

It's a Dunn deal

New executive director excited to get to know OET staff

Jason Dunn began serving as the Office of Employment and Training's (OET) executive director on May 1. Since that time, he's been really impressed with what he has seen from OET staff members.

"It's not surprising, but I'm happy to see just how dedicated the OET staff is to serving the individuals in need of our assistance and building a better economy on both a personal and statewide level," Dunn said.

Dunn has extensive experience in state government.

He most recently worked for the Cabinet for Health and Family Services as the division director for the Division of Family Support. He has 25 years of experience with the Department of Community Based Services in local, regional and state-level positions.

"We are very fortunate to have Jason join our leadership team," said Beth Kuhn, commissioner of the Kentucky Department of Workforce Investment. "Jason shares our passion for improving the Kentucky economy through excellent services to customers. He also brings interest and experience in business process improvement; collaboration and partnership; and in overseeing and meeting federally-mandated program goals,



Executive Director Jason Dunn

clearly all major OET priorities.

"Jason is a big believer in a teamwork approach to management," Kuhn added.

Additionally, Dunn is president of the Franklin County Habitat for Humanity Board, leading an all-volunteer group in developing, building and approving partner facilities for zero-interest housing.

In his free time, Dunn enjoys running, biking and photography.

He is married to wife, Kris, and has three sons.

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To submit articles or photos to **The Career Connection**, email susan.riddell@ky.gov.

Make vacation time enjoyable for everyone

By Jennifer Parris

Before you pack your suitcases and say “adios” to colleagues, figure out your vacation exit strategy as a leader. Be prepared to leave the office - and start your vacation.

Here are some tips from Leigh Steere, co-founder of Managing People Better, LLC, to smooth the transition from work to play and create an easier return to the office post vacation.

Give warning. As soon as you click the “book your trip” button, let your staff know when you’ll be on vacation (and unavailable) and who will cover you during that time.

Stay covered. Ask a co-worker to help take over your duties while you’re away. Remember he or she still has their duties; you may need to split your responsibilities among a few.

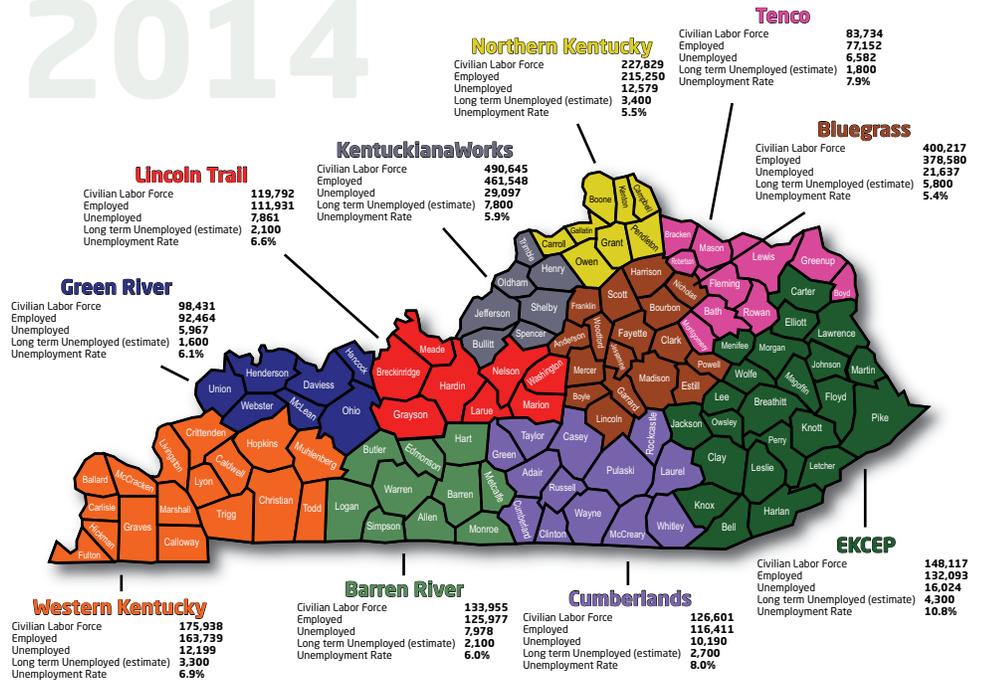
Prioritize projects. If that big report is not due until two weeks after you return, it can wait. Focus on more urgent deadlines first.

Make a list. Even before you’ve switched into vacation mode, create a back-to-work to-do list. This way, you won’t have to

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Estimate of Long Term Unemployed in Kentucky

2014



The data is not seasonally adjusted. Source: The labor force data is from BLS. The long term estimates were prepared by OET.



Project HIRE Kentucky targets long-term unemployment

The Kentucky Career Center (KCC) is producing its first virtual career fair on Sept. 9 called Project HIRE Kentucky: A Virtual Hiring Fair for the Long-Term Unemployed (LTU).

In 2014, there were roughly 34,900 Kentuckians who were identified as long-term unemployed. A virtual career fair is a great way to help these Kentuckians find a job and launch a new career.

The 2014 Kentucky employment picture was better than the national average. The overall unemployment rate in the U.S. was 7.7 percent but was 6.5 percent in Kentucky. The situation has improved further in 2015. The concept of long-term unemployment is based on the definition provided by the Bureau of Labor Statistics:

- LTU refers to individuals who have been looking for work for 27 weeks or more (This varies slightly

from KCCGO, which defines LTU as those unemployed 26 weeks or longer.)

- There is no requirement that an individual receive unemployment insurance benefits to be counted as unemployed in the survey (This also varies slightly from the KCCGO NEG, which is fundamentally meant to serve dislocated workers - those eligible and likely to have received UI benefits.)
- People who are jobless, looking for a job and available for work are unemployed.
- The duration of unemployment represents the length of time (through the current reference week) that individuals classified as unemployed have been looking for work and refers to job searches in progress rather than the duration of a completed spell.

Make vacation time enjoyable for everyone

think about balancing budgets and looming lists.

Be semi-available. Create a list of contact names and numbers your colleagues might need while you're away, but stress it's to be used only in an emergency.

Do double duty. Try to put in a couple of extra hours here and there before you leave. That added time will help you tie up loose ends, and you'll thank yourself when you return from vacation to a lighter workload.

Set an alert. Change your voicemail and email to let others know you'll be away. Include contact info for someone they can call or email in your absence.

Clean up. Leave your area neat and tidy before heading out: Important files should be clearly labeled – and accessible – to ensure that co-workers can easily find that budget proposal folder.

Plan ahead. Resist the urge to overload your first day back in the office with back-to-back meetings and conference calls. Schedule a quick 15-minute chat with your cover person to catch up on what you will have missed. Then ease back in as you readjust to your work groove – and shake the sand out of your shoes.

Spotlight on Unemployment Insurance Tax Status Section

Kentucky's Unemployment Insurance (UI) Tax Enforcement Branch's Status Section continues to be one of the national leaders in State Unemployment Tax (SUTA) dumping according to the 2014 data released by the Department of Labor.

SUTA dumping typically is the practice used by some companies doing business in the United States to sidestep paying unemployment insurance taxes as mandated by the Unemployment Tax Act of 1939.

In 2014, the UI Status Section was able to identify and process 754 mandatory transfers, which was the most in the nation for the second consecutive year. The section detected an additional \$607,798 of unemployment insurance taxes due.

"We love to hear that we are doing the most transfers, and maybe someday we will be the best money-wise, too," Status Section Supervisor Beverly Dearborn said. "But if we aren't, that's OK because we are more concerned about doing the right thing by the employer either way.

"The statutes of UI should apply evenly across the board to every employer," Dearborn added.

SUTA dumping became a mandatory reporting re-

quirement in 2010 on the ETA 581 Report, and states are required to monitor wage records and common ownership of UI accounts to detect any shifts of employees between two or more companies that may indicate a transfer of ownership, according to the state's successorship law.

According to Dearborn, the tracking of SUTA dumping starts when the staff creates new employer accounts. Any new accounts with common ownership are recorded and filed for investigation. The SUTA dumping team investigates these commonly owned accounts to look for employee movement. They also investigate any other employee movement through our SUTA Dumping Detection Software. Employers do not have to be commonly owned to dump, but they are more likely to do so.

Once successorship has been determined, the succeeding employer inherits the reserve account of the preceding employer and the tax rate is recalculated, which can result in a lower or higher tax rate, or in some cases no change.

SUTA dumping aims at leveling the playing field for employers competing in their respective industries

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Spotlight on UI Tax Status Section

to help remove any advantages over their competition from tax manipulation or unfair practices.

SUTA dumping investigators review cases to determine if a mandatory or prohibited transfer has occurred (according to the state’s law), and if the action of the employer was intentional. In most cases, the employer wasn’t aware they needed to file the required paperwork resulting in unintentional SUTA dumping, but stiff penalties exist for cases where intentional SUTA dumping is determined.

Money may be recouped and credit given to employers through SUTA dumping efforts, Dearborn said.

“Our goal is to make sure that all successorship relationships are reflected in UI whether it causes the employers’

tax rate to go up or down,” Dearborn said. “If the statutes of successorship are met, then we want to catch that. So it would be entirely possible for our totals to become negative at some point. But the recoupment/credit of those funds makes the UI Trust Fund totals true and correct, and if the money ends up in our favor, even better. We are only trying to catch these successorships to enforce the KRS.”

Members of the Tax Status Section are Tara Welch, Matthew Justice, Chad Atha, Jessica Harris, Judy Surber, Peter Travis, Richard LeMay and Dearborn.

“The Status Section continues to work hard year after year,” Dearborn said. “There has been no change in their efforts because they have always given the most effort they can.”

FROM THE GOVERNOR’S OFFICE

Beshear increases minimum wage for state workers

Beginning July 1, every person working for the executive branch of state government will earn at least \$10.10 per hour, except for tipped employees whose wages will be more than doubled to \$4.90 per hour.

The current state minimum wage is \$7.25 an hour. The policy will affect nearly 800 state employees.

Tipped employees, such as restaurant servers, will see an increase in a base hourly income from \$2.19 an hour to \$4.90 an hour, matching recent federal changes.

The new policy also requires that private companies with service contracts with state government pay a minimum wage of at least \$10.10 an hour to those of their employees who perform work on or in connection with those government contracts. That requirement will be added to contracts as they come up for renewal.

Veterans nursing homes, behavioral health facilities and state parks are most affected. Beshear challenged business owners and other employers to follow the state’s lead.

TENCO SPOTLIGHT



Tonia Anderson

KCC staffer completes leadership course

Tonia Anderson, operations administrator for the Kentucky Career Center Morehead/Mount Sterling office, has completed coursework for “Leadership Montgomery County.”

This program is sponsored through the local Chamber of Commerce and is designed to help future business leaders create and inspire ideas for growing Montgomery County.

The leadership group created a marketing plan for purchasing 360 Yoshino cherry trees, which were distributed around the county in the hopes of creating a cherry tree festival in the future. The project’s main purpose was beautification of Montgomery County.

Anderson has been an OET staffer for 13 years.

KCC Tenco staffers have been busy

The Kentucky Career Center Tenco business service team has been very busy, according to regional program manager Jason Slone.

“Many businesses across the region have been hiring at a fast pace due to economic trends and outlooks,” Slone said. “These are all positive signs that our local economy is rebounding and recovering from the recession six years ago.”

Here are some highlights.

BUSINESS SERVICE EVENTS

Throughout the quarter, the Kentucky Career Center in Morehead and staff partnered with Rowan County Middle School to discuss the importance of career pathways, soft skills and strong work ethics with 7th- and 8th-grade students. The session also included



Brittany Bowling, left, with the Kentucky Career Center in Morehead, talks to a Rowan County Middle School student recently about career pathways.

ed a reality fair that had students learning about choices, labor market data, career pathways and how these choices benefit a student.

In addition, a session was conducted for teachers, guidance counselors and school administration to further understand the importance of individual student pathways; technical training trends; high wage, high-growth sectors; and the benefits of helping a student in educational pathways.



Alice Dunlap, of the Kentucky Career Center in Maysville, helped collect grocery sacks recently.

SPECIAL PROJECTS: Helping homeless veterans

The Kentucky Career Center in Maysville partnered with other local service providers to collect plastic grocery bags. The bags were used to make sleeping cots for homeless veterans throughout the Buffalo Trace Area Development District Service Region. The Morehead, Mt. Sterling, and Ashland offices also collected plastic bags.

REGION JOB FAIRS

Over the past couple of months, Tenco staff members have met with local employers who have positive employment outlooks and immediate needs for expansion and hiring.

During this time, local career centers have partnered with multiple hiring events across

the region. Here are some of the highlights.

Ashland: The 2015 Kyova Mall Job Fair was held at the Kyova Mall on April 24. The event produced more than 30 businesses participating and 150 job seekers attending. The event was coordinated in direct partnership
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Left to right: Michelle Sloas, Kelli Felty and Greta White at the Ashland KYOVA Job Fair.

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KCC Tenco job fair news

with the Kentucky Career Center in Ashland staff. Job fairs also were held in Owingsville.

Ashland: Rural King, a new retail farm-supply business scheduled to open in August, reached out to the Kentucky Career Center for help organizing a hiring event for their initial hiring of 80 employees. A job fair was held over a three-day period, resulting in 270 plus job seekers attending.

Morehead: Cooper Standard Automotive of Mt. Sterling worked with the Kentucky Career Center in Morehead to conduct a job fair in late May. The company needed to hire about 40 employees due to new and existing contracts expanding.

Morehead: Adecco, Kelly Services and Omni-source all held internal hiring events directly partnered with the Kentucky Career Center.

Maysville: Big Sandy Area Development District, First Stop Convenience Stores, Sampling Associates, Omni-Source Staffing Resources and Crouse Corporation all conducted onsite hiring events during the last quarter.

June: UV Safety Month

July: Diabetes prevention

August: Children's healthy lifestyle choices

Kentucky targeting Diabetes prevention

With the kyhealthnow initiative, Gov. Steve Beshear has made improving the health and wellness of Kentucky's children, families and workforce one of his highest priorities.

To significantly advance the wellbeing of Kentucky's citizens, Beshear announced a variety of health goals for the state.

One of those goals is to reduce the obesity rate among Kentuckians by 10 percent. The July and August health initiatives complement this goal's major target groups.

Kentucky's obesity problem has far-reaching health and productivity implications - and threatens the future health of children. Kentucky ranks 42nd in obesity and 46th in physical inactivity. A shocking 31.3 percent of adults in Kentucky are obese. Obesity is linked to multiple chronic conditions, including diabetes, heart disease and stroke.

Kentucky is approaching diabetes prevention by creating awareness of pre-diabetes treatment options, educating employers about evidence-based lifestyle programs, such as the Diabetes Prevention Program



(DPP) and exploring opportunities for it to be offered as a covered benefit.

The Kentucky Diabetes Prevention and Control Program (DPCP) developed a healthcare provider toolkit and implemented awareness campaigns geared toward healthcare providers and diabetes educators.

Presentations on pre-diabetes/diabetes prevention and the toolkits were provided throughout the state at continuing education trainings.

Kentucky state government is working with the private sector to present the business case of offering DPP as a covered benefit for state and other employees. Additionally, Kentucky is advocating for DPP to be a reimbursable benefit under Kentucky's Medicaid program.

To learn more and check out resources related to diabetes prevention, go to <https://livingwell.ky.gov/Pages/Diabetes.aspx> or www.chronicdisease.org/?page=NDPP_KY.

Regarding childhood obesity, KET has some staggering statistics and great resources. To learn more, go to http://www.ket.org/kidshealth/wellness/obesity_statistics.htm.

Protect yourself from UV rays this summer

June, which serves as UV Safety Awareness Month, is almost over for 2015. However, the importance of protecting eyes from UV light is constant.

The American Academy of Ophthalmology offers these tips to protect your eyes from the sun:

Don't focus on color or darkness of sunglass lenses.

- Select sunglasses that block UV rays. Don't be deceived by color or cost.
- The ability to block UV light is not dependent on the price tag or how dark the sunglass lenses are.
- Make sure your sunglasses block 100 percent of UV-A rays and UV-B rays.
- Choose wrap-around styles. Ideally, your sunglasses should wrap all the way around to your temples, so the sun's rays can't enter from the side.

Wear a hat.

- In addition to your sunglasses, wear a broad-brimmed hat to protect your eyes.
- Even if you wear contact lenses with UV protection, remember your sunglasses.
- Don't be fooled by clouds. The sun's rays can pass through haze and thin clouds. Sun damage to eyes can occur anytime during the year, not just in the summertime.

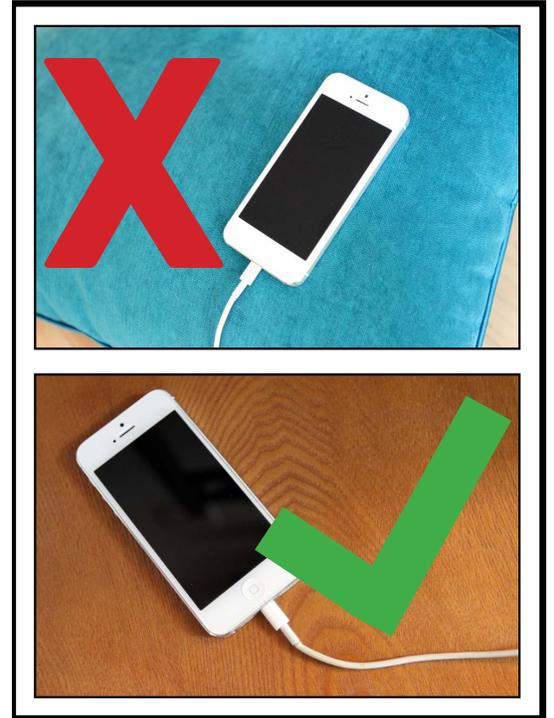
Protect your eyes during peak sun times.

- Sunglasses should be worn whenever outside, and it's especially important to wear sunglasses in the early afternoon and at higher altitudes where UV light is more intense.
- Never look directly at the sun.
- Looking directly at the sun at any time, including during an eclipse, can lead to solar retinopathy, damage to the eye's retina from solar radiation.

Don't forget the kids.

- Protect their eyes with hats and sunglasses.
- Try to keep children out of the sun between 10 a.m. and 2 p.m.

PROJECT PROTECT



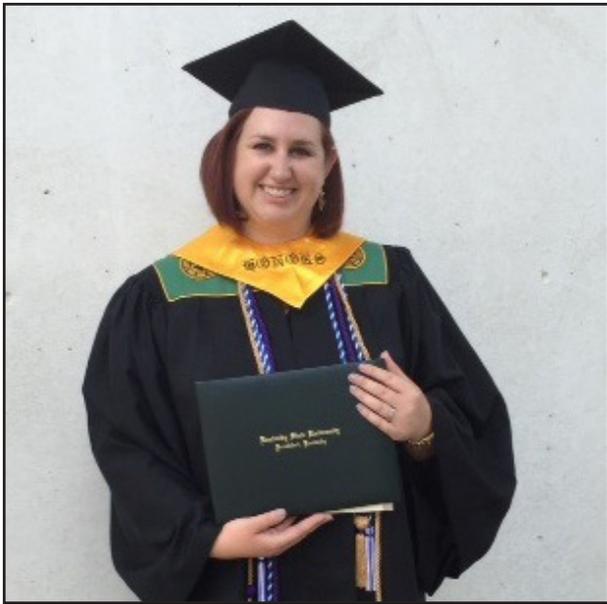
Don't charge electronics on bedding

Recently, a 15-year-old New Hampshire teen charged his cell phone while it rested on his pillow. The teen's bed and pillow soon caught on fire. Investigators say his Samsung phone, charging on the bed as he slept, sparked the flames.

Don't let this happen to you or your family members.

It is recommended that you remember these tips when charging any electronic device:

- Never charge an electronic device that is covered by something like a pillow.
- Make sure an electronic device is on a hard, flat surface while it's charging.
- Never block air vents on the sides when charging a device like a laptop.



Krista Jackson

Jackson graduates from Kentucky State

Krista Jackson recently graduated from Kentucky State University with a bachelor's degree in business administration with a specialization in accounting. She did this while maintaining a full-time job as an Internal Policy Analyst III with the Office of Employment and Training's (OET) Division of Grant Management and Support.

"As a mother and a wife, I couldn't have done it without support from OET," Jackson said. "My co-workers have been more than encouraging through their words and actions. My supervisors have been an important educational resource for me as a student as well as a professional."

Jackson is passionate about working with the public sector and will pursue a master's degree in public administration at Eastern Kentucky University this fall.

"My ultimate professional goal is to be able to assist Kentucky with being as efficient and effective as possible," she said. "Thank you OET; I appreciate your kind words, support and encouragement for the past 2.5 years. It has most definitely helped me to succeed."

New KCC facility dedicated in Richmond

The Kentucky Career Center in Richmond held an official dedication and ribbon cutting ceremony for its new building Friday, May 29, at 2028 Merrick Drive.

The new Kentucky Career Center in Richmond has an employer interview room, training classrooms with computers and an expanded conference room.

At 9,648 square feet, the new facility provides more space for services to customers than at the former location at Keeneland Drive.

Kentucky Education and Workforce Development Cabinet Deputy Secretary Beth Brinly spoke at the ribbon cutting and thanked the many supporters on hand along with encouraging staffers in attendance to keep up the great work in helping all Kentuckians find jobs or potentially better careers.

Also in attendance at the ribbon cutting were Rep. Rita Smart; Sen. Jarrod Carpenter; Richmond Chamber of Commerce Board Chair Scott Johnson; Bluegrass Workforce Investment Board Chair Tracy Pratt-Savage; Kentucky Career Center operations administrator Jana Reed; Richmond Mayor Jim Barnes and Madison County Judge Executive Reagan Taylor.



Kentucky Career Center operations administrator Jana Reed cuts the ribbon to ceremonially open the Kentucky Career Center in Richmond on Friday, May 29, 2015. Looking on are several KCC staffers and several local officials in the Richmond and Madison County area.