



KWIB Executive Committee Meeting

DRAFT MINUTES

August 1st; 1:00pm – 2:30 pm ET

Via Zoom

Committee Member Attendance: Kim Menke, Lori Ulrich, LaKisha Miller proxy for Beth Davisson, Scott Pierce, Kim Humphrey, Johnny Collett

Staff: Deputy Secretary Beth Brinly, Sam Keathley, Alisher Burikhanov, Debbie Dennison, Elishah Taylor, LaChrista Ellis

1:01pm CALL TO ORDER

Kim Menke, Chair, Regional Director, Toyota Motor North America (TMNA) welcomed everyone and called the meeting to order. He turned to the agenda and asked for discussion or vote around the last meetings minutes. **Scott Pierce** *motioned* to approve the minutes and Johnny Collett *seconded*. None opposed and motion **passed unanimously**.

Kim recognized the changes affecting the makeup of the board, including the Executive Committee. The term of Amy Luttrell, Goodwill Industries of Kentucky, has ended. The replacement for Amy Luttrell is **Annissa Franklin** with Lexington Urban League. **Johnny Collett** - Human Development Institute, **Dianne Owens** – Four Rivers Foundation, and **Suhas Kulkarni** – IT Consultant were reappointed. Those rolling off the Board on October 7, 2024 include **Heidi Margulis**, Healthcare Consultant; **Scott Pierce**, Labor and Workforce Consultant; **Terry Sexton**, Labor Representative; and **Lori Ulrich**, KWIB Vice Chair, Human Resources Director, Fleming-Mason Energy Cooperative.

Education and Labor Cabinet Updates

Kim Menke thanked the parting members for their work and asked **Beth Brinly, Deputy Secretary, and Acting Commissioner, Education and Labor Cabinet (ELC)** to provide cabinet updates. Deputy Secretary Brinly shared an overview of the topics discussed during the Interim Joint Committee (IJC) for Economic Development and Workforce Development [meeting](#). Broadly the discussion was around current initiatives across the state, and the forward-facing efforts. Presentation slides can be found in the post meeting packet.

Deputy Secretary Brinly also shared updates on the collaborative work with the Statewide Workforce and Talent Team (*SWATT*). Information can be found in the post meeting packet. She shared successes with **public-private partnerships**, including work done by the **Kentucky Chamber Foundation** in supporting employers and the populations they need through the employer academies model. She shared updates around [identified workforce pipelines](#) and discussed possible legislative support efforts behind those pipelines. She lifted the need for additional *transportation* to equip those with disabilities to further be a part of the workforce, along with the need for additional outreach resources. She provided details around the success of *Putting Kentuckians First / Jobs on Day One* and lifted up the collaboration among cabinets and workforce partners. She shared the recently introduced statewide training platform, [Ready for Industry](#), noting all Kentuckians can access to upskill and/or choose a career pathway within one of the top national identified in-demand sectors. She pointed to the on-going work of the Education and Workforce Collaborative

(Collaborative) in aligning resources and continuous improvement in services provided. She shared the on-going partnerships and collaboration with local workforce development areas. She spotlighted some **best practices efforts** across the state including work with *New Americans* in the South Central Workforce Development Area, and initiatives outside of Workforce Innovation and Opportunities Act (WIOA) funds to **engage additional youth** populations. Looking forward, she shared the Cabinet's on-going, intentional work to attract and retain talent.

Additionally, she provided updates to Statewide Reserve (SWR) applications and identified four (4) currently under review. She highlighted the regional collaboration in the applications and new initiatives to engage populations that may have barriers or other challenges in gaining sustainable employment.

Further, she provided updates to the [Digital Equity](#) grant initiative and shared the state's capacity plan had been submitted. While Kentucky will be receiving funding over five years for this program, she shared that more funding and partnership will be needed to fulfill the plans for digital equity. She provided an overview of the eight (8) primary projects in the plan.

Discussion was had around how libraries are incorporated into the Digital Equity plan. Since libraries are community anchors, and often times are the primary lenders of internet hot spots for citizens. The libraries also provide training and computer literacy in complement to career center location offerings. Part of the Digital Equity plan is to further train partners in the workforce ecosystem and provide consistent outreach (marketing of resources, services, and locations available) to inform citizens. [Kentucky's Digital Equity Plan can be found here.](#)

Kim Menke thanked Deputy Secretary Brinly for the updates.

KWIB Strategic Advance

Chair Kim Menke shared the intent of the meetings to be held on November 20 and 21st, at the Campbell House in Lexington, KY. He shared that while the Strategic Plan approved in 2018 had been a guidepost for the last several years, it was time to review what has been accomplished, take the temperature on where we are, what is needed, and build a roadmap on what to accomplish next.

He shared that the two-day *Advance* will be facilitator-led and walked through the skeleton agenda and asked for any questions or discussion. Newer members lifted a request to have a preview of what to expect during those days. A packet will be provided to members prior to the event to provide perspective of the event. The current [Strategic Plan](#) will serve to frame the conversations and breakout discussions will take place. Chair Menke added that he is encouraging members to stay overnight for networking and collaboration. Stakeholders to be included in the event will be members of the KWIB, members of the Collaborative and local area workforce Chairs; proxies would be welcome for those not able to make it. Additional logistics will be provided in the coming weeks to invitees. Chair Menke turned the floor to **Alisher Burikhanov, Executive Director, KWIB** for initiatives and involvement.

KWIB Initiatives and Involvement

Alisher began by adding that data on workforce development initiatives from the Strategic Plan gathered by the Kentucky Center for Statistics (KYSTATS) will be shared at the *Strategic Advance* to provide a scorecard of what has been accomplished over the last several years. Chair Menke added

that as we score the initiatives, we need to understand that while “green” (accomplished) scores are good, we can learn from and find opportunities in those initiatives that were not completed or successful (denoted as “yellow” or “red”).

Additionally, Alisher thanked Chair Menke and **Toyota** for their invitation to share in the [4T Academy KY](#) announcement held at Toyota earlier this week. It is a *public-private partnership* in youth development allowing youth to earn while they learn. Alisher also thanked Scott Pierce and the team at the **International Union of Operating Engineers, Local 181** who held an open house at their Apprenticeship and Training facility in Boston, KY this week. These training and career pathways continue to offer options for youth and adults entering the workforce.

Alisher shared the **certifications and re-certifications** of career center locations that will be lifted through consent agenda at the upcoming KWIB quarterly board meeting to be held on August 15th. Discussion was had around the opportunities that career center (affiliate and access point) locations provided to Kentucky citizens. More information on the resources may be found [here](#). Discussion was had around the partnerships and agreements held at those locations.

Alisher shared that **Local and Regional Plans** are due by the Local Workforce Development Areas (LWDAs) by *June 30, 2025*. A Department of Workforce Development (DWD) workgroup has been created to prepare and distribute tools and resources to help the LWDAs align to the work of the approved [2024-2027 WIOA State Plan](#). Discussion was had around anticipation of WIOA reauthorization and its possible impact.

Alisher shared that regional targeted population numbers had been identified and will be added to the [workforce pipeline graphic](#). He continued that this information is being utilized by other cabinets seeking to identify targeted population pools and untapped talent for employers. Discussion was had around the regions and further refining the information provided.

Alisher shared that the **next KWIB quarterly meeting** will be in Frankfort on August 15th at 1:30pm ET at the Kentucky Department of Education (KDE) building, 300 Sower Blvd. He invited the committee to share ideas they would like lifted at upcoming meetings. He shared the draft agenda and encouraged members to appear in-person. He asked the committee chairs if they would like the opportunity to meet with DWD leadership prior to the KWIB quarterly board meeting and they confirmed. Alisher then yielded his time to Deputy Secretary Brinly for additional Collaborative updates.

Deputy Secretary Brinly shared that at the **Collaborative Board meeting held July 18, Youth Services, Resources and Needs** was the topic. Discussions around best practices held in Ohio and the importance of trauma informed resources were lifted. She pointed to the [resources packet](#) that was created. For more information, please refer to the meeting minutes located on the [website](#). Additionally at that meeting, the resource guide completed by the **Veterans workgroup** was provided and can be accessed [here](#). She concluded her updates emphasizing the importance of public-private partnerships and lifting best-practices for streamlining services to provide the greatest impacts for those in need of assistance or state provided resources.

Chair Menke asked the committee for any additional business. There was none. He thanked them for their time and participation.

ADJOURNMENT

2:21pm Chair Menke asked for a motion to adjourn; Scott Pierce moved to adjourn and the meeting was adjourned.

Action Items:

- Workforce pipeline graphic updates
- Calendar invitation for committee chairs meeting for 8/15
- Create advance packet for KWIB Strategic Advance in November

DRAFT



EDUCATION AND
LABOR CABINET

Department of Workforce Development

Interim Joint Committee on Economic Development & Workforce Investment
July 31, 2024

Presenters

- **Jamie Link**, Secretary
- **Beth Brinly**, Deputy Secretary & Acting Commissioner, Department of Workforce Development
- **Jorden Jones**, Executive Director, Office of Legislative Services

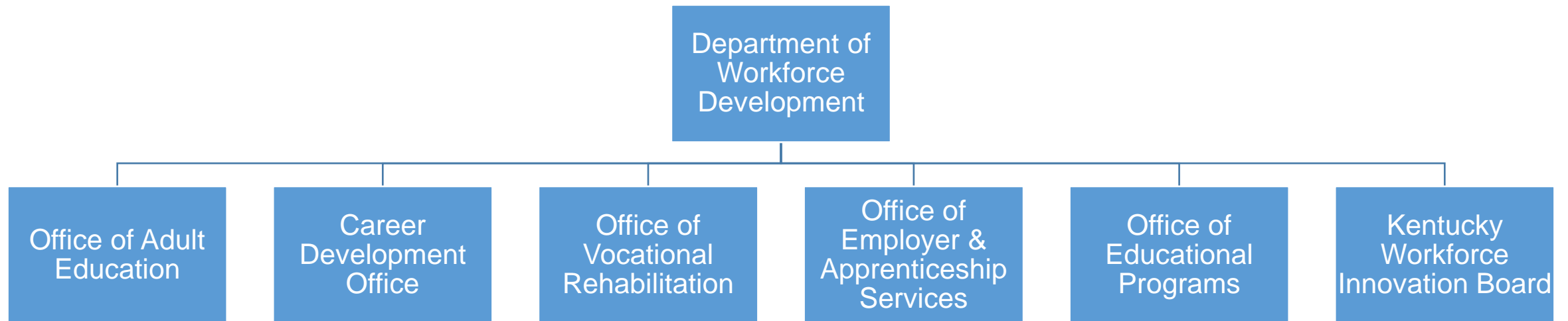
Topics to Discuss

- Department of Workforce Development Overview
- Workforce Outlook
- Workforce Innovation & Opportunity Act State Plan
- Services
- Programs

Department of Workforce Development

Mission

- The Department of Workforce Development connects Kentuckians to employment, workforce information, education, and training.



Department of Workforce Development

Workforce Outlook

- The best four-year period of economic growth in the Commonwealth's history:
 - Over 1,000 new business locations and expansions
 - Nearly \$32B in private investments
 - More than 54,700 new jobs created
 - Highest average incentivized wage of \$26.67/hour
- The opportunity to build equitable pathways to good quality jobs in a wide array of industries is better now than at any time in Kentucky's history.

Workforce Innovation & Opportunity Act (WIOA) State Plan

Overview

- Every four years, all states must submit a WIOA State Plan that outlines the strategic and operational direction for workforce development.
- The established partnerships across the workforce development system are well-positioned to serve all Kentuckians – including target populations and talent pools WIOA was designed to serve.

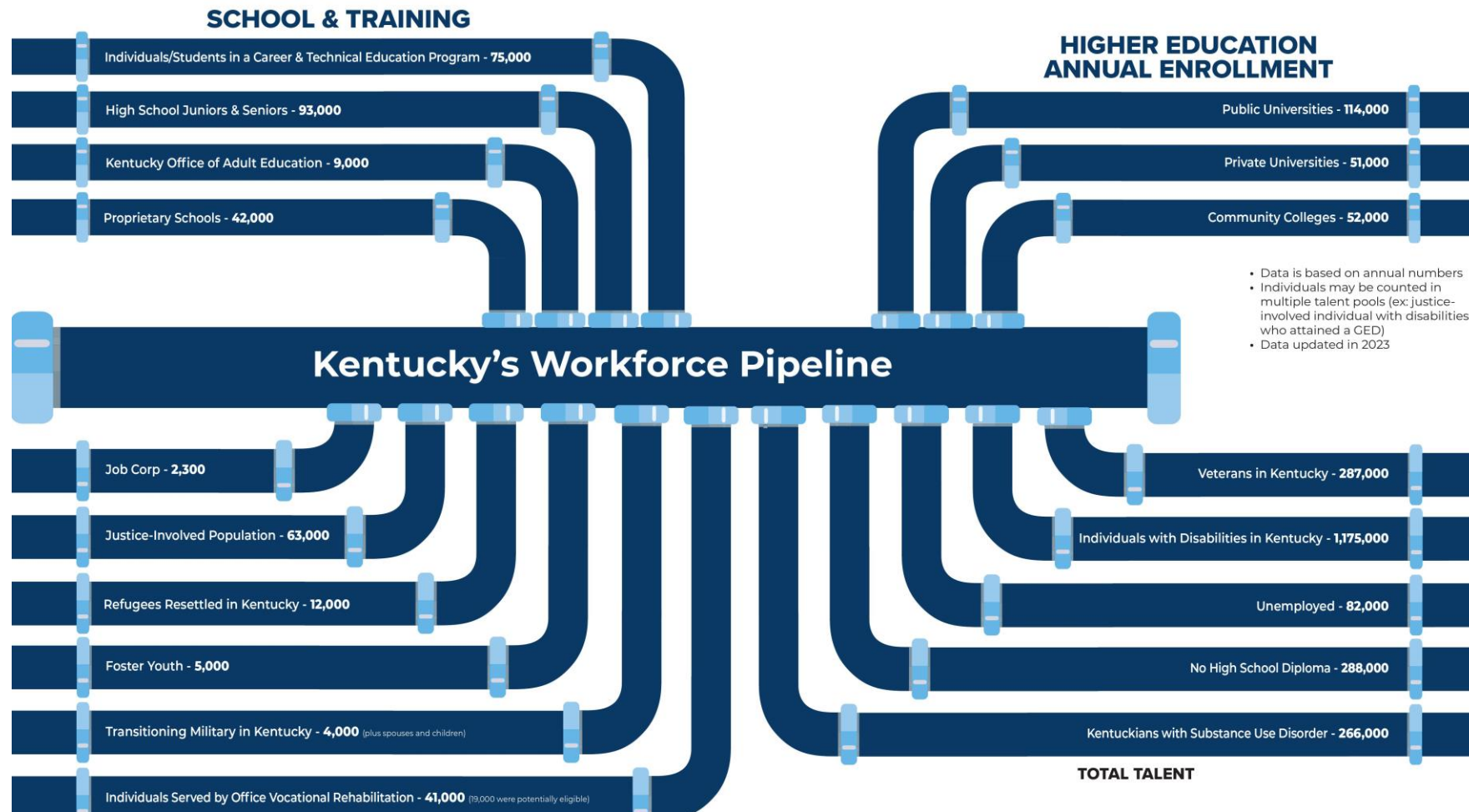
Employer
Engagement

Education
Attainment

Workforce
Participation

Resource
Alignment

Target Populations



Our Services

17,016

- Adult Education Participants

676

- Dislocated Worker Participants

3,040

- Youth & Young Adult Participants

27,429

- Wagner Peyser Participants

47,670

- Vocational Rehabilitation Participants

=

95,831

Kentuckians Served in FY24

Office of Vocational Rehabilitation (OVR)

Empowering Kentuckians with disabilities to maximize independence and economic security through competitive, integrated employment.

- Helps people with disabilities get the support they need to enter or return to the workforce.
- Assists businesses and employers recruit, retain and accommodate employees with disabilities.
- Provides support to wide range of customers, including adults with disabilities, youth and students with disabilities, and businesses and employers.

Office of Vocational Rehabilitation

Services in FY 24

- Vocational Guidance & Counseling
- Job Placement & Job Readiness
- College or Vocational Training
- Supported Employment Services
- Benefits Counseling
- Transition Services
- Skills & On-the-Job Training
- Job Coaching
- Transportation
- Interpreter & Translator Services
- Assistive Rehabilitation Technology
- Referral Services

43,501
Individuals Served

4,169
Exited in Employment

\$21.51
Average Wage

33.91
Average Hours Worked

Office of Vocational Rehabilitation

Retaining Employment & Talent After Injury or Illness (RETAIN)

- US Department of Labor grant focused on assisting people who have non-work-related injuries or illnesses continue to work.
- Supports the Commonwealth's commitment to the health and wellbeing of our citizens and economic development.
- Connects Kentuckians to the workforce and reduces their need for long-term federal disability benefits.

3,000

Participants

113

Participating
Counties

93%

Return to
Work

Office of Vocational Rehabilitation (OVR)

Pre-Employment Services (Pre-ETS) in FY24

- Assists students with disabilities from age 14 to 21 years old.
- Guides students in exploring careers and gaining experience in work-related activities.
- Develops "504 Plans" for students through accommodation services (Section 504 in the Rehabilitation Act).
- Services include:
 - Job exploration counseling
 - Work-based learning experiences
 - Post-secondary opportunities
 - Work readiness training
 - Self-advocacy instruction

Office of Adult Education (KYAE)

Assists adults in obtaining knowledge and skills for employment and economic self-sufficiency.

- Assists adults in attaining a secondary school diploma or high-school-equivalency (GED).
- Helps in transition to postsecondary education and training to include career pathways.
- Supports individuals who are English language learners.
- Surpassed all U.S. Department of Education goals in FY23.

3,082

- GED's Obtained

14,195

- Currently Enrolled

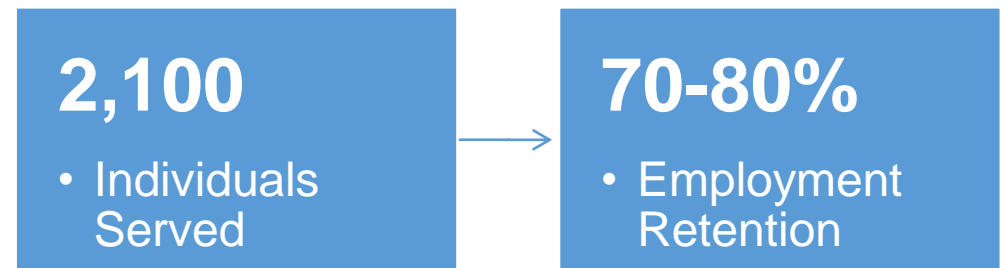
48%

- Measurable Skills Goals Met

Office of Adult Education

Putting Kentuckians First Program

- Uses a county-by-county approach to help current and former inmates become strong candidates for the labor market.
- Creates workforce pipelines within the judicial system through pre-release skills training, exposure to job opportunities.
- Supports employment upon release through connections with businesses and provides post-employment support services to ensure retention.
- 58 participating counties.



Office of Employer & Apprenticeship Services

Connects businesses to workforce services that spark innovative hiring, training, and retaining a workforce.

- Offers an alternative path to postsecondary education that drives Kentucky's growth and competitiveness.
- Aligns programs with community college courses
- Free consultative services for employers include:
 - Recruitment
 - Retention Strategies
 - Training
 - Financial Incentives
 - Upskilling
 - Diversity Hiring

6,698

• Registered Apprentices

290

• Registered Programs

257

• Unique Occupations

Office of Employer & Apprenticeship Services

Early Childhood Apprenticeships

- Offers apprenticeship programs for Childcare Development Specialists, Early Childhood Instructors, and Early Childhood Administrator Directors.
- Sponsored by the Governor's Office of Early Childhood.
- Partners with 46 early childhood employers in public pre-K, HeadStart and childcare facilities.
- 59 completions since 2022.

80

- Childcare Development Specialist Apprentices

59

- Early Childhood Instructor Apprentices

90

- Early Childhood Administrator Director Apprentices

229

- Enrolled in Various Child Care Apprenticeship Programs

Career Development Office/Kentucky Career Centers

Serves as the Commonwealth's comprehensive workforce system.

Services in FY24 Include:

- Jobs for Veterans State Grant
- Wagner-Peyser Act Employment Services
- Foreign Labor Certification
- Reemployment Services and Eligibility Assessments

4,090

• Veterans & Transitioning Service Members

807

• Foreign Labor Certified Employers

7,366

• H-2A Visa Applications

1,887

• RESEA Orientations

1,917

• Individualized Employment Plans

Kentucky Workforce Innovation Board

Serves as an advisory board to the Governor on workforce training and development issues.

- Comprises a 40-member board of Kentucky business leaders, and education, labor, state and local government, and community-based organizations.
- Assists in developing and executing the Governor's Workforce Innovation & Opportunity Act (WIOA) State Plan
- Helps create a statewide vision for workforce development and adopting a plan to move Kentucky forward through workforce training and development.

Four Pillars of WIOA State Plan

Employer
Engagement

Education
Attainment

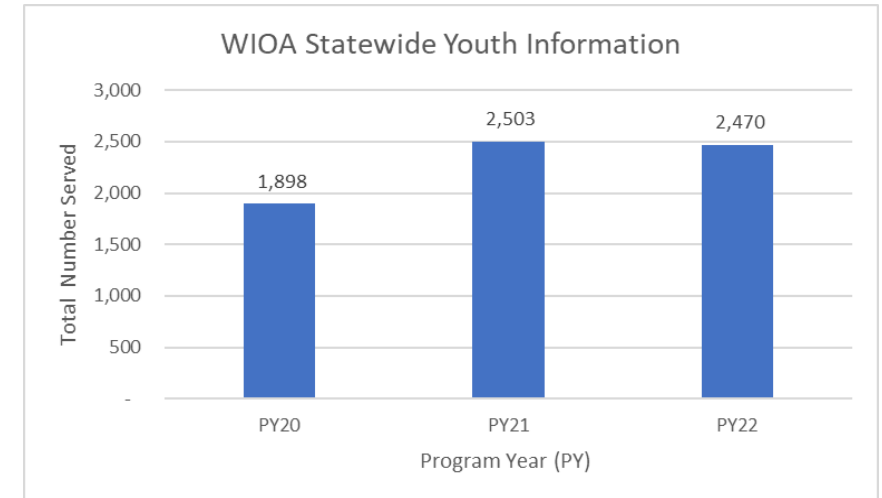
Workforce
Participation

Resource
Alignment

Youth Services

Aids several youth and young adult-focused programs and initiatives across the Commonwealth with various partners.

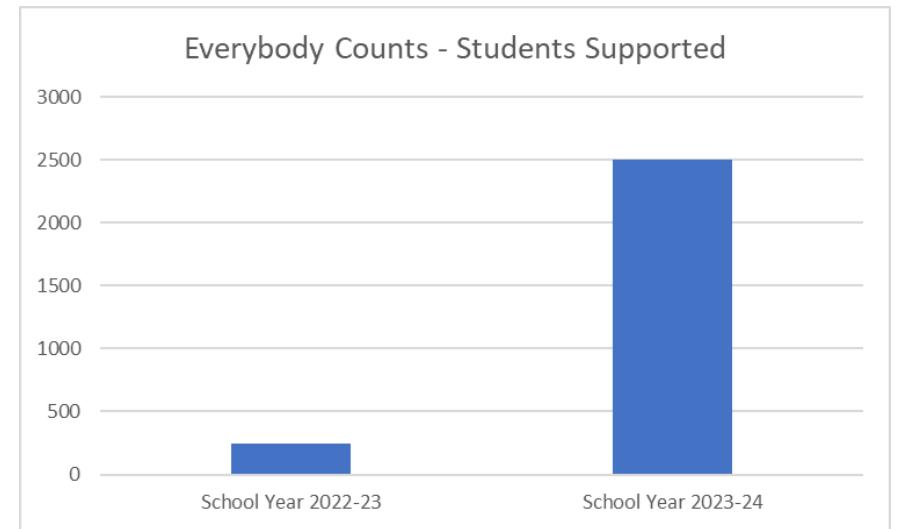
- Offers career pathway and supportive services to help youth complete training programs.
- Provides youth with work-based learning opportunities and internships through partnerships between Local Workforce Innovation Boards and employers across the state.
- Assists youth with mental health support through comprehensive guidance and counseling.
- Supports essential leadership and skills development.



Youth Services

Everybody Counts Initiative

- Provides over 2,000 eligible young adults with over 100 career and education exploration activities and events.
- Partners with 15 businesses to assist young adults with employment opportunities post-high school.
- Awards funding to support over 500 scholarships.
- Removes barriers for students to enter post-secondary education.



Digital Equity (DE) Strategic Plan

Broadband Equity Access & Deployment (BEAD) Program

- Commonwealth's DE plan was approved in April by the U.S. Department of Commerce.
- DE Capacity Grant Program application was submitted in May and currently is under review.
- DE Capacity Grant will fund execution of the approved DE Plan focusing on the covered populations and partnership with the Office of Broadband Development for digital upskilling and remote work opportunities.
- Covered populations include:
 - Veterans, aging individuals (60+), incarcerated individuals, individuals with disabilities, individuals with a language barrier, individuals who are a racial or ethnic minority, low-income individuals and individuals living in rural areas.

New Resource

Ready For Industry ®

- Provides courses to achieve an industry-based certification for high school, post secondary, and industry learners.
- Creates a bridge between standard education and the knowledge and specialized skills needed to succeed in industry.
- Available through local workforce entities like the Kentucky Career Centers, KCTCS, and others across the state.
- Provides separate 15–20-hour courses for each of the 5 highest-demand industries:
 - Healthcare
 - Manufacturing
 - Logistics
 - Construction
 - Information Technology (IT)

TEAM 
KENTUCKY®

EDUCATION AND
LABOR CABINET

Thank You!

What is the Statewide Workforce And Talent Team?

The Statewide Workforce and Talent Team (SWATT) is a group of statewide organizations committed to improved measurement, coordination and delivery of workforce development solutions and services to Kentucky employers.

Who are we?

Founding Members of SWATT:

- Secretary, Kentucky Cabinet for Economic Development
- Secretary, Kentucky Education and Labor Cabinet
- President and CEO, Kentucky Chamber of Commerce
- President, Kentucky Community and Technical College System
- Associate Commissioner, Career and Technical Education, Kentucky Department of Education
- Executive Director, Kentucky Center for Statistics
- Associate Vice President for Workforce Initiatives, Kentucky Council on Postsecondary Education
- President & CEO, Kentucky Association of Manufacturers
- Chair, Kentucky State Workforce Development Board
- Associate Vice President, Workforce Development, Kentucky Hospital Association

Why SWATT – Why now?

In 2023, Kentucky saw nearly **\$4 billion** in new investment announcements, representing almost **7,000 new jobs**. At the same time, workforce and economic drivers have led to a significant talent gap. Kentucky had 126,000 unfilled positions and 88,000 unemployed persons, creating an excess gap of **38,000 unfilled jobs**.

What is SWATT doing?

In response to feedback from Kentucky employers, SWATT is designing and piloting a unified approach to provide workforce solutions to employers.

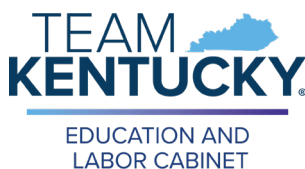
Our data-informed strategy is intended to improve coordination, responsiveness, and results among partners and ultimately drive workforce participation and business growth.

We are creating shared metrics, to roll out and assess a pilot in the industries of manufacturing and healthcare. We will then adapt the strategy as a model of operating excellence for execution with industry and workforce partners statewide.

What else is important to convey?

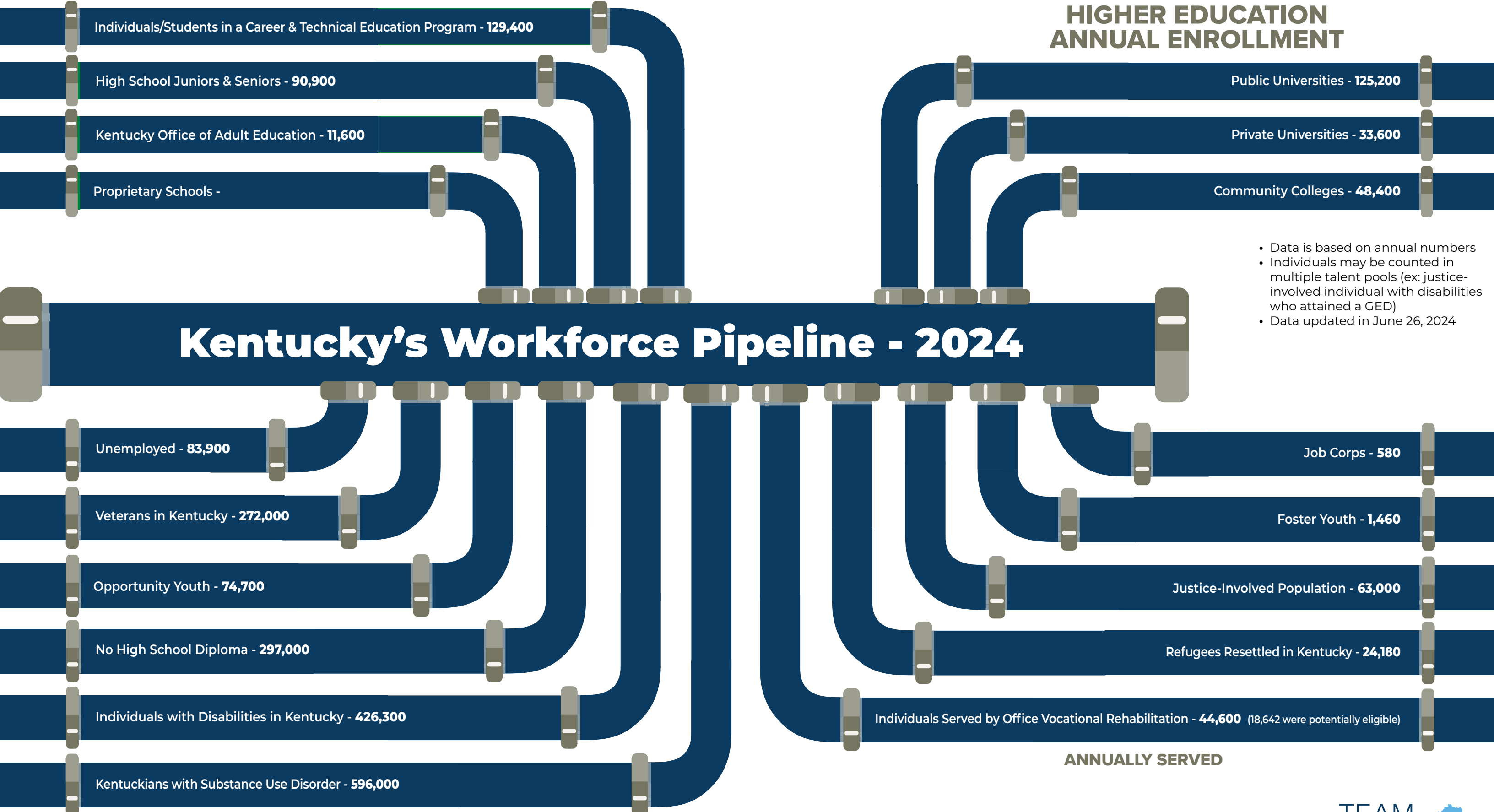
SWATT is not a new program; rather it is a commonsense way to work more efficiently and effectively to serve employers. Every organization at the table is a leader and a key to our state's future, sharing a commitment to defining and using a range of measures of our progress and results.

Our focus is a collective approach to creating and measuring impact for employers with rewarding career opportunities for all our neighbors. Success brings enormous economic growth for all Kentuckians and not just a few. The stakes are high, and now is the time to act.



SCHOOL & TRAINING

HIGHER EDUCATION ANNUAL ENROLLMENT



- Data is based on annual numbers
- Individuals may be counted in multiple talent pools (ex: justice-involved individual with disabilities who attained a GED)
- Data updated in June 26, 2024

TOTAL TALENT

UNTAPPED TALENT

ANNUALLY SERVED

Kentucky's Workforce Pipeline Regions

EAST REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **20,100**
 High School Juniors & Seniors: **13,400**
 Kentucky Office of Adult Education: **1,500**

HIGHER EDUCATION ANNUAL ENROLLMENT:

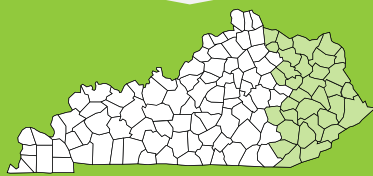
Public Universities: **5,500**
 Private Universities: **4,000**
 Community Colleges: **8,700**

ANNUALLY SERVED:

Job Corps: **160**
 Foster Youth: **170**
 Individuals Served by Office Vocational Rehabilitation: **11,400**

TOTAL TALENT:

Veterans in Kentucky: **32,000**
 Individuals with Disabilities in Kentucky: **91,300**
 Unemployed: **12,100**
 No High School Diploma: **65,800**
 Disconnected Youth: **1,500**



CENTRAL REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **44,000**
 High School Juniors & Seniors: **32,200**
 Kentucky Office of Adult Education: **4,000**

HIGHER EDUCATION ANNUAL ENROLLMENT:

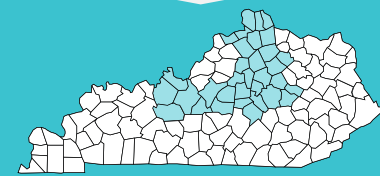
Public Universities: **61,400**
 Private Universities: **9,700**
 Community Colleges: **14,500**

ANNUALLY SERVED:

Job Corps: **100**
 Refugees Resettled in Kentucky: **1,400**
 Foster Youth: **470**
 Individuals Served by Office Vocational Rehabilitation: **14,500**

TOTAL TALENT:

Veterans in Kentucky: **98,500**
 Individuals with Disabilities in Kentucky: **128,200**
 Unemployed: **29,200**
 No High School Diploma: **85,200**
 Disconnected Youth: **1,800**



BI-STATE REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **23,000**
 High School Juniors & Seniors: **18,700**
 Kentucky Office of Adult Education: **2,600**

HIGHER EDUCATION ANNUAL ENROLLMENT:

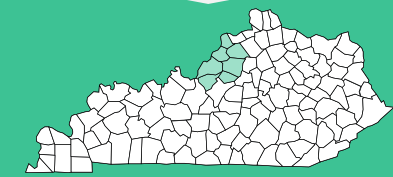
Public Universities: **21,200**
 Private Universities: **4,300**
 Community Colleges: **7,500**

ANNUALLY SERVED:

Job Corps: **170**
 Refugees Resettled in Kentucky: **8,600**
 Foster Youth: **350**
 Individuals Served by Office Vocational Rehabilitation: **5,600**

TOTAL TALENT:

Veterans in Kentucky: **60,000**
 Individuals with Disabilities in Kentucky: **74,500**
 Unemployed: **19,600**
 No High School Diploma: **55,000**
 Disconnected Youth: **1,300**



SOUTH CENTRAL REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **23,000**
 High School Juniors & Seniors: **13,600**
 Kentucky Office of Adult Education: **2,000**

HIGHER EDUCATION ANNUAL ENROLLMENT:

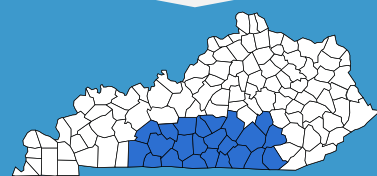
Public Universities: **28,600**
 Private Universities: **14,200**
 Community Colleges: **6,500**

ANNUALLY SERVED:

Job Corps: **50**
 Refugees Resettled in Kentucky: **900**
 Foster Youth: **380**
 Individuals Served by Office Vocational Rehabilitation: **7,800**

TOTAL TALENT:

Veterans in Kentucky: **35,400**
 Individuals with Disabilities in Kentucky: **65,700**
 Unemployed: **11,600**
 No High School Diploma: **52,000**
 Disconnected Youth: **900**



WEST REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **19,300**
 High School Juniors & Seniors: **13,000**
 Kentucky Office of Adult Education: **1,500**

HIGHER EDUCATION ANNUAL ENROLLMENT:

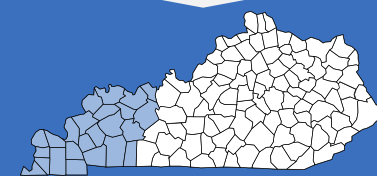
Public Universities: **8,500**
 Private Universities: **1,400**
 Community Colleges: **11,200**

ANNUALLY SERVED:

Job Corps: **100**
 Refugees Resettled in Kentucky: **180**
 Foster Youth: **90**
 Individuals Served by Office Vocational Rehabilitation: **5,300**

TOTAL TALENT:

Veterans in Kentucky: **46,100**
 Individuals with Disabilities in Kentucky: **66,600**
 Unemployed: **11,400**
 No High School Diploma: **39,100**
 Disconnected Youth: **80**



Skeleton Agenda – KWIB Strategic Advance – DRAFT

Location: The Campbell House, Lexington, KY

Dates: November 20 & 21st

Day One: Wednesday, November 20th (10am-4:30pm)

Day One Goals:

- Scorecard of Strategic Plan
- Overview of statewide initiatives (informed by WIOA State Plan)
- Strengths, Weaknesses, Opportunities, and Threats Analysis (facilitator assisted SWOT)

Morning Activities:

- Opening and Welcome
- Overview of Goals
- Introduction to SWOT

Post Lunch Activities:

- Breakout Sessions – SWOT on Strategic Goals
- Networking & Reception

Day Two: Thursday, November 21st (7:30am – 12:15pm) & KWIB (1:30pm – 3:30pm)

Day Two Goals:

- Creating the key priorities and strategies

Morning Activities:

- Breakout Sessions – Strategic Activities
- Identifying the top priorities and strategies

Post Lunch Activities:

- KWIB Board Meeting