



Quarterly Board Meeting Draft Minutes

February 29, 2024; 1:30 pm – 3:30 pm EDT

IN-PERSON OPTION – 500 Mero Street, Frankfort; with virtual option

1:32 pm Call to order

Kim Menke, Chair called the meeting to order and welcomed members and guests. He shared housekeeping items that included questions from guests, and the need for virtual board members to take themselves OFF mute and turn their cameras ON for roll call, questions, and voting. **Roll call was held, and quorum attained.**

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke, Chair	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	
Kevin Smith	B&I	X	Mayor Robert Blythe	Local Elected Official	
Lori Ulrich, Vice-Chair	B&I	X	Michael Buckentin	B&I	
Scott Pierce	Labor	X	Representative Bobby McCool	Legislative	
Beth Davisson (proxy LaKisha Miller)	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes (proxy Thomas Benford)	B&I	X
Cora McNabb	CORE	X	Kevin Nolan (proxy Tami Hatfield)	B&I	X
Dianne Owen	WF	X	Secretary Jamie Link	Partner	X
CPE Dr. Aaron Thompson (proxy Leslie Sizemore)	Partner	X	Secretary Jeff Noel (Proxy Mike Yoder)	Partner	X
KDE Interim Commissioner Robin Kinney (Proxy Dr. Beth Hargis)	Partner	X	Secretary John Hicks	Partner	X
Governor Andy Beshear (proxy Secretary John Hicks)	WIOA CORE	X	Senator Jimmy Higdon	Legislative	
KCTCS (proxy Reneau Waggoner)	Partner	X	Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	WIOA CORE	X	Suhas Kulkarni	B&I	X
Deputy Secretary Beth Brinly	WIOA CORE	X	Bo Matthews (proxy Justin Browning)	Partner	X
Judge Exec. Owen McNeill	Local Elected Official		Tony Georges	B&I	
Todd Dunn (proxy Stephanie Collins)	Labor	X	Karen Trial	B&I	
Terry Sexton	Labor	X			

Guests attending: Myra Wilson, Correy Eimer, Beth Roberts, Sharon Poff, Chris Wooldridge, Michael Gritton, Amy Glasscock, Sheila Clark, Cathy Hoehn, Jenni Hampton, Naomi Sutton, Jonathan Pendergrass, Tammy Hyde, Beth Engle, Shaun McKiernan, Tom Thompson, Regan Satterwhite, Michelle DeEsch, Roxana Robinson, Karla Tipton, Justin Suttles, Christi Sorrell, Hilary Writt, Alicia Crouch, Bridget Back, Jason Cole, Jacob McAndrews, Sara Dodeci, Michelle Drake, Elizabeth Daniels, Karen McFadyen, Rosalind Harvey, Heather Yeiser, Jon Sowards, Mary Anne Medlock, Kayla Jude, Gene Childress, Aaron Poynter, Emily Sayers, Karen Miller, Rocki Rockingham

Staff: Alisher Burikhanov, Elishah Taylor, LaChrista Ellis, Debbie Dennison

Lori Ulrich, Vice-Chair, HR Manager, Fleming-Mason Energy again welcomed everyone and mentioned that consent agenda items had been provided in the Briefing Book. She acknowledged that as a member of the TENCO board she would abstain from the consent agenda voting. Items included the following:

November 2, 2023, Minutes (provided in briefing packet)

WRC Application Confirmation – Anderson County (provided in briefing packet)

LWDB Certification Approval – KentuckianaWorks (provided in briefing packet)

KCC One-Stop Certification – Affiliate: Maysville; Access Points: Fort Knox, Kenton County Public Library, Williamstown,

CVG Cincinnati/Northern Kentucky International Airport (provided in briefing packet)

CTE Approvals (provided in briefing packet)

Perkins Leadership Fund Recommendations (provided in briefing packet)

No discussion was requested. Secretary John Hicks ***motioned to approve*** the consent agenda items; John Catron ***seconded*** the motion. Lori Ulrich asked for any discussion or dissenting votes. None were dissenting and the **motion passed unanimously**. Lori referred to the agenda and passed the floor to Deputy Secretary Beth Brinly.

National Governors Association (NGA)

Beth Brinly, Deputy Secretary, Education and Labor Cabinet began the overview and shared that at the NGA conference, discussions were held on the National Dislocated Worker Program and best practices. Kentucky presented its practices for disaster and national emergency grants. The conference also featured a representative from Appalachian Regional Commission (ARC), who shared best practices for economic revitalization work. West Virginia discussed their opioid-dislocated worker branch and explained their use of federal funding, emphasizing the importance of diversifying funding and strengthening relationships with resources. **Alisher Burikhanov, Executive Director of KWIB**, shared that discussion was had on the various compositions of local boards by state, with some states having a single-area statewide board and others having several, like Kentucky. Kim Menke was a panelist at the conference and expressed that the event was a great opportunity for discussions on topics beyond the Workforce Innovation & Opportunity Act (WIOA). Funding and childcare were among the topics lifted. Kim offered to share additional information for those who are interested.

Lori thanked them for giving a brief overview of the NGA conference.

Education & Workforce Collaborative – Benefit Cliffs

Deputy Secretary Brinly, shared updates regarding the work of the Education and Workforce Collaborative Meeting on January 25th and provided a broad overview of benefit cliff recommendations provided by the National Center for Children in Poverty / Bank Street Graduate Program. The Summary was attached in the Briefing Book. She thanked Amy Luttrell, Chair of the Workforce Participation Committee and CEO/ President, Goodwill of Kentucky, LLC., for her efforts over the last year. She shared

that recommendations that fall into the administrative bucket might be those that may be pursued first.. **John Hicks, Secretary, Executive Cabinet**, pointed out that Kentuckians and members of the board need review the changes to the Supplemental Nutrition Assistance Program (SNAP) in [House Bill 367](#).

Deputy Secretary Brinly thanked Secretary Hicks for his comments and stated that the next Education and Workforce Collaborative (“Collaborative”) meeting will be April 18th and the focus will be on the [Launch](#) initiative.

Digital Equity Update

Deputy Secretary Brinly shared that the Digital Equity Summit was successful. During the summit, an overview of the Digital Equity plan was provided with breakout sessions held for attendee participation. On the first day, the discussion focused on populations served, including veterans, individuals with disabilities, low-income groups, rural communities, limited English-speaking groups, racial and ethnic minority groups, the aging population, and others. On the second day, the discussion was had on the outcomes of impact, such as health, economic development, education, workforce, and civic and social engagement. She shared about breakouts that focused on the objectives of the plan, where the digital equity team provided comments or context for what was learned through the needs assessment process. The next phase of the work is to incorporate what was learned into the capacity building application for Digital Equity.

Deputy Secretary Brinly explained that digital equity is one of the most critical economic development efforts that can be made to upgrade digital skills and create digital equity across the commonwealth. She was excited to share that AT&T shared that the Kentucky plan is one of the most comprehensive plans in the nation regarding digital equity. The approach included fourteen (14) listening sessions and seventeen (17) focus groups with the above-mentioned populations. The digital equity team also went and met with over 400 stakeholder groups whose input drove what is needed in residential service for over 2,300 Kentuckians. She looks forward to making that plan a reality over the next few years. She then opened the floor to questions.

Secretary John Hicks asked if they knew when the approval would be released and the release of the plan process.

Deputy Secretary Brinly shared that the Department of Commerce decides if the plan is approved near the end of March and the Notice of Funding Opportunity (NOFO) is expected in April. She estimated that their final application would be due by the end of October.

To view the resources from the Digital Equity Summit please visit <https://digitalequity.ky.gov/>.

WIOA State Plan Final Submission Review (Voting Required)

Alisher Burikhanov thanked board members, local workforce boards, and partners that helped in the writing of the State Plan. The State Plan was out for public comments for a period of one month, and the team received some comments which were incorporated to the plan. He wanted to make the board aware of the comments and updates.

He shared that every four years, each state is required to submit a Workforce Innovation & Opportunity Act (WIOA) State Plan that outlines the strategic and operational direction for workforce development. This plan must be created in coordination with the governor’s state workforce board, and in the commonwealth, and the Kentucky Workforce Innovation Board (KWIB) serves in this capacity.

Kentucky is submitting a Combined State Plan, which include the core WIOA programs encompassing:

- Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth;
- Title II: Adult Education & Literacy;
- Title III: Wagner-Peyser, general employment services; and
- Title IV: Vocational Rehabilitation.

Additional workforce programs are also included in the plan:

- Unemployment Insurance (UI);
- Jobs for Veterans State Grant (JVSG); and
- Trade Adjustment Assistance (TAA).

The plan opens to a discussion about Kentucky's economic and workforce analysis (such as the growing manufacturing and healthcare sectors), and then strategic and operational components are addressed. The underlying theme of this plan has the Kentucky *Strategic Plan* as the north star and the four goals of employer engagement, education attainment, workforce participation, and resource alignment as the driving forces. The spirit of collaboration, partnership, alignment, and collective impact is seen in the programs and activities discussed throughout the WIOA State Plan.

The WIOA State Plan public comment review PowerPoint was presented to review the public comments received and changes made. Public comment outreach strategy was also shared that involved using various channels generating 844 direct communication touches, and 30,453 followers through social media outlets. To view the comments that were received and plan changes that were added to address these comments please visit the KWIB website [here](#).

A request to understand what happens after the submission on March 4, 2024, was made. **Deputy Secretary Brinly** provided that the Department of Labor (DOL) will review the plan and have up to 90 days for review. Kentucky will address any modification necessary based on DOL's feedback or any questions received. The Executive Committee will be apprised of any requests and along with KWIB staff provided responses. Any changes and updates will be provided to the board at the next meeting.

Lori thanked everyone for their input and the overview of the State Plan. She asked for a motion to approve the state plan for submission and to grant KWIB staff the ability to provide timely responses and modifications to DOL's inquiries. Any changes made will be presented to the Executive Committee and the full board to approve at the next meeting. Scott Pierce ***motioned to approve***; Kim Humphry ***seconded*** the motion. Lori Ulrich asked for any discussion or dissenting votes. None were had and the **motion passed unanimously**.

Group Discussion – Beyond WIOA State Plan

Kim Menke shared that the next agenda items was meant to have conversations about forward-looking ideas. Discussion was had about Kentucky's efforts in attracting talent, the need for workers, and how jobs will change due to technology. Information was shared that the local workforce boards asked the legislature to provide more funding to help serve opportunity youth with employment services. Discussion was also had on regional efforts, the Aviation Career Preparation Curriculum event and how to streamline it for other industries, and how to market Kentucky to out-of-state workers.

Kim thanked the members for the discussion and encouraged to lift up additional ideas in committee and work group settings. He then shifted to the next agenda item.

Committee Chairs – Education Attainment & Resource Alignment

Kim Menke discussed recent conversation around succession planning starting with the committee chairs. At this time **Beth Davisson** is the chair for the Employer Engagement Committee and **Johnny Collett** is the new chair for Education Attainment. Kim thanked Johnny for accepting this position. The two previously joined committees have separated into two parts to focus and better align with the strategic plan goals and objectives. **Amy Luttrell** is the chair of Workforce Participation and **Kim Humphrey** is the new chair of Resource Alignment. Kim Menke thanked Kim Humphrey for accepting this position.

Lori Ulrich asked the new chairs to take a moment and introduce themselves. **Johnny W. Collett** briefly introduced himself. His career has been built around education and employment policy and working with folks on the local, state, and federal level. **Kim Humphrey** also briefly introduced herself. She stated how she is looking forward to being the chair of the Resource Alignment Committee. Kim Humphrey defined that the theme she has heard throughout the meeting is “collaboration,” and she reminded the group that “it is about collaboration and not duplication.”

Lori thanked the new chairs for their introduction. She is thrilled to have fresh perspectives at the table. She informed everyone that the board is still in the process of recruiting general members for the four strategic committees, specifically Employer Engagement, Education Attainment, Workforce Participation, and Resource Alignment. If anyone is interested in being connected to any of these committees, they can send an email to kwib.projects@ky.gov. She asked other committee chairs (or their proxy’s) to share.

LaKisha Miller, proxy for Beth Davisson, Sr. VP, Kentucky Chamber Foundation, emphasized the importance of collaboration and unity in the Employer Engagement Committee. “If you're an employer passionate about this, the committee is the perfect platform to make your voice heard and receive feedback.” **Kim Menke** expressed gratitude and highlighted the great opportunities for growth in these committees.

General Group Discussion and Suggestions from Members

Lori Ulrich opened the floor to general discussion or informational purposes.

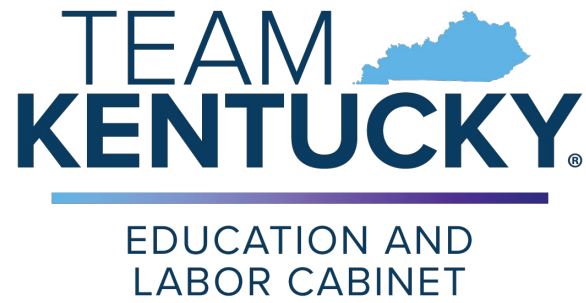
Dr. Beth Hargis offered an opportunity and explained that student organizations will be conducting state-level competitions and conferences from now until May. They require judges, and they are looking for business and industry members as well as KWIB members who can assist them. If anyone is interested in participating, please send her an [email](#), and she will provide you with all the necessary information to connect you with the right person. For additional information please visit: <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:0567f42d-bb23-44fd-9d65-c356ee3290e1> .

Kim Menke encouraged the board to support events that connect students with businesses and requested to add a general discussion section to future meetings. **Lori** thanked and acknowledged Jamie Link, Secretary, Education and Labor Cabinet, for attending and asked him if he would like to share. **Secretary Jamie Link** acknowledged all of the great opportunities in Kentucky. He acknowledged the work of the board and partners and looks forward to seeing how the Education and Labor Cabinet can further assist. He thanked Chairman Menke for his leadership and turned things back over to the chair.

Kim Menke again thanked everyone for their attendance and participation and reminded the group that the next quarterly KWIB meeting scheduled for May 16th at the [Norton Healthcare Goodwill Opportunity Campus](#), 2820 West Broadway, Louisville, KY 40211. He asked for final comments and as there were none, adjourned the meeting. Lori confirmed adjournment and requested a second. Deputy Secretary Brinly seconded the motion to adjourn.

3:11pm EDT Adjournment

DRAFT



Kentucky Workforce Innovation Board
Meeting Briefing Book

February 29, 2024

1:30 – 3:30 pm EST

1:00 pm EST Networking

Location: Mayo-Underwood Building, 1st Floor Hearing Room
500 Mero Street Frankfort, KY 40601

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Kentucky Workforce Innovation Board Meeting Briefing Book

February 29, 2024, 1:30-3:30 pm EST

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Networking begins at 1:00pm EST
Meeting begins at 1:30 – 3:30pm EST

500 Mero Street, Frankfort, KY 40601

1st Floor – Hearing Room

Virtual via zoom – <https://us06web.zoom.us/j/85969929797?pwd=49RicX0MEtAJT0aQct4CNONlgzujce.1>

Meeting ID: 859 6992 9797

Passcode: 264465

- 1:30 CALL MEETING TO ORDER**
Welcome / Housekeeping.....*Kim Menke, Chairman, KWIB*
Toyota Manufacturing North America
- 1:35 Roll Call**..... *Elishah Taylor, Administrative Assistant, KWIB*
- 1:40 Consent Agenda (Voting Required)**.....*Lori Ulrich, Vice Chair, KWIB*
Fleming-Mason Energy
- November 2, 2023, Minutes (provided in briefing packet)*
WRC Application Confirmation – Anderson County (provided in briefing packet)
LWDB Certification Approval – KentuckianaWorks (provided in briefing packet)
KCC One-Stop Certification – Affiliate: Maysville; Access Points: Fort Knox, Kenton County Public Library, Williamstown,
CVG Cincinnati/Northern Kentucky International Airport (provided in briefing packet)
CTE Approvals (provided in briefing packet)
Perkins Leadership Fund Recommendations (provided in briefing packet)
- 1:45 Information from the National Governors Association**..... *Kim Menke, Beth Brinly, Alisher Burikhanov*
- 2:00 Education & Workforce Collaborative – Benefit Cliffs**..... *Beth Brinly*
Deputy Secretary, Education and Labor Cabinet
- 2:10 Digital Equity Update**.....*Deputy Secretary Brinly*
- 2:20 WIOA State Plan Final Submission Review (Voting Required)**..... *Alisher Burikhanov, Executive Director, KWIB*
- 2:45 Group Discussion – Beyond WIOA State Plan** *Lori Ulrich & Kim Menke*
- 3:00 Committee Chairs – Education Attainment & Resource Alignment** *Lori Ulrich & Kim Menke*
- 3:10 General Group Discussion and Suggestions from Members** *Lori Ulrich & Kim Menke*
- 3:25 Closing Comments** *Lori Ulrich & Kim Menke*
- 3:30 ADJOURNMENT**

Consent Agenda



Quarterly Board Meeting Draft Minutes

November 2, 2023; 1:30 pm – 3:30 pm EDT

IN-PERSON OPTION – 319 Wapping Street, Frankfort; virtual recording online

1:30 pm Call to order

Kim Menke, Chair called the meeting to order and welcomed members and guests. He asked **Alisher Burikhanov, Executive Director, KWIB**, to share housekeeping items that included questions from guests, and the need for virtual board members to take themselves OFF mute and turn their cameras ON for roll call, questions, and voting. **Roll call was held and quorum attained.**

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		Kevin Butt	B&I	X
Kevin Smith	B&I	X	Mayor Robert Blythe	Local	X
Lori Ulrich	B&I	X	Michael Buckentin	B&I	
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson	B&I	X	Keith Sparks	B&I	X
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb (proxy Betty Whitaker)	CORE	X	Kevin Nolan	B&I	
Dianne Owen	WF		Secretary Jamie Link	partner	X
CPE Dr. Aaron Thompson (proxy Leslie Sizemore)	partner	X	Secretary Jeff Noel (Proxy Mike Yoder)	partner	X
KDE (Proxy Dr. Beth Hargis)	partner	X	Secretary John Hicks	CORE	X
Governor Andy Beshear (proxy Secretary John Hicks)	CORE	X	Senator Jimmy Higdon	Legislative	X
KCTCS (proxy Reneau Waggoner)	partner	X	Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni	B&I	
Deputy Secretary Beth Brinly	CORE	X	Bo Matthews	partner	
Judge Exec. Owen McNeill	Local		Tony Georges	B&I	X
Todd Dunn (proxy Stephanie Collins)	WF	X	Karen Trial	B&I	
Terry Sexton	WF	X			

Guests attending: Sam Brown, Myra Wilson, Wendell Emerson, Mike Riley, Tiffanie Reeves, Amanda Clark, Dave Schroeder, Correy Eimer, Denise Dials, Robert Akin, Jeff Van Hook, Scott and Brenda Pierce, Eric Sproles, Michael Gritton, Matt Montgomery, Gretchen Bandy, Jon Sowards, Becky Miller, Bridget Back, Craig Dean, Trish Niles, Jenni Hampton, Naomi Sutton, Marcie LoGuidice, Paul Patton, Stephanie Litteral and Lance Blanford

Kim Menke asked if any discussion was need on the consent agenda items provided in the pre-read documents.

*August 17, 2023, Minutes (provided in pre-read packet)
WIOA Policy Update – Approval of updates to 15-003
Work Ready Communities – Henry (WRiP) and Jackson (WR) Counties*

No discussion was requested. Scott Pierce **motioned to approve** the consent agenda items; Lori Ulrich, Vice-Chair **seconded** the motion. Mr. Menke asked for any discussion or dissenting votes. None were dissenting and the **motion passed unanimously**.

WIOA State Plan Discussion

Mr. Menke asked **Alisher** to provide an overview of the State Plan and the listening sessions held in each of the local workforce development areas. **Alisher** shared an overview of the goals and objectives in preparation for the submittal of the 2024 WIOA State Plan. It is Kentucky’s opportunity to align, collaborate and innovate. He thanked the local area workforce boards and staff for bringing everyone together and for their hospitality. He explained that the Local Workforce Development Areas (LWDAs) workforce directors and staff invited workforce stakeholders for conversations around the current workforce delivery system and a **“reimagined” workforce system**. The stakeholders were separated into groups of workforce partners, employers, and local elected officials to gather their perspectives around the system and themes of importance as we move forward in this economy. He shared that there were 33 focus groups held and 348 total participants. **Alisher** continued by sharing the results of these meetings:

Common themes across areas include:

- Focus on youth employment
- The use of Untapped Talent
- Business engagement is required
- Resource collaboration among all workforce partners

Common Barriers include:

- Childcare – access and affordability
- Transportation options
- Affordable and Available Housing

One of the gatherings held was a convening of **state workforce ecosystem partners** at the October Education and Workforce Collaborative board meeting. Through a series of facilitated engagements, Data, Policy and Practice priorities were attained. More information can be view in the post meeting packet.

Alisher shared several priority areas highlighted by the Department of Labor (DOL) in their WIOA State Plan guidance:

- Data must drive how the state expends its resources
- Youth should be provided opportunities to view types of employment, early and with consistency
- Equity should exist in service delivery where supportive services are offered to reduce and remove barriers for people to work.
- Strategic partnerships where workforce boards can create, foster, replicate, and sustain best practices.

Additionally, unprecedented funding has been provided to The Departments of Commerce, Energy, and Transportation through the [Bipartisan Infrastructure Law \(BIL\)](#), [the Inflation Reduction Act \(IRA\)](#), and [the CHIPS and Science Act](#) and DOL is requesting strategic partnerships to be formed to create workforce development opportunities from these funding sources.

Further, **Alisher** shared that the Strategic Plan created by the KWIB acts as a north star where the board strategy is to engage employers, provide pathways of credentialing and education to all who wish to learn, to remove barriers and lift supports for those currently not in the workforce (increase workforce participation), and to review and better align (as needed) resources in the whole workforce ecosystem.

Finally, Alisher lifted the theme of “Job Quality” and provided information by the Departments of Labor and Commerce on “Good Jobs Principles” which can be [found here](#). The idea of good, quality jobs, is also a major theme the DOL guidance identified as a necessary priority in the WIOA State Plan.

Discussion was had around the process of aligning state and local area priorities. Additional discussion was had around aligning funding and collaborating on resources. **Chair Menke** thanked the members for their participation and look forward to the work ahead in partnership with all workforce stakeholders. He then asked **Vice-Chair Lori Ulrich** to share recommendations made by the work group for next steps with *Work Ready Communities*.

Committee Recommendation

Lori provided an overview of Work Ready Communities over the last ten (10) years. The overall goal is to bring the stakeholders together to problem solve. She stated that for a long time, the certification of a county was metrics-driven, but the new recommendations are heavily focused on a narrative form. She shared that common themes were identified through the listening sessions and the town hall meetings are found in the briefing book.

Lori stated that each community is different, and it is important to allow the community to give life to what works best for them. She stated the recommendations included building strategies into the plan for communities to address barriers and other themes lifted today to increase workforce participation and for communities to be ready to attract talent and retain talent based on their regional needs.

Lori thanked the work group and town hall participants and moved as a recommendation for approval to the KWIB. The motion was *seconded* by **Beth Brinly**. **Kim** asked for any discussion or dissent.

Secretary John Hicks shared his appreciation for regionalism in the activity. None were in dissent.

3:25pm EDT Adjournment

Mr. Menke again thanked everyone for their attendance and participation and reminded the group that the next quarterly KWIB meeting scheduled for March 7th will be pulled back to February to allow time for the State Plan review. He asked for final comments and as there were none, adjourned the meeting.



Work Ready Taskforce (WR)

Recommendation

The WRC Review Committee recommends that the KWIB approve the following recertification and extension requests.

County	WRC Status
Anderson	Work Ready Recertification

A Kentucky Work Ready Community certification is a measure of a community's workforce quality. It is an assurance to business and industry that the community is committed to providing the highly-skilled workforce required in today's competitive global economy. Through this effort, Kentucky communities can assess their own workforce strengths and follow a process to become certified as Work Ready or Work Ready in Progress.



Local Workforce Development Board (LWDB) Certification Approval

LWDB Certification Ratification

The KWIB Committee has approved KentuckianaWorks LWDB Certification and recommends to the full KWIB for final ratification. In accordance with WIOA Section 107(c)(2), the Governor shall, once every two years, certify one local board for each local area in the State. Failure of a local board to achieve certification shall result in appointment and certification of a new local board for the local area pursuant to the process described in WIOA.

Local Workforce Development Board	LWDB Status
KentuckianaWorks	Recertification

Consistent with WIOA Section 108 and 20 CFR 679.370, the functions of the local boards shall include the following:

1. Local Plan
2. Workforce Research and Regional Labor Market Analysis
3. Convening, Brokering, Leveraging
4. Employer Engagement
5. Career Pathways Development
6. Proven and Promising Practices
7. Technology
8. Program Oversight
9. Negotiation of Local Performance Accountability Measures
10. Selection of Operators and Providers
11. Coordination with Education Providers
12. Budget and Administration
13. Accessibility for Individuals with Disabilities

Details for each function listed above are located in WIOA Sec. 107(d).



KCC One-Stop Certification and Recertifications

Recommendation

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

DWD staff have received and reviewed all necessary documentation required for certification and the below are recommended for approval of KCC One-Stop certifications.

LWDA	Center Location	Center Type
TENCO	Maysville	Affiliate
Lincoln Trail	Fort Knox	Access Point
Northern Kentucky	Kenton County Public Library	Access Point
Northern Kentucky	CVG Cincinnati / N Kentucky Intl Airport	Access Point
Northern Kentucky	Williamstown	Access Point

An **Affiliate** site as outlined by WIOA criteria includes:

- Physical and programmatic accessibility – must include how well the KCC ensures equal opportunity for individuals with disabilities to benefit from KCC services
- Effectiveness – examines the extent to which the KCC integrates available services and meets the needs of local employers and job seekers
- Continuous improvement – requires that 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 and any successful innovations created

An **Access Point** is a physical location where job seekers and employers can receive information on how to access programs, services and activities of the required one-stop partners’ programs. One-stop partner staff may also utilize an Access Point to meet with customers, as needed.



Career and Technical Education (CTE) Certification

Recommendation

The CTE Certification Review work group recommends that the KWIB approve the following applications for certification.

2023-2024 Industry Certification Name / Industry Certification Stacked Credentials	High Demand	Recommended addition to Valid Industry Certification List? Yes/No	Business & Education Alignment Taskforce (BEAT) Recommendations
Commercial Learner's Permit	YES	YES	The Transportation BEAT committee has recommended the addition of this industry certification to the valid industry certification list



2024 Perkins Leadership Fund

Perkins Leadership Fund Recommendation

The Perkins Review Workgroup met and interviewed applicants and recommend approving the following requests. All requests have been deemed allowable expenses under the law.

School	Program	Funding Amount
Office of Career & Technical Education (OCTE)	Construction Manufacturing Department of Juvenile Justice (DJJ)	\$26,200
Office of Adult Education (OAE)	Awareness of Kentucky's Free Adult Education	\$65,000
Murray State	Murray State University	\$9,000
UofL	Upskilling Dual Credit Teachers in the Teaching & Learning Pathway	\$28,580
KCTCS	KCTCS CTE: Supporting Industry through Teaching and Learning	\$445,371.26
UofL	Artificial Intelligence Institute (AI2) for CTE Educators	\$65,125
OCTE	Professional Growth and Development	\$190,000
OCTE	Secondary Technical Assistance	\$30,000
OCTE	Career Programs and Pathways	\$444,445
	Total:	\$2,058,426

Education & Workforce Collaborative - Benefit Cliffs

Benefit Cliffs Summary

Childcare Cliffs

Largest benefit cliff facing Kentucky families currently occurs when parents lose access to subsidized childcare - happens when parents earn 85% of the State Median Income (SMI)

Recommendations:

- Decrease copayments for low-income families. Families without earnings should pay nothing for subsidized care. Copayments would start at 3% of earnings when families' income is \$17,000 and gradually increase to no more than 7% of earnings when families' earnings reach 85% of the state median income (SMI), which is the current exit threshold for subsidized care.
- Extend the exit income threshold to 125% SMI
- Between 85%-125% SMI require subsidy copayments that steeply increase as parents' earnings grow, coming close to the cost of private care (ramping to the exit threshold).

Childcare Sector

54% of Kentucky parents surveyed struggle to find child care; in some cases having to provide child care themselves (changing working status)

General Recommendations to help mitigate "child care issues":

- Incentivize childcare workers to work in subsidized centers
- Offer refundable tax credit to childcare workers
- Expand Kentucky's subsidized care system by taking actions to support child care centers and attract eligible families
- Reduce administrative burdens from parents' access to subsidized child care
- Establish employer-funded childcare tax credits
- Continue support for employers' contributions to child care expenses through Employee Child Care Assistance Program (ECCAP)
- Conduct state-wide assessment of subsidy take-up and provision (identifying underemployment)
- Educate employers on benefit cliffs and impacts and encourage intentionality of promotions

Medicaid Cliffs

Loss of Medicaid for adults is occurring at a relatively low earnings level (138% FPL – roughly \$34,000 for family of three resulting in loss from \$1,000 - \$3,639 annually)

Recommendations:

- Augmented campaign to target low-income families with importance of signing up and using silver-level Qualified health plans (QHPs)
- Adoption of state-funded Basic Health Program (BHP)

SNAP Cliffs

Kentucky already has used the most effective tool afforded to states have in reducing benefit cliffs resulting from the loss of this federal support – the extension of the gross income limit to 200% FPL under Broad-Based Categorical Eligibility.

Limited Recommendation:

- adjust copayments for subsidized care to a lower percentage of family incomes for low-income families (gradually shifting up to 7% as parents' earnings approach 85% SMI)
- Increase efforts to mitigate high childcare costs of private child care can produce smaller SNAP cliffs supporting a phasing out of the benefit.

WIOA State Plan Final Submission Review (Voting Required)

Kentucky's 2024-2027 WIOA State Plan Briefer

Every four years, each state is required to submit a Workforce Innovation & Opportunity Act (WIOA) State Plan that outlines the strategic and operational direction for workforce development. This plan must be created in coordination with the governor's state workforce board, in the commonwealth, the Kentucky Workforce Innovation Board (KWIB) serves in this capacity.

Kentucky is submitting a Combined State Plan, which include the core WIOA programs encompassing:

- Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth;
- Title II: Adult Education & Literacy;
- Title III: Wagner-Peyser, general employment services; and
- Title IV: Vocational Rehabilitation.

Additional workforce programs are also included in the plan:

- Unemployment Insurance (UI);
- Jobs for Veterans State Grant (JVSG); and
- Trade Adjustment Assistance (TAA).

The plan opens to a discussion about Kentucky's economic and workforce analysis (such as the growing manufacturing and healthcare sectors), and then the strategic and operational components are addressed. The underlying theme of this plan has the Kentucky Strategic Plan as the north star and the four goals of employer engagement, education attainment, workforce participation, and resource alignment as the driving forces. The spirit of collaboration, partnership, alignment, and collective impact is seen in the activities discussed throughout the WIOA State Plan.

Executive Summary

The Commonwealth of Kentucky is entering the Workforce Innovation and Opportunity Act (WIOA) 2024-2027 State Planning period after securing the best four-year period of economic growth in the state's history. Over the last four years, more than \$28.7 billion dollars in private investments have flowed into the state, creating more than 51,200 new jobs for Kentuckians. Most importantly, these are high-quality, good-paying jobs that sustain families and communities. In 2023, Kentucky reached the highest average incentivized wage of \$26.67/hour, plus benefits. These historic investments include building two of the world's largest electric vehicle battery plants, securing Kentucky's position as the global EV battery capital. A wide and diverse set of additional economic investments complemented this growth, as private businesses continued to trust and believe in Kentucky's ability to provide a skilled and ready workforce to fill these jobs of the future.

To ensure the Commonwealth continues to be successful in meeting these new demands, as well supporting the needs of existing businesses in the commonwealth, the workforce development system must serve as an ecosystem with strategic direction from the Kentucky Workforce Innovation Board (KWIB) in collaboration with the Department of Workforce Development (administrators of WIOA). The opportunity to build equitable pathways to good quality jobs in a

wide array of industries is better now than at any time in Kentucky’s history. The established partnerships across the workforce development system are well-positioned to serve all Kentuckians – including untapped talent pools WIOA was designed to serve, such as disconnected youth, justice-involved individuals, citizens with disabilities, veterans and their families, adults of limited literacy or those for whom English is not their primary language, and many others.

To accomplish these tasks, Kentucky Governor Andy Beshear’s charge for all of Team Kentucky to embrace a “Forward, Together” model, working collaboratively to provide the highest level of support to Kentucky job-seekers, workers, and businesses through a collective team approach. This call to action directly aligns with KWIB’s vision to “create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development.” This North Star is supported by the four goals of Kentucky’s Workforce Strategic Plan: employer engagement, education attainment, workforce participation, and resource alignment.

In this 2024-2027 WIOA State Plan, Kentucky’s strategic and operational activities are outlined with the overarching theme of continuous improvement to enhance alignment, collaboration, and partnerships to better serve the needs of individual customers, businesses, and workforce system staff in a rapidly evolving economy. From highlighting successful local programs executed by the 10 Local Workforce Development Areas (LWDA), to showing how the Department of Workforce Development is innovating to meet business and individual customer needs; all are accomplished through the enterprise-wide branding of the Kentucky Career Centers (KCC).

Furthermore, this WIOA State Plan is informed by various stakeholders essential to the execution of the Commonwealth’s strategic and operational direction. This was accomplished through localized and statewide listening sessions, as well as input from individuals representing businesses, elected officials, community-based organizations, government, and individual consumers, all of whom contributed their unique perspectives on a reimagined workforce development system. This state plan is meant to be a living document that encourages the workforce development ecosystem to continue to work collaboratively to best meet the needs shared by the stakeholders.

This plan also takes into consideration the historic investments that will be powering up the national economy via the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act, which present opportunities for workforce development partnerships that support physical infrastructure construction, and also provide innovative vehicles to address equitable access to good jobs, such as rural connectivity via broadband expansion and improved digital equity across the Commonwealth. The key is to align and leverage new resources to expand, grow, and innovate existing programs, such as career pathways and sector strategies.

To create a workforce development system that is value driven for employers, we must align educational opportunities and training with industry demands to prepare Kentuckians for the future of work while also driving economic development. The 2024-2027 WIOA State Plan embraces the collaborative spirit of Team Kentucky to move the Commonwealth Forward, Together.

Highlights

- The Kentucky Strategic Plan is the north star of the plan with the four goals serving as pillars: employer engagement, education attainment, workforce participation, and resource alignment.
- Contribution from local listening sessions is included throughout the plan; contributors included: local businesses, local elected officials, community-based organizations, system partners, and individual customers.
- Strengths focus on the collaborative spirit of the workforce development ecosystem and connect various activities under the four goals and objectives of the Strategic Plan.
- Weaknesses are focused on the barriers to employment consisting of access to childcare, transportation (urban and rural), and affordable housing. The solution to these barrier hinges on partnership across state and local entities.
- The flow of action is shared: KWIB providing strategy, Education and Workforce Collaborative providing direction, and the Department of Workforce Development providing execution.
- Discussion on leveraging Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act and Science Act (totaling over a trillion dollars) provides opportunity to continue growing the share of Kentucky's involvement. The important of leveraging these resources to grow existing workforce programming is crucial.
- Partnership opportunities with employers and educational institutions discussed; Work-Based Learning (WBL) serving as an effective tool for both learners and businesses.
- Coordination with economic development is discussed as it relates to Statewide Workforce and Talent Team (SWATT), Work Ready Communities – Next Generation, and overall collaboration to serve current Kentucky employers and new and expanding businesses.
- Good job principles are reviewed as an avenue to increase outcomes for individual customers and increase recruitment and retention for businesses.
- Procurement of assessment and evaluation by a third party is reviewed, specifically, procurement of an integrated case management system.
- Operationally, information is provided from Kentucky Office of Adult Education (highlighting Title II), Career Development Office (highlighting Title III and JVSG, TAA programs), Unemployment Insurance, and the Office of Vocational Rehabilitation (highlighting Title IV).

Committee Chairs:
Education Attainment & Resource Alignment



Beth Davisson
Committee Chair

Employer Engagement Committee



Beth Davisson is a Senior Vice President of the Kentucky Chamber of Commerce. She leads the Kentucky Chamber Foundation, the philanthropic arm of the Kentucky Chamber of Commerce, the state’s largest association advocating on behalf of business. Beth joined the Chamber in 2017 to begin building the Workforce Center as the Foundation’s only fully dedicated employee. Since then, the Foundation has grown to a team of fifteen and continues to expand its support to employers and efforts in building a more robust workforce, increasing educational attainment, and achieving stronger equity in Kentucky.

Beth is a lifelong resident of Kentucky, earning her undergraduate degree from the University of Kentucky and her MBA from Sullivan University. She has spent the last 10+ years advocating for the workforce in Kentucky and the nation’s capital and aligning talent to the strategic plans of business. Beth was honored as a “Top 40 under 40” and named a “Top Enterprising Woman” by Business First Louisville. She serves on the boards of KYSHRM and Goodwill Industries Kentucky. Beth was appointed by Governor Andy Beshear to the Executive Committee for the Kentucky Workforce Innovation Board (KWIB), leading the state’s employer engagement efforts, and is a Talent Pipeline Management Fellow for the U.S. Chamber of Commerce.

If you are interested in engaging in one of the four committees or learning about specific work groups, please contact KWIB.Projects@ky.gov



Johnny W. Collett
Committee Chair

Education Attainment Committee



Johnny W. Collett is deputy director at the University of Kentucky’s Human Development Institute (HDI). Before joining HDI, Collett served as Assistant United States Education Secretary for the Office of Special Education and Rehabilitative Services. Prior to that, Collett served as program director for special education outcomes at the Council of Chief State School Officers. He has also served in senior leadership roles at the Kentucky Department of Education, and as a high school special education teacher.

From his role as a classroom teacher, to state special education director, to the United States’ highest-ranking official for special education and rehabilitative services, Collett has demonstrated an unwavering commitment to raising expectations and improving outcomes for people with disabilities. Added to that is his career-long commitment to meaningful and effective collaboration with diverse stakeholders - whether students, parents, educators, business leaders, disability advocates, governors, state legislators, or members of Congress.

Collett’s extensive portfolio of leadership experience, including implementation of state and Federal laws and policies and numerous systems change efforts, provide him with a unique perspective on matters related to improving educational, employment, and other life outcomes of people with disabilities.

If you are interested in engaging in one of the four committees or learning about specific work groups, please contact KWIB.Projects@ky.gov



Amy Luttrell
Committee Chair

Workforce Participation Committee



Amy Luttrell is President & CEO of Goodwill Industries of Kentucky, a \$120M social enterprise which serves 103 of Kentucky’s 120 counties. Prior to moving to Kentucky in 2014, she served three other Goodwills over a 35-year span. As CEO, Amy leads over 2,200 employees in operating Goodwill’s business lines and providing many direct services to assist people who face barriers to employment to join the workforce and find pathways out of poverty.

Amy currently serves on the Kentucky Chamber of Commerce board of directors, the Goodwill Industries International board of directors and the Kentucky Workforce Innovation Board (KWIB), as well as several councils and task forces. She graduated from Leadership Kentucky in 2015 and is a member of the Rotary Club of Louisville. Amy grew up in Lexington and Murray and graduated from Murray State University.

If you are interested in engaging in one of the four committees or learning about specific work groups, please contact KWIB.Projects@ky.gov



Kim Humphrey
Committee Chair

Resource Alignment Committee



Kim Humphrey is the Director of Community and Employee Programs River View Coal where her responsibilities include community outreach and employee training programs.

Kim’s prior work experience includes 30 years at Old National Bank where she was the Vice President of International Banking. In that role, Kim had the opportunity to participate in several Asian Economic Development Mission trip. Kim has also worked with Union County as the Director of Economic Development.

Current community activities include board member of Henderson Community College Foundation, Henderson Chamber of Commerce, Morganfield Lions Club, Union County Industrial Authority, Green River WIOA and Kentucky Workforce Innovation Board (KWIB). Kim is also a Kentucky Colonel.

Kim earned her associate degree from Henderson Community College and BS from Oakland City University. She was born in her mother’s native country of Japan and has resided many years in her father’s home town in Union County, Kentucky. She is married to Steve and they have 2 grown children and 6 grandchildren.

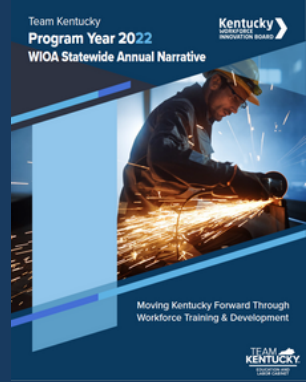
If you are interested in engaging in one of the four committees or learning about specific work groups, please contact KWIB.Projects@ky.gov

Appendix

Team Kentucky

Program Year 2022

WIOA Statewide Annual Narrative



A review of some of the PY2022 workforce development initiatives can be found by clicking the above banner.

Statewide Department of Workforce Development (DWD) Performance Summary:

- Title I – Adult: 3,372 participants served; 1,976 trainings provided; quarter median earning \$8,782
- Title I – Dislocated Worker: 410 participants served; 266 trainings provided; quarter median earnings \$10,840
- Title I – Youth: 2,470 participants served; 570 trainings provided; quarter median earnings \$5,344
- Title II – Adult Education & Family Literacy Act: 11,668 participants served; 53.45% Measurable Skills Gains rate; quarter median earnings \$4,490
- Title III – Wagner Peyser: 27,429 participants served; quarter median earnings \$6,994
- Title IV – Vocational Rehabilitation: 43,501 cases served; 4,169 participants in training status; \$21.51/average earnings per hour; 33.91/average hours worked

2024 KWIB Quarterly Board Meetings

February 29 - Mayo-Underwood Building, 1st Floor Hearing Room,
500 Mero Street, Frankfort, KY 40601

May 16 - Norton Healthcare Goodwill Opportunity Campus,
2820 West Broadway, Louisville, KY 40211

August 15 - Location TBD

November 21 - Location TBD

All meetings are scheduled for 1:30-3:30 pm EST and will be
conducted in-person with a virtual option.

Board Membership Travel Reimbursement Information

Per the By-Laws of the Kentucky Workforce Innovation Board, Article III, Section 2, Members of the Board and non-members serving on committees or workgroups, shall serve without compensation, but may be reimbursed for all actual and necessary expenses incurred in connection with their duties in accordance with state travel expenses and reimbursement administrative regulation.

Regulation and Travel Expense and Reimbursement: The reimbursement rate is determined using the American Automobile Association (AAA) Daily Fuel Gauge Report for Kentucky for regular unleaded gasoline. The gasoline cost used for the calculation is located on the AAA website at <http://gasprices.aaa.com/?state=KY>.

The rate shall be adjusted on January 1, April 1, July 1, and October 1 each calendar year based on the average retail price of regular grade gasoline for the week beginning on the second Sunday of the prior month as follows: AAA Average Weekly Fuel Cost Reimbursement Per Mile a. \$.01 to \$1.499 36 cents per mile b. \$1.50 to \$1.699 37 cents per mile c. \$1.70 to \$1.899 38 cents per mile d. \$1.90 to \$2.099 39 cents per mile e. \$2.10 to \$2.299 40 cents per mile f. Greater than \$2.299 41 cents plus 1 cent for every 20 cent increase Mileage for in-state travel shall be based on the “Kentucky Official Highway Map”, MapQuest website, Google Maps website, or similar web mapping service. Out-of-state mileage shall be based on the most recent edition of the “Rand McNally Road Atlas”, MapQuest website, Google Maps website, or similar web mapping service.

Current rate through March 30, 2024, is \$0.43/ mile.

Our Finance department is asking that board members set themselves up as a vendor on their Finance’s website: <https://vss.ky.gov> This allows for direct deposit, after the event has occurred, and “voucher” paperwork has been submitted and approved.

If you will follow the prompts in the link and then let KWIB staff know what your “vendor number” is, KWIB staff can set up the “voucher” that will calculate your reimbursable expense and prompt the process for payment. Email kwib.projects@ky.gov for more information or questions.

Functions of a State Workforce Board

State Workforce Development Board assists the Governor:

- 1. Development of the 4-year State Plan**
- 2. Review statewide policies, programs, and recommendation → aligned, comprehensive, and streamlined workforce development system**
- 3. Development and continuous improvement of the workforce development system**
 - Identification and removal of barriers (ensure program coordination)
 - Strategies to support career pathways (especially for individuals with employment barriers)
 - Strategies for effective employer outreach
 - Strategies to meet the needs of employers, workers, and jobseekers through sector partnerships
 - Identification of regions and designation of local areas; after consultation with Local WDBs and Chief Elected Officials (CLEOs)
 - Development & Continuous Improvement of the one-stop delivery system in local areas
 - Development and strategies to support staff training & awareness across the workforce development system
- 4. Development & updating of comprehensive State performance and accountability measures to assess core program effectiveness**
- 5. Identification & dissemination of information on best practices, including:**
 - Effective one-stop centers; business outreach; partnerships; service delivery strategies; strategies serving individuals with barriers to employment
 - Development of effective Local WDBs
 - Effective training programs
- 7. Development & review of statewide policies**
 - Criteria for Local WDBs in assessing effectiveness, physical and programmatic improvement of one-stop centers
 - Guidance for the allocation of one-stop center infrastructure
 - Approaches to equitable and efficient cost allocation in of one-stop partners
- 8. Development of strategies for technological improvements for quality of services**
 - Enhance digital literacy skills
 - Acquisition of skills and credentials
 - Strengthen professional development of providers and workforce professionals
 - Technology access for individuals with disabilities and individuals in remote areas

HELP DRIVE

KENTUCKY'S WORKFORCE DEVELOPMENT

Join the Kentucky Workforce Innovation Board
Strategic Committees



EMPLOYER ENGAGEMENT

Shape a business-led workforce system



WORKFORCE PARTICIPATION

Create opportunities for untapped talent and remove barriers to work



EDUCATION ATTAINMENT

Align and build a lifelong education system to meet the future of work



RESOURCE ALIGNMENT

Consistently improve the system and increase return on workforce investment

Business and community leaders, educators, and government professionals interested in serving, email us at kwib.projects@ky.gov.



GOOD JOBS PRINCIPLES

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

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

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

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

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

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

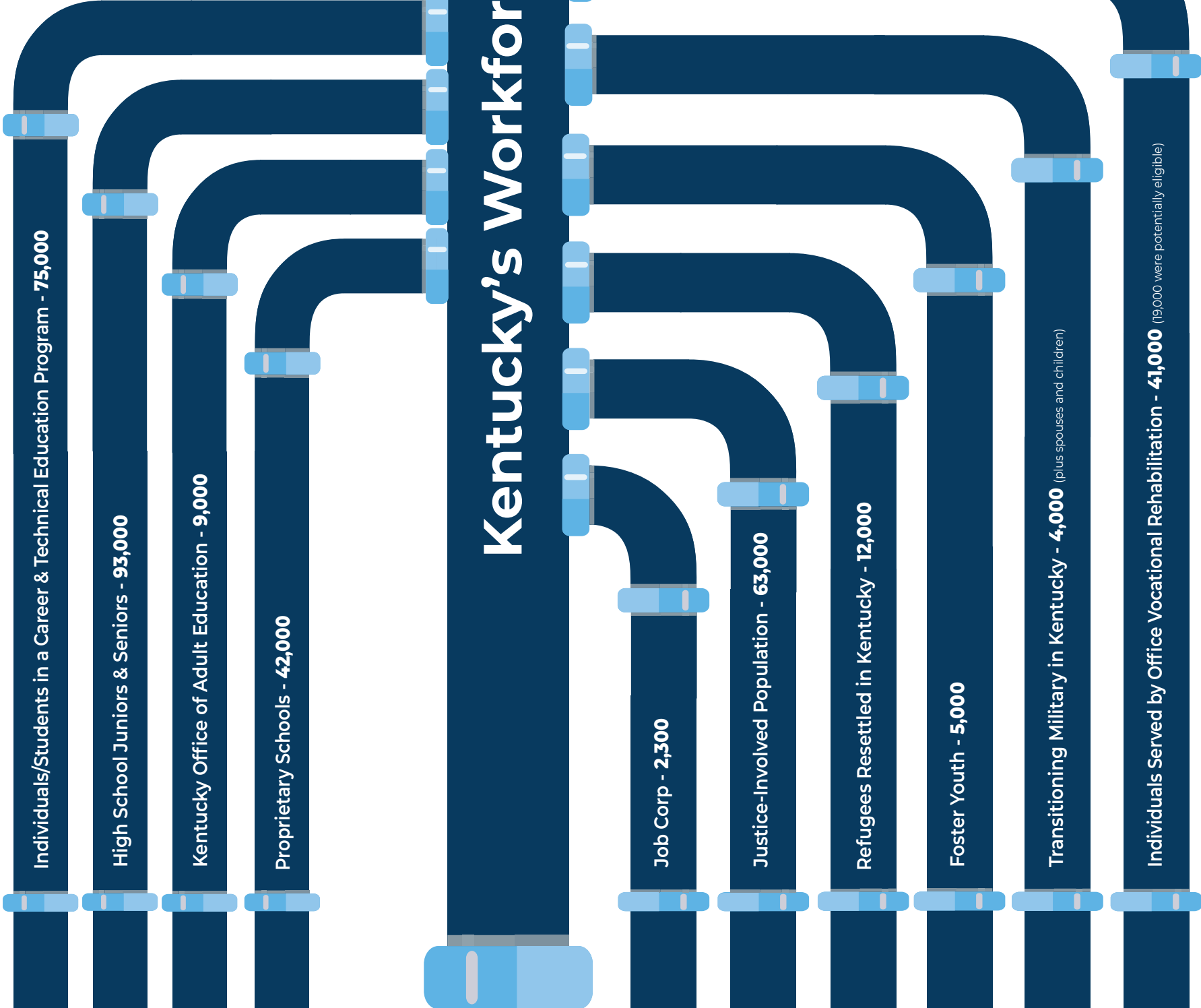
Job Security and Working Conditions: Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic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

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

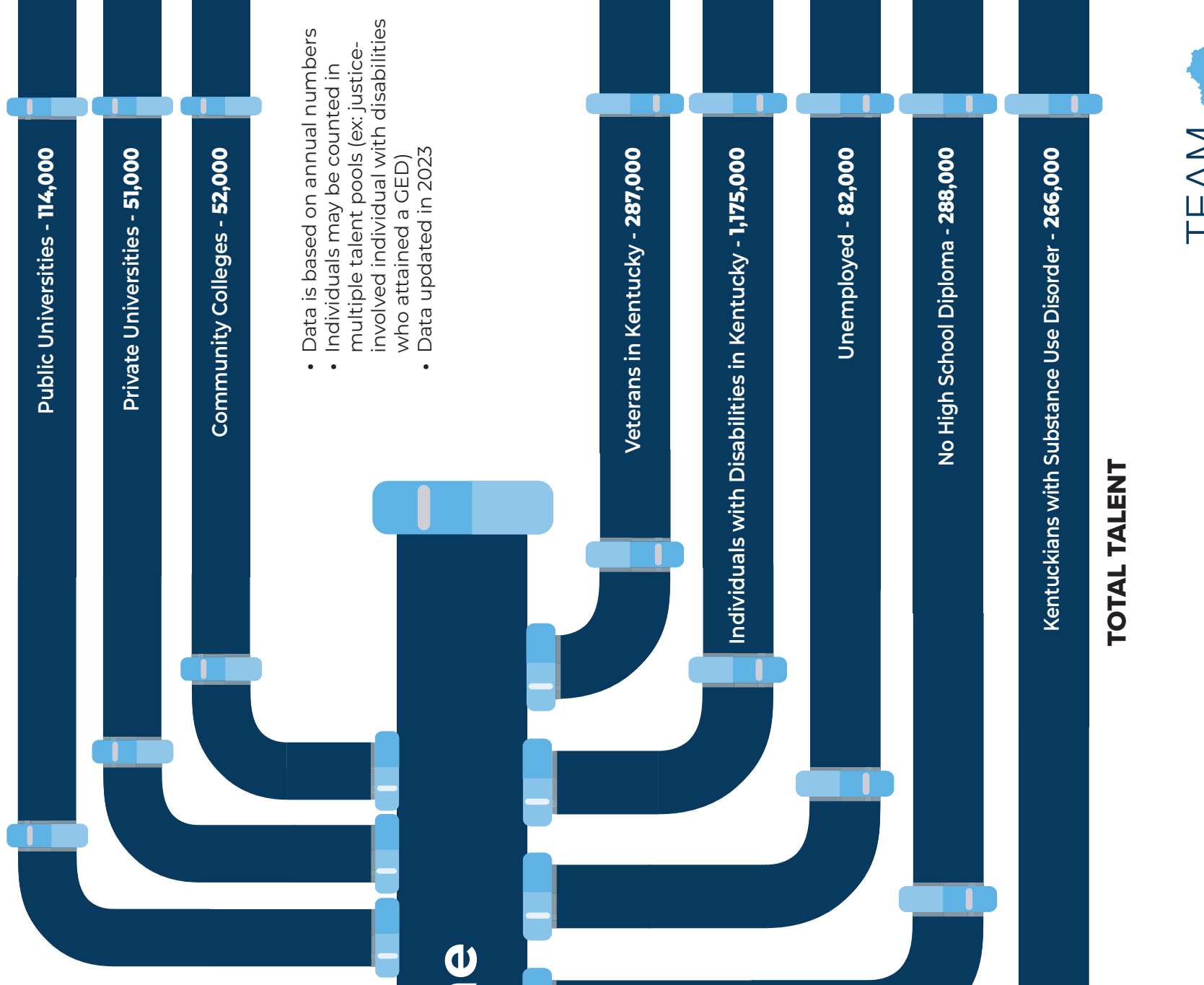
Pay: All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers’ pay is fair, transparent, and equitable. Workers’ wages increase with increased skills and experience.

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

SCHOOL & TRAINING



HIGHER EDUCATION ANNUAL ENROLLMENT



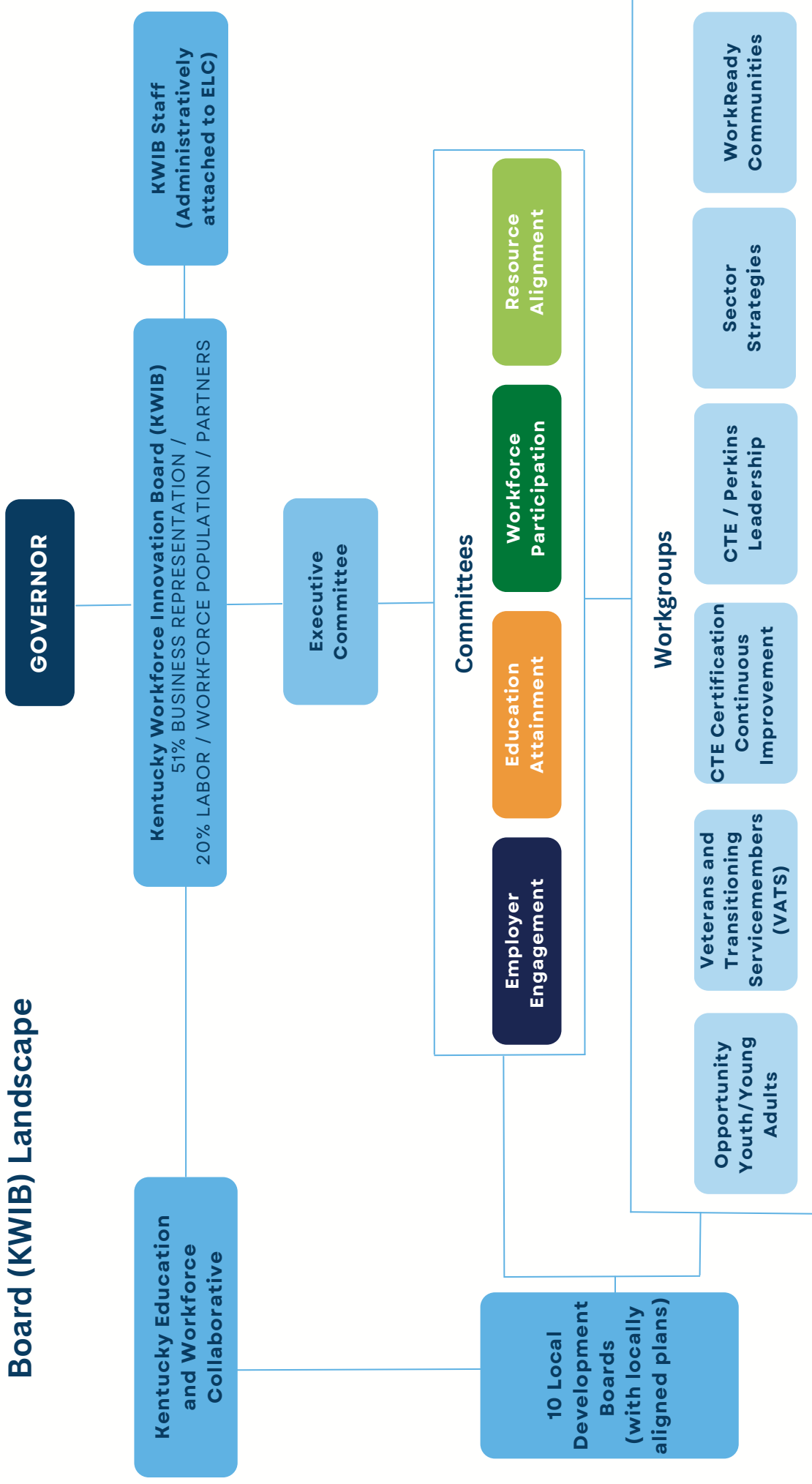
- Data is based on annual numbers
- Individuals may be counted in multiple talent pools (ex: justice-involved individual with disabilities who attained a GED)
- Data updated in 2023

Kentucky's Workforce Pipeline

UNTAPPED TALENT

Source: KYSTATS, Education & Labor Cabinet agencies, Department of Corrections, Job Corps & KY Office for Refugees, CHFS, National Survey on Drug Use and Health

Kentucky Workforce Innovation Board (KWIB) Landscape





EDUCATION AND
LABOR CABINET

2024 - 2027 WIOA State Plan Approval Public Comment Review

February 29th, 2024

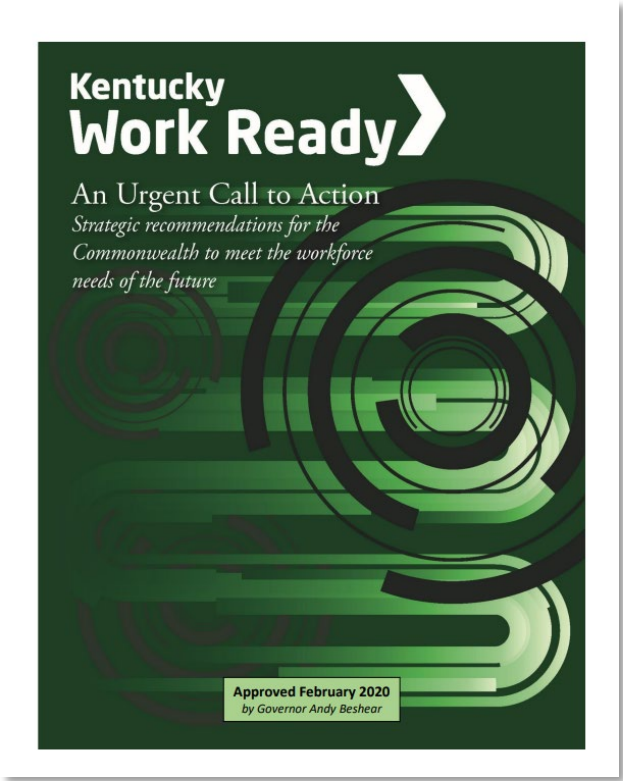
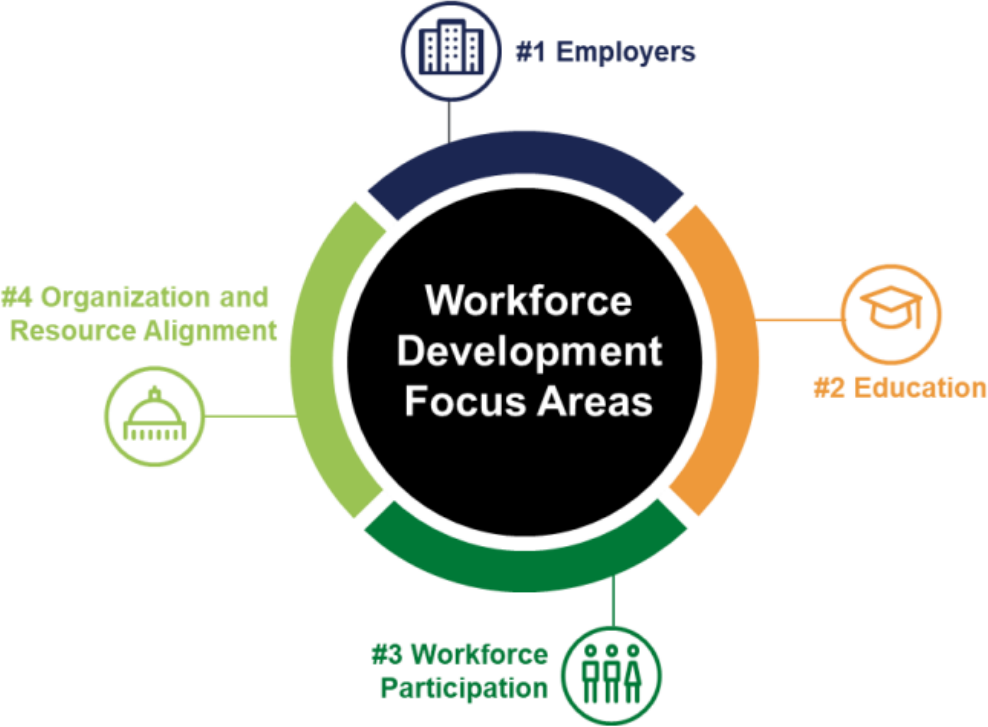
WIOA State Plan Review

Workforce Innovation and Opportunity Act (WIOA) State Plan (2024-2027)

The WIOA State Plans communicate the state's vision for the state workforce development system.

“Create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development.”

State Board Strategy



WIOA State Plan Review

Department of Workforce Development (DWD) Core WIOA Programs:

- Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth;
- Title II: Adult Education & Literacy;
- Title III: Wagner-Peyser, general employment services; and
- Title IV: Vocational Rehabilitation.

Additional workforce programs are also included in the plan:

- Unemployment Insurance (UI);
- Jobs for Veterans State Grant (JVSG); and
- Trade Adjustment Assistance (TAA).

Public Comment - Direct Communication

2024 WIOA State Plan Outreach - Direct Communication	Individuals
Local WIB Directors	10
KWIB Executive Committee	7
KWIB Members	60
DWD Partners	18
The Pulse - Monthly Newsletter	668
Partner Spotlight	81
Total	844

Note: 30-day public comment ended 2/24 at 5pm EST

Public Comment – Social Media

2024 WIOA State Plan Outreach - Social Media	Followers
ELC FB	3,600
ELC LinkedIn	922
ELC Twitter/X	4,241
KCC FB	16,000
KCC LinkedIn	1,325
KCC Twitter/X	2,817
KCC-Bluegrass Community Resource Minute - YouTube	30
KCC-Bluegrass Community Resource Minute - Twitter/X	21
KCC-Bluegrass Community Resource Minute - Instagram	78
KCC-Bluegrass Community Resource Minute - FB	717
KCC-Bluegrass Community Resource Minute - LinkedIn	702
Total	30,453

Workforce System Value to Jobseeker & Workers

- DWD collectively served 88,850 Kentucky participants with employment services

Title I Services	Individuals
Supportive Service	3093
Training Programs	1484
Work Experience	1015
Grand Total	5592

- Training programs like Registered Apprenticeship have 5,029 active apprentices (12.2% annual increase). Also, other work-based learning (such as KY-FAME), currently 175 students participate across 11 KCTCS colleges

- In PY22, Kentucky engaged with 54,338 employers (36.7%) of which 43% were repeat customers

- Work Opportunity Tax Credit (WOTC) opens doors

Work Ready Talent

- Throughout the WIOA listening sessions, stakeholders (including businesses, elected officials, community organizations) continued to mention soft/essential skills as key foundation to talent being “work ready”
- DWD employment services and partner programs have soft skills as component to training
- Soft skills:
 - Transferable across industries
 - Contribute to work experience
 - Develop team collaboration & leadership skills
 - Foster effective communication

Substance Use Disorder Numbers

- An estimated 596,000 Kentuckians with substance use disorder
 - Per the Substance Abuse and Mental Health Services Administration (SAMHSA), a division of the U.S. Department of Health and Human Services, and the annual National Survey on Drug Use and Health (NSDUH), 2021-2022.

Substance Use Disorder	596,000
Alcohol Use Disorder	329,000
Drug Use Disorder	375,000

Investment in the Workforce System

- Strength of the workforce system is dependent on continued coordination and collaboration through mutually reinforcing activities
- Necessity of investment in the workforce system to leverage the federal investment of WIOA
- Kentucky's economy is booming, leading to lower unemployment rates; good problem requiring diversification of resources to meet employer and individual customer needs
- The essential need to address barriers to full employment for all Kentuckians and to recruit new workers to opportunities in Kentucky to live, work, and raise a family in the Commonwealth

List of Public Comments

KY State Plan and Annual Narrative

Your Opinion Matters

The Office of the Kentucky Workforce Innovation Board in the Education and Labor Cabinet seeks public input on the Workforce Innovation and Opportunity Act (WIOA) State Plan. Over the next four years, it will serve as the strategic and operational vision for workforce development. Kentuckians are invited to review and offer comments until 5 p.m. EST on February 24th, 2024. Comments received will be made public and shared with our agency partners. Please do not include any personal identifying information in your comments. [Access the plan here](#) [PDF, 4.8MB].

[SUBMIT COMMENTS](#)

A list of received public comments with feedback and citation of the modification in the plan. [Access the comments here](#) [PDF, 94KB]. WIOA State Plan added substantive language changes. [Access the changes here](#) [PDF, 146KB].

<https://kwib.ky.gov/Pages/WIOA-State-Plan-Modification.aspx>