Regional Innovation Plan
for the
South Central & Cumberlands
Workforce Development Boards

Program Years 2019-2020
**Attestation**

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.

<table>
<thead>
<tr>
<th>South Central LWA BOARD CHAIR</th>
<th>South Central LWA Chief Local Elected Official</th>
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<tbody>
<tr>
<td>Name: Ron Sowell</td>
<td>Name: Mike Buchanon</td>
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<tr>
<td>Title: Chief Financial Officer, Med Center Health</td>
<td>Title: County Judge Executive, Warren County, Kentucky</td>
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<tr>
<th>Cumberland's LWA BOARD CHAIR</th>
<th>Cumberland's LWA Chief Local Elected Official</th>
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<tr>
<td>Name: Sam Brown</td>
<td>Name: Randy Dial</td>
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<tr>
<td>Title: Physical Therapist, Monticello Physical Therapy Owner</td>
<td>Title: County Judge Executive, Casey County, Kentucky</td>
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Executive Summary

Introduction:
Each LWDB and its respective Chief Local Elected Official(s) (CLEO’s) must collaborate with the other LWDBs and CLEOs within a respective planning region to prepare and submit a Regional Innovation Plan that identifies opportunities for regional collaboration and innovation and incorporates priorities and opportunities identified within the Local Plan, guidance from final WIOA regulations and feedback to Kentucky on its WIOA State Plan. In this case, the South Central Workforce Development Board (SCWDB) and the Cumberlands Workforce Development Board (CWDB) are considered “regional-partners” by the state and referred to as the South Region. Per state guidance, an updated Regional Innovation Plans will be submitted to the Kentucky Department of Workforce Investment and no later than September 30, 2019.

This Regional Innovation Plan (RIP) which is provided as an addendum to the Local Strategic Plan, is designed to increase regional workforce participation, advance regional competitiveness, while reducing costs and finding efficiencies through collaboration.

The SCWDB and CWDB came together to codify this Regional Innovation Plan and our “Regional Strategic Goals” outlined in this Plan. The Regional Strategic Goals were collectively and collaboratively established by the SCWDB and CWDB and their respective Chief Local Elected Official(s) (CLEOs) in the 23-county workforce region.

Organization of this Strategic Planning document:
The organizing construct for this Strategic Plan follows a simple WHO, WHAT, WHEN, WHERE, WHY and HOW format to articulate and demonstrate the South Region’s Strategic Goals and Plan of Action. This RIP covers program years (PY) 2019 through 2020 in accordance with Workforce Innovation and Opportunity Act (WIOA) planning requirements. This Plan, in accordance with Section 108(a) of the WIOA requirements, aligns with both the local plan and the Combined State Plan.

Key Takeaways from this Regional Innovation Plan:
- The Cumberlands Workforce Development Board and South Central Workforce Development Board deliberately set forth to develop Regional goals that were narrow in scope, complimented our respective local strategic plans and feasible to achieve in a two-year period.
- This Regional Innovation Plan is aligned and nested with the Commonwealth of Kentucky’s Work Ready Plan (February 15, 2018).
- Each Board agreed upon four Regional Strategic Goals. Each goal supports and enhances our respective Local Strategic Plans and most importantly, each are feasible and achievable within the two-year timeframe of this plan.
- This plan enhances communication and collaboration between CWDB and SCWDB. Sharing of lessons learned and program insights will make each Board more efficient and effective. Sharing of resources will drive down operating costs and in turn, increase the amount of WIOA funds available to participants.
Overview of the Workforce Development System

General Overview of Workforce Development Boards

The South Central Workforce Development Board (SCWDB) and Cumberlands Workforce Development Boards (CWDB), known as the “South Region” throughout the report, came together to codify the Plan and the “Regional Innovative Goals” outlined in this Plan. The Regional Innovative Goals were collectively and collaboratively established by the SCWDB and CWDB Local Workforce Development Boards (LWDBs) and their respective Chief Local Elected Official(s) (CLEOs) in the 23-county workforce region.

The Cumberlands Workforce Development Board (CWDB) is one of 10 workforce boards in Kentucky. The CWDB serves and represents the following 13 Kentucky counties: Cumberland, Adair, Casey, Clinton, Green, McCreary, Pulaski, Russell, Taylor, Wayne, Rockcastle, Laurel and Whitley. The CWDB is led by a 27-member, employer-led advisory body that is comprised of local stakeholders from industry, small business, organized labor, apprenticeships, adult education, higher education, economic development, and community based organizations. The mission of the Cumberlands Workforce Development Board is to partner to serve employers and employees to develop a skilled Workforce for the prosperity of our communities.

The South Central Workforce Development Board (SCWDB) is one of 10 workforce boards in Kentucky. The SCWDB serves and represents the following 10 Kentucky counties: Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, and Warren. The SCWDB is a 23-member, employer-led advisory body that is comprised of local stakeholders from industry, small business, organized labor, apprenticeships, adult education, P-12 education, higher education, government, economic development, and community based organizations. The mission of the SCWDB is to lead the development and implementation of a highly effective workforce development system in the ten counties of South Central Kentucky in collaboration with business, economic development, education, and community organizations in the labor market arena.

WHAT We Want to Accomplish

The CWDB and SCWDB deliberately set forth to develop Regional goals that were narrow in scope, complimented our respective local strategic plans and feasible to achieve in a two-year period. The four goals decided upon not only enhance our local efforts, but are nested with the goals set established by the Kentucky Workforce Innovation Board Strategic Plan, “Work Ready Plan”.

Regional Strategic Goals

Goal #1. Improve Work-based Learning Infrastructure
Goal #2. Support Work Ready Community initiative
Goal #3. Increase regional workforce participation
Goal #4. Explore cost sharing opportunities
WHEN and WHERE

This Regional Plan covers program years (PY) 2019 through 2020 in accordance with Workforce Innovation and Opportunity Act (WIOA) planning requirements. This Plan, in accordance with Section 108(a) of the WIOA requirements, aligns with both the local plan and the Combined State Plan.

The 23 Kentucky counties served by this plan are: Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, Warren, Cumberland, Adair, Casey, Clinton, Green, McCreary, Pulaski, Russell, Taylor, Wayne, Rockcastle, Laurel and Whitley.

WHY

Section 108(a) of the WIOA requires local boards in partnership with the appropriate chief elected officials to develop and submit a comprehensive four-year Local Comprehensive Plan to the Governor. It must identify and describe the policies, procedures, and local activities carried out locally that are consistent with the State Plan.

Each LWDB and its respective Chief Local Elected Official(s) (CLEO’s) must collaborate with the other LWDBs and CLEOs within a respective planning region to prepare and submit a Regional Innovation Plan that identifies opportunities for regional collaboration and innovation and incorporates priorities and opportunities identified within the Local Plan, guidance from final WIOA regulations and feedback to Kentucky on its WIOA State Plan. Regional Innovation Plans will be submitted to the Kentucky Department of Workforce Investment no later than September 30, 2019.
## HOW

### Strategic Goals and Supporting Objectives

This section is the heart of the Strategic Plan and addresses **HOW** we intend to attack our Regional Workforce challenges. As mentioned, this plan covers program years (PY) 2019 through 2020 in accordance with Workforce Innovation and Opportunity Act (WIOA) planning requirements. This Plan, in accordance with Section 108(a) of the WIOA requirements, aligns with both the local plan and the Combined State Plan.

<table>
<thead>
<tr>
<th>Employer-Related</th>
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<th>Accountability-Related</th>
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<tr>
<td><strong>STRATEGIC GOALS</strong></td>
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<tr>
<td><strong>Goal #1.</strong> Improve Work-based Learning Infrastructure</td>
<td><strong>Goal #2.</strong> Support Work Ready Community initiatives</td>
<td><strong>Goal #3.</strong> Increase regional workforce participation</td>
<td><strong>Goal #4.</strong> Explore cost and resource sharing opportunities</td>
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| **STRATEGIC OBJECTIVES** | | | |
| **1a.** Promote Registered Apprenticeships promotion | **2a.** Support stakeholders to increase the number of Work Ready Communities across the 23-county region | **3a.** Work together to expand the LEAP program for re-entry individuals | **4a.** Explore grant proposals for collaborative projects |
| **1b.** Promote On the Job Training participation | **2b.** Develop In-School Youth programming to increase work experience and readiness | **3b.** Explore innovative solutions that remove transportation as a barrier to work | **4b.** Share data analysis tools / applications |
| **1c.** Promote Work Experience (WEX) participation | | | |
| **1d.** Promote Job Shadowing participation | | | |
## EMPLOYER-RELATED

### STRATEGIC GOAL #1

**Improve Work-based Learning Infrastructure**

<table>
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<tr>
<th>STRATEGIC OBJECTIVES</th>
<th>REGIONAL PROGRAMMING</th>
<th>WHAT DOES SUCCESS LOOK LIKE?</th>
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<tr>
<td><strong>1a. Promote Registered Apprenticeship participation</strong></td>
<td>Quarterly information brief (alternating between LWAs); leverage presentations to SHRM and Industrial Authority-type organizations to identify employers that may benefit from an apprenticeship program • Work with State Apprenticeship office to provide information and educate prospective employers on the benefits and ROI of an apprenticeship program • Schedule guest speakers that have benefitted from apprenticeship programs</td>
<td>Educate every mid- to large employer across 5 priority sectors on benefits of apprenticeship program</td>
</tr>
<tr>
<td><strong>1b. Promote On-the-Job Training participation</strong></td>
<td>Quarterly information brief (alternating between LWAs); leverage presentations to SHRM and Industrial Authority-type organizations to identify employers that may benefit from an OJT program • Work with WIOA vendor/direct service provider to provide information and educate prospective employers on the benefits and ROI of an OJT program</td>
<td>In PY 19, increase the number of companies participating in OJT by 10% over PY18 total • In PY 20, increase the number of companies participating in OJT by 10% over PY19 total</td>
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<tr>
<td><strong>1c. Promote Work Experience (WEX) participation</strong></td>
<td>Quarterly information brief (alternating between LWAs); leverage presentations to SHRM and Industrial Authority-type organizations to identify employers that may benefit from a WEX program • Work with WIOA vendor/direct service provider to provide information and educate prospective employers on the benefits and ROI of a WEX program</td>
<td>In PY 19, increase the number of companies participating in WEX by 10% over PY18 total • In PY 20, increase the number of companies participating in WEX by 10% over PY19 total</td>
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<tr>
<td><strong>1d. Promote Job Shadowing participation</strong></td>
<td>Quarterly information brief (alternating between LWAs); leverage presentations to SHRM and Industrial Authority-type organizations to identify employers that may benefit from a job shadowing program • Work with WIOA vendor/direct service provider to provide information and educate prospective employers on the benefits and ROI of a job shadowing program</td>
<td>In PY 19, increase the number of companies participating in Job Shadowing 10% over PY18 total • In PY 20, increase the number of companies participating in Job Shadowing by 10% over PY19 total</td>
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## EDUCATION-RELATED

### STRATEGIC GOAL #2

Support Work Ready Community initiative

<table>
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</table>
| 2a. Support stakeholders to increase the number of Work Ready Communities across the 23-county region | • Support Work Ready Community meetings with appropriate stakeholders for each “Formative” or “Letter of Intent” county  
• Support a Quarterly WRC Working Group for each county that has not achieved the “Work Ready” certification status | • Support moving 3 counties from Formative to Letter of Intent  
• Support moving 4 counties from Letter of Intent to Work Ready in Progress  
• Support moving 11 counties from Work Ready in Progress to Work Ready |
| 2b. Develop In-School Youth programming to increase work experience and readiness | • Promote / expand WEX, OJT and Dual-credit opportunities for in-school youth  
• Support substance abuse awareness campaigns/programs that curb/mitigate use by secondary students | • Increase number of in-school youth participating in WEX, OJT and/or dual credit by 10% in PY 19, and again in PY20.  
• Opportunity to share information and/or participate in substance abuse awareness forums with students |
## WORKFORCE PARTICIPATION RELATED

### STRATEGIC GOAL #3

Increase regional workforce participation

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| **3a. Work collaborative to expand Re-entry programming** | • Expand number of pre-release employment programs within each Local Workforce Area  
• Share pre-release information and resources across the 23-county region  
• Sustain/expand expungement programming with partners like Goodwill Industries  
• Leverage Job Entry & Retention Specialist support (~EKCEP administered program) | • Expand pre-release program to 4 new counties (2 in CWDB region; 2 in SCWDB region) no later than end of PY 20 |
| **3b. Explore innovative solutions that remove transportation as a barrier to work** | • Seek Kentucky Talent Pipeline Management support for transportation solutions  
• Pilot transportation program in Butler and Pulaski counties  
• Explore opportunities to partner with non-profit, non-governmental and/or faith-based organizations that have transportation assets | • Successful pilot of a transportation solution  
• Development of sustainable transportation program  
• Ability to expand transportation programming to additional counties |
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</table>
| **4a. Explore grant proposals for collaborative projects** | • Identify grant proposals that serve ARC counties  
• Explore opportunities to collaborate on grant opportunities offered by the state | • Successful outcomes of grant submissions |
| **4b. Share data analysis tools / applications** | • Explore cost-sharing arrangement for JobsEQ data platform  
• Explore “in-kind” arrangement for data-sharing and analysis  
• Explore cost-sharing of subscriptions (example, Employment and Training Reporter; professional journals) | • Increased access to Labor Market and Workforce Data  
• Decreased annual costs for data analysis access |
Appendix A:
Plan of Action for 2019-2020

This section further articulates, in detail, how we intend to achieve our Strategic goals and objectives.
Goal #1. Improve Work-based Learning Infrastructure

Maximizing programs that provide basic or enhance existing workforce skills. Work-based learning is defined as "supervised program sponsored by an education or training organization that links knowledge gained at the work site with a planned program of study. Experiences range in intensity, structure, and scope and include activities as diverse as site visits, job shadowing, paid and unpaid internships, structured on-the-job training, and the more formal work status as apprentice or employee."

Promote Work-based Learning options to Regional Employers

Our agreed upon regional approach is to deliberately target mid and large companies, within our five priority sectors, for educational conversations on the benefits of participating in work-based learning programs, such as apprenticeships, OJT, WEX and job shadowing.

Provide Work-based learning information to Secondary students, teachers, parents

Leverage opportunities to engage secondary educators, students and parents on the benefits of participating in work-based learning programs, such as apprenticeships, OJT, WEX and job shadowing. Local Workforce Area Youth Committees are positioned to actively serve in this capacity. Examples of this effort include sharing workforce data for dissemination on high school social media accounts.
Kentucky Work Ready Communities

A Kentucky Work Ready Community certification is a measure of a county’s workforce quality. It is an assurance to business and industry that the community is committed to providing the highly-skilled workforce required in today’s competitive global economy. Through this effort, Kentucky communities can assess their own workforce strengths and follow a process to become certified as Work Ready or Work Ready in Progress.

Support Work Ready Community Meetings

Our respective Workforce Boards role is to support the community organization that leads the Work Ready Community initiative within each county. The Workforce Board encourages collaboration and grassroots solutions. Additionally, the Workforce Boards monitor progress and support as able.

Prepare In-School Youth for the Workforce

Directly:
- Youth Committee programs and outreach that inform/educate teachers, parents and students on work-based learning program and local employment opportunities

Indirectly:
- Leveraging the JRES and other community organizations that assist parents and/or students with barriers to entry, such as addictions, homelessness, food security or transportation issues.
Increase Regional Workforce participation by creating opportunities, incenting workforce participation, and removing barriers to employment.

The Labor Force Participation rate in South Central Kentucky and Cumberlands Region is **51.9%**, which equates to **over 139K** people that are neither working nor seeking work. While we cannot know every reason why someone is not-participating in the workforce (retired, disabled, raising children, etc.), we do know that by increasing the Labor Force Participation rate, we can dramatically reduce job vacancies across the region.

- **Pre-Release Employment Assistance**
  Local Workforce Boards partner with fiscal courts, local jailers, judges and prosecutors to develop programs that prepare inmates who are within 90-days of release. Preparation includes current identification, resume preparation, job search, soft skills training and a local community resource list.
  The goal is to socialize and expand Pre-Release Employment Assistance programs across the South Region (with each program tailored to meet the needs of their respective community).

- **Finding Transportation solutions**
  Work with state agencies, local employers and community organizations to address transportation issues that negatively impact peoples ability to work.
**Appendix A**

**Goal #4. Explore cost and resource sharing opportunities**

**Leverage regional collaboration to share resources/reduce costs**

The Workforce Innovation and Opportunity Act (WIOA) requires Local Workforce Boards to share-operating costs in its guidance and policies pertaining to One Stop Operators. In the spirit of this guidance, the CWDB and SCWDB will seek opportunities to share resources and data in such a way as to drive down operating costs.

- **Data and Information Sharing**
  - Implement a routine information sharing forum between CWDB and SCWDB (program lessons learned, JRES synchronization, regional innovation plan metrics of success, etc.)
  - Explore cost-sharing of data analysis programs (ex. JobsEQ) and professional journals/subscriptions

- **Pursue Grant Opportunities**
  - Identify regional challenges that may be addressed in a collaborative manner; pursue grants where appropriate
  - Pursue in-kind service arrangements
REFERENCES

The following documents, reports or websites were referenced in this Regional Innovation Plan:

- Commonwealth of Kentucky Department of Workforce Investment Guidance: WIOA Regional Innovation Plan and Strategic Local Plan Updates 2019-2020, Policy Number 19-004, Issued February 13, 2019
- Commonwealth of Kentucky Department of Workforce Investment Guidance: 2019 Timelines for Updating Strategic Local Plans, Regional Plans and establishing new Partner MOUs, Policy Number 19-002, Issued February 13, 2019
- Workforce Innovation and Opportunity Act Regional and Local Plan Guidance 2017-2020
- South Central Kentucky and Cumberland’s Workforce Development Area’s Regional Workforce Development Plan, Covering Program Years 2017-2020, Submitted June 30, 2017
- South Central Workforce Development Board Local Strategic Plan for Program Years 2019-2020
- Kentucky Federation for Advanced Manufacturing Education (KY FAME), http://kyfame.com/
- Kentucky Work Ready Scholarship Program, https://www.kheaa.com/website/kheaa/work_ready?main=1