

General

What role do businesses and Community Based Organizations (CBOs) play in verifying participant hours?

It is the individual's responsibility to manage their PATH Community Engagement hours.

- For employment verification, individuals need to attest to their number of hours worked, the name of the employer and the location. Recommended documentation for employment would be a pay stub.
- For volunteer activities, individuals are required to attest to the number of volunteer hours, the name of the sponsoring organization, and description of the volunteer activity.
- These activities may be verified by the program coordinator via email, letter, QR code, etc. Selections for verification options can be made in Business Connect when posting opportunities.

Are there additional costs or requirements for businesses and CBOs to be involved with PATH Community Engagement participants?

Businesses and organizations will continue filling opportunities using their current processes. PATH Community Engagement increases the number of individuals seeking opportunities but there are no costs of fees.

How do businesses and CBOs reach PATH participants?

Kentucky HEALTH is partnering with Kentucky Career Centers, and directing individuals to seek help through the career center staff or in the Focus online portal. For jobs to appear on the site, businesses must post job opportunities by visiting KCC.ky.gov. For volunteer opportunities to appear, organizations must post opportunities in Business Connect (more information to come).

Are current volunteers and employees affected by this?

Businesses and CBOs may have current employees or volunteers who are Kentucky HEALTH recipients with a PATH Community Engagement requirement. It is important to remember that in compliance with employer discrimination laws, you may not ask an individual about their Medicaid status during the application process. CBOs may receive requests for additional documentation of volunteer hours from individuals who have a PATH requirement.

What if a Kentucky HEALTH recipient lives far from a Career Center or Adult Education location and therefore can't access those resources?

Kentucky Career Center Services and resources are available to recipients via the phone and online. In addition, there will be maps developed that highlight areas with high demand for services. These areas will be visited by career centers representatives to share resources and set up local appointments at designated community partner locations (such as libraries).

Will there be online courses available?

Online courses will be available. However, many courses are shorter than one hour, and may be limited. The Kentucky Career Centers can assist with education opportunities that have online options that count toward PATH Community Engagement hours.

Businesses

Are PATH Community Engagement participants only available to work 20 hours per week?

No. Kentucky HEALTH recipients who have a PATH Community Engagement requirement must complete a minimum of 20 hours of engagement per week, but that is not a limit to the hours they may work.

How will this new talent pool be supported to enter and succeed in the workforce?

The PATH Community Engagement requirement incentivizes recipients to engage in their communities and gain and maintain employment. To support their efforts, Kentucky HEALTH is partnering with Kentucky Career Centers and Adult Education to provide career coaches, conduct career assessments, provide life skills trainings and connect people to additional resources to improve their overall well-being and employability.

What is Focus Talent?

Focus Talent is where businesses can post job opportunities. To post these opportunities, businesses need to set up an account at FocusTalent.ky.gov/talent/login.

What if businesses already post opportunities elsewhere (such as their organization's website)?

Job seekers will continue to use various sources for their job search but posting opportunities directly in Focus is the recommended way to most effectively reach this broader audience and meet hiring needs. Focus does pull positions from thousands of public websites to gather jobs posted on those websites and receive feeds of job listings from DirectEmployers Association (DE) and Americas Job Exchange (AJE). To access Focus Talent, visit FocusTalent.ky.gov.

For businesses that work with external recruiters, what instructions should we give staffing agencies to recruit from the Kentucky HEALTH population?

Staffing companies may post open positions in Focus Talent and may see an increase in volume of job seekers in the areas they serve.

Are businesses responsible for conducting pre-employment assessments, such as background checks, drug tests, or skills tests?

Businesses are responsible for their own hiring practices and requirements. Kentucky Career Centers do provide assessments to help direct people to education and/or training resources to make them more competitive in the workforce or to aid in their job search. In addition, there may be new training program opportunities created within identified areas.