

KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, June 27, 2019
8:30 A.M.
Greater Louisville, Inc.

Board Members Present: Tony Georges-*Chair*, Christy Ralston (proxy for Jackie Beard), Willie Byrd, Rebel Baker Chreste, Steve Cunanan, Tami Hatfield-Kennedy, Michael Hesketh, Kent Oyler, Tom Quick, John Snider, Lisa Thompson (proxy for Sadiqa Reynolds), Jonathan Westbrook

Greetings, Welcome, and Announcement – *Tony Georges*

Tony Georges welcomed everyone shortly after 8:30 A.M. The meeting started a few minutes late due to waiting for enough members to arrive to have a quorum.

Two current members are rolling off the board: Vidya Ravichandran is stepping off after her initial three-year term, and Derek Bland is termed-out after three separate three-year terms. Efforts are currently being made to find replacements for them.

Recognition of Special Guests – *Michael Gritton*

Michael welcomed Joyce Griffith, who has been running JCPS Adult Education for many years. She is retiring at the end of the month. JCPS Adult Ed has run the Youth Career Center since it was created in 2003-04. They ran the SummerWorks contract for years, and they currently run the Reimage program. Everyone wished her well in her retirement.

Alignment Update and Discussion: JCPS – *Kristin Wingfeld*

Kristin is the coordinator of school-business partnerships at JCPS. She works closely with Christy Rogers, KentuckianaWorks, and GLI. JCPS is wrapping up the second year of Academies of Louisville, an expansion of career pathways. She presented a draft form and noted that since it's a draft, the numbers will change (for the better, it is assumed). The form highlighted industry certifications earned by students. Transition readiness (the new term for college-ready or career-ready) is a key component of the initiative. Most of the schools have improved their numbers; Moore and Valley have jumped more than 20% in their transition readiness, for two examples. College-ready is defined as getting a 19 on the ACT, though there is also a new measure (implemented by the Kentucky Department of Education within the last few weeks of the school year) called "Coyote" that is also being considered. For the district as a whole, the transition readiness rate is right around 50%. Michael pointed out that it is difficult for a school district as large as JCPS when the state changes the standards in the middle of the school year. For the data, schools were split between those which are part of Academy of Louisville schools and those which are not. The final page focused on ways JCPS is continuing to expand the opportunities for career pathways, such as new business pathways. Michael will circle back to the school superintendents in the surrounding counties (Oldham, Shelby, etc.) to determine their transition readiness rates, as mentioned in the strategic plan, in order to create more of a scorecard on an annual basis to determine where things are going well and where they are not.

Kristin said they are tracking metrics on things like attendance, suspension, sense of belonging, etc. that impact student achievement. Michael mentioned appreciation of transparency, even when the numbers are lower than ideal. For example, he was not surprised to see Iroquois on the low side since a lot of students are refugees/immigrants who have some catching up to do, but he was surprised to see schools like Western or Doss ranking so low. There is reason to believe the numbers will jump as more students matriculate through the complete three-year program.

Review and Vote on Minutes of May 23, 2019 Board Meeting – Michael Gritton

Tony Georges called for a vote on the minutes. Kent Oyler made a motion, seconded by Willie Byrd. The motion passed.

Review and Vote on Strategic Plan – Dr. Katie Bolter

KentuckianaWorks is required to update the strategic plan every two years. Following guidance from the Board retreat at the end of May, we are adding to three primary areas:

- Alignment, in terms of both geography (bringing in more of the regional counties and southern Indiana) and extending private partnerships (i.e., more secondary institutions)
- Creating a sustainable business model in the face of rapidly-declining federal funding
- Outreach (increasing knowledge and awareness of KentuckianaWorks programs to both new and existing clients)

Michael Hesketh expressed concerns that people in the regional counties may see the document as focused on Louisville at the expense of the rest of the region. Rebel Baker Chreste echoed the idea that it is important to report on the other counties outside of JCPS, given the gainful employment some of the students from those regions are obtaining. She then shifted the conversation discussing data collection and analysis. Michael asked if there was language she would suggest as an addendum; she said the focus should be on using tracking tools that allow for the aggregation of data, though she was cognizant of the privacy concerns that come with it. Tony Georges emphasized the “heavy lift” for employers that would be required for data sharing, and Christy mentioned FERPA law (education) and EEO law (employers) as potential barriers, as well.

Michael Gritton discussed state and federal funding after Steve Cunanan mentioned resource gaps. Michael pointed out that federal funding has consistently been shrinking, and there is no reason to believe that trend is going to change. At the state level, though, some states are starting to invest in workforce development with state dollars. Michael is trying to advocate for increased state-level funding from Frankfort, and may ask Board Members to do likewise in the future. Data tracking costs both time and money, so there is a need to research more specifics, though KentuckianaWorks staff are happy to do so.

Tony Georges called for a vote. Motion made by Mr. Snider, seconded by Mr. Cunanan. Motion passed.

Review and Vote on Local Plan – Michael Gritton

Michael encouraged everyone to look at their provided copy of the WIOA local plan, which is required by the U.S. Congress. The local plans are used by the states to come up with state plans. The U.S. Department of Labor then reads these state plans to see how work is being done across the country. From the vantage point of KentuckianaWorks, it is imperative to make sure the spending and priorities mentioned in the local and strategic plans align, in case any state or federal monitors/auditors point to any sort of a discrepancy. The state requires the local plan to be submitted by the end of June, though it can be amended in September with metrics from the strategic plan. Tom Quick asked if states ever give feedback for the local plans. Michael said they have not, though it is always possible. Tom asked if we ever see local plans from other locales. Michael said we do not, but since they are a matter of public record, we could if interested. Christy was especially curious about peer cities of similar size and using those as a possible benchmark for KentuckianaWorks. Michael said that is absolutely the kind of work we could do, and the staff will review some of these things over the summer.

Tony Georges called for a vote. John Snider made the motion, seconded by Tom Quick. The vote passed.

Discussion of Self-Sufficiency Policy – Sarah Ehresmann

WIOA charges local workforce development boards with assisting individuals in reaching self-sufficiency (housing, transportation, healthcare, childcare, etc. without government assistance), though it is very vague on specifics. The KentuckianaWorks self-sufficiency policy hasn't been updated since 2011.

Sarah was shocked to hear the currently-defined self-sufficiency wage for KentuckianaWorks was \$10/hour, which is not supported by research from the MIT Living Wage, the Economic Policy Institute's Family Budget Calculator, and other indicators. WIOA clearly states funds are for those that are not reaching self-sufficiency, so it is important to determine the correct level.

Michael said ultimately this is a Board call, so it is important to get feedback from them on this issue. There was a discussion what could be expected for trained healthcare workers, for example. Michael then clarified ways that KentuckianaWorks funds training in the healthcare sector. Christy circled back to talking about the importance of setting the minimum threshold in order to move up to a sustained wage. Tony was cautious about placing the self-sufficiency levels as too high, since we wouldn't want to train workers who ended up not achieving self-sufficiency. Sarah pointed out that we want to place people in jobs with career pathways and ladders where they can move up from entry-level wages. She also mentioned the limited resources we have to offer, which requires value judgments.

Michael also mentioned the constraints from funding. Some exceptions exist, such as CodeLouisville being covered by the Louisville Metro Government and KentuckianaBuilds getting half their funding from the state. Yet for healthcare training, we still depend on increasingly-small federal funding dollars. The issue is figuring out who to fund training for with those limited dollars. Tom Quick said we have to make a change from the 2011 numbers, because the market has changed so much since then. Michael agreed. Tom pointed out the employer perspective, worrying that if they paid employees too much, their business model could not be sustained. Michael pointed out that Katie and Sarah were proposing a methodology that tied it to a percentage rather than a flat number, so the specific number would not have to be changed every year. Tom Quick expressed hesitations due to moving faster than federal minimum wage increases. Steve asked which metric was better for employers. Sarah discussed linking it to training policy and adjustments that would have to be made there, since we want to cover more people for training. Jonathan Westbrook was curious about what sort of timeline we had to make this determination. Michael said we could technically table it until August, we would just still be using the old policy.

Kent Oyler wondered why limit ourselves to a certain minimum level since we are tasked with providing what employers need. If they need doctors making \$100/hour or data analysts making \$50/hour, why not train them? Sarah responded by saying that one of the WIOA priorities is focusing on priority populations that have deficiencies and/or barriers. Michael echoed this, saying "there are more and more strings from the federal government and the state requiring us to spend training money on people that meet a priority definition." Michael acknowledged this is one of the tensions that we deal with all the time.

After a lengthy discussion, the board was unable to reach consensus on changing the existing self-sufficiency policy specifics. There will be further discussion of it in the August meeting.

IT Training Update – Michael Gritton

Michael clarified that when the board approved a \$200,000 allocation, it was originally stated as being for Code Louisville. However, since the board cannot show favoritism, that funding can go to train other technology initiatives than just Code Louisville with JCTC, since WIOA requires a "customer-choice" model of skills/education training. Code Louisville costs about \$1,200/semester, or \$2,500/year. Students could potentially spend more elsewhere, but they have that choice to do so.

Tony Georges called for a vote. A motion and seconds were made, and the vote which passed.

The meeting adjourned at 10:01 A.M.

Staff:

Michael Gritton
Cindy Read
Sarah Ehresmann
Dr. Kathleen Bolter
Jennifer Novak
Patrick Garvey
Mary Rosenthal
Huston Monarch
Brian Luerman
Regan Wann
Angella Wilson
Stacy Roderick

Guests:

Joyce Griffith, JCPS
Kristin Wingfeld, JCPS

Observers:

Ryan Troutman, ResCare
Christy Ralston, Norton
Rena Sharpe, Goodwill
Jennifer Welch, KYCC/JCPS
Melinda Breslin, ResCare
Abby Piper, JCPS
Jessie Schook, GLI
Josh McKee, Louisville Forward
Marsha Berry, Goodwill