



Kentucky Workforce Innovation Board (KWIB)

Education Committee

Meeting Minutes

June 23rd, 2026

1:00 PM – 2:30 PM ET

Via Zoom

Attendees: Johnny W. Collett, Cathy Hoehn, Lori Looney, Justin Browning, Summer Morgan, Chris Wooldridge, J.C. Gregory, Mason Dyer, Leslie Sizemore, Eleri Gesler, Caleb George, Elizabeth Daniels

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

Welcome and Overview

Johnny W. Collett, Committee Chair, Deputy Executive Director, University of Kentucky Human Development Institute (HDI), welcomed members and reviewed the meeting agenda, which included the Education Committee goal priorities from the newly approved [2026–2029 KWIB Strategic Plan](#), CTE certification recommendations, Work-Based Learning (WBL) discussions, and a Workforce Pell update.

Kentucky's Workforce Strategic Plan – Education Committee Goals

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB), provided an overview of Kentucky's workforce landscape, highlighting continued job growth and opportunities to connect Kentuckians to quality employment. He reviewed the four strategic goals of the 2026–2029 KWIB Strategic Plan: Education, Employer Engagement, Workforce Participation, and Coordination and Return on Investment (ROI). Alisher informed the committee that the former "Education Attainment" goal was renamed "Education" to better reflect a broader focus on education, workforce preparation, and lifelong learning.

CTE Certification Recommendations

Cathy Hoehn, Academic Program, Programs and Pathways Branch, Office of Career and Technical Education, reviewed the industry certification recommendation process and presented six recommendations from the Business Education Alignment Task Force (BEAT) teams. There were proposed additions, removals, and updates to Kentucky's [Valid Industry Certifications list](#), including the denial of two health science certifications due to clinical placement and workforce alignment concerns, the removal of outdated certifications from manufacturing and computer science pathways, a certification name change in manufacturing, and the addition of the Lean Six Sigma Yellow Belt credential to selected computer science, business, and marketing pathways.

Health Science

- Do not recommend American Medical Technologists (AMT) Registered Phlebotomy Technician (RPT).
- Do not recommend AMT Certified Medical Laboratory Assistant (CMLA).

Manufacturing

- Remove NCCER Electronics Systems Technician certification effective July 2028.
- Recommends administrative name change from FANUC Certified Robot Operator 1 to NOCTI FANUC Certified Robot Operator with RoboGuide.

Computer Science

- Remove IC3 GS5 and GS6 Level 2 and Level 3 certifications effective June 2028.
- Add Lean Six Sigma Yellow Belt as a stackable credential option.

Business and Marketing

- Add Lean Six Sigma Yellow Belt as a stackable credential for management and supply chain pathways.

Ms.Hoehn also provided updates on certifications currently under review, including additional Lean Six Sigma credentials, MasterCam Associate Level Certification, and TOSA Desktop Certified User for Google Workspace.

Following the presentation, committee members were asked if there were any questions regarding the recommendations and certification review process. Hearing no objections, ***Chris Wooldridge made a motion to approve*** the recommendations and forward them to the full Kentucky Workforce Innovation Board (KWIB) for consideration. ***Leslie Sizemore seconded*** the motion. The motion carried.

WBL Definitions - Committee Recommendations

Johnny W. Collett reviewed the committee's efforts to collect and compare work-based learning definitions from the workforce, education, and partner organizations across Kentucky. The discussion focused on the need for consistent terminology to support implementation of the Education goal within the 2026–2029 KWIB Strategic Plan. While acknowledging that organizations may continue using their own operational definitions, the committee discussed establishing a common framework for KWIB-related work.

Mr. Collett presented the recommendation that the KWIB use the definitions contained in [705 KAR 4:041](#) as the standard reference for work-based learning terminology, including definitions for registered apprenticeship, internship, mentoring, entrepreneurship, and other work-based learning activities. Committee members discussed the importance of having a common point of reference to promote consistency and clarity across agencies and partners.

Chris Wooldridge made a motion to recommend that KWIB utilize the work-based learning definitions contained in 705 KAR 4:041 as the common framework for implementation of the Strategic Plan. ***Caleb George seconded the motion***. The motion carried.

WBL Outcomes

Alisher Burikhanov presented a summary of work-based learning outcome data collected from workforce and education partners across Kentucky. He thanked *LaChrista Ellis, Administrative Assistant, KWIB*, for coordinating the information gathering effort and explained that the goal was to better understand how organizations measure work-based learning participation and outcomes while exploring opportunities for a more centralized approach to tracking statewide results.

The presentation highlighted that organizations are measuring Work-Based Learning (WBL) outcomes in different ways. Examples included the Workforce Innovation and Opportunity Act (WIOA) Youth Program tracking participation, employment, education placement, measurable skill gains, credential attainment, and earnings; the Office of Career and Technical Education (OCTE) tracking apprenticeships, internships, and cooperative education experiences (co-ops); Kentucky Adult Education (KYAE) measuring participation and measurable skill gains; Job Corps tracking retention, credential attainment, and WBL participation; and the Office of Industry and Apprenticeship Services (OIAS) tracking apprentice progress, completion, and wages. The discussion also noted that some partners, such as the Kentucky Community and Technical College System (KCTCS) and the Council on Postsecondary Education (CPE), are still developing more comprehensive methods for tracking WBL outcomes and employment impacts.

Committee members discussed the value of the information collected and the importance of continuing efforts to develop consistent measures and better understand the impact of work-based learning across programs and populations.

Workforce Pell Update

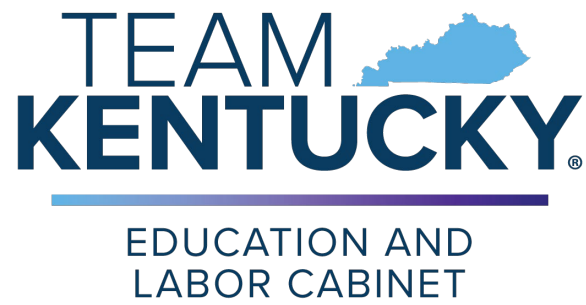
Alisher Burikhanov provided an update on Kentucky's Workforce Pell initiative and the recently enacted federal Workforce Pell legislation. He explained that the initiative will expand Pell Grant eligibility to certain short-term training programs that lead to high-wage, high-demand careers. Alisher shared that Kentucky agencies have been collaborating to develop definitions, eligibility criteria, and implementation recommendations. The Education and Labor Cabinet plans to file the necessary administrative regulations, with additional guidance and application materials to follow as implementation moves forward.

Committee Discussion

Members discussed the importance of the newly approved KWIB Strategic Plan and the opportunities it creates to strengthen education and workforce development efforts across Kentucky. Discussion emphasized continued collaboration among education, workforce, business, and government partners, as well as the value of establishing consistent work-based learning terminology and improving outcome tracking to support strategic plan goals.

Adjournment 2:05 PM

Johnny W. Collett thanked members for their participation and contributions. The meeting was adjourned.



Education Committee Meeting
Briefing Packet

June 23, 2026

1:00 – 2:30 pm ET

Committee Chair

Johnny W. Collett

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Education Briefing Packet

June 23, 2026, 1:00 pm – 2:30 pm ET

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Kentucky Workforce Innovation Board (KWIB)

Education Committee Meeting

AGENDA

June 23rd, 2026

1:00 PM – 2:30 PM ET

Join Zoom Meeting

<https://us06web.zoom.us/j/82109649723?pwd=m5JaD8codUzxYqDTboVBoMagaGTogX.1>

Meeting ID: 821 0964 9723

Passcode: 743334

1:00 PM	<u>Welcome and Overview</u>Johnny Collett, Committee Chair Deputy Executive Director University of Kentucky Human Development Institute (HDI)
1:15 PM	<u>Review Kentucky Workforce Strategic Plan – Education Committee Goals</u> Johnny Collett
1:30 PM	<u>CTE Certification Recommendations (Voting Required)</u> Cathy Hoehn Academic Program Manager Programs and Pathways Branch, Office of Career and Technical Education
1:45 PM	<u>WBL Definitions - Committee Recommendations</u> Johnny Collett
2:00 PM	<u>WBL Outcomes</u> Alisher Burikhanov Executive Director Kentucky Workforce Innovation Board
2:15 PM	<u>Workforce Pell Update</u> Alisher Burikhanov
2:20 PM	<u>Committee Discussion</u>Johnny Collett
2:30 PM	<u>Adjournment</u> Johnny Collett

Strategic Goal/Priorities

Strategic Committee: Education

Chair: Johnny W. Collett

KWIB Staff Contact: LaChrista Ellis

Strategic Goal: Education

Kentuckians need the best education our Commonwealth can provide so that they as individuals can provide for their families and achieve their career goals. To create an environment of growth across the entire education continuum from preschool to adult learners, to reach the statewide focus of having 60% of Kentuckians with a postsecondary credential by 2030, and to further attract global investment in the Commonwealth. The development of technology has had great impact on education, the general demographic decline in population, the limited potential of growing the educator workforce due to stagnate wages, and critical need of investments in early childhood education to equip young Kentuckians with foundational skills.

Priority #1: Work-Based Learning (Learner Perspective) - Expanding Access to Earn and Learn Opportunities

Strategic Action: Create seamless opportunities and expand options for learners to engage in WBL by developing clear explanations of commonly used terms, accessing available funds, and establishing a network of WBL experts that support learners.

Qualitative Metrics (with quantitative metrics as milestones reached):

Immediate Measurement (within one year): Gather data of WBL outcomes as it relates to postsecondary attainment (CPE/KYSTATS data) and employment, including subpopulations outcomes.

Mid-term Measurement (within two years): Create informational definitions for internships, mentorships, job shadowing, work exposure, registered apprenticeships, etc.

Mid-term Measurement (within two years): Research and maximize opportunities with tuition reimbursement among employers providing tuition assistance (used and unused) and provide case studies of best practices for employers and learners to increase awareness and encourage use of these opportunities.

Mid-term Measurement (within two years): Launch a statewide network of experts on WBL, specifically with Career & Technical Education (CTE) across Kentucky school districts.

Long-term Measurement (within four years): Measure and report on utilization of created materials based on learners involved, businesses with WBL growth, and number of WBL experts across Kentucky supporting CTE students.

Priority #2: Increasing the Teacher Pipeline

Strategic Action: Establish a strong and accessible educational foundation for the next generation of educators. Growth of educators involves an understanding and awareness of current statewide and regional needs, creative and innovative strategies to attract dedicated professional into education as “next career” opportunity and marketing all possible pathways.

Qualitative Metrics (with Quantitative Metric of Milestones Reached):

Immediate Measurement (within one year): Collaboratively examine data on teacher demand statewide and regionally; focusing on demand for K-12, CTE, and postsecondary technical instructors; additionally, gather data on the demand for early childhood educators.

Immediate Measurement (within one year): Research and create a guide on qualifications and requirements to be a technical instructor in the Commonwealth; from K-12 CTE instructors, KCTCS technical instructors, government technical instructors (example Department of Corrections), registered apprenticeship instructors, and other opportunities.

Mid-term Measurement (within two years): Increase awareness and understanding of future educators and technical instructors regarding the full spectrum of opportunities and options to enter the education sector.

Long-term Measurement (within four years): Measure annually enrolled and graduated students in various education pathways (K-12, postsecondary institution, registered apprenticeship, etc.), measure annually number of instructors across the education spectrum, and strive for growth based upon annual trends.

Priority #3: Expanding Access & Achievement in Education for All Kentuckians

Strategic Action: Ensure all Kentuckians can achieve across the educational spectrum including credentials earned, WBL opportunities, early postsecondary opportunities (such as dual credit), and employment.

Education achievement starts with early childhood, including preschool preparation demonstrated by Pre-K for All.

Quantitative and Qualitative Metrics:

Immediate Measurement (within one year): Present state and regional baseline data on access and completion of dual credit opportunities, CTE completions, engagement and completion of WBL, postsecondary entry and achievement, and employment; the data should include disaggregation categorized by learners.

Mid-term Measurement (within two years): Increase awareness and understanding of stakeholders on gaps related to achievement, opportunity, and expectations, best and promising practices, and the importance of engagement with employers throughout. This includes awareness and importance of early childhood education.

Long-term Measurement (within four years): Measure impact from baseline numbers collected to annual data gathered to understand the impact of implementing best practices.

Full Strategic Plan can be viewed and downloaded here:

[https://kwib.ky.gov/Documents/KWIB%20Strategic%20Plan 2026-2029%20%28002%29.pdf](https://kwib.ky.gov/Documents/KWIB%20Strategic%20Plan%202026-2029%20%28002%29.pdf)

Career and Technical Education (CTE) Certification

Career and Technical Education (CTE) Certification

Recommendation

The Business and Education Alignment Taskforce (BEAT) reviewed and recommended the certifications, which were approved by the CTE Certification Review Workgroup on June 11, 2026, and are now presented to the KWIB Education Committee for consideration, as outlined in the following certifications:

Industry Certification Name	Industry Certification Program Area	Recommended Industry Certification List?
Certified Medical Laboratory Assistant (CMLA)	Healthcare	The Healthcare BEAT does not recommend adopting the Certified Medical Laboratory Assistant (CMLA) certification due to age-related restrictions that make securing clinical placements for minors impractical at most local laboratories.
Certification: Registered Phlebotomy Technician (RPT)	Healthcare	The Healthcare BEAT advises against adopting the AMT Registered Phlebotomy Technician (RPT) certification because its venipuncture requirements are unrealistic and regional hospitals do not hire separate laboratory assistants.
National Center for Construction Education Research (NCCER) - Electronics Systems Technician	Manufacturing	The OCTE deprecated the Electronics Technology pathway (47.0105.00) effective July 2025 due to a lack of statewide adoption. Consequently, the Manufacturing BEAT recommends removing the NCCER Electronics Systems Technician certification from the approved list effective July 2027. This removal is justified because the NCCER curriculum does not specialize in electronics until Levels 3 and 4; therefore, students will have already completed their foundational training through the NCCER Electrical Level 1 assessment, which remains aligned with existing pathways in the statewide program of study directory.
FCR-O1 FANUC Certified Robot Operator-1	Engineering Manufacturing	Vendor name changed to, "NOCTI - FANUC Certified Robot Operator with ROBOGUIDE"

Certiport - Digital Literacy IC3 GS5 Certiport - IC3 GS6 Level 2 Certiport - IC3 GS6 Level 3	Computer Science	Based on the 2024 K-12 Computer Science Report and Modernization Framework alignment, the Computer Science BEAT recommends removing IC3 GS5 and GS6 Level 2 and Level 3 certifications from the Computer Science pathways with a formal phase-out date of June 2028. This decision reflects evolving workforce expectations, as foundational digital literacy skills are now typically mastered prior to pathway entry, and the corresponding Digital Literacy coursework has transitioned to the Business and Marketing program area effective the 2026-2027 school year.
Lean Six Sigma - Yellow, Green, and Black Belts	Multi	The Business and Marketing BEAT recommends the Lean Six Sigma Yellow Belt (LSSYB) as a stackable credential for high-demand management and supply chain careers. The Computer Science BEAT Team recommended Lean Six Sigma Yellow Belt as a stackable credential that complements pathway-specific technical certifications while providing transferable skills valued across multiple industries.
MasterCAM Associate Level Certification	Engineering Manufacturing	Pending BEAT review
Tosa Desktop Certified User for Google Workspace	Computer Science	Pending BEAT review

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/1z-al7MMq6Vtj4U-1LGiSE-lVybtdDHGm>

Business and Education Alignment Taskforce (BEAT) Volunteer Form

Name of Business *

① Name of Business is required.

Contact Person (First Name, Last Name) *

Contact Email Address *

Contact Phone Number *

Contact Preference: *

- ☐ Email
☐ Phone Number

Please check which of the top sector BEAT you are interested in *

- ☐ Agriculture
☐ Business and Marketing
☐ Computer Science / Media Arts
☐ Construction
☐ Engineering
☐ Family and Consumer Science
☐ Health Science
☐ JROTC
☐ Law and Public Safety
☐ Manufacturing
☐ Teaching and Learning
☐ Transportation

Submit

<https://ky.accessgov.com/kwibcte/Forms/Page/kwibcte/267823ac-1713-4d1b-a5fe-bb6eabbb020b/1acfca46-d771-4c2c-90ed-4825d2d05757/1>

Work-Based Learning

705 KAR 4:041. Work-based learning program standards.

Section 1. Definitions.

Apprentice – A worker who is at least 16 years old (unless a higher age is required by law) and is employed to learn a skilled trade or occupation.

Career and Technical Education (CTE) – defined as a program of study that leads to the development of academic and specialized occupational skills in various career fields.

Career Pathway Completer – A student who has completed at least four credits in a Kentucky Department of Education-approved career pathway.

Cooperative Education – A work-based learning program that combines classroom instruction with paid, job-related work experience at a business or industry.

Entrepreneurship – Education that helps students understand economic principles and apply classroom learning by starting and operating a business enterprise.

Internship – A work-based learning experience that provides hands-on experience in a specific occupation and may include course credit and pay.

Journeyperson Certificate – A nationally recognized, portable credential earned upon completion of an apprenticeship program.

Mentoring – A work-based learning activity in which business or community volunteers build one-on-one relationships with students to help them understand careers and workplace expectations beyond traditional teaching or supervision.

Registered Apprenticeship Program – A program approved by the U.S. Department of Labor that combines paid on-the-job training with classroom instruction under the guidance of an experienced industry professional.

Registered Youth Apprenticeship – A program that combines academic and technical classroom instruction with work experience through a U.S. Department of Labor registered apprenticeship.

Registered Youth Pre-Apprenticeship – A program or set of activities designed to prepare students for entry into a U.S. Department of Labor registered apprenticeship program.

Related Technical Instruction – The classroom training component of a registered apprenticeship program, requiring 144 hours of instruction for every 2,000 hours of apprenticeship training.

School-Based Enterprise – A simulated or actual business that operates within a school setting.

Service Learning – A teaching approach that combines meaningful community service with classroom instruction and reflection to enhance learning, promote civic responsibility, and strengthen communities.

Shadowing – A work-based learning activity in which students learn about a career by observing someone working in that occupation.

State Apprenticeship Agency – The state agency and staff responsible for registered apprenticeship activities on behalf of the U.S. Department of Labor.

Work-Based Learning – A teaching approach that engages students in real-world work experiences through structured activities connected to the curriculum, allowing them to apply classroom knowledge and skills in the workplace.

Work-Based Learning (WBL) Definitions Compilation

The Kentucky Workforce Innovation Board (KWIB) Education Attainment Committee requested a review and alignment of **Work-Based Learning (WBL)** definitions across partner agencies and organizations.

In response, input and resources were gathered from key partners, including:

- Office of Career and Technical Education (OCTE)
- Everybody Counts Initiative
- WIOA Youth – Education & Labor Cabinet
- Kentucky Community & Technical College System (KCTCS)
- Council on Postsecondary Education (CPE)
- Kentucky Adult Education (KYAE)
- Office of Industry & Apprenticeship Services (OIAS)
- Career Development Office (CDO)
- Office of Vocational Rehabilitation (OVR)
- Cabinet for Health and Family Services (CHFS)

These responses reflect a range of perspectives, including:

- Federal and state-aligned definitions (e.g., Pre-ETS, Perkins V, and 705 KAR 4:041)
- Programmatic and operational definitions currently in use
- Variations in how WBL components and experiences are categorized
- Considerations regarding consistency across systems to avoid confusion for employers and learners

The collected input highlights both **common themes**—such as employer engagement, skill development, and real-world application—and **differences in terminology and structure** across partner agencies.

Stakeholder Definitions Compilation

A comprehensive compilation of all partner responses, definitions, and supporting resources has been developed and is maintained in a shared document.

Access the full compilation here:

https://drive.google.com/drive/folders/1jllgvZTnLwgL7_pqJqmFbp-XjnmKzFfoi

Work-Based Learning (WBL) Outcomes and Measures

Reported Responses to the Kentucky Workforce Innovation Board (KWIB) Request for Input on Work-Based Learning

Response Summary

- WIOA Youth
- Office of Career and Technical Education (OCTE)
- Kentucky Adult Education (KYAE)
- Job Corps
- Kentucky Community & Technical College System (KCTCS)
- Career Development Office (CDO) / Jobs for Veterans State Grant (JVSG)
- Office for Vocational Rehabilitation (OVR)
- Council on Postsecondary Education (CPE)
- Office of Industry & Apprenticeship Services (OIAS)

Summary of WBL Measurement Status

Organization Measuring WBL Outcomes?		Key Measures
WIOA Youth	Yes	Placement rates, MSGs, credentials, earnings
OCTE	Yes	Co-ops, internships, apprenticeships, wages
KYAE	Yes	IET/WPL participation and MSGs
Job Corps	Yes	Retention, credentials, WBL participation
KCTCS	Partially	Participation counts, limited outcome tracking
JVSG	No (WBL-specific)	Employment and earnings outcomes only
OVR	Yes	WBLE participation and closure outcomes
CPE	Not currently	Planning future statewide WBL tracking
OIAS	Yes	Apprenticeship progress, completion, wages

Work-Based Learning (WBL) Outcomes and Measures by Organization

WIOA Youth

WIOA Youth Programs are required to track outcomes related to WBL activities. At least 20% of local area youth funds must be spent on work experience, which includes WBL components such as summer employment, pre-apprenticeships, internships, and on-the-job training.

WIOA Youth programs track outcomes tied to both participation and performance. For WBL activities, this includes

- Participation in paid and unpaid work experiences (e.g., summer employment, internships, pre-apprenticeships, and OJT).
- Employment, Education, or Training Placement Rates in the:
 - 2nd Quarter after Exit
 - 4th Quarter after Exit
- Measurable Skill Gains (MSGs) during participation
- Credential Attainment (when applicable)
- Median Earnings (participants employed after exit)
- Programs must also maintain documentation of
 - Worksite details and activity type
 - Participant progress and skill development
 - Employer evaluations and feedback

For Program Year 2024 (7/1/2024-6/30/2025), outcomes reported for WIOA Youth include:

- 23.8% of PY funds expended on Work Experience
- Employment, Education, or Training Placement Rate (Q2 after exit):
 - 75.2% of overall youth participants
 - 81.3% of youth in occupational skills training only
- Employment, Education, or Training Placement Rate (Q4 after exit):
 - 73.1% of overall youth participants
 - 81.0% of youth in occupational skills training only
- Measurable Skill Gains (MSG):
 - 82.1% overall youth participants
 - 89.0% for youth in occupational skills training only
- Median Earnings (2nd Quarter after Exit):
 - \$5,921 overall youth participants
 - \$8,707 for youth in occupational skills training only

Office of Career and Technical Education

Tracking since 2022-2023, the successful occurrences of cooperative learning, apprenticeships, and internships. Additionally, [KY Stats](#) reports on employability outcomes and median wages for those who participate in WBL.

From the 22-23 school year, registered apprentices have increased from 261 to 413 during the 24-25 school year. From 23-24 to 24-25, co-ops and internships grew from 2,163 to 4,403. Data located in the [school report card](#).

Office of Adult Education

KYAE sends IET and WPL MSG outcomes along with our monthly performance reporting, plus KYAE regular yearly reports to NRS that have tables with specific outcome breakdowns.

For IET programs:

- These students were enrolled in an IET by indicating IET on the Services for KAERS enrollment
- 2000 enrolled (reportable individuals and participants)
- 1805 total MSGs earned (participants can earn more than one)
- 1445 individuals earned an MSG

For WPL:

- Our tracking for this is not as robust as IET.
 - These students were enrolled by indicating Workplace Upskilling on the KAERS intent
 - 1751 enrolled (reportable individuals and participants)
 - 1179 total MSGs earned (participants can earn more than one)
 - 1049 individuals earned an MSG
-

JobCorps

35% are expected to participate in an approved off-campus site. WBL is tied into direct center measurements, which are the factors that determine where a center is ranked against all other JC centers. Students are measured after graduation by pools and credits.

Other categories measured are:

- 90-day retainment
- 180-day retainment
- Diploma earned (if needed)
- CTT completion
- CTT credential earned
- Combo completion (HSD/CTT)
- TABE gains in reading and math
- WBL must be 40 hours off-center for the center credit to be earned and can be paid/unpaid/stipend. WBL must also be linked to their CTT

Completion of WBL training enhances student training, and students can earn training achievement record line items, which is what we refer to as the e-TAR. Students who are hired after their WBL are considered direct job training match placements, which is a major factor in our program.

A safety inspection and a signed MOU are required before a student can participate. When the site is established, we use timecards, etc., to track hours. Hours are then logged into our system, which will generate a credit when the 40 hours off-center are achieved.

Kentucky Community & Technical College System (KCTCS)

KCTCS has the capacity to track students who engage in clinical opportunities, co-ops, apprenticeships, and practicums, but KCTCS is not measuring wage-related employment outcomes related to these experiences. KCTCS diplomas do have WBL requirements, but sometimes the WBL component is built into a specific course, which is also difficult to track.

KCTCS can say how many students had the experiences mentioned above and categorize them by program. If WBL does not translate into credit, we are not able to track these opportunities. We do know how many employers participate in our Education First Employers program and how many students they support with tuition benefits. Still, some of these jobs are not pathway-related. We are working with some approaches to better understand these outcomes, specifically.

KCTCS did a [recent study](#) with Brookings to understand FAME employment outcomes, but this was a one-time study supported by an external agency.

KCTCS has limitations related to our ability to redisclose employer information out of the UI data. As noted in Strada's recent report What States should know but don't? – Kentucky has a prime opportunity to pursue enhanced UI records that show occupation. We would strongly advocate for the KWIB to consider how we might pursue that.

KCTCS is currently unable to track post-completion outcomes related specifically to WBL unless they are credit-bearing opportunities. This limits the scope of understanding of Impact.

Career Development Office (CDO)

Jobs for Veterans State Grant (JVSG)

JVSG does not track Work-Based Learning (WBL) outcomes.

JVSG tracks employment outcomes and report rates to DOL VETS quarterly.

- Employment Rate – 2nd Quarter After Exit - Goal:65%
 - Employment Rate – 4th Quarter After Exit – Goal: 67%
 - Median Earnings – 2nd Quarter After Exit – Goal: \$5,900
-

Office for Vocational Rehabilitation (OVR)

OVR provided Work Based Learning Experiences (WBLE) to 1754 Cases in CY2025 and 836 YTD CY2026. Of the 5236 successful closures in CY2025, 116 received a WBLE Service during the life of the case. In YTD CY2026, of the 914 successful closures, 30 have received a WBLE Service during the life of the case.

Unfortunately, this does not show the entire picture as the remaining cases are still in some status such as work ready or training so one cannot really determine the effects without looking at the longitudinal data for all of the 1,754 until they are all closed out from active status. OVR is about to implement our Summer Work Based Learning program and that will increase the numbers for 2026. Again, OVR will need to follow all cases that participated for the life of the case to determine any ratio of success.

Council on Postsecondary Education (CPE)

CPE is not currently measuring outcomes related to WBL activities at the state level. The Kentucky Graduate Profile - 10 Essential Skills needs to be mapped by new programs requesting approval, which will map applied learning and thus potentially be related to WBL.

CPE has alerted postsecondary institutions that they will begin collecting data around WBL. It will be at the student and course level to capture both credit and non-credit WBL experiences. These will include internships, co-ops, service learning, study abroad, undergraduate research/capstone, institutional/federal work study placements, apprenticeships, practicums, and clinicals. We will also track student success measures like retention, persistence, and graduation. CPE is working on building out an Enhanced Wage Records system to better capture and track where students are going post-graduation. CPE wants to create a database that has the number and type of employers connected with WBL.

Office of Industry and Apprenticeship Services (OIAS)

OIAS tracks all registered apprentices to be sure they stay on track to program completion through the use of the DOL/ETA Registered Apprenticeship Partners Information Database System (RAPIDS).

OIAS uses [apprenticeship.gov](https://www.apprenticeship.gov) "Apprentices by State" to see trends by fiscal year; if you hover your mouse over the state, you can see active, new, or completer apprentice wages. Another data source is [KYSTATS](https://www.kystats.com), which provide aggregates on wages for completers.

Appendix

What Is the Public Workforce System?

Kentucky's public workforce system connects talent with opportunity by linking employers, employees and job seekers across the state to build skills, careers and a stronger economy.



Who We Are

We're a partnership of state agencies, local workforce boards and community organizations offering free services to employers and job seekers. Whether you're searching for a job, advancing your career, or growing your business, we're here to help.

What We Do



Recruitment Support

We connect employers with qualified candidates.



Training & Career Pathways

We assist with building skills to meet Kentucky's workforce needs.



Retention Services

We assist in employee growth through training and apprenticeships.



Barrier Reduction

We help people overcome challenges like transportation, child care and accessibility.

How It Works

Kentucky Career Center

The Kentucky Career Center (KCC) is the gateway to the state's public workforce system. With 80+ certified locations statewide, KCC connects employers and job seekers to a network of partner agencies that offer specialized programs, services and support.

Partner Agencies

- Career Development Office
- Office of Adult Education
- Office of Vocational Rehabilitation
- Office of Industry & Apprenticeship Services
- Local Workforce Innovation Boards
- Everybody Counts
- Other community partners and agencies

Career Development Office

Comprehensive Career Centers Statewide

We operate 13 comprehensive career centers statewide that help job seekers find lasting employment, connect individuals to education and training opportunities and support employers in finding skilled, qualified workers.

Our Programs

Job Matching Services

- Connect job seekers with employers looking to hire
- Job seekers receive career services, job search help, referrals and placement assistance
- Employers can post jobs and find qualified applicants

Unemployment Support

- Supports individuals receiving unemployment benefits
- Helps with reemployment plans, career information and enrollment in services to get back to work

Veterans Services

- Provides dedicated staff to help veterans and eligible individuals with significant barriers find careers and training
- Connects employers with job seeking veterans

Seasonal Farm Work

- Authorizes temporary workers (H-2A) to enter the U.S. when not enough local workers are available for seasonal agricultural jobs

Support for Job Seekers and Employers

Whether you're a job seeker or an employer, the CDO team is ready to assist you—visit kcc.ky.gov to find the location nearest you.

Office of Vocational Rehabilitation Benefits for **Kentucky Employers**



Workforce Facts

Kentucky has among the highest rate of people with disabilities in the nation and among the lowest rate of people with disabilities who are employed.

Workers with disabilities who receive accommodations match non-disabled workers in:

- Productivity
- Attendance
- Reliability
- Overall effectiveness

Benefits of Hiring People with Disabilities

- Reduces reliance on governmental supports and contributes to the economy.
- Lessens utilization of healthcare and promotes better overall health.
- Provides financial support for the individual and their families.
- Improves quality of life by building self-confidence, self-reliance and social support.
- Provides opportunities for re-training, advancement, retirement contributions and travel.

Employer Services Branch

We assist businesses in hiring, developing and keeping valued employees and support businesses with placement and retention of individuals with disabilities in the workforce.

These services include:

Recruitment & Hiring

- Pre-screening applicants based on essential job functions
- On-the-job training and internships

Workplace Support

- Onsite job trainer and support services
- Job restructuring and worksite adjustments
- Assistive technology and specialized equipment

Accessibility:

- Accessibility checklists
- Worksite accessibility surveys

Additional Resources

- Staff development
- Financial incentives information
- Follow-up services

Adult Ed Solutions for **Kentucky Employers**



About Us

We are committed to empowering Kentucky businesses to reach their maximum potential. With a team of experienced professionals, we provide **customized education** and **training services** designed to help employers navigate challenges and capitalize on opportunities.

Our Mission

Our mission is to work with Kentuckians to improve their quality of life through education, training and employment so they can take care of themselves and their families and help their communities and the state's economies expand and thrive.

Employer Benefits

- Enhanced productivity & efficiency
- Increased employee retention
- Improved safety and workplace communication
- Higher employee engagement and morale

Services

Workplace Readiness

We assist in developing skills in communication, teamwork and critical thinking.

Digital Literacy Training

We assist in optimizing and enhancing technology skills.

English Language Learning

We offer English language and civics education for non-native speakers.

GED Preparation and Testing

We offer in-depth GED test preparation and free GED test fees for eligible Kentuckians.

Customized Training Solutions

We offer job-specific literacy and skills training.

Soft Skills Development

We assist in improving delivery of customer service, conflict resolution and more.

Check out
our services.



KYAE.KY.GOV

Workforce Talent Project Team

You aren't doing this work alone.

We're here to help employers hire, develop and retain top talent – connecting the right people, programs, and partnerships to unlock tailored workforce strategies for your business.



Services

- **Free, full-service** business support for employer's workforce needs
- Provide **easy access** to workforce analysis and strategy for Kentucky's businesses
- Address **attraction and recruitment** challenges with an industry-focused, data-informed approach
- Support with **workforce selection and onboarding** solutions
- **Create a business structure** that delivers results for employers and career seekers

Benefits

- **Customize workforce strategies** aligned to industry demands at no cost
- **Foster employer relationships** and maintain strong ties to address workforce needs
- Create a **business structure** that delivers results for employers and career seekers
- Improve **communication and confidence** among workforce partners
- Access to Kentucky's proven **speed-to-market advantage** that gets you operational faster

Scan the QR code and
connect with us today.



KYWORKS.KY.GOV

502-564-5920 or workforce@ky.gov

Your personalized workforce service is just one call away!

Office of Industry and Apprenticeship Services



Services

- **Registered Apprenticeships (RA)** and on-the-job training opportunities are available.
- Companies can get up to \$9,600 in **valuable financial incentives** including work opportunity tax credits (WOTC), deep training discounts and grants.
- Receive **rapid response and layoff support** to assist employees during transitions and to minimize business disruptions for workers and the community
- Kentucky Fair Chance Bonding is available to employers and applicants **at no cost to protect your business.**

Benefits

- **Apprenticeship Workforce Consultants** provide no-cost guidance, program development, recruitment, training and workforce solutions for over 1500 occupations.
- **91% of apprentices** remain employed after completing their programs and 87% of Kentucky apprentices are employed and in the same industry.
- Registered apprenticeships show a \$1.44 return on every dollar invested.

Scan the QR code to
connect with us today.

Let's make hiring easier.



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502-564-5920

Your personalized workforce service is just one call away!



Kentucky Employers



What We Do

- **Free promotion** of your business to over 12,000 students graduating high school each year
- **Save you time on recruiting** entry-level talent from local high schools
- Provide **direct access to entry-level talent** during the school year and upon graduation
- Ensure new hires enter the workplace **equipped for long-term success**
- Improve employee **retention** and **productivity**

Why Partner with Everybody Counts?

Our **services are free** with no direct cost to employers.

Everybody Counts equips high school juniors and seniors with career pathways and skills to thrive when they enter Kentucky's workforce.

Employers can have confidence that new hires have developed essential skills outside of their academic courses.

Everybody Counts enhances workplace readiness, work-based learning, money management and time management.

Visit everybodycounts.ky.gov or email us at everybodycounts@ky.gov to learn more.



Partner Spotlight

Partner Spotlight highlights partner initiatives by sharing best practices and innovative approaches in Kentucky's workforce development system.

July 1, 2026 • 12:00 p.m. (ET)

Discussion Topic: The State of ALICE in Kentucky

Presenters:

Kevin Middleton, President
United Way of Kentucky

Stephanie Hoopes, Ph.D., National Director
United for ALICE



The state of **ALICE in Kentucky Report** can be found:
<https://www.unitedforalice.org/introducing-ALICE/kentucky>

Kentucky
WORKFORCE
INNOVATION BOARD

TEAM
KENTUCKY.
EDUCATION AND
LABOR CABINET

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