

Bluegrass State Skills Corporation

Board of Directors Meeting

May 7, 2025



Bluegrass State Skills Corporation

AGENDA



THE BLUEGRASS STATE SKILLS CORPORATION

5/7/2025

PRIMARY LOCATION

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

Board of Directors Meeting

Cabinet for Economic Development

Mayo-Underwood-Building, 500 Mero Street, Hearing Room 133 CE

Frankfort, Kentucky

ALSO AVAILABLE VIA ZOOM: <https://us02web.zoom.us/j/88511120491>

Call to Order

Notification of Press

Roll Call

Minutes

Wednesday, February 5, 2025

Reports

Financial Report

Christy Wingate

GIA Applications

NELCO Training, Inc.

Brandon Combs/Matt Jordan

Asmark Institute, Inc.

Brandon Combs/Breanna Dolan

Steel Technologies LLC

Malcolm Jollie/Cody Pennington

Highlands Diversified Services, Inc.

Malcolm Jollie/Brennan Tucker

GIA Applications

F&E Aircraft Maintenance (Miami) LLC

Brandon Combsy/Matt Jordan

Hausner Hard-Chrome of Kentucky, Inc.

Brandon Combs/Breanna Dolan

Dana Light Axle Manufacturing, LLC

Colin Dodd/Joseph Gearon

PJJAM Enterprises Inc. dba Commonwealth Sign Company

Brandon Combs/Cody Penninton

GIA Applications

Amneal Pharmaceuticals LLC

Brandon Combs/Raven Aiken

Paschall Truck Lines, Inc.

Colin Dodd/Brennan Tucker

TOA SE, Inc.

Brandon Combs/Cody Pennington

Kodi Holdings, Inc. dba Sheridan Lebanon Junction

Brandon Combs/Brennan Tucker

Rudler, Professional Service Corporation

Colin Dodd/Raven Aiken

STIC Applications

DRC Industries, Inc.	Brandon Combs/Breanna Dolan
Misa Metal Fabricating, Inc.	Cate Prather/Matt Jordan
AAK USA K1, LLC	Brandon Combs/Joseph Gearon

GIA and STIC Applications

Carmeuse Lime & Stone, Inc.	Cate Prather/Joseph Gearon
Levy Environmental Services Company dba Levy Brandenburg Mill Service	Colin Dodd/Raven Aiken

GIA Commitment Applications

Ford Motor Company, Louisville - Fern Valley Road	Brandon Combs/Michelle Elder
Ford Motor Company, Louisville - Chamberlain Lane	Brandon Combs/Michelle Elder

Old Business

Socioeconomic Index - Keaton Lowe	Jai Bokey/Kylee Palmer
-----------------------------------	------------------------

New Business

Guideline Changes	Jai Bokey/Kylee Palmer
-------------------	------------------------

Next Board Meeting

August 6, 2025	Ellen Felix
----------------	-------------

Adjournment

Jai Bokey

Bluegrass State Skills Corporation

MINUTES



**Bluegrass State Skills Corporation Board of Directors Meeting
Kentucky Cabinet for Economic Development,
Mayo-Underwood-Building,
500 Mero Street, Frankfort, Kentucky 40601
February 5, 2025 – 1:00 PM**

Members present –

Robert Akin, Brenda Bankston, Houston Barber, Jai Bokey, Rita Combs-Sterrett, Jim Dodds, John Kuzuoka, Tom Lund, Nicholas Rapier, and Michael Yoder.

Ex Officio Members (Proxy) present -

Katie Smith, Proxy for Secretary Jeff Noel (Cabinet for Economic Development); Mary Jackson, Proxy for Dr. Aaron Thompson (Postsecondary Education), Jody Wafford, Proxy for Ryan Quarles (President of KCTCS), Alisher Burikhanov, Proxy for Secretary Link (Education and Labor Cabinet).

Members absent – Shannon Cales, Zach Weinberg, and Aimee Wulfeck.

CED Staff present – in person/via zoom

Ashlee Chilton, Brandon Combs, Colin Dodd, Breanna Dolan, Michelle Elder, Joseph Gearon, Gage Greer, Malcolm Jollie, Matt Jordan, Gabrielle McGee, Molly Lancaster, Danielle Milbern, Scott Moseley, Nasim Moula, Andrew Osborne, Kylee Palmer, Brittany Petty, Cody Pennington, Cate Prather, Kristina Slattery, Brennan Tucker, Christy Wingate, Matthew Wingate, and Ashiq Zaman.

Guests present – in person / via Video Teleconference

No Guests

Call to Order – Jai Bokey

Notification of Press – Molly Lancaster

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

Roll Call – Molly Lancaster

Approval of the November 6, 2024 Minutes – Jai Bokey

A motion was made by Tom Lund to approve the minutes, and John Kuzuoka seconded the motion to approve the November 6, 2024 minutes. Motion carried.

Approval of Financial Report – Christy Wingate

Tom Lund made a motion to approve the Financial Report for February 5, 2025. John Kuzuoka seconded the motion. Motion carried.

Applications for Review – Kylee Palmer

BSSC Staff – Colin Dodd/Breanna Dolan/Brittany Petty/Michelle Elder/Ashlee Chilton/Matt Jordan recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G25-119391 – Bluegrass Business Consortium, Inc., Berea	\$ 75,000.00
G25-119401 – Tungco, Incorporated, Madisonville	\$ 75,000.00
G25-119228 – Rockcastle Hospital and Respiratory Care Center, Inc. dba Rockcastle Regional Hospital and Respiratory Care Center, Mt. Vernon	\$ 75,000.00
G25-119227 – Pinelake Regional Hospital, LLC dba Jackson Purchase Medical Center, Mayfield	\$ 75,000.00

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

BSSC Staff – Malcolm Jollie/Cody Pennington/Scott Moseley/Breanna Dolan/Brittany Petty/Brennan Tucker recommended the following Grant-In-Aid (GIA) applications to the BSSC Board for approval:

G25-119447 – Ahlstrom Filtration LLC, Madisonville	\$ 72,000.00
G25-119459 – Allison Abrasives, Incorporated, Lancaster	\$ 46,400.00
G25-119384 – ProDesign Inc., Georgetown	\$ 31,555.00
G25-119386 – Stober Drives, Inc., Maysville	\$ 75,000.00

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

BSSC Staff – Scott Moseley/Joseph Gearon/Ashlee Chilton/Brennan Tucker/Malcolm Jollie/Breanna Dolan/Cody Pennington recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G25-119420 – BWF America, Inc., Hebron	\$ 75,000.00
G25-119292 – Memorial Hospital, Inc. dba AdventHealth Manchester, Manchester	\$ 42,000.00
G25-119218 – Citizens Financial Corporation, Louisville	\$ 49,255.00
G25-119217 – Special Care Services, LLC, Louisville	\$ 44,000.00

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

BSSC Staff – Brittany Petty/Michelle Elder/Breanna Dolan/Cate Prather/Joseph Gearon/Ashlee Chilton/Brennan Tucker recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G25-119388 – Whitehorse Freight, LLC, Crestview Hills	\$ 75,000.00
G25-119399 – Alliance Coal, LLC dba River View Coal, LLC, Waverly	\$ 72,326.00
G25-119012 – Thai Summit Kentucky Corporation, Bardstown	\$ 75,000.00
G25-119392 – Bendix Commercial Vehicle Systems, Bowling Green	\$ 75,000.00

A motion was made by Tom Lund to approve these applications. John Kuzuoka seconded the motion. Nicholas Rapier abstained from all 4 applications. Motion carried.

BSSC Staff – Brandon Combs/Cody Pennington/Cate Prather/Breanna Dolan/Brandon Combs/Joseph Gearon/Colin Dodd recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G25-119416 – The Carriage House Companies, Inc., Buckner	\$ 75,000.00
G25-119411 – L2 Aviation Solutions, LLC dba L2 Aviation, Erlanger	\$ 75,000.00
G25-118975 – Lion First Responder PPE, Inc., West Liberty	\$ 45,581.00
G25-119421 – Cornbread CBD, PBC, Louisville	\$ 58,629.00

A motion was made by Mary Jackson to approve these applications. Michael Yoder seconded the motion. Motion carried.

BSSC Staff – Cate Prather/Breanna Dolan/D. Milbern recommended the following Grant-in-Aid (GIA) applications to the BSSC Board for approval:

G25-118653 – Pilkington North America, Inc., Versailles	\$ 75,000.00
G25-119402 – Delta Faucet Company, Morgantown	\$ 41,867.00

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

BSSC Staff – Scott Moseley/Joseph Gearon/Danielle Milbern/Matt Jordan/Breanna Dolan/Brittany Petty recommended the following Skills-Training-Investment-Credit (STIC) applications to the BSSC Board for approval:

T25-119400 – Perfetti Van Melle USA Inc., Erlanger	\$ 75,000.00
T25-119418 – Ingram Barge Company LLC, Paducah	\$ 75,000.00
T25-119212 – Tekno Inc., Cave City	\$ 60,000.00
T25-119196 – Volta Inc., Frankfort	\$ 40,000.00
T25-119211 – Marquette Transportation Company, LLC, Paducah	\$ 75,000.00

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

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

G25-119216 – Steinkamp Moulding LLC, Erlanger	\$ 34,000.00
T25-119214 – Steinkamp Moulding LLC, Erlanger	\$ 34,000.00
G25-119444 – Marathon Refining Logistics Services LLC, Catlettsburg	\$ 75,000.00
T25-119445 – Marathon Refining Logistics Services LLC, Catlettsburg	\$ 75,000.00
G25-119456 – DeanHouston, Inc., Covington	\$ 20,000.00
T25-119455 – Dean Houston, Inc., Covington	\$ 20,000.00
G25-119468 – Amcor Rigid Packaging USA, LLC, Nicholasville	\$ 75,000.00
T25-119467 – Amcor Rigid Packaging USA, LLC, Nicholasville	\$ 75,000.00

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

Old Business

- **Board Insurance**

Ms. Palmer presented the renewal for Liability Insurance to the Board of Directors for the year 2025. The Cabinet received a \$2,000,000.00 policy coverage for a premium of \$1,781.00. This is the same standard premium that the Cabinet paid in 2024.

A motion was made by John Kuzuoka and seconded by Tom Lund to approve the new Liability Insurance Policy for 2025. Motion carried.

Next Board Meeting – Molly Lancaster

The next meeting of the Bluegrass State Skills Corporation Board of Directors will be held on May 7, 2025, at 1:00 pm at the Mayo-Underwood Building, 1st Floor Hearing Room 133CE, 500 Mero Street, Frankfort, Kentucky.

Adjournment – Jai Bokey

A motion to adjourn the meeting was made by Michael Yoder and second by Alisher Burikhanov. Motion carried.

Sincerely submitted,



Kylee Palmer

Deputy Commissioner, Department for Financial Services

Bluegrass State Skills Corporation

FINANCIAL REPORT



CABINET FOR
ECONOMIC DEVELOPMENT

BSSC FUNDS REPORT

5/1/2025

RESOURCES AVAILABLE

Regular Appropriation	4,311,800
Special Appropriation (Ford Motor Company)	2,500,000
Continued Appropriation	38,782,476
TOTAL RESOURCES	45,594,276

EXPENDITURES YTD

BSSC Funds	6,862,831
Total Expenditures as of 05/01/2025	6,862,831

OBLIGATIONS REMAINING

Regular/Commitment/OET Grants	21,441,149
Ford Commitment	2,500,000
TOTAL OBLIGATIONS	23,941,149

**TOTAL FUNDS AVAILABLE
FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR** **14,790,296**

Secretary's Funds 4,180,547

Regular Grant Funds 609,749

*SB5 Funds Available for \$2 Billion Projects 10,000,000

**TOTAL FUNDS AVAILABLE
FOR ADDITIONAL OBLIGATIONS THIS FISCAL YEAR** **14,790,296**

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

BSSC FUNDS REPORT

5/1/2025

Base	\$	1,055,057
Recaps (February, March, April)	\$	282,982
		<hr/>
Available for May 2025 Board Meeting	\$	1,338,039

Bluegrass State Skills Corporation

APPLICATIONS - GIA



CABINET FOR
ECONOMIC DEVELOPMENT

Grant-In-Aid (GIA) Projects May 2025

<u>Score</u>	<u>Qualified Company</u>	<u>City</u>	<u>Number of Trainees</u>	<u>Incentive Amount</u>
80	NELCO Training, Inc.	Bardstown	36	\$72,000
80	Asmark Institute, Inc.	Owensboro	28	\$23,161
75	Steel Technologie LLC	Louisville	269	\$75,000
75	Highlands Diversified Services, Inc.	London	273	\$75,000
72	Carmeuse Lime & Stone, Inc.	Butler	50	\$75,000
70	F&E Aircraft Maintenance (Miami) LLC	Erlanger	209	\$75,000
70	Hausner Hard-Chrome of Kentucky, Inc.	Owensboro	82	\$75,000
67	Dana Light Axle Manufacturing, LLC	Dry Ridge	113	\$46,062
65	PJJAM Enterprises Inc. dba Commonwealth Sign Company	Louisville	16	\$31,200
65	Amneal Pharmaceuticals LLC	Gasgow	121	\$75,000
65	Levy Environmental Services, LLC dba Levy Brndenburg Mill Service	Brandenburg	54	\$75,000
65	Paschal Truck Lines, Inc.	Murray	24	\$48,000
62	TOA SE, Inc.	Nicholasville	22	\$29,896
62	Kodi Holdings, Inc. dba Sheridan Lebanon Junction	Lebanon Junction	42	\$75,000
61	Rudler, Professional Service	Fort Wright	37	\$74,000
15 Projects			1376	\$924,319
Regular Grant Fund Balance				\$1,055,057
Recaptured Amount				\$282,982
2024/2025 FY Projected/ Approved Grants				\$924,319
Remaining Grant Funds				\$413,720

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 7, 2025
Company: NELCO Training, Inc.
City: Bardstown **County:** Nelson
Industry Sector: Manufacturing **BSSC #:** G25-119643
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Jordan

Training Description:

NELCO Training, Inc. is a group of key industries and businesses who have joined together to form a non-profit corporation for the purpose of providing training in a cost effective manner. Training includes: accountability, communication, conflict resolution, professionalism and stress management.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ -	\$ -
Classroom/OJT - Consultant/Educational Institution	\$ 144,023	\$ 72,011
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 144,023	\$ 72,011

Number of Trainees

36

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

Existing Employment	Projected New Employees
296	0

Average Hourly Wage	Total Hourly Compensation
\$ 36.23	\$ 51.40

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

BSSC Grant Recommended for Approval

\$72,000

Application Score

80

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Asmark Institute, Inc.
City: Owensboro **County:** Daviess
Industry Sector: Nonretail service or technology **BSSC #:** G25-119670
Bus. Devp. Contact: B. Combs **DFS Staff:** B. Dolan

Training Description:

Asmark Institute, Inc. provides solutions for risk management as well as safety and regulatory compliance for agricultural retail businesses. Training provided will be a three-part training program that will help employees build technical and role-specific expertise, foster innovation and adaptability, and strengthen critical thinking, collaboration, and communication skills.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 25,999	\$ 12,999
Classroom/OJT - Consultant/Educational Institution	\$ 5,540	\$ 2,770
Instructional Materials & Supplies	\$ 14,784	\$ 7,392
Total Costs	\$ 46,323	\$ 23,161

Number of Trainees

28

Employment & Wage Information:

Existing Employment	Projected New Employees
28	2

Average Hourly Wage	Total Hourly Compensation
\$ 44.64	\$ 55.66

Requirements:

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

BSSC Grant Recommended for Approval

\$23,161

Application Score

80

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Steel Technologies LLC
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119614
Bus. Devp. Contact: M. Jollie **DFS Staff:** C. Pennington

Training Description:

Steel Technologies is a leading steel producer and processor in North America, with 33 locations across the continent. The company is focusing on talent and development through a variety of training programs that will lead to career growth and pay increases for some employees. Training includes: Manufacturing Execution System training, OJT for employees to receive next level position skills, business acumen and more.

Training Details:

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

Total Costs		50% of Total Costs	
\$	180,728	\$	90,364
\$	108,646	\$	54,323
\$	-	\$	-
\$	289,374	\$	144,687

Number of Trainees

269

Employment & Wage Information:

Existing Employment	Projected New Employees
269	2

Average Hourly Wage	Total Hourly Compensation
\$ 32.52	\$ 37.32

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

75

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Highlands Diversified Services, Inc.
City: London **County:** Laurel
Industry Sector: Manufacturing **BSSC #:** G25-119755
Bus. Devp. Contact: M. Jollie **DFS Staff:** B. Tucker

Training Description:

Highlands Diversified Services, Inc. is a manufacturing company specializing in automotive metal stamping, and aerospace and satellite manufacturing.

The training will include new hire orientation, first aid and safety training, business training, and technical training to ensure employees can do their jobs safely and effectively.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 121,899	\$ 60,950
Classroom/OJT - Consultant/Educational Institution	\$ 28,238	\$ 14,119
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 150,138	\$ 75,069

Number of Trainees 273

Employment & Wage Information:

Existing Employment	Projected New Employees
273	10

Average Hourly Wage	Total Hourly Compensation
\$ 20.36	\$ 21.26

Requirements:

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

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

Application Score 75

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: F&E Aircraft Maintenance (Miami) LLC
City: Erlanger **County:** Boone
Industry Sector: Nonretail service or technology **BSSC #:** G25-119615
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Jordan

Training Description:

FEAM Aero is the leading provider of MRO and Aviation Line Maintenance Services throughout the United States and Internationally. Training includes: onboarding, and on the job training.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 235,520	\$ 117,760
Classroom/OJT - Consultant/Educational Institution	\$ 52,188	\$ 26,094
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 287,708	\$ 143,854

Number of Trainees

209

Employment & Wage Information:

Existing Employment	Projected New Employees
209	25

Average Hourly Wage	Total Hourly Compensation
\$ 36.00	\$ 42.00

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

70

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Hausner Hard-Chrome of Kentucky, Inc.
City: Owensboro **County:** Daviess
Industry Sector: Manufacturing **BSSC #:** G25-119656
Bus. Devp. Contact: B. Combs **DFS Staff:** B. Dolan

Training Description:

Hausner Hard-Chrome of Kentucky, Inc. is a premiere industrial hard coating services company. Training will include: welding, cutting and grinding operation; forklift, scissor lift and boom lift operation; operation of electrical equipment; machine guarding; and PPE, LOTO, first aid and various other safety training essential to the safety of the employees.

Training Details:

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

	Total Costs	50% of Total Costs
	\$ 219,527	\$ 109,764
	\$ 5,575	\$ 2,788
	\$ -	\$ -
	\$ 225,103	\$ 112,551

Number of Trainees

82

Employment & Wage Information:

Existing Employment	Projected New Employees
78	4

Average Hourly Wage	Total Hourly Compensation
\$ 24.78	\$ 28.50

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

70

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Dana Light Axle Manufacturing, LLC
City: Dry Ridge **County:** Grant
Industry Sector: Manufacturing **BSSC #:** G25-119757
Bus. Devp. Contact: C. Dodd **DFS Staff:** J. Gearon

Training Description:

Dana Light Axle Manufacturing, LLC manufactures automotive components, primarily axles.

Training will include: blueprint drawing, schematics, troubleshooting, breakdown maintenance, basic electricity and electronics, batteries and DC circuits, transformers and AC circuits, DC Equipment and controls, three-phase systems, AC Control equipment, variable frequency drives, power transmission equipment, basic hydraulics, basic pneumatics, semiconductors, power supplies, mechanical drivey maintenance, PLC, introduction to robotics, and new hire training.

Training Details:

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

	Total Costs	50% of Total Costs
	\$ 9,092	\$ 4,546
	\$ 83,033	\$ 41,517
	\$ -	\$ -
	\$ 92,125	\$ 46,062

Number of Trainees

113

Employment & Wage Information:

Existing Employment	Projected New Employees
280	15

Average Hourly Wage	Total Hourly Compensation
\$ 25.26	\$ 32.83

Requirements:

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

BSSC Grant Recommended for Approval

\$46,062

Application Score

67

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: PJJAM Enterprises Inc. dba Commonwealth Sign Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119665
Bus. Devp. Contact: B. Combs **DFS Staff:** C. Pennington

Training Description:

Established in 1979, PJJAM Enterprises Inc. offers design and manufacturing services for custom signage for local, regional or national clients. The training plan includes a curriculum on a new Business Operating System that the company is implementing to improve efficiencies and support employee development.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ -	\$ -
Classroom/OJT - Consultant/Educational Institution	\$ 62,400	\$ 31,200
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 62,400	\$ 31,200

Number of Trainees

16

Employment & Wage Information:

Existing Employment	Projected New Employees
22	5

Average Hourly Wage	Total Hourly Compensation
\$ 26.00	\$ 28.22

Requirements:

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

BSSC Grant Recommended for Approval

\$31,200

Application Score

65

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Amneal Pharmaceuticals LLC
City: Glasgow **County:** Barren
Industry Sector: Manufacturing **BSSC #:** G25-119616
Bus. Devp. Contact: B. Combs **DFS Staff:** R. Aiken

Training Description:

Amneal Pharmaceuticals LLC is a major manufacturer and distributor of pharmaceutical products. Training to be including in this grant-in-aid includes warehouse management system training across several levels and roles, enhancing efficiency, compliance, and safety. This will equip local employees with advanced technical skills and foster long-term industry growth.

Training Details:

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

Total Costs		50% of Total Costs	
\$	39,650	\$	19,825
\$	118,125	\$	59,063
\$	1,500	\$	750
\$	159,275	\$	79,638

Number of Trainees

121

Employment & Wage Information:

Existing Employment	Projected New Employees
121	7

Average Hourly Wage	Total Hourly Compensation
\$ 18.75	\$ 22.13

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 7, 2025
Company: Paschall Truck Lines, Inc
City: Murray **County:** Calloway
Industry Sector: Headquarter operations **BSSC #:** G25-119664
Bus. Devp. Contact: C. Dodd **DFS Staff:** B. Tucker

Training Description:

Paschall Truck Lines, Inc. is a truckload and dry-van freight carrier, headquartered in Murray, Kentucky.

The Accelerated Growth Management Program is designed to elevate the leadership skills within Paschall Truck Lines. By investing in a structured training program, the company aims to cultivate a culture of leadership excellence, enhancing both individual growth and economic success.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 107,200	\$ 53,600
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ 18,000	\$ 9,000
Total Costs	\$ 125,200	\$ 62,600

Number of Trainees

24

Employment & Wage Information:

Existing Employment	Projected New Employees
210	15

Average Hourly Wage	Total Hourly Compensation
\$ 17.50	\$ 20.12

Requirements:

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

BSSC Grant Recommended for Approval

\$48,000

Application Score

65

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: TOA SE, Inc.
City: Nicholasville **County:** Jessamine
Industry Sector: Nonretail service or technology **BSSC #:** G25-119413
Bus. Devp. Contact: B. Combs **DFS Staff:** C. Pennington

Training Description:

TOA SE, Inc. is an engineering and automation company that provides custom factory solutions to manufacturers. The company aims to increase the skills of thier engineers and technicians in order to be more competetive and be awarded more business in the automation manufacturing industry.

Training Details:

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

	Total Costs	50% of Total Costs
\$	-	\$ -
\$	59,792	\$ 29,896
\$	-	\$ -
\$	59,792	\$ 29,896

Number of Trainees

22

Employment & Wage Information:

Existing Employment	Projected New Employees
22	3

Average Hourly Wage	Total Hourly Compensation
\$ 33.00	\$ 40.00

Requirements:

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

BSSC Grant Recommended for Approval

\$29,896

Application Score

62

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Kodi Holdings, Inc. dba Sheridan Lebanon Junction
City: Lebanon Junction **County:** Bullitt
Industry Sector: Manufacturing **BSSC #:** G25-119424
Bus. Devp. Contact: B. Combs **DFS Staff:** B. Tucker

Training Description:

Kodi Holdings, Inc. dba Sheridan Lebanon Junction specializes in the production of short to mid-run magazines and catalogs.

The training provided is designed to equip employees with the necessary technical skills and knowledge to perform their roles effectively and safely. The training also incorporates hands-on practice, mentorship, and periodic assessments to support skill progression and continuous improvement.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 288,000	\$ 144,000
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 288,000	\$ 144,000

Number of Trainees

42

Employment & Wage Information:

Existing Employment	Projected New Employees
42	0

Average Hourly Wage	Total Hourly Compensation
\$ 22.87	\$ 28.26

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

62

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Rudler, Professional Service Corporation
City: Fort Wright **County:** Kenton
Industry Sector: Nonretail service or technology **BSSC #:** G25-119638
Bus. Devp. Contact: C. Dodd **DFS Staff:** R. Aiken

Training Description:

Rudler, Professional Service Corporation is a CPA firm providing services in tax, A&A, CAS, business valuation and consulting. This grant-in-aid training includes annual tax/A&A updates, focused topic trainings, strategic planning, leadership/management training, CPA exam study materials, new hire training, and on-the-job trainings. These trainings allow employees to perform to the highest CPA firm industry standards and provide excellent client service.

Training Details:

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

	Total Costs	50% of Total Costs
\$	102,072	\$ 51,036
\$	263,110	\$ 131,555
\$	1,800	\$ 900
\$	366,982	\$ 183,491

Number of Trainees

37

Employment & Wage Information:

Existing Employment	Projected New Employees
35	2

Average Hourly Wage	Total Hourly Compensation
\$ 48.94	\$ 54.76

Requirements:

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

BSSC Grant Recommended for Approval

\$74,000

Application Score

61

Bluegrass State Skills Corporation

APPLICATIONS - STIC



Skills Training Investment Credit (STIC) Projects May 2025

Score	Eligible Company	City	Number of Trainees	Incentive Amount
75	DRC Industries, Inc.	Carrollton	15	\$30,000
72	Carmeuse Lime & Stone, Inc.	Butler	68	\$75,000
70	Misa Metal Fabricating, Inc.	Louisville	96	\$75,000
67	AAK USA K1, LLC	Louisville	120	\$75,000
65	Levy Environmental Services, LLC dba Levy Brandenburg Mill Service	Brandenburg	50	\$75,000
5 Projects			349	\$330,000
FY 2024-2025 Tax Credit Limit				\$826,676
Current FY Projected/ Approved Credits				\$2,003,324
Remaining Tax Credits				\$496,676

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

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT

Date: May 7, 2025
Company: DRC Industries, Inc.
City: Carrollton **County:** Carroll
Industry Sector: Manufacturing **BSSC #:** T25-119644
Bus. Devp. Contact: B. Combs **DFS Staff:** B. Dolan

Training Description:

DRC Industries, Inc. is a manufacturer of paper board products and packaging. The company is looking to provide training that will develop Supervisors and Leads with leadership skills that will improve the overall company culture. Training offered is to focus on improving thought processes, problem solving skills, and communication skills for the leadership team.

Training Details:

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

	Total Costs	50% of Total Costs
\$	-	\$ -
\$	66,775	\$ 33,387
\$	-	\$ -
\$	66,775	\$ 33,387

Number of Trainees

15

Employment & Wage Information:

Existing Employment	Projected New Employees
195	15

Average Hourly Wage	Total Hourly Compensation
\$ 33.62	\$ 43.71

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$30,000

Application Score

75

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT

Date: May 7, 2025
Company: MISA Metal Fabricating, Inc.
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** T25-119662
Bus. Devp. Contact: C. Prather **DFS Staff:** M. Jordan

Training Description:

MISA Metal Fabricating, Inc. is a full-service steel fabricating operation providing oxy fuel, plasma, laser and band saw cutting services. Training includes: Lean Enrichment, 5S, Identifying Constraints and Bottlenecks, Value Stream Mapping, Problem Solving, Replenishment Systems, Root Cause Analysis, Corrective Actions, SIPOC, and Quality Circles.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 153,650	\$ 76,825
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 153,650	\$ 76,825

Number of Trainees

96

Employment & Wage Information:

Existing Employment	Projected New Employees
96	14

Average Hourly Wage	Total Hourly Compensation
\$ 23.55	\$ 32.55

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

70

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT

Date: May 7, 2025
Company: AAK USA K1, LLC
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** T25-119673
Bus. Devp. Contact: B. Combs **DFS Staff:** J. Gearon

Training Description:

AAK USA K1, LLC processes and packages fats and oils.

Training will include: Hydrogenation Reactors Training, Power Monitors and Ammonia Compressors Training, Powerhouse Equipment Training, Hydrogenation Department Upgrades, Packaging System Training, Forklift Operation, Confined Space Training, LOTO Training, Monthly Safety Topics, Site Safety Orientation, and CPR and First Aid.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 34,859	\$ 17,430
Classroom/OJT - Consultant/Educational Institution	\$ 132,934	\$ 66,467
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 167,793	\$ 83,896

Number of Trainees

120

Employment & Wage Information:

Existing Employment	Projected New Employees
120	6

Average Hourly Wage	Total Hourly Compensation
\$ 34.07	\$ 41.07

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

67

Bluegrass State Skills Corporation

APPLICATIONS - GIA & STIC



**CABINET FOR
ECONOMIC DEVELOPMENT**

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Carmeuse Lime & Stone, Inc.
City: Butler **County:** Pendleton
Industry Sector: Manufacturing **BSSC #:** G25-119654
Bus. Devp. Contact: C. Prather **DFS Staff:** J. Gearon

Training Description:

Carmeuse Line & Stone, Inc. is a limestone product mining and manufacturing company.

Trainings will include: Haul Truck Training, Front End Loader Operator Training, Dozer Training, Grader Training, Telehandler, Kiln Operator Training, Blaster Training, Skidsteer Training, Manlift Training, Excavator Scaler Operator Training, Maintenance Training, Face Scaling and Drilling, Crusher Training, Caterpillar Scaler Excavator, Utility Vehical Training, and Heavy Equipment OJT.

Training Details:

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

Number of Trainees 50

Employment & Wage Information:

Existing Employment	Projected New Employees
300	20

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

Requirements:

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

BSSC Grant Recommended for Approval

\$75,000

Application Score

72

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT

Date: May 7, 2025
Company: Carmeuse Lime & Stone, Inc.
City: Butler **County:** Pendleton
Industry Sector: Manufacturing **BSSC #:** T25-119655
Bus. Devp. Contact: C. Prather **DFS Staff:** J. Gearon

Training Description:

Carmeuse Line & Stone, Inc. is a limestone product mining and manufacturing company.

Trainings will include: Vac Truck Training, Mule Training, Crane Operator Training, Railcar Loadout Training, Hoist House Operator Training, Plant Transportantion, Slope Hoist Training, Pick-up Truck Training, Haul Truck, and Lab Technician Training.

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 171,914	\$ 85,957
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Total Costs	\$ 171,914	\$ 85,957

Number of Trainees

68

Employment & Wage Information:

Existing Employment	Projected New Employees
300	20

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

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

72

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMPETITIVE GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Levy Environmental Services Company dba Levy Brandenburg Mill Service
City: Brandenburg **County:** Meade
Industry Sector: Manufacturing **BSSC #:** G25-119618
Bus. Devp. Contact: C. Dodd **DFS Staff:** R. Aiken

Training Description:

Levy Environmental Services, LLC dba Levy Brandenburg Mill Service specializes in the manufacturing of product for construction, cement, glass, and agricultural markets. Training to be included in this grant-in-aid encompass on-the-job training, equipment training, safety training, lean training, and leadership courses. This will ensure a safe and compliant workforce based on the employees previous experience in the field.

Training Details:

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

Total Costs	50% of Total Costs
\$ 243,934	\$ 121,967
\$ -	\$ -
\$ -	\$ -
\$ 243,934	\$ 121,967

Number of Trainees

54

Employment & Wage Information:

Existing Employment	Projected New Employees
196	20

Average Hourly Wage	Total Hourly Compensation
\$ 29.54	\$ 36.33

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 SKILLS TRAINING INVESTMENT CREDIT PROJECT REPORT

Date: May 7, 2025
Company: Levy Environmental Services Company dba Levy Brandenburg Mill Service
City: Brandenburg **County:** Meade
Industry Sector: Manufacturing **BSSC #:** T25-119620
Bus. Devp. Contact: C. Dodd **DFS Staff:** R. Aiken

Training Description:

Levy Environmental Services, LLC dba Levy Brandenburg Mill Service specializes in the manufacturing of product for construction, cement, glass, and agricultural markets. Training for this skills training investment credit includes operations training, administration training, equipment training, and safety training. These trainings ensure safety and compliance in the workforce and provide employees with opportunities for upward advancement within the company.

Training Details:

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

	Total Costs	50% of Total Costs
\$	228,782	\$ align="right">114,391
\$	-	\$ align="right">-
\$	-	\$ align="right">-
\$	228,782	\$ align="right"> 114,391

Number of Trainees

50

Employment & Wage Information:

Existing Employment	Projected New Employees
196	20

Average Hourly Wage	Total Hourly Compensation
\$ align="right">29.54	\$ align="right">36.33

Requirements:

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

BSSC Tax Credit Recommended for Approval

\$75,000

Application Score

65

Bluegrass State Skills Corporation

APPLICATIONS - COMMITMENT



Commitment Grant-In-Aid (GIA) Project May 2025

Qualified Company	City	Number of Trainees	Incentive Amount
Ford Motor Company, Fern Valley Road	Louisville		\$500,000.00
Ford Motor Company, Fern Valley Road	Louisville		\$500,000.00
Ford Motor Company, Fern Valley Road	Louisville	2,727	\$250,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$500,000.00
Ford Motor Company, Chamberlain Lane	Louisville		\$500,000.00
Ford Motor Company, Chamberlain Lane	Louisville	7,335	\$250,000.00
Projects	Total	10,062	\$2,500,000.00
Commitment Balance			
Current Appr. Grant Amount			\$2,500,000.00
Remaining Commitment Balance			\$ 0.00

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119603
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 1,254,909	\$ 627,454
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 1,254,909	\$ 627,454

Number of Trainees 2,727

Employment & Wage Information:

Existing Employment	Projected New Employees
2,707	20

Average Hourly Wage	Total Hourly Compensation
\$ 36.16	\$ 63.05

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

BSSC Commitment Grant Recommended for Approval 500,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119605
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 1,254,909	\$ 627,454
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 1,254,909	\$ 627,454

Number of Trainees 2,727

Employment & Wage Information:

Existing Employment	Projected New Employees
2,707	20

Average Hourly Wage	Total Hourly Compensation
\$ 36.16	\$ 63.05

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

BSSC Commitment Grant Recommended for Approval 500,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119606
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 539,271	\$ 269,636
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 539,271	\$ 269,636

Number of Trainees 2,727

Employment & Wage Information:

Existing Employment	Projected New Employees
2,707	20

Average Hourly Wage	Total Hourly Compensation
\$ 36.16	\$ 63.05

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

BSSC Commitment Grant Recommended for Approval 250,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119608
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 2,963,805	\$ 1,481,903
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 2,963,805	\$ 1,481,903

Number of Trainees

7,335

Employment & Wage Information:

Existing Employment	Projected New Employees
7,335	250

Average Hourly Wage	Total Hourly Compensation
\$ 36.15	\$ 38.12

Requirements:

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

BSSC Commitment Grant Recommended for Approval

500,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119610
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 2,963,805	\$ 1,481,903
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 2,963,805	\$ 1,481,903

Number of Trainees

7,335

Employment & Wage Information:

Existing Employment	Projected New Employees
7,335	250

Average Hourly Wage	Total Hourly Compensation
\$ 36.15	\$ 38.12

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

BSSC Commitment Grant Recommended for Approval

500,000

**BLUEGRASS STATE SKILLS CORPORATION
BOARD OF DIRECTORS**

BSSC COMMITMENT GRANT-IN-AID PROJECT REPORT

Date: May 7, 2025
Company: Ford Motor Company
City: Louisville **County:** Jefferson
Industry Sector: Manufacturing **BSSC #:** G25-119612
Bus. Devp. Contact: B. Combs **DFS Staff:** M. Elder

Training Description:

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

Training Details:

	Total Costs	50% of Total Costs
Classroom/OJT - In-House	\$ 1,504,339	\$ 752,170
Classroom/OJT - Consultant/Educational Institution	\$ -	\$ -
Instructional Materials & Supplies	\$ -	\$ -
Train-the-Trainer Travel	\$ -	\$ -
Total Costs	\$ 1,504,339	\$ 752,170

Number of Trainees

7,335

Employment & Wage Information:

Existing Employment	Projected New Employees
7,335	250

Average Hourly Wage	Total Hourly Compensation
\$ 36.15	\$ 38.12

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

BSSC Commitment Grant Recommended for Approval

250,000

Bluegrass State Skills Corporation

OLD BUSINESS



CABINET FOR
ECONOMIC DEVELOPMENT

Bluegrass State Skills Corporation

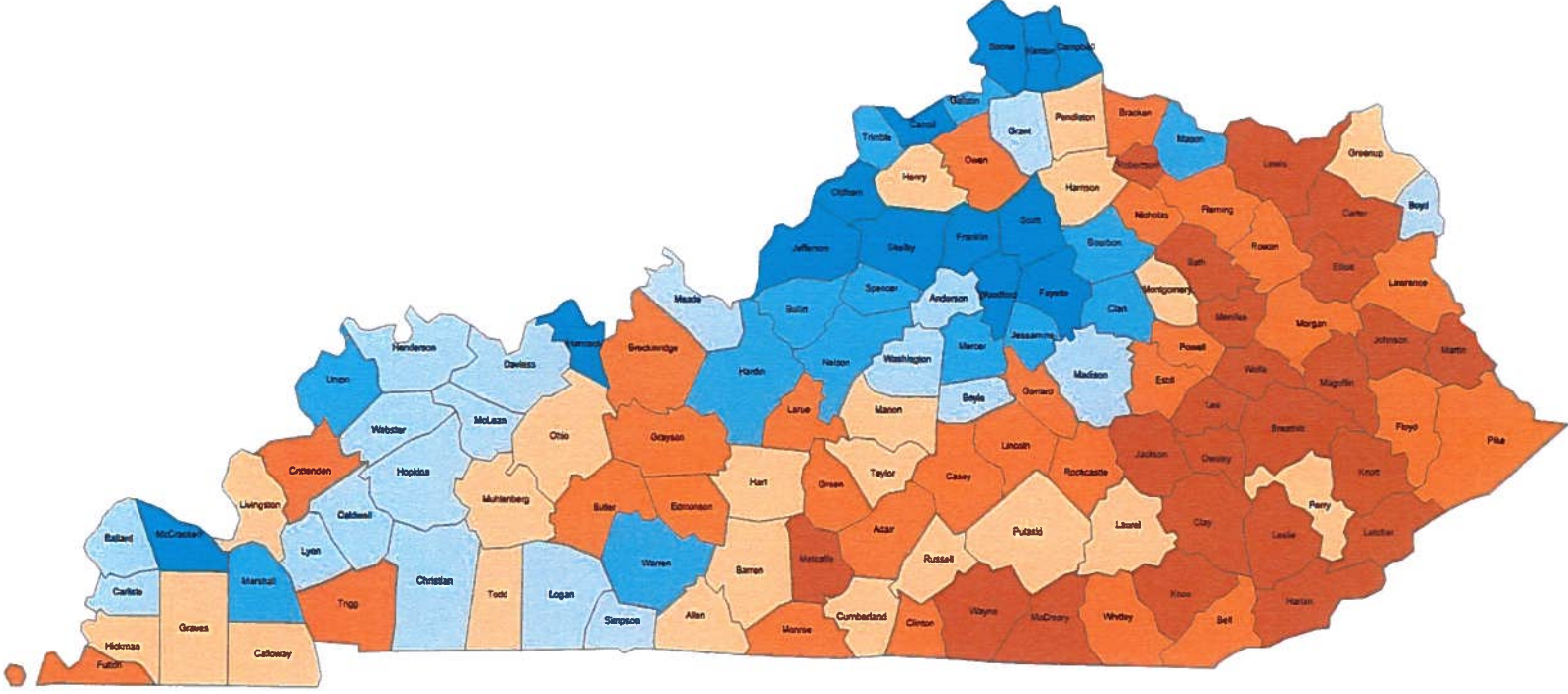
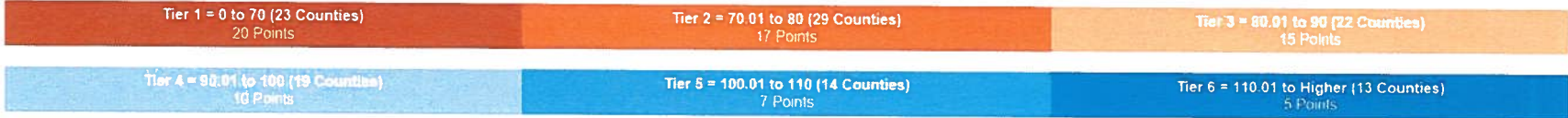
SOCIOECONOMIC INDEX





Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index: County Tiers 2025



© 2025 Mapbox © OpenStreetMap



Bluegrass State Skills Corporation (BSSC) Socioeconomic Index: 2025

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: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
			122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 1	56.9	Elliott	76.2%	86.1	8.50%	52.2	\$29,689	53.6	\$37,753	66.7	27.2%	59.2	\$14,524	23.5
Tier 1	58.1	McCreary	77.8%	87.9	9.90%	44.8	\$35,036	63.3	\$42,899	75.7	35.1%	45.9	\$19,214	31.1
Tier 1	59.7	Magoffin	76.0%	85.8	8.13%	54.5	\$44,371	80.1	\$34,974	61.8	33.4%	48.2	\$17,237	27.9
Tier 1	61.9	Wolfe	67.0%	75.7	7.17%	61.9	\$48,386	87.4	\$36,167	63.9	38.1%	42.3	\$24,871	40.2
Tier 1	62.6	Jackson	72.5%	81.9	6.37%	69.6	\$39,236	70.9	\$32,687	57.7	23.0%	70.0	\$15,870	25.7
Tier 1	62.8	Robertson	84.9%	95.9	5.63%	78.7	\$41,010	74.1	\$24,071	42.5	27.4%	58.8	\$16,747	27.1
Tier 1	63.8	Menifee	78.7%	88.9	6.47%	68.6	\$42,933	77.6	\$34,258	60.5	28.2%	57.1	\$18,603	30.1
Tier 1	64.4	Lewis	81.0%	91.5	8.13%	54.5	\$41,161	74.4	\$35,595	62.8	22.6%	71.2	\$19,864	32.1
Tier 1	64.6	Knox	76.7%	86.7	6.13%	72.3	\$39,065	70.6	\$40,326	71.2	36.7%	43.9	\$26,613	43.1
Tier 1	64.9	Clay	74.0%	83.6	6.47%	68.6	\$40,899	73.9	\$42,833	75.6	31.8%	50.6	\$22,955	37.1
Tier 1	65.2	Knott	74.9%	84.6	6.87%	64.6	\$44,273	80.0	\$38,820	68.5	25.9%	62.2	\$19,204	31.1
Tier 1	65.5	Breathitt	80.7%	91.1	7.57%	58.6	\$42,633	77.0	\$41,116	72.6	28.2%	57.1	\$22,754	36.8
Tier 1	65.7	Martin	75.1%	84.8	5.93%	74.7	\$33,523	60.6	\$46,824	82.7	29.2%	55.1	\$22,340	36.2
Tier 1	65.8	Lee	75.0%	84.7	5.77%	76.9	\$36,462	65.9	\$41,921	74.0	28.9%	55.7	\$23,069	37.3
Tier 1	65.9	Owsley	74.6%	84.3	6.63%	66.8	\$49,867	90.1	\$34,673	61.2	24.9%	64.7	\$17,349	28.1
Tier 1	66.3	Leslie	82.4%	93.0	6.63%	66.8	\$41,877	75.6	\$40,512	71.5	27.3%	59.0	\$19,560	31.7
Tier 1	68.0	Harlan	79.1%	89.3	6.77%	65.5	\$40,111	72.5	\$42,660	75.3	27.2%	59.2	\$28,371	45.9
Tier 1	68.6	Bath	82.5%	93.2	5.93%	74.7	\$40,141	72.5	\$39,856	70.4	23.5%	68.5	\$19,906	32.2
Tier 1	68.6	Wayne	79.5%	89.8	5.73%	77.3	\$37,963	68.6	\$36,786	64.9	24.3%	66.3	\$27,635	44.7



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8	\$82,769	133.9
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 1	69.0	Letcher	79.6%	89.9	6.27%	70.7	\$42,346	76.5	\$42,687	75.4	26.8%	60.1	\$25,475	41.2
Tier 1	69.0	Carter	83.1%	93.9	7.73%	57.3	\$40,853	73.8	\$38,181	67.4	19.6%	82.1	\$24,277	39.3
Tier 1	69.3	Johnson	82.7%	93.4	6.67%	66.5	\$41,188	74.4	\$40,191	71.0	23.4%	68.8	\$25,640	41.5
Tier 1	69.9	Metcalfe	85.5%	96.6	4.90%	90.5	\$38,441	69.4	\$35,952	63.5	25.7%	62.6	\$22,820	36.9
Tier 2	71.2	Morgan	81.3%	91.9	5.73%	77.3	\$34,380	62.1	\$38,234	67.5	18.2%	88.5	\$24,537	39.7
Tier 2	71.5	Estill	78.0%	88.1	5.43%	81.6	\$42,324	76.5	\$42,722	75.4	22.0%	73.2	\$21,088	34.1
Tier 2	72.3	Lawrence	79.6%	89.9	6.43%	68.9	\$41,198	74.4	\$42,001	74.2	22.0%	73.2	\$33,049	53.5
Tier 2	72.4	Rockcastle	82.1%	92.7	5.03%	88.1	\$42,505	76.8	\$38,434	67.9	24.4%	66.0	\$26,562	43.0
Tier 2	72.5	Nicholas	85.4%	96.5	4.43%	100.0	\$41,289	74.6	\$29,708	52.5	18.5%	87.0	\$15,143	24.5
Tier 2	73.0	Casey	77.1%	87.1	4.47%	99.3	\$42,262	76.3	\$35,776	63.2	24.4%	66.0	\$28,385	45.9
Tier 2	73.0	Bell	78.8%	89.0	5.90%	75.1	\$42,353	76.5	\$40,806	72.0	27.1%	59.4	\$40,619	65.7
Tier 2	73.0	Breckinridge	86.6%	97.8	5.13%	86.4	\$42,080	76.0	\$36,472	64.4	21.3%	75.6	\$23,413	37.9
Tier 2	73.1	Edmonson	83.9%	94.8	5.30%	83.6	\$41,551	75.1	\$32,950	58.2	16.8%	95.8	\$19,331	31.3
Tier 2	73.2	Green	84.7%	95.7	4.47%	99.3	\$43,751	79.0	\$34,130	60.3	21.5%	74.9	\$18,674	30.2
Tier 2	73.4	Fleming	84.3%	95.2	5.17%	85.8	\$42,128	76.1	\$38,829	68.6	22.9%	70.3	\$27,513	44.5
Tier 2	73.5	Powell	83.1%	93.9	4.63%	95.7	\$40,504	73.2	\$36,291	64.1	21.7%	74.2	\$24,598	39.8
Tier 2	73.5	Lincoln	82.2%	92.9	5.30%	83.6	\$41,970	75.8	\$37,220	65.7	18.5%	87.0	\$22,171	35.9
Tier 2	74.4	Floyd	81.1%	91.6	6.37%	69.6	\$45,540	82.3	\$45,091	79.6	26.6%	60.5	\$38,876	62.9
Tier 2	75.2	Larue	86.5%	97.7	4.63%	95.7	\$43,899	79.3	\$35,769	63.2	18.9%	85.2	\$18,491	29.9
Tier 2	76.6	Trigg	86.5%	97.7	4.93%	89.9	\$48,027	86.8	\$36,205	63.9	20.4%	78.9	\$26,353	42.6
Tier 2	77.0	Adair	86.6%	97.8	5.03%	88.1	\$43,430	78.5	\$36,751	64.9	18.0%	89.4	\$26,819	43.4
Tier 2	77.2	Bracken	86.9%	98.2	5.03%	88.1	\$46,473	83.9	\$39,142	69.1	20.1%	80.1	\$26,907	43.5
Tier 2	77.4	Crittenden	83.7%	94.6	4.63%	95.7	\$44,336	80.1	\$34,591	61.1	18.1%	89.0	\$27,145	43.9
Tier 2	78.3	Whitley	83.8%	94.7	4.87%	91.1	\$44,924	81.1	\$43,145	76.2	25.1%	64.1	\$38,764	62.7



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8	\$82,769	133.9
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 2	78.5	Rowan	89.2%	100.8	5.37%	82.6	\$40,762	73.6	\$45,389	80.1	24.5%	65.7	\$41,911	67.8
Tier 2	78.5	Clinton	78.9%	89.1	5.33%	83.1	\$44,343	80.1	\$34,421	60.8	18.4%	87.5	\$43,396	70.2
Tier 2	78.7	Butler	81.9%	92.5	4.80%	92.4	\$44,967	81.2	\$38,629	68.2	18.6%	86.6	\$31,788	51.4
Tier 2	79.0	Grayson	84.9%	95.9	5.03%	88.1	\$43,794	79.1	\$39,936	70.5	19.3%	83.4	\$35,192	56.9
Tier 2	79.2	Owen	83.7%	94.5	4.07%	109.0	\$41,220	74.5	\$39,789	70.3	17.2%	93.6	\$20,497	33.2
Tier 2	79.5	Garrard	85.8%	96.9	4.27%	103.9	\$46,035	83.2	\$36,302	64.1	17.1%	94.2	\$21,404	34.6
Tier 2	79.5	Fulton	81.9%	92.5	5.00%	88.7	\$43,619	78.8	\$44,561	78.7	25.7%	62.6	\$46,864	75.8
Tier 2	79.7	Pike	81.6%	92.2	5.93%	74.7	\$46,272	83.6	\$51,044	90.1	25.0%	64.4	\$45,157	73.1
Tier 2	79.9	Monroe	82.6%	93.3	4.37%	101.5	\$44,980	81.3	\$40,612	71.7	22.2%	72.5	\$36,527	59.1
Tier 3	80.1	Perry	80.1%	90.5	5.47%	81.1	\$46,219	83.5	\$49,269	87.0	25.5%	63.1	\$46,749	75.6
Tier 3	80.4	Hart	79.9%	90.3	4.60%	96.4	\$44,753	80.8	\$41,701	73.6	21.2%	75.9	\$40,334	65.3
Tier 3	80.8	Cumberland	82.9%	93.6	3.93%	112.7	\$54,202	97.9	\$41,323	73.0	33.9%	47.5	\$37,321	60.4
Tier 3	81.3	Laurel	83.0%	93.8	5.00%	88.7	\$42,337	76.5	\$45,821	80.9	21.3%	75.6	\$44,776	72.5
Tier 3	81.7	Barren	86.6%	97.8	4.73%	93.7	\$44,502	80.4	\$44,406	78.4	21.0%	76.7	\$39,146	63.3
Tier 3	83.0	Greenup	89.0%	100.6	6.50%	68.2	\$50,917	92.0	\$47,112	83.2	15.1%	106.6	\$29,189	47.2
Tier 3	83.4	Allen	83.9%	94.8	4.23%	104.7	\$41,417	74.8	\$42,557	75.1	15.0%	107.3	\$26,812	43.4
Tier 3	83.7	Muhlenberg	85.1%	96.1	6.10%	72.7	\$42,598	76.9	\$48,744	86.1	17.8%	90.4	\$49,533	80.2
Tier 3	84.1	Pulaski	85.3%	96.4	5.03%	88.1	\$49,580	89.6	\$45,340	80.1	20.3%	79.3	\$44,053	71.3
Tier 3	84.2	Russell	82.7%	93.4	5.13%	86.4	\$57,716	104.3	\$38,063	67.2	23.4%	68.8	\$52,469	84.9
Tier 3	85.1	Todd	78.4%	88.6	3.93%	112.7	\$50,116	90.5	\$41,612	73.5	21.7%	74.2	\$43,819	70.9
Tier 3	85.4	Henry	86.1%	97.3	4.07%	109.0	\$52,499	94.8	\$40,486	71.5	16.6%	97.0	\$26,325	42.6
Tier 3	86.0	Ohio	84.2%	95.1	5.67%	78.2	\$41,556	75.1	\$40,979	72.4	13.1%	122.9	\$44,582	72.1
Tier 3	86.1	Taylor	88.7%	100.2	4.30%	103.1	\$42,772	77.3	\$41,384	73.1	16.6%	97.0	\$40,944	66.3
Tier 3	86.6	Hickman	86.5%	97.7	4.67%	95.0	\$54,753	98.9	\$31,635	55.9	20.8%	77.4	\$58,562	94.8



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8	\$82,769	133.9
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 3	86.8	Pendleton	84.5%	95.5	4.27%	103.9	\$48,191	87.1	\$44,471	78.5	14.3%	112.6	\$26,780	43.3
Tier 3	86.9	Marion	85.9%	97.1	5.53%	80.1	\$46,832	84.6	\$46,266	81.7	19.5%	82.6	\$59,034	95.5
Tier 3	87.0	Graves	88.3%	99.7	4.50%	98.5	\$51,262	92.6	\$44,913	79.3	20.5%	78.5	\$45,254	73.2
Tier 3	87.9	Harrison	89.0%	100.6	3.90%	113.7	\$44,682	80.7	\$44,450	78.5	16.4%	98.2	\$34,511	55.8
Tier 3	88.1	Calloway	92.0%	104.0	4.63%	95.7	\$45,760	82.7	\$42,795	75.6	17.2%	93.6	\$47,739	77.3
Tier 3	88.2	Livingston	89.6%	101.2	5.27%	84.2	\$49,169	88.8	\$49,152	86.8	18.9%	85.2	\$51,161	82.8
Tier 3	89.0	Montgomery	85.6%	96.7	5.00%	88.7	\$45,753	82.6	\$47,825	84.4	15.2%	105.9	\$46,833	75.8
Tier 4	90.3	Meade	90.1%	101.7	4.67%	95.0	\$49,710	89.8	\$52,505	92.7	13.7%	117.5	\$27,690	44.8
Tier 4	90.3	Hopkins	87.1%	98.4	4.83%	91.7	\$49,158	88.8	\$50,876	89.8	19.2%	83.9	\$55,197	89.3
Tier 4	90.9	Webster	86.5%	97.7	4.60%	96.4	\$51,507	93.0	\$45,684	80.7	13.9%	115.8	\$38,231	61.9
Tier 4	90.9	Madison	91.4%	103.2	4.53%	97.8	\$48,025	86.8	\$49,246	87.0	15.8%	101.9	\$42,655	69.0
Tier 4	91.2	Grant	89.5%	101.1	4.30%	103.1	\$47,749	86.3	\$45,944	81.1	12.3%	130.9	\$27,683	44.8
Tier 4	91.6	Caldwell	88.6%	100.1	4.00%	110.8	\$45,883	82.9	\$41,176	72.7	13.9%	115.8	\$41,522	67.2
Tier 4	91.8	Ballard	93.4%	105.5	5.10%	86.9	\$54,570	98.6	\$39,977	70.6	13.8%	116.7	\$44,800	72.5
Tier 4	91.8	Lyon	87.3%	98.6	4.83%	91.7	\$44,255	79.9	\$41,780	73.8	10.6%	151.9	\$33,965	55.0
Tier 4	92.5	Christian	87.1%	98.4	5.37%	82.6	\$46,804	84.5	\$54,144	95.6	17.2%	93.6	\$104,426	100.0
Tier 4	92.6	Carlisle	90.7%	102.5	4.37%	101.5	\$57,656	104.1	\$36,818	65.0	16.7%	96.4	\$53,139	86.0
Tier 4	92.8	Anderson	90.6%	102.4	3.80%	116.7	\$48,357	87.4	\$41,630	73.5	12.5%	128.8	\$29,653	48.0
Tier 4	94.3	Washington	89.0%	100.6	3.70%	119.8	\$47,570	85.9	\$44,054	77.8	12.6%	127.8	\$33,327	53.9
Tier 4	95.7	Logan	87.3%	98.6	4.30%	103.1	\$47,354	85.5	\$52,856	93.3	14.0%	115.0	\$48,563	78.6
Tier 4	96.3	Boyle	91.8%	103.7	4.57%	97.1	\$49,125	88.7	\$49,813	88.0	14.2%	113.4	\$53,804	87.1
Tier 4	97.8	Daviess	90.9%	102.7	4.43%	100.0	\$52,446	94.7	\$51,821	91.5	15.2%	105.9	\$56,861	92.0
Tier 4	98.7	Boyd	88.9%	100.4	5.70%	77.8	\$49,074	88.6	\$56,773	100.2	17.7%	91.0	\$82,760	133.9
Tier 4	98.7	McLean	91.7%	103.5	4.13%	107.3	\$49,877	90.1	\$35,564	62.8	9.3%	173.1	\$34,257	55.4



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
			122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 4	99.3	Henderson	88.9%	100.4	4.33%	102.3	\$55,562	100.4	\$52,349	92.4	15.4%	104.5	\$59,231	95.8
Tier 4	99.9	Simpson	88.3%	99.7	4.13%	107.3	\$46,907	84.7	\$55,247	97.5	15.1%	106.6	\$64,115	103.7
Tier 5	100.2	Mercer	90.9%	102.6	4.23%	104.7	\$46,920	84.8	\$53,968	95.3	11.4%	141.2	\$45,020	72.9
Tier 5	100.5	Gallatin	85.5%	96.6	4.20%	105.6	\$45,611	82.4	\$70,015	123.6	14.4%	111.8	\$51,275	83.0
Tier 5	100.5	Mason	84.3%	95.2	4.97%	89.3	\$51,314	92.7	\$48,689	86.0	18.4%	87.5	\$94,236	152.5
Tier 5	100.6	Clark	90.4%	102.2	4.07%	109.0	\$51,148	92.4	\$51,927	91.7	12.9%	124.8	\$51,589	83.5
Tier 5	101.1	Warren	89.6%	101.2	4.07%	109.0	\$48,546	87.7	\$52,162	92.1	16.8%	95.8	\$74,614	120.7
Tier 5	101.5	Marshall	92.0%	104.0	4.40%	100.8	\$52,573	95.0	\$55,693	98.3	13.4%	120.1	\$56,280	91.1
Tier 5	103.6	Bullitt	89.3%	100.9	4.33%	102.3	\$54,121	97.8	\$48,021	84.8	9.5%	169.5	\$41,041	66.4
Tier 5	104.2	Union	90.9%	102.7	4.67%	95.0	\$53,319	96.3	\$53,320	94.1	17.4%	92.5	\$89,375	144.6
Tier 5	104.3	Trimble	86.8%	98.0	4.37%	101.5	\$49,796	89.9	\$49,723	87.8	13.2%	122.0	\$78,383	126.8
Tier 5	104.7	Bourbon	86.5%	97.7	3.83%	115.7	\$60,106	108.6	\$52,917	93.4	13.7%	117.5	\$58,887	95.3
Tier 5	105.8	Spencer	93.0%	105.1	4.13%	107.3	\$59,165	106.9	\$37,802	66.7	7.4%	217.6	\$19,428	31.4
Tier 5	107.6	Nelson	91.4%	103.3	4.07%	109.0	\$56,564	102.2	\$50,957	90.0	9.7%	166.0	\$46,491	75.2
Tier 5	108.8	Hardin	91.7%	103.6	4.50%	98.5	\$56,117	101.4	\$62,214	109.8	11.7%	137.6	\$62,927	101.8
Tier 5	109.3	Jessamine	90.5%	102.3	3.73%	118.8	\$61,703	111.5	\$48,819	86.2	10.5%	153.3	\$51,798	83.8
Tier 6	110.7	Franklin	91.8%	103.7	3.90%	113.7	\$52,606	95.0	\$57,246	101.1	13.4%	120.1	\$80,682	130.6
Tier 6	111.4	Campbell	93.2%	105.2	3.87%	114.7	\$66,222	119.6	\$55,662	98.3	10.8%	149.1	\$50,322	81.4
Tier 6	112.8	Shelby	87.8%	99.2	3.70%	119.8	\$61,248	110.6	\$49,828	88.0	8.6%	187.2	\$44,551	72.1
Tier 6	115.0	McCracken	92.7%	104.7	4.20%	105.6	\$64,990	117.4	\$55,852	98.6	15.3%	105.2	\$98,029	158.6
Tier 6	115.2	Woodford	91.2%	103.1	3.37%	131.7	\$65,575	118.5	\$49,758	87.9	10.0%	161.0	\$54,983	89.0
Tier 6	116.2	Fayette	92.7%	104.7	3.60%	123.1	\$65,766	118.8	\$62,337	110.1	15.7%	102.5	\$85,307	138.0
Tier 6	116.4	Scott	93.6%	105.7	3.53%	125.5	\$56,801	102.6	\$60,452	106.7	10.4%	154.8	\$63,855	103.3
Tier 6	117.1	Hancock	86.6%	97.9	4.90%	90.5	\$64,129	115.8	\$70,630	124.7	15.9%	101.3	\$106,484	172.3



BSSC Tier Priority	Total Index	Location	Adult Population High School Education or Higher: 2019 to 2023		Unemployment Rate Annual Averages (Population 18 to 64) 2022, 2023, and 2024		Per Capita Personal Income 2023		Annual Wage and Salary Per Worker 2023		Annual Average Poverty Rate 2023		Per Capita Gross Domestic Product By County: 2023	
			Percent	Index	Percent	Index	Income	Index	Wage	Index	Percent	Index	Value	Index
	122.3	United States	89.3%	100.8	3.73%	118.8	\$69,810	126.1	\$70,564	124.6	12.4%	129.8	\$82,769	133.9
	100.0	Kentucky	88.5%	100.0	4.43%	100.0	\$55,360	100.0	\$56,637	100.0	16.1%	100.0	\$61,798	100.0
Tier 6	119.9	Jefferson	91.2%	103.0	4.20%	105.6	\$67,663	122.2	\$68,885	121.6	14.5%	111.0	\$96,328	155.9
Tier 6	121.1	Kenton	92.0%	104.0	3.87%	114.7	\$73,345	132.5	\$73,035	129.0	11.9%	135.3	\$68,781	111.3
Tier 6	144.6	Boone	93.2%	105.3	3.77%	117.7	\$62,066	112.1	\$57,457	101.4	6.6%	243.9	\$115,668	187.2
Tier 6	147.3	Carroll	83.1%	93.9	3.93%	112.7	\$48,948	88.4	\$71,782	126.7	18.9%	85.2	\$232,862	376.8
Tier 6	156.2	Oldham	93.5%	105.6	3.67%	120.9	\$82,531	149.1	\$55,451	97.9	4.0%	402.5	\$37,953	61.4

Sources

High School Education or Higher Level of Education: 2019 to 2023 -- Source: U.S. Census Bureau, 2019-2023 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.

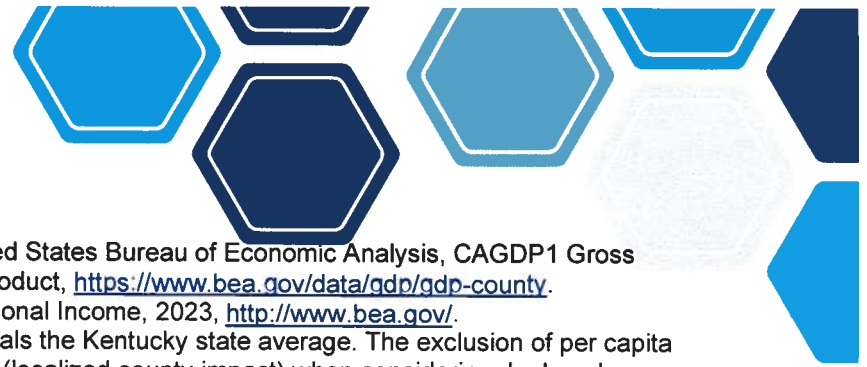
Annual Average Unemployment Rate: 2022-2024 – Source: Unemployment data provided by Kentucky Center for Statistics, Local Area Unemployment Statistics Report, <https://kystats.ky.gov/>.

Note: Based on a three (3) year aggregation of the data.

Per Capita Personal Income: 2023 – 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 2023 – Source: United States Department of Commerce, Bureau of Economic Analysis, Economics and Statistics Administration, Regional Economic Information System, CAINC6N Personal Income by Major Component and Earnings and 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: 2023- Source: Estimated Number and Percent of People of all Ages in Poverty by County: 2019-2023 American Fact Finder, Poverty Estimate in the past 12-months, 5-Year Estimates, United States Census Bureau. <http://www.census.gov/did/www/saipe/>.



Gross Domestic Product by County: 2023 -- Source: Derived from data provided by the United States Bureau of Economic Analysis, CAGDP1 Gross domestic product (GDP) by county and metropolitan area, 2023, Local Area Gross Domestic Product, <https://www.bea.gov/data/gdp/gdp-county>. Population: CAINC1 Personal Income Summary: Personal Income, Population, Per Capita Personal Income, 2023, <http://www.bea.gov/>. Note: The BSSC index for Christian County has been modified. The Christian County index equals the Kentucky state average. The exclusion of per capita GDP reflects the unique nature of Fort Campbell and the difficulty of measuring the actual GDP (localized county impact) when considering deployed military personnel.

Note: BSSC Socioeconomic Index components are equally weighted.

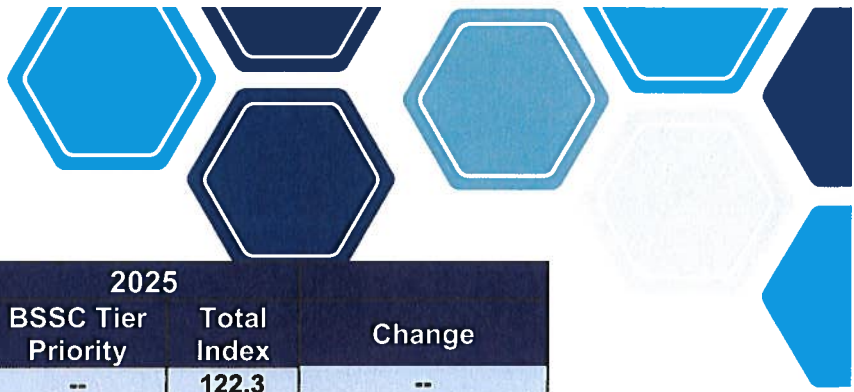
Note: United States Average Index = 122.3 (Equivalent BSSC Socioeconomic Index: 2025)



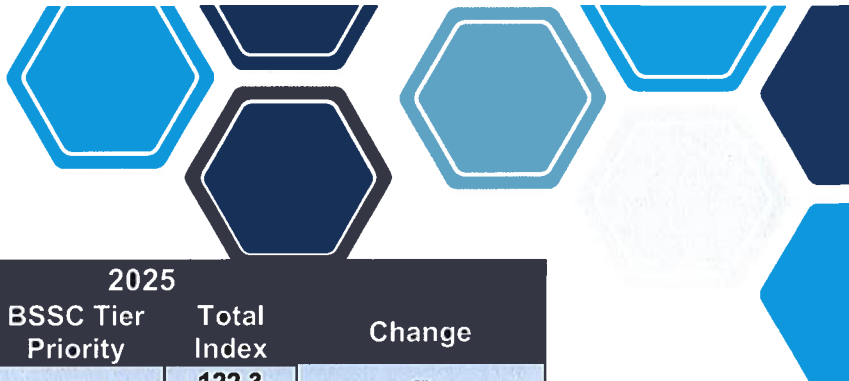
Bluegrass State Skills Corporation (BSSC)

Socioeconomic Index Comparison - 2025 with 2024

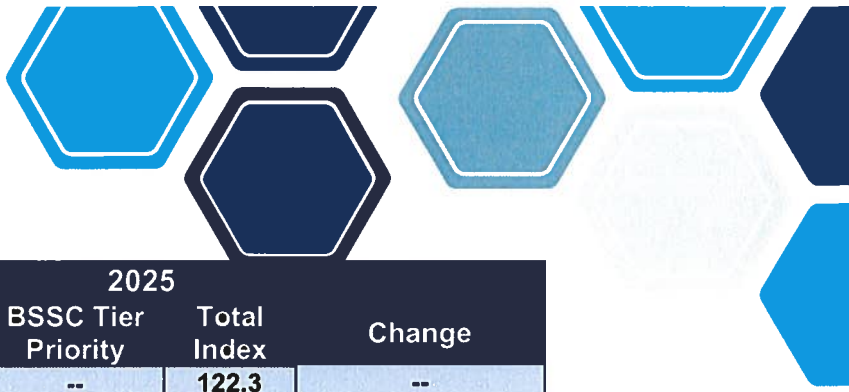
Area	2024		2025		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	117.2	--	122.3	--
Kentucky	--	100.0	--	100.0	--
Adair	Tier 2	76.0	Tier 2	77.0	Unchanged
Allen	Tier 3	83.8	Tier 3	83.4	Unchanged
Anderson	Tier 4	93.8	Tier 4	92.8	Unchanged
Ballard	Tier 4	95.0	Tier 4	91.8	Unchanged
Barren	Tier 3	81.9	Tier 3	81.7	Unchanged
Bath	Tier 1	69.5	Tier 1	68.6	Unchanged
Bell	Tier 2	73.4	Tier 2	73.0	Unchanged
Boone	Tier 6	153.1	Tier 6	144.6	Unchanged
Bourbon	Tier 5	103.1	Tier 5	104.7	Unchanged
Boyd	Tier 4	99.5	Tier 4	98.7	Unchanged
Boyle	Tier 4	93.9	Tier 4	96.3	Unchanged
Bracken	Tier 3	81.4	Tier 2	77.2	Down
Breathitt	Tier 1	63.4	Tier 1	65.5	Unchanged
Breckinridge	Tier 2	74.1	Tier 2	73.0	Unchanged
Bullitt	Tier 5	102.4	Tier 5	103.6	Unchanged
Butler	Tier 2	79.8	Tier 2	78.7	Unchanged
Caldwell	Tier 3	89.6	Tier 4	91.6	Up
Calloway	Tier 3	87.8	Tier 3	88.1	Unchanged
Campbell	Tier 5	108.8	Tier 6	111.4	Up
Carlisle	Tier 4	92.6	Tier 4	92.6	Unchanged
Carroll	Tier 6	152.5	Tier 6	147.3	Unchanged
Carter	Tier 1	66.9	Tier 1	69.0	Unchanged
Casey	Tier 2	74.5	Tier 2	73.0	Unchanged
Christian	Tier 4	94.1	Tier 4	92.5	Unchanged
Clark	Tier 4	97.9	Tier 5	100.6	Up
Clay	Tier 1	64.9	Tier 1	64.9	Unchanged
Clinton	Tier 3	81.2	Tier 2	78.5	Down
Crittenden	Tier 2	79.6	Tier 2	77.4	Unchanged
Cumberland	Tier 3	84.8	Tier 3	80.8	Unchanged
Daviess	Tier 4	99.6	Tier 4	97.8	Unchanged
Edmonson	Tier 2	75.2	Tier 2	73.1	Unchanged
Elliott	Tier 1	58.7	Tier 1	56.9	Unchanged
Estill	Tier 2	70.5	Tier 2	71.5	Unchanged
Fayette	Tier 6	115.7	Tier 6	116.2	Unchanged



Area	2024		2025		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	117.2	--	122.3	--
Kentucky	--	100.0	--	100.0	--
Fleming	Tier 2	76.8	Tier 2	73.4	Unchanged
Floyd	Tier 2	74.3	Tier 2	74.4	Unchanged
Franklin	Tier 5	109.9	Tier 6	110.7	Up
Fulton	Tier 2	77.0	Tier 2	79.5	Unchanged
Gallatin	Tier 4	97.6	Tier 5	100.5	Up
Garrard	Tier 3	81.9	Tier 2	79.5	Down
Grant	Tier 4	92.0	Tier 4	91.2	Unchanged
Graves	Tier 3	89.9	Tier 3	87.0	Unchanged
Grayson	Tier 2	78.2	Tier 2	79.0	Unchanged
Green	Tier 2	76.4	Tier 2	73.2	Unchanged
Greenup	Tier 3	83.0	Tier 3	83.0	Unchanged
Hancock	Tier 6	121.3	Tier 6	117.1	Unchanged
Hardin	Tier 5	107.6	Tier 5	108.8	Unchanged
Harlan	Tier 1	65.8	Tier 1	68.0	Unchanged
Harrison	Tier 3	89.7	Tier 3	87.9	Unchanged
Hart	Tier 2	79.8	Tier 3	80.4	Up
Henderson	Tier 4	96.7	Tier 4	99.3	Unchanged
Henry	Tier 3	87.1	Tier 3	85.4	Unchanged
Hickman	Tier 4	95.6	Tier 3	86.6	Down
Hopkins	Tier 4	91.3	Tier 4	90.3	Unchanged
Jackson	Tier 1	65.1	Tier 1	62.6	Unchanged
Jefferson	Tier 6	119.6	Tier 6	119.9	Unchanged
Jessamine	Tier 5	106.3	Tier 5	109.3	Unchanged
Johnson	Tier 2	70.5	Tier 1	69.3	Down
Kenton	Tier 6	121.2	Tier 6	121.1	Unchanged
Knott	Tier 1	63.4	Tier 1	65.2	Unchanged
Knox	Tier 1	66.2	Tier 1	64.6	Unchanged
Larue	Tier 2	76.6	Tier 2	75.2	Unchanged
Laurel	Tier 3	83.4	Tier 3	81.3	Unchanged
Lawrence	Tier 1	69.3	Tier 2	72.3	Up
Lee	Tier 1	65.0	Tier 1	65.8	Unchanged
Leslie	Tier 1	63.3	Tier 1	66.3	Unchanged
Letcher	Tier 1	67.1	Tier 1	69.0	Unchanged
Lewis	Tier 1	63.3	Tier 1	64.4	Unchanged
Lincoln	Tier 2	75.8	Tier 2	73.5	Unchanged
Livingston	Tier 4	90.1	Tier 3	88.2	Down
Logan	Tier 4	96.3	Tier 4	95.7	Unchanged
Lyon	Tier 4	93.1	Tier 4	91.8	Unchanged
Madison	Tier 4	91.4	Tier 4	90.9	Unchanged
Magoffin	Tier 1	57.4	Tier 1	59.7	Unchanged



Area	2024		2025		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	117.2	--	122.3	--
Kentucky	--	100.0	--	100.0	--
Marion	Tier 4	90.7	Tier 3	86.9	Down
Marshall	Tier 5	107.9	Tier 5	101.5	Unchanged
Martin	Tier 1	65.8	Tier 1	65.7	Unchanged
Mason	Tier 4	99.2	Tier 5	100.5	Up
McCracken	Tier 6	111.7	Tier 6	115.0	Unchanged
McCreary	Tier 1	64.5	Tier 1	58.1	Unchanged
McLean	Tier 5	107.3	Tier 4	98.7	Down
Meade	Tier 4	90.4	Tier 4	90.3	Unchanged
Menifee	Tier 1	65.4	Tier 1	63.8	Unchanged
Mercer	Tier 5	101.5	Tier 5	100.2	Unchanged
Metcalfe	Tier 2	72.2	Tier 1	69.9	Down
Monroe	Tier 3	84.2	Tier 2	79.9	Down
Montgomery	Tier 3	87.6	Tier 3	89.0	Unchanged
Morgan	Tier 2	70.3	Tier 2	71.2	Unchanged
Muhlenberg	Tier 3	84.9	Tier 3	83.7	Unchanged
Nelson	Tier 6	110.9	Tier 5	107.6	Down
Nicholas	Tier 2	75.6	Tier 2	72.5	Unchanged
Ohio	Tier 3	85.6	Tier 3	86.0	Unchanged
Oldham	Tier 6	156.7	Tier 6	156.2	Unchanged
Owen	Tier 3	84.5	Tier 2	79.2	Down
Owsley	Tier 1	63.0	Tier 1	65.9	Unchanged
Pendleton	Tier 3	87.8	Tier 3	86.8	Unchanged
Perry	Tier 2	79.7	Tier 3	80.1	Up
Pike	Tier 2	79.9	Tier 2	79.7	Unchanged
Powell	Tier 2	73.5	Tier 2	73.5	Unchanged
Pulaski	Tier 3	83.5	Tier 3	84.1	Unchanged
Robertson	Tier 1	69.8	Tier 1	62.8	Unchanged
Rockcastle	Tier 2	72.8	Tier 2	72.4	Unchanged
Rowan	Tier 2	77.2	Tier 2	78.5	Unchanged
Russell	Tier 3	83.6	Tier 3	84.2	Unchanged
Scott	Tier 6	120.3	Tier 6	116.4	Unchanged
Shelby	Tier 6	114.9	Tier 6	112.8	Unchanged
Simpson	Tier 4	99.3	Tier 4	99.9	Unchanged
Spencer	Tier 5	103.5	Tier 5	105.8	Unchanged
Taylor	Tier 3	89.5	Tier 3	86.1	Unchanged
Todd	Tier 3	86.9	Tier 3	85.1	Unchanged
Trigg	Tier 2	78.6	Tier 2	76.6	Unchanged
Trimble	Tier 6	113.7	Tier 5	104.3	Down
Union	Tier 5	102.6	Tier 5	104.2	Unchanged
Warren	Tier 4	98.6	Tier 5	101.1	Up



Area	2024		2025		Change
	BSSC Tier Priority	Total Index	BSSC Tier Priority	Total Index	
United States	--	117.2	--	122.3	--
Kentucky	--	100.0	--	100.0	--
Washington	Tier 4	93.3	Tier 4	94.3	Unchanged
Wayne	Tier 1	69.5	Tier 1	68.6	Unchanged
Webster	Tier 4	92.0	Tier 4	90.9	Unchanged
Whitley	Tier 2	78.8	Tier 2	78.3	Unchanged
Wolfe	Tier 1	62.6	Tier 1	61.9	Unchanged
Woodford	Tier 6	121.3	Tier 6	115.2	Unchanged

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

Bluegrass State Skills Corporation

NEW BUSINESS



CABINET FOR
ECONOMIC DEVELOPMENT

Bluegrass State Skills Corporation

GUIDELINES CHANGE





Just the Facts:

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

FY 20242025-20252026

The Bluegrass State Skills Corporation (BSSC) was established in 1984 to stimulate economic development through customized business and industry-specific skills upgrade and occupational upgrade training. The BSSC approves incentives for qualified companies through a Grant-in-Aid (GIA) program and a Skills Training Investment Credit (STIC). The GIA provides reimbursement dollars to applicants and the STIC provides a tax credit against Kentucky income taxes to companies for approved training activities.

Program Qualifications, Incentive Awards, and Training Costs

<p>Qualified Company (Eligible Applicants)</p>	<p>A legal entity through which business is conducted that has been, or is planning to be, actively engaged within the Commonwealth in:</p> <ul style="list-style-type: none"> • 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 or hydrogen 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>
<p>Incentive Amount</p>	<p>The maximum incentive amount for qualified companies during a BSSC fiscal year (July 1 – June 30) is the <u>LESSER</u> of the following:</p> <ul style="list-style-type: none"> • 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>
<p>Length of Incentive Agreement</p>	<p>1 year – Extension may be authorized, not to exceed three months, for the project to finalize and submit the required training documentation (not to complete training).</p>

Application Approval Limit	An applicant is a company with a separate and distinct Federal Employer Identification Number (FEIN). Applicants may be approved at one BSSC board meeting per year. Subject to application score and incentive eligibility, applicants may be awarded one GIA, one STIC, or both a GIA and STIC per state fiscal year.
Eligible Training Costs	The following properly documented training costs for occupational upgrade and/or skills upgrade training are eligible: <ul style="list-style-type: none"> • 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:
Brandon Combs

~~Brandon.Combs@Brandon.Combs@ky.gov~~ Brandon.Combs@ky.gov

Phone: (502) 564-7670

Field Code Changed

Guidelines:

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

FY ~~2024~~2025-~~2025~~2026

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, 2024 2025	August 7 6, 2024 2025
September 15, 2024 2025	November 6 5, 2024 2025
December 15, 2024 2025	February 5 4, 2025 2026
March 15, 2025 2026	May 7 6, 2025 2026

All meetings will begin at 1:00pm and will be held in the 1st floor conference room at the Kentucky Cabinet for Economic Development, Old Capitol Annex, 300 West Broadway or 500 Mero Street, 1st Floor, in Frankfort. Public notice of the meetings will be published in advance. The BSSC reserves the right to schedule, reschedule, cancel or change board meetings at its discretion.

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

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

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

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

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

Qualified Companies

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

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

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

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

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

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

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

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

Qualified Employee

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

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

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

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

Eligible Training Provider

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

Eligible Training Costs

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

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

In-House Training

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

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

Educational Institution and Consultant Training

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

Instructional Materials and Supplies

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

Employee Wages

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

Registered Apprenticeship

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

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

Ineligible Training Costs

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

BSSC Process

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

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

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

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

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

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

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

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

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

Training Documentation

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

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

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

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

Organized Labor

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

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

Equal Opportunity

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

Application Scoring

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

No.	Description	Criteria	Points
1	Company/Consortium Status (the employment figures for all participating consortium member companies are averaged to determine the proper category for this criteria)	<i>(Total number of Kentucky residents employed in permanent, full-time positions)</i>	
		Existing company of 100 or less	20
		Existing company of 101 – 500	15
		Existing company of 501 – 1,000	10
		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)	\$18.00 or less	5
		\$18.01 to \$26.99	10
		\$27.00 or more	20
		Progressive Company Initiatives	40 (max)

Progressive Company Initiatives - maximum of 40 points

Description	Points
This application is a consortium/industry partnership application	40
Company was not approved for any BSSC incentives during previous BSSC fiscal year (July 1, 2023-2024 – June 30, 2024-2025)	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
Company provides onsite childcare, childcare stipend to employees, caregiver assistance, transportation, or transportation stipend to employees	4
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)	2
Grant includes training that is part of a Registered Apprenticeship program (as defined by the Education & Workforce Development Labor Cabinet)	5
Includes training for at least one or more American Veterans who served on active duty and were discharged for other than dishonorable discharge, or is a Second Chance Employer of those who have been incarcerated, or have a partnership with an organization to employ individuals who have been through an addiction treatment program.	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://cedky.com/cdn/142_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


The points below are for BSSC applications submitted for approval during the **20242025-2025 2026** fiscal year.

County	Points	County	Points	County	Points	County	Points
Adair	17	Edmonson	17	Knox	20	Nicholas	17
Allen	15	Elliott	20	Larue	17	Ohio	15
Anderson	10	Estill	17	Laurel	15	Oldham	5
Ballard	10	Fayette	5	Lawrence	1720	Owen	175
Barren	15	Fleming	17	Lee	20	Owsley	20
Bath	20	Floyd	17	Leslie	20	Pendleton	15
Bell	17	Franklin	57	Letcher	20	Perry	157
Boone	5	Fulton	17	Lewis	20	Pike	17
Bourbon	7	Gallatin	107	Lincoln	17	Powell	17
Boyd	10	Garrard	175	Livingston	105	Pulaski	15
Boyle	10	Grant	10	Logan	10	Robertson	20
Bracken	4517	Graves	15	Lyon	10	Rockcastle	17
Breathitt	20	Grayson	17	Madison	10	Rowan	17
Breckinridge	17	Green	17	Magoffin	20	Russell	15
Bullitt	7	Greenup	15	Marion	150	Scott	5
Butler	17	Hancock	5	Marshall	7	Shelby	5
Caldwell	105	Hardin	7	Martin	20	Simpson	10
Calloway	15	Harlan	20	Mason	740	Spencer	7
Campbell	57	Harrison	15	McCracken	5	Taylor	15
Carlisle	10	Hart	157	McCreary	20	Todd	15
Carroll	5	Henderson	10	McLean	710	Trigg	17
Carter	20	Henry	15	Meade	10	Trimble	75
Casey	17	Hickman	150	Menifee	20	Union	7
Christian	10	Hopkins	10	Mercer	7	Warren	470
Clark	740	Jackson	20	Metcalfe	2047	Washington	10
Clay	20	Jefferson	5	Monroe	157	Wayne	20
Clinton	157	Jessamine	7	Montgomery	15	Webster	10
Crittenden	17	Johnson	2047	Morgan	17	Whitley	17
Cumberland	15	Kenton	5	Muhlenberg	15	Wolfe	20
Daviess	10	Knott	20	Nelson	75	Woodford	5

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

MEMORANDUM

TO: BSSC Board Members

FROM: Kylee Palmer, Deputy Commissioner, 
Department for Financial Services

DATE: May 7, 2025

SUBJECT: Commitment Grant Exceptions to BSSC Guidelines 2025-2026

The following exceptions to the May 7, 2025 approved guidelines concerning Commitment Grant proposals are recommended for approval as follows:

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