

FCC/EE0 Public File Report
 KET - WKMJ-WKPC, Louisville
 4/1/17 -3/31/18
 Prong 3 - Longer Term Recruitment Initiatives

#	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Various training opportunities for current employees to advance their expertise in their subject area: 8 employees attended trainings during the year.	Training of current employees to advance skills in their work area through local educational facilities and other professional development sources; training of supervisors to increase their management skills	Ronald Brown
2	Ongoing	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	HR Director attended 2 EEO training sessions; HR Manager attended 1 EEO training session; HR Director & HR Manager attended sexual harassment prevention training; newly hired/promoted managers receive diversity training and discrimination prevention training as part of the orientation process.	Diversity, anti-discrimination & sexual harassment training for supervisors and managers	Ronald Brown
3	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Multimedia and Video Production Workshops & Consultations: Conducted 17 workshops involving 1063 students & teachers.	Conduct workshops for students & teachers in Kentucky schools or in the KET Media Lab, providing teachers and students instruction on basic production & multimedia skills and how they can be integrated into the classroom to enhance various curriculum areas, address 21st century skills, and provide students with a creative outlet for communicating. Tour of facility is typically also a part of the workshop.	KET education consultants (Brian Spellman, Amy Bradshaw, Kathy Davis, Cynthia Warner, Lynn Shaffer), Arts staff (Teresa Day, Sara O'Keefe), and other Education staff; Adult Ed -- Sarah Wilkins, Patricia Erwin; Early Childhood -- Amanda Wright, Eamonn FitzGerald, Holly Ackerman.

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4	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Professional Development Workshops: Conducted 24 workshops involving 381 teachers & staff.	Professional development presentations to Kentucky teachers and pre-service teachers to provide tools and strategies for using KET resources effectively to meet curriculum needs. KET also provides training for adult and early childhood educators, and staff present at education conferences throughout the year.	KET education consultants (Brian Spellman, Amy Bradshaw, Kathy Davis, Cynthia Warner, Lynn Shaffer), Arts staff (Teresa Day, Sara O'Keefe), and other Education staff; Adult Ed -- Sarah Wilkins, Patricia Erwin; Early Childhood -- Amanda Wright, Eamonn FitzGerald, Holly Ackerman.
5	Ongoing	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Expose college students to broadcasting careers / environment through internship opportunities: We have established 2 internship opportunities at the Louisville station. We are working with university contacts in the area to find an internship placement.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Ron Brown and Jill Fitzpatrick; Laura Krueger, Health Producer/Outreach Manager
6	Ongoing	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Expose high school & college students to broadcasting careers / environment through job shadowing/co-op/volunteer opportunities: We hosted 3 student co-op/volunteers at this location during reporting period.	Host students from local high schools & colleges who are interested in broadcasting for Job Shadowing/Volunteering opportunities.	Ron Brown, Jill Fitzpatrick and Area Supervisors