

KENTUCKIANAWORKS BOARD MEETING AGENDA
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, June 24, 2021 – 8:30 A.M.-10:00 A.M.
Location: GLI (614 W. Main St., Louisville, KY) + Zoom hybrid meeting

Members Present: Andy Bianco, Christine Tarquinio (proxy for Sarah Davasher-Wisdom), *Christy Rogers (proxy for Dr. Marty Pollio), Cornelius Cotton, Eric Friggle, Firas Hamza, *Jenny Lampton, Jennifer Carman, John Archer, Lisa Thompson (proxy for Sadiqa Reynolds), *Rebecca Fleischaker, *Tom Quick, *Tony Georges, Dr. Ty Handy, Vincent James

Welcome and Greetings – *Chairman Tony Georges*

Chairman Georges began the meeting at 8:32 A.M. and thanked all for joining the first “hybrid” KentuckianaWorks Board meeting. Between the Board Members there in-person at GLI and attending virtually via Zoom, there was a quorum.

Thank Yous and Acknowledgement of Great Work and Partnerships – *Michael Gritton*

Mr. Gritton started by praising Pam Anderson and Kim Katz for their work with Client Track (data/software) and AtWork Solutions (hardware) over the past two decades since 2002. Ms. Anderson was not able to join, but Ms. Katz was at GLI. Next, Mr. Gritton offered thanks to JCPS employees Ashley Janicki, Demitra Suazo, Jennifer Welch, and the entire JCPS team as the youth services contract transitioned over from JCPS Adult Ed to Goodwill. The JCPS work with at-risk youth over the past 15+ years in various facets was to be commended. Finally, Mr. Gritton thanked Angela Wells-Vereb, who had been part of the KentuckianaWorks team in various ways for several years; her time with Equus was concluding at the end of June.

Vote Needed: Review & Approve Minutes from the May 2021 Meeting – *Tony Georges*

A motion to approve the minutes was made by Ms. Fleischaker and seconded by Mr. Quick. It passed unanimously.

Vote Needed: Consent Agenda from the Program Oversight Committee – *Cindy Read*

Ms. Read went over the Consent Agenda from the June POC meeting. There were three items:

1. Procuring a new company to provide IT managed services for the Launchpad system. Three companies were interviewed, and Coastal Cloud was selected for the contract.
2. The Targeted Occupations List was updated by the KentuckianaWorks Labor Market Intelligence team. The list would be used when training money was available for job training scholarships in jobs that were growing and met an established wage threshold. Ms. Fleischaker asked if Economic Development could work with the Targeted Occupations List; Ms. Read said it could be a good reference tool for them. The LMI team (Sarah Ehresman and Katie Elliott) would provide additional research, as needed.
3. The contract with the Center for Employment Opportunities was recommended for renewal for a second year. CEO had provided workforce training and jobs for re-entry workers as part of a COVID-19 response grant. A CEO success story video would be shown later.

A motion to approve the Consent Agenda was made by Ms. Rogers and seconded by Ms. Fleischaker. It passed unanimously.

Mr. Georges welcomed new Board Member Andy Bianco from Ford Motor Company. Mr. Bianco gave a quick introduction of himself and expressed excitement about joining the Board.

Video Success Story from Work with Center for Employment Opportunities – Cindy Read

The KentuckianaWorks communications team prepared a new success story video about the Center for Employment Opportunities program, featuring CEO program participant Eric Mulholland. The CEO program was wrapping up its contract year, and the contract had been renewed for the second year of funding per the POC's recommendation last week. In the video, Mr. Mulholland described how the program helped him overcome obstacles he had faced re-entering the workforce following incarceration. He was particularly grateful for the transportation, second chances, and sense of purpose that was provided by the CEO program.

Vote Needed: Presentation for the Proposed Budget for FY22 – Michael Gritton

Before the budget discussion, Mr. Gritton noticed Ms. Marsha Berry on the Zoom screen and gave her thanks and appreciation for all the partnership she had provided for KentuckianaWorks through her work with Goodwill over the years; she was retiring soon.

Mr. Gritton referenced the budget materials and highlights that were found in the pre-work document. The core federal funding stream (“WIOA”) would be the smallest proportion of the general KentuckianaWorks budget of his 18 years of running the organization: 37%. In other words, the foundation of KentuckianaWorks’ budget kept getting smaller and harder to manage. He was proud KentuckianaWorks had been able to find new and diversified funding streams, but that decreased federal funding was still a challenge. All those diversified funding streams (from the Dept. of Labor, Dept. of Agriculture, Dept. of Health & Human Services, Dept. of Justice, and Dept. of Housing & Urban Development on the federal side alone) meant significantly more staff time spent on reporting and data systems, which meant the budget was a lot more complicated than it used to be. Another thing to note: KentuckianaWorks was set to receive the largest amount of money from Metro Government it ever had: in 2010, KentuckianaWorks received \$400,000 from the city; for the next program year, it had been proposed \$2.4m, a six-fold increase. This was a big deal. Conversely, KentuckianaWorks received no additional money from the six regional counties, which presented programming challenges sometimes. Finally, JPMorgan Chase has been a tremendous funding partner over the years, especially for SummerWorks and the Academies of Louisville work, and the James Graham Brown Foundation has been a great supporter of the Academies work. All told, next year’s proposed KentuckianaWorks budget is \$15.1m, which was up from this year’s \$14.4. The expected revenue was going up, even with the decreased core federal funding stream. The state workforce cabinet has helped fund Code Louisville, and they recently approved a request to expand it to a statewide initiative. Unfortunately, there was not money available for job training scholarships. One other thing to note: Mr. Gritton was hoping to close the KentuckianaWorks Foundation and instead run everything through KentuckianaWorks. The Foundation started in 2005 and had remained a separate legal entity since that time. Mr. Gritton closed his remarks by encouraging any Board Members who interacted with federal and/or state lawmakers to let them know the importance of federal workforce funding.

Mr. Georges acknowledged the complexity of the KentuckianaWorks budget and its many funding streams, and praised the KentuckianaWorks staff for not having any disallowed costs or fiscal issues. He felt this merited a vote of confidence in Mr. Gritton and the KentuckianaWorks staff.

Ms. Fleischaker asked why the KentuckianaWorks Foundation was created, and why it would be okay to remove it. Mr. Gritton explained that when the KentuckianWorks College Access Center started in 2005, KentuckianaWorks' fiscal agent was Metro Louisville. However, US Dept. of Education rules did not allow their grants to be given directly to city governments. Mr. Gritton had to find a way to get that grant without it going to the city's coffers, which led to the creation of the KentuckianaWorks Foundation, a 509(a)(3) entity. It later became an easy way to fundraise for things like SummerWorks. Somewhere around 2012 or 2013, KentuckianaWorks became its own fiscal agent, not Metro Government. In other words, KentuckianaWorks has a checking account but not a checkbook. Over time, the funding for various programs has been transitioned out of the KentuckianaWorks Foundation. Once the existing Dept. of Education grants for the KCAC are able to be transitioned over to KentuckianaWorks, the Foundation would then be easy to close.

A motion to approve the proposed new budget was made by Ms. Fleischaker and seconded by Ms. Lampton. The motion passed unanimously.

Vote Needed: POC Recommendation on Changing the Way Code Louisville and Tech Louisville Are Staffed – *Michael Gritton*

Mr. Georges asked about Code Louisville going to Code Kentucky, and what that would look like. Mr. Gritton said in his 18 years leading the organization, KentuckianaWorks had never done anything like this, presiding over programming in other workforce areas. Staff were thinking of Louisville as Code Kentucky's headquarters, with other locations being franchisees. In the Board's strategic priorities document, one of the priorities was building strong relationships with state partners. In the proposed budget, the state workforce cabinet was giving KentuckianaWorks \$600,000 for Code Kentucky, \$250,000 for Code Louisville, and had already pledged \$250,000 for Kentuckiana Builds; basically, that was over a million dollars from the Governor's Discretionary Fund.

That discussion segued into the next topic on the agenda, the future of Code Louisville. To start with a foundation: all the staff who work for KentuckianaWorks are employees of Louisville Metro Government, dating back to the days when Metro was KentuckianaWorks' fiscal agent. There have been times over the years where this arrangement did not make sense; for those situations (such as the KCAC), KentuckianaWorks has used a staffing firm called Ahead Human Resources. KCAC employees, for example, were co-employed by KentuckianaWorks and Ahead HR. In this agreement, Ahead HR was responsible for payroll, 401K, health insurance, worker's comp, and so on. This agreement has worked wonderfully for fifteen years. This situation had been expanded to Reimage, due to hiring employees with criminal backgrounds. Ms. Read, who originally came to KentuckianaWorks through a grant-funded role, was also first an Ahead HR employee. What Mr. Gritton and Mr. Luerman have discovered is that the current arrangement for Code Louisville and Tech Louisville employees in the Equus contract did not work all that

well, like fitting a square peg in a round hole. The recommendation to the Board, therefore, was to have these grant-funded positions (that could go away) that need maximum flexibility to have one direct reporting line rather than multiple bosses; moreover, remove those employees from the Equus contract, and instead have this new proposed staffing structure with Ahead HR.

Mr. Quick asked if other regions in the state would be as enthusiastic about Code Kentucky, if they would have the same interest and passion that was found in Louisville. Mr. Gritton said absolutely yes, citing EKCEP's spinoff Teleworks program that had placed thousands of workers into remote jobs. The hope was to have 15 people in each region at the start, then ramp up to higher numbers as the program went on. Working remotely was good for eastern Kentucky, and it could also create a model for other regions throughout the Commonwealth. Mr. Gritton felt it would also come back to being a regional benefit for the Louisville area.

A motion to approve the staffing recommendation was made by Mr. Quick and seconded by Ms. Fleischaker. It passed unanimously.

Alignment Discussion: How Far We've Come with the Academies of Louisville Since 2016 and What the Future Holds – Tony Georges, Mayor Greg Fischer, and Christy Rogers

Ms. Rogers gave a presentation about the Academies of Louisville. She began by praising Ms. Phillips and Ms. McAtee from KentuckianaWorks and Ms. Tarquinio and Ms. Smith from GLI for their help in building out the Academies work, alongside Ms. Wingfeld and the rest of the JCPS team. In 2016/17, JCPS was working under what was called a five-star model, with some career readiness and certifications program removed. That transitioned over to the Career Academies model, which launched in 2017 and was now up to 15 JCPS schools (and growing) serving over 17,000 students with 135+ business partners. She was confident those numbers would continue to grow as the district recovered from the pandemic. Prior to March 2020, attendance was up, graduation rates were up, and transition readiness rates were up. Her presentation included specific examples and numbers from schools such as Jeffersontown, Iroquois, Atherton, Ballard, and Valley. She also described data/examples about race, specific Academy sectors/programs, and on-demand dual credit courses at the Pathfinder High School of Innovation. JCPS would continue to track students by name and need until they reached their goal of having 80% of students being college and/or career ready. She closed by again thanking GLI and KentuckianaWorks for their partnership.

Thank You to Christy Rogers and Tom Quick – Mayor Greg Fischer

Mr. Georges praised the monumental achievements and work done by Ms. Rogers, Mr. Quick, and the JCPS Academies team. Mayor Fischer said Ms. Rogers' presentation demonstrated what intentionality could achieve, with amazing things being done to help Louisville's kids. He said the work started with 55,000 Degrees initiative; the focus was post-secondary education, but then they started asking questions – what kind of degrees? Why not both higher education and job training? This would align to the workforce needs of the community. A group that included then-Principal Marty Pollio went down to Nashville about five years ago to learn about their Academies model, and figure out how to incorporate that model into Louisville. Over time, small changes would lead to systemic change. Mayor Fischer said now was the time to set some big goals for the next five years, to stay engaged in a powerful way. He was also encouraged by the growing number of business partners and the successful SummerWorks program. He said great

leaders made the world a better place, passed the baton to the next generation, and cheered on those who follow them. The Mayor closed the meeting by reading official proclamations for Ms. Rogers and for Mr. Quick, with gratitude for their respective service and accomplishments.

The meeting adjourned at 10:25 A.M. The next meeting was scheduled for September 30, 2021.

Staff:

Aleece Smith
Angella Wilson
Bailey Preston
Barbara Farrell
Brian Luerman
Chris Locke
*Cindy Read
Dr. Darrius Brooks
Jaime Disney
Joi McAtee
Katie Elliott
Lori Hiser
Mary Rosenthal
*Michael Gritton
*Patrick Garvey
Regina Phillips
Sarah Ehresman
Stacy Roderick
*Tobin Williamson

Contractors/Guests:

*Angela Wells-Vereb
*Ashley Janicki
Charlotte Kerns
Demitra Suazo
*Joshua McKee
Kimberly Boyd-Lane
*Kim Katz
*Kristin Wingfield
Marsha Berry
Monica Collins
Regan Wann
Renee Walters
*Sara Dodeci
Shatrece Johnson
Zakiyyah Raymore

* Denotes In-Person Attendance