

Summary of
PROPOSED

EXECUTIVE ORDER

THE CREATION OF THE KENTUCKY WORKS COLLABORATIVE

Background:

Federal Workforce Innovation and Opportunity Act of 2014 (“WIOA”) requires Governors to establish a business led State Workforce Development Board to assist in the development of a state plan that enhances the capacity and performance of the workforce development system, aligns and improves the workforce programs and investments, and promotes economic growth – **KWIB Created (2014, 2016)**

KWIB completed a study to develop our **strategic plan in 2018 known as *Kentucky Work Ready: An Urgent Call to Action*** that would improve the effectiveness of the Commonwealth’s workforce development system and suggests a series of steps that require a sustained commitment from state and local policymakers and workforce innovation boards as well as the support of Kentucky’s business community, including:

- (1) Actively **engaging employers** to drive Kentucky’s workforce development system,
- (2) **Aligning and integrating elementary and secondary education, postsecondary education and adult education** to provide lifelong learning opportunities for Kentuckians that prepare them for higher skills needed in the workplace,
- (3) **Increasing Kentucky’s workforce participation rate** and
- (4) **Focusing available resources on the most effective initiatives** in order to improve the return on Kentucky’s workforce investment; and

It is essential to **bring resources together in order to collaborate and make longstanding commitments** in order to accomplish the objectives set forth in the Strategic Plan; and

Proposed Executive Order Creation:

The Kentucky Works Collaborative (“Collaborative”) is hereby established and created for the purpose of **ensuring the implementation of the Kentucky Workforce Innovation Board’s strategic plan, *Kentucky Work Ready: An Urgent Call to Action*.**

The Collaborative shall consist of thirteen (15) members as follows:

- The Governor, or designee;
- Secretary of the Education and Workforce Development Cabinet, or designee;
- Secretary of the Cabinet for Economic Development, or designee;
- Secretary of the Labor Cabinet, or designee;
- Secretary of the Cabinet for Health and Family Services, or designee;
- Chair of the Kentucky Workforce Innovation Board, or designee;
- President of the Council on Postsecondary Education, or designee;
- Commissioner of the Kentucky Department of Education, or designee;
- President of the Kentucky Community and Technical College System, or designee,
- Executive Director of the Kentucky Commission on Military Affairs, or designee;
- President of the Kentucky Chamber of Commerce, or designee;
- Executive Director for Kentucky Housing Corporation representing U.S. Housing and Urban Development serving Kentucky, or designee;
- Director of a Jobs Corps Center serving Kentucky;
- Secretary of the Kentucky Justice and Public Safety Cabinet, or designee; and
- A Chief Local Elected Official appointed by the Kentucky Association of Counties.

Proposed ACTIONS of the Collaborative:

- ✓ Develop a **State of the Workforce Funding Report** that identifies all workforce-related education, training and support service activities provided by their respective agencies or entities, as well as any and all associated funding related to these services. **Includes ROI Report and will be updated and delivered to KWIB every year.**
- ✓ Collaboratively fund and analyze **Self Sufficiency Report** also with comparison to a created **Benefit Cliff Analysis**. Beginning on January 1, 2020, and every two years thereafter, this standard shall be reported to the KWIB and may be updated at that time to reflect changes in the economic condition of the state.
- ✓ The state agency members of the Collaborative shall ensure provision of services by function rather than by agency in each comprehensive Kentucky Career Center by way of creating a state level **Memorandum of Agreement** in which state partners define for their local staff and contractors the roles, responsibilities, contributions and metrics by function in providing the following workforce development services in the Kentucky Career Center system listed as:
 - (1) Assisting individuals in obtaining employment that leads to self-sufficiency;
 - (2) Providing employers with access to qualified and appropriately skilled employees who have been assessed, trained and possess appropriate credentials and certifications;
 - (3) Delivering effective programs offered through a seamless and integrated workforce development delivery that eliminates duplication of services;
 - (4) Reducing administrative costs and accommodating the needs of employers;
 - (5) Holding participant organizations accountable for costs, appropriate use of state and federal funding, performance, and metrics; and
 - (6) Reacting to the current demand for skilled workers by specific industries and identified sectors of unfilled jobs.
- ✓ **Enforce accountability for local workforce boards** to ensure that the following operational outcomes are achieved within the local area:
 - (1) Development of a comprehensive, fully integrated workforce development system that appropriately balances partner roles, responsibilities and accountability;
 - (2) Assurance that every employee, job seeker and employer is aware of and has universal access to utilize the full continuum of available workforce development programs and services in Kentucky;
 - (3) Increasing the supply of appropriately skilled workers for high demand industries;
 - (4) Elimination of unnecessary duplication of services; and
 - (5) Reduction in administrative costs

The local workforce boards will report quarterly to the KWIB on measured success and continuous improvement of each of the above listed outcomes to ensure fulfillment of WIOA requirements.

Draft Timeline for State and Local System Integration and Alignment

2/19 Current MOU / IFA Completed

6/19 Draft Statewide MOA

7/19 Begin Merge of Strategic Plan and State Plan

12/19 Completed MOA and Drafted Strategic State Plan

1/20 LWAs begin Integration of Strategic Plan and Local Plan and Localizing the Statewide MOA

3/20 Draft of Localized Statewide MOA to State for Review

6/20 Draft of Strategic Local Plans to State for Review

7/20 Alignment in Place and Review will Continue Yearly with MOAs due every 3 years unless otherwise needed