

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, August 22, 2019
8:30 A.M.
Greater Louisville, Inc. – 614 W. Main, Louisville**

Board Members Present: Tony Georges (Chair), John Archer, Jackie Beard, Willie Byrd, Steve Cunanan, Tami Hatfield-Kennedy, Dr. Ty Handy, Michael Hesketh, Deana Karem (proxy for Kent Oyler), Jenny Lampton, Tom Quick, Christy Rogers (proxy for Dr. Marty Pollio), John Snider, Lisa Thompson (proxy for Sadiqa Reynolds)

Welcome – Tony Georges

Mr. Georges welcomed everyone at 8:35 A.M. The meeting started a few minutes late due to waiting for enough members to arrive to have a quorum.

Recognition of Special Guests – Tony Georges and Cindy Read

Ms. Read introduced the Board to Firas Hamza, Microsoft’s Director of Health Innovations. Mr. Hamza has been nominated to fill a Board vacancy. He gave a brief introduction and professional background.

Mr. Georges had Ms. Karem share news that GLI was named as the Best Chamber of Commerce in the country in July.

Ms. Read introduced Tobin Williamson, the new Executive Assistant for KentuckianaWorks, and also thanked Latricia Swope for filling in for those duties over the past several months.

Review & Approve Minutes from May 17 and June 19, 2019 Meetings – Tony Georges

May’s minutes needed approval due to their not being a quorum of Board members at the last meeting in June. Dr. Handy made a motion that was seconded by Mr. Byrd. The vote passed with no opposition.

Mr. Quick made a motion to approve the June minutes. Ms. Hatfield-Kennedy provided the second. The vote passed with no opposition.

Presentation of Annual Report and Video of Highlights – Cindy Read and Patrick Garvey

Ms. Read shared the annual report that was produced by Patrick Garvey. She reminded everyone that Phil Miller, previous Communications Director, retired in May and that Mr. Garvey has been promoted to that role. Ms. Read acknowledged several partners in the room who have helped KentuckianaWorks over the past year: Willie Byrd (Options Unlimited) Lisa Thompson (Louisville Urban League), Devone Holt (Goodwill), and Regan Wann and Miranda Breslin (ResCare). She also acknowledged YouthBuild (no staff present) and KentuckianaWorks’ own Lashala Goodwin, who runs the KCAC. Ms. Read also announced that Ryan Troutman, ResCare Project Director, has accepted a new job with Trilogy. Ms. Read thanked Mr. Troutman for his many contributions to the career center system during his tenure. Patrick Garvey shared a year end “highlights” video featuring success stories from many of the Board’s programs. Mr. Georges said the video was fantastic and encouraged us to share it widely.

Vote Requested: Wage Guideline for Training Access – Cindy Read and Sarah Ehresman

This issue was discussed in depth at the last meeting, but due to a lack of quorum was not voted on. Mr. Quick recalled “a great discussion on this topic at the last meeting. Ms. Read said it was good to wrestle with the issues and that when KentuckianaWorks staff got back to the office after the last meeting, they immediately started working on a revised version of the presentation to make it clearer for the board members. Staff did more benchmarking, conducted more research, and consulted with a national expert.

Ms. Ehresman gave her presentation. She said the Board needs to define the wage threshold where employed workers can be earning and still be eligible for our training services. These training dollars (ITAs, or individual training accounts) are allowed by WIOA. While we haven't had ITA funds in our system for several years, we now have access for \$200,000 in training funds for IT. We have asked the state for \$1,000,000 for healthcare training. Through research, Ms. Ehresman was able to compare a number of Workforce Development Boards across the country. The wage standard for training access varies significantly: \$32 per hour in Albuquerque, \$12 in Athens OH, \$17.75 in Austin, \$14.60 in Indianapolis. Ms. Read mentioned that we consulted with a national WIOA expert who recommended that for the greatest flexibility to train the greatest number of people, it's best to set the wage threshold relatively high. An important context: our training dollars do not operate in a vacuum. If clients have other funding services (Pell grants, Work Ready scholarships, employer assistance, et al.), those need to be utilized first. The clients most likely to be eligible are low-income, without a degree, and planning to attend community college. Ms. Ehresman's suggestion is to use the federal poverty guideline because it is well-known, established, and updated annually. Other WIBs sometimes use other measures (such as the LLSIL [Lower Living Standard Income Level] or housing assistance policies). Ms. Ehresman ran through a number of examples of hypothetical workers by occupation to illustrate who could or could not access ITAs at various wage thresholds: 200% (\$12.01/hour), 250% (15.01/hour), or 300% (\$18.01/hour). 300% is the level staff are recommending. It gives KentuckianaWorks more flexibility in offering training scholarships and can help fill a gap for middle-wage workers.

Following Ms. Ehresman's presentation, there was a discussion about whether the Board feels they should offer ITAs only to low-wage workers (lower wage threshold) or also to middle-wage workers (higher wage threshold). Mr. Snider said Louisville and the regional counties have a problem with EMT shortages. If the rate is set at \$18/hour, could there be exclusions for certain professions if there was a great employer need? Ms. Read said that is actually a different vote, the Targeted Occupations List, which will be coming up later this morning. Dr. Handy said we should accept Ms. Ehresman's recommendation, and Mr. Snider seconded this. Dr. Handy explained his reasoning being that it was a compelling argument for why the wage threshold should be higher, but that the most compelling piece perhaps was not said: if students are eligible for Pell grants or state aid, they are usually traditional students rather than adults who make a decent wage but are looking for a career change. This is who should be able to access these training dollars. Ms. Beard asked what the rationale was for having the threshold set so low currently, was it limited training dollars? Ms. Ehresman said the previous policy was written under WIA, a different law, in 2011. Mr. Georges asked if this meant we have been denying eligibility for years. Ms. Ehresman clarified that for several years, we have not really had training funds available; now we do. Hence it is now an issue. Mr. Cunanan thanked her for the presentation, saying it made the issue clearer. He was concerned it might diminish the amount of funds available since the threshold would be higher, and that we could revisit those concerns later. Mr. Snider asked if it could be possible to make this policy good for one year and then come back to it. Dr. Handy agreed and re-stated his motion to accept the new policy recommendation (300%, or \$18.01/hour). Mr. Snider offered a second. Mr. Archer said his only question is if we would have the ability over the course of the next year to let the market determine what the threshold would be, based on employment needs. Ms. Beard pointed out that there are different organizations that offer education assistance but with stipulations attached; how would they be impacted? Ms. Read said it really changes with the amount of training money available. We really just need a policy that sets wages the workers can make but still be eligible for our training. Dr. Handy mentioned we also have not factored in that most of these workers are not just families of one, and that we should stick to not defining "livable wage" or "self-sufficiency wage." Mr. Quick emphasized that something needs to be done, as the current policy has not been changed since 2009. Ms. Beard said she had an issue with using the phrase "poverty line." Mr. Georges was curious if we have to explain the logic we use to get to the threshold number. Ms. Read said we are recommending using the federal poverty guideline as a measure because it adjusts annually and is well understood. This is why tying the threshold to the minimum wage concerns her. And another index that was referenced, the LLSIL is technical and confusing. Ms. Beard

said Mr. Archer made a good point about revisiting the policy next year, since funding availability can change. Mr. Archer said this would be a good way to get a feel for the needs of the business community. After discussion, the board approved the motion to set the KentuckianaWorks wage threshold as 300% of the federal poverty guideline with no opposition.

Vote Requested: Consent Agenda – Cindy Read

Ms. Read acknowledged that this was a long consent agenda because it covers two meetings (since there was not quorum at the June Board meeting) and reminded members that they can pull any item off the consent agenda if they would like to discuss and vote on it separately. Items on the Consent Agenda included:

- Approving certification of the NIA center (it is a state requirement to certify career centers); the comprehensive Kentucky Career Center at Cedar has already been certified;
- Targeted Occupation List – Mr. Georges immediately asked for it to be pulled for a separate vote;
- Renewal of a contract with Preeminent Training Specialists;
- Individual Training Account (ITA) policy – The POC approved changing the amount from \$4,000 per year to \$4,100 per year, based on benchmarking to the community college. Dr. Handy said if it was done this way, it would need to be voted on every year. Ms. Read said that is what they want to happen.
- Updating Supportive Services policy – The current policy is currently \$600/year for up to two years. This policy covers work boots, uniforms, eyeglasses, transportation, car repair, textbooks, and so forth—anything that prevents people from being successful in their training. Many people at KMCC and Kentuckiana Builds get transportation vouchers so they can get to training. When they get a job, they need new boots or uniforms. The cost of work boots has gone up dramatically. Ms. Beard asked if computers were included. Ms. Read said the Program Oversight Committee discussed this exact issue last week. She said are looking to add it to the list but asked for Board input. Ms. Beard mentioned books being listed as a requirement, but said that most students now need to do work online. Ms. Read said computers are allowed in the federal law, and it is up to us if we can add it. Dr. Handy said if computers are a class requirement, they should be included in the list; we are not paying for optional textbooks, we are paying for requirements. Computers are often required, so we should do the same with them. Ms. Read suggested the quickest way to get the Consent Agenda approved would be to bring the computer issue back at a future meeting. As a reminder, she said, we only bring policies to the board for approval when they are impacting the amount of money spent or access for customers. She said we want to align supportive services with the training policy (i.e. the 300% of the federal poverty line threshold that was just approved) because that way, there are no gaps in who can access training dollars and supportive service dollars. Kentuckiana Builds has been raising the issue about increased costs of boots and tools. Community college fees have increased. Those are reasons why we recommend raising the Supportive Services policy limit to \$1,000. It is important to clarify that not everyone receives \$1,000 automatically; that is the maximum provided. The actual amount customers get depend on need.

Mr. Georges asked to save the Targeted Occupations List for separate discussion but called for a vote on the other four items. Mr. Snider made the motion, Ms. Hatfield-Kennedy the second. There were no opposed, and the vote passed.

For discussion of the Targeted Occupations List, Ms. Read asked Ms. Ehresman to return to the front. Ms. Ehresman said this list determines which occupations for which KentuckianaWorks will train clients. We wanted it to be tied to some sort of wage threshold; she proposed 200% of the federal poverty guideline as the minimum wage allowed for training. We also wanted some measure of “in demand,” so we looked at job openings of >500 for 10 years and a job growth greater than 0 (so that job openings are not just

replacements). We also took out positions that require more than a bachelor's degree, positions that require more than five years of experience, supervisory positions, and positions that require long-term on-the-job training. Those criteria are how we came up with the list of 88 occupations presented. Mr. Snider again referenced the regional counties facing a crisis in EMTs. Salaries in the counties are less than in Louisville (~\$20/hour in Louisville v. ~\$18/hour in the region). There are not a lot of interested people who are capable of spending the money you need to get trained for these jobs. Dr. Handy asked about a hypothetical person interested in allied healthcare fields. Some jobs are on the list, some are not. Ms. Read suggested perhaps "health technologists and technicians, all other" would cover that. Ms. Ehresman said she would go back and double check on some of those. Mr. Archer said we need to make sure to look at demand, to make sure there are enough feeder jobs for certain career pathways. Ms. Beard asked if it was this Targeted Occupations List or the aforementioned wage threshold that determines training qualification. Ms. Read said it was both. Applicants have to qualify under the wage threshold, and then the training they want to pursue has to qualify by both wage and the demand. Dr. Handy asked if we had the ability to come back and make adjustments to the Targeted Occupations List at a future date, to which Ms. Read said yes, adding that we have done that in the past by adding Medical Assistants and EMTs following requests from employers and the Program Oversight Committee. Mr. Georges asked for a motion to accept the Targeted Occupations List as it is, with the understanding that updates can be made to it in the future. A motion was made by Mr. Cunanan and seconded by Ms. Beard. The vote passed with no opposition.

Vote Requested: Allocation of WIOA Funds for All Tech-related Training – Rider Rodriguez

Mr. Rodriguez reminded the board that this information was presented by Mr. Gritton at the last Board meeting, but there was not the quorum needed to formally approve it. In November 2018, the board approved allocating \$200,000 in funding for Code Louisville. However, staff realized that specifying a certain program did not align with WIOA's "consumer choice" requirement. We recommend editing the previous recommendation to include IT training broadly, not just the Code Louisville program. The new revision would allow for other forms IT training, as well. Ms. Beard asked if anyone has been turned down under this policy; Mr. Rodriguez said no. A motion to approve the new funding allocation language was made by Mr. Archer, seconded by Ms. Hatfield-Kennedy. The motion passed with no opposition.

Alignment Update: Results of Yearly Academies Retreat - Tom Quick and Christy Rogers

Mr. Quick thought it would be good to bring to the Board's attention the recent Academies Guiding Team meeting. The August meeting is considered the annual meeting. In August 2016, JCPS brought a business team together to discuss the Nashville model that has since become the Academies of Louisville. Ms. Rogers provided numerous statistics to examine if we were progressing as we had hoped. In one year, JCPS issued 1,000 more certificates than they did in the previous year. There is a focus on IT. They are trending up on outcomes in every high school. There is still work to do, but things are trending up. The pipeline seems to be working, we are on the right track, going in right direction.

There was also an opportunity to establish goals for upcoming school year. On the goals side, the executive committee will further refine it at the next meeting (on Sept. 10th). The real focus was on communications and marketing, feeling like there needs to be a better job of amplifying the Academies' message. Keep in mind it is only in its third year. Mr. Quick gave a shout out for tonight's talk on WHAS News Radio with Dr. Marty Pollio, Christy Rogers, and Carmen Colman. Establishing goals at the JCPS level and for the fifteen specific high schools is key. A discussion of why we do what we do is transition readiness (reminder: the state has lumped "college-ready" and "career-ready" into one category, "transition ready"). Also worth a mention is a connectedness piece: are the Academies adequately connected to students, to parents, to businesses? Finally, there is a need to focus on ensuring business partnerships are where we want them to be. There are 100+ businesses supporting 15 schools. What the

executive committee will do next is refine them more specifically. At our next KentuckianaWorks Board meeting in September, the Guiding Team will provide a one-pager on what gets refined.

Mr. Georges said one conversation to tee up for this Board – we have been talking about this (the Academies model) for three years. The good news is that JCPS is delivering. The responsibility will soon (next year) be on the employers. The accountability is about to be real; are we – the employers – hiring these kids like we said we would do? Did we pick the right pathways? JCPS is doing what we asked them to do.

Deputy Director's Report – Cindy Read

Ms. Read referenced the next Board meeting's location being listed as TBD on today's agenda. She said we have been wanting to get out into the regional counties more, and Mr. Snider said his location would love to have the Board there next month. Stay tuned for more information.

Ms. Read recognized a few KentuckianaWorks employees who are moving on. Dr. Katie Bolter was recruited back to Michigan; Ms. Read thanked her for the awesome work she and Ms. Ehresman have done together. Additionally, Huston Monarch has announced his retirement effective at the end of the month; he has been our contracts monitor and technical expert for the past fifteen years. KentuckianaWorks will miss both Dr. Bolter and Mr. Monarch, and thanks them for their contributions.

Ms. Read pointed out a few final items that Mr. Gritton wanted everyone to know.

- First, the board previously approved the ability to use WIOA funds to wrap up the Degrees Work project when we decided to close it. As it turns out we will need to use those funds for final expenses. The total cost will be less than \$15,000.
- Next, KEE Suite – the new data system introduced by the state – is still a big concern that takes up a lot of our time; more information can be found in the Program Highlights/Concerns document in the meeting packet.
- She gave kudos to Brian Luerman, Rider Rodriguez, and JCTC for navigating the Code Louisville transition now that the federal grant is sunsetting. It has not been bump-free, as we are down on numbers because customers now have to do a lot more paperwork (applying for Pell grants, enrolling at JCTC, etc.). There are 129 students in the current class. We will give a full report at the next Board meeting. “What an unbelievable program this has been,” she said. More than 1,000 students participated and more than 400 have gotten jobs in coding or a related tech field.
- This year's SummerWorks project has wrapped up and a full report will be available at the next Board meeting.
- The Kentucky Health Career Center has moved to the Cedar Street facility (5th & York was closed). The same strong team is in place, doing more outreach and hosting new employers. Also, the Power of Work program will be moving from the Heyburn Building to the Cedar Street facility once an elevator issue at the Heyburn Building is resolved.

Mr. Georges reminded everyone to call WHAS (571-8484) this evening to discuss the Academies project. He hopes to hear some familiar voices on the radio tonight from 6:00pm-8:00pm.

Lastly, Ms. Read wanted to share some news. Mr. Cunanan informed everyone that he has been named the new Regional CEO of the Red Cross.

The meeting adjourned at 10:02 A.M.

Staff:

Tobin Williamson
Latricia Swope
Cindy Read
Patrick Garvey
Dr. Kathleen Bolter
Sarah Ehresmann
Huston Monarch
Robert Moore
Aleece Smith
Regina Phillips
Brian Luerman
Rider Rodriguez
Lashala Goodwin

Guests:

Firas Hamza, Microsoft

Observers:

Ryan Troutman, ResCare
Josh McKee, Louisville Forward
Melinda Breslin, ResCare
Devone Holt, Goodwill
Regan Wann, ResCare