



Kentucky Workforce Innovation Board (KWIB)

Resource Alignment Committee

Meeting Minutes

April 21, 2025

3:00 pm -4:30 pm EDT

Via Zoom

MEMBERS PRESENT: Kim Humphrey (former Committee Chair), Johnny W. Collett (KWIB Vice Chair and Interim Committee Chair), Debbie Link, Dolly Hollan, Jim Rachlin, and Kenneth Calloway

DWD STAFF PRESENT: Sam Keathley, Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Sara Jagers

3:00 PM WELCOME AND OVERVIEW OF COMMITTEE OBJECTIVES

Kim Humphrey, former Committee Chair, Director of Community and Employee Programs, River View Coal, opened the meeting by welcoming everyone and expressing gratitude to the committee members for their valuable input and contributions. She announced that her term with the Kentucky Workforce Innovation Board (KWIB) is ending, so **Johnny W. Collett, KWIB's Vice Chair and Interim Committee Chair, UK Human Development Institute**, will take her place during the interim. Johnny briefly introduced himself, highlighting his extensive experience in disability policy, education, and employment at various levels: local, state, federal, nonprofit, and his current role at the University of Kentucky's Human Development Institute. He emphasized his commitment to learning and contributing to the committee.

OVERVIEW OF FINAL RETURN ON INVESTMENT (ROI) RECOMMENDATIONS

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB), thanked everyone for dedicating time to this committee work. He also expressed his appreciation for Kim's leadership and commitment, which have been invaluable. He added that under her leadership, this committee took a fresh approach in recognizing and understanding the importance of return on investment (ROI). **Alisher** that as the described "friendly critic" of the system, the committee has been focused on three main priorities as follows:

- **ROI Metrics:** Developing simple, clear metrics to measure ROI, focusing on participants engaged, job placements, and wages earned. By analyzing the Workforce Innovation and Opportunity Act (WIOA) we can build upon the foundation of the workforce ecosystem. He commented that they will soon vote on those metrics.
- **Supply and Demand:** Aligning workforce supply with job forecasts by accessing data and implementing proven strategies, like those presented by Colorado, to balance business needs with workforce readiness.
- **Organizational Collaboration:** Enhancing coordination among state and local workforce stakeholders to prioritize workforce development. Active involvement and shared strategies at both the state and community levels are essential for success.

The committee will seek feedback on these priorities and plans to integrate case studies showcasing successful collaborations and initiatives. Examples include the Governor's Council of Second Chance Employers' reentry efforts and Appalachian Regional Health's (ARH) use of workforce resources. The goal is to create sustainable alignment and continued progress in workforce development efforts.

Potential employment barriers, such as childcare, transportation, and housing, were discussed, with the committee working to incorporate solutions to address these challenges. Ensuring accurate attribution of individuals across multiple programs was discussed. When multiple agencies contribute to an individual's success, determining fair recognition for their efforts

becomes complex. Tracking becomes very important by contributing agency, all while evaluating a true ROI on system efforts, workforce participation and salary improvements.

RECOMMENDATION OF FOUNDATIONAL ROI METRICS (VOTING)

Johnny W. Collett, KWIB's Vice Chair and Interim Committee Chair, UK Human Development Institute, prepared the committee for voting on the three foundational metrics that will be taken to the next quarterly KWIB Board meeting for approval. The three foundational metrics are:

- Number of Participants
- Number of Job Placements
- Average Wages

Johnny asked if anyone had any questions. After confirming that no changes or corrections were needed, Kenneth Calloway ***motioned to approve*** taking the foundational ROI metrics to the next quarterly KWIB Board meeting; Dolly Hollan ***seconded*** the motion. Interim-Chair, and KWIB Vice-Chair Collett, asked for any discussion or dissenting votes. There were none. The **motion passed unanimously**.

OVERVIEW OF FINAL ROI RECOMMENDATIONS

Alisher explained that the Department of Community-Based Services (DCBS) is collaborating with the Eastern Kentucky Concentrated Employment Program (EKCEP) to become a [Supplemental Nutrition Assistance Program \(SNAP\) 50/50](#) provider. This initiative allows entities providing employment services and training to eligible individuals, receiving food stamps. The reimbursement can only be provided on services using non-federal funds. Eastern Kentucky has the highest number of individuals served by the workforce system who participate in the SNAP program. EKCEP, which operates with both federal and non-federal funding, is partnering with DCBS to explore ways to enhance workforce services and possibly recoup some funding while serving mutual clients across both entities. This effort is advancing as a pilot program, with potential expansion into other local workforce development areas.

Moreover, diversification of workforce funding is a growing focus, as reliance on federal funds presents risks if allocations change. KentuckianaWorks has successfully diversified its financial streams through city and philanthropic contributions, ensuring sustainability. Northern Kentucky is implementing an innovative approach by housing a Kentucky Career Center access point within a DCBS office, utilizing existing infrastructure to provide career services alongside other assistance. This strategy aligns with broader efforts to integrate workforce development services efficiently. Observations from these initiatives will inform future applications in other communities.

Sharing best practices across different regions can enhance workforce strategies, though some approaches may be more suitable for certain areas than others. Strengthening partnerships between businesses and workforce programs can lead to better resource utilization and improved services for individuals. For example, efforts are underway to attract transitioning veterans from Fort Knox and Fort Campbell to remain in Kentucky by promoting job opportunities and quality of life. Workforce programs also focus on reentry support, helping individuals leaving incarceration secure employment and reduce recidivism. Partnerships with nonprofits and local career centers ensure job training and placement, strengthening workforce development across the state.

COMMITTEE NEXT STEPS

- Foundational Metrics to the KWIB Board on May 15, 2025

3:50 PM EDT ADJOURNMENT

No additional meeting items were raised, and Kim thanked everyone for their participation. A ***motion to adjourn*** was made by Debbie Link, seconded by Kenneth Calloway, and the **meeting was adjourned**.



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AGENDA

April 21, 2025

3:00pm – 4:00pm EDT

Join Zoom Meeting

<https://us06web.zoom.us/j/83612612904?pwd=KgGSwcSlx2KI6e4Dkwa9xQZa3kNOJM.1>

Meeting ID: 836 1261 2904 Passcode: 287453

3:00pm	Welcome and Committee Update	<i>Alisher Burikhanov, Executive Director Kentucky Workforce Innovation Board</i>
		<i>Kim Humphrey, Director of Community and Employee Programs River View Coal</i>
3:10pm	Discussion: Overview of Final ROI Recommendations	<i>Alisher Burikhanov Kentucky Workforce Innovation Board</i>
		<i>Kim Humphrey River View Coal</i>
3:30pm	Recommend Foundational ROI Metrics (Voting)	<i>Johnny W. Collett, KWIB Vice Chair University of Kentucky Human Development Institute</i>
	Three Foundational Metrics: <ul style="list-style-type: none">- Number of Participants- Number of Job Placements- Wages	
3:40pm	Update on Ongoing Collaboration	<i>Alisher Burikhanov</i>
3:50pm	Committee Next Steps	<i>Alisher Burikhanov</i>
4:00pm	Adjournment	<i>Kim Humphrey</i>