



Minutes
October 1st, 2025
2:00 pm – 3:30 pm EDT

Zoom Meeting

Attendee: Dr. Jeff Sun, Kim Menke, Hilary Writt, Brittany Layne, Dr. Sean Jackson, Dr. Brent Harrison, Brandon Combs, Stephanie Collins, Dr. JC Gregory, Sam Keathley, Ankur Gopal, LaKisha Miller, Leslie Sizemore, Chabela Sanchez Longoria, Cathy Hoehn, Mary Strain, Alice K Houston, Nathan, Sam Keathley, J Browning

Staff: Alisher Burikhanov, Elishah Taylor, LaChrista Ellis, Sara Jagers

Welcome and Introductions

Co-Chair Kim Menke, Provision Process Solutions, called the meeting to order and thanked everyone for attending. He reiterated the taskforce's ongoing work on AI workforce readiness and introduced the day's focus on use cases.

Co-Chair Dr. Jeffrey Sun, University of Louisville, recapped the previous SWOT analysis results, which were Kentucky's strong data infrastructure, low energy costs, and collaboration, while noting the need for a more unified approach. He discussed opportunities for Kentucky to become a regional AI hub..

Business Use Case Presentations: AWS & Interapt

Mary Strain, AI and Machine Learning Specialist, AWS, outlined AWS's efforts to promote responsible AI use and innovation across government, education, and workforce systems. She described AI literacy as a combination of technical skills, curiosity, critical thinking, and communication, which are essential for preparing individuals for the evolving AI landscape.

She described frameworks for K–12 and adult learners focused on ethics, responsible use, and continuous learning, and noted that organizations like JP Morgan are investing heavily in AI training at all levels. AWS supports these initiatives through free training, certifications, and digital credentials that verify and incentivize AI skills.

Strain stressed the need for **leadership engagement** to integrate AI into core operations, citing mission-level projects (e.g., DMV modernization) that improve efficiency and outcomes.

She highlighted **San Diego State University's AI micro-credential for freshmen** and suggested **Kentucky could create a similar statewide AI literacy credential** to link K–12, higher education, and workforce systems, strengthening the state's AI readiness.

Ankur Gopal, CEO of Interapt, presented how his company transformed its business and workforce through AI integration. Interapt shifted from traditional IT consulting to AI-driven services by preparing client data, automating processes, and retraining employees for AI oversight roles. Gopal emphasized ethical use, compliance, and the importance of data readiness as the foundation for successful AI adoption.

He outlined a tiered workforce approach starting with foundational AI exposure, data literacy, and ethical use—progressing to business validation and company-specific training. He highlighted communication and problem-solving skills as essential in AI-centric and low-code roles, often more valuable than deep technical skills.

Overall, Gopal framed AI readiness as a mix of data and AI literacy, ethical awareness, and adaptable workforce training, underscoring that successful AI transformation depends as much on people and process change as on technology itself.

Group Discussion

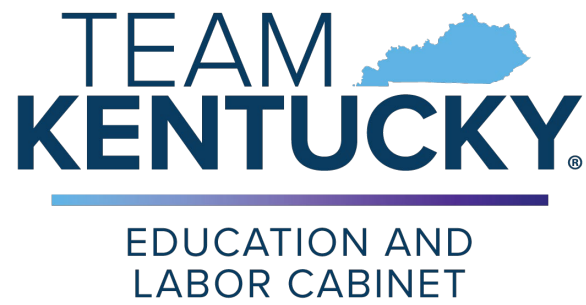
The taskforce discussed creating a standardized, statewide AI credentialing system with badges to clarify skill levels, address regional disparities, and ensure baseline AI literacy. Cohort-based learning, hands-on exercises, and design thinking were recommended to develop skills in structured groups, alongside coordinated efforts across education, state systems, and businesses. Emphasis was placed on ethical AI use, legal compliance, and standardization across platforms. Workforce development should focus on upskilling existing employees, with investment in retraining to mitigate job displacement and meet evolving industry demands. This layered, scalable approach aims to prepare an equitable, AI-ready workforce in Kentucky.

Next Meeting

Alisher Burikhanov announced an upcoming IBM session to showcase AI applications and training, building on examples from Ankur and AWS. Participants stressed collaboration among businesses, labor groups, government, and educators.

Adjournment 3:27 PM

The meeting concluded with thanks and confirmation of the next session.



AI Workforce Readiness Taskforce

Meeting Briefing Book

October 1, 2025

2:00 – 3:30 pm EDT

Co-Chairs

Kim Menke, Provision Process Solutions

Jeff Sun, Ph.D., University of Louisville



AI Workforce Readiness Taskforce Meeting

August 7, 2025, 2 pm - 3:30 pm EDT

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Kentucky Workforce Innovation Board (KWIB)

AI Workforce Readiness Taskforce Meeting

AGENDA
October 1st , 2025
2:00 pm – 3:30 pm EDT

Join Zoom Meeting

<https://us06web.zoom.us/j/87468892028?pwd=gcaebWJpKiLMFOa6mdqtq5oXO2kn7R.1>

Meeting ID: 874 6889 2028 Passcode: 677117

2:00 pm	Welcome and Meeting Objectives..... <i>Kim Menke, Taskforce Co-Chair</i> <i>Provision Process Solutions</i> <i>Jeffrey Sun, Ph.D. Taskforce Co-Chair</i> <i>University of Louisville</i>
2:10 pm	Business Use Cases <i>Jeffrey Sun, Ph.D.</i>
2:40 pm	Group Discussion..... <i>Jeffrey Sun, Ph.D.</i>
3:10 pm	Next Steps <i>Kim Menke</i>
3:20 pm	Closing Remarks and Action Items <i>Kim Menke</i>
3:30 pm	Adjournment



Minutes
September 3rd, 2025
2:00 pm – 3:30 pm EDT

Zoom Meeting

Attendee: Dr. Jeff Sun, Kim Menke, Hilary Witt, Brittany Layne, Dr. Sean Jackson, Dr. Brent Harrison, Brandon Combs, Stephanie Collins, Rick Jones, Camisha Boyd Powell, Dr. JC Gregory, Johnny W Collett, Rachel Adams, Sam Keathley, Ankur Gopal, Merabeth Martin, Jose Luis (Pepe) Lopez, Travis Winkler, LaKisha Miller

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

Welcome and Introductions

Kim Menke, Taskforce Co-Chair, Provision Process Solutions, opened the second AI Taskforce meeting by thanking attendees and outlining the goal of completing a SWOT (strengths, weaknesses, opportunities, and threats) analysis. He invited new participants to briefly introduce themselves and share their connection to AI and workforce initiatives. **Dr. Brent Harrison, Associate Professor at the University of Kentucky**, introduced himself, highlighting his research in human-centered AI and ethics, and shared plans to launch a new AI undergraduate degree. He emphasized making AI education accessible to all students to prepare the future workforce. **Stephanie Collins, United Automobile Workers of America (UAW), Ford Motor Company**, described her work connecting students to workforce opportunities in manufacturing and education. **Hilary Witt, Department for Libraries and Archives**, noted her role supporting library staff in workforce development and adult services. Kim Menke thanked the new participants for joining.

Opportunities in Economic Development Infrastructure

Kim Menke highlighted Kentucky's opportunities for economic development and energy infrastructure, noting the state's low-cost energy and potential for data centers and nuclear facilities. He emphasized that AI initiatives depend on robust infrastructure and that Kentucky's collaborative efforts are gaining attention from federal leaders.

The AI Economy

Dr. Jeffrey Sun, Taskforce Co-Chair, UofL College of Education & Human Development (CEHD) presented key findings from the 2025 World Economic Forum "Future of Jobs" report. He identified the fastest-growing jobs, including big data specialists, fintech engineers, and AI/machine learning specialists, highlighting the need for skills in data analysis, AI applications, computer vision, natural language processing, robotics, and reinforcement learning. Dr. Sun stressed that these roles integrate technical and strategic skills and emphasized the importance of technology literacy, analytical thinking, leadership, and adaptability as core skills for the future workforce.

Ankur Gopal, Interapt, asked about including industry-specific business knowledge alongside technical AI skills. Dr. Sun explained that employers assume such knowledge is embedded in roles like big data and AI specialists, which Ankur agreed made sense.

Introduction to SWOT Analysis

Mr. Menke explained that the group would break into workgroups to dive deeply into the SWOT analysis. He encouraged participants to consider foundational AI skills, policy, practices, data, cost, and quality, emphasizing cross-disciplinary thinking. Kim Menke highlighted the importance of documenting strengths, weaknesses, opportunities, and threats to guide the discussion and build on existing synergies.

SWOT Breakout

AI taskforce members were guided into their assigned Zoom breakout rooms for business, education, and government. Within these discipline-specific groups, members were asked to discuss and analyze their respective strengths, weaknesses, opportunities, and threats.

Breakout Reports

Dr. Sun requested a report on each breakout group's SWOT analysis.

Strengths

Education: Dr. Sean Jackson, Department of Education

- Uniform K-12 data systems paired with the statewide longitudinal KYSTATS system
- Access to major R1 institutions like UofL and UK for AI talent engagement and student recruitment
- The support of professional associations, education cooperatives, and learning communities to drive AI initiatives
- The Department of Education's comprehensive AI guidance brief, which helps districts develop internal policies for AI use

Business: Jose Louis Lopez (Pepe), GE Appliances

- AI provides better tools that impact the bottom line, offers scalability with cost efficiency, and enables productivity gains
- AI's ability to predict data, customize solutions, improve customer service, and support workforce inclusion for people with disabilities
- Strong local cyber and digital talent pipelines from universities like UofL, the low cost of new AI models, and Kentucky's low energy costs and existing industrial footprint as additional strengths

Government: Brandon Combs, Cabinet for Economic Development

- Kentucky's strong collaboration and eagerness to learn about AI
- The state's robust datasets, particularly KYSTATS, provide a solid foundation for AI initiatives

Weaknesses

Government:

- The lack of a statewide AI policy is a key challenge
- Varying levels of familiarity with AI tools among staff
- The potential for overreliance on AI
- Inaccuracies, or "hallucinations," concern when AI is used with critical data

Business:

- Digital readiness, especially for small and medium companies, limited understanding of AI (e.g., seeing it as replacing rather than augmenting jobs)
- Rapid technological change and platform fragmentation, which complicates training and adoption

Education:

- Funding/resource gaps
- Uneven AI adoption across entities
- Variable broadband access

- Slow processes in adapting CTE pathways

Dr. Jeff Sun summarized key weaknesses across groups as follows: infrastructure and policy gaps, technology evolution, literacy/mindset challenges, fears about job replacement, and platform fragmentation.

Opportunities

Business:

- Growing interest among small and medium businesses
- Kentucky's existing ecosystem
- Potential to position the state as an AI hub
- Technology's role in augmenting rather than replacing jobs
 - Opportunities also include:
 - Attracting talent
 - Partnering with universities and government
 - Creating a clear roadmap for AI adoption and growth

Education:

Dr. Sean Jackson highlighted opportunities to build on the “*Why Not Kentucky?*” mindset, emphasizing that the state can lead in AI education. Key opportunities included:

- Identifying Kentucky's anchor strengths and integrating AI into field-relevant learning experiences (e.g., finance, healthcare, design, programming)
- Building capacity with educators and students now, leveraging updated computer science, technology, and library media standards to embed AI fluency and information literacy
- Aligning curriculum with industry needs to produce local, career-ready talent
- Streamlining processes to meet both education and industry demands efficiently
- Encouraging collaboration across educational entities to build statewide capacity rather than compete, ensuring Kentucky's economic growth

Government:

- Improving efficiency for staff and constituents across areas like traffic, health and safety, and agriculture, noting AI's potential to enhance focus and operations

Threats

Government:

- Kentucky risks falling behind other states in AI adoption for official duties
- Legal and accountability challenges from misuse, intentional or not
- Credibility issues from AI “hallucinations” that could disrupt systems
- Overreliance on AI potentially affects skill development
- Cybersecurity risks, including scams, deepfakes, phishing, and password breaches

Mr. Combs noted that while opportunities exist, the threats are significant and closely linked.

Business:

- Trust & AI “hallucinations”: Losing trust is a major concern; aiming for perfection can slow implementation
- Data integrity: Poor-quality data leads to bad AI outputs, making data readiness crucial
- Workforce adaptation: Current employees may not adopt AI quickly; upskilling and reskilling are needed

- Talent retention: Attracting and keeping digital talent is challenging; people may leave or need to be recruited from outside
- Job displacement: AI could reduce roles, posing a threat to employment in the state
- Regulation & guardrails: Lack of clear policies at both company and government levels creates risks for responsible AI use

Education:

- Job displacement perception: Concern that AI could take jobs
- Knowledge & data gaps: Uncertainty about the actual job market and AI implementation success
- Slow process change: Updating systems and processes takes too long
- Poor AI products: Risk of wasting money on tools that don't deliver value

Dr. Sun made note of themes across groups of **reliability, scams, and legal risks**.

He shared a state-inspired AI motto: *"Horsepower meets brainpower"*, connecting Kentucky's equestrian identity to the AI advantage.

Action Items: Kentucky AI Assets

For the next meeting, Dr. Sun asked participants to:

- Identify existing AI initiatives and assets in their organizations or around the commonwealth
- Share how companies are adopting or infusing AI into their systems
- Help with asset mapping to avoid duplication and expand on existing efforts
- Suggest companies to feature, aiming for a mix of sizes and sophistication; from large, highly automated firms to smaller ones focusing on procedural or office efficiency

Adjournment 3:27 PM

Kim Menke thanked everyone for participating, noting that the discussion was a valuable opportunity to dive deeper into AI applications and broaden perspectives on what's happening across the commonwealth. He told the group that the breakout conversations sparked his interest in businesses already doing innovative work and made him excited about upcoming initiatives. He reiterated the importance of applying the insights from today's SWOT activity to ensure the best outcomes moving forward. He thanked Dr. Sun for his leadership in guiding the session.

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board, added that the work done today is helping to build a solid foundation for the taskforce's recommendations, which are expected by the end of the year. He thanked everyone for their engagement and participation. He complimented the clever "horsepower meets brainpower" motto and acknowledged both Dr. Jeff Sun and Kim Menke for leading the session.



EDUCATION AND
LABOR CABINET

KWIB AI Workforce Readiness Taskforce

SWOT Summary

SWOT Summary

Strengths:

- Strong education infrastructure: K-12 data systems, universities, professional associations.
- Business efficiency and productivity: AI tools for data prediction, customer service, and inclusion.
- Government collaboration and strong datasets (KYSTATS).
- Low energy costs, cyber/digital talent pipelines, and existing industrial footprint.

SWOT Summary

Weaknesses:

- Uneven adoption: infrastructure gaps, digital readiness, broadband, and funding.
- Workforce mindset/literacy challenges (fear of job loss, limited AI familiarity).
- Rapid tech change and fragmented platforms.
- Risk of overreliance on AI/inaccuracies (“hallucinations”).

SWOT Summary

Opportunities:

- Position Kentucky as an AI hub.
- Partnering: universities + business + government.
- Curriculum and workforce development (career-ready local talent).
- Business growth: small and medium enterprise adoption.

SWOT Summary

Threats:

- Falling behind other states in adoption.
- Trust and credibility risks (AI errors, hallucinations).
- Legal/accountability and regulatory gaps; cybersecurity (scams, deepfakes, phishing).
- Job displacement and workforce resistance.
- Talent retention challenges.



**2025 Kentucky Workforce Innovation Board
Artificial Intelligence Workforce Readiness Taskforce**

Monday, October 20

Thursday, November 6

Wednesday, December 3

All meetings are scheduled for 2:00-3:30 pm ET and will be conducted virtually on Zoom.

