



Kentucky Workforce Innovation Board (KWIB) Committee Meeting of Workforce Participation

AGENDA
June 13, 2023
9:00 – 10:30am EST

RSVP for In-person in Frankfort – Debbie.Dennison@ky.gov
OR Via Zoom - Join Zoom Meeting (link below)

JOIN ZOOM MEETING
[HTTPS://US06WEB.ZOOM.US/J/83586746613?PWD=TKpSR1N2Bk95TFZzeSt6TUJETkpiZz09](https://us06web.zoom.us/j/83586746613?pwd=TKpSR1N2Bk95TFZzeSt6TUJETkpiZz09)

MEETING ID: 835 8674 6613
PASSCODE: 283917

9:00am	Welcome and Overview of Committee Goal	<i>Amy Luttrell, Chair CEO / President, Goodwill Industries of Kentucky</i>
	<ul style="list-style-type: none">➤ Alignment of Programs➤ Awareness of Resources➤ Support for and from Employers	
9:10am	Education and Workforce Collaborative Overview	
	Current programs under review with work groups	<i>Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB)</i>
	<ul style="list-style-type: none">• Jobs on Day One• Work-based Learning• Veterans, military personnel and spouses• Systems alignment	
9:40am	KY Chamber Foundation Initiatives	<i>LaKisha Miller, Executive Director Workforce Center</i>
	Current employer resources that connect untapped talent pools to interested businesses (ex: Fair Chance Academy).	
10am	Discussion	<i>Amy Luttrell</i>
10:30am	Adjournment	

Kentucky Workforce Innovation Board (KWIB) Committee Meeting of Workforce Participation

DRAFT MINUTES

April 11, 2023; 9:30am – 11:00am EST



Visit the following link to view the recorded meeting:

https://kwib.ky.gov/PublishingImages/WPS_041123/WPS_041123.mp4

IN-person MEMBERS PRESENT: Amy Luttrell, **Virtual MEMBERS PRESENT** – Heidi Margulis, Stephanie Collins, Laurie Mays, Zach Morgan, Myra Wilson, Sam, Ethan Schrage, Betty Whittaker, Johnny Pittman, Jon Sowards, Leslie Sizemore, Kaye McAfee, Lindsey Trent, Madison Sandford, Johnny Collett, Jacob McAndrews, Todd Trapp, Amy Glasscock, Dr. J.C. Gregory, Jessie Schook, John Mountjoy, Trace Chesser, Aaron Poynter, Shauna King-Simms

OTHERS PRESENT: Rosalind Harvey, Alisher Burikhanov, Debbie Dennison, Elishah Taylor

9:31 AM CALL TO ORDER

Amy Luttrell, Chair and CEO / President of Goodwill Industries of Kentucky, Inc., called the meeting to order and welcomed everyone. She commented on the Louisville shootings that happened and offered her condolences. Amy shared that while the committee had not met in a while, it is time to revisit the Strategic Plan, readopted in 2020. She reminded the committee of the four (4) main goals of the strategic plan: Engage Employers; provide educational pathways; review workforce participation and to review and better align resources. She asked Alisher Burikhanov, Executive Director, KWIB if he would like to share.

Alisher acknowledged the Louisville shootings and offered his condolences. He then thanked everyone for attending the meeting and shared the Workforce Participation objectives, to help start the discussion.

Amy shared the focus of this committee has been to *identify and remove barriers* for priority population listed in the strategic plan including veterans, individuals with disabilities, re-entrants from the corrections system, individuals in recovery from substance abuse, young adults transitioning out of foster care, among others. She stated that previous meetings have included sharing resources to assist these groups but recognizes a *big challenge identifying all existing resources* still exists. There are systemic disincentives keeping people from the workforce.

She shared that there are two open jobs for each Kentuckian looking for a job. She shared recent updates about the Family Resource Simulator (Benefit Cliffs calculator) that has been created to provide examples of different family types and the benefit cliffs that exist and how pointing these out can change future policies to help mitigate disincentives to work.

She shared several programs that are demonstrating success including work with the re-entry population, Teleworks, Code Louisville, other initiatives and work being done to engage youth and young adults. Amy yielded to members of the committee for additional discussion.

Johnny Collett provided an update about *RETAIN* Kentucky. He stated that they have been working to support non-work-related people with injuries to get them back into the workforce. He shared more about the programs and the need for employer engagement. The main three areas this team is reviewing is 1. Increase employer awareness of workforce accommodations, 2. Create a more centralized place to go and learn about best practices, and 3. Highlighting people with disabilities as untapped talent.

Amy talked about the importance of alignment in response to a comment by Heidi Margulis and opened the floor again for discussion.

Johnny Pittman, Oxmoor Auto Group and chair of the Opportunity Youth Sub-Committee, expressed that he appreciates the continued discussions but resources are needed to show employers how to work with these different marginalized populations. We need programmatic changes to engaging employers. Zach Morgan shared [the Fair Chance Academy](#) offered by the Chamber has a program that teaches employers how to interact with these different groups of untapped talent.

Amy moved the discussion to the veteran population. Trace Chesser, USA Cares, shared an online platform for employers to engage with the veteran population through transition into the workforce. Leslie Sizemore, Council on Postsecondary Education (CPE) and Jessie Schook, Kentucky Community and Technical College Systems (KCTCS) discussed a new program coming out and how they will be helping untapped talent populations and employers. Discussion continued.

Alisher brought the focus back to discussing the objectives and deliverables of workforce participation committee that exist within the Strategic Plan. What is relevant, what needs to be modified, and what needs to be of priority focus?

Shauna King-Simms turned the discussion to engaging foster youth groups and engaging clients of KTAP and SNAP programs. This opened the discussion about youth and foster populations. Employers need supports to hire this population. Myra Wilson shared a program in the Cumberlands that will be starting. Discussion continued.

Amy Luttrell opened the floor to discuss the overall goals and objectives for the workforce participation group. She asked for input on changes, items to be removed, or items to remain.

Myra Wilson, Director of Workforce, Cumberlands added that funding for marketing or outreach is small, and a **focus** should include **building awareness** so people understand ongoing resources. Todd Trapp, Cabinet for Health and Family Services/ Department of Child Based Services (CHFS/DCBS) shared that [KYNECT](#) (Kentucky Connect) is a great resource for jobseekers and employers.

Jon Sowards added that we may **have additional data to gather** including cultural factors and attitudes need to change to get many returning to the workforce. He felt like a gap in

understanding what populations work remotely or in the gig economy might affect reported number of those in the workforce. From this Amy then opened the discussion on whether we should look at labor force participation by county, since there is a wide range of participation rates, and asked how we should market Kentucky. Discussion continued to include the currently retired population.

Amy summed up several insights from the meeting including providing **additional employer supports**, being **intentional about bringing awareness of resources** to jobseekers and employers, **reviewing and aligning current programs**, making employers aware of **incentives** that could be used in hiring of certain populations, and **leverage funding**.

She asked if there were any others. Several lifted gaining community support. Kaye McAfee, Kentucky Housing Corporation (KHC) expressed that they have been meeting people where they are in the community and that **focus groups or listening sessions** have been helpful.

In closing, Amy wants to bring a few highlighted points to the Kentucky Workforce Innovation Board (KWIB). She looks forward to sharing discussed items members of the Kentucky Workforce Innovation Board.

10:57 am Adjournment

Amy Luttrell

MULTI-PRONGED APPROACH

PRE RELEASE: EMPLOYMENT SERVICES

1

EDUCATION & SKILLS DEVELOPMENT

- Technical Education
- GED & English-Language
- Soft Skills/Digital Skills/Financial Literacy
- Entrepreneurship
- Post Secondary Education (ex: through Pell Grants)

2

ACQUIRING STATE/LEGAL ID

- Must attain state ID prior to release
- Must attain a social security card

3

LIFE SKILLS AND EXPECTATIONS

- Paying restitutions plan
- Visiting Probation Office
- Child Care Options
- Housing Options

4

EMPLOYMENT CONNECTION

- Meeting with potential employers
- Accessing work-based programs - such as Registered Apprenticeship & Work-Experience

5

SPECIFIC POPULATION EMPLOYMENT SERVICES

- Services to veterans
- Individuals with Substance Use Disorder (SUD)
- Services to individuals with disabilities
- Services to deaf and hard-of-hearing

MULTI-PRONGED APPROACH

RELEASE: EMPLOYMENT

1

EMPLOYER INTEREST

- From high demand industries (manufacturing, construction, healthcare, business/IT, and transportation)
- From emerging industries
- From opportunity industries (hospitality, restaurant)

2

EMPLOYER CONDUITS

- Government (Dept. of Corrections, KY Career Center Network)
- State & local chambers of commerce
- Industry Associations
- Community Based Organizations

3

CONTINUED WORK & LEARN

- On the job learning models
- Registered Apprenticeships
- WIOA Work Experience
- Work Ready Scholarships
- Work-Based Learning (ex: FAME for manufacturing)

4

IMMEDIATE SUPPORT SERVICES

- Identified transportation
- Identified housing
- Identified childcare
- Network of community organizations

5

EMPLOYER INCENTIVES

- Work Opportunity Tax Credit
- KY Fair Chance Bond, a Federal Bonding Program
- WIOA On-the-Job Training

MULTI-PRONGED APPROACH

POST RELEASE: SUPPORT SERVICES FOR RETENTION

1

NETWORK OF SUPPORT FOR JOB RETENTION

- Government Agencies (KY Career Center Network)
- Community Based Organizations
- Addressing matters of: transportation, housing, childcare, food, etc.
- Specialized talent pool services: veterans, individuals with disabilities

2

COLLECTIVE IMPACT APPROACH

- To provide proactive intervention and ongoing monitoring
- Addressing mental/behavioral health & substance use

3

STIGMA REDUCTION

- Ongoing stigma reduction and community/employer engagement to reduce barriers associated with societal stigmas
- Building confidence in individuals

4

EMPLOYER SUPPORT NETWORKS

- Local employer-to-employer networks to address ongoing issues, mitigation strategies, and collective support

5

CAREER COACHING FOR ADVANCEMENT

- Collaboration from employers, education, and government to find opportunities for continued education and skills to grow and advance in employment
- Employer Resource Networks

Employer-led Solutions: Untapped Talent Pools

LaKisha Miller

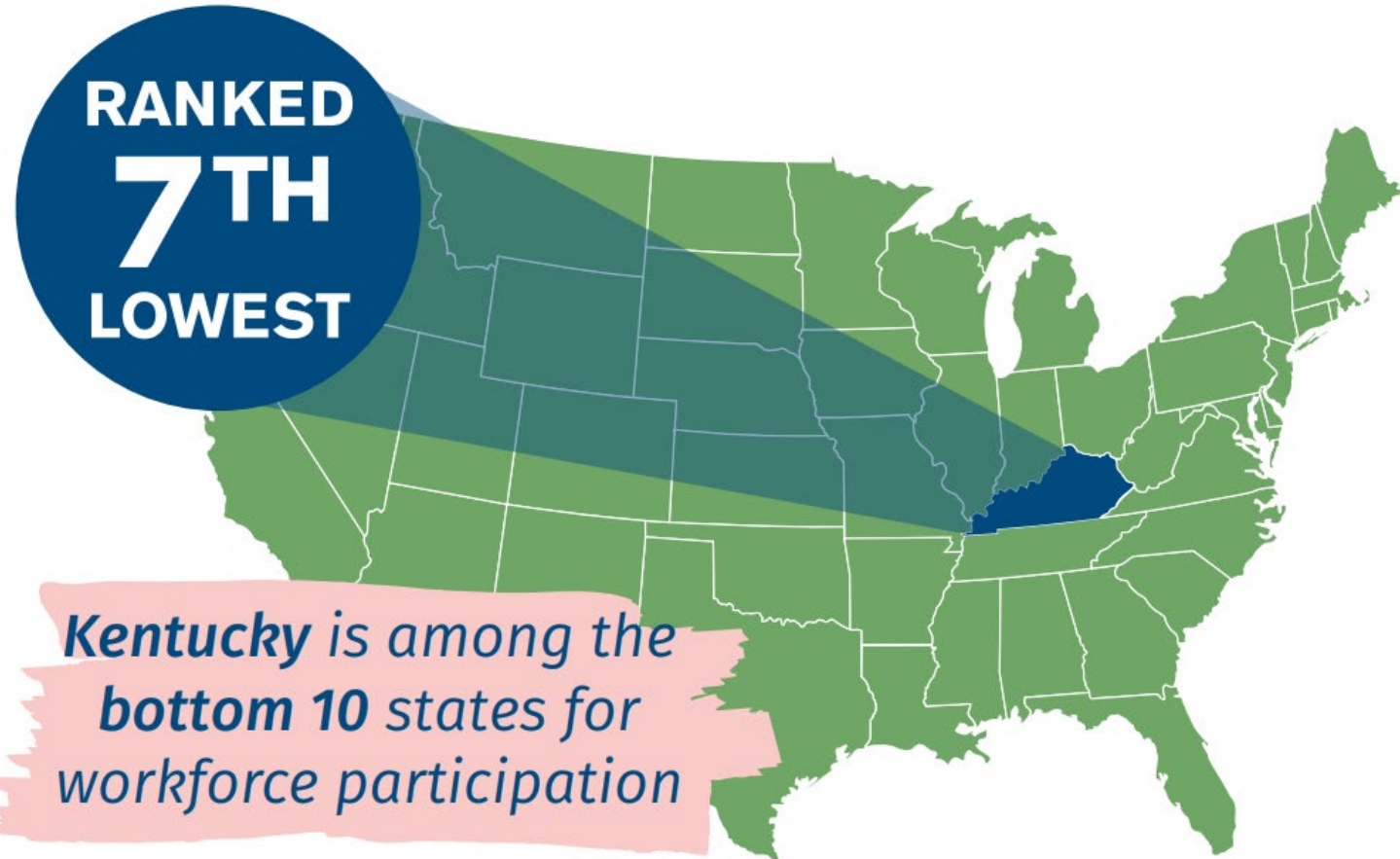
Executive Director, Kentucky Chamber Workforce Center



CURRENT STATE OF KY'S LABOR MARKET

KY workforce participation: 57.5%

US workforce participation: 62.5%



Kentucky Chamber
Uniting Business. Advancing Kentucky.





Kentucky Chamber Foundation

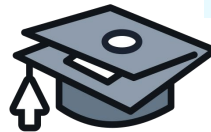


WORKFORCE RECOVERY PROGRAM

- Launched in 2019 with funding from the Office of Drug Control Policy
- Conducted over **160** presentations
 - Addiction 101
 - Are You Ok?
 - When to disclose, When not to disclose
- Recruited over **35K** fair chance jobs
- Certified **54** businesses through Fair Chance Academy



Fair Chance Academy | Cohort III

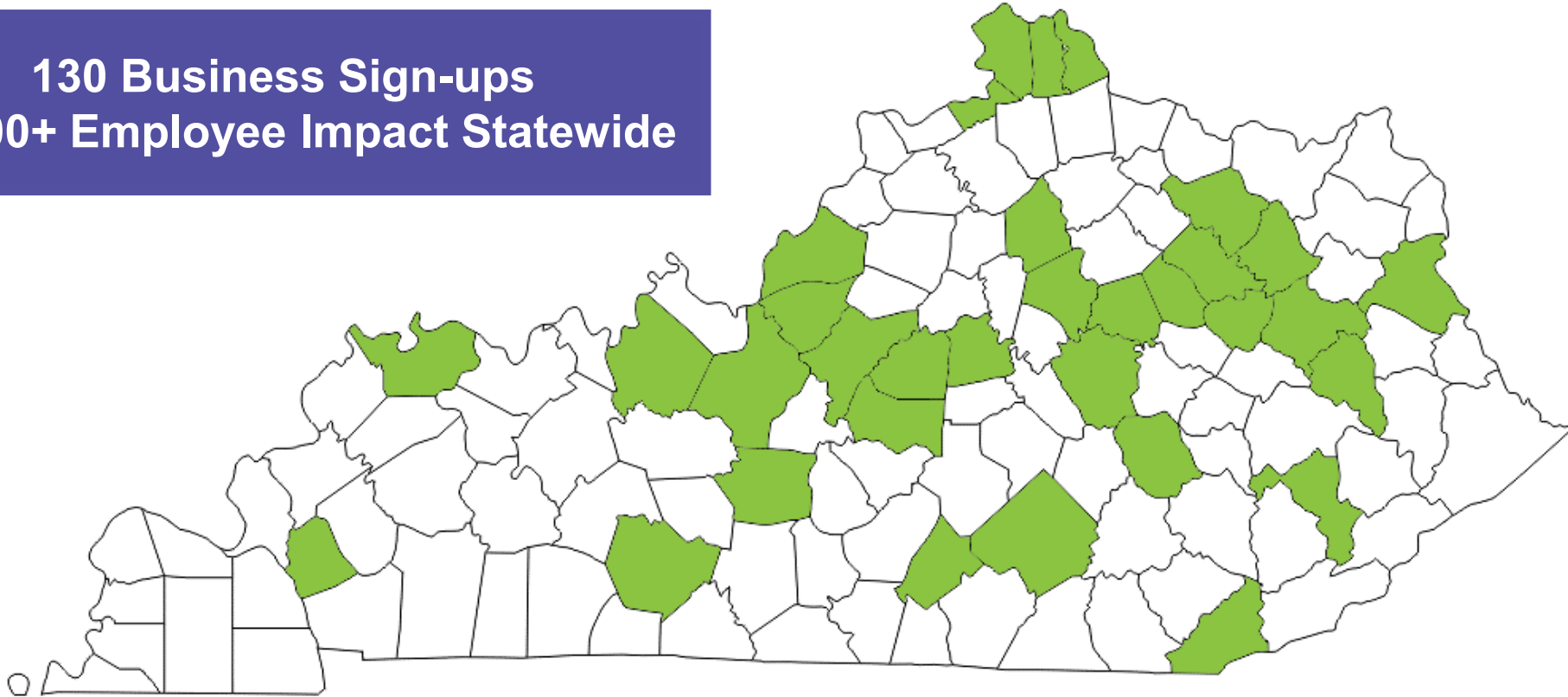


TRAIN KENTUCKY



KENTUCKY TRANSFORMATIONAL EMPLOYMENT PROGRAM (KTEP)

130 Business Sign-ups
50,000+ Employee Impact Statewide



FAIR CHANCE TRAINING & EDUCATION



Increasing Fair Chance Pipelines

Kentucky Department of Corrections Partnership



Scan to Learn More!



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kwib.ky.gov/PublishingImages/WFP_061323/WFP_061323.mp4

IN-person MEMBERS PRESENT: Amy Luttrell, **Virtual MEMBERS PRESENT** –Stephanie Collins, Christi Sorrell, Michael Gritton, Hilary Witt, Beth Rogers, Jon Sowards, Betty Whittaker, Laurie Mays, Johnny Pitman, Larry Ferguson, Todd Trapp, Kevin Nolan, Sarah Ortkiese, LaKisha Miller, Carl Wilson, Zach Morgan, Sam, Shauna King-Simms, Bridget Back, Kaye McAfee, Mike Riley

OTHERS PRESENT: Rosalind Harvey, Alisher Burikhanov, Debbie Dennison, Elishah Taylor

9:00 AM CALL TO ORDER

Amy Luttrell, Chair and CEO / President of Goodwill Industries of Kentucky, Inc., called the meeting to order and welcomed everyone. She recapped the three lifted committee goals from the last meeting and noted that today's meeting will include a discussion of these.

1. Alignment of Programs
2. Awareness of Resources
3. Support for and from Employers

EDUCATION AND WORKFORCE COLLABORATIVE OVERVIEW

Alisher Burikhanov, Executive Director, KWIB thanked everyone for their attendance and provided an overview of the purpose and membership of the Kentucky Education and Workforce Collaborative Board and stated that Deputy Secretary Beth Brinley is Chair. The Collaborative board has held two meetings this year, with two remaining this calendar year. The first meeting on [January 26, 2023](#) focused on **resources and workforce supports for the Reentry Population**. *Jobs on Day One* culminated from actions taken in this meeting with the following framework focus.

1. Pre-Release: Employment Services
2. Release: Employment
3. Post-Release: Support Services for Retention

This initiative supports and streamlines the workforce ecosystem to support this talent pool. The Cumberland Area has a program in place to support this talent pool called Putting Kentuckians First. The Chamber also has a program for the re-entry population called [Fair Chance Academy](#). Alisher reminded the group that Kentucky is ranked first among states with children who have incarcerated parents and how important this talent pool is for the workforce and generations to come. Amy inquired as to who will be lead on this program. Alisher stated that it will depend on each area, but anticipates it being a local area implementation initiative. He asked for other possible recommendations. Michael Gritton added that the discussion around programs and

implementation is important but equally important is preparing a way to get the process information to employers. He added that we must provide a way for employers to track, set goals and provide measurements for best return on investment.

Alisher responded to follow up and meet with appropriate Department of Corrections and KYSTATs personnel to pursue possible data points that can be shared around this population to employers. He also added that at an upcoming *Jobs on Day One* workgroup, additional discussion and implementation recommendations could be pursued.

Alisher shared that at the **Collaborative board's second meeting** on [April 20, 2023](#), the focus was the role of **Work-based Learning** in the workforce development ecosystem. The key to Work-based Learning is work but we must have employer engagement. Kevin Nolan, the CEO of GE Appliances, thanked Alisher and Team Kentucky for recently visiting for a tour of GE Appliances. He stated that most of their ideas they received from Toyota. Kevin thanked Toyota for being so open and letting them replicate what they were doing. *He stated that there needs to be a way to help small businesses do the same. He stated that one company cannot take on the work-based learning process by themselves and be successful.* They need all businesses to play a part to have a successful community. Alisher pointed out how GE Appliance has different programs through the summer and school year for the youth like [FAME](#), [Everybody Counts](#), and more. Kevin Nolan pointed out that those are great programs but challenging to scale across all businesses.

He added that *if a menu can be given to the small businesses on how to implement these programs, then it will take off.* Alisher then opened the floor for questions about workplace learning. Michael Gritton brought up how leading companies take this on. He explained that if the state would help fund this work being done it would help. The group agreed. Alisher mentioned that the next **Kentucky Education and Workforce Collaborative Board Meeting will be June 29, 2023 in Frankfort at 1:30pm EST** but also available on [zoom](#) with a focus on the Veterans population. Amy Luttrell inquired about system alignment as a topic within the Collaborative. Alisher shared that the last meeting of the year will be about the State Plan since it is due early next year (required initiative every four years). He commented that system alignment is a goal for the state and federal government. Amy then opened the floor to questions and thanked Alisher for speaking.

Amy Luttrell introduced LaKisha Miller the Executive Director of the Kentucky Chamber Foundation. She asked her to share what the Chamber is currently working on and planning for the future.

KY Chamber Foundation Initiatives

[LaKisha Miller](#) thanked Amy Luttrell for the opportunity to speak and present during the meeting. She shared a presentation that is attached to the post meeting packet. LaKisha discussed how Kentucky struggles when it comes to workforce participation. Kentucky is ranked 7th lowest in the country. She asked how they can bring employers to the table to employer business and workforce participation to bring Kentucky out of the bottom 10 states. The Kentucky Chamber Foundation is a philanthropic arm of the Kentucky Chamber. They focus on programmatic work and philanthropic work. They execute on education, equity, and workforce development.

Some of their listed programs are [Kentucky Chamber Workforce Center](#), [Kentucky Talent HUB](#), [Bus to Business](#), [Leadership Institute for School Principals](#), [Kentucky Comeback](#), [The Center for Diversity, Equity & Inclusion](#), and [Kentucky's Talent Pipeline](#).

They work on impacting workforce participation in different ways. She went over the Workforce Recovery Program and provided data to show how it has grown with its talent pool. This information and data are available in the post-reading packet. LaKisha also went over a few of the Cohorts that have been certified in the Fair Chance Academy. The Academy is a three-day workshop to give employers resources for these different talent pools. This is to breakdown the walls between employers and this talent pool.

The next program she went over was **Kentucky Transformational Employment Program (KTEP)**. They put this program in place to support legislation bill 191. She explained that if they can come up with a model to help support the disabled population, veteran population and more then Kentucky's workforce would be in a better place.

Amy Luttrell thanked LaKisha Miller for taking the time to present and opened the floor to questions. Kaye McAfee, Kentucky Housing Corporation thanked LaKisha for sharing and highlighting these talent pools.

Amy Luttrell pointed to links for upcoming Chamber events as follows:

June 15: An Inclusive Workforce – What It Is and Why It Matters to Kentucky
https://kychamber.zoom.us/webinar/register/WN_VWeFVgHIQIm5yGgAGdtjqQ#/registration

September 13: Inclusive Workforce Summit: Engaging the Talent of Kentuckians with Disabilities
https://www.kychamber.com/events/inclusiveworkforce?_zs=4GN2P1&_zl=FLC77

Amy Luttrell shared updates about the work being done around benefit cliff analysis and how Kentucky has adapted some policies to help the cliffs not be so steep for families. She noted that the analysis project will not be completed until the end of the summer.

Calculator for Family Benefits - link to KYSTATs Family Resource Simulator (Benefit Cliffs):
<https://kystats.ky.gov/Reports/FRS>

Debbie Dennison, Deputy Executive Director of the KWIB, added that if anyone needs help with the website to contact her.

10:16 am Adjournment

Amy Luttrell opens the floor to questions and comments. She also thanked everyone for their participation and adjourned the meeting.