

Program Oversight Committee Meeting Minutes
May 13, 2022
9:00 a.m. – 10:30 a.m.
The Spot: Young Adult Opportunity Campus
800 West Chestnut Street, Louisville, KY

Members Present: Mike Hesketh, Jenny Lampton, Patricia Williams, Christine Tarquinio, Lisa Thompson (proxy for Sadiqa Reynolds), Tamara Cook

Staff: Chris Locke, Aleece Smith, Cindy Read, Alicia Pardo, Latricia Swope, Katie Elliott, Mary Rosenthal, Patrick Garvey, Angella Wilson, Sarah Ehresman, Lada Gasparac, Monica Collins

Contractors/Guests: Ashley Janicki, Chris White, Eric Hicks, Rena Sharpe, Amy Lutrell, Dennis Ritchie, Kimberly Boyd-Lane, Linda Witt, Regan Wann, Renee Walters, X'Zashea Lawson-Mayes, Sara Dodeci, Chris White, Rose Hamilton, Lynn Rippy, Bria Henson

Welcome and Introductions: *Mike Hesketh*

Chairman Hesketh welcomed the Program Oversight Committee, staff and guests to the first “in person” meeting in 2 years. He introduced Rose Hamilton, Goodwill’s Director of Young Adult Services, who welcomed everyone to the Spot: She explained that The Spot: Young Adult Opportunity Campus is a partnership between Goodwill Industries of Kentucky and KentuckianaWorks that brings together a number of programs to help young adults, 18 – 24. She concluded by encouraging everyone to attend the open house on May 17 from 10:00am to 2:00pm.

Review & Approve Minutes from May 13, 2022 Meeting - Mike Hesketh

A motion to approve the April minutes was made by Patricia Williams and seconded by Jenny Lampton. Christine Tarquinio abstained. The motion passed without opposition.

Staff Recommendation: Targeted Occupations for 2022-2023 – Sarah Ehresman

Sarah talked about how the list of targeted occupations is used to determine eligibility in training options for the individuals using Individual Training Accounts (ITAs). According to existing policy, training must be in a targeted occupation as defined in KentuckianaWorks in order to be funded. The KentuckianaWorks Board may modify this list at any time to include other sectors and occupations that have a significant need that are not currently reflected in labor market projections. A targeted occupation is defined as an occupation where:

- The 25th percentile (entry level) wage is at least 200% of the federal poverty like for an individual (\$13.07 per hour for PY22-23)
- At least 500 projected job openings in the next 10 years (or 50 openings per year)
- Exclude positions that typically require entry level education higher than a Bachelor’s degree
- Exclude positions that typically require work experience of 5 years or more
- Exclude supervisor positions
- Focus on occupations within key sectors
 - Healthcare
 - Advanced Manufacturing
 - Construction/Trades
 - Transportation and Logistics
 - Business
 - Information Technology

Sarah explained how she took a list of over 700 occupations, and applied filters which resulted in a list of 106 potential targeted occupations. She stated that she revisits this list every year, but there is usually little change on a year-to-year basis. Pharmacy Technicians and Nursing Assistants are new to the PY 22-23 list because the latest data shows the entry-level wage has increased sufficiently to make the cutoff. Sheet metal, structural iron, and steel workers were removed from the list because the latest data shows insufficient projected job openings over the next 10 years. Food batch makers were removed because the entry level wage did not make the cutoff.

Sarah stated that in order to gather employer feedback on the initial proposed list, a survey was distributed to employer groups in healthcare, manufacturing, and construction. There was a total of 18 responses. The survey resulted in 2 for Constructions, 6 for Healthcare, and 10 for Manufacturing. Sarah proposed to approve the occupations in the attachment as the targeted occupations for program year 2022-2023, and make changes to the occupations in the attachment based on employer feedback.

Sarah also stated that KentuckianaWorks has applied for \$15 million in American Rescue Plan funding over 3-4 years, and if the ARP funding is received from the city, this list will guide the process. Patricia Williams commented that she was concerned about the small number of employers that received the survey. Sarah agreed and stated that because they don't know the size of the employer, they are aren't sure how many jobs were represented. Christine Tarquinio questioned the minimum threshold of \$13 an hour and noted that jobs that require Associate's and Bachelor's degrees are paying significantly higher. Are people taking advantage of the funding to access Associate's and Bachelor's degrees? Angella responded that they do get customers that come in to get help completing their last 2 years of schooling. When there is available funding, KentuckianaWorks does not have to do a lot of marketing for the scholarships because the customers gain knowledge through the training providers. Chairman asked that if this is the case, why take any occupations off? Sarah stated that with limited funding, the Board prioritizes those occupations that pay better and have projected job demand. Christine commented on how few tech positions were projected. Sarah answered that tech positions are a smaller occupation with the number of jobs, and so there is not a lot of replacement. Lisa Thompson commented that Louisville is not a tech city, and if it isn't in Louisville, Sarah will not be able to find it. Cindy stated that this list does not reflect the importance of tech jobs to local economy. Code Louisville is currently teaching their biggest class by far. Jenny Lampton stated that it would be great to see the data from the past year where the funding has gone, and what are the training facilities that utilize the funding. Sarah said that Katie Elliott has recently pulled that data.

A motion to approve the recommended Target Occupation List was made by Lisa Thompson with the amendment that the POC can revisit this if we receive ARP funding. The motion was seconded by Patricia Williams, and the recommendation was approved unanimously.

Staff Recommendation: Contract Renewal for WIOA Youth/Metro Youth - Louisville – Lada Gasparac

Lada stated that the funding for this program is supported by the Workforce Innovation and Opportunity Act (WIOA) and Louisville Metro Government (LMG). WIOA funding has consistently decreased over several years at a rate not to exceed 10%, thus LMG funding assists in leveraging lost resources. Funding from LMG for the young adult career center has been consistently received in an amount of \$353,000 since FY 2017.

Services are provided at two Louisville Metro Locations: NIA and the JCTC Technical Campus, and include holistic, wrap-around services such as: career coaching, training, mental health services, behavioral health services, leadership development, paid internships, placement, and more. With new branding and a new location, Goodwill has assisted 142 participants (94.7% of the yearly goal) from July 1, 2021 until April 30th, 2022. Other set metrics have been exceeded, such as a 67.9% placement in employment and post-secondary education, 70% placement rate in paid and unpaid work-based learning

opportunities, average wage of \$14.98, 69% in measurable skills gains, and placement of 28 participants in paid internships. Goodwill has been challenged with credential attainment and placement/retention in GED/HS completion services through Adult Education; however, they have been actively involved in seeking solutions. The budget presented for the contract is lower than in the previous year, decreasing from \$409,957.44 in WIOA funding and \$289,883.70 in Metro funding (a total of: \$699,841.14) to \$647,000. Steady declines in funding from WIOA have resulted in this change. It is projected that KentuckianaWorks' allotment of WIOA Youth funding will be reduced by 10% or \$146,847.98.

Lisa Thompson asked if the majority of students at The Spot are JCTC students. Rosell Hamilton answered that the majority are not, but the hope is to enroll them. At the Spot, there are several kinds of certifications, and with WIOA, they are able to move into an Associate's Degree.

Patricia Williams asked about the retention issues with the high school GED programs, and the solutions for this retention. Rosell Hamilton answered that the Spot is one of the solutions. They not only help with working on the GED, but they are able to sit with the individual to help them feel comfortable.

Two motions were made to renew contracts with Goodwill Industries of Kentucky for operation of the WIOA Youth program in Louisville from July 1, 2022 – June 30, 2023.

- 1) Christine Tarquinio moved that Goodwill's contract be renewed in an amount not to exceed \$317,000 in WIOA funding for operation of the Louisville WIOA program. The motion was seconded by Jenny Lampton and passed unanimously.
- 2) Patricia Williams moved that Goodwill's contract be renewed in an amount not to exceed \$330,000 in Louisville Metro Government funding. The motion was seconded by Christine Tarquinio and passed unanimously.

Staff Recommendation: Contract Renewal for Reimage – Lada Gasparac

Lada reported that Goodwill has enrolled 146 justice-involved youth in the Reimage program to date, which is 162% of their goal this year. Reimage, funded by Louisville Metro Government, collaborates with justice agencies and provides career services, employment, training, supportive services, behavioral health services, internships, and more. In their first year of operating the program, Goodwill has achieved a 51% placement rate into employment or post-secondary education, \$15.50 average wage and a 0% recidivism rate (conviction of new charges). Goodwill is still working on increasing the number of participants who complete training, have active placement in paid internships, and who obtain GED/HS through Adult Education services. It is important to note that Goodwill has provided services predominantly in-person throughout the entire first year term, while also stretching to offer hybrid and virtual models to participants who had temporary inability to be present at the Spot for services.

Patricia Williams moved and Tamara Cook seconded a motion to renew a contract with Goodwill Industries of Kentucky in an amount not to exceed \$430,000 to provide services at the Spot (NIA and JCTC Campus) from July 1, 2022 – June 30, 2023. The approval was passed unanimously.

Staff Recommendation: Contract Renewal for Youth Homelessness Demonstration Program (YHDP) – Lada Gasparac

Lada stated services for young adults experiencing homelessness are funded by a grant of \$100,000 from the U.S. Housing & Urban Development (HUD) called the Youth Homelessness Demonstration Program (YHDP) grant. This program provides holistic, wrap-around services such as: career coaching, training, behavioral health services, leadership development, paid internships, placement, and more. With new branding, a new location, and unparalleled energy and passion to serve youth and young adults holistically, Goodwill has assisted 111 young adults (444% of the proposed goal) from July 1, 2021 through April 30th, 2022. All other set metrics have been similarly exceeded to include a <1% recidivism back into emergency housing for our active participants. As of right now, there are 15 individuals that are housed or need housing.

Christine Tarquinio asked if we currently have an additional \$100,000 from HUD. Lada confirmed that the grant has been renewed for two additional years at \$100,000 per year. Jenny Lampton asked if the services have positive outcomes. Lada responded that the program achieved many positive outcomes, however there is a tremendous need. Dennis Richie commented that housing is one of the biggest issues, and the funding is inadequate to help young adults that don't have a place to sleep at night. Goodwill has funded an extra \$100,000 just for emergency housing, but it is still not enough. Cindy thanked Goodwill for their additional funding as the HUD grant only funds workforce services (not housing). Lisa Thompson asked if a single individual can qualify for all of these grants. Cindy and Lada agreed that this can definitely be possible depending on the situation. Dennis said that there is a 2-year wait for housing vouchers which is another obstacle.

Lisa Thompson made a motion to approve the renewal of a contract with Goodwill Industries of Kentucky for operation of the Youth Homelessness Demonstration Program in an amount not to exceed \$90,000 from July 1, 2022 – June 30, 2023. The motion was seconded by Jenny Lampton and was approved unanimously.

Staff Recommendation: Contract Renewal for Compass Rose– *Lada Gasparac*

Lada explained that the Compass Rose grant is funded by an intermediary (FHI360) with federal Department of Labor funding. Compass Rose is in the final year of programming and concludes on July 31st, 2022, thus this contract is for one month of the program year 22-23. This project exceeded all its goals, serving 223 individuals over three years.

Lisa Thompson made a motion to approve the renewal of a contract with Goodwill Industries of Kentucky for operation of the Compass Rose grant in an amount not to exceed \$13,000 from July 1, 2022 – July 31, 2022. The motion was seconded by Jenny Lampton and was approved unanimously.

Staff Recommendation: Contract Renewal for WIOA Regional for FY23 – *Lada Gasparac*

Lada stated that Goodwill is in the second year of a five-year contract term for the operation of the WIOA Regional Youth program in Bullitt, Henry, Oldham, Shelby, Spencer and Trimble Counties. Funding for WIOA Regional is obtained through the Workforce Innovation and Opportunity Act (WIOA). Funding has consistently decreased over several years at a rate not to exceed 10%. To date, Goodwill has enrolled 57 new participants, which is 63% of the annual target. They have placed 106 participants into employment or post-secondary education since July 1, 2022. Additionally, the average wage for full time employment is \$16.06. Some 20 participants have attained a credential or post-secondary degree to date, and 56 have received a gain on their measurable skills. While meeting enrollment numbers has been a challenge this year, Goodwill has increased its outreach and networking to boost recruitment and expects to improve outcomes in the last two months of the contract year.

Patricia Williams asked if the numbers will be adjusted for the next fiscal year based on the outcomes. Lada explained that it will be adjusted based on the metrics met for this year. COVID and reduced funding are two factors at play.

A motion to approve renewal of the contract with Goodwill for operation of the Regional WIOA Youth program in an amount not to exceed \$320,000 from July 1, 2022 – June 30, 2023 was made by Patricia Williams and seconded by Tamara Cook. The motion passed unanimously.

Staff Recommendation: Initiation of a New Contract with Goodwill Industries of Kentucky as a result of new funding from the Office of Safe & Healthy neighborhoods (American Rescue Plan Act funds)– *Lada Gasparac*

Cindy Read explained that the Louisville Metro Government Office of Safe & Healthy Neighborhoods (OSHN) has included two new grants for KentuckianaWorks in their budget for next year: \$110,000 for Mental and Behavioral Health services and \$350,000 for services to young adults (16 – 24) in targeted zip

codes. Both grants were submitted to OSHN by Lada Gasparac and signal a stronger partnership with OSHN in the coming year. The funding will support a full-time Behavioral Health Clinician on site at the Spot and staffing to increase the number of young adults served in targeted zip codes. The \$110,000 behavioral health grant has already been approved. OSHN expects to receive final approval from Metro Council for the \$350,000 grant in June. In order to begin services by July 1, 2022, KentuckianaWorks is asking for approval to negotiate two contracts with Goodwill Industries of Kentucky in an amount not to exceed a total of \$350,000 (\$100,000 for Mental and Behavioral Health Services and \$250,000 for programming of at-risk youth and young adults in targeted zip codes, assuming the funding is approved by Metro Council.)

Lisa Thompson raised a concern that the \$350,000 in funding had not been finally approved by Metro Council yet. Cindy responded that the approval is expected and if for some reason it is not approved, KentuckianaWorks would not enter into a contract with Goodwill for these services.

A motion to approve a contract with Goodwill for \$100,000 for mental health services from July 1, 2022 – June 30, 2023 was made by Jenny Lampton and seconded by Christine Tarquinio. The motion passed unanimously.

A second motion to approve a contract with Goodwill for \$250,000 to serve at risk youth in targeted zip codes if the funding is approved by Metro Council was made by Patricia Williams and seconded by Jenny Lampton. The motion passed with Lisa Thompson abstaining.

Staff Recommendation: Closure of the Kentucky Manufacturing Center as of July 1, 2022 – Cindy Read

Cindy provided the background that the Kentucky Manufacturing Career Center (KMCC) was launched in 2013 as the country was coming out of a recession. Its purpose was to focus on entry-level training and placement for jobseekers in the manufacturing sector. At that time, Ford had just reinvested in the two regional plants and GE was planning to re-shore manufacturing jobs. It was a good time to begin offering these targeted services and to engage employers in the implementation. Cindy stated that there have been significant achievements because of this project. However, as the labor market got tighter, job seekers were less likely to spend a month in a training since they could often get hired without training. Therefore, the demand for short-term occupational training in manufacturing has been declining. KentuckianaWorks has been receiving a grant for the KMCC since 2012 from the Louisville Redevelopment Authority (LRA). The grant has been used primarily for training, but requires that we operate out of a facility at the Airport Industrial Center, which is costly. Total facility costs for the KMCC are \$134,194 per year. KentuckianaWorks pays all facility costs and most of the staffing out of Workforce Innovation & Opportunity Act (WIOA) funding. Altogether, WIOA is picking up approximately \$393,000 in costs for the KMCC. Due to declining interest and reduced WIOA funding, KentuckianaWorks is recommending that we close the KMCC at the end of the current program year, which is June 30, 2022. With this in mind, KentuckianaWorks will not submit a funding request to the LRA for a sector center in manufacturing for the Program Year 2022 – 2023.

Lisa Thompson stated that at the KentuckianaWorks Board Meeting, Cindy had proposed a vision of how the location can be used for immigrant and refugee career services. Cindy stated that we are still actively exploring that possibility, but that KentuckianaWorks needs an immediate decision regarding closing the KMCC because we are facing a deadline to reapply for the funds for manufacturing.

Christine Tarquinio asked if there has been any discussion about partnering with Ford to create customized training in that location to try to get more engagement. Cindy stated that Michael Gritton has reached out to Ford, Elizabethtown Community and Technical College, and to workforce colleagues in Elizabethtown about partnering in support of the new battery plant. At this point, we have not received any information. However, as needs develop, KentuckianaWorks will always be open to respond.

A motion to approve closing the KMCC was made by Lisa Thompson and seconded by Patricia Williams. The approval passed with Christine Tarquinio abstaining.

Deputy Director's Report – *Cindy Read*

Cindy provided an update regarding American Rescue Plan Act (ARPA) funding. The Metro Council had released an ordinance for some of the ARPA workforce funding that included funding for one of the proposals submitted by KentuckianaWorks. This is a grant for Comprehensive Reentry Employment Services for a total of \$2.4 million over three years. The proposal, developed by Angella Wilson, builds on the current Dare to Care project operated by the Center for Employment Opportunities (CEO) for individuals coming out of incarceration. Media reported that there is still \$53 million in ARPA workforce funding unallocated, and that Metro Council will not decide on that funding until November..

Adjourn - *Mike Hesketh*

Chairman Hesketh thanked everyone for coming. With there being no further discussion, the meeting was adjourned.