

**KENTUCKIANAWORKS BOARD MEETING AGENDA
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD**

Thursday, May 27, 2021

8:30 A.M. – 10:00 A.M.

Zoom virtual meeting

Members Present: Jennifer Carman, Jenny Lampton, Jonathan Westbrook, Kristin Wingfeld (proxy for Dr. Marty Pollio), Michael Hesketh, Rebecca Fleischaker, Sadiqa Reynolds, Sarah Davasher-Wisdom, Tom Quick, Tony Georges, Dr. Ty Handy, Ty Richardson, Vincent James, Willie Byrd

Welcome and Greeting – Tony Georges

Chairman Georges encouraged Board Members to unmute themselves, speak up, and stay engaged. He also anticipated an in-person gathering for the next Board meeting in June.

Welcome New Board Member: Ty Richardson – Tony Georges

Mr. Richardson expressed his excitement about joining the Board. He is an Indiana native who moved to Louisville about two years ago for his job with Humana. He has a background in HR (at USAA, Bank of America, GE, and Dell) and is now responsible for “all things talent” with Humana, including workforce development initiatives.

Vote Needed: Review and Approve Minutes of April, 2021 Board Meeting – Tony Georges

A motion to accept the minutes as written was made by Ms. Fleischaker and seconded by Ms. Davasher-Wisdom. It passed with no opposition.

Vote Needed: Review and Approve Consent Agenda – Cindy Read

Ms. Read explained the Program Oversight Committee met on May 21. She summarized two items from that meeting:

- 1) An exception to the training policy that limits individual training accounts to \$4,100/year and \$18/hour or below. The exception was for the new Lineman Program that targets underrepresented workers. The program is run with JCTC and costs \$8,200/participant.
- 2) A current case management / data system is expiring, and KentuckianaWorks has been working for the past nine months or so on a new Salesforce-based system called Launchpad. KentuckianaWorks aims to issue an RFP for a Salesforce admin contract that would be funded by the budgets of the programs involved with that data system.

A motion to approve the consent agenda as recommended by Ms. Read was made by Ms. Fleischaker and seconded by Mr. Quick. It passed with no opposition.

Vote Needed: Review and Approve Bi-State Regional Plan – Michael Gritton

Mr. Gritton provided a background on the bi-state plan. Congress gives money to states through WIOA; the states give money to workforce boards like KentuckianaWorks. States have to submit plans to the federal government, and regions have to submit plans to the state. The 2014 WIOA law encouraged regional planning across state lines. Staff from Southern Indiana Works and KentuckianaWorks have been working on such a plan, which was submitted for review to each respective state earlier this year. This will be one of the first, if not the first, bi-state plan

approved by the U.S. Department of Labor (DOL). It includes the strategic priorities that were approved by the Board. The Board approving this plan would be a next step in the process.

Mr. Quick asked if any additional funding opportunities were anticipated as a result of this bi-state plan; Mr. Gritton answered positively, saying KentuckianaWorks had already pursued and won grants with the bi-state footprint. He felt this would position us really well to compete for DOL grants in the future. Ms. Reynolds asked if KentuckianaWorks could convene the Republican and Democratic bi-state officials to highlight what Kentucky and Indiana have done; Mr. Gritton said that was a great suggestion and he was eager to get them and/or their key staff members to attend a meeting. Ms. Reynolds then asked about if there was anything that had an emphasis on inclusion; Mr. Gritton confirmed yes, the plan was written with equity in mind and included the strategic priorities. Mr. Hesketh asked about timing and when it was due; Mr. Gritton expected feedback by late summer or early fall, based on the DOL's timeline. He added that one nice thing was how two DOL representatives (one from Atlanta for KentuckianaWorks, one from Chicago for Southern Indiana Works) came to the original signing ceremony. Ms. Fleischaker asked how KentuckianaWorks already works with Southern Indiana Works on a regular basis; Mr. Gritton referenced Code Louisville, a bi-state leadership group that met recently, and some non-federal grant applications. There was a lot of symmetry on both sides.

A motion to approve the bi-state regional plan was made by Mr. Westbrook and seconded by Ms. Reynolds. It passed with none opposed.

Vote Needed: POC Recommendation for Contractor for Kentuckiana Builds Construction Training Program – *Cindy Read and Mike Hesketh*

KentuckianaWorks received two proposals for the construction trades pipeline program RFP, one from the Louisville Urban League and one from the SoCal Pre-Apprenticeship Program. The six-to-seven week program is funded partly by KentuckianaWorks and partly by discretionary federal workforce dollars from the state Education and Workforce Cabinet. After reviewing the proposals and interviewing the proposers, the committee (Mr. Hesketh and Ms. Valorie Hughes) voted to keep the Urban League as the contractor; the Urban League received 100/110 points, SoCal received 68.7/100 points. The recommendation was to enter into negotiations with the Urban League for a contract not to exceed \$380,000/year from July 1, 2021-June 30, 2022, followed by four one-year renewable terms.

Mr. Hesketh said Louisville was very fortunate to have the Urban League running the Kentuckiana Builds program, and he hoped to see it expand into the other counties. Mr. Quick mentioned a meeting he had yesterday with the Building Talent Foundation (a nationwide foundation of the country's twenty largest homebuilders) where he praised the partnership of KentuckianaWorks and the Urban League on this program. Per Mr. Gritton's request, Ms. Thompson provided some highlights of the program. Over 360 folks have graduated from the program since its inception, and the metrics around minority and female placement are always well above the goals. Entering into the construction sector with credentials makes graduates competitive from day one and provides the beginning of a career trajectory. Wraparound services and barrier removal is a crucial component of the program. Thanks to a partnership with JCTC, graduates who want to pursue an associate's degree earn 12-credit hours for their participation, which is a unique incentive. Two innovations have resulted from the partnership with

KentuckianaWorks: tech barrier removal and tech skills development. Ms. Thompson also praised the WIOA incentive launch plan. Mr. Westbrook explained how the KentuckianaBuilds graduates his company has brought on have proven to be great employees. He was especially grateful for how the program increases diversity in the construction sector. Ms. Reynolds expressed her appreciation for Urban League employees Lisa Thompson and Betty Fox, who run the program. She was proud of the built-in critical skills that come with the program, which works to ensure folks can stretch their pay and hopefully overcome barriers. The kind of work that her team and the KentuckianaWorks team are doing together saves lives.

A motion to approve the POC recommendation was made by Mr. Westbrook and seconded by Mr. Byrd and Mr. James. It passed without opposition. Ms. Reynolds abstained from the vote.

Vote Needed: POC Recommendation for Contractor for Disconnected and Reentry Youth Career Services – *Cindy Read and Mike Hesketh*

This youth career services contract has been held by Jefferson County Public Schools Adult & Continuing Education since 2005, so they have been a key partner a very long time. Three organizations submitted proposals: JCPS Adult & Continuing Education; Goodwill Industries of Kentucky; and Father Maloney’s Boys & Girls Haven. The selection committee (Mr. Hesketh, Ms. Lampton, and Ms. Patricia Williams) read the in-depth proposals and interviewed all the proposers. In the end, Goodwill came out ahead on both the Option A and Option B components. Highlights included their mental health partnership with Maryhurst, their partnerships with YMCA and YMCA Safe Place, and bringing on some of their existing programs (e.g., soft skills academy). In a subsequent discussion, the committee confirmed they thought the contract should go to Goodwill. Therefore, the POC recommendation was to enter into contract negotiations with Goodwill Industries of Kentucky to serve as the Jefferson County provider for youth career services (through two contracts) from July 1, 2021-June 30, 2022, followed by four renewable one-year terms through June 30, 2026. The budget for the disconnected/homeless youth contract was not to exceed \$730,000, and the budget for the contract for youth involved with criminal justice was not to exceed \$555,000 (each contract including a mental health component).

Mr. Hesketh called this a very challenging decision after a rigorous process, clarifying the committee does not select, they just score. He praised JCPS for a great job and stated Goodwill’s proposal was also strong. The committee was comfortable supporting this tough conclusion since Goodwill brought so much to the table; for example, wraparound services are already built into what they do. Mr. Gritton added a couple of other details, namely Goodwill already provides WIOA youth services in the regional counties; this work will not be a new concept for them. He acknowledged Ms. Janicki, Ms. Suazo, Ms. Welch, and the whole JCPS team for the great work they have done over the years. This issue was a racial equity issue, and most of the youth served are young Black men disproportionately charged and convicted. Mr. Gritton acknowledged the fierce competition was why Congress wants workforce boards to bid contracts out. He was cognizant of Chief James and the City’s work, and would continue to connect with what they are doing with young adults struggling to transition to adulthood. Mr. Gritton and Ms. Reynolds both expressed how much they looked forward to working with Goodwill. Ms. Read again thanked JCPS for their years of amazing work with young people in the community, citing how over 5,000 young people have been served since 2009, with almost 1,000 GEDs and almost 2,000 jobs.

A motion to accept the recommendation was made by Ms. Fleischaker and seconded by Ms. Davasher-Wisdom. The motion passed without objection. Ms. Wingfeld abstained from the vote.

Vote Needed: Certification of the NIA Center Career Center at 29th & Broadway as the “Comprehensive” Center under the Workforce Innovation & Opportunity Act (“WIOA”)

– *Cindy Read*

The Board is charged with having a comprehensive career center for the region, which comes with a certification process. Factors such as decreased federal funding and a commitment to racial equity led to a decision to move the comprehensive center from 6th & Cedar to the NIA Center. Overall, there was a lot of excitement about the move and partners were on board: OVR, TANF, SNAP, and youth programs (re-entry + WIOA) will all be there. The communications staff was ready for rebranding. The certification will last for three years, through June 30, 2024. The recommendation was approval of certification of NIA Center as the comprehensive center.

Mr. Gritton said if racial equity was a top Board priority, the staff recommendation for moving the region’s biggest career center to 29th & Broadway was important. When Jerry Abramson was Mayor and Bill Clinton was president, there was a movement to create “empowerment zones,” and the NIA center originated with this in the 1990s. Mr. Gritton called NIA a great vision, location, and building that just needed some work. It may turn out a better West End site is found in the next couple of years, but this was a start of showing intent to lean into West Louisville.

A motion to accept the recommendation was made by Mr. Quick and seconded by Ms. Reynolds. It passed without opposition. Mr. Georges encouraged the Board to visit the NIA Center soon.

Executive Director’s Report and Strategic Priorities Update – Michael Gritton

Mr. Gritton began with some big news: Christy Rogers was retiring from JCPS at the end of June. Other than Dr. Pollio, he doubted there was anyone who has done more on building in racial equity at the JCPS Board level and Academies than her. With Mr. Quick also retiring, the Academies are losing a lot of key pieces, and it is a priority to keep the Academies strong.

Mr. Gritton stated how even with all the programmatic stuff described today, SummerWorks was not mentioned yet. He and Mr. Locke have been giving weekly updates to the Mayor, who is very passionate about the program. YouthBuild was frantically scrambling to get kids through the soft skills program. JCPS has been an integral partner in that work. This is also part of the Board’s racial equity work, as a majority of SummerWorks participants each summer are Black kids.

Mr. Gritton then had several highlights to point out regarding the Strategic Priorities document:

- He recently met with Carrie Butler, the new TARC Director. He believed she will be a great partner on a huge challenge: transportation problems. Buses do not always go where and when workers need them to go. If KentuckianaWorks can get some ARP money from the city, Mr. Gritton was hoping to then take some transportation proposals back to Ms. Butler, and he envisioned inviting her to a Board meeting in the next few months.
- He told Board Members if they were talking to Governor Beshear, Lieutenant Governor Coleman, Mary Pat Regan, or anyone else with influence, he wanted Members to know

state officials were being tremendous partners with their recent funding for Code Louisville, KentuckianaBuilds, and lineman training.

- He praised Ms. Read for her programmatic work and for overseeing KMCC; they just made a pitch to the Louisville Redevelopment Authority and got \$300,000 for next year.
- He informed the Board he has asked Mayor Fischer for \$32m in ARP money. He described how KentuckianaWorks could easily spend \$5m/year for the next 3 years (\$15 million total) in job training scholarships alone for welding, nursing, CDLs. Federal funding has been used for that in the past, but that money has shrunk dramatically. He also asked for \$5m for supportive services and transportation, and described the potential to do more for four special populations: immigrants & refugees, opportunity youth, re-entry individuals, and the homeless. Each category would be a racial equity component. He asked for that amount of money only because he was confident it could all be spent.
- The communications team has done amazing work with programs like Code Louisville and Tech Louisville. Staff were hoping to do more targeted outreach and recruitment in these programs. They also put together a fabulous video for graduating JCPS seniors.
- Staff continue to try to experiment on ways to connect people with jobs, but there has been a supply/demand mismatch. KentuckianaWorks offered short-term manufacturing training, job fairs, etc. Mr. Gritton expected a tipping point to occur sometime in the next 2-3 months with UI benefits changing and childcare situations changing in August.
- A ton of KentuckianaWorks staff have worked dozens of hours to get old participant data from multiple systems and programs, and they have worked hard to implement a new data platform called Launchpad for all non-federal programs.
- He thanked the Board again for approving the bi-state plan.
- He was still working with construction and union leaders on apprenticeship programs.
- He felt KentuckianaWorks' partnership with the state was strong, and not just about funding. Mr. Georges and Ms. Reynolds also serve on the state workforce board, along with Amy Luttrell from Goodwill. Ms. Reynolds suggested convening the three KWIB members together for a discussion. Mr. Gritton has worked to ensure the work aligns with the state, and staff have worked to build partnerships with the state on data systems.

Mr. Georges asked the Board if anyone had any other business. Ms. Reynolds said though at times it may seem like race is the only thing we are focused on, what we do not really have enough of are root cause changes. For individuals, KentuckianaWorks makes an amazing impact; but for perspective, keep in mind the structural issues. If the systems were not so broken, the fight would not be so hard. Ms. Fleischaker wanted the Board to know Mr. Gritton represented them well at yesterday's Metro Council budget hearing for things like SummerWorks and Code Louisville. Mr. Gritton said he had met with 13 Council members individually in the past few weeks. Ms. Janicki thanked everyone for the kudos they gave to the JCPS team earlier. Though JCPS staff were disappointed, they were excited for Goodwill and optimistic they would still have a major role in serving Louisville's Opportunity Youth moving forward. Mr. Georges reminded everyone the next Board meeting was scheduled for Thursday, June 24th from 8:30am-10:00am. It would be in-person, with more details to follow in the coming weeks. He was looking forward to getting out to new places and getting out in the surrounding counties. One location option was the NIA Center, and Ms. Reynolds proposed coming to the Sports & Learning Complex that Kentuckiana Builds graduates helped to build. Mr. Georges then said he wanted to introduce the Academies and Kentuckiana Builds to KWIB's Education &

Employment Engagement sub-committee, and cited the importance of continuity through personnel changes.

The meeting adjourned at 9:54 a.m.

KentuckianaWorks Staff:

Aleece Smith
Angella Wilson
Bailey Preston
Brian Luerman
Christopher Locke
Cindy Read
Dr. Darrius Brooks
Elizabeth Davis-Terhune
Joi McAtee
Katie Elliott
Lori Hiser
Mary Rosenthal
Michael Gritton
Patrick Garvey
Regina Phillips
Sarah Ehresman
Tobin Williamson

Contractors and Guests:

Ashley Janicki
Charlotte Kerns
Christine Tarquinio
Debra Giordano
Demitra Suazo
Jennifer Welch
Joshua McKee
Lisa Thompson
Lynn Rippy
Marsha Berry
Regan Wann
Rena Sharpe
Renee Walters
Sara Dodeci
Shatreece Johnson
Violet Skinner
Zakiyyah Raymore