

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, August 23, 2018
8:30 A.M.
Greater Louisville Inc.**

Members Present: Tony Georges—*Chair*, David Bizianes, Derek Bland, Rebel Chreste-Baker, Roger Cude, Steve Cunanan, Phil Donahue proxy for Willie Byrd, Dr. Ty Handy, Tami Hatfield, Ryan Henson, Deana Kareem proxy for Kent Oyler, Kent Oyler, Dr. Marty Pollio, Tom Quick, Sadiqa Reynolds, Jonathan Westbrook

Call-in: Mary Ellen Wiederwohl

Greetings and Welcome – Tony Georges
Mr. Georges welcomed everyone @ 8:35 a.m.

Recognition of Special Guests – Michael Gritton
Mr. Gritton welcomed Douglas Beard and Darlene Bussell at the state level.

Review and Approve Minutes – Tony Georges
Motion was by Tom Quick to approve the minutes of June 28, 2018, and seconded by Roger Cude. Motion carried.

Alignment Update and Discussion – Dr. Marty Pollio

Dr. Pollio introduced Abby Piper of Government Community Relations with JCPS. Internally, JCPS has more enthusiasm and positive energy of what's going on around in the district, and working together with galvanized feelings. Everything is fitting together on what they are doing in their focus to improve. JCPS has moved away from having the Central Office telling everyone what to do. Each school has their own vision and mission, showing evidence of what each school is doing.

JCPS is now about pillars in things that's most important to them allowing each school to shape it in their own way. The big pillars are: backpack of success skills, pathways for kids, engagement, virtual backpack of skills, academic skills as persistent and prepared learners, collaborators, communicators, innovators, and a globally and culturally competent citizen. JCPS developed an online virtual backpack for each student in the district while partnering with Google.edu. At each student's transition from 5th, 8th and 12th grades, they will standup and do a defense of their readiness for the next transition. In May, JCPS they will have 21,000 students standup and give a presentation as a defense of their readiness based on their backpack of skills in front of an authentic audience. JCPS will ask of those present today if they will be serve on panels at the schools. The biggest purpose is to make sure the kids are ready and change the type of instruction for every student in school which is the basis of it.

The Academies of Louisville fit into the work of backpack of skills. Every JCPS school will have evidence of backpack of learning. Every high school in the Academies of Louisville will authentically build this in their schools. JCPS completed their first year in the Academies of Louisville with the participation of 11 high schools. Next year three more high schools will participate in the initiative. The Academies of Louisville structure impacts every student in the schools with a focus on depth.

Racial equity is a big pillar they are working on by ensuring every student in the community has access to great programs, teachers and instruction. JCPS is holding themselves accountable in doing this. They are committed to making sure every student has access to high level programs, certifications, job opportunities, and college access. This aligns with the Academies of Louisville and the work of KentuckianaWorks. JCPS is in a "go now" position in making improvements.

Derek Bland asked what is the one thing they now need from the business community? With the Academies of Louisville they need true partners which can include different levels of partnerships. This can happen by taking students on tours of businesses, job shadowing, senior student's participation in apprenticeships and coops.

Kent Oyler asked about soft skills and internships. JCPS refers to soft skills as success skills which are the things in the backpack for success. They want to develop these skills in the students by making sure they have opportunities to learn and practice the skills on a regular basis (i.e., communication, collaboration, innovation). Teachers are to provide externships for students in the real world by valuing academic standards and soft skills.

Michael Gritton stated this is where SummerWorks connects with this. The more academy partners signing up with individual schools and they hire students to work for their company giving them summer learning employability and work environment skills that can be demonstrated in their backpack on summer job experiences with evidence of a paystub. The backpack, Academies of Louisville and SummerWorks all fit together.

Sadiqa Reynolds stated the critical skills mentioned by Kent Oyler is on the onus of the employers and not the teachers. The employers have the role of helping with critical skills and to transfer what received from the schools into employment. This is a real base for a partnership and continue to push for KentuckianaWorks.

Steve Cunanan is impressed with the Academies of Louisville on the commitment, support and the passion from staff. This gets translated into great dialogue with businesses to say "this is what we need and what can we provide" as the whole dynamic of give and take plays out. It is important to get business leaders in the classrooms as part of the curriculum.

Rebel Chreste Baker asked what support is the board giving the school system and is there any opportunity to network with the superintendents in the counties outside of the region. We're doing wonderful work with Summerworks and the Backpack of Skills in Jefferson County. What are we doing to support the school systems in other counties in the region? Michael Gritton talked about the work with other counties such as Superintendent James Neihof of Shelby County where he presented at the Board meeting held there. Michael is scheduled to go visit the new superintendent in Bullitt County in a few weeks. The labor market information that has been produced along with the Career Calculator was rolled out through all the other six counties. There's a group of them called the OVEC (Ohio Valley Educational Cooperative) where these six county superintendents meet regularly. KentuckianaWorks is in connection with them and next year we need to do more work to make sure this same philosophy and thinking is happening everywhere.

Review and Approve Consent Agenda Items – Cindy Read

Cindy had one item up for review was to approve the certification of the Kentucky Career Center located at 6th and Cedar as the comprehensive center in the KentuckianaWorks region. The center was last certified three years ago. In talking about the WIOA requirement for a comprehensive center certification she recognized Keni Brown, the One-Stop Operator as she organized and led an internal team through an application process on employer services, job seeker services, center management that included subcategories. Recruited an external review team of Helga Gilbert, Bob Tiell and Gloria Fuqua that recommended recertification of the Kentucky Career Center as a comprehensive center.

Motion was made by Sadiqa Reynolds to approve the recertification of the Kentucky Career Center as the comprehensive center, and seconded by Steve Cunanan. Motion carried.

Connecting the Board's Strategic Work to Real People – Michael Gritton

In connecting the Board to actual individuals being served by programs two short videos were made available:

- Code Louisville Video of participants in the program as well as business partners. Code Louisville is a jumping off point for students with valuable knowledge. The program has changed the lives of individuals.

- SummerWorks Video of students in the program sharing information about their summer job experience. Many of the students worked at Kentucky Kingdom. The program had an all-time record of 6,200 students this year.

Special Thanks and Recognition – Tony Georges, Michael Gritton

Michael talked about losing two people:

- Eric Burnette did national level cutting edge work on labor market intelligence and the career calculator. He will be working for Mary Ellen Wiederwohl as a Senior Policy Advisor.
- Almeta Abernathy has been fantastic for Michael, the Board, and staff. She will be working for Chief Vincent James of Community Building and Deputy Chief of Staff Katie Dailinger as Special Assistant.

Quick Review of Highlight for FY18 – Year in Review – Michael Gritton

KentuckianaWorks Annual Report was included in the packet. The Annual Report shows the progress made this past year highlighting the 61 million dollar payroll in one year which is 11 million more than a year ago. Every photo in the book is a real person helped. Cindy Read and Laura Paulen run the ReImage program that won a grant in the amount of \$1.2 million. More money was raised privately for SummerWorks than received from the city. Over time staff is hoping to get the city to match the dollars. Louisville Urban League, KentuckianaWorks College Access Center and Degrees Work programs are all doing good work.

Review and Approve Updated Strategic Plan – Tony George, Michael Gritton

Staff would like the Board to approve the Strategic Plan of 2017. The 2017 Strategic Plan confirmed many things the Board agreed to in early 2016. It was not memorialized to make it easy for new Board members and staff, to understand what the Strategic Plan was. Michael reviewed the theme of the Strategic Plan to focus on alignment with a sector focus on everything.

Tom Quick stated with the Medicaid piece coming is there anything that needs to be looked at in changing the Strategic Plan knowing how important Medicaid is going to be. Does it alter or do we have a place where it fits in? Michael referenced page 2 where mentioned to seek new resources to serve the mission and vision in the spirit of the organization which is part of the reason Medicaid was presented. New resources are coming from Medicaid that fit the mission and vision, and we wanted to make sure the Board agreed.

Sadiqa Reynolds commented about Dr. Pollio's comments on racial equity and that some of their programs had not reflected the demographic of the community. To support the work of JCPS we may want to look at on page 2 of the Strategic Plan, where it states ensuring quality services, we owe it to JCPS to align with them on that from a workforce standpoint as he cannot do this alone. If we could add that language wherever thought to be appropriate is the only change she suggested.

Tom Quick stated to Sadiqa's point beyond the academies and JCPS but as we think about all the programs that KentuckianaWorks does through a lens of equity and fairness as an inclusion we need to make sure we are using that lens with everything we do. He is in agreement with the JCPS thing completely. Sadiqa thinks KentuckianaWorks and the Board should push employers to keep this at the forefront. The language is imperative. Michael stated this can be treated as a friendly amendment to be added in **bold**.

Deana Karem suggested putting a timeline on it (i.e., 2017–2019). Otherwise it will be confusing for the history books. She also commented on the work we are doing regionally such as WorkOne which could be added later. It's important work on workforce that's not limited by boundaries. The work in Southern Indiana is important work. This work should be included as well.

Motion was made by Jonathan Westbrook to approve the Strategic Plan with the two amendments of equity and timeframe applied, and seconded by Sadiqa Reynolds. Motion carried.

Discussion and Decision Needed: Potential Push Into Teen Tech Suite – Rider Rodriguez

Rider talked the new initiative called Digitally Louisville. The initiative is proposing to lead a community-wide effort to provide our citizens with the skills needed to survive and thrive in the 21st century. The key question is how should we prioritize growing with this? How should timing be prioritized? We are proposing to work with and through our community partners to provide digital skills in technology. In framing the discussion, Michael asked the Board for their advice about whether this is too much for us to do. Michael referenced the comments of Mayor Greg Fischer at the May Board meeting regarding his concern about innovation and the economy of the future as he challenged everyone to think about ways to affect that. There’s a lot of talk about teenagers not knowing anything about technology and how can they get involved with Code Louisville. Should we try to lead an effort like this on top of other things being done?

Rider talked about the presentation steps 1-2-3:

- Step 1 – Google grant
- Step 2 – Build the team
- Step 3 – Build the community

Should we go this far? If we do should we go ahead and raise the money? Have a small team of partners in the community to convene to put this together with some guidance and support with Google. Michael said there are a couple of ideas on how to raise the money. Staff would like to have someone to raise money and coordinate a lot of nonprofits serving people creating a bigger impact on people learning digital skills. This would be an extension.

Tom Quick asked if there is a chance to think about firewalling this in the schools and surrounding counties. There’s movement into that direction. We do want this in the schools but this would be an afterschool program in the neighborhoods. Staff can talk to Kristin Wingfeld and Christy Rogers in getting a digitally literal class embedded in the next school year with Google as the vendor for the backpack of skills.

Steve Cunanan thinks we need to proceed cautiously as we think about our role in it to lead to employment. Set the program up for success and not drain resources and staff. What is our role and how do the partners come together to give to the program?

Sadiqa Reynolds stated there’s some overlap with partners. Collaboration should be forced. She would like to see partners convene first to assess what exactly is going on. Think about a real convening and a map of what’s happening in the community. Does it make sense to have runoffs? We should really align and make sure we are coordinated to have the greatest impact. She would like to have a convening and then more of a road map for us to make informed decisions and put some pressure on those outside of here to work with us better.

Staff will take the advice. This will be put on the Academies of Louisville agenda on how might be invent this in the school system. The real work on this is to be a catalyst to people. Tabling this for now for a later discussion. Don’t forget the counties on this and make sure everyone is on the same page. If a county-by-county convening is done, she would like to know what do people think they need and fill it accordingly? Rider is targeting the 2nd or 3rd week of September. Google will be the direct support.

Executive Director’s Report – Michael Gritton

In bringing everyone up to speed on Medicaid our colleagues at the state level are optimistic that it will be reapproved soon in October or November. When this happens the state will expect us to be ready 60–90 days after approval. February 1st would be the earliest we would begin serving customers. Staff will sign the contract with Goodwill and staff up.
Meeting adjourned.

Staff:
Michael Gritton
Almeta Abernathy

Guests:
Doug Beard
Eric Burnette

Observers:
Keni Brown
Darlene Bussell

Brian Luerman
Elizabeth Davis
Sarah Ehresman
Patrick Garvey
LaShala Goodwin
Chris Locke
Joi McAtee
Phil Miller
Rob Moore
Regina Phillips
Cindy Read
Rider Rodriguez
Mary Rosenthal
Aleece Smith

Abby Piper

Rena Sharpe
Ryan Troutman