



Quarterly Board Meeting

Draft Minutes

August 15, 2024; 1:30 pm – 3:30 pm EDT

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

1:34 pm Call to order

Kim Menke, Regional Director, Toyota Motor Manufacturing North American, Chair called the meeting to order and welcomed members and guests. He shared housekeeping items that included the need for virtual board members to take themselves OFF mute and turn their cameras ON for roll call, questions, and voting. He mentioned the new audio equipment, which include microphones for in-person attendees. He asked if there are questions or comments from guests, please send those to [Debbie Dennison](#) during or following the meeting. **Roll call was held, and quorum attained.**

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke, Chair	Business	X	Kim Humphrey	Business	X
Annis Franklin	Workforce Representative	X	Johnny Collett	Business	X
Heidi Margulis	Business		Kevin Butt	Business	
Kevin Smith	Business	X	Mayor Robert Blythe	Local Elected Official	
Lori Ulrich, Vice-Chair	Business	X	Michael Buckentin (proxy Teresa Hayes)	Business	X
Scott Pierce	Labor	X	Representative Bobby McCool	Legislative	
Beth Davison (proxy Lakeisha Miller)	Business	X	Keith Sparks	Business	
Terry Sexton	Labor	X	Ryan Holmes	Business	
Cora McNabb	WIOA CORE	X	Kevin Nolan (proxy Rocki Rockingham)	Business	
Dianne Owen	Workforce Representative	X	Secretary Jamie Link	Partner	X
CPE Dr. Aaron Thompson (proxy Leslie Sizemore)	Partner	X	Secretary Jeff Noel (Proxy Michael Yoder)	Partner	X
KDE Commissioner Robbie Fletcher (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	X
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	Partner	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	X
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Guests attending: Myra Wilson, Dr. Charles Aull, Regan Satterwhite, Rachel Adams, Mary Taylor

Online attendance: Tiffany Reeves, Becky Miller, Beth Roberts, Bridget Back, Cathy Hoehn, Correy Eimer, Dondra Meredith, Jenni Hampton, Michelle Drake, Reneau Waggoner, Ryan Homes, Sheila Clark, Tammy Hyde, Tera West, Tom Thompson, Tenco Workforce, Jacqueline Korengel

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

Kim Menke, Chair again welcomed everyone and thanked the Kentucky Department of Education for hosting the meeting. He also welcomed Annissa M. Franklin, Vice President, Urban League of Lexington, to the Board. He then moved to the consent agenda items that were provided in the Briefing Book. Items included the following:

- May 16, 2024, Minutes (provided in briefing packet)*
- Kentucky Career Center (KCC) One-Stop Certification (provided in briefing packet)*
- Career and Technical Education (CTE) Application Approvals (provided in briefing packet)*

No discussion was requested. John Catron **motioned to approve** the consent agenda items; Annissa Franklin **seconded** the motion. Kim Menke asked for any discussion or dissenting votes.

- Lori Ulrich asked to abstain from the vote because of serving on the TENCO workforce board.
- Theresa Hayes asked to abstain from the vote because of servicing on South Central Workforce Board.
- Scott Pierce asked to abstain from the vote because of servicing on Cumberland’s Workforce Board.
- Justin Browning asked to abstain from the vote because of servicing on South Central Workforce Board.
- Kim Humphrey asked to abstain from the vote because of serving on the West Kentucky Workforce Board.

None were dissenting and the **motion passed unanimously**. Kim Menke passed the floor to Regan Satterwhite.

Kentucky Department of Education

Regan Satterwhite, Policy Advisor, Office of Career and Technical Education, Kentucky Department of Education, welcomed everyone on behalf of Commissioner Dr. Robbie Fletcher and Associate Commissioner Dr. Beth Hargis. She then provided a brief overview of what the Office of Career and Technical Education (CTE). Kentucky follows the National Career Clusters Framework that includes 16 career clusters. Kentucky has 150 individualized career and technical education pathways within the secondary level and 13 individual program areas. There is a program expert that oversees each one of these program areas, which range from agriculture to manufacturing. They also work specifically with local districts to create specialized pathways that best fit their regional needs.

Regan shared increases in the 2022-23 CTE data for Secondary Students, was due to the number of employers who participated after learning of the benefits. All 150 career and technical education pathways are seamless, meaning they align for the student to get a head start in high school, continue to postsecondary success, and on to graduation. Regan asked **Mary Taylor, Industry Training Development Specialist**, to speak about the Tech Ready Apprentices for Careers in Kentucky ([TRACK](#)) Program. Since 2012, Mary has been promoting that the skills of Kentucky’s youth can contribute to employers and to the state’s workforce as a whole. She thanked the General Assembly for the increased CTE funding and reiterated that engaging in youth sooner can potentially reduce the number of students in the justice system or other alternatives. Mary shared that the Kentucky Center for Statistics ([KYSTATS](#)) has been collecting data on TRACK youth apprenticeship students that graduated in 2017, which showed 6 years later that they are in the 90 percent retention rate with salaries at \$59,000. She described TRACK students as an untapped, sustainable pipeline and believes that changing the conversation with employers to better navigate this program, will reduce the deficit in our skilled workforce. For more information, please review the slides that are available within the post-meeting packet.

Senator Jimmy Higdon, District 14 praised the work that Mary, Regan, and their teams have accomplished. As more employers open their doors for students to participate in work-based learning, they are breaking down the barrier that has been a challenge from early on. **Kim Menke** also stated that CTE does work. Toyota is working with the local school system in Scott and Fayette Counties, by introducing a manufacturing pathway that launched recently with the start of the new school year, [the 4T Academy](#). It is a two-year program for high school juniors and seniors that includes a work and learn program that ends with a job offer. Toyota anticipates it to work just as their [FAME](#) program.

Annissa Franklin, Vice President, Urban League of Lexington-Fayette County, asked if there was a solar pathway through CTE. Regan explained that a pathway usually starts with a local district and sometimes they already have an employer to support that pathway. The next step involves the development of a pilot program for that pathway, which expands statewide once the pilot program is successful. **Beth Brinly, Deputy Secretary, Education and Labor Cabinet** added that there is a registered apprenticeship program for solar panel installation.

Workforce in the Interim Legislative Session

Kim Menke thanked Regan and Mary for their presentation today. He then opened the floor for the next discussion introducing the panelists: **Beth Brinly, Deputy Secretary, Education and Labor Cabinet; Myra Wilson, Director, Cumberlands Workforce Development Area; and Dr. Charles Aull, Executive Director, Center for Policy and Research, Kentucky Chamber of Commerce.**

Deputy Secretary Beth Brinly shared that they were invited by the Interim Joint Committee on Economic Development and Workforce Development to present on the Department of Workforce Development. Secretary Link and she shared the structure of the department, overviews of each office, statistics that has been collected, and highlighted some significant initiatives. For example, [RETAIN Kentucky](#) is an initiative assisting individuals not injured at work to stay or return to work as soon as possible. This initiative is in partnership with the healthcare system, workers compensation, along with other agencies working toward the same goal. Another example was [Pre-Employment Transition Services \(PreETS\)](#), which focuses on assisting high school age students with disabilities in Kentucky. These services help students develop their transition plan to employment, postsecondary education, or earn and learn opportunities.

Dr. Aull explained that the Chamber was asked to present to the Legislative Taskforce on Workforce and Talent Attraction. This smaller taskforce was a result of legislature discussion during the 2024 session that focused on attracting new workers to the state, along with any barriers. The Chamber joined Nicholas Eberstot, author of [America's Invisible Crisis: Men Without Work](#), focusing their discussion on prime age workers, which are 25-54 years of age. Since the year 2000, there has been a decline in numbers of prime age workers in Kentucky. For this reason, **Dr. Aull** emphasize the need to remove barriers preventing Kentucky from attracting new workers, such as enhance access to high quality childcare, maintaining a low tax environment that is attractive, and making affordable housing obtainable. Improving overall quality of life will only help attract more prime age workers to come to Kentucky. He also spoke about the need to continue the work of connecting those who are incarcerated to viable employment prior to their release. The Chamber has been working to educate employers on this talent pool through the 2nd Chance Hiring Academies

Myra Wilson was asked by Senator Deneen and the Budget Review Subcommittee on Education to discuss the anticipated uses of the \$20 million that the workforce boards received because of HB1. This money, available for a two-year period is to be used on disconnected youth ages 16 to 24 years old. Myra explained approximately 75,000 youth weren't employed or in school in 2012. Speaking in tax dollars, it costs Kentuckians \$14K per youth for every year they experience disconnection in their young-adult years. If the disconnection persists, the tax burden would total \$235K per youth over the course of their lifetime. KentuckianaWorks received the administration of the funds, which is dispersed quarterly to each workforce board. Myra also educated the subcommittee on the 10 local workforce development boards across Kentucky, including recognizing the work of the KWIB and the joint effort it takes from everyone to make a difference in workforce participation.

Kim Menke thanked the panelists for setting the stage for this discussion. He was impressed by the interaction between the presenters and the legislators, which showed the value of *Team Kentucky*. He then asked each of the panelists to provide any takeaways that the KWIB can use as we support workforce development and continuing to move Kentucky forward.

The panelist shared takeaways that would be useful for attendees and the KWIB to spark ways to work together to enhance and better serve customers, partners, employers, and staff across the state.

- Increase Awareness: educating everyone on programs/initiatives available.
- Collaboration: mutually reinforcing activities to prevent duplicating services.
- Attracting new workers and retaining prime-age workers.
- Barrier Mitigation: revamping Work Ready Communities to create strategies specifically that can mitigate barriers. For example, digital equity and digital skills are essential skills.
- Demographic Reality: research and attain tangible concepts for policymakers to consider.

KWIB Strategic Advance

Kim Menke shared the Strategic Advance meeting agenda that will take place on November 20 and 21, 2024, at the Campbell House in Lexington. During this meeting The KWIB members, Education and Workforce Collaborative (Collaborative) members and Local Board Chairs, will review the existing Strategic Plan, hold focus sessions around strengths, weaknesses, opportunities, and threats analysis (SWOT) on existing strategic goals, create new key priorities, and network.

Introduction of Ready for Industry Platform

Rachel Adams, Staff Assistant to the Commissioner's Office, Department of Workforce Development, introduced the newly acquired *Ready for Industry* platform. This resource includes 5 self-paced courses that create a bridge between standard education and the knowledge needed to succeed in Kentucky's top industries, targeted at late high school, early post-secondary and/or workforce. The courses provide the following:

- Introduction to the Industry
- What it is like to work in the Industry
- Industry terminology and common practices
- Workplace Expectations in the Industry
- Career Opportunities and Descriptions
- Current Issues and Trends in the Industry
- Career Pathways, Education required and Certifications needed in the Industry

This tool is FREE to interested individuals and may be accessed through youth and adult education service providers.

For more information, please see the *Ready for Industry* document included in the post-meeting packet.

Kim Menke expressed gratitude to everyone for attending. He recognized Board members who have served their terms and thanked them for their service, contributions, and innovation over the years. Those leaving include Amy Luttrell, Heidi Margulis, Terry Sexton, Scott Pierce, and Lori Ulrich. He then added as a reminder, that the next quarterly KWIB meeting will be held immediately following the Strategic Advance meeting on November 21st at the Campbell House in Lexington. He asked Alisher Burikhanov for final comments.

Alisher added that the 2024 – 2027 WIOA [State Plan](#) was accepted by the US Department of Labor and the US Department of Education. . He referred to the membership travel reimbursement information sheet along with a recruitment handout in the meeting packet and lifted thanks, on behalf of the KWIB staff, to those members leaving the board.

Kim Menke mentioned today marked Debbie Dennison’s four-year anniversary with the KWIB and expressed appreciation for her hard work over the years. He then asked for final comments. There were none and he concluded the meeting.

3:22 pm EDT Adjournment

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

Kentucky Department of Education
300 Sower Bldg, 1st Floor
Frankfort, Kentucky 40601

Join Zoom Meeting

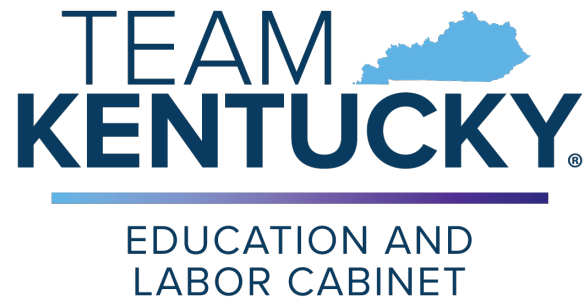
<https://us06web.zoom.us/j/85934705583?pwd=bIBS8KTcsWTtq7haqGXjP5vRdlzWbP.1>

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*
- Provided in briefing packet:*
- *May 16th, 2024, Minutes*
 - *Kentucky Career Center (KCC) One-Stop Certification*
 - *Career & Technical Education (CTE) Certification Approvals*
- 1:45 Kentucky Department of Education**.....*Regan Satterwhite, Policy Advisor*
Office of Career and Technical Education
- 2:00 Workforce in the Interim Legislative Session**..... *Beth Brinly, Deputy Secretary, Education and Labor Cabinet;*
Myra Wilson, Director, Local Workforce Development Area, Cumberland Area;
Dr. Charles Aull, Executive Director, Center for Policy and Research, Kentucky Chamber of Commerce
- 2:45 KWIB Strategic Advance**.....*Kim Menke*
- 3:00 Introduction of Ready for Industry Platform**.....*Rachel Adams*
Staff Assistant to the Commissioner’s Office, Department of Workforce Development
- 3:15 Closing Comments & Member Recognition**.....*Kim Menke*
Alisher Burikhanov
Executive Director, KWIB
- 3:30 ADJOURNMENT**

****** NEXT MEETING: THURSDAY, 11/21/2024 @ THE CAMPBELL HOUSE, LEXINGTON, KENTUCKY**



Kentucky Workforce Innovation Board
Meeting Briefing Book

August 15, 2024

1:30 – 3:30 pm EDT

1:00 pm EST Networking

Location: Kentucky Department of Education
300 Sower Blvd – 1st Floor, Frankfort, KY 40601

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Kentucky Workforce Innovation Board Meeting Briefing Book

August 15, 2024, 1:30-3:30 pm EDT

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Kentucky Department of Education
300 Sower Bldg, 1st Floor
Frankfort, Kentucky 40601

Join Zoom Meeting

<https://us06web.zoom.us/j/85934705583?pwd=bIBS8KTcsWTtq7haqGXjP5vRdlzWbP.1>

Meeting ID: 859 3470 5583 / Passcode: 546958

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Executive Director, KWIB
- 3:30 ADJOURNMENT**

****** NEXT MEETING: THURSDAY, 11/21/2024 @ THE CAMPBELL HOUSE, LEXINGTON, KENTUCKY**

Consent Agenda



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



August 15, 2024
Consent Agenda Item

Kentucky Career Center (KCC):
Comprehensive Center

KCC One-Stop Certification and Recertifications

Recommendation

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

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

Local Workforce Development Area	Center Location	Center Type	Previous Type
Cumberlands	410 E Main Mt. Vernon, Somerset, KY 42501	Comprehensive Center	Comprehensive Center

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

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

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



Kentucky Career Center (KCC):
Affiliate Center

KCC One-Stop Certification and Recertifications

Recommendation

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

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

Local Workforce Development Area/Center Name	Center Location	Center Type	Previous type
Cumberlands	Clinton County Board of Education, 2353 North HWY 127, Albany, KY 42602	Affiliate	Affiliate
Cumberlands	Kentucky Career Center - Campbellsville, 1311-C East Broadway, Campbellsville, KY 42718	Affiliate	Affiliate
Cumberlands	Kentucky Career Center - Columbia, 969 Campbellsville Rd, Columbia, KY 42728	Affiliate	Affiliate
Cumberlands	Kentucky Career Center – Liberty, 1031 Hustonville Rd, Liberty, KY 42539	Affiliate	Affiliate
Cumberlands	Laurel County Adult Education, 103 Northside Plaza, Corbin, KY 40701	Affiliate	Affiliate
Cumberlands	Somerset Community College, 141 College St., Whitley City, KY 42653	Affiliate	Affiliate

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

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

https://drive.google.com/drive/folders/1EEk6tNwRzJXU1O30okThxZwy0KaDWqEH?usp=drive_link

Kentucky Career Center (KCC):
Access Point

KCC One-Stop Certification and Recertifications

Recommendation

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

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

Local Workforce Development Area	Center Location	Center Type	Previous Type
South Central	Allen County Adult Education Center, 110 S. Court Street, Scottsville, KY 42164	Access Point	Partner Location
South Central	Allen County Public Library, 106 Public Square, Scottsville, KY 42164	Access Point	Partner Location
South Central	Barren County Adult Education Center, 126 State Avenue, Bldg. F, Glasgow, KY 42141	Access Point	Partner Location
South Central	Butler County Adult Learning Center, 178 Academic Way, Morgantown, KY 42261	Access Point	Partner Location
Northern Kentucky	Campbell County Public Library Cold Spring Branch, 3920 Alexandria Pike, Cold Spring, KY 41076	Access Point	Access Point
Cumberlands	Cumberland County Office, 213 Upper St. Burkesville, KY 42717	Access Point	Access Point
South Central	Edmonson County Adult Education Center, 100 Park Place, Brownsville, KY 42210	Access Point	Partner Location
South Central	Edmonson County Public Library, 280 Ferguson Street, Brownsville, KY 42210	Access Point	Access Point
South Central	Hart County Adult Education Center, 230 Interstate Plaza, Munfordville, KY 42765	Access Point	Access Point

West Kentucky	JobNet Career Center, 75 Railroad Street, Madisonville, KY 42431	Access Point	Affiliate
South Central	Kentucky Career Center Glasgow, 445 N. Green Street, Glasgow, KY 42141	Access Point	Partner Location
Cumberlands	Kentucky Career Center, Russell Springs, 2384 Lakeway Drive, Russell Springs, KY 42642	Access Point	Access Point
Northern Kentucky	Kentucky Career Center, 1209 Highland Avenue, Carrollton, KY	Access Point	Access Point
Cumberlands	KCTCS London Campus, 100 University Drive, London KY 42642	Access Point	Access Point
South Central	Logan County Adult Learning Center, 201 W. 6th Street, Russellville, KY 42276	Access Point	Partner Location
South Central	Logan County Good Samaritan, 602 E. 4th Street, Russellville, KY 42276	Access Point	Access Point
South Central	Metcalfe County Bowling Park, 1608 W. Stockton Street, Edmonton, KY 42129	Access Point	Access Point
South Central	Monroe County Adult Education Center, 309 Emberton Street, Tompkinsville, KY 42167	Access Point	Partner Location
Cumberlands	Kentucky Career Center – Monticello, 121 North Main St., Monticello, KY 42633	Access Point	Affiliate
TENCO	Mount Sterling Career Center, 44 West Main Street, Mount Sterling, KY 40353/859-274-8480	Access Point	Partner Location
Northern Kentucky	Owenton County Public Library, 1370 Highway 22 E, Owenton, KY 40359	Access Point	Access Point
Northern Kentucky	Pendleton County Public Library, 801 Robbins Avenue, Falmouth, KY 41040	Access Point	Access Point
West Kentucky	Purchase Area Development District, 1002 Medical Drive, Mayfield, KY 42066	Access Point	Access Point
South Central	Simpson County Adult Education Center, 175 Davis Drive, Franklin, KY 42134	Access Point	Partner Location
South Central	Simpson County Literacy Center, 231 S. College Street, Franklin, KY 42134	Access Point	Access Point
West Kentucky	Transition Assistance Program Office, 5661 Screaming Eagle Blvd., Ft. Campbell, KY 42223	Access Point	Access Point

South Central	Warren County Adult Education Center, 1845 Loop Drive, Bowling Green, KY 42101	Access Point	Access Point
South Central	William B. Harlan Memorial Library, 500 W. 4th Street, Tompkinsville, KY 42167	Access Point	Access Point

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

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive: [https://drive.google.com/drive/folders/114-VG1SwrU4IOCl4KnBK9U-q0bhQfooh?usp=drive link](https://drive.google.com/drive/folders/114-VG1SwrU4IOCl4KnBK9U-q0bhQfooh?usp=drive_link)



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?
Forest Worker Certification Program	Agriculture	Recommends Industry representatives noted this is valid within forestry careers and is recognized by KY business & industry.
Physical Therapy Technician Certification	Health Science	Recommends A valuable certification option for students especially given the current workforce shortage.
Toon Boom Associate Certification Storyboard	Computer Science/Media Arts	Recommends A certification on storyboards alone would not be a marker for career readiness on its own. BEAT recommends the certification be included as an option in the existing stack options.
KY Real Estate Sales Associates Pre-License Certificate of Completion	Business & Marketing	Pending Previously denied due to no direct CTE program of studies alignment, reconsideration has been requested

- On-going review results: TEDS Alignment Project - Valid Industry Certification – 2024-2025 Version 1.0
- Update: NOCTI JROTC Leadership and Employability Skills Credential - JROTC BEAT: Recommends New alignment with the Air Force JROTC.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive.
https://drive.google.com/drive/folders/1HuCx_urCenEEL7-uEz3JHkYyGrREs8da?usp=sharing

Career and Technical Education Certificate Programs

Certification Information

➤ Forest Worker Credential

- **Description:** Credential for high school students preparing for employment in forestry. Details on cost are not provided.
- **Website:** [Forestry Works](#)
- **Recognized by:** Kentucky Forestry Association
- **Workforce Areas:** Various across Kentucky.
- **Previous Program Status:** No previous programs.

➤ Physical Therapy Technician Certification

- **Description:** Certification for Physical Therapy Technicians, enabling them to assist in various healthcare settings. The cost is \$119.
- **Website:** [AMCA Exams](#)
- **Recognized by:** Three Rivers Medical Center
- **Workforce Areas:** Statewide.
- **Previous Program Status:** No previous programs.

➤ Toon Boom Associate Certification Storyboard Pro

- **Description:** Certification for Storyboard Pro software, a tool used in storyboarding. The exam costs \$55.
- **Website:** [Toon Boom Certification](#)
- **Recognized by:** Brightshift Inc.
- **Workforce Areas:** Various across Kentucky.
- **Previous Program Status:** Approved and rejected programs.

➤ Kentucky Real Estate Sales Associates Pre-License Certificate of Completion

- **Description:** 96-hour course covering real estate principles and Kentucky real estate law.
- **Website:** [Kentucky Real Estate Commission](#)
- **Recognized by:** Kentucky Real Estate Commission/Keller Williams Louisville
- **Workforce Areas:** Greater Louisville.
- **Previous Program Status:** No previous programs.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive.
https://drive.google.com/drive/folders/1HuCx_urCenEEL7-uEz3JHkYyGrREs8da?usp=sharing

READY FOR INDUSTRY

From the creators of Learning Blade® for STEM and KeyTrain®/ Career Ready 101® for ACT WorkKeys®, acquired by ACT, Inc.

Ready for Industry™ (RFI) is a resource that includes self-paced courses that create a bridge between standard education and the knowledge needed to succeed in industry.

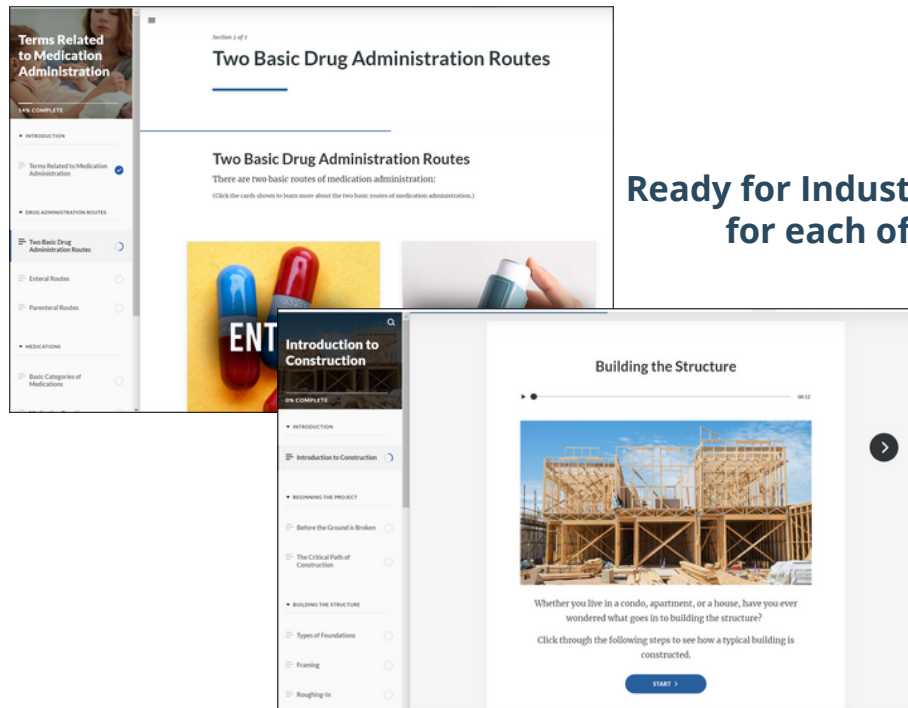
RFI addresses two gaps that exist in potential skilled workers:

- *Understanding and selecting an industry for a career path*
- *Learning the general terminology and processes that employers use to make them more productive on the job*



Ready for Industry provides separate 15-20 hour courses for each of the 5 highest-demand industries:

- ✓ **Healthcare**
- ✓ **Manufacturing**
- ✓ **Logistics**
- ✓ **Construction**
- ✓ **Information Technology (IT)**



For each of the 5 highest-demand industries, RFI provides self-paced, online instruction on:

- Introduction to the Industry
- What it is like to Work in the Industry
- Industry Terminology and Common Practices
- Workplace Expectations in the Industry
- Career Opportunities and Descriptions
- Current Issues and Trends in the Industry
- Career Pathways, Education and Certifications in the Industry

RFI prepares individuals for the workplace but is NOT a replacement for technical training.

Participants can earn a certificate of completion.



ReadyForIndustry.com



info@ThinkingMedia.com

Next Steps

Please submit a request to receive user access to demo this tool by completing this brief questionnaire using the QR code below.



Ready for Industry Follow-Up Form:

[https://forms.office.com/Pages/ResponsePage.aspx?](https://forms.office.com/Pages/ResponsePage.aspx?id=TX9812fXH0a2JQYoeS6eKiu2bodEux5NjN4gzJ52q4FUNURaQURWQkhRRUINUUVIWMzRSMjhGSFJPTS4u)

[id=TX9812fXH0a2JQYoeS6eKiu2bodEux5NjN4gzJ52q4FUNURaQURWQkhRRUINUUVIWMzRSMjhGSFJPTS4u](https://forms.office.com/Pages/ResponsePage.aspx?id=TX9812fXH0a2JQYoeS6eKiu2bodEux5NjN4gzJ52q4FUNURaQURWQkhRRUINUUVIWMzRSMjhGSFJPTS4u)

KWIB Strategic Advance – Agenda Overview

Location: The Campbell House, Lexington, KY

Dates: November 20 & 21st

Day One: Wednesday, November 20th (10am-4:30pm)

Day One Goals:

- Scorecard of Strategic Plan
- Overview of statewide initiatives (informed by WIOA State Plan)
- Strengths, Weaknesses, Opportunities, and Threats Analysis (facilitator assisted SWOT)

Morning Activities:

- Opening and Welcome
- Overview of Goals
- Introduction to SWOT

Post Lunch Activities:

- Breakout Sessions – SWOT on Strategic Goals
- Networking & Reception

Day Two: Thursday, November 21st (7:30am – 12:15pm) & KWIB (1:30pm – 3:30pm)

Day Two Goals:

- Creating the key priorities and strategies

Morning Activities:

- Breakout Sessions – Strategic Activities
- Identifying the top priorities and strategies

Post Lunch Activities:

- KWIB Board Meeting

Appendix

Kentucky's 2024-2027 WIOA State Plan Briefer

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, in the commonwealth, 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 the 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 activities discussed throughout the WIOA State Plan.

Executive Summary

The Commonwealth of Kentucky is entering the Workforce Innovation and Opportunity Act (WIOA) 2024-2027 State Planning period after securing the best four-year period of economic growth in the state's history. Over the last four years, more than \$28.7 billion dollars in private investments have flowed into the state, creating more than 51,200 new jobs for Kentuckians. Most importantly, these are high-quality, good-paying jobs that sustain families and communities. In 2023, Kentucky reached the highest average incentivized wage of \$26.67/hour, plus benefits. These historic investments include building two of the world's largest electric vehicle battery plants, securing Kentucky's position as the global EV battery capital. A wide and diverse set of additional economic investments complemented this growth, as private businesses continued to trust and believe in Kentucky's ability to provide a skilled and ready workforce to fill these jobs of the future.

To ensure the Commonwealth continues to be successful in meeting these new demands, as well supporting the needs of existing businesses in the commonwealth, the workforce development system must serve as an ecosystem with strategic direction from the Kentucky Workforce Innovation Board (KWIB) in collaboration with the Department of Workforce Development (administrators of WIOA). The opportunity to build equitable pathways to good quality jobs in a

wide array of industries is better now than at any time in Kentucky’s history. The established partnerships across the workforce development system are well-positioned to serve all Kentuckians – including untapped talent pools WIOA was designed to serve, such as disconnected youth, justice-involved individuals, citizens with disabilities, veterans and their families, adults of limited literacy or those for whom English is not their primary language, and many others.

To accomplish these tasks, Kentucky Governor Andy Beshear’s charge for all of Team Kentucky to embrace a “Forward, Together” model, working collaboratively to provide the highest level of support to Kentucky job-seekers, workers, and businesses through a collective team approach. This call to action directly aligns with KWIB’s vision to “create 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.” This North Star is supported by the four goals of Kentucky’s Workforce Strategic Plan: employer engagement, education attainment, workforce participation, and resource alignment.

In this 2024-2027 WIOA State Plan, Kentucky’s strategic and operational activities are outlined with the overarching theme of continuous improvement to enhance alignment, collaboration, and partnerships to better serve the needs of individual customers, businesses, and workforce system staff in a rapidly evolving economy. From highlighting successful local programs executed by the 10 Local Workforce Development Areas (LWDA), to showing how the Department of Workforce Development is innovating to meet business and individual customer needs; all are accomplished through the enterprise-wide branding of the Kentucky Career Centers (KCC).

Furthermore, this WIOA State Plan is informed by various stakeholders essential to the execution of the Commonwealth’s strategic and operational direction. This was accomplished through localized and statewide listening sessions, as well as input from individuals representing businesses, elected officials, community-based organizations, government, and individual consumers, all of whom contributed their unique perspectives on a reimagined workforce development system. This state plan is meant to be a living document that encourages the workforce development ecosystem to continue to work collaboratively to best meet the needs shared by the stakeholders.

This plan also takes into consideration the historic investments that will be powering up the national economy via the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act, which present opportunities for workforce development partnerships that support physical infrastructure construction, and also provide innovative vehicles to address equitable access to good jobs, such as rural connectivity via broadband expansion and improved digital equity across the Commonwealth. The key is to align and leverage new resources to expand, grow, and innovate existing programs, such as career pathways and sector strategies.

To create a workforce development system that is value driven for employers, we must align educational opportunities and training with industry demands to prepare Kentuckians for the future of work while also driving economic development. The 2024-2027 WIOA State Plan embraces the collaborative spirit of Team Kentucky to move the Commonwealth Forward, Together.

Highlights

- The Kentucky Strategic Plan is the north star of the plan with the four goals serving as pillars: employer engagement, education attainment, workforce participation, and resource alignment.
- Contribution from local listening sessions is included throughout the plan; contributors included: local businesses, local elected officials, community-based organizations, system partners, and individual customers.
- Strengths focus on the collaborative spirit of the workforce development ecosystem and connect various activities under the four goals and objectives of the Strategic Plan.
- Weaknesses are focused on the barriers to employment consisting of access to childcare, transportation (urban and rural), and affordable housing. The solution to these barrier hinges on partnership across state and local entities.
- The flow of action is shared: KWIB providing strategy, Education and Workforce Collaborative providing direction, and the Department of Workforce Development providing execution.
- Discussion on leveraging Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act and Science Act (totaling over a trillion dollars) provides opportunity to continue growing the share of Kentucky’s involvement. The important of leveraging these resources to grow existing workforce programming is crucial.
- Partnership opportunities with employers and educational institutions discussed; Work-Based Learning (WBL) serving as an effective tool for both learners and businesses.
- Coordination with economic development is discussed as it relates to Statewide Workforce and Talent Team (SWATT), Work Ready Communities – Next Generation, and overall collaboration to serve current Kentucky employers and new and expanding businesses.
- Good job principles are reviewed as an avenue to increase outcomes for individual customers and increase recruitment and retention for businesses.
- Procurement of assessment and evaluation by a third party is reviewed, specifically, procurement of an integrated case management system.
- Operationally, information is provided from Kentucky Office of Adult Education (highlighting Title II), Career Development Office (highlighting Title III and JVSG, TAA programs), Unemployment Insurance, and the Office of Vocational Rehabilitation (highlighting Title IV).

Workforce Summary Report

July 19, 2024

Pursuant to the 2022 Budget Bill (HB1), the Education and Labor Cabinet (ELC) presents the findings of the University of Kentucky's Center for Business and Economic Research (CBER) Workforce study.

Background: The 2022 Executive Branch Budget (HB 1), provided for a study to be conducted by the University of Kentucky's Center for Business and Economic Research to evaluate the effectiveness of Kentucky's state-sponsored workforce development programs. For this report, ELC and CBER have defined state-sponsored workforce development programs as those receiving over 50% state funding.

The review is primarily focused on Kentucky Adult Education (KYAE), the Kentucky Community Technical College System (KCTCS) TRAINS program, and the Bluegrass State Skills Corporation (BSSC). While sufficient data was available to evaluate KYAE and TRAINS, the same level of data was not available for the BSSC. The appendix summarizes several components of the workforce development system and provides information on the types of services provided, populations served, and, where possible, expenditures by funding source.

The CBER Workforce Study does not describe all components of the Kentucky workforce development system. Significant programs remain across various agencies and Kentucky cabinets that play a role in workforce development, like funding made available through the CHIPS and Science Act and the Infrastructure and Jobs Act of 2023.

Executive Summary of the Workforce Study:

Chapter 1 Introduction: This study examines how state-sponsored workforce development programs influence salaries and employment. It also examines the demographics of labor outcomes of Kentucky's workforce programming. The findings are encouraging, as effective workforce development has the potential to yield positive labor market results, reduce the demand for unemployment insurance, and increase tax revenue.

Chapter 2 Adult Education: KYAE offers General Education Development (GED) and GED preparation courses to various populations, including those in the justice system and individuals for whom English is a Second Language (ESL). It also provides other services like Integrated Education and Training (IET), workplace literacy, and family literacy through a diverse set of education and training partners. This study compares labor market performance of adults between 18 and 32 years old who participated in adult education programming and those who did not complete high school.

The study indicates that career outcomes are improved with KYAE involvement. Participants had higher employment rates than non-participants after enrollment. However, employment impact gains declined after four years. Male employment rate gains declined more quickly than females reducing by nearly half the initial difference of 14.6%. Specifically Black males lost their employment advantage 3–4 years after enrollment. Although further education may have temporarily lowered salaries due to classes and GED prep hours, wages increased after the initial decline.

Female wages rose gradually and significantly following enrollment. Compared to females, the wages of all men enrolled were slightly higher (2-3%). Like females, when studying males registered in adult basic education, wages experienced a short-term decrease upon enrollment during this period. In comparison to those who continued to attend, it took ESL learners longer to catch up on wages than those with uninterrupted attendance.

Chapter 3 TRAINS: This program was established to assist Kentucky companies in designing and funding employee training. Companies typically contribute 25% of training costs plus 10% of administrative fees, while the state covers the remaining costs, to aid in the creation of training programs for the employers' workers. KCTCS offers college-credit and multiple-day, non-credit training. For-credit courses often address specialized topics. Some of the most common for-credit courses are business administration services, computer information technology, electrical technology, industrial maintenance technology, engineering and electronics technology, mining technology, industrial safety, management, plumbing, and welding.

The study focused on how TRAINS credit courses affect labor market outcomes by identifying personnel who took the courses and those who did not. CBER compared the two groups' employment status and income before and after enrollment in TRAINS. The study found that TRAINS credit courses increase employment rates, both short and long term, but not wages. Specifically, it found 80% of female participants remained employed 16 quarters after enrollment, compared to 65% of non-participants. As for males, participants had as much as a 10% higher employment rate than non-participants after 12 quarters. However, this effect dissipated by the 14th quarter.

While participants did not experience initial higher wages due to TRAINS credit courses, many TRAINS participants were newly hired employees, demonstrating employment improvements and the success of the program.

Appendix of the CBER Report: This section provides an in-depth description of the publicly funded workforce development system via the Workforce Innovation and Opportunity Act (WIOA), including a comprehensive network of federal, state, and local agencies, private businesses, educational institutions, and other entities. This section outlines a wide range of programs that are delivered by the ELC, Kentucky Department of Education, KCTCS, Kentucky Higher Education Assistance Authority, Cabinet for Economic Development, Cabinet for Health and Family Services. The collective goal is to enhance the skills of Kentucky's emerging and existing workforce and facilitate connections between potential workers and employers.

Workforce development services cater to many populations, including veterans, people with disabilities, dislocated workers, youth, and the general workforce. These programs intend to improve employability, skills, and job prospects for Kentuckians and provide resources to support training, education, and employment initiatives. In essence, Kentucky's workforce development system comprises multiple components offering services tailored to different needs and demographics, collaborating across sectors to equip workers with the necessary skills and connect them to employment opportunities.

Kentucky Career Centers are cornerstone of the workforce system which are certified by Local Workforce Development Boards. These Boards are employer-led, understand the regional labor market and invest in preparing the emerging and existing workforce to fill high demand occupation or upskill to advance on a career path. Career center offices are the focal point of Kentucky's workforce system where workers and employers connect. Specifically, these centers can help Kentuckians:

- find job openings;
- screen and test for jobs that match their skills;
- fund eligible on-the-job training and customized training needs;
- arrange space for job interviews, and in some areas, schedule interviews via video conferencing;
- provide access to detailed labor market information for the local area, Kentucky and the nation;
- provide services to help both employer and employees when facing layoffs or other major issues;
- offer unemployment insurance information and contacts; and

- make connections with vocational rehabilitation services.

The Kentucky Career Centers also help Kentucky businesses develop their workforce, serving the critical need of increasing employee retention and finding qualified candidates for hard-to-fill jobs. It grows talent through work-based training initiatives, combining on-the-job training with first-hand experience.

Observations:

The three state-sponsored workforce development programs provide essential services to both individuals obtaining the necessary skills for employment and business customers employing a 21st century workforce. Adult Education seeks to provide the large and diverse population of adults who lack basic skills, a high school credential, or English language skills with the competencies they need to be productive workers in Kentucky's growing economy. KCTCS TRAINS is designed to help companies offset the cost of workforce training so that their employees can meet the business's specific needs.

Adult Education:

Improving literacy skills is essential to developing academic skills, educational progression, employment, and earnings. ELC celebrates the positive outcomes for adult education learners in the areas of placement and outcomes, which are especially significant for females overall and minority populations. The study indicates there was a particularly significant impact on wages for Hispanic females and males.

The diminishing impact on employment after 4 years demonstrates the need to expand the emphasis on developing literacy skills, continually adding skills in adult education services, and further integration with other workforce programs and services. This is often achieved through evidence-based career development and transition instructional models like Integrated Education and Training (IET) programs and bridge classes.

IET is an educational model designed to provide adult learners with training for an in-demand occupation or occupational cluster while simultaneously strengthening their basic skills and building essential employability skills needed for workforce success. These three components are integrated into a single set of learning objectives.

Bridge classes are designed to help learners transition from basic skills programming to postsecondary education and occupational training. Support services, such as social services, basic and life skills training, cohort tutoring, career coaching, and/or job placement and retention support, are essential elements of a comprehensive adult learner service strategy.

TRAINS:

TRAINS is a postsecondary workforce development effort designed to meet the needs of Kentucky businesses and allow them to remain competitive in their respective industries. A key component of TRAINS is upskilling the workforce, which will encourage businesses to stay and expand in the Commonwealth by helping offset the cost of workforce training for current and future employees.

An example would be an employer introducing new technology or a new piece of equipment to a company process and requiring employees to be trained to use the technology and/or operate a new piece of equipment efficiently and safely. This program allows the employee to gain new or better skills that can be essential to retaining employment and provides opportunities for career advancement internally or externally.

The positive outcomes around TRAINS underscores the importance of sectoral training programs and work-based learning (WBL). Sector-based training provides workers with the necessary skills to obtain employment in well-paying jobs in high-demand sectors without requiring a four-year college degree. These programs often prove particularly effective for disadvantaged populations. Sector partnerships help produce the curricula in which

students or workers are trained, and workers are referred to the partners for employment after completing the program.

Work based learning is an educational strategy that provides students with real-life work experiences where they can apply academic and technical skills to develop their employability by obtaining industry recognized credentials and certificates. It provides structured learning experiences through a continuum, including mentorship, internship, pre-apprenticeship, and registered apprenticeship. For success, the work-based learning system must be designed and implemented with the employer at the center through industry partnerships that drive the development of these experiences along the education and training process.

General Notes:

ELC outlines additional observations worthy of note.

Data Limitations and Range of Data Used: There was not sufficient data to analyze the Bluegrass State Skills Corporation program, one of three state-sponsored workforce programs identified. Data constraints also led the study to focus on how TRAINS credit courses affect labor market outcomes. Further, the use of other data like Medicaid, TANF, SNAP, childcare, etc., could provide additional benefits for these programs, such as reducing the reliance on safety net programs beyond income tax revenue.

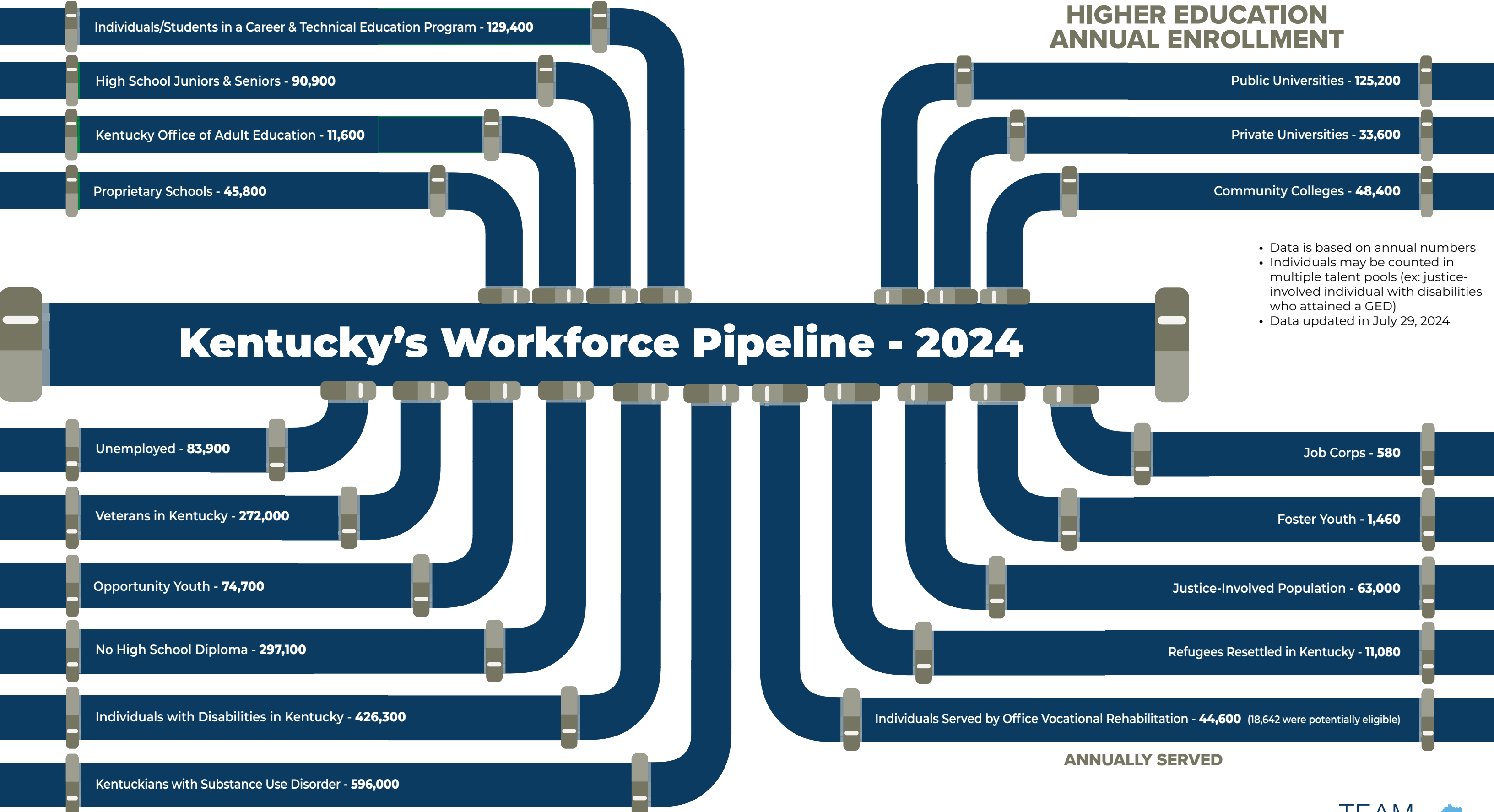
Capturing the Evolution of the Workforce Development System: The study and analysis did not take into account the policy and organizational shifts at the federal and state levels, the distinguishing characteristics of various programs, etc. A few examples include: 1) the change in law and policy implications and service strategies from the Workforce Investment Act to the Workforce Innovation and Opportunity Act in adult education, such as, a greater emphasis on career pathways and postsecondary transition; and, 2) who is the primary customer for various programs and initiatives like TRAINS, which is focused on the employer as the customer.

Labor Market Dynamics Consideration: The analysis included minimal references and overall effects on labor market conditions, such as the Great Recession and the COVID-19 pandemic, during the study period from 2009 through 2022. Labor market conditions often have a positive or negative impact on enrollment, completion, and labor market outcome data, such as wages. The COVID-19 pandemic, in particular, had an impact on individual participation and program outcomes in adult education and the wages of TRAINS program completers.

To view the full report: <https://kcc.ky.gov/Documents/UK%20CBER%20The%20Effects%20of%20KYs%20Adult%20Education%20Program%20and%20TRAINS%20on%20Labor%20Market%20Outcomes%202024.pdf>

SCHOOL & TRAINING

HIGHER EDUCATION ANNUAL ENROLLMENT



Kentucky's Workforce Pipeline - 2024

- 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 July 29, 2024

TOTAL TALENT

UNTAPPED TALENT

ANNUALLY SERVED

Kentucky's Workforce Pipeline Regions

EAST REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **20,100**
 High School Juniors & Seniors: **13,400**
 Kentucky Office of Adult Education: **1,500**

HIGHER EDUCATION ANNUAL ENROLLMENT:

Public Universities: **5,500**
 Private Universities: **4,000**
 Community Colleges: **8,700**

ANNUALLY SERVED:

Job Corps: **160**
 Foster Youth: **170**
 Individuals Served by Office Vocational Rehabilitation: **11,400**

TOTAL TALENT:

Veterans: **32,000**
 Individuals with Disabilities: **91,300**
 Unemployed: **12,100**
 No High School Diploma: **65,800**



CENTRAL REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **44,000**
 High School Juniors & Seniors: **32,200**
 Kentucky Office of Adult Education: **4,000**

HIGHER EDUCATION ANNUAL ENROLLMENT:

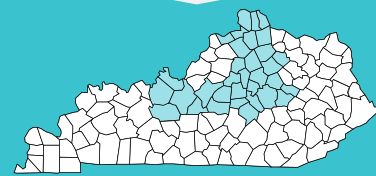
Public Universities: **61,400**
 Private Universities: **9,700**
 Community Colleges: **14,500**

ANNUALLY SERVED:

Job Corps: **100**
 Refugees Resettled in Kentucky: **1,400**
 Foster Youth: **470**
 Individuals Served by Office Vocational Rehabilitation: **14,500**

TOTAL TALENT:

Veterans: **98,500**
 Individuals with Disabilities: **128,200**
 Unemployed: **29,200**
 No High School Diploma: **85,200**



BI-STATE REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **23,000**
 High School Juniors & Seniors: **18,700**
 Kentucky Office of Adult Education: **2,600**

HIGHER EDUCATION ANNUAL ENROLLMENT:

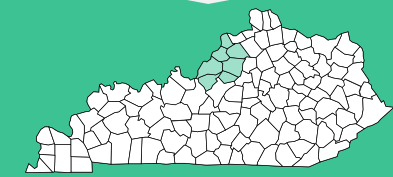
Public Universities: **21,200**
 Private Universities: **4,300**
 Community Colleges: **7,500**

ANNUALLY SERVED:

Job Corps: **170**
 Refugees Resettled in Kentucky: **8,600**
 Foster Youth: **350**
 Individuals Served by Office Vocational Rehabilitation: **5,600**

TOTAL TALENT:

Veterans: **60,000**
 Individuals with Disabilities: **74,500**
 Unemployed: **19,600**
 No High School Diploma: **55,000**



SOUTH CENTRAL REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **23,000**
 High School Juniors & Seniors: **13,600**
 Kentucky Office of Adult Education: **2,000**

HIGHER EDUCATION ANNUAL ENROLLMENT:

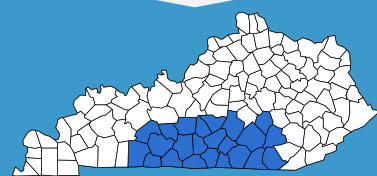
Public Universities: **28,600**
 Private Universities: **14,200**
 Community Colleges: **6,500**

ANNUALLY SERVED:

Job Corps: **50**
 Refugees Resettled in Kentucky: **900**
 Foster Youth: **380**
 Individuals Served by Office Vocational Rehabilitation: **7,800**

TOTAL TALENT:

Veterans: **35,400**
 Individuals with Disabilities: **65,700**
 Unemployed: **11,600**
 No High School Diploma: **52,000**



WEST REGION

SCHOOL & TRAINING:

Individuals/Students in a Career & Technical Education Program: **19,300**
 High School Juniors & Seniors: **13,000**
 Kentucky Office of Adult Education: **1,500**

HIGHER EDUCATION ANNUAL ENROLLMENT:

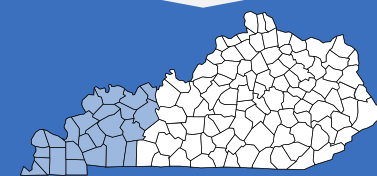
Public Universities: **8,500**
 Private Universities: **1,400**
 Community Colleges: **11,200**

ANNUALLY SERVED:

Job Corps: **100**
 Refugees Resettled in Kentucky: **180**
 Foster Youth: **90**
 Individuals Served by Office Vocational Rehabilitation: **5,300**

TOTAL TALENT:

Veterans: **46,100**
 Individuals with Disabilities: **66,600**
 Unemployed: **11,400**
 No High School Diploma: **39,100**



2025 KWIB Quarterly Board Meetings

February 20 - Location TBD

May 15 - Location TBD

August 21 - Location TBD

November 20 - Location TBD

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

Board Membership Travel Reimbursement Information

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

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

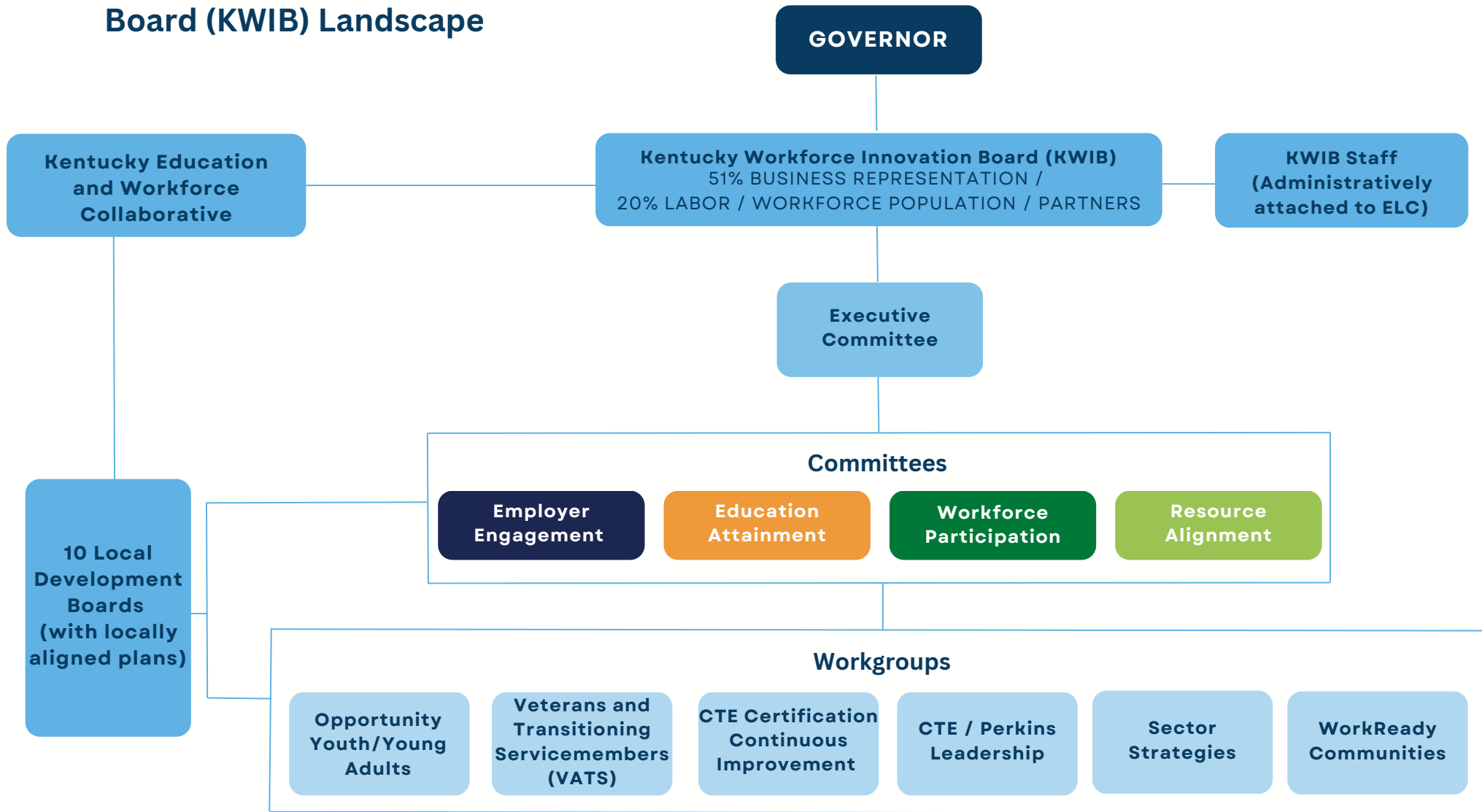
The rate shall be adjusted on January 1, April 1, July 1, and October 1 each calendar year based on the average retail price of regular grade gasoline for the week beginning on the second Sunday of the prior month as follows: AAA Average Weekly Fuel Cost Reimbursement Per Mile a. \$.01 to \$1.499 36 cents per mile b. \$1.50 to \$1.699 37 cents per mile c. \$1.70 to \$1.899 38 cents per mile d. \$1.90 to \$2.099 39 cents per mile e. \$2.10 to \$2.299 40 cents per mile f. Greater than \$2.299 41 cents plus 1 cent for every 20 cent increase Mileage for in-state travel shall be based on the “Kentucky Official Highway Map”, MapQuest website, Google Maps website, or similar web mapping service. Out-of-state mileage shall be based on the most recent edition of the “Rand McNally Road Atlas”, MapQuest website, Google Maps website, or similar web mapping service.

Current rate through September 30, 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.

Kentucky Workforce Innovation Board (KWIB) Landscape



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.