



## Kentucky Education and Workforce Collaborative

### Meeting Minutes, September 22, 2022, at 2 p.m. ET

Zoom: <https://us06web.zoom.us/j/86857393280?pwd=bmszTE9DKzRwejBCa2tGOGsyQlNodz09>  
 Password: iWwERO

**Call Meeting to Order – 2:02 p.m. ET.**

Kim Menke, KWIB Chair, welcomed everyone and started the meeting.

**Attendance**

Kim Menke	Toyota and Chairperson
Rick Smith	Council on Postsecondary Education proxy for Aaron Thompson
Kris Williams	KCTCS proxy for Paul Czarapata
Renee Fister	Murray State University proxy for Bob Jackson
Lisa Lamb	Justice and Public Safety Cabinet proxy for Kerry Harvey
Steve Bullard	Kentucky Commission on Military Affairs
Sarah Butler	Cabinet for Economic Development proxy for Kristina Slattery
Beth Hargis	Kentucky Department of Education
Kathy Sheppard-Jones	UK Human Development Institute
Lori Ulrich	Fleming-Mason Energy Cooperative, Inc.
Jamie Link	Kentucky Education and Labor Cabinet

Others present Stefanie Ebbens Kingsley, Sara Jagers, Debbie Dennison, and Dallas Kratzer.

**Welcome and Approval of Minutes**

Kim Menke, KWIB Chair, welcomed the group and thanked them for being here today. The meeting agenda has the approval of the May 23, 2022, minutes, so he asks for someone to move the motion.

Kris Williams moved the motion. Kathy Sheppard-Jones second the motion. The motion was approved unanimously.

**Updates of Work/ Next Steps**

Stefanie Ebbens Kingsley, Executive Director KWIB explained the purpose of the 2022 Funding Report Metrics Sub-committee of the KWIB. To date, we have had one of the scheduled presentation days, given the merger and the fiscal year closing for both cabinet and partners. We haven't had as many completed budget presentations as we would have liked by this point. But we were successful in getting the information from both our partners at, KCTCS and the Northern Kentucky Workforce Development Board that both made presentations on September 14, 2022.

As a reminder, the parties were to provide both the raw budget data for calendar fiscal year 2019, 2020, and 2021. Both PowerPoint presentations from each entity were provided in the pre-read packet, and both parties were responsible for data entry into the Google Doc that will populate the Master spreadsheet that identifies different buckets or categories of funding that the committee had asked us to identify. It has been a good start to the presentations. Dr. Williams and her team did a fantastic job running through their programming that those dollars fund. The small but mighty team at Northern Kentucky, did a great job of identifying places where they could see room for growth in new and additional funding, but are really doing fantastic work up there. Each presentation will be recorded for anyone that couldn't attend these meetings but can't make it

the day of and those videos will be posted to the KWIB Education and Workforce Collaborative webpage after they are completed.

The next presentation date is September 28, 2022, so watch your email for the remaining meeting invites to save the date in your schedule. There are some partners who are going to be scheduled over October and December. Most of the local areas will be completed in the October range, with a couple stragglers coming in towards the end of the year. Please contact Sara Jagers or Debbie Dennison, to schedule the date to present your budget.

For more information, please watch the recording and review the meeting packet, which includes the presentation materials.

**2:16 p.m. ET Adjournment**

DRAFT



# Kentucky Education and Workforce Collaborative Meeting

## AGENDA

September 22, 2022

**Zoom Meeting Session (in-person option, please RSVP  
Debbie.dennison@ky.gov)  
2:00pm – 3:30 pm EST**

LOG IN INFO:  
Join from PC, Mac, Linux, iOS or Android:  
<https://us06web.zoom.us/j/86857393280?pwd=bmszTE9DKzRwejBCa2tGOGsyQlNodz09>  
Password: iWwERO

Or Telephone: Dial: USA 713 353 0212 / USA 8888227517 (US Toll Free)  
Conference code: 671120

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### 2:00 CALL MEETING TO ORDER

Welcome and Introduction.....*Kim Menke, TMMK, KWIB Chair*

Approval of May 23, 2022, minutes (refer to pre-read information)

Updates of Work/ Next Steps..... *Stefanie Ebbens Kingsley, Executive Director KWIB*

2022 Funding Report (Metrics Sub-committee of the KWIB)  
(Refer to pre-read information provided)

Questions..... *Stefanie Ebbens Kingsley, Executive Director KWIB*

### 3:30 pm EST (or earlier) ADJOURNMENT

## Collaborative & KWIB Metrics Sub-Committee Budget Presentations

### Funding Report Designations Form

<https://secure.kentucky.gov/formservices/OET/FRD>

### **What information are we looking for?**

The Funding Report will cover all funds expended in Fiscal Year 2019, 2020, 2021 for all workforce development program dollars, training and education dollars, and education partner workforce development initiatives, including targeted scholarship dollars. The Committee is requesting the raw budget data for all three Fiscal years, in whatever form it is approved by Board or Agency, there is no need to recreate any items, however they are reconciled at year end will work for the Committee.

The Link above is the Google Form that was created to simplify the breakdown of dollars that the Committee wanted to highlight and break down into categories that are identified. The most common critique of the 2019 Funding Report was it didn't break out numbers and included things that may have been misleading about the total dollars spent by our education partners in workforce initiatives and training and education dollars. These categories will help when it comes time for the analysis of the entire ecosystem. The link allows you to enter sub-totals for each funding source, by year, broken down into categories, which will then auto populate a master spreadsheet. If you have questions, please reach out to Sara.Jaggers@Ky.Gov.

### **What should the presentation of the data include?**

Each workforce or education agency is to present their raw budget reconciled data for the program years FY 2019, 2020, and 2020, and to fill out the forms for each of the three years. We would ask that the data be submitted at least two weeks prior to the presentation data scheduled so that the Committee has time to review and have questions ready. It would be helpful if both programmatic and fiscal personnel could present the information and be available for questions. These presentations can either be in person or Hybrid, the Committee has no preference and will defer to each agency's discretion.

The presentation will include the total dollars for each of the categories identified on the Google Form for each fiscal year and funding source. The information will include who the programs target (students, workers, job seekers, or employers), how those programs are funded (formula dollars, restricted dollars, private dollars), and the ultimate goals of the program. Please identify if there have been any major changes to funding streams from year to year.

If there are any other items that the teams feel are relevant to the discussion of resource alignment, we will also provide them an opportunity present additional information to the Metrics Committee. If there are recommendations about where more funding is needed, or programs that are particularly difficult to serve with the current dollars available, the Committee is interested in feedback, comments, or recommendations about how the programs could better align the current resources, as well as identify need for additional resources. Any feedback as to the ultimate effectiveness of each program is welcome as well, as the next step for the Metrics Committee will be to take the data presented on each of the programs and create evaluation tools to measure the return on investment of those program dollars. The Resource Alignment Committee will be taking this data and looking across the entire ecosystem to identify duplication of efforts that can be coordinated, and see if any further efficiencies can be identified, as the original mandate of that Committee will be supported with the information curated in the 2023 Funding Report.

## **Collaborative & KWIB Metrics Sub-Committee**

### **Funding Report Designation**

**On the July 7, 2020, the Governor Executive Order 2020-551 stated:**

X. The state government members of the Collaborative shall ensure provision of services by function rather than by agency in each comprehensive Kentucky Career Center by way of creating a state level Memorandum of Agreement in which state partners define for their local staff and contractors the roles, responsibilities, contributions and metrics by function in providing the following workforce development services in the Kentucky Career Center system listed as: (1) assisting individuals in obtaining

employment that leads to self-sufficiency; (2) providing employers with access to qualified and appropriately skilled employees who have been assessed, trained and possess appropriate credentials and certifications; (3) delivering effective programs offered through a seamless and integrated workforce development delivery that eliminates duplication of services; (4) reducing administrative costs and accommodating the needs of employers; (5) holding participant organizations accountable for costs, appropriate use of state and federal funding, performance, and metrics; and (6) reacting to the current demand for skilled workers by specific industries and identified sectors of unfilled jobs.

#### **Funding Report Designations Form**

<https://secure.kentucky.gov/formservices/OET/FRD>

#### **Employer / Employee Services**

Choices are Employer or Employee

**Employment Services** - Any career services that are provided by staff that would not fall under the Workforce Education and Training category, for resume building, job search supports, career pathway and soft skills advisement.

**Employer Services** - Partners with workforce professionals, training providers, educators connecting businesses to the workforce ecosystem. Include any employer paid or reimbursed education or training dollars paid directly to employer, business service team services to employers, any employer incentive programs.

#### **Work Based Learning (Work Experience / On the Job Training)**

Choices are Work Support or Education and Training

**Work Support** - Program funds that provide wrap-around services of any kind to participants. Can be programs supporting childcare, transportation, disability accommodation accessibility tools, emergency use funds to cover miscellaneous costs that present barriers to education and employment, housing subsidy funds expended for working Kentuckians. Funds must be paid directly to participant or directly to third party service provider on behalf of individual participant. This list is not intended to be exclusive, but examples for reference.

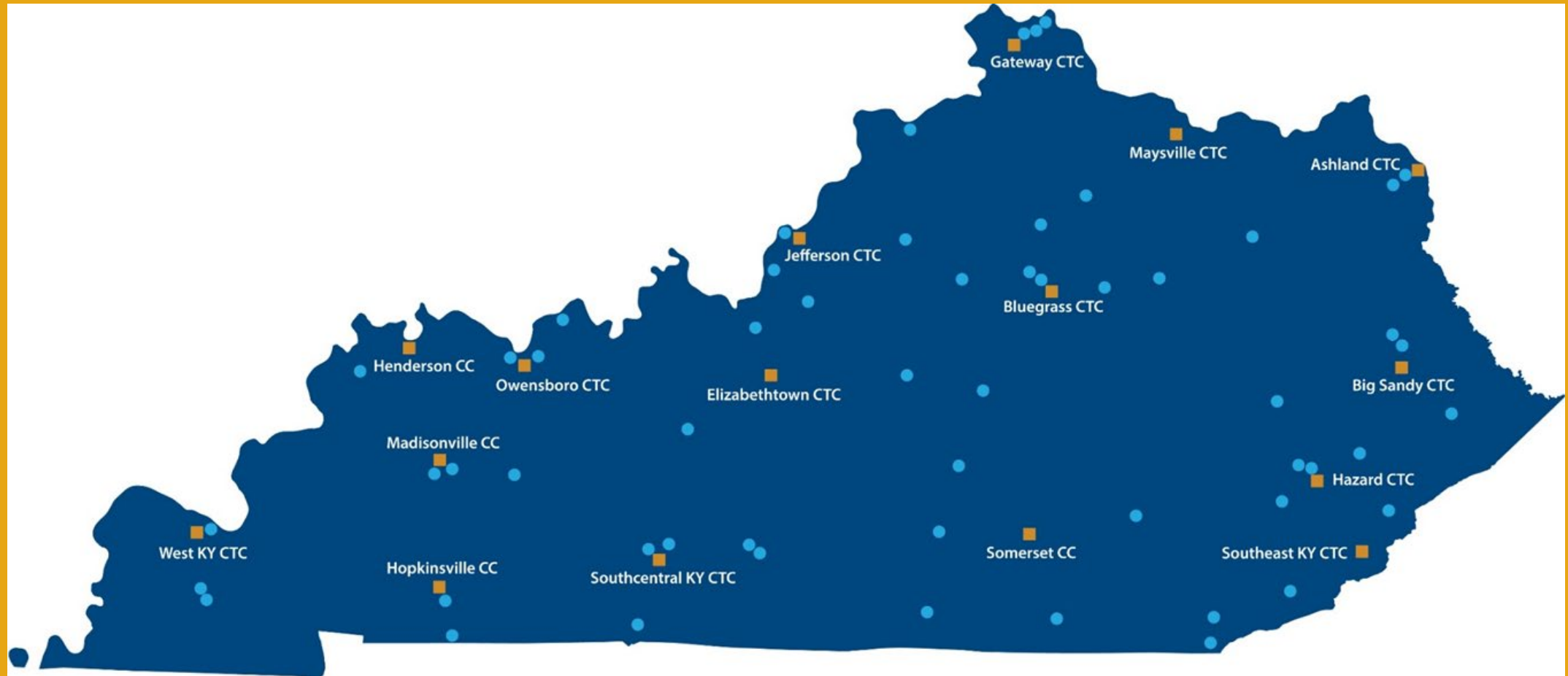
**Workforce Education and Training** - Will include traditional WIOA education and training dollars, but also seeking other additional tuition support programs, scholarships, work-based learning supports (eg. welding tools, costs for instructors, and any costs that are related to the training that is provided by your agency). Printing of materials, access to software licenses, or other costs of training production and assessment.

# COLLABORATIVE & KWIB METRIC SUB-COMMITTEE BUDGET PRESENTATION

Buddy Combs, AVP Financial Support Services

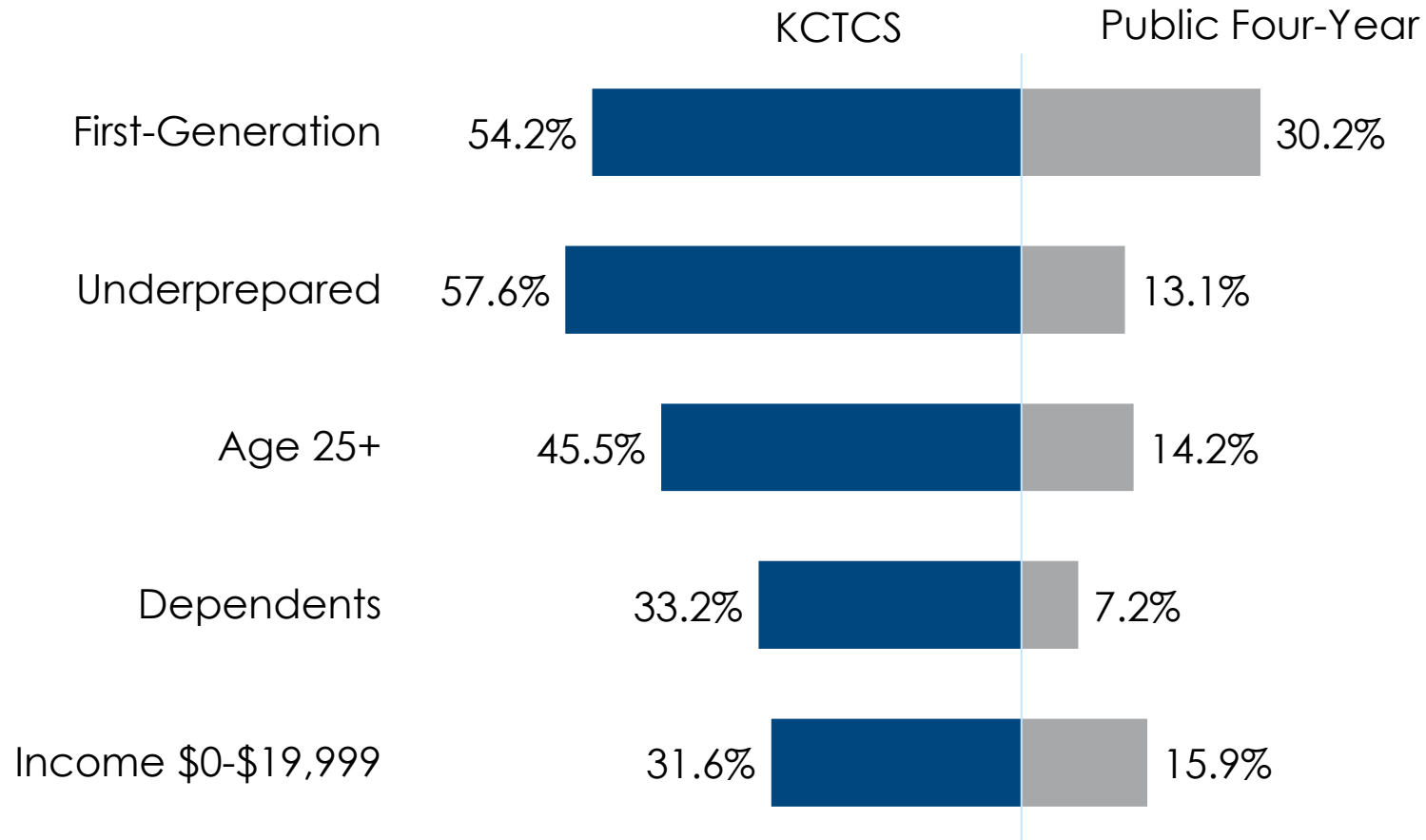
Dr. Kris Williams, KCTCS Vice President

# 16 Colleges, with over 70 campuses, and 1 System Office





# KCTCS STUDENT CHARACTERISTICS

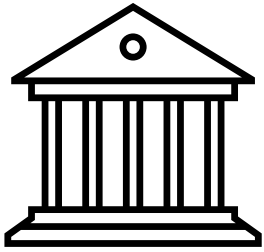


Source: Kentucky Council on Postsecondary Education. Information provided by Travis Muncie, Executive Director of Data and Advanced Analytics. January 4, 2019. Data cover the Fall 2019 semester and exclude students with unknown student characteristics.

KCTCS is the state's largest provider of workforce training. In fact, each year more than 80 percent of the credentials we award are in the state's top five in-demand job sectors.

Our colleges have partnerships with businesses that keep us informed of their specific training needs. This helps prepare our students to be ready to go to work for local employers.

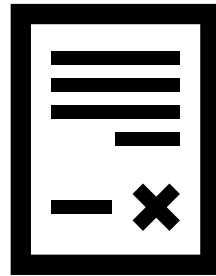
# Sources of Funding for KCTCS Colleges



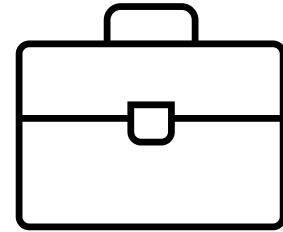
**State  
Appropriation  
25%**



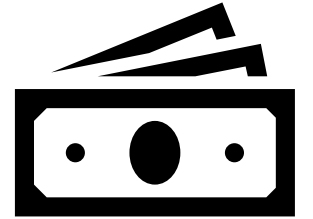
**Tuition  
38%**



**Grants &  
Contracts  
33%**



**Workforce  
Solutions  
3%**



**Charitable  
Giving –  
Foundations  
1%**



**KENTUCKY**  
COMMUNITY & TECHNICAL  
COLLEGE SYSTEM

# TRAINS



**CUSTOMIZED EMPLOYEE TRAINING**

- **\$4.2 M** appropriation annually
- Colleges work with local businesses to create training plans.
- TRAINS pays up to **75% of company costs and 100% for approved new economic development.**
- Originally branded as KY WINS in 2000 and rebranded as TRAINS in 2014, this funding has supported **307,828 enrollments.**



**KENTUCKY**  
COMMUNITY & TECHNICAL  
COLLEGE SYSTEM

# TRAINS

CUSTOMIZED EMPLOYEE TRAINING

- **In demand trainings include:**
  - CDL
  - Nurse Aide/Medication Aide
  - Leadership/supervisory
  - Technical trainings: PLC, Fluid Power, Robotics
  - Industrial Maintenance
  - Lean
  - Welding
- **FY 22 was the highest performing year in TRAINS history with:**
  - 240 unique projects
  - 19,000 + enrollments
  - 136 new companies served
  - 104 retuning company clients

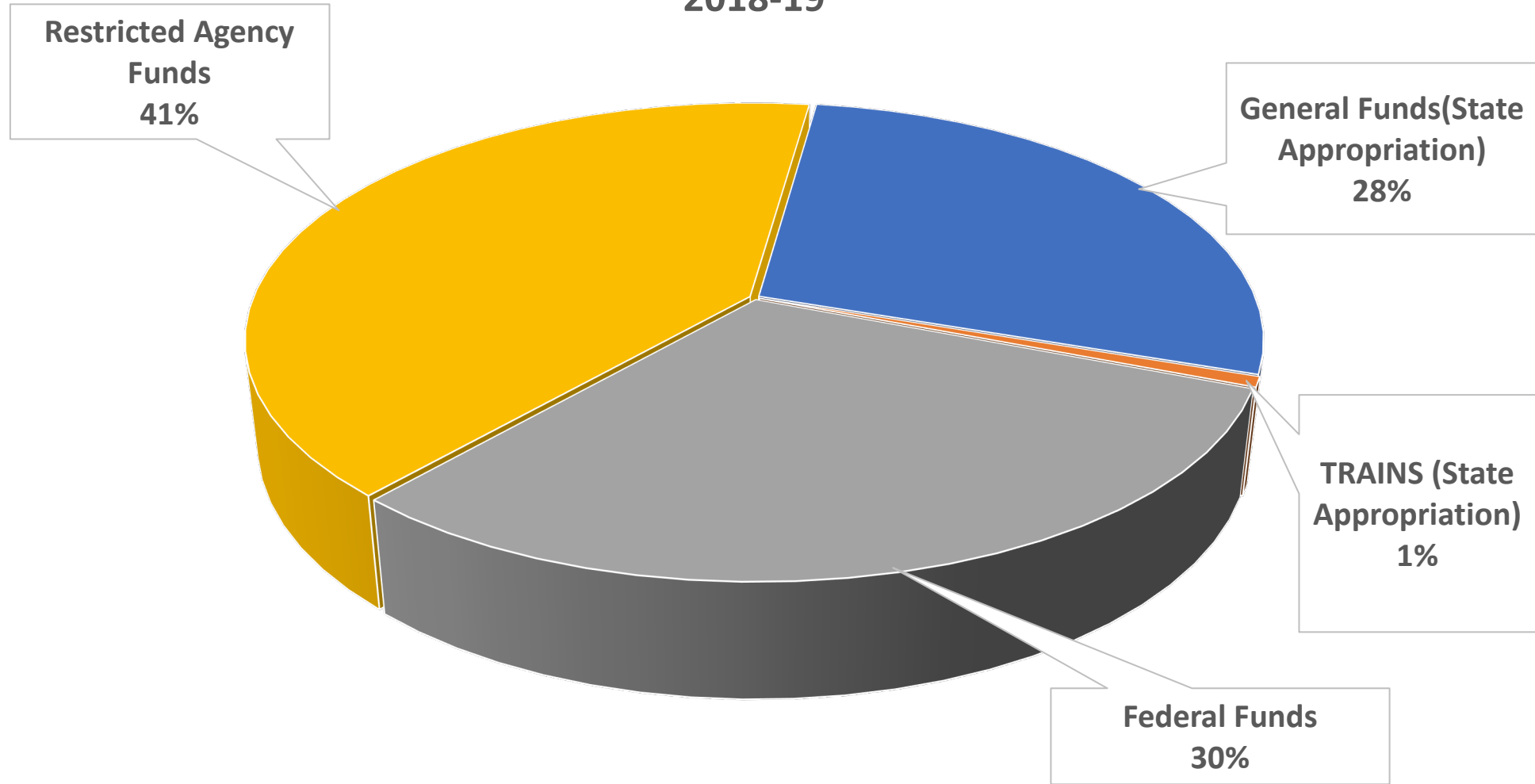


# TOTAL STATE APPROPRIATION

Revenue Fund Source	2018-19	2019-20	2020-21
General Funds (State Appropriation)	170,422,200	170,431,200	166,396,300
TRAINS (State Appropriation)	4,149,800	4,149,800	4,149,800
Federal Funds	186,353,400	195,955,800	282,180,000
Restricted Agency Funds	247,944,900	271,431,900	194,252,500
Total Operating Expenses	608,870,300	641,968,700	646,978,600

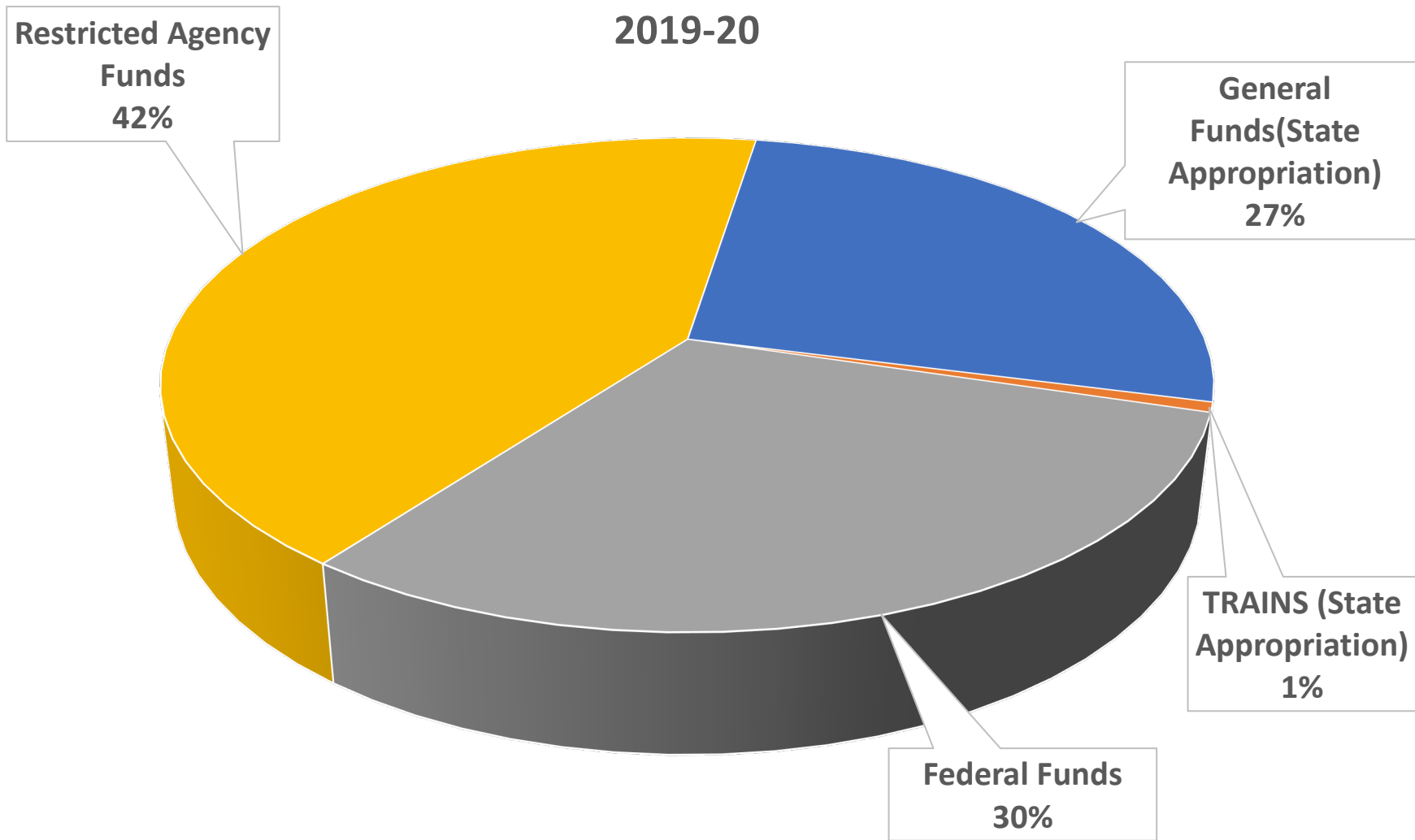


2018-19



■ General Funds(State Appropriation) ■ KY TRAINS ■ Federal Funds ■ Restricted Agency Funds

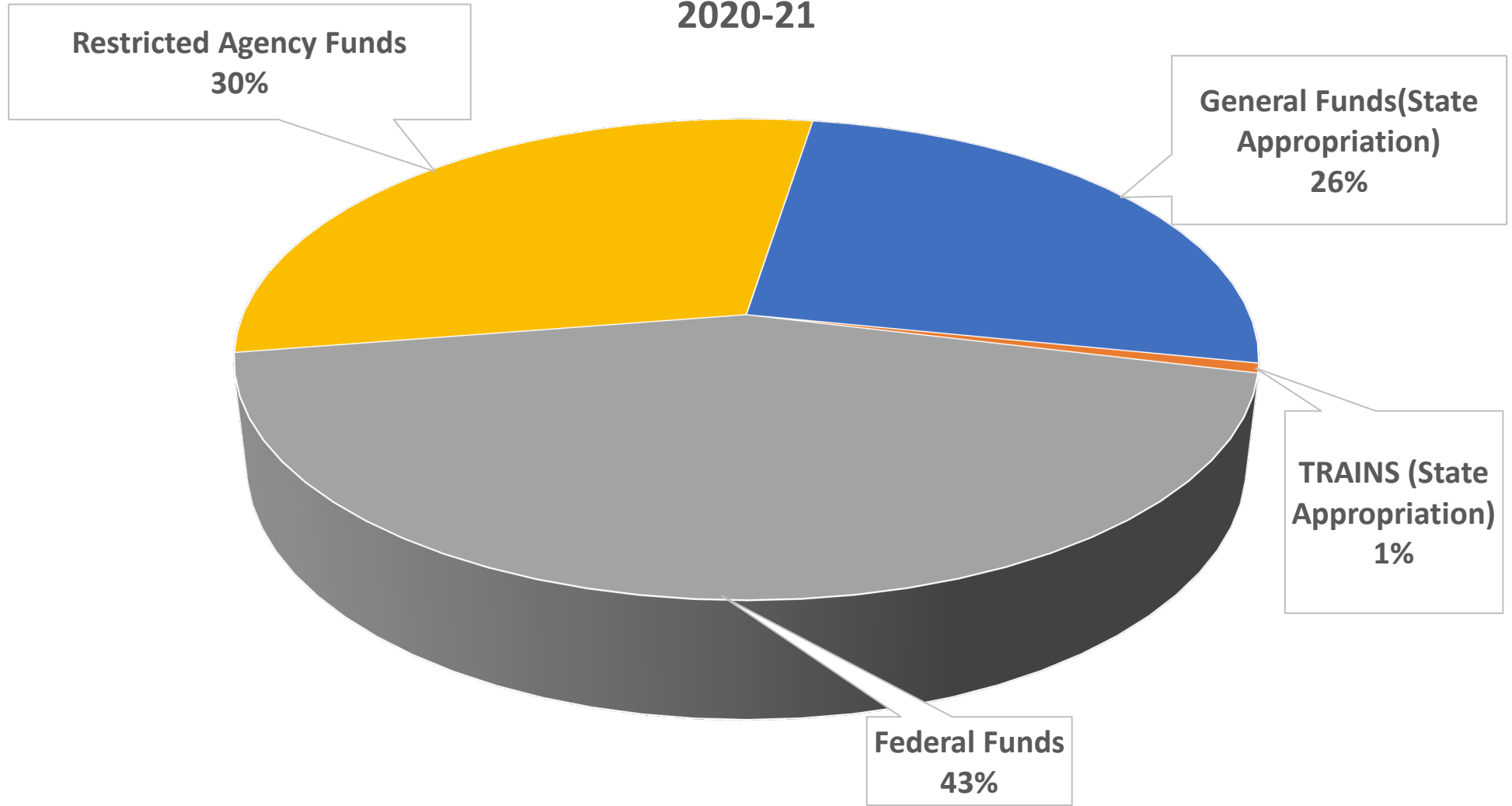
# 2019-20



- General Funds(State Appropriation)
- Federal Funds
- KY TRAINS
- Restricted Agency Funds



2020-21



■ General Funds(State Appropriation) ■ KY TRAINS ■ Federal Funds ■ Restricted Agency Funds

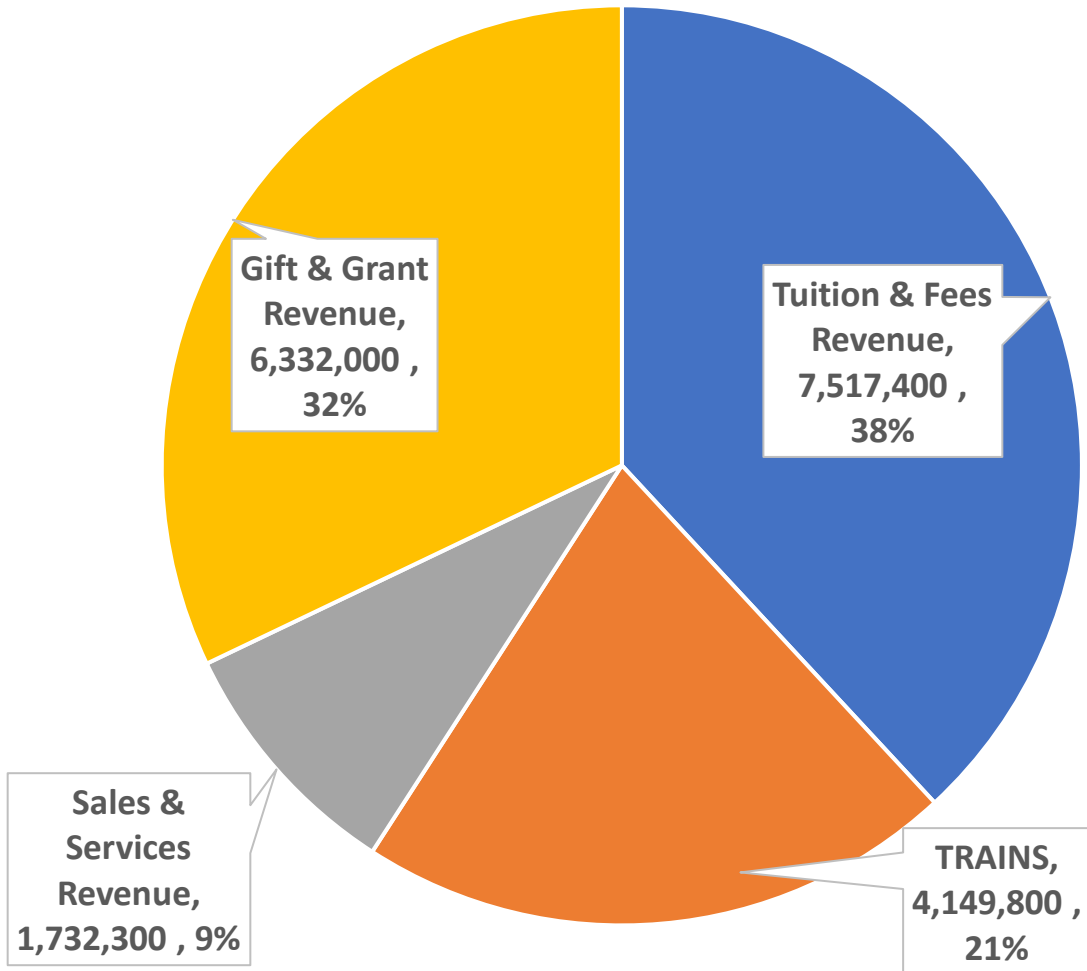
# Workforce Revenue & Expenditures

	2018-19	2019-20	2020-21
Tuition & Fees Revenue	7,517,400	7,409,800	7,881,400
TRAINS	4,149,800	4,149,800	4,149,800
Sales & Services Revenue	1,732,300	1,493,200	1,525,600
Gift & Grant Revenue	6,332,000	4,126,000	5,204,500
	19,731,500	17,178,800	18,761,300

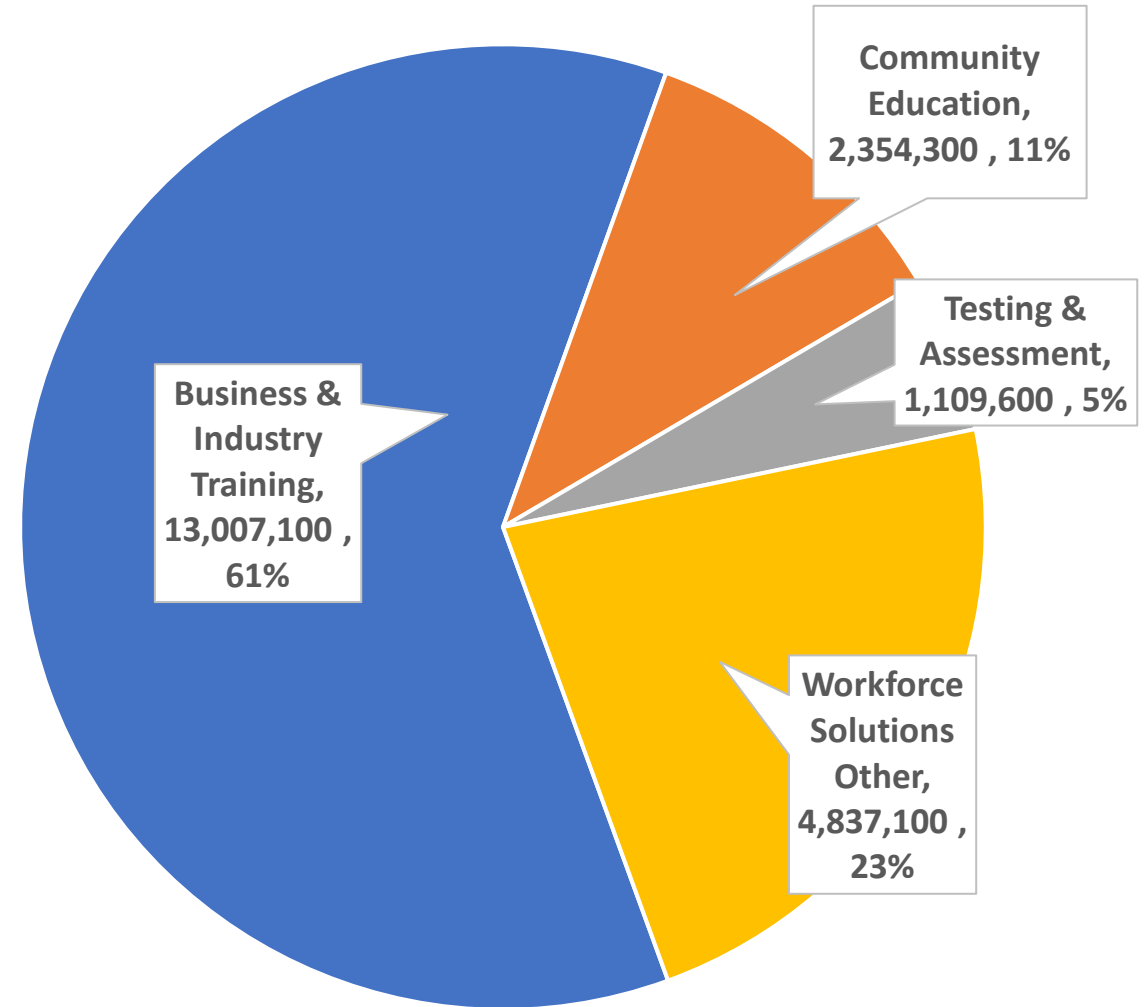
	2018-19	2019-20	2020-21
Business & Industry Training	13,007,100	15,338,500	16,647,900
Community Education	2,354,300	2,360,100	2,225,800
Testing & Assessment	1,109,600	1,252,800	1,241,300
Workforce Solutions Other	4,837,100	1,664,700	1,507,100
	21,308,100	20,616,100	21,622,100



## 2018-19 Revenue

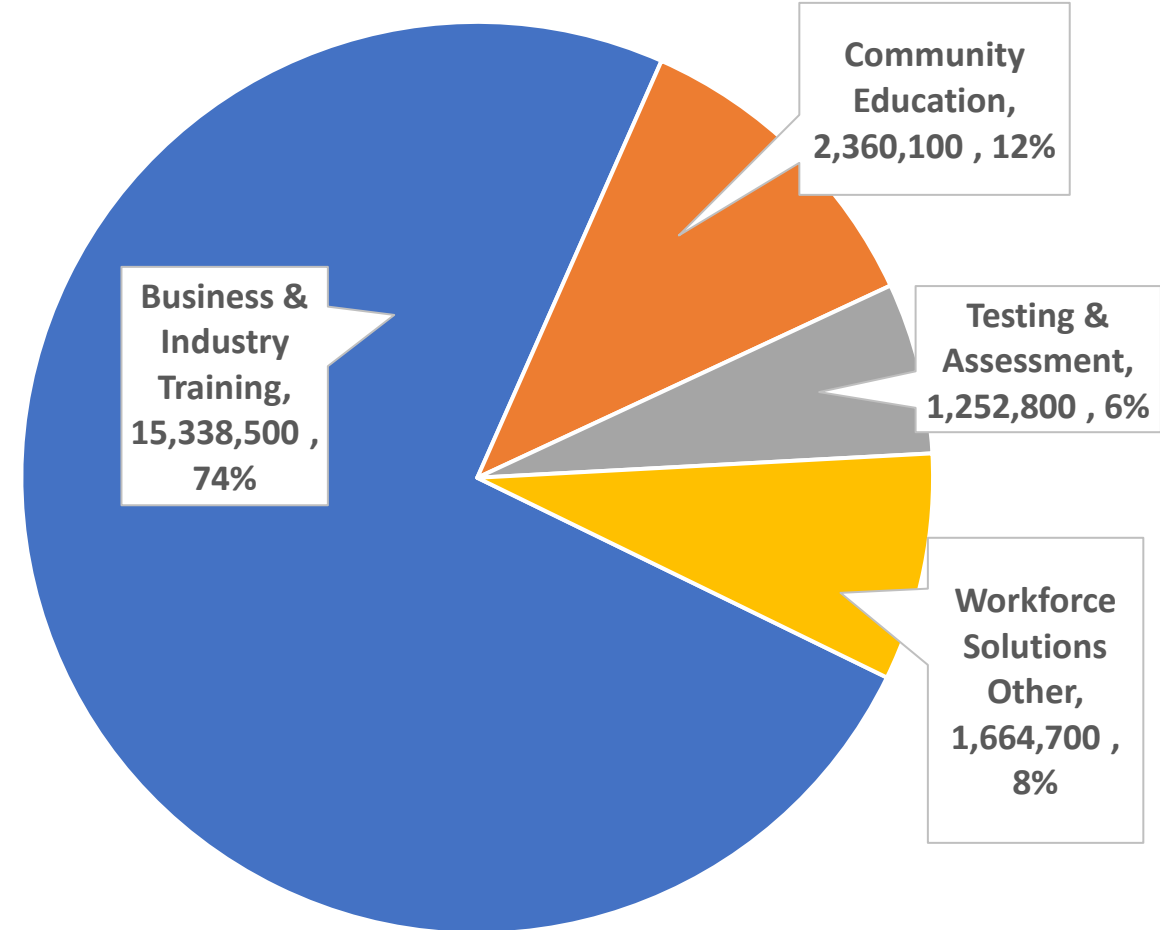
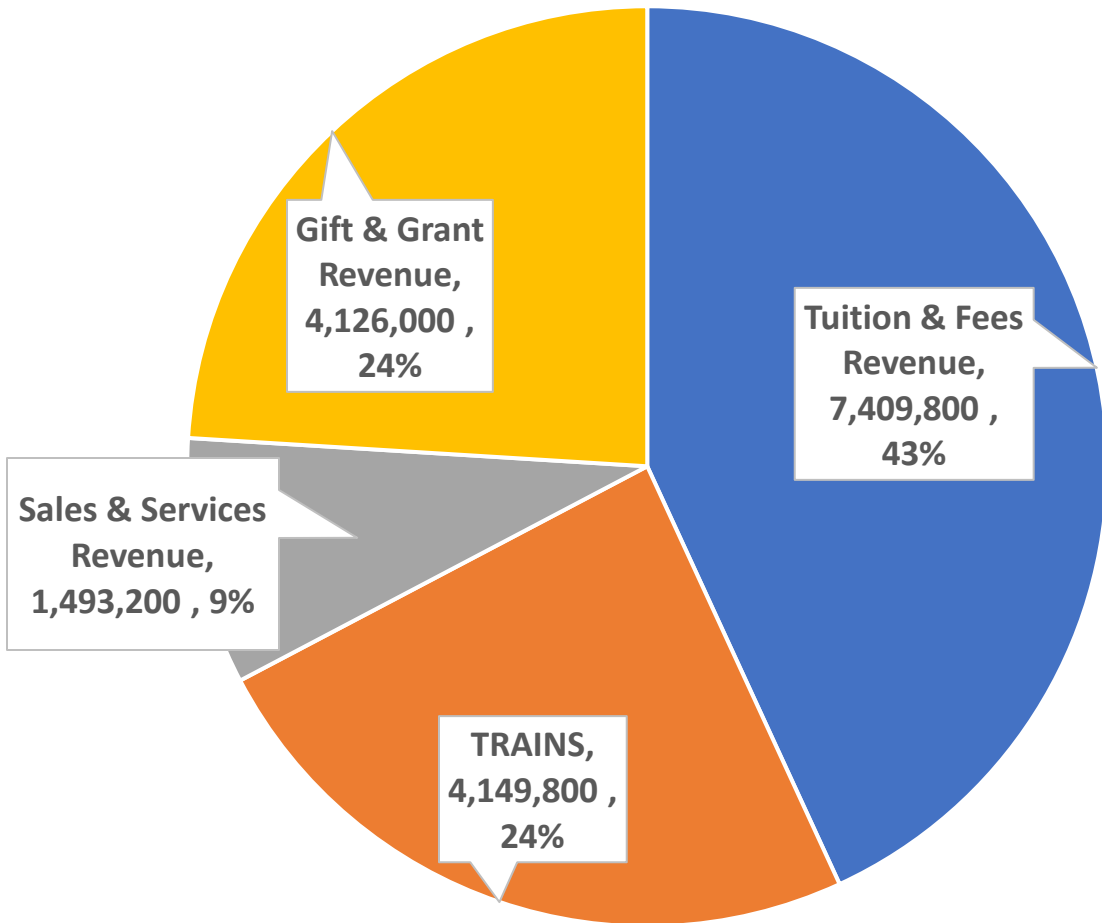


## 2018-19 Expenditures

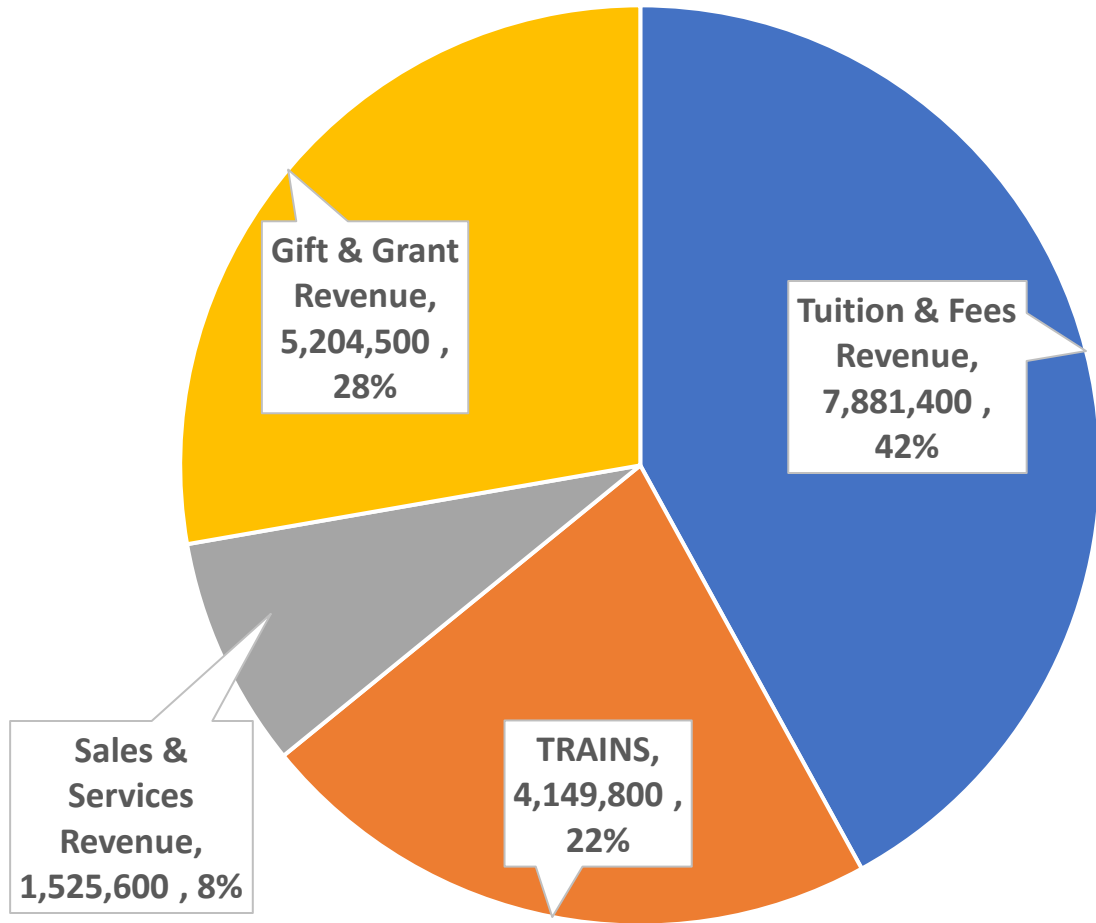


## 2019-20 Revenues

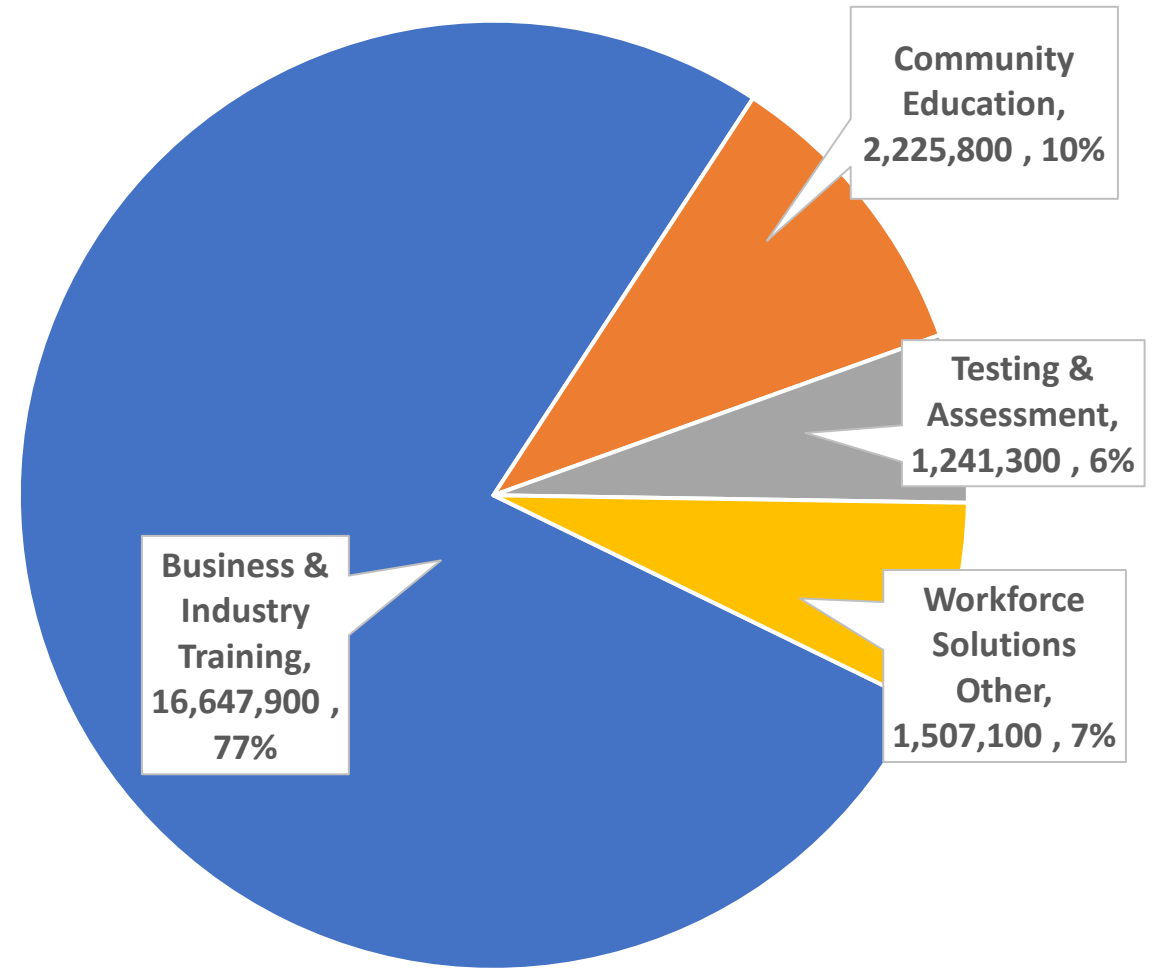
## 2019-20 Expenditures



## 2020-21 Revenues



## 2020-21 Expenditures





**KENTUCKY**  
COMMUNITY & TECHNICAL  
COLLEGE SYSTEM

# Workforce Development in Northern Kentucky



# What is the NKADD?

The NKADD is a collaboration of local leaders and staff educating and empowering communities by implementing quality services through specific areas of expertise in:

- Aging
- Community Development
- Human Services
- Workforce Development





# NKADD Workforce

- Twelve Counties
- Eleven Locations
  
- 14 Staff Members
- 15 Subcontractor Staff
- 16 MOU Partners
  
- 31 NKWIB Board Members
- 8 WIOA Governance Members
  
- 5 Pillars
- 17 Steering Committee Members
- Over 75 Partners

KY Cabinet for Health & Family Services

- Employment Connections
- SNAP E&T

SAMHSA

- Lift Up
- St. Elizabeth Healthcare primary partner

Covington Housing

- Jobs Plus

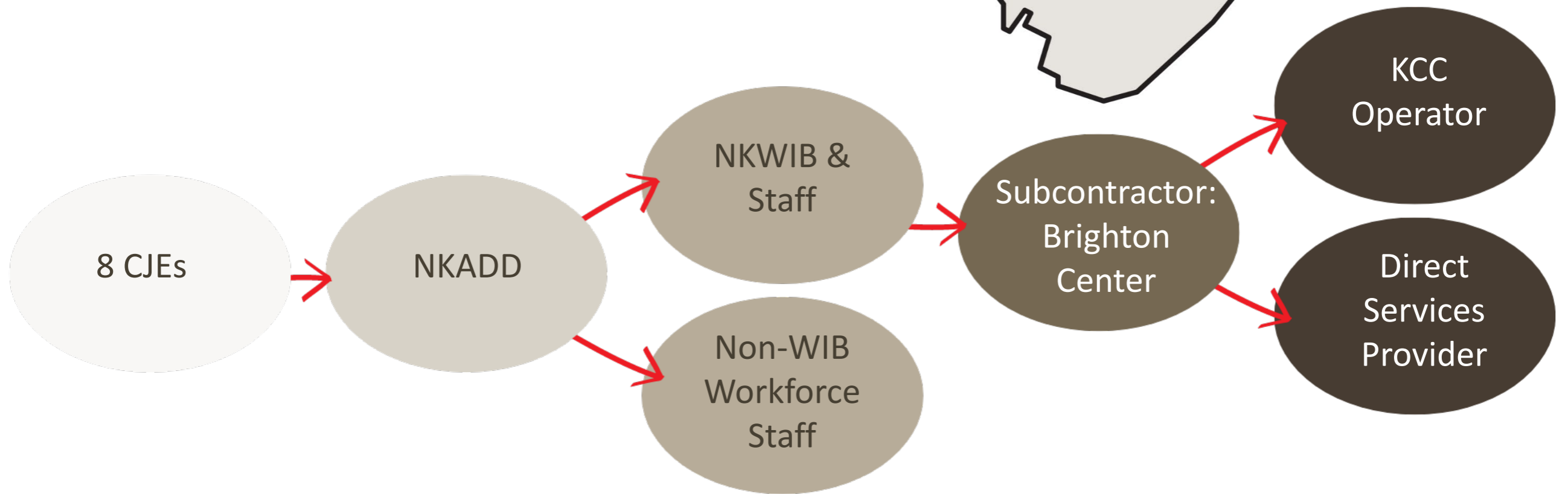
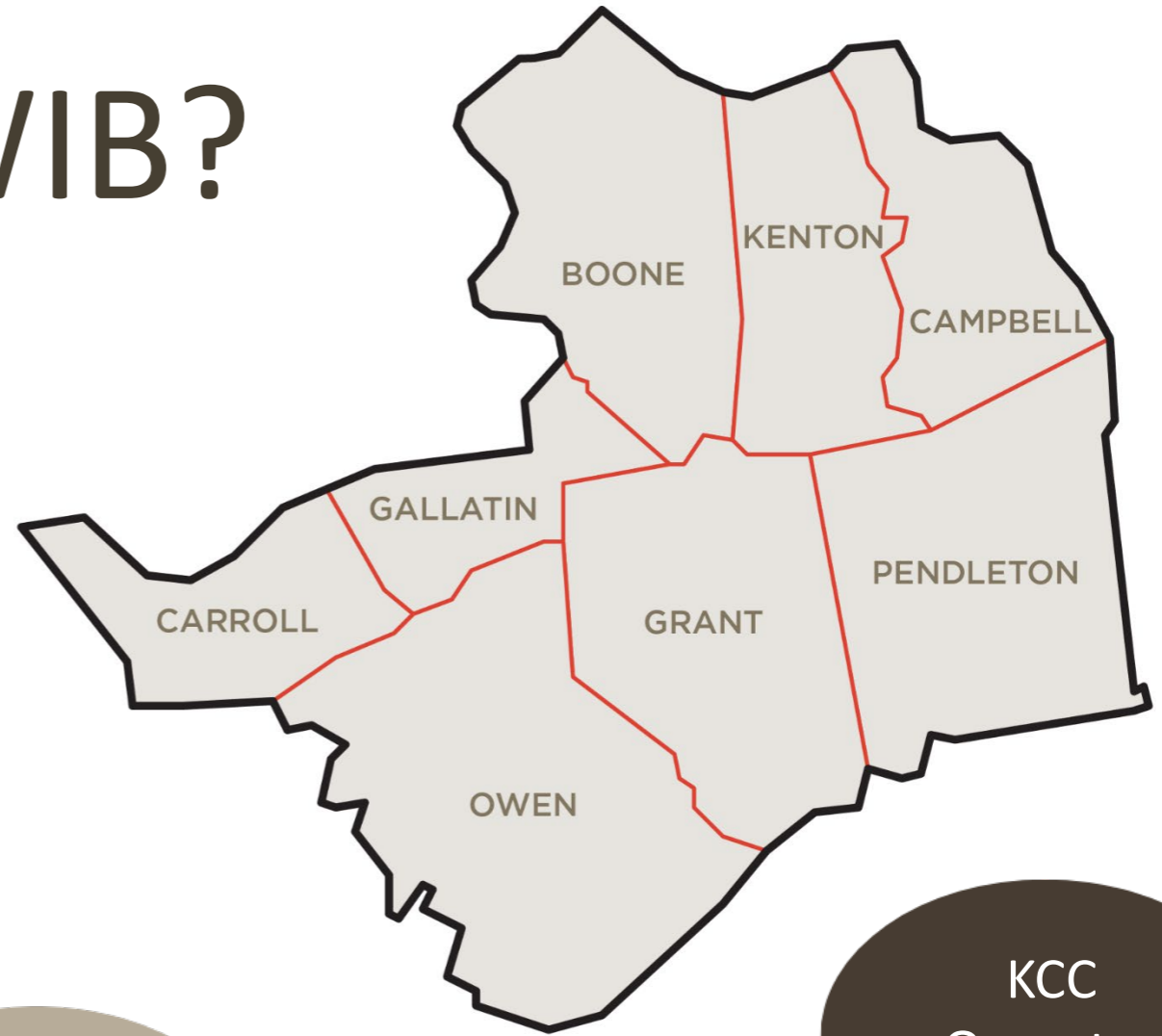
KY Cabinet for Education & Workforce Development

- WIOA
- Code KY
- Teleworks

GROW NKY

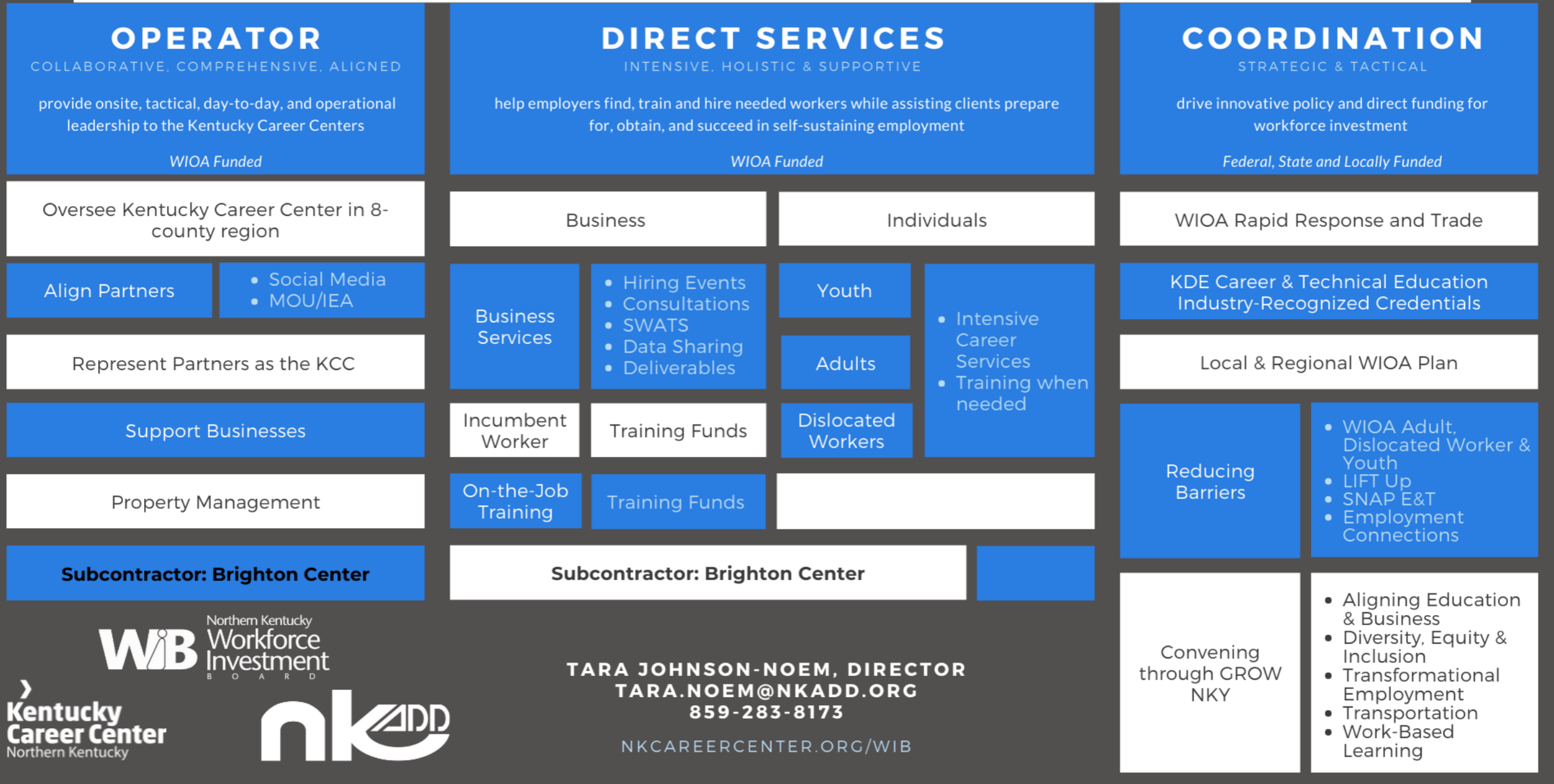
Growing Regional Opportunities through Workforce

# What is the NKWIB?



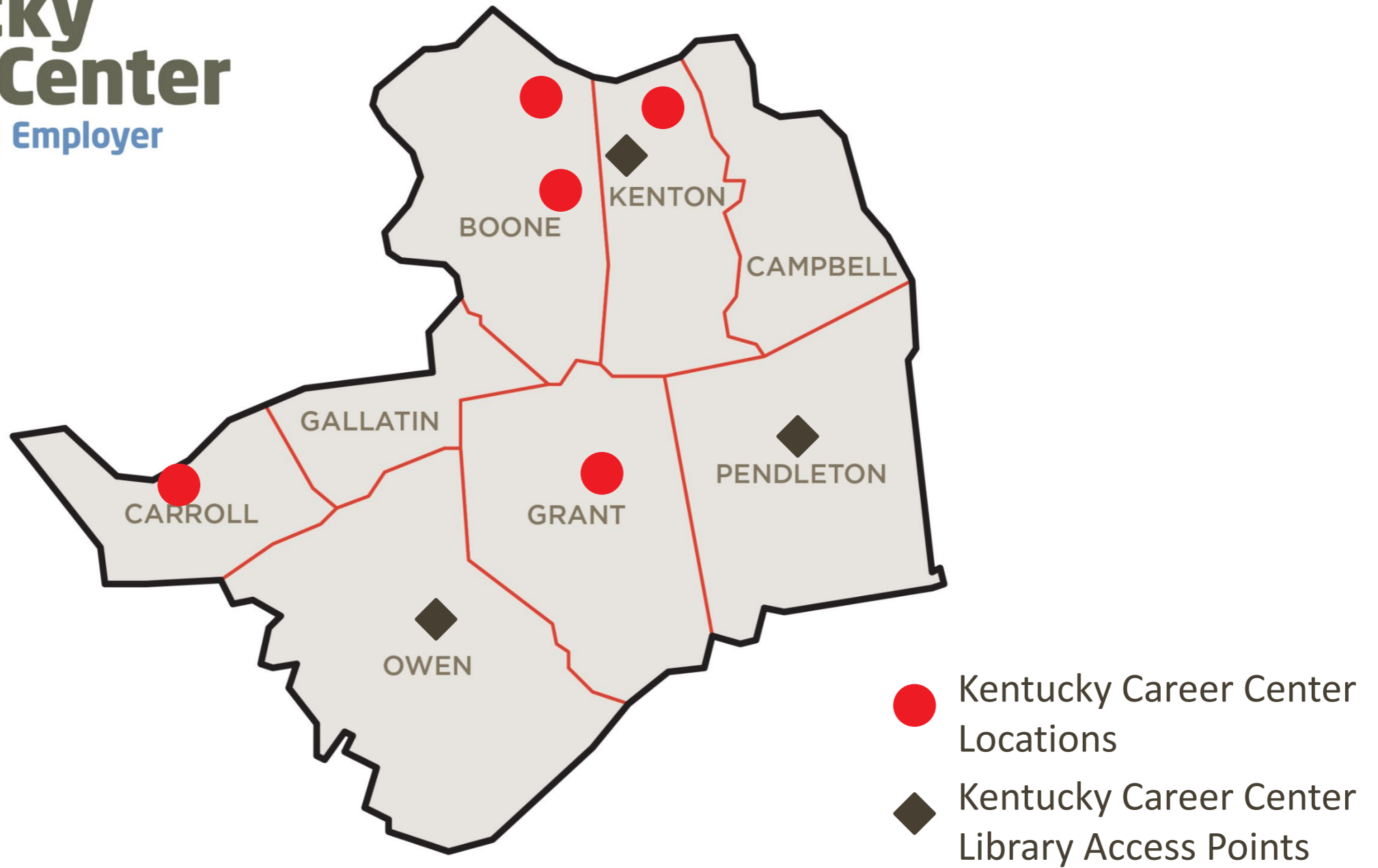
# NKADD/NKWIB ROLE IN WORKFORCE DEVELOPMENT

## POLICY, BUDGET OVERSIGHT AND TECHNICAL SUPPORT



**TARA JOHNSON-NOEM, DIRECTOR**  
**TARA.NOEM@NKADD.ORG**  
**859-283-8173**  
 NK CAREER CENTER.ORG/WIB

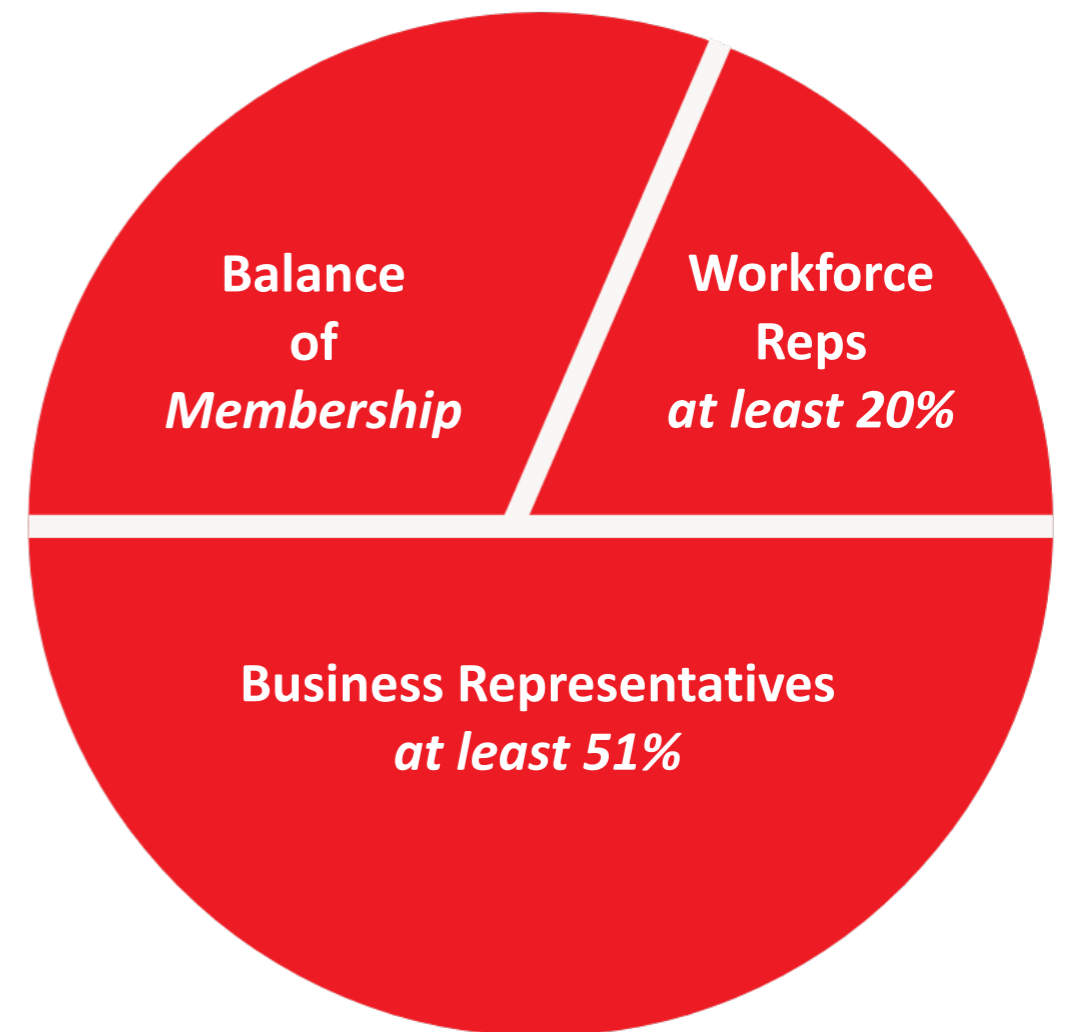
  
**Kentucky  
Career Center**  
Career Training Employer



# Who is the NKWIB?

33 Members from:

- Eight counties
- Business: Target industries
- Workforce development
- Labor
- Education & training



# NKWIB Staff

- **Tara Johnson-Noem:** Executive Director – NKADD and former Director, NKWIB
- **Correy Eimer:** Associate Director – Workforce, NKADD and Director, NKWIB
- **Simon Boxall** – Workforce Compliance Specialist & Policy Analyst
- **Melinda Ford** – WIOA Youth and SNAP E&T
- **Katie Jo Berkshire Kirkpatrick** – Workforce Development & Outreach Specialist
- **David Klokner** – Workforce Data Specialist
- **Liberty Kordish** – Senior Finance Specialist – Workforce
- **Melissa Patchell** – EC Supervisor & Workforce Program Specialist
- **Tonia Slone** – Workforce Project Manager

# 2022 Highlights

- **Job Seeker** services
  - Commitment to **in-person** appointments and increasing region-wide access to ensure equity and reduce barriers to employment
- **Employer** services
  - Strategic Workforce Action Team (SWAT), Rapid Response, Business Services Team, KCC outreach, EC and Lift UP employer engagement
- **Partnerships** with workforce partners including Chamber, Tri-ED, St. Elizabeth Healthcare, Gateway, Brighton Center, Life Learning Center, NKCAC
  - Became the **backbone organization** for GROW NKY
  - Sharing **data** to encourage strategic decision-making
  - Continued focus on **implementing** the WIOA Strategic Plan elements
- **Innovative** programming
  - Code Kentucky, Teleworks, SITE, laptop loaner program
- **Communication** about our role and capabilities
  - Eggs & Issues, NKY Forum, Leadership NKY, Partner for Success, Reentry Advisory Council, monthly newsletter

# Financial Overview

	FY2019	FY2020	FY2021
Budget Amount	\$4,294,197.43	\$5,008,240.64*	\$3,784,682.62
Expenditure	\$3,376,539.66	\$3,077,121.15	\$2,851,016.67
Percentage Expended	79%	61%	75%

\*Additional dollars reflective of the National Dislocated Worker Grant.



# Financial Expenditures

WIOA		FY2019 Expenditures	FY2020 Expenditures	FY2021 Expenditures
	Adult	\$ 669,140.71	\$ 551,911.35	\$ 527,929.46
	Dislocated Worker	\$ 776,073.46	\$ 668,944.31	\$ 523,666.12
	Youth	\$ 696,996.34	\$ 556,837.96	\$ 424,699.08
	Rapid Response	\$ 178,506.71	\$ 276,208.81	\$ 222,056.74
	Trade CM	\$ 91,488.27	\$ 93,130.17	\$ 72,894.71
	Trade Training	\$ 48,757.92	\$ 51,140.71	\$ 23,245.58
	WIOA Medicaid	\$ 159,405.11		
	WIOA SNAP E&T	\$ 33,967.96		
	NDWG		\$ 2,040.30	\$ 235,460.03
	<b>Statewide Reserve</b>			
	CVG	\$ 2,500.00	\$ 5,000.00	\$ 7,500.00
	NKWIB Outreach Toolkit			
	Covington Innovation Room		\$ 71,272.89	\$ 2,755.16
	NKWIB Careers in Coding & IT			\$ 15,339.99
<b>Non-WIOA</b>				
	KYWORKS	\$ 714,121.10	\$ 712,186.00	\$ 684,510.78
	SNAP E&T	\$ -	\$ 71,280.42	\$ 76,361.62
	Jobs Plus (Covington Housing Authority)	\$ 5,582.08	\$ 17,168.23	\$ 19,081.51
	Lift-Up (SAMSHA ST. Elizabeth Healthcare)	\$ -		\$ 15,515.89
		\$ -		
	<b>Grand Total</b>	<b>\$ 3,376,539.66</b>	<b>\$ 3,077,121.15</b>	<b>\$ 2,851,016.67</b>



# WIOA

	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>
Adult	\$669,140.71	\$551,911.35	\$527,929.46
Dislocated Worker	\$776,073.46	\$668,944.31	\$523,666.12
Youth	\$696,996.34	\$556,837.96	\$424,699.08
Rapid Response	\$178,506.71	\$276,208.81	\$222,056.74
Trade CM	\$91,488.27	\$93,130.17	\$72,894.71
Trade Training	\$48,757.92	\$51,140.71	\$23,245.58
WIOA Medicaid	\$159,405.11	-	-
WIOA SNAP E&T	\$33,967.96	-	-
NDWG	-	\$2,040.30	\$235,460.03



# Statewide Reserve

	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>
CVG	\$2,500.00	\$5,000.00	\$7,500.00
Covington Innovation Room	-	\$71,272.89	\$ 2,755.16
NKWIB Careers in Coding & IT	-	-	\$15,339.99



# Non-WIOA

	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>
KYWORKS	\$714,121.10	\$712,186.00	\$684,510.78
SNAP E&T	-	\$71,280.42	\$76,361.62
Jobs Plus (Covington Housing Authority)	\$5,582.08	\$17,168.23	\$19,081.51
Lift-Up (SAMSHA ST. Elizabeth Healthcare)	-	-	\$15,515.89

# Questions



**Correy Eimer, *NKWIB Director***

[Correy.Eimer@nkadd.org](mailto:Correy.Eimer@nkadd.org)

859.283.1885

# Thank you!

We look forward to working together!



## FY 2022 Workforce Impacts

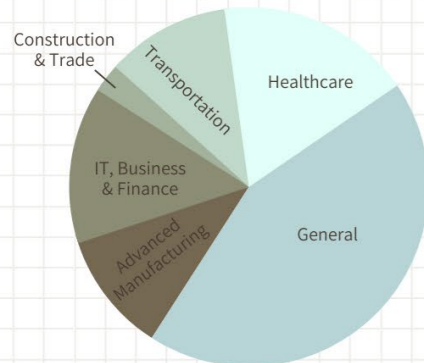
### Lift Up

The Lift Up Grant is a substance use disorder recovery grant to meet clients' needs holistically, physically, mentally, and emotionally all the way through self-sufficient employment. St. Elizabeth Healthcare and St. Elizabeth Physicians Journey Recovery Center, NKY's largest health care employer, is the lead and recipient of this nearly \$2.4 million grant funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). One of the goals of the grant is to connect people with substance use disorders to career-building resources in Northern Kentucky. The Northern Kentucky Workforce Investment Board (NKWIB), as the funder and oversight for the local Kentucky Career Center network, convenes partners and employers, leveraging resources and technical assistance to meet business needs while supporting the dignity of the clients. The NKWIB staff offered 275 transformational employment services to local NK businesses, while the Lift Up Grant served 268 clients. The development of businesses willing to hire clients in recovery benefits the community, the employer, and the recovery clients.

**Offered local employers 275 Transformational Employment Services**

**268 individuals received career-building and job search services**

### Northern Kentucky Advertised Job Postings



### Strategic Initiative for Transformational Employment (SITE)

**Served 60 individuals through collaboration**

The Strategic Initiative for Transformational Employment (SITE), based in EKCEP, helps bridge the gulf between recovery and productive participation in the workforce for individuals in recovery by providing them with valuable career and supportive services, by cultivating and supporting second-chance employment opportunities. The SITE program served 60 individuals in the Northern Kentucky area last year by collaborating with our Kentucky Career Center partners.

### National Dislocated Worker Grant



**26 individuals found temporary employment**

**Of that, 10 found long-term employment**

The National Dislocated Worker Grant (NDWG) is a specialized grant awarded to KY through the Dept of Labor and subsequently awarded to individual Workforce Investment Boards. The purpose was to assist dislocated workers who were displaced due to COVID-19 by subsidizing their employment through non-profits in an effort to help the community recover also. We assisted 26 individuals through this program.

### Employment Connections

**Assisted 38 individuals to increase their work readiness skills**

Employment Connections serves two target groups, Transitional Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients. The TANF program has experienced reduced numbers in the past year due to the state lifting the mandated work/volunteer requirements due to COVID. The program goal is to assist those receiving public cash benefits in gaining the skills and experience to attain self-sufficient employment. Even with the reduced numbers, we assisted 38 individuals in increasing their work readiness skills. SNAP has the same goal, to assist individuals in achieving self-sufficiency. SNAP is a voluntary program where clients receiving nutritional assistance can take advantage of the many services offered through our Kentucky Career Center and unique SNAP Employment and Training (E&T) program to increase their work-ready skills. For both programs, we offer job search assistance and follow-up services to assist in attaining and maintaining employment. Through our SNAP program, we have served 146 people.

TANF and SNAP E&T services are funded by the Cabinet for Health and Family Services.

### Kentucky Career Center Access Points

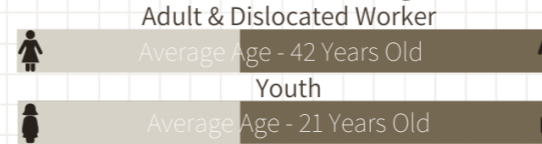
Regional Access Points have allowed the Kentucky Career Center to expand its services and reach job seekers and employers throughout the region. Northern Kentucky's access points are the Kenton County Public Library (Erlanger branch), Owen County Public Library and Pendleton County Public Library. The Kenton County Public Library has a dedicated workforce development staff that facilitates several programs, hosts workshops and assists visitors along the career-building pathway.

At the Erlanger Branch of KCPL,

**Held 427 Workforce Development Programs with 4,967 attendees**

**Facilitated 3 Employer Assistance Services sessions with 44 participants**

### WIOA Participants Demographics



### City Futures/ Jobs Plus

**Provided 111 participants with Post-Assessment Services**

**25 participants received transportation assistance**

City Futures is a workforce development program designed to connect the residents of City Heights in Covington with quality employment services, including career coaching, job readiness workshops, job training programs, resume services and funding for occupational training services in high-demand sectors. The program is funded through a \$2.2 million Department of Housing and Urban Development (HUD) Jobs Plus Grant. At the conclusion of the 48 months program, the Housing Authority of Covington celebrated its numerous successes. The NKADD Workforce Division provides technical support to program staff.

Since 2019, City Futures have

- **Enrolled 295 participants**
- **Provided services to 170 participants**
- **By fixing rent amounts, participants saved an average of \$5,000 totally \$900,000+ over the 4 year grant period**

### Employment Outreach (Programs and Activities)

Healthcare - 533



Construction & Trade - 577



Advanced Manufacturing - 953



IT, Business & Finance - 978



Transportation - 1,222



### Spreading the Word



In FY 2022, the NKWIB placed an emphasis on increasing our communications. The NKWIB Facebook and Twitter accounts saw

**Total impressions rose to 18,600**  
**Posts engagement increased by 16%**  
**and Overall, followers rose by 19%**



In February 2022, the NKWIB started releasing a monthly newsletter. Since then,

**more than 200 recipients with 1/3 of them viewing the information**

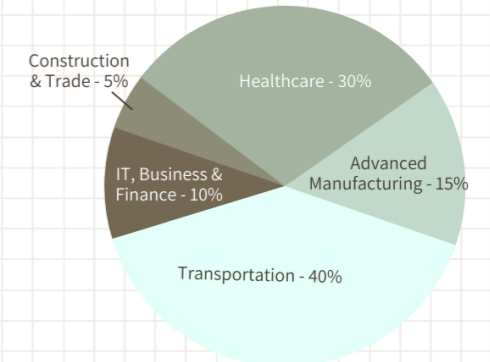
For more information visit, [NKCareerCenter.org/WIB](http://NKCareerCenter.org/WIB)

### GROW NKY

In February 2022, the NKWIB became the backbone organization to lead Growing Regional Outcomes Through Workforce (GROW NKY), a comprehensive workforce initiative. As the backbone organization, the NKWIB has hired a consultant to administrate and coordinate the initiatives' members and priorities, hosted a data release for the YouScience, and is leading the convening of stakeholders to examine continued effectiveness and long-term feasibility and the initiative's next steps.

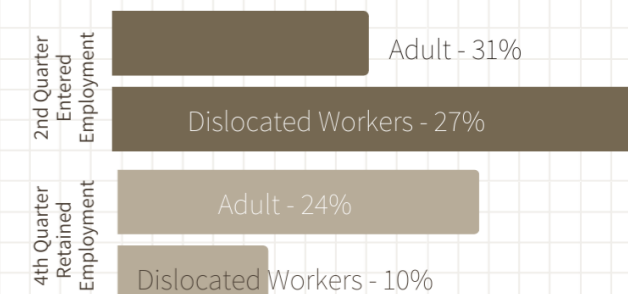


### Earned Credentials of WIOA Participants



### WIOA Participants Successes

Each Year the NKWIB negotiates a WIOA performance rate for different workforce success measures. In the first 3 quarters of Program Year 2021, participants have exceeded the goal by



### Teleworks, USA

**Connected 77 NKY residents to remote-work job opportunities**

Teleworks, USA, a division of the Eastern Kentucky Concentrated Employment Program (EKCEP), in collaboration with the Northern Kentucky Workforce Investment Board and the Northern Kentucky Area Development District, identifies and develops legitimate remote-work job opportunities with multiple national and global companies. In the past year, this collaboration has served 77 people in the Northern Kentucky area, connecting those in rural and urban areas without access to transportation or other barriers to work from home.



# EMPLOYER WORKFORCE INCENTIVES

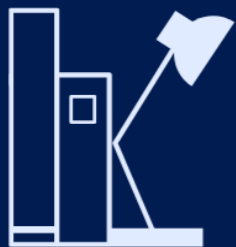
## INCUMBENT WORKER TRAINING



Employers in our regions' in-demand industry sectors can receive up to \$10,000 per year to train existing workers who have worked for a company full-time for at least six months in our new Incumbent Worker Training program. Training on or off-site provided by the Kentucky Community & Technical College System, a state college/university, a licensed and certified private institution, or a consultant may be eligible for reimbursement. Costs eligible for reimbursement include instructors' classroom costs, curriculum development, required textbooks or manuals, required materials and supplies, equipment purchased specifically for use in the training, post-training assessment or testing fees for training-related certifications and trainee travel expenses. An employer match is required on a sliding scale based on company size. Employers with 50 or fewer employees must contribute at least 10 percent of the cost. Employers with 51 to 100 employees must contribute at least 25 percent, and employers with more than 100 employees must contribute at least 50 percent of the cost.

## ON-THE-JOB TRAINING

On-the-Job Training is a training option for higher-skilled occupations while allowing an employer to hire and train an individual who would not otherwise qualify for the job. OJT provides an employer with a partial wage reimbursement of 50% with a \$7,000 max per participant not to exceed six (6) months in exchange for employer training and a commitment to retain the individual when the training is successfully completed. OJT contracts support employers that need skilled talent and are offered for high-demand sector occupations, provide wages that lead to family self-sufficiency, and ensure long-term self-sufficiency for their employees.



## YOUTH WORK EXPERIENCE

Youth work experiences are planned structured academic and occupational educational experiences that take place in a workplace for a limited period of time. These internships/work experiences can last up to six months, up to 40 hours per week, with pay rate matching the rate of other employees in similar positions, up to \$16.00 per hour, not to exceed 1,040 hours. Through work experience, youth will receive employability skills/job readiness training. While the goal is for the experience to lead to full-time permanent employment, the employer has a low-risk opportunity to train an individual in their facility with no obligation to hire.

## EMPLOYMENT CONNECTIONS

Employment Connections (EC) is a program designed to assist TANF and SNAP recipients in developing skills to obtain, retain, and/or upgrade employment skills and secure employment to achieve self-sufficiency. EC offers clients active participation in community service, work experience in non-profit agencies, job readiness training, wage subsidy for TANF clients and unsubsidized employment opportunities. Wage Subsidy offers 75% reimbursement to employers for 4 months and 50% for 2 additional months if a TANF client is hired using the program with a goal of permanent employment. The program staff encourages employers to hire participants, but employers are under no obligation to provide permanent employment past the contract. Employment Connections serves Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton, and Scott counties.



## REVOLVING LOAN PROGRAM



The Small Business Lending Program, or "Revolving Loan Fund" (RLF), is a publicly administered development capital fund. The RLF serves small business owners who are having difficulty securing private financing. Loan requests between \$10,000 and \$100,000 are considered for projects with economic benefits for the region and the workforce. For each loan project, RLF funds shall comprise between 15-50% of the total cost of each project, with the balance financed by private sources. The borrower is responsible for a two percent (2%) origination fee and the closing costs. Most loans are assigned a fixed interest rate determined by the RLF committee. The minimum fixed interest rate of 4%. Loans shall be repaid in equal monthly installments, including interest and principal. The borrower may repay an RLF loan at any time without a prepayment penalty.





## Vision

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

## Mission

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote:

*Engaged employers*

*Skilled jobseekers*

*Collective impact*

### Collaboration

We value the strengths of our community partners and collaborate to ensure effective and efficient service delivery.

### Equity

We are a force for equity, inclusion and life-changing results for all of our clients.

### Continuous Improvement

We foster a culture of continuous improvement through regular evaluations of programs and activities using measurable goals and targets.

### Innovation

We step beyond traditional thinking by using creativity to develop policy and direction.

### Customer Focus

We respond to employer and individuals needs with exceptional and culturally competent customer service.

## Diversity, Equity and Inclusion

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients.

We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

# 2021-2025 Strategic Plan Elements



Employer Services

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.



Board Governance

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.



Jobseeker Services

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.

Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.



Data-Driven Decision Making

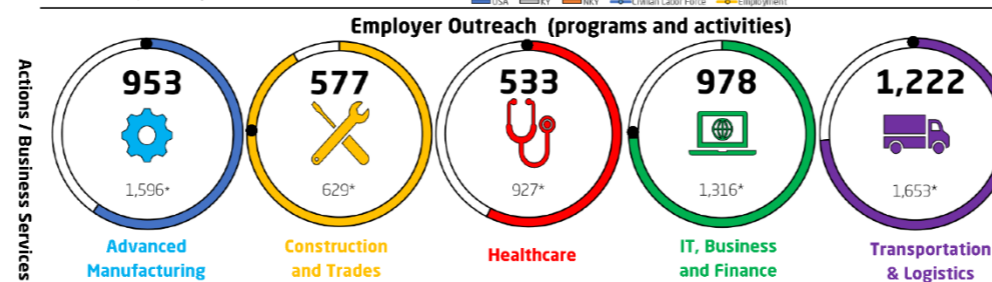
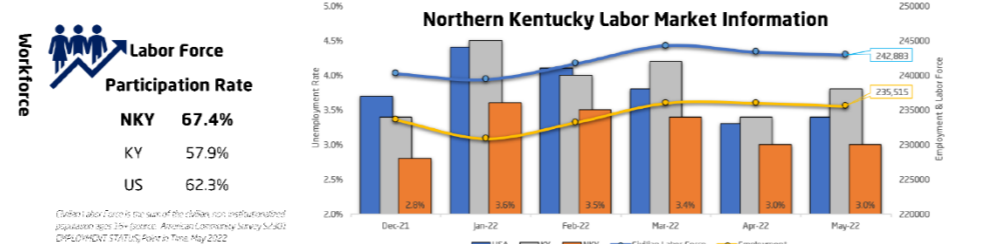
Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

# Data-Driven and Results Focused

## FY 2022

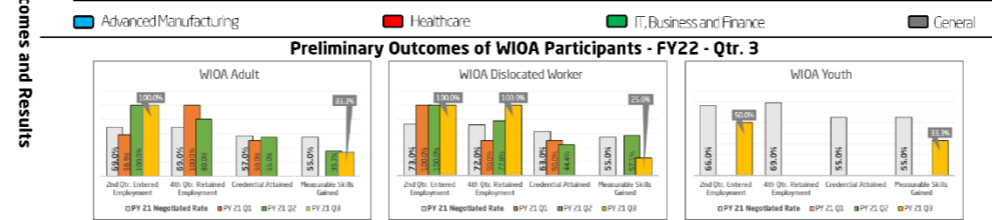
**WIB** Northern Kentucky Workforce Investment Board **Key Performance Indicators (KPI) FY22**  
July 1, 2021 – June 30, 2022



**Employer Hiring Events & Job Fairs:** 577 / 518\*  
**Employer Tours (onsite and virtual):** 22 / 7\*  
**Participating Employers:** 211 / 214\*  
**Rapid Response Assistance:** 1 / 8\*

### WIOA Outcomes and Results

Basic Career Services (in person, on site services available to all customers)	12,782	9,069*
WIOA Individualized Career Services (eligibility / enrollment required)	161	308*
WIOA Career Training Services (eligibility / enrollment required)	67	75*
WIOA Youth Paid Work Experience / Internships	15	17*



**Applicant Interviews:** 3,207 (Job Seeker) / 2,146\* (Employer)  
**Job Placements:** 985 (Job Seeker) / 901\* (Employer)  
**Customer Satisfaction:** 96% (Job Seeker) / 93% (Employer)

Sources: KY Stats, U.S. BLS, KIBES/KEE Suite, NKY KCC Team, Labor Insight, FOCUS (Not Seasonally adjusted) \*Previous Year Point in Time \*Previous Year Total

# Data-Driven and Results Focused

## FY 2023

