

Zoom Meeting Session
per Governor's COVID-19 Policy
1:30 – 3:30 pm

LOG IN INFO:

- Join from PC, Mac, Linux, iOS or Android: <https://zoom.us/j/98022659039?pwd=YUhHUzUyR0hWR2twME8vWnBMV1RRUT09> (Password: 8tfd29)
- iPhone one-tap: US: USA 8888227517,,538023

1:30 CALL MEETING TO ORDER

Quorum Roll Call

Minutes of May 2020 KWIB Meeting.....*Pat Murphy, Chairman*
UPS

1:35 PRESENTATION, DISCUSSION AND ACTION RELATED TO STRATEGIC PLAN / OPERATIONS

KWIB Membership Update with Chair Updates.....*Pat Murphy, Chairman*
UPS

COVID and Cabinet Updates in KENTUCKY.....*TBD*
Education and Workforce Development Cabinet

2:00 BUSINESS / DISCUSSION

- **Reimagine Grant Opportunity**.....*John Lyons*
KWIB
- **WorkReady Communities Update**.....*Melissa A. Aguilar*
KWIB
- **WorkReady Strategic Plan**.....*Pat Murphy, Chairman*
UPS
 - Deep Dive Topic Sessions Schedule and Summary
 - KY Works Collaborative Update
 - Workforce Participation and Sustainability.....*Amy Luttrell, Committee Chair*
Goodwill Industries
 - Self Sustainability and Benefit Cliff Calculator
 - Policy Discussion with Other States
 - Next Steps
 - Resource Alignment and Funding.....*Kim Menke, Committee Chair*
Toyota Motor Manufacturing
 - Resource Mapping Update
 - Next Steps
 - Education and Employer Engagement.....*Pat Murphy, Co-Chair*
UPS
and Kevin Smith, Co-Committee Chair
Beam Suntory
 - Perkins Leadership
 - Future "Live with Industry" Classroom Events
 - Merging Opportunity
 - Next Steps
- **Other as Needed**

2:35 ADJOURNMENT

KWIB Quarterly Meeting - MINUTES

5/21/2020

1:30pm

In attendance: Mike Buchanan, Tom Watson, Aaron Thompson, David Horseman (for Kevin Brown), Amy Luttrell, Josh Benton (for Lt. Governor / Secretary Coleman), Dianne Owen, Terry Sexton, Scott Pierce, Keith Sparks, Kim Menke, Heidi Margulis, Adam Hinton, Patrick Murphy, Kevin Smith. Rob Southard, Curtis Carson, Rep. Kim King, Sen Jimmy Higdon and Lori Ulrich

Meeting was called to order by Pat Murphy, chairman at 1:32pm (60 people present)

- Meeting Minutes Review completed with a motion by Scott Pierce and second by Heidi Margulis to accept. Approved and carried.

Josh Benton presented updates on UI, Workforce and COVID-19:

March 16th was the original date for business closures and with that an increase in UI claims. About 2,000 personnel resources were brought in to work UI. There were 40,000 claims last week with 27 different variables that can hold up a claim. There has been a decline over the last three weeks in initial claims, so there is a focus on those with no determination. Less than 2% have only one issue to resolve. They are being cautious with approvals since there will be people who do not qualify and are looking at more automated processes to help. In addition, fraudulent claims are being focused on.

Return to Work date option was previously not available, but with changes in quarantine there have been updates:

- Mass claims and e-claims the employer can now submit return to work dates
- If they didn't mass claim or e-claim the system was updated in the last week to allow return to work dates to be added.
 - Once return to work dates are entered it will put in a stop payment
 - UI law states that if a worker is called back to work, and they don't go back, and they claim UI it is fraudulent
 - Directions are available on the employer self-service page at kewes.ky.gov and a link will be added to the KY Career Center
- There are exceptions for return to work according to the CARES Act:
 - If childcare is not open or the claimant has an adult dependent that does not have day care available
 - If the claimant is high-risk; a note from a physician is required
 - These exceptions will allow the claimant to move from UI to Pandemic Assistance Program
 - If the claimant goes to make a claim and a return to work date is entered, they can claim one of the two exceptions

Operationally there were many Cabinet members that transitioned to UI, but who will be moving back to their normal responsibilities at an unknown date at this point. There will be many with permanent job loss that will need the training and job placement services. Discussion will also be happening with the local directors to open Career Centers to in-person services (with PPE, designs for customer flow, etc.)

Questions/Comments:

- Jimmy Higdon noted staff has done well and future changes to the system are needed. Josh noted that an RFP was sent out earlier this year, and that a discussion on UI reform was needed
- Tom Watson referenced specific numbers and totals for UI, such as 670,000 on unemployment and payouts of 1.2B in benefits. He noted that local officials want to get people back to work and compared the number of COVID deaths and diagnoses to the amount of benefits paid out
- Amy Luttrell questioned contact tracing and the impact on employers that are public facing. She specifically asked if a customer tested positive whether the staff would be required to stay home two weeks. Josh replied that he will follow up, but that he isn't as involved in policy since this is being led by CHFS. He also noted that with Career Centers reopening, this is something that will be reviewed. Amy mentioned that if this were the case it would increase the number of UI claims
- Kim King asked about the Employer Handbook being updated. Josh said the previous version has been pulled because they are currently making updates

Business/Discussion:

- **ETPL Policy with Conditional Approval**
Eligible Training Provider List (ETPL) Guidance is for providers trying to get on the list to provide services for WIOA dollars. This was conditionally approved at the previous meeting.
 - Kevin Smith motioned to accept; Scott Pierce seconded. Motion was approved and carried
- **Youth Policy and Manual with Conditional Approval**
This manual was started last year after DOL suggested the state start a Youth Committee. The manual was reviewed in May with no objections and was conditionally approved. There may eventually be a deep dive with changes being made, but these will be presented to the Board.
 - Amy Luttrell motion to accept, Adam Hinton seconded. Motion was approved and carried
- **Perkins Leadership Application Process Update**
Kevin Smith presented and explained that work will continue on the application and requirements. The committee wanted to review the process to improve it and the application to be more aligned with KWIB goals, and to also get progress updates from grantees by (virtual) visits to build relationships. Data and descriptive outcomes and expectations of success are important aspects to include so there are no rubber stamping of applications for recurring requests like conferences. The focus will be on apprenticeships and special populations. Kevin requested the Executive Committee be as involved as possible. He also noted that Karla Tipton shared that the Department of Education granted an extension of the 2019-2020 year to June 2021
- **KY Works Collaborative Update**
Melissa Aguilar updated the group explaining that the executive order is still coming but has been pushed due to COVID-19 and will likely be completed in the June/July timeframe. Work has continued on the Resource Alignment Committee and the funding map. She noted that discussion on the next years' funding will look different due to COVID. KYSTATS is still working on the Benefit Cliff Analysis and calculator. The Committee will be able to present the

calculator, draft MOA, and Resource Map at the first Collaborative Meeting after the executive order is completed.

- **WorkReady Communities**
Melissa Aguilar reported that this work has currently been paused, so there is no application deadline. It may start back up in July / August timeframe dependent upon how COVID continues. All 120 counties have been offered deep dive sessions, but only two requested and had them completed thus far. More are expected to happen this fall. This fall the criteria will be reviewed. Changes to education and employment may have an impact that should be discussed as well.
- **WorkReady Strategic Plan and Deep Dive Topic Sessions Schedule**
Pat Murphy asked the members if after reviewing the list for the deep dive sessions if there were any additional topics that needed to be added to the list. There were no concerns or requests provided. He did ask the KWIB members to log into the calls as they were available. The first call will be held on 6/4.
- **Other**
None

There was a motion by Scott Pierce and a second by Pat Murphy to adjourn the meeting. It was carried. Adjournment happened at 2:23pm



KWIB Executive Committee Meeting

August 13, 2020

10:30AM–12:00PM EST

ZOOM Meeting

Dial In: +1 713 353 0212 or +1 888 822 7517

Conference Code: 538023

Password: jVaA4k

Meeting Attendees					
T	Lori Ulrich	T	Kevin Smith	T	Mary Pat Regan
T	Heidi Margulis	T	Scott Pierce	<input type="checkbox"/>	Kim Brannock
T	Pat Murphy	T	Heather Seward	T	John Lyons
T	Amy Luttrell	T	Jim Mahony	<input type="checkbox"/>	
T	Kim Menke	<input type="checkbox"/>	Jeremy Jackson	<input type="checkbox"/>	
T	Melissa Aguilar	<input type="checkbox"/>	Josh Benton	<input type="checkbox"/>	

Agenda Items:

1. KWIB Membership and Chair Updates
2. COVID/Unemployment/ Re-employment/Cabinet Updates
3. Reimagine Grant
4. Deloitte Contract Updates
5. Collaborative Updates:
 - a. Deep Dive Updates
 - b. Next Steps
6. Committee Updates:
 - a. Workforce Participation and Sustainability
 - i. Self-Sustainability and Benefit Cliff Calculator
 - ii. Policy Discussion with Other States
 - iii. Next Steps
 - b. Education and Employer Engagement
 - i. Perkins Leadership
 - ii. Future "Live with Industry" Classroom Events
 - iii. Merging Opportunity
 - iv. Next Steps
 - c. Resource Alignment and Funding
 - i. Resource Mapping Update
 - ii. Next Steps
7. WorkReady Community Updates
8. Other

KWIB Membership and Chair Updates

The meeting was called to order. Pat Murphy began with announcing his resignation due to retirement from UPS. He will be attending the next two meetings, but his retirement is effective in November. In addition, Melissa updated the group regarding being out of compliance due to a deficiency with membership (51% employer/20% workforce). The Governor's office has been contacted for direction. It is possible that the KWIB meeting scheduled for 8/20/20 will not take place.



KWIB Executive Committee Meeting

August 13, 2020

10:30AM-12:00PM EST

ZOOM Meeting

Dial In: +1 713 353 0212 or +1 888 822 7517

Conference Code: 538023

Password: jVaA4k

COVID/Unemployment/Re-employment/Cabinet Updates

Mary Pat Regan reported that the Cabinet continue to work on outstanding claims from March and April. In addition, the transfer of UI to Labor has started, but it is not complete. The group spent some time discussing the current unemployment rate in the state and COVIDs impact on the numbers.

Reimagine Grant

John Lyons updated the group on the purpose of the Reimagine grant. Funding will assist with expanding job opportunities for low-income and underrepresented individuals, grow the economy and increase jobs all post-COVID. The committee discussed giving a letter of support, with Kevin Smith making a motion to move forward with the letter, and Scott Pierce seconding the motion. The executive committee then approved of the motion with no dissent.

Deloitte Contract Updates

Melissa reported that the Deloitte contract is now cleared to move forward. Previously there had been an issue with procurement, but after testifying to the legislative committee, it had been approved.

Collaborative Updates

Melissa mentioned that additional members would be needed for the Collaborative as well. The deep dive sessions will also begin again, with additional sessions scheduled for areas of interest. Heather Seward will be sending out the invites for each. The committee discussed the importance of the deep dive sessions for informational purposes, as well as being able to reference specific needs for possible edits to the strategic plan.

Committee Updates

1. Workforce Participation and Sustainability

Amy Luttrell presented information on the Benefit Cliff Analysis and Calculator being available on the KYSTATS website. It continues to be in draft, but a communication plan and training plan is needed to provide to the public. She also reported that information on nine other states and what areas they used the analysis to focus has been received. This will allow the committee to look at policy issues that should be addressed. CHFS Secretary Friedlander is aware of this tool as well. Secondary education and Early Childhood Education are also ready to be involved.

2. Education and Employer Engagement

Kevin Smith shared with the group that the committee was able to meet with the Perkins recipients with very positive results. They were able to build rapport with the recipients and learn more about what they are doing. Pat Murphy mentioned that this also allows the group to give the recipients ideas about other possible opportunities they may want to get engaged in.

The "Live with Industry" program is focusing on how to get industry in the K-12 classroom. Some are Skyping into the classroom. The group also discussed getting KWIB members involved, women in industry, persons of color and how to partner to accomplish this goal. In addition, Kim Menke explained that a standard with key components should be made so there are expectations for presenters and students are also prepared. Melissa said she would reach out to Beth Davidson and David Horseman to follow up. Scott Pierce motioned to move forward on this recommendation and Kevin Smith seconded the motion. The committee approved with no dissent. Next steps will include KWIB approval.



KWIB Executive Committee Meeting

August 13, 2020

10:30AM-12:00PM EST

ZOOM Meeting

Dial In: +1 713 353 0212 or +1 888 822 7517

Conference Code: 538023

Password: jVaA4k

Melissa and Kevin also brought up the possibility of merging the group with the committee as well for further discussion.

3. Resource Alignment

Jim Mahony presented on the updated Resource Map with charts and graphs related to the funding totals as well as by special populations. EWDC funding was also pulled out to review with the committee as an example of how each entity's information will be presented moving forward. Kevin Smith was interested in what the view of trends could be, and Jim agreed that this would be useful information once there was agreement on the grants and what agencies they were coming from. A possible request could be a five-year review since 2020/2021 with be different due to COVID. In addition, once the information is more socialized there will probably be more funding identified. Melissa noted to the group that the information included is for federal and state dollars according to the Collaborative Executive Order, and specifically looking at the nineteen entities in the Collaborative. Special populations were also discussed with Melissa talking with the group about using the Resource Map to determine if there if funding available for the special populations and then determining how to align funding for them. Pat Murphy asked about looking at funding for each local area as well.

WorkReady Communities

Lori Ulrich is now working with the WorkReady Communities. It was previously on pause due to the situation with COVID, but will begin to start back up soon. Virtual meetings are a possibility for refreshers and any questions from the counties.

With no other business to discuss, the meeting was adjourned.

Action Items	Assigned To	Due Date
1. Reach out to Beth Davisson and David Horseman regarding "Live with Industry" presentation standards.	Melissa Aguilar	8/30/2020

KWIB Membership - August 18, 2020

(Voting Members)

(Non-Voting Members)

KWIB Member List Representing the State Legislature (Non Voting)

- James Higdon, State Senator
- Kim King, State Representative Representing Chief Elected Officials

2 Local Elected Officials (Voting)

- *Mike Buchanon, Warren County Judge-Executive*
- *Thomas Watson, City of Owensboro Mayor Representing State Officials*

Representatives of Core Programs

- Lt. Governor and Cabinet Secretary Jacqueline Coleman, Education & Workforce Development Cabinet (Non Voting)
- Aaron Thompson, Council on Postsecondary Education (Non Voting)
- *OVR (DOL mandated) – Vacant (Voting)*
- *Adult Education(DOL mandated) – Vacant (Voting)*

Other Partners (All Voting)

- *Larry Roberts, Labor Cabinet*
- *Larry Hayes, Economic Development Cabinet*
- *Kevin Brown, Department of Education*

20% Special Populations (All Voting)

- *Amy Luttrell, Goodwill Industries International*
- *Dianne Owen, Four Rivers Foundation Representing Businesses*
- *Vacancy*

2 Labor / Apprenticeship

- *Terry Sexton, Boilermakers Local 105*
- *Scott Pierce, Operating Engineers Local 181*
- *Keith Sparks, Enerfab*

51% Business and Industry (All Voting)

- *Kim Menke, Toyota*
- *Carla Webster, Xerox*
- *Heidi Margulis, Humana*
- *Adam Hinton, Hinton Mills*
- *Patrick Murphy, United Parcel Service (Chairman of the Board)*
- *Kevin Smith, Beam Suntory (Jim Beam Brands)*
- *Rob Southard, Southern Star Central Gas Pipeline*
- *Curtis Carson, Braidy Industries*
- *Lori Ulrich, Fleming-Mason Energy*
- *Ray Leathers, Shelby County Industrial Development Foundation Inc.*
- *Vacancy*
- *Vacancy*
- *Vacancy*
- *Vacancy*

UPS Airlines
802 Grade Lane
Louisville, KY 40213



August 12, 2020

Governor Andy Beshear
Commonwealth of Kentucky
700 Capitol Avenue, Suite 100
Frankfort, KY 40601

To the Honorable Governor Beshear,

This letter is to inform you that I will be resigning my position as Chair and Member of the Kentucky Workforce Innovation Board (KWIB) effective November 30, 2020 as I will be retiring from UPS.

I have represented UPS as a KWIB member since 2014 and have thoroughly enjoyed the time spent working to positively impact the workforce system to meet the needs of the citizens and businesses across the Commonwealth.

Thank you for the opportunity to serve. I look forward to continuing to serve until my retirement date and would be happy to recommend a UPS representative to replace me on the board, if desired.

Sincerely,

A handwritten signature in black ink that reads "Pat Murphy".

Pat Murphy
Chair
Kentucky Workforce Innovation Board

Cc: Melissa Aguilar, Executive Director, Kentucky Workforce Innovation Board

EDUCATION & WORKFORCE DEVELOPMENT CABINET - \$1
 10104223
 Jacqueline Cdeaman, Lt. Governor/Secretary

Mary Pat Regan, Deputy Secretary

Susan Rieber, Lt. Governor's Chief of Staff

Joseph Brumby, Deputy Secretary

KY COMMISSION ON PROPRIETARY EDUCATION
 (51-532) - 10200081
 Misty Edwards, Exec. Director
GOVERNOR'S SCHOLARS PROGRAM
 10194256
 Arisla James Cadano, Exec. Director
KY ENVIRONMENTAL ED COUNCIL
 (51-407)-10104231
 Billy Bennett, Exec. Director
DEPT OF EDUCATION
 (51-500)-10104452
 Kevin Brown, Commissioner

DEPT FOR LIBRARIES & ARCHIVES
 (51-565) - 10104549
 Terry Manuel, Commissioner
EARLY CHILDHOOD ADVISORY COUNCIL
 10201951
 Vacant, Exec. Director
KY EDUC TV
 (51-545) - 10104530
 Shae Hopkins, Exec. Director

OFFICE OF THE SECRETARY
 10104232
OFF OF COMMUNICATION
 10104233
 JT Henderson, Exec. Director
OFF OF ADMIN SERVICES
 10104234
 Beth Roark, Exec. Director
OFF OF EDUCATIONAL PROGRAMS
 10104253
 Veehll, Exec. Director

COMMON DEAF & HARD OF HEARING
 (51-340)-10104230
 Virginia Moore, Exec. Director
OFF OF TECHNOLOGY SERVICES
 10200246
 Sandy Hays, Exec. Director
OFF OF LEGAL & LEGSLTV SRVS
 10104254
 Mark Maier, Exec. Director

DEPT OF WORKFORCE INVESTMENT
 (51-551) - 10104257
 Mary Hammon, Commissioner
OFFICE OF VOCATIONAL REHABILITATION
 Core McInabb, Exec. Director
OFFICE OF UNEMPLOYMENT INSURANCE
 Buddy Hollinson, Exec. Director
OFFICE OF EMPLOYER & APPRENTICESHIP SRVS
 Lindsey Ramsdell, Exec. Director
OFFICE OF CAREER DEVELOPMENT
 Vacant, Exec. Director
OFFICE OF ADULT EDUCATION
 Vacant, Exec. Director

OFFICE OF THE KY CENTER FOR STATISTICS
 10201882
 Jessica C. Johnson
OFFICE OF THE KY WORKFORCE INNOVATION BOARD
 10201884
 Melissa Aguilera, Exec. Director
KENTUCKY WORK READY SKILLS ADVISORY COMMITTEE

Reimagine Grant:

<https://www.ed.gov/news/press-releases/secretary-devos-launches-new-grant-competition-spark-student-centered-agile-learning-opportunities-support-recovery-national-emergency>

<https://cte.ed.gov/grants/funding-opportunities>

<https://apply07.grants.gov/apply/opportunities/instructions/PKG00262274-instructions.pdf>

OVERVIEW OF GRANT OPPORTUNITY

Invites applications for projects on one of two tracks:

1. Expanding educational opportunities through short-term, career pathways or sector-based education and training programs
 - a. Grantees are invited to propose the development or expansion of short-term education programs, including career pathways programs, to help prepare unemployed or underemployed individuals for high demand jobs in their community or region; and/or
 - b. Grantees are invited to propose the development or expansion of industry sector based education and training programs that lead to a credential that employers in a given sector recognize and reward; or
2. Supporting college sustainability and local entrepreneurship through small business incubators a. Grantees are invited to submit applications that help colleges and universities make their faculty, staff and facilities more accessible to small businesses in their

KENTUCKY'S GRANT NARRATIVE

Kentucky proposes to utilize these resources to align and expand the state's higher education system with the Cabinet for Economic Development, the Cabinet for Education and Workforce, and the KY Chamber of Commerce to accomplish the following goals

- Goal 1 – Help existing small businesses recover and grow and new entrepreneurs thrive in the post COVID-19 economy.
- Goal 2 -Develop and expand new avenues of revenue growth for Kentucky's two- and four-year college and universities
- Goal 3 – Ensure minority and rural institutions of higher education and communities benefit from business recovery and growth.
- Goal 4 – Build and grow key business and industry sectors necessary for Kentucky's long-term economic growth
- Goal 5 – Put Kentuckians back to work, preparing them for living wage jobs in the post COVID-19 economy

To accomplish these goals, Kentucky will utilize these complete grant resources to build upon existing strategies that are aligned to these goals, and ramp up new work in innovate new work

- Strategy 1 -Expand and increase the state's ability to incubate and establish small businesses through the College and University technology transfer mechanisms by aligning and expanding services
- Strategy 2 -Expand the states small business growth, and accelerator efforts by establishing incubator offices in (insert number) locations within Kentucky's Opportunity Zones of (A, B, C).
- Strategy 3 -Centralize and modernize Kentucky's talent pipeline by establishing an easily accessible talent hub for Kentucky businesses to recruit highly qualified talent provided by the postsecondary two- and four-year colleges.

STRATEGIES

Strategy 1 -Expand and increase the state's ability to incubate and establish small businesses through the College and University technology transfer mechanisms by aligning and expanding services

Strategy 2 -Expand the states small business growth and accelerator efforts by establishing incubator offices in (insert number) locations within Kentucky's Opportunity Zones of (A, B, C).

Strategy 3 - Replace the aging/knowledge Economy – (Kentucky Studio Ventures)

Strategy 4 - Centralize and modernize Kentucky's talent pipeline by establishing an easily accessible talent hub for Kentucky businesses to recruit highly qualified talent provided by the postsecondary two- and four-year colleges.

DRAFT STEPS OF IMPLEMENTATION

- Develop and Launch a one-stop KY Talent Portal that connects KY Career Edge to KCTCS/CPE and KY Chamber TPM
 - Builds off CPE 'Go Higher to Go Hire'
 - Grantee – KWIB/EWDC
 - Budget 2 million
- Expand Business Services to increase training HQ talent
 - Build off KCTCS Workforce Solutions and Portal
 - Potentially Expand Portal to Universities for a comprehensive system
 - Budget – 2 million
 - Subcontract KCTCS
- Expand KY Chamber Workforce Collaboratives
 - Subcontract – KY Chamber Workforce Center
 - Expand small businesses employer collaboratives to address high qualified talent pipeline
 - Budget 500K
- Feasibility Study to Pilot Learning and Employer Record to align
 - Subcontract CPE
 - Budget 500K
- Include Performance indicators - It must also include the estimated number of students, businesses, and IHEs, if applicable, that the applicant intends to serve with grant funds.

CRITICAL PARTNERS

1. Kentucky Council on Postsecondary Education
2. Kentucky Community and Technical College System
3. KY Governor and Lt Governor
4. Kentucky Economic Development Cabinet
5. KY Cabinet for Education and Workforce
6. Business and Industry
7. Others....
8. KY Fed Congressmen and Senators
9. KY State Legislators

*****LETTERS OF SUPPORT SHOULD BE PROVIDED AS A PDF ON EACH ORGANIZATION'S LETTERHEAD AND SIGNED BY AN AUTHORIZED SIGNATORY OF THE ORGANIZATION*****

Date

Organization Name

Address

Re: Reimagining Workforce Preparation grant program

To Whom It May Concern:

We write this letter in support of the proposal submission of the State of Kentucky's proposal for the Reimagining Workforce Preparation grant program through the federal government. This proposal will help spur entrepreneurship by leveraging the state's postsecondary institutions to create small business incubators and expand education and training and shared services for emerging entrepreneurs and small business in the state.

If the proposal submitted by the State of Kentucky is selected for funding by the U.S. Department of Education (USDOE), **[YOUR ORGANIZATION'S NAME]** intends to collaborate with the State of Kentucky to achieve the outcomes outlined in the funding proposal during the grant period. Our organization commits the following:

- Help organize the creation, development, implementation, replication, or scaling of short-term education and training programs or continuing education offered in partnership with colleges and universities to help current and emerging entrepreneurs establish or grow their business and/or comply with industry and governmental regulations and standards.
- Support the transparency of information on educational training opportunities provided to small businesses and entrepreneurs that are funded by this grant, this includes making information about the education and training publicly available, as outlined in the USDOE's Notice of Application
- Partner with colleges and universities and other community and business stakeholders to design, develop and deliver shared services models, including shared facilities, services, staffing and equipment, in a manner that spurs small business growth and encourages entrepreneurship.
- Provide mentorship to new or existing small business owners and entrepreneurs.
- Coordinate with the appropriate gubernatorial offices and postsecondary institutions to increase awareness of the project.
- Assist with the gathering of performance metrics and provide the state with the appropriate data over the course of the grant period

These resources will accelerate our ability to help Kentuckians embrace entrepreneurial opportunities and support the development and growth of new small businesses in the state and help existing small business maintain or grow their operations, all of which contributes to a sustainable post-COVID economic recovery.

Regards,

Deep Dive Sessions—High Level Review Notes for Possible Strategic Plan Impacts

Workforce Dashboard (6/5/20)

- Data from COVID perspective—preparation from KYSTATS on showing UI data pre- vs post- COVID, and having a comparison from surrounding states
- Future comparison of matching those claiming currently vs who is making wages later
- Standardization of how data is received is needed
- PUA vs Unemployment comparisons needed
- Listings of UI claims by county as well as by industry would be beneficial
- Identify those who do not have GED/HS diplomas needed. Currently Skills U is data being used, but could look at county, LWDA, and WIOA information
- Jessica is willing to add any items into WorkReady as needed

Sector Strategies and Career Pathways (6/11/20)

- There is a need to focus on where workplace simulators can be placed (possibly in career technical programs and even in high schools)
- Simulators can be used for students during the day and adult education in the evenings
- Methodology for work-based learning to include essential skills, etc., which can be determined by working with employers on their needs
- How do we determine the talent gaps to address future needs and changes in career pathways? Bounce back report may be useful.
- For post-secondary there is a need to get resources to at-risk families with access issues to skillsets
- Special populations should be addressed, with special focus on disadvantaged and the underserved with
- Resource map review for post-COVID (CARES)

Workforce Participation and Sustainability

- Benefit calculator finalization, communication and cross-training needed to include groups such as employers, case managers, customers, etc,
- Research of changes in policy based on benefit calculator in other states to review policy in Kentucky

Special Populations

- There are major gaps in data and sources; need is for partnerships to be formed to allow data sharing
- Youth and Young Adult dashboard is great example of following special populations
- HDI is working with KYSTATS to get data populated because OVR data is limited to those receiving services. CHFS has additional information based on SSI disability determinations
- Sec. Friedlander said definitions of special populations must be very specific, and used homeless as an example

- Portion of Kentucky adults with felonies on their record could be helpful. KYSTATS has correction information but this is not a number that has been pulled
- Veteran barriers also include incarceration
- Focus on what post-COVID virtual services will look like is needed. What will required face to face meetings, especially now that virtual has been found to be cost effective

Education Attainment and Completion

- Tracking/Outreach of those with some college but who didn't complete course of study could be helpful in targeting those needing additional training
- Alignment with industry is important, but due to COVID, demand moving forward is uncertain. Future of work and workforce is a concern---remote is now typical
- Employer engagement in the school systems are important, as well as educators reaching out
- Simulated workspace would be beneficial in schools, business actually in the classrooms being run by students for work-based learning

Apprenticeship and Work Based Learning

- Tracking work-based learning experiences is difficult. KEE Suite is used for WIOA, but the need to capture all formal and non-formal apprenticeships and be able to share it is important
- Concern with Industry Registered Apprenticeships being recognized because it may dilute state registered apprenticeships
- Issue of employers not being interested in apprenticeships needs to be addressed. How do we make apprenticeships employer driven and not based on WIOA regulations?
- Justice should be involved in the apprenticeship programs as well

Employer Engagement

- Business engagement must be happening at all times; high or low demand to continue the relationships
- Remote work opens work opportunities for those in areas with limited jobs
- Employers' focus should also include diversity, including those with disabilities, incarcerated and persons of color
- ECE Apprenticeships are needed, but pay scale is limiting
- A roadmap is needed to stop working in siloes and move forward with planning

TOPIC	DATE	SPEAKERS	LOG-IN INFORMATION
Workforce Dashboard Deep Dive	Friday, June 5 10:00am-11:30 am	Jessica Cunningham	View Session
Sector Strategies and Career Pathways	Thursday, June 11 10:00am-11:30 am	Melissa Aguilar	View Session
Workforce Participation and Sustainability	Friday, June 12 10:00am-11:30 am	Amy Luttrell Jon Davidson	View Session
Special Populations in Kentucky	Thursday, June 18 10:00am-11:30 am	Jessica Cunningham	View Session
Education Attainment and Completion	Friday, June 19 1000am:-11:30am	David Horseman Kris Williams Aaron Thompson	View Session
Apprenticeship and Work Based Learning	Thursday, June 25 10:00am-11:30 am	Lindsey Ransdell Mary Taylor Shannon Gilkey	View Session
Employer Engagement	Friday, June 26 10:00am-11:30 am	Kevin Smith Beth Davisson	View Session
Transitioning Military and Veterans	Thursday, September 3 10:00am-11:30 am	Donietta Hawkey April Brown	Invite Pending
Memorandum of Agreement	Thursday, September 10 10:00am-11:30 am	Melissa Aguilar Jim Mahony	Invite Pending
WorkReady Communities	Thursday, September 17 10:00am-11:30 am	Melissa Aguilar	Invite Pending
Adult Education	Thursday, September 24 10:00am-11:30am	Jacqueline Korengel	Invite Pending
Early Childhood Education and Care	Thursday, October 1 10:00am-11:30am	Amy Neal	Invite Pending
Diversity and Inclusion	Thursday, October 8 10:00am-11:30am	TBD	Invite Pending
Libraries and Workforce Development	Thursday, October 15 10:00am-11:30am	TBD	Invite Pending
Justice Programs	Thursday, October 22 10:00am-11:30am	TBD	Invite Pending
Job Corp	Thursday, November 12 10:00am-11:30am	TBD	Invite Pending



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

**RELATING TO THE CREATION OF THE
KENTUCKY EDUCATION AND WORKFORCE COLLABORATIVE**

WHEREAS, the Commonwealth of Kentucky recognizes that the continual development of Kentucky's workforce is imperative to meeting the needs of Kentucky's current employers, prospective employers and the citizens of the Commonwealth; and

WHEREAS, the state's workforce development system must encourage Kentuckians to embrace work and reduce reliance on public assistance so that Kentucky will see positive economic growth and stable employment at competitive wage levels; and

WHEREAS, the Workforce Innovation and Opportunity Act of 2014 ("WIOA") requires Governors to establish a State Workforce Development Board to assist in the development of a state plan that enhances the capacity and performance of the workforce development system, aligns and improves the Commonwealth's workforce programs and investments, and promotes economic growth; and

WHEREAS, pursuant to Executive Order 2017-0643, the Kentucky Workforce Innovation Board ("KWIB") was created to fulfill the requirements of WIOA; and

WHEREAS, the KWIB commissioned a study to identify the challenges limiting the success of Kentucky's workforce development system and also reviewed the findings of an additional study commissioned by the Commonwealth of Kentucky known as the Work Matters Task Force Report as a predicate to the KWIB developing a strategic plan to address those challenges; and

WHEREAS, the KWIB relied upon the findings of the study and as well as the recommendations from the Work Matters Task Force Report to develop a strategic plan that would improve the effectiveness of the Commonwealth's workforce development system and, on February 15, 2018, the KWIB approved the strategic plan, formally known as *Kentucky Work Ready: An Urgent Call to Action* ("Strategic Plan"); and

WHEREAS, the Strategic Plan recognizes that the quality and availability of educated and skilled people is the single biggest factor driving business growth and expansion, and that Kentucky's workforce development system needs to include the currently established network of Kentucky Career Centers, early childhood, primary, secondary, and postsecondary institutions, and adult education programs, and must also include a comprehensive focus on career and technical education; and

WHEREAS, the Strategic Plan also recognizes that alignment of all education, workforce and economic development efforts under WIOA is crucial to provide both employers and job seekers with the support that is necessary to create healthy, prosperous communities and sustainable economic growth; and

WHEREAS, the Strategic Plan further observes that the complexity of the workforce development system creates its own set of challenges for policymakers and for the employers and citizens who attempt to navigate the maze of agencies and programs that have been established to support them in the areas of workforce development and job seeking, respectively; and



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

WHEREAS, the Strategic Plan suggests a series of steps that require a sustained commitment from state and local policymakers and local workforce boards as well as the support of Kentucky's business community, including: (1) actively engaging employers to drive Kentucky's workforce development system; (2) aligning and integrating early childhood, elementary and secondary education, postsecondary education and adult education to provide lifelong learning opportunities for Kentuckians that prepare them for higher skills needed in the workplace; (3) increasing Kentucky's workforce participation rate; and (4) focusing available resources on the most effective initiatives in order to improve the return on Kentucky's workforce investment; and

WHEREAS, I concur with the Strategic Plan and its assessment of the challenges that must be addressed in order to enhance the effectiveness of Kentucky's workforce development system; and

WHEREAS, I have determined that state agencies and stakeholder partners with vested interests in the workforce development system must collaborate and work together to enable successful implementation of the Strategic Plan; and

WHEREAS, these state agencies and partners include (1) state and non-state agencies that provide job training, counseling, career development, technical assistance and support services to employers and job seekers; (2) federal agencies that provide job training and workforce-related support services; (3) private employers; and (4) local workforce boards charged with locally coordinating resources for job seekers, students and employers; and

WHEREAS, it is essential to bring these resources together in order to collaborate and make longstanding commitments to the development of Kentucky's workforce development system in order to accomplish the objectives set forth in the Strategic Plan:

NOW, THEREFORE, I, Andy Beshear, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by Sections 69 and 81 of the Constitution of the Commonwealth of Kentucky and KRS Chapter 12.029 and otherwise, do hereby Order and Direct the following:

- I. The Kentucky Education and Workforce Collaborative ("Collaborative") is hereby established and created for the purpose of ensuring the continued implementation of the Kentucky Workforce Innovation Board's strategic plan, *Kentucky Work Ready: An Urgent Call to Action*, and drawing the necessary education and workforce development system partners together in one group so that all available resources may be efficiently and effectively aligned and measured in order to enhance and improve Kentucky's workforce development system;
- II. The Collaborative shall consist of nineteen (19) members as follows:
 - 1) The Governor, or designee;
 - 2) Secretary of the Education and Workforce Development Cabinet, or designee;



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

- 3) Secretary of the Cabinet for Economic Development, or designee;
 - 4) Secretary of the Labor Cabinet, or designee;
 - 5) Secretary of the Cabinet for Health and Family Services, or designee;
 - 6) Secretary of the Kentucky Justice and Public Safety Cabinet, or designee;
 - 7) Chair of the Kentucky Workforce Innovation Board, or designee;
 - 8) President of the Council on Postsecondary Education, or designee;
 - 9) President of the Kentucky Community and Technical College System, or designee;
 - 10) Commissioner of the Kentucky Department of Education, or designee;
 - 11) Convener for the Council on Post-Secondary Education Conference of Presidents, or designee;
 - 12) Executive Director of the Kentucky Commission on Military Affairs, or designee;
 - 13) President of the Kentucky Chamber of Commerce, or designee;
 - 14) Executive Director for Kentucky Housing Corporation representing U.S. Housing and Urban Development serving Kentucky, or designee;
 - 15) Director of a Jobs Corps Center serving Kentucky recommended by a majority of the seven Job Corp Centers located in Kentucky;
 - 16) A Chief Local Elected Official recommended by the Kentucky Association of Counties;
 - 17) A local Workforce Innovation Board Director recommended by the Local Workforce Innovation Board Directors group;
 - 18) State Director of the Kentucky National Federation of Independent Business, or designee; and
 - 19) Executive Director of the Kentucky Human Development Institute, or designee.
- III. The Governor or his or her designee shall serve as Chair of the Collaborative.
- IV. The Collaborative shall meet no less than eight (8) times between February 2020 and June 2021 to perform its responsibilities under this Order, and will continue to convene at least quarterly thereafter to provide partner agency support of the KWIB's efforts to measure and improve the effectiveness of the workforce development system.
- V. Meetings shall be held at regularly scheduled intervals or at the call of the Chair.
- VI. The Collaborative may establish committees and/or subcommittees to address its objectives and objectives listed hereafter. Members of the Collaborative or a designee may serve on committees and/or subcommittees. Committees and/or subcommittees, their membership and leadership shall be designated by the Collaborative Chair and Secretary of the Kentucky Education and Workforce Development Cabinet.
- VII. The Collaborative shall collectively fund and develop, or have developed by a qualified third party, a State of the Workforce Funding Report that



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

identifies all federal and state funded workforce-related education, training and support service activities in the past three programmatic years provided by the Collaborative's respective agencies or entities, as well as any and all associated funding related to these services. The Funding Report shall specifically identify all funds and their sources as well as eligibility requirements per funding stream. The Funding Report shall indicate, to the extent feasible, the return on investment for each of the past year's funding streams that have been identified in the Funding Report. Further, work shall begin on July 1, 2020, and every year thereafter, this Funding Report and all funds included in the report shall be updated by July of each year by a third party on a yearly basis, reviewed by the Collaborative and delivered to the KWIB for review and recommendations on improving the effectiveness of the workforce development system.

- VIII. The Collaborative shall collaboratively fund and analyze, or have analyzed by a qualified third party, the available data and resources regarding the population of Kentucky in order to determine an earnings standard that represents the minimum level of income by which a Kentucky resident can be considered self-sufficient. This self-sufficiency standard shall be determined for households of various compositions and must reflect what is needed to adequately meet the basic needs of Kentucky citizens in representative regions of the state absent public or private assistance. This report should include the ability to also analyze the benefit cliff with regard to individuals who are receiving state assisted benefits in comparison to the determined self-sufficiency wage via the private sector. Beginning on July 1, 2020, and every two years thereafter, this standard shall be reported to the KWIB and may be updated at that time to reflect changes in the economic condition of the state.
- IX. The partners represented on the Collaborative shall work to establish cooperative and mutually beneficial relationships to successfully accomplish the following commitments: (1) support in streamlining statewide identification and sharing of common core services by function rather than by agency applicable to each partner's program at the local level; (2) effective blending of funds by function rather than by agency identified in the Funding Report allocated to the partner's program for workforce development to the extent not inconsistent with Federal law; (3) participation in a common referral system; (4) participation in a common case management information system; and (5) achievement of established performance goals grouped by function rather than by agency, as defined by the KWIB and the Education and Workforce Development Cabinet.
- X. The state government members of the Collaborative shall ensure provision of services by function rather than by agency in each comprehensive Kentucky Career Center by way of creating a state level Memorandum of Agreement in which state partners define for their local staff and contractors the roles, responsibilities, contributions and metrics by function in providing the following workforce development services in the Kentucky Career Center system listed as: (1) assisting individuals in obtaining



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

employment that leads to self-sufficiency; (2) providing employers with access to qualified and appropriately skilled employees who have been assessed, trained and possess appropriate credentials and certifications; (3) delivering effective programs offered through a seamless and integrated workforce development delivery that eliminates duplication of services; (4) reducing administrative costs and accommodating the needs of employers; (5) holding participant organizations accountable for costs, appropriate use of state and federal funding, performance, and metrics; and (6) reacting to the current demand for skilled workers by specific industries and identified sectors of unfilled jobs.

- XI. The local workforce boards shall work to ensure that the following operational outcomes are achieved within the local area: (1) the development of a comprehensive, fully integrated workforce development system that appropriately balances partner roles, responsibilities and accountability; (2) assurance that every employee, job seeker and employer is aware of and has universal access to utilize the full continuum of available workforce development programs and services in Kentucky; (3) increasing the supply of appropriately skilled workers for high demand industries; (4) the elimination of unnecessary duplication of services; and (5) a reduction in administrative costs. Beginning July 1, 2020 and at every quarterly meeting, local workforce boards will report quarterly to the KWIB on measured success and continuous improvement of each of the above listed outcomes to ensure fulfillment of WIOA requirements.
- XII. All cabinets, departments, agencies, and officers of the Commonwealth, or any political subdivision thereof, are hereby authorized and directed to cooperate with the Collaborative in implementing the provisions of this Order according to law.
- XIII. The Finance and Administration Cabinet, Office of State Budget Director and the Personnel Cabinet are directed to initiate all actions that are necessary to effectuate the provisions of this Order.

This Order is effective July 1, 2020.



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020


ANDY BESHEAR, Governor
Commonwealth of Kentucky


MICHAEL G. ADAMS
Secretary of State

Workforce Participation and Sustainability

Benefit Cliff Calculator: <http://www.nccp.org/tools/frs/index.php>

Self Sustainability Calculator: <http://www.nccp.org/tools/frs/budget.php>

Next Steps:

1 - Finalize Prototype

2 – Create a Communications Plan

3 – Create a Training Plan for Different Audiences

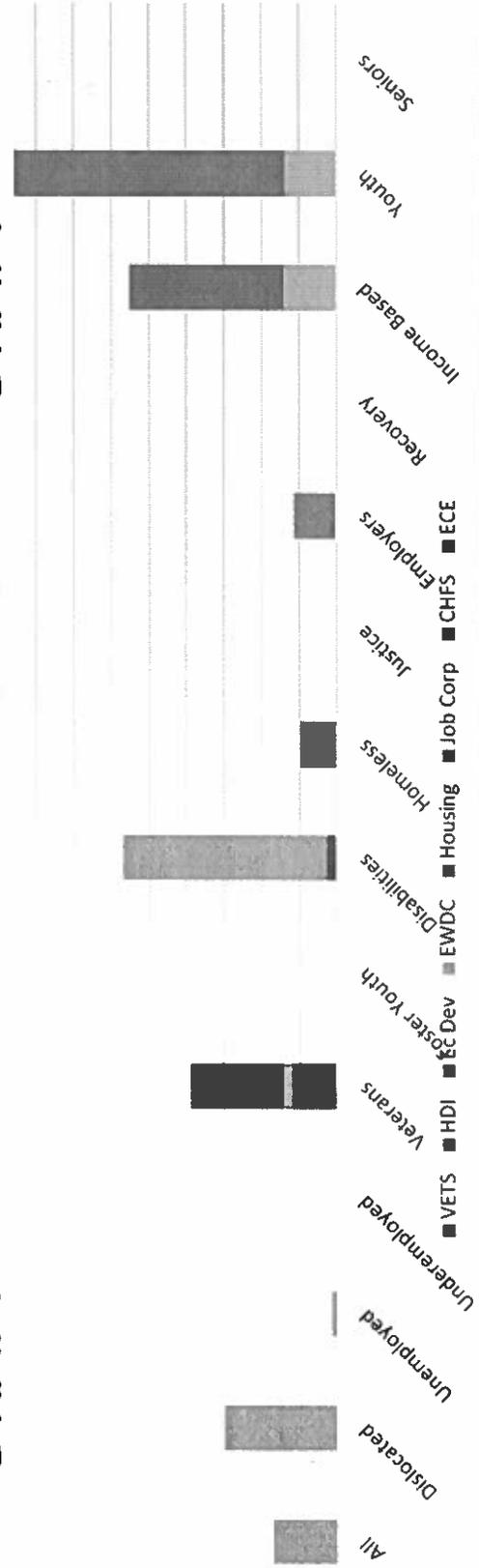
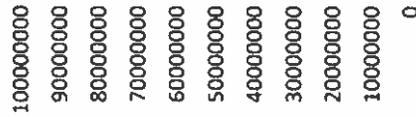
- Customer
- Case Manager
- Legislator
- Student

	VETS	HDI	Ec Dev	EWDC	Housing	Job Corp	CHFS	ECE	Labor	Totals
All				17,575,413	0	0				\$ 17,575,413
Dislocated	DRAFT	0	0	30,304,168	0	0				\$ 30,304,168
Unemployed	DRAFT	0	0	1,721,642	0	0				\$ 1,721,642
Underemployed	0	0	0	0	0	0				\$ -
Veterans	11,886,795	0	0	2,271,243	24,607,709	0				\$ 38,765,747
Foster Youth	0	0	0	0	0	0				\$ -
Disabilities	0	2,463,698	0	54,500,276	0	0				\$ 56,963,974
Homeless	0	0	0	0	9,733,748	0				\$ 9,733,748
Justice	0	0	0	0	0	0				\$ -
Employers	0	0	11,317,912	0	0	0				\$ 11,317,912
Recovery	0	0	0	0	0	0				\$ -
Income Based	0	0	0	14,040,037	41,028,720	0				\$ 55,068,757
Youth	0	0	0	13,770,245	0	72,100,000				\$ 85,870,245
Seniors	0	0	0	0	0	0				\$ -
Totals	\$ 11,886,795	\$ 2,463,698	\$ 11,317,912	\$ 134,183,024	\$ 75,370,177	\$ 72,100,000	\$ -	\$ -	\$ -	\$ 307,321,606

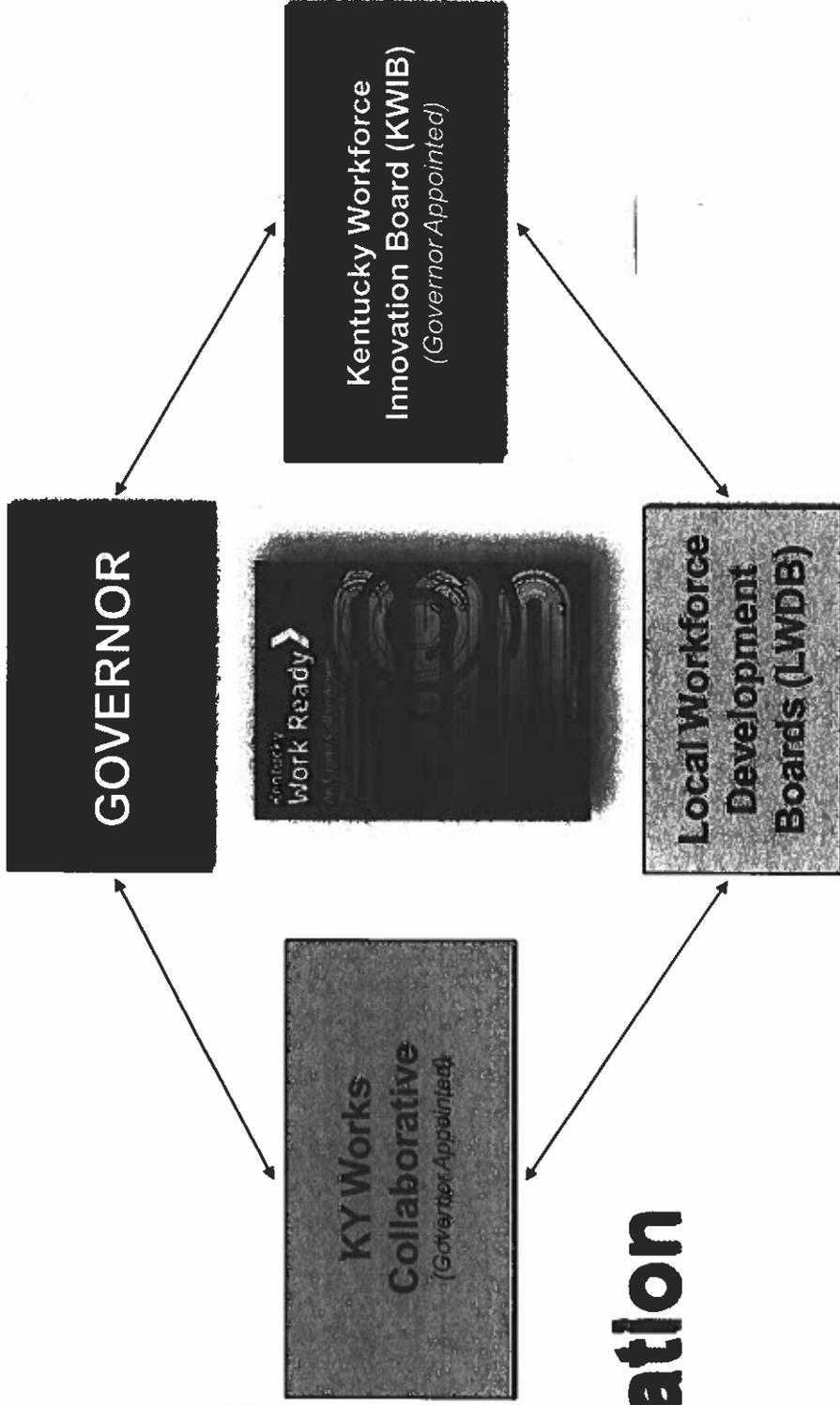
Resource by Special Population

DRAFT

DRAFT



WIOA Integration And Strategic Plan Implementation



Landscape

