

INTRODUCTION TO **WORKFORCE DEVELOPMENT**

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Purpose of this Presentation:

*Provide an overview of the public workforce system
and the South Central Workforce Development Board*

Agenda:

Overview of the Public Workforce System

What is the South Central Workforce Development Board?

SCWDB Core Duties and Responsibilities

Role of the LEO

Next Steps and Resources

Overview of the Public Workforce System



Government



LEOs



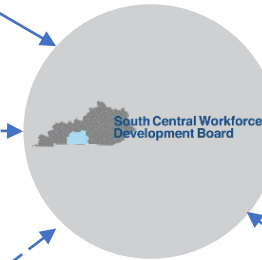
Industry

Local Workforce Boards

- Public workforce development is mandated by law (Workforce Innovation Opportunity Act)
- Seeks to align federal, state, regional and local programs for employment, training and education
- Help get individuals, including youth and individuals with significant barriers to employment, into high-quality jobs
- Help employers hire and retain skilled workers
- Public workforce sits at the intersection of government, industry, labor, economic development, non-profit and community organizations



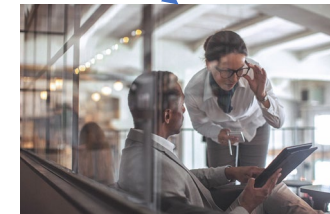
Labor



Education



Non-profit / Community Orgs



Economic Development

Overview of the Public Workforce System (Continued)

Components of the Public Workforce System

Title I

WIOA Direct Services

Provide barrier removal and case management services

Farm Workers Program

Provides job training and employment assistance to migrant and seasonal farmworkers

Title II

Adult Education

Provide GED and ESL services

SNAP Employment & Training Program

Helps SNAP participants gain skills and find work that moves them forward to self-sufficiency.

Title III

Career Development Office

Provide employment services to customers

Senior Community Service Employment Program

Provides training and part-time employment opportunities to low-income people 55 and older.

Title IV

Office of Vocational Rehabilitation

Provide barrier removal and case management services for persons with disabilities

Job Corps

Employment and training program for youth

Other Local (not Public) agencies involved in workforce development: Goodwill, Audubon Area Services, LifeSkills, Hope House, HOTEL Inc., BG Area Chamber of Commerce, High Schools, County / Regional Jails, Recovery Centers... and many more.

What is the South Central Workforce Development Board?



South Central Workforce Development Board
Coverage Map



SCWDB serves the 10-county BRADD region

South Central Workforce Development Board
(23- volunteers appointed by LEOs)

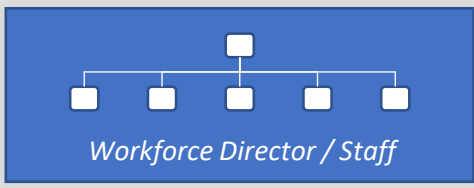
The South Central Workforce Development Board is comprised of **23** volunteers

- Board Members are appointed / approved by LEOs
- 50% or more of the Board Members must come from the employer community
- The remainder is comprised of education, labor and workforce



Oversee two Kentucky Career Centers

- Bowling Green and Glasgow
- MOU with all partners and Infrastructure Funding Agreement
- One Stop Operator



WIOA (the law) permits funding for full time staff to execute workforce force development activities

- Align federal, state & local programs
- Help individuals
- Help employers

SCWDB Core Duties and Responsibilities



Help Employers

Government Funding Made Easy

We are experts at tapping into public and private training funds, access to capital, tax incentives and wage subsidies.

Business Services include:

- Job Applicant Sourcing and Recruitment
- Host or support hiring events
- Providing labor market information and local wage & salary data
- Subsidized Internships and/or On-The-Job training (OJT)
- Assistance claiming Work Opportunity Tax Credits
- Funding, support and assistance to avoid layoffs and/or assist laid off employees
- Designing and building apprenticeship programs, pre-apprenticeship and other custom talent projects

Help Individuals

All Job Seekers

- Employment and Career Readiness services:
 - In-person at Kentucky Career Center
 - Virtual platform (KY Career EDGE)
 - Interest inventory
 - Soft skills training
 - Resume assistance
 - Interview Preparation

For Job seekers **with significant barriers**

- We can fund tuition for short duration, low-cost training programs
- We can also fund supportive services, such as mileage reimbursement, uniform items, childcare, etc. during the training period
- Examples include CDL, CNA, Phlebotomy, Lineman School, etc.

Align federal, state & local programs

- Local and Regional Strategic Plan
- Routine LEO meetings
- Participation in Kentucky Workforce Investment Board (KWIB)
 - Work Ready Community Sub-Committee
 - Sectors Strategy Sub-Committee
 - Metrics Sub-Committee
- Monthly Workforce Director Meeting with KY Education and Labor Cabinet
 - Secretary of State
 - Deputy Secretary
 - Commissioner
- Regular coordination with:
 - Local Chambers of Commerce
 - High Schools
 - SKYCTC and WKU
 - Employers

The Role of the LEO

OVERVIEW of Interlocal Agreement:

- We have a cooperative Interlocal Agreement among all TEN counties that allows for the delivery of workforce programs and services via the Workforce Innovation and Opportunity Act
- The Interlocal Agreement was last signed in June 2021 and is in effect through June 30, 2026
- The Interlocal Agreement specifies the role of the Chief Locally Elected Official (CLEO) and establishes a Governing Board of LEOs
- The Governing Board of LEOs:
 - Select the CLEO (a CLEO needs to be elected among the group every two years; requires 65% of the vote)
 - Designate the Fiscal Agent (National Able, Inc. has served as our Fiscal Agent since 2018)
 - Approve Board Member nominations (each LEO selects a Board Member from their respective county; the Governing Board votes on the nominee)
 - Approve SCWDB Annual Budget (a proposed Annual Budget will be presented to the Governing Board in April for approval)



Interlocal
Agreement

Liability Clause in Interlocal Agreement:

- “The local jurisdictions of each LEO shall always remain liable for misuse of funds.”
- If there is a determination of misused funds, the priority for recoupment of funds is as follows:
 - 1st: attempt to recover funds from the contractor / agent causing the liability
 - 2nd: attempt to recover funds from an insurance carrier or bond issue
 - 3rd: attempt to obtain a waiver of liability or offset liability against current or future grant revenues
 - 4th: the Fiscal Agent or Grant Recipient shall repay the liability from its funds to the extent permitted by law
 - 5th: As a last resort and only to the extent required by the Federal Act, the Parties agree to cover unmet liabilities to the state and federal government on an equal distribution among counties

Next Steps and Resources

Next Steps:

- Establish follow-up meeting with each new LEO for in-depth Workforce Presentation specific to your County
 - Workforce activities, programs and initiatives
 - Workforce investment
 - Workforce Participation

Resources:

- Link to our website: www.southcentralworkforce.com
- Link to SCWDB Strategic Plan and Local policies: <https://southcentralworkforce.com/index.php/policies-plans-and-procedures/>
- Like, follow and/or subscribe on our Socials @SCKYWB

