



Kentucky Education and Workforce Collaborative Meeting
DRAFT MINUTES
September 17, 2020

MEMBERS PRESENT:

Governor Andy Beshear; Lieutenant Governor and Education Secretary Jacqueline Coleman; Susan Rieber, Kristina Slattery (Proxy for Secretary Hayes); Buddy Hoskinson (Proxy for Secretary Roberts); Secretary Eric Friedlander; Secretary Mary Noble (and Proxy, Dep Secretary, Commissioner Lisa Lamb); Pat Murphy; Dr. Aaron Thompson; Lee Nimocks; Dr. Bob Jackson; David Horseman; Dallas Kratzer (Proxy for BG Bullard); Ashli Watts; Lisa Beran (and Proxy Jon Davidson); Michael Gritton; Tom Underwood; Dr. Kathy Sheppard-Jones (and Proxy Jeff White); Amanda Curry; Dr. Larry Ferguson (Proxy for Dr. Czarapata / Dr. Box); Dr. Kris Williams (Proxy for Dr. Jay Box)

CABINET STAFF PRESENT: Mary Pat Regan; John A. Lyons; Melissa Aguilar; Marty Hammonds; Lindsey Ransdell; Heather Dearing.

CALL TO ORDER

- 1:30PM MELISSA AGUILAR CALLED MEMBER ROLL (89 TOTAL ATTENDEES)**
- 1:35PM PAT MURPHY WELCOMED EVERYONE AND ENCOURAGED ALL TO BE BOLD IN HOW THEY CONTINUE TO PURSUE COLLABORATION; PAT INTRODUCED THE GOVERNOR AND LT GOVERNOR FOR BRIEF WORDS**
- 1:37PM GOVERNOR BESHEAR ADDRESSES THE COLLABORATIVE**
- 1:49PM LT GOVERNOR COLEMAN ADDRESSES THE COLLABORATIVE**

MEETING MINUTES:

- 1:57PM MELISSA AGUILAR PROVIDED OVERVIEW OF THE WIOA/ KWIB STATE INITIATIVE**
Melissa reviewed the purpose of the Collaborative and walked through the Criteria

- 2:10pm Pat Murphy walked through the Education Attainment & Completion Initiatives of the Collaborative**

- 2:16pm Survey / poll conducted on the goals of the Education Attainment committee**

- 2:20pm Kevin Smith walked through the Employer Engagement Initiatives of the Collaborative**

- 2:30pm Survey / poll conducted on the goals of the Employer Engagement committee**

- 2:32pm Amy Luttrell walked through the goals of the Workforce Participation and Sustainability committee; she also reviewed the self-sustainability & benefit cliff calculator (analysis tool) – <http://frs.nccp.org/tools/frs>**

- 2:42pm Survey / poll conducted on the goals and direction of the Workforce Participation and Sustainability committee.**

- 2:45pm Kim Menke walked through the Funding and Resource Alignment goals and stressed the importance of review all special populations and realigning funding appropriately**



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2:56pm Survey / poll conducted on the goals and direction of the Funding and Resource Alignment committee goals.

2:59pm Lori Ulrich walked through the Work Ready Communities goals and direction; and the criteria that surrounds a community being accredited as Work Ready or Work Ready in Progress.

3:05pm Pat Murphy challenged everyone to engage.

3:10pm Jeremy Jackson, of Deloitte, walked through some of the high level Collaborative Deliverables and that deep dive sessions will continue and Deloitte will reach out to business, education leaders over the next 90 days to help connect the dots.

3:15pm Pat Murphy shared with all that the next Collaborative meeting would be December 3, 2020.

ADJOURNMENT

Kentucky's *INTEGRATED*

Workforce System

Kentucky 
WORKFORCE
INNOVATION BOARD

COLLABORATIVE 





WIOA OVERVIEW

Aligns workforce, education, and economic development systems.

Requires alignment of workforce programs to support employers and job seekers.

Targets investments to meet the needs of regional economies tied to labor market information.

Improves services to employers and promotes earn and learn training to address skills gaps.

Informs customers about training program performance to help make better decisions.

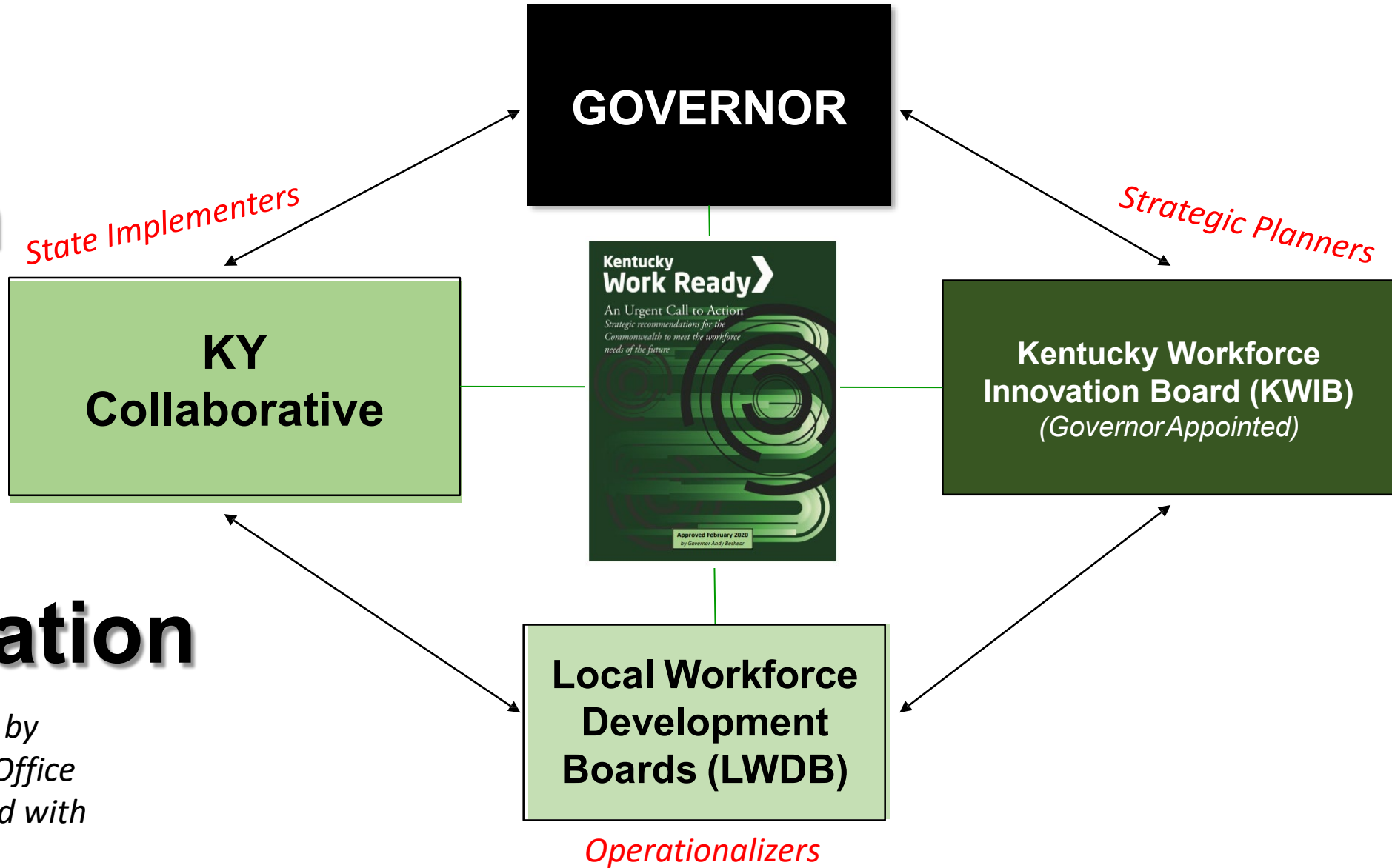
the strategic roles of workforce development boards.

by including those who receive free and reduced lunch.



WIOA Integration And Strategic Plan Implementation

*Green Light Given by
Governor Beshear's Office
in February to Proceed with
Strategic Plan*



KWIB – Who Are They?

The Kentucky Workforce Innovation Board (KWIB):

- Serves as an advisory board to the Governor on workforce training and development issues.
- Charged with creating a statewide vision for workforce development and adopting a plan to move Kentucky forward through workforce training and development.
- 27 Member Board (51% business and Industry makeup at a minimum)

Representing the State Legislature as non-voting members:

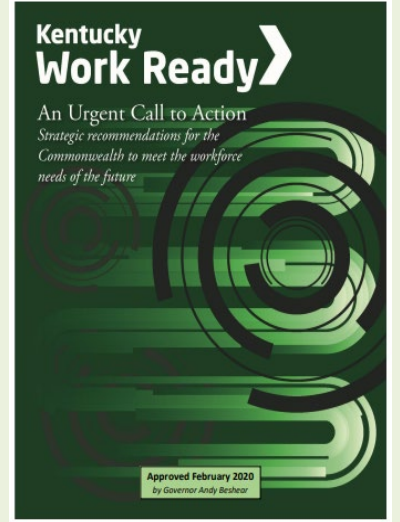
- James Higdon, State Senator
- Kim Menke, Toyota

Representing Workforce:

- Terry Sexton, Boilermakers Local 105
- Scott Pierce, Operating Engineers Local 181
- Amy Luttrell, Goodwill Industries International
- Dianne Owen, Four Rivers Foundation

Representing Businesses:

- Kim Menke, Toyota
- Carla Webster, Xerox
- Heidi Margulis, Humana
- Adam Hinton, Hinton Mills
- Patrick Murphy, United Parcel Service (Chairman of the Board)
- Kevin Smith, Beam Suntory (Jim Beam Brands)
- Rob Southard, Southern Star Central Gas Pipeline
- Curtis Carson, Braidy Industries
- Kurtis Mishler, AxiomOne
- Lori Ulrich, Fleming-Mason Energy
- Ray Leathers, Shelby County Industrial Development Foundation Inc.
- Keith Sparks, Enerfab



Green Light Given by Governor Beshear's Office in February to Proceed with Strategic Plan

Streamline customer access



EMPLOYERS

WITHIN 12-18 MONTHS:

Align leadership, program operations, communication channels across Cabinet, eliminate organizational siloes and top-line priorities of employers, large

WITHIN 18-36 MONTHS:

Recruit employer champions by region, industry to guide changes to training curriculum, and workforce program delivery. Educate the public on the opportunities available

WITHIN 3-5 YEARS:

Modernize unemployment technology, systematically use intelligence on workforce supply and labor demand to inform policy, and provide ombudsman-style of services for employers engaging



ORGANIZATION AND ALIGNMENT

WITHIN 12-18 MONTHS:

Address barriers to cross-Cabinet coordination and develop and deploy "guiding principles" Commonwealth staff for workforce delivery



#1 Employers



#2 Education



#3 Workforce Participation



#4 Organization and Resource Alignment

STRATEGIC GOALS

Goal #1: Actively engage employers to drive Kentucky's workforce development system.

Goal #2: Align and integrate P-12, adult education and postsecondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future.

Goal #3: Increase Kentucky's workforce participation by creating opportunities, incentivizing workforce participation, and removing employment barriers for Kentuckians.

Goal #4: Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky.

STRATEGIC OBJECTIVES

1a: Create a workforce development system that is valued by employers.

1b: Establish a clear channel for employer engagement in workforce development services.

1c: Increase the number of employers participating in work-based learning experiences and apprenticeships while also establishing employer champions.

1d: Engage employers in education efforts from early childhood through Kindergarten, Grade 12, and post-secondary.

1e: Leverage employer data on workforce projections and training needs using the talent pipeline management system of the Kentucky Chamber of Commerce and a revamped business service team network.

2a: Increase career exploration opportunities while students are in P-12 and provide all P-12 students an opportunity to earn a certificate(s) or credential(s) prior to graduation, with emphasis on those credentials where dual secondary/post-secondary academic credit is awarded.

2b: Review and adjust the structure (locations, pathways, and resources) of pre-K through postsecondary delivery to identify ways to align and integrate the Commonwealth's educational infrastructure based on employer needs.

2c: Increase awareness of all market-relevant career pathways among students, educators, guidance counselors, career counselors and parents.

2d: Improve the sharing and use of data to inform the ongoing curriculum design for P-12 and postsecondary institutions.

2e: Create opportunities for early, mid, and later-career learning for all Kentucky workers in order to provide a range of learning opportunities for growth, upskilling, and adoption to changes in the nature and structure of work.

2f: Encourage the agility, responsiveness and desire for lifelong learning among older Kentucky workers.

3a: Strengthen collaboration across workforce development, social services, employers and non-profits to address barriers to employment for individuals.

3b: Mitigate disincentives to work and explore ways to incentivize workforce participation for individuals currently receiving social services benefits in order to support their transition to sustainable employment.

3c: Embed programs serving specific populations across cabinets to promote workforce participation. Examples of priority populations include veterans, individuals with disabilities, re-entrants from the corrections system, individuals in recovery from substance abuse, young adults transitioning out of foster care and others.

3d: Develop and promote strategies for employers to address employment barriers.

3e: Develop and pursue strategies that increase the number of Kentuckians, work-ready and free from the influence of substance abuse.

4a: Identify and address the organizational and structural changes that should be made to Kentucky's workforce development governance to improve collaboration and accountability.

4b: Develop a framework and supporting goals and metrics for Kentucky's workforce development programs.

4c: Identify gaps in the existing longitudinal data system and determine available sources to close those gaps.

4d: Define and create an effective communication approach for services to ensure a consistent, quality customer experience.

4e: Build a stronger, more coordinated relationship between state government and local governments, institutions and workforce innovation areas.

Coordinate across Cabinets

WORKFORCE PARTICIPATION

WITHIN 12-18 MONTHS:

Align incentives to workforce participation, identify priority populations, and increase awareness of existing incentives to hire. Address barriers to employment

WITHIN 18-36 MONTHS:

Coordinate supports across programs, enhance services, and establish employer networks to increase worker placement in full or part-time employment

WITHIN 3-5 YEARS:

Collect outcomes data and adjust programs to increase efficacy of recruitment, training, and retention for priority populations. Reduce the cost to hire for employers

WITHIN 5 YEARS:

Coordinate workforce non-profits and advocates to support continued systems change and capacity building while continuing to integrate workforce delivery in a manner that optimizes ROI

KY Collaborative



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-551
July 7, 2020

**RELATING TO THE CREATION OF THE
KENTUCKY EDUCATION AND WORKFORCE COLLABORATIVE**

WHEREAS, the Commonwealth of Kentucky recognizes that the continual development of Kentucky's workforce is imperative to meeting the needs of Kentucky's current employers, prospective employers and the citizens of the Commonwealth; and

WHEREAS, the state's workforce development system must encourage Kentuckians to embrace work and reduce reliance on public assistance so that Kentucky will see positive economic growth and stable employment at competitive wage levels; and

General Directives

1. Implementation of the WorkReady Strategic Plan
2. Create and Analyze Resource and Funding Map
3. Create Self Sustainability and Benefit Cliff Analysis
4. Create Memorandum of Agreement Among Partners
5. Hold Quarterly Reporting of Local Boards to KWIB

KY Collaborative

Collaborative Members

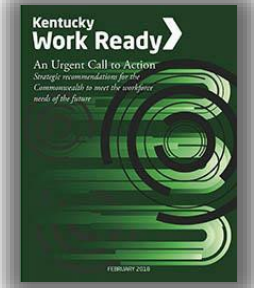
1. KY Governor or designee
2. KY Education and Workforce Development Cabinet - Secretary or designee
3. KY Cabinet for Economic Development - Secretary or designee
4. KY Labor Cabinet - Secretary or designee
5. KY Cabinet for Health and Family Services - Secretary or designee
6. KY Cabinet for Justice and Public Safety - Secretary or designee
7. KY Workforce Innovation Board - Chair or designee
8. Council on Postsecondary Education - President or designee
9. Council on Postsecondary Education Conference of Presidents - Convener or designee

KY Collaborative

Collaborative Members

10. KY Department of Education - Commissioner or designee
11. KY Commission on Military Affairs - Executive Director or designee
12. Kentucky Chamber of Commerce - President or designee
13. KY Housing Corp. /U.S. Housing and Urban Development serving KY – Ex. Dir. or designee
14. Chief Local Elected Official (representing the LEOs through KACo)
15. Local Workforce Development Board Director (representing the 10)
16. KY National Federation of Independent Business - State Director or designee
17. KY Human Development Institute – Ex. Dir. or designee
18. Job Corps Center serving KY - Director (representing the 7)
19. Kentucky Community and Technical College System – President or designee

What Actions Have Already Taken Place as Joint Work Between the KWIB and the Collaborative?

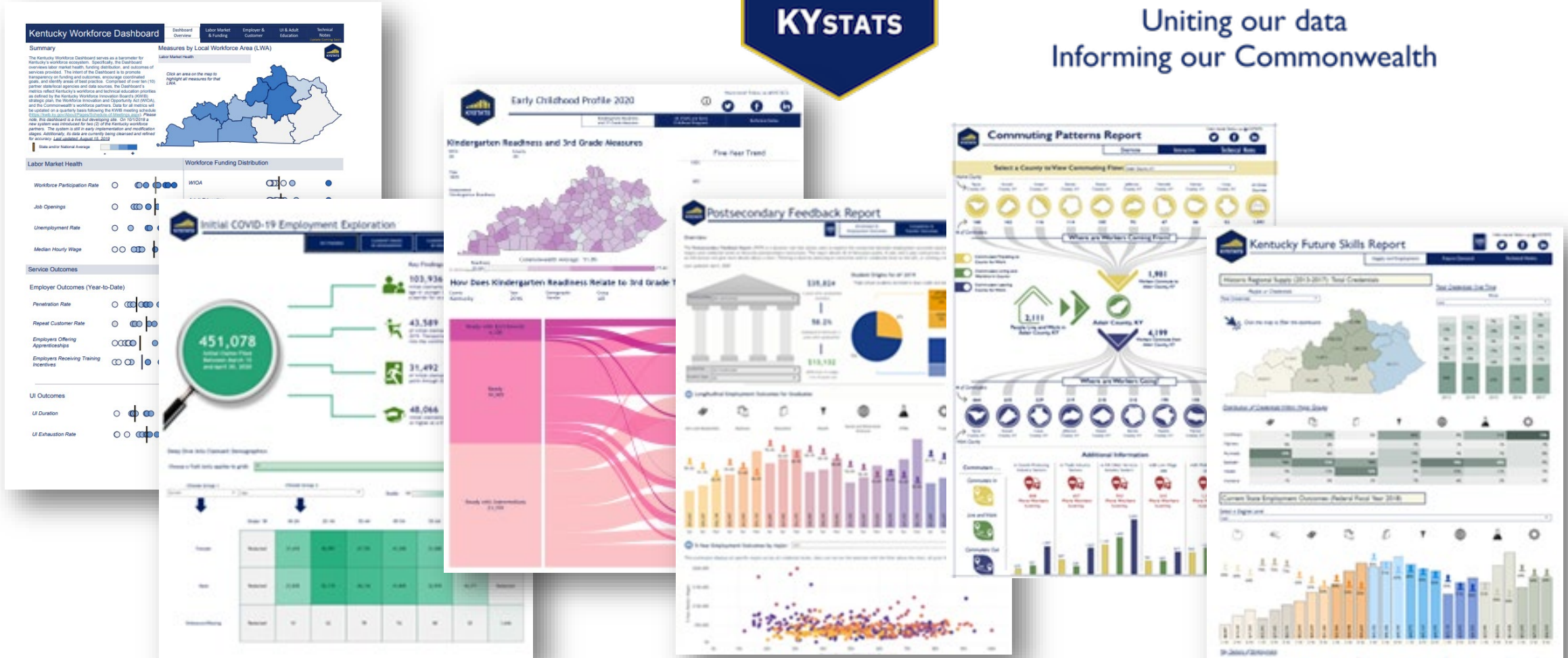


Data...



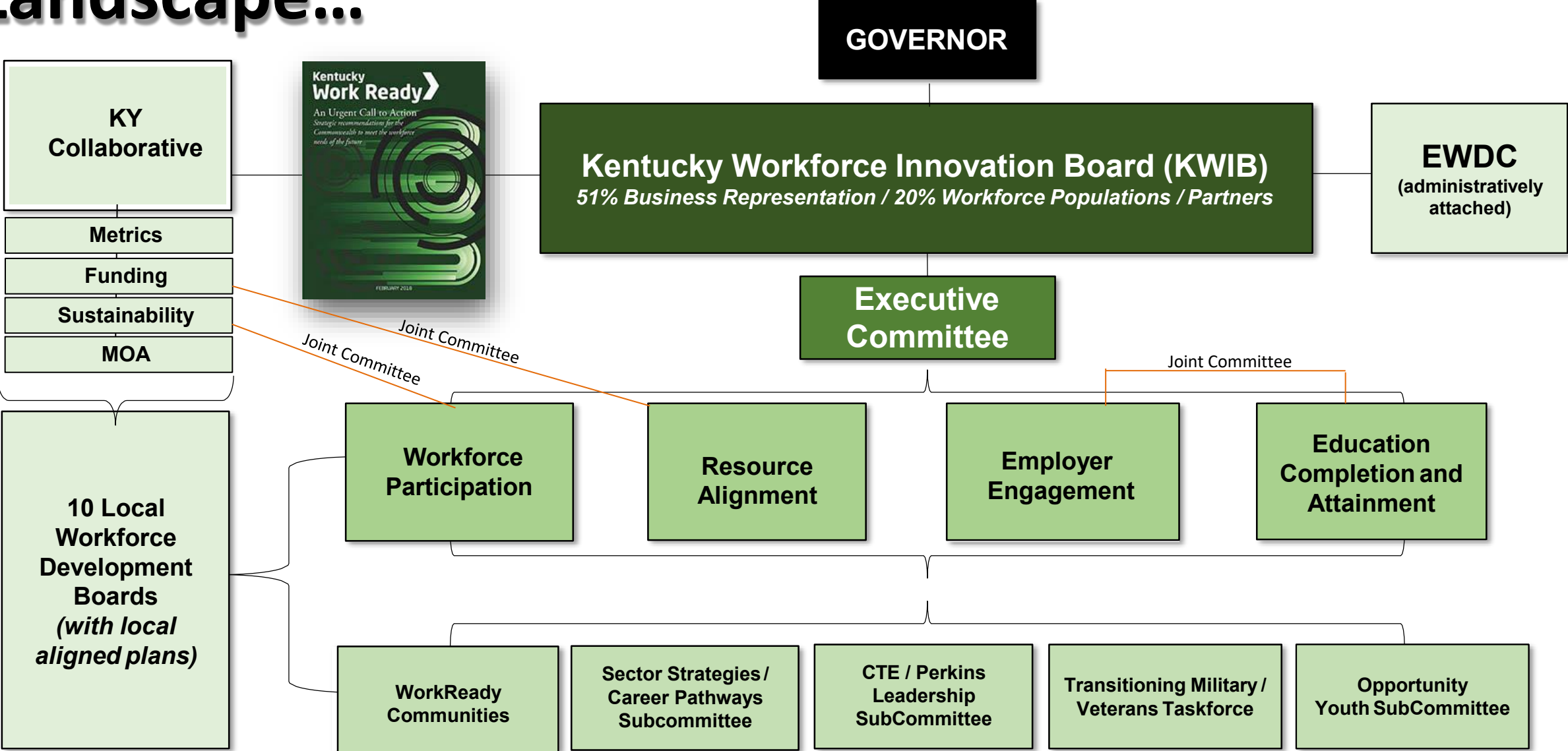
Kentucky Center for Statistics

Uniting our data
Informing our Commonwealth



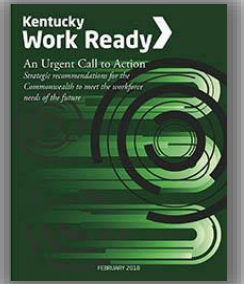
Data Driven Decisions

Landscape...



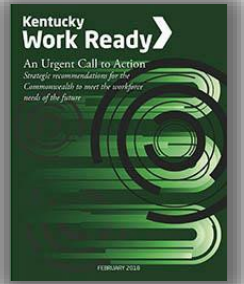
Education Attainment and Completion

Pat Murphy, UPS / Chair of KWIB / Chair of Education Committee



Education Attainment and Completion

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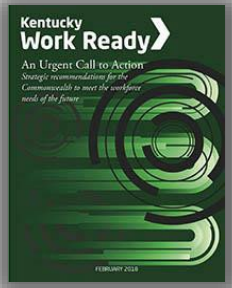


- 1 – Expand Career Exploration P-12
- 2 – Emphasize Credentials Needed per Industry Demand
- 3 – Align P-12 and Post-Secondary Education
- 4 – Increase Data Use for Educational Purposes
- 5 – Focus on Mid and Late Career Learners for Growth and Up Skilling
- 6 – Encourage Lifelong Learning for Older KY Workers

A Few of the Many Initiatives

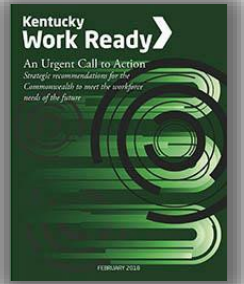
- ***Career Tech Education Credentials***
- ***Work Based Learning thru CTE (TRACK)***
- ***Use of Data thru KYStats***
- ***GIS Mapping thru KCTCS***
- ***QA Commons Work thru CPE***

Education Attainment and Completion



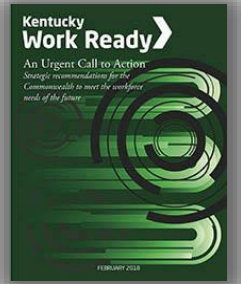
Employer Engagement

Kevin Smith, Beam Suntory / Vice-Chair of KWIB / Chair of Employer Engagement Committee



Employer Engagement

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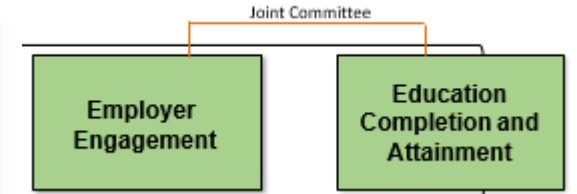
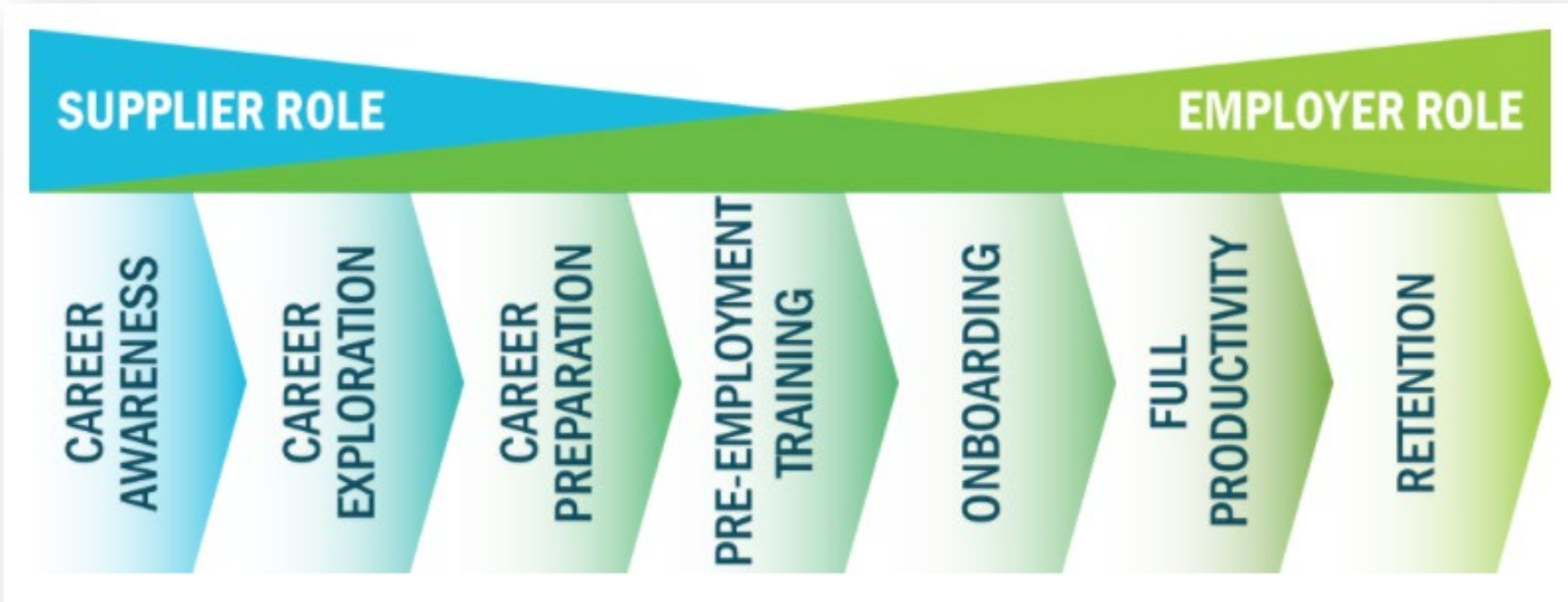
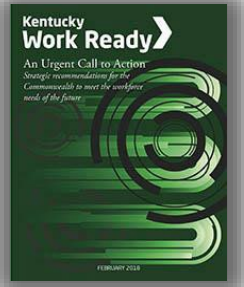


- 1 – System that's Valued by Employers
- 2 – Increase Number of Employers Participating in the System (specifically WBL)
- 3 – Engage Employers in Education (ECE – PS)
- 4 – Use Data to Inform Education and the System

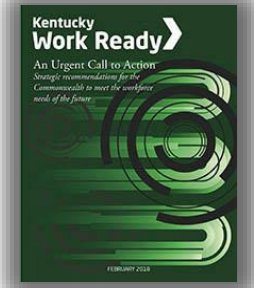
A Few of the Many Initiatives

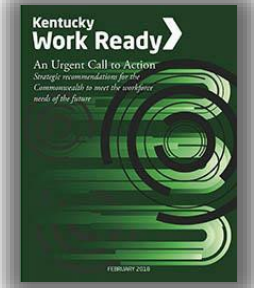
- ***Talent Pipeline Management***
- ***Realignment of Business Services***
- ***QA Commons***
- ***Perkins Leadership***

Education Attainment and Completion AND Employer Engagement



Employer Engagement





Workforce Participation and Sustainability

Amy Luttrell, Goodwill Industries / Co-Chair of Workforce Participation Committee

Workforce Participation and Sustainability

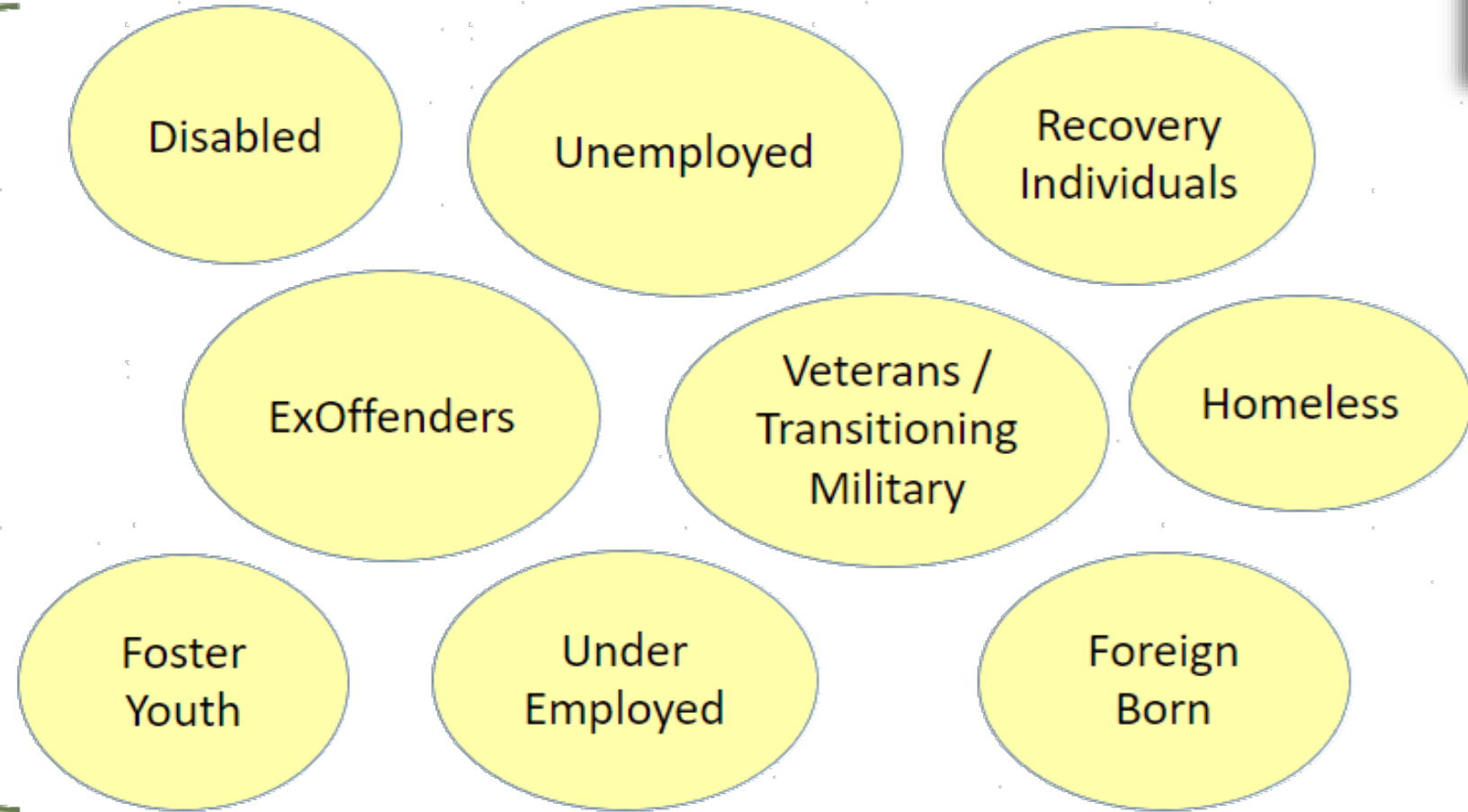
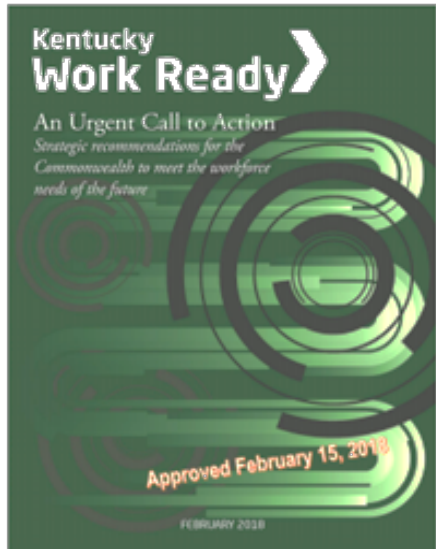
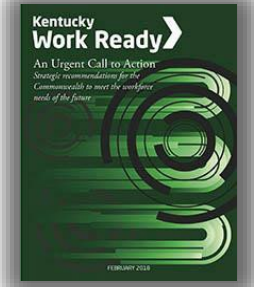
Amy Luttrell, Goodwill Industries / Co-Chair of Workforce Participation Committee

- 1 – Strengthen Collaboration among Workforce Entities, Employers and Social Service Entities
- 2 – Identify and Mitigate Disincentives to Work
- 3 – Promote Workforce Participation for All Underrepresented Populations
- 4 – Promote Strategies to Address Employment Barriers
- 5 – Increase the Number of Drug Free Kentuckians

A Few of the Many Initiatives

- ***Identify and Spread Awareness of Priority Populations***
- ***Identify Barriers by Population***
- ***Benefit Cliff Calculator***
- ***Self Sustainability Calculator***
- ***Youth and Young Adult Taskforce***

Workforce Participation and Sustainability

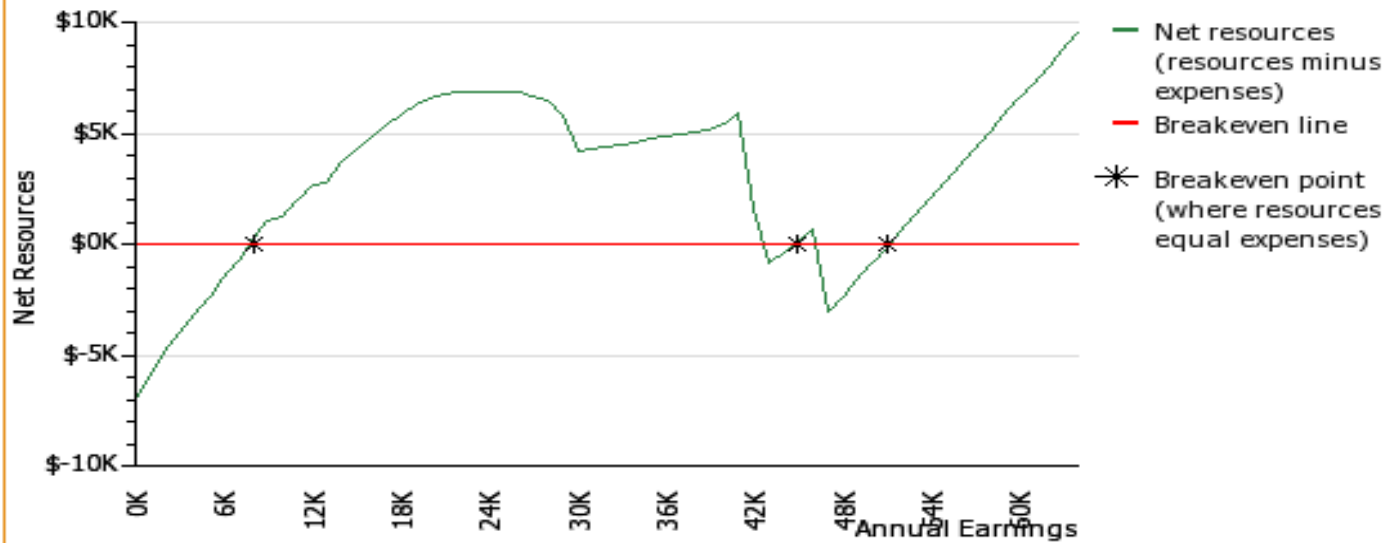


Self Sustainability and Benefit Cliff Analysis

Family Resource Simulator (Benefit Cliff Analysis)

<http://frs.nccp.org/tools/frs/>

Net Family Resources (resources minus expenses)



© National Center for Children in Poverty
Family Resource Simulator, 2020 (Results reflect user choices)

The simulator is capable of modeling the impact of the below programs, benefits, and work supports. Select which benefits the family receives if/when eligible:

- Child Care and Development Fund Subsidies (CCAP)
- SNAP/Food Stamps
- Public Health Insurance (Medicaid)
- Section 8 Housing Vouchers
- TANF Cash Assistance (KTAP)
- Do parents in the family satisfy KTAP work requirements?
- Lifeline
- Low Income Home Energy Assistance Program (LIHEAP)
- Women, Infants, and Children (WIC)
- Supplemental Security Income (SSI)
- National School Breakfast Program (NSBP)
- National School Lunch Program (NSLP)
- Free Summer Meals Program (FSMP)
- Federal Tax Credits
 - Earned Income Tax Credit (EITC)

**Training Plan and
Communications Plan**



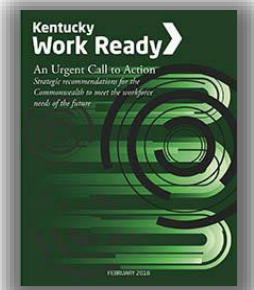
FORTHCOMING

Workforce Participation and Sustainability



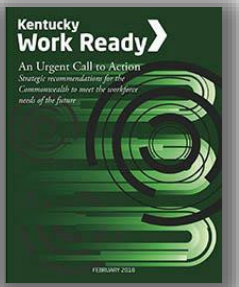
Funding and Resource Alignment

Kim Menke, Toyota / Chair of Funding and Resource Alignment Committee



Funding and Resource Alignment

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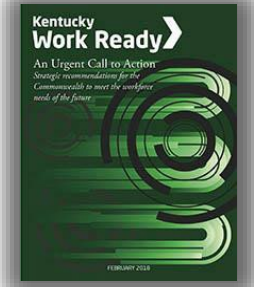


- 1 – Identify and Address Organizational Structure of State Government to Improve Collaboration
- 2 – Develop Goals and Metrics for Programs
- 3 – Identify Gaps in Data
- 4 – Define and Create Communication Approach
- 5 – Build a Better Relationship for State and Locals

A Few of the Many Initiatives

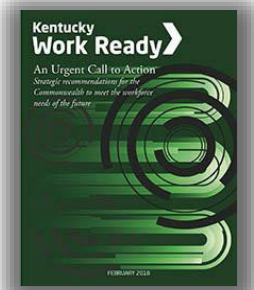
- ***Creation of the Collaborative***
- ***Establishing the Workforce Dashboard***
- ***Identify Entities Not Contributing to Data Aggregation***
- ***Invite all Local Boards to be a Part of All Committees***
- ***Funding Resource Map / MOA***

Funding and Resource Alignment



WorkReady Communities

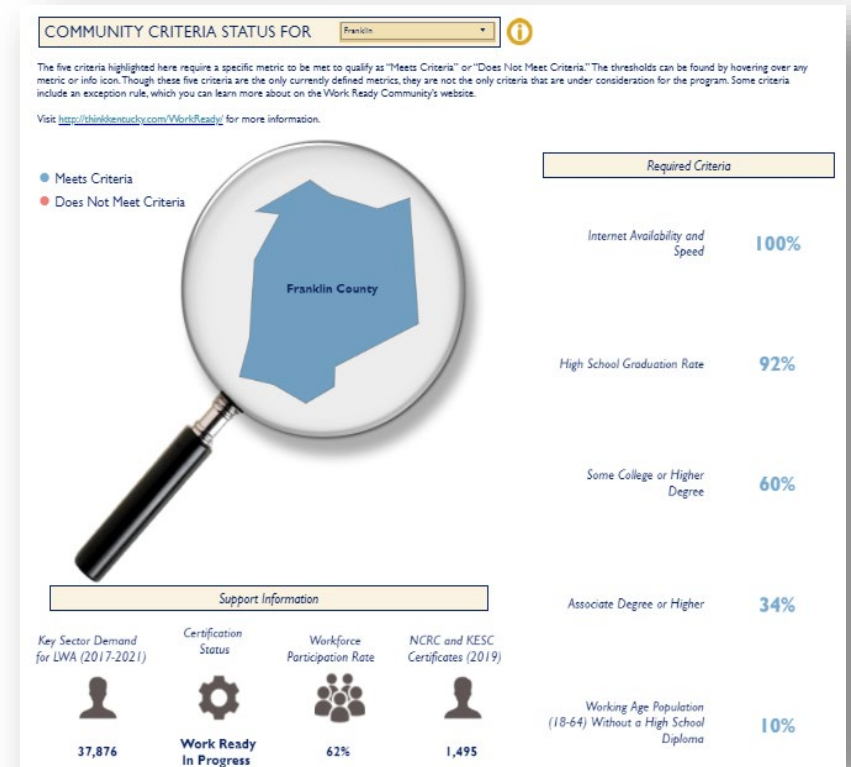
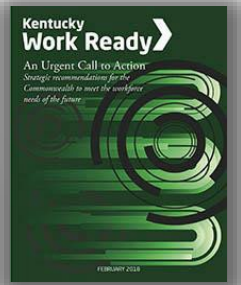
Lori Ulrich, Fleming – Mason Energy / Chair of WorkReady Communities Committee



WorkReady Communities

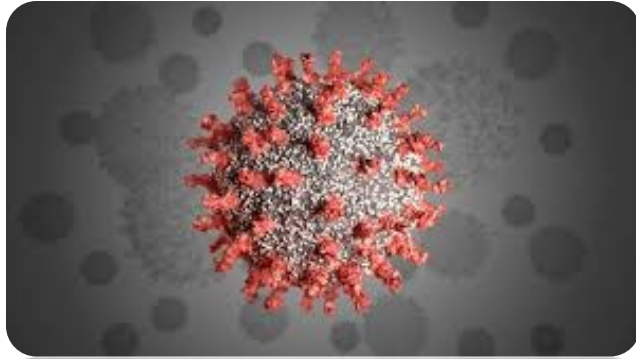
Criteria

- **90 % High School Graduation**
- **<15% Without High School Diploma**
- **43% w/ Some College**
- **25% Associates Degree**
- **Plan for the following:**
 - **Increase Essential Skill and Career Ready Certs**
 - **Increase WBL Opportunities**
 - **Increase Workforce Participation of Special Populations**
 - **Increase Internet Availability Access / Speed**
 - **Analyze Workforce Supply and Demand**





CONCLUSION



Kentucky unemployment rate rises 1.3 percent in July; state jobless number now at 5.7 percent

Aug 21st, 2020 · 0 Comment

Stolen from Econ Dev...

1. Within a day's drive of two-thirds of the U.S. population, Kentucky is located at the center of a 34-state distribution area in the eastern United States.
2. Kentucky ranks 2nd in the nation in total air cargo shipments.
3. Kentucky is well served by 20 interstates and major highways, major rail networks, barge traffic on the Ohio and Mississippi rivers, five commercial airports and dozens of regional airports.
4. Kentucky ranks 1st in the nation for cost of doing business according to CNBC.
5. Kentucky has the lowest cost of electricity in the industrial sector among states east of the Mississippi River.
6. Last year alone, KY trained more than 95,000 people and supported more than 5,000 companies.
7. One of the lowest cost of living rates in the U.S.

OPPORTUNITY

IS

HUGE



RECAP OF COLLABORATIVE DELIVERABLES



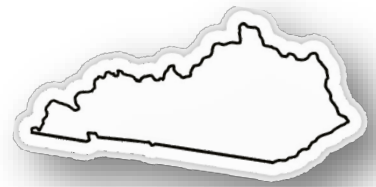
General Executive Order Deliverables

1. Implementation of the WorkReady Strategic Plan
2. Create Resource and Funding Map and Analyze
3. Create Self Sustainability and Benefit Cliff Analysis
4. Create Memorandum of Agreement Among Partners
5. Hold Quarterly Reporting of Local Boards to KWIB



Specific Executive Order SYSTEM Deliverables

- 1 – Streamline **identification and sharing of common core services** by function rather than agency
- 2 – **Blending of funds** by function rather than agency via the Funding Report
- 3 – Participation in a **common referral system**
- 4 – Participation in a **common case management system**
- 5 – Achieve **established performance goals** grouped by function rather by agency

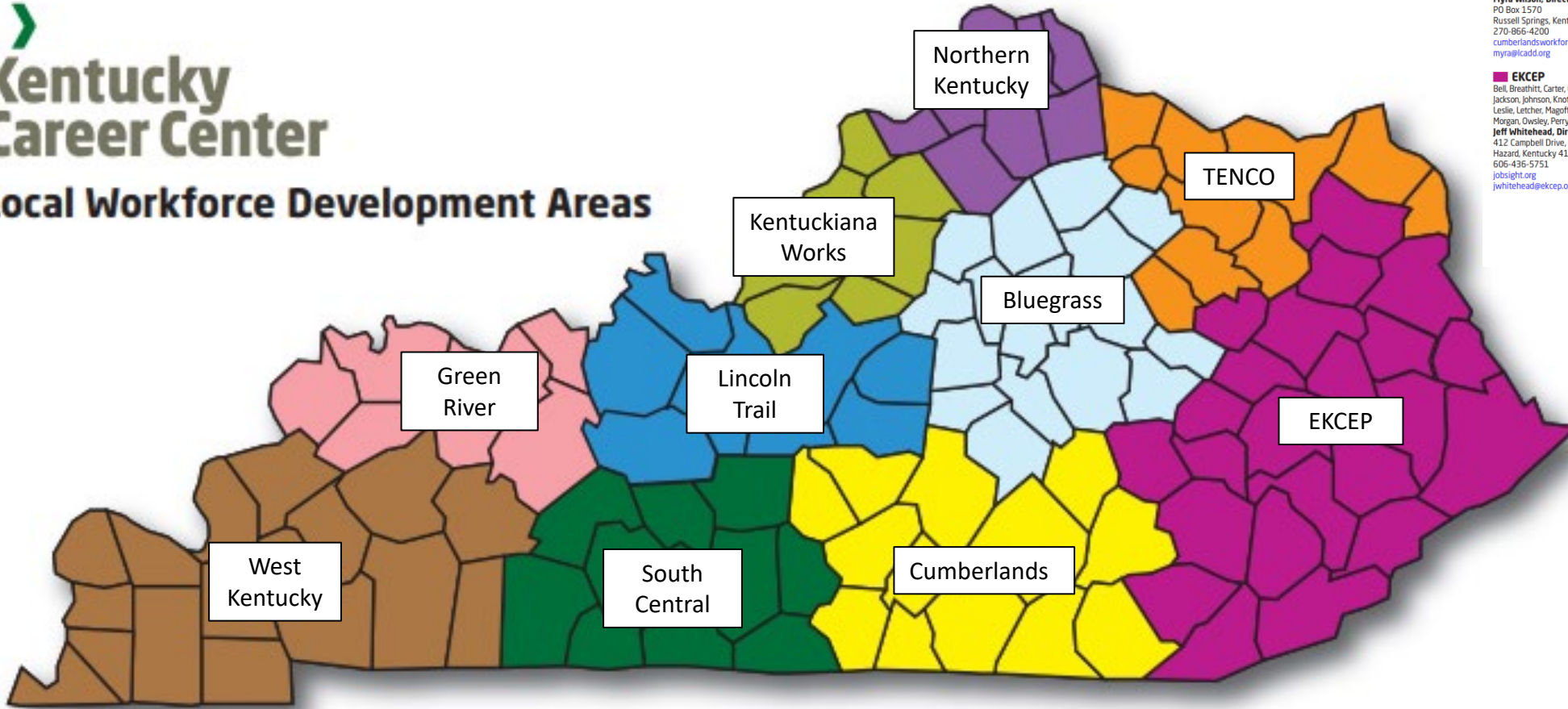


Specific Executive Order Kentucky Career Center Deliverables

- 1 – Assist Kentuckians in obtaining sustainable employment
- 2 – Provide employers with qualified employees
- 3 – Deliver effective programs thru a seamless and integrated workforce system
- 4 – Eliminate / Reduce duplication of services
- 5 – Hold programs accountable for costs, performance and metrics
- 6 – React to current demand for skilled workers in unfilled jobs

Kentucky Career Center

Local Workforce Development Areas



- Bluegrass**
 Anderson, Bourbon, Boyle, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jessamine, Lincoln, Madison, Mercer, Nicholas, Powell, Scott, Woodford
Amy Glasscock (Interim)
 699 Perimeter Drive
 Lexington, Kentucky 40517
 859-940-0479
ckycareers.com
aglasscock@bgadd.org
- Cumberlands**
 Adair, Casey, Clinton, Cumberland, Green, Laurel, McCreary, Pulaski, Rockcastle, Russell, Taylor, Wayne, Whitley
Myra Wilson, Director
 PO Box 1570
 Russell Springs, Kentucky 42642
 270-866-4200
cumberlandsworkforce.com
myra@kcadd.org
- Green River**
 Daviess, Hancock, Henderson, McLean, Ohio, Union, Webster
Jodi Rafferty, Director
 300 GRADD Way
 Owensboro, Kentucky 42301
 270-935-4433
gradd.com
jodirafferty@gradd.com
- KentuckianaWorks**
 Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble
Michael Gritton, Director
 410 West Chestnut Street, Suite 200
 Louisville, Kentucky 40202
 502-574-2500
kcc.kentuckianaworks.org
KentuckyCareerCenters.aspx
Michael.Gritton@KentuckianaWorks.org
- Lincoln Trail**
 Breckinridge, Grayson, Hardin, LaRue, Marion, Meade, Nelson, Washington
Sherry Johnson, Director
 PO Box 604
 Elizabethtown, Kentucky 42702
 270-769-2393
lkccareercenter.org
sherry@lbtadd.org
- EKCEP**
 Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe
Jeff Whitehead, Director
 412 Campbell Drive, Suite 100
 Hazard, Kentucky 41701
 606-436-5751
jobs@ekcep.org
jwhitehead@ekcep.org
- South Central**
 Allen, Barron, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, Warren
Robert Boone, CEO
 803 Chestnut Street
 Bowling Green, Kentucky 42101
 270-935-0518
southcentralworkforce.com
robert@southcentralworkforce.com
- TENCO**
 Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, Rowan
Denise Dials, Director
 201 Government Street, Suite 300
 Maysville, Kentucky 41056
 (T) 606-564-6894
tencocareercenter.com
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- West Kentucky**
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**Where Do You
Want to See Us Go???**

How Do we Impact our ROI?

How Do We “Collaborate”?

**What Do We Do to Increase Workforce Participation
and Sustainability for Kentuckians?**



Priorities and Initiatives





Justice and Public Safety Cabinet — Workforce Initiatives

Kentucky Justice & Public Safety Cabinet workforce and education-related priorities:

- Provide opportunities to success as productive citizens by helping students to maximize their potential and develop a marketable skillset
- Explore, expand, and enhance vocational and workforce opportunities for justice-involved populations
- Expand college offerings to the incarcerated population and continue to support and increase engagement in GED courses both in prison and in the community

Specific initiatives the Cabinet is championing related to its priorities:

- Kentucky Department of Corrections (DOC) highlights the following:
 - **Working with Ashland University and Maysville Community and Technical College to provide Second Chance Pell grants for incarcerated offenders**
 - Cultivating community partnerships to enhance vocational training for community offenders
 - **Working with Skills U to expand referrals and track success in GED engagement, specifically with community offenders**
 - Supporting issuance of IDs prior to release from incarceration for easier transition into the workforce
- Kentucky Department of Juvenile Justice highlights the following:
 - **Collaborating and partnering with the C-Tech Apprenticeship program, the Kentucky Career Center, and the Kentucky Department of Education Vocational program to offer vocational and training programs which offer students the opportunity to receive nationally recognized certifications for a high-demand workforce.**

HDI—Workforce Initiatives

Improving transition outcomes for students with disabilities in postsecondary education and employment.

- KentuckyWorks - Partnerships in Employment grant from Administration on Community Living through multi agency collaborations that include Cabinet for Education and Workforce Development
- Supported Higher Education Project Technical Assistance Center – providing technical assistance, training and direct supports for students with intellectual and developmental disabilities in colleges and universities statewide
- Community Work Transition Program – providing individualized transition services including employment for students with disabilities

Promoting a workforce that is inclusive of all people

- RETAIN – multi-systems workforce inclusion model demonstration grant providing early intervention vocational case management services, peer supports and universal design training
- Employment First Kentucky – administering Employment First Council and promoting integrated and competitive employment for people with disabilities of working age
- Universal Design initiative providing technical assistance and training on strategies to improve usability of physical and virtual spaces, and developing information resources that ensure content is accessible to the broadest array of audiences.
- Center for Assistive Technology Services and Driver Rehabilitation Services– providing device loans and training to enhance functional capacity and improve independent living outcomes

Strengthening supports for families

- Project SCOPE – building practitioner capacity in Kentucky for the use of evidence-based practices in screening, monitoring and services for children impacted by neonatal abstinence syndrome (NAS)
- Positive Family Networks and Supports - state-level innovative approaches to increase workforce capacity for support of evidence-based programs that serve young children who may have behavioral concerns. HDI will partner with the KY Special Parents Involvement Network (KY-SPIN) and Commonwealth Council on Developmental Disabilities (CCDD).

Job Corps—Workforce Initiatives

Job Corps is a national program with a residential component, to allow eligible youth (ages 16-24) to complete their education. The education could include a high school diploma, GED, driver's license, but always includes a career and technical training component. Job Corps serves a diverse student population. There are currently seven job Corps in Kentucky, with the Earle C. Clements center (located in Morganfield, KY) being the second largest job Corps in the country. Job Corps is administered by the United States Department of Labor, but each center is operated by private contractors through a competitive bidding process. Students are vetted into the program through Outreach and Admissions Counselors strategically placed throughout the country. The priorities of the program are as follows:

- to place underprivileged youth into meaningful employment, through career and technical training offerings, which vary from center to center.
- Ensuring students receive a quality education while in the job Corps program, allowing them to find gainful employment within the same line of work as their technical training.
- Staying up to date with the technology needs of the program to ensure student success.

Job Corps is consistently doing labor market research to ensure we remain competitive with the industry and the training students receive while in the program. This often times will require career and technical training offerings to change to ensure students have access to various training offerings to receive gainful employment. Currently several centers, including Earle C. Clements, are changing trade offerings to be more in line with technical colleges and the needs of the country.

Another focus for job Corps is to consistently work to ensure we are placing students in employment within the areas they are from. Job Corps loves to place students back into the workforce where they reside, when and if possible.

CPE/KCTCS—Workforce Initiatives

More closely align postsecondary education and training programs with current/future workforce demand

- Detailed research and analysis in partnership with KY Stats and national organizations to determine workforce and skills gaps, and demand growth.
- Redesign state level academic program review process and policy to incorporate program demand and graduate outcomes data into the evaluation and approval process.
- Strengthen academic and career pathways from P-12 through postsecondary education.
- Assure students in all academic programs graduate with essential employability skills.
- Assure funding policies and programs encourage program outcomes aligned with workforce needs.

Streamline and simplify processes and opportunities for upskilling/reskilling dislocated workers and others seeking additional education and training

- Develop policies and processes to streamline the awarding of postsecondary credit for prior learning and work experiences.
- Develop an online portal to allow prospective and current students to inventory and earn postsecondary credit for prior education and work experience. The portal will also provide detailed information about program outcomes and transfer opportunities.
- Provide appropriate coursework/training to upskill/re-skill individuals to go immediately to work and for businesses to retool their workforce.

Develop policies and infrastructure to support work-based and experiential learning at scale and in partnership with employers

Improve outreach and access strategies with dislocated workers, citizens with some postsecondary education but no credential, and high-need, economically vulnerable populations.

- Assure financial aid options are available to high need populations and aligned with workforce needs.
- Align communication strategies among state-level cabinets and organizations to streamline and coordinate messaging to hard-to-reach populations.
- Strengthen pre-enrollment counselling and advising to assure students are well-informed about academic and training programs options, costs and employment outcomes

Next Steps:

- **Complete and Submit Top Priorities and Initiatives List**
- **White Boarding Session to Connect the Dots for Priorities and Initiatives**
- **Committee Meetings Resume**
- **Collaborative Co-Chairs Confirmed for Committees**
- **Deep Dive Sessions Resume**
- **Next Collaborative Meeting: December 10th**



THANK YOU
TEAM KY!!!