

**Western Kentucky University Augenstein Alumni Center
 Bowling Green, KY**

1:30 CALL MEETING TO ORDER

Swearing In of New KWIB Members as Needed

WELCOME FROM WKU

INTRODUCTION OF SPECIAL GUESTS, JUDGE MICHAEL HALE

Minutes of May 2016 KWIB Meeting.....*Hugh Haydon, Chairman
 Kentucky Bioprocessing, Inc. of Owensboro*

1:45 PRESENTATION AND DISCUSSION

Learn and Earn Program.....*Michael Hale, Judge Executive and Member
 Barren County*

WorkReady Skills Initiative - \$100 Million Dollar Fund Update.....*Hal Heiner, Secretary and Member
 Education and Workforce Development Cabinet*

Update on WIOA Implementation and Planning.....*Beth Kuhn, Commissioner
 Department of Workforce Investment*

- State, Local and Regional Planning
- Statewide Reserve Investment Strategy Funds
- Career Center Structure

2:25 ADMINISTRATIVE AND STRATEGIC ITEMS

Discussion and Action.....*Hugh Haydon, Chairman
 Kentucky Bioprocessing, Inc. of Owensboro*

ADMINISTRATIVE

- Executive Committee Update (Minutes of Meeting August 12, 2016 – FYI)
- Update from Meeting with Governor Bevin on August 12
- Strategic Planning for the KWIB

STRATEGIC

- Committee Updates
 - Business and Education Alignment Committee.....*Jason Luring, Member Chair
 Catalent Pharma Solutions*
 - Data, Performance and Accountability Committee.....*Rob Southard, Member Chair
 Southern Star Energy*
 - Policy and Process Committee.....*Melissa A. Aguilar for Pat Murphy, Member Chair
 UPS*
 - Best Practices and Solutions Committee.....*Danette Wilder, Member Chair
 Sealing Life Technologies*
- Career Center Certification Recognitions.....*David Boggs, Member
 OWL*
- WorkReady Certifications.....*Kurt Krug, Member
 INOAC, Inc.*

3:30 OTHER BUSINESS / DISCUSSION – SPECIAL RECOGNITION

3:45 ADJOURNMENT

MEMBERS PRESENT: Jared Arnett, John Baines, Dr. Paul Blankenship for Dr. Box, Secretary Brinkman for Governor Bevin, David Boggs, Representative Larry Clark, Secretary Erik Dunnigan, Sharon Fields, Sharon Furches, Hugh Haydon, Secretary Hal Heiner, Senator Higdon, Rodney Hitch, Kurt Krug, Jason Luring, Heidi Margulis, Ashley Miller, Debbie Morris, Kay Moss for Peter Feil, Pat Murphy, Scott Pierce, Mike Price, Commissioner Stephen Pruitt, Secretary Derrick Ramsey, Terry Spears, Reecie Stagnolia for President Bob King, Mayor George Steele, Carla Webster, Bill Weier, Danette Wilder and Steve Willinghurst

CABINET STAFF PRESENT: Melissa A. Aguilar, Rick Jordan, Commissioner Beth Kuhn, Wayne Lewis, Mardi Montgomery, Holly Neal, Justin Otto, Bridget Papalia, and Kelly Thomas

CALL TO ORDER

Hugh Haydon, Chair, called the meeting to order at 1:34 p.m.

Minutes of Feb. 16, 2016 KWIB Meeting

ACTION: A motion was made by Representative Clark to approve the May 14, 2015 minutes. Senator Higdon seconded. Motion carried.

PRESENTATION AND DISCUSSION

\$100 Million Dollar Fund and Other Legislative Updates

Secretary Heiner recapped the legislative session, specifically in reference to the \$100 million dollar fund made available for building workforce development capacity. He explained that the largest challenge with the current workforce is lack of skilled employees which could in turn result in companies overlooking Kentucky as a location to build or expand. The \$100 million dollar fund is for educational facilities, equipment, etc. An approving grant board is being developed to oversee allocations and the Chair of the KWIB will be a part of that Board.

An additional fifteen million was allocated in the state budget to support the development of dual credit and credential programs at the high school level. This in itself will change the landscape of education in Kentucky.

Representative Clark and Senator Higdon also commented on the success of the last session.

2016 State, Regional and local Sector Profile

Josh Benton gave a presentation on the Supply and Demand data study recently completed by request of the KWIB. He explained the first phase of this data study has been completed by the CED which identified the largest sectors in Kentucky as health care, business and technical services, manufacturing, transportation and construction. They eliminated occupations with a salary less than \$30,000 a year. KCEWS is currently working on phase two which is to analyze the demand data and determine the supply—who is providing the education / training for the in-demand positions. Phase two should be completed in August/September. Maher and Maher will be conducting phase three with a goal of

completing it by the end of the year. Phase three involves looking at both the demand and supply data and determining entry points and career pathways as associated.

SOAR

Jared Arnett reported on SOAR which has been tasked with rebuilding the Appalachian region. Kentucky has one-hundred twenty counties, fifty-four of which are in the Appalachian region. Out of those fifty-four counties, thirty-eight are in distressed counties. The region lost 10,000 jobs with the downturn in the coal industry. SOAR's goal is to lead and inspire. The non-profit organization works from a grassroots level up in order to help individuals secure training and find jobs. Arnett reported the SOAR is about a "long-term transformation to create a sustainable region." Arnett and SOAR partners feel that this goal will be reached in a large part through creation of a digital economy; therefore, they are seeking to infuse a broadband perspective and to increase internet speed, availability and affordability in the region.

ADMINISTRATIVE AND STRATEGIC ITEMS

ADMINISTRATIVE

Chairman Haydon provided a copy of the Executive Committee Minutes May 13, 2016 to the Board for informational purposes.

Update on State, Regional and Local Plans

Commissioner Kuhn reported that local workforce investment areas will be submitting transitional plans by mid-June. The feds will be issuing final regulations at the end of June, at which point local plans will be reviewed against the regulations. Local workforce areas will then partner to create regional innovation plans. The goal is to meet federal regulations in a way that is specific to the needs of Kentucky.

STRATEGIC

COMMITTEE UPDATES

Each committee chair reported separately on the meetings, activities and recommendations of their committee. Melissa Aguilar reported for Rob Southard who was unable to attend.

Data, Performance and Accountability Committee – Rob Southard, Chair

Committee has no recommendations at this time that require a vote. Work Will still continue to develop a dashboard of metrics.

Policy and Process Committee – Pat Murphy, Chair

Committee has no recommendations that require a vote at this time. It has reviewed the Rules of Procedure and made some changes in language with an eye to keeping it consistent with WIOA language. Those changes have been sent to legal for review. In addition the committee is in the process of reviewing the Need to Train Policy and Policy 15-001.

Best Practices and Solutions Committee – Danette Wilder, Chair

Committee has no recommendations that require a vote. It does recommend making employees and employers aware of FOCUS by advertising. It also recommended scheduling a meeting with OET, K12 and postsecondary Education to increase awareness.

Business and Education Alignment Committee – Jason Luring, Chair

ACTION: A motion was made by Jason Luring to leave the credential list the same for the 2016-2017 school year and complete an in-depth look at credentials as tied to updated sector data to be presented at the May 19th KWIB meeting and then validated in a six month planning phase. Scott Pierce seconded. Motion carried.

WORKREADY COMMUNITIES

Kurt Krug reported that the Kentucky Work Ready Communities Steering Committee met on January 14, 2016 to review Work Ready Communities criteria. At that meeting, the committee discussed adding language to the criteria concerning veterans and individuals with disabilities. That language has been drafted to be reviewed at the next steering committee meeting in June and presented to the board in August. The steering committee also reviewed the time frame for extensions and Work Ready certification.

ACTION: Based on the recommendation of the steering committee, Mr. Krug motioned that Work Ready Community certifications be extended from two years to three years, that extensions be approved for two years instead of one year and that the term "Soft Skills" be changed to "Essential / Work Ethic Skills." Name seconded the motion. Motion passed.

In addition, Krug reported that the Kentucky Work Ready Communities Review Panel met on April 14th to review three applications for certification as a Work Ready Community, two re-certifications and two extension requests.

ACTION: Based on the recommendation from the review panel, Mr. Krug motioned that the KWIB certifies Bullitt, Montgomery and Trigg Counties as Work Ready, that Clark and Rowan Counties be recertified as Work Ready and that Allen and Muhlenburg Counties be given a two-year extension. Name 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.

CAREER CENTER CERTIFICATION RECOGNITIONS

David Boggs announced that the Green River Workforce Investment Board Career Centers be recognized as follows:

- Henderson – Comprehensive
- Hancock – Affiliate
- Ohio – Affiliate

Jodi Rafferty, Green River Director, was asked to stand to be recognized during the meeting and was presented certificates and photographed after the meeting.

OTHER BUSINESS / DISCUSSION

Laura Arnold updated the board on their skills grant through JP Morgan Chase which has been awarded to the Department of Education. The grant has two phases involving the following:

Phase 1 – runs from May 1 – November

- Review state sector data
- Visit LWIB directors to look at regional sector needs

- Review current program in K12 system and identify gaps for state and regional sector needs

Phase 2 – Develop a plan to create regional career academies that align with the needs of regional and local in-demand sectors as related to workforce and economic development.

ADJOURNMENT

With no further business, the meeting adjourned at 3:40 p.m.

The next KWIB meeting is scheduled on August 18, 2016. Location will be determined.

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p align="center">Technology Category</p> <p>Comprehensive Workforce Development System (CWDS) Planning for a comprehensive technology platform that encompasses all of the below elements along with implementation of to-be-determined Phase 1 priority elements:</p> <ul style="list-style-type: none"> • UI Modernization – off the mainframe • Case management system for OET, OVR, OFB and LWDA customer data with mobility and WIOA reporting features • Technology improvements for career centers – tools to provide flexible and remote service to customers, both individually and in groups • WIOA and mobility enhancements to existing and new technologies 	<p align="center">\$2 million</p>			<p>Customer needs, budget realities and WIOA requirements are all putting unsustainable pressure on our legacy systems. Kentucky MUST invest in new technology in order to meet Federal mandates, customer expectations and offer more services at lower cost.</p>
<p>Fiscal and Management Accountability Information System Kentucky has operated a fiscal reporting system known as the WORKS system; however, it has not required the same fiscal and management accountability information system across local areas. WIOA requires states to adopt such a system. This will be the first installment of resources to establish and roll out such a system.</p>		<p align="center">\$800,000</p>	<p align="center">\$800,000</p>	<p>WIOA required statewide fiscal management system</p> <p>Works system enhancements for OET grant management staff and WIOA staff; SOW from Agate received</p>

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>Technology Adjustments For data collection, data validation and changes in performance metrics required under WIOA.</p>		\$400,000	\$68,131.81	Ensure systems meet new requirements
<p>Technology Assessment Assess the technology infrastructure of the four core partners in WIOA to determine the best approach to support integrated case management if an enterprise case management system is not funded in the upcoming legislative session and state and local program access to targeted customers like individuals with disabilities.</p>		\$150,000	\$72,711.74	Sales Force Assess customer access via technology platforms and enhance services Sales Force
<p>Innovation Category Innovation and Impact Fund New approaches to serving businesses and individuals:</p> <ul style="list-style-type: none"> • Each LWDA will be able to receive \$100K if it secures a match and meets a few basic criteria – sustainability, sector, alignment with local and regional innovation priorities • An additional \$500K will be allocated for projects that have a statewide impact, serve high-need/high-barrier populations, possibly include multiple workforce regions, and/or meet match and sustainability criteria 	\$1.5 million			Provide funding to local areas and regions to spark investment in innovation and partnership.

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>Substance Abuse Reentry Pilot Program Conduct a competitive grant process for pilot projects to assist former substance abuse offenders to reenter the workforce. Projects will be awarded based on the use of effective approaches for reducing recidivism consisting of employment-readiness training in state and regional sectors, work-based learning, job placement and intensive case management, including referrals for housing, health care and other programs. A strong mentoring component will be required including group and one-to-one mentoring.</p>		\$400,000	\$400,000	<p>Response to employers feedback that they do not want to hire individuals with substance abuse convictions</p> <p>Discussion with Daryl of Cumberland's about possible ideas for programs; researching drug court programs in his region.</p>
<p>Sector/Career Pathway Development Provide funding for talent development and career pathway work within regions addressing the state-level targeted sectors identified by the KWIB and the Economic Development Cabinet as well as regional targeted sectors. States, regions and local boards are charged with expanded roles in this area under WIOA (\$125,000). Provide funding for a fifth round of employer-led sector partnership startup and training grants (\$225,000).</p>		\$192,450 \$100,000 \$350,000	\$5,000 (UO) \$100,000 \$350,000	<p>Support expanded responsibilities under WIOA and ongoing work in this area</p> <p>Gave extension to LWDA until 6/30 TA for sector expansions Next round of grants</p>
<p>Youth Collaborative around Work-Based Learning and Quality Youth Services Some of the most significant changes in WIOA are around youth services. This collaborative would support state and regional level efforts to restructure youth service strategies around in-school youth and</p>		\$250,000	\$220,699.08	<p>Provide systemic support to retool youth service strategies to meet new WIOA expectations</p>

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>out-of-school youth. Emphasis would be placed on building a state-level work-based learning continuum with consistent definitions, performance metrics and quality service indicators across multiple state level partners (\$50,000). Resources would also be provided on a regional basis to assist in service redesign, training for service providers and employer outreach efforts (\$200,000).</p>				<p>Discussions with NKY LWDA about Fall Youth Conference</p>
<p>Training Category</p> <p>Workforce System Planning, Training and Development</p> <p>Supporting staff and partner career coaching certification. Providing training and technical assistance to staff and partners regarding WIOA and KWIB strategic plan implementation.</p> <ul style="list-style-type: none"> Identify project managers for KWIB's strategic plan initiatives and develop and support and training network to assist them in carrying out implementation work. Identify a career coaching certification model to enable transition of career center staff and partners to effectively provide these services Enable investment in regional and statewide planning efforts as follow up to previous SWR and KWIB strategic planning projects Hold statewide, regional and/or local trainings for staff, partners, elected officials, board members and 	<p>\$500,000</p>			<p>Build comprehensive staff development and training strategy to support effective WIOA implementation, align with KWIB strategic plan initiatives, continue previous Workforce Academy efforts and enable an appropriate level of focus and investment in expertise required to operate the workforce system.</p>

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>other workforce stakeholders to assure progress and compliance across the workforce system</p> <ul style="list-style-type: none"> • Ensure that key staff can attend critical training and conferences that pertain to effective delivery of services to internal and external customers 				
<p>Career Center Customer Flow State and Local Recommendations Implementation Support</p> <p>Provide local areas funds to address specific recommendations regarding process and technology improvements to better meet the needs of business and individual customers (\$100,000). Also, provide resources at the state level to address service delivery improvements in Kentucky Career Center offices across the state (\$25,000).</p>		\$150,000	\$25,000	<p>Ongoing work to strengthen quality of services</p> <p>\$125,000 is obligated to SF but has not been expended; \$25,000 has not been obligated</p>
<p>State and Local Evaluation and Performance Report Design and Support</p> <p>Collaborate with Local Workforce Development Boards to develop a report structure, elements and format regarding evaluation and performance reporting required at both levels in WIOA. Local areas will also have the opportunity to develop customized sections based on local and regional priorities. This will allow Kentucky's stakeholders the ability to analyze results across the local areas and the state.</p>		\$50,000	\$50,000	<p>WIOA required activity at the state and local board levels</p> <p>Joint work with KCEWS</p>

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>High Impact WIB Standards Assessment Process Provide resources to local workforce investment boards to structure and assess their board based on the revised High Impact WIB standards which are in alignment with local board responsibilities outlined in WIOA.</p>		<p>\$250,000 (awards) \$50,000 (standards assessments)</p>	<p>\$99,566.59 \$50,000</p>	<p>Support new WIOA local board expanded expectations and ongoing work HN to send email to remaining award recipients reminding them of the award funds they have left</p>
<p>Local Area Transition Funds Each local area can draw down up to an additional \$50,000 beyond the initial 1 percent transition allocation after submitting a plan and budget describing how the funds will be used.</p>		<p>\$500,000</p>	<p>\$432,064.89</p>	<p>Support local WIOA transition priorities</p>
<p>Regions Start-Up and Technical Assistance Provide funding to support the formation of regions Kentucky in accordance with WIOA. Resources would be used to support organizational work, facilitated discussions, establishing regional priorities and planning efforts.</p>		<p>\$200,000</p>	<p>\$200,000</p>	<p>WIOA Rapid Response; \$301,900 unobligated Required state level activity under WIOA</p>
<p>Workforce Academy The state will roll out the Kentucky Leadership Academy, which will support the development of system leaders at all levels of the organization (\$20,000). It will support the consistency and quality of WIOA implementation across Kentucky. In addition, the state will develop additional WIOA rollout training for state and local staff training activities (\$130,000).</p>		<p>\$150,000</p>	<p>\$150,000</p>	<p>Improve organizational effectiveness KY Leadership Academy \$20,000 WIOA rollout training \$130,000</p>

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>Partner for Success Policy development and planning with system partners will be conducted to identify and update key policies comprehensive service delivery benefiting our employer and individual customer needs and addressing critical WIOA requirements.</p>		\$80,000	\$80,000	Support regional and local planning processes required under WIOA
<p>Local Workforce Development Area Leadership Training Develop and deliver training to chief local elected officials, local elected officials, local workforce development board members and staff across the state regarding their roles and responsibilities as outlined in WIOA as well as the state level policy informing their work.</p>		\$20,000	\$20,000	Ensure local partners understand respective roles/ responsibilities under WIOA
Other Category				
<p>Partner for Success</p>		\$60,000	\$44,663.40	Summer Camp Aug. 25 - 26
<p>Kentucky Career Center Outreach Inform individual and employer customers of the Kentucky Career Center system and services via a media buy.</p>		\$215,000	\$100,000	Educate the public regarding the brand and services
<p>Veterans Services Partnership Refresh the Hiring Kentucky Heroes website to be more user-friendly and informative as well as update cross agency outreach materials. Develop some</p>		\$50,000 (NCRRC) \$50,000	\$46,964.75 \$50,000	NCRRC testing Website redesign to be more user friendly

Statewide Reserve and Transition Budgets

Project	New Funding Recommended	Previous Funding Allocation	Total Available Remaining	Rationale/Update
<p>common performance metrics across joint veterans initiatives in Kentucky around placement, training provided, certifications obtained based on previous military experience transferred to non-military jobs, etc. Provide a best practices event for cross agency staff working with transitioning veterans.</p>				
<p>Joint Fiscal Review Project with the Department of Aging and Independent Living (DAIL) The Department of Workforce Investment will partner DAIL in a Request For Proposals process to conduct fiscal reviews of area development districts that serve as fiscal agents for local workforce development areas.</p>		\$200,000	\$200,000	Ensure greater fiscal integrity and accountability in the workforce system
<p>Performance Incentive Fund Provide resources to local workforce investment boards based on performance during PY 2014. These funds will be distributed on a formula basis for those areas that exceed negotiated performance standards. They are typically used to support local innovation, modernization and system improvements. This is a federal mandate under the Workforce Investment Act and WIOA.</p>		\$250,000 (06/17) \$300,000 (06/18)	\$46,247.30 \$241,141.00	WIOA required activity with these funds to reward Local Areas that exceed performance

GOALS for Future Career Centers

- Operate a series of comprehensive, compelling career centers across the Commonwealth, centers that offer business and individual customers:
 - Access to people and to the latest job and talent search technology
 - Skilled staff with mobility who can travel across the region and assist customers from a variety of locations, including career centers, schools, libraries, county offices, and partner program locations;
- Operate within the bounds of applicable Federal (WIOA) and state laws and regulations and existing resources;
- Continue to leverage partnerships to assist those with employment barriers in finding success.

SAMPLE AGENDA

Local WDA and DWI Career Center Planning

- What factors are driving this effort to engage in collaborative discussion and planning regarding career centers?
 - New Administration – focus on efficiency, education alignment
 - WIOA – integrated services, comprehensive centers
 - Budget - Transparent budget information -- what do we (LWDA) have, what does state have, what do we know about what other partners have?
 - Need to look ahead – characteristics and needs of the future customer
 - Cannot do effective plan w/o partnership
- If we could start from scratch where would we operate centers in this area? What size/type? How many can we adequately staff given budget realities?
- What is our vision for what services and what technology should be available at these retail centers?
 - What changes/improvements do we most aspire to?
- What is the current role UI assistance plays in our centers? What is the preferred scenario? (How) can we get there?
- What (other) factors must we consider to develop a realistic short-term AND long-term plan?
- What happens next?

WORKFORCE REVENUE VS EXPENDITURES

Revenue

Over the past 3 years, revenue has increased \$813,769 across all funding streams

- End of ARRA funds
- Unemployment going down
- Not enough match to pull down all available Federal Funding

Expenditures

Over the same period, Personnel Costs have increased \$2.4 million

- Increase in staff needed for services
- OET Hiring Freeze enacted in FY15 (reduction of 113 staff since January 2015)
- Retirement contribution in FY14 was 26.79% and the contribution in FY17 will be 48.59%
- And, Operating Costs have increased \$3.7 million
- COT costs/rent/utilities/office supplies/travel/maintenance of existing facilities/general operational costs not including personnel (above)

NOTES

Attending Executive Committee Members: Hugh Haydon, Danette Wilder, Heidi Margulis, Scott Pierce, Ashley Miller

Other KWIB Members Attending: Pat Murphy, Rob Southard, Jason Luring

Staff Attending: Secretary Hal Heiner, Andy Hightower, Commissioner Beth Kuhn, Melissa A. Aguilar

Call to Order

Chairman Haydon called the meeting to order at 12:40.

Secretary Hal Heiner gave an update on the WorkReady Skills Initiative also known as the \$100 Million Bond Fund. He stated there will be fifty plus applications received on the first round of funding. He also stated the committee for reviewing the applications is still underway of being created. There will be another round of funding with pre-applications in February 2017.

Updates from KWIB Committees

Pat Murphy gave the update as related to the Policy and Process Committee. He explained the WIOA regulations have now been released and a review of those regulations is currently taking place. The committee will reconvene after talking with the Governor.

Jason Luring gave the update as related to the Business and Education Committee. He explained that many committee and subcommittee meetings had happened and there was an agreement that a conclusion needs to be made within the next month to begin working toward the finalization of the 2017-18 paired down credentialing list. He explained there needs to be a deep dive realignment within the education system both in ways of resource allocation, staffing and credentialing. The committee will reconvene after talking with the Governor.

Rob Southard gave a committee update as related to Data, Performance and Accountability. He explained there is a huge amount of data available for review by many entities. He also stated there has been review of other state metric dashboards. After the meeting with the Governor, the committee will reconvene its work.

Danette Wilder gave the update as related to the Best Practices Committee. She overviewed the document that was provided to the Governor's office in that her committee will be making three recommendations as outlined in the document at the KWIB meeting as related to Best Practices.

WorkReady Updates

A list of WorkReady certifications up for approval was handed out to the Committee members.

Career Center Certification Updates

A list of Career Center Certifications to be recognized at the KWIB meeting was handed out to the Committee members.

Update on Sector Strategies Initiative / CTE Partnership Grant thru CHASE

Melissa gave a brief update about the progress that has been made on the grant currently administered by the Department of Education's Career Technical Education Department. She stated the work of the Business / Education Alignment Committee has led the charge and most recently the Data / Performance Committee was brought in to review information. She stated there will be an internal staff group to come together to make the recommendation to the Business / Education Committee as to how to move forward with the career pathways / credentialing work.

WIOA Plan / Local and Regional Planning / Career Center Re-Structure

Commissioner Beth Kuhn gave an update on state, regional, and local planning. She stated the OET office is making revisions as related to the DOL's review of the state operational plan and she will forward a summary of those changes to the executive committee.

She also gave an update on Career Centers and the restructuring efforts which are taking place. Kuhn stated they are analyzing the system, the infrastructure, the resources and the way needed to conduct business in a futuristic manner for customers. The work will be ongoing for many months to come.

Strategic Plan for this Fall – RFP to Come

Chairman Haydon stated the strategic planning session will continue to push forward. He explained the meeting with the Governor will also provide direction as to what specific objectives should be pushed forward. He asked Melissa to work on the RFP for a consultant to assist in planning as planned.

DRAFT KWIB Agenda

The draft agenda for August 18, 2016 was handed out. Chairman Haydon has a few changes to make as related to today's discussion.

The meeting adjourned at 2:45 pm.



August 12, 2016

3:00 pm
Capitol Building Room 110

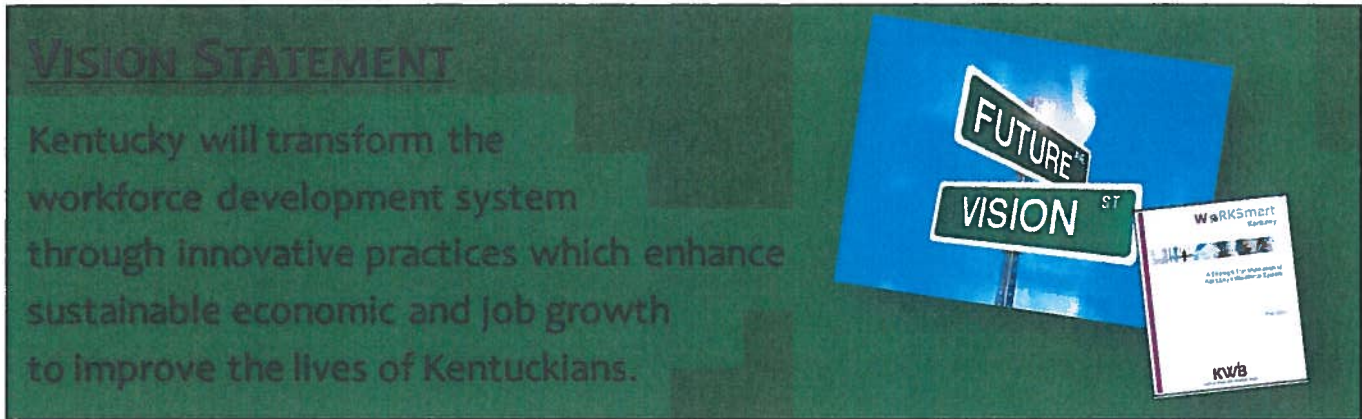
Information and Guidance Meeting with Governor Bevin

**Summary of
Committee Descriptions, Actions, Targets, and Guidance Needed**

Kentucky Workforce Innovation Board

Chair: Hugh Haydon, Kentucky Bioprocessing, Inc. (Owensboro)

Since 2009 the Kentucky Workforce Innovation Board and its predecessor, the Workforce Investment Board, have focused on implementation of the Work Smart Kentucky Plan. Highlights of that plan are presented below.



WORKSMART KENTUCKY STRATEGIC GOALS & OBJECTIVES

- ✓ Align the Commonwealth's workforce development system with Kentucky's education objectives.
- ✓ Align the Commonwealth's workforce development system with economic development strategies.
- ✓ Transform Kentucky's workforce development system.
- ✓ Simplify the workforce development service delivery system.
- ✓ Improve service to achieve a customer-centered delivery system.

A FEW OF OUR PAST INITIATIVES UNDER WORKFORCE INVESTMENT ACT (1998)

- | | |
|---|---|
| ✓ Work Ready Communities | ✓ Sector Strategy Review |
| ✓ Unbridled Careers | ✓ National Career Readiness Certificate |
| ✓ Accelerating Opportunity | ✓ Statewide Reserve Investment Strategy |
| ✓ High Impact Workforce Investment Boards | ✓ Unified Case Management |

LOOKING AHEAD THE WORKFORCE INNOVATION BOARD SEES A NEED TO REVISE, UPDATE AND PERHAPS REDO THE WORK SMART PLAN. SEVERAL COMMITTEES HAVE BEEN ESTABLISHED TO GATHER INFORMATION TO FORM THE BASIS OF AN UPDATED ACTION PLAN PROPOSED FOR DEVELOPMENT DURING THE FALL OF 2016. THESE COMMITTEES ARE DETAILED BELOW.

CURRENTLY UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (2014)

- | | |
|---|------------------------------------|
| ✓ Data, Performance, and Accountability | ✓ Business and Education Alignment |
| ✓ Policy and Process | ✓ Best Practices |

Data, Performance and Accountability

Chair: Rob Southard, Southern Star Gas (Owensboro)

Description of Committee:

Create the vision for implementing a measurable outcome-based system that will hold our workforce system accountable as related to directly controlled program performance and goals.

Committee Focus:

- Establishing outcome-based metrics and regularly reviewing reports on metrics with a focus on the outcomes of KWIB activities and programs.
- Increasing public transparency in promoting a new focus on measurable outcomes, service quality, and customer satisfaction.
- Providing recommendations to the KWIB that will improve decisions made based upon objective outcome-based metrics and information.
- Providing clear data to measure which programs and activities are working as well as identifying those that are not.



Actions Thus Far:

- Research on metrics already established by entities such as the Education and Workforce Cabinet, the Economic Development Cabinet, the Kentucky Center for Workforce and Statistics, KYFAME, the Kentucky Department of Education, the Kentucky Chamber of Commerce, etc.

Specific targets are:

- Establish and monitor the HR dashboard of metrics relative to federal, state and regional performance outcomes
 - Example Metrics
 - Basic measurable such as unemployment, retention, earnings, and dollars invested in training, etc. for state, regional and local areas
 - Actual job gap between educational supply and demand by industry and occupation
 - Return on investment of dollars invested in training costs via federal / state funding for state, regional and local areas
 - Number of overall days that key positions were vacant versus filled
 - The turnover rate of new hires within the first year
 - Which of our programs are working
 - Are users of our system satisfied? Did we actually help anyone?
 - Etc.

Policy and Process

Chair: Pat Murphy, UPS (Louisville)

Description of Committee:

Provide guidance for the development of policies and processes which govern the workforce system.

Committee Focus:

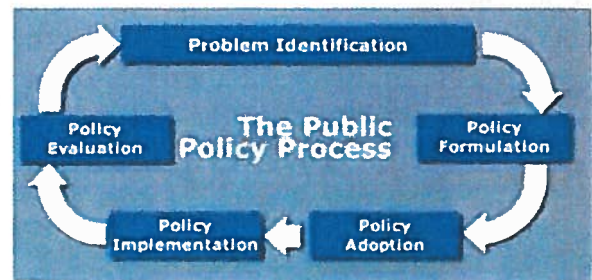
- Meeting legislative/governance responsibilities.
- Ensuring clarity, consistency, transparency and accountability in decision-making.
- Building policies and processes which are in the best interest of achieving the Board's vision.
- Providing recommendations for full Board policy review and direction.

Actions Thus Far:

- Established overall understanding of why certain policies have been implemented (mostly pertaining to WIOA).
- Reviewed 3 different policies for transparency and effectiveness.

Suggested Specific Targets:

- Continue to review specific policies already created to ensure they are transparent and have accountability standards and seek guidance from the Governor/his staff to move forward with modifications.
 - Examples:
 - Designation of local workforce areas and regions
 - Procurement of administrative and /or training services
 - Designation of training dollars as related to growth sectors and occupations
 - Etc.
- Create policies as related to WIOA legislation.
- Create policies that assist in building an inclusive workforce system that ties economic development, education, workforce development and industry together.
- Create policies that build public trust in the system.



Business and Education Alignment

Chair: Jason Luring, Catalent Pharma Solutions (Winchester)

Description of Committee:

Identify and implement comprehensive strategies to align education (supply) with industry needs (demand).

Committee Focus:

- Building regional linkages between education and growth/demand industry sectors.
- Creating opportunities for all students to receive nationally-recognized, industry-valued certifications/credentials.
- Expanding work-based education opportunities for all learners.
- Providing recommendations on specific areas where there are opportunities to directly align education with industry.
- Working specifically with Career and Technical Education Leadership Funds.

Actions Thus Far:

- Established an understanding of how K-12, specifically career technical education performs, assesses and holds schools accountable.
- Established a basic understating of the career pathways and credentials currently offered through CTE.
- Completed an employer survey of how employers understand and/or recognize certifications earned by students at the high school / CTE level.
- Began work in reviewing data as related to demand and supply.



Suggested Specific Targets:

- Career Pathways and formal Certifications must align to industry needs (need to simplify) and become more industry led by way of KWIB approving credentials approved for accountability and funding. There's an overabundance of credentials that employers don't accept or aren't aware of.
- A Future Skills Report should be created, updated and reviewed yearly and credentials needed to meet industry needs should be updated yearly. We should do so from a statewide and regional basis.
- Align secondary and post-secondary programs regionally as related to industry demand and create a core set of programs for consistency across state, but regionalize based on sector strategies.
- Identify funding and build a model for each school system to have a business liaison whose sole purpose is connecting schools with employers to build local talent pools based on demand.
- Identify a funding model (tax credit, tax break, or governor award of merit) to incentivize employers to host interns, co-ops, apprenticeships and teacher externships.
- Local Development Districts need to improve quickly, add more value to employers and consistently be part of the process to link the education system (supply) to employers (demand).
- Expand what is currently working from an employer perspective such as the KY FAME Program and identify funds to get more teachers into Career and Technical Centers versus administrative functions focused on the archaic current system of pathways, work keys, certifications and testing.

Best Practices and Solutions

Chair: Danette Wilder, Sealing Life Technology (Lexington)

Description of Committee:

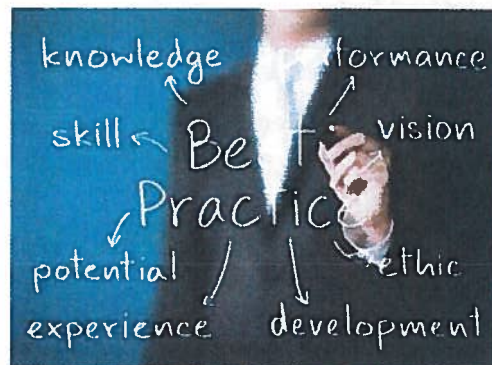
Provide input and guidance in identifying and prioritizing ways to transform Kentucky's workforce system.

Committee Focus:

- Learning about and evaluating best practices, programs and initiatives that may be taking place throughout Kentucky and/or in other states that could be replicated to assist Kentucky in growth, efficiency, and effectiveness.
- Assessing Kentucky's workforce system for areas in which there are opportunities for improvement.
- Making recommendations on specific best practices and working to provide vision and planning implementation.

Actions Thus Far:

- Established a basic understanding of the FOCUS system.
- Established a basic understanding of the Apprenticeship / TRACK programs.
- Established a schematic of how programs, partners and practices work together.



Suggested Specific Targets:

- Marketing/Education campaign to bridge communication & collaboration gaps (i.e., workforce development & education resources, tools and collaboration efforts, etc.).
- Work-Base/Apprenticeship Style Programs (i.e., programs that allow exposure to career/work environments and compliment education programs)
- Utilization of 3rd Party Education Resources (aka -Consulting services/program providers that bridge the gap between work and education related activities for the purpose of promoting/assisting with the efforts of translating business/career related skills and/or needs between the business and education environments and the surrounding communities –i.e. parents, local governments, etc. Some examples of these types of organizations would be Ford NGL, Project Lead the Way, DAPCEP, SREB, etc.
- Researching specific best practices as related to data, business and education alignment, and policy for other committees

KWIB Strategic Planning

PURPOSE:

Update or ReCreate WorkSmart Kentucky Plan

OVERARCHING GOAL:

Identify and make recommendations on actions to improve Kentucky's workforce system

"BE BOLD"... as the Governor stated!



KEY STAKEHOLDERS

- Business and Industry
- Students
- Jobseekers and their Families
- Communities
- Partnering Entities
 - Local Workforce Boards
 - KDE, CPE, KCTCS, Universities
 - Economic Development
 - Community Based Organizations
 - Etc.



Strategic Planning DRAFT Timeline

February 2016 Planning Committee Named/Background Work Initiated

Danette Wilder, Jason Luring, Pat Murphy, Rob Southard, Hugh Haydon (Others welcome!)

Mid September:

RFP developed and approved by strategic planning committee

Mid October 2016:

Committee review of consultant and full process proposals

November 19, 2016:

KWIB consideration of consultant and full process recommendation

November 2016 – February 2017:

Listening Sessions established throughout the state to get feedback on key topics

March – April 2017:

Begin finalizing strategic plan draft

May 2017:

Reviewed and recommendation created by executive committee to KWIB

June 2017:

Consideration by KWIB



Questions...

Thoughts....

Suggestions...



August 18, 2016 Career Center Recognitions:

Bluegrass

Danville – Full Service
Georgetown – Full Service
Winchester – Affiliate

Cumberlands

Albany / Clinton – Affiliate
Columbia – Affiliate
Monticello - Affiliate
Russell Springs - Affiliate
Somerset – Affiliate

EKCEP

Pikeville – Affiliate

Northern Kentucky

Florence – Full Service
Carrolton – Affiliate

TENCO

Ashland – Full Service
Morehead – Affiliate
Mt. Sterling - Affiliate



KWIB MEETING – 8/18/16

Recommendation

The Kentucky Workforce Innovation Board certifies:

Work Ready

- Adair
- Bourbon
- Caldwell

Work Ready in Progress

- Breckinridge
- Casey
- Crittenden
- Knox
- Magoffin
- Owsley
- Whitley

