

Skills U Director Clarifications

Q: For the positions listed in the RFA, if someone is currently working in that position without the “new” educational requirements, can they be grandfathered into that position, or do the new guidelines begin in July 2018.

A: No, this is a new grant application, not an extension. Therefore, staff selection will occur if and after the grant is awarded and funding approved to be obligated.

Added: New educational requirements are in effect as of July 1, 2018, for newly hired Skills U Directors.

The first step in making staffing decisions is to determine if there is demand for the services provided by the position. The next step is to determine if the existing staff member is qualified for the position or positions. If the staff member is qualified and demand exists, then that staff member may be considered for the positions. (Instructors will still have to adhere to 11/12 TABE A requirements.)

Of critical importance is performance, accountability, and results. The lead agency/fiscal agent and KYAE Skills U Director are responsible for all three (performance, accountability, and results) and assembling the highest quality staff to enable students' progress further and faster.

MINIMUM REQUIREMENTS (First two bullets have been added for clarification purposes.)

- All program directors hired after July 1, 1998, shall possess a minimum of a bachelor's degree.
- All new program directors hired after July 1, 2004, shall possess a bachelor's degree and three years of administrative/management experience; a master's degree can substitute for two years of the administrative/management experience. A bachelor's or master's degree in administration, education, or a related field is preferred.
- All new Skills U Directors hired for 2018 program year or after July 1, 2018, shall possess a master's degree and three years of administrative/management experience; a doctorate degree, in administration, education, or a related field is preferred, and can substitute for two years of the administrative/management experience.