

Bluegrass State Skills Corporation

Board of Directors Meeting

May 4, 2022



Bluegrass State Skills Corporation

AGENDA



**The Bluegrass State Skills Corporation
Board of Directors Meeting
Cabinet for Economic Development
300 West Broadway
Frankfort, Kentucky
AGENDA
May 4, 2022**

Call to Order
Notification of Press
Roll Call

Minutes

Wednesday, February 2, 2022
Wednesday, April 20, 2022

Reports

Tonya Lee

Financial Report

GIA Applications

Ashlee Chilton/Christy Wingate

CPC Conway dba CPC Commodities
Framebridge, Inc.

GIA Applications

Martin David-Jacobs/Kate McCane

R.C. Bigelow, Inc.
Baptist Healthcare Systems, Inc. dba Baptist Health, LaGrange
DPL Financial Partners, LLC
Harding Shymanski & Company, P.S.C.
RFC LLC

GIA Applications

Brittany Cox/Christy Wingate

Sumitomo Electric Wiring Systems, Inc.
The Kroger Co.
Shelby County Associated Industries, Inc.

GIA Applications

Foster Shrout/Christy Wingate

Georgetown Community Hospital, LLC
F&E Aircraft Maintenance (Miami) LLC

GIA Applications

Malcolm Jollie/Kate McCane

Pioneer Plastics, Inc.
Designs Direct L.L.C.
Toyotetsu Mid America, LLC.
Zoeller Company

GIA and STIC Applications

Foster Shrout/Christy Wingate

Tekno, Inc.

GIA and STIC Applications

Andy Luttner/Christy Wingate

Levy Environmental Services Company dba Levy Brandenburg Mill Services
Logan Aluminim Inc.

STIC Applications

Brittany Cox/Kate McCane

Perfetti Van Melle USA Inc.

STIC Applications

Ashlee Chilton/Kate McCane

Creative Liquid Coatings
Amtrol Inc.

GIA Commitment Applications

Martin David-Jacobs/Christy Wingate

Ford Motor Company, Chamberlain Lane

GIA Commitment Applications

Malcolm Jollie/Christy Wingate

Diversey, Inc.

Old Business

Jai Bokey/Sarah Butler

Socioeconomic Index - Christopher Snyder

New Business

Jai Bokey/Sarah Butler

Guideline Changes

Next Board Meeting

Ellen Felix

August 3, 2022

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 2, 2022 – 1:00 PM**

Members present – Brenda Bankston, Dr. Houston Barber, Jai Bokey, Rita Combs-Sterrett, Marty Hammons, John Kuzuoka, Tom Lund, Nicholas Rapier, Zach Weinberg, Jeff Whitehead, and Aimee Wulfeck.

Proxies present – Katie Smith, Proxy for Secretary Larry Hayes; Marjorie Arnold, Proxy for Secretary Jamie Link; Rick Smith, Proxy for Dr. Aaron Thompson, Stefanie Ebbens-Kingsley, Proxy for Acting Secretary Mary Pat Regan, and Jessie Schook, Proxy for Paul Czarapata (KCTCS).

Members absent – Shannon Cales, and Gary Farmer.

CED Staff present –

Tim Back, Elizabeth Bishop, Sarah Butler, Ashlee Chilton, Brittany Cox, Anthony Ellis, Ellen Felix, James Johnson, Andy Luttner, Kate McCane, Craig McKinney, Angelica Sanchez Vega, Foster Shrout, Matt Simms, Kristina Slattery, and Christy Wingate.

Guests present – via Video Teleconference

Joe Rocker and Shinichi Kimura – TOA SE, Inc., Nicholasville

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.

Oath of Office – CED Cabinet Attorney and Executive Director Counsel Anthony Ellis administered the oath of office and swore in the following new BSSC Board Member, Tom Lund.

Roll Call – Ellen Felix

Approval of the November 3, 2021 Minutes – Jai Bokey

A motion was made by Nicholas Rapier to approve the minutes, and Jeff Whitehead seconded the motion to approve the November 3, 2021 minutes. Motion carried.

Approval of Financial Report – Katie Smith

Brenda Bankston made a motion to approve the Financial Report for February 2, 2022. John Kuzuoka seconded the motion. Motion carried.

Applications for Review – Sarah Butler

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

G22-23675 – Fleming Medical Center, LLC, Flemingsburg	\$ 59,110.00
G22-23733 – Fuel Total Systems Kentucky Corporation, Lebanon	\$ 44,000.00
G22-23736 – Cumberland Cooperage, LLC, East Bernstadt	\$ 75,000.00
G22-23740 – Anixter Inc., Lexington	\$ 75,000.00

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

BSSC Staff – Matt Simms/Kate McCane recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G22-23737 – Woodford Hospital, LLC dba Bluegrass Community Hospital, Versailles	\$ 13,094.00
G22-23726 – Bourbon Community Hospital, LLC, Paris	\$ 38,185.00
G22-23732 – Atkore Plastic Pipe Corporation, Louisville	\$ 62,058.00

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

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

G22-23742 – Mercy Health – Marcum & Wallace Hospital, LLC, Irvine	\$ 28,700.00
G22-23674 – Meadowview Regional Medical Center, LLC, Maysville	\$ 39,335.00
G22-23729 – Kentucky Hospital, LLC dba Clark Regional Medical Center, Winchester	\$ 46,512.00

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

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

G22-23724 – Kentucky Alliance Training Consortium, Inc., Georgetown	\$ 75,000.00
G22-23723 – Bluegrass Training Consortium, Inc., Georgetown	\$ 75,000.00
G22-23722 – NELCO Training, Inc., Bardstown	\$ 30,117.00

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

BSSC Staff – Elizabeth Bishop/Kate McCane recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G22-23725 – TOA SE, Inc., Nicholasville	\$ 36,000.00
G22-23741 – GlowTouch LLC, Louisville	\$ 75,000.00

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

BSSC Staff – Andy Luttner/Kate McCane recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G22-23616 – AAK USA K1, LLC, Louisville	\$ 75,000.00
G22-23734 – Piston Automotive LLC, Georgetown	\$ 75,000.00

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

BSSC Staff – Elizabeth Bishop/Christy Wingate recommended the following Grant-In-Aid (GIA) + Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

G22-23731 – Fruehauf, Inc., Bowling Green	\$ 75,000.00
T22-23730 – Fruehauf, Inc., Bowling Green	\$ 75,000.00

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

BSSC Staff – Brittany Cox/Kate McCane recommended the following Grant-In-Aid (GIA) + Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

G22-23535 – Mubea Precision Springs, Inc., Florence	\$ 75,000.00
T22-23536 – Mubea Precision Springs, Inc., Florence	\$ 75,000.00

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

BSSC Staff – Ashlee Chilton/Kate McCane recommended the following Grant-In-Aid (GIA) + Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

G22-23609 – Tractor Supply Company, Franklin	\$ 75,000.00
T22-23610 – Tractor Supply Company, Franklin	\$ 75,000.00

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

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

T22-23728 – Bodycote Surface Technology, Inc., Hebron	\$ 75,000.00
T22-23648 – Winston Industries, LLC, Louisville	\$ 75,000.00
T22-23673 – Marquette Transportation Company, LLC, Paducah	\$ 75,000.00

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

BSSC Staff – Foster Shrout/Christy Wingate recommended the following Skills-Training-Investment-Credit (STIC) application to the BSSC Board for approval:

T22-23666 – AGC Flat Glass North America, Inc., Richmond \$ 75,000.00

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

BSSC Staff – Andy Luttner/Kate McCane recommended the following Skills-Training-Investment-Credit (STIC) application to the BSSC Board for approval:

T22-23735 – Haier US Appliance Solutions, Inc. dba GE Appliances, \$ 75,000.00
Louisville

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

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

G22-23676 – Ford Motor Company, Fern Valley Rd. \$ 200,000.00

G22-23679 – Ford Motor Company, Fern Valley Rd. \$ 200,000.00

G22-23682 – Ford Motor Company, Fern Valley Rd. \$ 100,000.00

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

Old Business

- Board Insurance

Ms. Butler presented the renewal for Liability Insurance to the Board of Directors. The Cabinet received a quote for \$2,000,000.00 policy coverage for a premium of \$1,731.00. This is the same standard premium that the Cabinet paid in 2021.

A motion was made by Nicholas Rapier and seconded by Tom Lund to approve the new Liability Insurance for 2022. Motion carried.

New Business

- Member-at-Large (Jeff Whitehead) – Appointment for Executive Committee
- Election of Officers for the Executive Board

Ms. Butler presented the following proposed officers for the BSSC Executive Committee 2022/2023:

Chaired by – Jai Bokey

Vice Chair – Brenda Bankston
Secretary – John Kuzuoka
Treasurer – Nicholas Rapier
Member at Large – Jeff Whitehead

A motion was made by Tom Lund and seconded by Rita Combs-Sterrett 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 4, 2022, at 1:00 pm at the Cabinet for Economic Development, Old Capitol Annex, 1st Floor Conference Room, 300 West Broadway, Frankfort, Kentucky.

Adjournment – Jai Bokey

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

Sincerely submitted,

A handwritten signature in black ink, appearing to read "S. Butler", written over a horizontal line.

Sarah C. Butler

Deputy Commissioner, Incentive Administration Division

**Bluegrass State Skills Corporation Executive Committee Meeting
Kentucky Cabinet for Economic Development,
300 West Broadway, Frankfort, KY 40601
Thursday, April 20, 2022 – 1:00 PM ET
Jai Bokey, Chair**

MEMBERS PRESENT:

Jai Bokey
Brenda Bankston
John Kuzuoka
Nicholas Rapier

STAFF PRESENT:

Sarah Butler, Katie Smith,
Ellen Felix, Christy Wingate,
Kate McCane, James Johnson,
Dan Wood, Kristina Slattery,
Danielle Dunmire, Amy Mills,

MEMBERS

ABSENT:

Jeff Whitehead

In accordance with the provision of KRS 61.823, a special meeting of the Bluegrass State Skills Corporation was called for 1:00 p.m. (EDT) on Wednesday, April 20, 2022. The board meeting was held via video teleconference.

Call to Order

Jai Bokey

Roll Call

Ellen Felix

Notification of Press – Ellen Felix

Jai Bokey, Chairman received verification that the media had been notified of the BSSC Executive Committee Meeting.

New Business

Sarah Butler

- 1.) Grant-in-Aid / Skills-Training-Investment-Credit Guidelines
 - Review of Proposed Changes

In summary, the staff has proposed the following suggested updates:

- 1.) Update Fiscal Year Dates
- 2.) Area of Need will be updated prior to May 4, 2022 BSSC meeting
- 3.) Omit the pre-employment training due to ineligibility
- 4.) Application deadlines and Board Meeting schedule
- 5.) Application scoring – Trainees average hourly wage rate from \$ 16.00 or less to \$ 18,00 and \$16.01 to \$ 18,01 or more

After reviewing the recommended changes, board and staff agreed to recommend changes to the FY 2022-2023 BSSC Guidelines as presented. Sarah Butler mentioned that the guidelines will still require an update to the Areas of Need once the data has been released.

Chairman Jai Bokey entertained a motion to make the recommended changes to the FY 2022-2023 BSSC Guidelines to the full board at the May 4, 2022 meeting.

A motion was made by Nicholas Rapier. Brenda Bankston seconded the motion. Motion carried.

2.) **Commitment Grant Exceptions to the proposed BSSC Guidelines 2022-2023**

The following exceptions to the proposed guidelines concerning Commitment Grant proposals are recommended for approval as follows:

- May be approved and awarded up to \$200,000 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 application and reimbursement worksheets
- Extensions may be authorized for certain Cabinet Commitment Projects
- Train the trainer travel is an eligible expense

No vote was necessary for the proposed Commitment Grant Exceptions

Next Board Meeting:

May 4, 2022 – 1:00 PM
Cabinet for Economic Development
1st Floor Conference Room
300 West Broadway
Frankfort, KY 40601

Ellen Felix

Adjournment

Jai Bokey

Nicholas Rapier made a motion to adjourn the meeting and John Kuzuoka seconded motion.
Motion carried.

Sincerely submitted,



Sarah Butler
Deputy Commissioner, Incentive Administration Division

Bluegrass State Skills Corporation

FINANCIAL REPORT



BSSC FUNDS REPORT

4/29/2022

RESOURCES AVAILABLE

Regular Appropriation	4,311,800
Special Appropriation (Ford Motor Company)	1,000,000
Special Appropriation (SB 5)*	20,000,000
Continued Appropriation	10,007,370
OET Rapid Response Funds Carry Forward	258,570
TOTAL RESOURCES	35,577,740

EXPENDITURES YTD

BSSC Funds	3,119,389
OET Rapid Response Funds	0
Total Expenditures as of 4/29/22	3,119,389

OBLIGATIONS REMAINING

Regular/Commitment/OET Grants	8,059,594
Ford Commitment	500,000
Proposals	0
TOTAL OBLIGATIONS	8,559,594

TOTAL FUNDS AVAILABLE

23,898,757

FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR

Secretary's Funds	2,558,055
Regular Grant Funds	1,340,702
*SB5 Funds Available for \$2 Billion Projects	20,000,000
OET Rapid Response Funds	0
TOTAL FUNDS AVAILABLE	23,898,757
FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR	

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

BSSC FUNDS REPORT

4/29/2022

Base	\$	1,041,452
------	----	-----------

Recaps (Feb-Apr)	\$	299,250
------------------	----	---------

Available for May 2022 Meeting	\$	1,340,702
--------------------------------	----	-----------

Bluegrass State Skills Corporation

APPLICATIONS - GIA



Grant-In-Aid (GIA) Projects May 2022

<u>Score</u>	<u>Qualified Company</u>	<u>City</u>	<u>Number of</u>	<u>Incentive Amount</u>
91	CPC Conway d/b/a CPC Commodities	Fountain Run	46	\$35,843
89	Tekno, Inc.	Cave City	38	\$75,000
86	Sumitomo Electric Wiring Systems, Inc.	Edmonton	307	\$75,000
85	Levy Environmental Services Company dba Levy Brandenburg Mill Services	Brandenburg	40	\$75,000
82	Shelby County Associated Industries, Inc.	Shelbyville	246	\$75,000
77	Pioneer Plastics, Inc.	Dixon	64	\$36,971
77	Designs Direct L.L.C.	Covington	27	\$54,000
75	R.C. Bigelow	Louisville	18	\$36,000
71	Georgetown Community Hospital, LLC	Georgetown	360	\$75,000
71	Toyotetsu Mid America, LLC	Owensboro	836	\$75,000
71	Baptist Healthcare Systems, Inc. dba Baptist Health La Grange	La Grange	260	\$75,000
70	DPL Financial Partners, LLC	Louisville	17	\$34,000
70	Harding Shymanski & Company, P.S.C.	Louisville	3	\$6,000
69	RFC LLC	Shelbyville	360	\$75,000
69	Logan Aluminum Inc.	Russellville	1420	\$75,000
68	F&E Aircraft Maintenance (Miami) LLC	Erlanger	133	\$75,000
67	The Kroger Co.	Florence	67	\$75,000
65	Framebridge, Inc.	Richmond	226	\$75,000
64	Zoeller Company	Louisville	402	\$75,000
19 Projects			4870	\$1,177,814
Regular Grant Fund Balance				\$1,041,452
Recaptured Amount				\$299,250
2022 FY Projected/ Approved Grants				\$1,177,814
Remaining Grant Funds				\$162,888

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 4, 2022

Company: CPC Conway d/b/a CPC Commodities

City: Fountain Run **County:** Allen

Industry Sector: Manufacturing **BSSC #:** G22-23831

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

Training Description:

CPC Commodities manufactures livestock feed and nutritional products for both end-user producers and retailers. The training plan includes training in the areas of Lean Manufacturing, Operations, Management and Leadership and Customer Service.

Training Details:

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 71,686	\$ 35,843
\$ -	\$ -
\$ 71,686	\$ 35,843

Number of Trainees

46

Employment & Wage Information:

Existing Employment	Projected New Employees
74	12

Average Hourly Wage	Total Hourly Compensation
\$ 34.85	\$ 43.73

Requirements:

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

BSSC Grant Recommended for Approval

\$35,843

Application Score

91

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

Date: May 4, 2022
Company: Framebridge, Inc.
City: Richmond **County:** Madison
Industry Sector: Manufacturing **BSSC #:** G22-23805
Bus. Devp. Contact: A. Chilton **DFS Staff:** C. Wingate

Training Description:

Framebridge, Inc. is a manufacturer of custom framing that makes framing easier, faster, and more affordable via vertical integration. The training plan includes New Hire Orientation with a combination of on-the-job and classroom training as well as mandatory company training, tools machines, internal tech tooling, receiving, mounting, scheduling/reconciliation, saws, acrylic, assembly, hardware, quality control, and shipping.

Training Details:

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

Total Costs	50% of Total Costs
\$ 353,800	\$ 176,900
\$ -	\$ -
\$ 2,500	\$ 1,250
\$ 356,300	\$ 178,150

Number of Trainees

226

Employment & Wage Information:

Existing Employment	Projected New Employees
339	226

Average Hourly Wage	Total Hourly Compensation
\$ 17.50	\$ 22.00

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

65

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: R.C. Bigelow, Inc.

City: Louisville

County: Jefferson

Industry Sector: Manufacturing

BSSC #: G22-23806

Bus. Devp. Contact: M. David-Jacobs

DFS Staff: K. McCane

Training Description:

R. C. Bigelow, Inc. is a family owned, three generational company producing two billion tea bags annually. The training plan includes the fundamentals of supervision for newer supervisors, effective project management skills, effective communication skills, managing conflict, managing change, and managing to attract and retain employees and SQF awareness training.

Training Details:

Classroom/OJT - In-House

Classroom/OJT - Consultant/Educational Institution

Instructional Materials & Supplies

Total Costs

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 74,046	\$ 37,023
\$ -	\$ -
\$ 74,046	\$ 37,023

Number of Trainees

18

Employment & Wage Information:

Existing Employment	Projected New Employees
125	31

Average Hourly Wage	Total Hourly Compensation
\$ 38.89	\$ 50.56

Requirements:

Total Hourly Compensation: \$12.51

Base Hourly Wage: \$10.88

BSSC Grant Recommended for Approval

\$36,000

Application Score

75

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

Date: May 4, 2022

Company: Baptist Healthcare System, Inc. dba Baptist Health La Grange

City: LaGrange **County:** Oldham

Industry Sector: Hospital operations **BSSC #:** G22-23825

Bus. Devp. Contact: M. David-Jacobs **DFS Staff:** K. McCane

Training Description:

Baptist Healthcare System, Inc. dba Baptist Health La Grange is a 90-bed hospital providing healthcare services to residents of Oldham, Henry, Trimble, Carroll, and eastern Jefferson counties. The training plan includes Professional Development Training using classroom, virtual, and online formats.

Training Details:

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

Total Costs	50% of Total Costs
\$ 150,000	\$ 75,000
\$ -	\$ -
\$ -	\$ -
\$ 150,000	\$ 75,000

Number of Trainees

260

Employment & Wage Information:

Existing Employment	Projected New Employees
260	6

Average Hourly Wage	Total Hourly Compensation
\$ 27.85	\$ 34.61

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

71

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: DPL Financial Partners, LLC

City: Louisville

County: Jefferson

Industry Sector: Nonretail service or technology

BSSC #: G22-23485

Bus. Devp. Contact: M. David-Jacobs

DFS Staff: K. McCane

Training Description:

DPL Financial Partners, LLC is a leader in the development and distribution of high performing commission free insurance products revolutionizing the financial management sector. The training consists of upgrading the skills of the sales teams knowledge of carrier insurance products and sales technique strategy, product training with trainer, carrier partner and safety training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 94,463	\$ 47,231
\$ 3,188	\$ 1,594
\$ 550	\$ 275
\$ 98,201	\$ 49,101

Number of Trainees

17

Employment & Wage Information:

Existing Employment	Projected New Employees
38	15

Average Hourly Wage	Total Hourly Compensation
\$ 49.48	\$ 56.90

Requirements:

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

BSSC Grant Recommended for Approval

\$34,000

Application Score

70

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: Harding Shymanski & Company, P.S.C.

City: Louisville **County:** Jefferson

Industry Sector: Nonretail service or technology **BSSC #:** G22-23830

Bus. Devp. Contact: M. David-Jacobs **DFS Staff:** K. McCane

Training Description:

Harding Shymanski & Company is a CPA firm the provides accounting, auditing and advisory services to clients. The training plan consists of new hire training over the following topics: Tax Law, Casewear, Accounts Receivable, Prepaids, Inventory, Notes Payable and Long Term Debt, Accruals, Internal Control, Fixed Assets, K-1s, 1040s, S Corps and Tax Workpapers.

Training Details:

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

Total Costs	50% of Total Costs
\$ 11,313	\$ 5,657
\$ 875	\$ 438
\$ -	\$ -
\$ 12,188	\$ 6,094

Number of Trainees

3

Employment & Wage Information:

Existing Employment	Projected New Employees
4	3

Average Hourly Wage	Total Hourly Compensation
\$ 25.00	\$ 33.00

Requirements:

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

BSSC Grant Recommended for Approval

\$6,000

Application Score

70

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: RFC LLC

City: Shelbyville

County: Shelby

Industry Sector: Manufacturing

BSSC #: G22-23647

Bus. Devp. Contact: M. David-Jacobs

DFS Staff: K. McCane

Training Description:

RFC LLC is a manufacturer of metal products. The training plan consists of technical and quality training, safety training, skills program training, leadership training, IT and Engineering training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 96,401	\$ 48,201
\$ 94,413	\$ 47,207
\$ -	\$ -
\$ 190,814	\$ 95,407

Number of Trainees

360

Employment & Wage Information:

Existing Employment	Projected New Employees
360	30

Average Hourly Wage	Total Hourly Compensation
\$ 20.73	\$ 25.91

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 COMPETITIVE GRANT-IN-AID PROJECT REPORT**

Date: May 4, 2022

Company: Sumitomo Electric Wiring Systems, Inc.

City: Edmonton **County:** Metcalfe

Industry Sector: Manufacturing **BSSC #:** G22-23798

Bus. Devp. Contact: B. Cox **DFS Staff:** C. Wingate

Training Description:

Sumitomo Electric Wiring systems, Inc. is a manufacturer of electronic components for the automotive industry. The training plan includes In-house classroom training and certifications for Leadership, Advanced Operators, Inspectors, and specialties like Quality Assurance, Maintenance, and Engineering. Additional training includes Certification for "Train the Trainer" in Electronics Industry Specific Certifications, Inspection Training, Electronics Rework Training, Electronics Acceptability Training, New Hire Orientation Training, and Leader Certification Training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 150,903	\$ 75,451
\$ 24,118	\$ 12,059
\$ 1,250	\$ 625
\$ 176,271	\$ 88,135

Number of Trainees

307

Employment & Wage Information:

Existing Employment	Projected New Employees
307	1

Average Hourly Wage	Total Hourly Compensation
\$ 38.37	\$ 53.72

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

86

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: The Kroger Co.

City: Florence

County: Boone

Industry Sector: Nonretail service or technology

BSSC #: G22-23744

Bus. Devp. Contact: B. Cox

DFS Staff: C. Wingate

Training Description:

The Kroger Co. in Florence provides technology and data analytics support for the Kroger Co. and its retail, supply chain, and manufacturing divisions. The training plan consists of External Scrum Master Training, Cloud Kubernetes Training through a 2-Day Instructor-Led Training, and LUMA System Training.

Training Details:

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 187,814	\$ 93,907
\$ -	\$ -
\$ 187,814	\$ 93,907

Number of Trainees

67

Employment & Wage Information:

Existing Employment	Projected New Employees
68	0

Average Hourly Wage	Total Hourly Compensation
\$ 36.00	\$ 39.60

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

67

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

Date: May 4, 2022

Company: Shelby County Associated Industries, Inc.

City: Shelbyville **County:** Shelby

Industry Sector: Consortia **BSSC #:** G22-23792

Bus. Devp. Contact: B. Cox **DFS Staff:** C. Wingate

Training Description:

The Shelby County Associated Industries, Inc. is a consortia located in Shelbyville, KY. Training on this application includes CPR & First Aid, injection molding, logistics, welding, Microsoft Excel, LEAN Manufacturing, project management and leadership.

Training Details:

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 316,152	\$ 158,076
\$ 200	\$ 100
\$ 316,352	\$ 158,176

Number of Trainees

246

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

Existing Employment	Projected New Employees
108	0

Average Hourly Wage	Total Hourly Compensation
\$ 20.32	\$ 26.18

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

82

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: Georgetown Community Hospital, LLC

City: Georgetown

County: Scott

Industry Sector: Hospital operations

BSSC #: G22-23738

Bus. Devp. Contact: F. Shrout

DFS Staff: C. Wingate

Training Description:

Georgetown Community Hospital, LLC (GCH) an acute care facility serving Scott and Franklin county. The proposed plan includes a range of healthcare topics and the most advanced technology to streamline and enhance services and improve patient care, with training topics including crisis prevention, advanced cardiac and pediatric advanced life support, critical care, nursing assistant, skills lab, legal documentation, wound vac, and compliance and safety management.

Training Details:

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

Total Costs	50% of Total Costs
\$ 261,106	\$ 130,553
\$ -	\$ -
\$ -	\$ -
\$ 261,106	\$ 130,553

Number of Trainees

360

Employment & Wage Information:

Existing Employment	Projected New Employees
368	10

Average Hourly Wage	Total Hourly Compensation
\$ 33.59	\$ 38.63

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

71

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: F&E Aircraft Maintenance (Miami) LLC

City: Erlanger **County:** Boone

Industry Sector: Nonretail service or technology **BSSC #:** G22-23822

Bus. Devp. Contact: F. Shrout **DFS Staff:** C. Wingate

Training Description:

F&E Aircraft Maintenance LLC is the largest leading provider of aircraft line maintenance services in the United States. The training plan consists of technical training, uncompromising quality controls, and continuous improvement principles and training with consultants that are specific to each aircraft and/ or technology onboard the aircraft. The training includes repair station's operations specifications, becoming acquainted with repair station tools, equipment, materials and parts and recurrent training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 800,300	\$ 400,150
\$ 523,358	\$ 261,679
\$ 17,800	\$ 8,900
\$ 1,341,458	\$ 670,729

Number of Trainees

133

Employment & Wage Information:

Existing Employment	Projected New Employees
133	75

Average Hourly Wage	Total Hourly Compensation
\$ 35.00	\$ 38.50

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

68

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

Date: May 4, 2022

Company: Pioneer Plastics, Inc.

City: Dixon

County: Webster

Industry Sector: Manufacturing

BSSC #: G22-23808

Bus. Devp. Contact: M. Jollie

DFS Staff: K. McCane

Training Description:

Pioneer Plastics, Inc. is a manufacturer of plastics injection molding. The training on the application includes CAD/CIM Training, Lean Manufacturing, Lean Manufacturing Kaizen Training, Paulson Injection Molding Training, Routsis Essential Scientific Injection Molding Training, Routsis Optimize Scientific Injection Molding Training, On-the-job Training, Leadership Training and New Equipment Training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 73,942	\$ 36,971
\$ -	\$ -
\$ -	\$ -
\$ 73,942	\$ 36,971

Number of Trainees

64

Employment & Wage Information:

Existing Employment	Projected New Employees
72	10

Average Hourly Wage	Total Hourly Compensation
\$ 17.00	\$ 18.70

Requirements:

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

BSSC Grant Recommended for Approval

\$36,971

Application Score

77

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: Designs Direct L.L.C.

City: Covington

County: Kenton

Industry Sector: Nonretail service or technology

BSSC #: G22-23816

Bus. Devp. Contact: M. Jollie

DFS Staff: K. McCane

Training Description:

Designs Direct L.L.C. is a home décor company specializing in content creation and imagery to provide retailers with a variety of home décor solutions. The training plan consists of diversity and inclusivity training, as well as leadership training in leadership development, strengths assessments, and leadership style programming.

Training Details:

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 176,253	\$ 88,127
\$ -	\$ -
\$ 176,253	\$ 88,127

Number of Trainees

27

Employment & Wage Information:

Existing Employment	Projected New Employees
27	8

Average Hourly Wage	Total Hourly Compensation
\$ 37.18	\$ 42.75

Requirements:

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

BSSC Grant Recommended for Approval

\$54,000

Application Score

77

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

Date: May 4, 2022
Company: Toyotetsu Mid America, LLC
City: Owensboro **County:** Daviess
Industry Sector: Manufacturing **BSSC #:** G22-23817
Bus. Devp. Contact: M. Jollie **DFS Staff:** K. McCane

Training Description:

Toyotetsu Mid America, LLC (TTMA) manufactures and assembles stamped and welded parts for the automotive industry. TTMA plans to provide training for fundamental OTJ skills for the three production groups, skilled trade training center for the die maintenance department and management training focusing on soft skills and communication skills.

Training Details:

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

Total Costs	50% of Total Costs
\$ 835,200	\$ 417,600
\$ -	\$ -
\$ -	\$ -
\$ 835,200	\$ 417,600

Number of Trainees

836

Employment & Wage Information:

Existing Employment	Projected New Employees
836	2

Average Hourly Wage	Total Hourly Compensation
\$ 26.00	\$ 32.00

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

71

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: Zoeller Company

City: Louisville **County:** Jefferson

Industry Sector: Manufacturing **BSSC #:** G22-23505

Bus. Devp. Contact: M. Jollie **DFS Staff:** K. McCane

Training Description:

Founded in 1939, Zoeller Company is one of the oldest, family-owned submersible pump manufacturers in North America. Water solutions include submersible pumps, systems, and controls to suit almost any application for moving or treating water. Zoeller has maintained the highest quality standards, setting the benchmark for pump manufacturers and has developed an innovative Center for Excellence training facility, which offers a unique opportunity to gain first-hand experience in the various aspects of pump manufacturing. The current training plan includes training for new hires in the demo room, ERP/documentation training, and standards and safety training for existing workers. This training will increase employee knowledge and skill, and continue ongoing efforts to improve interactions, products, materials, and support.

Training Details:

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

Total Costs	50% of Total Costs
\$ 189,886	\$ 94,943
\$ -	\$ -
\$ -	\$ -
\$ 189,886	\$ 94,943

Number of Trainees

402

Employment & Wage Information:

Existing Employment	Projected New Employees
382	20

Average Hourly Wage	Total Hourly Compensation
\$ 26.95	\$ 30.99

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

64

Bluegrass State Skills Corporation

APPLICATIONS - GIA & STIC



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

Date: May 4, 2022
Company: Tekno, Inc.
City: Cave City **County:** Barren
Industry Sector: Manufacturing **BSSC #:** G22-23803
Bus. Devp. Contact: F. Shrout **DFS Staff:** C. Wingate

Training Description:

Tekno, Inc. provides modular conveyor systems and solutions to numerous industries, including aerospace, appliances, automotive and medical. The projected training includes: Cross Training Control Programming; Cross Training Materials Department; Cross Training Miscellaneous Cell; Cross Training Final Assembly Cell; LEAN Boot Camp; International Logistics Training; Forklift/Aerial Training; Leadership Development; Cross Training OJT; Lockout/Tagout; Fall Protection; and OSHA.

Training Details:

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

Total Costs	50% of Total Costs
\$ 172,809	\$ 86,404
\$ 16,191	\$ 8,096
\$ -	\$ -
\$ 189,000	\$ 94,500

Number of Trainees

38

Employment & Wage Information:

Existing Employment	Projected New Employees
46	4

Average Hourly Wage	Total Hourly Compensation
\$ 20.52	\$ 23.60

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

89

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT REPORT

Date: May 4, 2022

Company: Tekno, Inc.

City: Cave City

County: Barren

Industry Sector: Manufacturing

BSSC #: T22-23804

Bus. Devp. Contact: F. Shrout

DFS Staff: C. Wingate

Training Description:

Tekno, Inc. has been providing modular equipment solutions to numerous industries including, aerospace, appliances, automotive and medical. The current training plan includes skill development and safety training for existing employees and new hire on-the-job training.

Training Details:

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

Total Costs		50% of Total Costs	
\$	152,993	\$	76,496
\$	5,681	\$	2,840
\$	-	\$	-
\$	158,673	\$	79,337

Number of Trainees

38

Employment & Wage Information:

Existing Employment	Projected New Employees
46	4

Average Hourly Wage	Total Hourly Compensation
\$ 20.52	\$ 23.60

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

89

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

Date: May 4, 2022

Company: Levy Environmental Services Company dba Levy Brandenburg Mill Services

City: Brandenburg **County:** Meade

Industry Sector: Manufacturing **BSSC #:** G22-23771

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

Training Description:

Levy Environmental Services Company dba Levy Brandenburg Mill Services works directly with a local steel company to process their products and scrap as well as manufacture new slag and steel products. The training plan consists of OJT and equipment training for new Operators, Maintenance Technicians, Mechanical, Electrical, Administration, Equipment Operator (I, II), Pot Carriers, Mechanics, Laborers, Plant Operator, and Crane Operators. OSHA 10 and 30 training, Pendaran Virtual Lean Training and Leadership I and II courses.

Training Details:

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

Total Costs		50% of Total Costs	
\$	334,417	\$	167,208
\$	36,242	\$	18,121
\$	-	\$	-
\$	370,659	\$	185,330

Number of Trainees

40

Employment & Wage Information:

Existing Employment	Projected New Employees
8	32

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

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

85

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT REPORT

Date: May 4, 2022
Company: Levy Environmental Services Company dba Levy Brandenburg Mill Services
City: Brandenburg **County:** Meade
Industry Sector: Manufacturing **BSSC #:** T22-23770
Bus. Devp. Contact: A. Luttner **DFS Staff:** C. Wingate

Training Description:

Levy Environmental Services Company dba Levy Brandenburg Mill Services works directly with a local steel company to process their products and scrap as well as manufacture new slag and steel products. The training plan will include maintaining heavy mobile equipment including training on Loader, Crusher, Water Truck, Haul Truck, and Steam cleaner. It will also include electrical fundamentals, dipping mill scale training, and leadman operator, CAT troubleshooting, CAT electrical, hydraulics training and safety training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 155,395	\$ 77,698
\$ -	\$ -
\$ -	\$ -
\$ 155,395	\$ 77,698

Number of Trainees

40

Employment & Wage Information:

Existing Employment	Projected New Employees
8	32

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

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

85

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

Date: May 4, 2022

Company: Logan Aluminum Inc.

City: Russellville **County:** Logan

Industry Sector: Manufacturing **BSSC #:** G22-23813

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

Training Description:

Logan Aluminum Inc. is a manufacturer of flat rolled aluminum sheets. The training plan includes both technical and soft skills training.

Training Details:

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

Total Costs	50% of Total Costs
\$ -	\$ -
\$ 272,670	\$ 136,335
\$ -	\$ -
\$ 272,670	\$ 136,335

Number of Trainees

1,420

Employment & Wage Information:

Existing Employment	Projected New Employees
1,420	1

Average Hourly Wage	Total Hourly Compensation
\$ 31.64	\$ 36.23

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 REPORT**

Date: May 4, 2022

Company: Logan Aluminum Inc.

City: Russellville

County: Logan

Industry Sector: Manufacturing

BSSC #: T22-23812

Bus. Devp. Contact: A. Luttner

DFS Staff: C. Wingate

Training Description:

Logan Aluminum Inc. is a manufacturer of flat-rolled aluminum sheets. The training plan consists of both technical and soft skills training. Logan's operating and general technicians work on semi-autonomous teams. Cross functional training is needed to stay up-to-date on duties and responsibilities.

Training Details:

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

Total Costs		50% of Total Costs	
\$	15,039	\$	7,519
\$	286,972	\$	143,486
\$	-	\$	-
\$	302,011	\$	151,006

Number of Trainees

1,420

Employment & Wage Information:

Existing Employment	Projected New Employees
1,420	1

Average Hourly Wage	Total Hourly Compensation
\$ 31.64	\$ 36.23

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

69

Bluegrass State Skills Corporation

APPLICATIONS - STIC



Skills Training Investment Credit (STIC) Projects

May 2022

Score	Eligible Company	City	Number of Trainees	Incentive Amount
89	Tekno, Inc.	Cave City	38	\$75,000
85	Levy Environmental Services Company dba Levy Brandenburg Mill	Brandenburg	40	\$75,000
75	Perfetti Van Melle USA Inc.	Erlanger	268	\$75,000
72	Creative Liquid Coatings	Nicholasville	50	\$75,000
69	Logan Aluminum Inc.	Russellville	1420	\$75,000
66	Amtrol Inc.	Paducah	88	\$75,000
6 Projects			1904	\$450,000

FY 2021-2022 Tax Credit Limit	\$2,500,000
--------------------------------------	--------------------

Current FY Projected/ Approved Credits	\$2,236,920
---	--------------------

Remaining Tax Credits	\$263,080
------------------------------	------------------

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 REPORT

Date: May 4, 2022

Company: Perfetti Van Melle USA Inc.

City: Erlanger

County: Boone

Industry Sector: Manufacturing

BSSC #: T22-23807

Bus. Devp. Contact: B. Cox

DFS Staff: K. McCane

Training Description:

Perfetti Van Melle USA Inc. manufactures non-chocolate candy. The training on the application includes new hire training, technical training on new equipment for a new production line, leadership training for frontline leaders, Perfetti Performance Excellence program and total productive maintenance training for leaders.

Training Details:

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

Total Costs	50% of Total Costs
\$ 330,236	\$ 165,118
\$ 19,785	\$ 9,892
\$ -	\$ -
\$ 350,021	\$ 175,010

Number of Trainees

268

Employment & Wage Information:

Existing Employment	Projected New Employees
266	44

Average Hourly Wage	Total Hourly Compensation
\$ 23.59	\$ 31.28

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

75

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT REPORT

Date: May 4, 2022

Company: Creative Liquid Coatings, Inc.

City: Nicholasville **County:** Jessamine

Industry Sector: Manufacturing **BSSC #:** T22-23829

Bus. Devp. Contact: A. Chilton **DFS Staff:** K. McCane

Training Description:

Creative Liquid Coatings, Inc. is a manufacturer of automotive and commercial truck related components including plastic trim, and other interior/exterior trim. The training consists of in-house training focusing on basic safety, basic molding operations, MSDS training, PPE training, work instruction and process related training, basic forklift safety training, a HazWop class focusing on advanced environmental safety and hazard awareness, electrical skills including NFPA Arc Flash, OSHA 30 hour training and Method 9-Opacity training and certification.

Training Details:

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

Total Costs	50% of Total Costs
\$ 140,014	\$ 70,007
\$ 22,203	\$ 11,101
\$ -	\$ -
\$ 162,217	\$ 81,108

Number of Trainees

50

Employment & Wage Information:

Existing Employment	Projected New Employees
161	16

Average Hourly Wage	Total Hourly Compensation
\$ 19.01	\$ 22.81

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

72

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT REPORT

Date: May 4, 2022

Company: Amtrol Inc.

City: Paducah

County: McCracken

Industry Sector: Manufacturing

BSSC #: T22-23769

Bus. Devp. Contact: A. Chilton

DFS Staff: K. McCane

Training Description:

Amtrol Inc. manufactures non-refillable refrigerant cylinders. The training plan includes Welding Training, Supervisor/Team Lead Training, Monthly Safety Training, SFMEA Training, Standard Work Training, Job Instruction Training, First Responder Training includes CPR/First-Aid, New Hire Training including HR, Safety, Shop Floor Machine Operation and Quality training.

Training Details:

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

Total Costs	50% of Total Costs
\$ 337,519	\$ 168,760
\$ -	\$ -
\$ -	\$ -
\$ 337,519	\$ 168,760

Number of Trainees

88

Employment & Wage Information:

Existing Employment	Projected New Employees
88	5

Average Hourly Wage	Total Hourly Compensation
\$ 17.88	\$ 35.12

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

66

Bluegrass State Skills Corporation

APPLICATIONS - COMMITMENT



Commitment Grant-In-Aid (GIA) Project

May 2022

Qualified Company	City	Number of Trainees	Incentive Amount
Ford Motor Company, Chamberlain Lane	Louisville	6,700	\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$200,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$100,000.00
Diversey, Inc.	Elsmere	200	\$200,000.00
4 Projects	Total	6,900	\$700,000.00

Commitment Balance	\$2,058,055.00
Current Approved Grant Amount	\$700,000.00
Remaining Commitment Balance	\$1,358,055.00

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022

Company: Ford Motor Company

City: Louisville

County: Jefferson

Industry Sector: Manufacturing

BSSC #: G22-23826

Bus. Devp. Contact: M. David-Jacobs

DFS Staff: C. Wingate

Training Description:

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training plan will be for New Hire Training, Daily Interaction Skills for Process Coaches, and OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided.

Training Details:

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

Total Costs	50% of Total Costs
\$ 1,988,025	\$ 994,013
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 1,988,025	\$ 994,013

Number of Trainees

6,700

Employment & Wage Information:

Existing Employment	Projected New Employees
7,500	600

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

Requirements:

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

BSSC Commitment Grant Recommended for Approval

200,000

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

Date: May 4, 2022
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G22-23827
Bus. Devp. Contact: M. David-Jacobs **DFS Staff:** C. Wingate

Training Description:

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training plan will be for New Hire Training, Daily Interaction Skills for Process Coaches, and OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided.

Training Details:

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

Total Costs	50% of Total Costs
\$ 1,988,025	\$ 994,013
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 1,988,025	\$ 994,013

Number of Trainees

6,700

Employment & Wage Information:

Existing Employment	Projected New Employees
7,500	600

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

Requirements:

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

BSSC Commitment Grant Recommended for Approval

200,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 4, 2022
Company: Ford Motor Company

City: Louisville **County:** Jefferson

Industry Sector: Manufacturing **BSSC #:** G22-23828

Bus. Devp. Contact: M. David-Jacobs **DFS Staff:** C. Wingate

Training Description:

The Ford Motor Company has been operating in Louisville since 1955, currently assembling vehicles such as the Ford Escape and Lincoln MKZ. The training plan will be for New Hire Training, Daily Interaction Skills for Process Coaches, and OJT and Process Coach Academy Leadership Instruction. As new models are launched, training must be provided.

Training Details:

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

Total Costs	50% of Total Costs
\$ 1,988,025	\$ 994,013
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ 1,988,025	\$ 994,013

Number of Trainees

6,700

Employment & Wage Information:

Existing Employment	Projected New Employees
7,500	600

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

Requirements:

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

BSSC Commitment Grant Recommended for Approval

100,000

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

Date: May 4, 2022
Company: Diversey, Inc.
City: Elsmere **County:** Kenton
Industry Sector: Manufacturing **BSSC #:** G22-23791
Bus. Devp. Contact: M. Jollie **DFS Staff:** C. Wingate

Training Description:

Diversey, Inc. is a manufacturer located in Elsmere, KY. This application includes safety/environmental, new equipment and facilities training for new hires at the new production facility.

Training Details:

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

Total Costs	50% of Total Costs
\$ 360,536	\$ 180,268
\$ 59,990	\$ 29,995
\$ 15,000	\$ 7,500
\$ 75,000	\$ 37,500
\$ 510,526	\$ 255,263

Number of Trainees

200

Employment & Wage Information:

Existing Employment	Projected New Employees
9	191

Average Hourly Wage	Total Hourly Compensation
\$ 22.00	\$ 28.60

Requirements:

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

BSSC Commitment Grant Recommended for Approval

200,000

Bluegrass State Skills Corporation

OLD BUSINESS



Bluegrass State Skills Corporation

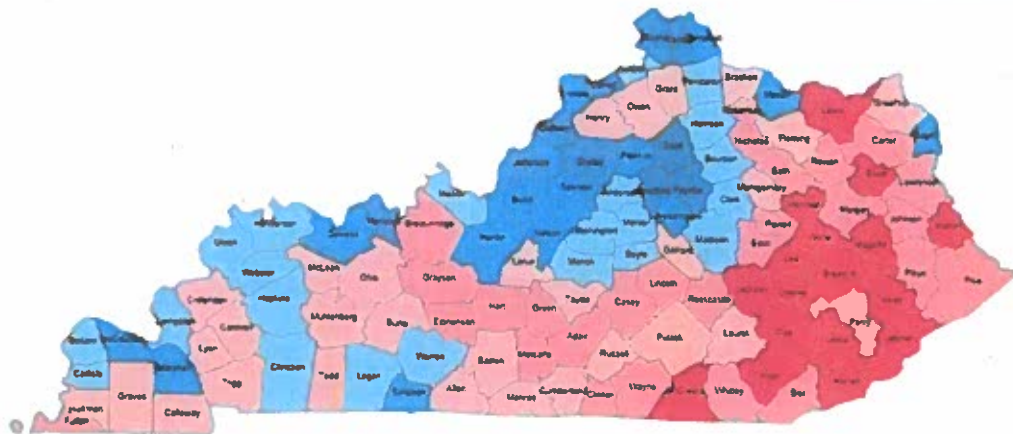
SOCIOECONOMIC INDEX



Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index: County Tiers
2022

Tier 1 = 0 to 70 (17 Counties) 20 Points	Tier 2 = 70.01 to 80 (27 Counties) 17 Points	Tier 3 = 80.01 to 90 (30 Counties) 15 Points
Tier 4 = 90.01 to 100 (22 Counties) 10 Points	Tier 5 = 100.01 to 110 (14 Counties) 7 Points	Tier 6 = 110.01 to Higher (10 Counties) 5 Points



© 2022 Mapbox © OpenStreetMap



Bluegrass State Skills Corporation (BSSC) Socioeconomic Index: 2022

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: 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County: 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	5.70%	88.9	\$59,147	124.9	\$64,018	127.4	11.9%	126.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	5.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 1	57.7	Magoffin	76.6%	88.5	12.80%	39.6	\$38,033	80.3	\$31,835	63.4	30.9%	48.2	\$13,517	28.5
Tier 1	58.2	Elliott	82.9%	93.3	8.63%	58.7	\$27,001	57.0	\$32,161	64.0	28.8%	51.7	\$11,625	24.5
Tier 1	61.9	Owsley	77.5%	87.2	7.73%	65.5	\$36,830	77.8	\$33,519	66.7	30.6%	48.7	\$11,988	25.3
Tier 1	62.9	Clay	68.5%	77.1	7.20%	70.4	\$35,259	74.5	\$38,768	77.2	37.3%	39.9	\$18,092	38.1
Tier 1	63.8	Wolfe	74.0%	84.3	6.67%	76.0	\$36,449	77.0	\$31,900	63.5	29.7%	50.2	\$15,002	31.6
Tier 1	63.8	Harlan	76.8%	86.4	9.67%	52.4	\$35,824	75.7	\$35,796	71.3	28.0%	53.2	\$20,903	44.0
Tier 1	64.3	Jackson	75.1%	84.5	6.90%	73.4	\$33,106	69.9	\$34,945	69.6	24.0%	62.1	\$12,474	26.3
Tier 1	64.6	Breathitt	78.1%	87.9	8.53%	59.4	\$38,011	80.3	\$35,851	71.4	27.9%	53.4	\$16,845	35.5
Tier 1	65.1	Martin	82.7%	93.1	9.07%	55.9	\$32,383	68.4	\$43,775	87.1	31.9%	46.7	\$18,575	39.1
Tier 1	65.4	McCreary	79.5%	89.5	6.13%	82.6	\$30,943	65.4	\$39,931	79.5	36.2%	41.2	\$16,317	34.4
Tier 1	65.4	Knott	77.2%	86.9	7.30%	69.4	\$35,697	75.4	\$37,714	75.1	27.7%	53.8	\$15,192	32.0
Tier 1	66.3	Letcher	81.1%	91.3	8.13%	62.3	\$35,770	75.6	\$36,774	73.2	24.4%	61.1	\$16,349	34.4
Tier 1	66.6	Menifee	79.0%	88.9	7.37%	68.8	\$35,489	75.0	\$35,233	70.1	22.7%	65.6	\$14,912	31.4
Tier 1	66.8	Leslie	82.2%	92.5	8.80%	57.6	\$38,666	81.7	\$37,722	75.1	25.8%	57.8	\$17,030	35.9
Tier 1	66.8	Lewis	80.9%	91.0	8.40%	60.3	\$36,806	77.7	\$34,787	69.2	22.2%	67.1	\$16,800	35.4
Tier 1	66.9	Lee	75.4%	84.8	5.90%	85.9	\$32,694	69.1	\$36,640	76.9	32.1%	46.4	\$18,165	38.3
Tier 1	67.5	Knox	79.2%	89.1	6.60%	76.8	\$33,797	71.4	\$35,911	71.5	27.8%	53.6	\$20,366	42.9
Tier 2	70.1	Morgan	82.0%	92.3	5.83%	86.9	\$31,500	66.5	\$36,166	72.0	24.5%	60.8	\$20,018	42.2
Tier 2	70.2	Bell	76.1%	85.7	6.43%	78.8	\$34,618	73.1	\$35,794	71.3	29.6%	50.0	\$29,629	62.4



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County: 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	5.70%	88.9	\$69,147	124.9	\$64,018	127.4	11.9%	125.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	5.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 2	71.1	Bath	86.2%	97.0	6.57%	77.2	\$35,333	74.8	\$37,581	74.8	22.5%	66.2	\$17,292	36.4
Tier 2	71.2	Lawrence	76.8%	86.4	7.00%	72.4	\$36,446	77.0	\$36,827	73.3	22.3%	66.8	\$24,240	51.1
Tier 2	71.4	Carter	84.6%	95.4	8.33%	60.8	\$36,002	76.1	\$36,775	73.2	18.5%	80.5	\$20,037	42.2
Tier 2	71.4	Wayne	81.4%	91.6	5.63%	89.9	\$33,258	70.3	\$32,826	65.3	23.6%	63.1	\$22,780	48.0
Tier 2	71.8	Johnson	87.5%	98.4	7.30%	69.4	\$37,769	79.8	\$36,503	72.7	22.5%	66.2	\$21,129	44.5
Tier 2	72.9	Estill	78.3%	88.1	5.73%	88.4	\$36,569	77.2	\$36,682	77.0	20.6%	72.3	\$16,162	34.0
Tier 2	72.9	Rockcastle	84.7%	95.4	5.57%	91.0	\$35,809	75.6	\$33,388	66.5	22.4%	66.5	\$20,061	42.3
Tier 2	73.6	Adair	87.4%	98.4	5.70%	88.9	\$35,880	75.8	\$34,040	67.8	22.1%	67.4	\$20,575	43.3
Tier 2	74.3	Metcalfe	86.3%	97.1	5.83%	86.9	\$35,804	75.6	\$38,015	75.7	21.4%	69.6	\$19,450	41.0
Tier 2	74.3	Powell	86.6%	97.4	5.70%	88.9	\$37,224	78.6	\$33,537	66.8	20.5%	72.7	\$19,782	41.7
Tier 2	74.9	Floyd	83.2%	93.6	7.30%	69.4	\$41,330	87.3	\$40,374	80.4	26.3%	52.7	\$31,440	66.2
Tier 2	75.0	Robertson	84.4%	95.0	5.07%	100.0	\$39,137	82.7	\$30,337	60.4	17.9%	83.2	\$13,625	28.7
Tier 2	75.2	Lincoln	83.5%	93.9	6.00%	84.4	\$37,303	78.8	\$37,425	74.5	18.4%	81.0	\$18,255	38.5
Tier 2	75.7	Cass	76.0%	85.6	4.70%	107.8	\$36,436	77.0	\$35,943	71.5	22.7%	65.6	\$22,231	46.8
Tier 2	76.3	Nicholas	84.5%	95.1	5.07%	100.0	\$39,531	83.5	\$30,893	61.5	16.8%	88.7	\$13,877	29.2
Tier 2	77.1	Edmonson	84.5%	95.1	5.77%	87.9	\$37,223	78.6	\$36,179	72.0	15.8%	94.3	\$16,513	34.8
Tier 2	77.3	Rowan	91.7%	103.2	5.83%	86.9	\$34,561	73.0	\$37,499	74.6	24.4%	61.1	\$30,921	65.1
Tier 2	77.9	Fulton	82.1%	92.4	5.70%	88.9	\$39,745	84.0	\$35,990	71.6	25.2%	59.1	\$33,779	71.2
Tier 2	77.9	Green	79.0%	88.9	4.33%	116.9	\$39,882	84.2	\$33,858	67.4	20.1%	74.1	\$16,949	35.7
Tier 2	78.6	Breckinridge	88.0%	98.1	5.77%	87.9	\$39,084	82.6	\$36,065	71.8	17.1%	87.1	\$20,524	43.2
Tier 2	79.0	Grayson	86.2%	97.0	5.97%	84.9	\$38,959	82.3	\$38,196	76.0	20.5%	72.7	\$28,916	60.9
Tier 2	79.1	Clinton	80.5%	90.6	4.83%	104.8	\$35,609	75.2	\$31,915	63.5	21.5%	69.3	\$33,723	71.0
Tier 2	79.5	Whitley	84.3%	94.9	5.60%	90.5	\$38,256	80.8	\$39,723	79.1	21.7%	68.7	\$29,824	62.8
Tier 2	79.8	Pike	82.2%	92.5	6.63%	76.4	\$39,450	83.3	\$45,184	89.9	23.7%	62.9	\$34,994	73.7



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County: 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	5.70%	88.9	\$59,147	124.9	\$64,018	127.4	11.9%	125.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	6.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 2	79.8	Hart	80.5%	90.6	5.07%	100.0	\$37,418	79.0	\$38,258	76.2	22.1%	67.4	\$31,186	65.7
Tier 3	80.0	Trigg	89.8%	101.1	5.47%	92.7	\$41,497	87.7	\$33,900	67.5	16.7%	89.2	\$19,911	41.9
Tier 3	81.4	Butler	84.7%	95.3	5.33%	95.0	\$38,989	82.3	\$38,559	76.8	17.1%	87.1	\$24,533	51.7
Tier 3	81.4	Perry	84.9%	95.5	6.87%	73.8	\$43,861	92.2	\$40,699	81.0	22.0%	67.7	\$37,122	78.2
Tier 3	81.4	Larue	85.8%	96.5	5.40%	93.8	\$42,333	89.4	\$35,563	70.8	14.7%	101.4	\$17,371	36.6
Tier 3	81.6	Crittenden	86.5%	97.3	4.77%	106.3	\$39,679	84.2	\$33,169	66.0	16.8%	88.7	\$22,471	47.3
Tier 3	81.7	Garrard	85.0%	95.7	5.00%	101.3	\$38,822	82.0	\$38,025	71.7	14.0%	106.4	\$15,586	32.8
Tier 3	82.2	Owen	84.1%	94.7	4.93%	102.7	\$37,484	79.1	\$41,079	81.8	15.1%	88.7	\$17,272	36.4
Tier 3	82.6	Russell	86.4%	97.2	6.27%	80.9	\$40,672	85.9	\$36,140	71.9	18.1%	82.3	\$36,860	77.6
Tier 3	82.6	Fleming	82.6%	93.0	5.70%	88.9	\$39,846	84.2	\$39,961	79.5	14.6%	102.1	\$23,293	49.1
Tier 3	83.4	Muhlenberg	85.1%	95.8	6.93%	73.1	\$37,328	78.9	\$42,597	84.8	16.9%	88.2	\$37,780	79.6
Tier 3	83.4	Hickman	81.4%	91.7	4.73%	107.0	\$46,425	98.1	\$32,950	65.6	20.9%	71.3	\$31,887	66.8
Tier 3	83.8	Ohio	84.7%	95.4	5.77%	87.9	\$36,606	77.3	\$36,481	72.6	15.0%	99.3	\$33,352	70.3
Tier 3	83.8	Monroe	84.4%	95.0	4.30%	117.8	\$42,638	90.1	\$36,493	72.6	22.5%	66.2	\$29,036	61.2
Tier 3	84.2	Laurel	83.8%	94.3	5.27%	96.2	\$37,669	80.0	\$38,586	76.8	17.9%	83.2	\$35,396	74.6
Tier 3	84.3	Barren	85.0%	95.7	5.63%	89.9	\$41,057	86.7	\$38,975	77.6	17.3%	86.1	\$33,061	69.6
Tier 3	84.4	Allen	85.5%	96.2	4.47%	113.4	\$35,499	75.0	\$38,953	77.5	15.3%	97.4	\$22,291	47.0
Tier 3	84.5	Pulaski	86.3%	97.1	5.50%	92.1	\$41,989	88.7	\$39,401	78.4	19.1%	78.0	\$34,405	72.5
Tier 3	86.5	Todd	79.3%	89.3	4.03%	125.6	\$41,672	88.0	\$35,355	70.4	17.3%	86.1	\$28,231	59.5
Tier 3	86.9	Montgomery	87.4%	98.4	6.03%	84.0	\$39,549	83.5	\$41,984	83.6	15.7%	94.9	\$36,514	76.9
Tier 3	87.0	Bracken	88.2%	99.3	5.10%	99.3	\$42,258	89.3	\$39,336	78.3	13.2%	112.9	\$20,424	43.0
Tier 3	87.6	Greenup	91.1%	102.5	7.20%	70.4	\$45,897	97.0	\$44,066	87.8	13.0%	114.6	\$25,411	53.5
Tier 3	87.9	Cumberland	86.4%	97.3	4.03%	125.6	\$44,628	94.3	\$40,837	81.3	21.0%	71.0	\$27,367	57.7
Tier 3	88.0	Lyon	87.2%	98.2	4.70%	107.8	\$40,843	86.3	\$35,199	70.1	14.4%	103.5	\$29,566	62.3



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County, 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	5.70%	88.9	\$69,147	124.9	\$64,018	127.4	11.9%	125.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	5.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 3	88.3	Graves	90.1%	101.4	4.80%	105.6	\$42,264	89.3	\$41,261	82.1	18.2%	81.9	\$32,904	69.3
Tier 3	88.4	Caldwell	87.8%	98.9	4.93%	102.7	\$40,364	85.3	\$38,224	78.1	15.3%	97.4	\$33,268	70.1
Tier 3	88.4	Henry	84.3%	94.9	4.37%	116.0	\$43,426	91.7	\$38,610	76.9	14.2%	104.9	\$21,831	46.0
Tier 3	88.5	Grant	87.4%	98.4	5.07%	100.0	\$40,772	86.1	\$43,166	85.9	12.8%	116.4	\$21,102	44.5
Tier 3	89.1	McLean	89.0%	100.1	4.67%	108.6	\$43,182	91.2	\$37,324	74.3	13.6%	109.6	\$24,024	50.8
Tier 3	89.5	Taylor	90.1%	101.4	4.57%	110.9	\$39,488	83.4	\$36,282	72.2	15.9%	93.7	\$35,773	75.4
Tier 3	90.0	Calloway	92.5%	104.1	4.80%	105.6	\$36,629	81.6	\$37,538	74.7	15.8%	95.5	\$37,285	78.5
Tier 4	90.1	Hopkins	89.4%	100.6	5.53%	91.6	\$42,918	90.7	\$45,069	89.7	18.1%	82.3	\$40,606	85.5
Tier 4	90.2	Meade	91.3%	102.7	5.53%	91.6	\$44,720	94.5	\$41,146	81.9	11.6%	128.4	\$20,032	42.2
Tier 4	90.6	Webster	85.4%	96.1	4.83%	104.8	\$42,496	89.8	\$45,651	90.9	15.6%	95.5	\$31,515	66.4
Tier 4	90.7	Madison	90.7%	102.1	4.53%	111.8	\$39,093	82.6	\$42,363	84.3	15.5%	96.1	\$31,908	67.2
Tier 4	91.9	Livingston	89.7%	101.0	6.27%	80.9	\$43,379	91.6	\$49,026	97.6	14.0%	106.4	\$35,039	73.8
Tier 4	91.9	Harrison	88.1%	99.1	4.67%	108.6	\$41,079	86.8	\$43,193	86.0	13.5%	110.4	\$28,703	60.5
Tier 4	91.9	Washington	91.6%	103.1	4.57%	110.9	\$41,902	88.5	\$43,002	85.6	14.2%	104.9	\$27,747	58.5
Tier 4	92.1	Pendleton	87.2%	98.2	4.27%	118.8	\$46,524	98.3	\$42,401	84.4	13.6%	109.6	\$20,555	43.3
Tier 4	92.9	Ballard	90.3%	101.7	5.57%	91.0	\$45,124	95.3	\$51,363	102.2	14.2%	104.9	\$29,419	62.0
Tier 4	93.3	Marion	84.9%	95.6	5.20%	97.4	\$41,225	87.1	\$42,476	84.6	15.7%	94.9	\$47,660	100.4
Tier 4	93.8	Warren	89.7%	101.0	4.80%	105.6	\$40,705	86.0	\$45,498	90.6	18.7%	79.7	\$47,367	99.8
Tier 4	94.4	Boyle	91.1%	102.5	5.50%	92.1	\$43,024	90.9	\$43,517	86.6	14.0%	106.4	\$41,654	87.7
Tier 4	94.9	Mercer	88.7%	99.8	5.33%	95.0	\$41,025	86.7	\$48,274	98.1	13.1%	113.7	\$37,146	78.3
Tier 4	95.1	Carlisle	86.1%	96.9	4.10%	123.6	\$48,900	103.3	\$36,006	71.7	14.4%	103.5	\$33,985	71.6
Tier 4	95.1	Christian	89.7%	101.0	6.27%	80.9	\$42,884	90.6	\$55,232	109.9	16.9%	86.2	\$65,672	100.0
Tier 4	96.6	Clark	89.2%	100.3	4.80%	105.6	\$43,952	92.8	\$44,682	88.9	14.4%	103.5	\$42,025	88.5
Tier 4	97.1	Logan	88.3%	99.4	4.33%	116.9	\$40,963	86.5	\$47,849	95.3	15.1%	98.7	\$40,821	86.0



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County: 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	5.70%	88.9	\$59,147	124.9	\$64,018	127.4	11.9%	125.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	5.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 4	97.2	Gallatin	84.3%	94.9	4.63%	109.4	\$38,178	80.6	\$52,869	105.2	13.3%	112.0	\$38,382	80.9
Tier 4	98.1	Anderson	89.6%	100.9	4.47%	113.4	\$44,009	93.0	\$40,188	80.0	10.0%	149.0	\$24,728	52.1
Tier 4	99.0	Henderson	87.4%	98.3	4.73%	107.0	\$44,793	94.6	\$45,538	90.6	13.4%	111.2	\$43,894	92.5
Tier 4	99.8	Union	90.3%	101.6	4.97%	102.0	\$41,157	88.9	\$48,401	98.3	17.5%	85.1	\$60,093	126.6
Tier 4	100.0	Bourbon	85.6%	96.3	4.40%	115.2	\$51,624	109.1	\$42,332	84.3	14.1%	105.7	\$42,475	89.5
Tier 5	100.5	Mason	88.5%	99.6	6.20%	81.7	\$45,488	96.1	\$43,241	86.1	15.7%	94.9	\$68,562	144.4
Tier 5	101.6	Simpson	88.8%	99.9	5.17%	98.1	\$42,537	89.9	\$44,041	87.7	12.0%	124.2	\$52,055	109.7
Tier 5	101.9	Davless	91.1%	102.5	4.63%	109.4	\$46,373	98.0	\$46,370	92.3	13.4%	111.2	\$46,619	98.2
Tier 5	102.6	Boyd	90.1%	101.4	6.57%	77.2	\$43,917	92.8	\$52,443	104.4	15.8%	94.3	\$69,157	145.7
Tier 5	104.7	Bullitt	90.5%	101.8	4.90%	103.4	\$46,618	98.5	\$43,216	86.0	8.7%	171.3	\$32,032	67.5
Tier 5	105.5	Jessamine	89.5%	100.7	4.27%	118.8	\$49,406	104.4	\$43,892	87.4	10.5%	141.9	\$38,047	80.1
Tier 5	105.6	Nelson	92.8%	104.4	5.13%	98.7	\$47,784	100.9	\$46,068	91.7	9.2%	162.0	\$35,917	75.7
Tier 5	105.9	McCracken	93.0%	104.7	5.53%	91.6	\$52,171	110.2	\$47,955	95.5	15.5%	96.1	\$65,066	137.1
Tier 5	106.3	Hardin	92.2%	103.8	5.17%	98.1	\$47,873	101.1	\$49,985	99.5	11.2%	133.0	\$48,513	102.2
Tier 5	108.3	Campbell	94.1%	105.9	4.23%	119.7	\$53,445	112.9	\$46,749	93.1	10.6%	140.6	\$36,876	77.7
Tier 5	108.5	Marshall	90.6%	102.0	5.03%	100.7	\$45,875	97.1	\$53,303	106.1	10.3%	144.7	\$47,822	100.7
Tier 5	108.5	Franklin	89.9%	101.2	4.73%	107.0	\$47,009	99.3	\$47,983	95.5	12.8%	118.4	\$62,599	131.9
Tier 5	108.7	Spencer	94.3%	106.1	4.37%	116.0	\$49,086	103.6	\$37,106	73.9	6.8%	219.1	\$15,977	33.7
Tier 5	109.9	Trimble	86.1%	96.8	5.20%	97.4	\$44,227	93.4	\$53,133	105.8	12.2%	122.1	\$68,315	143.9
Tier 6	111.2	Shelby	87.3%	98.3	4.10%	123.6	\$50,602	106.9	\$44,463	88.5	8.4%	177.4	\$34,567	72.8
Tier 6	113.7	Fayette	92.4%	104.0	4.20%	120.6	\$54,824	115.8	\$53,282	106.1	14.6%	102.1	\$63,370	133.5
Tier 6	115.0	Woodford	91.7%	103.2	3.73%	135.7	\$54,911	116.0	\$42,340	84.3	9.1%	163.7	\$41,415	87.2
Tier 6	118.9	Hancock	85.2%	95.9	4.67%	108.6	\$40,261	85.0	\$72,708	144.7	14.4%	103.5	\$63,277	175.4
Tier 6	121.0	Kenton	91.2%	102.6	4.40%	115.2	\$62,500	132.0	\$63,035	125.5	11.0%	135.5	\$54,659	115.1



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2016 to 2020		Unemployment Rate Annual Averages (Population 18 to 64) 2019, 2020, and 2021		Per Capita Personal Income 2020		Annual Wage and Salary Per Worker 2020		Annual Average Poverty Rate 2020		Per Capita Gross Domestic Product By County: 2020	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	116.7	United States	89.2%	100.4	6.70%	88.9	\$59,147	124.9	\$64,018	127.4	11.9%	125.2	\$63,414	133.6
	100.0	Kentucky	88.9%	100.0	5.07%	100.0	\$47,339	100.0	\$50,235	100.0	14.9%	100.0	\$47,471	100.0
Tier 6	122.0	Jefferson	91.2%	102.6	5.07%	100.0	\$57,863	122.2	\$60,696	120.8	11.4%	130.7	\$73,953	155.8
Tier 6	125.0	Scott	93.8%	105.6	4.33%	116.9	\$47,509	100.4	\$54,584	108.7	8.0%	186.3	\$62,661	132.0
Tier 6	140.4	Oldham	93.3%	105.0	3.80%	133.3	\$68,986	145.7	\$49,302	98.1	5.0%	298.0	\$29,680	62.5
Tier 6	143.3	Boone	93.7%	105.4	4.07%	124.6	\$53,405	112.8	\$51,845	102.8	6.5%	229.2	\$87,845	185.1
Tier 6	153.1	Carroll	83.7%	94.2	4.50%	112.6	\$41,568	87.8	\$60,158	119.8	16.2%	92.0	\$195,590	412.0

Sources

High School Education or Higher Level of Education: 2016 to 2020 -- Source: U.S. Census Bureau, 2016-2020 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: 2019-2021 -- 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: 2020 -- 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 2020 -- Source: United States Department of Commerce, Bureau of Economic Analysis, Economics and Statistics Administration, Regional Economic Information System, CAINC5N Personal Income by Major Component and Earnings and CAEMP25N Total Full-Time and Part-Time Employment, average wage per job (dollars) by County <http://www.bea.gov/>.

County Estimates for People of All Ages in Poverty for Kentucky: 2020 - Source: Estimated Number and Percent of People of all Ages in Poverty by County: 2016-2020 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: 2020 -- Source: Derived from data provided by the United States Bureau of Economic Analysis, CAGDP1 Gross domestic product (GDP) by county and metropolitan area, 2020, Local Area Gross Domestic Product, Current Release: December 8, 2021, <https://www.bea.gov/data/gdp/gdp-county>. Population: CAINC1 Personal Income Summary: Personal Income, Population, Per Capita Personal Income, 2020, <http://www.bea.gov/>.

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

Map - BSSC Index Components: High School Educational Attainment, 18 to 64 years in age (2016-2020), Average Annual Unemployment Rate (2019, 2020, and 2021), Per Capita Personal Income (2020), Average Annual Wages Per Worker (2020), Poverty Rates (2020), and Estimated Gross County Product Per Capita (2020).


Note: BSSC Socioeconomic Index components are equally weighted.

Note: United States Average Index = 116.7 (Equivalent BSSC Socioeconomic Index: 2022)


Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index Comparison - 2022 with 2021


Area	2021		2022		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	119.2	--	116.7	--
Kentucky	--	100.0	--	100.0	--
Adair	Tier 2	74.1	Tier 2	73.6	Unchanged
Allen	Tier 3	84.4	Tier 3	84.4	Unchanged
Anderson	Tier 5	100.1	Tier 4	98.1	Down
Ballard	Tier 3	88.3	Tier 4	92.9	Up
Barren	Tier 3	84.4	Tier 3	84.3	Unchanged
Bath	Tier 2	72.0	Tier 2	71.1	Unchanged
Bell	Tier 1	69.7	Tier 2	70.2	Up
Boone	Tier 6	144.3	Tier 6	143.3	Unchanged
Bourbon	Tier 5	106.3	Tier 4	100.0	Down
Boyd	Tier 5	104.8	Tier 5	102.6	Unchanged
Boyle	Tier 4	94.4	Tier 4	94.4	Unchanged
Bracken	Tier 3	85.6	Tier 3	87.0	Unchanged
Breathitt	Tier 1	66.2	Tier 1	64.6	Unchanged
Breckinridge	Tier 2	76.2	Tier 2	78.6	Unchanged
Bullitt	Tier 6	110.6	Tier 5	104.7	Down
Butler	Tier 3	80.9	Tier 3	81.4	Unchanged
Caldwell	Tier 3	87.2	Tier 3	88.4	Unchanged
Calloway	Tier 4	90.3	Tier 3	90.0	Down
Campbell	Tier 6	110.4	Tier 5	108.3	Down
Carlisle	Tier 4	91.6	Tier 4	95.1	Unchanged
Carroll	Tier 6	154.3	Tier 6	153.1	Unchanged
Carter	Tier 1	69.3	Tier 2	71.4	Up
Casey	Tier 2	73.4	Tier 2	75.7	Unchanged
Christian	Tier 4	94.8	Tier 4	95.1	Unchanged
Clark	Tier 5	100.5	Tier 4	96.6	Down
Clay	Tier 1	63.8	Tier 1	62.9	Unchanged
Clinton	Tier 2	76.5	Tier 2	79.1	Unchanged
Crittenden	Tier 2	80.0	Tier 3	81.6	Up
Cumberland	Tier 3	83.4	Tier 3	87.9	Unchanged
Daviess	Tier 5	100.4	Tier 5	101.9	Unchanged
Edmonson	Tier 2	76.9	Tier 2	77.1	Unchanged
Elliott	Tier 1	58.2	Tier 1	58.2	Unchanged
Estill	Tier 2	72.1	Tier 2	72.9	Unchanged
Fayette	Tier 6	114.9	Tier 6	113.7	Unchanged



Area	2021		2022		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	119.2	--	116.7	--
Kentucky	--	100.0	--	100.0	--
Fleming	Tier 2	75.6	Tier 3	82.8	Up
Floyd	Tier 2	75.6	Tier 2	74.9	Unchanged
Franklin	Tier 6	112.5	Tier 5	108.5	Down
Fulton	Tier 2	77.9	Tier 2	77.9	Unchanged
Gallatin	Tier 4	98.9	Tier 4	97.2	Unchanged
Garrard	Tier 2	79.9	Tier 3	81.7	Up
Grant	Tier 3	88.9	Tier 3	88.5	Unchanged
Graves	Tier 3	88.0	Tier 3	88.3	Unchanged
Grayson	Tier 2	78.6	Tier 2	79.0	Unchanged
Green	Tier 2	77.5	Tier 2	77.9	Unchanged
Greenup	Tier 3	86.4	Tier 3	87.6	Unchanged
Hancock	Tier 6	131.0	Tier 6	118.9	Unchanged
Hardin	Tier 5	109.0	Tier 5	106.3	Unchanged
Harlan	Tier 1	64.6	Tier 1	63.8	Unchanged
Harrison	Tier 4	90.7	Tier 4	91.9	Unchanged
Hart	Tier 3	81.6	Tier 2	79.8	Down
Henderson	Tier 4	99.2	Tier 4	99.0	Unchanged
Henry	Tier 3	89.0	Tier 3	88.4	Unchanged
Hickman	Tier 3	86.7	Tier 3	83.4	Unchanged
Hopkins	Tier 4	91.5	Tier 4	90.1	Unchanged
Jackson	Tier 1	63.8	Tier 1	64.3	Unchanged
Jefferson	Tier 6	119.6	Tier 6	122.0	Unchanged
Jessamine	Tier 5	106.1	Tier 5	105.5	Unchanged
Johnson	Tier 2	71.0	Tier 2	71.8	Unchanged
Kenton	Tier 6	120.6	Tier 6	121.0	Unchanged
Knott	Tier 1	65.5	Tier 1	65.4	Unchanged
Knox	Tier 1	66.7	Tier 1	67.5	Unchanged
Larue	Tier 3	81.8	Tier 3	81.4	Unchanged
Laurel	Tier 3	82.6	Tier 3	84.2	Unchanged
Lawrence	Tier 2	71.3	Tier 2	71.2	Unchanged
Lee	Tier 1	65.3	Tier 1	66.9	Unchanged
Leslie	Tier 1	64.7	Tier 1	66.8	Unchanged
Letcher	Tier 1	65.6	Tier 1	66.3	Unchanged
Lewis	Tier 1	65.9	Tier 1	66.8	Unchanged
Lincoln	Tier 2	73.8	Tier 2	75.2	Unchanged
Livingston	Tier 4	93.7	Tier 4	91.9	Unchanged
Logan	Tier 4	98.0	Tier 4	97.1	Unchanged
Lyon	Tier 3	87.4	Tier 3	88.0	Unchanged
Madison	Tier 4	90.9	Tier 4	90.7	Unchanged
Magoffin	Tier 1	57.4	Tier 1	57.7	Unchanged



Area	2021		2022		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	119.2	--	116.7	--
Kentucky	--	100.0	--	100.0	--
Marion	Tier 4	93.8	Tier 4	93.3	Unchanged
Marshall	Tier 5	105.9	Tier 5	108.5	Unchanged
Martin	Tier 1	68.4	Tier 1	65.1	Unchanged
Mason	Tier 5	101.0	Tier 5	100.5	Unchanged
McCracken	Tier 5	108.6	Tier 5	105.9	Unchanged
McCreary	Tier 1	64.6	Tier 1	65.4	Unchanged
McLean	Tier 4	91.7	Tier 3	89.1	Down
Meade	Tier 4	90.9	Tier 4	90.2	Unchanged
Menifee	Tier 1	65.2	Tier 1	66.6	Unchanged
Mercer	Tier 4	97.2	Tier 4	94.9	Unchanged
Metcalfe	Tier 2	74.0	Tier 2	74.3	Unchanged
Monroe	Tier 3	81.9	Tier 3	83.8	Unchanged
Montgomery	Tier 3	87.0	Tier 3	86.9	Unchanged
Morgan	Tier 1	69.1	Tier 2	70.1	Up
Muhlenberg	Tier 3	85.3	Tier 3	83.4	Unchanged
Nelson	Tier 5	103.2	Tier 5	105.6	Unchanged
Nicholas	Tier 2	74.6	Tier 2	76.3	Unchanged
Ohio	Tier 3	87.0	Tier 3	83.8	Unchanged
Oldham	Tier 6	146.3	Tier 6	140.4	Unchanged
Owen	Tier 3	81.7	Tier 3	82.2	Unchanged
Owsley	Tier 1	61.3	Tier 1	61.9	Unchanged
Pendleton	Tier 4	95.4	Tier 4	92.1	Unchanged
Perry	Tier 3	81.1	Tier 3	81.4	Unchanged
Pike	Tier 3	81.5	Tier 2	79.8	Down
Powell	Tier 2	71.8	Tier 2	74.3	Unchanged
Pulaski	Tier 3	83.5	Tier 3	84.5	Unchanged
Robertson	Tier 2	71.1	Tier 2	75.0	Unchanged
Rockcastle	Tier 2	75.5	Tier 2	72.9	Unchanged
Rowan	Tier 2	78.3	Tier 2	77.3	Unchanged
Russell	Tier 2	79.4	Tier 3	82.6	Up
Scott	Tier 6	125.0	Tier 6	125.0	Unchanged
Shelby	Tier 5	110.0	Tier 6	111.2	Up
Simpson	Tier 5	101.8	Tier 5	101.6	Unchanged
Spencer	Tier 5	107.3	Tier 5	108.7	Unchanged
Taylor	Tier 3	89.3	Tier 3	89.5	Unchanged
Todd	Tier 3	85.5	Tier 3	86.5	Unchanged
Trigg	Tier 3	83.3	Tier 3	80.0	Unchanged
Trimble	Tier 5	109.7	Tier 5	109.9	Unchanged
Union	Tier 4	97.2	Tier 4	99.8	Unchanged
Warren	Tier 4	98.9	Tier 4	93.8	Unchanged



Area	2021		2022		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	119.2	--	116.7	--
Kentucky	--	100.0	--	100.0	--
Washington	Tier 4	93.1	Tier 4	91.9	Unchanged
Wayne	Tier 1	69.1	Tier 2	71.4	Up
Webster	Tier 4	96.6	Tier 4	90.6	Unchanged
Whitley	Tier 3	80.7	Tier 2	79.5	Down
Wolfe	Tier 1	63.2	Tier 1	63.8	Unchanged
Woodford	Tier 6	122.8	Tier 6	115.0	Unchanged

Tier 1 = Weakest Socioeconomic Condition

Tier 6 = Strongest Socioeconomic Condition

Bluegrass State Skills Corporation

NEW BUSINESS



Bluegrass State Skills Corporation

GUIDELINES CHANGE





Guidelines:

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

FY 202~~42~~²³

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, 202 42 ²³	August 43 ³¹ , 202 42 ²³
September 15, 202 42 ²³	November 32 ³⁰ , 202 42 ²³
December 15, 202 42 ²³	February 21 ²⁸ , 202 23 ²⁴
March 15, 202 23 ²⁴	May 43 ³¹ , 202 23 ²⁴

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

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

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

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

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

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

Qualified Companies

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

- **Manufacturing**
- **Agribusiness**
- **Nonretail service or technology** (company provides a service to or uses technology for customer or affiliate entities predominantly outside the Commonwealth and is designed to serve a multistate, national or international market)
- **Headquarter operations** (regardless of the underlying business activity of the company)
- **Alternative fuel, gasification, energy-efficient alternative fuel, or renewable energy production**
- **Carbon dioxide 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. ~~In addition to the eligible costs previously listed, the following are also eligible costs specifically for consortia and industry partnerships:~~

- ~~• Pre-employment training and certification activities~~
- ~~• Equipment purchased by the consortia/industry partnership, used solely for training purposes and to be used for training listed on the BSSC application. BSSC shall not make reimbursements based on the value of donated equipment. Reimbursement for equipment shall not exceed 25% of the approved grant amount.~~

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.aspx>. 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.aspx> 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	<i>(Total number of Kentucky residents employed in permanent, full-time positions)</i> Existing company of 100 or less Existing company of 101 – 500	20 15

	determine the proper category for this criteria)	Existing company of 501 – 1,000	10
		Existing company of 1,001 or more	5
2	Area of Need (Range of BSSC Index)	(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 6.00 or less	15
		\$ 16 8.01 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, 202 0 1 – June 30, 202 2 1)	15
Expanding Company adding more than 10% new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	10
Expanding Company adding more than 5% and up to 10% new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	5
Expanding Company adding 5% or less new, full-time jobs for Kentucky residents paying a total hourly compensation of at least \$12.51, including benefits	2
Career growth: trainee receives pay increase as a result of training project. Must include percent or dollar amount of pay increase and identification of class title (example required)	7
Participates in development of future workforce through activities that prepare students for work including, but not limited to: co-op, work study, school-to-work, TRACK, etc. (specific example required)	4
Grant includes training that is part of a Registered Apprenticeship program (as defined by the Education & Workforce Development Cabinet)	5
Includes training for at least one or more American Veterans who served on active duty and were discharged or released for other than dishonorable discharge	3
Company is an active member of an organized consortia that is primarily focused on training and workforce development (example required; see consortia list at https://ced.ky.gov/kyedc/pdfs/BSSC_Consortia_List.pdf)	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^{BSC(1)}

The points below are for BSSC applications submitted for approval during the 2021~~2~~-202~~2~~³ fiscal year.

County	Points	County	Points	County	Points	County	Points
Adair	17	Edmonson	17	Knox	20	Nicholas	17
Allen	15	Elliott	20	Larue	15	Ohio	15
Anderson	7 10	Estill	17	Laurel	15	Oldham	5
Ballard	4 510	Fayette	5	Lawrence	17	Owen	15
Barren	15	Fleming	4 715	Lee	20	Owsley	20
Bath	17	Floyd	17	Leslie	20	Pendleton	10
Bell	2 017	Franklin	5 7	Letcher	20	Perry	15
Boone	5	Fulton	17	Lewis	20	Pike	4 517
Bourbon	7 10	Gallatin	10	Lincoln	17	Powell	17
Boyd	7	Garrard	4 715	Livingston	10	Pulaski	15
Boyle	10	Grant	15	Logan	10	Robertson	17
Bracken	15	Graves	15	Lyon	15	Rockcastle	17
Breathitt	20	Grayson	17	Madison	10	Rowan	17
Breckinridge	17	Green	17	Magoffin	20	Russell	4 715
Bullitt	5 7	Greenup	15	Marion	10	Scott	5
Butler	15	Hancock	5	Marshall	7	Shelby	7 5
Caldwell	15	Hardin	7	Martin	20	Simpson	7
Calloway	4 015	Harlan	20	Mason	7	Spencer	7
Campbell	5 7	Harrison	10	McCracken	7	Taylor	15
Carlisle	10	Hart	4 517	McCreary	20	Todd	15
Carroll	5	Henderson	10	McLean	4 015	Trigg	15
Carter	2 017	Henry	15	Meade	10	Trimble	7
Casey	17	Hickman	15	Menifee	20	Union	10
Christian	10	Hopkins	10	Mercer	10	Warren	10
Clark	7 10	Jackson	20	Metcalfe	17	Washington	10
Clay	20	Jefferson	5	Monroe	15	Wayne	2 017
Clinton	17	Jessamine	7	Montgomery	15	Webster	10
Crittenden	4 715	Johnson	17	Morgan	2 017	Whitley	4 517
Cumberland	15	Kenton	5	Muhlenberg	15	Wolfe	20
Daviess	7	Knott	20	Nelson	7	Woodford	5

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

Just the Facts:

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

FY 2021-2022

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

Qualified Company (Eligible Applicants)	<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">• Manufacturing• Agribusiness• Nonretail service or technology• Headquarters• Hospital operations• Coal severing and processing• Alternative fuel, gasification, energy efficient alternative fuels, or renewable energy production• Carbon dioxide transmission pipeline <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>
Incentive Amount	<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">• 50% of approved training costs• \$75,000• \$2,000 x number of eligible trainees <p>The GIA incentive is a cash grant reimbursement for eligible training expenses. The STIC incentive is a Kentucky income tax credit.</p>
Length of Incentive Agreement	<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	<p>The following properly documented training costs for occupational upgrade and/or skills upgrade training are eligible:</p> <ul style="list-style-type: none"> • In-House Training (\$25 per hour permitted for trainer costs) • Educational Institution and Consultant Training • Instructional Materials and Supplies used only for Training • Employee/Trainee Wages <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:
Christy Wingate
Christy.Wingate@ky.gov
Phone: (502) 564-7670

MEMORANDUM

TO: BSSC Board Members

FROM: Sarah C. Butler, Director

DATE: May 4, 2022

SUBJECT: Commitment Grant Exceptions to BSSC Guidelines 2022-2023

The following exceptions to the May 4, 2022 approved guidelines concerning Commitment Grant proposals are recommended for approval as follows:

- May be approved and awarded up to \$200,000 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