



Training Today for Jobs Tomorrow

Kentucky Workforce
Innovation and
Opportunity Act



ANNUAL REPORT

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Introduction

In 2018, Governor Matthew G. Bevin approved Kentucky Work Ready: An Urgent Call to Action, a comprehensive plan developed by the Kentucky Workforce Innovation Board to guide the strategic direction of the Commonwealth's workforce system over the next several years.

Kentucky Work Ready charts the course for the Commonwealth to "create a workforce development system that is value driven for employers, aligns education with industry demands, prepares Kentuckians for the future of work and drives economic development."

Kentucky Work Ready further identifies several concrete actions to be taken over the next five years and metrics that will be used to measure progress towards accomplishment of these goals.

Recognizing that fulfilling Kentucky Work Ready's vision will require sustained commitment and cooperation among several state agencies, the private sector, and federal partners, on January 3,

2019, Governor Bevin created the KentuckyWorks Collaborative ("Collaborative"). Executive Order 2019-011 charges the eighteen (18) members of the Collaborative with working together to implement Kentucky Work Ready and ensure that all available resources may be efficiently and effectively aligned and measured in order to improve the Commonwealth's workforce development system.

Building on the work already begun, EWDC worked to continue progress in PY 2018. Kentucky's workforce system continues to modernize career and technical education infrastructure throughout the state, align and integrate education and workforce programs, and provide financial support for attainment of certificates and credentials in high demand sectors. The Education and Workforce Development Cabinet envisions Kentucky as home to a "world-class workforce where everyone can achieve lifelong career success."



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2 Workforce Agency

2.1 Education and Workforce Development Cabinet

The role of the Kentucky Education and Workforce Development Cabinet (EWDC) is to educate, prepare and train Kentucky's current and future workforce by serving as a bridge between the education system and the skills in demand in Kentucky's economy.

The cabinet's work is wide-ranging, focusing on lifelong learning with an ultimate goal of helping businesses find skilled workers to compete and grow Kentucky's economy. From early childhood education to job training programs for adult workers, the cabinet aims to prepare Kentuckians for success at every level.

The cabinet thrives on continuous improvement to create a system that prepares Kentuckians for the 21st century workforce, reduces Kentucky's skills gap, increases its workforce participation rate, and closes the socioeconomic achievement gap.

2.2 Department of Workforce Investment

The Department of Workforce Investment (DWI) serves as a link to employment services, workforce development as well as education and training for job seekers, employers, youth and individuals with disabilities.

The Career Development Office, Office of Unemployment Insurance, Office of Vocational Rehabilitation, Office of Adult Education and Office of Employer and Apprenticeship Services, along with the Local Workforce Development Boards (LWDBs), work together to provide seamless unified services to Kentuckians statewide through Kentucky Career Centers (KCCs).

2.3 Kentucky Workforce Innovation Board

The 24-member Kentucky Workforce Innovation Board (KWIB) serves as an advisory board to the governor on workforce training and development initiatives throughout the Commonwealth.

KWIB is charged with creating a statewide vision for workforce development and adopting a plan to move Kentucky forward through workforce training and development.

2.3.1 KWIB Members

Pat Murphy, United Parcel Service (Chair) • Amy Luttrell, Goodwill Industries International • Kevin Smith, Beam Suntory (Jim Beam Brands) • Adam Hinton, Hinton Mills • Terry Sexton, Boilermakers Local 105 • Rob Southard, Southern Star Central Gas Pipeline • Carla Webster, Xerox • Kim Menke, Toyota • Heidi Margulis, Humana • Torsten Langguth, Dr. Schneider Automotive • Thomas Watson, City of Owensboro Mayor • James Higdon, State Senator • Derrick Ramsey, Education & Workforce Development Cabinet • Kim King, State Representative • Mike Buchanon, Warren County Judge-Executive • Vivek Sarin, Cabinet for Economic Development • Dr. Aaron Thompson, Council on Postsecondary Education • Dr. Wayne Lewis, Kentucky Department of Education • Dianne Owen, Four Rivers Foundation • Scott Pierce, Operating Engineers Local 181 • David Dickerson, Kentucky Labor Cabinet • Curtis Carson, Braidy Industries • Kurtis Mishler, AxiomOne • Lori Ulrich, Fleming-Mason Energy • Ray Leathers, Shelby County Industrial Foundation • Keith Sparks, Enerfab



Education and Workforce Development Cabinet
Mayo-Underwood Building, Fourth Floor
500 Mero Street
Frankfort, KY 40601
502-564-0372

3 Overview

In PY 2017, the Kentucky Workforce System embarked on a program of rapid implementation of several significant transitions. These included the establishment of a new strategic plan for the workforce system, greater alignment of workforce programs, collecting new data from agencies outside of the EWDC, and a renewed focus on establishing apprenticeships.

In PY 2018, the Kentucky Workforce System made significant progress in the implementation of several ambitious changes, all of which focused on program alignment and continuous improvement. Kentucky reorganized all core partner programs into a single agency and began to execute the goals of the strategic plan established in PY 2017. Many of these actions were driven by the establishment of the KentuckyWorks Collaborative, a collection of the lead agents of workforce-related agencies within and outside of state government. The Collaborative began the process of mapping existing workforce assets, identifying meaningful metrics for tracking Kentucky's labor market and workforce development efforts, gathering data on self-sustainability, and establishing state-level Memorandum of Agreement among workforce partners to govern their participation in the system.

At the same time, DWI completed a phase of reexamination of policy and guidance and responded to a US Department of Labor Comprehensive Review of WIOA implementation by developing and issuing new policies and guidance and other technical assistance to strengthen the infrastructure of the workforce system in Kentucky.

Each local workforce development area revised local plans to include the strategic plan elements established by the KWIB in PY 2017 and included the necessary elements of a strategic action plan: achievable action steps, timelines for completion and measures of successful completion. We look forward to the progress made locally as we share best practices throughout the system.

Overall, services provided through KCCs demonstrated year-to-year improvement, and are steadily progressing to meet negotiated performance levels. The KCC system continues the process of continuous improvement, and DWI is providing an elevated level of technical assistance across the Commonwealth to accelerate that effort.

4 Game Changers

In PY 2018 Kentucky implemented several new initiatives that will provide the foundation for rapid improvement of the workforce system in the years ahead. The program year saw organizational alignment of core programs, a directive from the Governor to coordinate workforce-related programs both within and outside of the WIOA required and additional partners, new policy and guidance for the execution and improvement of WIOA programs, a new workforce-wide case management system, and an emphasis on quality local strategic action plans. These changes mean better partnerships, deeper understanding, real-time operational data and clear goals that will accelerate system growth in Kentucky.

4.1

Program Alignment

As a part of an effort to better coordinate and integrate programs, Kentucky reorganized its Adult Education and Literacy program, known as Kentucky Skills U, into DWI. The reorganization consolidates the offices of the six core WIOA programs into a single department, making Kentucky one of a handful of states with all six programs together in the same agency.

Two additional offices - the Division of Apprenticeship and the Governor's Office of Early Childhood Education were reorganized into the EWDC. Apprenticeships were combined with the business service team into the Office of Employer and Apprenticeship Services in DWI. Together, the office provides a powerful array of tools to assist Kentucky employers find the training and the workforce they need.

The Governor's Office of Early Childhood coordinates early childhood services, including Head Start and the Division of Regulated Child Care, to promote a quality, comprehensive education and development system for our children in Kentucky.

Transitioning these programs to the EWDC will be a game changer for Kentuckians needing to become college and career ready. By aligning the services of the state's workforce, early childhood and P-12 resources, Kentucky creates a workforce system that ensures all Kentuckians, regardless of education level, are able to be connected with opportunities to find meaningful employment.

4.2

KentuckyWorks Collaborative

In January, 2019, Gov. Matt Bevin, in partnership with EWDC and the KWIB, issued an Executive Order to create the KentuckyWorks Collaborative. The Collaborative brings together 18 members representing state and federal agencies, local workforce boards, and employers. Each member represents an agency that provides job training, counseling, career development, supportive services and technical assistance services to Kentucky employers or job seekers.

The Governor charged the Collaborative to implement the strategic plan of the KWIB and identified four tasks in particular to advance workforce efforts in Kentucky.

4.2.1

Asset Map

The Collaborative's efforts began with the creation of an asset map of workforce programs, services and expenditures in the Commonwealth. An asset map of all workforce-dedicated resources will allow the Collaborative, the EWDC and the KWIB to truly evaluate and plan to reduce duplication and leverage the maximum benefit of available funding sources. The map will provide the foundation for service evaluation and statewide coordination through the statewide Memorandum of Agreement.

"The creation of the KentuckyWorks Collaborative will bring together stakeholders from key sectors throughout the Commonwealth to implement the carefully crafted strategic plan from KWIB. It will also develop new and enhanced approaches to building and strengthening our workforce. As Kentucky's economy continues its record growth, we must ensure that our workforce programs do not operate in silos. Today's businesses demand highly-skilled, highly-trained workers, and this new Collaborative will help to develop a comprehensive workforce system that aligns federal, state, and local resources to provide exciting new job opportunities for Kentuckians."

- Governor Matt Bevin

4.2.2

Metrics

The Collaborative is working to build upon the Workforce Dashboard (see Sec. 5.2) and identify metrics to evaluate the performance of the labor market and the workforce system. They will work jointly with the KWIB to evaluate and advise the Governor and the represented agencies regarding the continuous improvement of the system.

4.2.3

Sustainability and the Benefit Cliff

The Governor directs the Collaborative to develop a self-sufficiency standard for households of various compositions that reflects “what is needed to adequately meet the basic needs of Kentucky citizens... absent public or private assistance.” The analysis will include an analysis of any “benefit cliffs” that may exist serving as a disincentive for career promotion. The collected information will help prioritize industry sectors and to ensure that the incentives created by public policy align with individual economic advancement.

4.2.4

State-Level MOA

The members of the Collaborative will develop and enter into a state-level Memorandum of Agreement to parallel the Local Workforce Development Area Memorandums of Understanding (MOUs) among one-stop partners. The state agency commitments will create a template for local MOUs and create a reinforcing infrastructure from the state to local levels as Kentucky one-stops work to offer seamless service.

4.3

WIOA Implementation

In addition to the changes sought by the KentuckyWorks Collaborative, the EWDC and DWI have worked to implement the policies and procedures necessary for success under WIOA.

In PY 2017, the Cabinet began a review of existing policies and state policy requirements outlined in WIOA. In addition to the internal review, the Atlanta Regional Office of the Employment and Training Administration conducted a Comprehensive Review of WIOA Implementation in Kentucky. The comprehensive review supplemented the Commonwealth’s efforts and highlighted necessary improvements in governance and Kentucky’s Youth Program.

In PY 2018, Kentucky implemented new policies and practices to address the shortcomings identified by these reviews. Additionally, Kentucky successfully established Local Workforce Development Area MOU/IFAs as required by WIOA, and launched a new case management system (KEE-Suite). Each of these developments provide a critical piece of the foundation for the future success of the workforce system in Kentucky.

4.3.1

Policies

In March 2018, the EWDC conducted an internal effort to identify required policies and guidance necessary for WIOA implementation and to evaluate whether Kentucky had established the policies. The effort yielded over 70 instances where a guidance was required. EWDC created a team to prioritize and establish the necessary guidance. The team met in weekly work sessions to develop, review and respond to stakeholder input.

In PY 2018, this effort resulted in the issuance of new guidance on Veterans priority of service, local planning, the Youth Program, Career Center certification, Local Workforce Development Board recertification, Pell grants and coordinating financial awards for training, recapture and reallocation.

Additionally, Kentucky collected a list of all active policies and guidance in a single resource and

Promising Practice: Federal-State Joint Governance Training

In an effort to provide technical assistance to local areas to address several findings in the Comprehensive Review (see 5.3.2), Kentucky asked the Atlanta ETA office to join with DWI and provide a day of training and technical assistance around governance and roles in the workforce system. Over the course of several weeks DWI and Atlanta staff worked to select a date for the training and develop agenda.

Local one-stop staff, Chief Elected Officials, Local Board members, State Board members, and state DWI staff attended the training. The training was interactive, and reviewed the building blocks of the workforce system - the roles established in WIOA. Having DWI and DOL present together strengthened the message and drove home some of the evolution we expect to benefit the Kentucky workforce system.

published it at kwib.ky.gov. Currently the documents are reviewable on a searchable spreadsheet, and DWI is building a dedicated webpage for this service.

The project is ongoing, with emphasis on training services, grievance and appeals, data integrity and financial controls in PY 2019 in advance of the establishment of the 2020-2024 State plan.

4.3.2

WIOA Implementation Comprehensive Review

Also in early 2018, the Atlanta Regional Office of the Employment and Training Administration conducted a Comprehensive Review of Kentucky's implementation of WIOA. The review provided valuable analysis of Kentucky's system and highlighted areas where action was required. The findings largely centered on governance of the workforce system and the design of the Youth program. Kentucky needed to establish stronger fundamental partnership documentation including local workforce development area MOUs and IFAs. Kentucky's Youth Program design needed greater articulation and accompanying technical assistance.

Kentucky welcomed the findings and used them as an opportunity to reach out to local workforce development areas for improvement.

To address these systematic needs, Kentucky prioritized these areas in the policy development process described in section 4.3.1, and expanded staff to include technical leads for each program, beginning with the Youth Program. Kentucky published guidance 19-002, providing timelines and deadlines for Local Plan Updates, MOU completion and Local board recertification and provided technical assistance around their completion.

4.3.3

Youth Program Emphasis

While some Local Areas have established innovative Youth program practices, Kentucky lacked consistency and overarching program design. Kentucky executed several strategies to emphasize improvement in Youth Program design in PY 2018. First, DWI issued [Kentucky Guidance 19-003 the Youth Program Manual](#) which collected the important rules governing the Youth program into a single document. Additional guidance ([19-006](#)) specified the policies Local Boards are required to develop. Guidance on biannual updates of local plans included specific instructions regarding

youth program design. DWI also on-boarded a Youth Program Coordinator who began to meet with each local area to assess and guide local youth program efforts.

4.3.4

Governance

One of the challenges of WIOA implementation in Kentucky is establishing consistent and clear understanding

of the responsibilities of Boards, Local Elected Officials, Board Staff and One Stop Operators. While Kentucky established related policy and guidance in 2017, the system is still working to fully realize those distinct roles.

In one successful approach, DWI joined with the Atlanta ETA office to create a day-long governance training for Boards and LEOs. The joint state-federal training will be followed by a thorough review of governing documents as a part of the biannual board certification process to ensure that they align with state and federal policy. Many of these documents were established before the publication of the federal regulations, and the biannual review provides a good opportunity for evaluation and update.

The joint training will be the first of regular statewide trainings on the responsibilities of governance in the system.

4.3.5

Local Area MOU/IFAs

In PY 2018, Kentucky worked to finally establish Memorandums of Understanding and Infrastructure Funding Agreements as required by WIOA. DWI created a task force to meet weekly and review, revise and approve each of the MOUs from the local areas. The MOUs provide a foundation for greater future

Promising Practice: ACCESS Youth Program

The ACCESS Youth Program is an initiative of the Bluegrass Local Workforce Area. The program is a 12-week curriculum in a residential setting, but it can also be condensed to meet the needs of the individuals. Bluegrass also brings the ACCESS curriculum into a participating high schools in the local area with a customized program lasting anywhere from 3 hours to 3 days. The training provides essential workplace skills training in three sections: how to find a job, how to get a job, and how to keep a job. Last year, the ACCESS program connected over 500 students with critical skills for workforce success.

integration of Kentucky's one-stop centers and are an important milestone of WIOA's implementation in Kentucky.

4.4

KEE-Suite Case Management System

A new case management system, the "Kentucky Enterprise Engagement Suite" (KEE-Suite), launched in October 2017. KEE-Suite is an enterprise case management system, designed collaboratively with Kentucky's social service agencies and leadership and front line staff from the Local Workforce Development Areas (LWDAs). It is truly a state enterprise system, connecting individuals from various touchpoints with tools and opportunities for workforce success. KEE-Suite also provides real-time data on one-stop operations, allowing staff and management to more effectively adapt to challenges and opportunities. These new data resources will greatly illuminate Kentucky's future workforce strategies.

As KEE-Suite has been implemented, DWI works closely with the development team to prioritize any fixes or enhancements needed, leading to the deployment of monthly KEE-Suite releases.

4.5

Local Workforce Development Area Strategic Action Plans

As a part of the process of the biannual update of local plans, DWI launched an effort to require the inclusion of more strongly defined strategic action plans, aligned with the KWIB's "Urgent Call to Action" strategic plan. DWI created a template and instructions, and held technical assistance meetings with each local workforce development board. The plan requirements specified that Strategic Action Plans are used to implement the goals and objectives of the Strategic Plan. Each necessary task should include a timeline for when the task needs to be completed, actions required, responsible individuals or agencies, and measure (metrics) to track performance. Many areas took advantage of special funding to procure third party assistance in the development of the strategic action plan.

As the plans are developed and included in the WIOA local plans, DWI will regularly monitor progress. These plans effectuate a new level of planned innovation and continuous improvement in the workforce system.

Promising Practice:

Lincoln Trail Workforce Crisis Task Force

In order to implement their strategic plan, the Lincoln Trail LWDB created the Workforce Crisis Task Force to bring together concerned citizens dedicated to expanding the local workforce. The Task Force consists of three subcommittees working to create initiatives which can support increased labor force participation in the Local Area.

The Growing Business Investment subcommittee is chaired by economic development professionals who are engaging industry leaders to address solutions to child care issues facing many workers.

A second subcommittee is Removing Obstacles, tasked with rooting out policy and programmatic obstacles that influence individuals' decisions to stay out of or leave the workforce.

The third subcommittee is Unlocking Local Potential, charged with developing approaches to retaining young talent by connecting them with meaningful work experiences.

The regular discussions of these subcommittees identify new practices and initiatives that carry through to planning and operations of the local one-stop centers. The Task Force effort brings a new dynamic approach to the efforts of the local board, working through priorities and constantly adapting new approaches to address them.

5 Progress in Action

5.1

KWIB Strategic Plan

In February 2018, the KWIB approved a new strategic plan for Kentucky. The plan includes four strategic goals centered on improved employer engagement, continued educational alignment in sector strategies, targeting increased workforce participation and continued programmatic and administrative alignment. Each goal established specific objectives and defined metrics to track progress.

Strategic plan: Goals and Measures

Goal 1 - Actively engage employers to drive Kentucky’s workforce development system.

Measures: Employer penetration rate; Business retention and expansion employer feedback; Availability of work-based learning opportunities; Statewide employer survey results; Talent pipeline management consortiums

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

Measures: Education attainment level of working age population; Credential rate; Population with essential skills certificates, career readiness certificates or equivalent; Rate of enrollment in STEM and other market-relevant P-12 electives and postsecondary programs; Percent and number of students who participate in work-based learning; Rate of employer placement for technical education and “earn-and-learn” programs

Goal 3 - Increase Kentucky’s workforce participation by creating opportunities incenting workforce participation, and removing employment barriers for Kentuckians.

Measures: Labor force participation rate; Labor force participation rate by demographic groups; Statewide and local unemployment and underemployment rates; Credential rate; Number of GED / technical training completions occurring in correctional facilities; Number of GED / technical training completions occurring in substance use disorder programs; Rate of program-to-employer placements for priority populations in employment referral programs; Number of employer tax deductions claimed for hiring long-term unemployment recipients

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

Measures: Aggregate statewide employment, median hourly wages, and/or median salary; Wage gains over time; ROI for workforce development; statewide workforce development expenditures by cabinet and program; Throughput of workforce development program

This plan has now been in place for more than a year. It now forms the framework for the adoption of local strategic action plans (see 5.5) and, thanks to the work of the KentuckyWorks Collaborative and other efforts, substantial progress has been made towards the achievement of the plan’s goals.

5.1.1

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

The alignment of activity engaging Kentucky employers has grown substantially in PY 2018, as reflected in Kentucky's employer engagement metrics (see 7.1 and Appendix I) and the growth of sector partnerships through the Talent Management Pipeline initiative (see 6.3). The establishment of the KentuckyWorks Collaborative (see 5.2) has accelerated cross-agency discussions regarding meeting the needs of employers in Kentucky. In the next year, Kentucky will continue to build on that success, and gather stakeholders to inventory and plan work-based learning opportunities.

5.1.2

Goal 2: Align and integrate P-12, adult education and postsecondary education to provide lifelong learning opportunities

Kentucky continues to foster greater alignment of its educational systems and the skills in demand in Kentucky's workforce. In addition to the reorganization of KY SkillsU into DWI, Kentucky also moved the Governor's Office of Early Childhood Education into EWDC, realizing that foundations from birth forward are vital to the success of Kentucky's future and creating greater alignment from birth to career.

The New Skills for Youth Initiative (see 6.5.3) has mapped career pathways leading to the top five industry sectors in Kentucky and provided planning grants for collaborations of two or more school districts, a technical center, a postsecondary partner, a community partner, and local employers to plan regional hubs of technical training and transform the delivery of career and technical education in Kentucky. These collaborations are creating regional hubs of excellence in career and technical education throughout the Commonwealth.

Two other Kentucky initiatives have fostered alignment of training and employer demand. The Work Ready Skills Initiative is a \$100 million investment in career and technical education infrastructure, requiring employers and educational institutions to partner and invest in the necessary facilities and equipment to provide high-quality training in the skills needed by local employers. The Work Ready Kentucky Scholarship provides complete scholarship coverage for individuals seeking an industry recognized certificate or diploma or Associate of Applied

Science (AAS) degree in a high-demand workforce sector. Both initiatives are accelerating training in needed skills in Kentucky's economy.

5.1.3

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

The KentuckyWorks Collaborative continues the effort to identify and map barriers to individual workforce success (see 5.2.3). The establishment of a state-level MOA (see 5.2.4) includes the alignment of supportive services to support workforce success as well as the identification of opportunities to connect with individuals in need of assistance in career planning and training.

Additionally, Kentucky began participating in the federal bonding program, adding an additional resource to assist individuals with barriers to entry.

5.1.4

Goal 4: Focus resources on the most effective initiatives and improve the return on our workforce investment

The establishment and continued efforts of the Collaborative are dedicated to creating the alignment set forth in strategic objective. The discussions and actions from this collection of agency leadership provides a common direction for services to create workforce success. Each of the Collaborative's four initiatives - identification of program assets, establishment of common metrics, analysis of the benefit cliff and its effects, and documented agreement on service partnership - will be a significant step in service integration.

5.2

Workforce Dashboard

The Workforce Dashboard is an important initiative of the EWDC which dovetails with the efforts of the Collaborative. The EWDC launched the [Local Workforce Development Area \(LWDA\) Dashboard](#) in PY 2018. The dashboard is an interactive tool designed to display near real-time workforce information for Kentucky's 10 LWDA's. The dashboard features an interactive map that illustrates LWDA performance and rankings establishing a foundation for understanding strengths as well as challenges facing LWDA's throughout the Commonwealth.

The dashboard illustrates LWDA performance throughout the state and displays Kentucky's average on a series of metrics, including:

- **Top Level Measures:** Workforce participation rate, job openings, unemployment rate, and WIOA funding.
- **Employer Metrics:** Penetration rate, repeat customer rate, and employers offering apprenticeships.
- **Customer Metrics:** Credentials, obtained employment, and apprentices.
- **UI Metrics:** UI duration, UI exhaustion rate, and percent of potential UA claimants receiving first payment.
- **Adult Education Metrics:** Percent of working age adults without a high school diploma, adults enrolled in SKILLS U without a high school diploma, and high school equivalent (HSE) graduates.
- **Funding Measures:** A breakdown of workforce related funding by local workforce area.

Data collected by the dashboard provides a snapshot of the state's workforce statistics allowing stakeholders to create a strategy for the disbursement of workforce development resources throughout the Commonwealth. In addition, the dashboard complements the quarterly and annual performance measures that the U.S. Departments of Labor and Education require state workforce agencies to submit.

5.3

Talent Pipeline Management

Talent Pipeline Management (TPM) is a demand-driven approach created by the U.S. Chamber of Commerce to close the skills gap. The DWI is partnering with the Kentucky Chamber of Commerce to launch TPM in Kentucky through the use of Statewide Reserve Funds in PY 2018.

TPM uses supply chain management principles to align the career paths available to students in the secondary, postsecondary and adult education systems to meet the workforce needs of Kentucky employers. The Kentucky Chamber established a "TPM Academy" in collaboration with a cross-section of leaders from the Kentucky Community and Technical College System, local chambers of commerce, state and local economic development authorities and KCC leadership serving as champions to seed the TPM network in Kentucky.

From the completion of the TPM Academy, the TPM has worked to form dozens of industry partnerships, furthering Kentucky's sector strategies efforts, including establishing a real-time source of labor market information. This group will call on employers across the Commonwealth to utilize the TPM tool to project talent needs and align those needs with the education and workforce development systems. Experience to date shows the tool can play a powerful role in business growth and education and workforce system effectiveness.

DWI's partnership with the Kentucky Chamber will leverage a grant and designation from the US Chamber of Commerce and the Kellogg Foundation as one of three states to implement the academies. The partnership will include information and data sharing with the TPM initiative as a part of Kentucky's coordinated Business Services effort to further improve employer penetration. The partnership will serve as another tool to align sector strategies in Kentucky.

5.4

Waivers

Kentucky had no WIOA waivers in place at the beginning of PY 2018.

5.5

Additional Updates

5.5.1

Apprenticeships

The expansion of apprenticeship opportunities has been a key priority for Secretary Ramsey and the Bevin Administration. In PY 2018, the apprenticeship program became fully integrated with other workforce activities in DWI, and were organized into the Office of Employer and Apprenticeship Services. Apprenticeship opportunities continued to grow in Kentucky, adding 48 new programs and 1777 new apprentices in the most recent year. Top occupations included electricians, pipe fitters, and line installers. New apprentice programs are branching out in new sectors, including banking, insurance and child care professionals.

5.5.2

The KWIB Sector Strategies Initiative

Kentucky has been building sector strategies since 2016. The KWIB continues to review credentials available through school systems, assisting Kentucky's Department of Education in focusing career pathways on

Kentucky’s in-demand sectors and focusing credentials on those that Kentucky employers recognize. The TPM project (see 6.3) is rapidly expanding sector partnerships throughout Kentucky, and has already established over 150 employers in twenty employer collaboratives. Several Local Workforce Development Areas have also established sector-based partnerships. Sector strategies will continue to grow under the greater emphasis provided as Kentucky develops its 2020 WIOA State Plan.

5.5.3

The KWIB Sector Strategies Initiative

The EWDC in partnership with the Department of Education completed phase two of the New Skills for Youth Initiative from J.P. Morgan. New Skills for Youth began by mapping career pathways in high-demand sectors determined by projected job openings and an annual wage threshold of \$35,000 by WIOA workforce region. The pathways, gap analysis and current K-12 offerings can be found here: <https://education.ky.gov/CTE/nsfy/Pages/KY-NSFY.aspx>

The New Skills for Youth project awarded grants to organize Career and Technical Education Centers into regional career academies that align with state and regional industry sector needs. Accomplished through the collaboration of two or more school districts, a technical center, a postsecondary partner, a community partner, and employer engagement, this initiative seeks to transform the delivery of career and technical education in Kentucky by:

- Increasing student access to dual credit opportunities and seamless postsecondary pathways;
- Allowing students to earn industry recognized credentials;

- Providing students Work-Based Learning (WBL) experiences; and
- Including pathways leading to the top 5 industry sectors, as identified by the Kentucky Center for Statistics.

The KWIB took the next step in establishing sector strategies making use of Statewide Reserve Funds to begin mapping career pathways in the five identified in-demand sectors. Two pathways were mapped for each sector, and can be found on the EWDC website here: <https://educationcabinet.ky.gov/Cabinet-Goals-and-Objectives/Pages/Career-Pathways.aspx>

5.5.4

Sector Strategies in Vocational Rehabilitation

The Office of Vocational Rehabilitation has been working to establish career pathways through a Career Pathways for Individuals with Disabilities (CPID) grant, awarded in 2015 named Project CASE (Creating Access to Successful Employment). The grant serves the 24 counties of the EKCEP LWDA as well as the 7 counties of the KentuckianaWorks LWDA and runs through October, 2020.

Six Career Pathways Coordinators carry out grant activities, expanding OVR’s capacity to reach employers who can provide work-based learning experiences such as job shadowing, internships, and apprenticeships in high growth, high demand sectors. Students in the EKCEP area attended STEM Camps, introducing them to post-secondary training opportunities and career exploration. Grant staff participates in EKCEP and KentuckianaWorks Business Service Team meetings and outreach, and records employer activities through Salesforce, contributing to an understanding of how Kentucky is reaching the “Untapped Labor Pool.” Project CASE continues to grow, showing improved outcomes across the board from 2017 to 2018.

Outcomes

Number of career pathways accessed or created through Project CASE	20	20
Number of Project CASE participants	326 (1046 cumulative)	323 (1369 cumulative)
Average weekly earnings at exit	\$624	\$794
Number of Project CASE participants exited with successful employment	67	93
Number of CPID participants currently enrolled in career pathways training	237	292
Number of CPID participants ready for employment after completing career pathways training	191	271
Aggregate number of credentials obtained by all CPID participants	135	160

5.5.5

SCK Launch

SCK Launch is an initiative in the South Central LWDA to align career pathways with local sector strategies. The initiative started by looking at different sets of data and chose six targeted sectors based on the highest potential for growth and highest demand for new positions over the next 10 years: Healthcare; Hospitality; Professional Services; Construction; Manufacturing; Transportation, Distribution and Logistics. To date, SCK Launch has impacted over 10,000 students in the South Central Workforce Development Area, including 1,500 students and 280 educators involved in career shadowing.

This exposure creates a strong connection, allowing both students and teachers a better understanding of in-demand careers by allowing them to explore, experience, connect, and lead in the targeted sectors to create the talent pipeline needed to fill high demand positions.

5.5.6

KET Sector Workforce Career Pathways 'In Demand' Video Project

The EWDC continued to partner with Kentucky's public broadcasting network, Kentucky Educational Television (KET), to develop video content highlighting opportunities in the workplace in Kentucky. In Demand is ideal for high school students trying to determine which career pathway is right for them. [The collection provides a snapshot](#) of what a career in one of Kentucky's high-demand industries might look like, including education and experience needed to get these jobs, salary ranges, work environment, and the projected number of job openings over a five-year period.

6 Evaluation Performance and Progress

6.1 Program Evaluation

6.1.1 Overview

The introduction of KEE-Suite as the case management system provides a wealth of operational information about activities in the workforce system. KEE-Suite is producing a wealth of operation data, collecting information on how staff time is spent, how customers move through the workforce system, and the results of those interactions. Now that the system is a year old, Kentucky's state workforce board, along with the Department for Workforce Investment and KYSTATS, our longitudinal data system and state data warehouse have an opportunity to create interesting and rigorous evaluation of approaches to provide services that lead to career success.

6.1.2 Initiating Evaluation Efforts

With data in hand, DWI is establishing a team to identify and prioritize evaluation opportunities. Kentucky's team is in the process of designing its first evaluations, piloting innovative training proposals from local workforce development areas. Each pilot is required to propose an evaluation method, timeframe for evaluation and expected outcomes. With a year of operation data collected, it provides a good baseline for evaluations of future activity. These initial evaluation proposals are targeted to WIOA Title I-B populations, in order to maximize the opportunity of success.

6.1.3 Customer Satisfaction

6.1.3.1 Methodologies

As Kentucky has transitioned case management systems, the auto-generated customer satisfaction surveys have been interrupted. As the state plans a new system, local areas have continued to collect and apply customer feedback data. Several areas have been surveyed and incorporated into the customer service information below.

The break in continuity of customer feedback data prevents year-to-year comparisons.

6.1.3.2 Responses and Continuous Improvement

The reported responses were overwhelmingly positive. While a 99% positive response is what all Career Centers hope to achieve, the more useful feedback is contained in the free form comments from customers. DWI is investigating opportunities to develop an enterprise-wide system of customer feedback for implementation in PY 2020.

6.2 Performance and accountability system

6.2.1 Overview

PY 2018 marks the first year using the KEE-Suite as the system of record. The transition to KEE-Suite provides more specifically-useful information in real-time, and the system includes business logic rules that allow significantly less leeway for inaccurate data. Kentucky began using four state-specific performance goals in addition to the common measures beginning in early 2018.

- Obtained Employment
- Credential Attainments
- Referrals to Employment
- Referrals to Partners/Non-Partners

These performance goals were established to track on a more specific basis rather than the federal performance dates. For example, the Obtained Employment goal is measured on a monthly basis by matching the participant's data against UI wages/WRIS wages/New Hire Data. Since the implementation of KEE-Suite on October 1, 2018, the Commonwealth has begun tracking the Duration of Training of a participant as well as the Cost per Participant.

DWI and CDO Management staff review all quarterly reports and the annual report, which are shared with LWDBs and LWDB staff for their use.

The Commonwealth has established a [Workforce Dashboard](#) (see 6.2), which provides a publically-accessible display of this information for each local area and a statewide summary. The dashboard will provide an overview of performance goals the local areas and will increase the integrity of data.

6.2.2

Common exit policy

Kentucky policy requires co-enrollment of customers into Wagner-Peyser and WIOA services once the participant's date of birth and veteran status are determined and the participant has received a staff assisted activity. A Trade participant is enrolled into Wagner-Peyser, Dislocated Worker and Trade once those conditions are met. The policy requires that participants be exited from all programs once they have not received a service or after inactivity for a period of 90 days.

6.2.3

Data validation

The Commonwealth has not established a systematic process for data validation and integrity, but does systematically and continuously assist LWDA's with data integrity and report production. To produce statewide reports, CDO pulls LWDA reports and sends them to LWDB staff for data validation. With KEE-Suite, the data validation process is more systematic as the information necessary for reporting are now required entries into the KEE-Suite application.

KCC staff training in KEE-Suite is an ongoing effort. All KCC staff has participated in multiple trainings, and DWI has established monthly calls to answer user questions. DWI has worked to train "superusers" in each local area to assist users with the use of the system and input of data.

One issue that became clear through these trainings is the degree to which Career Center employees not only need training on the use of the KEE-Suite system, but on the fundamentals of system operations in order to improve use of the system. In response, DWI has launched monthly technical assistance calls for the purpose of creating common understanding about system vision and operations and sharing best practices across the system.

6.2.4

Overall Trends

In 2018, Kentucky created a central Unemployment Insurance call center and directed all UI claimant activity to that resource. This change, along with an ever-improving economy, has decreased foot traffic in career centers substantially. The introduction of KEE-Suite has additionally reduced duplication in the numbers because of stricter business rules built into the system.

Along with the overall reduction in customers served, Kentucky's efforts at improved data quality has had an impact, increasing the information we have about populations with employment barriers. While the data demonstrates overall reductions in the number of customers, they almost universally show increases in the number recorded with employment barriers.

Kentucky made a dedicated effort to record credentials appropriately in PY 2018, and that commitment to data integrity has led to a three-fold increase in credential rates.

An additional consequence of better data integrity is less-rapid improvement in rates. While rates tended to improve year to year, they still lagged the increased target rates.

6.3

Effectiveness in Serving Employers

Kentucky continues to strive to create a business-led workforce system as envisioned in WIOA. Kentucky Career Centers recognize businesses as an equally important customer as the job seeker, and are working with our Business Service Teams (BSTs) towards a demand-driven focus.

For this performance indicator pilot, Kentucky has selected business penetration rate and repeat business customers to serve as Kentucky's performance indicators for effectiveness in serving businesses.

These approaches are designed to gauge critical workforce needs of the business community by providing businesses with skilled workers through a quality relationship building engagement. Business Penetration Rate is the percentage of businesses using services out of all businesses in the state. This approach tracks the percentage of businesses who are using the core program services out of all known businesses represented in the state. The penetration is an evaluation of whether the core programs are adequately meeting the workforce needs of the area.

Kentucky's second selected approach, Repeat Business Customers, is the percentage of repeat businesses using services within the previous three years. This approach tracks the percentage of businesses who receive services that use core program services more than once. Measuring repeat customers is useful in determining whether businesses who receive services from the core programs receive enough value from those services to return to the KCC system. It also assesses the ability of BSTs to develop

and maintain strong relationships with businesses over extended periods.

Kentucky has ten teams of business services professionals with a variety of skill sets and resources readily available. The teams are comprised of individuals from Titles I, II, III and IV of WIOA, Kentucky's Economic Development Cabinet, local economic development agencies, Kentucky's Community and Technical College System, the Cabinet for Health and Family Services Employment Programs, the Department of Corrections Re-Employment Programs and the Chamber of Commerce Workforce Center.

The team works together to connect with Kentucky's businesses, identify needs, and develop solutions for implementation. BSTs play a strategic role in communities by integrating economic development, education and government. Kentucky business services play a more responsive role by retaining and creating jobs, understanding competitive challenges, identifying and pursuing opportunities. They develop relationships with businesses, discover and diagnose the challenges they face in growing their business, and bring the necessary resources to the table.

To continue effective business services, partner coordination and performance, the Office of Employer and Apprenticeship Services (OEAS) conducts standing monthly business services team leader online meetings. In these meetings, businesses and industry partners share their workforce development pain points and connect with workforce development resources to assist with their needs. In PY 2018, presenters included Amazon, UPS, Charter Communications and the Commonwealth's Personnel Cabinet. Industry presentations included commercial driving licenses and the Kentucky Concrete Association.

Meetings are conducted via Zoom Video, and include all of the Kentucky Career Center business services staff, leaders and partners. Meetings can have up to 100 participants. The Zoom technology allows us to provide remote conferencing that combines video conferencing, online meetings, chat, and mobile collaboration. OEAS host the Zoom meetings but ensures that all participants have equal footing. Any participant can share their screen. OEAS engages the participants in live polling and Q & A during the calls. We record meetings for training and follow up purposes. By increasing statewide staff engagement, we have increased focus on engaging and returning value to business customers.

Kentucky tracks business services in the Kentucky Integrated Business Engagement System (KIBES). KIBES is Kentucky's statewide business services customer relationship management system. We track each business engagement and service in the system so that the business needs are provided solutions.

For Kentucky's Employer Service Measures, See Appendix I

6.4 **Wagner-Peyser**

6.4.1 **Accomplishments**

Co-enrollment and common exit of job-seeking customers has provided the Commonwealth and the workforce system an enhanced understanding of the total population of customers and the services they receive in the workforce system. For PY 2018, the Commonwealth experienced a 30-50% decline in participants served and exited. Since Wagner-Peyser does not provide training funds, credentials obtained and Measurable Skill Gain do not apply.

One highlight is the KCC System's service to African Americans, a population where Q2 and Q4 job placement and retention consistently exceed that of other populations.

6.4.2 **Concerns and Improvements**

The PY 2017 report stated that "collecting data for targeted populations with barriers to workforce success has been a challenge." This data is much improved in PY 2018. Despite the overall reduction in customers served, populations with employment barriers served increased anywhere from 30% to 200%. Despite this increase and despite the Career Center partnership with the TANF program, there are no customers recorded as exhausting TANF in two years. DWI is investigating the cause and will create appropriate guidance to improve this reporting.

For Kentucky's Wagner-Peyser Performance Measures, See Appendix II

6.5

Adult

6.5.1

Accomplishments

Co-enrollment of Wagner-Peyser and WIOA Adult results in similar performance between the two programs. Like Wagner-Peyser, the Commonwealth experienced a 30-50% decline in participants served and exited. However, exited participants receiving training increased 10%, and the percentage in training-related employment increased four-fold.

Q2 and Q4 employment, median earnings and credential rate all improved between PY 2017 and PY 2018, but still lagged the target rates. Q2 and Q4 job placement and retention for African Americans consistently exceed that of other populations.

6.5.2

Concerns and Improvements

Like Wagner-Peyser, data on customers with employment barriers is much improved in PY 2018. Despite the overall reduction in customers served, populations with employment barriers served increased anywhere from 30% to 200%.

Measurable Skill Gains hold out as an area of needed improvement. Like the credential rate in PY 2017, DWI will undertake a dedicated effort of technical assistance to improve recording of Measurable Skills Gains.

For Kentucky's WIOA Adult Performance Measures, See Appendix III

6.6

Dislocated Worker

6.6.1

Accomplishments

Dislocated Workers, like Wagner-Peyser and Adult services, show declines in total numbers served but improved data on populations with barriers. Like Adult services, exited participants receiving training increased (33% for dislocated workers), and the percentage in training-related employment increased four-fold.

Also like the Adult program, Q2 and Q4 employment, median earnings all improved between PY 2017 and PY 2018, but still lagged the target rates. The credential rate improved three-fold year-to-year and exceeded the target rate by 3%.

Consistent requests to transfer Dislocated Worker funding to Adult services remains too common in Kentucky's workforce system. DWI will continue providing additional technical assistance on outreach to dislocated workers and improve referral among programs to raise participation.

6.6.2

Concerns and Improvements

In addition to the concern regarding outreach to dislocated workers, Measurable Skill Gains experiences the same underreporting and underperformance experienced by the WIOA Adult program. DWI will provide technical assistance regarding Measurable Skill Gains directed at improved customer success and better recording of credentials and skill gains.

Separately, DWI is undertaking a more robust and systematic approach to program design for all required partners in the KCC System in combination with a comprehensive policy review effort launched in March of 2018 and the implementation of the KWIB's Strategic Plan. For the WIOA Dislocated Worker (DW) program, this effort includes the identification of a DW team lead, the establishment of monthly team lead calls, the development of a DW outreach guidance and accompanying technical assistance centered on connecting with populations with barriers to employment through outreach.

For Kentucky's WIOA Dislocated Worker Performance Measures, See Appendix IV

6.7

Youth

6.7.1

Concerns and Improvements

Year to year, Kentucky's number of Youth served has remained relatively stable, as have Q2 and Q4 Employment and Median Earnings. The rate of recorded credentials doubled, and Measurable Skills Gain requires improvement.

Kentucky will maintain its focus on improvement of the Youth Program as detailed in section 5.3.3.

For Kentucky's WIOA Youth Performance Measures, See Appendix V

6.8

Rapid Response

6.8.1

Overview

Kentucky's Rapid Response efforts are coordinated through DWI OEAS in partnership with teams at each LWDA. Rapid Response from the Kentucky Career Center helps businesses and employees who are in business transition mode and is a partnership of state agencies, local workforce development boards, education stakeholders and nonprofit partners. These partnerships help employers find, train and keep the best talent and assists Kentuckians finding, obtaining and keeping the very best jobs. Rapid Response may be initiated from the state or local levels when a team member learns that such services are appropriate.

The Kentucky Career Center Rapid Response Teams provide statewide, early intervention re-employment services at no cost to companies and their employees affected by layoffs and closings. On-site services work to provide an effective and smooth transition to new employment for all of the affected employees.

Calling the Rapid Response Team can reduce the cost of layoffs for the business and employees. In working with Rapid Response, the following can be expected:

- A quick response to your transition planning needs;
- Confidentiality concerning business needs;
- Information about alternatives that could possibly lessen the impact of a layoff;
- Pre-layoff services designed to help workers shorten their transition time;
- Information on Kentucky Career Centers and Unemployment Insurance;
- Assistance in maintaining worker morale and productivity during the transition;
- Assistance in preparing affected workers to find new employment;

and Information about the Worker Adjustment and Retraining Act (WARN) and plant closing laws. Rapid Response also markets the affected workforce to other industry employers, evaluates the affected workforce against current job orders, and often brings current job leads to the employee meeting to see if there are qualified candidates interested in the positions. Affected workers are referred to the nearest KCC for next steps, or KCC staff will remain at the affected workplace, creating a temporary Affiliate KCC, to provide KCC services for the duration of the transition. Employers who have received Rapid Response services have provided feedback revealing that businesses benefit from lower unemployment insurance costs as employees are re-

employed more quickly when services are provided prior to layoff and employees appreciated the employer making the services available to help them transition.

6.8.2

Rapid Response Performance

The issuance of a Worker Adjustment and Retraining Notification Act (WARN) notice automatically prompts the delivery of a coordinated approach for Rapid Response and is an indicator of the relative necessity of Rapid Response in a particular program year.

Even as Kentucky's economy has exhibited improvements and companies have added jobs, the amount of WARN notices received in PY 2018 increased by 40. The number of impacted workers from WARN notices totaled 4,850 for the year.

In addition to providing services to WARN notices, Kentucky Rapid Response teams collaborated and coordinated services for 107 other employers. Thirty-five of the 107 records of service were reported as a layoff aversion strategy.

6.8.3

Improvements in PY 2018

Kentucky continues to publish original WARN notices in real-time through the implementation of the Kentucky Integrated Business Engagement System (KIBES). KIBES is Kentucky's enterprise customer relationship management system for business services, and the system generates a hyperlink to the original WARN which is posted on the KCC website - www.kcc.ky.gov. We are also continuing monthly online teleconferences for Rapid Response staff, and partner meetings to more effectively serve dislocated workers. OEAS distributes a regular e-bulletin highlighting best practices, and provides technical assistance to workforce development boards during delivering Rapid Response to the affected businesses and workers.

OEAS is beginning to improve support for Rapid Response services by the implementation of Dun & Bradstreet's Market Insight System to assist business engagement initiatives and Rapid Response services. The D&B Market Insight system provides employer data, analytics, and insights for businesses and is an innovative data analysis and visualization tool that allows us to better understand our employer customers and opportunities. When we are notified of a reduction in force, we can use data to connect the affected workforce with like establishments for a smooth transition to the new employer.

7 The Road Ahead

7.1

The Foundation Established

In PY 2017, both an internal review and a USDOL WIOA Implementation Targeted Program Compliance and Assistance Comprehensive Review highlighted a few major areas that require improvement.

In PY 2018, EWDC recorded several significant milestones of necessary improvement. New policies and guidance were published, MOUS were established in nine of ten LWDAs, and all Career Centers were certified by the LWDBs.

The establishment of the KentuckyWorks Collaborative has broadened the state's cooperative effort to align workforce services, will provide information and agreements fundamental to improving the policies and provision of services in Kentucky.

7.2

More to come

There is still work ahead.

Training policy and the Eligible Training Provider List are being reexamined and rewritten in order to ensure that necessary data can be collected for reporting and that sufficient trainings are available for in-demand industry sectors.

DWI is also preparing guidance and policy to create a systematic culture of data validation, and financial practice guidance that will assist in sharing costs and integrating service, and dedicating effort to review and improve the program design of the Trade Adjustment Assistance and RESEA programs.

Local and Regional Plans were updated as a part of the biennial process and will be reviewed to ensure that local boards are fulfilling their functions and making progress. Biennial Board Certification will examine fundamental documents, including Interlocal and Partnership Agreements to ensure that roles are properly aligned.

The KentuckyWorks Collaborative will finalize the asset map, self-sufficiency study and statewide MOA, providing a strong foundation for future improvement.

While PY 2017 experienced programmatic transition and the identification of several areas in need of renewed effort and attention, PY 2018 established a new foundation for continuous improvement. The efforts of EWDC and the KWIB in PY 2017 and 2018 are to establish the tools for continuous improvement systematically, so that they are ingrained in the system, ready to adapt, and provide the services needed for tomorrow's workforce. PY 2019 will no doubt demonstrate significant progress built upon this groundwork.

Kentucky's Employer Service Measures, Appendix I

WIOA - EFFECTIVENESS IN SERVING EMPLOYERS

STATE: Kentucky PROGRAM YEAR: 2018 Certified in WIPS: 9/24/2019

PERIOD COVERED

From (mm/dd/yyyy) : 7/1/2018 To (mm/dd/yyyy) : 6/30/2019

REPORTING AGENCY:

EFFECTIVENESS IN SERVING EMPLOYERS

Employer Services	Establishment Count	
Employer Information and Support Services	26,632	
Workforce Recruitment Assistance	9,531	
Engaged in Strategic Planning/Economic Development	4,582	
Accessing Untapped Labor Pools	1,165	
Training Services	712	
Incumbent Worker Training Services	51	
Rapid Response/Business Downsizing Assistance	130	
Planning Layoff Response	103	
Pilot Approaches	Numerator	Rate
	Denominator	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate		
Employer Penetration Rate	42,758	36.4%
	117,388	
Repeat Business Customers Rate	341,321	82.2%
	415,060	
State Established Measure		

REPORT CERTIFICATION

Report Comments:

Name of Certifying Official/Title:

Rachel R. Adams-Staff Assistant

Telephone Number:

(502) 782-3439

Email Address:

rachel.adams@ky.gov

Kentucky's Wagner-Peyser Performance Measures, Appendix II

OMB Control Number 1205-0526
Expiration Date: 06-30-2019

ETA-9169

Statewide Performance Report				
PROGRAM Wagner-Peyser		TITLE (select one):		
STATE: Kentucky	Title I Local Area:	Title I Adult	<input type="checkbox"/>	Title II Adult Education
REPORTING PERIOD COVERED (Required for current and three preceding years.)		Title I Dislocated Worker	<input type="checkbox"/>	Title III Wagner-Peyser
From (mm/dd/yyyy) : 7/1/2018 To (mm/dd/yyyy) : 6/30/2019		Title I Youth	<input type="checkbox"/>	Title IV Vocational Rehabilitation
		Title I and Title III combined	<input type="checkbox"/>	<input checked="" type="checkbox"/>

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
Career Services	35,249	41,593	7/1/2018-6/30/2019	7/1/2018-6/30/2019
Training Services	3,071	1,665		
Percent training-related employment ¹ :		Percent enrolled in more than one core program:		Percent Admin Expended:
16.2%		64.8%		N/A

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2018-6/30/2019	Total Participants Exited Cohort Period: 4/1/2018-3/31/2019	Employment Rate (Q2) ² Cohort Period: 7/1/2017-6/30/2018		Employment Rate (Q4) ² Cohort Period: 1/1/2017-12/31/2017		Median Earnings Cohort Period: 7/1/2017-6/30/2018	Credentialed Rate ³ (Cohort Period: 1/1/2017-12/31/2017)		Measurable Skill Gains ³ Cohort Period: 7/1/2018-6/30/2019		
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
				Total Statewide		37,309	45,379		67.0%		71.5%	\$5,700	
Sex	Negotiated Targets												
	Actual			38,700	53.4%	31,259	54.3%	\$5,489			2	15.4%	
Female		18,971	22,960	17,622	51.8%	14,239	53.7%	\$4,571			2	25.0%	
	Male	18,177	22,248	20,943	54.8%	16,905	55.0%	\$6,487			0	0.0%	
Age	< 16	0	0	0		2	100.0%	\$0			0		
	16 - 18	1,216	1,094	817	55.1%	703	56.7%	\$2,995			0	0.0%	
	19 - 24	5,558	6,339	5,514	54.4%	4,525	56.5%	\$4,090			2	22.2%	
	25 - 44	16,995	21,702	19,178	54.0%	15,651	55.6%	\$5,637			0		
	45 - 54	7,119	8,800	7,734	54.7%	6,120	54.6%	\$6,428			0		
	55 - 59	3,193	3,749	2,994	51.7%	2,443	52.7%	\$6,335			0		
	60+	3,228	3,694	2,463	45.2%	1,815	42.0%	\$5,014			0		
Ethnicity/Race	American Indian / Alaska Native	351	726	963	51.1%	501	51.4%	\$5,521			0		
	Asian	461	788	930	50.3%	470	49.4%	\$5,865			0		
	Black / African American	6,636	8,523	7,807	56.1%	6,249	57.1%	\$4,666			0	0.0%	
	Hispanic / Latino	822	1,178	1,306	55.6%	1,041	56.5%	\$5,647			0		
	Native Hawaiian / Pacific Islander	236	532	786	52.3%	348	50.7%	\$5,586			0		
	White	28,648	34,635	29,500	52.5%	23,547	53.7%	\$5,702			2	15.4%	
	More Than One Race	532	936	1,090	50.7%	633	53.8%	\$5,049			0	0.0%	

Kentucky's WIOA Adult Performance Measures, Appendix III

OMB Control Number 1205-0526
Expiration Date: 06-30-2019

ETA-9169

Statewide Performance Report				
PROGRAM: WIOA Adult			TITLE (select one):	
STATE: Kentucky	Title I Local Area:		<input checked="" type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education
REPORTING PERIOD COVERED (Required for current and three preceding years.)			<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser
From (mm/dd/yyyy) : 7/1/2018 To (mm/dd/yyyy) : 6/30/2019			<input type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation
			<input type="checkbox"/> Title I and Title III combined	<input type="checkbox"/>

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
Career Services	18,571	26,160		
Training Services	2,404	1,336		
Percent training-related employment ¹ :		Percent enrolled in more than one core program:		Percent Admin Expended:
16.5%		100.0%		

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2018-6/30/2019	Total Participants Exited Cohort Period: 4/1/2018-3/31/2019	Employment Rate (Q2) ²		Employment Rate (Q4) ²		Median Earnings	Credential Rate ³		Measurable Skill Gains ³		
				Cohort Period: 7/1/2017-6/30/2018		Cohort Period: 1/1/2017-12/31/2017		Cohort Period: 7/1/2017-6/30/2018	Cohort Period: 1/1/2017-12/31/2017		Cohort Period: 7/1/2018-6/30/2019		
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide	Negotiated Targets	20,192	29,206		71.0%		71.5%	\$5,700		55.0%		Baseline	
	Actual			32,307	65.7%	25,969	66.2%	\$5,382	909	54.6%	1	16.7%	
Sex	Female	10,520	15,091	15,133	64.7%	12,123	66.2%	\$4,517	444	55.5%	1	25.0%	
	Male	9,608	14,029	17,048	66.5%	13,741	66.2%	\$6,352	461	53.9%	0	0.0%	
Age	< 16	0	0	0		0		\$0	0		0		
	16 - 18	547	604	578	66.8%	463	67.9%	\$3,005	76	41.3%	0	0.0%	
	19 - 24	3,078	4,199	5,035	69.5%	4,188	71.2%	\$4,092	274	51.0%	1	33.3%	
	25 - 44	9,455	13,901	16,279	67.8%	13,134	68.6%	\$5,490	439	61.1%	0		
	45 - 54	3,768	5,554	6,131	66.0%	4,856	65.8%	\$6,356	91	52.6%	0		
	55 - 59	1,641	2,414	2,381	61.0%	1,919	61.7%	\$6,334	19	47.5%	0		
	60+	1,703	2,534	1,903	48.9%	1,409	46.2%	\$4,976	10	83.3%	0		
Ethnicity/Race	American Indian / Alaska Native	201	491	847	64.5%	420	62.5%	\$5,473	11	64.7%	0		
	Asian	270	547	836	64.6%	409	63.9%	\$5,847	5	45.5%	0		
	Black / African American	3,476	5,389	6,755	70.8%	5,421	71.8%	\$4,614	83	49.4%	0		
	Hispanic / Latino	452	743	1,068	69.6%	838	68.8%	\$5,586	16	44.4%	0		
	Native Hawaiian / Pacific Islander	157	386	701	65.5%	295	62.0%	\$5,521	9	75.0%	0		
	White	15,558	22,309	24,300	64.4%	19,253	64.9%	\$5,588	765	55.6%	1	16.7%	
	More Than One Race	316	626	956	65.0%	540	66.5%	\$4,950	13	56.5%	0		

Kentucky's WIOA Dislocated Worker Performance Measures, Appendix IV

OMB Control Number 1205-0526
Expiration Date: 06-30-2019

ETA-9169

Statewide Performance Report				
PROGRAM WIOA Dislocated Worker			TITLE (select one):	
STATE: Kentucky	Title I Local Area:		<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)			<input checked="" type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>
From (mm/dd/yyyy) : 7/1/2018 To (mm/dd/yyyy) : 6/30/2019			<input type="checkbox"/> Title I Youth	<input type="checkbox"/>
			<input type="checkbox"/> Title I and Title III combined	<input type="checkbox"/>

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
Career Services	3,935	4,719		
Training Services	1,073	664		
Percent training-related employment ¹ :		Percent enrolled in more than one core program:		Percent Admin Expended:
16.9%		100.0%		

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2018-6/30/2019	Total Participants Exited Cohort Period: 4/1/2018-3/31/2019	Employment Rate (Q2) ²		Employment Rate (Q4) ²		Median Earnings Cohort Period: 7/1/2017-6/30/2018		Credential Rate ³ (Cohort Period: 1/1/2017-12/31/2017)		Measurable Skill Gains ³ Cohort Period: 7/1/2018-6/30/2019	
				Cohort Period: 7/1/2017-6/30/2018		Cohort Period: 1/1/2017-12/31/2017		Earnings		Num		Rate	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide	Negotiated Targets	4,209	5,210		76.0%		77.0%	\$7,100		58.9%		0	Baseline
	Actual			6,643	71.0%	5,412	70.3%	\$6,550	479	61.7%	0		
Sex	Female	1,818	2,208	2,524	71.3%	2,097	71.3%	\$5,389	144	55.2%	0		
	Male	2,371	2,987	4,106	70.8%	3,301	69.8%	\$7,548	330	65.1%	0		
Age	< 16	0	0	0		0		\$0	0		0		
	16 - 18	3	3	1	50.0%	1	50.0%	\$4,183	0		0		
	19 - 24	140	140	188	79.3%	159	83.7%	\$6,068	41	65.1%	0		
	25 - 44	1,962	2,439	3,305	73.1%	2,828	74.2%	\$6,684	285	62.4%	0		
	45 - 54	1,124	1,398	1,838	73.4%	1,416	71.5%	\$6,894	110	58.5%	0		
	55 - 59	522	635	698	65.5%	572	65.0%	\$6,474	31	66.0%	0		
	60+	458	595	613	59.4%	436	52.3%	\$5,105	12	57.1%	0		
Ethnicity/Race	American Indian / Alaska Native	52	93	135	67.8%	84	67.7%	\$6,682	4	80.0%	0		
	Asian	46	67	112	69.1%	65	67.7%	\$7,043	4	100.0%	0		
	Black / African American	571	800	1,033	75.7%	799	73.7%	\$5,627	29	48.3%	0		
	Hispanic / Latino	91	140	245	74.2%	206	74.9%	\$6,598	10	47.6%	0		
	Native Hawaiian / Pacific Islander	33	56	98	67.1%	55	67.1%	\$6,901	5	83.3%	0		
	White	3,497	4,262	5,489	70.0%	4,460	69.5%	\$6,734	432	63.0%	0		
	More Than One Race	56	93	141	69.5%	90	70.9%	\$5,899	4	66.7%	0		

Kentucky's WIOA Youth Performance Measures, Appendix V

OMB Control Number 3205-0526
Expiration Date: 06-30-2019

ETA-9169

Statewide Performance Report				
PROGRAM: WIOA Youth		TITLE (select one):		
STATE: Kentucky	Title I Local Area:	<input type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>
From (mm/dd/yyyy): 7/1/2018 To (mm/dd/yyyy): 6/30/2019		<input type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/>
		<input type="checkbox"/> Title I and Title III combined		

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
Career Services	1,673	1,249	7/1/2018-6/30/2019	7/1/2018-6/30/2019
Training Services	550	278		
Percent training-related employment ¹ :		Percent enrolled in more than one core program:		Percent Admin Expended:
10.5%		100.0%		

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2018-6/30/2019	Total Participants Exited Cohort Period: 4/1/2018-3/31/2019	Negotiated Targets	Youth Employment/Education/ Training Rate (02) Cohort Period: 7/1/2017-6/30/2018		Youth Employment/Education/ Training Rate (04) Cohort Period: 1/1/2017-12/31/2017		Median Earnings Cohort Period: 7/1/2017-6/30/2018	Credential Rate ³ (Cohort Period: 1/1/2017-12/31/2017)		Measurable Skill Gains ³ Cohort Period: 7/1/2018-6/30/2019	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
					Actual								
Total Statewide		1,673	1,249		949	64.3%	751	67.9%	\$3,407	347	48.8%	2	15.4%
Sex	Female	848	610		460	61.4%	386	67.5%	\$2,972	177	48.0%	2	25.0%
	Male	824	636		488	67.3%	365	68.4%	\$4,078	170	49.7%	0	0.0%
Age	< 16	0	0		0		2	100.0%	\$0	2	100.0%	0	
	16 - 18	678	539		373	59.4%	345	64.0%	\$3,118	190	51.9%	0	0.0%
	19 - 24	995	709		576	67.8%	404	71.5%	\$3,661	155	45.2%	2	22.2%
	25 - 44	0	0		0		0		\$0	0		0	
	45 - 54	0	0		0		0		\$0	0		0	
	55 - 59	0	0		0		0		\$0	0		0	
	60+	0	0		0		0		\$0	0		0	
Ethnicity/Race	American Indian / Alaska Native	16	10		5	45.5%	6	75.0%	\$4,491	1	33.3%	0	
	Asian	9	8		4	50.0%	4	100.0%	\$2,440	0	0.0%	0	
	Black / African American	175	121		122	69.3%	99	71.2%	\$2,674	39	60.0%	0	0.0%
	Hispanic / Latino	31	27		18	60.0%	15	78.9%	\$4,619	5	45.5%	0	
	Native Hawaiian / Pacific Islander	7	7		6	54.5%	5	100.0%	\$3,960	1	50.0%	0	
	White	1,457	1,073		778	64.6%	598	68.5%	\$3,556	272	47.3%	2	15.4%
	More Than One Race	35	23		18	58.1%	13	76.5%	\$3,481	1	20.0%	0	0.0%

BY EMPLOYMENT BARRIER ⁴												
	Total Participants Served	Total Participants Exited		YOUTH Employment/Education/ Training Rate (Q2)		YOUTH Employment/Education/ Training Rate (Q3)		Median Earnings	Credential Rate ³		Measurable Skill Gains ³	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	1,673	1,249	Negotiated Targets		71.0%		72.0%	Baseline		71.0%		Baseline
			Actual	949	64.3%	751	67.9%	\$3,407	347	48.8%	2	15.4%
Displaced Homemakers	1	2		1	50.0%	0		\$154	0		0	
English Language Learners, Low Levels of Literacy, Cultural Barriers	485	360		348	65.5%	294	66.2%	\$3,624	121	47.1%	0	0.0%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		0		0		\$0	0		0	
Ex-offenders	14	0		0		0		\$0	0		0	
Homeless Individuals / runaway youth	41	38		23	74.2%	6	46.2%	\$2,360	1	10.0%	0	
Long-term Unemployed (27 or more consecutive weeks)	535	470		357	64.4%	281	65.2%	\$3,218	125	48.1%	1	16.7%
Low-Income Individuals	1,103	830		646	66.1%	480	70.5%	\$3,727	203	43.8%	1	12.5%
Migrant and Seasonal Farmworkers	7	5		5	100.0%	5	100.0%	\$7,857	3	75.0%	0	
Individuals with Disabilities (incl. youth)	113	60		23	56.1%	7	33.3%	\$1,368	2	22.2%	0	0.0%
Single Parents (Incl. single pregnant women)	155	110		96	68.1%	68	62.4%	\$3,547	36	60.0%	0	0.0%
Youth in foster care or aged out of system	14	6		6	54.5%	2	40.0%	\$2,451	2	100.0%	0	

ADDITIONAL COMMENTS:

¹Applies to Title I only.

²This indicator also includes those who entered into a training or education program for the Youth program.

³Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

⁴Barriers to Employment are determined at the point of entry into the program.

Public Burden Statement (1205-DNEW)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is mandatory (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210. Do NOT send the completed application to this address.