



**KWIB**  
**Joint Committee Meeting of**  
**Education Attainment and Completion**  
**and**  
**Employer Engagement**

**AGENDA**  
**September 21, 2021**  
**11:00am – 12:30 pm**

**Via Zoom**

Join from PC, Mac, Linux, iOS or Android:

<https://us02web.zoom.us/j/85441221596?pwd=U2R4ZVplaGRPcFZqSVpPditKNThDZz09>

Password: 1BtEBs

---

- **Welcome** Beth Davisson, Chair  
Kentucky Chamber
  
- **KWIB updates** Stefanie Ebbens Kingsley  
Executive Director, KWIB
  
- **Sector Strategy Sub-committee update / Next steps** LaKisha Miller, Sub-committee Chair  
Kentucky Chamber
  
- **CTE Certification Review – Continuous Improvement Subcommittee** CTE Team
  
- **RETAIN & Employment First: Supporting an Inclusive Workforce**  
Cora McNabb, Executive Director, Office of Vocational Rehabilitation;  
Johnny Collett, Deputy Director, Human Development Institute
  
- **Meeting cadence / 2022** Stefanie Ebbens Kingsley
  
- **Adjournment**



**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**Secretary of State**  
Frankfort  
Kentucky

**2020-552**  
**June 29, 2020**

**RELATING TO THE EMPLOYMENT FIRST COUNCIL**

**WHEREAS**, Kentucky ranks 47<sup>th</sup> in the country in per capita income; and

**WHEREAS**, the Commonwealth of Kentucky envisions a brighter future for all of its citizens, including better paying jobs and breaking cycles of poverty; and

**WHEREAS**, the Commonwealth of Kentucky is committed to righting inequities and remedying social injustices that have befallen many of its citizens, including individuals with disabilities; and

**WHEREAS**, the Commonwealth of Kentucky acknowledges and depends on the significant contributions that individuals with disabilities make to its workforce, and values the role of families, self-advocates, and public and private providers in achieving positive employment outcomes for our citizen with disabilities; and

**WHEREAS**, the Commonwealth of Kentucky is committed to supporting competitive integrated employment as defined in Public Law 113-128, as the first and primary option when providing publicly funded services and supports to working age citizens with disabilities, regardless of the level of disability; and

**WHEREAS**, there are over 13 million adults of working age in the United States receiving disability benefits from Social Security; and

**WHEREAS**, the workforce participation rate for individuals with disabilities is approximately one-third that of people without disabilities; and

**WHEREAS**, working age adults with disabilities live below the poverty line at twice the rate of the general population; and

**WHEREAS**, research indicates the value of collaboration between the public and private sectors and its ability to improve employment outcomes of persons with disabilities; and



**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**Secretary of State**  
Frankfort  
Kentucky

**2020-552**  
**June 29, 2020**

**WHEREAS**, the Commonwealth of Kentucky further recognizes that improving employment outcomes requires coordinated efforts that cross multiple state and federal government agencies; and

**WHEREAS**, the Commonwealth of Kentucky can provide a centralized location for data collection and facilitate the dissemination of training and resource information among members of the public and private sectors; and

**WHEREAS**, the Commonwealth of Kentucky recognizes the barriers to competitive integrated employment that exist for many individuals with disabilities; and

**WHEREAS**, the Commonwealth of Kentucky is committed to leading by example in doing what is necessary to achieve the common good for all its citizens; and

**WHEREAS**, this Executive Order will enable the Commonwealth to call particular attention to this historically disadvantaged population to assist them in achieving successful employment outcomes, full engagement with the community, and in changing the trajectory of their lives and the next generation of their family:

**NOW, THEREFORE**, I, Andy Beshear, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by the Kentucky Constitution, Sections 69 and 81, and KRS 12.029, do hereby Order and Direct the following:

- I. It is the policy of the Commonwealth of Kentucky that competitive integrated employment in the community shall be considered the first and primary option for persons with disabilities of working age who desire to become employed.
- II. In furtherance of this policy, the Employment First Council is hereby authorized to serve as an advisory body of state government to pursue the purposes set forth in this Executive Order. This council shall be a collaborative body among individuals with family members who have disabilities, government agencies, and constituent employment groups who have an interest in employing individuals with a disability in a competitive integrated work environment.
- III. The Employment First Council is hereby charged to increase



**ANDY BESHEAR**  
**GOVERNOR**

**EXECUTIVE ORDER**

**Secretary of State**  
**Frankfort**  
**Kentucky**

**2020-552**  
**June 29, 2020**

meaningful opportunities for competitive integrated employment for citizens with a disability seeking employment, regardless of their level of disability.

- IV. The Employment First Council shall act in an advisory capacity to the Governor and other executive branch agencies and officers, and shall:
- a. Identify state policies that create disincentives to employment of people with disabilities and develop recommendations to address and eliminate those disincentives;
  - b. Develop training and resources for families, self-advocates, public and private providers, and employers on the benefits of competitive integrated employment;
  - c. Recommend the development and implementation of policies and effective practices for providers of supported employment services that increase employment opportunities for workers with a disability;
  - d. Utilize appropriate metrics to assess progress of efforts to increase the competitive integrated employment of workers with a disability; and
  - e. Provide an Annual Report to the Governor on the progress toward these goals.
- V. The members shall include the following:
- a. One (1) representative from the Office of Vocational Rehabilitation;
  - b. One (1) representative from the Workforce Innovation Board;
  - c. One (1) representative from the Department of Education;
  - d. One (1) representative from Career and Technical Education;
  - e. One (1) representative from the Department for Medicaid Services;
  - f. One (1) representative from the Division of Developmental and Intellectual Disabilities;
  - g. One (1) representative from the Commonwealth Council on Developmental Disabilities;
  - h. One (1) representative from Kentucky Protection and Advocacy;
  - i. One (1) representative from Disability Determination Services;
  - j. One (1) representative from the Division of Behavioral Health
  - k. One (1) representative from the Autism Training Center;
  - l. One (1) representative from the Office of Autism;
  - m. One (1) representative from the Human Development Institute - University of Kentucky;
  - n. At least four (4) representatives, to be appointed by the Governor, who have a physical or mental impairment that substantially limits one or more major life activities, someone who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment;
  - o. At least two (2) representatives, to be appointed by the Governor, who have an immediate family member with a disability;



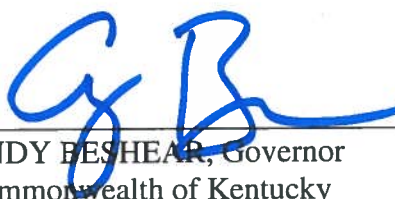
**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**Secretary of State**  
Frankfort  
Kentucky

**2020-552**  
**June 29, 2020**

- p. Two (2) representatives, to be appointed by the Governor, from a provider agency;
  - q. One (1) representative from Statewide Council for Vocational Rehabilitation;
  - r. One (1) representative from the Chamber of Commerce;
  - s. One (1) representative from the Council of State Governments; and
  - t. At least four (4) members, to be appointed by the Governor, who represent employers.
- VI. The Employment First Council shall meet at least quarterly.
- VII. The Employment First Council shall be administered at the University of Kentucky Human Development Institute, Kentucky's University Center for Excellence in Disabilities Education, Research, and Service.
- VIII. The Employment First Council shall be effective from July 1, 2020, until June 30, 2022, unless otherwise extended by subsequent executive order or legislation.
- IX. Nothing in this order shall be construed to require any employer to give preference to hiring persons with disabilities nor shall anything be construed to mandate that those program participants having no desire to become employed be forced to do so.



ANDY BESHEAR, Governor  
Commonwealth of Kentucky



MICHAEL G. ADAMS  
Secretary of State

## 1. Abstract

**RETAIN Kentucky Lead Applicant** Mary Pat Regan, Deputy Secretary  
Kentucky Education and Workforce Development Cabinet  
500 Mero Street Frankfort, Kentucky 40601

RETAIN KY will build on the successes and lessons learned in our Phase 1 (P1) to keep Kentuckians with non-work-related injuries and illnesses as valued, productive members of the labor force. The Phase 2 design is built around rapid-response, interdisciplinary, and person-centered return-to-work/stay at work strategies that will result in higher rates of continued employment and lower rates of application for long-term Federal disability benefits. Throughout P1, Kentucky has continued to strengthen statewide partnerships, initiatives and employment efforts that emphasize building a workforce that fully includes people with disabilities. This project aims to prevent the development of long-term work disability through early, coordinated health and employment-related services. The intervention is guided by the conservation of resources theory of change, whereby participating workers build and expand on the personal, social and environmental resources needed to continue their careers. Ultimately, RETAIN KY will scale up the promising early intervention strategies piloted in Phase 1 to impact larger numbers of employees. The intervention uses a three-pronged approach to improve employment and health outcomes for employees and the workforce in KY through: 1- Direct service to workers at risk of exiting the workforce due to non-work related injury or illness across the state, 2- Multi systems changes through a statewide Inclusive Worker Health Leadership Network led by medicine, public health, allied health and workforce professionals, and 3- Capacity building through interdisciplinary pre-professional and continuing education. Requested funding is \$21.6 million for the 48 month project period. The **geographic area to be served** is a statewide service delivery area that includes 144 designated qualified opportunity zones. The **target worker population** are 3,200 people who have experienced non-work related illnesses or injuries that put them at risk of leaving the workforce will participate, with the full treatment group receiving individualized intensive vocational services from RETAIN KY Return to Work Coordinators (RTWCs). RTWCs will provide early intervention services aimed at getting employees back to work, or helping them stay at work while navigating needed services in light of their impairments. In keeping with P1, there will continue to be a strong emphasis on assistive technology, universal design and peer support. RETAIN will serve individuals across ICD-10 diagnostic classifications, recognizing that the COVID-19 environment will have implications on the health, including mental health, of our workforce. Services are intended to address the social determinants of health and reflect strong connections to community level services across child care, transportation, housing, healthcare and other community services. Committed partnerships with major healthcare providers and employers in the state, along with United Communities and the Job Accommodations Network, will provide resource scaffolding that will result in improved outcomes at multiple levels, including the employee, employer, healthcare and workforce systems, and state. The Kentucky Department of Workforce Investment within the Education and Workforce Development Cabinet will lead project efforts. Critical committed project partners include: Kentucky's state Workforce Investment Board (Kentucky Workforce Innovation

Board), regional Workforce Development Boards, Kentucky Chamber of Commerce, KY Department for Public Health, KY Office of Vocational Rehabilitation, U of L Health & Frazier Rehabilitation Institute, KY Hospital Association, Council of State Governments and University of Kentucky HealthCare & University of Kentucky.



**KWIB Education Attainment and  
Employer Engagement  
Committee Meeting  
DRAFT MINUTES  
September 21, 2021**

**Via zoom – 11am – 12:30 pm EST**

<https://us02web.zoom.us/j/85441221596?pwd=U2R4ZVplaGRPcFZqSVpPditKNThDZz09>

Password: 1BtEBs

**MEMBERS PRESENT:**

Beth Davisson - <b>CHAIR</b>	X	Mike Willand	X
Dr. Aaron Thompson (Lee Nimocks)		Michelle DeJohn	X
Scott Pierce	X	Pamela Moore	X
Kris Williams	X	Myra Wilson	X
Misty Edwards	X	Stefanie Ebbens Kingsley	X
Jason Luring		Bo Matthews / Justin Browning	X
Patricia Gonzalez		Dianne Owens	X
Dr. Mike Stacy		Jonathan Webb (Amy Samples) Deveney Redwine	X
Dr. OJ Oleka		Dr. Dallas Kratzer	X
Kim Humphreys	X	Jessie Schook	X
Regan Satterwhite	X	Kara McFadyen	
Karen McFadyen	X	Senator Jimmy Higdon	
Jessica Cunningham		Tony Georges	
Scott Secamiglio	X	Todd Schmiedeler	X
David Horseman	X	Harper Smith	X
Anna Larson (Susan Hopkins)	X	Sara Tracy	X
Mike Buchanon		Julie Whitis	X
John Oliva	X	Michael Buckentin	X
Mike Smith		Kiley Whitaker	X
Tonya Crum	X	LaKisha Miller	X
Joe Paul (OESE)		Lisa Banner	X
Kristi Putnam	X	Scott U'Sellis	X
Diana Jarboe	X	Matt Bacon	X
Michael Gritton		Tara Johnson-Noem	X
LaKisha Miller	X	Dr. Beth Hargis	
Brian Becker	X	Jimmy Staton	X
Matt Bacon	X	Johnny Collett	X
Rick Smith, CPE	X		

**OTHERS PRESENT:**

Sara Jagers	Debbie Dennison	Jacob McAndrews
Dr. Kathy Sheppard Jones	Becky Cabe	Cora McNabb



## 11:01 AM CALL TO ORDER

**Beth Davisson, Committee Chair**, welcomed everyone and called the meeting to order. She thanked everyone for their commitment, and walked through the agenda briefly.

**Stefanie Ebbens Kingsley**, Executive Director of the Kentucky Workforce Innovation Board (KWIB) provided updates around collaboration with KCTCS, and the Office of Employers and Apprenticeship Services teams. She also mentioned that the Education and Workforce Development Cabinet would be leading the submission of EDA Grants. She updated the committee on the ongoing work with the pilot program with the Cumberland and S. Central Local Workforce Development Areas.

**LaKisha Miller**, chair of the Sector Strategies sub-committee, provided an update on their recent discussions and meeting focus. They continue to need more feedback from employers around how to strengthen career pathways currently in place for certifications. The next meeting is October 13<sup>th</sup>, 2021.

**Regan Satterwhite**, Career Technical Education (CTE) lead for the CTE Certification continuous improvement sub-committee, reviewed the recent committee focus. **Scott U'Sellis** led discussion through the recently requested new certifications be recommended to the KWIB. **Beth Davisson** *motioned* to recommend the certifications lifted to the KWIB; Jimmy Staton provided a *second motion* to approve. Motion carried with no dissenting votes.

Regan walked through the process by which new certifications are requested which will include filling out a form located at [kwib.ky.gov](http://kwib.ky.gov) website. **Stefanie Ebbens Kingsley** updated the members on the website updates that are on-going including the form for this process. Discussion had around how to connect employers who need workers and the employees with the necessary skills. KY Stats dashboards is an excellent tool for employers and they can connect with school districts to find out what students have been pursuing which pathways.

**David Horseman**, Association Commissioner of the Kentucky Department of Education (KDE), lifted that they are working on an "employer connector tool" and hope to unveil it soon. Utilizing KY Stats for tracking and measurements is ideal for connecting success of school districts and employer hiring.

Jessie Schook put in the chat about a SummerWorks youth program initiated by KentuckianaWorks LWDA.

**RETAIN & Employment First: Supporting an Inclusive Workforce** Cora McNabb, Executive Director, Office of Vocational Rehabilitation and Johnny Collett, Deputy Director, Human Development Institute, walked through a brief presentation of RETAIN and Employment First Council.

RETAIN KY will build on the successes and lessons learned in our Phase 1 (P1) to keep Kentuckians with non-work-related injuries and illnesses as valued, productive members of the labor force. The Phase 2 design is built around rapid-response, interdisciplinary, and person-centered return-to-work/stay at work strategies that will result in higher rates of continued employment and lower rates of application for long-term Federal disability benefits. Throughout P1, Kentucky has continued to strengthen statewide partnerships, initiatives and employment efforts that emphasize building a workforce that fully includes people with disabilities. This project aims to prevent the development of long-term work disability through early, coordinated health and employment-related services. The intervention is guided by the conservation of resources theory of change, whereby participating workers build and expand on the personal, social and environmental resources needed to continue their careers. Ultimately, RETAIN KY will scale up the promising early intervention strategies piloted in Phase 1 to impact larger numbers of employees.

The intervention uses a three-pronged approach to improve employment and health outcomes for employees and the workforce in KY through: 1- Direct service to workers at risk of exiting the workforce due to non-work related injury or illness across the state, 2- Multi systems changes through a statewide Inclusive Worker Health Leadership Network led by medicine, public health, allied health and workforce professionals, and 3- Capacity building through interdisciplinary pre-professional and continuing education. Requested funding is \$21.6 million for the 48 month project period. The **geographic area to be served** is a statewide service delivery area that includes 144 designated qualified opportunity zones. The **target worker population** are 3,200 people who have experienced non-work related illnesses or injuries that put them at risk of leaving the workforce will participate, with the full treatment group receiving individualized intensive vocational services from RETAIN KY Return to Work Coordinators (RTWCs). RTWCs will provide early intervention services aimed at getting employees back to work, or helping them stay at work while navigating needed services in light of their impairments. In keeping with P1, there will continue to be a strong emphasis on assistive technology, universal design and peer support. RETAIN will serve individuals across ICD-10 diagnostic classifications, recognizing that the COVID-19 environment will have implications on the health, including mental health, of our workforce. Services are intended to address the social determinants of health and reflect strong connections to community level services across child care, transportation, housing, healthcare and other community services. Committed partnerships with major healthcare providers and employers in the state, along with United Communities and the Job Accommodations Network, will provide resource scaffolding that will result in improved outcomes at multiple levels, including the employee, employer, healthcare and workforce systems, and state.

The Kentucky Department of Workforce Investment within the Education and Workforce Development Cabinet will lead project efforts. Critical committed project partners include: Kentucky's state Workforce Investment Board (Kentucky Workforce Innovation Board), regional Workforce Development Boards, Kentucky Chamber of Commerce, KY Department for Public Health, KY Office of Vocational Rehabilitation, U of L Health & Frazier Rehabilitation Institute, KY Hospital Association, Council of State Governments and University of Kentucky HealthCare & University of Kentucky.

"It is the policy of the Commonwealth of Kentucky that competitive integrated employment in the community shall be considered the first and primary option for persons with disabilities of working age who desire to become employed."

**Governor Andy Beshear**, [Executive Order](#), June 29, 2020 Authorized the [Kentucky Employment First Council](#) which is charged with increasing meaningful opportunities for competitive integrated employment for citizens with a disability seeking employment, regardless of their level of disability.

RETAIN KY and Employment First can provide strong support to help the KWIB advance its vision and plan to move Kentucky forward through workforce training and development. Particularly, these efforts can help the KWIB:

- Address **barriers to employment** for individuals; and
- Focus on **workforce participation** for individuals with disabilities, including students with disabilities.

KWIB staff provided information on upcoming meetings as follows and will send committee and guest invitations in the next month:

Next KWIB Quarterly is November 10<sup>th</sup>, 2021

Tentative 2022 schedule of Education attainment and Employer Engagement committee meetings:

1/25/22 – 11am

3/9/22 – 11am

5/4/22 – 11am

7/6/22 – 11am

8/31/22 – 11am

10/12/22 – 11am

12/7 /22 – 11am

**12:29PM ADJOURNMENT**

**BETH DAVISSON MOTIONED TO ADJOURN; LISA BANNER PROVIDED SECOND MOTION.**

DRAFT