

IN-PERSON – Lake Cumberland Area Development District, 2384 Lakeway Drive, Russell Springs, KY 42642
with virtual zoom option

1:29 pm ET Call to order

Lori Ulrich, Fleming-Mason Energy, KWIB Chair, called the meeting to order and welcomed attendees both in the room and online. She shared that captioning services are available, she reminded online board members and proxies to unmute and enable their cameras for roll call, voting, and comments throughout the meeting.

For those participating in person, Chair Ulrich walked through using microphones and raising nameplates to indicate a desire to speak. She mentioned that the board strives to follow Robert's Rules of Order during meetings. The consent agenda and additional materials for the day were provided in the KWIB Quarterly [Briefing Book](#). She stated that meeting minutes and presentations would be available on the KWIB website (kwib.ky.gov) under the date of the meeting. Any further questions could be directed to Debbie Dennison, (debbie.dennison@ky.gov).

Roll call was held and quorum was confirmed.

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Lori Ulrich, Chair	Business	X	Dr. Aaron Thompson (proxy: Dr. Leslie Sizemore)	Partner	X
Gov. Andy Beshear (proxy: Sec. Hicks)	WIOA CORE		Dr. Ryan Quarles (proxy: Jessie Schook)	Partner	X
Lt. Gov. Jacqueline Coleman	WIOA CORE		George Nichols	Labor Representative	X
Sen. Jimmy Higdon	Legislative		Heidi Margulis	Business	X
Sec. Jamie Link (proxy: Deputy Commissioner Michelle DeJohn)	Partner	X	Kevin Middleton	Workforce	X
Sec. John Hicks	Partner		Kevin Nolan	Business	X
Sec. Jeff Noel (proxy: Brandon Combs)	Partner	X	Kevin Smith (proxy: Rena Sharpe)	Business	X
Rep. Bobby McCool	Legislative		Lyndon Pryor	Workforce	X
Commissioner Robbie Fletcher	Partner	X	Robert Shelton	Labor Representative	
Judge Owen McNeil (proxy: Tyler McHugh)	Local Elected Official		Ryan Holmes	Business	X
Mayor James (J.H.) Atkins	Local Elected Official	X	Selma Owens	Business	
Beth Davisson (proxy: LaKisha Miller)	Business		Suhas Kulkarni	Business	
Johnny W. Collett	Business	X	Todd Dunn (proxy: Stephanie Collins)	Labor Representative	X
Dr. J.C. Gregory	WIOA CORE	X	Tom Lilienthal	Business	X
Alice Houston	Business	X	Susan Hershberg	Business	X

Annissa Franklin	Workforce Representative	X	David Hall	Business	X
Cora McNabb	WIOA CORE	X	Adam Caswell	Business	
Dianne Owen	Workforce Representative	X	Sharon Price (proxy: John Catron)	Workforce Representative	X
Kim Menke	Business	X	William Downey	Business	X

In-person guests attending: Judge Executive Luke King, Cumberland County Civic Club, Judge Executive Howel Holbrook, Judge Executive Larry Bryant, Sam Keathley, Myra Wilson, Jon Sowards, Jessica Fortner, Sara Tracey, Jeff VanHook, Lake Cumberland Area Development District team members

Online guest attendance: Judge Executive Gehring, Brently Bault, Brian Becker, Caitlin Fugate, Cassie Bertram, Cathy Hoehn, Elizabeth Daniels, Howell Holbrook, Jackie Masterson, Jacqueline Korengel, Jeff Lee, Jenni Hampton, Jessica Gleason, John Buchanan, Justin Browning, Katelyn Baker, Katie Houghlin, Leslie Sandusky, Lori Looney, Matt Bacon, Meredith Brewer, Naomi Sutton, Nick Shearer, Randy Marcum, Robbie Print, Tami Hatfield, Morallia Tran, Sam Brown, Sheila Clark, Steven Garcia, Tammy Hyde, Tom Sholar, Anthony Hellmueller, Beverly Dearborn, Brentley Bault, Caitlin Fugate, Cassie Bertram, Elizabeth Daniels, Greg Higgins, Howell Holbrook, Jeremy Lewis, Jessica Gleason, Johnny Pittman, Justin Suttles, Katelyn Baker

KWIB Staff: Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Sara Jagers, and Elishah Taylor

Membership Update

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB) welcomed members to the Cumberlands Workforce Development region and noted appreciation for local and traveling attendees. He provided an update on board membership, announcing the retirement of Kevin Butt from Toyota and the appointment of William Downing, also with Toyota, as a new Board Member. Updates are included in the Board Briefing Book.

Welcome to Cumberlands Workforce Development Board

Lori Ulrich, Chair introduced **Jeff VanHook, Executive Director, [RGL Regional Industrial Authority](#) and Chair of the Cumberlands Workforce Development Board**, who welcomed members and guests. He thanked the Lake Cumberland Area Development District and local partners for hosting and highlighted regional efforts in workforce and economic development. He emphasized the importance of collaboration across local governments, utilities, workforce development boards, and industry partners. He shared successful economic development initiatives, including a regional mega site development that included numerous site visits and student-led tours that impressed prospective employers. He noted the transformational potential of workforce efforts in the region and expressed gratitude for state and local support.

Myra Willson, Director, Cumberlands Workforce Development Board welcomed everyone and followed with remarks thanking county judge/executives, partners, and staff for their contributions. She reflected on the success of collaborative programs such as Commonwealth Coders and recognized the strong partnerships that make regional projects possible. She expressed appreciation to the board, state partners, and local leaders for their ongoing guidance and support.

Consent Agenda (Voting Required)

Lori Ulrich, Chair noted that this was an action item requiring a formal vote, and that all related materials were included in the Briefing Book provided. Items included:

- May 15, 2025, Minutes
- Kentucky Career Center (KCC) One-Stop Certification Recommendations

Lori Ulrich called for a motion to approve the consent agenda as presented. *Kim Menke made the **motion**, which was **seconded** by Annissa Franklin.* A vote was taken, and the motion carried unanimously, with no opposition voiced. Lori Ulrich expressed appreciation to the newest KCC certification applicants and acknowledged Green River, Lincoln Trail,

Northern Kentucky, Bluegrass, Eastern Kentucky Concentrated Employment Program (EKCEP) for the certification of the comprehensive centers, affiliate centers, and access points.

Career & Technical Education (CTE) High-Demand Certification (Voting Required)

Alisher Burikhanov presented the proposed list of High-Demand Certifications, developed collaboratively with Local Workforce Development Boards, the Kentucky Department of Education, and KYSTATS. Tom Thompson outlined the review process, which includes input from business and industry, committee review, and final approval by KWIB.

The Board reviewed the certification list and accompanying timeline for the upcoming year. Members were encouraged to continue submitting certifications recognized by local businesses as credentials of value.

A motion to approve the certifications was made by Cora McNabb and seconded by Johnny W. Collett. The motion passed, and Alisher mentioned the next round of certifications will take place next years.

Local Workforce Development Board Certification (Voting Required)

Alisher Burikhanov presented the Local Workforce Development Board Certifications, highlighting the ongoing collaboration between local workforce development boards and the state workforce development board. He noted that the certifications demonstrate proper board representation from business, labor, education, economic development, and government.

The Board reviewed and ratified the certification of KentuckianaWorks, which had previously been approved by the KWIB Executive Committee on June 30. These certifications occur every two years, and Local Workforce Development Boards will continue to maintain business leadership and alignment with industry guidance during that period.

A motion to approve the certifications was made by Kim Menke and seconded by Dr. JC Gregory. The motion passed, and Alisher mentioned the next round of certifications will take place in two years.

Presentation: Cumberland County Civics Club

Lori Ulrich, Chair introduced **Judge/Executive Luke King, Cumberland County** who presented on the Cumberland County Civics Club and Internship Program. Judge King highlighted the club's formation by local students and community leaders to provide youth with opportunities in public service and leadership.

Students shared details of the Civics Club, including its mock court structure, priority projects (such as the development of a splash pad), and monthly engagement with Fiscal Court members. They also described the internship program, noting growth from four to ten interns, program structure, professional development activities, and daily responsibilities, including administrative support, community service, and public engagement.

The presentation highlighted student achievements in personal growth, professional skills, and travel opportunities to locations such as Frankfort, Washington D.C., Atlanta, and New York, all achieved without use of county taxpayer funds. Major accomplishments included compiling a comprehensive list of all active county ordinances and conducting a 300-mile internal road audit. Students also launched "The Square on the Air," a video podcast promoting youth involvement.

Judge King emphasized the program's expansion potential, encouraging other counties to replicate the model and commending the interns' dedication and leadership. The presentation concluded with a Q&A session including Commissioner Robbie Fletcher, other board members and guest, who praised the program's impact on student growth, community engagement, and project-based learning. Funding for the program was noted as a combination of Local Workforce Development Board support and community contributions.

Strategic Plan – Baseline Information

Lori Ulrich, Chair introduced the Strategic Plan portion of the meeting and gave the floor to Alisher Burikhanov, who thanked Judge King and students for their prior presentation. Alisher emphasized the importance of work-based learning, which includes apprenticeships, internships, mentorships, and other opportunities to gain hands-on experience. He highlighted successful programs such as Toyota’s AMT Program and encouraged local workforce development boards and community partners to continue these initiatives in their communities.

Alisher noted that a draft Strategic Plan is currently under review. Over the past months, he conducted interviews and developed case studies with several companies—Novellas, Interapt, Toyota, Jim Beam, UPS, Appalachian Regional Health, Louisville Urban League, and Ironworkers—to demonstrate effective workforce programs across Kentucky. He shared that these examples showcase how work-based learning supports career development, increases employer engagement, and strengthens communities. Alisher emphasized the importance of meeting organizations “where they are” and encouraged Board members to draw inspiration from local initiatives, adapting strategies to fit their communities.

To provide additional context on work-based learning, Alisher introduced Bill Sandell to discuss registered apprenticeship programs in Kentucky.

Bill Sandell, Apprenticeship Workforce Consultant, Office of Industry and Apprenticeship Services (OIAS) presented on registered apprenticeship programs in Kentucky. He reported a 39% increase in registered apprenticeship enrollment since 2020, double the national average. Registered apprenticeships now cover roughly 1,400 occupations with entry-level wages average \$18/hour, and graduates exit earning around \$30/hour, much higher compared to Kentucky’s median income. Apprenticeships are available for all ages, with the oldest current participant in their 70s. Sandell emphasized that employer engagement is critical for success and noted that apprenticeships also foster leadership, innovation, and career growth beyond wages. Moreover, education has been identified as one of five key sectors, and the first graduate of the K-12 teacher registered apprenticeship program was recently celebrated.

Discussion highlighted the benefits of early apprenticeship experiences, including reducing employee turnover, building loyalty, and providing meaningful exposure to real-world work before full employment. Apprenticeships deliver a 1.5x return on investment for employers.

Sam Keathley, Senior Workforce Analyst, Kentucky Center for Statistics (KYSTATS) presented teacher workforce and labor force participation data. Key points included the teacher pipeline, from high school students declaring education majors (7.3%) to completing teacher preparation programs (2.4%) and ultimately entering the public K-12 workforce (2%). Graduate enrollment in teacher prep programs is increasing, while undergraduate enrollment remains steady. Approximately 50% of teacher exits occur within the first four years of service, and other exits include movement to other states or non-teaching careers. Teacher apprenticeship programs aim to reduce early attrition by providing classroom experience during college.

Labor force participation in Kentucky is approximately 58.4%, with highest rates among ages 25–54 and those with higher educational attainment. Demographic data show variation by race/ethnicity, poverty status, and gender/age of children, with childcare responsibilities influencing female participation. Labor force participation for people with disabilities remains low (39%) despite high graduation rates, highlighting the need for additional supports.

The Board discussed barriers to workforce participation, including childcare and access to Pre-K programs. Non-profit partners such as Goodwill, United Way, and the Urban League were recognized for their contributions in helping individuals overcome workforce barriers. Lori Ulrich noted concern over teacher retention, with 77% leaving within ten years, reinforcing the importance of early exposure programs and ongoing workforce development initiatives.

Lori Ulrich thanked the presenters and transitioned to the next agenda item.

Education and Labor Cabinet Updates

Alisher Burikhanov provided the update, focusing on the State Workforce and Talent Team (SWATT) initiative. He described SWATT as a collaborative effort among the Education and Labor Cabinet, Cabinet for Economic Development, KCTCS, the Kentucky Chamber of Commerce, Kentucky Department of Education, Council on Postsecondary Education, and other executive branch entities, aimed at providing a unified and accessible approach to business services and workforce development resources.

Alisher highlighted recent activities, including an interim legislative committee update with Secretary Link, Secretary Noel, President Quarles, and Ashli Watts, which was well received. . He emphasized the importance of local workforce development boards in providing tailored approaches to serve businesses and connect them with talent, including youth, veterans, and individuals with disabilities.

Partnerships with agencies such as CHFS and Goodwill were noted for their role in linking individuals receiving assistance to workforce opportunities. Alisher also discussed SWATT’s three committees—focused on employer engagement, professional development, and state-local integration. He acknowledged key partners supporting the initiative and emphasized the ongoing work to provide companies with comprehensive talent solutions.

Lori Ulrich thanked Alisher for the update and recognized the continued contributions of Board members who have participated in SWATT discussions.

Work Ready Communities – Next Generation

Lori Ulrich introduced the next agenda item and welcomed **Sara Tracey, Vice President of National Workforce and Education, TPMA**, and **Jessica Fortner, Senior Consultant, TPMA**, to provide an update on the Work Ready Communities Next Generation initiative. Lori Ulrich noted that the program has been in place for more than ten years and, after discussion by the KWIB, is being refreshed and updated to better align with current workforce needs.

Sara Tracey explained that the designation is being modernized through the development of metrics aligned with eight objectives—three strategic and five talent-ready.

Strategic Objectives:

- Strategic Objective 1: Supply and Demand of Regional Skills
- Strategic Objective 2: Growth in Participation of All Workforce Talent
- Strategic Objective 3: Work-Based Learning

Talent Ready Strategies & Addressing Barriers to Employment:

- Talent Ready Objective 1: Childcare
- Talent Ready Objective 2: Affordable Housing
- Talent Ready Objective 3: Transportation
- Talent Ready Objective 4: Digital Skills & Opportunity with Broadband Infrastructure
- Talent Ready Objective 5: Talent Attraction

Jessica Fortner shared findings from stakeholder engagement sessions with leaders in education, economic development, broadband, childcare, and housing. Three key themes emerged: the importance of collaboration, maintaining an active and adaptable designation, and recognizing regional differences in workforce needs. Metric development will focus on both standardized benchmarks and flexibility to account for local accomplishments and circumstances.

Sara Tracey noted that draft metrics will be presented to the Work Ready Communities Taskforce on September 2, 2025 for feedback. Following this, updates will be made to the application process and program website, including clearer incentives for communities to participate. A marketing and promotion plan will be developed in spring, with full project completion anticipated by April of next year.

Lori Ulrich thanked the presenters and expressed anticipation for the relaunch of the program. No further comments or questions were raised.

KWIB AI Workforce Readiness Taskforce

Lori Ulrich introduced the KWIB AI Workforce Readiness Taskforce and gave the floor to Kim Menke, Co-Chair of the AI Taskforce. Kim thanked Taskforce members and described the group as a short-term initiative focused on exploring opportunities, challenges, and practical applications of AI across business, labor, education, government, and non-profits to strengthen Kentucky. He highlighted co-chair Dr. Jeff Sun from the University of Louisville and emphasized the diverse expertise of Taskforce members.

Kim outlined the Taskforce's three goals: preparing students across the education continuum, upskilling Kentucky's workforce and employers, and identifying AI opportunities to position Kentucky as a workforce-economic development showcase. He noted that Kentucky is competitive nationally and mentioned the recent addition of Dr. Brent Harrison from the University of Kentucky to the Taskforce.

Kim described the Taskforce's roadmap, beginning with a foundation meeting and strategy development. Upcoming activities include a SWOT analysis in September, company AI demonstrations in October, and review of emerging recommendations in November, with the goal of presenting final recommendations to the KWIB by the end of the year.

Closing Comments & New Business

Alisher Burikhanov encouraged Board members to participate in ongoing workgroup and taskforce. He noted that anyone interested in Work Ready Communities, or the AI Workforce Readiness Taskforce is welcome to join and emphasized that participation is strongly encouraged.

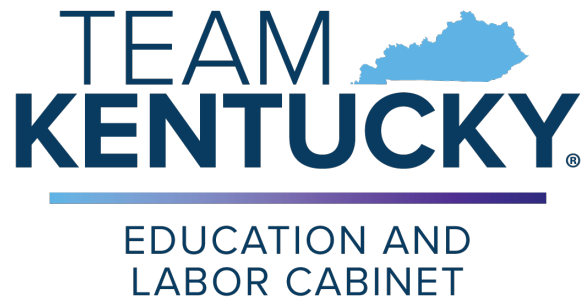
Alisher shared several recognitions and updates with the Board. He acknowledged Debbie Dennison for her five year anniversary and ongoing contributions to KWIB operations. He recognized Chair Lori Ulrich for her recent election as Vice Chair of the National Governors Association (NGA) Workforce Board Chairs group, highlighting her leadership on both the state and national stages. Alisher praised the Board and partners for their collaborative work across Kentucky.

Lori Ulrich emphasized that these achievements reflect the collective effort of the Commonwealth of Kentucky and its partners. She thanked Board members and participants for their continued support and collaboration.

Lori Ulrich announced that the next KWIB meeting will be held on November 20th at the Hub for Innovative Learning and Leadership (HILL) in Lexington, with detailed information to follow. She reminded members about opportunities to serve on committees or Taskforces and referenced the 2026 calendar provided in the Briefing Book. Travel reimbursement information was also noted for members who attended the meeting in person.

With no further business to address, Lori Ulrich called for a motion to adjourn. *Cora McNabb made the motion, and Tom Lilienthal seconded it.* The motion was approved unanimously.

3:24 pm ET Adjournment



Kentucky Workforce Innovation Board

Meeting Briefing Book

August 21, 2025

1:30 – 3:30 pm EDT / 12:30 – 2:30pm CDT

12:00 pm CDT In-Person Networking

Cumberland Area Development District Building
2384 Lakeway Drive, Russell Springs, KY 42642



Kentucky Workforce Innovation Board Meeting Briefing Book

August 21, 2025, 1:30 -3:30 pm EDT / 12:30-2:30 pm CDT

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Kentucky Workforce Innovation Board

AGENDA

1:30 – 3:30pm EDT / 12:30 – 2:30pm CDT

Cumberland Area Development District Building
2384 Lakeway Drive
Russell Springs, KY 42642

Join Zoom Meeting

<https://us06web.zoom.us/j/87348218355?pwd=WbgQahrOcHvTdHTa3GSHxBX3DXr9a3.1>

Meeting ID: 873 4821 8355 / Passcode: 356130

Dial via phone: 1 646 931 3860

1:30 CALL MEETING TO ORDER

Welcome/Housekeeping *Lori Ulrich, Chair*
Fleming-Mason Energy

Roll Call..... *Elishah Taylor*
Kentucky Workforce Innovation Board (KWIB)

KWIB Membership Updates..... *Alisher Burikhanov, Executive Director*
Kentucky Workforce Innovation Board

1:40 Welcome to Cumberlands Workforce Development Board *Jeff VanHook*
Executive Director, RGL Regional Industrial Authority
Chair, Cumberlands Workforce Development Board

1:50 Consent Agenda (Voting Required)..... *Lori Ulrich, Chair*
Fleming-Mason Energy

Provided in briefing packet:

- *May 15, 2025, Minutes*
- *Kentucky Career Center(s) One-Stop Certification*

1:55 Career & Technical Education (CTE) High-Demand Certifications (Voting Required)..... *Alisher Burikhanov*
Kentucky Workforce Innovation Board (KWIB)

2:00 Local Workforce Development Board Certification (Voting Required)..... *Alisher Burikhanov*
Kentucky Workforce Innovation Board (KWIB)

2:05 Presentation: Cumberland County Civics Club..... *Luke King, Judge/Executive*
Cumberland County

- 2:30 Strategic Plan – Baseline Information..... Alisher Burikhanov**
Kentucky Workforce Innovation Board (KWIB)
- *Registered Apprenticeship..... LeeSa Page, Executive Director*
Office of Industry and Apprenticeship Services (OIAS)
- Bill Sandell, Apprenticeship Workforce Consultant*
Office of Industry and Apprenticeship Services (OIAS)
- *Teacher Pipeline Data..... Sam Keathley, Senior Workforce Analyst*
Kentucky Center for Statistics (KYSTATS)
- *Kentucky Labor Force Participation..... Sam Keathley*
Kentucky Center for Statistics (KYSTATS)
- 3:00 Education and Labor Cabinet..... Mike Yoder, PhD., Commissioner**
Department of Workforce Development
- *Statewide Workforce and Talent Team (SWATT) Update*
- 3:10 Work Ready Communities – Next Generation Sara Tracey, Vice President**
National Workforce & Education
TPMA
- Jessica Fortner, Senior Consultant*
TPMA
- 3:20 KWIB AI Workforce Readiness Taskforce Kim Menke, Founder**
ProVision Process Solutions
- 3:25 Closing Comments & New Business.....Lori Ulrich, Chair**
- 3:30 ADJOURNMENT**

Next Meeting: Thursday, 11/20/2025, 1:30pm – 3:30pm EDT

Location: The Hub for Innovative Learning and Leadership (The HILL), 100 Midland Avenue, Lexington, KY 40508



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2025 – 434
July 14, 2025

By virtue of the authority vested in me by Sections 69 and 81 of the Kentucky Constitution and Executive Order 2020-857, I, Andy Beshear, Governor of the Commonwealth of Kentucky, do hereby appoint the following as a member of the Kentucky Workforce Innovation Board:

William Downey, Versailles, representing business, to replace Kevin Butt, Georgetown, who resigned, and to serve for the remainder of the term expiring October 7, 2025.

Please issue a commission to him.


ANDY BESHEAR, GOVERNOR
Commonwealth of Kentucky

MICHAEL G. ADAMS
Secretary of State

Consent Agenda

IN-PERSON – Kentucky Department Education 300 Sower Boulevard, Frankfort, KY, 40601
with virtual zoom option

1:30 pm Call to order

Lori Ulrich, Fleming-Mason Energy, KWIB Chair, called the meeting to order and welcomed attendees both in the room and online, and noted that the meeting was being recorded. Captioning services were available for those requesting them. She reminded online board members and proxies to unmute and enable their cameras for roll call, voting, and comments throughout the meeting. Guests attending virtually were asked to remain muted.

For those participating in person, Chair Ulrich explained the procedure for using microphones and submitting questions, including raising nameplates to indicate a desire to speak. She mentioned that the board strives to follow Robert's Rules of Order during meetings. The consent agenda and additional materials for the day were provided in the [briefing book](#). She also stated that the meeting minutes and presentations would be available on the official website (kwib.ky.gov) under the date of the meeting. Any further questions could be directed to Debbie Dennison, whose contact information would be posted online and was also available for in-person attendees (debbie.dennison@ky.gov).

Roll call was held and quorum attained.

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Lori Ulrich, Chair	Business	X	Dr. Aaron Thompson (proxy: Dr. Leslie Sizemore)	Partner	X
Gov. Andy Beshear (proxy: Sec. Hicks)	WIOA CORE	X	Dr. Ryan Quarles (proxy: Emily Sayers)	Partner	X
Lt. Gov. Jacqueline Coleman	WIOA CORE		George Nichols	Labor Representative	X
Sen. Jimmy Higdon	Legislative		Heidi Margulis	Business	X
Sec. Jamie Link (proxy: Michelle DeJohn)	Partner	X	Kevin Middleton	Workforce	X
Sec. John Hicks	Partner	X	Kevin Nolan (proxy: Tami Hatfield)	Business	X
Sec. Jeff Noel (proxy: Brandon Combs)	Partner	X	Kevin Smith (proxy: Rena Sharpe)	Business	X
Rep. Bobby McCool	Legislative		Lyndon Pryor (proxy: Lisa Thompson)	Workforce	X
Commissioner Robbie Fletcher (proxy: Dr. Beth Hargis)	Partner	X	Robert Shelton	Labor Representative	X
Judge Owen McNeil (proxy: Tyler McHugh)	Local Elected Official		Ryan Holmes	Business	
Mayor James (J.H.) Atkins	Local Elected Official	X	Selma Owens	Business	
Beth Davisson (proxy: LaKisha Miller)	Business	X	Suhas Kulkarni	Business	

Johnny W. Collett	Business	X	Todd Dunn (proxy: Stephanie Collins)	Labor Representative	X
Dr. J.C Gregory	WIOA CORE	X	Tom Lilienthal	Business	X
Alice Houston	Business	X	Susan Hershberg	Business	X
Annissa Franklin (proxy: James McFarlan)	Workforce Representative	X	David Hall	Business	X
Cora McNabb	WIOA CORE	X	Adam Caswell	Business	
Dianne Owen	Workforce Representative		Sharon Price (proxy: Camisha Powell)	Workforce Representative	X

In-person guest attending: Dr. Jeffrey Sun, Dr. Taylor Pratt, Denise Dials, Myra Wilson, Tiffanie Reeves, Everett Bracken, Sam Keathley, Beverley Dearborn, Becky Miller, Bridget Back

Online guest attendance: Jacqueline Korengel, Justin Suttles, Cathy Hoehn, Katie Houghlin, Jackie Masterson, Tom Sholar, Hillary Witt, Shaun McKiernan, Michelle Drake, Jenni Hampton, Sarah Boman, John Buchanan, Bill Sandell, Jason Hutchinson, Angella Wilson, Correy Eimer, Michelle DeEsch, Vanessa Williams, Alicia Crouch, Jaime Disney, Tom Thompson, Greg Higgins, Reneau Waggoner, Jason Cole, Lori Looney, Debby Taylor, Kim Humphrey, John Miles, Justin Browning, Shelia Clark, LeeSa Page, Aveana Jackson, Benny Richardson, Rick Jones, Naomi Sutton, Kim Menke, Jon Sowards, Jeff Lee

KWIB Staff: Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Sara Jaggers, and Elishah Taylor

Membership update

Lori Ulrich, Chair acknowledged several changes to the board's composition. She first recognized outgoing members Tony Georges of UPS and Kim Humphrey of River View Coal, both of whom completed their term earlier in the year. She offered special recognition to Kim Humphrey for her dedicated service as chair of the Resource Alignment Committee, commending her outstanding contributions. Kim, who was present online, expressed her appreciation for the opportunity to serve and contribute to workforce development in the commonwealth.

New members joining the board were also introduced. Susan Hershberg of Wiltshire Bakery and Alice Houston of HJI Solutions were welcomed, following an official appointment by the Governor dated April 15. Chair Ulrich thanked both for joining and expressed enthusiasm about working with them.

Chair Ulrich also shared news regarding long-time board member Dianne Owen, who, along with her husband Ted, was recently involved in a serious automobile accident during a storm in Western Kentucky. Tragically, Ted passed away, and Dianne sustained significant injuries requiring a period of rehabilitation. She asked the board to keep Dianne and her family in their thoughts as she works toward recovery.

Last, Chair Ulrich announced that Johnny Collett of the University of Kentucky Human Development Institute has accepted the role of Vice Chair of the board. She expressed her appreciation for his willingness to serve and support the leadership team.

Consent Agenda (Voting Required)

Lori Ulrich, Chair noted that this was an action item requiring a formal vote, and that all related materials were included in the packets provided. Items included:

- February 20, 2025, Minutes
- Kentucky Career Center (KCC) One-Stop Certification Recommendations
- Career & Technical Education (CTE) Certification Recommendations

Chair Ulrich called for a motion to approve the consent agenda as presented. *Heidi Margulis made the **motion**, which was **seconded** by Dr. Gregory.* A vote was taken, and the motion carried unanimously, with no opposition voiced. Chair Ulrich

expressed appreciation to the newest CTE certification applicants and acknowledged Eastern Kentucky Concentrated Employment Program (EKCEP) for the certification of the comprehensive and affiliate centers. She also noted that any representatives from EKCEP present at the meeting would be formally recognized after the meeting.

Local Workforce Development Board Certification (Voting Required)

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB), shared that local workforce boards are required to undergo a certification process every two years. This process ensures compliance with federal guidelines, including maintaining at least 51% business representation and 20% workforce and labor representation on each board. The three local workforce area boards requesting certification included:

- EKCEP
- Northern Kentucky
- South Central

Alisher explained that the state team had reviewed the submitted documentation to confirm compliance with representation requirements, and the results had been presented to the Executive Committee prior to being brought to the full board.

The certification item was presented as a separate action item rather than being included in the consent agenda, to ensure transparency and allow any board members who also serve on one of the local boards being considered for certification to abstain from voting if necessary.

A motion to approve the certifications was made by Cora McNabb and seconded by Dr. Hargis. The motion passed, and Alisher congratulated EKCEP, Northern Kentucky, and South Central on their successful board certifications. He also noted that unless federal law changes, the next round of certifications will take place in two years.

Artificial Intelligence (AI) Demonstration

Dr. Jeffrey Sun, Professor, University of Louisville and **Dr. Taylor Pratt, Clinical Assistant Professor, University of Louisville** provided an engaging, interactive demonstration showcasing the capabilities of artificial intelligence tools in workforce development, education, and operational efficiency. Tools demonstrated included [ChatGPT](#) for generating structured content, [Notebooks](#) for summarizing across documents and links, and [Gamma](#) for presentations. Additional resources include the following site where Dr. Sun had AI create an [innovation anthem](#).

The presenters emphasized the growing necessity for individuals to develop digital fluency with AI technologies, comparing the current moment to the early days of the internet. [Prompt engineering](#)—a key skill for effectively using AI—was framed as a new form of digital literacy.

Throughout the presentation, the board was encouraged to consider how AI is reshaping work across all sectors. The presenters noted that some companies have begun reducing staff due in part to automation, illustrating how organizations that invest early in AI readiness are responding to the technological shifts.

A key takeaway was the importance of experimenting and playing in the software to gain confidence and comfort in using AI tools. Education was a central focus. The presenters discussed efforts to create a statewide high school AI pathway, acknowledging the difficulty of predicting future skill demands but underscoring the importance of fostering adaptable, critical thinkers. Tools like ChatGPT help students and educators practice logical structuring, spatial reasoning, and information processing—skills that remain relevant as AI evolves.

The discussion also emphasized the need for statewide coordination and industry feedback. By aligning education and training with current and emerging workforce needs, Kentucky can stay ahead of the curve. Attendees supported the idea of forming a workgroup to gather insights from business and industry leaders.

Finally, board members stressed the importance of ensuring that working-age Kentuckians without diplomas or digital fluency are included in AI readiness efforts. Bridging foundational literacy and numeracy skills with access to digital tools will be essential to achieving a truly inclusive and future-ready workforce.

Strategic Plan – Metrics & Draft Outline

Alisher Burikhanov, Executive Director, KWIB, provided an update on the ongoing development of the KWIB's updated strategic plan. The previous plan, developed in 2018 and adopted by Governor Beshear in 2020, has guided the board's work over recent years. The new strategic plan aligns with the 2024–2027 WIOA State Plan, centered on four continuing strategic goals: employer engagement, education attainment, workforce participation, and organizational and resource alignment.

The board has undertaken a collaborative approach to updating the plan, beginning with a “Strategic Advance” convening in November 2024 that brought together board members, local workforce development board chairs, and the Education and Workforce Collaborative to identify priority areas under each goal. Through this process and further committee input, the team identified three core priorities per goal, which were shared with the board during the meeting and can be found in the [meeting packet](#).

A key focus of the discussion was the importance of metrics for each strategic priority. The intention is to complete the full draft of the strategic plan over the next three months and present it at the August board meeting. The plan aims to be both measurable and adaptable, incorporating evolving needs and opportunities, including work-based learning expansion, AI integration, the teacher and technical instructor pipeline, and increased support for registered apprenticeships—especially among small and medium-size businesses.

Alisher emphasized the importance of using baseline data to track progress and mentioned that collaboration with [KYSTATS](#) will support the inclusion of measurable goals. While the plan spans four years, board members acknowledged the opportunity of achieving goals earlier and revisiting the plan as needed.

Board members were encouraged to review the draft priorities and metrics and provide feedback during the drafting phase. No objections or significant concerns were raised during this agenda item.

Resource Alignment Committee – ROI Recommendation (Voting Required)

Johnny W. Collett, Resource Alignment Committee Interim Chair, University of Kentucky Human Development Institute HDI, began by providing the background on the Resource Alignment Committee. Kim Humphrey, who had previously chaired the committee, contributed significantly before her term ended, and Johnny is now stepping in as interim committee chair. The committee has been working since June 2024, collaborating with the business leaders from the 10 local workforce development areas to develop foundational return-on-investment (ROI) metrics.

The committee's main goal was to simplify and unify how workforce development efforts are measured and evaluated, ensuring alignment across various programs. They took time to review state resources, best practices from other states, and gather input from local workforce directors and stakeholders.

A set of foundational metrics for review was developed, including the number of participants, the number of job placements, and average wages of those employed after completing workforce programs. These metrics are designed to be easy for employers and stakeholders to understand, providing a clear way to assess the value of workforce development programs.

The plan is for these metrics to first apply to the Workforce Innovation and Opportunity Act (WIOA) programs, and later be extended to other workforce development funding streams represented at the Education and Workforce Collaborative Board. The ultimate goal is to have a universal, standardized method of demonstrating value of workforce investments.

Chair Ulrich then called for a motion to approve the recommendation, marking a significant step toward more standardized and actionable workforce development metrics. *A **motion was made** by Secretary Hicks, **seconded** by Dr. Hargis, and the board voted unanimously to approve the recommendation.*

Education and Labor Cabinet Updates

Michael Yoder, Ph.D., Commissioner, Department of Workforce Development, Education and Labor Cabinet, mentioned the exciting work being done by the Statewide Workforce and Talent Team (SWATT), particularly with the Governor's investment in Workforce Talent Project Managers. These managers positioned at the Department of Workforce Development are collaborating with the Cabinet for Economic Development to streamline business services across the state. To operationalize SWATT, three committees are leading the efforts:

Myra Wilson and Emily Sayers are leading the Employee Engagement Committee, which is focused on improving employee engagement and collaboration. The priority is to have a common needs assessment and maintain a data sharing platform for all business service focused partners.

Another significant effort is the State and Local Integration Committee, which will focus on improving and building upon partnerships between the state and local regions, including government, local workforce areas, and partners like the Chamber of Commerce and KCTCS. The committee will work on recognizing regional differences and finding structured ways to meet the needs of local businesses.

The third focus is the Professional Development and Training Committee. Ensuring consistency and effectiveness in the execution of workforce programs is crucial, and the group is determining the training needs of those working on the ground in local workforce areas.

The update concluded with a discussion about the Work Ready Communities – Next Generation program. The Work Ready Communities initiative, which has been around since Governor Steve Beshear's time, has been updated to Work Ready Communities – Next Generation in order to reflect the changing needs of communities. The focus is shifting from a county-by-county approach to a more regional model, as businesses often look beyond county lines for talent. The Department of Workforce Development has procured a vendor to assist in implementing new metrics for measuring workforce readiness at the regional level. These metrics will consider factors like supply and demand for skills, growth, work-based learning, and addressing employment barriers such as childcare, transportation, housing, and digital skills.

Chair Ulrich emphasized the importance of adapting the program to meet current needs and said the changes will help create a better tool for communities and economic developers. She also encouraged local areas to embrace the program as it evolves.

A question was raised regarding how the Work Ready Communities program helps in business recruitment. Chair Ulrich shared that, in her experience, local leaders have used the program to demonstrate workforce readiness to companies, showing that communities are prepared to supply the workforce needed for new or expanded businesses. The transition to a regional approach with strategic and talent objectives will further strengthen this effort.

Old Business

Chair Ulrich continued the discussion by referencing the November 2024 meeting, where the board voted to approve recommended sectors. A concern was raised regarding students who are currently receiving Work Ready scholarships or credentials that are tied to sectors no longer on the list. To ensure these students are not impacted by this change mid-program, KHEAA (Kentucky Higher Education Assistance Authority) will grandfather any impacted credentials for a year. This allows students to finish their studies and complete their programs or shift to other areas of focus. =

New Business

Having no additional old business, **Chair Ulrich** moved to new business. Alisher shared tools available in the Appendix that may be useful to stakeholders, specifically mentioning Futuriti, a career exploration platform recently launched by the [Commonwealth Education Continuum](#). Alisher encouraged everyone to visit the [Futuriti website](#), noting that it provides valuable information about top sectors and the opportunities within them. He also highlighted Ready for Industry, a

program from the Department of Workforce Development that offers free exposure to various industries and associated training, available at no cost to individuals or companies.

Chair Ulrich encouraged new members to consider joining one of the strategic committees. She invited those interested to reach out to either herself or Alisher for more information, emphasizing the need for fresh ideas and hands-on participation in the committees.

Chair Ulrich then recognized several individuals for their hard work and achievements. First, she acknowledged Denise Dials, the retiring TENCO Director, who is stepping down on August 1st. Chair Ulrich reflected on their years of collaboration and expressed that Denise's presence and contributions will be greatly missed. Next, she congratulated Becky Miller, the EKCEP Director, who was elected to the National Association of Workforce Development Professionals (NAWDP) as a Region 3 board representative. Additionally, Chair Ulrich congratulated Becky on her election to the Southeastern Employment and Training Association (SETA) as the Kentucky Board representative. Last, Chair Ulrich recognized Bridget Back from EKCEP, who was selected as the 2025 National Workforce Professional of the Year by the National Association of Workforce Development Professionals (NAWDP). Chair Ulrich thanked all the individuals for their outstanding service and contributions to the state.

Closing Comments

Lori Ulrich, Chair closed the meeting by thanking the Kentucky Department of Education (KDE) for hosting the board. She reminded members that the next KWIB meeting will be held on August 21 in Russell Springs, hosted by the Cumberland Workforce Development Board.

Chair Ulrich encouraged members—especially newer ones—to get involved in KWIB's strategic committees. Anyone interested can sign up by contacting KWIB via the provided email address, kwibprojects@ky.gov. Information about the committees, the 2025 meeting calendar, and travel reimbursement details for board members was included in the briefing book.

Finally, on the topic of AI, Ulrich said she would follow up with an email about forming a small group to explore the impact of AI on Kentucky's workforce. If there is enough interest, the board will proceed with organizing it in collaboration with colleagues at the University of Louisville.

With no further business to address, Chair Ulrich called for a motion to adjourn. *Alice Houston **made the motion**, and George Nichols Jr. from the Jefferson County Teachers Association **seconded** it.* The motion was approved unanimously.

3:17 pm ET Adjournment

Kentucky Career Center (KCC):
Comprehensive Center

KCC One-Stop Certification and Recertifications

Recommendation

The following Kentucky Career Centers have been reviewed and recertified by its respective Local Workforce Development Board.

Department of Workforce Development (DWD) staff have received and reviewed all necessary documentation required for certification, and the below are recommended for approval of KCC One-Stop certifications.

Local Workforce Development Area	Center Location	Center Type	Previous Type
Green River	Kentucky Career Center, 3108 Fairview Drive, Owensboro, KY 42301	Comprehensive Center	Comprehensive Center
Lincoln Trail	Kentucky Career Center, 233 Ring Rd. #100 Elizabethtown, KY 42701	Comprehensive Center	Comprehensive Center
EKCEP	Kentucky Career Center, 686 North Lake Drive, Prestonsburg, KY 41653	Comprehensive Center	Comprehensive Center
Northern Kentucky	Kentucky Career Center, 1324 Madison Avenue, Covington, KY 41011	Comprehensive Center	Comprehensive Center

Comprehensive Kentucky Career Centers offer customized career exploration, training, support, and employment services to career seekers and businesses. These comprehensive services give career seekers the tools they need to succeed in today's job market and connect employers to a pool of competent personnel they need to compete in the economy and reassure them in their hiring process.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive:

https://drive.google.com/drive/folders/1kdfGleH0teWi9FgOEIL2SrBWHsXKTY4x?usp=drive_link



August 21, 2025
Consent Agenda Item

Kentucky Career Center (KCC):
Affiliate Center

One-Stop Certification and Recertifications

Recommendation

The following Kentucky Career Centers have been reviewed and recertified by their respective Local Workforce Development Boards.

Department of Workforce Development (DWD) staff have received and reviewed all necessary documentation required for certification and the below are recommended for approval of KCC One-Stop certifications.

LWDA	Center Location	Center Type	Previous type
EKCEP	Whitesburg Kentucky Career Center, 417 HWY 2034, Whitesburg, KY 41858	Affiliate	Affiliate
Lincoln Trail	Leitchfield Kentucky Career Center, 125 E. Oak Street, Leitchfield, KY 42754	Affiliate - Conditional	Affiliate
Lincoln Trail	Lebanon Kentucky Career Center, 516 Workshop Lane, Lebanon, KY 40033	Affiliate - Conditional	Affiliate
Lincoln Trail	Bardstown Kentucky Career Center, 860 W. Stephen Foster Avenue, Bardstown, KY 40004	Affiliate - Conditional	Affiliate

Kentucky Career Center Affiliate Locations offer job and training services to workers, youth, and businesses. These locations refer career-seekers, veterans, youth, and businesses to additional services.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive: https://drive.google.com/drive/folders/1EEk6tNwRzJXU1O30okThxZwy0KaDWqEH?usp=drive_link

Kentucky Career Center (KCC):
Access Point

KCC One-Stop Certification and Recertifications

Recommendation

The following Kentucky Career Centers have been reviewed and recommended for (re)certification by their respective Local Workforce Development Boards in the last quarter.

Department of Workforce Development (DWD) staff have received and reviewed all necessary documentation required for certification, and the below are recommended for approval of KCC One-Stop certifications.

Local Workforce Development Area	Center Location	Center Type	Previous Type
Bluegrass	Cynthiana/Harrison County Public Library, 104 N. Main St., Cynthiana, KY 40383	Access Point	Access Point
Bluegrass	Jessamine County Public Library, 600 S. Main St., Nicholasville, KY 40356	Access Point	Access Point
Green River	Hancock County Career Center, 1605 US-60, Hawesville, KY 42348	Access Point	Access Point
Green River	Henderson County Public Library, 101 S. Main St., Henderson, KY 42420 Library	Access Point	Access Point
Green River	McLean County Senior Center, 875 Walnut Street. Calhoun, KY 42327	Access Point	Access Point
Green River	Ohio County ARCH Office, 130 Washington Street. #215, Hartford, KY 42347	Access Point	Access Point
Green River	Union County Public Library, 126 S. Morgan Street, Morganfield, KY 42437	Access Point	Partner Location
Green River	Webster County Senior Center, 80 N. College Street, Dixon, KY 42409	Access Point	Access Point
Northern Kentucky	Grant County DCBS Office, 520 Violet Road, Crittenden, KY 41030	Access Point	Access Point
EKCEP	Barbourville Kentucky Career Center, 464 Court Square, Barbourville, KY 40906	Access Point	Access Point
EKCEP	Harlan Kentucky Career Center, 319 Camden Park, Harlan, KY 40831	Access Point	Access Point

EKCEP	Louisa Kentucky Career Center, 180 Bulldog Lane, Louisa, KY 41230	Access Point	Access Point
EKCEP	Manchester Kentucky Career Center, 1535 Shamrock Road, Manchester, KY 40962	Access Point	Access Point
EKCEP	Pineville Kentucky Career Center, 129 N Pine St, Pineville, KY 40977	Access Point	Access Point
EKCEP	West Liberty Kentucky Career Center, 151 University Drive, West Liberty, KY 41472	Access Point	Access Point
EKCEP	McKee Kentucky Career Center, 5748 Hwy 290 McKee, KY 40447	Access Point	Access Point
EKCEP	Jackson Kentucky Career Center, 500 Brown Street, Jackson, KY 41339	Access Point	Access Point

Kentucky Career Center Access Points provide basic information for workers, job seekers, employers, youth, and young adults, guidance and counseling for employment, and referrals to other resources and partner services.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive: https://drive.google.com/drive/folders/114-VG1SwrU4l0Cl4KnBK9U-q0bhQfooh?usp=drive_link

2025–2026 High-Demand Industry Certifications

Process and High-Demand Designation

Background: Per [KRS 158.6455](#), specifically (1)(e)

Based on data from the Kentucky Center for Education and Workforce Statistics, each local workforce investment board, in conjunction with local economic development organizations from its state regional sector, shall annually compile a list of industry-recognized certifications, licensures, and credentials specific to the state and regional workforce area, rank them by demand for the state and regional area, and provide the list to the Kentucky Workforce Innovation Board. The Kentucky Workforce Innovation Board, in conjunction with the Kentucky Department of Education, may revise the lists before the Kentucky Department of Education disseminates the lists to all school districts to be used as postsecondary readiness indicators.

[The 2025-2026 listing of proposed High Demand Certifications can be found here](#)

2025 Data Collection Process

1. Each Local Workforce Development Board (LWDB) was asked to identify **High-Demand certifications** based on regional employer feedback.
2. Submissions were accepted in two formats:
 - a. **Excel Spreadsheet Templates**
 - b. **PDF/External Documents**
3. Some submissions were partial or required interpretation due to formatting.

Integration Method

1. All received LWDB inputs were incorporated into a **central master spreadsheet**.

Result: a consolidated statewide view reflecting both statewide and region-specific certification demand.

LWDB Variability

- Some boards included **detailed employer feedback** and **multi-tiered demand levels**.
- Certifications were marked as:
 - **Very High / High Demand / Medium / Low Demand**
- These distinctions were streamlined into the binary HD/non-HD framework for consistency.

Kentucky Department of Education (KDE) Review

- After review of the submitted information, HD designation was assigned for the appropriate certifications.

2026-2027 Standardized Submission Timeline of High-Demand Certifications for All Local Workforce Development Board (LWDBs)

Submission Timeline:

- November 2025 — Checklist sent to LWDBs (90-day review)
- End of February 2026 — LWDB submissions due to KWIB/KDE
- March – April 2026 — KDE 30-day review
- April — Final product submitted to the KWIB Education Attainment Committee
- May 21, 2026 — Final presentation and KWIB vote

High-Demand (HD) Designation - LWDBs are responsible for indicating whether a certification is considered high demand in their region by entering “HD” in the designated column. Please use the official KDE spreadsheet template.

Step-by-Step Submission Process

Step 1: Local Data Collection

- Engage employers, economic development practitioners, and sector stakeholders to identify certifications that are in high demand within your region.

Step 2: Complete the KDE Spreadsheet

- Please Use the **official spreadsheet template** provided by KDE.
- Match every row with complete and accurate information.
- Mark each high-demand certification clearly in the **HD Designation** column.
- Ensure **CIP codes** are correct and included for every certification.

Step 3: Submit to KWIB & KDE

- Once the spreadsheet is complete, submit it to the KWIB to be shared with KDE for review by end of February.
- Do **not** submit any alternative files or formats (PDFs, external links, summaries, etc.)
Please use the KDE spreadsheet for submission.

KDE Review & Finalization

- KDE will conduct a review of submissions from **March - April 2026**.
- Each LWDB’s high-demand certifications will be incorporated into a **centralized master spreadsheet**.
- KDE will reach out for corrections only if major data elements are missing or unclear.
- Final content will be forwarded to the Education Attainment Committee and presented to KWIB on **May 21, 2026**.

2025 Local Workforce Development Board Certification

Local Workforce Development Area	Certification Packet
KentuckianaWorks	Recommend

For more information on documents submitted, please review the documentation in the [Workforce Development Board Certification Google drive](#).

For more information on requirements for local workforce development board certification, please see [Policy 15-001](#).

Cumberland County Civics Club

Summary

The Cumberland County Fiscal Court has taken a unique approach to combat “brain drain” and encourage its young people to get involved with and stay in their community. The Cumberland County Civics Club, formed in January 2024, serves as a feeder program for a county internship program that was formed in February 2024. Students now can interact and work with officials at the local, state, and federal level. The civics club operates with the same roles as a regular county fiscal court (i.e. an elected judge/executive, magistrates, county attorney, county clerk, and an appointed road supervisor, county treasurer, and EM director). The club meets twice per month and invites members of the county fiscal court to attend and hear directly from the youth. Similarly, the club members attend regular fiscal court meetings and give monthly reports to the public on their initiatives and projects. The county’s civics club and internship program have allowed local youth to engage in community organizations, serve on local boards, visit with officials at their state capital, and even traveled to Washinton, DC and New York City (at no expense to the taxpayers) to see how our democracy operates at the highest level.

The Problem or Need for the Program

Cumberland County, like a lot of rural counties across the country, has lost a significant number of our young people to larger cities that promise more opportunities and a fun atmosphere. While it’s true that Cumberland County will not be able to retain the youth who desire to study marine biology, aerospace, or be a stock broker on Wallstreet, we can still – and should still – fight for the opportunity for these young people to shape today’s county into something that they would come back for tomorrow. Far too often, counties wrap themselves in the excuse of “we can’t do anything to change that” or “young people go where the other young people are.” Making excuses for why we’ve always done things one way isn’t allowing any county to make any progress. In order to increase our chances of keeping our youth, or at least encouraging them to return, we must give them a seat at the table when it comes to governing today and creating the future. If we don’t, we’ll continue to hear how “XYZ County doesn’t care about the youth because they can’t vote.” or “There’s nothing here for the youth of this county. They have no choice but to leave.”

Youth Involvement

Young leaders in Cumberland County have attended the following meetings: Tourism Commission, Industrial Development Authority, Chamber of Commerce, Board of Education, Burkesville City Council, Area Development District, Lake Cumberland Community Action Agency, Site-Based Decision-Making Council, EFSP Board, 911 Board, Water District Board, Brownsfield Committee, Library Board, District Board of Health, Regional Board of Health, and Aging Council Meetings. Cumberland County now has youth representatives (age 18 or 19) on three boards: Chamber of Commerce, 911 Appeals Board, and District Board of Health.

In addition to participating in those meetings, the youth have reviewed and compiled a list of all active county ordinances dating back to 1934, conducted an internal road audit of over 300 miles of county roads, researched and developed hundreds of questions for the county's first-ever Cumberland County Trivia Night, conducted interviews with the Cumberland County News and WKYR (monthly), and drafted press releases, meeting agendas, and special notices. They set up for and assisted with court meetings, gave regular public updates at those meetings, created social media accounts for county boards/commissions/committees, helped with phone calls/mail/general constituent inquiries, coordinated Fourth of July activities at the park, and wrote and signed joint resolutions and proclamations with the county fiscal court. The group also started a video podcast (hosted, directed, and edited by them) entitled "The Square on Air" in an effort to get news out in a fun way and via a medium that younger people access more than local radio or newspaper.

The youth participated in annual animal shelter adoption days, set up a new office with donated furniture, grew our USDA commodity food program to record numbers, toured and donated to the local pregnancy center, hand-wrote and mailed numerous "thank you" notes, visited regional splash pads and wellness centers, painted and reorganized the courtroom, cut down dead trees on the courthouse and justice center yard, trimmed healthy trees, pressure washed courthouse sidewalks, staffed a booth for a day at the Kentucky State Fair, helped make possible our first-ever Give Away a Toy Day where over \$100,000 of toys were given away, and aided with a large bonus food distribution of over \$11,000 of fresh produce. The young leaders have traveled to Frankfort where they received recognition from the floor of the KY General Assembly, and then traveled to DC (at no taxpayer expense) where they represented our county well in the halls of the US Congress and the US Supreme Court. They've met with Members of Congress, Kentucky Governor Beshear, multiple KY cabinet secretaries, a senior advisor to the governor, members of the KY General Assembly, the KY Secretary of State, President Reagan's Economic Advisor, a former Miss America, the CEO of the KY Fair and Expo Center, and paid their respects to Former President Jimmy Carter by traveling to Atlanta, Georgia, for his funeral visitation. Equally as important as all of that, the group also learned to tie a tie and dress professionally. As recently as this summer, they've traveled to New York City where they toured the United Nations, spoke with staff from the Wall Street Journal, and visited some of our nation's most iconic landmarks.

All this good work has earned the youth of Cumberland County a lot of positive attention. They have been featured, multiple times, on regional TV station WBKO and even spent five hours with the Kentucky Educational Television (KET) team. That KET segment on Cumberland County's efforts to combat brain drain and empower young people later aired across the entire state of Kentucky (twice). The young group was also invited to attend a special taping of KET's "Kentucky Tonight." The Cumberland County group continues to travel across the region and state to help other counties set up their own civics clubs and internship programs. The judge/executive accompanies the students at all the aforementioned events/meetings and goes to great lengths to mentor the students each step of the way.

TEAM KENTUCKY FORWARD

WORKFORCE DEVELOPMENT STRATEGIC PLAN



GOAL:
**EMPLOYER
ENGAGEMENT**

PRIORITY 1

Work-based learning:
expand, scale and improve
(business perspective)

PRIORITY 2

Growing talent pools for
business hires

PRIORITY 3

Unified business services:
statewide workforce and
talent team



GOAL:
**EDUCATION
ATTAINMENT**

PRIORITY 1

Work-based learning:
expand access to earn and
learn opportunities (learner
perspective)

PRIORITY 2

Growing the teacher pipeline

PRIORITY 3

Expansion of access and
achievement in education
for all Kentuckians



GOAL:
**WORKFORCE
PARTICIPATION**

PRIORITY 1

Addressing barriers to
employment and solutions

PRIORITY 2

Employment best practices
- a worker perspective

PRIORITY 3

Addressing barriers
to hiring - a business
perspective



GOAL:
**ORGANIZATION
& RESOURCE
ALIGNMENT**

PRIORITY 1

Common Return on
Investment (ROI) metrics

PRIORITY 2

Continuous focus on supply
and demand

PRIORITY 3

Continuous organizational
collaboration

Kentucky Registered Apprenticeship Update

Kentucky Registered Apprenticeship Data

- Number of Sponsors: 260
- Number of Occupations: 548
- Enrolled Apprentices: 5,586
- Graduates in PY24: 854
- Kentucky's Registered Apprenticeship Consultant model has resulted in a 39% expansion of apprentice enrollment since 2021 (only 22% nationally during same period) with higher quality programs, more apprentices, and an increased number of occupations from a wider variety of industries.
- Kentucky apprentices earn an average hourly starting wage of \$18.02, while the average entry wage for all jobs in Kentucky is \$14.17.

Program Year	Active Apprentices	Completions	Total Sponsors	New Sponsors	New Occupations Added	Avg Entry Wage	Avg Exit Wage
2024	5586	854	260	20	25	\$18.02	\$30.70
2023	5639	734	290	41	61	\$17.88	\$30.26
2022	4893	889	298	65	109	\$17.45	\$29.00
2021	4309	668	342	30	40	\$17.09	\$29.77
2020	4021	600	324	21	33	\$17.16	\$28.08

What is a Registered Apprenticeship?

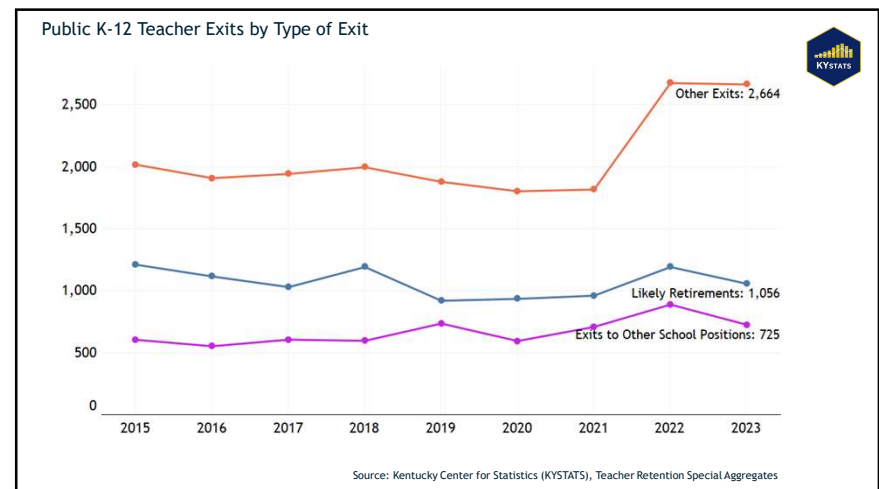
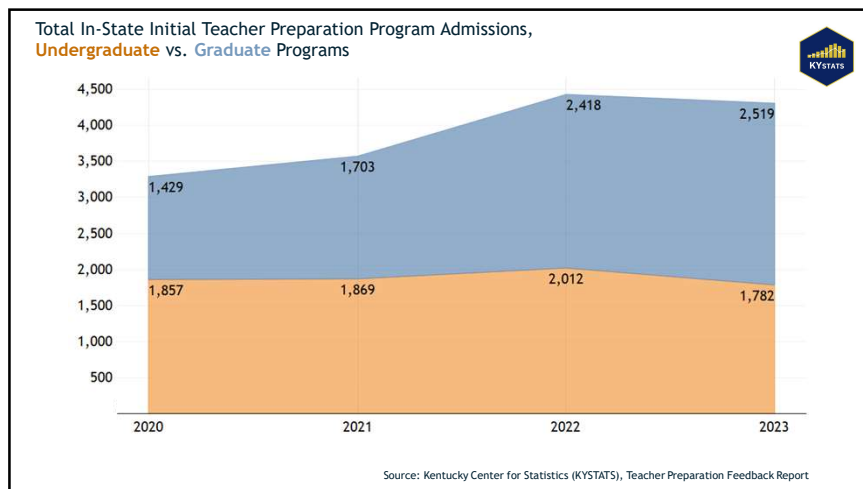
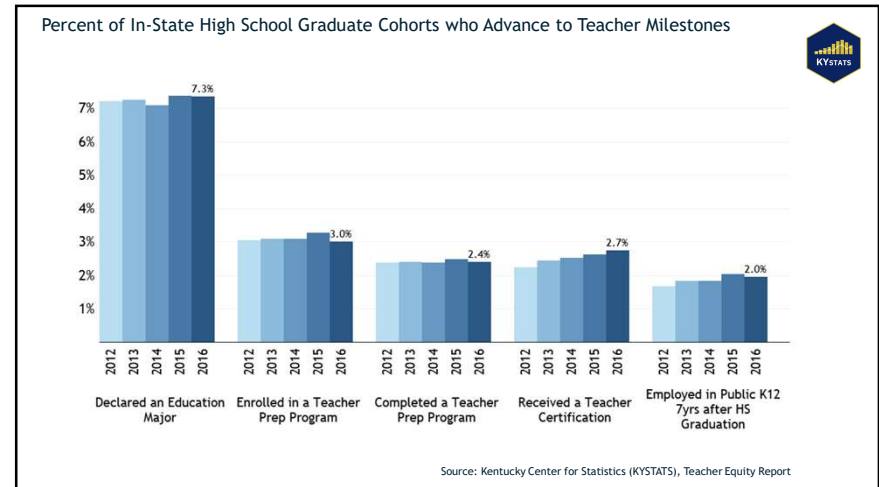
Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential.

Registered Apprenticeship Core Elements

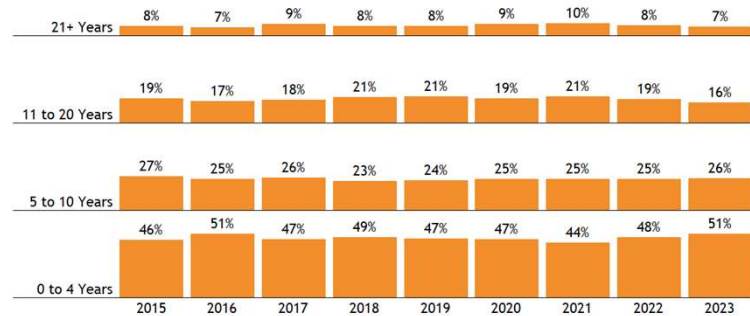
- **Paid Job** - Earn as you learn with a guaranteed wage increase as you develop new skills
- **Credentials** - Receive an industry-recognized and nationally portable credential
- **Education** - Gain workplace-relevant skills through on-the-job learning and related instruction

Registered Apprenticeship Benefits — Employers & Participants

- **Employers:** Build a skilled pipeline, reduce turnover, tailor training to business needs
- **Participants:** Earn while learning, graduate with a credential and work experience, often higher completion-to-employment rates than comparable programs.

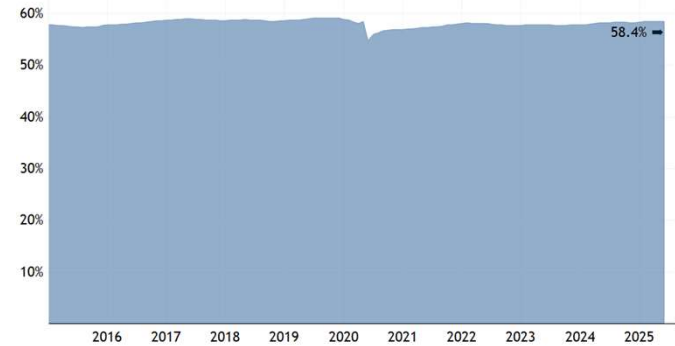


Other Teacher Exits from the In-State Public K12 Workforce by Experience Level
(Shown as a Percentage of Total Exits Per Year)



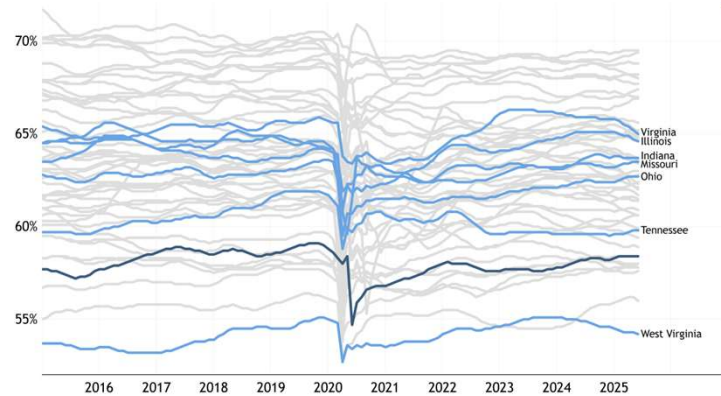
Source: Kentucky Center for Statistics (KYSTATS), Teacher Retention Special Aggregates

Labor Force Participation Rate, Kentucky, January 2015 - June 2025,
Seasonally Adjusted



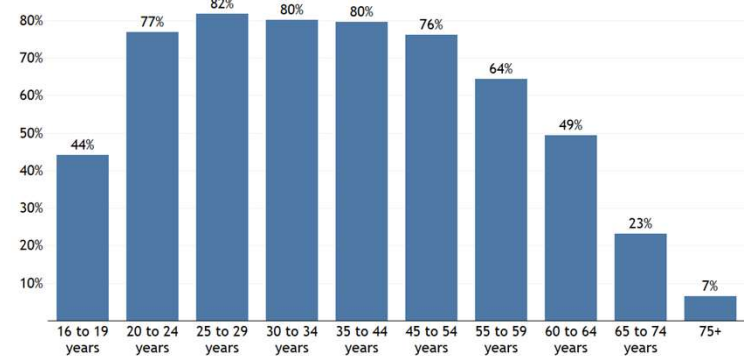
Source: U.S. Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS). Data accessed 8/1/25. June 2025 estimates are preliminary.

Labor Force Participation Rate, **Kentucky** vs. **Border States** vs. **Rest of U.S.**
January 2015 - June 2025, Seasonally Adjusted

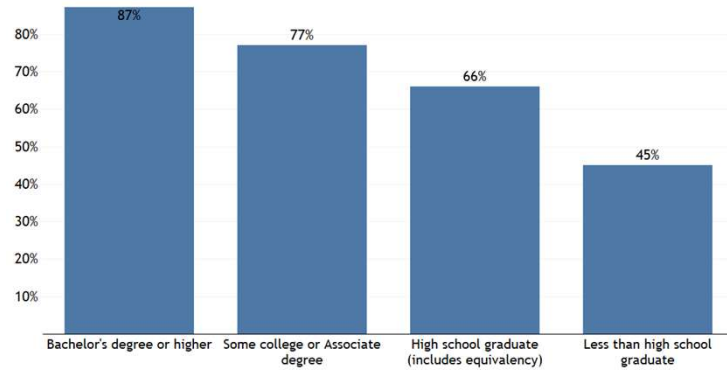


Source: U.S. Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS). Data accessed 8/1/25. June 2025 estimates are preliminary.

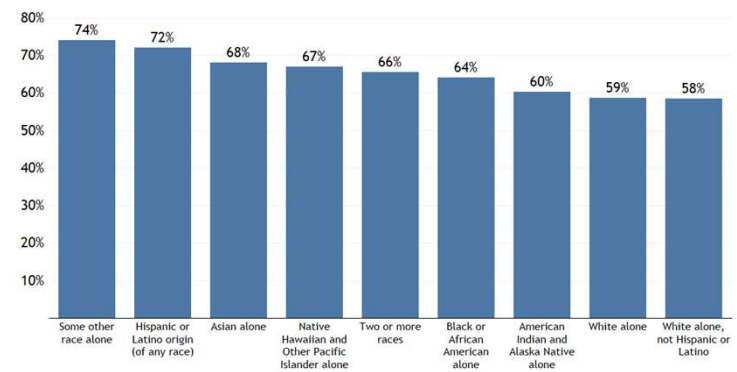
2019-2023 ACS Labor Force Participation Rate, Kentucky: Age



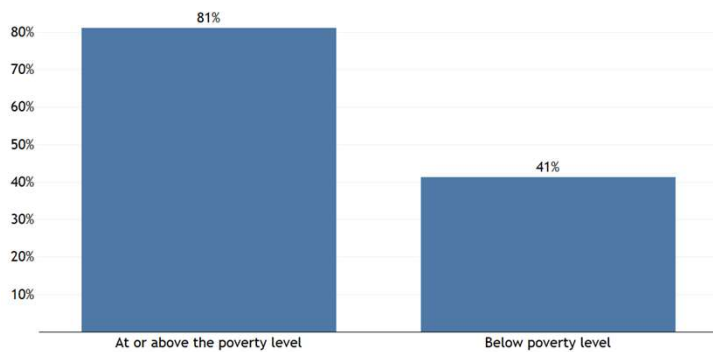
Source: U.S. Census Bureau, American Community Survey (ACS), 2019-2023 (5-year) estimates.

2019-2023 ACS Labor Force Participation Rate, Kentucky: **Educational Attainment**

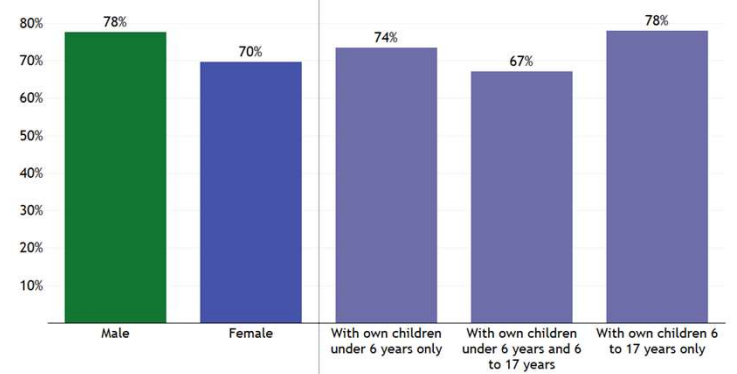
Source: U.S. Census Bureau, American Community Survey (ACS), 2019-2023 (5-year) estimates.

2019-2023 ACS Labor Force Participation Rate, Kentucky: **Race/Ethnicity**

Source: U.S. Census Bureau, American Community Survey (ACS), 2019-2023 (5-year) estimates.

2019-2023 ACS Labor Force Participation Rate, Kentucky: **Poverty Status**

Source: U.S. Census Bureau, American Community Survey (ACS), 2019-2023 (5-year) estimates.

2019-2023 ACS Labor Force Participation Rate, Kentucky: **Sex / Age of Children**

Source: U.S. Census Bureau, American Community Survey (ACS), 2019-2023 (5-year) estimates.

Work Ready Communities: Next Generation



The Kentucky Workforce Innovation Board (KWIB) has tasked TPMA with updating the 2010 Work Ready Communities to the Next Generation version with a focus on what is realistic and aspirational for Kentuckians.

TPMA has held interviews and focus groups with leaders in education, economic development, industry, employers, transportation, childcare, housing, and broadband.

Key Findings

- A Work Ready Community thrives through collaboration—coordinating efforts, sharing resources, exchanging knowledge, and building connections.
- The Work Ready Community designation should be an active status with ongoing support and access to shared resources.
- Work Ready looks different in rural and urban communities and is heavily influenced by local industry. The application process should take regional differences into account.

Metric Findings

- Metrics should account for what has been accomplished and work that is underway.
- Tracking should include disaggregated data for specific populations and industries.
- Allow for flexibility in the “In Progress” and “Next Generation Certified” designation while also creating standardized benchmarks.
- Employer engagement metrics should track partnerships, work-based learning placements, and talent pipeline impact.

Moving Forward

TPMA will be developing quantifiable “In-Progress” and “Next Generation Certified” metrics, identifying Kentucky community examples, updating the certification process and website, recommending incentives and technical assistance, creating a marketing and outreach strategy, and delivering a final report to support the statewide relaunch of the Work Ready Communities – Next Generation program.

- In-Progress and Next Generation Certified Metrics identified – August 2025
- Website and Application Redesigned – December 2025
- Outreach and Statewide Relaunch – April 2026

Next Generation Objectives

STRATEGIC OBJECTIVES

1. Supply and Demand of Regional Skills
2. Growing Talent Pools
3. Work-Based Learning

TALENT READY OBJECTIVES

1. Childcare
2. Affordable Housing
3. Transportation
4. Digital Access & Broadband Infrastructure
5. Talent Attraction

Examples of Best Practices

- Industry consortiums bringing education, business, and government together to plan workforce growth.
- Employer–transportation partnerships improving access to job sites.
- Childcare expansion through braided funding and employer cost-share programs.
- Housing initiatives aligned with workforce needs, offering varied unit types and affordability levels.
- Development agreements requiring employer collaboration with public workforce agencies.

Kentucky Workforce Innovation Board (KWIB)

AI Workforce Readiness Taskforce

Overview

The KWIB AI Workforce Readiness Taskforce is dedicated to exploring the opportunities, challenges, and practical applications of artificial intelligence (AI) in Kentucky's workforce. The group brings together a diverse set of stakeholders, including representatives from business, labor, education, government, and non-profit organizations, ensuring a broad range of perspectives and expertise.

The AI Workforce Readiness Taskforce is co-chaired by **Mr. Kim Menke, Provision Process Solutions**, and **Dr. Jeffrey Sun, University of Louisville**, who lead collaborative efforts to identify strategies and recommendations that will help the state's workforce adapt and thrive in an AI-driven economy.

Goals

1. Recommendation to prepare learners/students within the education continuum;
2. Recommendation to prepare/upskill workers, including resources for employers to assist their workforce;
3. Identify more opportunities for Kentucky to leverage AI as a workforce development tool.

Roadmap & Key Milestones

- August – Foundation Setting
- September – SWOT Analysis
- October – Company Demonstrations
- November – Emerging Recommendations
- December – Final Recommendations

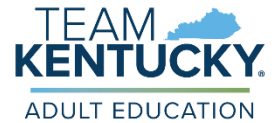
Purpose

By the end of the year, the AI Taskforce will deliver actionable recommendations to KWIB, outlining how AI can be integrated into workforce planning, training, and economic development strategies.

Appendix

Kentucky Office of Adult Education

Program Year 2024 Outcomes



In Program Year 2024, **Kentucky Adult Education** made strides **in expanding access, improving outcomes, and strengthening the Commonwealth's workforce**. From achieving a record-high statewide Measurable Skill Gain rate to serving tens of thousands of learners—including justice-involved individuals—and equipping thousands with in-demand workforce skills, the program's impact reached every corner of Kentucky. These achievements, bolstered by the ongoing free GED® initiative, reflect a steadfast commitment to empowering Kentuckians with the education and training needed for personal success and economic growth.

Kentucky Adult Education **continued an upward trajectory in Program Year 2024, achieving an impressive statewide Measurable Skill Gain (MSG) rate of 63.75%—a significant increase from 55.895% in Program Year 2023**—reflecting notable improvements in instructional quality, learner engagement, and programmatic effectiveness across all adult education providers in the Commonwealth.

In Program Year 2024, **Kentucky Adult Education served more than 26,000 adult learners across the Commonwealth**, offering instruction in workforce readiness, GED® preparation, literacy, and English as a Second Language (ESL). This **empowered Kentuckians** to achieve their educational and career goals and strengthened the state's workforce.

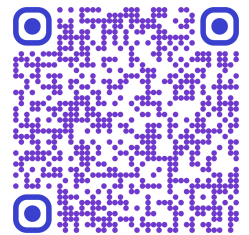
In Program Year 2024, **Kentucky Adult Education served over 3,500 justice-involved individuals throughout 118 local detention facilities, state adult institutions, and other community reentry spaces**. Equipping these individuals with workforce skills for successful reentry into their community, Kentucky Adult Education invigorated Kentucky's workforce.

In Program Year 2024, **Kentucky Adult Education equipped over 2,000 participants with workforce skills** learned through Integrated Education and Training and Workplace Literacy programs. These skills are the first step to meeting workforce needs and positively impacting communities, families and Kentucky's economy.

Between Jan 1, 2024, and April 30, 2025, **10,350 Kentuckians, 99.9% of all Kentucky GED test takers, have taken advantage of the free GED promo** to begin their path toward earning their high school equivalency certification. In the last state fiscal year alone, **3,108 Kentuckians obtained their GED, a 2.5% increase over the number of GED diplomas obtained during the previous state fiscal year** period of July 1, 2023, to June 30, 2024.



Futuriti helps Kentuckians understand the state's 5 high-demand workforce sectors.



Kentucky's in-demand career sectors offer many opportunities to build rewarding careers while supporting the state's growing economy. These sectors, approved by the Kentucky Workforce Innovation Board, provide stability and growth and allow you to make meaningful contributions to your community.



Healthcare

Healthcare practitioners and healthcare support workers play vital roles in maintaining and improving people's health. Practitioners, such as doctors and nurses, diagnose, treat, and manage illnesses, while support workers assist with daily care, administrative tasks, and patient comfort.



Manufacturing and Logistics

Workers in manufacturing build and assemble goods, from cars and electronics to clothing and food products, often using advanced machinery and technology. Logistics professionals prioritize and manage the supply chain, ensuring that materials are transported efficiently.



Construction

Construction careers contribute to all aspects of Kentucky life, from building homes and schools to developing roads and bridges. With opportunities ranging from entry-level positions to skilled trades and leadership roles, the industry offers a clear pathway for growth and specialization.



Education

Education careers require patience, creativity, and strong communication skills to engage learners and guide them toward success. Beyond the classroom, education offers opportunities in curriculum development, educational technology, and administration, providing numerous paths.



Professional, Scientific, and Technical Services

Professionals in these fields may specialize in designing cutting-edge technology, conducting scientific research, managing finances, or offering legal and business advice. These roles require knowledge, analytical thinking, and a commitment to staying ahead of industry trends. ³⁴

READYFORINDUSTRY

Why use Ready for Industry?

Ready for Industry bridges the gap between standard education and the knowledge needed to succeed in 5 major industries: **construction, manufacturing, logistics, healthcare, and information technology (IT)**. These 15-20 hour courses provide learners with self-paced online instruction on what it is like to work in these industries, terminology and common practices, workplace expectations, current issues and trends, and career opportunities and descriptions.



Construction



Manufacturing



Logistics



Healthcare



Information
Technology

As you utilize the Ready for Industry courses with your learners, use the talking points and conversation starters below to explain how these courses will benefit them in their chosen industry.

*"Ready for Industry explains what industry experts would like near-term job seekers to know before they begin an entry-level position or industry training- which makes you a **higher-quality job applicant** and **a more effective employee on the first day.**"*

*"RFI shows you a 360-degree view of the industry, which can help you identify a career path for **growth and success.**"*

*"Taking an RFI course gives you a broad understanding of the industry as a whole, and how your **specific career of interest fits in the big picture** and **works alongside other careers.**"*

*"**Be a step ahead of the competition** with advanced industry knowledge on day 1 in the industry."*

*"RFI lays out **multiple pathways into and through industries**, helping you see how each career fits into the ecosystem of an industry."*



REGISTER NOW

Team Kentucky Virtual Job Fair

Date: Wednesday, September 17, 2025

Time: 10:00 A.M. – 1:00 P.M. EDT

Focus: Construction

Schedule:

- 10:00 A.M. – 11:00 A.M. - Veterans & Military Families
- 11:00 A.M. – 1:00 P.M. - Open to All Job Candidates

Future virtual job fairs will take place on the third Wednesday of each month.

Here's a preview of the upcoming dates:

- **October 15, 2025**
Manufacturing and Logistics
- **November 19, 2025**
Professional, Scientific and Technical Services
- **December 2025** – no virtual job fair
- **January 21, 2026**
Bourbon, EV Revolution and Tourism
- **February 18, 2026**
Healthcare



**EMPLOYERS
SCAN THE
QR CODE TO
REGISTER.**



**JOB-SEEKERS
SCAN THE
QR CODE TO
REGISTER.**



**TEAM
KENTUCKY**

KENTUCKY DEPARTMENT
OF VETERANS AFFAIRS

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Questions? Contact Everett Bracken at 502-650-5283 or by email at everett.bracken@ky.gov

2025 Kentucky Workforce Innovation Board Quarterly Board Meetings

February 20 - Kentucky Council on Postsecondary Education

100 Airport Road, Frankfort, KY 40601; Conference Room A & B on the 2nd Floor

May 15 - Kentucky Department of Education

300 Sower Blvd., Frankfort, KY 40601; Conference Room A, B, & C on the 1st Floor

August 21 - Cumberland Area Development District Building

2384 Lakeway Drive, Russell Springs, KY 42642

November 20 - The Hub for Innovative Learning & Leadership

100 Midland Avenue, Lexington, KY 40508

All meetings are scheduled for 1:30-3:30 pm ET and will be conducted in-person with a virtual option.

2026 Kentucky Workforce Innovation Board Quarterly Board Meetings

February 19 - Location TBD

May 21 - Location TBD

August 20 - Location TBD

November 19 - Location TBD

All meetings are scheduled for 1:30-3:30 pm ET / 12:30 - 2:30 pm CT and will be conducted in-person with a virtual option.

Board Membership Travel Reimbursement Information

Per the [By-Laws](#) of the Kentucky Workforce Innovation Board, Article III, Section 2, Members of the Board and non-members serving on committees or workgroups, shall serve without compensation, but may be reimbursed for all actual and necessary expenses incurred in connection with their duties in accordance with state travel expenses and reimbursement administrative regulation.

Regulation and Travel Expense and Reimbursement: The reimbursement rate is determined using the American Automobile Association (AAA) Daily Fuel Gauge Report for Kentucky for regular unleaded gasoline. The gasoline cost used for the calculation is located on the AAA website at <http://gasprices.aaa.com/?state=KY>.

The rate shall be adjusted on January 1, April 1, July 1, and October 1 each calendar year based on the average retail price of regular grade gasoline for the week beginning on the second Sunday of the prior month as follows:

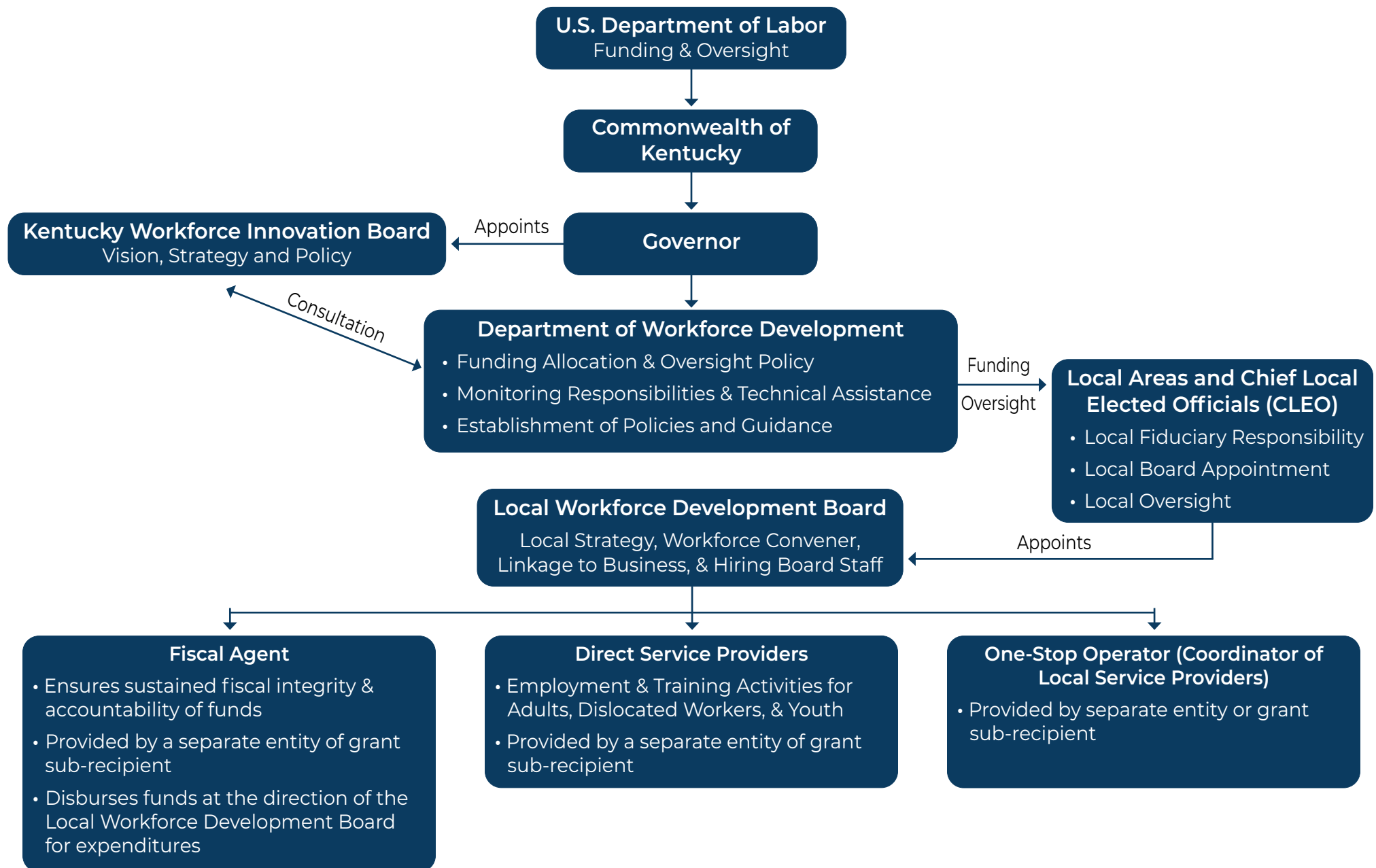
	AAA Average Weekly Fuel Cost	Reimbursement Per Mile
a.	\$.01 to \$1.499	36 cents per mile
b.	\$1.50 to \$1.699	37 cents per mile
c.	\$1.70 to \$1.899	38 cents per mile
d.	\$1.90 to \$2.099	39 cents per mile
e.	\$2.10 to \$2.299	40 cents per mile
f.	Greater than \$2.299	41 cents plus 1 cent for every 20 cent increase

Mileage for in-state travel shall be based on the “Kentucky Official Highway Map”, MapQuest website, Google Maps website, or similar web mapping service. Out-of-state mileage shall be based on the most recent edition of the “Rand McNally Road Atlas”, MapQuest website, Google Maps website, or similar web mapping service.

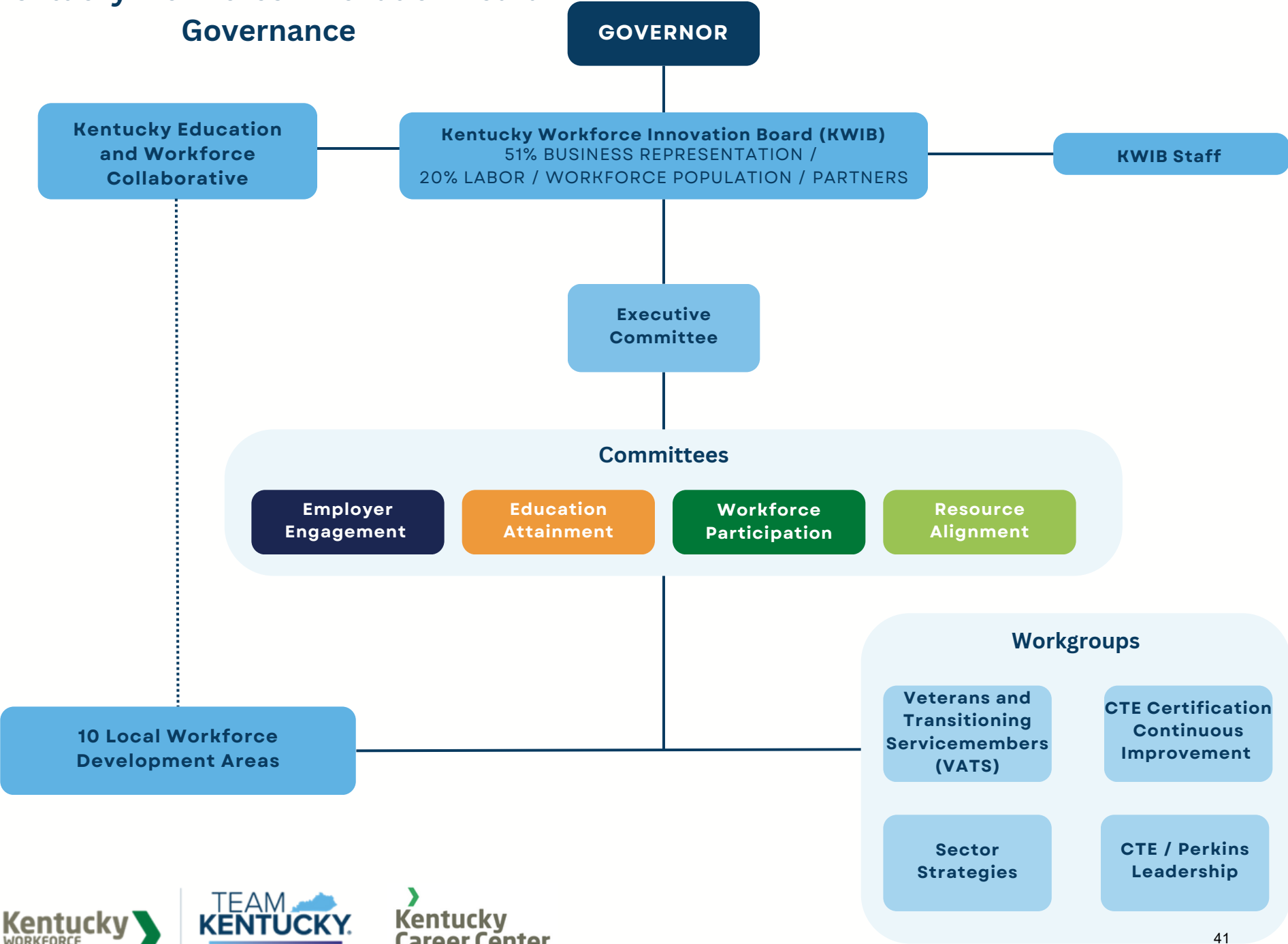
Current rate through September 30, 2025, is \$0.43/ mile.

Education and Labor's financial office requires board members to create a vendor account on: <https://vss.ky.gov> This allows for direct deposit, after the event has occurred, and “voucher” paperwork has been submitted and approved.

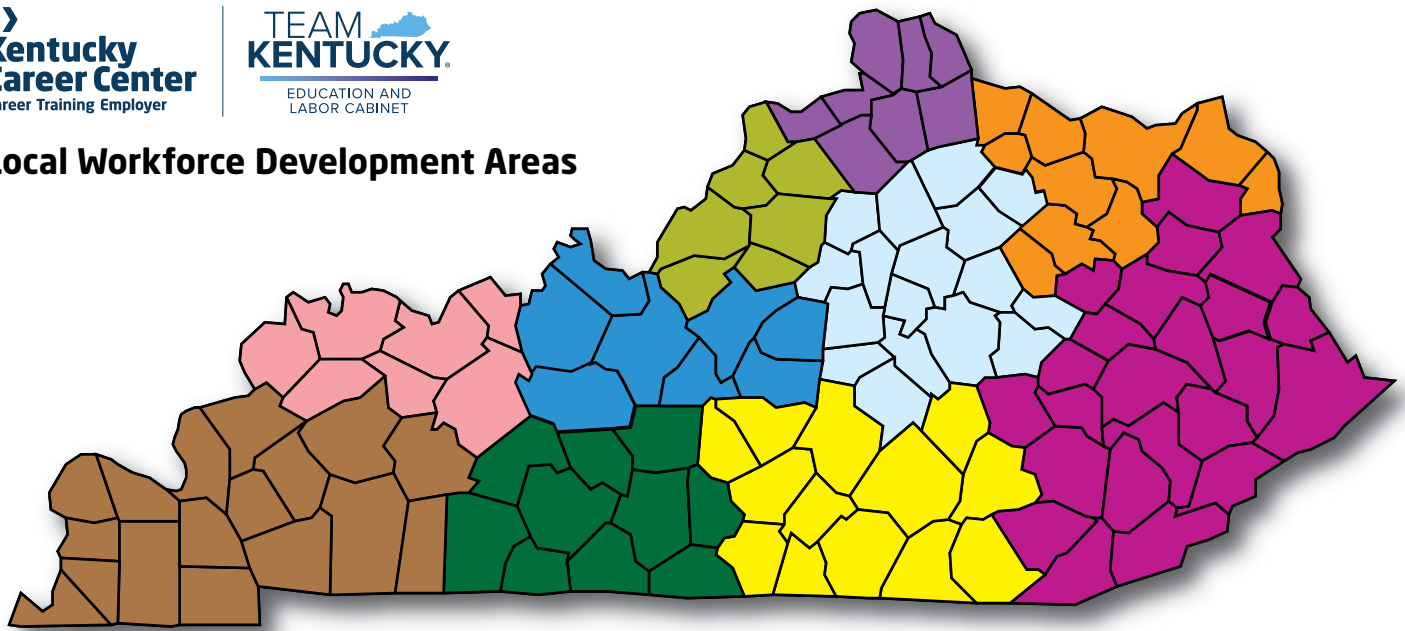
If you will follow the prompts in the link and then let KWIB staff know what your “vendor number” is, KWIB staff can set up the “voucher” that will calculate your reimbursable expense and prompt the process for payment. Email kwib.projects@ky.gov for more information or questions.



Kentucky Workforce Innovation Board Governance



Local Workforce Development Areas



Bluegrass

Anderson, Bourbon, Boyle, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jessamine, Lincoln, Madison, Mercer, Nicholas, Powell, Scott, Woodford

Tiffanie Reeves, Director

699 Perimeter Drive
Lexington, Kentucky 40517
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ckycareers.com
treeves@bgadd.org

Cumberlands

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Myra Wilson, Director

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myra@lcadd.org

EKCEP

Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe

Becky Carnes-Miller, Director

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606-436-5751

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bmiller@ekcep.org

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KentuckianaWorks

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michael.gritton@kentuckianaworks.org

Lincoln Trail

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Jackie Masterson, Interim Director

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270-769-2393

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jackie@ltadd.org

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Correy Eimer, Director

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Jon Sowards, President/CEO

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TENCO

Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, Rowan

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270-886-9484

wkworkforce.work
sheila.clark@ky.gov

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.