

An Application for

Work Ready Community Certification

Submitted by

McCracken County Fiscal Court
Van Newberry, Judge Executive

September 7, 2012



Van E. Newberry
McCracken County Judge Executive

McCracken County Courthouse
300 South Seventh Street
Paducah, KY 42003-1700
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August 30, 2012

Mr. Tom West, Executive Director
Kentucky Workforce Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601

Dear Mr. West:

You will find enclosed the Work Ready Community application materials for McCracken County. These documents have been developed and compiled through the Business and Education Partnership committee of the Paducah Area Chamber of Commerce, and involved the input of several dozen community members. We feel that the application materials should reflect well on our local educational systems and on the workforce that we are so proud of.

Please let me know if you need other information regarding this Work Ready application. I can be reached at 270-444-4707.

Sincerely,

Van E. Newberry
McCracken County Judge Executive

McCracken County Work Ready Community Application

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Kentucky Work Ready Communities

APPLICATION

1	Name of County	McCracken		
2	High School Graduation Rate (most recent state NCLB reporting)	75.1%	List Source/Method: i.e. summer 2011 AFGR method	2011 AFGR data
	Would you like to include high schools that are not in the traditionally reported graduation rate shown above?	No		
	If so, please enter revised graduation rate here. Please attach a list of schools included and your calculations.			
3	Educational Attainment Rate (ages 18-64)	32.2%	(Source: US Census, most recent American Community Survey five-year estimates)	
4	Community Commitment	(check off)	Name of Organization	
	Economic Development	<input checked="" type="checkbox"/>	Alex Metzger, Paducah Economic Development Elaine Spalding, Chamber of Commerce	
	Elected Official(s)	<input checked="" type="checkbox"/>	Bill Paxton, Mayor, City of Paducah Van Newberry, County Judge Executive	
	Education	<input checked="" type="checkbox"/>	Dr. Barbara Veazey, President, WKCTC Dr. David Silverstein, Director, UK Engr Extended Campus Bill Bartleman, PR, MidContinent Univ.	
	Workforce Development	<input checked="" type="checkbox"/>	Sheila Clark, WKWIB MaryAnne Medlock, Purchase Area Development District David Sorrells, Ofc of Employment and Training	
	Business and Industry	<input checked="" type="checkbox"/>	Leon Owens, Swift & Staley Davida French, Lourdes Hospital Dr. Mike Muscarella, Western Baptist Hospital Georgann Lookofsky, US Enrichment Corporation Jill Harper, James Marine Paul Dutton, Marquette Transportation Howard Adkins, Ashland Specialty Chemicals Inc. Tom Garrett, P&L Railroad	

Attach meeting minutes and meeting attendance sheets showing these signatures. Letters of Commitment from various organizations are helpful as well.

Kentucky Work Ready Communities

APPLICATION

5 Percentage of Households with Broadband Internet Access Available 96.4% (Source: broadband.gov)

Rural or Urban County Urban

6 Are you including narrative(s) for supplemental criteria for GED or Occupational Credential Attainment? Yes (**Attach** optional narratives and list sources and calculations)

7 Your Contact Information (primary contact for your county application)	name	phone	email	address
	William Murphy	270-534-3111	wmurphy@enr.uky.edu	UK Extended Campus 4810 Alben Barkley Dr. P. O. Box 7380 Paducah, KY 42002-7380

Narrative 1: Graduation Rate

The graduation rate data from the Kentucky Department of Education for Paducah Tilghman High School and the combined totals for the three McCracken County high schools are shown in Table 1. The two private high schools in the county do not compile graduation rates in the same way, so their numbers are not included in these data.

Table 1. Combined 2011 AFGR graduation rates for Paducah Independent and McCracken County high schools. (Source – Kentucky Department of Education)

2011 Data	AFGR Grads	Grade 9	Grade 10	Average	Grad Rate (%)
McCracken Co	466	621	583	602	77.4
Paducah Ind.	143	226	191	208.5	68.6
Combined Data	609	847	774	810.5	75.1

The Paducah and McCracken County schools have been committed to increasing their graduation rates even before the new accounting system reduced the computed graduation rate statistic from nearly 90% to only 75%. The following strategies implement both short term and long term approaches to increase graduation rates within McCracken County.

Key Strategy A: Community Scholarship Program

The Paducah Rotary Club has raised \$2 million dollars to start the Community Scholarship program. McCracken County Fiscal Court and the City of Paducah donated funds of \$125,000 each to support the scholarship endowment while the rotary club raised the other half through private donations. This program ensures that every student who graduates from Paducah Tilghman High School, McCracken County High School and the private schools in McCracken County will qualify for two years of free tuition at West Kentucky Community and Technical College. These students must maintain a grade point average of 2.5 throughout high school, a 95% attendance rate over four years, and not be involved in any major discipline violations throughout their high school career. This partnership between the Paducah /McCracken County community and the school systems will ensure that finances will no longer be a barrier that prevents students from continuing their education in the post secondary setting. Students who may have viewed college as unrealistic due to finances can now have the incentive to keep a solid GPA, attend school, and stay out of trouble.

Key Strategy B: New School Construction Projects

McCracken County High School will open its doors in August of 2013. This 300,000 sq ft state-of-the-art facility will combine high schools from Lone Oak, Reidland, and Heath. The new McCracken County High School will accommodate approximately 1,800 students and serve the students in the county school district. The school will be built with a small learning community design which will feature five educational “houses” in the overall structure. Each house will contain approximately 400 students within grades 9-12. Each of these houses will be smaller than the existing high schools in the county. The small learning community concept will provide students the critical relationships with adults while still having access to the programs that only a large school can provide.

A new Paducah Middle School facility will open in 2013 as well. This \$20 million dollar project will provide a 21st century facility which will allow teachers to provide a 21st century education. The new Paducah Middle School will contain the latest instructional technology and provide a new atmosphere of growth and excitement in the community.

Key Strategy C: Commonwealth Middle College

In 2009, the Commonwealth Middle College opened its doors on the campus of West Kentucky Community and Technical College. The middle college allows students from the area high schools to take college classes in the morning and high school classes in the afternoon, all on the WKCTC campus. The middle college targets first generation college students and provides the opportunity to obtain an associate's degree and a high school diploma all at no cost to the family. Students apply for admission into the program their sophomore year and if accepted attend the Commonwealth Middle College their junior and senior years of high school. The Middle College recently increased its enrollment from 100 to 160 students because of the overwhelming demand.

Key Strategy D: Provide an alternative setting to earn credits toward graduation

In 2011-12, McCracken County Schools expanded its Open Campus program to include students in grades 10-12 who were in danger of dropping out of high school. Upon recommendation from a counselor and approval from district personnel, students are able to attend school in an alternative setting and complete their necessary requirements for graduation. Students use a computer based curriculum and work at their own pace to make up credits that they have failed or take courses at an accelerated pace. McCracken County also expanded its summer school program to allow students a method of recovering credits that were lost over the course of the previous school year. Students may also attend this summer school to take additional courses to accelerate their completion of a high school diploma.

Key Strategy E: A balanced assessment system to improve student achievement

McCracken County Schools and the Paducah Independent School system both use a balanced assessment approach in their schools. Teachers have created common assessments and common goals for students. Students are then given these benchmark assessments at the end of each quarter to determine mastery of common core standards. Upon analysis of assessment results, teachers can make real time decisions on whether to repeat particular standards and what activities to use when doing so. Over the next several years a culture of data driven instructional decision making will exist in all schools in Paducah and McCracken County.

Key Strategy F: Career Pathway Opportunities

Each of the high schools located in the Paducah /McCracken County area provide multiple opportunities for students to become career ready. A local area technology center provides credit opportunities toward careers in health fields, technology fields, carpentry, and the auto service industry. Each high school also provides courses in agriculture, culinary arts, theater, media and journalism, etc. Students meet with counselors in middle school to begin their creation of a four year high school plan of graduation. Each high school also implements the Individual Learning Plan (ILP) to help set future career goals for each student.

Narrative 2. National Career Readiness Certificate Holders

Overview

The National Career Readiness Certificate (NCRC) is derived by three components of the ACT's WorkKeys: Reading for Information, Applied Mathematics, and Locating Information. West Kentucky Community and Technical College has offered WorkKeys assessments since 2002 and embraces the Kentucky NCRC initiative because this assessment provides a true measure of workforce quality. Since its beginning, WKCTC has worked with business and industry to provide workforce testing, whether for a pre-employment rubric or to identify individual employee training needs.

The July 2012 NCRC Monthly Status Report posted to the Work Ready Communities File Room, indicated that 1,390 McCracken County residents have an NCRC certificate. This number represents 3.49% of the working age population. To qualify for Work Ready Community status, the county must work to reach a goal of 15% of the working age population within three years. The McCracken County Work Ready Community Team believes that the number of NCRC certificates reported for McCracken County represents only a portion of the credential holders in the county. In this section of our application, we will provide a plan to validate several thousand assessments that have been given to McCracken County residents so that the NCRC Monthly Status Report will accurately reflect the credentials actually held. This narrative also explains how the Team will recruit additional employers to use NCRC testing for their human resource needs.

Current NCRC Certificate Status

In 2004, WKCTC opened the Workforce Skills center in Paducah's Kentucky Oaks Mall to provide a convenient place for people to seek Adult Education Services, including WorkKeys assessments. The Center received operating funds from a variety of partners including the West Kentucky Workforce Investment Board. In its five years of operation, over 6000 WorkKeys assessments were proctored. It is the understanding of the McCracken County Work Ready Communities Team that these assessments, given before the National Career Readiness Certificate's inception are not included in the reported number of NCRC certificate holders.

The Team has developed a plan of action to identify those individuals who took the three required NCRC components and inform them of their NCRC status. Because the Workforce Skills Centers served individuals across the region, it is felt that this effort can significantly increase the reported figures for many western Kentucky counties, not just McCracken County. The Team will also identify those individuals who have already taken one or two of the required components and encourage them to complete the requirements for NCRC so they can receive their credential for future employment consideration, and also be counted in the database.

The Assessment Center at WKCTC provides NCRC testing for many business and industry clients. Since 2003, KCTCS data show over 1050 gold or silver Kentucky Employability Certificates have been issued to McCracken County residents. It is the understanding of the McCracken County Work Ready Communities Team that these assessments are also not included in the reported number of NCRC certificate holders.

The following list of area companies already use NCRC testing as a pre-employment requirement: NewPage Corporation, Ashland Specialty Chemicals, Sekisui Specialty Chemicals, IKRCC (Carpenters Union), and Hemlock Semiconductors, LLC. While not all are located in McCracken County, many McCracken residents work at these facilities. The McCracken County Work Ready Communities Team is working to recruit more companies to this list. Our objective is to convince additional local company

HR directors of its value to their organization, such as Jill Harper of James Marine who is quoted below.

“The National Career Readiness Certificate (NCRC) is a great opportunity for job seekers to prove to potential employers that they have the skills necessary to fill their job vacancy. We at James Marine are always searching for the most qualified candidates who not only possess the soft skills and personality traits that are desired but also the technical skills that are applicable to the job. Every interviewer or hiring manager wants to make that perfect hire for his or her organization. The NCRC, with its ability to measure both cognitive skills and soft skills, would enable employers such as James Marine to assess the full potential of applicants and select the best candidate for the job”.
Jill C. Harper, PHR, MBA, Director of Human Resources, James Marine, Inc., Paducah, KY.

As the McCracken County Work Ready Communities team worked to prepare its application, the Kentucky Workforce Investment Board invited Mr. Dave Williams, chairman of the Oregon Workforce Investment Board to speak at its May meeting. Mr. Williams is vice president of utility services for NW Natural, a utility company in Oregon that has embraced NCRC as an effective workforce training tool. His presentation was recorded and posted to the Kentucky Workforce Investment Board’s website. Team members shared the link to the video with the Four Rivers SHRM membership and invited area business and industry to a viewing party on the WKCTC campus to encourage more area companies to consider the NCRC as a valid human capital investment. The presentation detailed how WorkKeys and the NCRC has helped NW Natural to not only find the right person for specific jobs openings, but to also guide them when advancement opportunities become available. The benefit of job profiling was also discussed. After the video, a time for discussion was held and all those in attendance agreed that the NCRC is a valuable HR tool that would be beneficial for job screening and promotion assessments.

Going Forward

The McCracken County Work Ready Communities Team has an excellent relationship with local business and industry and is actively engaged in spreading the message on how the Kentucky NCRC Initiative can benefit their efforts to recruit and train a high-skilled workforce. We will seek endorsement from business and industry associations through presentations to those associations, human resource managers groups (SHRM), and other business, civic, and industry associations that would benefit from using this certificate for HR activities.

McCracken County is home to a large uranium enrichment complex, the USEC Paducah Gaseous Diffusion Plant. Entities at the site (USEC and multiple DOE contractors) currently employ about 2,000 people. USEC Inc. employs about 1200 people to operate the 60-year old PGDP production facilities as a for-profit enterprise. USEC is expected to cease production in Paducah over the next 1-3 years as it transitions to a more cost effective technology at its production facility in Ohio. One of several broad community initiatives intended to address these job losses is the development of a program to fund NCRC testing for plant and contract employees. WKCTC will coordinate the program. This program could realistically add 500 additional NCRC holders in McCracken County alone within the next three years.

WKCTC has several opportunities to provide information to the public about the WorkKeys and NCRC certification. Two noteworthy events are the annual career fair held on campus each year, as well as the annual Salute to Education chamber breakfast and exhibition that typically attracts 350 or more chamber members each year. The WKCTC Assessment Center provides the full service testing and assessments needed to evaluate the skills of individual workers.

Assessment Center staff can speak knowledgeably about the testing process for first time test takers, as well as provide advice on how to improve existing scores. Figure 1 shows some of the facilities in use at the WKCTC Assessment Center.



Figure 1. Test takers at the WKCTC Assessment Center where the NCRC is offered.

Narrative 3. Educational Attainment

- Metric – Percentage of working age adults with at least a 2-year degree:
- Population in the 18-64 age group – 39,858 (2010 census)
 - Associate Degrees (18-64) = 4,214 (2006-2010 ACS Survey)
 - Bachelor's Degrees (18-64) = 5,371 (2006-2010 ACS Survey)
 - Graduate/Professional Degrees (18-64) = 3240 (2006-2010 ACS Survey)
- Total Degrees, Associate or higher = 12,825 (32.2% of 18-64 workforce)

McCracken County is fortunate to have a well established and progressive community and technical college, a private for-profit college, Paducah branches of Murray State and Mid-Continent Universities, and a branch of the UK College of Engineering. Paducah is the center for health care for the Purchase Area and parts of three surrounding states with its two full service hospitals. A benefit of having colleges and hospitals that require highly educated staff is a community in which outstanding educational achievement is expected. As a result, over 32% of the working age population in McCracken County hold 2-year degrees or higher based on the 2006-2010 American Community Survey.

The Paducah/McCracken County community did not reach this educational attainment by chance. The community aggressively pursues educational opportunities for its youth as well as its people in workplace transitions. Recent examples of these actions include raising \$9 million in private funds to build a science and engineering building on the WKCTC campus, raising over \$5 million to establish a Challenger Learning Center, construction of a new \$19 million Emerging Technology Center on the WKCTC campus, establishing the state's first Middle College on the WKCTC campus, initiation of a guaranteed 2-year scholarship for any McCracken County high school graduate, and recent groundbreaking for a \$20 million Murray State branch campus next to WKCTC. Mid Continent University in Mayfield is also in the final stages of their plans for a new Paducah branch campus in close proximity to WKCTC. With Daymar College now offering some bachelor's degrees, McCracken County residents can now receive a bachelor's degree from one of four different institutions without having to leave the county. The expansion of educational opportunities within McCracken County comes at an opportune time as the local and national economies continue to struggle to create jobs and educational costs outpace inflation.

While the present educational attainment exceeds the next immediate target for Work Ready Community status, the Paducah/McCracken County community already has ongoing programs in place to increase the percentage of the work force with postsecondary diplomas. These initiatives are:

1. Aggressively pursuing graduation for all high school students by the McCracken County and the Paducah Independent School Districts (addressed in more detail in the graduation rate narrative).
2. Recent expansion of the Commonwealth Middle College to include students from Paducah Tilghman High School.
3. Initiation of the Community Scholarship that will start with the high school class of 2014.
4. Participation in a program similar to the CPE's Project Graduate to identify people who are close to graduation but have dropped out for various reasons.
5. Expansion of Mid-Continent University's evening program for working non-traditional students.
6. Specialized associate degree programs at WKCTC targeting the chemical industries throughout the Purchase Area.

The graduation rates of the Paducah and McCracken County high schools are above the state average, and they also have an above average percentage of their graduates that start college afterwards. As a result, the county's workforce educational attainment percentage will naturally rise over time as the baby-boom generation with lower educational attainment rates retires. The initiatives listed above attempt to increase the college going rate of traditional students as well as targeting non-traditional students for completion of

their degrees. All of the six initiatives are expected to positively impact educational attainment, but items 4 and 5 are expected to change the slope of the upward curve of educational attainment so McCracken County can reach the 39% target within 5 years. These six areas will be described briefly with the anticipated impact on educational attainment.

1. The biggest change in the local high school programs will be in the McCracken County Public Schools. Three county high schools will be consolidated into a single high school in a new \$55 million facility scheduled for occupancy in Fall 2013. After years of planning, the school board incorporated many features with the goal of making the high school learning experience even more effective. The new school will have expanded space for Project Lead the Way, impressive theater facilities, the opportunity to offer more specialized classes such as multiple foreign languages, and greatly improved computer and lab facilities. The middle schools will move into the three vacated high school buildings, giving them more space for science and performing arts. The Paducah public school system will have a new middle school building in 2013, which should also greatly improve educational opportunities for science and computer activities at that level.
2. The Commonwealth Middle College was started at WKCTC in 2009 with 50 students from the McCracken and Marshall county public school systems. The students accepted into the Middle College are usually first generation college students from home situations where they might not go to college otherwise. The junior and senior students can take classes from WKCTC to satisfy their high school requirements, earning up to 36 college credit hours at no cost. The objective is to give the students an exciting college experience and a head start toward a college degree so they will want to stay in school and complete their bachelor's degree. The Middle College enrollment was expanded to 160 students this past year as students from Paducah Tilghman High School were also included. The experience of the Middle College has been excellent to date, with students achieving well above their previous high school performance levels. The first two graduating classes had a higher than normal percentage going on to post secondary education.
3. The Paducah Rotary Club spearheaded an effort to develop a scholarship program whereby any McCracken County high school graduate would be guaranteed a scholarship to cover tuition for their first two years at WKCTC. It is fully endowed with private donations as well as financial support from the city and county governments. The scholarship does have some very basic requirements for high school attendance and GPA (discussed elsewhere in this application) and does require the student and their parents to sign a "contract" before they enter high school. The objective of this scholarship is to ensure that no student feels that their family's income level will prevent them from being able to afford to go to college. The scholarship will begin with the high school class of 2014 and has a high percentage of the city and county students in the 9th and 10th grades enrolled.
4. The Kentucky Council on Postsecondary Education recently initiated a program called Project Graduate which targets those people with significant college credits but who dropped out of college for whatever reason. Figure 2 is taken from the American Community Survey for McCracken County and shows that over 25% of county residents have some college credits but no degree. This group has been identified as the lowest hanging fruit to target for quickly improving the community's educational attainment. While this group surely represents the entire spectrum of credits, from a single course to over 100 credit hours, it is anticipated that many would be people who attended college for at least 3 or 4 semesters, perhaps at a 4-year institution, and who dropped out without a BS degree. The objective of this initiative is to reach out to this group to identify those who can achieve at least an associate's degree with only a modest number of additional courses. WKCTC audits its own students each semester that have dropped out before completing their degree program. Efforts will be made to identify former students from any Kentucky 4-year institution who did not complete their degrees. With the minimum 15 credit hour residency requirement, many students who have 3 to 4 semesters of college experience could receive their associate's degree within two years by taking only one course per semester (plus summer). This initiative is trying to give at least some credential

for their college efforts to people who otherwise have nothing to show for their previous college experience.

5. Mid-Continent University has taken their college to communities across Kentucky in an effort to reach nontraditional working people who cannot attend daytime classes. The Advantage program allows participants to earn a bachelor's degree in an accelerated program that is offered at night and on weekends. To date, they have awarded over 300 bachelor's degrees in McCracken County to mostly middle age people whose life situations did not permit them to complete a college degree when they were younger.
6. An initiative sparked by the Paducah Area Chamber of Commerce got together the plant managers of the region's major industries to determine the educational needs of their workforce. An outcome was a 2-year chemical operator degree program and expanded offerings in industrial maintenance at WKCTC. Two chemical engineers with experience in chemical and paper industries formulated the program curriculum. Several industries in Calvert City have already raised their minimum educational requirements to the associate degree rather than just a high school diploma.

The six approaches outlined above target every segment of the population demographic of McCracken County. The high school programs, the Middle College, and the Community Scholarship will impact the under 18 group who will enter college in the next five years. Targeting those with some college credits will mostly reach those under the age of 45 who stopped out of college. The Mid-Continent Advantage Program reaches all non-traditional age groups, especially serving those working full time in mid-career who desire to advance in their company. By expanding BS degree options in McCracken County, providing low income traditional students with automatic scholarship support, and targeting non-traditional students with some college credits, we feel that the county's educational attainment rate will meet or exceed the national level within 5 years. The educational attainment percentage should continue to improve as the least educated baby-boomers retire, new high school graduates enter college at ever increasing rates, and there are more opportunities for people to go back to college so they can be more competitive in an increasingly competitive global marketplace. Achievement of the 39% educational attainment target will require the effort of all the secondary and post secondary institutions in McCracken County, and all those institutions are on board for this effort.

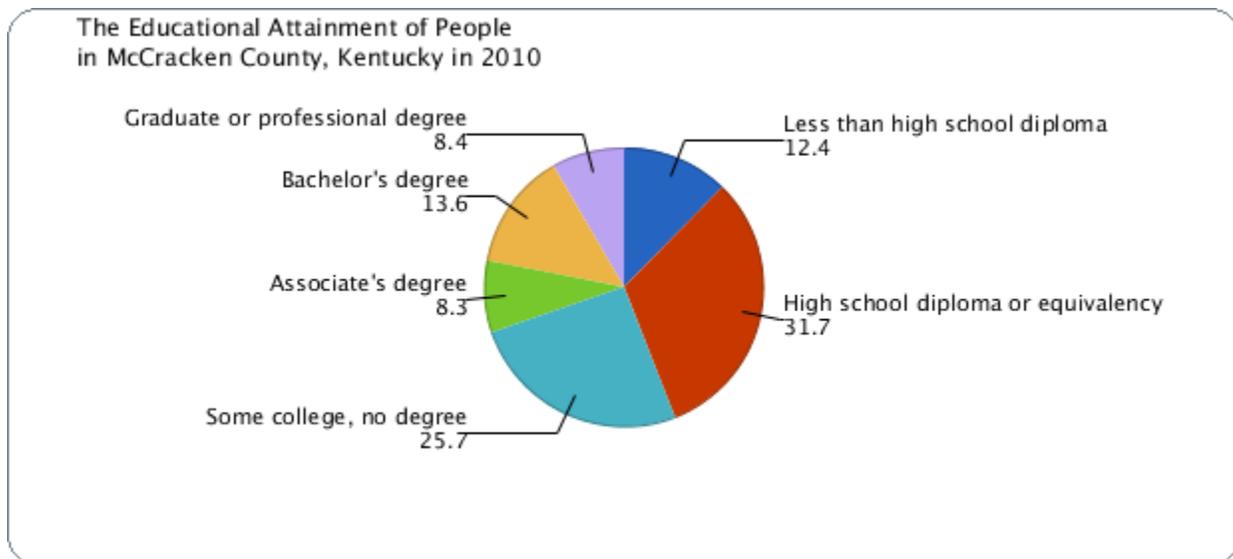


Figure 2. American Community Survey educational attainment for McCracken County showing over one fourth of all people have some college credits without holding any college degree in 2010.

Narrative 5. Soft Skills Program

Provide evidence of employer engagement in the program development process, including representation of the county's most prolific businesses and industries.

The Paducah Area Chamber of Commerce **Business Education Partnership** was established in 1996. The purpose was to establish the relationship between education and business and to establish the tie between education in the classroom and the soft skills needed to be an effective and productive employee in the job market. An outgrowth of this collaboration was the **Work Ethics Certificate**. The Work Ethics program was designed to create in students a strong work ethic and provide employers with a mechanism to evaluate the students and reward their efforts through the interview and hiring process. Twenty-six businesses applied to be part of the Work Ethics program.

The Work Ethics Certificate emphasized and required the following criteria of the student:

- Discipline-there would not be more than one discipline referral during the senior year
- Attendance-the student maintained an attendance rate > 94% during the senior year
- Absence-no more than one unexcused absence
- Punctuality-the student has no more than one unexcused tardy
- Community Service or Project completed
- Grade Point Average-minimum 2.5/4.0 grade point average

Seniors graduating from high school who had successfully completed the program were awarded certificates during graduation ceremonies with the Work Ethics Seal embossed on their diploma.

The value of core ethics necessary to succeed in life and work has long been recognized and supported by the McCracken County community. Those early commitments have now been taken to a higher level with the establishment of the unique **Community Scholarship Program**. An analysis of the college going rate of McCracken County high school graduates was completed using 2007, 2008 and 2009 data. By 2018, nearly two thirds of all American jobs will require a postsecondary certificate or degree. Community colleges have a crucial role to play in seizing this opportunity to improve the local workforce. McCracken County businesses, the Rotary Club of Paducah, City and County government and the Paducah Junior College Board of Trustees collectively established an endowment of \$2 million to launch the Community Scholarship Program. Every high school graduate of a McCracken County high school is guaranteed 60 college credit hours tuition free at West Kentucky Community & Technical College. The tuition will cover any gap funding that is not provided through other scholarship or financial aid funding. In order to receive this educational benefit, students must meet the following criteria:

- No major disciplinary problem in high school
- 4-year attendance upon graduation at a level of 95%
- Meet the cumulative minimum grade point average of 2.5/4.0

Students must enroll at the end of their 8th grade and their performance in these categories will be tracked throughout their high school experience. The expected outcomes of the Community Scholarship Program are as follows:

- Increase the number of high school graduates transitioning to college, especially for the low income portion of the county population

- Improve the overall quality and skill level of Paducah/McCracken County workforce by reducing the percentage with only a high school diploma or less
- Reduce the barriers to college (access, affordability and college readiness) for students of all income levels
- Assist students and parents in understanding college processes/policies, especially those where the parents have never attended college
- Assist students with college and career choices earlier in their high school program.

The participation rates in the McCracken County Community Scholarship Program since its initial enrollment period in 2010 are given in Table 2.

Table 2. May 20, 2012 Community Scholarship enrollment report of participating 9th grade students from all McCracken County high schools.

High School Campus	High School Graduation Class of		
	2014	2015	2016
Community Christian Academy	8	10	9
McCracken County Schools			
Heath	123	126	143
Lone Oak	175	187	225
Reidland	109	118	57
Paducah Tilghman	128	168	186
St. Mary	32	46	
Homeschools	2	12	9
Totals	577	667	629
Percent of total enrollment*	65%	81%	

**Note-Percentages are calculated based on October enrollment numbers. 2016 class-current 8th grade enrollment numbers are being used and will change in October. Percentage calculations do not include homeschool student numbers which are not accurately available. 2016 calculations do not include St. Mary HS; they report in August.*

As a part of the Community Scholarship Program, WKCTC offers Introduction to College (GE100) which is designed to assist students with the transition from high school to college. The syllabus for GE100 is included in the Appendix. This course is required for all students who enrolled in the Community Scholarship Program. The course is an introduction to college course, but includes the subjects of communication, teamwork, organization time management, leadership, and critical thinking.

The comprehensive nature of the Community Scholarship Program, and the guaranteed gap funding for students who meet the minimum requirements, make this program one of a very few such opportunities in the country to support student attainment of a 2-year college degree.

Provide evidence that employers recognize achievement of work ethic or soft skills credential in their hiring/advancement processes.

WKCTC has a division, called Workforce Solutions, which is dedicated to providing both soft skills and customized training to any and all businesses and industries of the region.

The funding brought to the region through Workforce Solutions has increased significantly over the last five years. Workforce Solutions has secured more than \$1 million in KY WINS funding for 15 local companies in the 2011-12 fiscal year. Workforce Solutions served over 5,200 participants in credit

classes and 6,700 in non-credit community education classes in 2011-12 alone. The Workforce Solutions staff works closely with Paducah Economic Development in attracting new business/industry prospects through their customized new employee training opportunities. Customized training can cover a wide range of skills, from specific equipment operation to soft skills needed for customer service, safety, and effective teamwork.

Community organizations/businesses that have programs dedicated to leadership development.

The Paducah Area Chamber of Commerce Business Education Partnership committee, in partnership with the Kentucky Girls STEM Collaborative, will host the third **KY Girls STEM Collaborative West KY Forum** in October, 2012. The forum invites female students, parents, businesses, and community members to participate in activities that educate, encourage, and present STEM disciplines to young girls and provide hands-on activities in the STEM areas. These areas represent biological/health care sciences, engineering and technology, and math and physical sciences. Local women who have excelled in these areas participate in the forum and encourage the girls to consider these high paying, high demand fields for their careers.

Established in 1984, **Leadership Paducah** is a program to develop the leadership potential of a broad cross-section of men and women in Paducah/McCracken County. Administered by the Chamber of Commerce, it provides each class with an in-depth perspective on local government, businesses, and education. It also provides continuity through the Leadership Paducah Foundation where graduates continue to support the program and the community through endowments and projects. Depending on the number of applicants and their diversity, each class will normally consist of 25-30 members.

The **Youth L.E.A.D. (Leadership, Education And Development)** program is open to rising high school juniors in Paducah/McCracken County. The program is sponsored by the Leadership Paducah Foundation and offers to 25 students each year some of the same benefits of the Leadership Paducah program. It begins with an orientation retreat conducted by the LPF board which introduces key individual and team development leadership skills. The students spend one day a month for 5 months learning about human needs/service learning, communication and career development, business and economy, law and government, and healthcare in McCracken County.

The **Office of Employment and Training, Paducah Career Center**, offers a variety of services through their partner agencies. All partner agencies provide training for the individuals in their targeted areas. Some areas involve technical skills, while many offer soft skill training that are specific to particular job opportunities. The number of people assisted by these agencies each year usually depends on local economic conditions. Some of the various partnering agencies are:

- *Adult Education and Literacy*
- *Easter Seals Employment Connections*
- *Experience Works*
- *Kentucky Farmworker Programs, Inc.*
- *Kentucky Office of Vocational Rehabilitation*
- *Office of the Blind*
- *Office of Employment and Training*
- *Wagner-Peyser Program (Job Services)*
- *Veterans Program*
- *The Purchase Area Development District*
- *WIA Dislocated Worker Program*

- *U. S. Department of Labor – Job Corps*
- *West Kentucky Allied Services*
- *Department of Veterans' Affairs, VA Office of Vocational Rehabilitation*

The Business Education Partnership committee of the Paducah Area Chamber of Commerce will serve as the task force that will provide continuing oversight and guidance to ensure that these programs are maintained and effective to assure McCracken County retains its Work Ready Community status.

Narrative 8: Supplemental Criteria

GED Attainment

McCracken County's GED attainment rate exceeds the target set for the county by Kentucky Adult Education (KYAE).

KYAE recently announced that McCracken County was among Kentucky's Top 25 counties in GED attainment. Over the past several years the county exceeded KYAE's goals for adult education enrollment and the number of GED's awarded, and also surpassed the adult education academic standards set by the KYAE national governing agency.

According to the KYAE website, there are an estimated 4,764 people in McCracken County without a high school diploma or GED. KYAE goals for the county for 2012-13 include having at least 581 people enrolled in adult education programs and having 115 people earn their GED. Table 3 illustrates the steady progress that has been made in meeting and exceeding the KYAE targets set for McCracken County. In five years, 736 McCracken County residents have received their GED, representing about 2% of the county work force.

Table 3. GED targets and degrees awarded in McCracken County from 2007 to 2012. (Source: KYAE website. Data reported from the Adult Education Reporting Information Network.)

Year	KYAE GED Target	GEDs Awarded	Percent of Target
2007-2008	No target	62	N/A
2008-2009	122	175	143%
2009-2010	132	185	140%
2010-2011	137	174	127%
2011-2012	125	140	112%

The McCracken County Adult Education Program is based at West Kentucky Community & Technical College. GED classes, pre-test assessments and the official GED practice test are all provided to residents at no charge. GED tests are currently hosted/proctored by the Workforce Solutions office at the Emerging Technology Center on the WKCTC campus. The GED test fee is \$60.

The McCracken County Adult Education Program promotes GED attainment in several ways to help ensure those in need of a GED are aware of the available resources. For example, information about the program and GED testing is included in all Head Start parent information packets. AEP staff periodically visit local schools for parent events and also attend local job fairs to contact those in need of this opportunity.

Supplemental Career Preparation Programs

McCracken County offers several outstanding programs that promote career readiness and has been proactive in establishing programs specifically designed for segments of the population considered to be at-risk in terms of career preparation and achievement. Examples include the following programs.

Ready to Work (RTW) is designed to promote the success of low-income parents enrolled in and attending West Kentucky Community & Technical College (WKCTC). RTW assists students in meeting their KTAP/TANF work requirement through a combination of school and paid work study (on- and off-campus). Student services include referrals for transportation, counseling, tutoring, childcare, and other resources to assist them while pursuing their educational goals. During the 2011-2012 fiscal year, 83% of RTW participants finished in good academic standing (>2.0 GPA) with a retention rate of 93%. The goal of the program is self-sufficiency for RTW students through education and employment training.

Work and Learn provides life coaching/case management to TANF students pursuing a GED. This program networks with community providers and the Kentucky Cabinet for Health and Family Services to provide support services to students while they are working to obtain a GED. During the 2011-2012 fiscal year, 27% of program students obtained a GED. Forty percent of those GED graduates are now enrolled at WKCTC. Work and Learn program goals include GED attainment, preparation for post-secondary education, and self-sufficiency for TANF students through education and life skills training. Both the Ready to Work and Work and Learn programs are funded by the Kentucky Cabinet for Health and Family Services.

Scholar House of Paducah, located adjacent to West Kentucky Community & Technical College, is an innovative program that provides rental-assisted housing for eligible adult college students and their families. Construction was completed in late summer 2012 and the first residents moved in just before the 2012 fall semester. There are 30 units in the complex. The well-planned apartments feature all major appliances with the utility costs included in the subsidized rent. A key feature of Scholar House is an on-site daycare for its residents while they are at work or school. This state-of-the-art facility was designed to facilitate early childhood growth and development, and is staffed by a full time Director and carefully chosen staff members. Scholar House also has an on-site computer lab for the students' use and a large community room that can be used by the residents and the community at large. Campus-wide wireless internet access will soon be in place to allow all students the benefits of modern technology with no additional costs.

Program requirements include being a full time student in a post-secondary institution, being eligible for financial aid, maintaining a "C" average, attending various life skill workshops, and serving on a residents' council. Children must be enrolled in the Scholar House daycare facility. Further, each participant must maintain a working relationship with the Scholar House Director and be available for monthly sessions that will allow them to learn to use their resources to the fullest extent.

Impact Poverty: In early 2010, a diverse group of community members began studying the increase in local poverty rates, specifically within the City of Paducah. Statistics show that almost 25% of the total city population and a staggering 36% of the city's children live in poverty. A comprehensive two-year study of the issue has led to the development of multiple strategies to begin reducing the rate of poverty and those are now moving forward across the community.

The study outlined six strategic areas that the Impact Poverty Task Force believed could reduce poverty. The task Force set a goal of reducing poverty in Paducah/McCracken County over a decade with a focus on breaking generational poverty. These six strategic areas are:

1. Critical Care/Community Wellness
2. Education and Kids
3. Jobs
4. Substance Abuse
5. Support Systems
6. Perceptions of Poverty

For the purpose of the Work Ready Community certification, the Impact Poverty strategy that is focused on jobs in our community will be vital. This strategy's objective is to prepare McCracken County citizens for long-term employment that will move them out of poverty and into self-sufficiency. Currently, the Task Force is working towards its goal of creating a program based on the successful "Cincinnati Works" program. Cincinnati Works provides intensive support for the working poor. Participants are provided job readiness classes during which barriers are identified that impede job retention. The support is called barrier removal and is extremely proactive. The goal is to keep participants in a job for 12-18 months to develop a proper work ethic and start on their path to self-sufficiency.

While still in the early stages of bringing the Cincinnati Works model to McCracken County, the Impact Poverty Task Force has already begun working with the local Society of Human Resource Managers (SHRM) to match their members with the graduates of a program called "Getting Ahead." Getting Ahead is a 15-week program based on the nationally acclaimed "Bridges Out of Poverty" book that works intensively to help individuals in poverty develop a personal plan to move out of poverty. The SHRM members are matched with a Getting Ahead participant and are each provided with six months of job mentoring.

The remaining five strategic areas, while not directly impacting employment, all ultimately have indirect impact on an individual's ability to find and maintain employment. The focus on health care, long term mentoring for our youngest citizens, reducing substance abuse, and ensuring that community support (non-profit) agencies are working collaboratively will ultimately increase community work readiness.

Medical Career Preparation

Paducah/McCracken County is a regional hub for healthcare services. The county boasts two full service hospitals, five nursing homes, 19 pharmacies, 86 physicians, five physical therapy centers and 10 rehabilitation centers. To address the demand for qualified local health services employees, the two local hospitals and WKCTC have partnered to provide a range of medical training programs that consistently produce a well-qualified pool of applicants for these high-demand careers.

WKCTC currently offers 19 programs that provide allied health/nursing degrees and certifications for the local workforce. Over the last five years, 3,424 individuals have completed these programs and are able to provide services in the areas of nursing, imaging, medical office support, dental assisting, surgical, respiratory therapy, physical therapy, laboratory services, and emergency services. These 19 programs represent a variety of certifications and credentials that can be obtained locally supporting the myriad of organizations in the local health care industry.

Workforce Solutions

As noted earlier, the WKCTC Workforce Solutions program has served over 5,200 in credit classes and 6,700 in community education courses in 2011-12. Though not inclusive of all credentials that were received, some statistics for these credentials include 218 union apprentices and journeymen and 328 participants in community education programs who are now enrolled in WKCTC academic programs.

Community Commitment

Paducah/McCracken County has a strong community commitment for the Work Ready Community initiative. The goal of the Work Ready Committee was to educate the community about the initiative and to involve as many key people as possible to begin and sustain the work on each of the initiatives. The following accelerated timeline will attest to the community's awareness and support of the effort to become a Certified Work Ready Community.

Note: Meeting agendas, sign-in sheets, and other materials associated with most of these activities are included in the Appendix under Work Ready Committee Meeting Documentation.

- March 28, 2011 – Paducah Chamber President Elaine Spalding traveled to Frankfort for meeting with Sec. Joe Meyer and Tom West at the Kentucky Chamber offices. Key chamber executives from around the state were invited to help launch the Kentucky Work Ready Community certification.
- August 4, 2011 – Sec. Joseph Meyer spoke at the Paducah Chamber's Power in Partnership breakfast meeting to over 300 business and community leaders on the Kentucky Work Ready Community certification.
- Nov. 11, 2011 – Chamber Board Retreat focused on strategy to obtain work ready certification via the Business Education Partnership's (BEP) 2012 action plan.
- January 5, 2012 – State of the City/State of the County breakfast program with over 300 attendees. Dr. Bill Murphy with the BEP asked for support of City and County leadership on Work Ready certification.
- January 10, 2012 – BEP's first meeting of the year. BEP chair Bill Mogan discussed the requirements to achieve Work Ready status and plans to form the application committee.
- March 13, 2012 – BEP's second meeting of the year with focus on the Work Ready Community kick-off plans. BEP Chair Mogan changed jobs and moved to Alabama. Bill Murphy assumed the chair of the Work Ready Committee.
- April 10, 2012 – Initial Work Ready Community committee meeting. Subcommittee chairs were identified as:
 - Graduation rate – Michael Ceglinski (Principal, McCracken Co. High School) and Art Davis (Principal, Paducah Tilghman High School)
 - NCRC – Kevin O'Neill (Workforce Solutions, WKCTC)
 - Educational attainment – Bill Murphy (Engineering, UK)
 - Community commitment – Elaine Spalding (President, Paducah Area Chamber)
 - Soft skills – Barbara Veazey – (President, WKCTC)
 - Supplemental – Georgann Lookofsky (Public Affairs, USEC)
 - Internet Availability – appeared to be in full compliance, so no narrative will be needed. Paducah Economic Development President Chad Chancellor was suggested to cover this area if necessary.

The membership of each criterion committee was reviewed with discussions on the overall initiative and the application submission process. Target submission date for the draft narratives was identified as August 31, 2012.

- April 30, 2012 – Front page article in the Paducah Sun newspaper about the Work Ready Community certification process and the May 8 kickoff meeting.
- May 8, 2012 – Work Ready Community kick-off at WKCTC Emerging Technology Center with Tom West and Workforce Development speakers with over 100 attendees. Event sponsors and participants included:
 - Paducah Area Chamber of Commerce
 - Business Education Partnership
 - Paducah Economic Development
 - EntrePaducah
 - West Kentucky Workforce Investment Board
 - Purchase Area Development District
 - City of Paducah
 - McCracken County Fiscal Court
 - West Kentucky Community & Technical College
 - Murray State University
 - UK Engineering School
 - Mid-Continent University
 - Paducah Independent Schools
 - McCracken County Schools

Informative PowerPoint presentations were delivered. Featured speaker was Alex Metzger with Paducah Economic Development who discussed the many benefits of being a Work Ready Community. Work Ready materials were distributed and feedback forms were returned.

- May 15, 2012 – Four Work Ready Committee members attend the local SHRM meeting and discuss the use of the NCRC results as an effective HR screening and assessment tool.
- June 5, 2012 – Video presentation of Dave Williams' workshop on the use of the NCRC as an HR tool at the WKCTC Emerging Technology Center.
- June, 2012 – PSA aired multiple times on Paducah radio stations promoting the use of the NCRC as a screening tool and to assist individuals in promoting their job qualifications.
- June 13, 2012 – Subcommittee chair meeting to review subcommittee activities and progress.
- August, 2012 – Feature article in the Four Rivers Business Journal on the benefits of being a Work Ready Community and the process required to achieve certification.
- August 7, 2012 – BEP meeting with Work Ready Committee meeting immediately following at the Challenger Learning Center. The Criteria Committee Chairs reported on the progress of their respective committees. Early stage draft narratives were shared and discussed among the various subcommittee chairs.
- August 29, 2012 – Final Work Ready Committee meeting with final submission of draft narratives and committee discussions of each narrative.

Appendix 1. Community Commitment Support Letters

- a. Bill Paxton, Paducah Mayor
- b. Van Newberry, McCracken County Judge Executive
- c. Sheila Clark, West Kentucky Workforce Investment Board Director
- d. Dr. Barbara Veazey, WKCTC President
- e. Dr. David Silverstein, UK Engineering Extended Campus Director



CITY OF PADUCAH

300 South 5th Street

P. O. Box 2267

Paducah, KY 42002-2267

Phone: (270) 444-8530

Fax: (270) 443-5058

William F. Paxton III
Mayor

August 24, 2012

Mr. Tom West, Executive Director
Kentucky Workforce Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601

Dear Mr. West:

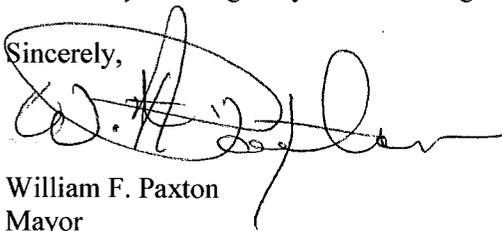
On behalf of the City of Paducah, we strongly support our community being named a *Kentucky Work Ready Community*.

With the Paducah Gaseous Diffusion Plant and supporting industries, two hospitals, and numerous river industries, Paducah and McCracken County has a qualified and well-trained workforce that rivals the qualities found in much larger communities. However, the area is poised to further train the workforce to suit a variety of careers thanks to the education opportunities found at West Kentucky Community and Technical College, Mid-Continent University, and Murray State University's Paducah Campus. We are proud of each member of our workforce and their thirst for knowledge and determination to become experts in their field.

As Mayor, one of my main priorities has been economic development. Having this certification will be a boost to our overall economic development efforts. The certification will show future economic development prospects our commitment and enhance our community's pride in its achievements.

The Paducah Area Chamber of Commerce's Business Education Partnership will continue to assess the community's progress in workplace certifications and provide the link between major employers and the education sector. Paducah is supporting the effort in obtaining this *Kentucky Work Ready Community* certification by being an active partner in the application and awareness process.

I am confident that the efforts of Paducah and McCracken County will continue to build confidence and strength in our existing workforce. Being named a *Kentucky Work Ready Community* would greatly enhance the growth and potential of this area.

Sincerely,

William F. Paxton
Mayor



Van E. Newberry
McCracken County Judge Executive

McCracken County Courthouse
300 South Seventh Street
Paducah, KY 42003-1700
Office: (270) 444-4707
Fax: (270) 444-4731

August 30, 2012

Mr. Tom West, Executive Director
Kentucky Workforce Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601

Dear Mr. West:

On behalf of the McCracken County Fiscal Court, we strongly support our community being named a *Kentucky Work Ready Community*.

We are very proud of our existing workforce and the excellent education/training opportunities available in the region. Of particular note is West Kentucky Community and Technical College, named one of the top five community colleges in the entire nation. Both our high school systems consistently rank in the top 10% in the state in most academic categories.

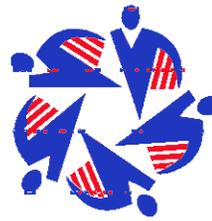
Having this certification will be a boost to our overall economic development efforts. It will enhance community pride for our existing businesses and be a wonderful selling point for future economic development prospects. The Chamber's Business Education Partnership will continue to assess the community's progress in workplace certifications and provide the link between major employers and the education sector.

The McCracken County Fiscal Court has already demonstrated our support for this effort in obtaining this *Kentucky Work Ready Community* certification. We have participated in the application process, created awareness in the business community and provided staff and resources needed to complete the application process.

If we may be of further assistance, please contact me at 270-444-4707.

Sincerely,

Van E. Newberry
McCracken County Judge Executive



**West Kentucky
Workforce**
Investment Board

300 Hammond Dr.
Hopkinsville, KY
42240-4929

Dear Work Ready Community Steering Committee:

Please consider this letter documentation of our commitment to the Kentucky Work Ready Community Program for McCracken County. The West Kentucky Workforce Investment Board commits to participate in the program, support the program and work to spread the word and to gain participation from others in our community.

In addition to the above, we are willing to participate by:

- Sending a representative to an annual strategic planning retreat for our Work Ready Community effort,
- Attending periodic community meetings to discuss the program with others, and
- Accepting the National Career Readiness Certificate as a valid work readiness credential in our hiring and/or promotions processes (for employers).

Organization: West Kentucky Workforce Investment Board

Contact Name: Sheila A. Clark

Title/Role: Director

Phone: (270) 886-9484

Email: sheila.clark@ky.gov

Mailing Address: 300 Hammond Dr.

City, State and Zip: Hopkinsville, KY 42240

County: Christian



Signature

August 9, 2012
Date

Office of the President

Dr. Barbara M. Veazey

4810 Alben Barkley Drive

P.O. Box 7380

Paducah, KY 42002-7380

Telephone: (270) 534-3052 Fax: (270) 554-6322

westkentucky.kctcs.edu

August 27, 2012

Mr. Tom West, Executive Director
Kentucky Workforce Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601

Dear Mr. West,

West Kentucky Community & Technical College (WKCTC) is strongly committed to the economic well being of western Kentucky and the entire region we serve. WKCTC has participated in the Business Education Partnership of the Paducah Area Chamber for many years and the college has been an active participant in the Work Ethics Certificate Program and the establishment of the Community Scholarship Program which carries forward the early established principles of personal ethics and accountability. The college offers a college class to the high schools in McCracken County that covers the topics of time management, organization and the skills necessary to transition successfully to college. With the establishment of the Community Scholarship Program, which guarantees 60 college credit hours to students who enroll in the 8th grade in the McCracken County school system, to attend the community college, the course will be mandatory for all enrolled.

We, as a community are very proud of our workforce and the excellent educational training programs available to existing and prospective businesses. We knew we lacked the technical training facility, equipment and faculty expertise to adequately serve our current businesses and attract new ones. We came together as a community committed to making education better and traveled to several sites across the county to benchmark our technical education program. The community made the acquisition of a new technology center as the number one priority in 2006, and the community was successful in obtaining funding for the Emerging Technology Center. We are now able to provide programs that are state of the art in a setting that would be enviable in any part of our country.



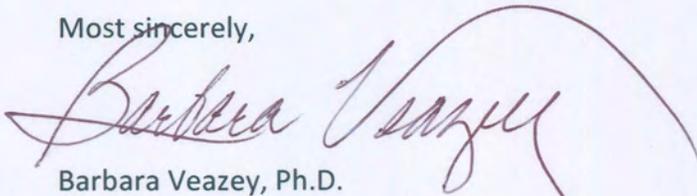
WKCTC is an equal opportunity employer and educational institution

KENTUCKY COMMUNITY & TECHNICAL COLLEGE SYSTEM

The Work Ready Certification will be an economic boost for our community and show the commitment of our community to provide a trained and eager workforce. West Kentucky Community & Technical College has a staff within the college to work on this project and commits to assessment and subsequent training. We are members of the Business Education Partnership (BEP) and will continue to work closely with BEP and partner organizations to implement a plan that has specific target components to achieve Work Ready status.

If we may be of any assistance as we move forward with this initiative and process, please contact me as the college will play a very important role.

Most sincerely,



Barbara Veazey, Ph.D.
President





David L. Silverstein, Ph.D., P.E.
Director, Engineering Extended Campus
Programs
Professor of Chemical Engineering
P.O. Box 7380
4810 Alben Barkley Drive
Paducah, KY 42001
270 534-3132
www.engr.uky.edu/paducah

August 27, 2012

Mr. Tom West, Executive Director
Kentucky Workforce Investment Board
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601

Dear Mr. West:

On behalf of the University of Kentucky Engineering Extended Campus in Paducah, I am pleased to write a letter of support and commitment for McCracken County's application for being a Work Ready Community. Although we are relatively small in terms of our faculty/staff size and our numbers of graduates, we maintain a high degree of visibility within the community because of the outreach by our faculty and staff, and also because we represent the University of Kentucky. Our Paducah programs were started in 1997 to help keep the best and brightest young minds in McCracken County and the Purchase Area. We are proud of our accomplishments since our modest start, with 179 engineers having graduated and over 75% of them working within a short commute of Paducah. The region's employers of engineers come to us first when looking for a new engineer since they understand the quality of our graduates and that they will want to spend their careers in western Kentucky. We recognize our role in developing technical talent that will be critical to the future economic development of McCracken County and the entire Purchase Area.

As a member of the Paducah Area Chamber of Commerce, we support the activities of the Business and Education Partnership committee and assist that group with some of its community activities. We will be glad to provide representation on the Work Ready Committee and will do our part to assure that McCracken County reaches its future goals associated with its Work Ready status. All of us at the UK Engineering Extended Campus are dedicated to the success of our students and helping them develop into productive citizens. We see the Work Ready Community status as another way of helping to ensure future opportunities for the region's best and brightest.

Sincerely,

A handwritten signature in blue ink, appearing to read 'David L. Silverstein'.

David L. Silverstein
Director, UK Engineering Extended Campus- Paducah
PJC Engineering Professor of Chemical Engineering

see
blue.

Appendix 2. Broadband Internet Coverage

- a. Coverage map for McCracken County (www.broadbandmap.gov/speed)
- b. Rankings of broadband coverage in Kentucky counties
(www.broadbandmap.gov/rank)

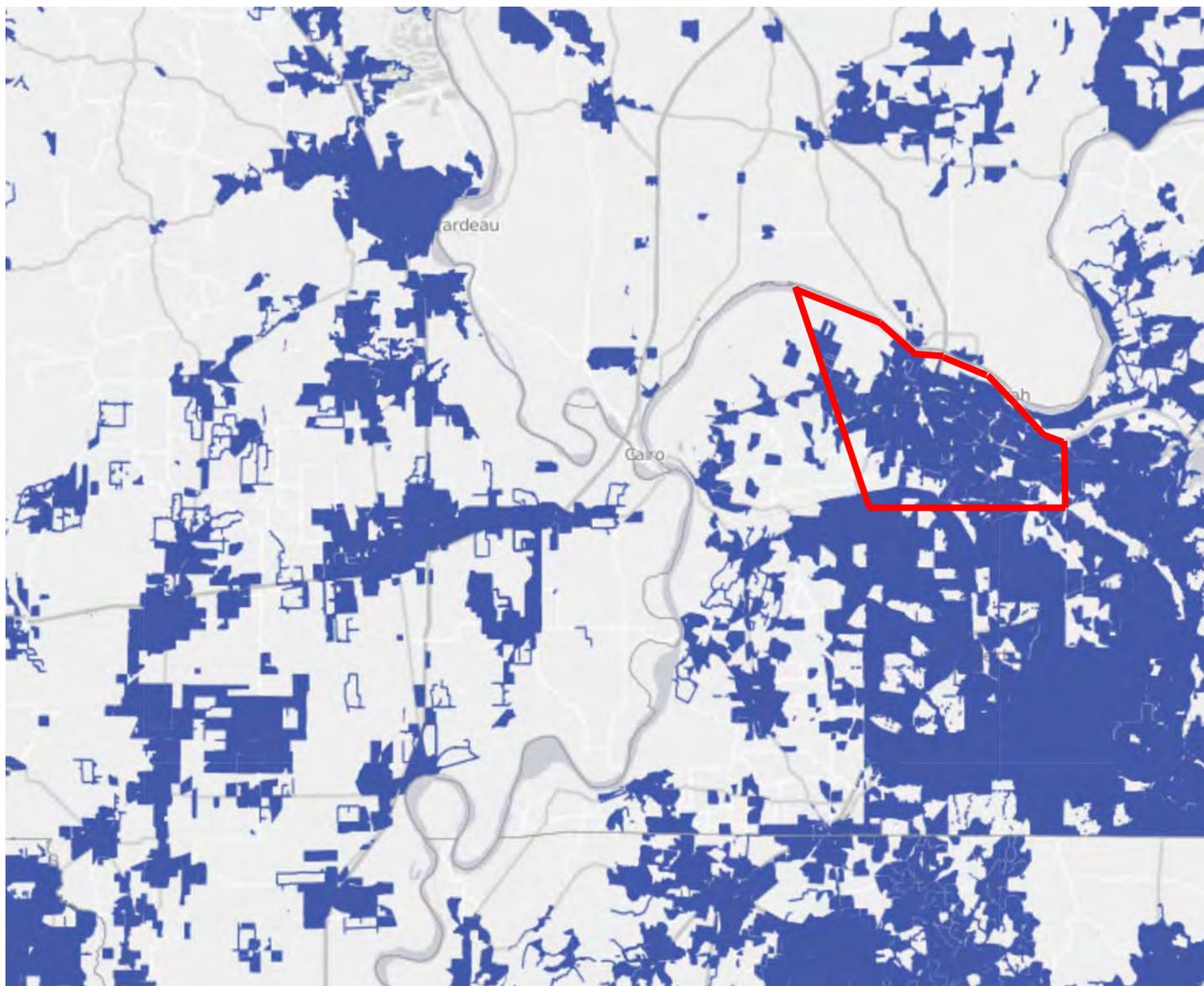
Maximum Advertised Speed Available Data as of: 12/31/11

+8 Recommend this on Google

Tweet Like 1.2k

Download Speed: 3 - 6 Mbps . . . 1 Gbps+

DOWNLOAD UPLO



The **National Broadband Map** is a tool to search, analyze and map broadband availability across the United States. Created and maintained by the **NTIA**, in collaboration with the **FCC**, and in partnership with 50 states, five Districts, and the District of Columbia.

Figure showing McCracken County Broadband availability. McCracken County is outlined in red. Large areas shown without broadband coverage are areas including the Western Kentucky Wildlife Management Area, the areas occupied by the Paducah Gaseous Diffusion Plant and the TVA Shawnee Power Plant, the bottomland around Mayfield Creek near the county southwestern border, and the bottomland around Clark's River near the southeastern border.



Analyze » Rank

Rank » County » Within Kentucky

Metric» Speed Download Greater Than 3 Mbps Upload Greater Than 0.768 Mbps

nbm.gov/C

Below are rankings for the requested broadband characteristics. The broadband data below is as of 12/31/11 and represents data collected by SBDD grantees.

Recomm

[Tweet](#)

Rank	Name	Speed Combo DL>3 UL>0.7 ▼
1	Jefferson, KY	100% ± 0.0
2	Grant, KY	100% ± 0.0
3	Fayette, KY	100% ± 0.0
4	Bullitt, KY	99.9% ± 0.0
5	Montgomery, KY	99.9% ± 0.0
6	Jessamine, KY	99.8% ± 0.0
7	Clark, KY	99.8% ± 0.0
8	Woodford, KY	99.8% ± 0.0
9	Kenton, KY	99.8% ± 0.0
10	Oldham, KY	99.7% ± 0.0
11	Bourbon, KY	99.7% ± 0.0
12	Boone, KY	99.6% ± 0.0
13	Campbell, KY	99.5% ± 0.0
14	Rowan, KY	99.4% ± 0.0
15	Hardin, KY	99.1% ± 0.0
16	Bath, KY	99.0% ± 0.0
17	Shelby, KY	99.0% ± 0.0
18	Laurel, KY	98.6% ± 0.0
19	Jackson, KY	98.4% ± 0.0
20	Boyd, KY	97.9% ± 0.0
21	Henderson, KY	97.4% ± 0.0

Rank	Name	Speed Combo DL>3 UL>0.7 ▼
22	Pulaski, KY	97.2% ± 0.0
23	Madison, KY	97.0% ± 0.0
24	Franklin, KY	96.8% ± 0.0
25	Nicholas, KY	96.7% ± 0.0
26	Daviess, KY	96.6% ± 0.0
27	McCracken, KY	96.4% ± 0.0
28	Taylor, KY	96.1% ± 0.0
29	Green, KY	96.1% ± 0.0
30	Warren, KY	96.0% ± 0.0
31	Carroll, KY	95.9% ± 0.0
32	Greenup, KY	95.5% ± 0.0
33	Christian, KY	95.1% ± 0.0
34	Scott, KY	94.9% ± 0.0
35	Gallatin, KY	94.8% ± 0.1
36	Menifee, KY	94.6% ± 0.0
37	Morgan, KY	94.5% ± 0.0
38	Lawrence, KY	94.3% ± 0.0
39	Marion, KY	94.1% ± 0.0
40	Casey, KY	93.7% ± 0.0
41	Owsley, KY	93.6% ± 0.0
42	Carter, KY	93.6% ± 0.0
43	Estill, KY	93.5% ± 0.0
44	Garrard, KY	93.0% ± 0.0
45	Larue, KY	92.5% ± 0.0
46	Wolfe, KY	92.4% ± 0.0
47	Perry, KY	91.9% ± 0.0
48	Grayson, KY	91.7% ± 0.0
49	Marshall, KY	91.6% ± 0.0
50	Spencer, KY	90.9% ± 0.1
51	Elliott, KY	90.9% ± 0.0
52	Calloway, KY	90.9% ± 0.0

Rank	Name	Speed Combo DL>3 UL>0.7 ▼
53	Meade, KY	90.7% ± 0.0
54	Mason, KY	90.3% ± 0.0
55	Edmonson, KY	90.1% ± 0.0
56	Henry, KY	89.3% ± 0.1
57	Floyd, KY	88.8% ± 0.0
58	Anderson, KY	88.8% ± 0.1
59	Boyle, KY	88.6% ± 0.0
60	Trimble, KY	88.4% ± 0.0
61	Graves, KY	88.3% ± 0.0
62	Nelson, KY	88.1% ± 0.1
63	Rockcastle, KY	86.8% ± 0.0
64	Mercer, KY	86.5% ± 0.0
65	Hopkins, KY	86.5% ± 0.0
66	Barren, KY	86.0% ± 0.0
67	Wayne, KY	84.9% ± 0.0
68	Union, KY	84.5% ± 0.0
69	Monroe, KY	84.1% ± 0.0
70	Knox, KY	83.8% ± 0.0
71	Bracken, KY	83.5% ± 0.0
72	Whitley, KY	82.9% ± 0.0
73	Lewis, KY	82.0% ± 0.0
74	Adair, KY	81.9% ± 0.0
75	Pendleton, KY	81.6% ± 0.0
76	Magoffin, KY	81.4% ± 0.0
77	Clay, KY	81.0% ± 0.0
78	Lincoln, KY	80.0% ± 0.0
79	Pike, KY	79.6% ± 0.0
80	Logan, KY	79.6% ± 0.0
81	Muhlenberg, KY	79.4% ± 0.0
82	Clinton, KY	79.4% ± 0.0
83	Fulton, KY	79.2% ± 0.0

Rank	Name	Speed Combo DL>3 UL>0.7 ▼
84	Trigg, KY	79.1% ± 0.0
85	Johnson, KY	78.0% ± 0.0
86	Fleming, KY	77.5% ± 0.0
87	Simpson, KY	76.6% ± 0.0
88	Hart, KY	76.4% ± 0.0
89	Livingston, KY	76.3% ± 0.0
90	Lyon, KY	73.5% ± 0.0
91	Letcher, KY	72.3% ± 0.0
92	Breckinridge, KY	72.2% ± 0.0
93	Webster, KY	72.0% ± 0.0
94	Metcalfe, KY	72.0% ± 0.0
95	Caldwell, KY	71.5% ± 0.0
96	Carlisle, KY	70.4% ± 0.0
97	Bell, KY	68.3% ± 0.0
98	Todd, KY	68.1% ± 0.1
99	Hancock, KY	66.9% ± 0.0
100	Harlan, KY	65.3% ± 0.0
101	Hickman, KY	63.5% ± 0.0
102	McLean, KY	63.5% ± 0.0
103	Owen, KY	62.5% ± 0.2
104	Knott, KY	58.6% ± 0.0
105	Ohio, KY	58.4% ± 0.0
106	Harrison, KY	57.5% ± 0.0
107	Butler, KY	57.0% ± 0.0
108	Robertson, KY	52.3% ± 0.0
109	Powell, KY	52.1% ± 0.0
110	Crittenden, KY	51.3% ± 0.0
111	McCreary, KY	51.1% ± 0.0
112	Martin, KY	47.9% ± 0.0
113	Cumberland, KY	46.9% ± 0.0
114	Ballard, KY	46.2% ± 0.0

Rank	Name	Speed Combo	
		DL>3	UL>0.7 ▼
115	Washington, KY	45.8%	± 0.0
116	Leslie, KY	43.7%	± 0.0
117	Breathitt, KY	40.7%	± 0.0
118	Russell, KY	35.9%	± 0.0
119	Lee, KY	28.6%	± 0.0
120	Allen, KY	19.8%	± 0.0



The **National Broadband Map** is a tool to search, analyze and map broadband availability across the United States. Created and maintained by the **NTIA**, in collaboration with the **FCC**, and in partnership with 50 states, five territories, and the District of Columbia.

Appendix 3. Soft Skills Programs

- a. GE100 course syllabus
- b. Girls STEM forum flier

GEN 100 - Introduction to College
Credit hours – 1

Course Identification

Course Description: The new college student is introduced to college and to college life. The student will learn about the variety of support services available at the college, behaviors necessary to be successful in college, and issues which relate to choice of major and choice of career. Specific strategies to insure successful college experiences are emphasized. Lecture: 1 hour.

This course will be taught in a hybrid format which includes face-to-face meetings, use of Blackboard, submission of homework assignments, completion of online labs, use emails, research of career and college options, completion of curriculum guides, and submission of goals/plan paper.

Pre-requisites: None.

Textbook: Your instructor will provide readings, exercises and other handouts when appropriate. You will also be required to use the internet to view various online materials.

Instructor

Instructor: Trent Johnson

Work Location: Anderson Technical Building

Office hours: 8:00 a.m. – 4:30 p.m.

Office phone number: 270-534-3302

Email Address: tjohnson0135@kctcs.edu

Course Requirements

Supplies: Access to a computer is required. Students are expected to have the basic supplies of pen/pencil and paper.

Active KCTCS Email Account: It is the student's responsibility to keep the KCTCS email account active as this is a primary means of communication between students and the college. The KCTCS email account should be checked at least once each week. Change the password every 90 days. Periodically delete unnecessary messages in the "Inbox" and "Sent" and "Deleted" items folders. Go to <http://www.westkentucky.kctcs.edu> and click on Email to reset the password and to login to the email account.

Course Management System (Blackboard): The student is responsible for accessing and navigating Blackboard (Bb) and notifying the instructor of any problems. The instructor will provide an orientation on navigating Blackboard for any student who requests this.

Course Policies

Grading Criteria: Students are expected to attend all class meetings. Students are expected to review course materials which will be posted on the class Web site and distributed by instructor. Students are required to complete all assignments in a professional manner by the designated due date. All points earned will contribute to the final grade for the course. You will be expected to complete various assignments which were outline above. As the course progresses, the instructor may decide to add an assignment because of your interest and questions. There may be a few short quizzes but no major exams.

Possible points are presented as follows:

Assignments	150	(various assignments each week)
Final	100	(research assignment)

Total Points **250**

If this point structure is used, grading scale will be as follows:

A-90-100%	225-250 points
B-80-89%	224-200 points
C-70-79%	199-175 points
W-below 70%	points below 175

Please note that students who do not earn a C or better grade will receive a W grade for this course. The W grade indicates the student withdrew from the course. All other courses have this option but you must know exactly what the syllabus states concerning this grade option.

Remember, you are building a college transcript and all grades earned will impact your GPA and financial aid eligibility.

Attendance Policy: Regular and attentive attendance is important to succeed in this course. Attendance also includes logging onto Blackboard and meetings with instructors.

Late/make-up Policy: All assignment due dates will be announced in advance. Make-up work will be permitted only when an absence is excused prior to the due date of the assignment. In case of sudden illness, the burden of proof is upon the student. The make-up assignment may or may not be the same as the original. Assignments not received will receive a grade of 0.

Written Work Policy: Except where noted, all assignments must be completed using a word processing software package. You are expected to use correct grammar and spelling since the software package will assist you in completing documents. If an assignment requires the use of word processing software and you elect to hand-write the assignment 10 points will be deducted off the top of the assignment.

Withdrawal Policy: See W grade information provided above. A student may elect to withdraw from the course and will need to discuss the process for this with the instructor.

ADA Statement: If a student requires special accommodations, the local campus faculty and WKCTC faculty will work together to ensure this accommodations are arranged.

KCTCS/WKCTC Policies

Financial Aid Repayment: Does not apply to dual credit students. Please keep in mind that this dual credit course is being offered to you at no cost. Tuition for this course is waived.

Special/Step Exam Policy: A special exam is not available for the course.

The Kentucky Community and Technical College System Code of Student Conduct: The Kentucky Community and Technical College System (KCTCS) faculty and students are bound by principles of truth and honesty that are recognized as fundamental for a community of teachers and scholars. The college expects students and faculty to honor, and faculty to enforce, these academic principles. The college affirms that it will not tolerate academic dishonesty including, but not limited to, violation of academic rights of students and student offenses. Students may refer to the *KCTCS Code of Student Conduct* at http://www.kctcs.edu/en/students/admissions/academic_policies/~?media/System_Office/Academics/StudentCode2009.ashx for more information on student rights, academic offenses, and the student's right to appeal. It is the ultimate responsibility of the student to be knowledgeable of the *KCTCS Code of Student Conduct*.

Competencies

Course Objectives: Upon completion of this course the student can:

1. Effectively utilize resources available;
2. Identify and explain current student health issues, especially substance abuse concerns and techniques of a wellness lifestyle;
3. Discuss the process of selecting college majors and, thus, career paths;
4. Utilize effective time management and stress management principles;
5. Demonstrate decision-making and goal-setting techniques;
6. Use effective assertiveness techniques;
7. Demonstrate appropriate classroom behaviors for academic success;
8. Exhibit adaptation to student role.

General education competencies:

- I. Communicate Effectively
 1. Read and listen with comprehension.
 2. Speak and write clearly using standard English.
 3. Interact cooperatively with others using both verbal and non-verbal means.
 4. Demonstrate information processing through basic computer skills.
- II. Think Critically
 1. Make connections in learning across the disciplines and draw logical conclusions.
 2. Demonstrate problem solving through interpreting, analyzing, summarizing, and/or integrating a variety of materials.
 3. Use mathematics to organize, analyze, and synthesize data to solve a problem.
- III. Learn Independently
 1. Use appropriate search strategies and resources to find, evaluate, and use information.
 2. Make choices based upon awareness of ethics and differing perspectives/ideas.
 3. Apply learning in academic, personal, and public situations.
 4. Think creatively to develop new ideas, processes, or products.
- IV. Examine Relationships in Diverse and Complex Environments
 1. Recognize the relationship of the individual to human heritage and culture.
 2. Demonstrate an awareness of the relationship of the individual to the biological and physical environment.
 3. Develop an awareness of self as an individual member of a multicultural global community.

Course Learning Outcomes: Assignments will cover the competencies above and 100% of students completing the course with a 70% or better on final.

Course Outline:

- I. Student Assessment and Introduction to the Course
 - A. Self-Assessment
 - B. Overview of Course
- II. Orientation to College
 - A. College Support Services
 - B. Information Resources
 - C. Your Academic Record, GPA, Credit Hours
 - D. Available Academic Resources in Discipline areas
- III. Necessary Behaviors/Techniques for College Success
 - A. Time Management
 - B. Decision-Making and Goal-Setting
 - C. Classroom Behaviors
 - D. Assertiveness
 - E. Financial Management of College Costs
 - F. Relationships with Family, Instructors, Peers, and Administrators
- IV. Major/Career/Life Choices
 - A. Career Resources for Selection Process
 - B. Career Inventories

- C. Career Research and Reports
- D. Selecting a Major and Transfer Issues
- V. Health and Wellness Issues
 - A. Wellness Awareness
 - B. Stress Management
 - C. Substance Use and Abuse

ADA ACCOMMODATIONS POLICY:

The Office of Disability Services will work with students to determine if accommodations are appropriate and to assist them in obtaining equal access to education while at West Kentucky Community & Technical College. All requests for accommodations should be directed to the Mrs. Shelia Highfil, Manager/Coordinator of Disability Services, at

270-534-3406 or shelia.highfil@kctcs.edu.

*Once documentation has been reviewed and accommodations are approved, an accommodation request form (ARF) will be prepared for instructors for each appropriate class. A student can discuss accommodation needs with his/her course instructor only after the instructor has been sent the ARF. **You must meet with the Manager of Disability Services each semester to request accommodations.***

For Online Learning- Students with documented disabilities requiring individualized accommodations should contact the Disability Resource Coordinator at their Home College. Once the student has contacted the Disability Resource Coordinator at the Home College, that Coordinator will communicate with the student's instructors and/or the Disability Resource Coordinator at the Delivering College in order to coordinate and/or provide reasonable and appropriate accommodations to the student.

**Students with disabilities who need help evacuating the building in the event of an emergency should contact Disability Services even if they are not requesting accommodations. Please, see WKCTC's website for more information*

http://westkentucky.kctcs.edu/en/Student_Life/Disability_Services.aspx



KY Girls STEM Collaborative West Kentucky Forum



The Paducah Area Chamber of Commerce Business Education Partnership committee, in partnership with the Kentucky Girls STEM Collaborative, invites female students, parents, businesses, and community members to participate in a regional forum to educate, encourage, and present STEM disciplines to young girls and provide hands on activities and demonstrations presented by area professionals.

Science Technology Engineering Mathematics

GIRLS OF ALL AGES INTERESTED IN STEM ARE INVITED!

FREE TO ATTEND!

DOOR PRIZES

TASTY SNACKS

October 11, 2012

4:00 p.m. - 6:30 p.m.

West Kentucky Community and Technical College
Emerging Technology Center

4810 Alben Barkley Drive, Paducah, KY

PRE-REGISTRATION IS ENCOURAGED AT:

<http://www.kygirlsstem.com/WKF/>

REGISTRATION AT THE DOOR

BEGINS AT 3:30 p.m.

For more information, contact Cindy Ragland at (270) 442-3174

The Kentucky Girls STEM Collaborative Project brings together organizations and programs that are committed to informing and motivating girls to pursue educational choices in science, technology, engineering, and mathematics (STEM) to build a strong, diverse workforce in Kentucky.



Business Education Partnership "Operation Workforce"



<http://bep.paducahchamber.org>



Appendix 4. Work Ready Community Publicity

- a. Paducah Sun – April 30, 2012
- b. Work Ready Kickoff Save-the-Date flier
- c. Four Rivers Business Journal – August, 2012
- d. NCRC flier
- e. Radio PSA



NO. 1 IN THE BIG APPLE: One World Trade Center is back on top in New York City. | 7A

The Paducah Sun

MONDAY, April 30, 2012

www.paducahsun.com

Vol. 116 No. 121

Leaders seek Work Ready designation

RSVP by Thursday for May 8 luncheon

BY ADAM SHULL

ashull@paducahsun.com

Local community and business leaders believe job applicants throughout Paducah and McCracken County are willing and qualified to work.

So the Business Education Partnership of the Paducah Area Chamber of Commerce is leading a charge to seek a certification to further prove as much.

The next step in making Paducah-McCracken County a certified Kentucky Work Ready Community is a free, informational luncheon set for May 8, said Stacy Thomas, head of the Chamber's BEP.

"We want people to know that getting this Kentucky Work Ready Community status will enhance our opportunities to get businesses to relocate here or expand their existing business here," Thomas said. "It gives us a competitive edge over other communities."

The luncheon is from 11:30 a.m. to 1 p.m. May 8 at the Emerging Technology Center, 4810 Alben Barkley Drive, on the campus of West Kentucky Community & Technical College. Attendees must RSVP

CERTIFICATION

CONTINUED FROM 1A

by Thursday to ensure a spot, Thomas said. Call 270-443-1746 or email sthomas@paducahchamber.org.

The Work Ready designation comes from a program organized by the Kentucky Workforce Investment Board in conjunction with the Education and Workforce Development Cabinet. The program's focus is to certify a county's labor force based on data such as high school and college graduation rates, workplace skills and professional credentials, according to the program's website, kwib.ky.gov/workreadycommunity.htm. By requiring collaboration among a community's educational and business leaders, it also aims to bring groups together to enhance each county's employment and industry prospects.

Thomas said six counties in Kentucky have the designation, and if McCracken County landed the title it would be the first in the Purchase region to do so.

The Work Ready designation boils down to a professional credential most useful to a worker with just a high school diploma or GED certifica-

tion, said Bill Murphy, director of the University of Kentucky's College of Engineering extended campus in Paducah.

Murphy said a worker can obtain the credential by taking a three-part test involving reading, applied math and data comprehension. "Even though this particular certification exam is made by the people who make the ACT exam, it's very similar to other types of workplace skills exams that have been used over the years," Murphy said.

A test fee would be involved as well, something around \$30 or \$40, Murphy said, but he hopes after the luncheon local business leaders and employers would agree to help foot the bill.

"An average person looking for a job is going to be reluctant to plunk down \$30 or \$40 to take some sort of test," Murphy said.

He said local employers need to agree to adopt or at least consider the designation as a screening tool for job applicants to validate the Work Ready program.

Call Adam Shull, a Sun staff writer, at 270-575-8653 or follow @adamshull on Twitter.

Please see CERTIFICATION | 3A

Kentucky Work Ready Community Kick-Off Luncheon



May 8, 2012
11:30 am - 1:00 pm

Emerging Technology Center

West KY Community & Technical College
4810 Alben Barkley Drive, Paducah KY

FREE EVENT
(Limited space - RSVP by May 3)

"Transforming our community's economy and gaining a competitive advantage in attracting new businesses and jobs to our area."

Featuring:

Mary Anne Medlock

West Kentucky Workforce Investment Board

Alex Metzger

Paducah Economic Development

Tom West

Kentucky Workforce Investment Board

Sponsored by:



**Business
Education
Partnership**



**West Kentucky
Workforce
Investment Board**

Reservations & Info:
Stacy Thomas, 270.443.1746 or stthomas@paducahchamber.org

Education

Building a Work Ready Community

Despite the progress that has been made in higher education, one veteran educator believes there continues to be a disconnect between postsecondary education and employers.

More than 50 percent of employers believe that post-secondary education should prepare individuals for success in the workplace while only 28 percent of education leaders say their institutions "have a primary or at least secondary role for preparing people for the workforce," said Dr. Keith Bird, senior policy fellow for Workforce and Postsecondary Education with the Ann Arbor, Mich.-based Corporation for a Skilled Workforce.

To improve the nation's workforce, the current disconnect between the education being taught in post-secondary institutions and what employers need has to be reduced, Dr. Bird said. "Occupations and (educational) majors matter. The return on investment to students in terms of what they major in and what their occupation really is, is extremely important."

Bird previously worked for 10 years as the first chancellor of the Kentucky Community and Technical College

Benefits of being Work Ready

Work Ready Communities can:

- Attract new businesses and investments.
- Gain a competitive advantage over other communities.
- Help existing companies grow and add jobs.
- Recruit creative, talented, and innovative people.
- Revitalize their economies and keep them growing.

Criteria:

To earn the designation of a Certified Work Ready Community, counties must gather local support and commitment as well as meet and maintain certain criteria associated with:

- High School graduation rate.
- National Career Readiness

Certification.

- Community commitment.
- Postsecondary educational attainment.
- Soft skills measurement.
- High speed internet availability.
- Supplemental criteria unique to the community (Occupational credentials, GED attainment, etc.)

How can you help? Local businesses can help the community's effort to be designated as a Certified Work Ready Community by:

- Adopting the NCRC as a requirement for potential employees.
- Using the NCRC to test existing employees.
- Encouraging employees and other to take the NCRC

System and served as president of community colleges in South Carolina and New Hampshire. Bird said businesses becoming more involved with what is being taught in postsecondary

institutions will play a vital role in the nation's future.

"How do we know that we are teaching the competencies to standards set by employers. This is really



Janett Blythe

where business engagement, what others call partnerships, will be more important in the future," he said during a visit to Paducah in March. "We all know of great partnerships with business and industries that are doing great work but the fact is that we need to really deepen employee engagement. We need to address this disconnect somehow between business and industry and education. That is why I am so excited about the Work Ready Communities."

A Work Ready Community

The Certified Work Ready Community program from the Kentucky Workforce Investment Board (KWIB) and the Kentucky Education and Workforce Development Cabinet assures employers that a local workforce has the talent and skills

EDUCATION

CONTINUED FROM 7

necessary to staff existing jobs and to master the innovative technologies new jobs will require.

The board will certify counties as Work Ready or Work Ready in Progress based on the quality of their labor force and the community commitment to continuous improvement of the workforce.

Kentucky is the third state to begin certifying counties as Work Ready Communities based on the quality of their labor force. Davies, Warren and Woodford counties were the first to be certified.

To become certified, communities must gather local support and commitment and apply for the Work Ready Community designation.

Counties have to meet criteria in six areas including high school graduation rate, National Career Readiness Certificate holders, demonstrated community commitment, educational attainment, soft-skills development and digital literacy.

Work Ready Communities can:

- Attract new businesses and investment.
- Gain a competitive advantage over other communities.
- Help existing companies grow

and add new jobs.

- Recruit creative, talented and innovative people.
- Revitalize their economies and keep them growing.

As part of Kentucky's overall strategic plan to transform the workforce development system, the Business Education Partnership of the Paducah Area Chamber of Commerce is partnering with different agencies and businesses in Paducah and McCracken County in pursuit of becoming a certified Kentucky Work Ready Community. Local officials are working to gather data to submit the community's application by late September.

Dr. Bill Murphy, chairman of one of the local committees working on the community's application, said having the Work Ready Community certification will provide companies that may be considering the Paducah/McCracken County area for a new plant or facility to quickly know what type of workforce that they can expect to be available in our county.

"The number one issue that companies look for when establishing a new office or plant is having a deep pool of skilled workers to draw from. Of course, every community will tell them that they have all the skilled

workers that they could possibly need, and may point to a variety of things that might support that claim," Murphy said.

"The Work Ready Community certification is intended to be an undisputable credential that quantifies the quality of the local workforce by benchmarking key components of workforce skills."

National Career Readiness

Communities close to meeting the criteria are awarded the distinguished designation of Work Ready Community in Progress. To achieve this status, a county must present a viable plan to meet all of the criteria within three years. This designation demonstrates that a community is making strides and working with its business community to improve.

"We generally easily exceed the initial targets in most categories, with the exception of the National Career Readiness Certificate (NCRRC) holders. The NCRRC credential has been used by few employers in McCracken County in the past, so there has been no demand for employees to take it. It is a very useful screening tool, both for new employee screening as well as for promotions from within,"

Murphy said. "Currently we have only about 3 percent of our workforce with this credential, with a goal of reaching 15 percent within three years."

Georgann Lookofsky, public affairs manager at USEC's Paducah Plant, said the NCRRC can be helpful to local human resource officials. The NCRRC is an ACT-certified examination that measures cognitive skills and work-related behaviors and helps predict an individual's future success at work or in training.

"We are encouraging local businesses to adopt the NCRRC as a requirement for potential employees and to also consider testing existing employees to establish a valuable benchmark for their future training and resource investments," Lookofsky said.

More information about the Kentucky Work Ready Communities can be found at: www.kwrb.ky.gov. For information about taking the National Career Readiness Certificate, contact the Paducah Career Center at 575-7000.

Janett M. Blythe, a former reporter for The Paducah Sun, has been director of public relations at West Kentucky Community & Technical College for 19 years.

TRAINING

Show Employers that you are career ready!

Take the National Career Readiness Certificate
Free Testing is limited...so hurry!

**Contact the
Paducah Career Center
at (270) 575-7000
to schedule today!**

Looking for a job or need a better one? Gain an advantage by earning one of the most acknowledged job skill certificates in the country, the National Career Readiness Certificate (NCRC). The skills certified by the NCRC are recognized by thousands of employers as essential for workplace success and career advancement. For a limited time, you can take the test for free. Start looking for the job you want by earning your NCRC today.

For a limited time, you can take the National Career Readiness Certificate for FREE at a Kentucky Career Center or your local Adult Education Center.



Radio PSA

A 30-second radio message was developed very similar to the NCRC flier content and was broadcast on WKYQ-FM and WDDJ-FM throughout the month of June for a total of 65 airings. The target audiences were both employers and employees, informing them about the availability of limited free NCRC testing.

The following broadcast schedules show the dates and times that the messages were broadcast on air.

BRISTOL BROADCASTING COMPANY INC
 PO BOX 3397
 PADUCAH, KY 42002-2397
 270-554-8255

PADUCAH AREA CHAMBER OF COMMERCE

Advertiser ID: 1634 Amount Paid

1634-00009-0000	6/30/2012	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

1634-00009-0000 O 6/30/2012 1

PADUCAH AREA CHAMBER OF COMMERCE
 Attn: STACY THOMAS
 P.O. BOX 810
 PADUCAH, KY 42002-0810

Purchase Order Number:

Est. Number:

Co-Op:

Description: NATIONAL CAREER READINESS CERT

Salesperson: Toon, Dianne

Date	Day	Length		Qty	Rate	Total
Tape: NATL CAREER READINESS						
6/1/2012	Fri	:30	WKYQ-FM 08:40:30 AM 10:35:00 PM	2	\$37.00	\$74.00
6/4/2012	Mon	:30	WKYQ-FM 08:50:30 AM 11:50:00 PM	2	\$30.00	\$60.00
6/6/2012	Wed	:30	WKYQ-FM 11:50:30 AM 10:20:00 PM	2	\$30.00	\$60.00
6/8/2012	Fri	:30	WKYQ-FM 06:21:00 AM 11:35:00 PM	2	\$37.00	\$74.00
6/11/2012	Mon	:30	WKYQ-FM 11:21:00 AM 08:20:00 PM	2	\$30.00	\$60.00
6/13/2012	Wed	:30	WKYQ-FM 07:21:00 AM 08:50:00 PM	2	\$30.00	\$60.00
6/15/2012	Fri	:30	WKYQ-FM 09:01:00 AM 09:35:00 PM	2	\$37.00	\$74.00
6/18/2012	Mon	:30	WKYQ-FM 01:51:00 PM 10:20:00 PM	2	\$30.00	\$60.00
6/20/2012	Wed	:30	WKYQ-FM 08:21:00 AM 08:35:00 PM	2	\$30.00	\$60.00
6/22/2012	Fri	:30	WKYQ-FM 09:52:45 AM 08:50:00 PM	2	\$37.00	\$74.00
6/25/2012	Mon	:30	WKYQ-FM 09:01:00 AM 09:35:00 PM	2	\$30.00	\$60.00
6/27/2012	Wed	:30	WKYQ-FM 06:41:00 AM 08:50:00 PM	2	\$30.00	\$60.00
6/29/2012	Fri	:30	WKYQ-FM 07:50:30 AM 08:20:00 PM	2	\$37.00	\$74.00

Operatim work force

pd. 7/26
 ✓ #1679

850
 674

 1524

Quantity	26	Total	\$850.00
Total Due			\$850.00

INVOICE

COL BROADCASTING COMPANY INC
 BOX 2397
 PADUCAH, KY 42002-2397
 270-554-8255

PADUCAH AREA CHAMBER OF COMMERCE

Advertiser ID: 1634 Amount Paid

1634-00010-0000	6/30/2012	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

1634-00010-0000 O 6/30/2012 1

PADUCAH AREA CHAMBER OF COMMERCE
 Attn: STACY THOMAS
 P.O. BOX 810
 PADUCAH, KY 42002-0810

Purchase Order Number:

Est. Number:

Co-Op:

Description: NATL. CAREER READINESS CERT DONA

Salesperson: Moon, Dianne

Date	Day	Length		Qty	Rate	Total
Tape: NATL CAREER READINESS						
6/1/2012	Fri	:30	WKYQ-FM 11:50:30 PM	1	\$0.00	\$0.00
6/4/2012	Mon	:30	WKYQ-FM 11:50:30 AM	1	\$0.00	\$0.00
6/6/2012	Wed	:30	WKYQ-FM 08:40:30 AM	1	\$0.00	\$0.00
6/8/2012	Fri	:30	WKYQ-FM 10:35:15 AM	1	\$0.00	\$0.00
6/11/2012	Mon	:30	WKYQ-FM 10:20:00 PM	1	\$0.00	\$0.00
6/13/2012	Wed	:30	WKYQ-FM 10:51:00 PM	1	\$0.00	\$0.00
6/15/2012	Fri	:30	WKYQ-FM 10:36:00 AM	1	\$0.00	\$0.00
6/18/2012	Mon	:30	WKYQ-FM 07:21:00 AM	1	\$0.00	\$0.00
6/20/2012	Wed	:30	WKYQ-FM 10:35:30 PM	1	\$0.00	\$0.00
6/22/2012	Fri	:30	WKYQ-FM 08:11:00 AM	1	\$0.00	\$0.00
6/25/2012	Mon	:30	WKYQ-FM 06:51:00 AM	1	\$0.00	\$0.00
6/27/2012	Wed	:30	WKYQ-FM 11:52:30 PM	1	\$0.00	\$0.00
6/29/2012	Fri	:30	WKYQ-FM 08:52:00 AM	1	\$0.00	\$0.00
				Quantity	13 Total	\$0.00
				Total Due		\$0.00

INVOICE

OL BROADCASTING COMPANY INC
 BOX 2397
 PADUCAH, KY 42002-2397
 270-554-8255

PADUCAH AREA CHAMBER OF COMMERCE

Advertiser ID: 1634 Amount Paid

1634-00011-0000	6/30/2012	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

1634-00011-0000 O 6/30/2012 1

PADUCAH AREA CHAMBER OF COMMERCE
 Attn: STACY THOMAS
 P.O. BOX 810
 PADUCAH, KY 42002-0810

Purchase Order Number:

Est. Number:

Co-Op:

Description: NATIONAL CAREER READINESS CERTII

Salesperson: Bynum, Suanne

Date	Day	Length		Qty	Rate	Total
Tape: NATL CAREER READINESS						
6/1/2012	Fri	:30	WDDJ-FM 10:51:30 AM 09:51:00 PM	2	\$29.00	\$58.00
6/4/2012	Mon	:30	WDDJ-FM 08:50:00 AM 07:50:00 PM	2	\$24.00	\$48.00
6/6/2012	Wed	:30	WDDJ-FM 07:20:00 AM 10:50:00 PM	2	\$24.00	\$48.00
6/8/2012	Fri	:30	WDDJ-FM 07:20:30 AM 08:50:00 PM	2	\$29.00	\$58.00
6/11/2012	Mon	:30	WDDJ-FM 12:51:30 PM 08:50:00 PM	2	\$24.00	\$48.00
6/13/2012	Wed	:30	WDDJ-FM 06:41:00 AM 11:20:00 PM	2	\$24.00	\$48.00
6/15/2012	Fri	:30	WDDJ-FM 02:20:00 PM 11:20:00 PM	2	\$29.00	\$58.00
6/18/2012	Mon	:30	WDDJ-FM 05:50:00 AM 09:50:00 PM	2	\$24.00	\$48.00
6/20/2012	Wed	:30	WDDJ-FM 02:40:30 PM 11:20:00 PM	2	\$24.00	\$48.00
6/22/2012	Fri	:30	WDDJ-FM 07:27:27 AM 08:40:00 PM	2	\$29.00	\$58.00
6/25/2012	Mon	:30	WDDJ-FM 05:40:00 AM 09:21:00 PM	2	\$24.00	\$48.00
6/27/2012	Wed	:30	WDDJ-FM 02:40:30 PM 09:20:00 PM	2	\$24.00	\$48.00
6/29/2012	Fri	:30	WDDJ-FM 11:51:00 AM 11:40:00 PM	2	\$29.00	\$58.00
				Quantity	26 Total	\$674.00
				Total Due		\$674.00

INVOICE

Appendix 5. Work Ready Committee Meeting Documentation

- a. Meeting agendas and activity summaries
- b. Meeting sign-in sheets



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

Education & Workforce Committee

Tuesday, January 10, 2012 • 11:30 a.m. • Lourdes Hospital Marshal Nemer

- I. **Welcome & Introductions** – Bill Mogan
- II. **Project LEAD The Way** – Torey Earle – UK 4-H Extension
- III. **Committee Updates**
 - Regional Science Bowl (Partnership with DOE) – Bill Murphy
 - Salute to Education 2012 – Bill Murphy
 - Summer Camp 2012 – Kevin O’Neil.
 - **Kentucky Work Ready Communities – Bill Mogan**
 - Impact Poverty – Bill Mogan
 - Meeting Dates/Locations –
 1. **March 13, 2012 – MCU Paducah Campus – Tracy Crowson, Speaker**
 2. **May 1, 2012 – Harper Industries – Mary Anne Medlock, Speaker**
 3. **August 7, 2012 – Challenger Learning Center**
 4. **September 6, 2012 – Salute To Education**
 5. **November 13, 2012 – McCracken County High School – Dr. Nancy Waldrop, Speaker**
- IV. **Announcements**
 - Chamber’s 72nd Annual Meeting – Thursday, January 19 – 6 p.m.
- V. **Adjournment** – **Next Meeting: Tuesday, March 13 @ 11:30 a.m.**
Location & Lunch Sponsor: MCU Paducah Campus



AGENDA

CHAMBER OF COMMERCE PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

Education & Workforce Committee

Tuesday, March 13, 2012 • 11:30 a.m. • Mid-Continent Paducah Campus

Village Square – Strawberry Hill (behind Home Depot)

- I. **Welcome & Introductions** – Dr. Bill Murphy
- II. **Green Dot Society (AT&T Grant)** – Tracy Lambert – Greyhound Youth & Family Resource
- III. **Committee Updates**
 - Regional Science Bowl (Partnership with DOE) – Dr. Bill Murphy
 - Salute to Education 2012 – Dr. Bill Murphy
 - Summer Camp 2012 – Kevin O’Neil.
 - **Kentucky Work Ready Communities – Dr. Bill Murphy**
 - Impact Poverty – Dr. Bill Murphy
 - Meeting Dates/Locations –
 1. **March 13, 2012 – MCU Paducah Campus – Tracy Crowson, Speaker**
 2. **May 1, 2012 – Harper Industries – Mary Anne Medlock, Speaker**
 3. **August 7, 2012 – Challenger Learning Center**
 4. **September 6, 2012 – Salute To Education**
 5. **November 13, 2012 – McCracken County High School – Dr. Nancy Waldrop, Speaker**
- IV. **Announcements**
 - Leadership Paducah Applications NOW available: www.leadershhippaducah.org
- V. **Adjournment – Next Meeting: Tuesday, May 1 @ 11:30 a.m.**
Location & Lunch Sponsor: Harper Industries, Inc.



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

Kentucky Work Ready Committee

Tuesday, April 10, 2012 • 4:00 p.m. • Commerce Center

- I. **Welcome & Introductions – Bill Murphy**
- II. **Kentucky Work Ready Community Info**
- III. **National Career Readiness Certificates – Mary Anne Medlock**
- IV. **Committee Assignments**
- V. **“Kentucky Work Ready Community” Kick-off Event, May 8 @ 11:30 am, Emerging Technology Center**
- VI. **Adjournment – Next Meeting: Tuesday, May 8 @ 4 p.m. – Commerce Center**



SUMMARY

Business Education Partnership, Inc.
Kentucky Work Ready Committee

Tuesday April 10, 2012 • 4 p.m. • Commerce Center

Present: Bill Murphy, Mary Anne Medlock, John Anderson, Lakilia Bedeau, Allan Paul, Leon Owens, Dee Taylor, Georgann Lookofsky, Michael Ceclinski, Davida French, Art Davis, Stacey Overun, Elaine Spalding, Mike Muscarella, Hill Harper & Stacy Thomas.

ACTION TAKEN

- **Call to Order** – Bill Murphy, with the UK College of Engineering called the meeting to order and welcomed everyone. A round of introductions by each of the participants was conducted. Bill discussed the reason why we have called this committee together and he discussed this certification as a “credential” for our community and for employers who are looking to McCracken County as a possible location for business or expansion.

Mary Anne Medlock, representative from the West KY Workforce Investment Board discussed that it is also a way for the community to start a conversation about the particular workforce in McCracken County and it has been endorsed by the Kentucky Workforce Investment Board and the State Cabinets in government. She said that this is an opportunity for companies to get a snapshot of what they can expect from our county in regards to workforce. Mary Anne explained that there are several counties that are pursuing this designation and about 6 counties across the state have already been certified. Bill explained that this certification will more than likely help us establish some of the benchmarks on this side of the state. Bill explained that our target date for the application is **September 26, 2012** to be reviewed by the KWIB in **October 2012**.

Bill discussed the criteria/thresholds that we will have to achieve in order to complete the application process and achieve this certification. He expressed the importance of the key folks represented at the meeting to help complete this process. Before the meeting is adjourned, we would like to establish some sub-committees for each of the thresholds. Each subcommittee will have an appointed Chair to lead the meeting and a scribe to take notes and report back to the group as a whole.

- **National Career Readiness Certification--** Mary Anne talked about the NCRC and conveyed to the group that this is the old Work Keys certification. She did say that this piece will be the hardest to determine or gather data for since most employers are not recognizing it. It is an HR tool for hiring and no one in McCracken County has required it or actually utilizes it. She discussed the group having a plan in place if we have not met the NCRC in 3 years. This certification depends upon the type of position that employee holds as to whether that have it or not. It is a competency exam that cost \$40. Art Davis discussed that some of the students who are on a vocational path versus a college readiness path, are required to take the exam at the schools expense. The group discussed the possible difficulty in employers seeing the VALUE of the certification. McCracken County has to have 15% or at least a 3-year plan for 15% of our workforce with this certification; this just includes working adults ages 18-64 which estimates to approximately 15% of 40k. The group discussed other alternatives that might help in the event that we do not meet the 15% in 3 years. The Community Scholarship came up and the Work Ethic seal program; United Way's Impact Poverty; Jill Harper will poll SHRM to see who utilizes the exam. Bill Murphy discussed that the employers are going to have to require this certification. Mary Anne talked about seeing if we can tap into the old database used at the Workplace Skills Center to see if we can grandfather the folks who already have the certification, under a different name, into the 15%.
- **Sub-Committees Assignments (Criteria/Thresholds)**
 1. **Graduation Rate** – Art Davis Chair, committee members: City/County School System
 2. **National Career Readiness Certification** – Kevin O'Neill (Chair), committee members: WKCTC, Paducah Economic Development, Associated General Contractors (AGC), WKWIB, Dee Taylor, Bill Murphy, Mary Anne Medlock

3. **Community Commitment** – Elaine Spalding (Chair), committee members: Davida French, Michael Muscarella
4. **Educational Attainment** – Bill Murphy (Chair), committee members: Steve Freeman, Brian Van Horn
5. **Soft Skill Measurement** - Dr. Barbara Veazey (Chair), committee members: Kevin O'Neil, City/County School Principals – primary program to focus on is the Community Scholarship
6. **Availability of the Internet** – Chad Chancellor (Pending Chair), Bill Murphy will contact Chad to provide this info and also utilize the IT at the library as a guide as well.
7. **Supplemental Criteria** -- Georgann Lookofsky (Chair), committee members: Jill Harper, Leon Owens, Mike Muscarella, Davida French, AGC
8. **GED Attainment** – Georgann will coordinate with Mary Anne if info is needed

*****note: Sub-committees should meet once a month before the whole committee. Chairs will report at the monthly meeting.***

- **Announcements** –

1. **May 8 Kick-off Luncheon** – Bill Murphy talked about a kick-off luncheon to target business/industry. This will be an informational lunch for the community to talk about the Kentucky Work Ready Community. Mary Anne Medlock will be the speaker; We will extend an invite to Tom West (KWIB) to attend. The lunch will be hosted by the Business Education Partnership and sponsored by the WKWIB. Bill would like ALL sub-committee chairs present. The event will be from 11:30 am – 1 pm at the Emerging Technology Center at WKCTC.
2. **Scheduled Meeting Dates** – (May 8, June 12,)
3. **Adjourn:** Meeting adjourned by Bill. Next meeting: May 8, 2012, 1 p.m. – Emerging Technology Center



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

Kentucky Work Ready Committee

Tuesday, May 8, 2012 • 1:00 p.m. • WKCTC Emerging Technology Center

- I. **Welcome & Introductions** – Bill Murphy, Chair
- II. **Kentucky Work Ready Community Info**
- III. **National Career Readiness Workshop**
- IV. **Sub Committee Assignments/Reports:**
 1. **Graduation Rate** – Art Davis Chair, committee members: City/County School System
 2. **National Career Readiness Certification** – Kevin O’Neill (Chair), committee members: WKCTC, Paducah Economic Development, Associated General Contractors (AGC), WKWIB, Dee Taylor, Bill Murphy, Mary Anne Medlock
 3. **Community Commitment** – Elaine Spalding (Chair), committee members: Davida French, Michael Muscarella
 4. **Educational Attainment** – Dr. Bill Murphy (Chair), committee members: Steve Freeman, Dr. Brian Van Horn, Bill Bartleman
 5. **Soft Skill Measurement** - Dr. Barbara Veazey (Chair), committee members: Kevin O’Neil, City/County School Principals – primary program to focus on is the Community Scholarship
 6. **Availability of the Internet** – Chad Chancellor (Pending Chair)
 7. **Supplemental Criteria** -- Georgann Lookofsky (Chair), committee members: Jill Harper, Leon Owens, Mike Muscarella, Davida French, Ashley Wright, AGC
 8. **GED Attainment** – Georgann Lookofsky
- V. **Future meeting dates and times**
- VI. **Adjournment** – **Next Meeting: Tuesday, June 12 @ 4 p.m. – Location TBA**



SUMMARY

Business Education Partnership, Inc.
Kentucky Work Ready Committee

Tuesday May 8, 2012 • 1 p.m. • Emerging Technology Center

Present: Bill Murphy, Georgann Lookofsky, Elaine Spalding, Leon Owens, Mary Anne Medlock, Steve Freeman, Kevin O'Neill, Ronya Meurer, Tom West & Stacy Thomas.

ACTION TAKEN

- **Call to Order** – Bill Murphy, with the UK College of Engineering called the meeting to order and welcomed everyone. Tom West, Executive Director of the West KY Workforce Investment Board talked about supplemental criteria for our community and different examples that we might be able to use. Tom discussed the data and where we might be able to pull different information from to help us with our application. He discussed that an Entrepreneurial component would be good to use in our application.

The committee discussed the value of the expansion of industry as an attraction just as much as the attraction of new business – and also having post-secondary plans.

- **National Career Readiness Certification**—Stacy, Kevin & Bill Murphy will speak at the SHRM in regards to the NCRC to make them aware. We also will discuss the Career Center offering it for FREE until June 30. One thing the committee discussed is having employees take the test if there is a major change in employment for our employees in our region. We will advertise NCRC on the radio and through other venues about the test being offered for free. The value of the NCRC will help separate individuals who do not have this work ready certification. The committee discussed the opportunity to encourage employers to reimburse through educational assistance of an employee wants to take the certification.

There will be a workshop in Frankfort about this test next week. Tom West informed the committee that the workshop will be downloadable on video – the committee discussed the opportunity to show the video to regional employers to make them aware of how this certification can be beneficial to their employees and company.

- **Sub-Committees Assignments (Criteria/Thresholds)**
 1. **Graduation Rate** – No report
 2. **National Career Readiness Certification** – Report above
 3. **Community Commitment** – Tom West discussed that letters of support are fine, but the reviewing committee will not focus on those as much as they will the NCRC data and supplemental criteria.
 4. **Educational Attainment** – No report
 5. **Soft Skill Measurement** - Bill Murphy discussed that most of this information will come from Kevin O'Neill's department
 6. **Availability of the Internet** – No report
 7. **Supplemental Criteria** -- The committee brainstormed on different things that have been going on our community that would be beneficial to this application: Impact Poverty, Community Scholarship, Commonwealth Middle College for Educational Attainment, BEP & SHRM – community commitment, 2011 Chamber of the Year
 8. **GED Attainment** – Bill Murphy encouraged Georgann to touch base with Betty Myrick who proctors those exams at WKCTC.

*****note: Sub-committees should meet once a month before the whole committee. Chairs will report at the monthly meeting.***

- **Announcements –**

1. **May 16 Deadline** – Bill Murphy asked the committee to come up with some bullet points in their area that would be the highlights for what their individual committees would be working on and to email them to himself and Stacy by no later than May 16. This info will be compiled and sent to the group as a whole.
2. **September 1 Deadline** – Bill Murphy set a deadline for ALL committee chairs to get their info, data and narratives for their section into Bill/Stacy by no later than September 1.
3. **Scheduled Meeting Dates** – (June 13)
4. **Adjourn:** Meeting adjourned by Bill. Next meeting: June 13, 2012, 4 p.m. – Emerging Technology Center

RSVP – May 8 Luncheon

1. Allcock, Brenda
2. Allison, Lance
3. Anderson, John (PACRO)
4. Anderson, John (TempsPlus)
5. Anderson, Michelle
6. Archer, Neil
7. Armon, Paula
8. Bartleman, Bill
9. Beck-Walker, Jennifer
10. Bedeau, Lakilia
11. Blache, Ian
12. Brooks, Wendy
13. Cyrus, Kim
14. Dawes, Teresa
15. Dorris, Don
16. Edmonds, Deborah
17. Farmer, Angela
18. Goodman, Molly
19. Greene, Randy
20. Felker, Jeremy
21. Freeman, Missy
22. Freeman, Steve
23. French, Davida
24. Garrett, Tom
25. Harnice, Doug
26. Heath, Leslie
27. Herndon, Elizabeth
28. Hollie, Connie (RVSP for 2)
29. King, Lynn
30. Lanier, Shirley
31. McGarvey, Maurie

32. Morrow, Sherry
33. Murphy, Bill
34. Nettles, Mark
35. Newsome, Casaundra
36. O'Neill, Kevin
37. Owens, Leon
38. Pendergrass, John
39. Pope, Margie
40. Sorrells, David
41. Ragland, Cindy
42. Robertson, Cindy
43. Sisco, Debbie
44. Sorrells, David
45. Spalding, Elaine
46. Spencer, Pam
47. Tabor, Natalie
48. Taylor, Dee
49. Thomas, Scott
50. Triplett, Gina
51. Tubbs, Joshua
52. Van Horn, Brian Dr.
53. Veazey, Barbara
54. Waldrop, Nancy
55. Wilson, Bob (+2)
56. Woodward, Kristen
57. Wright, Ashley
58. Wright, Pam



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

McCracken County Work Ready Committee

Wednesday June 13, 2012 • 4 p.m. • WKCTC Emerging Technology Center

- I. **Welcome & Introductions** – Bill Murphy, Chair

- II. **Sub Committee Assignments/Reports:**
 1. **Graduation Rate** – Art Davis Chair, committee members: City/County School System
 2. **National Career Readiness Certification** – Kevin O’Neill (Chair), committee members: WKCTC, Paducah Economic Development, Associated General Contractors (AGC), WKWIB, Dee Taylor, Bill Murphy, Mary Anne Medlock, Gina Marwa
 3. **Community Commitment** – Elaine Spalding (Chair), committee members: Davida French, Michael Muscarella
 4. **Educational Attainment** – Bill Murphy (Chair), committee members: Steve Freeman, Brian Van Horn, Bill Bartleman
 5. **Soft Skill Measurement** - Barbara Veazey (Chair), committee members: Kevin O’Neil, City/County School Principals, Paula Armon – primary program to focus on is the Community Scholarship
 6. **Availability of the Internet** – Chad Chancellor (Pending Chair)
 7. **Supplemental Criteria** -- Georgann Lookofsky (Chair), committee members: Jill Harper, Leon Owens, Mike Muscarella, Davida French, Ashley Wright, AGC
 8. **GED Attainment** – Georgann Lookofsky

- III. **Adjournment** – **Next Meeting: TBA – if needed**

Deadline for Committee Data/Narratives: September 3

Application Submission Deadline: September 26



SUMMARY

Business Education Partnership, Inc.
Kentucky Work Ready Committee

Tuesday June 13, 2012 • 4 p.m. • Emerging Technology Center

Present: Bill Murphy, Mary Anne Medlock, Georgann Lookofsky, Steve Freeman, Michael Ceglinski, Kevin O'Neill, Paula Armon, Ashley Wright & Stacy Thomas.

ACTION TAKEN

Call to Order – Bill Murphy, with the UK College of Engineering called the meeting to order and welcomed everyone. Then he facilitated discussion on committee reports so that we did not have any overlapping in our criterion.

National Career Readiness Certification— Kevin O'Neill reported about how we need to get the work out about the test. He reported that the Career Center are offering the tests free of charge until June 30. The tests are being taken on Friday and Gina Marwa, with WKCTC will be administering the overflow testing. There has been a radio advertisement about the test running from now until June 30. Georgann reported that Jill Harper says that she is willing to suggest it to her employees, but companies are interested in the what the bottom line is. Kevin reported that the committee watched the free workshop conducted in Frankfort on June 5; about 7 people showed up. He expressed the urgency of presenting this to a wider audience with the influence to make the decision to test the employees. Steve Freeman says that there are sources that have some of these tests in a database, but the key is locating them so that we can count them in our numbers. Mary Anne says that we can include info on companies that are using "parts" of the test for their companies. Kevin, also talked about how we can get multiple ways to proctor more exams. He discussed that the committee needs to develop a plan to meet the 15%. The discussion was made to partner with school systems, area technology centers; and also to include an industry sector. Narrative needs to be clear and #'s need to be accurate. Chris Nelson with AGC has some companies that might fit the criteria; Marquette & Ashland are already using the certification. Bill Murphy brought up the idea of probing Senator McConnell to push D.O.E. to pay for some of the USEC workers who will eventually become displaced.

• **Sub-Committees Assignments (Criteria/Thresholds)**

1. **Graduation Rate** – Michael reported that Art Davis had the info and that we DO meet the criteria. He discussed that we need to have a narrative with the info showing programs and trends – In the narrative, it would be a good idea to talk about on-going programs that contribute to the graduation rates and that actually impact our rates like the Community Scholarship. He discussed how graduation rates will be calculated differently next year and remediation possibly by 2014 because schools in KY are moving toward the national model and this is something that the committee needs to consider.
2. **National Career Readiness Certification** – Report above
3. **Community Commitment** – Elaine's report was presented in the agenda packet. Programs to demonstrate Work readiness, the BEP, PED, Community Scholarships, Hospitals, Chamber's Priority Projects for Education and possibly put Impact Poverty in this section as well.
4. **Educational Attainment** – For the Work Ready Classification, Bill Murphy discussed our community already meets the adults with a 2-year degree at 25% - we need to target 32% in 3 years. He discussed looking at some programs for people who are close to graduating but do not already have a 2-year degree. Steve Freeman also interjected that there is a process called "back-transferring" credits that will help contribute to receiving the 2-year degree.
5. **Soft Skill Measurement** – Info was in the packet on sectors to include. Paula Armon has info for the Community Scholarship, maybe just list the businesses for the Work Ethic Seal, Community Scholarships, Dual Credit, Workplace Skills Center, BEP. It was discussed that we need to provide #'s and as much as we can give them.

6. **Availability of the Internet** – Bill Murphy discussed that we are at 100% and this narrative will be minimal. He will coordinate with Chad Chancellor for this info.
7. **Supplemental Criteria** -- Georgann reported that we need to capture people that have occupational credentials other than NCRC. She will meet with Alvin Moore at WKCTC. She discussed capturing the Impact Poverty in this section, the Community Scholarship, the Scholar House – the group also talked about pulling industry information on other certifications they might be using. Steve Freeman suggested the Ready to Work/Work to Learn K-Tap program. Also mentioned were the Adult Ed Accelerated opportunities, River Industry with Welding Certifications and the Healthcare Industry with nursing/medical certifications.
8. **GED Attainment** – Georgann reported that we are meeting and exceeding our GED goals. The updated numbers will come out in July and the group will capture a narrative on how we do it and how we will continue it.

Bill Murphy noted that we will discuss see where we are at with our narratives at our August meeting. Bill encouraged folks to look at the Russell County application which is on the KWIB website.

***note: Sub-committees should meet once a month before the whole committee. Chairs will report at the monthly meeting.*

- **Announcements** –
 1. **September 3 Deadline** – Bill Murphy set a deadline for ALL committee chairs to get their info, data and narratives for their section into Bill/Stacy by no later than September 3. Bill Bartleman with MidContinent will be putting the info together for submission.
 2. **Scheduled Meeting Dates** – (August 7)
 3. **Adjourn:** Meeting adjourned by Bill. Next meeting: August 7, 2012, 1 p.m. – Challenger Learning Center



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

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McCracken County Work Ready Committee

Wednesday August 7, 2012 • 1 p.m. • Challenger Learning Center

- I. **Welcome & Introductions** – Bill Murphy, Chair

- II. **Sub Committee Assignments/Reports:**
 1. **Graduation Rate** – Art Davis Chair, committee members: City/County School System
 2. **National Career Readiness Certification** – Kevin O’Neill (Chair), committee members: WKCTC, Paducah Economic Development, Associated General Contractors (AGC), WKWIB, Dee Taylor, Bill Murphy, Mary Anne Medlock, Gina Marwa
 3. **Community Commitment** – Elaine Spalding (Chair), committee members: Davida French, Michael Muscarella
 4. **Educational Attainment** – Bill Murphy (Chair), committee members: Steve Freeman, Brian Van Horn, Bill Bartleman
 5. **Soft Skill Measurement** - Barbara Veazey (Chair), committee members: Kevin O’Neil, City/County School Principals, Paula Armon – primary program to focus on is the Community Scholarship
 6. **Availability of the Internet** – Chad Chancellor (Pending Chair)
 7. **Supplemental Criteria** -- Georgann Lookofsky (Chair), committee members: Jill Harper, Leon Owens, Mike Muscarella, Davida French, Ashley Wright, AGC
 8. **GED Attainment** – Georgann Lookofsky

- III. **Adjournment** – *Deadline for Committee Data/Narratives: September 3*
Application Submission Deadline: September 26



SUMMARY

Business Education Partnership, Inc.
Kentucky Work Ready Committee

Tuesday August 7, 2012 • 1 p.m. • Challenger Learning Center

Present: Bill Murphy, Leon Owens, Steve Freeman, Kevin O'Neill, Mary Anne Medlock, Paula Armon, Davida French, Bill Bartleman, Elaine Spalding & Stacy Thomas.

ACTION TAKEN

- **Call to Order** – Bill Murphy, with the UK College of Engineering called the meeting to order and welcomed everyone.

National Career Readiness Certification – Kevin reported that he is still gathering data. He talked about finding companies that have utilized the Work Keys program; they have identified four companies at this point. It seems as though we have a lot of out of state workers that cannot be counted as being certified in the Work Keys. The only validating one's are Adult Ed in the state of KY. Kevin talked about the Daviess County model and that we are hoping to have an in-house certified Work Keys profiler; Kevin is in the process of working on that for WKCTC. The profilers will go out on the job site and determine what skills are needed on the job. ACT has a program that will allow 20 companies in our area to utilize it for free. Kevin and committee have already started on their narrative and will begin to pull information together. Also, Mary Anne Medlock reported that the KWIB will be entertaining a motion to decrease the standards of requiring the NCRC from 15% to 9% in 3 years and 15% in 5 years.

- **Sub-Committees Assignments (Criteria/Thresholds)**
 1. **Graduation Rate** – Michael Ceglinski talked about how the G.R. will have new calculations. We are at 80 % for the County schools. In his narrative he plans to outline 6 strategies that will have a positive impact in the G.R. area: Community Scholarship, New School Constructions (City/County), Commonwealth Middle College, Providing Alternative Setting to Earn Credits, Balance Assessment Approach & Career Pathways Opportunities (possibly adult education in this area as well – pulling together adults who do not have the GED)
 2. **National Career Readiness Certification** – Report above
 3. **Community Commitment** – Elaine reported that she is gathering info for support letters. She received information from the hospitals and programs that they are offering in regards to education and she is on track to pulling together the narrative. Elaine will have the Chamber send an email blast about companies that can partner in our effort.
 4. **Educational Attainment** – Bill Murphy sent his info via email to Bill Bartleman – he discussed emphasizing adult education programs. Leon Owens talked about Swift & Staley's program in which they have partnered with WKCTC for educational attainment and reimbursement. Davida talked about Lourdes having a similar program. These are the "best practices" cases that should be highlighted in the application.
 5. **Soft Skill Measurement** - Kevin reported on Dr. Veazey's behalf. She plans to focus on the BEP efforts, Community Scholarship, Leadership Paducah/Youth LEAD in her narratives.
 6. **Availability of the Internet** – Bill reported that we are still at 100%. We might need to address how we will increase our broadband programs. Michael discussed the laptop initiative of McCracken County Schools.
 7. **Supplemental Criteria** -- The committee brainstormed on different things that have been going on our community that would be beneficial to this application: Impact Poverty, Community Scholarship, Commonwealth Middle College for Educational Attainment, BEP & SHRM – community commitment, 2011 Chamber of the Year. Leon on behalf of Georgann reported on that the data is gathered and ready to be placed in narrative form.
 8. **GED Attainment** – Same as above.

***note: Sub-committees should meet once a month before the whole committee. Chairs will report at the monthly meeting.*

- **Announcements –**

1. **September 4 Deadline** – Bill Murphy set a deadline for ALL committee chairs to get their info, data and narratives for their section into Bill/Stacy by no later than September 4.
2. **Scheduled Meeting Dates** – One more meeting in August for the Chairs - TBA
3. **Adjourn:** Meeting adjourned by Bill. Next meeting: TBA



AGENDA

PADUCAH AREA CHAMBER OF COMMERCE

Business Education Partnership Mission Statement:

To establish mutually beneficial partnerships between business and education and become a pro-active voice for educational issues at the local, regional, and state level.

McCracken County Work Ready Committee

Wednesday, August 29, 2012 • 4 p.m. • Commerce Center

- I. **Welcome & Introductions** – Bill Murphy, Chair

- II. **Sub Committee Assignments/Reports:**
 1. **Graduation Rate** – Art Davis Chair, committee members: City/County School System
 2. **National Career Readiness Certification** – Kevin O’Neill (Chair), committee members: WKCTC, Paducah Economic Development, Associated General Contractors (AGC), WKWIB, Dee Taylor, Bill Murphy, Mary Anne Medlock, Gina Marwa
 3. **Community Commitment** – Elaine Spalding (Chair), committee members: Davida French, Michael Muscarella
 4. **Educational Attainment** – Bill Murphy (Chair), committee members: Steve Freeman, Brian Van Horn, Bill Bartleman
 5. **Soft Skill Measurement** - Barbara Veazey (Chair), committee members: Kevin O’Neil, City/County School Principals, Paula Armon – primary program to focus on is the Community Scholarship
 6. **Availability of the Internet** – Chad Chancellor (Pending Chair)
 7. **Supplemental Criteria** -- Georgann Lookofsky (Chair), committee members: Jill Harper, Leon Owens, Mike Muscarella, Davida French, Ashley Wright, AGC
 8. **GED Attainment** – Georgann Lookofsky

- III. **Adjournment** – *Application Submission Deadline: September 10*



SUMMARY

Business Education Partnership, Inc.
Kentucky Work Ready Committee

Tuesday August 29, 2012 • 4 p.m. • Commerce Center

Present: Bill Murphy, Kevin O'Neill, Dr. Barbara Veazey, Georgann Lookofsky, Elaine Spalding & Stacy Thomas.

ACTION TAKEN

- **Call to Order** – Bill Murphy, with the UK College of Engineering called the meeting to order and welcomed everyone. The group went through the DRAFT application/narrative and we made the necessary edits. We discussed community commitment.
- **Revised** – Each committee will have their revised edits to Bill Murphy ASAP. Bill Murphy will send to Bill Bartleman to help bring it all together and we should have a finalized copy by Wednesday, September 5. Stacy & Bill will meet to put together the final copy. Bill will email the final draft to Tom West & The Chamber will mail the final hard copy.

***note: Sub-committees should meet once a month before the whole committee. Chairs will report at the monthly meeting.*

- **Announcements** –
 1. **September 4 Deadline** – Bill Murphy set a deadline for ALL committee chairs to get their info, data and narratives for their section into Bill/Stacy by no later than September 4.
 2. **Scheduled Meeting Dates** – One more meeting in August for the Chairs - TBA
 3. **Adjourn:** Meeting at 5:25 p.m. adjourned by Bill.

Appendix 6. Miscellaneous Materials

- a. WKCTC Health Care Credentials
- b. Workforce Solutions flier

WKCTC Health Care Credential Programs

Program Title	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	Total
Dental Assistant	13	16	13	15	15	72
Medical/Clinical Assistant	9	15				24
Pharmacy Technician/Assistant	5	5	10	8	6	34
Physical Therapist Assistant	12	13	15	12	15	67
Emergency Medical Technology/Technician (EMT Paramedic)	45	33	52	39	27	196
Radiography	14	15	10	19	13	71
Respiratory Care Therapy/Therapist	8	5	6	10	11	40
Surgical Technology/Technologist	7	6	8	9	7	37
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	12	12	11	11	10	56
Phlebotomist/Medical Office Laboratory	25	17	26	34	32	134
Registered Nursing	69	90	76	78	91	404
Licensed Practical Nursing	70	19	36	43	32	200
Nurse/Nursing Assistant/Aide and Patient Care Assistant	269	318	370	436	491	1884
Polysomnographic Techologist (sleep disorders)	9	3		2	9	23
Clinical/Medical Laboratory Technician					8	8
Medical Office - Coding, Billing, Electronic Health Records, Administration	23	25	28	47	51	174
	590	592	661	763	818	3424



WEST KENTUCKY COMMUNITY & TECHNICAL COLLEGE

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- Coordinates all aspects of the training including location, equipment, curriculum, materials, and instructors.
- Maintains a level of excellence in all training programs.
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