

Thomas D. Clark Center for Kentucky History
Frankfort KY

1:30	CALL MEETING TO ORDER	
	Minutes of November 2016 KWIB Meeting.....	Hugh Haydon, Chairman Kentucky Bioprocessing, Inc. of Owensboro
1:40	PRESENTATION AND DISCUSSION	
	Student Presentation.....	Judge Michael Hale, Member Barren County
	Education and Workforce Cabinet Updates.....	Hal Heiner, Secretary and Member Education and Workforce Development Cabinet
	o Kentucky Career Center Reorganization	
	o WorkReady Skills Projects	
	o WorkReady Skills Scholarships	
	o Legislative Update	
	o Other as Needed	
	Kentucky Future Skills Report Dashboard NOW AVAILABLE.....	Dr. Kate Akers, Executive Director Kentucky Center for Education and Workforce Statistics
	Sector Strategies Initiative in Kentucky.....	Gretchen Sullivan and Libby Livings-Eassa Maher and Maher
	The Upcoming Medicaid Program in Kentucky.....	Mary Pat Reagan, Executive Director for Medicaid / Engaging Communities Education and Workforce Cabinet
3:30	ADMINISTRATIVE AND STRATEGIC ITEMS	
	ADMINISTRATIVE	
	o Carl D. Perkins Funding Recommendations.....	Karla Tipton KY Department of Education – Career and Technical Education
	o Strategic Plan Update.....	Melissa A. Aguilar, Executive Director Kentucky Workforce Innovation Board
	STRATEGIC	
	• Committee Updates	
	o Business and Education Alignment Committee.....	Jason Luring, Member Chair Catalent Pharma Solutions
	o Best Practices and Solutions Committee.....	Danette Wilder, Member Chair Sealing Life Technologies
	o Data, Performance and Accountability Committee.....	Rob Southard, Member Chair Southern Star Energy
	o Policy and Process Committee.....	Pat Murphy, Member Chair UPS
	• WorkReady Certifications.....	Kurt Krug, Member INOAC, Inc.
3:55	OTHER BUSINESS / DISCUSSION	
4:00	ADJOURNMENT	

MEMBERS PRESENT: John Baines, Josh Benton for Secretary Erik Dunnigan, David Boggs, Representative Clark, Sharon Fields, Parvin Gibbs, Judge Michael Hale, Hugh Haydon, Secretary Hal Heiner, Senator Higdon, Sharon Johnston for President King, Jason Luring, Amy Luttrell, Debbie Morris, Kay Moss for Peter Feil, Pat Murphy James Neihof, Scott Pierce, Mike Price, , Dr. Schreffler for Dr. Box, Madison Silvert, Rob Southard, Terry Spears, Mayor George Steele, Bryan Sunderland for Governor Bevin, Mary Taylor for Commissioner Stephen Pruitt, Carla Webster, Bill Weier, Danette Wilder and Steve Willinghurst

CABINET STAFF PRESENT: Melissa A. Aguilar, Rick Jordan, Commissioner Beth Kuhn, Susan Riddell, Leslie Slaughter, and Kelly Thomas

CALL TO ORDER

Hugh Haydon, Chair, called the meeting to order at 1:30 p.m.

Gwendolyn G. Joseph, Ph.D., who is the interim president at the college, welcomed the board and audience.

Judge Michael Hale introduced student guests Grant Morris, Ally Jones, Kelby Burks and Will Harris.

Minutes of Aug. 18, 2016 KWIB Meeting

ACTION: A motion was made by Scott Pierce to approve the May 14, 2015 minutes. Madison Silvert seconded. Motion carried.

PRESENTATION AND DISCUSSION

Governor's Workforce Funding Analysis

Bryan Sunderland, Legislative Director for the Governor's office, reported on the Governor's workforce funding analysis of the 2.1 billion dollars of workforce resources coming into the state. Sunderland said a goal of the Governor is to make Kentucky a center of excellence for manufacturing. A key focus of the analysis is a management review to streamline programs, get rid of duplications and put the most impactful things into practice.

Sharon Fields asked Mr. Sunderland to share with the Governor the importance of fully funding OFB and OVR because Kentucky receives a 4 to 1 match of Federal dollars. Amy Luttrell agreed, saying that additional funding could help individuals who might otherwise be overlooked because their needs are less severe than others. With just a small amount of help, those individuals could successfully enter the workforce. A favorable discussion followed. Legislative Director Sunderland and Secretary Heiner both expressed their support of fully funding OFB and OVR.

Education and Workforce Cabinet Updates

Secretary Heiner updated the board on the dual credit initiative and Work Ready Skills initiative. He presented statistics comparing data from the fall of 2015 and the fall of 2016 which show a marked increase in both the number of students taking dual credit courses and the number of courses taken. Eventually, he would like to see a law requiring high school students to graduate with either college credit or a credential. Students who've achieved college credit or a credential will typically continue with college education within the next six years. Will Harris, a student who attended the meeting with Judge Hale, said that he is a fan of dual credits, but that many students are unaware of dual credits because they are poorly advertised. He said that they need to be promoted by counsellors.

The Work Ready Skills Initiative refers to 100 Million Dollars allotted by the state for improvements to and development of college and tech. ed. facilities. The money is awarded through an application process. Heiner reported that during the first round of eliminations, 91 applications met the requirements and the review board was going to meet the next day to narrow down that number. When it comes to the initiative, Heiner said one of the most positive benefits is that it has increased the amount of networking in communities because the grant requires representatives / partnerships from different sectors in the community. Judge Hale agreed, saying that a grant application he's involved with includes four counties, seven high schools and several agencies.

WIOA Update on Implementation Planning

Commissioner Kuhn provided a WIOA update.

ADMINISTRATIVE AND STRATEGIC ITEMS

ADMINISTRATIVE

- Executive Committee Update (Minutes of November 7, 2016)
- Strategic Planning for the KWIB (RFP – FYI)

STRATEGIC

Committee Updates

Business and Education Alignment Committee – Jason Luring, Chair

Jason Luring summarized the work of the committee up to that point which has culminated in the following six recommendations:

Recommendation 1

The new analysis of the top industry sectors has been completed. **We are recommending we now follow the new top 5 sectors** as related to the handout in your packets and with regard to understanding the sectors are also to be followed as broken down by the regional information (also included in your packets).

Last 5 Sectors Approved by KWIB

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Energy

Current 5 Being Recommended

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Construction

ACTION: Based on the recommendation from the Business and Education Alignment Committee, Jason Luring motioned that healthcare, advanced manufacturing, business / IT, transportation / Logistics and construction be approved by the KWIB as the top five sectors with regard to understanding the sectors are also to be followed as broken down by regional information included in the packets. Judge Hale seconded. Motion passed.

Recommendation 2

Recommend the **Office of Career and Technical Education complete a review of all current Certifications and Career Pathways being offered and whether they align with the Sector Strategy data.**

- If certifications do not align with the “demand” based on the Sector Strategy data and employer feedback, there should be a formal recommendation to the Business and Education Committee to realign / eliminate / phase out those certifications for the 2017 / 2018 School Year. (Timeline: January – March 2017)
- Recommend a “core” set of Certifications and Career Pathways to be offered across the state in each school district but ensure appropriate regional nuances are met based on Sector Strategy data. (Timeline: May 2017)
- Annual review process

List of Current Certifications are Provided

Recommendation 3

In order to strengthen the partnership between school districts and local employers, we must create a structure which allows the **formalization, identification and funding for Business Partnership Liaisons to be placed in each local school district** (in partnership with workforce boards, chambers, economic development, post-secondary education and private sector).

Best practices already exist in KY and need to be reviewed.

The Business Partnership Liaisons function is to connect schools and students with employers (evaluate best practices as related to the following):

- Career opportunities post-graduation
- Internships / Co-ops / Apprenticeships
- Formal mentoring and industry exposure for students
- Technical and career skill awareness and development
- How can schools improve the “supply” based on the “demand” of local business?
- Identify resources and partnerships for students with disabilities who need access
- Eliminate finger pointing and build true partnerships

Recommendation 4

Promote and incentivize school systems to implement a formal “Earn and Learn” program in each career pathway to accelerate career readiness of students and increase “supply” to meet local talent needs.

- Need to have consistent set of core criteria and metrics to ensure statewide consistency
 - “Earn and Learn” Program would fall under job role and responsibilities of Business Partnership Liaisons
 - Participating employers would need to meet specific student career development criteria
 - Need to ensure program takes into consideration needs and resources of small employers and large employers
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- Need to ensure program takes into consideration needs and resources of students with disabilities and connecting them with employers

Recommendation 5

Through the appropriate tax incentives, tax credits or salary rebates, create a formal annual incentive for companies that are an active partner with the respective school system(s).

- “Active Partnership” would require key criteria* to ensure employers are both active with real hands on Internships, Co-ops and Apprenticeships, but also with true career development actions for participating students.
- Create a statewide award for companies and school systems leading the way = significant Employment Branding and potentially additional state resources

* Career Mentoring, Skill Demonstrations or Training, Mock Interviewing, Student Facility Tours, Donations (\$ or Equipment), etc.

Recommendation 6

Recommend a formal marketing effort to ensure both the private sector but also parents and students are educated about the program offerings and efforts by the school systems to improve the “supply” to meet the “demands” of the future.

- Make it simple for employers on what schools are doing and how they can get involved.
- Track key metrics and then report them out annually to drive education and resources.
- What is the CCR Accountability Model and why should parents, students and the private sector care?
- What are the high demand sectors and occupations so parents and students are informed?

ACTION: Based on the recommendation from the Business and Education Alignment Committee, Jason Luring motioned that recommendations 2 – 6 be approved. Danette Wilder seconded. Motion passed.

Policy and Process Committee – Pat Murphy, Chair

Pat Murphy, chair, provided the following summary:

Our committee has taken a short break until the final WIOA regulations were released. The WIOA regs were released in August and an internal team has begun to meet to determine how the regulations will be applied to the Commonwealth. The role of the KWIB Policy and Process committee, as it relates to the regulations, is in the process of being identified.

While this portion of our Committee’s work is being formulated, we will most likely be asked to provide assistance / guidance, from a policy and process perspective to the other KWIB committees on recommendations made to the KWIB by the other committees.

However, at this time our committee will make No Recommendations to the KWIB. We anticipate our committee meeting to be scheduled in the next month or so to begin understanding our role in moving forward and in reviewing recommendations made by other committees.

Data, Performance and Accountability – Rob Southard, Chair

The Data, Performance, and Accountability Committee has met with the Kentucky Chamber of Commerce to listen to their ideas concerning measures and accountability. The committee also was invited to a

demonstration of the KCEWS new platform for the Department of Adult Education. The platform provided committee members with a visual of what kind of dashboard potential they can provide.

Next steps are to:

- Allow all committee members to view the link to see its value
- Preview the current KCEWS data sources that could be converted to the new platform
- Review some other states’ dashboards for data consideration.
- Document in a worksheet the elements of data in a prioritized list. Once compiled a summary of this exercise can serve as a resource for stakeholder approval and strategic planning activities.

The committee recognizes that a single point of contact in each workforce areas is essential to coordinating a successful effort.

The committee further expects that employers must be more formally embedded into the planning and decision making.

Winning employers over will not be an easy task without a strong demonstration of intent from the outset and equal intensity in follow through.

Best Practices and Solutions Committee – Danette Wilder, Chair

The Best Practice Committee has identified the following barriers needing best practice reviews:

Business	Education	Government	Social
Lack of Skilled Workers ☆ ◇	Unprepared Students and / or Limited Access for Career and / or College ✚ ☆ ◇	Silos of Resources and Constraints of How to Spend Resources	Unwilling but Able to Work ✚ ◇
Lack of Awareness of Resources	Misunderstanding Conceptually of How Curriculum is Applied via Real World Industry Examples ✚ ☆	Redundancy and Duplication of Efforts and Resources	Lack of Education / Skills ✚ ☆ ◇
Lack of Alignment of Training with Job Demand ☆	Economic and Social Barriers of Student’s Environments ✚ ◇	Power Struck – Control / Regional and Local Constraints	Individuals with Disabilities or Barriers Not Being Given Chances ☆ ◇
Differing Perspective on Education Change	Uneven Access to Opportunity for Students	Spread Thin in Capacity in Many Cases with Decreases in Funding and Greater Need	Supportive Services (Childcare / Dependent Care / Transportation)
Lack of Participation in Educational Change ☆	Overwhelmed with Daunting Task ✚ ☆	Ineffective Policies / Red Tape	Access to Transportation / Lack of Transportation Infrastructure

Goals are to focus on employment rather than unemployment and be proactive rather than reactive.

Possible solutions include the following:

- ☆ Employer Led Work Based Learning Models (TRACK, KY FAME, LIFT, etc.)
- ✚ Self-Accountability Modeled Programs (Essential Skill Programs, Career Coaching etc.)
- ◇ Entrepreneurial Programs (SBDC, KIN, FastTrack, etc.)

CAREER CENTER CERTIFICATION RECOGNITIONS

David Boggs announced the following Kentucky Career Center recognitions:

Cumberlands
Corbin – Affiliate

Local area directors were asked to stand to be recognized during the meeting and were presented certificates and photographed after the meeting.

WORKREADY COMMUNITIES

Sharon Johnston reported that the Kentucky Work Ready Communities Review Panel met on October 17th to review one application for certification as a Work Ready Community, four applications for certification as Work Ready in Progress and three extension requests.

ACTION: Based on the recommendation from the review panel, Ms. Johnston motioned that the KWIB certifies Nicholas County as Work Ready and Bell, Cumberland, Garrard and Lee Counties as Work Ready in Progress and grants a two-year extension to Logan, Taylor and Webster Counties. Scott Pierce seconded the motion. Motion passed.

County representatives were asked to stand to be recognized during the meeting and were presented certificates and signage and were photographed after the meeting.

ADJOURNMENT

With no further business, the meeting adjourned at 3:45 p.m.

MEMORANDUM

DATE: Jan. 10, 2017

TO: DEPARTMENT OF WORKFORCE INVESTMENT EMPLOYEES

SUBJECT: WORKFORCE TRANSFORMATION

The year 2017 will be one of transformation for workforce services in Kentucky. The state will be a partner in true one-stop career center offices – operations that empower Kentuckians by providing multi-faceted, coordinated support to place citizens on successful career paths and help Kentucky employers find the workers they need to grow and prosper.

To create a firm foundation for this transformation, the Office of Employment and Training (OET) cannot continue to support the personnel and operating costs at the current number of physical locations given the limited federal funds available and continuously increasing costs. OET must take action to ensure services are delivered within available resources.

As a result, the Education and Workforce Development Cabinet (EWDC) is announcing the issuance of an Administrative Order that will reorganize OET. The order will reduce the number of administrative regions from 10 to five and the number of local office organizational units from 33 to 12. OET will no longer have full-time employees onsite at 31 other locations (list attached). Approximately 95 employees will be transferred out of their current positions as a result of this reorganization. Every impacted employee at these locations will be offered another position within EWDC or elsewhere in state government.

This cabinet, like all of state government, must operate within the resources available to it. We must direct our resources to provide the most flexible, accessible and technology-enabled services we possibly can. This plan will allow OET to live within its means, better position it to meet the needs of future customers, and align Kentucky with the Workforce Innovation and Opportunity Act (WIOA).

Career center offices are operated in partnership between the Department of Workforce Investment (DWI), the local workforce development boards and their contracted service providers, as well as other workforce-related partners.

WIOA strongly encourages the operation of comprehensive career center offices with multiple workforce, education and training partners as well as an emphasis on improved technology to meet the demands of individual and business customers alike. This reorganization is a necessary step to realize the alignment envisioned in WIOA. The changes will also provide necessary reductions that will bring expenditures in line with the federal grants that support our activity and create a firm foundation for this transformation mentioned above.

OET is funded by a multitude of federal grants, including an \$8.6 million federal grant called Wagner-Peyser that funds the majority of career development activities conducted by OET. The last two years, OET closely examined billing practices, curtailed travel and other expenses, sought additional federal funding, maintained a hiring freeze and maximized the use of federal grants other than Wagner-Peyser, yet the Wagner-Peyser grant still accumulated a \$4.6 million deficit in FY 2016. The new reorganization actions are expected to balance all OET grants in FY 2017 and FY 2018.

As a result of the reorganization, the cabinet will base full-time OET staff in area centers or “hubs” located in the following 12 communities: Bowling Green, Covington, Elizabethtown, Hazard, Hopkinsville, Lexington, Louisville, Morehead, Owensboro, Paducah, Prestonsburg and Somerset.

Eight other locations are managed by these 12 organizational units and not affected by the Administrative Order. The eight locations are Fort Knox, Mount Sterling, Whitesburg, McKee, Manchester, Jackson, Monticello and Albany. EWDC will work with local workforce development boards to determine future service delivery models and staffing levels at these locations.

Over the coming days, Personnel and EWDC leadership will meet with staff at affected locations to provide information and assistance to ensure the best possible transition. OET employees will no longer be located at the affected career centers offices. Over the next 30 days, DWI will work with the local workforce boards, Office of Vocational

Rehabilitation, Office for the Blind and other partners to determine whether and in what capacity affected centers will continue to operate.

The last two years our hiring freeze that has decreased OET field personnel by 18 percent and central office staff by 25 percent has not been sufficient to balance our federal funds. We encourage our staff and partners to continue to work hard to deliver career services to all customers. Cabinet leadership is committed to supporting the field transition by sending staff and leadership out to assist in affected career centers.

Customers and communities not located near area career center hubs will be served in a variety of ways. Our model will allow us to have flexibility in offering information and assistance from these hubs to groups and individual customers, via multiple technology platforms and via mobile staff who travel throughout the area to provide assistance in a variety of settings. We will use mobile technology to interact with individuals in rural areas and provide top-notch services.

Our main priorities for ongoing workforce transformation efforts include less emphasis on bricks and mortar and a larger emphasis on technology that allows customers to access services remotely and staff the mobility to travel throughout the region to serve customers in a variety of locations. In addition, we will make the twelve hubs comprehensive, compelling centers across the state offering a full range of career coaching, job-search workshops and career services.

To accomplish these priorities we will broaden partnerships to support individuals and improve training opportunities while eliminating barriers to joining the workforce. This transformation will give more control to local boards and give them more authority to steer resources where they will have the greatest impact.

While this transformation is a huge task it will allow Kentucky to better align its workforce priorities with its resources and provide strong customer service. We appreciate everyone's cooperation and support during this reorganization.

February 1, 2017

MEMORANDUM

SUBJECT: BRIEF WORK READY SKILLS INITIATIVE AWARDS SUMMARY

Overview

- The Work Ready Skills Advisory Committee Awarded \$65.5 million to 25 projects.
- Every successful applicant received a reduction from the original requested amount. The awarded projects originally requested \$131.4 million.
- The \$65.5 million in awards leverage \$84.5 million in matching funds, including approximately \$64.1 million in cash and \$20.4 million in-kind.
- The awarded projects expect to provide top of the line training to more than 30,000 Kentuckians annually in Kentucky's five core sectors (Advanced Manufacturing, Health Care, IT/Business Services, Construction Trades and Transportation/Logistics) including almost 16,000 in expanded capacity.

West Kentucky

1. Caldwell County Schools

- Awarded \$1.52M with \$358,000 match
- Caldwell Co. Schools will renovate its area technology center to expand training programs and purchase up-to-date equipment.
- Will train skilled health care workers and trades: plumbing, tool and dye, pipefitters
- Will train 135 adults and 660 students annually (increase capacity by 125 and 326).

2. Paducah Public Schools

- Awarded \$3.8M with \$12,200,000 match
 - Paducah Schools will build a state of the art technology center to be a Regional Innovation Hub unique to Kentucky, dedicated to developing high tech talent in healthcare, IT, cybersecurity, engineering technology and logistics. Game changing for Western Kentucky and a model for developing a highly skilled technology workforce.
 - Logistics and Health Science Cybersecurity, Engineering and Advanced Manufacturing
 - Will train 140 adults and 1300 students annually (increase capacity by 138 and 776).
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3. West KY Partnership

- Awarded \$3.040M with \$338,000 match
- Employers, twelve purchase-area school districts, West Kentucky CTC, Murray State, UK Engineering (Paducah) and many others came together to purchase updated equipment and provide for the training needs of the Purchase region in all five core Kentucky sectors.
- Credentials will include 976 students and adults earning postsecondary or dual credits, 882 earning KOSSA and Work Keys, 488 earning other types of certifications, 65 involved in apprenticeships, and 30 KY FAME graduates annually.
- Will train 455 adults and 2326 students annually (increase capacity by 448 and 269).

Green River

4. Owensboro CTC

- Awarded \$2,858,244 with \$2,902,603 match
- Refurbishing and equipping lab space at OCTC's Downtown Campus and OCTC Hancock Co Training Center, building on the region's existing and well-defined pipeline development structure.
- Students and adults will be trained in advance manufacturing, health sciences and IT, including incumbent worker training for local industries.
- Will train 853 adults and 436 students annually (increase capacity by 171 and 63).

Southcentral

5. Allen County Career and Technical Center

- Awarded \$328,700 with \$358,172 match
- Purchase of updated equipment for all five core sectors.
- Will train 330 adults and 1495 students annually (increase capacity by 330 and 223).

6. Barren County BOE

- Awarded \$6.84M with \$1,010,280 match.
- Advance manufacturing (industrial maintenance, welder entry level, architectural designer, design engineering PLTW engineering, machinist operator, maintenance machinist), construction (carpentry, HVAC, electricity), business/IT (management, Cisco Network admin., information support and services, computer programming, computer science), health care (health science, biomedical science, dental tech., medical coding, medical business office), transportation (diesel engine, electrician technician, auto service tech., information processing, security pathway, entrepreneurship).
- Barren County Board of Education will construct a state-of-the-art "Barren Regional Technical Campus" to address community workforce needs in high-demand STEM and services industries. The current Kentucky Tech Barren County ATC needs additional space, modernization and upgrades to ensure students have access to training that will prepare them for current and future workforce needs.
- Will train 330 adults and 1495 students annually (increase capacity by 330 and 223).

7. Bowling Green High School

- Awarded \$77,520 with \$252,690 match.
- Grant will fund equipment for a Medical Arts Career Academy on the high school campus, supporting Pre-Nursing (SRNA), Medical Admin Asst (CMAA), Phlebotomy Tech (CPT) and Electrocardiogram Tech (EKG), and future expansion to EMT/Fire Safety.
- Will train 320 students annually, an increase in capacity by 87.

8. Warren County ATC

- Awarded \$557,726 with \$722,000 match.
- Warren County ATC will renovate its existing building to add space for classes and purchase updated equipment so they can start new programs and expand others. They are proposing three pilot programs as an Early College Career Academy. The robotics and automation engineering, and computerized manufacturing and machining will be the new programs while the welding program will be expanded to include robotics to meet the needs of local industries.
- Will train 500 adults and 600 students annually (increase capacity by 500 and 199).

9. Southcentral Kentucky CTC

- Awarded \$179,000 with \$158,000 match.
- Will purchase AMTEC simulator to support advanced manufacturing technician training in SKY FAME program.
- Will increase annual participants from 37 to 60.

Lincoln Trail

10. Nelson County ATC

- Awarded \$64,526 with \$35,873 match.
- This project will fund renovations to the computer labs at Nelson County ATC and also to furnish the lab and facilities with training equipment for automotive and electrical training.
- Will train 95 adults and 160 students annually (increase capacity by 85 and 50).

Kentuckiana Works

11. Jefferson CTC

- Awarded \$15.2M with \$5,041,386 match.
- The largest award granted will construct an Advanced Manufacturing Center in a region without one: the community with the largest industrial base consisting of more than 560 industrial firms, and the community with the most significant growth and demand for a workforce qualified to work for those employers. The new facility will house multiple flexible labs, classrooms, and support areas. The renovation of existing space, vacated by the programs that will move to the Center, will provide for the in-demand expansion of the automotive technology programs.
- Partner employers include UPS, Interapt, Trilogy Health Services, Toyota Technician Training, Greater Louisville Automobile Dealers Association, Ford Motor Company, GE Appliances, Lantech, Greater Louisville KYFAME (+12 additional companies), James Graham Brown Foundation, The Gheens Foundation, Inc., as well as the Louisville Urban League.
- Will train 2752 adults and 750 students annually (increase capacity by 427 and 520).

12. Shelby County Schools

- Awarded \$3,233,049 with \$10,700,000 match.
- The IGNITE Initiative recognizes the need for a highly skilled manufacturing workforce in the surrounding region. The importance of Advanced Manufacturing in both economic development and educational advancement throughout our community is clear. Business, government and education have all come together to collaboratively improve training opportunities for our current and future workforce in the leading industry sector in our area, Advanced Manufacturing.
- Through expanded and improved facilities at the Shelby County Area Technology Center, Eminence Independent Schools and Jefferson Community and Technical College-Shelby County Campus; our region will be better equipped to provide up-to-date, applicable and appropriate training to secondary, post-secondary and adult learners from Shelby County and the surrounding counties to help meet the needs of our continually growing manufacturing base along the I-64 corridor.
- Will train 252 adults and 240 students annually (increase capacity by 75 and 166).

Northern Kentucky

13. Boone County Schools

- Awarded \$6.84M with \$16,646,073 match.
- The NKY Regional STEAM Academy will be a truly innovative workforce training opportunity focused on advanced manufacturing, trades, IT and health science. Funds will support renovation of an existing building, the purchase of equipment and furnishings.
- Will train 300 adults and 1000 students annually (increase capacity by 300 and 819).

14. Brighton Center, Inc.

- Awarded \$227,213 with \$65,000 match.
 - Renovations and equipment to support entry-level health and professional careers.
 - In 2014, Brighton Center's Center for Employment and Training was recognized by the White House as one of thirty career training programs "that work".
 - Will train 140 adults and 25 students annually (increase capacity by 39 and 11).
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Bluegrass

15. Bluegrass Community and Technical – Danville

- Awarded \$2.736M with \$2.246M match.
- This grant will fund the construction of a new building that will serve as an Advanced Manufacturing Center on BCTC's Danville Campus. Equipment will be purchased to furnish the facility and provide training within the Construction/Trades and Advanced Manufacturing Sectors.
- Will train 180 adults and 210 students annually (increase capacity by 124 and 156).

16. Bluegrass Community and Technical College – Leestown Campus

- Awarded \$3.04M with \$5,293,715 match.
- Renovation and construction on the Leestown Road campus of BCTCS with a focus on the Health Science sector. It will include career pathways in associate degree nursing, practical nursing, nursing assistant, radiography, respiratory care, surgical technology, medical assisting, emergency medical technician, pharmacy technology, diagnostic medical sonography, electroencephalogram technology, and health and wellness technology.
- To ensure an inclusive approach to the project, several "on ramps" to healthcare career pathways will be established. These include starting points for secondary students (working with high schools and area technology centers), for adults working on their GED (in conjunction with Adult Education providers), for currently employed adults seeking additional education/training and credentials in order to promote career advancement (alongside industry partners), and for currently enrolled BCTC students.
- Will train 740 adults and 240 students annually (increase capacity by 110 and 204).

17. Jessamine County Schools

- Awarded \$760,000 with \$1,588,256 match.
- Jessamine County Schools will renovate and purchase equipment to support a new hybrid Project Lead the Way/CTE Pathways in Manufacturing beginning with computerized manufacturing and machine engineering and eventually adding welding engineering and electrical engineering.
- Will train 9 adults and 160 students annually (all new capacity).

Cumberlands

18. Corbin Independent Schools

- Awarded \$382,149 with \$1,028,481 match.
- Funding will provide upgraded equipment and software for training in advanced manufacturing and health care. The locations for this project will be existing facilities which will serve as training centers designated for the project; examples: ATC-provides career training for all 3 school districts' students in Whitley County and adult training in the evenings; library-has a new site of over 5,000 square feet for a training lab; school districts-each will allocate dedicated space within its buildings to conduct seminars and training; postsecondary-will provide space for courses and training.
- Will train 200 adults and 620 students annually (increase capacity by 100 and 160).

19. Green BOE

- Awarded \$1.52M with \$600,000 match.
- Green County Board of Education wants to renovate/modernize its area technology center to improve its ability to offer updated technology and training to students in the areas of health care, manufacturing and IT, including certifications for electrical technician, pre-nursing, allied health, pharmacy technician, machinist technician, business multimedia, information process, welder-entry level and cabinetmaker.
- Will train 90 adults and 1060 students annually (increase capacity by 83 and 203).

20. Somerset Community College

- Awarded \$3.8M with \$3,093,360 match.
 - Partnership of Somerset KY FAME; Somerset CC; Somerset, Pulaski, Wayne Lincoln and Rockcastle schools.
 - Funds will renovate space at Somerset Community College and Pulaski Area Technology Center and fund new equipment to support welding, advanced manufacturing, computerized manufacturing, engineering and electronics, UAV (drone) technology, 3D printing and IT as well as the first injection molding program in Kentucky.
 - Will train 640 adults and 280 students annually (increase capacity by 240 and 201).
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TENCO

21. MMRC – Maysville CTC

- Awarded \$1.14M with \$280,000 match.
- Grant will purchase equipment for a 35,000 sq. ft. facility that will house the labs of existing programs at the Rowan Campus including the HVAC, Welding, Construction, Diesel Mechanic, & Auto Mechanic Labs.
- Will train 772 adults and 100 students annually (increase capacity by 200 and 100).

EKCEP

22. Hazard CTC

- Awarded \$2.888M with \$4,247,720 match.
- The funds will be used for the construction of a one-story 14,700 square feet Intergenerational Training Center to be located on the Lees College Campus in Jackson, Kentucky.
- Training will fill a gap in industry training. Mechatronics programs (Advanced Manufacturing) are not currently offered in HCTC's service region, including Area Technology Centers. Medical Assisting/Telemedicine program (Health Sciences) is a relatively new health science field, but is being implemented by healthcare providers across the region. Information Technology programs are available, however, few students are successfully earning an industry credential. HCTC will partner with regional high schools to offer a dual credit high school model for high-tech technical programs.
- Will train 90 adults and 90 students annually (increase capacity by 2 and 84).

23. Lee County ATC

- Awarded \$30,780 with \$20,100 match.
 - Lee County Area Technology Center will purchase SimMan, a simulated, programmable patient, and build a SimMan lab and a space to look like hospital room to train students and adults to higher skill levels required for the health care field.
 - Pathways will include medical nurse aide, pharmacy tech, EKG tech, sports medicine, and physical therapy.
 - Will train 24 adults and 189 students annually (increase capacity by 24 and 75).
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24. Martin County ATC

- Awarded \$2.736M with \$3,400,000 match.
- This project will build and furnish the “Dream Community Job Training and Area Technology Center,” collocated with Martin County High School. Training will serve many sectors and include electrician and carpentry trades, graphic design, IT fundamentals, automotive and entry-level health care support certifications.
- Will train 300 adults and 285 students annually (increase capacity by 300 and 62).

25. KCEOC Community Action Partnership

- Awarded \$1.824M with \$7.45M match.
- Funding will support conversion of existing building to create new Workforce Training Center as a part of Southeast Community and Technical College. The new Workforce Training Center will customize training, workshops and state of the art equipment and platforms to provide STEM, computer literacy and workplace skills. The training center will offer electrical engineering, industrial maintenance, welding, medical assisting, medical coding and billing, CNA, CDL, computer IT, computer support tech, Microsoft network administration and lineman.
- Will train 2508 adults and 1700 students annually (all new capacity).

KENTUCKY SECTOR STRATEGY PROJECT

Proposed Scope of Work – Revised October 17, 2016

PROJECT PHASES: To summarize each phase:

- Phase 1 – To supplement the work of the State Data Team and the Future Kentucky Skills Report, complete a brief literature review in memo format on the future of work as shaped by technology and identify, to the extent available, the top technology changes in each of Kentucky's top 5 industries that may impact the future workforce needs of each industry.
- Phase 2 – Develop a state-level model Career Pathway in each sector (5 pathways total) as well as a Toolkit to assist regions in replicating pathway development.
- Phase 3 – Establish and meet with (four) Regional Teams in separate Regional Institutes to foster decision-making and validation of target industries and introduce the state career pathway and Pathway Toolkit.

Preliminary Work

Once the scope of the project is finalized, our team will collaborate with the Commonwealth to facilitate a webinar for the local area directors to review the project scope, deliverables, and timeline as well as answer any questions that they may have. If the directors have a standing meeting, we would be happy to hold the webinar at that time to maximize scheduling efficiency. If desired, this webinar can be recorded and transcribed for posting and viewing by stakeholders that are unable to attend the live event. The Maher team will also develop a one-pager in advance of the kickoff webinar to describe the project and its objectives for sharing with local directors and other stakeholders.

Deliverable: Project one-pager; Kickoff webinar

Phase 1: Support Statewide Data Team

To supplement the work of the State Data Team and the Future Kentucky Skills Report, we will conduct secondary research on the impact of new technology on the future of work and on the Commonwealth's top five target industry sectors. This will be a brief (3-5 pages) review of existing literature and not extensive in nature; research efforts will focus on summarizing key emerging trends in each of the five sectors, as well as trends that may be cross-sector in nature.

Deliverable: 3-5 page memo outlining a summary of the literature with links for additional information

Phase 2: Career Pathways and Toolkit Development

In this phase, we will use state-level data – and demand-side intelligence provided by employers – to move from merely identifying statewide target industry sectors to actually mapping a career pathway in each of the state's top five target industry sectors.

In collaboration with the State Data Team and other partners and drawing from existing best-practice examples, we will develop a draft career pathway map for each of the state's top five industry sectors. For each sector, we will concentrate on developing a pathway that is most common in regions across

Kentucky and that represents the most typical education, skill, and career progressions. To accomplish this, we will focus as much as possible on existing Kentucky pathways models, as well as best-practice models from around the country. Once we have identified a few sample pathways for each sector, we will hold a webinar with state partners and local directors to get feedback on the desired focus pathway for each sector. At this point we will develop a draft pathway map for each sector.

Working with the local directors and state partners, we will then validate the draft maps with a group of employers from each industry. Maps will be developed using data and existing pathways models and best practices and then finalized through engagement and dialogue in an in-person meeting (one meeting per sector, 90-120 minutes per meeting) with employers (participating employers will be identified by both state partners and local directors). To the fullest extent possible, we will seek to ensure that participating employers are diverse in terms of factors such as urban vs. rural, company size, industry sub-sector, local vs. statewide presence, etc. Note that the employer meetings will need to occur within the same week to align with the project budget. The Commonwealth is responsible for meeting logistics and related costs.

Deliverables: One State-level career pathway for each of the five target industry sectors

Phase 3: Regional Career Pathway Institutes

Upon completion of the state-level career pathway models, we will work with the state to:

- Form and orient Regional Teams (virtually)
 - Hold a webinar to share the 5 pathways and assist local directors in beginning to form teams
 - Identify points of contact for each region to assist in forming the Regional Teams
 - Provide a roster of potential members of each team to assist the points of contact in identifying partners to invite to the Institute
 - Provide draft language that points of contact can use to invite individuals to the Institute
- Develop the Institute Toolkit
 - The toolkit will include the pathways developed for each sector, a brief discussion of the process pursued to develop and validate the pathways (including any related resources), recommendations for how the pathways can be further explored and customized at the regional level, and any tools/resources developed to be used during the Institute
- At in-person, Regional Institutes (four):
 - Review the data prepared by the State Data Team (Future Kentucky Skills Report)
 - Facilitate decision-making/validation on regional target industries with the assistance the State Data Team
 - Introduce state career pathway templates for the five industry sectors
 - Facilitate discussion of existing career pathways and pathways efforts in the region
 - Facilitate discussion on the alignment of training, investments, operations, and service delivery around a target industry sector of primary interest to the team and a specific career pathway within that sector
 - Facilitate action planning for next steps to continue pathway work and operationalize within the region
 - Provide summary notes to each regional team that capture key Institute discussion items and next steps

- Note that the Regional Institutes will need to occur within the same week to align with the project budget. The Commonwealth is responsible for meeting logistics and related costs.

Deliverables: Formation of regional teams; facilitation of four Regional Institutes; development of materials for use at Institutes; development of Institute Toolkit, which will include state-level career pathway maps, meeting tools and/or templates, and other resources, as appropriate

TIMELINE: The timeline below is contingent upon the 5 statewide sectors already being decided by the time the project kicks off in October and also upon the Future Kentucky Skills Report being complete and available for distribution prior to the Regional Institutes.

October:	Develop project one-pager
Early November:	Kickoff webinar for local directors
October – end of November:	Literature Review
October – late January:	Develop draft state-level career pathways, including a webinar with state partners and local directors to present pathways examples and select desired pathway focus for each sector (immediately before or after Thanksgiving) and one in-person meeting with each group of employers to validate and refine pathways for finalization by late January (5 meetings total)
January – February:	Form Regional Teams (virtually), including early February webinar with local directors to support them in forming teams and to present the 5 pathways
March:	Provide Future Kentucky Skills Report and Career Pathway Models to regions to review
April:	Develop Institute Toolkit; Facilitate four, in-person Regional Institutes

Kentucky Sector Strategies & Career Pathways Project


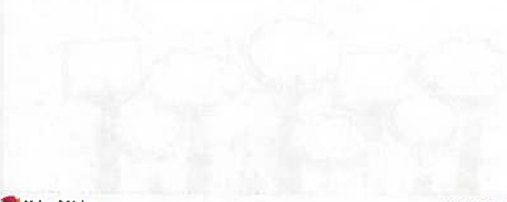
KWIB Meeting
February 16, 2017





Introduction

Melissa Aguilar
Executive Director
Kentucky Workforce Innovation Board




Background...

Business/Education Alignment Committee Work

- Realign Career Tech Education Certifications with Industry Demand
- Realignment Piece Led to Additional Alignment with Post-Secondary Education
- Data Review for Demand and Supply (KCEWS)



Career Tech Education Received JP Morgan CHASE Grant

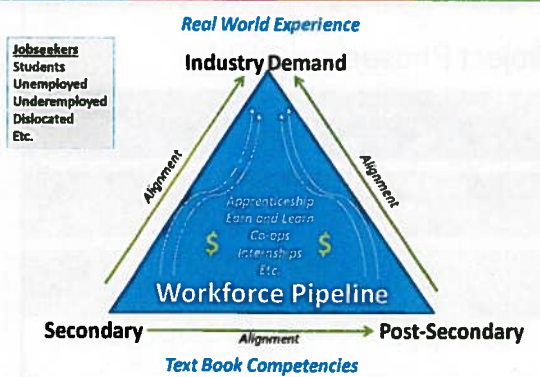
- Sector Strategies Initiative Continues the Foundational Work in Aligning Secondary, Post-Secondary and Workforce... all industry led



KENTUCKY High-Demand Industry Sectors and Top Occupations

Industry Sector	Top Occupations	Estimated Employment	Projected Growth
Manufacturing	Production Worker	150,000	10%
Healthcare	Nurse	120,000	15%
Education	Teacher	110,000	5%
Information Technology	Software Developer	80,000	20%
Transportation	Truck Driver	70,000	12%
Construction	Construction Worker	60,000	8%
Food Service	Cook	50,000	7%
Retail	Sales Associate	40,000	6%
Public Safety	Police Officer	30,000	4%
Energy	Electrician	20,000	9%





Jobsseekers
Students
Unemployed
Underemployed
Dislocated
Etc.


Real World Experience

Industry Demand

Workforce Pipeline


Secondary → **Post-Secondary**

Text Book Competencies



High Level Goals

1. Continue building cross-agency partnerships involving education, workforce and economic development.
2. Engage employers in secondary, post-secondary alignment for supply and demand purposes.
3. Realign education and training with industry demands.
4. Identify resource needs, policies and programs needed to balance supply and demand.
5. Strengthen alignment and create measurables which support system change.



Questions and Discussion



Maher & Maher Project Team

Carrie Yeats
Director, State & Regional Workforce Solutions and
Project Manager

Gretchen Sullivan
Senior Consultant

Libby Livings-Eassa
Consultant and Subject Matter Expert

Agenda

- Brief Overview: Project Review, Progress Update, and Next Steps
- Target Pathways Selection/Pathways Elements
- Industry Sector Feedback Meetings
 - Tentatively week of March 20th
- Regional Institutes Input
 - Tentatively week of April 24th

Brief Overview: Project Review, Progress Update, and Next Steps

Overall Project Goals

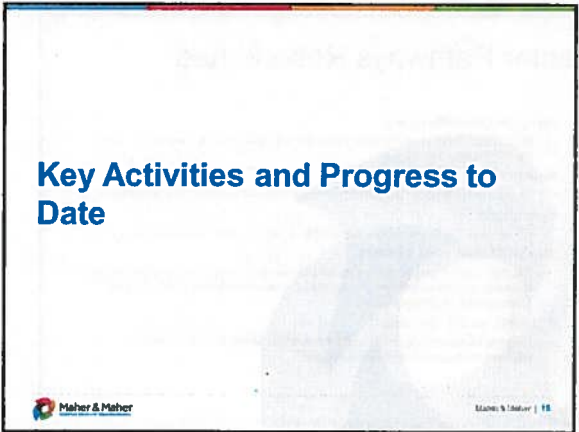
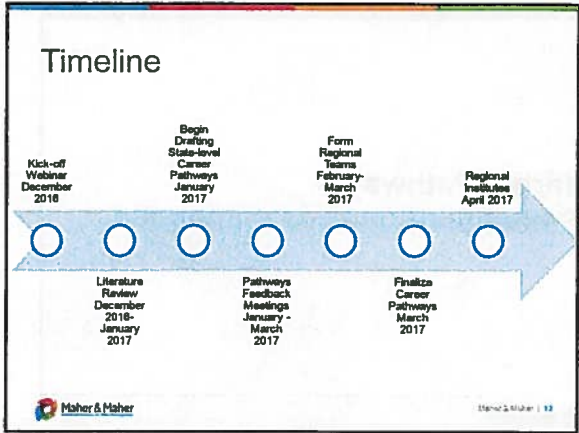
- Provide assistance with alignment of secondary, post-secondary, and industry
- Further existing efforts around the development and implementation of industry sector strategies and career pathways
- Develop model career pathways in five key statewide industry sectors (advanced manufacturing, business and IT services, construction, healthcare, and transportation and logistics) for customization and implementation at the regional level
- Prepare regional teams for participation in four regional institutes to discuss the alignment of training, investments, operations, and service delivery around target sectors and pathways
 - Central, East, South, and West

Project Phases

Phase 1 – Supplement the work of the State Data Team and the Future Kentucky Skills Report with a brief literature review on technology's impact on the future of work in statewide target sectors.

Phase 2 – Develop a state-level model career pathway in each sector (5 pathways total) and related resources to assist regions in replicating pathway development.

Phase 3 – Establish and meet with four Regional Teams in separate Regional Institutes to foster planning and decision-making and around a focus industry sector and regional development of pathways in that sector.





- ### Outreach to State and Regional Partners
- Multiple information-gathering calls to learn about existing sectors/pathways work
 - State and regional/local partners
 - Secondary and post-secondary education, workforce development, economic development, industry representatives
- Maier & Maier**

- ### Research and Gathering of Pathways Models
- From Kentucky and elsewhere
 - In multiple pathways in each of the 5 sectors
 - Representing a range of models and approaches
 - Recommended “top 2” focus pathways in each industry based on KY top occupations/projections data in the 5 sectors
- Maier & Maier**

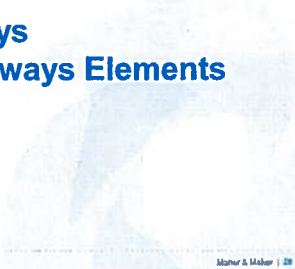
- ### Feedback-Gathering Sessions
- January through March
 - Seeking input from education, workforce development, economic development, industry (employers), and other partners to guide further development of 5 pathways
 - LWIB Directors and state partners: Meetings tomorrow
 - Employers: Week of March 20th
- Maier & Maier**


Questions and Discussion



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Target Pathways
Selection/Pathways Elements



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Context

- **Focus:** Alignment of secondary, post-secondary, workforce, and industry
 - Our focus is more “macro”; career ladders vs. programs of study and courses
- **Audience:** Workforce system stakeholders broadly and job seekers/workers
- **Goal:** Provide resources that regional partners can customize and integrate to reflect particular needs
 - Reflect common/relevant pathways statewide
- **Format:** Imagining infographics

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Sector Pathways Researched

- **Advanced Manufacturing**
 - Production; Production Process Development; Maintenance, Installation, and Repair; Quality Assurance
- **Healthcare**
 - Therapeutic Services; Diagnostic Services; Support Services; Health Informatics
- **Construction**
 - Design and Pre-Construction; Construction; Maintenance and Operations
- **Transportation and Logistics**
 - Transportation Operations; Facility and Mobile Equipment Maintenance; Logistics Planning and Management; Transportation Systems/Infrastructure; Planning, Management and Regulations
- **Business and IT Services**
 - General Management; Business/IT Information Management; Operations Management and Administrative Support

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Looking for your feedback on...

- Selecting 1 focus pathway which will serve as a lead example and template in each of the 5 target industry sectors
 - Connection to industry needs statewide, relevance across regions, top occupations lists, existing sector/current pathways priorities?
- Pathways content (elements)

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KENTUCKY High-Demand Industry Sectors and Top Occupations

Industry Sector	Top Occupations	Industry Sector	Top Occupations	Industry Sector	Top Occupations
Advanced Manufacturing	Production Process Development, Maintenance, Installation, and Repair, Quality Assurance	Healthcare	Therapeutic Services, Diagnostic Services, Support Services, Health Informatics	Construction	Design and Pre-Construction, Construction, Maintenance and Operations
Transportation and Logistics	Transportation Operations, Facility and Mobile Equipment Maintenance, Logistics Planning and Management, Transportation Systems/Infrastructure, Planning, Management and Regulations	Business and IT Services	General Management, Business/IT Information Management, Operations Management and Administrative Support		

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Advanced Manufacturing

Production	1. Manufacturing Prod. & Process Dev.	2. Maintenance, Installation & Repair
Engineering	Material/Mechanical Engineering	Electrical Engineers
Manufacturing Managers	Materials Scientists	Automotive Service Tech. & Mech.
Machinists	Industrial Eng. Techs	Machinists
Welders	Manufacturing Managers, Techs	Machine Maintenance Specialists
Equipment Operators	Welders	Sheet Metal
	Supervisors	

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Healthcare

2. Diagnostic Services	1. Therapeutic Services	Support Services
Lab Techs	Dental Assistants	Healthcare Managers
Surg Assistants/Techs	Medical Assistants	
Radiology Techs	RN/LPN	
	Occupational Therapy Asst./Aides	
	Physical Therapy Asst/Aides	
	Pharm Aide/Tech.	
	Healthcare Support	
	Home Health Aides/CNAs	

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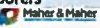
Business and IT Services

Administrative Support	1. Business Information Mgt.	2. Operations Management
Office Support	Operations Research Analyst	Business & Financial Operations
	Computer Systems Analysts	Budget Analysts
	Technical Writers	
	Computer Support	

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
Construction

1. Construction	2. Design & Pre-Construction	Maintenance & Operations
Health/Safety Engineers	Architects	Production Managers
Construction Managers	Civil/Mechanical Engineers/Techs	Power Distributors
Construction & Building Inspectors	Mechanical Drafters	
Electricians	Surveying & Mapping	
Construction & Extraction		
Brick		
Masons/Blockmasons		
Cement		
Masons/Concrete Finishers		
Laborers		

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Transportation and Logistics

1. Transportation Operations	Facility & Mobile Equipment Maintenance	2. Logistics Planning & Mgmt. Services
Commercial Pilots	Aerospace Engineers	Operations Research Analysts
Flight Engineers	Aircraft Mechanics & Service Techs	Supply Chain Managers
Inspectors		General and Operations Managers
Transportation & Materials Moving		Electronics Engineers
General and Operations Managers		Transportation, Distribution, & Storage Managers
Heavy & Tractor Trailer Truck Drivers		Production Planning & Expediting Clerks
Light Truck/Delivery Services		Stocking, Shipping & Receiving Clerks
Reservations/Ticket Agents		Laborers, Packers, & Movers
Cargo/Freight Agents		
Bus Drivers		

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Pathways Content?

- Occupational progressions entry-level to advanced in each industry pathway
- Associated:
 - Education, credential, skill, and experience requirements
 - Wage ranges along pathways
 - Job growth/replacement projections

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Questions and Discussion



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Industry Sector Feedback Meetings

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An Opportunity to Lead and Influence

- Opportunity for industry to lead and shape the alignment of education and workforce development strategies and investments to sector needs
- Ensure that regional and local pathways work reflects talent pipeline needs and progressions in your industries
- Champion systems change efforts

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Five Sector Meetings

- Tentatively week of March 20th
- Get feedback on 5 draft pathways for refinement and finalization prior to early/mid-April
- KWIB member participation?
- Recommendations on companies to invite?
- Feedback on locations for best participation?
- How best to engage diverse geographies, industry concentrations, companies, company sizes, etc.?

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Questions and Discussion



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April Regional Institutes

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Four Regional Institutes



Kentucky's WIOA Regions and Workforce Innovation Board (WIB) Districts

WIOA Regions

- Central Region: Boone, Harlan, Wayne, Lincoln, Todd, Hartwood, Harlan
- East Region: Floyd, TN/MSD
- South Region: Cumberland, South Central
- West Region: Grant, Pike, Todd, Knott

WIOA Districts

Updated Aug 14, 2015

www.kentuckycareercenter.com





Four Regional Institutes

- Tentatively week of April 24th
- Multi-partner regional teams to discuss and plan around the alignment of strategies, investments, training, operations, and service delivery to the needs of target sectors and pathways in those sectors
 - Central, East, South, and West
- KWIB feedback:
 - What should your local area/region be discussing?
 - Key opportunities for regional teams?
 - Desired outcomes?



Questions and Discussion





Thank You!

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KENTUCKY High-Demand Industry Sectors and Top Occupations

Top Occupations				
Business & IT Services	Construction	Healthcare	Advanced Manufacturing	Transportation & Logistics
This sector comprises professional and financial services, information technology, wholesale trade, and scientific and technical occupations.	This sector comprises occupations primarily engaged in the construction and maintenance of buildings.	This sector comprises both health care services and social assistance.	This sector comprises occupations in the mechanical, physical or chemical transformation of materials, substances or components into new products.	This sector comprises occupations in industries providing movement of passengers or cargo, warehousing and storage, and those that plan, direct or coordinate the distribution activities of products.
Accountants and Auditors	Construction Laborers	Registered Nurses	Manufacturing Operator/Technician	Laborers, Packers, Movers
Managers, All Other	Carpenters	Personal Care Aides	Machine Maintenance Specialist	Heavy and Tractor-Trailer Truck Drivers
Management Analysts	Electricians	Nursing Assistants	Machinist	Light Truck or Delivery Services Drivers
Lawyers	Painters, Construction and Maintenance	Childcare Workers	Engineers - Process/Manufacturing	Industrial Truck and Tractor Operators
Software Developers, Applications	Plumbers, Pipefitters, and Steamfitters	Medical Assistants	Machine Tool Operator	Stock, Shipping, and Receiving Clerks
Computer Systems Analysts	Supervisors of Construction and Extraction Workers	Licensed Practical and Licensed Vocational Nurses	Inspectors, Testers, Sorters, Samplers, and Weighers	First-Line Supervisors
General and Operations Managers	Construction Managers	Healthcare Managers	Welders	Postal Service Mail Carriers
General Office Clerks	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Social Workers	First-Line Supervisors of Production and Operating Workers	Captains, Mates, and Pilots of Water Vessels
Civil Engineers	Operating Engineers and Other Construction Equipment Operators	Medical Secretaries	Manufacturing Managers	Cargo and Freight Agents
Customer Service Representatives	General and Operations Managers	Physicians and Surgeons, All Other	Engineers - Design	Bus Drivers
Software Developers, Systems Software	Electrical Power-Line Installers and Repairers	Physical Therapists	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	Dispatchers, Except Police, Fire, and Ambulance
Sales Representatives	Cost Estimators	Dental Assistants	Food Batchmakers	General and Operations Managers
Paralegals and Legal Assistants	Roofers	Social and Human Service Assistants	Production, Planning, and Expediting Clerks	Bus and Truck Mechanics and Diesel Engine
Computer User Support Specialists	Cement Masons and Concrete Finishers	Emergency Medical Technicians and Paramedics	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Sailors and Marine Oilers
Market Research Analysts and Marketing Specialists	Heavy and Tractor-Trailer Truck Drivers	First-Line Supervisors of Office and Administrative Support Workers	Shipping, Receiving, and Traffic Clerks	Maintenance and Repair Workers, General
Mechanical Engineers	Welders, Cutters, Solderers, and Brazers	Nurse Practitioners	Heavy and Tractor-Trailer Truck Drivers	Aircraft Mechanics and Service Technicians
Veterinary Technologists and Technicians	Sheet Metal Workers	Medical Records and Health Information Technicians	Slaughtering and Meat Packers	Machine Feeders and Offbearers
Tax Preparers	Telecommunications Line Installers and Repairers	Mental Health Counselors	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Transportation, Storage, and Distribution Managers
Computer and Information Systems Managers	Brickmasons and Blockmasons	Medical and Clinical Laboratory Technologists	Meat, Poultry, and Fish Cutters and Trimmers	Airline Pilots, Copilots, and Flight Engineers
Photographers	First-Line Supervisors of Mechanics, Installers, and Repairers	Family and General Practitioners	Metal-Refining Furnace Operators and Tenders	Reservation and Transportation Ticket Agents and Travel Clerks
* Top 20 Occupations based on the Forecasted Number of Growth and Replacement job openings over the next 5 years. Occupations not in industry specific were removed.				
Support Sectors				
Retail Trade	Educational Services	Public Administration	Government	Accomodation and Food Services
Agriculture (West Region)	Entrepreneurship	Media and Visual Arts (West Region)	Energy	

EAST Region High-Demand Industry Sectors and Top Occupations

Top Occupations				
Business & IT Services	Construction	Healthcare	Advanced Manufacturing	Transportation & Logistics
This sector comprises professional and financial services, information technology, wholesale trade, and scientific and technical occupations.	This sector comprises occupations primarily engaged in the construction and maintenance of buildings.	This sector comprises both health care services and social assistance.	This sector comprises occupations in the mechanical, physical or chemical transformation of materials, substances or components into new products.	This sector comprises occupations in industries providing movement of passengers or cargo, warehousing and storage, and those that plan, direct or coordinate the distribution activities of products.
Accountants and Auditors	Construction Laborers	Registered Nurses	Manufacturing Operator/Technician	Heavy and Tractor-Trailer Truck Drivers
Managers, All Other	Carpenters	Personal Care Aides	Machine Maintenance Specialist	Laborers, Packers, Movers
Lawyers	Electricians	Nursing Assistants	Machinist	Captains, Mates, and Pilots of Water Vessels
Software Developers, Applications	Painters, Construction and Maintenance	Emergency Medical Technicians and Paramedics	Engineers - Process/Manufacturing	Postal Service Mail Carriers
Management Analysts	Construction Managers	Medical Assistants	Inspectors, Testers, Sorters, Samplers, and Weighers	First-Line Supervisors
Computer Systems Analysts	Operating Engineers and Other Construction Equipment Operators	Licensed Practical and Licensed Vocational Nurses	Machine Tool Operator	Industrial Truck and Tractor Operators
Paralegals and Legal Assistants	Plumbers, Pipefitters, and Steamfitters	Childcare Workers	Petroleum Pump System Operators, Refinery Operators, and Gaugers	Light Truck or Delivery Services Drivers
General and Operations Managers	Supervisors of Construction and Extraction Workers	Social Workers	Welders	Sailors and Marine Oilers
Software Developers, Systems Software	Electrical Power-Line Installers and Repairers	Physicians and Surgeons, All Other	Food Batchmakers	Bus Drivers
Civil Engineers	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Healthcare Managers	Engineers - Design	Stock, Shipping, and Receiving Clerks
*Top 20 Occupations based on the Forecasted Number of Growth and Replacement job openings over the next 5 years. Occupations not industry specific were removed.				
Support Sectors				
Retail Trade	Educational Services	Public Administration	Government	Accommodation and Food Services
Energy	Entrepreneurship			

CENIKAL REGION HIGH-DEMAND INDUSTRY SECTORS AND TOP OCCUPATIONS

Business & IT Services		Construction	Healthcare	Advanced Manufacturing	Transportation & Logistics
This sector comprises professional and financial services, information technology, wholesale trade, and scientific and technical occupations.		This sector comprises occupations primarily engaged in the construction and maintenance of buildings.	This sector comprises both health care services and social assistance.	This sector comprises occupations in the mechanical, physical or chemical transformation of materials, substances or components into new products.	This sector comprises occupations in Industries providing movement of passengers or cargo, warehousing and storage, and those that plan, direct or coordinate the distribution activities of products.
T O P O C C U P A T I O N S	Accountants and Auditors	Construction Laborers	Registered Nurses	Manufacturing Operator/Technician	Laborers, Packers, Movers
	Managers, All Other	Electricians	Personal Care Aides	Machine Maintenance Specialist	Heavy and Tractor-Trailer Truck Drivers
	Lawyers	Carpenters	Nursing Assistants	Machinist	Light Truck or Delivery Services Drivers
	Management Analysts	Plumbers, Pipefitters, and Steamfitters	Childcare Workers	Engineers - Process/Manufacturing	First-Line Supervisors
	Software Developers, Applications	Painters, Construction and Maintenance Supervisors of Construction and Extraction Workers	Medical Assistants	Machine Tool Operator	Industrial Truck and Tractor Operators
	Computer Systems Analysts		Licensed Practical and Licensed Vocational Nurses	Welders	Stock, Shipping, and Receiving Clerks
	General and Operations Managers	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Healthcare Managers	Inspectors, Testers, Sorters, Samplers, and Weighers	Postal Service Mail Carriers
	General Office Clerks	Construction Managers	Medical Secretaries	First-Line Supervisors of Production and Operating Workers	Cargo and Freight Agents
	Civil Engineers	Operating Engineers and Other Construction Equipment Operators	Social Workers	Engineers - Design	Bus Drivers
	Customer Service Representatives	General and Operations Managers	Physicians and Surgeons, All Other	Manufacturing Managers	Dispatchers, Except Police, Fire, and Ambulance
	Software Developers, Systems Software	Cost Estimators	Physical Therapists	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	General and Operations Managers
	Sales Representatives, Services, All Other	Roofers	Dental Assistants	Production, Planning, and Expediting Clerks	Aircraft Mechanics and Service Technicians
	Paralegals and Legal Assistants	Electrical Power-Line Installers and Repairers	Social and Human Service Assistants	Food Batchmakers	Machine Feeders and Offbearers
	Computer User Support Specialists	Cement Masons and Concrete Finishers	First-Line Supervisors of Office and Administrative Support Workers	Heavy and Tractor-Trailer Truck Drivers	Airline Pilots, Copilots, and Flight Engineers
	Market Research Analysts and Marketing Specialists	Sheet Metal Workers	Nurse Practitioners	Architectural and Engineering Managers	Bus and Truck Mechanics and Diesel Engine Specialists
	Veterinary Technologists and Technicians	Heavy and Tractor-Trailer Truck Drivers	Dental Hygienists	Chemical Plant and System Operators	Maintenance and Repair Workers, General
	Mechanical Engineers	Telecommunications Line Installers and Repairers	Medical Records and Health Information Technicians	Electricians	Sales Representatives, Services, All Other
	Tax Preparers	Welders, Cutters, Solderers, and Brazers	Medical and Clinical Laboratory Technologists	Industrial Engineering Technicians	Transportation, Storage, and Distribution Managers
	Computer and Information Systems Managers	Brickmasons and Blockmasons	Medical and Clinical Laboratory Technicians		Flight Attendants
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Insulation Workers, Mechanical	Family and General Practitioners		Reservation and Transportation Ticket Agents and Travel Clerks
*Top 20 Occupations based on the Forecasted Number of Growth and Replacement Job Openings over the next 5 years. Occupations not industry-specific were removed.					
Support Sectors					
Retail Trade		Educational Services	Public Administration	Government	Accomodation and Food Services
Energy		Entrepreneurship			



Business & IT Services		Construction	Healthcare	Advanced Manufacturing	Transportation & Logistics
This sector comprises professional and financial services, information technology, wholesale trade, and scientific and technical occupations.		This sector comprises occupations primarily engaged in the construction and maintenance of buildings.	This sector comprises both health care services and social assistance.	This sector comprises occupations in the mechanical, physical or chemical transformation of materials, substances or components into new products.	This sector comprises occupations in industries providing movement of passengers or cargo, warehousing and storage, and those that plan, direct or coordinate the distribution activities of products.
Top Occupations	Accountants and Auditors	Construction Laborers	Registered Nurses	Manufacturing Operator/Technician	Laborers, Packers, Movers
	Managers, All Other	Carpenters	Personal Care Aides	Machine Maintenance Specialist	Heavy and Tractor-Trailer Truck Drivers
	Lawyers	Electricians	Nursing Assistants	Machinist	Industrial Truck and Tractor Operators
	Management Analysts	Painters, Construction and Maintenance	Childcare Workers	Engineers - Process/Manufacturing	Stock, Shipping, and Receiving Clerks
	Software Developers, Applications	Construction Managers	Licensed Practical and Licensed Vocational Nurses	Machine Tool Operator	Light Truck or Delivery Services Drivers
	Computer Systems Analysts	Supervisors of Construction and Extraction Workers	Medical Assistants	Inspectors, Testers, Sorters, Samplers, and Weighers	Postal Service Mail Carriers
	Paralegals and Legal Assistants	Operating Engineers and Other Construction Equipment Operators	Healthcare Managers	First-Line Supervisors of Production and Operating Workers	First-Line Supervisors
	General and Operations Managers	Plumbers, Pipefitters, and Steamfitters	Social Workers	Welders	General and Operations Managers
	Software Developers, Systems Software	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Medical Secretaries	Manufacturing Managers	Dispatchers, Except Police, Fire, and Ambulance
	General Office Clerks	Cement Masons and Concrete Finishers	Emergency Medical Technicians and Paramedics	Engineers - Design	Cargo and Freight Agents
	Computer User Support Specialists	General and Operations Managers	Physicians and Surgeons, All Other	Food Batchmakers	Bus and Truck Mechanics and Diesel Engine Specialists
	Customer Service Representatives	Heavy and Tractor-Trailer Truck Drivers	Physical Therapists	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Machine Feeders and Offbearers
	Photographers	Cost Estimators	Dental Assistants	Production, Planning, and Expediting Clerks	Maintenance and Repair Workers, General
	Sales Representatives	Roofers	Social and Human Service Assistants	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Bus Drivers
	Veterinary Technologists and Technicians	Brickmasons and Blockmasons	First-Line Supervisors of Office and Administrative Support Workers	Metal-Refining Furnace Operators and Tenders	Transportation, Storage, and Distribution Managers
	Market Research Analysts and Marketing Specialists	Welders, Cutters, Solderers, and Brazers	Nurse Practitioners	Heavy and Tractor-Trailer Truck Drivers	
	Tax Preparers	Paving, Surfacing, and Tamping Equipment Operators	Mental Health Counselors	Purchasing Agents, Except Wholesale, Retail, and Farm Products	
	Computer and Information Systems Managers	Electrical Power-Line Installers and Repairers	Medical Records and Health Information Technicians	Slaughtering and Meat Packers	
	Civil Engineers	Sheet Metal Workers	Physical Therapist Assistants		
	Veterinarians	Tile and Marble Setters	Family and General Practitioners		

*Top 20 Occupations based on the Forecasted Number of Growth and Replacement Job Openings over the next 5 years. Occupations not industry specific were removed.

Support Sectors				
Retail Trade	Educational Services	Public Administration	Government	Accommodation and Food Services
Energy	Entrepreneurship			

WEST Region High-Demand Industry Sectors and Top Occupations

Business & IT Services		Construction	Healthcare	Advanced Manufacturing	Transportation & Logistics
This sector comprises professional and financial services, information technology, wholesale trade, and scientific and technical occupations.		This sector comprises occupations primarily engaged in the constnuction and maintenance of buildings.	This sector comprises both health care services and social assistance.	This sector comprises occupations in the mechanical, physical or chemical transformation of materials, substances or components into new products.	This sector comprises occupations in industries providing movement of passengers or cargo, warehousing and storage, and those that plan, direct or coordinate the distribution activities of products.
T o p O c c u p a t i o n s	Accountants and Auditors	Construction Laborers	Registered Nurses	Manufacturing Operator/Technician	Heavy and Tractor-Trailer Truck Drivers
	Managers, All Other	Carpenters	Personal Care Aides	Machine Maintenance Specialist	Laborers, Packers, Movers
	Management Analysts	Electricians	Nursing Assistants	Machinist	Captains, Mates, and Pilots of Water Vessels
	Lawyers	Plumbers, Pipefitters, and Steamfitters	Childcare Workers	Engineers - Process/Manufacturing	Sailors and Marine Oilers
	Civil Engineers	Painters, Construction and Maintenance	Licensed Practical and Licensed Vocational Nurses	Welders	Industrial Truck and Tractor Operators
	Mechanical Engineers	Supervisors of Construction and Extraction Workers	Medical Assistants	Machine Tool Operator	First-Line Supervisors
	General and Operations Managers	Construction Managers	Healthcare Managers	Inspectors, Testers, Sorters, Samplers, and Weighers	Postal Service Mail Carriers
	Software Developers, Applications	Operating Engineers and Other Construction Equipment Operators	Physicians and Surgeons, All Other	Slaughturers and Meat Packers	Light Truck or Delivery Services Drivers
	Office Clerks, General	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Medical Secretaries	Meat, Poultry, and Fish Cutters and Trimmers	Bus Drivers
	Paralegals and Legal Assistants	General and Operations Managers	Social Workers	Manufacturing Managers	Dispatchers, Except Police, Fire, and Ambulance
	Computer Systems Analysts	Cost Estimators	Social and Human Service Assistants	First-Line Supervisors of Production and Operating Workers	Ship Engineers
	Customer Service Representatives	Heavy and Tractor-Trailer Truck Drivers	Dental Assistants	Engineers - Design	Stock, Shipping, and Receiving Clerks
	Veterinary Technologists and Technicians	Roofers	Physical Therapists	Metal-Refining Furnace Operators and Tenders	General and Operations Managers
	Photographers	Welders, Cutters, Solderers, and Brazers	Emergency Medical Technicians and Paramedics	Food Batchmakers	Bus and Truck Mechanics and Diesel Engine Specialists
	Sales Representatives, Services, All Other	Brickmasons and Blockmasons	Nurse Practitioners	Chemical Plant and System Operators	Maintenance and Repair Workers, General
	Market Research Analysts and Marketing Specialists	Cement Masons and Concrete Finishers	First-Line Supervisors of Office and Administrative Support Workers	Production, Planning, and Expediting Clerks	Gas Plant Operators
	Tax Preparers	Sheet Metal Workers	Mental Health Counselors	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Taxi Drivers and Chauffeurs
	Software Developers, Systems Software	Electrical Power-Line Installers and Repairers	Medical Records and Health Information Technicians	Heavy and Tractor-Trailer Truck Drivers	Riggers
	Architectural and Engineering Managers	Telecommunications Line Installers and Repairers	Medical and Clinical Laboratory Technologists	Architectural and Engineering Managers	Crane and Tower Operators
	Veterinary Assistants and Laboratory Animal Caretakers	First-Line Supervisors of Mechanics, Installers, and Repairers	Family and General Practitioners	Architectural and Engineering Managers	Industrial Machinery Mechanics

* Top 20 Occupations based on the Forecasted Number of Growth and Replacement job openings over the next 5 years. Occupations not industry specific were removed.

Support Sectors

Retail Trade	Educational Services	Public Administration	Government	Accommodation and Food Services
Agriculture	Entrepreneurship	Media and Visual Arts	Energy	

FY 17-18 Perkins Leadership Projects

Secondary Leadership Projects (includes funds for High Schools, Area Technology Centers, and Locally Operated Centers)	Funds Recommended	Project Description
KDE Office of Career and Technical Education Curriculum	\$200,000	Develop curriculum resources for all Career and Technical Education program areas that are current, rigorous and relevant.
KDE Office of Career and Technical Education Professional Development	\$100,000	Provide professional development for staff and program area teachers to support and implementation of career and technical education curriculum.
KDE Office of Career and Technical Education Assessment	\$260,000	Develop and implement technical skills assessments in conjunction with the Career and Technical Consortium of the States. Provide continuous improvement reviews and targeted technical assistance visits for program area teachers.
Technical Up-Grade Training (required by regulation)	\$75,000	Provide up-grade skills training to career and technical education teachers.
OSHA Training	\$20,000	Enable manufacturing and construction instructors to obtain OHSA certification.
New Teacher Induction Program	\$211,065	Provide training and support to first and second year occupation-based in-service teachers (includes funds for postsecondary instructors)
National Occupational Competency Testing Institute (NOCTI) Assessments	\$5,000	Provide assessments for teacher credentialing in career and technical areas. This is a requirement for secondary occupation-based teacher certifications.
Educational and Professional Standards Board	\$90,000	Provide resource teachers for career and technical education teacher's internship program which is required for teacher certification.
Postsecondary Leadership Projects		
KCTCS Curriculum	\$237,000	Develop curriculum to meet industry standards including alignment of secondary and postsecondary curriculum.
KCTCS Professional Development	\$155,000	Provide professional development for staff and program area teachers to support and implementation of career and technical education curriculum.
KCTCS Assessment	\$45,000	Developing program reviews for career and technical program areas.
Adult Education	\$162,500	Promote KY College and Career Connection, Work with the Labor Cabinet to provide apprenticeship opportunities
Areas Required By Perkins Legislation		
Non-Traditional Funding (Funds for occupational areas that employee 25% or less of one gender.)	\$60,000	Improve participation and completion of non-traditional students in career and technical education programs.
State Institutions (Perkins requires the state expends no more than 1% of Leadership Funds for career and technical education students in state institutions.)		
Corrections	\$95,000	Support career and technical education programs
Youth Development Centers	\$20,000	Support career and technical education programs
Kentucky School for the Deaf	\$40,000	Support career and technical education programs
Kentucky School for the Blind	\$15,000	Support career and technical education programs
Total Leadership Funds	\$1,790,565	

KWIB – PERKINS LEADERSHIP COMMITTEE

The committee will discuss proposals and the required uses of the Leadership Funds as related to:

- An assessment of the career and technical education programs;
- Developing, improving, or expanding the use of technology in career and technical education;
- Professional development programs for CTE teachers, faculty, administrators, and career guidance and academic counselors;
- Support career and technical education programs that improve the academic skills of students;
- Providing preparation for non-traditional fields in current and emerging professions;
- Supporting partnerships among local educational agencies, institutions of higher education, adult education providers, and as appropriate, other entities such as employers and labor organizations;
- Serving individuals in State institutions, such as State correctional institutions that serve individuals with disabilities; and
- Support for programs for special populations that lead to high skill, high wage, or high demand occupations.

The committee members will have the opportunity to ask questions about allocations. The Committee will then present their recommendations and explanation to the KWIB for approval.



Strategic Planning Consultant

RFP Review Committee Members:

Staff:

- Isaac VanHoose, Education and Workforce Cabinet
- Andy Hightower, Education and Workforce Cabinet
- Susie Edwards, Office of Vocational Rehabilitation
- Sharon Buchanon, Office of Employment and Training
- Mary Ann Damron, Office of Employment and Training

KWIB Members as Technical Advisors:

- Scott Pierce, Member of KWIB Executive Committee and representing Labor
 - Madison Silvert, Member of KWIB and President/CEO at Greater Owensboro Economic Development Corp and Representing Economic Development / Business
 - Judge Michael Hale, Member of KWIB and Judge Executive of Barren County representing Local Elected Officials
 - Danette Wilder, KWIB Vice Chair and CEO of Sealing Life Inc.
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Business Education Committee Work

Jason Luring, Chair
Catalent Pharma Solutions

Feb 2016:	Committee formed
March 2016:	Intro to Career Tech Education and certification information
April–May 2016:	Employer survey of certification awareness and acceptance
June 2016:	Summarize results of survey and begin review of demand data per industry sector analysis
July 2016:	Present findings of survey and review New Skills for Youth Initiative grant (JPMorgan CHASE)
August 2016:	Make short term recommendation to KWIB for 2016-2017 to leave certifications AS IS until further data and research can be done and; Present demand data to KWIB via initial efforts of Economic Development Cabinet
Sept –Oct 2016:	Finalize demand data with KCEWS assistance to establish top sector occupational demand
Nov 2016:	TODAY - Make 6 initial recommendations based upon findings throughout this process

Next Round of Recommendations

Six actionable recommendations to align, incentivize and drive results that meet the needs of all stakeholders.

We will now complete an in-depth look at credentials as tied to updated sector data to be presented at the May 19th KWIB meeting for the 2017-2018 school year.

Additionally, the committee will be reviewing the career pathways to ensure they are aligned with specific industry sectors on a regional basis. The preface of the career pathways work is now beginning with the local areas in working with education, workforce and economic development. (Facilitated by Maher & Maher)

Recommendation 1

The new analysis of the top industry sectors have been completed. **We are recommending we now follow the new top 5 sectors** as related to the handout in your packets and with regard to understanding the sectors are also to be followed as broken down by the regional information (also included in your packets).

Last 5 Sectors Approved by KWIB

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Energy

Current 5 Being Recommended

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Construction

Business and Education Alignment Committee

Recommendation 2

Recommend the **Office of Career and Technical Education** complete a **review of all current Certifications and Career Pathways** being offered and whether they align with the **Sector Strategy data**.

- If certifications do not align with the "demand" based on the Sector Strategy data and employer feedback, there should be a formal recommendation to the Business and Education Committee to realign / eliminate / phase out those certifications for the 2017 / 2018 School Year. (Timeline: January – March 2017)
- Recommend a "core" set of Certifications and Career Pathways to be offered across the state in each school district but ensure appropriate regional nuances are met based on Sector Strategy data. (Timeline: May 2017)
- Annual review process

List of Current Certifications are Provided

Business and Education Alignment Committee

Recommendation 3

In order to strengthen the partnership between school districts and local employers, we must create a structure which allows the **formalization, identification and funding for Business Partnership Liaisons to be placed in each local school district** (in partnership with workforce boards, chambers, economic development, post secondary education and private sector).

Best practices already exist in KY and need to be reviewed.

The Business Partnership Liaisons function is to connect schools and students with employers (evaluate best practices as related to the following):

- Career opportunities post graduation
- Internships / Co-ops / Apprenticeships
- Formal mentoring and industry exposure for students
- Technical and career skill awareness and development
- How can schools improve the "supply" based on the "demand" of local business?
- Identify resources and partnerships for students with disabilities who need access
- Eliminate finger pointing and build true partnerships

Recommendation 4

Promote and incentivize school systems to implement a formal "Earn and Learn" program in each career pathway to accelerate career readiness of students and increase "supply" to meet local talent needs.

- Need to have consistent set of core criteria and metrics to ensure statewide consistency
- "Earn and Learn" Program would fall under job role and responsibilities of Business Partnership Liaisons
- Participating employers would need to meet specific student career development criteria
- Need to ensure program takes into consideration needs and resources of small employers and large employers
- Need to ensure program takes into consideration needs and resources of students with disabilities and connecting them with employers

Recommendation 5

Through the appropriate tax incentives, tax credits or salary rebates, create a formal annual incentive for companies that are an active partner with the respective school system(s).

- "Active Partnership" would require key criteria* to ensure employers are both active with real hands on Internships, Co-ops and Apprenticeships, but also with true career development actions for participating students.
- Create a statewide award for companies and school systems leading the way = significant Employment Branding and potentially additional state resources

* Career Mentoring, Skill Demonstrations or Training, Mock Interviewing, Student Facility Tours, Donations (\$ or Equipment), etc.

Recommendation 6

Recommend a formal marketing effort to ensure both the private sector but also parents and students are educated about the program offerings and efforts by the school systems to improve the “supply” to meet the “demands” of the future.

- Make it simple for employers on what schools are doing and how they can get involved.
- Track key metrics and then report them out annually to drive education and resources.
- What is the CCR Accountability Model and why should parents, students and the private sector care?
- What are the high demand sectors and occupations so parents and students are informed?

NOTES

January 30, 2017

Welcome and Introductions

In attendance: Candace Bensel, Danette Wilder (Chair), Danine Alderete-Tomlin, Ken Carroll, Marilyn Clark, Mary Taylor, Rodney Hitch, Steven Stone, Tami Hatfield-Kennedy, Melissa A. Aguilar, Mike McKenziem, Gene Childress, Scott Pierce

Summary of KWIB Work and Recommendations / Task at Hand

Danette Wilder discussed the recommendations that were made at the last KWIB meeting via the Business / Education Alliance Committee. She explained the follow up what was needed on the recommendations and explained that Recommendation 3, 4 and 5 were of great importance currently.

Danette talked about dividing into subcommittees to establish best practices for each recommendation and suggested each subcommittee developing a timeline for development.

Additionally, she discussed the Barriers Matrix related to “check boxes” which each best practice review should address. She suggested that each best practice review should address as many of the barriers as possible as related to the population of which the best practice is targeted.

Barriers Needing Best Practice Reviews

	Business	Education	Government	Social
1	Lack of Skilled of Workers ◇ ★	Unprepared Students and /or Limited Access for Career and /or College ◇ ★	Silos of Resources and Constraints of How to Spend Resources ◇ ★	Unwilling but Able to Work ◇ ★
2	Lack of Awareness of Resources	Misunderstanding Conceptually of How Curriculum is Applied vi Real World Industry Examples ★	Redundency and Duplication of Efforts and Resources ★	Lack of Education / Skills ★
3	Lack of Alignment of Training with Job Demand ★	Economic and Social Barriers of Student's Environments ★	Power Struck - Control / Regional and Local Constraints ★	Individuals with Disballities or Barriers Not Being Given Chances ★
4	Differing Perspective on Education	Uneven Access to Opportunity for Students	Spread Thin in Capacity in Many Cases with Decreases in Funding and Greater Need	Supportive Services (Childcare / Dependent Care /Transportation)
5	Lack of Participation in Educational Change ★	Overwhelmed with Daunting Task ★	Ineffective Policies / Red Tape	Access to Transpotation / Lack of Transportation Infrastrucure
FOCUS ON EMPLOYMENT RATHER THAN UNEMPLOYMENT				
BE PROACTIVE RATHER THAN REACTIVE				
Possible Solutions to Review				
★	Employer Led Work Based Learning Models (TRACK, KY FAME, LIFT, etc)			
★	Self Accountability Modeled Programs (Essential Skill Programs, Career Coaching, Etc.)			
◇	Entrepreurial Programs (SBDC, KIN, FastTrack, etc)			

Best Practices... Where? Who? How?

Melissa discussed a few best practices that had come up in conversation and stated that she would be glad to arrange visits with those areas and individuals. The groups agreed to move forward with those visits.

Divide and Conquer

Subcommittees broke into their working groups.

Recommendation 3:

Group Members: Tami Jamie Hatfield (Chair), Rodney Hitch, Candace Bense, Steve Stone, Mike McKenzie

In order to strengthen the partnership between school districts and local employers, the Office of Career and Technical Education should create and identify funding for Business Partnership Liaisons in each local school district (and in partnership workforce boards and with post-secondary education).

Recommendation 4:

Group Members: Marilyn Clark, Ken Carroll, Gene Childress, Danine Tomlin (Chair)

Promote and incentivize school systems to implement a formal "earn and Learn" program in each career pathway to accelerate career readiness of students and increase "supply" to meet local talent needs.

Recommendation 5:

Group Members: Travis Burton, Scott Pierce (Chair), Danette Wilder, Mary Taylor

Timelines will be established for next group and subcommittee meetings will be scheduled to continue the work. Example best practices will be identified and visited for each subcommittee.

The committee adjourned at 3:15.

February 16, 2017 Recommendations:

Kentucky Work Ready Communities
Anderson and Graves

Kentucky Work Ready in Progress Communities
Carter, Clinton and Pendleton

Kentucky Work Ready Extensions
Mason and Todd

Note:

With approval today, 85 of Kentucky's 120 counties have been certified as either WorkReady or WorkReady in Progress.

Aguilar, Melissa (Education Cabinet)

From: David Boggs <dboggs@owlinc.net>
Sent: Wednesday, January 04, 2017 11:05 AM
To: Aguilar, Melissa (Education Cabinet)
Subject: Reentry and Offender Expungement

Melissa,

Happy New Year! Have you had any more thoughts about our Kentucky Reentry Employment since I last spoke with you? I brought up the subject again this morning at our Georgetown/Scott County Chamber Economic Affairs Committee meeting. We also discussed extensively the good work being done on our Work Ready Community Certification program. There is some wonderful things happening in the school system in this area.

I have had conversations with multiple people regarding reentry and employment. There are lots of good things happening but it is so fragmented.

-- KSP reports that from July 15-Sept. 6, they have received 5,902 expungement orders in that 7 week period. Of those, 132 were for felony convictions.

What's next? Is something going to happen in the General Assembly that will help the reentry program and employment or just create more bureaucracy?

I appreciate your assistance and being an ambassador.
David

David Boggs
President/CEO



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