

# Bluegrass State Skills Corporation

## Board of Directors Meeting

May 1, 2024



# Bluegrass State Skills Corporation

## AGENDA



**THE BLUEGRASS STATE SKILLS CORPORATION**

**5/1/2024**

**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/88912203046>**

**Call to Order**  
**Notification of Press**  
**Introduction of new BSSC Board Member**  
**Oath of Office**  
**Roll Call**

**Minutes**

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Wednesday, February 7, 2024

**Reports**

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Financial Report	Christy Wingate
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**GIA Applications**

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Sumitomo Electric Wiring Systems, Inc.	Malcolm Jollie/Raven Aiken
Superior Composites Co.	Cate Prather/Joseph Gearon
Blue Diamond Industries , LLC	Scott Moseley/Matt Jordan
Federal-Mogul Motorparts LLC	Ashlee Chilton/Michelle Elder

**GIA Applications**

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Service Tool & Die, Inc.	Malcolm Jollie/Raven Aiken
Service Tool & Plastics, Inc.	Malcolm Jolie/Raven Aiken
Goose Creek Candles, LLC	Cate Prather/Brandon Combs
CGS Machine & Tool, Inc.	Danielle Milbern/Michelle Elder

**GIA Applications**

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KOWA Kentucky, Inc.	Danielle Milbern/Raven Aiken
Buffalo Trace Distillery, Inc.	Ashlee Chilton/Michelle Elder
Freedom Senior Share LLC	Colin Dodd/Joseph Gearon
Cumberland Cooperage, LLC	Cate Prather/ Joseph Gearon

**GIA and STIC Applications**

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Levy Environmental Services Company dba Levy Brandenburg Mill Service Brandenburg	Danielle Milbern//Raven Aiken
Yager Materials Corp.	Scott Moseley/Joseph Gearon
Carneuse Lime & Stone, Inc.	Cate Prather/Matt Jordan
Rudler, Professional Service Corporation	Colin Dodd/Matt Jordan

**STIC Applications**

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Kelley Construction, Inc.	Danielle Milbern/Raven Aiken
Piston Automotive LLC	Scott Moseley/Matt Jordan
Barnett Industries, Inc. dba Indy Honeycomb	Ashlee Chilton/Michelle Elder
Mubea Tailor Rolled Blanks, LLC	Malcolm Jollie/Brandon Combs
Franklin Precision Industry Incorporated	Danielle Milbern/Joseph Gearon

**GIA Commitment Applications**

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Ford Motor Company, Louisville - Fern Valley Road	Colin Dodd/Brandon Combs
Ford Motor Company, Louisville - Chamberlain Lane	Colin Dodd/Brandon Combs

**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
Audit update	Sarah Butler

**Next Board Meeting**

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August 7, 2024	Ellen Felix
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**Adjournment**

Jai Bokey

# Bluegrass State Skills Corporation

## MINUTES



**Bluegrass State Skills Corporation Board of Directors Meeting  
Kentucky Cabinet for Economic Development,  
300 West Broadway, Frankfort, Kentucky 40601  
February 7, 2024 – 1:00 PM**

**Members present** – Brenda Bankston, Jai Bokey, Shannon Cales, Rita Combs-Sterrett, Marty Hammons, John Kuzuoka, Tom Lund, and Nicholas Rapier.

**Proxies present** – Katie Smith, Proxy for Secretary Jeff Noel (CED); Alisher Burikhanov, Proxy for Secretary Jamie Link (Education & Labor Cabinet), Leslie Sizemore, Proxy for Dr. Aaron Thompson (Postsecondary Education); Jody Wafford, Proxy for Ryan Quarles (KCTCS).

**Members absent** – Houston Barber, Zach Weinberg, and Aimee Wulfeck.

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

Raven Aiken, Sarah Butler, Ashlee Chilton, Brandon Combs, Michael Crabtree, Colin Dodd, Ellen Felix, Joseph Gearon, Gage Greer, Malcom Jollie, Matt Jordan, Danielle Milbern, Scott Moseley, Nasim Moula, Kylee Palmer, Kristina Slattery, Christy Wingate, Matthew Wingate, Dan Wood, and Ashiq Zaman.

**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 1, 2023 Minutes** – Jai Bokey

A motion was made by Nicholas Rapier to approve the minutes, and Tom Lund seconded the motion to approve the November 1, 2023 minutes. Motion carried.

**Approval of Financial Report** – Christy Wingate

Brenda Bankston made a motion to approve the Financial Report for February 7, 2024. Nikki Rapier seconded the motion. Motion carried.

**Applications for Review – Sarah Butler**

BSSC Staff – Ashlee Chilton/Raven Aiken/ Matt Jordan/Brandon Combs recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G24-118324 – Budge Industries, LLC, Henderson	\$ 8,105.00
G24-118327 – TOA SE, Inc., Nicholasville	\$ 32,185.00
G24-118334 – Washington Penn Plastic Co., Inc., Frankfort	\$ 35,545.00

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

BSSC Staff – Malcolm Jollie/Raven Aiken/Joseph Gearon/Brandon Combs recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G24-118326 – Anderson Forest Products, Inc., Tompkinsville	\$ 75,000.00
G24-118367 – Faurecia Interior Louisville, LLC, Louisville	\$ 73,605.00
G24-118335 – AutoTruck Group, LLC, Simpsonville	\$ 46,466.00

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

BSSC Staff – Colin Dodd/Joseph Gearon/Matt Jordan recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G24-118320 – Kentucky Alliance Training Consortium, Inc., Georgetown	\$ 75,000.00
G24-118319 – Bluegrass Training Consortium, Inc., Georgetown	\$ 75,000.00

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

BSSC Staff – Danielle Milbern/Raven Aiken/Scott Moseley/Joseph Gearon recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G24-118339 – ARaymond Manufacturing Center North America, Inc., Flemingsburg	\$ 75,000.00
G24-118360 – S&D Group, Inc., Louisville	\$ 34,000.00
G24-118359 – Spalding and Day Tool and Die Company, Louisville	\$ 48,000.00

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

BSSC Staff – Malcolm Jollie/Matt Jordan/Joseph Gearon recommended the following Grant-In-Aid (GIA) application to the BSSC Board for approval:

G24-118328 – Bluegrass Business Consortium, Berea	\$ 75,000.00
G24-118355 – S&D Acquisition, Inc. dba Ideal Machine & Tool, Louisville	\$ 50,000.00

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

BSSC Staff – Danielle Milbern/ Joseph Gearon/Colin Dodd/Brandon Combs/Ashlee Chilton/Matt Jordan recommended the following Grant-In-Aid (GIA) + Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

G24-118284 – Kentucky Machine & Engineering, Inc., Cadiz	\$ 75,000.00
T24-118281 – Kentucky Machine & Engineering, Inc., Cadiz	\$ 75,000.00
G24-118336 – Haier US Appliance Solutions, Inc. dba GE Appliances, Louisville	\$ 75,000.00
T24-118337 – Haier US Appliance Solutions, Inc. dba GE Appliances, Louisville	\$ 75,000.00
G24-118314 – Montaplast of North America, Inc., Frankfort	\$ 75,000.00
T24-118313 – Montaplast of North America, Inc. Frankfort	\$ 75,000.00

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

BSSC Staff – Scott Moseley/Malcolm Jollie/ Joseph Gearon recommended the following Grant-In-Aid (GIA) + Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

G24-118340 – ISCO Industries, Inc., Louisville	\$ 75,000.00
T24-118341 – ISCO Industries, Inc., Louisville	\$ 75,000.00
G24-118316 – Lyons Magnus East, LLC, Walton	\$ 75,000.00
T24-118317 – Lyons Magnus East, LLC, Walton	\$ 75,000.00

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

BSSC Staff – Malcolm Jollie/Raven Aiken/Danielle Milbern/Brandon Combs recommended the following Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

T24-118118 – Winston Industries, LLC, Louisville	\$ 71,769.00
T24-118351 – FUN.com, Inc., Elsmere	\$ 19,405.00

A motion was made by Tom Lund to approve these applications. Brenda Bankston 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 2024. The Cabinet received a \$2,000,000.00 policy coverage for a premium of \$1,781.00. It is a \$50.00 increase on policy that was paid in 2023.

A motion was made by Tom Lund and seconded by Brenda Bankston to approve the new Liability Insurance Policy for 2024. Motion carried.

## **New Business**

- Chair Bokey recommended Shannon Cales as the Member-at-Large for the BSSC Executive Committee

- Election of Officers for the Executive Board

Ms. Butler presented the following proposed officers for the BSSC Executive Committee 2024-2026:

- Chaired by - Jai Bokey
- Vice Chair - Brenda Bankston
- Secretary - John Kuzuoka
- Treasurer - Houston Barber
- Member at Large – Shannon Cales

A motion was made by Nicholas Rapier and seconded by Brenda Bankston to approve the proposed Executive Committee members. Motion carried.

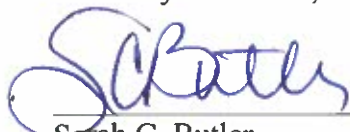
## **Next Board Meeting – Ellen Felix**

The next meeting of the Bluegrass State Skills Corporation Board of Directors will be held on May 1, 2024, 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.

## **Adjournment – Jai Bokey**

A motion to adjourn the meeting was made by John Kuzuoka and second by Nicholas Rapier. Motion carried.

Sincerely submitted,



Sarah C. Butler

Deputy Commissioner, Program Administration Division

# Bluegrass State Skills Corporation

## FINANCIAL REPORT



# BSSC FUNDS REPORT

5/1/2024

## RESOURCES AVAILABLE

Regular Appropriation	4,311,800
Special Appropriation (Ford Motor Company)	2,500,000
Continued Appropriation	34,397,786
OET Rapid Response Funds Carry Forward	9,343
<b>TOTAL RESOURCES</b>	<b>41,218,929</b>

## EXPENDITURES YTD

BSSC Funds	2,379,491
OET Rapid Response Funds	9,343
Total Expenditures as of 5/1/2024	<b>2,388,834</b>

## OBLIGATIONS REMAINING

Regular/Commitment/OET Grants	21,790,774
Ford Commitment	2,500,000
<b>TOTAL OBLIGATIONS</b>	<b>24,290,774</b>

**TOTAL FUNDS AVAILABLE  
FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR** **14,539,321**

Secretary's Funds	3,316,547
Regular Grant Funds	1,222,774
*SB5 Funds Available for \$2 Billion Projects	10,000,000
OET Rapid Response Funds	0
<b>TOTAL FUNDS AVAILABLE FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR</b>	<b>14,539,321</b>

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

# BSSC FUNDS REPORT

5/1/2024

Base	\$	827,950
Recaps (February, March, April)	\$	233,364
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Available for May 2024 Board Meeting	\$	<b>1,061,314</b>

# Bluegrass State Skills Corporation

## APPLICATIONS - GIA



## Grant-In-Aid (GIA) Projects May 2024

<u>Score</u>	<u>Qualified Company</u>	<u>City</u>	<u>Number of Trainees</u>	<u>Incentive Amount</u>
86	Sumitomo Electric Wiring Systems, Inc.	Edmonton	227	\$75,000
81	Rudler, Professional Service Corporation	Fort Wright	38	\$75,000
79	Superior Composites Co., LLC	Vanceburg	36	\$42,692
79	Blue Diamond Industries, LLC	Middlesboro	75	\$61,930
78	Federal-Mogul Motorparts LLC	Glasgow	150	\$75,000
78	Service Tool & Die, Inc.	Henderson	30	\$18,653
76	Goose Creek Candles, LLC L.L.C.	Liberty	200	\$75,000
75	Cumberland Cooperage, LLC	East Bernstadt	299	\$75,000
74	CGS Machine & Tool, Inc.	Bowling Green	44	\$75,000
74	Freedom Senior Share LLC	Louisville	80	\$75,000
72	Buffalo Trace Distillery, Inc.	Frankfort	778	\$75,000
71	Service Tool & Plastics, Inc.	Henderson	20	\$31,018
70	Levy Environmental Services Company dba Levy Brandenburg Mill Service	Brandenburg	54	\$75,000
69	Yager Materials Corp.	Owensboro	52	\$75,000
69	Carmeuse Lime & Stone, Inc.	Butler	50	\$75,000
67	KOWA Kentucky, Inc.	Corbin	34	\$68,000
<b>16 Projects</b>			<b>2167</b>	<b>\$1,047,293</b>
			Regular Grant Fund Balance	\$827,950
			Recaptured Amount	<b>\$233,364</b>
			2023/2024 FY Projected/ Approved Grants	\$1,047,293
			<b>Remaining Grant Funds</b>	<b>\$14,021</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 1, 2024  
**Company:** Sumitomo Electric Wiring Systems, Inc.  
**City:** Edmonton **County:** Metcalfe  
**Industry Sector:** Manufacturing **BSSC #:** G24-118468  
**Bus. Devp. Contact:** M. Jollie **DFS Staff:** R. Aiken

**Training Description:**

Sumitomo Electric Wiring Systems is one of the world's leading manufacturers of automotive wiring harnesses and harness components. Training to be included in this grant in aid entails leadership, quality assurance, maintenance, train the trainer, and new hire trainings.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 166,383	\$ 83,192
Classroom/OJT - Consultant/Educational Institution	\$ 18,890	\$ 9,445
Instructional Materials & Supplies	\$ 1,350	\$ 675
<b>Total Costs</b>	<b>\$ 186,623</b>	<b>\$ 93,312</b>

Number of Trainees

227
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
227	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 40.78	\$ 58.95

**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**

86
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Superior Composites Co., LLC  
**City:** Vanceburg **County:** Lewis  
**Industry Sector:** Manufacturing **BSSC #:** G24-118488  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** J. Gearon

**Training Description:**

Superior Composites Co., LLC produces continuous filament glass mats.

Training will include: new hire training, leadership development, problem solving, and continuous improvement (includes lean manufacturing, 5s, etc.).

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 18,720	\$ 9,360
Classroom/OJT - Consultant/Educational Institution	\$ 66,664	\$ 33,332
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 85,384</b>	<b>\$ 42,692</b>

Number of Trainees 36

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
96	6

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 17.00	\$ 33.81

**Requirements:**

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

**BSSC Grant Recommended for Approval**

**\$42,692**

**Application Score**

79



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

**Date:** May 1, 2024  
**Company:** Blue Diamond Industries, LLC  
**City:** Middlesboro **County:** Bell  
**Industry Sector:** Manufacturing **BSSC #:** G24-118510  
**Bus. Devp. Contact:** S. Moseley **DFS Staff:** M. Jordan

**Training Description:**

Blue Diamond Industries is a valued market leader in providing high density polyethylene conduit solutions for the protection of, fiber optic, data and power cables.

Training will include: Leadership development, continuous improvement, onboarding and OTJ.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 32,880	\$ 16,440
Classroom/OJT - Consultant/Educational Institution	\$ 90,980	\$ 45,490
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 123,860</b>	<b>\$ 61,930</b>

Number of Trainees 75

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
75	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 18.50	\$ 26.50

**Requirements:**

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

**BSSC Grant Recommended for Approval** \$61,930

**Application Score** 79

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

**Date:** May 1, 2024  
**Company:** Federal-Mogul Motorparts LLC  
**City:** Glasgow **County:** Barren  
**Industry Sector:** Manufacturing **BSSC #:** G24-118446  
**Bus. Devp. Contact:** A. Chilton **DFS Staff:** M. Elder

**Training Description:**

Federal-Mogul Motorparts LLC is a manufacturer of brakes for commercial vehicles. Training needs are primarily due to expansion of a new product line. Training is for new quality and environmental standards as well as on the job training,

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 351,845	\$ 175,922
Classroom/OJT - Consultant/Educational Institution	\$ 3,762	\$ 1,881
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 355,607</b>	<b>\$ 177,803</b>

Number of Trainees 150

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
150	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 25.79	\$ 31.55

**Requirements:**

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

**BSSC Grant Recommended for Approval** \$75,000

**Application Score** 78

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

**Date:** May 1, 2024  
**Company:** Service Tool & Die, Inc.  
**City:** Henderson **County:** Henderson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118503  
**Bus. Devp. Contact:** M. Jollie **DFS Staff:** R. Aiken

**Training Description:**

Service Tool & Die, Inc. utilizes state-of-the-art tool and die manufacturing equipment to produce die cast dies, plastic injection molds, trim dies, jigs, fixtures, and more. Training to be included entails wire electrical discharge machining, sinker electrical discharge machining, and CIMATRON 5 AXIS training.

**Training Details:**

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 37,306	\$ 18,653
\$ -	\$ -
<b>\$ 37,306</b>	<b>\$ 18,653</b>

Number of Trainees

30
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**Employment & Wage Information:**

Existing Employment	Projected New Employees
28	2

Average Hourly Wage	Total Hourly Compensation
\$ 30.44	\$ 35.01

**Requirements:**

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

**BSSC Grant Recommended for Approval**

<b>\$18,653</b>
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**Application Score**

<b>78</b>
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Service Tool & Plastics, Inc.  
**City:** Henderson **County:** Henderson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118502  
**Bus. Devp. Contact:** M. Jollie **DFS Staff:** R. Aiken

**Training Description:**

Service Tool & Plastics, Inc., specializes in large-scale molding fabrication work. The training plan for this grant in aid includes shop floor management, forklift and aerial lift, TPS/Lean manufacturing, dock and load management, EDI, and safety 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>
Classroom/OJT - In-House	\$ -	\$ -
Classroom/OJT - Consultant/Educational Institution	\$ 62,036	\$ 31,018
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 62,036</b>	<b>\$ 31,018</b>

Number of Trainees

20
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
14	6

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 16.50	\$ 18.98

**Requirements:**

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

**BSSC Grant Recommended for Approval**

<b>\$31,018</b>
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**Application Score**

71
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Goose Creek Candles, LLC L.L.C.  
**City:** Liberty **County:** Casey  
**Industry Sector:** Manufacturing **BSSC #:** G24-118515  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** B. Combs

**Training Description:**

Goose Creek Candles, LLC L.L.C. intends to provide training in the following areas: improvements, onboarding activity and handbook, fulfillment line instruction, fulfillment line hands-on, replenishment hands-on, paycom, fulfillment line corrective measures, replenishments, safety, and CPR training.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 74,750	\$ 37,375
Classroom/OJT - Consultant/Educational Institution	\$ 58,360	\$ 29,180
Instructional Materials & Supplies	\$ 107,000	\$ 53,500
<b>Total Costs</b>	<b>\$ 240,110</b>	<b>\$ 120,055</b>

Number of Trainees 200

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
200	160

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 16.00	\$ 16.55

**Requirements:**

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

**BSSC Grant Recommended for Approval** \$75,000

**Application Score** 76

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** CGS Machine & Tool, Inc.  
**City:** Bowling Green **County:** Warren  
**Industry Sector:** Manufacturing **BSSC #:** G24-118303  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** M. Elder

**Training Description:**

CGS Machine & Tool, Inc. is specializes in meeting market industrial and manufacturing needs. Training to be included in this grant-in-aid encompasses equipment, safety, and quality control to maintain compliance and satisfy consumer demand.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 225,072	\$ 112,536
Classroom/OJT - Consultant/Educational Institution	\$ 9,034	\$ 4,517
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 234,106</b>	<b>\$ 117,053</b>

Number of Trainees 

44
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
39	5

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 27.12	\$ 31.19

**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**

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

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

**Date:** May 1, 2024  
**Company:** Kowa Kentucky, Inc.  
**City:** Corbin **County:** Whitley  
**Industry Sector:** Manufacturing **BSSC #:** G24-118470  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** R. Aiken

**Training Description:**

Kowa Kentucky, Inc. is a manufacturer specializing in surface treatment technology. Training for this grant-in-aid will include CPR/AED certification, onboarding, safety training, Excel, leadership, and quality control.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 820,300	\$ 410,150
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 820,300</b>	<b>\$ 410,150</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>
\$ 20.00	\$ 35.50

**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**

67
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Buffalo Trace Distillery, Inc.  
**City:** Frankfort **County:** Franklin  
**Industry Sector:** Manufacturing **BSSC #:** G24-118516  
**Bus. Devp. Contact:** A. Chilton **DFS Staff:** M. Elder

**Training Description:**

Buffalo Trace is a distillery in Frankfort, Kentucky, owned by the Sazerac Company. The company manufactures numerous products and brands which include bourbon, rye whiskey, and vodka.

Training plan will include new hire, line acceleration and quality control.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 854,999	\$ 427,500
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 854,999</b>	<b>\$ 427,500</b>

Number of Trainees 778

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
778	125

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 27.41	\$ 35.36

**Requirements:**

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

**BSSC Grant Recommended for Approval** \$75,000

**Application Score** 72



**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Freedom Senior Share LLC  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Headquarter operations **BSSC #:** G24-118525  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** J. Gearon

**Training Description:**

Freedom Senior Share LLC delivers supervision and staff training services in over 43 counties for employees providing Long Term Care Services, Utilization Review, Appeals, Guardianship, Remote Patient Monitoring, Patient Financial Mangement, and Billing.

Training will include: Bookkeeping Principles, Core Tenets of Accounting & Advance Calculations, Analysis & Presentation, Principles of Project Management, and Principles of Community Outreach and Marketing.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ -	\$ -
Classroom/OJT - Consultant/Educational Institution	\$ 152,325	\$ 76,163
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 152,325</b>	<b>\$ 76,163</b>

Number of Trainees 

80
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
80	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 18.25	\$ 23.42

**Requirements:**

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

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
-----------------

**Application Score**

74
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS  
BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Cumberland Cooperage, LLC  
**City:** East Bernstadt **County:** Laurel  
**Industry Sector:** Manufacturing **BSSC #:** G24-118528  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** J. Gearon

**Training Description:**

Cumberland Cooperage, LLC is a cooperage facility that manufacturers barrels to supply a key product required for the distilling industry.

Training will include: new hire orientation, process optimization training, safety, operating and maintaining machinery and equipment, and quality control.

**Training Details:**

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

Total Costs	50% of Total Costs
\$ 290,836	\$ 145,418
\$ -	\$ -
\$ -	\$ -
<b>\$ 290,836</b>	<b>\$ 145,418</b>

Number of Trainees

299
-----

**Employment & Wage Information:**

Existing Employment	Projected New Employees
326	57

Average Hourly Wage	Total Hourly Compensation
\$ 22.15	\$ 26.57

**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**

79
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - GIA & STIC**



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

**Date:** May 1, 2024  
**Company:** Levy Environmental Services Company dba Levy Brandenburg Mill Service  
**City:** Brandenburg **County:** Meade  
**Industry Sector:** Manufacturing **BSSC #:** G24-118427  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** R. Aiken

**Training Description:**

Levy Environmental Services Company dba Levy Brandenburg Mill Service specializes in the manufacturing of over 10 million tons of slag aggregate products each year for construction, cement, glass, and agricultural markets. Training for this grant in aid will include equipment, safety, and leadership to promote advancement within the company and ensure compliance within the work environment.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 243,934	\$ 121,967
Classroom/OJT - Consultant/Educational Institution	\$ 12,083	\$ 6,042
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 256,017</b>	<b>\$ 128,009</b>

Number of Trainees

54
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
124	20

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 29.54	\$ 36.33

**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**

70
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Levy Environmental Services Company dba Levy Brandenburg Mill Service  
**City:** Brandenburg **County:** Meade  
**Industry Sector:** Manufacturing **BSSC #:** T24-118430  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** R. Aiken

**Training Description:**

Levy Environmental Services Company dba Levy Brandenburg Mill Service specializes in the manufacturing of over 10 million tons of slag aggregate products each year for construction, cement, glass, and agricultural markets. Training for this tax credit will include operations, administration training, heavy equipment, and safety training to maintain a safe and compliant work environment.

**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>
\$ 228,782	\$ 114,391
\$ 4,745	\$ 2,372
\$ -	\$ -
<b>\$ 233,527</b>	<b>\$ 116,763</b>

Number of Trainees

60
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
124	20

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 29.54	\$ 36.33

**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 1, 2024  
**Company:** Yager Materials Corp.  
**City:** Owensboro **County:** Daviess  
**Industry Sector:** Manufacturing **BSSC #:** G24-118415  
**Bus. Devp. Contact:** S. Moseley **DFS Staff:** J. Gearon

**Training Description:**

Yager Materials Corp. is a manufacturer and supplier of construction stone, derrick stone, rip-rap gravel and sand. Products include limestone aggregate, natural sand, and gravel.

Training will include: large equipment, maintenance, mechanics, mobile equipment operators, and dock taining.

**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>
\$ 206,285	\$ 103,143
\$ -	\$ -
\$ -	\$ -
<b>\$ 206,285</b>	<b>\$ 103,143</b>

Number of Trainees

52
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
225	15

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 27.27	\$ 33.54

**Requirements:**

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

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
-----------------

**Application Score**

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

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024

**Company:** Yager Materials Corp.

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

**Industry Sector:** Manufacturing **BSSC #:** T24-118416

**Bus. Devp. Contact:** S. Moseley **DFS Staff:** J. Gearon

**Training Description:**

Yager Materials Corp. is a manufacturer and supplier of construction stone, derrick stone, rip-rap gravel and sand. Products include limestone aggregate, natural sand, and gravel.

Training will include: large equipment, maintenance, mechanics, mobile equipment operators, and dock taining.

**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>
\$ 206,285	\$ 103,143
\$ -	\$ -
\$ -	\$ -
<b>\$ 206,285</b>	<b>\$ 103,143</b>

Number of Trainees

52
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
225	15

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 27.27	\$ 33.54

**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**

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

**Date:** May 1, 2024  
**Company:** Carmeuse Lime & Stone, Inc.  
**City:** Butler **County:** Pendleton  
**Industry Sector:** Manufacturing **BSSC #:** G24-118413  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** M. Jordan

**Training Description:**

Carmeuse Lime & Stone, Inc. is a global manufacturer of lime and limestone products used in a variety of applications, which provide cleaner air, safer water, and improved soil characteristics.

Training will include: heavy equipment, kiln operator, blaster, manlift, maintenance, face scaling and drilling, crusher, and utility vehicle.

**Training Details:**

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 183,175	\$ 91,587
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 183,175</b>	<b>\$ 91,587</b>

Number of Trainees 50

**Employment & Wage Information:**

Existing Employment	Projected New Employees
300	20

Average Hourly Wage	Total Hourly Compensation
\$ 31.80	\$ 39.11

**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 1, 2024  
**Company:** Carmeuse Lime & Stone, Inc.  
**City:** Butler **County:** Pendleton  
**Industry Sector:** Manufacturing **BSSC #:** T24-118414  
**Bus. Devp. Contact:** C. Prather **DFS Staff:** M. Jordan

**Training Description:**

Carmeuse Lime & Stone, Inc. is a global manufacturer of lime and limestone products used in a variety of applications, which provide cleaner air, safer water, and improved soil characteristics.

Training will include: vac truck, mule, crane operator, railcar loadout, hoist house operator, plant transportation, slope hoist, pick-up truck, haul truck, and lab technician.

**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>
\$ 171,914	\$ 85,957
\$ -	\$ -
\$ -	\$ -
<b>\$ 171,914</b>	<b>\$ 85,957</b>

Number of Trainees

68
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
300	20

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 31.80	\$ 39.11

**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**

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

**Date:** May 1, 2024  
**Company:** Rudler, Professional Service Corporation  
**City:** Fort Wright **County:** Kenton  
**Industry Sector:** Nonretail service or technology **BSSC #:** G24-118490  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** M. Jordan

**Training Description:**

Rudler, Professional Service Corporation is a CPA firm providing services in tax, A&A, CAS, business valuation and consulting.

Training will include: annual tax/A&A updates, focused topic, strategic planning, leadership, CPA exam study materials, professional book club, new hire, and OTJ.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 141,189	\$ 70,594
Classroom/OJT - Consultant/Educational Institution	\$ 177,655	\$ 88,828
Instructional Materials & Supplies	\$ 1,800	\$ 900
<b>Total Costs</b>	<b>\$ 320,644</b>	<b>\$ 160,322</b>

Number of Trainees

38
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
28	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 49.52	\$ 55.85

**Requirements:**

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

**BSSC Grant Recommended for Approval**

<b>\$75,000</b>
-----------------

**Application Score**

81
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Rudler, Professional Service Corporation  
**City:** Fort Wright **County:** Kenton  
**Industry Sector:** Nonretail service or technology **BSSC #:** T24-118491  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** M. Jordan

**Training Description:**

Rudler, Professional Service Corporation is a CPA firm providing services in tax, A&A, CAS, business valuation and consulting.

Training will include: software, regulatory change and success skills through subscription on multiple training platforms.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ -	\$ -
Classroom/OJT - Consultant/Educational Institution	\$ 94,088	\$ 47,044
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 94,088</b>	<b>\$ 47,044</b>

Number of Trainees

38
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
28	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 49.52	\$ 55.85

**Requirements:**

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

**BSSC Tax Credit Recommended for Approval**

<b>\$47,044</b>
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**Application Score**

74
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - STIC**



## Skills Training Investment Credit (STIC) Projects May 2024

Score	Eligible Company	City	Number of Trainees	Incentive Amount
84	Kelley Construction, Inc.	Louisville	67	\$66,845
74	Rudler, Professional Service Corporation	Fort Wright	38	\$47,044
70	Levy Environmental Services Company dba Levy Brandenburg Mill Service	Brandenburg	60	\$75,000
69	Yager Material Corp.	Owensboro	52	\$75,000
69	Carmeuse Lime & Stone, Inc.	Butler	68	\$75,000
65	Piston Automotive LLC	Louisville	190	\$75,000
63	Barnett Industries, Inc. dba Indy Honeycomb	Covington	26	\$23,758
63	Franklin Precision Industry Incorporated	Franklin	393	\$75,000
61	Mubea Tailor Roled Blanks, LLC	Florence	114	\$75,000
<b>9</b>	<b>Projects</b>		<b>1,008</b>	<b>\$587,647</b>
<b>FY 2023-2024 Tax Credit Limit</b>				<b>\$860,812</b>
<b>Current FY Projected/ Approved Credits</b>				<b>\$587,647</b>
<b>Remaining Tax Credits</b>				<b>\$273,165</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 1, 2024  
**Company:** Kelley Construction, Inc.  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Headquarter operations **BSSC #:** T24-118513  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** R. Aiken

**Training Description:**

Kelley Construction, Inc., founded in Louisville, Kentucky, in 1978, is focused on performing heavy industrial work for some of the leading businesses in the country. Training to be included in this tax credit includes certifications for advanced construction management situations including healthcare and industrial circumstances to focus on improving the industry knowledge and management skill set of the headquarters employees.

**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>
	\$ 119,046	\$ 59,523
	\$ 6,645	\$ 3,323
	\$ 8,000	\$ 4,000
	<b>\$ 133,691</b>	<b>\$ 66,845</b>

Number of Trainees

67
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
67	10

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 44.30	\$ 55.38

**Requirements:**

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

**BSSC Tax Credit Recommended for Approval**

<b>\$66,845</b>
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**Application Score**

84
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024

**Company:** Piston Automotive LLC

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

**Industry Sector:** Manufacturing **BSSC #:** T24-118506

**Bus. Devp. Contact:** S. Moseley **DFS Staff:** M. Jordan

**Training Description:**

Piston Automotive LLC is the world's largest value add assembly supplier, building world class assemblies for top manufactures, and have become a world-class center of assembly innovation.

Training will include: step training allowing each associate to be capable of performing each task at each work station on the entire assembly line.

**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>
\$ 878,400	\$ 439,200
\$ -	\$ -
\$ -	\$ -
<b>\$ 878,400</b>	<b>\$ 439,200</b>

Number of Trainees

190
-----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
190	83

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 19.00	\$ 23.55

**Requirements:**

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

**BSSC Tax Credit Recommended for Approval**

<b>\$75,000</b>
-----------------

**Application Score**

65
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Barnett Industries, Inc. dba. Indy Honeycomb  
**City:** Covington **County:** Kenton  
**Industry Sector:** Manufacturing **BSSC #:** T24-118505  
**Bus. Devp. Contact:** A. Chilton **DFS Staff:** M. Elder

**Training Description:**

Barnett Industries, Inc. dba Indy Honeycomb manufactures honeycomb products and components

Monthly training will be focused on improving our employee's competence, overall performance, and sustainability.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 18,839	\$ 9,419
Classroom/OJT - Consultant/Educational Institution	\$ 28,678	\$ 14,339
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 47,516</b>	<b>\$ 23,758</b>

Number of Trainees 

26
----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
36	4

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 24.67	\$ 29.15

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

**BSSC Tax Credit Recommended for Approval**

<b>\$23,758</b>
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**Application Score**

63
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Mubea Tailor Rolled Blanks, LLC  
**City:** Florence **County:** Boone  
**Industry Sector:** Manufacturing **BSSC #:** T24-118097  
**Bus. Devp. Contact:** M. Jollie **DFS Staff:** B. Combs

**Training Description:**

Mubea Tailor Rolled Blanks, LLC is a top automotive supplier with products for chassis, car body, and powertrains. Training will be provided to allow entry level machine operator helpers to be promoted to machine operators. There will also be safety training to maintain a safer production environment.

**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>
Classroom/OJT - In-House	\$ 249,830	\$ 124,915
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 249,830</b>	<b>\$ 124,915</b>

Number of Trainees

114
-----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
114	3

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 26.25	\$ 26.80

**Requirements:**

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

**BSSC Tax Credit Recommended for Approval**

<b>\$75,000</b>
-----------------

**Application Score**

61
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

**BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT**

**Date:** May 1, 2024  
**Company:** Franklin Precision Industry Incorporated  
**City:** Franklin **County:** Simpson  
**Industry Sector:** Manufacturing **BSSC #:** T24-118505  
**Bus. Devp. Contact:** D. Milbern **DFS Staff:** J. Gearon

**Training Description:**

Franklin Precision Industry Incorporated manufactures automotive parts for Toyota, Nissan and Hyundai.

Training will include: Kaizen Training, Standard Work Training, 5s Practices, and One Piece Flow and Boundaries.

**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>
\$ 159,790	\$ 79,895
\$ -	\$ -
\$ 5,109	\$ 2,555
<b>\$ 164,899</b>	<b>\$ 82,450</b>

Number of Trainees

393
-----

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
393	40

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 25.50	\$ 36.53

**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**

63
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# **Bluegrass State Skills Corporation**

## **APPLICATIONS - COMMITMENT**





**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118497  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles for Ford and Lincoln. Ford will be conducting new hire orientation trainings to both hourly and salary continuously throughout the training year. The company will also have safety trainings for both maintenance and production departments here at the facility. There will be continuous on the job training in all areas of the facility throughout the year. Ford will have to train everyone in our facility in anti-harassment training through a Ford supplied vendor as well two other trainings related to technology awareness and insider threat preparation.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 1,252,993	\$ 626,496
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 1,252,993</b>	<b>\$ 626,496</b>

Number of Trainees 3,285

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
2,845	440

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 36.16	\$ 63.05

**Requirements:**

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

**BSSC Commitment Grant Recommended for Approval** 500,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118498  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles for Ford and Lincoln. Ford will be conducting new hire orientation trainings to both hourly and salary continuously throughout the training year. The company will also have safety trainings for both maintenance and production departments here at the facility. There will be continuous on the job training in all areas of the facility throughout the year. Ford will have to train everyone in our facility in anti-harassment training through a Ford supplied vendor as well two other trainings related to technology awareness and insider threat preparation.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 1,252,993	\$ 626,496
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 1,252,993</b>	<b>\$ 626,496</b>

Number of Trainees 

3,285
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
2,845	440

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 36.16	\$ 63.05

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

**BSSC Commitment Grant Recommended for Approval**

500,000
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**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118499  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles for Ford and Lincoln. Ford will be conducting new hire orientation trainings to both hourly and salary continuously throughout the training year. The company will also have safety trainings for both maintenance and production departments here at the facility. There will be continuous on the job training in all areas of the facility throughout the year. Ford will have to train everyone in our facility in anti-harassment training through a Ford supplied vendor as well two other trainings related to technology awareness and insider threat preparation.

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 1,252,993	\$ 626,496
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 1,252,993</b>	<b>\$ 626,496</b>

Number of Trainees 3,285

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
2,845	440

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 36.16	\$ 63.05

**Requirements:**

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

**BSSC Commitment Grant Recommended for Approval** 250,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118493  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

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

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 1,166,480	\$ 583,240
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 1,166,480</b>	<b>\$ 583,240</b>

Number of Trainees 7,817

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
7,817	725

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 35.56	\$ 40.90

**Requirements:**

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

**BSSC Commitment Grant Recommended for Approval** 500,000



**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118496  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

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

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 1,166,480	\$ 583,240
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 1,166,480</b>	<b>\$ 583,240</b>

Number of Trainees 7,817

**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
7,817	725

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 35.56	\$ 40.90

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

**BSSC Commitment Grant Recommended for Approval** 500,000

**BLUEGRASS STATE SKILLS CORPORATION  
BOARD OF DIRECTORS**

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

**Date:** May 1, 2024  
**Company:** Ford Motor Company  
**City:** Louisville **County:** Jefferson  
**Industry Sector:** Manufacturing **BSSC #:** G24-118492  
**Bus. Devp. Contact:** C. Dodd **DFS Staff:** B. Combs

**Training Description:**

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

**Training Details:**

	<b>Total Costs</b>	<b>50% of Total Costs</b>
Classroom/OJT - In-House	\$ 569,453	\$ 284,726
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
<b>Total Costs</b>	<b>\$ 569,453</b>	<b>\$ 284,726</b>

Number of Trainees

7,817
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**Employment & Wage Information:**

<b>Existing Employment</b>	<b>Projected New Employees</b>
7,817	725

<b>Average Hourly Wage</b>	<b>Total Hourly Compensation</b>
\$ 35.56	\$ 40.90

**Requirements:**

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

**BSSC Commitment Grant Recommended for Approval**

250,000
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# Bluegrass State Skills Corporation

**OLD BUSINESS**



# **Bluegrass State Skills Corporation**

**Amended and Restated Grand-In-Aid Agreement**  
– approved February 2, 2022



## **MEMORANDUM**

TO: BSSC Board

From: Sarah Butler, Deputy Commissioner

DATE: May 1, 2024

SUBJECT: BSSC Amended and Restated Grant-In-Aid Agreement  
Cumberland Cooperage, LLC (Laurel County)  
BSSC Project # G22-23736

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Cumberland Cooperage, LLC has a manufacturing facility located at 1805 Highway 3434, East Bernstadt, Kentucky. The company received approval for a Grant-In-Aid (GIA) # G22-23736 on February 2, 2022, in the name of Cumberland Cooperage, LLC.

Prior to the company submitting an Incentive Request for the GIA Approval, an Articles of Amendment to Articles of Organization was filed with the Kentucky Secretary of State on May 24, 2021, changing the name of East Bernstadt Cooperage, LLC to Cumberland Cooperage, LLC. The Company's Federal Employee Identification Number (FEIN) remains the same.

Subsequent to BSSC approval of GIA, the Company has requested to enter into an amended agreement reaffirming the foregoing name change. The Company further assumes the obligations under the Agreement and acknowledges that reimbursement may be made to either East Bernstadt Cooperage, LLC or Cumberland Cooperage, LLC.

BSSC staff recommends amending the GIA agreement to reflect the aforementioned name change. All other aspects of the project remain the same.

# Bluegrass State Skills Corporation

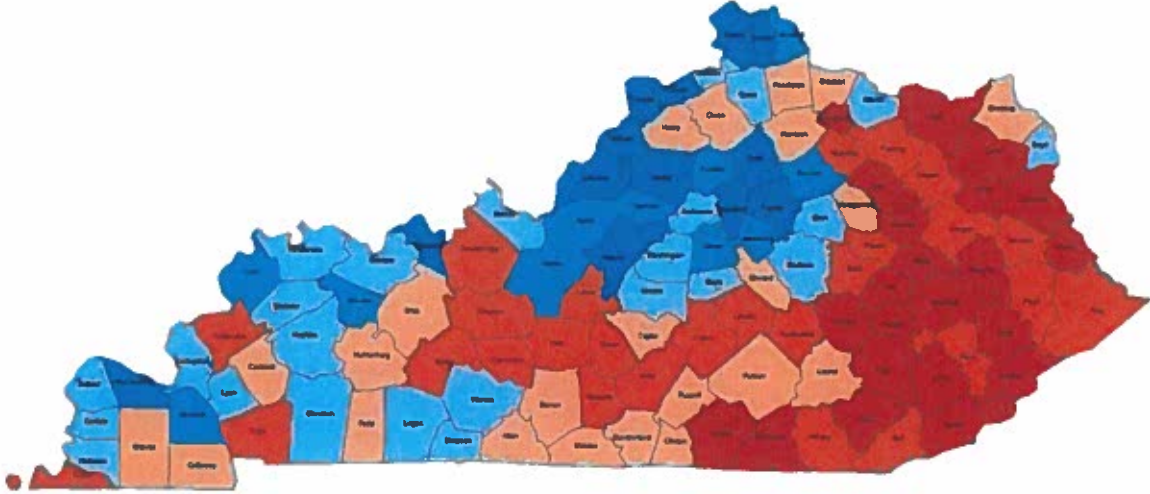
## SOCIOECONOMIC INDEX





# Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index: County Tiers  
2024



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**Bluegrass State Skills Corporation (BSSC) Socioeconomic Index: 2024**

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 Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County: 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	<b>119.5</b>	<b>United States</b>	<b>89.5%</b>	<b>101.5</b>	<b>4.17%</b>	<b>98.6</b>	<b>\$65,470</b>	<b>126.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>	<b>128.8</b>	<b>\$77,243</b>	<b>134.6</b>
	<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$51,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>16.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>
Tier 1	57.4	Magoffin	73.6%	83.5	10.73%	39.4	\$41,338	79.6	\$34,114	61.8	30.4%	53.0	\$15,554	27.1
Tier 1	58.7	Elliott	76.7%	87.0	8.13%	52.0	\$27,403	52.8	\$39,898	72.3	24.7%	65.2	\$13,025	22.7
Tier 1	62.6	Wolfe	65.3%	74.1	5.93%	71.3	\$43,814	84.4	\$35,990	65.2	36.8%	43.8	\$21,286	37.1
Tier 1	63.0	Owsley	72.4%	82.1	6.83%	61.9	\$45,178	87.0	\$36,065	65.3	28.8%	55.9	\$14,943	26.0
Tier 1	63.3	Leslie	82.5%	93.6	7.07%	59.9	\$38,900	74.9	\$40,469	73.3	33.6%	47.9	\$17,239	30.0
Tier 1	63.3	Lewis	79.3%	90.0	7.53%	56.2	\$38,189	73.6	\$38,073	69.0	26.6%	60.5	\$17,715	30.9
Tier 1	63.4	Breathitt	79.9%	90.6	7.70%	54.9	\$38,326	73.8	\$39,392	71.3	28.5%	56.5	\$19,039	33.2
Tier 1	63.4	Knott	74.1%	84.1	6.57%	64.4	\$40,743	78.5	\$36,348	65.8	27.7%	58.1	\$16,992	29.6
Tier 1	64.5	McCreary	78.3%	88.8	5.60%	75.5	\$34,058	65.6	\$43,006	77.9	33.7%	47.8	\$17,993	31.3
Tier 1	64.9	Clay	72.4%	82.2	6.20%	68.2	\$37,992	73.2	\$42,966	77.8	31.2%	51.6	\$20,873	36.4
Tier 1	65.0	Lee	74.3%	84.3	5.57%	76.0	\$34,518	66.5	\$42,234	76.5	31.4%	51.3	\$20,448	35.6
Tier 1	65.1	Jackson	72.8%	82.6	5.80%	72.9	\$36,774	70.8	\$36,882	66.8	22.6%	71.2	\$14,960	26.1
Tier 1	65.4	Menifee	80.4%	91.2	6.20%	68.2	\$39,714	76.5	\$37,468	67.9	26.9%	59.9	\$16,471	28.7
Tier 1	65.8	Harlan	76.9%	87.2	7.03%	60.1	\$37,712	72.6	\$41,388	75.0	30.0%	53.7	\$26,447	46.1
Tier 1	65.8	Martin	77.1%	87.4	8.17%	51.8	\$31,956	61.5	\$49,236	89.2	23.5%	68.5	\$20,874	36.4
Tier 1	66.2	Knox	79.7%	90.4	5.73%	73.8	\$37,196	71.6	\$39,446	71.4	34.0%	47.4	\$24,450	42.6
Tier 1	66.9	Carter	81.4%	92.4	7.40%	57.2	\$38,473	74.1	\$39,379	71.3	23.9%	67.4	\$22,456	39.1
Tier 1	67.1	Letcher	78.7%	89.3	6.57%	64.4	\$39,260	75.6	\$43,024	77.9	29.0%	55.5	\$22,774	39.7
Tier 1	69.3	Lawrence	76.8%	87.1	5.77%	73.4	\$37,953	73.1	\$41,422	75.0	26.3%	61.2	\$26,226	45.7





BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County: 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	<b>119.6</b>	<b>United States</b>	<b>89.6%</b>	<b>101.6</b>	<b>4.17%</b>	<b>98.6</b>	<b>\$66,470</b>	<b>126.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>	<b>128.8</b>	<b>\$77,243</b>	<b>134.6</b>
	<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$51,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>16.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>
Tier 1	69.5	Wayne	77.2%	87.5	5.20%	81.3	\$36,768	70.8	\$36,377	65.9	25.4%	63.4	\$27,643	48.2
Tier 1	69.5	Bath	82.9%	94.1	5.47%	77.4	\$37,167	71.6	\$41,025	74.3	23.1%	69.7	\$17,319	30.2
Tier 1	69.8	Robertson	84.1%	95.4	4.80%	88.1	\$39,346	75.8	\$33,056	59.9	22.0%	73.2	\$15,044	26.2
Tier 2	70.3	Morgan	77.9%	88.4	5.33%	79.3	\$31,709	61.1	\$42,477	76.9	20.4%	78.9	\$21,168	36.9
Tier 2	70.5	Johnson	83.3%	94.5	6.53%	64.7	\$39,254	75.6	\$39,572	71.7	21.4%	75.2	\$23,528	41.0
Tier 2	70.5	Estill	75.3%	85.4	4.97%	85.2	\$38,999	75.1	\$43,387	78.6	24.0%	67.1	\$18,163	31.6
Tier 2	72.2	Metcalfe	84.3%	95.6	4.83%	87.5	\$36,557	70.4	\$42,055	76.2	24.0%	67.1	\$20,752	36.2
Tier 2	72.8	Rockcastle	82.2%	93.2	4.77%	88.7	\$39,538	76.2	\$37,647	68.2	23.6%	68.2	\$24,125	42.0
Tier 2	73.4	Bell	78.0%	88.4	5.43%	77.9	\$39,665	76.4	\$39,278	71.1	26.3%	61.2	\$37,660	65.6
Tier 2	73.5	Powell	82.2%	93.2	4.43%	95.4	\$37,380	72.0	\$36,577	66.2	21.1%	76.3	\$21,681	37.8
Tier 2	74.1	Breckinridge	85.4%	96.9	4.87%	86.9	\$41,519	80.0	\$39,461	71.5	23.5%	68.5	\$23,376	40.7
Tier 2	74.3	Floyd	79.8%	90.5	6.20%	68.2	\$43,435	83.7	\$45,306	82.0	29.3%	54.9	\$38,268	66.7
Tier 2	74.5	Casey	76.3%	86.6	4.00%	105.8	\$39,572	76.2	\$39,531	71.6	26.1%	61.7	\$26,091	45.5
Tier 2	75.2	Edmonson	81.5%	92.5	5.00%	84.6	\$39,810	76.7	\$38,921	70.5	17.0%	94.7	\$18,613	32.4
Tier 2	75.6	Nicholas	82.2%	93.2	4.20%	100.7	\$39,341	75.8	\$33,646	60.9	16.2%	99.4	\$13,566	23.6
Tier 2	75.8	Lincoln	82.1%	93.2	5.10%	82.9	\$40,008	77.1	\$40,587	73.5	17.4%	92.5	\$20,469	35.7
Tier 2	76.0	Adair	86.6%	98.3	4.83%	87.5	\$40,549	78.1	\$36,957	66.9	19.8%	81.3	\$25,193	43.9
Tier 2	76.4	Green	82.7%	93.8	3.73%	113.3	\$40,688	78.4	\$37,055	67.1	21.3%	75.6	\$17,492	30.5
Tier 2	76.6	Larue	84.8%	96.2	4.57%	92.6	\$42,444	81.7	\$40,512	73.4	18.8%	85.6	\$17,328	30.2
Tier 2	76.8	Fleming	82.2%	93.2	4.70%	90.0	\$40,378	77.8	\$43,417	78.6	21.0%	76.7	\$25,572	44.6
Tier 2	77.0	Fulton	81.5%	92.4	4.90%	86.3	\$41,030	79.0	\$40,615	73.6	27.4%	58.8	\$41,153	71.7
Tier 2	77.2	Rowan	88.8%	100.8	4.97%	85.2	\$37,407	72.0	\$42,157	76.3	24.6%	65.4	\$36,484	63.6
Tier 2	78.2	Grayson	83.7%	95.0	4.87%	86.9	\$41,583	80.1	\$40,104	72.6	21.1%	76.3	\$33,596	58.5
Tier 2	78.6	Trigg	86.7%	98.4	4.73%	89.4	\$44,456	85.6	\$38,520	69.8	18.2%	88.5	\$23,062	40.2



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County: 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
			<b>119.5</b>	<b>United States</b>	<b>89.5%</b>	<b>101.6</b>	<b>4.17%</b>	<b>98.6</b>	<b>\$65,470</b>	<b>128.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>	<b>128.8</b>
<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$61,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>16.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>	
Tier 2	78.8	Whitley	82.4%	93.5	4.70%	90.0	\$42,174	81.2	\$43,239	78.3	23.5%	68.5	\$35,193	61.3
Tier 2	79.6	Crittenden	86.5%	98.2	4.20%	100.7	\$41,566	80.1	\$36,529	66.2	17.9%	89.9	\$24,287	42.3
Tier 2	79.7	Perry	80.2%	91.0	5.57%	76.0	\$43,108	83.0	\$48,061	87.0	23.8%	67.6	\$42,192	73.5
Tier 2	79.8	Butler	80.6%	91.5	4.37%	96.9	\$43,098	83.0	\$40,346	73.1	19.8%	81.3	\$30,346	52.9
Tier 2	79.8	Hart	79.4%	90.1	4.23%	99.9	\$39,663	76.4	\$43,864	79.4	22.6%	71.2	\$35,516	61.9
Tier 2	79.9	Pike	80.7%	91.5	5.67%	74.6	\$43,566	83.9	\$49,092	88.9	23.9%	67.4	\$42,094	73.3
Tier 3	81.2	Clinton	80.7%	91.6	4.83%	87.5	\$43,607	84.0	\$37,362	67.7	20.3%	79.3	\$44,322	77.2
Tier 3	81.4	Bracken	86.5%	98.1	4.53%	93.3	\$43,677	84.1	\$42,549	77.1	17.0%	94.7	\$23,691	41.3
Tier 3	81.9	Barren	84.9%	96.3	4.57%	92.6	\$42,779	82.4	\$43,922	79.5	21.1%	76.3	\$36,995	64.5
Tier 3	81.9	Garrard	84.7%	96.1	4.07%	104.0	\$43,552	83.9	\$40,897	74.1	15.7%	102.5	\$17,816	31.0
Tier 3	83.0	Greenup	88.7%	100.6	6.33%	66.8	\$47,623	91.7	\$46,454	84.1	15.1%	106.6	\$27,481	47.9
Tier 3	83.4	Laurel	83.9%	95.2	4.37%	96.9	\$40,398	77.8	\$43,862	79.4	20.5%	78.5	\$41,661	72.6
Tier 3	83.5	Pulaski	84.5%	95.9	4.73%	89.4	\$46,059	88.7	\$45,060	81.6	21.4%	75.2	\$40,261	70.1
Tier 3	83.6	Russell	83.3%	94.5	5.20%	81.3	\$50,836	97.9	\$40,304	73.0	21.6%	74.5	\$46,132	80.4
Tier 3	83.8	Allen	85.9%	97.4	3.97%	106.6	\$40,895	78.8	\$41,616	75.4	16.5%	97.6	\$27,108	47.2
Tier 3	84.2	Monroe	81.5%	92.5	3.83%	110.3	\$44,662	86.0	\$40,563	73.5	20.9%	77.0	\$37,894	66.0
Tier 3	84.5	Owen	83.3%	94.5	3.77%	112.3	\$39,525	76.1	\$42,616	77.2	14.1%	114.2	\$18,831	32.8
Tier 3	84.8	Cumberland	81.2%	92.2	3.37%	125.6	\$49,499	95.3	\$45,103	81.7	28.3%	56.9	\$32,757	57.1
Tier 3	84.9	Muhlenberg	84.3%	95.6	6.07%	69.7	\$40,189	77.4	\$46,574	84.3	16.3%	98.8	\$47,879	83.4
Tier 3	85.6	Ohio	82.3%	93.4	5.30%	79.8	\$40,086	77.2	\$41,040	74.3	14.0%	115.0	\$42,460	74.0
Tier 3	86.9	Todd	78.9%	87.2	3.53%	119.7	\$47,258	91.0	\$40,324	73.0	21.1%	76.3	\$42,574	74.2
Tier 3	87.1	Henry	84.4%	95.8	3.77%	112.3	\$49,517	95.4	\$42,282	76.6	16.2%	99.4	\$24,691	43.0
Tier 3	87.6	Montgomery	85.6%	97.1	4.80%	88.1	\$42,403	81.7	\$47,058	85.2	16.4%	98.2	\$43,321	75.5
Tier 3	87.8	Pendleton	85.7%	97.2	3.87%	109.4	\$51,545	99.3	\$48,238	87.4	17.8%	90.4	\$24,639	42.9



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County: 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
				<b>119.5</b>	<b>United States</b>	<b>89.5%</b>	<b>101.5</b>	<b>4.17%</b>	<b>96.6</b>	<b>\$65,470</b>	<b>126.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>
	<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$51,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>16.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>
Tier 3	87.8	Calloway	91.2%	103.4	4.27%	99.1	\$43,984	84.7	\$41,090	74.4	18.7%	86.1	\$45,415	79.1
Tier 3	89.5	Taylor	88.3%	100.1	3.80%	111.3	\$39,822	76.7	\$39,373	71.3	14.3%	112.6	\$37,346	65.1
Tier 3	89.6	Caldwell	85.6%	97.1	3.80%	111.3	\$44,661	86.0	\$41,682	75.5	16.2%	99.4	\$39,339	68.5
Tier 3	89.7	Harrison	86.9%	98.6	3.63%	116.4	\$42,585	82.0	\$46,021	83.3	15.8%	101.9	\$32,269	56.2
Tier 3	89.9	Graves	89.7%	101.8	4.37%	96.9	\$50,193	96.7	\$45,997	83.3	19.8%	81.3	\$45,509	79.3
Tier 4	90.1	Livingston	87.2%	98.9	5.23%	80.8	\$45,791	88.2	\$54,295	98.3	16.8%	95.8	\$45,156	78.7
Tier 4	90.4	Meade	89.2%	101.2	4.73%	89.4	\$46,812	90.2	\$52,723	95.5	13.3%	121.1	\$25,789	44.9
Tier 4	90.7	Marion	83.9%	95.1	3.67%	115.4	\$43,553	83.9	\$46,415	84.1	22.5%	71.6	\$53,978	94.0
Tier 4	91.3	Hopkins	87.6%	99.4	4.60%	92.0	\$46,836	90.2	\$50,442	91.4	19.2%	83.9	\$52,384	91.3
Tier 4	91.4	Madison	91.0%	103.3	3.87%	109.4	\$44,350	85.4	\$46,329	83.9	16.1%	100.0	\$38,005	66.2
Tier 4	92.0	Grant	89.0%	101.0	4.07%	104.0	\$45,551	87.7	\$48,803	88.4	12.8%	125.8	\$25,742	44.9
Tier 4	92.0	Webster	85.3%	96.7	4.13%	102.3	\$49,417	95.2	\$47,691	86.4	16.1%	100.0	\$41,149	71.7
Tier 4	92.6	Carlisle	86.8%	98.5	3.80%	111.3	\$53,759	103.5	\$41,284	74.8	20.1%	80.1	\$50,238	87.5
Tier 4	93.1	Lyon	87.1%	98.8	4.37%	96.9	\$39,712	76.5	\$40,204	72.8	10.0%	161.0	\$30,104	52.5
Tier 4	93.3	Washington	88.0%	99.9	3.53%	119.7	\$45,188	87.0	\$47,876	86.7	14.1%	114.2	\$30,078	52.4
Tier 4	93.8	Anderson	90.4%	102.6	3.47%	122.0	\$45,566	87.8	\$44,413	80.4	13.4%	120.1	\$28,493	49.6
Tier 4	93.9	Boyle	90.9%	103.1	4.47%	94.7	\$45,262	87.2	\$47,983	86.9	15.0%	107.3	\$48,382	84.3
Tier 4	94.1	Christian	87.2%	98.9	5.23%	80.8	\$42,881	82.6	\$58,408	105.8	16.7%	96.4	\$57,394	100.0
Tier 4	95.0	Ballard	92.2%	104.5	4.90%	86.3	\$49,784	95.9	\$55,731	100.9	14.3%	112.6	\$40,147	69.9
Tier 4	95.6	Hickman	86.2%	97.8	4.37%	96.9	\$56,507	108.8	\$37,153	67.3	16.7%	96.4	\$61,205	106.6
Tier 4	96.3	Logan	87.9%	99.7	3.77%	112.3	\$44,262	85.2	\$53,338	96.6	15.7%	102.5	\$46,856	81.6
Tier 4	96.7	Henderson	88.6%	100.6	4.07%	104.0	\$48,905	94.2	\$51,883	94.0	17.0%	94.7	\$53,303	92.9
Tier 4	97.6	Gallatin	85.2%	96.7	3.93%	107.5	\$43,018	82.9	\$64,670	117.1	16.8%	95.8	\$49,044	85.5
Tier 4	97.9	Clark	89.4%	101.4	3.90%	108.5	\$47,562	91.6	\$51,065	92.5	15.1%	106.6	\$49,903	86.9



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County: 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	<b>119.5</b>	<b>United States</b>	<b>89.5%</b>	<b>101.5</b>	<b>4.17%</b>	<b>98.6</b>	<b>\$65,470</b>	<b>126.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>	<b>128.8</b>	<b>\$77,243</b>	<b>134.6</b>
	<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$51,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>16.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>
Tier 4	98.6	Warren	89.3%	101.3	3.90%	108.5	\$46,117	88.8	\$50,847	92.1	17.2%	93.6	\$61,613	107.3
Tier 4	99.2	Mason	85.5%	97.0	5.17%	81.9	\$48,132	92.7	\$47,717	86.4	18.7%	86.1	\$86,615	150.9
Tier 4	99.3	Simpson	89.4%	101.4	3.77%	112.3	\$43,164	83.1	\$47,663	86.3	14.2%	113.4	\$57,109	99.5
Tier 4	99.5	Boyd	88.5%	100.4	5.60%	75.5	\$45,945	88.5	\$55,462	100.4	17.4%	92.5	\$79,984	139.4
Tier 4	99.6	Daviess	91.2%	103.5	4.13%	102.3	\$49,179	94.7	\$50,210	90.9	14.0%	115.0	\$52,443	91.4
Tier 5	101.5	Mercer	89.4%	101.5	4.07%	104.0	\$44,293	85.3	\$54,512	98.7	11.2%	143.8	\$43,472	75.7
Tier 5	102.4	Bullitt	89.1%	101.1	4.27%	99.1	\$51,198	98.6	\$51,150	92.6	10.6%	151.9	\$40,676	70.9
Tier 5	102.6	Union	89.5%	101.5	4.53%	93.3	\$48,850	94.1	\$52,888	95.8	18.8%	85.6	\$83,359	145.2
Tier 5	103.1	Bourbon	85.4%	96.9	3.63%	116.4	\$57,191	110.2	\$48,596	88.0	15.1%	106.6	\$57,789	100.7
Tier 5	103.5	Spencer	92.6%	105.0	3.97%	106.6	\$56,264	108.4	\$41,414	75.0	8.3%	194.0	\$18,387	32.0
Tier 5	106.3	Jessamine	89.8%	101.9	3.53%	119.7	\$58,177	112.0	\$49,111	88.9	12.1%	133.1	\$47,315	82.4
Tier 5	107.3	McLean	91.1%	103.3	4.43%	95.4	\$51,396	99.0	\$40,268	72.9	7.9%	203.8	\$39,738	69.2
Tier 5	107.6	Hardin	91.7%	104.0	4.27%	99.1	\$52,724	101.5	\$55,255	100.1	11.5%	140.0	\$57,780	100.7
Tier 5	107.9	Marshall	92.0%	104.3	4.20%	100.7	\$48,444	93.3	\$56,410	102.2	12.1%	133.1	\$65,308	113.8
Tier 5	108.8	Campbell	93.5%	106.1	3.60%	117.5	\$61,635	118.7	\$51,682	93.6	11.7%	137.6	\$45,644	79.5
Tier 5	109.9	Franklin	91.1%	103.4	3.77%	112.3	\$49,471	95.3	\$54,475	98.7	13.3%	121.1	\$73,942	128.8
Tier 6	110.9	Nelson	91.9%	104.2	3.90%	108.5	\$53,328	102.7	\$51,446	93.2	8.8%	183.0	\$42,347	73.8
Tier 6	111.7	McCracken	92.2%	104.6	4.30%	98.4	\$58,253	112.2	\$52,763	95.6	15.2%	105.9	\$88,063	153.4
Tier 6	113.7	Trimble	85.9%	97.4	4.33%	97.6	\$48,335	93.1	\$56,823	102.9	13.7%	117.5	\$99,768	173.8
Tier 6	114.9	Shelby	88.5%	100.4	3.57%	118.6	\$56,480	108.8	\$48,594	88.0	7.9%	203.8	\$40,058	69.8
Tier 6	115.7	Fayette	92.4%	104.9	3.43%	123.2	\$59,641	114.9	\$59,162	107.1	14.9%	108.1	\$78,033	136.0
Tier 6	119.6	Jefferson	90.9%	103.1	4.13%	102.3	\$64,075	123.4	\$65,690	119.0	14.1%	114.2	\$89,294	155.6
Tier 6	120.3	Scott	93.8%	106.4	3.30%	128.2	\$52,623	101.4	\$58,319	105.6	9.3%	173.1	\$61,424	107.0
Tier 6	121.2	Kenton	91.7%	104.0	3.70%	114.3	\$69,498	133.9	\$69,677	126.2	11.9%	135.3	\$65,205	113.6



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2018 to 2022		Unemployment Rate Annual Averages (Population 18 to 64) 2021, 2022, and 2023		Per Capita Personal Income 2022		Annual Wage and Salary Per Worker 2022		Annual Average Poverty Rate 2022		Per Capita Gross Domestic Product By County 2022	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
				<b>119.5</b>	<b>United States</b>	<b>89.5%</b>	<b>101.5</b>	<b>4.17%</b>	<b>98.6</b>	<b>\$65,470</b>	<b>126.1</b>	<b>\$70,282</b>	<b>127.3</b>	<b>12.5%</b>
	<b>100.0</b>	<b>Kentucky</b>	<b>88.2%</b>	<b>100.0</b>	<b>4.23%</b>	<b>100.0</b>	<b>\$51,921</b>	<b>100.0</b>	<b>\$55,217</b>	<b>100.0</b>	<b>18.1%</b>	<b>100.0</b>	<b>\$57,394</b>	<b>100.0</b>
Tier 6	121.3	Hancock	87.0%	98.7	4.40%	96.1	\$53,953	103.9	\$74,895	135.6	15.1%	106.6	\$107,223	186.8
Tier 6	121.3	Woodford	91.1%	103.4	3.13%	135.0	\$62,468	120.3	\$45,978	83.3	8.4%	191.7	\$54,127	94.3
Tier 6	152.5	Carroll	81.7%	92.7	3.57%	118.6	\$46,390	89.3	\$70,859	128.3	20.3%	79.3	\$233,589	407.0
Tier 6	153.1	Boone	93.2%	105.7	3.47%	122.0	\$58,730	113.1	\$55,790	101.0	5.7%	282.5	\$111,643	194.5
Tier 6	156.7	Oldham	93.6%	106.2	3.40%	124.4	\$76,988	148.3	\$55,639	100.8	4.0%	402.5	\$33,298	58.0

**Sources**

**High School Education or Higher Level of Education: 2018 to 2022** – Source: U.S. Census Bureau, 2018-2022 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: 2021-2023** – 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: 2022** – 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 2022** – Source: United States Department of Commerce, Bureau of Economic Analysis, Economics and Statistics Administration, Regional Economic Information System, CAINC6N 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: 2022** - Source: Estimated Number and Percent of People of all Ages in Poverty by County 2018-2022 American Fact Finder, Poverty Estimate in the past 12-months, 5-Year Estimates, United States Census Bureau. <http://www.census.gov/did/www/saipel/>.



**Gross Domestic Product by County: 2022** – 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, 2022, <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.

Note: BSSC Socioeconomic Index components are equally weighted.

Note: United States Average Index = 119.5 (Equivalent BSSC Socioeconomic Index: 2024)



# Bluegrass State Skills Corporation (BSSC)

## Socioeconomic Index Comparison - 2024 with 2023

Area	2023		2024		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>117.2</b>	--		--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Adair	Tier 2	75.0	Tier 2	76.0	Unchanged
Allen	Tier 3	84.8	Tier 3	83.8	Unchanged
Anderson	Tier 5	102.7	Tier 4	93.8	Down
Ballard	Tier 4	96.1	Tier 4	95.0	Unchanged
Barren	Tier 3	83.7	Tier 3	81.9	Unchanged
Bath	Tier 2	72.5	Tier 1	69.5	Down
Bell	Tier 2	73.2	Tier 2	73.4	Unchanged
Boone	Tier 6	147.8	Tier 6	153.1	Unchanged
Bourbon	Tier 5	101.3	Tier 5	103.1	Unchanged
Boyd	Tier 4	96.3	Tier 4	99.5	Unchanged
Boyle	Tier 4	94.0	Tier 4	93.9	Unchanged
Bracken	Tier 3	86.5	Tier 3	81.4	Unchanged
Breathitt	Tier 1	63.1	Tier 1	63.4	Unchanged
Breckinridge	Tier 3	80.3	Tier 2	74.1	Down
Bullitt	Tier 5	100.6	Tier 5	102.4	Unchanged
Butler	Tier 3	82.0	Tier 2	79.8	Down
Caldwell	Tier 4	90.4	Tier 3	89.6	Down
Calloway	Tier 4	91.2	Tier 3	87.8	Down
Campbell	Tier 6	110.7	Tier 5	108.8	Down
Carlisle	Tier 4	96.4	Tier 4	92.6	Unchanged
Carroll	Tier 6	151.6	Tier 6	152.5	Unchanged
Carter	Tier 1	67.4	Tier 1	66.9	Unchanged
Casey	Tier 2	78.5	Tier 2	74.5	Unchanged
Christian	Tier 4	96.1	Tier 4	94.1	Unchanged
Clark	Tier 5	103.1	Tier 4	97.9	Down
Clay	Tier 1	64.8	Tier 1	64.9	Unchanged
Clinton	Tier 3	83.2	Tier 3	81.2	Unchanged
Crittenden	Tier 3	81.8	Tier 2	79.6	Down
Cumberland	Tier 3	89.0	Tier 3	84.8	Unchanged
Daviess	Tier 5	103.0	Tier 4	99.6	Down
Edmonson	Tier 2	75.0	Tier 2	75.2	Unchanged
Elliott	Tier 1	58.8	Tier 1	58.7	Unchanged
Estill	Tier 2	71.8	Tier 2	70.5	Unchanged
Fayette	Tier 6	115.8	Tier 6	115.7	Unchanged



Area	2023		2024		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>117.2</b>	--		--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Fleming	Tier 3	80.3	Tier 2	76.8	Down
Floyd	Tier 2	74.8	Tier 2	74.3	Unchanged
Franklin	Tier 5	109.0	Tier 5	109.9	Unchanged
Fulton	Tier 3	80.0	Tier 2	77.0	Down
Gallatin	Tier 5	100.2	Tier 4	97.6	Down
Garrard	Tier 3	83.9	Tier 3	81.9	Unchanged
Grant	Tier 4	92.3	Tier 4	92.0	Unchanged
Graves	Tier 4	92.1	Tier 3	89.9	Down
Grayson	Tier 3	80.8	Tier 2	78.2	Down
Green	Tier 2	79.7	Tier 2	76.4	Unchanged
Greenup	Tier 3	85.0	Tier 3	83.0	Unchanged
Hancock	Tier 6	122.3	Tier 6	121.3	Unchanged
Hardin	Tier 5	106.6	Tier 5	107.6	Unchanged
Harlan	Tier 1	63.8	Tier 1	65.8	Unchanged
Harrison	Tier 4	92.4	Tier 3	89.7	Down
Hart	Tier 3	82.2	Tier 2	79.8	Down
Henderson	Tier 5	104.1	Tier 4	96.7	Down
Henry	Tier 4	91.1	Tier 3	87.1	Down
Hickman	Tier 4	91.4	Tier 4	95.6	Unchanged
Hopkins	Tier 4	90.0	Tier 4	91.3	Unchanged
Jackson	Tier 1	64.5	Tier 1	65.1	Unchanged
Jefferson	Tier 6	118.4	Tier 6	119.6	Unchanged
Jessamine	Tier 5	103.0	Tier 5	106.3	Unchanged
Johnson	Tier 2	71.0	Tier 2	70.5	Unchanged
Kenton	Tier 6	121.1	Tier 6	121.2	Unchanged
Knott	Tier 1	64.1	Tier 1	63.4	Unchanged
Knox	Tier 1	67.6	Tier 1	66.2	Unchanged
Larue	Tier 3	81.2	Tier 2	76.6	Down
Laurel	Tier 3	84.4	Tier 3	83.4	Unchanged
Lawrence	Tier 2	70.6	Tier 1	69.3	Down
Lee	Tier 1	66.8	Tier 1	65.0	Unchanged
Leslie	Tier 1	65.6	Tier 1	63.3	Unchanged
Letcher	Tier 1	66.2	Tier 1	67.1	Unchanged
Lewis	Tier 1	67.8	Tier 1	63.3	Unchanged
Lincoln	Tier 2	75.7	Tier 2	75.8	Unchanged
Livingston	Tier 4	92.3	Tier 4	90.1	Unchanged
Logan	Tier 4	99.1	Tier 4	96.3	Unchanged
Lyon	Tier 3	87.7	Tier 4	93.1	Up
Madison	Tier 4	90.9	Tier 4	91.4	Unchanged
Magoffin	Tier 1	58.2	Tier 1	57.4	Unchanged





Area	2023		2024		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>117.2</b>	--		--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Marion	Tier 4	94.9	Tier 4	90.7	Unchanged
Marshall	Tier 5	103.2	Tier 5	107.9	Unchanged
Martin	Tier 1	63.1	Tier 1	65.8	Unchanged
Mason	Tier 4	99.8	Tier 4	99.2	Unchanged
McCracken	Tier 5	107.0	Tier 6	111.7	Up
McCreary	Tier 1	67.8	Tier 1	64.5	Unchanged
McLean	Tier 4	93.0	Tier 5	107.3	Up
Meade	Tier 3	86.8	Tier 4	90.4	Up
Menifee	Tier 1	66.5	Tier 1	65.4	Unchanged
Mercer	Tier 4	96.5	Tier 5	101.5	Up
Metcalfe	Tier 2	75.5	Tier 2	72.2	Unchanged
Monroe	Tier 3	83.9	Tier 3	84.2	Unchanged
Montgomery	Tier 3	88.0	Tier 3	87.6	Unchanged
Morgan	Tier 1	68.9	Tier 2	70.3	Up
Muhlenberg	Tier 2	79.9	Tier 3	84.9	Up
Nelson	Tier 5	104.3	Tier 6	110.9	Up
Nicholas	Tier 2	76.4	Tier 2	75.6	Unchanged
Ohio	Tier 3	84.9	Tier 3	85.6	Unchanged
Oldham	Tier 6	144.8	Tier 6	156.7	Unchanged
Owen	Tier 3	83.0	Tier 3	84.5	Unchanged
Owsley	Tier 1	62.6	Tier 1	63.0	Unchanged
Pendleton	Tier 4	91.6	Tier 3	87.8	Down
Perry	Tier 2	76.6	Tier 2	79.7	Unchanged
Pike	Tier 2	77.4	Tier 2	79.9	Unchanged
Powell	Tier 2	73.2	Tier 2	73.5	Unchanged
Pulaski	Tier 3	85.8	Tier 3	83.5	Unchanged
Robertson	Tier 2	75.5	Tier 1	69.8	Down
Rockcastle	Tier 2	74.5	Tier 2	72.8	Unchanged
Rowan	Tier 3	80.2	Tier 2	77.2	Down
Russell	Tier 2	78.4	Tier 3	83.6	Up
Scott	Tier 6	120.5	Tier 6	120.3	Unchanged
Shelby	Tier 6	110.7	Tier 6	114.9	Unchanged
Simpson	Tier 5	100.2	Tier 4	99.3	Down
Spencer	Tier 5	107.7	Tier 5	103.5	Unchanged
Taylor	Tier 3	88.0	Tier 3	89.5	Unchanged
Todd	Tier 3	89.5	Tier 3	86.9	Unchanged
Trigg	Tier 3	81.6	Tier 2	78.6	Down
Trimble	Tier 5	109.1	Tier 6	113.7	Up
Union	Tier 4	97.8	Tier 5	102.6	Up
Warren	Tier 4	99.0	Tier 4	98.6	Unchanged



Area	2023		2024		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
<b>United States</b>	--	<b>117.2</b>	--		--
<b>Kentucky</b>	--	<b>100.0</b>	--	<b>100.0</b>	--
Washington	Tier 4	95.2	Tier 4	93.3	Unchanged
Wayne	Tier 2	73.0	Tier 1	69.5	Down
Webster	Tier 4	94.1	Tier 4	92.0	Unchanged
Whitley	Tier 2	78.3	Tier 2	78.8	Unchanged
Wolfe	Tier 1	67.3	Tier 1	62.6	Unchanged
Woodford	Tier 6	119.3	Tier 6	121.3	Unchanged

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

# **Bluegrass State Skills Corporation**

**NEW BUSINESS**



# Bluegrass State Skills Corporation

## GUIDELINES CHANGE



CABINET FOR  
ECONOMIC DEVELOPMENT



# Just the Facts:

## 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 to stimulate economic development through customized business and industry-specific skills upgrade and occupational upgrade training. The BSSC approves incentives for qualified companies through a Grant-in-Aid (GIA) program and a Skills Training Investment Credit (STIC). The GIA provides reimbursement dollars to applicants and the STIC provides a tax credit against Kentucky income taxes to companies for approved training activities.

### Program Qualifications, Incentive Awards, and Training Costs

<p>Qualified Company (Eligible Applicants)</p>	<p>A legal entity through which business is conducted that has been, or is planning to be, actively engaged within the Commonwealth in:</p> <ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Agribusiness</li> <li>• Nonretail service or technology</li> <li>• Headquarters</li> <li>• Hospital operations</li> <li>• Coal severing and processing</li> <li>• Alternative fuel, gasification, energy efficient alternative fuels, or renewable energy production</li> <li>• Carbon dioxide or hydrogen transmission pipeline</li> </ul> <p>For the GIA program, a consortia is also considered a qualified company.</p> <p>"Qualified company" does not include companies where the primary activity to be conducted within the Commonwealth is forestry, fishing, the provision of utilities, construction, wholesale trade, retail trade, real estate, rental and leasing, educational services, accommodation and food services, public administration services, or fee-based training (except consortia). Any company whose primary purpose is the sale of goods at retail shall not constitute a qualified company.</p>
<p>Incentive Amount</p>	<p>The maximum incentive amount for qualified companies during a BSSC fiscal year (July 1 – June 30) is the <u>LESSER</u> of the following:</p> <ul style="list-style-type: none"> <li>• 50% of approved training costs</li> <li>• \$75,000</li> <li>• \$2,000 x number of eligible trainees</li> </ul> <p>The GIA incentive is a cash grant reimbursement for eligible training expenses. The STIC incentive is a Kentucky income tax credit.</p>
<p>Length of Incentive Agreement</p>	<p>1 year – Extension may be authorized, not to exceed three months, for the project to finalize and submit the required training documentation (not to complete training).</p>

Application Approval Limit	An applicant is a company with a separate and distinct Federal Employer Identification Number (FEIN). Applicants may be approved at one BSSC board meeting per year. Subject to application score and incentive eligibility, applicants may be awarded one GIA, one STIC, or both a GIA and STIC per state fiscal year.
Eligible Training Costs	The following properly documented training costs for occupational upgrade and/or skills upgrade training are eligible: <ul style="list-style-type: none"> <li>• In-House Training (\$25 per hour permitted for trainer costs)</li> <li>• Educational Institution and Consultant Training</li> <li>• Instructional Materials and Supplies used only for Training</li> <li>• Employee/Trainee Wages</li> </ul> <p>Safety, mandated, and regulatory training may be eligible if it totals no more than 25% of the overall eligible training. Retroactive training, pro/con union training, employee assessments/evaluations, curriculum development, unrelated industry training, and training provided through the KCTCS TRAINS program are not eligible.</p>
Scoring	Application must receive a minimum score of 60 to qualify and be eligible for consideration. Refer to the BSSC Guidelines for scoring criteria.
Maximum Funding	\$4,300,000 per fiscal year for GIA and \$2,500,000 per fiscal year for STIC

Subject to funding availability, GIA and STIC applications are accepted throughout the year. Incentives are limited, which may preclude all eligible applications from being funded. Below is an overview of the process.

- The qualified company submits an application to the Bluegrass State Skills Corporation (BSSC) detailing the training to be provided. A minimum of \$12,000 in proposed training costs is required.
- BSSC staff review applications for eligibility, completeness and accuracy. Upon completion of staff's review, eligible applications are presented to the BSSC Board for approval. If approved, BSSC enters into an agreement with the company to set forth the maximum incentives available, training dates and other requirements. The term of the agreement will be no longer than one year from the date of BSSC approval. Training may begin after the approval date.
- Company completes and documents eligible training. No later than two months after agreement term date, all requests for reimbursements or tax credits are submitted to the BSSC on a training summary worksheet. Additional documentation may be requested by staff. After staff reviews the company's submission, notification will be provided regarding the approved reimbursement or tax credit amount. GIA projects will receive a cash disbursement via check or electronic deposit. STIC incentives can be claimed as a credit on the company's Kentucky tax return, beginning with the return for the year in which the STIC project is closed out. Unused tax credits may be carried forward up to three years.

For additional information about the GIA and STIC programs, including the application deadline schedule, refer to the [Guidelines](#) or the [BSSC web page](#).

To learn more, contact:

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Field Code Changed



# Guidelines:

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

FY 20234-20245

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, 20234	August 27, 20234
September 15, 20234	November 46, 20234
December 15, 20234	February 75, 20245
March 15, 20245	May 17, 20245

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 or 500 Mero Street, 1<sup>st</sup> Floor, 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	20
		Existing company of 101 – 500	15
		Existing company of 501 – 1,000	10
2	Area of Need (Range of BSSC Index)	Existing company of 1,001 or more	5
		(See Area of Need Chart)	
		0 to 70	20
		70.01 to 80	17
		80.01 to 90	15
		90.01 to 100	10

		100.01 to 110	7
		110.01 or Higher	5
3	Trainees Average Hourly Wage Rate (excluding Benefits)	\$18.00 or less	5
		\$18.01 to \$26.99	10
		\$27.00 or more	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, 2023 – June 30, 2024)	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
<del>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. Company provides onsite childcare, childcare stipend to employees, caregiver assistance, transportation, or transportation stipend to employees</del>	<del>24</del>
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)	42
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 <del>or released</del> for other than dishonorable discharge, <u>or is a Second Chance Employer of those who have been incarcerated, or have a partnership with an organization to employ individuals who have been through an addiction treatment program.</u>	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 ~~2023~~<sup>2024</sup>-~~2024~~<sup>2025</sup> fiscal year.

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

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 Phone: (502) 564-7670  
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## **MEMORANDUM**

**TO:** BSSC Board Members

**FROM:** Sarah C. Butler, Deputy Commissioner

**DATE:** May 1, 2024

**SUBJECT:** Commitment Grant Exceptions to BSSC Guidelines 2024-2025

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The following exceptions to the May 1, 2024, 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