

Capitol Plaza Hotel – Frankfort, KY

1:30 pm

1:30 CALL MEETING TO ORDER

Minutes of February 2018 KWIB Meeting.....*Hugh Haydon, Chairman*
Kentucky Bioprocessing, Inc. of Owensboro

Minutes of April 20, 2018 Special KWIB Meeting.....*Hugh Haydon, Chairman*
Kentucky Bioprocessing, Inc. of Owensboro

1:35 PRESENTATION, DISCUSSION AND ACTION

Education and Workforce Cabinet Updates and Discussion.....*Don Parkinson, Interim Secretary and Member*
Education and Workforce Development Cabinet

Department of Workforce Investment Updates and Discussion.....*Ray Leathers, Commissioner*
Department of Workforce Investment

Department of Education Updates and Discussion.....*Dr. Wayne Lewis, Interim Commissioner and Member*
Kentucky Department of Education

New Skills for Youth Initiative – Summary and Update.....*Laura Arnold, Associate Commissioner*
Kentucky Department of Education – Career and Technical Education

WorkReady Communities certifications.....*Josh Benton, Executive Director*
Cabinet for Economic Development – Workforce Development

Governor’s Office Update

on

The Commonwealth’s STRATEGIC PLAN – An Urgent Call to Action

3:00 OTHER BUSINESS / DISCUSSION

3:30 ADJOURNMENT

MEMBERS PRESENT: Laura Arnold for Commissioner Stephen Pruitt, Josh Benton for Secretary Terry Gill, David Boggs, Secretary Scott Brinkman for Governor Bevin, Hugh Haydon, Deputy Secretary Brad Montell for Secretary Hal Heiner, Judge Mike Buchanon, Mayor Tom Watson, Adam Hinton, Torsten Langguth, Chris Reinersman, Amy Luttrell, Kim Menke, Bernard Miles, Pat Murphy, Deputy Secretary Mike Nemes for Derrick Ramsey, Scott Pierce, Terry Sexton, Kevin Smith, Rob Southard, Dr. Aaron Thompson, Carla Webster.

CABINET STAFF PRESENT: Melissa A. Aguilar, Christy Henry, Jessica Fletcher, Commissioner Beth Kuhn, Deputy Secretary Brad Montell, Holly Neal

CALL TO ORDER

Chris Reinersman, Sr. Talent Acquisition Specialist with DHL, was welcomed to the KWIB meeting.

Minutes of 11/16/2017 KWIB Meeting

ACTION: A motion was made by Mayor Tom Watson to approve the November 16, 2017 minutes. Kevin Smith seconded. Motion carried.

PRESENTATION, DISCUSSION AND ACTION:

Education and Workforce Cabinet Updates

Deputy Secretary Brad Montell thanked everyone for attending. He thanked the board for the opportunity to address the board. He also thanked everyone that have been a part of the Strategic Plan project and expressed the excitement he shares. He mentioned that moving forward is a most important step for Kentucky's workforce. Dep. Sec. Montell discussed the importance of cross cabinet coordination and the importance of moving in the same direction together. He discussed the legislative agenda as it relates to workforce and the challenges that exist in the state: 1) the fact that there are 125,000 jobs available in Kentucky; 2) Kentucky is 40th out of 50th in workforce participation; and 3) there is a 10% gap in skilled workers. He spoke of House Bill 252 of which Representative DeCesare is carrying seeks to modify our technology system and draw parity with other states for our benefit factor. Dep. Secretary Montell discussed the possibility of a Governor's second round of \$100 million-bond pool so training needs will continue to be addressed. He also discussed the Keys Scholarship that will assist with skills training, increasing dual credit hours and covering costs for AP exams. Additionally, the cabinet would like to build out the scholarship to provide a base level of funding so all students can participate in the workforce. In addition, he provided an explanation of the non-profit Excel centers that are provided by Goodwill and the purpose of these being to provide for adults' needs. A pilot school is being proposed for funding.

System Transformation Updates

Commissioner Beth Kuhn began by discussing the transformation and the closeness with working with the local workforce boards. She mentioned the criticality of working with the local boards and the importance of the collaboration of the partnerships. Commissioner Kuhn explained her role in the workforce cabinet and

how her role involves collaborating with all partners of the system. She expressed that from the system transformation today and the strategic plan that will be implemented; we will be more equipped to create a better workforce system and pipeline of talent for Kentucky.

1115 Medicaid Waiver Implementation and Rollout

Commissioner Kuhn introduced Kristi Putnam to give a presentation on the 1115 Medicaid Waiver approval.

Putnam explained how excited Health and Family services are about the approval and the pilot activity going on with the approved 1115 Medicaid Waiver. Commissioner Beth Kuhn discussed the description, requirements, roles, and responsibilities of the waiver and how this will affect the workforce in the state of Kentucky. Connecting the dots with the Cabinet for Economic Development, Education and Workforce Development Cabinet, KCTCS, etc. to collaborate and drive community engagement across the state will be critical. Putnam explained the meaning of community engagement and how this will create individualized ways to get from one point to the next for our workforce. This waiver will include community engagement for all adults that are able to work (with exemptions) who are ages 18-64. Putnam discussed the opioid addiction in the state and how this will cause an exemption to community engagement. Putnam discussed that July 1 is when the waiver will be initially rolled out in a pilot area with the rest of the state having roll out phases. Putnam and Adam Meier explained how the "my rewards" dollars will be provided for those under this waiver to be able to earn rewards that will assist customers with other needs. Putnam stated that this waiver needs as many providers as possible to participate across the state.

WorkReady Communities Certifications

Josh Benton, Executive Director for the Office of Workforce and Community Development, spoke about the new committee that had been formed as well as the new partnership tying efforts between the Economic Development Cabinet and the Education/Workforce Cabinet. Review meetings will begin May 1 for all applications under the new criteria.

Career Center Certification Process

David Boggs, chair of the Career Center Certification Committee explained the process of career center certification of which the committee had gone through. He also explained the importance of the certification process as related to local boards. He introduced the drafted Career Center Certification standards for Comprehensive Centers, Affiliate Centers and Access Points. Boggs made a motion to approve the career center standards for all three entities and Aaron Thompson seconded the motion. All was in favor and the new standards were approved to move forward for implementation.

Business and Education Alignment Committee

- **Career Technical Education Certifications**

Jason Luring, Chair of the Business Education Alignment committee discussed the career technical education certifications and the process by which Senate Bill 1 and the local boards had participated. He gave a recommended list to the Board of career technical certifications, which had also been recommended by the local boards. However, he stated the process by which local boards consulted industry for demand certifications was not consistent. Therefore, it is the recommendation of the committee to approve the list as presented for the 2018-2019 school year AND begin to work on the process by which local boards approve demand certifications respective to their local areas.

Scott Pierce motioned to approve the recommendations from the committee and Bernie Miles seconded the motion. Discussion ensued to ask the committee about the "low, medium and high" rankings of the certifications. Laura Arnold of the Kentucky Department of Education, Career

Technical Education spoke to the rankings. It was suggested that the committee go back and review the order of rankings with the business consultants once more to ensure they were adequate and needed. All were in favor of the approval of the certifications based upon the second review of the certification listed as mentioned above.

- **Perkins Leadership Funds**

Scott Pierce, member of the Business Education Alignment committee spoke to the Carl Perkins projects and leadership dollars by which the KWIB has oversight of. He explained that with the work that had progressed on the strategic plan, several of the committee members had doubts as to whether the Carl Perkins Leadership dollars were truly aligned and effective as presented. He stated therefore, there would be no recommendation of Perkins leadership dollars until the committee had the opportunity to truly analyze the requests and the effective alignment as such with the strategic plan work for the Board. The item was tabled until the next meeting.

Hugh Haydon explained that if the timeline was important as related to the approval of the funding, there could be a potential "special" meeting called of the KWIB as needed.

THE COMMONWEALTH'S STRATEGIC PLAN

A final draft copy of the WorkReady strategic plan was presented to the KWIB. Hugh Haydon explained the process of creation of the plan and handed it off to several of the Board members who had served on the Strategic Plan Steering Committee to present the plan to the Board. Pat Murphy, Amy Luttrell, Kim Menke and Melissa Aguilar spoke about the individual four goals and the actionable objectives, which would lead to the work plan and implementation. Additionally, a draft governance structure was presented. Many board members weighed in with their opinions of how well written and concise the plan was. Several members thanked Melissa Aguilar for the hard work, leadership and dedication she gave along with the Deloitte team to bring the plan and the partners together.

Michael Buchanon motioned to approve the plan and Bernie Miles seconded the motion. All were in favor of approving the plan.

Hugh Haydon explained the next steps were to present the plan to the Governor for his consideration and certainly there would be a meeting scheduled to do so at the Governor's earliest convenience.

OTHER BUSINESS / DISCUSSION

No other business was presented.

ADJOURNMENT

With no further business, the meeting adjourned at 3:58.

MEMBERS PRESENT: Josh Benton for Secretary Terry Gill, David Boggs, Secretary Scott Brinkman for Governor Bevin, Hugh Haydon, Deputy Secretary Brad Montell for Secretary Don Parkinson, Judge Mike Buchanon, Adam Hinton, Amy Luttrell, Kim Menke, Pat Murphy (Audio), Deputy Scott Pierce, Terry Sexton, Kevin Smith, Rob Southard, Dr. Aaron Thompson, Carla Webster, and Danette Wilder.

CABINET STAFF PRESENT: Melissa A. Aguilar, Christy Henry, Jessica Fletcher, Deputy Secretary Brad Montell, and Laura Arnold.

CALL TO ORDER – 1:35PM- HUGH HAYDON, CHAIR

Minutes of February 15th KWIB Meeting

ACTION: David Boggs made a motion to approve, Judge Mike Buchanon seconded.

PRESENTATION, DISCUSSION AND ACTION:

Education and Workforce Cabinet Updates

Hugh recognized Melissa and her work on the Strategic Plan. Hugh introduced former Secretary Hal Heiner to address the board, cabinet staff, and audience regarding his role change and transition to the Kentucky Board of Education. Hal Heiner thanked the board for its continued efforts in education and workforce development.

Education & Workforce Development Cabinet Updates

Deputy Secretary Brad Montell and Secretary Brinkman addressed the board regarding cabinet updates. He made note of the issue of the goal updating the Kentucky unemployment insurance IT system. He recognized that the number one interest of employers is that of unemployment insurance. He mentioned that the KYUI is currently utilizing old technology and that the system is in need of being updated very soon (the cost is \$60 million.)

He also discussed two important pieces of the topic of unemployment insurance: The maximum dollar amount that someone will receive on unemployment insurance is \$415. He iterated that Kentucky is paying one of the highest dollar amounts in unemployment benefits in the country.

Business and Education Alignment Committee

- **Perkins Leadership Funds-** Jason Luring discussed the applicants and the metrics that are related to measuring the needs for Perkins funds. He mentioned that the committee is seeking the board's approval and recommendations. Scott Pierce discussed the issues of the review process and the applicants understanding of Perkins. Additional information is needed to be included in the application process so that the educational entity is truly in need of the funds. Pierce talked about the need of collaboration regarding programs, camps, etc. and how this can potentially decrease the amount of funding needed. Amy Luttrell added that the applications and review process was better than last year and we want to improve even more. Kim Menke agreed with Scott and Amy and made mention that there is a lot of opportunity to improve. Laura recognized and thanked the business partners that

were at the table and helped guide this process. Jason continued that there is a lot of work to do in the future but there was a great deal of information that was given, especially related to the carry-over funds. Dr. Thompson questioned if the committee will be cross walking the objectives with the strategic plan. Melissa and Laura added that the matrix shows the strategic plan objectives and the cross walking that is currently being done. Hugh recommended that the board should approve the application prior to it going to the applicants. Karla added that the applications would be sent to the applicants at around November 1st. The process/application will need to be approved at the August board meeting. Judge Buchanon made a motion and Amy Luttrell seconded. All approved.

The Commonwealth's Strategic Plan-An Urgent Call to Action

- Hugh gave an update regarding the presentation of the Strategic Plan to the Governor that was held on April 13, 2018. The board asked that he endorse the plan and Hugh discussed that the governor was encouraging during conversation and expressed that the Governor will review and report back to the board. Hugh called out the creation of committee structures and those are Education Attainment and Completion, Employer Engagement, Resource Alignment, and Workforce Participation. The board separated into groups to have a short discussion and provide feedback and suggestions regarding action steps for committees. Danette asked for feedback and discussion from the members of each group. Melissa mentioned that the committee action plan would be sent out to the committees to provide them with the information and suggestions.

OTHER BUSINESS / DISCUSSION

Reminder of the May 15, 2018 National Guard Armory Flight & Tour, lunch, and the KWIB meeting.

ADJOURNMENT

With no further business, the meeting adjourned at 4:00 pm.

Kentucky is one of the 10 states selected to participate in New Skills for Youth (NSFY), an initiative enhancing state efforts to increase the number of kids across the country who are prepared for success in both college and career. NSFY is a \$75 million, five-year initiative developed by JPMorgan Chase & Co. in collaboration with the Council of Chief State School Officers, Advance CTE and Education Strategy Group.

In Phase One of the initiative, the Kentucky NSFY team began harnessing the commonwealth's existing resources — including an extensive work-based learning program and one of the nation's strongest longitudinal data systems — to advance career readiness.¹ Through NSFY, Kentucky is working to ensure that all students have access to the high-quality career pathways they need to meet the economic demands of the commonwealth.

Phase Two of the NSFY initiative began in January 2017. This snapshot profiles Kentucky's progress in the first year of Phase Two, including:

- **Implementing regional career academies:** The Kentucky NSFY team is working to convert area technology centers (ATCs) into regional career academies (RCAs) that take a comprehensive approach to integrating academic and technical instruction.
- **Improving cross-sector use of labor market data:** Kentucky is establishing updated standards for data collection and analysis, making comprehensive labor market information easier to gather and understand.
- **Strengthening Career Technical Education (CTE) teacher induction and support:** Kentucky is providing training and support for teachers, with a special focus on improving education quality and teacher retention in the CTE field.

Foundations for Career Pathways in Kentucky

Kentucky's wide geographic and economic diversity has posed challenges for promoting universal career readiness. As some regions struggle to find new sources of employment amidst the decline of industries like coal production, the commonwealth is working to identify skills gaps and priority industries.

By the time NSFY launched in 2016, Kentucky had already been restructuring its career and college readiness system for a number of years. The commonwealth was among the first to include career readiness indicators in its statewide accountability system and has a long tradition of supporting quality CTE pathways. The Tech Ready Apprentices for Careers in Kentucky (TRACK) model, for

example, begins in high school and allows students to earn industry-recognized credentials while gaining paid, on-the-job experience.²

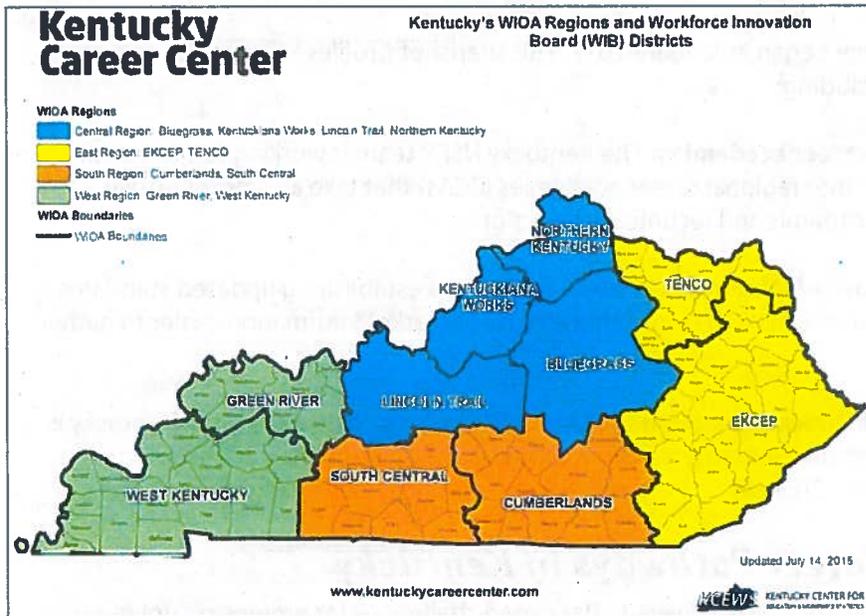
In Kentucky, the NSFY team is aiming to increase student access to technical learning and postsecondary career pathways by scaling proven models that focus on work-based learning and embed employer-validated industry credentials. Improving the collection and use of labor market information (LMI) will help to ensure that students are able to pursue opportunities that will put them at an advantage in their regional job markets.

Advancing the Regional Career Academy Initiative

Improving student readiness for high-skill, high-demand jobs is a top priority for state leadership and has led to a restructuring of the commonwealth's CTE delivery system. Much of Kentucky's NSFY work is focused on transitioning shared-time ATCs into RCAs — full-time schools where students receive both academic and career instruction.

RCAs will be modeled after the iLEAD Academy, a five-district, regional learning center that integrates career and academic learning through a project-based approach with an engineering and technology

focus.³ The iLEAD Academy puts students on track to fill high-wage, high-demand careers with a rigorous approach that combines academic achievement with work-based learning. The model encourages and supports students to be college ready by the end of their second year. In their final two years at iLEAD, most students are enrolled full time at the Jefferson Community and Technical College.



iLEAD students can then graduate with a high school diploma, an associate degree from the technical college, and postsecondary credit that can articulate to a bachelor's degree at a four-year university.⁴

With iLEAD's waitlist and dual credit participation serving as a testament to its success and quality, Kentucky is now working to expand similar programs across the commonwealth. In January 2017, the Kentucky NSFY team issued a request for applications to identify local sites to implement the RCA model. Selected sites will receive funds to plan and develop new career pathways and transition ATCs to full-time regional academies. The grant guidelines required applicants to submit as cross-sector teams with nearby school districts, postsecondary institutions, industry leaders and community partners to ensure stakeholder buy-in and support.

Although the Kentucky Department of Education planned to issue up to six planning grants of \$115,000 to eligible cross-sector partnerships, the Kentucky NSFY team ultimately selected three sites for funding to develop RCAs. Those academies are set to open in August 2018. In early 2018, Kentucky opened up the application process again to identify additional sites and plans to double down on supports to help local applicants develop actionable plans for RCA implementation. By the end of the NSFY initiative, Kentucky aims to identify and award funding to 13 regional teams.

Kentucky's RCA model aims to give students more academic opportunities in their region and allow schools to specialize in certain academic or technical areas. Instead of requiring every school to offer every type of program, resources can be invested in strengthening existing programs.

Improving Cross-Sector Use of Labor Market Data

In recent years, Kentucky has increased its focus on the collection and use of LMI to inform its decisions about the development of CTE programs and other career and college pathways. LMI can help to justify funding for career pathways by identifying industry growth and regional skills gaps. Kentucky is now engaging policymakers and industry leaders from a range of sectors to bolster its LMI collection and reporting mechanisms.

Kentucky has one of the country's most comprehensive education data systems, which is administered by the Kentucky Center for Education and Workforce Statistics (KCEWS), an independent agency. The NSFY team has leveraged KCEWS' expertise to help inventory, evaluate and justify the development and continuation of high-quality career and college pathways. In August 2017, the Kentucky Legislature designated KCEWS as the primary data source governing LMI across the commonwealth, allowing KCEWS to standardize LMI terminology, indicators and data collection protocol across agencies.⁵

To validate LMI collection methods and establish the necessary indicators for tracking, the Kentucky Department of Education (KDE) has been working closely with industry partners. Prior to any information being made public, KDE engages the Kentucky Workforce Innovation Board (KWIB), the Cabinet for Economic Development, the Kentucky Chamber of Commerce and local workforce investment boards to gather input on LMI across the commonwealth. Therefore, any LMI shared with other stakeholders combines workforce data and local industry input.

This collaboration has helped KDE improve its understanding of industry needs through new data sources.⁶ In 2017, for example, KDE and the KWIB engaged the 10 regional workforce investment boards to map the most highly valued industry certifications to the commonwealth's existing career pathways using KCEWS data. In 2018, all certifications and career

OPERATING/PRODUCTION

Higher-Skilled Occupations	Industrial Production Managers Average Annual Earnings: \$90,204 Five-Year Openings: 786 * Work Experience Required: 5 years or more On-the-Job Training: None Minimum Education Required: Bachelor's Degree
	Industrial Engineers Average Annual Earnings: \$81,221 Five-Year Openings: 1,140 * Work Experience Required: None On-the-Job Training: None Minimum Education Required: Bachelor's Degree
Middle-Skilled Occupations	First-Line Supervisors of Production & Operating Workers Average Annual Earnings: \$56,114 Five-Year Openings: 1,387 * Work Experience Required: Less than 5 years On-the-Job Training: None Minimum Education Required: High School Diploma/GED
	Machine Setters, Operators, & Tenders ** Average Annual Earnings: \$32,354 Five-Year Openings: 163 * Work Experience Required: None On-the-Job Training: Moderate-term Minimum Education Required: High School Diploma/GED
	Inspectors, Testers, Sorters, Samplers, & Weighers Average Annual Earnings: \$36,646 Five-Year Openings: 1,973 * Work Experience Required: None On-the-Job Training: Moderate-term Minimum Education Required: High School Diploma/GED

pathways will be aligned with workforce demands based on data provided by KCEWS.

KDE, with input from these partnering groups, then aligned occupations to career pathways. For example, the industry title of engineer — process/manufacturing was aligned with the following career pathways: electrical engineering, engineering and technology design, manufacturing engineering technology technician and robotics and automation. KDE further identified the aligned course sequences within each career pathway to demonstrate to both school leaders and employers how the available career pathways are aligned to labor market opportunities. Using LMI produced by KCEWS, KDE is in the process of phasing out or transforming all programs of study that were not aligned with high-demand, high-wage industries or support sectors.⁷ If districts still choose to operate these programs without modification, they will not receive certain incentive funding from the accountability system.

Providing CTE Teacher Induction and Support

As Kentucky moves to ramp up its career pathways and open new career-focused academies, the need for teacher support and development has become apparent. In recent years, Kentucky has struggled with high teacher turnover, particularly in low-income areas.⁸ A lack of support and professional development opportunities was found to contribute to low retention rates.

In 2017, Kentucky upgraded its New Teacher Institute program to provide more consistent supports with the hopes of increasing educator retention rates — especially in low-income and rural areas lacking professional development infrastructure for teachers. While new teacher induction previously consisted of a short bootcamp-style course to get teachers up to speed to enter the classroom, the new format consists of a comprehensive two-year program.⁹ The New Teacher Institute begins with a five-day course that covers a number of topics, including lesson planning, measuring student achievement, and working with students with special needs. Once they begin teaching, teachers continue participating in both face-to-face and online meetings, school-based mentorship initiatives, and regional supports from nearby faculty in the state university system.

Kentucky hopes that the Institute will make new CTE teachers — particularly those in remote areas — feel more supported as they enter the teaching field. The course also serves the added benefit of breaking down some barriers to entry into the CTE teaching field by equipping industry experts with the tools they need to teach courses without lengthy training requirements. It could also open up opportunities for trained teachers to branch into new areas related to high-skill, high-demand career pathways, thereby providing professional development opportunities for teachers and reducing turnover in the education system. Kentucky's goal is to retain 90 percent of teachers who enrolled in the New Teacher Institute in the 2017-18 school year.

Looking Ahead

As NSFY moves into the second year of Phase Two, Kentucky is pushing ahead with the implementation of strategies to advance high-quality career and college pathways for its students. The commonwealth is planning to award up to six new grants for the establishment of new RCAs in spring 2018, continuing to follow the steps that have been taken so far with ATC conversion.

The Kentucky Community and Technical College System is also conducting program alignment workshops to map secondary career pathways to postsecondary programs. The NSFY team hopes to have statewide career pathways in targeted sectors developed and published in year two. These

career pathways are expected to include more opportunities for dual credit and work-based learning through the expansion of the TRACK program.

¹ <https://careertech.org/resource/kentucky-phase-one-nsfy-snapshot>

² <https://careertech.org/resource/Kentucky-TRACK>

³ <http://www.ileadacademy.org>

⁴ <http://www.ileadacademy.org/about-us-1.html>

⁵ <http://www.lrc.ky.gov/recorddocuments/bill/17RS/SB1/bill.pdf>

⁶ <https://careertech.org/resource/putting-LMI-right-hands-guide>

⁷ https://education.ky.gov/CTE/ctepa/Documents/Pathway_Phaseout_Guidance.pdf

⁸ <http://www.ksba.org/TeacherRetention.aspx>

⁹ https://cte.careertech.org/sites/default/files/files/resources/CTE_Frontier_Teacher_Pipeline_2018.pdf

May 15, 2018 Recommendations:

Kentucky Work Ready Communities

Christian County

Kentucky Work Ready in Progress Communities

Allen County
Hardin County

Kentucky Work Ready Extensions

Fleming County
Boyle County
Hopkins County

Employer Engagement and Business Services

Committee Members

Kevin Smith - CHAIR	Jim Beam Brands
Carla Webster	Conduent
Mike Buchanon	Warren County
Laura Arnold	Dept. of Education-Office of Career and Technical Education
John Oliva	Ky Builders Association
Larry Ferguson	KCTCS
Beth Davisson	Kentucky Chamber Foundation
Mike Smith	TEK Systems
Jason Luring	Catalent Pharma Solutions
Tonya Crum	KET
Mike Willand	Mercer County Industrial Authority
Josh Benton	Cabinet for Economic Development
Michelle DeJohn	Office of Employment & Training
Larry Ferguson	KCTCS
Kate Akers	KCEWS



Committee Members

Amy Luttrell - CHAIR	Goodwill Industries of Kentucky
Doug Jones	Doug Jones & Associates
Terry Sexton	Enerfab, Inc.
Heidi Margulis	Humana
Edgardo Mansilla	Americana Recovery Care
Bill Farmer	United Way
Jared Arnett	SOAR
Frankie Spencer	Addiction Recovery Care
Buddy Hoskinson	DCBS
Kristi Putnam	CHFS Medicaid
Cody Davisson	AE

Committee Members

Pat Murphy - CHAIR	UPS
Dr. Aaron Thompson	Council on Post-Secondary Education
Sharon Johnston	Kentucky Adult Education Skills U
Scott Pierce	Labor
Paul Schreffler	KCTCS
Misty Edwards	Kentucky Commission on Proprietary Education
Jason Luring	Catalent Pharma Solutions
Dr. Mike Stacy	Kenton County Schools
Linda Hampton	Dept. of Education Early Childhood
Dr. Gary Cox	AIKCU
Kim Humphries	Stober Drives
Mason Dyer	Association of Independent Ky. Colleges & Universities
Karen McPherson	Pearson
Beth Davisson	Ky Chamber of Commerce
Candace Bensel	Association of Career Colleges and Schools
Reecie Stagnolia	Kentucky Adult Education Skills U
Linda Hampton	Early Childhood Education
Scott Secamiglio	KCEWS
Laura Arnold	Kentucky Department of Education- Career & Technical Education

Committee Members

Kim Menke - CHAIR

Toyota

Adam Hinton

Hinton Mills

Adrienne Southworth

Lt. Governor's Office

Rob Southard

Southern Star Gas

Josh Benton

CED

Brad Montell

EWDC



REBUILDING KENTUCKY WORKFORCE CULTURE

*Increased Workforce Participation Through A Locally Controlled
Employer Driven Workforce Board System*

BACKGROUND:



Formula for Success

- Kentucky is strategically located-demographic center east of the rocky mountains-days drive to 66% of the us population-all crossroads (interstates, rivers, rail, plus ups)
- Surplus workforce (455,000 unemployed able bodied workers, 120,000 open jobs)
- Extensive workforce development services (OET, OVR, OFB, AED, Goodwill, KY chamber, etc., multiple state and local agencies)
- 2017-330 projects providing \$9.2BN economic development & 17,200 jobs
- Center of strong global economy-projected +3% GDP - strongest since 2015

COMPELLING

Demographics

- Kentucky is 40 out of 50 states for workforce participation
- Sufficient workforce exists for high/low skill jobs, huge gap for middle skilled jobs (HS degree with some technical skills)
- "Benefit cliff" demotivates workers-highest use of UI benefits (19 weeks - US average 14 weeks), highest unemployment benefit in 10 southern states (proposed legislation to improve)
- Economic impact of moving 100-150k KY workers back in the workforce (moves KY to 25/50)

CURRENT

State

- Employer participation currently <6% in Kentucky
- Current WFBs complex & convoluted-difficult for employers to understand-they relegate control to directors, one stop operators, etc.
- Workforce boards manage by influence and partnership which limits authority & control
- Lack of focused control causes silos, duplication, & gaps of services
- Ineffective accountability for results & ROI of expenditures
- Kentucky Workforce Innovation Board role & strategy not understood by WFB's

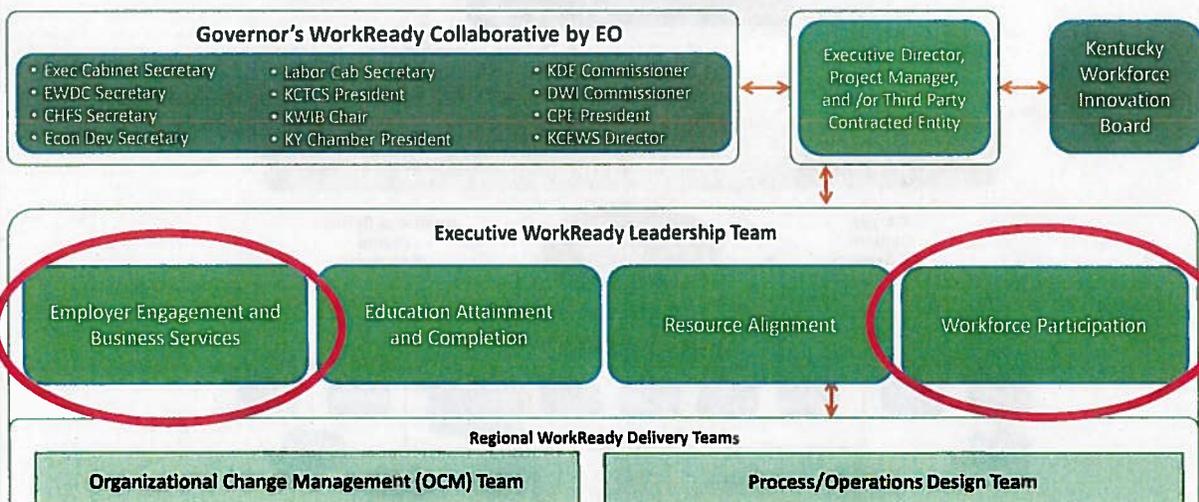
WHY SHOULD

Employers Lead WFBs?

- Global competition demands employers lead workforce development to build a new culture of work ethic (European apprenticeship model)
- National movement to conservative policies, Medicaid & Unemployment Insurance (UI) reform
- State implementing community engagement for SNAP & Medicaid, proposed improvements for UI
- Workforce effectiveness provides a significant return on investment to business profit & loss
- Extensive "no cost" workforce recruitment and development services that can be customized to meet employer needs
- Employers have the opportunity to leverage the KY WFBs to meet their needs
- 51% of board members must be employers, provides a conduit for employers input to local and state labor policies

How Will We Implement the Plan?

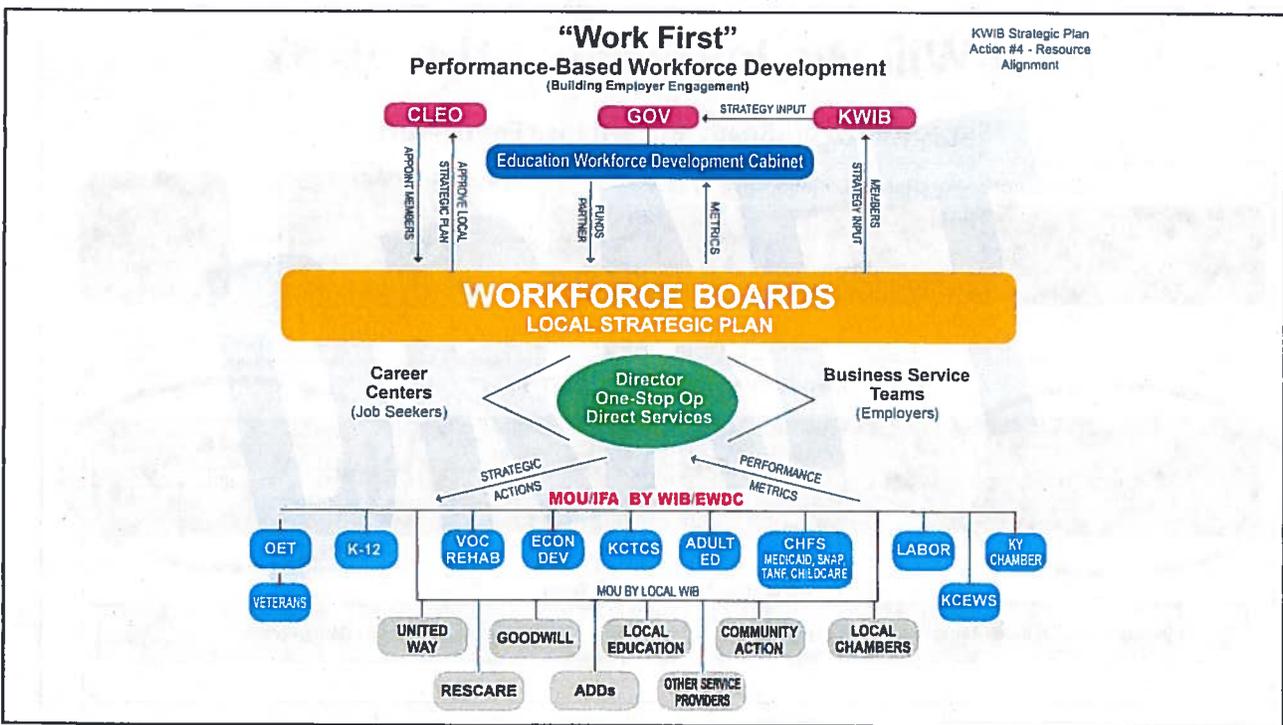
Suggested WorkReady Governance Framework



Kentucky Workforce Development

Learn to Earn
or
Earn to Learn
(Texas – Work First)

- Attack on Two Fronts:
- **Workforce Board Structure**
 - Strategic Plan
 - Memorandum of Understanding
 - **Modernize the “Benefit Cliff”**
 - Motivation to Work
 - Motivation to Learn





Kentucky Workforce Development

How do we –

- ▶ Motivate to Work
- ▶ Motivate to Learn



Kentucky Workforce Development

Thank You!

Questions?