

Strategic Committee: Coordination and Return on Investment

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Strategic Goal: Coordination and Return on Investment

To strengthen workforce development in the Commonwealth, the sector must achieve system alignment, continuous collaboration, and cross-government partnerships, while also serving individuals and employers at the highest level possible. Such alignment requires common metrics to measure progress, beneficial feedback loops, and serving all customers of the workforce development ecosystem with the required flexibility.

Priority #1: Common Return on Investment (ROI) Metrics

Strategic Action: Creation of common return on investment (ROI) metrics that are easily understood by businesses and all stakeholders is critical in reviewing snapshots, as well as long-term analyses. The common metrics include the number of participants, job placements, and average wages.

Quantitative Metric:

Immediate Measurement (within one year): Deploying common metrics and ROI analysis within the public workforce system as defined by WIOA.

Mid-term Measurement (within two years): Deployment of common metrics and ROI analysis within the larger workforce development ecosystem by leveraging the Education and Workforce Collaborative.

Long-term Measurement (within four years): In collaboration with KYSTATS, utilization of real-time snapshot of ROI with comparison to trends over the past four years, updated annually. Demonstration of ROI based on pre-program wages (ex: pre-WIOA) to post-program wages over a period.

Priority #2: Continuous Focus on Supply and Demand

Strategic Action: With a special emphasis on the Kentucky's top sectors, ongoing understanding of the demand of jobs and the skills employers have compared to the supply of talent produced by training and education partners.

Quantitative Metric:

Immediate Measurement (within one year): Creation of a supply and demand dashboard, demonstrating jobs and skills compared to supply of talent.

Mid-term Measurement (within two years): Analysis of supply and demand with wages, opportunities, and career ladders in the specific top sectors.

Long-term Measurement (within four years): Ongoing analysis, including measuring job opportunities compared to family sustaining wages (demonstrated as a statewide and regional figure).

Priority #3: Continuous Organizational Collaboration

Strategic Action: System alignment, continuous collaboration, cross-government partnerships, and public-private partnerships that leverage workforce investments through combined services; allowing for unified education, training, and outreach opportunities by all stakeholders.

Quantitative Metric:

Immediate Measurement (within one year): Development of cross-agency best practices that demonstrate service versus agency (example: collaboration on reentry).

Mid-term Measurement (within two years): Development and launch of a streamlined approach to access services by external users without having to understand intricacies of government.

Long-term Measurement (within four years): Develop unified outreach opportunities with industry associations, local chambers, and community social clubs, equipping all stakeholders with training materials to educate stakeholders on workforce development services in the Commonwealth.

Full Strategic Plan can be viewed and downloaded here:

https://kwib.ky.gov/Documents/KWIB%20Strategic%20Plan_2026-2029%20%28002%29.pdf