



KWIB and Collaborative Workforce Participation and Sustainability Committee Meeting

DRAFT MINUTES

November 9, 2021; 2:00pm – 3:30pm EST

Meeting via zoom

<https://us02web.zoom.us/j/83544281477?pwd=SVM3aVgzcnNTS0MzSHorROVHbFpMUT09>

MEMBERS PRESENT:

Amy Luttrell - CHAIR (KWIB)	X	Dr. Paul Czarapata	X
Jon Davidson - CHAIR (Collaborative)	X	Dr. Bob Jackson	
Edgardo Mansilla		Dr. Jason Glass / David Horseman (proxy)	X
Judge Exec. Micheal Hale	X	Kristin Porter	X
Lynn Parrish		Laurie Mays	X
Heidi Margulis		Todd Dunn	
Buddy Hoskinson		Michael Buckentin	
Ryan Holmes	X	Dr. Jacquelyn Korengel	
Trace Chesser	X	Cora McNabb	X
Jessica Cunningham	X	Scott Secamiglio	X
Zach Morgan	X	Suhas Kulkarni	
Karen Trial	X	Shauna King-Simms	X
Julie Whitis		Johnny Collett	
Jeremy Faulkner		Johnny Pittman	X
Alecia Webb-Edgington			

OTHERS PRESENT:

Amy Neal- Early Childhood Advisory Council	x	Sarah Vanover- Division of Childcare	x
Michelle DeJohn- OEAS	x	Debbie Dennison - KWIB	x
Jon Sowards – South Central WIB	x	Jacob McAndrews - KWIB	x
Adrian Jacob- OLLS	x	Stefanie Ebbens-Kingsley - KWIB	x
Michael Gritton- KentuckianaWorks	x	Myra Wilson- Cumberlands	x

2:02PM CALL MEETING TO ORDER / WELCOME

Amy Luttrell, co-chair, called the meeting to order, welcomed new and existing members and briefly walked through the agenda.

Early Childhood Profile (KYSTATS). Bryan Mudrak introduced Logan Rupard to explain the Early Childhood Profile report available on KYSTATS website:

https://kystats.ky.gov/Reports/Tableau/2021_ECP.

- Myra asked if the numbers of those who are approved for free lunch affect the data for their report, Logan explained it does not affect their report. Stefanie thanked Logan for being available for this meeting to explain the new report because they are attending a conference.

- David Horseman asked what is the difference between certified and licensed? Sarah Vanover answered that certified is home based and licensed is outside of the home.
- Zach Morgan asked how much longitude do we have on this data? Logan answered that it is going to depend on each data source, we include data on different times. They are currently adding in the data from May 2021.

Early Childhood: Amy Neal, Executive Director, Early Childhood Advisory Council, EWDC

Amy Luttrell introduced Amy Neal, who introduced her background and explained the importance of her job as the ED of Ky Gov office of Early Childhood. In Kentucky, only about 50% of kids today are ready for Kindergarten. It is an incredible obstacle to prioritize energy and investments for every family that needs childcare to access high quality support if families want to utilize resources before their children enter Kindergarten.

We have significant improvements and opportunities in birth to five years old. Kentucky leads the way as a best practice through local innovation and sustainability plans for key stakeholders. Please see the power point slides for more information on priorities and best practices that support the growth of early childcare.

They received an additional \$6 million dollars from annual Tobacco Master Settlement Agreement, which they are working differently with their collaborative and targeting on what works. Supporting and growing the workforce, which they created a position to focus on early childhood registered apprenticeships.

Slides from this presentation are available in the post-meeting packet.

Child Care and the Workforce: Sarah Vanover, Director, Division of Child Care, CHFS

Amy introduced Sarah Vanover, the Director of the Division of Child Care within the CHFS. She explained the outline of the division of childcare, which is within the Power Point slides. Their childcare assistance program is a way to providing funding, for those parents that are in school full time and/or who The American Rescue Plan funds, which they have much larger range of benefits for families that need assistance. This money helps those who have additional costs after other assistance. Kentucky All-STARS program allows support for higher levels of quality in early care and education. Childcare employees have a large turnover for many reasons, so the ability to raise wages to increase retention is a priority. National Background Check Program, Professional Development, University of Kentucky, Western Kentucky University, Eastern Kentucky University, are programs and partners utilized for different ways explained within the PowerPoint slides.

Currently in Kentucky, there are 1,777 licensed childcare centers, 208 certified childcare homes, and 37 registered childcare homes, for a total of 2,022. The commonwealth of Kentucky has been awarded millions of dollars from American Rescue Plan, which helps increase the wages for early childhood educators keeping them above the cost of living. Sarah explained phase 1, next steps,

and long-term goals for this American Rescue Plan funding, which are listed within the PowerPoint slides.

Slides from this presentation are available in the post-meeting packet.

Training and Recruiting in the Child Care Industry:

Michelle DeJohn, Executive Director, Office of Employer and Apprenticeship Services, DWI

Amy introduced Michelle DeJohn and explained that her background in childcare development, along with her current job with the Office of Employer and Apprenticeship Services.

- Employment of childcare workers is projected to grow 8 percent from 2020 to 2030, about as fast as the average for all occupations.
- About 150,300 openings for childcare workers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.
- Registered apprenticeships, tax credits, and federal bonding are crucial to maintain and expand the childcare workforce. More details in the presentation.

Slides from this presentation are available in the post-meeting packet.

An Overview of Statewide Reserve Grant Funding: Jacob McAndrews, KWIB Coordinator

Amy introduced Jacob McAndrews, who gave an overview of the Statewide Reserve Grant process and funding opportunities for possible KWIB projects, including an analysis of the benefit cliff calculator put together by KYSTATS.

Action Item: “The Workforce Participation and Sustainability Committee recommends that the KWIB endorse approval of funds to pay for policy analysis related to public benefit eligibility, with a goal of identifying possible policy changes to mitigate the work disincentives, which the current public benefit structure presents to Kentuckians, and identify which incentive or work support programs have the largest impact on workforce participation.”

Motion moved by Michael Gritton and second by Myra Wilson.

Michael mentioned that this is based on the benefit cliff and the wording of the action item caused some confusion.

Amy asked Stefanie to speak about the state plan modification and research for what data is being collected. Stefanie mentioned that 3-6 month space to provide the benefits when an increase in salary is obtained. (Rewording needed)

Amy asked if any committee members would like to speak to pro or con of this ask. David Horseman spoke about how he had an employee who got pregnant who had to leave place

of employment because her household didn't have insurance because she worked part-time and this would help with this issue.

Amy asked for a vote and the committee unanimously agreed to carry this motion. This recommendation will be made to the KWIB.

➤ **Adjournment**

Amy Luttrell

Amy thanked the speakers, committee members for being available, and encouraged any members to think about how the committee can be involved with childcare/workforce participation. Please get in touch with her, Stefanie, or Jacob with any thoughts or suggestions.

Adjourned at 3:30 p.m. ET.

DRAFT



Kentucky Workforce Innovation Board

Amy Neal, Executive Director,
Kentucky Governor's Office of Early Childhood

amy.neal@ky.gov

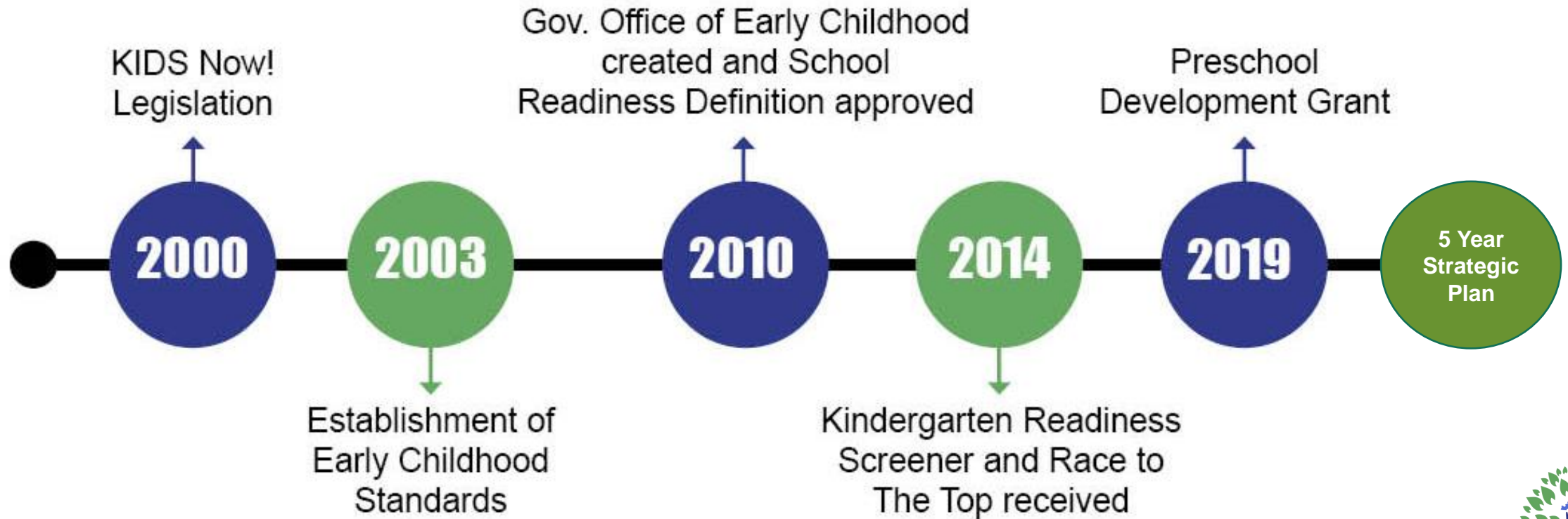


Our Mission

Provide leadership and direction for the Commonwealth with the goal of maintaining a comprehensive and sustainable prenatal to age five early childhood system that ensures a strong foundation for all children.



Kentucky Early Childhood System Timeline



Original Goals of the Kentucky Governor's Office of Early Childhood



- Promote Greater Collaboration
- Emphasize Quality and Continuous Improvement
- Ensure More Children Enter Kindergarten Prepared

Department of Education

Department of Community-Based Services

Department of Health

Public Libraries

Chamber of Commerce

Training Organizations

Advocacy/Public Policy Organizations


Workforce Investment Board

Foundations and Non-Profits

Department of Education



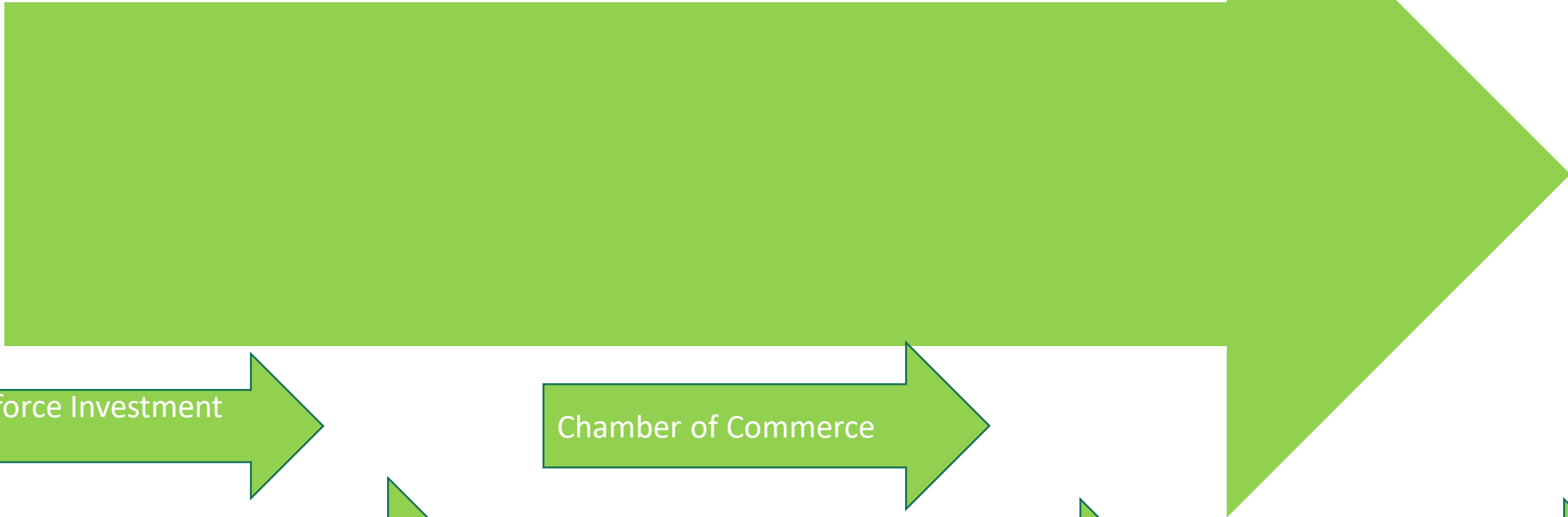
Department of
Community-Based Services



Department of Health



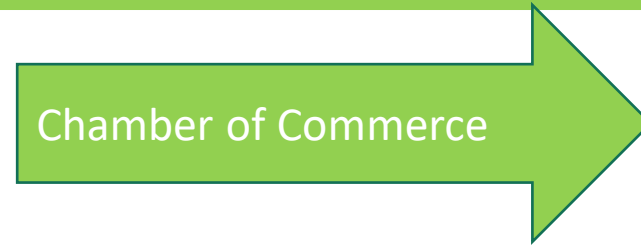
Public Libraries



Workforce Investment Board



Chamber of Commerce



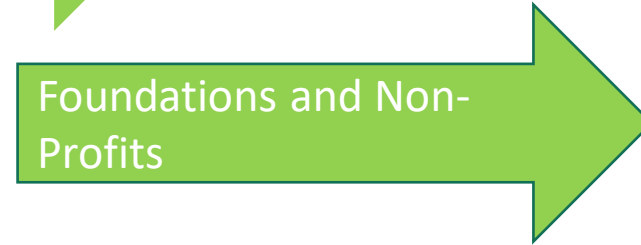
Training Organizations



Advocacy/Public Policy Organizations



Foundations and Non-Profits





The Best Place to Start and Raise a Family



Kentucky's Outcomes for Young Children are Poor

We have significant improvements and opportunities to make in ensuring equitable access and opportunities for our children in the first 5 years of their lives.

Infant Mortality

According to Zero to Three's State of Babies 2020 report, Kentucky's infant mortality rate was **6.5** . While this represents a decline from the 2019 rate of 6.7, **it still is higher than the national rate of 5.8**. There are disparities in infant mortality when examined by demographic group: mortality **among White babies was 6.4, while mortality in African American babies was 10.4** . According to United Health Foundation's 2020 America's Health Rankings (AHR) Health of Women and Children (HWC) report, **Kentucky ranked 37th in the nation on infant mortality**.

Late or No Pre-Natal Care

State of Babies 2020 report indicated that **5.7% of pregnant women received late or no prenatal care**, which was **below the national average of 6.2%**. However, these overall findings again hide racial disparities in access to and use of care: **5% of White women received late or no care**, compared to **8.3 African American women** and **11% of Hispanic women**.

Overall Health of Women and Children

The report ranked **Kentucky 46th for overall health of women** and **41st for overall health of children**.



Kentucky's Outcomes for Young Children are Poor

Pre-Term Births

State of Babies 2020 indicated that **11.3% of births in Kentucky were pre-term** (compared to 10% nationally) and there was a higher incidence in African American women (**14.2%**) compared to **Whites (11.2%) and Hispanics (9.4%)**. (These and other factors may contribute to the incidence of low birthweight in Kentucky.)

Low-Birth Weight

State of Babies 2020 reported that **8.9% of babies were born with low birth weight**, compared to 8.3% nationally—but again, this overall percentage masks racial and ethnic disparities. Among Whites, 8.3% of babies were low birthweight, compared to **14.5% African American and 7.2% Hispanic**.

Maltreatment Rate

The stresses of poverty and lack of understanding of developmental milestones may affect family patterns of care . Kentucky's infant and toddler **maltreatment rate was 38.2, more than twice the national average of 15.9** (State of Babies, 2020).

Adverse Childhood Experiences

14.6% of children had two or more adverse childhood experiences (ACES), compared to **8.6% nationally** (and children who are low-income have a higher likelihood of ACES; State of Babies, 2020).

Early Childhood Priorities

5-Year Strategic Plan

Priority #1

Unification and Accountability of the Early Childhood System

Priority #2

Strengthen and Cultivate Strategic and State Local Partnerships

Kentucky Continues to Lead the Way!

Improving School Readiness in Local Communities

- Nearly \$6 million in additional funds from the annual Tobacco Master Settlement Agreement
- Work collectively to organize and focus community assets on critical outcomes and longer-term Regional Collaborative plans
- Pivot investments from one-day activities to those that support long-term behavior change

Supporting and Growing the Early Childhood Workforce

- Created a Position to operationalize work
- Established Early Childhood Registered Apprenticeship for high school students in 2019
- As of 2021, 26 employers serving 48 locations have registered
- \$2 million dollars secured to develop first-in-the-nation Director/Administrator Apprenticeship and Educator Apprenticeship

Using Data to Drive Decision-Making

- Invest in “best practices” solutions through local innovation and decision-making
- Plan for sustainability and matching dollars from key stakeholders
- Address the most underserved communities

Regional Collaboratives

Regional Collaboratives are Aligned, Divided to the 9 Workforce Areas

Need	Solution
Invest in strategies with impact	Use of data & SMART Goals
Build Capacity & Sustainability	Unifying cross-sector partnerships; matching dollars from key stakeholders and local philanthropic support and reduced duplication efforts
Support Leadership & Membership	Convene stakeholders in solution-oriented discussions to highlight excellence in the field; grow, train and mentor new leaders

Kentucky Governor's Office of Early Childhood

500 Mero Street
Frankfort, KY 40601
502-782-0200
<https://kyecac.ky.gov>

Amy Neal - Executive Director,
Kentucky Governor's Office of Early Childhood

amy.neal@ky.gov





KENTUCKY CABINET FOR
HEALTH AND FAMILY SERVICES

Division of Child Care Update

Dr. Sarah Taylor Vanover



Director

Division of Child Care

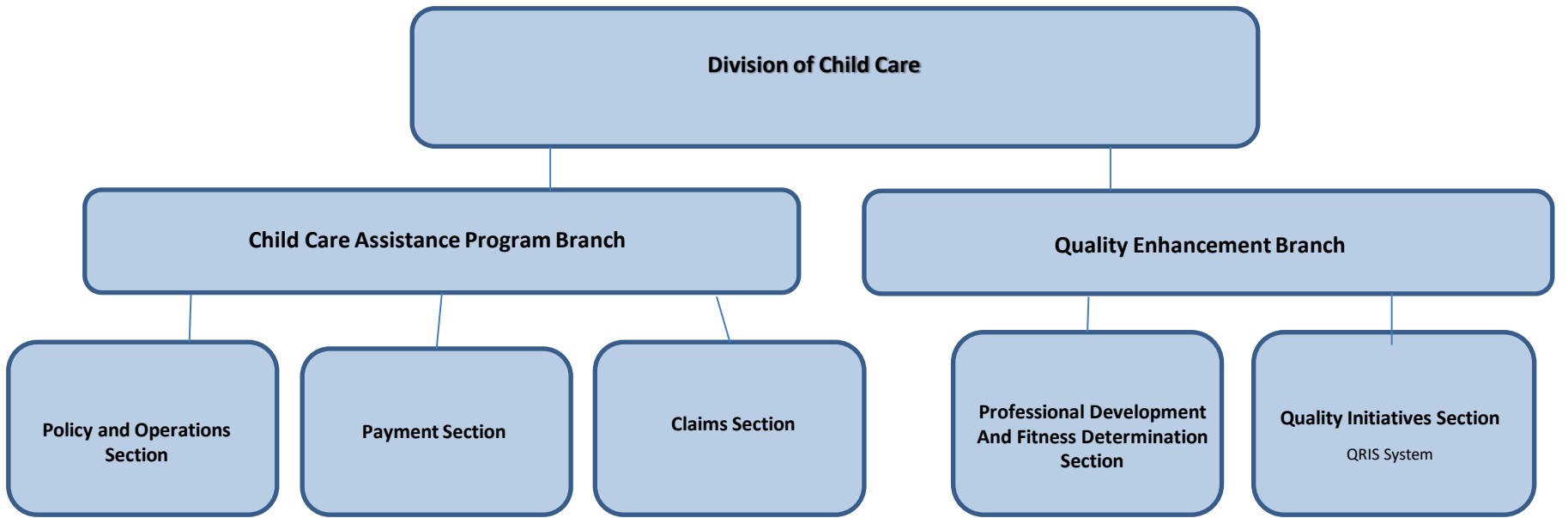
Department of Community
Based Services

Commonwealth of Kentucky

Sarah.Vanover@ky.gov

Kentucky Division of Child Care

- A Division of DCBS that Specifically Focuses on the Health and Safety of Children while in Child Care Settings
- Creates and Maintains the Child Care Regulations for the Commonwealth of Kentucky
- Administers Child Care Development Block Grant Funding
- Partners with State Agencies like the Department of Education and the Governor's Office of Early Childhood to Make Sure that Kentucky Children Receive Quality Care and Education Across Multiple Settings



Child Care Assistance Program

- Provide Funding to Child Care Providers with Children and Families Who Qualify for Subsidy
- Troubleshoot for Child Care Providers Who Need Assistance with Subsidy Policies and Regulations
- Receive Applications for Family, Friend, and Neighbor Care to Receive Subsidy
- Verify Accurate Payment and Hold Providers Accountable for Correct Billing and Attendance

Kentucky All-STARS Program

- Help Families and Caregivers to Identify the importance of Quality in Early Care and Education Programs
- Create a System to Support Higher Levels of Quality in Early Care and Learning
- Conduct Environmental Rating Scales for Programs Attempting to Achieve a High Quality Rating (3 to 5 Stars).
- Provide generated reports from Environmental Rating Scale Visits to coordinate improvement plans around increasing quality child care.

National Background Check Program

- Uses an online platform (KARES) to complete federally required fingerprint based background checks for child care employees.
- Provides technical assistance to providers.
- Makes fitness determinations.
- Maintains a listing of out-of- state contacts and processes.
- Completes paper-based CAN checks for volunteers, any one under the age of 18, and out of state child care entities.
- OIG KARES contracts with other state agencies at 87 different fingerprint scan site locations.

Professional Development

- Provide Guidance to ECE-TRIS (Early Care and Education Training Records Information System) on Training Approval
- Administer CDA and College Coursework Scholarship Funds
- Create and Distribute Statewide Training Content
- Supervise the Kentucky Director's Credential and the Commonwealth Child Care Credential
- Participate in Statewide Work Groups on Quality Professional Development for Child Care Providers

Division of Child Care
With Contractual Partners

University of
Kentucky

Division of
Regulated
Child Care

Office of
the
Inspector
General

Western
Kentucky
University

Eastern
Kentucky
University



University of Kentucky

- Provides Regional Training and Technical Assistance through Child Care Aware of Kentucky
- Oversees Training and Certification for Trainer's Credential
- Conducts Research for the Market Rate Survey and Child Care Workforce Study
- Develops Consumer Education material
- Supervises Training Development for Pre-Service Orientation Training and Other Statewide Training Initiatives

Western Kentucky University

- Technical Support Network for Family Child Care Homes Throughout the State
- Business Assistance/Training for Family Child Care Homes
- Recruitment of New Family Child Care Homes
- Partners with DRCC to Assist Family Child Care Homes with Suspended Certifications

Eastern Kentucky University

- Professional Registry Database for All Child Care Provider Trainings
- Pre-Approval System for All Conferences and One Time Scheduled Trainings
- Notification System for Pediatric Abusive Head Trauma Training and Fingerprint System
- Degree and Certification Verification System

Current KY Update

Licensed Child Care Centers – 1777

Certified Child Care Homes – 208

Registered Child Care Homes – 37

Total Child Care Programs - 2022

American Rescue Plan

- The Commonwealth of Kentucky has been awarded over \$763 Million specifically dedicated to child care.
- Over \$470 Million is designated for sustainability payments.
- Over \$293 Million is designated through one-time CCDBG funds.

American Rescue Plan

- The federal goal of the Stabilization Funds is to support the programs that have survived the hardship of the past 18 months.
- The federal goals of the one-time Child Care and Development Block Grant (CCDBG) funds are:
 - Increasing Provider Payments
 - Improving Payment Policies
 - Increasing Wages for Early Childhood Educators (in centers and family child care homes)
 - Building the Supply of Child Care for Underserved Populations

ARP Funding – Phase 1

- CCAP Reimbursement increases to 80th Percentile on October 1st (Billing on Nov 1st)
- 1st Round of Preschool Partnership Grants have been selected and contracts are going out to school districts.
- A third party vendor to distribute and audit sustainability payments will be announced soon.

ARP Funding Next Steps

- RFA posted for programs wanting to participate in the infant/toddler pilot program.
- Scholarship program applications accessible for those applicants enrolled in the winter/spring 2022 terms.
- Applications for Trainer Academy distributed to credentialed trainers.

ARP Funding Next Steps

- Creating the applications for matching grants for employee-based child care programs and new programs in child care deserts.
- Creating the applications for new family child care homes.
- Creating the applications for facility repair grants.

Long Term Goals

- Child care providers' wages must increase to support providers without having to work multiple jobs or qualify for federal subsidies.
- Child care costs can not continue to increase beyond what working families can afford.

Long Term Goals

- Child care access must increase throughout the state so that, no matter where they live, all families can access child care.
- Businesses need to realize the importance of child care for their employees and find a way to invest in child care in their community to support their employees.

Questions





Training and Recruiting in the Childcare Industry Registered Apprenticeship programs



The Childcare Industry

- Employment of childcare workers is projected to grow 8 percent from 2020 to 2030, about as fast as the average for all occupations.
- About 150,300 openings for childcare workers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire
- Important Qualities
 - Communication skills. Childcare workers need good speaking skills to provide direction or information effectively and good listening skills to understand parents' instructions.
 - Decision-making skills. Good judgment is necessary for childcare workers so they can respond to emergencies or difficult situations.
 - Interpersonal skills. Childcare workers need to work well with people in order to develop good relationships with parents, children, and colleagues.
 - Patience. Childcare workers need to be able to respond calmly to overwhelming and difficult situations.
 - Physical stamina. Working with children can be physically demanding, so childcare workers should have a lot of energy.

Kentucky Career Centers

Through WIOA, One-Stop Career Centers are available nationwide.
Kentucky Career Centers are the Commonwealth's One-Stop Career Center.

Talent Services

Through a network of Kentucky Career Centers (KCC), these services are available to Kentuckians across all 120 counties at no cost:

- Career Development Services (resume writing, interview prep, job search & placement)
- Job Training & Education (GED, essential skills, or industry skills)
- Specializes services:
 - Youth (in-school & out-of-school)
 - Dislocated/Displaced (laid-off) workers
 - Military Veterans
 - Individuals with Disabilities

Employer Services

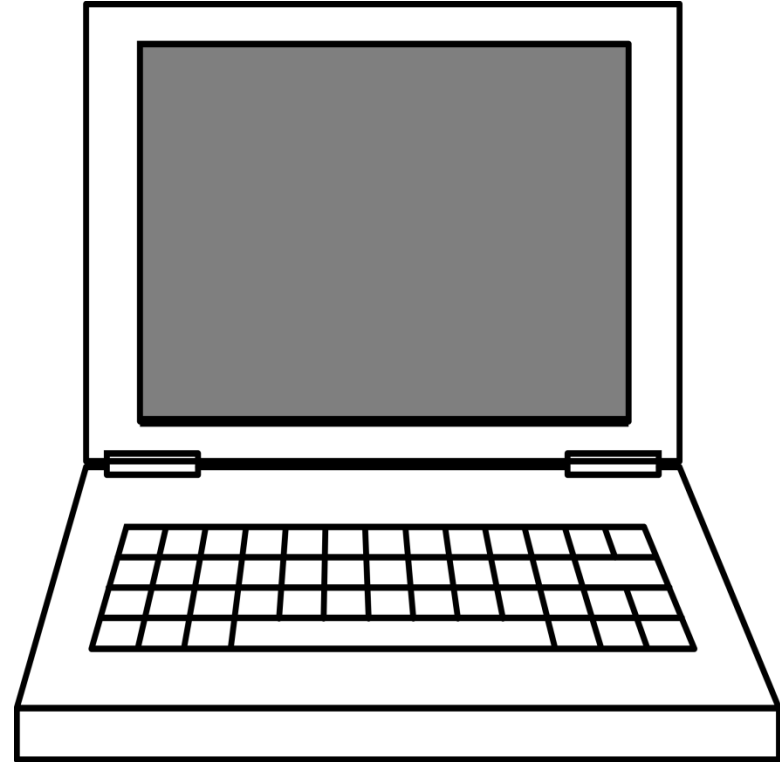
Through Office of Employer & Apprenticeships Services (OEAS) and the local Business Service Team (BST), these services are delivered at no cost:

- Recruitment
- Training
- Incentives
- Rapid Response
- Labor Market Information
- Consulting & Workforce Project Management Services



training for Work Ready

WIN's Training Courseware is a self-paced curriculum focused on ensuring learners have a pathway to success. Employers can target needs.



The WIN Training and Development system

WIN training modules are available to all customers which measure skills, closing the “Skills Gap” at no cost:

Essential Skills

Thinking Critically and Solving Problems
Promoting Teamwork and Collaboration
Conveying Professionalism
Communicating Effectively

College Readiness

Geometry
Reading
Algebra
English

Kentucky Essential Skills Certificate



Grow Your Own, Earn, Learn and Succeed Model

The Original Four Year Degree

- ✓ Combines both on-the-job training and job-related instruction
- ✓ Results in an industry-recognized national credential
- ✓ Develops a specific skilled, productive, trained career employee
- ✓ Statistics report 94% of those who complete a registered apprenticeship program maintain employment
- ✓ Shows \$1.46 return on every \$1.00 spent
- ✓ The Registered Apprenticeship Program (RAP) is a workforce solution that can take someone who knows nothing about an occupation and turn them into a skilled career employee by the end of their apprenticeship, which means it will address recruitment, training, and retention.

Examples of Registered Apprenticeship Programs of Major Industry Meeting the Demands of Tomorrow.



Program Sponsors: 29 Statewide

Occupation: Childcare Development Specialists and Teachers Aide

Number of Apprentices: 19



Apprentice-Able Occupations in the Child Care Industry:

Childcare Development Specialists , Teachers Aide, Child Care Worker; Caregiver; Child Caregiver; Childcare Provider; Childcare Worker; Daycare Teacher; Daycare Worker; Infant Teacher; Toddler Teacher; Child Development Teacher; Early Childhood Teacher; Group Teacher; Infant Teacher; Montessori Preschool Teacher; Nursery Teacher; Pre-Kindergarten Teacher (Pre-K Teacher); Preschool Teacher; Teacher; Toddler Teacher; Early Childhood Educator

Incentives



Hiring Incentives:

Work Opportunity Tax Credit (WOTC)

WOTC is a federal tax credit (\$1,200 - \$9,600) available to employers for hiring and retaining recipients from the following specified target groups:

- Veterans
- Long-term Temporary Assistance for Needy Families (TANF) recipients
- Short-term TANF recipients
- SNAP (food stamp) recipients
- Designated community residents
- Vocational rehabilitation referrals
- Summer youth employee
- Ex-felons
- Long-term unemployed individuals
- Supplemental Security Income (SSI) recipients

Fill out 2 short forms:

- IRS Form 8850 & ETA Form 9061
- Submit the completed and signed forms online to the Kentucky WOTC System - <https://wotc.ky.gov>
- Forms must be submitted within 28 calendar days of the employee's start date

Kentucky Unemployment Tax Credit

- \$100 State tax credit, if you hire a Kentucky resident that has been unemployed for 60 days



For more information, please visit:
<https://kcc.ky.gov/employer/Pages/Tax-Credits.aspx>

Hiring Incentives:

Federal Bonding

What is the Federal Bonding Program?

- Provides fidelity bonds to help hard-to-place job seekers get and keep a job
- Protects against fraud and/or dishonesty such as: stealing, theft, forgery, larceny or embezzlement
- Extremely successful, began in 1966 and less than 1% of the bonds filed upon

Bond Mechanics

- Issued as soon as applicant starts
- Each bond has a \$5,000 limit
- May issue up to 5 bonds or \$25,000 limit per individual depending on the position
- Each bond covers a 6 month term and may be renewed for additional 6 months at no cost

EMAIL CONTACT

Workforce@ky.gov

Apprenticeship@ky.gov

KYWIN@ky.gov

WOTC@ky.gov



Statewide Reserve Grants

▶ Three Types of Funding

▶ Local Innovation and Impact Fund

- ▶ Purpose: Provide funding to local areas and regions to spark investment into innovation and partnership
- ▶ Amount: Up to \$100,000 for each LWDA with match required

▶ Sector and Career Pathway Fund

- ▶ Purpose: Support expanded responsibilities under WIOA and ongoing work surrounding sector and career pathway development.
- ▶ Amount: Up to \$50,000 for workforce region proposals OR \$20,000 for local workforce area proposals

▶ Youth Collaborative around Work-Based Learning and High-Quality Youth Services

- ▶ Purpose: Provide systemic support to retool youth service strategies to meet new WIOA expectations
- ▶ Amount: \$50,000 for workforce region proposals OR \$20,000 for local workforce area proposals

Action Item:

The Workforce Participation and Sustainability Committee recommends that the KWIB endorse approval of funds to pay for policy analysis related to public benefit eligibility, with a goal of identifying possible policy changes to mitigate the work disincentives, which the current public benefit structure presents to many Kentuckians, and identify which incentive or work support programs have the largest impact on workforce participation.