



KWIB
Joint Committee Meeting of
Education Attainment and Completion
and
Employer Engagement

AGENDA
June 26, 2019
1:30 – 3:00 pm

Sower Building - Frankfort

- Call Meeting to Order

- Welcome and Introductions

- [Kentucky's Essential Skills Certificate](#) – An Education and Employer Engagement Tool

- [Bus2Business](#) with the Kentucky Chamber of Commerce

- [Work Based Learning](#) – A Part of the [KWIB's Strategic Plan](#)

- Next Steps

- Other

VISION AND DESIRED IMPACT

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



#1 Employers



#2 Education



#3 Workforce Participation



#4 Organization and Resource Alignment

STRATEGIC GOALS

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

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

Goal #3: Increase Kentucky's workforce participation by creating opportunities, incentivizing workforce participation, and removing employment barriers for Kentuckians.

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

STRATEGIC OBJECTIVES

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

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

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

1d: Engage employers in education efforts from early childhood through Kindergarten, Grade 12, and post-secondary.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



> Kentucky Career Center

Kentucky Career Readiness & Essential Skills

powered by **win**

**Hire for Attitude,
Train for Success.**

Get Started Today, Contact:

The Kentucky Career Center
Employment Assessment
Coordinator

KYWIN@ky.gov
502-782-3035

KENTUCKY JOB SEEKERS

Are you looking to better your career path?

Whether you are looking for work or preparing for a new career path, the Kentucky Career Readiness and Essential Skills courses will help you stand out and give you a competitive advantage to prove that you have the right skills.

Get the competitive edge and show employers you are Ready to Work!

The right skills can lead to a better job.

The Kentucky Career Readiness and Essential Skills courses and proctored assessments prepare you for academic skills including Applied Mathematics, Reading for Information, and Locating Information along with work habit skills essential to gaining and maintaining employment.



It's free. It's easy.

Whether you are looking for work or preparing for a new career path, the Kentucky Career Readiness and Essential Skills credentials will make you stand out and give you a competitive advantage to help prove that you have the right skills for the work ahead.

The Kentucky Career Readiness and Essential Skills courses and credentials are now available to you at no charge by visiting your local Kentucky Career Center. These credentials are a validation of foundational career readiness and employability skills that are most relevant to employers.

Sign Up Today!



Career Readiness
Courseware &
Credentials

**Kentucky
Career Center**
Career Training Employer

Now you can earn stackable credentials that align to the skills that employers seek and jobs require. The Kentucky Career Readiness and Essential Skills credentials are part of a new career readiness program that tests and scores academic and employability skills that employers nationwide commonly define as essential to gain and maintain employment.



**Building Blocks
for Career Success**

Academic & Employability Skills

Kentucky Career Readiness
Courses & Credentials



Career
Readiness

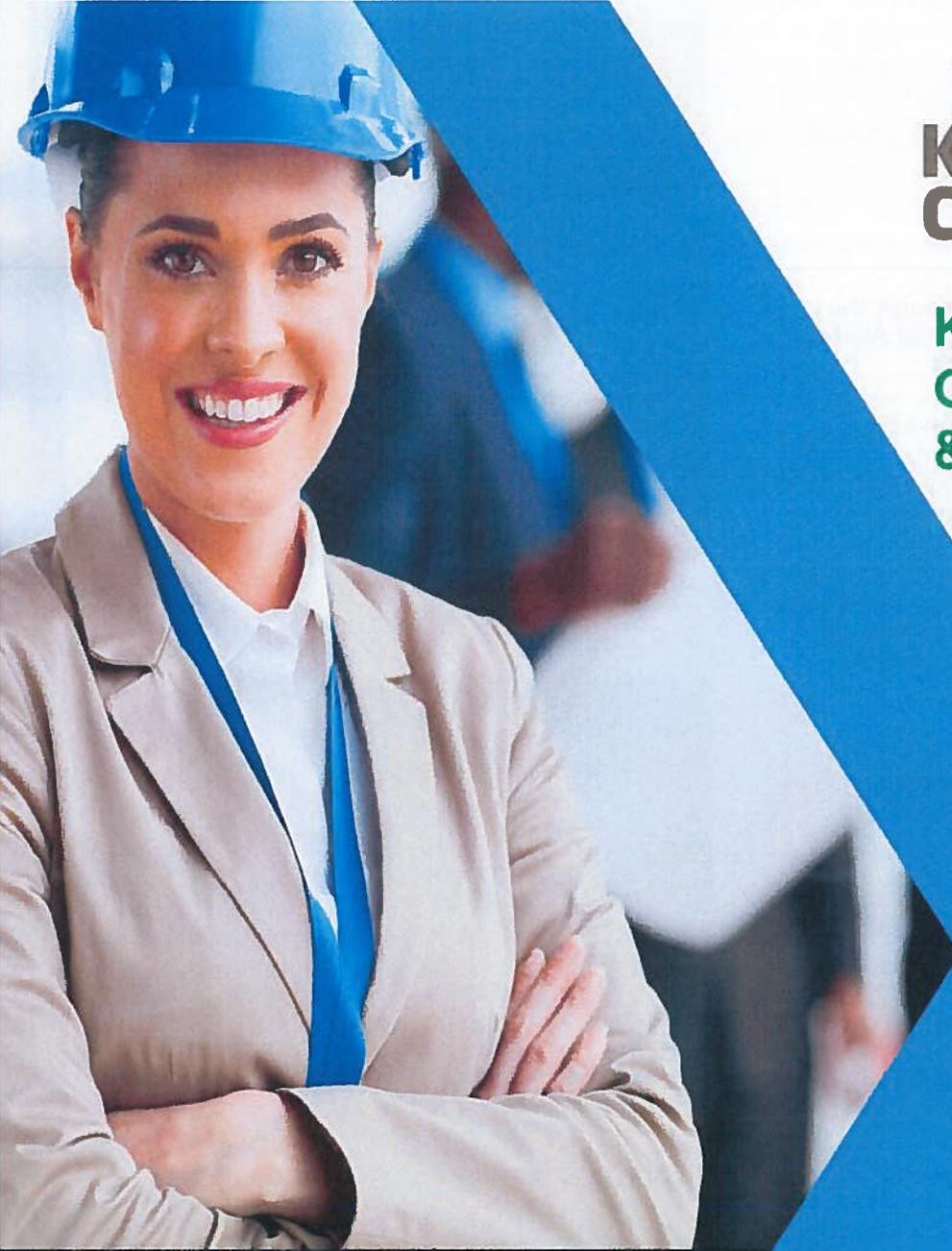


Essential
Skills



Kentucky job seekers can now prepare and earn credentials in both the Kentucky Career Readiness and Essential Skills.

These are ideal for showing your foundational skills in communication, reasoning, and problem-solving required for the 21st Century opportunities from entry level to professional work.



**Kentucky
Career Center**

**Kentucky
Career Readiness
& Essential Skills**

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KENTUCKY EMPLOYERS

**A Viable Solution for Kentucky
Employers**

Employers in Kentucky can confidently utilize the WIN Career Readiness System and assessments as valid and reliable tools for recruitment, selection, and training of potential job seekers and employee promotion.

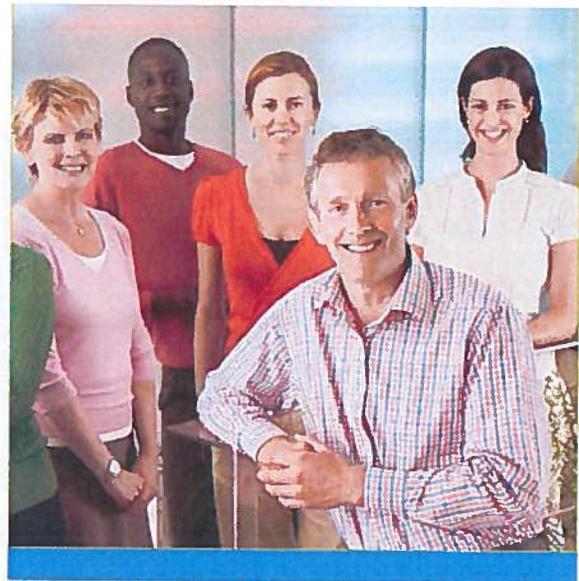
Kentucky Career Center

Career Training Employer

Find and hire qualified job seekers through the Kentucky Career Readiness and Essential Skills Credentials.

The Kentucky Career Readiness course and credential measures three foundational components: Applied Mathematics, Reading for Information, and Locating Information.

A Kentucky Essential Skills Credential addresses skills including cooperating with others, resolving conflicts and negotiating, solving problems and making decisions, and taking responsibility for learning.



Stackable Credentials to Identify Work Readiness

The Kentucky Career Readiness and Essential Skills is a new employee credentialing program tailored to help employers identify, hire, and train employees with the most potential. Best of all, the program is free.



Kentucky Career Readiness and Essential Skills Credentials may be used as an indicator of readiness for on-the-job training, apprenticeship, and employment.

It's free. And it works. Employers in Kentucky can confidently utilize the WIN Career Readiness System and assessments as valid and reliable tools for recruitment, selection, and training of potential job seekers and employee promotion.

Applied Mathematics measures foundational workplace mathematical reasoning and problem-solving skills.

Locating Information measures comprehension and application of workplace graphics such as charts, graphs, tables, forms, flowcharts, diagrams, maps, and instrument gauges.

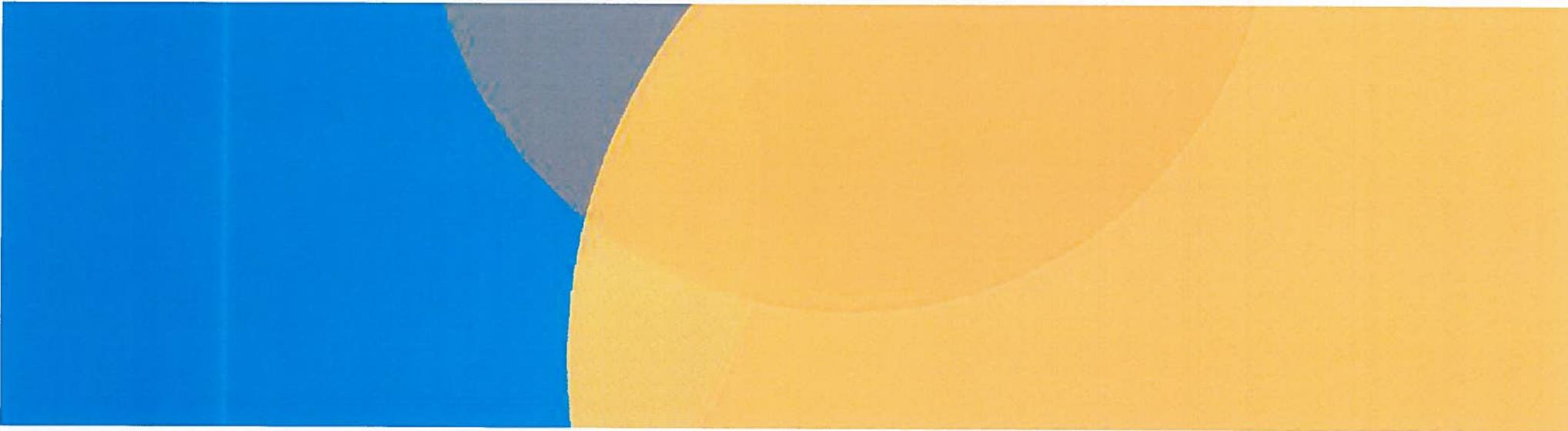
Reading for Information measures comprehension and critical thinking using written text including emails, websites, letters, contracts, signs, notices, policies, and regulations.

Essential Skills measures foundational work habits and employability skills that employers nationwide commonly define as essential to gain and maintain employment including cooperate with others, resolve conflict and negotiate, solve problems and make decisions, take responsibility for learning, and observe critically.

To learn more about the **WIN Career Readiness System**, contact our local **Kentucky Career Center**.



Career Readiness
Courseware &
Credentials



August 2, 2018 3 pm ET

Cross-Cohort Data and Work-Based Learning Definitions Webinar



What states will learn from today's webinar

1. How each state is approaching naming and categorizing their WBL programs
2. Understand how programs do and do not include the three components of a high-quality WBL program
3. Understand how consistent language can help define WBL programs for your state

States Listed Different Numbers of Programs in Baseline Reports

State	Programs
Alabama	148
Idaho	40
Illinois	20
North Carolina	11
Nevada	97
Rhode Island	27

We asked states to name, label and categorize each program in their baseline report. Here are some of the most common words used...

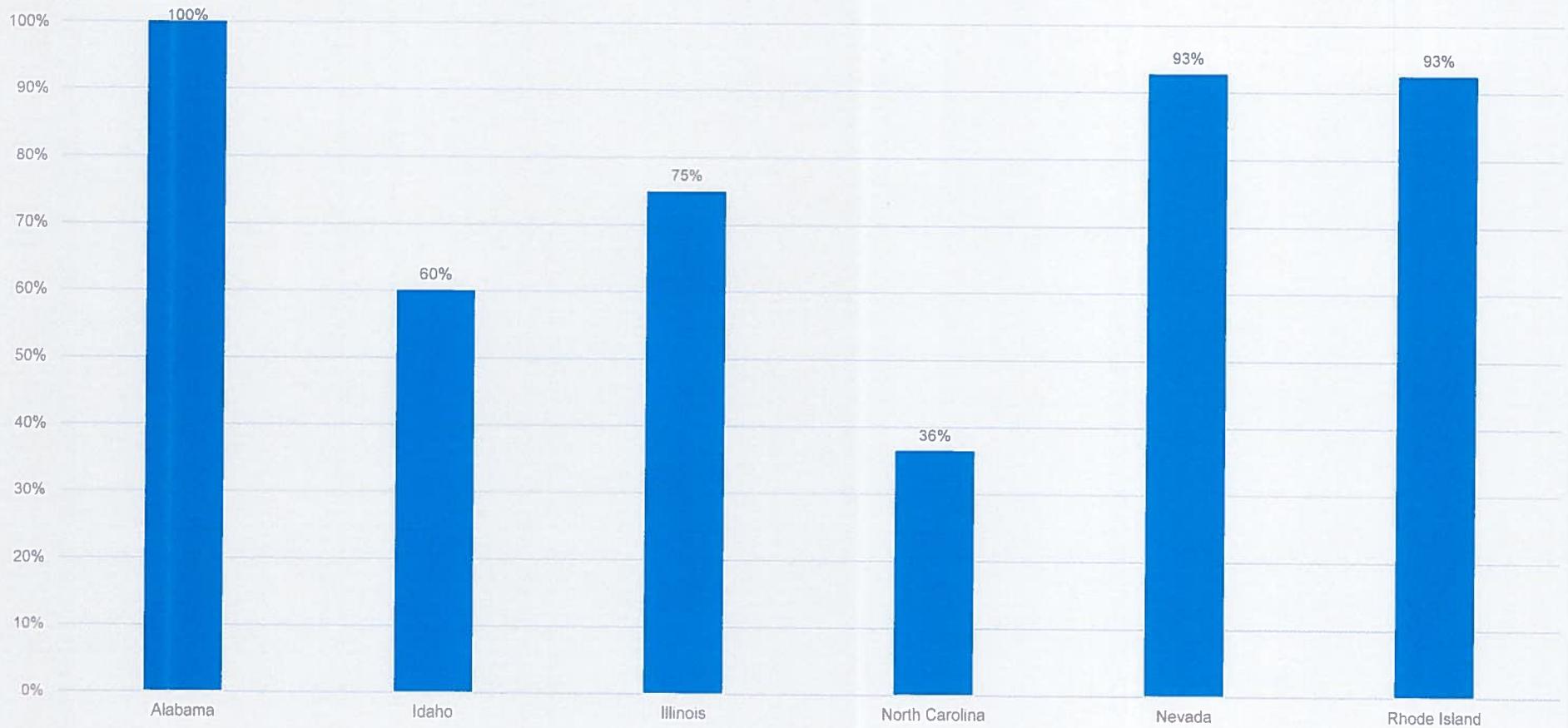
Brief Roundtable Discussion

How did your state approach naming, labeling, or categorizing the work-based learning programs you included in your baseline report?

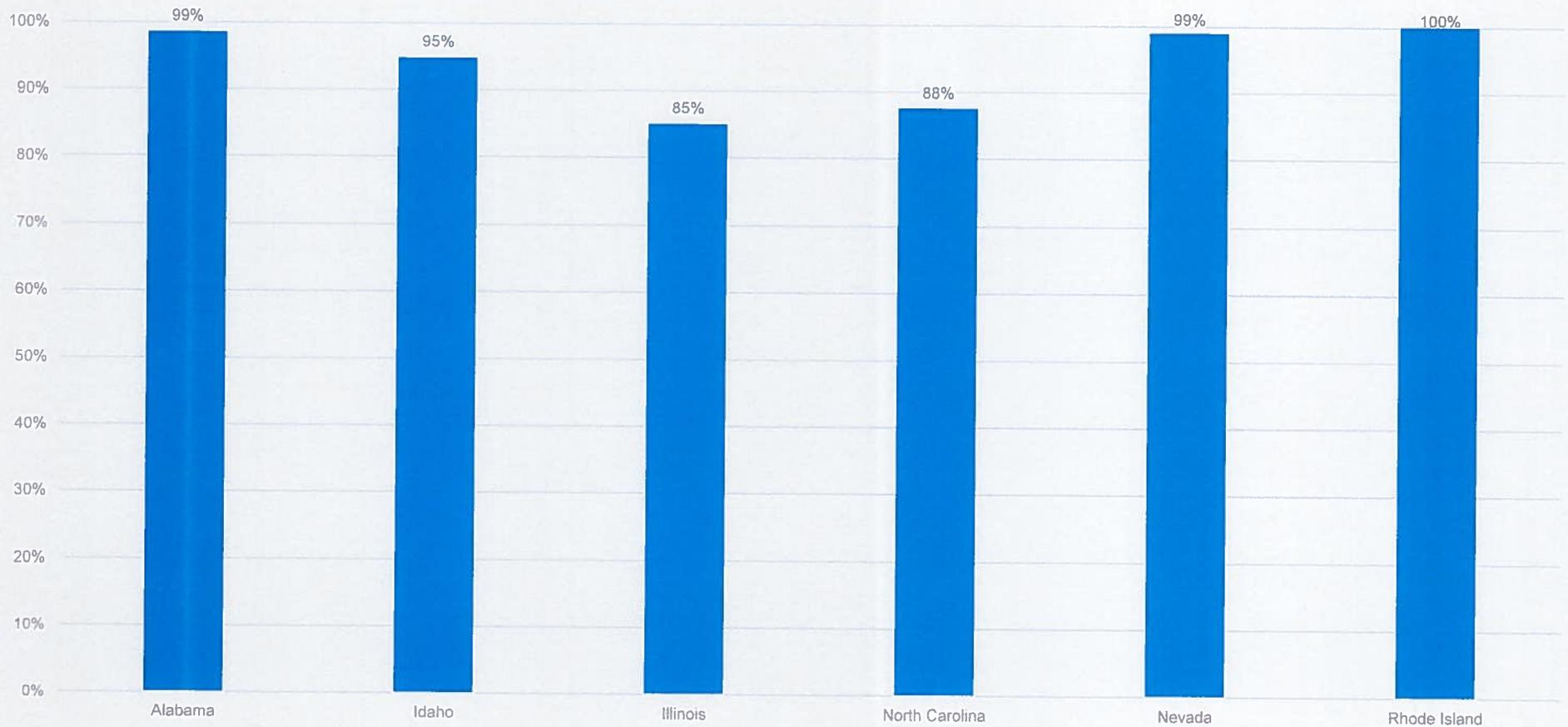
We asked each state to indicate whether each program...

- 1. includes any work experience or on-the-job training component**
- 2. includes any classroom instruction component**
- 3. includes any career exploration component, including job shadowing, counseling, or other similar activities**

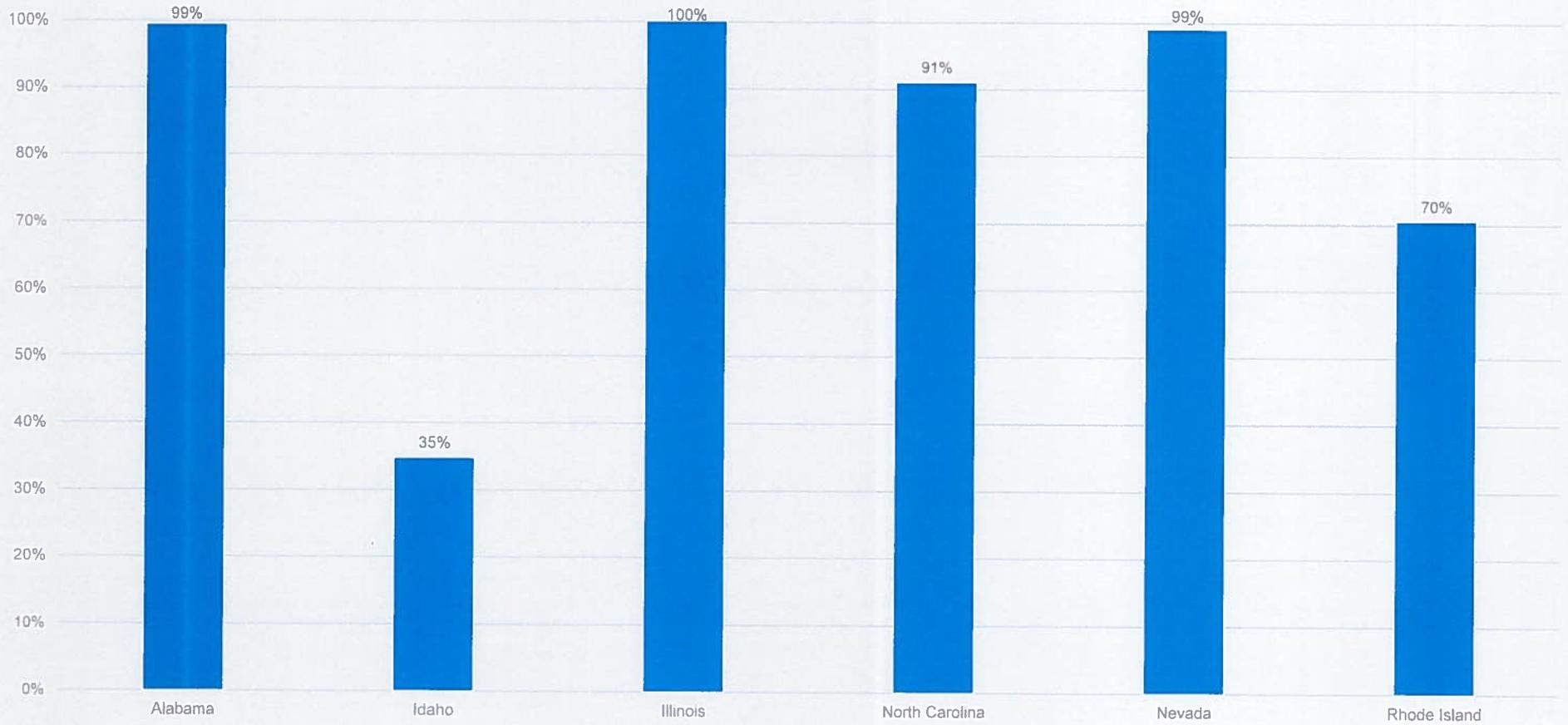
Work experience or on-the-job training differs by states



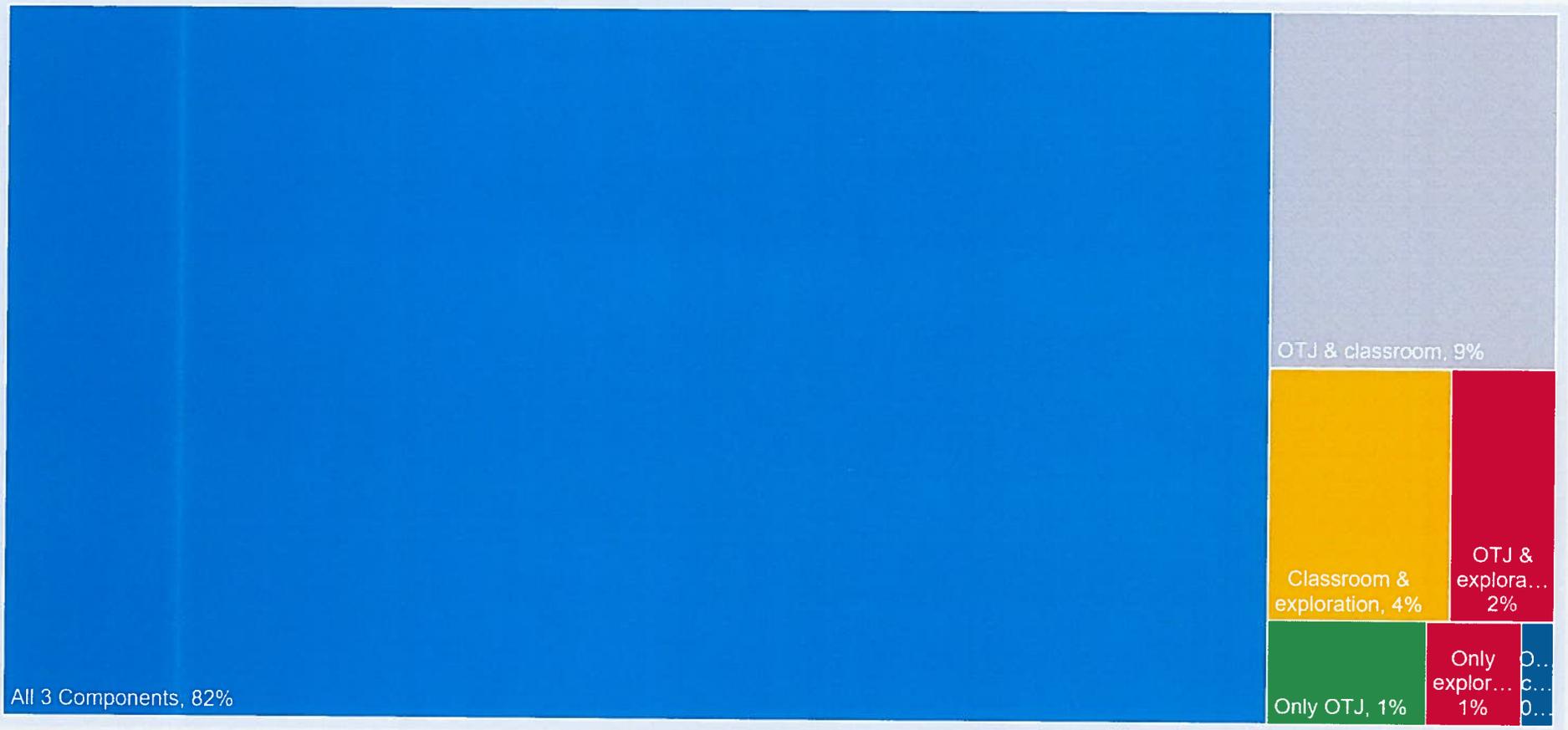
Almost all programs include some kind of classroom component



Career exploration varied across states



Most programs use all 3 components, others specialize in one or two



Program includes ALL 3 components

- Automotive Tech, Trenholm State (AL)
- Juvenile Corrections Structured Work Experience (ID)
- State Culinary Arts (IL)
- Cement Masons' & Plasterers Registered Apprenticeship (NV)
- Community College of Rhode Island Dental Hygiene
- Pre-apprenticeship Community College Courses (NC)

Roundtable Discussion

**To what degree is it important to
have a common language or use
consistent words and terminology...**

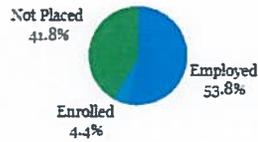
...within your state?

...across states?

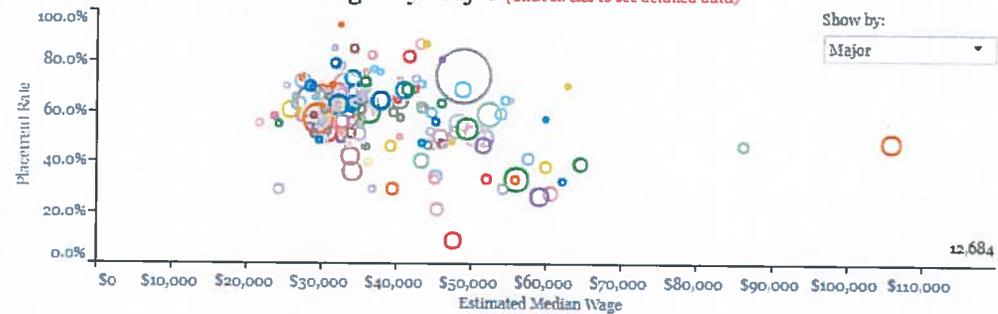
SDBOR Graduate Placement Dashboard

University: (All) | Graduation Year: (All) | Degree Level: (All) | State of Origin: (All) | SDOS Award: (All) | Major Category: (All) | Major: (All)

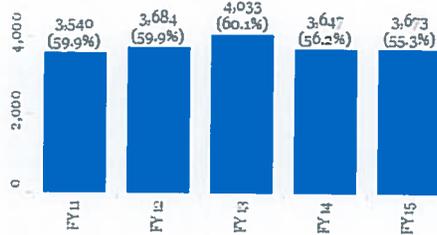
Total Graduates:
 (Last five years) **31,894**
Percent Placed:
 (in South Dakota) **58.2%**



SD Placement Rates and Wages by Major *(Click circles to see detailed data)*



Placed by Grad Year (in South Dakota)



Wage Percentiles (in South Dakota)



Top Industries (in South Dakota)



Top College States (in United States)



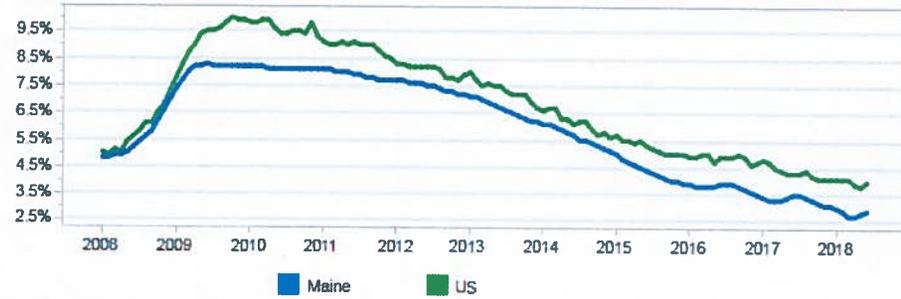
+ a b l e a u

Economic Snapshot

How to export charts and tables ↗

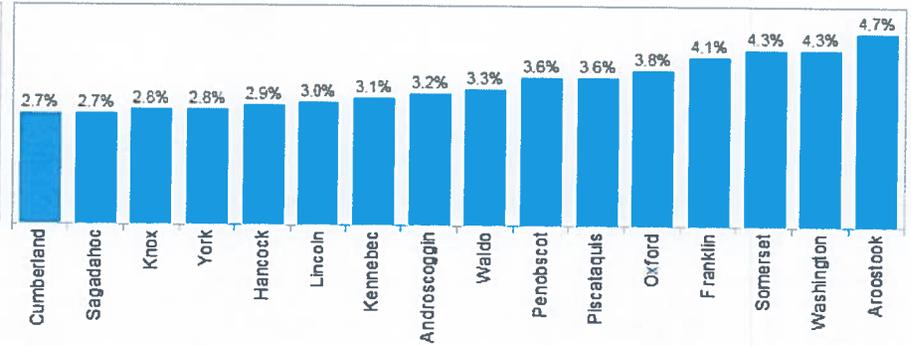
- Unemployment & Labor Force
- Employment
- Unemployment Insurance
- Income & Wages
- Demographics

Unemployment Rates
(seasonally adjusted)

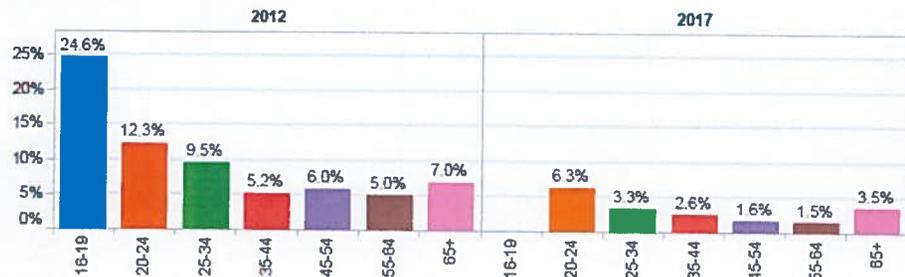


[View more unemployment statistics](#)

County Unemployment Rates
June, 2018 (not seasonally adjusted)

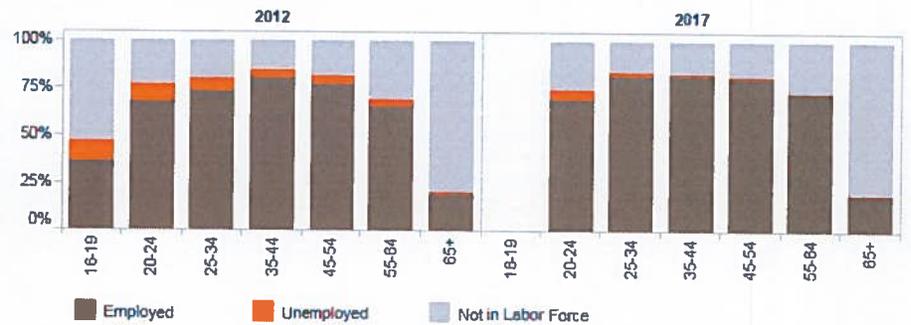


Unemployment Rate by Age



[View more unemployment demographics](#)

Share of Population by Age



Workforce Economy Dashboard

At your fingertips: Critical indicators measuring the changing dynamics in our workforce and the economic drivers that influence it. See the big picture at a glance, or choose an indicator to learn more about the trends and how we compare to other states.

3,127,000

Total Non-Farm Jobs (SA)



Indiana saw a monthly decrease of -1,700 jobs
[See more >](#)

2,699,000

Private Sector Jobs (SA)



Indiana saw a monthly decrease of -2,500 jobs
[See more >](#)

538,000

Manufacturing Jobs (SA)



Indiana saw a monthly increase of 1,600 jobs
[See more >](#)

3.3

Unemployment Rate (SA)



Indiana saw a monthly increase of 0.1 points
[See more >](#)

-0.1 %

Employment (SA) Monthly Change



Indiana saw a monthly decrease
[See more >](#)

65.9 %

Labor Force Participation Rate



Indiana saw a monthly increase of 0.50 % percent
[See more >](#)

2,099

Unemployment Insurance Initial Claims



Indiana saw a weekly decrease of -198 claimants
[See more >](#)

\$9,562

Exports (millions of dollars)



Indiana saw a quarterly increase of \$64 million dollars
[See more >](#)

1,710

Residential Building Permits



Indiana saw a monthly decrease of -827 permits
[See more >](#)

3,495

Business Establishments (annual change)



Indiana saw a quarterly increase
[See more >](#)

2.2 %

Business Establishments (annual percent change)



Indiana saw a quarterly increase
[See more >](#)

104,161

Job Postings (SA)



Indiana saw a monthly increase of 1,722 postings
[See more >](#)

34,278

New Job Postings (SA)



Indiana saw a monthly decrease of -17,213 postings
[See more >](#)

VISION:
Define & Elevate

- Define Work-Based Learning

MEASUREMENT:
Scale &
Resources

- Conduct a scan of existing WBL programs
- Map existing financial resources that support work-based learning

SUSTAINABILITY:
Policy Change

- Identify policy changes that support scaling WBL

Goal 1: Increase employer engagement in work-based learning throughout all levels of the education and workforce system.				
Proposed Strategies/Activities to accomplish this goal:	Lead People & Key Organizations	Resources (grant funds, state funds, state staff support, NGA staff support, etc.)	Timeline & Deliverables	Measures of Progress and Success
1. Develop common definitions of work-based learning at secondary and postsecondary levels and among employer community.	Beth Davisson, Mary Taylor, Melissa Aguilar, Lee Nimocks, Anna Larson, Jessica Cunningham, Kris Williams	Personnel from each organization work to organize definitions.	<ul style="list-style-type: none"> • Research common WBL practices among postsecondary-March 2018 • Review existing secondary WBL manual-December 2017 • Identify common definitions and criteria of WBL -July 2018 	<ul style="list-style-type: none"> • Secondary and postsecondary agree on definitions • Develop new WBL manual for Kentucky • Define metrics
2. Create asset map identifying resources connected WBL.	Josh Benton, Beth Davisson, Ervin Dimeny, Kris Williams, Mary Taylor, Kris Williams	NGA-providing template	<ul style="list-style-type: none"> • Secondary and postsecondary identify WBL opportunities and funding-5 demand sectors-March 23rd meeting • Provide draft of asset map to NGA by April 15 	<ul style="list-style-type: none"> • Completed asset map with metrics
3. Determine best practice models to champion throughout the state.	Melissa Aguilar, Beth Davisson, Mary Taylor, Lee Nimocks, Kris Williams	Staff from each organization taking time to identify best practices	<ul style="list-style-type: none"> • Compile best practices and distribute to employer and education community-December 2018 	<ul style="list-style-type: none"> • Organized list of best practices and tools in place to market • Increased participation in WBL at secondary and postsecondary levels
4. Engage employers in KWIB strategic plan.	Melissa Aguilar, KWIB	KWIB members and shareholders time in strategic planning and implementation	<ul style="list-style-type: none"> • Identify employers aligned to specific strategies within plan 	<ul style="list-style-type: none"> • Approved KWIB Strategic Plan

Goal 2: Increase participation in Registered Apprenticeship programs at the secondary and postsecondary levels.

Proposed Strategies/Activities to accomplish this goal:	Lead People & Key Organizations	Resources (grant funds, state funds, state staff support, NGA staff support, etc.)	Timeline & Deliverables	Measures of Progress and Success
1. Create K-12 accountability system that recognizes apprenticeship models.	David Horseman, KDE	ESSA plan	<ul style="list-style-type: none"> • Create transition readiness system that identifies apprenticeship 	<ul style="list-style-type: none"> • ESSA plan approved by KBE-February 2018 • USDOE approval-March 2018
2. Implement the Onramp Project (partnership between KY Adult Education and KCTCS).	Reecie Stagnolia, Kris Williams, Lee Nimocks, Ervin Deminy	KCTCS staff, Adult Education staff, and Work Ready Scholarship Program	<ul style="list-style-type: none"> • Promote apprenticeship opportunities throughout state to employers and education partners • Enroll students-Fall 2018 	<ul style="list-style-type: none"> • Increase number of apprentices from 3100 to 6000-December 2018 • Co-enroll 5000 GED students in GED prep and technical courses aligned to 5 demand sectors
3. Embed an apprenticeship indicator into Work Ready Community application process.	Melissa Aguilar, KWIB	KWIB staff and Work Ready Review Team	<ul style="list-style-type: none"> • Application process approved by KWIB-February 2018 • Quarterly reviews of Work Ready applicants 	<ul style="list-style-type: none"> • Increased number of apprenticeships through Work Ready Communities data

Goal 3: Increase focus of work-based learning throughout a pathway system and in a broader array of postsecondary programs.

Proposed Strategies/Activities to accomplish this goal:	Lead People & Key Organizations	Resources (grant funds, state funds, state staff support, NGA staff support, etc.)	Timeline & Deliverables	Measures of Progress and Success
1. Create policy incentives to promote WBL experiences among employer community.	Melissa Aguilar, Mary Taylor, Derrick Ramsey, Kris Williams, David Horseman, Josh Benton, Kristina Slattery, Lee Nimmocks		<ul style="list-style-type: none"> Changes to KEES legislation to incentivize RA and other training opportunities 	<ul style="list-style-type: none"> Increased participation in apprenticeships
2. Job training funds through the Kentucky Cabinet for Economic Development's Bluegrass State Skills Corporation will continue to provide companies with resources for apprenticeship training	Josh Benton, Kristina Slattery, Melissa Aguilar, Mike Nemes	3. Job training funds through the Kentucky Cabinet for Economic Development's Bluegrass State Skills Corporation will continue to provide companies with resources for apprenticeship training	<ul style="list-style-type: none"> Provide \$2,000 per apprentice for eligible companies Offset 50% of OJT and Classroom training associated with RA 	<ul style="list-style-type: none"> Measure number of companies and dollars spent on RA
4. Develop consolidated marketing plan focused around WBL.	David Horseman, Beth Davisson, Melissa Aguilar, Kris Williams, Lee Nimmocks		<ul style="list-style-type: none"> Once asset map of WBL is created, CED will work with partners to better market those programs to students and employers 	
5. Create and promote policy incentives to encourage college and universities to expand WBL opportunities for students.	Melissa Aguilar, Derrick Ramsey, Kris Williams, David Horseman, Josh Benton, Kristina Slattery, Lee Nimmocks		<ul style="list-style-type: none"> CPE create policies that incentivize WBL programs 	<ul style="list-style-type: none"> Increased number of WBL experiences for postsecondary students



Kentucky Chamber
WORKFORCE
CENTER



Employer Engagement Form
Work-Based Learning Initiative

Company Name _____ Business Contact _____
 Phone _____ Email _____ Business Sector _____
 Street Address (of the facility) _____
 City _____ State _____ ZIP _____

LEARNING ABOUT WORK

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Cooperative Education
- Clinical Experiences
- Non-Paid Internship
- Paid Internship
- Pre-Apprenticeship
- Project-Based Learning
- Practicum Experiences

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Youth Apprenticeship
- On-the-Job Training

The date employer is available to begin participating in work-based learning activities: _____

TRAILBLAZER Early College and Career Academy

Work-Based Learning Opportunities for Students

Career Awareness

Learning ABOUT Work Grades K-12

PURPOSE: Build awareness of the variety of careers available; broaden student career options

EXPERIENCE:

- Business partner provides one-time interaction with student, often a group of students
- Designed by instructors and business partners to broaden student's awareness of wide variety of careers and occupations

EXAMPLES OF EXPERIENCES:

- **Workplace tour**
- **Guest speaker**
- **Career fair**
- **Service learning**

Career Exploration

Learning ABOUT Work Grades 8-12

PURPOSE: Explore career options to motivate students and to inform their decision-making in secondary school and beyond

EXPERIENCE:

- Business partner provides one-time interaction for a single student or a small group
- Personalized to connect to emerging student interests
- Student takes active role in selecting and shaping the experience
- Depth in particular career fields. Builds skills necessary for in-depth work-based learning

EXAMPLES OF EXPERIENCES:

- **Job shadowing**
- **Informational interview**
- **Mentoring**
- **Virtual exchange with a business partner**
- **School-based entrepreneurship**
- **Entrepreneurship**

Career Preparation

Learning THROUGH Work Grades 9-12

PURPOSE: Apply learning through practical experience that develops knowledge and skills necessary for success in careers and beyond high school

EXPERIENCE:

- Direct interaction with business partners over time
- Application of skills transferable to a variety of careers
- Activities have value beyond success in the classroom and consequences
- Learning for student and benefit to partner are equally valued

EXAMPLES OF EXPERIENCES:

- **Internship**
 - Short-term internship (day to month) student is non-paid
 - Long-term internship (over one month) student is paid
- **Cooperative education**
 - Student currently enrolled in CTE course
 - Co-op placement in student's career pathway
 - Student is paid

Career Training

Learning FOR Work Grades 11-12

PURPOSE: Train for employment and/or beyond high school in a specific range of occupations

EXPERIENCE:

- Interaction with partners over extended period of time
- Benefit to the partner is primary and learning for student is secondary
- Develop mastery of occupation-specific skills
- Complete certifications and other requirements

EXAMPLE OF EXPERIENCES:

- **Pre-apprenticeship and Youth apprenticeship**
 - Apprenticeship in student's career pathway
 - Student currently enrolled in CTE course
 - Student is paid
 - Full-time job provided after high school graduation to complete apprenticeship

TRAILBLAZER Early College and Career Academy

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 - Full-time job provided after high school graduation to complete apprenticeship

YES, COUNT ME IN! I want to become an active business partner in expanding work-based learning opportunities for Trailblazer Early College and Career Academy students!

Name: _____

Organization/Company Name: _____

Role/Title: _____

Email Address: _____

Phone Number: _____

Industry: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

In which type(s) of work-based learning opportunities are you interested in partnering with Trailblazer Academy and Anderson County High School? (Check all that apply)

<input type="checkbox"/>	Guest speaker	<input type="checkbox"/>	Internship	<input type="checkbox"/>	Apprenticeship
<input type="checkbox"/>	Job shadowing	<input type="checkbox"/>	Co-op	<input type="checkbox"/>	Other _____



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Organization/Company Name: _____

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Phone Number: _____

Industry: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

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<input type="checkbox"/>	Job shadowing	<input type="checkbox"/>	Co-op	<input type="checkbox"/>	Other _____



More questions? Have suggestions? Would like to talk more? Please contact any of us!

Tony Webb, Trailblazer Academy Principal
Email: tony.webb@mercerc.kyschools.us
Phone: (859) 733-7260

Chris Glass
Anderson County High School Principal
Email: Chris.glass@anderson.kyschools.us

Chris LeMonds
Burgin High School Principal
Email:
Phone:

Spencer Tatum
Mercer County High School Principal
Email: spencer.tatum@mercerc.kyschools.us
Phone:

XXXX
Kentucky School for the Deaf Principal
Email:
Phone:

XXXX
Frankfort High School Principal
Email:
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More questions? Have suggestions? Would like to talk more? Please contact any of us!

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What's Next????

- Designated Employer Champions by Industry
- Employer WBL Celebration
- Best Practices with Website Deployment for Employers
- QA Commons
(4 Year Universities – Lumina Foundation)
- Increasing WBL Overall with Dashboard Creation for Measurement

