



KWIB Sector Strategies Workgroup Meeting

Meeting Minutes
June 20, 2024
11:00 am – 12:30 am EDT

Committee Members Present: Sam Keathley, Lisa Banner, Kelli Norman, Carl Wilson, Jenni Hampton, Sara Tracy, Tim Ernst, Becky Gilpatrick, Matt Bacon, Steve Rudolf, Exodus Driver Training

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

Call to Order at 11:00 am

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB), introduced himself and co-chair Sara Tracy. He provided some background on the purpose of sector strategies and the group's formation, emphasizing the importance of understanding the occupations that make up these sectors. Alisher provided an update on the information reviewed in previous meetings. He mentioned that the requested analysis of occupations had been conducted by **Kentucky Center for Statistics (KYSTATS)**, as detailed in the pre-read materials. He added that this meeting provides an opportunity to answer any questions and to leverage quantitative insights into various sectors. The workgroup is tasked with examining the occupations and methodology as requested.

Alisher asked Sara Tracy if she had anything to add and she did not. He then asked **Sam Keathley, Senior Workforce Analyst at KYSTATS**, to share updates.

Key Industries/Sectors/ Occupation Overview

Sam Keathley shared the methodology and updated data points in the occupational analysis. He explained the process of evaluating employment and wages by examining three different fields: wages, demand, and growth rate. Each field is assigned a score, and these scores are combined into a weighted composite score ranging from zero to ten. Occupations with above-average composite scores are considered more favorable.

He emphasized the importance of understanding these aspects—wages, demand, and growth rate—and explained that KYSTATS has compiled a list of key occupations based on this methodology.

Sam walked through his spreadsheet describing the basic methodology which is the general process for identifying key sectors.

He also covered the other tabs including: **sector_outputs** includes the ranking of each sector according to the various methods discussed to date (along with a couple of new methods); **occupation_inputs** includes all occupations that meet the criteria to be included in the calculations of any method, along with some fields indicating which methods they are included in, which industries they appear in, their education and training requirements, their associated wage estimates, and their associated employment projections; **top_25_within_sectors** lists the top ten sectors (according to Method 1 found on the **sector_outputs** tab), and the 25 occupations having the highest composite scores (again, according to Method 1) that are associated with those industries. Last time, workgroup members were interested in measuring the prevalence of these occupation/industry combinations, so there are two new columns: *x2022_percent_of_industry* (i.e. the percentage of total industry employment accounted for by a given occupation) and *x2022_percent_of_occupation* (i.e. the percentage of overall occupational employment accounted for by a given industry); On the top **top_25_by_ed** tab, the levels of educational

attainment typically required to perform occupations have been binned together, and then these occupations are listed by Method 1 composite score within each of those bins. Since last month, this list has been expanded to include additional occupations with composite scores lower than 5.5 (i.e. occupations that do not drive the key sector identification in Method 1), and each occupation has been joined to a series of flags for whether or not they are employed in a given sector (information which can also be found on the occupation_inputs tab); the **living_wage_test** tab includes all occupations that have published wage estimates in KY, as well as flags for whether or not their entry and median annual wages exceed the living wage estimate for one adult, no children household; the **not_included** tab includes industry/occupation combinations wherein the occupations in question are not included in the 'key occupations' that drive key sector identification, but wherein the industries are among the top 10 sectors identified by Method 1. For context, this was created in response to the workgroup's desire to see occupations that might be prevalent within our potential key sectors, but which are not necessarily driving the identification process for some reason (e.g. they fail to pay a living wage, or they exhibit an insufficient composite score).

Data Discussion

Alisher thanked Sam for his excellent work and asked the workgroup if they had any additional thoughts to share. **Steve Rudolf, Vice President, Human Resources Operations, Baptist Health** acknowledged the outstanding work by KYSTATS and inquired about the end goals and how to achieve them. Alisher responded by emphasizing the need to focus on methodology and key sectors, specifically identifying top occupations that can be supported by the workforce system.

Alisher added that understanding the educational attainment side and its impact on workforce readiness is important and asked Becky about the relevance of work-ready scholarship and how it would be affected by this data. **Becky Gilpatrick, Director of Student Aid, KHEAA**, stated that she found the spreadsheet with living wages data particularly interesting and useful for analysis. She emphasized the need to invest in jobs that provide a living wage and suggested comparing the current data with new findings to ensure effective resource allocation.

Discussions were had about ongoing data analysis and resource allocation. Highlighted was the need to focus on pathways that lead to upward mobility and sustainable wages, emphasizing support for populations on the borders of employment.

Alisher summarized the discussion by outlining the next steps, which involve finalizing the current data package and moving toward qualitative analysis. He stressed the importance of staying updated with annual data updates, aiming for a final output by late summer. Becky and Sam agreed with this timeline and the proposed steps. Alisher called for a vote to proceed with the qualitative phase. **Tim Ernst, Human Resources Director, East & Westbrook Construction**, made the motion, **Becky Gilpatrick** seconded it, and the motion passed unanimously.

Alisher reminded everyone that the US Congress is reviewing the Workforce Innovation and Opportunity Act (WIOA), the federal law governing workforce development. He provided an update on the process, noting that the federal government will proceed accordingly, and emphasized the importance of staying informed about these developments. He thanked everyone for their feedback, encouraged them to stay engaged, and promised to provide updates.

The meeting concluded with Alisher thanking everyone for their participation.

Action Items:

- Initiate the qualitative phase of the project.
- Plan for the final report with the aim of completion by late summer.

Adjournment 11:43 AM EDT