

MOVING KENTUCKY FORWARD

COMMONWEALTH OF KENTUCKY

WORKFORCE INVESTMENT ACT ANNUAL REPORT

JULY 1, 2005 – JUNE 30, 2006



**OFFICE OF EMPLOYMENT AND TRAINING
DEPARTMENT FOR WORKFORCE INVESTMENT
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Commonwealth of Kentucky
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Secretary
Laura E. Owens

Throughout Program Year 2005, the Commonwealth of Kentucky's Workforce Investment Act implementation focused on moving Kentucky forward, and Kentucky did indeed make progress toward its objective of a competitive economic development and workforce advantage. In the midst of realignment and restructuring, proactive collaboration, advancing technology and responsible leadership enabled our workforce system to enhance its effectiveness internally and externally.

This Annual Report highlights the Commonwealth's internal collaboration and cooperative activities with surrounding states. It focuses on accomplishments of the ten local Workforce Investment Areas. However, it is clear that no one agency alone can meet Kentucky's workforce challenges. Therefore, we continue to strengthen our partnerships with the Cabinet for Economic Development, the Office of Vocational Rehabilitation, the Office for the Blind, the Office of Career and Technical Education, and postsecondary education, including Kentucky Adult Education, the Kentucky Community and Technical College System, and our relationships among local areas and border states to provide an educated and trained workforce.

While Kentucky's performance continues to exceed the U.S. Department of Labor's standards, we will redouble our efforts to advance the goals of the Commonwealth and its standing in the nation and the world. We will continue to assess where we are and where we want to be as we prepare Kentucky's workforce for the realities of a global economy.

A handwritten signature in cursive script that reads "Laura E. Owens".

Secretary
Education Cabinet



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Moving Kentucky Forward

In this annual report, we will present an active picture of Kentucky's workforce investment system, its out-of-the-ordinary activities and successes. Kentucky continues its commitment to providing high-quality services for all individuals seeking training, employment, job retention, or increased earnings and to making available for Kentucky's youth the knowledge and behavioral skills necessary to enter and succeed in high-skill, high-wage careers.

During the 2005 program year, the separateness of Wagner-Peyser programs and personnel from Workforce Investment Act (WIA) programs and personnel was addressed administratively from the top down. No longer are these two aspects of workforce investment administered through separate chains of command. Instead, both are now one under the guidance and support of the Office of Employment and Training through its Division of Workforce and Employment Services and Division of Unemployment Insurance, with support from the Budget and Support and the Research and Statistics branches.

Kentucky's revised administrative structure is moving Kentucky forward through a more seamless delivery of services and universal access for all customers.

Dedication to meeting Kentucky employers' workforce needs remains a top priority. Throughout the state, workforce services are administered through 10 local workforce investment areas by trained employment professionals from partner agencies in the Commonwealth's comprehensive one-stop career centers. A list of these centers is provided on pages 41-45. See pages 14-23 for highlights of local area accomplishments.

As important as these local events and accomplishments are, some activities reach beyond local boundaries and even beyond state borders and must be told from a wider perspective. The following narratives depict that wide range of activities and cooperative arrangements through which the Kentucky local workforce investment boards carry out their responsibilities and reach toward their goals.

Cooperation and Collaboration Within and Outside the Commonwealth

One of the first regional multi-state National Emergency Grant (NEG) initiatives was between the West Kentucky Workforce Investment Area (WKWIB, Purchase/Pennyriple) and the North Tennessee Workforce Investment Board.

These two local workforce investment areas (LWIAs), even though separated by state borders, joined forces in the operation of the Fort Campbell Regional Military Spouse project. The project provides training services to military spouses residing in Kentucky and Tennessee.



Coal is still big business, and as the result of a high growth job training initiative, the West Kentucky Workforce Investment Board (WKWIB, Purchase/Pennyrite) and the Eastern Kentucky Concentrated Employment Program (EKCEP) were **awarded \$3,025,260** in January 2006 to create recruitment strategies and expedite employer-driven training options to address Kentucky's shortage of coal workers.

The project includes customized employer services through On-the-Job Training (OJT) and other work-related assistance to dozens of mining sites across the state. The project, running through 2008, will help meet the coal

industry's need for an estimated 3,500 additional miners in both skilled and entry-level positions throughout the Commonwealth.

EKCEP's portion of the grant includes a mobile tractor-trailer truck classroom equipped with state-of-the-art distance learning technology and computer simulator(s) to provide on-site skill upgrade training for miners with a minimal impact on productivity. The multi-agency grant addresses Kentucky's coal industry shortages of miners, underground specialists, and experienced supervisors.

Welcome to www.OneKnox.com , the Lincoln Trail Area Development District and Workforce Investment Board's Base Realignment and Closure (BRAC) site.

The counties of Lincoln Trail offer an exciting variety of friendly communities to explore – and so begins the introduction to the Kentucky's Web site for military personnel and family members who may be moving into the region from several other states.

The Lincoln Trail WIB developed a comprehensive, high-profile Web site and marketing strategy to send an important message to people affected by BRAC. The Web site is the welcome mat to the region and incorporates links to communities, their resources and services including information on quality of life, workforce, education, housing, hospitality, cultural amenities, and transportation for the entire Lincoln Trail region.

The BRAC Commission was established by President George W. Bush, following the

Defense Department's Base Closure and Realignment Act of 1990 recommending that some military bases and installations be realigned or closed.

President Bush mobilized the federal government to carry out cost-effective strategies to assist BRAC-impacted communities, workers and businesses. The US Department of Labor's (DOL) role in the BRAC process is: (1) to collaborate and coordinate with Department of Defense/ Office of Economic Adjustment Assistance (DOD/OEA) on strategic plans to respond to workforce issues; (2) to provide technical assistance, guidance, and support to the workforce investment system in planning and developing worker adjustment strategies that will be effective in the changing demands of an economy affected by BRAC 2005; and (3) to ensure that available resources and services are leveraged to provide maximum use in meeting the employment needs of the affected worker populations.

Community College/University/LWIA Collaboration is not new, but it occurs with increasing frequency and impact. For example, the Bluegrass Workforce Investment Board entered into a partnership with Bluegrass Community and Technical College (BCTC) to increase the number of students receiving healthcare-related certificates, diplomas, and degrees.

The vision for this project is that of a career lattice, indicating various exit points in a person's training. With assistance from a U.S. Department of Labor Council on Adult and Experiential Learning (CAEL) grant, BCTC will increase the number of students that enter the nursing assistant program. After completion, students will be able to enter the workforce as nursing assistants and can pursue specialty trainings supportive of their employer (i.e. Alzheimer's care, diabetic care, etc.). After obtaining certification as a nursing assistant, a student can enter the Licensed Practical Nursing (LPN) program through BCTC. With changes to scheduling and teaching methods, the LPN program can be completed in 12 months. Beginning in 2007, LPN training will be available online. Clinical experience will still require hands on practice. For those students who opt for a more traditional classroom approach, the college is exploring options for increasing the

number of days that a student attends class. For example, if a normal course schedule allows a person to attend class Monday/Wednesday/Friday, a change to the schedule to make the class Monday-Friday would exponentially decrease the amount of time it takes to complete the training. The college has continued to express interest in being a community college that truly meets the needs of the community. Therefore, when plant closures impacted several Bluegrass counties, the college was eager to discuss how to assist those dislocated workers with training. The Workforce Investment Board (WIB) supports the efforts of the college and realizes the impact the healthcare profession has on the region. As such, the WIB will co-locate a career consultant with the college's nursing staff. This person will provide case management services to persons interested in entering the nursing programs. Additionally, this person will assist with job placement activities at the end of students' training. The WIB has pledged to financially support the efforts of individuals interested in pursuing healthcare occupations by providing tuition assistance and other support service assistance during training. The Bluegrass Region has the opportunity to further establish itself as an area with unlimited employment potential in the healthcare industry.

Another example of community college/LWIA cooperation involves the West Kentucky (Purchase/Pennyrile) WIB. As a precursor to the Community-Based Job Training Grants, the WKWIB began an initiative in 2003 with local community colleges to identify high wage/high demand careers in

the area and to create short-term training for eligible youth. These efforts are continuing today with approximately 80 percent of the youth involved in a career ladder system to increase their education and skills level to meet the high demand careers throughout the region.



Other collaborative initiatives involve more participants. After nearly two years of exploring various means of delivering relevant training, through a collaborative effort from Bluegrass Community and Technical College (BCTC), University of Kentucky Center for Manufacturing (UKCMC) and Center for Quality People and Organizations (CQPO), the Bluegrass WIB has made Lean Manufacturing training available to manufacturers in the region. Lean Manufacturing is a philosophy of efficiency which, when implemented, shortens the time

between customer order and factory shipment by eliminating waste. A three-day workshop is scheduled for September 2006. Targeted manufacturers include those companies that responded to the State of the Workforce Survey initiated by the Bluegrass WIB during spring 2006. The workshop is intended to give an overview of Lean Manufacturing and the benefits thereof. Companies that participate in the workshop that are interested in pursuing further Lean training may be eligible for Customized Training services from the Bluegrass WIB.

LWIAs write grants to participate in national initiatives – The Workforce Innovation and Regional Economic Development (WIRED) grant process is one such example. The Cumberland Workforce Investment Area wrote a WIRED grant proposal concentrating on energy and technology needs. A regional approach to addressing these problems allowed the proposal to be one of three forwarded to the

USDOL for review. While the Cumberland grant was not chosen, the LWIA is still actively pursuing ways to address regional needs. They plan to offer another proposal through a Community-Based Job Training Grant. The LWIA will partner with Somerset Community and Technical College and business partners to offer a proposal directed toward the energy training needs in the region.

The Multi-State Consortium among Northern Kentucky, Southwest Ohio, and Southeast Indiana serves 14 counties in three states. The regional one-stop consortium recognized that the areas represented have a common purpose to better serve businesses and individuals in the Tri- State area by streamlining access to the job market as it exists in local regional economies.

containing a description of services as well as contact information for one-stop sites in the region.

One of the tools for supporting a tri-state region was a multi-color, mailable brochure

Consortium meetings focus on local one-stop and WIA activity updates. This allows each area within the tri-state region to be knowledgeable of innovative work done to build the economy and provide services. Meetings rotate among the three areas which also facilitates an informed referral relationship

Multi-local area cooperation enabled a total of 534 referrals to be made within a very short period of time. TG Kentucky, an automotive supplier in Lebanon, Kentucky, expressed an urgent need in mid November 2005 to fill 100 positions by the end of the year. They also indicated a need to hire an additional 60-70 workers, in the early part of 2006, to be prepared for the new Camry model change. Local and state Office of Employment and

Training and WIA staff from three areas, Lincoln Trail, Bluegrass, and the Cumberlands, referred and tested 283 individuals by Dec. 7, 2005, and by March 3, 2006, a total of 534 referrals had been made.

The manager of one career center described the team effort as “very satisfying when we step up to meet the needs of the employer . . . and have a team that can be counted on.”

Kentucky was selected to participate in the USDOL Trade Co-enrollment project

The Office of Employment and Training (OET) integrated the Trade Act Program with the Workforce Investment Act Program in April 2005. The training component of the Trade Act is administered by Local Workforce Investment Areas in Kentucky, furthering the integration of training services for Kentucky’s dislocated workers.

Local WIAs negotiate and administer local training agreements with providers on the statewide Eligible Training Provider List (ETPL), provide case management services to eligible clients, coordinate services for Trade Readjustment Assistance (TRA) clients and the OET Health Care Tax Credit (HCTC), and Alternative Trade Adjustment Assistance (ATAA) allowances and provide wrap around services.

The integration of the Trade Act program and Workforce Investment Act Dislocated Worker program positions Kentucky to better serve its customers’ needs and

emphasizes integrated, seamless service delivery through Kentucky’s one-stop system. Integration allows Kentucky maximum flexibility in tailoring service delivery and making strategic investment in workforce development activities to meet the needs of state and local economies and labor markets.

Integration also positioned Kentucky to respond to national strategic priorities: implementing a demand-driven workforce system; system reform to eliminate duplicate administrative costs and enabling increased training investments and enhanced integration of service delivery through one-stop delivery systems nationwide.

Because of Kentucky’s integration efforts, Kentucky was chosen to participate in a U.S. Department of Labor (USDOL) TAA Co-Enrollment Pilot Study. Co-enrollment (100 percent) will occur with all Trade and WIA Dislocated Workers. This pilot will study the impact of integration and assist USDOL in transition efforts nationwide.



Hurricanes in Kentucky? No, but Kentucky actively participated in Hurricane Katrina relief, receiving a \$1.1 million Hurricane Katrina National Emergency Grant which was administered through three local workforce investment areas: the Bluegrass, Greater Louisville, and West Kentucky (Purchase/Pennyrite) LWIAs. Kentucky also received a \$200,000 Hurricane Katrina Reintegration Counselor grant administered through two Local Workforce Investment Areas, the Bluegrass and West Kentucky (Purchase/Pennyrite).

On Aug. 1, 2006, Kentucky published a news release detailing outcomes and accomplishments of these grants. A summary follows:

In a nine month period, two Kentucky-based Katrina hurricane reintegration counselors each estimated that they had driven 20,000 miles looking for and helping Katrina survivors who had relocated to Kentucky, and had served more than 3,300 people.

The Kentucky counselors, Russell Weatherwax and Paula England, said the main message for evacuees was that help was available to rebuild their lives.

The program is not based on income. It's based on helping evacuees get on their feet

economically, socially and emotionally. The reintegration counselors became a central contact person for all the resources they need.

A total of 150 reintegration counselors in 12 states were hired through the U.S. Department of Labor (DOL). They serve as an information and referral source for Katrina hurricane evacuees now living in other states. They find people affected by the disaster and connect them to government and private services to help them get back on their feet. The Kentucky counselors are connected to the Office of Employment and Training's local one-stop career centers.

This is the first time the federal government has hired reintegration counselors to help Americans displaced by a disaster, and the counselors noted that the experience had been like inventing the wheel, a work in progress.

They described their counselor jobs as the most challenging and frustrating they had ever experienced but also the most rewarding.

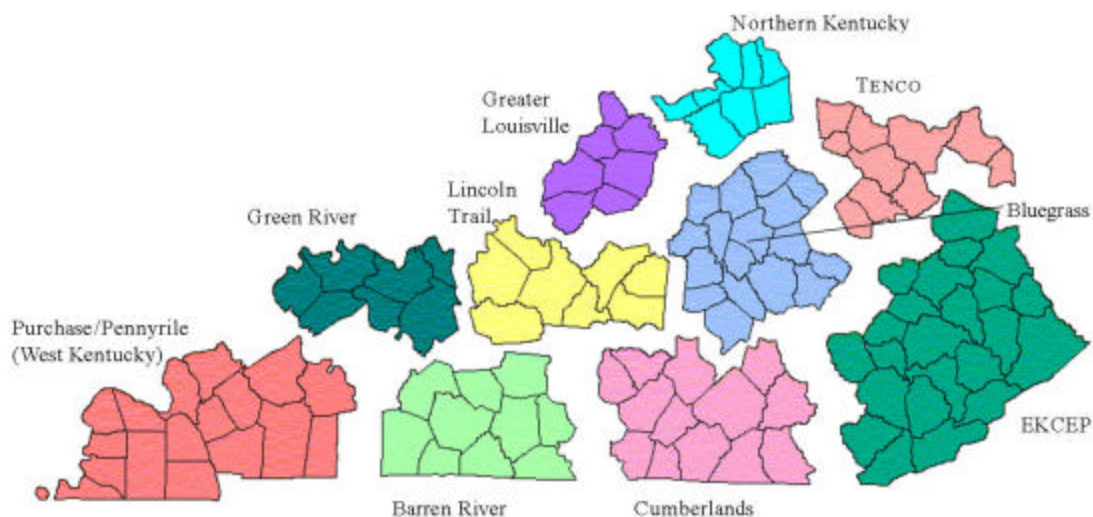
The Local Workforce Investment Areas

The success of Kentucky's one-stop system is largely due to the dedication and commitment of the 10 LWIA's and their staff. Local boards have creatively used Title I funds to upgrade one-stop facilities and services and provide financial assistance to obtain training and support services for customers. In addition, the local boards have dedicated funds for marketing the one-stop system to individual and business customers.

WIA programs assist job seekers in acquiring job skills, updating skills, and finding employment. These services are provided through the one-stop system in the 10 LWIAs across the state. The one-stop system provides resources and solutions to strengthen Kentucky's workforce by improving the quality of the workforce, reducing welfare dependency, and enhancing the productivity and competitiveness of the state and nation.

The following section highlights the local workforce investment areas and provides details of some of their initiatives and accomplishments.

Kentucky Local Workforce Investment Areas





Local Workforce Investment Area Highlights

On April 20, 2006, the Lincoln Trail Career Center and the Elizabethtown Chamber of Commerce hosted their 6th annual job fair. In spite of severe weather, over 400 job seekers visited 51 employers. Pictured is Mark Pruitt who was taking applications for Akebono.



Murakami Manufacturing was one of 22 employers participating in the November 2005 Campbellsville Career Center job fair. One employer was pleased to find candidates to fill over half of 24 vacant positions. Approximately 230 job seekers attended the fair.



Working the Cumberland, Bluegrass, and Lincoln Trail WIA booths at a regional job fair are (left to right) Kim Absher, (Cumberlands), Lori Collins, Jennifer Compton and Rebecca Dean (Bluegrass WIA).



BARREN RIVER HIGHLIGHTS

LWIA Provides Job Search Workshop

The Barren River Local Workforce Investment Area implemented job search workshops on May 18, 2006, at the Barren River Area Development District (BRADD) office. A test group of participants attended the workshop, followed by a roundtable discussion. Workshop topics included:

- searching for employment,
- preparing a cover letter and resume,
- writing a thank you letter, and
- interviewing techniques.

Those attending asked questions and provided information regarding topics for future workshops. Future job search workshops will include mock interviews.

Participants stated that they found the workshop to be beneficial and informative. A separate workshop on resume writing is planned for the near future.

LWIA Annual Award Luncheon

The Barren River Workforce Investment Board (BRWIB) held its third Annual Awards Luncheon on June 20, 2006, at the Barren River Regional Conference Center in Bowling Green, Kentucky. The annual event is a time to honor outstanding customers for their achievements. Seven individuals received special recognition at this year's luncheon.

Needs Assessment Process Gathers State of the Workforce Data

In order to focus the board's efforts on current and emerging needs of the workforce, Barren River employers were asked to respond to a survey with topics including: applicants and employees, recruitment issues, and one-stop career services. Over 100 surveys were distributed to existing employers; 52 surveys were completed and returned. In addition to the survey, the LWIB hosted a focus group and luncheon to gather additional information. The focus group identified strategies and tactics they felt were important for meeting employer needs in the region.



WIA Steps to Success: Preparing for Tomorrow's Workforce

BLUEGRASS HIGHLIGHTS

The WIA Steps-to-Success competition, hosted by Spencerian College, focused on *Preparing for Tomorrow's Workforce* by providing youth of the Bluegrass an opportunity to obtain a competitive edge. The competition allowed 33 active WIA youth from five programs to participate in public speaking, decision making, employment techniques, scrapbook, service learning, logo design and essay writing. The day's events concluded with an awards banquet featuring the reigning Miss Kentucky, Kerry Mitchell, who spoke to the students about goal setting.

Mobile Job Center Goes South

Immediately following Hurricane Katrina, the Bluegrass Area Development District, on behalf of the LWIB, deployed the Mobile Job Center to Mississippi to help in recovery efforts. Staff provided Internet access for filing Federal Emergency Management Administration (FEMA), Red Cross, and other claims. The Mobile Job Center became a one-stop center for locating lost family members, finding employment in other states for dislocated workers, and providing other types of beneficial services.

State of the Workforce Study

The Bluegrass WIB is conducting a state of the workforce study. The WIB contracted with Persuasive Strategies, a local workforce research firm, to conduct the survey and analyze the results. The survey focuses on education and training needs, new hires planned, future job skills wanted, and quality of the region's job applicants and available applicant pool.

On-the-Job-Training Opportunities—A Big Success

The Bluegrass Workforce Investment Area has 200 plus individuals participating in On-the-Job-Training (OJT) with over 20 companies in the region. The Bluegrass has capped the amount paid per OJT participant and reduced employer paperwork. Manufacturing, healthcare, and retail employers are utilizing the OJT opportunity.

Bluegrass JobFest

By collaborating with 30 local entities and other LWIAs, the Bluegrass hosted a JobFest. Employment-related seminars were held and on-site technology allowed for immediate resume distribution, job search, and employment database registration. The event was a success for the employers and the 300 estimated job seekers in attendance.

CUMBERLANDS HIGHLIGHTS

Business Services

The Cumberlands Workforce Investment Area (CWIA) Network Business Service focuses on matching needs of area businesses with the services and resources available at the Career Centers. The Cumberlands works with economic partners, communities, elected officials and businesses to provide appropriate services.

Job Fairs

CWIA hosted job fairs for employers and job seekers. Participating companies include Liberty Health Care Communities of Oakwood, an existing business, and Presidium Learning, a new company, which hired 30 new employees. During the fair, career center staff registered job seekers with Kentucky's data management system, Employ Kentucky Operating System (EKOS). Applications were completed and companies conducted interviews on site. Several were hired, pending background checks and drug screening.

Joint Meeting Hosted

The CWIA coordinated and hosted a meeting of educators and business people about preparing youth for the workforce. The meeting was attended by superintendents, principals, teachers, and local business representatives to discuss business needs of the community.

Workforce Kentucky Web Site Displayed

With the coordination of the Business Liaison, CWIA hosted a Business Summit luncheon for area businesses. The summit consisted of speakers and a presentation of the Workforce Kentucky Web site. The Web site displays data useful to the business community.

New One-Stop Career Center Chartered

CWIA chartered a new one-stop career center at the Charlene S. Harris Educational Learning Center in Russell Springs with Adult Education, OET, Office for the Blind, Office of Vocational Rehabilitation, Russell County Technology Department, Somerset Community College, Project BEAM, and WIA - Adult, Dislocated Worker, Trade, In School Youth and Out of School Youth programs. The CWIA now has four one-stop career centers in 13 counties.

Kentucky Employability Certificate (KEC)

CWIA partners with local boards of education, industrial foundations, chambers of commerce and private businesses to promote the KEC; The WorkKeys test was administered to 2,288 seniors with 295 receiving gold KECs; 1,079 receiving silver KECs.



EKCEP HIGHLIGHTS

Eastern Kentucky Concentrated Employment Program (EKCEP) Facilitator Training

EKCEP provided Global Career Development Facilitator training for 18 eastern Kentucky WIA career counselors and program-partner staff. The training includes more than 120 hours of intensive weekend and personal study. The nationally recognized certification is valid for five years.

Job Fairs

EKCEP's Business Solutions team highlights include job fairs boasting triple-figure attendance for the International Coal Group and Consol Energy and job fairs for Lowe's Home Improvement stores attracting applicants for three Kentucky stores and one in Virginia. The fairs received significant media coverage with effusive praise from the business executives.

East Kentucky Asset Building Collaboration (EKABC)

EKCEP played a major role in promoting the Earned Income Tax Credit (EITC) and financial education. The multi-agency EKABC expanded to serve Bell, Clay, Magoffin, Owsley, Perry, Pike, and Whitley counties. The 1,394 tax returns generated \$1.74 million in federal refunds and \$1.2 million in EITC refunds. Nearly 400 families participated in financial literacy, home ownership and credit counseling. Workforce centers coordinated activities and served as tax preparation sites; the central office handled marketing and promotions.

New Training Opportunities with Kentucky Community and Technical College System (KCTCS) Workforce Investment Network System (WINS) Grant

EKCEP uses WIA funds to partner with KCTCS WINS Grants to offset employer costs to upgrade workforce skills. The partnerships, in which employers pay the employees' wages while they are in training, maximize the impact of each partner's funds. Examples include: new miner training through the Big Sandy CTC Coal Careers program, mining electrician and maintenance training for Lone Mountain Processing at Southeast Kentucky CTC, and CDL training for new employees with Universal Well Service, Inc.

Courier-Journal Positive Coverage

EKCEP was featured in the Dec. 11, 2005, edition of the *Louisville Courier-Journal* in an installment series on public health and health care in Kentucky. The story, *Economics, Health Have Absolute Connection* by Laura Ungar, featured EKCEP, its JobSight workforce centers, and two women who obtained jobs, and therefore health insurance, through EKCEP's assistance. The women were cited as examples of how becoming employed positively impacts health care.



GREATER LOUISVILLE HIGHLIGHTS

The Youth Opportunities Unlimited (Y.O.U.) Center

The Y.O.U. Center, founded in 2005, is a KentuckianaWorks program, the region's workforce investment board. The center provides a comprehensive approach to recruiting, educating and finding jobs for 16-21 year old high school drop outs. This effort builds on national youth development research as well as a recently completed five year Louisville Youth Opportunity Network (LYON) grant. Experience and research suggest that there are six core elements that must be provided to attract, educate, prepare and place young people in jobs:

- Targeted, aggressive outreach to recruit young people
- Career specialists trained to work with young people
- A youth friendly environment
- Intensive educational services offered on site
- Incentives to reward incremental progress and
- Job opportunities.

Six Core Elements

The Y.O.U. Center provides each of the six core elements in a focused effort with four measurable goals: 1) demonstrate measurable learning gains on the way to obtain a GED; 2) get a GED; 3) get a job; and 4) enroll in a post-secondary education or training program.

First Year Goals

First year goals for the Y.O.U. Center were to attract 200 out-of-school youth. Instead, 456 youth enrolled in the program, more than doubling the predicted number.

Producing Measurable Results

Even more impressively, the Y.O.U. Center is producing measurable results for the young people who enroll in our program.

- 58 young people have already earned their GED, and another thirty-five (35) have passed the pre-test that has them certified to take and pass the formal GED test.
- 161 students have upgraded their performance level on either the math or reading section of the Test of Adult Basic Education (TABE).
- 208 young people enrolled in our intensive educational program have obtained employment as a result of Y.O.U. Center efforts at an average wage of \$7.52 per hour. Eighteen participants have enrolled in local colleges, with many more expected to enroll in the Fall 2006 semester.



GREEN RIVER HIGHLIGHTS

Green River Retools and Streamlines



The New Youth Program

The Green River WIA retooled and streamlined services to address business needs for high-growth occupations.

Real Life received one of three National Association of Regional Councils' Rural Distinguished Achievement Awards. The Green River WIA was applauded by a national consultant for redesigning the youth program like no other in the country.

Since summer 2005, the Real Life program has assisted over 100 young people by offering work experience and college scholarships. Through cooperation with area chambers of commerce and local employers, participating youth experienced real jobs in the medical field, in social work, education, as electricians, or fire and rescue workers. Scholarships were awarded for post-secondary education in high-growth occupational fields. Through case management, encouragement, and support referrals, the youth achieved an 80 percent post-secondary education retention rate.

Workforce Report

The Green River WIB commissioned Hastings & Associates to research and write a widely distributed State of the Workforce Report. The report focused on strengths, weaknesses, and opportunities for growing the economic wealth of the region. It led to creation of a strong economic and workforce development partnership.

Partnership

In response to local industry workforce needs, Green River WIA partnered with the Owensboro Community and Technical College to pilot an Industrial Maintenance/Electrical Technology Accelerated Option program. Fourteen dislocated workers have enrolled for training since the pilot was launched in August 2005.

Coal is Back!

Faced with an increasing demand for coal, the industry predicted a need for new and replacement miners. Through a \$100,000 grant to partner with local coal companies in meeting their hiring and training needs, the GRADD focused on recruiting potential miners, screening and assessment, miner certification, and on-the-job training. There have been 15 individuals placed in on-the-job training contracts earning wages of nearly \$20 per hour. Each individual completing the training has been retained by a coal company.

LINCOLN TRAIL HIGHLIGHTS



Youth Job Fairs

In 2005-2006, the Lincoln Trail Workforce Investment Area (LTWIA) sponsored Elizabethtown and Springfield job fairs geared to youth employment needs. The 35 participating employers and education providers as well as approximately 300 jobseekers provided positive feedback. Annual youth focused job fairs are planned.

Incumbent Worker Training Program

The LTWIA began Incumbent Worker Training in 2005 with 21 new agreements negotiated covering \$73,465 to train 391 workers. Businesses in six of eight Lincoln Trail counties participated in the IWT program. Types of training include laser cutting machine, lean manufacturing, injection molding, Microsoft certified systems engineer, ISO training, electrical code updates, and leadership and career development, as well as other technical, software, and process training.

The IWT program forged closer connections with the business community and increased cooperation with other training partners in the one-stop career system. The Business Services Program will continue to provide the business and industry community with financial skills-upgrade training incentives for incumbent workers.

BRAC National Emergency Grant

The LTWIB received a July 2005 National Emergency Grant to respond to the Base Realignment and Closure Commission (BRAC). Through cooperation with the community, business and industry, and the Ft. Knox military and civilian personnel advocates, the WIB contracted with LeapFrog, Inc., to develop a Web site showcasing the Lincoln Trail region. The Web site targets individuals who may relocate to the area as a result of BRAC. It incorporates links to smaller communities and serves as a welcome mat to the region.

Web Site

The goal for the Web site is to make information available on services, quality of life, workforce, education, housing, hospitality, cultural amenities, and transportation. The Web site will also serve as an economic development tool for prospective employers and individuals. An estimated 4,600 individuals may join the regional workforce.



NORTHERN KENTUCKY HIGHLIGHTS



New Logo

Under the leadership of the Northern Kentucky Workforce Investment Board (NkWIB), Northern Kentucky developed a strategic marketing plan resulting in a new name, logo and tagline for the one-stop operation, which Northern Kentucky is proud to present.

New Youth Annex

The Northern Kentucky Youth Program partnered with Boone County Adult Education and Gateway Community and Technical College in delivery of services at the new one-stop annex, a location designed specifically for youth. The Annex offers the same services as other Northern Kentucky one-stops with a focus on youth employment and post-secondary education.

Special Initiatives Health Connections

Health Connections, beginning its second year of operation, helped Northern Kentucky residents connect to health careers. Career counselors served 1,233 at the core level and have 69 clients in training; 22 clients completed the program, with 20 currently employed. Career counselors worked with 42 employers, 21 social service agencies, and 10 schools. The program is instrumental in preparing clients to fill the Northern Kentucky area in-demand health career jobs.

Business Services

The Business Service Liaison completed the first year of operation. Responsibilities included increasing visibility of the Northern Kentucky one-stops with employers and business organizations; coordinating resources among one-stop partners; identifying and processing employer needs. Specific accomplishments included:

- 375 contacts with employers to promote One-Stop Northern Kentucky.
- Special forums with manufacturing employers to get feedback on their needs, inform them of available services, and promote networking.
- Represented the one-stop to business and civic organizations.
- Provided nearly 30 direct company referrals to one-stop partners for coordination of services.

Manufacturing Roundtables



TENCO HIGHLIGHTS

TEN County Workforce Investment Area (TENCO), KECs, and Copay Plastics

The TENCO Business Services introduced WorkKeys to Augusta's Copay Plastics as a hiring process tool. Of 81 applicants tested at the one-stop, 60 percent received Silver Level Kentucky Employability Certificates (KECs). TENCO conducted workshops for the new hires on company expectations, work ethics, and employability skills.

Job Fairs

Lewis County

The unemployment rate in Lewis County averages 9 percent. In response, TENCO one-stop career center partners along with the Lewis County Chamber of Commerce welcomed over 300 attendees and 45 exhibitors to a variety-filled Job Fair. Employers provided applications, interview sessions, Internet access for job searches, and networking opportunities.

Gateway Area

A Gateway Area Job Fair at the Carl Perkins Center in Morehead welcomed more than 200 jobseekers in the first half-hour, with nearly 400 people attending throughout the day. Jobseekers completed applications and dropped off resumes. Adult Education and Literacy's Skillmobile provided satellite Internet access for online searches.

Career Prep Seminars

The project goal was to give high school juniors and seniors confidence to face the real world. Representatives from Maysville Community and Technical College and the Kentucky Higher Education Assistance Authority presented Career Preparation 101 seminars to 14 high schools. Nearly 3,500 high school juniors and seniors in 10 northeastern Kentucky counties attended. Students participated in interactive presentations covering application tips, financial aid opportunities, networking, and mock interviews.

Power Plant Program

Maysville, Kentucky, and Southern Ohio one-stop partners joined with Maysville Community and Technical College and three local power plants to develop a power plant technology program. With a large number of employees retiring in five to seven years, the program will prepare students for entry-level operator positions. Funding from the National Science Foundation and KCTCS supports the program. A certificate program has been approved and plans to develop associate and bachelor's degrees at Morehead State University are underway.



WEST KENTUCKY HIGHLIGHTS



Partnerships

Strong and vital partnerships with more than 17 economic development agencies throughout the area support West Kentucky Workforce Investment Board (Purchase/Pennyrile) goals. Regional efforts through these partnerships have contributed to approximately 2,300 new jobs for several employers, including Superior Walls, Webasto, Peerless Premier Appliance, Pella Windows, Elk Creek Mine, River View Coal Company, Three Rivers Barge, Gourmet Foods, Maintainer, Inc., and Paris Packaging Inc.

Community-Based Job Training Grant (CBJTG)

In October 2005, the U.S. DOL awarded \$125 million in Community-Based Job Training (CBJT) Grants to 70 community colleges in 40 states. Madisonville Community and Technical College received the only CBJTG awarded in Kentucky based on a proposal developed with the WKWIB. The grant will increase the college's capacity to provide advanced nursing training through development of curricula with local industry, hiring qualified faculty, arranging on-the-job experiences, and using up-to-date equipment.

Operation Workforce

The WKWIB awarded grants to local partners through Operation Workforce, an event highlighting workforce activities, local industries, and employee preparedness; providing information to 17 counties of the West Kentucky (Purchase/Pennyrile) WIA. Each county was represented by Chambers of Commerce, economic development agencies, and city/county government.

Workforce Transition Center

Efforts continue to assist workers dislocated by the closure of Continental Tire North America in Mayfield. With community partner support, the Workforce Transition Center assisted more than 800 workers and their families with employment and training needs.

Layoff Aversion Strategies

Firm-specific retraining and OJT services have assisted employers in training and re-training existing workers to reduce pending layoffs and closures. These efforts have resulted in \$463,000 being invested in more than 238 workers within a network of 23 local employers to avert potential worker dislocations and additional economic losses.

State Highlights and Initiatives

Governor Ernie Fletcher and Education Cabinet Secretary Laura E. Owens presented ceremonial checks from WIA Statewide Employment and Training funds to representatives of local workforce investment areas.

Lincoln Trail Workforce Investment Board's business liaison, Jim Skees, and associate director of employment and training programs, Sherry Johnson, the received \$250,000 for incumbent worker training from Secretary Laura Owens and Governor Ernie Fletcher.



The Bluegrass Local Workforce Investment Area received \$87,500 for a business relations survey. Pictured from left to right: are Everette Varney, Georgetown mayor and Bluegrass Area Development District (ADD) past chairman; Dodd Dixon, Winchester mayor and Bluegrass ADD secretary; Secretary Laura Owens, Rob Rumpke, Bluegrass WIB chair; Governor Ernie Fletcher, Bob Quick, Commerce Lexington executive director; and Luther Deaton, Commerce Lexington chair.



Mable Duke, left, executive director of EKCEP (the Eastern Kentucky Concentrated Employment Program), received \$250,000 of WIA Statewide Reserve Employment and Training funds to support incumbent worker training in the coal industry from Secretary Owens and Governor Fletcher.



Department for Workforce Investment

The Department for Workforce Investment (DWI) within the Education Cabinet continues to enhance its comprehensive workforce information and analysis system, which supports economic development in the Commonwealth and helps individuals, employers, and communities make informed decisions. This information is used not only by the department and its customers but also by businesses, local economic development officials, other state agencies, and educational institutions.

The department's goal of continuously improving education, training, and employment opportunities for Kentuckians also supports economic development by ensuring that Kentucky employers have access to job-ready workers.

The department provides opportunities for Kentuckians to improve themselves financially, professionally, and personally. While the department's services are geared toward helping people enter the workforce, the critical by-product is improved individual lives. A person with a disability becomes self-sufficient because he is given the opportunity to prove himself in the workforce. A chronically unemployed Kentuckian gets the necessary training to find and keep a good job. A high school student excels in technical education and sets the direction for a future career.

Utilizing its large and diverse applicant database, the Office of Employment and Training assists employers in finding qualified applicants for

their job openings, while assisting job seekers in finding employment. The OET unemployment insurance program provides benefits to ease the financial burden on individuals who are unemployed through no fault of their own. OET compiles and disseminates a wide range of workforce statistics, including employment, unemployment, and wage information.

A part of OET, the Division of Workforce and Employment Services (formerly the Division of Workforce Services) administers federally funded Workforce Investment Act Title I programs through local workforce investment areas. These programs help people acquire skills, update current skills, and find new jobs. Trained employment professionals provide these services at one-stop career centers. In addition, the division's Rapid Response Team helps employers and employees during layoffs with information about retraining, job opportunities, filing for unemployment insurance benefits, and other local, state, and federal services. Through WIA youth programs, young people are provided with services that increase success in school and the workplace.

The Office of Vocational Rehabilitation (OVR) provides assessment, guidance, counseling, and job placement services to assist eligible Kentuckians with disabilities achieve their career goals. The office also operates a comprehensive rehabilitation center. OVR assists employers in filling approximately 5,000 positions each year with qualified, job-ready applicants.

The Office for the Blind (OFB) offers educational assistance, job training, job placement, and assistive technology to Kentuckians with visual disabilities.

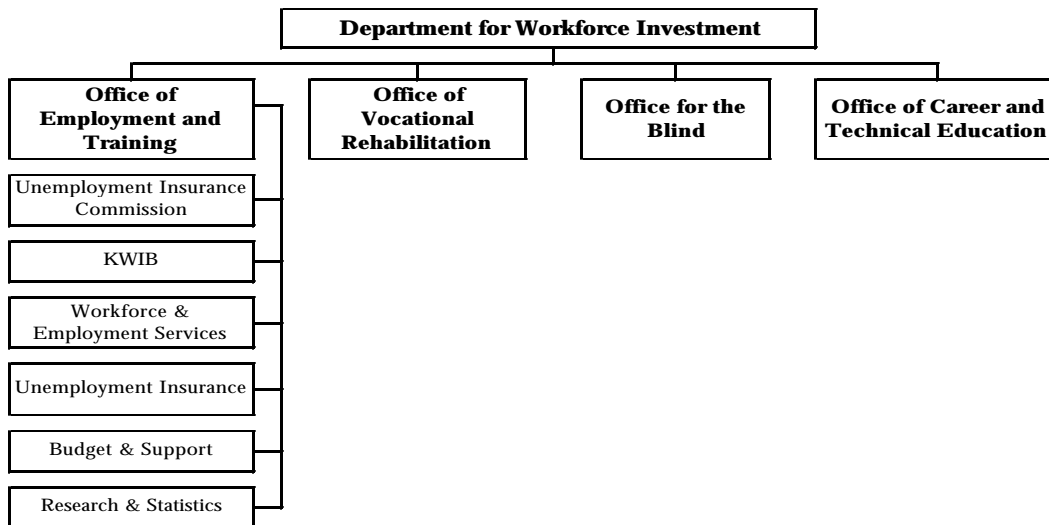
OFB operates a comprehensive vocational rehabilitation center for workforce preparation. The OFB's Business Enterprises Program offers entrepreneurial opportunities for Kentuckians with visual impairments. The office helps provide a ready workforce for employers.

The department's Office of Career and Technical Education (OCTE) provides Kentuckians with education, training, and

employment opportunities through good-quality secondary technical programs, matching job seekers and employers who are recruiting employees, placing people in job training programs, and assisting people with disabilities to enter the workforce.

OCTE offers high school students technical training in 53 area technology centers. Students prepare for careers in medicine, computers, business, construction, manufacturing, and other fields. The schools also partner with local communities in economic development and training efforts.

**Department for Workforce Investment
Education Cabinet
Organizational Chart**





Kentucky Workforce Investment Board

Kentucky's Blue Ribbon Commission on Governmental Organization and Efficiency included the statement in its Interim Report to Governor Ernie Fletcher that while the state's "formal [education] structure implies that education ends after college . . . functional observations of our changing world reveal that education has become a lifetime endeavor. As the underlying foundations of the United States' economy continue to shift from capital and labor intensive production to knowledge-based services and industries, workers are finding it advantageous to learn new and/or upgrade existing skill sets. As a result, it is logical to extend the 'educational pipeline' model to include lifetime learning and, therefore, encourage policy makers to design policies and organizations that fully integrate the whole spectrum of education and training services provided . . ."

The attention and work of the Kentucky Workforce Investment Board (KWIB) address this issue. As the leading advisory board for the Commonwealth's workforce development system, the KWIB carries out its statutory responsibilities under WIA and in bringing practical issues regarding workforce development to the attention of the Governor and his administration.

During the 2005 program year, the KWIB began implementing its revised strategic plan. Following substantial changes in board membership resulting from term expirations and resignations due to employment changes, the board's committee structure was evaluated and revised, creating new committees with direct responsibility for the avenues of focus identified in the revised strategic plan: awareness, access, alignment, and accountability.

- The Awareness Committee will promote the activities of the one-stops and local workforce investment boards.
- The Alignment Committee has a strategic, forward-thinking role, encouraging collaboration among all workforce partners.

- The Access Committee will seek to eliminate barriers to education, training, and the workers needed.
- The Accountability Committee monitors the impact of the workforce investment system.

Through these four avenues, the board's immediate goals are to become more engaged with local workforce investment boards in their issues and concerns. The board does not deliver services or implement programs, but rather articulates a vision and acts as an initiator, convener, and facilitator to reach the vision of a world-class workforce in Kentucky.

The KWIB members are *the Honorable Jerry E. Abramson; Lisa A. Araya; Sharon K. Bird; the Honorable Charlie Borders; George A. Burkley (KWIB Chair); the Honorable Larry Clark; Don R. Doty; Andrew Frauenhoffer; the Honorable Trey Grayson; Dixie A. Hamblin; Kimberly B. Maffet; the Honorable Bill W. May; Michael B. McCall; the Honorable Vernie McGaha; William R. Parson, Jr.; James E. Shane; Michael L. Simpson; Nancy A. Spivey; and Susan Stout Tamme.*

Business Services

Kentucky's State Business Services Coordinator serves as the liaison between the United States Department of Labor's Business Relations Group (BRG) and the local liaisons. Emphasis has been placed on the President's High Growth Job Training Initiative and preparing Kentuckians to take advantage of new and increasing job opportunities in high growth/high demand occupations. The foundations of this initiative are partnerships that include the public workforce system, business and industry, education and training providers and economic development.

Responding to federal and state business initiatives, the Local Workforce Investment Areas have developed a Business Services (Business Solutions) group. Some hired individuals to act as their business liaison while others have developed a team approach. Regardless of the form of their efforts, the emphasis is on meeting the needs of business and industry through our state and local network of resources designed to assist business in recruiting, training, and retaining a skilled workforce. Thus,

Kentucky continues to focus on business as a primary customer in the state's workforce system.

As an incentive for new and expanding industries providing jobs for Kentucky workers, a large segment of the current workforce can participate in on-the-job training and customized training opportunities. This encourages growth among current employers and offers an incentive for new industries to move to Kentucky. An ongoing partnership with state and local economic development officials is a proven strategy in communicating and marketing these services to new and expanding business and industry.

Kentucky hopes to use its partnerships to reduce duplication of services, to foster cooperation, and to leverage resources that all partners have available to assist local communities and their citizens. This joint approach fosters growth and strengthens the state and local governments in reinforcing systems to help those who need assistance until they become self-sufficient.



Rapid Response Services

The state Rapid Response unit, within the Office of Employment and Training, is directly responsible for providing immediate information to employers and workers affected by announcements of plant closings and ensuring that Rapid Response is provided by the local workforce delivery system. The purpose of the Rapid Response unit is to connect the displaced worker with services to transition to new employment following either a permanent closure or mass layoff, approved trade impacted events, or a natural or other disaster resulting in a mass job dislocation.

The state Rapid Response unit maintains a working relationship with local and state partners to enhance service delivery on site to both employers and employees. Through highly skilled and trained Rapid Response teams, employers can expect a quick response to their transition planning needs, confidentiality, assistance in understanding government regulations, pre-layoff services designed to shorten workers' transition time, and assistance in maintaining worker morale and productivity during the transition. Employees are provided information

that will help them return to work as quickly as possible and maintain their standard of living.

Kentucky makes certain that there is a seamless transition between Rapid Response services and the one-stop activities for affected workers by immediately directing the affected workers at Rapid Response meetings to the local one-stop system for supportive transitioning services. The description of one-stop services is provided to both employees and employers during their respective informational meetings. Employees and employers are registered with an area one-stop system at Rapid Response prior to layoff for a smooth transition.

From July 1, 2005 – June 30, 2006, the Rapid Response team reported 98 layoffs statewide, which impacted approximately 8,416 employees transitioning from layoffs to reemployment. The team served 81 businesses and met with over 3,070 employees. The Commonwealth's Rapid Response Team is an invaluable service for continuing education and improving the workforce in Kentucky.



Alice Johnson, Rapid Response Coordinator for the Purchase ADD (Area Development District), presents information to employees of Dura Automotives.

Enhancing Workforce Information

The Kentucky Workforce Investment Board (KWIB) fully participated in the development of the Program Year (PY) 2005 Workforce Information Core Products and Services Grant Plan. This collaboration enabled Kentucky to broaden its scope of workforce information to integrate a variety of products and services to better meet the data and analysis needs of its constituents. The Office of Employment and Training administers WorkforceKentucky.ky.gov, an integrated, user-friendly Web application that provides access to a whole host of workforce information. This product serves employers, economic developers, job seekers, the education community, and a variety of additional customers.

Workforce information enhancements during PY 2005 included:

- The Web site attracted 260,000 visitors during PY 2005, some 23,000 more than the 237,000 during PY 2004. In addition, individuals seeking workforce information viewed nearly 3.1 million pages on the Web site during PY 2005.
- Workforce information and Web site training was a priority during PY 2005. Some 20 training sessions with 600 participants were held to provide training pertaining to specific information needs. Such customer groups as employers, counselors, WIA staff, economic development officials and government representatives were afforded training.
- Approximately 120,000 electronic and print copies of Labor Market Information (LMI) publications and products were distributed to customers. In addition, some 1,200 LMI requests received by phone, e-mail, fax, or in-person were filled.
- Twenty-six press releases were developed and issued depicting the employment and economic conditions in Kentucky and its 120 counties.
- Individual occupations were spotlighted on the Web site each month during PY 2005. Essential information for making career choices such as expected earnings, job prospects, and education required is displayed.
- Local quarterly workforce indicators by WIA area became more enhanced during PY 2005 from the Local Employment Dynamics (LED) program. During PY 2005, LED data became accessible from the Web site.
- The statewide Occupational Outlook to 2014 was completed at the end of PY 2005. This publication provides forecasts, wage data, and educational requirements for some 700 occupations. After review by the U.S. Department of Labor, both print copies and electronic versions will be made available early in PY 2006.



Kentucky Unemployment Rate

Kentucky's unemployment rate averaged 6.2 percent on a seasonally adjusted basis for the most recent program year 2005. This 6.2 percent was above the 4.8 percent average recorded for the U.S. for the same period.

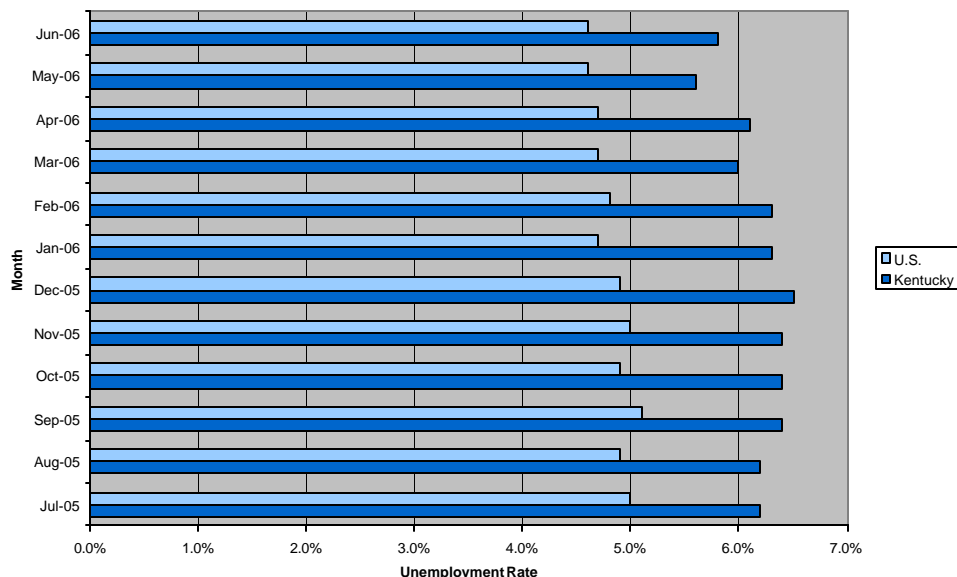
During the first 10 months of the program year, Kentucky's unemployment rate was in the 6.0-6.5 percent range. However, during the final two months, Kentucky's unemployment rate has dipped below 6.0 percent.

Although the unemployment rate in Kentucky has moved above the U.S. rate, the number of employed Kentuckians has also grown. When the

job market is in an expansion mode, many persons who previously had been discouraged from seeking work (and thus, not counted in the statistics) decide to enter or reenter the labor market. As a result, those who are successful in their job search raise the employment numbers, while those who could not find a job that fits their skills, qualifications, or location they wanted are tallied as "unemployed."

Thus, even though Kentucky's unemployment rate increased from 5.6 percent in PY 2004 to 6.2 percent in PY 2005, some 26,000 net jobs were added to the Kentucky economy.

Monthly Unemployment Rates



Of the 50 states and the District of Columbia, Kentucky's unemployment rate of 6.2 percent was ranked as the 6th highest in the nation.

Cost and Evaluation of WIA Activities

WIA Title 1B

Cost of Program Activities Relative to Program Outcomes July 1, 2005 – June 30, 2006

	PY 2005 Expenditures	PY 2005 Customers Served	PY 2005 Exiters	PY 2005 Cost Per Customer Served	PY 2005 Cost Per Customer Exited
Adults	\$15,517,448	5,336	2,008	\$2,908	\$7,728
Dislocated Workers	\$6,052,557	4,934	1,412	\$1,227	\$4,287
Youth	\$10,517,578	3,996	2,014	\$2,632	\$5,222

The Commonwealth of Kentucky Program Year 2005 was a year of great achievements and another year that challenged the state to meet the demands of the dislocated worker population. Although Kentucky experienced fewer layoffs than in the previous year, the number of dislocated workers served increased by 26 percent. However, the dislocated worker formula fund expenditures decreased 21 percent from \$7,614,211 to \$6,052,557.

The dislocated worker formula funds do not tell the entire story. To provide continued assistance to those who lost their jobs, many of the local areas were awarded Rapid Response Additional Assistance (RRAA) funds. A total of \$4,881,417 was awarded to local areas to meet the employment needs of those facing dislocations, an increase of 21 percent from PY 2004.

The adult program experienced a higher cost for services than dislocated workers due to

the multiple barriers and extensive needs of many of the adult customers. The number of adults served increased by over 30 percent from 4,093 to 5,336. Further analysis of the adult program over the last three years indicates that total spending of adult funds continues to increase although adult program allocations have been cut each year. Kentucky's carry-in monies have decreased from \$5.5 million in PY 2004 to \$4 million in PY 2005.

In an effort to comply with U.S. DOL's youth initiative, several of the local areas began serving the harder-to-serve youth population and focused more on out-of-school participants than in-school participants. Consequently, Kentucky experienced a slight decrease in total youth spending as the number of youth served decreased from 4,719 in PY 2004 to 3,996 in PY 2005. However, a higher per-customer cost was noted.

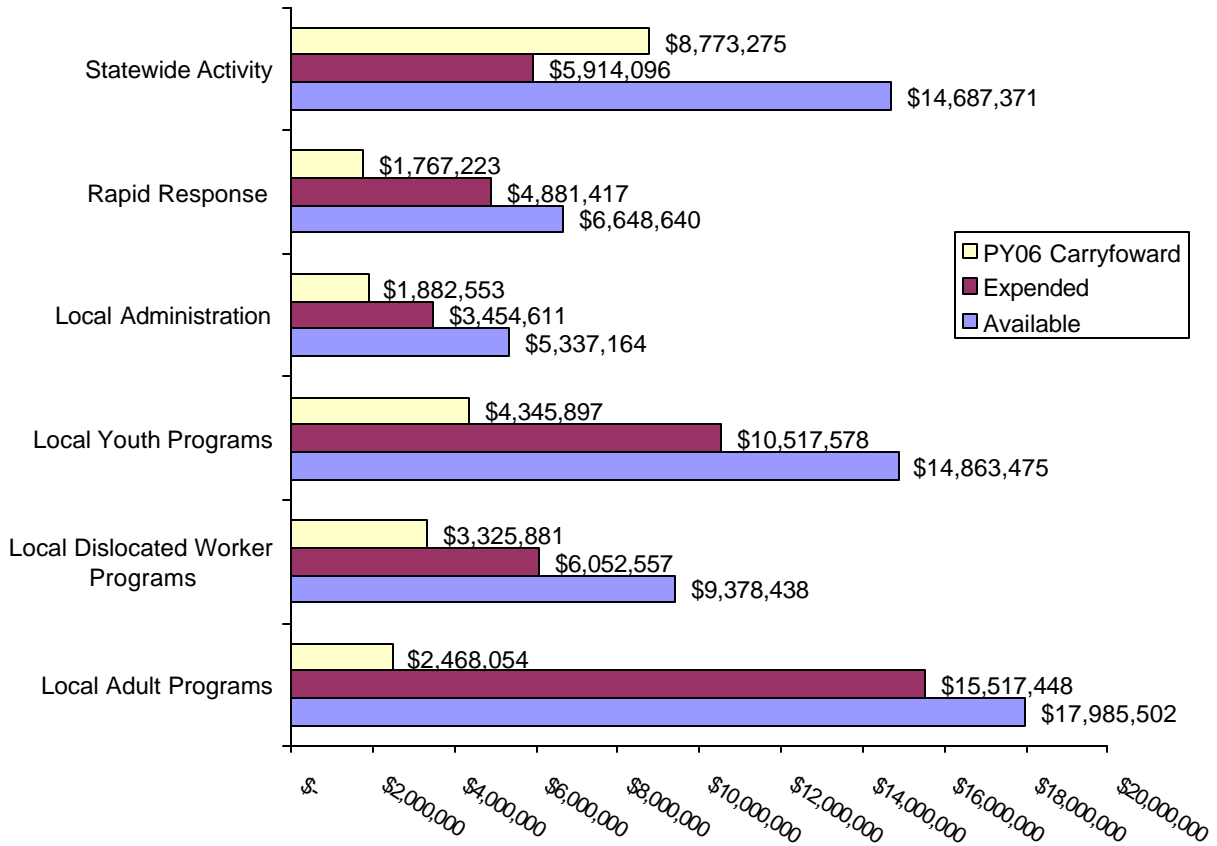


WIA Financial Statement Program Year 2005

Operating Results	Available	Expended	Percentage Expended	Balance Remaining
Total All Funds Sources	\$68,900,590	\$46,337,707	67%	\$22,562,883
Current Year Funds	\$42,636,792	\$24,600,032	58%	\$18,036,760
Carry in Monies (Non-Additive)	\$26,263,798	\$21,737,675	83%	\$4,526,123
Adult Program Funds	\$13,922,073	\$11,454,019	82%	\$2,468,054
Carry in Monies (Non-Additive)	\$4,063,429	\$4,063,429	100%	\$0
Dislocated Worker Program Funds	\$5,167,756	\$2,430,321	47%	\$2,737,435
Carry in Monies (Non-Additive)	\$4,210,682	\$3,622,236	86%	\$588,446
Youth Program Funds	\$10,407,995	\$6,062,098	58%	\$4,345,897
Carry in Monies (Non-Additive)	\$4,455,480	\$4,455,480	100%	\$0
Out of School Youth		\$5,402,685		
In School Youth		\$5,114,893		
Summer Employment Opportunities		\$1,204,169		
Local Administration Funds	\$2,975,956	\$1,229,728	41%	\$1,746,228
Carry in Monies (Non-Additive)	\$2,361,208	\$2,224,883	94%	\$136,325
Rapid Response Funds	\$3,767,493	\$2,387,325	63%	\$1,380,168
Carry in Monies (Non-Additive)	\$2,881,147	\$2,494,092	87%	\$387,055
Statewide Activity Funds	\$6,395,519	\$1,036,541	16%	\$5,358,978
Carry in Monies (Non-Additive)	\$8,291,852	\$4,877,555	59%	\$3,414,297

Cost Effectiveness	C/E Ratio	Period of Availability on Balance Remaining:	
Overall, All Program Strategies	\$5,905	Through June 30, 2007 (PY2004 Carry in)	\$4,526,123
Adult Program	\$7,728	Through June 30, 2008 (PY2005 Funds)	\$18,036,760
Dislocated Worker Program	\$4,287	Balance Remaining	\$22,562,883
Youth Program	\$5,222		

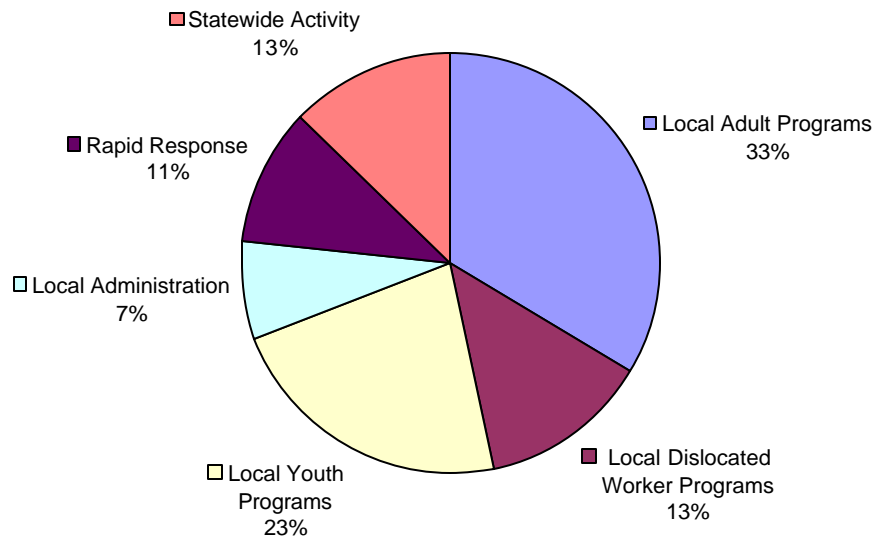
Kentucky WIA Expenditure Summary



Note: Beginning PY 2005 carry-in monies were \$30,642,572. The carry-in monies beginning PY 2006 are \$22,562,883.



PROGRAM YEAR 2005 EXPENDITURES



	Available	Expended	% Expended
Local Adult Programs	\$ 17,985,502	\$ 15,517,448	33%
Local Dislocated Worker Programs	\$ 9,378,438	\$ 6,052,557	13%
Local Youth Programs	\$ 14,863,475	\$ 10,517,578	23%
Local Administration	\$ 5,337,164	\$ 3,454,611	7%
Rapid Response	\$ 6,648,640	\$ 4,881,417	11%
Statewide Activity	\$ 14,687,371	\$ 5,914,096	13%

During Program Year 2005, the Commonwealth of Kentucky spent \$46,337,707 in WIA formula funds. As represented in the chart above, Statewide Activities constitute 13 percent (\$5,914,096) of the total expenditures. Rapid Response activities conducted at both the State and local level represent 11 percent (\$4,881,417) of the total expenditures. Kentucky's LWIAs expended 76 percent (\$35,542,194) of the total.

Performance Measures

The Commonwealth is pleased to announce that all of the 17 required performance measures were exceeded. Exceed is defined as obtaining 100 percent of the negotiated goal or better. Kentucky continues to aggressively seek to improve workforce services as outlined by the 17 WIA performance measures. The Office of Employment and Training is committed to providing management analysis and technical assistance which will lead to continuous improvement and better customer service to WIA participants.

The core indicators of performance for the adult, dislocated worker and older youth populations include:

- Entry into unsubsidized employment;
- Retention in unsubsidized employment six months after entry into the employment;
- Earnings received in unsubsidized employment six months after entry into the employment; and
- Attainment of a recognized credential relating to achievement of education skills.

The core indicators of performance for the younger youth population served include:

- Attainment of basic skills and, as appropriate, work readiness or occupational skills;
- Attainment of secondary school diplomas and their recognized equivalents; and

- Placement and retention in postsecondary education or advanced training, or placement and retention in military service, employment, or qualified apprenticeships.

Additionally, states are held accountable for collecting and reporting measures of employer and participant customer satisfaction.

During PY 2005, all state and local areas were held accountable to the 17 core indicators. However, the definitions behind the key measures for the adult and dislocated worker populations changed in order to implement common performance measures across workforce programs. In previous years, the methodology for calculating employment retention included those employed in the first and third quarters after the exit quarter. The new methodology calculates performance based on employment in the first, second and third quarters after the exit quarter.

The other major change in methodology was in the dislocated worker earnings replacement rate calculation. Previously, this measure was calculated as a percentage of pre-program earnings compared to post-program earnings. The methodology currently used is the same as the adult earnings change measure—a measure designed to look at pre- and post-program earnings change.

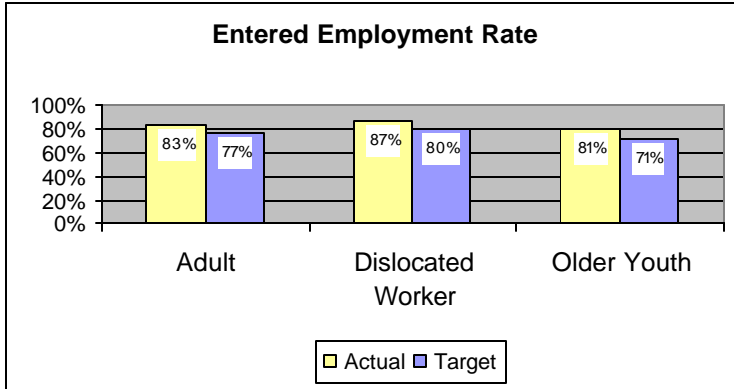


WIA Federal Performance Standards

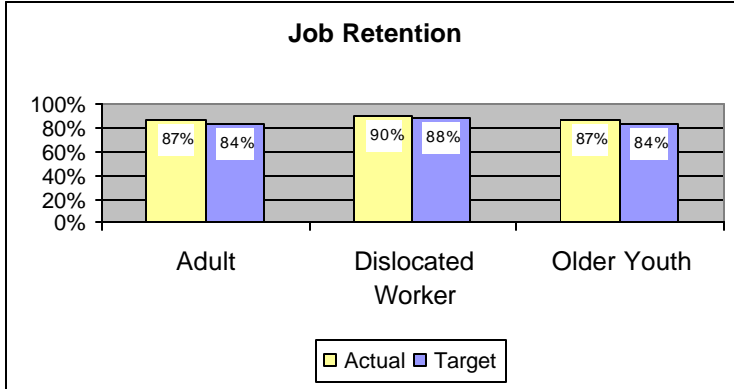
Program Year 2005

Population	Measure	Negotiated Rate	Actual Performance
Adults			
	Entered Employment Rate	77%	83%
	Six Month Retention Rate	84%	87%
	Six Month Earnings Change	\$4,600	\$5,601
	Employed & Earned Credential	59%	66%
Dislocated Workers			
	Entered Employment Rate	80%	87%
	Six Month Retention Rate	88%	90%
	Six Month Wage Replacement	\$-1,300	\$-807
	Employed & Earned Credential	56%	63%
Older Youth			
	Entered Employment Rate	71%	81%
	Six Month Retention Rate	84%	87%
	Six Month Earnings Change	\$3,300	\$3,708
	Employed & Earned Credential	44%	55%
Younger Youth			
	Skills Attainment	83%	83%
	Earned Diploma/GED	68%	73%
	Six Month Retention Rate in a Positive Activity	63%	74%
Employers			
	Customer Satisfaction	73%	74%
Individual Customers			
	Customer Satisfaction	82%	87%

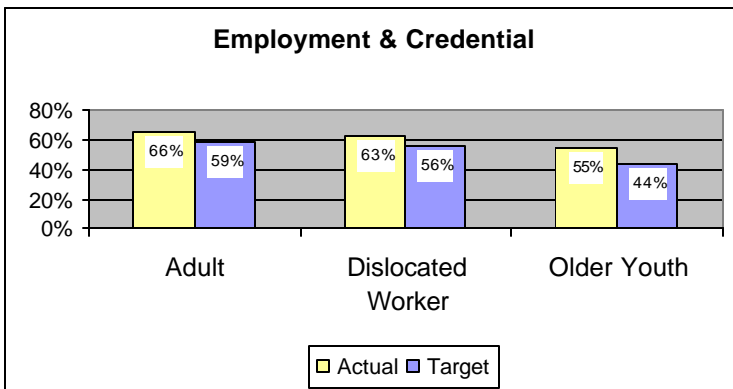
The following charts provide an overview of the targeted goal and the actual performance for workforce services.



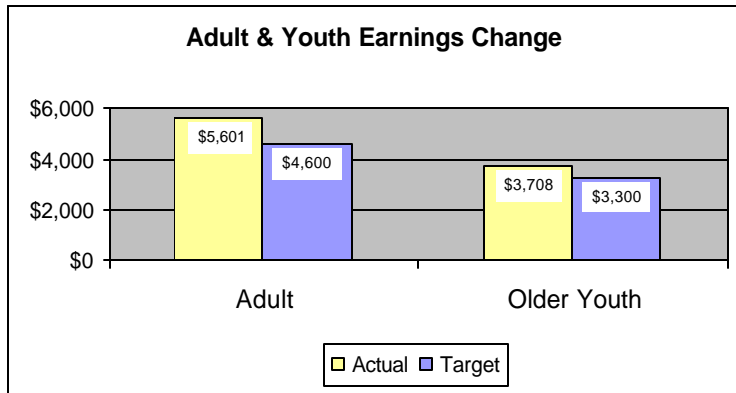
For the sixth year, Kentucky surpassed its targets for adult, dislocated worker and older youth entered employment rates. Adult performance has shown a steady improvement over the last five years. Dislocated worker performance remained about the same as the previous year, and youth performance increased about 4 percent.



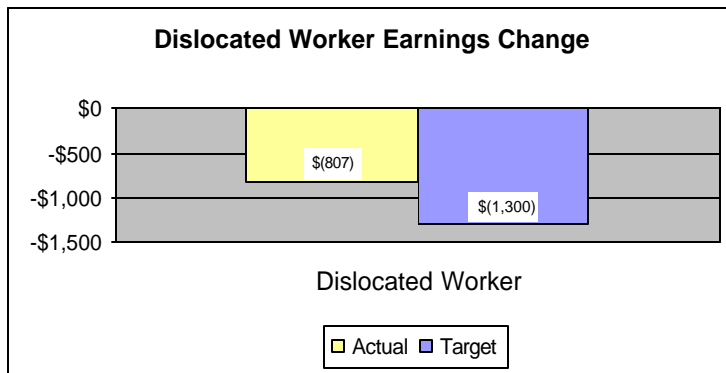
For the sixth year, Kentucky surpassed its targets for adult, dislocated worker and older youth job retention performance. All three have shown a steady annual improvement over the last five years.



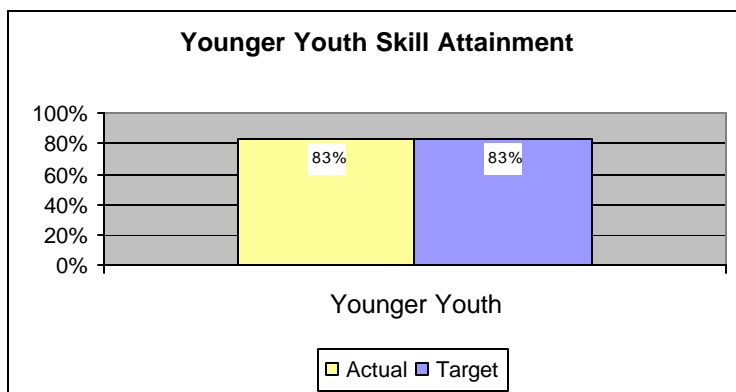
For the sixth year, Kentucky surpassed its targets for adult and dislocated worker employment and credential performance. All three populations' performance outcomes show a slight decrease from PY 2004.



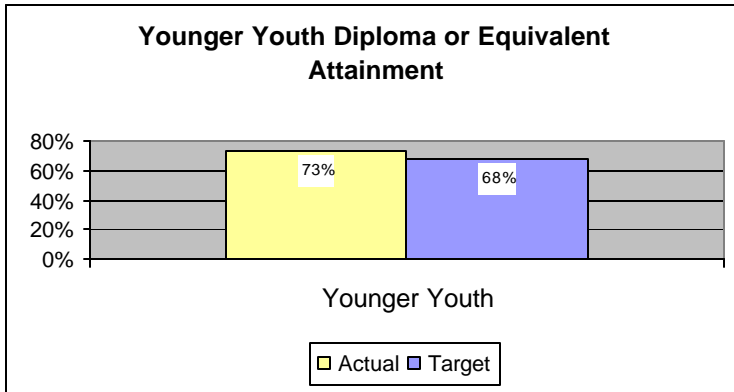
Kentucky exceeded the adult and older youth earnings change targets for the sixth year. Both outcomes show a slight increase over PY 2004.



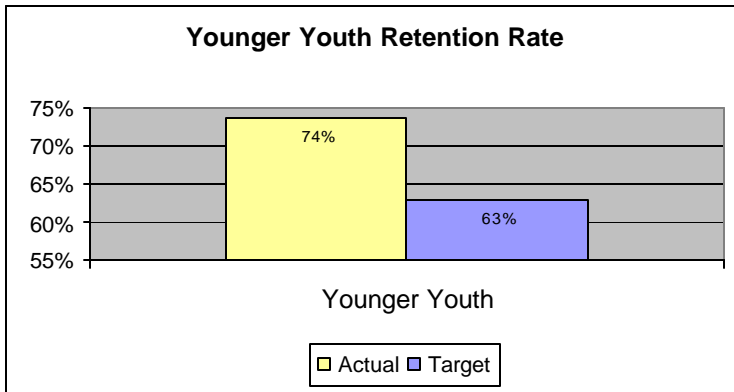
PY 2005 marks the first year of using the common measure methodology to calculate dislocated worker earnings change. In previous years, this indicator was measured as a replacement rate. Kentucky exceeded the target by nearly 38 percent.



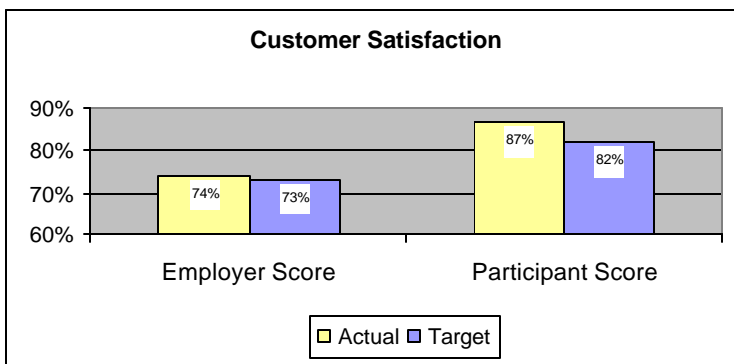
Although Kentucky surpassed its target for younger youth skill attainment performance for the sixth year, the outcome was nearly 9 percent less than PY 2004.



Although Kentucky's younger youth diploma or equivalent attainment rate is 2 percentage points less than PY 2004, the target was surpassed for the sixth year.



For the sixth year, Kentucky surpassed its target for the younger youth retention rate and has demonstrated a steady increase since PY 2001.



For the sixth year, Kentucky surpassed its targets for the employer and participant customer satisfaction rates. The participant satisfaction rate has increased every year since PY 2001. However, the employer satisfaction rate showed a 2 percentage point decrease from PY 2004.



One-Stop Comprehensive Career Centers

Barren River Workforce Investment Area Career Centers

Counties Served: Allen, Barren, Butler,
Edmonson, Hart, Logan, Metcalfe, Monroe,
Simpson, Warren

Web Site: www.bradd.org

270-781-2381



Bowling Green Area Career Center

803 Chestnut Street
Bowling Green, KY 42102
270-746-7425

Glasgow Area Career Center

445 North Green Street
Glasgow, KY 42141
270-651-2121

Bluegrass Workforce Investment Area Career Centers

Counties Served: Anderson, Bourbon, Boyle,
Clark, Estill, Fayette, Franklin, Garrard,
Harrison, Jessamine, Lincoln, Madison, Mercer,
Nicholas, Powell, Scott, Woodford

Web Site: www.bgadd.org

859-269-8021



Central Kentucky Job Center

121 East Broadway
Danville, KY 40423
859-239-7411

Central Kentucky Job Center

1000 West Main Street, Suite 5
Georgetown, KY 40324
502-863-2402

Central Kentucky Job Center

1055 Industry Road
Lexington, KY 40505
859-452-2180

Central Kentucky Job Center

595 South Keeneland Drive
Richmond, KY 40475
859-624-2564

**Cumberland Workforce Investment Area
Career Centers**

Counties Served: Adair, Casey, Clinton,
Cumberland, Green, Laurel, McCreary, Pulaski,
Rockcastle, Russell, Taylor, Wayne, Whitley
Web Site:
www.lcadd.org/cumberlandsworkforce
270-866-4200



Cumberlands Workforce Network

Campbellsville Career Center
1311 East Broadway
Campbellsville, KY 47218
270-465-2335

Cumberlands Workforce Network

Corbin Career Center
310 Roy Kidd Avenue
Corbin, KY 40702
606-528-3460

Cumberlands Workforce Network

Russell County – Harris Career Center
848 W. Steve Wariner Drive
Russell Springs, KY 42642
270-866-8435

Cumberlands Workforce Network

Somerset Career Center
410 East Mt. Vernon Street
Somerset, KY 42501
606-677-4124

**EKCEP Workforce Investment Area
Career Centers**

Counties Served: Bell, Breathitt, Carter, Clay,
Elliott, Floyd, Harlan, Jackson, Johnson, Knott,
Knox, Lawrence, Lee, Leslie, Letcher, Magoffin,
Martin, Menifee, Morgan, Owsley, Perry,
Pike, Wolfe
Web Site: www.jobsight.org
606-436-5751



Bell County JobSight

Bell-Whitley CAA, Inc.
129 Pine Street
Pineville, KY 40977
606-337-3044

Clay County JobSight

Daniel Boone Development Council Inc.
1535 Shamrock Road
Manchester, KY 40962
606-598-5127

Perry County JobSight

LKLP CAC, Inc.
14 Logan Drive, P.O. Box 340
Jeff, KY 41751
606-436-3161

Pike County JobSight

Big Sandy Community & Technical College
120 South Riverfill Drive
Pikeville, KY 41501
606-218-2106



Greater Louisville Workforce Investment Area Career Centers

Counties Served: Jefferson, Bullitt, Henry, Oldham, Shelby, Spencer, Trimble
Web Site: www.kentuckianaworks.org
502-574-2500



KentuckianaWorks One-Stop Career Center

Nia Center
2900 West Broadway
Louisville, KY 40211
502-574-4100

KentuckianaWorks One-Stop Career Center

600 West Cedar Street
Louisville, KY 40202
502-595-0099

KentuckianaWorks One-Stop Career Center

Shepherdsville Square #12
445 Highway 44 East
Shepherdsville, KY 40165
502-955-9131

Green River Workforce Investment Area Career Centers

Counties Served: Daviess, Hancock, Henderson, McLean, Ohio, Union, Webster
Web Site: www.gradd.com
270-926-4433



Henderson Career Connections Center

2660 South Green Street
Henderson, KY 42420
270-831-9660

Owensboro Area Career Center

121 East Second Street
Owensboro, KY 42303
270-687-7297

**Lincoln Trail Workforce Investment Area
Career Centers**

Counties Served: Breckinridge, Grayson,
Hardin, Larue, Marion, Meade, Nelson,
Washington
Web Site: www.ltcareercenter.org
270-769-2393



Lincoln Trail Career Center

860 West Stephen Foster Avenue
Bardstown, KY 40004
502-348-2709

Lincoln Trail Career Center

916 North Mulberry
Elizabethtown, KY 42701
270-766-5115

Lincoln Trail Career Center

145 Cemetery Road – Suite 4
Lebanon, KY 40069
270-692-6870

Lincoln Trail Career Center

125 East Market Street, Suite 10
Leitchfield, KY 42754
270-259-4912

**Northern Kentucky Workforce Investment
Area Career Centers**

Counties Served: Boone, Campbell, Carroll,
Gallatin, Grant, Kenton, Owen, Pendleton
Web Site: www.nkadd.org
859-283-1885



**One-Stop Career Alliance
of Northern Kentucky**

8020 Veterans Memorial Drive
Florence, KY 41042
859-371-0808

**One-Stop Career Alliance
of Northern Kentucky**

320 Garrard Street
Covington, KY 41011
859-292-6666



**TENCO Workforce Investment Area
Career Centers**

Counties Served: Bath, Boyd, Bracken, Fleming,
Greenup, Lewis, Mason, Montgomery,
Robertson, Rowan

Web Site: www.tenco-onestop.ky.gov

606-564-6894



Ashland One-Stop Center

1844 Carter Avenue
Ashland, KY 41101

606-920-2024

Gateway One-Stop Center

126 Bradley Avenue
Morehead, KY 40351

606-784-7538

One-Stop Government Center

201 Government Street, Suite 300
P.O. Box 460

Maysville, KY 41056

606-564-3347

**West Kentucky Workforce Investment Area
Career Centers**

Counties Served: Ballard, Caldwell, Calloway,
Carlisle, Christian, Crittenden, Fulton, Graves,
Hickman, Hopkins, Livingston, Lyon, Marshall,
McCracken, Muhlenberg, Todd, Trigg

Web Site: www.peadd.org

270-886-9484



Breathitt Career Center

110 Riverfront Drive

Hopkinsville, KY 42240

270-889-6509

JobNet Career Center

755 Industrial Park Road

Madisonville, KY 42431

270-821-9966

Mayfield Career Center

319 South 7th Street

Mayfield, KY 42066

270-247-3857

Paducah Career Center

416 South 6th Street

Paducah, KY 42003

270-575-7000







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