



EDUCATION and WORKFORCE DEVELOPMENT CABINET  
OFFICE OF THE SECRETARY

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Thomas O. Zawacki  
Secretary

September 29, 2014

To: Government Services Center

From: Thomas O. Zawacki, Secretary  
Education and Workforce Development Cabinet

Through: Ryan D. Green, Executive Director  
Office of Budget and Administration

Re: Strategic Plan Update

Handwritten signature of Thomas O. Zawacki and the date 9/29/14.

Attached are updates to measurable goals and action items outlined in the Kentucky Education and Workforce Development Cabinet 2014-2016 Cabinet Strategic Plan.

Due to the nature of several agencies attached to the Cabinet for administrative purposes, including the Department of Education, the Education Professional Standards Board, Kentucky Educational Television, the Commission on the Deaf and Hard of Hearing, the Department for Libraries and Archives, the Environmental Education Council and the Proprietary Education Commission, the Strategic Plan and update focuses on the Workforce Investment Department and the Center for Education and Workforce Statistics (CEWS).

Please contact Ryan Green with any questions or comments at 502.564.9681.

cc: Beth A. Brinly, Commissioner  
Dave Morris  
Glenna Goins

Included below are updates to Workforce Goals 51.6 through 51.9 of the 2014-2016 Education and Workforce Development Cabinet Strategic Plan. Within the Workforce Investment Department are the Office of Employment and Training (OET), the Office of Vocational Rehabilitation (OVR) and the Office for the Blind (OFB).

### **OET response**

#### **51.6** Position Kentucky's workforce for global competition, aligning the Commonwealth's workforce development system with economic development strategies

Kentucky is working in various ways to develop the skilled workforce by combining education and training with on-the-job experience. One example of this is through the Kentucky Skills Network (KSN), a collaborative partnership between the Education and Workforce Development Cabinet, the Economic Development Cabinet, the Labor Cabinet, and the Kentucky Community and Technical College System. The KSN consists of dedicated workforce professionals developing customized, solutions-based plans to serve employer and industry needs.

These regional KSN teams focus on the needs of key industries identified through targeted sector strategies and employer driven partnerships. Through the partnerships involved with this network of resources, KSN teams are able to provide funding for on-the-job trainings developed in conjunction with employers, customized training incentives, pre-apprenticeship and apprenticeship training, short-term classroom trainings, and various other resources in order to position Kentucky's workforce for global competition. One best practice where on-the-job training is thriving in through an industry partnership is at the Bluegrass Advanced Manufacturing Center (BAMC) located on Toyota's campus in Georgetown.

Students at the BAMC participate in the Advanced Manufacturing Technician (AMT) training program and are sponsored by one of 11 manufacturers participating in the Federation of Advanced Manufacturing Education (FAME). Through this program, students participate in classroom training part of the week and hands-on real life work experience the other portion of the week at their sponsor manufacturer.

There are many ways in which Kentucky is promoting various educational options and devoting resources to assuring that these options are available to the workforce. First of all, through the KSN, dedicated partners work together to provide a collaborative approach to offering resources for workforce training, both short and long-term, customized training, apprenticeship opportunities, and earn-and-learn options.

The TRACK program (Tech Ready Apprentices for Careers in KY) administered through the Office of Career and Technical Education is a pre-apprenticeship program for high school students aimed at developing career pathways and preparing those individuals for registered apprenticeships. Secondly, Focus Explorer, an expansion to the suite of Focus products already being utilized throughout our Kentucky Career Centers is expected to be released in the fall of

this year. This tool connects labor market information to educational options and connects the dots for job seekers, helping individuals develop a clear idea of their next career move and connecting them with the resources needed to achieve those goals.

Lastly, Kentucky recently received a \$6 million job development national emergency grant that we are calling Kentucky Career Center Get Opportunity (KCCGO!). This grant is being utilized to help the long-term unemployed and those that are likely to exhaust their unemployment benefits get back in to the workforce.

These funds will be used for employer driven, short-term trainings, customized trainings, apprenticeships and earn-and-learn opportunities to directly get the targeted population skilled up and back in to the workforce as quickly as possible

Kentucky is striving to increase opportunities for entrepreneurship and promote innovation and economic development options and training throughout all of Kentucky Career Centers and partners throughout the state. Currently, we are in the process of creating the Economic Development Academy (EDA) based on the concept that results, and not programs or agencies, are the focus of the workforce system through communication and interaction with business and industry. The EDA will establish a one-day program to be conducted throughout the state at various locations designed to bring together local workforce investment boards, economic development authorities, local elected officials, members of the General Assembly, and members from the KSN partners.

The purpose is to explore how each entity can work together to achieve economic development goals, promote entrepreneurship and small business recruitment, and integrate the workforce system in order to more effectively serve the needs of recruitment and expansion of industry within the state. The EDA is an initiative of the Kentucky Workforce Investment Board (KWIB) that will be overseen by Education and Workforce Development Cabinet leadership.

### **51.7 Simplify the workforce development service delivery system**

In support of a workforce system that values quality customer service, provides user-friendly tools, and a standard menu of services, the OET has established the website <http://kentuckycareercenter.ky.gov> as a single point of entry for both employer and employee customer groups.

OET rolled out the newly created KCC website ([www.kentuckycareercenter.com](http://www.kentuckycareercenter.com)) in summer of 2013. It contains user-friendly language that is easily understandable and can guide job seeker and employer customers through service offerings. It contains videos for job seeker and employer customers to help guide them through the new website atmosphere. The website and links are simple, and information is clustered in user needs such as career, training and employer sections. In conjunction with the launch of the website, the external launch of the KCC brand

unifies the Kentucky workforce development system with one name that has one uniform look and feel.

With the launch of KCC was the development of the Brand Promise which is highly regarded by all staff of the workforce development system. The brand promise emphasizes the dedicated quality of service we will deliver to the job seeker and job provider which are the customers of the workforce development system. We seek input from both the job seeker and employer customer on our programs and services which follows our continuous improvement model.

#### **51.8 Improve service to achieve a customer-centered delivery system**

OET developed and delivered customer service training and tailored it to the local office needs for Preston Highway, Frankfort, and Winchester (May and August) KCC. Central Office staff (122 employees) was provided phone customer service training in January 2014.

Agency customer service goals are addressed in On-Boarding training for new employees in both in-person (central office staff) and online versions (local office staff). Compensation Time Training, KARES Fingerprint Scanner Training, Staff Safety Inspection Training, Sexual Harassment, Workplace Violence, On-Boarding, Workforce Academy, and Confidentiality Trainings were all developed online in 2014 to provide staff with the knowledge in order to be successful in their jobs.

As of June 2013, all new staff members are provided with on-boarding training that gives detailed information about our agency's vision, goals and expectations. This helps develop continuity across the KCC. Managers are provided transcripts for employees they directly supervise three times per year (before evaluations) to monitor and address any areas their staff needs improvement in.

Upcoming training announcements are sent to upper management on a bi-monthly basis on professional development opportunities offered through Government Services Center (GSC), Kentucky Department of Libraries and Archives, Kentucky Employee Assistance Program (KEAP), and agency specific trainings developed by subject matter experts (UI, Referee, EKOS, Vets, REA Grant, etc.).

Managers are encouraged to forward and inform appropriate staff on these trainings. There has been a large increase in training requests with the launch of GSC's Certificate of Supervisory Essentials. A total of 21 OET employees were accepted into the program and we are expecting a surge in training requests when enrollment re-opens in December. Throughout 2013, 49 agency trainings were provided to OET employees. As of August 2014, 51 agency specific trainings have been completed. All agency trainings are developed to provide staff with the knowledge and confidence needed to perform all aspects of their job and to have an understanding of the workforce system.

**51.9** Provide employment opportunities and other outreach that support Kentucky veterans

**Partner with other agencies to bring together expertise and resources to assist veterans in their employment goals:** Kentucky partners with multiple training and resource organizations. Additionally, the Veterans Interagency Committee brings together multiple state agencies to pool resources in support of veterans training and employment opportunities.

**51.9.2 Provide better access to training and education opportunities for veterans, including state and national job banks and job fairs:** The Commonwealth's job bank receives job listing feeds from various separate job boards, such as National Labor Exchange. Also the Local Veterans Employment Representatives (LVER) work with businesses and training providers within the Commonwealth to promote veterans for employment and training. Job and resource fairs are regularly held throughout the Commonwealth, and most are joint events between the Local Workforce Investment Area and the local career center. The U.S. Chamber of Commerce's Hiring Our Heroes program holds job/resource fairs in Kentucky two to three times a year.

**51.9.3 Incentivize employers to hire veterans:** There are multiple incentives for businesses to hire veterans. The Work Opportunity Tax Credit can give businesses up to a \$9,600 tax credit for hiring veterans. Additionally, the WIA has an on-the-job-training program that will pay up to half of the employee's wage for the first six months of employment while the employee learns the job. There are also state and federal programs that assist businesses in adapting work stations to accommodate veterans with disabilities.

**51.9.1.1. Percentage of veteran employment increased:** Veteran employment increased by 2 percent statewide since the third quarter 2013. This was achieved even as the number of veterans using the services of KCC dropped by 6,000 veterans.

**51.9.2.1 Training and other support provided to Local Veteran Employment Representation Program staff so they have the tools needed to advocate on behalf of veterans:** LVERs receive training at the National Veterans Training Institute on Facilitating Veteran's Employment and Employer Outreach. These two courses are mandatory in order for the LVER to be considered qualified by the U.S. Department of Labor. The OET provides additional training yearly along with keeping the LVER updated on changes to the federal regulations that affect their roles. Additionally, LVERs are given a job fair handbook to assist them in planning, set up and execution of job and resource fairs. All documents dealing with the Jobs for Veterans State grant are on-line and easily accessible by all staff. Lastly, the LVER receives a quarterly employment analysis on the offices within their area of responsibility that highlights the employment statistics and provides an overview of veterans and whether they are receiving priority of service.

## **OVR & OFB Response**

### **Performance Indicator 51.10.1**

**Employment First Team:** In 2012, the Kentucky OVR and OFB led the development of a state Employment First Team. The team's purpose was to pursue the development of policies and programs that emphasized employment as the first and primary option of service delivery for individuals with disabilities. The team consists of representatives from various state agencies and other entities including the Department for Behavioral Health and Developmental and Intellectual Disabilities (BHDID), the Commonwealth Council on Developmental Disabilities (CCDD), the OFB, the Department for Medicaid Services, the Kentucky Association of Individuals in Supported Employment (APSE), and the Human Development Institute at the University of Kentucky (the state's University Center of Excellence on Developmental Disability (UCEDD)), among others.

**ERRI:** The Department of Labor's Office on Disabilities Employment Policy invited Kentucky to be one of six states participating in its Employment Resource and Rebalancing Initiative (ERRI). Under this initiative, Subject Matter Experts will be analyzing Kentucky laws, regulations, policies and programs as they relate to Employment First. Over a six-month period, representatives of the agencies on Kentucky's Employment First Team were interviewed and asked to provide information about their agency policies, practices and challenges. A report will be presented to the Governor's Office in the spring outlining specific recommendations aimed at enhancing Employment First in the state.

**Employment Learning Community:** Kentucky became involved in the Employment Learning Community of the Institute for Community Inclusion (ICI) at the University of Massachusetts at the end of 2013. This initiative is also looking at the service delivery system to identify ways of enhancing Employment First. The initiative in Kentucky is being led by the Division of Developmental and Intellectual Disabilities (DDID). DDID is relying chiefly on Kentucky's Employment First Team for the project.

**VisionQuest:** OVR, along with other state agencies, was recently invited by the Office of Disability Employment Policy to participate in its VisionQuest program. Under this program, selected states will receive extensive technical assistance on specific issues related to Employment First. Kentucky chose technical assistance on improving employment outcomes for transition students. It is participating on this issue with three other states: California, the District of Columbia and Illinois. OVR is also using the Employment First Team to assist with this project.

**Benefits Analysis:** In August 2012, OVR and OFB instituted a service fee to enable a vocational rehabilitation counselor to purchase a benefits analysis for applicants and consumers who are Social Security beneficiaries to provide consumers detailed information on the effect of employment on the benefits they receive. The service must be provided by a Community Work Incentive Coordinator (CWIC) trained and certified by the Social Security Administration. The new fee led to an increased use of benefits planning for agency consumers. Data from Federal

Fiscal Year 2013, the first full year the service was available to counselors, indicates a significant increase in the number of Social Security beneficiaries going to work.

**SGA Project:** The Institute for Community Inclusion has selected OVR as one of three state vocational rehabilitation agencies to participate in its SGA Project. The project will study the effects of providing enhanced, just-in-time services to individuals who are Social security disability (SSDI) recipients. The service approach being tested includes providing financial education to participants and using a team approach that includes the vocational rehabilitation counselor a CWIC, and a job placement professional. Five hundred SSDI recipients will be served under the project. OVR will receive \$1.2 million over a three-year period for participating in the project.

**Asset Development and Financial Education Training:** OVR is committed to incorporating asset development and financial education into the vocational rehabilitation counseling process. In the past year, it has made the following steps toward this goal:

On the two days following last year's Summit, October 11 and 12, 2012, OVR's 15 field branch managers and one vocational rehabilitation counselor were trained on asset development from Abby Cooper, consultant with TACE.

In March 2013, the OVR branch managers were provided further training on asset development. Presenters at the training were Adam Hall from Fifth Third Bank who discussed the Bank On initiatives and Mary O'Doherty from the Kentucky Domestic Violence Association (KDVA) who discussed the various programs offered by KDVA/ KASI.

In April, Abby Cooper from TACE conducted a webinar on asset development for case managers and vocational rehabilitation counselors in the state.

In July 2013, at the request of OVR, Lucy Miller from Virginia Commonwealth University conducted a one-day training for CWICs in the state to beef up their skills. CWICs provide counseling to Social Security recipients with disabilities on the effects of employment and income on their government benefits.

Staff from the two OVR Lexington-based districts has met on two occasions with United Way of the Bluegrass about its Individual Development Account (IDA) program and its Bank On Lexington initiative.

In October 2013, TACE and OVR embarked on a yearlong Asset Development Pilot Project with the vocational rehabilitation counselors from two OVR districts, Fort Wright and Bluegrass. In this project, the counselors will be trained and receive technical assistance on asset development and financial education. The counselors will incorporate asset development goals into the Individual Employment Plans (IEP) of two to three consumers on their caseloads. The pilot kicked off with a two-day training on October 29 and 30 in Georgetown.

**Car IDA:** In accordance with the SPIL mentioned above, OVR entered into a contract with the Kentucky Domestic Violence Association (KDVA) to implement the car IDA for individuals with disabilities. Under the contract, OVR will provide funds to open IDAs for 10 individuals in the first year. These funds will be used to match savings dollar for dollar up to \$2,000 for the purchase of a vehicle. Ten individuals will be recruited to open accounts and eventually purchase vehicles. On Nov. 21, an informational meeting about the car IDA was held in conjunction with the Center for Accessible Living satellite independent living center to recruit possible participants in Murray. A second meeting was held in Ashland on December 4 in conjunction with the Independence Place satellite independent living center. As of July 2014, 10 individuals had been accepted into the program and begun saving toward the purchase of a vehicle.

**Transition Conference:** OFB hosted a Transition Conference in April 2014 with 152 in attendance. The conference, themed “Beyond All Limits,” was designed to increase knowledge and provide current information on transition services for blind, visually impaired and deaf/blind high school students, family members, teachers, professionals in the field and employers. The conference sessions addressed a variety of topics dealing with barriers students face in gaining employment and living independently. The conference featured Luis Pérez, a nationally known expert in the field of assistive technology. Pérez helps educators create a more inclusive learning environment for all students. Pérez is a great role model for students having overcome many barriers in his life due to his own vision impairment. He shared with students and their families his personal experiences and strategies he utilized in overcoming barriers in his own life.

**Employment Boot Camp:** OFB is committed to providing the highest quality services to its consumers. The recent downturn in the economy and rising unemployment made it more difficult recently for individuals with disabilities to compete in the current labor market, resulting in fewer successful employment outcomes. In order to increase employment outcomes, OFB provides categorized services through specialized staff.

In 2013, OFB management began a process with staff to identify steps needed to address the critical need of preparing both the transition population and other VR consumers for work. Up to this point, the Charles W. McDowell Rehabilitation Center curriculum focused solely on “blindness skills” to meet the unique needs of this population. Blindness skills training is valuable and an important piece in meeting the needs of an individual who is adjusting to blindness; however employment skills training is vital to the process and delivery of services to consumers.

OFB staff began working with Dr. Karen Wolffe, Ph.D., an internationally renowned expert in preparing individuals who are blind or have low vision for employment, to implementing a pre-employment training for persons who are blind into the current Center curriculum. This program offers hands-on, immediately usable information, strategies and techniques for working with best practices in job placement for people with visual impairments. Implementation of this program will occur in the fall of 2014.

## **Performance Indicator 2:**

**Project CARAT:** The goal of Project CARAT is to make Assistive Technology and Durable Medical Equipment more accessible to those who need it in rural Kentucky. In order to make this happen, Project CARAT is partnering with agencies across the state. They take donated equipment, clean it, make repairs if needed, then redistribute to people who need it in exchange for a small donation. Funding from Project CARAT comes from a federal government grant program through the Health Resources and Service Administration (HRSA) and involves multiple partners throughout central and eastern Kentucky.

**KATS Network:** OVR oversees the KATS Network, which is one of 56 statewide assistive technology programs federally funded through the Rehabilitation Services Administration, U.S. Department of Education, under the Assistive Technology Act of 1998, as amended in 2004. The KATS Network's mission is to make assistive technology (AT) information, devices and services easily obtainable for people of any age and/or disability.

AT is any item or piece of equipment (both low-tech and high-tech) used to improve and/or maintain independence in the home, at work, school or play. The KATS Network provides access to AT through a network of five regional AT Resource Centers (ATRCs) across the state. The regional ATRCs operate AT demonstration programs, lending libraries and AT reutilization programs. The KATS Network Coordinating Center and each of the ATRCs work cooperatively to provide outreach, information and referral services, and training on various AT topics. Technical assistance and collaboration is also provided to state agencies and organizations to enhance the understanding of and access to AT and accessible information technology (IT).

**Kentucky Assistive Technology Loan Corporation:** OVR currently provides staff support to the Kentucky Assistive Technology Loan Corporation (KATLC), which offers low-interest loans for qualified applicants with disabilities who need AT. Working with its lending partner, Fifth Third Bank, KATLC can provide loans for modified vehicles, hearing aids, adapted computers, mobility devices, augmentative communication devices or any other type of equipment or home modification that will improve the quality of life or increase the independence of Kentuckians with disabilities.

Established by state statute in 1996, KATLC is governed by a seven-member Board of Directors, four of whom must have disabilities, that reviews all applications. KATLC made its first loan in the summer of 2000 and now has provided more than \$7 million in loans to Kentuckians with disabilities to enable them to get the AT they need, making it one of the most active AT alternative financing programs in the nation.

**Assistive Technology EXPO:** In September 2012, OFB hosted an Assistive Technology Expo themed an Odyssey “A New Vision” with close to 300 participants. The expo provided new and improved discoveries in AT for people who are blind, deaf-blind and visually impaired. The two-day event was designed to increase knowledge, awareness and provide current information on

AT devices and resources. There were demonstrations on a variety of technology devices and applications and presentations of specific products. There were breakout sessions on a variety of topics related to employment, independent living and transition.

### **Performance Indicator 3:**

**Braided Funding with DDID:** OVR and OFB continue to braid funding with the DDID for supported employment services. Under an agreement with DDID, OVR provides upfront funding for individuals in supported employment to obtain a job, and DDID provides funding for long-term support to maintain a job through the Medicaid Supports for Community Living (SCL) waiver. Recent changes were made in the waiver to encourage supported employment services by increasing reimbursements. These changes are expected to result in more collaboration between the two agencies. OVR and DDID also collaborate on a project to provide training and technical assistance to supported employment providers.

**Louisville Coalition:** OVR and OFB have supported the efforts of a coalition of community rehabilitation programs (CRPs) and supported employment providers in Louisville, Kentucky's largest metropolitan area. The coalition uses a unified approach to large employers in the Louisville area to expand employment opportunities for individuals with disabilities. To date, the coalition has formed partnerships with Best Buy, Walgreens, Amazon, and UPS, Louisville's largest private employer, among others.

**Establishment Grants:** OVR recently issued a Request for Proposals (RFP) for CRPs to develop innovative programming. OVR is using its authority under the Rehabilitation Act to provide establishment grants to fund these initiatives. Projects will be awarded on a competitive basis and CRPs must provide at least \$25,000 in matching funds. OVR will fund proposals that:

- Nurture and establish effective relationships with employers, particularly large employers, while maximizing local resources;
- Develop and implement effective employment programs for individuals who are Social Security recipients, particularly those receiving Medicaid waiver services, including a component on benefits planning;
- Develop and implement effective employment programs for individuals who are ex-offenders;
- Develop and implement effective employment programs for individuals with behavioral health issues;
- Develop and implement effective programs that transition individuals with disabilities from school to work or postsecondary education; and/or
- Develop supported employment programs in areas of the state where they currently do not exist.

Five projects have been funded and will begin Oct. 1, 2014.

## **KCEWS Response**

### **51.1 Utilize the statewide longitudinal data system to improve student learning, track key performance indicators and close achievement gaps**

KCEWS operates and maintains the Kentucky Longitudinal Data System (KLDS). This data system allows the cabinet to collect and link data to evaluate education and workforce efforts in the Commonwealth. This includes developing reports and providing statistical data about these efforts, so policy makers, agencies and the general public can make better informed decisions about improving the Commonwealth's education systems and training programs. Below are some of the reports KCEWS created in support of this goal.

**Kentucky High School Feedback Report:** The Kentucky High School Feedback Report was produced by KCEWS utilizing data from the KLDS in the fall 2013. This report provides the most complete and accurate data about college going and success that exists for each school district. It follows students who graduated from public high schools in 2010-11 and were enrolled in a college or university during the 2011-12 academic year. It expands upon the previous High School Feedback Reports by including information about college success and progress for those public high school graduates of 2009-10 who attended an in-state public four-year university or KCTCS college during the 2010-11 academic year.

**Early Childhood Profile:** The Early Childhood Profiles Report was produced by KCEWS in February 2014. They are compiled with data to assist community leaders, Community Early Childhood Councils and school districts develop local strategies for helping every child in their community arrive at kindergarten ready to do kindergarten work. The reports include information about the quality and availability of child care, results from the 2013 statewide kindergarten screener and information about participation in publicly funded preschool, Head Start and child care. They also include demographic data, data about participation in public health and social service programs, and key indicators of possible obstacles to success for young children and their families.

**Postsecondary Feedback Report:** The Postsecondary Feedback Report was produced by KCEWS in the summer of 2014. The Postsecondary Feedback Reports take a deep look into what happens to Kentucky graduates after they leave college. Each report provides in-depth data by institution about which degrees are pursued, the employment of graduates as well as information about students who go on to pursue advanced degrees, average wages for various degree categories and some insights into what happens to students who leave without a credential and do not continue their education elsewhere. Reports are created for each of the Commonwealth's eight public four-year universities, two-year institutions and independent institutions.

**County Profile:** The Kentucky County Profiles were produced by the center in January 2014. They contain a mixture of education, population, employment, and other data about each of Kentucky's 120 counties, as well as our Area Development Districts, and Workforce Investment Boards. KCEWS has compiled this information to help policy makers and others have easy

access to critical information about their regions. The data are compiled from a variety of federal, state and independent data sources.

**More College = More Money White Paper Report:** The More College = More Money White Paper Report was produced by the center in July 2014. This report gives summary information on employment and earnings for postsecondary degree recipients for Kentucky's four-year public universities.

**No College = Low Wages White Paper Report:** The No College = Low Wages White Paper Report was produced by the center in July 2014. This report focuses on employment and wage information for Kentucky public high school graduates who do not attend college.

### **51.1.1 Utilize the Kentucky Center for Education and Workforce Statistics (KCEWS) longitudinal data system to identify data sources, availability and define the metrics for calculating key performance indicators to enhance workforce competitiveness**

KCEWS relies on a variety of stakeholders to provide input about using education and workforce data to identify key performance indicators for the purpose of enhancing workforce competitiveness. KCEWS developed a research agenda to guide this work.

**KCEWS 2014-16 Research Agenda:** KCEWS' board created a research agenda focusing on education and workforce alignment. To improve knowledge in this area, the board identified five primary topic areas where the center will focus its efforts over the next two years on cross-sector and cross-agency transition points, as well as addressing the need for research and data within these topics about the Appalachian region and under-represented groups throughout Kentucky. The five focus areas of the research agenda are educator pipeline, outcomes for college and high school graduates, human capital pipeline, college access and success in Kentucky and outcomes for workforce training provider programs.

### **51.1.3 Create a high-degree of collaboration among all educational entities across the data spectrum that delivers a seamless view of the educational landscape in Kentucky to improve student academic achievement and close achievement gaps**

KCEWS continues the work of the Kentucky P-20 Data Collaborative. This collaborative group consisted of representatives from Kentucky's educational entities (KDE, EPSB and CPE). KCEWS continues this work through strong collaborative ties to the original agencies, and through the inclusion of the Kentucky Higher Education Assistance Authority (KHEAA) and Workforce Development.

**User and Stakeholder Groups:** KCEWS has implemented several user and stakeholder groups to increase collaboration among educational entities. Two of these groups- WEBI users group and the P20-W contact group, have already met to begin this collaboration process. KCEWS will be implementing several other key stakeholder groups, including a data provider group, to ensure the KLDS continues to offer a seamless view of the educational landscape in Kentucky.

#### **51.1.1.1 Database allows information to be shared among agencies**

**Business Objects Platform:** KCEWS developed a de-identified reporting system (DRS) which uses a Business Objects universe to provide a view of the data from all core agencies. Agency staff now have the ability to use the DRS to create custom reports for their agencies as needed.

**Public Use Access Files:** KCEWS created numerous reports identifying key education and workforce metrics. To simplify the analyses requested from different agencies, KCEWS created several public use access files. These files include aggregate information presented in key reports and are available through the public website.

## **KDLA Response**

### **Plan 2015-2017**

#### **Goal 1: Expand access to information: Discovery, Delivery & Innovation**

Complete move to new State Records Center

- acquire necessary software and convert to automated tracking system
- undertake move of 80,000 boxes and shelving from East Main location
- work with state agencies to add more records

Develop the e-Archives as the primary preservation and access point for permanent electronic records created by state agencies

- continue to work with COT for management of Dspace, an open source institutional repository, and investigate alternative management systems
- add records from the e-archives to the Preservica preservation system/integrate with Dspace
- continue to work with Archive-it to harvest and store information from state government web pages
- work with COT staff to continue implementation of IT consolidation

Explore new tools and technologies for statewide discovery and delivery of library service

- complete negotiations with vendor for discovery product
- investigate possibility of collaboration with other Kentucky partners
- use staff resources to organize and inaugurate service

#### **Goal 2: Build foundation for sustainable growth and strength**

Promote planning for libraries

- focus on technology planning
- encourage quality current website development

- train for use of social media
- develop and promote public library standards and EDGE benchmarks
- encourage offering e-books and all formats in digital form
- encourage use of community engagement model
- assist libraries in developing network of local support

#### Develop library staff and trustee resources

- offer CE on topics identified through assessment and trends
- focus on compliance and transparency – esp. provisions of HB1
- promote board development (certification/recruitment)
- roll out part-time staff certification program

#### Strengthen business model for imaging

- acquire additional equipment and replace and upgrade current equipment
- transition transportation section staff to KDLA building after implementation of KAVIS
- emphasize marketing to add new government customers

#### Maximize third floor for state archives storage

- continue to acquire shelving until space is exhausted
- microfilm or digitize appropriate records in the archives, then remove from archival storage

#### Create plan for KDLA reorganization; obtain legislative approval

### **Goal 3: Support targeted programs and services**

#### Records management

- identify areas of state government most in need of new or revised retention schedules
- train state/local government employees in records management, particularly electronic recordkeeping and statutory/regulatory compliance
- develop retention schedule for local government special districts

#### Children's services in libraries

- increase training based on assessment and trends
- focus on early childhood/grade level reading emphasis; summer reading loss
- develop summer reading club partnerships

Records management summit in 2014-15 – national assembly to focus on records management issues

## Kentucky Talking Book Library

- reorganize recording program and upgrade equipment
- continue move into digital environment by weeding taped books and making digital copies
- enhance outreach efforts