

## COMMUNITY COMMITMENT

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Hopkins County has a strong community commitment for the Work Ready Community initiative. The goal was to educate the community on the initiative and to involve as many key people as possible to begin and sustain the work on each of the initiatives. The following timeline will attest to the community's awareness and support of the effort to become a Certified Work Ready Community.

- October 31, 2011 - Meeting held to explore the Work Ready Community initiative. Attendees were in agreement to pursue the initiative. Individuals were to be identified for the Local Application Committee (aka Work Ready Community Taskforce) and for the committees addressing each of the criteria. (Appendix Item #1)
- January 6, 2012 - Tom West, Executive Director of the Kentucky Workforce Investment Board, and Joseph L. Paul, NCRC Coordinator – Office of Employment & Training were the guest speakers for annual spring semester kick-off session for Madisonville Community College employees. There were approximately 178 people in attendance. PowerPoint presentations were utilized to introduce the Work Ready Community initiative and to share information about NCRC. (Appendix Item #2)
- January 18, 2012 – A Work Ready Community information luncheon was held on the 8<sup>th</sup> Floor of Trover Tower. Event sponsors were:
  - Office of the Hopkins County Judge Executive
  - City of Madisonville
  - Madisonville-Hopkins County Economic Development Corporation
  - Madisonville-Hopkins County Chamber of Commerce
  - Hopkins County Schools
  - Dawson Springs Independent School System
  - Madisonville Community College
  - Murray State University-Madisonville Regional Campus
  - Trover Health System
  - West Kentucky Workforce Board

Informative presentations were delivered by Tom West, Executive Director of the Kentucky Workforce Investment Board, and Joseph L. Paul, NCRC Coordinator – Office of Employment & Training to approximately 70 people in attendance. At the conclusion of the presentations, the Mayor of Madisonville, the Hopkins County Judge Executive, as well as, representatives from the Madisonville-Hopkins County Economic Development Corporation and the Madisonville-Hopkins County Chamber of Commerce endorsed the Work Ready Community initiative for Hopkins County.

Hopkins County Work Ready Community Survey cards were available at each table; 27 response cards were completed indicating support of the initiative and/or requesting

additional information about adding NCRC as a hiring process component. Responses were utilized to compile the Work Ready Community Criteria Committees. (Appendix Item #3)

- January 19, 2012 – The Messenger published a front page article about the Work Ready Community initiative. (Appendix Item #4)
- January 27, 2012 – The first meeting of the Work Ready Community criteria committee chairs was held. Chairs were identified as:
  - Graduation Rate – Jason Clark, Hopkins County Schools
  - NCRC – Mike Davenport, Britney Mitchell, Madisonville Community College; Stan Hill, Office of Employment and Training
  - Community Commitment – Joyce Riggs, Madisonville Community College
  - Educational Attainment – Heather Roy, MSU-Madisonville; Jay Parrent, Madisonville Community College
  - Soft Skills Measurement – Dr. Susan Edington, MSU-Madisonville.

Composition of each criteria committee was reviewed; discussions on the initiative and the application submission process were held. Target submission date was identified as June 11, 2012. (Appendix Item #5)

- February 2, 2012 – The Madisonville-Hopkins County Chamber of Commerce Annual Luncheon and Awards Presentation event was held at Covenant Community Church. Tom West, Executive Director of the Kentucky Workforce Investment Board, was the keynote speaker on the topic of becoming a Work Ready Community. There were approximately 250 community and business leaders in attendance. Ron Sanders of SurfKY.com posted an article highlighting the event. (Appendix Item #6)
- February 21, 2012 – A Kentucky Certified Work Ready Community Hopkins County Project Update was distributed to the members of the Madisonville-Hopkins County Chamber of Commerce Board during its regular meeting. (Appendix Item #7)
- February 22, 2012 – A Work Ready Community application update was sent via email to the criteria committee chairs outlining the initiative's proposed plan/structure. (Appendix Item #8)
- March 16, 2012 – The Criteria Committee Chairs met at 11 a.m. in room 308/JHG on MCC's North Campus. Chairs reported on the progress of their respective committees. (Appendix Item #9)
- March 16, 2012 – The Work Ready Community Local Application Committee (aka Taskforce) met at 1 p.m. in the Madisonville Mayor's Office conference room. Chairs of the Community Commitment and Educational Attainment committees provided updates of their respective committee's progress. (Appendix Item #10)

- March 25, 2012 – The Messenger published a second front page article titled “Team Effort Drive Work Ready Bid.” (Appendix Item #11)
- March 27, 2012 – The Madisonville-Hopkins County Economic Development Corporation Board passed a resolution endorsing the Work Ready Community initiative and providing a letter of commitment. A group photo was made following the meeting. (Appendix Item #12)
- April 9, 2012 – National Career Readiness Certificate testing began at four locations – MCC Assessment Center, Office of Employment & Training, MCC Workforce Solutions, and JobNet Career Center. An NCRC brochure was developed and widely distributed to provide information and benefits of earning the NCRC as well as information on the testing dates, times, and locations. (Appendix Item #13)
- April 20, 2012 - The Work Ready Community Local Application Committee (aka Taskforce) met at 1 p.m. in the Madisonville Mayor’s Office conference room. Progress reports from the Graduation Rate, NCRC, and Soft Skills Measurement committees were provided. (Appendix Item #14)
- April 30, 2012 - Cindy Fiorella from the Workforce Solutions Department at Owensboro Community & Technical College (OCTC) met with a group of individuals to share how Daviess County changed the culture of the community concerning the NCRC and OCTC’s role. Attending this information session were Mike Davenport, Dr. Susan Edington, Stan Hill, Britney Mitchell, Ann Oldham, Jay Parrent, Sheri Plain, Dr. Judy Rhoads, Ken Robinson, Heather Roy, and Aggie West.
- May 1, 2012 - The Criteria Committee Chairs met at 3 p.m. in room 308/JHG on MCC’s North Campus. Chairs reported on the progress of their respective committees. (Appendix Item #15)
- May 10, 2012 – Dr. Judy Rhoads met with members of the 2012-2013 Madisonville Community College Work Ready Community committee. Information was shared on the focus of the initiative, NCRC, and increasing the educational level of the region. The committee will meet again in August to begin its work to move the Work Ready Community initiative forward in Hopkins County. Attending were Christy Adkins, Jake Hildebrant, Felecia Johnson, Matt Lockett, Temesia Perdue, Kim Simons, and Debbie Wright.
- May 15, 2012 – The 10<sup>th</sup> Annual Job Expo was held in the Brown Badgett, Sr. Energy & Advanced Technology Center on the campus of Madisonville Community College. An estimated 50 employers and college representatives participated. Individuals looking for work had an opportunity to meet employers, attend job search strategies workshops, and question/answer sessions. Employers accepted resume and some on-site interviews were

conducted. Information about NCRC, testing dates, and location was also available. (Appendix Item #16)

- May 31, 2012 – The Messenger published a third article on the progress of the Work Ready Community application titled “Work Ready Application Nearly Complete.” (Appendix Item #17)
- June 11, 2012 – Target date for Work Ready Community application submission.

## Community Commitment Appendix

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### Appendix Item

- 1 Work Ready Community Exploration Meeting Minutes
- 2 Madisonville Community College Spring 2012 Kick-Off agenda and attendee list
- 3 Work Ready Community Luncheon agenda, pictures, attendee list, and Hopkins County Work Ready Community Survey card
- 4 The Messenger article: Initiative designed to aid quality of local work force
- 5 Work Ready Community Criteria Committee Chair Meeting minutes, committee composition list
- 6 Madisonville-Hopkins County Chamber of Commerce Annual Luncheon and Awards Presentation agenda, SurfKy.com news article
- 7 Hopkins County Project Update prepared for Madisonville-Hopkins County Chamber of Commerce Board
- 8 Work Ready Community Update
- 9 Work Ready Community Criteria Committee Chair meeting minutes
- 10 Work Ready Community Local Application Committee meeting minutes
- 11 The Messenger article: Team effort drive Work Ready bid
- 12 Picture of endorsement by Madisonville-Hopkins County Economic Development Corporation
- 13 NCRC brochure
- 14 Work Ready Community Local Application Committee meeting minutes
- 15 Work Ready Community Criteria Committee Chair meeting minutes
- 16 Job Expo 2012 flyer
- 17 The Messenger article: Work ready application nearly complete

## **Work Ready Community Exploration Meeting**

### Meeting Minutes

*October 31, 2011*

*Present:*

- Cris Crowley, Madisonville Community College Adult Education Director
- Mike Davenport, Madisonville Community College Workforce Solutions Director
- Stan Hill, Office of Employment and Training
- Don Howerton, Associate, Performance & Accountability, Kentucky Adult Education
- David Jackson, Mayor of Madisonville
- Dr. Judy Rhoads, Madisonville Community College President
- Heather Roy, Murray State University-Madisonville Regional Campus
- Michael Wortham, Madisonville-Hopkins County Economic Development Corporation, Inc.

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#### **I. Announcements**

Dr. Rhoads thanked everyone for attending and distributed copies of the Application Package entitled "Work Read Communities" to each attendee. Dr. Rhoads then shared a powerpoint presentation on the proposed project.

#### **II. Discussion**

A discussion ensued on each of the criteria for the Work Ready Community Project. Heather Roy mentioned that the way high school graduation rates are measured will be revised in the coming year. Participants agreed that the criteria hardest for the county to meet would be the educational attainment at 25% being 3.5% short of the goal, the National Career Readiness Certificate numbers, and Internet availability within the county.

The discussion continued and focused on ideas for getting business and industry to buy into the NCRC certificates, and also ways of giving recognition to specific businesses and industry participants for adopting the NCRC. Currently the Office of Employment offers the NCRC test at \$32 while the college charges \$55. All agreed that a visit from Tom West (Statewide WIA Coordinator) to SHRM and MAMA could be helpful in getting more individuals involved in the NCRC and the project as a whole. Mayor Jackson suggested appointing task forces for each of the major areas as they relate to the criteria, and that a steering committee be appointed in relation to the overall project. The group agreed that the Chamber of Commerce, City, County and Economic Development groups should lead the charge in this effort, and meet to decide the next steps.

With no other business, Dr. Rhoads adjourned the meeting.

*Next meeting: Friday, January 27, 2012.*



## Spring 2012 Kick-Off

January 6, 2012 8:30 am

Quad Room

*Brown Badgett, Sr. Energy & Advanced Technology Center*

- |          |   |
|----------|---|
| 8:00 am  | Continental Breakfast   |
| 8:30 am  | Welcome & Announcements<br>President's Report<br>Facilities Master Plan 2011-2061   |
| 9:30 am  | Work Ready Community Presentation <ul style="list-style-type: none"><li>• Thomas M. West<br/>Executive Director<br/>Kentucky Workforce Investment Board</li><li>• Joseph L. Paul<br/>NCRC Coordinator<br/>Office of Employment &amp; Training</li></ul> |
| 11:00 am | Next Steps  |
| 11:30 am | Adjourn   |

Spring All Employee Kick-Off  
January 6, 2012

Adams, Sara L  
Adkins, Christy S.  
Allen, Betsy  
Allen, E Shannon  
Allen, Sharon K  
Alsip, David C  
Anderson, David M  
Atcher, Leah A  
Ausenbaugh, Wes  
Bailey, Amberly Brooke  
Ball, Teresa Kay  
Barnard, Tonya M  
Baughn, Carole L  
Beauchamp, Mike A.  
Bennett, Candace  
Bennett, Denyse G  
Bennett, Tate R  
Berges, Cherry L  
Bidwell, Jeffrey L.  
Bidwell, Monica M.  
Billman, Karen Anne  
Birdsong, Ronnie D.  
Blumrick, Robert A.  
Bogle, Judy C.  
Bowles, James H  
Brown, Jawana M  
Burton, Misty V  
Buskov, Kristie D  
Caskey, Ricky D  
Charbonneau, Penny A  
Chumley, Dawn  
Clayton, Donald O  
Clayton, Paula B  
Clayton, Wendy D

Sara B Adams  
Christy S  
Betsy Allen  
Shannon Allen  
Sharon Allen  
David Alsip  
  
Wes Ausenbaugh  
Brooke Bailey  
Teresa K. Ball  
Tonya M Barnard  
Carole L Baughn  
  
Candace Bennett  
Tate R Bennett  
Cherry Berges  
Jeffrey L Bidwell  
Karen Billman  
Ronnie D Birdsong  
  
Judy Bogle  
James H Bowles  
Jawana Brown  
Misty Burton  
Kristie Buskov  
  
Penny Charbonneau  
Dawn Chumley  
Paula Clayton  
Wendy Clayton

Spring All Employee Kick-Off  
January 6, 2012

Coffey, Angie S	
Conrad, Karol A	Karol Conrad
Cook, Ava M	Ava Cook
Cooper, Natalie F	Natalie Cooper
Cothran, Paul W	Paul Cothran
Cotner, Carol L	
Cotton, Kelly Sue	Kelly Cotton
Cox, Deborah M	DCox
Crick, Roger D	
Crook, Bobby A	Bobby Crook
Crowley, Cris A	Cris Crowley
Cunningham, Chet	Chet Cunningham
Cunningham, MaLisa A	MaLisa Cunningham
Curtis, Lynn K	
Davenport, Michael A	Michael Davenport
Davis, Marcella A	Marcella Davis
Davis, Martha A	Martha A. Davis
Davis, Reid A	Reid Davis
Davis, Sharon D	Sharon Davis
Davis, Timothy F.	Timothy Davis
Deal, Andrea L	Andrea Deal
Deal, Robert Michael	Robert Deal
Dean, Jack M	Jack Dean
Dixon, Aaron C	Aaron Dixon
Downall, Bradley K	Bradley Downall
Downey, Corey D	Corey Downey
Duncan, Marlin D	Marlin Duncan
Edens, Kellie Brooke	
Edington, Danny R	Danny Edington
Edmiston, Brandi N	
Edwards Jr., Jack W	
Elder, Loretta J.	
Elliott, Elissa S	Elissa Elliott
Evans, Marcia L	Marcia Evans

Spring All Employee Kick-Off  
January 6, 2012

Faulk, Gloria F  
Fisher, Debra Gail  
Florea, Jeffrey M.  
Florea, Katrina  
Fouse, Patricia  
Frasier, Donald F  
Fugate, Sharon J.  
Gallegos, Darlena  
Garrard, Diane E  
Garrity, Savanna C  
Gary, Stacie L  
Gibson, Tonia R  
Gillaspie, E R  
Gooch, Joe T.  
Gootee, Ashley L  
Gordon, Richard M  
Grace, April M  
Hagan, Gregory D.  
Hailey, William J  
Hall, Ronald W  
Hardy, Tammy M.  
Harralson, Connie M  
Hawkins, Mark  
Hawkins, Elizabeth K  
Hawkins, Gail  
Hayes, Kelly A.  
Heady, Beverly K  
Hernandez-Stevenson, Brittney  
Hewell, Sherry D  
Hildebrant, Jacob M  
Hildebrant, Michael G  
Hill, Clarissa Rana  
Hofmann, M. Ann  
Howerton, Lisa A

Gloria Faulk

Debbie Fisher

Jeff M

Katrina Florea

Patricia Fouse

Sharon J. Fugate

Diane E Garrard

Stacie L Gary

Tonia R Gibson

Joe T Gooch

April M Grace  
Gregory D Hagan  
William J Hailey

Connie Harralson

Mark Hawkins

Gail Hawkins

Kelly Hayes

B. Hernandez-Stevenson

Sherry D Hewell

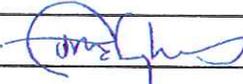
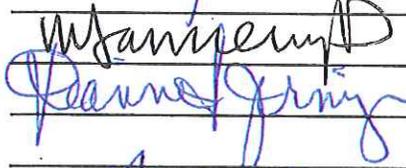
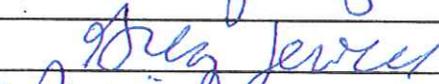
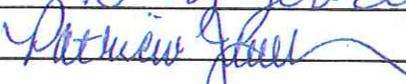
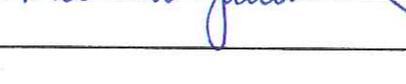
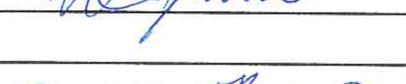
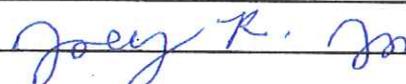
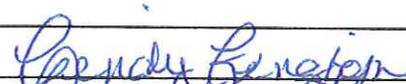
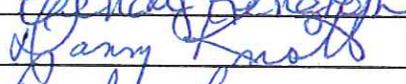
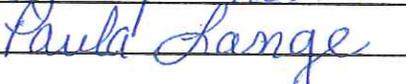
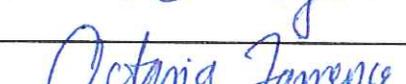
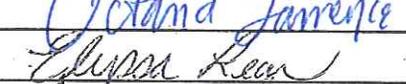
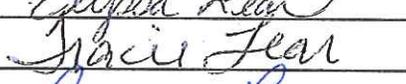
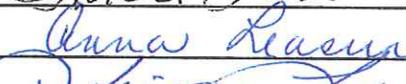
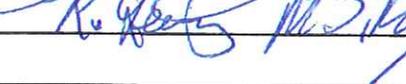
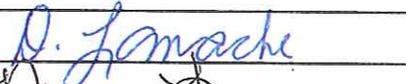
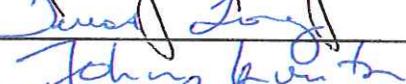
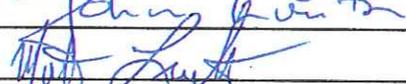
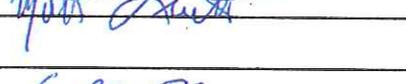
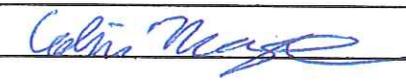
Jacob M Hildebrant

Clarissa R Hill

Lisa Howerton

Spring All Employee Kick-Off  
January 6, 2012

Hughes, Thomas E  
Humphreys, George G  
Janssen, Mary E.  
Jernigan, Dianne H.  
Jessup, Penny D  
Jewell, Gregory W  
Jewell, Patricia L  
Johnson, Felecia K  
Johnson, Kelli E  
Johnson, Lori  
Johnson, Michael L  
Johnson, Timothy W  
Jones, Joey R  
Jones, Sara Jane  
Joseph, Julia M.  
Kington, Cynthia R  
Knott, Danny B  
Lange, Paula Louise  
Latham, Dawn  
Lawrence, Octavia A  
Lear, Elyssa G  
Lear, Tracie D  
Leasure, Anna R  
Lee, Lisa E  
Lewis, Russ  
Lingle, Scott C  
Littlehale, Tracy  
Lomache, Donald A.  
Long, Nancy R  
Long, Teresa A.  
Lowbridge, John  
Lockett, Matthew S  
Lutz, Rebecca Faith  
Magee, Colin Patrick


Spring All Employee Kick-Off  
January 6, 2012

Majors, Martha A  
Marks, Thomas E  
Matheny, Nena I  
Matthews, Deborah A  
McClearn, Nancy J.  
McCoy, Barbara J  
McGregor-Mullen, Abby  
Melton, Chandy D  
Minton, Carol A.  
Mitchell, Britney  
Mitchell, Judy  
Moore, Beth  
Morris, Vicki D  
Morrow, Kim L  
Murphy, David W  
Norton, Beth  
Nygaard, Timothy A.  
Oglesby, Sarah A  
Ordal, Kathryn K  
Parker, Shauna M  
Parrent, Jonathan V.  
Pendergraft, Paula J  
Perdue, Temesia D  
Peters, John E  
Peyton, Sarah R  
Pfungston, Joann M  
Phelps, Martha L  
Poole, Mary J  
Poole, Mitchell C.  
Qualls, Mary Kim  
Quisenberry, Michelle N  
Radford, Roshun  
Ramsey, Eric W  
Ray, Martine

Martha Majors  
Thomas Marks

Nancy McCleary

Barbara J. McCoy

Abby McGregor-Mullen

Chandy Melton

Carol Minton

Britney Mitchell

Judy Mitchell

Vicki Morris

Kim Morrow

David W. Murphy

Beth Norton

Timothy Nygaard

Sarah Oglesby

Kathryn Ordal

Shauna Parker

Jonathan Parrent

Paula Pendergraft

John Peters

Sarah Peyton

Joann Pfungston

Martha Phelps

Mary Poole

Mitchell Poole

Mary Qualls

Roshun Radford

Eric Ramsey

Spring All Employee Kick-Off  
January 6, 2012

Reynolds, Dorothy L

Dorothy L. Reynolds

Rhoads, Judith L.

Judith Rhoads

Richardson, Casie L

Casie Richardson

Richmond, Camille E

Camille Richmond

Rickard, Vickie N

Vickie Rickard

Riggs, Barbara J

Barbara Riggs

Rohatgi, Janardan S.

Janardan Rohatgi

Roy Jr, Lawrence

Lawrence Roy Jr

Sandberg, Rachel M

Rachel Sandberg

Sasser, Cynthia J.

Schuermer, David A

Shifflett, Mike

Mike Shifflett

Shockley, Sonya Michelle

Sonya Shockley

Siddon, Tina M.

Tina Siddon

Simmons, Bob G

Bob Simmons

Simmons, Patricia L.

Patricia Simmons

Simons, Kimberly L

Kimberly Simons

Skeen, Amanda F

Amanda Skeen

Smith, Pamela S

Pamela Smith

Stallins, Chantay

Chantay Stallins

Stanley, Kristal P

Steele, Dorothy M

Dorothy Steele

Stewart, Mary Lee

Mary Stewart

Stout, Brandi L

Brandi Stout

Stutler, Timothy S

Timothy Stutler

Suhre, Sandra K

Sandra Suhre

Summerford, Jenny

Jenny Summerford

Summers, Anita

Anita Summers

Talukdar, Aseem

Aseem Talukdar

Tapp, Karyn Renee

Tarter, Retha C

Taylor, Jessica L

Jessica Taylor

Taylor, Stephanie A.

Stephanie Taylor

Terry, Rachel E

Rachel Terry

Spring All Employee Kick-Off

January 6, 2012

- Todd, Sherri D
- Trice, Timothy P
- Vander Ploeg, Scott D
- Vaughan, Cathy Ann
- Vespie, Patricia K
- Wagner, Jeremiah S
- Warren, Roger D
- Weil, Melinda J
- Welch, Jennifer R
- Werner, Mary B
- West, Agnes R
- West, Marlana K
- West, Robin
- Wheeler, Jeremy M
- Wiles, Thomas Richard
- Wilkerson, Aimee Bullock
- Wilkerson, Michael D
- Williams, Sherraine P
- Wilson, Christina M
- Wilson, Lydia P
- Wilson, Vincent C
- Witt, Tiffanie L
- Wolfe, Randy
- Wolfe, Valerie J
- Woodall, Chris
- Woodall, Kimberly D
- Woodall, Marsha D
- Wortham, Toni C
- Wright, Debbie L
- Wright, May F
- Young, Casey R
- Young, Patricia A

*Sherri Todd*

*Timothy P Trice*

*Scott Vander Ploeg*

*Cathy Vaughan*

*Patricia Vespie*

*Jeremiah Wagner*

*Roger Warren*

*Melinda Weil*

*Jennifer Welch*

*Mary Werner*

*Agnes West*

*Marlana West*

*Robin West*

*Jeremy Wheeler*

*Thomas Wiles*

*Aimee Wilkerson*

*Michael Wilkerson*

*Sherraine Williams*

*Christina Wilson*

*Lydia Wilson*

*Vincent Wilson*

*Tiffanie Witt*

*Randy Wolfe*

*Valerie Wolfe*

*Chris Woodall*

*Kimberly Woodall*

*Marsha Woodall*

*Toni Wortham*

*Debbie Wright*

*May Wright*

*Casey Young*

*Patricia Young*

## **Work Ready Community Luncheon**

**Wednesday, January 18, 2012**

**11:30 a.m. – 1 p.m.**

**8<sup>th</sup> floor – Trover Tower**

### **Agenda**

#### **Welcome**

Mayor David Jackson  
City of Madisonville

Judge Donald E. Carroll  
Hopkins County Judge Executive

#### **Introduction of Speakers**

Dr. Judith L. Rhoads  
President  
Madisonville Community College

#### **Presentations**

Tom West  
Executive Director  
Kentucky Workforce Investment Board

Joseph Paul  
Coordinator  
National Career Readiness Certification Program

#### **Q & A Session**

#### **Next Steps**

Dr. Judith L. Rhoads

### ***Sponsored by***

Office of the Hopkins County Judge Executive  
City of Madisonville

Madisonville-Hopkins County Economic Development Corporation

Madisonville-Hopkins County Chamber of Commerce

Dawson Springs Independent School System

Hopkins County Schools

Madisonville Community College

Murray State University-Madisonville Regional Campus

Trover Health System

West Kentucky Workforce Board

# WORK READY COMMUNITY LUNCHEON

January 18, 2012

## Guest Speakers:

*Tom West, Executive Director, Kentucky Workforce Investment Board*

*Joseph Paul, Coordinator, National Career Readiness Certification Program*



# Work Ready Community Luncheon

Wednesday, January 18, 2012

11:30 a.m. - 1 p.m.

8th floor - Trover Tower

NAME	COMPANY
Linda G. Zeman	Hopkins County Schools
Debra E. West	" " "
James L. Steves	" " "
Loi Harner	" "
Lonnie Strader	" "
Jay Parment	MCC
Charles B. Berheaux	Magnolia
W. K. Miller	Trover Health System
Sammy E. Miller	Fiscal Court
Susan Edgington	Murray State
W. K. Miller	MCC
Charlotte Jones	AACS
Aggie West	MCC
James Bond	KCED
Steve Lindsey	Hampton Inn & Suites
J. H. Simons	MCC
Carlos Johnson	Goldenrod Dairy
Dr. Judy Rhoads	mcc
Joyce Riggs	mcc
Doreen Dennis	The Messenger
Bill Smith	
William Corover	Corover Construction

- KCTCS  
Employees

### Work Ready Community Luncheon

Wednesday, January 18, 2012

11:30 a.m. - 1 p.m.

8th floor - Trover Tower

NAME	COMPANY
Sungene Seder	McCoy & McCoy Labs
Bruce West	McCoy & McCoy Labs
Joe Paul	OFFICE OF EMPLOYMENT & TRAINING
Dandra Stinson	Member KIB
LEE LOCKE	McCoy & McCoy LABS
HARVEY W. HARRIS	Member of Commerce
Melissa Bond	People Plus
John Hill	KY-OET MADISONVILLE
Bob Swann	Trover Health
Bob D. Simmons	MCC - City
Ray Manuel	Mayor MADISONVILLE
Mary Taylor	Worcester Bank
Lucia Noel	Hopkins Co. Tourism
David Lang	Trover
DAVID JACKSON	CITY OF MADISONVILLE
BRYAN ADAMS	CARMART
Kent Mills	Old National Bank
Jim Stewart	KYAB
Delora McCh	MCC
Betsy Mitchell	MCC
Casie Richardson	ACE / MCC
Karol Welch	Ho. Co. Magistrate

# Work Ready Community Luncheon

Wednesday, January 18, 2012

11:30 a.m. - 1 p.m.

8th floor - Trover Tower

NAME	COMPANY
Rudy G Stone	City of MADISONVILLE
Donald E Caney	Hopkins Co
Alexis Seymour	Dawson Springs Schools
Ann Oldham	WK WIB
Myra Smith	City of Madisonville
Ann B Yary	Old National Bank
Kent Wade	Ruby Concrete
Glenn M Jones	City of Madisonville
Art Smith	Mad. County Org.
Carol Nook	EDC
Pat Vincent	Daymar College
Heather Roy	MSU
Lori Wilson	Audubon Area Community Services
Ann Glenn	First United Bank
Teresa Levesque	Daymar
Reed A Linnell	CARMARTT
Tom West	KWIB

\* Several attendees failed to sign-in.

# Hopkins County Work Ready Community Survey – January 2012

Name: \_\_\_\_\_ Email Address \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

\_\_\_\_\_ I am committed to making Hopkins County a Work Ready Community and will support the initiative through letter writing and other activities.

\_\_\_\_\_ I would like additional information about the Work Ready Community program.

\_\_\_\_\_ I am interested in serving on a committee to develop Work Ready Community criteria/goals in the following area(s):

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> <i>Graduation Rates</i>        | <input type="checkbox"/> <i>Educational Attainment</i> | <input type="checkbox"/> <i>NCRC Certified Holders</i>   |
| <input type="checkbox"/> <i>Soft Skills Measurement</i> | <input type="checkbox"/> <i>Community Commitment</i>   | <input type="checkbox"/> <i>Availability of Internet</i> |

\_\_\_\_\_ My company would consider adopting the NCRC as a component in our hiring process.  
 I would like to schedule a time to learn more about NCRC.

\_\_\_\_\_ I am agreeable to conducting an educational assessment of current employees and encouraging higher education.

\_\_\_\_\_ My company \_\_\_\_\_ currently offers \_\_\_\_\_ or would consider offering tuition assistance to employees seeking higher education.

Comments:

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# The Messenger

## LOCAL NEWS

### Initiative designed to aid quality of local work force

[Print Page](#)

By Doreen Dennis, Messenger Staff Writer, [ddennis@the-messenger.com](mailto:ddennis@the-messenger.com)

Published: Thursday, January 19, 2012 8:08 AM CST

Economic developers, educators, employers and leaders in Hopkins County are taking steps to improve the quality of its work force.

Area professionals and leaders gathered for a Kentucky Work Ready Communities luncheon at Trover Tower for an introduction from the Kentucky Workforce Investment Board and the Education and Workforce Development Cabinet Wednesday.

Dr. Judith Rhoads, president of Madisonville Community College, said it will take Hopkins County two or three months to complete the application process.

"We can be one of the first counties in the state to be a Work Ready Community," Rhoads said to the group.

The program, designed for communities to improve its work force through education, certifications and other credentials, is a key component in gaining a competitive edge over other areas to attract industry and grow economically.

Madisonville-Hopkins County Chamber of Commerce President Harriett Whitaker said it could work for the area because everyone works well together.

"Let's do it," she said.

Madisonville Mayor David Jackson said he is glad Hopkins County has begun the process.

"I wish we had started this 10 years ago," he said.

Tom West, director of the state's work force investment board, said he has presented the program to 30 counties in the state thus far and hasn't seen a bigger turnout than Hopkins County.

West said funding and budget cuts by the state and federal governments mean communities must take initiatives to build economic bases. Improving the workforce can generate good jobs and expand the quality of life for citizens.

Community agencies such as the college, schools, employers, job training and government can work together to keep costs down for testing certifications also, said Stan Hill, administrator of the Office of Employment and Training in Hopkins County.

The cost for a National Career Readiness Certification is approximately \$55. It is a credential acquired by workers to verify their skills through testing.

see work/page A3

Six criteria the local community must meet to become a Work Ready Community are high school graduation rates, NCRC certified holders, community commitment, education attainment, soft skill development and Internet availability.

For every employer and economic developer, work ethics are a big deal also, West said.

Currently, Hopkins County has 324 NCRC-certified holders and has a goal of 5,000 certifications in the next three years.

Hopkins County exceeds the required 82.32 percentage rate for high school graduation. It almost meets the 90 percent criterion of Internet availability, which is at 86 percent, Rhoads said.

"Some of the criteria will not take long for us to meet," Rhoads said, adding that some of the goals will take more time.

## **Work Ready Community Criteria Committee Meeting**

### Meeting Minutes

*January 27, 2012*

*Present:*

- Joyce Riggs, MCC Director of Public Relations
  - Dr. Susan Edington, MSU-Madisonville
  - Jay Parrent, MCC Dean of Student Affairs
  - Jason Clark, Hopkins County Schools
  - Heather Roy, MSU-Madisonville
  - Stan Hill, Office of Employment and Training
  - Britney Mitchell, MCC Manager of Assessment and Testing
  - Mike Davenport, MCC Director Workforce Solutions
  - Dr. Judy Rhoads, MCC President
- 

### **I. Announcements**

Dr. Rhoads thanked everyone for attending and agreeing to serve as a criteria committee chair. The committee list was distributed for review. She shared that the committees are fluid and names could be added or removed at the discretion of the chair.

### **II. Discussion**

The Work Ready Community application packet was distributed and chairs were asked to review the requirements for their respective criteria. The Powerpoint presentation delivered by Tom West at the January 18<sup>th</sup> community luncheon was reviewed. Dr. Rhoads stated that Hopkins County would possibly be applying for the Work Ready Community in Progress status.

Dr. Rhoads asked each chair to brainstorm a few ideas for their committees and to share with the group.

After discussing possible application submission dates, the group decided to submit their Work Ready Community application to the Kentucky Workforce Investment Board on June 11, 2012.

The next meeting of the criteria committee chairs will be Friday, March 16, 2012 beginning at 11 a.m. in room 308 of the John H. Gray Building on MCC's North Campus. At this meeting, chairs will be asked to provide an update on the progress of their committees.

With no other business, Dr. Rhoads adjourned the meeting.

## WORK READY COMMUNITY COMMITTEES

GRADUATION RATES		
Jason Clark-Chair	<a href="mailto:jason.clark@hopkins.kyschools.us">jason.clark@hopkins.kyschools.us</a>	270-825-6000
Kim Simons	<a href="mailto:kimberlyl.simons@kctcs.edu">kimberlyl.simons@kctcs.edu</a>	270-824-8639
Lori Wooten	<a href="mailto:lori.wooten@dawsonsprings.kyschools.us">lori.wooten@dawsonsprings.kyschools.us</a>	270-797-3811
Sue Love		

SOFT SKILLS		
Dr. Susan Edington-Chair	<a href="mailto:sedington@murraystate.edu">sedington@murraystate.edu</a>	270-825-4379
Alexis Seymore	<a href="mailto:alexis.seymore@dawsonsprings.kyschools.us">alexis.seymore@dawsonsprings.kyschools.us</a>	270-797-3811
Melissa Bond	<a href="mailto:mbond@peopleplusinc.com">mbond@peopleplusinc.com</a>	270-825-8939
Lonnie Strader	<a href="mailto:lonnie.strader@hopkins.kyschools.us">lonnie.strader@hopkins.kyschools.us</a>	270-825-6000
Teresa Lequesque	<a href="mailto:tlev esque@daymarcollege.edu">tlev esque@daymarcollege.edu</a>	270-643-0312
Paula Pendergraff	<a href="mailto:paula.pendergraff@kctcs.edu">paula.pendergraff@kctcs.edu</a>	270-8248660
Dr. Beth Norton	<a href="mailto:beth.norton@kctcs.edu">beth.norton@kctcs.edu</a>	270-824-8686

EDUCATIONAL ATTAINMENT		
Heather Roy, Jay Parrent Co-Chairs	<a href="mailto:hroy@murraystate.edu">hroy@murraystate.edu</a> <a href="mailto:jay.parrent@kctcs.edu">jay.parrent@kctcs.edu</a>	270-825-4379 270-824-8571
Linda Zellich	<a href="mailto:linda.zellich@hopkins.kyschools.us">linda.zellich@hopkins.kyschools.us</a>	270-825-6000
Bruce West	<a href="mailto:b.west@mccovylabs.com">b.west@mccovylabs.com</a>	270-821-7375
Mike Barton		
Harriett Whitaker	<a href="mailto:president@madisonville-hopkinschamber.com">president@madisonville-hopkinschamber.com</a>	270-821-3435

COMMUNITY COMMITMENT		
Joyce Riggs-Chair	<a href="mailto:joyce.riggs@kctcs.edu">joyce.riggs@kctcs.edu</a>	270-824-8581
Mike Duncan	<a href="mailto:mkduncan@hopkinscounty.net">mkduncan@hopkinscounty.net</a>	270-871-1680
Mike Franklin	<a href="mailto:mfranklin@madisonvillegov.com">mfranklin@madisonvillegov.com</a>	270-824-2100
Pat Vincent	<a href="mailto:pvincent@daymarcollege.edu">pvincent@daymarcollege.edu</a>	270-643-0312
Sandra Stinson	<a href="mailto:Jimsandy1@earthlink.net">Jimsandy1@earthlink.net</a>	270-339-9869

NCRC		
Mike Davenport, Britney Mitchell, Stan Hill-Co Chairs	<a href="mailto:mike.davenport@kctcs.edu">mike.davenport@kctcs.edu</a> <a href="mailto:britney.mitchell@kctcs.edu">britney.mitchell@kctcs.edu</a>	270-824-8661 270-824-1701 270-824-7562
Ann Oldham	<a href="mailto:Ann.Oldham@ky.gov">Ann.Oldham@ky.gov</a>	270-821-9966
Karen Glenn	<a href="mailto:kglenn@efirstunitedbank.com">kglenn@efirstunitedbank.com</a>	270-824-1616
Aaron Johnson	<a href="mailto:a.johnson@ucmilk.com">a.johnson@ucmilk.com</a>	270-821-7221



Annual Luncheon and Awards Presentation February 2, 2012

Welcome...Harriett Whitaker, President
Invocation...Rev. John M. Thomas Christ the King Church
Introduction of Speaker...David Jackson Mayor, City of Madisonville
Becoming a Work Ready Community...Thomas West Executive Director, Kentucky Workforce Investment Board
Chairman's Remarks...Amy Sanderson 2011 Board Chair
A Look Ahead...Mary King 2012 Board Chair

Awards Presentation

Horizon Award...Lisa Moberly
Small Business of the Year...Shelia Carter
Business of the Year...Bruce West
Educator of the Year
K-12 Division...Susanne Wolford
Madisonville Community College...Dr. Judy Rhoads
Murray State University...Dr. Susan Edington
Ambassador of the Year...Andy Rideout
Volunteer of the Year...JAT Mountjoy
Loman C. Trover Healthcare Award...Allen Rudd Board Chair, Trover Health System
Corum Community Service Award...Rick Welch

The Chamber gratefully acknowledges the support of Madisonville's Hampton Inn & Suites for this event.

# The Golden Triangle Has Competition – The Black Diamond

Feb 03 | 08:57 AM

Last Updated on Friday, 03 February 2012 09:47

Ron Sanders



HOPKINS COUNTY, KY (2/3/12) – “If it were not for this chamber’s supporting CLINK, there would not be I-69 shields up today, so keep pushing for I-69.”

These were the words of outgoing chamber board chairwoman, Amy Sanderson president of People Plus. “If the Western Kentucky chambers continue to partner together – You’ve got Henderson to Hopkinsville and Paducah and the lakes to Elizabethtown and to me on the map it looks like a diamond – we should be the Black Diamond of Western Kentucky so watch out Central Kentucky and your Golden Triangle the Black Diamond of Western Kentucky is making changes.”

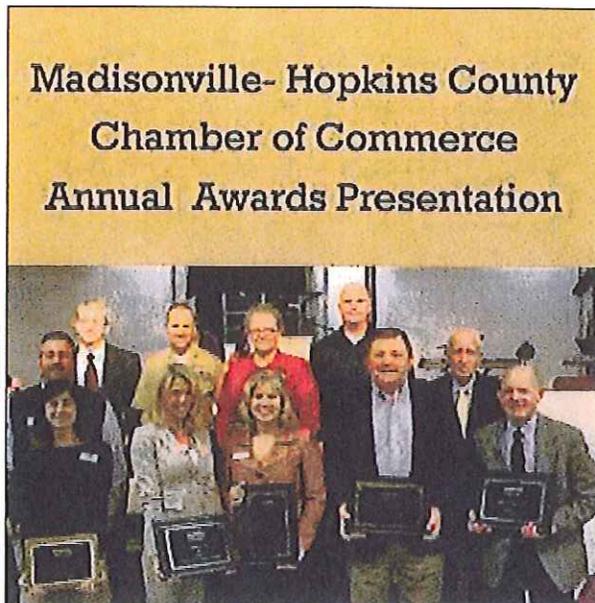
Sanderson’s (pictured below) remarks were part of the Madisonville- Hopkins County Chamber of Commerce Annual Luncheon and Awards Presentation.

Thomas West, Executive Director, Kentucky Workforce Investment Board, (pictured below and to the right) addressed the gathering of over 250 business, educational, and community leaders. West pointed out the list of criteria for community to become a Work Ready Community:



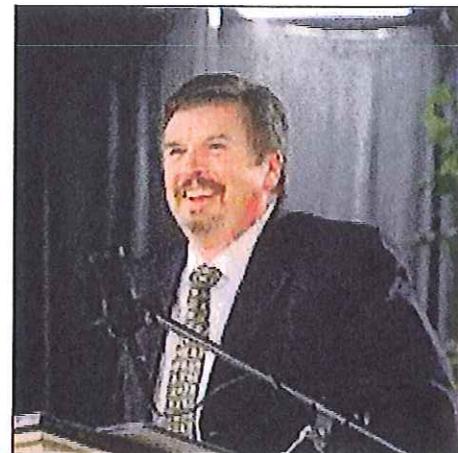
1. High School graduation rates.
2. Education attainment. A degree over high school indicates 1 million more in earnings.
3. National Career Readiness Certificate.
4. Soft skills – leadership – attendance – communications skills.
5. Internet availability.
6. Community collaboration to leverage shrinking resources for Work Ready

“The employers in your area will be competitive in the world because you have a skilled, smart and competitive work force.” West said. He also said that Hopkins County officials have been working with his department and State of Kentucky to move the area ahead.



The Chamber also presented the awards:

1. Horizon Award presented by Lisa Moberly to Wendy Kolb, Giggles and Grins Consignment Boutique.
2. Small Business Award for employer under 50 employees presented by Shelia Carter to Kevin Cotton, Brother’s Bar-B-Que.
3. Business of The Year presented by Bruce West to Armstrong Coal Company, Kenny Allen.
4. Educator of the Year presented by Susanne Wolford to Darryl Patton.
5. Madisonville Community College Educator of the Year presented by Judy Rhoads to David Schuermer.
6. Murray State University Educator of the Year presented by Susan Edington to Donna Crouch.
7. Ambassador of the Year presented by Andy Rideout to Shauna Parker.
8. Volunteer of the Year presented by JAT Mountjoy to Richard George.
9. Loman Trover Healthcare Award presented by Allen Rudd to Dr. William J. Crump, Jr.
10. Bill Corum Community Service Award presented by Rick Welch to First United Bank accepted by Karen Glenn, president.



Incoming chair, Mary King, reviewed the various committee functions for the upcoming year and development efforts going forward as well as publications developed by the chamber.

Surf Ky

## Kentucky Certified Work Ready Community Hopkins County Project Update

*February 21, 2012*

Under the Kentucky Certified Work Ready Community program, the Kentucky Workforce Investment Board will certify counties as Work Ready or Work Ready in Progress based on the following criteria. Earning this designation will provide tangible evidence to current and potential employers that Hopkins County has skilled workers and is committed to keeping them skills.

- **Graduation Rates** – 82.32% (calculated with the method used in reporting for the State of Kentucky)
  - *Current status:*
    - *DSHS – 72.22%*
    - *HCCHS – 83.21%*
    - *MNHHS 87.25%*
  
- **National Career Readiness Certificate (NCRC) Holders** – raise the rate to 15% of working-age adults (18-64) within three years
  - *Current status – 324; need 5,000 in 3 years*
  
- **Community Commitment** – demonstrate true collaboration and progress toward achieving strategic goals that bring together education, workforce, economic development, and elected leadership.
  - *Current status – in progress; documented meeting attendance and participation needed*
    - *Work Ready Community announcement luncheon – January 18, 2012 (approximately 70 in attendance)*
  
- **Educational Attainment** – at 25% of working-age adults (18-64) with at least a two-year degree; increase to 32% within three years (Kentucky average) and 39% within five years (national average)
  - *Current status – 20.5% (2,485); need an additional 1,624 to reach 25%*
  
- **Soft Skills Measurement** – program(s) to address work ethic/soft skills development and credentialing for both the secondary school and post-secondary adult populations.
  - *Current status – in progress; enhancement of School Counts! program and other college programs*
  
- **Availability of Internet as an indicator of digital literacy** – 90% of households in community with Internet (4Mbps speeds) available; data must come from [www.broadband.gov](http://www.broadband.gov).
  - *Current status – 86%*

### **Work Ready Community Application Activities**

- Local application committee formed; chairs are:
  - Graduation Rate – Jason Clark
  - NCRC – Mike Davenport, Stan Hill
  - Educational Attainment – Jay Parrent, Heather Roy
  - Soft Skills – Susan Edington
  - Community Involvement – Joyce Riggs
- Currently in process of gathering information; committee chairs will be meeting on March 16, 2012
- Next steps:
  - create plans and complete the required narratives
  - gather letters of commitment, meeting minutes, attendee lists, and signatures
  - complete the application materials and submit
- **June 27, 2012** - Two complete copies of all materials will be sent via US mail and one electronic copy of the application page via email to: Kentucky Workforce Investment Board – Attention: Tom West

### ***Key Stakeholders***

Office of the Hopkins County Judge Executive  
City of Madisonville  
Madisonville-Hopkins County Economic Development Corporation  
Madisonville-Hopkins County Chamber of Commerce  
Dawson Springs Independent School System  
Hopkins County Schools  
Madisonville Community College  
Murray State University-Madisonville Regional Campus  
Trover Health System  
West Kentucky Workforce Board

From: Wilson, Chris (Madsonville) Sent: Wed 2/22/2012 11:20 AM  
 To: hroy@murraystate.edu; Parrent, Jonathan V (Madsonville); Riggs, Joyce (Madsonville); Stanley.J.Hill@ky.gov; Susan Edington (sedington@murraystate.edu); Mitchell, Britney E (Madsonville)  
 sent on behalf of Dr. Rhoads-Work Ready Communities  
 nmessage Work Ready Community Committees.docx (25 KB)

## ***Work Ready Communities Update***

**Hopkins County**

**Date: February 17, 2012**

I just wanted to send an update on the progress with the Work Ready Communities Initiative, and a proposed plan to put some structure to the initiative. If schedules allow, we can have another meeting or everyone can respond to this e-mail with suggestions or changes.

### **Committees Appointed**

- 1) See attachment for the committee list. The chairs include Jay Parrent and Heather Roy (Educational Attainment), Jason Clark (Graduation Rate), Mike Davenport and Stan Hill (NCRC), Susan Edington (Soft Skills), and Joyce Riggs (Community Involvement).
- 2) The committees are to follow the instructions for application; determine what we are doing now, as well as plans for the future to meet the established goals.
- 3) Next meeting of the committee chairs is March 16, 2012 beginning at 11:00 a.m. in room 308 of the John H. Gray Building at MCC.
- 4) Chairs have access to the plans from Owensboro, Bowling Green, Woodford County, and Russell County.
- 5) Plan to be complete by June 22, 2012.

### **Task Force for Work Ready Communities**

- 1) Possible members include; Harriett Whitaker, Judge Carroll, Mayor Jackson, Gerald Cook, Linda Zellich, Judy Rhoads, and???
- 2) Taskforce could meet on the second Friday of March 9, April 13 and May 11. In March, committee chairs for Educational Level and Community Support will give reports to the taskforce; April reports to be heard would be NCRC and High School Graduation Rates; May reports to be heard would be Soft Skills and Internet Capability. Task Force members may ask questions and give further ideas for the final document.
- 3) On June 25, 2012, the final report will be sent to task force members via e-mail for any changes or suggestions.
- 4) The final document will be sent to Frankfort on June 27, 2012.
- 5) In June, there could be a community celebration on Work Ready Communities.

### **Implementing change to meet goals**

- 1) August – November—February and May written progress reports to go to taskforce members and committee members (emailed).
- 2) June—Report to taskforce and community on progress.
- 3) Continue making progress and celebrate our progress.

## **Work Ready Community Criteria Committee Meeting**

Meeting Minutes

March 16, 2012

*Present:*

- Joyce Riggs – Community Commitment Chair
- Dr. Susan Edington – Soft Skills Measurement Chair
- Jay Parrent – Educational Attainment Co-chair
- Jason Clark – Graduation Rate Chair
- Heather Roy – Educational Attainment Co-chair
- Stan Hill – NCRC Co-chair
- Britney Mitchell – NCRC Co-chair
- Mike Davenport – NCRC Co-chair
- Dr. Judy Rhoads, Work Ready Community Local Application Committee Member

*Next meeting: Will be scheduled via email*

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### **I. Announcements**

Dr. Rhoads called the meeting to order and thanked everyone for attending. The Community Commitment and Educational Attainment committees will meet with the Task Force at the Mayor's office this afternoon to present their progress to date. The NCRC and High School Graduation Rate committees will present to the Task Force on April 20, and the Soft Skills and Internet Capabilities committees will present to the Task Force on May 11.

### **II. Discussion**

Jason Clark shared that the High School Graduation Rate committee met two weeks ago. The committee decided the best way to improve the local graduation rates was to focus on plans and ideas to keep students in school. Following the committee meeting, Jason gathered drop out data from exit surveys and compiled the information into two reports; 2010-2011 and 2011-2012. While there were no major surprises in the data, Jason felt his committee could utilize the information at their next meeting to formulate a plan of action.

Joyce Riggs reported that the Community Commitment committee met on March 8. They reviewed the application requirement and identified individuals to complete a letter of commitment to accept the NCRC. The committee did question the legal implications for companies that accepted the NCRC. A suggestion was made that companies not commit to the NCRC but state that it is preferred. Included in the report to be submitted to the Task Force, the committee also discussed ways to raise community awareness. Suggestions included newspaper articles, Focus on Hopkins County (Tim Thomas), radio programs, Hot Topic Luncheon in June and utilizing social media. The Work Ready group suggested approaching MAMA and SHRM about voting to endorse the Work Ready Community and their efforts.

Heather Roy and Jay Parrent brought the group up to date on the work of their committee; Educational Attainment. Based on US Census data from 2008-2010 included in the report to be

submitted to the Task Force, the committee believes Hopkins County may already meet and/or exceed the 25% required of a Work-Ready Community. Also included in the report are the programs the committee identified already in place promoting educational attainment and opportunities the committee will focus on to raise the educational level locally.

Stan Hill began by sharing his committee's concern over the lack of understanding and misconceptions many in the business community share about the NCRC. The NCRC Committee feels that a luncheon for businesses in the area focusing on the NCRC and the benefits would be helpful. When the committee members met they pulled Owensboro's application and reviewed the requirements. The committee believes a window of opportunity is approaching to increase NCRC participation with the April-June push to offer free GED and NCRC testing. Advertising has already begun focusing on PSA's, radio spots, newspaper ads and social media all advising interested parties of the testing locations within the community, dates, times and points of contact. Mr. Hill agreed that the NCRC Committee and Community Commitment Committee need to coordinate efforts to gain support for the NCRC within the business community.

Susan Edington met with her Soft Skills committee and compiled a list of what was going on with soft skills and target populations. Within the high school population, the committee discovered that a questionnaire located in the students' ILP could be utilized. At the college level, soft skills could be part of the general education competencies listed on the syllabus along with a strong effort to inform faculty the committee's goals regarding soft skills. For the general population a workshop on soft skills could be offered at the Job Expo on May 15. Susan shared that there is a NCRC Plus that tests for soft skills, but it is in addition to the regular NCRC. A discussion followed on the commitment required by an individual to take both tests and the perceived benefits.

Dr. Rhoads stated the next meeting will be set via email.

With no other business, Dr. Rhoads adjourned the meeting.

## **Work Ready Community Local Application Committee Meeting**

Meeting Minutes

March 16, 2012

*Present:*

- Dr. Judy Rhoads, President of Madisonville Community College
- David Jackson, Mayor of Madisonville
- Gerald Cook, Director of Madisonville-Hopkins County Economic Development, Inc.

*Guests:*

- Joyce Riggs, Community Committee Criteria Committee Chair
  - Heather Roy, Educational Attainment Criteria Committee Co-chair
- 

Dr. Rhoads called the meeting to order and thanked everyone for attending. Chairs of the Community Commitment and Educational Attainment committees presented their respective committee's progress to date.

Joyce Riggs reported that the Community Commitment committee met on March 8. They reviewed the application requirement and identified individuals to complete a letter of commitment to accept the NCRC. The committee did question the legal implications for companies that accepted the NCRC. A suggestion was made that companies not commit to the NCRC but state that it is preferred. The committee is exploring options to raise community awareness. Suggestions included newspaper articles, Focus on Hopkins County (Tim Thomas), radio programs, Hot Topic Luncheon in June, and utilizing social media.

Heather Roy reported on the work of the Educational Attainment committee. Based on US Census data from 2008-2010, the committee believes Hopkins County may already meet and/or exceed the 25% required of a Work-Ready Community. Also reported were the programs the committee identified already in place to ensure that Hopkins County residents have opportunities for advancing their education; programs identified were:

- Dual Credit Opportunities
- Workforce Transitions Program
- Academic Assistance/Tutoring Support
- Disability Resources
- First Semester Experience
- School Counts! Work Ethic/Scholarship Program
- Scholarship/Funding Support
- Flexible Learning Opportunities
- Murray State University – Madisonville Community College Joint Admission Program
- Credit for Prior Learning
- JobNet Employment Classes
- Transitional Education Accelerating Gains Program

Also reported were strategies adopted to continually place focus on the local opportunities for education at the associate's level and beyond; these strategies were:

- Individual Student Focus Based on Earned Hours
- Employer Focus on Tuition Waiver
- Finish It Hopkins County Campaign
- Murray State University Individual Student Evaluation
- Murray State University 2+2 Advising Sheets
- unsatisfactory Academic Progress/Financial Aid Alternatives

With no other business, Dr. Rhoads adjourned the meeting.

## LOCAL NEWS

**Team effort drives Work Ready bid**[Print Page](#)

By Erin Schmitt  
Messenger Staff Writer  
eschmitt@the-messenger.com

Published: Sunday, March 25, 2012 8:07 AM CDT

Hopkins County is looking to become a Kentucky Certified Work Ready Community.

Meeting all the requirements for this distinction will be challenging, but one educators and county officials are pursuing in an effort to attract potential employers.

"To be a Work Ready community will be very important to the economic development of Hopkins County and add to the quality of life in our community," said Dr. Judy Rhoads, the president of Madisonville Community College.

Judge-Executive Donnie Carroll, Madisonville Mayor David Jackson, Economic Development President Gerald Cook and the Chamber of Commerce have all endorsed the initiative.

The county hopes to submit an application for certification to the Kentucky Work Ready Communities review panel by June 27, said Rhoads.

The state certification sets specific goals that have to be met either prior to application or within three years, she said.

There are six criteria for becoming a work force ready community: graduation rates, national career readiness certificate holders, community commitment, educational attainment, soft skills measurement and availability of the internet as an indicator of digital literacy.

The judge-executive's office has a project in place to address the Internet criteria, but each of the other five criteria are being studied in committees to help gather data and offer solutions to improve in all areas, she said.

The committees, in turn, report to the project's work task force.

"The committee chairs have done a great job," Rhoads said. "They looked in depth at what's already going on and given great ideas on what to do."

#### Graduation Rates Committee

The committee is looking at reasons why students may not be on track to graduate in four years, said chairman Jason Clark, who is also Hopkins County Schools director of secondary education and assessment.

When a student drops out of school, he or she must fill out an exit survey, Clark explained. The surveys include a list of reasons they are leaving school.

See bid/ Page A3

Looking over the data, Clark said his committee found that 42 of the 48 students who dropped out during the current school year did not participate in an extracurricular activity.

"That is a bit troubling," he said. "It just confirms what we've always known. The key to students staying in school is making them feel like they are part of something."

There were 14 students who said they had failed classes and that was the primary reason to drop out, Clark said. Twenty-one of the students had more than 20 absences in a year, and 35 had been suspended.

"The traditional reasons why students aren't staying in school is bearing out in our data," Clark said. "Now as a committee, we have to come up with a plan for students to stay in school and graduate in four years."

There are programs established like School Counts!, but the committee will be gauging their effectiveness, he said.

Getting students invested and interested in school is also an imperative.

The goal is to meet and exceed the graduation rate requirement of 82.32 percent to achieve certification.

Dawson Springs High School is at 72.22 percent, Hopkins County Central High School is at 83.21 percent and Madisonville-North Hopkins High School is at 87.25 percent.

Clark said his committee meets again in a few weeks to draft a proposal to submit with the application in June.

#### National Career Readiness Certificate

The National Career Readiness Certificate (NCRC) is an ACT-sponsored test consisting of reading, applied math and location for information questions, said committee co-chairman Mike Davenport, director of the community and economic development department at MCC.

The certification meets the requirements for about 75 percent of all industries in the United States. This means that for all but 25 percent of employers, the NCRC meets the hiring requirements industries need for basic employees, Davenport said.

Kentucky has adopted the test, and as a result, every county must show that 15 percent of adults between the ages of 18-64 have received certification.

"We've got a long way to go," he said. "We're nowhere near that."

Hopkins County needs 5,000 adults certified in the next three years but has only 324.

The key to raising the number is getting as many industries and businesses in the area as possible to adopt the NCRC as a required skills measurement tool for employees, he said.

The committee has asked several businesses to do just that and haven't gotten any commitments yet but have spoken to several that are interested, Davenport said.

The test costs money, so the committee is also looking for grants to ensure businesses and their potential employees would not foot the cost, he said.

Besides industries, the committee is also looking to make it a requirement for high school seniors, those graduating from the community college, and unemployed people to take the test.

#### Community Commitment

Getting publicity for the project and educating the public is a key component to the community commitment committee, said chair Joyce Riggs, MCC's public relations coordinator.

The committee plans to reach out to the media like print and radio, as well as on social networks like Facebook and YouTube to get the word out, she said. In turn, that should help other committees move forward in the goals.

"It bleeds into all areas of that in just getting the support of the community behind the project," Riggs said.

The committee has also sought and received commitments from economic development, elected officials, educators, work force development, businesses and industries.

On the application submission, it must be shown that there has been a true collaboration and progress toward achieving strategic goals that bring together education, work force, economic development and elected leadership.

Riggs said the committee has recorded documentation of progress, including the minutes of meetings to submit to the review panel.

#### Educational Attainment

This committee's goal is to ensure that at least 25 percent of adults 18-64 have at least a two-year degree, said co-chairman Jay Parrent, MCC's dean of student affairs.

Within three years, the figure must jump to 32 percent to meet the Kentucky average and to 39 percent to meet the national average.

"Our numbers look promising now when we look at that," Parrent said. "We think we have a fairly high

percentage.”

One report indicates that 20.5 percent of the county’s adults have a two-year degree, but Parrent said the committee is studying if that data is accurate. They are checking the 2010 census to find out the latest percentage.

There are several programs in place to help people obtain two-year degrees, including MCC’s work force transition program. This program takes professionals who are trained at their place of employment by the college’s work force solution department and recruit them for classes that lead to a degree.

MCC also has a joint admissions program with Murray State University, Parrent said. The committee also plans to target people who have 45 hours of college credit, but no degree.

“We feel really good about what we have in place,” Parrent said. “We’ve got some great ideas, and we are really focused on those adults who have hours to try to come back and finish their degrees.”

#### Soft Skills

People have different definitions of what soft skills are, but the committee has identified them as attendance, punctuality, professionalism, dress, attitude, teamwork, cooperation and critical thinking skills, said chair Dr. Susan Edington.

Edington also oversees Madisonville Early Childhood and Elementary Education for Murray State University.

“It seems to be regardless if you have an advanced degree, employers are saying that graduates are missing the particular qualities they want,” she said. “So these are the things we are looking at.”

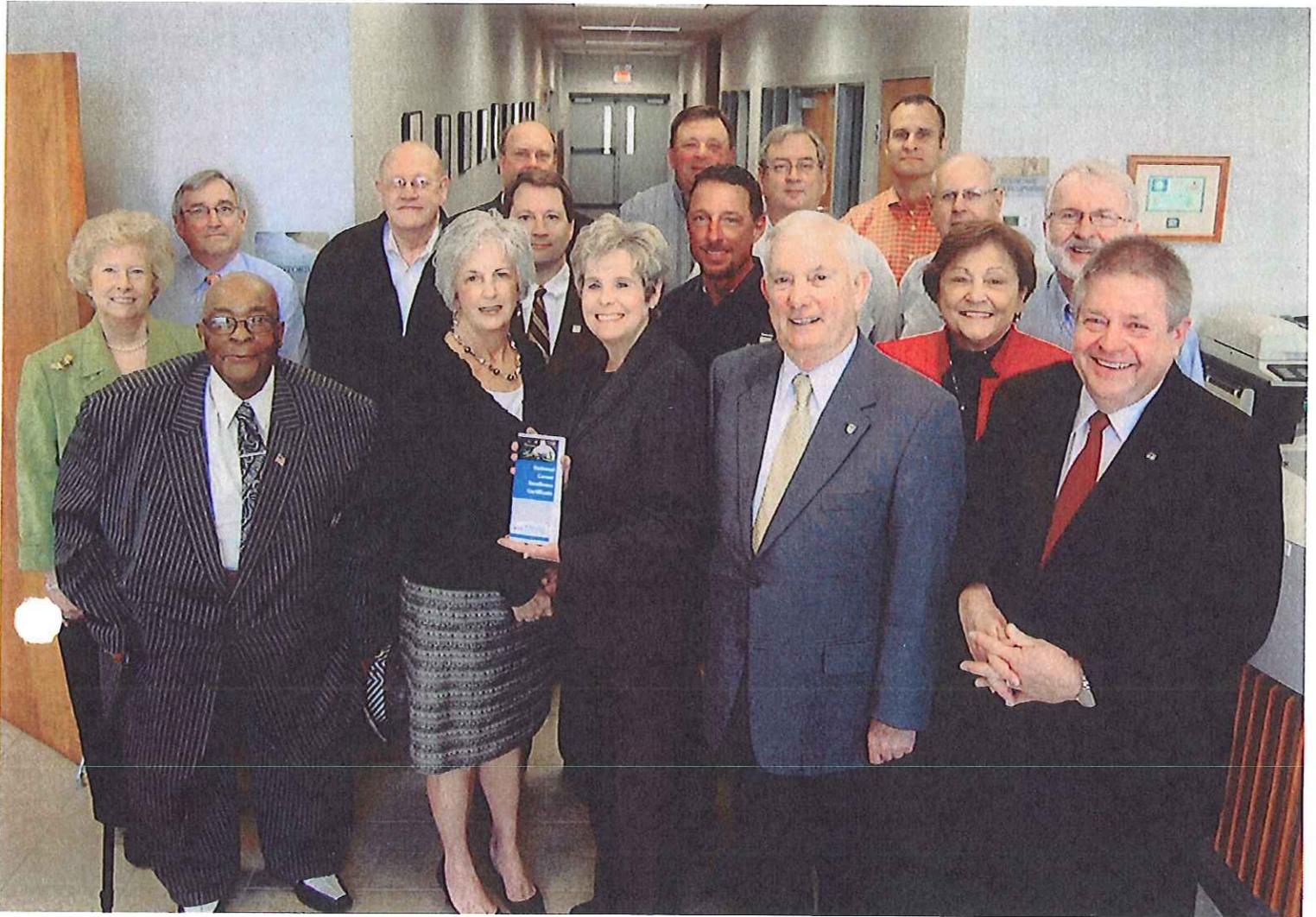
Soft skills are hard to address because they encompass so many areas, Edington said. However, the committee has found that local employers are using similar soft skills training.

While they were similar, they are not connected, so the committee will look to pull resource ideas and address social skills on a more global level, Edington said.

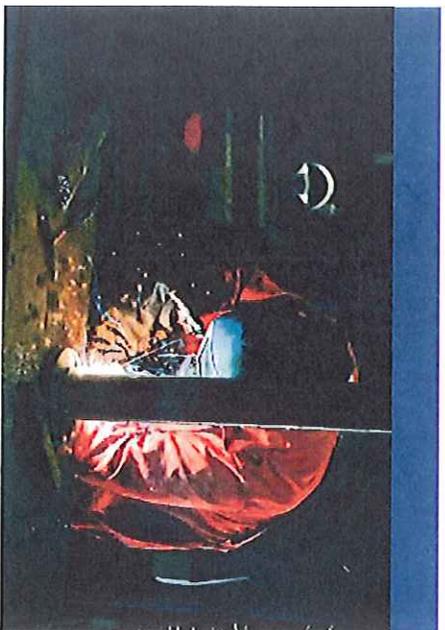
The county must show evidence of a soft skills program or progress for both secondary and postsecondary schools in its certificate application.

School Counts! serves as a way to promote soft skills for high school students. There is also a career fair planned in May that should expose soft skills to the general population.

**Madisonville-Hopkins County Economic Development Corporation Board of Directors  
March 27, 2012 Endorsement of Work Ready Community Initiative**



*Picture are (l-r): 1st row – Mayor Frank Stafford, Harriett Whitaker, Linda Zellich, Bob Simmons, Dr. Judy Rhoads, and Gerald Cook; 2nd row – Jenny Sewell, Joe Miller Judge Donald Carroll, Darren Brown, Kent Mills, Barry Vaughn; 3rd row – Steve Cox, Kenny Allen, Joe Evans, Skip McGaw, and Bill Corum*



**NCRC testing is held each week at the locations listed below. Please contact these offices for additional testing information.**

**Monday 1 p.m.-5pm.**

MCC Assessment Center

Britney Mitchell • (270) 824-1701

**Tuesday 9 a.m.-1 p.m.**

Office of Employment

Joyce Wolfe • (270) 824-7562

**Wednesday 1 p.m.-5 p.m.**

Madisonville Community College

Carol Cotner • (270) 824-8658

**Thursday 9 a.m.-1p.m.**

JobNet Career Center

Kim Buckman • (270) 821-9966

*"The National Career Readiness Certificate is an excellent way to assist career and technical educators in preparing the current and future workforce. Developing a skilled workforce—one that has the ability to quickly adapt to new and changing workforce demands—is a primary focus of the career and technical education programs offered through the nation's secondary and postsecondary public schools. Identifying, quantifying, and assessing those skills necessary to prepare the workforce is critical to career and technical education."*

Jan Bray, Executive Director  
Association for Career and Technical Education (ACTE)

More information about the NCRC is available at [www.acte.org/certificate/index.html](http://www.acte.org/certificate/index.html)

# NCRC Testing

WorkKeys® is a job skills assessment system that helps employers select, hire, train, develop, and retain a high-performance workforce.

Applied Mathematics, Locating Information, and Reading for Information are three WorkKeys assessments that are the basis of the National Career Readiness Certificate (NCRC) program. NCRC is a portable, evidence-based credential that measures essential workplace skills and is a reliable predictor of workplace success.

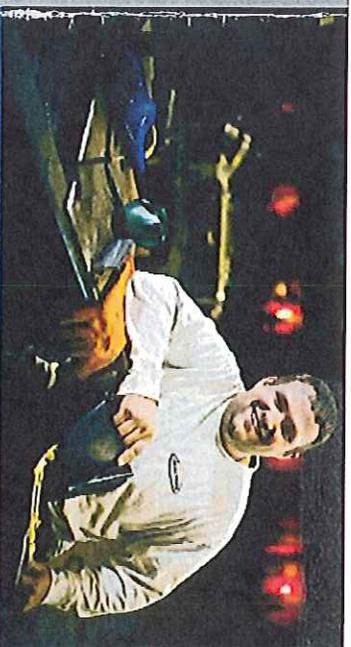
## The NCRC has been adopted by:

- Manufacturing Skill Standards Council (MSSC)
- American Welding Society (AWS)
- Society of Manufacturing Engineers (SME)
- National Center for Construction and Engineering Research (NCCER)
- Center for Energy Workforce Development (CEWD)
- The Manufacturing Institute.

## For more information about NCRC testing:

Britney Mitchell  
Assessment Center Manager  
(270) 824-1701

Stan Hill  
Office of Employment & Training  
(270) 824-7562



# National Career Readiness Certificate

**Madisonville**  
Community College

**WORKFORCE  
SOLUTIONS**  
CUSTOMIZED EMPLOYEE TRAINING

KENTUCKY COMMUNITY & TECHNICAL COLLEGE SYSTEM

## What is the NCRC?

Employers across the country report that they are often overwhelmed by stacks of applications for only a handful of open positions. Sifting through these applications is time-consuming and inefficient. You need a way to quickly pinpoint individuals with essential, verifiable workplace skills. The National Career Readiness Certificate (NCRC™) is your solution.

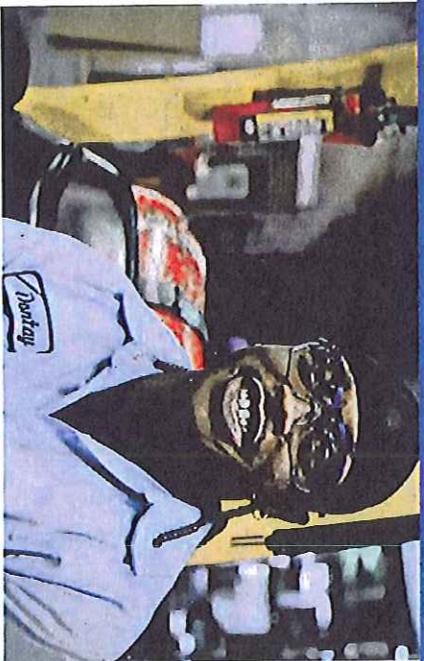
The National Career Readiness Certificate (NCRC) is an industry-recognized, portable, evidence-based credential that certifies essential skills needed for workplace success.

This credential is used across all sectors of the economy and verifies the following cognitive skills:

- Problem solving
- Critical thinking
- Reading and using work-related text
- Applying information from workplace documents to solve problems
- Applying mathematical reasoning to work-related problems



AtC is an equal education & employment opportunity institution



- Setting up and performing work-related mathematical calculations
- Locating, synthesizing, and applying information that is presented graphically
- Comparing, summarizing, and analyzing information presented in multiple related graphics

### Earning the Certificate

Individuals can earn the NCRC by taking three WorkKeys® assessments:

- Applied Mathematics
- Locating Information
- Reading for Information

WorkKeys assessments measure “real world” skills that employers believe are critical to job success. Test questions are based on situations in the everyday work world.

### Benefits for Employers

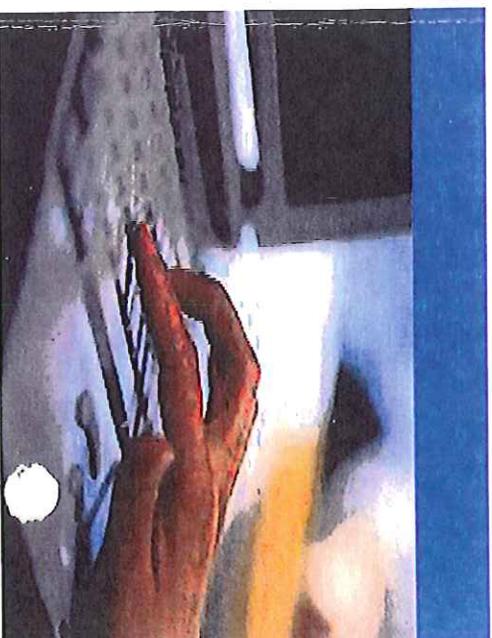
Employers can screen applicants and find the right workers for jobs at all levels, as well as make decisions about training and advancement of current employees.

### A Proven Success

The Certificate is a proven, successful program because it is based on the WorkKeys system that employers have used for nearly 20 years to document real results, including decreased turnover and training time. Along with other education and background information, The Certificate serves as a valuable tool in making employment and training decisions.

### Learn More

Take that first important step toward standing up for a skilled workforce at your organization by asking for The Certificate. Once you do, you'll be on your way to finding the most skilled applicants.



## **Work Ready Community Local Application Committee Meeting**

Meeting Minutes

*April 20, 2012*

*Present:*

- Dr. Judy Rhoads, President of Madisonville Community College
- David Jackson, Mayor of Madisonville
- Gerald Cook, Director of Madisonville-Hopkins County Economic Development, Inc.
- Harriett Whitaker, President of Madisonville-Hopkins County Chamber of Commerce
- Mike Duncan for Hopkins County Judge Executive Donald Carroll
- Bert Whitaker, Trover Health System

*Guests:*

- Jason Clark, Graduation Rate Criteria Committee Chair
- Mike Davenport, NCRC Co-chair
- Stan Hill, NCRC Co-chair
- Britney Mitchell, NCRC Co-chair

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Dr. Rhoads called the meeting to order and thanked everyone for attending. Discussion was held regarding the date to submit the Work Ready Community application packet to the Kentucky Workforce Investment Board.

Criteria committee reports were given for the areas of Graduation Rate, NCRC, and Soft Skills Measurement.

Jason Clark, Graduation Rate criteria committee chair, shared a synopsis of current data. Hopkins County's current Kentucky Average Freshman Graduation Rate (KY AFGR) is 82.25%, according to the 2009-2010 KY AFGR spreadsheet available on the Kentucky Department of Education website. Early identification measures, such as the Persistence to Graduation Tool (PTGT) and the Truancy Court Program, were discussed. Current interventions were also reviewed.

In the absence of the Soft Skills Measurement criteria committee chair, Harriett Whitaker presented the committee's report prepared by Dr. Susan Edington. Strategies currently underway include:

- Public Schools – School Counts, School to Work Career Education Initiative
- Colleges – General Education Competencies, Workforce Development Training, Strategies for Success Class, Retention Alert system, Flag system
- Governmental Agencies and Private Sector – Office of Employment and Training, County Government, Madisonville-Hopkins County Chamber of Commerce, Madisonville-Hopkins County Economic Development, People Plus

Mike Davenport, Stan Hill, and Britney Mitchell, NCRC criteria committee co-chairs, reported on their committee's progress. Total NCRCs needed for Hopkins County in the 18-64 employable age group is 4,853; total NCRCs reported by State website as of 3/31/12 was 220. Activities to promote the NCRC include widespread distribution of the NCRC brochure, company visits, participation in the annual Job Expo on May 15, 2012, and working with Hopkins County Schools to recognize NCRC as a required exit exam for graduating seniors. The Kentucky Employment Network-Career Centers offer weekly classes and the NCRC is part of the service.

With no other business, Dr. Rhoads adjourned the meeting.

## **Work Ready Community Criteria Committee Meeting**

### Meeting Minutes

*May 1, 2012*

*Present:*

- Joyce Riggs – Community Commitment Chair
- Dr. Susan Edington – Soft Skills Measurement Chair
- Jay Parrent – Educational Attainment Co-chair
- Jason Clark – Graduation Rate Chair
- Heather Roy – Educational Attainment Co-chair
- Stan Hill – NCRC Co-chair
- Britney Mitchell – NCRC Co-chair
- Mike Davenport – NCRC Co-chair
- Dr. Judy Rhoads, Work Ready Community Local Application Committee Member

*Guests:*

- Ann Oldham – NCRC Committee Member and West Kentucky Workforce Program Coal Program Liasion
- Ken Robinson – Muhlenberg Alliance for Progress

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### **I. Announcements**

Dr. Rhoads called the meeting to order and thanked everyone for attending. Dr. Rhoads shared that the application deadline is fast approaching. June 11, 2012 is the submission deadline for staff review and June 27, 2012 is the application deadline for the review panel. The committee agreed to have narratives submitted via email to Dr. Rhoads by May 31 for review. Once received, Dr. Rhoads will have David Schuermer align everything for final submission.

### **II. Discussion**

Jason Clark shared the Graduation Rate Narrative with the committee. The narrative included a synopsis of the current data, early identification measures, current interventions and planned or revised interventions. The committee agreed the narrative was innovative, detailed, informative and organized. They commended Jason and his committee on their work.

Dr. Susan Edington distributed the Soft Skills narrative to the committee. The narrative contained current strategies within the public schools, our colleges and governmental agencies. The report then outlined new strategies to be adopted and existing strategies to be enhanced. All agreed this narrative was also detailed, informative and well organized. The committee was excited and impressed with the work done by the Soft Skills Committee.

Heather Roy shared that she and Jay Parrent had met with representatives from Daymar College and Lindsay Wilson. They found that each institution is targeting different areas of the population. Heather and Jay feel that a partnership with both institutions will help to finish Hopkins County's campaign.

Joyce Riggs said that her committee is still working to solicit letters of commitment. She shared that Erin Schmitt from the Messenger plans to interview Task Force members very soon for another newspaper article.

Mike Davenport gave the committee an update on the NCRC testing. To date, all four testing sites have administered the NCRC. A total of 49 people have been tested within the last two weeks. Mike shared that funding for the test may run out before the June 30 deadline.

Dr. Rhoads told the committee that Madisonville Community College added a Work Ready Committee to the list of internal service committees this year, and there was a lot of interest from faculty and staff at the college. Dr. Rhoads shared that the excitement and energy generated at the college level would be good to move the initiative forward.

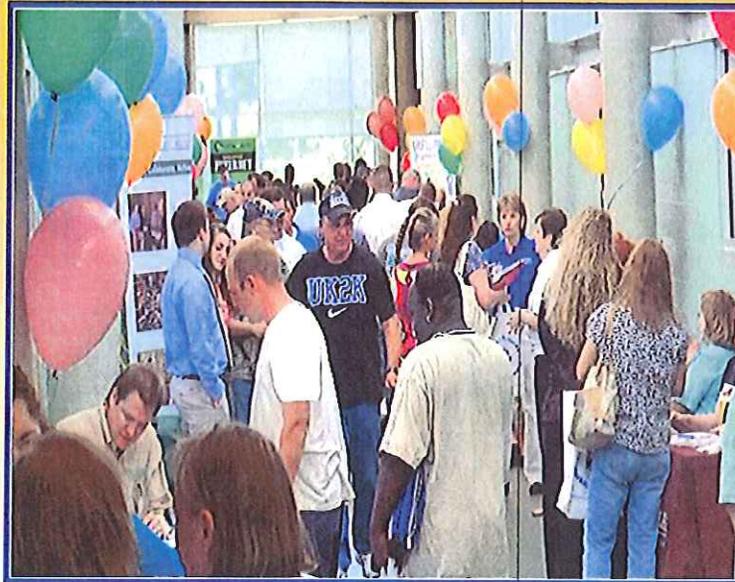
With no other business, Dr. Rhoads adjourned the meeting.

# Job Expo 2012

10th Anniversary

Where connections are made!

**"ARE YOU  
JOB  
READY?"  
WORKSHOP  
at  
11:00 AM**



**FACE to FACE  
Q & A  
Session  
with  
EMPLOYERS  
at  
1:00 PM**

**PRIZE DRAWINGS EVERY HALF HOUR!**

**Tuesday, May 15th  
10:00 AM – 2:00 PM**

**Come dressed  
to impress!**

**Bring copies  
of your resume!**

**Madisonville Community College**

*in the*

**Brown Badgett Energy and Advanced Technology Center**

*For more information contact:*

**JobNet Career Center 270-821-9966**

**Madisonville Community College 270-824-8648**

**Madisonville Office of Employment and Training 270-824-7562**



# The Messenger

## LOCAL NEWS

### Work ready application nearly complete

[Print Page](#)

By Erin Schmitt  
Messenger Staff Writer  
eschmitt@the-messenger.com

Published: Thursday, May 31, 2012 8:12 AM CDT

Those involved in making Hopkins County a Kentucky Certified Work Ready Community are putting the finishing touches on an application bid to the state.

Following months of preparation, the work task force overseeing the initiative plans to send off its application to the state by June 11.

The initiative is part of a concerted effort to let current and prospective employees know Hopkins County places a "very high value" on having the most qualified and best educated work force that it can develop, said Harriett Whitaker, Madisonville-Hopkins County Chamber of Commerce president and work task force member.

"I think that the testing process is a way to make us more competitive to most current and prospective employers because it demonstrates that people taking the test and passing certification have certain skill levels," Whitaker said. "I think that's a marketable commodity."

Madisonville Mayor David Jackson, a member of the task force, said he thinks the initiative will be viewed very positively by potential employers looking to locate in Hopkins County.

"It's another piece of the overall economic development perspective," Jackson said. "When companies compare Hopkins County to other communities, hopefully, this will give us a competitive edge to locate businesses here."

Designation as a Kentucky Certified Work Ready Community would just be one more plus for Hopkins County, said Judge-Executive Donnie Carroll.

Madisonville and Hopkins County governments are co-sponsoring the initiative, while Madisonville Community College and representatives from several entities have been doing the legwork through committees formed to help complete qualifications.

"We're just trying to work with everybody to see what we can do to make the county more appealing when people are looking to come in and locate their enterprise or facilities," Carroll said.

Graduation rates, national career readiness certificate holders, community commitment, educational attainment, soft skills measurement and the availability of the Internet as an indicator of digital literacy are the six criteria to become a work force ready community.

"Community involvement is such a big, big thing," said MCC President

See Application/Page A3

Dr. Judy Rhoads, a member of the task force. "So, the more people we involve, the more people get on board and do something about it."

There were five committees assigned to help gather data and offer solutions on how to improve in these areas. The judge-executive's office has a project that addresses the Internet criteria.

Each committee has already presented their findings to the work task force in a series of meetings during the past three months. The committees plan to submit their fine-tuned narratives to the work