

**Kentucky Workforce Innovation Board**  
**Meeting Briefing Book**

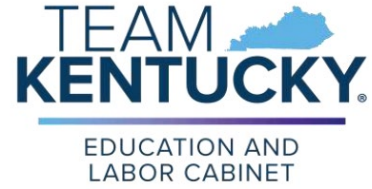
November 2, 2023

1:30 – 3:30 pm EDT

Location: Paul Sawyer Library

319 Wapping Street, Frankfort KY 40601

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# Kentucky Workforce Innovation Board (KWIB) Quarterly Meeting November 2, 2023, 1:30-3:30 pm EST

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**1:30 – 3:30 pm EST**  
**1:00 pm EST Pre-Meeting Networking**

**In-person** – Paul Sawyer Library 319 Wapping Street; Frankfort KY 40601  
*(Please RSVP)*

Virtual via zoom - <https://us06web.zoom.us/j/87392879202?pwd=VFFVRXVzd0xzdtR4ZUhtWEZgUm03QT09>

Meeting ID: 873 9287 9202

Passcode: 287724

- 
- 1:30 CALL MEETING TO ORDER**  
**Welcome / Housekeeping**.....*Kim Menke, Chairman, KWIB*  
*Toyota Manufacturing North America*
- 1:35 Roll Call**..... *Elishah Taylor, Administrative Assistant KWIB*
- 1:40 Consent Agenda (Voting Required)**..... *Kim Menke*  
*August 17, 2023, Minutes (provided in pre-read packet)*  
*WIOA Policy Updates – Approval of policy updates (provided in pre-read packet)*  
*WRC application Confirmation – Jackson, Henry Counties*
- 1:45 WIOA State Plan Board Strategy Discussion** .....*Alisher Burikhanov, Executive Director, KWIB*  
*Local Area Visit Review*  
*Education & Workforce Collaborative Recommendations*  
*Committee Recommendations*  
*Federal Infrastructure Opportunities*
- 2:45 Work Ready Communities – Next Generation Recommendations (Voting Required)** .....*Lori Ulrich, Vice Chair KWIB*  
*Work Ready Communities Taskforce Chair*  
*Fleming-Mason Energy*
- 3:15 Closing Comments**..... *Kim Menke*
- 3:30 ADJOURNMENT**

# Consent Agenda



## Quarterly Board Meeting Draft Minutes

**August 17; 1:30 pm – 3:30 pm**

IN-PERSON OPTION – 620 College Street Rd, Elizabethtown KY  
(Elizabethtown Community & Technical College)

OR VIRTUALLY FROM

[kwib.ky.gov/PublishingImages/KWIB\\_QBM\\_081723/KWIB\\_QBM\\_081723.mp4](http://kwib.ky.gov/PublishingImages/KWIB_QBM_081723/KWIB_QBM_081723.mp4)

### 1:30 pm Call to Order

**Kim Menke, Chair** called the meeting to order and advised of housekeeping items that included questions of guests, the need for virtual board members to take themselves OFF mute and turn their camera ON for roll call, questions and voting.

### **KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:**

Kim Menke	B&I	X	Kim Humphrey (2:55pm)	B&I	X
Amy Luttrell	WF	X	Johnny Collett (1:55pm)	B&I	X
Heidi Margulis (2:10)	B&I	X	Kevin Butt	B&I	
Kevin Smith (Proxy Lisa Banner)	B&I	X	Mayor Robert Blythe	Local	
Lori Ulrich	B&I	X	Michael Buckentin (proxy Meghan Watkins)	B&I	X
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Kevin Nolan (proxy Tami Hatfield)	B&I	X
Dianne Owen	WF	X	Secretary Jamie Link	partner	X
Dr. Aaron Thompson (Proxy Rick Smith)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery)	partner	X
Dr. Jason Glass (Proxy Beth Hargis)	partner	X	Secretary John Hicks	CORE	X
Governor Andy Beshear (proxy Secretary John Hicks)	CORE	X	Senator Jimmy Higdon	Legislative	X
Dr. Larry Ferguson, KCTCS (proxy Reneau Waggoner)	partner	X	Sharon Price (Proxy James Cole)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni (left at 1:35pm)	B&I	X
Deputy Secretary Beth Brinly	CORE	X	Bo Matthews (Proxy Justin Browning)	partner	X
Judge Exec. Owen McNeill	Local		Tony Georges (proxy Bill Geiger 1:47)	B&I	X
Todd Dunn (proxy Stephanie Collins)	WF	X	Karen Trial	B&I	
Terry Sexton (proxy Kyle Morgan)	WF	X			

**Guests in attendance:** Darrin Powell (ECTC), Dr. Michael Clark (Center for Business and Economic Research, CBER), Katie Scott (CBER), Beth Roberts (Lincoln Trail), Sarah Vaughn (BlueOval SK)

**Guests in virtual attendance:** Kim Grasberger, Mary Taylor, Amy Neal Bundy, Beth Engle, Jason Hutchinson, Correy Eimer, Tom Sholar, Rosaline Harvey, Elizabeth Daniels, Heather Yeiser, Kayla Jude, Lametta Isaacs, Becky Miller, John Miles, Michelle DeJohn, Bridget Back, Sheila Clark, Jason Faulkner, Michelle Drake, Kathy Sheppard Jones, Iona Brewer, Karen McFadyen, Sarah Wilkins, Nicholas Toomey, Tammy Hyde, Keith Sparks, Chris Woolbridge, Laurie Mays, Gene Childress, Jessie Schook, Alicia Crouch, Sara Russell, Jenni Hampton, Hilary Witt, Kathlene Hamlin, Ryan Terry (Ironworkers), Sam Brown, Michael Gritton, Meredith Rozanski, Karla Tipton, Ashley Runyon, Myra Wilson, Johnny Pittman, Jill Gray, Tiffanie Reeves

**Staff in attendance:** Alisher Burikhanov, Debbie Dennison, Elishah Taylor

### **Consent Agenda Items**

**Kim Menke** pointed to the consent items provided in the pre-read documents for approval.

*May 18, 2023, Minutes (provided in pre-read packet)  
Career and Technical Education (CTE) Certification application approvals  
WIOA Policy Update – Approval of policy 23-007 Conditions and Sanctions for Failure to Meet Federal and State Standards  
Comprehensive Certification – Kentucky Career Center; Morehead, KY*

Lori Ulrich abstained from the vote as she is on the TENCO Board. Kim asked for discussion around any of the items. There was no discussion. *Motion to approve* by **Scott Pierce** and *seconded* by **Amy Luttrell**. No dissenting votes. **Motion passed unanimously.**

Kim Menke shared that nine (9) of ten (10) **Local Workforce Development Board certification rosters and applications** have been reviewed internally and by the Executive Committee and recommended for approval. He noted that based on one of the applications, there is an opportunity to clarify representation of dual category representation by one board member. Changes to Policy 15-001 will be forthcoming. He asked for a motion. **Cora McNabb** motioned to approve the nine (9) recommended areas; **Amy Luttrell** seconded the motion. Kim asked for a vote. None were dissenting. **Motion passed unanimously.**

### **National Governors Association (NGA) Summer Symposium Review**

The **National Governors Association Conference** was held in Fargo, North Dakota. Deputy Commissioner **Michelle DeJohn, Kim Menke and Alisher Burikhanov** attended on behalf of the Education and Labor Cabinet (ELC) and the Kentucky Workforce Innovation Board (KWIB). Primary discussion included the necessity of collaboration of workforce partners, and that strategic requests among cabinet leadership in infrastructure and other impactful grants should be sought by states. Partners should be innovative and exploring ideas around future needs of job-seekers and employers and services required to be successful. Artificial Intelligence (AI) and other driving economic changes and challenges need to be discussed among state partners.



## **Update on Committees Efforts & Welcome to Goal #2: Education Attainment**

**Alisher Burikhanov, Executive Director of the Kentucky Workforce Innovation Board** – What the Kentucky Workforce Innovation Board has done is align the four goals (1. Employer Engagement, 2. Education Attainment, 3. Workforce Participation; 4. Resource Alignment) with the major committees, and measuring goals and objectives identified in the [Strategic Plan](#) approved by the Governor. He asked **Amy Luttrell, President / CEO, Goodwill Industries of Kentucky and Beth Davisson, Sr. Vice-President of Kentucky Chamber Foundation**, to share as Chairs of the Workforce Participation and Education Attainment and Employer Engagement committee, respectively. **Amy** shared that in the Workforce Participation committee, they are focusing on three (3) things. 1. Better supports for employers, 2. Promoting the services and resources available to job-seekers and employers, and 3. Aligning all of the resources available in the state. Work on the analysis of triggers of Benefit Cliffs continue and a final product of possible legislative recommendations, due soon, will be shared.

**Beth** shared that the decision to split the super committee of Education attainment and Employer Engagement into two committees had been confirmed and beginning in the new year, a renewed focus on their specific goals would begin, while being mindful to share in discussions relevant to each of the committees about the other. A greater focus on collaboration, sharing and updating will also be had. Strong workgroups will be needed to dig into analyzing and offering solutions to the objectives and she invited recruitment and new membership to these committees.

**Kim Menke** agreed with the refocus and realignment activities and encouraged members of the board and interested parties with passions for the committee and work group efforts, to reach out to [KWIB staff](#) for more information and to join upcoming initiatives.

## **Lincoln Trail and ECTC Welcome / Presentation**

**Beth Roberts, Executive Director of the Lincoln Trail Workforce Development Board** welcomed everyone to the area. She provided an overview of the eight counties (Breckinridge, Grayson, Hardin, LaRue, Marion, Meade, Nelson, Washington) in the Lincoln Trail area and talked about the work of the [Kentucky Career Centers](#) in the area. She shared that among others, the area was focused on finding solutions to childcare, transportation and housing challenges. For additional information please reach out to [Beth Roberts](#).

**Darrin Powell, Chief Workforce Officer, Elizabethtown Community & Technical College (ECTC)** welcomed everyone to their facilities. He shared their current partnerships with economic development and workforce initiatives and thanked BlueOval SK for their partnership and inclusion in the new training center being built. He talked about ECTC's FAME (Federation of Advanced Manufacturing Education) initiatives and ECTC focus on student outcomes. He introduced **Sarah Vaughn, with BlueOval SK** who shared that she is their Community Engagement Coordinator with External Affairs, and shared stats about the facilities that are being erected in Glendale, and the anticipated openings in 2025 and 2026. She shared that her primary goal is to understand what the area needs are based on this development. They acknowledge and are partnering to equip the area with needed infrastructure (like schools, housing and public services). For more information she can be reached via [email](#).

## State Plan Business

**Alisher** thanked each area host for having us and turned the conversation to the [State Plan](#). He shared that every four (4) years, the Department of Labor, through the Workforce Innovation and Opportunities Act (WIOA) requires each state's workforce development board to create a state plan. [WIOA State Plans](#) outline what your State or Territory is doing to help Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. KWIB staff is collaborating with local areas to convene stakeholder and focus group meetings to build out themes and direction for the next four years. He invited all stakeholders to participate in their local convenings and help shape the plan. Alisher introduced **Dr. Michael Clark, Director, Center for Business and Economic Research (CBER)** at the Gatton College of Business and Economics in Lexington, to share a presentation about Kentucky's Employment and Workforce Trends.

Dr. Clark shared a presentation that can be found in the post-meeting packet. Highlights include that Kentucky has a tight labor market, low labor force participation, and a low unemployment rate. Kentucky also has uneven growth across sectors and throughout the state. There is a reduced number of higher paying occupations across the state (in Business and Finance sectors). Urban and rural areas are impacted differently in occupation availability and participation saturation. **Justin Browning**, Barren County Schools, shared that they are focused on machine learning and data sciences in their credentialing system. Dr. Clark shared estimated trends of workforce participation by age. He also shared an hourly wage rate consideration as employers think about the worker's considerations to participate in the labor market (ex: leisure/family time + cost of childcare and other costs).

## Education & Workforce Board Collaborative Update

**Beth Brinly, Deputy Secretary, Education and Labor Cabinet** provided updates on the Education and Workforce Collaborative (Collaborative) Board initiatives. She provided updates on initiatives around focus populations and important resources including:

- Jobs on Day One Initiative
- Work-Based Learning
- Veterans, Military Personnel and their Families

For more information on each of these initiatives, please visit our [site](#) for minutes.

Deputy Secretary concluded by inviting interested stakeholders to the upcoming Collaborative Board meeting to be held on **October 12<sup>th</sup> at 1:30pm EST in Frankfort. This will be an in-person ONLY interactive meeting** with discussions including workforce partners and state plan initiatives for the future. For more information visit our site or contact the [KWIB staff](#) if interested.

## Updated Business

**Alisher** provided updates to the Job Quality Academy initiative focused on creating plans for recruitment and retention among state stakeholders. The next meeting is September 7 and if anyone is interested, please reach out to [him](#). Previous details on this initiative can be found in prior KWIB Quarterly board meeting minutes [here](#).

**Kim Menke** shared the continued quarterly discussions being held with the **local area workforce board chairs**. The goal of this effort is to build in collaboration so that each chair is not working in a silo. There is one final meeting this year, on October 24<sup>th</sup>. He is also extending the invite to each chair and their Executive Committee members along for an in-person opportunity to lift up strengths and challenges at the last KWIB Quarterly meeting scheduled for November 16<sup>th</sup>, 2023.

**Lori Ulrich, Vice-Chair, KWIB** and Chair of the Work Ready Communities committee, shared the continued conversations being held to discuss the metrics of importance to city, county, and regional areas as we build out the future of Work Ready Communities. A virtual Townhall will be held on September 18<sup>th</sup> and anyone interested in participating should reach out to [KWIB staff](#).

### **New Business**

**Alisher** shared that the next KWIB Quarterly meeting will be held on November 16<sup>th</sup> at 1:30 pm. The focus will be The Kentucky State Plan that is due at the beginning of 2024.

### **Closing Comments**

**Kim** shared that we had reached the end of the meeting and asked anyone in person or online if they had additional comments. **Scott Pierce** shared a couple of positive examples of the work being done in the Cumberland area with the State initiative "Putting Kentuckians First" being directed out of the Office of Adult Education's office. Dr. John Gregory is the Executive Director leading this department and their initiatives. Kim thanked Scott for sharing. He then reminded participants of the importance of having stakeholders and passionate professional participating in the committee and work groups of this board. He also challenged participants to join the state plan focus group sessions coming to their area to help shape the future of workforce in Kentucky.

### **3:22 pm Adjournment**

Kim asked for motion to adjourn. **Scott Pierce** motioned; **Amy Luttrell** *seconded* the motion. Meeting was adjourned.

COMMONWEALTH OF KENTUCKY  
DEPARTMENT OF WORKFORCE DEVELOPMENT  
AND  
KENTUCKY WORKFORCE INNOVATION BOARD

**POLICY NAME:** Local Elected Official(s) and Local Workforce Development Board Partnership Agreement

**POLICY NUMBER:** 15-003  
**DATE OF ISSUE:** Reissued [REDACTED], 2023  
**EFFECTIVE DATE:** October 1, 2015

**APPLIES/OF INTEREST TO:** Local Workforce Development Boards, Local Workforce Development Boards' staff, Chief Local Elected Officials, and Local Elected Officials

**POINT OF CONTACT:** KWIB.projects@ky.gov

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**HISTORY:** Issued 03/04/2015; effective date 10/01/2015; reissued [REDACTED], 2023 with no substantive change, thus effective date remains.

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**BACKGROUND:** This policy and template provide the initial foundation for understanding the separate and shared functions of LEOs and LWDBs envisioned under WIOA.

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**PURPOSE:** This policy provides additional guidance relating to the LEOs and LWDBs per Workforce Innovation and Opportunity Act (WIOA), Public Law 113-128. The governance and operation of the Local Workforce Development System is contingent on a successful partnership between the LEOs and the LWDB related to their respective roles which are outlined in this policy and partnership agreement template. This policy and template are provided to ensure that the necessary regulatory and operational elements are described, included and understood by both parties. LEOs and LWDBs may include additional agreed upon expectations. This partnership agreement will facilitate the delivery of optimal workforce development services for individuals and employers within the Local Workforce Development Areas.

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**DEFINITIONS:**

**Chief Local Elected Official (CLEO)** - The CLEO is the chief local elected official(s) elected among the consortium of LEOs representing the LEOs in the Workforce Development Area.

**Local Elected Official (LEO)** - The LEOs are the local elected officials of a county. The highest

elected official in counties and counties with merged government shall be considered the LEO for their respective county.

**Local Workforce Development Board (LWDB)** - means a local workforce development board established under section 107, subject to section 107(c)(4)(B)(i).

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**POLICY:**

**LEOs and LWDBs PARTNERSHIP AGREEMENT**

As referenced in Policy 15-002, The LEO-LWDB partnership agreement is between the LEOs, represented by the CLEO, and the LWDB, represented by the designated Chair. Its purpose is twofold: (1) to define their operating relationship; and (2) to confirm that the LEOs and the LWDB have read, understood and agree on the functions, duties and responsibilities of the LEOs (represented by the CLEO) and the LWDB (represented by the Chair) as outlined in WIOA, Public Law 113-128 and in the policies issued by the Department of Workforce Development (DWD).

The Interlocal Agreement, a written agreement that specifies the responsibilities of the CLEO and the individual LEO(s), must be consistent with the Partnership Agreement insofar as any item addressed by both agreements is concerned. Both governing agreements are dynamic documents that can, and should, be amended when a need or desire arises and the respective signatories agree.

The initial agreement must be submitted to DWD no later than 30 days prior to the effective date of the agreement for approval. The approved agreement must be shared with each new LEO and LWDB member. Subsequent updates and amendments must be recorded and submitted to DWD for review, approval, and recording. You may elect to utilize the Partnership Agreement template which has been provided as a guide.

Technical assistance may be requested from the Department of Workforce Development.

**REQUIRED ACTION:** LEOs and LWDBs should review current processes and procedures for compliance per effective date of this policy.

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**REFERENCES:**

- Workforce Innovation and Opportunity Act §134, Pub. L. 113-128
  - WIOA Section 107(c)(4)(B)(i). (29 USC Section 3122).
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**SECTION I –**

**REQUIRED PARTNERSHIP AGREEMENT CONTENTS –**

**JOINT DUTIES FUNCTIONS AND RESPONSIBILITIES**

Describe how the LEOs and LWDB will develop and submit a local plan and collaborate with other LWDBs and LEOs to prepare a regional plan for submission to the Governor (WIOA Section 107(d)(1)).

Describe how the LEOs and LWDBs will:

Conduct oversight for local youth workforce investment activities, local employment and training activities, and the one-stop delivery system in the local area. (WIOA 107(8)(A)(i)).

Ensure the appropriate use and management of the funds provided under subtitle B for the activities and system described in clause (i) and for workforce development activities. (WIOA 107(8)(A)(ii)).

Ensure the appropriate use, management, and investment of funds to maximize performance outcomes under section 116. (WIOA 107(8)(B)).

**Describe how the LEOs and LWDB will prepare for negotiations with the State on local performance accountability measures. (WIOA Section 107(9)).**

**Describe how the LEOs and LWDB will designate or certify one-stop operators and the grounds and process for any subsequent termination for cause of the eligibility of such operators. (WIOA 107(10)(A)(i,ii)).**

**Describe how the LWDB will develop a local area budget and the process for obtaining CLEO approval. (WIOA 107(12)(A)).**

**Describe how operational issues and concerns relating to the designated fiscal agent/grant recipient shall be addressed.**

**Describe the process and procedures to be followed in the event there are unresolved disputes between the LEOs and the LWDB.**

**Describe the process of how the MOU and IFA will be completed.**

**SECTION II -**  
**OTHER ADDITIONAL TOPICS THE PARTIES MAY CHOOSE TO ADDRESS**

This confirms that the CLEO, representing the LEOs and the Chair, representing the LWDB, are authorized to sign this agreement, understand the agreement, and agree to the terms and conditions contained in this agreement.

This also confirms that the LEOs and the LWDB have read, understood and agree on the functions, duties and responsibilities of the LEOs (represented by the CLEO) and the LWDB (represented by the Chair) as outlined in WIOA, Public Law 113-128 and in the policies issued by the Department of Workforce Development (DWD).

It is further understood that updates and changes that affect this agreement (e.g. changes of CLEO, LWDB chair, policy revision/updates/additions), will require that this agreement be updated and reflect those amendments in Section III of this document. Any amendment must be submitted to DWD for prior approval.

CLEO – Print name:	Board Chair – Print Name:
CLEO – Signature:	Board Chair – Signature:
Date:	Date:

**SECTION III - UPDATES AND AMENDMENTS TO THE INITIAL AGREEMENT AS NEEDED.**

<p><b>LEOs-LWDB AGREEMENT UPDATE</b>  <b>To be completed each time an amendment or update is required to the initial WIOA- LEO-Board Partnership Agreement</b></p> <p><b>Record as Amendment # ____ of _____ (amendment(s) to the initial agreement);</b>  <b>Date _____</b></p>	
Explain/Detail the change/update to this agreement:	
Explain/Detail the reason for this change/update:	
Current authorized signatures to make this change:	
Except as amended above, all other terms and conditions of the partnership agreement are hereby ratified and confirmed.	
CLEO – Print name:	Board Chair – Print Name:



CLEO – Signature:	Board Chair – Signature:
Date:	Date:



## 2023 Work Ready Communities (WRC) Review Committee Pre-Read

### Recommendation

The WRC Review Committee recommends that the KWIB approve the following recertification.

County	WRC Status
Henry	In-Progress
Jackson	Work Ready

# WIOA State Plan Board Strategy Discussion

## **2024 WIOA State Plan Local Visit Review**

The Kentucky Workforce Innovation Board (KWIB) conducted a statewide listening tour in preparation of the 2024 WIOA State Plan. From July through the end of October 2024, all ten Kentucky Local Workforce Development Areas (LWDA) contributed to the work.

The framework for the tour involved working with the local LWDA Board directors and their teams to invite workforce stakeholders to conduct a brief overview of the purpose of the WIOA State Plan and breakout into focus groups to gain insight on specific perspectives. The focus groups were broken into:

- Workforce Partners (community-based organizations, nonprofits, MOU partners, educators)
- Employers
- Elected Officials
- Individual Customers

In total, 33 focus groups were held that involved 348 participants in the listening tours with the breakdown of: 198 workforce partners, 82 employers, 51 elected officials, and 17 individual customers contributing their perspective.

The main line of questioning proposed to each group was a reflection on the existing workforce development system and a reimaged future state of workforce development, with the main intention of learning best practices, challenges, and opportunities that can be pursued. After analysis, here are the common statewide themes:

### **Statewide Common Themes**

#### **1) Youth Employment – the Future of Workforce**

- The most cited point was “exposure to careers” and opportunities for work-based learning
  - Exposure to careers to start during middle school
  - Career exploration to further develop in high schools
- A key point of career exposure was also to involve parents and teachers in understanding all options available in the world of work
  - Cultural shift of ensuring careers in manufacturing and trades are valued; these roles are becoming technologically advanced
  - Understanding that “good jobs” are available in all sectors
- Ensuring that the workforce system reaches youth before they become “opportunity youth”
  - Understanding many kids are raised by grandparents & many have parents incarcerated; different approach is necessary to begin barrier removal
  - Finding opportunities to partner with the Office of Vocational Rehabilitation (OVR) to help youth with disabilities
- Lack of mentors and mentorship programs leads to disengaged youth
- The value of essential skills and work ethic is critical

Stakeholder Suggestions:

- Exposure to teachers on all local career (specifically manufacturing and trades) options via externships or short-term bootcamps
- Utilization of “-ships” as a youth career exposure recruitment tool, specifically internships and apprenticeships
- Showcasing diverse workers to students to ensure ALL kids see themselves in various occupations
- Providing students with Labor Market Information (LMI) on all job opportunities and associated wages
- Deeper collaboration between employers, workforce system, higher education, and district superintendents
- School based career advisors as direct in-school connectors to work
- “Student workforce spotlights” to showcase successful work-based learning and/or working in a particular industry

**2) Hiring and Supporting Non-Traditional Talent/Workers (Untapped Talent)**

- The most cited talent group was justice-involved as several statewide and locally run programs are actively engaged in employment services; opportunities to further efforts through:
  - More expungement fairs as awareness of expungement grows
  - Pre-apprenticeship programs to link individuals while incarcerated to outside registered apprenticeship programs upon release
  - More reentry simulations to exposure employers and workforce practitioners to barriers faced
  - Supportive services as scaffolding to build resilience
- Kentucky has a high number of individuals with disabilities with many employment programs that can be braided and leveraged
- English language learners, refugees, and immigrants
  - Targeted onsite English classes; Per WIOA, KY Adult Education has mandate in adult education and literacy, including individuals with limited English language skills
  - Kentucky ranks #4 nationally in refugee arrivals
- Veterans/military
  - Ft. Campbell averages ~500 transitioning soldiers monthly; Ft. Knox averages ~50 transitioning soldiers monthly; these numbers are further increased when adding spouses and families
  - Transfer of military experience to civilian life is an important component in entering workforce
- Aging population provides the benefits of higher retention

### Stakeholder Suggestions for all Untapped Talent:

- Building pipelines into the workforce (focus on sectors)
- Educating employers on the benefits/ROI and potential challenges with workforce system solutions
- Creating a support structure for employers and workers; example: council/committee for businesses that hire a specific talent pool
- Creating a welcoming community
- Use of technology where career exposure is a barrier (ex: using VR goggles)
- Employer understanding of the benefits cliff and associated challenges
- Digital access and literacy are not equally distributed; provide more avenues for digital training
- Establish councils/focus groups of individuals representing a specific untapped talent pool for continuous customer-centered understanding of challenges and opportunities (including youth talent)
- Utilizing Employer Resource Networks (ERNs) to provide career and barrier removal coaching; less costly than high turnover

### **3. Business Engagement & Industry Innovation**

- Importance of businesses being an engaged partner; being an active voice at the table
- Workforce system must emphasize support for small and medium-sized companies
- Employer investment work-based learning/on-the-job training is critical
- Employer time is limited; using webinars, blogs, direct communication to share resources
- Businesses are interested in actively engaging with other businesses, starting organic sector partnerships; opportunity to collaborate on sector training, employee support systems (sector operated childcare center)
- Support to county and municipal government as an employer as competition has created hard to fill local government jobs: emergency response, road department, sewer & water, etc.
- Businesses are facing succession planning as retirements grow; looking at apprenticeship as a knowledge-sharing program is building momentum
- Supporting recovery population in an ongoing basis through resources (or peer support specialists)

### Stakeholder Suggestions:

- Flexibility of support for employees (ex: using tuition reimbursement dollars for short-term training, upskilling, childcare assistance, or car repair funds)
- Looking at skills versus degrees; providing skills training through work-based learning
  - Similarly, offering Adult Education courses to individuals with high school degrees (ex: East Kentucky employer recognized that 60,000 in EKY/Bordering WV lack a GED; changed policies to hire entry level and train)
- Kentucky Career Center's proactive engagement with small businesses

- Providing “good jobs” that provide competitive wages + benefits + career advancement + voice + diversity + occupational safety + recruitment of untapped talent pools + positive organizational culture -> leads to better recruitment and retention

### **Enhanced Collaboration within Workforce & with Education**

- Enhanced flexibility and partnership between education and workforce; lines need to be blurred
- Communication among workforce partners to raise awareness of program to businesses
- Uphill battle of the perception of the Kentucky Career Center as the “unemployment office”
- Educational continuum needs to be embraced, “K through Gray” or “Cradle to Grave” as individuals become lifelong learners
- Reduced WIOA funding impact on local area providers; collaboration and braiding of funding and services is a necessity; collaboration also balances out duplication of services
- Mental health impacts are seen in service providers
- Co-location of multiple partners in one physical space provides best services; while at the same time, rethinking brick and mortar locations -> go to the customers versus waiting
- Ongoing staff training and exposure to the greater Kentucky workforce ecosystem

### **Stakeholder Suggestions:**

- Creating a shared north star to collectively pursue (ex: connection to good jobs for customers; finding qualified talent to businesses; jointly removing barriers)
- Avoiding “silos of excellence” and creating a “system of excellence”
- Regional promotion of services to provide support to rural area
- Collaboration on training space at an Area Technology Center (ATC) designed to serve youth during the day, with opportunity to serve adults at night
- Explore how discretionary funding to support local innovation can involve local match (ex: 80/20 funding mechanism)
- Collaboration opportunities including:
  - Understanding the leads/champions of specific initiatives or programs
  - Internal resource fairs for partners
  - Unified labor exchange system
  - Unified communication/outreach strategy
  - Shared online portal with all program resources available for staff training and business interest

### **Barriers to Employment: Childcare, Housing, and Transportation**

#### **1) Childcare – Access and Affordability**

- #1 barrier raised across the state for getting and retaining workers
- General support for universal pre-K programs
  - Implementation worries of staffing and school infrastructure to add more kids
- Employee Assistance Program is a positive
  - Implementation: employer engagement in the system is less than 50%

Stakeholder Suggestions:

- Availability for 12-hour shifts; availability on weekends
- Employer sponsored childcare (option: sector/industrial park approach of businesses collaborating to offer childcare services)
- Support and incentives for entrepreneurship in childcare start-up

**2) Transportation – Urban and Rural Areas**

- Availability and access to reliable transportation varies greatly across counties and urban and rural areas

Stakeholder Suggestions:

- Regional or rural transportation options
- Public transportation to jobs, and those seeking skills or training
- Local options for mobility incentives
- Promoting innovative solutions like Enterprise Commute

**3) Affordable Housing**

- Lack of new and affordable housing; multi-units are in high demand
- People escaping urban areas for rural communities; also leads to lack of reliable internet
- Innovative approaches: Elizabethtown Community and Technical College (ECTC) working with the Family Scholar House for on-campus family-style housing for students with barriers

**Feedback from Individual Customers**

**Defining a good job:**

- Pay to match cost of living
- Health insurance/benefits to match family arrangement
- Flexibility
- Culture, working with respectful and good people
- Being treated well
- Provide a greater purpose than just a job
- A job that benefits you and your family
- Opportunity for personal and professional growth
- A place that one can be happy, feel fulfilled, and have purpose
- Transportation offered
- Options in work hours
- Upskilling Opportunities

**Why did you seek employment services from the Kentucky Career Center?**

- Training needs
- Check out employment options



- Unemployment insurance
- To get a job
- GED
- Transportation question

**Positives of KCC:**

- Dedicated and above and beyond staff
- Staff assistance in navigating the labor exchange system
- Staff assistance in helping with employers that are not returning calls on applications
- The community/collective based approach is noticeable, rallied behind customer goals to connect to housing and transportation for stability, and then employment
- Focusing on the goals of the customer

**Suggested Improvements from the Customers:**

- Job search system that is user friendly
- Following people through the process of training to ensure completion (remove barriers along the way)
- Offer in-person, online, chat, and email services
- Recommendation of having a mentor/coach to guide once employed to assist when struggles arise or barriers return
- Recommendation that businesses go to spaces that serve individuals with barriers, and promote opportunities directly
- Ensure career advisor have the training to serve the needs of clients; career academy for all career advisors
- Ensure center and staff have presence in community
- Provide training for basic digital skills (including in multiple languages)
- Networking events for customers

# Education and Workforce Development Collaborative

## State Plan Priorities Discussion

10/12/23

### DATA PRIORITIES

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

**Other:** Tie Education and Training to Sustainable Employment; WBL / credential learning and outcomes (tracking other outcomes than just RAPs); Deeper data analysis for priority populations

### POLICY PRIORITIES

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

**Other:** Educating Employers on resources (finishing degrees); benefit cliff related policies that help with transition; gap assistance (“flat tire fund”) targeted to individuals in unique situations; additional support for untapped talent (ex: foster youth); rewarding employers with quality jobs; linkage – economic development (equitable development)

### PRACTICE PRIORITIES

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

**Other:** Proactive and consistent approaches between workforce and employer needed; intentional future-facing training / focus; Language used matters: intentional and accessible marketing and education needed for priority populations



NATIONAL

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# Workforce Development in the IIJA, CHIPS and IRA

## A Toolkit for State Workforce Development Policymakers

In today's economy, Governors are hyper-focused on addressing workforce shortages across key sectors. The three major pieces of federal legislation that were passed during the 117<sup>th</sup> Congress will allocate significant funds to states and are meant to, in part, help create good-paying jobs across the infrastructure, semiconductor manufacturing, and energy industries.

From October 2022 through January 2023, the NGA Workforce Development Technical Assistance Program held conversations with key staff at federal agencies that received new funding from the Infrastructure Investment and Jobs Act (IIJA), the CHIPS and Science Act (CHIPS), and the Inflation Reduction Act (IRA). This series was held following programming at NGA's Summer 2022 Workforce Symposium on the role that state workforce policymakers should play in implementing recently enacted federal initiatives that will create jobs but lack a legislated role for the public workforce system.

This toolkit draws on insight from federal officials to outline the most pertinent programs and opportunities for state workforce development policymakers to consider as they seek to play a proactive role in implementing IIJA, CHIPS, and IRA. Moreover, the toolkit includes additional resources from NGA and federal agencies that will be helpful to state workforce development policymakers in this endeavor.

*This resource is a product of the NGA Center for Best Practices Workforce Development & Economic Policy program. Technical assistance requests, examples of state policy efforts, or questions regarding the content of this brief can be directed to Rachael Stephens Parker at [rstephensparker@nga.org](mailto:rstephensparker@nga.org).*

## Growing the Infrastructure Workforce Through the Infrastructure Investment and Jobs Act

The [Infrastructure Investment and Jobs Act](#) (IIJA) represents a historic, \$1.2 trillion investment to expand access to high-speed internet, improve public transit, and take up key construction projects on America's roads, bridges, and waterways. While there is not a legislated role for the public workforce system in the IIJA, there are multiple opportunities for state workforce development policymakers to play a proactive role in implementation. The IIJA newly allows states to expend funds from surface transportation programs on key workforce development activities, includes formula and competitive programs through which states may invest in workforce development, and encourages states to undertake long-term planning for their infrastructure workforce needs.

### **New Allowable Uses for Workforce Development in Surface Transportation Programs**

The IIJA newly allows states to obligate funds from four programs in the Fixing America's Surface Transportation Act (FAST Act) toward workforce development, including registered apprenticeship and pre-apprenticeship programs. The IIJA also expands the allowable uses of these funds to allow for engagement with workforce development boards and for activities around addressing workforce gaps and developing the surface transportation workforce. The IIJA allows these uses under the following programs:

- The National Highway Performance Program;
- The Surface Transportation Block Grant Program;
- The Highway Safety Improvement Program; and
- The Congestion Mitigation and Air Quality Improvement Program

### **National Electric Vehicle Infrastructure Program (NEVI)**

The IIJA includes a \$5 billion formula grant program designed to stand up a national network of electric vehicle charging stations. States are allowed but not required to use NEVI program dollars on workforce development. Notably, the [NEVI final rule](#) includes multiple requirements that are pertinent to state workforce development policymakers:

- All technicians on NEVI projects are required to either undertake a 20-hour training course from the Electric Vehicle Infrastructure Training Program (an option for already certified electricians) or be a current or former registered apprentice
- All charging station projects with more than one electrician on the project site must have an apprentice staffed on the project

### **Broadband Equity, Access, and Deployment Program (BEAD)**

The IIJA includes a \$42.5 billion formula grant program designed to ensure that everyone in the United States has access to high-speed internet. BEAD will provide states with funding to deploy infrastructure and adoption programs and allows but does not require states to spend program dollars on workforce development activities.

### **Select IIJA Programs with Workforce Eligibility**

The IIJA includes several formula and competitive programs through which states can invest in their infrastructure workforce. These programs include:

- [Federal Highway Administration's On-The-Job Training Program](#)
- Federal Transit Administration's [Bus and Bus Facilities Program](#) and [Low or No Emission Grant Program](#)
- [Joint Office of Energy and Transportation's National Electric Vehicle Infrastructure Program](#)
- [Federal Motor Carrier Safety Administration's Commercial Motor Vehicle Operators Grant Program](#)
- [Federal Motor Carrier Safety Administration's Commercial Motor Vehicle Enforcement Training and Support Grants Program](#)
- [Federal Railway Administration's Consolidated Rail Infrastructure and Safety Improvement Program](#)
- [Federal Transit Administration's Passenger Ferry Program](#)
- [Federal Transit Administration's Public Transportation Technical Assistance and Workforce Development Program](#)
- [USDOT's University Transportation Centers](#)

**Note:** This list is not exhaustive. NGA's [IIJA Tracker](#) includes a column with highlights which programs in the Infrastructure Investment and Jobs Act can potentially be used to fund workforce development programs.

### **Human Capital Plans**

The IIJA encourages – but does not require – states to develop five-year Human Capital Plans to outline the immediate and long-term workforce needs they plan to address using the transportation and public infrastructure investments. States may incorporate this planning into the statewide transportation plans already required by federal rules. State workforce development system leaders, including state workforce agencies and state workforce development boards, would make useful partners to state departments of transportation in developing these plans.

## Opportunities for State Workforce Systems to Consider Include:

- Investing funds from surface transportation programs in workforce development, as is newly allowed by the IIJA
- Aligning investments from surface transportation programs with existing workforce development policy and programs
- Developing a holistic strategy for which competitive or formula programs, if any, should make investments in workforce development
- Developing a Human Capital Plan in conjunction with the state Department of Transportation's existing long-term plan

## Additional Resources:

- [NGA Memo - "What the Infrastructure Package Means For Workforce Development: Opportunities For Governors"](#)
- [NGA Infrastructure Workforce Resource Mapping Tool](#)
- [NGA IIJA Implementation Webpage](#)
- [U.S. Department of Transportation Fact Sheet on Highway Funding for Workforce Development](#)
- [U.S. Department of Labor Training and Employment Notice 08-22 - "Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce"](#)

## Growing the Semiconductor Manufacturing Workforce Through the CHIPS and Science Act of 2022

The [CHIPS and Science Act of 2022](#) (CHIPS) will invest approximately \$280 billion to increase semiconductor production in the United States. The most pertinent programs and provisions for workforce development policymakers are contained in the Creating Helpful Incentives to Produce Semiconductors for America Fund, or the "CHIPS for America Fund." The CHIPS for America Fund includes \$39 billion in incentives for employers to increase semiconductor production and \$11 billion for research and development. Both of these items will fund efforts that will, in part, spawn new apprenticeships and workforce development programs to help meet demand for semiconductor production.

### Semiconductor Incentives

The U.S. Department of Commerce will oversee a [competitive grant program](#) to fund private, non-profit, and consortia organizations for semiconductor fabrication, assembly, testing, and advanced packaging. Critically, eligible applicants are required to secure commitments from regional educational and training entities and institutions

of higher education to provide workforce training, including programming for training and job placement of economically disadvantaged individuals. Grantees will also be required to dedicate a portion of their award to expanding employment opportunities for economically disadvantaged individuals and to provide training and education benefits to workers. This new program for which employers are required to offer training provides an opportunity for state workforce policymakers to play a key role in CHIPS implementation.

### **Research and Development**

#### ***National Semiconductor Technology Center***

The U.S. Departments of Commerce and Defense will establish the National Semiconductor Technology Center – a public-private consortium to strengthen the domestic supply chain of semiconductors. As a part of this effort, the Technology Center is required to work with the U.S. Departments of Labor and Energy, the National Science Foundation, institutions of higher education, workforce training entities, and other relevant parties to develop apprenticeships and other workforce development programs in advanced microelectronic design, research, fabrication, and packaging capabilities.

### **Workforce and Education Fund**

Treasury will establish a \$200 million CHIPS for America Workforce and Education Fund. The National Science Foundation will put this investment towards workforce development activities in the semiconductor industry.

### **Opportunities for state workforce systems to consider**

- Identify employers in your state that are pursuing these incentives
- Leverage your business outreach efforts to raise employer awareness about the workforce requirements and your services that can help them access, establish, or improve training programs to better meet demand
- Help employers increase access to training and employment opportunities so underrepresented populations and those with barriers to employment can benefit
- Share best practices for increasing job quality and access to wraparound services
- Align proposals with activities and principles from successful [Good Jobs Challenge](#) grant applications, including regional competitiveness and inclusive economic growth; equitable job opportunities for underserved populations and communities; worker-centered, employer-led workforce training systems; and integrating diverse, local stakeholders into workforce training partnerships
- Align these efforts with those of your economic development partners
- Engage with the activities of the National Semiconductor Technology Center as it develops apprenticeships and other workforce development programs and replicate best practices
- Monitor the activities being funded by the Workforce and Education Fund at the National Science Foundation and replicate best practices

### **Guidance for applications to the Semiconductor Incentives program**

Workforce development policymakers and other stakeholders may take into account the following principles when developing an application for the Semiconductor Incentives program:

- *Regional collaboration:* develop regional sector partnerships that are responsive to employer needs, include employer commitments to hire and provide on the job training, center worker equity and inclusion, and prioritize industry-recognized competencies and registered apprenticeship
- *Supplementary state investment:* consider state-funded incentives that catalyze private sector investment through integration, cooperation, and collaboration, including new and existing workforce-related incentives
- *Stakeholder and community engagement:* support employers in their efforts to reach out to stakeholders and communities, including historically marginalized groups that stand to benefit from these investments

### **Additional Resources**

- [CHIPS for America Strategy Paper](#)
- [CHIPS for America Brief on the National Semiconductor Technology Center](#)
- [CHIPS for America Workforce Development Planning Guide](#)



## Engaging Employers in the Apprenticeship System through IRA Tax Incentives

The Inflation Reduction Act (IRA) of 2022 is the largest federal investment in clean energy in U.S. history and includes substantial tax incentives for employers who pay prevailing wages and employ registered apprentices on qualifying energy projects (construction, alteration, or repair projects including solar, wind, geothermal, carbon sequestration, and electric vehicle charging stations).

State workforce development leaders are well positioned to partner with energy sector employers by developing and scaling apprenticeship programs so employers can meet the IRA's apprenticeship requirements and qualify for more tax credits. These new tax incentives made available by IRA mean state workforce development systems can play a proactive role in establishing mutually beneficial public-private partnerships to expand opportunities for workers and boost employers' bottom line.

### **Tax incentives that encourage adoption of registered apprenticeship**

The full tax credit benefit from IRA requires meeting prevailing wage and apprenticeship requirements. The tax credit benefit decreases to 20% of the maximum credit if those requirements are not met by a qualifying project.

Apprenticeship requirements apply to the following tax credits in IRA:

- [Alternative Fuel Vehicle Refueling Property Credit](#) (26 U.S. Code § 30C)
- [Credit for Electricity Produced from Certain Renewable Resources](#) (26 U.S. Code § 45)
- [Credit for Carbon Oxide Sequestration](#) (26 U.S. Code § 45Q)
- [Credit for Production of Clean Hydrogen](#) (26 U.S. Code § 45V)
- [Clean Electricity Production Credit](#) (26 U.S. Code § 45Y)
- [Clean Fuel Production Credit](#) (26 U.S. Code § 45Z)
- [Investment Tax Credit](#) (26 U.S. Code § 48)
- [Qualifying Advanced Energy Project Credit](#) (26 U.S. Code § 48C)
- [Clean Electricity Investment Credit](#) (26 U.S. Code § 48E)
- [Energy Efficient Commercial Buildings Deduction](#) (26 U.S. Code § 179D)

## Apprenticeship requirements [[Section 45\(b\)\(8\)](#)]

- **Workhours:** for projects beginning:
  - before January 1, 2023, **10%** of total workhours for a qualifying project must be completed by a registered apprentice.
  - between January 1, 2023, and December 31, 2023, **12.5%** of total workhours for a qualifying project must be completed by a registered apprentice.
  - after December 31, 2023, **15%** of total workhours for a qualifying project must be completed by a registered apprentice.
- **Ratios:** Employers must comply with federal or state requirements for **apprentice-to-journey worker ratios**, and employers with four or more employees dedicated to a qualifying project must employ **at least one qualified apprentice** for that project.
- **Exemption:** Employers that do not meet the apprenticeship requirements can still be eligible for the increased credit if they **pay a fine** or if they **make a good faith effort to employ apprentices** but fail due to denial by a Registered Apprenticeship program, or due to the Registered Apprenticeship program failing to respond to the employer's request within five business days.

## Opportunities for state workforce systems to consider

- Identify employers in your state that are pursuing or have already established qualifying projects
- Leverage your business outreach efforts to raise employer awareness about the apprenticeship requirements and your services to help them access, establish, or strengthen apprenticeship programs
- Strengthen and publicize pre-apprenticeship and youth apprenticeship programs
- Help employers increase access to these apprenticeships so underrepresented populations and those with the greatest barriers to employment can benefit
- Align these efforts with those of your economic development, energy, and infrastructure partners and policymakers

## Additional Resources:

- [Department of Labor FAQ on the apprenticeship requirements](#)
- [Department of Treasury Initial Guidance on apprenticeship requirements](#)

# Work Ready Communities

## Work Ready Communities (WRC) – Next Generation

### **Existing Metrics:**

- Provide communities a template of existing metrics highlighting HS graduation & degree attainment for review and analysis to better inform strategies; these metrics are tracked by KYSTATS.

### **Building Strategy into the Latest WRC Iteration:**

1. Understanding Essential Skills: What is the current approach to track career-readiness? Are the existing programs aimed at HS and adults AND meeting the demands of the industry? What strategies are taken to meet these demands?
2. Untapped Talent: Community awareness of all the non-profit organizations targeting untapped talent pools (individuals with disabilities, veterans, immigrants/refugees, fair chance, recovery, foster youth, etc.). What are the strategic coordination efforts being done to create pipelines into employment? Kentucky's Workforce Pipeline can be used as a guide to potential talent:

[https://kwib.ky.gov/Employers/Documents/Kentucky%27s\\_Workforce\\_Pipeline.pdf](https://kwib.ky.gov/Employers/Documents/Kentucky%27s_Workforce_Pipeline.pdf)

3. Local & Regional Occupational Supply & Demand with Education & Workforce Alignment: How are communities addressing local talent supply and employment demands. What strategic efforts are being done to meet the needs/goals from the industry through an aligned education vision? What are the strategies to meet the local in-demand industries as defined by Local Workforce Development Boards?
4. Work Based Learning: What strategies are used to grow skills and fill employment needs through the various work-based learning opportunities, such as career exploration, internships, co-ops, apprenticeships, etc.

### **Talent Ready Strategies & Addressing Barriers to Employment (Quantitative & Strategic):**

1. Transportation: What are the strategies used to grow transportation access and infrastructure to meet community and business needs? Can communities quantify the demand for transportation?
2. Housing: What kind of housing trends are seen in the community (example: number of units being added annually) and what strategies are utilized to meet the demand? How are communities addressing *affordable* housing? Data gathering could incorporate the local energy companies to gauge growth by understanding new meters added.

3. Childcare: What is the existing landscape of access and affordability, and what strategies are being taken to address the needs of the community? Data and strategy can include utilizing KYSTATs capacity data and services offered from the Governor’s Office of Early Childhood Education.
4. Digital Equity & Broadband Infrastructure: Can communities describe their internet availability across their rural and urban centers? Does a community have a digital equity plan or strategy to ensure access for all?
5. Talent Attraction: What strategies are being used to actively attract talent locally or regionally? Are these strategies aligning with business demand?

**Regional WRC Applications:**

Provide opportunities through the Local Workforce Development Board system to submit regional applications; could be a partnership with two or more counties.

**County/Regional Profiles:**

Recognition and County Profiles: KYSTATS could build on the existing county profiles (top right, second tab) to showcase these attributes. <https://kcews.ky.gov/Latest/WRC>

# Appendix

2024 Schedule

2024 Deadlines/Meetings	Date
Education and Workforce Collaborative Bd Mtg	Thursday, January 25, 2024
KWIB Quarterly Board Meeting	Thursday, March 7, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, April 18, 2024
KWIB Quarterly Board Meeting	Thursday, May 16, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, July 18, 2024
KWIB Quarterly Board Meeting	Thursday, August 15, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, October 17, 2024
KWIB Quarterly Board Meeting	Thursday, November 21, 2024

## Survey Results from 2024 WIOA State Plan Visit

Rate today's event (out of 10 – 10 being highest rating)

**Avg 8.5%**

How would you rank your understanding of the workforce system? (out of 10 – 10 being highest rating)

**Avg 8.4%**

How much did this session help you understand KY's workforce system? (out of 10 – 10 being highest rating)

**Avg 7.8%**

How satisfied are you with the workforce development services in KY? (out of 10 – 10 being highest rating)

**Avg 7.1%**

How likely are you to engage again with the workforce development services? (out of 10 – 10 being highest rating)

**Avg 9.4%**

What is your motivation to participate in workforce services? (out of 10 – 10 being highest rating)

**Avg 9.3%**

Do you recommend the KCC to your family and friends? (out of 10 – 10 being highest rating)

**Yes – Avg 85.2%**

**No – Avg 14.8%**



## Comments/Suggestions:

- The event provided a great opportunity to provide feedback and to learn. Opportunities to network further is requested.
- Mental health is a large factor in our workforce. Common issues like stress and anxiety cause workers to quit, or not show up. When major life emergencies arise, they are overwhelmed and don't have life skills to handle and manage and thus they don't return to work.
- Request for more round table meetings / discussions and greater communication about workforce things.
- Employers need money not to just develop employees but the people of our community and ultimately our Kentucky state.
- Continue to educate the population.
- Skilled workers are needed in our region to support new and existing industries. High school students need training for these manufacturing careers as well as modern job opportunities in other sectors both inside and outside of our community.
- We must do a better job of selling the benefits of living / working in KY vs in TN in order to attract the workforce that we need. Many individuals just look at the fact that TN has no income tax and jump to the conclusion that living in TN is cheaper. Can the state or the workforce board help create a campaign to clearly show the differences and benefits of living in KY? KY has no grocery tax while TN has a 4% grocery tax.
- More opportunity for virtual service delivery
- Be innovative
- How can we make an impact by not looking at the past, but what is needed no matter how difficult the challenge
- More opportunities to come together and work toward common goals
- Continue these meetings
- Keep up partnerships
- Sharing best practices across areas to minimize "recreating the wheel"
- We need solutions to the same issues that are raised each year
- Advertise / promote more so students, job seekers, current employees, and employers and made aware of services and opportunities available to them
- Make career portals more user friendly

## Functions of a State Workforce Board

**State Workforce Development Board assists the Governor:**

- 1. Development of the 4-year State Plan**
- 2. Review statewide policies, programs, and recommendation → aligned, comprehensive, and streamlined workforce development system**
- 3. Development and continuous improvement of the workforce development system**
  - Identification and removal of barriers (ensure program coordination)
  - Strategies to support career pathways (especially for individuals with employment barriers)
  - Strategies for effective employer outreach
  - Strategies to meet the needs of employers, workers, and jobseekers through sector partnerships
  - Identification of regions and designation of local areas; after consultation with Local WDBs and Chief Elected Officials (CLEOs)
  - Development & Continuous Improvement of the one-stop delivery system in local areas
  - Development and strategies to support staff training & awareness across the workforce development system
- 4. Development & updating of comprehensive State performance and accountability measures to assess core program effectiveness**
- 5. Identification & dissemination of information on best practices, including:**
  - Effective one-stop centers; business outreach; partnerships; service delivery strategies; strategies serving individuals with barriers to employment
  - Development of effective Local WDBs
  - Effective training programs
- 7. Development & review of statewide policies**
  - Criteria for Local WDBs in assessing effectiveness, physical and programmatic improvement of one-stop centers
  - Guidance for the allocation of one-stop center infrastructure
  - Approaches to equitable and efficient cost allocation in of one-stop partners
- 8. Development of strategies for technological improvements for quality of services**
  - Enhance digital literacy skills
  - Acquisition of skills and credentials
  - Strengthen professional development of providers and workforce professionals
  - Technology access for individuals with disabilities and individuals in remote areas

# HELP DRIVE

## KENTUCKY'S WORKFORCE DEVELOPMENT

Join the Kentucky Workforce Innovation Board  
**Strategic Committees**



### **EMPLOYER ENGAGEMENT**

Shape a business-led workforce system



### **WORKFORCE PARTICIPATION**

Create opportunities for untapped talent and remove barriers to work



### **EDUCATION ATTAINMENT**

Align and build a lifelong education system to meet the future of work



### **RESOURCE ALIGNMENT**

Consistently improve the system and increase return on workforce investment

Business and community leaders, educators, and government professionals interested in serving, email us at [kwib.projects@ky.gov](mailto:kwib.projects@ky.gov).



# GOOD JOBS PRINCIPLES

Good jobs are the foundation of an equitable economy that lifts up workers and families and makes businesses more competitive globally. They allow everyone to share in prosperity and support local communities and the entire U.S. economy. Workers know the value of a good job that provides stability and security for them and their families. All work is important and deserving of dignity. Many companies recognize that providing good quality jobs – that make them an employer of choice – creates a clear competitive advantage when it comes to recruitment, retention, and execution of a company’s mission.

The Departments of Commerce and Labor have partnered to identify what comprises a good job. These eight principles create a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies for a shared vision of job quality.

**Recruitment and Hiring:** Qualified applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance. Applicants are evaluated with relevant skills-based requirements. Unnecessary educational, credentials and experience requirements are minimized.

**Benefits:** Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers’ compensation benefits, work-family benefits such as paid leave and caregiving supports, and others that may arise from engagement with workers. Workers are empowered and encouraged to use these benefits.

**Diversity, Equity, Inclusion, and Accessibility (DEIA):** All workers have equal opportunity. Workers are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underserved communities do not face systemic barriers in the workplace. Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

**Empowerment and Representation:** Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation. Workers contribute to decisions about their work, how it is performed, and organizational direction.

**Job Security and Working Conditions:** Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers. Workers are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws. Temporary or contractor labor solutions are minimized.

**Organizational Culture:** All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected especially by leadership.

**Pay:** All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers’ pay is fair, transparent, and equitable. Workers’ wages increase with increased skills and experience.

**Skills and Career Advancement:** Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them. Workers have transparent promotion or advancement opportunities. Workers have access to quality employer- or labor-management-provided training and education.

## SCHOOL & TRAINING

Individuals/Students in a Career & Technical Education Program - **75,000**

High School Juniors & Seniors - **93,000**

Kentucky Office of Adult Education - **9,000**

Proprietary Schools - **42,000**

## HIGHER EDUCATION ANNUAL ENROLLMENT

Public Universities - **114,000**

Private Universities - **51,000**

Community Colleges - **52,000**

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

# Kentucky's Workforce Pipeline

Job Corp - **2,300**

Justice-Involved Population - **63,000**

Refugees Resettled in Kentucky - **12,000**

Foster Youth - **5,000**

Transitioning Military in Kentucky - **4,000** (plus spouses and children)

Individuals Served by Office Vocational Rehabilitation - **41,000** (19,000 were potentially eligible)

Veterans in Kentucky - **287,000**

Individuals with Disabilities in Kentucky - **1,175,000**

Unemployed - **82,000**

No High School Diploma - **288,000**

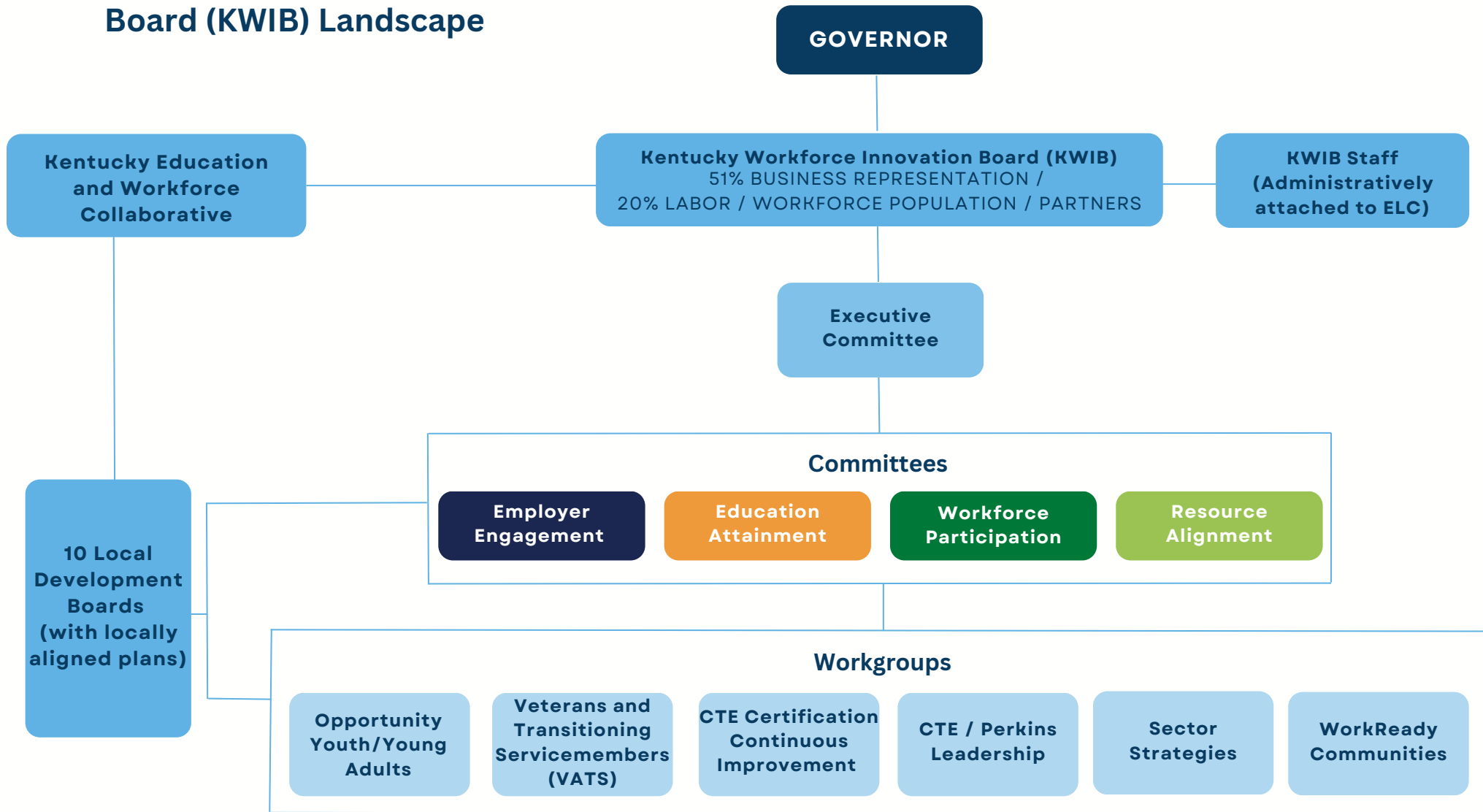
Kentuckians with Substance Use Disorder - **266,000**

## TOTAL TALENT

### ANNUALLY SERVED

### UNTAPPED TALENT

# Kentucky Workforce Innovation Board (KWIB) Landscape



*2nd Annual*

# Veterans Employment & Training Symposium (VETS)

**Nov. 16, 2023 • 10 a.m. - 3:30 p.m. EST**  
**Kentucky Community & Technical College System**  
**300 N. Main St., Versailles, KY 40383**

*Check-In at 9:30 a.m. EST - Event starts promptly at 10 a.m. EST*

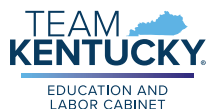
Employers, educators, and workforce professionals will provide information on types of positions/training available to veterans and spouses.

**There is no charge to attend. Limited seating is available.**

**SCAN OR CLICK QR CODE**



**TO REGISTER**



# KENTUCKY WORKFORCE GLOSSARY

## ACRONYMS

ABE.....	Adult Basic Education
ADA.....	Americans with Disabilities Act
AJC.....	American Job Center
BEAD.....	Broadband Equity, Access, and Deployment Program
BIL.....	Bipartisan Infrastructure Law
BLS.....	Bureau of Labor Statistics
BSR.....	Business Services Representative
BST.....	Business Services Team
CAA.....	Community Action Agency
CBO.....	Community Based Organization
CBS.....	Community Based Services
CDO.....	Career Development Office
CLEO.....	Chief Local Elected Official
CED.....	Cabinet for Economic Development
CEP.....	Concentrated Employment Program
CFR.....	Code of Federal Regulation
DCBS.....	Department for Community Based Services
DOC.....	Department of Corrections
DOL.....	United States Department of Labor
DVOP.....	Disabled Veterans Outreach Program
DWD.....	Department of Workforce Development
DWS.....	Division of Workforce Services
EDP.....	Employability Development Plan
EKCEP.....	Eastern Kentucky Concentrated Employment Program
EKOS.....	Employ Kentucky Operating System
ELC.....	Education and Labor Cabinet
ESL.....	English as a Second Language
ETA.....	Employment and Training Administration, United States Department of Labor
FAME.....	Federation of Advanced Manufacturing Education
FBCO.....	Faith Based and Community Organization
FBO.....	Faith Based Organization
FEIN.....	Federal Employer Identification Number
FEMA.....	Federal Emergency Management Agency
FJ/FW.....	First Jobs/First Wages
FSET.....	Food Stamp Employment and Training: a portion of the Food Stamp program where recipients have work obligations administered by the One-Stop system
FY.....	Fiscal Year



GED .....	General Education Development certificate (testing for high school equivalency)
HCTC.....	Health Care Tax Credit
HHS.....	Health and Human Services: federal agency responsible for public assistance and similar services for low-income individuals
IDA .....	Individual Development Accounts
IRA.....	Inflation Reduction Act
ITA.....	Individual Training Accounts: programs for individuals with income qualifications that allow them to receive training and other services offered through the One-Stop Career Centers.
IWT.....	Incumbent Worker Training: skills upgrade training grant programs
JRA .....	Job Readiness Activity or WRA
JTIA .....	Job Training Improvement Act
JTPA .....	Job Training Partnership Act: primarily a federal job training program replaced by WIA in 1998-2000
JVSG.....	Jobs for Veterans State Grants
KAED.....	Kentucky Association for Economic Development
KAM.....	Kentucky Association of Manufacturers
KCC.....	Kentucky Career Center
KCTCS.....	Kentucky Community and Technical College System
KEE Suite.....	Kentucky Engagement Enterprise Suite
KEWES.....	Kentucky Electronic Workplace for Employment Services
KIBES.....	Kentucky Integrated Business Engagement System
K-TAP.....	Kentucky Transitional Assistance Program
KWIB.....	Kentucky Workforce Innovation Board
KWP.....	Kentucky Works Program
KYAE.....	Kentucky Office of Adult Education
KYSTATS.....	Kentucky Center for Statistics
LEO.....	Local Elected Official
LEP .....	Limited English Program
LMI .....	Labor Market Information
LWIA .....	Local Workforce Innovation Area
LWIB .....	Local Workforce Innovation Board
MIS .....	Management Information System
MOA.....	Memorandum of Agreement
MOU.....	Memorandum of Understanding
MSFW.....	Migrant and Seasonal Farm Workers
NAB .....	National Alliance of Business
NAFTA .....	North American Free Trade Agreement: includes provision for the Transitional Assistance Program to assist workers in firms impacted by imports from Canada or Mexico or by shifts in production to those countries. Provides for training services and income maintenance. (Now replaced by a separate program by TAA.)
NAICS.....	North American Industry Classification System



- WOTC.....Work Opportunity Tax Credit: a federal incentive to employers for hiring welfare recipients.
- W-P .....Wagner-Peyser Act: established the public employment service and provides for its funding.
- W-t-W .....Welfare-to-Work: a generic term referring to current welfare reform activities and a specific program funded through USDOL grants to states and localities and provides special assistance.

## **DEFINITIONS**

### **Adult Worker**

An adult worker is age 18 or over and is eligible for employment and training services.

### **America's Career OneStop**

America's Career OneStop is an integrated suite of Web sites that include America's Job Bank, America's Career InfoNet, and America's Service Locator.

<http://www.careeronestop.org/>

### **Americans with Disabilities Act (ADA)**

The Americans with Disabilities Act (ADA) prohibits discrimination on the basis of disability. Employers with 15 or more employees and state and local government are subject to ADA requirements. In addition, the ADA prohibits discrimination on the basis of disability in privately operated public accommodation facilities, including all hotels, restaurants, retail stores, places of recreation, and in transportation services. State and local governments also are prohibited from discriminating against individuals with disabilities when providing programs, activities, or services.

### **Apprenticeship Training**

Apprenticeship is a combination of on-the-job training and related classroom instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation. Apprenticeship programs are sponsored by individual employers, employer associations, and joint labor and management partnerships.

### **Alternative Trade Adjustment Assistance (ATAA)**

The Alternative Trade Adjustment Assistance (ATAA) program assists older workers who have lost their jobs due to foreign trade. Those who feel they are too old to go back to school, can elect to take a job for lesser pay than they were making at the trade affected business, and the ATAA program will make payments of 50 percent of the difference between pre-layoff wages and their reemployment wages. The maximum allowable for a two-year period is \$10,000.

### **Assessment**

Assessment is the gathering, analyzing, and interpretation of information about the person's employment potential. The process includes the review of the individual's employment goals, strengths and skill deficits in relation to employer hiring requirements in the community. Information obtained from assessment is used to improve service delivery.

### **Consolidated Omnibus Budget Reconciliation Act (COBRA)**

The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers who lose their health benefits under certain circumstances the right to choose to continue group health benefits provided by the plan of a previous employer.

### **Disaster Unemployment Assistance (DUA)**

The Disaster Unemployment Assistance (DUA) program provides for the payment of unemployment assistance to individuals not otherwise eligible for unemployment compensation, whose unemployment is the direct result of a major disaster as declared by the President of the United States.

<http://workforcesecurity.doleta.gov/unemploy/disaster.asp>

### **Dislocated Worker**

A dislocated worker is an adult who has been permanently laid off or has received a notice of termination or layoff from employment due to no fault of his/her own.

### **Dislocated Worker Unit**

Kentucky's Division of Workforce Services in the Office of Employment and Training is responsible for ensuring effective Rapid Response services for workers, employers, and communities affected by plant closings and mass layoffs and for connecting those groups to other available services.

### **Federal Bonding Program**

The Federal Bonding Program offers services to employers free-of-charge and serves as an incentive to the company to hire a job applicant who is an ex-offender or has some other risk factor in his/her personal background.

### **General Education Development Certificate (GED)**

The General Education Development (GED) is a certificate earned by an individual who has passed an examination, which indicates that the individual has the basic skills equivalent to those of a high school graduate.

### **Health Care Tax Credit (HCTC)**

The Health Coverage Tax Credit (HCTC) is a program that can help pay for 65 percent of monthly health plan premiums for individuals and their qualified family members who are eligible for the Trade Adjustment Assistance (TAA) Program. Certain beneficiaries of the Pension Benefit Guaranty Corporation (PBGC) may also be eligible.

### **Health Insurance Portability and Accountability Act (HIPAA)**

The Health Insurance Portability and Accountability Act (HIPAA) offers protection that improves portability and continuity of health insurance coverage to American workers.

<http://www.cms.hhs.gov/hipaa/>

### **Job Corps**

The Job Corps is the nation's largest and most comprehensive residential education and job training program for at-risk youth, ages 16 through 24. Since 1964, the program has provided more than 1.7 million disadvantaged young people with the integrated academic, vocational, and social skills training they need to gain independence and get good quality, long-term jobs, or further their education. <http://www.jobcorps.org/>

**Job Readiness Training (JRA) / Work Readiness Training (WRA)**

Job Readiness Training (JRA) / Work Readiness Training (WRA) centers on pre-employment preparation and helps prepare participants for work by ensuring that participants are familiar with general workplace expectations. The training helps ensure the participant exhibits appropriate work behavior, attitudes, life skills, and personal hygiene.

**Kentucky Transitional Assistance Program (K-TAP)**

The Kentucky Transitional Assistance Program (K-TAP) is the monetary assistance program Kentucky established from the federally funded Temporary Assistance for Needy Families (TANF) block grant. K-TAP is provided to families with dependent children who meet technical and financial criteria.

**Kentucky Works Program (KWP)**

The Kentucky Works Program (KWP) assists recipients of K-TAP obtain gainful employment leading to self-support.

**Labor Market Information (LMI)**

Labor Market Information provides statistics on occupational trends, unemployment rates, and other economic statistics. <http://www.workforcekentucky.ky.gov/>

**Manufacturing Extension Project (MEP)**

The Manufacturing Extension Project ([www.mep.nist.gov](http://www.mep.nist.gov)) is a nationwide network of not-for-profit centers in over 400 locations, whose purpose is to provide small and medium-sized manufacturers with the help they need to succeed.

**Older Workers**

Older workers are 55 years old or older. Those who have a low income may receive services such as government subsidized jobs and assistance in finding job opportunities in the private sector. <http://www.dol.gov/dol/topic/discrimination/agedisc.htm>

**On-The-Job Training (OJT) / Wage Subsidy Program (WSP)**

On-The-Job Training (OJT) / Wage Subsidy Program (WSP) provides training and supervision at the job site for a specified period of time in exchange for wage subsidy (50 percent of hourly wages). The participant has employee status and is provided the same benefits as other employees in the same position.

**One-Stop Career Center**

A one-stop career center provides employers and individuals with access and resources to obtain employment and training services at a single neighborhood location.

<http://www.dol.gov/dol/topic/training/onestop.htm>

### **Pension Benefits**

Workers who were active participants in an employer's pension plan may be eligible to roll over vested pension benefits to an Individual Retirement Account (IRA) or to a new employer's retirement plan. <http://www.dol.gov/ebsa/> and <http://www.dol.gov/dol/topic/retirement/consumerinfpension.htm>

### **Rapid Response**

Rapid Response is a program that provides early intervention services designed to respond to layoffs before they occur. Rapid Response helps transition workers into new jobs or training opportunities. <http://www.doleta.gov/layoff/employers02.cfm> and <http://dtr.ky.gov/rapidresponse.htm>

### **Temporary Assistance For Needy Families (TANF)**

TANF was established by the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996. TANF replaced the federal entitlement program of Aid to Families with Dependent Children (AFDC). TANF provides a block grant to each state to develop its own assistance plan.

### **Trade Adjustment Assistance (TAA)**

The Trade Adjustment Assistance program provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. Workers may be eligible for training, job search, and relocation allowances, income support and other reemployment services. <http://www.doleta.gov/tradeact/>

### **Trade Readjustment Allowance**

The Trade Readjustment Allowance is an income support benefit available to those workers who were laid off or who had hours reduced because their employer was adversely affected by increased imports from other countries. <http://www.doleta.gov/tradeact/>

### **Unemployment Insurance (UI) (also known as Unemployment Compensation)**

Unemployment Insurance is a federal-state program that pays benefits to eligible workers who are unemployed and who meet other state requirements. <http://www.oet.ky.gov>

### **U.S. Department of Labor (DOL)**

The U.S. Department of Labor is charged with preparing the American workforce for new and better jobs and ensuring the adequacy of America's workplaces. It is responsible for a wide variety of workplace activities for nearly 10 million employers and well over 100 million workers. <http://www.dol.gov> and [www.doleta.gov](http://www.doleta.gov)

### **U.S. Small Business Administration (SBA)**

The U.S. Small Business Administration provides financial, technical, and management assistance to help Americans start, run, and grow their businesses. <http://www.sbaonline.sba.gov/>

**Unemployment Tax Credit (UTC)**

The 1982 Kentucky General Assembly enacted KRS 141.065 which provides an Unemployment Tax Credit against the income tax liability of Kentucky employers who hire qualified unemployed individuals.

**Veteran**

Veterans, individuals who have served in the U.S. armed forces, have solid training through their military experience. Veterans are often directed to transition services that enhance the skills they acquired in the military. <http://www.dol.gov/vets/>

**Wagner-Peyser Act**

The Wagner-Peyser Act of 1933 provides for the establishment of a national employment service system and for federal-state cooperation in the promotion of such system. <http://www.usese.doleta.gov/wp.asp>

**Work Opportunity Tax Credit (WOTC)**

The Work Opportunity Tax Credit provides federal income tax credits for new hires from among eight target groups. An employer's federal income tax liability can be reduced by as much as \$2,400 per eligible new hire. <http://www.usese.doleta.gov/wotcdata.asp>

**Worker Adjustment and Retraining Notification Act (WARN)**

The Worker Adjustment and Retraining Notification Act offers protection to workers, their families, and communities by requiring employers to provide written notice 60 days in advance of covered plant closings and covered mass layoffs. This notice must be provided to either affected workers or their representatives (e.g., a labor union), to the Dislocated Worker Unit, and to the appropriate unit of local government. <http://www.dol.gov/dol/compliance/comp-warn.htm>

**Workforce Investment Act (WIA)**

The Workforce Investment Act of 1998 provides the framework for a national workforce preparation and employment system designed to meet both the needs of the nation's businesses and the needs of job seekers and those who want to further their careers.

**Workforce Innovation Board (WIB)**

In partnership with state and local elected officials, WIBs plan and oversee the state and local workforce investment system. At least 50 percent of the members on each board must be representatives of private industry and business.

**Youth**

Youth who qualify for services are those who range from age 14 to 21, are in low-income families, and face challenges in becoming self-sufficient and stable in their careers.

<http://www.youthrules.dol.gov/index.htm> and  
<http://www.dol.gov/dol/topic/youthlabor/index.htm>