERO STREET; 4TH FLOOR FRANKFORT KY OR VIRTUALLY FROM

Join from PC, Mac, Linux, iOS or Android:

<https://us06web.zoom.us/j/85617232553?pwd=eGc3THVmSEnvZ0QxSHgzRWplZWR6dz09>

Password: qPREH4

1:32 pm Call to order

Kim Menke, Chair called the meeting to order and advise of meeting housekeeping notes. He asked Debbie Dennison, Deputy Executive Director to call roll.

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke	B&I	X	Kim Humphrey	B&I	X
Amy Luttrell	WF	X	Lynn Parrish	B&I	X
Heidi Margulis	B&I	X	Kevin Butt	B&I	X
Kevin Smith (Lisa Banner)	B&I	X	Mayor Robert Blythe	Local	X
Lori Ulrich	B&I	X	Michael Buckentin (PROXY Megan Watkins)	B&I	
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson (Sara Tracy proxy)	B&I	X	Keith Sparks	B&I	X
Jimmy Staton	B&I	X	Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Louisville Urban League (Proxy Lisa Thompson)	WF	X
Dianne Owen	WF	X	Secretary Jamie Link (Proxy Dr. Kish Cumi Price)	partner	X
Dr. Aaron Thompson (PROXY) – Rick Smith (2:09)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery) Sarah Butler	partner	X
Dr. Jason Glass (Tom Thompson proxy to Beth Hargis proxy)	partner	X	Secretary John Hicks	CORE	X
Governor Andy Beshear (proxy Secretary John Hicks)	CORE	X	Senator Jimmy Higdon	Legislative	X
Dr. Paul Czarapata , KCTCS	partner	X	Sharon Price (Proxy James Cole)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni	B&I	X
Jonathan Webb (PROXY Amy Samples) Christy	B&I	X	Bo Matthews (Proxy Justin Browning)	partner	X
Judge Exec. Micheal Hale	Local	X	Tony Georges	B&I	
Todd Dunn (Steven Collins)	WF	X	Karen Trial	B&I	X
Terry Sexton	WF		Beth Brinley	CORE	X

Others in attendance: Carrie Banahan, Sheila Clark, Alicia Crouch, Amy Neal, Captioner Tracy, Christopher Snyder, Correy Eimer, Dianne Owen, Emily KYERN, Felicia Harper, Franchella Farris, Gene Childress, Ginny Reeves, Hernando Flowers Barton, Hillary Writt, Holly Neal, Honor Barker, Jenni Hamilton, Johnny Pittman, Justin Suttle, Karen Miller, Kaya McAfee, Kim Brannock, Keith Sparks, Kim Humphrey, Kristi Putnam, Karla Tipton, Lisa Thompson, M. Lynn Parrish, Matt Berry, Michael Gritton, Naomi Sutton, Elodie Dickinson, Jason

Hutchinson, Regan Satterwhite, Rosalind Harvey, Ryan Holmes, Sam Flynn, Scott U'Sellis, Sharon Price, Sherry Johnson, Stephanie Collins, Teresa Montgomery, Terry Sexton, Tom Thompson, Tonia Prewitt, Treeves, WIOA iPad, Alisher Burikhanov, Sara Jagers and Debbie Dennison

Cabinet and administration Updates

Deputy Secretary Banahan shared updates from the Cabinet for Health and Family Services (CHFS) including the collaboration effort with the Education and Labor Cabinet (ELC) on a vendor who will analyze the ramifications of benefit cliffs that exist today and how the state might make changes going forward; she also shared the logistical work being done in a collaborative effort with ELC on HB 7 Section 14.

Sarah Butler, Deputy Commissioner Cabinet for Economic Development (CED) shared updates.

Beth Brinly, Deputy Secretary of the Education and Labor Cabinet (ELC) introduced herself and mentioned she was happy to be back in Kentucky. She looks forward to working in partnership with the other cabinets and the board to streamline and remove duplicities within the workforce system. She shared a recent NGA summit and asked the KWIB staff to share the PowerPoint information with the board post meeting. She shared that LinkedIn was launched as the new employer exchange tool in October. She welcomed Alisher Burikhanov, newly appointed Executive Director to the KWIB.

Statement from the Chair

Kim Menke, Chair shared his appreciation to have **Deputy Secretary Brinly** with the cabinet. He is excited to work with **Alisher Burikhanov** as we move forward to address challenges in the workforce. Mr. Menke also shared a new endeavor at the quarterly meetings to lift best practices of the ten (10) local workforce development areas initiatives at each meeting. He encouraged in-person attendance to magnify networking opportunities.

Local Workforce Development Area Director Share

Michael Gritton, Executive Director presented some of KentuckianaWorks best practices. Gave a brief overview of what KentuckianaWorks and what he does. He also gave an update on KentuckianaWorks and their partners. **Kim Menke, Chair**, asked if anyone had any questions for Michael. Amy Luttrell and Suhas Kulkarni shared congratulations for the work happening in KentuckianaWorks and for the braiding of funding the development area is doing. *Please view the full PowerPoint presentation on the KWIB site Schedule of Meetings for the November 10, 2022, board meeting.* **Kim Menke, Chair** moved the conversation to Jackie with Lincoln Trail.

Jackie Masterson, Employment & Training Specialist went over her PowerPoint about the Nursing Assistant Extern Program. This is a project to help with the certified nursing assistant shortage. Jackie is going to share the PowerPoint since the presentation did not load. Jackie gave an update on where the program is currently since launching in April 2022. *Please view the full PowerPoint presentation on the KWIB site Schedule of Meetings for the November 10, 2022, board meeting.* **Kim Menke, Chair**, opened the floor to questions and thanked Jackie for presenting.

Kim Menke, Chair recognized **Alisher Burikhanov, Executive Director, KWIB**, to speak. Alisher thanked the board for the position. He explained his background and his goals for KWIB and the partnerships. Kim Menke, Chair, welcomed Alisher Burikhanov and stated that he has enjoyed his time working with him already.

Kim moved Consent Agenda items as follows:

- Minutes of August 18, 2022, Meeting –previous minutes were included in the pre-read materials for the meeting; Lori indicated that at the August 18th quarterly, she had been listed as present but the box next to her name had not be checked. Requested change be made.
- One-Stop Certification Recommendations
- Work Ready Community Recommendations

- CTE Recommendations
- Annual Narrative DRAFT

Kim Menke, Chair opened the floor to any questions or comment the consent agenda. Lori Ulrich commented and stated that the minutes show she was present but was not identified as being so in the minutes. Also, she would like to note she will be abstaining from this vote as a member of TENCO (they are up for certification today). Kim Menke, Chair stated that he noted that Lori Ulrich commented and stated that they were present at the last meeting, and it is not reflected as such. Kim Menke, Chair recalls that and made that note as well. Kevin Smith ***motioned*** to accept the consent agenda. Scott Pierce ***seconded the motion***. Motion carried.

Kim Menke, Chair congratulated South Central and, TENCO areas with their recertification of comprehensive and affiliate career center locations, and Western Kentucky with two comprehensive center recertifications. He congratulated Trent Co with a Work Ready Community certification.

Data/Metrics Update

Matt Berry, Resource Director at KY STATS, provided an update on work supports. Update on two regular reports. One is the [Work Ready Communities](#). This has been updated and the subcommittees now have access to these updates. Second is the [Career and Technical Education Employer Connection](#) tool. This tool is intended for the employer to be able to search by zip code a career and identify what schools have a program for the career selected and provide a contact number for the program. **KY STATS would like to sit down with KWIB members to reassess the metrics.** Websites currently being updated: [Workforce Overview \(WORKR\)](#) Additionally, KYSTATS is further reviewing Sector Strategy and top occupations and wages in the Commonwealth.

Kim Menke, Chair asked Matt Berry for links to be placed in chat. He also opened the floor for questioned and thanked him for the update. Kim moved to the next section of the agenda, Work Ready Communities and gave the floor to **Lori Ulrich, Vice Chair KWIB, Committee Chair**.

Work Ready Communities

Lori Ulrich, Vice Chair KWIB, Committee Chair, the committee met on October 28, 2022. They had one application from Trent County, and they recommended them for Work Ready Certification. They set a meeting for December 2nd to go over the metrics of the program for 2023. She announced that Dr. Temika Yeast has joined their committee. They have several counties that will be coming up for renewal in 2023. She then passed the floor back to Kim Menke, Chair. He opened the floor to questions and thanked Lori for speaking.

Workforce Participation and Sustainability Committee

Amy Luttrell, Committee Chair, the committee has taken a pause due to transition. They have asked the staff to work on some of the initiatives. Statewide Reserve Funding was received to analyze the Benefit Cliffs data. They are about to have a decision on a winner proposal so the work can begin. The state legislature put together a task force to investigate the same issue. **Debbie Dennison, Deputy Secretary**, added that **Deputy Secretary Carrie Banahan** of the Cabinet for Health and Family Services is working closely on the project, and we look forward to sharing the work as it moves along. The Veteran and Transitioning Service Members sub-committee held a Symposium at KCTCS in November, where **Deputy Secretary Brinly** spoke. Debbie Dennison, Deputy Executive Director, KWIB, commented about the success of the Symposium and how opportunities were identified. Beth Brinly, Deputy Secretary, commented on the importance of the Benefit Cliffs information. Amy closed and Kim opened the floor to questions. He then passed the floor to Beth Davisson.

Education attainment and Employer Engagement Committee

Beth Davisson, Committee Chair, congratulated Alisher in his new role. She thanked **Deputy Secretary Beth Brinly**, for coming back home and Secretary Link for recruiting the right talent. She also thanked Kim Menke,

Chair. Her committee met October 12, 2022. They have three working groups. The Career Tech and Education Certification review sub-committee who has been working hard on the quarterly reviews of credentialing that comes out of the process through the KWIB Career and Tech. **Regan Satterwhite** will be transitioning out as lead point of contact, with **Beth Engle** taking over. The Sector Strategy sub-committee has been meeting and working with KYSTATS to review data of what the key sectors are, what high-demand occupations are in the Commonwealth are and analyzing that data and report back to the KWIB. the Work Based Learning Sub-committee is working on how to present work-based learning opportunities to partners and employers. Beth closed and opened the floor to questions. **Beth Brinly**, Deputy Secretary, then commented on work-based learning and why it is important in the workforce ecosystem.

Resource Alignment and Funding Committee

Kim Menke, KWIB Chair / Committee Chair, shared about the work of the committee that includes gathering funding information to programs provided by state, local and non-profit workforce partners. Presentations around the last three-years programs by partners have been on-going and will continue through the end of the year. Reviewing programs and the funding behind them is part of the Collaborative board Executive Order initiatives. He then opened the floor to questions. **Debbie Dennison**, Deputy Executive Director, KWIB, stated that the next Collaborative Presentation Meeting date is December 8, 2022, at 2pm.

New Business

Scott Pierce brought up a point of order that affordable housing is a big problem within the State. He asked about staff being made merit staff to continue through administrative changes. **Deputy Secretary, Beth Brinly** promised to follow up on the procedures. Scott also mentioned they are getting ready to let bids on AgriCenter Training Center in Russell County. The center will offer college level courses.

Closing comments

Kim Menke, Chair reminded the board that the next board meeting will be on March 16th, at 1:30pm and we will have an in-person option for board members and a virtual option as well for guests.

3:03pm Adjournment

Kim asked for any final comments and otherwise *motioned to adjourn*; **Scott Pierce** *seconded* the motion. **Motion carried.**



Recommendation

The following Kentucky Career Centers have been reviewed and recertified by their respective local Workforce Investment Boards.

DWD staff have received and reviewed all necessary documentation required for certification and the below are recommended for approval of Access Point Certifications.

LWDA	Center Location	Center Type
Bluegrass	Anderson	Access Point
Bluegrass	Mercer	Access Point
Bluegrass	Powell	Access Point
Bluegrass	Bourbon	Access Point
Bluegrass	Nicholas	Access Point
Bluegrass	Estill	Access Point
Bluegrass	Clark	Access Point
Bluegrass	Franklin	Access Point
Bluegrass	Garrard	Access Point
Bluegrass	Lincoln	Access Point

Program Area/ Program	Career Pathway / Program of Study	CIP Code(s)	2022-2023 Industry Certification Name / Industry Certification Stacked Credentials	Phase-Out	High Demand	Date Received	Recommended addition to Valid Industry Certification List? Yes/No	BEAT Recommendations	Date Presented for Sub-Committee
Computer Science	Informatics	11.0802.00	Microsoft Power BI			11/18/2022	Yes	The Computer Science BEAT recommends this certification be added to the valid list for Informatics. BEAT members felt that the certification covered the content that would be valuable for students who are planning to pursue a career or additional training in this area.	2/1/2023
Construction	Industrial Electrician Assistant	46.0302.02	Electrical Alliance Interim credential (Interim Credential-Standardized First Year Curriculum for IBEW/NECA Apprenticeship)			11/18/2022	Yes	The Construction BEAT committee recommends this certification be added to the valid list for Industrial Electrician Assistant. BEAT members felt that the certification covered the content that is valuable for students who are planning to pursue a career and additional training in the field.	2/1/2023
JROTC	Air Force JROTC Army JROTC Marine Corps JROTC Navy JROTC	28.0101.00 28.0301.00 28.0401.02 28.0401.01	NOCTI JROTC Leadership and Employability Skills Credential			11/18/2022	Yes	The JROTC BEAT recommends this certification be added to the valid list for all JROTC program areas.	2/1/2023
Law and Public Safety	Law Enforcement/Fire Science	43.0107.00 43.0203.00	AHA Basic Life Support			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential. This certification is already offered through the Health Sciences curriculum.	2/1/2023
Law and Public Safety	Law Enforcement/Fire Science	43.0107.00 43.0203.00	Stop the Bleed			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential.	2/1/2023
Law and Public Safety	Law Enforcement Services	43.0107.00	NFPA 2400 Standard for Small Unmanned Aircraft Systems (sUAS) Used for Public Safety Operations			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential.	2/1/2023
Law and Public Safety	Law Enforcement Services	43.0107.01	National Certified Protection Officer Certification (CPO)			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential.	2/1/2023
Law and Public Safety	Law Enforcement Services	43.0107.02	N.E.C.I 9-1-1: National Basic 9-1-1 Dispatch Certification			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential.	2/1/2023
Law and Public Safety	Law Enforcement Services	43.0107.03	National Law Enforcement Certification(NLEC: IADLEST Endorsed)			11/18/2022	Yes	The Law and Public Safety BEAT committee has recommended adding this certification as a stacked credential.	2/1/2023

Business & Marketing	Management & Entrepreneurship	52.0701.00	Express Employment Professionals Career Preparedness Certification			11/18/2022	No	The Industry Certification was requested by a vendor. To be considered, industry certifications must be recommended by business and industry representatives.	2/1/2023
Business & Marketing	Management & Entrepreneurship	52.0701.00	Express Employment Professionals Business Office Technology Certification			11/18/2022	No	The Industry Certification was requested by a vendor. To be considered, industry certifications must be recommended by business and industry representatives.	2/1/2023
Health Science	Phlebotomy Technician	51.1009.01	Cardio-Phlebotomy			11/18/2022	No	Cardio-phlebotomy and EKG certifications are currently available to students throughout the pathway curriculum.	2/1/2023
Law and Public Safety	Homeland Security	43.0301.00	FEMA IS-, IS-238, IS-360, IS-453, and IS- 913.A			11/18/2022	No	The Law and Public Safety BEAT committee has not recommended adding this certification due to deprecation of the Homeland Security Pathway	2/1/2023
Manufacturing	Industrial Maintenance Technology Electrical Technician	47.0303.02	3M Festo Certification			11/18/2022	No	The Industry Certification was requested by a vendor. To be considered, industry certifications must be recommended by business and industry representatives.	2/1/2023
Manufacturing	Multiple		CKY OTS Test Taker			11/18/2022	No	The Manufacturing BEAT does not recommend this certification to be added to the valid list as it is not comprehensive enough to serve as a stand alone certification and is cost prohibitive.	2/1/2023
									2/1/2023
Law and Public Safety	Law Enforcement Services and Fire Science	43.0107.00 43.0203.00	Remove the following as standalone exam option: FEMA IS-100, IS-200, IS-700, IS-800. Will become part of stacked list above for LE Services and to add OSHA 10 as part of the stack credential.				Yes	The Law and Public Safety BEAT recommends removing the standalone exam options and reorganizing as a stacked credential. NO standalone exams. New Stack: Stop the Bleed, AHA BLS, FEMA IS-100, IS-200, IS-700, IS-800, OSHA-10 AND one of the following, Emergency Medical Responder (EMR), Emergency Medical Technician (EMT), KY Fire Commission Basic 1 Certification (115 hours), KY Fire Commission Basic 2 Certification (300 hours).	2/1/2023
Law and Public Safety	Law Enforcement Services	43.0107.00	Begin phaseout/deprecations of NOCTI Criminal Justice Advanced.					The Law and Public Safety BEAT recommends beginning the phase out process of this credential to offer the stacked credentials as recommended.	2/1/2023
Manufacturing	Welding-Entry Level	48.0508.01	NCCER for Welding				Yes	The Manufacturing BEAT recommends adding NCCER to Welding and phasing out the AWS 2F certification.	2/1/2023
Manufacturing	Welding-Entry Level	48.0508.01	AWS 2F	2026			Yes	The Manufacturing BEAT recommends phasing out the AWS 2F welding certification.	2/1/2023

Overview - History/Background of the Perkins Act

The Carl D. Perkins Vocational and Technical Education Act was first authorized by the [federal government](#) in 1984 and reauthorized in 2018. Named for [Carl D. Perkins](#) (U.S. Representative from Kentucky), the act aims to increase the quality of technical education within the United States in order to help the economy. The Perkins Act provides almost \$1.3 billion in federal support for career and technical education programs in all 50 States, including support for integrated career pathway programs.

A bipartisan measure reauthorized the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV) and continued Congress' commitment in providing nearly \$1.3 billion annually for career and technical education (CTE) programs for our nation's youth and adults. The new law, *the Strengthening Career and Technical Education for the 21st Century Act*, includes new requirements for "programs of study" that link academic and technical content across secondary and postsecondary education and strengthens local accountability provisions that will ensure continuous program improvement.

The Kentucky Board of Education (KBE) serves as the State Board for Career and Technical Education, in Kentucky. The Kentucky Department of Education (KDE) administers the Carl D. Perkins funds. The Associate Commissioner of the KDE Office of Career and Technical Education (OCTE) serves as the Perkins State Director and provides oversight and coordination of all Perkins activities. The OCTE implements and monitors the secondary and postsecondary Perkins grants, provides technical assistance to secondary career and technical education programs, the Kentucky Community and Technical College System (KCTCS), and the universities within the state.

The KBE has delegated to the Kentucky Workforce Innovation Board (KWIB) the state leadership activities referred to in 20 U.S.C. sec. 2344 to be conducted in accordance with the Strengthening Career and Technical Education for the 21st Century Act required and permissible uses of funds specified in the and subsequent amendments thereto. The maximum amount of funds allowed by 20 U.S.C. sec. 2322 (a) (2) are reserved and made available for state leadership activities.

Grantee	Amount Awarded 21-22	Amount Requested 22-23
OCTEST		
PD	\$ 125,000.00	\$ 160,000.00
Technical Assistance	\$ 25,000.00	\$ 47,000.00
Career Programs & Pathways	\$ 445,945.00	\$ 486,500.00
OSHA	\$ 42,500.00	\$ 36,100.00
Non-Traditional Camps	\$ 60,000.00	\$ 60,000.00
KCTCS	\$ 429,850.00	\$ 429,850.00
Adult Ed	\$ 112,880.00	\$ 65,000.00
Corrections	\$ 72,000.00	\$ 72,000.00
DJJ	\$ 14,810.00	\$ 16,760.00
KSB	\$ 7,278.00	\$ 2,640.00
KSD	\$ 40,000.00	\$ 30,595.00
EKU PD	\$ 6,750.00	
WKU PD	\$ 10,500.00	\$ 12,000.00
Morehead PD	\$ 4,500.00	
Murray PD	\$ 9,000.00	\$ 9,000.00
UK PD	\$ 3,000.00	\$ 6,000.00
NIT	\$ 402,500.00	\$ 464,000.00
NTI Curriculum	\$ -	\$ 67,500.00
U of L	\$ 54,793.00	\$ 53,815.00
U of L	\$ 20,000.00	
TOTAL	\$ 1,886,306.00	\$ 2,018,760.00

Policy Updates (Consent Agenda items)

Per recommendations from the Department of Labor (DOL) in 2022 around gold standard processes, as it relates to the workforce development system, policies and guidance were drafted. Updates on the policies are below:

Policy Number	Policy Name	ACTION	Notes
22-004	Allowable Costs	Ready for KWIB consent	Policies marked "Ready for KWIB voting" have been circulated, revised in light of feedback, and recirculated to the local area directors for any additional feedback. No comments were received, and thus the "Ready for KWIB voting" policies are ready to be tendered to the KWIB for review and approval at their next quarterly meeting on March 16. Edits to the Allowable Costs policy include formatting, policy number change, change DWI to DWD, remove reference to American Job Center, include exceptions to Buy American Act, add clarifying examples.
22-005	Common Exit form WIOA Partner Programs	Ready for KWIB consent	Revisions included change "the case worker should do a follow up call in 5 days" to "the case worker should do a follow up call in 10 days"; change policy number.
22-006	Title I Formula Allocation Methodology	Ready for KWIB consent	Revisions included change policy number and formatting.
22-007	Trade Reconciliation Policy	Ready for KWIB consent	Revisions included change policy number, formatting, general clean-up of language.
22-008	Veterans Referral Process	Ready for KWIB consent	Revisions included change policy number, formatting, change American Job Center to Kentucky Career Center.
22-009	Financial Reporting	Ready for KWIB consent	Revisions included change policy number, formatting, remove DWI reference.
	Std Operating Procedures for Veterans State Grant (JVSG)	Ready for KWIB consent	No revisions

Everybody Counts

Everybody Counts provides graduating high school seniors from participating Kentucky school districts guaranteed job opportunities with business partners as well as postsecondary resources and support. The initiative matches graduates looking for jobs in the commonwealth with employers actively seeking young Kentuckians to fill roles within their companies.



Access

Students in participating Kentucky school districts will have access to career and education opportunities through business and community partnerships.

Pathways

Qualifying students can discover their path when they connect with participating employers and postsecondary institutions. Students can choose one of three pathways:

- High school graduation to employment.
- High school graduation to postsecondary enrollment; or
- High school graduation to both employment and postsecondary enrollment.

Support

A college and career coach will be available to guide participating students through the employment and college application process.

"Every young adult in Kentucky counts. We want to do everything we can to ensure each one of these graduating seniors is on a path for success – a path that can change in the future if their goals change. We are at a unique moment in time. There's never been more opportunity to get higher education and training, and for the first time in my lifetime we have more jobs than people to fill them. We want to give these students a chance to select that path they want to be on before they graduate."

—Governor Andy Beshear

For more information, please reach out to Kennina Porter (ELC) <kennina.porter@ky.gov>

Unemployment Insurance (UI) Workshare

Work Share Program

Kentucky now has a new Work Share Program that provides employers with an alternative to layoffs. The Kentucky Office of Unemployment Insurance developed this voluntary program in accordance with the provisions of the Unemployment Insurance Sustainability Act of 2022 to help employers and employees withstand business slowdowns that would normally lead to layoffs.

The Work Share Program allows employers to:

- Supplement employee wages lost as a result of reduced work hours with partial unemployment benefits.
- Reduce normal weekly work hours for employees in **an affected** unit of a business by at least 10 percent but not more than 40 percent.
- **Affected Group** means two (2) or more employees designated by an employer to participate in a work share plan.
- **Subgroup** means a group of employees which constitutes at least 10% of the employees in an affected group.

What is the Kentucky Work Share Program?

Effective Jan. 1, 2023, businesses can avoid layoffs during a financial downturn by temporarily using unemployment benefits to supplement pay for employees whose hours have been reduced by 10% to 40%.

Employer Advantages

- Reduce or eliminate layoffs
- Keep valuable, skilled employees during downturns
- Recover quickly as business returns to normal
- Save time and expense of hiring, training new workers when business recovers
- Lessen impact on employer reserve account during slowdowns
- Provide flexibility during challenging economy

Employee Advantages

- Keep same job and benefits
- Receive partial unemployment benefits on reduced work hours
- Avoid financial hardship of layoff or lost job
- Reduce stress caused by instability of layoff
- Avoid expense, time searching for new job
- Receive weekly work share benefit

[Follow this link to complete the UI Work Share Program Application](#)

Email KYWorkShare@ky.gov if you have additional questions.

Broadband Initiatives in the Commonwealth

Office of Broadband Development and the Office of System Equity

The Office of Broadband Development was established in 2022 as the central broadband planning and coordination entity to encourage, foster, develop, and improve broadband within the Commonwealth. The Office aims to improve broadband accessibility for unserved and underserved communities and populations, drive job creation, promote innovation, and expand markets for Kentucky businesses and industries, and serve the needs of Kentucky's agricultural, educational, health care, and public safety systems, governmental operations, and citizens.

The Office of System Equity was also established in 2022 in the Department for Workforce Development. It is focused on being a resource for interested parties around developing, implementing, and overseeing Kentucky's digital equity plan. Achieving digital equity in Kentucky would mean that all the Commonwealth's individuals and communities have the information technology capacity needed for full participation in our society, democracy, and economy.

Better Internet Listening Tour

In collaboration with the Education and Labor Cabinet, the Office of Broadband Development is holding a six-week listening tour to gather stakeholder input and meet planning requirements for the federal Broadband Equity, Access and Deployment (BEAD) program as Kentucky develops a state high-speed internet plan and the Digital Equity Act (DEA) state plan.

"Access to reliable high-speed internet is critical to the state's future economic growth and will vastly improve the daily lives of all Kentuckians," **Gov. Beshear** said. "While we are making great progress in our efforts to expand access, we can't afford to leave any person or community – urban or rural – behind. That's why we're asking local leaders in education, health care and agriculture, as well as community partners, business owners and residents to take part in these conversations, which will help us identify precisely where more work needs to be done."

The six-week listening tour hosted by the state's Office of Broadband Development, in collaboration with the Education and Labor Cabinet, aligns with planning requirements laid out in the federal BEAD and DEA programs as Kentucky develops a state high-speed internet plan while it also develops a plan to address access, affordability and equity around devices and the internet as well as training in areas like digital literacy and digital skills.

We encourage you to join members of the Education and Labor Cabinet as we embark on a six-week listening tour to gain invaluable feedback from key stakeholders (you!) as Kentucky develops its state broadband plan. "Ensuring more Kentuckians have access to reliable high-speed internet will significantly improve employment and educational opportunities, particularly in the Commonwealth's more rural or remote areas," said ELC Secretary Jamie Link. "Hearing directly from citizens and businesses from across the state on this listening tour will be immensely helpful as we strive to finally bridge the digital divide that has existed in Kentucky for far too long."

Visit [Welcome - Office of Broadband Development \(ky.gov\)](https://www.ky.gov/office-of-broadband-development) to learn more and register to attend any of the listening tours scheduled through March 2023.

Job Quality Academy

The US Department of Labor has recently released an opportunity for states to participate in a national training cohort focused on “Quality Jobs.” The competitive application allows states to receive training and direction to incorporate job quality principles into workforce development, these principles are:

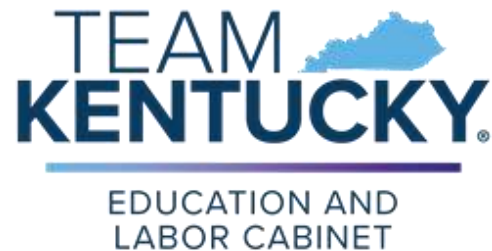
1. Equitable recruitment and hiring
2. Benefits
3. Diversity, equity, inclusion, and accessibility (DEIA) as a key employer priority
4. Empowerment and representation
5. Job security and working conditions
6. Organizational culture
7. Pay
8. Skills and career advancement

The intention is for selected teams to use the knowledge gained and incorporate the principles in policies, programming, and promotion of recruitment and retention for our business and industry. The Kentucky Workforce Innovation Board (KWIB) has recognized the statewide potential with this opportunity and will take the lead in the application. This is a competitive process and only 16 teams will be selected across the nation.

KWIB is organizing a team of 5 core individuals to represent Kentucky. The team will consist of a KWIB representative, a local workforce board representative, two businesses, and a worker voice organization representative. Given Kentucky’s strong manufacturing industry, the focus sector will be manufacturing.

The outcome would be to use the training across sectors and with a larger group of partners that contribute to the workforce system in Kentucky. Here’s the link to the announcement:

<https://www.jff.org/job-quality-academy/>



Strategic Plan Goals Overview



Goal 1: Employer Engagement



Goal 2: Education Attainment



Goal 3: Workforce Participation



Goal 4: Resource Alignment

Focus on Goal #3:

Workforce Participation Strategic Objectives

Strengthen collaboration across workforce development, social services, employers and non-profits to address barriers to employment for individuals

Mitigate disincentives to work and explore ways to incentivize workforce participation for individuals currently receiving social services benefits in order to support their transition to sustainable employment

Embed programs servicing specific populations across cabinets to promote workforce participation. (Priority populations examples include veterans, individuals with disabilities, re-entrants from the justice system, individuals in recovery from substance abuse, young adults transitioning out of foster care and others)

Develop and promote strategies for employers to address employment barriers

Develop and pursue strategies that increase the number of Kentuckians work-ready and free from the influence of substance abuse.

Identified Progress Indicators:

Review Comments and Next Action:

Establish career coaching and guided assistance for youth in foster care prior to transitioning out of the system

- **Comments:** Data is *not* available
- **Recommended Action:** Explore ways to engage the foster care provider system & Cabinet for Health and Family Services (CHFS)

Significant Increase Labor Force Participation Rates and surpass that of neighboring states

- **Comments:** Interstate & workforce participation data available: <https://kystats.ky.gov/Reports/Tableau/WORKR>; wage gains over time data *does not exist*; # of GEDs/technical training in SUD programs *does not exist*
- **Recommended Action:** Untapped pools data exploration & success/challenges from employers; explore talent attraction strategies

A consistent focus on assisting those with barriers to employment, including correctional populations, individuals in foster care, individuals who have substance abuse issues and disabled individuals

- **Comments:** Data currently not available to track Labor Force participation by demographics
- **Recommended Action:** Explore how to identify talent pool with lower labor force participation rates and identify positive intervention opportunities

Increase demand from employers to hire from priority populations, and those with barriers to employment

- **Comments:** Metrics and number of GED/technical trainings completed in correctional facilities are not currently identified
- **Recommended Action:** Work with KYSTATS/Adult Ed/Dept of Corrections for data; then understand willingness to hire by businesses and the most effective partnership models

Establish systems to work with later-career individuals to support re-entry into the workforce through re-training and upskilling

- **Comments:** No statewide model currently exists other than the Kentucky Career Center & partners providing employment services
- **Recommended Action:** Create a framework to promote this workforce; explore employer willingness to hire PT

Eliminate as many precipitating factors as possible that cause workers to become discouraged and stop looking for work

- **Comments:** Civilian Labor Force report is available: https://kystats.ky.gov/Reports/Tableau/CLFR_2019, but the larger pattern of underemployed and the number of discouraged workers is *not* known
- **Recommended Action:** Understand the discouragement factors and what the workforce system can do to encourage re-employment

Improve health statistics for Kentucky with established metrics for healthy and Work Ready Communities initiatives

- **Comments:** Work Ready Communities Dashboard by KYSTATS provides three health outcomes (overall health, teen pregnancy, & obesity)
- **Recommended Action:** Review of existing health outcomes and recommendation of other relevant statistics

Kentucky Department for Library and Archives (KDLA)

KDLA collaborates with state and local agencies like Kentucky Adult Education, Kentucky Career Centers, the Kentucky Chamber of Commerce, Kentucky Educational Television, Local Workforce Development Boards, and RETAIN KY to disseminate information and resources to public library staff, which can then be shared with library customers. KDLA also facilitates conversations between staff at these state and local agencies and public library staff, deepening or strengthening the relationships between them.

Some brief examples of how these collaborations have benefitted Kentucky's workforce include:

- GED® Testing Center sites located at 6 public libraries in the state
- Public libraries serving as Kentucky Career Center Access Points, which can include Kentucky Career Center kiosks being placed in libraries, to allow job seekers greater access to KCC staff and resources
- Kentucky Adult Education staff partnering with libraries to host ESL classes within the library
- The Statewide Job Fair initiative: 27 libraries across the state are participating this year, including 3 high school libraries; KDLA has served as a bridge between the workforce collaborators (KY Chamber, KCC staff, Local Workforce Development Boards, etc.) that I have referenced and the libraries that are participating.

Services are determined at the local level by each public library. Many libraries also offer job seeker classes including résumé writing and access to professional development databases and resources like Kentucky Career Edge.

Part of KDLA's mission is to "support and promote access to library services." It is through the collaborations with the workforce partners that I mentioned and by facilitating connections to these workforce partners for public library staff that KDLA is supporting workforce development in the state.

For more information, please contact Hilary Writt; hilary.writt@ky.gov

Opportunities

Job Retained

Pre-Release

- Working with employers to identify in-demand jobs into detention
 - Work release through OJT/WEX
 - In-prison job fairs/reverse job fairs
 - Promotion of wrap around service
 - CTE Training/Pre-Apprenticeship
 - Soft Skills Training

Job on Day One

- Knowing interested employers through DOC/Fair Chance Academy/Local WIBs/TPM
 - Using apprenticeships for continued education
 - Using available tax incentives by employer
 - Placement through OJT/WEX (where available)

Putting Kentuckians First (PKF) model for wrap around & monitoring

- PKF: Behavioral health/SUD/ODU, Adult Ed, Career Dev, Local WIB, OVR, SITE
 - Sobriety/safe housing
 - Transportation Services
 - Childcare Services

Jobs on Day One

- Access to platforms for understanding strengths and skills
 - Lack of understanding of available jobs
- Employer engagement due to restrictions
 - Time: not much time to prep for employment
- Lack of structure re Reentry Coordinators
 - Prisons vs jails
 - Attaining IDs

- Not having enough technical skills
 - Lack of soft skills
 - Digital inequities
 - Stigma
- Attaining IDs in jail

Need of a collective and endorsed program for partners to collaborate

- Staying connected to those in transition

- Lack/access of wrap-around services
- Different services in rural and urban setting
 - Childcare

Getting Ready for Release

Getting a Job

Retaining a Job

Obstacles

Work-based Learning: Collaborative discussion

The Kentucky Workforce Innovation Board (KWIB) members are asked to provide input and contribution to the Kentucky Education & Workforce Collaborative Board (“Collaborative”) on the topic of Work-Based Learning (WBL).

Background: The Collaborative is designed to bring together state agencies and stakeholder partners with vested interests in workforce development system to collaborate and work together to implement the strategies of the KWIB.

Next Collaborative Meeting: Work Based Learning (WBL) Ecosystem. The business/employer is the anchor of any work-based learning model, as the on-the-job learning is at the center of the model. Without industry involvement, various WBL models that include, but are not limited to, internships, externships, co-ops, job shadowing, pre-apprenticeships, registered apprenticeships, apprenticeship-like models, and Workforce Innovation and Opportunity Act (WIOA) specific WBL programs (on-the-job training, incumbent worker training, transitional jobs, customized training), would not exist.

Most importantly, the WBL ecosystem must be developed and executed with the ease and efficiency of the business at the center and the education, training and workforce partners adapting to what works best for business.

Required Action: KWIB members that are involved in any component of the WBL ecosystem are asked to share their model/approach to be included in the Collaborative packet. Information on successes and/or challenges, advice/feedback, and examples that need to be highlighted are all of interest to the Collaborative discussion.

Timeline: Please submit this information no later than March 31st, 2023, to be included in the packet. Email information to kwib.projects@ky.gov



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Office of Kentucky Workforce Innovation Board
500 Mero Street, 4th Floor
Frankfort, Kentucky 40601

Jamie Link
SECRETARY

Jane Smith, CHAIR
Local Workforce Board
123 Workforce Avenue
Progress, KY 40000

Dear Local Workforce Board Chair:

On behalf of the Kentucky Workforce Innovation Board (KWIB), it is my pleasure to invite you to join the Kentucky Workforce Board Chair Roundtable that will include the state workforce board chair and the 10 local workforce board chairs here in Kentucky.

The goal of this group is to have an open dialogue as chairs on shared, and locally unique, workforce opportunities and challenges. Having been a local chair, I want to bring this group together so we can be more unified and collaborative in identifying resources and getting the work done that matters most. I recently had the opportunity to meet with many of the state chairs from around the country and found that to be energizing and so beneficial.

Our goal will be to meet four times; three virtually (April, June, September) and once in-person in December. For the virtual meetings we will have just the Chairs; however, for the in-person December meeting (location TBD), I would like to consider extending the invitation to your executive committees as well. This will allow us to review 2023 and plan for 2024.

I appreciate your commitment to improving the Commonwealth through your local workforce board engagement. I hope you will find this beneficial and well worth your precious time.

Sincerely,

Kim Menke, CHAIR, Kentucky Workforce Innovation Board (KWIB)

Work Ready Communities Revamp Plan – DRAFT

1. Throughout the next 9 months, WRC committee will conduct a deep dive with economic development professionals and local stakeholder (comprising of 3 in-person and 3 hybrid meetings) - Assistance will be needed to identify appropriate locations.
 - a. Starting in April – June 2023: Economic Development Input
 - i. Through economic development focus groups (proposed: Kentucky Association of Economic Development for statewide; Southern Economic Development Council larger US regional view) + employers, we will identify the highest workforce needs site selectors, businesses, and economic development professionals
 - b. July – September 2023: KY Local Stakeholder Input
 - i. Host 3 in-person meetings (East, Central, and West KY) and 3 virtual meetings to provide feedback from economic development input and receive input from local stakeholders on ways to reimagine WRC value and improve the application process and criteria to meet today's needs
 - c. October 2023: Process the collective feedback
 - d. November 2023: Provide recommendation to the KWIB at the last quarterly meeting, 11/9/2023
2. With your help, we will identify the appropriate stakeholders to invite to the meeting to share their perspectives. Here is a list of current stakeholders involved in WRC application:
 - a. Employers
 - b. Local Workforce Boards
 - c. Kentucky Career Center
 - d. Economic Development
 - e. Chamber(s) of Commerce
 - f. Vocational Rehabilitation
 - g. Early Childhood Education/Care
 - h. Transitioning Military/Veterans
 - i. Cabinet for Health and Family Services
 - j. Foster Care
 - k. Libraries
 - l. Kentucky Skills U – Adult Education
 - m. Secondary Education (Superintendent)
 - n. Community College System
 - o. 4 Year Educational Institutions
 - p. Homeless
 - q. Foreign Born
 - r. Community Based Organization
 - s. Goodwill, United Way, Salvation Army, etc.

3. Through discussion with local stakeholder and quantitative surveys afterwards, we hope to gather enough information to make data-informed decisions on changes necessary
 - a. Questions will be proposed to see where do local stakeholders:
 - i. How might we reimagine WRC to serve today's economic and workforce development challenges and opportunities?
 - ii. How might we see the most value in WRC
 - b. Questions on criteria will be asked on how we might determine the right criteria to use now and what metrics will help measure this criteria
 - i. How can we reimagine existing criteria: -
 1. High school graduation rate
 2. Working age population with associate degrees
 3. Working age population without high school diplomas
 4. Working age population with some college
 5. Internet availability and speeds of at least 25mpbs
 - ii. Can the above criteria be built on to see how communities are addressing these short comings? For example:
 1. How are those without a high school diploma engaged?
 2. How is internet availability equating to internet use by the most vulnerable population
 - iii. Specific criteria will be addressed on workforce participation
 1. Where is the sidelined talent?
 2. What programs exist to assist in reaching the sidelined talent?
 3. What steps has the community taken to tackle workforce participation?
 For example:
 - a. Transportation barriers
 - b. Availability of childcare centers
 - iv. Other criteria that may be missing? For example:
 1. Digital skills
 2. Leadership skills/credentials
 3. Skills in-general that are not captured in degrees or credentials
 - v. How might we improve the application process in general?
4. While conducting this exercise, WRC will pause accepting new applications to ensure the revamp is focused. However, WRC will continue to work with those communities who are in-progress and have dedicated time and resources to compile a complete application.
5. Upon completion, the purpose, value, and mission of WRC can be identified based on local input.

2024 Workforce Innovation & Opportunity Act (WIOA) Kentucky State Plan: Kentucky Workforce Innovation Board (KWIB) Introduction, Timeline & Involvement

Goals: Hear from the end-user/customers of the workforce system, employers & career seekers

Background: Every four years, states and territories are required to submit their Workforce Innovation and Opportunity Act (WIOA) State Plan. These WIOA State Plans outline what states or territories is doing to help Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.

The Kentucky 2024 WIOA State Plan will outline both strategic and operational planning elements, the **KWIB is asked to provide strategic direction and input** throughout the plan formation period (March 2023 – March 2024).

TIMELINE:

Progress updates will be provided for the KWIB Quarterly meetings.

- May Meeting: Initial research will start to understand the pulse of the economic and workforce activities in the Commonwealth. Available information will be shared for input and feedback from the KWIB members.
- August Meeting: Workforce analysis and feedback from local meeting that have been completed will be brought up to the KWIB
- November Meeting: Final analysis of strategy will be brought up during the meeting to be discussed
- First meeting 2024: Share the final version of the KY State Plan

To accomplish the requirements, KWIB staff will conduct local in-person meetings focused on feedback and input that will bring together core workforce partners (government agencies such as local Workforce Innovation Boards, Adult Education, Career Development Office, and Office of Vocational Rehabilitation), business & industry, local workforce community partners, and individual career-seekers. KWIB staff will conduct statewide virtual targeted gatherings with businesses.

ACTION: KWIB members are asked to participate in local and statewide conversation, but to also provide feedback on the below strategy planning. Below “KWIB Member Action” markers are provided, but your feedback is welcome on any element mentioned.

WIOA State Plan Outline – Strategy

Required Strategic Planning Elements: This section will analyze Kentucky’s current economic environment and identify Kentucky’s overall vision for its workforce development system. The required elements in this section allow Kentucky to develop data-driven goals for preparing an educated and skilled workforce and to identify successful strategies for aligning workforce development programs to support economic growth.

(a) **Economic, Workforce, and Workforce Development Activities Analysis:** Kentucky’s State Plan will include an analysis of the economic conditions, economic development strategies, and labor market in which the workforce system and programs operate.

(1) Economic and Workforce Analysis:

(A) **Economic Analysis:** Kentucky’s State Plan must include an analysis of the economic conditions and trends in the Commonwealth, including local regions and any specific economic areas identified. This must include—

(i) Existing Demand Industry Sectors and Occupations: an analysis of the industries and occupations for which there is existing demand (FYI: current industries are advanced manufacturing, healthcare, construction, business & IT, and transportation & logistics).

(ii) Emerging Demand Industry Sectors and Occupations: an analysis of the industries and occupations for which demand is emerging.

(iii) Employers' Employment Needs: with regard to the industry sectors and occupations, Kentucky must provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

(B) Workforce Analysis: The KY State Plan must include an analysis of the current workforce, including individuals with barriers to employment*. This population must include individuals with disabilities among other groups in the Commonwealth and across regions identified by the Commonwealth. This includes—

(i) Employment and Unemployment: an analysis of current employment and unemployment data, including labor force participation rates, and trends.

(ii) Labor Market Trends: an analysis of key labor market trends, including across existing industries and occupations.

(iii) Education and Skill Levels of the Workforce: an analysis of the educational and skill levels of the workforce. **KWIB Member Action: are the individuals with barriers to employment (defined by * in the notes at the end of the document) missing major skills that can be addressed?**

(iv) Skill Gaps: description of apparent 'skill gaps'. **KWIB Member Action: what skills gaps are you seeing?**

(2) Workforce Development, Education and Training Activities Analysis: Kentucky's State Plan must include an analysis of the workforce development activities, including education and training in the Commonwealth, to address the education and skill needs of the workforce, as identified in, and the employment needs of employers,

This must include an analysis of—

(A) The State's Workforce Development Activities: an analysis of Kentucky's workforce development activities, including education and training activities of the core programs

(B) The Strengths and Weaknesses of Workforce Development Activities: an analysis of the strengths and weaknesses of the workforce development activities **KWIB Member Action: what are the strengths and weaknesses of the workforce system through your perspective?**

(C) State Workforce Development Capacity: an analysis of the capacity of State entities to provide the workforce development activities

(b) State Strategic Vision and Goals: Kentucky's State Plan must include the Commonwealth strategic vision and goals for developing its workforce and **meeting employer needs in order to support economic growth and economic self-sufficiency**. This must include—

(1) Vision: The State's strategic vision for its workforce development system.

(2) Goals: the goals for achieving this vision based on the analysis of the Kentucky's economic conditions, workforce, and workforce development activities. This must include—

(A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations.

(B) Goals for meeting the skilled workforce needs of employers.

(3) Performance Goals: Kentucky's expected levels of performance relating to the performance accountability measures based on primary indicators of performance.

(4) Assessment: Description of how Kentucky will assess the overall effectiveness of the workforce development system in relation to the strategic vision and goals and how it will use the results of this assessment and other feedback to make continuous or quality improvements.

(c) State Strategy: Kentucky's strategies to achieve its strategic vision and goals. These strategies must consider Kentucky's economic, workforce, and workforce development, education and training activities and analysis. **KWIB Member Action: is the current Kentucky Strategic Plan meeting the current and future workforce demands?**

Must include discussion of specific strategies to address the needs of populations provided.

(1) Description of the strategies Kentucky will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways.

(2) Description of the strategies Kentucky will use to align the core programs and any other resources available to the Commonwealth to achieve fully integrated customer services consistent with the strategic vision and goals. Also, description of strategies to strengthen workforce development activities regarding the mentioned weaknesses.

***WIOA Individuals with barriers to employment include**: displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; farmworkers (as defined at section 167(i) of WIOA) individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families program; single parents (including single pregnant women); and long-term unemployed individuals. Additionally, Veterans, unemployed workers, and youth, and others that the State may identify.

APPENDIX

National Governors Association (NGA) Digital Wallet and Learner and Employment Records (LERs) initiatives

In October 2022, representatives from Kentucky participated with only 8 other states discussing how digital credentialing will allow for jobs of the future through socioeconomic mobility, and interoperability.

They asked states to involved in this by:

- being an agent of creating supply,
- looking at how to issue credentials in a digital format and,
- to think about how to source and engage talent.

To do so requires moving forward:

- Keep equity front and center
- Publish competency skills
- Issue digital credentials
- Design an infrastructure to support a digital wallet
- Build in linkages to communities of care, support systems
- Explore availability and interoperability of other wallets
- Develop a statewide plan for LERs
- Develop a statewide plan for skills-based hiring

We are working with the Alabama Talent Triad partners to explore options and next steps. Kentucky would like to continue in collaboration with the NGA, and other stakeholders in this effort.

Questions to answer as we move forward:

How do we build talent pools for our high-demand sectors

What are the goals for digital learning, sharing of credentials

How do we plan to train or up-skill non-technical persons

How do data systems that the state has need to evolve?

How do we modernize data that we are gathering today?

Digital equity / access adoption for the commonwealth (barrier reduction)

NGA wants to help and convene and provide funding for states that want to tackle this work

Committee: Education Attainment and Employer Engagement

(Strategic Plan: Goal #1 & Goal #2)



Chair: Beth Davisson

KWIB Staff Contact:

Connected Workgroups:

1. Sector Strategies (Goal #1)
2. CTE Certification & Continuous Improvement (Goal #2)
3. CTE/Perkins Leadership (Goal #2)

GOAL #1: Actively engage employers to drive Kentucky's workforce development system

Strategic Objectives

1a: Create a workforce development system that is valued by employers.

1b: Establish a clear channel for employer engagement in workforce development services.

1c: Increase the number of employers participating in work-based learning experiences and apprenticeships, while also establishing employer champions.

1d: Engage employers in education efforts from early childhood through Kindergarten, Grade 12, and postsecondary study.

1e: Leverage employer data on workforce projections and training needs, using the talent pipeline management system of the Kentucky Chamber of Commerce and a revamped business service team network.

Successful Deliverables:

1. An increase in employer engagement in education and workforce development, scaling to 3x current levels and mirroring that of neighboring states
2. A drastic (5x) increase in the number of registered apprenticeships and work-based learning opportunities sponsored by employers
3. An established set of best practice industry exposure experiences aligning P-12 delivery with industry needs in local workforce regions
4. At least 40% of Kentucky youth participating in work-based learning during their P-12 years to gain invaluable exposure to workplace skills early in life
5. Streamlined business services team efforts by workforce region which focus on business retention and expansion (BRE) via quality delivery of workforce services
6. Establishment of 50 localized statewide talent pipeline management system consortia, which assist in delivery of real-time data, allowing for better alignment of supply and demand in the workforce

GOAL #2: Align and integrate P-12, adult education and postsecondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future.

Strategic Objectives

2a: Increase career exploration opportunities while students are in P-12, and provide all students an opportunity to earn a certificate or credential prior to graduation, with emphasis on those credentials where dual secondary /postsecondary academic credit is awarded.

2b: Review and adjust the structure (locations, pathways, and resources) of Pre-K through postsecondary delivery to align and integrate the Commonwealth's educational infrastructure based on employer needs.

2c: Increase awareness of all market-relevant career pathways among students, educators, guidance counselors, career counselors and parents.

2d: Improve the sharing and use of data to inform the ongoing curriculum design for P-12 and postsecondary institutions.

2e : Create opportunities for early, mid, and later-career learning for all Kentucky workers to provide a range of learning opportunities for growth, upskilling, and adaptation to changes in the nature and structure of work.

2f: Encourage the agility, responsiveness and desire for lifelong learning among older Kentucky workers.

Successful Deliverables:

1. An adequate supply of middle and advanced skill workers to meet the hiring projections of Kentucky’s employers
2. At least 40% of Kentuckians possess training sufficient to fill a “middle skill” job, with 70% having acquired some postsecondary training or credential beyond a high school diploma
3. High school graduation requirements reformed to give more credit to technical training and promote work-based learning as part of the curriculum
4. Technical education courses are aligned to postsecondary credits and programs offered by local institutions of higher education, increasing the availability of dual credit and “stackable” credentials
5. Implementation of program-specific goals and metrics for K-12 technical education programs aligned with industry needs

Full Strategic Plan can be viewed and downloaded here:

https://kwib.ky.gov/About/Documents/KWIB_Strategic_Plan_2020.pdf

Workgroup Goals

Goal #1, Employer Engagement

In the short term, we will:

- Create a cross-cabinet team to unify statewide leadership, eliminate operational siloes, and communicate consistently with respect to areas of employer need and program service delivery
- Advance the top-line priorities of employers (large and small) for the workforce development system as a cross-cabinet initiative

In the near term, we will:

- Provide direction to regional / local business services teams led by economic development to streamline the level of effort required for employers to access and acquire workforce services
- Recruit regional, sectoral cohorts of “employer champions” from the business community who can collectively influence businesses to participate in work-based learning experiences (through scale, through supply chain, through vendor networks)
- Form an outreach campaign that places employers “front and center” to educate parents, teachers and counselors on industry opportunities in high-demand fields
- Embed assistance for employer champions that helps them direct educational institutions and workforce providers to deliver value-adding workforce services
- Align and enhance workforce system performance metrics to reinforce accountability of each workforce partner

In the long term, we plan to:

- Modernize the Commonwealth’s Unemployment Insurance (UI) technology systems to increase claims process efficiency and minimize overpayments
- Perform a recurring review and analysis of data system intelligence on workforce supply compared to economic growth demands and projections to inform the regional emphasis on specific career pathways and alignment of educational programs
- Provide an integrated and valued experience for employers to engage by way of an ombudsman-style coordination with the workforce development system for businesses

Goal #2, Education Attainment

In the short term, we will:

- Identify shortages in current supply versus demand of incumbent worker training
- Assess alignment of technical education and postsecondary programs for both locations and programs
- Create awareness by students of professional opportunities within Kentucky's high-demand fields by leveraging existing networks and modes of communication with employers
- Align P-12 educational assets and infrastructure against documented workforce needs communicated by industry employers
- Create a resource network for older Kentuckians to retrain and upskill for late career opportunities

In the near term, we will:

- Establish statewide advisory committees to aggregate and streamline employer feedback to educators and providers on technical and workforce training needs
- Use data to identify enhancements and augment curricular design to align educational delivery to labor market demand as students transition from P-12 to full-time employment
- Craft messaging targeted to specific audiences (students, parents, teachers, counselors, etc.) to convey the scope and scale of today's available job opportunities, including competitive salaries, exciting and innovative work, tuition reimbursement, and rapid advancement for enthusiastic learners
- Support additional capacity for re-skilling adult populations
- Pilot a P-12 suite of career exploration activities at the school district, city, and county level, leveraging successful existing program models to create a scalable approach

In the long term, we plan to:

- Institutionalize a continuous feedback loop between employers and the education and workforce development community
- Maintain an ongoing balance within the incumbent worker training portfolio
- Structure incentives that keep older workers productive in the workforce longer
- Identify additional opportunities to access, share, and integrate workforce development and education data across workforce partner sources

Committee: Workforce Participation and Sustainability

(Strategic Plan: Goal #3)



Chair: Amy Luttrell

KWIB Staff Contact:

Connected Workgroups:

1. Training and Communication
2. Opportunity Youth/Young Adults
3. Veterans & Transitioning Servicemembers

GOAL #3: Increase Kentucky’s workforce participation by creating opportunities, incenting workforce participation, and removing employment barriers for Kentuckians

3a: Strengthen collaboration across workforce development, social services, employers and non-profits to address barriers to employment for individuals.

3b: Mitigate disincentives to work and explore ways to incentivize workforce participation for individuals currently receiving social services benefits in order to support their transition to sustainable employment.

3c: Embed programs serving specific populations across cabinets to promote workforce participation. Examples of priority populations include veterans, individuals with disabilities, re-entrants from the corrections system, individuals in recovery from substance abuse, young adults transitioning out of foster care and others.

3d: Develop and promote strategies for employers to address employment barriers.

3e: Develop and Pursue strategies that increase the number of Kentuckians, work-ready and free from the influence of substance abuse.

Successful Deliverables:

1. A significant increase in the statewide labor force participation rate, with Kentucky's labor force participation surpassing that of neighboring states
2. Elimination of as many precipitating factors as possible that cause workers to become discouraged and stop looking for work
3. A consistent focus on assisting those with barriers to employment, including correctional populations, individuals in foster care, individuals who have substance abuse issues and disabled individuals
4. Increased demand from employers to hire from priority populations, and those with barriers to employment
5. Established career coaching and guided assistance for youth in foster care prior to transitioning out of the system
6. Established systems to work with later-career individuals to support re-entry into the workforce through re-training and upskilling
7. Improved health statistics for Kentucky with established metrics for Healthy and Work Ready Communities initiatives

Full Strategic Plan can be viewed and downloaded here:

https://kwib.ky.gov/About/Documents/KWIB_Strategic_Plan_2020.pdf

Workgroup Goals

In the short term, we will:

- Develop a common level of understanding regarding the unique experiences of each priority population (individuals with disabilities, ex-offenders, foster care, drug addicted, etc.) using the Work Matters Task Force
- Eliminate (as much as possible) disincentives to work (i.e., benefit cliff issues) that exist in public programs and policies
- Promote employer awareness of incentives to employ individuals with barriers to employment
- Apply best practices in identifying, addressing, and remediating drug abuse inside and outside of the workplace
- Establish a system where correctional facilities can access workforce system resources for exiting offenders
- Establish a partnership among Medicaid managed care providers and system resources to better serve populations in education, career, and health areas.

In the near term, we will:

- Educate the employer community on the benefits of hiring individuals with barriers to employment, including longer retention and equal performance to those without barriers
- Establish employer resource networks to increase worker placement and retention
- Work with treatment providers and the recovery community to design policy and programs that harness the rehabilitative power of work for individuals impacted directly and indirectly by substance abuse
- Provide wrap-around services to further support customers on the road to self-sufficiency
- Integrate essential skills training and work placement services into drug rehabilitation and juvenile justice rehabilitation programs (regardless of conviction or circumstance)

In the long term, we plan to:

- Lower the overall cost to hire and organizational risk to the employers to hire individuals who have barriers to employment
- Gauge impacts on workforce participation within all and especially affected priority populations and revise the theory of change practices

Committee: Resource Alignment and Funding

(Strategic Plan: Goal #4)



Chair: Kim Menke

KWIB Staff Contact:

Connected Workgroups:

1. Metrics

GOAL #4: Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky

Strategic Objectives

4a: Identify and address the organizational and structural changes that should be made to Kentucky's workforce development governance to improve collaboration and accountability.

4b: Develop a framework and supporting goals and metrics for Kentucky's workforce development programs.

4c: Identify gaps in the existing longitudinal data system and determine available sources to close those gaps.

4d: Define and create an effective communication approach for services to ensure a consistent, quality customer experience.

4e: Build a stronger, more coordinated relationship between state and local government, institutions, and workforce innovation areas.

Successful Deliverables:

1. Established "workforce development" governance, a leadership collaborative of partners which oversee effectiveness and efficiency of the system.
2. Sharing of data between programs in a common platform, used to calculate return on investment by program area, and use of metrics to judge the performance of the workforce system and its partners.
3. Availability of assisted and self-navigation of workforce services for both employers and job seekers within the Commonwealth by way of shared and leveraged partner resources
4. Performance-based incentives leveraged between State and local workforce boards to establish policies, procedures and programs which support quality-oriented customer services.

Full Strategic Plan can be viewed and downloaded here:

https://kwib.ky.gov/About/Documents/KWIB_Strategic_Plan_2020.pdf

Workgroup Goals

In the short term, we will:

- Address barriers to collaboration by engaging with influencers and drivers of workforce policy across sectors
- Develop a set of overarching “guiding principles” for workforce delivery in the Commonwealth of Kentucky
- Implement a training for all staff to improve service delivery along the workforce lifecycle continuum
- Create an Emerging Workforce Leaders Council to prepare early to midcareer workforce managers and administrators for the next level of leadership through cross-sector collaboration and field-building activities
- Verify and (to the extent possible) eliminate siloes related to resource allocation leveraging spend analysis by the Lt. Governor’s Office and a cross-Cabinet team assembled to align workforce service delivery
- Identify where state longitudinal data could be augmented or improved to better track citizen development along the workforce lifecycle, and determine whether existing data is available or if new data sources must be created

In the near term, we will:

- Create representative examples of quality “customer experience” for both employers and job-seekers who utilize workforce development services, as well as a follow up mechanism to gauge customer satisfaction
- Capture a data-driven reflection of the taxpayer dollars expended on workforce development, and use this information to inform innovative approaches to helping Kentuckians find work
- Develop tracking mechanisms to evaluate the return on investment for public spend in workforce development services
- Prioritize and specify requirements for enhancements to the state longitudinal data system

In the long term, we plan to:

- Leverage workforce non-profits and advocates to support convening and capacity building
- Integrate communications with customer service feedback channels and points of live contact within the Commonwealth so that customers feel a sense of seamless connection in their services

Youth Summer Program

Continuing Education Continuum (CEC) / Council on Post-secondary Education (CPE) updates

Thank you for attending and engaging in the February 1st meeting of the CEC. If you were not able to join us, you can access the agenda and recording [here](#). The conversations were rich and fruitful, and we look forward to following up and beginning to operationalize the great ideas that were surfaced during our short time together.

Dr. Thompson presented highlights of CPE's "[2021-22 Total Degrees and Credentials and Enrollment](#)" report, as well as an introduction to [The Renewed Promise of P-20 Councils](#), a white paper authored by Education Strategy Group that features the work of Kentucky's CEC, along with new approaches to P-20 councils in Minnesota and North Carolina. Lt. Gov. Coleman also welcomed the group and surfaced other transition points that the Continuum should consider, such as the importance of high-quality Pre-K programs that transition into kindergarten; she highlighted the need for increased K-readiness in Kentucky.

Summer Bridge Evaluation. Briana Falduti of Education Strategy Group (ESG) presented the evaluation of Kentucky's Summer Bridge program which you can access in the recording linked above (31:30). We appreciate and will be following up with individuals who offered specific strategies to spread the word about Summer Bridge 2023.

- [Summer Bridge Program request for proposals](#)

Breakout Discussions. Our breakout sessions focused on two CEC priorities: middle to high school transition support and relationships that foster first year postsecondary success.

Members were challenged to elevate promising practices and ideas related to the work of the CEC. A [collection of social media graphics](#) were provided that can be customized and/or shared via your own social network.

Announcements & Reminders:

- Dual Credit in KY webinar series; [registration link](#)
- [KY Reading Project for the Read to Achieve Grants request for proposals](#)
- [KHEAA's FAFSA February Toolkit](#)

Benefit Cliffs Analysis in Kentucky

Executive Summary

The National Center for Children in Poverty (NCCP), a research center located within Bank Street College of Education, was chosen to complete the requested research on benefit cliffs and related policy recommendations through:

- (1) utilizing and expanding its existing model of benefit programs in Kentucky to **identify potential benefit cliffs** and **policy changes** that can reduce benefit cliffs, and
- (2) working with a state government partner, the Kentucky Center for Statistics (KYSTATS), to use administrative data to **model the individual and aggregate impact of benefit cliffs and potential policy changes**.

The approach for completing this scope of work is to expand on these previous efforts by continuing our collaboration with KYSTATS both in updating and expanding the KY FRS analytical model and using it in combination with the aforementioned integrated administrative data system, the Kentucky Longitudinal Data System (KLDS), to **analyze the economic impacts of benefit cliffs**.

The study timeline is as follows and we will continue to provide updates as they become available:

- **Section I – Preliminary Findings**
 - I. Benefit Cliffs that Affect Families in All Counties in Kentucky
 - i. Graphical Representations of Benefit Cliffs for Selected Counties in Kentucky
 - II. Quantifying Benefit Cliffs Using Kentucky Longitudinal Data System (KLDS)
 - III. Areas of Expansion for the Analytical Model
- **Section II – Areas of Expansion**
 - I. Outline updates to the Kentucky Family Resource Simulator
 - II. Potential Remedies for Reducing the Impact of Benefit Cliffs
- **Section III – Economic Analysis and Policy Recommendations**
 - I. Outline of updates to the Kentucky Family Resource Simulator
 - II. Measure the impacts on Kentucky GDP of Benefit Cliffs
 - III. Final Policy Remedies for Reducing the Impact of Benefit Cliffs

The current tool, called the *Family Resource Simulator*, produced by KYSTATS and the NCCP is located [here](#)

For more information, please reach out to Debbie.Dennison@ky.gov.



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Office of Kentucky Workforce Innovation Board
500 Mero Street, 4th Floor
Frankfort, Kentucky 40601

Jamie Link
SECRETARY

To: Opioid Abatement Grant Review Commission

Subject: Letter of Support – Cumberland Workforce Development Board- Reentry Division Grant Application

To Whom it may Concern,

The Kentucky Workforce Innovation Board (KWIB) would like to formally express support for the KYOAAC Grant application submitted by the Cumberland Workforce Development Board Reentry Division. The Reentry Division of the CWDB has produced innovative approaches and programming to assist individuals involved in the Justice System.

Specifically, the development of The Putting Kentuckians First Initiative to intervene and change the trajectory of individual's lives via resource alignment and barrier removal has proven to be a tremendously effective approach in serving individuals. Providing a focused task force to address mental/behavioral health, substance use and recovery resources, workforce training, adult education, and employment needs has been effective in strengthening our communities and paving the way for the justice involved population.

The effectiveness in Putting Kentuckians First allows intervention into participant's lives who may otherwise remain underserved. Targeting the justice involved population allows effective service, education and support to individuals that are suffering from substance use disorder as well as individuals who are at risk of substance use.

Furthermore, assisting with Pre-release classes at local detention centers allows educational, harm reduction, barrier removal programming for individuals assisting them with access to services while still incarcerated.

This holistic approach allows service to individuals across the entire spectrum and has proven effective in assisting individuals knowingly suffering from SUD/ODU as well as those that are fighting that battle unaware to the outside world.

The Reentry Division of the Cumberland Workforce Development Board has repeatedly proven its worth and effectiveness across our region and we hope with the award of this grant they will be able to expand this much needed programming.

Respectfully,

A handwritten signature in blue ink, appearing to read "Kim Menke". The signature is fluid and cursive, with a small dot at the end.

Kim Menke, Chair
Kentucky Workforce Innovation Board

Cc: Alisher Burikhanov, Executive Director, KWIB



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Office of Kentucky Workforce Innovation Board
500 Mero Street, 4th Floor
Frankfort, Kentucky 40601

Jamie Link
SECRETARY

December 27, 2022

Daniela Petchik, Grants Management Specialist
Department of Labor
Office of Grants Management
200 Constitution Ave NW
Washington, DC 20210

Dear Ms. Petchik,

The Kentucky Workforce Innovation Board (KWIB) fully supports the KCTCS grant application for the Department of Labor's Funding Opportunity: DOL Nursing Expansion Grant Program. The program provides support to increase nursing instructors and educators, and to expand and diversify the pipeline of nursing professionals who can fill quality jobs to boost the nation's healthcare systems while advancing equity. Serving 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.

KWIB is a 40-member, employer-led advisory body that advises the Governor on workforce issues and guides the strategic direction of the Commonwealth's workforce system. The mission of the KWIB is "to be a leader and catalyst in creating a comprehensive, customer-driven workforce development system that meets the changing needs of job seekers, incumbent workers and employers." Through data analysis, policy recommendations, and dialogue at the local, state, and regional levels, KWIB members serve as stewards of workforce development throughout the Commonwealth.

We will serve as a workforce partner in this project leveraging our expertise as well as reviewing and sharing insights learned through the project's goal to bolster Kentucky's nursing instructor and educator infrastructure by developing innovative strategies to improve instructor and educator recruitment; preparation; development; training; and retention. The project aligns to KWIB's Strategic Goal #2 to align and integrate P-12, adult education and postsecondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future.

KWIB supports the KCTCS application to the DOL Nursing Expansion program. Please feel free to contact me for additional information related to our role in the project.

Sincerely,

Alisher Burikhanov

_____, Executive Director, Kentucky Workforce Innovation Board (KWIB)

CC: Kim Menke, CHAIR, Kentucky Workforce Innovation Board (KWIB)



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Office of Kentucky Workforce Innovation Board
500 Mero Street, 4th Floor
Frankfort, Kentucky 40601

Jamie Link
SECRETARY

January 5th, 2023

Kristin Ashford, PhD, APRN
Good Samaritan Professor for Community Nursing
Associate Dean of Undergraduate Faculty/Interprofessional Education
University of Kentucky, College of Nursing
CON 447, 751 Rose St.
Lexington KY 40536

Dear Dr. Ashford,

I am writing to express our commitment and support of your proposed program to the Department of Labor Nursing Expansion Grant Program for Track 2 Nursing Career Pathways Track: Expanding the Pipeline of Nursing Professionals. I am pleased that the Kentucky Workforce Innovation Board (KWIB) can be a partner in this project titled, Appalachian Occupations in Nursing Expanded (A-ONE). As such, we will participate as a workforce development partner.

The Kentucky Workforce Innovation 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. In such a manner, KWIB is glad to grow the healthcare workforce to meet the Commonwealth's workforce development goals to increase workforce participation and educational attainment in high demand industries.

This project is especially relevant as innovative projects such as A-ONE, allow opportunities for a pipeline of qualified nursing professionals who can fill quality jobs in healthcare at a time when longstanding staffing shortages have been exacerbated by the COVID-19 pandemic. Strengthening pathways for healthcare professionals in Kentucky and building a workforce for healthcare businesses results in a stronger and healthier Kentucky.

Sincerely,

Alisher Burikhanov

Alisher Burikhanov
Executive Director, KWIB

CC: Kim Menke, Chair