



Andy Beshear
Governor

Jaime Link
Education and Labor Cabinet Secretary

Employer Education and Engagement Committee **Minutes**

April 21, 2023
11:30am – 12:30pm
Zoom
Meeting ID: 883 5119 1743

Members Present: Chair, Merry Reid Sheffer, Rebecca Wilson, Todd Coffey

Members Absent: Cora McNabb, Jessica Beaven, Michael Rimer, Dina Klimkina, Zach Morgan, Dawn Gardner

Staff Present: Kentucky Office of Vocational Rehabilitation (KYOVR) Administrator, Nanci Howard, , KYOVR Assistant Director, Kristen Beach

Staff Absent: KYOVR Administrative Specialist, Pepper Caudill, KYOVR Manager, Deana Wilson-Kimble

Guest(s) Present:

Office of Adult Education (OAE), Dr. Luv'Tesha Robertson, OAE Director of Outreach and Strategic Partnerships, Summer Morgan

Welcome, Introductions and Agenda Review:

Administrator, Nanci Howard welcomed everyone to meeting and thanked them for their patience regarding technical difficulties that were experienced early on. She explained that although Chair, Merry Reid Sheffer was not yet in attendance, a motion could be brought forward to approve previous meeting minutes. **Member, Rebecca Wilson made motion to approve March 14, 2023, meeting minutes. Member, Todd Coffey provided a second to the motion. A vote was not taken; however, all were in favor and therefore the motion passed.** Nanci provided a verbal narration of the committees recent working projects and opened the floor for members to discuss next steps.

Chair Report:

Subcommittee Discussion:

Member, Todd Coffey began discussions regarding presentation formatting details of the Lunch & Learn Series. Administrator, Nanci Howard and KYOVR Assistant Director, Kristen Beach provided direction pertaining to state government requirements. Guest, Dr. Luv'Tesha Robertson provided details of recommendation of committee to solicit feedback from employers regarding what topics

they would like to see in the Lunch & Learn Series. Luv'Tesha went on to give a verbal recap of the recommendations from the April 14th 2023 meeting. There was discussion amongst members and guests regarding live video trainings. There was discussion amongst the members and guests regarding the tracking of zoom analytics. There was further discussion regarding the focus topic(s) and proposed schedule of trainings. A power point presentation titled 'Employer Education & Engagement Subcommittee – Employer Lunch & Learn Series Outline 4/21/23' was shared with the attendees via screen share. There was interpretation and discussion of the power point presentation. Luv'Tesha commented that a recommendation had previously been made to add adult education and apprenticeships to the Lunch & Learn Series topics. Chair, Merry Reid Sheffer joined the zoom meeting and was provided a brief verbal update of what had been discussed in the meeting. There was discussion amongst the members and guests regarding the Lunch & Learn Series, its topics and the intent of the committee to provide quarterly learning modules. Details of each series topic was discussed. Merry provided a verbal recap of competitive integrated employment for guest, Summer Morgan. There was discussion amongst members and guests regarding adult education and apprenticeships. There was discussion amongst members and guests regarding Work Incentives Planning and Assistance Program (WIPA). There was discussion amongst member and guests regarding intro to etiquette, myths, and range of disability experience. There was discussion amongst members and guests regarding Coalition creation and replication. There was discussion regarding former committee member, Michael Rimer's resignation and subsequent replacement Ramone Blair. Notes were made regarding Ramone's future absorption of the portion of the series related to creating an accommodations process. There was brief discussion of member, Zach Morgan's portion of the series related to demystifying regulatory issues around disability. There was discussion amongst members and guests regarding the order of flow for the topics and prioritizing focus to match the Governor's priorities. There was an idea introduced to add an Employment First training module to the series. This idea was received positively and sparked discussion amongst members and guests. Members and guests worked to create order in the flow of the series modules. There was discussion of adding an OVR services module to the training series. There was discussion of timeframe parameters of the training modules. There was discussion held of public promotion of the series and dates in which the series will be launched/held.

Future areas of focus:

Formalize series details to take before the council at next meeting in July 2023

Action Items: None

Public Comment: None

Adjournment:

Member, Todd Coffey made a motion to adjourn the meeting. Guest, Luv'Tesha Robertson provided a second however because she is not a governor appointed member of the council her vote was unable to be counted and the meeting was informally concluded.

Next Meeting Date:

Friday, June 2, 2023
11:30am – 12:30pm
Hybrid Format
Location: TBD

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Employer Education & Engagement Subcommittee

Employer Lunch & Learn Series Outline
4/21/23



Competitive Integrated Employment (CIE)

The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:

- Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
- Receiving the same level of benefits provided to other employees without disabilities in similar positions;
- At a location where the employee interacts with other individuals without disabilities; and
- Presented opportunities for advancement similar to other employees without disabilities in similar positions.

All presentations must be in line with this definition of CIE!





Employment First

- Who would like to lead?
 - Intro to Elst
 - Governor's plan and Council purpose
 - Benefits to employers
 - CIE definition/application




Intro to Etiquette, Myths, and Range of Disability Experience

- Deana Wilson-Kimbler – Cheryl Martinez
- Outline (MR reaching out Monday for full outline)
 - Intro to disability
 - Job Accommodation Network (JAN)
 - Navigating resources – how to connect with OVR (their services) and service providers



Demystifying Regulatory Issues Around Disability

- Zach Morgan – exploring potential resources/speakers
- *Merry Reid reaching out for outline ideas on Monday!*



Creating an Accommodations Process

- Ramone Blair (replacing Michael Rimer)
- Outline:
 - Michael had mentioned Vanessa S as presenter
 - Ramone interested in organizing?



Customized Employment for Industry Innovation

- Merry Reid Sheffer – Milton Tyree
- Outline:
 - Application of Social Role Valorization in employment
 - Customized Employment (what & how)
 - Stories: Gabby, Graham, & Shanae
 - Benefits of CE for employers
 - Linktree for resources & questions



Coalition Creation & Replication

- Todd Coffey – Amanda Owen, Kitty Zachary
- Outline:
- Todd reaching out to Amanda for thoughts
- Initially
 - What is a coalition?
 - How do you set one up?
 - What are the benefits?
 - Aligning employer jobs with available job candidates



Adult Education and Apprenticeships for Employers

- Dr. Luv'Tesha Robertson – Michelle DeJohn, Summer Morgan, technical and community college employer partners (Melanie Williamson and Jamie Clark)
- Outline:
 - Workforce Solutions – Internships, apprenticeships, and certificates
 - OVR collaboration/resources – Cora McNab, Deana W-K



WIPA for Employers

- Rebecca Wilson – Emily James
- Outline:
 - Work Incentives Planning and Assistance Program (WIPA) intro
 - Work incentives from employer perspective:
 - Retaining employees
 - Timing and benefits
 - Reporting issues
 - Preparedness for issues with overtime and industry-specific
 - Resources: counseling, myths about working and benefits
 - End of series?

Additionally...

- Order? (think about employer/cabinet/OVR priorities)
- Noon (and recorded), launch in September? 8 total...
- Duration of presentation? 1 hour (30 for presentation, 30 for questions)
- Opportunities for promotion/collaboration? (state and local chambers of commerce, SHRM, office of adult education, KY Workforce Investment Boards, providers)
- For next meeting: official outline to submit to Council as action item for vote!

