



Agenda
December 10, 2020

Virtual Teams Meeting

- **Call Meeting to Order / Introductions.....Kevin Smith, Chair**
Beam Suntory

- **KWIB 2021 VisionKevin Smith, Chair**

- **KWIB updates John Lyons, Executive Director**
KWIB
 - **Onboarding follow up**
 - **May 2020 meeting Minutes review, August 2020 Notes review**
 - **New Board member opportunity**
 - **Rules of Procedure / legal updates**

- **Cabinet highlights / updatesMary Pat Regan, Deputy Secretary**
Education and Workforce Development Cabinet

- **Dashboard Metrics Discussion.....Scott Secamiglio**
KY STATS
 - Discussion on dashboard metrics (spreadsheet sent 12/7)

- **KWIB Quarterly Board Meeting Agenda review / discussion.....Kevin Smith, Chair**

- **Other**

MEMBERS PRESENT: Kevin Smith, Amy Luttrell, Kim Menke, Heidi Margulis, Scott Pierce, Lori Ulrich, Beth Davisson

Cabinet Staff present: Mary Pat Regan, Mark Meighan, John Lyons, Scott Secamiglio, Stefanie Kingsley-Ebbens, Heather Seward, Jacob McAndrews, Sara Jagers, Debbie Dennison

1:02pm **Call to Order**

Kevin Smith, Chair started the meeting with welcomes and brief introductions welcoming our guests as well.

➤ **KWIB 2021 Vision** –

- **Kevin** asked the committee to reengage in the vision of the Strategic plan. He reiterated our need to gain traction with the plan having lost some time and ground with COVID, and other factors of 2020. His view of the vision is to put into place levers that will enhance our workforce system.
- **Heidi Margulis** added that we cannot engage the workforce like in the past; we have to “build back better”.
- **Scott Pierce** added that women have been more adversely effected in this environment.
- **Kim Menke** echoed Scott’s comments and added that we must implement the broad strategies put into the Strategic Plan and think of the barriers that exist hindering participants returning to the workforce (ie childcare, transportation).
- **Amy Luttrell** added that we must also engage those that have dropped out of the workforce completely (retired or not seeking because of climate).

➤ **KWIB updates**

John Lyons, Executive Director, KWIB updated the committee on the following:

- **Onboarding** was successful and next steps include engaging members into committees.
- May 2020 meeting **Minutes review**, August 2020 Notes review –John asked the committee if they had any additions or changes to let Debbie Dennison know.
- **Two new Board members** opportunity with the resignations of Kurtis Mishler and Carla Webster. John provided information that two candidates were submitted to the Governor’s office for review, approval.
- **Rules of Procedure / legal updates** – the KWIB will table any review of the Rules of Procedure until 2021; Stefanie provided updates as related to the policy reviews by

the CEWD (Cabinet for Education and Workforce Development); no real changes to report; reaffirming the policies based on the feedback received by the Resource Alignment and Funding committee. The KWIB Board will vote on the policies on December 17, 2020.

➤ **Cabinet highlights / updates**

Mary Pat Regan, Deputy Secretary of the CEWD, provided updates into the cabinet's vision for 2021. It is the cabinet's desire to create a path of education from "cradle to career"; to review what is available to educators and to employers and fill gaps; to determine how to credit transferrable skills; to review policy and make sure that apprenticeships and other avenues for workforce are paved. The cabinet is reviewing what we are doing well and what needs to be improved and to eliminate duplicities.

Discussion/ questions by the committee included:

- **Scott Pierce** – are there any additional dollars going to the local WIB's (might help to establish childcare, for example)?
 - Mary Pat replied - The cabinet wants to streamline websites for users; better communicate / educate Kentuckians of their options.
- **Kim Menke** – are there additional skill sets to be added to expand workforce skills?
 - Mary Pat replied that a review will be made of current trainings available; will include rehire opportunities; review and offering of what vouchers can be provided for childcare.
- **Beth Davisson** –we need to understand if citizens are prepared. Would be beneficial to gain employer insights on *where to build back*.
- **Lori Ulrich** added that COVID had affected "normal" unemployment factors

➤ **Dashboard Metrics Discussion**

Scott Secamiglio, Director of Visual Analytics and Strategy, KY Stats provided updates and suggestions to data provided on the KY Stats site:

- Unemployment Insurance (UI) claimants have changed;
- In Q2, UI information will include all of last year and impacts;
- Is it time to consider remote worker / rate of pay; include childcare; review other states policy's (Iowa has childcare vouchers available for parents seeking education or tech education degrees, for example).

Kevin Smith asked if we can continue to include Scott (KY Stat team) in Executive Committee meetings for updates; Kevin would like to see a metrics dashboard to review the ecosystems and the economic development health, that the committee can easily review for positive changes to populations. Scott is going to review with the team to see what can be provided.

➤ **KWIB Quarterly Board Meeting Agenda** review / discussion

Kevin briefly walked through the KWIB Board meeting agenda as follows:

- Kevin to provide “housekeeping” for the new board,
- Start with vision of the board as we move to 2021,
- Provide cabinet updates related to workforce participation (education, workforce development, labor and unemployment),
- Provide introduction of new board members allowing them a brief one or two sentence overview of their passions.
- Overview of KY Stats for new board,
- Overview of committee work in 2020; review of next steps (by each Chair)
- Overview / reminder of deep dive continuation in 2021,
- Review of calendar for 2021.

2:04pm **Adjournment**

DRAFT

Focal Populations

Disabled

Unemployed

Recovery
Individuals

ExOffenders

Veterans /
Transitioning
Military

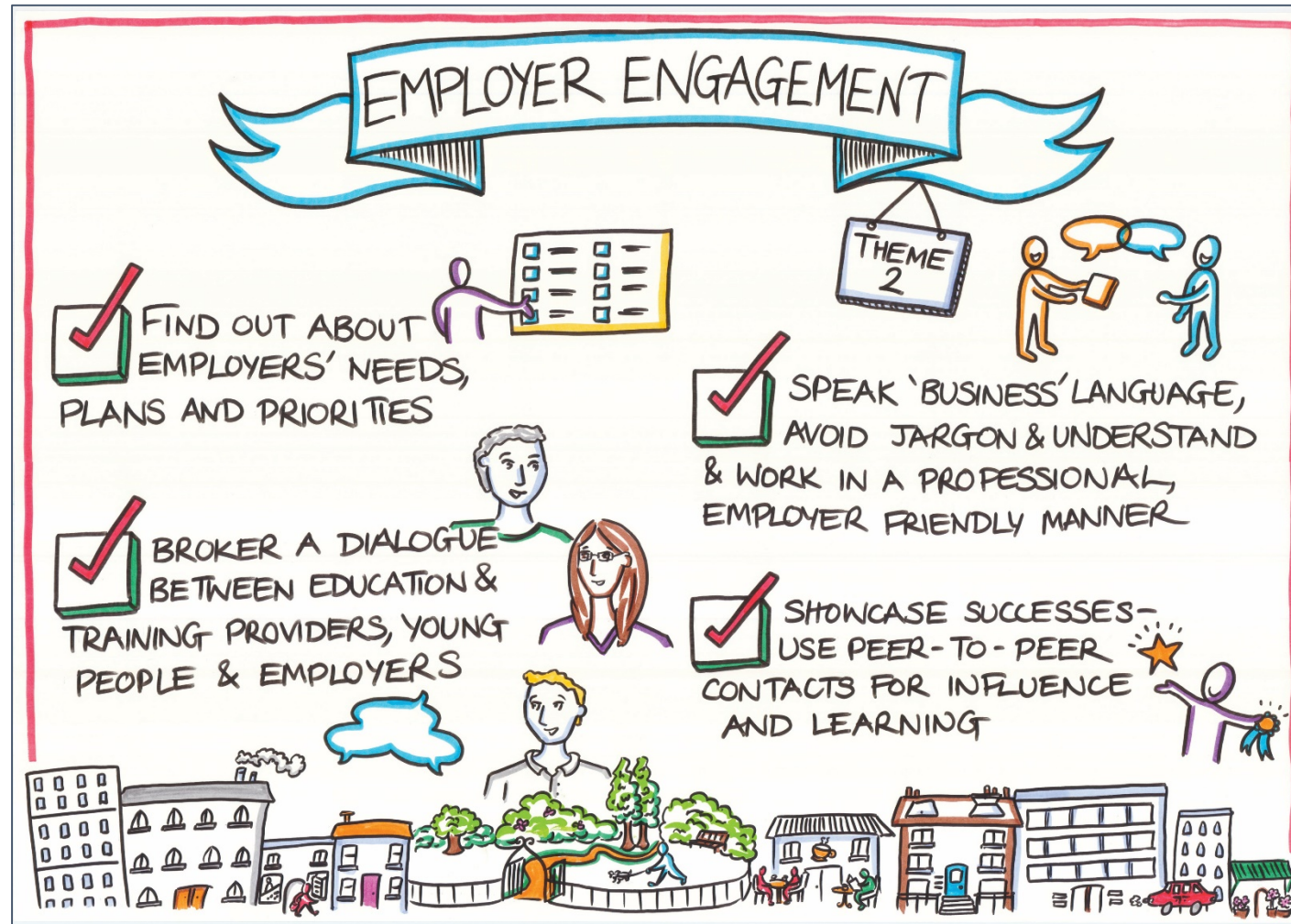
Homeless

Foster
Youth

Under
Employed

Foreign
Born

Employer Engagement



Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

State Penetration Rate: **24.0%**

State Number of Employers Penetrating: **27,862**

Population Affected

Employers

Metric

Employer Penetration Rate

Obstacles to Engaging Employers?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Champions

EWDC

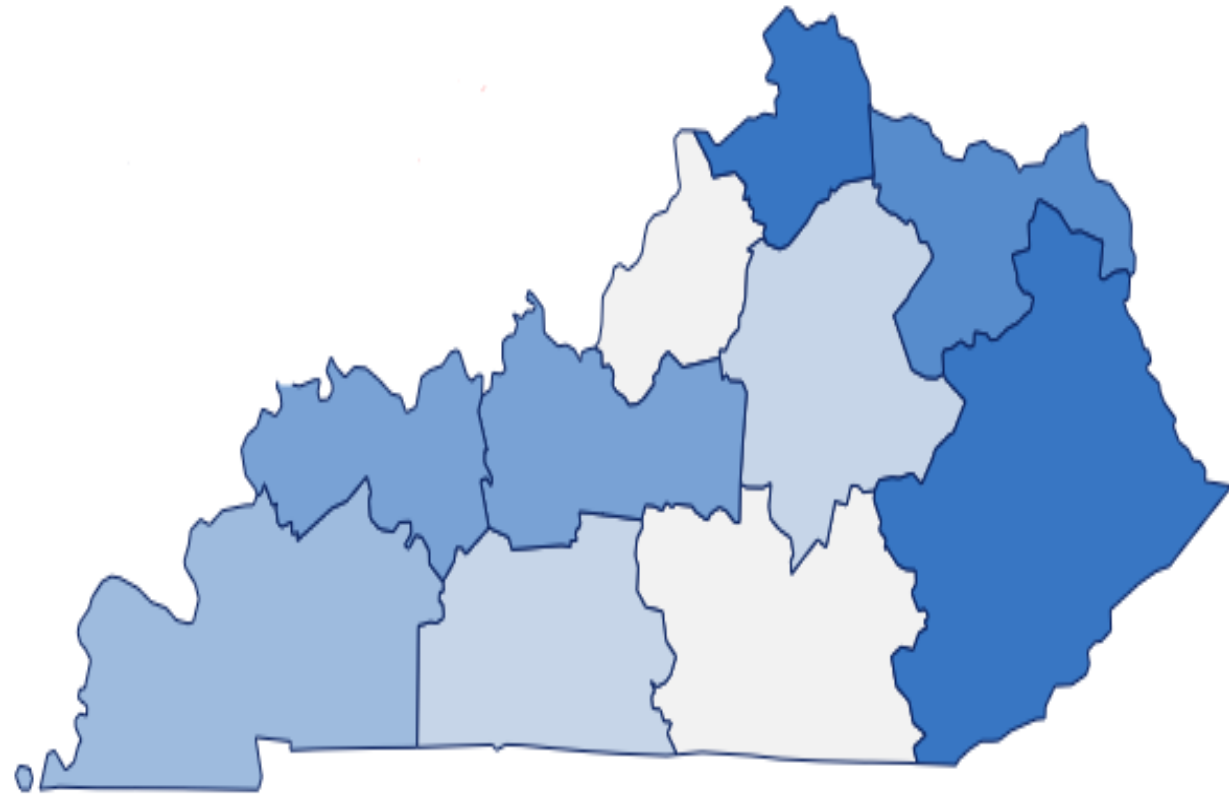
Definition / Analytical Value: Measures the extent to which employers are engaging with existing workforce development programs across the commonwealth.

Measures by Local Workforce Area (LWA)

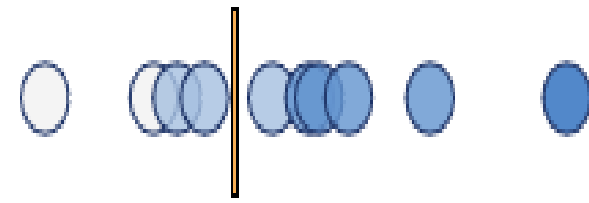


Employer Outcomes (Year-to-Date)

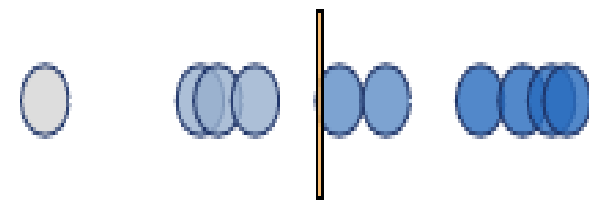
Penetration Rate



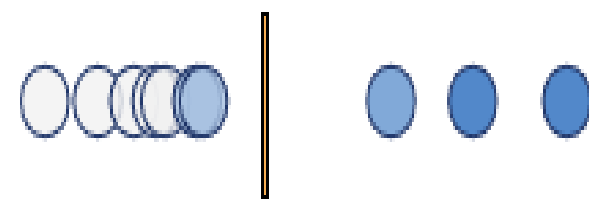
Penetration Rate



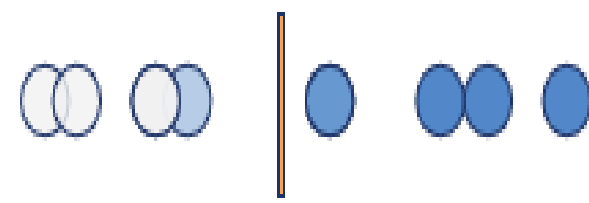
Repeat Customer Rate



Employers Offering Apprenticeships



Employers Receiving Training Incentives



State and/or National Average



- +

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

Employers

Metric

Business Retention and Expansion (BRE) Employer Feedback

Obstacles to retaining and expanding employer feedback?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Champions

CED

Definition / Analytical Value: Tracks employer satisfaction, engagement, local workforce and hiring needs, and emerging skills gaps via an annual BRE survey administered locally.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

State Rate of Employers Offering Apprenticeships: **0.25%**

State Number of Employers Offering Apprenticeships: **285**

Population Affected

ALL

Metric

Availability of Work-based Learning Opportunities

Obstacles to making work-based learning opportunities available?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Champions

KDE & CPE

Definition / Analytical Value:
Indicates overall Level of employer investment in work-based learning and credentials.

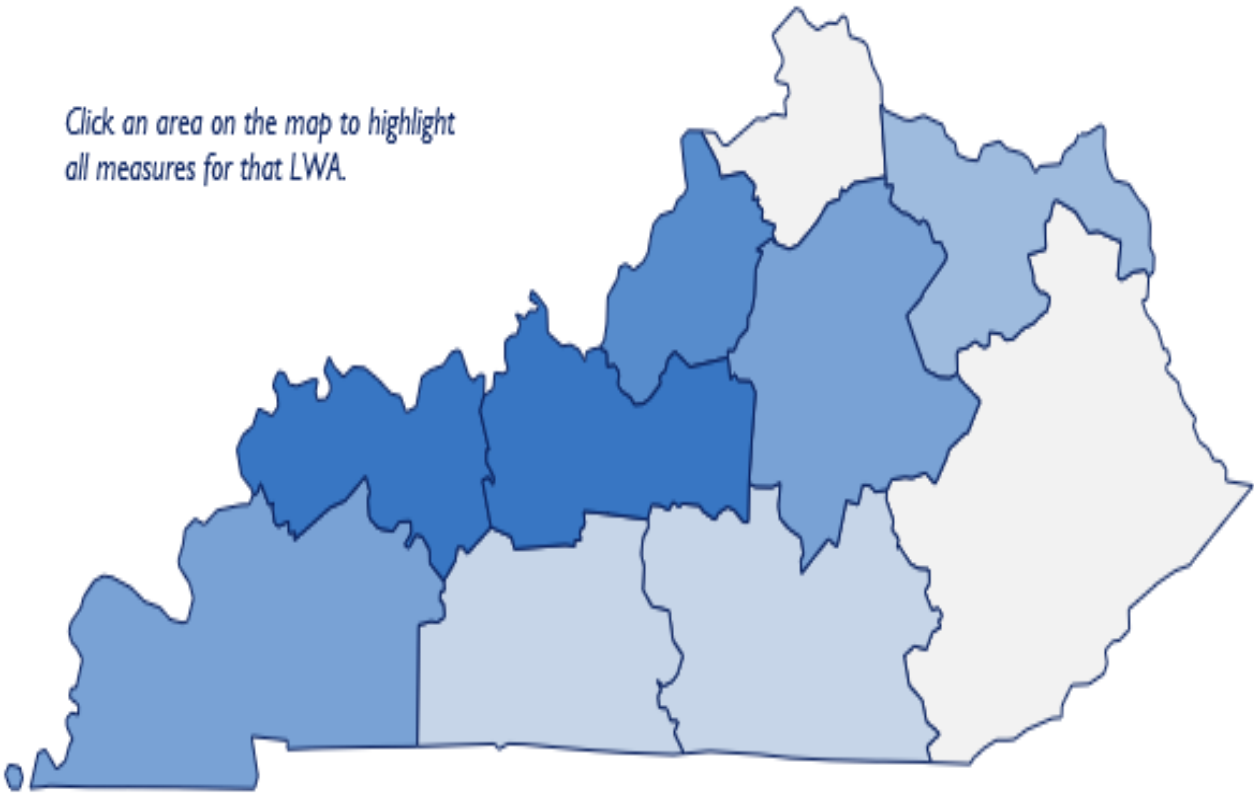
Measures by Local Workforce Area (LWA)



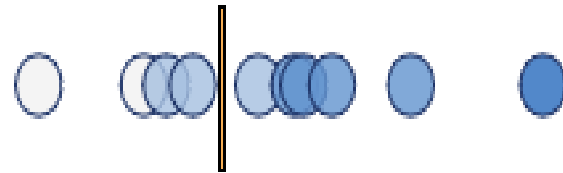
Employer Outcomes (Year-to-Date)

Employers Offering Apprenticeships

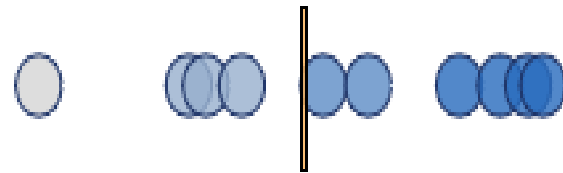
Click an area on the map to highlight all measures for that LWA.



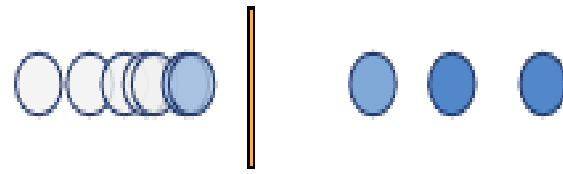
Penetration Rate



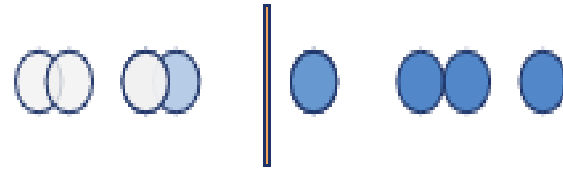
Repeat Customer Rate



Employers Offering Apprenticeships



Employers Receiving Training Incentives



Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

Employers

Statewide
Employer
Survey Results

Metric

Obstacles to Engaging Employers?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Champions

*EWDC &
KYSTATS*

Definition / Analytical Value:
Examines employment diversity, workforce investment,
use of WIOA funds, and other measures of corporate
engagement.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

Employers

Obstacles to Engaging Employers?

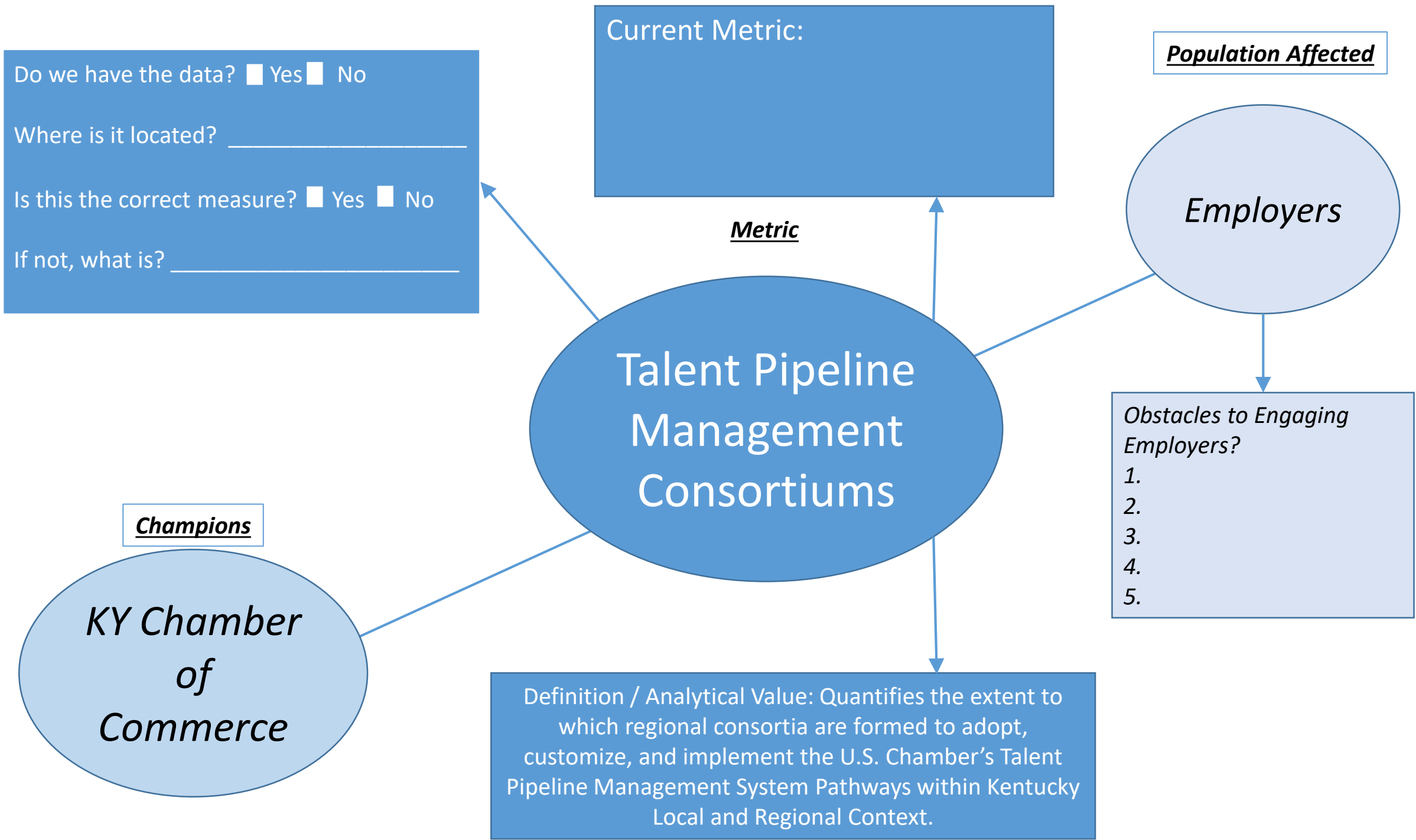
- 1.
- 2.
- 3.
- 4.
- 5.

Talent Pipeline Management Consortiums

Champions

KY Chamber of Commerce

Definition / Analytical Value: Quantifies the extent to which regional consortia are formed to adopt, customize, and implement the U.S. Chamber's Talent Pipeline Management System Pathways within Kentucky Local and Regional Context.



Education



Current Metric

Population Affected

ALL

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Metric

Educational Attainment Level of Working Age Population

Obstacles to educating the hard to reach populations?
1.
2.
3.
4.
5.

Champions

KY Skills U,
KDE and
CPE

Definition / Analytical Value: Tracks the extent to which the Commonwealth is educating its workforce at levels sufficient to meet industry hiring needs.

Current Metric

Population Affected

ALL

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Metric

Credential Rate

Obstacles to Completion and Attainment?
1.
2.
3.
4.
5.

Champions

*KY Skills U,
KDE and
CPE*

Definition / Analytical Value: Tracks the extent to which the common wealth is educating its workforce at levels sufficient to meet industry hiring needs for, particularly for "middle skill" occupations

Current Metric

Population Affected

Employers & ALL

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Metric

Populations with Kentucky Essential Skills Certificates, Career Readiness Certificates or Equivalent

Obstacles to Providing Essential Skills Training?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

KY Skills U, KDE and CPE

Definition / Analytical Value: Captures the proportion of High school graduates demonstrating work-readiness, and provides context to the acquisition of essential skills by Kentuckians.

Current Metric

Population Affected

Employers & ALL

Metric

Rate of Enrollment in
STEM and Other Market
Relevant PK-12 Elective
and Post-Secondary
Programs

*Obstacles in Enrolling
Students?*
1.
2.
3.
4.
5.

Definition / Analytical Value: Provides a proxy for
technical skills development in P-12 education, and
articulates the effectiveness of awareness campaign
activities to promote career pathways

Champions

*KY Skills U,
KDE and
CPE*

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Do we have the data? Yes No

Where is it located? _____

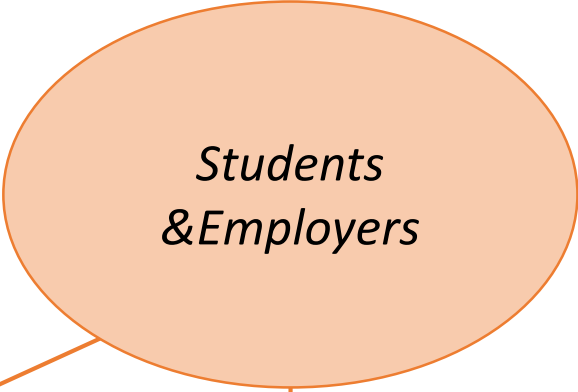
Is this the correct measure? Yes No

If not, what is? _____

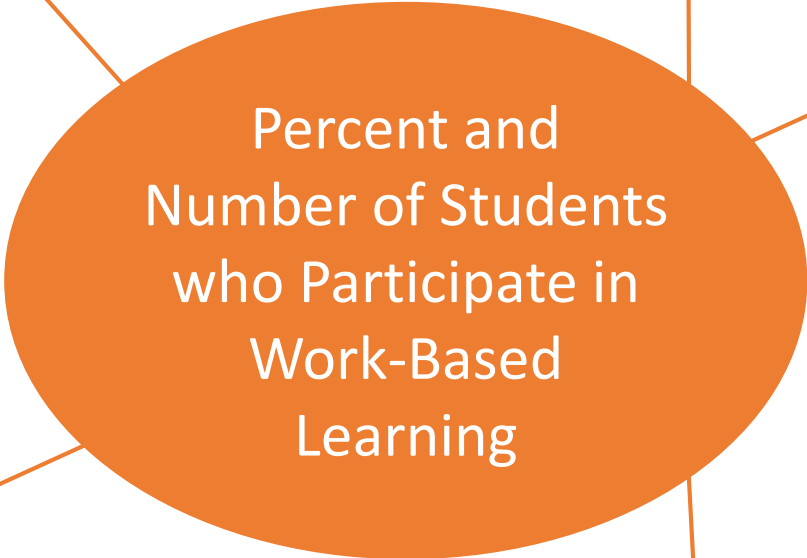
Current Metric

State Rate of Apprenticeships: **0.21%**
State Number of Apprentices: **3,931**

Population Affected



Metric



Obstacles in Engaging Employers?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions



Definition / Analytical Value: Reflect the level of alignment between technical and community college education employers.

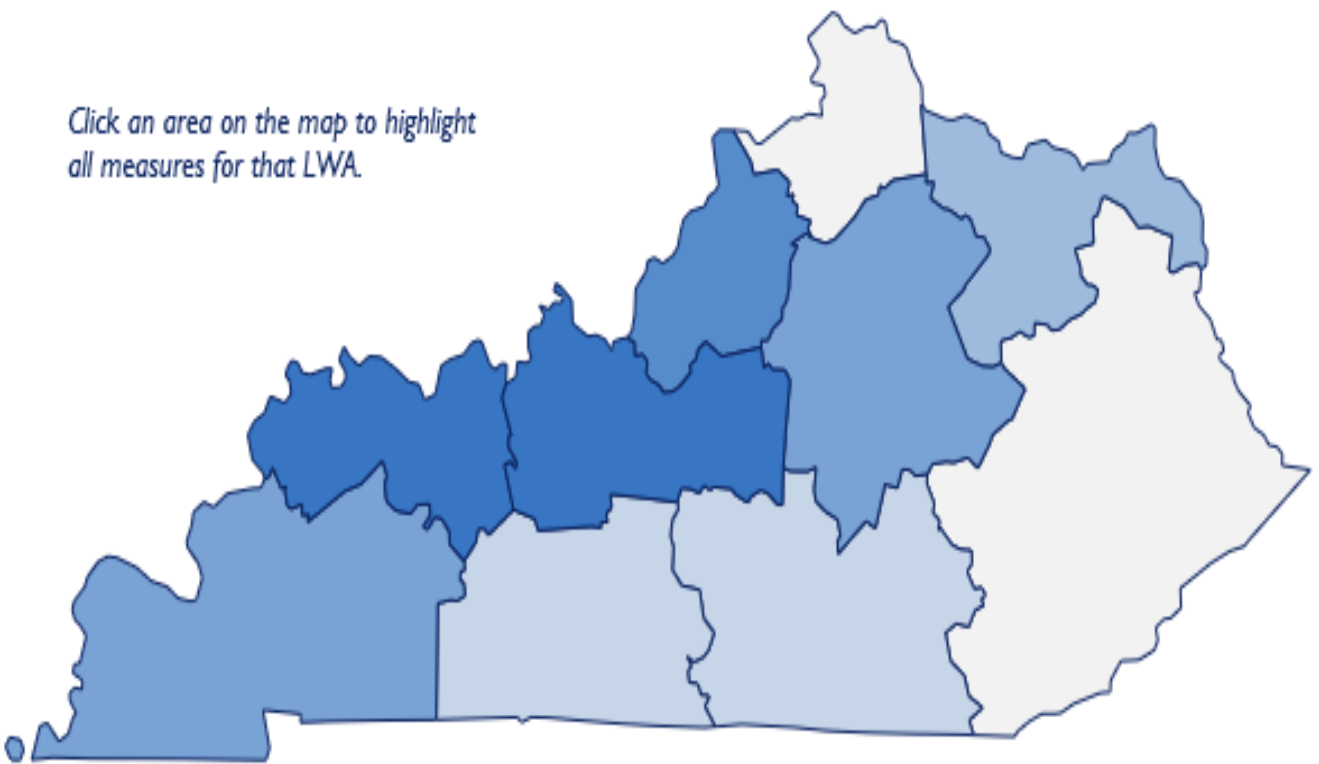
Measures by Local Workforce Area (LWA)



Customer Outcomes (Year-to-Date)

Employers Offering Apprenticeships

Click an area on the map to highlight all measures for that LWA.



Current Metric

Population Affected

Students & Employers

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Metric

Rate of Employer Placement for Technical Education and "Earn and Learn" Programs

Obstacles in Engaging Employers?
1.
2.
3.
4.
5.
6.

Champions

KY Skills U, KDE and CPE

Definition / Analytical Value: Tracks efficacy of technical training, work-based learning, and credentialing efforts from both an employer and trainee perspective.

Workforce Participation



Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

ALL

Metric

Labor Force
Participation Rate
by Demographic
Groups

*Obstacles to tracking the
labor force participation
rate by population?*

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

KY STATS

Definition / Analytical Value: Assesses whether there are specific "pockets" of individuals with lower labor force participation to enable the diagnosis of root causes and the identification of positive interventions.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

State Unemployment Rate: 4.9%

National Unemployment Rate: 3.8%

Population Affected

ALL

Metric

Statewide and Local
Unemployment and
Underemployment
Rates

Obstacles to tracking the rates by population?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

EWDC

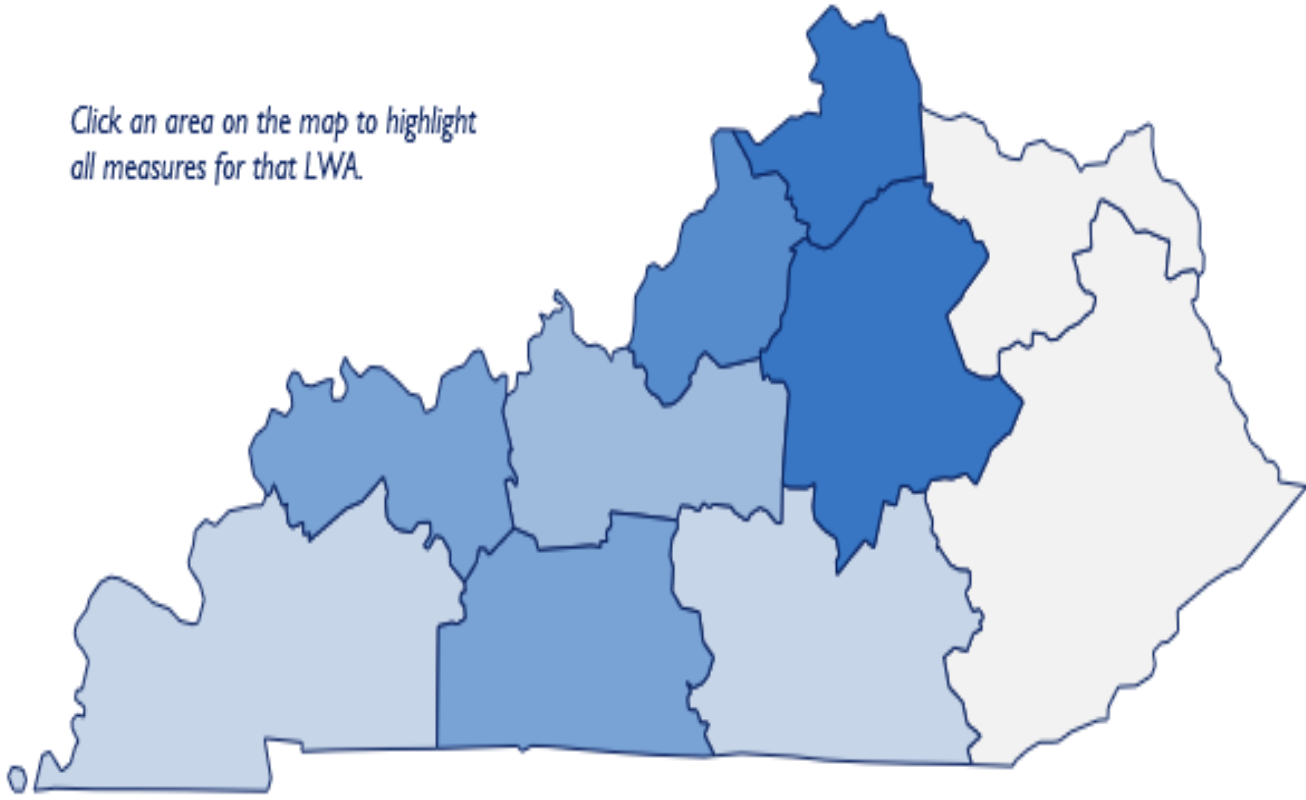
Definition / Analytical Value: Indicates the extent to which the common definition of unemployment (the BLS U3 "Unemployment rate") masks larger patterns of underemployment or the prevalence of discouraged workers at the state and local levels.

Measures by Local Workforce Area (LWA)

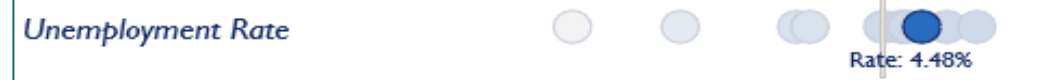


Unemployment Rate

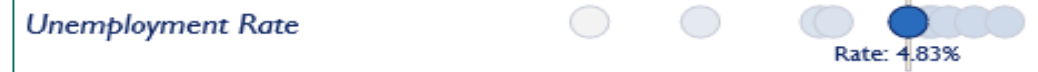
Click an area on the map to highlight all measures for that LWA.



Kentuckiana Works



Lincoln Trail



Bluegrass



EKCEP



Northern Kentucky



Tenco

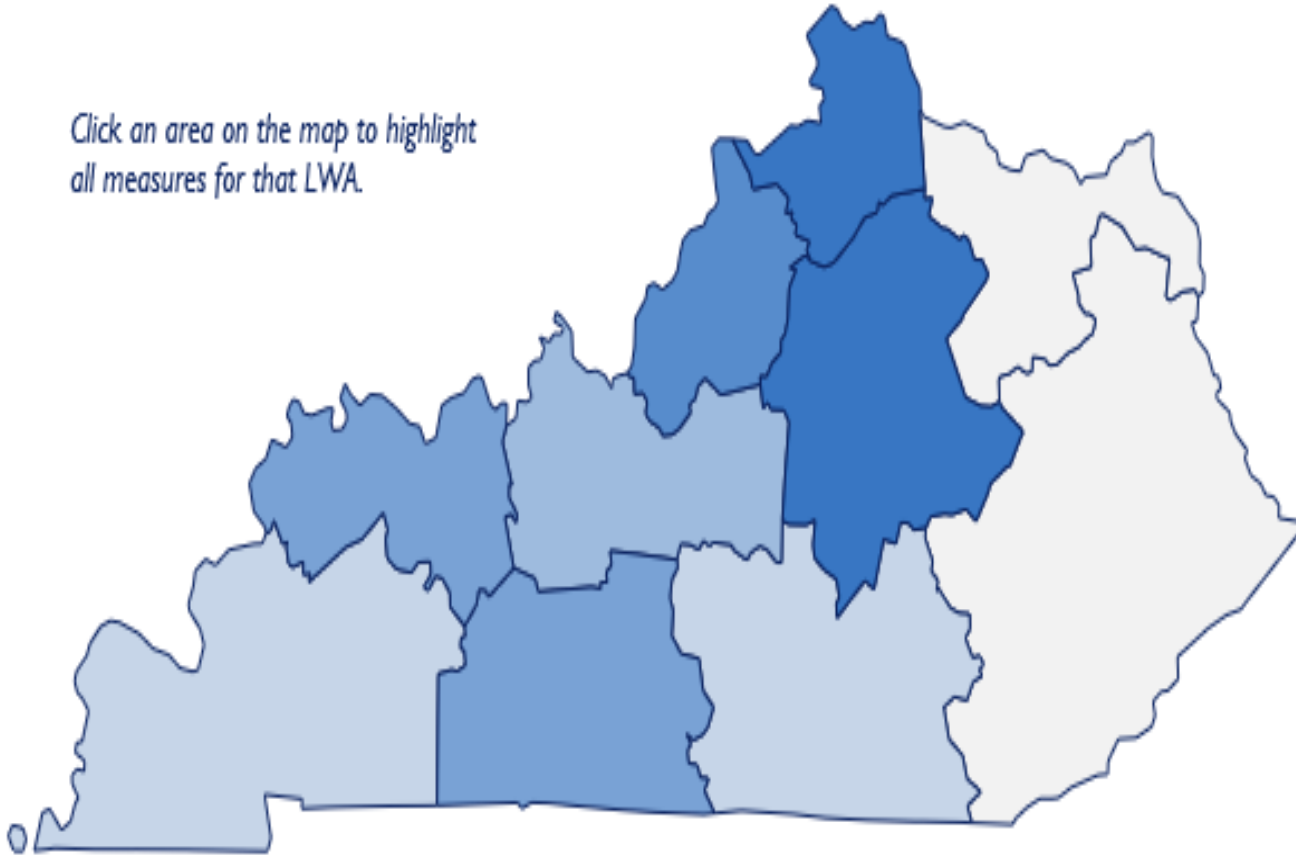


Measures by Local Workforce Area (LWA)

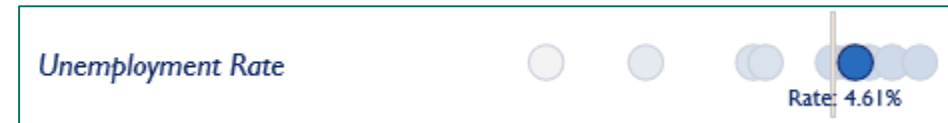


Unemployment Rate

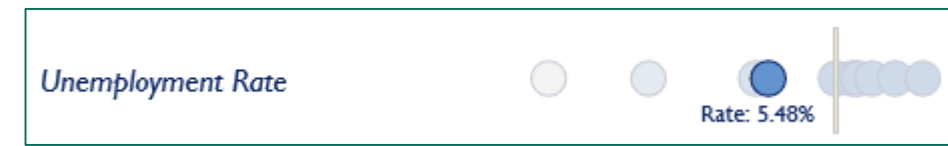
Click an area on the map to highlight all measures for that LWA.



Green River



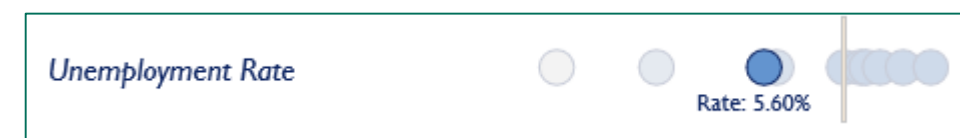
Western Kentucky



South Central



Cumberland's



Current Metric:

Population Affected

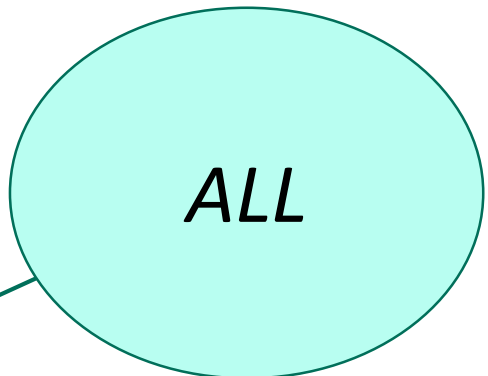
Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Metric



Obstacles in tracking by population?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions



Definition / Analytical Value: Tracks the extent to which credentialing programs (aimed at helping workers obtain "middle skill" employment) are being utilized by priority populations with barriers to unemployment.

Current Metric:

Population Affected

Ex-Offenders

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Metric

Number of GED/Technical Training Completions Occurring in Correctional Facilities

Obstacles to tracking the number of ex-offenders receiving services in/out of correctional facilities?
1.
2.
3.
4.
5.

Champions

KY Skills U, CPE and Justice

Definition / Analytical Value: Tracks the pre-release upskilling of incarcerated individuals in preparation for re-integration into the Kentucky Community.

Current Metric:

Population Affected

ALL

Metric

Number of GED/Technical Training Completions Occurring in Substance Use Disorder Programs

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Champions

KY Skills U,
CHFS, Justice,
CPE

Obstacles to Identifying Completions for SUD Programs?
1.
2.
3.
4.
5.

Definition / Analytical Value: tracks the utilization of vocational rehabilitation and training as a component of recovery treatment.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

ALL and Employers

Metric

Rate of Program-to – Employer Placements for Priority Populations in Employment Referral Programs

Champions

EWDC

Obstacles to gauging the amount of recipients receiving workforce services due to a barrier?

- 1.
- 2.
- 3.
- 4.
- 5.

Definition / Analytical Value: Gauges the volume of recipients receiving workforce services designed to overcome barriers to employment, and tracks efficacy of vocational rehabilitation programs designed to serve the priority population.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

Unemployed

Metric

Number of Employer Tax Deductions Claimed for Hiring Long-Term Unemployment (UI) Recipients

Obstacles to tracking the businesses that hire unemployed?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

EWDC

Definition / Analytical Value: Tracks effectiveness of commercial incentives in helping long term unemployed find work.

Resource Alignment



Current Metric:

Population Affected

ALL and Employers

Obstacles to capturing stats for all employed persons?

- 1.
- 2.
- 3.
- 4.
- 5.

Definition / Analytical Value: Captures the number of employed persons, their earnings, and can be used to construct the aggregate output from labor statewide.

Metric

Aggregate Statewide Employment, Median Hourly Wages and/or Median Salary

Champions

Employers and KYSTATS

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Metric

ALL and Employers

Wage Gains Over Time

Obstacles to capturing stats for all employed persons?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

KYSTATS and Employers

Definition / Analytical Value: Examines whether Kentuckians' economic standing has improved (preferably correlated with workforce investment, increase educational attainment, and upskilling)

Current Metric:

Population Affected

ALL and Employers

Do we have the data? Yes No
Where is it located? _____
Is this the correct measure? Yes No
If not, what is? _____

Metric

ROI for Workforce Investment (Aggregate and by Demographic Categories)

Obstacles to capturing stats for all employed persons?
1.
2.
3.
4.
5.

Champions

KYSTATS

Definition / Analytical Value: Reflects the return of investment for public dollars invested in workforce development activity.

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Population Affected

ALL and Employers

Metric

Statewide Development Expenditures (By Cabinet Program)

Obstacles to capturing stats for all employed persons?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

Governor's Office

Definition / Analytical Value: Indicates the cost of workforce development at the cabinet and program level

Do we have the data? Yes No

Where is it located? _____

Is this the correct measure? Yes No

If not, what is? _____

Current Metric:

Metric

Population Affected

ALL and Employers

Throughput of Workforce Development Program

Obstacles to capturing stats for all employed persons?

- 1.
- 2.
- 3.
- 4.
- 5.

Champions

EWDC thru KCCs

Definition / Analytical Value: Reflects Staff complement invested in workforce development.



Workforce populations and definitions

| Workforce Population | Definition |
|-------------------------------|---|
| Individuals with Disabilities | A person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment |
| Underemployed | A person at least 16 years of age employed less than full time; employed in a position with inadequate respect to skills and training; meet the definition of low income in WIOA law; Employed but earnings are not sufficient compared to previous job's |



Workforce populations and definitions

| Workforce Population | Definition |
|--------------------------------|---|
| Unemployed | People who are jobless, looking for a job, and available for work |
| Dislocated Workers and Spouses | A person who has been terminated or laid off, or has received a notice of termination or layoff from employment; Is eligible for or has exhausted unemployment insurance; Has demonstrated an appropriate attachment to the workforce, but not eligible for unemployment insurance and unlikely to return to a previous industry or occupation; Has been terminated or laid off or received notification of termination or layoff from employment as a result of a permanent closure or substantial layoff; Is employed at a facility, where the employer has made the general announcement that the facility will close within a 180 days; Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community or because of a natural disaster; or is a displaced homemaker who is no longer supported by another family member |



Workforce populations and definitions

| Workforce Population | Definition |
|---|---|
| Veterans, Transitioning Service Members and Spouses | A person who served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge; was discharged or released from active duty because of a service-connected disability; or as a member of a reserve component under an order to active duty pursuant to section 12301(a), (d), or (g), 12302, or 12304 of title 10, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge; Spouse of a veteran. |



Workforce populations and definitions

| Workforce Population | Definition |
|----------------------|---|
| Disadvantaged Youth | <p>Out-of-school youth must be aged 16-24, not attending any school, and meet one or more additional conditions, which could include: School dropout; within age of compulsory attendance but has not attended for at least the most recent complete school year calendar quarter; holds a secondary school diploma or recognized equivalent and is low-income and is basic skills deficient or an English language learner; subject to the juvenile or adult justice system; homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under Section 477, Social Security Act, or in out-of-home placement; pregnant or parenting; an individual with a disability; low income person who requires additional assistance to enter or complete an educational program or to secure and hold employment: In-school youth must be aged 14-21, attending school, low income, and meet one or more additional conditions, which could include: Basic skills deficient; English language learner; an offender; homeless, runaway, in foster care or aged out of the foster care system; pregnant or parenting; an individual with a disability; person who requires additional assistance to enter or complete an educational program or to secure and hold employment.</p> |



Workforce populations and definitions

| Workforce Population | Definition |
|--|---|
| Foreign Born | People residing in the United States at the time of the population survey who were not U.S. citizens at birth. The foreign-born population includes naturalized U.S. citizens, lawful permanent immigrants (or green-card holders), refugees and asylums, certain legal nonimmigrants (including those on student, work, or some other temporary visas), and persons residing in the country without authorization. |
| Justice-Involved Population (Ex-offenders) | An individual convicted of a crime who served time or who shall be treated as convicted even if he or she was placed on probation by a state court without a finding of guilty. This individual may still have an obligation to the court in the community and be under supervision of the Department of Corrections. |
| Other | Those who are marginally attached and not currently looking for a job. |



State Workforce Population Metrics

Dislocated
Workers &
Spouses

Foreign Born
Workers

Disadvantaged
Youth

Veterans,
Transitioning
Service
Members &
Spouses

Individuals
with
Disabilities

Unemployed

Underemployed
Workers

Ex-Offenders

Other