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

COMPREHENSIVE REGIONAL PLAN
2019 - Update
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.

UPDATE: The Central Kentucky region, originally comprised of four north central Kentucky workforce areas, now is limited to three (Bluegrass, Lincoln Trail, and Northern Kentucky). KentuckianaWorks recently developed a relationship with Southern Indiana and has selected to work with them as their primary regional partner. Due to this reduction in areas, a number of changes have been noted throughout the regional plan.

Local Plan Development Timeline
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)]

(See C for Regional Response. Refer to each area’s attached local plan for additional information.)

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)]

UPDATE: 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 65 percent of its jobs—1,194,570 jobs in total, according to the most recent Bureau of Labor Statistics Quarterly Census of Employment and Wages. About 73 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 1.3 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. These top 4 counties in the area do account for 36% of the entire state’s workforce (3rd qtr 2018).

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 or exceeded pre-Great Recession levels of employment. The seasonally adjusted unemployment rate for the Central Planning Region was 3.9% as of June 2019. The regional unemployment rate was higher than the national rate of 3.6%. One year earlier, in June 2018, the unemployment rate in the Central Planning Region was 4.0%.

The four counties with the lowest unemployment rates for 2018 were Woodford County at 3.1%, Fayette, Campbell and Oldham Counties all with 3.3%. Somewhat paradoxically, the places with the smallest labor forces have some of the highest unemployment rates. Nicholas, Trimble and Gallatin Counties have Labor forces of less than 5000 yet unemployment rates over 4% (4.6%, 4.3% and 4.1% respectively). The highest Unemployment Rate in the region is Powell County with an unemployment rate of 6% (Estill, Breckinridge and Lincoln all have rates above 5 percent (5.5%, 5.4% and 5%).

According to ACS data, the Central Kentucky Region has a healthy labor force participation rate of 65 percent, exceeding the Kentucky rate of 59.7 (June 2019) percent and even the national labor force participation rate of 63.4 percent. Still, the labor force participation rates also vary quite a bit, from 48.9 percent in Estill County to 70.1 percent in Boone County. In fact, in the Central Kentucky Region, 61.2 percent of the people who are not in the workforce are over the age of 55 (which is close to the statewide rate of 66.3 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 85 percent-- have a high school diploma or higher. However, only 30.2 percent have a Bachelor’s degree or higher (compared to 32.3% nationally). Again, there are wide disparities between counties with a spectrum that goes from 9.6 percent of the population with a Bachelor’s degree or higher in Estill County to 42 percent in Fayette County (Estill County still has a high school diploma rate of 76 percent, but this is the lowest of the 40-county region).

Interestingly, people with a high school diploma or less are not underrepresented in the labor force (70.7% labor force participation rate) but face an unemployment rate higher than the national, state and regional average at 5.9% (vs 4.1%) 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 40.8 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.

The median household income in the Central Planning Region is $54,322 and the median house value is $156,421. The average worker in the Central Planning Region earned annual wages of $47,958 as of 2019Q1. Average annual wages per worker increased 1.5% in the region over the preceding four quarters. For comparison purposes, annual average wages were $55,825 in the nation as of 2019Q1.

**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, Manufacturing and Healthcare are the two largest industries, each comprising roughly 15 percent of the 1.3 million jobs in the Central Kentucky region (327,000 total jobs). Retail Sales employs 10% of the region, while Educational Services and Accommodation & Food Services both employ around 8% of the workforce. More people in the region work in Construction (72,000 jobs) than Finance (63,000 jobs) but the average annual wages are higher in Finance ($63,544 vs $53,040). The largest sector in the Central Planning Region is Health Care and Social Assistance, employing 170,537 workers. The next-largest sectors in the region are Manufacturing (156,632 workers) and Retail Trade (131,591).

Sectors in the Central Planning Region with the highest average wages per worker are Management of Companies and Enterprises ($110,498), Finance and Insurance ($78,818), and Utilities ($78,329). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+21,388 jobs), Manufacturing (+16,906), and Health Care and Social Assistance (+14,957).

Over the next 10 years, employment in the Central Planning Region is projected to expand by 98,400 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +1.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+30,559 jobs), Administrative and Support and Waste Management and Remediation Services (+10,114), and Transportation and Warehousing (+9,831).

*(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.)*

**Top Jobs**

According to data from Burning Glass Labor/Insight, there were a total of 67,317 online job postings in the Central Kentucky Region in the first quarter of 2019. The top in-demand occupations in the Central Kentucky Region the first quarter of 2019 were Heavy and Tractor- Trailer Truck Drivers with 2,512 online job postings, Registered Nurses at 2,650, Retail Salespersons at 1,911, and Sales Representatives at 2,177. Some 14,820 of the top job postings (22 percent) advertised for a Bachelor’s degree or higher, while only 5,210 (8%) 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 and 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, Transportation & Logistics, and Advanced Manufacturing are some of the core sectors identified as a priority. Some regions have also identified other sectors of focus, such as Business & Finance, Information Technology, and Construction & Trade. This focus allows for strategic programming to meet the hiring needs of sectors that are key to local healthy economies.
  
  - **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 approximately 17,000 Heavy and Tractor-Trailer Truck Drivers, according to data from Burning Glass / Labor Insights—many are susceptible to automation in the near future.

  This is part of a larger trend: jobs that pay family-supporting wages now overwhelmingly require some form of postsecondary education. Expected growth rates for occupations vary by the education and training required. While all employment in the Central Planning Region is projected to grow 0.7% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.4% per year, those requiring a bachelor’s degree are forecast to grow 1.0% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.1% per year.

  Workforce development activities that emphasize training options, and durable skill sets will be well positioned to guide the Central Kentucky Region through the coming years. Northern Kentucky’s annual analysis of in-demand credentials provides insight into those critical skills that employers need in qualified candidates. This data indicates certifications, post-secondary programs of study, specialized skills and base-line/essential all derives from online job postings. /this data is available at [https://nkcareercenter.org/lmi/](https://nkcareercenter.org/lmi/)

  - **Career Centers:** In multiple regions, the Kentucky Career Centers experience numerous challenges including: 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 continue 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:
  - Examples of Northern Kentucky’s efforts are 1) Operation of Employment Connections provides career coaching, job readiness training and work experience to TANF recipients who lack basic skills to attain employment., 2) NK Career Center staff support the Campbell County Jail Women’s Recovery Program to help those clients develop job search, interviewing and basic skills to attain employment upon release from the justice system. 3) OVR provides regular ongoing services through the Career Center system to assist job seekers with disabilities so they can be successful in attaining and maintaining employment, 4) participation in the N. Ky. Safety Net Alliance, an organization made up of 133 non-profits serving various populations with multiple barriers.
  - Examples of Lincoln Trails efforts are:
    1) The availability to schedule and provide Employment Connections such as career coaching, job readiness training and work experience to customers as requested to those that who require assistance with their basic “soft skills” to attain employment.
    2) KCC-LT staff supports the Central KY Reentry Coalition, a federally recognized 501c3 nonprofit since July 2018, at the Hardin County Detention Center in Elizabethtown as a member of the pre-release team. Activities are scheduled to be provided on the 3rd Friday of the month for the clients/inmates that are to be released within the next six months. Services provided include, but are not limited to job search, interviewing and basic skills training needed to attain employment upon release from the justice system.
    3) OVR provides regular ongoing services throughout the KCC-LT eight county region to assist our job seekers with documented disabilities so they can be successful in attaining and maintaining employment.
    4) The Job Entry and Retention Support Specialist (JERES) provide employment opportunities for clients that will be released for the region’s certified substance abuse programs.
  - Examples of efforts in the Bluegrass are: 1) **Academy for Continuing Career, Employability and Soft Skills (ACCESS)**: ACCESS is a locally developed training class for employability skills has 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. Currently, ACCESS is being utilized in local libraries, high schools, recovery houses, and a local prison. 2) **Kentucky Employs Youth (KEY) Program**: The KEY program identifies qualifying young adults and provides them with a crash course in self-sufficiency by identifying their barriers to employment and success, while providing career exploration. These youth are provided with classes in communication, employability, and financial literacy. They are provided a career assessment and placed in a work-experience environment that suits their skills and interests for up to 320 hours. 3) **Transitional Employment Program**: In November of 2018 the Bluegrass Workforce Innovation Board (BGWIB) passed a Transitional Employment Policy, which focuses on previously untapped labor pools as defined in the policy. Though any untapped labor pool is eligible under this policy, the Bluegrass focuses the majority of its efforts on those in recovery, reentry, and those who are in transitional housing.
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**
  - **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.
  - **Shrinking Resources:** At this point, the local Boards are experiencing reductions in allocations that impact the level of work that can be done. In Northern Kentucky, layoffs have occurred as a result of the reductions in all funding streams (Adult, Dislocated Worker and Youth). As the work is labor-intensive this provides a tremendous challenge in maintaining the quantity of job seekers and employers that can be helped. And, this is happening at a time when more assistance is needed because there are not enough qualified job seekers to meet employers hiring needs.
  - **Data System Deficiencies:** In the past year the State introduced KEE-Suite as its prime data collection/case management system, replacing EKOS. The transition to the new system has been “rocky” at best; the dysfunctions are numerous. As a result, local Boards are not able to get accurate data on who is being served or how the local system is performing against federally required measures. Despite the federal waiver of performance review being delayed until 2021., local Boards are still needing performance information, so they know if their plan for how resources are used is effective and “on target”.

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)
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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)
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.

See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

C. (L) Identify and describe (for each category below) the strategies and services that are and/or will be used to:
- 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;
- Support a local workforce development system described in element 3.2 that meets the needs of businesses in the local area;
- Better coordinate workforce development programs with economic development partners and programs;
- Strengthen linkages between the one-stop delivery system and unemployment insurance programs; and
- 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)].

See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)
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.

Northern Kentucky’s entrepreneurial efforts are led by Tri County Economic Development (Tri-ED). As a valued partner on the N. Ky. Business Services Team, Tri-ED’s Entrepreneurship and Innovation Division provides guidance, mentorship, connections and the right tools for entrepreneurs at any stage. In 2018 they received 2 grants to support the local area. The RISE Grant funded by the Ky. Cabinet for Economic Development will allow for an innovation cluster to be established focusing on informatics, health innovation and logistics innovation. The i6 Grant will provide resources to create the Health Innovation Initiative (NKY-HII).

The Bluegrass Area is supportive and promotes efforts made by partners to assist local entrepreneurs. WIOA staff work with these partners as requested. Those partners include: 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 most recent development in this area is a partnership with UK Federal Credit Union to offer Financial Literacy Classes to Adults and Dislocated Workers.

The Lincoln Trail Workforce Development Area: 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.

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.
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, relocation assistance, purchase of required supplies, assistance with fees, 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.

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.

Collaboration with Adult Education

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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).

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)
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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.
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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)
**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.

In 2017 and 2018, the Bluegrass Business Services Team had been working cooperative through group meetings and shared visits to employers, which was led by the LWDA Business Services Manager. Business Services is dedicated to building a collaborative group which includes representatives from each of our partners.

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.

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

Discussions of pooling funds for administrative costs has not occurred.

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 disbursal of grant funds. [WIOA Sec. 108(b)(15)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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)]

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)

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.

(See attached Northern Kentucky, Lincoln Trail and Bluegrass local workforce area’s plans.)