



KWIB
Joint Committee Meeting of
Education Attainment and Completion
and
Employer Engagement

AGENDA
January 25, 2022
11:00am – 12:30 pm

Via Zoom

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

<https://us06web.zoom.us/j/83012150316?pwd=K3drYmkxWjNnSmpldXVOblc1SGd3UT09>

Password: Z7Sq5P

- **Welcome** Beth Davisson, Chair
Kentucky Chamber

- **KWIB and Collaborative updates** Stefanie Ebbens Kingsley
Executive Director, KWIB

- **Good Jobs Challenge Grant / EDA Grant** Stefanie Ebbens Kingsley
Executive Director, KWIB

- **CTE Certification Continuous Improvement sub-committee update** David Horseman, Associate Commissioner
CTE, KDE

- **Sector Strategy Sub-committee update / Next steps** Sara Tracy, Sub-committee Chair
Kentucky Chamber

- **New business** Beth Davisson, Chair
Kentucky Chamber

- **Adjournment**



KWIB Education Attainment and Employer Engagement Committee Meeting

DRAFT MINUTES
January 25, 2022

Via zoom – 11am – 12:30 pm EST

MEMBERS PRESENT:

Beth Davisson - CHAIR	X	Mike Willand	
Dr. Aaron Thompson (Lee Nimocks)	X	Michelle DeJohn	X
Scott Pierce	X	Pamela Moore	X
Kris Williams (Jessie Schook)	X	Myra Wilson	X
Misty Edwards	X	Stefanie Ebbens Kingsley	X
Jason Luring		Bo Matthews (Justin Browning)	X
Patricia Gonzalez		Dianne Owens	X
Dr. Mike Stacy		Jonathan Webb (Amy Samples)	
Dr. OJ Oleka		Dr. Dallas Kratzer	X
Kim Humphreys	X	Elodie Dickerson	X
Regan Satterwhite	X	Karla Tipton	X
Karen McFadyen	X	Senator Jimmy Higdon	
Jessica Cunningham		Tony Georges	
Scott Secamiglio	X	Todd Schmiedeler	
David Horseman	X	Harper Smith	X
Anna Larson		Sara Tracy	X
Mike Buchanon		Julie Whitis (Brian Noll)	X
John Oliva		Michael Buckentin	
Mike Smith		John Greene	X
Tonya Crum	X	LaKisha Miller	X
Joe Paul (OESE)		Lisa Banner	X
Kristi Putnam		Scott U'Sellis	X
Diana Jarboe		Rick Smith, CPE	
Michael Gritton	X	Tara Johnson-Noem	
Johnny Collett	X	Dr. Beth Hargis	X
Brian Becker		Jimmy Staton	
Matt Bacon	X	Tara Roscoe	X
Tricia Davis	X	Regina Phillips	X

OTHERS PRESENT:

Sara Jagers	Debbie Dennison	Jacob McAndrews
Stefanie Ebbens Kingsley	Hilary Witt – KDLA	Amy Neal
Deveney Redwine		

11:00 AM WELCOME

Beth Davisson, Committee Chair, welcomed and thanked everyone for their commitment and walked through the agenda. Beth asked Stefanie to provide updates on the work of the Collaborative and KWIB initiatives.

KWIB and Collaborative updates

Stefanie Ebbens Kingsley, Executive Director of the Kentucky Workforce Innovation Board (KWIB), updated the committee on working group meetings had in January around reviewing and making recommendations or modifications to the 2020 State Plan. The KWIB will have a public draft for public consumption. The KWIB welcomes feedback. Another collaborative committee that recently kicked off their work is the Metrics committee that will be reviewing the budgets of state workforce partners, non-profits, and other service providers to understand what dollars are being dedicated within the workforce system. In addition, the Memorandum of Understanding (MOU) sub-committee met to discuss their 2022 goals to review functions offered by each cabinet and, as needed, better align, by function rather than by cabinet.

Kim Humphrey asked who partners were considered and Stefanie indicated that KY Chamber, KCTCS, non-profits and service providers, in addition to state and local workforce partners are part of the Metrics dollar review

Good Jobs Challenge Grant

Stefanie Ebbens Kingsley provided information on the Good Jobs Challenge grant that is being written in collaboration with KCTCS, KY Chamber, and other workforce partners. She provided an overview of the grant submittal which includes benefits for employers, and training and educating job-seekers who wish to pursue advanced manufacturing, healthcare and AgriTech pathways. The primary focus for infrastructure development (housing and training facilities, among others) will be in the Lincoln Trail and eastern Kentucky workforce development areas. For more information, please reach out to sebbenskingsley@ky.gov

Tonya Crum asked about the timing of the funding; Stefanie replied that funds will be awarded in the fall of 2022 and run through fall of 2027. Beth Davisson asked if Western Kentucky was being considered for inclusion in the submittal, as they have a need for new infrastructure and job opportunities created by recent tornados in that region. Stefanie replied that Division of Workforce Investment (DWI) is reviewing the use of dislocated workers funds for those requests and needs.

Kim Humphreys and Dianne Owen (West Kentucky employers) appreciated consideration of more assistance, that might also include bringing trade skills to the area. There is a severe shortage of electricians, and contractors. Karen McFadyen added that Kentucky licensing standards are very different from other states and not transferrable. David Horseman recommended that KWIB check with Commissioner Rand about options for temporary work permits during natural disaster times. Discussion was had around further expanding CTE certifications in West Kentucky.

CTE Certification Continuous Improvements sub-committee update

David Horseman, Associate Commissioner of the Office of Career and Technical Education (OCTE), stated that no requests for certifications had been received at this time for consideration. For industry credentials to be lifted to the KWIB site - visit <https://kwib.ky.gov/Pages/index.aspx> at the bottom of the homepage is the link to request new CTE certification.

Sector Strategy sub-committee update

Sara Tracy, Executive Director of the Total Pipeline Management (TPM) of the Kentucky Chamber is now the Chair of this sub-committee. She lifted that her sub-committee is creating a working group that will review existing sectors, and data from KY STATS to determine if they are still in high demand and make recommendations to the upcoming quarterly KWIB board meeting to be held March 17, 2022. The group will

also create a process that will review the data annually to ensure we are keeping a pulse on changing sectors. The working group will also better define what “high demand” means.

This sub-committee is partnering with the Opportunity Youth sub-committee of the KWIB and creating a working group that will create a tool kit for employers around training and educational opportunities and definitions around them (i.e. cooperative opportunities, apprenticeship, work-based learning, etc). The goal is to identify ‘gold-standard’ practices, review existing definitions and then create easy to follow tools for employers to use as they build pipelines for employment within their industry.

Tonya Crum, KET, shared the following links <https://education.ky.gov/CTE/cter/Pages/WBL.aspx> and https://education.ky.gov/CTE/cter/Documents/WBL_Overview.pdf

Jessie Schook shared the following in the chat - <https://www.greaterlouisville.com/internships/>

Kim Humphrey shared a You-tube video that Green River ADD created in partnership with KCTCS -

<https://www.youtube.com/watch?v=t2Gdu9D56a4> (more videos also coming)

Karla Tipton shared a new CTE WBL Coordinator - Tina Brogli-- tina.brogli@education.ky.gov 859/304-8418

Challenges for employers are either processes (insurance requirements) or policy (age stipulation for employment by job type. Matt Bacon shared ““Insurance” and “company policy” seem to be the most-mentioned hang-up when meeting with employers re: employing 16 and 17-year-olds via pre-apprenticeship, co-op education or employment.” This joint working group will dig into OSH laws and review what is allowable and lift to this committee recommendations for change.

Sector Strategies will share work processes that can be replicated backed by data including a review of competitive wage attainment.

New Business

Perkins Leadership funding applications have been received and reviewed and approved for eligibility. KWIB staff will be setting up meetings to review with the committee prior to the March 17, 2022 KWIB meeting.

Discussions for the next meeting will include high school support information from KDE, age requirements (OSH law review), KCTCS GIS presentation (<https://systemoffice.kctcs.edu/institutional-research/education-gis/>) and an update on Sector Strategy toolkit including data review for sectors.

KY Chamber will be opening the class of 2023 for Leadership Institute for Principals – visit <https://www.principalsleadky.com/how-to-apply/> link to program brochure, and link to apply to the program!

KY Chamber is holding first ever Civics-Bee which focuses on teaching civil conversations to middle schoolers. Winner will receive \$1,000 cash and also \$1,000 towards educational support.

12:15PM ADJOURNMENT

BETH ASKED IF THERE WAS ANY ADDITIONAL NEW BUSINESS AND AS THERE WAS NONE, THE MEETING WAS ADJOURNED.

RETAIN KENTUCKY

Retaining
Employment
and Talent After
Injury/Illness
Network

RETAIN to Help Thousands of Kentuckians Stay in the Workforce

RETAIN Kentucky, a federally funded program implemented by the University of Kentucky, is expanding services to help thousands of newly injured and ill employees across the Commonwealth stay in the workforce.

RETAIN Kentucky is expanding to serve more than 3,000 employees across Kentucky. The free program is open to employees 18 and older who have non-occupational illnesses or injuries that prevent them from performing their jobs. Participants will get support to identify their stay-at-work and return-to-work goals and take steps to achieve those goals.

The Retaining Employment and Talent After Injury/Illness Network (RETAIN) Kentucky program is funded by the U.S. Department of Labor and implemented by the Kentucky Office of Employment and Training and the University of Kentucky. The unique intervention program works with employees, employers and healthcare providers, to address issues that can be factors in successful return to work.

In 2018, RETAIN Kentucky began as a pilot program (Phase 1), which served more than 200 employees and trained more than 1,100 health care providers and stakeholders. In May 2021, the Kentucky Education and Workforce Development Cabinet's Office of Vocational Rehabilitation received a \$21.6 million grant to fund Phase 2 of the program, which includes expanded implementation statewide to serve more than 3,000 employees. Phase 2 will also address enduring implications that COVID-19 will have on the physical and mental health of our workforce.

“Kentucky will serve as an early intervention leader for workers who experience injury or illness. This grant will enable us to build capacity, to provide direct services, and to embed practices that will continue to improve employment outcomes long after the end of RETAIN. We are eager to model what an inclusive, engaged and transformed workforce looks like, particularly as we emerge from COVID-19.” said Kathy Sheppard-Jones, executive director of the Human Development Institute at UK.

Because research has shown that individuals with non-occupational illnesses or injuries are at high risk of becoming unemployed, participants in Phase 2 will also be enrolled in a study that will examine how early intensive return-to-work coordination impacts recovery and the likelihood of remaining employed.

All eligible, enrolled participants will have support to identify their stay at work and return to work goals and take steps to achieve those goals through the development of an individualized Return-to-Work Plan. All participants will also receive connections to community resources as needed.

Enrollment in the study will occur from October 2021 through March 2024. Individuals interested in enrolling in RETAIN Kentucky can get more information at www.kyretain.org, email RETAIN@uky.edu or call (859) 562-3251.

RETAIN KENTUCKY

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RETAIN Kentucky Success Stories

Every year, millions of Americans leave the workforce due to injury or illness. Employees leaving jobs can face health challenges, financial problems, loss of health benefits, and a poorer quality of life. Employers face unexpected expenses due to the loss of a valuable employee. Governments at all levels face reductions in the tax base, costly payouts of disability benefits, and decreased economic activity.

Many injured and ill workers could remain in the workforce if they received timely, coordinated stay-at-work/return-to-work (SAW/RTW) services and strategies. These strategies include early action and coordination among injured and ill employees, their employers, and their health care professionals. The goal of this coordination is to help the employee stay at or return to the workforce when medically possible.

Kentucky is one of five states participating in Retaining Employment and Talent After Injury/Illness Network (RETAIN), a federally-funded initiative exploring SAW/RTW strategies. RETAIN KY is building on previous state efforts by using peer support, assistive technology, and universal design to promote quality, coordinated health and employment-related SAW/RTW services. RETAIN Return-to-Work Coordinators (RTWCs) will support employers to assess the impact of SAW/RTW activities and help workers remain effective contributors to the workforce in Kentucky following injury or illness.

Launch

**Phase 2 launched statewide
October 2021.**

Funding

**Phase 1: \$3.5 million
Phase 2: Up to \$21.6 million**

For more information, please contact:

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RETAIN Kentucky Success Stories

Success Story: Heidi

After having a stroke, Heidi called RETAIN because she wanted to go back to work. In addition to providing other individualized services, the RTWC helped Heidi access benefits through her workplace and insurance company. Due to impaired vision and short-term memory loss after the stroke, the RTWC also coordinated services with Heidi's physical therapist and optometrist. A referral for an assistive technology assessment was made and tools were selected to support Heidi's recovery. Until Heidi's driver's license was restored, she was referred to a community partner for transportation and ride share services. The RTWC guided Heidi in her job search and she secured a position with another healthcare provider, where she continues to be successful in her role as an occupational health nurse.

Success Story: Nate

Nate was an employee with a mental health diagnosis who was referred to RETAIN by his doctor when his symptoms made it difficult to work. Since he was medically discharged over 20 years ago, he was eligible for Veteran's Administration (VA) benefits. The RTWC coordinated his benefit application, and he was approved for healthcare benefits within two days. This allowed him to begin working with a mental health provider through the VA system. Based on the severity of his diagnosis, the RTWC arranged for inpatient services at the VA for a week followed by coordination of services with the VA social worker, therapist, and his employer. The RTWC also assisted in getting his short-term disability approved. At the time of the referral, Nate reported he was self-medicating with alcohol and marijuana. The RTWC coordinated additional services to address and resolve this issue. Nate returned to work full time within two months of being referred to RETAIN. Nate signed a release for his mother to participate in his RETAIN services. The RTWC referred Nate to the KY Office of Vocational Rehabilitation for additional services and supports. Upon case closure, she thanked the RTWC for helping her son.

Success Story: John

John, a finishing operator, painted metal panels and rails with a spray gun for over 20 years, and then experienced a stroke. John's first language is Vietnamese, so the RTWC worked with a translator and included John's wife and son, HR director, and front-line supervisor in his RTW plan. John's job description was provided to his doctor to determine when he was able to perform his essential functions safely. Following John's assistive technology assessment, the front-line supervisor implemented the recommendations, allowing John to return to work.

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RETAIN Kentucky Social Media



www.KYRETAIN.org



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@KYRETAIN

Sample Posts

- 1 **[Organization handle/name]** partners with @KYRetain to help our employees stay at or return to work after an injury/illness. Learn more at www.kyretain.org.
- 2 Join @KYRetain in improving return-to-work and stay-at work outcomes for people who experience an injury/illness outside the workplace. Visit www.kyretain.org to learn more.

Join **[Organization handle/name]** as we improve return-to-work and stay-at-work outcomes for people in the workforce who experience an injury or illness through @kyretain project. Visit www.kyretain.org to learn more.
- 3
- 4 Have you experienced an off-the-job injury or illness that has stopped you from returning to work? Learn more about the @KYRetain project at www.kyretain.org.

Each of us may experience a disability in our lifetime. 35% of adults in Kentucky have some type of disability. @KYRetain may be able to help individuals with injuries or illnesses stay in or return to the workforce. Learn more at www.kyretain.org.
- 5
- 6 Are you a healthcare professional and interested in learning more about @KYRetain? Contact Retain@uky.edu to learn how your patients may benefit from RETAIN.

If you need help creating social media content regarding your partnership with RETAIN Kentucky, contact Beth.Potter@uky.edu.

RETAIN is funded by the US Department of Labor to help injured or ill workers remain in or return to their jobs. Referrals for people who meet the eligibility criteria can be made to RETAIN by calling **859-562-3251** or by scanning and emailing this information to RETAIN@uky.edu.

Determining RETAIN Eligibility

The person must be able and willing to participate in the intake process. If the person meets the criteria, a representative from RETAIN will call with information about the program.

1. The person must be a Kentucky resident.
2. The person must be employed or have been employed during the last 12 months.
3. The person's injury or reason for their inability to work must not be work-related.

RETAIN Kentucky Referral Form

Person Being Referred:

Name: _____

Phone Number: _____ Alternate Phone Number: _____

Hospital Room Number: _____ N/A

Person Making the Referral:

Name: _____

Phone Number: _____

Email: _____ Today's date: _____

For more information, contact: Shirley Kron | 502-541-5314 | shirley.kron@uky.edu or
Kimberly Wickert | 859-359-6726 | kimberly.wickert@uky.edu.

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RETAIN Kentucky and the UK Human Development Institute Employment Seminar Series

This monthly lunch and learn series provides information about ways that employers can help their employees stay at or return to work after injury/illness. Visit and subscribe to [RETAIN Kentucky Media on YouTube](#) to view presentations on the topics below and more. Subscribers will be notified when new videos have been added. Contact Kimberly.Wickert@uky.edu with any questions.

Click a title below or search “RETAIN Kentucky Media” on YouTube to watch the seminar:

Returning to Work Post-COVID: Multiple Chemical Sensitivity and Universal Design

A Sustainable Approach to Empower People in Healthcare and Employment

Return to Work: Engaging Peer Mentors in your Stay at Work and Return to Work Processes

Return to Work: Chronic Pain and Safe Opioid Usage in the Workplace?

Engagement of Employees with Injury and Illness as we Return to the Workplace/Continue to Work from Home

The 7 Habits of Highly Effective Employers



www.KYRETAIN.org



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@KYRETAIN

Contact: Kimberly Wickert

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kimberly.wickert@uky.edu
859-359-6726

RETAIN
KENTUCKY

Do you want to stay at work, return to work, or get a new job?

Do you have an injury or illness that did not happen at work that impacts your ability to do your job?
Have you worked within the last 12 months?

**We can help! Call 859-562-3251
or email RETAIN@uky.edu to
find out more.**

**Scan this QR
code to start
a referral!**

www.KYRETAIN.org



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