



Quarterly Board Meeting Draft Minutes May 16, 2024; 1:30 pm – 3:30 pm EDT

IN-PERSON– Norton Goodwill Opportunity Campus, 2820 West Broadway, Louisville;
with virtual zoom option

1:34 pm Call to order

Kim Menke, Regional Director, Toyota Motor and Manufacturing of Kentucky and Chair called the meeting to order and welcomed members and guests. He shared housekeeping items that included questions from guests, and the need for virtual board members to take themselves OFF mute and turn their cameras ON for roll call, questions, and voting. **Roll call was held, and quorum attained.**

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke, Chair	Business	X	Kim Humphrey	Business	X
Amy Luttrell	Workforce Representative	X	Johnny W. Collett	Business	
Heidi Margulis	Business	X	Kevin Butt	Business	
Kevin Smith	Business	X	Mayor Robert Blythe	Local Elected Official	
Lori Ulrich, Vice-Chair	Business		Michael Buckentin (proxy Meghan Watkins, Teresa Hayes)	Business	X
Scott Pierce	Labor	X	Representative Bobby McCool	Legislative	
Beth Davisson	Business	X	Keith Sparks	Business	
Jimmy Staton	Business		Ryan Holmes	Business	X
Cora McNabb	WIOA CORE	X	Kevin Nolan (proxy Rocki Rockingham, Tami Hatfield)	Business	X
Dianne Owen	Workforce Representative	X	Secretary Jamie Link	Partner	
CPE Dr. Aaron Thompson (proxy Leslie Sizemore)	Partner	X	Secretary Jeff Noel (Proxy Kristina Slattery)	Partner	X
KDE Interim Commissioner Robin Kinney (Proxy Dr. Beth Hargis)	Partner	X	Secretary John Hicks	Partner	
Governor Andy Beshear (proxy Secretary John Hicks)	WIOA CORE		Senator Jimmy Higdon	Legislative	
KCTCS (proxy Tanelle Sawyer)	Partner	X	Sharon Price (Proxy John Catron)	Workforce Representative	X
Dr. John Gregory	WIOA CORE	X	Suhas Kulkarni	Business	
Deputy Secretary Beth Brinly	WIOA CORE	X	Bo Matthews (proxy Justin Browning)	Partner	X
Judge Exec. Owen McNeill	Local Elected Official		Tony Georges	Business	

Todd Dunn (proxy Stephanie Collins)	Labor	X	Karen Trial	Business	
Terry Sexton	Labor	X			

Guests attending in-person: Chris Sanders, Michael Gritton, Summer Morgan, Aaron Poynter, Michael Uptegraff, Brenda Pierce

Online guest attendance: Alicia Crouch, Aveana Jackson, Benny Richardson, Bethany Lathrop, BJ Wilson, Brian Becker, Bridget Back, Carrie Banahan, Cathy Hoehn, Christopher Snyder, Elizabeth Daniels, Elizabeth Warner, Everett Bracken, Gorham Gavin, Jacqueline Korengel, Jason Hutchinson, Jenni Hampton, John Miles, Karen McFadyen, Karla Tipton, Kristen Porter, Laurie Mays, Melanie Tyner Wilson, Michelle DeEsch, Myra Wilson, Robbie Pruitt Woody, Sarah Crider, Terry Sexton, Tom Thompson, Tiffanie Reeves

Staff: Alisher Burikhanov, Elishah Taylor, LaChrista Ellis, Debbie Dennison

Kim Menke, Chair again welcomed everyone and mentioned that consent agenda items had been provided in the Briefing Book. Items included the following:

- February 29, 2024, Minutes (provided in briefing packet)*
- KCC One-Stop Certification – Comprehensive: Ashland (provided in briefing packet)*
- CTE Approvals (provided in briefing packet)*
- WIOA State Plan Updates*

No discussion was requested. Deputy Secretary Beth Brinly ***motioned to approve*** the consent agenda items; John Catron ***seconded*** the motion. Kim Menke asked for any discussion or dissenting votes. None were dissenting and the **motion passed unanimously**. Kim Menke passed the floor to Deputy Secretary Beth Brinly.

Education and Workforce Collaborative Update

Beth Brinly, Deputy Secretary, Education and Labor Cabinet provided a brief overview of the recent Kentucky Education and Workforce Collaborative (Collaborative) Board Meeting. The main topic of discussion was LAUNCH, a national college and career pathway initiative aimed at ensuring that every learner has access to and succeeds in high-quality and equitable pathways. The Deputy Secretary outlined the focus areas of LAUNCH, which include Credential of Values, Work-Based Learning, Career Advising, and Seamless Transition Through Education Levels. She shared that volunteers were sought to form workgroups to support this initiative.

Further updates were shared around previous meeting initiatives that include:

- Jobs on Day One/Putting Kentuckians First
- Veteran Resources Initiative
- Benefit Cliffs Update

Public – Private Partnerships

Kim Menke introduced the board to the importance of public / private partnerships and that through presentations there are several positive examples to share. Post presentations, he looks forward to the board members discussion of public/ private partnerships.

Putting Kentuckians First – Local Reentry Model

Aaron Poynter and Michael Uptegraff, Reentry and Employment Services, KY Office of Adult Education provided a brief update on Putting Kentuckians First (PKF) and the new local reentry model in Nelson County that is launching on Monday, May 20th. Michael Uptegraff shared a presentation that can be found in the post meeting packet. He focused on the vision of the Reentry and Employment Services Branch, to remove barriers for those in diversion and re-entry pathways to Kentucky's workforce through integrated and collaborative resource alignment between state, regional, and local agencies, enabling all Kentuckians to achieve their education, employment, and training goals effectively and efficiently. This model provides the reentry population in local jails with a career and technical training opportunity that leads to an industry-recognized certification. In Nelson County, there is a strong partnership with the Reentry and Employment Service Branch, KYAE local provider, Nelson County Jailer, and the Welding Institute of Bardstown. The first cohort will be a 4-week course held 2 days a week for 3 hours each day. The topics covered will include: Introduction to Welding, Gases and Metallurgy, Lab, Test & Lab, Vertical Welding, Overhead Welding, Overhead Welding and Test Prep, Test and Certification (Requires a written and practical test), and OSHA 10 Certification (General). The partnership also cultivated a list of employment opportunities with local business partners in Bardstown and Louisville. For more information or to ask questions contact Michael Uptegraff, Regional Navigator, Reentry and Employment Services Branch, Office of Adult Education, Education and Labor Cabinet at michaelu@southcentralworkforce.com.

Goodwill Industries of Kentucky

Amy Luttrell, President and CEO of Goodwill Industries of Kentucky welcomed everyone to the newly opened Norton Healthcare Goodwill Opportunity Campus and shared a brief background on Goodwill. Goodwill Industries of Kentucky is a non-profit that has been around for 100 years in the commonwealth, serving 103 out of 120 counties. As a non-profit, Goodwill has to figure out how to add value to customers and communities.. Goodwill understands that there are a lot of people that work and are still considered poor. Amy Luttrell stated that everyone on the KWIB and guests present are focused on workforce development, which is related to poverty, low education, and much more. Goodwill provides the necessary workforce development services starting with barrier reduction. Some of those barriers include: mental health, transportation, healthcare, childcare, ID access and more. Goodwill tries to identify these barriers, provides flexibility with individuals needing services, and adds partners to help with address barriers. Another topic Goodwill focuses on is alignment of services. If a person visits their center with barriers then Goodwill knows two things about the person: they are motivated and they are looking for answers. Through Goodwill partnerships, answers and services can be provided to individuals seeking assistance. Goodwill has eleven (11) adult opportunity centers and one (1) youth opportunity center in Kentucky. The West Louisville Center is the largest and has 8 partners that are permanently inside with scheduled times for other partners to meet with clients. **Michael Gritton, KentuckianaWorks Workforce Director** shared that the NIA Center (previous location for Kentucky Career Center services) was next door; the standalone office previously averaged services to 400 people a month. The new Opportunity Center opened about two months ago and the Kentucky Career Center now averages about 900 people a month. Amy concluded the presentation noting that while current partners are now located in the Opportunity Center, Goodwill looks forward to adding skilled training and housing partners in the future.

Kim thanked Amy and Michael for their information.

Statewide Workforce and Talent Team (SWATT)

Beth Davisson, Senior Vice President, Kentucky Chamber gave a summary of SWATT. The Statewide Workforce and Talent Team (SWATT) is a group of statewide organizations committed to improved measurement, coordination, and delivery of workforce development solutions and services to Kentucky

employers. SWATT is designing and piloting a unified business services approach to provide workforce solutions to employers. They are creating shared metrics to roll out and assess a pilot in the industries of manufacturing and healthcare. SWATT will then adapt the strategy as a model of operating excellence for execution with industry and workforce partners statewide. Both Kim Menke and Deputy Secretary Beth Brinly serve on this team and echoed the collaboration and meaningful results achieved thus far.

Public – Private Partnerships Board Member Discussion

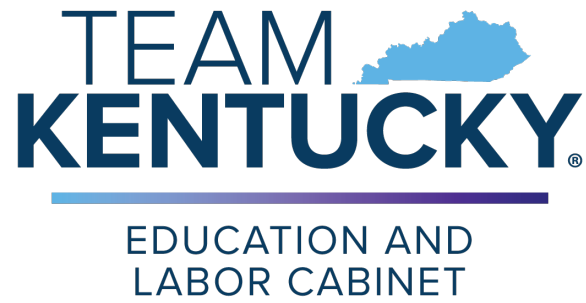
Kim Menke initiated a discussion about Public-Private Partnerships with the board and guests. **Scott Pierce, Labor Representative, Operating Engineers** contributed to the conversation by sharing that two young individuals in the Cumberland area have been accepted into an engineering program where they would receive training and begin their operating engineering careers with a starting pay of \$45 an hour.

Legislative Session Recap

Deputy Secretary Brinly provided an overview of Education and Labor Cabinet legislative initiatives that were both successful and items that were not. For those that are not being funded by the General Fund, the Education and Labor Cabinet and partners will be working to braid funding to support programs and initiatives to support youth and workforce initiatives. She added the importance of providing sustainable programming for projects that have shown positive results.

Kim Menke expressed gratitude to everyone for attending and participating and informed the group that the next quarterly KWIB meeting will be held on August 15th, with more details to follow. He asked Alisher Burikhanov for final comments. Alisher thanked everyone for their participation and invited those interested to a tour of the Opportunity Campus. Kim asked for final comments. There were none and he concluded the meeting.

3:30 pm EDT Adjournment



Kentucky Workforce Innovation Board
Meeting Briefing Book

May 16, 2024

1:30 – 3:30 pm EDT

1:00 pm EDT Networking

Location: West Louisville Opportunity Center
2820 West Broadway, Louisville, KY 40211

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Kentucky Workforce Innovation Board Meeting Briefing Book

May 16, 2024, 1:30-3:30 pm EDT

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Networking begins at 1:00pm EDT
Meeting begins at 1:30 – 3:30pm EDT

Norton Healthcare Goodwill Opportunity Campus 2820 West Broadway, Louisville, KY 40211

Join Zoom Meeting

<https://us06web.zoom.us/j/85934705583?pwd=blBS8KTcsWTtq7haqGXjP5vRdlzWbP.1>

Meeting ID: 859 3470 5583 / Passcode: 546958

Dial via phone: 1-312-626-6799

- 1:30 CALL MEETING TO ORDER**
Welcome / Housekeeping.....*Kim Menke, Chairman, KWIB*
Toyota Manufacturing North America
- 1:35 Roll Call**.....*Elishah Taylor*
Administrative Assistant, KWIB
- 1:40 Consent Agenda (Voting Required)**.....*Kim Menke*
February 29, 2024, Minutes (provided in briefing packet)
KCC One-Stop Certification – Comprehensive: Ashland (provided in briefing packet)
CTE Approvals (provided in briefing packet)
WIOA State Plan Updates
- 1:45 Education & Workforce Collaborative Update**.....*Beth Brinly*
Deputy Secretary, Education and Labor Cabinet
- 2:00 Public - Private Partnership**..... *Kim Menke*
Putting Kentuckians First –Local Reentry Model..... *Aaron Poynter & Michael Uptegraff*
Reentry and Employment Services, KY Office of Adult Education
Goodwill Industries of Kentucky – West Louisville Opportunity Center.....*Amy Luttrell*
President/CEO, Goodwill Industries of Kentucky
Statewide Workforce and Talent Team (SWATT)..... *Beth Davisson, Kim Menke, and Beth Brinly*
Senior Vice President, Kentucky Chamber Foundation
- 3:00 Public – Private Partnerships Board Member Discussion**.....*Kim Menke*
- 3:20 Legislative Session Recap**..... *Beth Brinly*
- 3:25 Closing Comments***Alisher Burikhanov*
Executive Director, KWIB
- 3:30 Adjournment (Optional Kentucky Career Center Tour to Follow)**

***** NEXT MEETING: THURSDAY, 8/15/2024 *****

Consent Agenda



Quarterly Board Meeting Draft Minutes

February 29, 2024; 1:30 pm – 3:30 pm EDT

IN-PERSON OPTION – 500 Mero Street, Frankfort; with virtual option

1:32 pm Call to order

Kim Menke, Chair called the meeting to order and welcomed members and guests. He shared housekeeping items that included questions from guests, and the need for virtual board members to take themselves OFF mute and turn their cameras ON for roll call, questions, and voting. **Roll call was held, and quorum attained.**

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke, Chair	B&I	X	Kim Humphrey	B&I	X
Amy Luttrell	WF	X	Johnny Collett	B&I	X
Heidi Margulis	B&I	X	Kevin Butt	B&I	
Kevin Smith	B&I	X	Mayor Robert Blythe	Local Elected Official	
Lori Ulrich, Vice-Chair	B&I	X	Michael Buckentin	B&I	
Scott Pierce	Labor	X	Representative Bobby McCool	Legislative	
Beth Davisson (proxy LaKisha Miller)	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes (proxy Thomas Benford)	B&I	X
Cora McNabb	CORE	X	Kevin Nolan (proxy Tami Hatfield)	B&I	X
Dianne Owen	WF	X	Secretary Jamie Link	Partner	X
CPE Dr. Aaron Thompson (proxy Leslie Sizemore)	Partner	X	Secretary Jeff Noel (Proxy Mike Yoder)	Partner	X
KDE Interim Commissioner Robin Kinney (Proxy Dr. Beth Hargis)	Partner	X	Secretary John Hicks	Partner	X
Governor Andy Beshear (proxy Secretary John Hicks)	WIOA CORE	X	Senator Jimmy Higdon	Legislative	
KCTCS (proxy Reneau Waggoner)	Partner	X	Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	WIOA CORE	X	Suhas Kulkarni	B&I	X
Deputy Secretary Beth Brinly	WIOA CORE	X	Bo Matthews (proxy Justin Browning)	Partner	X
Judge Exec. Owen McNeill	Local Elected Official		Tony Georges	B&I	
Todd Dunn (proxy Stephanie Collins)	Labor	X	Karen Trial	B&I	
Terry Sexton	Labor	X			

Guests attending: Myra Wilson, Correy Eimer, Beth Roberts, Sharon Poff, Chris Wooldridge, Michael Gritton, Amy Glasscock, Sheila Clark, Cathy Hoehn, Jenni Hampton, Naomi Sutton, Jonathan Pendergrass, Tammy Hyde, Beth Engle, Shaun McKiernan, Tom Thompson, Regan Satterwhite, Michelle DeEsch, Roxana Robinson, Karla Tipton, Justin Suttles, Christi Sorrell, Hilary Writt, Alicia Crouch, Bridget Back, Jason Cole, Jacob McAndrews, Sara Dodeci, Michelle Drake, Elizabeth Daniels, Karen McFadyen, Rosalind Harvey, Heather Yeiser, Jon Sowards, Mary Anne Medlock, Kayla Jude, Gene Childress, Aaron Poynter, Emily Sayers, Karen Miller, Rocki Rockingham

Staff: Alisher Burikhanov, Elishah Taylor, LaChrista Ellis, Debbie Dennison

Lori Ulrich, Vice-Chair, HR Manager, Fleming-Mason Energy again welcomed everyone and mentioned that consent agenda items had been provided in the Briefing Book. She acknowledged that as a member of the TENCO board she would abstain from the consent agenda voting. Items included the following:

November 2, 2023, Minutes (provided in briefing packet)

WRC Application Confirmation – Anderson County (provided in briefing packet)

LWDB Certification Approval – KentuckianaWorks (provided in briefing packet)

KCC One-Stop Certification – Affiliate: Maysville; Access Points: Fort Knox, Kenton County Public Library, Williamstown,

CVG Cincinnati/Northern Kentucky International Airport (provided in briefing packet)

CTE Approvals (provided in briefing packet)

Perkins Leadership Fund Recommendations (provided in briefing packet)

No discussion was requested. Secretary John Hicks ***motioned to approve*** the consent agenda items; John Catron ***seconded*** the motion. Lori Ulrich asked for any discussion or dissenting votes. None were dissenting and the **motion passed unanimously**. Lori referred to the agenda and passed the floor to Deputy Secretary Beth Brinly.

National Governors Association (NGA)

Beth Brinly, Deputy Secretary, Education and Labor Cabinet began the overview and shared that at the NGA conference, discussions were held on the National Dislocated Worker Program and best practices. Kentucky presented its practices for disaster and national emergency grants. The conference also featured a representative from Appalachian Regional Commission (ARC), who shared best practices for economic revitalization work. West Virginia discussed their opioid-dislocated worker branch and explained their use of federal funding, emphasizing the importance of diversifying funding and strengthening relationships with resources. **Alisher Burikhanov, Executive Director of KWIB**, shared that discussion was had on the various compositions of local boards by state, with some states having a single-area statewide board and others having several, like Kentucky. Kim Menke was a panelist at the conference and expressed that the event was a great opportunity for discussions on topics beyond the Workforce Innovation & Opportunity Act (WIOA). Funding and childcare were among the topics lifted. Kim offered to share additional information for those who are interested.

Lori thanked them for giving a brief overview of the NGA conference.

Education & Workforce Collaborative – Benefit Cliffs

Deputy Secretary Brinly, shared updates regarding the work of the Education and Workforce Collaborative Meeting on January 25th and provided a broad overview of benefit cliff recommendations provided by the National Center for Children in Poverty / Bank Street Graduate Program. The Summary was attached in the Briefing Book. She thanked Amy Luttrell, Chair of the Workforce Participation Committee and CEO/ President, Goodwill of Kentucky, LLC., for her efforts over the last year. She shared

that recommendations that fall into the administrative bucket might be those that may be pursued first.. **John Hicks, Secretary, Executive Cabinet**, pointed out that Kentuckians and members of the board need review the changes to the Supplemental Nutrition Assistance Program (SNAP) in [House Bill 367](#).

Deputy Secretary Brinly thanked Secretary Hicks for his comments and stated that the next Education and Workforce Collaborative (“Collaborative”) meeting will be April 18th and the focus will be on the [Launch](#) initiative.

Digital Equity Update

Deputy Secretary Brinly shared that the Digital Equity Summit was successful. During the summit, an overview of the Digital Equity plan was provided with breakout sessions held for attendee participation. On the first day, the discussion focused on populations served, including veterans, individuals with disabilities, low-income groups, rural communities, limited English-speaking groups, racial and ethnic minority groups, the aging population, and others. On the second day, the discussion was had on the outcomes of impact, such as health, economic development, education, workforce, and civic and social engagement. She shared about breakouts that focused on the objectives of the plan, where the digital equity team provided comments or context for what was learned through the needs assessment process. The next phase of the work is to incorporate what was learned into the capacity building application for Digital Equity.

Deputy Secretary Brinly explained that digital equity is one of the most critical economic development efforts that can be made to upgrade digital skills and create digital equity across the commonwealth. She was excited to share that AT&T shared that the Kentucky plan is one of the most comprehensive plans in the nation regarding digital equity. The approach included fourteen (14) listening sessions and seventeen (17) focus groups with the above-mentioned populations. The digital equity team also went and met with over 400 stakeholder groups whose input drove what is needed in residential service for over 2,300 Kentuckians. She looks forward to making that plan a reality over the next few years. She then opened the floor to questions.

Secretary John Hicks asked if they knew when the approval would be released and the release of the plan process.

Deputy Secretary Brinly shared that the Department of Commerce decides if the plan is approved near the end of March and the Notice of Funding Opportunity (NOFO) is expected in April. She estimated that their final application would be due by the end of October.

To view the resources from the Digital Equity Summit please visit <https://digitalequity.ky.gov/>.

WIOA State Plan Final Submission Review (Voting Required)

Alisher Burikhanov thanked board members, local workforce boards, and partners that helped in the writing of the State Plan. The State Plan was out for public comments for a period of one month, and the team received some comments which were incorporated to the plan. He wanted to make the board aware of the comments and updates.

He shared that every four years, each state is required to submit a Workforce Innovation & Opportunity Act (WIOA) State Plan that outlines the strategic and operational direction for workforce development. This plan must be created in coordination with the governor’s state workforce board, and in the commonwealth, and the Kentucky Workforce Innovation Board (KWIB) serves in this capacity.

Kentucky is submitting a Combined State Plan, which include the core WIOA programs encompassing:

- Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth;
- Title II: Adult Education & Literacy;
- Title III: Wagner-Peyser, general employment services; and
- Title IV: Vocational Rehabilitation.

Additional workforce programs are also included in the plan:

- Unemployment Insurance (UI);
- Jobs for Veterans State Grant (JVSG); and
- Trade Adjustment Assistance (TAA).

The plan opens to a discussion about Kentucky's economic and workforce analysis (such as the growing manufacturing and healthcare sectors), and then strategic and operational components are addressed. The underlying theme of this plan has the Kentucky *Strategic Plan* as the north star and the four goals of employer engagement, education attainment, workforce participation, and resource alignment as the driving forces. The spirit of collaboration, partnership, alignment, and collective impact is seen in the programs and activities discussed throughout the WIOA State Plan.

The WIOA State Plan public comment review PowerPoint was presented to review the public comments received and changes made. Public comment outreach strategy was also shared that involved using various channels generating 844 direct communication touches, and 30,453 followers through social media outlets. To view the comments that were received and plan changes that were added to address these comments please visit the KWIB website [here](#).

A request to understand what happens after the submission on March 4, 2024, was made. **Deputy Secretary Brinly** provided that the Department of Labor (DOL) will review the plan and have up to 90 days for review. Kentucky will address any modification necessary based on DOL's feedback or any questions received. The Executive Committee will be apprised of any requests and along with KWIB staff provided responses. Any changes and updates will be provided to the board at the next meeting.

Lori thanked everyone for their input and the overview of the State Plan. She asked for a motion to approve the state plan for submission and to grant KWIB staff the ability to provide timely responses and modifications to DOL's inquiries. Any changes made will be presented to the Executive Committee and the full board to approve at the next meeting. Scott Pierce ***motioned to approve***; Kim Humphry ***seconded*** the motion. Lori Ulrich asked for any discussion or dissenting votes. None were had and the **motion passed unanimously**.

Group Discussion – Beyond WIOA State Plan

Kim Menke shared that the next agenda items was meant to have conversations about forward-looking ideas. Discussion was had about Kentucky's efforts in attracting talent, the need for workers, and how jobs will change due to technology. Information was shared that the local workforce boards asked the legislature to provide more funding to help serve opportunity youth with employment services. Discussion was also had on regional efforts, the Aviation Career Preparation Curriculum event and how to streamline it for other industries, and how to market Kentucky to out-of-state workers.

Kim thanked the members for the discussion and encouraged to lift up additional ideas in committee and work group settings. He then shifted to the next agenda item.

Committee Chairs – Education Attainment & Resource Alignment

Kim Menke discussed recent conversation around succession planning starting with the committee chairs. At this time **Beth Davisson** is the chair for the Employer Engagement Committee and **Johnny Collett** is the new chair for Education Attainment. Kim thanked Johnny for accepting this position. The two previously joined committees have separated into two parts to focus and better align with the strategic plan goals and objectives. **Amy Luttrell** is the chair of Workforce Participation and **Kim Humphrey** is the new chair of Resource Alignment. Kim Menke thanked Kim Humphrey for accepting this position.

Lori Ulrich asked the new chairs to take a moment and introduce themselves. **Johnny W. Collett** briefly introduced himself. His career has been built around education and employment policy and working with folks on the local, state, and federal level. **Kim Humphrey** also briefly introduced herself. She stated how she is looking forward to being the chair of the Resource Alignment Committee. Kim Humphrey defined that the theme she has heard throughout the meeting is “collaboration,” and she reminded the group that “it is about collaboration and not duplication.”

Lori thanked the new chairs for their introduction. She is thrilled to have fresh perspectives at the table. She informed everyone that the board is still in the process of recruiting general members for the four strategic committees, specifically Employer Engagement, Education Attainment, Workforce Participation, and Resource Alignment. If anyone is interested in being connected to any of these committees, they can send an email to kwib.projects@ky.gov. She asked other committee chairs (or their proxy’s) to share.

LaKisha Miller, proxy for Beth Davisson, Sr. VP, Kentucky Chamber Foundation, emphasized the importance of collaboration and unity in the Employer Engagement Committee. “If you're an employer passionate about this, the committee is the perfect platform to make your voice heard and receive feedback.” **Kim Menke** expressed gratitude and highlighted the great opportunities for growth in these committees.

General Group Discussion and Suggestions from Members

Lori Ulrich opened the floor to general discussion or informational purposes.

Dr. Beth Hargis offered an opportunity and explained that student organizations will be conducting state-level competitions and conferences from now until May. They require judges, and they are looking for business and industry members as well as KWIB members who can assist them. If anyone is interested in participating, please send her an [email](#), and she will provide you with all the necessary information to connect you with the right person. For additional information please visit: <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:0567f42d-bb23-44fd-9d65-c356ee3290e1> .

Kim Menke encouraged the board to support events that connect students with businesses and requested to add a general discussion section to future meetings. **Lori** thanked and acknowledged Jamie Link, Secretary, Education and Labor Cabinet, for attending and asked him if he would like to share. **Secretary Jamie Link** acknowledged all of the great opportunities in Kentucky. He acknowledged the work of the board and partners and looks forward to seeing how the Education and Labor Cabinet can further assist. He thanked Chairman Menke for his leadership and turned things back over to the chair.

Kim Menke again thanked everyone for their attendance and participation and reminded the group that the next quarterly KWIB meeting scheduled for May 16th at the [Norton Healthcare Goodwill Opportunity Campus](#), 2820 West Broadway, Louisville, KY 40211. He asked for final comments and as there were none, adjourned the meeting. Lori confirmed adjournment and requested a second. Deputy Secretary Brinly seconded the motion to adjourn.

3:11pm EDT Adjournment



KCC One-Stop Certification and Recertifications

Recommendation

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

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
TENCO	Ashland	Comprehensive Center

A Comprehensive Career Center as outlined by WIOA criteria includes:

- **Evaluations of physical and programmatic** accessibility must include how well the Kentucky Career Center (KCC) ensures equal opportunity for individual with disabilities to benefit from KCC services.
- **Evaluations of effectiveness** examine the extent to which thee KCC integrates available services and meets the needs of local employers and job seekers.
- **Continuous improvement** requires the KCC network to collect, analyze, and use multiple data resources including the negotiated levels of performance from its performance measures.
- **Strategic Planning/Innovation** must outline the Centers' goals & any successful innovations created.

Comprehensive One-Stop Career Centers - a physical location where both job seekers and employers can access a wide range of programs, services, and activities offered by all required one-stop partners. It serves as a hub for various workforce-related resources, making it a central point for individuals seeking employment assistance and employers seeking skilled workers.

Career and Technical Education (CTE) Certification

Recommendation

The CTE Certification Review work group recommends that the KWIB approve the following applications for certification.

Industry Certification Name	Industry Certification Program Area	Recommended Industry Certification List?
Medical Coder and Biller Certification	Health Science	YES
Clinical Medical Assistant Certification	Health Science	YES
Patient Care Technician Certification	Health Science	YES
Dental Support Technician Certification	Health Science	YES
Medical Coder and Biller Certification	Health Science	YES
Medical Administrative Assistance Certification	Health Science	YES
EKG Technician Certification	Health Science	YES
EKG Technician Certification	Health Science	YES
Phlebotomy Technician Certification	Health Science	YES
Project Management Professional (PMP)	Business & Marketing	Recommended to phase out. Scheduled to be removed from the list, June 2024
Assessment of Skills and Knowledge (ASK) Concepts of Management/Entrepreneurship	Business & Marketing	Recommended to phase out. Scheduled to be removed from the list, June 2024
NOCTI-Criminal Justice-Advanced exam	Law & Public Safety	Recommended to phase out. Scheduled to be removed from the list, June 2024
Project Management Institute Ready (PMI Ready)	Business & Marketing	Recommended to add to replace the PMP above
National Association for Legal Support Professionals (NALS) Accredited Legal Professional Exam	Law & Public Safety	YES

WIOA State Plan

WIOA State Plan – Update for the Kentucky Workforce Innovation Board (KWIB)

Current Status: Under Standard Federal Review

The US Department of Labor and US Department of Education have 90 days post submission deadline of 3/4/2024 to complete review and request feedback before approval of the Workforce Innovation Opportunity Act (WIOA) State Plan 2024-2027. The Kentucky Workforce Innovation Board (KWIB) approved the WIOA State Plan at the 2/29/2024 KWIB quarterly meeting and approved the Department of Workforce Development (DWD) to make necessary changes in response to the feedback from the federal government entities.

Information below are highlights of feedback and changes made. Detailed narrative information can be [found here](#) with revisions and additions depicted in blue.

- Strategies such as the Statewide Workforce and Talent Team (SWATT), grants like the Quality Jobs, Equity, Strategy, and Training (QUEST), and platforms such as the Education and Workforce Collaborative, were shared to highlight alignment and collaboration in providing high-quality customer service to businesses and individuals with barriers (untapped talent).
- Department of Workforce Development (DWD) organizational structure was highlighted across several sections to show the interconnectedness between the core programs in WIOA. DWD provides the umbrella for Title I (adult, dislocated worker, and youth), Title II (adult and family literacy act), Title III (Wagner-Peyser career services), and Title IV (vocational rehabilitation). This interconnectedness supports better service delivery to both business and individual customers.
- Information shared with more details on continuous improvement of the performance metrics assessments ensuring workforce development, program monitoring compliance, stakeholder engagement, data analysis and reporting, and technical assistance and training is delivered.
- Updated narrative includes the detailed use of technology through various sessions, workshops, services and supports offered throughout the state including urban and rural locations. Narrative expounded on the partnerships with other agencies and partners that provide services and the detailed expectations.
- Description of specific onboarding and ongoing trainings provided to the Unemployment Insurance and Career Development Office (CDO) staff to ensure individuals are provided with accurate information and best options for their unique needs. Eligibility thresholds, military claims and federal civilian claims were also discussed. A discussion around center staff assisting individuals with the National Labor Exchange (NLx) System was shared.
- Provided specific labor exchange services while receiving UI assistance at career centers. Narrative walks through specific work search activities that are required and assistance that is offered; also includes work search exceptions.
- For Migrant Seasonal Farm Worker (MSFW) program, administrative review process for migrant services complaints was provided along with the hearing and appeals process for review.

- Provided specific detail on newly created programs in the Kentucky Office of Adult Education (KYAE), and processes and monitoring of the education providers and highlighted the 13 considerations that funds are used for approved activities and services. Additional narrative that included monitoring activities to ensure effectiveness. Details on the addition of software that will provide comprehensive technical / professional learning support services were expounded upon.
- KYAE discussions around the processes, comprehensive systematic approach that includes a diverse partnership and new technology that has been provided was included in the narrative. Additional information around professional learning models that are required elements of partnership was included.

Detailed narrative information can be [found here](#) with revisions and additions depicted in blue.

Education & Workforce Collaborative Update - LAUNCH



Our education systems can be drivers of economic opportunity. When done right, college and career pathways provide intentional, career-aligned courses that span secondary and postsecondary education, embed work-based learning experiences and lead to credentials of value — resulting in well-prepared individuals, strong economies and thriving communities. While college and career pathways strategies have proven effective at improving outcomes for those involved, access and quality remain uneven. Too often historically marginalized learners, particularly Black and Latinx learners and learners experiencing poverty, do not have the same opportunities as their peers. As a result, too few learners are earning credentials of value, perpetuating economic inequity, and our economies often lack the well-prepared talent needed to thrive.

Launch: Equitable & Accelerated Pathways for All is a national college and career pathways initiative that strives for every learner to have access to and succeed in high-quality and equitable pathways.

We will do so by:

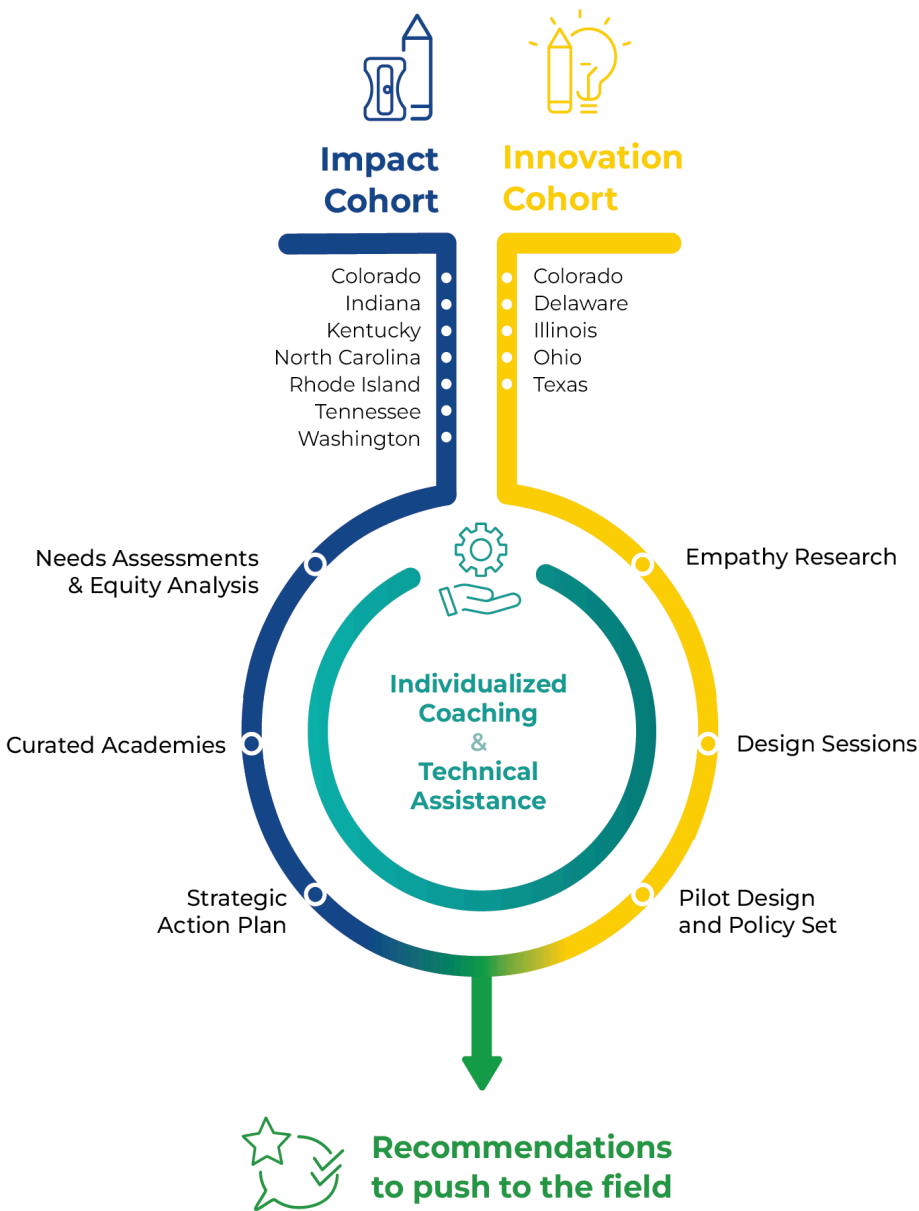
- Driving a national agenda for college and career pathways
- Working with state and local partnerships to advance equitable growth and scaling of pathways by tackling entrenched inequities in education and workforce systems
- Advancing pathways policies and strategies that help achieve greater scale and sustainability
- Seeding and growing next-generation models that will transform career pathways systems and dismantle entrenched barriers that perpetuate inequities in economic advancement

Launch will harness the expertise of the five national partners and participating state and local leaders to elevate the levers that drive systems change – **data, policy, funding, partnerships, and equity** – and help state and local sites create **equitable, sustainable systems** that are built to last.

Launch includes two distinct cohorts, Impact and Innovation, representing leaders from across 11 states, including state education and workforce agencies, K-12 districts, postsecondary institutions, policymakers and other intermediary partners.

Site teams in each cohort will receive individualized coaching support and content expertise via technical assistance from the five Launch partners to facilitate progress in the work between academy and design thinking sessions. With support from Launch partners, teams will identify common pain points, course correct where needed, and design additional supports aimed at common areas of challenge that need to be addressed more systematically through collaborative efforts.

Launch Network



The Impact Cohort

The Impact Cohort consists of seven geographically diverse teams, each of which includes a mix of state, regional, and local leaders who have come together to evaluate, strengthen, and scale their current college and career pathways systems.

The Innovation Cohort

The Innovation Cohort, comprised of cross-sector state, regional and local teams from five states, will come together to engage in a Design Thinking process to identify systems-level barriers and develop next-generation solutions for some of the most pressing challenges in college and career pathways.

The Partners

To drive system-level change, five leading national organizations in the pathways movement have joined forces to simultaneously strengthen existing efforts to provide high-quality and equitable pathways and push the field toward innovative strategies and solutions.

The partners are Advance CTE, Education Strategy Group, ExcelinEd, Jobs for the Future (JFF) and New America.

The Funders

The national funders of the Launch Initiative are dedicated to advancing economic and social mobility for all learners. Throughout their expansive philanthropic efforts, they are champions for improving access and equity in education and career outcomes and enhancing the quality of life for all people. The funders are the Annie E. Casey Foundation, Bill & Melinda Gates Foundation, Bloomberg Philanthropies, Carnegie Corporation, Joyce Foundation and Walton Family Foundation.

Public - Private Partnership

Putting Kentuckians First -
Local Reentry Model

REENTRY AND EMPLOYMENT SERVICES BRANCH OVERVIEW

Mission Statement:

Empowering all Kentuckians to achieve personal success by building bridges through the Putting Kentuckians First initiative that will provide employment, recovery resources, education and training, career services, vocational rehabilitation, and court-ordered programs, with a focused emphasis on those in diversion and re-entry pathways to Kentucky's workforce, that will create a brighter path to self-sufficiency and achievement of their lifelong learning goals.

Vision:

To remove barriers for those in diversion and re-entry pathways to **Kentucky's workforce through integrated and collaborative resource alignment between state, regional, and local agencies for all Kentuckians to achieve their education, employment, and training goals effectively and efficiently.**



1

Opportunities Breed Success

- As of April 25th, according to the weekly jail report we had 19,820 Class D inmates (Serving 5 years or less) housed at our county/regional jails.
- Recidivism rates have declined in Kentucky, but poverty and a individual's ability to find sustainable work is a leading indicator to incarceration and recidivism.
- President Kennedy said, "All of us do not have equal talent, but all of us should have an equal opportunity to develop those talents."
- "All I want is an opportunity to work hard and provide for my family." – Quote from an inmate at one of our local jails

The reentry population is a community changing workforce, when given the opportunity!



2

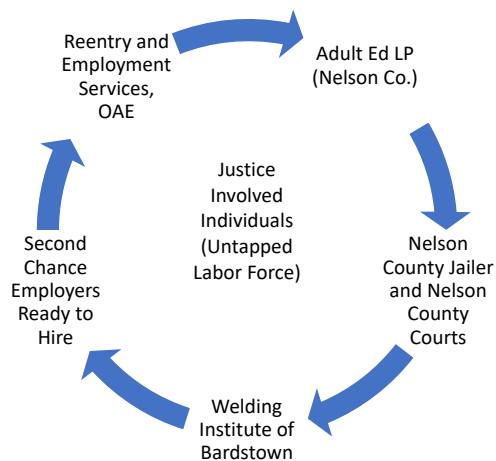
Career and Technically Training Opportunities

- **The training needs to be shorter in duration**
- **Lead to an industry recognized (employer valued) certification**
- **A local team that sees the value in investing in the future outcomes of the individuals**
 - Transportation and supervision, coordination of the eligible individuals, and county “buy in” leans heavily on a supportive Jailer.
- **Availability of a training site**
 - KCTCS system, Local school district area technical center, or private instruction center



3

Mission and Vision in Action



4

Partnership Collaboration

- **Reentry and Employment Services Branch**
 - Close partnership with Judicial Partners
 - Funding of the Cohort's
 - Advisement and Guidance with stakeholders through all aspects
 - Enrolling participants into PKF tracking system for follow up and job placement assistance
- **KYAE Local Provider, Nelson County Director, Miranda Nalley**
 - Identifying the partners
 - Development and Submission of approved IET
 - Will pre-TABE and post- TABE all participants
- **Nelson County Jailer, Justin Hall**
 - Identifying candidates for training (Will be level 1 & 2 inmates only)
 - Transportation to and from training events
 - Coordination with other County stakeholders (City Planner, Judges, work crews)
- **Welding Institute of Bardstown, Wayne Reese**
 - Developing the curriculum and material consulting
 - Training site
 - Employer partnerships
 - Industry partnerships (*Miller Electric will be donating all welding jackets, helmets, and gloves for Trainees*)



5

Nelson County Correctional Center – MIG Welding Course

Start Date for First Cohort is May 20th

- 4 Weeks – 2 Days per Week
- 3 Hours per day (24 hours total)
- +2 Days – 5 Hours per day for OSHA 10 Certification
- Min students 4, Max students 8 per cohort

Topics Covered:

- Intro to Welding
- Gasses and Metallurgy
- Lab
- Test & Lab
- Vertical Welding
- Overhead Welding
- Overhead Welding and Test Prep
- Test and Certification (Requires a written and Practical)
- OSHA 10 Certification (General)



Employment Opportunity Partners:

- | | |
|--|---|
| Bardstown <ul style="list-style-type: none"> • HEC • ARMAG • Taylor Welding • Sublets • Hopkins Trucking | Louisville <ul style="list-style-type: none"> • Wire Crafters • Carrier Vibrating Equip. • Merrick Kemper • Steel Creations • River City Machine • Phil Iron Works |
|--|---|



6

The “Why” for Stake Holders

“Working in the Correctional Field for the last 18 years I witness the cycle of addiction and poverty that effects so many citizens in the Commonwealth. The “revolving door” that we see with the same people over and over again has not been affected by simply incarcerating a person. I believe in order to help these people it is up to us to give them resources and trades to help get them out of poverty and addiction so they can give a fulfilled and successful life.”

Justin Hall, Nelson County Jailer

“We want to be involved in giving the individuals a second chance at a good life. I feel that being able to start with a career and better employment is a very good start. Welding is second highest in demand for employment and we have several companies asking for employees. Thanks for the opportunity.”

Wayne Reece, Welding Institute of Bardstown

“In Adult Education we provide a number of services to our communities, but are often limited to what we can provide in our correctional facilities. By partnering with PKF we can offer real life changing opportunities to those that are incarcerated. By providing resources and real technical training that leads to a livable wage, this opportunity will help break the cycle that often leads to reincarceration.”

Miranda Nalley, Director Adult Education, Nelson County



7



Contact us:

Michael Uptegraff, Regional Navigator
Reentry and Employment Services Branch
Office of Adult Education
Education and Labor Cabinet
michaelu@southcentralworkforce.com



8

Public - Private Partnership
Statewide Workforce and Talent
Team (SWATT)

What is the Statewide Workforce And Talent Team?

The Statewide Workforce and Talent Team (SWATT) is a group of statewide organizations committed to improved measurement, coordination and delivery of workforce development solutions and services to Kentucky employers.

Who are we?

Founding Members of SWATT:

- Secretary, Kentucky Cabinet for Economic Development
- Secretary, Kentucky Education and Labor Cabinet
- President and CEO, Kentucky Chamber of Commerce
- President, Kentucky Community and Technical College System
- Associate Commissioner, Career and Technical Education, Kentucky Department of Education
- Executive Director, Kentucky Center for Statistics
- Associate Vice President for Workforce Initiatives, Kentucky Council on Postsecondary Education
- President & CEO, Kentucky Association of Manufacturers
- Chair, Kentucky State Workforce Development Board
- Associate Vice President, Workforce Development, Kentucky Hospital Association

Why SWATT – Why now?

In 2023, Kentucky saw nearly **\$4 billion** in new investment announcements, representing almost **7,000 new jobs**. At the same time, workforce and economic drivers have led to a significant talent gap. Kentucky had 126,000 unfilled positions and 88,000 unemployed persons, creating an excess gap of **38,000 unfilled jobs**.

What is SWATT doing?

In response to feedback from Kentucky employers, SWATT is designing and piloting a unified approach to provide workforce solutions to employers.

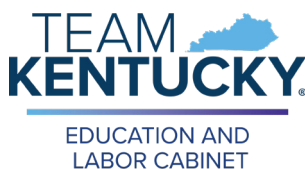
Our data-informed strategy is intended to improve coordination, responsiveness, and results among partners and ultimately drive workforce participation and business growth.

We are creating shared metrics, to roll out and assess a pilot in the industries of manufacturing and healthcare. We will then adapt the strategy as a model of operating excellence for execution with industry and workforce partners statewide.

What else is important to convey?

SWATT is not a new program; rather it is a commonsense way to work more efficiently and effectively to serve employers. Every organization at the table is a leader and a key to our state's future, sharing a commitment to defining and using a range of measures of our progress and results.

Our focus is a collective approach to creating and measuring impact for employers with rewarding career opportunities for all our neighbors. Success brings enormous economic growth for all Kentuckians and not just a few. The stakes are high, and now is the time to act.



Appendix

2024 KWIB Quarterly Board Meetings

February 29 - Mayo-Underwood Building, 1st Floor Hearing Room,
500 Mero Street, Frankfort, KY 40601

May 16 - Norton Healthcare Goodwill Opportunity Campus,
2820 West Broadway, Louisville, KY 40211

August 15 - Location TBD

November 21 - Location TBD

All meetings are scheduled for 1:30-3:30 pm EST 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 June 30, 2024, is \$0.45/ mile.

Our Finance department is asking that board members set themselves up as a vendor on their Finance’s website: <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.

Functions of a State Workforce Board

State Workforce Development Board assists the Governor:

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

HELP DRIVE

KENTUCKY'S WORKFORCE DEVELOPMENT

Join the Kentucky Workforce Innovation Board
Strategic Committees



EMPLOYER ENGAGEMENT

Shape a business-led workforce system



WORKFORCE PARTICIPATION

Create opportunities for untapped talent and remove barriers to work



EDUCATION ATTAINMENT

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



RESOURCE ALIGNMENT

Consistently improve the system and increase return on workforce investment

Business and community leaders, educators, and government professionals interested in serving, email us at kwib.projects@ky.gov.



GOOD JOBS PRINCIPLES

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

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

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

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

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

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

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

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

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

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

SCHOOL & TRAINING

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

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

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

Proprietary Schools - **42,000**

HIGHER EDUCATION ANNUAL ENROLLMENT

Public Universities - **114,000**

Private Universities - **51,000**

Community Colleges - **52,000**

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

Kentucky's Workforce Pipeline

Job Corp - **2,300**

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

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

Foster Youth - **5,000**

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

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

Veterans in Kentucky - **287,000**

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

Unemployed - **82,000**

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

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

TOTAL TALENT

ANNUALLY SERVED

UNTAPPED TALENT

