

KY VALOR

**VMAPP Presentation
September 16, 2026**

Overview

- ★ VALOR: Veterans Accelerated Licensure Occupational Recruitment.
 - ★ Program attracts service members & their families nationwide & pairs them with KY jobs.
 - ★ Initiative of Kentucky Science and Technology Corporation (KSTC).
- ★ Originated from 2018 Federal DOL grant VALLO
 - ★ Kentucky was 1 of 3 states awarded.
 - ★ Created 44 accelerated pathways which cover 55 levels/categories of civilian licensure and span over 180 military occupational specialties.
- ★ VALOR: First funded by General Assembly in 2022
 - ★ Funded for third biennium: \$1,000,000
 - ★ Funds administered through KDVA

Our Team



Executive Director
Molly Bode, MSW, CSW



**Workforce Development
Manager**
Nicki Stewart



Talent Acquisition Coordinator
Maya Reier

The VALOR Model

Recruitment

- ★ Only state-funded program actively recruiting TSMS to Kentucky
- ★ Targets separating service members before they leave the military — capturing talent before other states
- ★ Direct pipeline from military installations to KY employers
- ★ Builds Kentucky's workforce with disciplined, ready-to-work talent

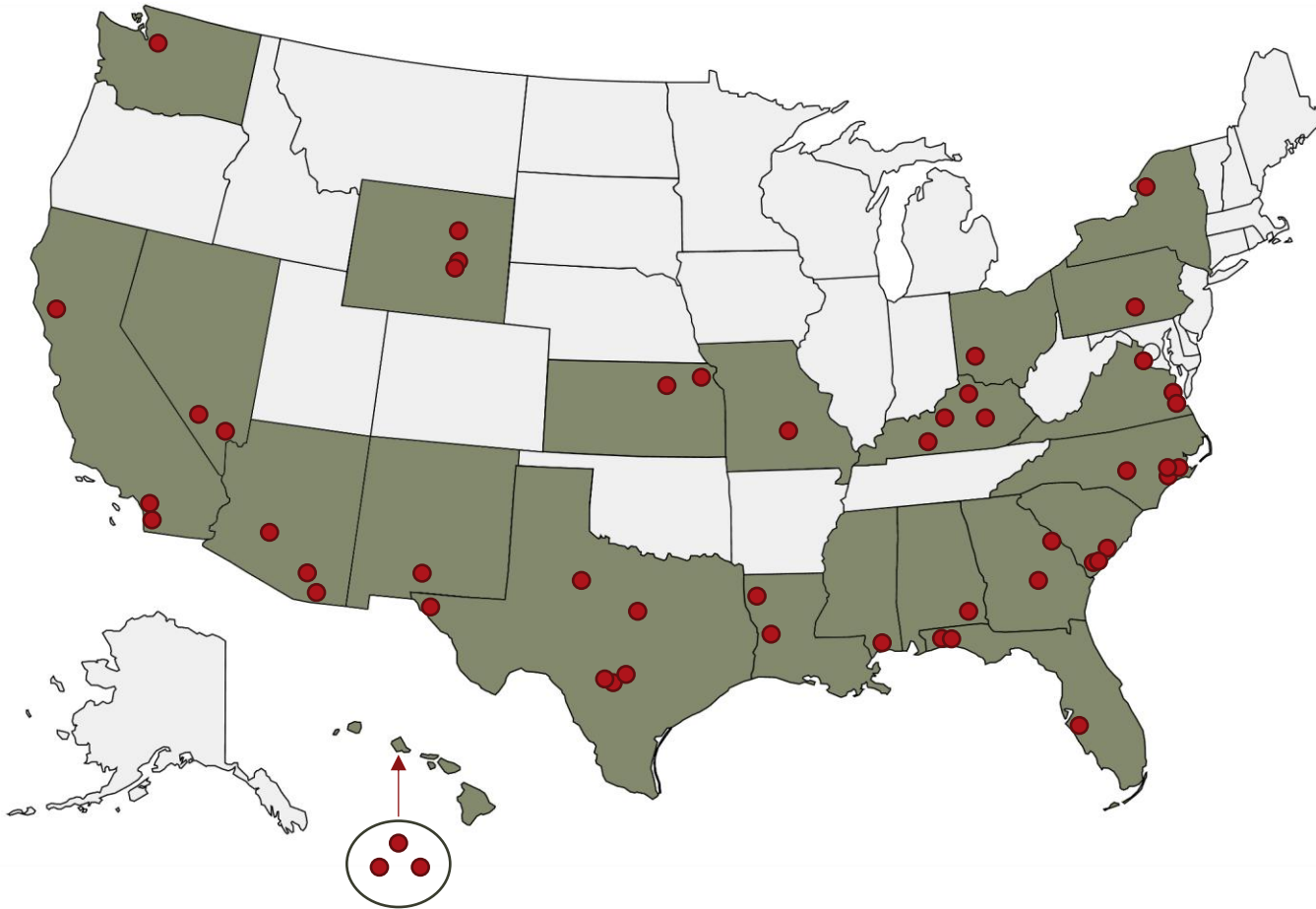
Case Management

- ★ Personalized case management that supports the whole military family
- ★ Offers multi-faceted career pathways rather than a one-size-fits-all track, so veterans can pursue the route that actually fits their needs
- ★ Accelerated licensure pathways: Eliminates the need for TSMS to have to start over in civilian sector.
- ★ Reduces time-to-employment by cutting red tape

Connect to Employers

- ★ Assess Kentucky workforce to understand hiring gaps, skill shortages, & workforce demands across industries-- at no cost
- ★ Provide Kentucky employers direct access to a nationwide pool of talent
- ★ Engage with employers to educate them on the value of military talent, & help them understand how military experience translates to their open roles
- ★ Help employers build veteran-ready hiring practices that improves retention

Base Visits



Consistent expansion of base visits

- Fort Campbell*
- Fort Knox*
- KY National Guard
- KY Bluegrass Army Depot
- Fort Rucker
- Davis Monthan AFB
- Fort Huachuca
- Holloman AFB
- Luke AFB
- Camp Pendleton
- MCAS Miramar
- Travis AFB
- Buckley Space Force Base
- Fort Carson
- Peterson Space Force Base
- Eglin AFB
- Hurlburt Field
- MacDill AFB
- Fort Gordon
- Joint Base Pearl Harbor
- MCB Kaneohe Bay
- Schofield Barracks
- Fort Leavenworth
- Fort Riley
- Barksdale AFB
- Fort Polk
- Fort Leonard Wood
- Keesler AFB
- Camp Lejeune
- Fort Bragg
- MCAS Cherry Point
- Stone Bay (MARSOC)
- Creech AFB
- Nellis AFB
- Fort Drum
- Wright Patterson AFB
- Carlisle Barracks
- Joint Base Charleston
- MCAS Beaufort
- Parris Island
- Dyess AFB
- Fort Bliss
- Fort Hood
- Fort Sam Houston
- Lackland AFB
- Randolph AFB
- Fort Belvoir
- Joint Base Langley-Eustis
- Norfolk Naval Station
- Joint Base Lewis McCord
- Robbins AFB

Overseas Bases:

- RAF Mildenhall: England
- Ramstein Air Base: Germany
- USAG Stuttgart: Germany
- USAG Bavaria: Germany
- USAG Vicenza: Italy
- Fort Buchanan: Puerto Rico

*Ongoing, weekly visits

Developed Workforce Partnerships

Key Communicators & Government Groups



Institutes of Higher Education



Employer Partnerships

Total: 512



Results

- ★ 2,767 Vets in our pipeline
- ★ 249 placed in KY jobs
 - ★ 51% of placements from out of state
- ★ Average salary of \$64k+
- ★ Job Placement Retention rate of 94%

Top Industries

- ★ Operations & Program Management (29)
- ★ HR & Talent Acquisition (23)
- ★ Government/Military Contracting (17)
- ★ Logistics (17)
- ★ IT/Cyber (16)
- ★ Sales & Marketing (16)
- ★ Healthcare (15)



Economic Impact is \$14M

Testimonials

“

There really isn't a good civilian equivalent to what a Corpsman does. Luckily, KY VALOR helped a lot with my resume in kind of pinpointing what a civilian employer is looking for, and how I speak to a job description.



**Parker
Furnish**
St. Elizabeth
Healthcare

“

VALOR helped me feel secure in my job search so I could focus on my family.

Having someone in your corner, going to bat for you – that kind of support gives you confidence.



Ian McGuffin
Sazarac

“

Programs like KY-Valor were the bridge that turned 21 years of military leadership into a high-impact career leading strategic risk and asset protection for Ford's Kentucky operations.



**Bryan
Nichols**
Ford

Seeking Greater Impact

- ★ Industry Connections: Sazerac
- ★ Exploring Base Representation Model
- ★ Expansion of SkillBridge/CSP Offerings
- ★ Regional Veteran Workforce Event - Owensboro



Thank You!

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KY VALOR Workforce

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Connect with Us!