

**KENTUCKIANAWORKS BOARD MEETING MINUTES  
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD  
THURSDAY, MARCH 23, 2017  
8:30 A.M.  
Greater Louisville Inc.**

**Present:**

Mark Ballard, Derek Bland, Willie Byrd, Tony Carriss, Roger Cude, Tony Georges, Dr. Ty Handy, Dr. Donna Hargens, Tami Hatfield-Kennedy, Ryan Henson, Kent Oyler, Tom Quick, Vidya Ravichandran, Mary Ellen Wiederwohl

**Greetings and Welcome – Tom Quick**

Mr. Quick welcomed everyone at 8:39 a.m.

**Review and Approve Minutes – Tom Quick**

Motion was made by Tony Carriss to approve the minutes of February 23, 2017 and seconded by Mark Ballard. Motion carried.

**Review and Approved Consent Agenda Items – Cindy Read**

The Program Oversight Committee (POC) met on March 17, 2017 at the Kentucky Youth Career Center to see the program in action and hear from participants. Ms. Read talked about the programs being operated through contractors by way of competitive bidding with one-year contracts with up to 4 renewable terms. She reviewed the memo listing the contracts up for renewal. She asked the POC for permission to renegotiate the contracts for a not to exceed amount that was approved by the committee and that is listed on the memo. Staff advised the committee and contractors in the case of WIOA funding they are anticipating a cut. Last year there was total cut of \$900,000, with \$400,000 of that impacting the WIOA Youth funding stream. We were able to diminish the impact of some of these cuts with non-recurring funds last year, but this makes the situation potentially more serious for FY18.

Ms. Read spoke about a court involved participant in the Right Turn/REImage program who was killed in a Chili's parking lot recently. Mr. Gritton is working with contractors to make sure they let KentuckianaWorks staff know when things of this nature happen. It certainly confirms that the program is working the kinds of young people whose lives we are trying to turn around in a world of violence. He also mentioned that it highlights the importance of working with staff to help them protect their own mental health when they are being exposed to such traumatic situations in the normal course of their jobs.

Motion was made by Derek Bland to approve the recommendation as presented and seconded by Mary Ellen Wiederwohl. Motion carried.

**Program Update – Cindy Read**

Ms. Read spoke about the new feature requested by the POC committee. The programs send monthly reports to staff on statistics for the program. In an effort to alleviate a stack of reports for review by the POC committee, staff now reviews the reports to select highlights and areas of concern as a snapshot of the full report.

Among those highlights and concerns, Ms. Read mentioned that Code Louisville will not have disallowed costs. Code Louisville placed more than 100 people with more than 70 companies increasing the pace of the program. Roger Cude asked if employers are making multiple hires out of the program and if one person is hired and they see they are getting a great skill set, are companies stepping up to hire more? Rider Rodriguez explained that so far Code Louisville has succeeded in placing a lot of people at small companies, but we've had very little success placing graduates at some of our largest companies with the biggest need for software professionals. Staff is working with Bruce Maples of Humana to help within his organization, and with Tony Georges of UPS, to see whether we can get the pace of hiring to increase at those large employers. But overall, employers are reporting a good experience with the graduates they are hiring.

Cindy talked about the state closing two career centers, Bullitt and Shelby Counties. ResCare Mobile Services is having good results with the work they provide. The Regional Youth Career Center is still present in Bullitt and Shelby Counties led by Renee Walters of Goodwill.

Derek Bland inquired about the Right Turn Mentoring Program. He was informed to contact Jami Garth for more information, since she is the mentor coordinator for the programs. Cindy mentioned that the two programs serve a couple hundred students annually, and that many of them have signed up to work with a mentor – but that we have not come close to meeting that demand for mentors yet. Mayor Greg Fischer has a new policy allowing staff to mentor on city time.

**Update and Discussion: Alignment Work – Superintendent Donna Hargens, Tom Quick**

Dr. Hargens shared good news that the budget request for Talent Development Academy funding was approved for less than \$3 million with no issues for 11 talent development academy schools. JCPS is trying to get a system implemented that works for some kids that will essentially work for all kids getting them ready for college. JCPS staff is excited about the partnership with the KentuckianaWorks Board team on this work.

Tom Quick thanked those on the Board that were involved. The business community had a chance to interact with the academic community. He spoke about the opportunity to interview a potential candidate for the full-time position focused on the initiative. He was impressed with the candidate and hopes she will be offered the position. High schools will be looking for linkages to employers as a teammate and all at the table today will have the opportunity play a role in these new career pathways.

Michael Gritton stated there will be other things to figure out. He talked about a structure that is set up in Nashville for a business partner to go to an organization called Pencil Foundation for approval and be matched with a school. We haven't yet figured out the analog to this structure in Louisville. We are also setting this work up as an on-going partnership, since we know the economy and other things will change over time. We have made incredible progress since going to Nashville a year ago.

Tom Quick mentioned a meeting scheduled for Monday, March 27<sup>th</sup> with Deana Karem, Kristin Wingfeld and Michael Gritton to talk about the governance structure for this on-going partnership with JCPS. He's working on things he will present at the meeting to bring back to the bigger guiding team.

Kent Oyler mentioned GLI is going to Nashville in the fall for the GLIDE trip and expects to look at their career academy work as part of that trip. If anyone wants to sign-up for that trip let him know. GLI also spent a day recently at the University of Kentucky in Lexington and is working with them to create more direct connections between their graduates and the employers in our region who are looking for talent.

**Update and Discussion: The Mayor's SummerWorks Program 2017 – Shadea Mitchell**

Shadea Mitchell provided a brief update on the program and the progress being made. She read a comment made by a parent of a youth that recently attended a job fair held. SummerWorks receives a lot of good feedback from parents, youth and those that work with the program daily. They are on par with both the numbers and metrics that they had from last year on employer and youth recruitment. They are targeting specific youth facing barriers. Outreach efforts are going toward the English as a Second Language (ESL) community, youth with disabilities, disconnected youth and organizations that are trying to get disconnected youth plugged into meaningful activities. The numbers reflected in the report are for a new contractor (YouthBuild), which is exceeding numbers with onboarding employers with a new database in place. Events in March were to make connections earlier with connecting youth to employers.

GLI brought the program new employers who were not previously involved with it and is helping expand the number of private sector job opportunities for SummerWorks participants. SummerWorks is also creating special tracks for participants with the help of Alex Rorke of Hilliard Lyons who started a Chicago Summer Scholars program many years ago that placed high achieving youth with summer job opportunities. Staff is trying to fold this effort into SummerWorks with financial firms and bankers to hire youth under 18. SummerWorks staff is engaging youth in an entrepreneurial track with a special application through a collaboration with Junior Achievement for youth looking to start their own business and engaging them in creative projects sponsored by outside firms.

**Update and Discussion: Shelby County – Tony Carriss, Michael Gritton**

Tony Carriss talked about the history and make up of Shelby County. In doing so, he highlighted areas of great progress such as in the school system and in the progress made in connecting community needs and the education system including industries. He stated the residents of Shelby County have felt that this is more of the Louisville Workforce Board than the KentuckianaWorks Workforce Development Board. Michael Gritton was asked to join Tony and Superintendent James Neihof of Shelby County Public Schools at a Shelby County meeting to talk about KentuckianaWorks and the services they provide. The superintendent had no idea KentuckianaWorks had a career calculator app that's available for all school systems in Kentucky. Shelby County determined the need for a Workforce Development Coordinator to help with employment. The Workforce Development Coordinator position is funded by the Industrial Foundation, Associated Industries, the Education Board, Fiscal Court, Cities of Simpsonville and Shelbyville. Mr. Carriss asked the Board to be in a partnership to help fund Shelby County's Workforce position.

Michael Gritton told the Board that he agreed with Mr. Carriss's contention that the KentuckianaWorks staff had not been paying enough attention to the needs of Shelby County residents and businesses. Mr. Gritton pointed out that staff had tried multiple efforts to create momentum in Shelby County, but he also agreed that more effort is needed. For example, he learned in the visit with Shelby County leaders that we have multiple staff members doing work in Shelby County whom they respect, but who they didn't know were funded by KentuckianaWorks. He pledged to keep working on these issues. Superintendent Neihof will be invited to present to a future Board meeting on the exciting career pathways work underway there. Mr. Gritton also promised the Shelby County leaders that he would ask the Board to consider funding at least a portion of the workforce coordinator position mentioned by Mr. Carriss.

Willie Byrd commented about his organization's work in the outlining counties with their headquarters in Bullitt County and an office in Shelby County with some work in Jefferson County. Through Project CASE they work in other counties as well. He talked about how well Shelby County has done the things they have done and complimented them on that work.

KentuckianaWorks staff have promised to meet with Shelby County on a quarterly basis to tighten up the partnership and discuss alignment work. Tom Quick stated he was glad the meeting took place and asked is there something proactively in places like Trimble and Henry Counties that staff can do versus waiting for the meeting in Shelby County, to go forth and say can you bring together similar leaders in these counties to have this dialogue.

#### **Executive Director's Report and Discussion – Michael Gritton**

Mr. Gritton informed the Board that the Department of Labor did not find any disallowed costs with Code Louisville. The Department of Labor now requires every person involved in Code Louisville be enrolled into the Workforce Innovation and Opportunity Act (WIOA), which we are addressing – and which adds a huge amount of administrative work to the way the program has been managed up to this point. But the good news is that they have assured us there will be no disallowed costs finding against the grant – which was a concern earlier this year.

#### Trump Administration

The Trump Administration budget outline looks like they will propose in a worst case scenario, the elimination of funding for WIOA and/or potentially cutting it substantially. The Trump Administration appears to think workforce development is important, but that it is not something the federal government should be doing – suggesting that states or local governments should be funding it instead.

Mayor Greg Fischer and other mayors in the US Conference of Mayors leadership met with Senator Mitch McConnell and other congressional leaders, and workforce development (specifically funding for WIOA) was on their advocacy list. We are currently in discussions with Congressman Brett Guthrie's staff to have him attend a Board meeting to discuss WIOA when his schedule allows. Congressman Guthrie is now chairman of the sub-committee in the House of Representatives which oversees WIOA and other workforce legislation.

#### Information for the Board

- A) Powerful people in federal government are proposing to eliminate the core funding stream that supports this work. There's a risk to ignore this. This is the moment for the Board to advocate for workforce work by contacting Congressman Guthrie, Senator McConnell, Senator Paul or Congressman Rogers of Eastern Kentucky, four of the most powerful people in Congress that need to hear from you emphasizing the vital importance of this work. Michael will work with Chairman Quick and others on how much you want staff to ask the Board to do in writing letters to Congress letting them know how important this work is.
- B) The biggest work related to workforce development coming from Governor Matt Bevin's Administration is the Medicaid Waiver and provisions in it regarding work requirements. Governor Bevin has written a Medicaid plan asking for permission to require able-bodied adults without dependents ("ABAWDs") to participate in job training, education, community service or work in order to continue drawing Medicaid benefits. They are focused on creating incentives to make it less easy for individuals to receive these benefits and do nothing. If the waiver is approved by the Federal Government, they will start making the changes in January 2018. Mr. Gritton has told Administration leaders that KentuckianaWorks would be more than willing to be a partner with them on this work, but he would like the Board's consideration and support that this is the right approach. Derek Bland asked for clarity on whether this is for people who are unemployed, underemployed or both? Mr. Gritton clarified that his understanding is that it will cover any of those able-bodied adults without dependents who are working less than 20 hours a week.

Dr. Ty Handy stated JCTC has a grant to work on a pilot for this with 22,000 recipients of SNAP (Food Stamps), 3,000 of whom fall into the same category of able-bodied adults without dependents. The state is unable to provide

the names of the people because they don't know who they are. After nine months of working with the state, JCTC received only 250 names of the 3,000 and 60 of these are college ready. The majority of the people need adult education services. The challenge will be figuring out who they are. The state is identifying the individuals by hand because they do not have a database or are not able to access it. They hope to expand the program to 22,000.

Michael stated this leads to key issues about where we go directionally and what topics to cover in the Board Retreat scheduled for June 9, 2017. The state thinks there's Medicaid money to fund staff work to be done to help people get work. Hopefully, some of the money will be for training and staff work. Governor Bevin's administration is thinking the workforce boards will be the owners of this work. Michael asked the Board to let him know if he is making a mistake in representing the Board and telling the state that the Board wants to do this work.

Tom Quick was glad Michael was present at the meeting representing the Board and other WIBs across the Commonwealth. He would rather be at the front line of discussion to understand where things are going, than to not be on the front line. He believes there's dignity in the work of KentuckianaWorks. If abled body individuals without dependents who are collecting money and the money being Medicaid, and potentially get help with services and training, the hope is to get individuals into jobs. He believes the Board can play this role. He welcomed comments or support from the Board.

Mary Ellen felt it was right for Michael to be in the conversation. She would be concerned with what funding is available versus what mandates may come. It is Medicaid funding that you're actually seeking and the way Congress is debating this with Congressman Guthrie's leadership position on this may come down as block grants which would give the state flexibility on how they would like to spend the money. There are a lot of questions now about how this will all happen. She would hate to see him be there and receive an un-funded mandate on training all of these people.

Dr. Handy stated the SNAP group is probably the same group and that we ought to partner on this work, especially since the majority of these students are probably going to need KentuckianaWorks' engagement in adult education.

Roger Cude stated if they are eligible for Medicaid they are likely eligible for other programs. In trying to help them understand where they are in life and figuring out how to help them from a learning standpoint that's where we need to be as long as there is some support to get there. He would like to know how much flexibility some of the grants will have if they come down from the state as a Medicaid standpoint. It is unknown for sure that those grants will have flexibility to be partially allocated for job training as opposed to care delivery and care management.

Michael agreed with Chairman Quick that it's right to be at the table. He's been clear with them that the WIOA funding and the number of people in the career centers is small. There is no way to take another wave of people without extra money to be able to provide for them. He talked about the vision statement of the Board about improving the community one person at a time through the dignity of work. Every employer at the table is hiring people with good entry level jobs with a lot of sectors that lead to career opportunities.

He talked about the state moving to a model that Texas uses, where any funding stream that is about helping people get jobs is run through the local/regional workforce boards. In Texas, the Food Stamp Employment and Training program that Dr. Handy spoke about goes through the workforce boards. All boards in Texas get TANF money to help people get off welfare. There is only one in Kentucky and that's this Board. The other boards in Kentucky do not get this. KentuckianaWorks connected Secretary Heiner to the people in Fort Worth, Texas regarding their model and connected Chief of Staff, Andy Hightower to the people in Houston. Since then, they felt this is the way to empower the workforce boards to be over all of the funding streams that are trying to help support people to get work. This will be an agenda item to talk about at the June Retreat. We may invite Secretary Heiner and Commissioner Kuhn to participate, so the Board is in the loop with the state in their way of thinking.

**Discussion and Dialogue: Identifying Key Issues for the Board Strategic Retreat in June** – *Michael Gritton, Tom Quick*  
Mr. Gritton asked the Board if there are potential topics they have in mind as staff begins to plan the retreat agenda. At last year's retreat, the alignment topic came up that will probably be revisited this year.

Topics to be considered:

Mark Ballard suggested the Board start where they left off with the 2016 Strategic Plan with actions and metrics associated with that on accomplishments and if we are in alignment with that going forward or do we need forced correction on that. Have discussion on other counties.

Mary Ellen Wiederwohl stated things depend on what happens with the federal budget. If KentuckianaWorks takes a 20-50% cut in funding the Board will have to have serious conversations with the Chief Local Elected Official Board about how all of this will get funded.

Derek Bland stated if we don't talk about anything but these three things, we will have plenty to talk about, and he cautioned against trying to cover too many things. He'd rather focus on a few things and really come out of the retreat with a strong strategy on how to address them.

Kent Oyler stated there should be discussion around providing information about the types of jobs, education and skill sets of the future.

**Adjourned**

**Staff:**

Michael Gritton  
Elizabeth Davis  
LaShala Goodwin  
Almeta Huddleston  
Brian Luerman  
Phil Miller  
Shadea Mitchell  
Rob Moore  
Laura Paulen  
Cindy Read  
Rider Rodriguez  
Mary Rosenthal

**Observers:**

Marsha Berry  
Anne Leigh McAllister  
Carolyn Tandy  
Jennifer Welch  
Angela Wells-Vereb