

**KENTUCKIANAWORKS BOARD MEETING  
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD  
Thursday, January 30, 2020  
8:30 A.M.  
Greater Louisville Inc.**

**Members Present:** Tony Georges- *Chair*, Jackie Beard, David Bizianes, Caitlin Blair, Willie Byrd, Roger Cude, Dr. Ty Handy, Michael Hesketh, Jenny Lampton, Tami Hatfield-Kennedy, Deana Karem, Sean O’Leary, Tom Quick, Harold Reynolds, Lisa Thompson (proxy for Sadiqa Reynolds) Jonathan Westbrook, Mary Ellen Wierderwohl, Kristin Wingfeld (proxy for Dr. Marty Polio)

**Recognition of Special Guest** - *Tony Georges, Michael Gritton*

Tony recognized Sarah Davasher-Wisdom, President and CEO of Greater Louisville Inc. who will be joining the KentuckianaWorks’ Board.

**Review and Approve Minutes** –*Tony Georges*

Mr. Georges asked for a motion to approve or deny the November 21 minutes. Dr. Ty Handy motioned to accept the minutes. Willie Byrd seconded. Motion carried.

**Vote Needed: Review and Approve Consent Agenda Items from Program Oversight Committee –  
Removing Sector Limits on Individual Training Accounts for New Funding - *Cindy Read***

After the last POC and Board meetings of 2019, KentuckianaWorks received confirmation that we had received new funding of \$583,596.11. This funding was reallocated from the Governor’s Discretionary Funding and must be spent by June 30, 2020. Roger Cude asked does the Board get notification when funds are moved around. Cindy Read answered that we have not technically moved funds around, we are instead requesting to let the customer needs drive where this money goes. Cindy went on to say previously, (in September 2019), the KentuckianaWorks Board had approved \$170,000 in Individual Training Accounts (ITAs) to be allocated by percentage to four high demand sectors (healthcare, advanced manufacturing, transportation/logistics and business/IT).

To accommodate the shortened timeline for the additional funding, KentuckianaWorks staff recommended removing the limitation of funding by sector. However, all ITAs awarded will still need to be on the Targeted Occupation List, per KentuckianaWorks policy. Additionally, KentuckianaWorks recommended holding the original \$170,000 approved for training to cover second-year obligations for ITAs. Those funds do not expire until June 30, 2021. Dr. Ty Handy asked how confident are we that we will be able to spend that money before June 30 and in case we do not spend it on ITAs is there an option to spend the funds elsewhere or will we have to give them back to the state. Cindy answered that with the shortened timeframe that we have it is possible we will not spend all of the money. We will be watching this money very closely and will make adjustments within the Laws and Regulations to be sure to get this money out the door. Cindy assured the Board the Program Oversight Committee made it clear it would be an injustice to give money back to the state. With there being no further questions Tony Georges asked for a motion to accept the Program Oversight Committee’s recommendations. Roger Cude motioned to accept and approve the recommendations. Dr. Ty Handy seconded the motion. Motion carried.

**Presentation and Discussion –Deana Karem**

Deana reminded the Board GLI launched the Barriers to Work Think Tank in the Spring of 2019. The intention of this Think Tank was to confirm the most salient barriers preventing people in our community from accepting and retaining employment. Additionally, they committed to working through private-public partnerships to develop immediate and rapid-response solutions. There were over 30 private-sector individuals involved in the process. The work was divided into phases to ensure that all participants had a sound understanding of current research and key data before we began considering best practices and solutions. Research/Data Collection, Best Practices/Idea Generation and Execution were the 3 phases. During the data collection and research phase, think tank participants worked to affirm the barriers that were discussed in our initial employer outreach and identify any additional barriers. The employers engaged as Think Tank members are some of the most well informed and connected HR professionals in our community. Despite this, they were unaware of many resources and organizations that we uncovered as we mapped our barrier-related assets. As a result, GLI will be spearheading efforts to better educate the business community on existing organizations and showcase best-practices for forming partnerships with these assets. The next step is to transition to Action Tank in different phases over the next 3 quarters. Dr. Ty Handy recommended the Think Tank talk to employees about what they feel are the barriers to work as well. When the college did a survey with the employees the number one barrier expressed was mental health issues and stress. The employer's perception of the barriers to work does not reflect the number one answer given by employees. Tony Georges encouraged the group to reach out to Evolve 502 for some additional ideas. After some additional elaboration by Board members Deana closed by assuring the group that this is not intended to duplicate any of the work that KentuckianaWorks is doing. It is meant to do some of the work we have found necessary that KentuckianaWorks is not funded to do.

**Vote Needed: Future of Code Louisville – Rider Rodriguez**

Rider gave a brief summary of the background of Code Louisville. For the past 5 years Code Louisville was funded by a federal Workforce Innovation Fund (WIF) Grant which ended on September 30, 2019. Under that grant, the program was completely free to all participants, and that made it easy to market. It also felt to most participants more like a community movement rather than a federally funded program. Under that model, about a third of participants looked like they'd be eligible for Pell Grants or Work Ready scholarships, about a third would be eligible under the Workforce Innovation and Opportunity Act (WIOA), and about a third would be eligible for neither.

As we planned for Code Louisville post-federal grant, we expected a customer mix that looked similar, and tried to develop a model that would minimize the new funding we'd have to ask for from Louisville Metro Government and that could also take advantage of WIOA dollars and Pell/Work Ready dollars where possible. We chose to partner with Jefferson Community and Technical College (JCTC), and hoped to take advantage of these various funding streams to pay for participants. But this required a number of changes to the program. Both marketing and the execution of the program were affected. As a result, the enrollment number for the first class under this new model dropped from 350 (the last class under the old grant) to 126. We issued a survey to individuals who we communicated with about the new Code Louisville program but who did not pursue it. We received 328 responses and the number one cause for not enrolling was cost. While Code Louisville under the federal grant was effectively free, the new model housed at JCTC wasn't "free". Whether it was having any cost or whether the price of the course was unclear, potential participants shied away from signing up because there was now an explicit cost.

The idea of moving the location of Code Louisville onto the JCTC campus was discussed as well but that did not seem to concern the mentors. Given our experience with embedding Code Louisville as a delivery option offered by Jefferson, we feel that the best course of action is to deliver Code Louisville without the requirements of an accredited institution of higher education and without the direct costs. Dr. Handy and the rest of the JCTC team have been wonderful partners throughout the entire process. They have been supportive and quick to find solutions as we've sought to combine our efforts. Despite our best efforts to make this partnership work, it simply turns out that the participants that Code Louisville attracts prefer a model that feels more like a streamlined community program than one ensconced in an institution of higher learning. We seek a vote to approve Code Louisville not renewing the current Memorandum of Agreement with JCTC and to commence offering Code Louisville classes by May 2020 with funding provided by Louisville Metro Government and the Commonwealth of Kentucky. KentuckianaWorks will work with JCTC to offer Code Louisville on JCTC property. Guest Sarah Davasher-Wisdom asked where is the money coming from at the state level? Rider Rodriguez answered this is coming from the Governor's Discretionary Funds. David Bizianes asked if the responsibility of recruitment of the mentors is on the Code Louisville staff. Rider answered yes. With a little more dialogue Tony Georges asked for a motion to accept or deny the recommendation. David Bizianes motioned to approve. Willie Byrd seconded the motion. Motion carried.

**Vote Needed: Review and Approve Auditor's Report for KentuckianaWorks – Michael Gritton, Bill Meyer and Jennifer French of Stothman & Co.**

Strothman & Co. gave a summary of the audit. The audit opinion that was given in early November 2019 was a clean opinion. The special audit for the Federal funding also resulted in a clean opinion. This was the first year we also did an audit of the KentuckianaWorks Foundation as well. We received great cooperation and there were no causes for concern with the Foundation audit either. An electronic copy of the full Audit was provided electronically and can be resent upon request at any time. Tony Georges asked if there were no additional questions to get a vote on approving the audit. Sean O'Leary motioned to accept the audit opinion. Jackie Beard seconded the motion. Motion carried.

**Vote Needed: Request to Spend up to \$15,000 of Workforce Innovation and Opportunity Act (WIOA) Funds to Support the 5<sup>th</sup> Annual Workforce and Education Summit on February 25, 2020 – Michael Gritton**

For the 5<sup>th</sup> year in a row, KentuckianaWorks is the lead organizer for our region's workforce and education summit. The event is co-hosted by 55,000 Degrees, Greater Louisville Inc. (GLI) and the Greater Louisville Project. In the past we were able to raise enough private money to pull off the events. Last year was the largest the event has been with approximately 350 people attending. After the last event at the Muhammad Ali Center Mayor Fischer charged us with getting more employers to attend. Microsoft offered to serve as the Gold level sponsor of the event (\$50,000) and encouraged us to host an event on Artificial Intelligence and the Future of Work that would draw employers and others from across the region. This year's event already has over 750 people registered to attend, and we are now planning for the event to host 1,000 people – triple our previous record. We have raised a record amount in outside funding for the event – over \$120,000, which includes funding from generous Silver level sponsor JPMorgan Chase, and Bronze sponsors UPS, Humana and Edj Analytics. However, it appears we may need an additional \$15,000 to cover all the expenses that will be related to hosting this incredible event. In the first four years we did not spend any WIOA funding. This year KentuckianaWorks staff request authorization to spend up to \$15,000 of WIOA funding to host the 5<sup>th</sup> Annual Workforce and Education Summit on February 25, 2020. Michael Hesketh noted that it is helpful to know the Board has some discretion of how to direct funds. Tony Georges asked for a vote to allow KentuckianaWorks to

spend up to \$15,000 on the event if needed. Michael Hesketh motioned to approve the recommendation. Jenny Lampton seconded the motion. Motion carried.

**Executive Director's Report – Michael Gritton**

Michael gave a quick introduction to the work the Lumina Foundation has done around the US to highlight leading practices that help people earn credentials on the way to career-pathway jobs. He then played an 8-minute video, produced by Lumina, about the Kentuckiana Builds program run for the Board by the Louisville Urban League.

**Meeting adjourned.** The next meeting is scheduled for February 27, 2020.

**Staff:**

Michael Gritton  
Cindy Read  
Sarah Ehresman  
Elizabeth Davis-Terhune  
Mary Rosenthal  
Joi McAtee  
Rider Rodriguez  
Chris Locke  
Jennifer Novak  
Bailey Preston  
Aleece Smith  
Brian Luerman  
Patrick Garvey

**Observers:**

Angela Wells Vereb  
Josh McKee  
Jennifer Welch  
Demitra Suazo  
Jessie Schook  
Marsha Berry  
Regan Wann

**Guest(s):**

Sarah Davasher-Wisdom