



Kentucky Workforce Innovation Board (KWIB) Resource Alignment Committee Meeting

AGENDA
June 17, 2024
3:00pm -4:30pm EDT

Via Zoom

MEMBERS PRESENT: Kim Humphrey (Committee Chair), Samuel Brown, Eric Sproles, Bart Darrell, Debbie Link, Dolly Hollan, Jim Rachlin, Daniel Carney, Tara McKnight, Jenni Hampton, Sam Keathley, Deputy Secretary Beth Brinly, Bridget Back

STAFF PRESENT: Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Elishah Taylor

3:02 PM WELCOME AND OVERVIEW OF COMMITTEE GOALS

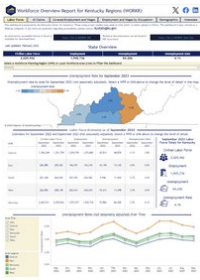
Kim Humphrey, Committee Chair, Director of Community and Employee Programs, River View Coal introduced herself and shared that her current job responsibilities include community outreach and employee training programs. She expressed that her current community activities include serving as a board member of the Henderson Community College Foundation, Henderson Chamber of Commerce, Morganfield Lions Club, Union County Industrial Authority, Green River Workforce Board, and Kentucky Workforce Innovation Board (KWIB). Kim is also a Kentucky Colonel.

Kim encouraged everyone to introduce themselves. After everyone had a chance to speak, Kim shifted to the next agenda item which was the overview of the committee.

Kim presented the [framework document](#) for the committee, noting it was created in 2017 following the approval of the strategic plan. Although the committee will reference this document, Kim emphasized that significant changes have occurred since 2017. She highlighted that while this committee is one of the four main goals of the plan, it has not convened in a while, prompting a need for restructuring. The primary objective is to analyze workforce development expenditure data across various agencies and to identify necessary adjustments or areas of improvement. Therefore, representation from businesses that understand measuring return on investment is critical; furthermore, having each of the top five identified sectors is crucial, in addition to childcare/education and agriculture/energy sectors. Kim stressed the initial priority is to understand how funds are distributed and used. This set the stage for the Kentucky Center for Statistics (KYSTATS) report presentation.

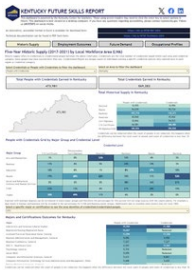
EXISTING KYSTATS REPORT PRESENTATION

Sam Keathley, Senior Workforce Analyst, KYSTATS shared the importance of data review and walked through existing dashboards that would be most relevant to this committee.



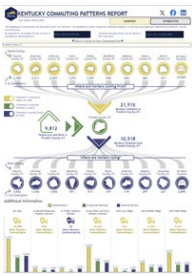
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Full Report



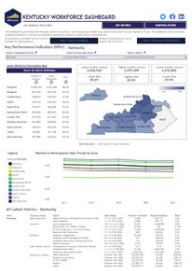
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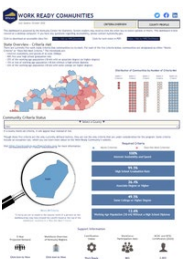
Kentucky Commuting Patterns dashboard highlights the flows of workers between Kentucky counties.

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Kentucky Workforce Dashboard was intended to analyze Kentucky's workforce systems (as opposed to the actual labor market) but will be redesigned in the future.

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Work Ready Communities dashboard was created to serve the Work ReadyCommunities program and will likely change along with the program itself.

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After Sam reviewed the relevant dashboards, the committee discussed how KYSTATS gets the data sources. Sam explained KYSTATS relies on time series analysis from the census, and by gathering data directly by contacting Kentucky employers. Sam mentioned that there are more data dashboards on the [website](#), broken into six different categories. He encouraged the committee to reach out to KYSTATS for further assistance.

Kim Humphrey thanked Sam Keathley for taking the time out to share this information. She asked the group if they had any questions for Sam before passing the floor to Deputy Secretary Beth Brinly.

EDUCATION AND WORKFORCE COLLABORATIVE & REPORTING OBJECTIVE

Beth Brinly, Deputy Secretary, Education and Labor Cabinet, thanked everyone for their participation and taking time to be on this committee.

She briefed the committee on the Education and Workforce Collaborative Board (Collaborative) and its operations. The Deputy Secretary emphasized the board's role as the central management team for all partners specified in the [Executive Order 2020-857](#). The Collaborative's mission is to implement the strategic vision and initiatives outlined by the Kentucky Workforce Innovation Board (KWIB). The Collaborative has focused quarterly efforts on engaging specific populations, such as justice-involved individuals or veterans, and on system unifying strategies like work-based learning and the Launch initiative which supports the transition from secondary to post-secondary education for successful outcomes.

The primary goal of the Collaborative, and generally of the workforce development system, is to facilitate employment leading to self-sufficiency, ensuring employers access skilled workers and effective programs.. Kentucky has approximately 79 different programs across state government, spanning workforce education, training, and supportive services, with involvement from various labor programs under the US Department of Labor. Funding is diverse, including recent investments from the federal government, aimed at enhancing efficiency, reducing administrative costs, and meeting employer needs.

Deputy Secretary Brinly provided additional clarity on the Collaborative's activities of mutually reinforcing activities. An example of includes the Jobs On Day One initiative, which provides a three-phase approach to reentry: pre-release job training, employment immediately upon release, and supportive services to maintain employment retention and reduce recidivism.. There are numerous resources available for justice-involved Kentuckians with various organizations providing services, and the Collaborative's Jobs on Day One initiative created a unified approach that focused on the services available versus the agencies that provide the service.,

She welcomed questions about the Collaborative and committed to regular updates for the committee's benefit.

TIMELINE NEXT STEPS

Kim Humphrey, Committee Chair and **Alisher Burikhanov, Executive Director, KWIB**, thanked Deputy Secretary for speaking about the Collaborative and explaining the goals and focuses.

Alisher explained that at the next Resource Alignment committee meeting, to be scheduled in August, the aim is to bring everyone together to review preliminary data. This initial intake of raw data will provide a foundation for sharing and gathering feedback, emphasizing that this information is not final but crucial for initiating discussions on return on investment. He looks forward to their business-minded questions and constructive criticism to help shape the approach.

Beyond setting a date for the August meeting, the committee also needs to outline their next steps. Following the data review in August, the plan is to focus on financial flows during an October meeting. This will prepare the committee for the end-of-year meeting in December, where the aim is to learn from another state's approach—Texas being one potential example—on aligning resources and assessing return on investment (ROI).

Looking ahead, Kim and Alisher propose meeting every other month, culminating in February to finalize thoughts and prepare initial recommendations for the KWIB and Collaborative boards. By June of next year, based on the data, funding projections, and outcomes shared by Kentucky, comprehensive recommendations will be presented. These may include areas for improvement, highlights, or recommendations for divestment, ensuring a thorough overview of the collective efforts.

Kim and Alisher recognize there will be much to discuss and refine throughout this timeline and look forward to the committee's insight and collaboration moving forward.

4:00PM ADJOURNMENT

Kim Humphrey, Committee Chair expressed gratitude to everyone for attending the meeting and encouraged the group to reach out without hesitation for questions, information sharing, or any related matters.

Next Steps:

- Next Meeting - August 19 at 3pm ET – Initial Data Review
 - Join Zoom Meeting <https://us06web.zoom.us/j/88144684061?pwd=1lds1SEWvefZtjkre542rkIRdmy9xZ.1>
Meeting ID: 881 4468 4061 Passcode: 579397 Dial by your location 1 305 224 1968 US
- October – Focus on financial flows
- December – Learn from another state’s approach to resource alignment
- February – Finalize thoughts and initiate the preparation of the initial recommendations
- April – Prepare initial recommendations
- June – Final recommendations



Kentucky Workforce Innovation Board (KWIB)

Resource Alignment Committee Meeting

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Join Zoom Meeting

<https://us06web.zoom.us/j/83356647853?pwd=nUTZGS7ft8oQrPcOihreXy9O2qB12w.1>

Meeting ID: 833 5664 7853 Passcode: 430610

3:00pm	Welcome and Overview of Committee Objectives	<i>Kim Humphrey, Committee Chair Director of Community and Employee Programs, River View Coal</i>
3:10pm	Committee Members Brief Introduction	<i>Kim Humphrey</i>
3:30pm	Existing KYSTATS Report Presentation	<i>Sam Keathley Senior Workforce Analyst, Kentucky Center for Statistics (KYSTATS)</i>
3:50pm	Education and Workforce Collaborative & Reporting Objective	<i>Beth Brinly Deputy Secretary, Education and Labor Cabinet</i>
4:00pm	Open Discussion	<i>Kim Humphrey</i>
4:20pm	Timeline Next Steps	<i>Kim Humphrey</i>
4:30pm	Adjournment	<i>Kim Humphrey</i>

Committee: Organization and Resource Alignment

(Strategic Plan: Goal #4)



Chair: Kim Humphrey

KWIB Staff Contact: Elishah Taylor

GOAL #4: Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky

Strategic Objectives

4a: Identify and address the organizational and structural changes that should be made to Kentucky's workforce development governance to improve collaboration and accountability.

4b: Develop a framework and supporting goals and metrics for Kentucky's workforce development programs.

4c: Identify gaps in the existing longitudinal data system and determine available sources to close those gaps.

4d: Define and create an effective communication approach for services to ensure a consistent, quality customer experience.

4e: Build a stronger, more coordinated relationship between state and local government, institutions, and workforce innovation areas.

Successful Deliverables:

1. Established "workforce development" governance, a leadership collaborative of partners which oversee effectiveness and efficiency of the system.
2. Sharing of data between programs in a common platform, used to calculate return on investment by program area, and use of metrics to judge the performance of the workforce system and its partners.
3. Availability of assisted and self-navigation of workforce services for both employers and job seekers within the Commonwealth by way of shared and leveraged partner resources
4. Performance-based incentives leveraged between State and local workforce boards to establish policies, procedures and programs which support quality-oriented customer services.

Full Strategic Plan can be viewed and downloaded here:

https://kwib.ky.gov/About/Documents/KWIB_Strategic_Plan_2020.pdf

Workgroup Goals

In the short term, we will:

- Address barriers to collaboration by engaging with influencers and drivers of workforce policy across sectors
- Develop a set of overarching “guiding principles” for workforce delivery in the Commonwealth of Kentucky
- Implement a training for all staff to improve service delivery along the workforce lifecycle continuum
- Create an Emerging Workforce Leaders Council to prepare early to midcareer workforce managers and administrators for the next level of leadership through cross-sector collaboration and field-building activities
- Verify and (to the extent possible) eliminate siloes related to resource allocation leveraging spend analysis by the Lt. Governor’s Office and a cross-Cabinet team assembled to align workforce service delivery
- Identify where state longitudinal data could be augmented or improved to better track citizen development along the workforce lifecycle, and determine whether existing data is available or if new data sources must be created

In the near term, we will:

- Create representative examples of quality “customer experience” for both employers and jobseekers who utilize workforce development services, as well as a follow up mechanism to gauge customer satisfaction
- Capture a data-driven reflection of the taxpayer dollars expended on workforce development, and use this information to inform innovative approaches to helping Kentuckians find work
- Develop tracking mechanisms to evaluate the return on investment for public spend in workforce development services
- Prioritize and specify requirements for enhancements to the state longitudinal data system

In the long term, we plan to:

- Leverage workforce non-profits and advocates to support convening and capacity building
- Integrate communications with customer service feedback channels and points of live contact within the Commonwealth so that customers feel a sense of seamless connection in their services



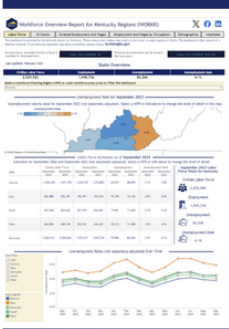
Resource Alignment and Funding Committee

Committee Member Name	Company/Business	Representation	Email
Kim Humphrey - CHAIR	Employee Programs River View Coal	Business/IT	kim.humphrey@arlp.com
Kenneth Calloway	SVP HR at Century Aluminum.	Business/IT	kenneth.calloway@centuryaluminum.com
Samuel M Brown	Physical Therapy Company	Business/IT	ptmpts@windstream.net
Eric Sproles	AISIN Automotive Casting, LLC in London, KY	Advanced Manufacturing	esproles@aisinauto.com
Bart Darrell	Vice-President of Owensboro Health and Chancellor of the Commonwealth West Healthcare Innovation Center	Health Care	Bart.Darrell@owensborohealth.org
Jason Jones	Meuth Concrete	Construction	jasonjones@meuthconcrete.com
Debbie Link	Child Care Council of Kentucky	Childcare/Education	debbie.link@cccofky.com
Dolly Hollan	Winchester Chamber of Commerce	Health Care	dolly.hollan@lpnt.net
Jim Rachlin	Rachlin Enterprises	Advanced Manufacturing	Jimrachlin@comcast.net
Daniel Carney	Springfield Washington County Economic Development		daniel@sweda.org
Tara McKnight	Marathon Petroleum	Transportation/Logistics/Energy	taramcknight@marathonpetroleum.com



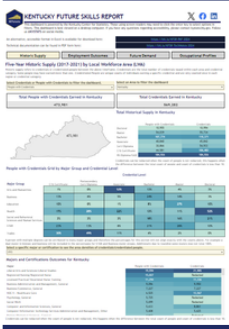
Reports:

The Kentucky Center for Statistics (KYSTATS) collects and links data to evaluate education and workforce efforts in the Commonwealth. This includes developing reports, responding to research requests, and providing statistical data about these efforts so policymakers, agencies, and the general public can make better informed decisions.



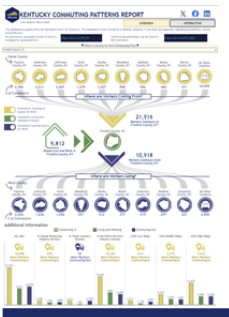
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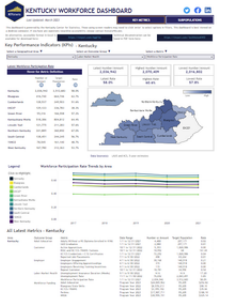
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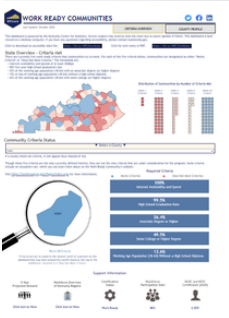
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