

Program Oversight Committee Meeting Minutes
June 17, 2022
9:00 a.m. – 10:30 a.m.
Zoom Meeting

Members Present: Mike Hesketh, Jenny Lampton, Patricia Williams, Sadiqa Reynolds, Donnie Humphrey, Caitlin Blair

Staff: Chris Locke, Aleece Smith, Cindy Read, Alicia Pardo, Michael Gritton, Katie Elliott, Mary Rosenthal, Patrick Garvey, Angella Wilson, Sarah Ehresman, Lada Gasparac, Mike Karman, Bryan Griffin, Brian Luerman, Evelyn Woock, Jaime Disney, Regina Phillips, Stacy Roderick, Lori Hiser

Contractors/Guests: Ashley Janicki, Chris White, Eric Hicks, Rena Sharpe, Kimberly Boyd-Lane, Regan Wann, Renee Walters, X'Zashea Lawson-Mayes, Sara Dodeci, Chris White, Lynn Rippy, Lisa Thompson

Welcome and Introductions: *Mike Hesketh*

Chairman Hesketh welcomed the Program Oversight Committee, staff and guests. He introduced Donnie Humphrey as the newest POC committee member. Donnie is the Director of Workforce Development for Norton Healthcare, and stated that he is excited to be present from a healthcare standpoint. Chair asked Donnie if he would like to vote or abstain from voting. Donnie stated he will determine that in real time. Cindy introduced Evelyn Woock and Dana Moorer to KentuckianaWorks staff. Evelyn will be working with Lada Gasparac on the young adult team focusing on the ReImage program and Youth Homelessness Demonstration Project (YHDP). Dana Moorer has joined the KentuckianaWorks Fiscal department as the new Accounting and Grants Management Coordinator.

Review & Approve Minutes from May 13, 2022 Meeting - Mike Hesketh

A motion to approve the April minutes was made by Jennifer Lampton and seconded by Donnie Humphrey. The motion passed without opposition.

Labor Market Update: Tech Jobs – Sarah Ehresman

Sarah talked about technology positions in the Louisville Region and shared a PowerPoint presentation. There are more than 16,500 tech workers in the region, accounting for 3% of employment, which is a small but mighty portion of employment. For the presentation, Sarah separated IT workers into five categories: Development, Support, Networks, Analysts, and Management/Other. She presented six occupations that account for nearly two-thirds of the region's tech workers, which pay well above the medium wage in the Louisville region. At least some of this wage premium is due to higher level of education and experience expected from employers. After healthcare, tech jobs are projected to grow the fastest in the next 10 years. Black and Latino Workers and women are underrepresented in tech jobs. Almost across the board, jobs are becoming increasingly "digitalized." Nearly one-third of US workers lack basic digital skills.

Chairman Hesketh commented on the number of initiatives and the importance of communicating with the students at schools who want to go into Information Technology. He asked how and what KentuckianaWorks can do to help them. Sarah introduced Brian Luerman to add to her response. She mentioned the importance of communicating with companies other than tech companies, such as insurance companies, like Humana. They aren't a technology company per se, but they hire many technology employees. She stated that KentuckianaWorks can help by coaching jobseekers on how to enter the job market and demonstrate their skills by creating a portfolio of work that can be presented to the employer. Brian agreed and mentioned other programs that are teaching tech skills such as AMPED,

LCCC, and JCTC. However, Brian pointed out that a challenge has been in helping people get that first job in tech. Sarah commented that tech jobs could do more skills-based hiring.

Adult Technology Programs – Brian Luerman

Brian welcomed everyone and started his presentation with recap of what Code Louisville and Code Kentucky offer. He stated that there is a Quality Assurance class offered for the first time in September 2022 which is testing software before it goes to customers. There will also be a Salesforce class that will offer a Salesforce Certified Administrator Exam. Brian stated that these programs rely on 38 volunteer mentors that are all tech professionals to lead class meetups. Code Louisville currently has 307 participants with 215 that are new and 92 returning. This current program year we have placed 103 jobs in Technology. Brian has established a small employer advisory group of local tech employers. Code Kentucky has been approved for \$875,000 for the Fiscal year 2022-2023. There are 117 new participants with 39 returning. Tech Louisville staff will be absorbed into Code Louisville team due to funding by the AdvancingCities grant shutting down. Brian reminded the committee that KentuckianaWorks has applied for American Rescue Plan funds and is part of a Build Back Better proposal submitted by the University of Louisville to help to expand the programs. However, we have not heard back on these proposals yet. In the next year he is planning to explore new class options and grow with employer partners.

Update: Launchpad Data Systems – Katie Elliott

Katie Elliott proceeded with her presentation on the Launchpad System updates. KEE Suite houses all of the federally-funded WIOA programs through the state. However, other programs such as ReImage, the Youth Homelessness Demonstration Program and the Adult Technology Programs are housed in Launchpad because they cannot be housed in KEE Suite. The Launchpad System was created to have a place for these grants to live so KentuckianaWorks can report on all the good work they are doing. KentuckianaWorks bought the application for Launchpad in October 2020 and had to customize it for our programs. After eight months of work, the project went live July 1, 2021. Now we pay for licenses every year per user in order to maintain access to the system which is housed on a Salesforce platform. There are currently 29 licenses for using the system. Katie mentioned that the team put in a lot of time, but it resulted in a quality product. In order to facilitate the use of the system by service provider staff, KentuckianaWorks has provided training, created user guides, migrated historic data, and maintains a helpdesk. The following programs are included in Launchpad: ReImage, Compass Rose, YHDP, Code Louisville, Tech Louisville, Code Kentucky, and OSHN. In each program, KentuckianaWorks is able to track contacts, Program Assessments, Enrollments, Enrollment Services, Goals, Outcomes, and Follow-up. Katie concluded with plans for the future:

- Continued training to expand internal capability for problem solving
- Documentation – both on the system and user guides
- System improvements
- Meeting with system users
- Keeping an eye on what is possible

Updates: KEE Suite Data System & Monitoring Overview – Jaime Disney

Jaime Disney is the Grants Contract Monitor for KentuckianaWorks. She stated that she is also the Superuser and the State Liaison for the KEE Suite Data System. KEE Suite is the state's data system of record for WIOA and Wagner Peyser programs. Wagner-Peyser is a federally-funded baseline program providing universal labor exchange services to employers and job seekers. To date, KentuckianaWorks staff have reported 4,053 KEE Suite issues to the state help desk. In July 2021, the Department of Workforce Investment (DWI) took over the management of KEE Suite, and the Cabinet of Health and Family Service (CHFS) programs exited the system. In September 2021, DWI contracted Deloitte and began an extensive rebuild of the system which improved functionality in the system to better align with workforce services. This should allow for accurate performance reporting to the Department of Labor (DOL). Jaime stated that a total of 8 sprints (phases) of the rebuild are planned with a completion date of

9-12 months. They are currently on the 6th sprint with anticipated completion for later this summer of 2022. Jaime showed the comparison of the number of help desk tickets from this year currently at 193 and last year at 396 tickets which is a significant improvement.

Cindy gave a time update to the Committee, and due to limited time, they decided to put the Monitoring Overview on hold for a future Program Oversight Meeting. She also mentioned that Jaime, Katie, and Mary Robinson have played a critical role in supporting our data systems at KentuckianaWorks.

Staff Recommendation: Renewal of Contract with Louisville Forward for Economic Development Position – Michael Gritton

Michael stated that in the beginning in fiscal year 2015, KentuckianaWorks agreed to pay for 75% of the yearly cost of a specialist on the team at Louisville Forward. Louisville Metro Government’s economic development arm funded the other 25% of the costs. Michael explained that the position focuses primarily on providing real time support to companies looking to expand or locate in Louisville Metro. As a result, this often connected those companies directly back to KentuckianaWorks’ sources of talent, including the Kentucky Career Centers, the Spot Young Adult Opportunity Campus, the Goodwill Power of Work program, etc. KentuckianaWorks receives a quarterly report from Louisville Forward on the activities of this position. Beginning in fiscal year 2022, Louisville Forward adjusted its share of this position to 40% of the total, and KentuckianaWorks has agreed to pay for 60% of the yearly cost.

Michael concluded that based on the strong working relationship this position has enabled between the primary economic development arm for the region and KentuckianaWorks’ federally-funded workforce programs, it is recommended to renew this agreement for another fiscal year at an amount not to exceed \$60,000 annually through WIOA funding.

A motion to approve the renewal of contract with Louisville Forward was made by Caitlin Blair and seconded by Jenny Lampton. The motion was past unanimously.

Staff Recommendation: Renewal of MOU with Shelby County for Workforce Development Position – Michael Gritton

Michael explained that in 2018 KentuckianaWorks became one of the seven funders who support a Workforce Development Coordinator housed at the Associated Industries in Shelby County. This position included connecting the high schoolers of Shelby County to employers with work-and-learn opportunities, which resulted in jobs for graduating seniors and those employers. KentuckianaWorks has been able to contribute funding for this position at a modest amount of \$15,000 annually since the beginning. Michael stated that last year the Coordinator was been transferred to the Shelby County Public School System and now works alongside the Superintendent. KentuckianaWorks’ staff requests that the Board renew its agreement with the Shelby County Public Schools for another year at the same amount as last year (\$15,000) from the Workforce Innovation and Opportunity Act (WIOA).

A motion to approve renewal of the contract was made by Donnie Humphrey and seconded by Caitlin Blair. The motion passed unanimously.

Staff Recommendation: Change to KentuckianaWorks’ Local Plan Re: Working with High Schools – Michael Gritton

Michael stated that this topic was discussed at the Board level in the spring. The Workforce Innovation and Opportunity Act states that, “Workforce Boards shall lead Career Pathway Efforts in their regions.” Michael recapped from the last Board Meeting to clarify that KentuckianaWorks’ considered that challenge to include navigating those pathways for high school seniors to transition successfully to either higher education, the military, and/or the workforce. KentuckianaWorks has followed the Board’s direction and has changed the language within the WIOA Local Plan to include High School Students.

A motion to approve the change to the KentuckianaWorks' Local Plan was made by Caitlin Blair and seconded by Jenny Lampton. The motion passed unanimously.

Executive Director's Report – Michael Gritton

Michael communicated that Mayor Fischer made his budget recommendation to the Metro Council at the end of April. He stated that if the budget recommendation is approved, in the next fiscal year KentuckianaWorks will be receiving \$3.4 million, the largest amount of funding ever received from the city of Louisville. The Mayor has recommended \$600,000 for the College Access Center for the first time due to not getting the Federal Department of Education grant renewed. We will know the result by the end of June.

KentuckianaWorks' also submitted five proposals to the Metro Council for American Rescue Plan Act (ARPA) funding. So far, one was accepted to fund the Center for Employment Opportunities to help individuals who come straight out of incarceration and immediately gain work opportunities. The total funding approved is \$2.4 million over the next 3 years. In addition, KentuckianaWorks will receive additional funding for the Spot through the Office of Safe & Health Neighborhoods through their ARPA funding. Michael stated that he has been in contact with the Mayor and other officials on his team since January of 2021 on ideas and opportunities for ARPA funds to help solve current workforce issues. However, the Metro Council is still holding most of the ARPA workforce funding at this time.

Michael also shared that KentuckianaWorks will be taking a million-dollar cut of WIOA funding. WIOA funds are now down to around \$5 million.

Michael announced that 12th year of the SummerWorks program kicked off officially Tuesday, June 20 with a huge press event on Thursday, June 22.

Adjourn - Mike Hesketh

Chairman Hesketh thanked everyone for coming. With there being no further discussion, the meeting was adjourned.