



GOODWILL

INDUSTRIES *of* KENTUCKY



GOODWILL OPPORTUNITY CAMPUS - OPENING SUMMER 2023!

www.goodwillky.org



OUR MISSION



Our mission is to help people with disabilities or other challenges achieve and maintain employment to gain a better quality of life. We give people a hand up, not a handout, so they can experience the dignity and independence that comes from earning a paycheck and achieving self-sufficiency.

Goodwill strives to be a culturally-accepting organization that values the diverse life experiences of our program participants and our partnering organizations. Because we believe our organization operates at its best when it embraces diversity and provides equitable opportunity for inclusion, we are committed to fostering positive outcomes for whomever we serve.

In 2022, we served 9,283 Kentuckians with a dedicated focus on four regions: Louisville (57%), Lexington (17%), Bowling Green (11%), and Somerset (15%).

We focus on barrier removal – transportation, housing, education, reentry, etc. – and offer programs for young adults (16-24) and older workers (55+), with 53% of our clients aged 24-45.



GOODWILL
INDUSTRIES of KENTUCKY



OPPORTUNITY CENTERS

Our opportunity centers are a collaboration with community partners to help Kentuckians overcome barriers and gain employment in order to become self-sufficient. Individuals seeking support can now come to our Centers to meet with Goodwill career coaches or community partners for various support services. Services include, but are not limited to, financial support and budgeting, digital skills, behavioral health, addiction treatment, legal support, forklift certification, GED classes, etc.

Our Louisville - East Broadway Opportunity Center opened in January 2021 and has more than 1,100 members. On a typical day, we serve 75-100 individuals.



GOODWILL
INDUSTRIES *of* KENTUCKY

Opportunity Center Rollout Plan – 2022/2023

Location	Status
Louisville - East Broadway	Center open
Louisville - Preston HWY South	Center open
Louisville - West Broadway	Opening 2024
Louisville- The Spot @ JCTC (Young adults)	Center open
Lexington	Center open
Somerset	Center open (Building new Center, opening October 2023)
Elizabethtown	Center open
Pikeville	Center open
Morehead	Center open
Bowling Green	Center open (Expansion planned due to be completed 2023)
Paducah	Center under renovation (Expected opening September 2023)
Corbin	Center open

Goodwill Industries of Kentucky's Career Coaching Teams

Career Coaches provide Case Management, Supportive Services, and Career/Employment Support to individuals participating in Goodwill programs and services. The role assists individuals in obtaining and maintaining employment, achieving their career goals, and improving productivity and employability skills to reach their vocational potential and, ultimately, improve their quality of life.

Crucial skills for a coach:

- Active listening skills
- Advocacy skills
- Goal-setting skills
- Time-management skills
- Partnership development skills



GOODWILL
INDUSTRIES *of* KENTUCKY

SELF-SUFFICIENCY MATRIX



Participant Name _____ DOB ____/____/____ Assessment Date ____/____/____ (circle one) Initial Interim Exit

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Housing	Homeless, unsafe, wrap around housing, or possible eviction	In decent temporary or wrap around housing; and/or current rent/housing payment is unaffordable	Housing is safe but subsidized	Housing is safe and unsubsidized	Homeownership	
Financial	No income	Not earning enough income and/or spending too much money	Can pay for food, housing, transportation and childcare with financial help; spending aligns with income and assistance (subsidized).	Pays for food, housing, transportation and childcare and manages expenses without financial help but not currently contributing to savings/retirement	Earning enough money to pay for basic expenses (food, housing, childcare, transportation) and contributing to savings/retirement account on an ongoing basis	
Food	No sustainable access to food	Relies solely on food stamps and/or other public assistance to obtain food	Able to get and prepare food, with a mix of income and public assistance	Always able to get enough food to feed self and/or family based solely on income	Able to buy food as desired.	
Dependent Care	Needs dependent care but is not available and/or dependent is not eligible	Cannot rely on and/or afford dependent care	Help with dependent care expenses is available but limited	Reliable, affordable dependent care is available, does not need financial assistance	Able to choose and afford dependent care No dependent care necessary	
Education	Limited academic skills, no high school diploma/GED	Enrolled in academic and/or GED program	Has high school diploma/GED	Enrolled in Earn & Learn, credentialing or post-secondary education/training to improve job status and/or career opportunities	Has completed education/training needed to improve job status or career opportunities	
Health care Coverage	No medical coverage and has immediate need	No medical coverage and has no immediate need or difficulty getting medical help when needed.	Enrolled in Medicaid or Medicare.	Enrolled in private insurance but medical needs may strain budget	Has insurance that is affordable, adequate and able to meet medical needs with no strain to budget	
Transportation	No access to transportation.	Transportation is limited and or unreliable. Bus stop is not close to work/home.	Transportation is made available through 3rd party sources	Transportation is available and reliable	Automobile ownership	
Mental Health and Safety	Considered danger to self or others, severe impaired functioning and/or feels threatened in current living situation	Impaired functioning and temporary threat to safety in current living situation	Moderately impaired functioning and adequate temporary safety with a plan for improvement in place	Minor impaired functioning and adequate safe and stable living conditions	No or few mental health symptoms and living well day to day; home is safe and stable	
Substance Abuse	Daily alcohol and/or drug usage causes major interference with day to day functioning	Frequent usage of drugs or alcohol; with some interference with day to day functioning	Excessive alcohol usage or used drugs at least one time within last three months	No abuse of alcohol or drug use for last 6 months to one year	No drug use or excessive alcohol abuse in last year or more. No previous drug/alcohol abuse	
Legal Issues	Outstanding civil or criminal warrants Non-compliant with civil or criminal orders	Current civil or criminal matters pending in court	Fully compliant with civil or criminal orders	Fully compliant with civil or criminal orders. Successfully completed all terms of orders	No active civil or criminal involvement for the past 12 months No previous civil or criminal involvement	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Housing	Homeless, unsafe, wrap-around housing, or possible eviction	In decent temporary or wrap-around housing, and/or current rent/housing payment is unaffordable	Housing is safe but subsidized	Housing is safe and unsubsidized	Homeowner	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Financial	No Income	Not earning enough income and/or spending too much money	Can pay for food, housing, transportation and childcare with help; spending aligns with income and assistance (subsidized)	Pays for food, housing, transportation and childcare and manages expenses without financial help but not currently contributing to savings or retirement.	Earning enough to pay for basic expenses and contributing to savings or retirement on an ongoing basis	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Food	No sustainable access to food	Relies solely on food stamps or other public assistance to obtain food	Able to get and prepare food, with a mix of income and public assistance	Always able to get enough food to feed self and family based solely on income	Able to buy food as desired	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Dependent Care	Needs care but is not available or dependent is not eligible	Cannot rely on or afford dependent care	Help with dependent care expenses is available but limited	Reliable, affordable dependent care is available, does not need financial assistance	Able to choose and afford dependent care or no dependent care is needed	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Education	Limited academic skills, no high school diploma or GED	Enrolled in academic or GED program	Has high school diploma or GED	Enrolled in earn and learn, credentialing or post-secondary education or training to improve job status and career opportunities	Has completed education or training needed to improve job status or career opportunities	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Health Care Coverage	No medical coverage and has immediate need	No medical coverage and has no immediate need or difficulty getting medical help with needed	Enrolled in Medicaid or Medicare	Enrolled in private insurance but medical needs may strain budget	Has insurance that is affordable, adequate, and able to meet medical needs with no strain on budget	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Transportation	No access to transportation	Transportation is limited or unreliable. Bus stop is not close to work or home	Transportation is made available through 3 rd party resources	Transportation is available and reliable	Automobile ownership	



Self-Sufficiency Matrix



Participant Name _____

DOB __/__/__

Assessment Date: __/__/__

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Mental Health and Safety	Considered danger to self and others, severely impaired functioning or feels threatened in current living situation	Impaired functioning and temporary threat to safety	Moderately impaired functioning and adequate temporary safety with a plan for improvement in place	Minor impaired functioning and adequate safe, and stable living conditions	No or few mental health symptoms and living well day-to-day; home is safe and stable	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Substance Abuse	Daily alcohol or drug usage causes major interference with day-to-day functioning	Frequent usage of drugs or alcohol with some interference with day-to-day functioning	Occasional alcohol or drug usage (at least one time within the last three months)	No abuse of alcohol or drug use for the last six months to one year	No drug use or excessive alcohol abuse in the last year or more No previous drug or alcohol usage	



Self-Sufficiency Matrix



Participant Name _____

DOB ___/___/___

Assessment Date: ___/___/___

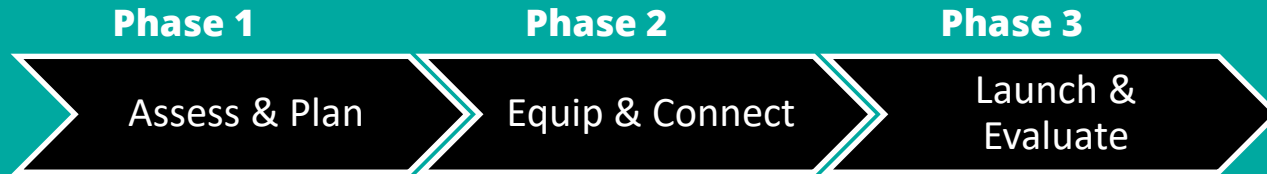
Initial one: Initial Interim

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Legal Issues	<p>Outstanding civil or criminal warrants</p> <p>Non- compliant with civil or criminal orders</p>	<p>Current civil or criminal matters pending in court</p>	<p>Fully compliant with civil or criminal orders</p>	<p>Successfully completed all terms of orders</p>	<p>No active civil or criminal involvement for the past 12 months</p> <p>No previous civil or criminal involvement</p>	



The Opportunity Accelerator

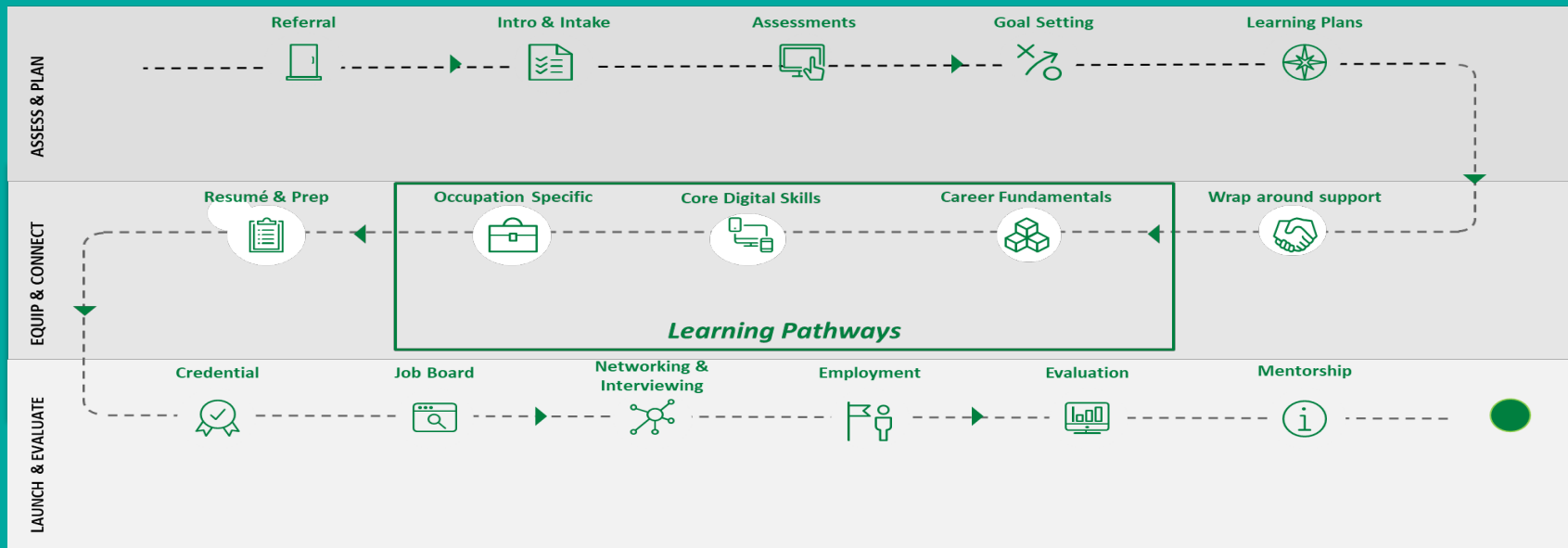
The Goodwill Opportunity Accelerator (OA) is a holistic workforce development and career success delivery system created with and for persons served, local Goodwill organizations, employers, and other partners. The OA has three phases:



The Opportunity Map

The Opportunity Map is an integral part of all phases of the OA. It allows the career coaches to understand the participants' needs, interests, skills, and training opportunities to create a plan. Successful career coaches use the tool to provide exceptional, holistic services. The tool also tracks the participant's progress as they work towards their goals, become employed, and advance their career.

The graphic below shows the phases of the OA and the steps that participants take in each phase.



The Participant's Journey

When participants come to Goodwill for services, they take a journey from initial intake to job placement and retention. Sometimes, they may even return for further training and wrap-around supports to advance in their career.

The Opportunity Map forms are used in the following phases:

Phase 1

Assess & Plan

Pre-Enrollment Assessment Form Individual Career and Financial Plan (ICFP)

First, we must understand who they are to know how we can support them. The [Pre-Enrollment Assessment form](#) gives us information on all four domains of participants' lives. It is detailed and foundational to our understanding of the person. The Pre-Enrollment form includes questions on scales that must be scored.

Next, participants work with career coaches to set goals for the four domains: Learning, Financial Wellness, Health and Well-being, and Work and Life through the [Individual Career and Financial Plan \(ICFP\)](#).

Phase 2

Equip & Connect

While no new forms are completed during this phase, information and goals from the Pre-Enrollment Assessment Form and ICFP are used to provide training and wrap-around services for program participants.

Phase 3

Launch & Evaluate

Post-Service Form Retention Forms (60-day, 90-day, 6-months, 1-year)

The participant's goals from the ICFP may lead to training and are ultimately designed to lead to job placement. When a participant is placed in a job and/or Goodwill services significantly decrease, they fill out the [Post-Service form](#). This is another data point to help Goodwill measure its impact.

Finally, at intervals of 90 days, 6 months, and 1 year, participants share information through [retention forms](#). While it can be challenging to reach participants to complete these final forms, career coaches can continue to support participants in retaining their jobs and advancing their careers by recognizing participants' ongoing needs for training and wrap-around support services. The retention forms enable measurement of Goodwill services' impact on people and families. The Post-Service and Retention forms include questions on scales that have to be scored. Please refer to the Scales Scoring Guide in *Appendix C* for scoring instructions.

For retention best practices, see the Goodwill job aid [Best Practices for Retention Planning for Program Participants](#).

Personal and Professional Pathways for Clients

Soft Skills 101

Individuals not yet ready to seek employment assistance from Goodwill can attend Soft Skills 101. In Soft Skills 101, our clients learn critical life skills to help them improve their matrix score and move toward future employment. Soft Skills 101 is conducted in-person or virtually at various locations in the Goodwill service area. The following skills are taught: attitude, communication, conflict resolution, dependability, safety, and self-presentation.

GoodStart

GoodStart is an elective-style program offered to our clients that are on the pathway to seeking employment but may need a few extra skills or knowledge. GoodStart courses include customer service relationships, decision-making, ethics, organizational skills, self-advocacy, and stress and anger management.

RISE

RISE is a 10-day training program that helps clients overcome barriers to entering the workforce by providing coursework focused on helping individuals learn the skills they need to succeed in employment and their day-to-day lives. Upon acceptance into RISE, clients select one of the following pathways: career, credential, or further education. Graduates receive a \$300 stipend and additional assistance on barriers if they work toward goals.



GOODWILL
INDUSTRIES *of* KENTUCKY



Digitally Inclusive Site

Our opportunity centers, in collaboration with local and state leaders, were appointed a Digitally Inclusive Site ranking. Digital Inclusion includes:

- Affordable, robust broadband internet service;
- Internet-enabled devices that meet the needs of the user;
- Access to digital literacy training;
- Quality technical support;
- Applications and online content designed to enable and encourage self-sufficiency, participation, and collaboration.

We serve on a state task board to bring digital inclusion and digital equity across the state.

Current Digital Offerings:

- Absolute Basics of Computers
- Applied Digital Skills (completion results in a free Chromebook for the client)

Internet Access
Computer Devices
Digital Literacy



GOODWILL
INDUSTRIES *of* KENTUCKY

TRANSPORTATION PROGRAMS



Cars to Work connects working Kentuckians with affordable transportation so they can maintain employment and grow in their careers.

- Goodwill provides the required \$1,000 down payment to employees and \$500 to external clients who qualify and refunds the interest when the loan is paid in full.
- In 2021, we placed 150 individuals into cars. Our 2023 goal is 250 placements.

Last Mile To Work provides employees or clients with a bicycle free of charge to give them a more feasible means of transportation to employment. In 2022, we gave away 269 bicycles.

The Van to Work Program is designed to offer existing and newly-hired employees the opportunity to utilize Goodwill-provided transportation to select stores identified with staffing challenges due to public transportation limitations.



Another Way is a program designed to reduce poverty and homelessness that targets high-traffic areas, and offers unhoused individuals an opportunity to get off the streets and to different work opportunities. Through this, Goodwill provides transportation and work-based learning opportunities to individuals with visible needs. Participants earn \$50 per day and lunch.

www.goodwillky.org



SELF-SUFFICIENCY PATHWAY

PHASE 1: Barrier removal

Housing, transportation, food, safety, health, childcare, etc.

- Intake-Self Sufficiency Matrix
- Set goals based on score & priority
- Soft Skills (Employees only)
- Initial work placement at Goodwill (preferably) or another intermediary employer

PHASE 2: Career path planning

- Career exploration, family/social relations, GED, etc.
- Choose a pathway based on testing and interest
- Job shadowing
- Create a plan with a career coach

Note: All Goodwill employees and clients have a dedicated career coach to work with them on their self-sufficiency status

PHASE 3: Work and learn (Employees Only)

- Training/credentialing 1-2 days per week (stipend by Goodwill Works)
- Working at Goodwill or another sponsoring employer 3-4 days per week

PHASE 4: Permanent placement



In 2022, we conducted 3,647 self-sufficiency assessments statewide, and 2,834 clients scored “low.”

- Career coaches assess needs according to a Self-Sufficiency Matrix (next slide) designed around Maslow’s Hierarchy of Needs.
- Following the needs assessment, an action plan is implemented with the employee/client.
- When the employee/client is stable on needs, the career coach works with the employee to develop an Individual Development Plan (IDP) to work toward a career path for better wages and a more stable future.
- For Goodwill employees, time is allowed on-the-clock for this planning.



EXPUNGEMENT SERVICES

- Expungement is the process by which a criminal conviction record is erased from a defendant's criminal record. An expungement order directs the court to treat the criminal conviction as if it had never occurred.
- Currently, the cost to remove a felony in Kentucky is \$300, and a misdemeanor is \$100.
- Goodwill is focused on providing legal and financial assistance to our employees and participants because of the barriers an individual's background can have to securing stable employment, housing, and other basic needs.

WORK AND LEARN

- The purpose of Work and Learn is to support clients in their efforts to improve their job status and/or advance their careers by focusing on education and training. This can be within or outside of Goodwill.
- The qualifying employee will be allotted 10 hours of study and/or class time to work toward a credential or certification that will improve their job status or increase wages.
- The hours spent on class/study time will be paid for by Goodwill so that the employee can maintain the full-time wages necessary to avoid budget disruptions.



GOODWILL
INDUSTRIES *of* KENTUCKY

GOOD SMILES

- This program is designed to help employees with dental problems get the assistance they need.
- The program is available for any employees making a wage below \$40,000.
- This program allows up to \$5,000 of annual dental work to be performed on an individual, paid for by Goodwill.
- This program is in addition to premium dental insurance offered to all employees in the company.
- In 2021, more than 400 smiles were restored!

Sam was a program referral to our retail store and is now a supervisor in Career Services!



“It is the difference between wanting to smile and being able to!” - Sam

TUITION REIMBURSEMENT

- Goodwill encourages employees to improve their skills and knowledge through education.
- Employees can request tuition assistance for courses that would enhance their ability to perform their current job, prepare them for future responsibilities or assignments, further the mission of Goodwill, or advance their career outside of Goodwill employment.
- Goodwill will reimburse employee (student) costs for tuition and books up to \$5,000 per calendar year.



GOODWILL
INDUSTRIES *of* KENTUCKY

GOODWILL'S RAMP PROGRAM

- The objective of this program is to help an individual go from an entry-level, low-wage position to a higher-skill, higher-wage career to earn a livable wage.
- Our participating employers understand the importance of a skilled workforce and they are willing to give our employees a chance. This partnership aims to show our community that directly investing in our workforce provides value.
- There are often barriers outside our employees' control that keep them from working successfully. Goodwill helps eliminate the roadblocks that hold an individual back from achieving a career and ultimately become self-sufficient!



\$11-\$13



A job, a better job, a career



\$18-\$28

FINANCIAL COACHING PROGRAM

Financial coaches are on staff to provide clients and employees with updated information pertaining to their credit report, savings, and general financial information.

The financial coaches focus on highlighting problem areas, such as large dollar debts, evictions, past unpaid bills, etc. They then work with the clients to clear these up, focus on savings while paying down debt, and being able to move past the debt cycle.

The financial coach works with the clients on small debts, but also substantial ones, while also coaching them about obtaining vehicles, housing, and other programs that Goodwill offers.

The financial coaches work in conjunction with the career coaches to give clients the best opportunity for growth.



GOODWILL
INDUSTRIES *of* KENTUCKY

Housing Program

The Goodwill Works Housing Program was created to assist single, unhoused individuals with temporary housing and resources to help them reach their housing goals, as identified on the self-sufficiency matrix. The program consists of two phases:

PHASE 2: This is for individuals who are unemployed or have been employed full-time for less than 60 days and substance-free for less than 90 days. These individuals will be provided housing with our community partners. When the individual is employed full-time for 60 days and substance-free for 90 days, they will advance to our phase 3 housing.

PHASE 3: This is for individuals who have been employed full-time for a minimum of 60 days and substance-free for at least 90 days. If accepted, individuals will be placed in a Goodwill housing unit. Rent will be paid in full for nine months.

Individuals will be able to save money to move into their own independent housing in a 6-month period or less. They are required to work with our financial advisor, health behavior partners, and housing specialists' team.



THE SPOT – Young Adult Opportunity Campus



- The Spot offers free career resources for young adults ages 16-24 in the Louisville region.
- We help students navigate educational and career pathways and provide supportive services for life challenges such as homelessness, substance abuse, justice involvement and mental health.
- The Spot offers professional development and paid internship opportunities for clients needing additional workforce development support.



GOODWILL
INDUSTRIES of KENTUCKY

SCSEP – Senior Community Service Employment Program

The SCSEP program focuses on providing assistance to individuals who are 55 years or older, unemployed with limited income, and living within our 51-county service area.

We help applicants realize their skill set as they identify employment that fits a new interest, past experiences, or current abilities.

A skills assessment is completed to develop an individual employment training plan for each client. Then, clients are paired with a local hosting agency that offers the training skill set that the client needs to update in order to move forward to employment.

SCSEP offers applicants on-the-job training, job development skills, and digital literacy all while drawing a paycheck to keep them within their budgeted needs.



GOODWILL
INDUSTRIES of KENTUCKY

WIPA – Work Incentives Planning and Assistance

- This program provides benefits counseling to people currently receiving disability-related benefits from Social Security, such as SSI/SSDI, and are working or interested in working.
- WIPA services are free and inform beneficiaries on how benefits and earnings work together, educating them on the work incentives available and the best way to report to Social Security.
- Contact 866-336-3316 for the Ticket to Work Helpline



Teleworks

Teleworks USA is a premier work-from-home employment program that connects individuals with legitimate remote-work positions with various partner companies. Started as Kentucky Teleworks in 2011 by the Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP) as a part of the American Recovery and Reinvestment Act (ARRA), Teleworks USA has created a virtual pipeline of employment to many communities, actively recruiting national and global companies to bring legitimate work-from-home jobs to people through a computer and Internet-driven virtual workplace.

Goodwill provides vouchers to clients, allowing them an opportunity to be trained and have assistance with job placement from Teleworks.



GOODWILL
INDUSTRIES *of* KENTUCKY

AbilityOne and SourceAmerica

The AbilityOne® Program is among the largest sources of employment in the U.S. for individuals who are blind or have significant disabilities.

Established in 1938, the Program is administered by the U.S. AbilityOne Commission®, an independent Federal agency whose statutory name is the Committee for Purchase From People Who Are Blind or Severely Disabled.

The Commission has designated National Industries for the Blind and **SourceAmerica**® as central nonprofit agencies to help administer the Program.

We oversee contracts at the Mazzoli Federal Building and the Gene Snyder Courthouse in Louisville, KY, the Owensboro Federal Building in Owensboro, KY, and the Bluegrass Army Depot in Richmond, KY.

Over 85% of the persons employed in these contracts have significant disabilities and provide custodial services.



GOODWILL
INDUSTRIES of KENTUCKY

Goodwill Chaplain

In 2014 we added a non-denominational chaplain to our team. The more we worked with employees and clients, the more we realized how fractured some of them were from past traumas.

The chaplain works with clients and employees one-on-one but also holds various workshops focusing on grief, loss, illness, faith, recovery, and empowerment.

Our spiritual wellness program acknowledges our sear for deeper meaning in life. When one is spiritually healthy, they feel more connected to a higher power (inspirational influences) and to those around them. They have more clarity when making everyday choices, and our actions become more consistent with our beliefs and values.

Power of Work

The Power of Work program powered by Goodwill Industries of Kentucky in partnership with Kentuckianaworks is a program designed to provide workforce development training and career placement for TANF recipients enrolled in the Kentucky Temporary Assistance Program (K-TAP) or the Supplemental Nutrition Assistance Program/Employment and Training (SNAP E&T)



GOODWILL
INDUSTRIES *of* KENTUCKY

Vocational Evaluation

Vocational evaluation helps clients to discover a career or education path that is a good fit based on their work history, interests, aptitudes, and abilities. It also helps to determine if there are any areas the individual needs to work on before beginning a job or training program.

Vocational evaluations may include:

- A comprehensive interview
- Medical or psychological reports
- Transferable skills analysis
- Vocational exploration

Once the evaluation is completed, the counselor works with the client to develop a plan, including specific steps geared to help each client with what they need to achieve their employment goals.



GOODWILL
INDUSTRIES *of* KENTUCKY

Goodwill Industries of Kentucky's investment in Kentucky communities pledged for 2023 = \$18 million



- 100+ career services staff (coaches, program managers, facilitators, etc.)
- New Opportunity Centers
- Expanding young adult programming statewide
- Expungements (Goal = 1,500)
- Cars to Work (Goal = 250)
- Housing
- Work and Learn Programming
- Van to Work expansion



GOODWILL
INDUSTRIES of KENTUCKY



GOODWILL
INDUSTRIES *of* KENTUCKY