



# Kentucky Education and Workforce Collaborative Meeting

## AGENDA

Thursday, January 26, 2023

**Zoom Meeting Session (in-person option, please RSVP**

**Debbie.dennison@ky.gov)**

**1:30pm- 3:30pm EST**

**Optional In-Person Networking: 1:00pm**

### LOG IN INFO:

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

<https://us06web.zoom.us/j/84820790377?pwd=N1dCUXF5bFFvcjdjQWZZN290YzBadz09>

Password: 7sSJ7v

### 1:30PM CALL MEETING TO ORDER

Welcome and Introductions.....*Beth Brinly, Chair*  
Deputy Secretary, Education and Labor Cabinet

1:40pm Strategic Plan Goals Review..... *Alisher Burikhanov, Executive Director*  
Kentucky Workforce Innovation Board

1:50pm Initiative updates .....*Kim Menke, KWIB Chair*  
Toyota Manufacturing

Funding Report work for PY2019, PY2020, PY2021 (Metrics working group)

Statewide Memorandum of Understanding (MOU) update..... *Debbie Dennison, Deputy Executive Director*  
Kentucky Workforce Innovation Board

Resource Alignment and Funding work (2024 WIOA State Plan Modification) ..... *Debbie Dennison, Deputy Executive Director*  
Kentucky Workforce Innovation Board

### 2:10pm Justice-Involved Re-entry initiatives in Kentucky

Overview..... *Alisher Burikhanov, Executive Director*  
Kentucky Workforce Innovation Board

Discussion Lead.....*Kerry Harvey, Secretary*  
Justice and Public Safety

Open Discussion on state government agency re-entry initiatives

### 3:30PM EST ADJOURNMENT



# Kentucky Education and Workforce Collaborative Meeting

Meeting Minutes for 01.26.22

Hybrid Meeting - 1:30-3:30 p.m. ET

Optional In-Person Networking - 1 p.m. ET

Zoom Link: <https://us06web.zoom.us/j/84820790377?pwd=N1dCUXF5bFFvcjdjQWZZN29OYzBadz09>  
 Password: v4jG?G4P

### Call Meeting to Order – 1:30 p.m. ET

Beth Brinly, Chair and Deputy Secretary of Education and Labor Cabinet, welcomed everyone.

Entity Name	Contact in Attendance
Kentucky Workforce Innovation Board (KWIB)	Alisher Burikhanov, Executive Director
Governor Andy Beshear – Secretary John Hicks	Secretary John Hicks
Kentucky Education and Labor Cabinet	Deputy Secretary Beth Brinly (Chair)
Kentucky Cabinet of Economic Development – Deputy Commissioner Kristina Slattery	
Kentucky Education and Labor Cabinet	Secretary Jamie Link
Kentucky Department of Education	Beth Hargis
Career Development Office	Jason Hutchinson, Executive Director
Kentucky Cabinet for Health & Family Services	Deputy Secretary Carrie Banahan
Kentucky Justice & Public Safety	Deputy Commissioner Lisa Lamb, Secretary Kerry Harvey
Kentucky Workforce Innovation Board	Kim Menke, KWIB Chair
Kentucky Council on Post-Secondary Education	Rick Smith, Vice President, proxy for
Kentucky Council on Post-Secondary Education Conference of Presidents (representing the Presidents) - Dr. Bob Jackson	Tim Todd, proxy for Dr. Jackson
Kentucky Commission on Military Affairs - BG Steven Bullard / Dallas Kratzer	
Kentucky Chamber of Commerce Foundation	Ashli Watts, LaKisha Miller
Kentucky Housing Corporation	Kaye McAfee
Chief Local Elected Official (representing the LEOs through KACo)	Judge Orbrey Gritton
Local Board Director (representing the 10)	Michael Gritton, Sheila Clark, Tonia Slone
State Director of the Kentucky National Federation of Independent Business - Tom Underwood	
Kentucky Human Development Institute (HDI) of University of KY	Kathy Sheppard-Jones, Executive Director
Job Corps Director (representing the 7)	Jesse Shadle proxy for Amanda Curry
Kentucky Community and Technical College Systems	Dr. Paul Czarapata / Kris Williams

**Others present:** Ramona Brock, Harley Blakeman, Ramona Brock, Kristin Porter, Amy Luttrell, Dr. Gregory, Dr. Tonika East, Dennis Ritchie, Lisa Thompson, Leta Martin, Summer Morgan, Myra Wilson, Aaron Poynter, Tonia Slone, Kristen Porter, Debbie Dennison, Elishah Taylor, and Sara Jagers.

## **Welcome and Introduction**

**Beth Brinly, Chair and Deputy Secretary of Education and Labor Cabinet (ELC)**, expressed her appreciation for each partner and excitement to work with each entity in attendance. She shared that the Kentucky Workforce Innovation Board (KWIB) is using the *Strategic Plan* as the North Star and grateful to have the Chairman present. This type of meeting is where we bring all of the resources across the commonwealth in State government, in the private sector, in the public sector moving in collaboration to achieve the goals and objectives that we have for workforce development and building the talent pipeline that will help the commonwealth continue to grow, to create the quality we want in our communities, and most importantly transform individual and family lives. She expressed that she is excited to work with each entity. She continued that the collective impact approach is needed when you are facing a challenge that is broader than one entity, program, or person. This approach requires shared resources to meet the core elements: Common shared vision for outcomes, shared goals that you want to achieve together, define metrics for success, mutual reinforcing activities, and a backbone agency that keeps everything moving, which is the Kentucky Workforce Innovation Board (KWIB) that works with all entities including KYSTATS.

**Beth Brinly** asked if everyone on this committee would introduce themselves, virtual and in-person. She then handed over the discussion to **Kim Menke**, to discuss initiative updates.

## **Initiative Updates**

**Kim Menke**, KWIB Chair, gave a brief overview of the main objective of the strategic plan, was to build a metrics for workforce/education. There have been a few challenges with working with so many different budgets with different categories that need to be clarified to identify funds that weren't spent, Michael Gritton shared their plan for doing the same review.

## **Funding Report work for PY2019, PY2020, PY2021 (Metrics working group)**

**Kim Menke**, KWIB Chair, shared that the work being done by the Metrics committee continues to be compiled by KWIB staff and we look forward to seeing the culmination of those programs when completed.

## **Strategic Plan Goals Review**

**Alisher Burikhanov**, KWIB's Executive Director, shared that he has enjoyed his first three months and looks forward to continuing to connect with board members and other stakeholders. He shared that the KWIB and the Collaborative are two hands working together. The KWIB sets a good visionary plan for a workforce system that works for all. The *Strategic Plan* or the North star is Kentucky's plan to move forward and was included in the pre-read documents for this meeting. He shared four goals from the *Strategic Plan* of focus:

1. Value Driven Employer Engagement
2. Education Attainment
3. Workforce Participation
4. Resource Alignment

Alisher thanked the Kentucky Office of Adult Education (OAE) for supplying copies of the book "Emotional Poverty" by Dr. Payne for attending members to take. He shared a recent conference that Dr. Payne led about how to really see and understand perspectives from different cultural lenses, and how individual life experiences impact their outcomes in school, and work and life. This book starts the conversation and there is second entitled "Bridges Out of Poverty." We have an in-house trainer, through the Career Development Office (CDO), who can lead this training as well and wanted to share this insightful book as an education for all of us.

Alisher thanked everyone for submitting their programmatic information as it relates to the topic for today's meeting and introduced the rest of his KWIB team: Debbie Dennison, Elishah Taylor, and Sara Jagers.

## **Memorandum of Understanding (MOU) and WIOA State Plan Modification update**

**Debbie Dennison**, KWIB's Deputy Executive Director, shared the IFA and MOU's have all been processed, and going forward will be gathered by Department of Workforce Development (DWD) staff. If there are any questions around that process, please reach out to either [Rachel Adams](#) or [Debbie Dennison](#).

The Combined State plan will be due in 2024 and the KWIB staff will be traveling to and convening stakeholders, to help build the plan out for the 2024 submittal. She shared with the collaborative members to lift up ideas and recommendations through internal channels or through their local workforce boards and we will make sure they become a part of the State Plan.

**Deputy Secretary Brinly** thanked Debbie for the update and thanks to the local workforce agencies for their efforts with the IFA / MOU process in collaboration to get them in place January 6, 2022. We will hold work groups to monitor and continuously improve the process.

### **Topic of Discussion: Justice-Involved Re-entry initiatives in Kentucky**

**Deputy Secretary Brinly** asked attendees (in-person/virtual) within the meeting to share a key strategy that has been successful for them:

1. List one strategy that you think we need to bring to scale in the work you've been doing.
2. Identify one barrier or obstacle that you have experienced working on this strategy.
3. Identify metrics that will show the impact of their work.

**Aaron Poynter, Director of Re-entry Programming** for Cumberland and South-Central Workforce for the local areas, stated that the key strategy he says has had a lot of success for them was **No Wrong Door Approach**. He shared that re-entry work is reactive. The work being done by the *Putting Kentuckians First* scaled back ownership to a local level. They are able to get involved and try to change the trajectory of these individuals' lives. They work with both Corrections and individuals that are in the system at that level, and by scaling it to a local level create a *no wrong door approach*. Aaron's role is as a liaison to businesses, to the justice system, to anybody that's going to listen including state leaders, and local leaders. This process is working and his interest in replicating the initiatives across the commonwealth. Sharing information among partners allows the opportunity to provide support and connect individuals back into the community.

**Michael Gritton, Executive Director of KentuckianaWorks**, shared information from a local workforce board perspective around the Workforce Innovation and Opportunity Act (WIOA's) youth initiatives. The initiative targets 16- to 24-year-olds who are not in school and not working. Currently, KentuckianaWorks is funding a program that Goodwill is running and doing an amazing job. "The Spot", is a young adult opportunity campus in Louisville and they serve 500 to 800 young adults. Goodwill began leading the services a year and a half ago. Michael shared that there are nearly 15,000 disconnected young adults in KentuckianaWorks, 16- to 24-year-olds who are not in school and not working and a large portion can be found in West Louisville. They are serving one in five and are serving 800 out of 15,000. Federal money through WIOA, is shrinking, so KentuckianaWorks has been braiding funding streams, including money from the city of Louisville. Their program is working but they too, want to scale it, but would need additional funding sources.

There is zero state money provided, which is an obstacle. Other states provide this sort of general funding for such programs. From a local level perspective, we cannot wait on the Federal Government to fund workforce development efforts and must find funding to support needs of local communities. We have proven that providing supports and working with them, helping them find success through Goodwill provided steps will get them employed, and on that path right again.

**Sheila Clark, Director, West Kentucky Development Area**, shared that in Western Kentucky they are working with individuals that are in arrears with child support, and also currently work with the drug program in McCracken County, which is a joint effort with state agencies. For three years, they have had some success in funneling people through the career centers and most recently we had a specialized job fair. This event focused on preparing the individual for an interview, such as getting them haircuts, new clothes for interviews, and conducting practice interviews. Sheila said the job

fair built their confidence before they went in for that real interview. The Drug Court didn't even realize that they did things like that, so it open their eyes. Unlike Michael we don't serve but 500 people total, however from a local perspective are in dire need of funding to support these initiatives. One of the things that was interesting was sometimes individuals were placed with a job, but some didn't keep the job for various reasons. For example, if the parent paying child support doesn't feel like they are an important part of that child's life, then they aren't as motivated to keep a job to pay that child support. They are pulling from adult dislocated funds to fund this effort which leaves a gap in activity for older adult services. They are going to share opportunities with judges, district court judges, family court judges, and new area veteran court that is in Christian County to incorporate into this effort.

**Harley Blakeman, Employer**, shared that he was invited to the meeting and thankful to share his experience of being incarcerated. He shared that he was convicted of 2 felonies about 11 years ago one in Florida and one in Georgia and now runs an organization called Honest Jobs which is essentially an online platform. They have built an online platform that connects employers that are willing to hire people with criminal records to individuals that have criminal records looking for jobs. They have jobseekers with misdemeanors that use our service as well and have been successful. Research has been conducted to find an answers, but what we've concluded is when people come home from prison it often takes up to on average 8 months to find a job. They take pride in their users finding jobs within on average about 24 days, so they reduced that time significantly. If anybody would like more information about [Honest Jobs](#), please contact [Melissa Dickerson](#) as she is leading the initiative in Kentucky.

**Beth Brinly, Deputy Secretary** shared as they were preparing for this meeting, Secretary Harvey shared his vision for having a re-entry center where folks will do their training anywhere between 3 months to a year prior to departure. Great work has been done in this area, whether it's in pre-apprenticeship or registered apprenticeship. Illinois, Iowa, and Idaho are working with the local workforce areas. They have a facility that is dedicated to training and preparing individuals for release into the local workforce. The individuals choose the communities that they are working in. There is a supplemental resource that goes to that local board to immediately pick up and provide support to that individual and add wrap around services needed. Re-entry is the core, but we should be thinking about how we really build that network between the re-entry specialists that are in the system today with the folks who are working in the local workforce boards and other community partners to be able to do that, whether it's Goodwill or another.

**Paul Czarapata, President of Kentucky Career and Technical College System (KCTCS)** shared that Maysville is leading a pilot that could scale across colleges. KCTCS has a memorandum of agreement with the Department of Corrections (DOC) and are doing both online and face-to-face offerings to work. The work includes certificates, diplomas, degrees within facilities, support and advising financial aid, tutoring and others. I think our biggest barriers have been with staffing inside the facilities for corrections. There is limited staffing to support online courses. The participants need to have special browsers on special machines. We are working through challenges. They are in the first stage of this larger implementation but off to a good start with the Maysville cohort. We have partnerships with Goodwill and Somerset, and that's in conjunction with the Pulaski County detention Center, Goodwill, and the Cumberland workforce board to work with Hendrickson, an employer, which trains inmates to obtain a welder helper certificate. An eight-week program gives the opportunity to get out and get a good paying job. The participant's salary is kept in a savings account until they are released. Some of the participants come back to Somerset Community College and some go straight to Hendricks to advance their careers so they have options.

**Amy Luttrell, President / CEO, Goodwill Industries of Kentucky**, shared Goodwill's initiatives over the past few years and they have seen a lot of people succeed as a result. Their success has included partnering with others to bring services together and streamline resources for challenges and barriers that people face daily. Goodwill is focused on barrier removal, and some inmates upon release don't know where they are going to sleep next week. Amy advocated for money set aside for a more structured form of workforce type housing that can assist people who are in need. Amy serves as Chair, of the KWIB workforce Participation Committee, and this is one of the original goals from our strategic plan, and I think it's very practical, and something that we can do if we work smart, and that is to increase Kentucky labor force participation right to the point that it exceeds the rate of our neighboring states.

## **Discussion Lead**

**Kerry Harvey, Secretary, Justice and Public Safety**, shared information and initiatives on the state's re-entry initiatives and next steps. Secretary Harvey said there are two (2) primary elements to a successful re-entry. One is to address substance use disorders in a meaningful way and, two, that they have a good job. Studies have shown that success rates for the incarcerated increase with a job that allows them to provide for their family. A meaningful job equates to hope and a future. He shared some of his vision and priorities.

A re-entry campus within our correction system would benefit everyone involved, being able to send people a few months before they are to be released, to prepare for re-entry into society. He would like to see our re-entry people be "order takers" for employers. He would like partner with employers needing people to do a certain skill for a job, and then train inmates specifically for that employer. This concept could provide our employers who are starving for a workforce with people who are trained, willing and able to work on the first day after release and have a head start on job training. He is working with the Chamber to identify *Fair and Second Chance* employers. The Department of Justice and Public Safety is building a training facility at the Eastern KY Correctional Complex, and he thinks this group could help get jobs on day one by providing Registered Apprenticeship programs within the walls, then piggyback those apprenticeships outside the walls.

**Michael Gritton, Workforce Director, KentuckianaWorks**, stated that local group would be a great tool in orchestrating how to help this population. They have relationships with employers open to individuals with records. Michael suggested coordinating on efforts to reach out to employers, instead of contacting employers separately.

**Lisa Lamb, Deputy Commissioner, Department of Corrections**, shared that we all have a common goal and the Department is 100% willing to work with this collaborative group and is so glad that Secretary Harvey was available to speak to the group about his statewide vision. She is a career corrections employee, who is so happy that this meeting is taking place because she remembers in the past nobody caring to even speak about the issue. **Michael Gritton** stated that he will work with Lisa to get a model together to share with the other local areas.

**Aaron Poynter** shared further that the model of engaging employers before inmates are released is *Putting Kentuckians First* and is successful. He has been the main contact; it has been employer driven and he has had employers ask if he could provide workers for a specific job. He has jailers begging for him to come to their facility, so it is working. He had one female incarcerated that walked out with \$11,000 in her bank account and still working with the employer today.

**Kristen Porter, Department of Corrections**, added that *Putting Kentuckians First* is an effective model, but it hasn't been implemented everywhere. She said historically, her staff has worked with the locals, but they need to reconvene especially after the pandemic. In 2018, the staff jobs that were created went unfunded. Even with 74 jails across the state, she only has 7 staff that are paid via grant and doesn't know how to expand services without more funding.

**Secretary John Hicks** of the Governor's office, asked about individuals on probation. **Aaron** said that the *Putting Kentuckians First* includes those individuals that are on probation, using local level resources to assist, and it is possible to coordinate further across the state. He explained the families can get services too with their behavioral health representatives. Aaron said with Senate Bill 90, it reduces the stipulations that have been included in other programs, so they can help anyone in the system at any time. This program can become robust and will take all the partners working together.

**Secretary Harvey** shared that the state partners should identify the best person(s) for each employer that is willing to be a second chance employer.

**Dennis Ritchie, Senior Director of Goodwill**, added to the discussion around barrier removal along the way. For example, barrier reduction to cover housing, transportation, etc. Goodwill started using a self-sufficiency matrix, about a year ago. When someone comes to one of their coaches, then they can help them get to a better placed and to ultimately get them out of poverty and into the workforce.

**Lisa Thompson, Vice-President**, Louisville Urban League, shared that those released from incarceration come to them as well. One of the things behind every local workforce board, are the fleet of MOU partners that are already doing the work. We have to ask hard questions, so that eventually we can right size this problem. She asked about the parolees that are at our doors now. Why are we so overly incarcerated? **Secretary Harvey** explained that the number of incarcerated isn't going to change soon and that he believes we should be smarter on crime. We need to be discerning about people who need to be separated from society versus others who need help in other ways.

**Ashli Watts, President, Kentucky Chamber** added that she knows that Senate Bill 90 is a pilot program but may benefit everyone. Senate Bill 90, was sponsored by Senator Whitney Westerfield during the last session. Basically, it says that if you are charged with a crime from substance use disorder (Class D) that you would go through another path kind of a detour to incarceration, but if you maintain your job and get the recommended treatment needed, then you would not have to be incarcerated and the charge could, eventually, be erased.

**Dr. John Gregory, Executive Director, Office of Adult Education** mentioned that Senate Bill 90 is addressing one area of focus on this issue and that *Putting Kentuckians First is the model* and that the totality of the circumstances discussed in this room are captured in that program. Senate Bill 90 is a pilot program, it might not be representative of what Kentucky looks like from a demographic standpoint because we are only rolling out one county, Letcher County. *Putting Kentuckians First* checks all the boxes that have been discussed today. A component that we haven't spoken about is adult education. We have been GED central for so long but the Federal Law and definition doesn't even include the word GED. The true Federal definition is based on measurable skills which includes so much more than GED. There is a large sum of money available for this endeavor.

**Dr. Rick Smith, Vice-President, Council on Post-secondary Education**, mentioned that there is value of post-secondary credentials, 99% of future work will require some sort of post-secondary certificate/degree. There is a need to partner with the four and two-year colleges in this effort. **Secretary Harvey** reiterated that meaningful employment is vital, and everybody agrees with that. He inquired as to how we accomplish this goal.

**Ramona Brock, Transportation Department**, stated that they have money and even a program available through the Gateway Community Technical College. It is a Transportation Construction Certificate Program that takes 12-weeks to complete. They have issues with getting individuals to commit to the time as it is every Friday for 12-weeks. If they are already employed, that is 12 Fridays that they must take off from their job. The program was developed to give them the skills so the Transportation Department could employ them. They are trying to get the program into other schools. **Secretary Harvey** asked what type of facility they use or need. She said it is any community college classroom and it could definitely be taught at the jails. She said it is an awesome idea and would encourage a partnership.

**Deputy Secretary Brinly** thanked everyone for the great discussion, and she is going to create a work group focused around **Job on Day One** for justice involved folks. Anyone that is interested in being a part of this working group, please email [Alisher Burikhanov](mailto:Alisher.Burikhanov).

For more details, please [watch](#) the recording of the Collaborative Meeting which is available on the [Schedule of Meetings page](#) of KWIB's website.

**Adjournment – 3:20 p.m. ET**

## Re-entry Partner Information:

### State Government

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#### Justice & Public Safety Cabinet:

The Kentucky Department of Corrections (DOC) has several important programs aimed at boosting workforce participation among the justice-involved population. These individuals have paid their debt to society and finding meaningful employment upon their reentry is critical to their success and reduce recidivism rates.

According to DOC, more than 13,100 individuals are released from prison annually after completing their sentence, and one of the most frequent barriers to successful reentry in the United States is the lack of employment. To support our booming economy, fuel our workforce, and reduce the chances of someone returning to prison, those transitioning out of prison need a good-paying job.

Investing in individuals upon their return to society is an investment in the future of Kentucky. Many individuals come to corrections broken, addicted, or without vital resources to overcome the many barriers they have encountered along the path to incarceration. Helping them to achieve employment and build marketable skills is step forward in breaking those cycles.

With its partners inside and outside of government, DOC is working toward this goal through exciting and innovative programming.

#### Multi-Agency Collaboration to Issue Identification Cards for State Inmates

In February 2021, the Justice and Public Safety Cabinet (JPSC) and DOC announced a multi-agency collaboration to provide state identification cards for Kentucky's justice-involved population. The joint partnership between JPSC, the Kentucky Transportation Cabinet, with funding assistance from the Kentucky Cabinet for Health and Family Services and the Kentucky Chamber of Commerce, allows inmates being released from state custody to walk out of prison with a state ID card in hand.

Having an ID provides a permanent long-term solution to assist the justice-involved population with successful reintegration into the community as they obtain employment, find housing, receive financial assistance, and access additional needed services. The ID also assists released inmates who want to obtain driver's licenses on their own.

A total of 1,425 IDs have been provided as of Jan. 2023. All fourteen state prisons, as well as one county jail housing state inmates, currently participate in the program. An additional nineteen county jails housing state inmates will join the program in March.



### Job Readiness Simulator

DOC is offering a new virtual learning job skills program. By learning to overcome challenges through this virtual learning experience, inmates will develop the resiliency, perseverance, and confidence needed to overcome real-life obstacles and health them answer job interview questions. This is a first of its kind project within DOC, and it presents an opportunity for its population to prepare for employment and be interview-ready upon release from custody.

The job readiness simulation was created by Marquis Software Development and SimCoach Games. The program is offered to inmates at Kentucky Correctional Institution for Women and Luther Lockett Correctional Complex who are nearing the completion of their sentence. The Beshear-Coleman administration plans to expand the program statewide in 2023.

### Free Transportation Cost

JPSC and the Kentucky Transportation Cabinet, launched a statewide transportation project in that will offer rides at no charge to former inmates with a mission of helping Kentuckians return-to-work while also preventing re-incarceration and providing an additional tool in Kentucky's continued fight against the opioid epidemic.

Eligible services include: substance abuse treatment, probation and parole office visit, DOC case court hearing, job interview, mental health treatment and employment for their first two weeks of a new job. This is offered statewide to all prisons at the time of release and all probation and parole districts when an offender has a transportation barrier.

To date, a total of 13,636 rides have been provided.

### Prison-to-Work Pipeline

The administration is partnering with the Kentucky Chamber of Commerce to conduct a Prison-to-Work Pipeline at all 13 state prisons and 19 local jails that house state inmates. Businesses located throughout Kentucky's 120 counties will virtually interview inmates with the goal of the inmate being offered a start date before returning to society. Inmates will receive resume writing assistance and job interview preparation prior to their interviews.

The program launched July 1, 2022.

### **eKentucky Advanced Manufacturing Institute**

On April 27, 2022, Gov. Beshear and other state leaders attended the groundbreaking ceremony for the eKentucky Advanced Manufacturing Institute (eKAMI). This innovative program will offer skilled workforce training in advanced manufacturing and robotics to state inmates to aid in successful reentry into their communities.

eKAMI studies participate in immersive programs, with the goal of building the skilled workforce needed to attract skilled, high-paying jobs to the region. These jobs are for the next generation of manufacturing such as computer numerical control, machinists, as well as machine building and tool maintenance technicians for the aerospace and other advanced manufacturing industries.

### **Department of Corrections Reentry Employment Program Administrators**

Employment is a key factor in successful reentry for justice-involved individuals. In 2018, DOC hired Reentry Employment Program Administrators to help ensure those leaving state custody are gainfully employed as they reenter their communities. These staff utilize 80% of their time completing person-centered employment assessments to determine individual employment needs, which results in either a direct employment referral or referral to a suitable employment training program. The remaining 20% of their duties are to inform employers of the benefits of being a transformational employer, including education on Federal Bonding and Work Opportunity Tax Credits.

In 2022, 3,963 total assessments were completed, making the total number of completed assessments since the beginning of this initiative 13,199 assessments. DOC data shows that in 2021, 55% of individuals who received an assessment obtained gainful full- or part-time employment after meeting with the Reentry Employment Program Administrator.

### **Kentucky Office of Education (KYAE):**

The Office of Adult Education has agreements with state prisons and jails statewide to provide GED instruction to currently incarcerated individuals. In addition to these direct services, OAE state staff lead an Education to Career Pipeline workgroup in collaboration with the Office of Employer and Apprenticeship Services (OEAS), the Department of Corrections (DOC), including their Education and Reentry branches. The workgroup meets quarterly and strives to create a pipeline for incarcerated individuals to have a successful transition to employment upon reentry to society.

### **Administrative Office of the Courts (in conjunction with several state partners)**

Judiciary Committee Chair Whitney Westerfield backed **Senate Bill 90** that would create a pilot program in at least 10 counties, determined by the state Supreme Court, that would require a mental-health and substance-use disorder assessment for low-level offenders.

### Office of Employer & Apprenticeship Services (OEAS):

Target group: Qualified Ex-felons: A qualified **Ex-Felon** for WOTC is an individual who has been convicted of a felony or released from incarceration for a felony conviction within 12 months prior to the individual's start date. **Maximum Credit Amount \$2,400**



The **Kentucky Fair Chance Bond**, part of the Federal Bonding Program was established by the U.S. Department of Labor to provide fidelity bonds that protect employers against employee fraud and dishonesty for “at-risk,” hard-to-place job seekers. These bonds are available through your Kentucky Career Center at no cost to Kentucky employers or job applicants.

The fidelity bond covers the first six months of employment and has no deductible, so there is no out-of-pocket expense for businesses that participate. Employers also can extend coverage for an additional six months at no cost if the worker demonstrates job honesty.

Please note, the bond does not cover liability due to poor workmanship, job injuries or work accidents, bail, contract or performance bonds, or license bonds for self-employment.

Individuals in the following categories are eligible for the program:

- individuals with criminal records;
- individuals in recovery from substance use disorders;
- public assistance recipients;
- individuals with poor credit records;
- economically disadvantaged youth and adults who lack stable work histories;
- individuals dishonorably discharged from the military; and
- anyone already employed who needs bonding to prevent termination or secure a transfer or promotion.

In Kentucky, the Fair Chance Bond may be issued as soon as the applicant has begun working. Workers must be paid wages with federal taxes automatically deducted from pay. Part-time and temporary workers are eligible for the program but not self-employed persons.

With less than a 1% default rate, the bond can provide peace of mind to any employer, employee or position including working with temporary staffing agencies.

To apply for the Kentucky Fair Chance Bond, contact [workforce@ky.gov](mailto:workforce@ky.gov).

For more information, please visit [bonds4jobs.com](http://bonds4jobs.com)

### Kentucky Transportation Cabinet (KYTC):

In addition to a partnership with the Department of Corrections to get ID cards for inmates prior to their release, the Transportation Cabinet hires inmates in some counties to perform services such as picking up trash on the roadways, mowing & weed eating, washing vehicles, painting snowplows, and cleaning maintenance facilities. One supervisor said, “they are some of the hardest working and nicest laborers you’ll ever meet”.

## Local Workforce Development Areas

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### **Putting Kentuckians First:**

A comprehensive task force designed to create a directed individualized services provided to the justice involved population. Focusing on in person services, direct warm handoff of participant, accountability/monitoring for partners and the local Judicial System. PKF focuses on an initial partnership with the local (county specific) judicial entities, beginning with the County Attorney Office, (EVERY criminal, child support, family court and general judicial interactions begin at the County Attorney level). Upon approval by the County Attorney, a PKF task force member (a mental/behavioral health provider) is allowed to attend in person court proceedings. During court proceedings the local County Attorney Office refers individuals to the PKF program; referred individuals meet with task force representatives to complete a “quick needs” assessment form.

After the completion of the quick needs/ base line assessment form, which is a shared document across all partner agencies, determinations are made as to what agency will be the primary point of contact for the participant. The primary agency receives the handoff and can begin working on the individual’s case. After the primary agency has established rapport and a “case plan” other partners are brought to the table to work with the participant when applicable. All measures and progress are tracked on a shared intake and monitoring sheet. Each week representatives from the task force convene on a virtual meeting to review cases and the monitoring sheet to ensure progress and outcomes are being accurately tracked. Reporting is done directly to the County Attorney’s Office of participation, expectations, compliance, and outcomes for each participant.

Since 03/15/2022 (launch date) PKF has had 150+ participants referred to the program in Russell County. These cases are monitored weekly on a shared tracking method and updated accordingly as staff interacts with participants.

Information tracked – employment status/needs, Adult Education needs, Recovery Needs/ Resources, Mental/Behavioral Health Needs, and progress as well as any “emergency needs. Info is shared and viewable to the County Attorney. Adair County has recently been launched as the second site for PKF.

### **KentuckianaWorks:**

#### **Adult**

In July 2022, KentuckianaWorks received funds from the American Rescue Plan (ARP) through an application to the Metro Council. The grant funds the Comprehensive Re-entry Employment Services (CRES) project, an evidence-based program model for justice-involved individuals. The project increases long-term employment outcomes and builds economic mobility for this population. KentuckianaWorks and the nonprofit Center for Employment Opportunities (CEO) are in a project partnership, with CEO as the direct service provider.

The CRES project provides transitional jobs and career services to justice-involved individuals. The transitional jobs sites employ work crews, with employer partners. Currently, CRES participants work at two work crew sites in Louisville: Dare to Care and the Kentucky Transportation Cabinet. Participants

help with food distribution and sanitization at the Dare to Care location, among other job duties. The work crew at the Kentucky Transportation Cabinet helps roadside clean up, among other responsibilities.

Within one week of enrollment and after completing job readiness training, participants become employees of CEO. Participants work four days a week under the guidance of a CEO Site Supervisor. Over the course of a full day's work, the Site Supervisor gives participants real-time feedback on essential soft skills needed for any work environment, making this an incredibly effective form of work-based learning. On average, CRES participants spend 10 weeks in a transitional job before securing unsubsidized permanent employment. The participants will work on a crew earning at least \$12 per hour on the transitional jobs.

The CRES project started on July 1, 2022 and will end in December 2024. During this time, we expect 450 people to enroll in the CRES project and at least 375 to be hired into transitional jobs. Of those employed on work crews, 200 will be placed into permanent jobs, at an average wage of \$15.00 per hour.

**Funding:** *American Rescue Plan Funding through Louisville Metro Government*

### **Youth & Young Adult**

Along with facing justice involvement and/or a criminal record, young adult participants often face a range of adversity and barriers, such as lack of education and degree attainment, learning disabilities, lack of employment/job restrictions, little to no income, unstable housing and home life, toxic/dependent relationships, substance abuse, trauma, behavioral and mental health, hedonism, and limited support. The Spot: Young Adult Opportunity Campus program placement is based on the client's assessment of risk and self-sufficiency through intake at two sites in central and west Louisville.

**OSHN Program (Low/Moderate Justice Involvement, High Community Risk)**, in collaboration with the Louisville Youth Network, provides an alternative for **youth and young adults (age 16-24) at risk (substance use, lack of social support, academic problems, diagnosed or referred mental health, poverty, anti-social peers, moderate/high Adverse Childhood Experiences score, community/interpersonal violence) or involved with the criminal justice system within the last two years** by providing holistic services geared toward self-sufficiency and autonomy. A strong focus is placed on sector-specific career pathways, credentialing/training, educational and vocational upskills, and employment placement in a career trajectory.

*Services: intensive assessment and case management, justice-system navigation, educational and vocational assessment and services, self-sufficiency assessment and services, mental and behavioral health services, professional development, leadership development, digital literacy, financial literacy, paid industry/sector-specific training (current: Welding, Automotive, HVAC, Plumbing, CNA, Nursing, IT, Human Services, Entrepreneurship, Culinary, Phlebotomy, Customer Service/Retail), supportive services.*

Program Onset and Statistics: **Launched on 12/1/2022, the OSHN program** has been added to the comprehensive services at the Spot to serve youth and young adults that may be at severe risk of engaging in the justice system based on assessed environment, neighborhood, or risk exposure. This program directly aims at empowering youth and young adults by building self-sufficiency through enhanced training, certifications, credentials, and industry-specific placement. **Aimed at expanding**

services to a minimum of 75 youth and young adults annually with specific measurable outcome metrics.

**Funding:** American Rescue Plan Funding through Louisville Metro Government

**Reimage (Moderate Justice Involvement, High Community Risk)**, in coordination with the broad Justice System and partners, provides a second chance to **youth and young adults (age 16-24) involved with the criminal justice system (justice-involved, in-facility, in-school at risk, at risk, recently released offenders, facing misdemeanor charges)** by breaking the systemic cycle of criminal involvement and violence while building stronger families and neighborhoods and creating a safer community as a result. We aim for diversion, felony/recidivism prevention, and violence reduction amongst our participants through a strong focus on education, training, employment support, barrier removal, and supportive services.

*Services: intensive assessment and case management, justice system and court navigation, expungement, educational and vocational assessment and services, self-sufficiency assessment and services, mental and behavioral health services, professional development, leadership development, digital literacy, financial literacy, employment placement, supportive services, incentivized services.*

Program Onset and Statistics: **Since November 2015** – served more than 1,086 youth and young adults, directly influencing the obtainment of 416 degrees and credentials and 631 employment placements. **In 2021/2022 alone**, The Spot served **168 NEW participants**, and **since July 2023 – 73 new participants**. In the last six months, the 73 new clients and 264 total active program clients, have obtained 57 credentials, 49 employment placements (\$16.69 average earnings/hr.), 4 post-secondary education placements, 2 completed internships, 2 completed probation/court-mandated programs, and 32 receive mental and behavioral health services.

**Funding:** Louisville Metro Government General Funds

**Go Grant (Moderate/High Justice Involvement, High Community Risk, Violent/Violence Risk)** in direct referral and service collaboration with Metro Corrections, Office of Safe and Healthy Neighborhoods, JCTC, Louisville Urban League, BuildEd, and other training and employment partners, offers services directly aimed at violence prevention, risk and barrier removal, and justice-system involvement navigation for **youth and young adults (age 18-24) who have been expelled from school or had juvenile or adult justice system contact (current or previous incarceration/arrest, probation/parole/out-of-home placement, alternative sentencing, diversion program) and have one or more risk factor (juvenile or criminal record, alternative or disciplinary schooling, gang memberships, a parent who is currently/formerly incarcerated, diagnosed with learning disability or having an IEP school plan, assessed anti-social attitudes/beliefs, substance misuse before age 12.** Services are aimed at violence prevention through comprehensive and holistic/all-inclusive human, barrier removal, supportive, educational, and vocational services. We aim to upskill youth and young adults through occupational skills training, earned credentials, measurable skills gains, educational placement, 200-paid-internship placement in a specific industry/sector of interest/capacity/aptitude, organized mentorship, apprenticeship, leadership development, and behavioral/mental health services, violence prevention services, and vocational placement.

*Services: intensive assessment and case management, justice-system navigation, violence prevention, educational and vocational assessment and services, self-sufficiency assessment and services, mental and behavioral health services, professional development, leadership development, mentorship, digital literacy, financial literacy, paid industry/sector-specific training (current: Trades Exploration, Entrepreneurship, Human Services), 200-hour paid Internships, apprenticeship.*

Program Onset and Statistics: **Launched on 1/1/2023, the Go Grant program** has been added to the comprehensive services at the Spot to serve youth and young adults that may be at severe risk of community and interpersonal violence. This program directly aims at empowering youth and young adults by building self-sufficiency through enhanced training, certifications, credentials, paid industry-specific internships, mentorship, apprenticeship, and employment placement. **Aimed at expanding services to 100 youth and young adults over the next 1.5 years.**

**Funding:** Department of Labor REO grant through intermediary FHI360.

## Education

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### Kentucky Community & Technical College System (KCTCS): KCTCS Corrections Partnerships

**GED Programs** - Corrections education consists of adult literacy, adult basic education, adult secondary education/GED test credential preparation and/or English as a second language for adult criminal offenders. These services take place at a local jails, halfway houses, and state correctional institutions.

**West Kentucky** - WKCTC is currently providing inmate training for the local regional jail and two other jails to increase enrollment that will ultimately reduce recidivism. The training is funded through the Delta Regional Authority (DRA) with WORC 2 Department of Labor funds.

**Maysville** – Completing a Memorandum of Agreement with the Department of Corrections to provide online and face to face higher education offerings leading to direct to work certificates, diplomas, and degrees at state correctional facilities. The MOA includes in-facility student support for advising, financial aid, tutoring, and other support as well as assistance and follow up after the inmate-student leaves the correctional facility.

**KCTCS Consortium** – KCTCS is developing a consortium or other model to expand Maysville’s program to all state correctional facilities as Pell for inmates becomes available.

#### **Somerset:**

Partnership with the Pulaski County Detention Center, Goodwill Industries, Cumberland Workforce Board, and Hendrickson to train inmates and obtain their Welder Helper Certificate. This is an 8-week program, and they earn the college credential while incarcerated. Additionally, they earn a forklift certification from SCC. CWB pays for the tuition for each participant and Goodwill provides the following: welding PPE needed for course, clothes for the graduation ceremony and the interviews with Hendrickson, resume’ writing class, resume’ development, and soft skills training. Hendrickson interviews the participants and will hire them to work as either welders or production workers while incarcerated. Their salary/pay is kept in a savings account until they are released. SCC is also working with many recovery centers in their service area and helping their participants enroll into academic programs as well as helping with funding support for tuition, books, and PPE. [Somerset Forklift Training](#) – WS partnership

#### **Big Sandy:**

The Adult Peer Support Specialist (APSS) training program and CDAC pathway program is almost exclusively comprised of justice involved individuals in recovery. BSCTC has promoted education around expungement to support this population. BSCTC also became a 2nd chance employer when hiring APSS adjunct instructors.

#### **Statewide Goodwill Partnerships:**

Several KCTCS colleges are working with Goodwill to provide customized training programs for their employees in their Earn and Learn model. Goodwill works to survey their employees, many of whom are justice involved, to understand their interests. Workforce Solutions divisions at the local colleges work to design programs for these employees who are offered a number of paid training hours each week.



Goodwill:



### GOODWILL TRAININGS

**\*No justice involvement required**

#### **SSA 101**

Soft Skills Academy 101 consists of 6 modules designed for clients with major barriers to employment and/or who may be unable to work full-time. This training has been designed to cover the following topics with a focus on general life skills: Attitude, Communication, Conflict Resolution, Dependability, Safety, Self-Presentation.

#### **DIGITAL LITERACY PATHWAY**

The Digital Literacy pathway is designed to start at the absolute basics of computers (ABCs) and progress them into our Applied Digital Skills (ADS) platform. ABCs introduces clients to the basics of computers and digital literacy. It involves in-class learning with a facilitator to help guide an individual to success in utilizing technology that may be new to them. In this class clients focus on learning: Basics of Computers, Internet Basics, Using Email, & Computer Assessment. ADS is a self-paced learning tool from Google. It teaches people all the features Google offers, known as G Suite. ADS empowers adult learners with digital literacy skills using Google's online classroom while also giving them an opportunity to earn a Chromebook and Google certificate.

#### **GOODSTART**

Goodstart courses are available at all Goodwill Opportunity Centers. Courses include modules on ethics, customer service, stress and anger management, decision-making, motivation, organizational skills, and self-advocacy.

#### **RISE**

RISE: Reintegrating Individuals Successfully Everyday, is a two-week job readiness training created to empower individuals that have multiple barriers to obtaining gainful employment. This program utilizes a holistic approach, giving participants the knowledge, they need to rejoin the workforce.

## REENTRY PROGRAMS

**\* Justice involvement required**

### Expungement

Expungement is the process by which a record of criminal conviction is erased, destroyed, or sealed from a state or federal record. An expungement order directs the court to treat the criminal conviction as if it had never occurred, essentially removing it from a defendant's criminal record. Goodwill is focused on providing legal and financial assistance to participants because of the barriers an individual's background can create to securing stable employment, housing, and other basic needs. Goodwill partners with the four Legal Aid Groups across the state to accomplish record clearing and barrier reduction for clients by supplementing Legal Aid Attorneys' time. Goodwill also pays up to \$600 for each client for certification fees and filing fees.

**AVAILABILITY:** All of Goodwill KY service area

**CONTACT:** Miranda Montgomery (502) 585-5221, ext. 2106

### ASPIRE (Dormant)

ASPIRE is a program developed to begin inside a correctional institution and continue upon release. In a peer environment, it teaches employment readiness skills, addresses behavioral health issues and other barrier to reintegration, and provides opportunities to earn relevant certifications for in-demand industries. ASPIRE provides justice-involved clients with resources and guidance for overcoming barriers to reintegration while preparing them for sustainable employment. Goodwill designed ASPIRE to prevent and lower recidivism through a holistic approach.

**AVAILABILITY:** Correctional Facilities

**CONTACT:** Dennis Ritchie (502) 645-1565

### Lifelaunch: IGNITE (Louisville) & IGNITE 2.0 (Lexington)

Goodwill has been awarded a grant with the Department of Labor to serve 18-to-24-year-old individuals who are justice involved. Goodwill has partnered with Jefferson Community and Technical College (JCTC), Bluegrass Community and Technical College (BCTC), and various employer partners to establish "Work and Learn" opportunities. These allow participants to attend the colleges to earn a nationally recognized certification, while simultaneously working with an employer partner to obtain hands-on experience. The collaboration between Goodwill, JCTC, BCTC, and employer partners will assist in reducing recidivism and promoting employment readiness and education, while supporting the student to address barriers such as transportation, shelter, food, substance abuse and mental health.

**AVAILABILITY:** Louisville and Lexington, in designated zip codes.

**CONTACTS:** Melvin Robards (*Louisville*), (502) 779-0867, [melvin.robards@goodwillky.org](mailto:melvin.robards@goodwillky.org); Jasmine Woodrum (*Lexington*), (859) 397-3599, [jasmine.woodrum@goodwillky.org](mailto:jasmine.woodrum@goodwillky.org)

## Reimage

Reimage is a Louisville Metro Government-funded program that serves 16-to-24-year-old individuals who are justice-involved. The program focuses on re-engagement, education, training, work experience, and career exploration.

**AVAILABILITY:** Louisville

**CONTACTS:** Rosell Hamilton, (502) 689-6120, [rosell.hamilton@goodwillky.org](mailto:rosell.hamilton@goodwillky.org)

## RETAIN KY:

RETAIN Kentucky is a \$21.6 million grant funded by the U.S. Department of Labor and implemented by the Kentucky Office of Employment and Training and the University of Kentucky.

RETAIN Kentucky works with employees, employers, and healthcare providers to address issues related to successful return-to-work and stay-at-work for Kentuckians at risk of leaving the workforce. These individuals include those who have justice involvement as part of a research study examining how an early, intensive vocational intervention impacts recovery and the likelihood of remaining employed for people with non-work-related injuries, illnesses, or impairments.

RETAIN Kentucky services are free and participants develop a Return-to-Work plan in partnership with their Return-to-Work Coordinator who provides support to identify their stay-at-work and return-to-work goals and take steps to achieve those goals, as well as connections to community resources, as needed.

Eligibility criteria to participate in RETAIN Kentucky research study are:

- 18 years of age and older
- Kentucky resident
- employed now OR employed in the last 12 months
- have a non-work-related illness, injury or impairment that could prevent them from keeping OR getting a job
- not receiving SSI or SSDI OR not applied for SSI or SSDI in the last three years

Enrollment in the study will occur through March 2024. Individuals interested in RETAIN Kentucky can get more information by visiting [www.kyretain.org](http://www.kyretain.org), emailing [RETAIN@uky.edu](mailto:RETAIN@uky.edu) or calling (859) 562-3251.

## Kentucky Chamber Foundation:



The Kentucky Chamber Foundation supports research, programs, and training initiatives that advance Kentucky and its citizens' economic and social well-being. The Kentucky Chamber Foundation's Workforce Recovery Program uses a multi-faceted approach to addressing workforce issues related to justice involvement and substance use disorder (SUD) by engaging the business community to reduce employer stigma and increase fair-chance employment opportunities. In partnership with the Kentucky Office of Drug Control Policy, Kentucky Education and Labor Cabinet, and the Just Trust, the Chamber Foundation's Workforce Recovery Program has built a network of over 1,200 members and recruited 40,000 fair chance job opportunities across the state.

In an effort to address Kentucky's low workforce participation rate and help advance the career opportunities for justice-involved individuals, the Kentucky Chamber Foundation and the Kentucky Department of Corrections have partnered together to launch the Prison-to-Work Pipeline at all 13 state prisons and 19 local jails that house state inmates. The Workforce Recovery Program will partner with the Department of Corrections and their re-entry staff to assist and connect incarcerated individuals to employment opportunities before release. Through this initiative, employers are able to tap into a new workforce of people ready and willing to work.

Research shows that the first few weeks after release are critical to successful re-entry and preventing recidivism. It is vital to make this transition as smooth as possible, and a large missing element is an access to identification. Identification is essential to securing employment, housing, transportation, and other basic needs. The Kentucky Chamber Foundation, Kentucky Department of Corrections, Kentucky Cabinet for Health and Family Services, and Kentucky Transportation Cabinet have partnered to provide valid forms of identification for Kentuckians as they are released from incarceration. To reenter the workforce, the program stresses the importance of Kentucky's returning citizens having a valid form of identification instead of their release sheet with a mug shot. To date, over 1,000 returning citizens have received IDs due to this program. This effort started as a pilot program in four state facilities and has been growing. By 3/1/23, the pilot will be active in all state prisons and 20 county jails.

### Volunteers of America (VOC):

The Recovery Ready Communities Certification Program is designed to give community leaders, recovery advocates, employers, and residents a quality measure of the efforts that a community has implemented to address substance use disorder (SUD). Volunteers of America Mid-States (VOA) was selected by the Kentucky Office of Drug Control Policy to assist in the development of a comprehensive set of criteria to evaluate a community's SUD response, provide technical assistance to the Recovery Ready Communities Advisory Council (RRCAC), and provide support to communities who apply for certification. The criteria adopted by the RRCAC is divided into three categories prevention, treatment, and recovery support. Evidence-based interventions were given more weight in terms of scoring and all interventions are designed to maximize positive outcomes in regard to public health, public safety, and workforce participation.

**Restorative Justice** VOA's comprehensive alternative to the traditional criminal justice system for youth and young adults brings together the victim, offender, and community to make amends and repair harm.