



Kentucky Education & Workforce Collaborative Board

Meeting Briefing Book

June 29, 2023

1:30 – 3:30 pm EDT

Andy Beshear
Governor

Beth Brinly
Deputy Secretary, Chair

Intentionally Left Blank



Kentucky Education and Workforce Collaborative Meeting

June 29, 2023, 1:30-3:30 pm EST

Table of Contents

	Page
Agenda	4
April 20, 2023, Meeting Minutes	5
 Information From Partners:	
Department for Aging and Independent Living Programs (DIAL) Services	10
Homeless Veterans’ Reintegration Program	12
Kentucky Career Center - Jobs for Veterans State Grants (JVSG)	13
Kentucky Commission on Military Affairs (KCMA) Military Community Support Paper	14
Kentucky Community & Technical College Military + Veterans Information	15
Knox Regional Alliance Veteran	16
Lincoln Trail Workforce Development Board (LTWDB) Annual Report Narrative	17
Veterans - West Kentucky Workforce Board	19
Purple Star Award	20
Task Force WELCOME – Kentucky	21
United Way – Bluegrass (UWBG) 211 United Way	24
Veteran’s Club	25
Volunteers of America (VOA)	26
Kentucky Veterans Accelerated Licensure Occupational Recruitment (KY Valor)	27



Kentucky Education and Workforce Collaborative Meeting

AGENDA

Thursday, June 29, 2023

IN-PERSON RECOMMENDED

500 Mero Street, Frankfort KY; 4th floor Conference Room

1:30 pm – 3:30 pm EST

Optional In-Person Networking 1:00 pm

<https://us06web.zoom.us/j/85432728897?pwd=VDFTWTFfSGJlV0tPSFN0Uk5DQkdkdz09>

Meeting ID: 854 3272 8897

Passcode: 193560

1:30PM CALL MEETING TO ORDER

Welcome and Overview.....Beth Brinly, Chair
Deputy Secretary, Education and Labor Cabinet

1:35pm Vision 2030 Overview / Discussion.....Deputy Secretary Brinly &
Debbie Dennison, Deputy Executive Director, Kentucky Workforce Innovation Board (KWIB)

1:50pm Initiative Updates.....Deputy Secretary Brinly

- Update on Jobs on Day One initiative
- Update on Work-based Learning ecosystem

2:00pm Supports and Resources for Veterans, Transitioning Military, and their Families in Kentucky

Overview..... Deputy Secretary Brinly

Questions for discussion:

- How would customers of current programs describe the services and supports for veterans, transitioning military, and their families?
- Based on experience, what are the core components / foundational needs that need to be delivered?
- Where are the biggest gaps in the ecosystem?
- What is the one strategy to rally around for veterans, transitioning military, and their families?

3:20pm Share updates regarding the Kentucky State Plan..... Debbie Dennison, Deputy Executive Director

3:30PM EST ADJOURNMENT

Next Meeting: October 12th, 2023, Mayo-Underwood Building, Frankfort, KY 40601



Kentucky Education and Workforce Collaborative Meeting

Meeting Minutes for 04.20.23

Hybrid Meeting - 1:30-3:30 p.m. ET

Optional In-Person Networking - 1 p.m. ET

Zoom Link: https://kwib.ky.gov/PublishingImages/Collab_042023/Collab_042023.mp4

Access Code: ph2C+qgp

Call Meeting to Order – 1:30 p.m. ET

Beth Brinly, Chair and Deputy Secretary of Education and Labor Cabinet, welcomed everyone.

Entity Name	Contact in Attendance
Governor Andy Beshear – Secretary John Hicks	n/a
Kentucky Education and Labor Cabinet	Deputy Secretary Beth Brinly (Chair)
Kentucky Cabinet of Economic Development – Deputy Commissioner Kristina Slattery	Proxy Kristina Slattery, representing Secretary Jeff Noel
Department for Workforce Development	Deputy Commissioner Michelle Dejohn
Kentucky Department of Education	Proxy Dr. Beth Hargis,
Kentucky Cabinet for Health & Family Services	
Kentucky Justice & Public Safety	Proxy; Natalie Burikhanov
Kentucky Workforce Innovation Board	Kim Menke, KWIB Chair
Kentucky Council on Post-Secondary Education	Proxy Dr. Lee Nimocks, Leslie Slaughter
Kentucky Council on Post-Secondary Education Conference of Presidents (representing the Presidents) - Dr. Bob Jackson	n/a
Kentucky Commission on Military Affairs - BG Steven Bullard / Dallas Kratzer	Proxy Dallas Kratzer
Kentucky Chamber of Commerce Foundation	Proxy LaKisha Miller
Kentucky Housing Corporation	n/a
Chief Local Elected Official (representing the LEOs through KACo)	n/a
Local Board Director (representing the 10)	Michael Gritton
State Director of the Kentucky National Federation of Independent Business - Tom Underwood	n/a
Kentucky Human Development Institute (HDI) of University of KY	Katie Wolf Whaley
Job Corps Director (representing the 7)	Amanda Curry
Kentucky Community and Technical College Systems	Proxy Chancellor Kris Williams: Jesse and Jessie Shook

Others present: Deputy Commissioner Lisa Lamb, Kristin Porter, Mike Buckentin, Becky Miller, John Sowards, Myriam Sullivan (Jobs for Future), Sheila Clark, Correy Eimer, Kendrah Winters-Pearson, Krysti Specht (Jobs for Future), Lucretia Murphy, Sherry Johnson, Lee Nimocks, Beth Roberts, Regan Satterwhite, Mike Riley, Beverly Ford, Lucretia Murphy, Myra Wilson, Aaron Poynter, Kristin Porter, Dr. Gregory, Dr. Tonika East, Tanelle Sawyer, Rena Sharpe, Marty Hammons,

Marci LoGuidice (DeVry University), Scarlett Howery, Alisher Burikhanov, Debbie Dennison, Captioner Tracy, and Sara Jagers and Claire Arnold (KY-MEP)

Welcome and Introduction

Beth Brinly, Chair and Deputy Secretary of Education and Labor Cabinet (ELC), expressed her appreciation for each partner and explained the focus of the meeting, which is Work-Based Learning. She asked those who serve as Board members on the Education and Workforce Development Collaborative to introduce themselves, which were **Kim Menke, KWIB Chair, and Kristina Slattery**, Commissioner of Business Development at the Economic Development Cabinet. Kristina is proxy for Secretary Jeff Noel. The complete list of in-person and virtual attendees is provided above.

Deputy Secretary Brinly then turned it over to Alisher Burikhanov to give an update on the Strategic Plan.

Strategic Plan Goals Review

Alisher Burikhanov, KWIB's Executive Director, wanted to reiterate that the *Strategic Plan* is the Commonwealth's strategic plan as a state to move forward together. He briefly shared the four goals from the *Strategic Plan*:

1. Employer Engagement
2. Education Attainment
3. Workforce Participation
4. Resource Alignment

Initiative Updates

Deputy Secretary Brinly then shared the excitement felt from the last Collaboration meeting, which focused on Justice involved Re-entry population. That was a great meeting that resulted with a workgroup that developed the framework of **Jobs on Day One**. She asked Alisher to give an update on the work that has been done since the last meeting.

Alisher Burikhanov, KWIB's Executive Director, shared progress and shared the great work that the Justice and Public Safety and the Department of Corrections teams do daily. Partnering with these departments, will allow more opportunity to take plans to the next level. When the group met, they defined three phases that are necessary to be successful:

- Phase 1: Training individuals prior to release.
- Phase 2: Employer Involvement/ Engagement.
- Phase 3: Supporting the individual as re-enter the workplace and as they continue to work.

Additional next steps in this ecosystem, are to check with employers to make sure that the framework matches up with what they want for employees.

Deputy Secretary Brinly then mentioned that the Career Development Office (CDO) of the Department for Workforce Development (DWD) is submitting a grant proposal to continue next steps with *Jobs on Day One* initiative. a grant proposal as well and

Topic of Discussion: Work-Based Learning System in Kentucky

Deputy Secretary Brinly asked the group to discuss: What is your concept of a work-based learning system or what is your vision of what that looks like?

Michael Gritton, Executive Director of KentuckianaWorks, explained that he has been running a *Summer Youth* program in Louisville for 13 years now and will sponsor about 300-500 students this year, that is more like work and learn opportunities. It used to focus on getting them any job that would be available, but as the private market has improved, they are increasingly trying to expose them to opportunities that they might not have been available to until now. An example provided is the painter's union, they will learn work habits in a real-world opportunity.

Michael Gritton, added that they sponsor between 300-500 kids and compared to Boston's program of about 7,000 students. The list of great companies that are participating in *Louisville's Summer Youth* program are much smaller, but he thanked GE and Humana for their participation. The entire corporate culture of hiring kids right out of high school is something that still needs to be adopted in Louisville.

Beth Hargis, Kentucky Department of Education's Associate Commissioner in the Office of Career and Technical Education, mentioned KDE's initiatives and resources with work-based learning (as included in the pre-read packet) and reiterated that both education and workforce partners must have an open line of communication, so students and employers are able to be successful. For example, some companies think they can't hire students under a certain age, but Kentucky Department of Education has found a way to overcome this barrier by using Adecco to hire these underaged students to protect them under workers compensation. necessary

Jessie Schook, Vice President of Workforce and Economic Development for Kentucky Community & Technical College System (KCTCS), shared that in a perfect world that all the KCTCS students would have work-based learning experience before graduating. Looking at the data, the skills that employers say are needed are conflict resolution, working in a team, communication, and time management. All those skills are learned in entry-level employment. KCTCS is also working on an initiative called *Education First Employers*. Engaged companies are committed to providing tuition dollars, flexible scheduling, a commitment to diversity, equity, and inclusion, and prioritization of higher education, to encourage these student workers to persist to credential completion. Some positions are pathway related and some aren't. The purpose of this initiative is to prevent losing students that are lost every semester who have to choose multiple jobs to meet basic needs over continuing their education. There is a need for awareness, and a network of best practices for companies would also be a huge asset to everyone. Career development is important to articulate, so that the student understands the return on investment.

Leslie Slaughter, Senior Fellow for Career Pathways and K-12 Alignment, mentioned that there is a national initiative known as [Launch Equitable and Accelerated Career Pathways For All](#), which is a national college and career pathways initiative that strives for every learner to have access to and succeed in high-quality and equitable pathways. Kentucky is one of seven (7) states that is engaged in this cross-state network that is focused on looking at some of the key high-quality indicators of strong college and career programs of study which encompass credentials of value, seamless transitions between K-12, post-secondary, and the workforce work-based learning and advising.

Michael Buckentin, President,/CEO Logan Aluminum (Employer), stated that his company is a 40-year-old large manufacturing company based South-Central Kentucky, that historically hasn't had to search for employees. That's not their recent history though, as they are having to face things that they never had to address before. They had always required somebody to come in having at least 4 years of experience outside of high school. They realized over the last few years that they are going to have to look at things much differently than they have and so our efforts have been around trying to understand how we get more involved with the school systems. That might be grade school, junior high, but certainly high school. They are trying to figure out how to influence curriculum and what the students are learning, along with exposing them to more manufacturing skills and find out if their interests are in manufacturing.

Kim Menke, KWIB Chair and Toyota Manufacturing North America, mentioned that the lines get blurred when different buckets of WBL are discussed. For example, the first bucket would be the work that you do before you work on your first real job like a paper route or mowing lawns. The second bucket would be a career exploration and opportunity. The third bucket would be that you narrowed your choice, then really apply your career preparedness. Multiple programs could do that, but just be careful not to merge those together. The other thing is that society, economically there aren't enough employees to fill jobs. Whether it is Arby's or Toyota employers are taking every opportunity to fill those spaces. Huge vacancy that they need to fill now might flip at any time leaving less opportunities for this large amount of job openings. That needs to be in mind when developing any type of program so individuals don't get caught in a corner because they have been working on one specific skill.

Deputy Secretary Brinly thanked everyone for their input and then asked what are the core components or foundational pieces of a work-based learning ecosystem that we need to establish across agencies and organizations?

Dr. Tonika East, Kentucky Office of Adult Education Director, stated that she grew up in Tennessee and she thinks that if we don't have the fundamental piece for K-12, the how are the students supposed to find out about the opportunities for work-based learning. There might not be enough CTE Certified teachers to share the information with the students.

Dr. Beth Hargis added that she thinks there is a big need for Career Coaches within the schools. Guidance counselors have their hands are full and don't have the time to address careers. She also thinks that the work-based learning opportunities at the secondary level can really assist with that if the student sees what's available at the Middle School level at least. By the time they're at the high school level, hopefully they have focused on a pathway of interest, but of course their focus could change.

Myra Wilson, Director of Workforce Development for Lake Cumberland's Area Development District, mentioned that the untapped market that hasn't been discussed is the homeschool population.

Deputy Secretary Brinly mentioned the Bluegrass region has dedicated itself to internships as a main piece of its workforce delivery strategy, so she asked Mike Riley if he would like to speak about what he thinks the core components given Bluegrass's commitment to that structure?

Mike Riley, Interim Director of Bluegrass Area Development District, stated that they primarily focus on work-based learning and one thing they have seen, especially with our work with the recovery or re-entry population over the last couple of years, is that they have over 170 master agreements with employers who are willing to take our folks into the work-based learning through internships. They also have over 45 community partners that are referring individuals. So, they have learned is to be intentional and make sure that they sit down to have conversations with people here to talk about plans. For their adult population, they are seeing anywhere from 89-91% exit sustainable employment and 88-90% exiting to positive outcomes for the out of school youth population. He believes in sustainable employment through their work and learn program.

Amanda Curry, Senior VP - Eastern Region Job Corps Academy, said their program is instrumental to our young population in the Eastern region with the understand that college may not be the route for everyone, so they focus heavily on those career and technical training offerings as it relates to 16-24-year-olds. There are 7 Job Corps across our Commonwealth, spread from east to west, and she asked if anyone would like additional information to let her know. The Job Corp centers are operated by private contractors, but all have the same goals to meet the career and technical training skills ranging from everything from soft skills to hard skills as far as trades go. But we're always also really focusing on preparing the students for next level, as it relates to life after Job Corp, where you know they're we're practicing interview skills and resume writing, and all the other things that would help our young adults to be prepared for job interviews, knowing that students come to us at several of our centers from all over the United States, not just from Kentucky.

Sheila Clark, Director of Western Kentucky Workforce Board, said in Western Kentucky everybody wants to be involved with their local business service teams because of the close relationship they have with their local employers, which bridges the gap of knowing who is working with who. She also said they have meetings with economic development to keep the message to employers unified, which prevents any confusion.

Jessie Schook added to Sheila Clark's statement about business service teams and the fact that the way to approach employers needs to be a unified front. Employers don't know what the schools are teaching. In order to keep that communication current, it would be great to offer a customized work-based learning development support to companies. That dialect gap between education and the workforce to strategizing the best fit for their needs and what the local pipeline has available.

Correy Eimer, Director of Northern Kentucky Workforce Board, said the role of intermediary is important because as employers might want to have apprenticeships, they don't want to take on all of the administrative burden that is attached to the process, so having an intermediate in place is very helpful. They have had some employers who have join the efforts and now they are really focusing on getting youth connected to opportunities that match their skill level. They don't want to just get a student into any job, so they started using science assessments and have administered over 20,000. They found that using skills assessments not only helps the youth identify what they're good at and what they like, it also gives them the confidence to know what they are good at instead of just thinking they are good at anything. That is where they start when it comes to trying to identify the best fit for a work-based learning opportunity.

Kim Menke asked what's the magnitude that we're really talking about of the number of students and the number of employer positions that would be necessary for businesses. We should look at that not just statewide numbers, but in the localities, because obviously in Louisville there's a whole lot more opportunity. It is important to look at opportunity and need.

Deputy Secretary Brinly mentioned we have over 180,000 businesses in the Commonwealth of Kentucky and just in the K-12 system there were about 360,000 students.

Chancellor Kris Williams, Chancellor of the Kentucky Community and Technical College System (KCTCS), said the total post-secondary student count is about 220,000 right now.

Jessie Schook mentioned the students that come home during the summer or breaks, those individuals could complete an internship while they are home visiting with family. They don't have to intern only at their school location. She asked how many people had an intern and only one person, Michael Gritton, had one in the past year and she said we need to put our walk the talk

Kristina Slattery, Commissioner of Business Development at the Economic Development Cabinet, asked if there was a database built for a repository of all these opportunities online?

Leslie Slaughter explained that there is a project underway, for a little over a year, that is being sponsored right now by KDE and KYSTATS to build a statewide comprehensive college and crew advising platform. They are really excited about an employer engagement tool as an aspect of the platform so there are some conversations that are taking place that would add towards an effective component of an ecosystem.

LaKisha Miller, Workforce Center Executive Director for the Kentucky Chamber of Commerce, shared that the Chamber created the [Talent Hub](#) and that project-based learning is going to be critical. It's also important that the supply side matches up with the demand side.

Deputy Secretary Brinly thanked everyone for the great discussion, and she is going to create a work group focusing on the work-based learning, defining any terms for continuity, and creating awareness along with accessibility for employers. Deputy Secretary Beth asked Dr. Beth Hargis and the CTE team to be the lead for the workgroup. Anyone that is interested in being a part of this working group, please email [Alisher Burikhanov](#) or [Debbie Dennison](#).

For more details, please watch the recording of the Collaborative Meeting which is available on the [Schedule of Meetings page](#) of KWIB's website.

Adjournment – 3:15 p.m. ET

Department for Aging and Independent Living Programs (DAIL)

Hart Supported Living (HSL)

This program provides funds for supports to help Kentuckians with disabilities live in their homes and communities and avoid institutionalization.

Personal Care Attendant Program (PCAP)

The program helps severely, physically disabled adults at risk of being institutionalized to live in their own homes and communities by subsidizing costs of personal attendant services.

Traumatic Brain Injury (TBI)

The TBI Trust Fund was established to help individuals with a brain injury maintain the highest quality of life possible through its services and supports.

Home and Community Based Waiver

The Home and Community Based (HCB) Waiver is part of Kentucky's 1915(c) HCBS Medicaid Waiver program. HCB provides assistance to the elderly or to adults and children with physical disabilities to help them live in the community as independently as possible.

Homecare

The Homecare Program provides in-home services and supports for individuals 60 and older with functional disabilities who are at risk for long term institutionalization.

Title IIIB

The Older Americans Act (OAA) Title III B Supportive Services Program provides a variety of services for seniors, age 60 and older to address functional limitations, maintain health and independence, promote access to services, and more.

Title III C1 – Congregate Meal

This program serves meals in a group (congregate) setting to individuals aged 60 and older. Sites may also provide nutrition education, nutrition risk screening and nutrition counseling.

Title III C2 – Home Delivered Meal

This program provides Home Delivered meals and related nutrition services for older adults.

Title IIIE

Federally funded program that helps caregivers improve the health and well-being of the elderly in their care and to provide caregivers with information, training, and assistance.

Title IIID

Provides evidence-based disease prevention and health promotion services to seniors.

KY Caregiver

State funded program whose purpose is to support grandparents who are providing primary care for a grandchild under the age of 18 years of age. Services may include financial and supportive services.

Ombudsman

The Kentucky Long-Term Care Ombudsman program advocates for residents of nursing homes, personal care homes and family care homes, as well as, improving care and encouraging positive change at all levels.

State Health Insurance Assistance Program (SHIP)

State Health Insurance Assistance Program is a national program that offers one-on-one counseling and assistance to individuals with Medicare and their families.

Aging and Disability Resource Centers (ADRC)

Kentucky has 15 Aging and Disability Resource Centers (ADRC) throughout the state that provide a single point of entry for consumers to access aging and disability information, referrals, programs and services. The Barren River, Pennyrite, Green River and Lake Cumberland AAA's, offer the Veteran Directed Home and Community Based Services Program in their areas. The KY Regional Planning and Development Agency (KIPDA), the University of Louisville, and the Veterans Administration, formed a coalition to help veterans needing assistance in accessing VA services.

Adult Guardianship Program

This program currently serves 90 veterans and 37 dependents of veterans, whereby CHFS has been appointed by district courts as guardian, limited guardian, conservator or limited conservator, per KRS 210.290.



U.S. Department of Labor
Veterans' Employment and Training Service

HOMELESS VETERANS' REINTEGRATION PROGRAM



ABOUT THE HOMELESS VETERANS' REINTEGRATION PROGRAM



The Homeless Veterans' Reintegration Program (HVRP) is an employment focused competitive grant program of the Department of Labor Veterans' Employment and Training Service (DOL VETS). It is the only federal grant to focus exclusively on competitive employment for veterans experiencing homelessness. HVRP's core objectives is to provide services to assist in reintegrating veterans experience homelessness into meaningful employment and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans.

SUPPORT FOR VETERANS



HVRP is intended to support veterans experiencing homelessness to reintegrate into society through participation in the workforce. Employment alone cannot end veteran homelessness, instead, employment is one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness. The role of HVRP is to support veteran job seekers to confront and overcome barriers and challenges that prevent them from finding and retaining good jobs.

THE NATIONAL VETERANS' TECHNICAL ASSISTANCE CENTER



The National Veterans' Technical Assistance Center (NVTAC) provides training and technical assistance to HVRP grantees and other organizations who are committed to helping veterans experiencing homelessness find employment. DOL VETS funds NVTAC to provide programmatic support to HVRP grantees at no cost. NVTAC offers a variety of products and services including one-on-one consultations, customized training, web-based training, best practices, and a robust community of practice.

1987

The year HVRP was authorized under the *Stewart B. McKinney Homeless Assistance Act*

166

The number of federal grants that enable recipients to provide a wide range of services to homeless veterans and those at risk of homelessness.

47%

The percentage decrease of the number of veterans experiencing homelessness between 2010-2016

Scan the QR code to the right to learn more about JVSG, or visit:
www.dol.gov/agencies/vets/programs/hvrp





The Jobs for Veterans State Grants (JVSG) program provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans.

Program Staff: The JVSG program supports the Disabled Veterans' Outreach Program (DVOP) specialist position, Local Veterans' Employment Representative (LVER) staff, and Consolidated Position staff. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Veterans with barriers include homeless veterans and vocational rehabilitation clients. Local Veterans' Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans. Consolidated Position staff serve in a dual role as DVOP and LVER.

Available Services

- Priority of Service
- Career assessments
- Job search assistance
- Interview preparation
- Labor market information
- Resume and cover letter assistance
- Access to computers and internet service
- Translating military experience to civilian responsibilities
- Specialized services for veterans with disabilities through our Office of Vocational Rehabilitation
- Connections to area Veteran Service Organizations

Visit <https://kcc.ky.gov/veterans/Pages/default.aspx> for more information.

Kentucky Commission on Military Affairs (KCMA)

Military Community Support

June 2, 2023

The Kentucky Commission on Military Affairs (KCMA) was created to serve as a watchdog for the military community in Kentucky, particularly related to potential Base Realignment and Closing (BRAC) actions, and to be a bridge for bringing programs across the Commonwealth together to benefit military, veterans and their families. We are a two-person team in the Office of the Governor consisting of Brigadier General (Retired) Steve Bullard in the Executive Director role and Stacey Shane as Executive Advisor. We are facilitators leveraging relationships to facilitate military community success through advocacy to state, business, community, military and legislative leadership across the Commonwealth.

Our primary focus activities are as follows:

- Protect and Grow DoD Installations and Activities
- Expand the Economic Impact of KY's Defense-Related Industry
- Develop and Implement the Model for Transitioning Servicemembers, Veterans & Spouses
- Establish KY as the Most Military Friendly State in the Nation and Grow Veteran and Retiree Populations
- Communicate Strategically and Gain Inter-Agency, Inter-Governmental and Public-Private Partnership Support for Strong Military Advocacy

Here are some current ways KCMA is supporting Transitioning Servicemembers, Veterans & Spouses:

- Legislative advocacy to the Kentucky General Assembly
 - For a detailed assessment, see <https://kcma.ky.gov/Legislation/Pages/default.aspx>
 - DOD-priority military spouse occupational licensing legislation and much more
- State Commissioner for the Military Interstate Children's Compact Commission (MIC3)
 - Advocates for transitioning military families and facilitates case resolution
- Chair of the Kentucky Purple Star Schools Advisory Council
 - 42 K-12 schools now participating to support military-connected students/families
- Partnership with the Christian County Military Affairs Coalition
 - Currently developing a program with the Kentucky Chamber of Commerce and Kentucky Society of Human Resource Managers (KYSHRM) on the potential for an "academy" program to train employers on outreach to transitioning military/veterans/spouses
- Partnership through Senior Associate Dr. Dallas Kratzer with the Council on Postsecondary Education for development of a Kentucky Collegiate Purple Star Schools Program
- Partnership with the Kentucky Workforce Innovation Board (KWIB) Veterans and Transitioning Servicemembers (VATS) committee, co-chaired by Dr. Kratzer and Jason Hutchinson
 - Developing the concept for creating "Task Force WELCOME" (Workforce and Education Leveraging Communities for Military Employment), an office focused on utilizing the Department of Defense (DOD) SkillBridge program to attract transitioning servicemembers to employment opportunities in Kentucky
- Stood up the University of Louisville \$2M Cybersecurity Certifications, Careers, & Communities (C4) program through a 2-year, \$2M DOD Office of Local Defense Community Cooperation grant
- Working with the Council of State Governments (CSG) and Kentucky employers to appraise them of our Department of Defense SkillBridge/Army Career Skills Program efforts and the potential to grow a related workforce development program to help Kentucky employers identify and facilitate hiring of transitioning military servicemembers and their spouses
- Creation of the Kentucky Military-to-Law-Enforcement (M2LE) program
- Eastern Kentucky University (EKU) Nursing program recognition of American Council on Education credit recommendations for the Army Practical Nursing Military Occupational Specialty
 - EKU is a national leader in this and other military accreditation efforts



KCTCS has made significant strides to enhance support of our military and veteran students at our 16 colleges. The establishment of Veterans Resource Centers at each college is a testament to our commitment to providing a conducive environment for veterans to thrive academically and personally. With eight centers in place and eight more under development, veteran students will have dedicated spaces to access tailored services, receive specialized assistance, and connect with fellow veterans.

In addition, the implementation of a new Veterans enrollment reporting function in KCTCS' student information system marks a significant milestone in streamlining administrative processes. This enables more efficient tracking and reporting of veteran enrollments, ensuring accurate data collection and analysis. By effectively managing veteran enrollment data, we can better understand the needs and trends of this student population, leading to improved support and targeted initiatives.

Furthermore, KCTCS has taken a proactive approach to recognize the value of military experience and expedite the transition of veterans through their academic journey. The awarding of credit for military training and experience acknowledges the skills and knowledge gained during military service, shortening their time to program completion.

Our Strategic Objectives for 2023-2024 are:

1. Enhance Veteran Support Services. Continuously improve and expand the range of support services KCTCS offers to veterans, ensuring their seamless transition into academic life and fostering their overall success.
2. Strengthen Partnerships. Forge strategic partnerships with military units, community organizations, employers, and veteran support agencies to leverage resources and expertise in providing comprehensive support to our veteran students.
3. Improve Data Management. Develop and implement robust systems to collect, analyze, and report KCTCS veteran enrollment data to inform evidence-based decision-making, program enhancements, and resource allocation.
4. Promote Military Credit Recognition. Expand KCTCS' award of Credit for Prior Learning (CPL) for their military courses and experience to save veteran students time and money on their degree or certificate.
5. Expand Outreach and Awareness. Increase visibility and awareness of KCTCS's commitment to supporting veteran students through targeted outreach efforts, marketing campaigns, and community engagement initiatives.

By aligning our efforts with these strategic objectives, KCTCS will continue to improve the educational experience and outcomes for our veteran and military students, empowering them to achieve their academic and career aspirations.

Contacts: • Military Services – Mr. DeMarcus Hopson (demarcus.hopson@kctcs.edu)
• Military Credit – Dr. Kendrah Winters-Pearson (kendrah.pearson@kctcs.edu)

Memo For: Debbie Dennison

Subject: KRDA Support to Military Veterans

1. **Background.** The Knox Regional Development Alliance (KRDA) is a community-based non-profit organization focused on promoting and protecting Fort Knox to increase its economic impact on the Greater Fort Knox Region and the commonwealth of Kentucky.
2. **Organizational Goals.** KRDA has four stated goals:
 1. Advocate for new missions and retain existing missions at Fort Knox
 2. Expand defense contractor business and presence in the region
 3. Develop more public-public and public-private partnerships
 4. **Advocate and facilitate improved support for Soldiers and their families**
3. **Military-connected Workforce Development.**

Our fourth goal is where our work often intersects with military-connected workforce development activities. A defense community's support to Soldiers and their families and the region's broader military-connected population (veterans, retirees) plays a critical role on whether an installation is considered positively for growth opportunities. KRDA works closely with numerous community partners to advocate and facilitate that support. For example:

 - KRDA worked with Lincoln Trail Workforce Development Board, the Kentucky Career Centers-Lincoln Trail, Fort Knox Army Community Services and Army Human Resources Command to develop a first of its kind spouse employment model of support whereby military spouses can connect with no-cost employment support even before they arrive at Fort Knox.
 - KRDA also regularly meets with / advises employers on ways to connect with veterans, transitioning service members and military spouses who are seeking employment opportunities. We help employers connect with key leaders and agencies on post and within the Department of the Army. In addition to our Army contacts, we have partners in the non-profit sector who are actively supporting veteran job seekers with whom we regularly collaborate and to whom we connect employers. Of note, we have been particularly active in consultation with the team from Blue Oval SK and Ford as they consider how best to attract military talent to the new EV Battery plants in Glendale, Ky.
 - KRDA also lends support to regional training and education providers, most notably Elizabethtown Community and Technical College and the University of Louisville in the development and promotion of education programs designed specifically for (e.g. Army Career Skills Program, DOD Skill Bridge) or well-suited for military-connected talent.
4. In addition to supporting KRDA's mission, our work to attract and retain military talent comes from our deep personal commitment to our military service members. It is the right thing to do for those who have devoted their lives in service to our country and the smart thing to do for our region's employers who are in search of quality talent. We are available to further discuss our work via phone or in person. Contact us at jim@growknox.org or beth@growknox.org or at 270-351-8800.

Lincoln Trail Workforce Development Board (LTWDB) Kentucky Career Center – Lincoln Trail (KCC-LT) Leading Nation in Military Spouse Employment Support

Background. The Lincoln Trail region has been home to Fort Knox for more than a century. In addition to being a premier military installation and critical to our nation’s defense, it is the region’s largest employer and a great source of talent for other regional employers. Much has been said about the value of hiring veteran talent but far less has been written about military spouse talent. Military spouses are often the unsung heroes of the military family. Adaptive, resourceful and highly skilled, military spouses move from place to place taking care of the family while often trying to find employment in meaningful careers that are easily transferrable. For decades the LTWDB and LT-KCC have maintained a strong partnership with Fort Knox leaders providing services to military spouses who are seeking employment while their servicemember is stationed at the installation.

Mission Growth = Hundreds of New Military Spouses

In February 2020, news came that the Army had selected Fort Knox as the location of its new V Corps headquarters and that some 2,000+ people (650 Soldiers and their families) would call the Greater Fort Knox Region home beginning in the summer of 2020 (fiscal year 2021). While the Army’s traditional summer moving season always saw people coming to and moving from our region, we knew the summer of 2020 would bring a much larger surge of inbound families than what we were typically accustomed to serving and welcoming.

Creating a First-of-its-Kind Model of Support

The LTWDB saw this larger than usual influx of military families as an opportunity to closely evaluate its model of support. In partnership with the Knox Regional Development Alliance (KRDA), a community-based non-profit organization focused on supporting Fort Knox, we met with Fort Knox officials, learned about their evolving needs and examined our process for providing support to military spouses seeking employment. We explored ideas on how we could provide even better more integrated support for Army families. In doing so, the LTWDB created a first of its kind spouse employment model that includes contact information for career services for military spouses on all military orders of Soldiers coming to Fort Knox. That contact information allows military spouses to take a proactive approach to their career search even before they arrive. A simple contact form was also added to the greaterfortknox.com

“Providing employment support to our military spouses is a top priority from the Secretary of Defense to the Chief of Staff of the Army and, of course, right here at Fort Knox. We always are looking for new and innovative ways to tap into community resources and I think this new model could become an Army best practice. We are fortunate to have great community partners who want to help us do the very best we can for our Army families.” - Melinda Roberts, Fort Knox’s Chief of Army Community Services

website that KRDA created for military families moving to the region. The jobs page contact form is emailed LTWDB staff who assign a dedicated KCC-LT staff member to reach out the military spouse and provide support. LTWDB also works collaboratively with Fort Knox’s new

spouse employment representative who also regularly refers spouses to KCC-LT staff for support.

Volunteer Community Connectors

We know that most job opportunities come from relationships and networking as opposed to a job board. That puts military spouses at a distinct disadvantage having not lived in the community where they are seeking employment and often lacking that valuable professional network that can help open doors. That's where our volunteer community connectors serve as the final piece of the spouse employment model we've put in place. With the support of KRDA and our business services team, a dedicated group of business professionals in a variety of industry sectors have volunteered to be a network catalyst for military spouses who request their support. Whether it's introducing them to key contacts, inviting them to networking events or passing their resume on to friends and colleagues, our volunteer community connectors stand ready to provide that added community support that comes from years of being engaged in the local community. It is yet another example of our region's dedicated support to our military families and a unique component to this model of support.

Tracking Success

Since launching this new model, dozens of military spouses have reached out for support. We are finetuning how best to track job placements as follow up is dependent on the military spouse, but we know the model is being exercised, that military spouses have a proactive vehicle to garner no-cost professional career services and a network of volunteer community advocates willing to give their time to help.

West Kentucky Workforce Board - Veteran's Information Update

West Kentucky Workforce Board has a dedicated staff assigned to transitioning and veterans' employment. The WKWB's Veteran Transition Liaison engages with transitioning service members and military spouses on a daily basis, representing the businesses and industry across the 17-county workforce region. He attends weekly employer day events held at the Transition Assistance Program (TAP) facility at Fort Campbell where he speaks to individuals about employment opportunities across the WKWB region.

The Liaison also works with our Business Liaisons and WIOA career coaches in the Kentucky Career Centers in addition to members of the Chambers of Commerce and Economic Development groups. This extended reach to resources and community partners facilitates a streamlined approach to connecting job seekers to employment opportunities by placing that individual's resume, translated military work experience, and contact information in the hands of local HR professionals for review. In addition to the weekly career events at the TAP facility, staff collaborates with and attends job fairs events facilitated by USO Transitions, the Spouse Employment Office and Career Skills Program Office, all on-base.

The Liaison generally assists local business/industry with their on-site access to Fort Campbell career events. He may provide their job openings at events when they are unable to attend and supply information to attendees on their behalf. He assists communities that may wish to host transitioning military for special events at their locations or on base.

The WKWB also coordinates local efforts/events with our counterpart workforce board in Tennessee with whom we have a long history of joint USDOL-ETA grants and activities over the last 30 years. Most of those efforts were located on base and focused specifically to the transitioning military by bringing those extra community details and information in an attempt to draw those exiting military to our local business/industry.

Recent initiatives and efforts:

1. WKWB / South Western Kentucky EDC / Fort Campbell TAP collaborate to host a monthly Manufacturing Seminar. Plant leaders and HR professionals from local manufacturing companies visit the TAP facility where they speak on their company's local/global impact, career opportunities, and employee benefits. This is a 2-hour event, held the last Tuesday of each month.
2. WKWB / South West Kentucky EDC have coordinated with local employers to record a budget friendly, 2-4 minute soundbite with a company HR representative and military veteran (if available). This event is meant to increase visibility of these companies prior to their end of month visit at the Manufacturing Seminar. Note: These events were coordinated to fill the gap left behind when the HEROES MAKE AMERICA Military to Manufacturing Career Skills Program stopped being offered in-person at Fort Campbell due to budget restrictions.
3. WKWB / Murray State University / Fort Campbell EAGLEWERX (Applied Tactical Innovation Center) are preparing to examine opportunities for academic/research partnerships which would allow MSU to assist EAGLEWERX personnel in the development of components and systems to solve tactical problems. <https://home.army.mil/campbell/index.php/eaglewerx>



Instilling a sense of connection and strengthening resilience within Kentucky's military-connected youth.

About The Program

The Purple Star Award is a state-sponsored recognition for individual schools' dedication and support of military-connected youth and families. The program is supported by the US Department of Defense, Military Child Education Coalition and the Military Interstate Children's Compact Commission and is currently implemented in 41 states and 12 schools in Kentucky. The Purple Star Award Designation ensures every military-connected youth in Kentucky receives what they need to succeed.

To Apply Visit

www.kypurplestar.org
or email: kypurplestar@ky.gov



How it Helps Students and Families

- Provides a Caring School Environment for Students
- Improves Social-Emotional Skills Needed for Students and Families
- Celebrates Military and Veteran Families in their Local Community
- Connects Families to State and Local Community Resources



Purple Star Award Qualifications

- Designate a School Liaison
- Attend Professional development Training Page on Military Culture
- Establish a School Resource Page
- Host One Military Recognition Event

Task Force WELCOME

Workforce and Education Leveraging Community Opportunities for Military Employment

Overview: The concept is to build an office focused on utilizing the DoD SkillBridge program to attract transitioning servicemembers to employment opportunities in Kentucky. The DoD SkillBridge program allows servicemembers in their last six months of active duty to pursue internship opportunities with employers who are part of the program. In their last 12 months of active duty servicemembers enter into the Transition Assistance Program (TAP), where they begin looking for internship opportunities with an employer, these internships can be up to six months long. The employer provides a training plan designed to help the servicemember understand the work culture and civilian employment while easing their transition out of the military. During the internship, the servicemember is still on military status, so the employer cannot pay them or work them over 40 hours a week. Also, the servicemember is still covered by the military for health insurance. Many of these internships lead to employment.

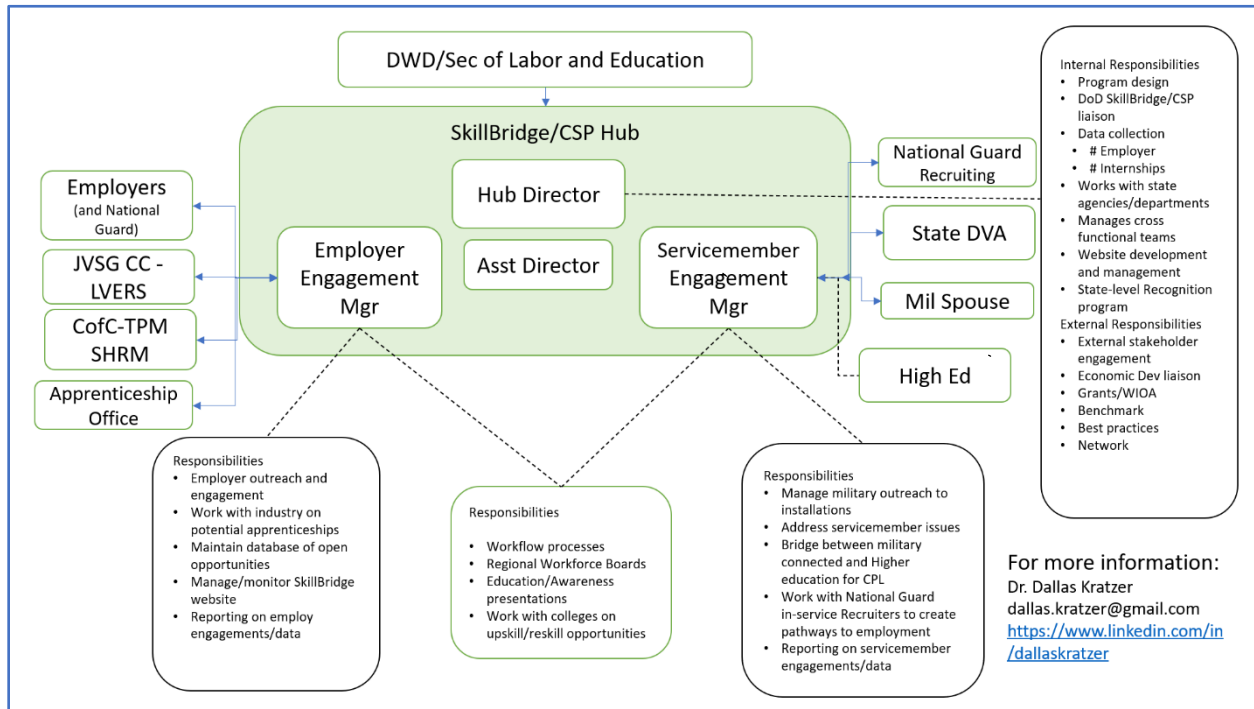
This concept has already been proven to work in Kentucky on a small scale (Military to Law Enforcement – M2LE, Emergency Medical Technicians – EMTs, agri-business, High School Career and Technical Educators/teachers, and at Atlas Air – aircraft maintenance). The concept is based on the Virginia Values Veterans (V3) - [Virginia Values Veterans \(V3\) Program - Virginia Department of Veterans Services](#).

The next step is to expand the program to address the need for employees in existing and new high-demand fields through helping organizations become Authorized Partners of internship opportunities. The recommendation is to create a team focused on engaging employers, reaching out to Transition Assistance Programs (TAP) at military installations and to coordinate employment efforts across the state, without duplicating the efforts of other organizations.

Structure: The proposed office needs to engage on four specific areas:

- 1) Engage employers to become part of the SkillBridge eco-system through registering on the DoD website and with the state SkillBridge Office.
- 2) Engage servicemembers who are within one year of leaving military service, presenting them with employment opportunities in the state.
- 3) Liaison with state agencies to facilitate the integration of efforts to maximum opportunities while mitigating duplication. For example, the SkillBridge Hub Team would work with
 - a. the Office of Employer and Apprenticeship Services (OEAS) to develop pathways from internships to apprenticeships
 - b. the JVSG Career Centers to identify and coordinate employment opportunities for veterans in local communities
 - c. the higher education institutions to establish and implement educational activities to provide re-skill/up-skill opportunities and recognize credit for prior learning associated with military service
 - d. the State Department of Veteran Affairs to aid in their transition from servicemember to veteran and educating them on their in-state veteran benefits
- 4) Develop and manage an employer training program to help them develop their SkillBridge/CSP programs, foster military cultural awareness, and networking opportunities

To accomplish these activities, the proposal contains a staff up to 4 to 5 individuals with the following roles and responsibilities:



Timeline: The program will take less than six months to be fully developed and engaging employers and servicemembers. The following timeline is a suggested implementation sequence.

Month 1-3: Establishing office structure and positions, hiring of Hub Director

Months 2-4: Hiring of Asst Hub Director, Employer Engagement Manager/Lead (EEM), and Servicemember Engagement Manager/Lead (SEM). **Note:** The EEM position needs to be filled first because they can start establishing employer relationships and identification of internship possibilities.

Months 3-6: Establish Employer Training Program, data collection, and state-level recognition programs.

Budget Projects: The cost to implement the proposed idea could be between \$350,000 and \$400,000. The main expenditures in the first six months would be related to personnel cost with an increase in expenses in the second six months associated with travel and seminar funding. The following are recommended.

Personnel	Comments	Cost	Total
Exec Director:	Though this may seem high, the intent is to mitigate turn-over	Salary: \$85,000 to \$90,000	\$90,000
Asst Hub Director:		\$75,000 to \$80,000	\$80,000
EEM/SEM:	One Each	\$50,000 to \$60,000	\$120,000
Office/Marketing			
Website/ Social Media		\$15,000	\$15,000
Print		\$10,000	\$10,000
Marketing Packet	Materials to use for display table events	\$5,000	\$5,000
Travel			
Months 1-6	Minimal travel, all in-state	\$30,000	\$30,000
Months 6-12	Hosting seminars, military base visits	\$50,000	\$50,000
Projected Total Cost			\$400,000

Assumptions:

- Data reporting is key to validating the Return-on-Investment (ROI). Data collection and reporting needs to be conducted weekly.
- ROI to be calculated on the number of servicemembers/spouses gaining employment through the SkillBridge Office. The actual monetary return can only be approximated, it is recommended to use the median income for the state of \$52,000 per family.
- Production goals need to be established for the program, but the initial target should range in the 30-50 in the first year. If the minimum number of 30 candidates a year this would be approximately \$1,560,000 of new employee pay. Additionally, there is an opportunity for employers to gain as much as \$9,000 tax credit through higher transitioning services members and their spouses (they are considered displaced workers).
- Since the program is designed to attract transitioning servicemembers, consider doing a SkillBridge internship for the EEM/SEM positions. Additionally, this could become a funnel point for bringing SkillBridge candidates into other state government positions.



By calling 211, veterans can get connected with a wide variety of resources, including workforce participation and development.

Connecting with the resources you need is simple. Reach 211 in one of three ways:

1. Dial 2-1-1 from your phone
2. Text your zip code to 898211
3. Visit www.uwbg211.org

Service Tree:

The Service Tree lists all services in "branched" groups, starting with the very general and moving to the very specific.

- [Basic Needs](#)
- [Consumer Services](#)
- [Criminal Justice and Legal Services](#)
- [Education](#)
- [Environment and Public Health/Safety](#)
- [Health Care](#)
- [Income Support and Employment](#)
- [Individual and Family Life](#)
- [Mental Health and Substance Use Disorder Services](#)
- [Organizational/Community/International Services](#)

In the past year, 211 provided support for:

- 2-1-1 Calls: 14,949
- Incoming/Outgoing Text Messages: 8,406
- Website Sessions: 32,534

Stay Connected to UWBG!

- [Facebook](#)
- [Twitter](#)
- [Instagram](#)
- [YouTube](#)
- [LinkedIn](#)



OUR MISSION:

To Provide Connection, Healing, Recovery, Housing Assistance, and Vocational Training to the Veteran Community.

WHO WE SERVE:

As an organization of veterans and their families, we believe it is important to represent the tremendous diversity we experienced while a part of the rank and file. Veteran's Club will serve any veteran and their families, regardless of age, race, marital status, sex, gender or religion.

OUR PROGRAMS:

Equine Facilitated Mentoring Program

This program is designed by Veterans and Equine Professionals with the support of Clinicians who have personal experience in the power of equine mentoring and its ability to help those who are suffering. The horse has a God given ability to reach past the outward facade and into the heart, allowing people to begin to heal wounds that they may not have even identified.

Connections

Our Connections program provides a great way for Service Members, Veterans, and Families to experience the fellowship that they had while they were in service. Most of our events are held at Veteran-friendly / Veteran-owned establishments. Some ways that we connect are military family dinners / cookouts, Coffee and Camaraderie, kayaking, our weekly Veterans Support Group, and more.

Operation Jeep Build

Operation Jeep Build is a vocational training program focusing on automotive repair. This program is overseen by ASE Certified Mechanics with decades of specializing Jeep experience.

Women Warriors

Our Women Warriors Program provides a safe space for women to connect, support, and address each other's needs. Additionally, we provide recreational opportunities, clinical support, shared resources, and hold annual retreats for all Women Warriors in Kentucky and beyond.

Resilient Mind Program

The Resilient Mind Program's objective is to provide participants with the resources they need to improve their performance by instilling in them a sense of purpose, accountability, and direction. Our objective is to challenge participants and provide them the tools and knowledge they need to succeed better in their personal and professional undertakings.

Veteran's Club Assistance Program

We assist Veterans and their families through housing assistance for homeless veterans, career transition, clinical supportive services, referrals to partnering agencies, or immediate needs.

June 9, 2023

In Kentucky, VOA serves approximately 760 veterans and their families every year through Supportive Services for Veteran Families and the Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program.

We provide supportive services to low-income veteran families living in or transitioning to permanent housing. These programs provide eligible veteran families with outreach, case management, and assistance in obtaining VA and other benefits, which may include health care services, daily living services, personal financial planning services, transportation services, fiduciary and payee services, legal services, childcare services, and housing counseling services.

In addition, programs may also provide time-limited payments to third parties (e.g., landlords, utility companies, moving companies, and licensed childcare providers) if these payments help veteran families stay in or acquire permanent housing on a sustainable basis.

The Staff Sergeant Fox program provides training and education resources toward community-based suicide prevention efforts to meet the needs of veterans and their families through outreach, suicide prevention services, and connection to VA and community resources.



Serving Kentucky, Tennessee, West Virginia, and Clark and Floyd Counties in Indiana.



Kentucky Veterans Accelerated Licensure Occupational Recruitment

Overview:

Funded by the 2022 Kentucky General Assembly, Kentucky Science and Technology Corporation (KSTC) launched a new workforce initiative to match veterans with open job opportunities in Kentucky. Veterans Accelerated Licensure Occupational Recruitment, or [KY VALOR](#), is designed to recruit transitioning service members and their families to civilian occupations throughout the state by partnering with Kentucky employers.

KY VALOR will offer veterans credit for prior military education and experience to quickly secure occupational licensures and certifications in the Commonwealth through 44 accelerated pathways developed by KSTC through a previous grant from the U.S. Department of Labor called [VALLO](#). Kentucky is one of only three states with these military-friendly pathways, which lead to 55 licensed/certified occupations and cover more than 180 Military Occupational Specialties.

FIND A CIVILIAN CAREER PATH IN KENTUCKY

Use your military experience to find a fulfilling post-service career.

Kentucky offers over 150,000 job opportunities and more than 44 accelerated career pathways that give you credit for the education and experience you gained in the military. You can skip lengthy job searches and certifications to quickly advance to your next career, and [KY VALOR](#) can [help](#).

KY VALOR PAIRS VETERANS WITH PROSPECTIVE EMPLOYERS IN KENTUCKY

We are a nonprofit organization that helps veterans capitalize on their military experience to meet career goals. We partner with employers throughout the Commonwealth to connect transitioning service members and their spouses with open job opportunities.

We believe that the shortest pathway for the transitioning veteran is the best pathway. By recognizing your unique career goals and family needs, we'll connect you with a fulfilling career in Kentucky.

For more details, click [here](#).