



Kentucky Work Ready Communities

Steering Committee Meeting Agenda

Friday, October 16, 2020

9:30-11:00 a.m. ET

Virtual Teams Meeting

CALL TO ORDER

A. WELCOME (Debbie Dennison)

B. ROLL CALL (Lori Ulrich, Chairperson)

C. WORK READY RECERTIFICATIONS

- Anderson County (WR)
- Mason County (WR)
- Hart County (WRiP)

D. WORK READY EXTENSIONS

- Cumberland County (WRiP)
- Pendleton County (WRiP)
- Taylor County (WR)

E. WRC CRITERIA PROPOSED UPDATES (Jacob McAndrews/Sara Jagers)

- High School Graduation Rate (Jacob)
 - i. No Changes
- Working Age Population Without a High School Diploma/Equivalent (Jacob)
 - i. No Changes
- Some College or Higher Degree (Jacob)
 - i. No Changes
- Associates or Higher Degree (Jacob)
 - i. Should the exception remain as an option to the criteria? How can we make the exception as accessible as possible for those that require it?
- High School Work Ethics Seal (Sara)
 - i. No Changes
- Kentucky Essential Skills Certificate/Career Readiness Certificates (Sara)
 - i. No Changes
- Active Licensures (Sara)
 - i. Removed this section.

- **Work-Based Learning (Sara)**
 - i. Revised the title to broaden the type of work-based learning to include internships, externships, and co-ops in addition to registered apprenticeships.
 - ii. Will need to be included on the Work Ready dashboard.
- **Engagement of Underserved Populations (Jacob)**
 - i. Expanded the populations to include those identified by the KWIB: Disabilities, Ex-Offender/Re-Entry, Foster Youth, Youth and Young Adults, Recovery, Homeless, Unemployed, Underemployed, Foreign Born/Immigrants, and Veterans.
 - ii. Expanded potential barriers to include childcare, housing, health score, and transportation.
 - iii. Need to review data to include on the Work Ready dashboard.
- **Internet Availability and Speed (Jacob)**
 - i. Removed this section based 100% internet availability in Kentucky.
- **Workforce Supply and Demand (Jacob)**
 - i. Edited to specify that each county must submit letters of support from the community- this codifies a requirement that has always been present in the application.

F. ADVANCES FOR WRC COORDINATORS (John Lyons)

- Increase communication and accountability during the three years between recertification dates.
- Develop tips and best practices to share with counties having trouble reaching specific criteria.
- Condense application process for the four counties that currently meet the WRC criteria, but have not completed an application. (Calloway, Fayette, Lyon, and McClean)
- WRC website is still under construction. (Mention idea to adopt <https://ced.ky.gov/workready/> instead.)

G. KYSTATS Presentation (Jessica Cunningham/Scott Secamiglio)

H. ADJOURN

CALL TO ORDER – 9:38am

WELCOME – Debbie Dennison, Executive Secretary

Introduction for Lori Ulrich, Chair; Jacob McAndrews and Sara Jagers as Work Ready Coordinators

ROLL CALL – Lori Ulrich, Committee Chair

Anna Larson, Cody Davidson, Moochie Hart and Lori Ulrich attending from the committee; also attending – Kevin Smith, John Lyon, Heather Seward, Scott Secamiglio and Debbie Dennison
Beth Davisson, Jeremy Faulkner and Kristina Slattery not attending

WORK READY RECERTIFICATIONS – Lori led discussions behind each

Lori opened up discussion to approve or deny recertification's for

Anderson (WR) – Moochie motioned to approve request; Anna seconded motion; motion carried

Mason (WR) – Moochie motioned to approved request; Cody seconded motion; motion carried; Lori recused herself in this matter as she has direct ties.

Hart County (WRiP) – Cody said most “in progress” were approved as long as information was included in request; Cody made motion to approve; Moochie seconded; motion carried

WORK READY EXTENSIONS

Cumberland County (WRiP) – there was discussion around the data but upon review, they used older data; Cody motioned to approve request; Moochie seconded motion; motion carried

Pendleton County (WRiP) – upon review Cody motioned to approve extension; Anna seconded the motion

Taylor County (WR) – upon review Moochie motioned to approve extension; Anna seconded the motion

WRC Criteria Proposed Updates: (Jacob and Sara)

- High School Graduation Rate (Jacob)
 - i. No Changes
 - 1. **Committee agreed**
- Working Age Population Without a High School Diploma/Equivalent (Jacob)
 - i. No Changes
 - 1. **Committee agreed**
- Some College or Higher Degree (Jacob)
 - i. No Changes
 - 1. **Committee agreed**
- Associates or Higher Degree (Jacob)
 - i. Should the exception remain as an option to the criteria? How can we make the exception as accessible as possible for those that require it.
 - 1. **Committee would like for KY Stats to review at a county level how many occupations meet exception; Scott said that the local data is more accurate the county level but will follow up with the LMI team within KY Stats.**
- High School Work Ethics Seal (Sara)
 - i. No Changes
 - 1. **Committee agreed**
- Kentucky Essential Skills Certificate/Career Readiness Certificates (Sara)

- i. No Changes
 - 1. **Committee agreed**
- Active Licensures (Sara)
 - i. Removed this section
 - 1. **Committee agreed**
- Work-Based Learning (Sara)
 - i. Revised the title to broaden the type of work-based learning to include internships, externships, and co-ops in addition to registered apprenticeships.
 - 1. **Committee agreed, Sara and Jacob will work with KYStats and other partners to gather this data. Criteria will be based more on the narratives than requiring specific numbers.**
- Engagement of Underserved Populations (Jacob)
 - i. Expanded the populations to include those identified by the KWIB: Disabilities, Ex-Offender/Re-Entry, Foster Youth, Youth and Young Adults, Recovery, Homeless, Unemployed, Underemployed, Foreign Born/Immigrants, and Veterans.
 - ii. Expanded potential barriers to include childcare, housing, health score, and transportation.
 - iii. Need to review data to include on the Work Ready dashboard.
 - 1. **Committee agrees, Anna notes that while this will extend the applications, getting the communities to actively think about these populations is very helpful.**
- Internet Availability and Speed (Jacob)
 - i. Removed this section based 100% internet availability in Kentucky –
 - 1. **Committee recommends keeping this section as is.**
- Workforce Supply and Demand (Jacob)
 - i. Edited to specify that each county must submit letters of support from the community- this codifies a requirement that has always been present in the application.
 - 1. **Committee agreed**

B. ADVANCES FOR WRC COORDINATORS (John Lyons)

- Increase communication and accountability during the three years between recertification dates.
- Develop tips and best practices to share with counties having trouble reaching specific criteria.
- Condense application process for the four counties that currently meet the WRC criteria, but have not completed an application. (Calloway, Fayette, Lyon, and McClean)

WRC website is still under construction. (Mention idea to adopt <https://ced.ky.gov/workready/> instead.)

KY STATS – Scott presented a walkthrough of the information on the site for the Work Ready Communities

Adjourned at 11:50am

Approved and Revised Criteria for WorkReady Communities - Approved 11.17.17 and Effective 1.1.18

**Previous criteria is represented by strikethrough (~~xxx~~)*

Criteria	WorkReady in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
High School Graduation Rate	Reach 90% or greater in 3 yrs.	90%+	Maintain 90%+	Maintain 90%+	Kentucky Center for Education and Workforce Statistics (KCEWS)	http://applications.education.ky.gov/SRC/
Working Age Population Without a High School Diploma / Equivalent (HSE)	Decrease to 15% of population or less without diploma or HSE	<= 15%	Decrease 2%	13%- with a plan to reach 10%- and maintain	American Community Survey (ACS) 18-64 5-year estimate	https://www.census.gov/data/tables/2016/demo/education-attainment/cps-detailed-tables.html
<u>NEW CRITERIA</u> - Some College or Higher Degree	Reach 43% or greater	43%+	Increase 2%	45%+ with a plan to increase 1% every 3 years	ACS 18-64 5-year estimate	https://www.census.gov/data/tables/2016/demo/education-attainment/cps-detailed-tables.html
Associates or Higher Degree	Reach 25% or greater Exception: The attainment rate can be modified to a goal of 20% if a majority of the county's 5-year job demand in approved KWIB sectors do not require an associates degree or higher. Evidence to verify the exception request should be provided in the Workforce Supply & Demand section of the application.	25%+ Exception: The attainment rate can be modified to a goal of 22% if a majority of the county's 5-year job demand in in approved KWIB sectors do not require an associates degree or higher. Evidence to verify the exception request should be provided in the Workforce Supply & Demand section of the application.	Increase 2%	27%+ with a plan to increase 1% every 3 years	ACS 25-64 5-year estimate	https://www.census.gov/data/tables/2016/demo/education-attainment/cps-detailed-tables.html
High School Work Ethic Seal	Plan / Description to Implement with Potential Number of Enrollments	Number of Enrollments	Increase Number of Enrollments	Plan to continue to Increase	County self-reported	Local Board of Education
<u>MODIFIED CRITERIA</u> - Kentucky Essential Skills Certificate / Career Readiness Certificates, Other	Plan / Description to Implement	Number of Certs Awarded	Increase Number of Certs Awarded	Plan to Continue to Increase	WIN (Soft Skills Program)	http://cpe.ky.gov/data/index.html https://ncrc.ky.gov/Default.aspx

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Criteria	WorkReady in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
NEW CRITERIA - (now mandated) - Active Licensures (CRITERIA CURRENTLY SUSPENDED)	Plan to Review / Evaluate Number of Active Licensures as Related to Demand	Number of Licensures Awarded	Increase Number of Licensures Awarded to Meet Demand	Continue to Evaluate with a plan to balance supply/demand as much as possible	Public Protection Cabinet	http://oop.ky.gov/active_lic_dir.aspx
NEW CRITERIA - (now mandated) - Apprenticeships	Plan to Review / Evaluate Number of Apprenticeships as Related to Demand	Number of Apprenticeships Awarded	Increase Number of Apprenticeships Demand	Continue to Evaluate with a plan to balance supply/demand as much as possible	Labor Cabinet	http://www.labor.ky.gov/dows/doesam/AppAndTraining/Pages/Apprenticeship-and-Training.aspx
Internet Availability and Speed	Within 3 years... In counties with a population of 50,000 plus... must develop a plan to meet 25 Mbps available to 90%+ of population . With a population less than 50,000... must develop a plan to meet 25 Mbps available to 60%+ of population in counties.	Objectively demonstrate attainment of 25 Mbps availability to 90%+ of population in counties with a population of 50,000 plus and/or 60%+ of population in counties with a population less than 50,000.	Maintain	Maintain	(KentuckyWired, Broadband Now, Connected Nation)	http://kentuckywired.ky.gov/cfr/Pages/maps.aspx http://broadbandnow.com/Kentucky http://www.connectednation.org/data-center
NEW CRITERIA - Engagement of Disabled, Veteran, Ex-Offender and Medicaid Populations	Must develop a plan to provide employment & engagement opportunities to individuals with disabilities, veterans, ex-offender & Medicaid populations. Plan should address potential transportation and childcare barriers that may exist and result in an improvement in the labor participation rate within a 3 year period.	Objectively demonstrate execution / progress of plan to engage Disabled, Veteran, Ex-Offender and Medicaid populations with input from community-specific partners tied to those individuals and local employers especially as related to addressing potential transportation and childcare barriers that may exist.	Show how this plan has increased labor participation rate over the last 3 years.	Increase Participation Rate	Office of Voc Rehab / Office for the Blind / Cabinet for Health and Family Services	http://kcc.ky.gov/Vocational-Rehabilitation/Pages/default.aspx http://kcc.ky.gov/Office-for-the-Blind/Pages/default.aspx http://chfs.ky.gov/public/

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Criteria	WorkReady in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
Workforce Supply vs. Demand	Work with local workforce board to review and analyze 5-year occupational demand by industry in order to have a system which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.	Work with local workforce board to review and analyze 5-year occupational industry demand to create a system which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.	Continue to review, analyze and plan.	Continue to review, analyze and plan to balance supply / demand as much as possible.	KCEWS	https://kcews.ky.gov/Reports/ViewReportsGeographicArea

*The data for some categories is collected for different age populations, see below:
 - Some College or Higher Degree data is collected for ages 18-64
 - Working Age Population Without a High School Diploma / Equivalent (HSE) data is collected for ages 18-64
 - Associates or Higher Degree data is collected for ages 25-64

Approved and Revised Criteria for Work Ready Communities - Approved 11.19.20 and Effective 1.1.21

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Criteria	Work Ready in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
High School Graduation Rate	Reach 90% or greater in 3 yrs.	90%+	Maintain 90%+	Maintain 90%+	KYSTATS Work Ready Communities	https://kystats.ky.gov/Reports/Tableau/WRC_2019
Working Age Population Without a High School Diploma / Equivalent (HSE)	Decrease to 15% of population or less without diploma or HSE	</= 15%	Decrease 2%	13%- with a plan to reach 10%- and maintain	KYSTATS Work Ready Communities	https://kystats.ky.gov/Reports/Tableau/WRC_2019
Some College or Higher Degree	Reach 43% or greater	43%+	Increase 2%	45%+ with a plan to increase 1% every 3 years	KYSTATS Work Ready Communities	https://kystats.ky.gov/Reports/Tableau/WRC_2019
Associates or Higher Degree Is exception needed per Jacob's example?	Reach 25% or greater Exception: The attainment rate can be modified to a goal of 20% if a majority of the county's 5-year job demand in approved KWIB sectors do not require an associate's degree or higher. Evidence to verify the exception request should be provided in the Workforce Supply & Demand section of the application.	25%+ Exception: The attainment rate can be modified to a goal of 22% if a majority of the county's 5-year job demand in approved KWIB sectors do not require an associate's degree or higher. Evidence to verify the exception request should be provided in the Workforce Supply & Demand section of the application.	Increase 2%	27%+ with a plan to increase 1% every 3 years	KYSTATS Work Ready Communities	https://kystats.ky.gov/Reports/Tableau/WRC_2019
High School Work Ethic Seal	Plan / Description to Implement with Potential Number of Enrollments	Number of Enrollments	Increase Number of Enrollments	Plan to continue to Increase	County self-reported	Local Board of Education
Kentucky Essential Skills Certificate / Career Readiness Certificates, Other	Plan / Description to Implement	Number of Certs Awarded	Increase Number of Certs Awarded	Plan to Continue to Increase	WIN (Soft Skills Program)	http://cpe.ky.gov/data/index.html https://ncrc.ky.gov/Default.aspx

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Criteria	Work Ready in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
REVISED CRITERIA - Work-Based Learning (Apprenticeships, co-ops, internships, etc.)	Plan to Review / Evaluate Number of Work Based Learning Opportunities as Related to Demand	Number of Work-Based Learning Opportunities Awarded	Increase Number of Work-Based Learning Opportunities Demand	Continue to Evaluate with a plan to balance supply/demand as much as possible	KYSTATS Kentucky Workforce Dashboard	https://kystats.ky.gov/Reports/Tableau/KWD_2020 *Reach out to Mary Taylor to get data, and then email Lyndsey/Jessica to formulate how to get opportunities by counties on dashboard.
Internet Availability and Speed With 100% availability, is there a way to increase accessibility within households?	Within 3 years... In counties with a population of 50,000 plus... must develop a plan to meet 25 Mbps available to 90%+ of population. With a population, less than 50,000... must develop a plan to meet 25 Mbps available to 60%+ of population in counties.	Objectively demonstrate attainment of 25 Mbps availability to 90%+ of population in counties with a population of 50,000 plus and/or 60%+ of population in counties with a population less than 50,000.	Maintain	Maintain	Federal Communications Commission Broadband Access	https://www.fcc.gov/reports-research/maps/connect2health/#l=41.14557,-85.36377&z=6&t=broadband&bbm=fi_xed_access&dmf=none *Broadband adoption measures who uses broadband in the household.
REVISED CRITERIA - Increased Workforce Participation for and Engagement of Underserved Populations including the following: Disabilities Ex-Offender/Re-Entry Foster Youth Youth and Young Adults Recovery Homeless Unemployed Underemployed Foreign Born/Immigrants Veterans	Must develop a plan to provide employment and engagement opportunities to underserved populations. Plan should address potential barriers such as childcare, health, housing, transportation, and other supportive services serving as incentives or disincentives to work resulting in improvement in the labor participation rate within a 3-year period.	Objectively demonstrate execution / progress of plan to engage underserved populations with input from community-specific partners tied to those individuals and local employers especially as related to addressing potential childcare, health score, housing, transportation, and other barriers that may exist in increasing workforce participation and engagement.	Show how this plan has increased workforce participation rate over the last 3 years.	Increase Workforce Participation Rate	Kynect Resources; Office of Vocational Rehab Services; Cabinet for Health and Family Services; Veterans Organizations; Childcare Providers; Transportation Related Organizations; Refugee and ELL Coordinators; Foster Youth Organizations; Parole and Probation; Reentry Programs; Homeless Organizations or Shelters; Community-Based Organizations assisting Underserved Populations; Etc.	https://kynect.ky.gov/resources/s/?language=en-US https://kcc.ky.gov/Vocational-Rehabilitation/Pages/default.aspx https://chfs.ky.gov/Pages/contact.aspx https://veterans.ky.gov/Pages/default.aspx https://chfs.ky.gov/agencies/dccs/dcc/Pages/ccap.aspx https://transportation.ky.gov/TransportationDelivery/Pages/Resouces.aspx https://kyrm.org/services/ https://kentucky.kvc.org/ https://corrections.ky.gov/Probation-and-Parole/Pages/default.aspx https://www.kentuckyreentry.org/resources/ https://www.hhck.org/coordinated-entry https://kpca.net/community-development

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	Plan	Criteria	Plan	Criteria		
Workforce Supply vs. Demand	<p>Work with local workforce board to review and analyze 5-year occupational demand by industry in order to have a system, which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.</p> <p>Provide support letters from local workforce board, chamber of commerce, economic development, individual employers, other demand industries, etc.</p>	<p>Work with local workforce board to review and analyze 5-year occupational industry demand to create a system which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.</p> <p>Provide support letters from local workforce board, chamber of commerce, economic development, individual employers, other demand industries, etc.</p>	<p>Continue to review, analyze and plan.</p>	<p>Continue to review, analyze and plan to balance supply / demand as much as possible.</p>	KYSTATS	<p>https://kystats.ky.gov/Reports/Tableau/KWD_2020</p> <p>https://kystats.ky.gov/Reports/Tableau/B2W_2020</p> <p>https://kystats.ky.gov/Reports/Tableau/2020_ICEE</p> <p>https://kystats.ky.gov/Reports/Tableau/ECP_2020</p> <p>https://kystats.ky.gov/Reports/Tableau/KCPR_2020</p>

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 - Working Age Population Without a High School Diploma / Equivalent (HSE) data is collected for ages 18-64
 - Associates or Higher Degree data is collected for ages 25-64