

FY22 Executive Committee Agenda
Wednesday, December 14, 2022 | 3:30-5:00 pm
22 Spiral Drive, Florence, Kentucky 41042

1. Call to Order and Roll Call 3:30 PM
2. Self-Identification of Members - At this time any member of the board having a potential conflict of interest regarding any issue on today's agenda should self-identify.
3. Approval of Minutes – August 2022 – Michelle Cestaric, Chair **action requested**
4. Performance Monitoring Update 3:35 PM
5. Status of Grants 3:50 PM
 - Work for Success
 - Covington Works
6. Impact Opportunities – Board of Consequence 4:00 PM
 - Board Member Retreat
7. Encouraging in-person Attendance & Engagement 4:20 PM
8. Committee Status Reports
 - PY Committee – Dean McKay 4:25 PM
 - MBO Committee – John Baines 4:30 PM
 - DEI Committee – Catrena Bowman 4:35 PM
 - Business Services Committee – Brian Bozeman 4:40 PM
 - Board Chair Updates – Michelle Cestaric 4:45 PM
9. New Business 4:50 PM
 - Dean McKay – memorializing Talia Frye
10. Adjourn 5:00 PM

The next Executive Committee meeting will take place on
February 22, 2023 at 3:30pm
at NKADD, 22 Spiral Drive, Florence

Diversity, Equity, Inclusion Statement

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients. We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

NKWIB Strategic Plan Elements

1. Employer Services

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.

2. Jobseeker Services

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.

3. Board Governance

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.
- Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.

4. Data-Driven Decision Making

Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

Vision Statement

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

Mission Statement

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote: engaged employers, skilled jobseekers and collective impact.



FY2022 MINUTES
EXECUTIVE COMMITTEE | NKADD and Teams Meeting
April 27, 2022 @ 3:30 PM

MEMBERS PRESENT	STAFF PRESENT
John Baines	Tara Johnson-Noem
Catrena Bowman-Thomas	Simon Boxall
Brian Bozeman	David Klokner
Michelle Cestaric	Liberty Kordish
Dean McKay	Tonia Slone
Dave Schroeder	
MEMBERS ABSENT	GUESTS
N/A	N/A

Chairperson Michelle Cestaric called the meeting to order at 3:33 PM. A quorum was present.

SELF-IDENTIFICATION OF MEMBERS

No member self-identified as having a potential conflict of interest with agenda topics.

MINUTES – April 27, 2022

Dean McKay made a motion to approve the minutes from April 27, 2022. Dave Schroeder seconded the motion; all voted aye. The motion carried.

ACCOUNTABILITY/TRANSPARENCY - COMMITTEE STATUS REPORTS

Program/Youth Committee – Dean McKay

Update from the August PY Meeting:

- The One-Stop operator RFP was approved and will be presented to the board at the September meeting for final approval.
- The Direct Services RFP is needing final revisions before it is ready to be moved on to the committee. Next PY Committee meeting will vote on this RFP to be passed on to the board.
- A policy update was also passed to be recommended to the NKWIB regarding the support services for adults to align with the legal wording and a set limit per individual.

Membership and Board Operations – John Baines

Update from the August MBO Meeting

- Intentional work on the factors of demographic and geographic recruitment for new board members. The committee held the meeting with members from the DEI committee to discuss these recruitment objectives. Several people have been recommended for the committee to reach out to and will move forward with asking if these people will be interested.
- The committee passed the nomination of two people to be approved by the full board for appointment to the NKWIB.
 - Matthew Turner, Superintendent of Boone County Schools
 - Natasha Bowsher, Vice President of Abrapower Inc

Diversity, Equity, and Inclusion Committee – Catrena Bowman-Thomas

Update from July DEI meeting:

- The committee discussed providing board members to attend or be presented short trainings such as, 'what does ethnicity mean' and other topics that need attention according to the recent surveys.
- The goal for these trainings would be to stick to 5 minutes and consistent at each meeting.
- Michelle Cestaric was in support of this plan.
- Catrena Bowman-Thomas addressed a concern on the timing of the executive meeting due to the NKY chamber's DEI committee occurring at the same time. John Baines recommended having Ryan Henson, an NKWIB DEI committee member, as a proxy for Catrena at the Chamber's meeting.

Business Services – Brian Bozeman

Update from August BSC Meeting:

- The committee approved the new KPI format that was created by David Klokner, NKWIB Data Specialist.
- Kimberly Spreader presented several metrics for the committee to choose what metrics needed to be tracked and reported. Below were the metrics chosen:
 - Employer Participation Rate
 - Repeat Business Customers

Board Chair Update – Michelle Cestaric

- Resources are being shifted on the state level to Eastern Kentucky, according to the KWIB.

DISCUSSION ON NON-NKWIB COMMITTEE MEMBERS

- By-laws allow non-NKWIB members to attend committees as a committee member, except MBO and Executive committee.
- Staff is asking for guidance in creating a standard procedure regarding appointments of committee members who are not also board members.
- Dean McKay recommended to use the opportunity to appoint non-board members that may become board members in the future as a succession pipeline. Using non-board members as a proxy for a person who needs 'optimum policy-making authority' as stated in the by-laws and federal requirements.
- One procedure could be through a recommendation by board member for a non-board member to join the committee but a method of vetting and approval should also be required.
- Committee Chair can make the decision to appoint non-board members to the committee. It is recommended for the chair to ask the NKWIB director for confirmation as a way to control who sits on the committees and vetting needed for new committee members.
- Dave Schroeder raised a question regarding if there should be term limits established for non-board members.
- The role to confirm non-board committee members was also discussed. It could be the MBO, NKWIB Director, or the committee chair.
- According to the by-laws, non-board members do not have voting powers on action items.
 - Non-board members can still count towards quorum.
- A discussion on the language relating to membership requirements in the comparisons between the by-laws and federal regulations. Such as who can qualify for membership and composition requirements.

Director's Report – Tara Johnson-Noem

- The new NKWIB Director, Correy Eimer, will be starting on August 29th and will be the attending Director for all upcoming meetings.

Key Performance Indicators (KPI)

- Liberty Kordish reviewed the July FY23 KPI, representing 8% of the fiscal year.
- David Klokner and Tara Johnson-Noem reviewed the new program KPI format.

NEW BUSINESS

There was no new business.

ADJOURNMENT

Chairman Cestaric adjourned the meeting at 5:06 PM.

Youth Response Team Priorities

Numbers within () indicate number of votes

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
<p>Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they feel welcomed and are engaged so that needs can be identified and a connection can be made. (3)</p>	<p>Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a warm hand-off when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)</p>			
<p>Identify a coordinating group to sustain efforts long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)</p>	<p>Remove barriers for Opportunity Youth in securing ID – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID’s for voting purposes. (5)</p>			
<p>Secure space that would serve as a permanent connection center for youth (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and services to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)</p>		<p>Identify a secure way for Opportunity Youth to access and store their legal documents (such as a database, data vault, safety deposit box). (3)</p>		

No Cost or Low Cost Strategies, or Align Existing Funding

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	<p>To better engage Opportunity Youth, leverage any community space (satellites) that shows potential to reach this population on designated dates and times. Best approach here is to look across all eight counties for a location that would serve folks within each county. (1)</p>			
<p>Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they feel welcomed and are engaged so that needs can be identified and a connection can be made. (3)</p>	<p>Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a warm hand-off when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)</p>	<p>Start credit off on the right foot by teaching Financial Education/Wellness at all High Schools. Include a credit report as soon as possible. (1)</p>	<p>Align efforts along the career pathway and pipeline for youth from secondary to education to the world of work; make sure all those serving Opportunity Youth are engaged and informed of resource available...all resulting in better connections to jobs at all levels with a decent wage. (2)</p>	
	<p>Utilize the services of United Way 211 and Homeward Bound to assist with connecting Opportunity Youth to programs and services in the Northern Kentucky area. Share a comprehensive asset map. (1)</p>			

Funding Would Be Needed to Pilot and/or Implement

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
Secure space that would serve as a permanent connection center for youth (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and service to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)				
Pursue the development of an App to engage Opportunity Youth and provide access to information and resources that will meet the unique needs of this population. (1)				
	Expand prevention programs such as mentoring or evidence-based best practice programs. (1)			
Identify a coordinating group to sustain efforts long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)	Expand mental health and substance abuse services (as well as access to these services) for this population. (1)			
		Increase support for transportation to work sites (bus passes).	Provide more options for youth to get started in education and employment through increased access to career coaching, career exploration, dual enrollment programs across high schools, and paid work experience. (2)	Educate landlords on positive youth engagement and partner with them to coordinate the availability of rental housing for Opportunity Youth . Create or increase access to additional transitional and permanent housing for Opportunity Youth. (1)

Public Policy Issues to Advance

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
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Seek to **align and increase local funding** in support of Opportunity Youth – articulate the cost of not serving Opportunity Youth and add up the savings when youth are served comprehensively. This savings could be realigned to other programs (this happened in the justice system). Develop a case for support. (2)

		Work to identify ways to make it possible for youth to clear any charges made in their name on their credit reports that were not of their doing. This can occur, but most youth don't know what the process is or how to get started. Also, ask Duke Energy and other utilities to require an ID with a birth date before putting a utility in someone's name. (1)	Increase flexibility from state regarding teacher credentials/certification requirements. Allow people who have the proper certifications/experience for their industry to teach High School and post-secondary classes so broaden the pipeline to demand jobs. Other partners are working on this issue, such as the Council for Post-Secondary Education. (1)	Increase the "per diem" to cover the housing and support services for youth in the extended commitment. Pay for "room and board" for youth attending post-secondary and living on campus during school breaks or full calendar year. Include Opportunity Youth as a special need population with HUD for the purpose of Section 8 Project Based Supportive Housing. (1)
		Identify a secure way for Opportunity Youth to access and store their legal documents (such as a database, data vault, safety deposit box). (3)		Change licensing regulations to allow youth with extended commitment the ability to live with another youth (such as in a 2-bedroom apartment).
				Provide State-wide resources to support housing options for Opportunity Youth (given that Transitional Living Program (TLP) federal funding is not consistent and extremely competitive).

Public Policy Issues to Advance

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	<p>Remove barriers for Opportunity Youth in securing ID – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID’s for voting purposes. (5)</p>		<p>Give broader latitude in State Policy to allow for aligning Career Pathways at local High Schools with local needs. Currently College and Career Readiness is tied to school accountability yet schools only get credit for work done in “Approved Career Pathways”. Schools can apply for a pathway, but only get approval about ½ the time. This creates a barrier for schools trying to provide needed options. The State Department of Education is working on a new accountability system to be rolled out in September. This may be addressed at that time. Other partners such as the Northern Kentucky Education Council may be interested in this issue. (2)</p>	<p>Provide support for individuals who do not have the information or financial means to go through the expungement process. With particular focus on records that are causing challenges with securing housing and job opportunities. Adopt Kentucky Youth Advocates policy: Expand the list of offenses that youth can expunge and make the process automatic. Increase advocacy with employers so youth are given a second chance for employment, similar to Nehemiah Manufacturing in Cincinnati. Ohio also has a “Certification of Qualified Employment” process removing some barriers to employment. Partners include Children’s Law Center and Legal Aid.</p>
				<p>Work with KCTCS (Gateway Community and Technical College) to look at the provision of student housing through partnership.</p>

RFP Timeline

December – State staff approval

January 11, 2023 – RFP release date (local, state, and national)

January 24, 2023 – Bidders' Conference

February 8, 2023 – Proposal's due by 4:30 p.m. EST

February 13 - 17, 2023 - Staff compliance review

March 20, 2023 – Proposals and results of staff compliance review will be provided to the NKWIB Program & Youth Committee for their information prior to the funding meeting.

April 11, 2023 – NKWIB approval of contract award/funding recommendation

TBA – Chief Local Elected Official (CLEO) approval of contract

July 1, 2023 Contract implementation date

MEMBERSHIP NOMINATION FORM LOCAL WORKFORCE DEVELOPMENT BOARD

NEW NOMINATION	<input checked="" type="checkbox"/>
or	
TERM RENEWAL	<input type="checkbox"/>
or	
REPLACEMENT	<input type="checkbox"/>

By:	Name: <u>Brent Cooper</u>
	Agency: <u>NKY Chamber</u>
	Position: <u>President & CEO</u>
	Address: <u>300 Buttermilk Pike, Suite 330, Ft Thomas, KY 41017</u>
	Phone: <u>859.578.6380</u>

<input checked="" type="checkbox"/> Initial Term: <u>Jan 10, 2023</u>	<input type="checkbox"/> 2 nd Term: _____	<input type="checkbox"/> 3 rd Term: _____
<small>(Beginning & Ending Dates Required for All Terms When Applicable)</small>		

* If a New Nominee to represent (check one):	<input checked="" type="checkbox"/> Business	<input type="checkbox"/> Education	<input type="checkbox"/> Organized Labor
	<input type="checkbox"/> CBO	<input type="checkbox"/> Economic Development	<input type="checkbox"/> One-Stop Partner
Workforce Sector (if representing Business):	<u>Healthcare</u>		
*If a Replacement – Name of Former Member:	_____		
- Group Represented:	_____		
*If a Term Renewal - CLEO signature is required with all term renewals as well as new nominees & replacements.			

Representing: (Check all that apply)			
<input type="checkbox"/> Labor/Representative of Labor	<input type="checkbox"/> Employee Representative (Labor)	<input type="checkbox"/> Adult Education	<input type="checkbox"/> Vocational Rehabilitation
<input type="checkbox"/> Community Based Organization	<input type="checkbox"/> Youth Serving Organization	<input type="checkbox"/> Higher Education	<input type="checkbox"/> Local Education Agencies
<input type="checkbox"/> Joint Labor-Management Apprenticeship Program		<input type="checkbox"/> Other (Specify): _____	
Category member represents:			
<input checked="" type="checkbox"/> Business	<input type="checkbox"/> Workforce	<input type="checkbox"/> Education and Training	
<input type="checkbox"/> Government and Economic Development		<input type="checkbox"/> Other (Specify): _____	
<small>*Entity represented is primary employer of nominee. Nominee is an individual with optimum policy and decision making authority for the organization.</small>			

Name of Nominee: <input type="checkbox"/> Mr. or <input checked="" type="checkbox"/> Ms. <u>Kate Doolittle</u>	Title: <u>VP, Business Banking Center Manager- Covington</u>		
Business Address: Street: <u>404 Madison Ave.</u>			
City: <u>Covington</u>	State: <u>KY</u>	Zip: <u>41011</u>	County: <u>Kenton</u>
Employer: <u>PNC Bank Financial Services Inc.</u>	Business Phone: <u>859-491-7300</u>		
Cell Phone: <u>513-630-2529</u>	Email Address: <u>Katharine.doolittle@pnc.com</u>		
Explain Basic Responsibilities: <u>Leads, coaches and executes on existing business development and community outreach programs/events.</u>			
Organization Affiliations (Civic & Professional): <u>NKY Chamber of Commerce DEI Committee, PNC Women in Business certified Advocate, VP Business Banking Microspace Manager</u>			
Qualifying Experience: <u>10+ years in financial services industry assisting businesses and employees develop</u> <small>Background information that reflects experience in human resource activities or Workforce Development related programs</small>			

<small>For use by Chief Local Elected Official-This box must be completed entirely to meet WIOA requirements.</small>			
Appointed By:			
Cleo Signature: _____		Date: _____	
Printed Name: _____, <input type="checkbox"/> Judge Executive or <input type="checkbox"/> Mayor		County: _____	

FY23 as of October 31, 2022 (33% of Fiscal Year)	WIOA Formula Funds Totals	National Dislocated Worker Grant (NDWG)	Grand Total	YTD Expended	% Expended
Actual Carryover From FY 2022					
Grant 27122 (Dislocated Worker Program)	\$ 393,365.21		\$ 393,365.21		
Grant 27222 (Dislocated Worker Program)	\$ 72,115.30		\$ 72,115.30		
Grant 27022 (Adult Program)	\$ 37,730.54		\$ 37,730.54		
Grant 27322 (Adult Program)	\$ 165,395.20		\$ 165,395.20		
Grant 27422 (Youth Program)	\$ 207,908.47		\$ 207,908.47		
Grant 27421 (Youth Program)	\$ 41,568.20		\$ 41,568.20		
272DW21 (Dislocated Worker Program)	\$ 763.53		\$ 763.53		
271DW21 (Dislocated Worker Program)	\$ 4,901.31		\$ 4,901.31		
273AD20 (Adult Program)	\$ -		\$ -		
258CV20 NDWG		\$ 126,604.02	\$ 126,604.02		
	\$ -		\$ -		
	\$ -		\$ -		
Actual Carryover	\$ 923,747.76	\$ 126,604.02	\$ 1,050,351.78		
Actual Allocation					
Adult	\$ 425,050.57		\$ 425,050.57		
Dislocated Worker	\$ 846,529.02		\$ 846,529.02		
Youth	\$ 420,271.70		\$ 420,271.70		
*Rapid Response Funding (Requested from State as Pass Thru)	\$ 128,000.00		\$ 128,000.00		
Trade Training Funds	\$ -		\$ -		
Actual Allocation	\$ 1,819,851.29	\$ -	\$ 1,819,851.29		
Total Available	\$ 2,743,599.05	\$ 126,604.02	\$ 2,870,203.07		
Obligations					
*NKWIB Subgrant Recipient/Fiscal Agent	\$ 805,512.05	\$ 1,801.95	\$ 807,314.00	\$ 218,377.27	27%
*OS Operator Contracted Provider (Brighton Center)	\$ 208,453.00		\$ 208,453.00	\$ 47,149.61	23%
*OS Direct Workforce Services Contracted Provider (Brighton Center)	\$ 1,056,194.00	\$ 5,575.42	\$ 1,061,769.42	\$ 322,338.00	30%
Set-aside Obligations					
JOBS EQ Data Base Agreement	\$ 4,400.00		\$ 4,400.00	\$ 1,477.96	34%
Outreach	\$ 15,000.00		\$ 15,000.00	\$ 50.51	0%
GROW	\$ 27,880.00		\$ 27,880.00	\$ 16,968.00	61%
Training					
Youth Work Experience	\$ 167,311.75		\$ 167,311.75	\$ 46,147.37	28%
Incumbent Worker	\$ 70,000.00		\$ 70,000.00	\$ -	0%
OJT	\$ 35,000.00		\$ 35,000.00	\$ -	0%
Youth Education/Career Funds	\$ 50,000.00		\$ 50,000.00	\$ -	0%
*Individual Training Accounts (ITA's)	\$ 175,000.00		\$ 175,000.00	\$ 55,117.16	31%
Supportive Services	\$ 10,000.00		\$ 10,000.00	\$ -	0%
Total Obligations	\$ 2,624,750.80	\$ 7,377.37	\$ 2,632,128.17	\$ 707,625.88	27%
Remaining Balance	\$ 118,848.25	\$ 119,226.65	\$ 238,074.90		

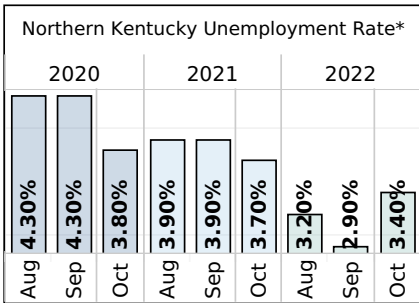


Key Performance Indicators

Effectiveness in Serving Employers

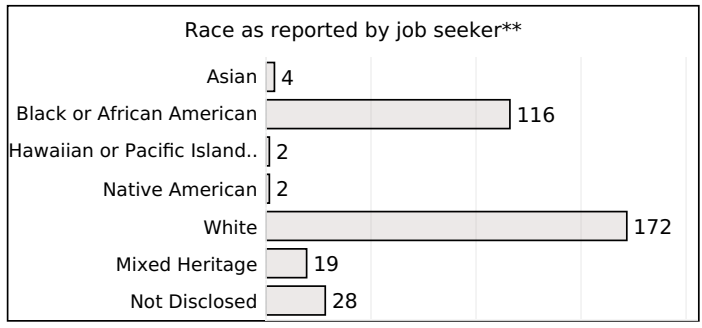
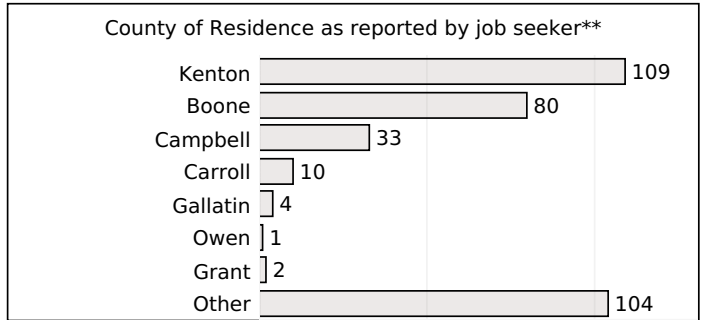
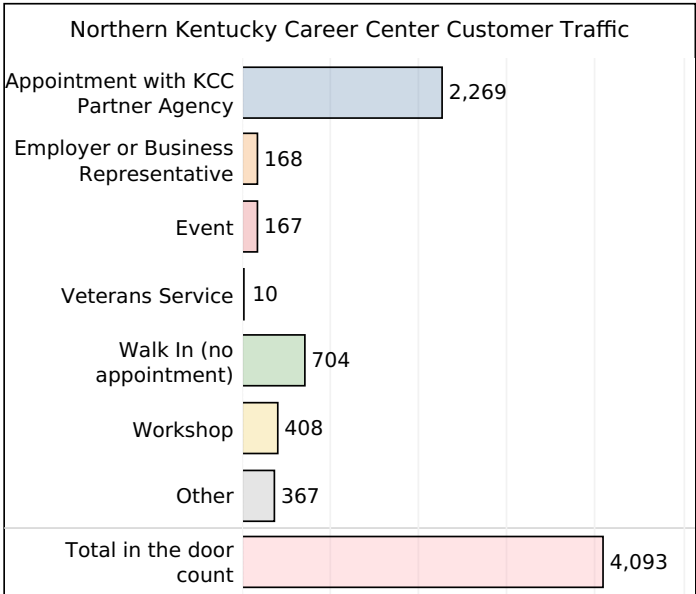
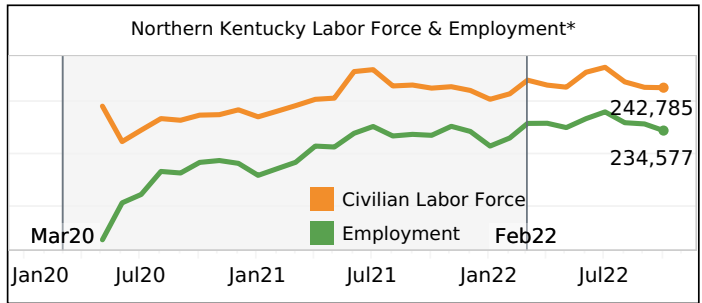
November, 2022 (FY23)
July 1, 2021 - November 30, 2022

Local Workforce Development Area Labor and Unemployment Statistics

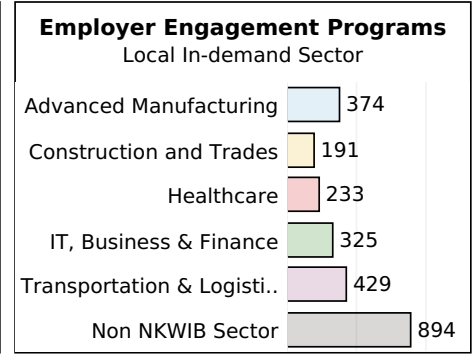
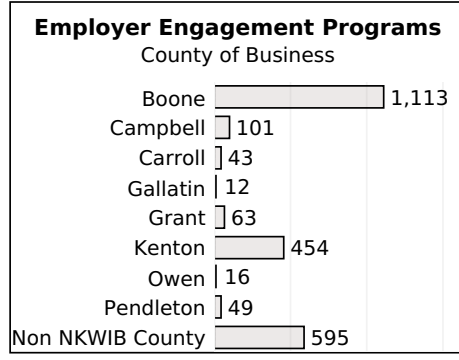
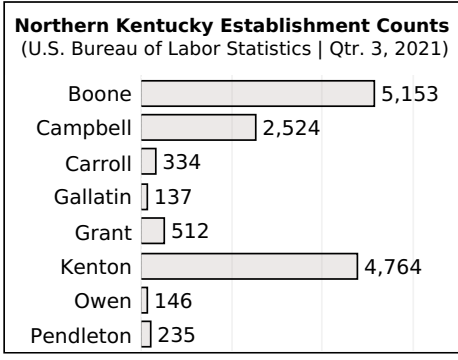


Current Labor Force Participation Rate*

Kentucky	57.7%
United States	62.3%
Northern Kentucky	67.4%



Employer Engagement (Programs and Activities / Effectiveness in Serving Employers)



Unique Employers
752

Market Penetration Rate
5.81%

Repeat Customer Rate
(1st Qtr. FY23)
20.06%

Reported Job Placements
415

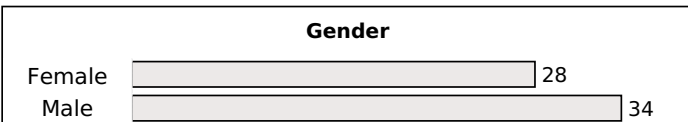
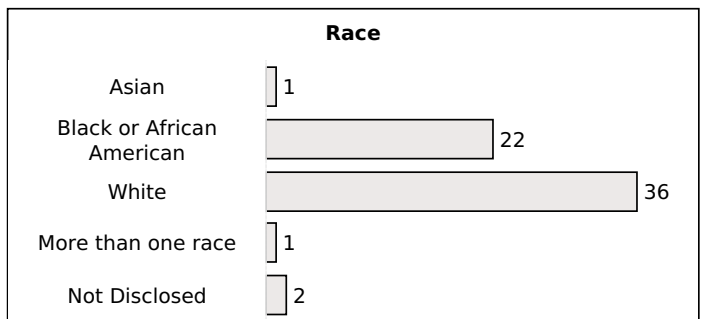
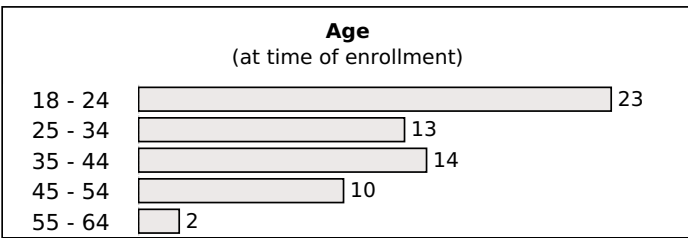
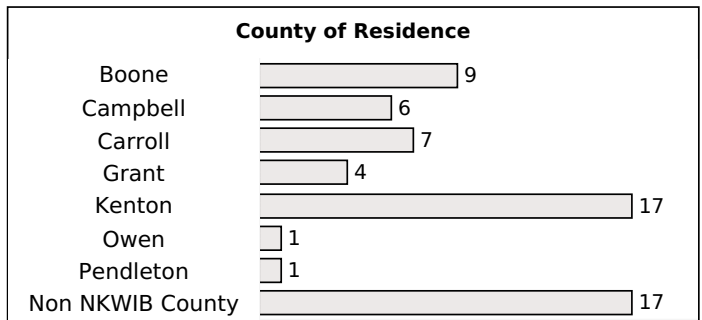
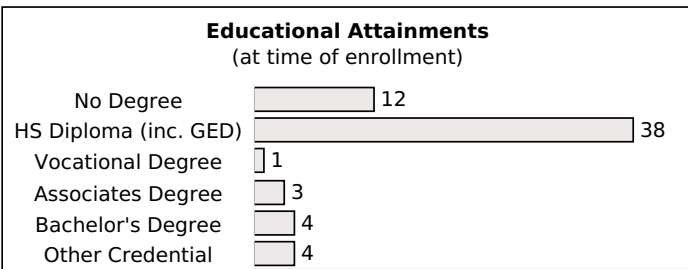
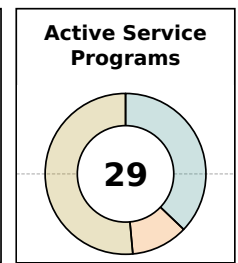
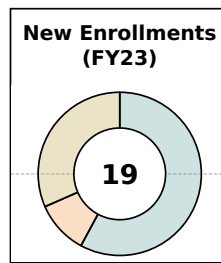
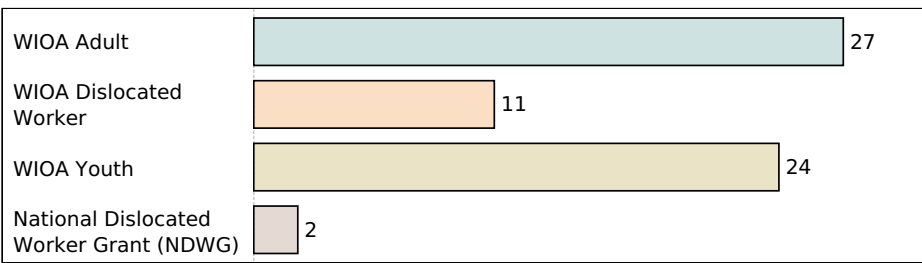
*not seasonally adjusted

**self-reported during customer satisfaction survey

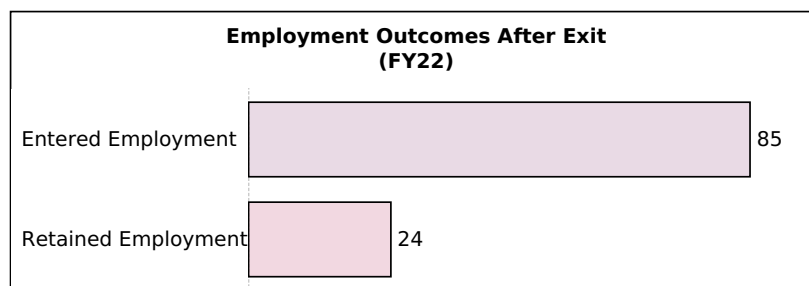
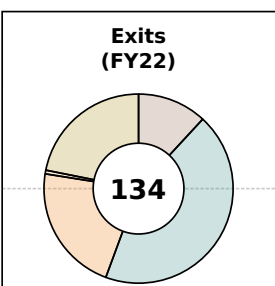
Updated December 6, 2022

Sources: BLS, KY Stats, KIBES, KCC Staff Reports and Job Seeker Survey Data

Active Workforce Cases



Exited Workforce Cases: Outcomes & Attainments



Median Wages (FY22)
(Reported 2nd Qtr after exit)

Hourly	\$16.23
Weekly	\$750.00
Yearly	\$45,000.00

Credentials Attained

	FY 2022	FY 2023
Associates Degree	2	0
Bachelor's Degree	1	0
Occupational Certificatio..	24	7
Other	3	0

Measurable Skills Gain (MSG)

	FY 2022	FY 2023
Assessment Tool Test	2	0
Better Progress Report	6	1
Diploma	3	0
Educational Achievement	20	13
Skills Progression	92	25
Training Milestone	5	1