



**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, February 23, 2023 – 8:30 a.m. – 10:00 a.m.
Hybrid Meeting In person (at Greater Louisville, Inc) and via Zoom**

- Members Present:** Tony Georges, Jennifer Lampton, Eric Friggle, John Archer, Andy Bianco, Kimberly Blanding, Patricia Williams, Rick Purdy, Mike Hesketh, Rocki Rockingham, Christine Tarquinio (a proxy for Sarah Davasher-Wisdom), Harold Reynolds, Cortney Burden, Jeff O’Brien, Ty Richardson, Jenny Lampton, Kish Price
- Staff:** Michael Gritton, Alicia Pardo, Christopher Locke, Angella Wilson, Evelyn Woock, Patrick Garvey, Aleece Smith, Sarah Ehresman, Katie Elliott, Lada Gasparac, Mike Karman, Bailey Preston, Regina Phillips, Brian Luerman, Stacy Roderick, Dana Moorer, Bryan Griffin, Bradley Priestley, Darrius Brooks, Tara Ferguson, Barbara Ferrell
- Contractors/Guests:** Bria Henson, Sara Dodeci, Lynn Rippy, Lisa Thompson, Charlotte Kerns, Rena Sharpe, Ashley Janicki, Rosell Hamilton, Rodney Cross, Monica Collins, Yvonne Jones, Josh Williams, Matthew Bowen, Renee Walters

Welcome and Introduction of New Board Member Dr. Kish Cumi Price, Louisville Urban League - *Chairman Tony Georges*

Chairman Georges welcomed everyone to the Board Meeting and thanked them for attending. He introduced KentuckianaWorks’ New Board Member, Dr. Kish Cumi Price. Dr. Price is the President and CEO of Louisville Urban League. She was the former Commissioner of the Kentucky Department of Workforce Development. Dr. Price shared how excited she was to be a part of the great work that KentuckianaWorks has to offer.

Vote Needed: Review and Approve Minutes from February Meetings - *Tony Georges*

There was a quorum, and a motion to accept the January Meeting minutes was made by Rocki Rockingham and seconded by Jonathan Westbrook. The motion passed unanimously.

Vote Needed: Review and Approve the Consent Agenda Item from the Program Oversight Committee– *Michael Gritton, Mike Hesketh*

Michael stated that there was one consent item that needed to be approved. KentuckianaWorks chose Management Registry Inc. (MRI) as the payroll vendor for SummerWorks in 2022 after a public procurement process. Their performance in the summer of 2022 was excellent. Staff recommended renewing their contract for the second year of what could be five renewable terms. They charge a flat percentage (11.37%) on top of whatever wages young people earn in the sponsored positions, and in turn, handle all of the payroll and workers’ compensation issues as the SummerWorks youth’s employer-of-record.



A motion to renew the contract with Management Registry Inc. (MRI) to serve as the youth and young adult employer of record and payroll distributor for the SummerWorks Program for the 2023 Program Year was made by Andy Bianco and seconded by Patricia Williams. The motion passed unanimously.

Presentation and Discussion: Partnering with the Center for Healthcare Workforce Innovation (CHeWI) to Address the Healthcare Workforce Crisis – *Josh Williams*

Michael stated that the City of Louisville will be making an investment of \$40 million in the Healthcare CEO Council, and he introduced Josh Williams. Josh is the Vice President of Strategic Initiatives at Louisville Healthcare CEO Council. Josh started his presentation, [Healthcare Workforce Innovation Coalition](#). He explained the proposal elements and outcomes for the funding as well as the projected sustainability phases within 3 years. He described the Center for Healthcare Workforce Innovation as a big part of their effort (it has the memorable acronym of CHeWI).

Michael pointed out that KentuckianaWorks had funded a Health Career Center for a number of years, but we ultimately closed it down when it didn't have enough training dollars to help people enter the healthcare careers they desired. The vision for the Center for Healthcare Workforce Innovation builds on that old idea but fills in a lot of what our effort was missing to make it successful. We have pledged to use our adult Kentucky Career Centers, as well as our work at The Spot with young adults, to supply candidates to the Healthcare CEO Council effort.

Yvonne Jones asked if they are connected with the Unite Us Platform, which is a referral tool used by many of our Career Center partners to refer clients to each other. Josh answered that all of the referrals will be connected through that platform, and this allows the CEO Council to track from a data perspective where individuals are being placed, the resources they are receiving, and whether or not they are successful. Lada Gasparac asked if there was a plan to integrate immigrants that may have the skill and education from another country. Josh stated that they have met with both Kentucky Refugee Ministries and Catholic Charities which resulted in a large number of people who have a healthcare background, and CHeWI will help support and engage those people in the healthcare space. Cortney Borden asked about having a connection from CHeWI to the American Legion for the veterans and disabled veterans who have mental health barriers. Josh said he would follow up with her after the meeting to engage in that conversation. Josh concluded his presentation, and it was sent out to the Board at the end of the meeting.

Chairman Georges reminded the Board of prior discussions of American Rescue Plan funding and the proposals made to the Metro Council. However, the majority of those funds went to the Center for Healthcare Workforce Innovation. He stated that KentuckianaWorks' partnership with the CEO Council would be an opportunity to learn more about their strategy and help them be successful. This would also allow KentuckianaWorks to use resources elsewhere since the "healthcare workforce" issues will be well covered by this effort.



Presentation and Discussion: Approaches to Workforce Development that Advance Racial Equity: – Aleece Smith

Aleece thanked everyone and started her presentation on [Advancing Racial Equity Outcomes in Workforce Development](#). She stated that two years ago the KentuckianaWorks Board of Directors approved a new set of Strategic Priorities, and the Board’s first priority was Racial Equity. Aleece talking about creating a racial equity dashboard for KentuckianaWorks’ programmatic efforts. As of June 2022, 52.2% of enrollments are African American, and 52.3% of job placements were going to African American enrollees. The average wage at placement for African American enrollees is \$17.76, the MIT living wage calculator is \$16.17. She directed their attention to <https://www.kentuckianaworks.org/dashboard>. She also talked about the options for redirecting Board resources to better serve African American customers in the region. In conclusion, she discussed seeking funding for initiatives that improve racial equity.

The presentation provided a working definition for good jobs that included economic stability, mobility, and equity. If the board were to adopt this definition, it would help staff prioritize training funds and better position the organization to pursue funding that advances workforce racial equity. Increasing access to good jobs will place a heavy priority on resources supporting matching workers with existing good jobs. The presentation was made available to the Board members at the end of the meeting.

Michael Gritton stated that there is tension in the work of Workforce Boards because Congress has the assumption that getting the individual into any job is the goal of the career centers. WIOA and other federal laws have a “work first” orientation, which essentially puts this view into statute. The data that Aleece presented shows no evidence that putting a person into any job, regardless of its pay and benefits levels, helps African Americans move up from entry-level jobs. Aleece told the Board that last month the U.S. Department of Labor put out a guidance letter that reframed WIOA in a way that highlights a pathway to promote connections to a good job.

Chairman Georges stated that working on springboard opportunities and holding employers accountable would help advance the individuals to above entry-level jobs. Mike Hesketh talked about the Career Acceleration Project which was a collaboration of industries that helped individuals, but those barriers that they faced were a greater issue. Christine Tarquinio agreed that employee turnover continued to harm those industries as a result of those barriers, even though they were ready to promote those employees to higher positions. Aleece Smith also suggested employer education in addition to barrier removals for individuals as a way of approaching the same goal – increasing employee retention while working with them to move them up at the same employer.

Ty Richardson stated that he would like to see data in terms of program outcomes. He asked if KentuckianaWorks optimizes the opportunities to drive the greatest impact. From a strategic partnership perspective, he asked if there is a way to optimize the impact beyond what KentuckianaWorks can do alone. Ty stated that this would be a conversation to have during the Strategic Planning Session. Jeff O’Brien stated that most if not all of these programs are funded by government dollars, and so where are the private industry and the employer’s voices to



acknowledge the barrier gap so the government can help fill those gaps? Michael stated that there will be further discussion about this at the upcoming Strategic Planning session.

Executive Director's Report – *Michael Gritton*

Michael thanked everyone who could make the last Board meeting at The Spot. He stated that Mayor Greenberg is scheduled to visit The Spot on Monday, January 30th to announce a new grant. Lada Gasparac and Cindy Read worked on this grant that will be dedicated to the work partnered with Goodwill at The Spot. The SummerWorks Kick-Off event was the first collaborative event with Mayor Greenberg and KentuckianaWorks. Mayor Greenberg stated publicly that he will extend SummerWorks to large companies for employment opportunities. Chairman Georges encouraged the Board members to plan for the Strategic Planning Session in the coming months.

With no further discussion, Chairman Georges then adjourned the meeting. The next meeting is scheduled for Thursday, April 27, 2023.