

LTWDB WIOA Plan Recommended Updates

**The following sections were added/updated to the Lincoln Trail WIOA Regional/Local Plan as recommended by reviewers. Submitted June 26, 2025.*

Public Comments LTWDB WIOA Local Plan 2025

A thirty (30) day public review and comment period was afforded to the public to make comments on the Local Plan. The review period ran from March 24, 2025 through April 24, 2025.

The LTWDB WIOA Local & Regional Plans were posted on the Lincoln Trail Area Development (LTADD) website as well as the KCC-Lincoln Trail (KCC-LT) website (ltadd.org & ltcareercenter.org). The public comment period was advertised and linked on social media channels for both LTADD and the KCC-LT from March 24, 2025 through April 24, 2025.

All comments were required to be submitted in writing via email to Beth Roberts, the current Workforce Development Director, at beth@ltadd.org. Written comments were accepted through April 24, 2025.

COMMENTS

3/25/25

Jim Rachlin, LTWDB Vice-Chair:

1. Who represents ECTC on the BST? (pg.33)

2. Does this data point appear correctly? (pg.15)

"The civilian labor force at the end of 2023 was 211,231 an increase of 88,914 from 2022. "

***All comments were evaluated and answered on March 27, 2025.**

Question #1 was answered in written communication. The BST representatives from ECTC include Beth Cassity with Workforce Solutions, Eileen Worthington with ECTC's Advanced Manufacturing Accelerator Program, and Telly Sellers, ECTC Vice President of Academic Affairs and LTWDB member.

Question #2 identified a data point that was incorrect. The data was corrected in this section and were the result of a typo in the document.

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CH 1, A

The planning process to develop the Central Kentucky Regional Workforce Plan was a collaborative, inclusive, and iterative effort among the Bluegrass, Lincoln Trail, and Northern Kentucky Workforce Development Boards (WDBs). Recognizing the value of a coordinated regional strategy, the executive directors of each WDB initiated the process by aligning on shared goals, planning milestones, and a cooperative framework to ensure the plan reflects the unique economic and workforce landscapes of each local area.

From the outset, the three Boards agreed to engage in a joint planning approach that utilized a mix of remote meetings, conference calls, and email correspondence. This structure allowed each local area to actively contribute to the development of the plan in a way that was equitable, transparent, and respectful of local autonomy. Each Board was given regular opportunities to review, comment on, and shape the regional content. Upon completion of the draft, each Workforce Development Board formally reviewed and voted on the final plan independently, ensuring mutual endorsement and alignment with local priorities.

To ensure broad local area participation, the planning process included several methods of stakeholder and community engagement. These included:

- **On-site planning sessions** with Board Executive Committees
- **Listening sessions** with Board members, partners, and community stakeholders;
- **Electronic communications** including email surveys, feedback requests, and planning updates;
- **Public outreach efforts** such as press releases to local media, promotion on social media platforms and a public hearing.

These efforts helped encourage input from partners, employers, educators, and the general public, fostering both transparency and buy-in. Input gathered from these activities was reviewed and considered in the plan's development, allowing the final product to reflect both regional coherence and local needs.

Through this deliberative and participatory process, the Central Kentucky Regional Plan was developed as a forward-looking strategy grounded in local insight, aligned with regional priorities, and positioned to meet the workforce and economic challenges of the future.

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CH 1, B

The Bluegrass, Lincoln Trail, and Northern Kentucky Workforce Areas comprise a region with a diverse and evolving economic base, including urban centers such as Lexington and Covington, and rural counties like Breckinridge and Meade, with strong manufacturing and agricultural roots. Each sub-region faces distinct workforce challenges and opportunities, but share common priority sectors driven by employer demand.

An evaluation of economic conditions—guided by labor market data from the Kentucky Center for Statistics (KYSTATS), U.S. Bureau of Labor Statistics (BLS), and regional employer surveys—identifies several existing in-demand industry sectors, including healthcare, advanced manufacturing, logistics and distribution, construction, and business services. In these sectors, employers consistently report demand for registered nurses, CDL drivers, industrial maintenance technicians, welders, machinists, certified nursing assistants, software developers, and skilled trades professionals. Employers across the region have also cited increased demand for workers with technical credentials, soft skills, and hands-on training, often emphasizing the need for short-term training programs that produce job-ready candidates.

Regular engagement with employers—via industry roundtables, sector partnerships, and business service representatives—confirms that many businesses struggle to find workers with specialized skills, particularly in welding, nursing, CNC machining, IT security, and logistics operations. Many also express concerns over labor force participation barriers, such as transportation, childcare, and access to training in rural areas.

This analysis of industry and occupational demand forms the foundation for regional workforce development priorities under WIOA Sec. 108(b)(1)(A) and 20 CFR 679.560(a), ensuring alignment between training investments, employer needs, and the long-term economic competitiveness of the region.

Regional Analysis of Economic Condition

The largest sector in the Central Kentucky Region is Health Care and Social Assistance, employing 103,637 workers. The next-largest sectors in the region are Manufacturing (97,832 workers) and Retail Trade (76,422). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ= 1.58), Agriculture, Forestry, Fishing and Hunting (LQ = 1.46), and Transportation and Warehousing (LQ = 1.41).

Sectors in the Central Kentucky Region with the highest average wages per worker are Management of Companies and Enterprises (\$119,894), Finance and Insurance (\$87,952), and Utilities (\$87,198). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+12,884 jobs), Health

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Care and Social Assistance (+8,235), and Professional, Scientific and Technical Services (+6,349).

Existing and Emerging In-Demand Industry Sectors

The economic foundation of these three development districts is built upon several high-demand industry sectors, including:

Advanced Manufacturing: A key driver in all three regions, advanced manufacturing continues to be a high-demand sector, particularly in Lincoln Trail, which is home to BlueOval SK Battery Park in Hardin County. The growth of electric vehicle (EV) battery production, automotive manufacturing, and industrial automation is creating an increasing need for engineers, production technicians, robotics specialists, and maintenance workers.

Healthcare and Social Assistance: With a growing aging population and increased demand for healthcare services, occupations in nursing, allied health, medical technology, and behavioral health are among the fastest-growing. The Lincoln Trail and Bluegrass regions face significant shortages in registered nurses (RNs), licensed practical nurses (LPNs), home health aides, and behavioral health professionals, particularly in rural areas. The expansion of nursing and allied health programs at local colleges aims to address this demand.

Logistics and Transportation: Northern Kentucky's proximity to Cincinnati/Northern Kentucky International Airport (CVG) and major interstates has positioned the region as a key hub for logistics and distribution, with major employers including Amazon Air, DHL, and UPS. In Lincoln Trail, the presence of major industrial and distribution centers along the I-65 corridor continues to drive demand for CDL drivers, warehouse workers, and supply chain specialists.

Technology and IT Services: The IT sector is expanding in all three regions, with a growing need for cybersecurity specialists, software developers, data analysts, and IT support professionals. The increasing adoption of automation, cloud computing, and artificial intelligence (AI) is creating new job opportunities, particularly in Lexington (Bluegrass) and Northern Kentucky.

Construction and Skilled Trades: The construction industry remains strong, with major projects such as BlueOval SK, growth within the distillery industry and regional infrastructure development driving demand for electricians, welders, HVAC technicians, and heavy equipment operators. Apprenticeship programs and trade school partnerships are essential in meeting the labor demand across all three regions.

Agribusiness and Food Production: The Lincoln Trail and Bluegrass regions have a strong presence in agriculture, distillery operations, and food processing. Employers in

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these industries require agricultural technicians, food scientists, machine operators, and supply chain workers to support ongoing growth.

Business and Financial Services: The Bluegrass and Northern Kentucky regions serve as financial hubs, with demand for accountants, financial analysts, human resources specialists, and business operations managers. Lincoln Trail's growing business sector in Elizabethtown and Hardin County also contributes to demand for business professionals.

Employment Needs of Employers in High-Demand Occupations

Employers across these key sectors consistently identify skills gaps and workforce shortages as primary challenges. Workforce data and employer feedback highlight the following employment needs:

Essential Skills and Workforce Readiness: Many employers report a lack of essential skills among job seekers, including communication, teamwork, problem-solving, and professionalism. Workforce development programs in all three districts are integrating essential skills training to address these gaps.

Technical and Industry-Specific Skills: Employers in manufacturing, healthcare, and IT are seeking workers with specialized certifications, technical training, and hands-on experience. Programs such as registered apprenticeships, on-the-job training (OJT), and credentialing programs help bridge these gaps.

Workforce Participation and Retention: Labor force participation remains a challenge, particularly in rural areas, where transportation barriers, childcare access, and digital literacy impact employment. Initiatives such as HB 499 childcare incentives and employer-supported training programs aim to enhance workforce engagement and retention.

Second-Chance Employment: Employers are increasingly recognizing the benefits of hiring justice-involved individuals, with reentry programs, essential skills development, and employer partnerships playing a crucial role in reducing barriers to employment.

Workforce Aging and Succession Planning: Many industries, particularly healthcare, skilled trades, and manufacturing, are facing an aging workforce, creating a need for mentorship programs, knowledge transfer initiatives, and early career engagement to develop the next generation of skilled workers.

The Central Kentucky Workforce Region is well-positioned for continued economic growth, with strong employer engagement, expanding workforce training initiatives, and emerging industry opportunities. However, addressing skills gaps, workforce participation challenges, and evolving employer needs remains a priority. By aligning education and

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training programs with industry demand, expanding access to career pathways, and enhancing employer-driven workforce solutions, these regions can continue to strengthen economic sustainability.

The Lincoln Trail Workforce Development Area (LTWDA) continues to see its demand sectors grow, especially in advanced manufacturing, healthcare, and construction. More efficient technologies and robotics continue to change the dynamics of manufacturing by eliminating some low-skill job functions but at the same time creating jobs requiring higher skills with more technical responsibilities. Production Occupations from 2022 to 2032 are expected to grow in the LTWDA by .85%, higher than the .19% statewide. Manufacturing employment in the LTWDA totals 23% with annual average wages of \$65,879.

The healthcare sector continues to expand as it has in the past. There are no Healthcare occupations that are currently in decline. In the LTWDA Healthcare jobs are projected to grow 6%, twice as much as the 3% statewide. Post-pandemic, it appears the Healthcare industry is seeing an increase in demand in the region. Increasing demands by an aging population needing specialized care will influence hiring trends for nursing, occupational and physical therapy as well as other specialties. According to a report by Forbes, 10,000 baby boomers are retiring every day and by 2030 the entire generation will be 65 years or older.

Skills shortages in the Construction sector sometimes cause delays in new commercial projects as well as new residential construction. Construction occupations in the region are anticipated to grow 3.4% by 2032 which is slightly more than the Statewide projection of 3%. Since 2022, the Tourism industry in the region has experienced notable growth. This uptrend aligns with broader state-level increases in tourism – Kentucky saw a 4.5% increase in tourists in 2023. Abraham Lincoln Birthplace National Historical Park had 239,950 visitors in 2023. The Kentucky Bourbon Trail attracted over 2 million visitors in 2022. The overall positive trend in the state's tourism suggests potential growth in the Lincoln Trail region's tourism industry. Travel expenditures in the region brought over \$422.1 million to the Lincoln Trail region in 2023. Employment in tourism and travel industry is expected to see a 1% growth by 2032.

The entrepreneurial spirit and small business environment continue to thrive in the Lincoln Trail Area, specifically in the Elizabethtown-Fort Knox Metropolitan Statistical Area (MSA) which includes Hardin, Meade, and Larue Counties. Resources such as the KY Small Business Development Centers, the Kentucky Small Business Credit Initiative (KSBCI), the LTADD Revolving Loan Fund Program (RLF), and local venture groups provide opportunity for small businesses in the region.

The region continues to adapt to the fluctuation in personnel, both military and civilian, at Fort Knox. In 2023, the post had a total of 57,200 employees which is an 8.5% increase since 2020. In 2020, the Fifth Corps (V Corps) was activated, bringing 635 soldiers to Fort Knox as well as their dependents. Army Cadet training for future officers now takes place on post as well as a major portion of ROTC training in the summer months. These incremental increases in the military have also brought in additional civilian personnel, boosting other sectors such as retail trade, accommodation and food services, and real estate. An added

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bonus is the increase in military spouses coming to the area giving business and industry another labor force with varied experience to recruit from.

CH 1, D

For Lincoln Trail Region Education & Skill Level data, refer to Appendices A and B, where you will find education pathways and degrees earned in the region.

The Lincoln Trail Region benefits from strong interagency collaboration, responsive training infrastructure, and a commitment to targeting in-demand sectors. However, workforce participation barriers, transportation challenges, and uneven access to training in rural areas present ongoing obstacles. Strengthening employer engagement, expanding work-based learning, and addressing systemic barriers such as childcare and transit will be essential to maximizing the impact of workforce development investments.

Examples of these include: soft skills workshops at the KCC-LT Office utilizing the CareerEDGE platform in Elizabethtown and provided virtually in the Bluegrass area; WIN Career Readiness Courseware which includes the Kentucky Essential/Soft Skills Certificate; National Career Readiness Certificate (NCRC) through adult education centers; work ethic certifications in several school systems in the region; Workforce Solutions with Elizabethtown Community and Technical College (ECTC); Tech Ready Apprentices for Careers in Kentucky (TRACK) that has been established in several school systems in the Lincoln Trail area; Area Technology Centers in Breckinridge, Marion, Meade, and Nelson Counties offer career and technical education pathways; Hardin County Schools Early College and Career Center (EC3) in Elizabethtown that allows juniors and seniors ready for college-level curriculums a pathway to learn in-demand sectors (if a student completes two years at EC3 they will have two years of college credit); Bardstown Independent Schools in Nelson County has opened a Polytechnic Center with state of the art classrooms, advanced training equipment and expert instructions; Project Lead the Way; Knox Coding Academy; Putting Kentuckians First which introduced a welding certification program for individuals in the Nelson County Detention Center.

For Lincoln Trail Region Education & Skill Level data, refer to Appendices A and B, where you will find education pathways and degrees earned in the region.

The regional boards identified the following strengths and challenges during a recent planning session:

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Lincoln Trail Workforce Development Area

Strengths:

- **Work-based Learning Opportunities:** Lincoln Trail has significantly increased work-based learning opportunities. Project Opportunity is an initiative that identifies employers who are interested in providing work-based learning opportunities and matches student co-ops from area high schools to those positions. As part of upskilling workers to avoid layoffs, LTWDB offers Incumbent Worker Training in high demand sectors. On the Job Training is a critical step in customized training program models for companies such as Baptist Health Hardin and Your Recruiting Company.
- **Youth Services:** Development of a youth career services program has been a priority since 2024. The model that was developed and will be carried out consists of the following modules/services. In-school, out-of-school and opportunity youth are receiving the following services:
 - **Work Readiness:**
Pre-Employment Orientation
Essential Skills
 - **Sector Training:**
Virtual Reality Career Exploration
Ready for Industry Training
 - **Path to Employment:**
On-the-Job Training
Paid Internships
Individual Training
Connection to Local Employers
 - **Employment Support:**
Follow-Up
Workforce Related Assistance
- **Strong Regional Collaboration:**
 - The Lincoln Trail Workforce Development Board (LTWDB) collaborates well with local partners, including economic development agencies,

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KCTCS (Elizabethtown Community & Technical College), Adult Education providers, and community organizations.

- Strong coordination with the Lincoln Trail Area Development District (LTADD) ensures alignment of workforce strategies with economic development priorities.
- Collaboration with the Central Kentucky Region (Lincoln Trail, Bluegrass, and Northern Kentucky) as well as other local workforce areas - like South Central - where the LTWDA shares an Electric Vehicle Coordinator for EV projects.
- **Employer Engagement:** Many employer partnerships exist, including small and mid-sized businesses that are actively engaged in workforce program design, training development, and apprenticeship initiatives. The LTWDB BST Lead is well connected with over 180 employers in region, making them aware of WIOA resources that can be utilized through the Kentucky Career Centers.
- **Responsive Training Programs:** Training providers like ECTC and local secondary CTE centers are responsive to employer needs, offering certifications in welding, industrial maintenance, CDL, nursing and other priority sectors. The use of Work Ready Scholarships and Kentucky CareerEDGE resources supports adult learners and dislocated workers in quickly upskilling. ECTC Workforce Solutions aids in the upskilling for local area employers.

Challenges

- **Workforce Participation Gaps:** Labor force participation in several counties (e.g., Marion, Meade, and LaRue) lags behind state averages, particularly among women, older workers, and individuals without postsecondary credentials. Employers frequently cite a lack of available workforce despite population stability.
- **Limited Public Transportation:** Lack of fixed-route public transit systems in most of the region limits access to training and employment opportunities, especially for rural residents and low-income job seekers.
- **Infrastructure Challenges in Rural Areas:** Limited broadband access and fewer training sites in rural counties reduce equitable access to virtual training and job readiness services. Facilities for hands-on technical training (outside of Elizabethtown) are limited or outdated.
- **Recruitment & Retention in Healthcare and Skilled Trades:** Persistent shortages in nursing, allied health, and industrial trades highlight misalignment

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between training pipeline capacity and employer demand. Lack of clinical sites and instructors in some programs (e.g., LPN, RN, CNA) restrict program enrollment.

CH 2, A

The Lincoln Trail region, which includes Breckinridge, Grayson, Hardin LaRue, Marion, Meade, Nelson, and Washington Counties presents a wealth of economic development opportunities, particularly when approached within the context of workforce development, education and economic strategy. Collaboration across systems and partners to effectively address the employment and skills needs of current and future employees, job seekers and employers in the region is critical. The LTADD, in collaboration with the LTWDB, developed a 6-year Economic Lines of Effort strategic plan. The mission is to bring together local, civic, and governmental leaders together to accomplish objectives that cannot be achieved by entities acting separately. The vision for the strategic plan is to be the state's premier locally based, regionally focused integrator and collaborator, enabling stakeholders to create a better everyday life for themselves and their community.

The LTADD 6-year strategic plan fosters workforce development, education and economic strategies within the counties served with the following objectives:

◆ **Transportation & Infrastructure Development**

Goal: Develop safe, efficient, and multi-modal movement of people and goods.

Key Projects:

- Mass transit system in urbanized areas
- Expansion of highways, rail lines, and riverport capacity

Educational Alignment:

- Career Pathway: Transportation, Distribution, and Logistics
- CTE Link: KY Career and Technical Education Programs (e.g., CDL licensure, logistics tech)
- Postsecondary Programs: ECTC or KCTCS programs on urban planning, logistics, and transportation safety

◆ **Affordable and Quality Housing**

Goal: Provide sufficient housing to accommodate regional population growth.

Key Projects:

- Eliminate waiting periods for affordable housing
- Expand residential capacity in growing communities

Educational Alignment:

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- Career Pathway: Architecture & Construction
- CTE Link: Dual credit or high school-level building trades
- Postsecondary Programs: ECTC construction programs

◆ **Regional Utilities & Public Works Partnerships**

Goal: Build multi-jurisdictional capacity for essential services.

Key Projects:

- Multi-utility water/wastewater partnerships
- Expansion of regional airport infrastructure

Educational Alignment:

- Career Pathway: STEM, Engineering Technologies
- CTE Link: Industrial maintenance and automation systems
- Postsecondary Programs: ECTC Environmental Engineering, Utility Operator Certification

◆ **Workforce Development & Employer Readiness**

Goal: Create a barrier-free environment to meet employer demand and expand job quality.

Key Projects:

- Childcare and transit barrier studies
- Facility renovations for training in manufacturing, welding, healthcare
- New engineering facilities via ECTC & UofL partnership
- Initiatives for justice-involved individuals, opportunity youth, and ESL safety training

Educational Alignment:

- WIOA Core Programs: Title I (Youth, Adults, Dislocated Workers), Title II (Adult Ed), Title IV (Voc Rehab)
- CTE Link: Advanced Manufacturing, Engineering, Health Science, IT
- Postsecondary Programs: ECTC Workforce Solutions, Kentucky Adult Education
- Equity Focus: Alignment with Perkins V goals for special populations

◆ **Health & Safety Capacity Building**

Goal: Expand access to healthcare and first responder infrastructure.

Key Projects:

- Regional first responder specialization

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- Public safety expansions to match population growth

Educational Alignment:

- Career Pathway: Health Sciences, Law and Public Safety
- CTE Link: KY Board of EMS dual credit programs
- Postsecondary Programs: EMT, nursing, paramedicine at ECTC/KCTCS

The LTADD Economic Lines of Effort Strategic Plan not only responds to the region's infrastructure and workforce needs but also aligns directly with state and federal educational goals. Through intentional collaboration with educational institutions, workforce agencies, and CTE providers, this strategy ensures that all investments are geared toward credential attainment, barrier mitigation, and career readiness for a future-ready Lincoln Trail workforce.

Youth and Barriers

Through the LTWDB, the Youth Committee plans to address barriers to youth employment regarding childcare, transportation, housing, addiction, offenders, homelessness, foster care, low-income and pregnant or parenting youth. LTADD and the LTWDB are currently in process of conducting formal studies on childcare and transportation. The Lincoln Trail region also plans to initiate studies on housing and addiction within the next year.

In addition to formal studies, the LTWDB is also collaborating closely on a (unique to the region) housing project with LTADD and Family Scholar House. The project will provide housing, tuition and support to single parents and former foster youth on ECTC's campus in Elizabethtown, KY. The residential campuses mission is to end the cycle of poverty, unstable housing and most often, domestic violence. The program will provide comprehensive and holistic continuing care to assist with educational, career and family goals.

The LTWDB has also developed a strong partnership with the Reentry and Employment Services Branch in the Commonwealth of Kentucky. This program provides the Putting Kentuckians First initiative which assists individuals who are transitioning from justice-involved circumstances or addiction recovery care. The KCC-LT, along with partners at the state level work to provide a smooth transition and to break down barriers to create a path forward. This initiative is present in every county in the region and continues to grow.

In 2025, the LT Youth Committee has worked to re-establish the Boards WIOA Supportive Services Policy with a focus on alleviating barriers to youth. These services include the opportunity to provide fuel cards for transportation needs, childcare assistance and job-

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related needs (uniforms, equipment, etc.) at no cost to Youth participants. The committee is working to not only continue to these efforts, but also make the program more robust in the future.

CH 2, C

Implementation of these strategies is carried out through a coordinated system of communication, accountability, and continuous improvement. The One-Stop Operator (OSO) is responsible for overseeing the daily coordination, integration, and service delivery of all six WIOA core programs—Adult, Dislocated Worker, Youth, Wagner-Peyser, Vocational Rehabilitation, and Adult Education—along with additional partner programs. The OSO facilitates collaboration between frontline staff and management to ensure consistency in service delivery across the region’s KCC-LT centers. The OSO has created and published a comprehensive Standard Operating Procedures Manual for the workforce system to assist with any execution of workforce activities. See Appendix G for reference to the manual.

A Center Management Team (CMT), composed of leadership from each partner agency, meets monthly to identify and address system-level issues, develop shared solutions, and align activities with board-defined performance metrics. These monthly meetings serve as a critical forum for monitoring strategy implementation, identifying gaps, and planning corrective actions collaboratively.

In addition, the OSO provides quarterly reports to the LTWDB on the execution of core programs and system performance. These reports include data on service coordination, partner referrals, performance outcomes, customer satisfaction, and progress toward annual goals. This ensures that the board maintains oversight of implementation and can make data-informed decisions to guide future strategy.

The Memorandum of Understanding (MOU) and Infrastructure Funding Agreement (IFA) outline specific roles, responsibilities, and financial commitments from each required partner. These documents ensure resource alignment and accountability by codifying service commitments, cost sharing, and operational standards. To further support execution, the LTWDB uses strategic tools such as partner referral protocols, shared case management, cross-training, and integrated service flow models to break down silos and promote a truly collaborative workforce system.

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CH 3, A

Stakeholder Engagement and Innovation

- The LTWDB continues to leverage long-standing relationships with:
 - **Area jobseekers**
 - **Local employers**
 - **K-12 and postsecondary education partners (ECTC, etc.)**
 - **Community-based organizations**
 - **Local Elected Officials**
 - **Economic development agencies (local chambers, industrial foundations, etc.)**
 - Hardin County Economic Development Council (HCEDC)
 - Elizabethtown-Hardin County Industrial Foundation
 - Nelson County Economic Development Agency
 - Marion County Industrial Foundation
 - Washington County Economic Development Authority
 - Meade County-Brandenburg Industrial Development Authority
 - LaRue County Economic Development
 - Grayson County Economic Development Office
 - Breckinridge County Economic Development Authority

- The region was an early adopter of the US Department of Labor’s One-Stop model and remains committed to integrated service delivery, customer-centered design, and regional innovation.

The Lincoln Trail workforce development system exemplifies a collaborative, multi-tiered model that draws on the strengths of local governance, professional service delivery, and integrated partnerships. The system’s design ensures that workforce programs are accessible, responsive to employer needs, and aligned with both federal and state priorities—providing a foundation for economic growth and workforce advancement across the region.

CH 3, B

Services for Individuals with Disabilities

The Lincoln Trail Workforce System is committed to advancing inclusion, accessibility, and opportunity for individuals with disabilities across all workforce programs. Through

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partnerships, assistive technology, staff training, and policy alignment, the system ensures equitable service delivery and tailored support to meet the unique needs of jobseekers with disabilities.

Inclusive Design & Accessibility

- The KCC – Lincoln Trail comprehensive location is ADA-compliant and equipped with assistive technology.
- Every KCC-LT location offers an accessible computer workstation.
- Physical and digital materials are provided in accessible formats, access to interpreters is available for the deaf & hard of hearing population.
- The KCC-LT website uses AccessiBe software to make the page accessible to all.

Core Program Partnership – Office of Vocational Rehabilitation (OVR)

- OVR is a required WIOA core partner at KCC-LT sites.
- OVR counselors provide career counseling, employment planning, job placement assistance, and skills training.
- OVR and LTWDB coordinate services to offer dual enrollment and co-enrollment opportunities.

Employer Engagement for Inclusive Hiring

- LTWDB and its partners promote inclusive hiring practices among regional employers.
- The Board supports disability awareness campaigns and employer education.

WIOA Title IB Supportive Services

- Individuals with disabilities may access supportive services such as transportation, adaptive equipment, tuition assistance, or childcare through WIOA Title IB.
- Career Advisors work closely with individuals to identify needs and build a customized service plan.

Continuous Staff Training

- KCC-LT frontline and management staff receive regular training on disability awareness, assistive technology, and accommodations.
- Staff are equipped to support individuals with both visible and non-visible disabilities.

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The Lincoln Trail Workforce System takes a comprehensive and person-centered approach to serving individuals with disabilities, ensuring full access to career pathways, training opportunities, and employer engagement that foster sustainable and meaningful employment outcomes.

CH 3, C; #1

Incumbent Worker Training (IWT)

IWT supports regional employers by helping current employees upgrade their skills to avoid layoffs, increase productivity, or advance within the company. The program is implemented in five key steps:

1. **Employer Application** – Employers apply for IWT funding, with a focus on in-demand sectors (e.g., manufacturing, healthcare, logistics).
2. **Cost Sharing & Eligibility** – Employers typically cover 50% of training costs; employees must meet WIOA eligibility.
3. **Training Plan Review** – Employers submit a training proposal reviewed for alignment with WIOA goals.
4. **Training Delivery** – Training is delivered onsite or by approved providers like ECTC.
5. **Outcomes Reporting** – Employers track and report training results, including upskilling and business improvements.

On-the-Job Training (OJT)

OJT helps jobseekers gain practical skills while supporting employers with wage reimbursements during training. The program is implemented in five key steps:

1. **Employer Engagement** – Business services staff identify employers willing to train new hires in high-demand fields.
2. **Candidate Eligibility** – Jobseekers are screened for WIOA eligibility, focusing on dislocated workers, low-income adults, and those with employment barriers.
3. **Training Agreement** – A formal plan is created outlining training duties, wages, and reimbursement terms.
4. **Wage Reimbursement** – Employers are reimbursed 50–75% of wages during the training period (typically 3–6 months).
5. **Monitoring & Follow-up** – Career Advisors track progress and support successful transitions to permanent employment.

The LTWDB strategically implements IWT and OJT programs to build talent pipelines, support employer growth, and increase the skill levels of the regional workforce. These programs are executed through partnerships with local employers and Career TEAM, LLC

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to ensure that training is employer-driven, cost-effective, and responsive to evolving industry needs.

Chapter 3, C; #3

Economic Development Partners
Hardin County Economic Development Council (HCEDC)
Elizabethtown-Hardin County Industrial Foundation
Nelson County Economic Development Agency
Marion County Industrial Foundation
Washington County Economic Development Authority
Meade County-Brandenburg Industrial Development Authority
LaRue County Economic Development
Grayson County Economic Development Office
Breckinridge County Economic Development Authority
Chambers of Commerce
Elizabethtown/Hardin County Chamber of Commerce
Bardstown-Nelson County Chamber of Commerce
Lebanon-Marion County Chamber of Commerce
Springfield-Washington County Chamber of Commerce
Postsecondary Partners
Elizabethtown Community and Technical College (ECTC), including Springfield & Leitchfield Campuses
Local Area Technology Centers (ATCs)
The University of Louisville (Engineering Education partnership with ECTC)
K-12 school districts offering Career & Technical Education (CTE) pathways

Economic development in the Lincoln Trail Region is strengthened through a comprehensive network of local, regional, and state-level partners. By maintaining strong

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connections with these entities, the LTWDB ensures that workforce services are fully integrated into the region's economic strategy—creating a unified approach to job creation, talent development, and community prosperity.

CH 4, A; #2

The Eligible Training Provider List (ETPL) is an important tool to help individuals identify training programs in high demand sectors that lead to self-sufficient employment. LTWDA WIOA Title I DSP staff use the ETPL as part of the career counseling process. The ETPL offers a vetted list of training providers that must meet certain criteria, including performance. This tool provides individuals the opportunity for informed customer choice. Although DWD is responsible for overseeing the ETPL, LTWDB staff work closely with WIOA Title I DSP staff to ensure training programs are meeting local performance. If training programs do not provide good outcomes, root causes will be identified and addressed and referrals adjusted, if necessary. LTWDB staff also works closely with LTWDB members, KCC-LT partners and the local business community to identify any additional training needs and training providers. The LTWDB is committed to ensuring training opportunities are available to meet the emerging needs of employers, jobseekers and workers in the region.

Chapter 4, A; #3

As mentioned, the KCC-LT website offers remote access and linkages to many of the services offered at the physical locations. A variety of digital flyers, brochures and videos are available on the website that provide information about partner services. Individuals can get access to this information without having to walk into the door of a career center. Videos on the region's high demand sectors, along with links to training providers, allow individuals easy access to explore career opportunities. Welcome videos for the Elizabethtown, Bardstown and Lebanon locations provide an overview of KCC-LT services. Individuals can also learn about completing a job application, writing a resume and interviewing skills through video links. The KCC-LT utilizes the Unite Us platform, which is a common electronic referral system for partner services. This platform provides individuals with connections to services targeted to their specific needs. Adult Education provides online services for enrollment, skill level evaluations, instruction and testing. The WIOA Title I Direct Services Provider staff offer a variety of digital pathways to connect individuals with services, including virtual career counseling through Zoom and Google Meet, as well as more traditional methods such as calling, texting and email. CareerEdge, a virtual workplace essentials skills tool, is another KCC-LT service available remotely. Individuals have virtual access to the KCC-LT monthly event calendar, the ability to file for Unemployment Insurance benefits and the Kentucky Career Portal. The LTWDA also had the opportunity to

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host the UI Mobile Assistance Unit for a temporary layoff in the region. This is a great resource that brings services directly to individuals experiencing a temporary or permanent layoff and will be requested for future events.

KCC-LT partners participate in a variety of community events, throughout the year, such as job fairs, back to school events, community baby showers, high school career fairs, etc., in all counties in the region. This allows individuals who don't have a career center in their area, to meet with KCC-LT partners in person and get connected to services. The WIOA Title I Direct Services Provider also has a regular presence at libraries throughout the region, which provides an option for individuals who don't have internet access.

The LTWDB has implemented a variety of technology-based solutions to make KCC-LT services more accessible in remote areas and will continue to enhance, improve upon and expand what is already in place.

CH 5, A

(added missing Bluegrass info.)

The Memorandum of Understanding (MOU) for the Bluegrass Local Workforce Development Area outlines the roles and services provided by the Office of Vocational Rehabilitation (OVR). Additional guidance will be sought regarding cooperative agreements. As outlined in WIOA Section 107(d)(11), "The local board shall coordinate activities with education and training providers in the local area, including providers of adult education and literacy activities under Title II, providers of career and technical education, and local agencies administering plans under Title I of the Rehabilitation Act of 1973." The Bluegrass Workforce Innovation Board (BGWIB) and OVR collaborate to strengthen services for individuals with disabilities, those facing employment barriers, and individuals experiencing poverty. OVR services are co-located within three Kentucky Career Centers: Lexington, Danville, and Richmond, ensuring broad access to a comprehensive range of support services.

CH 5, B

There are no administrative cost arrangements or pooling of funds for administrative costs at this time. However, at which time projects require such discussion, all local areas are agreeable to meet and negotiate arrangements.

Local Workforce Development Directors meet on a monthly basis and have the opportunity to share best practices. This allows all areas to benefit from the most effective strategies and enhance program efficiency across the Commonwealth.

CH 5, F

Meeting or exceeding all state and federal performance benchmarks remains a priority.

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Local Grant Subrecipient Performance

The Lincoln Trail Area Development District (LTADD), serving as the local grant subrecipient, is evaluated on several levels to ensure fiscal and programmatic compliance with local, state, and federal requirements. These indicators include but are not limited to:

- Annual independent audits
- Annual WIOA Title I financial and programmatic monitoring by DWD
- The LTWDB Funding Committee, Executive Committee, and Full Board review the budget quarterly.
- The Governing Board of Local Elected Officials reviews and approves the WIOA Title I budget annually and approves negotiated levels of WIOA Title I performance.
- Annual WIOA Title I performance results are reviewed at the end of each program year by the LTWDB and the Governing Board of Local Elected Officials.

Eligible Providers under WIOA Title I Performance

Performance for eligible service providers under WIOA Title I is measured by the indicators below:

- LTWDB staff conducts annual programmatic and financial monitoring of all WIOA Title I sub-recipients, as well as OJT's and IWT's.
- WIOA Title I sub-recipient contract goals and objectives are reviewed on a regular basis.
- The WIOA Title I Direct Services Provider is also evaluated on the results of the WIOA Title I negotiated performance measures.
- DWD maintains and monitors the ETPL. LTWDB staff review performance outcomes of ETPL providers used by WIOA Title I participants to ensure successful results.

One Stop Delivery System Performance

Performance for the Lincoln Trail One Stop Delivery system is measured by the indicators, below:

- Coordination of service delivery to facilitate collaboration among required WIOA partners, including but not limited to Title I, Title II, Title III, Title IV programs and other community-based organizations.
- Demonstration of effective operation of the One Stop Centers, maintaining compliance with federal, state and local WIOA regulations.

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- Execution of the MOU and IFA, according to established schedule, so all partners are actively contributing fair share costs associated with the system.
- Oversee business services to effectively engage employers and provide services to assist with recruitment, hiring and retention needs.
- Promotion of equal opportunity for all participants, ensuring accessibility in compliance with the Americans with Disabilities Act (ADA) and other applicable regulations.
- Developing, monitoring and reporting outcomes and performance metrics in alignment with WIOA guidelines and the LTWDB's recommendations.
- Implementing strategies to measure and improve customer satisfaction, service efficiency, and workforce outcomes for business and jobseeker customers.
- Achieving One Stop certification for designated comprehensive, affiliate and access point locations.