



EDUCATION AND  
LABOR CABINET

**2024 WIOA State Plan Review**  
**Kentucky Workforce Innovation Board**

**November 2, 2023**

# Important Housekeeping

- This meeting is being recorded and *captioning services* are available.
- In this hybrid meeting world, and to maintain compliance with the Open Meetings requirement that *board members* “can be seen and heard” during video teleconferencing meetings, we ask that board members *ensure they turn ON their camera during roll call and at any point they are speaking or asking a question during meetings*. In other words, you should be seen when you are heard.
- Board Members please keep your line muted when not presenting.
- We follow *Roberts Rules of Order* as closely as possible.
- *Consent Agenda items* were included in your pre-read packet
- **Guests, please keep your line muted.**
- This is the quarterly business meeting of the KWIB, if you are a guest and have any questions, please reach out to [Debbie.Dennison@ky.gov](mailto:Debbie.Dennison@ky.gov). The meeting minutes will be posted to the KWIB website under Schedule of Meetings, <https://KWIB.KY.GOV> which will include attachments of the materials presented here today.

# WIOA State Plan

Workforce Innovation and Opportunity Act (WIOA) State Plan (2024-2027)

“The WIOA State Plans communicate the state’s vision for the state workforce development system.”

> Opportunity to align, collaborate, & innovate

Per WIOA, the first function of state workforce board is to complete the state plan; in completing the WIOA state plan, to work in partnership with Governor and in coordination with administrators with optimal policymaking authority of the core programs and required one-stop partner programs.

Core programs: Title I (Adult, Dislocated Worker, Youth), Title II (Adult Education and Family Literacy), Title III (Wagner-Peyser), and Title IV (Vocational Rehabilitation)

# US DOL State Plan Priorities

Leveraging Infrastructure Investment: Bipartisan Infrastructure Law (\$1.2 trillion); CHIPS and Science Act (\$52.7 billion); Inflation Reduction Act (\$369 billion)

Data-Driven Decisions: Review of growing/in-demand industries; disparities in labor market outcomes; serving underserved & disproportionately higher unemployment/underemployment

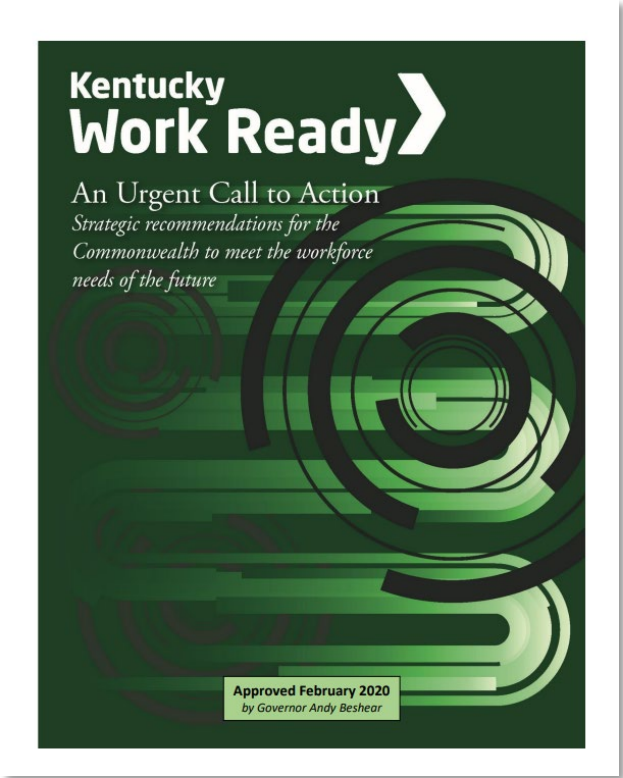
Investing in Youth: No-wrong-door; work experience; career pathways; collective impact

Equity in Service Delivery: explore which communities economically impacted by the pandemic; which communities faced inequities before; equity in recruitment, service design, implementation, etc.

Supportive Service Offerings: Services that support personal & family needs to remove/reduce barriers to work -> essential for engagement

Strategic Partnership: Boards uniquely positioned to reimagine, improve, & convene

# State Board Strategy



# Local Listening Sessions

- Engaged with all 10 local workforce development areas
  - Listening sessions across KY – hosted at Local WIBs
  - Format: introduction to WIOA State Plan -> breakout sessions (workforce partners, employers, elected officials, and individual customers) -> conversation on current and future/reimagined workforce development system
- 33 focus groups, 348 participants (198 workforce partners, 82 employers, 51 elected officials, and 17 individuals)

# Common Themes – Youth Employment

- “Exposure to careers”
- Work-based learning opportunities
- Parent & teacher exposure to all work options
- Good jobs in every industry
- Reach kids before they become “opportunity youth”
- Suggestions:
  - Teacher externships or short-term bootcamps
  - Career exposure via “-ships”
  - Diverse workers in diverse occupations
  - Deeper connection with superintendents

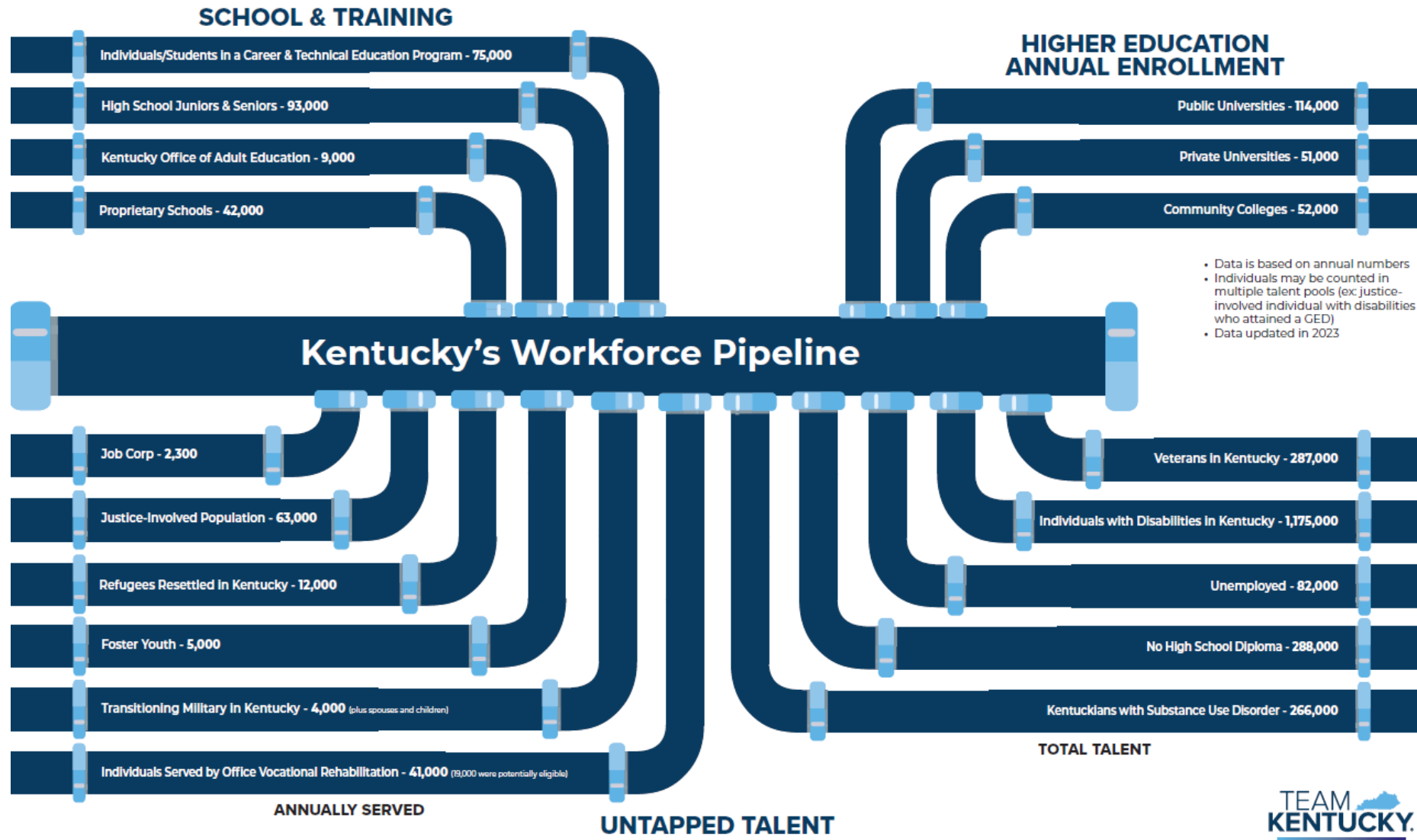


# Common Themes – Untapped Talent

- Justice-Involved
- Individuals with Disabilities
- English learners, refugees, and immigrants
- Veterans/military
- Aging population
- Suggestions:
  - Sector specific pipelines (can include ERNs)
  - Employer education on ROI
  - Welcoming community
  - Use of technology
  - Councils/Committees – for employers & individuals

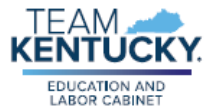






- Data is based on annual numbers
- Individuals may be counted in multiple talent pools (ex: justice-involved individual with disabilities who attained a GED)
- Data updated in 2023

Source: KYSTATS, Education & Labor Cabinet agencies, Department of Corrections, Job Corps & KY Office for Refugees, CHFS, National Survey on Drug Use and Health



# Common Themes – Business Engagement

- Engaged, active voice
- Investment in work-based learning (especially as succession strategy)
- Sector strategy opportunities
- More support to small & medium-sized businesses
- Supporting county/municipal needs
- Suggestions:
  - Business innovation (childcare assistance)
  - Skills building via work-based learning
  - Good jobs as recruitment & retention tool
  - Councils – for employers & individuals



# Common Themes – Collaboration

- Flexibility between Education & Workforce/Employment
- Communication
- Kentucky Career Center as “employment office”
- WIOA funding reduction -> braiding, collaborating
- Co-location and future of work
- Staff training & upskilling
- Suggestions:
  - Shared north star
  - Avoiding “silos of excellence”
  - Regional promotion
  - Enhanced collaboration



# Common Barriers

- Childcare – Access & Affordability
  - Support for Universal Pre-K
  - Employee Assistance Program
- Suggestions:
  - Weekend & 12-hour shift coverage
  - Employer collaboration
  - Entrepreneurial support
- Transportation – rural and urban environments
- Affordable Housing – multi-unit are in high-demand



# Education & Workforce Collaborative

## DATA PRIORITIES

1. Data sharing / standardization across partners (of measurements and of definitions)
2. True and consistent analyzation of data received
3. Employer data tied to Individual outcomes

## POLICY PRIORITIES

1. Private – Public partnership policies
2. Placement tracking and retention with job quality principles as measurements
3. Licensure and interstate agreements (occupational) reciprocity from other states

## PRACTICE PRIORITIES

1. Track and Market Return on Investments through stakeholder communication and education (set and define expectations, stakeholders to put “skin in the game”, elevate competency based-hiring)
2. Use of Technology, AI, Sector Innovation, Digital Equity, VR Training, to support development of citizens in development and success; include high impact and vigorous updating (need more funding; effective braiding of funds; maximum collaboration)
3. Re-evaluation of services / expectations - Non-Traditional is the norm

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# Opportunities with Infrastructure

- Bipartisan Infrastructure Law (\$1.2 trillion): expand high-speed internet, improve public transit, and construction on roads, bridges, and waterways
- CHIPS and Science Act (\$52.7 billion): increase semiconductor production & research and development -> major emphasis on training economically disadvantaged
- Inflation Reduction Act (\$369 billion): job quality in clean energy industries (& manufacturing of domestic content requirements for electric vehicles)



## HOW STATE WORKFORCE ADVOCATES AND POLICYMAKERS CAN LEVERAGE A NEW OPPORTUNITY WITHIN FEDERAL HIGHWAY FUNDING

State advocates and stakeholders, in coordination with state departments of transportation, have a significant opportunity to invest directly in workforce development through the 504(e) formula funding. This funding flexibility, provided under section 504(e) of the Fixing America's Surface Transportation or FAST Act passed in 2015, allows state DOTs to allocate federal funding from four core Federal Highway Administration (FHWA) programs—totaling approximately \$241 billion—to support workforce development activities.

Under the IIJA, the percentage of funds permitted to be used and the definition for allowed uses has been expanded, and states can theoretically now access unlimited money from these core programs to support workforce development, training, and education activities related to surface transportation. These activities include pre-apprenticeships, apprenticeships, career opportunities for on-the-job training, and establishing partnerships with industry, workforce development boards, and labor organizations.<sup>30</sup> Revisions to 504(e) also allow for funds to be spent on supportive services programs in connection with workforce development, training, and education activities, such as recruiting, counseling, transportation, physical examinations, remedial training, personal protective equipment, tools, child care, and temporary lodging.

Overall, this enhanced flexibility in 504(e) formula funding presents a golden opportunity for advocates to work with state DOTs to prioritize and invest in workforce development initiatives, creating new pathways for training, education, and support services that bolster the surface transportation industry, particularly for women and people of color.



# Job Quality

The US Departments of Labor and Commerce released the “**Good Jobs Principles**,” a coordinated effort to provide employers, workers, federal agencies, state and local governments, and other advocates with a roadmap to advance the goal of quality jobs for all workers.

## Shared vision of job quality including:

- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills and Career Advancement