

# **Bluegrass State Skills Corporation**

## **Board of Directors Meeting**

**May 3, 2023**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

# **Bluegrass State Skills Corporation**

## **AGENDA**



# THE BLUEGRASS STATE SKILLS CORPORATION

5/3/2023

## PRIMARY LOCATION

Where all members can be seen and heard and the public may attend in accordance with KRS 61.826 & 61.840

Board of Directors Meeting  
Cabinet for Economic Development  
300 West Broadway  
Frankfort, Kentucky

ALSO AVAILABLE VIA ZOOM: <https://us02web.zoom.us/j/86022258971>

## Agenda

Call to Order  
Notification of Press  
Roll Call

### Minutes

Wednesday, February 1, 2023

### Reports

Financial Report	Christy Wingate
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### GIA Applications

DTS Industries LLC	Colin Dodd/Matthew Jordan
SFC Global Supply Chain, Inc.	Colin Dodd/Matthew Jordan
Stober Drives Inc.	Colin Dodd/Matthew Jordan

### GIA Applications

Royster's Machine Shop, LLC	Colin Dodd/Raven Aiken
Atlas Machine and Supply, Inc.	Colin Dodd/Raven Aiken
RFC LLC	Colin Dodd/Raven Aiken

### GIA Applications

KOWA Kentucky, Inc.	Cate Prather/Joseph Gearon
Highlands Diversified Services, Inc.	Cate Prather/Joseph Gearon
Emerson Electric Co.	Cate Prather/Joseph Gearon
Shelby County Associated Industries, Inc.	Cate Prather/Christy Wingate

### GIA Applications

American Woodmark Corporation	Ashlee Chilton/Brandon Combs
Newly Weds Foods, Inc.	Jerod Metz/Brandon Combs

**GIA and STIC Applications**

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Levy Environmental Services Company dba Levy Brandenburg Mill Services	Jerod Metz/Joseph Gearon
Bodycote Surface Technology, Inc.	Jerod Metz/Brandon Combs
Yager Materials Corp.	Jerod Metz/Matthew Jordan

**GIA and STIC Applications**

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Metalsa Structural Products, Inc.	Cate Prather/Raven Aiken
Carmeuse Lime & Stone, Inc.	Ashlee Chilton/Joseph Gearon
AGC Flat Glass North America, Inc.	Colin Dodd/Brandon Combs

**STIC Applications**

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Amtrol Inc.	Cate Prather/Matthew Jordan
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**GIA Commitment Applications**

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Ford Motor Company, Louisville - Fern Valley Road	Andy Luttner/Christy Wingate
Ford Motor Company, Louisville - Chamberlain Lane	Andy Luttner/Christy Wingate

**Old Business**

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Socioeconomic Index - Keaton Lowe	Jai Bokey/Sarah Butler
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**New Business**

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Guideline Changes	Jai Bokey/Sarah Butler
Resolution of Recognition	

**Next Board Meeting**

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August 2, 2023	Ellen Felix
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**Adjournment**

Jai Bokey

# **Bluegrass State Skills Corporation**

## **MINUTES**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

**Bluegrass State Skills Corporation Board of Directors Meeting  
Kentucky Cabinet for Economic Development,  
300 West Broadway, Frankfort, Kentucky 40601  
February 1, 2023 – 1:00 PM**

**Members present** – Brenda Bankston, Dr. Houston Barber, Jai Bokey, Rita Combs-Sterrett, Marty Hammons, Secretary Jeff Noel, Tom Lund, Jeff Whitehead, and Aimee Wulfeck.

**Proxies present** – Alisher Burikhanov, Proxy for Secretary Jamie Link, Rick Smith, Proxy for Dr. Aaron Thompson, Jessie Schook, Proxy for Paul Czarapata (KCTCS).

**Members absent** – Shannon Cales, John Kuzuoka, and Zach Weinberg.

**CED Staff present** – in person/via zoom

Sarah Butler, Ashlee Chilton, Brandon Combs, Dickinson Billy, Colin Dodd, Ellen Felix, Joseph Gearon, James Johnson, Malcolm Jollie, Tonya Lee, Andy Luttner, Gabrielle McGee, Camryn McManis, Jerod Metz, Danielle Milbern, Amy Mills, Kylee Palmer, Cate Prather, Foster Shroul, Angelica Sanchez Vega, Christy Wingate, and Dan Wood.

**Guests present** – via Video Teleconference or in house  
None

**Call to Order** – Jai Bokey

**Notification of Press** – Ellen Felix

Jai Bokey, Chairman, received verification that the media had been notified of the BSSC Board of Directors meeting.

**Roll Call** – Ellen Felix

**Approval of the November 2, 2022 Minutes** – Jai Bokey

A motion was made by Jeff Whitehead to approve the minutes, and Secretary Jeff Noel seconded the motion to approve the November 2, 2022 minutes. Motion carried.

**Approval of Financial Report** – Katie Smith

Brenda Bankston made a motion to approve the Financial Report for February 1, 2023. Tom Lund seconded the motion. Motion carried.

**Applications for Review** – Sarah Butler

BSSC Staff – Andy Luttner/Christy Wingate recommended the following Grant-in-Aid (GIA) application to the BSSC Board for approval:

G23-117580 – Whitehorse Freight, LLC, Crestview Hills

\$ 75,000.00

A motion was made by Tom Lund to approve the application. Secretary Noel seconded the motion. Motion carried.

BSSC Staff – Cate Prather/Amy Mills recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G23-117578 – Mouser Cabinetry, LLC, Elizabethtown	\$ 75,000.00
G23-117572 – AXN Heavy Duty, LLC, Louisville	\$ 66,141.00
G23-117568 – Global Aviation Navigator, Inc., Louisville	\$ 14,000.00

A motion was made by Rita Combs-Sterrett to approve these applications. Jeff Whitehead seconded the motion. Motion carried.

BSSC Staff – Colin Dodd/Danielle Milburn recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G23-117579 – Tungco, Incorporated, Madisonville	\$ 75,000.00
G23-117576 – Summit Biosciences Inc., Lexington	\$ 75,000.00
G23-117571 – TOA SE, Inc., Nicholasville	\$ 33,311.00

A motion was made by Rick Smith to approve these applications. Tom Lund seconded the motion. Motion carried.

BSSC Staff – Foster Shrout/Christy Wingate recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G23-117524 – Northern KY Machine, Inc., Florence	\$ 22,000.00
G23-117569 – Katayama American Company Incorporated, Shelbyville	\$ 75,000.00

A motion was made by Secretary Noel to approve these applications. Tom Lund seconded the motion. Motion carried.

BSSC Staff – Malcolm Jollie/Amy Mills recommended the following Grant-In-Aid (GIA) application to the BSSC Board for approval:

G23-24099 – Kobe Aluminum Automotive Products LLC, Bowling Green	\$ 75,000.00
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A motion was made by Rita Combs-Sterrett to approve the application. Secretary Noel seconded the motion. Motion carried.

BSSC Staff – Billy Dickinson/Amy Mills recommended the following Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

T23-117517 – Stelised, Inc., Shelbyville	\$ 10,000.00
T23-117570 – Kroger Limited Partnership II dba Kenlake Foods, Murray	\$ 73,072.00

A motion was made by Rick Smith to approve these applications. Jeff Whitehead seconded the motion. Motion carried.

BSSC Staff – Jerod Metz/Danielle Milbern recommended the following Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

T23-117573 – Stairtek, Inc., Erlanger	\$ 30,155.00
T23-117519 – Ingram Barge Company LLC, Paducah	\$ 75,000.00

A motion was made by Tom Lund to approve these applications. Rita Combs-Sterrett seconded the motion. Motion carried.

BSSC Staff – Ashlee Chilton/Danielle Milburn recommended the following Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

T23-117581 – The Bardstown Bourbon Company, LLC, Bardstown	\$ 29,690.00
T23-117582 – Green River Distilling Company LLC, Owensboro	\$ 24,951.00

A motion was made by Brenda Bankston to approve these applications. Jeff Whitehead seconded the motion. Motion carried.

BSSC Staff – Andy Luttner/Christy Wingate recommended the following Commitment Grant-in-Aid applications to the BSSC Board for approval:

G23-24034 – Protective Life Insurance Company, Covington	\$ 154,000.00
G23-24093 – Nucor Corporation, Brandenburg	\$ 200,000.00
G23-24094 – Nucor Corporation, Brandenburg	\$ 200,000.00
G23-24095 – Nucor Corporation, Brandenburg	\$ 200,000.00
G23-24096 – Nucor Corporation, Brandenburg	\$ 200,000.00

A motion was made by Rick Smith to approve these applications. Marty Hammons seconded the motion. Motion carried.

BSSC Staff – Malcolm Jollie/Christy Wingate recommended the following Commitment Grant-in-Aid applications to the BSSC Board for approval:

G23-117574 – Tyson Processing Services, Inc., Bowling Green	\$ 200,000.00
G23-117575 – Tyson Processing Services, Inc., Bowling Green	\$ 200,000.00

A motion was made by Tom Lund to approve these applications. Secretary Noel seconded the motion. Motion carried.

## **Old Business**

### **- Board Insurance**

Ms. Butler presented the renewal for Liability Insurance to the Board of Directors for the year 2023. The Cabinet received a \$2,000,000.00 policy coverage for a premium of \$1,731.00. This is the same standard premium that the Cabinet paid in 2022.

A motion was made by Rick Smith and seconded by Tom Lund to approve the new Liability Insurance for 2023. Motion carried.



**New Business**

- Treasurer – Appointment for Executive Committee
- Election of Officers for the Executive Board

Ms. Butler presented the following proposal for the BSSC Executive Committee 2023/2024:

Chaired by – Jai Bokey

Vice Chair – Brenda Bankston

Secretary – John Kuzuoka

Treasurer – Houston Barber

A motion was made by Tom Lund and seconded by Secretary Noel to approve the proposed Executive Committee members. Motion carried.

**Next Board Meeting – Ellen Felix**

The next meeting of the Bluegrass State Skills Corporation Board of Directors will be held on May 3, 2023, at 1:00 pm at the Cabinet for Economic Development, Old Capitol Annex, 1<sup>st</sup> Floor Conference Room, 300 West Broadway, Frankfort, Kentucky.

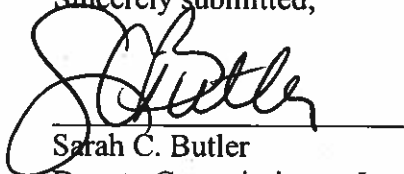
**Sarah Butler made two announcements to the BSSC Board ending the meeting**

- Introduction of Alisher Burikhanov, new proxy for Secretary Link, Kentucky Education + Labor Cabinet.
- BSSC Board member Jeff Whitehead is retiring as of March 1, 2023. Today was his last meeting.

**Adjournment – Jai Bokey**

A motion to adjourn the meeting was made by Tom Lund, and second by Secretary Noel. Motion carried.

Sincerely submitted,



Sarah C. Butler

Deputy Commissioner, Incentive Administration Division

# **Bluegrass State Skills Corporation**

## **FINANCIAL REPORT**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

# BSSC FUNDS REPORT

4/28/2023

## RESOURCES AVAILABLE

Regular Appropriation	4,311,800
Special Appropriation (Ford Motor Company)	2,500,000
Continued Appropriation	31,792,983
OET Rapid Response Funds Carry Forward	9,343
<b>TOTAL RESOURCES</b>	<b>38,614,126</b>

## EXPENDITURES YTD

BSSC Funds	2,649,171
OET Rapid Response Funds	0
<b>Total Expenditures as of 4/28/2023</b>	<b>2,649,171</b>

## OBLIGATIONS REMAINING

Regular/Commitment/OET Grants	9,875,770
Ford Commitment	2,500,000
Proposals	0
<b>TOTAL OBLIGATIONS</b>	<b>12,375,770</b>

<b>TOTAL FUNDS AVAILABLE</b>	<b>23,589,186</b>
<b>FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR</b>	

Secretary's Funds	2,316,548
Regular Grant Funds	1,263,295
*SB5 Funds Available for \$2 Billion Projects	20,000,000
OET Rapid Response Funds	9,343
<b>TOTAL FUNDS AVAILABLE</b>	<b>23,589,186</b>
<b>FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR</b>	

\*SB5 2021 Special Session - Special appropriation for projects with a minimum investment of \$2 Billion

# BSSC FUNDS REPORT

4/28/2023

Base	\$	2,095,467
Recaps ( Feb - April 2023)	\$	67,828
Transfer from Regular Grant Fund to Secy Fund	\$	(900,000)
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Available for Regular Grants - May 2023 Bd. Mtg.	\$	1,263,295

# **Bluegrass State Skills Corporation**

## **APPLICATIONS - GIA**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

## Grant-In-Aid (GIA) Projects May 2023

<u>Score</u>	<u>Qualified Company</u>	<u>City</u>	<u>Number of Trainees</u>	<u>Incentive Amount</u>
99	DTS Industries LLC	Annnville	26	\$52,000
89	Royster's Machine Shop, LLC	Henderson	44	\$49,377
87	KOWA Kentucky, Inc	Corbin	34	\$68,000
85	Highlands Diversified Services, Inc.	London	308	\$75,000
84	SFC Global Supply Chain, Inc.	Florence	100	\$75,000
81	Stober Drives Inc.	Maysville	136	\$75,000
80	Shelby County Associated Industries, Inc.	Shelbyville	538	\$75,000
80	Atlas Machine and Supply, Inc.	Louisville	176	\$75,000
75	Metalsa Structural Products, Inc.	Elizabethtown	2875	\$75,000
74	American Woodmark Corporation	Monticello	75	75,000
74	Carmeuse Lime & Stone, Inc.	Butler	62	\$75,000
70	Levy Environmental Services Company dba Levy Brandenburg Mill Services	Brandenburg	40	\$75,000
69	Bodycote Surface Technology, Inc.	Hebron	50	\$75,000
69	Yager Materials Corp.	Owensboro	52	\$75,000
67	RFC LLC	Shelbyville	281	\$75,000
67	Emerson Electric Co.	Russellville	240	\$75,000
67	AGC Flat Glass North America, Inc.	Richmond	82	\$75,000

64	Newly Weds Foods, Inc.	Erlanger	30	\$39,510
	<b>18 Projects</b>		<b>5149</b>	<b>\$1,258,887</b>
		Regular Grant Fund Balance		\$2,095,467
		Recaptured Amount		<b>\$67,828</b>
		2022/2023 FY Projected/ Approved Grants		\$1,258,887
		<b>Remaining Grant Funds</b>		<b>\$904,408</b>

Note: The Grant-In-Aid amount will be equal to \$2,000 per trainee, not to exceed the maximum approved amount of \$75,000 per company location for each fiscal year. The total amount of Grant-In-Aid incentives available for the entire program shall not exceed \$4,300,000 in any fiscal year.

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** DTS Industries LLC  
**City:** Annville **County:** Jackson  
**Industry Sector:** Manufacturing **BSSC #:** G23-117706  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** M. Jordan

**Training Description:**

DTS Industries LLC is a multi-faceted contract manufacturer specializing in fabrication and assembly. Services include welding, painting, bending, machining and waterjet laser cutting.

The proposed training plan includes: Quickbooks software, machine operation, and certification for welding.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs		50% of Total Costs	
\$	66,312	\$	33,156
\$	45,180	\$	22,590
\$	2,250	\$	1,125
\$	113,742	\$	56,871

Number of Trainees

26
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**Employment & Wage Information:**

Existing Employment	Projected New Employees
26	10

Average Hourly Wage	Total Hourly Compensation
\$ 20.39	\$ 26.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$52,000
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**Application Score**

99
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** SFC Global Supply Chain, Inc.

**City:** Florence **County:** Boone

**Industry Sector:** Manufacturing **BSSC #:** G23-117704

**Bus. Devp. Contact:** C. Dodd **DFS Staff:** M. Jordan

**Training Description:**

SFC Global Supply Chain Inc., is the manufacturing arm of the Schwan Food Co. The plant located in Florence manufactures frozen pizza.

The training plan proposed includes OJT for machinery and operation.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 896,000	\$ 448,000
\$ -	\$ -
\$ 3,000	\$ 1,500
\$ 899,000	\$ 449,500

Number of Trainees

100

**Employment & Wage Information:**

Existing Employment	Projected New Employees
50	50

Average Hourly Wage	Total Hourly Compensation
\$ 22.58	\$ 28.52

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

**\$75,000**

**Application Score**

**84**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Stober Drives Inc.

**City:** Maysville **County:** Mason

**Industry Sector:** Manufacturing **BSSC #:** G23-117690

**Bus. Devp. Contact:** C. Dodd **DFS Staff:** M. Jordan

**Training Description:**

Stober Drives Inc. is an industrial manufacturing producer of gearboxes and motors.

The proposed training plan includes training in: leadership, safety, technology, procedures, and OJT. Employees have defined career pathways and have required training that will facilitate career advancement.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 128,487	\$ 64,243
\$ 225,568	\$ 112,784
\$ -	\$ -
<b>\$ 354,055</b>	<b>\$ 177,027</b>

Number of Trainees

136

**Employment & Wage Information:**

Existing Employment	Projected New Employees
136	5

Average Hourly Wage	Total Hourly Compensation
\$ 22.97	\$ 33.31

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

**\$75,000**

**Application Score**

**81**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Royster's Machine Shop, LLC.

**City:** Henderson **County:** Henderson

**Industry Sector:** Manufacturing **BSSC #:** G23-117683

**Bus. Devp. Contact:** C. Dodd **DFS Staff:** R. Aiken

**Training Description:**

Royster's Machine Shop, LLC. is a manufacturer engaged in general machining, tool and die making. Training to be provided through the grant would include safety, software, customer service, and new equipment usage which will increase productivity and provide outstanding customer products.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs		50% of Total Costs	
\$	71,112	\$	35,556
\$	27,642	\$	13,821
\$	-	\$	-
\$	98,754	\$	49,377

Number of Trainees

44
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**Employment & Wage Information:**

Existing Employment	Projected New Employees
44	4

Average Hourly Wage	Total Hourly Compensation
\$ 25.50	\$ 27.20

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$49,377
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**Application Score**

89
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Atlas Machine and Supply, Inc.

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117752

**Bus. Devp. Contact:** C. Dodd **DFS Staff:** R. Aiken

**Training Description:**

Atlas Machine and Supply, Inc. is a company with the mission of meeting the needs of manufacturers in an array of fields. The training to be provided is a machinist apprenticeship program with both classroom instruction and hands-on training. Skills to be taught will include using computer-aided design software, reading blueprints, and employing machining techniques to enhance the skillset of the company and provide high-quality products for consumers.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 441,268	\$ 220,634
\$ -	\$ -
\$ 5,000	\$ 2,500
<b>\$ 446,268</b>	<b>\$ 223,134</b>

Number of Trainees

176
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
176	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 29.41	\$ 32.82

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
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**Application Score**

<b>80</b>
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** RFC LLC

**City:** Shelbyville

**County:** Shelby

**Industry Sector:** Manufacturing

**BSSC #:** G23-117629

**Bus. Devp. Contact:** C. Dodd

**DFS Staff:** R. Aiken

**Training Description:**

RFC LLC is a leader in the fields of steel and manufacturing technologies, working hand-in-hand with railway, automotive, and tool production industries. The training to be provided will include blueprint, measure instruments, manufacturing, quality systems, and leadership in order to expand on soft skills and focus on retention in the workforce.

**Training Details:**

Classroom/OJT - In-House

Classroom/OJT - Consultant/Educational Institution

Instructional Materials & Supplies

**Total Costs**

Total Costs		50% of Total Costs	
\$	70,488	\$	35,244
\$	81,972	\$	40,986
\$	-	\$	-
\$	152,461	\$	76,230

Number of Trainees

281

**Employment & Wage Information:**

Existing Employment	Projected New Employees
281	20

Average Hourly Wage	Total Hourly Compensation
\$ 21.73	\$ 26.91

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

**\$75,000**

**Application Score**

**67**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** KOWA Kentucky, Inc.  
**City:** Corbin **County:** Whitley  
**Industry Sector:** Manufacturing **BSSC #:** G23-117663  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** J. Gearon

**Training Description:**

KOWA Kentucky, Inc. is a manufacturer of electroless nickel plating. The training plan includes CPR/AED Certification-OSHA, Waster Water Training, Microsoft Training, Leadership Training, Maintenance, Quality Control Training, Shipping/Receiving Training, Plating Operator Training, Team Lead Training and Onboarding Training for New Hires.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 699,655	\$ 349,828
\$ -	\$ -
\$ -	\$ -
<b>\$ 699,655</b>	<b>\$ 349,828</b>

Number of Trainees

34
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
34	8

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 15.50	\$ 17.75

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

<b>\$68,000</b>
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**Application Score**

<b>87</b>
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Highlands Diversified Services, Inc.

**City:** London **County:** Laurel

**Industry Sector:** Manufacturing **BSSC #:** G23-117702

**Bus. Devp. Contact:** C. Prather **DFS Staff:** J. Gearon

**Training Description:**

Highlands Diversified Services, Inc. is a manufacturer of automotive metal stamping in the aerospace and satellite industries. The training plan includes SHRM- Certified Professional, Crane Training, Forklift Training, Human Resource Training, QAD-EDI, and Excel Training.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 117,615	\$ 58,808
\$ 37,954	\$ 18,977
\$ -	\$ -
<b>\$ 155,570</b>	<b>\$ 77,785</b>

Number of Trainees

308
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
308	21

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 17.26	\$ 20.26

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
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**Application Score**

<b>85</b>
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Emerson Electric Co.

**City:** Russellville **County:** Logan

**Industry Sector:** Manufacturing **BSSC #:** G23-117703

**Bus. Devp. Contact:** C. Prather **DFS Staff:** J. Gearon

**Training Description:**

Emerson Electric Co. is a manufacturer of hermetic motors. The training plan includes covers safety instruction and regulation guidance for all plant. Also includes leader development, training in unconscious bias, legal compliances, technical classes like robotics and mechanical maintenance that will advance employees through the wage grade progression. Other training such as six sigma certification and coursework specific to STEM, Finance, Business and Engineering.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 81,647	\$ 40,823
\$ 93,280	\$ 46,640
\$ 9,540	\$ 4,770
\$ 184,467	\$ 92,234

Number of Trainees

240

**Employment & Wage Information:**

Existing Employment	Projected New Employees
240	15

Average Hourly Wage	Total Hourly Compensation
\$ 21.82	\$ 35.35

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

**\$75,000**

**Application Score**

**67**



**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Shelby County Associated Industries, Inc.

**City:** Shelbyville **County:** Shelby

**Industry Sector:** Consortia **BSSC #:** G23-117682

**Bus. Devp. Contact:** C. Prather **DFS Staff:** C. Wingate

**Training Description:**

The Shelby County Associated Industries, Inc. is a consortium located in Shelbyville, KY. Training on this application includes CPR & First Aid, Microsoft Excel, LEAN Manufacturing, project management, team building, leadership, and various safety classes.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 247,600	\$ 123,800
\$ 140	\$ 70
\$ 247,740	\$ 123,870

Number of Trainees

538
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**Employment & Wage Information:**  
(Average of All Member Companies)

Existing Employment	Projected New Employees
136	0

Average Hourly Wage	Total Hourly Compensation
\$ 25.95	\$ 83.35

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
----------

**Application Score**

80
----

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** American Woodmark Corporation  
**City:** Monticello **County:** Wayne  
**Industry Sector:** Manufacturing **BSSC #:** G23-117685  
**Bus. Devp. Contact:** A. Chilton **DFS Staff:** B. Combs

**Training Description:**

The American Woodmark Corporation is a manufacturer of kitchen cabinet components, such as doors, drawer fronts, and face frame assemblies. The training plan includes new hire training for safety, cultural, lean concepts, 5S, technical, interview training for job bid process, basic and advanced Excel.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 248,078	\$ 124,039
\$ -	\$ -
\$ 90,240	\$ 45,120
\$ 338,318	\$ 169,159

Number of Trainees

75
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
549	0

Average Hourly Wage	Total Hourly Compensation
\$ 17.25	\$ 20.70

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
----------

**Application Score**

74
----

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** Newly Weds Foods, Inc.  
**City:** Erlanger **County:** Boone  
**Industry Sector:** Manufacturing **BSSC #:** G23-117705  
**Bus. Devp. Contact:** J. Metz **DFS Staff:** B. Combs

**Training Description:**

Newly Weds Foods, Inc. specializes in food product development and manufacturing. This grant would fund professional leadership training in the areas of supervision and lean manufacturing principals to develop talent and expertise within the company.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 79,019	\$ 39,510
\$ -	\$ -
\$ 79,019	\$ 39,510

Number of Trainees

30
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
236	25

Average Hourly Wage	Total Hourly Compensation
\$ 27.09	\$ 31.79

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$39,510
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**Application Score**

64
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - GIA & STIC**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** Levy Environmental Services Company dba Levy Brandenburg Mill Services  
**City:** Brandenburg **County:** Meade  
**Industry Sector:** Manufacturing **BSSC #:** G23-117669  
**Bus. Devp. Contact:** J. Metz **DFS Staff:** J. Gearon

**Training Description:**

Levy Environmental Services Company dba Levy Brandenburg Mill Services is a manufacturer of steel recycling and repurposing products. The proposed training plan includes; OJT and equipment training, electrical fundamentals, OSHA training, safety management, and leadership courses for new and existing employees.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 237,161	\$ 118,581
\$ 21,620	\$ 10,810
\$ -	\$ -
<b>\$ 258,781</b>	<b>\$ 129,391</b>

Number of Trainees

40
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
44	9

Average Hourly Wage	Total Hourly Compensation
\$ 20.18	\$ 25.22

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
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**Application Score**

<b>70</b>
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Levy Environmental Services Company dba Levy Brandenburg Mill Services

**City:** Brandenburg **County:** Meade

**Industry Sector:** Manufacturing **BSSC #:** T23-117668

**Bus. Devp. Contact:** J. Metz **DFS Staff:** J. Gearon

**Training Description:**

Levy Environmental Services Company dba Levy Brandenburg Mill Services is a manufacturer of steel recycling and repurposing products. The proposed training plan includes; OJT and equipment training, electrical fundamentals, OSHA training, safety management, and leadership courses for new and existing employees.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 293,412	\$ 146,706
\$ -	\$ -
\$ -	\$ -
\$ 293,412	\$ 146,706

Number of Trainees

40
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
44	9

Average Hourly Wage	Total Hourly Compensation
\$ 20.18	\$ 25.22

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

<b>\$75,000</b>
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**Application Score**

70
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** Bodycote Surface Technology, Inc.  
**City:** Hebron **County:** Boone  
**Industry Sector:** Manufacturing **BSSC #:** G23-117707  
**Bus. Devp. Contact:** J. Metz **DFS Staff:** B. Combs

**Training Description:**

Bodycote Surface Technology, Inc. is a company specializing in metal work for automotive and general industrial markets as well as aerospace, defense, and energy customers. Training is needed in new hire employee orientation, safety, work process, and specialized industry-specific skills to satisfy customer demands and create a knowledgeable workforce.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 227,875	\$ 113,937
\$ 14,416	\$ 7,208
\$ -	\$ -
\$ 242,291	\$ 121,145

Number of Trainees

50
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
61	10

Average Hourly Wage	Total Hourly Compensation
\$ 28.38	\$ 34.90

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
----------

**Application Score**

69
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Bodycote Surface Technology, Inc.

**City:** Hebron **County:** Boone

**Industry Sector:** Manufacturing **BSSC #:** T23-117708

**Bus. Devp. Contact:** J. Metz **DFS Staff:** B. Combs

**Training Description:**

Bodycote Surface Technology, Inc. is a company specializing in metal work for automotive and general industrial markets as well as aerospace, defence, and energy customers. Training to be provided will include post processing, inspection, precision measurements, blue print reading, quality control, and leadership training to manufacture high quality products for consumers and enhance employee expertise in the field.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 167,107	\$ 83,554
\$ -	\$ -
\$ -	\$ -
\$ 167,107	\$ 83,554

Number of Trainees

50
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
61	10

Average Hourly Wage	Total Hourly Compensation
\$ 28.38	\$ 34.90

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

\$75,000
----------

**Application Score**

69
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** Yager Materials Corp.  
**City:** Owensboro **County:** Daviess  
**Industry Sector:** Manufacturing **BSSC #:** G23-117713  
**Bus. Devp. Contact:** J. Metz **DFS Staff:** M. Jordan

**Training Description:**

Yager Materials Corp. is a leading concrete provider in Western Kentucky for commercial, residential, and public projects as well as asphalt paving.

The proposed training plan includes OJT for new and existing employees and safety and compliance training for existing employees.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 199,080	\$ 99,540
\$ -	\$ -
\$ -	\$ -
\$ 199,080	\$ 99,540

Number of Trainees

52

**Employment & Wage Information:**

Existing Employment	Projected New Employees
208	11

Average Hourly Wage	Total Hourly Compensation
\$ 23.70	\$ 29.15

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

**\$75,000**

**Application Score**

**69**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Yager Materials Corp.

**City:** Owensboro **County:** Daviess

**Industry Sector:** Manufacturing **BSSC #:** T23-117714

**Bus. Devp. Contact:** J. Metz **DFS Staff:** M. Jordan

**Training Description:**

Yager Materials Corp. is a leading concrete provider in Western Kentucky for commercial, residential, and public projects as well as asphalt paving.

The proposed training plan includes training on: maintenance, mechanical, and heavy equipment. The company has created a career path for each employee where they will receive training for promotions within the company and provide long-term employment opportunities and increased pay. Employees that complete training and become certified will receive a pay increase in the first year.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 160,258	\$ 80,129
\$ -	\$ -
\$ -	\$ -
\$ 160,258	\$ 80,129

Number of Trainees

52
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
208	12

Average Hourly Wage	Total Hourly Compensation
\$ 23.70	\$ 29.15

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

\$75,000
----------

**Application Score**

69
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** Metalsa Structural Products, Inc.  
**City:** Elizabethtown **County:** Hardin  
**Industry Sector:** Manufacturing **BSSC #:** G23-117717  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** R. Aiken

**Training Description:**

Metalsa Structural Products, Inc. is a Tier 1 automotive solutions provider with a global presence in the world of automotive components. Training will be provided in power industrial vehicles, leadership skills, and automation to provide best practice for the company.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 689,968	\$ 344,984
\$ -	\$ -
\$ -	\$ -
\$ 689,968	\$ 344,984

Number of Trainees

2,875
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**Employment & Wage Information:**

Existing Employment	Projected New Employees
2,875	300

Average Hourly Wage	Total Hourly Compensation
\$ 22.69	\$ 34.15

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
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**Application Score**

75
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Metalsa Structural Products, Inc.

**City:** Elizabethtown **County:** Hardin

**Industry Sector:** Manufacturing **BSSC #:** T23-117719

**Bus. Devp. Contact:** C. Prather **DFS Staff:** R. Aiken

**Training Description:**

Metalsa Structural Products, Inc. is a Tier 1 automotive solutions provider with a global presence in the world of automotive components. Training will be provided in the fields of quality, core tools, operating systems, and welding to ensure high quality and customer satisfaction.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 792,652	\$ 396,326
\$ -	\$ -
\$ -	\$ -
\$ 792,652	\$ 396,326

Number of Trainees

2,875

**Employment & Wage Information:**

Existing Employment	Projected New Employees
2,875	300

Average Hourly Wage	Total Hourly Compensation
\$ 22.69	\$ 34.15

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

**\$75,000**

**Application Score**

**75**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Carmeuse Lime & Stone, Inc.

**City:** Butler **County:** Pendleton

**Industry Sector:** Manufacturing **BSSC #:** G23-117711

**Bus. Devp. Contact:** A. Chilton **DFS Staff:** J. Gearon

**Training Description:**

Carmeuse Lime & Stone, Inc. is a manufacturer of limestone products, aggregates, and industrial sands. The training plan includes maintenance, equipment operators, hoist operation, forklift, powerscreen, as well as truck and utility vehicle driver training.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 265,481	\$ 132,740
\$ -	\$ -
\$ -	\$ -
\$ 265,481	\$ 132,740

Number of Trainees

62
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
224	23

Average Hourly Wage	Total Hourly Compensation
\$ 23.86	\$ 29.35

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
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**Application Score**

74
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Carmeuse Lime & Stone, Inc.

**City:** Butler **County:** Pendleton

**Industry Sector:** Manufacturing **BSSC #:** T23-117712

**Bus. Devp. Contact:** A. Chilton **DFS Staff:** J. Gearon

**Training Description:**

Carmeuse Lime & Stone, Inc. is a manufacturer of limestone products, aggregates, and industrial sands. The training plan includes maintenance, equipment operators, hoist operation, forklift, powerscreen, as well as truck and utility vehicle driver training.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 209,087	\$ 104,544
\$ -	\$ -
\$ -	\$ -
\$ 209,087	\$ 104,544

Number of Trainees

62
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
224	23

Average Hourly Wage	Total Hourly Compensation
\$ 23.86	\$ 29.35

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

\$75,000
----------

**Application Score**

74
----

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** AGC Flat Glass North America, Inc.  
**City:** Richmond **County:** Madison  
**Industry Sector:** Manufacturing **BSSC #:** G23-117662  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

ACG Flat Glass North America, Inc. manufactures flat glass for the automotive industry. The training plan includes OJT and operations training for advancement of skills in their jobs throughout multiple in-house training courses.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 201,985	\$ 100,993
\$ 10,632	\$ 5,316
\$ -	\$ -
\$ 212,618	\$ 106,309

Number of Trainees

82
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
142	8

Average Hourly Wage	Total Hourly Compensation
\$ 23.55	\$ 30.85

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Grant Recommended for Approval**

\$75,000
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**Application Score**

67
----

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023  
**Company:** AGC Flat Glass North America, Inc.  
**City:** Richmond **County:** Madison  
**Industry Sector:** Manufacturing **BSSC #:** T23-117661  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

AGC Flat Glass North America, Inc. manufactures glass for the automotive industry. The training plan will include onboarding, safety training, and job specific training. Training will also include OJT and technical training.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
**Total Costs**

Total Costs	50% of Total Costs
\$ 196,255	\$ 98,127
\$ -	\$ -
\$ -	\$ -
\$ 196,255	\$ 98,127

Number of Trainees

80
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
142	8

Average Hourly Wage	Total Hourly Compensation
\$ 23.55	\$ 30.85

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

\$75,000
----------

**Application Score**

67
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - STIC**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

## Skills Training Investment Credit (STIC) Projects

### May 2023

Score	Eligible Company	City	Number of Trainees	Incentive Amount
75	Metalsa Structural Products, Inc.	Elizabethtown	2,875	\$75,000
74	Carmeuse Lime & Stone, Inc.	Butler	62	75,000
70	Levy Environmental Services Company dba Levy Brandenburg Mill Services	Brandenburg	40	\$75,000
69	Bodycote Surface Technology, Inc.	Hebron	50	\$75,000
69	Yager Materials Corp.	Owensboro	52	\$75,000
67	AGC Flat Glass North America	Richmond	80	\$75,000
63	Amtrol Inc.	Paducah	95	\$75,000
<b>7 Projects</b>			<b>3,254</b>	<b>\$525,000</b>
<b>FY 2022-2023 Tax Credit Limit</b>				<b>\$2,500,000</b>
<b>Current FY Projected/ Approved Credits</b>				<b>\$1,879,510</b>
<b>Remaining Tax Credits</b>				<b>\$620,490</b>

Note: The tax credit amount will be equal to \$2000 per employee, not to exceed the maximum approved tax credit of \$75,000 per company for each fiscal year. Per KRS 154.12-207, the maximum amount of credits that may be committed in each state fiscal year shall be capped at \$2,500,000.

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Amtrol Inc.

**City:** Paducah

**County:** McCracken

**Industry Sector:** Manufacturing

**BSSC #:** T23-117667

**Bus. Devp. Contact:** C. Prather

**DFS Staff:** M. Jordan

**Training Description:**

Amtrol Inc. designs, manufactures, and markets industrial machinery and equipment specializing in water system solutions for storage, treatment, heating, expansion and flow control.

The proposed training plan includes training on: safety, machine operation, first aid/CPR, soft skill and cyber security.

**Training Details:**

Classroom/OJT - In-House

Classroom/OJT - Consultant/Educational Institution

Instructional Materials & Supplies

**Total Costs**

Total Costs	50% of Total Costs
\$ 166,671	\$ 83,336
\$ -	\$ -
\$ -	\$ -
\$ 166,671	\$ 83,336

Number of Trainees

95
----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
95	4

Average Hourly Wage	Total Hourly Compensation
\$ 21.92	\$ 39.30

**Requirements:**

Total Hourly Compensation: \$12.51

Base Hourly Wage: \$10.88

**BSSC Tax Credit Recommended for Approval**

\$75,000
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**Application Score**

63
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - COMMITMENT**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

# Commitment Grant-In-Aid (GIA) Project

## May 2023

Qualified Company	City	Number of Trainees	Incentive Amount
Ford Motor Company, Fern Valley Road	Louisville	3,051	\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$200,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$50,000.00
Ford Motor Company, Chamberlain Lane	Louisville	7,592	\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$50,000.00
<b>Projects</b>	<b>Total</b>	<b>10,643</b>	<b>\$2,500,000.00</b>

Commitment Balance

Current Appr. Grant Amount      \$2,500,000.00

**Remaining Commitment Balance      \$ 0.00**

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117729

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

Existing Employment	Projected New Employees
3,001	50

Average Hourly Wage	Total Hourly Compensation
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117730

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

Existing Employment	Projected New Employees
3,001	50

Average Hourly Wage	Total Hourly Compensation
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville

**County:** Jefferson

**Industry Sector:** Manufacturing

**BSSC #:** G23-117733

**Bus. Devp. Contact:** A. Luttner

**DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
3,001	50

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000



**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117734

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

Existing Employment	Projected New Employees
3,001	50

Average Hourly Wage	Total Hourly Compensation
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117735

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

Existing Employment	Projected New Employees
3,001	50

Average Hourly Wage	Total Hourly Compensation
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117736

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for will be provided to both hourly and salary employees and will consisting of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 306,008,477	\$ 153,004,239
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 306,008,477	\$ 153,004,239

Number of Trainees

3,051

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
3,001	50

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117737

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for will be provided to both hourly and salary employees and will consist of new hire orientation, OJT, leadership, maintenance, and production safety. This training will better equip staff with strategies in leadership and improve performance.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 19,965,599	\$ 9,982,799
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 19,965,599	\$ 9,982,799

Number of Trainees

3,051

**Employment & Wage Information:**

Existing Employment	Projected New Employees
3,001	50

Average Hourly Wage	Total Hourly Compensation
\$ 28.74	\$ 53.84

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

50,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117738

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592
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**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville

**County:** Jefferson

**Industry Sector:** Manufacturing

**BSSC #:** G23-117739

**Bus. Devp. Contact:** A. Luttner

**DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592

**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117740

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592

**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117741

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

<b>Total Costs</b>	<b>50% of Total Costs</b>
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
7,592	750

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000



**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117743

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592
-------

**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville **County:** Jefferson

**Industry Sector:** Manufacturing **BSSC #:** G23-117744

**Bus. Devp. Contact:** A. Luttner **DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592

**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

200,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT**

**Date:** May 3, 2023

**Company:** Ford Motor Company

**City:** Louisville

**County:** Jefferson

**Industry Sector:** Manufacturing

**BSSC #:** G23-117745

**Bus. Devp. Contact:** A. Luttner

**DFS Staff:** C. Wingate

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training listed on this application will be for New Hire Training, Daily Interaction Skills for Process Coaches, OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided. The company has a constant need for OJT to support new employees and the processes that are put into place.

**Training Details:**

Classroom/OJT - In-House  
Classroom/OJT - Consultant/Educational Institution  
Instructional Materials & Supplies  
Train-the-Trainer Travel  
**Total Costs**

Total Costs	50% of Total Costs
\$ 430,610	\$ 215,305
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 430,610	\$ 215,305

Number of Trainees

7,592

**Employment & Wage Information:**

Existing Employment	Projected New Employees
7,592	750

Average Hourly Wage	Total Hourly Compensation
\$ 29.00	\$ 33.00

**Requirements:**

Total Hourly Compensation: \$12.51  
Base Hourly Wage: \$10.88

**BSSC Commitment Grant Recommended for Approval**

50,000

# **Bluegrass State Skills Corporation**

**OLD BUSINESS**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

# **Bluegrass State Skills Corporation**

## **SOCIOECONOMIC INDEX**

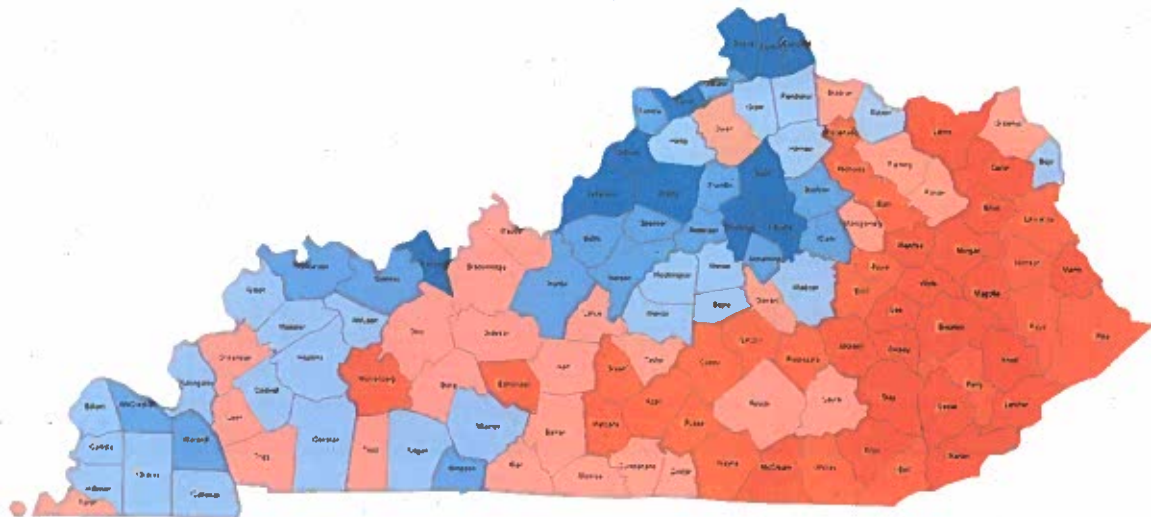
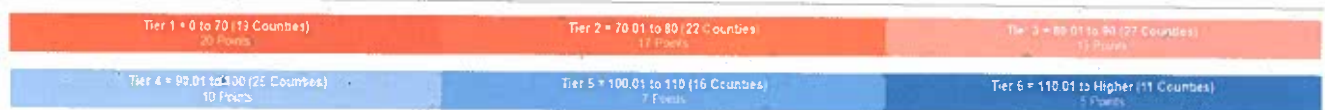


**CABINET FOR  
ECONOMIC DEVELOPMENT**



# Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index: County Tiers  
2023



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### Bluegrass State Skills Corporation (BSSC) Socioeconomic Index: 2023

Note: Tier 1 = Lowest BSSC Index (Highest Priority) and Tier 6 = Highest BSSC Index (Lowest Priority)

- Kentucky's Average BSSC Index = 100.0
- Higher Than 100.0 = Above the Kentucky Average in Performance
- Lower Than 100.0 = Below the Kentucky Average in Performance

BSSC Tier Prior -ity	Total Index	Location	Adult Population High School Education or Higher: 2017 to 2021		Unemployment Rate Annual Averages (Population 18 to 64) 2020, 2021, and 2022		Per Capita Personal Income 2021		Annual Wage and Salary Per Worker 2021		Annual Average Poverty Rate 2021		Per Capita Gross Domestic Product By County: 2021	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249	133.6
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0
Tier 1	58.2	Magoffin	73.5%	83.7	12.53%	39.4	\$43,913	85.7	\$32,757	62.5	33.2%	49.1	\$15,326	29.1
Tier 1	58.8	Elliott	76.6%	87.3	8.57%	57.6	\$29,572	57.7	\$34,489	65.8	26.6%	61.3	\$12,117	23.0
Tier 1	62.6	Owsley	69.7%	79.4	7.67%	64.3	\$45,731	89.2	\$36,108	68.9	35.6%	45.8	\$14,624	27.8
Tier 1	63.1	Martin	75.6%	86.1	9.07%	54.4	\$35,932	70.1	\$47,181	90.0	40.5%	40.2	\$19,696	37.4
Tier 1	63.1	Breathitt	77.9%	88.8	8.47%	58.3	\$39,754	77.5	\$36,484	69.6	31.0%	52.6	\$16,657	31.7
Tier 1	63.8	Harlan	75.1%	85.6	8.57%	57.6	\$39,123	76.3	\$38,782	74.0	33.2%	49.1	\$21,288	40.5
Tier 1	64.1	Knott	73.3%	83.5	7.03%	70.1	\$41,185	80.3	\$36,317	69.3	32.0%	50.9	\$16,054	30.5
Tier 1	64.5	Jackson	70.8%	80.7	6.63%	74.4	\$38,055	74.2	\$35,375	67.5	25.2%	64.7	\$13,298	25.3
Tier 1	64.8	Clay	68.8%	78.5	6.77%	72.9	\$39,099	76.3	\$41,407	79.0	35.9%	45.4	\$19,308	36.7
Tier 1	65.6	Leslie	83.3%	95.0	8.23%	59.9	\$40,852	79.7	\$40,192	76.7	29.8%	54.7	\$14,660	27.9
Tier 1	66.2	Letcher	77.1%	87.8	7.70%	64.1	\$40,315	78.6	\$40,150	76.6	29.1%	56.0	\$18,052	34.3
Tier 1	66.5	Menifee	77.2%	88.0	6.93%	71.2	\$41,028	80.0	\$36,666	69.9	27.8%	58.6	\$16,511	31.4
Tier 1	66.8	Lee	74.1%	84.4	5.83%	84.6	\$36,847	71.9	\$40,447	77.1	33.5%	48.7	\$17,933	34.1
Tier 1	67.3	Wolfe	68.3%	77.9	6.27%	78.7	\$45,286	88.3	\$34,732	66.2	29.0%	56.2	\$19,017	36.2
Tier 1	67.4	Carter	80.0%	91.2	7.90%	62.4	\$39,323	76.7	\$36,809	70.2	25.6%	63.7	\$21,170	40.2
Tier 1	67.6	Knox	76.6%	87.3	6.40%	77.1	\$39,901	77.8	\$37,983	72.4	35.1%	46.4	\$23,348	44.4
Tier 1	67.8	McCreary	78.8%	89.8	5.90%	83.6	\$35,811	69.9	\$42,002	80.1	33.5%	48.7	\$18,209	34.6
Tier 1	67.8	Lewis	78.8%	89.8	7.90%	62.4	\$40,075	78.2	\$36,180	69.0	22.6%	72.1	\$18,542	35.3
Tier 1	68.9	Morgan	76.9%	87.7	5.77%	85.5	\$33,208	64.8	\$38,634	73.7	26.3%	62.0	\$20,845	39.6



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2017 to 2021		Unemployment Rate Annual Averages (Population 18 to 64) 2020, 2021, and 2022		Per Capita Personal Income 2021		Annual Wage and Salary Per Worker 2021		Annual Average Poverty Rate 2021		Per Capita Gross Domestic Product By County: 2021	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249	133.6
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0
Tier 2	70.6	Lawrence	75.9%	86.5	6.50%	75.9	\$38,139	74.4	\$39,205	74.8	24.8%	65.7	\$24,464	46.5
Tier 2	71.0	Johnson	83.6%	95.2	7.03%	70.1	\$41,110	80.2	\$37,733	72.0	24.2%	67.4	\$21,620	41.1
Tier 2	71.8	Estill	74.0%	84.3	5.70%	86.5	\$40,235	78.5	\$40,729	77.7	22.6%	72.1	\$16,782	31.9
Tier 2	72.5	Bath	83.5%	95.1	6.23%	79.1	\$37,710	73.6	\$38,877	74.1	20.6%	79.1	\$17,764	33.8
Tier 2	73.0	Wayne	78.0%	88.9	5.37%	91.9	\$38,628	75.3	\$33,741	64.4	23.9%	68.2	\$25,963	49.4
Tier 2	73.2	Powell	82.7%	94.2	5.30%	93.1	\$37,993	74.1	\$35,215	67.2	22.8%	71.5	\$20,663	39.3
Tier 2	73.2	Bell	75.2%	85.7	6.00%	82.2	\$41,763	81.5	\$38,149	72.8	32.1%	50.8	\$34,948	66.4
Tier 2	74.5	Rockcastle	80.9%	92.2	5.50%	89.7	\$41,290	80.5	\$34,710	66.2	21.3%	76.5	\$21,985	41.8
Tier 2	74.8	Floyd	77.9%	88.8	7.10%	69.5	\$44,198	86.2	\$42,979	82.0	28.0%	58.2	\$33,710	64.1
Tier 2	75.0	Edmonson	80.9%	92.2	5.73%	86.0	\$41,099	80.2	\$37,203	71.0	18.4%	88.6	\$16,847	32.0
Tier 2	75.0	Adair	86.2%	98.2	5.40%	91.4	\$41,385	80.7	\$35,044	66.8	24.2%	67.4	\$24,025	45.7
Tier 2	75.5	Robertson	84.1%	95.9	4.93%	100.0	\$41,155	80.3	\$32,169	61.4	18.5%	88.1	\$14,253	27.1
Tier 2	75.5	Metcalfe	82.9%	94.5	5.77%	85.5	\$38,284	74.7	\$39,265	74.9	19.3%	84.5	\$20,367	38.7
Tier 2	75.7	Lincoln	82.0%	93.5	5.93%	83.1	\$40,880	79.7	\$39,198	74.8	19.3%	84.5	\$20,182	38.4
Tier 2	76.4	Nicholas	81.7%	93.1	5.00%	98.7	\$41,414	80.8	\$31,963	61.0	16.5%	98.8	\$13,654	26.0
Tier 2	76.6	Perry	78.5%	89.5	6.50%	75.9	\$44,108	86.0	\$44,588	85.0	29.9%	54.5	\$36,229	68.9
Tier 2	77.4	Pike	79.7%	90.8	6.47%	76.3	\$42,691	83.3	\$46,786	89.2	30.1%	54.2	\$37,285	70.9
Tier 2	78.3	Whitley	83.0%	94.6	5.37%	91.9	\$42,266	82.4	\$41,567	79.3	27.6%	59.1	\$32,971	62.7
Tier 2	78.4	Russell	82.5%	94.1	6.07%	81.3	\$45,383	88.5	\$38,175	72.8	27.0%	60.4	\$38,547	73.3
Tier 2	78.5	Casey	74.1%	84.4	4.57%	108.0	\$40,837	79.7	\$37,583	71.7	20.7%	78.7	\$25,435	48.4
Tier 2	79.7	Green	80.4%	91.6	4.17%	118.4	\$42,768	83.4	\$34,235	65.3	19.5%	83.6	\$18,747	35.6
Tier 2	79.9	Muhlenberg	83.3%	94.9	6.80%	72.5	\$40,634	79.3	\$43,395	82.8	20.9%	78.0	\$37,673	71.6
Tier 3	80.1	Fulton	81.8%	93.2	5.33%	92.5	\$41,650	81.2	\$38,212	72.9	23.4%	69.7	\$37,056	70.5
Tier 3	80.2	Rowan	88.9%	101.3	5.63%	87.6	\$37,769	73.7	\$39,809	75.9	20.9%	78.0	\$33,938	64.5





BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2017 to 2021		Unemployment Rate Annual Averages (Population 18 to 64) 2020, 2021, and 2022		Per Capita Personal Income 2021		Annual Wage and Salary Per Worker 2021		Annual Average Poverty Rate 2021		Per Capita Gross Domestic Product By County: 2021	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249	133.6
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0
Tier 3	80.3	Breckinridge	86.2%	98.3	5.53%	89.2	\$42,724	83.3	\$37,206	71.0	16.9%	96.4	\$22,944	43.6
Tier 3	80.3	Fleming	81.3%	92.6	5.40%	91.4	\$41,490	80.9	\$40,841	77.9	17.4%	93.7	\$23,954	45.5
Tier 3	80.8	Grayson	83.7%	95.4	5.83%	84.6	\$42,043	82.0	\$38,672	73.8	18.2%	89.6	\$31,415	59.7
Tier 3	81.2	Larue	81.5%	92.9	5.40%	91.4	\$45,069	87.9	\$39,324	75.0	15.5%	105.2	\$18,425	35.0
Tier 3	81.6	Trigg	88.6%	101.0	5.37%	91.9	\$47,026	91.7	\$35,365	67.4	17.2%	94.8	\$22,618	43.0
Tier 3	81.8	Crittenden	85.3%	97.2	4.53%	108.8	\$43,616	85.1	\$34,455	65.7	18.9%	86.2	\$24,988	47.5
Tier 3	82.0	Butler	80.2%	91.4	5.13%	96.1	\$43,937	85.7	\$38,979	74.3	18.2%	89.6	\$28,861	54.9
Tier 3	82.2	Hart	78.9%	89.9	4.80%	102.8	\$40,257	78.5	\$41,313	78.8	20.4%	79.9	\$33,213	63.1
Tier 3	83.0	Owen	82.8%	94.4	4.60%	107.2	\$39,661	77.4	\$41,044	78.3	15.2%	107.2	\$17,520	33.3
Tier 3	83.2	Clinton	77.9%	88.8	4.70%	105.0	\$44,613	87.0	\$34,061	65.0	22.6%	72.1	\$42,670	81.1
Tier 3	83.7	Barren	84.3%	96.1	5.50%	89.7	\$43,678	85.2	\$41,782	79.7	19.3%	84.5	\$35,267	67.1
Tier 3	83.9	Monroe	80.7%	92.0	4.10%	120.3	\$44,045	85.9	\$37,619	71.7	22.0%	74.1	\$31,105	59.1
Tier 3	83.9	Garrard	85.4%	97.3	4.73%	104.2	\$43,418	84.7	\$37,591	71.7	14.4%	113.2	\$17,046	32.4
Tier 3	84.4	Laurel	82.3%	93.8	5.10%	96.7	\$41,037	80.0	\$40,917	78.0	19.5%	83.6	\$38,961	74.1
Tier 3	84.8	Allen	85.7%	97.7	4.37%	113.0	\$40,682	79.4	\$39,950	76.2	17.1%	95.3	\$24,960	47.5
Tier 3	84.9	Ohio	82.0%	93.4	5.70%	86.5	\$41,201	80.4	\$38,316	73.1	16.3%	100.0	\$39,890	75.8
Tier 3	85.0	Greenup	89.2%	101.7	7.00%	70.5	\$47,675	93.0	\$44,292	84.5	14.6%	111.6	\$25,473	48.4
Tier 3	85.8	Pulaski	84.4%	96.2	5.47%	90.2	\$46,607	90.9	\$41,744	79.6	19.1%	85.3	\$38,139	72.5
Tier 3	86.5	Bracken	88.5%	100.8	4.97%	99.3	\$44,913	87.6	\$41,098	78.4	14.8%	110.1	\$22,371	42.5
Tier 3	86.8	Meade	88.8%	101.2	5.47%	90.2	\$46,893	91.5	\$44,522	84.9	14.8%	110.1	\$22,431	42.6
Tier 3	87.7	Lyon	86.1%	98.1	4.57%	108.0	\$41,762	81.5	\$37,554	71.6	14.8%	110.1	\$29,743	56.5
Tier 3	88.0	Montgomery	85.6%	97.6	5.77%	85.5	\$42,710	83.3	\$43,496	83.0	16.3%	100.0	\$41,428	78.8
Tier 3	88.0	Taylor	87.6%	99.9	4.40%	112.1	\$41,752	81.4	\$37,970	72.4	17.6%	92.6	\$36,683	69.7
Tier 3	89.0	Cumberland	81.2%	92.5	3.80%	129.8	\$51,001	99.5	\$41,635	79.4	22.5%	72.4	\$31,848	60.6



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			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index	
			117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0	
Tier 3	89.5	Todd	77.3%	88.1	3.77%	131.0	\$46,946	91.6	\$37,831	72.2	18.9%	86.2	\$35,766	68.0	
Tier 4	90.1	Hopkins	87.2%	99.4	5.50%	89.7	\$46,673	91.0	\$47,103	89.8	18.6%	87.6	\$43,470	82.6	
Tier 4	90.4	Caldwell	84.7%	96.5	4.47%	110.4	\$44,963	87.7	\$38,892	74.2	16.1%	101.2	\$38,077	72.4	
Tier 4	90.9	Madison	90.2%	102.8	4.47%	110.4	\$42,808	83.5	\$43,525	83.0	16.6%	98.2	\$35,469	67.4	
Tier 4	91.1	Henry	84.3%	96.1	4.33%	113.8	\$48,943	95.5	\$40,607	77.4	14.0%	116.4	\$24,927	47.4	
Tier 4	91.2	Calloway	91.3%	104.1	4.80%	102.8	\$44,116	86.1	\$39,089	74.6	16.8%	97.0	\$43,542	82.8	
Tier 4	91.4	Hickman	86.2%	98.2	4.57%	108.0	\$54,685	106.7	\$33,268	63.5	18.6%	87.6	\$44,428	84.5	
Tier 4	91.6	Pendleton	84.0%	95.7	4.17%	118.4	\$51,933	101.3	\$43,639	83.2	14.8%	110.1	\$21,376	40.6	
Tier 4	92.1	Graves	89.3%	101.8	4.83%	102.1	\$47,933	93.5	\$42,520	81.1	16.2%	100.6	\$38,638	73.5	
Tier 4	92.3	Livingston	86.8%	98.9	5.97%	82.7	\$47,052	91.8	\$51,443	98.1	14.4%	113.2	\$36,378	69.2	
Tier 4	92.3	Grant	87.8%	100.1	4.93%	100.0	\$45,039	87.9	\$48,044	91.6	12.7%	128.3	\$24,167	45.9	
Tier 4	92.4	Harrison	85.4%	97.3	4.33%	113.8	\$43,811	85.5	\$44,342	84.6	14.1%	115.6	\$30,184	57.4	
Tier 4	93.0	McLean	90.1%	102.7	4.67%	105.7	\$50,679	98.9	\$37,759	72.0	13.6%	119.9	\$31,057	59.0	
Tier 4	94.0	Boyle	90.1%	102.6	5.23%	94.3	\$46,181	90.1	\$44,930	85.7	15.5%	105.2	\$45,307	86.1	
Tier 4	94.1	Webster	84.8%	96.6	4.80%	102.8	\$48,336	94.3	\$45,658	87.1	15.7%	103.8	\$42,136	80.1	
Tier 4	94.9	Marion	84.8%	96.7	5.03%	98.0	\$43,909	85.6	\$44,048	84.0	15.8%	103.2	\$53,726	102.1	
Tier 4	95.2	Washington	86.8%	98.9	4.43%	111.3	\$45,807	89.4	\$45,805	87.4	12.8%	127.3	\$29,948	56.9	
Tier 4	96.1	Ballard	89.5%	102.0	5.33%	92.5	\$50,888	99.3	\$53,241	101.5	14.4%	113.2	\$35,947	68.3	
Tier 4	96.1	Christian	87.8%	100.1	6.03%	81.8	\$45,643	89.0	\$56,688	108.1	16.7%	97.6	\$91,398	100.0	
Tier 4	96.3	Boyd	88.0%	100.2	6.37%	77.5	\$46,039	89.8	\$53,541	102.1	21.0%	77.6	\$68,805	130.8	
Tier 4	96.4	Carlisle	85.6%	97.6	3.97%	124.4	\$52,638	102.7	\$39,226	74.8	15.6%	104.5	\$39,305	74.7	
Tier 4	96.5	Mercer	87.8%	100.1	5.03%	98.0	\$43,163	84.2	\$51,037	97.3	12.8%	127.3	\$37,911	72.1	
Tier 4	97.8	Union	89.8%	102.3	4.90%	100.7	\$49,499	96.6	\$50,640	96.6	18.4%	88.6	\$53,744	102.2	
Tier 4	99.0	Warren	88.7%	101.1	4.67%	105.7	\$43,812	85.5	\$47,340	90.3	14.8%	110.1	\$53,110	101.0	



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			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249	133.6
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0
Tier 4	99.1	Logan	88.0%	100.2	4.17%	118.4	\$45,732	89.2	\$52,911	100.9	16.6%	98.2	\$46,123	87.7
Tier 4	99.8	Mason	85.7%	97.7	5.93%	83.1	\$47,927	93.5	\$44,774	85.4	17.1%	95.3	\$75,646	143.8
Tier 5	100.2	Simpson	89.0%	101.4	4.83%	102.1	\$44,178	86.2	\$44,985	85.8	13.6%	119.9	\$55,556	105.6
Tier 5	100.2	Gallatin	85.8%	97.8	4.53%	108.8	\$42,255	82.4	\$59,912	114.3	14.7%	110.9	\$45,862	87.2
Tier 5	100.6	Bullitt	89.2%	101.7	4.87%	101.4	\$50,169	97.9	\$46,383	88.5	11.1%	146.8	\$35,439	67.4
Tier 5	101.3	Bourbon	85.4%	97.3	4.30%	114.7	\$55,087	107.5	\$46,027	87.8	15.1%	107.9	\$48,685	92.6
Tier 5	102.7	Anderson	90.6%	103.2	4.30%	114.7	\$45,331	88.4	\$41,736	79.6	9.0%	181.1	\$25,990	49.4
Tier 5	103.0	Jessamine	89.9%	102.4	4.17%	118.4	\$55,040	107.4	\$45,666	87.1	13.8%	118.1	\$44,435	84.5
Tier 5	103.0	Daviess	90.9%	103.6	4.63%	106.5	\$50,079	97.7	\$48,357	92.2	13.6%	119.9	\$51,626	98.2
Tier 5	103.1	Clark	89.3%	101.7	4.73%	104.2	\$47,411	92.5	\$48,279	92.1	11.6%	140.5	\$46,121	87.7
Tier 5	103.2	Marshall	91.3%	104.1	4.83%	102.1	\$48,292	94.2	\$53,259	101.6	13.7%	119.0	\$51,680	98.3
Tier 5	104.1	Henderson	88.1%	100.4	4.67%	105.7	\$49,580	96.7	\$48,002	91.6	12.4%	131.5	\$51,968	98.8
Tier 5	104.3	Nelson	91.7%	104.6	4.90%	100.7	\$51,367	100.2	\$48,270	92.1	10.7%	152.3	\$40,011	76.1
Tier 5	106.6	Hardin	91.5%	104.3	5.20%	94.9	\$51,525	100.5	\$52,726	100.6	11.7%	139.3	\$52,569	99.9
Tier 5	107.0	McCracken	92.0%	104.9	5.23%	94.3	\$56,089	109.4	\$49,894	95.2	17.4%	93.7	\$76,122	144.7
Tier 5	107.7	Spencer	92.4%	105.3	4.53%	108.8	\$53,915	105.2	\$38,716	73.8	7.4%	220.3	\$17,306	32.9
Tier 5	109.0	Franklin	89.9%	102.4	4.67%	105.7	\$49,985	97.5	\$49,339	94.1	13.3%	122.6	\$69,293	131.7
Tier 5	109.1	Trimble	85.0%	96.8	5.17%	95.5	\$47,815	93.3	\$57,341	109.4	13.3%	122.6	\$71,952	136.8
Tier 6	110.7	Campbell	93.3%	106.3	4.17%	118.4	\$58,701	114.5	\$48,545	92.6	11.1%	146.8	\$44,932	85.4
Tier 6	110.7	Shelby	87.5%	99.7	4.10%	120.3	\$55,471	108.2	\$46,764	89.2	9.4%	173.4	\$38,519	73.2
Tier 6	115.8	Fayette	92.5%	105.4	4.13%	119.4	\$59,987	117.0	\$55,890	106.6	14.6%	111.6	\$70,957	134.9
Tier 6	118.4	Jefferson	90.9%	103.6	5.00%	98.7	\$61,474	119.9	\$63,164	120.5	14.5%	112.4	\$81,767	155.5
Tier 6	119.3	Woodford	91.7%	104.5	3.70%	133.3	\$59,860	116.8	\$43,483	82.9	8.6%	189.5	\$46,746	88.9
Tier 6	120.5	Scott	93.1%	106.1	4.20%	117.5	\$52,325	102.1	\$55,403	105.7	9.5%	171.6	\$63,244	120.2





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			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	117.2	United States	88.8%	101.2	5.67%	87.1	\$64,143	125.1	\$67,698	129.1	12.8%	127.3	\$70,249	133.6
	100.0	Kentucky	87.7%	100.0	4.93%	100.0	\$51,266	100.0	\$52,432	100.0	16.3%	100.0	\$52,597	100.0
Tier 6	121.1	Kenton	91.3%	104.0	4.27%	115.6	\$67,808	132.3	\$65,917	125.7	12.6%	129.4	\$62,834	119.5
Tier 6	122.3	Hancock	85.8%	97.8	4.77%	103.5	\$46,528	90.8	\$72,253	137.8	12.6%	129.4	\$91,693	174.3
Tier 6	144.8	Oldham	93.3%	106.4	3.80%	129.8	\$73,110	142.6	\$50,939	97.2	4.9%	332.7	\$31,636	60.1
Tier 6	147.8	Boone	92.6%	105.5	4.00%	123.3	\$56,759	110.7	\$53,543	102.1	6.4%	254.7	\$100,116	190.3
Tier 6	151.6	Carroll	81.6%	93.1	4.27%	115.6	\$45,317	88.4	\$64,452	122.9	17.9%	91.1	\$209,692	398.7

#### Sources

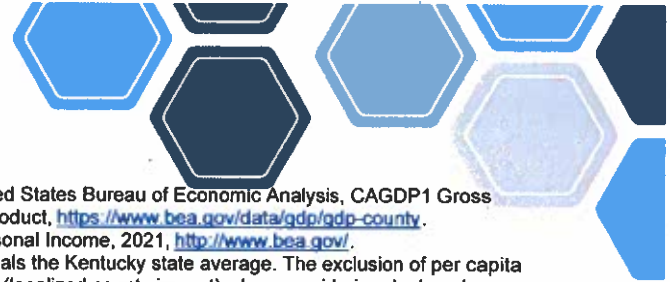
**High School Education or Higher Level of Education: 2017 to 2021** -- Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates. Updated every year. <https://data.census.gov/>. Educational attainment – 18 years to 64 years of age - percent high school graduate or higher.

**Annual Average Unemployment Rate: 2020-2022** – Source: Unemployment data provided by Kentucky Center for Statistics, Local Area Unemployment Statistics Report, <https://kystats.ky.gov/>.  
Note: Based on a three (3) year aggregation of the data.

**Per Capita Personal Income: 2021** – Source: United States Department of Commerce, Bureau of Economic Analysis, Economics and Statistics Administration, Regional Economic Information System, CAINC1 Personal income summary, Per capita personal income (dollars) by County <http://www.bea.gov/>.

**Annual Average Wage and Salary Per Worker 2021** – Source: United States Department of Commerce, Bureau of Economic Analysis, Economics and Statistics Administration, Regional Economic Information System, CAINC5N Personal Income by Major Component and Earnings and CAEMP25N Total Full-Time and Part-Time Employment, average wage per job (dollars) by County <http://www.bea.gov/>.

**County Estimates for People of All Ages in Poverty for Kentucky: 2021**- Source: Estimated Number and Percent of People of all Ages in Poverty by County: 2017-2021 American Fact Finder, Poverty Estimate in the past 12-months, 5-Year Estimates, United States Census Bureau. <http://www.census.gov/did/www/sa/pel/>.



**Gross Domestic Product by County: 2021** -- Source: Derived from data provided by the United States Bureau of Economic Analysis, CAGDP1 Gross domestic product (GDP) by county and metropolitan area, 2021, Local Area Gross Domestic Product, <https://www.bea.gov/data/gdp/gdp-county>. Population: CAINC1 Personal Income Summary: Personal Income, Population, Per Capita Personal Income, 2021, <http://www.bea.gov/>.

Note: The BSSC index for Christian County has been modified. The Christian County index equals the Kentucky state average. The exclusion of per capita GDP reflects the unique nature of Fort Campbell and the difficulty of measuring the actual GDP (localized county impact) when considering deployed military personnel.

**Map - BSSC Index Components:** High School Educational Attainment, 18 to 64 years in age (2017-2021), Average Annual Unemployment Rate (2019, 2020, and 2021), Per Capita Personal Income (2021), Average Annual Wages Per Worker (2021), Poverty Rates (2021), and Estimated Gross County Product Per Capita (2021).

Note: BSSC Socioeconomic Index components are equally weighted.

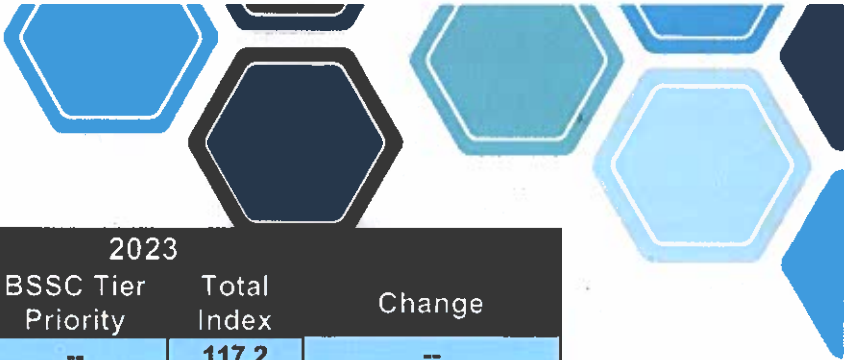
Note: United States Average Index = 117.2 (Equivalent BSSC Socioeconomic Index: 2023)

# Bluegrass State Skills Corporation (BSSC)

## Socioeconomic Index Comparison - 2023 with 2022

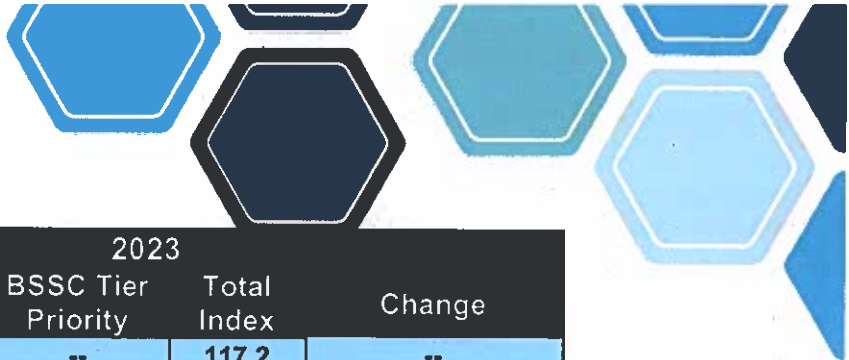
Area	2022		2023		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>116.7</b>	--	<b>117.2</b>	--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Adair	Tier 2	73.6	Tier 2	75.0	Unchanged
Allen	Tier 3	84.4	Tier 3	84.8	Unchanged
Anderson	Tier 4	98.1	Tier 5	102.7	Up
Ballard	Tier 4	92.9	Tier 4	96.1	Unchanged
Barren	Tier 3	84.3	Tier 3	83.7	Unchanged
Bath	Tier 2	71.1	Tier 2	72.5	Unchanged
Bell	Tier 2	70.2	Tier 2	73.2	Unchanged
Boone	Tier 6	143.3	Tier 6	147.8	Unchanged
Bourbon	Tier 4	100.0	Tier 5	101.3	Up
Boyd	Tier 5	102.6	Tier 4	96.3	Down
Boyle	Tier 4	94.4	Tier 4	94.0	Unchanged
Bracken	Tier 3	87.0	Tier 3	86.5	Unchanged
Breathitt	Tier 1	64.6	Tier 1	63.1	Unchanged
Breckinridge	Tier 2	78.6	Tier 3	80.3	Up
Bullitt	Tier 5	104.7	Tier 5	100.6	Unchanged
Butler	Tier 3	81.4	Tier 3	82.0	Unchanged
Caldwell	Tier 3	88.4	Tier 4	90.4	Up
Calloway	Tier 3	90.0	Tier 4	91.2	Up
Campbell	Tier 5	108.3	Tier 6	110.7	Up
Carlisle	Tier 4	95.1	Tier 4	96.4	Unchanged
Carroll	Tier 6	153.1	Tier 6	151.6	Unchanged
Carter	Tier 2	71.4	Tier 1	67.4	Down
Casey	Tier 2	75.7	Tier 2	78.5	Unchanged
Christian	Tier 4	95.1	Tier 4	96.1	Unchanged
Clark	Tier 4	96.6	Tier 5	103.1	Up
Clay	Tier 1	62.9	Tier 1	64.8	Unchanged
Clinton	Tier 2	79.1	Tier 3	83.2	Up
Crittenden	Tier 3	81.6	Tier 3	81.8	Unchanged
Cumberland	Tier 3	87.9	Tier 3	89.0	Unchanged
Daviess	Tier 5	101.9	Tier 5	103.0	Unchanged
Edmonson	Tier 2	77.1	Tier 2	75.0	Unchanged
Elliott	Tier 1	58.2	Tier 1	58.8	Unchanged
Estill	Tier 2	72.9	Tier 2	71.8	Unchanged
Fayette	Tier 6	113.7	Tier 6	115.8	Unchanged

Area	2022	Total Index	2023	Total Index	Change
	BSSC Tier Priority		BSSC Tier Priority		
<b>United States</b>	--	<b>116.7</b>	--	<b>117.2</b>	--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Fleming	Tier 3	82.8	Tier 3	80.3	Unchanged
Floyd	Tier 2	74.9	Tier 2	74.8	Unchanged
Franklin	Tier 5	108.5	Tier 5	109.0	Unchanged
Fulton	Tier 2	77.9	Tier 3	80.1	Up
Gallatin	Tier 4	97.2	Tier 5	100.2	Up
Garrard	Tier 3	81.7	Tier 3	83.9	Unchanged
Grant	Tier 3	88.5	Tier 4	92.3	Up
Graves	Tier 3	88.3	Tier 4	92.1	Up
Grayson	Tier 2	79.0	Tier 3	80.8	Up
Green	Tier 2	77.9	Tier 2	79.7	Unchanged
Greenup	Tier 3	87.6	Tier 3	85.0	Unchanged
Hancock	Tier 6	118.9	Tier 6	122.3	Unchanged
Hardin	Tier 5	106.3	Tier 5	106.6	Unchanged
Harlan	Tier 1	63.8	Tier 1	63.8	Unchanged
Harrison	Tier 4	91.9	Tier 4	92.4	Unchanged
Hart	Tier 2	79.8	Tier 3	82.2	Up
Henderson	Tier 4	99.0	Tier 5	104.1	Up
Henry	Tier 3	88.4	Tier 4	91.1	Up
Hickman	Tier 3	83.4	Tier 4	91.4	Up
Hopkins	Tier 4	90.1	Tier 4	90.1	Unchanged
Jackson	Tier 1	64.3	Tier 1	64.5	Unchanged
Jefferson	Tier 6	122.0	Tier 6	118.4	Unchanged
Jessamine	Tier 5	105.5	Tier 5	103.0	Unchanged
Johnson	Tier 2	71.8	Tier 2	71.0	Unchanged
Kenton	Tier 6	121.0	Tier 6	121.1	Unchanged
Knott	Tier 1	65.4	Tier 1	64.1	Unchanged
Knox	Tier 1	67.5	Tier 1	67.6	Unchanged
Larue	Tier 3	81.4	Tier 3	81.2	Unchanged
Laurel	Tier 3	84.2	Tier 3	84.4	Unchanged
Lawrence	Tier 2	71.2	Tier 2	70.6	Unchanged
Lee	Tier 1	66.9	Tier 1	66.8	Unchanged
Leslie	Tier 1	66.8	Tier 1	65.6	Unchanged
Letcher	Tier 1	66.3	Tier 1	66.2	Unchanged
Lewis	Tier 1	66.8	Tier 1	67.8	Unchanged
Lincoln	Tier 2	75.2	Tier 2	75.7	Unchanged
Livingston	Tier 4	91.9	Tier 4	92.3	Unchanged
Logan	Tier 4	97.1	Tier 4	99.1	Unchanged
Lyon	Tier 3	88.0	Tier 3	87.7	Unchanged
Madison	Tier 4	90.7	Tier 4	90.9	Unchanged
Magoffin	Tier 1	57.7	Tier 1	58.2	Unchanged



Area	2022		2023		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>116.7</b>	--	<b>117.2</b>	--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Marion	Tier 4	93.3	Tier 4	94.9	Unchanged
Marshall	Tier 5	108.5	Tier 5	103.2	Unchanged
Martin	Tier 1	65.1	Tier 1	63.1	Unchanged
Mason	Tier 5	100.5	Tier 4	99.8	Down
McCracken	Tier 5	105.9	Tier 5	107.0	Unchanged
McCreary	Tier 1	65.4	Tier 1	67.8	Unchanged
McLean	Tier 3	89.1	Tier 4	93.0	Up
Meade	Tier 4	90.2	Tier 3	86.8	Down
Menifee	Tier 1	66.6	Tier 1	66.5	Unchanged
Mercer	Tier 4	94.9	Tier 4	96.5	Unchanged
Metcalfe	Tier 2	74.3	Tier 2	75.5	Unchanged
Monroe	Tier 3	83.8	Tier 3	83.9	Unchanged
Montgomery	Tier 3	86.9	Tier 3	88.0	Unchanged
Morgan	Tier 2	70.1	Tier 1	68.9	Down
Muhlenberg	Tier 3	83.4	Tier 2	79.9	Down
Nelson	Tier 5	105.6	Tier 5	104.3	Unchanged
Nicholas	Tier 2	76.3	Tier 2	76.4	Unchanged
Ohio	Tier 3	83.8	Tier 3	84.9	Unchanged
Oldham	Tier 6	140.4	Tier 6	144.8	Unchanged
Owen	Tier 3	82.2	Tier 3	83.0	Unchanged
Owsley	Tier 1	61.9	Tier 1	62.6	Unchanged
Pendleton	Tier 4	92.1	Tier 4	91.6	Unchanged
Perry	Tier 3	81.4	Tier 2	76.6	Down
Pike	Tier 2	79.8	Tier 2	77.4	Unchanged
Powell	Tier 2	74.3	Tier 2	73.2	Unchanged
Pulaski	Tier 3	84.5	Tier 3	85.8	Unchanged
Robertson	Tier 2	75.0	Tier 2	75.5	Unchanged
Rockcastle	Tier 2	72.9	Tier 2	74.5	Unchanged
Rowan	Tier 2	77.3	Tier 3	80.2	Up
Russell	Tier 3	82.6	Tier 2	78.4	Down
Scott	Tier 6	125.0	Tier 6	120.5	Unchanged
Shelby	Tier 6	111.2	Tier 6	110.7	Unchanged
Simpson	Tier 5	101.6	Tier 5	100.2	Unchanged
Spencer	Tier 5	108.7	Tier 5	107.7	Unchanged
Taylor	Tier 3	89.5	Tier 3	88.0	Unchanged
Todd	Tier 3	86.5	Tier 3	89.5	Unchanged
Trigg	Tier 3	80.0	Tier 3	81.6	Unchanged
Trimble	Tier 5	109.9	Tier 5	109.1	Unchanged
Union	Tier 4	99.8	Tier 4	97.8	Unchanged
Warren	Tier 4	93.8	Tier 4	99.0	Unchanged





Area	2022	Total Index	2023	Total Index	Change
	BSSC Tier Priority		BSSC Tier Priority		
<b>United States</b>	--	<b>116.7</b>	--	<b>117.2</b>	--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Washington	Tier 4	91.9	Tier 4	95.2	Unchanged
Wayne	Tier 2	71.4	Tier 2	73.0	Unchanged
Webster	Tier 4	90.6	Tier 4	94.1	Unchanged
Whitley	Tier 2	79.5	Tier 2	78.3	Unchanged
Wolfe	Tier 1	63.8	Tier 1	67.3	Unchanged
Woodford	Tier 6	115.0	Tier 6	119.3	Unchanged

**Tier 1 = Weakest Socioeconomic Condition**  
**Tier 6 = Strongest Socioeconomic Condition**

# **Bluegrass State Skills Corporation**

**NEW BUSINESS**



**CABINET FOR  
ECONOMIC DEVELOPMENT**

# **Bluegrass State Skills Corporation**

## **GUIDELINES CHANGE**



**CABINET FOR  
ECONOMIC DEVELOPMENT**



# Guidelines:

## Bluegrass State Skills Corporation (BSSC) Grant- in-Aid (GIA) and Skills Training Investment Credit (STIC) Programs

FY 2023-2024

The Bluegrass State Skills Corporation (BSSC) was established in 1984 by the General Assembly of the Commonwealth of Kentucky to stimulate economic development through customized business and industry-specific skills training programs. The BSSC works with qualified companies to establish programs of skills upgrade and occupational upgrade training.

- *Skills upgrade training* – employee training sponsored by a qualified company that is designed to provide the employee with new skills necessary to enhance productivity, improve performance, or retain employment, including but not limited to technical and interpersonal skills, and training that is designed to enhance computer skills, communication skills, problem solving, reading, writing, or math skills of employees who are unable to function effectively on the job due to deficiencies in these areas, are unable to advance on the job, or who risk displacement because their skill deficiencies inhibit their training potential for new technology
- *Occupational upgrade training* – employee training sponsored by a qualified company that is designed to qualify the employee for a promotional opportunity with the qualified company

The purpose of the BSSC is to improve and promote employment opportunities of the citizens of the Commonwealth by helping fund programs of skills training and education. Applications for training incentives must be submitted and approved by the BSSC board prior to commencement of training activities.

### Application Submission and Board Meeting Schedule

The schedule for submission deadlines for applications and BSSC Board of Directors meetings are as follows:

Application Submission Deadline	Board Meeting Date
June 15, 2023	August 31, 2023
September 15, 2023	November 21, 2023
December 15, 2023	February 17, 2024
March 15, 2024	May 31, 2024

All meetings will begin at 1:00pm and will be held in the 1st floor conference room at the Kentucky Cabinet for Economic Development, Old Capitol Annex, 300 West Broadway in Frankfort. Public notice of the meetings will be published in advance. The BSSC reserves the right to schedule, reschedule, cancel or change board meetings at its discretion.

## Grant-in-Aid (GIA) and Skills Training Investment Credit (STIC) Programs

The BSSC provides training incentives through two primary programs: the Grant-in-Aid (GIA) and the Skills Training Investment Credit (STIC). The GIA program provides reimbursement dollars to companies/consortia for eligible training activities. The STIC program provides a tax credit to companies completing eligible training. The STIC tax credit can be claimed against Kentucky income taxes imposed by KRS 141.020, 141.040 or 141.0401. The maximum incentive amount for each BSSC program award is the **LESSER** of:

- 50% of approved/eligible training costs
- \$75,000
- \$2,000 per unduplicated eligible trainee

Applicants may be approved for BSSC incentives at one board meeting per state fiscal year (July 1 – June 30). An applicant is defined as a qualified company (see definition below) with a separate and distinct Federal Employer Identification Number (FEIN). Subject to eligibility, application score and incentive availability, applicants may be awarded one GIA, one STIC, or both a GIA and STIC. Note that applicants wanting to be approved for both a GIA and a STIC in the same fiscal year must submit two applications (GIA and STIC) at the same time. Once an applicant has a BSSC application approved in a fiscal year, no additional applications from that applicant will be approved during the same fiscal year. Companies approved for GIA projects shall notify the BSSC in a timely manner if they find they are unable to use all or a portion of the grant funds that have been set aside for them. These unused funds can then be reallocated for other GIA training projects. Companies that act responsibly in this manner are in no way penalized when applying for future BSSC incentives.

The BSSC has a maximum of \$2.5 million in tax credits to award to eligible companies in each state fiscal year. Investment credits that are not approved by the BSSC by the end of the fiscal year (June 30) shall lapse and not be carried forward to a new fiscal year. A project may not be eligible if it is located in a tax increment financing district that has already pledged the corporate income tax credits to the tax increment financing project.

### Qualified Companies

Qualified companies must be registered and in good standing with the Secretary of State's Office. A qualified company is any corporation, limited liability company, partnership, limited partnership, sole proprietorship, business trust, or any other legal entity through which business is conducted that is engaged or is planning to be actively engaged in one (1) or more of the following activities within the Commonwealth:

- **Manufacturing**
- **Agribusiness**
- **Nonretail service or technology** (company provides a service to or uses technology for customer or affiliate entities predominantly outside the Commonwealth and is designed to serve a multistate, national or international market)
- **Headquarter operations** (regardless of the underlying business activity of the company)
- **Alternative fuel, gasification, energy-efficient alternative fuel, or renewable energy production**
- **Carbon dioxide or hydrogen transmission pipeline**
- **Coal severing and processing** (activities resulting in the company being subject to the tax imposed by KRS chapter 143)
- **Hospital operations** (a facility licensed by the Cabinet for Health and Family Services under KRS 216B for the operation of a hospital and the basic services provided by a hospital)

Businesses whose primary activity to be conducted within the Commonwealth includes forestry, fishing, the provision of utilities, construction, wholesale trade, retail trade, real estate, rental and leasing, accommodation and food services, public administration services, or providing training or training consultation for a fee (with the exception of approved training consortia), are not eligible for BSSC incentives.

A qualified company or member of a consortium that has been found (adjudicated) to commit a willful Occupational Safety and Health Administration (OSHA) violation within three previous years is not eligible to apply for BSSC incentives. If a company is approved for incentives and is then found (adjudicated) to have committed a willful OSHA violation during the life of a BSSC grant or tax credit, no remaining incentives may be claimed by the company from the date the willful violation first occurred.

A qualified company shall not be entitled to receive BSSC incentives if the company requires that the employee (i.e. trainee) reimburse the employer or otherwise pay for any costs or expenses incurred in connection with occupational or skills upgrade training activities.

**Consortia/Industry Partnerships (GIA ONLY)** – The BSSC Board of Directors promotes collaborative training initiatives and provides priority consideration for training agreements that demonstrate the willingness of multiple companies to work together through training consortia and industry partnership. The consortium application must address the common training and workforce development needs of the participating companies including:

- Effort is industry-driven
- Collaboration by the area providers of employment and training services
- Overall savings in training costs due to the collaborative effort (must be able to document)
- Project will facilitate the advancement of the host community's economic development efforts

An eligible consortium/industry partnership application shall include two or more BSSC eligible companies participating together in any single activity on the Training Plan page of the application, a listing of the member companies and a "lead company" whose representative is authorized by the consortium/industry partnership to provide his/her signature on behalf of the consortium/industry partnership.

### Qualified Employee

A qualified employee (i.e. trainee) is any person who meets all of the following criteria:

- Is currently a permanent full-time employee\* of the qualified company;
- Is a resident of the Commonwealth according to KRS 141.010; and
- Is paid a minimum total hourly compensation of \$12.51. \*\*

\* *Full-time employee* is a Kentucky resident who is employed by the qualified company to work for a minimum of 35 hours per week during the most recently ended calendar year and is subject to the tax imposed by KRS 141.020. Full-time employees do not include contract or seasonal labor.

\*\* Each qualified employee must be paid a minimum base hourly wage (*defined as the minimum wage amount paid to an employee of a qualified company, which shall not be less than one hundred fifty percent (150%) of the federal minimum wage =  $\$7.25 \times 150\% = \$10.88$* ) plus employee benefits equal to or greater than fifteen percent (15%) of the minimum base hourly wage. If the company does not provide employee benefits equal to at least fifteen percent (15%) of the minimum base hourly wage, the company may still qualify if it provides the full-time employee total hourly compensation equal to or greater than one hundred fifteen percent (115%) of the minimum base hourly wage through increased hourly wages combined with at least one (1) company-paid employee benefit.

### Eligible Training Provider

A company may choose to use in-house trainers, educational institution trainers, private training consultants, or any combination thereof. Companies are free to use any provider they choose. BSSC does not recommend, endorse, or advertise for any particular training providers. Training providers or consultants are not permitted to use the BSSC name to imply BSSC endorsement in any of their advertisements, brochures, or other promotional materials for the purpose of soliciting or obtaining customers.

### Eligible Training Costs

Specific skills and occupational upgrade training programs may be customized for a particular company/consortium to encompass one or more of the eligible training costs identified below. The BSSC gives preference to training projects that create, maintain and promote higher wage jobs given its statutory mandate to improve and promote the employment opportunities of the citizens of the Commonwealth. BSSC may approve incentives for up to fifty percent (50%) of total eligible costs for a training project, up to the maximum allowable funding cap. Only training costs incurred after approval of the BSSC incentive may be considered in determining eligibility. The information below provides an overview of eligible training costs. All training costs must be properly documented. For additional information on training eligibility and documentation requirements, please refer to the BSSC Training Documentation Requirements guide available on the BSSC website.

BSSC applications may contain no more than twenty-five percent (25%) of the total training hours for safety, mandated and/or regulatory training. Mandated or regulatory training is training that is required by a governmental or regulatory agency. Safety training can include, but is not limited to: safety management, safety record keeping, blood borne pathogens, control of hazardous materials, lockout/tagout, emergency action plan, emergency response, hazard communication, hearing conservation, safe electrical workplaces (all OSHA), and stand-alone safety (including first aid, cardiopulmonary resuscitation (CPR), emergency medical technician (EMT), etc.). Given the nature of work required for medical personnel, what would be deemed safety training for other areas of industry might not be deemed safety for hospital operations. Therefore, concerning ONLY hospital operations, additional safety hours will be evaluated on a training-by-training basis and may or may not count as strictly safety hours.

### In-House Training

BSSC may award incentives to the company/consortium for fees or salaries required to be paid to instructors who are employees of the company, while those employees are providing approved instructional services for eligible training. For eligibility, training must be a minimum of 0.5 hours, and may be claimed in quarter-hour (15 minute) increments above the 0.5 hour minimum, rounded down to the nearest quarter.

BSSC may award incentives to the company/consortium at a rate of \$25 per hour for instruction where company employees serve as in-house training instructors. The company/consortium shall provide a match of \$25 per hour for in-house instructor training costs. This match may be in the form of in-kind contributions such as company-paid wages to the trainer and trainees. (Note: \$25 per hour as used herein is equal to fifty percent (50%) of the total eligible rate of \$50 per hour).



### Educational Institution and Consultant Training

BSSC may award incentives to the company/consortium for fees or salaries required to be paid to instructors with an educational institution, instructors who are consultants on contract with a company, and eligible expenses for alternative training methods such as online, video-based, etc. Registration fees for annual meetings, conferences, or seminars without proof of training are not eligible. It is not the intent of the BSSC to provide funds for Continuing Education Units or tuition courses that are not specifically related to the employee's current or future job function. In addition, tuition courses that are for the sole purpose of obtaining a bachelor's or master's degree are not allowed.

### Instructional Materials and Supplies

BSSC may award incentives for the actual reasonable costs of instructional materials and supplies used exclusively in an occupational or skills upgrade training program sponsored by a company/consortium. Instructional materials include training manuals and textbooks in hard copy or electronic formats and related training documents. The BSSC will only consider approval of incentives for supplies not used in daily operations, and shop training materials (welding rods, scrap metal, etc.) used for classroom instruction and not for on-the-job training activities.

### Employee Wages

BSSC may award eligible company/consortium incentives for employee (i.e. trainee) wages paid while attending an eligible training. The wage used will be the average wage submitted on the approved application.

### Registered Apprenticeship

Apprentices enrolled in a registered apprenticeship program during the term of the approved agreement may be eligible for training costs or wages with the same criteria and maximums set forth in these Guidelines. Participation in a registered apprenticeship program will be verified by the Kentucky Education & Workforce Development Cabinet.

**Consortia/Industry Partnership Expenses (GIA ONLY):** Due to the unique training and workforce development needs and functions that exist within training consortia and industry partnerships, the BSSC recognizes that additional eligible training costs could be required for these entities to be successful.

### Ineligible Training Costs

Ineligible training costs include, but may not be limited to retroactive training, pro/con union training, employee assessments/evaluations, curriculum development, unrelated industry training, and training provided through the KCTCS TRAINS program.

## BSSC Process

**Completion of BSSC Application** – The GIA/STIC application is available on the BSSC website at <https://ced.ky.gov/Workforce/BSSC>. Potential applicants may complete and submit an application as long as the minimum program eligibility requirements are met. All applications will be arrival date and time stamped upon receipt as long as required signature pages are included. Applications must include a minimum of \$12,000 in planned training costs, which equates to \$6,000 in potential incentives.

**Submission of Application** – Complete, signed applications and a copy of the Request for Taxpayer Identification Number and Certification (**W-9 Form**) are due in the BSSC office by the submission date found under the Application Submission and Board Meeting Schedule of these guidelines.



**Review Application** – BSSC staff review applications for eligibility, completeness and accuracy and verify the calculation of the score. Staff may contact the applicant if there are any questions. Upon completion of staff's review and subject to incentive caps, eligible applications are submitted to the BSSC Board for funding consideration.

**Approval of Training Application** – If the BSSC Board of Directors approves the training application, an approval letter will be emailed to the company. The approval letter identifies the maximum amount of BSSC incentives that the applicant will be eligible to claim. An agreement detailing the terms of the training project is also sent to the company for execution. Upon receipt of the executed agreement from the applicant, the agreement will be signed by BSSC and then becomes effective. A copy of the agreement will be returned to the applicant. Eligible training may begin after the approval of the incentives by the BSSC Board.

**Length of Agreement** – Agreements will require training to be completed within one year from the BSSC Board approval.

**Submission of Completed Training** – Upon completion of training, all requests for reimbursement or tax credits will be submitted on a form provided by the BSSC, along with any other required documentation. To expedite the process, a reminder of the training end date may be sent to the company. BSSC staff may request additional documentation. After BSSC staff review the documentation and it is found to be complete and satisfactory, the applicant will be notified of the amount of reimbursement or tax credit. Grant-in-Aid projects will receive either a check or electronic deposit into the company's account.

**Closeout Process** – The company is responsible for notifying BSSC staff once the training is completed to initiate the final closeout process. If notification is not received within one year after the date of approval, BSSC staff will contact the company and provide the requirements for closeout. When the training has been completed and the final closeout is requested, the company will sign and forward the required documentation to the BSSC. **All training documentation is required to be submitted within two (2) months of the training completion date and no later than two (2) months after the agreement term date. If requested in advance, staff may authorize a one-time extension not to exceed three (3) months for the project to finalize and submit the documentation (not to complete training).**

**\*\*STIC ONLY:** The amount of skills training investment credit awarded by the BSSC shall be claimed as a credit on the tax return of the approved company in the year of the closeout of approved training costs. The investment credit awarded may be carried forward for three successive fiscal years of the company. This may become necessary if the amount of allowable credits exceeds the income tax liability of the company during the initial fiscal year or the three successive fiscal years.

**Modification (Consortium Only)** - A consortium may request a modification to add additional eligible companies in order to allow additional companies to participate. Requests must be made in the form of a letter or email to BSSC staff providing justification for the request. Modifications will not become effective until BSSC staff has reviewed and responded with an approval.

### Training Documentation

All potential training costs must be adequately documented. Applicants should ensure that they have methods in place to sufficiently document all claimed training costs. Training costs are required to be summarized on a form provided by BSSC. This form will be provided soon after BSSC board approval of the planned training project. The training summary document requires that summary information be provided on training activities including, but not limited to: training start and end dates; training class titles; instructor name and hours taught; number of eligible trainees per class; total number of

unduplicated trainees; types of costs claimed; and a statement requiring signature by an authorized company official certifying that all trainees reported on the form are eligible full-time Kentucky residents.

All claimed training must be supported by sign-in sheets or other similar documentation verified by the trainer and maintained onsite by the company for a period of five years from the end date of the training project. The documentation must be made available to BSSC staff or independent auditors upon request. Educational institution and consultant led training requires additional documentation, including invoices and proof of payment for training costs. Without adequate documentation, otherwise eligible training will not be considered for incentives.

The BSSC may allow deviations from the planned training listed on a company's original application if the training changes comply with the BSSC Guidelines. See <https://ced.ky.gov/Workforce/BSSC> for complete instructions and forms.

### Organized Labor

When a collective bargaining unit exists at the work site where the proposed training will be provided, the company shall provide written notification to the on-site collective bargaining agent of the company's intention to apply for BSSC incentives. Notification must be submitted on company letterhead and shall include a summary of the proposed training curriculum. The notification must be sent prior to the time that the company files an application with the BSSC. A copy of the notification indicating the date the notice was provided, the sender, and the recipient, shall be filed with the BSSC application.

One of the goals of the BSSC is to promote cooperative training activities between a company and its employees. Therefore, a proposed skills training application will not be approved during a legal work stoppage and an active training application will be postponed during a legal work stoppage.

### Equal Opportunity

Persons shall not be discriminated against in accordance with KRS 344.040. The BSSC is interested in training a diverse array of individuals under its programs. The BSSC has not set numerical goals for the types of individuals to be trained because it recognizes that the trainee profile of the individual training programs will vary depending upon the employee profile of the applicant company.

### Application Scoring

In order to qualify for BSSC funding, a grant-in-aid or skills training investment credit application must earn a minimum score of **60 points**. Applications that do not meet this requirement will not be considered by the BSSC Board of Directors and will be returned to the applicant.

No.	Description	Criteria	Points
1	Company/Consortium Status (the employment figures for all participating consortium member companies are averaged to determine the proper category for this criteria)	<i>(Total number of Kentucky residents employed in permanent, full-time positions)</i> Existing company of 100 or less Existing company of 101 – 500 Existing company of 501 – 1,000 Existing company of 1,001 or more	 20 15 10 5
2	Area of Need (Range of BSSC Index)	<i>(See Area of Need Chart)</i> 0 to 70 70.01 to 80 80.01 to 90 90.01 to 100	 20 17 15 10

		100.01 to 110	7
		110.01 or Higher	5
3	Trainees Average Hourly Wage Rate (excluding Benefits)	\$18.00 or less <del>\$18.01 to \$26.99 or more</del> \$27.00 or more	<del>45</del> <del>2010</del> 20
4	Progressive Company Initiatives	See details below	40 (max)

**Progressive Company Initiatives** - maximum of 40 points

Description	Points
This application is a consortium/industry partnership application	40
Company was not approved for any BSSC incentives during previous BSSC fiscal year (July 1, 2021 – June 30, 2023)	15
Expanding Company adding more than 10% new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	10
Expanding Company adding more than 5% and up to 10% new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	5
Expanding Company adding 5% or less new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	2
Career growth: trainee receives pay increase as a result of training project. Must include percent or dollar amount of pay increase and identification of class title (example required)	7
Participates in development of future workforce through activities that prepare students for work including, but not limited to: co-op, work study, school-to-work, TRACK, etc. (specific example required)	4
Grant includes training that is part of a Registered Apprenticeship program (as defined by the Education & Workforce Development Cabinet)	5
Includes training for at least one or more American Veterans who served on active duty and were discharged or released for other than dishonorable discharge	3
Company is an active member of an organized consortia that is primarily focused on training and workforce development (example required; see consortia list at <a href="https://cedky.com/cdn/142_BSSC_Consortia_List.pdf">https://cedky.com/cdn/142_BSSC_Consortia_List.pdf</a> )	3

The scores for criteria 4 are based on information contained in the application regarding the company's philosophies and role in Kentucky's economy. Listed above are the criteria and potential points associated with each. In order to receive the point(s) for a criterion, the applicant company/consortium must demonstrate in the application that it is already participating in the activity. The point(s) will not be given if the applicant is just beginning to train in the activity. When a criterion requires examples, points will only be given if examples are provided in the application.

## Area of Need

The points below are for BSSC applications submitted for approval during the 20223-20234 fiscal year.

County	Points	County	Points	County	Points	County	Points
Adair	17	Edmonson	17	Knox	20	Nicholas	17
Allen	15	Elliott	20	Larue	15	Ohio	15
Anderson	740	Estill	17	Laurel	15	Oldham	5
Ballard	10	Fayette	5	Lawrence	17	Owen	15
Barren	15	Fleming	1745	Lee	20	Owsley	20
Bath	17	Floyd	17	Leslie	20	Pendleton	10
Bell	17	Franklin	7	Letcher	20	Perry	1745
Boone	5	Fulton	1547	Lewis	20	Pike	17
Bourbon	740	Gallatin	740	Lincoln	17	Powell	17
Boyd	107	Garrard	15	Livingston	10	Pulaski	15
Boyle	10	Grant	1045	Logan	10	Robertson	17
Bracken	15	Graves	1045	Lyon	15	Rockcastle	17
Breathitt	20	Grayson	1547	Madison	10	Rowan	1547
Breckinridge	1547	Green	17	Magoffin	20	Russell	1745
Bullitt	7	Greenup	15	Marion	10	Scott	5
Butler	15	Hancock	5	Marshall	7	Shelby	5
Caldwell	1045	Hardin	7	Martin	20	Simpson	7
Calloway	1045	Harlan	20	Mason	107	Spencer	7
Campbell	57	Harrison	10	McCracken	7	Taylor	15
Carlisle	10	Hart	1547	McCreary	20	Todd	15
Carroll	5	Henderson	740	McLean	1045	Trigg	15
Carter	2047	Henry	1045	Meade	1540	Trimble	7
Casey	17	Hickman	1045	Menifee	20	Union	10
Christian	10	Hopkins	10	Mercer	10	Warren	10
Clark	740	Jackson	20	Metcalfe	17	Washington	10
Clay	20	Jefferson	5	Monroe	15	Wayne	17
Clinton	1547	Jessamine	7	Montgomery	15	Webster	10
Crittenden	15	Johnson	17	Morgan	2047	Whitley	17
Cumberland	15	Kenton	5	Muhlenberg	1745	Wolfe	20
Daviess	7	Knott	20	Nelson	7	Woodford	5

To learn more, contact  
Christy Wingate  
[Christy.Wingate@ky.gov](mailto:Christy.Wingate@ky.gov)  
Phone: (502) 564-7670

## **MEMORANDUM**

**TO:** BSSC Board Members  
**FROM:** Sarah C. Butler, Director  
**DATE:** May 3, 2023  
**SUBJECT:** Commitment Grant Exceptions to BSSC Guidelines 2023-2024

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The following exceptions to the May 3, 2023, approved guidelines concerning Commitment Grant proposals are recommended for approval as follows:

- May be approved and awarded up to \$500,000 per application
- Approvals may include up to 25% retroactive training activities within sixty (60) days prior to the company's acceptance of proposal
- Commitment Grants will have separate and distinct applications and reimbursement worksheet
- Extensions may be authorized for certain Cabinet Commitment Projects
- Train the trainer travel is an eligible expense

# **Bluegrass State Skills Corporation**

## **RESOLUTION**

**Angelica Sanchez Vega**

**Jeff Whitehead**



**CABINET FOR  
ECONOMIC DEVELOPMENT**





**RESOLUTION  
OF THE  
BLUEGRASS STATE SKILLS CORPORATION  
TO RECOGNIZE THE SERVICE OF  
ANGELICA SANCHEZ-VEGA**

**WHEREAS**, ANGELICA SANCHEZ-VEGA has served the people of the Commonwealth as a highly professional, dedicated member of the Kentucky Cabinet for Economic Development since she joined the cabinet on **February 1<sup>st</sup>, 2020**; and

**WHEREAS**, the members and staff of the Bluegrass State Skills Corporation desire to recognize and acknowledge the outstanding personal and professional contributions and accomplishments of ANGELICA SANCHEZ-VEGA during her tenure with the Cabinet for Economic Development; and

**WHEREAS**, the Bluegrass State Skills Corporation also desires to recognize ANGELICA SANCHEZ-VEGA's conscientious dedication to improving and promoting the health and general welfare of the people of the Commonwealth of Kentucky through economic development; and

**WHEREAS**, the Bluegrass State Skills Corporation desires to honor ANGELICA SANCHEZ-VEGA by adopting this Resolution as a commendation of the outstanding work she has performed;

**NOW, THEREFORE**, the Bluegrass State Skills Corporation **HEREBY RESOLVES** as follows:

ANGELICA SANCHEZ-VEGA has been invaluable to the Bluegrass State Skills Corporation, the Cabinet for Economic Development, and the People of the Commonwealth of Kentucky because of her contribution to the initiation, promotion, and implementation of economic development projects in the Commonwealth of Kentucky. The Bluegrass State Skills Corporation Board appreciates ANGELICA SANCHEZ-VEGA's dedication to the Cabinet for Economic Development and her contributions toward making BSSC a working success.

**INTRODUCED, SECONDED, READ, and ADOPTED** at a duly convened meeting of the Bluegrass State Skills Corporation, held on the 3<sup>rd</sup> day of May 2023, signed by the Chairman as evidence of his approval, duly enrolled and declared to be in full force and effect.

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**JAI BOKEY, CHAIRMAN**  
Bluegrass State Skills Corporation



**RESOLUTION  
OF THE  
BLUEGRASS STATE SKILLS CORPORATION  
TO RECOGNIZE THE SERVICE OF  
JEFF L. WHITEHEAD  
AS A DIRECTOR OF THE BOARD**

**WHEREAS**, JEFF L. WHITEHEAD has served the people of the Commonwealth as a highly professional, dedicated member of the Kentucky Cabinet for Economic Development's Bluegrass State Skills Corporation (BSSC) Board of Directors since he joined the board on **August 13, 2015**; and

**WHEREAS**, the members and staff of the Bluegrass State Skills Corporation desire to recognize and acknowledge the outstanding personal and professional contributions and accomplishments of JEFF L. WHITEHEAD during his tenure with the Cabinet for Economic Development; and

**WHEREAS**, the Bluegrass State Skills Corporation also desires to recognize JEFF L. WHITEHEAD's conscientious dedication to improving and promoting the health and general welfare of the people of the Commonwealth of Kentucky through economic development; and

**WHEREAS**, the Bluegrass State Skills Corporation desires to honor JEFF L. WHITEHEAD by adopting this Resolution as a commendation of the outstanding work he has performed;

**NOW, THEREFORE**, the Bluegrass State Skills Corporation **HEREBY RESOLVES** as follows:

JEFF L. WHITEHEAD has been invaluable to the Bluegrass State Skills Corporation, the Cabinet for Economic Development, and the People of the Commonwealth of Kentucky because of his contribution to the initiation, promotion, and implementation of economic development projects in the Commonwealth of Kentucky. The Bluegrass State Skills Corporation Board appreciates JEFF L. WHITEHEAD's dedication to the Cabinet for Economic Development and his contributions toward making BSSC a working success.

**INTRODUCED, SECONDED, READ, and ADOPTED** at a duly convened meeting of the Bluegrass State Skills Corporation, held on the 3<sup>rd</sup> day of May 2023, signed by the Chairman as evidence of his approval, duly enrolled and declared to be in full force and effect.

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**JAI BOKEY, CHAIRMAN**  
Bluegrass State Skills Corporation