



**KWIB Work Ready Communities
Task Force
Draft Minutes
February 7th, 2024
Zoom Meeting**

Attendees: Lori Ulrich (Task Force Chair) Bill Sandell, Jacob McAndrews, Katy Lawrence, Lynn Baker, Michaela Mineer, Mike Yoder, Myra Wilson, Rolando Thacker, Sam Keathley, Tonia Slone

Staff: Alisher Burikhanov, Debbie Dennison, Elishah Taylor, LaChrista Ellis

10:31 am Call Meeting to Order

Welcome and Overview

Lori Ulrich, Chair and Human Resources Manager at Fleming-Mason Energy welcomed the members and expressed gratitude for their attendance and participation. Lori provided an overview of the next generation metrics for certification.

Lori spoke about the use of existing metrics, emphasizing the focus on essential skills for career readiness. She spoke about the importance of local areas identifying untapped talent, addressing gaps, and ensuring inclusive approaches are used. Lori highlighted barriers like childcare, transportation, and housing, and stressed the need for digital equity. Talent attraction strategies and an emphasis on tailoring efforts to each community's unique needs, specifically work-based learning will help to overcome barriers. The conversation also touched on steps for talent attraction and retention in a community.

Lori emphasized that while many of the metrics are still appropriate, the need to updated criteria to showcase the benefits for companies is critical. A narrative that includes a discussion on regional efforts has been identified as important as we move forward. Continuing to lift beneficial data for review is also a must. She praised the work of the **Kentucky Center for Statistics (KYSTATS)** and extended thanks to **Sam Keathley Senior Analyst, KYSTATS** and expressed the importance of building on the available data that exists.

Work Ready Communities – Next Generation Review

Lori requested **Alisher Burikhanov, Executive Director of the Kentucky Workforce Innovation Board**, to continue with the work-ready communications and next-generation review. Alisher lifted the importance of the local and regional areas working together identifying gaps and obstacles and encouraging communities to brainstorm solutions. He expressed his gratitude to the work group for their efforts leading this updated focus on the items that will make a county or regional Work-Ready or Work Ready in Progress. Alisher recognized Lori's leadership and this groups continuous contributions.

Lori expressed thanks and acknowledged accomplished milestones, and commented on the continuous work ahead, prompting a discussion on the next steps.

Discussion about Next Steps

Lori Ulrich and Alisher Burikhanov began with a discussion around the application and criteria matrix. The objective is to ensure the continued relevance and effectiveness of the matrix in positioning communities for economic and workforce development success. The idea is to establish a clear connection. For communities to meet these criteria, there must be a baseline. Inclusivity of all populations must be a part of the discussion and review of metrics.

The updated draft criteria must focus on a county or regions comprehension of barriers, their recommended solutions, and strategies on how communities can reach the set goals to become a *Work Ready Community*. He explained that the approach could involve applying Boone, Campbell, and Kenton's model as a combined region for others to adopt, aiming to assist communities in meeting goals strategically and effectively. The workgroup also indicated the importance in engaging each of the ten (10) local Workforce Innovation Boards (WIB) to best leverage their capabilities.

A participant within the group raised a question about who would be responsible for completing the application, mentioning that local chamber and local economic development agencies as entities that have led the efforts in the past. Additional conversation included that the local boards, which already gather these stakeholders in their communities might lead this effort. Discussion continued around a regional approach with multiple counties involved. Additional conversation was had around including this discussion at local workforce development board meetings. Discussions around this effort at local workforce development board meetings could reduce redundancy in meetings among stakeholders. It was recalled that in the past, county judge executives took the lead, ensuring staff from each county attended meetings and brought in local partners.

The discussion raised the topic of barriers with updated criteria, prompting thoughts on quantifying these barriers by area. Additional emphasis was given on the importance of defining the landscape and engaging partners for insights, specifically for barriers such as early childhood education.

Identified gaps in entrepreneurial childcare programs prompted discussion seeking input from The **Governor's Office of Early Childhood**. **Lynn Baker, Interim Executive Director**, highlighted ongoing discussions to engage center-connected individuals, recognizing the need for regional approaches.

It was added that local communities are actively engaged in addressing their unique challenges, with a particular emphasis on involving childcare centers and the division of childcare. The primary goal is to foster opportunities for small businesses, encourage collaboration with centers, and facilitate the growth of innovative startups.

Alisher recommended criteria to include a comprehensive review of data and approach that includes analysis on populations from infancy to lifelong learning. The goal is to identify gaps, missing elements, and necessary participants strategically, aiming to provide communities with essential knowledge and effective solutions. Efforts are needed to improve the dissemination of this information to ensure it reaches the intended audience.

Alisher underscored the importance of quantifying success, encouraging creative thinking to establish successful communities. Lori continued the discussion by proposing a collective definition of criteria, highlighting the workforce board's research on community needs, and advocating for a collaborative effort in shaping criteria fostering success. Consideration should also be given to areas who are working to anticipate future needs such as those identified by economic development entities. Work Ready Community participants should be urged to assess current skills, anticipate future needs, and craft narratives for both aspects.

The criteria framework should seek to align with the four (4) KWIBs' Strategic Plan goals. Alisher tasked the workgroup with homework, asking them to add their perspectives within the criteria spreadsheet that will be made available in a post-meeting packet.

Application Review

Anderson County Work Ready Community Application

Lori Ulrich moved to discuss Anderson County's application to be recertified as Work Ready.

The proposal to move forward with Anderson County's application for Work Ready status was presented by **Rolando Thacker**, and **Mike Yoder**, seconded the motion. The group unanimously voted in favor of continuing Anderson County as a *Work Ready Community*, with no opposition. The motion carried, and congratulations were extended to Anderson County.

Lori inquired if there were any additional matters to discuss. Alisher mentioned plans to send out criteria requesting a two-week timeframe for completion. He mentioned creating a timeline for the roll out and implementation of the new criteria that would include a pilot program and then widespread roll out.

Lori thanked everyone for their time and adjourned the meeting.

ADJOURNMENT – 11:24AM ET

NEXT STEPS:

1. Provide a list of valuable contributors to engage with the Work Ready Taskforce.
2. Identify input from the early childhood sector.
3. Explore ways to improve the dissemination of this information to ensure it reaches the intended audience.
4. Complete the criteria spreadsheet.



**KWIB Work Ready Communities
Strategic Planning
AGENDA
October 19, 2023 at 10am EDT**

Join Zoom Meeting

<https://us06web.zoom.us/j/87603116328?pwd=fOpwOobhAwM38wOwK9lhRwlqDu071R.1>

Meeting ID: 876 0311 6328 / Passcode: 208499

10:00 AM CALL MEETING TO ORDER

Welcome and Overview..... *Lori Ulrich*
Committee Chair, HR Manager, Fleming-Mason Energy

Work Ready Communities – Next Generation Discussion of Suggestions..... *Lori Ulrich & Alisher Burikhanov*

Application Review

Henry County Work Ready in Progress Application..... *Lori Ulrich*

Jackson County Work Ready Application..... *Lori Ulrich*

11:30 AM ADJOURN

Work Ready Communities – Next Generation Suggestion & Discussion

Existing Metrics:

- Suggestion: Provide communities existing metrics highlighting HS graduation & degree attainment for review and analysis to better inform strategies

Building on the latest WRC iteration:

1. Essential Skills: What is the current approach to track career-readiness? Are the existing programs aimed at HS and adults meeting the demands of the industry? What strategies are taken to meet these demands?
2. Untapped Talent: Are communities aware of all the non-profit organizations targeting untapped talent pools (individuals with disabilities, veterans, immigrants/refugees, fair chance, foster youth, etc.)? What are the strategic coordination efforts being done to create pipelines into employment? Alignment with Recovery Ready Communities can be explored or replicated for other talent pools.
3. Local & Regional Occupational Supply & Demand: How are communities addressing local talent supply and employment demands. Are there strategic efforts being done to meet the needs/goals from the industry through an aligned education vision across? What are the strategies to meet the local in-demand industries as defined by local WIBs?
4. Work Based Learning: what strategies are used to grow skills and fill employment needs through the various work-based initiatives

Talent Ready Strategies (Quantitative Numbers & Strategically pursuing)

1. Transportation: What are the strategies used to grow transportation access and infrastructure to meet community and business needs
- 2.
3. Housing: What kind of housing trends are seen in the community (example: number of units being added annually) and what strategies are utilized to meet the demand? Suggestion on data gathering – check with local energy company for new meters added as a way to gauge growth
4. Childcare: What is the existing landscape of access and affordability and what strategies are being taken to address the needs of the community? How many children served vs not; use Office of Early Childhood Education to capture providers

5. Digital Equity & Broadband infrastructure: can communities accurately describe their internet availability and do they have a digital equity plan or strategy?

6. Talent Attraction: What strategies are being used to actively attracting talent locally or regionally?

Regionalism:

Provide opportunities through the local WIB system to submit regional applications; could be a partnership with two or more counties.

County/Regional Profiles:

Recognition and County Profiles: KYSTATS could build on the existing county profiles (top right, second tab) to showcase these attributes. <https://kcews.ky.gov/Latest/WRC>

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Application Review Notes

Initial or Recertification Only

County Name: _____

Reviewer Name: _____

1. High School Graduation Rate

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

2. Working Age Population without a High School Diploma or Equivalent

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

3. Some College Credit or Higher

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

4. Associate's Degree or Higher

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

5. Soft Skills Programs

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

6. Work Based Learning Opportunities

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

7. Broadband Access

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

8. Engagement of Underserved Populations

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

9. Workforce Supply and Demand

Unsatisfactory/Needs Improvement ____ Satisfactory ____ Exemplary ____

Additional Comments (If Unsatisfactory, please detail what needs to be improved/added):

Please complete one form per county application and send to workready@ky.gov

P.O.Box 202
19 S. Property Road
New Castle, KY 40050



(P) 502-845-5707
(F) 502-845-5743
sbates.hcgov@gmail.com

SCOTT BATES

HENRY COUNTY JUDGE/EXECUTIVE

August 7, 2023

Isaac VanHoose, Executive Director
Kentucky Work Ready Communities
4th Floor
500 Mero Street
Frankfort, KY 40611

Kentucky Workforce Innovation Board
c/o Debbie Dennison
4th Floor
500 Mero Street
Frankfort, KY 40601

Ladies and Gentlemen:

Attached are the required documents for the Work Ready Communities in Progress recertification for Henry County. Due to the pandemic, our county was unable to complete the necessary steps to submit an extension application before our certificate expired. Work has continued directed toward meeting the benchmarks; however, our data does not show positive movement. The obvious shutdowns in schools, government operations, and community meetings and restrictions around programs and initiatives were very detrimental to our rural county.

The history of our Work Ready applications is as follows:

2014	May, 2014, Original Certification was issued
2017	WRIP Certification
2019	WRIP Extension granted
2023	March 19, 2023, certificate expired

Our Strategic Partners who were responsible for the initial work disbanded at the onset of COVID and have been replaced with a group dedicated to the WRIP process. We began meeting in March, 2023, and feel at this point that we have sufficient networking, information, and focus to apply for re-certification. The group has indicated their interest in continuing to meet and in collaborating with businesses, agencies, and community leaders to continue the discussions which will lead to additional growth toward a Work Ready Community status in the future.

If you require additional documentation or need clarification, please contact us. We look forward to regaining our WRIP status.

Sincerely,

Scott Bates



RECERTIFICATION UPDATE

Name of County: HENRY COUNTY Date: 8-9-23
 County Contact Name: DENISE PERRY
 Email Address/ Phone #: DPERRY.HCGOV@GMAIL.COM

Criteria	At time of original application.	Most Recent Data
High School Graduation Rate	89.2 %	***SEE NARRATIVE %
Educational Attainment Rate	17.2 %	18.8%
Number of working age adults without a High School Diploma or GED®		1,274
Percentage of Households with Broadband access of 3.0Mbps or higher	100 %	100 %
National Career Readiness Certificate	7.15 %	8.5 %
Community Commitment	Please attach a current Work Ready Community Committee Roster	
Soft Skills	Please attach an update to Soft Skills	

County may include explanation narrative for each criteria. (Limit one page per criteria)

Please return this form and supporting narratives (if any) to:

Kentucky Work Ready Communities
 Attn: Issac VanHoose
 300 Building, 4th Floor
 300 Sower Blvd.
 Frankfort, KY 40601

Email: workready@ky.gov
 Phone: 502-564-0372

HENRY COUNTY WORK READY IN PROGRESS APPLICATION

CRITERIA NARRATIVE

In order to explain the data included in the Henry County WRIP recertification application the following narrative is included. All numbers from the original application are not available, comprise changed criteria, or are otherwise not helpful in understanding the current work climate in our county. This narrative expounds on the previous components and the most recent data offered and how it has been calculated. These explanations come from the committee's review of data, discussions among the members regarding the criteria, research conducted by committee members, and overall ownership of the current state of workforce readiness in Henry County.

High School Graduation Rate

The KY Department of Education's 5-year cohort calculation number is 97%, which is traditionally within the range of normal for our county. Henry County's total high school graduation rate is currently listed at 89.2% by KCIW. The pandemic has been the direct cause for the drastic shift in this rate. Both the Henry County Public and Eminence Independent Schools have and are working diligently to recover from the closures, alternative methods of delivering instruction, changes in enrollment (those who chose to stay out of in-person learning environments), and other educationally debilitating effects which began in March, 2020. Our current status showing improvement in graduation rates based on the latest data collected following the 2022-2023 school year indicates that Eminence Independent attained at least a rate of 91.4% for the year (and likely as high as 97.8% based on local calculations). Henry County's Public Schools' new 5-year cohort rate is projected at approximately 90%. These numbers will continue to improve with the interventions being taken and as the pandemic years are no longer included in the cohort.

Educational Attainment Rate

The educational attainment rate which measures the percentage of the working age population with an associate's degree or higher for Henry County is 17.2% on the Work Ready Communities data for October, 2022. The KY Stats Workforce Overview Report indicates a current rate of 18.8% meeting this criterion. Although Henry County is below the 25% threshold, our school districts have made significant progress in the number of graduating seniors who have obtained this standard before leaving the secondary level. Research indicates that many of the local jobs do not require this level of education and

most working adults have little incentive to work toward this goal. The Committee would support more emphasis on industry and occupational certificates as a measure to indicate educational attainment. Our best efforts to make progress in this area are with the local schools and JCTC who offers many options that are very student-centered and focused directly in supporting the goal.

Number of Working Age Adults w/o a High School Diploma or GED

The rate of working age adults in Henry County without a high school diploma or GED is presented as 15.7%. The Bureau for Labor Statistics' data indicates that the county has 8,115 working age adults resulting in a projected number of 1,274 working age adults without either a diploma or GED. The local KY Adult Education Program and Jefferson Community and Technical College engage individuals in the community in multiple ways by offering streamlined registration processes, networking with agencies and programs to cultivate a desire for further education, promoting and marketing with business leaders and within the community, partnering with programs in place for referrals and transitions, and establishing liaisons within all facets of the community. Both school districts have redoubled efforts to insure that all their students leave with diplomas, but if that is not possible for whatever reason work to utilize and encourage the GED option.

Percentage of Households w/ Broadband Access of 3.0 Mbps or Higher

KY Work Ready Communities cites the percentage of Henry County households with broadband access speeds of 3.0 Mbps or higher as 100%. This number indicates our compliance with this criterion in the past and currently. The members of the WRIP Committee and many others in the community feel that this exaggerates the actual situation for many of our citizens. The Henry County Fiscal Court has been involved in efforts to improve broadband access such as collaborating with Spectrum in obtaining a grant for fiber installation, working with other providers to bring services to our county, and earmarking ARPA funds for grants to local businesses working to use new technologies to reach underserved, difficult, or remote areas. Efforts to promote improvements for business and industry, educational endeavors, and personal use will continue for growth and the availability of sufficient and satisfactory services for our citizens and business.

National Career Readiness Certificates

The 2018 data for Henry County from the KY Work Ready Resources lists the rate of National Career Readiness Certificates at 7.15% for 2018. The most current number of certificate holders obtained from the NCRC and KESC (KY Essential Skills Certificates) for 2020 from the KY Stats Dashboard is 690. The Bureau of Labor Statistics identifies 8,115 working age adults in Henry County

which translates into an 8.5% rate of NCRC. Both high schools have committed programs to promote this criterion by incorporating KY Essential Skills Certificates into their curricula. In addition, the Jefferson Community and Technical College which is the primary local institution offering college and vocational training has NCRC requirements embedded in their programs. KentuckianaWorks provides myriad opportunities through their programming for our residents to participate in programs that focus on the skills necessary for NCRC.

The 2023 Henry County WRIP Committee presents our application for certification based on our combined judgment that we have made progress toward the goals espoused by the KWIB. Although we (like every other community in the US) have been hampered by the most recent 3 years, we expect continuous improvement based on the current and projected work of our schools, government, businesses, agencies, and committed individuals.

The WRIP Committee plans to continue meeting where the discussions, research, and collaborations will continue. Our members are affiliated with secondary and post-secondary schools, business, KentuckianaWorks, local government, the Henry County Economic Development Commission, the Henry County Chamber of Commerce, and other engaged citizens focused on economic development. We expect that thoughtful and beneficial outcomes will result from our efforts and will help to propel Henry County forward.

HENRY COUNTY WORK READY COMMUNITIES

COMMITTEE MEMBER ROSTER—AUGUST, 2023

F NAME	L NAME	AFFILIATION	EMAIL	PHONE
MATT	ADKINS	71 CONNECTED	director@ky71alliance.com	502-662-2556
JASON	BANTA	HCHS TEACHER	Jason.banta@henry.kyschools.us	502-662-2556
SCOTT	BATES	JUDGE/EXECUTIVE	Spates.hcgov@gmail.com	502-724-3770
KAYLA	BATTS	BAPTIST HEALTH	Kayla.batts@att.net	502-396-0848
DIANA	BAXTER	DDI WORLD	Diana.powell@ddiworld.com	502-608-1122
BUDDY	BERRY	SUPERINTENDENT, EIS	Buddy.berry@eminence.kyschools.us	502-845-4788
TRAVIS	BUCHANAN	DEPUTY JUDGE	Tbuchanan.hcgov@gmail.com	502-743-1655
ROGER	HARTLAGE	NATIONWIDE FENCE & FARM	rogerhartlage@aol.com	502-639-5566
CRISTINA	MARSH	KCTCS	Cristina.marsh@kctcs.edu	502-732-7102
JIM	MASTERS	SUPERINTENDENT, HCPS	Jim.masters@henry.kyschools.us	502-845-8600
PHYLLIS	MCGUIRE	MCGUIRE FARMS	Kyblue97@bellsouth.net	502-548-9477
DENISE	PERRY	FISCAL COURT CLERK	Dperry.hcgov@gmail.com	502-706-0653
MIKE	RAY	P & Z COMMISSION	j.michael.ray@att.net	502-321-7588
CHRIS	ROSE	EMINENCE SPEAKER	Chris.rose@eminence.com	502-845-5622
CHELSEY	TINGLE	ASST SUPT, HCPS	Chelsey.tingle@henry.kyschools.us	502-741-1104
RENEE	WALTERS	KENTUCKIANAWORKS	Renee.walters@kentuckianaworks.org	270-315-2319
HOLLY	WILSON	CHAMBER OF COMMERCE	henrykychamber@gmail.com	859-983-7312
HEATHER	YOCUM	KCTCS	Heather.yocum@kctcs.edu	502-732-7102
DENISE	PERRY	KEY CONTACT	HENRY CO WRIP APPLICATION	502-845-5707

HENRY COUNTY WORK READY IN PROGRESS APPLICATION

SOFT SKILLS UPDATE

The Henry County community is home to two public school districts—Henry County and Eminence Independent. School-age children are primarily served by these districts with a number of parents opting for home school or other non-public options. The districts have instituted the following measure to ensure that our upcoming workforce members have gained the appropriate soft skills to be successful employees:

- Eminence has instituted Eminence Exemplars which is a comprehensive program/initiative which embeds soft skills training. They also require panel defenses for all seniors to demonstrate proficiency in the Exemplars.
- Henry County Public Schools has incorporated the requirement of the Profile of a Learner with all their students which focuses on soft skills. They are adding the options for virtual instruction and partial enrollment for home school families to support all learners and develop these skills.

Jefferson Community and Technical College operates the Henry County Adult Ed Program. Their efforts to encourage and support persons obtaining GEDs and further education include the goal for every student to obtain NCRC and KESC before leaving the program. They engage as many students as possible through collaboration and transitioning efforts with referrals from local partners. JCTC also articulates programs with the local school districts to provide programs for secondary students that include soft skills instruction and emphasis. Additionally, they target high school graduates for their career programs and degree opportunities that also incorporate these skills.

KentuckianaWorks provides educational opportunities to Henry County residents through extensive and readily available programs in Louisville and locally at The Hope Community Center. The SPOT: Youth Adult Opportunity Campus targets and supports marginalized youth adults with extensive training and services designed to teach and bolster soft skills:

- Soft Skills is the first workshop participants complete after enrolling in a program. It is an 8-hour course that covers 6 modules (offered in-person and virtual). These modules cover critical workplace skills including attitude, conflict resolution, team building, dependability, ethics, and self-presentation.

- After completion of Soft Skills, students go on to attend other training sessions that will prepare them for employment. These trainings include resume building, interview practicing, job shadowing, internships, and more.
- An added benefit to these programs is that students can learn while getting paid! They offer incentives for completion of training and supportive services to assist with educational and employment costs.
- Each student is assigned a career coach that will work with them one-on-one to help reach education or employment goals and overcome barriers.

Employers are making more concerted efforts to teach today's workforce the expected skills that some may be lacking. Job orientation programs are in place with most businesses and within industrial training programs. Efforts appear to be directed toward making those employees that are on the job more successful as compared to past years where they would be dismissed and replaced. With the current workforce issues businesses are redoubling efforts to get and stay staffed.

HENRY COUNTY
WORK READY COMMUNITIES
MARCH 27, 2023, AGENDA

Welcome

Scott Bates

Introductions

Committee Members

Work Ready Communities Update

Denise Perry

Review Henry County Data

- Internet Availability & Speed
- High School Graduation Rate
- Associate Degree or Higher
- Some College or Higher Degree
- Working Age Population w/o Diploma

Committee Members Input on Criteria

- Graduation Rate Narrative
- Working Age w/o Diploma Narrative
- College Credit or Higher
- Associates Degree or Higher
- Broadband Availability
- Soft Skills Narrative
- Work Based Learning Opportunities
- Engage of Underserved Populations
- Workforce Supply vs Demand

Moving Forward on Application

Next Meeting Date

Adjourn

HENRY COUNTY WORK READY COMMUNITIES

MARCH 27, 2023; 3 P.M.; MEETING NOTES

Judge Scott Bates welcomed all the committee members and thanked them for their willingness to work on the Work Ready Communities initiative.

The meeting convened with 6 members at the Judge's office and 11 joining virtually. Individuals introduced themselves and their affiliations.

Denise Perry reviewed the past history for Henry County's Work Ready status. In 2014-15, work began with the KY Connected group. In 2017, Henry County was certified as Work Ready in Progress with a graduation rate of 97% and Internet access at 100%. In 2019, the WRIP certificate was extended. Our current status shows an expired certificate as of 3-19-23. She added that 85 other counties show an expired certificate status.

The data from the Work Ready Communities that is distributed by the Kentucky Center for Statistics shows the following criteria. These numbers generated conversation by members of the committee:

- Internet Availability & Speed—100% which meets the state goal. Members questioned the correctness of this since so many have inadequate broadband services.
- High School Graduation Rate—89.2% with a goal of 90%. Jim Masters, Buddy Berry, and Chelsey Tingle of the school districts stated that numbers have shown a decline through the COVID years, but they are certain that they will show improvement back to percentages over 90.
- Associate Degree or Higher—17.2% with a goal of 25% (20% if documented sectors do not require that level). Heather Yocum and Cristina Marsh from JCTC shared the diligent efforts that are ongoing to address this statistic.
- Some College or Higher Degree—39.3% with a goal of 43%. Heather and Cristina elaborated more on their programs; and high school representatives shared the K-12 efforts on this front.

- Working Age Population w/o Diploma—15.7% with a goal of less than 15%. Renee Walters described the programs that KentuckianaWorks has available and all the supports that are in place to encourage active participation.

Committee members provided input on the required criteria which are included on the application for a new WRIP certificate.

- Graduation Rate Narrative
- Working Age w/o Diploma Narrative
- College Credit or Higher
- Associates Degree or Higher
- Broadband Availability
- Soft Skills Narrative
- Work Based Learning Opportunities
- Engage of Underserved Populations
- Workforce Supply vs Demand

The committee discussed the time frame for the application and the most reasonable approach to preparing it for submission. The plan that emerged as we move forward includes committee members reflecting carefully on our current numbers. They are to review the required areas, brainstorm ideas to share, and examine their knowledge and expertise coming up with particular areas on which to focus. The committee encourages all stakeholders to communicate their ideas and feedback despite the challenges of virtual attendance. At the next meeting we will form into committees to address specific portions of the application.

By consensus, the Work Ready Communities Committee agreed that Mondays at 3 p.m. are suitable for future meetings. The meeting adjourned at 4:10 p.m.

HENRY COUNTY WORK READY COMMUNITIES

APRIL 24, 2023, AGENDA

Welcome

Henry County Data Reflection

Internet Availability & Speed, High School Graduation Rate, Associate Degree or Higher, Some College or Higher Degree, Working Age Population w/o Diploma

Breaking Down & Members Provide Input on the Application Components

- Graduation Rate Narrative
- Working Age w/o Diploma Narrative
- College Credit or Higher
- Associates Degree or Higher
- Broadband Availability
- Soft Skills Narrative
- Work Based Learning Opportunities
- Engage of Underserved Populations
- Workforce Supply vs Demand

Moving Forward on Application

Form Committees Based on Knowledge/Interest to Draft Narratives for Component

Next Meeting Date & Adjourn

HENRY COUNTY WORK READY COMMUNITIES

APRIL 24, 2023; 3 P.M.; MEETING NOTES

Denise Perry welcomed all the committee members and thanked them for joining today. The meeting convened with 7 members at the Judge's office and 4 joining virtually.

Discussion started on the information shared at the initial meeting and in response to a question about how Work Ready status is used. Judge Bates stated that he understood that it is not used as much as previously. Mike Ray recalled the first time there was a push from the economic development standpoint and it was used to promote counties with industry and businesses. Members shared their opinions that some of the benchmarks would be very hard for Henry County to achieve in the short term.

Denise cited the unemployment rate as of March 30, 2023, is 3.9 percent; however, the Labor Force Participation Rate for Kentucky is 57.5 percent which leaves a large number not accounted for. The Committee discussed the statistic that Chris Rose of Eminence Speaker shared following the last meeting about his manufacturing company's situation where they had an average staff of 74 for 2022, but issued over 150 W-2s. Members shared with thoughts on the need for training for employees and how that issue is or could be addressed.

Jim Masters stated that the Kentucky Department of Education requires efforts toward workforce certifications. Cristina Marsh shared how adults working on GEDs get the Kentucky Essential Skills certifications for soft skills upon completion and how their efforts include dress and business ethics. Their students are tracked for information on successful employment. Renee Walter explained that is one of the metrics that The Spot maintains as well as JCTC and the local high schools' transition data.

Mike Ray stated that data is good, but there appears to be a cultural issue across industry with personal responsibility and accountability. Kayla Batts cited that there are more than 2 jobs available for each person seeking employment. There are so many incentives to change jobs and people are not loyal to the company. The Committee considered the current situation with millennials and their tendency to job hop. Folks earn more money faster by taking jobs and moving up. Retirements previously caused people to stay in a company, but now that is not a consideration.

Diana Baxter said that many don't consider what it is they want to do and view positions as only a "job." Kayla Batts added that COVID changed the playing field. The times taught many that they could make money for themselves; it might be just enough for survival, but they didn't need a job. Another aspect is the number of folks who left the workforce. From the business side, many employers suffered hard challenges. Kayla added that the disconnect happens when opportunities don't happen for them now. Businesses have to be so careful with every penny spent and there is no extra money for part-time opportunities that add that extra hands in support or get potential employees into positions. The Committee elaborated on the recent successful CNA students and despite attempts to get them employed the Wage and Hour Requirements along with other factors don't make that pipeline effective.

Mike Ray stated that the JCTC programs have the same challenges, but he plants involved with the Future 42 companies have more money to invest in getting people trained and on-boarded. They pay while students work, but most businesses can't do that.

Jim Masters added that the school is looking at industries that would take on students in intern type position. Students need knowledge about the high demand, high wage jobs. HCPS is involved in a KAPS program with helps partner schools with industry. Their goal is to have someone to coop with for every senior who wants to participate.

Jim Masters shared that in the school setting they are seeing greater need for social and emotional supports. It is probably not different with the older individuals and families overall. He added that HCPS is work toward meeting needs and have enrolled 78 students into virtual programs this year. He expects the graduation rate numbers will exceed 90 percent very soon.

Committee members provided comments on how they would proceed to gather information and sources for data. They identified specific benchmarks that they would focus on. Subcommittees to this point include the following members:

- Graduation Rate Narrative—Jim Masters, Chelsey Tingle, Buddy Berry
- Working Age w/o Diploma Narrative—Cristina Marsh
- College Credit or Higher—Mike Ray
- Associates Degree or Higher—Jim Masters, Chelsey Tingle, Mike Ray
- Broadband Availability—N/A since we're golden here!!
- Soft Skills Narrative—Renee Walters
- Work Based Learning Opportunities—Diana Baxter, Renee Walters

- Engagement of Underserved Populations—Renee Walters, Denise Perry
- Workforce Supply vs Demand—Kayla Batts, Cristina Marsh

Members not in attendance may choose an area of interest or knowledge to join with these folks as we prepare to write the application narratives.

By consensus, the Work Ready Communities Committee agreed to reconvene on Monday, June 5, at 3 p.m. The meeting adjourned at 4:15 p.m.

HENRY COUNTY

WORK READY COMMUNITIES

JUNE 5, 2023, AGENDA

Welcome

Reconnecting: Comments /Updates from Members

Committee Members Provide Info for Application Components

- Graduation Rate Narrative
- Working Age w/o Diploma Narrative
- College Credit or Higher
- Associates Degree or Higher
- Broadband Availability
- Soft Skills Narrative
- Work Based Learning Opportunities
- Engage of Underserved Populations
- Workforce Supply vs Demand

Moving Forward on the Application

- Volunteers to Draft the Application?

Next Meeting Date to Review the Application

Adjourn

HENRY COUNTY WORK READY COMMUNITIES

JUNE 5, 2023; 3 P.M.; MEETING NOTES

The meeting was attended by 6 members at the Judge's office and 2 joining virtually. There were no updates from the committee. The day's discussion followed the components with information and comments shared by members.

Jim Masters stated that the graduation rate numbers would be increased to the former levels above 95 percent soon. During COVID students were more transient with unverified re-enrollments. The new year numbers will be available by the end of June. He added that all students at HCPS have the opportunity to obtain an associate's degree while in high school. Henry County's offerings are primarily through the iLEAD program in cooperation with JCTC, Midway, Morehead State, and Murray State.

Diana Baxter shared the list provided by Holly Wilson of all the Chamber of Commerce members. Mike Ray distributed a contact list that he had of the businesses in Henry County with more than 20 employees. Diana, Mike, Jason, and Holly will create a survey to send to the businesses to gather information regarding their needs for employees, opportunities for internships/mentoring/shadowing. They will include data gleaned from research that Kayla shared with the group.

Cristina Marsh from JCTC prepared and submitted a detailed description of all the work that they do to meet many of the components. JCTC's initiatives and their work provide much of the needed emphasis in making the county Work Ready. The committee reiterated their concerns that the adult targets will be the hardest to meet citing the JCTC projections.

Kayla Batts shared a slide deck of in-depth research she has done showing some very concerning information. According to 5-year demand, the top 5 occupational needs for our sector do not provide a "livable wage" which is \$16 for a single person. She explained her findings which were based on 2021 numbers. She has access to more specific information for the county and later figures which might not be so affected by the pandemic. Overall, the numbers were discouraging, but she is going to continue to investigate and bring more data to the group.

The conversation around Kayla's dive into available data included the need for affordable housing, infrastructure, more manufacturing facilities, and where to tackle the dilemma. Jim added that the median household income for the county is \$53,000; and based on the salary levels for the most jobs, there are many who fall very short of that amount. Judge Bates stated that he was told by a developer that Eminence was the location with the highest need for housing in the US. Jim stated that he is looking at creative ideas to attract teachers which might include incentives for affordable housing.

Based on the discussion, the members agreed that we have in essence established a Workforce Board for Henry County. The plan is to continue with this work that has begun after the WRIP application is submitted. The consensus was that we could pursue beneficial discussions that could lead to better planning for the county.

To date, the following individuals have committed to work on the application components:

- Graduation Rate Narrative—Jim Masters, Chelsey Tingle, Buddy Berry
- Working Age w/o Diploma Narrative—Cristina Marsh, Heather Yocum
- College Credit or Higher—Cristina Marsh, Heather Yocum
- Associates Degree or Higher—Jim Masters, Chelsey Tingle, Mike Ray, Cristina Marsh
- Broadband Availability—N/A since we're golden here!!
- Soft Skills Narrative—Renee Walters
- Work Based Learning Opportunities—Diana Baxter, Renee Walters, Kayla Batts, Jason Banta
- Engagement of Underserved Populations—Renee Walters, Denise Perry
- Workforce Supply vs Demand—Kayla Batts, Mike Ray, Diana Baxter

Members who haven't chosen a component to focus on may select an interest or knowledge area and add input into the application and overall discussion. The slide deck prepared by Kayla, the Chamber of Commerce roster, and the JCTC information are being forwarded to all committee members.

By consensus, the Work Ready Communities Committee agreed to reconvene later when more data is available. The plan is to submit the application by the September deadline for review by KWIB. The meeting adjourned at 4:30.

HENRY COUNTY
WORK READY COMMUNITIES
AUGUST 2, 2023, AGENDA

Welcome

The Latest on the Application

Review Draft Application Components

- High School Graduation Rate & Narrative
- Educational Attainment Rate & Narrative
- Number of Working Age Adults w/o High School Diploma or GED & Narrative
- Broadband Access & Narrative
- National Career Readiness Certificate & Narrative
- Soft Skills Narrative

Goals & Actions to be Taken Moving Forward

Final Comments / Thoughts on WRIP Application

Next Meeting as We Continue the Work toward Economic Development/Work Ready Status

Adjourn

HENRY COUNTY WORK READY COMMUNITIES

AUGUST 2, 2023, MEETING

F NAME	L NAME	AFFILIATION	EMAIL	SIGN-IN
MATT	ADKINS	71 CONNECTED	director@ky71alliance.com	
JASON	BANTA	HCHS TEACHER	Jason.banta@henry.kyschools.us	
SCOTT	BATES	JUDGE/EXECUTIVE	Shates.hcgov@gmail.com	
KAYLA	BATTS	BAPTIST HEALTH	Kayla.batts@att.net	virtual
DIANA	BAXTER	DDI WORLD	Diana.powell@ddiworld.com	
BUDDY	BERRY	SUPERINTENDENT, EIS	Buddy.berry@eminence.kyschools.us	
TRAVIS	BUCHANAN	DEPUTY JUDGE	Tbuchanan.hcgov@gmail.com	virtual
ROGER	HARTLAGE	NATIONWIDE FENCE & FARM	rogerhartlage@aol.com	virtual
CRISTINA	MARSH	KCTCS	Cristina.marsh@kctcs.edu	
JIM	MASTERS	SUPERINTENDENT, HCPS	Jim.masters@henry.kyschools.us	
PHYLLIS	MCGUIRE	MCGUIRE FARMS	Kyblue97@bellsouth.net	
DENISE	PERRY	FISCAL COURT CLERK	Dperry.hcgov@gmail.com	
MIKE	RAY	P & Z COMMISSION	j.michael.ray@att.net	
CHRIS	ROSE	EMINENCE SPEAKER	Chris.rose@eminence.com	
CHELSEY	TINGLE	ASST SUPT, HCPS	Chelsey.tingle@henry.kyschools.us	
RENEE	WALTERS	KENTUCKIANAWORKS	Renee.walters@kentuckianaworks.org	
HOLLY	WILSON	CHAMBER OF COMMERCE	henrykychamber@gmail.com	
HEATHER	YOCUM	KCTCS	Heather.yocum@kctcs.edu	

HENRY COUNTY

WORK READY COMMUNITIES

AUGUST 2, 2023; 3 P.M.; MEETING NOTES

The meeting convened at 3:05 with 8 members attending either in person at the Henry County Courthouse Annex or via Zoom. The documents were distributed prior to the meeting for review by those unable to attend in person or who needed to make comments outside the meeting session.

Denise Perry provided information about the WRIP Recertification Application process. After speaking with Debbie Dennison at WorkReady Kentucky, she was given permission to submit a more streamlined application packet based on the one from the website. The materials were reviewed including the agenda, application and instructions, criteria narrative drafts, soft skills update, and a goals/actions for all narratives worksheet.

The Committee agreed to move forward with the Recertification Update in order to get the application submitted so that discussions moving forward could be more meaningful without the need to specifically focus on it. Members reviewed the draft narratives and added information and thoughts to be included.

- High School Graduation Rate & Narrative

Dr. Jim Masters stated that Henry County High has not received their official numbers for release yet, but based on the preliminary data, he is certain that the graduation rate has surpassed the 90% mark. He should be able to supply it by next week for inclusion in the application. He added that they have been targeting home school families and offering the option to supplement their programs.

- Educational Attainment Rate & Narrative

The members feel strongly that certifications and industry/occupational documents should be given more credence in this category and hopes that the KWIB will consider that as they work on standards. They reiterated that the data indicates that the occupations that appear most needed in our area do not require an associate's degree, i.e. with construction being one of our highest demands. Mike Ray will continue to pursue data that he has been seeking in regard to this measure.

- Number of Working Age Adults w/o High School Diploma or GED & Narrative

The Committee reiterated their previous comments about the likelihood of the older population pursuing these documents. The local schools continue to make their best efforts to make sure that all young adults graduate and transition into advanced training or full-time employment.

- Broadband Access & Narrative

Again, even though Henry County meets the criteria this remains an area that needs improvement. Members discussed particular areas where service is lacking and suggested that “underserved” be added to the narrative. The areas are in many cases more populated and less remote that are experiencing the greatest problems. Roger Hartlage described the status of the Fiscal Court’s grants and provided an update on the work of Codex Streaming.

- National Career Readiness Certificate & Narrative

Renee Walters and Jim Masters expounded on the work of the public schools and the KentuckianaWorks programs in providing the NCRC and Essential Skills Certificates

- Soft Skills Narrative

Dr. Masters explained the HCPS’ Profile of a Learner that has been incorporated into their educational programming. Kayla Batts added that businesses and industry include job orientation for their new employees focused on these skills needed. On-boarding processes and in-service/on-going trainings are in place to retain those employees that can be found.

By consensus, the Work Ready Communities Committee agreed to submit the application as drafted with some edits suggested by members. Denise Perry will finalize the collection of all the documents and forward the completed application.

The Committee agreed to continue meeting after the application’s submission. The plan is to delve more deeply into the discussions and research around the areas included in the application. Members feel that without a looming application the conversations and focus may be more productive. The work will begin with the Goals/Action worksheet prepared for today’s meeting to keep the emphasis on the original components of the application. We will be prepared to pivot with any further clarifications or modifications by the KWIB. The meeting adjourned at 4:15.



WORK READY COMMUNITIES



Last Update: October 2022

CRITERIA OVERVIEW

COUNTY PROFILE

This dashboard is powered by the Kentucky Center for Statistics. Screen readers may need to click the enter key to select options in filters. This dashboard is best viewed on a desktop computer. If you have any questions regarding accessibility, please contact kystats@ky.gov.

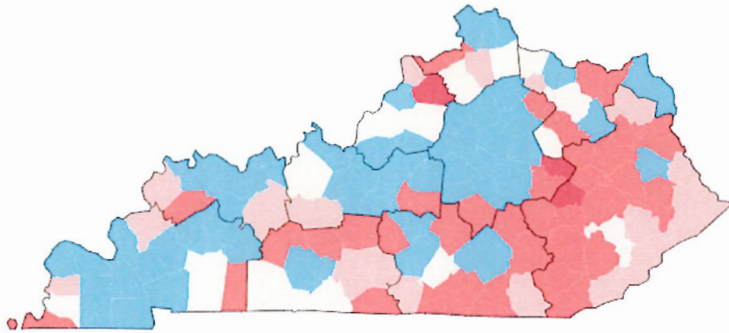
Click to download an accessible data file: <https://bit.ly/WRCDownload>

Click for tech notes in PDF: <https://bit.ly/WRCTechNotes>

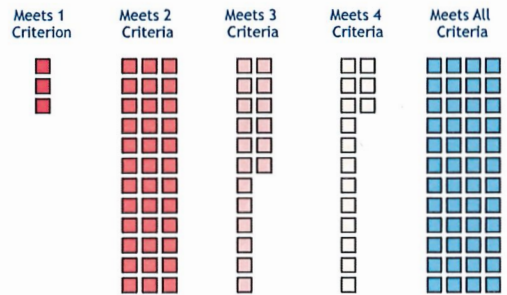
State Overview - Criteria Met

There are currently five work ready criteria that communities try to meet. For each of the five criteria below, communities are designated as either "Meets Criteria" or "Does Not Meet Criteria." The thresholds are:

- Internet availability and speeds of at least 25Mbps
- 90% five-year high school graduation rate
- 25% of the working age population (18-64) with an associate degree (or higher degree)
- 15% or less of working age population (18-64) without a high school diploma
- 43% of the working age population (18-64) with some college (or higher degree)



Distribution of Communities by Number of Criteria Met



Community Criteria Status

▼ Select a County ▼

Jackson

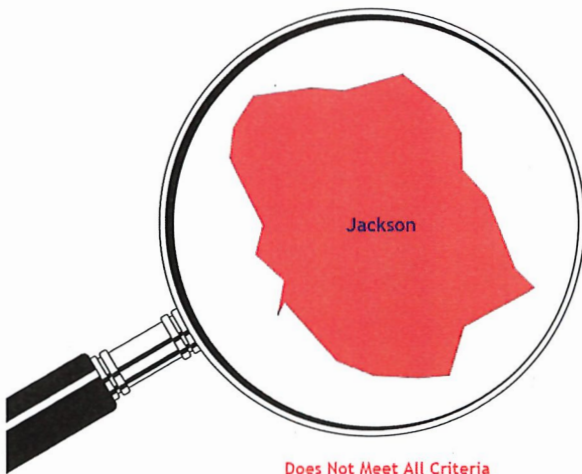
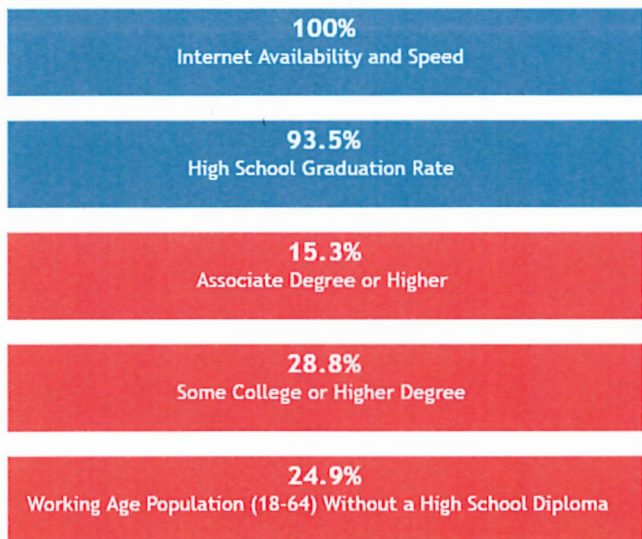
If a county meets all criteria, it will appear blue instead of red.

Though these five criteria are the only currently defined metrics, they are not the only criteria that are under consideration for the program. Some criteria include an exception rule, which you can learn more about on the Work Ready Community's website.

Visit <https://workready.ky.gov/Pages/index.aspx> for more information.

Required Criteria

- Meets Criterion
- Does Not Meet Criterion



*Criteria are set to round to the nearest tenth of a percent on the dashboard but may have missed the cutoffs found at the top of the dashboard, resulting in a 'Does Not Meet Criteria.'

Support Information

5-Year Projected Demand



Click Icon to View

Workforce Overview of Kentucky Regions



Click Icon to View

Certification Status



Work Ready In Progress

Workforce Participation Rate



39%

NCRC and KESC Certificates (2020)



803

WORK READY COMMUNITIES APPLICATION

NAME OF COUNTY:	Jackson County
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Working Age (18-64) Population w/o HS diploma or HSE (%):	24.9%	High School Graduation Rate (%)	93.5%
Population with some college (%):	28.8%	Population with an Associate's Degree or Higher (%):	15.3%

Can be found at <https://kystats.ky.gov/latest/wrc>

	Number (#) Enrolled (Planned or Current)	Number (#) Awarded (Anticipated or Actual)
High School Work Ethic Seal	NA	NA
Career Readiness Certificates (NCRC, KCRC, KY Essential Skills Certificate, etc.)	803	1000
Work Based Learning Opportunities	18	Unknown

Your Local Workforce Investment Board and school administrators can help gather this information.

	Rural (<50K) or Urban (>50K)? (Circle One)	Population (%) with availability to 25 Mbps
Internet Availability & Speed	RURAL / URBAN	100%

Can be found at <https://kystats.ky.gov/latest/wrc>

	Current Labor Force Participation Rate (%)	Goal over 3 years (%). (Write N/A for WRiP.)
Labor Force Participation Rate	39%	50%

Can be found at <https://kystats.ky.gov/latest/wrc>

Please also complete the attached narratives and the attach the following documentation:

- Committee Roster (including names, position/employer, and contact information).
- Sign-in sheets for any Work Ready Communities Committee meetings.

Jackson County
Work Ready Committee

Shane Gabbard = Judge Executive jcjudge@prtcnet.org

Keith Gabbard = PRTC keith.gabbard@prtc.org

Rhonda Thompson = JCPS Rhonda.thompson@jackson.kyschools.us

Elizabeth Norris = JCPS Elizabeth.norris@jackson.kyschools.us

Mitchell Ball = Jackson County/McKee IDA jcmida@prtcnet.org

Michael Stidham = PRTC Michael.stidham@prtc.org

Lonzo Moore = JCPS lonzo.moore@jackson.kyschools.us

Brent Jackson = Jackson Energy brentjackson@jacksonenergy.com

Whitney Chestnut = CVADD wchestnut@cvadd.org

April Renner = Jackson Energy aprilrenner@jacksonenergy.com

Wes Bishop= JCPS wes.bishop@jackson.kyschools.us

Brian Harris= JCPS brian.harris@jackson.kyschools.us

Randi Moore= JCHS Randi.moore@jackson.kyschools.us

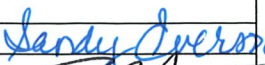


Heather Smith= JCHS heather.smith@jackson.kyschools.us

Sandy Eversole= Daniel Boone CAA sandy.eversole@danielboonecaa.org

Meeting Minutes for Work Ready Recertification-Jackson County

8/29/23

The work ready committee was able to gather today and talk about the recertification application. The discussion was led by Brent Jackson and began by discussing the application and answering the narrative questions on the application. Brent asked for help and notes in order to answer narratives 4, 7, 8, and 9. The committee began different ways to answer each narrative. Several partners discussed ways in which to answer each narrative. Each partner stated they would begin work on the narratives and get something back to print so he could put together a final draft to submit by no later than 9/18/23. The meeting was then adjourned at 2:30pm.

Date	8/29/2023		Signatures
Name	Entity Represented	Email Address	
Sandy Eversole	Daniel Boone CAA	sandy.eversole@danielboonecaa.org	
Briana Harris	JCHS	briana.harris@jackson.kyschools.us	
Elizabeth Norris	JCBOE	elizabeth.norris@jackson.kyschools.us	
Randy Moore	JCHS	Randy.moore@jackson.kyschools.us	Randy Moore

Meeting Minutes for Work Ready Recertification-Jackson County

3/30/23

The work ready committee was able to gather today and talk about the recertification application. The discussion was led by Brent Jackson and began with talking about contacting the organizations of Daniel Boone Community Action Agency and EKCEP to see if they could help with answering some of the questions in the application. Brent said he would contact each organization to see if they could help with that process. The group also discussed and went through an example application of another county who had been recertified. Notes were made on the example application and sent to all members in the group. The group decided to set another meeting date in May with the hopes of bringing in new members of the group from EKCEP and Daniel Boone. Brent stated that he would touch base with each organization and send out the next meeting invite. The meeting was then adjourned.

Date	3/30/2023		Signatures
Name	Entity Represented	Email Address	
Kandi Moore	JCHS		Kandi Moore
Gary D. Tilley	JCHS		G. D. Tilley
Briew Harris	JCHS		Briew Harris
Heather Smith	JCHS		Heather Smith

Meeting Minutes for Work Ready Extension- Jackson County

2/7/23

The work ready committee was able to gather today and talk about putting together our application for recertification. The discussion was led by Sara Jagers and she talked about how to complete the application and what steps needed to be taken. She also stated that she would send some examples of completed applications that were successful after the meeting. The group then talked about how and who could help us put together data and programs to help us reach the stated goals that would be used to fill out the application for recertification. The group then talked about setting the next meeting for the end of March and then we adjourned.

Brent Jackson

Date	2/7/2023	Signatures
Name	Entity Represented	Email Address
Shane Gabbaard	Jackson County Fiscal Court	icjudg@prtcnet.org
Mitchell Ball	JCM IDA	icmida@prtcnet.org
Rhonda Thompson	JCPS	Rhonda.thompson@jackson.kyschools.us
Keith Gabbard	PRTC	keith.gabbard@prtc.org
Brent Jackson	Jackson Energy	Brentjackson@jacksonenergy.com
April Renner	Jackson Energy	AprilRenner@jacksonenergy.com
Brian Harris	JCPS	Brian.Harris@jackson.kyschools.us
Elizabeth Norris	JCPS	Elizabeth.norris@jackson.kyschools.us
Wes Bishop	JCPS	Wes.Bishop@jackson.kyschools.us

Randi Moore

Lonzo Moore

Julia McCowan

Heather Smith

Randi.moore@jackson.kyschools.us R Moore
lonzo.moore@jackson.kyschools.us L Moore

Julia.mccowan@jackson.kyschools.us Jm

Heather.smith@jackson.kyschools.us HS

Meeting Minutes for Work Ready Extension- Jackson County

11/15/22

The work ready committee was able to gather today and talk about putting together our application for recertification. We talked about different programs that are currently being used to help meet the goals lead by Elizabeth Norris. We also discussed the committee meeting set for December 2nd that will address any changes that will be made to the process. The group also talked about contacting Crystal Baker at Adult Education concerning programs that are being offered to help meet the goals of work ready. Brent Jackson said he would reach out to her. We also discussed getting Michael Stidham involved who is the new mayor of McKee. The meeting was adjourned after approximately one hour. A list of attendees has been attached in Excel format.

Brent Jackson

Date	11/15/2022	Signatures
Name	Entity Represented	Email Address
Shane Gabbard	Jackson County Fiscal Court	jcjudg@prtcnet.org
Mitchell Ball	JCM IDA	jc mida@prtcnet.org
Rhonda Thompson	JCPS	Rhonda.thompson@jackson.kyschools.us
Keith Gabbard	PRTC	keith.gabbard@prtc.org
Brent Jackson	Jackson Energy	Brentjackson@jacksonenergy.com
April Renner	Jackson Energy	AprilRenner@jacksonenergy.com
Brian Harris	JCPS	Brian.Harris@jackson.kyschools.us
Elizabeth Norris	JCPS	Elizabeth.norris@jackson.kyschools.us
Wes Bishop	JCPS	Wes.Bishop@jackson.kyschools.us

Gary D Tillery

JCPS

gary.tillery@ " "

B 26

Narrative 1: Graduation Rate: Please explain your county’s plan of action to achieve or maintain a 90 % high school graduation rate. What challenges, if any, do you expect and how can you overcome those challenges?

JCHS has a focus on student success and innovation. We engage our students at a very young age to ensure they will be college and career ready when they graduate. This is evident as the College/Career-Ready index recently was 88.6 and has risen to 93.6%. At Jackson County, we realize student success begins long before graduation, so we continue to seek more ways to work with community partners to prepare our students. Both Jackson County Schools and the Work Ready Committee are deeply committed to community engagement. Working with the community not only offers educational value for our students but fosters economic development for our community.

The following narrative outlines the programs and initiatives being utilized for drop-out prevention and to increase Jackson County’s graduation rate and College and Career Ready percentage. Jackson County celebrates academic, creativity, and personal achievements of our youth through recognition on JCHS Facebook, Twitter, at Board of Education meetings, and in the newspaper.

K-12 Educational Attainment Incentives

- JCHS:
 - o APEX program for credit recovery for students who fall behind and otherwise would not be able to graduate on time. We continue to utilize APEX for credit recovery.
 - o College and Career classes to help students meet benchmark on the ACT. The high school offers intervention courses during the regular school day to help students raise their ACT scores.
 - o ACT boot camps (Mastery Prep) to help students increase their ACT score. JCHS in collaboration with Gear-Up offers ACT prep for cohort students.
 - o Tutoring for students who need/want extra help. JCHS, in collaboration with Gear-Up offers school tutoring and after school tutoring for cohort students.
 - o Shirts and cords are purchased for students who become college and/or career ready. These students are given a white cord for career readiness and a blue cord for college readiness. They will also be recognized at graduation. JCHS recognizes students who achieve post-secondary readiness upon graduation by awarding graduation cords which students wear at graduation.
 - o ATC Vocational classes are available to all students. JCATC students who are concentrators or completers can earn an industry certificate in each program that they are enrolled in.
 - JCHS students can obtain an industry certificate and/or pass the End of Program Assessment for students that are concentrators or completers in a career pathway.
 - o Advanced placement courses are available in the following subjects: US History and Art. No longer Implemented.

- o Dual credit college courses are also available for qualifying students.

JCATC and JCHS offer dual credit college opportunities through Somerset Community College, Morehead State University, Murray State University, and Eastern Kentucky University. In addition, JCATC and JCHS also offer articulated credit opportunities with University of the Cumberlands and Somerset Community College.

- o Students MUST declare a career pathway by the end of their sophomore year. The following pathways are currently offered: Administrative Support, Animal Science, Culinary, Early Childhood Development, Horticulture and Plant Systems, JROTC, Wood Product Manufacturing, Carpentry, Welding, Automotive, and Pre-Nursing.

- ♣ Career pathways are very diverse including: Computer Programming, Administrative Support, Financial Services, Animal Science, Culinary, Early Childhood Development, Wood Product Manufacturing, Carpentry, Welding, Nursing, Automotive, and Criminal Justice.

All students develop an Individual Learning Plan (ILP). These begin in sixth grade and continue until graduation. During this time, students take a variety of interest inventories to develop their specialized plan. Parents can review their child's plan by attending Open House and Operation Preparation. JCMS and JCHS (grades 6-12) utilize the Achievement in Career Engagement (ACE) program to develop ILP's beginning in grade 6. Parents always have access to their child's ILP electronically. The schools provide parents with information regarding their child's ILP and how to access it.

Work-based Learning: JCATC and JCHS students can participate in work-based learning opportunities that are associated with their career pathways.

NCRR Testing (specific to the Board of Ed and High School)

Narrative 2: Working Age Population without High School Diploma or Equivalent (HSE): Please explain your county's plan of action to decrease the percentage of working age individuals in your county to or below 15%. What challenges, if any, do you expect and how can you overcome those challenges?

Jackson County Adult Education offers students the opportunity to use Path Source Hub on the GED website either on location or from the comfort of their own home. This program encourages students to take a career survey, which in turn, generates three possible career choices. Along with the survey, video compilations for every career path are available. To encourage use of this program, some of our local employers are allowing employees to complete the program during working hours. Overall, our number of tests given, is and will, continue to increase rapidly as our community is becoming familiar with the National Career Readiness Certificate. In addition to the adults in our community, we would like to extend the NCRC to all high school seniors. Along with the Adult Center, we would be able to significantly increase the number of certified adults in Jackson County.

Narrative 3: College Credit or Higher: To be certified Work Ready, 43% of the population should have some college or a higher degree. Please explain your county's plan of action to achieve or increase this level of attainment. What challenges, if any, do you expect and how can you overcome those challenges?

Dual Credit Opportunities: Jackson County Public Schools (JCPS) is partnered with Eastern Kentucky University and Somerset Community College to provide Jackson County High School's students dual credit courses. Through this program, qualifying students may take up to 24 college credit hours before graduation. These hours earned may be used towards a college degree and/or a career and technical education certificate. Students also have the option to take courses online or onsite, during the school day or outside of school hours. For those wishing to take classes on site, JCPS plans on increasing the number of adjunct faculty members for colleges and universities. This will give students more accessibility to college courses while remaining in Jackson County.

Gear-Up: Gaining Early Awareness and Readiness for Undergraduate Programs (GearUp) is a partnership program between Jackson County Public Schools and Partners for Rural. The purpose of Gear-Up is to promote and encourage college readiness among disadvantaged students. Gear-Up aims to help these at-risk students prepare for post-secondary education by increasing academic performance and familiarizing them with the college culture. Gear-Up programs include academic counseling, college tours, ACT preparation, and assistance with colleges' application processes. All of these efforts are in place for at-risk youth to be able to go to college and obtain a degree.

Upward Bound: Eastern Kentucky University's Upward Bound is another college preparatory program available to Jackson County High School students. This program strives to inspire and to empower all students to reach their full potential-creating a positive impact on their families and community. Upward Bound provides a supportive environment where students with limited access to higher education opportunities can be exposed to and prepared to excel at college. Key components of this program include college visits, cultural trips, college admission assistance, ACT prep, on-campus seminars, and a six-week residential program with the possibility of gaining college credit. Eligible and interested students must apply for the program. The students selected will enjoy this program at no cost.

EKU's Educational Talent Search (ETS): ETS currently serves students in grades 6- 12. ETS identifies and assists individuals who have potential to succeed in any form of higher education. The programs and activities are specifically designed for students who are traditionally underrepresented in post-secondary education; this includes: students from low-income families, potential first-generation college students, students with disabilities, homeless youth, and foster children. Once accepted into this program, students can participate in all the activities for free. These activities include career exploration, aptitude assessments, counseling, financial mentoring, and workshops for participating students' families. Currently, JCATC and Jackson County Public Schools have ceased to administer the NCRC assessment.

College campus visits: Jackson County High School promotes a culture of college awareness and readiness by providing in-school field trips to colleges throughout the region. These trips are designed to allow students to explore a college campus while learning of educational and social opportunities offered there. Jackson County Middle School and Jackson County High School conduct family college trips. Family engagement can be the deciding factor in whether a student pursues higher education. So,

these trips are designed to educate both students and their parents about higher education opportunities.

College and Career Fairs: Jackson County High School hosts a college/career day each spring. College and Career Day exposes students to potential career opportunities within the community. This event also allows students to explore possible higher education opportunities and the impacts a degree would have on their and their communities' future. Jackson County Middle School hosts a similar career day, as a part of its ILP completion week. Currently limited to College Fairs only

Narrative 4: Associate degree or Higher: To be certified Work Ready, 25% of the population should have some college or a higher degree. (If you qualify for the exception outlined in the criteria, please explain so here). Please explain your county's plan of action to achieve or increase this level of attainment. What challenges, if any, do you expect and how can you overcome those challenges?

The plan of action concerning this particular challenge was to utilize the dual credit program inside the Jackson County School District to impress the importance and lower the cost of a secondary education. This program allows students to earn college credits while still enrolled in high school. Murray State, EKU, and Somerset Community College in London, KY have partnered with the Jackson County School District to open the possibility of students taking college level courses and receiving credit for completion of each class. This helps students get closer to a degree before they ever set foot on a college campus. This also keeps expenses lower for the students that participate in the dual credit programs as they don't have to take those classes as part of their college load. The classes are free to take in high school and can be transferred to any college they choose.

This program will greatly help increase graduates that are entering the workforce have at least some level of college experience even if they decide to start working immediately upon graduation and forego college. With the help of Murray State, EKU, and Somerset Community College we think this program will be one of the keys to success in pushing the number of people with at least some college level experience above 25% in the near future.

Narrative 5: Broadband Availability: Please explain your county's plan of action to get internet availability to the necessary percentage of the population (60% for rural counties, 90% for urban counties). What challenges, if any, do you expect and how can you overcome those challenges?

Jackson County is currently served by PRTC for their broadband needs and 100% of the county has access to 25 Mbps speed internet.

Narrative 6: Soft Skills Program: Discuss your programs that address work ethic/soft skills development and credentialing for both the secondary school and postsecondary adult populations. This includes the High School Work Ethic Seal, Kentucky Essential Skills Certificate, and any other supplemental programs for Career Readiness Certificates.

Jackson County already has existing programs at the secondary and postsecondary level to help build these skills.

Programs in Secondary School:

- **WIN Soft Skills**- a required part of the curriculum for freshmen and seniors at Jackson County High School. Freshman begin working with this program their second semester. Meanwhile, seniors work with career readiness throughout the whole year. WIN is broken into four modules-all of which teach soft skills that employers seek for hire and promotion. Pretests and posttests are used to measure the increase in knowledge. The modules are as follows:
 - o Conveying Professionalism- In this module, students learn essential skills leading to professionalism. Skills acquired include punctuality, dependability, and a strong work ethic.

- o Communicating Effectively- This module focuses on improving communication and listening skills. Skills acquired include conflict resolution, email etiquette, controlled verbal cues, and social networking.

- o Promoting Teamwork and Collaboration- This module focuses on diversity in the workplace and its impact on the workplace culture. Skills acquired include sensitivity to diversity, leadership, and teamwork.

- o Thinking Critically and Solving Problems- This module focuses on critical thinking and the steps associated with problem solving. Skills acquired are innovation, deductive reasoning, and flexibility.
- Individual Learning Plans (ILP) - In 6th grade every student is given an ILP. Through this program, students take interest in inventories to find out which career path best suits them. Once the career path is given, a plethora of resources become available on jobs under that category and what is needed to attain these jobs. This includes education, training, and skills. Another activity associated with ILP is resume building. This skill is crucial when students graduate and are searching for jobs. Students are given the opportunity to build a resume based on their skills, qualifications, and experience. Every year, students are required to review and edit their previous entries, if needed.

JCHS is currently offering the following badges through the ACE program: Soft-skills, Work Skills, Leadership Skills, Civic Responsibilities, and Academics. Students are strongly encouraged to earn all 5 badges. JCHS is in the process of determining ILP requirements in relation to graduation.

- **Kentucky Higher Education Association Authority (KHEAA) visits**- The guidance Counselor at Jackson County High School works very closely with KHEEA representatives to provide student seminars. These seminar topics vary, but mainly focus on students' grades and the impact grades play in earning Kentucky Educational Excellence Scholarship monies. The KHEAA Outreach counselor often helps with FAFSA Filing Day, FAFSA Follow-Up Day, and College Application Week.

- **School Store-** Jackson County High School creates a mock store to introduce students to life skills not taught in the classroom. These skills include budgeting, making, and evaluating consumer choices, and balancing a checkbook.
- **College Readiness Programs-** College access and leadership programs such as Robinson Scholars, Governor's Scholars, and Roger's Scholars visit Jackson County High School to increase student participants. All students are encouraged to apply for these prestigious programs. If accepted, students are given unique opportunities and oftentimes special scholarships.

Narrative 7: Work Based Learning Opportunities: Explain what Work Based Learning Opportunities (apprenticeships, internships, co-ops, etc.) are available in your county. What employers are involved in your community? How are these opportunities promoted? What plans do you have to increase these opportunities? What challenges, if any, do you expect and how can you overcome these challenges?

The work base learning opportunities with our community stem from opportunities for students to participate through internships and co-ops filtered through the Jackson County School District. Several small businesses offer paid internships for students during the summer to start to gain some valuable work experience as they are making their way through high school. Two larger entities that are active in offering internships and co-op opportunities are Jackson Energy and PRTC telephone company. These two organizations are very active in supporting work-based learning opportunities in our community. The biggest challenge we have increasing these opportunities is communicating between businesses in need of such workers and the school system. In our area most businesses are very small and don't know about the potential of hiring interns from the school system. One way the Jackson County School system has decided to help to develop these opportunities is by reaching out to small businesses and telling them about the students and opportunities they offer to gain quality short-term workers. This will also help increase the amount work-based learning opportunities.

Narrative 8: Engagement of Underserved Populations: The KWIB has identified 10 categories of underserved individuals: those with disabilities, veterans, ex-offenders, foster youth, youth and young adults, recovery, homeless, unemployed, underemployed, and foreign born. Please select the 2-3 most prevalent populations in your community and discuss your plan to provide employment & engagement opportunities to individuals in the underserved categories. Plans should address potential barriers such as childcare, health, housing, and transportation that may exist.

Underserved individuals – The most prevalent population in the community includes ex-offenders, unemployed, and young adults. Other populations served include those with disabilities, homeless, those in recovery, veterans, foster youth, youth, and underemployed.

Employment & Engagement Opportunities- Served by the Daniel Boone Community Action Agency. These are the following types of programs and services offered by Daniel Boone.

- Website & phone number for those seeking unemployment benefits.
- WIOA (Workforce Innovation and Opportunity Act) programs (adults, dislocated workers, and out of school youth)
 - Work experiences for adult and out of school youth
 - Assistance with creating resumes, completing applications, and job search.
 - Teleworks
 - Workshops related to employment.
 - Short-term training (6 months or less)
 - CDL, Lineman, CMA
- Referrals to Strategic Initiative for Transformations Employment (SITE) (an EKCEP) program) for those in recovery
- Referrals to Vocational Rehabilitation for those with disabilities looking to get back into the workforce.

This issue is probably the most difficult to answer because of the size of our community and the lack of resources currently in place to help with these specific types of population. All the potential barriers mentioned above exist here with childcare being a large roadblock. These barriers exist mainly because of the lack of job opportunities in our area currently. Organizations like Daniel Boone Community Action Agency and Adult Education are beginning to help with this situation but continue to lack enough resources to move the needle much currently.

Tourism is beginning to take off in our community, which will bring more job opportunities and reinvigorate our local towns in the area. This is an area that could make a huge impact on these underserved communities by bringing in more job opportunities and growth. Local leaders in government are making a focused effort to help stimulate more tourism opportunities for individuals who see an emerging need for different businesses due to the increased activity of tourism in our area. Other local leaders continue to pursue all grant funding opportunities around tourism for our community. This issue is one of our area's biggest challenges, but one the citizens of this area know they can rise to meet.

Narrative 9: Workforce Supply vs. Demand: Please identify the top five occupational needs for each KWIB sector that are required currently and over the next five years. Discuss how your community works with your local workforce board, educational partners, and employers to review and subsequently analyze occupational demand (by industry sector) in order to develop a system that supplies industry with the talent pipeline needed for a thriving business environment.

The top five occupational needs for our area are:

1. Skilled Trades- Carpentry/Construction, HVAC, Electricians, and Plumbers.
2. Work from Home based opportunities- Web based jobs/Call center jobs.

3. Tourism- Hospitality Workers
4. Health Care Workers- Nurse/Medical Assistant, Doctors, Dentist
5. Manufacturing- Advanced Manufacturing

This mainly falls into three categories as far as fostering the growth of a population that can fill the needs of the demand in our area. The number one partner our community has is the Jackson County School District. They work hand and hand with our community to try to grow and develop our young workforce to prepare them for these needs we see coming from an industry perspective. They are in constant contact with the second group that is also heavily invested in getting the right talent for these different areas of industry. Our local government officials continue to work with the local population and the school system to gather the needs of the business community. They are the go between for the school system and the needs of the business community to continue to develop that talent pipeline.

The last player to help to direct the talent pipeline is the Jackson County Industrial Authority. They are abreast of new industries looking to move into the Jackson County area and work together with the local officials to help find and develop talent for potential new industrial partners.

These three groups stay connected in communication to see what is coming and put together an overall vision for the direction in those five areas that are in most need. The open lines of communication are very simple because of the size of our community. Developed relationships between leaders of each organization allow for easy and smooth communication of where the community is at and where it is going. This type of working relationship is at the heart of what will help our community thrive and eventually attain work ready status.