

AGENDA

September 17, 2018 @ 2:00 pm

Sower Building - Frankfort, KY

- **Call Meeting to Order with Introductions**

- **Priorities Established**

- **Applicable Updates from Members**
 - Medicaid Waiver Update with Beth Kuhn
 - Department of Corrections Update with Kristin Harrod
 - WorkMatters Taskforce – University of Kentucky HDI Update with Dr. Mike Abell

- **Metrics Dashboard Presentation with Dr. Kate Akers**
 - Medicaid
 - WIOA
 - WorkReady
 - Other

- **Action Items for Follow Up...**

- **Next Meeting Date....**

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.

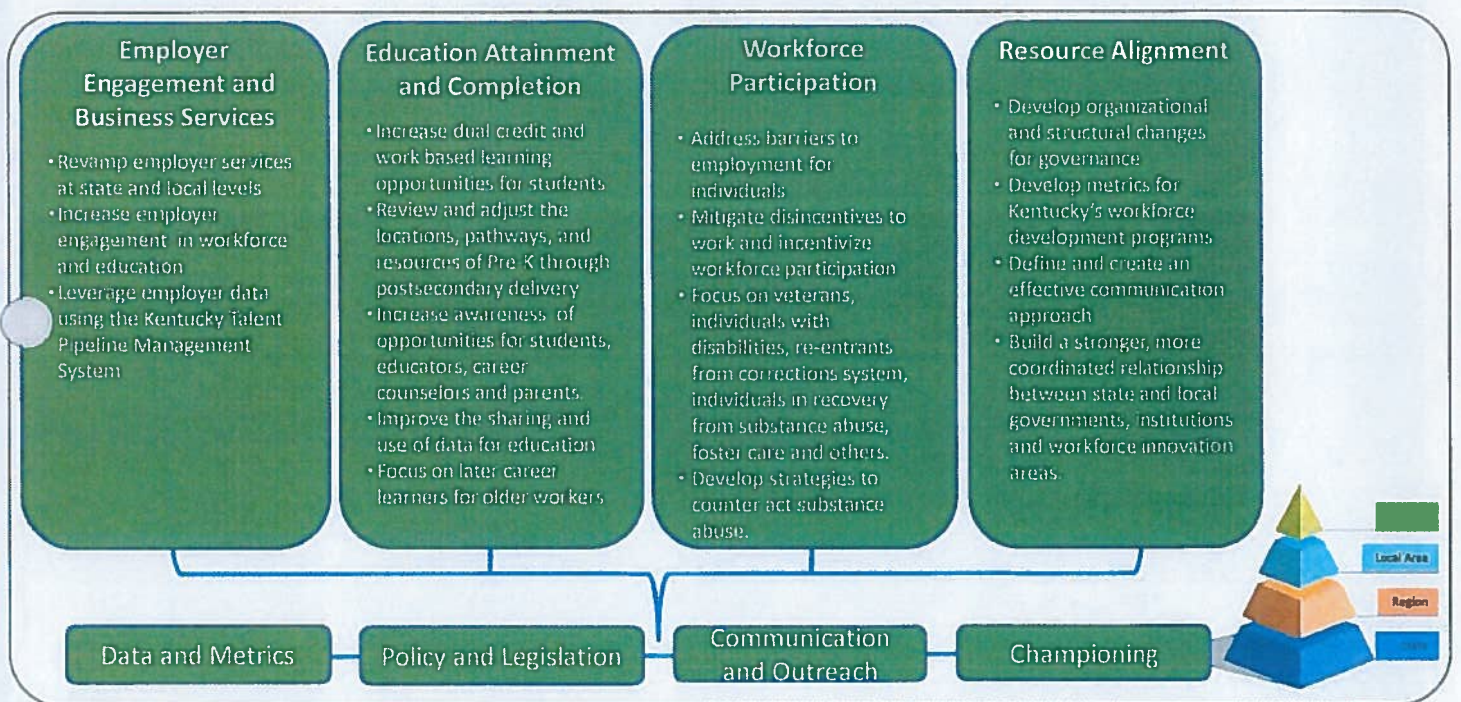
4b: Develop a framework and supporting goals and metrics for Kentucky's workforce development programs.

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.

KWIB Committees



WORKREADY PLAN OBJECTIVES Identified

P
R
I
O
R
I
T
I
Z
E

T
O
P

3

In the short term (12-18 months), we will:

- ✓ Develop a common level of understanding regarding the unique experiences of each priority population (individuals with disabilities, ex-offenders, foster care, drug addicted, etc.) using the Work Matters Task Force (...and WorkReady Communities local groups – are you aware?)
- ✓ Eliminate (as much as possible) disincentives to work (i.e., benefit cliff issues) that exist in public programs and policies (*Benefit Cliff Analysis, understand actual disincentives?*)
- ✓ Promote employer awareness of incentives to employ individuals with barriers to employment (*Talk with at least one employer in your area – bring back responses?*)
- ✓ Apply best practices in identifying, addressing, and remediating drug abuse inside and outside of the workplace (*Consult with ARC or other entities who are working on this?*)
- ✓ Establish a system where correctional facilities can access workforce system resources for exiting offenders (*Current Best Practice in process – should we hear from them?*)
- ✓ Establish a partnership among Medicaid managed care providers and system resources to better serve populations in education, career, and health areas. (*Currently in process – need update?*)

In the near term (18-36 months), we will:

- ✓ Educate the employer community on the benefits of hiring individuals with barriers to employment, including longer retention and equal performance to those without barriers (*Incentives to hire – what are they?*)
- ✓ Establish employer resource networks to increase worker placement and retention (*Do we need to understand this a bit more?*)
- ✓ Work with treatment providers and the recovery community to design policy and programs that harness the rehabilitative power of work for individuals impacted directly and indirectly by substance abuse (*Consult with entities?*)
- ✓ Provide wrap-around services to further support customers on the road to self-sufficiency (*Understand wrap around services needed – 211 analysis?*)
- ✓ Integrate essential skills training and work placement services into drug rehabilitation and juvenile justice rehabilitation programs (regardless of conviction or circumstance) (*Current Best Practice in process – should we hear from them?*)

In the long term (3-5 years), we plan to:

- ✓ Lower the overall cost to hire and organizational risk to the employers to hire individuals who have barriers to employment
- ✓ Gauge impacts on workforce participation within all and especially affected priority populations and revise the theory of change practices

KWIB Priorities

WORKREADY PLAN OBJECTIVES Identified

- 1** - *Eliminate (as much as possible) disincentives to work (i.e., benefit cliff issues) that exist in public programs and policies (Benefit Cliff Analysis, understand actual disincentives?)*

- 2** - *Promote employer awareness of incentives to employ individuals with barriers to employment (Talk with at least one employer in your area – bring back responses?)*

- 2** - *Develop a common level of understanding regarding the unique experiences of each priority population (individuals with disabilities, ex-offenders, foster care, drug addicted, etc.) using the Work Matters Task Force (...and WorkReady Communities local groups – are you aware?)*

- 3** - *Provide wrap-around services to further support customers on the road to self-sufficiency (Understand wrap around services needed – 211 analysis?)*

- 3** - *Establish employer resource networks to increase worker placement and retention (Do we need to understand this a bit more?)*

- Priorities established- See handout
- Update provided from Erica with the Department of Corrections
 - Steps are being taken to prepare and provide career services to inmates whom are being released.
 - Multiple improvements that are being made to the program to assisting the inmates with career choices, soft skills, etc.
 - Division of Re-entry services
 - 5-10 positions being implemented to help with the opioid crisis who are dedicated to assessments and referrals.
- Medicaid Waiver
 - The waiver will not be going back to court and is expected to be approved and released in February 2019.
 - Expressed the importance of making employers aware and recovery friendly due to the opioid crisis.
- HDI Update-
 - Employment First Council with disability advocates
 - The first meeting was on October 4th at the University of Kentucky Cold Stream office
 - State Meeting is in November
 - Dr. Houllion will need help with the Workforce Taskforce Committee work that is coming up.
 - Identify potential carriers for populations:
 - Veterans
 - Re-entry/Offenders
 - Unemployed, underemployed, and dislocated
 - Legal immigrants
 - Decide on model for licensing board
- Kate Akers presented the Metrics Dashboard for KY Stats
-

- Priorities established- See handout
- Update provided from Erica with the Department of Corrections
 - Steps are being taken to prepare and provide career services to inmates whom are being released.
 - Multiple improvements that are being made to the program to assisting the inmates with career choices, soft skills, etc.
 - Division of Re-entry services
 - 5-10 positions being implemented to help with the opioid crisis who are dedicated to assessments and referrals.
- Medicaid Waiver
 - The waiver will not be going back to court and is expected to be approved and released in February 2019.
 - Expressed the importance of making employers aware and recovery friendly due to the opioid crisis.
- HDI Update-
 - Employment First Council with disability advocates
 - The first meeting was on October 4th at the University of Kentucky Cold Stream office
 - State Meeting is in November
 - Dr. Houllion will need help with the Workforce Taskforce Committee work that is coming up.
 - Identify potential carriers for populations:
 - Veterans
 - Re-entry/Offenders
 - Unemployed, underemployed, and dislocated
 - Legal immigrants
 - Decide on model for licensing board
- Dr. Kate Akers presented the Metrics Dashboard for KY Stats