

**KENTUCKIANAWORKS BOARD MEETING MINUTES  
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD  
Thursday, September 28, 2017  
8:30 A.M.  
Greater Louisville Inc.**

**Members Present:**

Tom Quick–*Chair*, Mark Ballard, Derek Bland, Tony Carriss, Steve Cunanan, Tony Georges, Dr. Ty Handy, Ryan Henson, Rev. Vincent James Sr., Kent Oyler, Vidya Ravichandran, Mary Ellen Wiederwohl

**Greetings and Welcome – Tom Quick**

Mr. Quick welcomed everyone @ 8:34 a.m.

**Recognition of Special Guests –Tom Quick**

Mr. Gritton welcomed Ray Leathers, CEO of Voestalpine Roll Forming Corporation, as well as Adult Education and UPS representatives.

**Due to the lack of a quorum, official business that was scheduled for review and approval will be done at the meeting on November 16, 2017.**

**Review and Approve Minutes – Tom Quick**

No action taken due to the lack of a quorum.

**Nomination of Officers – Mary Ellen Wiederwohl**

No action taken due to the lack of a quorum.

**Special Recognition and Thank You to Tony Bohn – Tom Quick, Michael Gritton**

The presentation will be done at a later date when Mr. Bohn is present.

**Review and Approve Consent Agenda – Cindy Read**

No action taken due to the lack of a quorum.

**Program Oversight Committee Recommendation to Extend Contract With Louisville Urban League for Kentuckiana Builds – Cindy Read**

No action taken due to the lack of a quorum.

**Program Oversight Committee Recommendation to Extend Contract with Options Unlimited for Project CASE – Cindy Read**

No action taken due to the lack of a quorum.

**Staff Recommendation to Approve New By Laws – Michael Gritton**

No action taken due to the lack of a quorum.

**Alignment Work: Special Presentation and Updates – Dr. James Neihof**

Mr. Quick welcomed Dr. James Neihof, Superintendent of Shelby County Schools. Dr. Neihof provided background information first by talking about knowledge in two poles: person and object. The person pole focuses on the knower and the object pole focuses on what is to be known. His best guess is that most people in this room remember their schooling experience as being focused on what is to be known. A subject school focused on what is to be known, and the newer student-centered school focuses on the knower. This is the groundwork and basis of the shift in the way Shelby County Schools looks at this now.

He reviewed the PowerPoint that reflected a century of debate from various scholars on different styles of learning, 1918–2017. A student-centered school has to be human-centered in thinking about what the teachers want and need to learn to teach in this way, and what does the community want and need. A community-wide mission was created to prepare wise students who mastered standards, led by example and embraced social responsibility. With the help of teachers, administrative staff, school board and community leaders they created a Profile of a Graduate. He spoke about the concept of a Big Picture Learning Academy, which is in its second year in Shelby County.

Shelly Goodwin, Workforce Development Coordinator for Shelby County has worked out well. This year KentuckianaWorks partnered with Shelby County in co-funding the position along with numerous other funders from Shelby County. He thanked KentuckianaWorks for their partnership. After completing one full year, Ms. Goodwin gave a report to the Shelby County Chamber of Commerce. She was able to bridge the gap and talk as an educator in understanding the challenges of credentialing and accreditation.

Shelby County's next five steps are: 1) build a student-centered strategic leadership plan, 2) provide teacher externships, 3) normalize student exhibitions, 4) assess competence of the Graduate Profile, and 5) count what is important.

Shelby County's Area Technology Center (ATC) program is tied to advance manufacturing and consists of equipment purchases for industrial maintenance, machine tool technology, diesel powered equipment, welding, healthcare and business. Six hundred kids are involved in the ATC half day program that includes a Math and English teacher through the industry lens of a career pathway. Dr. Neihof invited the Board to have a meeting at their exhibition space.

Shelby County schools are considering the work ethic certificate but concerned that it really meets the need to make a tangible difference in the work place and believes this should happen during high school years. Tom Quick asked about the interaction with parents, how are they making the switch to change their focus, contacting them and involving them in the systematic fundamental change. This is a huge challenge for Shelby County Schools. Several Shelby County School Board members hosted community forums in precinct areas of voters. The attendance was light but continues to build in this way. They're hosting forum opportunities at the schools for parents to attend. They are working on using electronic communication tools and videos to connect with parents.

Derek Bland asked how they rate the support of the business community. They have been blessed to have a business community that provides exceptional support. They want to build a better workforce and make the world a better place.

Lynn Rippy asked if there's a component to address the multi-lingual students in the program. They don't know if they're in a place to call what they are doing a program yet. It's more of a shift in thinking and a shift in leadership structure. They are among others with the highest percentages of English language learners for a district of their size in the state. They have a program called Inspire for students struggling the most and the newest to our country as English language learners.

**Alignment Work: Special Presentation and Updates – Kristen Wingfeld**

Jefferson County Public Schools is focusing on a deeper learning approach as they shift schools to their academy model that is more focused on project-based learning. Eleven schools have opted to go to the academy model. Five schools have gone to the full academy model where the students are in pathways with teachers by content areas where students are put in a small learning community. Forty new pathways were opened this year at the schools. They had some struggles and are working on getting equipment and tools into the schools. Several schools were noted for adding healthcare and IT pathways to their program.

JCPS is working hard to implement a “one table” concept with postsecondary institutions and employers that are part of the industry collaboratives, to define a quarterly schedule to report back and get feedback on certain items. Healthcare, manufacturing and IT will be the start of the aligning concept. Michael Gritton invited Dr. Neihof and anyone from his team to attend the opening meetings. A schedule was worked out that will align with JCPS needs, the Department of Education and the state workforce board regarding certification of things happening in the schools. Construction, hotel and hospitality and business services are being established as industry collaboratives in the coming months.

The academy partnership structure of the program is being implemented to work with businesses and schools to connect them to have meaningful relationships for students to attend. Kristin spoke about the Nashville trip where she and others got to see one of the high schools that had a panel of students, teachers and principals along with two business partners from country music television. The business partners talked about how they own the school and how well the students connected and responded to them as if they were teachers at the schools. She said it was fascinating to watch the engagement of both students and business partners. This becomes a pipeline and they are shooting for kids to get to that living wage status and careers at this level and get their career pathway beyond this. The academy partnership is making the learning relevant and starting to connect schools and businesses for implementing it.

Michael Gritton spoke about the Ford Next Generation Learning (NGL) conference he recently attended about this work that is being done in Louisville. The Ford people felt the communities that are successful at this have a convening authority that is not the school district that helps to bring the business and community to the table as a partner to the school system. Michael also stated Kristin has done the majority of the work, organizing and leading with the partnership of GLI and KentuckianaWorks. In the next year if the governance idea is done right, we will have to figure out how GLI and/or KentuckianaWorks will take the lead on this, so Kristin can take a backseat role and have a real outside group that’s structured and clear to people, that’s doing that convening work and organizing it to make sure that it’s on track. The Workforce Innovation Opportunity Act states that workforce boards are to lead career pathway work in bringing business to the table. The Board has said this is what they want to do and this is the number one priority. We will have to raise outside money to support this work due to shrinking resources. KentuckianaWorks staff will have to do as much of the work as Kristin and her team are doing now. The Board will have to be involved in the conversations on how to setup the leadership structure, how to pay for the work to get done and not pretend it’s going to get done without trying to figure out who’s going to pay for it.

**Presentation and Discussion: SummerWorks 2017 and Plans for 2018 – *Shadea Mitchell***

Shadea Mitchell gave a review of SummerWorks 2017 Annual Report handout and PowerPoint presentation. In reviewing the SummerWorks Annual Report, she reviewed the mission, vision, growth of the program, private and sponsored direct placements of youth in high priority zip codes and key statistical outcomes on the success of it.

Vidya Ravichandran spoke about her company’s participation in the program from a grant they won for \$2,000 to sponsor her daughter’s nonprofit organization called Empowered that included devices, tablets and software. The nonprofit was a cohort of female minority students from various high schools to learn more about technology and coding. The girls had no knowledge or experience prior to joining the program. The program had a learning component of online training that earned them a certificate from Treehouse. They had a speaker series with successful minority women and met with Mayor Greg Fischer. They also worked on real life projects with Doe Anderson on a website project. The girls have all decided that computer science will be a part of their education to include in their career plan.

The program focused on youth with disability barriers and transportation issues. TARC provided bus passes and a few tickets to ride to help with transportation. The SummerWorks team is looking to raise \$500,000 for

2018 to ensure they can sponsor the same number of people. Metro Council cut the program's budget by \$135,000. Paul Diaz a former CEO of Kindred has been a tremendous coach for the SummerWorks team on how to run the program. Paul and Viki Diaz were large donors of the program this summer and pledged two additional summers. Mr. Diaz is hosting a cocktail fundraiser at his house on November 9<sup>th</sup>. Board members will receive an invitation. Shadea Mitchell will be the contact for the fundraiser. Michael spoke about Metro Council's decision to cut funding for the program, apparently at least in part because they misunderstood that government (and private) funding was being used to sponsor youth to work at private sector companies. Of course this is incorrect – all private sector employers pay SummerWorks participants directly. Mr. Gritton and other staff will be working to ensure that all Metro Council members understand how the program works (and what the government dollars support) in a series of future meetings.

Ryan Henson offered to help with transporting students to Vocational Rehab. Shadea informed him students had tickets to ride but staff just needed to make sure the drop off and pick up locations were working.

Rev. Vincent James asked about the types of opportunities or capacity they had to give kids supervisory or leadership experience in the SummerWorks program. SummerWorks used Salesforce data and case management software that made it possible for them to do better assessments on where the student were, do they have a resume, job experience and what opportunities staff can plug them into to better advance their skills. An analysis report on sponsored positions showed that 13% of the kids returned to the program for a sponsored position in the following summer – meaning 87% of the youth only stay in a sponsored role one summer.

Steve Cunanan said it was good to see the numbers of how people matriculate to the workforce but thought it would be better to have that as being more prominent, because kids begin to age into the workforce and summer employment is a good thing but the true end game is getting them into the workforce and as a vibrant active part of it. This is the end game we have to play and showcase.

Mary Ellen Wiederwohl commented about funding and Michael's shared feedback from Metro Council members. That information is valuable to know but it may be an excuse. The reality is the program got caught in addition to programming for the Office of Safe and Healthy Neighborhoods, and was packaged in the same set of cuts where the Council decided for various reasons not to fund these preventative violence reduction programs. There is a concerted effort throughout this fiscal year to bring council members along in terms of understanding what these programs do. Then, they won't have an excuse whether it's true or not to throw a cut in the future. We're going to try to get that money back, try to raise more money and attack this from every front. She wanted the Board to have a clear view of the bigger picture when they cut SummerWorks they significantly cut the Office of Safe and Healthy Neighborhoods, hurting some of their important work they had started to do. She stated as part of the bigger picture we all need to communicate with the Council.

Steve Cunanan asked where the Board can take an active part in this. Staff will figure out a way for them to do that more. Michael responded the more we have companies like Kindred, GE Appliances, Humana, UPS and Norton Healthcare helping to lead the way, the more the Board becomes the spokesperson for KentuckianaWorks about that. The transition of kids from being in summer work to becoming fully integrated workers is what we want to show over time.

Tony Georges asked will they ever see the SummerWorks program rolling into JCPS as part of the Academies of Louisville to bridge the junior and senior year for the administration of it so he could answer the question about leadership training and not just from a UPS perspective. He stated we're dealing with SummerWorks, KentuckianaWorks, JCPS and there are disconnects in this. There might be an opportunity down the road to shift that funding over there to build it into the Academies. Tom Quick responded they have yet to actually have matching between private employers and the 11 high schools they are expecting to have.

From a private employer standpoint if you are matched with a particular school, it is looked at as an end-to-end approach. He is hopeful whether a student is already participating in SummerWorks or not, once the matching happens and companies are really engaged in the schools and have built a relationship with the students, he's hoping this will be a natural pipeline into the particular private employer matched with a particular school in a career pathway. Shadea expressed the need to serve students who have graduated from high school and those coming back from their freshman year in college to have this resource because it is a broader part of a talent strategy. Michael said we clearly see this as alignment work and the more the talent academies come on line and the more other schools like Fairdale are adding these programs, the easier it will be to try to make these connections to turn summer jobs into co-ops and full-time jobs (when the students want them).

**Action Items**

Michael stated the Board was going to vote on two contracts and wanted to make it clear that staff will extend the contract for Louisville Urban League to do the work for Kentuckiana Builds. Dr. Wylette Williams and Lisa Thompson of Louisville Urban League were acknowledged and present at the meeting. They have worked hard to make a lot of progress in the last two months with more to go and are doing a good job. The program is scheduled to start October 1<sup>st</sup> but will be voted on and approved in November.

The Options Unlimited contract will be extended for Project CASE, a grant received from the state to help figure out how to do more sector work to get people with disabilities plugged into manufacturing, IT and healthcare jobs.

The by-laws will be on the official agenda for November that just needs to be changed and approved in line with the state and new law.

Meeting adjourned.

**Staff**

Michael Gritton  
Almeta Abernathy  
Gloria Fuqua  
LaShala Goodwin  
Phil Miller  
Brian Luerman  
Shadea Mitchell  
Laura Paulen  
Cindy Read  
Mary Rosenthal  
Aleece Smith

**Guests**

Ray Leathers  
Dr. James Neihof  
Christy Ralston  
Kristen Wingfeld

**Observers**

Marsha Berry  
Keni Brown  
Joyce Griffith  
Catherine Hoagland  
Natasha Murray  
Rena Sharpe  
Reggie Smith  
Ryan Troutman  
Tina Whaley