

**KENTUCKIANAWORKS BOARD MEETING MINUTES
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
THURSDAY, FEBRUARY 23, 2017
8:30 A.M.
Greater Louisville Inc.**

Members Present:

Mark Ballard, Derek Bland, Tony Bohn, Tony Carriss, Steve Cunanan, Jennifer Hancock, Dr. Ty Handy, Dr. Donna Hargens, Tami Hatfield-Kennedy, Ryan Henson, Kent Oyler, Tom Quick, Danette Rhoads, Rena Sharpe, Mary Ellen Wiederwohl

Greetings and Welcome – Tom Quick

Mr. Quick welcomed everyone at 8:38 a.m.

Review and Approve Minutes – Tom Quick

Motion was made by Tony Bohn to approve the minutes of January 26, 2017 and seconded by Steve Cunanan. Motion carried.

Information from Governor Bevin’s office – Dr. Ty Handy

Dr. Handy spoke about the last legislative session discussion on set aside dollars for the last dollar “promise scholarship” funds for students going to college. The governor vetoed the promise scholarship, but left the money in the budget. This program is structured to roll out and focus on five technical fields:

Logistics • Advanced Manufacturing • Construction Trades • IT • Healthcare

Any student possessing a high school diploma (including GED) that is a Kentucky based credential will be eligible for this. Students will have four semesters to use the grant. The grant will be maxed out at the KCTCS full tuition rate of \$156 per credit hour, to be rolled out next fall and will be good at any accredited institution. The grant will be a last dollar in scholarships. Applicants will have to apply for federal and state financial aid.

Review and Approve Consent Agenda Items – Michael Gritton

In the absence of Cindy Read, Mr. Gritton presented the consent agenda items that were discussed and approved at the last Program Oversight Committee meeting. There were two items reviewed:

1. Increase to Contract Budget for YouthBuild Louisville
 - a. Funds expand the scope of the program services in the amount of \$48,829
2. Changes to Workforce Innovation and Opportunities Act (WIOA) Policies for the Code Louisville Program
 - a. MakeS changes based on visit from a federal program officer for Code Louisville to adhere more closely to “normal” WIOA enrollment and eligibility rules

Motion was made by Kent Oyler to approve the Consent Agenda Items as presented and seconded by Tony Carris. Motion carried.

Quick Run-down of Program Highlights – Michael Gritton

Mr. Gritton reviewed a number of program highlights that were included in a document in the Board’s information packet.

He called special attention to:

- A small risk (that staff is working to avoid) that Code Louisville will be found to have spent money in a way that will be ruled “disallowed costs” in a monitoring report from the Department of Labor;

- The challenge of getting more Code Louisville graduates placed into jobs; and
- A recently published academic journal article from Dr. Ken Troske of the University of Kentucky and others that finds no economic benefit to people who get a GED.

He indicated that we will engage Dr. Troske further in the future to get his insights about what his research suggests for our programs that work with young adults who lack a high school degree.

Alignment Work Update and Discussion – Dr. Donna Hargens Kristin Wingfeld, Tom Quick

Dr. Hargens – Spoke about the exciting work behind the Talent Development Academy initiative. She indicated that nine principals and two students voiced their support of the program at a recent planning session of the JCPS Board of Education. Had a press conference on the initiative and the help of GE to fund a project manager that will be dedicated to the program. In March, they will be changing the format of the board meetings and on March 7th from 4-6 p.m. the budget will be discussed. They are concerned about the potential impact of House Bill 151, the so-called “neighborhood schools” bill, that won’t allow students to pick their school for certainty. They are working on a compromise. The Charter School bill is going to happen but will not be heard today.

Kristin Wingfeld – Spoke about the Talent Development Academies Guiding Team five objectives that were adopted for the future:

1. Support high schools moving forward to shift to the Talent Development Academy model
2. Identify data points to be tracked to determine progress and success
3. Develop and define the governance structure to provide proactive and effective engagement
4. Develop Career Roadmap Charts in collaboration with business/industry and education partners
5. Develop a PR/Communications campaign for the Talent Development Academies

There will be a meeting of principals on March 13th to focus on connection with business and school.

Michael Gritton spoke about the departure of Thomas Skalko, Sector Strategies Coordinator in Healthcare who is going back to academia. The healthcare pathway is almost done.

Comments and Questions

Tony Bohn – asked if we could make a better connection with Melissa Aguilar of the Kentucky Workforce Innovation Board, who is trying to organize a lot of sector work at the state level.

Mary Ellen Wiederwohl mentioned Dr. Hargens comments about the neighborhood schools House Bill 151. All the wonderful work being done around restructuring the school programs can be tossed into complete uncertainty with this bill and its structure. The bill does not take into account these specialized programs, as it’s a one size fits all approach. The bill provides uniformity provisions across the state. Louisville is a big city that is different. Don’t take the bill for granted. Everything is moving fast in Frankfort. Asked the committee to speak to their lobbyists and ask them to slow down and take this more thoughtfully about how this will impact the good work done. If this happens about 50% of high school students will go to different schools.

Rena Sharpe asked about extra-curricular activities in schools and kids getting to practice and home. Is there something that can be done for the kids that want to participate in extra-curricular activities today because they go to school so far away to combat this problem? Dr. Hargens said this is a problem they are trying to fix with creative transportation such as Uber. Secondary schools have activity busses.

Dr. Handy spoke about the governor’s intention to work on the workforce needs and this bill will bring harm to this. Is there an avenue to get the message to them? Ms. Wiederwohl stated the need for more people saying this and most of them don’t know about the bill. The newspapers aren’t covering it. There will be huge implications for this that someone will have to pay for. Frankfort needs to hear from Louisville that they

are willing to make changes and talk about what we really need to do. Kristin Wingfeld will share the board summary with Michael to get the word out.

Ms. Wiederwohl asked everyone to call their legislative office and speak to the legislative assistant to oppose House Bill 151 in its current form by calling 502.564.8100. It disrupts the important workforce agenda underway in Louisville.

Presentation and Discussion: More Ways for the business Community to Lead Alignment Work – Tami Hatfield-Kennedy

Ms. Kennedy spoke about the Junior Achievement Inspire project that's in its third year. The program has been a success and JCPS has committed that every 8th grader will go through the program. She spoke about the 8th grade career fair that's highly interactive. This year there will be 10,000 8th graders attending a 4-day event at the end of October. They will focus on Advanced Manufacturing, Business IT, Entrepreneurship and Healthcare.

They hope to have 100 vendors this year which will be an increase from 35 vendors last year allowing the students to see all the career pathways available to them. The cost will cover the rental of the expo center and transportation. They are planning to expand the program to other counties. The video and an electronic copy of the handout will be shared with the committee.

Thank you to a Departing Board Member (Rena Sharpe) – Michael Gritton, Tom Quick

Rena Sharpe, former Board Chair, is moving on to Goodwill Industries. She was a key leader with KYFAME and the achievement and success of the students. Mr. Quick thanked her for her friendship, leadership and work. Ms. Sharpe expressed her appreciation for the work she has gotten to do as a member of the Board. Mr. Gritton also thanked Rena for all her work with employers and helping them to become active partners in solving workforce problems across our region.

Request for Board Approval to Select KentuckianaWorks as the Fiscal Agent for the Board for another Two-Year Period from July 1, 2017–June 30, 2019 – Michael Gritton

Mr. Gritton talked about the passing of the WIOA law and requirements within the law to create a Chief Local Elected Officials Board of the six county judge executives and the Mayor that meets regularly. The law also requires the CLEO Board to select the Fiscal Agent for the KentuckianaWorks Board and it requires the KentuckianaWorks Board to select the grant subrecipient to do the staff work. He explained that staff always talked about and treated the KentuckianaWorks Board and staff as the same entity, but that going forward we will likely have to treat the two as separate but related entities.

Two years ago the CLEO Board selected KentuckianaWorks staff, to be the Fiscal Agent to the KentuckianaWorks Board through a state-required competitive process. He explained the state is creating a certain amount of separation between the KentuckianaWorks Board and KentuckianaWorks staff. The KentuckianaWorks Board has already selected the staff to be the staff to the Board. At the moment, the Board does not have to renew this. Two years ago, the Board selected KentuckianaWorks staff to be the Fiscal Agent and manage the money for the KentuckianaWorks Board. The KentuckianaWorks Board has the ability with the CLEOs to renew that agreement for two years. Based on two clean audits and a multi-year track record of managing the funding well and appropriately, this is what staff is asking the Board to do.

Ms. Wiederwohl commented this all became complicated because a couple other regions in the state had conflicts of interest. There were things too close and cozy and some bad things happened. There's possibly a federal investigation still ongoing in one of the regions, so the state implemented this very complicated new set of regulations to put in appropriate accountability of checks and balances. This doesn't really apply to us but we have to follow it.

Mr. Gritton gave background on the Lexington Bluegrass area \$900,000 in disallowed costs that have to be paid for by the counties that are in that Board. The county judges questioned why they need a certain amount of dollars to cover these costs. The state is trying to make clear to the CLEOs you select the Fiscal Agent and

if anything is misspent they will be responsible for it. This is the reason for procurement and bidding to make sure there is transparency.

Motion was made by Dr. Ty Handy to approve the request that the 501(c)3 KentuckianaWorks seeks from the Greater Louisville Workforce Development Board and from the Chief Local Elected Officials Board to renew its contract to serve as the fiscal agent for the receipt of WIOA and other workforce funds for a two year period from October 1, 2017 – September 30, 2019. The motion was seconded by Tony Bohn. Motion carried.

Open Discussion: Ideas for Reducing Crime with a Jobs Strategy – What We’re Trying So Far, What Are We Missing? – *Michael Gritton*

Mr. Gritton spoke about two problems we’re facing that are not linked very well and doesn’t know if they can be linked.

1. There’s a crime spike happening in particular parts of Louisville that may be happening in some of the regional counties as well. People are doing the wrong thing and choosing the wrong path.
2. There are lots of companies calling to say they can’t find people.

Staff is looking for ideas from the Board on how to potentially attack both problems at the same time. Almeta Huddleston was asked to talk about the types of calls received in the office.

She talked about the calls received from individuals recently released from prison. This is a situation that’s close to her as well. Both men and women call crying because they can’t find a job. They don’t know where to go. She shares information she has with the caller and when the individual calls the number given, they’re sometimes not treated well. They’ve been made to feel that they can apply but it’s not going to work. Her heart goes out to them and she understands what they are going through because she lives this as its very close in her life. She’s very passionate about ex-offenders and their need to find work. They want to work. They’re good workers. Rena Sharpe spoke about this at a previous Board meeting. They’re intelligent people who’ve made a mistake with bad decisions. They want to get on with their lives. The movers that come into the office to move furniture around in the city are felons and individuals delivering flowers are most likely a felon. They are unable to move on and up to something better such as an increase in their salary or a promotion. They’re not looked upon very well. It hurts to receive the calls. If we could do something to really dig into what’s really going on with them, the trauma they’ve experienced and the causes of their problems and help them to get back on the feet, this will turn some things around in the city. This will help our youth. We need to focus on the adults as well as the youth.

Mr. Gritton spoke about his appreciation for the leadership of the Mayor and Mary Ellen Wiederwohl in providing city money to keep the Right Turn project going now called REimage. We are working with court involved youth up to the age of 24 in a way we weren’t previously. We’re helping a lot of kids get back on the right track and figure out a way to connect. It doesn’t mean if they’ve got a felony they are easy to place.

The other challenge is there’s no particular funding stream from the federal government or the states that allows us to provide special efforts for people that have criminal backgrounds. If Cindy Read was here she would be reminding everyone we placed lots of people in manufacturing with criminal backgrounds. We know the Kentuckiana Builds construction program will attract people because of its flexibility. Other industries are not flexible because of legal requirements. Some industries have regulations preventing their flexibility. Staff wants the Board’s best ideas on what they think we could or should be doing that we’re not already. This is the problem. There are people either out of work or stuck in a dead-end job and can’t move up. The industries need talent, the twains are not meeting and we don’t know what to do about it.

Discussion

Tony Bohn stated waiting until they get out is too late. What are we doing 12 months prior to release? Are there programs we could be taking into La Grange or PeeWee Valley? Get folks on a pathway such as sterile processing, where they come out and working in a hospital but not in a high risk area where if they’ve had an abuse record or drug issues where we can’t use them. This is a start for them to prove themselves if we get

Tort Reform and medical malpractice liability limits, we won't be held accountable for and someone say by the way, how can you hire that kind of person. We will have at least gotten them on a pathway.

Michael Gritton would love to come up with a set of jobs in healthcare that we can help prepare people for even if we knew they had a criminal record. This is a list we don't have.

Danette Rhoads added that every day they are going case-by-case and she hopes other employers are doing that, versus just rejecting people out of hand. But she also acknowledged that tight financial regulations and other rules often make hiring people with records difficult in her industry. There will be certain high risk categories such as access to financial information, medical information that unfortunately may not allow them to be hired. It would be great if we could identify industries and employers that would hire them, so they are not just floating out there and not exactly knowing where to go and what the resources are, as Almeta's comments indicated.

Rena Sharpe recently found out that a Bullitt County program that used to serve ex-offenders has been closed for over two years. There's been no resources allocated to it. This is a very large number of people being very underserved. She's had members of her own family fall prey to prescription drugs, get into trouble and convicted of a felony. She knows how tough it has been for them but once they go out the door, your opportunity can be lost just to save them. They start getting that door slammed in their face over and over again. We could help a lot of people if there were programs that engaged them before they left jail or prison, so that they were learning skills that would help them get a job when they get out.

Steve Cunanan said Rena brings up a good point. One is around identifying how we access these people. It's got to be easy for us in a sense. It's got to be easy to find them. Now we do that but through the Urban League. Through different relationships. He didn't know if there is a systemic way that people are being identified so then we can go and say where can we place this person on a one-on-one basis. This is part of the issue also.

Tony Bohn said it would be a great project for Bingham Fellows.

Mary Ellen Wiederwohl stated there are some communities that have experimented with databases of individuals who have completed certain credential and have passed tests that can be accessed. She is not sure how well this is done but the databases are out there.

Kent Oyler stated KentuckianaWorks with help from the Board could put together a felon friendly business list. He knows of Anderson Wood Products Company that specializes in hiring folks with a record for work on the west end. There's a bill working its way through the House where the governor testified on its behalf regarding displaced felons. It didn't make it to the committee yet. The Board could call the 586 number to offer support. It's a good bill for training in prison so people can walk out with employable skills.

Dr. Ty Handy spoke about if the commander in the prison system values education as a way to reduce recidivism rate, you feel welcomed. If the person doesn't or is too busy to think about that, you don't feel like you're engaged. Dr. Handy attended a few graduations at different places already and he can tell which ones. It's a very rigid top down driven process in the jails. If we formulate any solutions we're going to have to get leadership on board for those things. There may be some opportunities to help these individuals in the future in the finance portion or at least the tuition part of their education. Doors may start to reopen. It's very driven by the internal people at individual jails and prisons.

Tami Hatfield-Kennedy spoke about a Nashville program in their high schools through alignment Nashville called Developing Community Leaders. Its high schools picking leaders going the wrong way to be positive leaders in the community. They've turned them around and have a class just for those kids. They end up doing community projects in the city to get the kid going down the wrong path and turn him/her the other way around because obviously gang leaders are leaders. To get more information about this go to Alignment Nashville under Resources there's a 28 page document about the program that could be on the front end.

Rena Sharpe stated Secretary Derrick Ramsey is very passionate about this topic and this is the thing he wants to do most to get programs inside jails to have some kind of path to a career when they get out.

Kent Oyler talked about Kentucky Chamber running a principal training institute. A funding program to send people to a principal training institute using the warden as the principal? Is there an opportunity to train these people in education and how you train people for when they come out on the other side much like training principals to be good principals?

Tony Carriss spoke about the jailers 3-day conference where all the jailers throughout Kentucky attend. It would be a good place to have good dialog about getting these guys on board to join the needed cause. He will send the dates of the conference to Michael Gritton.

Danette Rhoads commented about the strong addiction and recovery network in Louisville. They are frequently cited. A lot of folks aren't necessarily coming out of prison but might be in a recovery program and it would be great to link some of these resources as well.

Jennifer Hancock commented that the probation and parole officers have a lot of influence around this population because all of these folks that we're talking about are on probation or parole and under supervision. Part of their supervision guidelines require them to get to work. Probation and parole officers don't have the resources, skills or capacity to even deal with this. This is another system that we can link into. This kind of fits all the areas where we would find these people, otherwise their going to be connected to treatment agencies, jails and prisons which is the common denominator.

Keni Brown spoke about the Greater Louisville Reentry Coalition that meets monthly with very few employers in this group. If you want to get involved you can engage with a lot of community groups that are helping ex-offenders starting to reenter the workforce. She mentioned through her work at the career center there are several lists for second chance offenders that circulate through the career centers. Employers contacted them regularly requesting they be removed from the list, so much so they removed the lists from the career centers.

Michael Gritton stated what we learned is a lot of us at this kind of table think the most obvious thing to do is create a list of employers who will hire felons but people don't want to be on the list. If you try to create a list they will tell you to take them off. Most people don't want to be known but they will do it without their name being on the list. This is one of the challenges of this work. We will have to put some structure in place and going back to what Steve was describing how would Kindred find the list, have they been vetted somehow, what do we know about them, how can we make it easier for an employer? We don't have to list Kindred as an employer but maybe they will work with us and will hire. It would be great if we could get some people at Kindred.

Keni Brown also stated that she found out through the reentry coalition that there are so many groups that work with soft offences and low level felonies. This is a small part of the population. It's the other part of the population that has the highest rate of recidivism. We need to connect employers that are willing to take the chance on potential folks that have harder offences because this is the group that continues the cycle. Keni highly recommended the committee look up the organization at <http://www.kentuckyreentry.org>.

Michael Gritton mentioned David Brooks' column in the New York Times that stated that one out of eight American men between the ages of 25-55, have a felony conviction on their record. This is not a small problem and if it's one out of eight overall, it's probably higher than that for West Louisville and Southwest Louisville. If you pick poorer areas, it's likely to be higher.

Derek Bland stated we have to face the reality that mass incarceration of people has been a key driver of poverty and inequality and it's still the focus you can't talk about fixing without tying in economics. Until we

incentivize and empower the local leaders to want to do something, while these stories are very real and touching, the reality of it does not touch the heart strings of everyone to do something about it by hiring someone with a record. He's involved in conversations now with companies that are currently in the distressed areas that are planning to leave. When they leave the situation will be even worse. So how do we incentivize the local leaders to want to do something about it? The heart string pull doesn't necessarily do it. We've got to find another way to motivate them.

Rena Sharpe commented about individuals getting a job without some level of mentoring to help them through those first few struggles and hurdles they will have and don't know how to deal with. So we say here's a list will you please hire somebody. Then they go and they run into a situation where their kid is sick and they don't know how to deal with that. The mentoring piece of it is important as well. The mobility option needs to be addressed too so they can go find a job.

Tom Quick stated this is a great conversation! With these kinds of topics we need to give ourselves a little more time to draw out the thoughts, ideas and experiences. The big question is and we appreciate Michael bringing this and what are some of the things that came out of the discussion or some of the actions that we can even be involved with from KentuckianaWorks perspective. We will certainly have more conversations about this topic as we determine ways that our Board can address this important issue.

Michael Gritton stated we will circle back on this and a pitch has been made to the city to try to get additional money to try to tackle this problem. This is not a done deal but we are at least trying. We are doing staff research on if anybody has figured this out and if they have, what are they doing.

Other Business – Michael Gritton

Need everyone to respond to the Doodle Poll sent by Almeta for a half day retreat in June. This may be a topic that we would have when we have a little more time to figure this out and to learn from experts doing the work.

We are relaunching the Degrees Work program with a press conference next week with the Mayor on March 1st at Humana.

Adjourned

Staff

Michael Gritton
Keni Brown
LaShala Goodwin
Almeta Huddleston
Brian Luerman
Phil Miller
Shadea Mitchell
Huston Monarch
Jennifer Novak
Rider Rodriguez
Mary Rosenthal
Thomas Skalko

Observers

Marsha Berry
Gloria Fuqua
Natasha Murray
Ryan Troutman
Jennifer Welch

Guests

Mark Lord
Kristin Wingfeld