Kentucky Workforce Innovation Board

Meeting Briefing Book

November 20, 2025

1:30 – 3:30 pm EST

1:00 pm EST Networking

Location: The Hub for Innovative Learning and Leadership (The HILL)

100 Midland Avenue, Lexington, KY 40508

Andy Beshear
Governor

Lori Ulrich
Chair

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Kentucky Workforce Innovation Board Meeting Briefing Book
November 20, 2025, 1:30-3:30 pm EST

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Kentucky Workforce Innovation Board (KWIB)
Quarterly Meeting Agenda

Thursday, November 20th, 2025
Meeting 1:30 – 3:30pm EST (1pm Networking)
In Person: The Hub for Innovative Learning and Leadership (The HILL)
100 Midland Avenue, Lexington, KY, 40508

Join Zoom Meeting
https://us06web.zoom.us/j/82108286060?pwd=u9sGKtpy9Au2axB6qR1bu8WUKkZpdT.1
Meeting ID: 821 0828 6060 / Passcode: 299567 / dial via phone: 1 646 931 3860

1:30   **CALL MEETING TO ORDER**

Welcome/Housekeeping ………………………………………………………………………………………*Lori Ulrich*
Chair, Kentucky Workforce Innovation Board
Fleming-Mason Energy

1:35   **Opening Remarks**……………………………………………………………………………………………*Rocky Adkins*
Senior Advisor to Governor Beshear
Office of the Governor

1:45   **Roll Call**………………………………………………………………………………………………..*Elishah Taylor*
Kentucky Workforce Innovation Board

1:50   **Membership Update** ……………………………………………………………………………..*Lori Ulrich, Chair*

1:55   **Consent Agenda (Voting Required)**………………………………………………………. *Lori Ulrich, Chair*
Provided in briefing packet:
- August 21, 2025, Minutes

2:00   **The HILL Welcome** …………………………………………………………………………*HILL Student Speakers*

Michelle Wilson
Principal and Lead Learner
The Hub for Innovative Learning and Leadership (HILL)

2:25   **Kentucky Pre-K for All Program** …………………………………………………………………..*Sam Flynn*
Executive Director, Kentucky Pre-K For All Program

2:50   **Education and Labor Cabinet Update** ………………………………………………………*Mike Yoder, Ph.D.*
Commissioner, Department of Workforce Development
Education and Labor Cabinet

Aveana Jackson
Director, Division of Technical Assistance & Performance
Department of Workforce Development

3:00   <u>**Work Ready Communities – Next Generation**</u> ……………………………………………………………………… *Sara Tracey, Vice President*
National Workforce & Education
TPMA

Jessica Fortner, Senior Consultant
TPMA

3:15   <u>**KWIB AI Workforce Readiness Taskforce**</u> ……………………………………………...…………………………………………… *Kim Menke, Founder*
ProVision Process Solutions

3:20   <u>**New Business**</u>.……………………………………………………………………………………………….……*Lori Ulrich, Chair*
-    *Workforce Innovation & Opportunity Act (WIOA) State Plan Member Review Process*
-    *Workforce Pell*   *Alisher Burikhanov*
Executive Director, Kentucky Workforce Innovation Board

3:25   <u>**Closing Comments**</u>………………………………………………………………………………………………….……*Lori Ulrich, Chair*

3:30   **ADJOURNMENT – optional tour of the HILL to follow immediately after the conclusion of the meeting**

<u>**NEXT MEETING: THURSDAY, 2/19/2026, 1:30 PM – 3:30 PM**</u>
<u>**LOCATION: TBD**</u>

EXECUTIVE ORDER

2025 – 558
September 3, 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 members of the

Kentucky Workforce Innovation Board to serve for terms expiring September 2, 2028:

> Ryan Quarles, Georgetown, to replace Paul
> Czarapata, whose term has expired;
>
> Jim Flynn, Bowling Green, to replace Thomas
> "Bo" Matthews, whose term has expired; and
>
> Mike Yoder, Lexington, to replace Beth
> Brinly, whose term has expired.

Further, I hereby reappoint the following members to the Kentucky
Workforce Innovation Board:

> Ryan Holmes, Louisville, to serve for a term
> expiring October 7, 2027;
>
> Aaron Thompson, Richmond, to serve for a
> term expiring October 7, 2026; and
>
> John Gregory, Louisville, to serve for a term
> expiring October 7, 2027.

Please issue commissions to them.

ANDY BESHEAR, GOVERNOR
Commonwealth of Kentucky

_____
MICHAEL G. ADAMS
Secretary of State

Consent Agenda

Quarterly Board Meeting
Draft Minutes
August 21, 2025; 1:30 pm – 3:30 pm EDT

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 Jaggers, 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,

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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.

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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

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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.

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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

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
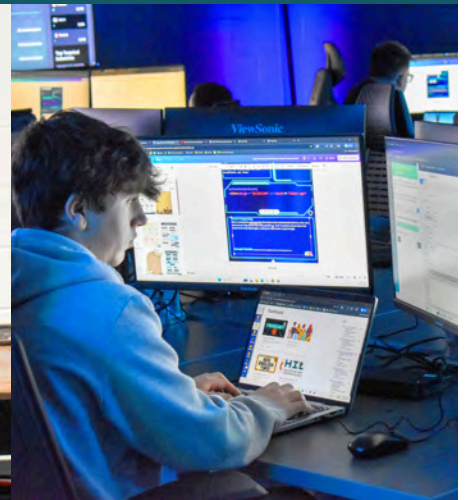Continuous focus on supply and demand

PRIORITY 3
Continuous organizational collaboration

Kentucky WORKFORCE INNOVATION BOARD

TEAM KENTUCKY®
EDUCATION AND LABOR CABINET

The HILL

Hub for Innovative Learning & Leadership

HILL
A Fayette County Public School

WHO WE ARE

The Hub for Innovative Learning and Leadership (HILL) is a **cutting-edge technical center** where high school students engage in **interdisciplinary learning**, shaped by their own input and **fueled by industry collaboration.**

WHAT WE DO

We invite partners to help foster **innovation** and develop the next generation of skilled professionals. Our partnerships **meet community industry needs** through **collaboration** and **real-world experiences.**

@FCPStheHILL   hill.fcps.net   @FCPStheHILL   @FCPStheHILL

19 CAREER PROGRAMS

Automotive Technology
Aviation & Drones Tech.
Construction Carpentry
Comp. Machining & Design
Culinary Arts
Cybersecurity
Diesel Technology
Digital Design & Game Dev.
Electrical
Electronics Technology
Emergency Medical Tech. (EMT)
Firefighting Science
Hvy. Equip. & Truck Oper.
Industrial Engineering
Law Enforcement
Medical Sciences
Pre-Nursing
Pre-Pharmacy
Welding Technology

SCAN THE QR CODE TO SCHEDULE A TOUR

39 Dual Credit Courses

26 Industry Certifications

1 State-Of-The-Art 172,378 SQ FT Facility

OUR MISSION

As a **Fayette County Public School,** our mission is to create a collaborative community that ensures that **all students achieve at high levels** and **graduate prepared to excel** in a global society.

HILL
THE HUB FOR INNOVATIVE
LEARNING & LEADERSHIP

PILLARS OF INNOVATION

INTENTIONAL INTEGRATION

Integrate career programs, emerging technologies, and transferable skills to provide students with interdisciplinary, project-based learning that mirrors real-world industry practices.

SYNERGISTIC PARTNERSHIPS

Cultivate dynamic industry collaborations through real world experiences and innovative internships.

RESEARCH & DEVELOPMENT

Foster a culture of curiosity and innovation where students actively experiment, prototype, and refine ideas alongside industry experts, creating immediate value in real-world applications.

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EXPLORE OPPORTUNITIES

FOR PARTNERSHIPS WITH THE HILL

FOUNDATIONAL ENGAGEMENT

Entry-level involvement for businesses interested in contributing to student awareness and curriculum relevance.

- Guest Speaking & Panels
- Career Days & Industry Showcases
- Job Shadowing
- Program Advisory Board Membership

ENHANCED ENGAGEMENT

Focus on structured, hands-on experiences that help students apply classroom knowledge in real-world settings.

- Internships
- Mentorship Programs
- Instructional Materials Sponsorship
- Single-Day Skills Training
- Industry-Supported Experiences

COLLABORATIVE PARTNERSHIPS

Long-term partnerships focused on deep integration of business needs into educational programs and student skill-building.

- Co-Op Programs
- Project-Based Collaborations
- Custom Apprenticeships (WBL)
- Instructional Collaboration Partner

STRATEGIC INNOVATION PARTNERSHIPS

High-level partnerships that focus on innovation, research, and long-term talent development.

- Research & Development Collaboration
- Entrepreneurial Experiences (WBL)
- Joint Ventures & Product Development
- Curriculum Design & Integration Partner
- Embedded Experiential Learning Partner

GET IN TOUCH

- 859 - 422 - 2112
- sara.tracy@fayette.kyschools.us
- www.hill.fcps.net

PARTNERSHIP ENGAGEMENT PROGRAM

The Hub for Innovative Learning and Leadership (HILL) is a cutting-edge technical center where high school students engage in interdisciplinary learning, shaped by their own input and fueled by industry collaboration.

We invite partners to join us in fostering a **culture of innovation** and developing the next generation of skilled professionals. Our dynamic partnerships aim to meet our community's **industry demands** through **collaborative projects and experiences.**

WHY PARTNER WITH THE HILL?

By hiring a student to intern or co-op, you:

- Develop your workforce pipeline
- Gain motivated, career-focused students
- Build lasting relationships with future employees
- Invest in your community
- Provide feedback to improve curriculum and prepare students for the workforce

Partner with us to shape tomorrow's workforce while making an impact today.

HILL
THE HUB FOR INNOVATIVE
LEARNING & LEADERSHIP

HIRE FROM THE HILL

HUB FOR INNOVATIVE LEARNING & LEADERSHIP

CONNECTING TALENTED STUDENTS WITH REAL-WORLD OPPORTUNITIES THROUGH INTERNSHIPS AND CO-OPS

At The HILL, students don't just learn about careers—they live them. Across 19 pathways, from aviation to cybersecurity and welding to pre-nursing, students gain hands-on experience, college credit, and industry certifications. We invite local businesses to partner with us by hosting co-ops and internships.

WHAT'S THE DIFFERENCE?

INTERNSHIP

A structured short- or long-term experience that allows students to explore a career field. Often unpaid, internships focus on exposure, skill-building, and mentorship, without requiring a set number of hours.

CO - OP

A structured, longer-term paid position where students actively apply their skills on the job. Co-ops emphasize productivity, responsibility, and career-ready job-readiness, with required minimum hours.

ROLES & RESPONSIBILITIES

WHAT TO EXPECT FROM US:

THE HILL

- Screen and prepare students for placement
- Manage contracts and program documentation
- Support employers with site visits, communication, and problem-solving

STUDENTS

- Maintain professionalism, punctuality, and workplace safety
- Apply classroom learning to job tasks
- Complete required hours and reflections for credit
- Log hours with the work-based coordinator
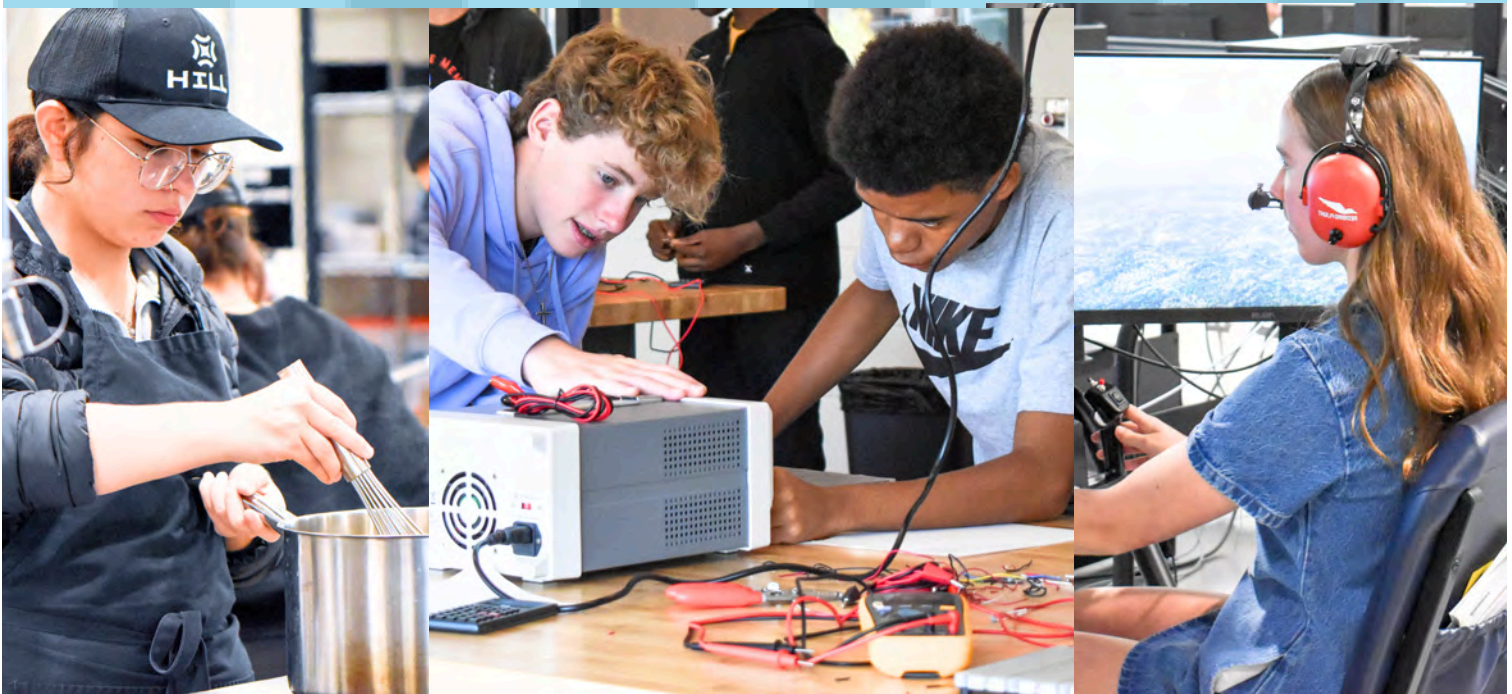
EMPLOYER & PARTNER EXPECTATIONS:

- Provide meaningful work aligned with the student's program
- Offer supervision, feedback, and mentorship
- Complete periodic performance evaluations
- Communicate with The HILL staff on progress or concerns
- Agree to a contract outlining responsibilities, schedule, and expectations
- Hours: Co-ops: 10–15/week minimum; internships: project-dependent

Education and Labor Cabinet Update

1. What is the Statewide Workforce and Talent Team (SWATT) mission?

SWATT's mission is to make Kentucky's workforce system easier for businesses to navigate.

2. How will SWATT achieve its mission?

Through strengthened alignment and streamlined communication among statewide education, workforce, and economic development partners, Kentucky will deliver coordinated employer-driven workforce solutions. To do this, we will develop a customizable toolkit that each local area can use to improve the impact of business services. The ultimate goal is to operationalize a scalable and sustainable coordinated business services model in Kentucky that will outlast leadership transitions.

3. How is SWATT different from anything we've tried to do in the past?

For the first time, there is unified leadership buy-in from the Kentucky Cabinet for Economic Development, Education and Labor Cabinet, Kentucky Chamber of Commerce, Kentucky Department of Education, Kentucky Community and Technical College System, Kentucky Council on Postsecondary Education, and other key organizations. SWATT is also Kentucky's first attempt at sharing business service data across multiple partner organizations.

SWATT is not a program – it is a new approach to workforce development anchored in results and shared wins for our communities. For the first time, Kentucky is integrating business service data across multiple organizations, creating a truly unified network where partners collaborate, share insights, and strengthen how workforce services are delivered statewide.

With fewer than 3% of businesses currently utilizing Kentucky's workforce solutions, SWATT focuses on clear, coordinated delivery. This makes the system easier to navigate, serving more KY companies, and deepening existing relationships.

4. How can SWATT help regions improve their business service process?

The integrated data system will provide critical visibility into relationships and opportunities. By capturing and sharing what works, Kentucky can establish statewide standards of excellence to be deployed and strengthen its ability to respond quickly. SWATT positions Kentucky to provide consistent business services across the Commonwealth, ensuring that statewide and regional companies experience the system with ease.

5. So, what's next?

Work is underway with your teams to advance the SWATT framework, including:

- Statewide Business Engagement Standard of Excellence Playbook, which is flexible and adaptable
- Building resources and toolkits to support the implementation strategies in the Playbook
- Data-sharing (in progress)
- Actively piloting and testing unified models, accounting for existing relationships and local best practices

6. What lessons are emerging as we implement the SWATT approach across Kentucky?

We are still learning and refining the SWATT approach, but early findings point to clear themes that are shaping how we work together:

- Importance of multiple company touchpoints: If the C-suite/HR/operations do not know what each is experiencing, we will have to start from scratch when there is turnover.
- Consultative needs assessment that involves multiple company leaders: Needs assessment responses will differ dramatically depending on who is positioned as the company lead – encouraging companies to engage in pre-assessment beforehand, where the C-suite, HR, and operations professionals discuss critical challenges together, helping to ensure all perspectives are considered.
- Data gathering resources are needed to help reveal true root causes: Employers default to "what they hear" when diagnosing the root cause – ex: No one wants to work is the challenge because of what they hear in the news. They think they have a retention problem, but the root cause may be in their selection process.
- Prioritization of needs is a challenge: Many companies want to do it all, which is not a sustainable approach to managing multi-dimensional workforce needs. Resources are needed to help companies determine the best starting point.

WIOA Title I and Title III Annual Performance for PY24

	PY24 Negotiated Performance	PY24 Actual Performance
ADULT		
Employment Rate – 2nd Quarter After Exit	76%	76.1%
Employment Rate – 4th Quarter After Exit	77%	75.8%
Median Earnings – 2nd Quarter After Exit	$8,722	$7,500
Credential Attainment	73%	78.7%
Measurable Skill Gains	55%	89.8%
DISLOCATED WORKER		
Employment Rate – 2nd Quarter After Exit	79%	86.3%
Employment Rate – 4th Quarter After Exit	79%	88.9%
Median Earnings – 2nd Quarter After Exit	$9,951	$11,970
Credential Attainment	73%	80.4%
Measurable Skill Gains	74.30%	91.0%
YOUTH		
Employment Rate – 2nd Quarter After Exit	70%	75.2%
Employment Rate – 4th Quarter After Exit	73%	73.1%
Median Earnings – 2nd Quarter After Exit	$5,035	$5,921
Credential Attainment	63%	72.5%
Measurable Skill Gains	50%	82.1%
WAGNER-PEYSER		
Employment Rate – 2nd Quarter After Exit	66.0%	68.6%
Employment Rate – 4th Quarter After Exit	73.0%	66.4%
Median Earnings – 2nd Quarter After Exit	$6,994	$8,300
Credential Attainment	N/A	N/A
Measurable Skill Gains	N/A	N/A

Effectiveness in Serving Employers

Combined Result Across All WIOA Core Programs	Numerator	Denominator	Rate
Number and Percent of Participants Employed with the Same Employer in the 2nd and 4th Quarters After Exit	19,256	27,372	70.3%

Work Ready Communities - Next Generation

Work Ready Communities: Next Generation
Metrics and Scoring

The Work Ready Communities: Next Generation Metrics use a scoring system to assess regional workforce readiness. Each category is worth up to three points: **1 = Not Work Ready, 2 = In Progress, 3 = Work Ready.**

General Considerations

- Regions must score 8–15 to be rated In Progress and 16–24 to be rated Work Ready.
- Regions scoring 21 and below will be eligible to receive technical assistance and coaching.
- In Progress: Requires at least one letter of partnership, MOU, or other agreement showing collaboration.
- Work Ready: Requires multiple agreements across sectors (employer, education, nonprofit).
- To maintain certification, regions must show progress on at least one quantitative metric such as participation, completions, or housing units added.

Objectives	Description	Quantitative Metrics	Qualitative /Narrative Questions	Scoring Recommendations + Notes
Strategic Objective 1: **Supply and Demand of Regional Skills**	How are communities addressing local talent supply and employment demands? What strategic efforts are being made to meet the needs/goals of 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?	**Core** Demand • Top 5 industries (by # of jobs) • Top 5 occupations (by # of jobs) in your workforce area Supply • # of residents earning CTE Pathways or Credentials in key industries • # of training/ education programs + # of graduates annually related to top industries and occupations.	**Core** How does your Local Workforce Development Board (LWDB) work with employers, job seekers, and partners to meet the needs of local in-demand industries? Is there a formalized public-private partnership to address industry-specific workforce needs? How does your region ensure educators are responsive to industry needs? Explain strategies in place to address mismatches where supply does not meet demand. Identify the top 5 skills employers are looking for.	**Not Work Ready**: No evidence of strategic alignment between workforce, education, and industry. Residents are not earning relevant credentials or enrolling in relevant pathways. **In Progress**: Workforce Board and education providers have engaged industry, and relevant training programs are in place or under development. Credentialed talent is growing yet supply lags employer demand. **Work Ready**: One or more sector partnerships (or similar public-private collaboratives) exist in top industries. Region has strategies addressing industry alignment and demand for skilled talent. Metrics indicate residents are upskilling/reskilling as industry demands.

1

Evidence: Memorandum of Understanding (MOU), Advisory Council Minutes, Strategic Plan, Perkins Comprehensive Local Needs Assessment, Local Workforce Innovation and Opportunity Act (WIOA) plan

Potential Data Source: Kentucky Center for Statistics (KYSTATS)

Strategic Objective 2: **Growing Talent Pools**	Does the community have awareness and engagement of all the non-profit organizations targeting untapped talent pools (individuals with disabilities, veterans, immigrants/ refugees, ex-offenders and those in recovery seeking second chances, foster youth, those who are hungry, etc.)? What are the strategic coordination efforts being made to create pipelines into employment? Kentucky's Workforce Pipeline can be used as a guide to potential talent.	**Core** • Overall labor force participation rate **Optional** • # of non-profit organizations serving [untapped population] and providing training/ employment related services (e.g., KY Valor)	Describe your region's collaborative efforts to grow the talent pool by engaging untapped populations and the organizations that serve them. What measurable outcomes is your region tracking and what are the results? Describe how local employers are being engaged/educated to expand willingness to hire untapped populations. Describe which untapped populations are being prioritized and qualitatively assess progress in employment outcomes, barriers addressed, and partnerships developed.	**Not Work Ready**: Region does not have a strategy to create pipelines into employment. Non-profit organizations serving untapped talent populations are not active in the region. **In Progress**: Region is able to describe collaborative efforts or strategies in place to increase labor force participation in at least one key population, but results are not available or measured to date. **Work Ready**: Overall labor force participation is at or above 60%. Region has clear, collaborative strategy for increasing labor force participation in at least two key populations and measurable results of pipeline development are available.

Evidence: MOU, hiring policy updates, public investments, grant reporting documents

Potential Data Source: KYSTATS, training program enrollment and completion data, LWDB, Kentucky Community Technical College System (KCTCS)

2

Strategic Objective 3: **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, registered apprenticeships, on-the-job training, etc.?	**Core** • # of Work Based Learning (WBL) programs available (including paid internships, co-ops, registered apprenticeships) • # of employers participating in WBL programs • # of registered apprentices + # of registered apprenticeships completed annually **Optional:** • Average # of WBL hours HS graduates or CTE students complete annually • % of WBL participants earning an industry-recognized credential or certificate	What is your region's approach to work-based learning at the high school, post-secondary, and adult/workforce development levels? What partners are involved in promoting, coordinating, and/or delivering WBL? What support is available to employers that are interested in creating or expanding WBL programs? Does the region have a system to track WBL opportunities, participation, and outcomes?	**Not Work Ready**: Region does not have a WBL strategy in place; WBL that is available is not coordinated or measured reliably. **In Progress**: Region has at least one coordinated WBL initiative (e.g., expanding registered apprenticeship, required high school internships, etc.). **Work Ready**: Region has WBL options available for adults and students at all levels; significant coordination between workforce system and employers is evident. 80% or more WBL participants earn an industry-recognized credential or certificate.
Evidence: MOU, Employer participation list **Potential Data Source:** KYSTATS, KCTCS			

3

Talent Ready Objective 1: **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 (kystats.ky.gov/Reports/Reports) capacity data and services offered by the Governor's Office of Early Childhood Education.	**Core** • # of licensed childcare settings within a 10 and 20 minute drive • # of Early Childhood workers in the region • Average cost of childcare (as compared to average income in the region) **Optional:** • % of workers who remain in the field year-over-year, to capture sustainability of workforce supply • # of early childhood registered apprentices	How does your region ensure the availability and affordability of childcare for working parents? Are there strategies in place (such as apprenticeships and credential pathways) to grow and retain the early childhood workforce? What strategies are in place or in development to address the barriers to affordable childcare? How do local employers contribute to the solution? Describe the transportation services available for childcare, including morning drop-off and afternoon pick-up (e.g., buses, vans, car riders).	**Not Work Ready:** Metrics indicate insufficient childcare providers (business and/or individual workers) and unclear plans to address the shortage. **In Progress:** Metrics indicate gaps in childcare availability or affordability, but one or more collaborative strategies are in place/in development to address the gap. **Work Ready:** Metrics indicate adequate availability of providers/workers, or the region has a coordinated strategy to recruit and retain providers. At least 60% of childcare workers remain in the field year-over-year. Region shows evidence of employer support (e.g., on-site childcare, financial support).
Evidence: ECCAP agreements, Retention and recruitment strategy, Collaborative Agreements, Apprenticeship enrollment and completion data, **Potential Data Source:** KYSTATS, Childcare Aware Market Report				
Talent Ready Objective 2: **Affordable Housing**	What kind of housing trends are seen in the community (for example, the number of units being added annually) and what strategies are utilized to meet the demand? How are communities addressing affordable housing? Data gathering	**Core** • % change in housing stock year-over-year [% change=Previous Year Units - Current Year Units /Previous Year Units) ×100] • Median housing costs for renters/owners • % of residents who are cost burdened (>30% of gross income; significant	• Describe your region's efforts to ensure affordable housing is available for all residents. What strategies are in place or in development to encourage home ownership (e.g., home repair or preservation funds, home	**Not Work Ready:** Metrics indicate insufficient housing availability or a majority of residents experience significant cost burdens (≥50% of gross income). Housing quality concerns are widespread or unaddressed. **In Progress:** Metrics indicate gaps in housing availability, affordability (30–50% cost burden), or quality, but programs are in development to address those gaps.

could incorporate the local energy companies to gauge growth by understanding new meters added.	cost burden defined as >50% of gross income) • Housing vacancy rates	maintenance courses)? Does the community offer rental assistance or other transitional/ supportive services for low-income residents, through a housing authority or other partners? If housing availability is a concern, are there incentives available for developers? Are zoning laws/planning rules friendly to new unit development (e.g., reduced parking requirements, flexible lot sizes)? How is the community addressing the quality of available housing stock (rehabilitation programs, inspections, code enforcement)? (Optional) Provide an evaluation of housing quality (e.g., age of stock, code compliance, rehabilitation needs)	**Work Ready:** Metrics indicate housing is widely available, affordable (significant portion of residents spend <30% of gross income on housing), and of acceptable quality. The region has a strategic plan to maintain adequate stock for population and employer growth.

Evidence: Developer agreements, nonprofit or community development reports

Potential Data Source: KYSTATS, American Community Survey (ACS)

5

Talent Ready Objective 3: **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?	**Core** • Average cost of commuting relative to household income • Average commuting distance/time • # of residents commuting in/out of region for work **Optional:** • # of individuals using public transportation daily/weekly • # of registered vehicle owners (as compared to # of working age population) • # of bus stops/transit stops • # of micro-transit or community-based transportation programs available	Describe how your region is addressing/planning to address transportation demand and barriers? How do key employers in your region support workers' transportation needs? If public transportation is available, how does coverage compare to workers' needs (e.g., do buses run for 3rd shift workers? How far do individuals have to travel to reach a bus stop?)? Are there non-profit or private companies offering micro-transit options? What transportation supports are available for workers with disabilities?	**Not Work Ready**: Metrics indicate that residents are spending significant time and/or money on their daily commute (as compared to household income), and no plans are in place to address the disparity. **In Progress**: Metrics indicate gaps in transportation availability or affordability, but the region has plans in place or in development to improve infrastructure, availability, or assistance. **Work Ready**: Metrics indicate transportation is adequate and affordable in the region and/or strategies and initiatives are in place to improve infrastructure, availability, or assistance. Public-private partnerships and employer assistance are evident. Average cost of commuting is less than 20% of household income.
Evidence: Employer and Transportation MOU, Survey data **Potential Data Source:** KYSTATS, Kentucky Transportation Cabinet (KTC) Datamart, ACS				
Talent Ready Objective 4: **Digital Access & Broadband Infrastructure**	What is the internet availability across their rural and urban centers? Does a community have a digital access plan or strategy to ensure access for all?	**Core** • % of residents with access to broadband at home • % of region covered by broadband access • Speed of broadband access (% of residents who can access top speed)	• Describe your region's digital access plan or strategy to ensure broadband access for all. Describe opportunities available to learn digital literacy skills (in person, virtual, hybrid, instructor led or student led)	**Not Work Ready**: Significant portion of region does not have broadband access or public Wi-Fi available. No digital equity plan in place. No structured digital literacy programs are in place. **In Progress:** Coverage is available in most areas, but gaps remain in speed, affordability, or rural access. Public Wi-Fi is accessible for residents without reliable home service. A digital access plan is in development or has only recently been

6

		• # digital literacy programs offered annually **Optional** • # of public facilities with free Wi-Fi available to residents		adopted. Digital literacy programs are available but not yet widely accessible. **Work Ready:** Broadband access and high-speed coverage are widely available across the region (90% of households or more have broadband access, 50% or more at top speeds), with affordability and rural access barriers being actively addressed. A comprehensive digital access plan is in place and being implemented. Residents of all working ages have access to coordinated in-person digital literacy programs.
Evidence: Digital Access Plan, Provider service map, Broadband coverage maps, MOU or partnership agreements, Digital Literacy program completion **Data Source:** KYSTATS, Federal Communications Commission (FCC) Map				
Talent Ready Objective 5: **Talent Attraction**	What strategies are being used to actively attract talent locally or regionally? Are these strategies aligning with business demand?	**Core** • % population growth (working age) • Cost of living (as compared to nearest MSA) • Labor force participation by age **Optional** • Web and social media traffic related to talent attraction campaigns • # of inquiries, relocations, or event participation linked to campaigns.	Describe your region's efforts to attract new residents. Is there an individual or organization dedicated to talent attraction and community development? Does the region have a marketing or social media strategy, and if so, how is it measured? Do strategies align with business needs? How do local business needs inform strategies?	**Not Work Ready:** Region does not have a strategy for attracting new talent. Population growth is stagnant or decreasing. **In Progress**: Region is developing a strategy for attracting new talent or has recently launched a strategy, but results are not evident to date. Population growth is stagnant or decreasing. **Work Ready:** Region has coordinated talent attraction strategy with demonstrated results such as increase in working-age labor force participation and tax revenue.
Evidence: Cost of living index, website analytics (heat map), marketing and branding materials, surveys **Data Source:** KYSTATS, Massachusetts Institute of Technology (MIT) Cost of Living Calculations				

Input was provided from the following stakeholders: KWIB Taskforce**,** Workforce Boards, Economic Developers, Industry – Employers, KY Chamber of Commerce, KDE/CTE, KY Association of School Superintendents, KY Community and Technical Colleges, KY Council of Economic Developers, KY League of Cities, KY Transportation Cabinet, KY Housing Corporation, former Executive Director of the KY Housing Corporation, KY Office of Early Childhood, and KY Office of Broadband Development

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PROGRESS UPDATE

Work Ready Communities: Next Generation

November 20, 2025

Feedback Cycle
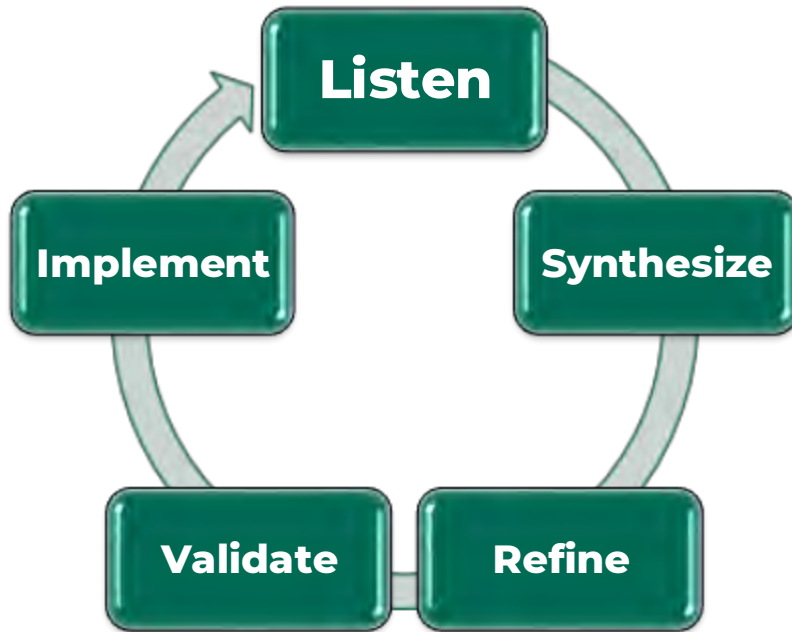
- Economic Developers
- Industry – Employers
- KY Chamber of Commerce
- KY Community and Technical Colleges
- KY Council of Economic Developers
- KY Housing Corporation and the former Executive Director of the KY Housing Corporation
- KY League of Cities
- KY Office of Broadband Development
- KY Office of Early Childhood
- KY Transportation Cabinet
- KY Association of School Superintendents
- KDE/CTE
- KYSTATS
- KWIB Taskforce
- Workforce Boards
- And more

TPMA

Timeline

✓ Met with stakeholders to gather input on the strategic and talent ready objectives along with identifying best practices.

✓ Revise application process, program details, and data sources; design templates and toolkits and conduct virtual site visits with best practices statewide.

Develop an incentive program, create a technical assistance framework, and implement marketing and outreach through various media.

August

July

September – October

November

January – March

April

✓ Finalized stakeholder input, reported findings to KWIB, and drafted metric definitions for the taskforce.

Enhance website with dashboard updates, new content, and data visualization through user feedback.

Submit final report of deliverables and best practices with recommendations for improvement.

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TPMA

December

Finalize website and application updates.
Pass the work over to Tyler Tech for coding.

Finalize data dashboard with KYSTATS.

January-March

Finalize technical assistance framework with templates, resources, and guides.

Develop a marketing outreach campaign.

Develop an incentive program

TPMA

Workforce Pell

Summary of [Subtitle D — Pell Grants](Summary of Sections 83002–83004 p.280)

Effective Date: July 1, 2026

Workforce Pell Grants (short job-training programs for portable, stackable, in-demand credentials)

- A new kind of Pell Grant will pay for short, career-focused training programs
- To get one a student must:
    - Qualify under the usual Pell rules, and
    - Be in an eligible workforce program (not a college degree program)
- Qualified Program length: 150–599 clock hours and at least 8 weeks but less than 15 weeks.
- The program cannot be a correspondence course

Qualified Programs

- Are determined by the Governor (advised by the state workforce board), that the credential:
    - Stackable and portable across more than one employer
    - Teach skills for in-demand
    - Meets what employers needs
- Are required by the U.S. Secretary of Education to:
    - Have run for at least **one year prior** to being approved
    - **Have at least 70%** of students finish the program (measured within 150% of the normal time)
    - **Have at least 70%** of graduates find a job within 180 days (about 6 months) after finishing, and
    - The program's published tuition and fees **do not exceed** the program's "value-added earnings" (this means tuition must not be higher than the extra money graduates typically make because of the program — calculated from past students' median earnings, adjusted for local cost-of-living, minus a poverty-based baseline)

Award Rules & Limits

- Workforce Pell Grants are given like regular Pell Grants, but:
    - They can be **prorated** (smaller) if the program is shorter than a full academic year
    - A student **cannot** get a regular Pell Grant and a Workforce Pell Grant at the same time
    - Time paid by Workforce Pell counts toward a student's **lifetime Pell limit**

Extra Pell Funding:

- The Pell reserve fund (money set aside) increases from $2.17 billion to $12.67 billion.

Next Steps:

- US Department of Education will write guidance for the new law

Action Now:

- Kentucky (Governor with consultation with KWIB) decide what criteria/framework to use to review short-term in-demand postsecondary credentials

Appendix

Kentucky Workforce Innovation Board

Workforce Ready. Future Driven.

Creating a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development.

Shaping a Stronger Workforce

The 40-member Kentucky Workforce Innovation Board (KWIB) serves as an advisory board to the Governor on workforce training and development issues. The foundation for its focus can be found in the Workforce Innovation and Opportunity Act (WIOA) with emphasis on strategic alignment of core workforce development programs to coordinate the needs of both job seekers and employers. The KWIB promotes collaboration and business driven performance through the strategic plan that highlights four strategic pillars of employer engagement, education attainment, workforce participation, and organization and resource alignment. This approach fosters regional collaboration within the commonwealth's local workforce areas and improves the Kentucky Career Center system.

KWIB Pillars:

- Employer Engagement
- Education Attainment
- Workforce Participation
- Organization and Resource Alignment

To learn more, visit
kwib.ky.gov

Workforce Development Focus Areas

#1 Employers
#2 Education
#3 Workforce Participation
#4 Organization and Resource Alignment

My New Kentucky Home

TEAM KENTUCKY
EDUCATION AND LABOR CABINET

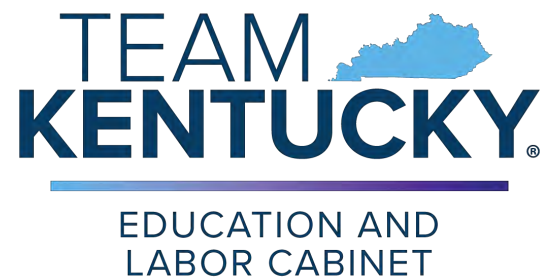## 2026 Kentucky Workforce Innovation Board Quarterly Board Meetings

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 December 31, 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.

MEET THE INDUCTEE

ALICE K. HOUSTON
Founder, HJI Supply Chain Solutions

The 2025 Induction Celebration Dinner, presented by Chase, brought together Kentucky's entrepreneurial community to honor this year's class of inductees. The Kentucky Entrepreneur Hall of Fame shared and celebrated the stories of the state's most successful entrepreneurs.

Alice Houston
President & CEO HJI Supply Chain Solutions

Alice K. Houston was educated in the Louisville, Kentucky public schools and received her high school diploma in 1964. She graduated cum laude from Baldwin Wallace College in Berea, Ohio, in 1968 and received a Danforth Foundation Fellowship in Latin American History to attend graduate school at Vanderbilt University. She attended Vanderbilt from 1968 to 1969. Alice left Vanderbilt in 1969 to marry Wade Houston, who was pursuing a career in professional sports. The two traveled and lived in Strasbourg, France, where Wade played and coached basketball. Upon returning to the United States, Alice began a long and successful association with the University of Louisville. Read more.

On November 12, 2025, inductees were honored at the Central Bank Center in Lexington with a reception and dinner.

Futuriti

How Kentuckians find their future.

Commonwealth
Education Continuum

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.

Kentucky WORKFORCE INNOVATION BOARD

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. 47

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, January 21, 2026
Time: 10:00 A.M. – 1:00 P.M. EST
Focus: Bourbon, EV Revolution and Tourism

All employers are welcome to participate, including those from the targeted industry.

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:

- **February 18, 2026**
  Healthcare

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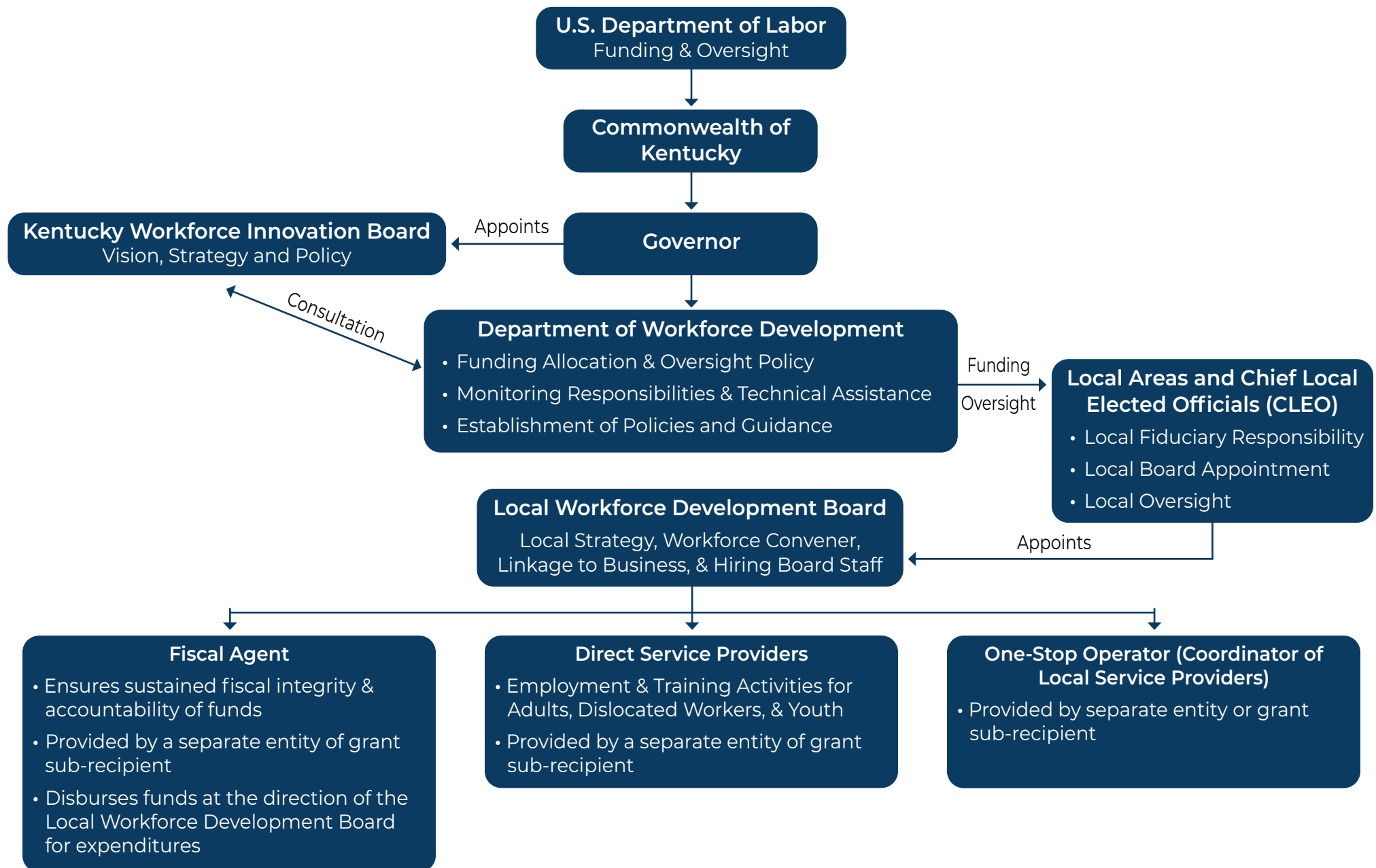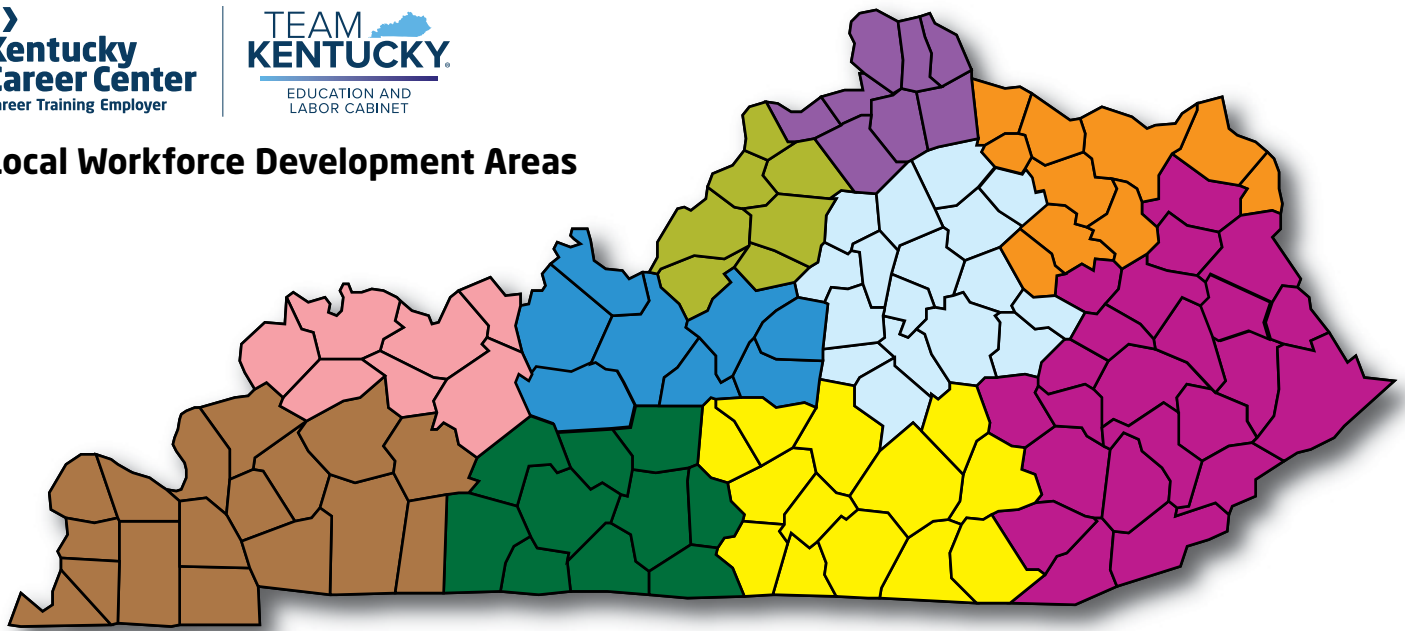
JOB-SEEKERS SCAN THE QR CODE TO REGISTER.

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

Kentucky WORKFORCE INNOVATION BOARD

U.S. Department of Labor
Funding & Oversight

Commonwealth of Kentucky

Governor

Appoints →

Kentucky Workforce Innovation Board
Vision, Strategy and Policy

Consultation

Department of Workforce Development
- Funding Allocation & Oversight Policy
- Monitoring Responsibilities & Technical Assistance
- Establishment of Policies and Guidance

Funding
Oversight

Local Areas and Chief Local Elected Officials (CLEO)
- Local Fiduciary Responsibility
- Local Board Appointment
- Local Oversight

Local Workforce Development Board
Local Strategy, Workforce Convener, Linkage to Business, & Hiring Board Staff

Appoints

Fiscal Agent
- Ensures sustained fiscal integrity & accountability of funds
- Provided by a separate entity of grant sub-recipient
- Disburses funds at the direction of the Local Workforce Development Board for expenditures

Direct Service Providers
- Employment & Training Activities for Adults, Dislocated Workers, & Youth
- Provided by a separate entity of grant sub-recipient

One-Stop Operator (Coordinator of Local Service Providers)
- Provided by separate entity or grant sub-recipient

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
859-810-2536
ckycareers.com
treeves@bgadd.org

Cumberlands

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