



## Quarterly Board Meeting Draft Minutes

**August 17; 1:30 pm – 3:30 pm**

IN-PERSON OPTION – 620 College Street Rd, Elizabethtown KY  
(Elizabethtown Community & Technical College)

OR VIRTUALLY FROM

[kwib.ky.gov/PublishingImages/KWIB\\_QBM\\_081723/KWIB\\_QBM\\_081723.mp4](http://kwib.ky.gov/PublishingImages/KWIB_QBM_081723/KWIB_QBM_081723.mp4)

### 1:30 pm Call to Order

**Kim Menke, Chair** called the meeting to order and advised of housekeeping items that included questions of guests, the need for virtual board members to take themselves OFF mute and turn their camera ON for roll call, questions and voting.

### **KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:**

Kim Menke	B&I	X	Kim Humphrey (2:55pm)	B&I	X
Amy Luttrell	WF	X	Johnny Collett (1:55pm)	B&I	X
Heidi Margulis (2:10)	B&I	X	Kevin Butt	B&I	
Kevin Smith (Proxy Lisa Banner)	B&I	X	Mayor Robert Blythe	Local	
Lori Ulrich	B&I	X	Michael Buckentin (proxy Meghan Watkins)	B&I	X
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Kevin Nolan (proxy Tami Hatfield)	B&I	X
Dianne Owen	WF	X	Secretary Jamie Link	partner	X
Dr. Aaron Thompson (Proxy Rick Smith)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery)	partner	X
Dr. Jason Glass (Proxy Beth Hargis)	partner	X	Secretary John Hicks	CORE	X
Governor Andy Beshear (proxy Secretary John Hicks)	CORE	X	Senator Jimmy Higdon	Legislative	X
Dr. Larry Ferguson, KCTCS (proxy Reneau Waggoner)	partner	X	Sharon Price (Proxy James Cole)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni (left at 1:35pm)	B&I	X
Deputy Secretary Beth Brinly	CORE	X	Bo Matthews (Proxy Justin Browning)	partner	X
Judge Exec. Owen McNeill	Local		Tony Georges (proxy Bill Geiger 1:47)	B&I	X
Todd Dunn (proxy Stephanie Collins)	WF	X	Karen Trial	B&I	
Terry Sexton (proxy Kyle Morgan)	WF	X			

**Guests in attendance:** Darrin Powell (ECTC), Dr. Michael Clark (Center for Business and Economic Research, CBER), Katie Scott (CBER), Beth Roberts (Lincoln Trail), Sarah Vaughn (BlueOval SK)

**Guests in virtual attendance:** Kim Grasberger, Mary Taylor, Amy Neal Bundy, Beth Engle, Jason Hutchinson, Correy Eimer, Tom Sholar, Rosaline Harvey, Elizabeth Daniels, Heather Yeiser, Kayla Jude, Lametta Isaacs, Becky Miller, John Miles, Michelle DeJohn, Bridget Back, Sheila Clark, Jason Faulkner, Michelle Drake, Kathy Sheppard Jones, Iona Brewer, Karen McFadyen, Sarah Wilkins, Nicholas Toomey, Tammy Hyde, Keith Sparks, Chris Woolbridge, Laurie Mays, Gene Childress, Jessie Schook, Alicia Crouch, Sara Russell, Jenni Hampton, Hilary Witt, Kathlene Hamlin, Ryan Terry (Ironworkers), Sam Brown, Michael Gritton, Meredith Rozanski, Karla Tipton, Ashley Runyon, Myra Wilson, Johnny Pittman, Jill Gray, Tiffanie Reeves

**Staff in attendance:** Alisher Burikhanov, Debbie Dennison, Elishah Taylor

### **Consent Agenda Items**

**Kim Menke** pointed to the consent items provided in the pre-read documents for approval.

*May 18, 2023, Minutes (provided in pre-read packet)  
Career and Technical Education (CTE) Certification application approvals  
WIOA Policy Update – Approval of policy 23-007 Conditions and Sanctions for Failure to Meet Federal and State Standards  
Comprehensive Certification – Kentucky Career Center; Morehead, KY*

Lori Ulrich abstained from the vote as she is on the TENCO Board. Kim asked for discussion around any of the items. There was no discussion. *Motion to approve* by **Scott Pierce** and *seconded* by **Amy Luttrell**. No dissenting votes. **Motion passed unanimously.**

Kim Menke shared that nine (9) of ten (10) **Local Workforce Development Board certification rosters and applications** have been reviewed internally and by the Executive Committee and recommended for approval. He noted that based on one of the applications, there is an opportunity to clarify representation of dual category representation by one board member. Changes to Policy 15-001 will be forthcoming. He asked for a motion. **Cora McNabb** motioned to approve the nine (9) recommended areas; **Amy Luttrell** seconded the motion. Kim asked for a vote. None were dissenting. **Motion passed unanimously.**

### **National Governors Association (NGA) Summer Symposium Review**

The **National Governors Association Conference** was held in Fargo, North Dakota. Deputy Commissioner **Michelle DeJohn, Kim Menke and Alisher Burikhanov** attended on behalf of the Education and Labor Cabinet (ELC) and the Kentucky Workforce Innovation Board (KWIB). Primary discussion included the necessity of collaboration of workforce partners, and that strategic requests among cabinet leadership in infrastructure and other impactful grants should be sought by states. Partners should be innovative and exploring ideas around future needs of job-seekers and employers and services required to be successful. Artificial Intelligence (AI) and other driving economic changes and challenges need to be discussed among state partners.

## Update on Committees Efforts & Welcome to Goal #2: Education Attainment

**Alisher Burikhanov, Executive Director of the Kentucky Workforce Innovation Board** – What the Kentucky Workforce Innovation Board has done is align the four goals (1. Employer Engagement, 2. Education Attainment, 3. Workforce Participation; 4. Resource Alignment) with the major committees, and measuring goals and objectives identified in the [Strategic Plan](#) approved by the Governor. He asked **Amy Luttrell, President / CEO, Goodwill Industries of Kentucky and Beth Davisson, Sr. Vice-President of Kentucky Chamber Foundation**, to share as Chairs of the Workforce Participation and Education Attainment and Employer Engagement committee, respectively. **Amy** shared that in the Workforce Participation committee, they are focusing on three (3) things. 1. Better supports for employers, 2. Promoting the services and resources available to job-seekers and employers, and 3. Aligning all of the resources available in the state. Work on the analysis of triggers of Benefit Cliffs continue and a final product of possible legislative recommendations, due soon, will be shared.

**Beth** shared that the decision to split the super committee of Education attainment and Employer Engagement into two committees had been confirmed and beginning in the new year, a renewed focus on their specific goals would begin, while being mindful to share in discussions relevant to each of the committees about the other. A greater focus on collaboration, sharing and updating will also be had. Strong workgroups will be needed to dig into analyzing and offering solutions to the objectives and she invited recruitment and new membership to these committees.

**Kim Menke** agreed with the refocus and realignment activities and encouraged members of the board and interested parties with passions for the committee and work group efforts, to reach out to [KWIB staff](#) for more information and to join upcoming initiatives.

## Lincoln Trail and ECTC Welcome / Presentation

**Beth Roberts, Executive Director of the Lincoln Trail Workforce Development Board** welcomed everyone to the area. She provided an overview of the eight counties (Breckinridge, Grayson, Hardin, LaRue, Marion, Meade, Nelson, Washington) in the Lincoln Trail area and talked about the work of the [Kentucky Career Centers](#) in the area. She shared that among others, the area was focused on finding solutions to childcare, transportation and housing challenges. For additional information please reach out to [Beth Roberts](#).

**Darrin Powell, Chief Workforce Officer, Elizabethtown Community & Technical College (ECTC)** welcomed everyone to their facilities. He shared their current partnerships with economic development and workforce initiatives and thanked BlueOval SK for their partnership and inclusion in the new training center being built. He talked about ECTC's FAME (Federation of Advanced Manufacturing Education) initiatives and ECTC focus on student outcomes. He introduced **Sarah Vaughn, with BlueOval SK** who shared that she is their Community Engagement Coordinator with External Affairs, and shared stats about the facilities that are being erected in Glendale, and the anticipated openings in 2025 and 2026. She shared that her primary goal is to understand what the area needs are based on this development. They acknowledge and are partnering to equip the area with needed infrastructure (like schools, housing and public services). For more information she can be reached via [email](#).

## State Plan Business

**Alisher** thanked each area host for having us and turned the conversation to the [State Plan](#). He shared that every four (4) years, the Department of Labor, through the Workforce Innovation and Opportunities Act (WIOA) requires each state's workforce development board to create a state plan. [WIOA State Plans](#) outline what your State or Territory is doing to help Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. KWIB staff is collaborating with local areas to convene stakeholder and focus group meetings to build out themes and direction for the next four years. He invited all stakeholders to participate in their local convenings and help shape the plan. Alisher introduced **Dr. Michael Clark, Director, Center for Business and Economic Research (CBER)** at the Gatton College of Business and Economics in Lexington, to share a presentation about Kentucky's Employment and Workforce Trends.

Dr. Clark shared a presentation that can be found in the post-meeting packet. Highlights include that Kentucky has a tight labor market, low labor force participation, and a low unemployment rate. Kentucky also has uneven growth across sectors and throughout the state. There is a reduced number of higher paying occupations across the state (in Business and Finance sectors). Urban and rural areas are impacted differently in occupation availability and participation saturation. **Justin Browning**, Barren County Schools, shared that they are focused on machine learning and data sciences in their credentialing system. Dr. Clark shared estimated trends of workforce participation by age. He also shared an hourly wage rate consideration as employers think about the worker's considerations to participate in the labor market (ex: leisure/family time + cost of childcare and other costs).

## Education & Workforce Board Collaborative Update

**Beth Brinly, Deputy Secretary, Education and Labor Cabinet** provided updates on the Education and Workforce Collaborative (Collaborative) Board initiatives. She provided updates on initiatives around focus populations and important resources including:

- Jobs on Day One Initiative
- Work-Based Learning
- Veterans, Military Personnel and their Families

For more information on each of these initiatives, please visit our [site](#) for minutes.

Deputy Secretary concluded by inviting interested stakeholders to the upcoming Collaborative Board meeting to be held on **October 12<sup>th</sup> at 1:30pm EST in Frankfort. This will be an in-person ONLY interactive meeting** with discussions including workforce partners and state plan initiatives for the future. For more information visit our site or contact the [KWIB staff](#) if interested.

## Updated Business

**Alisher** provided updates to the Job Quality Academy initiative focused on creating plans for recruitment and retention among state stakeholders. The next meeting is September 7 and if anyone is interested, please reach out to [him](#). Previous details on this initiative can be found in prior KWIB Quarterly board meeting minutes [here](#).

**Kim Menke** shared the continued quarterly discussions being held with the **local area workforce board chairs**. The goal of this effort is to build in collaboration so that each chair is not working in a silo. There is one final meeting this year, on October 24<sup>th</sup>. He is also extending the invite to each chair and their Executive Committee members along for an in-person opportunity to lift up strengths and challenges at the last KWIB Quarterly meeting scheduled for November 16<sup>th</sup>, 2023.

**Lori Ulrich, Vice-Chair, KWIB** and Chair of the Work Ready Communities committee, shared the continued conversations being held to discuss the metrics of importance to city, county, and regional areas as we build out the future of Work Ready Communities. A virtual Townhall will be held on September 18<sup>th</sup> and anyone interested in participating should reach out to [KWIB staff](#).

### **New Business**

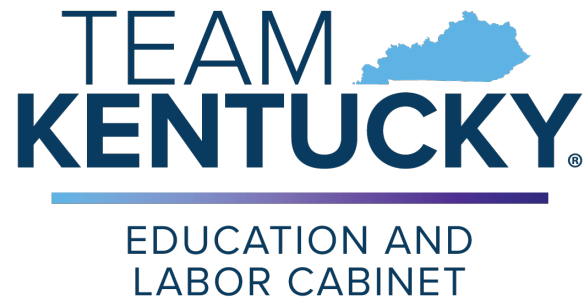
**Alisher** shared that the next KWIB Quarterly meeting will be held on November 16<sup>th</sup> at 1:30 pm. The focus will be The Kentucky State Plan that is due at the beginning of 2024.

### **Closing Comments**

**Kim** shared that we had reached the end of the meeting and asked anyone in person or online if they had additional comments. **Scott Pierce** shared a couple of positive examples of the work being done in the Cumberlands area with the State initiative “Putting Kentuckians First” being directed out of the Office of Adult Education’s office. Dr. John Gregory is the Executive Director leading this department and their initiatives. Kim thanked Scott for sharing. He then reminded participants of the importance of having stakeholders and passionate professional participating in the committee and work groups of this board. He also challenged participants to join the state plan focus group sessions coming to their area to help shape the future of workforce in Kentucky.

### **3:22 pm Adjournment**

Kim asked for motion to adjourn. **Scott Pierce** motioned; **Amy Luttrell** *seconded* the motion. Meeting was adjourned.

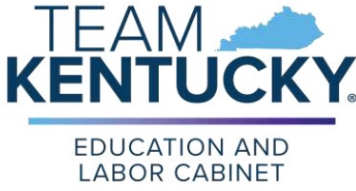


**Kentucky Workforce Innovation Board**  
**Meeting Briefing Book**

August 17, 2023

1:30 – 3:30 pm EST

Location: Elizabethtown Community and Technical College



**Kentucky Workforce Innovation Board (KWIB) Quarterly Meeting**  
**August 17, 2023, 1:30-3:30 pm EST**

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**1:30 – 3:30 pm EST**  
**1:00 pm EST Pre-Meeting Networking**

**In-person – Elizabethtown Community & Technical College (ECTC) 620 College Street Rd, Elizabethtown KY 42701**

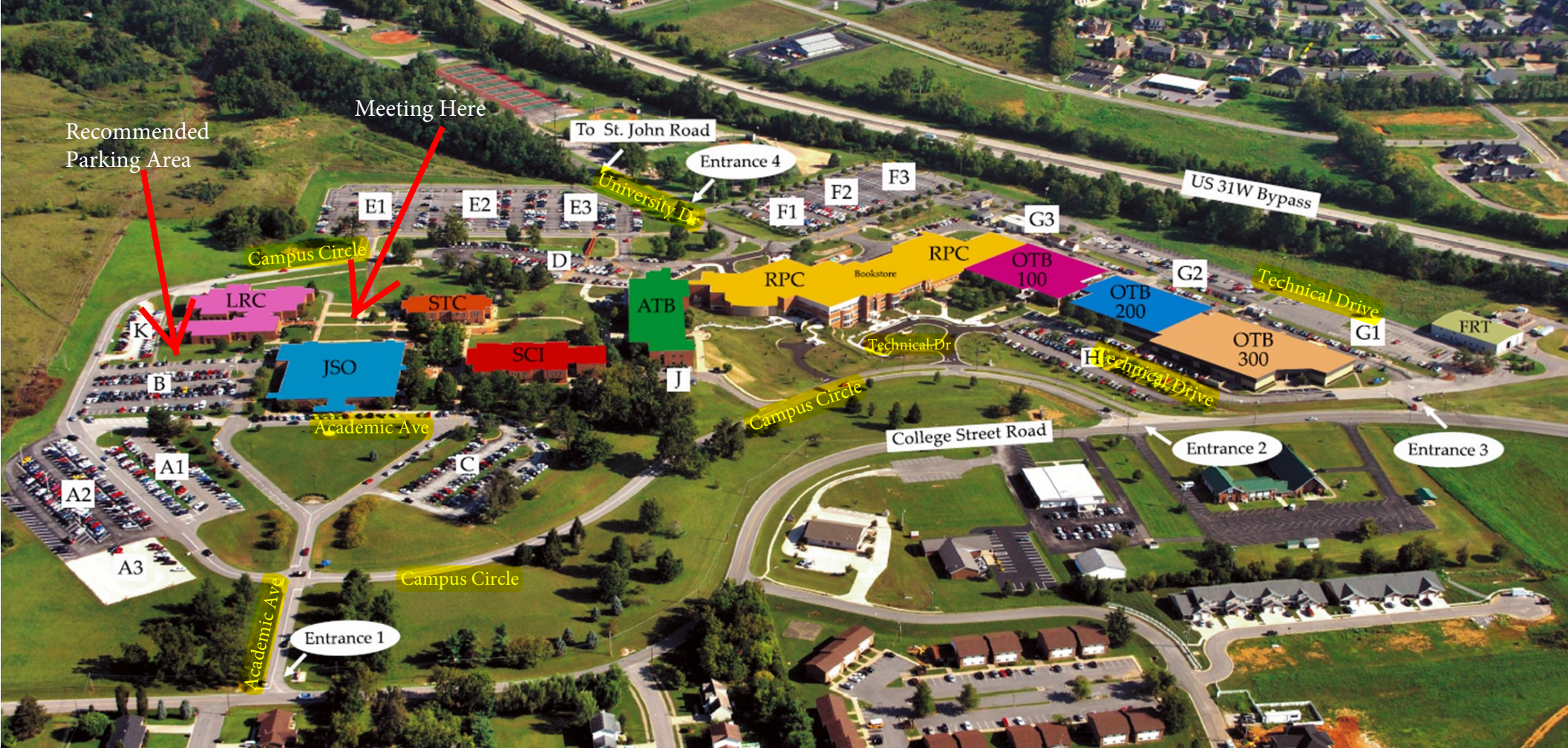
**(Please RSVP ElishahR.Taylor@ky.gov)** or Zoom LOG IN INFO:

Join Zoom Meeting

<https://us06web.zoom.us/j/89910657960?pwd=YXlyMTdiV0tEUlnWU5ZQ1pZVm52dz09>

Meeting ID: 899 1065 7960 / Passcode: 514755

- 1:30 CALL MEETING TO ORDER**  
**Welcome / Housekeeping**..... *Kim Menke, CHAIR, KWIB*  
*Toyota Manufacturing North America*
- 1:35 Roll Call**..... *Elishah Taylor, Administrative Assistant KWIB*
- 1:40 Consent Agenda (Voting Required)**..... *Kim Menke*  
*May 18, 2023, Minutes (provided in pre-read packet)*  
*Career and Technical Education (CTE) Certification application approvals (provided in pre-read packet)*  
*WIOA Policy Updates – Approval of policy updates (provided in pre-read packet)*  
*Comprehensive Certification – Kentucky Career Center; Morehead, KY*
- 1:42 Local Board Certification Update** .....*Kim Menke*
- 1:45 National Governors Association (NGA) Summer Symposium Review** .....*Kim Menke*
- 1:55 Update - Committees Efforts & Welcome to Goal #2: Education Attainment**..... *Alisher Burikhanov, Amy Luttrell, Beth Davisson*
- 2:10 Lincoln Trail and ECTC Welcome / Presentation** ..... *Beth Roberts, Workforce Development Director*  
*Beth Cassity, Director Essential Skills Training, ECTC;*  
*Sarah Vaughn, BlueOval SK Community Engagement Coordinator*
- 2:30 State Plan Business**  
*State Plan Overview* ..... *Alisher Burikhanov*  
*KY Economy and Workforce Overview*.....*Dr. Michael Clark, Economist*
- 3:00 Education & Workforce Board Collaborative Update:** .....*Beth Brinly, Deputy Secretary*  
*Goals and Objectives -*  
*Jobs on Day One Initiative*  
*Work-Based Learning*  
*Veterans, Military Personnel and their Families*  
*10/12 Next Meeting Agenda – State Plan*
- 3:10 Updated Business**  
*Job Quality Academy Information*..... *Alisher Burikhanov*  
*Workforce Board Chair Roundtable* ..... *Kim Menke*  
*Work Ready Communities Revamp*..... *Lori Ulrich, Vice-Chair, KWIB*  
*Fleming-Mason Energy*
- 3:20 New Business**.....*Alisher Burikhanov*
- 3:25 Closing Comments**..... *Kim Menke*
- 3:30 ADJOURNMENT (TOUR OF ECTC FOLLOWING IMMEDIATELY AFTER)**



**JSO—James S. Owen Building**

Morrison Gallery (JSO 102)

**ATB—Academic Technical Building**

**FRT—Fire Rescue Training Center**

**LRC—Learning Resource Center**

Library

**OTB—Occupational Technical Building**

Culinary Corner (OTB 200)

**RPC—Regional Postsecondary Center**

Advising and Counseling Center

Assessment Center & Student Accessibility (RPC129)

Barnes & Noble Bookstore (RPC 128)

Business Office (RPC 107)

Financial Aid

Records Office

Welcome Center

Western Kentucky University—WKU (RPC 130)

**SCI—Science Building**

**STC—University**

**Student Center**



**ELIZABETHTOWN**  
COMMUNITY & TECHNICAL COLLEGE

## Board Membership Travel Reimbursement Information

Per the By-Laws of the Kentucky Workforce Innovation Board, Article III, Section 2, Members of the Board and non-members serving on committees or workgroups, shall serve without compensation, but may be reimbursed for all actual and necessary expenses incurred in connection with their duties in accordance with state travel expenses and reimbursement administrative regulation.

Regulation and Travel Expense and Reimbursement: The reimbursement rate is determined using the American Automobile Association (AAA) Daily Fuel Gauge Report for Kentucky for regular unleaded gasoline. The gasoline cost used for the calculation is located on the AAA website at <http://gasprices.aaa.com/?state=KY>.

The rate shall be adjusted on January 1, April 1, July 1, and October 1 each calendar year based on the average retail price of regular grade gasoline for the week beginning on the second Sunday of the prior month as follows: AAA Average Weekly Fuel Cost Reimbursement Per Mile a. \$ .01 to \$1.499 36 cents per mile b. \$1.50 to \$1.699 37 cents per mile c. \$1.70 to \$1.899 38 cents per mile d. \$1.90 to \$2.099 39 cents per mile e. \$2.10 to \$2.299 40 cents per mile f. Greater than \$2.299 41 cents plus 1 cent for every 20 cent increase Mileage for in-state travel shall be based on the “Kentucky Official Highway Map”, MapQuest website, Google Maps website, or similar web mapping service. Out-of-state mileage shall be based on the most recent edition of the “Rand McNally Road Atlas”, MapQuest website, Google Maps website, or similar web mapping service.

**Current rate through September 30, 2023, is \$0.46/ mile.**

Our Finance department is asking that board members set themselves up as a vendor on their Finance’s website: <https://vss.ky.gov> This allows for direct deposit, after the event has occurred, and “voucher” paperwork has been submitted and approved.

If you will follow the prompts in the link and then let KWIB staff know what your “vendor number” is, KWIB staff can set up the “voucher” that will calculate your reimbursable expense and prompt the process for payment. Email [kwib.projects@ky.gov](mailto:kwib.projects@ky.gov) for more information or questions.

# Consent Agenda

(Voting Required)



**Quarterly Board Meeting  
Draft Minutes  
May 18, 2023; 1:30 pm – 3:30 pm**

IN-PERSON OPTION – 1449 Elizaville Road, Flemingsburg (Fleming-Mason Energy Cooperative)  
OR VIRTUALLY FROM

[https://kwib.ky.gov/PublishingImages/KWIB\\_QBM\\_051823/KWIB\\_QBM\\_051823.mp4](https://kwib.ky.gov/PublishingImages/KWIB_QBM_051823/KWIB_QBM_051823.mp4)

**1:33 pm Call to order**

**Kim Menke, Chair** called the meeting to order and advise of meeting housekeeping notes. He asked **Alisher Burikhanov, Executive Director** of the Kentucky Workforce Innovation Board (KWIB), to call roll.

**KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:**

Kim Menke	B&I	X	Kim Humphrey	B&I	X
Amy Luttrell	WF	X	Johnny Collett	B&I	X
Heidi Margulis	B&I		Kevin Butt	B&I	
Kevin Smith (Proxy Lisa Banner)	B&I	X	Mayor Robert Blythe	Local	
Lori Ulrich	B&I	X	Michael Buckentin (PROXY David Fusting)	B&I	
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson (Proxy LaKisha Miller)	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Kevin Nolan	B&I	
Dianne Owen	WF		Secretary Jamie Link	partner	
Dr. Aaron Thompson (Proxy Rick Smith)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery) Sarah Butler	partner	
Dr. Jason Glass (Proxy Beth Hargis)	partner	X	Secretary John Hicks	CORE	
Governor Andy Beshear	CORE		Senator Jimmy Higdon	Legislative	
Dr. Larry Ferguson, KCTCS	partner		Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni	B&I	X
Jonathan Webb (PROXY Emily Wilson)	B&I	X	Bo Matthews (Proxy Justin Browning)	partner	
Judge Exec. Owen McNeill	Local	X	Tony Georges	B&I	
Todd Dunn (Stephanie Collins)	WF	X	Karen Trial	B&I	
Terry Sexton	WF	X	Beth Brinly	CORE	X

**Others in attendance:** Denise Dials, Jeremy Faulkner, Karla Tipton, Becky Miller, Brent Sturgill, Sherry Johnson, Michelle DeJohn, Susie Edwards, Tracy Lundergan, Marsha Wells, Lisa Gosser, Sheila Clark, Dr. Kris Williams, Corry Eimer, Jon Sowards, LaKisha Miller, Tom Sholar, Michelle Drake, Cassie, Maysville Chamber (Kaci Compton), Mike Riley, Myra Wilson, Robin Hebert, Sam, Sarah Ortkiese, Jennifer

Hampton, Kayla Judo, Justin Suttles, Tonia Prewitt, Jason Slone, Alisher Burikhanov, Elishah Taylor, Debbie Dennison

### **Consent Agenda Items**

**Kim Menke** pointed to the consent items provided in the pre-read documents and pointed out that two of the four need to be removed. The minutes from March 16, 2023, meeting will be voted on. The Career and Technical Education Certification Application Approval will be removed. The approval of Policy updates will be removed because it gives the overview of the policy and does not have the full policy listed. We will provide that information for feedback.

There was a recertification of the KentuckianaWorks Nia Center. We have the certificate and letter for Michael Gritton.

Kim Menke then asked for a motion to approve the two items on the consent agenda. Deputy Secretary Beth Brinly provided a motion to approve the minutes. Lori Ulrich seconded the motion to approve the consent agenda items. *The motion was approved unanimously.*

### **TENCO Welcome /Business Engagement Presentation**

**Denise Dials, Executive Director of the TENCO Workforce Development Board** welcomed everyone to the TENCO area. Denise went over where TENCO is located on the Kentucky Map. TENCO is made up of ten counties: Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, and Rowan. TENCO is part of the East Region with EKCEP. She went over the demographics and funding. TENCO receives about \$4,661,019 in funding each year. They have three career centers: Ashland, Maysville, and Morehead. TENCO has five sectors that align well with the sectors of the Kentucky Workforce Innovation Board. Their sectors include Healthcare, Skilled Trades, Manufacturing/Distribution, Transportation, and Support Programs. Denise went over some of TENCO's demographics like, how they have a high poverty rate, their unemployment rate is high even though it has dropped, they have lower wages, and their labor force participation is 49.7%. She went over how they use this information to help develop their strategic plan. Denise went over the Youth Programming that TENCO currently has going on. TENCO has the following Youth Programs: Hired a Youth Coordinator, Business Services in the Schools, Work Ethic Sense Program Available, Summer Youth Employment Program/Work-Based Learning, Youth Focused Job Fairs and Hiring Events, Teacher Academy/Educators Guide to Industry, Scholarships and Supportive Services, and Supporting NE KY AHEC's (Area Health Education Center) "Workforce Pathways for Youth". In the future, TENCO would like to add the following programs for youth: Implement Virtual Mentoring Program, Implement K-12 Occupational Awareness Program. Leadership Camp, and Specialized Projects Such as "Culture Day", "Dirty Jobs", Entrepreneurial Workshops, and Working in Nontraditional Jobs.

**Jeremy Faulkner, Director of Business Services of TENCO Workforce Development Board** welcomed everyone to TENCO and thanked everyone for coming. He thanked the Business Service Team and Executive Team Members for their work and partnership. Jeremy went over TENCO's Outreach and Business Services. He started by going over TENCO's [website](#), [Facebook](#) page, and [Instagram](#) page. Jeremy discussed how their social media has been growing since before Covid and how the customers like the information they are putting out there. The events they push on social media are job fairs, when a company is hiring, and job postings. Jeremy transitioned into talking about Business Services. He referenced the presentation he did for KWIB [Partner Spotlight](#) on March 1, 2023, on Best Practices in Employer Engagement. Jeremy went over the approach they take when it comes to Business

Services/Business Engagement. TENCO prioritizes relationships, investing long-term, hiring private industry talent, and partnerships over money. Kim Menke thanked Jeremy for sharing TENCO's best practices.

### **Strategic Plan Discussion**

**Kim Menke, Chair** gave the floor to **Alisher Burikhanov, Executive Director** to start the discussion about Goal #1 of the [Strategic Plan](#) - Employer and Business Engagement. Alisher thanked Kim Menke, Chair and thanked everyone for coming out and being a part of this meeting. He also thanked the host, Lori, and Fleming-Mason Energy Cooperative Inc. Alisher went over how the Strategic Plan is not the KWIB's Strategic Plan, but the workforce strategic plan for the state that has been approved by the Governor. He went over that there are committees for each goal of the strategic plan. Each committee has gone through the objectives of each goal to make sure they are still accurate, relevant, and still playing a role.

He asked the group to discuss and share some thoughts on what they think the workforce system is doing for employers. Alisher's first question was "How is the public workforce system perceived by employers?" Stephanie Collins works with Ford and discusses how she goes out into the schools and colleges to recruit. She pointed out that most students think that when Ford has an open position they need car salesmen. Students are not aware that there are other jobs. They are trying to come up with ways to change that mindset of students and engage them in Ford. Stephanie also stated that when she was younger Ford had a program called "Best in Class" where they would bring students in to show them what they do. She stated that it might be time for Ford and other jobs to do that again. Others in the room agreed that this would be a great idea for certain jobs. Amy Luttrell asked the question about using the Kentucky Career Centers (KCC). Kim Humphrey stated that she is glad Amy asked that question because KCCs and Local Workforce Boards are getting better about reaching out to their communities and getting information out there. Lisa Banner pointed out that students are not going to know these pathways unless someone goes into the high schools to tell them about these pathways. She also pointed out that students of color have less information about their pathways and do not find out information unless a parent or guardian passes down that information. She addressed that it is important for employers to be in school and do career fairs. Dr. Rick Smith touched on the fact that the perception and reality of working in certain industries is not portrayed well for some industries and that creates a challenge for them. Amy Luttrell brought up the Educator's Guide to Industry and asked if these were being used statewide and what kind of impact they are having. Kim Menke took the floor and stated that business has a long way to go. In the last ten years, the story of business has not been told well and they have been making an effort to get information out to folks about opportunities. He stated that he is glad that the KCCs have moved to an all of the above approach. He also discussed how important it is to have those opportunities in schools to take students to different businesses. He brought up the Chamber's Bus to Business Program. Stephanie Collins touched on the same subject and discussed how Ford is trying to showcase their factories and what they look inside to the kids. LaKisha Miller asked Alisher to restate the question and expressed that before the system can be valued by employers that there has to be some level of proactiveness on our part like a united front stated by Jeremy. She stated that because we have so many systems and programs it could be hard for an employer to see that we are one unified system. If we can show we have a united front like TENCO we can succeed. Judge Owen McNeil said that it is important to take a system that works and implement it around the state. It is also important to be able to have a working system that not only we understand but we can explain clearly to employers and students, so they get the information needed to succeed.

Alisher then added to Judge McNeil's and Lakisha's point and asked the second question "How might we add value to employers through the public workforce system?" How can we add value to make sure

people see it as a valuable asset? Emily Wilson explained that it is knowing where to go, where all the folks are for help, and understanding it. She gave an example of working with displaced workers and people having trouble entering the workforce. Employers need to know where to go to get help and ask questions when these issues arise so they can help their employees. Lisa Banner agreed and explained that it is important to know what is out there, so you do not try to create something that already exists. Kim Humphrey also explained that it is great that information is out there, but people need to be able to explain the information that people need. Scott Pierce opened the floor about training and asked Lori to explain who trains her people at Fleming-Mason Energy Cooperative Inc. Lori Ulrich, chair explained that her people either come from a private contractor or lineman school. Scott then went into organized labor and used himself as an example with past jobs in heavy machine work. He discussed hands-on training and how kids today do not understand heavy machine training. Lori added that in the past at a prior job, individuals would be considered subject matter experts. Each individual had something they focused on and that was their big thing. She stated that the KCCs should be the first-place people go to when they need information about jobs, programs, and more. The people and the resources are there, but how do we get that information out there to employers and career seekers? Scott Pierce asked Denise if the Job Training Partnership Act (JTPA) were better than what they have today. Denise stated that the JTPA was less restrictive and allowed more opportunities. From business services, the Workforce Innovation Opportunity Act (WIOA) is better. JTPA focuses more on the training side, and you need both business and training. Scott then discussed that you need to use what you have available. Judge McNeil stated that the workforce has to fit all systems. Kim Menke agreed with Judge McNeil. He gave an example of how technology changes at such a fast rate that once you get there you are done. How do we build into that and make sure we are current and look out five-plus years to project where we need to be? Scott Pierce added that they need to go to Boston and get hands-on experience with Heavy Equipment. Dr. Gregory responded due to Scott Pierce pointing at him about adult education and training. He pointed out that there is a literary piece dealing with heavy equipment and that is where adult education can help. He reminded everyone that adult education is workforce preparation, training, transition to college, getting a job, getting a better job, and finishing the secondary process which is getting a GED in Kentucky. He discussed funding and wanting to establish a line item to support the training piece. Dr. Gregory stated he is trying to figure out how to spend funds on training, not just the GED. Terry Sexton gave an example of education with his parents to show how the importance of education has changed throughout the years.

From this conversation, Jon Sowards, Executive Director of South Central put in the chat. "In South Central, there are four things we are offering employers: 1. hiring events (of all shapes and sizes). 2. Data & labor market presentations, particularly around the topic of workforce participation and where to find your local talent pockets. 3. Act as a convening agency for regional challenges. Examples include developing a heavy equipment pathway program, tackling childcare challenges, workforce participation, and talent preparation. And 4. help employers access and accommodate underserved populations."

Alisher summarized the discussion: we have a fragmented workforce, some things work well, and some do not, we have a lot of good things, but not one great thing, we need a new approach, and the Kentucky Career Centers and Local Workforce Boards need to be the think tanks for workforce development. As WIOA dollars are decreasing, that cannot be the only focus for funding. He spoke on how the Nia Center in KentuckianaWorks shows that they have a unified system that works to help drive the workforce in KentuckianaWorks. He then passed the floor back to Kim Menke. He recapped and asked the question of how we bring all of these resources together. Terry Sexton asked how well connected the Kentucky Career Centers with schools are. Kim Menke and Scott Pierce stated that it depends on the area, but they are in schools. Kim then moved the discussion to introduce the next topic



on the agenda and passed the floor to Deputy Secretary Beth Brinly where she discussed the past Collaborative meeting.

### **Education & Workforce Board Collaborative Update**

**Beth Brinly, Deputy Secretary** of the Education and Labor Cabinet (ELC) was glad to attend virtually with Debbie Dennison as they are at the DOL Vision 2030 Meeting. She stated that the discussion that was just had about the workforce is a challenge accepted. She thanked everyone for their honesty and questions. She discussed two key areas that the Collaborative has been focusing on 1. Jobs on Day One. They have been discussing what work the partners have already been doing with justice-involved individuals, they have been discussing strategies that have been working, barriers that exist, and looking at what matrix is making a difference. She then went over the three main points of the framework: pre-release - employment services, release - employment, and post-release - support services for retention. From this effort, they applied for a Grant - Pathways for Home. This grant will allow them to advance the framework throughout the state. She hopes that they will hear something about this grant before this group meets again. She thanked everyone who participated in that process. The Deputy Secretary also shared that they supported a Putting Kentuckians First initiative that was focused on jails. Aaron Poynter is now with the Office of Adult Education and is the Director of Reentry Services. She moved to update the group about the last [Quarterly Meeting](#), April 20th, where the focus was Work Based Learning Ecosystem. They talked about how they need to think about Work Based Learning from Preschool to Career and making sure the Business Community is in the center and that it works for them. How do we make a structure that Businesses and Industries want to partner with us? If Business and Industry are not at the table then we have nothing to offer the young people and adults that want to upskill and reskill. The Office of Career and Technical Education agreed to be the point of the initial work, and they are bringing together the Local Workforce Board and other Partners. They are making sure we are consistent with our message to Business and Industry. This is about the collective impact on the workforce system. The Deputy Secretary shared some key points she and Debbie heard at the DOL Vision 2030 Meeting. There are four pillars the Department of Labor is focusing on Equity in Service and Outcomes, Building New Industry Partnerships, Taking the Time to Be Reactive/Proactive as it Comes to the Future of Work Planning, and Building a Better Care Economy. These are things we are moving on as well. She also recognized Sherry Johnson from Lincoln Trail Area Development District and Kris Williams from Kentucky Community and Technical College System as they celebrate retirement at the end of this month. Deputy Secretary then passed the floor back to the chair.

Kim Menke opened the floor for questions for Deputy Secretary Beth Brinly. He touched on the conference that Deputy Secretary and Debbie are attending and how they live stream it. Kim stated how this conference reinforces the conversations they are having today. These conversations on partnerships, inclusiveness, and the possibility of what can happen when they have one voice and one vision with the strategic plan.

### **New Business**

Kim Menke moved on to New Business on the agenda and passed the floor to Alisher Burikhanov to discuss Job Quality Academy. Alisher announced that the Kentucky Workforce Innovation Board was selected to go to the Job Quality Academy by the Department of Labor and Jobs for the Future. This team is made up of business, labor, and the workforce system, and picks an industry to focus on how to build quality jobs. No one wants to work a bad job. The Department of Labor put out eight principles that make a good job.

DOL's Good Jobs Initiative outlines 8 Principles of a Good Job:

1. Equitable recruitment and hiring
2. Benefits
3. Diversity, equity, inclusion, and accessibility (DEIA) as a key employer priority
4. Empowerment and Representation
5. Job security and working conditions
6. Organizational culture
7. Pay
8. Skills and career advancement

Alisher went over Kentucky's team members for Job Quality Academy.

Team Kentucky

LEAD: Alisher Burikhanov/ Executive Director, Kentucky Workforce Innovation Board

TEAM MEMBER 1: Aleece Smith/ KentuckianaWorks

TEAM MEMBER 2: Chad Mills/ Kentucky State Building and Construction Trades Council

TEAM MEMBER 3: Vijay Kamineni/ Metals Innovation Initiative

TEAM MEMBER 4: Amy Walker/ Blue Oval SK

Kim Menke then discussed the Board Chairs Roundtable Jamboard that is listed in the pre-read packet. This meeting is where all the chairs of the local workforce boards came together to discuss successes, challenges, opportunities, and assistance or support requested on workforce development initiatives in each area. This was a great opportunity for them to get together and help each other through different experiences. They plan on meeting again virtually and at the end of the year plan on bringing the executive committees together at one of the quarterly meetings to mix, mingle and have conversations. One of the reasons they are doing this is because they need successions. There are a lot of retirements, and they need to know where to bring the next expertise.

Kim Menke asked Lori Ulrich to give an update on the Work Ready Communities Revamp. She and Alisher met with the Kentucky Association of Economic Development (KAED). Where she is a member of that organization with a few others. They met with them to see what their lends is with the Work Ready Communities and to make sure it is viable and something worth wind for our communities. They also met with the South Economic Development Council (SEDC). The feedback they heard regional approach, the program needs to listen to employer needs, engaging with colleges and high schools. This information is also listed in the pre-read packet. Lori and Alisher will be continuing this conversation with the committee to do regional discussions. They will come back later in the year with an update. She passed the floor back to the chair.

Kim Menke passed the floor to Alisher to discuss the state plan. Alisher added a point that he has heard from the Economic Development Groups. Communities not only need to be ready to recruit businesses, but they need to be ready to attract talent. If you do not have the people then you cannot attract the businesses.

Alisher discussed how it is a state planning writing year for each state in the United States. At the next quarterly meeting, KYSTATS will provide data on what is going on in the economy, which is part of the state plan. Also, the Kentucky Workforce Innovation Board will be visiting all 10 local areas to conduct in-person conversations on strategies and operations. He then went over the current dates that have

been scheduled and asked everyone to come and participate in their area. Alisher went over the four WIOA Titles that will be present during these discussions.

The four WIOA Titles are:

- Title I: Adult, Dislocated Worker, and Youth (administration by local areas)
- Title II: Adult Education
- Title III: Wagner-Peyser (administered by Career Development Office)
- Title: Vocational Rehabilitation

Current dates include:

August 22, 9:30 am EST – NKADD; 1324 Madison Avenue, Covington, KY

September 12, 10:30 am EST – TENCO; 1225 US Hwy 60, Morehead, KY

September 27, 11 am EST/ 10 am CST – GRADD; 300 GRADD Way, Owensboro, KY

September 20, 2 pm EST/ 1 pm CST – Cumberland WDA; 2384 Lakeway Drive, Russell Springs, KY

September 26, 12:30 pm EST – EKCEP; 412 Roy Campbell Drive, Hazard, KY

Alisher Burikhanov then moved to the next point of the agenda, Board Membership. There will be a handful of individuals whose term will expire at the end of the year. He would like to encourage others to apply or the group to encourage others to apply. The governor has the last call, but the board of commissions suggests applicants to the governor. He reminded everyone that we need engagement and if the group thinks someone needs to be on the board and is not to encourage them to apply.

Kim Menke stated that there are groups within the local workforce boards that provide suggestions to the governor so there will be proper representation. Alisher explained how important it is to have people from a local standpoint. Kim Menke discussed how they have taken these seats into consideration and thanked people for their engagement. He pointed out that the [KWIB By-Laws](#) are listed in the pre-read. He also opened the floor on the virtual side to questions and comments. There were none. He thanked everyone for coming to the meeting in person and online. Kim also thanked Lori Ulrich and Fleming-Mason Energy Cooperative for hosting. Alisher Burikhanov reminded the group that the next Quarterly Meeting is in August at Lincoln Trail at Elizabethtown Community and Technical College (ECTC) with the last Quarterly Meeting being in Frankfort. Kim Menke recognized that when they move the meetings around it challenges people's capability to attend in person. He thanked people for attending virtually. He stated that if there are no more comments or questions he will close the meeting.

**3:22 PM            ADJOURNMENT**

Kim asked to move to adjourn. Scott Pierce moved the motion and Judge Executive Owen McNeil seconded the motion to adjourn.

2022-2023 Industry Certification Name / Industry Certification Stacked Credentials	High Demand	Date Received	Recommended addition to Valid Industry Certification List? Yes/No	BEAT Recommendations
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KY Journeyman Plumbing License	Yes	5/1/2023	YES	The Construction BEAT Team recommends this certification be added to the valid industry certification list. The feedback received indicated BEAT members felt the certification is comprehensive and represents program standards achievement.
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KY Journeyman HVAC License	Yes	5/1/2023	YES	The Construction BEAT Team recommends this certification be added to the valid industry certification list. The feedback received indicated BEAT members felt the certification is comprehensive and represents program standards achievement.
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Policy Name: Conditions and Sanctions for Failure to Meet Federal and State Standards  
Policy Number: 23-007

Synopsis of Policy Change:

Should local areas fail to meet the Federal and State fiscal standards and performance measure, the obligation for imposing and tracking sanctions is placed on the Department of Workforce Development (DWD). As the State Workforce Agency and federal award pass through agency, DWD is charged with monitoring the local areas for fiscal and programmatic compliance, and is thus, in the best position to identify issues, determine what corrective actions must be taken to address issues, impose corrective action, and track compliance.

Further Modification to the Policy:

DWD shall provide notice to the Kentucky Workforce Innovation Board's Executive Committee of any additional specific award conditions or sanctions imposed on subrecipients. This notice shall be provided within 10 days of imposition of the additional specific award conditions or sanctions as outlined in the respective Notice of Corrective Action. DWD shall also provide updates to the Kentucky Workforce Innovation Board's Executive Committee regarding progress and completion of the corrective action.

COMMONWEALTH OF KENTUCKY  
DEPARTMENT OF WORKFORCE DEVELOPMENT  
AND  
KENTUCKY WORKFORCE INNOVATION BOARD

**POLICY NAME:** Conditions and Sanctions for Failure to Meet Federal and State Standards

**POLICY NUMBER:** 23-007

**DATE OF ISSUE:** \_\_\_\_\_, 2023

**EFFECTIVE DATE:** \_\_\_\_\_, 2023

**APPLIES/OF INTEREST TO:** Local Workforce Development Boards and other subrecipients

**FOR FURTHER INFORMATION CONTACT:** [workforce@ky.gov](mailto:workforce@ky.gov)

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**PURPOSE:** The purpose of this policy is to inform Local Workforce Development Boards (LWDBs) and other subrecipients utilizing Workforce Innovation and Opportunity Act (WIOA) Title I funds about the potential conditions and sanctions that the Department of Workforce Development (DWD) may impose on federal grant subrecipients who fail to meet the applicable fiscal standards and performance measures.

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**BACKGROUND:** The DWD is charged with the oversight of expenditures of WIOA funds. Accordingly, subrecipients are required to comply with all WIOA regulatory standards and policies. In an effort to ensure program integrity at the local level, any subrecipient not meeting the regulatory standards may be subject to conditions and/or sanctions set forth in this policy.

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**POLICY:**

Subrecipient infractions shall be categorized by severity as Category 1, 2, 3, or 4, with Category 1 being the least serious and Category 4 being the most serious. The Category shall be determined by the level of risk associated with observed deficiencies relative to the 2 CFR Part 200, Appendix XI Compliance Supplement (available on the OMB website, at <https://www.whitehouse.gov/omb/office-federal-financial-management/>). In the event a deficiency is identified as part of the DWD monitoring process, the risk categories will be assigned as follows: Category 1 (Low Risk); Category 2 (Moderate Risk); Category 3 (High

Risk); Category 4 (Pattern of Egregious Violations). Not satisfying Category 1 leads to a Category 2 and so forth through Category 4.

The following are examples of Category 1, 2, 3, and 4 infractions:

- **Category 1 (Low Risk)**
  - Untimely / Inaccurate reporting (e.g., monthly status reports, complaint logs, etc.)
- **Category 2 (Moderate Risk)**
  - A lack of internal controls which cause infractions leading to potential disallowed costs (e.g., eligibility issues, inaccurate cost classification, etc.)
- **Category 3 (High Risk)**
  - Inadequate use or non-utilization of State systems per agreements
  - Negligent use of funds leading to waste, fraud, or abuse
- **Category 4 (Pattern of Egregious Violations)**
  - Recurrent activity leading to lack of sustained program and/or fiscal integrity
  - Intentional acts that result in improper use of funds leading to waste, fraud, or abuse

*Note: This is not an exhaustive list.*

#### **I. Additional Specific Award Conditions:**

The DWD, as the federal award pass through agency, may impose additional specific award conditions as needed, especially in instances of noncompliance with Federal and State regulations.<sup>1</sup>

##### **A. Category 1 Infractions may result in the imposition of the following conditions:**

1. Requiring the non-Federal entity to obtain technical or management assistance. This may be required through several means such as:
  - Webinars and Conference Calls
  - Required attendance at DWD central office training(s)

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<sup>1</sup> 2 CFR 200.208(b) & (c)

- On-Site or virtual group technical assistance meetings and/or fiscal reviews
2. Requiring additional project monitoring.

**B. Category 2 Infractions may result in the imposition of the following conditions:**

1. Requiring additional, more detailed financial reports.
  - This may include providing invoices and additional support documentation / justification for expenditures detailed in the drawdowns.
  - Please note that this is in addition to the desktop monitoring. Depending upon the nature of the noncompliance, a greater sample may be pulled for all programs.
2. Establishing additional prior approvals. This may be achieved through various means, including but not limited to:
  - Requiring LWDB approval on a variety of actions as deemed necessary by DWD
  - Written approval and acknowledgment from the Chief Local Elected Official (CLEO) and LWDB Chair or other related personnel
3. Imposing additional conditions for reimbursement.
  - Subrecipients may be required to provide additional support documentation / justification for expenditures prior to the disbursement of federal funds.

Once in place, additional specific award conditions shall remain in effect until either expiration of the time period set forth in the notification of such condition(s) or until the specific conditions have been met and evidence of acceptable performance has been demonstrated, as determined by DWD.<sup>2</sup>

Once additional specific award conditions have been removed from the subrecipient, DWD reserves the right to continue to monitor the sub-recipient as necessary.

**II. Sanctions:**

If the severity of the subrecipient noncompliance cannot be remedied by imposing additional specific award conditions, as determined by DWD, then the following sanctions may apply.<sup>3</sup>

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<sup>2</sup> 2 CFR 200.208(d) & (e)

<sup>3</sup> 2 CFR 200.339



DWD, as the federal award pass-through agency, may impose sanctions when noncompliance cannot be remedied by imposing additional specific award conditions.<sup>4</sup> The following is a non-exhaustive listing of potential actions that may be taken against a noncompliant subrecipient where additional specific award conditions have failed:

**A. Category 3 Infractions may result in the following sanctions:**

1. Recommend the LWDB reassess LWDB staff and their capacity to serve to ensure the LWDB functions are being carried out effectively and efficiently.
2. Additional on-site visits (in-person or virtual), including a full fiscal review of WIOA-related expenditures.
3. Deny additional funding requests.
4. Wholly or partly suspend the disbursement of federal funds until it has been demonstrated to the satisfaction of the DWD that corrective action has been implemented to prevent further infractions.

**B. Category 4:**

Failure to address Category 1 through 3 Infractions may result in the following sanctions:

1. Decertification of the LWDB.<sup>5</sup>
2. Any and all other legally available remedies.

Any action taken by the DWD against a subrecipient is not intended in any way to cause adverse effects to the delivery of services in the respective LWDB.

**III. Provision of Notice of Corrective Action:**

When imposing additional specific award conditions or sanctions, DWD shall issue a Notice of Corrective Action via electronic mail or certified mail to the subrecipient and all related parties. The Notice of Corrective Action shall contain the following:

- A. The reason why the additional conditions or sanctions are being imposed;
- B. The nature of the additional conditions or sanctions;
- C. The actions needed to remove the additional conditions, if applicable;
- D. The time allowed for completing the actions if applicable; and

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<sup>4</sup> 2 CFR 200.339

<sup>5</sup> WIOA Section 107(c)(3)

- E. The method for requesting reconsideration of the additional conditions or sanctions imposed.

DWD shall provide notice to the Kentucky Workforce Innovation Board's Executive Committee of any additional specific award conditions or sanctions imposed on subrecipients. This notice shall be provided within 10 days of imposition of the additional specific award conditions or sanctions as outlined in the respective Notice of Corrective Action. DWD shall also provide updates to the Kentucky Workforce Innovation Board's Executive Committee regarding progress and completion of the corrective action.

#### **IV. Process for Appealing Decisions to Impose Conditions or Sanctions:**

A subrecipient seeking a review of the imposition of additional specific award conditions or sanctions that are not a revocation of all or part of the local plan or a reorganization may file an appeal with Secretary of the Education and Labor Cabinet in compliance with Section 9 of the Grievance, Complaint, and Appeal Procedures for Kentucky's Workforce Innovation and Opportunity Program.<sup>6</sup> A PDF of the Grievance, Complaint, and Appeal Procedures for Kentucky's Workforce Innovation and Opportunity Program can be found at the link below:

[https://kwib.ky.gov/WIOA%20Planning%20and%20Policy/WIOA%20Planning%20and%20Policy%20Documents/ELC\\_Grievance\\_Appeal\\_Procedures\\_WIOA\\_Program.pdf](https://kwib.ky.gov/WIOA%20Planning%20and%20Policy/WIOA%20Planning%20and%20Policy%20Documents/ELC_Grievance_Appeal_Procedures_WIOA_Program.pdf)

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**REFERENCES:** WIOA Sections 184, 107(c)(3); 2 CFR 200.208; 2 CFR Parts 200 and 225 2 CFR 200.339; 2 CFR 200.342; 20 CFR 677.220; 20 CFR 683.720; 20 CFR 683.600(d)(4); 20 CFR 683.650

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<sup>6</sup> Please refer to the Grievance, Complaint, and Appeal Procedures for Kentucky's Workforce Innovation and Opportunity Act Program for information about appeals related to revocation of all or part of the local plan or a reorganization.



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*Date August 17, 2023*

A handwritten signature in blue ink, appearing to read "Kim Menke".

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Kim Menke, Chair  
Kentucky Workforce Innovation Board



A handwritten signature in black ink, appearing to read "Jamie Link".

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Jamie Link, Secretary  
Education and Labor Cabinet

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Power BI  
PowerPoint  
Publisher  
QuickBooks  
Solid Works  
Windows  
Word

## **Organizational**

Meeting Management  
Personal Productivity — Prioritize  
Planning and Organizing  
Project Management  
Time Management

## **Quality**

4D  
SS  
Critical Thinking  
Executive Lean Overview  
Kaizen  
Lean Process & Simulation  
Performance Management  
Problem Solving  
Root Cause Analysis  
Six Sigma — Green Belt  
Statistical Process Control  
Training Within Industry

## **Human Resources**

Essentials of HR  
Evaluations  
Interviewing  
On-Boarding  
Recruitment  
SHRM Prep  
Talent Development

## **Leadership**

360 Evaluations  
Emotional Intelligence  
Employee Engagement  
Leadership Practices Inventory  
Myers Briggs Personality Profile  
Assertiveness Skills  
Change Management  
Coaching  
Critical Thinking  
Mentorship  
Servant Leadership

## **Communication**

Constructive Confrontation  
Listening  
Public Speaking  
Presentation Skills

## **Company Culture Creation**

Customer Service  
Diversity  
Engagement  
Generations at Work  
Mindfulness  
Negotiation Skills  
Team Challenge Course  
Work-Life Balance

## **Supervision**

Conflict Resolution  
Delegation/Empowerment  
Goal Setting  
Interpersonal Skills  
Reporting to the Team  
Soft Skills You Need  
Teamwork and Team Building  
Train-the-Trainer

## **Professionalism**

Business Writing  
Dress for Success  
E-mail Etiquette  
Ethics  
Grammar  
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Stress Management  
Traveling Tips

## **Technical Troubleshooting**

Blueprints & Schematics  
Certified Production Technician  
Electricity  
Hydraulics & Pneumatics  
Fluid Power  
Mechanical Principles  
Motors

## **Tool and Die**

CNC Machining  
EDM  
Mill/Lathe  
Tooling Repair

## **Engineering/Electronics**

Auto-Cad  
Automation  
Instrumentation  
Ladder Logic  
Plastics Processing  
Programmable Logistics Controls  
Process Control  
Robotics

## **Construction**

Hand/Power/Machine/ Tools  
HVAC  
Math and Measurements  
NEC Code  
Pipefitting Conduit Bending  
Plumbing

## **Fabrication**

Welding  
Machining

## **Safety**

Arc Flash  
Confined Space  
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Lock out/Tag out  
OSHA 10 and 30  
hour



**WORKFORCE  
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# State Plan Business

## Team Kentucky State Plan

### State Plan Meeting Preparation / Local Workforce Development Area Discussions

10 area backyards for a roundtable discussion around Strategy and Operations (May – September).

KWIB staff and interested board members will attend from the KWIB side.

#### Recommended Stakeholders:

- LWD Board members,
- Businesses,
- Labor organizations,
- Community based organizations,
- Educators (Adult Education, Higher Ed, and skills partners)
- Other stakeholders within the workforce development ecosystem (not necessarily WIOA providers)
- End-user / customer who has received services (ex. Dislocated worker)

#### Strategy Conversation:

- Based on the Governor approved Strategic Plan, where are state and local strategies aligned? Where are they not aligned?
- In the last 4 years, what successes have you seen? What gaps still exist?
- Does the Kentucky Strategic Plan meet current and the future workforce need?
- What are your local plan goals?

#### Operations Discussion:

- Program activities – WIOA and non-WIOA workforce activities
- Partner coordination & alignment
- Technical and data system tracking – post program success/touchpoints
- What challenges exist with current local/regional structure?
- What initiatives is your board discussing to accommodate future area needs?
- What sectors are important now and what sectors do you see as being important in the future?
- How are you meeting employer & economic development needs?
- How are you serving all population pools with barriers to employment? Are any talent pools excluded in the current system?

#### Current dates include:

August 22, 9:30am EDT – NKADD; 1324 Madison Avenue, Covington, KY

August 23, 2pm EDT – Western KY; 300 Hammond Dr, Hopkinsville, KY

September 8, 10am EDT – KentuckianaWorks; TBD

September 20, 2pm EDT/ 1pm CDT – Cumberland WDA; 2384 Lakeway Drive, Russell Springs, KY

September 28, 2pm EDT- Bluegrass; TBD

October 5, 11am EDT – Green River; 300 GRADD Way Owensboro KY

October 9, 10:30am EDT – TENCO; 1225 US-60, Morehead, KY

October 10, 12:30pm EDT – EKCEP; 412 Roy Campbell Drive Hazard, KY

October 17, 11am EDT – Lincoln Trail; TBD



# Kentucky's Employment & Workforce Trends

## Kentucky Workforce Innovation Board

August 17, 2023

Michael W. Clark, Ph.D.  
Associate Professor of Economics  
Director, Center for Business and Economic Research  
[michael.clark@uky.edu](mailto:michael.clark@uky.edu)

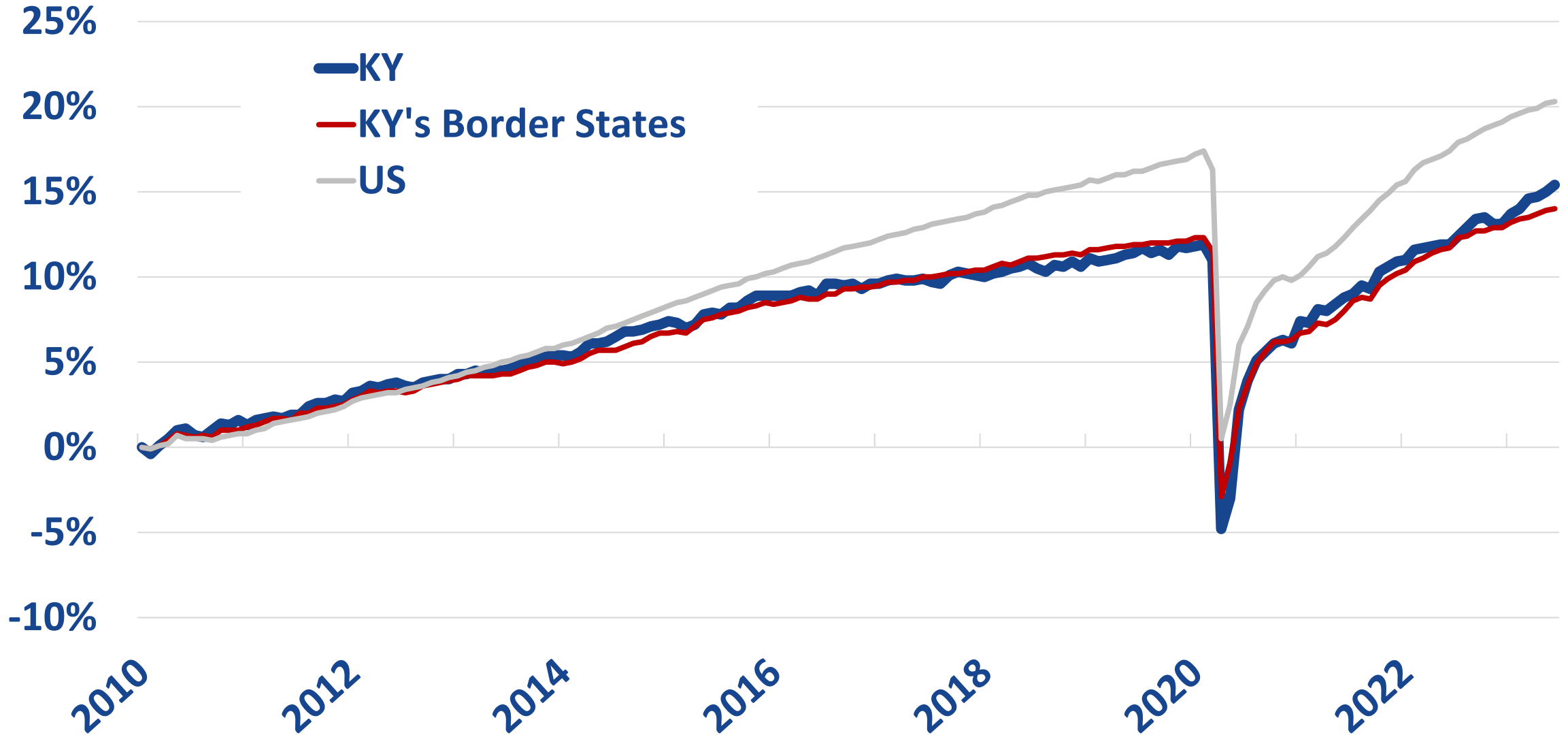
Katie Scott  
Senior Economist  
Center for Business and Economic Research  
[katie.scott@uky.edu](mailto:katie.scott@uky.edu)

# Overview

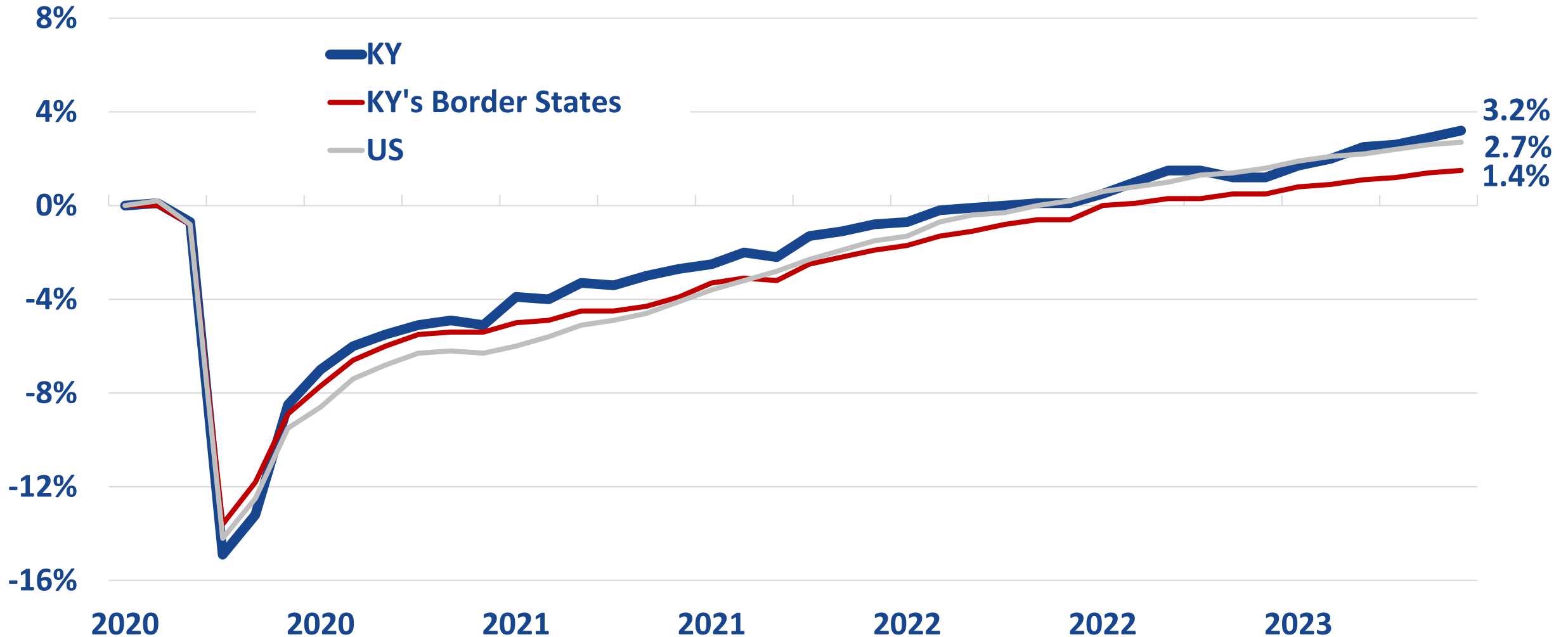
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- Strong Labor Market
  - Significant employment growth
  - Uneven growth across sectors and states
- Labor Force
  - Low unemployment rate
  - Low labor force participation
    - Varies across state
    - and demographic groups

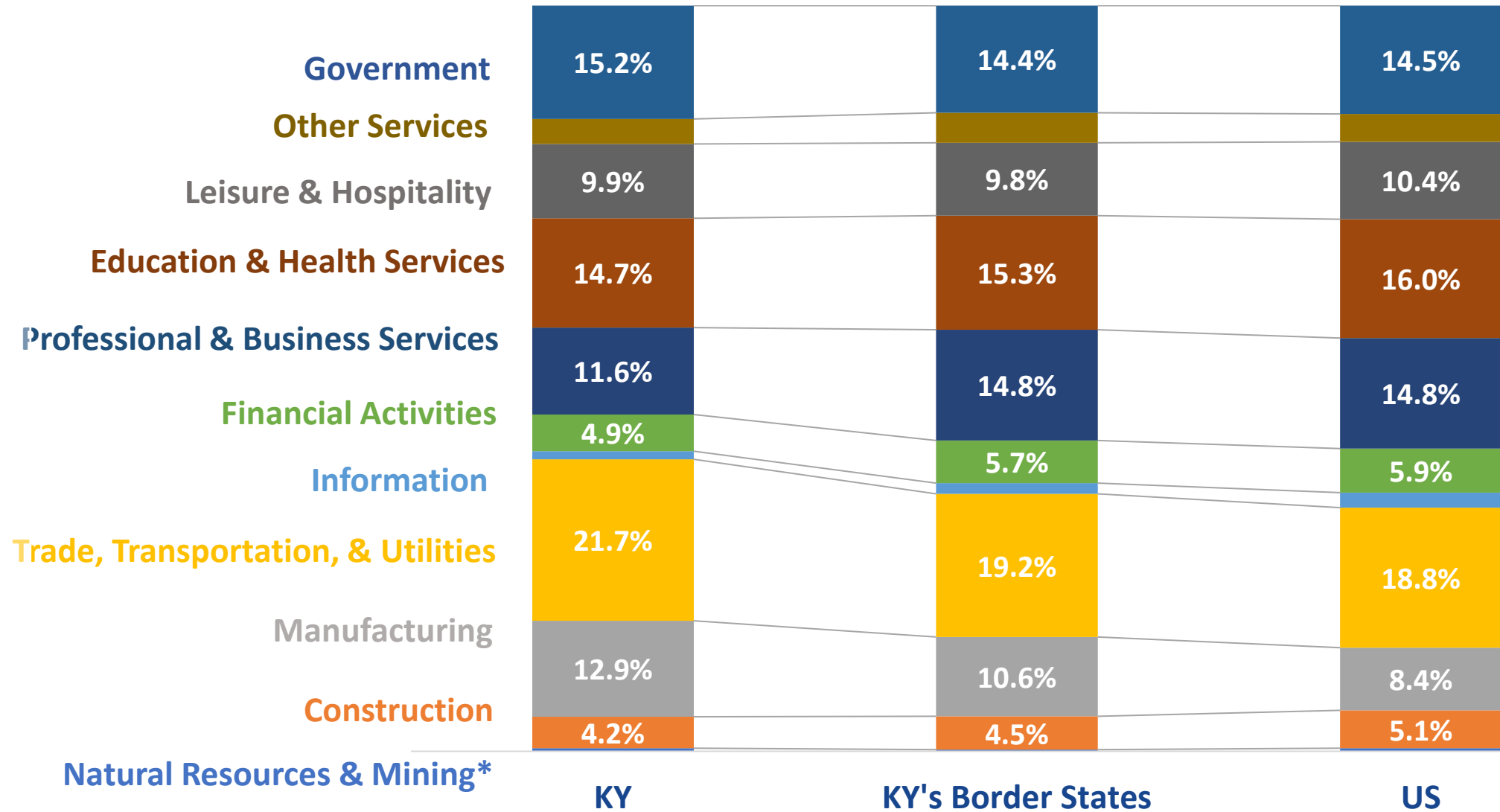
# Nonfarm Employment, Percent Change from January 2010



# Nonfarm Employment, Percent Change from January 2020



# Distribution of Employment Across Sectors, 2022

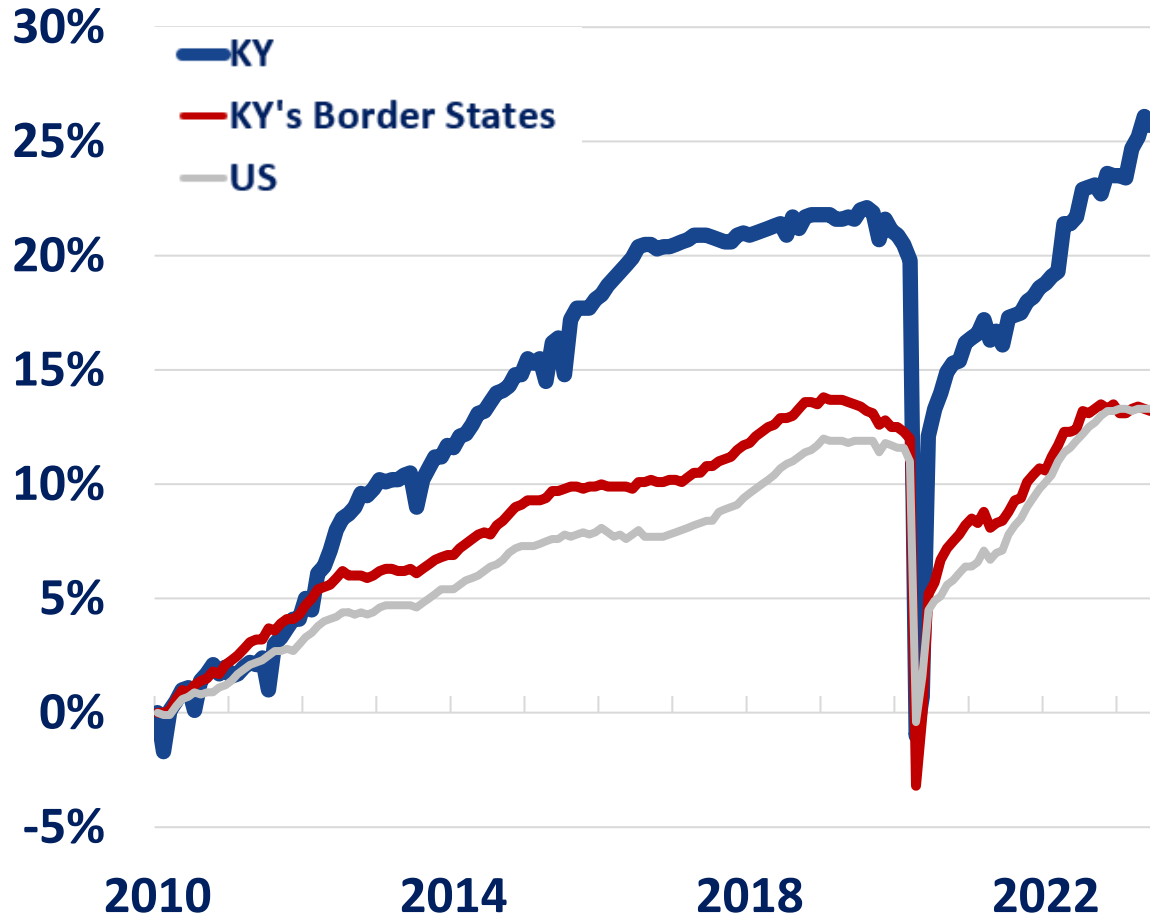


\* Less than 1%.

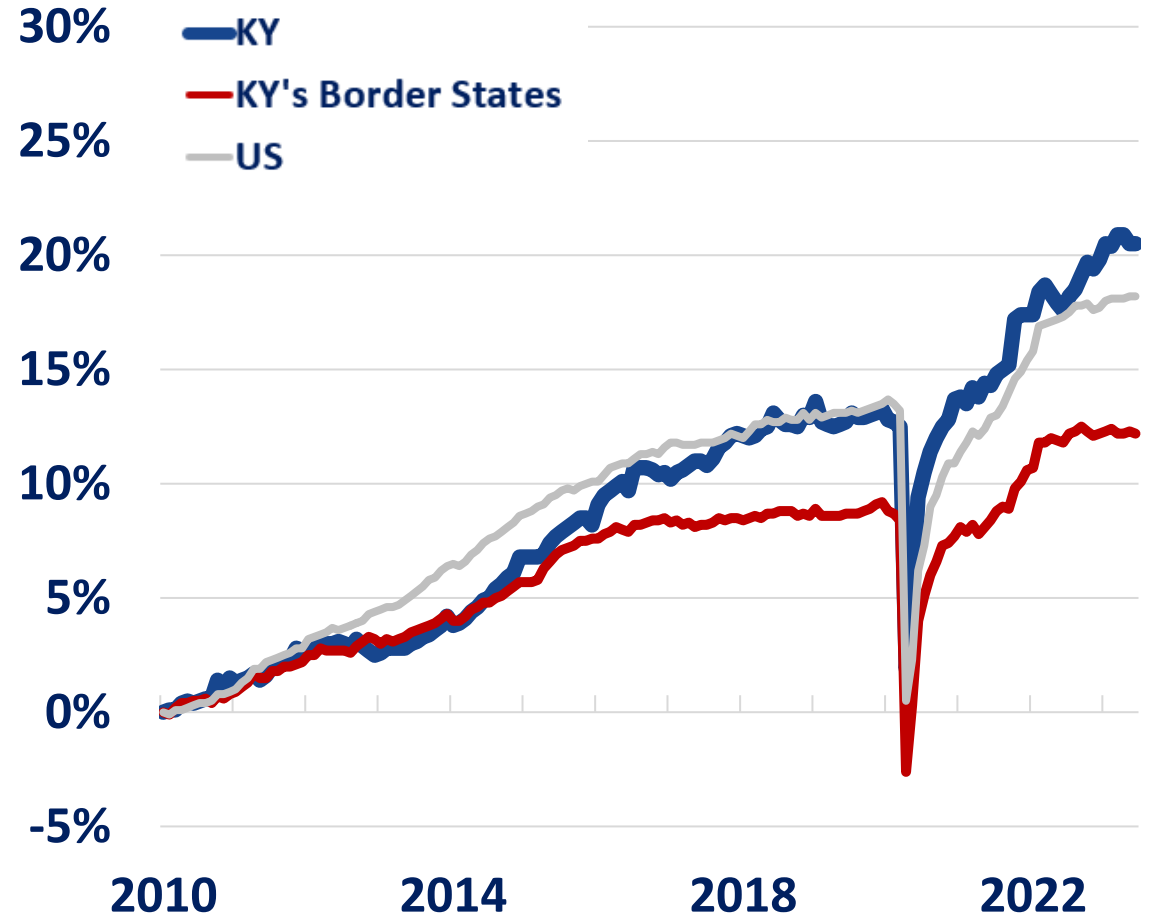
Source: US Bureau of Labor Statistics. Current Employment Statistics. Seasonally Adjusted.

# Employment, Percent Change from January 2010

## Manufacturing

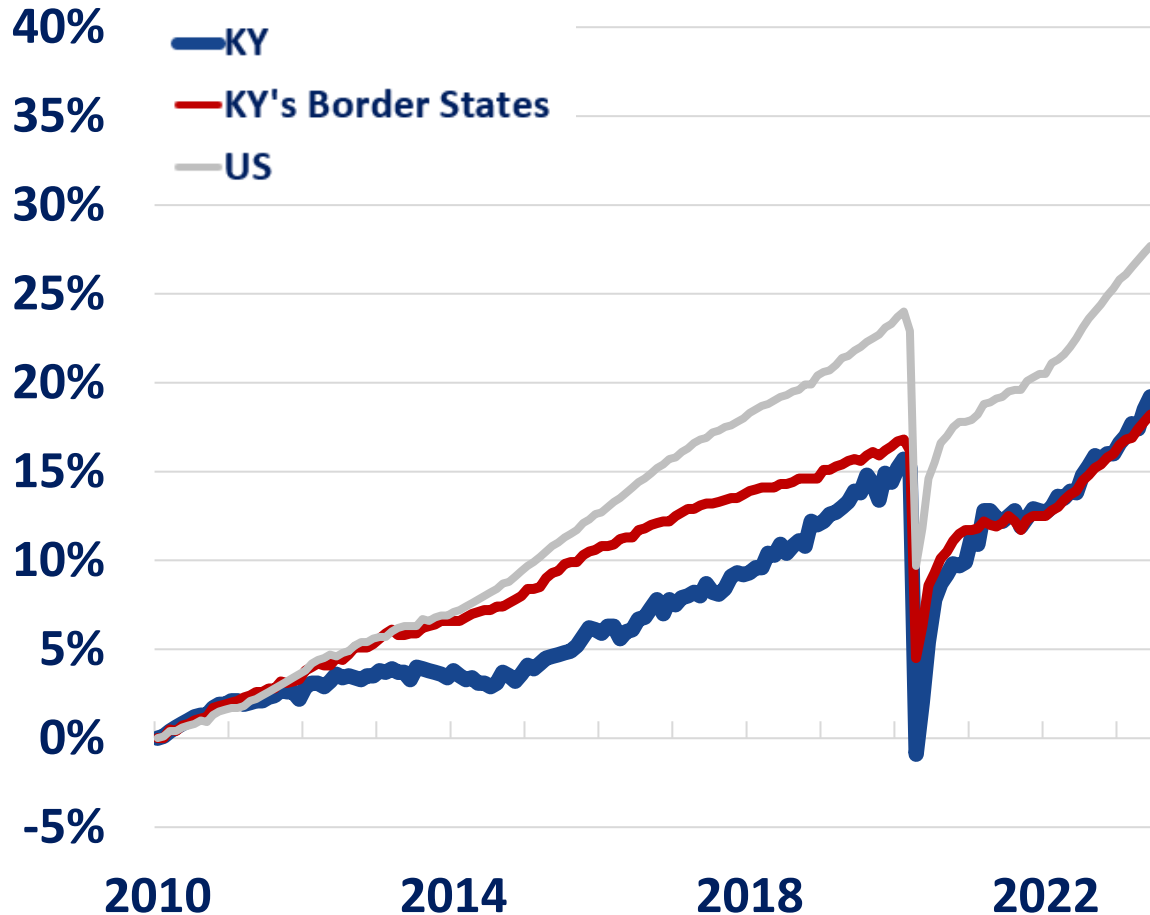


## Trade, Transportation, & Utilities

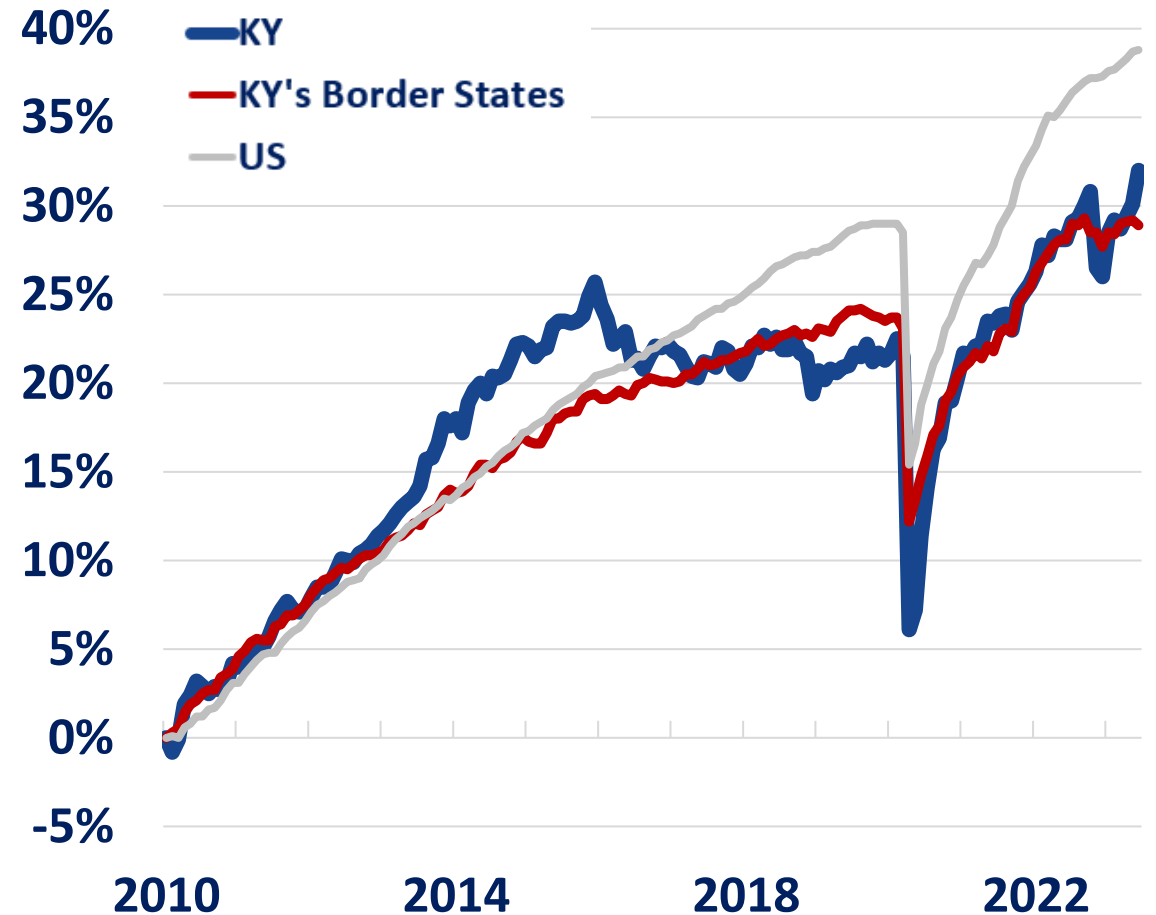


# Employment, Percent Change from January 2010

## Education & Healthcare

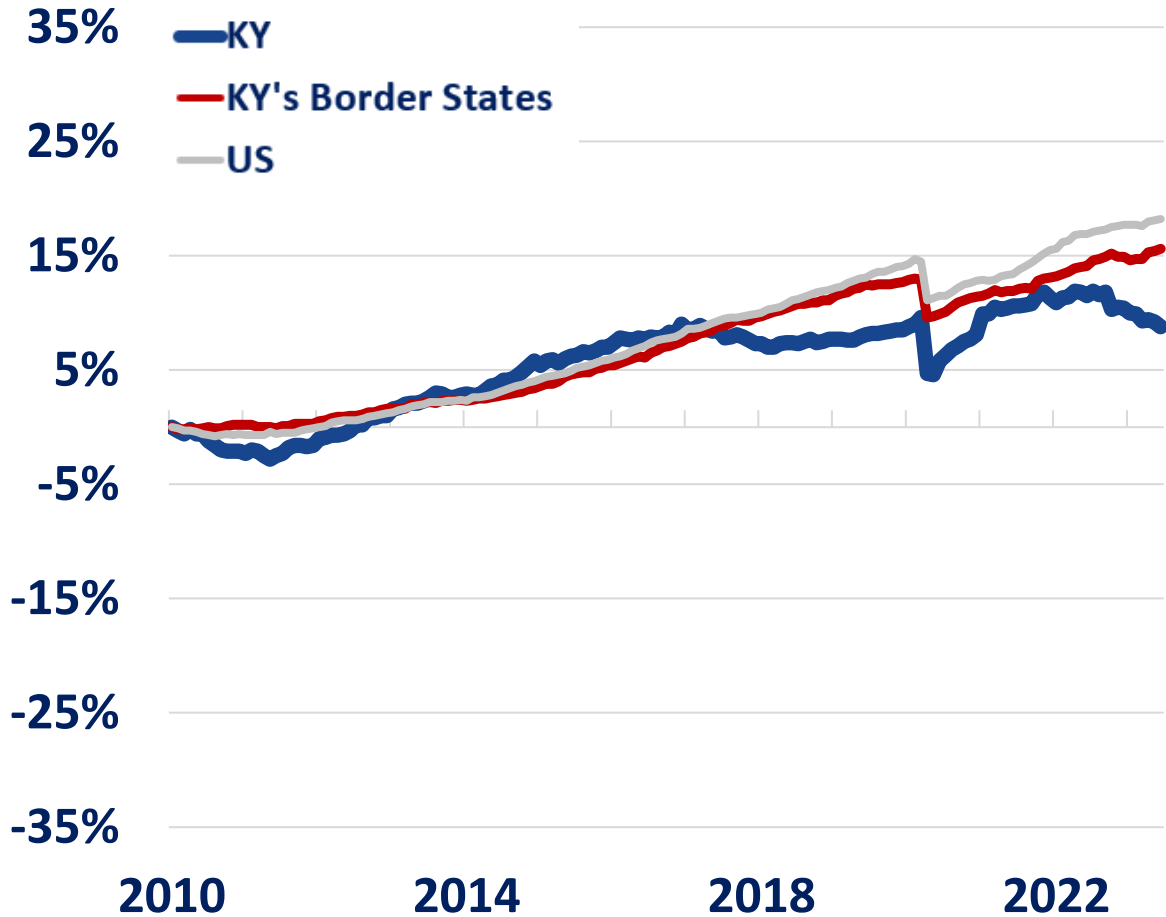


## Professional & Business Services

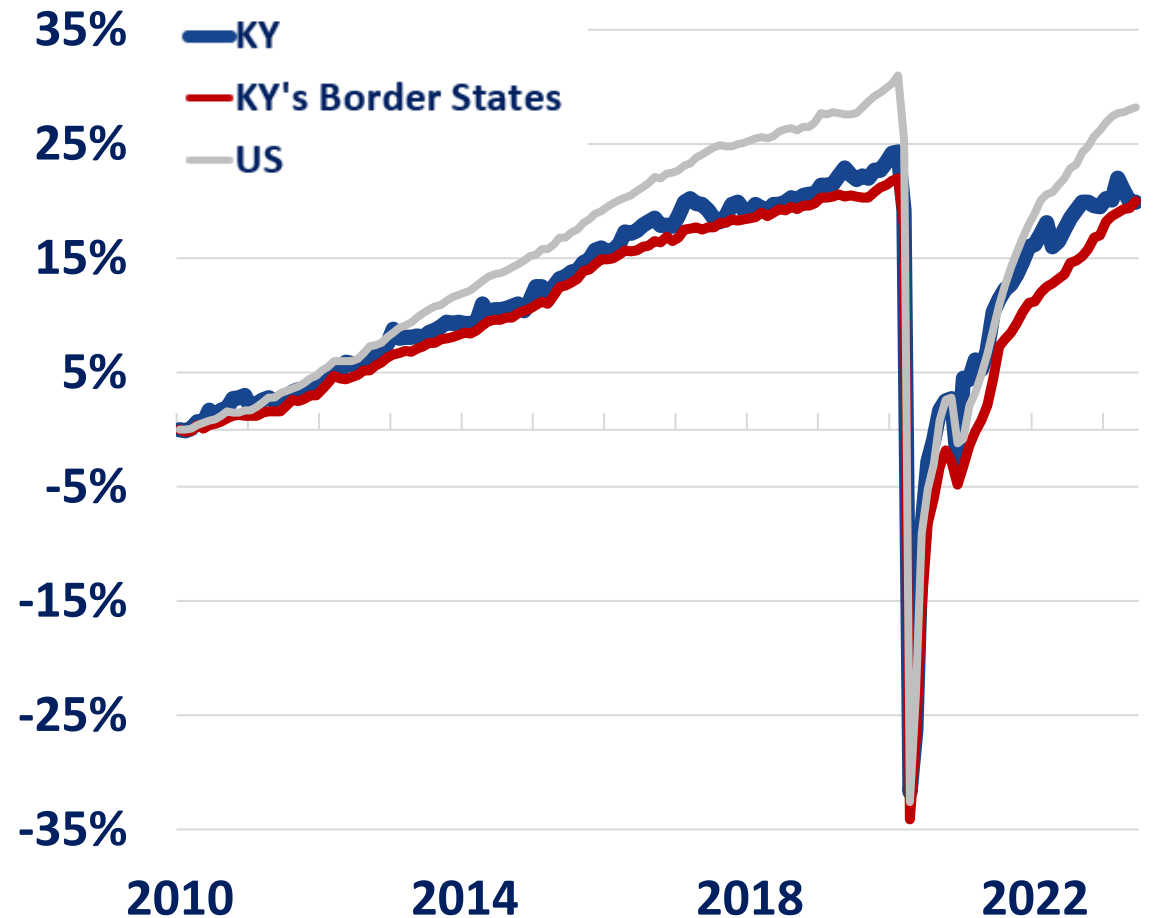


# Employment, Percent Change from January 2010

## Financial



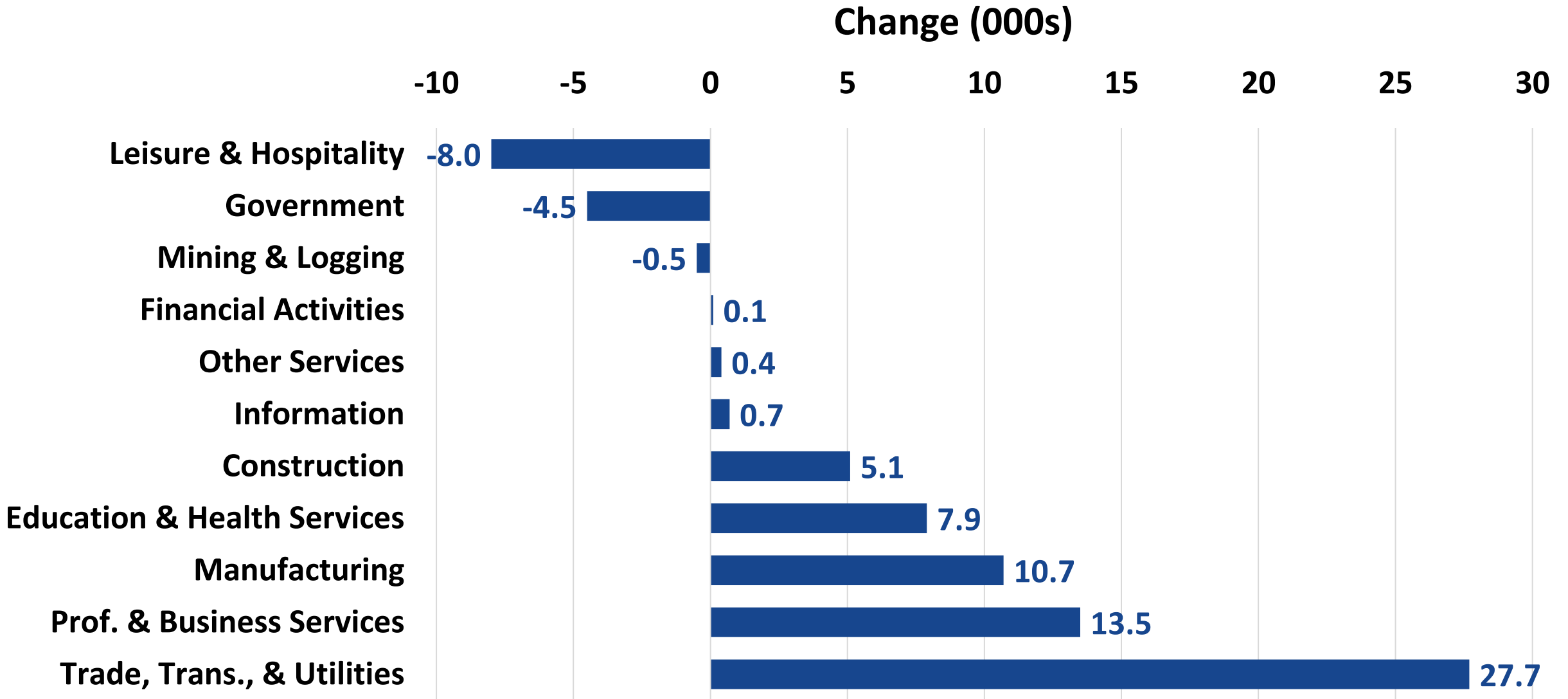
## Leisure & Hospitality





# Employment Change, Kentucky

## January 2020 to June 2023

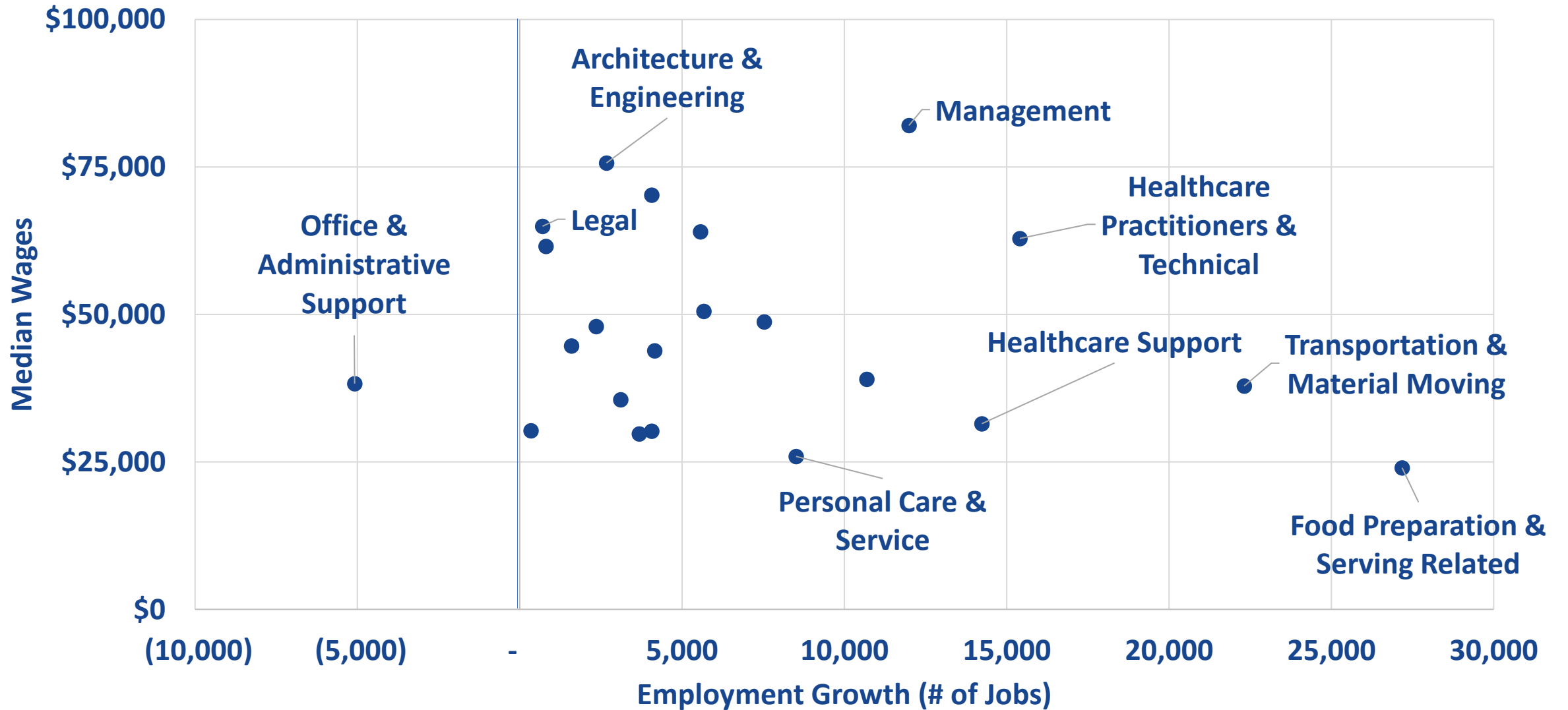


# Emerging Sectors

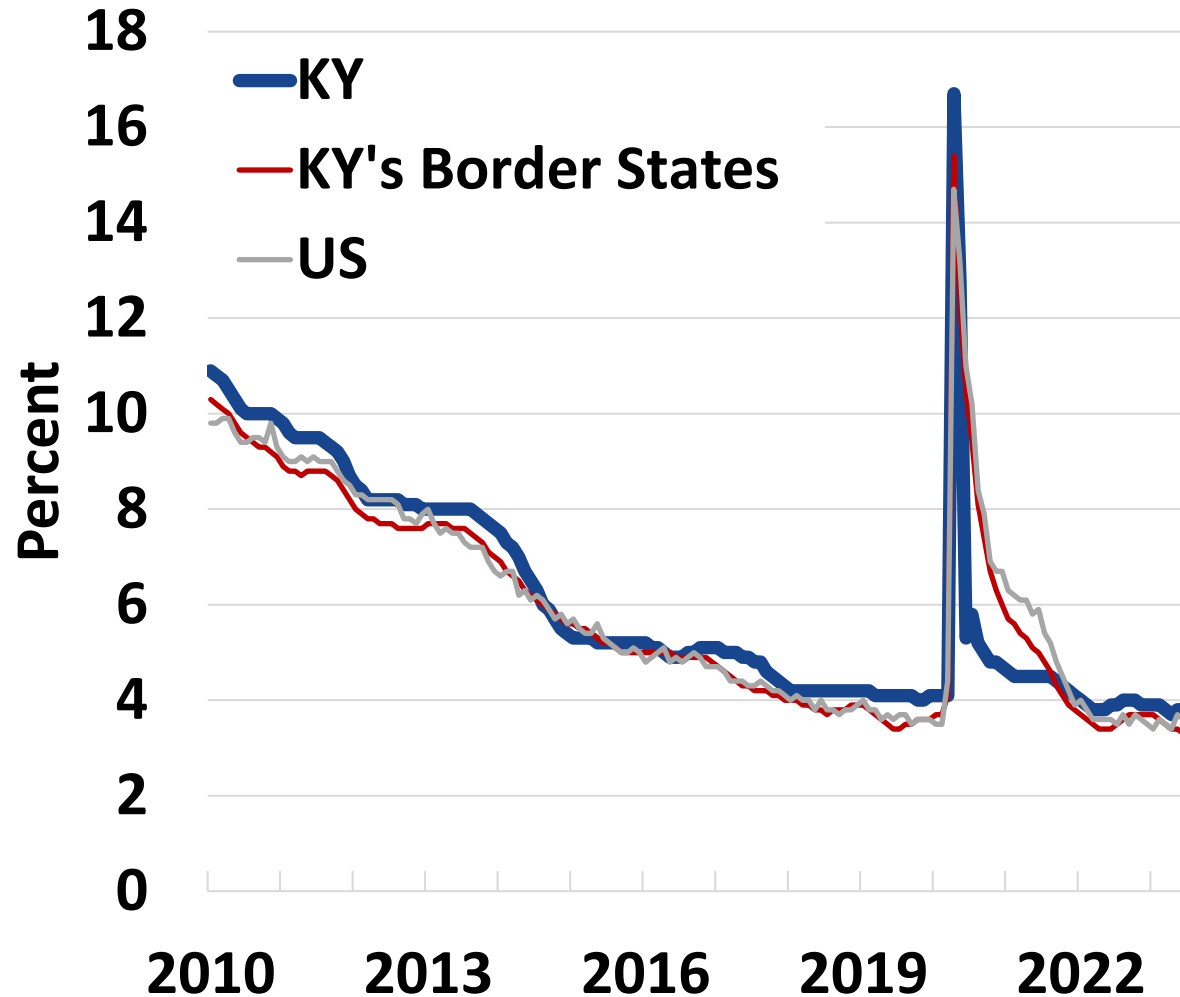
---

- **No generally accepted definition**
- **Possible criteria:**
  - **Initially small relative to the economy**
  - **Rapid growth**
  - **Growth in more than a single year**
- **Growth often slowed dramatically for these sectors**
- **Difficult to reliably identify emerging sectors**

# Projected Employment Growth 2020 to 2030, Kentucky By Major Occupation Group

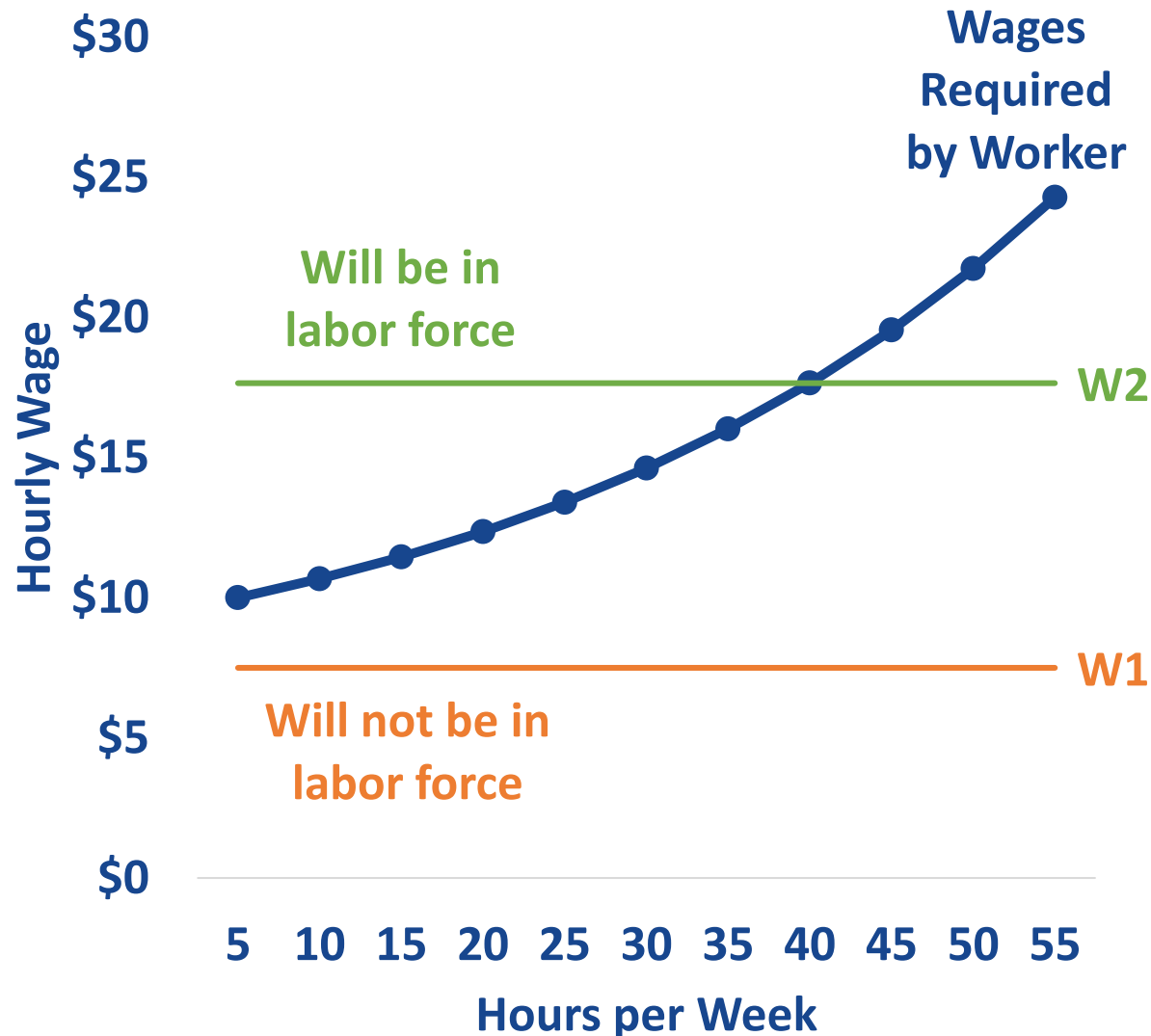


# Unemployment Rates



- **Employed:** Individuals who worked for pay
- **Unemployed:** Those who did not work for pay but *searched* for work during the past 4 weeks
- **Not in Labor Force:** People who are not employed and *not searching* for work
- **Unemployment Rate** =  $\frac{\text{Unemployed}}{\text{Employed} + \text{Unemployed}}$

# Worker's Decision to Participate in the Labor Force

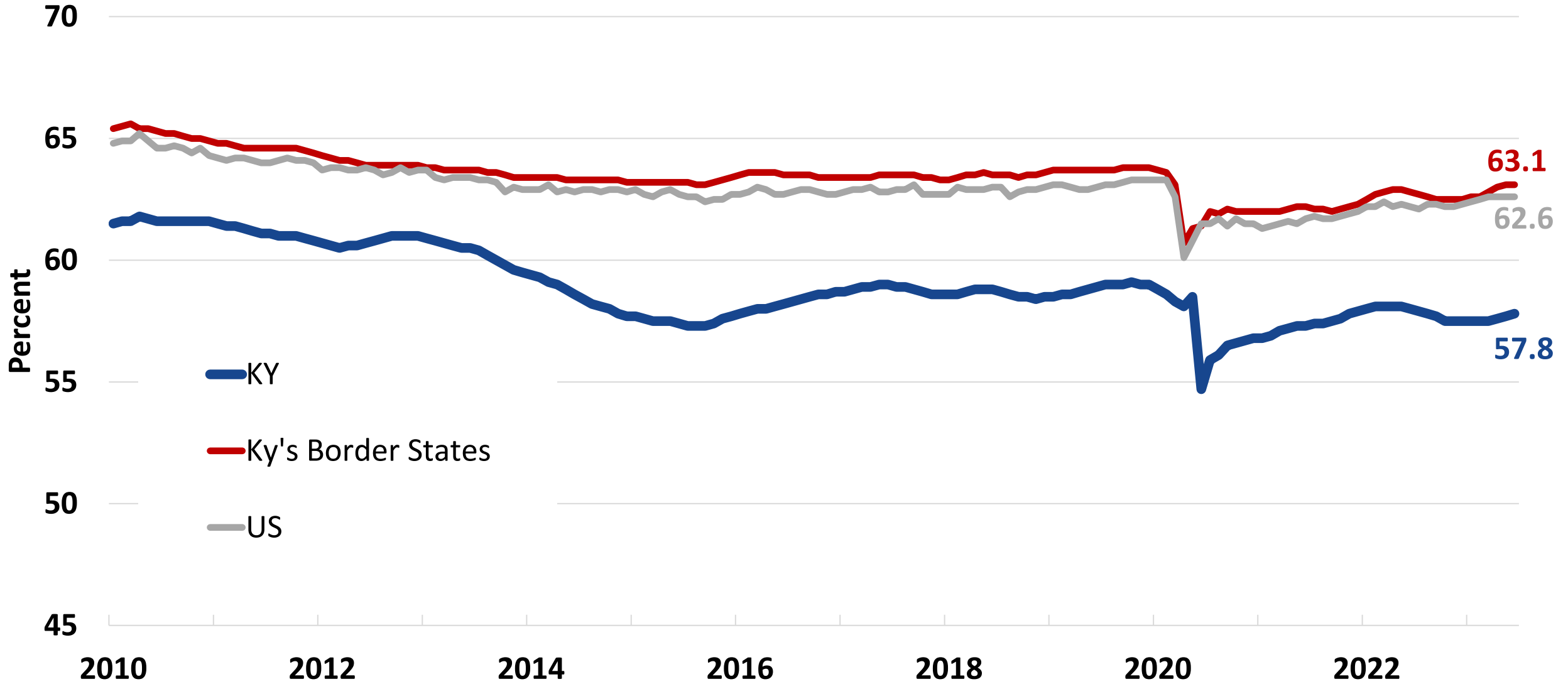


Wage rates required by workers are determined by factors such as:

- Value of their time
- Cost they incur to work
- Wealth
- Other sources of income

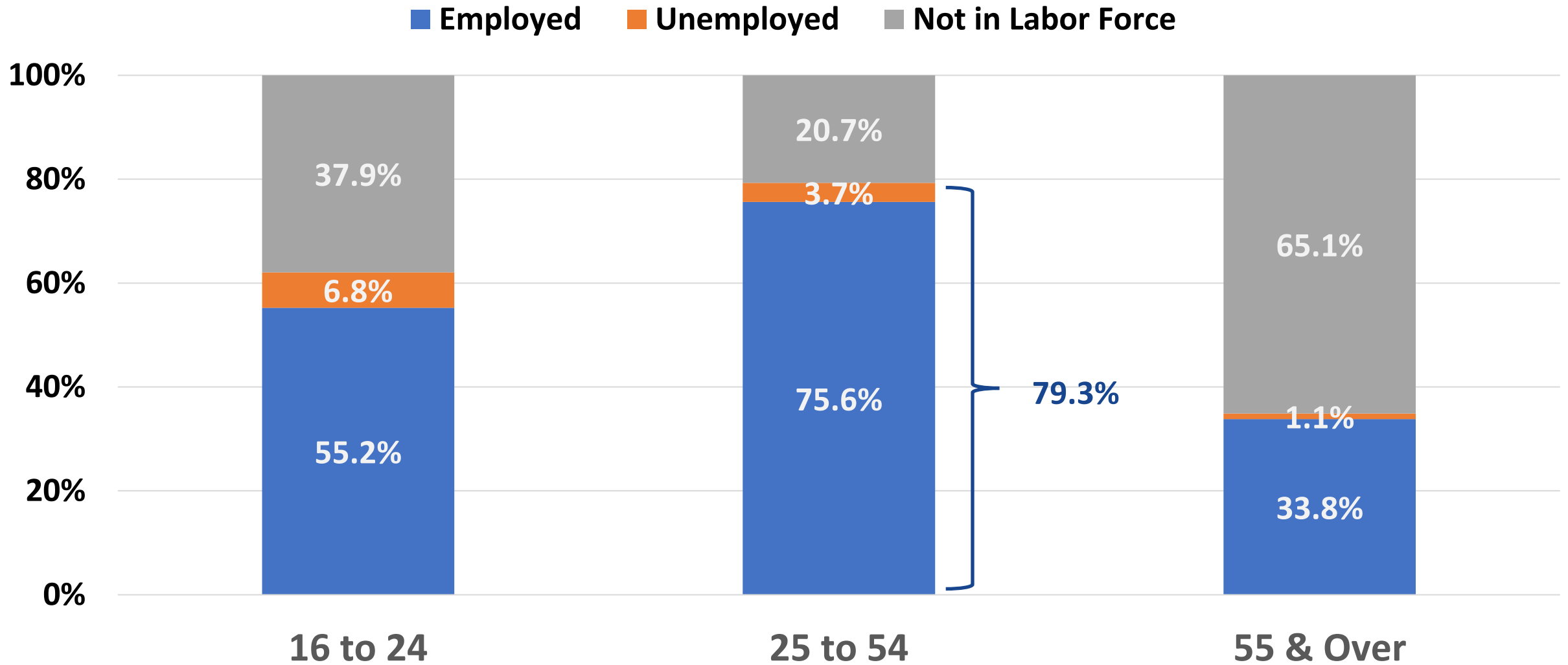
Wages employers pay are determined by the marginal productivity of the worker.

# Labor Force Participation

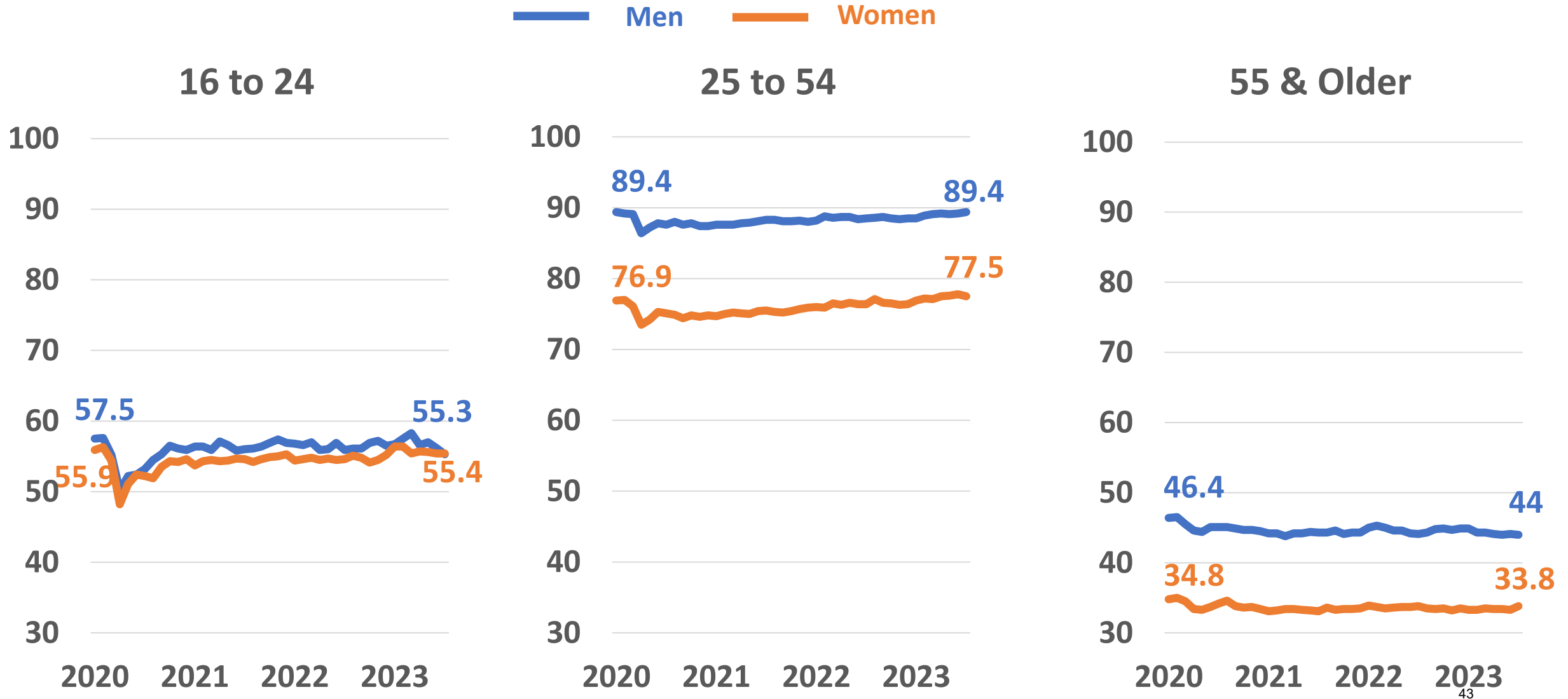


# Labor Force Participation, Kentucky

## By Age



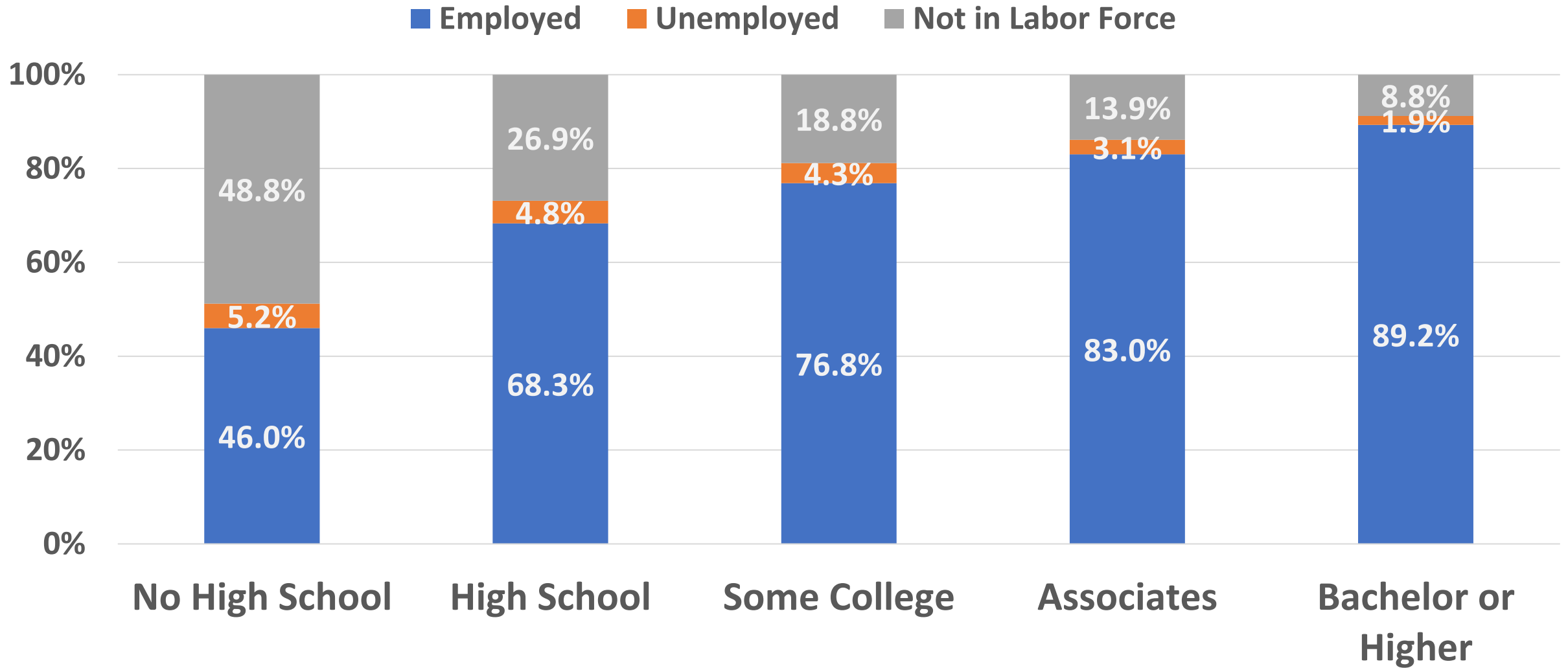
# Labor Force Participation, US By Age & Gender



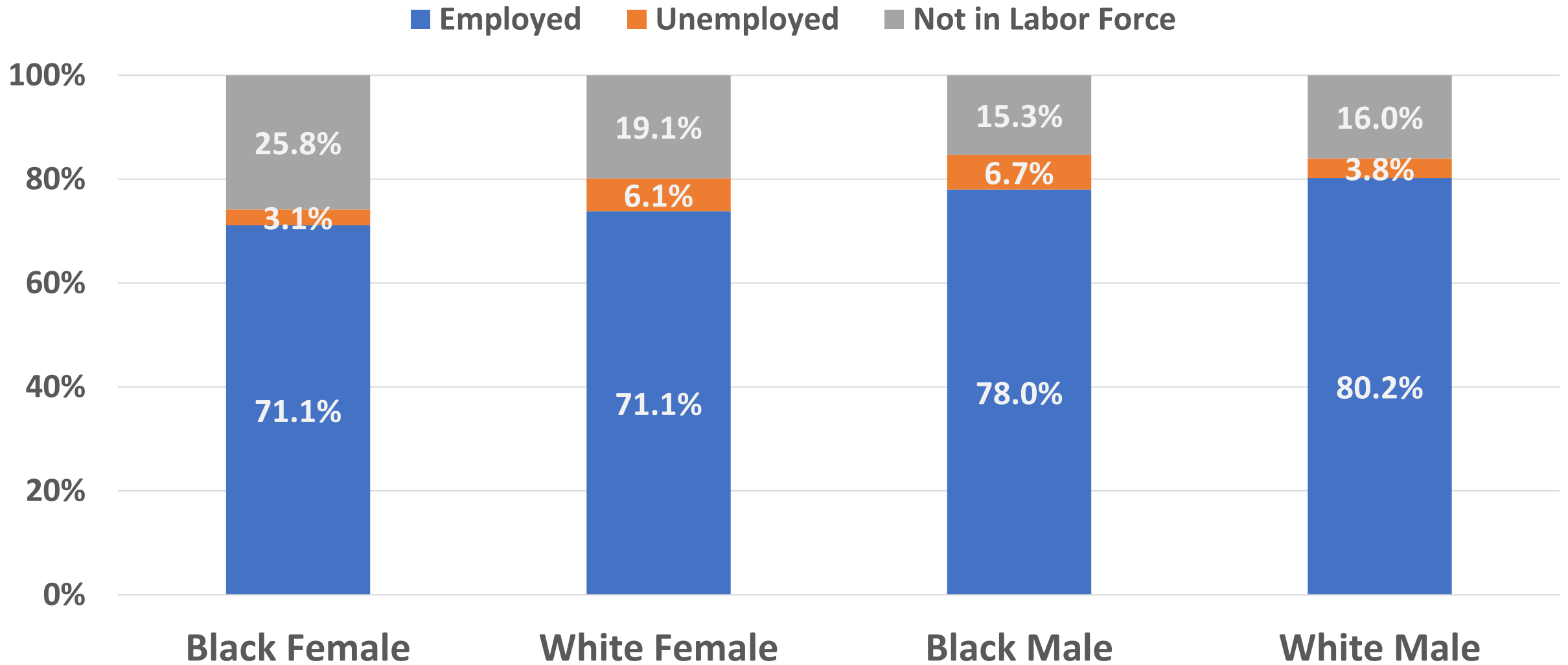
Source: US Bureau of Labor Statistics. Local Area Unemployment Statistics. Seasonally Adjusted.



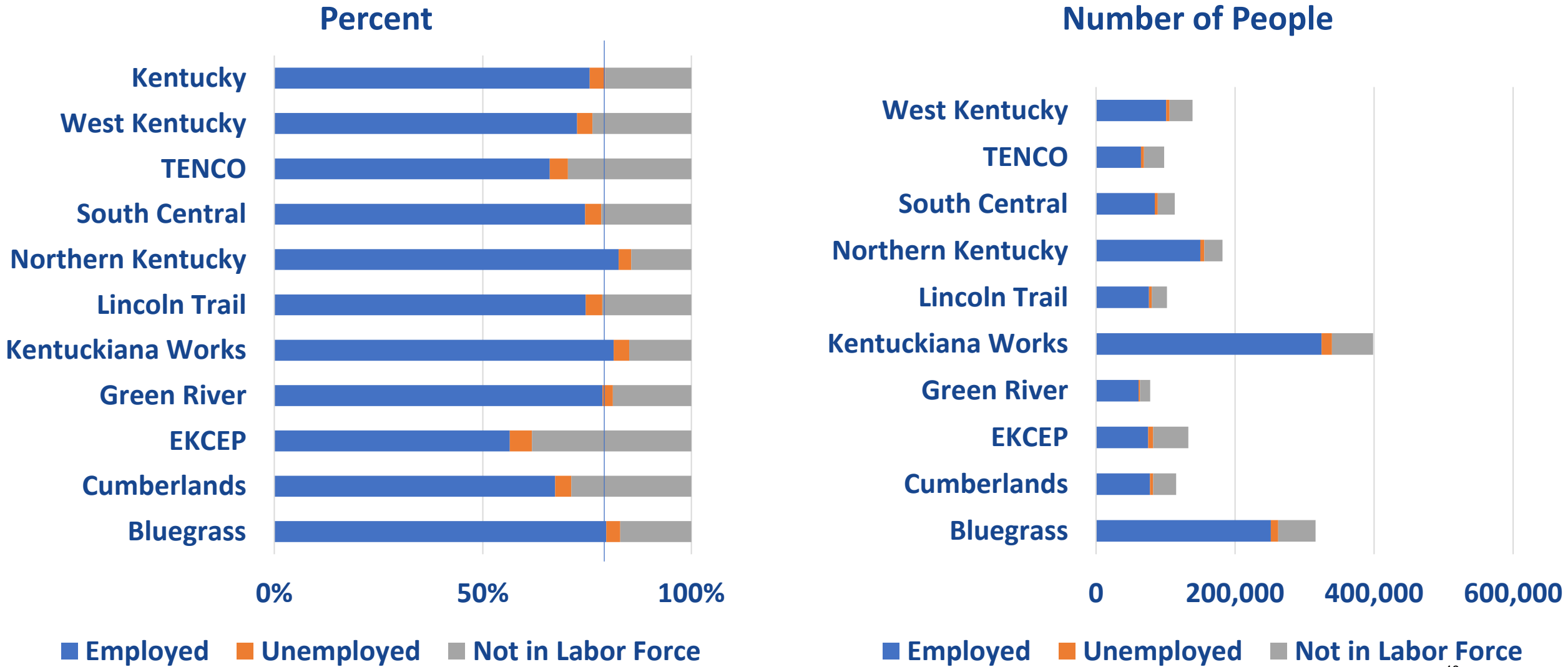
# Labor Force Participation, Kentucky (Aged 25 – 54) By Educational Attainment



# Labor Force Participation, Kentucky (Aged 25 – 54) By Race and Gender



# Labor Force Participation, Kentucky (Aged 25 – 54)

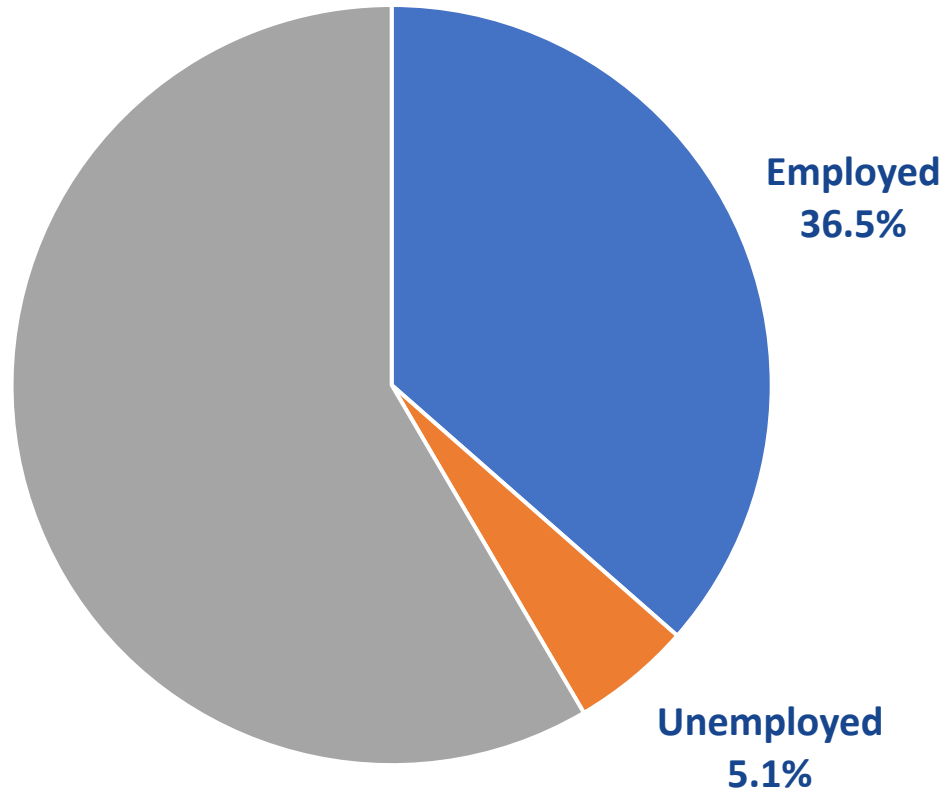


Source: US Census Bureau. American Community Survey. 2021 5-year estimates.

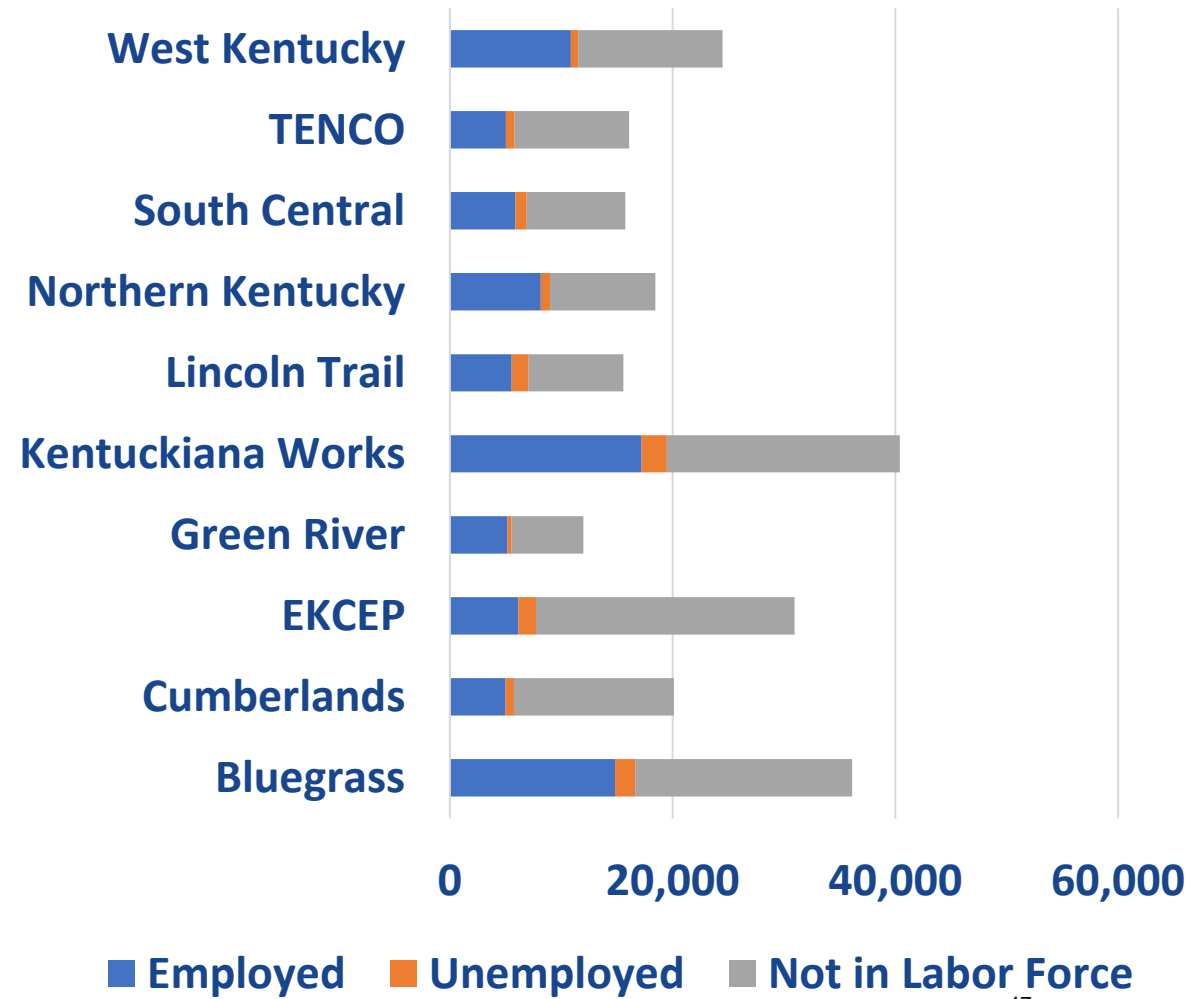
# Labor Force Participation (Aged 25 – 54)

## Self-reported Disability

### Kentucky



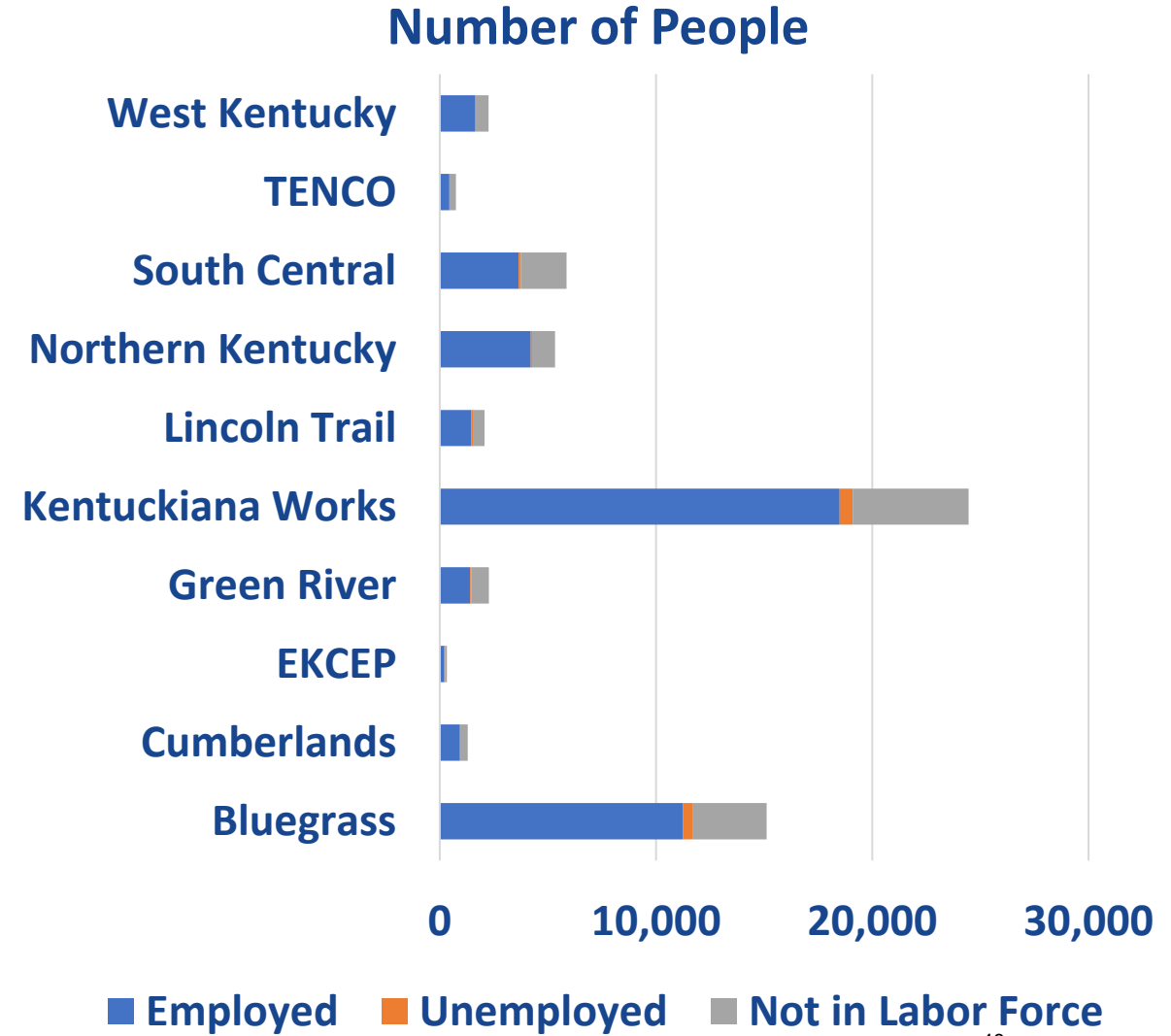
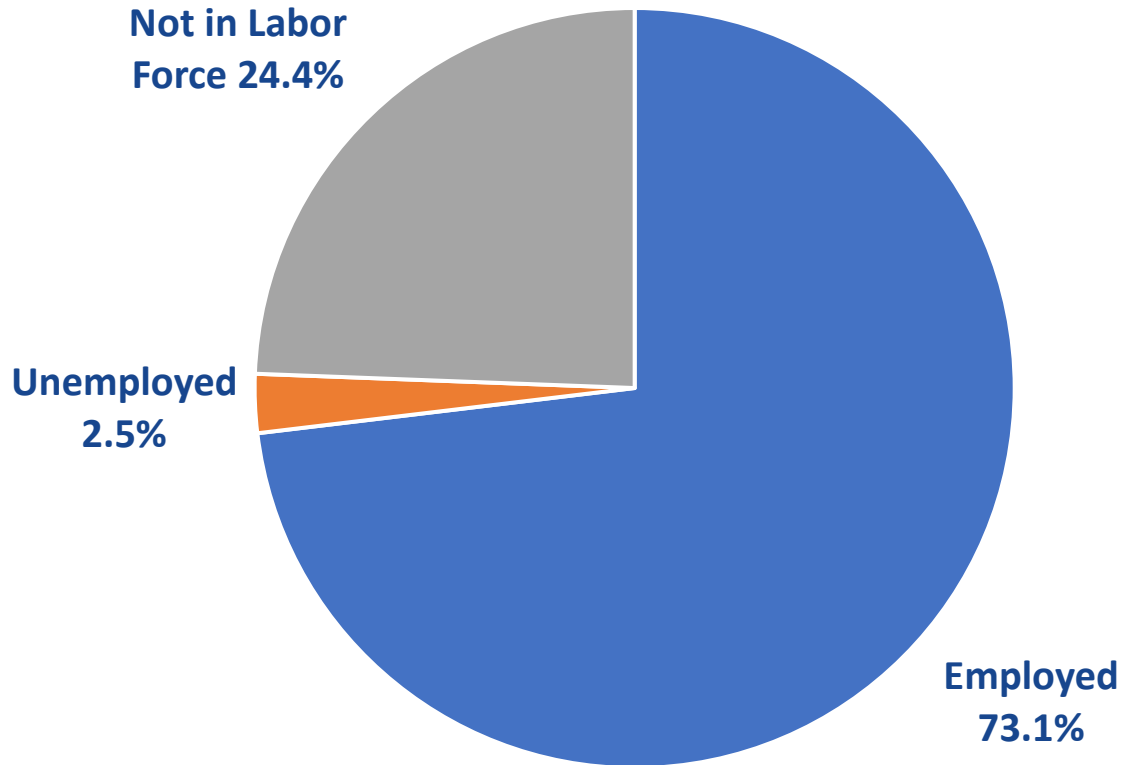
### Number of People



# Labor Force Participation (Aged 25 – 54)

## Limited English Proficiency

### Kentucky

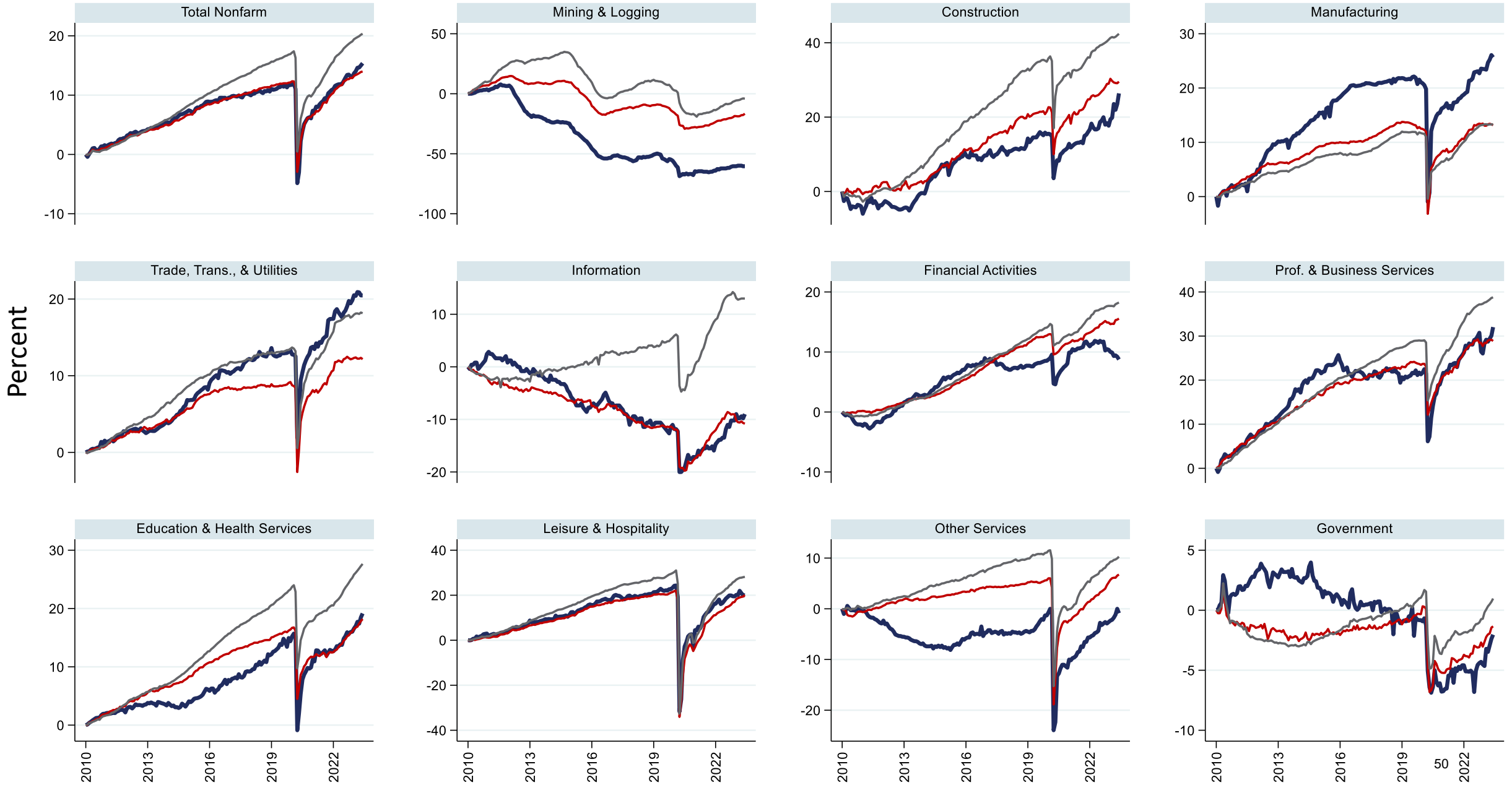




<http://cber.uky.edu/>

# Percent Change in Employment Since January 2000

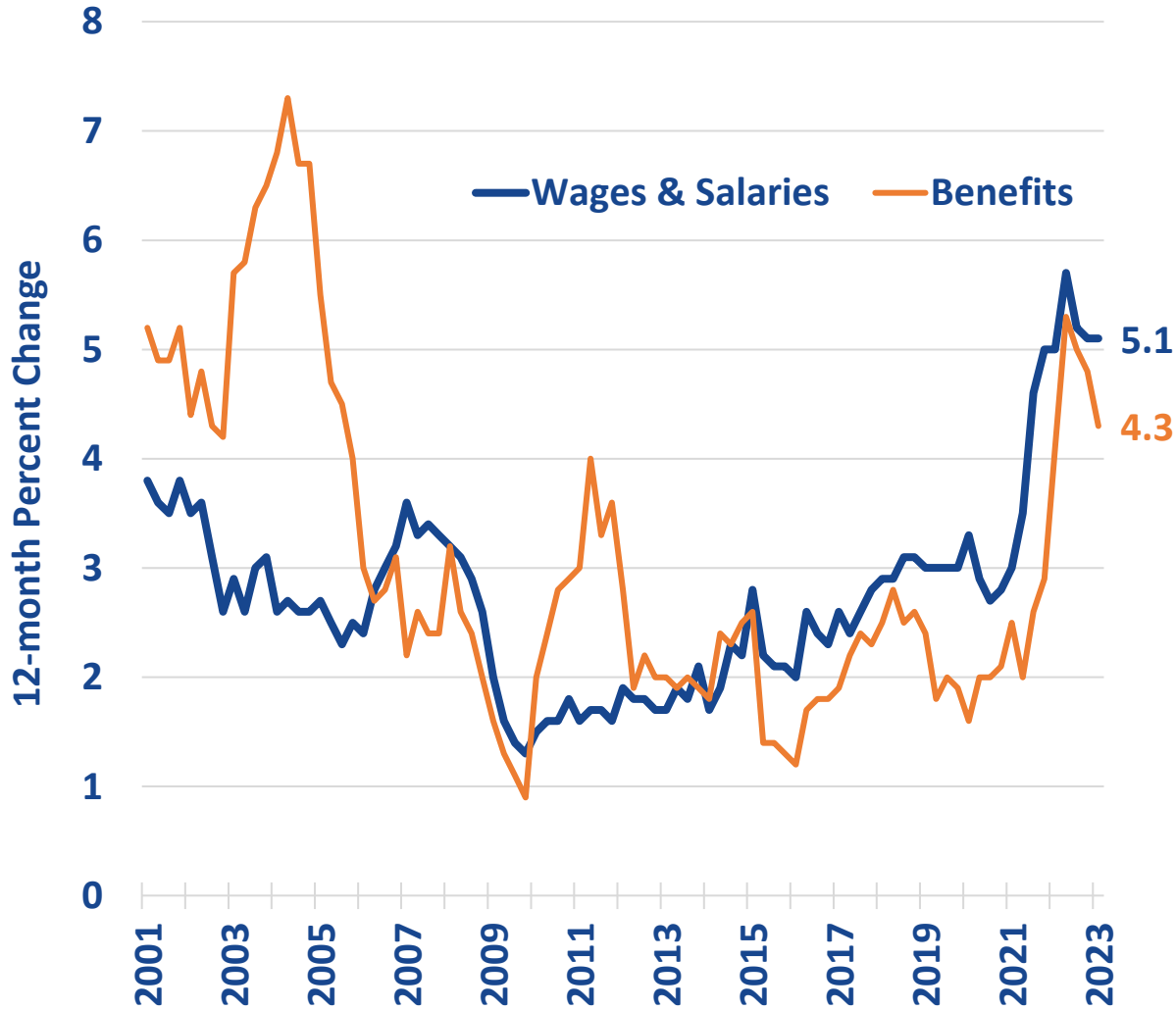
US KY Border States



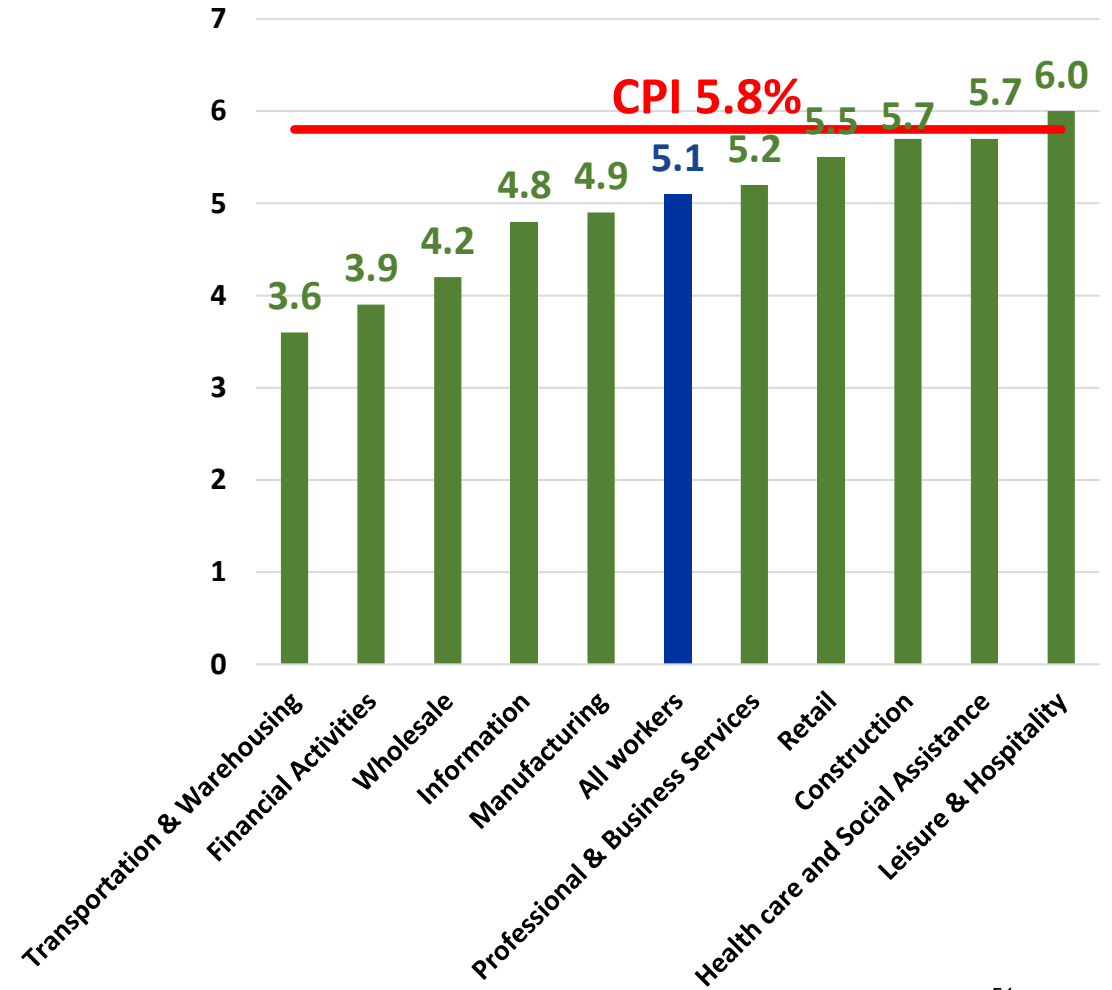
# U.S. Employment Cost Index

## Private Workers, Wages and Salaries, and Benefits

All Private Industry Workers



1st Quarter 2023  
12-month % Change





# Education & Workforce Board Collaborative Update

## MULTI-PRONGED APPROACH TO REENTRY

# 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)
- Job Readiness Assessment conducted by the workforce system

2

## ACQUIRING STATE/LEGAL ID

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

3

## LIFE SKILLS AND EXPECTATIONS

- Paying restitutions plan
- Visiting Probation Office
- Child Care Options (including child support payments)
- Housing Options
- SNAP Options: Connection to Department of Community Based Services (DCBS)

4

## EMPLOYMENT CONNECTION

- Introducing interested employers to the corrections system and soon to be released inmates
- 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

# RELEASE: EMPLOYMENT

1

## EMPLOYER INTEREST

- From high demand industries (manufacturing, construction, healthcare, business/IT, and transportation)
- From emerging industries
- From opportunity industries (hospitality, restaurant)
- Educating on HR practices on recruiting justice-involved talent

2

## EMPLOYER CONDUITS

- Government (Dept. of Correction including Division of Reentry and Probation & Parole, 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

# 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**

## BUILDING A POSITIVE NARRATIVE

- Ongoing community & employer engagement to educate on the benefits of reentry
- Learning from lived-experiences of the formerly incarcerated individuals as mentors and champions
- Building confidence in justice-involved workers to grow professionally

**4**

## EMPLOYER SUPPORT NETWORKS

- Local employer-to-employer networks to address ongoing issues, mitigation strategies, and collective support
- Supporting employers on retention and promoting strategies

**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



## WORK-BASED LEARNING

### STUDENTS GET...

- Career exploration and training
- The opportunity to apply technical, academic and employability skills
- Mentoring and networking opportunities from occupational experts
- An understanding of the world or work

### EMPLOYERS GET...

- Access to a pipeline of skilled and motivated potential future employees
- Improved employee retention Reduced training/recruitment costs
- The opportunity to mentor the next generation of workforce leaders

## TYPES OF WORK-BASED LEARNING

### Service Learning

Service learning integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility and strengthen communities.

### Mentoring

A mentor is a volunteer from the business and industry community that helps students become aware of career opportunities and work ethics in a one-to-one relationship that goes beyond the formal obligations of a teaching or supervisory role.

### Job Shadowing

Job shadowing gives students the opportunity to learn through on-the-job observation of an individual in a chosen occupation.

### School-Based Enterprises

School-based enterprises are simulated, or actual business conducted within a school that are designed to replicate a specific business or segment of an industry. They assist students in acquiring work experience related to their chosen career cluster/pathway.

### Internships

Internships give students the opportunity to have on-the-job training with one employer. This type of experience can be classified as short or long-term, as well as a paid or non-paid.

### Entrepreneurship

Entrepreneurship gives students a deeper understanding of economic principles and the opportunity to apply classroom learning by organizing and operating a business.

### Cooperative Education

Cooperative education is a paid, long-term educational program consisting of in-school instruction combined with program related on-the-job work experience in a business or industrial establishment.

### Registered Apprenticeship

Registered apprenticeship is a work-based learning model regulated by the U.S. Department of Labor that leads to a nationally recognized credential known as a Journeyman Certificate. Kentucky's youth/pre-apprenticeship model is known as Tech Ready Apprentices for Careers in Kentucky (TRACK).



## Veterans, Military Personnel, and their Families

During the June Collaborative board meeting, discussions included existing services for veterans, military personnel and their families.

There are a multitude of resources available on a local, regional, state and federal level for these populations. At the conclusion of the discussion, Deputy Secretary Brinly asked if any of the partners would convene a *work group* to build a repository of resources connecting veterans, military personnel and their families to Kentucky.

An intentional focus is currently underway to make Kentucky **military friendly, military ready and military engaged.**

# Updated Business

## Job Quality Academy

### DOL's Good Jobs Initiative outlines 8 Principles of a Good Job:

1. Equitable recruitment and hiring
2. Benefits
3. Diversity, equity, inclusion, and accessibility (DEIA) as a key employer priority
4. Empowerment and representation
5. Job security and working conditions
6. Organizational culture
7. Pay
8. Skills and career advancement

### Academy Benefits

- Intensive professional development for four to five months on cutting-edge job quality practices tailored to a workforce audience.
- One-on-one technical assistance and coaching from national subject matter experts to support strategic planning around job quality.
- Community engagement with like-minded, leading-edge organizations committed to creating good jobs in their communities.
- Support in developing strategic plans focusing on job quality.
- Travel expenses to DC paid for five team members for both Academy summits.

### Team Kentucky

**LEAD:** Alisher Burikhanov/ Executive Director, Kentucky Workforce Innovation Board

**TEAM MEMBER 1:** Aleece Smith/ KentuckianaWorks

**TEAM MEMBER 2:** Chad Mills/ Kentucky State Building and Construction Trades Council

**TEAM MEMBER 3:** Vijay Kamineni/ Metals Innovation Initiative

**TEAM MEMBER 4:** Amy Walker/ Blue Oval SK

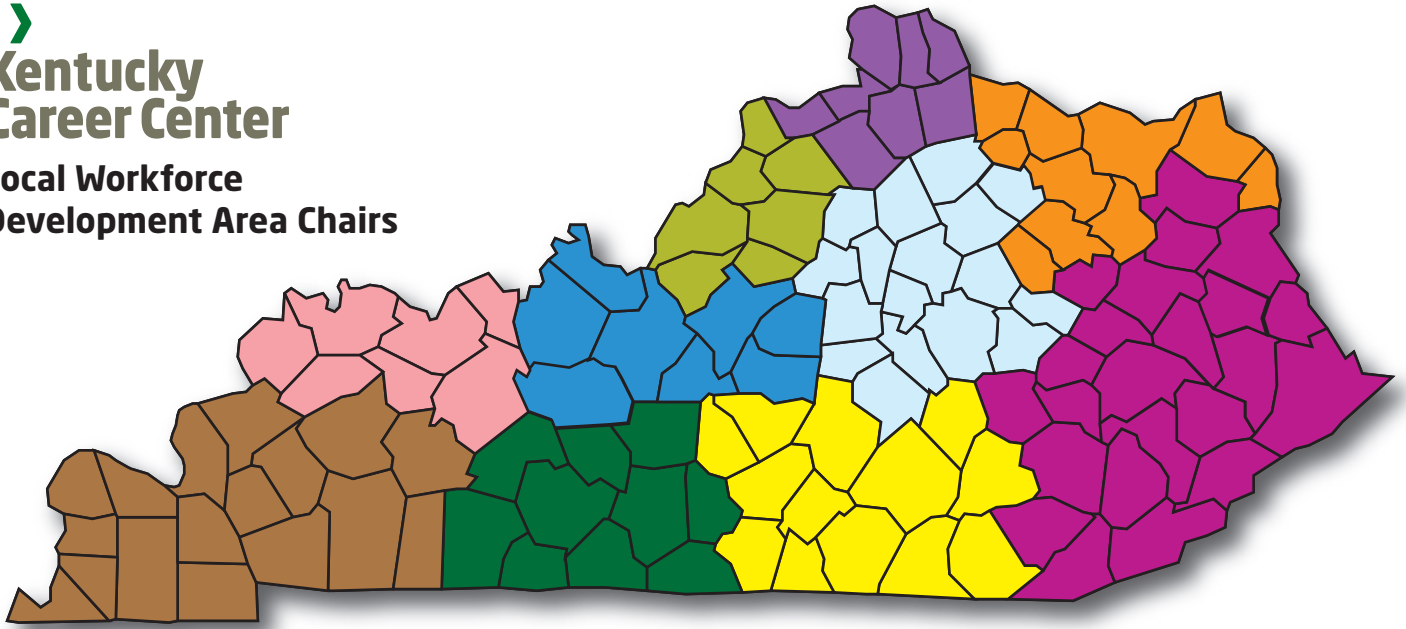
### More information:

- Fact Sheet: <https://www.dol.gov/sites/dolgov/files/goodjobs/Good-Jobs-Summit-Principles-Factsheet.pdf>
- DOL's Employment & Training Administration Guidance on Good Jobs (Jan 2023): <https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEGL/2022/TEGL%2007-22/TEGL%2007-22%20%28Complete%20PDF%29.pdf>
- Job Quality Academy: <https://www.jff.org/job-quality-academy/>



# Kentucky Career Center

## Local Workforce Development Area Chairs



### Bluegrass

Anderson, Bourbon, Boyle, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jessamine, Lincoln, Madison, Mercer, Nicholas, Powell, Scott, Woodford  
**Jon Dougherty, Chair**  
[jdougherty@amteck.com](mailto:jdougherty@amteck.com)

### Green River

Daviess, Hancock, Henderson, McLean, Ohio, Union, Webster  
**Mickey Dunbar, Chair**  
[mickey.dunbar@plantersbankonline.com](mailto:mickey.dunbar@plantersbankonline.com)

### South Central

Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, Warren  
**Treva Shirley, Chair**  
[tshirley@tjsamson.org](mailto:tshirley@tjsamson.org)

### Cumberlands

Adair, Casey, Clinton, Cumberland, Green, Laurel, McCreary, Pulaski, Rockcastle, Russell, Taylor, Wayne, Whitley  
**Samuel Brown, Chair**  
[ptmpts@windstream.net](mailto:ptmpts@windstream.net)

### KentuckianaWorks

Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble  
**Tony Georges, Chair**  
[tgeorges@ups.com](mailto:tgeorges@ups.com)

### TENCO

Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, Rowan  
**Michael Thoroughman, Chair**  
[thoroughmanm@primaryplus.net](mailto:thoroughmanm@primaryplus.net)

### EKCEP

Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe  
**Sonya Bergman, Chair**  
[sbergman@arh.org](mailto:sbergman@arh.org)

### Lincoln Trail

Breckinridge, Grayson, Hardin, LaRue, Marion, Meade, Nelson, Washington  
**Trish Niles, Chair**  
[tniles@mid-park.com](mailto:tniles@mid-park.com)

### West Kentucky

Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Fulton, Graves, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, Muhlenberg, Todd, Trigg  
**Dennis Courtney, Chair**  
[dcourtney@denniscourtneylaw.com](mailto:dcourtney@denniscourtneylaw.com)

### Northern Kentucky

Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen, Pendleton  
**Michelle Cestaric, Chair**  
[michelle.cestaric@staffmark.com](mailto:michelle.cestaric@staffmark.com)

# Appendix

2024 Schedule

2024 Deadlines/Meetings	Date
Education and Workforce Collaborative Bd Mtg	Thursday, January 25, 2024
KWIB Quarterly Board Meeting	Thursday, March 7, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, April 18, 2024
KWIB Quarterly Board Meeting	Thursday, May 16, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, July 18, 2024
KWIB Quarterly Board Meeting	Thursday, August 15, 2024
Education and Workforce Collaborative Bd Mtg	Thursday, October 17, 2024
KWIB Quarterly Board Meeting	Thursday, November 21, 2024

# HELP DRIVE KENTUCKY'S WORKFORCE DEVELOPMENT

What innovative ideas will achieve a workforce ready for the jobs of the future?

## Join the Kentucky Workforce Innovation Board **Strategic Committees**



### **EMPLOYER ENGAGEMENT**

Shape a business-led workforce system



### **WORKFORCE PARTICIPATION**

Create opportunities for untapped talent and remove barriers to work



### **EDUCATION ATTAINMENT**

Align and build a lifelong education system to meet the future of work



### **RESOURCE ALIGNMENT**

Consistently improve the system and increase return on workforce investment

Business and community leaders, educators, and government professionals interested in serving, email us at [kwib.projects@ky.gov](mailto:kwib.projects@ky.gov).

## SCHOOL & TRAINING

Individuals/Students in a Career & Technical Education Program - **75,000**

High School Juniors & Seniors - **93,000**

Kentucky Office of Adult Education - **9,000**

Proprietary Schools - **42,000**

## HIGHER EDUCATION ANNUAL ENROLLMENT

Public Universities - **114,000**

Private Universities - **51,000**

Community Colleges - **52,000**

- Data is based on annual numbers
- Individuals may be counted in multiple talent pools (ex: justice-involved individual with disabilities who attained a GED)
- Data updated in 2023

# Kentucky's Workforce Pipeline

Job Corp - **2,300**

Justice-Involved Population - **63,000**

Refugees Resettled in Kentucky - **12,000**

Foster Youth - **5,000**

Transitioning Military in Kentucky - **4,000** (plus spouses and children)

Individuals Served by Office Vocational Rehabilitation - **41,000** (19,000 were potentially eligible)

Veterans in Kentucky - **287,000**

Individuals with Disabilities in Kentucky - **1,175,000**

Unemployed - **82,000**

No High School Diploma - **288,000**

Kentuckians with Substance Use Disorder - **266,000**

## TOTAL TALENT

### ANNUALLY SERVED

### UNTAPPED TALENT



Engaging the Talent of Kentuckians with Disabilities

# INCLUSIVE WORKFORCE SUMMIT

PRESENTED BY



September 13, 2023 | Embassy Suites by Hilton Lexington/UK Coldstream

### Why Attend:

An inclusive workforce is one in which the unique skills, contributions, and diversity of qualified individuals, including those with disabilities, are actively recruited, valued, and integral for success. It is an environment where the engagement, development, retention, and advancement of an increasingly skilled and diverse workforce is promoted and supported across all employment sectors and levels.

### Location:

Embassy Suites by Hilton Lexington/UK Coldstream  
1801 Newtown Pike, Lexington, KY 40511

[Click Here to Register!](#)

# The Pulse

The Pulse is a short monthly snippet of news that will inform partners about updates, events, and milestones. It will invite partners to events and training sessions. The Pulse will keep partners up to date about policies and initiatives, competitors, and more.

JULY 2023



The National Skills Coalition published a [discussion brief](#) suggests that WIOA needs to be turned from an underfunded system to one that is adequately resourced to deliver high-quality skills training that supports the assets and aspirations of working people, helps small businesses who hire locally and invest in their workers, and advances racial equity and pathways to quality jobs. Specifically, NSC calls for three types of reforms:

- Investing in programs that provide equitable high-quality skills training, economic supports, and pathways to quality jobs.
- Providing accountability for the workforce system to contribute to an inclusive economy.
- Strengthening the delivery of equity-advancing WIOA career services through funding career navigation services.



SAMHSA and its federal partners have selected seven states (Alaska, Illinois, Mississippi, Ohio, Oklahoma, South Carolina, and Utah) to discuss adapting the evidence-based practice of [Supported Employment](#) for Transition Age Youth, which helps youth living with serious mental illness find and keep employment.



Together, America Prospers

## STAKEHOLDER ANNOUNCEMENT

USDA Announces Updates and Clarifications for Programs to Advance Clean, Affordable and Reliable Energy in Rural America.

Updates Will Help People Better Navigate Application Processes.

To learn more, read the full [Stakeholder Announcement](#).



Kentucky Chamber Foundation [Impact Report 2022](#)  
"The following outlines the importance of the Kentucky Chamber Foundation's role in these critical issues and the solutions our organization is implementing."