

Central Kentucky

(Bluegrass, KentuckianaWorks, Lincoln Trail, and Northern Kentucky)



2017 WIOA Regional Plan

June 30, 2017

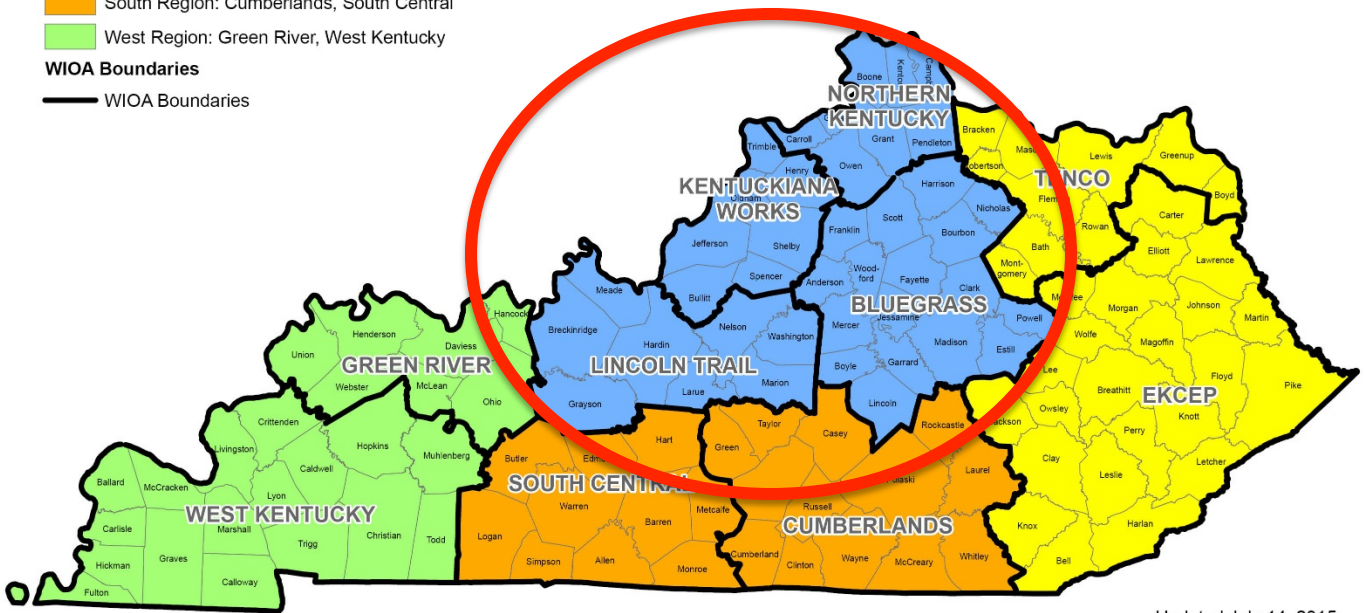
Kentucky Career Center

WIOA Regions

- Central Region: Bluegrass, Kentuckiana Works, Lincoln Trail, Northern Kentucky
- East Region: EKCEP, TENCO
- South Region: Cumberlands, South Central
- West Region: Green River, West Kentucky

WIOA Boundaries

- WIOA Boundaries



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EDUCATION & WORKFORCE STATISTICS

Sections marked with an (R) pertain to this Regional Plan; sections marked with an (L) have been left to each Local Workforce Development Board to complete separately.

Regional name: Central Kentucky

Chapter 1: Economic and Workforce Analysis

- A. (R) A description of the planning process undertaken to produce the regional plan, including a description of how all local areas were afforded the opportunity to participate in the regional planning process.

Four different Workforce Development Boards, representing 54 percent of the jobs in the Commonwealth in Kentucky, came together to outline common goals for the Central Kentucky Regional Plan. Staff from all boards agreed that KentuckianaWorks should take the lead in developing the Regional Plan rather than hire an outside consultant. --KentuckianaWorks, Bluegrass, Northern Kentucky, and Lincoln Trail, came together to determine common priorities and the approach for the Central Kentucky Regional Plan. Staff convened regular calls among representatives from all four Boards, and each Board was given an opportunity to comment on and contribute to the final regional plan. Each Board separately voted on the final regional plan.

- B. (R) Provide a regional analysis of the economic conditions including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. [WIOA Sec. 108(b)(1)(A)] and [20 CFR 679.560(a)]
- C. (R) Provide an analysis of the regional workforce, including current labor force employment (and unemployment) data and information on labor market trends and the educational and skill levels of the workforce in the region, including individuals with barriers to employment. [WIOA Sec. 108(b)(1)(C)] and [20 CFR 679.560(a)]

Economic and Workforce Overview

The 40-county Central Kentucky Region, which stretches from Ft. Knox to Lexington and Northern Kentucky to Louisville, is the economic engine of Kentucky. This region has one third of Kentucky's counties but 54 percent of its jobs--1,014,058 jobs in total, according to the most recent Bureau of Labor Statistics Quarterly Census of Employment and Wages. About 70 percent of these jobs are in just the top four job counties--Jefferson, Fayette, Boone, and Kenton. The jobs are more concentrated than the workers are; among a 40-county labor force of 1.2 million people, the largest four counties represent only 56 percent of the total workers, indicating that many people commute from surrounding counties into the job centers.

Current economic conditions in the 40 county region are overall better than they have been in more than a decade, and the region has largely returned to pre-Great Recession levels of employment. According to the most recent data from the Bureau of Labor Statistics Local Area Unemployment Statistics, the composite 2016 unemployment rate for the entire 40-county region was 4.2 percent--down from 9.6 percent in 2010, even beating the pre-Recession 2007 level of 5 percent (though not quite reaching the 3.7% achieved in 1999).

However, there are still wide disparities among industries, individuals with barriers to employment, and even among many of the counties in the region. According to 5-year data from the American Community Surveys (ACS)--data which still includes some of the years affected by

the Great Recession--the 2011-2015 overall unemployment rate for the 40-county Central Kentucky region was 7.8 percent. The four counties with the lowest unemployment rates were Oldham County at 4.3 percent, Woodford County at 4.7 percent, Boone County at 5.6 percent, and Shelby County at 5.7 percent. However, many of the counties in the region are still experiencing the equivalent of an economic recession. Somewhat paradoxically, the places with the smallest labor forces have some of the highest unemployment rates. Trimble County, with a labor force of 3,803 has an unemployment rate of 14.6 percent. Carroll County, with a labor force of 4,996 has an unemployment rate of 13.2 percent. Estill County had an unemployment rate of 11.8 percent and Breckinridge County was at 11.45 percent.

According to ACS data, the Central Kentucky Region has a healthy labor force participation rate of 64.7 percent, greatly exceeding the Kentucky rate of 58.8 percent and even the national labor force participation rate of 63.1 percent. Still, the labor force participation rates also vary quite a bit, from 47.6 percent in Estill County to 71 percent in Boone County. In fact, in the Central Kentucky Region, 57.4 percent of the people who are *not* in the workforce are over the age of 55 (which is actually almost the same as the statewide rate of 57.5 percent of non-workforce participants being 55 and over).

An overwhelming majority of the population over the age of 25 in the Central Kentucky Region--some 87.7 percent--have a high school diploma or higher. However, only 27.8 percent have a Bachelor's degree or higher. Again, there are wide disparities between counties with a spectrum that goes from 7.8 percent of the population with a Bachelor's degree or higher in Estill County to 41.2 percent in Fayette County (Estill County still has a high school diploma rate of 74.3 percent, but this is among the lowest of the 40-county region).

Interestingly, people with a high school diploma or less are not underrepresented in the labor force (66.8 labor force participation rate) and face an unemployment rate a few points higher than overall at 10 percent (vs 7.8 percent) for the 40-county region.

However, even during these economic boom times, many individuals in the Central Kentucky Region with barriers to employment are struggling. Only 39 percent of people with disabilities are in the labor force; only 52 percent of those living in poverty; and only 44 percent of teenagers. African Americans are in the labor force at a better-than-average rate in this region--65 percent--but their unemployment rate is double the average at 14.4 percent. On the other hand, while people with disabilities, people in poverty, and teenagers are not participating in the workforce at high rates, those who are participating are still facing unemployment rates of 17 percent, 28 percent, and 22 percent, respectively.

Leading Industries

The Central Kentucky Region is fairly well diversified. According to the most recent data from the Bureau of Labor Statistics Quarterly Census of Employment and Wages, Business Services is the largest industry, comprising about 15 percent or 155,000 of 1.01 million jobs in the Central Kentucky region. Manufacturing is next with 152,000 jobs, followed by Healthcare at 133,000 jobs, Retail at 125,000, Logistics at 115,000, and Food Service at 100,000. More people work in Finance (68,000) than Construction (49,000), but the average wages are slightly higher in Construction (\$45,958 vs \$45,268). The highest regional average wages are in Manufacturing (\$54,588) and Logistics (\$52,387), the lowest are in Food Service (\$14,123) and Hospitality

(\$18,937). (This analysis uses average wages because median wages are unavailable at the county level; however, in many cases, median wages would be a preferable measure of wages.)

Since 2000, the biggest industry gains in the Central Kentucky Region have come in Healthcare (43,000 new jobs), Business Services (38,000 new jobs), Food Service (32,000 new jobs), and Logistics (19,000). Manufacturing has actually lost a net 26,000 jobs in the last 16 years, though the sector is up 31,000 jobs since 2010. In some ways, that simply points to how badly manufacturing jobs suffered in the Great Recession; but also that the long term trends for manufacturing have been declining jobs. Retail is likewise up since 2010 (9,000 new jobs) but down since 2000 (-3,000 jobs). Construction jobs in 2016 were back to 2000 levels (+268 jobs) after dipping about 7,000 jobs in the Great Recession.

Since 1990, the biggest growth has come in the Business Services sector. In fact, the growth of the Business Services sector is one of the underappreciated stories in Central Kentucky's economic transformation over the last 25 years. In 1990, this sector was half the size of Manufacturing; now it's larger than Manufacturing. The Business Sector has grown nearly 100 percent in the last 25 years. If combined with Finance, this sector would now represent nearly 1 in 5 jobs in the Central Kentucky Region.

Top Jobs

According to data from Burning Glass Labor/Insight, there were a total of 54,000 online job postings in the Central Kentucky Region in the first quarter of 2017. The top in-demand occupations in the Central Kentucky Region the first quarter of 2017 were Heavy and Tractor-Trailer Truck Drivers with 3,874 online job postings, followed by Registered Nurses at 3,080, Retail Salespersons at 2,099, and Sales Representatives at 1,800. More detailed data is available at the MSA level. Some 13,000 of the top job postings (24 percent) advertised for a Bachelor's degree or higher, while 17,000 (31 percent) advertised for an Associate's degree or higher.

- D. (R) An analysis of workforce development activities, including education and training in the region. This will include an analysis of the strengths and weaknesses of workforce development activities an capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.

Each of the four Workforce Development Boards in the Central Kentucky Region has its own approach to workforce development activities. There are, however, many themes in common:

Strengths

Employer involvement

Without employers, no one would get jobs. That's why workforce efforts in the Central Kentucky Region are developed with deep employer engagement and continuous feedback. Programs are designed and modified to meet employer needs.

Sector focus

Healthcare, Logistics, Manufacturing are the core sectors identified as important sectors in each region, which corresponds with the regional analysis showing these as three of the top five sectors. Some regions have also identified other sectors of focus, such as Business Services, Information Technology, Construction, and Installation, Maintenance, & Repair. Some of the local Workforce Boards now have career-themed career centers, where job seekers can get specific training such as the Certified Production Technician certificate and meet with employers looking for that credential.

Career Pathways and Education Alignment

From career counseling, to individual training accounts, to increasing collaboration with higher education and K-12 institutions, Central Kentucky workforce boards are working to improve our education-workforce pipeline and ensure that it meets the needs of a 21st century workforce.

Business Services Teams

In multiple Central Kentucky regions, Business Services Teams serve to establish relationships with area employers in order to provide valuable assistance in the form of career fairs, computer assessments, and various hiring incentives.

Challenges

Postsecondary Education, Technological Disruption & Need for Quality Short-Term Training

One of the greatest economic challenges of our time is the speed with which technology is changing the labor market landscape. As one example, the Central Kentucky region employs somewhere between 17,000 and 32,000 Heavy and Tractor-Trailer Truck Drivers, according to data from EMSI Analyst--many or all of whom may be susceptible to automation in the next 10-15 years.

This is part of a larger trend: jobs that pay family-supporting wages now overwhelmingly require some form of postsecondary education.

Workforce development activities that emphasize flexibility, short-term training options, and durable skill sets will be well positioned to guide the Central Kentucky Region through the coming years. KentuckianaWorks analysis of 12 months of Burning Glass online job postings indicates that the short-term trainings most likely to connect to jobs that pay above a family supporting wage are Certified A+ Technicians, Insurance Licenses, Six Sigma, Series 6, Cisco Certifications, and Network Associates. Code Louisville, a KentuckianaWorks program funded by a \$2.9 million Department of Labor grant, may point towards a model that combines flexible short-term training with intensive employer involvement to produce workers ready to meet local economic demand.

Career Centers

In multiple regions, the Kentucky Career Centers were identified as a challenge. The problems

include lack of a shared data platform, state partners' knowledge to enable referrals to services provided by WIOA staff, and muddled lines of authority for career center staff. The creation of seamless service delivery will need to come from a cultural shift with the state partners.

Planning is an area of needed improvement; as staff have been faced with many sudden changes over the past few years, staff have become more reactionary. Public outreach efforts need to be increased through a planning process in order to create a clear vision.

Barriers to Employment

As discussed, there are many individuals in the Central Kentucky Region who, for a variety of reasons, are having a harder time getting a job than the general population. The local Workforce Development Boards are working to address barriers to employment in various ways, such as:

- The Worldwide Innovation Network (WIN), an online system that trains and measures employability skills. Job seekers have been utilizing this service to improve their employability skills. Employers have taken advantage of this opportunity for staff who need to improve on this skill or for individuals who have been targeted for leadership positions.
- The Academy for Continuing Career, Employability and Soft Skills (ACCESS), a locally developed training class for employability skills has also been successful with individuals graduating the class and immediately receiving interviews for positions. The ACCESS training has also been utilized by employers who wish to improve employability skills of select applicants or current staff.
- ReImage and Right Turn, which work with court-involved youth in need of a second chance.
- SummerWorks, a program to help local 16-21 year olds--especially from low-income neighborhoods--get work experience, gain soft skills, and build resumes.
- Project CASE, a program to help people with disabilities gain employment in in-demand sectors.
- Temporary Assistance for Needy Families (TANF) Power of Work, a program to help people get off of welfare through gainful employment.

Workforce staff also make referrals to partnering agencies who specialize in individuals with particular barriers to employment. WIOA staff attempt to work closely with programs like Jubilee Jobs, Dress for Success, Child Care Council, Office of Vocational Rehabilitation, and others in providing additional support for individuals with significant barriers to employment.

Areas of Opportunity

Career Center Revitalization

A change in state guidelines as of July 1, 2017 will allow Central Kentucky Workforce Boards to re-envision the Career Centers to make the customer service experience more seamless and effective.

Career Calculator

KentuckianaWorks has developed the Career Calculator, a web application that allows users to search by Occupation, by Major, or by Income and get regularly updated labor market data from a variety of sources streamed into easy-to-understand charts. The Career Calculator could be replicated for the other Central Kentucky regions, providing unprecedented access to labor market data for 1.2 million workers and an additional number of students.

Sharing Best Practices

Some local Workforce Development Boards have begun using the Kentucky Center for Education and Workforce Statistics to measure the efficacy of workforce programs and interventions. When programs are identified as particularly effective, they should be shared with all Boards in the region, so that they can become best practices and standards for success.

Note: Per WIOA Sec. 108(c), existing economic regional and/or local area analyses may be used if sourced data and/or derived analyses are economically relevant and current (i.e., within two years of the issuance of this guidance).

- E. (L) Provide an analysis of the knowledge and skills required to meet the employment needs of the employers in the local area, including employment requirements for in-demand industry sectors and occupations. [WIOA Sec. 108(b)(1)(B)] and [20 CFR 679.560(a)]

For Local Workforce Development Board use

Chapter 2: Strategic Vision and Goals

- A. (L) Describe the local board’s strategic vision and goals to support regional economic growth and self-efficiency. Including goals or preparing an educated and skilled workforce (including youth and individuals with barriers to employment). Include as applicable a description of any plans to generate new strategic vision and goals in the coming year and indicate the timeframe for such activities to occur. Strengthen to the extent possible, include goals relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) to support regional economic growth and economic self-sufficiency. [WIOA Sec. 108(b)(1)(E)]

For Local Workforce Development Board use

- B. (L) Describe how the local board’s vision and goals relate to the Commonwealth’s goals, initiatives and priorities as outlined in the WIOA State Plan.

For Local Workforce Development Board use

- C. (L) Describe how the local board’s vision and goals takes into account an analysis of the strategies in working with the other entities in carrying out the core programs and the required partners in the alignment of resources.

For Local Workforce Development Board use

Chapter 3: Alignment of Local and Regional Area Partnerships and Investment Strategies

- A. (L) Describe the local board’s strategy to work with the entities that carry out the core programs and other workforce development programs to support alignment in order to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), that support the strategy identified in the State plan under section 102(b)(1)(E); H. R. 803—442.1. This discussion should include a descriptive overview of the local workforce development system; include key stakeholders and entities associated with administrative and programmatic/service delivery functions. Examples include elected officials, advocacy groups, local workforce development board and committee structure, fiscal agent, operator(s), required program partners and major contractors providing Adult/Dislocated Worker, Youth program elements. Describe respective roles and functional relationships to one another. *Note: The six core programs identified by WIOA are: Adult, Dislocated Worker, Youth, Adult Education and Literacy, Wagner-Peyser Programs and Vocational Rehabilitation. The elected partner plan programs are: Trade Adjustment Assistance for Workers, Jobs for Veterans State Grants and Unemployment Insurance.*

For Local Workforce Development Board use

- B.** (L) Describe how the LWDB, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable and stackable). [WIOA Sec. 108(b)(3)]

For Local Workforce Development Board use

- C.** (L) Identify and describe (for each category below) the strategies and services that are and/or will be used to:
1. Meet needs and facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs in addition to targeted sector strategies;
 2. Support a local workforce development system described in element 3.2 that meets the needs of businesses in the local area;
 3. Better coordinate workforce development programs with economic development partners and programs;
 4. Strengthen linkages between the one-stop delivery system and unemployment insurance programs; and
 5. Increase competitive, integrated employment opportunities for individuals with disabilities.

Include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, industry and sector strategies, career pathways initiatives or use of effective business intermediaries and other business services and strategies that support the local board's strategy in element 3.1. [WIOA Sec. 108(b)(4)(A) and (B)].

For Local Workforce Development Board use

- D.** (L)(R) Describe local and regional efforts to support and/or promote entrepreneurial skills training and microenterprise services in coordination with economic development and other partners. [WIOA Sec. 108(b)(5)]

Each Workforce Board in the Central Kentucky Region has taken its own approach to entrepreneurship.

In Northern Kentucky, the WIOA Youth program has developed an entrepreneurial program called Ignition. It is a grassroots training experience for high school students. Participants learn to design a business model/product, develop a budget, produce marketing materials, explore options for facility needs, create portfolios and prepare and present demonstrations. They also learn the value of partnerships and assigning business roles. During the program the participants explore the development of a business plan including the following concepts: business plan segments, value

proposition, research, customer segments and relationships, key activities, partners, channels and key resources. The culmination of these activities results in a community presentation highlighting best talents of the youth involved.

In the Bluegrass Region, Local efforts to support and/or promote entrepreneurial efforts are still in the discussion stage. WIOA staff will be working together to develop an entrepreneurial skills training initiative (Entrepreneurial Academy) under the direction of the BGWIB. Staff will be speaking with potential partners: the Kentucky Innovation Network, Small Business Development Center, and local banks and credit unions to ask for their assistance in providing business plan development and financial literacy training to those interested in starting their own business.

The Lincoln Trail Workforce Development Area has long valued entrepreneurship by supporting and/or promoting entrepreneurial skills training including with the Kentucky Innovation Center, the University of Kentucky SBDC, and #100 Ideas, as well as entrepreneurial forums such as Sharks in the Heartland which gives future entrepreneurs a chance to pitch their business ideas to local venture groups for seed money. This has been a major focus for the local workforce development area for several years. These are easily replicable in other local workforce development areas across the Central Region.

Finally, KentuckianaWorks has used support from private foundations to build an experimental entrepreneurship track within the Mayor's SummerWorks Program. Subsidized youth are supervised for seven weeks while they build a product or service. These "Entrepreneurship Tech" tracks began in 2015 and served six youth. In 2016, the program expanded to serve 15 youth thanks to additional, dedicated funding. KentuckianaWorks aims to expand this fostering of entrepreneurship within its network and to better coordinate with microenterprise lending services, small business resources, and other economic development resources for those with the propensity and desire to start a business.

- E. (L) Describe the type and availability of youth workforce activities, including activities for youth with disabilities. Identify successful models and best practices for youth workforce activities relevant to the local area. [WIOA Sec. 108(b)(9)]

For Local Workforce Development Board use

- F. (L) Describe how the LWDB coordinates education and workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services and avoid duplication of services. [WIOA Sec. 108(b)(10)]

For Local Workforce Development Board use

- G. (R) Describe efforts to coordinate supportive services provided through workforce investment activities in the local area including facilitating childcare, transportation and other appropriate supportive services for customers. [WIOA Sec. 108(b)(11)]

There is currently no region-wide approach to coordinating services for childcare, transportation, and supportive services. And, as the following paragraphs make clear, childcare in particular is a

large area of supportive services for which Kentucky's Workforce Development Boards currently do not have much capacity. The easiest way for Workforce Boards to support childcare services-- which are often a critical element of enabling workforce participation--would be to give local Workforce Boards control of childcare vouchers, as currently done in Texas.

That said, up until now, each region has taken its own approach.

Per Board policy, KentuckianaWorks recognizes the need to provide supportive services necessary to enable a customer to successfully participate in activities authorized under WIOA. The Supportive Service policy of KentuckianaWorks was revised in November 2015 to clarify and expand the use of funds in this category to address customer transportation needs. Transportation assistance can include mileage reimbursement and public transportation assistance. The policy also includes childcare assistance. Following eligibility determination and assessment, the career counselor determines and documents the need for supportive services within the policy guidelines. Very limited childcare is available if necessary to facilitate the completion of a program.

In Northern Kentucky WIOA Youth staff provides transportation to youth to participate in post-secondary education and on a limited basis, to get to employment. Youth can receive transportation for post-secondary the entire time they are attending school. However, the Youth program will only fund the first month of transportation for employment. The Youth program works with each youth to budget their income so they may maintain employment. Northern Kentucky Adults and Dislocated workers do not receive supportive services. In circumstances where such a need arises, clients are referred to the appropriate community partner.

The Bluegrass Local Workforce Area has policies that outline numerous supportive services for clients of WIOA. Some policies established by the BGWIB include: Out-of-Area Job Search Assistance, Childcare, Lodging, Travel, Transportation, and Tutoring. Current efforts in the Bluegrass Local Workforce Area to coordinate supportive services include: referral to childcare service, assistance with travel, and assistance with expenses associated with training or interviewing.

One area being discussed as a way to assist with supportive services is use of a competitive process in order to lower the price for individuals in need of childcare in the Bluegrass Area. The plan is to negotiate prices for childcare with local day cares, where clients of the program would gain a discount for being part of the WIOA program. Details for this are still being discussed. Finally, the Lincoln Trail Workforce Development Board currently leverages partner and community programs and services to provide supportive services. Appropriate referrals are made to other agencies to provide with supportive services such as child care, transportation, and other supportive services.

- H. (L) Describe strategies to implement the operational goals of the local one-stop system, maximizing coordination of services provided by DWI merit staff and the LWDB's contracted service providers to improve services and avoid duplication. [WIOA Sec. 108(b)(12)]

For Local Workforce Development Board use

- I. (L) Describe how the local board will collaborate with WIOA Title II Adult Education and Literacy, consistent with the local plan (as described in WIOA Sec. 107(d)(11) and WIOA Sec. 232. [WIOA Sec. 108(b)(13)] This will include a discussion of how the Local WDB will carry out the review of local applications submitted under Title II consistent with WIOA sec. 107(d)(11) (A) and (B) (i) and WIOA sec. 232. Adult Education and Literacy grant review training and process oversight to be provided by Kentucky Adult Education.

For Local Workforce Development Board use

- J. (L) Please describe the direction given by the Governor and the local WDB to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individual who are basic skills deficient consistent with WIOA sec. 134 (c)(3)(E).

For Local Workforce Development Board use

- K. (L) Please describe how the Kentucky Career Centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners.

For Local Workforce Development Board use

Chapter 4: Program Design and Evaluation

- A. (L) Describe the one-stop delivery system in the local area including:
 - 1. The local board’s efforts to collaborate with employers, to provide continuous improvement of business services and to operate a “Job-driven” delivery system.
 - 2. The local board’s efforts to ensure the continuous improvement of eligible providers of services, including contracted services providers and providers on the eligible training provider list, through the system and ensure that such providers meet the employment needs of local employers, workers and jobseekers. [WIOA Sec. 108(b)(6)(A)]
 - 3. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, through the use of technology and through other means. [WIOA Sec. 108(b)(6)(B)]
 - 4. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities. [WIOA Sec. 108(b)(6)(C)]
 - 5. Provide a description of the process used by the local board, consistent with subsection (d), to

provide an opportunity for public comment, including comment by representatives of businesses and comment by representatives of labor organizations, and input into the development of the Local Plan, prior to submission of this plan

For Local Workforce Development Board use

- B. (L) Describe the local board’s assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. [WIOA Sec. 108(b)(7)]

For Local Workforce Development Board use

- C. (L) Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. [WIOA Sec. 108(b)(8)]

For Local Workforce Development Board use

- D. (L) Provide an analysis and description of youth workforce activities including activities for youth with disabilities. Identify successful models and best practices for youth workforce activities relevant to the local area. Describe strategies the LWDA will use for increasing the WIOA minimum Out-of-School Youth expenditure rate to 75 percent. Provide information on types of work-based learning activities planned for youth. [WIOA Sec. 108(b)(9)]

For Local Workforce Development Board use

- E. (L) Describe local board actions to become and/or remain a high-performing local board, consistent with the factors developed by the Kentucky Workforce Innovation Board.

For Local Workforce Development Board use

- F. (L) Describe how training services will be provided in accordance with WIOA Sec. 134(c)(3)(G), the process and criteria for issuing individual training accounts. [WIOA Sec. 108(b)(19)] This should include how contracts will be coordinated with the use of Individual Training Account’s and how the LWDB will ensure informed customer choice in the selection of training programs.

For Local Workforce Development Board use

Chapter 5: Compliance/Performance/Administrative Cost

Responses should be focused on the local area’s compliance with federal or state requirements.

- A. (R) Describe the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and Workforce Investment’s Office of Vocational Rehabilitation (OVR) and Office for the Blind (OFB) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff,

technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts of cooperation, collaboration and coordination. WIOA Sec. 108(b)(14).

In Northern Kentucky, the Memorandum of Understanding between partners delineates the efforts and services provided by the Office of Vocational Rehabilitation and Office of the Blind. Guidance will be requested for cooperative agreements. WIOA 107(d)(11) states: The local board shall coordinate activities with education and training providers in the local area, including providers of adult education and literacy activities under Title II, providers of career and technical education and local agencies administering plans under Title I of the Rehab Act of 1973. The NKWIB and OVR/OFB collaborate to enhance services to individuals with disabilities, individuals with other barriers to employment and individuals living in poverty. Services are co-located in the Kentucky Career Center to provide access to a wide variety of services.

The Bluegrass Business Services Team had been working cooperatively through group meeting; shared visits to employers, and cross training with Veteran Representatives and Office for Employment and Training staff. Despite invitations the Office of Vocational Rehabilitation and Office for the Blind elected not to take part in these meetings. Though the Business Service meetings continue, OET staff have stopped attending since the shift of their previous manager to new role.

For Lincoln Trail, there are currently no cooperative agreements in place between the local board and the Workforce Investment Office of Vocational Rehabilitation (OVR) and Office for the Blind (OFB) with respect to efforts to enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts of cooperation, collaboration, and coordination. The local board has not been provided anything from these agencies.

Similarly, for KentuckianaWorks, while there is an MOU in place with OFB for the implementation of Project CASE in addition to the WIOA MOU and RSA, no further cooperative agreement is in place.

- B. (R) Describe the establishment of the administrative cost arrangement including the pooling of funds for administrative costs, as appropriate for the region.**

Discussion of how a cost allocation would be handled among the regions is just beginning. There has been a discussion of potential use of concept for Business Services efforts, particularly for employers who have multiple locations across regions. However, details for implementation is an ongoing process. Once a business plan is in place for handling a regional cost allocation, additional discussion will take place for job seekers. It is assumed the job seeker model would reflect the business services template.

- C. (R) Describe the establishment of an agreement concerning how the planning region will collectively negotiate on and reach an agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA**

sec. 116(c) for local areas or the planning region.

The Central Kentucky planning region has agreed to look at ways to collectively negotiate local levels of performance. Several items are needed for this to become reality: a complete commitment by all core partners to work more collaboratively to achieve performance and most importantly a technology platform that all partners can utilize to capture, collect, analyze and negotiate performance information. A shared data platform is critical for this to become reality.

- D. (L) Identify the local grant recipient of Title 1 responsible for the disbursement of grant funds. [WIOA Sec. 108(b)(15)]

For Local Workforce Development Board use

- E. (L) Describe the competitive and non-competitive processes, as well as the process for sole-sourcing, used for procuring goods and services within the local area. This includes but is not limited to the process used to award funds to a one-stop operator and other sub-recipients/contractors of WIOA Title I adult, dislocated worker and youth services. [WIOA Sec. 108(b)(16)]

For Local Workforce Development Board use

- F. (L) Describe the indicators currently used or intended by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), eligible providers under subtitle B and the one-stop delivery system, in the local area. [WIOA Sec. 108(b)(17)]
Note: This description may include when, how and by whom the indicators are being employed; and if the measured performance and effectiveness are used in a continuous improvement process.

For Local Workforce Development Board use

We the undersigned attest that this submittal is the Regional and Local Plan for our Local Workforce Development Area (LWDA) and certify that this plan has been prepared as required, and is in accordance with the applicable Workforce Innovation and Opportunity Act Regional Innovation and Local Comprehensive Plan Guidance.

Local Workforce Development Board BOARD CHAIR	Chief Local Elected Official
Name:	Name:
Title:	Title:
Signature:	Signature:
Date:	Date:

See additional page if more than one Chief Local Elected Official or Local Elected Official signature is required.

Local Elected Official	Local Elected Official
Name:	Name:
Title:	Title:
Signature:	Signature:
Date:	Date:

Local Elected Official	Local Elected Official
Name:	Name:
Title:	Title:
Signature:	Signature:
Date:	Date:

Local Elected Official	Local Elected Official
Name:	Name:
Title:	Title:
Signature:	Signature:
Date:	Date: