



KWIB Executive Committee Meeting

DRAFT MINUTES

January 18, 2024; 09:30-10:30 am EST

Committee Member Attendance: Kim Menke, Heidi Margulis, Lori Ulrich, Scott Pierce, Amy Luttrell, Kevin Smith

Staff: Deputy Secretary Beth Brinly, Sam Keathley, Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Elishah Taylor, Katy Lawrence

09:30 am EST

Welcome

Kim Menke, Chair welcomed the members and thanked them for their time. Kim asked **Beth Brinly, Deputy Secretary** of the Education and Labor Cabinet, to discuss the Education & Labor updates.

Education & Workforce Collaborative Update

Deputy Secretary Brinly announced that the US House of Representatives drafted new legislation for the reauthorization of the Workforce Innovation and Opportunity Act (WIOA). She mentioned that if this legislation gets approved, it will mandate that 50% of the funds for adult and dislocated workers must be used for training purposes. She also provided a brief summary of the proposed updates that the US House of Representatives is currently reviewing. More proposed updates can be found [here](#).

Deputy Secretary Brinly also shared an update on upcoming interviews to fill open positions in the Education and Labor Cabinet. She briefly discussed the Governor's budget, highlighting some key points such as the providing support for apprenticeship through a tax credit for hiring untapped talent, funding for Jobs on Day One, and universal pre-K.

Additionally, the Digital Equity Initiative Team has partnered with Goodwill to host the Digital Equity Summit in Louisville on February 26 and 27. More information about the Summit can be found on the [Digital Equity Initiative](#) website.

Deputy Secretary Brinly, Kim Menke, and Alisher Burikhanov will also be attending the National Governor's Association (NGA) conference from January 31 – February 2 and will share updates and information at the next meeting. Finally, Deputy Secretary shared information about The Statewide Workforce and Talent Team (SWATT) which is a group of statewide organizations committed to improving measurements, coordinating, and delivering workforce development solutions and services to Kentucky employers. SWATT is responding to feedback from Kentucky employers to design and pilot a unified approach to provide workforce services to employers. The data-informed unified strategy is intended to improve coordination, responsiveness, and results among partners and ultimately drive workforce participation and business growth. After shared metrics are established and the initial pilot is offered and measured, the strategy will be captured in a model for implementation statewide.

Kim Menke, Chair thanked Deputy Secretary for the updates and for her leadership. He moved into the next agenda topic, LWDB Certification – KentuckianaWorks.

LWDB Certification – KentuckianaWorks:

Kim Menke shared that KentuckianaWorks wishes to be re-certified as a local workforce development area which requires a vote. Noting that for several LWDB's dual representation has been a challenge and will be addressed in next rendition of the policy concerning this matter. **Kim Menke** asked for a motion to certify at present. **Heidi Margulis** motioned and **Lori Ulrich** second. The motion passed unanimously.

Kentucky Career Center Certification

Alisher Burikhanov went over the existing three levels of Kentucky Career Center (KCC) certification levels. He also informed that KWIB staff has been working to compile and update the list of locations to also include “partner locations” that are not currently part of the certification process, which happen to be primarily adult education and literacy locations in each area. The goal of this is to align all the various workforce services locations as entry points into KCC, thus providing easier access for individual customers. For normal certification process, he shared that KWIB staff reviews applications as submitted and confirms that guidance has been followed. He shared that new requests have been received from Northern Kentucky and Lincoln Trail. Staff has reviewed the applications and they are recommended to move forward for approval. **Kim Menke** asked if there were any questions and for a motion to move the applications for approval to the full KWIB. **Amy Luttrell** motioned, and **Lori Ulrich** seconded. the motion passed unanimously.

2024-2027 WIOA State Plan

Alisher Burikhanov shared updates on the work of the 2024-2027 WIOA State Plan that each state is required to submit that outlines the strategic and operational direction for workforce development within the state. This plan is created in coordination with partners in the workforce ecosystem and the governor's state workforce board. Kentucky is submitting a Combined State Plan, that will include core WIOA program information: Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth; Title II: Adult Education & Literacy; Title III: Wagner-Peyser, general employment services; and Title IV: Vocational Rehabilitation. Additional workforce programs KY will be including in this year's program include: Unemployment Insurance (UI), Jobs for Veterans State Grant (JVSG); and Trade Adjustment Assistance (TAA).

The plan opens with an analysis of Kentucky's economy and workforce, and then moves to the strategic and operational components are discussed. The underlying theme of this plan is collaboration. The Strategic Plan continues to act as the north star and four goals persist including employer engagement, education attainment, workforce participation, and resource alignment as driving forces. The spirit of collaboration, partnership, alignment, and collective impact is seen in the activities discussed throughout the WIOA State Plan.

Alisher shared partnership efforts with Cabinet for Economic Development, Energy, and Transportation are important as workforce development is highlighted in the major federal legislative packages: [Bipartisan Infrastructure Law \(BIL\)](#), [Inflation Reduction Act \(IRA\)](#), [CHIPS](#) and Science Act.

The tentative timeline for Kentucky's WIOA State Plan is:

- share a summary of the draft WIOA State Plan will be presented to the KWIB Executive Committee
- Provide a month-long Public Comment period; the document will be available on the KWIB site and sent to the partner from the KWIB listserv
- Present the final copy of the WIOA State Plan to the KWIB
- submit the WIOA State Plan to DOL by March 4

The group discussed that the summary needs to highlight best practices in Kentucky. It also needs to explain how it is supporting existing businesses and not just the new businesses coming into Kentucky. The summary needs to discuss the workforce system as a whole identifying barriers and weaknesses.

Identifying & Updating Top Sectors

Kim Menke shared updates on the Sector Strategies Working Group. They have been discussing what data to pull to determine what the main sectors will be. The group has been looking at entry-level annual wages, occupational demand, and growth rates within those jobs. Weighted measures are being used to identify in-demand occupations. More information can be found in the minutes from the last meeting on the KWIB site here. One opportunity lifted was to be more inclusive in the types of educational development required of occupations. Analyzing the data through numerous lenses should highlight demands that are out there by section and region. There is still more review needed and the Executive Committee will be updated along the way.

Other Business

Amy Luttrell announced that Goodwill's headquarters in Louisville will be moving into their new building in March. They welcome being able to host a meeting later in the year. **Scott Pierce** also lifted the opportunity to host in his area.

Alisher Burikhanov reminded the group of the need to vote on previous meeting minutes and discussed that they are still actively recruiting new members for committees. He expressed the need for new voices representing businesses in different regions of the commonwealth. As they receive new members he will be introducing them to the chairs of each committee. He asked the group to also to continue to promote the committees to their networks. **Kim Menke** moved for a motion to approve the past meeting minutes. **Heidi Margulis** motioned, and **Scott Pierce** seconded. The vote passed unanimously.

Adjournment

Mr. Menke thanked everyone for their attendance and adjourned the meeting at 10:39 am EST.



KWIB
Executive Committee
Meeting

AGENDA
January 18, 2024, 9:30 am EST
Virtual

Join Zoom Meeting

<https://us06web.zoom.us/j/86882151189?pwd=J7sWY343XpVJGHfHGOzhLJBWqCo2Qb.1>

Meeting ID: 868 8215 1189

Passcode: 910678

10:00am **Call Meeting to Order**

Kim Menke, Chair
Toyota Motors of North America (TMNA)

➤ LWDB Certification - KentuckianaWorks

Alisher Burikhanov, Executive Director
Kentucky Workforce Innovation Board (KWIB)

➤ Kentucky Career Center Certification

Alisher Burikhanov

○ Northern Kentucky:

- Access Point: Williamstown (new site)
- Access Point: CVG Airport
- Access Point: Kenton County Public Library

○ Lincoln Trail: Access Point, Fort Knox

➤ 2024-2027 WIOA State Plan

Alisher Burikhanov

➤ Identifying & Updating Top Sectors

Kim Menke, Chair

➤ NGA Winter Symposium

Kim Menke, Chair

➤ Other Business

Kim Menke, Chair

➤ Adjournment

Kim Menke, Chair



KWIB Executive Committee Meeting

DRAFT MINUTES

October 11, 2023; 10:00-11:30am EST

Committee Member Attendance: Kim Menke, Lori Ulrich, Kevin Smith, Scott Pierce, Beth Davisson, Amy Luttrell, Deputy Secretary Beth Brinly

Staff: Sam Keathley, Stephanie Litteral, Alisher Burikhanov, LaChrista Ellis, Elishah Taylor, Debbie Dennison

10:30am EST

Welcome

Kim Menke, Chair welcomed the members and thanked them for their time. Kim asked **Beth Brinly, Deputy Secretary** of the Education and Labor Cabinet, to discuss the Education & Workforce Collaborative updates.

Education & Workforce Collaborative Update

Deputy Secretary Brinly shared that Cabinet Leadership is working on the budget development process for the upcoming year. The Governor formally announced *Jobs on Day One* and the work being done to build pipelines of training and employment for those exiting incarceration. Deputy Secretary shared that the local workforce board directors **presented at an [interim joint committee on workforce development](#)**, before the legislature, asking for more funding supports for youth as the Workforce Innovation and Opportunities Act (WIOA) funds are decreasing. Additionally, the Cabinet submitted the **Digital Equity plan** to the Department of Commerce and the state continues to work to provide software and hardware to areas of greatest need.

Kim Menke, Chair thanked Deputy Secretary for the updates and for her leadership. He asked **Alisher Burikhanov, Executive Director**, Kentucky Workforce Innovation Board (KWIB) to walk through the **Policy 15-003** updates.

Alisher shared that Policy 15-003, a partnership agreement between the Chief Local Elected Officials and the local workforce development areas (LWDAs) was updated. While no major updates, he wanted to allow the Executive Committee the opportunity to ask questions before lifting it to the full KWIB board for final approval. Membership asked what updates were made. Alisher stated that the format of the policy was updated and language to update the Department name from Department for Workforce Investment (DWI) to Department of Workforce Development (DWD) was the primary change. Deputy Secretary added that this policy provides guidance to the LWDAs in how to carry out their joint duties with local elected officials. No additional discussion was had.

Mr. Menke asked **Amy Luttrell, Standing Committee Chair** of the Workforce Participation Committee to share information about the Benefit Cliffs analysis being completed.

Benefit Cliffs Analysis:

Ms. Luttrell shared that the National Center for Children and Poverty (NCCP) was completing their analysis of data provided by the Kentucky Center for Statistics (KYSTATs) by the [Family Resource Simulator](#) (Simulator). The contract is to analyze data on the size of households, the wages of those households and review and analysis of the current benefit laws and their impact on these families. The analysis by the third party is nearly complete and recommendations forthcoming. She continued that the Simulator has been updated as legislation has changed in the last couple of years. The analysis is reviewing childcare assistance, Medicaid (adult and child) benefits, and others. **Draft recommendations** include changes to childcare assistance and health insurance options offered. Discussion was had on the role of the KWIB, Executive

Committee or full board post recommendation. Discussion was had around this topic and broadly about the increased costs to the state. A recommendation to identify the return on investment by recommendation was made. **Deputy Secretary Brinly** made a suggestion that the Education and Workforce Collaborative Board (“the Collaborative”) could review and discuss the recommendations to lift up possible legislative opportunities. Discussion was had around continuing the focus of these cliffs in both KWIB and the Collaborative meetings.

The legislature has been holding joint interim meetings with the **Cabinet for Health and Family Services** (CHFS) around benefit cliffs and their impact on Kentucky families. This is an important initiative and additional conversation and recommendations will be forthcoming.

KWIB Quarterly meeting – November 2, 2023

Kim Menke asked Alisher Burikhanov to walk through the events on the meeting day. Alisher shared that the meeting date had been moved forward from November 16 to November 2 due to a scheduling conflict.

Staff has confirmed the River Room at the Paul Sawyer Library for the day. The board meeting will be preceded in the morning with an in-person meeting with the local areas Workforce Innovation Board (WIB) Chairs, Directors and Executive Committees who wish to participate. The meeting will include a **recap of themes lifted in the State Plan forum visits and include strategy questions** to engage the local board volunteers. Lunch will follow sponsored by an employer.

In the afternoon, the quarterly board meeting will include **strategy conversations around common themes discovered during the forum sessions**. Some of the key take aways include businesses need to be more involved; strategy on how to get them involved (i.e. If on the board, they should hire from the career center); increased focus on involving youth and preparing them for the workforce; strategy on making sure the Job Corps and Tech centers are aligned with state infrastructure are suggestions lifted. Discussion around the revamp of the Work Ready Communities program will also be lifted. The strategy meeting will look to the goals and objectives of the next four (4) years. Members shared in discussion around the upcoming meeting.

Alisher also shared federal themes that are important like planning our engagement with the cabinets receiving billions of dollars from the federal government through Infrastructure packages received by **The Departments of Commerce, Energy and Transportation**. While the language did not mandate use of existing workforce infrastructure, the **Departments of Labor and Education are challenging** each state, local area to **engage with these partners as there are workforce dollar line items** in each of the funding packages. Links to funding include: [Bipartisan Infrastructure Law \(BIL\)](#), [Inflation Reduction Act \(IRA\)](#), [CHIPS](#) and Science Act. Other important federal themes include how to incorporate Job Quality as best practices for employers, Equity in employing all populations, and focus on specific sectors and those strategies (i.e., care economy). These topics will be lifted at the board meeting. Alisher shared an update on the *Job Quality Academy*, of which Kentucky is one of seven states participating and discussion followed. The primary goal of the pilot program is to identify gaps in perspective by employers and employees and to, where possible, build bridges for those gaps, ultimately to attract, retain and empower the workforce dynamic between the two.

Alisher shared the 2024 quarterly board calendar with the members and added that calendar invitations would be forthcoming.

Adjournment

Mr. Menke adjourned the meeting at 10:59am EST.



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Jamie Link
SECRETARY

Office of Kentucky Workforce Innovation Board
500 Mero Street, 4th Floor
Frankfort, Kentucky 40601

APPROVAL LETTER LOCAL WORKFORCE DEVELOPMENT BOARD CERTIFICATION KentuckianaWorks Workforce Development Board

November 29th, 2023

Tony Georges, Board Chair
KentuckianaWorks Workforce Development Board
Human Resources Director - UPS
1400 North Hurstbourne Lane
Louisville, KY 40223

Michael Gritton, Executive Director
KentuckianaWorks Local Workforce Development Area
410 West Chestnut Street, Suite 200
Louisville, KY 40202

Mr. Georges and Mr. Gritton:

Thank you for providing the Department of Workforce Development (DWD) with the information requested in the Kentucky Local Workforce Development Board (LWDB) Biennial Certification Review Packet. We appreciate your timely and thoughtful response.

The Workforce Innovation and Opportunity Act (WIOA) Sec. 107(c), requires the Governor to review and certify each local board every two years. The information requested was based on the criteria stated in Kentucky Policy 15-001, WIOA and federal regulations for subsequent LWDB certification.

KentuckianaWorks Workforce Development Board has resolved the DWD's initial concern and currently has majority members in the business representative category. However, it appears there is dual representation of the Adult Education sector as well as the Higher Education sector in the Education and Training category. Although this arrangement does not strictly comply with the applicable Policy and federal regulation, because the sectors have overlapping aims, and knowing the difficulties in securing adequate board representation, certification is being granted for the following two-year timeframe:

July 1, 2023 – June 30, 2025

This approval is being provided with the understanding that for the next certification KentuckianaWorks Workforce Development Board will ensure that proper representation is provided, without the need for dual representation. Kentucky Workforce Innovation Board (KWIB) will clarify the intention in a policy update for added clarity before next round of certification is due.

This certification will be formally ratified at the next KWIB Quarterly meeting in February 2024. We value our partnerships with the KentuckianaWorks Workforce Development Board and will continue to work with the board securing opportunities to promote and enhance key employment, education, and training programs in your community and across Kentucky.

Respectfully,

/s/ Alisher Burikhanov

Alisher Burikhanov, KWIB Executive Director

CC: Kim Menke, KWIB Chair

Beth Brinly, Deputy Secretary, Education & Labor Cabinet

Kentucky's 2024-2027 WIOA State Plan Briefer

Every four years, each state is required to submit a Workforce Innovation & Opportunity Act (WIOA) State Plan that outlines the strategic and operational direction for workforce development. This plan must be created in coordination with the governor's state workforce board, in the Commonwealth the Kentucky Workforce Innovation Board (KWIB) serves in this capacity.

Kentucky is submitting a Combined State Plan, meaning that the core WIOA programs encompassing:

- Title I: Workforce Development Activities targeting Dislocated Workers, Adult, & Youth;
- Title II: Adult Education & Literacy;
- Title III: Wagner-Peyser, general employment services; and
- Title IV: Vocational Rehabilitation.

Additional workforce programs (listed below) are also included in the plan:

- Unemployment Insurance (UI);
- Jobs for Veterans State Grant (JVSG); and
- Trade Adjustment Assistance (TAA).

The plan opens to a discussion about Kentucky's economic and workforce analysis (such as the growing manufacturing and healthcare sectors), and then the strategic and operational components are addressed. The underlying theme of this plan has the Kentucky Strategic Plan as the north star and the four goals of employer engagement, education attainment, workforce participation, and resource alignment as the driving forces. The spirit of collaboration, partnership, alignment, and collective impact is seen in the activities discussed throughout the WIOA State Plan.

Executive Summary

The Commonwealth of Kentucky is entering the Workforce Innovation and Opportunity Act (WIOA) 2024-2027 State Planning period after securing the best four-year period of economic growth in the state's history. In the last four years, more than \$28.7 billion dollars of private investments flowed into the state, creating more than 51,200 new jobs for Kentuckians. Importantly, these jobs are good quality jobs that sustain families and communities – 2024 averaged the highest incentivized wage of \$26.67/hour plus benefits. These investments include building two of the largest electric vehicle battery plants in the entire world, securing Kentucky's position as the global EV battery capital of the world. A wide and diverse set of investments complemented this growth as private businesses continued to trust and believe in Kentucky's workforce to fill jobs of the future.

To ensure success in meeting these demands, the workforce development system must work as an ecosystem with the strategic direction provided by the Kentucky Workforce Innovation Board (KWIB) and with enhanced aligning and collaboration with the administrators of WIOA at the Education and Labor Cabinet (ELC). The opportunity to build equitable pathways to good quality jobs in a wide array of industries is better than any time in the past. Equally, the partnerships that have been established across the workforce development ecosystem are in the best position to serve

all Kentuckians – including the untapped talent pools that WIOA was designed to serve, such as disconnected youth, justice-involved individuals, individuals with disabilities, veterans and their families, adults of limited literacy or English, and many others.

To accomplish these tasks, the spirit of Kentucky Governor Andy Beshear is for Team Kentucky is to embrace a “Forward, Together” model to work collaboratively to provide the highest impact to Kentucky job-seekers, workers, and businesses through a collective team approach. This is directly aligned to KWIB vision to “create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development.” This north star is supported by the four goals of Kentucky’s Workforce Strategic Plan: employer engagement, education attainment, workforce participation, and resource alignment.

In this 2024-2027 WIOA State Plan, Kentucky’s strategic and operational activities are described with the overarching theme of the workforce development ecosystem’s continuous improvement to enhance alignment, collaboration, and partnerships to better serve the needs of individual customers, businesses, and workforce system staff in a rapidly evolving economy. From highlighting successful local programs executed by the ten Local Workforce Development Areas (LWDA) to showcasing how each of the four WIOA Title sponsors are innovating to meet business and individual customer needs; all accomplished through the enterprise-wide branding of the Kentucky Career Centers (KCC).

Furthermore, this WIOA State Plan is informed by the various stakeholders who are essential to the execution of the strategic and operational direction; through localized and statewide listening sessions, individuals representing businesses, elected officials, community-based organizations, government, and individual consumers contributed their perspective on a reimagined workforce development system. This plan is meant to be a living document that supports the workforce development ecosystem to work closer with a vigor of innovation to meet the needs shared by the stakeholders. This plan also takes into consideration the historic investments that will be powering up the national economy via the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act; these opportunities present workforce development partnerships that support physical infrastructure construction, and also, innovative vehicles to address equitable access to good jobs, such as through rural connectivity via broadband expansion and opportunity for better digital equity across the Commonwealth.

To create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work, and drives economic development, the 2024-2027 WIOA State Plan is meant have Team Kentucky embrace the collaborative spirit of a Commonwealth that moves Forward, Together.

Highlights

- Kentucky Strategic Plan is the north star with the four goals serving as pillars: employer engagement, education attainment, workforce participation, and resource alignment.
- Contribution from local listening sessions are included throughout the plan; contributors included: local businesses, local elected officials, community-based organizations, system partners, and individual customers.
- Strengths focus on the collaborative spirit of the workforce development ecosystem and connect various activities under the four goals and objectives of the Strategic Plan.
- Weaknesses are focused on the barriers to employment consisting of lack of childcare, transportation (urban and rural), and affordable housing.
- The flow of action is shared: KWIB providing strategy, Education and Workforce Collaborative providing direction and the Department of Workforce Development providing execution.
- Discussion on leveraging Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and CHIPS and Science Act and Science Act (totaling over a trillion dollars) provides opportunity to continue growing the share of Kentucky's involvement.
- Partnership opportunities with employers and educational institutions discussed; Work-Based Learning (WBL) serving as an effective tool to learners to both simultaneously.
- Coordination with Economic Development is discussed as it relates to Statewide Workforce and Talent Team (SWATT), Work Ready Communities – Next Generation, and overall collaboration to support new and expanding businesses.
- Good job principles are reviewed as avenue to increase outcomes for individual customers and increase recruitment and retention for businesses.
- Procurement of assessment and evaluation by a third party; procurement of an integrated case management system discussed.
- Operationally, information is provided from Kentucky Office of Adult Education (highlighting Title II), Career Development Office (highlighting Title III and JVSG, TAA programs), Unemployment Insurance, and the Office of Vocational Rehabilitation (OVR).