

2025

ANNUAL REPORT

EMPLOYMENT FIRST COUNCIL

“The Employment First Council serves to promote competitive integrated employment as the first and primary option for persons with disabilities to help meet the talent demands of Kentucky’s workforce.”

Employment First Council Mission Statement

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Memorandum

TO Governor Andy Beshear
Secretary Jamie Link, Education and Labor Cabinet
Director Jay Hartz, Legislative Research Commission

FROM: The Employment First Council

CC: Chair Katie Wolf Whaley
Executive Director Cora McNabb, Kentucky Office of Vocational Rehabilitation

DATE: December 1, 2025

RE: 2025 Employment First Council Annual Report

The [Kentucky Employment First Council](#) is pleased to submit the enclosed 2025 Annual Report, in accordance with the requirements set forth in KRS 151B.211–214. As it states, “*the General Assembly finds and declares that it is the policy of the Commonwealth of Kentucky that competitive integrated employment shall be considered the first and primary option for persons with disabilities of working age who desire to become employed.*” The Employment First Council was created under this statute to support the implementation of this policy across Kentucky.

This report highlights accomplishments and provides a comprehensive overview of the ongoing efforts to identify and address barriers to employment for individuals with disabilities. In addition, for the third consecutive year, the Employment First Council’s collaboration with the U.S Department of Labor, Office of Disability and Employment Policy’s (ODEP) Project NEON and other related efforts, has made a strong impact in removing potential barriers to employment and enhancing provider services.

As you will read, challenges continue. However, the council remains steadfast in its commitment to advancing Employment First principles and promoting a more inclusive workforce throughout the commonwealth. Through policy change, training and resource development, and continued partnerships, the council will continue to address challenges and further its mission to promote competitive integrated employment as the first and primary option for persons with disabilities to help meet the talent demands of Kentucky’s workforce. We appreciate your continued support of the Employment First movement in Kentucky.



Message from the Employment First Council Chair

The council has worked diligently to address the intent of this legislation by educating itself and Kentuckians at large on the multitude of issues that contribute to low employment rates among Kentuckians with disabilities, the systemic barriers that perpetuate these rates, and the opportunities that exist.

According to the 2025 disability compendium, Kentucky has a 38.8% gap in employment rates between those with and without disabilities. While this represents a 1.5% decrease from last year, our national rank dropped from 48th to 50th. We know Kentucky cannot afford not to explore every option for increasing our overall workforce participation.



We also know that with accommodations and support, people with disabilities, including those with significant disabilities, can work successfully and add to Kentucky's labor force. Kentucky has a broad service system for adults with disabilities. However, these systems do not always work seamlessly, nor were they all designed to promote employment. The council has worked to enhance communication between various parts of the service system and to educate a broad range of individuals on the importance of prioritizing employment and the supports that contribute to individual success. Our work has not only been in the disability realm, but also with employers. When disabled Kentuckians are well-supported in seeking and obtaining suitable employment, Kentucky businesses benefit. Kentucky benefits.

The following pages highlight a range of activities hosted or developed in partnership with various stakeholders, as well as the extensive committee work undertaken to identify and address barriers and increase resources and information sharing. As the landscape shifts, we will be prepared to respond to potential changes in the coming year. We remain committed to being ready as barriers and opportunities present across our commonwealth. These efforts collectively demonstrate the council's continued commitment to improving employment outcomes for all Kentuckians with disabilities.

Respectfully,

A handwritten signature in black ink, reading "Katie Wolf Whaley". The signature is written in a cursive, flowing style.

Katie Wolf Whaley
Employment First Council, Chair

Addressing the Charge of KRS 151B. 211-214

Over the past year, Kentucky's Employment First Council has undertaken efforts to address its legislative charges, in accordance with KRS 151B.213. The following sections will address each priority of the council and include activities and strategies completed by the Employment First Council members.

PRIORITY ONE

Identify state policies that create disincentives to employment of people with disabilities and develop recommendations to address and eliminate those disincentives.

Kentucky Office of Vocational Rehabilitation Order of Selection

In 2024, the [Kentucky Office of Vocational Rehabilitation](#) (KYOVR) received 19,197 new referrals — an increase of 2,462 from the previous year. This increase reflects trust in and a growing awareness of vocational rehabilitation services across the state. As demand has grown, the cost of providing services has also increased. In early 2025, KYOVR determined that available funding was not sufficient to serve all individuals who apply for and are found eligible for services.

When this occurs, the federal vocational rehabilitation law requires KYOVR to use Order of Selection (OOS). OOS ensures that individuals with the most significant disabilities receive priority for services. During this time, eligible individuals who are not immediately served are placed on a waitlist until funding becomes available.

Although federal terminology such as “closing all priority categories” can sound concerning, KYOVR remains open and fully operational. Currently, there are 10,607 individuals with approved Individualized Employment Plans continuing to receive services. The agency continues to accept applications, determine eligibility, and assign priority categories, ensuring individuals are prepared to move forward as resources allow.

The Employment First Council and its partners have played an important role in sharing clear, accurate information with individuals, families, providers, and stakeholders. These efforts have helped people continue their employment journey and understand how to apply for service and access the waitlist when needed.

Employment First remains state law, and KYOVR is a key partner in advancing employment for Kentuckians with disabilities. The Council has also highlighted other resources that may support employment during this period, including when Medicaid Home and Community-Based Services (1915 (c) waivers) can be used to begin employment supports. Outreach and education on these options will continue in the coming year, with additional events planned.

Over time, the Employment First Council has worked intentionally to strengthen Kentucky's disability employment system. While continued use of OOS presents challenges, partners remain focused on sustaining service capacity and supporting providers. Ongoing collaboration and planning are essential to ensuring Kentuckians with disabilities continue to have opportunities to prepare for, enter, and succeed in the workforce.

Long-Term Support Funding for Maintaining Competitive Integrated Employment

An ongoing barrier has been the lack of readily available long-term supports to help those with more significant disabilities maintain employment. The council has long recommended such additional support

Council members have been involved in policy and regulatory planning to ensure the inclusion of Individual Placement and Support (IPS) Supported Employment in the new Kentucky 1915i RISE initiative. This Medicaid-funded initiative began offering a variety of supports this year for Kentuckians with serious mental illness and/or co-occurring substance use disorders. This is the first time that long-term employment support funding has been available for this population. In addition to employment, 1915i RISE participants can access IPS Supported Education to help them enroll in and succeed at General Education Development (GED) programs, community college, certification courses, or other vocational education, plus residential services, access to assistive technology and other supports to achieve and maintain competitive integrated employment.

For years there has been a large discrepancy between the funding level of long-term employment supports in the 1915c Home and Community Based Waiver programs that offer supported employment. As of 2025, the rates for those services in the Michelle P. Waiver programs were increased, helping providers cover more support services and encouraging them to assist more people to enter the workforce. The council continues to recommend that the reimbursement of this service be increased to reflect the true cost of the service provided.

1915c Home and Community Based Waiver Regulatory Recommendations

The Employment First Council has identified a range of hurdles to Employment First within the Medicaid Waiver system. The following recommendations have been previously made to Kentucky Department of Medicaid Services, and have been included in future planned regulations and now await Center for Medicaid Services (CMS) approval and implementation:

- Inclusion of an outcome for Competitive Integrated Employment in the Person-Centered Service Plan of every Supports for Community Living (SCL) and Michelle P. waivers participant indicating a desire to work as part of case management regulations.
- Inclusion of a clarification of the provision of career development activities within Adult Day Training regulations.
- Revision of supported employment regulations to create uniformity between the requirements of the SCL and Michelle P. waivers.
- SCL and Michelle P. waivers inclusion of the federal definition of Competitive Integrated Employment.

Low Rates of Employment Among Youth with Individual Education Plans

According to the Kentucky Post School Outcomes Center, the 2025 survey found 32.5% of students with an Individual Education Plan (IEP) were not pursuing either higher education or employment. Among students identified as having the most significant disabilities, 65% were not pursuing either higher education or employment. This measure is taken one year after exiting high school.

While the reasons are longstanding and complex, one recommendation is to change guidance given to education professionals to include information about Employment First. A workgroup has started reviewing the Kentucky Department of Education's Guidance for Individual Education Program (IEP) Development, particularly the sections around transition. Since employment is the first and primary option for persons with disabilities who desire to work, the council plans to recommend ways to clearly incorporate this priority into the guidance document for educators.

Lack of Clear Procedures to Support Services Between Cabinets

Currently, there is a lack of comprehensive written agreement between systems to pay for employment supports. This makes it difficult for all parties involved to understand the sequence of services, application processes to different state agencies, and how individuals move between different systems/cabinets to access needed supports. This lack of a formal procedure, at the systems level, leads to confusion among direct staff and recipients of services and often results in discouraging people who want to work from seeking the supports they need. While informal agreements exist, they currently rely on a select few dedicated professionals to understand and direct others and are limited in scope and longevity. A draft memorandum of understanding (MOU) including the Kentucky Office of Vocational Rehabilitation (OVR), the Kentucky Department of Medicaid Services (DMS), the Kentucky Department of Behavioral Health, Developmental, and Intellectual Disabilities – Division of Developmental and Intellectual Disabilities (DDID), and the Division of Adult Guardianship within the Cabinet for Health and Family Services is currently being written. The council recommends this formal inter-departmental agreement to ensure Employment First is acknowledged and implemented across these agencies.

Guardianship as a Disincentive to Employment

For those disabled Kentuckians who have been awarded legal guardians, there are additional barriers to employment. Some of these barriers may include not being able to sign paperwork to start a job, difficulty accessing their paycheck, and/or rights restrictions that keep people from exploring appropriate work options. Again, this is a longstanding and complex issue. One recommendation of the council is for the Division of Adult Guardianship to be a part of the above-mentioned MOU. The draft language will direct state guardians to support competitive integrated employment as an outcome for those wards who wish to seek a job and to address perceived barriers or limitations from getting a job. Additional scrutiny upon the perceived barriers may enable additional disabled Kentuckians to begin the process of seeking employment, rather than being excluded from such opportunities. Additional education to support these efforts may be needed.

The council acknowledges the importance of thoughtful and deliberate conversations surrounding policy and systemic change. Although there is significant work ahead in achieving policy reform and systemic changes, the Employment First Council remains focused on many key policy areas central to its mission. The recommendations will ensure that competitive integrated employment is the top priority for those wishing to pursue employment.

PRIORITY TWO

Develop training and resources for families, self-advocates, public and private providers, and employers on the benefits of competitive integrated employment of workers with a disability.

Employment First Council's Frequently Asked Questions

To continue to spread the message of Employment First, the council has created a [Frequently Asked Questions](#) (FAQs) document. While the entire document may be shared to a wide audience, individual documents have been created for the following target audiences: [Job Seekers with Disabilities](#), [Caregivers/Guardians of Job Seekers with Disabilities](#), [Disability Service Providers](#), [Education Professionals](#), and [Employers](#). The documents are intended for statewide distribution with hyperlinked resources tailored to each group's needs woven into the content. The goal is for each audience to better understand what Employment First means to them and their rights and responsibilities around increasing employment for Kentuckians with disabilities.

Resources for Students and Educational Professionals

Additionally, the Employment First Council has partnered with the Kentucky Office of Autism to create a comprehensive [Transition Resource](#) intended for all students with disabilities ages 13 to 21. The purpose of this hyperlinked document is to help youth and families make informed decisions about transition services for students with disabilities, with an emphasis on understanding employment options.

Another council partnership is with the Kentucky Department of Education (KDE), a represented agency on the council, which has launched Transition 360 and Transition 360 for Educators. Both online courses and accompanying information include employment information and have Employment First built into the curriculum. These trainings will reach educators, school staff and families with the information that after graduation planning should include employment as a viable expectation for all students. More information, along with additional employment-related resources, are on KDE's [Transition Planning Resource](#) page. These partnerships help raise expectations for employment from a young age.

Employer-Focused Education

The Employment First Council continued the KYRETAIN partnership from the previous year by co-hosting the Employer Seminar Series. The monthly series (listed below) informs and involves businesses by showing the advantages of hiring individuals with disabilities and how it can meet an employer's workforce needs. KYRETAIN, a federally funded research project, ended in May 2025, so the Employment First Council has shifted focus toward new partnerships to effectively share information with Kentucky businesses on hiring this untapped talent pool. These partnerships include the [Kentucky Chamber of Commerce](#), [Coalition Forward](#), the TEAM KENTUCKY Virtual Job Fair workgroup, and [Innovative Supports for Autistic Workers](#) (ISAW) through the University of [Kentucky's Human Development Institute](#) (UKHDI). These partnerships reinforce the importance of addressing the needs of Kentucky's workforce and will educate employers on the benefits of hiring individuals with disabilities. Employment First Council members, and agencies represented, also had a role in helping the Kentucky Chamber Foundation organize the first [Disability Hiring Academy](#) to engage and educate employers on accessing this underutilized part of the workforce.

The Employer Seminar Series included the following topics:

- **October 2024** - “Engage, Include and Amplify Employees with Disabilities.”
- **November 2024** - “Language Matters: Lessons from RETAIN Kentucky’s Employer Seminar Series.”
- **December 2024** - “Recruiting Skilled Workers Through Coalition Forward Kentucky.”
- **January 2025** - “Leveraging Trauma Informed Leadership to Support Workplace Wellness.”
- **February 2025** - “Employer Resources to Promote Stay-at-Work/Return-to-Work (SAW/RTW).”
- **March 2025** - “How Companies Can Improve Workforce Stability Through Child Care Support.”

Financial Education: Impact of Wages on Benefits

Council members were actively involved in the Benefits Planning Trainings throughout the commonwealth. The following four Project NEON technical assistance trainings were held for vocational rehabilitation counselors and benefits specialists:

- “Basic SSDI and SSI Work Incentives” - 44 attendees
- “Why On Earth Should I Work My Way Off SSDI” - 38 attendees
- “Kentucky Medicaid” - 29 attendees
- “HUD Rental Assistance Programs” - 25 attendees

In addition, NEON helped form work groups to gather information and hold initial discussions around revisions to the Medicaid Buy In program to incentivize more recipients with disabilities to enter the workforce. Outside of NEON, council members informed Kentuckians with disabilities and their supporters on this topic. Nearly 300 people, including professionals, students, teachers, adults with disabilities and family members, attended training on understanding the impact of wages on benefits and finding accurate information to plan for employment. The fear of losing benefits keeps many Kentuckians out the workforce, so an intentional effort is being made to share accurate information and guidance on available resources and benefits counseling.

Employment First Council Presentations, Activities and Events

Council members actively promote the message of Employment First throughout the state by attending conferences and other related events, to present and share resources, especially those developed by the Employment First Council. While not an exhaustive list, Employment First was specifically included in the following presentations:

- Kentucky Partners in Policy Making - "Employment First"
- Kentucky Council on Exceptional Children Conference – "Employment First as a Focus in Transition after High School"
- Autism Educator Institute – "Employment First"
- Advocacy Summit – "Employment First"
- Kentucky Assistive Technology Center (KATC) - AETNA Training Series – "Employment First: What it Means for Kentuckians with Disabilities and Those who Support Them"
- KATC – Caregivers Training Series – "Employment First: What it Means for Kentuckians with Disabilities and Those who Support Them"
- Kentucky Association for Career and Technical Education Summer Conference - several sessions presented on Transition 360 and Employment First
- Kentucky Chamber of Commerce's Disability Hiring Academy –
 - "Employment First Resource Spotlight" and
 - An Employment First Council member was part of planning team for this event.
 - This three-day event focused on increasing employers' understanding of the benefits of hiring people with disabilities and the business case for Employment First.
- KY Division of Developmental and Intellectual Disabilities October Provider Forum – "Employment First"
- Kentucky Association for People Supporting Employment (APSE) Conference – "Maximizing Employment Service Quality for Waiver"
- KYOVR Louisville Regional Vocational Rehabilitation Joint District Staff Meeting – "Maximizing Employment Service Quality for Waiver Participants"
- Kentucky Rehabilitation Association Conference - Maximizing Employment Service Quality for Waiver Participants
- "Using DB 101 on Your Smartphone" – 2024 and 2025 APSE Conferences, Department of Juvenile Justice IDEA Cadre Quarterly Meeting, DDID 4th Thursday Training, and training for eight individual provider organizations.
- Louisville Society for Human Resource Management on Customized Employment – "A Strategy for Engaging Hidden Workers"
- Northeast Kentucky Workforce Development Conference – "Hiring for Success: The Business Case for Hiring Individuals with Disabilities"
- TASH national Conference – "Customized Employment and Employment First Initiatives from a national perspective"
- Customized Employment National Symposium – "State Activities to Fund and Support Customized Employment" panel
- Kentucky Rehabilitation Association – "Employment Competencies"
- Kentucky Olmstead Community Advisory Committee meeting – "Employment First as Part of the Understanding of the Olmstead Decision"
- UK Healthcare Training Series – "Kentucky's Employment Landscape & Disability Across the Lifespan"

- In addition to the listed events, council members, council committee members, and council guests regularly shared information about Employment First and increasing competitive integrated employment for Kentuckians with disabilities.

Through the sharing of resources and continued outreach efforts, the council will advance Employment First initiatives across the commonwealth to expand employment opportunities for individuals with disabilities, foster partnerships and strengthen Kentucky's workforce.

PRIORITY THREE

Recommend the implementation of effective practices to increase employment opportunities for workers with a disability to public and private providers of employment assistance and employers.

Revised Supported Employment Rates and Programmatic Structure

Effective practice is more readily achievable when reimbursement rates meet the cost of quality service. Through 2024, Kentucky OVR and Employment First Council, along with technical assistance from the NEON initiative, investigated rates, rate structure and programmatic expectations for supported employment. Effective October 2024, the new structure set higher reimbursement rates in line with the true cost-of-service delivery, and built in accountability standards to improve quality, based on best practices. The Employment First Council has consistently recommended increasing provider capacity to serve all the people seeking employment supports, and this strategy will accomplish that goal. Since the date of implementation, Kentucky OVR has recruited 14 new community rehabilitation providers with five additional pending approval.

This new system has required extensive education to both VR counselors and provider agencies as well as training on process, documentation and invoicing. Council members have been involved in a variety of aspects of introducing the new system to ensure effective implementation.

Customized Employment Service Capacity

Along with the need for a general increase in disability employment system capacity, there is a specific need to strengthen customized employment services throughout the state. Technical assistance through 2025 Project NEON has been utilized to examine Kentucky's current practices of customized employment and supported employment, and to develop an innovative method for training employment specialists on a broad scale. Multiple nationally recognized standards of best practice were used to evaluate current practice and create a new system for service, support and training. The goal is to implement new training in 2026 that will increase efficiency and effectiveness while expanding capacity statewide to provide individualized employment services to people with the most significant disabilities.

Increasing Support to Professionals providing Disability Employment Services

The Employment First Council has discussed the need for increased support of professionals in providing quality service in line with best practices. In January 2025, upon the recommendation of the Council, the University of Kentucky's Human Development Institute expanded its [Supported Employment Training Project](#) by hiring four staff members. These roles include two technical assistance facilitators, a curriculum developer and a training facilitator. Their focus is to equip providers and employment specialists with the tools and knowledge they need to ensure successful outcomes. With the addition of the new staff, the project has successfully increased its capacity to offer training, (in-person, virtual and online courses), technical assistance, and resource creation and dissemination. The goal is to increase the capacity and quality of employment services to increase hiring rates. In addition, the project aims to broaden understanding of employment possibilities for Kentuckians with disabilities. By working with other state agencies, they will increase awareness among people with disabilities, disability service providers, family members and other supports.

Determining Best Practice in Increasing Employment Rates Among Autistic Adults

Kentucky is at the forefront of expanding employment opportunities for people with autism through a federally funded study of Individual Placement and Support (IPS), an evidence-based model of supported employment. The study is led by Dr. Ana Carolina Florence (New York State Psychiatric Institute/Columbia University) and Employment First Council Member Lori Norton (University of Kentucky Human Development Institute). This study is the first randomized controlled trial in the nation to rigorously test IPS for adults with autism. With 75% of working-age adults with autism unemployed or underemployed, this study will lead to best practices that will improve employment strategies for this population across the commonwealth.

PRIORITY FOUR

Establish measurable goals to assess progress of efforts to increase the employment of workers with a disability within the general workforce.

The [2025 Disability Compendium](#) shows Kentucky with an employment rate of 39.8% of people with disabilities and 78.6% for those without disabilities. As stated earlier, this 38.8% gap ranks Kentucky 50th in the nation. While the rank is discouraging, the Kentucky Disability Compendium employment rate has improved from 2024 when it was 37.9% for those with disabilities and 77.2% for those without, giving the commonwealth a 40.3% gap.

Kentucky has increased the rate of employment for those with disabilities by 1% and decreased the employment gap by 1.5% over the past year showing improvement and meeting or exceeding goals set last year. Kentucky will continue to set goals to decrease the employment gap between Kentuckians with and without disabilities.

Goal:

- The employment gap between those with and without disabilities will drop by 1% over the next year.
- The rate of those with disabilities who are employed will increase by 1%.

The [2025 Youth One Year Out survey](#) finds 32.5% of Kentucky students with disabilities with IPS were neither employed nor pursuing post-secondary education one year post high school. This figure has unfortunately surpassed the goal of 29.9% for the first time since 2023. For students with the most significant disabilities, this rate of non-engagement increased from 62.4% in 2024 to 65% in 2025. In 2025, 41% of former students with IPSs were engaged in competitive employment. This reflects an increase from 40.4% in 2020.

Goal:

- The Youth One Year Out survey will find that the number of students with disabilities neither employed nor pursuing post-secondary education will drop to 29% overall and will drop for those with significant disabilities to 62%. The number of former students with IEPs one year out competitively employed will increase to 46%.

In alignment with the Council's Strategic Plan

Below are the goals set in the council's three-year strategic plan for 2024 – 2026.

Goal 1: To reduce the employment gap for individuals with disabilities and address the talent needs of employers, we will foster and elevate local, regional, and state collaborations and coalitions of stakeholders.

Response: Four new regions, Northern Kentucky, Morehead, Somerset, and Henderson, have created a local Coalition Forward in 2025. These collaboratives, funded by OVR, are in addition to existing Coalitions in Louisville and Owensboro. In addition, the council is aware of outreach to existing workforce development and business groups to include employment of people with disabilities.

Goal 2: To encourage competitive integrated employment for job seekers with disabilities and address the workforce needs of employers, the Employment First Council will collaborate with partners to find, develop, and make available resources that promote employment.

Response: The council has developed, and partnered to develop, a range of resources. The Employment First Council page, within OVR's website, is the temporary home for resources and we continue to work toward the goal of having a distinct and accessible warehouse of resources and information by Dec. 31, 2026. In the meantime, the council partners with member entities and others to distribute information about accessing employment supports and increasing the capacity of our system—both providers of disability services and employers—to raise the rates of disabled Kentuckians who are employed. This report lists examples of ways the council, and partners, have done this.

Goal 3: To facilitate the alignment of policies and procedures by crucial agencies, which has historically segregated individuals with disabilities and created disincentives to providing competitive integrated employment, in a manner that reflects the priority of competitive integrated employment, as required by KRS 151B.211.

Response: The council continues to review relevant policies and make recommendations for both formal and informal changes. In addition, the council has identified areas that may not need regulatory change but where additional information, resource and/or training would help ensure regulations and policies are implemented more effectively to support the priority of employment. We work to develop and/or share information in these cases.

- We have seen an increase in the number of Community Rehabilitation Providers (CRPs) providing supported employment services in agreement with the Office of Vocational Rehabilitation.
- The Department of Medicaid Services has implemented rate increases for supported employment in Michelle P Waiver (a 1915c Home and Community Based Waiver) and has added slots to 1915c Home and Community Based Waiver programs allowing more people access to employment supports should they select to use them.
- We have seen Employment First, as a priority for those who desire to become employed, embedded in the new transition education modules published for education professionals and families by the Kentucky Department for Education.
- Resources developed may be utilized within existing systems to better allow access to employment supports for those who desire to become employed.

Closing Thoughts

In conclusion, the Employment First Council considers it is an honor to serve in an advisory capacity to both the executive and legislative branches of government on matters related to increasing competitive integrated employment opportunities for the citizens of the Commonwealth. The council would like to extend their appreciation to the Cabinet Secretary, the General Assembly, and to Governor Beshear for their ongoing support and dedication to improving the lives of Kentuckians with disabilities while strengthening the state's workforce. Looking ahead, the council remains committed to sustaining this progress and ensuring that Employment First principles are a benefit to all Kentuckians with disabilities.

Appendix

2025 Employment First Council Membership

The council's membership in 2025 included 26 positions, with two vacancies, representing various agency partners, providers, and representatives to act as an *"advisory council to the executive and legislative branches of government on matters pertaining to increasing meaningful opportunities for competitive integrated employment for citizens with a disability seeking employment, regardless of their level of disability"*. (KRS151B.212)(2).

Amanda Friend	Individual with a Disability
Andrew Johnson	Council of State Governments
Annette Jett	Relative of a Person with a Disability
Amanda Owen	Community Rehabilitation Provider
Amy Luttrell	KY Workforce Innovation Board
Bill Bates	Office of Career and Technical Education
Dawn Gardner	Individual with a Disability
Cora McNabb	KY Office of Vocational Rehabilitation
David Allgood	Statewide Council for Vocational Rehabilitation
Frank Huffman	Individual with a Disability
Diana Merzweiler	Relative of a Person with a Disability
Jeff Edwards	KY Protection & Advocacy
Jeff White	KY Department of Developmental and Intellectual Disabilities
Jessica Beaven	Business, Industry and Labor
Tal Curry	KY Office of Autism
Johnny Calles	Commonwealth Council on Developmental Disabilities
Katie Wolf Whaley	University of Kentucky Human Development Institute
Leslie Hoffmann	KY Department of Medicaid Services
Lori Norton	Division of Behavioral Health
Gretta Hylton	Kentucky Department of Education
Merry Reid Sheffer	Community Rehabilitation Provider
Morgan Turner	Individual with a Disability
Rebecca Wilson	Business, Industry and Labor
Larry Taylor	KY Autism Training Center
Staci Cain	Disability Determination Services, Division of Income Support
Todd Coffey	Business, Industry and Labor
Vacant	Kentucky Chamber of Commerce
Vacant	Business, Industry and Labor