

Myers, Chair
Henson, Vice Chair
Ellinger
Kay
Ford
Lawless
Stinnett
Crosbie
McChord
Lane

A G E N D A

Social Services & Community Development Committee

December 4, 2012

11:00 A.M.

1. 11.20.12 Social Services & Community Development Committee
Summary (1-3)
2. Bluegrass Occupational Outlook to 2018 - Myers (4-45)
3. UK Department of Social Work Social Services Needs
Assessment Update (46-61)
4. Emergency Solutions Grant
5. Committee Referral Items (62)

The social services and community development committee, to which shall be referred matters relating to the department of social services and its divisions, and any related partner agencies and the division of community development, related partner agencies, and other matters relating to community development and economic development

Council Rules & Procedures, Section 2.102 (1)

Social Services & Community Development Committee
November 20, 2012
Summary & Motions

Vice Chair Henson called the meeting to order at 11:02 AM. Committee members Ellinger, Kay, Ford, and Stinnett were present. Also present and recognized for a quorum was Blues. Absent from the meeting was Myers, Lane, Crosbie, Lawless and McChord.

Henson called on Jacob Wolbourn from the Law Department to provide legal opinion regarding meeting without a quorum.

Mr. Wolbourn stated that under Council Rules, as well as Kentucky Open Meeting regulations, the committee could meet without a quorum but they could not take any action without a quorum.

Henson stated that they just received a conflicting opinion from the Law Department that indicated that if they met without a quorum and ever took action they would need to re hear the entire presentation. Henson recommended that they wait until there is a quorum.

9.18.12 Committee Summary

On a motion by Ellinger, second Blues the 10.16.12 Social Services & Community Development Committee summary was approved.

Workforce Investment & Development

Henson called on Ford who referred the item to introduce the topic.

Ford stated that he was interested in workforce development because it is a federal economic development program that invests in people. He stated his intent is for the Council to get a better understanding of the opportunities that may come available for Council to take bigger role. He stated that he asked Commissioner Berth Mills and Council staff Paul Schoninger to prepare a presentation on workforce activities in Fayette County.

Commissioner Mills discussed the Mayor's Training Center, which was closed in 2007. Prior to its closing in 2007 there was an inter-local agreement with Lexington Fayette Urban County Government (LFUCG) and the Bluegrass Workforce Investment Board. She stated that the inter local agreement in 1998 provided that LFUCG would receive 20% of the workforce investment area's adult allocation and 22% of the youth allocation for programs in Lexington-Fayette County. She also stated that the agreement stipulated that LFUCG was to assume all decision making authority and liability for all Workforce Investment Act monies it receives and programs it operates. Mills stated that when she was first appointed Commissioner she met with Kentucky Workforce officials and they informed her that such set asides were not permitted under current Workforce Investment Act regulations.

Mills discussed the type of programs the Mayor's Training Center offered including customized training for numerous area employers.

Paul Schoninger discussed both the 17- county Bluegrass Workforce Investment Board, and the Business & Education Network operated in conjunction with Commerce Lexington. He described the purpose, programs, budget and governance of both organizations.

Mills discussed two current Workforce Investment Act programs in Lexington-Fayette County. She described *Path to Success* a GED, career and secondary education program for 40 high school dropouts and *LEEP* (Literacy, Education, Experience & Postsecondary Program) offered by the Community Action Council. LEEP provides employment and training for 40 youth in the Russell School and East End areas.

Mills also discussed two adult work programs that have been developed but lack funding, including a sewing cooperative for resettled refugees and a mattress/e waste/text book recycling effort employing ex offenders.

Mills also discussed the numerous community partners involved in the current and proposed workforce projects. She stated that it was critical for Fayette County to offer workforce development services for its job seekers and employers.

Ford addressed the unemployment rate and stated that in one census tract in the 1st District the unemployment rate was over 20%. He also discussed the closing of the Mayor's Training Center and stated that he agreed with Commissioner Mills that additional resources needed to be obtained for Fayette County as it is the economic, cultural and educational base for the central Kentucky region. He stated that he wanted to continue to discuss this item at the Committee's January meeting.

Kay addressed the need to focus emphasis on the unemployed and disadvantaged in Lexington-Fayette County. He stated that resources can and should be allocated to improve job skills and to improve the viability of area businesses.

Stinnett stated that he agreed that we need a liaison for workforce issues but that the Mayor's Training Center model was closed because our business partners did not believe it effectively and efficiently addressed their need for trained employees.

In response Mills stated that there are several models to address the need for a workforce coordinator/facilitator either within or outside LFUCG.

Stinnett asked about the percentage of training dollars that are serving residents from Fayette County. Commissioner Mills said that she met with the Workforce Investment Board and has those numbers. Stinnett said he would like to see those numbers.

Stinnett requested an inventory of workforce training partners in Fayette County along with a summary of their respective services and outcome measures of effectiveness prior to discussing the issue in January. In response Mills said that there are partners in the community that can do the job training but she thinks what has been lost is the customized job training, targeting the job training to fit the employer coming to town. Stinnett said that he thinks she is right and said it would be nice to see a position in the geared at fostering relationships with business and focused on training individuals. He requested that the committee hear a presentation on how to manage a workforce facilitator/coordinator. He also suggested that Mills request necessary resources in the FY 14 Mayor's Proposed Budget.

Henson discussed customized training needs for area employers and partnering with agencies such as OWL (Opportunity for Learning & Working) and Employment Solutions. She also agreed with Stinnett regarding using performance indicators to show effective utilization of funds.

Blues stated that current economic conditions require that we allocate federal, state and local resources to deal with the issue of high unemployment and slow economic growth. He agreed with Stinnett that he would like to see how the current providers are improving our region's economic conditions.

Mills stated that the committee might want to hear from the Bluegrass Workforce Investment Board and others offering training services at the January meeting. She reminded the Committee that at the December 4 meeting the Committee will hear an interim report from the UK students who are preparing the social services needs assessment project.

Ford stated that he would like this item left in committee and stated that at the January meeting the committee could hear from the Workforce Investment Board and others.

The meeting was adjourned at 12:35 PM.



**Bluegrass Area
Occupational Outlook to 2018**

STEVEN L. BESHEAR
Governor

**A LABOR MARKET INFORMATION PUBLICATION BY:
RESEARCH AND STATISTICS BRANCH**

Ron Crouch, Director

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May 2011

EQUAL OPPORTUNITY EMPLOYER/PROGRAM

AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES

PRINTED WITH FEDERAL FUNDS

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BLUEGRASS HIGHLIGHTS 2008-2018

- ✓ Employment is projected to grow from 392,294 to 423,448, a gain of 7.9 percent.
- ✓ Total annual job openings are expected to be about 12,723.
- ✓ Growth in employment will create about 3,735 job openings annually.
- ✓ Approximately 8,988 annual job openings will result from separations from the labor force due to retirement or those who transfer to other jobs.
- ✓ Twenty-nine percent of job openings will result from growth; the remaining 71 percent will result from separations from the labor force.
- ✓ The greatest number of annual job openings will be in Office and Administrative Support Occupations (1,648), followed by Food Preparation and Serving Related Occupations (1,373) and Sales and Related Occupations (1,300).
- ✓ The two occupations with the largest projected number of annual job openings are Waiters and Waitresses (436) and Cashiers (420).
- ✓ The highest growth rates among occupational groups are likely to be in Occupational and Physical Therapist Assistant and Aide Occupations (40.3%), followed by Other Healthcare Practitioner and Technical Occupations (27.3%) and Nursing, Psychiatric, and Home Health Aide Occupations (26.7%).
- ✓ Some specific occupations with the largest percentage change are Home Health Aides (61.0%), Network Systems and Data Communications Analysts (54.8%) and Physician Assistants (45.5%).

Top 50
Fastest Growing Bluegrass Area Occupations

Rank	Code	Occupational Title	Employment		Change		Avg. Annual Openings
			2008	2018	Number	Percent	
1	29-9091	Athletic Trainers	123	199	76	61.8	12
2	31-1011	Home Health Aides	788	1,269	481	61.0	56
3	15-1081	Network Systems & Data Communications Analysts	1,128	1,746	618	54.8	82
4	29-1071	Physician Assistants	202	294	92	45.5	13
5	31-2021	Physical Therapist Assistants	391	555	164	41.9	22
6	39-5094	Skin Care Specialists	31	44	13	41.9	2
7	13-2061	Financial Examiners	63	88	25	39.7	4
8	39-9021	Personal and Home Care Aides	704	975	271	38.5	36
9	31-9091	Dental Assistants	730	1,005	275	37.7	42
10	29-2021	Dental Hygienists	415	567	152	36.6	24
11	15-1061	Database Administrators	719	976	257	35.7	38
12	19-1042	Medical Scientists, Excl. Epidemiologists	196	266	70	35.7	11
13	39-9031	Fitness Trainers and Aerobics Instructors	575	778	203	35.3	30
14	13-2071	Loan Counselors	34	46	12	35.3	1
15	31-9092	Medical Assistants	1,108	1,495	387	34.9	51
16	15-1032	Computer Software Engineers, Systems Software	655	883	228	34.8	29
17	31-2022	Physical Therapist Aides	119	159	40	33.6	6
18	13-1041	Compliance Ofcr., Excl. Ag., Constr., Health & Trans.	575	760	185	32.2	25
19	13-2052	Personal Financial Advisors	295	388	93	31.5	12
20	29-1123	Physical Therapists	464	609	145	31.3	21
21	29-2056	Veterinary Technologists and Technicians	509	665	156	30.6	29
22	29-1061	Anesthesiologists	245	320	75	30.6	12
23	39-3099	Entertainment Attend. & Related Workers, Other	197	257	60	30.5	16
24	29-2055	Surgical Technologists	408	529	121	29.7	22
25	29-2052	Pharmacy Technicians	1,289	1,668	379	29.4	71

Top 50 (cont.)
Fastest Growing Bluegrass Area Occupations

Rank	Code	Occupational Title	Employment		Change		Avg. Annual Openings
			2008	2018	Number	Percent	
26	29-1062	Family and General Practitioners	160	207	47	29.4	8
27	29-2031	Cardiovascular Technologists and Technicians	236	305	69	29.2	10
28	29-1064	Obstetricians and Gynecologists	79	102	23	29.1	3
29	29-9099	Healthcare Practitioners & Tech. Workers, Other	153	197	44	28.8	9
30	21-1014	Mental Health Counselors	136	175	39	28.7	7
31	29-1131	Veterinarians	313	402	89	28.4	15
32	19-3091	Anthropologists and Archeologists	60	77	17	28.3	5
33	29-1067	Surgeons	65	83	18	27.7	3
34	29-1063	Internists, General	112	143	31	27.7	5
35	27-2022	Coaches and Scouts	790	1,007	217	27.5	37
36	29-1065	Pediatricians, General	48	61	13	27.1	2
37	21-1011	Substance Abuse & Behavioral Disorder Couns.	37	47	10	27.0	2
38	17-2081	Environmental Engineers	110	139	29	26.4	5
39	29-1111	Registered Nurses	9,173	11,558	2,385	26.0	399
40	29-1126	Respiratory Therapists	427	538	111	26.0	19
41	49-9062	Medical Equipment Repairers	205	258	53	25.9	11
42	11-9039	Education Administrators, All Other	126	158	32	25.4	7
43	29-1122	Occupational Therapists	226	283	57	25.2	10
44	29-1041	Optometrists	69	86	17	24.6	4
45	43-4111	Interviewers, Excl. Eligibility and Loan	613	763	150	24.5	30
46	29-1069	Physicians and Surgeons, All Other	611	759	148	24.2	26
47	29-1011	Chiropractors	112	139	27	24.1	5
48	21-1093	Social and Human Service Assistants	511	633	122	23.9	23
49	21-1023	Mental Health & Substance Abuse Social Workers	279	345	66	23.7	14
50	15-1041	Computer Support Specialists	2,458	3,037	579	23.6	126

Top 50
Bluegrass Area Occupations with Most Annual Job Openings

Rank	Code	Occupational Title	Employment		Change		Avg. Annual Openings
			2008	2018	Number	Percent	
1	35-3031	Waiters and Waitresses	7,075	7,521	446	6.3	436
2	41-2011	Cashiers	8,610	8,940	330	3.8	420
3	29-1111	Registered Nurses	9,173	11,558	2,385	26.0	399
4	41-2031	Retail Salespersons	11,417	12,105	688	6.0	388
5	35-3021	Combined Food Preparation & Service Workers	10,881	12,428	1,547	14.2	386
6	43-5081	Stock Clerks and Order Fillers	6,307	6,775	468	7.4	192
7	43-4051	Customer Service Representatives	3,622	4,092	470	13.0	161
8	53-7062	Laborers & Freight, Stock & Material Movers, Hand	4,977	4,932	-45	-0.9	160
9	39-9011	Child Care Workers	3,565	4,091	526	14.8	157
10	51-2092	Team Assemblers	6,911	6,654	-257	-3.7	156
11	11-1021	General and Operations Managers	5,266	5,152	-114	-2.2	153
12	51-2099	Assemblers and Fabricators, All Other	6,742	6,043	-699	-10.4	152
13	41-1011	Managers of Retail Sales Workers	5,745	6,011	266	4.6	150
14	43-4171	Receptionists and Information Clerks	3,207	3,728	521	16.2	139
15	43-6011	Executive Secretaries & Admin. Assistants	5,649	6,231	582	10.3	134
16	25-2021	Elementary School Teachers, Excl. Special Ed. **	3,341	3,902	561	16.8	132
17	43-1011	Managers of Office & Admin. Support Workers	4,289	4,638	349	8.1	132
18	53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,591	5,049	458	10.0	128
19	15-1041	Computer Support Specialists	2,458	3,037	579	23.6	126
20	31-1012	Nursing Aides, Orderlies, and Attendants	3,908	4,687	779	19.9	117
21	37-2011	Janitors & Cleaners, Excl. Maids & Housekeeping	5,044	5,231	187	3.7	114
22	43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,216	5,652	436	8.4	107
23	35-2014	Cooks, Restaurant	3,073	3,322	249	8.1	104
24	33-9032	Security Guards	3,140	3,502	362	11.5	101
25	25-9041	Teacher Assistants **	3,024	3,366	342	11.3	98

Top 50 (cont.)
Bluegrass Area Occupations with Most Annual Job Openings

Rank	Code	Occupational Title	Employment		Change		Avg. Annual Openings
			2008	2018	Number	Percent	
26	29-2061	Licensed Practical & Licensed Voc. Nurses	1,789	2,170	381	21.3	94
27	43-9061	Office Clerks, General	4,461	4,792	331	7.4	94
28	49-9042	Maintenance and Repair Workers, General	3,831	4,173	342	8.9	93
29	35-9031	Hosts & Hostesses, Restaurant & Lounge	1,106	1,192	86	7.8	86
30	45-2092	Farmworkers & Laborers, Crop, Nursery	3,110	2,899	-211	-6.8	84
31	15-1081	Network Systems & Data Communications Analysts	1,128	1,746	618	54.8	82
32	13-2011	Accountants and Auditors	2,379	2,794	415	17.4	82
33	53-7051	Industrial Truck and Tractor Operators	2,648	2,600	-48	-1.8	79
34	25-2031	Sec. School Teachers, Excl. Special and Voc. Ed. **	1,895	2,080	185	9.8	74
35	29-2052	Pharmacy Technicians	1,289	1,668	379	29.4	71
36	13-1199	Business Operations Specialists, All Other	2,248	2,455	207	9.2	71
37	11-9199	Managers, All Other	2,154	2,305	151	7.0	71
38	43-3071	Tellers	1,430	1,536	106	7.4	70
39	41-4012	Sales Reps., Wholesale & Manuf., Excl. Tech. & Sci.	2,473	2,603	130	5.3	70
40	33-2011	Fire Fighters	1,192	1,467	275	23.1	65
41	45-2093	Farmworkers, Farm and Ranch Animals	2,051	2,150	99	4.8	65
42	37-3011	Landscaping and Groundskeeping Workers	2,462	2,806	344	14.0	64
43	33-3051	Police and Sheriff's Patrol Officers	1,692	1,884	192	11.3	63
44	25-2022	Middle School Teachers, Excl. Special & Voc. Ed. **	1,602	1,865	263	16.4	62
45	43-6014	Secretaries, Excl. Legal, Medical, and Executive	4,148	4,198	50	1.2	61
46	23-1011	Lawyers	1,819	2,062	243	13.4	58
47	35-2021	Food Preparation Workers	1,358	1,446	88	6.5	58
48	31-1011	Home Health Aides	788	1,269	481	61.0	56
49	43-3021	Billing and Posting Clerks and Machine Operators	1,514	1,808	294	19.4	54
50	51-9198	Helpers--Production Workers	2,023	2,216	193	9.5	54

Bluegrass Area

Occupational Employment Outlook

Business & Financial Operations Occs.

Occupational		Employment*		Change		Job Openings			Average	Educ/
		2008	2018	2008-2018		Average Annual 2008-2018			Wage	Training
Code	Title	Estimated	Projected	Number	Percent	Growth	Separations	Total	2010	Req'd~
13-0000 Business and Financial Operations Occupations		14,006	15,874	1,868	13.34	188	287	475	26.17	n/a
13-1000 Business Operations Specialists		8,185	9,286	1,101	13.45	111	185	296	n/a	n/a
13-1011	Agents & Mgrs.- Artists, Performers & Athletes	*	*	*	*	*	*	*	39.68	4
13-1021	Purchasing Agents and Buyers, Farm Products	116	118	2	1.72	0	3	3	30.22	9
13-1022	Wholesale & Retail Buyers, Excl. Farm Products	124	120	-4	-3.23	0	3	3	23.51	9
13-1023	Purchasing Agents, Excl. Wholesale, Retail & Farm	812	866	54	6.65	5	21	26	24.74	9
13-1031	Claims Adjusters, Examiners, and Investigators	554	546	-8	-1.44	0	14	14	26.54	9
13-1032	Insurance Appraisers, Auto Damage	*	*	*	*	*	*	*	24.53	7
13-1041	Compliance Ofcr., Excl. Ag., Constr., Health & Trans.	575	760	185	32.17	19	6	25	22.09	9
13-1051	Cost Estimators	465	547	82	17.63	8	10	18	25.49	5
13-1061	Emergency Management Specialists	65	80	15	23	2	1	3	18.08	8
13-1071	Employment, Recruitment & Placement Specialists	245	287	42	17.14	4	6	10	19.53	5
13-1072	Compensation, Benefits & Job Analysis Specialists	229	258	29	12.66	3	6	9	27.46	5
13-1073	Training and Development Specialists	633	780	147	23.22	15	17	32	23.17	5
13-1079	Human Res., Trng. & Labor Relations Spec., Other	979	1,179	200	20.43	20	26	46	23.21	5
13-1081	Logisticians	277	317	40	14.44	4	6	10	30.93	5
13-1111	Management Analysts	730	818	88	12.05	9	13	22	33.10	4
13-1121	Meeting and Convention Planners	130	152	22	16.92	2	3	5	18.94	5
13-1199	Business Operations Specialists, All Other	2,248	2,455	207	9.21	21	50	71	28.23	5
13-2000 Financial Specialists		5,821	6,588	767	13.18	77	102	179	n/a	n/a
13-2011	Accountants and Auditors	2,379	2,794	415	17.44	42	40	82	26.98	5
13-2021	Appraisers and Assessors of Real Estate	254	264	10	3.94	1	5	6	25.43	6
13-2031	Budget Analysts	566	639	73	12.90	7	10	17	26.60	5
13-2041	Credit Analysts	44	49	5	11.36	1	1	2	31.38	5
13-2051	Financial Analysts	179	209	30	16.76	3	3	6	32.06	5
13-2052	Personal Financial Advisors	295	388	93	31.53	9	3	12	33.84	5
13-2053	Insurance Underwriters	65	61	-4	-6.15	0	2	2	25.05	5
13-2061	Financial Examiners	63	88	25	39.68	3	1	4	34.95	5
13-2071	Loan Counselors	34	46	12	35.29	1	0	1	18.82	5
13-2072	Loan Officers	734	817	83	11.31	8	8	16	25.15	10
13-2081	Tax Examiners, Collectors, and Revenue Agents	419	441	22	5.25	2	15	17	22.20	5
13-2082	Tax Preparers	271	271	0	0.00	0	4	4	13.24	10
13-2099	Financial Specialists, All Other	518	521	3	0.58	0	9	9	25.10	5

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Computer & Mathematical Occupations

Occupational		Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	2008-2018 Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
15-0000 Computer and Mathematical Occupations		8,888	11,033	2,145	24.13	218	175	393	29.46	n/a
15-1000	Computer Specialists	8,832	10,972	2,140	24.23	217	173	390	n/a	n/a
15-1011	Computer and Information Scientists, Research	*	*	*	*	*	*	*	n/a	2
15-1021	Computer Programmers	649	616	-33	-5.08	0	12	12	32.94	5
15-1031	Computer Software Engineers, Applications	882	1,012	130	14.74	13	7	20	33.90	5
15-1032	Computer Software Engineers, Systems Software	655	883	228	34.81	23	6	29	38.46	5
15-1041	Computer Support Specialists	2,458	3,037	579	23.56	58	68	126	19.31	6
15-1051	Computer Systems Analysts	1,210	1,463	253	20.91	25	26	51	33.94	5
15-1061	Database Administrators	719	976	257	35.74	26	12	38	28.52	5
15-1071	Network and Computer Systems Administrators	610	697	87	14.26	9	10	19	25.23	5
15-1081	Network Systems & Data Communications Analysts	1,128	1,746	618	54.79	62	20	82	28.71	5
15-1099	Computer Specialists, All Other	*	*	*	*	*	*	*	32.16	6
15-2000	Mathematical Scientists	56	61	5	8.93	1	2	3	n/a	n/a
15-2011	Actuaries	*	*	*	*	*	*	*	39.47	4
15-2021	Mathematicians	*	*	*	*	*	*	*	n/a	2
15-2031	Operations Research Analysts	47	52	5	10.64	1	1	2	32.40	3
15-2041	Statisticians	*	*	*	*	*	*	*	30.18	3
15-2099	Mathematical Science Occupations, All Other	*	*	*	*	*	*	*	25.65	3

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Community & Social Service Occupations

Occupational		20Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
21-0000 Community and Social Services Occupations		3,929	4,576	647	16.47	65	89	154	18.41	n/a
21-1000	Counselors, Social Workers, Other Specialists	3,843	4,476	633	16.47	63	88	151	n/a	n/a
21-1011	Substance Abuse & Behavioral Disorder Couns.	37	47	10	27.03	1	1	2	16.95	5
21-1012	Educational, Vocational, and School Counselors	502	574	72	14.34	7	10	17	27.16	3
21-1013	Marriage and Family Therapists	*	*	*	*	*	*	*	20.79	3
21-1014	Mental Health Counselors	136	175	39	28.68	4	3	7	18.20	3
21-1015	Rehabilitation Counselors	274	327	53	19.34	5	6	11	17.38	3
21-1019	Counselors, All Other	*	*	*	*	*	*	*	13.76	3
21-1021	Child, Family, and School Social Workers	1,241	1,354	113	9.11	11	31	42	18.16	5
21-1022	Medical and Public Health Social Workers	305	376	71	23.28	7	8	15	20.05	5
21-1023	Mental Health & Substance Abuse Social Workers	279	345	66	23.66	7	7	14	18.00	3
21-1029	Social Workers, All Other	68	81	13	19.12	1	2	3	23.89	5
21-1091	Health Educators	104	123	19	18.27	2	2	4	18.55	5
21-1092	Probation Officers & Correctional Treatment Spec.	115	132	17	14.78	2	2	4	18.36	5
21-1093	Social and Human Service Assistants	511	633	122	23.87	12	11	23	12.30	10
21-1099	Community & Social Service Specialists, All Other	247	280	33	13.36	3	5	8	18.05	5
21-2000	Religious Workers	86	100	14	16.28	1	2	3	n/a	n/a
21-2011	Clergy	78	91	13	16.67	1	2	3	23.01	3
21-2021	Directors, Religious Activities and Education	*	*	*	*	*	*	*	37.84	5
21-2099	Religious Workers, All Other	*	*	*	*	*	*	*	10.81	5

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area Occupational Employment Outlook

Legal Occupations

Occupational		Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	2008-2018 Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
23-0000 Legal Occupations		3,274	3,732	458	13.99	46	54	100	34.32	n/a
23-1000	Lawyers, Judges, and Related Workers	2,094	2,340	246	11.75	25	39	64	n/a	n/a
23-1011	Lawyers	1,819	2,062	243	13.36	24	34	58	47.36	1
23-1021	Adm. Law Judges, Adjudicators & Hearing Officers	219	225	6	3	1	4	5	n/a	4
23-1022	Arbitrators, Mediators, and Conciliators	*	*	*	*	*	*	*	29.07	4
23-1023	Judges, Magistrate Judges, and Magistrates	*	*	*	*	*	*	*	62.50	4
23-2000	Legal Support Workers	1,180	1,392	212	17.97	21	15	36	n/a	n/a
23-2011	Paralegals and Legal Assistants	761	930	169	22.21	17	9	26	19.38	6
23-2091	Court Reporters	*	*	*	*	*	*	*	24.70	7
23-2092	Law Clerks	85	96	11	12.94	1	1	2	16.25	5
23-2093	Title Examiners, Abstractors, and Searchers	*	*	*	*	*	*	*	16.98	10
23-2099	Legal Support Workers, All Other	284	301	17	5.99	2	4	6	19.98	10

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Healthcare Support Occupations

Occupational		Employment*		Change		Job Openings			Average	Educ/
		2008	2018	2008-2018		Average Annual 2008-2018			Wage	Training
Code	Title	Estimated	Projected	Number	Percent	Growth	Separations	Total	2010	Req'd~
31-0000 Healthcare Support Occupations		8,686	11,070	2,384	27.45	240	99	339	12.33	n/a
31-1000	Nursing, Psychiatric, and Home Health Aides	4,714	5,974	1,260	26.73	126	47	173	n/a	n/a
31-1011	Home Health Aides	788	1,269	481	61.04	48	8	56	10.49	11
31-1012	Nursing Aides, Orderlies, and Attendants	3,908	4,687	779	19.93	78	39	117	10.79	7
31-1013	Psychiatric Aides	*	*	*	*	*	*	*	12.29	11
31-2000	Occupational & Physical Therapist Assis. & Aides	566	794	228	40.28	23	8	31	n/a	n/a
31-2011	Occupational Therapist Assistants	*	*	*	*	*	*	*	24.71	6
31-2012	Occupational Therapist Aides	*	*	*	*	*	*	*	14.60	11
31-2021	Physical Therapist Assistants	391	555	164	41.94	16	6	22	23.02	6
31-2022	Physical Therapist Aides	119	159	40	33.61	4	2	6	12.35	11
31-9000	Other Healthcare Support Occupations	3,406	4,302	896	26.31	91	44	135	n/a	n/a
31-9011	Massage Therapists	148	182	34	22.97	3	2	5	16.68	7
31-9091	Dental Assistants	730	1,005	275	37.67	28	14	42	15.38	10
31-9092	Medical Assistants	1,108	1,495	387	34.93	39	12	51	12.88	10
31-9093	Medical Equipment Preparers	203	240	37	18.23	4	2	6	13.02	11
31-9094	Medical Transcriptionists	325	369	44	13.54	4	4	8	13.99	7
31-9095	Pharmacy Aides	193	177	-16	-8.29	0	2	2	10.91	11
31-9096	Veterinary Assist. & Laboratory Animal Caretakers	260	310	50	19.23	5	3	8	10.09	11
31-9099	Healthcare Support Workers, All Other	439	524	85	19.36	9	5	14	14.65	11

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Protective Service Occupations

Occupational		Employment*		Change		Job Openings			Average	Educ/
		2008	2018	2008-2018		Average Annual 2008-2018			Wage	Training
Code	Title	Estimated	Projected	Number	Percent	Growth	Separations	Total	2010	Req'd~
33-0000 Protective Service Occupations		8,989	10,157	1,168	12.99	117	246	363	15.46	n/a
33-1000	Managers, Protective Service Workers	897	989	92	10.26	9	39	48	n/a	n/a
33-1011	Managers of Correctional Officers	156	169	13	8.33	1	6	7	21.92	8
33-1012	Managers of Police and Detectives	313	342	29	9.27	3	14	17	28.68	8
33-1021	Managers of Fire Fighting and Prevention Workers	258	289	31	12.02	3	13	16	25.25	8
33-1099	Managers, Protective Service Workers, All Other	170	189	19	11.18	2	6	8	18.09	8
33-2000	Fire Fighting and Prevention Workers	1,213	1,490	277	22.84	28	37	65	n/a	n/a
33-2011	Fire Fighters	1,192	1,467	275	23.07	28	37	65	16.53	9
33-2021	Fire Inspectors and Investigators	*	*	*	*	*	*	*	20.22	8
33-2022	Forest Fire Inspectors and Prevention Specialists	*	*	*	*	*	*	*	n/a	8
33-3000	Law Enforcement Workers	3,219	3,569	350	10.87	35	77	112	n/a	n/a
33-3011	Bailiffs	109	122	13	12	1	2	3	10.75	10
33-3012	Correctional Officers and Jailers	1,220	1,342	122	10.00	12	27	39	14.19	10
33-3021	Detectives and Criminal Investigators	140	161	21	15.00	2	3	5	27.56	8
33-3031	Fish and Game Wardens	*	*	*	*	*	*	*	19.13	6
33-3041	Parking Enforcement Workers	*	*	*	*	*	*	*	12.88	11
33-3051	Police and Sheriff's Patrol Officers	1,692	1,884	192	11.35	19	44	63	18.59	9
33-3052	Transit and Railroad Police	*	*	*	*	*	*	*	n/a	9
33-9000	Other Protective Service Workers	3,660	4,109	449	12.27	45	93	138	n/a	n/a
33-9011	Animal Control Workers	64	72	8	12.50	1	2	3	11.20	10
33-9021	Private Detectives and Investigators	47	56	9	19.15	1	1	2	16.74	8
33-9031	Gaming Surveillance Ofcrs. & Gaming Investigators	*	*	*	*	*	*	*	n/a	10
33-9032	Security Guards	3,140	3,502	362	11.53	36	65	101	11.61	11
33-9091	Crossing Guards	*	*	*	*	*	*	*	11.80	11
33-9092	Lifeguards, Ski Patrol & Rec. Protective Workers	198	229	31	15.66	3	13	16	8.34	11
33-9099	Protective Service Workers, All Other	158	191	33	20.89	3	11	14	14.90	11

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Installation, Maintenance & Repair Occs.

Occupational Employment Outlook

Occupational		Employment*		Change		Job Openings			Average	Educ/
		2008	2018	2008-2018		Average Annual 2008-2018			Wage	Training
Code	Title	Estimated	Projected	Number	Percent	Growth	Separations	Total	2010	Req'd~
49-0000 Installation, Maintenance, and Repair Occupations		16,220	17,145	925	5.70	103	322	425	19.24	n/a
49-1000	Supervisors of Installation, Maint. & Repair Workers	1,560	1,584	24	1.54	2	41	43	n/a	n/a
49-1011	Managers of Mechanics, Installers, and Repairers	1,560	1,584	24	1.54	2	41	43	25.60	8
49-2000	Electrical & Electronic Equip. Mechanics & Installers	1,464	1,469	5	0.34	6	26	32	n/a	n/a
49-2011	Computer, Automated Teller & Office Mach. Repair	485	502	17	3.51	2	8	10	18.42	7
49-2021	Radio Mechanics	*	*	*	*	*	*	*	22.85	7
49-2022	Telecommunications Equip. Installers & Repairers	315	279	-36	-11.43	0	6	6	22.93	7
49-2091	Avionics Technicians	204	205	1	0.49	0	4	4	24.26	7
49-2092	Electric Motor, Power Tool, and Related Repairers	35	37	2	5.71	0	1	1	15.96	7
49-2093	Elec. & Electron. Install. & Repair., Transp. Equip.	*	*	*	*	*	*	*	21.11	7
49-2094	Elec. & Electron. Repair- Comm. & Ind. Equip.	142	127	-15	-10.56	0	2	2	22.28	7
49-2095	Elec. & Electron. Repair- Pwrhouse, Subst. & Relay	*	*	*	*	*	*	*	26.08	7
49-2096	Electron. Equip. Install. & Repair., Motor Vehicles	*	*	*	*	*	*	*	17.51	7
49-2097	Electron. Home Entertain. Equip. Install & Repair	60	64	4	6.67	0	1	1	15.70	7
49-2098	Security and Fire Alarm Systems Installers	141	165	24	17.02	2	2	4	20.58	7
49-3000	Vehicle and Mobile Equip. Mechanics, Installers	4,173	4,303	130	3.12	14	86	100	n/a	n/a
49-3011	Aircraft Mechanics and Service Technicians	233	233	0	0.00	0	5	5	33.51	7
49-3021	Automotive Body and Related Repairers	378	369	-9	-2.38	0	10	10	19.03	9
49-3022	Automotive Glass Installers and Repairers	42	42	0	0.00	0	1	1	15.46	9
49-3023	Automotive Service Technicians and Mechanics	1,863	1,930	67	3.60	7	36	43	14.97	7
49-3031	Bus & Truck Mechanics & Diesel Eng. Specialists	889	918	29	3.26	3	20	23	17.87	7
49-3041	Farm Equipment Mechanics	79	87	8	10.13	1	2	3	13.34	9
49-3042	Mobile Heavy Equip. Mechanics, Excl. Engines	354	380	26	7.34	3	7	10	19.80	9
49-3043	Rail Car Repairers	*	*	*	*	*	*	*	20.70	9
49-3051	Motorboat Mechanics	*	*	*	*	*	*	*	12.82	9
49-3052	Motorcycle Mechanics	31	32	1	3.23	0	1	1	15.94	9
49-3053	Outdoor Power Equip. & Other Small Eng. Mech.	72	78	6	8.33	1	2	3	14.77	10
49-3091	Bicycle Repairers	*	*	*	*	*	*	*	12.51	10
49-3092	Recreational Vehicle Service Technicians	*	*	*	*	*	*	*	14.92	9
49-3093	Tire Repairers and Changers	184	180	-4	-2.17	0	4	4	11.69	11

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Installation, Maintenance & Repair Occs. (cont'd)

Occupational		Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	2008-2018 Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
49-9000	Other Installation, Maintenance & Repair Occs.	9,023	9,789	766	8.49	81	169	250	n/a	n/a
49-9011	Mechanical Door Repairers	*	*	*	*	*	*	*	14.47	10
49-9012	Control & Valve Install. & Repair., Excl. Mech. Door	81	92	11	13.58	1	1	2	17.09	10
49-9021	Heating, A.C. & Refrigeration Mech. & Installers	856	1,049	193	22.55	19	14	33	18.04	7
49-9031	Home Appliance Repairers	160	168	8	5.00	1	3	4	16.69	9
49-9041	Industrial Machinery Mechanics	1,301	1,364	63	4.84	6	19	25	22.27	9
49-9042	Maintenance and Repair Workers, General	3,831	4,173	342	8.93	34	59	93	16.27	10
49-9043	Maintenance Workers, Machinery	154	142	-12	-7.79	0	2	2	18.13	10
49-9044	Millwrights	*	*	*	*	*	*	*	25.73	9
49-9045	Refractory Materials Repairers, Excl. Brickmasons	*	*	*	*	*	*	*	n/a	10
49-9051	Electrical Power-Line Installers and Repairers	842	943	101	12.00	10	30	40	23.94	9
49-9052	Telecommunications Line Installers and Repairers	251	241	-10	-3.98	0	4	4	22.26	9
49-9061	Camera and Photographic Equipment Repairers	*	*	*	*	*	*	*	14.91	9
49-9062	Medical Equipment Repairers	205	258	53	25.85	5	6	11	19.58	6
49-9063	Musical Instrument Repairers and Tuners	43	42	-1	-2.33	0	1	1	14.85	9
49-9064	Watch Repairers	*	*	*	*	*	*	*	18.11	9
49-9069	Precision Instrument & Equip. Repairers, Other	67	71	4	5.97	0	2	2	31.52	10
49-9091	Coin, Vending & Amusement Mach. Serv. & Repair.	90	90	0	0.00	0	3	3	13.49	10
49-9092	Commercial Divers	*	*	*	*	*	*	*	n/a	10
49-9093	Fabric Menders, Excl. Garment	*	*	*	*	*	*	*	n/a	10
49-9094	Locksmiths and Safe Repairers	*	*	*	*	*	*	*	16.01	10
49-9095	Manufactured Building and Mobile Home Installers	*	*	*	*	*	*	*	11.01	10
49-9096	Riggers	*	*	*	*	*	*	*	26.54	11
49-9097	Signal and Track Switch Repairers	*	*	*	*	*	*	*	n/a	10
49-9098	Helpers--Installation, Maint. & Repair Workers	206	234	28	14	3	10	13	13.55	11
49-9099	Installation, Maint. & Repair Workers, All Other	697	692	-5	-0.72	0	11	11	18.53	10

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Production Occupations

Occupational		Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	2008-2018 Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
51-0000 Production Occupations		40,461	38,167	-2,294	-5.67	68	809	877	15.80	n/a
51-1000	Supervisors, Production Workers	2,330	2,143	-187	-8.03	0	31	31	n/a	n/a
51-1011	Managers of Production and Operating Workers	2,330	2,143	-187	-8.03	0	31	31	24.26	8
51-2000	Assemblers and Fabricators	14,507	13,436	-1,071	-7.38	1	323	324	n/a	n/a
51-2011	Aircraft Structure, Surface, Rig & Systems Assemb.	*	*	*	*	*	*	*	27.06	10
51-2021	Coil Winders, Tapers, and Finishers	104	77	-27	-25.96	0	2	2	13.90	11
51-2022	Electrical and Electronic Equipment Assemblers	280	233	-47	-16.79	0	4	4	14.94	11
51-2023	Electromechanical Equipment Assemblers	92	72	-20	-21.74	0	1	1	16.83	11
51-2031	Engine and Other Machine Assemblers	93	83	-10	-10.75	0	2	2	18.72	11
51-2041	Structural Metal Fabricators and Fitters	206	186	-20	-9.71	0	4	4	15.87	10
51-2091	Fiberglass Laminators and Fabricators	*	*	*	*	*	*	*	12.55	10
51-2092	Team Assemblers	6,911	6,654	-257	-3.72	0	156	156	14.86	10
51-2093	Timing Device Assemblers, Adjusters & Calibrators	*	*	*	*	*	*	*	n/a	10
51-2099	Assemblers and Fabricators, All Other	6,742	6,043	-699	-10.37	0	152	152	17.41	10
51-3000	Food Processing Workers	726	789	63	8.68	7	20	27	n/a	n/a
51-3011	Bakers	181	199	18	9.94	2	5	7	12.23	9
51-3021	Butchers and Meat Cutters	171	168	-3	-1.75	0	6	6	14.27	9
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	40	46	6	15.00	1	1	2	11.07	11
51-3023	Slaughterers and Meat Packers	34	36	2	5.88	0	1	1	11.28	10
51-3091	Food & Tobacco Roast., Baking, Drying Mach. Ops.	*	*	*	*	*	*	*	11.33	11
51-3092	Food Batchmakers	264	296	32	12.12	3	6	9	15.06	11
51-3093	Food Cooking Machine Operators and Tenders	*	*	*	*	*	*	*	10.41	11
51-4000	Metal Workers and Plastic Workers	7,955	7,054	-901	-11.33	1	158	159	n/a	n/a
51-4011	Computer-Controlled Machine Tool Operators	499	509	10	2.00	1	10	11	16.01	10
51-4012	Numerical Tool and Process Control Programmers	*	*	*	*	*	*	*	21.33	8
51-4021	Extruding & Drawing Mach. Setters, Ops. & Tenders	504	435	-69	-13.69	0	10	10	17.19	10
51-4022	Forging Machine Setters, Operators & Tenders	*	*	*	*	*	*	*	16.59	10
51-4023	Rolling Machine Setters, Operators, and Tenders	*	*	*	*	*	*	*	15.10	10

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Bluegrass Area

Occupational Employment Outlook

Production Occupations (cont'd)

Occupational		Employment*		Change		Job Openings			Average Wage 2010	Educ/ Training Req'd~
Code	Title	2008 Estimated	2018 Projected	2008-2018 Number	2008-2018 Percent	Average Annual 2008-2018				
						Growth	Separations	Total		
51-4031	Cut, Punch & Press Mach. Setters, Ops. & Tenders	1,232	999	-233	-18.91	0	24	24	14.29	10
51-4032	Drill & Boring Mach. Tool Setters, Ops. & Tenders	46	30	-16	-34.78	0	0	0	15.66	10
51-4033	Grind, Lap, Polish & Buff Mach. Tool Setters, Ops.	190	154	-36	-18.95	0	3	3	15.46	10
51-4034	Lathe & Turning Mach. Tool Setters, Ops. & Tenders	168	118	-50	-29.76	0	3	3	15.37	10
51-4035	Milling & Planing Machine Setters, Ops. & Tenders	37	30	-7	-18.92	0	1	1	15.22	10
51-4041	Machinists	1,007	993	-14	-1.39	0	13	13	18.18	9
51-4051	Metal-Refining Furnace Operators and Tenders	*	*	*	*	*	*	*	19.16	10
51-4052	Pourers and Casters, Metal	*	*	*	*	*	*	*	16.29	10
51-4061	Model Makers, Metal and Plastic	*	*	*	*	*	*	*	19.91	9
51-4062	Patternmakers, Metal and Plastic	*	*	*	*	*	*	*	n/a	9
51-4071	Foundry Mold and Coremakers	*	*	*	*	*	*	*	n/a	10
51-4072	Molding, Coremaking & Casting Mach. Setters, Ops.	854	798	-56	-6.56	0	18	18	13.95	10
51-4081	Multiple Mach. Tool Setters, Ops. & Tenders	*	*	*	*	*	*	*	14.47	10
51-4111	Tool and Die Makers	672	603	-69	-10.27	0	4	4	21.85	9
51-4121	Welders, Cutters, Solderers, and Brazers	1,201	1,102	-99	-8.24	0	37	37	16.11	7
51-4122	Welding, Soldering & Brazing Mach. Setters, Ops.	357	308	-49	-13.73	0	11	11	15.37	7
51-4191	Heat Treating Equip. Setters, Ops. & Tenders	*	*	*	*	*	*	*	15.70	10
51-4192	Lay-Out Workers, Metal and Plastic	*	*	*	*	*	*	*	16.46	10
51-4193	Plating & Coating Mach. Setters, Ops. & Tenders	151	122	-29	-19.21	0	4	4	13.48	10
51-4194	Tool Grinders, Filers, and Sharpeners	*	*	*	*	*	*	*	17.31	10
51-4199	Metal Workers and Plastic Workers, All Other	300	268	-32	-10.67	0	4	4	15.12	10
51-5000	Printing Workers	1,036	873	-163	-15.73	0	16	16	n/a	n/a
51-5011	Bindery Workers	345	270	-75	-21.74	0	5	5	15.53	11
51-5012	Bookbinders	*	*	*	*	*	*	*	15.67	10
51-5021	Job Printers	163	138	-25	-15.34	0	1	1	16.23	9
51-5022	Prepress Technicians and Workers	*	*	*	*	*	*	*	16.66	7
51-5023	Printing Machine Operators	410	374	-36	-8.78	0	9	9	16.79	10

* Employment under 30 and unreliable data suppressed

n/a - Not Available

~ Education/Training Required Codes- Page 20

20Source: Kentucky Education and Workforce Development Cabinet, Department for Workforce Investment, Office of Employment and Training, Research and Statistics Branch

Occupations are classified into 11 categories and listed according to these principles:

An occupation is placed into the category that best describes the education or training needed by most workers to become fully qualified.

Postsecondary awards, if generally needed for entry into the occupation, take precedence over work-related training even though additional skills or experience may be needed for a worker to become fully qualified.

The length of time an average worker generally needs to become fully qualified through a combination of on-the-job training and experience is used to categorize occupations in which a postsecondary award generally is needed for entry.

Postsecondary awards

(1) *First professional degree.* Completion of the degree usually requires at least three years of full-time academic study beyond a bachelor's degree.

(2) *Doctoral degree.* Completion of a Ph.D. or other doctoral degree usually requires at least three years of full-time academic study beyond a bachelor's degree.

(3) *Master's degree.* Completion of the degree usually requires one or two years of full time academic study beyond a bachelor's degree.

(4) *Bachelor's or higher degree, plus work experience.* Most occupations in this category are management occupations. All require experience in a related non-management position for which a bachelor's or higher degree is usually required.

(5) *Bachelor's degree.* Completion of the degree generally requires at least four years, but not more than five years, of full-time academic study.

(6) *Associate's degree.* Completion of the degree usually requires at least two years of full-time academic study.

(7) *Postsecondary vocational awards.* Some programs last only a few weeks while others may last more than a year. Programs lead to a certificate or other award, but not a degree.

Work-related training

(8) *Work experience in a related occupation.* Many occupations requiring work experience are managers of service, sales and related, production, other occupations, or are management occupations.

(9) *Long-term, on-the-job training.* More than 12 months of on-the-job training or combined work experience and formal classroom instruction are needed for workers to develop the skills necessary to be fully qualified. This category includes formal and informal apprenticeships that may last up to five years. Long-term on-the-job training also includes intensive occupation-specific, employer-sponsored programs that workers must successfully complete. These include fire and police academies and schools for air traffic controllers and flight attendants. In other occupations, like insurance sales and securities sales, for example, trainees take formal courses, often provided on the job site, to prepare for the required licensing exams. Individuals undergoing training generally are considered to be employed in the occupation. Also included in this category is the development of a natural ability - such as that possessed by musicians, athletes, actors, and other entertainers - that must be cultivated over several years, frequently in a nonwork setting.

(10) *Moderate-term, on-the-job training.* Skills needed to be fully qualified can be acquired during one to twelve months of combined on-the-job experience and informal training.

(11) *Short-term, on-the-job training.* Skills needed to be fully qualified can be acquired during a short demonstration of job duties or during one month or less of on-the-job experience or instruction.

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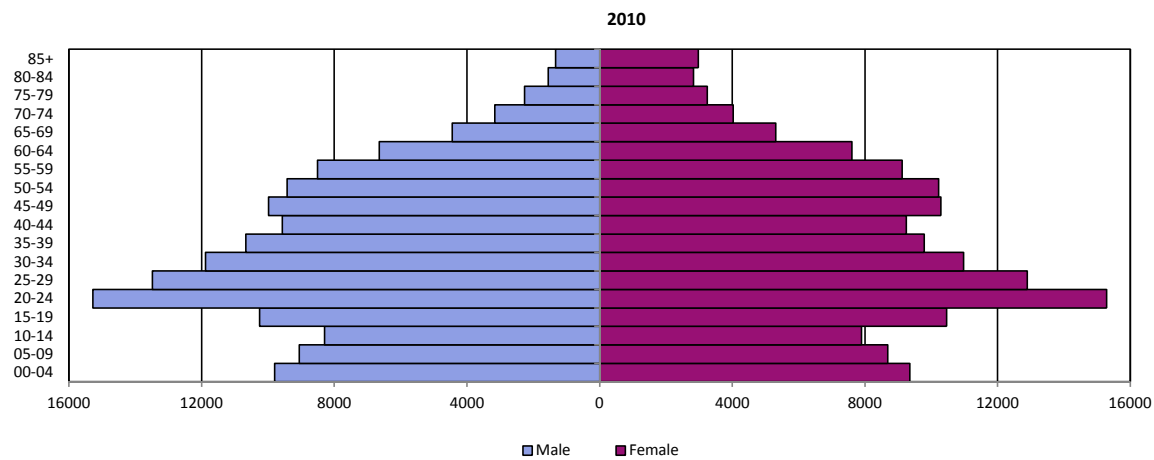
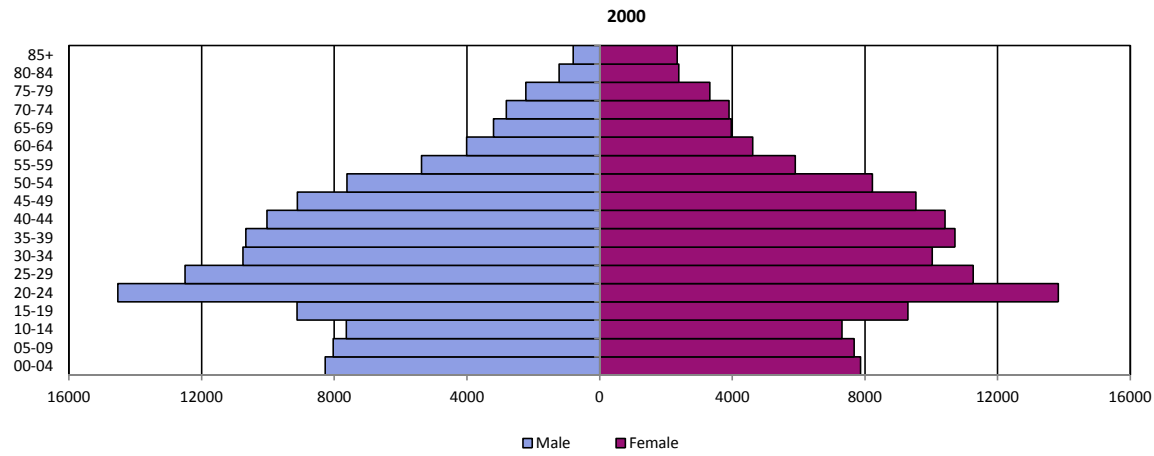
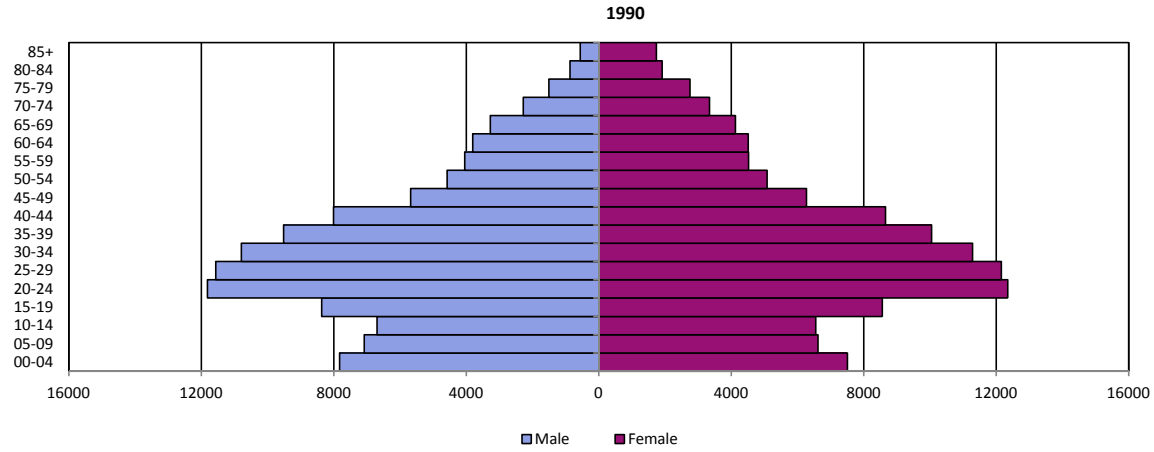
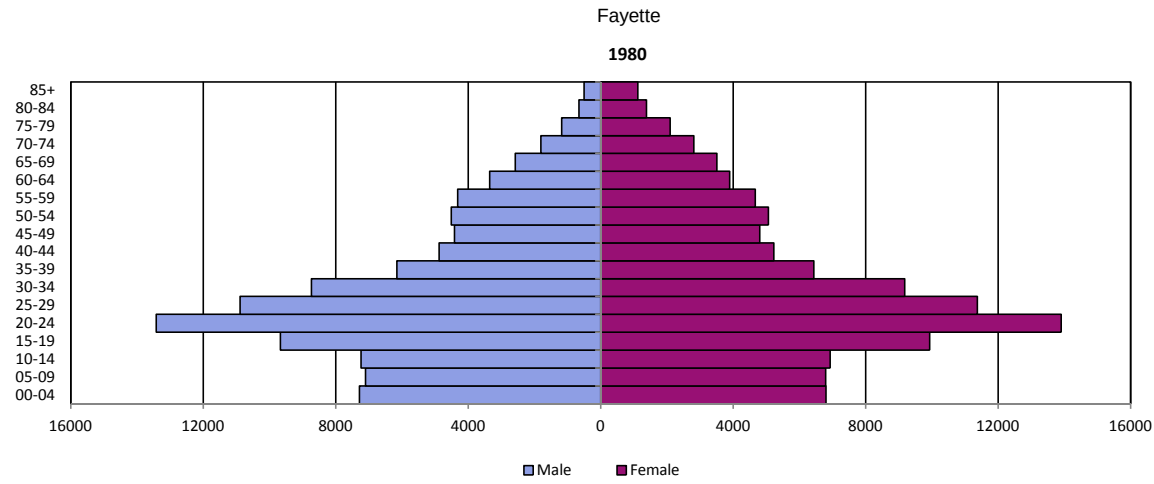
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Fayette County Employment Trends, 2001-2011

Industry	Annual Average Employment											Change, 2001-2011		Avg. Weekly Wage, 2011
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	Number	Percent	
Ag., Forestry, Fishing & Hunting	2,065	1,941	1,826	1,809	1,904	2,219	2,289	2,328	2,126	1,955	1,815	-250	-12.1%	\$688
Mining	117	133	167	184	206	311	328	121	117	96	362	245	209.4%	\$1,419
Utilities	319	300	280	264	242	226	224	219	230	228	227	-92	-28.8%	\$1,454
Construction	9,641	8,653	8,583	8,506	8,576	8,475	8,476	8,385	7,280	6,691	6,741	-2,900	-30.1%	\$927
Manufacturing	15,932	14,662	13,996	13,814	14,478	14,641	15,197	15,200	13,568	12,900	12,079	-3,853	-24.2%	\$1,277
Wholesale Trade	5,945	5,593	6,069	6,065	6,040	6,065	6,349	6,122	5,743	5,609	5,773	-172	-2.9%	\$1,083
Retail Trade	21,247	20,804	20,788	20,980	21,208	21,219	21,560	21,107	20,151	19,984	19,930	-1,317	-6.2%	\$484
Transportation and Warehousing	5,402	5,274	5,085	4,925	5,453	5,027	5,100	5,453	5,278	5,518	5,689	287	5.3%	\$779
Information	4,814	4,640	4,416	3,826	3,812	3,736	3,709	5,312	4,535	4,673	5,306	492	10.2%	\$799
Finance and Insurance	5,303	5,335	5,463	5,983	5,793	5,956	5,870	5,533	5,207	5,146	5,260	-43	-0.8%	\$1,195
Real Estate and Rental and Leasing	2,930	2,816	2,810	2,721	2,878	3,037	2,972	3,114	2,732	2,913	2,832	-98	-3.3%	\$633
Professional and Technical Services	9,683	9,814	9,728	9,713	9,848	10,623	11,006	10,898	10,711	10,497	10,430	747	7.7%	\$1,191
Mgmt. of Companies and Enterprises	1,649	1,629	1,602	1,722	1,611	1,508	1,595	1,811	1,808	1,841	1,974	325	19.7%	\$2,078
Administrative and Waste Services	8,320	8,482	8,533	10,029	11,092	10,933	11,024	10,325	9,376	9,989	10,850	2,530	30.4%	\$497
Educational Services	1,650	1,611	1,701	1,769	1,736	1,772	1,822	1,868	1,848	1,944	2,118	468	28.4%	\$553
Health Care & Soc. Assist.	18,095	18,825	19,317	19,411	19,834	20,038	19,284	18,880	19,426	19,733	21,311	3,216	17.8%	\$920
Arts, Entertainment, and Recreation	2,858	2,867	2,717	2,873	2,880	2,698	2,905	2,829	3,220	3,248	3,120	262	9.2%	\$361
Accomm. & Food Serv.	15,934	15,453	15,605	15,823	16,045	16,788	17,241	17,270	16,865	16,845	16,856	922	5.8%	\$298
Other Services, Ex. Public Admin.	4,752	4,751	4,778	4,790	4,764	4,763	4,714	4,958	5,063	5,384	5,484	732	15.4%	\$584
Private Subtotal ¹ :	136,728	133,647	133,556	135,396	138,598	140,243	141,932	141,978	135,349	135,238	138,194	1,466	1.1%	\$785
Federal Government	4,237	4,165	4,076	4,022	4,006	3,994	4,079	4,275	4,243	4,395	4,250	13	0.3%	
State Government	16,120	16,467	16,124	15,748	16,149	17,190	18,944	19,372	19,334	20,403	20,809	4,689	29.1%	
Local Government	10,628	10,360	10,734	10,437	10,373	10,712	10,996	11,191	11,205	11,501	11,315	687	6.5%	
Government Subtotal:	30,985	30,992	30,934	30,207	30,528	31,896	34,019	34,838	34,782	36,299	36,374	5,389	17.4%	
TOTAL:	167,713	164,639	164,490	165,603	169,126	172,139	175,951	176,816	170,131	171,537	174,568	6,855	4.1%	

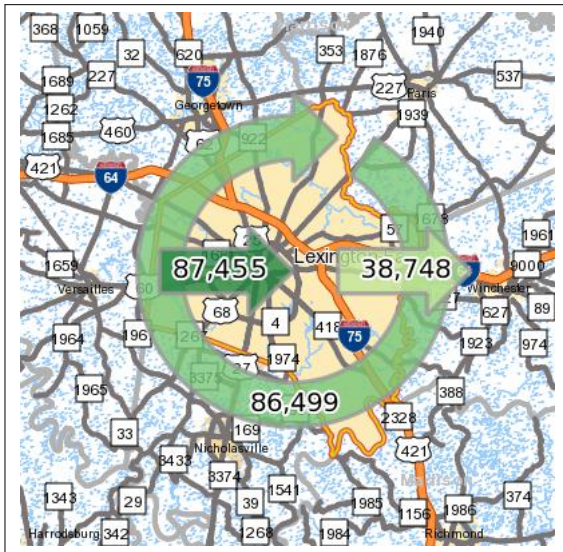
¹ Private Subtotal includes unclassified industry employment.

ND - Data is unreleasable

Source: Quarterly Census of Employment and Wages (QCEW)

Produced by: Research and Statistics Branch, Office of Employment and Training, Kentucky Education and Workforce Development Cabinet

Inflow/Outflow Report

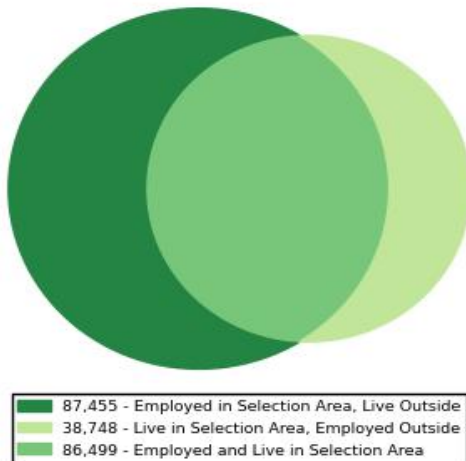


Analysis Selection

Note: Overlay arrows do not indicate directionality of worker flow between home and employment locations.

- ➔ Employed and Live in Selection Area
- ➔ Employed in Selection Area, Live Outside
- ➔ Live in Selection Area, Employed Outside

Inflow/Outflow Job Counts in 2010



Inflow/Outflow Job Counts (All Jobs)

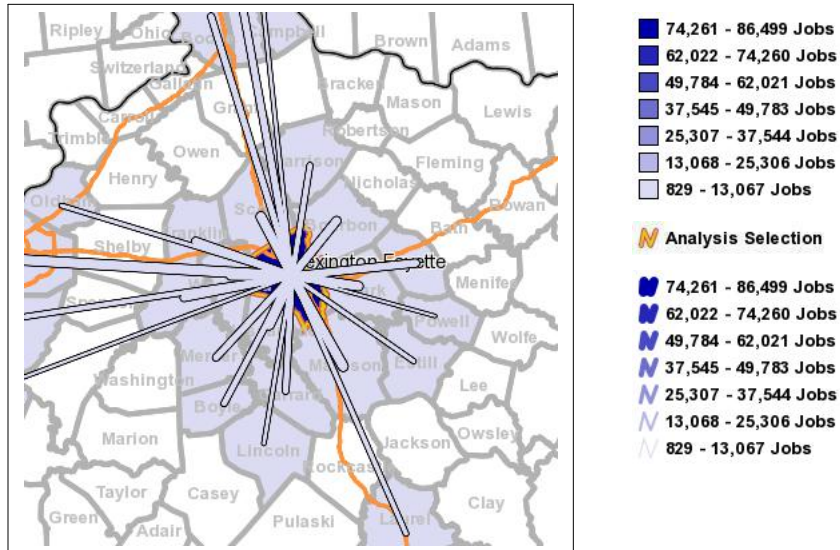
	2010	
	Count	Share
Employed in the Selection Area	173,954	100.0%
Employed in the Selection Area but Living Outside	87,455	50.3%
Employed and Living in the Selection Area	86,499	49.7%
Living in the Selection Area	125,247	100.0%
Living in the Selection Area but Employed Outside	38,748	30.9%
Living and Employed in the Selection Area	86,499	69.1%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).

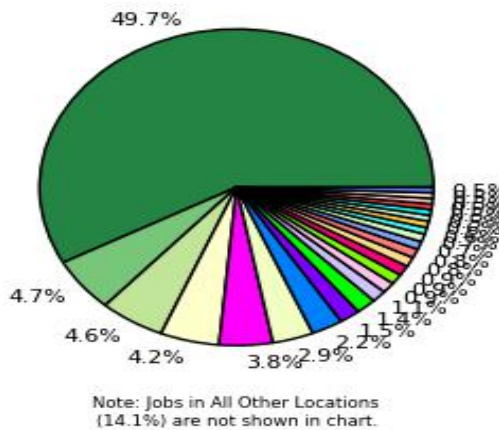
Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.
2. Educational Attainment is only produced for workers aged 30 and over.

Home Destination Report - Where Workers Live Who are Employed in the Selection Area - by Counties



Job Counts by Home Counties in 2010
All Workers



Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).
Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.
2. Educational Attainment is only produced for workers aged 30 and over.

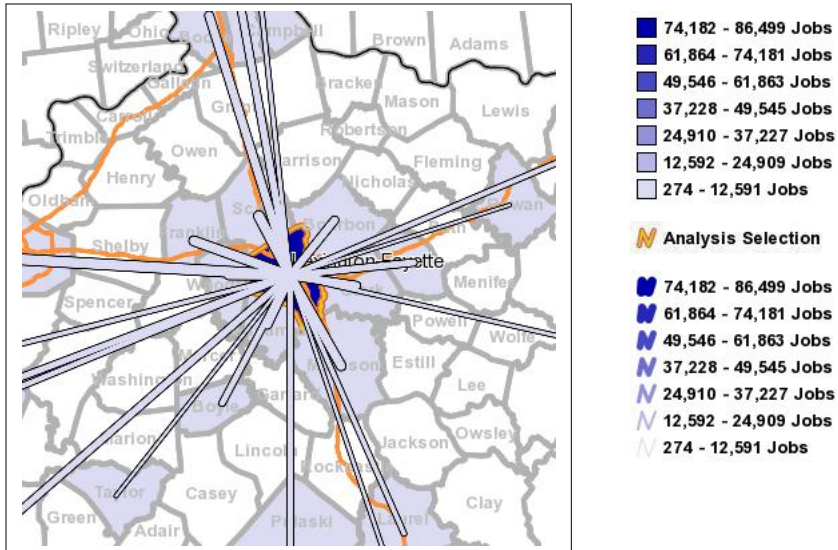
Jobs Counts by Counties Where Workers Live - All Jobs

2010		
	Count	Share
All Counties	173,954	100.0%
Fayette County, KY	86,499	49.7%
Jessamine County, KY	8,225	4.7%

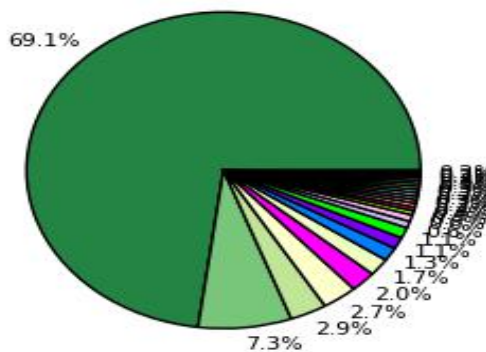
Jobs Counts by Counties Where Workers Live - All Jobs

		2010	
		Count	Share
	Jefferson County, KY	7,988	4.6%
	Madison County, KY	7,229	4.2%
	Scott County, KY	6,558	3.8%
	Clark County, KY	5,030	2.9%
	Woodford County, KY	3,867	2.2%
	Bourbon County, KY	2,543	1.5%
	Franklin County, KY	2,463	1.4%
	Montgomery County, KY	1,835	1.1%
	Anderson County, KY	1,631	0.9%
	Kenton County, KY	1,572	0.9%
	Mercer County, KY	1,558	0.9%
	Boone County, KY	1,455	0.8%
	Garrard County, KY	1,383	0.8%
	Boyle County, KY	1,222	0.7%
	Harrison County, KY	1,201	0.7%
	Bullitt County, KY	1,019	0.6%
	Laurel County, KY	979	0.6%
	Estill County, KY	905	0.5%
	Oldham County, KY	881	0.5%
	Lincoln County, KY	851	0.5%
	Campbell County, KY	847	0.5%
	Hardin County, KY	842	0.5%
	Powell County, KY	829	0.5%
	All Other Locations	24,542	14.1%

Work Destination Report - Where Workers are Employed Who Live in the Selection Area - by Counties



Job Counts by Work
Counties in 2010
All Workers



Note: Jobs in All Other Locations
(5.3%) are not shown in chart.

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).
Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.
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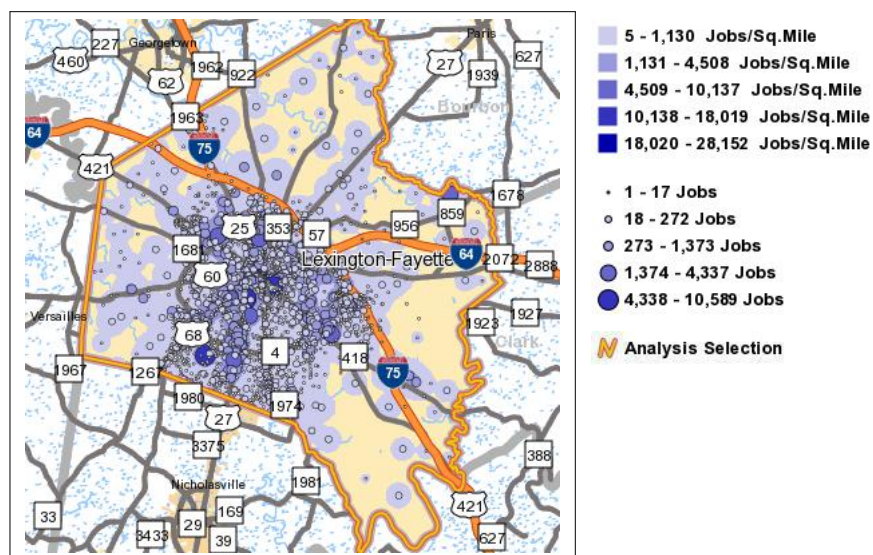
Jobs Counts by Counties Where Workers are Employed - All Jobs

2010		
	Count	Share
All Counties	125,247	100.0%
Fayette County, KY	86,499	69.1%

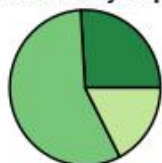
Jobs Counts by Counties Where Workers are Employed - All Jobs

		2010	
		Count	Share
	Jefferson County, KY	9,086	7.3%
	Scott County, KY	3,584	2.9%
	Jessamine County, KY	3,425	2.7%
	Franklin County, KY	2,525	2.0%
	Madison County, KY	2,102	1.7%
	Woodford County, KY	1,639	1.3%
	Boone County, KY	1,402	1.1%
	Clark County, KY	1,319	1.1%
	Bourbon County, KY	807	0.6%
	Kenton County, KY	794	0.6%
	Warren County, KY	523	0.4%
	Montgomery County, KY	455	0.4%
	Hardin County, KY	454	0.4%
	Boyle County, KY	437	0.3%
	Pulaski County, KY	422	0.3%
	McCracken County, KY	413	0.3%
	Boyd County, KY	395	0.3%
	Laurel County, KY	389	0.3%
	Daviess County, KY	373	0.3%
	Campbell County, KY	365	0.3%
	Pike County, KY	356	0.3%
	Whitley County, KY	283	0.2%
	Taylor County, KY	278	0.2%
	Rowan County, KY	274	0.2%
	All Other Locations	6,648	5.3%

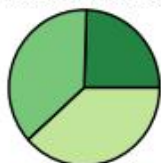
Work Area Profile Report



Click a Characteristic link in the Summary Report to see more detail.



Age



Earnings



Industry Sector



Race

Total All Jobs

Total All Jobs



Total All Jobs

2010	
Count	Share
173,954	100.0%
173,954	100.0%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).

Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.
2. Educational Attainment is only produced for workers aged 30 and over.

Total All Jobs

	2010	
	Count	Share
Total All Jobs	173,954	100.0%

Jobs by Worker Age

	2010	
	Count	Share
Age 29 or younger	45,108	25.9%
Age 30 to 54	98,624	56.7%
Age 55 or older	30,222	17.4%

Jobs by Earnings

	2010	
	Count	Share
\$1,250 per month or less	42,661	24.5%
\$1,251 to \$3,333 per month	64,612	37.1%
More than \$3,333 per month	66,681	38.3%

Jobs by NAICS Industry Sector

	2010	
	Count	Share
Agriculture, Forestry, Fishing and Hunting	2,001	1.2%
Mining, Quarrying, and Oil and Gas Extraction	362	0.2%
Utilities	273	0.2%
Construction	7,021	4.0%
Manufacturing	14,331	8.2%
Wholesale Trade	6,160	3.5%
Retail Trade	20,818	12.0%
Transportation and Warehousing	5,343	3.1%
Information	5,367	3.1%
Finance and Insurance	5,500	3.2%
Real Estate and Rental and Leasing	3,062	1.8%
Professional, Scientific, and Technical Services	11,005	6.3%
Management of Companies and Enterprises	2,006	1.2%
Administration & Support, Waste Management and Remediation	9,152	5.3%
Educational Services	17,050	9.8%
Health Care and Social Assistance	30,178	17.3%
Arts, Entertainment, and Recreation	3,255	1.9%
Accommodation and Food Services	17,058	9.8%
Other Services (excluding Public Administration)	5,359	3.1%
Public Administration	8,653	5.0%

Jobs by Worker Race

	2010	
	Count	Share
White Alone	151,651	87.2%
Black or African American Alone	17,324	10.0%
American Indian or Alaska Native Alone	399	0.2%
Asian Alone	3,129	1.8%
Native Hawaiian or Other Pacific Islander Alone	92	0.1%
Two or More Race Groups	1,359	0.8%

Jobs by Worker Ethnicity

	2010	
	Count	Share
Not Hispanic or Latino	169,616	97.5%

Hispanic or Latino	4,338	24.9%
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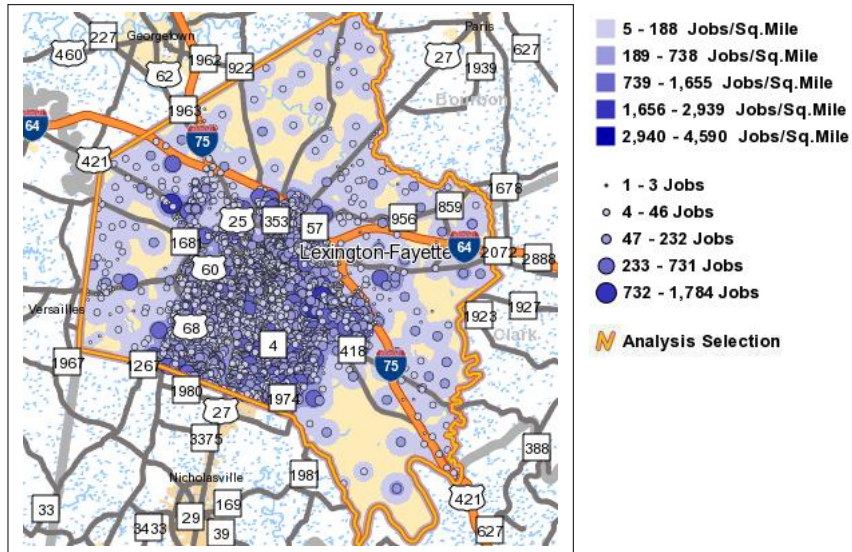
Jobs by Worker Educational Attainment

	2010	
	Count	Share
Less than high school	11,311	6.5%
High school or equivalent, no college	37,107	21.3%
Some college or Associate degree	42,062	24.2%
Bachelor's degree or advanced degree	38,366	22.1%
Educational attainment not available (workers aged 29 or younger)	45,108	25.9%

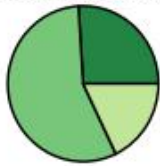
Jobs by Worker Sex

	2010	
	Count	Share
Male	86,371	49.7%
Female	87,583	50.3%

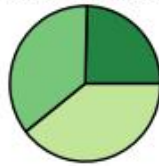
Home Area Profile Report



Click a Characteristic link in the Summary Report to see more detail.



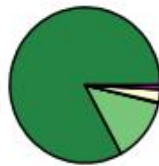
Age



Earnings



Industry Sector



Race

Total All Jobs

Total All Jobs

Total All Jobs

2010

Count	Share
125,247	100.0%
125,247	100.0%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).

Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.
2. Educational Attainment is only produced for workers aged 30 and over.

Total All Jobs

	2010	
	Count	Share
Total All Jobs	125,247	100.0%

Jobs by Worker Age

	2010	
	Count	Share
Age 29 or younger	32,554	26.0%
Age 30 to 54	70,347	56.2%
Age 55 or older	22,346	17.8%

Jobs by Earnings

	2010	
	Count	Share
\$1,250 per month or less	30,871	24.6%
\$1,251 to \$3,333 per month	45,018	35.9%
More than \$3,333 per month	49,358	39.4%

Jobs by NAICS Industry Sector

	2010	
	Count	Share
Agriculture, Forestry, Fishing and Hunting	1,359	1.1%
Mining, Quarrying, and Oil and Gas Extraction	186	0.1%
Utilities	299	0.2%
Construction	3,480	2.8%
Manufacturing	10,444	8.3%
Wholesale Trade	4,296	3.4%
Retail Trade	14,589	11.6%
Transportation and Warehousing	3,696	3.0%
Information	3,507	2.8%
Finance and Insurance	4,288	3.4%
Real Estate and Rental and Leasing	1,906	1.5%
Professional, Scientific, and Technical Services	7,167	5.7%
Management of Companies and Enterprises	1,487	1.2%
Administration & Support, Waste Management and Remediation	6,907	5.5%
Educational Services	16,418	13.1%
Health Care and Social Assistance	20,019	16.0%
Arts, Entertainment, and Recreation	2,220	1.8%
Accommodation and Food Services	12,101	9.7%
Other Services (excluding Public Administration)	3,687	2.9%
Public Administration	7,191	5.7%

Jobs by Worker Race

	2010	
	Count	Share
White Alone	103,802	82.9%
Black or African American Alone	16,695	13.3%
American Indian or Alaska Native Alone	293	0.2%
Asian Alone	3,257	2.6%
Native Hawaiian or Other Pacific Islander Alone	72	0.1%
Two or More Race Groups	1,128	0.9%

Jobs by Worker Ethnicity

	2010	
	Count	Share
Not Hispanic or Latino	121,489	97.0%

Hispanic or Latino	3,758	34.9%
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Jobs by Worker Educational Attainment

	2010	
	Count	Share
Less than high school	8,066	6.4%
High school or equivalent, no college	24,826	19.8%
Some college or Associate degree	29,578	23.6%
Bachelor's degree or advanced degree	30,223	24.1%
Educational attainment not available (workers aged 29 or younger)	32,554	26.0%

Jobs by Worker Sex

	2010	
	Count	Share
Male	62,157	49.6%
Female	63,090	50.4%

Understanding the barriers to self- sufficiency in Fayette County

Student Research Team:

Ronica Whitlock, Rachael Ratliff, &
Josh Nadzam

Academic and LFUCG Advisors:

Dr. Diane Loeffler, Dr. Sarabeth Leukefeld-
Biermann, & Craig Bencz

A brief background

- ❖ LFUCG has funded partner agencies for 30 years
- ❖ LFUCG Council wanted a more efficient, comprehensive approach to funding partner agencies
- ❖ LFUCG contracted with UK College of Social Work & Martin School to conduct assessment
- ❖ Goal: Comprehensive assessment to identify barriers to self-sufficiency for residents of Fayette County
- ❖ Project completion: **October 2013**



Our progress

- ❖ Creation of an assessment tool
- ❖ Many collaborative meetings including:
 - Attendance of an LFUCG Social Services Work Group meeting for input on project
 - One-on-one meetings between students and advisors
 - Team meetings with all members present
 - Attendance and project presentation at the mandatory pre-application meeting for potential partner agencies
- ❖ Students, accompanied by Dr. Loeffler, Craig Bencz, or Sarabeth Leukefed, scheduled & conducted interviews with the 21 current LFUCG partner agencies
- ❖ All LFUCG partner agency input, both survey responses & additional data obtained was recorded to a central LFUCG database

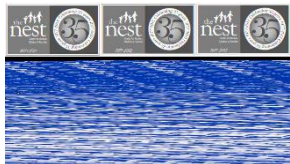
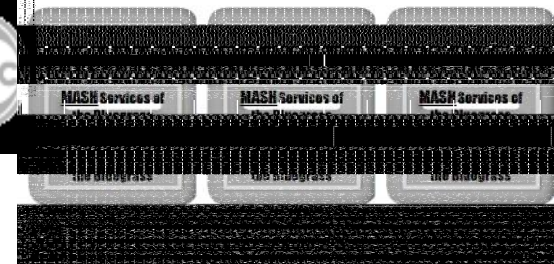




The partner agencies



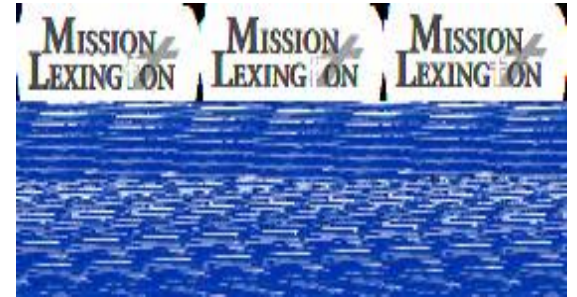
**Bluegrass
Technology
Center**





Interview with Mission⁵⁰ Lexington

- ❖ Patients up to 185% of the poverty line
- ❖ Waiting list for the dental clinic – 647 (about 6 months)
- ❖ Problem getting federal grants because Lexington is a wealthier county in Kentucky
- ❖ Needing more funds: amount of patients served has increased every year since existence
- ❖ Approximately \$2,674,000 worth of free medical care since 2006





Interview with Bluegrass Community Action Partnership

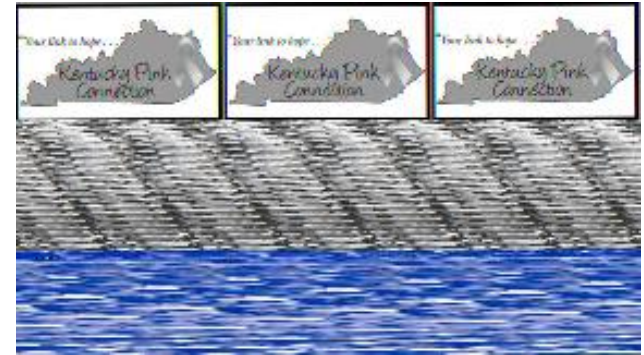
- ❖ LFUCG partners with the Elder Nutrition Program (ENP)
- ❖ ENP provides food for Fayette County senior citizens – three congregate sites, free home delivery meals to homebound clients, and commodities
- ❖ Home delivery eligibility
- ❖ ENP home delivery vs. Meals on Wheels
- ❖ Waiting lists
- ❖ Current methods for maximizing clients served
- ❖ Highlights the importance of examining the most basic needs in future interviews





Interview with Kentucky⁵² Pink Connection

- ❖ Providing resources for breast cancer patients
- ❖ Helping breast cancer patients access treatment and link them to physicians
- ❖ Helping them navigate their treatment





Agency Identified Themes

- ❖ Food & utility assistance
- ❖ Funds
- ❖ More low-income residents, low-income families, requests for services
- ❖ Wage equity & poverty gap – working but still can't meet needs
- ❖ Need *living* wage, not just minimum wage
- ❖ Kentucky minimum wage: \$7.25



Working full-time (40 hours/week)



Salary = \$15,080

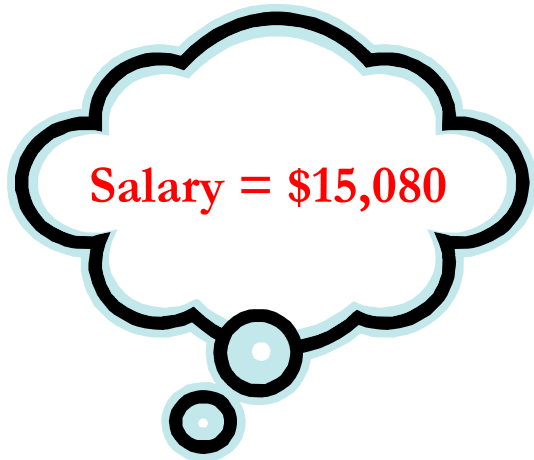




2012 Poverty Guidelines for the 48 Contiguous States and the District of Columbia

Persons in family/household	Poverty guideline
1	\$11,170
2	15,130
3	19,090
4	23,050
5	27,010
6	30,970
7	34,930
8	38,890

For families/households with more than 8 persons, add \$3,960 for each additional person





Agency Identified Themes

❖ Shelter & Housing

- Shelters
- Transitional housing
- Affordable, quality rental properties
- More opportunities for home ownership

❖ Transportation

- More accessible bus schedules and routes
- Bus tokens
- Affordable, accessible transportation for elderly, disabled, etc.

❖ Substance Abuse

- Detrimental to everything

❖ Mental Health Services

- Need for more accessible, affordable, quality services

❖ Education & Job Training

- Education on new health care laws
- Reentry programs for ex-offenders
- Adult literacy
- Employment skills

❖ Non-English Speaking Clients

- Hispanic
- Refugees
- Overall increase
- Evidence of the benefits of services





Agency Identified Themes

- ❖ Services to enable seniors to remain in their own homes as long as possible
- ❖ Emergency shelter and services for the elderly
- ❖ Access to affordable and nutritious food
- ❖ Families struggle with child care costs
- ❖ Rising costs of utilities for people who are already struggling financially





Next Steps

- Collaboration with the Martin School
 - Dr. Wilson, Heath Rico (PhD Candidate) and a team of graduate students in Public Administration
 - Quantitative survey of Service Providers in Fayette County
 - Utilization of existing data to identify and map trends





Next Steps, Continued

- Social Work Practicum Students (4) and Independent Study Students (4) will continue to work on:
 - Analysis of the data from the 21 interviews to help create questions/content areas for the broader survey
 - Existing data – data has been collected from a wide variety of sources (e.g. Community Action Council's Needs Assessment data, county health data and Census Data, etc.) -- will be evaluated and utilized to further understand the barriers to self sufficiency in Fayette County. Students will be learning about qualitative data analysis and discussing what data is/is not “good” or “valid” data that can help shape our understanding of the community's needs.





Next Steps, Continued

- Social Work Pracitum Students (4) and Independent Study Students (4) will continue to work on:
 - Key stakeholder interview (goal – N= 60)
 - Our goal is to conduct interviews with key stakeholders in the community who can provide in depth knowledge and discussion related to self sufficiency and needs.
 - Key stakeholders are being identified now
 - You can help identify key stakeholders



Next Steps, Continued

- Data analysis (qualitative and quantitative analysis including the development of inter-rater reliability tools for the interview analysis)
- Report writing and reporting
- Presentation of findings – OCTOBER 2013





Questions? Comments? Discussion?

THANK YOU!



Social Services Committee Referrals

11.12.12

Item	Referred By	Date Referred	Status
Vice Mayor appoints a task force to look at the need for a new senior citizen's center	Finance and Social Services Link Committee	8.16.11	Moved to Work Session for Update
Workforce Investment & Training	Ford	10.16.12	Nov 20, 2012