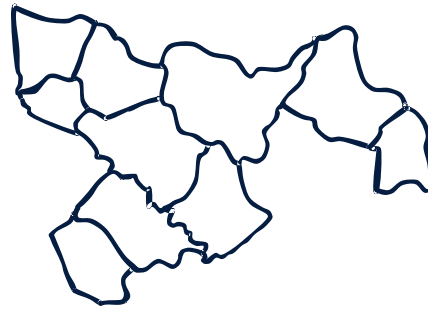




TENCO Workforce Development Board
October 15, 2025

Buffalo Trace Area Development District
201 Government Street
Maysville, Ky

Kentucky Career Center – Ashland
1844 Carter Avenue
Ashland, KY

Kentucky Career Center – Morehead
1225 US HWY 60W
Morehead, KY

ZOOM: <https://us06web.zoom.us/j/81004788166?pwd=wCx2dptJzQDRC8QE010dICt2jnllaf.1>

Meeting ID: 810 0478 8166

Passcode: 627520

AGENDA

- | | | |
|------|------------------------------------|------------------------|
| I. | Call to Order | Amanda Clark, Chair |
| II. | Roll Call | Mark Grundy, Secretary |
| III. | Board/Administrative Staff Changes | Amanda Clark, Chair |

GENERAL ITEMS

- | | | |
|-----|--------------------------------|---|
| IV. | *Approval May 21, 2025 Minutes | Amanda Clark, Chair |
| V. | *Quarterly Budget Review | Stephen Culp |
| VI. | Presentation (Pre-K for All) | Sam Flynn, Executive Director and Special
Advisor to the Governor, Kentucky Pre-K For
All Program |

REPORTS

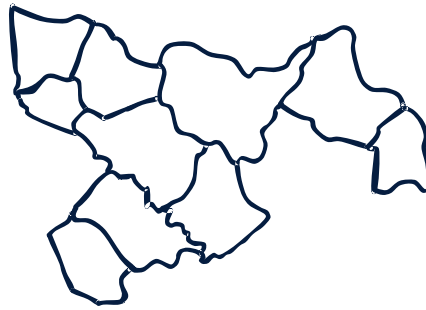
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|------|------------------------------|---------------------|
| VII. | Executive Committee | Amanda Clark, Chair |
| | a. Board Membership Renewals | |
| | b. Policy Updates | |
| | c. Career Readiness Program | |



OTHER BUSINESS

- | | | |
|-------|---|---------------------|
| VIII. | *Directors Report | Justin Suttles |
| | a. PY24 WIOA Performance | |
| | b. SETA Conference | |
| | c. WIOA Authorization and Federal Government Shutdown | |
| | d. General Updates | |
| | e. Strategic Goals Update | |
| IX. | Business Service Update | Steven Peed |
| X. | Career Center Operations Update | Brittany Layne |
| XI. | Parter Updates | CDO, OVR, KYAE |
| XII. | Other | Amanda Clark, Chair |
| XIII. | *Adjourn | Amanda Clark, Chair |

*Requires Action



MINUTES

TENCO Workforce Development Board

Zoom/Hybrid Meeting

May 21, 2025

1:30 p.m.

Chair Michael Thoroughman called the Zoom/Hybrid meeting of the TENCO Workforce Development Board to order on Wednesday, May 21, 2025, at 1:30 p.m.

MEMBERS PRESENT:

Ben Collier
Brent Sturgill
Byran O'Neill
Dustin Grooms
Jason Slone

Jennifer Carpenter
Lori Ulrich
Mark Grundy
Michael Thoroughman

Robin Harris, proxy for Larry
Ferguson
Russ Montgomery
Ryan Lake, Proxy for Amanda
Tonia Prewitt

GUESTS PRESENT:

Anna Sullivan
Cindy Hurt
Crystal Riddle
Destiny Connor
Dustin Grooms
Elizabeth Bentley
Haley Allen

Judge George Sparks
Jacob Sartin
Jill Butler
Josh Farrow
Kevin Cornette
Laura McCullough
Madison Purvis

Matthew Hyden
Millicent Harding-Thomas
Opal Fannin
Renee McCane
Robin Harris

STAFF PRESENT:

Andrea Holbrook
Brittany Layne
Denise Dials
Devon Suttles

Justin Suttles
Katheryn French
Kennedy Wellman
Sharon Hall

Stephen Culp

Board Membership and Staff Changes

Chair Thoroughman announced the follow changes in Board Membership and Staff since the last meeting:

- Kevin Howard and Hannah Young have taken other positions that no longer meet requirements for board membership and have resigned.
- Jason Slone's term as representative for Economic Development has been renewed.
- Natasha Cloum began as Quality Control Specialist on May 1
- Devon Suttles began as Workforce Intern on May 21
- Haley Allen will begin Assistant Director on June 5

GENERAL ITEMS:

Approval of Minutes

February 19, 2025, meeting minutes were reviewed. **A motion was made by Russ Montgomery and second by Brent Sturgill to approve the Minutes of February 19, 2024, TENCO WDB Meeting. The motion carried.**

Quarterly Budget Review

Stephen, Culp, Fiscal Officer, presented the TENCO WDB FY25 budget through March 2025. Mr. Culp reviewed the total budget of \$6,597,009; total expenses \$2,230,729 (34%) for a remining balance of \$4,366,279; and total obligations of \$4,565,096 (69%). Non-obligated funding is available in the amount of \$2,031,912 (31%).

Mr. Culp's report outlines the breakdown of each budget category in Administration, Adult, Dislocated Worker, Youth, Trade, Other. The targeted obligation and expenditure rates for the two Youth Work Experience Grants were also reviewed. Youth Performance expense targets (out-of-school versus in-school and work experience) were discussed. Mr. Culp also reviewed funding the board received through the Putting Young Kentuckians to Work program. A report detailing the breakdown by grants, and contracts were provided in the packet.

A motion was made by Tonia Prewitt and second by Brent Sturgill to approve the TENCO WDB financial report as presented. The Board voted and the motion carried.

REPORTS:

Ad Hoc Nominating Committee

Chair Thoroughman reported that he has appointed Jason Slone, Brent Sturgill, and Dustin Grooms to the Ad Hoc Nominating Committee. He reminded the Board that officers must be Business Representative, and the committee is working diligently to review board meeting attendance records, qualifications and will have a recommendation at the Annual meeting.

Executive Committee

Chair Thoroughman reported that the Executive Committee also reviewed the Regional and Local Strategic Plan that was due to the Cabinet by April 30th. This plan has both Regional and Local information and is a 4-year plan that is required in the Law. There are specific topics and questions that are required to be answered in the Plan. After review, the Executive Committee agreed to proceed with submission of the Plan to the Cabinet without any edits. The full plan can be found on the tencocareercenter.com website. There is a document in your packet that highlights each chapter of the Plan.

The Kentucky Workforce Innovation Board asked the local areas to validate high school credentials available through Career and Technical Education. The request was to identify those credentials that businesses see as viable either as stand-alone or as a career pathway. The packet includes the list of current credentials as obtained by local school systems with each of them rated based on business input. This request required a very quick turnaround from the local areas, therefore, there was some concern about the rankings due to low business participation. However, since the document is simply a tool for the Department of Education to use, the Executive Committee approved staff to submit the information to meet the April 30th deadline. Staff have already developed a process and timeline for next year that will allow them to get significantly more business participation.

Career Center Committee

Gateway ADD Direct Service Contract Renewal:

Lori Ulrich, Career Center Committee Chair reviewed the information that was included in the agenda packet concerning the renewal of the Direct Service Contract with Gateway Area Development District. She reported that this is the renewal for the second year of a 4-year contract. The committee reviewed all contract expectations, and most have been met, there have been a few errors in case management due to new staffing and two federal performance measure they did not meet but we feel that is due to staff being unable to contact participants and therefore it is automatically a negative. They have requested a total budget of \$939,400.08, which is \$21,528.53 more than this year. The contract supports 12 positions, and the budget increase is mainly due to salary increases to remain competitive in today's market.

She reported that the Career Center Committee is recommending the renewal of the Gateway Direct Service Contract with a budget of \$939,400.08 with the these changes to the contract: Remove: "Each quarter there will be three Secret Shopper or Customer Interviews at each Career Center location to evaluate Customer Service and Satisfaction" from page 32 of the contract; Remove: "Resource Room Assistants will receive a 90% satisfaction rate from Secret shopper, customer interviews, and customer satisfaction survey results" from page 32 of the contract; Add: The Resource Room Assistants will attend at least one Customer Service Training per year; and Add: Resource Room Assistants will ensure Job Lists are accurate and ready for distribution at the beginning of each week.

A motion was made by Tonia Prewitt and second by Jason Slone to approve the renewal of the Gateway ADD Direct Service contract with the recommended changes with a budget not to exceed \$939,400.08. The Board voted and the motion carried.

Gateway ADD One-Stop Operator Contract Renewal

Lori Ulrich reviewed the information that was included in the agenda packet. She reported that this is the renewal for the second year of a 4-year contract. The committee reviewed all contract expectations, and all have been met except one that is in progress. They have requested a total budget of \$123,007.40 which is \$2,271.97 more than this year. This contract supports 1 position, and the budget increase is mainly due to salary increase.

She reported that the Career Center Committee is recommending the renewal of the Gateway One-Stop Operator Contract with a budget of \$123,007.40 with the addition of “Provide support to Career Center staff to ensure effective and efficient customer service and Career Center operations” to the “Director of Career Center Operations Roles and Responsibilities” on page 28-29 of the contract.

A motion was made by Brent Sturgill and second by Russ Montgomery to approve the renewal of the Gateway ADD One-Stop Operator contract with the recommended change and a budget not to exceed \$123,007.40. The Board voted and the motion carried.

Youth Committee

Chair Michael Thoroughman shared the report from the April 29, 2025, Youth Committee.

MSU Today's Youth Contract Renewal

The Youth Committee recommended approving the contract renewal request from Morehead State University Today's Youth to continue providing year-round youth services for PY25 with a budget not to exceed \$375,000 with no changes to the contract expectations.

A motion was made by Lori Ulrich and seconded by Brent Sturgill to approve the renewal of the MSU Today's Youth Contract with a budget not to exceed \$375,000. The Board voted and the motion carried.

The Youth Committee recommended the approval of the contract renewal request from Lewis County Board of Education to continue providing year-round youth services for PY25 with a budget not to exceed \$468,855.71 and the allowance of 300 work experience hours per participant.

A motion was made by Lori Ulrich and seconded by Russ Montgomery to approve the renewal of the Lewis County Board of Education Empower Youth Contract with a budget not to exceed \$468,855.71

and the allowance of 300 work experience hours per participant. The Board voted and the motion carried.

Transfr Virtual Reality Contract Renewal

The Youth Committee recommends approving to renew the lease of Transfr VR headsets and Career Exploration software for a second year at a total cost of \$23,375.

A motion was made by Lori Ulrich and seconded by Jason Slone to approve the renewal of the lease of Transfr VR headsets and Career Exploration software for a second year at a total cost of \$223,375. The Board voted and the motion carried.

Strategic Planning Committee

Denise Dials reported that the Strategic Planning Committee met on May 6, 2025, and reviewed the Occupations in Demand data. By WIOA Law the board is required to review the data to ensure funds are spent on occupations that are in demand or are career pathways and provide self-sustaining wages. The Committee recommends the following changes to the Occupations in Demand List.

- 1) Cap of 15 students per year for Lineman. We have funded this program for several years and are starting to see less individuals working in their field after completing the training. Therefore, the committee was concerned about oversaturation in the local area.
- 2) Add drinking Water and Wastewater Operators. The Rural Water Association has identified a significant need for certified operators and requested assistance with training costs through an apprenticeship program.
- 3) Civil Engineering would be removed from the current list. Did not receive any verification that this specific type of engineering was in high demand in the TENCO local area.
- 4) Police and Sheriff Patrol Officers. The need has been identified by KY Stats and by local police departments for a couple of years. This would allow us to support training, both occupational and on-the job, with local police departments.

All other recommendations are on our current occupational training list

After discussion, a motion was made to make the following changes to the Occupations in Demand List: addition of Water and Wastewater Operator, addition of Police and Sheriff Patrol officers, and the removal of Civil Engineering. The motion was made by Brent Sturgill and seconded by Jennifer Carpenter. The Board voted and the motion was carried. Lori Ulrich abstained from the vote.

OTHER BUSINESS

Directors Report

Justin Suttles provided the Directors Report.

Fiscal Agent Recommendation

Mr. Suttles reported that monitoring has been conducted on the Fiscal Agent contract with no issues noted. Mr. Stephen Culp provided an overview and explanation of the proposed Fiscal Agent budget for FY25. Mr. Suttles recommends that the TENCO Workforce Development Board recommend to the Governing Board of Judges to maintain the Fiscal Agent Agreement with Buffalo Trace Area Development District with a budget not to exceed \$104,096.

A motion was made by Tonia Prewitt and seconded by Jason Slone to recommend to the TENCO Governing Board of Judges maintain the Fiscal Agent Agreement with Buffalo Trace Area Development District with a budget not to exceed \$104,096. The Board voted and the motion carried. Lori Ulrich abstained from the vote.

Administrative Entity Designation

Mr. Suttles reported that this is a 4-year agreement that is approved by the Executive Committee and Governing Board of Judges that only requires approval of the budget unless someone has cause to terminate the Administrative Entity contract. The entity serves as the employer of record for Board staff. Mr. Stephen Culp provided an explanation of the proposed Administrative Entity budget.

A motion was made by Dustin Grooms and seconded by Russ Montgomery to designate Buffalo Trace Area Development District as the Administrative Entity with a budget not to exceed \$1,172,246. The Board voted and the motion carried. Lori Ulrich abstained from the vote.

Board Certification

Mr. Suttles reported that the Kentucky Workforce Innovation Board approved the Certification of the TENCO Workforce Development Board at their February 20, 2025, meeting. The certification is reviewed every 2 years.

Strategic Goals Update

Mr. Suttles provided an update on the Board's Strategic Goals. He reported the following progress toward the completion of the goals:

- 33%: Develop programs that actively engage youth in workforce services.
- 66%: Explore funding opportunities to serve a more diverse population and/or expand services to career seekers.
- 80% Enhance economic development activities within the local community.
- 60%: Increase service and resource awareness and accessibility for career seekers and businesses.

Policy Updates

A motion was made to amend Policy #2 Supportive Services as presented by Brent Sturgill and seconded by Lori Ulrich. The Board voted and the motion carried.

A motion was made to amend Policy #7 Limitation on Costs as presented by Lori Ulrich and seconded by Tonia Prewitt. The Board voted and the motion carried.

A motion was made to amend Policy #28 Training Limitations as presented by Lori Ulrich and seconded by Jason Slone. The Board voted and the motion carried.

A motion was made to amend Policy #30 Continuation of Funds as presented by Lori Ulrich and seconded by Brent Sturgill. The Board voted and the motion carried.

A motion was made to amend Policy #39 Career Pathways as presented by Tonia Prewitt and seconded by Jennifer Carpenter. The Board voted and the motion carried.

A motion was made to adopt Policy #48 Personal Property as presented by Lori Ulrich and seconded by Brent Sturgill. The Board voted and the motion carried.

Career Center Infrastructure Funding Agreement

Mr. Suttles and Mr. Culp provided an explanation of changes to the Career Center Infrastructure Funding Agreement that were requested when the MOU and IFA were submitted to the Department of Workforce Development.

A motion was made by Dustin Grooms and seconded by Brent Sturgill to approve the changes made to the MOU and IFA with staff having the authority to negotiate further if necessary. The Board voted and the motion carried.

Business Service Update

Denise Dials provided the Business Service Update reviewing the information that was shared in the agenda packet.

Career Center Operations Update

Director of Career Center Operations, Brittany Layne provided the Career Center Operations Update reviewing the information that was shared in the agenda packet.

Parter Updates

Brent Sturgill, Office of Vocational Rehabilitation Regional Program Manager shared that the agency is reviewing their Order of Selection concerning how new consumers are served through the agency and currently all categories are closed as they review their processes. Consumers who are currently being

served under an employment plan will see no changes to services, newly enrolled consumers will be placed on a wait list until categories are reopened.

Dustin Grooms, MCTC Adult Education Director shared that Adult Education programs have received their contracts for the new year, and almost all programs have seen significant funding cuts. He explained Adult Education programs in our area are currently looking at how the funding cuts will affect their delivery of services and staffing.

Tonia Prewitt, Career Development Office Regional Program Manager shared that while vacancies in Ashland and Morehead are on hold as the agency review their budget and funding, a Reemployment Specialist position is being filled. She also shared the results of a Veterans Standdown that was held recently.

Other

Retiring Director, Denise Dials expressed her thankfulness for having the opportunity to serve as Director and her appreciation for the dedication and service of the Board members.

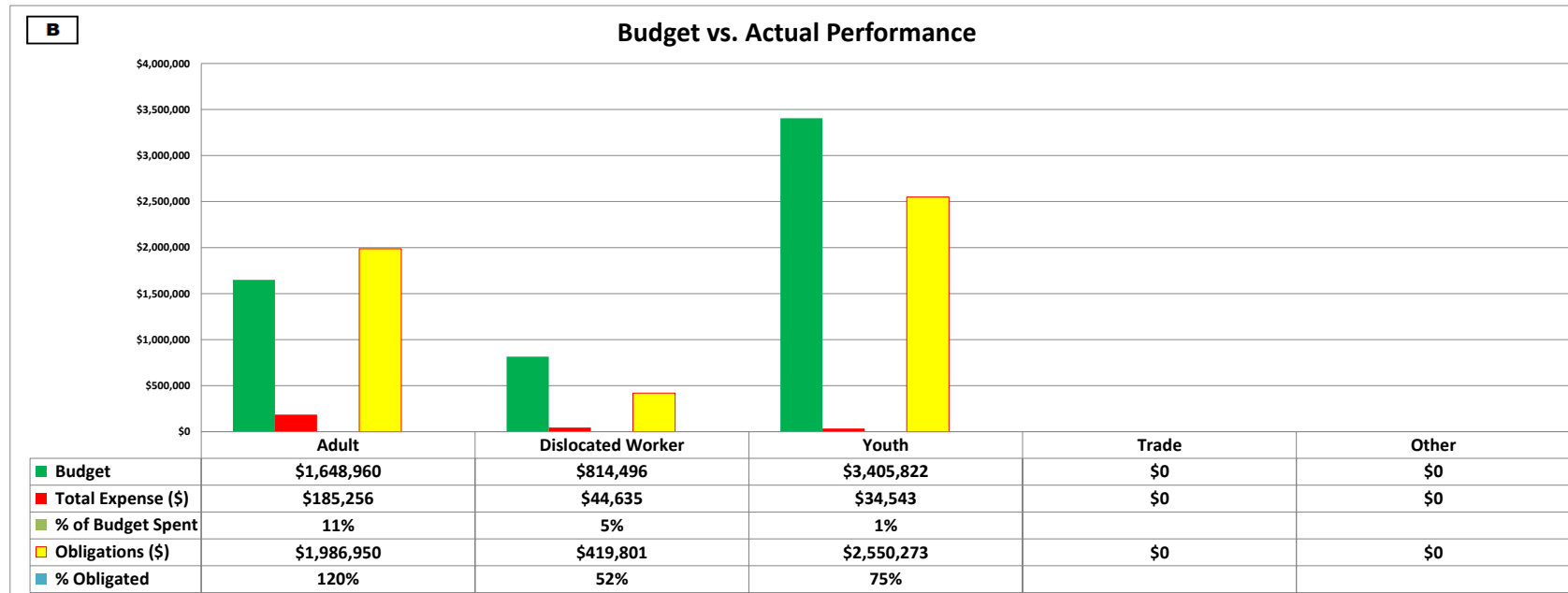
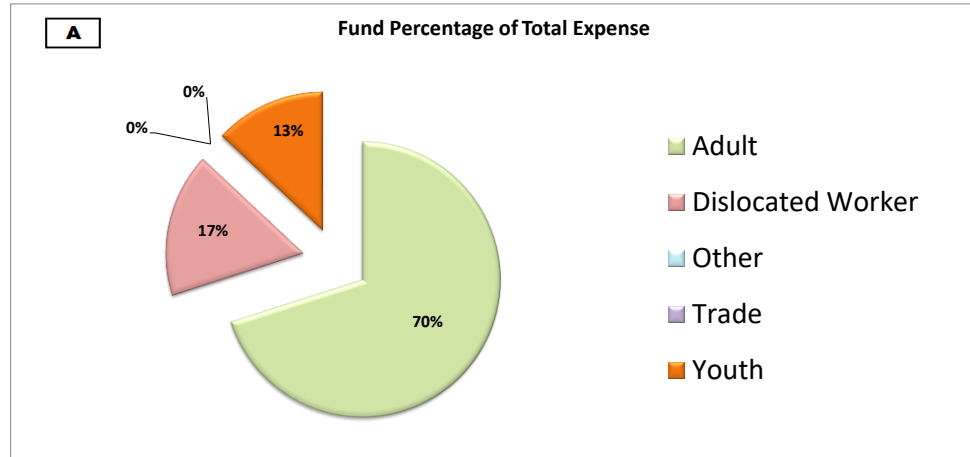
Motion made to adjourn by Lori Ulrich second by Brent Sturgill. Motion passed and the meeting was adjourned at 3:15 p.m.



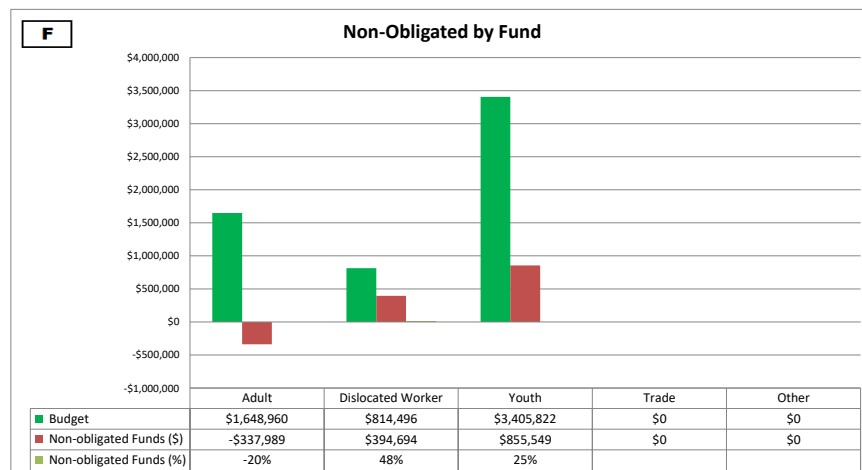
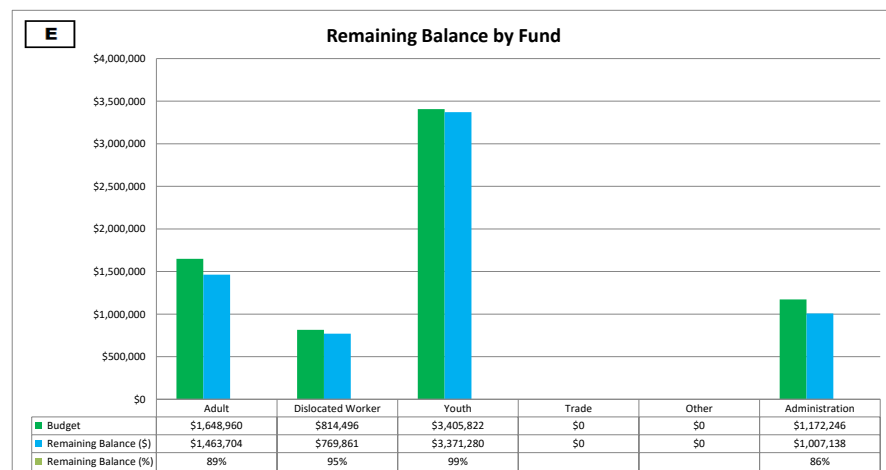
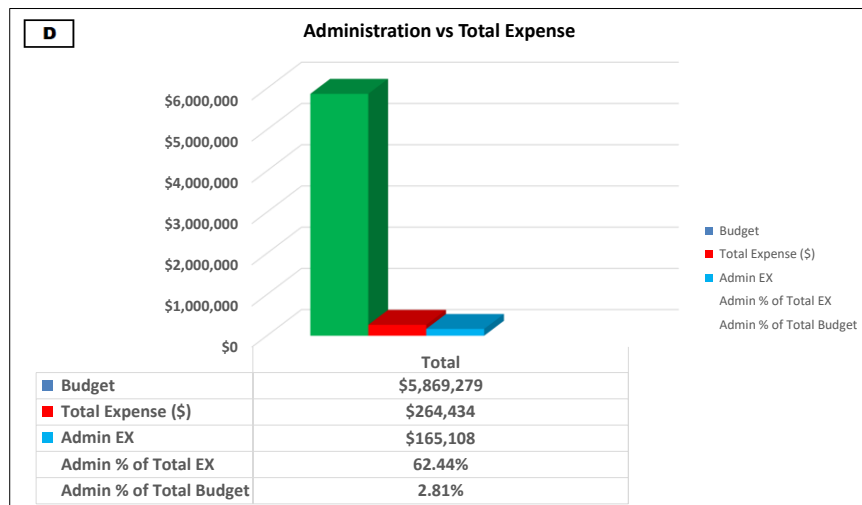
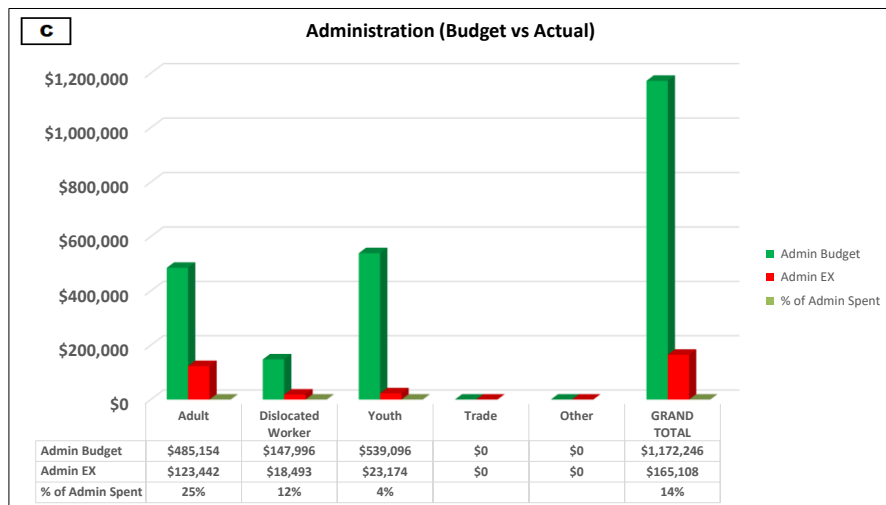
Fiscal Year to Date thru
AUG
2025

Financial Summary

GRAND TOTALS	
Total Budget	\$ 5,869,279
Total Expense	\$ 264,434
% of Budget Spent	5%
Remaining Balance	\$ 5,604,845
Total Obligations	\$ 4,957,024
% of Budget Obligated	84%
Non-Obligated Funding Available	\$ 912,254
% of Non-Obligated Funding	16%



Administration & Remaining Balances



Buffalo Trace Area Development District						Total		Adult		Dislocated Worker		Youth		Trade		Other	
TENCO																	
Financial Position																	
Fiscal Year to Date thru																	
2025	AUG																
Budget vs. Actual Expense																	
A	Code			Budget	Actual Expense	Budget	Actual Expense	Budget	Actual Expense	Budget	Actual Expense	Budget	Actual Expense	Budget	Actual Expense		
		Grant Funding															
	BFA		AWARDED	5,869,278.61		1,648,960.32		814,495.80		3,405,822.49							
			PENDING (new grants)	-													
		Total Grant Funding Available		5,869,278.61	264,433.63	1,648,960.32	185,255.87	814,495.80	44,635.14	3,405,822.49	34,542.62	-	-	-	-		
	Remaining Balance				\$ 5,604,844.98		\$ 1,463,704.45		\$ 769,860.66		\$ 3,371,279.87		\$ -		\$ -		
	% Spent vs. Available				5%		11%		5%		1%		0%		0%		
Obligated vs. Actual Expense																	
B	Code			Obligated	Actual Expense	Obligated	Actual Expense	Obligated	Actual Expense	Obligated	Actual Expense	Obligated	Actual Expense	Obligated	Actual Expense		
		Contracts															
	7401	Gateway ADD FY26 Direct Service		939,400.08	-	\$ 800,000.00	\$ -	\$ 129,400.08	\$ -	10,000.00	-						
	7451	Gateway ADD FY26 One-Stop Operator		123,007.04	-	\$ 90,000.00	\$ -	\$ 23,007.04	\$ -	10,000.00	-						
	7501	Nestle USA - Incumbent Worker (12490)		15,214.00	-	\$ -	\$ -	\$ 15,214.00	\$ -	-	-						
	7615	Lewis County YEP FY25-7075		-	-	\$ -	\$ -	\$ -	\$ -	-	-						
	7601	Lewis County Empower Youth FY26 (V1282) July 1 2025 - June 30 2026		406,504.29	-	\$ -	\$ -	\$ -	\$ -	406,504.29	-						
	7630	MSU - Today's Youth FY26 (5245) July 1, 2024 - June 30, 2026		375,000.00	-	\$ -	\$ -	\$ -	\$ -	375,000.00	-						
	7646	Augusta Independent Schools - FY25 (7068)		-	-	\$ -	\$ -	\$ -	\$ -	-	-						
	7674	Greenup County YEP FY25-7674		-	-	\$ -	\$ -	\$ -	\$ -	-	-						
	7691	Career Team, LLC FY25-7690		-	-	\$ -	\$ -	\$ -	\$ -	-	-						
	7661	Mason County Youth Employment Program (7661) FY26-7661 4/25 thru 9/26		83,998.69	-	\$ -	\$ -	\$ -	\$ -	83,998.69	-						
	7611	Lewis County Youth Employment Program (7611) 4/25 thru 9/26		120,174.33	-	\$ -	\$ -	\$ -	\$ -	120,174.33	-						
	7651	Robertson County Youth Employment Program (7651) 4/25 thru 9/26		240,995.20	-	\$ -	\$ -	\$ -	\$ -	240,995.20	-						
	7640	Augusta Independent Schools - FY 26 (7640) 4/25 to 9/26		102,251.89	-	\$ -	\$ -	\$ -	\$ -	102,251.89	-						
	7756	Transfr - Yearly 06/15 523375		23,375.00	-	\$ -	\$ -	\$ -	\$ -	23,375.00	-						
	7757	Career Edge (12600)		39,999.00	39,999.00	\$ 39,999.00	\$ 39,999.00	\$ -	\$ -	-	-						
				-	-		\$ -										
				-	-												
				-	-												
				-	-												
		On-The-Job Training (OJT) Contracts		-	-												
				-	-												
				-	-												
		Administrative Entity		-	-												
	A	Administration Program Costs		1,052,649.51	142,438.98	449,753.76	109,446.28	\$ 102,895.75	\$ 9,819.15	\$ 500,000.00	\$ 23,173.55						
	7300	Administration (non fiscal agent)		15,500.49	9,071.77	400.00	398.11	\$ 15,100.49	\$ 8,673.66	\$ -	\$ -						
	7306	Fiscal Agent Contract		104,096.00	13,597.34	35,000.00	13,597.34	\$ 30,000.00	\$ -	\$ 39,096.00	\$ -						
		Total Administrative Entity		1,172,246.00	165,108.09	485,153.76	\$123,441.73	\$147,996.24	\$18,492.81	\$539,096.00	\$23,173.55	\$0.00	\$0.00	-		\$0.00	
		One Stop Center Expenses															
	7700	Direct Charges (ie Travel)		240.92	240.92	-	-	240.92	240.92	-	-						
	7710	Rent		75,000.00	-	-	-	75,000.00	-	-	-						
	7720	WiFi Service		25,943.17	25,901.41	-	-	25,943.17	25,901.41	-	-						
	ITA	Individual Training Accounts		1,213,674.59	33,184.21	571,796.97	21,815.14	3,000.00	-	638,877.62	11,369.07						
		Total Expenses and/or Obligations		4,957,024.20	264,433.63	1,986,949.73	185,255.87	419,801.45	44,635.14	2,550,273.02	34,542.62	-	-	-	-	-	
		Non-Obligated Funding Available			912,254.41		(337,989.41)		394,694.35		855,549.47		-		-		
		% Obligated			84%		120%		52%		75%		0%		0%		

274YT25

Report Term: 4/1/2024 thru 2025 AUG

Youth Grant Categories	Target	Calculation Method 1	Calculation Method 2 - (State)
		based on Expenses to date	based on Full Budget
Out of School Expense	75%	88%	22%
Work Experience	20%	28%	7%

Budget	\$	1,646,675.93		
Total Expense	\$	416,921.26		
Percentage Expended		25%		
Remaining Balance	\$	1,229,754.67		
			Local Administration	\$ -
			Calculation Budget Base (less Local Admin)	\$ 1,646,675.93

In School vs Out of School	In School	Out of School	Local Administration	Total Expense
	\$ 50,187.62	\$ 366,733.64	\$ -	\$ 416,921.26

Work Experience	Work Experience	Non Work Experience	Total Expense
	\$ 114,718.67	\$ 302,202.59	\$ 416,921.26

274YT26

Report Term: 4/1/2025 thru 2025 AUG

Youth Grant Categories	Target	Calculation Method 1	Calculation Method 2 - (State)
		based on Expenses to date	based on Full Budget
Out of School Expense	75%	0%	0%
Work Experience	20%	0%	0%

Budget	\$	2,141,525.20		
Total Expense	\$	-		
Percentage Expended		0%		
Remaining Balance	\$	2,141,525.20		
			Local Administration	\$ -
			Calculation Budget Base (less Local Admin)	\$ 2,141,525.20

In School vs Out of School	In School	Out of School	Local Administration	Total Expense
	\$ -	\$ -	\$ -	\$ -

Work Experience	Work Experience	Non Work Experience	Total Expense
	\$ -	\$ -	\$ -

7908 Kentuckianna Works Contract

State funding to provide local workforce programming services to in-school and out-of-school youth, ages 16 to 24

WHEREAS, the allocation of funding for the Project is to enable Local Workforce Boards to serve two distinct populations: 1) high school students, particularly seniors who have indicated they do not intend to matriculate to college upon graduation and have requested assistance in finding a good job out of high school; and, 2) youth aged 16-24 who are not in school and either not working at all or working

Start Date	7/1/2024
End Date	6/30/2026

Contract Amount	\$ 952,380.96
Cash Collected	\$ 595,238.10
Pending Collections	\$ 357,142.86

Expenses to Date	\$ 98,704.57
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% of contract Spent	10.36%
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Remaining Contract Available	89.64%
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Available Cash on hand	\$ 496,533.53
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Expense Summary - Inception thru	AUG	2025
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I. Budget Analysis	Current Obligation	Total Expenses Previously Reported	Expended This Reporting Period	Total Expended to Date	Obligated Funds Remaining
<i>Amendment #</i>					
Salaries	\$ 74,286	\$ 33,889	\$ 6,610	\$ 40,498	\$ 33,787
Fringe Benefits (if applicable)	\$ 69,524	\$ 27,944	\$ 5,054	\$ 32,998	\$ 36,526
Staff Development/Training	\$ 2,388	\$ -	\$ -	\$ -	\$ 2,388
Educational Outreach and Services	\$ 2,857	\$ 168	\$ -	\$ 168	\$ 2,689
Travel, Transportation, and Per Diem	\$ 5,714	\$ 208	\$ 51	\$ 259	\$ 5,455
Subawards/Contractual	\$ 748,095	\$ 3,060	\$ 1,430	\$ 4,490	\$ 743,606
Materials and Supplies	\$ 1,905	\$ 846	\$ -	\$ 846	\$ 1,058
Facilities		\$ 956	\$ 103	\$ 1,060	\$ (1,060)
Administration	\$ 9,524	\$ 1,147	\$ 218	\$ 1,365	\$ 8,159
Equipment	\$ 1,905	\$ 4,550	\$ 288	\$ 4,838	\$ (2,933)
Other	\$ 36,183	\$ 10,296	\$ 1,886	\$ 12,182	\$ 24,001
TOTAL	\$ 952,381	\$ 83,064	\$ 15,640	\$ 98,705	\$ 832,609

Pre-K for All



TENCO Workforce Development Board

Pre-K For All – October 15, 2025

1



Our Mission

The mission of the Kentucky Pre-K for All Program is to ensure every single Kentucky 4-year-old has access to preschool.

prek4all.ky.gov



2

Why Kentucky Needs Pre-K for All

- | Increases Kindergarten Readiness | Eliminates Child Care Deserts | Eases Financial Strain on Families | Grows Workforce Participation | Boosts Take Home Pay | Provides Economic Return |
|---|---|---|---|---|--|
| <ul style="list-style-type: none"> Increasing preschool availability will go far to close, or even prevent, the achievement gap before Kentucky kids set foot in a Kindergarten classroom. | <ul style="list-style-type: none"> 49 out of Kentucky's 120 counties are considered "child care deserts," most of which are located in the state's eastern region. | <ul style="list-style-type: none"> Saves Kentucky families nearly \$7,000 per year in out-of-pocket childcare costs. | <ul style="list-style-type: none"> Grows Kentucky's labor force by 40,000 to 70,000 Kentuckians. | <ul style="list-style-type: none"> Boosts take-home pay by almost \$9,000 per year for Kentucky parents. | <ul style="list-style-type: none"> Grows Kentucky's economy — a \$10 return for every \$1 invested. |

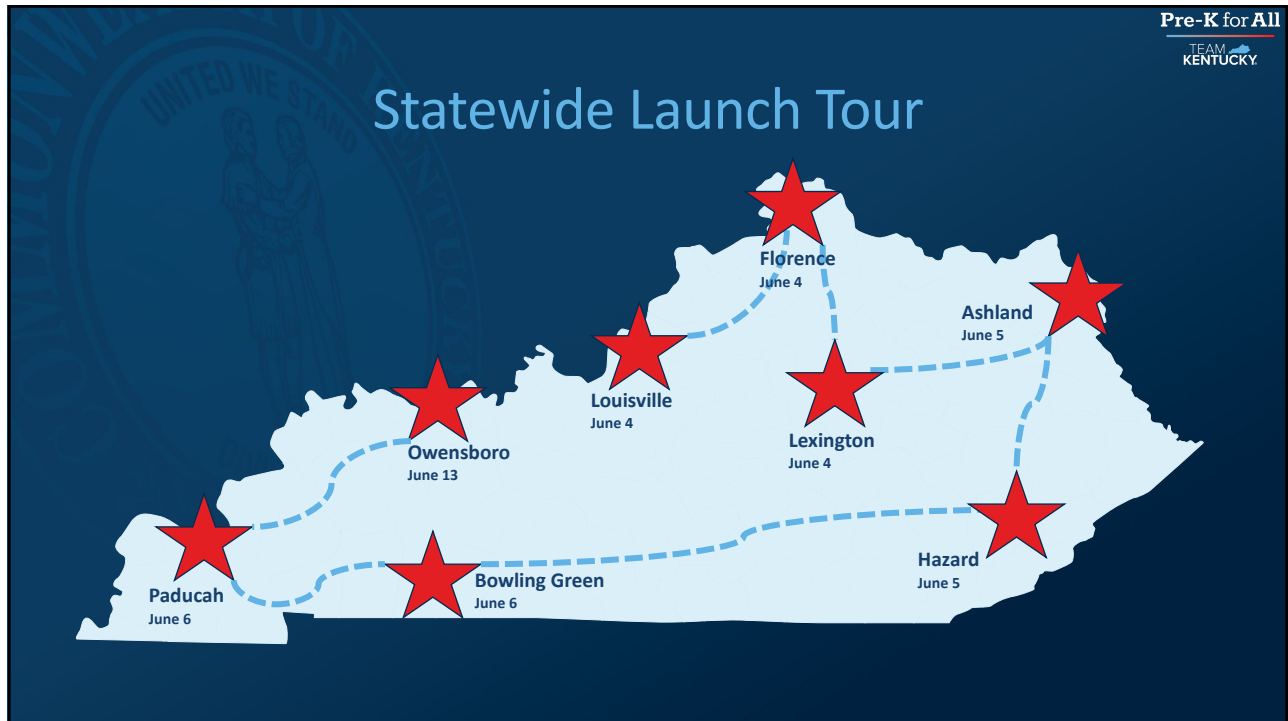
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The Executive Order

On June 4, 2025, Governor Beshear signed Executive Order **2025-351**, establishing the Team Kentucky Pre-K for All Advisory Committee.



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The Advisory Committee

The Pre-K for All Advisory Committee consists of 28 appointed Kentucky leaders in education, child care, workforce development, government, and business. The purpose of the Committee is to:



Study existing models of successful state-funded pre-K programs



Host town hall meetings open to the public to receive and consider feedback



Issue a report and recommendations to the Governor by October 15, 2025

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Advisory Committee



Jamie Link
Secretary,
Education and
Labor Cabinet



Robbie Fletcher
Commissioner,
Kentucky
Department of
Education



**Dr. Felicia Cummings
Smith**
Chair, Prichard Committee
for Academic Excellence



Scott Davis
Chair, Kentucky
Chamber of Commerce



Colby Hall
Executive Director,
Shaping our
Appalachian Region



Alvin Garrison
President, Kentucky
Association of School
Superintendents /
Superintendent, Covington
Independent Public Schools



**Pamela Morehead-
Johnson**
President, Kentucky School
Board Association / Chair,
Eminence Independent
School Board



**Dr. Aaron
Thompson**
President, Council on
Postsecondary
Education



Jeff Noel
Secretary, Cabinet for
Economic
Development



Mary Elizabeth Bailey
Secretary, Personnel
Cabinet



Steven J. Stack
Secretary, Cabinet for
Health and Family
Services



**Sarah Davasher-
Wisdom**
President and CEO,
Greater Louisville Inc.



Jason Slone
President and CEO,
Morehead-Rowan County
Chamber of Commerce



Ron Bunch
President and CEO,
Bowling Green Chamber
of Commerce

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Pre-K for All

TEAM KENTUCKY

Advisory Committee



Brent Cooper
President and CEO,
Northern Kentucky
Chamber of
Commerce



Sharon Price
Executive Director,
Community Action
Council



Alice Forgy Kerr
Former State Senator (R),
12th Senate District (1999-
2022)



Ruth Ann Palumbo
Former Chair of House
Economic Development
Committee, State
Representative (D), 76th
House District (1991-2025)



Derrick Graham
Former House
Minority Leader,
State Representative
(D), 57th District
(2003-2025)



R. Travis Brenda
Former State
Representative (R), 71st
House District (2019-2021)



Greg Terry
County Judge/Executive,
Carlisle County



Laura White-Brown
Mayor, City of
Morehead



Carrie Ballinger
Superintendent,
Rockcastle County
Schools



Maddie Shepard
President, Jefferson
County Teachers
Association



Joel Wolford
President, Kentucky
Education Association



Jeni Ward
Secretary/Treasurer,
Kentucky United 120
American Federation
of Teachers



Rudy Spencer
Parent / Managing
Director, Blue Sky
Foundation, Inc.



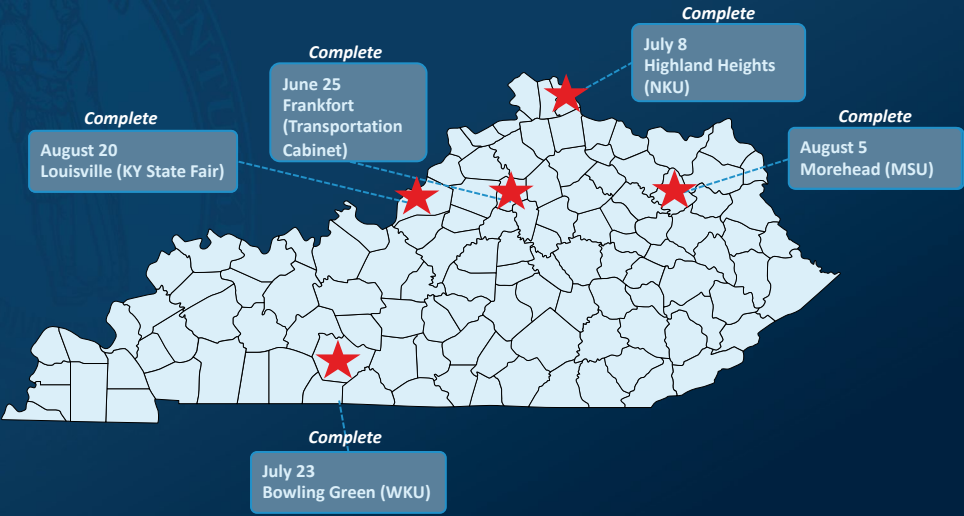
Jamie Rodgers
Parent / Strategist,
Accenture – Health &
Public Service Practice

9

Pre-K for All

TEAM KENTUCKY

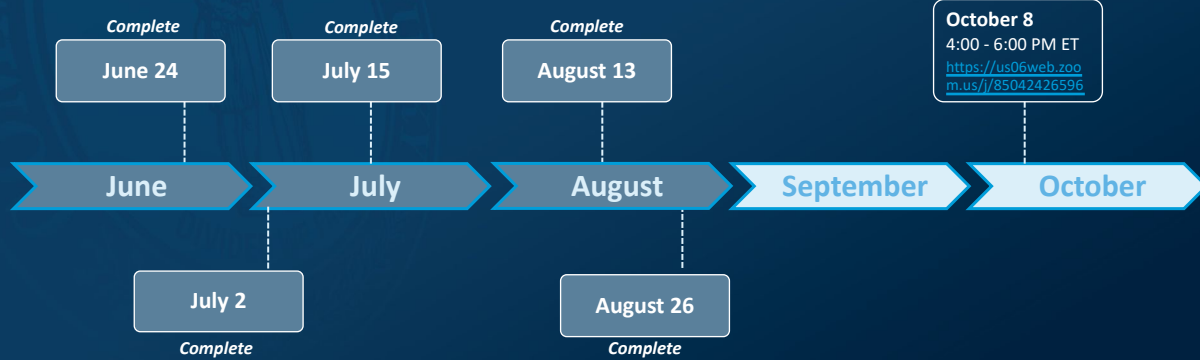
Town Halls



All Town Halls are conducted in-person from 5:30 –7:00pm local time.

10

Advisory Committee Meetings



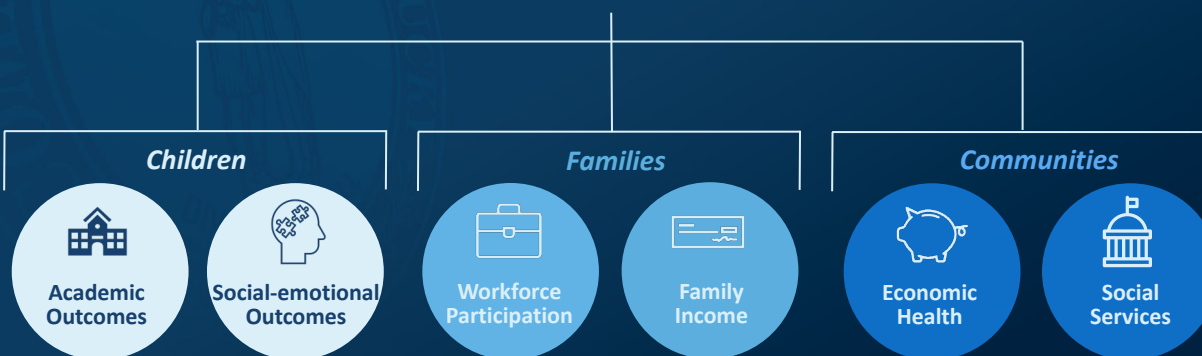
11

Why Pre-K for All?

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Real Impact

Investing in Pre-K for All Leads to Benefits for . . .



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Benefits for Children

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Pre-K for All
TEAM
KENTUCKY

Kentucky Kids Ready for Kindergarten

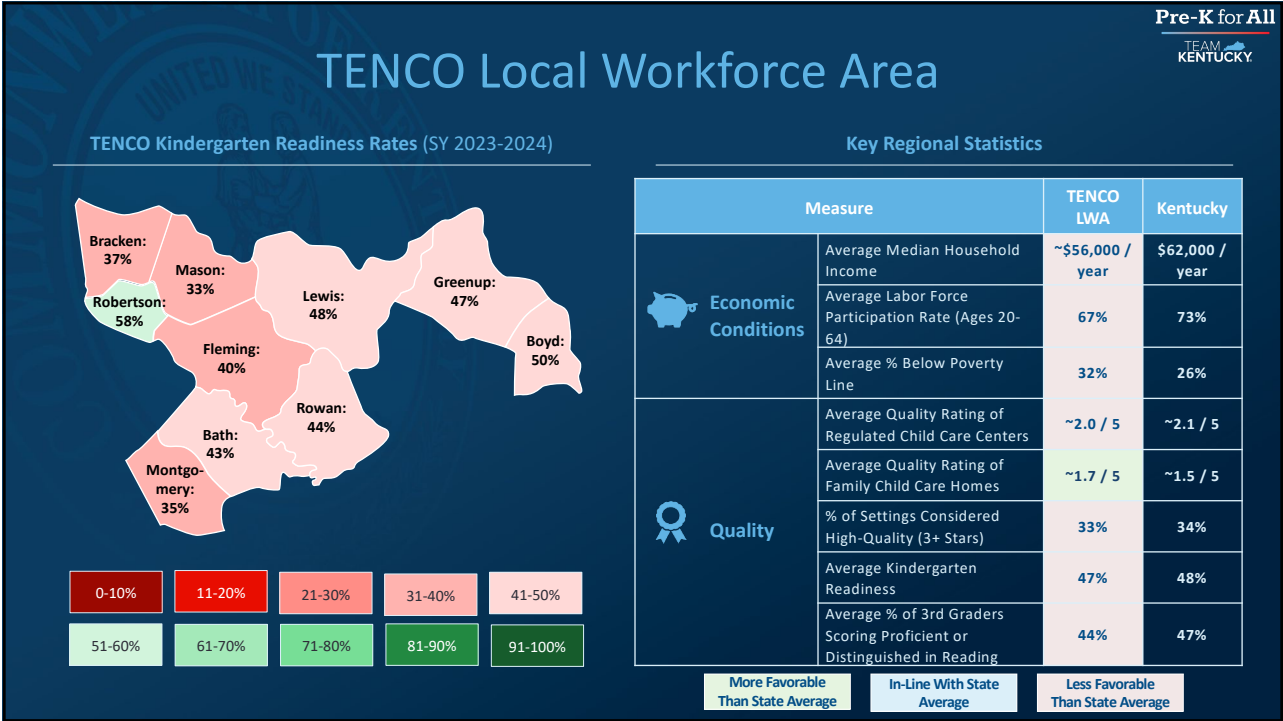
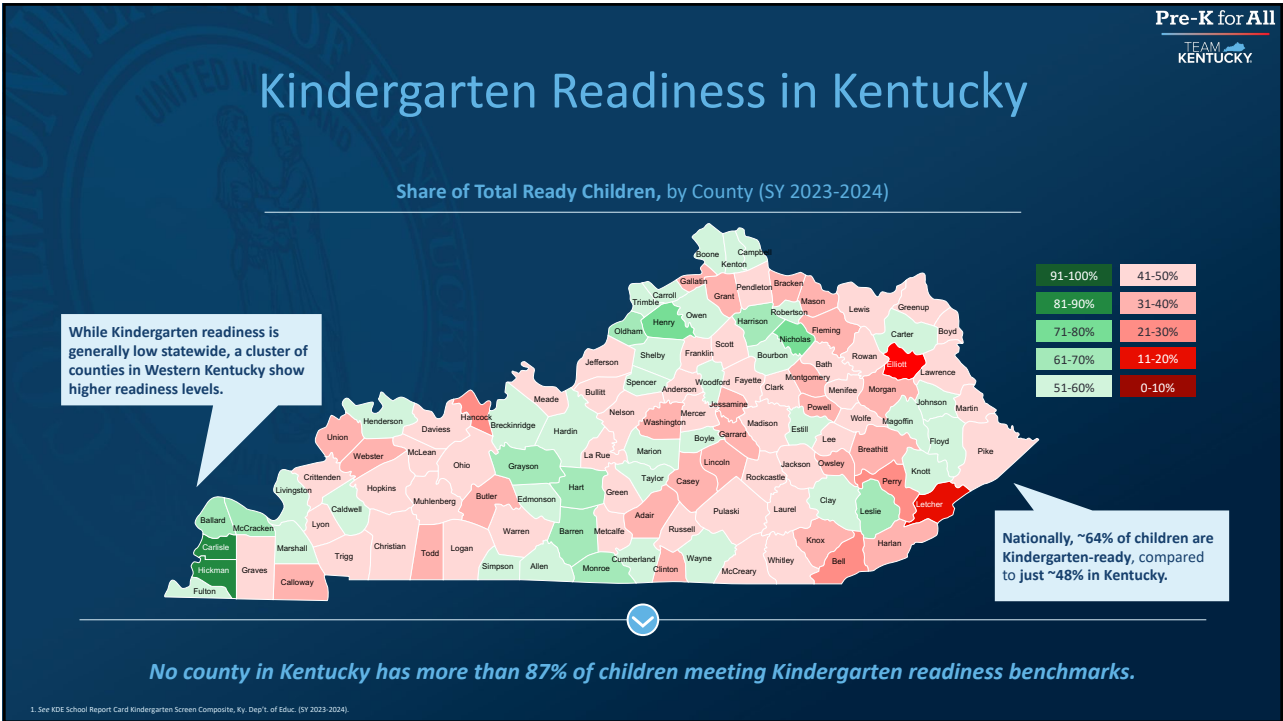
46% 

National Average Ready for Kindergarten

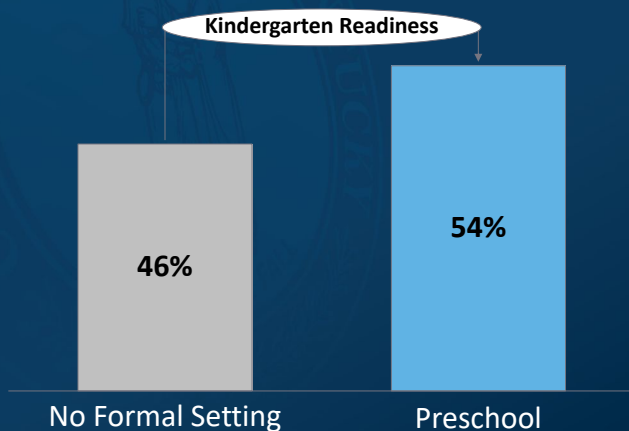
64% 

1. See generally KDE School Report Card Kindergarten Screen Composite, Ky. Dep't. of Educ. (SY 2023-2024); National Survey of Children's Health (NSCH) School Readiness 2022 Data Brief, HRSA (Oct. 2023) (reporting that "In 2022, 63.6% of 3 to 5 year old children were" considered "On Track" to start kindergarten.).

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Increases Kindergarten Readiness



Children that attend formal preschool are more prepared for kindergarten

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Benefits for Children

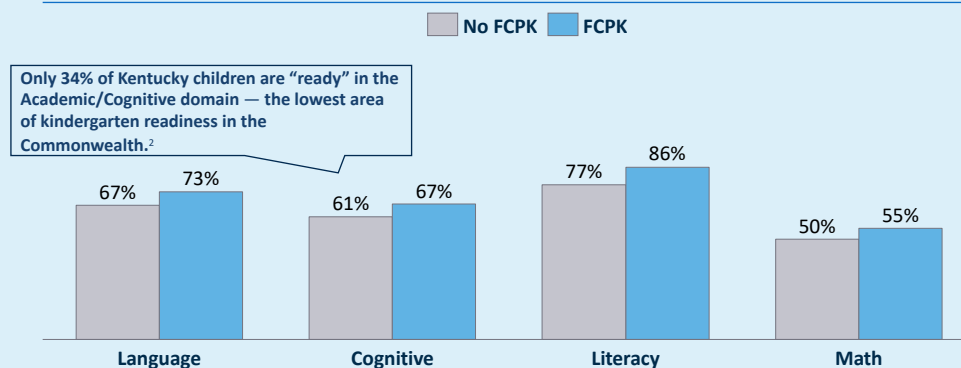
- 1** *Improves Kindergarten Readiness*
Pre-K for All programs effectively prepare children for the academic and social demands of Kindergarten.
- 2** *Academic Benefits Sustained Over Time*
Positive impacts on academic achievement are shown through third (3rd) grade, with several studies showing persistence into high school.
- 3** *Broader Developmental Gains Support Long-Term Success*
Pre-K participation is associated with stronger social-emotional development and lower rates of identification for special education services.

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Pre-K for All Improves Kindergarten Readiness



Alabama Kindergarten Entry Assessment Performance (Fall 2017)¹



1. See First-Class Pre-K Research Evaluation Team, *Alabama's First Class Pre-K Program Outcomes and Impacts: A Summary of Results*, Al. Dep't of Early Childhood Educ. 1, 10 (Jan. 2020).
2. See KDE School Report Card (SY 2023-2024).

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"The Effects of Universal Pre-K in Oklahoma: Research Highlights and Policy Implications"



In 2005, researchers from Georgetown University published a peer-reviewed article evaluating the effects of Oklahoma's Early Childhood Four-Year-Old Program in Tulsa Public Schools.



They assessed school readiness by comparing social-emotional, cognitive, motor, and language skills between children who attended the Pre-K program and those who did not.

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At-Risk Children Especially Benefit from Pre-K



Academic Readiness in Oklahoma¹

Low-income Pre-K students scored

+25.7%

higher on early academic readiness assessments than peers who did not attend.

Largest gains were in:



Cognitive skills **(+31.2%)**



Language skills **(+18.4%)**

1. See generally William T. Gormley & Deborah Phillips, *The Effects of Universal Pre-K in Oklahoma: Research Highlights and Policy Implications*, 33 Pol'y Studies J. 66, 66-82 (Feb. 2005).

"Longitudinal Study of Georgia's Pre-K Program: Third Grade Report"



FRANK PORTER GRAHAM
CHILD DEVELOPMENT INSTITUTE



In 2021, Georgia's Pre-K Program Evaluation Team published a long-term study following a representative sample of children (n=1,169) from their Pre-K experience (SY 2013-14) through the third (3rd) grade (SY 2017-18).



The study examined associations between enrollment in Georgia's Pre-K Program, and children's academic and social outcomes through third (3rd) grade; it included comparison to children who did not attend any Pre-K program.

“Increasing the Odds: Predictors of Academic Success for Mississippi’s Children”



In 2015, researchers at Mississippi State University published a policy brief tracking the influence of Pre-K experiences on third (3rd) grade reading achievement in Mississippi using student-level data from the Mississippi Department of Education.



Researchers also examined two (2) additional key markers of success – (1) the impact of third grade reading proficiency on eighth grade reading proficiency, and (2) the impact of eighth grade reading proficiency on graduation.

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Pre-K Impacts Can Last Beyond Kindergarten



Georgia Third (3rd) Grade Skills¹



Children who attended Georgia’s Pre-K scored **significantly higher in third (3rd) grade language and literacy** than those who did not attend any Pre-K program.



Georgia’s Pre-K Program participants **benefitted most in early language awareness** by third (3rd) grade compared to peers who did not attend Pre-K.



Mississippi Reading Proficiency²



Mississippi children who attended Pre-K were **1.5 times more likely to be proficient in third (3rd) grade reading** than those who did not.



Mississippi children who were proficient readers in third (3rd) grade are **nine (9) times more likely to be proficient readers in eight (8th) grade**.

Fewer than half of Kentucky’s third (3rd) graders (47%) score proficient or above in reading.

1. See generally Sandra Soliday Hong et al., *Longitudinal Study of Georgia’s Pre-K Program: Third Grade Report*, U. OF N.C., FRANK PORTER GRAHAM CHILD DEV. INST. (Jan. 2021).

2. See generally Linda H. Southward et al., *Increasing the Odds: Predictors of Academic Success for Mississippi’s Children*, U. OF MISS. SOC. SCI. RSCH. CTR. (Sept. 2015).

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“Reimagining Education: Full Day Preschool Access”



In 2024, Des Moines Public Schools (DMPS) published an article looking at the effect of preschool on K-6 math and reading skills.



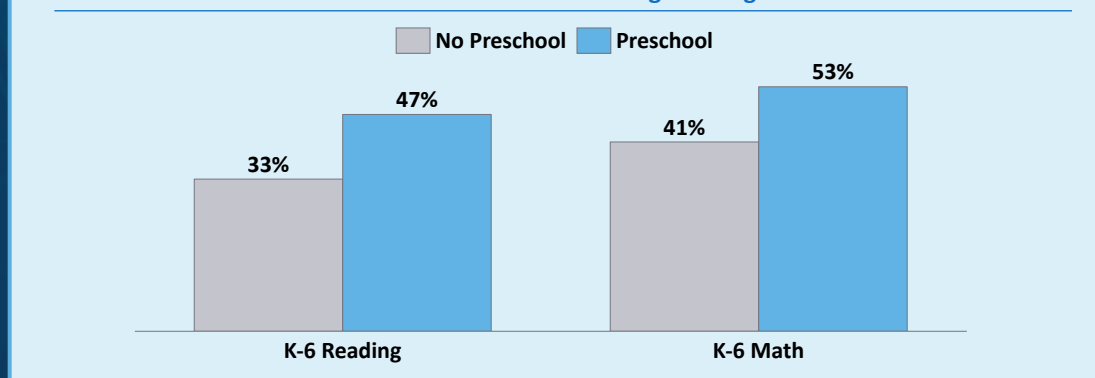
The article looked at DMPS FastBridge testing data, comparing the percentage of current K-6 students meeting reading and math benchmarks based on their preschool attendance.

27

Pre-K's Effects Can Persist to Sixth Grade



K-6 Students in Des Moines Public Schools Meeting Reading and Math Benchmarks¹



1. See generally *Reimagining Education: Full Day Preschool Access*, DES MOINES PUBLIC SCHOOLS (2024).

28

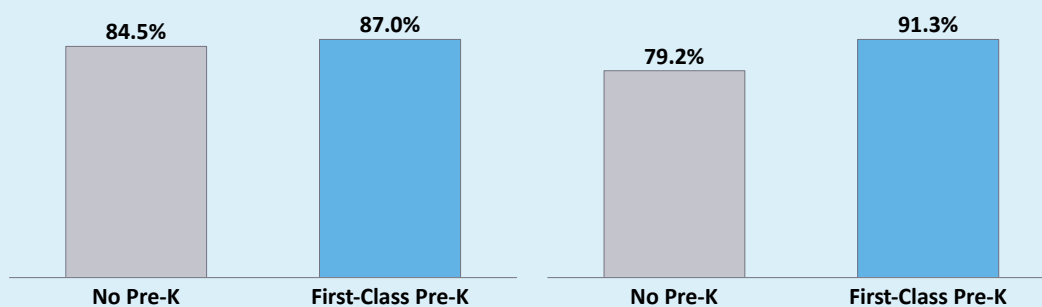
Pre-K Participants have Higher Attendance and Lower Discipline Rates in Later Grades



Alabama¹

3rd-8th Grade Students with Less Than 15 Absences (SY 2018-19)

1st-12th Grade Students with No Disciplinary Infractions (SY 2016-17)



1. See generally, Jeana Ross, 2020 Legislative Presentation, Ala. Dep't of Early Childhood Educ. (2020), <https://alison.legislature.state.al.us/files/pdf/Isa/Fiscal/BudgetHearings/2020/ECE-presentation.pdf>.

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"The Long-Term Effects of Universal Preschool in Boston"



UC Berkeley

In 2023, researchers from MIT, the University of Chicago, and the University of California, Berkeley, examined the long-term impacts of Boston's Pre-K program. Their goal was to assess how participation in high-quality preschool affects students' later academic outcomes.



The researchers tracked children who applied to Boston's Pre-K lottery and followed their educational outcomes through high school and college.

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“Universal Pre-K and College Enrollment: Is There a Link?”



In 2023, McCourt School of Public Policy’s Center for Research on Children in the United States (CROCUS) at Georgetown University published a 20-year peer-reviewed research study on the effects of Oklahoma’s Four-Year-Old Program.



The study focused on examining long-term outcomes (e.g., college enrollment) of a cohort of more than 4,000 Tulsa Public Schools (TPS) students who entered Kindergarten in the Fall of 2006. Some of these students attended Pre-K or Head Start, while others did not attend Pre-K.

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Pre-K is Linked to Graduation and College-going Rates



Boston High School Graduation Rates¹

Likelihood of high school graduation **increased by**

+6

percentage points for Boston Pre-K attendees compared to non-attendees.



Oklahoma Post-Secondary Enrollment²

Likelihood of college enrollment **increased by**

+12

percentage points for Pre-K attendees compared to non-attendees.

1. See Guthrie Gray-Lobe et al., *The Long-Term Effects of Universal Preschool in Boston*, 138 THE Q. J. OF ECON. 363–411 (Feb. 2023).
2. See William T. Gormley Jr. et al., *Universal Pre-K and College Enrollment: Is There a Link?*, 9 AM. EDUC. RSCH. ASS’N 1, 12 (2023).

32

"Impacts of Early Childhood Education on Medium- and Long-Term Educational Outcomes"



In 2017, researchers published a peer-reviewed meta-analysis in the *Educational Researcher* on the medium- and long-term educational impacts of early childhood education programs in the U.S. The study examined how preschool participation influences outcomes such as special education placement, grade retention, and high school graduation.



The researchers synthesized data from 22 rigorous experimental and quasi-experimental studies conducted between 1960 and 2016.

33

Pre-K Lowers Rates of Special Education Services and Grade Retention

Early childhood education participation is associated with . . .

8.09

Percentage point decrease
in special education
classifications



8.29

Percentage point decrease
in grade retention



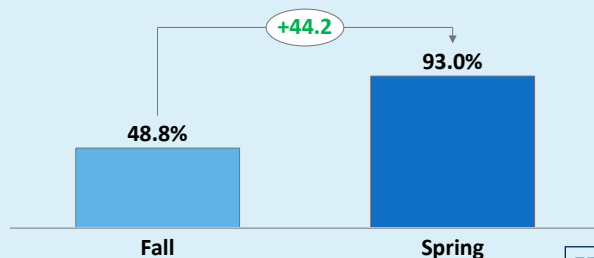
1. See generally Dana Charles McCoy et al., *Impacts of Early Childhood Education on Medium- and Long-Term Educational Outcomes*, 46 EDUC. RESEARCHER 474-87 (2017).

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Pre-K Improves Social-Emotional Development



Alabama FCPK Students Meeting or Exceeding Benchmarks for Social-Emotional Learning, Entry (Fall '18) Versus Exit (Spring '19)¹



*In an evaluation of Alabama's First Class Pre-K program, students showed a **44.2 percentage point gain** in social-emotional learning from the beginning to the end of the program.*

75% of Kentucky children enter kindergarten "ready" in social-emotional skills.²

1. See generally Jeana Ross, 2020 Legislative Presentation, Ala. Dep't of Early Childhood Educ. (2020), <https://alison.legislature.state.al.us/files/pdf/isa/Fiscal/BudgetHearings/2020/ECE-presentation.pdf>.

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Benefits for Children

“The long-term benefits of attending high-quality preschool programs, especially for [a] sustained period of time, [mean] you do better when you get to school. Because you do better when you get to school, you do better through school, you're more likely to graduate high school and go on to college, then you're more likely to be employed, [and] you earn more money. Those folks are also healthier and live longer.”

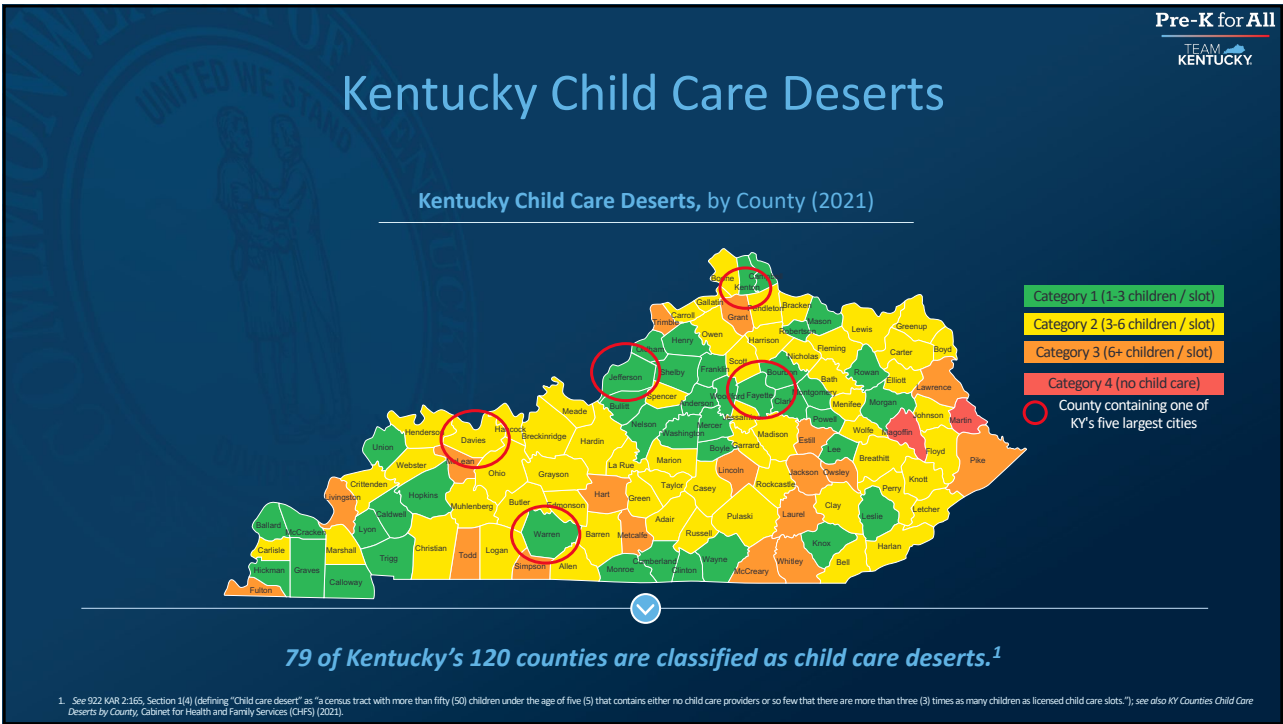
W. Steven Barnett, Ph.D, *Founder and Senior Co-Director of the National Institute for Early Education Research (NIEER), Graduate School of Education, Rutgers University* (2025)



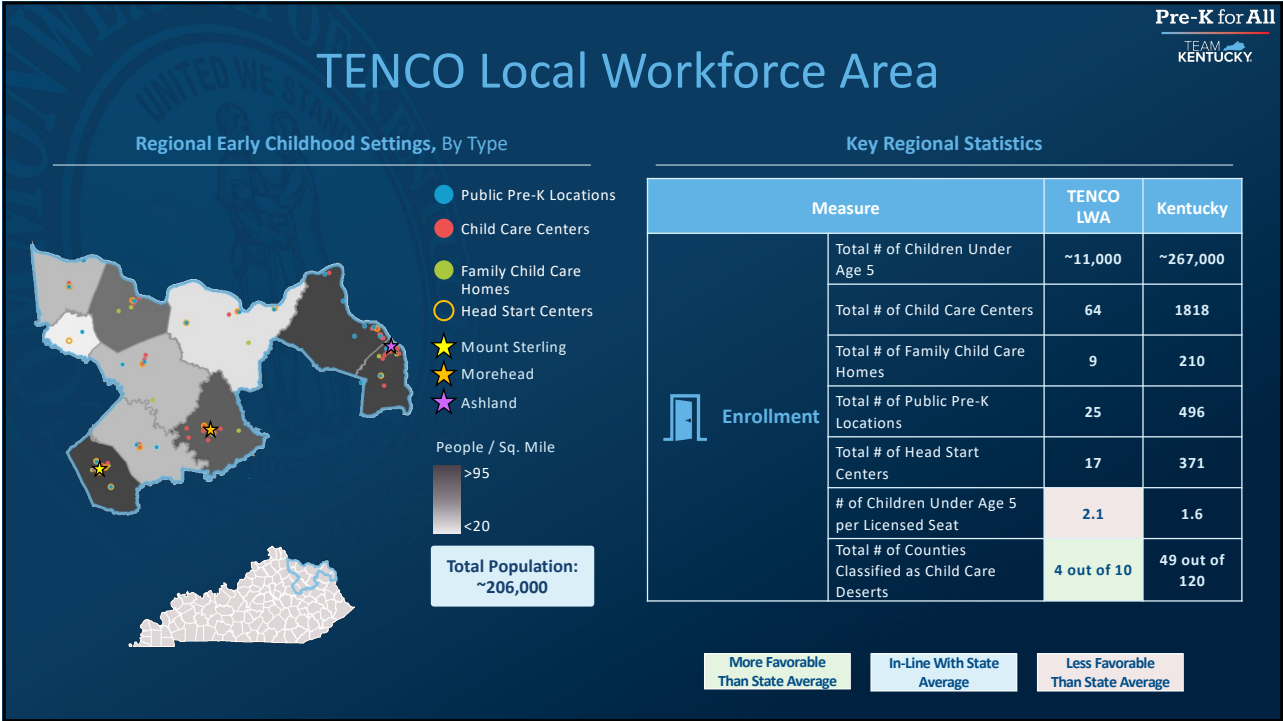
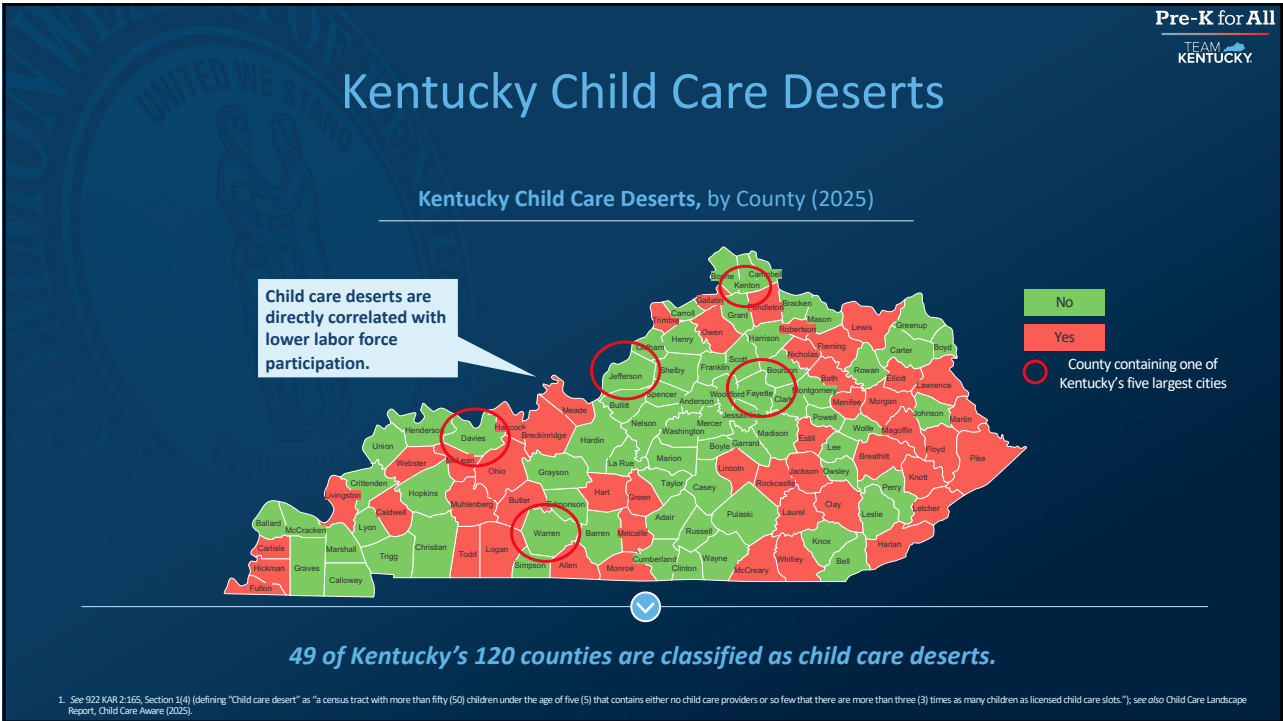
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37



38



Eliminates Child Care Deserts

Studies show expanding preschool will **grow our supply of childcare** where the demand is greater than the supply.



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Benefits for Families

42

Benefits for Families

1

Access to Pre-K Supports Working Families

Enrollment in Pre-K increases labor force participation, particularly among mothers.

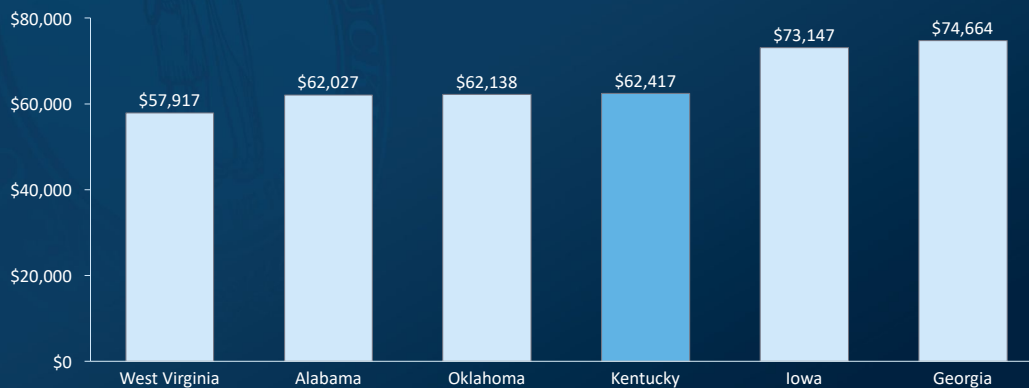
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Pre-K Leads to Higher Parental Earnings

Families benefit financially from Pre-K, earning more and spending less both during the Pre-K year and in the years that follow.

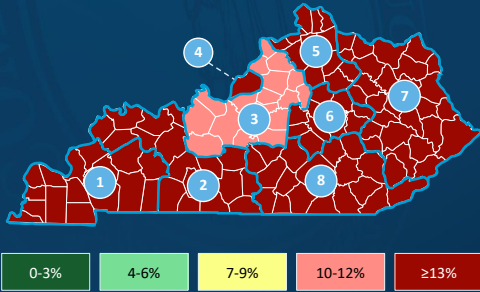
Kentucky's Median Household Income Is Near Average

Median Household Income, by State (2023)



Annual Cost of Care

Percent of Annual Household Income Spent on Child Care, by Region (2024)



While there is no consensus of what is "affordable," child care costs exceeding 7% of a family's household income are generally considered unaffordable or financially burdensome.

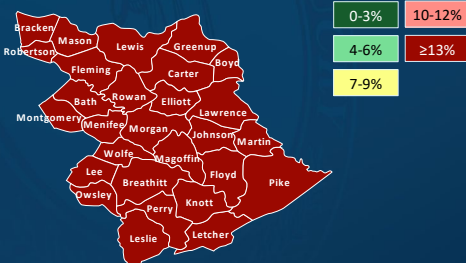
Region	Average Annual Cost of Care (Licensed Centers)	Average Annual Cost of Care (FCHs)	Weighted Average Annual Cost of Care	% of Median Household Income Spent on Child Care
1 The Lakes	~\$7,200	~\$7,100	~\$7,200	~13%
2 Two Rivers	~\$7,700	~\$6,500	~\$7,700	~13%
3 Salt River	~\$7,900	~\$6,900	~\$7,800	~10%
4 Jefferson County	~\$10,300	~\$8,600	~\$10,000	~15%
5 Northern Bluegrass	~\$10,200	~\$10,300	~\$10,200	~13%
6 Southern Bluegrass	~\$9,300	~\$8,400	~\$9,300	~14%
7 Eastern Mountain	~\$6,300	~\$5,900	~\$6,200	~13%
8 Cumberland	~\$7,300	~\$6,100	~\$7,100	~15%

1. See 2024 Price of Care: Child Care Affordability Analysis, Child Care Aware; see also NIMHD (2023); Average Daily Price of Child Care by Region, Child Care Aware (2024); U.S. Census.

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TENCO: Cost of Care and Early Childhood Workforce Pay

Percent of Annual Household Income Spent on Child Care, Eastern Mountain Region (2024)



Region	Average Annual Cost of Care (Licensed Centers)	Average Annual Cost of Care (FCHs)	Weighted Average Annual Cost of Care	Average % of Median Annual Household Income Spent on Child Care
Eastern Mountain	~\$6,300	~\$5,900	~\$6,200	~13%

Average Early Childhood Workforce Pay (Hourly and Annually), TENCO LWA (2024)



TENCO LWA
\$14.20 / hour
~\$28,400 / year

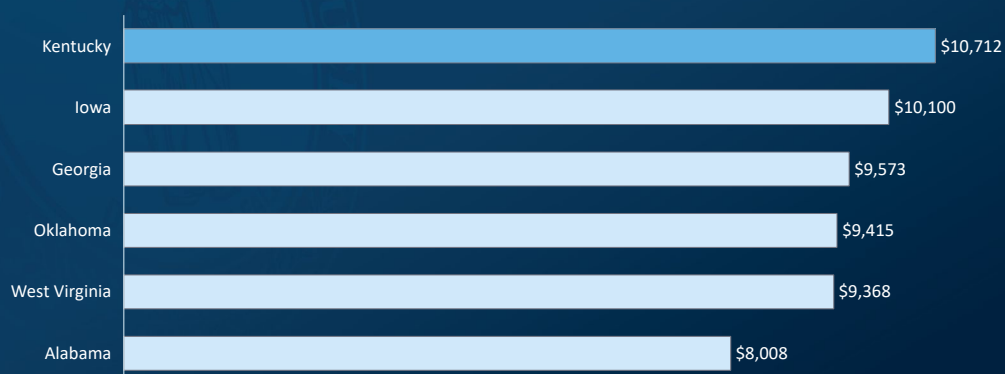
Kentucky average
\$15.00 / hour
~\$30,000 / year

National average
\$19.10 / hour
~\$38,200 / year

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Cost of Child Care is Highest in Kentucky

Average Annual Cost to Families for Full-Time Center-Based Child Care for 4-Year-Olds, by State (2024)



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Access to Pre-K Results in Higher Workforce Participation



National Workforce Participation Among Mothers¹

10%

Reduction in the Price of
Child Care



Leads to . . .



0.5-2.5%

Increase in Maternal
Employment



1. See generally Taryn W. Morrissey, Child care and parent labor force participation: a review of the research literature, 15 R. of Econ. of the Household 1, 1-15 (2017).

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"Parents' Earnings and the Returns to Universal Pre-Kindergarten"

Yale
UNIVERSITY



In 2025, a working paper in Connecticut by researchers at Yale and Brown University studied whether Pre-K for All programs can increase parental earnings and, if so, how much these gains affect the economic returns to Pre-K for All.



The working paper focused on lower-income families in New Haven who applied to have their children attend a public, extended-day Pre-K program. The paper compared earnings of parents whose children attended the program versus parents who were unable to enroll.

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Access to Free Pre-K Increases Parent Income



Increase in Parental Earnings if Children are Enrolled in Pre-K¹

During Pre-K Years

+21.7%

Increase in parent earnings was observed during the pre-kindergarten years for families with children enrolled in New Haven Public Schools Pre-K.

Parent Earnings Six (6) Years after Pre-K

+18%

\$35,920

Children Were Not Enrolled in Pre-K

\$42,394

Children Were Enrolled in Pre-K

1. See John Eric Humphries et al., "Parents' Earnings and the Returns to Universal Pre-Kindergarten" (Nat'l Bureau of Econ. Res., Working Paper No. 33038, last revised Apr. 2025); see also Anna Louise Sussman, "Free Pre-K Gives Parents' Income a Long-Lasting Boost," YALE INSIGHTS (Mar. 10, 2025), <https://insights.yale.edu/insights/free-pre-k-gives-parents-income-long-lasting-boost>.

50

Studies show Pre-K for All Boosts Take-Home Pay by. . .

\$9,000 per year 

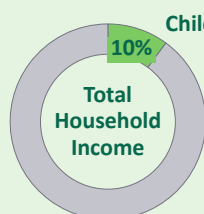
1. See John Eric Humphries et al., *Parents' Earnings and the Returns to Universal Pre-Kindergarten* (Nat'l Bureau of Econ. Res., Working Paper No. 33038, last revised Apr. 2025); see also Anna Louise Sussman, *Free Pre-K Gives Parents' Income a Long-Lasting Boost*, YALE INSIGHTS (Mar. 10, 2025), <https://insights.som.yale.edu/insights/free-pre-k-gives-parents-income-long-lasting-boost>.

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Pre-K For All Helps Families Save More



Colorado Estimated Annual Child Care Costs and Savings¹



Without Pre-K for All, child care absorbs
~10% of median household income for
dual-income families.

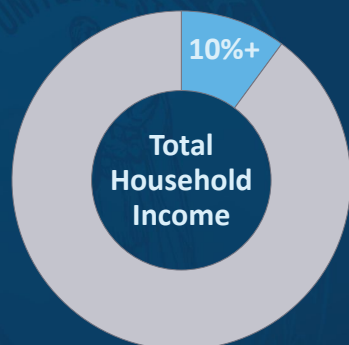


~7,000 / year

Total annual family savings in SY
'23-24 as a result of free, half-day
state-funded Pre-K in Colorado.

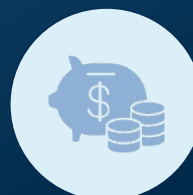
1. See generally 2024 Price of Care: Child Care Affordability Analysis, Child Care Aware; see also Colo. Universal Preschool Family Handbook: School Year 2025 – 2026, COLO. DEPT OF EARLY CHILDHOOD (2025).

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Without Pre-K for All, Kentucky families are **spending over 10%** of their median household income on child care.

With Pre-K for All, Families Will Save . . .



~\$7,000 / Year
In Child Care Costs

1. See 2024 Price of Care: Child Care Affordability Analysis, Child Care Aware; see also Childcare Prices by Age of Children and Care Setting, U.S. Dep't of Labor.

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Benefits for Families

“In the end: from an economic standpoint, the biggest value to [Pre-K for All] may be that it **helps parents return to the labor force** and make a better life for their families in the **short and long run.**”

Emily Oster, Ph.D., *Professor of Economics, Brown University; Founder and CEO, ParentData (2024)*

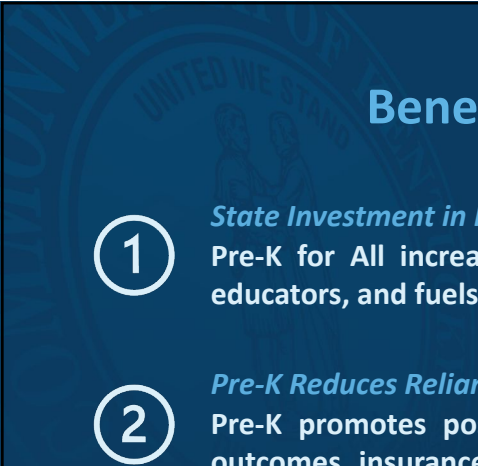


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Benefits for Communities

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Benefits for Communities

1

State Investment in Pre-K Strengthens Local Economies

Pre-K for All increases future workforce participation, creates jobs for educators, and fuels stronger local economies.

2

Pre-K Reduces Reliance on Social Services

Pre-K promotes positive long-term life outcomes (e.g., greater health outcomes insurance coverage, reduced interactions with the criminal justice, etc.).

3

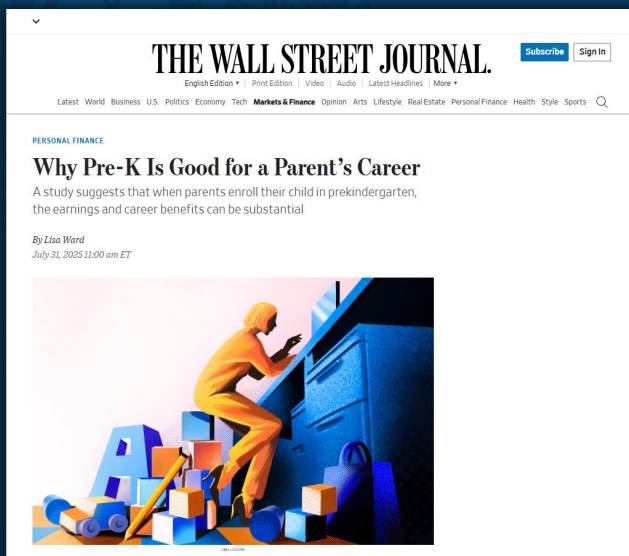
Pre-K Delivers a Strong Return on Investment

Pre-K generates cost savings and increased revenue (including from higher future earnings), delivering returns for both the state and taxpayers.

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Grows Our Workforce

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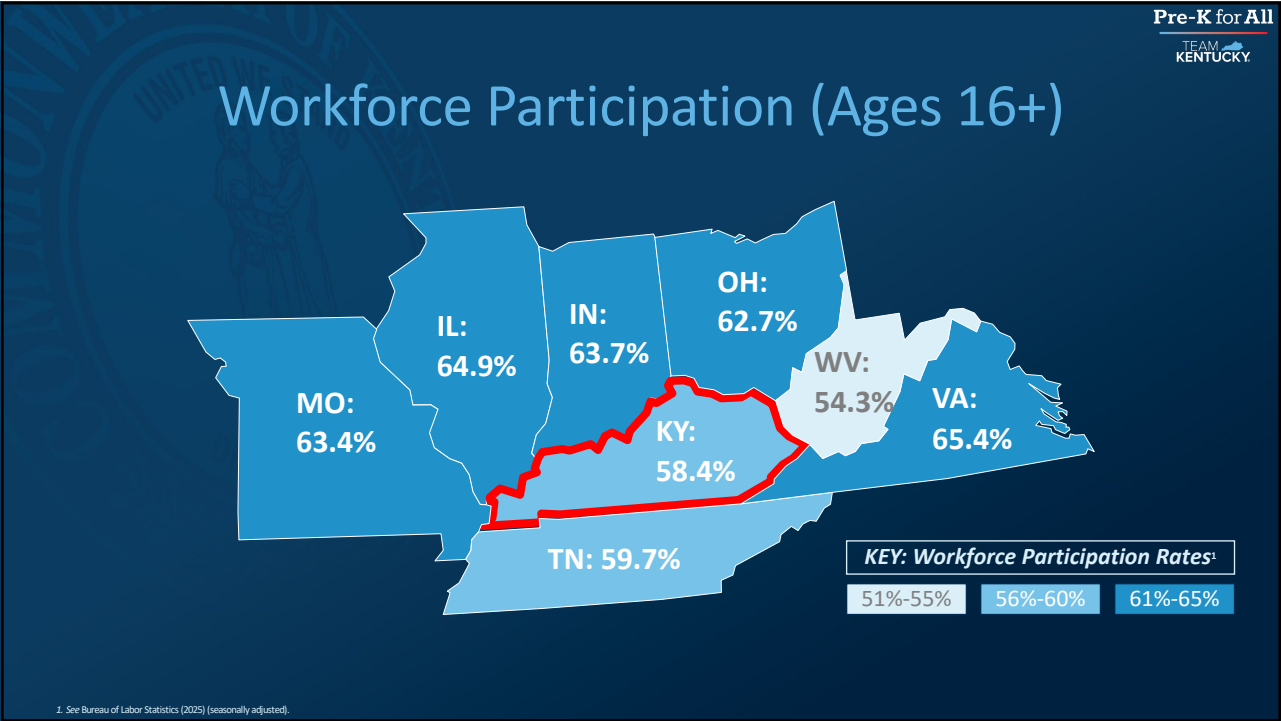
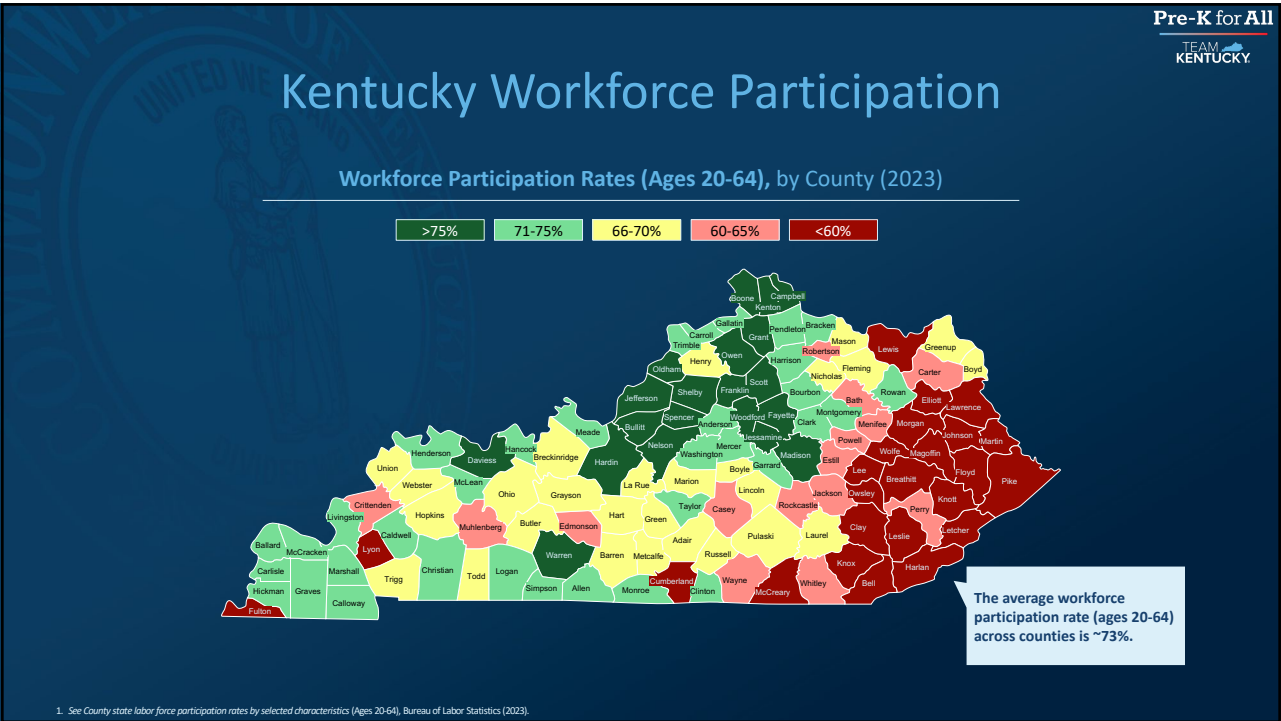
Source: Ward, Lisa, (2025), Why Pre-K Is Good for a Parent's Career, WSJ https://www.wsj.com/personal-finance/pre-k-parents-careers-46af194a7gaa_at=eqfs&gaa_n=ASWzDAhsn6uhijijfj6rF2nWqoolu2HRDNlzcgnz9lfpRpEAHh6q1OvOTz-HlqUAU%3D&gaa

Pre-K for All
TEAM
KENTUCKY

Parents of Children Who Attended
Pre-K in the Study were:

- **More Likely** to Participate In the Labor Force
- **More Likely** to Work a Single Job and Have Fewer Career Gaps
- **Less Likely** to Switch Industries or to Work Multiple Jobs.

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Because of Lack of Access
to Child Care, the U.S.
Workforce Is Missing . . .



10.4 Million
Americans, 86% of
which are Women

Pre-K for All Would
Grow Kentucky's
Workforce by . . .



40,000 – 70,000
Kentuckians

1. See The Role of Affordable Child Care in Promoting Work Outside the Home, The Council of Economic Advisers (2019); see also Household Pulse Surveys, U.S. Census Bureau (2024).

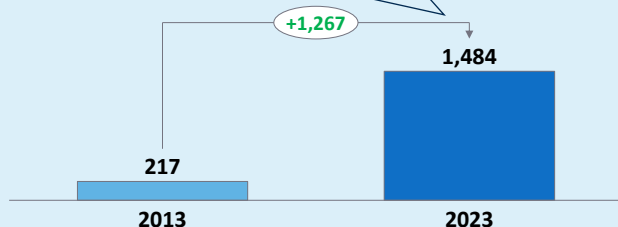
61

Pre-K for All Helps Create New Jobs for Educators



Count of Alabama First Class Pre-K Classrooms (2013-2023)¹

Each classroom requires a lead teacher and an auxiliary teacher, contributing to educator job growth.²



In 10 years, Alabama's First Class Pre-K program has added 1,267 classrooms, expanding access for children and creating educator jobs and expanding Pre-K access statewide.

1. See 2023 Annual Report, ALA. DEPT OF EARLY CHILDHOOD EDUC. 1, 9 (2024).

2. See Alabama First Class Pre-K Guidelines 2025-2026, ALA. DEPT OF EARLY CHILDHOOD EDUC. 1, 12 (2025).

62

“Parents’ Earnings and the Returns to Universal Pre-Kindergarten”

Yale
UNIVERSITY



In 2025, a working paper in Connecticut by researchers at Yale and Brown University determined whether Pre-K for All programs can increase parental earnings and, if so, how much these gains affect the economic returns to Pre-K for All.



The paper specifically examined economic and social benefits at the community level to estimate the “return on investment” in Pre-K.

63

Pre-K for All has A High Return on Investment

~\$10 in Benefits Per Dollar Spent on Pre-K for All

Magnitude of Impact	Primary Sources of ROI
	Parents’ Earnings Gains and Increased Tax Revenue
	Reduced Reliance on Other Public Programs
	Children’s Future Earnings Gains and Increased Tax Revenue

Lower Higher

1. See John Eric Humphries et al., “Parents’ Earnings and the Returns to Universal Pre-Kindergarten” (Nat’l Bureau of Econ. Res., Working Paper No. 33038, last revised Apr. 2025); see also Anna Louise Sussman, “Free Pre-K Gives Parents’ Income a Long-Lasting Boost,” YALE INSIGHTS (Mar. 10, 2025), <https://insights.som.yale.edu/insights/free-pre-k-gives-parents-income-long-lasting-boost>.

64

“School-Based Early Childhood Education and Age-28 Well Being: Effects by Timing, Dosage, and Subgroups”

 University of Missouri



In 2011, researchers from the University of Minnesota and University of Missouri published a peer-reviewed, long-term study tracking the effects of Chicago’s Child-Parent Center Education Program on more than 1,400 participants – following them up to 25 years later.



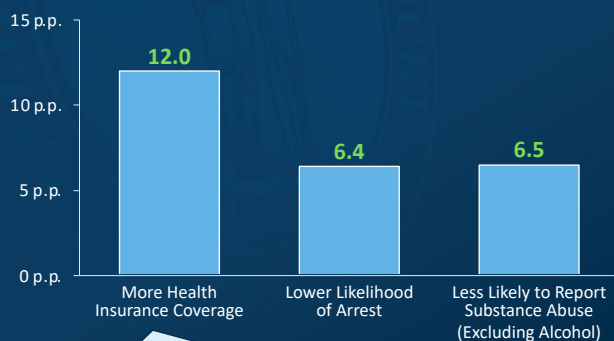
The study compares long-term social and life outcomes such as justice-system involvement and substance abuse between those who participated in the program and those who had not.

65

Pre-K Correlates to Long-term Positive Life Outcomes

Outcomes of Preschool Participants vs. Nonparticipants

 Difference between Pre-K Participants and Nonparticipants



Health insurance coverage is often a result of employment.

More positive life outcomes drive lower reliance on social services:

Health Insurance coverage

Fewer ER visits

Lower likelihood of arrest and drug abuse

Lower jail, prison, and supervision expenses

1. See generally Arthur J. Reynolds et al., *School-Based Early Childhood Education and Age-28 Well Being: Effects by Timing, Dosage, and Subgroups*, 333 SCI. 360, 360-64 (June 2011).

66

“Parenting Promotes Social Mobility Within and Across Generations”



In 2023, researchers from Clemson University and The University of Chicago conducted follow-ups with the original participants of the HighScope Perry Preschool (Perry) and Carolina Abecedarian (ABC) programs.

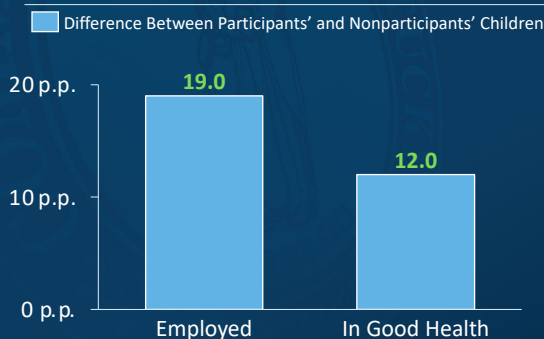


The study assessed outcomes at midlife (age 54 for Perry participants, and age 45 for ABC participants) and also gathered data on their children, evaluating the intergenerational effects of early child care participation.

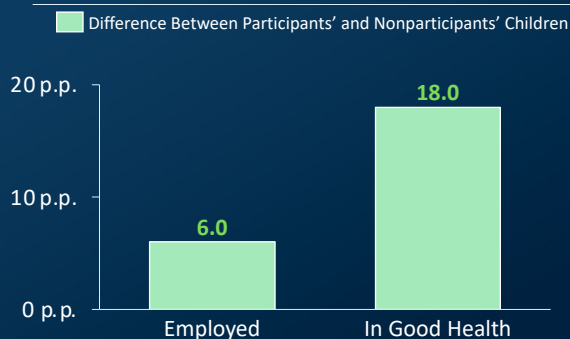
67

Pre-K Correlates to Positive Intergenerational Life Outcomes

HighScope Perry Preschool Program



Carolina Abecedarian Program



“Both programs have economically and statistically sizable intergenerational impacts on employment rates [and] average health status.”

Jorge Luis García & James J. Heckman (2023).

1. See generally Jorge Luis García & James J. Heckman, *Parenting Promotes Social Mobility Within and Across Generations*, 15 Annu. Rev. of Econ. 349-88 (2023).

68

Benefits for Communities

“Done right[,] the return [on investment for high-quality pre-k] can be as much as **10 times the cost**. The biggest benefits are: improvements in the development and well-being of young children, increased achievement and educational attainment, and healthier, more productive lives.”

W. Steven Barnett, Ph.D, *Founder and Senior Co-Director of the National Institute for Early Education Research (NIEER), Graduate School of Education, Rutgers University (2018)*



69

Helps Kentucky Compete

70

Pre-K for All

TEAM  KENTUCKY

“When asked about the critical barriers to employment, the two resounding responses of all employers were transportation and childcare . . .

This Pre-K for All initiative would finally address those concerns.”

Candace McGraw

*Former CEO of CVG Airport and
Former Board Chair of the Kentucky
Chamber of Commerce*



71

Pre-K for All

TEAM  KENTUCKY

“Every single child matters to the workforce of the future and needs to be brought to their peak of performance if at all possible . . .

If we’re going to have success, we need to do this.”

Judge/Executive Steve Pendery

Campbell County Judge/Executive



72

Pre-K for All

TEAM  KENTUCKY

“Pre-K for All is a workforce development initiative....

By removing one more barrier to working parents, we are increasing the number of people who are ready to take on good jobs in Kentucky at companies like Novelis. This policy also makes it easier for us to attract people to work and live in Kentucky.”

Tom Lilienthal

Novelis Plant Manager



73

Pre-K for All

TEAM  KENTUCKY

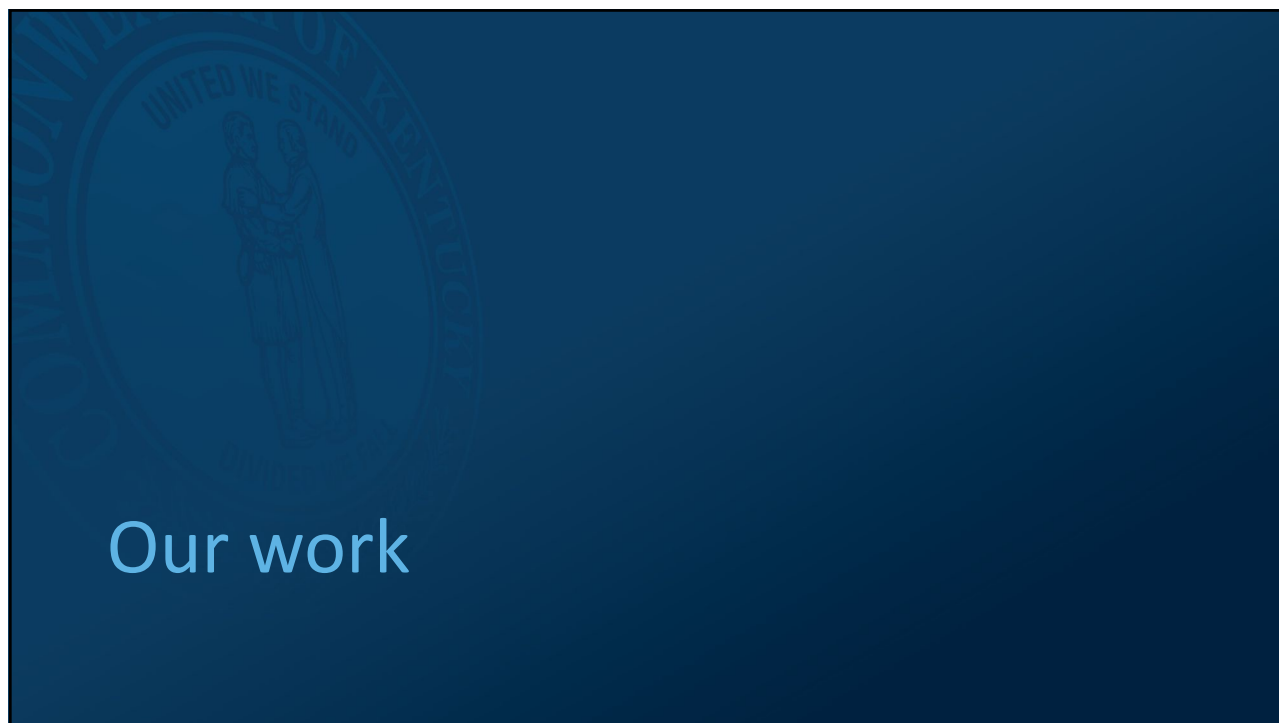
“Pre-K for All is more than an education initiative—it’s a long-term investment in people and our economic strength.”

Kevin Nolan

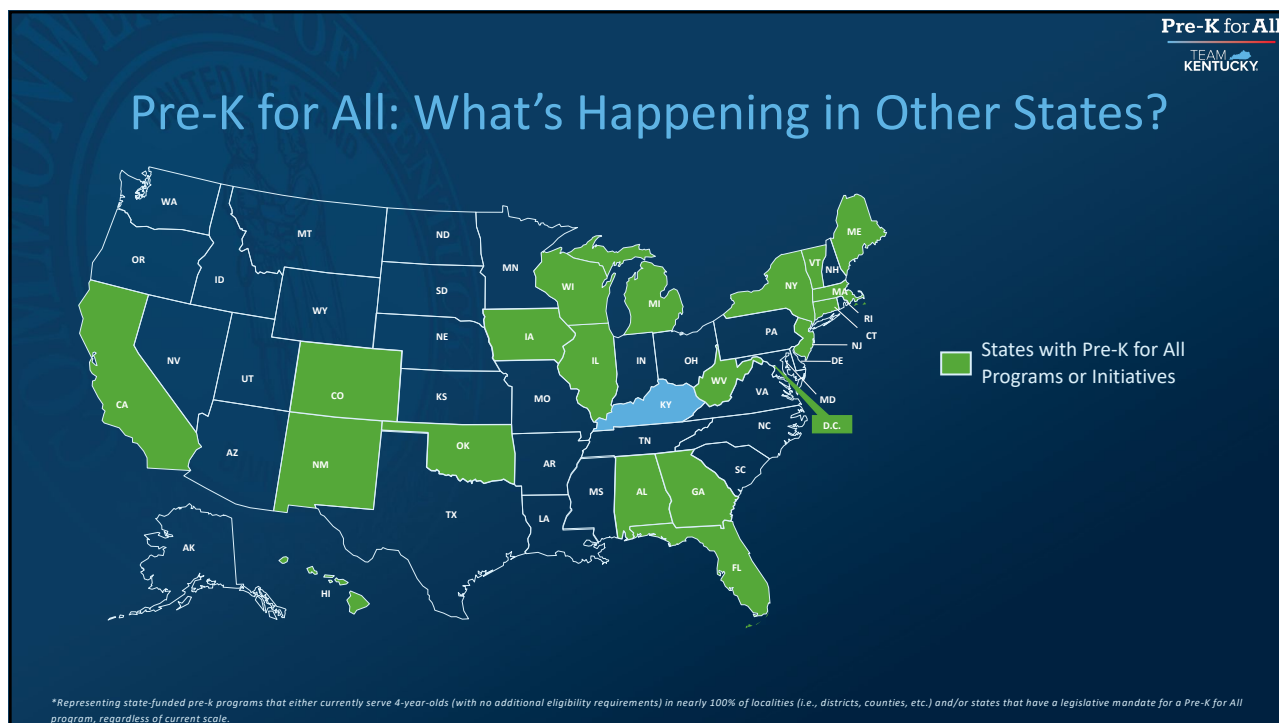
*President & CEO of
GE Appliances, A Haier Company*



74



75



76

Selection Criteria for Other States

- 1 States that share similar demographic, economic, and/or policy environments with Kentucky.
- 2 States that have “Pre-K for All” programs with positive results

77

Selected States for Comparison

Alabama

First Class Pre-K (FCPK)



- ▶ Shares a **similar profile** to Kentucky in terms of population, median household income, and urban/rural areas.
- ▶ Is a leader in **quality** with all 10 NIEER benchmarks met.

Georgia

Georgia's Pre-K Program



- ▶ The first state to establish a **free, state-funded Pre-K program for all 4-year-olds**, scaling since 1992.
- ▶ Extended-day program lowers expenses for working families.

Iowa

Statewide Voluntary
Preschool Program (SWVPP)



- ▶ Offers **state-funded Pre-K** for all 4-year-olds through its Statewide Voluntary Preschool Program (SWVPP).
- ▶ Is a leader in state-funded **preschool enrollment**, with 66% of 4-year-olds enrolled in SWVPP.

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Selected States for Comparison

Oklahoma

Early Childhood Four-Year-Old Program



- ▶ Offers **state-funded Pre-K for all 4-year-olds** and has a similar population size and median household income to Kentucky.
- ▶ Is a leader in state-funded preschool **enrollment**, with 66% of 4-year-olds enrolled, and **quality**, with 9 NIEER benchmarks met.

West Virginia

West Virginia Universal Pre-K (WV Pre-K)

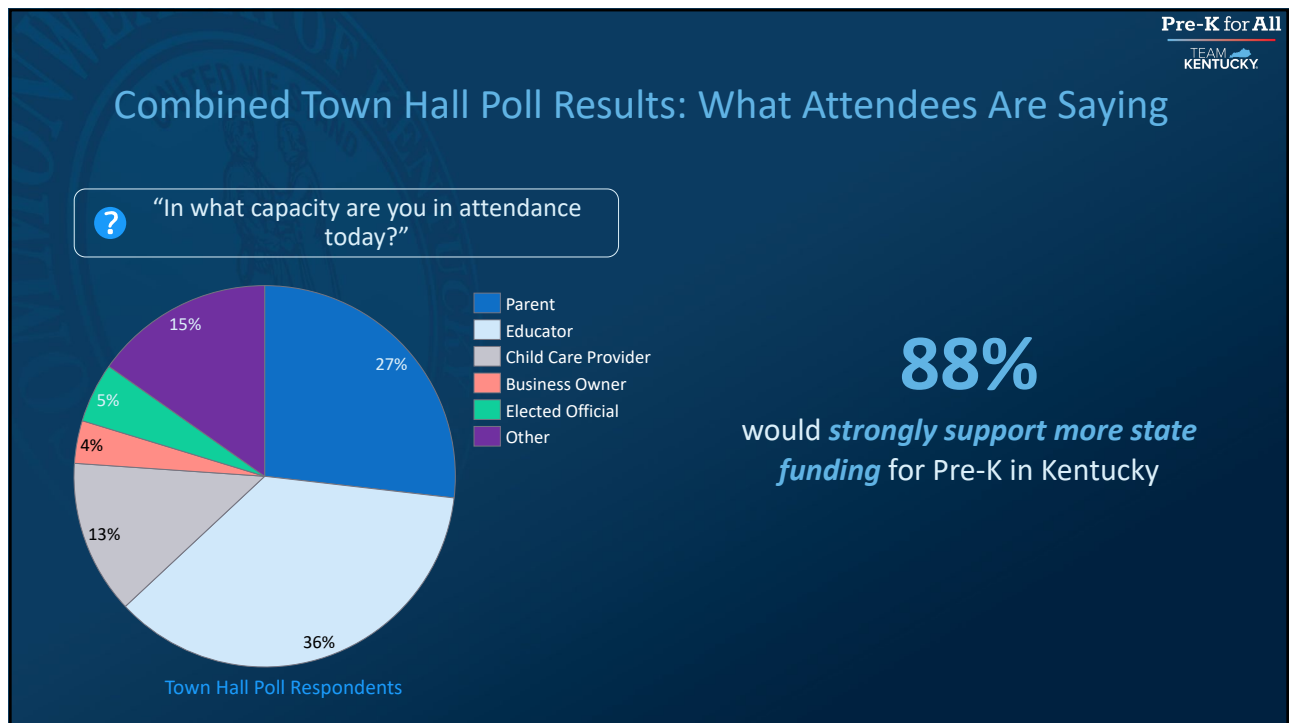


- ▶ Offers **state-funded Pre-K for all 4-year-olds** and is a leader in **enrollment**, with 67% of 4-year-olds enrolled.
- ▶ Is a leader in **quality** with 9 NIEER benchmarks met.

Town Halls



81



82

Strong Support Across Kentucky

60,000+
Kentuckians have
*contacted their legislator
in support of Pre-K for All*
4-year-olds.



83

How to Get Involved

84

Tell your legislator why
you support Pre-K for All
at prek4all.ky.gov or by
scanning the QR code.

**Tell Your
Legislator
You Support
Pre-K!**

Scan Here



How It Works

Open Your Camera

Open your smartphone's camera or QR code scanner app.

Scan the QR Code

Point your camera at the code, and a link will appear.

Tap the Link
Click the link to voice your support!

Call Your Legislator!

Leave a message for your legislator by calling the Legislative Message Line:

1-800-372-7181



For more information visit:

prek4all.ky.gov



Thank You!

Sam Flynn

Executive Director

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Malaya Rivers

Executive Administrator

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TENCO WORKFORCE DEVELOPMENT BOARD**Policy No. 28****Training Limitations****Effective:06-16-03****Revision: June 28, 2005; February 18, 2009; May 16, 2012****Reviewed – no changes: April 24, 2014****Revision: March 2, 2021****Revision: May 21, 2025; July 29, 2025**

Participants seeking assistance from the TENCO Workforce Development Board may receive funding per training for a maximum of two years for an Associate program or four years for a Bachelor program. Participants may be eligible for more than one training opportunity **if** all policies and criteria are met.

Exceptions for participants exceeding the maximum years of funding will be considered for the following reasons:

- A program of study that requires pre-requisite courses. Pre-requisites may increase the length of time necessary to complete a training program. Funding for pre-requisites is allowable.
- Additional credit hours are required to successfully complete the approved training program. The participant must have enrolled in WIOA with the ability to complete within their specified timeframe (above) appropriate for their training. Successful completion is defined as: Attainment of a credential "diploma, degree, certificate or license". Career Counselors must request and provide justification for additional funding if the individual is unable to complete within their specified timeframe. Workforce Administrative staff will review each case and provide the Career Counselor with a determination for additional funding. Approval is required prior to obligating additional funds. All obligations and extension of obligations are based on the availability of funds.

TENCO WORKFORCE DEVELOPMENT BOARD**Policy No. 49****Media Requests****Effective Date: July 29, 2025**

To ensure accurate, coordinated, and appropriate communication with the public and media, all Career Center staff are required to immediately notify their direct supervisor of any media inquiries.

- Media inquiries include requests for interviews, statements, comments, data, or information from reporters, journalists, bloggers, or any other media representatives—whether by phone, email, social media, or in person.
- No Career Center staff should speak to the media on behalf of the TENCO Workforce Development Board or Kentucky Career Center – TENCO, unless they have received prior approval from their supervisor and Director of Workforce Development.
- All media requests must be shared with the supervisor as soon as they are received. The supervisor will ensure the request is forwarded to the appropriate person for response.

This policy is in place to protect the integrity of our messaging, ensure consistent communication, and safeguard sensitive or regulated information.



TENCO Workforce Development Board

October 2025

Local Performance Report

Title I - Adult

Performance Measures	Timeframes	PY24 Negotiated Rates	PY24 Rates
Employment Rate 2nd Quarter After Exit	7/01/2023 - 6/30/2024	82%	91.7%
Employment Rate 4th Quarter After Exit	1/01/2023 - 12/31/2023	84%	94.1%
Median Earnings 2nd Quarter After Exit	7/01/2023 - 6/30/2024	\$9,532	\$11,649
Credential Retained Within 4 Quarters After Exit	1/01/2023 - 12/31/2024	73%	78.4%
Measurable Skills Gains	7/01/2024 - 6/30/2025	55%	86.3%

Title I - Dislocated Worker

Performance Measures	Timeframes	PY24 Negotiated Rates	PY24 Rates
Employment Rate 2nd Quarter After Exit	7/01/2023 - 6/30/2024	79%	88.9%
Employment Rate 4th Quarter After Exit	1/01/2023 - 12/31/2023	79%	86.7%
Median Earnings 2nd Quarter After Exit	7/01/2023 - 6/30/2024	\$10,495	\$17,965
Credential Retained Within 4 Quarters After Exit	1/01/2023 - 12/31/2024	73%	86.7%
Measurable Skills Gains	7/01/2024 - 6/30/2025	74%	100.0%



TENCO Workforce Development Board

October 2025

Local Performance Report

Title I - Youth

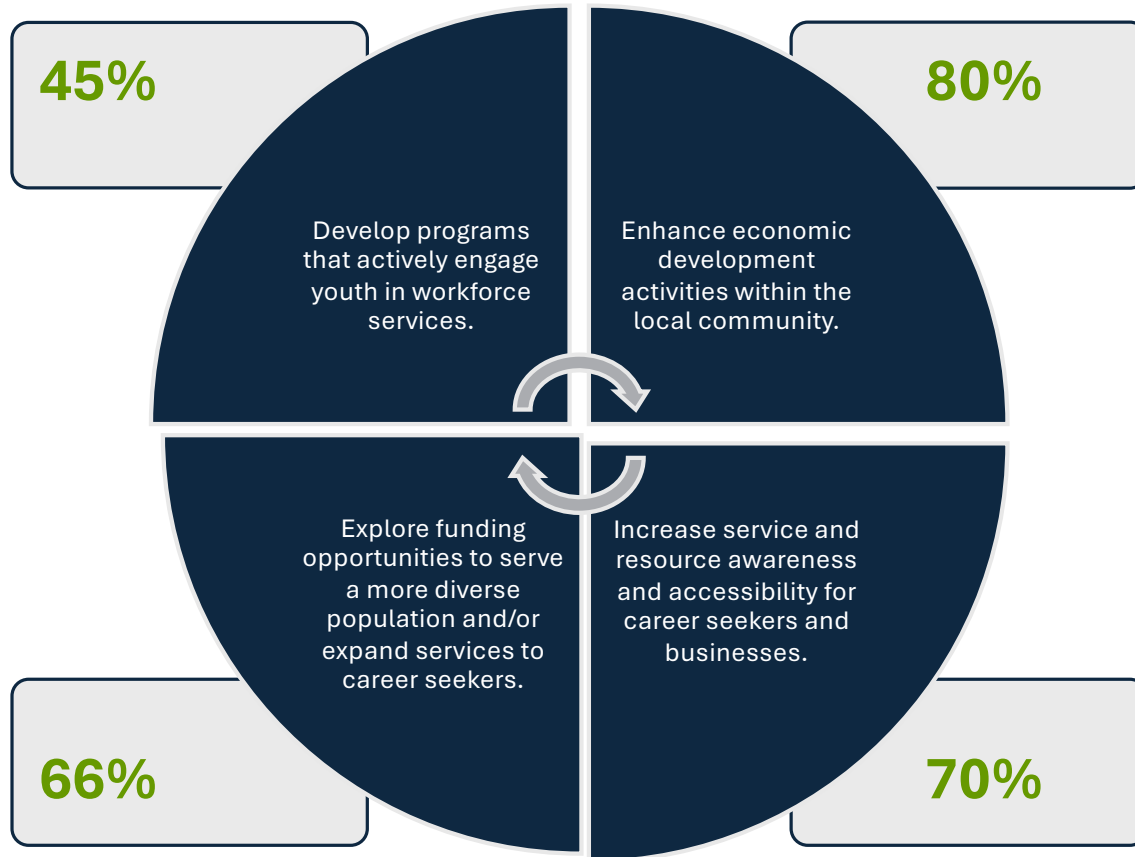
Performance Measures	Timeframes	PY24 Negotiated Rates	PY24 Rates
Employment Rate 2nd Quarter After Exit	7/01/2023 - 6/30/2024	70%	82.0%
Employment Rate 4th Quarter After Exit	1/01/2023 - 12/31/2023	75%	84.3%
Median Earnings 2nd Quarter After Exit	7/01/2023 - 6/30/2024	\$5,179	\$6,709
Credential Retained Within 4 Quarters After Exit	1/01/2023 - 12/31/2024	63%	72.3%
Measurable Skills Gains	7/01/2024 - 6/30/2025	50%	50.9%

Title I - Wagner Peyser

Performance Measures	Timeframes	PY24 Negotiated Rates	PY24 Rates
Employment Rate 2nd Quarter After Exit	7/01/2023 - 6/30/2024	66%	72.4%
Employment Rate 4th Quarter After Exit	1/01/2023 - 12/31/2023	73%	69.7%
Median Earnings 2nd Quarter After Exit	7/01/2023 - 6/30/2024	\$6,994	\$7,922

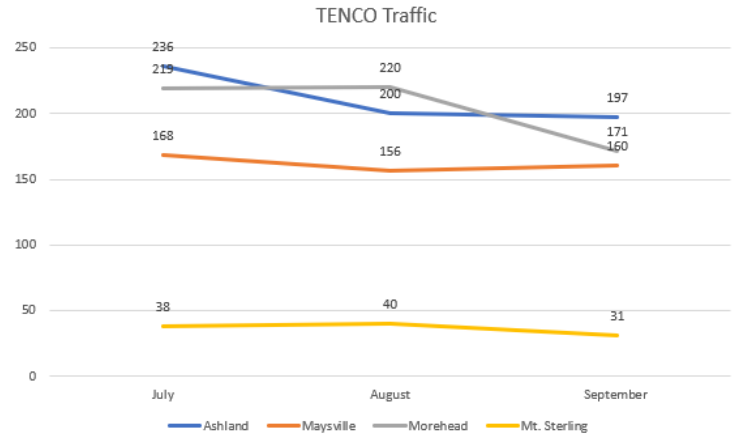
STRATEGIC PLAN

2023-2028



Kentucky Career Center – TENCO Customer Traffic Data – FY '25

TENCO	July	August	September
Employment Services - RESEA	30	28	28
Employment Services - Job Search/A	117	104	107
UI - File Claim	144	109	85
UI - Request Benefits	64	59	44
UI - Other	73	61	68
Training (WIOA)	81	99	66
OVR	34	30	18
Job Fair	9	11	13
Drug Court	64	71	75
Veteran's Services	3	4	2
Partner/Visitor	19	20	38
Workshop	23	20	15
TOTAL	661	616	559



ASHLAND	July	August	September
ES - RESEA	17	10	13
ES - Job Search/App	52	45	44
UI - File Claim	56	39	39
UI - Request Benefits	12	17	13
UI - Other	37	26	35
Training	28	35	24
OVR	0	0	0
Job Fair	9	11	6
Drug Court/Other	0	0	0
Veteran's Services	1	3	1
Partner/Visitor	10	7	17
Workshop	14	7	5
TOTAL	236	200	197

MAYSVILLE	July	August	September
Employment Services - RESEA	0	0	0
Employment Services - Job Search/	10	13	8
UI - File Claim	16	7	8
UI - Request Benefits	18	12	9
UI - Other	1	4	3
Training	24	19	36
OVR	33	27	16
Job Fair	0	0	0
Drug Court	64	71	75
Veteran's Services	0	0	0
Partner/Visitor	0	1	3
Workshop	2	2	2
TOTAL	168	156	160

MOREHEAD	July	August	September
Employment Services - RESEA	13	18	15
Employment Services - Job Search/App	51	41	50
UI - File Claim	59	55	29
UI - Request Benefits	24	15	12
UI - Other	33	24	27
Training	22	40	2
OVR	1	3	2
Job Fair	0	0	7
Drug Court	0	0	0
Veteran's Services	0	1	1
Partner/Visitor	9	12	18
Workshop	7	11	8
TOTAL	219	220	171

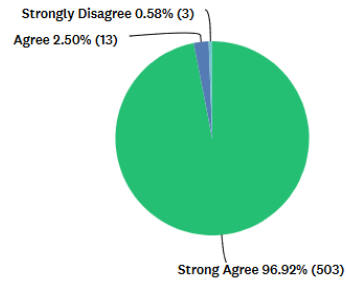
Mt. Sterling	July	August	September
Employment Services - RESEA	0	0	0
Employment Services - Job Search/App	4	5	5
UI - File Claim	13	8	9
UI - Request Benefits	10	15	10
UI - Other	2	7	3
Training	7	5	4
OVR	0	0	0
Job Fair	0	0	0
Drug Court	0	0	0
Veteran's Services	2	0	0
Partner/Visitor	0	0	0
Workshop	0	0	0
TOTAL	38	40	31

Kentucky Career Center – TENCO
Customer Satisfaction Data – FY '26 July-Sept.

Survey Responses

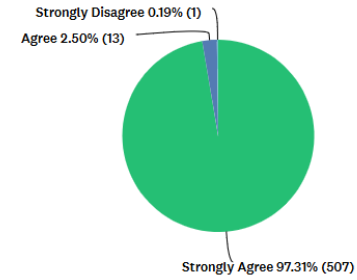
I was treated courteously and professionally by all Career Center staff.

Answered: 519 Skipped: 2



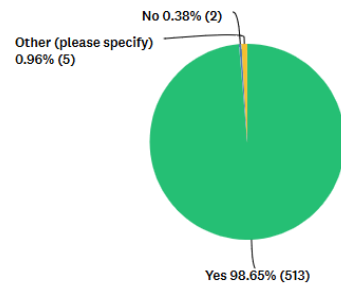
The Career Center staff was knowledgeable about their services.

Answered: 521 Skipped: 0



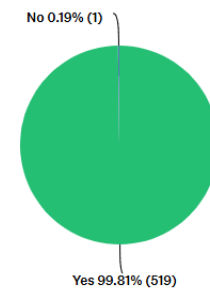
Did you get what you came to the Career Center for?

Answered: 520 Skipped: 1



Would you return for our services and recommend them to others?

Answered: 520 Skipped: 1



Kentucky Career Center – TENCO
Customer Satisfaction Data – FY '26 July-Sept.

Service Comments

“I got more than what I came for. Better information and new leads. Great staff.”

KCC - Morehead

“Heather Fraley was awesome helping me with my claim.”

KCC – Ashland

Customer Satisfaction Interviews

Customer 1 – KCC – Maysville

“I really appreciate that this office is here in my hometown. I don’t have a car, so having you here nearby has been great for me.”

Customer 2 – KCC – Morehead

“You all are doing great work here. I just happened to be driving by and felt the need to stop. I didn’t even know I’d leave with a job lead.”

Customer 3 – KCC – Mt. Sterling

“I always see Bryanna when I’m here. She knows exactly what I need to help me through this job application process.”