



# KWIB Executive Committee Meeting

## MINUTES

October 22, 2025; 9:30am – 11:00am EDT

Via Zoom

**Committee Member Attendance:** Lori Ulrich, Chair, KWIB; LaKisha Miller, Proxy, Co-Committee Chair Employer Engagement; JC Gregory, Committee Chair, Workforce Participation; and Kim Menke, Past-Chair

**Staff:** Alisher Burikhanov; Debbie Dennison

**9:32am**            **CALL TO ORDER / WELCOME**

**Lori Ulrich, Chair, Kentucky Workforce Innovation Board (KWIB) and Fleming-Mason Energy (business)** welcomed everyone and called the meeting to order. She referred to the agenda and asked for discussion or vote around last meetings minutes. She requested a pronoun change in the 6/30 meetings minutes and paused for any additional changes or a vote. **Kim Menke** *motioned* to approve the minutes and **LaKisha Miller** *seconded*. None opposed and the motion passed unanimously.

### **KWIB BUSINESS**

**Chair Ulrich** continued with the agenda and recognized the membership Executive Order included in the meeting packet. She highlighted Alice K. Houston for being inducted into the Kentucky Entrepreneur Hall of Fame.

She shared information on the **Work Ready Communities – Next Generation** metrics provided in the packet and asked for feedback allowing members a week for review. Discussion was had about connecting these efforts to the Governor’s New Kentucky Home initiatives and socializing the metrics in the local workforce development areas in 2026. Discussion also included the efforts by the consultants to identify the goals and metrics defined that included detailed interviews with economic and workforce development stakeholders throughout the state over the course of several weeks. Chair Ulrich thanked the members for the discussion and looks forward to feedback by October 29<sup>th</sup> in preparation for the full KWIB meeting.

Kim Menke, past-Chair, KWIB, shared the work of the **Artificial Intelligence (AI) Workforce Readiness Taskforce**. The taskforce has identified the importance of educating and building awareness among businesses, including terminology definitions. A SWOT discussion at a recent meeting provided insights into what framework components might be useful. The Taskforce is collaborating with Amazon, IBM, and others on identifying important applications. Discussion was had around the importance of this effort as AI skills may become an identified future essential skill.

Alisher Burikhanov, Executive Director, KWIB and Chair Ulrich thanked Kim for his and Dr. Sun’s leadership in this effort. Alisher continued with recent collaboration activities with education partners. Alisher and Johnny W. Collett, Vice-Chair, KWIB and Committee Chair, Education Attainment, recently presented updated sector information to Jim Flynn, KWIB member and Executive Director, Kentucky Association of School Superintendents and organization members. The importance of this interaction is to align education and workforce discussions and to help promote initiatives of both. Alisher shared the system components of the [Technical Details Framework](#) provided by the Kentucky United We Learn Council, associated with the Kentucky Department of Education, highlighting the promotion of vibrant learning that includes service projects and/or work-based learning.

### **EDUCATION AND LABOR CABINET (ELC) UPDATES**

**Alisher** transitioned to recent updates within the cabinet. He noted highlights from the October 16, 2025 Education and Workforce Collaborative Board meeting. The meeting highlighted updates to identifying and removing barriers for WIOA focused-populations, specifically individuals with disabilities. More information on that meeting can be found on the [KWIB website](#).

He asked **LaKisha Miller, Sr. Director of Advancement & Partnerships, Kentucky Chamber Foundation**, to share the latest on the Statewide Workforce and Talent Team (SWATT) efforts. She shared that SWATT continues to gain input from employers through socializing the initiative across the state. Efforts include continuing to define engagement that is meaningful across partners, identifying successful practices, and refining approaches to collaboration. Additional information on SWATT and other statewide strategic objectives can be found [here](#).

**Alisher** shared that increased dollars to [Pell Grants](#) are available to the workforce for short job-training programs and for portable, stackable, in-demand credentials not tied to other postsecondary degrees. While we are awaiting additional framework requirements, the KWIB will be providing recommendations on the implementation of Workforce Pell. He noted the framework draft on identifying Credentials of Value (COV) and anticipated pulling the sectors strategies workgroup together.

He shared that updates to the State Plan Modification is being compiled and while guidance has not yet been received, staff has been working with department stakeholders on gathering information. The plan submitted in 2024 can be found online [here](#). The modification is anticipated to be due in March as in other years and there will be an opportunity for board review, as well as public comment, prior to submitting to the Department of Labor (DOL).

### **KWIB QUARTERLY MEETING PREPARATION**

Alisher shared the plans for discussing the KWIB strategies at the upcoming quarterly board meeting which will be held on November 20th, at the Hub for Innovative Learning & Leadership (HILL) in Lexington. The meeting start time is 1:30pm EST, with networking beginning at 1:00pm.

A briefing packet is forthcoming that includes consent agenda items and other materials useful for the discussions of the day.

Alisher concluded by sharing the upcoming VETS Symposium to be held on November 12<sup>th</sup> at the KCTCS campus in Versailles, Kentucky.

Chair Ulrich thanked everyone for their participation and asked for any new business or other discussion. As there was none, the meeting was adjourned.

**10:46AM      ADJOURNMENT**



EDUCATION AND  
LABOR CABINET

## **KWIB Executive Committee**

### **Meeting Briefing Book**

October 22, 2025

9:30am – 11:00am EDT

Zoom Meeting



## **KWIB Executive Committee Meeting Briefing Packet**

**October 22, 2025, 9:30am – 11:00 am EDT**

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Alice Houston

VETS



**KWIB EXECUTIVE COMMITTEE  
AGENDA  
October 22, 2025  
9:30am – 11:00am EDT  
Virtual**

Join Zoom Meeting

<https://us06web.zoom.us/j/86456692409?pwd=InjQgc0E8bVlqrbN5OrKyVlwYXuzwk.1>

Meeting ID: 864 5669 2409

Passcode: 367396

**9:30am Call Meeting to Order**.....*Lori Ulrich, KWIB Chair*  
*Fleming-Mason Energy*

- Approval of 06/30/25 minutes

**9:35am KWIB Business**.....*Lori Ulrich, Chair*

- Membership Update
- Work Ready Communities – Next Generation Project Metrics
- KWIB AI Workforce Readiness Taskforce
- Collaboration with Education

**10:00am Education and Labor Cabinet Updates**..... *Alisher Burikhanov*

- Education and Workforce Collaborative
- Statewide Workforce and Talent Team (SWATT)
- Workforce Pell
- Strategic Plan Visualization
- State Plan Modification (due March 2026)

**10:30pm Preparation for 11/20 KWIB Board Meeting**..... *Lori Ulrich & Alisher Burikhanov*

- Host: The Hub for Innovative Learning & Leadership (HILL)  
100 Midland Avenue, Lexington, KY 40508
- Agenda Items:
  - o Central theme: KWIB Strategic Plan Launch (Governor Beshear Invited)
  - o Work-Ready Communities – Next Generation Update
  - o KWIB AI Workforce Readiness Taskforce
  - o State Plan Member Review Process

**11:00pm Adjournment**.....*Lori Ulrich, Chair*



# KWIB Executive Committee Meeting

## MINUTES

June 30, 2025; 11:00am- 12:30pm EDT

Via Zoom

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**Committee Member Attendance:** Johnny W. Collett, Vice Chair, KWIB and Education Attainment, and Interim Committee Chair, Organization and Resource Alignment; JC Gregory, Committee Chair, Workforce Participation; and Kim Menke, Past-Chair

**Staff:** Mike Yoder, Ph.D., Commissioner, Department of Workforce Development; Alisher Burikhanov; and Debbie Dennison

### 11:01am CALL TO ORDER / WELCOME

**Johnny Collett, Vice Chair, Kentucky Workforce Innovation Board (KWIB) and of the Human Development Institute (HDI)** welcomed everyone and called the meeting to order. He referred to the agenda and asked for discussion or vote around last meetings minutes. **Kim Menke** *motioned* to approve the minutes and **J.C. Gregory** *seconded*. None opposed and motion passed.

### LOCAL BOARD CERTIFICATION

**Vice Chair Collett** shared that KentuckianaWorks had submitted their Board composition for review and asked for any discussion prior to recommending for approval to the full Board. There was no discussion. **Kim Menke** *motioned* to recommend to the full board. **J.C. Gregory** *seconded*. None opposed and the motion passed.

### COMMITTEE MEMBERSHIP

**Vice Chair Collett** pointed to the committee membership listing provided in the meeting packet. He noted that newer members will have the opportunity to join committee work and this was a great time in which to do so as strategic objectives have been recently approved. He also mentioned that he is enjoying serving as Interim Chair of the Organizational and Resource Alignment committee but noted that a new chair will be sought. KWIB staff will be following up with newer members for committee participation and seeking a new committee chair.

Discussion was had around the importance of business engagement on each of the committees and in board leadership. **Alisher Burikhanov, Executive Director, KWIB** added that non-member employers are also participating in each of the four committees and agrees of the importance of business engagement in workforce discussions.

### KWIB BUSINESS

Alisher transitioned to work being done on case studies with employers. The effort is in response to the KWIB Strategic Advance and the listening tour requests to make outreach and resources simple and available for business use. Incorporating the business perspective through case studies is a way to share the benefits of engaging in state and local area resources. The goals including building a library of general use case studies, that can inform businesses as part of an outreach opportunity. The SWATT (Statewide Workforce and Talent Team) initiative will assist in operationally sharing the stories of businesses success in working with state and local resources. Alisher asked the group for their thoughts and perspectives.

Discussion was had around the importance of identifying the issues at a local and regional level and speaking to those issues (i.e. child care assistance, setting up operations to enable populations with disabilities to work, among others). The committee shared their excitement about this outreach opportunity and building these perspectives to share among businesses.

Continuing with KWIB business, **Vice Chair Collett** lifted the discussion around **Strategic Goal Priority Measurement Activities**. Meetings are scheduled with the Kentucky Association of School Superintendents, and also with the Career and Technical Education (CTE) and Professional Standards Board (PSB) to better understand the existing structure of teacher pathways as steps to attain goals within the Education Attainment Committee to measure and address teacher shortages. Discussion was had around engaging retirees, to reenter the workforce and grow teacher pipelines.

Alisher added that work will be happening with the **Kentucky Center for Statistics (KYSTATs)** to identify metrics for each of the committee work. Some important metrics identified include identifying target growth numbers, identifying wages for occupations within key sector pathways, and understanding better the Kentucky Department of Education (KDE) lens of co-ops, "ships" and other methods of work-based learning, with a goal of housing data in one place. Additional data will include the update and confirmation of labor force participation definition.

Vice Chair Collett continued with the creation of an **Artificial Intelligence (AI) Workforce Readiness Taskforce** and asked Alisher to share more about this initiative as a follow up to the May KWIB meeting. [Minutes and information](#) from that meeting can be found on the KWIB site. The Taskforce will be co-led by Kim Menke (business) and Dr. Sun, University of Louisville, and a list of identified stakeholders was included in the meeting packet. The first meeting will be held August 7th and Kim Menke shared that they are already working with the National Governors Association staff on understanding national best practices.

The taskforce will convene through the end of the year and provide recommendations at that time. Vice-Chair Collett moved to the next agenda item.

#### **WORK READY COMMUNITIES – NEXT GENERATION**

Alisher asked **Debbie Dennison, KWIB, Deputy Executive Director**, to share an update on the initiative. Debbie shared that the consultant, TPMA, was chosen in May. She shared that the work to identify new metrics, engage stakeholders and make updates to the program for local and regional use is the goal. She shared that initial steps are to reach out to the Local Workforce Development Board (LWDB) Directors for their perspectives on important metrics. **Mike Yoder, Commissioner, Department of Workforce Development (DWD)** added that this initiative and the updated metrics will be advantageous to new or expanding businesses seeking workforce talent in Kentucky. Alisher added that he anticipates partnering with the Kentucky League of Cities (KLC) and Kentucky Association of Counties (KACo). Vice Chair Collett thanked the team for the update and asked Commissioner Yoder to provide updates from the Education and Labor Cabinet (ELC).

#### **EDUCATION AND LABOR CABINET (ELC) UPDATES**

**Commissioner Yoder** shared that the **SWATT initiative** continues. The SWATT Council (Commissioner Yoder, ELC/DWD; LaKisha Miller, Kentucky Chamber; and Jessie Schook, KCTCS) is meeting monthly. Workgroups around Employer Engagement, Professional Development, and State and Local Integration teams are convening.

The *Employer Engagement workgroup* has created a needs assessment that will identify a company's greatest workforce needs (staffing, upskilling, resource assistance, etc.). The *Professional Development and Training workgroup* has internal training and employer training as topics under review. Marketing strategies in engaging employers and sustainable efforts among stakeholders is being discussed. Discussion around state and local resource accessibility is key and timing to access those resources in outreach to businesses is also important (making sure to share easy access to resources when businesses need it). Of importance includes who owns the responsibility and how is the information going to be shared was of discussion.

Alisher Burikhanov will be the chair of the third workgroup, making sure to integrate the various stakeholders at the state and local levels. Once the first two workgroups have concluded their recommendations, those efforts will begin. Initial state and local integration topic will be presented to the **Education and Workforce Collaborative Board** meeting in July as part of building upon the foundation of continued efforts from stakeholders.

Commissioner Yoder emphasized the importance of **measuring the effectiveness** of this work. Metrics identifying wage increases, poverty rates and workforce participation will be foundational. Additionally, percentage of company engagement in this effort will be critical. Metrics will also include customer satisfaction (net promoter score) and partner engagement effectiveness (is the system effective to go deep and wide with requests). Executive Committee members expressed the value of this effort and the ability to shift emphasis as needed was lifted as important.

Commissioner Yoder shared that seven (7) **Workforce Talent Project Managers** (WTPM) were onboarding and being provided tools to engage employers providing them with "concierge-level" services. The managers are a part of the Office of Industry and Apprenticeship Services (formerly Office of Employer and Apprenticeship Services).

Commissioner Yoder shared the Governor's [Pre-K for All](#) Initiative and cited the benefits identified. Townhall events are being conducted to gain feedback from local areas. Commissioner Yoder asked Alisher to share additional updates. Alisher shared that **Sam Flynn, Executive Director, Pre-K for All**, will be presenting at KWIB's August Partner Spotlight.

Alisher provided updates to Statewide Reserve applications and shared that support for equipment updates to train workforce talent currently incarcerated had been funded.

Alisher also shared that collaboration between the DWD and Cabinet for Health and Family Services (CHFS) had culminated in partnerships with the [Department of Community Based Services \(DCBS\) SNAP 50/50 Program](#) in East Kentucky and Northern Kentucky, and a new Access Point certification request for a DCBS location in Northern Kentucky. This partnership builds upon opportunities to meet individuals where they are and plug them into education and training resources offered by the local areas.

#### **KWIB QUARTERLY MEETING PREPARATION**

Alisher Burikhanov shared the plans for the upcoming quarterly board meeting which will be held on August 21st, at the Lake Cumberland Area Development District at 2384 Lakeway Drive, Russell Springs, KY; Meeting start time is 1:30pm EDT, emphasizing that is 12:30pm CDT.

A briefing packet is forthcoming that includes consent agenda items and other materials useful for the discussions of the day.

Alisher also shared that staff is working on an annual process to streamline the review of High-Demand Industry Certifications and will share more soon. He concluded by sharing the upcoming Kentucky Department of Veterans Affairs (KDVA) Job Fairs that are beginning in August and will continue each month through the end of the year.

**12:30PM**      **ADJOURNMENT** Johnny Collett shared final appreciation. The meeting was adjourned.



**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**Secretary of State**  
Frankfort  
Kentucky

**2025 – 558**  
**September 3, 2025**

By virtue of the authority vested in me by Sections 69 and 81 of the Kentucky Constitution and Executive Order 2020-857, I, Andy Beshear, Governor of the Commonwealth of Kentucky, do hereby appoint the following as members of the Kentucky Workforce Innovation Board to serve for terms expiring September 2, 2028:

Ryan Quarles, Georgetown, to replace Paul Czarapata, whose term has expired;

Jim Flynn, Bowling Green, to replace Thomas “Bo” Matthews, whose term has expired; and

Mike Yoder, Lexington, to replace Beth Brinly, whose term has expired.

Further, I hereby reappoint the following members to the Kentucky Workforce Innovation Board:

Ryan Holmes, Louisville, to serve for a term expiring October 7, 2027;

Aaron Thompson, Richmond, to serve for a term expiring October 7, 2026; and

John Gregory, Louisville, to serve for a term expiring October 7, 2027.

Please issue commissions to them.

  
ANDY BESHEAR, GOVERNOR  
Commonwealth of Kentucky

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MICHAEL G. ADAMS  
Secretary of State

## Work Ready Communities: Next Generation Metrics and Scoring

The Work Ready Communities: Next Generation Metrics use a scoring system to assess regional workforce readiness. Each category is worth up to three points: **1 = Not Work Ready, 2 = In Progress, 3 = Work Ready.**

### General Considerations

- Regions must score 8–15 to be rated In Progress and 16–24 to be rated Work Ready.
- Regions scoring 21 and below will be eligible to receive technical assistance and coaching.
- In Progress: Requires at least one letter of partnership, MOU, or other agreement showing collaboration.
- Work Ready: Requires multiple agreements across sectors (employer, education, nonprofit).
- To maintain certification, regions must show progress on at least one quantitative metric such as participation, completions, or housing units added.

Objectives	Description	Quantitative Metrics	Qualitative /Narrative Questions	Scoring Recommendations + Notes
<b>Strategic Objective 1: Supply and Demand of Regional Skills</b>	How are communities addressing local talent supply and employment demands? What strategic efforts are being made to meet the needs/goals of the industry through an aligned education vision? What are the strategies to meet the local in-demand industries as defined by Local Workforce Development Boards?	<b>Core Demand</b> <ul style="list-style-type: none"> <li>• Top 5 industries (by # of jobs)</li> <li>• Top 5 occupations (by # of jobs)</li> <li>• Top 5 skills based on employer input</li> </ul> <b>Supply</b> <ul style="list-style-type: none"> <li>• # of residents earning CTE Pathways or Credentials in key industries</li> <li>• # of relevant training/ education programs + # of graduates annually</li> </ul>	<b>Core</b> How does your LWDB work with employers, job seekers, and partners to meet the needs of local in-demand industries? Is there a formalized public-private partnership to address industry-specific workforce needs? How does your region ensure educators are responsive to industry needs? Explain strategies in place to address mismatches where supply does not meet demand.	<b>Not Work Ready:</b> No evidence of strategic alignment between workforce, education, and industry. Residents are not earning relevant credentials or enrolling in relevant pathways.  <b>In Progress:</b> Workforce Board and education providers have engaged industry, and relevant training programs are in place or under development. Credentialed talent is growing yet supply lags employer demand.  <b>Work Ready:</b> One or more sector partnerships (or similar public-private collaboratives) exist in top industries. Region has strategies addressing industry alignment and demand for skilled talent. Metrics indicate residents are upskilling/reskilling as industry demands.
<b>Evidence:</b> MOU, Advisory Council Minutes, Strategic Plan, Perkins Comprehensive Local Needs Assessment, Local WIOA plan				
<b>Data Source:</b> KYSTATS				

## Work Ready Communities: Next Generation Metrics and Scoring

<p>Strategic Objective 2: <b>Growing Talent Pools</b></p>	<p>Does the community have awareness and engagement of all the non-profit organizations targeting untapped talent pools (individuals with disabilities, veterans, immigrants/refugees, formerly incarcerated, recovery, foster youth, those with food insecurities, etc.)? What are the strategic coordination efforts being made to create pipelines into employment? Kentucky's Workforce Pipeline can be used as a guide to potential talent.</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>Overall labor force participation rate</li> </ul> <p><b>Optional</b></p> <ul style="list-style-type: none"> <li># of non-profit organizations serving [untapped population] and providing training/employment related services (e.g., KY Valor)</li> </ul>	<p>Describe your region's collaborative efforts to grow the talent pool by engaging untapped populations and the organizations that serve them. What measurable outcomes is your region tracking and what are the results? Describe how local employers are being engaged/educated to expand willingness to hire untapped populations. Describe which untapped populations are being prioritized and qualitatively assess progress in employment outcomes, barriers addressed, and partnerships developed.</p>	<p><b>Not Work Ready:</b> Region does not have a strategy to create pipelines into employment. Non-profit organizations serving untapped talent populations are not active in the region.</p> <p><b>In Progress:</b> Region is able to describe collaborative efforts or strategies in place to increase labor force participation in at least one key population, but results are not available or measured to date.</p> <p><b>Work Ready:</b> Overall labor force participation is at or above 60%. Region has clear, collaborative strategy for increasing labor force participation in at least two key populations and measurable results of pipeline development are available.</p>
<p><b>Evidence:</b> MOU, hiring policy updates, public investments, grant reporting documents</p> <p><b>Data Source:</b> KYSTATS, training program enrollment and completion data, LWDB, KCTCS</p>				
<p>Strategic Objective 3: <b>Work-Based Learning</b></p>	<p>What strategies are used to grow skills and fill employment needs through the various work-based learning opportunities, such as career exploration, internships, co-ops, registered apprenticeships, on-the-job training, etc.?</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li># of WBL programs available (including paid internships, co-ops, registered apprenticeships)</li> <li># of employers participating in WBL programs</li> <li># of registered apprentices + # of registered</li> </ul>	<p>What is your region's approach to work-based learning at the high school, post-secondary, and adult/workforce development levels? What partners are involved in promoting, coordinating, and/or delivering WBL? What support is available to employers that are interested in creating or</p>	<p><b>Not Work Ready:</b> Region does not have a WBL strategy in place; WBL that is available is not coordinated or measured reliably.</p> <p><b>In Progress:</b> Region has at least one coordinated WBL initiative (e.g., expanding registered apprenticeship, required High School internships, etc.).</p> <p><b>Work Ready:</b> Region has WBL options available for adults and students at all levels; significant coordination between workforce system and</p>

## Work Ready Communities: Next Generation Metrics and Scoring

		<p>apprenticeships completed annually</p> <p><b>Optional:</b></p> <ul style="list-style-type: none"> <li>• Average # of WBL hours HS graduates or CTE students complete annually</li> <li>• % of WBL participants earning an industry-recognized credential or certificate</li> </ul>	<p>expanding WBL programs? Does the region have a system to track WBL opportunities, participation, and outcomes?</p>	<p>employers is evident. 80% or more WBL participants earn an industry-recognized credential or certificate.</p>
<p><b>Evidence:</b> MOU, Employer participation list</p> <p><b>Data Source:</b> KYSTATS, KCTCS</p>				
<p>Talent Ready Objective 1: <b>Childcare</b></p>	<p>What is the existing landscape of access and affordability, and what strategies are being taken to address the needs of the community? Data and strategy can include utilizing KYSTATs (<a href="https://kystats.ky.gov/Reports/Reports">https://kystats.ky.gov/Reports/Reports</a>) capacity data and services offered by the Governor’s Office of Early Childhood Education.</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>• # of licensed childcare settings within a 10 and 20 minute drive</li> <li>• # of Early Childhood workers in the region</li> <li>• Average cost of childcare (as compared to average income in the region)</li> </ul> <p><b>Optional:</b></p> <ul style="list-style-type: none"> <li>• % of workers who remain in the field year-over-year, to capture sustainability of workforce supply</li> <li>• # of early childhood registered apprentices</li> </ul>	<p>How does your region ensure the availability and affordability of childcare for working parents? Are there strategies in place (such as apprenticeships and credential pathways) to grow and retain the early childhood workforce? What strategies are in place or in development to address the barriers to affordable childcare? How do local employers contribute to the solution? Describe the transportation services available for childcare, including morning drop-off and afternoon pick-up (e.g., buses, vans, car riders).</p>	<p><b>Not Work Ready:</b> Metrics indicate insufficient childcare providers (business and/or individual workers) and unclear plans to address the shortage.</p> <p><b>In Progress:</b> Metrics indicate gaps in childcare availability or affordability, but one or more collaborative strategies are in place/in development to address the gap.</p> <p><b>Work Ready:</b> Metrics indicate adequate availability of providers/workers, or the region has a coordinated strategy to recruit and retain providers. At least 60% of childcare workers remain in the field year-over-year. Region shows evidence of employer support (e.g., on-site childcare, financial support).</p>

## Work Ready Communities: Next Generation Metrics and Scoring

<b>Evidence:</b> ECCAP agreements, Retention and recruitment strategy, Collaborative Agreements, Apprenticeship enrollment and completion data,				
<b>Data Source:</b> KYSTATS, KYNECT				
Talent Ready Objective 2: <b>Affordable Housing</b>	What kind of housing trends are seen in the community (for example, the number of units being added annually) and what strategies are utilized to meet the demand? How are communities addressing affordable housing? Data gathering could incorporate the local energy companies to gauge growth by understanding new meters added.	<b>Core</b> <ul style="list-style-type: none"> <li>% change in housing stock year-over-year [% change=Previous Year Units - Current Year Units /Previous Year Units) ×100]</li> <li>Median housing costs for renters/owners</li> <li>% of residents who are cost burdened (&gt;30% of gross income; significant cost burden defined as &gt;50% of gross income)</li> <li>Housing vacancy rates</li> <li>Evaluation of housing quality (e.g., age of stock, code compliance, rehabilitation needs)</li> </ul>	Describe your region’s efforts to ensure affordable housing is available for all residents. What strategies are in place or in development to encourage home ownership (e.g., home repair or preservation funds, home maintenance courses)? Does the community offer rental assistance or other transitional/ supportive services for low-income residents, through a housing authority or other partners? If housing availability is a concern, are there incentives available for developers? Are zoning laws/planning rules friendly to new unit development (e.g., reduced parking requirements, flexible lot sizes)? How is the community addressing the quality of available housing stock (rehabilitation programs, inspections, code enforcement)?	<b>Not Work Ready:</b> Metrics indicate insufficient housing availability or a majority of residents experience significant cost burdens (≥50% of gross income). Housing quality concerns are widespread or unaddressed.  <b>In Progress:</b> Metrics indicate gaps in housing availability, affordability (30–50% cost burden), or quality, but programs are in development to address those gaps.  <b>Work Ready:</b> Metrics indicate housing is widely available, affordable (significant portion of residents spend <30% of gross income on housing), and of acceptable quality. The region has a strategic plan to maintain adequate stock for population and employer growth.
<b>Evidence:</b> Developer agreements, nonprofit or community development reports				

## Work Ready Communities: Next Generation Metrics and Scoring

<b>Data Source:</b> KYSTATS				
<b>Talent Ready Objective 3: Transportation</b>	What are the strategies used to grow transportation access and infrastructure to meet community and business needs? Can communities quantify the demand for transportation?	<b>Core</b> <ul style="list-style-type: none"> <li>Average cost of commuting relative to household income</li> <li>Average commuting distance/time</li> <li># of residents commuting in/out of region for work daily</li> </ul> <b>Optional:</b> <ul style="list-style-type: none"> <li># of individuals using public transportation daily/weekly</li> <li># of registered vehicle owners (as compared to # of working age population)</li> <li># of bus stops/transit stops</li> <li># of micro-transit or community-based transportation programs available</li> </ul>	Describe how your region is addressing/planning to address transportation demand and barriers? How do key employers in your region support workers' transportation needs? If public transportation is available, how does coverage compare to workers' needs (e.g., do buses run for 3 <sup>rd</sup> shift workers? How far do individuals have to travel to reach a bus stop?)? Are there non-profit or private companies offering micro-transit options? What transportation supports are available for workers with disabilities?	<p><b>Not Work Ready:</b> Metrics indicate that residents are spending significant time and/or money on their daily commute (as compared to household income), and no plans are in place to address the disparity.</p> <p><b>In Progress:</b> Metrics indicate gaps in transportation availability or affordability, but the region has plans in place or in development to improve infrastructure, availability, or assistance.</p> <p><b>Work Ready:</b> Metrics indicate transportation is adequate and affordable in the region and/or strategies and initiatives are in place to improve infrastructure, availability, or assistance. Public-private partnerships and employer assistance are evident. Average cost of commuting is less than 20% of household income.</p>
<b>Evidence:</b> Employer and Transportation MOU, Survey data				
<b>Data Source:</b> <a href="https://www.transit.dot.gov/ntd">https://www.transit.dot.gov/ntd</a> , KY TRAK, Public Transportation Providers   KYTC, KYSTATS				
<b>Talent Ready Objective 4: Digital Access &amp; Broadband Infrastructure</b>	What is the internet availability across their rural and urban centers? Does a community have a digital access plan or strategy to ensure access for all?	<b>Core</b> <ul style="list-style-type: none"> <li>% of residents with access to broadband at home</li> <li>% of region covered by broadband access</li> <li>Speed of broadband access (% of residents</li> </ul>	<ul style="list-style-type: none"> <li>Describe your region's digital access plan or strategy to ensure broadband access for all. Describe opportunities available to learn digital literacy skills (in person,</li> </ul>	<p><b>Not Work Ready:</b> Significant portion of region does not have broadband access or public Wi-Fi available. No digital equity plan in place. No structured digital literacy programs are in place.</p> <p><b>In Progress:</b> Coverage is available in most areas, but gaps remain in speed, affordability, or rural access. Public Wi-Fi is accessible for residents</p>

## Work Ready Communities: Next Generation Metrics and Scoring

		<p>who can access top speed)</p> <ul style="list-style-type: none"> <li># digital literacy programs offered annually</li> </ul> <p><b>Optional</b></p> <ul style="list-style-type: none"> <li># of public facilities with free Wi-Fi available to residents</li> </ul>	<p>virtual, hybrid, instructor led or student led)</p>	<p>without reliable home service. A digital access plan is in development or has only recently been adopted. Digital literacy programs are available but not yet widely accessible.</p> <p><b>Work Ready:</b> Broadband access and high-speed coverage are widely available across the region (90% of households or more have broadband access, 50% or more at top speeds), with affordability and rural access barriers being actively addressed. A comprehensive digital access plan is in place and being implemented. Residents of all working ages have access to coordinated in-person digital literacy programs.</p>
<p><b>Evidence:</b> Digital Access Plan, Provider service map, Broadband coverage maps, MOU or partnership agreements, Digital Literacy program completion</p> <p><b>Data Source:</b> <a href="#">Location Summary</a>   <a href="#">Broadband Funding Map</a>, KYSTATS</p>				
<p>Talent Ready Objective 5: <b>Talent Attraction</b></p>	<p>What strategies are being used to actively attract talent locally or regionally? Are these strategies aligning with business demand?</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>% population growth (working age)</li> <li>Cost of living (as compared to nearest MSA)</li> <li>Labor force participation by age</li> </ul> <p><b>Optional</b></p> <ul style="list-style-type: none"> <li>Web and social media traffic related to talent attraction campaigns</li> <li># of inquiries, relocations, or event participation linked to campaigns.</li> </ul>	<p>Describe your region’s efforts to attract new residents. Is there an individual or organization dedicated to talent attraction and community development? Does the region have a marketing or social media strategy, and if so, how is it measured? Do strategies align with business needs? How do local business needs inform strategies?</p>	<p><b>Not Work Ready:</b> Region does not have a strategy for attracting new talent. Population growth is stagnant or decreasing.</p> <p><b>In Progress:</b> Region is developing a strategy for attracting new talent or has recently launched a strategy, but results are not evident to date. Population growth is stagnant or decreasing.</p> <p><b>Work Ready:</b> Region has coordinated talent attraction strategy with demonstrated results such as increase in working-age labor force participation and tax revenue.</p>
<p><b>Evidence:</b> Cost of living index, website analytics (heat map), marketing and branding materials, surveys</p> <p><b>Data Source:</b> KYSTATS</p>				



## Work Ready Communities: Next Generation Metrics and Scoring

**Input was provided from the following stakeholders:** KWIB Taskforce, Workforce Boards, Economic Developers, Industry – Employers, KY Chamber of Commerce, KDE/CTE, KY Association of School Superintendents, KY Community and Technical Colleges, KY Council of Economic Developers, KY League of Cities, KY Transportation Cabinet, KY Housing Corporation, former Executive Director of the KY Housing Corporation, KY Office of Early Childhood, and KY Office of Broadband Development

## Summary of Subtitle D — Pell Grants (Summary of Sections 83002–83004 p.280)

Effective Date: July 1, 2026

### Workforce Pell Grants (short job-training programs for portable, stackable, in-demand credentials)

- A new kind of Pell Grant will pay for short, career-focused training programs
- To get one a student must:
  - Qualify under the usual Pell rules, and
  - Be in an eligible workforce program (not a college degree program)
- Qualified Program length: 150–599 clock hours and at least 8 weeks but less than 15 weeks.
- The program cannot be a correspondence course

### Qualified Programs

- Are determined by the Governor (advised by the state workforce board), that the credential:
  - Stackable and portable across more than one employer
  - Teach skills for in-demand
  - Meets what employers needs
- Are required by the U.S. Secretary of Education to:
  - Have run for at least **one year prior** to being approved
  - **Have at least 70%** of students finish the program (measured within 150% of the normal time)
  - **Have at least 70%** of graduates find a job within 180 days (about 6 months) after finishing, and
  - The program’s published tuition and fees **do not exceed** the program’s “value-added earnings” (this means tuition must not be higher than the extra money graduates typically make because of the program — calculated from past students’ median earnings, adjusted for local cost-of-living, minus a poverty-based baseline)

### Award Rules & Limits

- Workforce Pell Grants are given like regular Pell Grants, but:
  - They can be **prorated** (smaller) if the program is shorter than a full academic year
  - A student **cannot** get a regular Pell Grant and a Workforce Pell Grant at the same time
  - Time paid by Workforce Pell counts toward a student’s **lifetime Pell limit**

### Extra Pell Funding:

- The Pell reserve fund (money set aside) increases from \$2.17 billion to \$12.67 billion.

### Next Steps:

- US Department of Education will write guidance for the new law

### Action Now:

- Kentucky (Governor with consultation with KWIB) decide what criteria/framework to use to judge postsecondary credentials

**Credentials of Value – DRAFT Kentucky Framework**

<b>Job Opportunities</b>	<b>Competency Alignment</b>	<b>Employer and Earnings Outcomes</b>	<b>Stacking and Portability Potential</b>
<p>The credential meets one or more of the following demand criteria:</p> <ul style="list-style-type: none"> <li>- It is aligned to occupations that are in demand statewide or regionally, as verified by job posting data, employer engagement, or other evidence.</li> <li>- The credential represents the completion of a program that prepares individuals for a range of employment and further education opportunities and represents the attainment of essential learning outcomes valued across employers.</li> <li>- The credential is associated with strong self-employment outcomes for credential holders.</li> </ul>	<p>Knowledge and competencies or skillsets alignment criteria asks for evidence that the credential results in knowledge and competencies that are demonstrated, assessed, and aligned to occupational demand. The credential has state, national, or international recognition or accreditation. Including ongoing industry engagement.</p>	<p>Credential is aligned to occupations that provide a family-sustaining wage either regionally or statewide, opportunity for economic mobility, or meet essential community needs via a consistent approach.</p> <p>Wage outcomes should be demonstrated through job posting data, historic employment outcomes for individuals with this credential, or provider-demonstrated evidence.</p> <p>Positive return on investment-based on earnings that factor in gains and costs Personal satisfaction with post-credential employment.</p>	<p>The credential is stackable to additional training or upward career mobility (academic ladder and/or enhanced career path). Portable across or within an industry sector(s). It can be added or “stacked” with other credentials to advance along a pathway, either in terms of education or employment.</p>

# TEAM KENTUCKY FORWARD

## WORKFORCE DEVELOPMENT STRATEGIC PLAN



**GOAL:**  
**EMPLOYER  
ENGAGEMENT**

### **PRIORITY 1**

Work-based learning: expand, scale and improve (business perspective)

### **PRIORITY 2**

Expanding talent pools for business hires

### **PRIORITY 3**

Unified business services: statewide workforce and talent team



**GOAL:**  
**EDUCATION  
ATTAINMENT**

### **PRIORITY 1**

Work-based learning: expand access to earn and learn opportunities (learner perspective)

### **PRIORITY 2**

Increasing the teacher pipeline

### **PRIORITY 3**

Expansion of access and achievement in education for all Kentuckians



**GOAL:**  
**WORKFORCE  
PARTICIPATION**

### **PRIORITY 1**

Addressing barriers to employment and solutions

### **PRIORITY 2**

Employment best practices - a worker perspective

### **PRIORITY 3**

Addressing barriers to hiring - a business perspective



**GOAL:**  
**ORGANIZATION  
& RESOURCE  
ALIGNMENT**

### **PRIORITY 1**

Common Return on Investment (ROI) metrics

### **PRIORITY 2**

Continuous focus on supply and demand

### **PRIORITY 3**

Continuous organizational collaboration

# APPENDIX



## Alice Houston

President & CEO HJI Supply Chain Solutions

Alice K. Houston was educated in the Louisville, Kentucky public schools and received her high school diploma in 1964. She graduated cum laude from Baldwin Wallace College in Berea, Ohio, in 1968 and received a Danforth Foundation Fellowship in Latin American History to attend graduate school at Vanderbilt University. She attended Vanderbilt from 1968 to 1969.

Alice left Vanderbilt in 1969 to marry Wade Houston, who was pursuing a career in professional sports. The two traveled and lived in Strasbourg, France, where Wade played and coached basketball. Upon returning to the United States, Alice began a long and successful association with the University of Louisville.

While earning an M.Ed. in College Student Personnel Services, she served as Assistant and later Associate Director of Financial Aid at the University of Louisville. She left the university in March 1988 to join a series of family businesses, which collectively became one of the largest minority-owned companies in the United States—and the largest minority-owned transportation company in North America during the 1990s.

In July 2001, Alice divested her interests in the transportation company to focus on developing HJI Supply Chain Solutions. She became President and CEO in January 2005. Over the following years, HJI became a preferred supplier of material fulfillment, sequencing, assembly, and logistics services.

In 2011, HJI was nominated by Ford Motor Company and subsequently won the TSMDC “Supplier of the Year Award.” The company was also honored in 2018 and 2019 with the Supplier Diversity Excellence Award from Yanfeng Global Automotive Interiors.

In August 2020, Alice resigned as CEO after successfully completing a six-year succession plan to transition ownership to the second generation.

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*4<sup>th</sup> Annual*

# **Veterans Employment & Training Symposium (VETS)**

**November 3, 2025**

**10 a.m. - 3:30 p.m. EST**

**Kentucky Community & Technical College System Office • 300 N. Main St., Versailles, KY 40383**

*Check-In at 9:30 a.m. EST - Event starts promptly at 10 a.m. EST*

**Limited seating is available. There is no charge to attend.**

**Sponsorship opportunities available.**

Please email Kendra Pearson at [kendrah.pearson@kctcs.edu](mailto:kendrah.pearson@kctcs.edu).

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