

THE STATE OF THE WORKFORCE

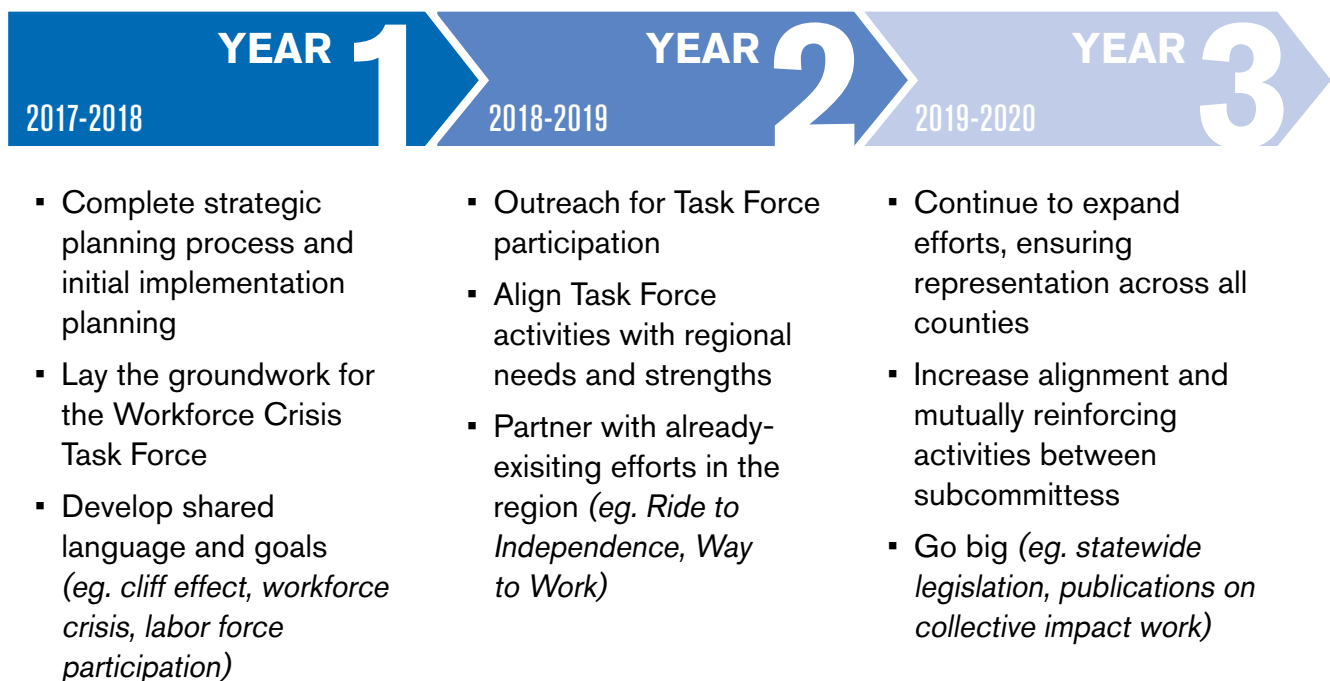
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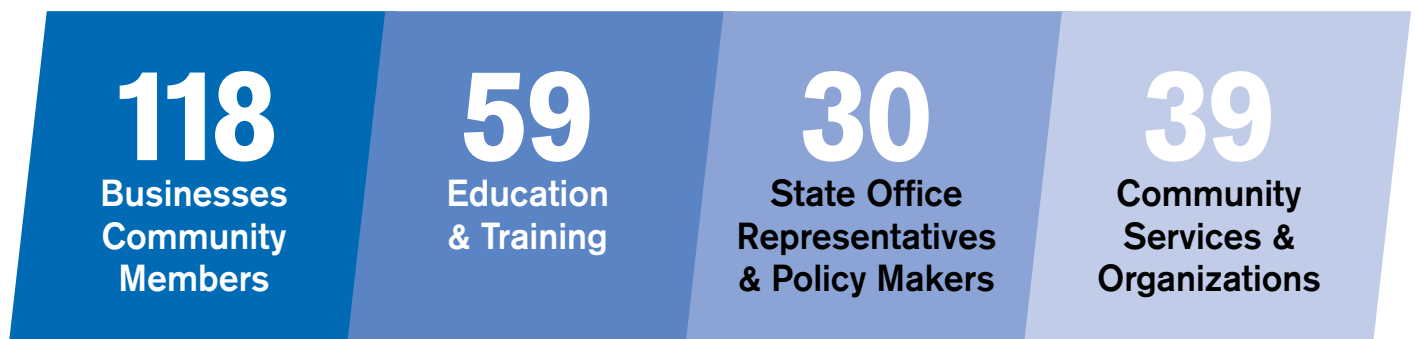
The Workforce Crisis Task Force was convened as part of the Lincoln Trail Workforce Development Board's strategic plan. The plan was developed to respond to the extreme shortage of workers for our regional employers.

STRATEGIC PLAN IMPLEMENTATION

OVERVIEW OF THE WORKFORCE CRISIS TASK FORCE



WHO'S ON BOARD

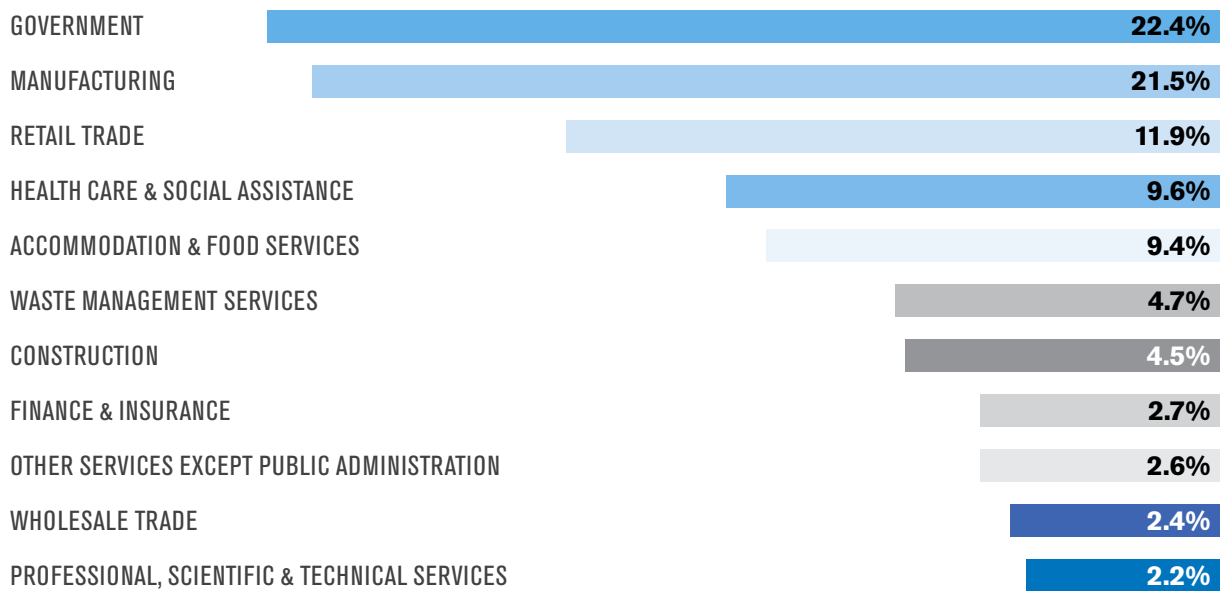


LINCOLN TRAIL REGION BY THE NUMBERS

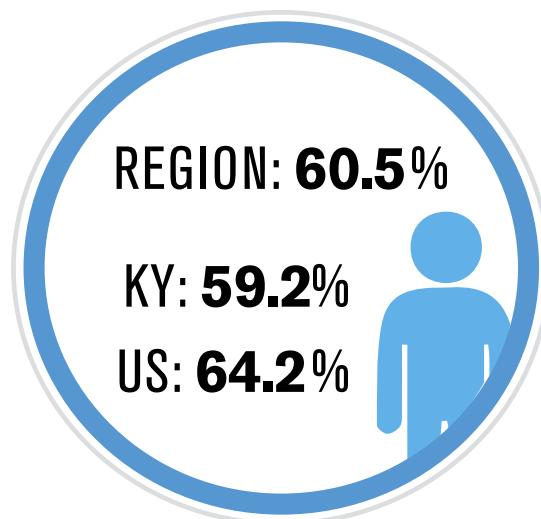
8 COUNTIES **28** CITIES **300,000** PEOPLE



A GROWING ECONOMY JOBS BY SECTOR



WORKFORCE PARTICIPATION RATE



TASK FORCE HIGHLIGHTS

Interest in the task force model, metrics and success continues to grow. In October, Lincoln Trail Area Development District Associate Director Sherry Johnson, State Rep. Dean Schamore, chairman of the Lincoln Trail Workforce Development Board, Jim Rachlin, chairman of the Workforce Crisis Task Force and members of the workforce development board joined other leaders from around the state for a conversation with U.S. Rep. Brett Guthrie.

The metrics and areas of focus the task force has honed in on have taken a foothold statewide:

- KYSTATS updated their [research agenda](#) in August 2019 to include work-based learning outcomes for the first time.
- KWIB's current strategic plan includes a high-level goal dedicated to increasing workforce participation by incenting workforce participation and removing employment barriers.



BUSINESS INVESTMENT

- The Bardstown Nelson County Chamber of Commerce has taken steps to align their work with that of the task force by creating [local subcommittees](#) that mirror the structure within the task force. This organization of resources has enabled the chamber to create innovative initiatives to better serve its members and is bringing the structure of the task force to the local level - something we hope to replicate in other counties in the coming year.
- This subcommittee convened a group of businesses, childcare providers and early education workers to consider the feasibility of a new childcare center in Elizabethtown. While the current public health crisis has put this conversation on pause, we'll likely revisit it in the fall. Read more on the importance of this issue [here](#).

TASK FORCE HIGHLIGHTS



UNLOCK LOCAL POTENTIAL

This subcommittee is dedicated to ensuring all regional students have access to high-quality, on-the-job learning opportunities within our local industries. Results include:

- Worked on understanding the interests of local high school students in design programs at Elizabethtown Community and Technical College (ECTC) and bridging those interests with local employment opportunities.
- Currently exploring opportunities for online work-based learning opportunities (WBLOs).
- Improving understanding of WBLO supply and demand by developing new tools to track utilization.
- Read more about the benefits of establishing a WBLO, especially in the context of a workforce shortage, in [this article](#) by subcommittee member Trish Niles.

~~OBSTACLES~~ TO EMPLOYMENT

- In response to the opioid crisis, this subcommittee collaborated with the state's Strategic Initiative for Transformational Employment (SITE) to expand the number of transformational employers and decrease barriers to workforce participation. You can contact Lincoln Trail's Job Entry and Retention Support Specialist, Melody Ognan, at mognan@ekcep.org
- In partnership with Hardin Memorial Health, this subcommittee worked on an initiative to support individuals with prior criminal justice involvement in getting their records expunged. Expungement enables people to remove prior offenses from their public records as long as certain conditions are met. HMH successfully piloted this employment benefit with one employee, and is working on scaling it within the hospital while supporting other businesses in doing the same. View the new ["how-to" guide](#) for employers.

POLICY WORK

ALIGNING WITH LOCAL EFFORTS

Lincoln Trail Workforce Development Board chair, Rep. Dean Schamore, shared these insights into how state-level work and policy efforts are aligned with regional and local workforce efforts.

Dear Task Force Members:

Over the past year, the General Assembly has focused on a variety of ways to boost Kentucky's business community while simultaneously helping those who have been struggling or just starting out in the job market.

Much of this work is understandably affected by the coronavirus. In January, there was hope the state government would have the first budget in more than a decade without across-the-board cuts. What became law in April was a bare-bones, one-year plan that still may be too optimistic given that budget officials are already predicting shortfalls in the hundreds of millions of dollars. Starting or expanding any type of state-funded program in this climate without federal assistance will be difficult for the foreseeable future. With that in mind, there were laws passed this year that will be helpful.

Senate Bill 150



This COVID-related bill widened eligibility for unemployment insurance; extended Good Samaritan protections to companies that switch product lines to manufacture emergency supplies like hand sanitizer; and eased rules for acquiring and maintaining business licenses.

Senate Bill 191



This legislation establishes a voluntary program that will help businesses work with their employees who take part in substance abuse disorder treatment. Those businesses that sign up will see reduced liabilities as long as they comply with new rules. The outcome should be fewer Kentuckians who are addicted and a stronger workforce for our businesses.

According to the Kentucky Chamber, the annual economic cost of the opioid crisis in the United States is a half-trillion dollars. In Kentucky, the Chamber estimates those with a substance-abuse addiction miss nearly 30 days of work a year, with 25 percent of working-age Kentuckians dropping out of the job market due to opioids.

OTHER NEW LAWS

House Bill
284



Enables those on probation to reduce their time under state supervision by taking positive steps like getting their GED. This mirrors a longstanding program used by those on parole.

House Bill
327



Puts in place plans to automatically expunge acquittals when criminal charges are dismissed. Many thought this was automatic, but it wasn't, meaning many Kentuckians have been negatively affected even though they were not found guilty of a crime.

House Bill
419



Starting next year, the Council on Postsecondary Education will compile various reports designed to give graduating high school seniors more information about what to expect in the job market. These reports will list Kentucky's most in-demand jobs, starting and median salaries, and required education levels, as well as the average cost of student loans.

House Bill
415



Allows distilleries and other alcoholic-beverage manufacturers to ship their products directly to consumers.

House Bill
99



Provides \$35 million in a partially forgivable loan from the state to help the University of Louisville with its purchase of Jewish Hospital and several other healthcare facilities.

House Bill
387



Authorizes a similar revolving loan fund for rural hospitals at risk of closing. This law only applies to hospitals in counties with 50,000 or fewer people.

LEGISLATION TO WATCH FOR IN 2021

1

Address the benefits cliff while tackling public-assistance fraud

2

Allow the state to apply for federal Medicaid waivers that help cover an incarcerated person's substance abuse treatment

3

Increase felony limits for theft and fraud

INTERESTING TO NOTE

In July, a legislative committee focused its monthly meeting on workforce development issues. State officials noted then that **70%** of current Kentucky workers are vulnerable to technology changes, with healthcare, manufacturing, and logistics being among the industries having some of the greatest risk. This meeting also focused on the state's apprenticeship programs, and it's worth pointing out that KCTCS has seen a significant increase in the number of training credentials it has issued in recent years, indicating more and more businesses are getting the type of specialized workers they need.

LINCOLN TRAIL WORKFORCE DEVELOPMENT BOARD

Rep. Dean Schamore, Dean Schamore, Inc., dba Digital Connections Plus, LTWDB Chairman

Trish Niles, Mid Park, Inc., LTWDB 1st Vice Chairwoman

Myra Covault, Hardin Memorial Health, LTWDB 2nd Vice Chairwoman

Lance Blanford, Wee Care Family Services, Secretary/Treasurer

Jim Rachlin, Rachlin Enterprises, Inc., LTWDB Committee Chair

Stan Carton, NELCO, Inc., LTWDB Committee Chair

Christopher Cottrell, Ray's Ford Chrysler, LTWDB Committee Chair

Joseph Ashley, Orbis Corporation

Julie Brown, IHG Consulting, LLC

Daniel Carney, Springfield-Washington County Economic Development Agency

Jennifer Carman, Career Development Office

Greg Gribbins, Marion County Chamber of Commerce

Patricia Krausman, University of Kentucky, Small Business Development Center

Jenny Lampton, Office of Vocational Rehabilitation

Anna Larson, KY Skills U, KY Education & Workforce Development Cabinet

Scott Lusk, Mechanical Contractors Association

Randy Madden, UAW Local 3047 Metalsa

Mark Nelson, Sun Tan City, Planet Fitness, Topp't Pizza

Dr. Juston Pate, Elizabethtown Community and Technical College

Tom Renfrow, Central KY Realtors

Al Rider, Central KY Community Foundation

Kenneth Ritchie, Jr., IBB Local 40

Chad Sarver, Altec Industries

LTWDB WORKFORCE CRISIS TASK FORCE

UNLOCK LOCAL POTENTIAL COMMITTEE CO-CHAIRS

Dr. Juston Pate, Elizabethtown Community and Technical College

Jon Ballard, Elizabethtown Independent Schools

GROW BUSINESS INVESTMENT COMMITTEE CO-CHAIRS

Daniel Carney, Springfield-Washington County Economic Development Authority

Sherry Whitman-Powers, Bluegrass Cellular

REMOVE OBSTACLES COMMITTEE CO-CHAIRS

Donielle Lovell, Western Kentucky University

Julia Springsteen, Batey Brophy, PLLC



JOIN US

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