

EASTERN KENTUCKY



CONCENTRATED EMPLOYMENT PROGRAM, INC.

PY 2023

ANNUAL REPORT

📍 100 Airport Gardens Road
Suite 300
Hazard, KY 41701

🌐 ekcep.org



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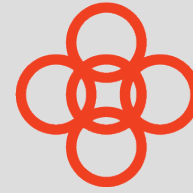
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From the Executive Director

EASTERN KENTUCKY

EKCEP

CONCENTRATED EMPLOYMENT PROGRAM, INC.

As we reflect on Program Year 2023, EKCEP is immensely proud of the positive impact we've made on the lives of over 10,000 Eastern Kentuckians. Our mission to empower individuals and strengthen our communities has never been more critical, and we are deeply committed to fulfilling it.

This past year, we extended a helping hand to a diverse population, including those displaced by layoffs, individuals on the path to recovery from substance use disorder, and young people embarking on their professional journeys. Through our comprehensive suite of programs and services, we have provided essential support, skills training, and employment opportunities that have transformed lives and strengthened our regional economy.

Our dedicated staff also worked tirelessly to ensure that our agency is up to date on best practices and policies with credentialed training for both EKCEP and contractor personnel.

Looking ahead to the upcoming program year, EKCEP is excited to introduce our new in-school youth program designed to equip high school seniors with the tools and knowledge necessary to succeed in the workforce. We aim to create a seamless transition from education to employment, fostering a skilled and motivated workforce for the future.

Expanding our recovery and reentry services is another key priority. We recognize the challenges faced by individuals in recovery and are dedicated to providing comprehensive support, including job training and barrier relief to help them achieve long-term stability and success.

EKCEP will remain steadfast in our pursuit of new funding opportunities, expanding our reach to serve more Kentuckians and create an even greater impact in Eastern Kentucky. Our focus on workforce development will continue to be a cornerstone of our mission, as we work diligently to build a skilled and competitive workforce that drives economic growth in our region.

We are grateful for the continued support of our partners, funders, and the Eastern Kentucky community. Together, we are making a tangible difference in the lives of our fellow citizens, and I can't wait to see what the new year brings for our workforce.

Rebecca Carnes-Miller
Executive Director
EKCEP, Inc.

Our Mission

EKCEP operates with a mission to prepare, advance, and expand the workforce of Eastern Kentucky.

What We Believe

Our core values are key components of our ongoing success and guide the work we do to develop and diversify the workforce of Eastern Kentucky.

- Innovation
- Diversity
- Collaboration
- Adaptability
- Vision

What is CEP?

Concentrated Employment Programs (CEPs) are federally-recognized initiatives designed to address unemployment and poverty within specific communities. They provide a combination of job training, education, and support services to help individuals overcome barriers to employment and achieve economic self-sufficiency. CEPs play a crucial role in promoting economic opportunity and building a stronger workforce, particularly in areas facing high or persistent poverty. EKCEP is one of three CEPs within the United States, and the only such program operating in Kentucky.

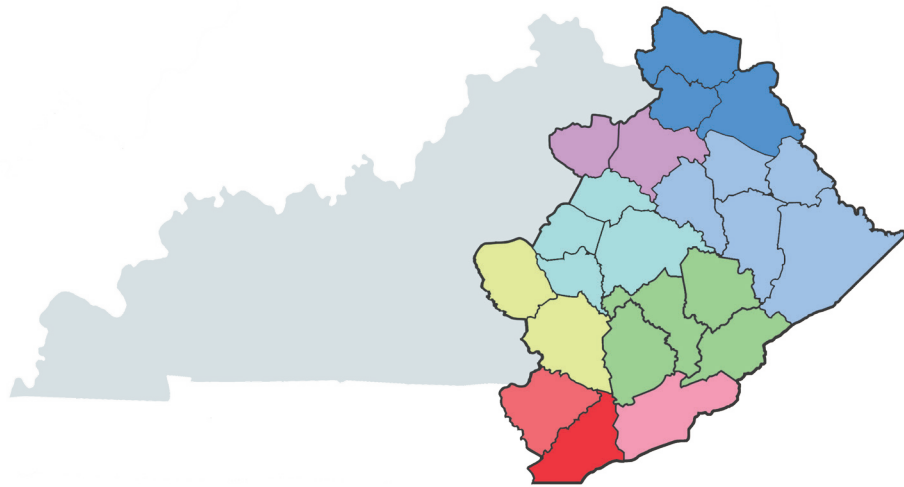


PROGRAMS OVERVIEW

Eastern Kentucky Concentrated Employment Program (EKCEP) is a workforce development agency headquartered in Appalachian Kentucky that provides a wide range of employment assistance for adults, youth, and dislocated workers through the agency's core suite of programs. EKCEP also connects area employers to a skilled workforce through recruitment and job placement assistance and can help with financial incentives like wage reimbursements for on-the-job training, making it easier for businesses to invest in their employees' development.

In recent years, EKCEP has expanded its focus to include support for Kentuckians in recovery from substance use disorder or who are preparing to exit incarceration and reenter the workforce.

Since its inception in 1968, EKCEP has partnered effectively with nine Community Action programs within its area to deliver direct services to job seekers and employers. In addition to funding for career staff, EKCEP provides technical expertise and support to ensure staff at the contractor level have the resources and training they need to provide the most effective services possible.

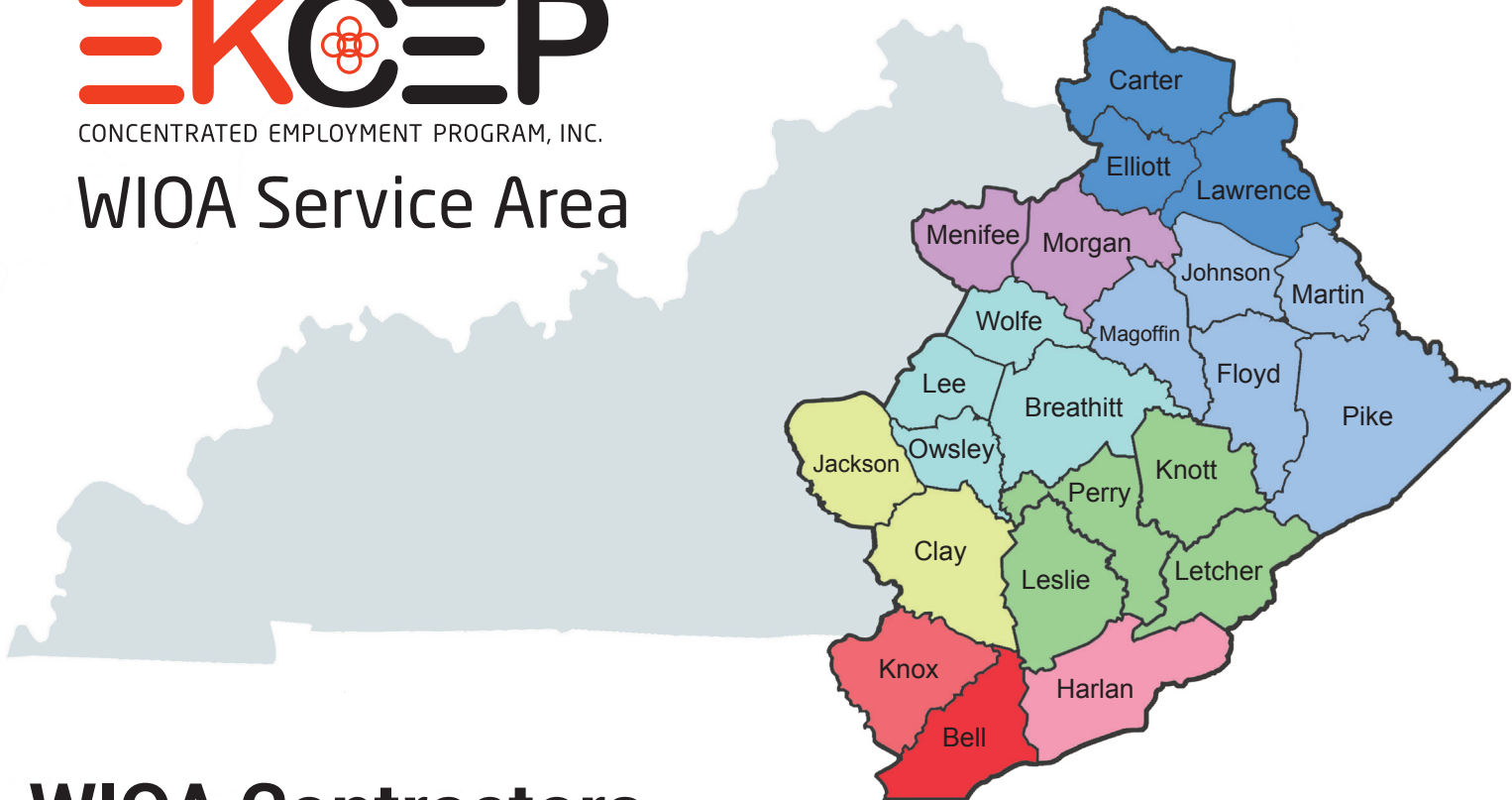


EKCEP's core service region is one of 10 designated workforce areas in Kentucky, allowing EKCEP to provide Workforce Innovation and Opportunity Act (WIOA) services to workers and employers in the following 23 counties:

- Bell
- Breathitt
- Carter
- Clay
- Elliott
- Floyd
- Harlan
- Jackson
- Johnson
- Knott
- Knox
- Lawrence
- Lee
- Leslie
- Letcher
- Magoffin
- Martin
- Menifee
- Morgan
- Owsley
- Perry
- Pike
- Wolfe



WIOA Service Area



WIOA Contractors

Bell-Whitley CAA

Samuel Lawson
Workforce Director
128 N. Pine Street
Pineville, KY 40977
606-337-3044

Gateway CAA

Valrey Easterling
Director of WIOA
151 University Drive
West Liberty, KY 41472
606-743-3133

Middle KY CAA

Amber Teverbaugh
WIOA Director
500 Brown Street
Jackson, KY 41339
606-666-2369

Big Sandy Area CAP

Jeffrey Hensley
Workforce Services Director
230 Court Street
Paintsville, KY 41240
606-789-3641

Harlan CAA

Jill Blevins
WIOA Director
319 Camden Street
Harlan, KY 40831
606-573-5335

LKLP CAC

Allison Brown
WIOA Director
412 Roy Campbell Drive
Hazard, KY 41701
606-436-3161

Daniel Boone CAA

Jo Ann Nolan
WIOA Director
1535 Shamrock Road
Manchester, KY 40962
606-598-5127

KCEOC CAP

Alicia Hill
Workforce Development
Director
464 Court Square
Barbourville, KY 40906
606-546-2639

Northeast CAA

Bonnie Conn
Workforce Services Director
180 Bulldog Lane
Louisa, KY 41230
606-638-4949

WIOA Programs

Adults, Dislocated Workers, and Youth

EKCEP operates three core programs authorized and funded by the Workforce Innovation and Opportunity Act (WIOA) that serve eligible adults, dislocated workers, and youth.

The Adult program serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing them with job search assistance and training opportunities.

Dislocated workers are individuals who were laid off from their jobs and require assistance in preparing for and obtaining new employment. Services can range from training for a new career to basic résumé development.

EKCEP's WIOA youth program includes in-school youth (ISY) and out-of-school youth (OSY) between the ages of 18 and 24. Youth participants can access similar services as adults, but are also required to receive specific services such as occupational skills training or work experience.

Services for EKCEP's WIOA programs are delivered through its Kentucky Career Center JobSight network, made up of nine Community Action partners who contract with EKCEP to manage staffs of trained career advisors and business services consultants. Community Action staff work directly with clients and employers to ensure their needs are met.

Pictured: Kaitlyn Napier, of Clay County, enrolled for WIOA services to help her break into the healthcare field as a phlebotomist while continuing work to complete her nursing degree.



Business Services

Pictured: Letcher County resident Jonah Sturgill signs an agreement to begin a registered apprenticeship with assistance from EKCEP services. Sturgill's is EKCEP's first registered apprenticeship project.



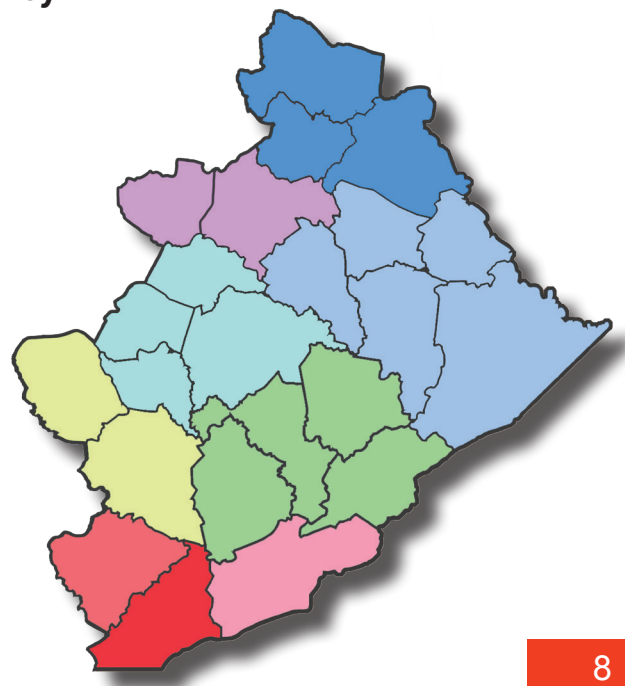
EKCEP's suite of business services assists employers with finding and preparing workers to fit their needs. Services are provided directly through certified business services consultants located within KY Career Center JobSight locations throughout the 23-county region.

Services can include:

- Apprenticeships
- Incumbent Worker Training
- On-the-Job Training
- Recruitment & Screening
- Job Fairs
- Internships
- Customized Training

Business Services Consultants by Contractor Agency

- **Bell-Whitley CAA**
Cody Collett
(606) 337-3044
- **Big Sandy Area CAP**
Joey Osborne
(606) 433-7721
- **Daniel Boone CAA**
Sandy Eversole
(606) 598-5127
- **Gateway CAA**
Stephen Burchett
1-800-927-1833
- **Harlan County CAA**
Brandy Griffey
(606) 573-5335
- **KCEOC CAP**
Tyler Martin
(606) 546-2639
- **LKLP CAC**
Jordan Stidham
(606) 436-3161
- **Middle KY CAA**
Stephanie Bowman
(606) 666-2369

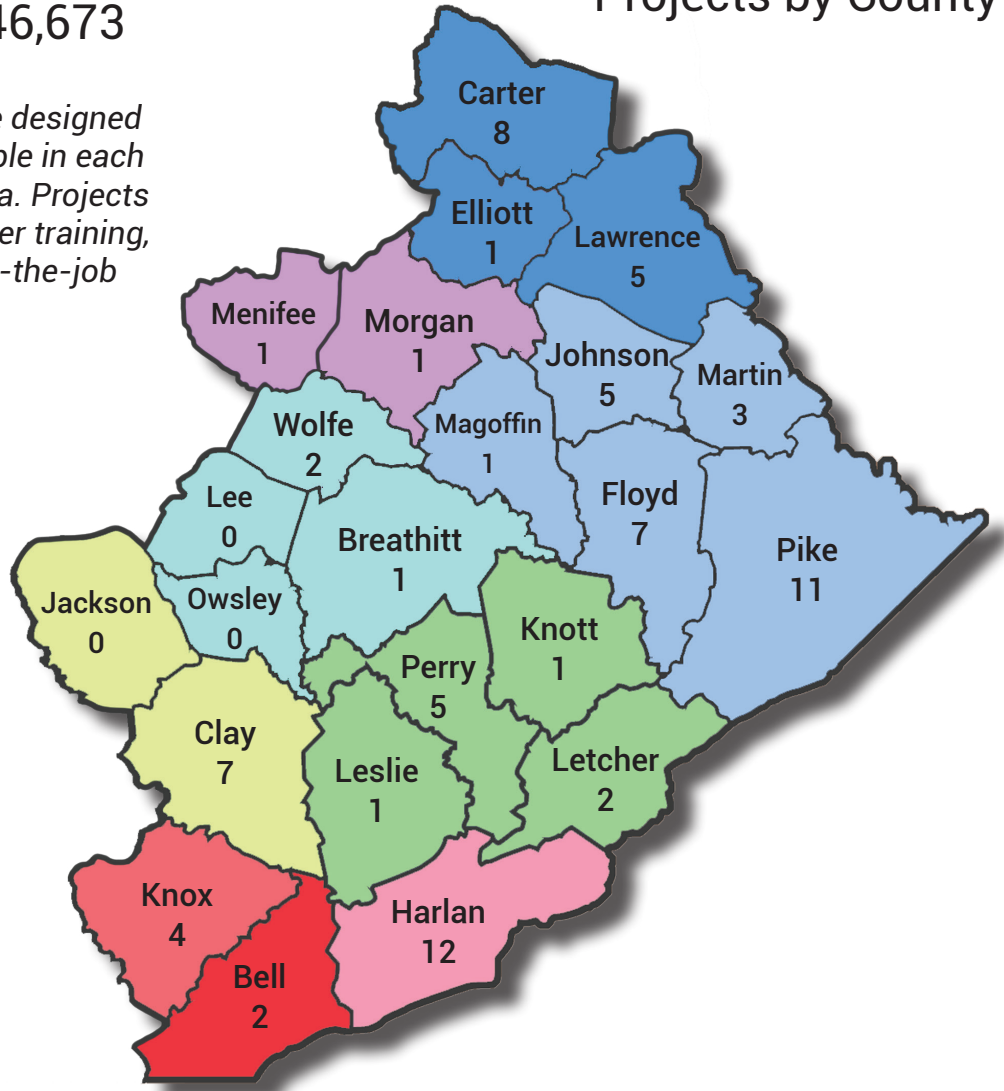


Business Services Projects

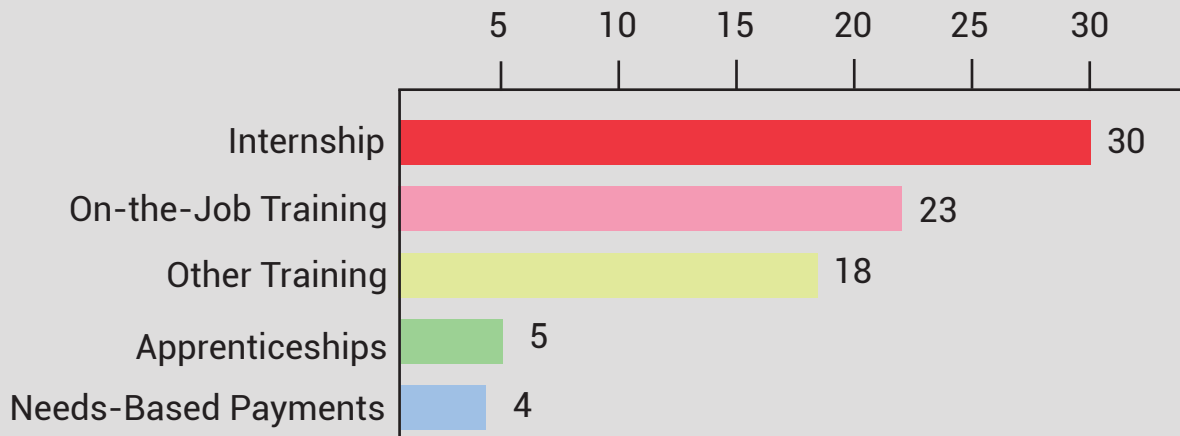
Projects Budget: \$1,957,294
Expenditures: \$1,146,673

EKCEP Business Services are designed to ensure projects are available in each county within the service area. Projects may include incumbent worker training, apprenticeships, and paid on-the-job training.

Projects by County



PROJECTS BY TYPE



WIOA FORMULA FUNDS IMPACT

Includes Adult, DW, and Youth programs only.

3,997 New
Enrollments

716 Supportive
Services

684 Work-Based
Learning Cases

501 Classroom
Trainings

BUSINESS SERVICES IMPACT

2,493 Employer
Contacts

418 Recruitment
Services

678 Work Experience
Cases

80 Unique Employer
Projects



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National Emergency Grants



Pictured: A crew works to clear a damaged home in Eastern Kentucky with workers hired through the EKY FLOOD program.

EKY FLOOD

The EKY FLOOD (Finding Local Opportunities for Overcoming Disaster) program provides funding to assist individuals in Eastern Kentucky counties affected by flooding in July 2022. This funding is part of a National Emergency Grant (NEG) obtained by the Commonwealth of Kentucky. It is set to expire in December 2024.

STORM

The Storm program provides employment assistance within Kentucky counties affected during a severe weather event in February 2023. The counties in this program were included in an emergency declaration issued by Gov. Andy Beshear. Funding will expire in June 2025.

PY23 IMPACT

Funding for both NEGs provides a range of services including direct training, work experience, and supportive services.

2,304 NEG Clients Served

859 Supportive Services

1,019 Work-Based Learning Cases

Healthcare Career Pathways

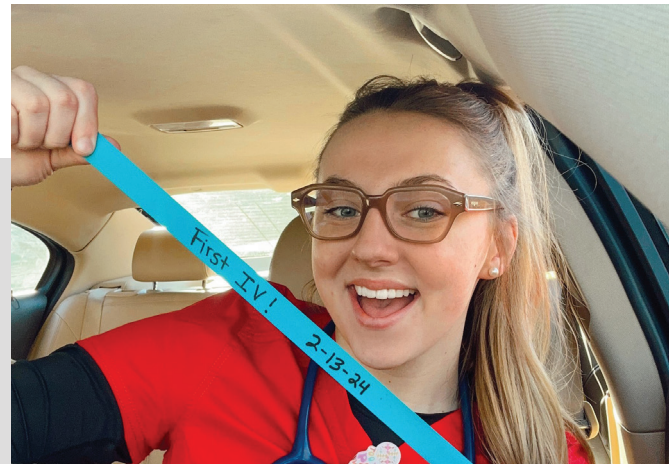
Healthcare careers are in demand, especially in nursing, and EKCEP is partnering with regional healthcare organizations, post-secondary education institutions, and training providers to offer opportunities for Eastern Kentuckians to train for and fill open healthcare positions. Funding was made available via an H-1B Rural Healthcare Grant from the U.S. Department of Labor. Partners include Appalachian Regional Healthcare, Pikeville Medical Center, Galen College of Nursing, and the Kentucky Community and Technical College System.

PY2023 IMPACT

569 H-1B Clients Served

346 Classroom Trainings

259 Supportive Service Clients



Pictured: Knox County resident Hannah Jackson got her start in the healthcare field with assistance from EKCEP services and funding from its H-1B grant.

Teleworks USA

Teleworks USA is an innovative program that brings work-from-home employment opportunities to job seekers, especially those in rural areas and small towns, allowing them to participate in the global economy without relocating. Started as Kentucky Teleworks in 2011 by the Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP) as a part of the American Recovery and Reinvestment Act (ARRA), Teleworks USA has created a virtual pipeline of employment to many communities, actively recruiting national and global companies to bring legitimate jobs to people through a computer- and internet-driven virtual workplace.

**PY2023
IMPACT**

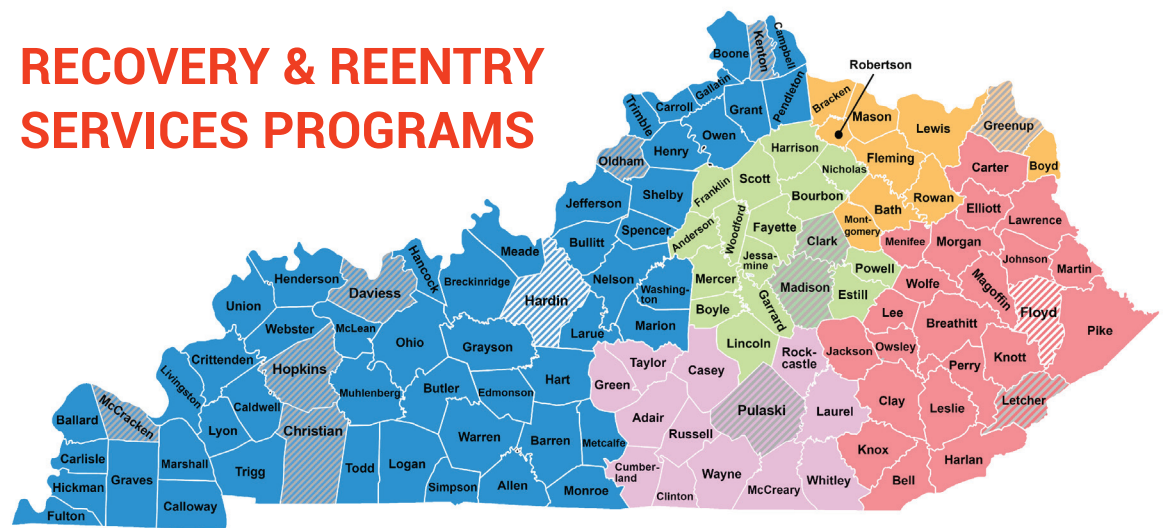
303 Clients Served

762 Assessments Completed

RECOVERY & REENTRY SERVICES

EKCEP has an established history of administering programs tailored for individuals in the recovery and reentry space. However, in Program Year 2023, the agency established a dedicated Recovery & Reentry Services division that brought all existing programs under one umbrella, streamlining oversight and administration. During PY23, EKCEP's Recovery & Reentry division included services available across the state through four programs. A fifth program, made possible through generous funding through the Kentucky Opioid Abatement Advisory Commission, will begin in October 2024 and serve clients in eight counties of Eastern Kentucky.

RECOVERY & REENTRY SERVICES PROGRAMS



Strategic Initiative for Transformational Employment (SITE)

- Service Regions:
- EKCEP Workforce Area
 - Cumberlands
 - Bluegrass
 - TENCO
 - Central/Western KY

Floyd Co. Drug Court Enhancement



Crisis Stabilization Community Reentry



Barrier Relief



EKCEP first began serving Kentuckians specifically in the recovery and reentry space in 2019 with the east Kentucky Addiction Recovery & Training (eKART) program, funded by a grant from the Appalachian Regional Commission to identify and provide workforce services for Eastern Kentuckians suffering from substance use disorder. In 2021, with financial support from the Kentucky Opioid Response Effort (KORE), EKCEP launched the Strategic Initiative for Transformational Employment (SITE), a program similar to eKART that expanded services statewide.

In 2023, the need for recovery and reentry services hasn't waned as addiction to opioids and other illicit substances continues to affect Kentucky families from every socioeconomic background. In response, EKCEP continues to maintain focus to ensure services are available for Kentuckians battling addiction who are prepared to enter or reenter the workforce.

In 2023, EKCEP launched a new Barrier Relief program with funding from KORE. Barrier Relief assists Kentuckians in 11 target counties to overcome barriers that can prevent them from successfully complete a treatment program. EKCEP has also maintained its Floyd County Drug Court Enhancement Program and the Crisis Stabilization Community Reentry Grant in Hardin County, the latter of which provides services for women as they prepare to exit incarceration and reenter the workforce.

EKCEP operates with a belief that employment can significantly improve someone's chance of beating addiction.



PY2023 IMPACT

5,025 Total SITE Enrollments

1,021 Trainings Completed

2,509 Supportive Services

1,609 New Jobs for SITE Clients



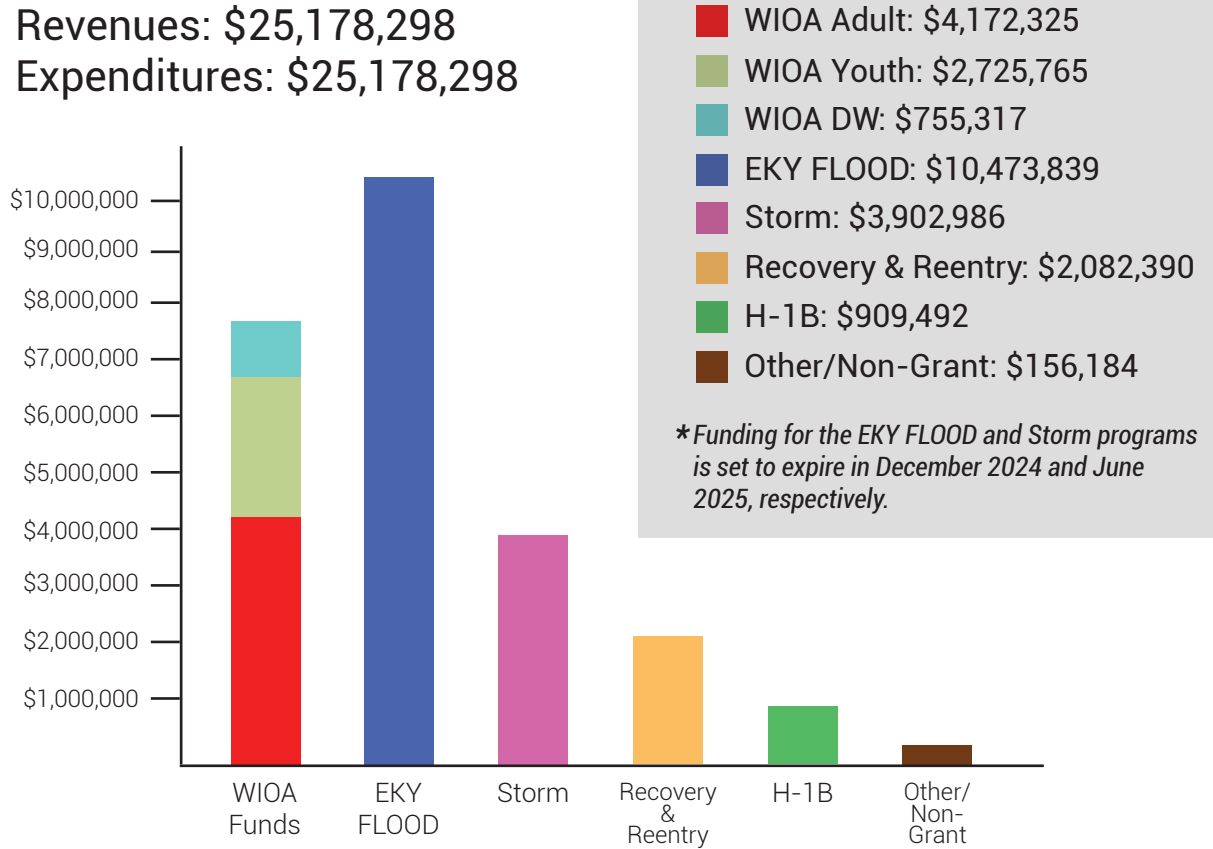
Pictured: Clay County resident Kelly Sands completed peer support training with assistance from the SITE program and immediately went to work assisting others in recovery from substance use disorder.

FINANCIAL SUMMARY

PY 2023 Budget

Revenues: \$25,178,298

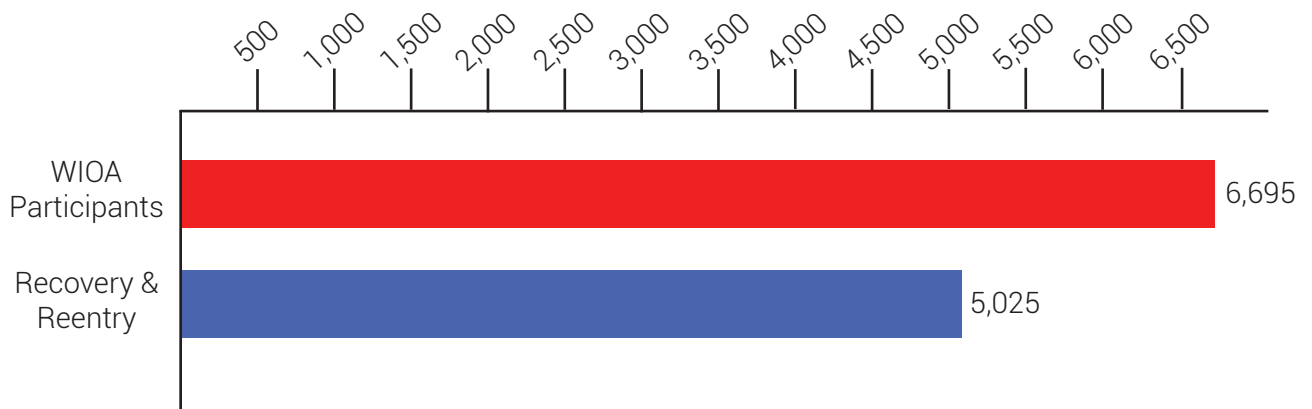
Expenditures: \$25,178,298



Participant Costs

Total Participants: 11,720

Total Cost Per Participant: \$2,148



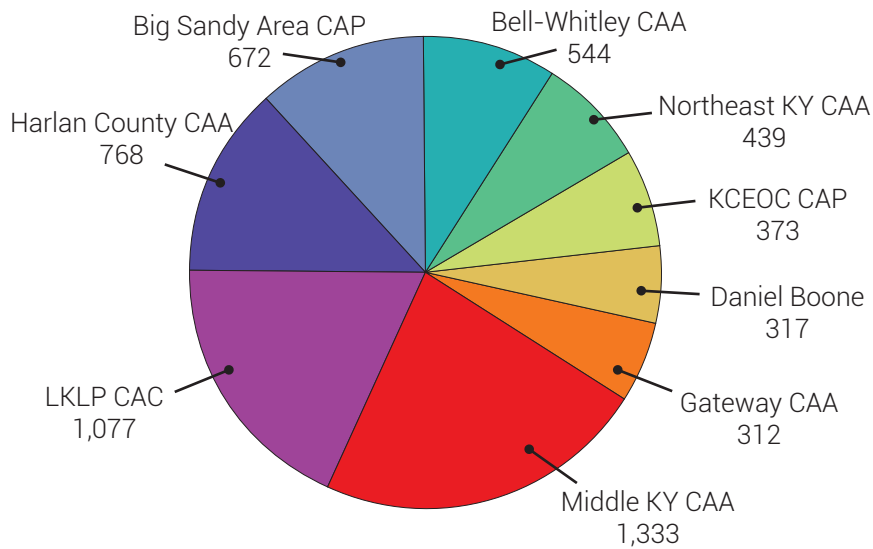
PERFORMANCE

Clients Served

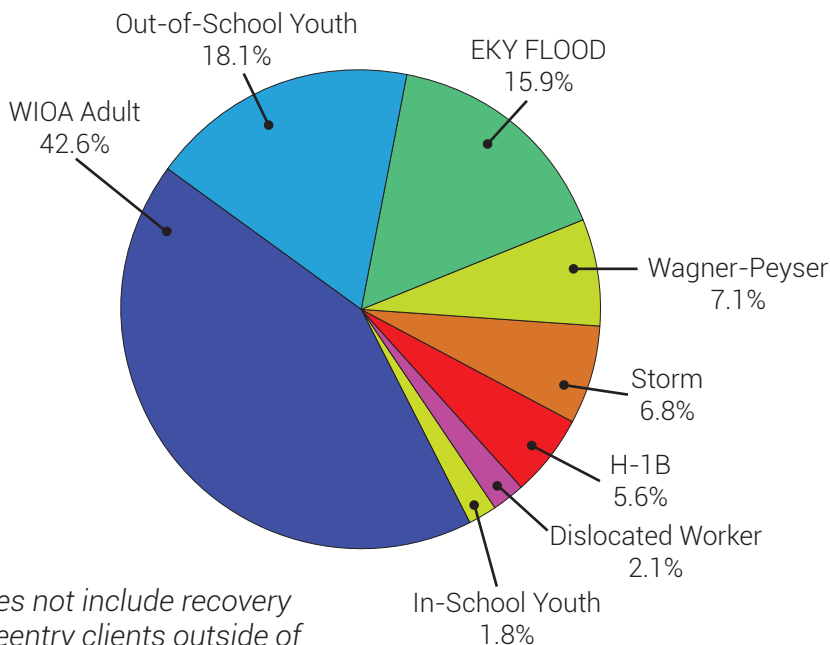
New Enrollments: 6,900*

New & Carryover: 10,171

New Enrollments by Contractor Agency



New Enrollments by Funding Stream



* Does not include recovery & reentry clients outside of EKCEP's 23 core counties.

Cumulative Totals

Employment

Total Jobs
3,506

Credentials

Total Obtained
805

Trainings

Work-Based Learning & Classroom
4,362

Credentials

Supportive Services
4,084

Cumulative totals are inclusive of all funding streams.



PROFESSIONAL DEVELOPMENT

In Program Year 2023, EKCEP leadership amplified its focus on professional development to ensure that its internal staff, contractor personnel, and board of directors remain at the forefront of industry knowledge and best practices. Workforce development is a dynamic field, constantly evolving with new technologies and approaches, and this strategic emphasis on continuous learning reflects EKCEP's commitment to excellence and innovation. Prioritizing professional development will ensure EKCEP's team has the tools and insights needed to navigate this landscape effectively, ensuring the delivery of high-quality services that meet the ever-changing needs of the workforce.



Pictured at top: EKCEP and contractor staff completed certified business services consultant training in January. **At bottom:** EKCEP staff members attended the National Association of Workforce Development Professionals annual conference in June.

Credentials

EKCEP provided credentialed training for career advisors and business services consultants through TAD Grants. Available credentials included:

- Global Career Development Facilitator
- Certified Workforce Development Professional
- Certified Career Services Provider
- Certified Business Services Consultant

| Business Services Credentials Earned | Career Advisor Credentials Earned |
|--------------------------------------|-----------------------------------|
| 22 | 23 |

EKCEP IT staff also earned a Google Cybersecurity Professional Certificate through 167 hours of training in cybersecurity best practices.

Staff Training Hours Logged
3,042

EKCEP Staff

Executive Team

Executive Director
Becky Carnes-Miller

Deputy Director
Bridget Back

Human Resources

Human Resources Director
Sharon Poff

Finance

Finance Director
Tonya Collins

Payroll
Shannon Baker

Accounts Bookkeeper
Kathy Smith

Procurement Manager
Doris Whitaker

Accounting

Accountant
Travis Hall

Accountant
Jordan Phipps

Internal Auditing

Internal Auditor
Michele Whitlock

Communications

Communications Director
Cris Ritchie

Communications Associate
Jennifer Breeze

Communications Associate
Jaeclinn Kiser

Workforce Services

Workforce Services Manager
Crissy Sexton

Workforce Coordinator
Vanessa Collier

**Program Monitor &
Performance Analyst**
Bobbi Eldridge

**Program Monitor &
Performance Analyst**
Kaytlin Hoskins

Business Services

Business Services Coordinator
Melissa Williams

Business Services Coordinator
Lisa Meade

Employer Retention Specialist
Christina Sowders

Digital Specialist Coordinator
Theresa Noble

Information Technology

IT Director
Travis Winkler

Professional Development

Training Coordinator
Dottie Nolan

Recovery & Reentry Services

Recovery & Reentry Director
Jimmie Wilson

Recovery & Reentry Coordinator
Ethan Phipps

**Job Entry & Retention Support
Specialist – Bluegrass**
Tonia Fugate

**Job Entry & Retention Support
Specialist – Cumberland**
Jeremy Lewis

**Job Entry & Retention Support
Specialist – TENCO**
Jacob Sartin

Barrier Relief Coordinator
Kiki Smith



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