

Russell County

**Kentucky Work Ready
Community**

Application Overview

Narrative #1: Present a plan to raise the graduation rate to 82.32% (state goal) within three years. Current rate is 81.34%.

- Truancy Diversion Program– collaboration between Russell Co. school district and Family Court to offer students at risk of being charged with a truancy offense another option. This involves education, prevention, accountability and treatment.
- Work Ethics Certificate – for high school students interested in demonstrating desirable skills and attributes necessary for meaningful employment and success in life.
- Career Pathway- a program where students earn four credits from a chosen career major. This, along with the Individual Learning Plan, help stents become college and career ready.
- Youth Service Center Mentoring- this is directed toward economically disadvantaged and /or at-risk students by providing services such as tutoring, mentoring, counseling and work experience.
- Work Based Learning-is a dual credit agreement with KCTCS, Lake Cumberland Area Technology Center, and Russell County High School.
- Credit Recovery- is an after-school credit recovery, summer school and distance learning classes via Novel/Stars program.

Narrative #2: National Career Readiness Certificate Attainment. A plan for 15% of working age population (18-64) to attain an NCRC.

- Russell Co. Adult Education Center has had 744 National Career Readiness Certificates (NCRC) issued since 2005.
- Russell Co. High has had 614 NCRC's issued to graduating seniors since 2005.
- Currently, Russell Co. is at 13% of the 18-64 working age adults with an NCRC.
- The number of NCRC attainments at the Russell Co. Adult Education Center this year is expected to reach between 140 and 175 based on the number of NCRC earned already during this fiscal year. The anticipated number of high school seniors earning an NCRC this year based on previous performance is 100 to 115.
- By June 30th, 2012 it is entirely possible for Russell County to hit the 15% bench for National Career Readiness Certificates.

Narrative #4: Educational Attainment. Present a plan to raise the Educational Attainment rate to 25% within three years and to 32% within five years and eventually to 39% within seven years.

- Current rate for Russell Co. is 22.06%.
- Most import is the establishment of the Russell Center, a permanent satellite center of Somerset Community College.
- Upward Bound- a Somerset Community College program designed to broaden the horizons of high school students who are economically challenged and demonstrate an academic need in a specific area.

- Dual Credit / Articulation Agreement- this gives high school students the opportunity to graduate from Russell County High School with a semester or more of college credits.
- Transitional Classes- Somerset Community college has an extensive Transitional Education Program which prepares high school graduates who may not be ready for college-level work, and helps them obtain the knowledge they need to be successful at the college level.

Narrative #5: Soft Skills Program. Discuss your community program or programs to address work ethic / soft skills development and credentialing for both the secondary school and post-secondary adult populations.

Evidence of employer engagement in the program development process:

- Five of the county's largest employers recognize and use the "Ready 4 work" certificate
- Bruss North America, second largest employer in the county, gives interviews on site at the Adult Education Center to all participants completing "Ready 4 Work".
- Fruit of the Loom, the largest employer, gives preferential consideration to all individuals certified through Ready 4 Work.
- Superior Battery, fourth largest employer, also gives preferential consideration to work certified individuals through Ready 4 Work at the Russell Co. Adult Education Center.
- Somerset Community College has provided work skills training of Bruss North America in blueprint reading and Microsoft Project for Technicians. They have also trained at Superior Battery in mid-level and senior level Leadership.

Evidence that employers recognize achievement of work ethic or soft skills credentialing:

- As stated earlier, the "Ready 4 Work" certificate earned at the Russell County Adult Education Center is being used as one of the determining factors toward employment for a number of the major employers in the county.

Goals for annual improvement on the raw number and percentage of workforce credentialed:

- Russell County will be at or within 1% of the benchmark of 15% of the county's workforce having an NCRC by June 30th of this year.
- 20% of the workforce in Russell County will be the next goal set to achieve to continue to build a certified workforce.

The sustainability of these programs:

- There is a history of commitment to the workforce and business industry in Russell County by the Russell County Adult Center through the Russell County Board of Education.

- The Lake Cumberland Area Technology Center has had a long working relationship with local business to provide training and certifications to the local workforce.
- Somerset Community College has a close working relationship with the Cumberland Workforce Investment Board and the Lake Cumberland Area Development District, both of which are located in Russell County. This relationship directly affects the local businesses and workforce here.

Soft Skills Program topical areas:

- The topical areas of attendance/ punctuality, communication, teamwork, leadership, and critical thinking are covered in detail in the Russell County Ready 4 Work program.
- The Ready 4 Work program was designed to prepare prospective employees for employment with the local companies and businesses of Russell County.
- A "Scoring Rubric" is used to supply the companies with a numeric performance score based on attendance, classroom participation, workplace soft skills, TABE scores, NCRC attainment and Workkeys test scores.
- The Russell Co. Adult Education Center has been providing workforce soft skills training since 2005. The program has continually expanded and developed over the years to address the specific needs of the workforce and the businesses and companies of Russell County.
- 185 individuals completed the Russell County Ready 4 Work Program in 2011. This program was week-long 40 hour training.

Narrative #6: Broadband Availability for 90% of housing units at 3 Mbs speeds.

- Due to inaccurate reporting, the National Broadband Map is inaccurate.
- Finley Engineering Company, Inc. attached a letter to clarify the broadband availability status for Russell County. Due to the efforts of Duo County Telephone Cooperative, which is located in Russell County, the Finley Engineering Company states that 99% of Russell County is available to businesses and households.
- Finley Engineering Company has been Duo County Telephone Cooperative's Engineer of Record since 1993.
- To the households and businesses of Russell County no less than 4 Mbps.
- In addition to Broadband, there are services such as 100Mbps Ethernet, Voice and IP (VoIP), and redundant, diverse circuits which are vitally important to many business owners.

Narrative #8: Supplemental Criteria:

GED Attainment:

- Russell County Adult Education had a county GED goal set at 63 for 2011. The actual number of GED's was 68. This is 107% of the GED goal set by Kentucky Adult Education.
This trend is expected to continue in part to the number of individuals enrolling at the Russell County Adult Education Center.
- Russell County reached 105% of its enrollment goal set by Kentucky Adult Education.
- Another indicator of expected continued success in GED attainments would be the fact that Russell County Adult Education qualified as a "Program in Excellence", as determined by Kentucky Adult Education.
- One of the benchmarks required to being classified as a "Program in Excellence" besides meeting GED and enrollment goals is 56% of participants in the program making an education level gain. 73% of Russell Co. Adult Education participants made education level gains.
- The Russell County Education Center has been a "Program of Excellence" since 2008, when the current classification of adult education centers began.

Occupational Credentials:

- Currently 173 "Ready 4 Work" certificates have been earned through the Russell Co. Adult Education Center.
- Since 2000 Somerset Community College has had 549 individuals earn various credentials listed in the attachment in our application package. These individuals list Russell County as their residence.
- The Lake Cumberland Area Technology Center have 563 O*Net Certificates attained over the last five years.
- The Lake Cumberland Area Technology Center has had 277 individuals receive Certificates under the Kentucky Skills Standard Assessment Report.