



Kentucky Workforce Innovation Board (KWIB) Resource Alignment Committee Meeting

AGENDA
August 19, 2024
3:00pm -4:30pm EDT

Via Zoom

MEMBERS PRESENT: Kim Humphrey (Committee Chair), Debbie Link, Jason Jones, Kenneth Calloway, Jim Rachlin, Tara McKnight, Dolly Hollan, Bridget Back, Daniel Carney, Eric Sproles, Bart Darrell, Sam Keathley

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

3:02 PM WELCOME AND OVERVIEW OF COMMITTEE OBJECTIVES

Kim Humphrey, Committee Chair, Director of Community and Employee Programs, River View Coal began the meeting and welcomed committee members. She shared an overview of the agenda and encouraged the committee members to introduce themselves. After everyone had a chance to speak, Kim went over the four Kentucky Workforce Innovation Board Committees and the purpose of the Resource Alignment committee. She expressed that [Resource Alignment](#) acts as the friendly critics of reviewing dollars spent, individuals served, and gaps in services. Next, Kim shifted to the next agenda item to the review of preliminary data.

REVIEW OF PRELIMINARY DATA

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board expressed gratitude to Kim for her leadership and extended thanks to the committee members for their dedicated work. He then emphasized the importance of data review. Alisher reviewed a recent presentation delivered to the Legislature by Secretary Link and Deputy Secretary Brinly. The Interim Joint Committee on Economic Development Workforce Development had requested a briefing from the Education and Labor Cabinet on workforce development, which the Secretary and Deputy Secretary presented on July 31st. The live presentation can be accessed [here](#) and a copy is included at the end of the meeting minutes.

Topics covered included an overview of the Department of Workforce Development (DWD), workforce outlook, the Workforce Innovation & Opportunity Act (WIOA) State Plan, and various services and programs. The DWD comprises several offices, such as Adult Education, Career Development, Vocational Rehabilitation, Employer & Apprenticeship Services, Educational Programs, and the Kentucky Workforce Innovation Board. Each office is dedicated to assisting individuals with employment, workforce information, education, and training, with staff committed to providing exceptional support to both individuals and businesses.

Alisher provided a detailed update on Kentucky's workforce development, highlighting that over the past four years, \$32 billion in private investment has led to more than 54,000 new jobs. He shared an overview of the WIOA State Plan submitted to the Department of Labor, the workforce development plan which is submitted every four years. Kentucky's plan focuses on four key objectives: enhancing employee engagement, improving educational attainment, aligning resources effectively, and increasing workforce participation.

He discussed Kentucky's workforce pipeline, noting the diverse talent available, including both traditional graduates from secondary and post-secondary education and non-traditional groups such as veterans and individuals with disabilities. Alisher also outlined the services provided in fiscal year 2024, mentioning that nearly 96,000 individuals were served by various programs, with notable support from the Office of Vocational Rehabilitation.

Information about other offices was shared. The Office of Adult Education provides comprehensive services beyond GED preparation, focusing on career readiness and post-secondary pathways, and includes special programs for individuals recently released from incarceration. Additionally, the Office of Employer & Apprenticeship Services connects businesses with workforce solutions and promotes registered apprenticeships across multiple industries. Furthermore, the Kentucky Career Centers networks has expanded the role from traditional unemployment services to offering comprehensive job search assistance and training. Alisher highlighted the Digital Equity initiative, aimed at ensuring equitable access to technology as part of a broader broadband expansion effort. He also introduced the Ready for Industry program, a new virtual training platform available to all Kentuckians for high-demand industries.

Kim thanked Alisher for the thorough presentation and reminding the committee of the expanded functions of Kentucky Career Centers. The meeting then proceeded to the review of preliminary information.

Alisher provided an overview of the Education and Workforce Collaborative (Collaborative), which functions as a sister board to the Kentucky Workforce Innovation Board (KWIB). One of the functions of the Collaborative is to gain a comprehensive understanding of the various funding streams the state receives for workforce development services, recognizing that this extends beyond just the Educational Labor Cabinet. He explained that the Collaborative is examining three program years to determine the nature and purpose of these funds—whether they are federal or state, and whether they are designated for education, training, support services, or career services. Although the current document does not include career services, it is recognized as a crucial fourth category. In parallel with the committee's efforts, the Collaborative is working to gather and analyze data from agencies willing to share their information. Alisher presented preliminary data from the Education and Labor Cabinet, using a specific spreadsheet that outlines program names, years, funding amounts, and sources. This report includes detailed information on programs, grants, and services previously discussed. Alisher then posed a question to the group: Given their fresh perspectives on data and investment returns, what aspects of this information would be most useful? How should it be presented to provide the greatest clarity and value? The feedback will help guide the Collaborative's interactions with other agencies and departments in collecting and analyzing data.

The committee discussed the appropriate time frame for reviewing data, debating whether to examine the current three years or extend the review to five years. They expressed concerns that anomalies might affect the results, particularly if certain factors fluctuate every two years. Alisher explained that the Education and Workforce Collaborative typically reviews data from the past three years, in accordance with the [Executive Order](#) that established the Collaborative. This practice is used to generate the State of the Workforce Funding Report. Kim questioned the importance of historical data versus current data, suggesting that a focus on recent developments might be more relevant. A review limited to the past year would provide a snapshot of the current situation. Additionally, the committee considered the impact of COVID-19 on the data and proposed comparing the years 2021 and 2022 with 2023 to evaluate the pandemic's effects. They also reviewed the distribution of WIOA funds, noting that 90% is directed toward field operations at career centers, while 10% is distributed for administrative costs, with youth funding used as an example. There was a request to verify the National Emergency Tornado and Flood funding lines for 2023 to ensure there were no duplicate entries. In conclusion, the committee agreed to review three years of data but suggested the possibility of including two additional years to address the small sample size for 2021 and to better capture the early impacts of COVID-19. They will follow up on this suggestion to determine the most effective approach.

The follow-up discussion focused on how to effectively present the information to the group. It was suggested that COVID-19 funding should be clearly marked to distinguish it from typical funding. This would help in identifying how these funds were distributed and their specific uses, compared to standard funding streams. There was also a query about the assumptions underlying the data analysis. Specifically, the committee wanted to know if the funding amounts reported had been fully utilized. Currently, the data sheet does not provide this detail, but efforts will be made to obtain it. The committee expressed interest in understanding the outcomes and the demographics of those served, such as the number of veterans

served. Alisher encouraged committee members to reach out to him or Kim with any further questions as they continue to review and analyze the data.

COMMITTEE INPUT AND NEXT STEPS

Alisher expressed that this feedback is very valuable, and it is important to remember that the information presented is preliminary. The questions raised will guide the discussions with the Education and Workforce Collaborative members. These questions will help in gathering their input, addressing uncertainties, and seeking answers. The objective is to collectively share the findings with the group, allowing for a comprehensive review and evaluation of the data points and their implications.

4:06PM ADJOURNMENT

Kim Humphrey thanked everyone for attending the meeting and encouraged the group to reach out without hesitation with questions as they review the materials from the meeting.

Next Steps:

- Next Meeting - October – Focus on financial flows
 - Join Zoom Meeting
 - <https://us06web.zoom.us/j/81586384282?pwd=RD5AtmaUyFxp1fbGgtJqoqYOpB3zOe.1>
 - Meeting ID: 815 8638 4282
 - Passcode: 748244
- 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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3:00pm – 4:30pm EDT

Join Zoom Meeting

<https://us06web.zoom.us/j/88144684061?pwd=1Ids1SEWvefZtjkre542rkIRdmy9xZ.1>

Meeting ID: 881 4468 4061 Passcode: 579397

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|---------------|---|---|
| 3:00pm | Welcome and Overview of Committee Objectives | <i>Kim Humphrey, Committee Chair Director of Community and Employee Programs, River View Coal</i> |
| 3:15pm | Review of Preliminary Data | <i>Alisher Burikhanov Executive Director, Kentucky Workforce Innovation Board</i> |
| 4:00pm | Committee Input and Next Steps | <i>Kim Humphrey</i> |
| 4:30pm | Adjournment | <i>Kim Humphrey</i> |

Education & Workforce Collaborative - State of the Workforce Funding Report

Background

As the work of the Education and Workforce Collaborative continues, the Department of Workforce Development (DWD) will be compiling 2021-2024 report per the [Executive Order 2020-551](#). One of the major components of the Collaborative is to complete the State of the Workforce Funding Report that identifies all federal and state funded workforce-related education, training, and support services activities in the past three programmatic years provided by the Collaborative's respective agencies or entities.

Necessary Funding Data

1. Identify the funds that you have in workforce-related education, training, and support services
 - a. Identify if funding was for:
 1. PY21 (July 1st 2021 – June 30th, 2022);
 2. PY22 (July 1st, 2022 – June 30th, 2023)
 3. PY23 (July 1st, 2023 – June 30th, 2024)
 - b. Identify whether these are federal or state funds
 - c. Identify stream: education, training, support services
 - d. Identify the eligibility for each stream
 - e. Indicate, to the extent feasible, the return on investment for each of the past year's funding stream

Funding Streams Definitions

- Education: investment used to for long term career preparation, examples: higher education degrees, certificates, certifications, credentials, digital badging, integrated education programs, etc.
- Training: investment in programs that are occupation specific, examples: on-the-job training, incumbent worker training, internships, pre-apprenticeships, registered apprenticeships, and career pathways exposure.
- Supportive Services: investment in services such as transportation, child-care, dependent care, housing, and needs related payments, linkage to community services, assistance with educational training, reasonable accommodations for youth with disabilities, referral to medical services, and assistance with uniforms and other appropriate work attire and work-related tools.
- Career Services: provision of services related to employment and career assistance, such as career coaching, career awareness, career exploration, labor market information sharing, resume building, interview skills, and job placement services.

Resource Alignment Committee Briefing Materials

Preliminary Funding Report

https://docs.google.com/spreadsheets/d/11x3wPtLUNocN4PvXLtADI8CbSA-burzM/edit?usp=drive_link&oid=101329873142180483992&rtpof=true&sd=true

Center for Business & Economic Research (CBER) Report

<https://kcc.ky.gov/Documents/UK%20CBER%20The%20Effects%20of%20KYs%20Adult%20Education%20Program%20and%20TRAINS%20on%20Labor%20Market%20Outcomes%202024.pdf>

CBER Report Appendix

https://drive.google.com/file/d/13ePLUjtTUETRV3ilvVOQfewm_Wh9s4Z7/view?usp=drive_link



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Department of Workforce Development

Interim Joint Committee on Economic Development & Workforce Investment
July 31, 2024

Presenters

- **Jamie Link**, Secretary
- **Beth Brinly**, Deputy Secretary & Acting Commissioner, Department of Workforce Development
- **Jorden Jones**, Executive Director, Office of Legislative Services

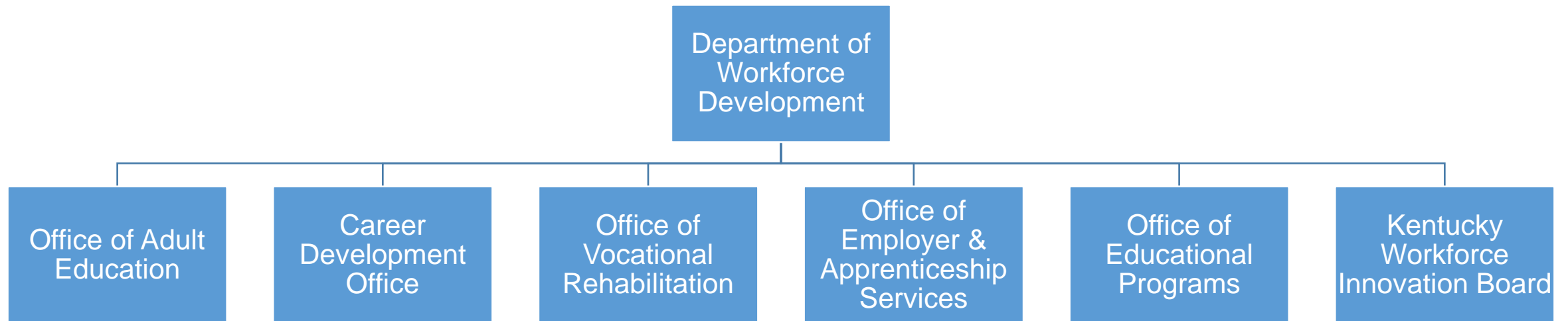
Topics to Discuss

- Department of Workforce Development Overview
- Workforce Outlook
- Workforce Innovation & Opportunity Act State Plan
- Services
- Programs

Department of Workforce Development

Mission

- The Department of Workforce Development connects Kentuckians to employment, workforce information, education, and training.



Department of Workforce Development

Workforce Outlook

- The best four-year period of economic growth in the Commonwealth's history:
 - Over 1,000 new business locations and expansions
 - Nearly \$32B in private investments
 - More than 54,700 new jobs created
 - Highest average incentivized wage of \$26.67/hour
- The opportunity to build equitable pathways to good quality jobs in a wide array of industries is better now than at any time in Kentucky's history.

Workforce Innovation & Opportunity Act (WIOA) State Plan

Overview

- Every four years, all states must submit a WIOA State Plan that outlines the strategic and operational direction for workforce development.
- The established partnerships across the workforce development system are well-positioned to serve all Kentuckians – including target populations and talent pools WIOA was designed to serve.

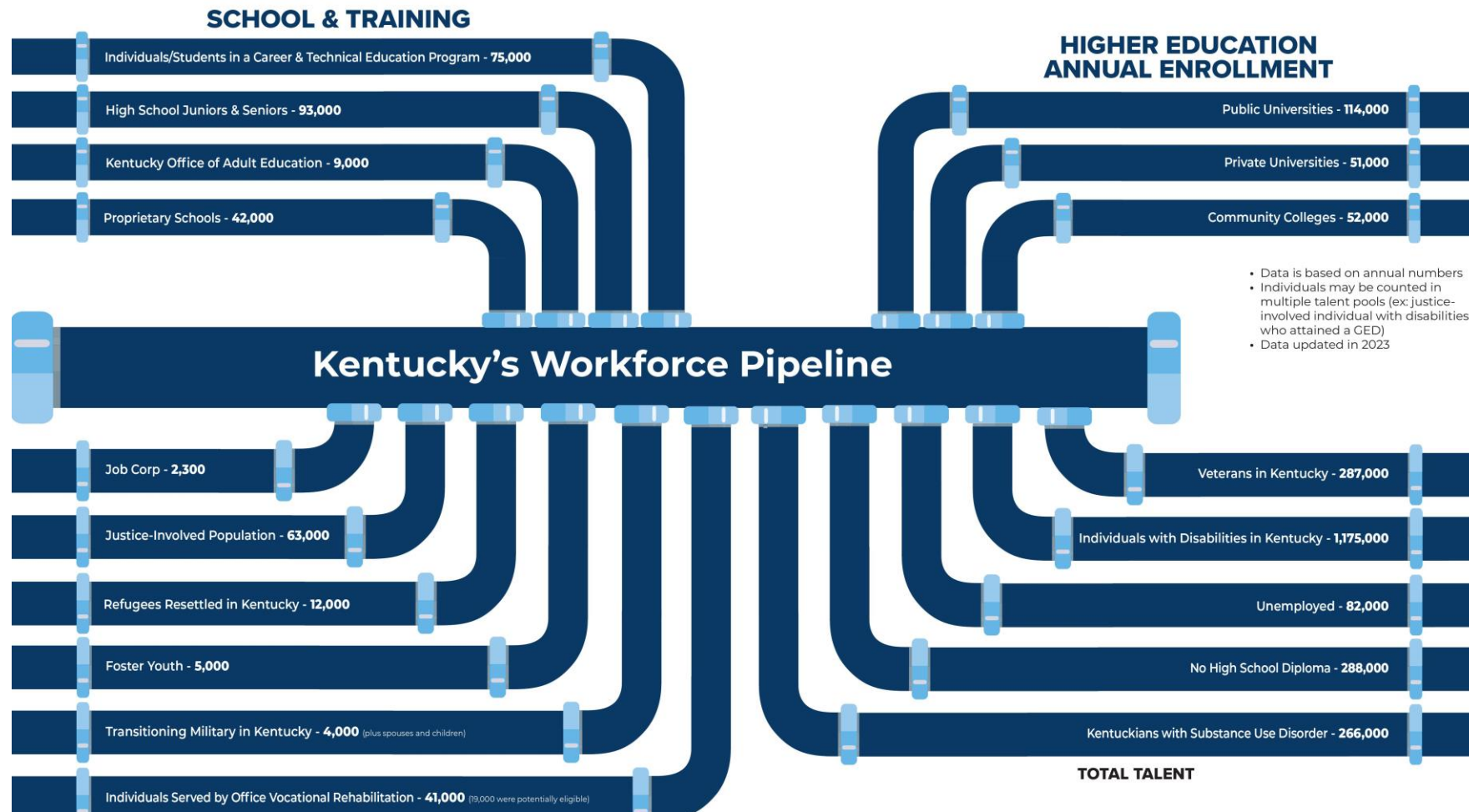
Employer
Engagement

Education
Attainment

Workforce
Participation

Resource
Alignment

Target Populations



Our Services

17,016

- Adult Education Participants

676

- Dislocated Worker Participants

3,040

- Youth & Young Adult Participants

27,429

- Wagner Peyser Participants

47,670

- Vocational Rehabilitation Participants

=

95,831

Kentuckians Served in FY24

Office of Vocational Rehabilitation (OVR)

Empowering Kentuckians with disabilities to maximize independence and economic security through competitive, integrated employment.

- Helps people with disabilities get the support they need to enter or return to the workforce.
- Assists businesses and employers recruit, retain and accommodate employees with disabilities.
- Provides support to wide range of customers, including adults with disabilities, youth and students with disabilities, and businesses and employers.

Office of Vocational Rehabilitation

Services in FY 24

- Vocational Guidance & Counseling
- Job Placement & Job Readiness
- College or Vocational Training
- Supported Employment Services
- Benefits Counseling
- Transition Services
- Skills & On-the-Job Training
- Job Coaching
- Transportation
- Interpreter & Translator Services
- Assistive Rehabilitation Technology
- Referral Services

43,501
Individuals Served

4,169
Exited in Employment

\$21.51
Average Wage

33.91
Average Hours Worked

Office of Vocational Rehabilitation

Retaining Employment & Talent After Injury or Illness (RETAIN)

- US Department of Labor grant focused on assisting people who have non-work-related injuries or illnesses continue to work.
- Supports the Commonwealth's commitment to the health and wellbeing of our citizens and economic development.
- Connects Kentuckians to the workforce and reduces their need for long-term federal disability benefits.

3,000

Participants

113

Participating
Counties

93%

Return to
Work

Office of Vocational Rehabilitation (OVR)

Pre-Employment Services (Pre-ETS) in FY24

- Assists students with disabilities from age 14 to 21 years old.
- Guides students in exploring careers and gaining experience in work-related activities.
- Develops "504 Plans" for students through accommodation services (Section 504 in the Rehabilitation Act).
- Services include:
 - Job exploration counseling
 - Work-based learning experiences
 - Post-secondary opportunities
 - Work readiness training
 - Self-advocacy instruction

Office of Adult Education (KYAE)

Assists adults in obtaining knowledge and skills for employment and economic self-sufficiency.

- Assists adults in attaining a secondary school diploma or high-school-equivalency (GED).
- Helps in transition to postsecondary education and training to include career pathways.
- Supports individuals who are English language learners.
- Surpassed all U.S. Department of Education goals in FY23.

3,082

• GED's
Obtained

14,195

• Currently
Enrolled

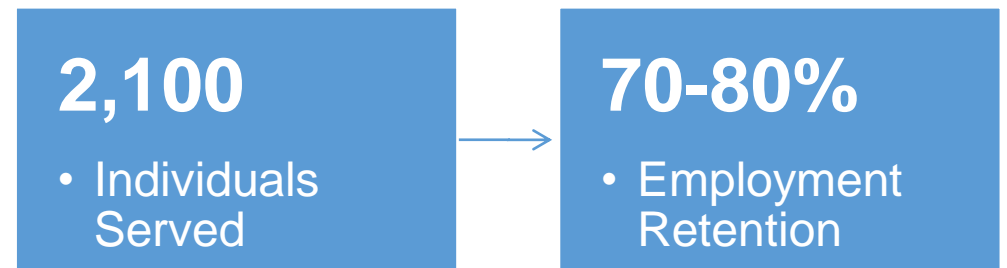
48%

• Measurable
Skills Goals
Met

Office of Adult Education

Putting Kentuckians First Program

- Uses a county-by-county approach to help current and former inmates become strong candidates for the labor market.
- Creates workforce pipelines within the judicial system through pre-release skills training, exposure to job opportunities.
- Supports employment upon release through connections with businesses and provides post-employment support services to ensure retention.
- 58 participating counties.



Office of Employer & Apprenticeship Services

Connects businesses to workforce services that spark innovative hiring, training, and retaining a workforce.

- Offers an alternative path to postsecondary education that drives Kentucky's growth and competitiveness.
- Aligns programs with community college courses
- Free consultative services for employers include:
 - Recruitment
 - Retention Strategies
 - Training
 - Financial Incentives
 - Upskilling
 - Diversity Hiring

6,698

• Registered Apprentices

290

• Registered Programs

257

• Unique Occupations

Office of Employer & Apprenticeship Services

Early Childhood Apprenticeships

- Offers apprenticeship programs for Childcare Development Specialists, Early Childhood Instructors, and Early Childhood Administrator Directors.
- Sponsored by the Governor's Office of Early Childhood.
- Partners with 46 early childhood employers in public pre-K, HeadStart and childcare facilities.
- 59 completions since 2022.

80

- Childcare Development Specialist Apprentices

59

- Early Childhood Instructor Apprentices

90

- Early Childhood Administrator Director Apprentices

229

- Enrolled in Various Child Care Apprenticeship Programs

Career Development Office/Kentucky Career Centers

Serves as the Commonwealth's comprehensive workforce system.

Services in FY24 Include:

- Jobs for Veterans State Grant
- Wagner-Peyser Act Employment Services
- Foreign Labor Certification
- Reemployment Services and Eligibility Assessments

4,090

• Veterans & Transitioning Service Members

807

• Foreign Labor Certified Employers

7,366

• H-2A Visa Applications

1,887

• RESEA Orientations

1,917

• Individualized Employment Plans

Kentucky Workforce Innovation Board

Serves as an advisory board to the Governor on workforce training and development issues.

- Comprises a 40-member board of Kentucky business leaders, and education, labor, state and local government, and community-based organizations.
- Assists in developing and executing the Governor's Workforce Innovation & Opportunity Act (WIOA) State Plan
- Helps create a statewide vision for workforce development and adopting a plan to move Kentucky forward through workforce training and development.

Four Pillars of WIOA State Plan

Employer
Engagement

Education
Attainment

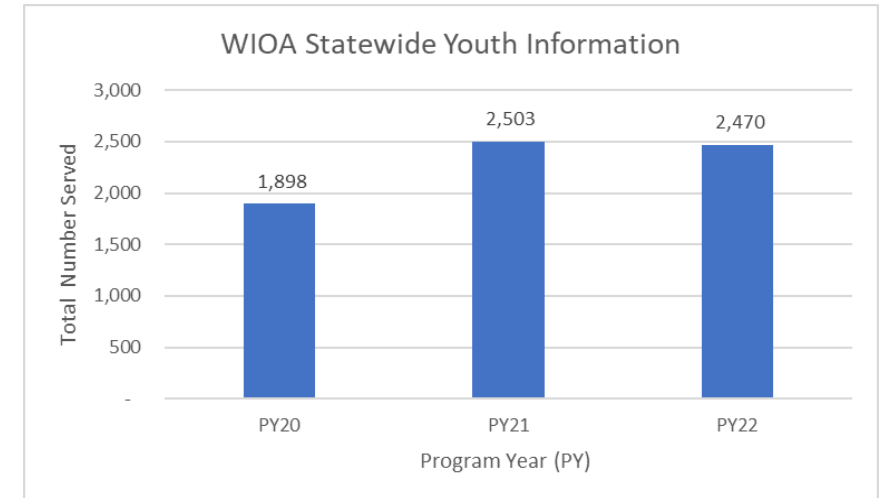
Workforce
Participation

Resource
Alignment

Youth Services

Aids several youth and young adult-focused programs and initiatives across the Commonwealth with various partners.

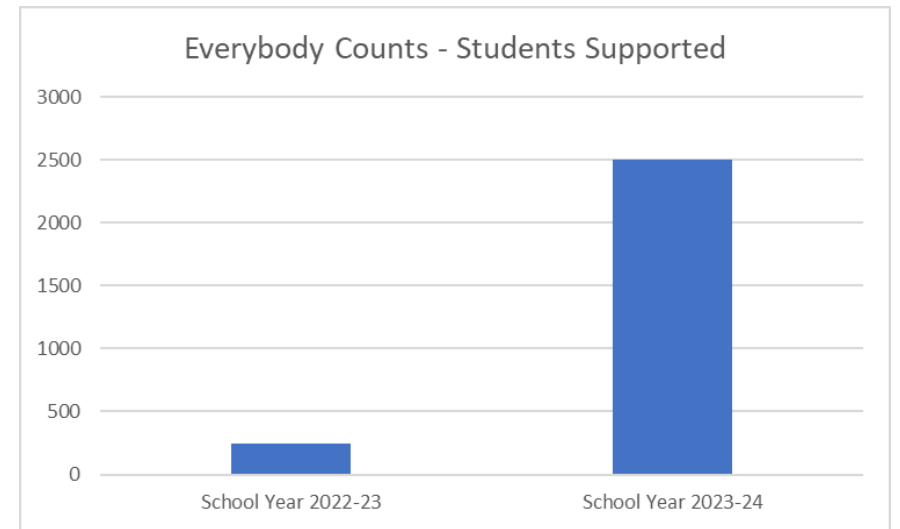
- Offers career pathway and supportive services to help youth complete training programs.
- Provides youth with work-based learning opportunities and internships through partnerships between Local Workforce Innovation Boards and employers across the state.
- Assists youth with mental health support through comprehensive guidance and counseling.
- Supports essential leadership and skills development.



Youth Services

Everybody Counts Initiative

- Provides over 2,000 eligible young adults with over 100 career and education exploration activities and events.
- Partners with 15 businesses to assist young adults with employment opportunities post-high school.
- Awards funding to support over 500 scholarships.
- Removes barriers for students to enter post-secondary education.



Digital Equity (DE) Strategic Plan

Broadband Equity Access & Deployment (BEAD) Program

- Commonwealth's DE plan was approved in April by the U.S. Department of Commerce.
- DE Capacity Grant Program application was submitted in May and currently is under review.
- DE Capacity Grant will fund execution of the approved DE Plan focusing on the covered populations and partnership with the Office of Broadband Development for digital upskilling and remote work opportunities.
- Covered populations include:
 - Veterans, aging individuals (60+), incarcerated individuals, individuals with disabilities, individuals with a language barrier, individuals who are a racial or ethnic minority, low-income individuals and individuals living in rural areas.

New Resource

Ready For Industry ®

- Provides courses to achieve an industry-based certification for high school, post secondary, and industry learners.
- Creates a bridge between standard education and the knowledge and specialized skills needed to succeed in industry.
- Available through local workforce entities like the Kentucky Career Centers, KCTCS, and others across the state.
- Provides separate 15–20-hour courses for each of the 5 highest-demand industries:
 - Healthcare
 - Manufacturing
 - Logistics
 - Construction
 - Information Technology (IT)

TEAM 
KENTUCKY®

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Thank You!