

**KENTUCKIANAWORKS BOARD MEETING  
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD  
Thursday, April 26, 2018  
8:30 A.M.  
The Seelbach Hilton Hotel**

**Members Present:**

Jackie Beard, David Bizianes, Willie Byrd, Rebel Chreste, Roger Cude, Tony Georges, Dr. Ty Handy, Ryan Henson, Dr. Marty Pollio, Tom Quick, Sadiqa Reynolds, John Snider, April Troutman, Mary Ellen Wiederwohl

**Greetings and Welcome – *Tony Georges***

Mr. Georges welcomed everyone at 8:35 a.m.

**Recognition of Special Guests – *Michael Gritton***

Mr. Gritton acknowledged and welcomed Douglas Beard who works closely with Kristi Putnam. He also acknowledged Natasha Murray, Adult Education representative at the state level, who has accepted a position with the Gates Foundation in Seattle.

**Review and Approve Minutes – *Tony Georges***

The minutes for February 22, 2018 were distributed to the committee but not approved at the last meeting due to the lack of a quorum. Mr. Georges suggested the minutes be approved jointly or separately. Tom Quick stated it was valuable for Board members to go to Shelby County for a meeting at the Shelby County Area Technology Center to see what's going on there. He recommended something similar to this be done at other locations so that the Board can see what's happening at those other locations.

Motion was made by John Snider to approve the minutes of February 22, 2018 and March 22, 2018. Motion seconded by Mary Ellen Wiederwohl. Motion carried.

**Medicaid Update and Discussion – *Michael Gritton and Kristi Putnam***

Ms. Putnam gave an update on community engagement and the partnerships they are working on with local workforce development boards. They met with the Northern Kentucky Workforce Board in early April and they voted to be the first workforce area to roll out community engagement and provide those services. Northern Kentucky presented an implementation plan that was very well thought out, very careful and thoughtful. They are planning to roll out in Campbell County in July, Boone County in August and Kenton County in September. They are rolling their three largest counties out first on a county-by-county basis to see what's happening in each county. The state is planning to have weekly or bi-weekly touchpoints Zoom meetings on what's going on and the mechanisms that are successful and what is the response rate seen for individuals coming in to get assistance through the career centers. Northern Kentucky will roll out the other five counties in their area in October. The state hopes to continue the roll out statewide with three other workforce areas, including KentuckianaWorks, starting October 1st.

We have been working on the contract language to get the language in a place where everyone feels comfortable with it. We have identified training dollars in an amount that is not as much as we would like it to be but it is a start. Training dollars will be allocated using the same methodology that was done for the estimated case management and pre-eligibility services dollars.

If the dollars are spent quickly, the state will find other sources and partnerships to continue to support the trainings.

Mr. Gritton talked briefly about the contract negotiations, and noted that the second draft from the state was a big improvement over the first draft. He believes a final draft will be ready to sign soon. He also noted that having Northern Kentucky go first with the implementation in July, rather than us, will be helpful to us, as we'll be able to learn from their experience before starting our own implementation.

Mr. Gritton explained that when Andy Hightower originally asked KentuckianaWorks how much money will be needed to train the people expected, we gave him an estimate of \$4.5 million. We got this estimate using simple math – if 30,000 Medicaid customers come to the Career Centers, and only 1/10<sup>th</sup> of them need training (meaning 3,000 of them), and we estimate the cost to train them at a modest \$1,500 per person, that equals \$4.5 million. While he expressed disappointment with the \$1.5 million being offered by the state for job training funds to serve this population, he noted that the state through Ms. Putnam has committed to help find other sources of funding to provide the needed job training.

He noted two important things: 1) We think about half of these Medicaid customers are going to come to us lacking a high school diploma or GED. The role of adult education hasn't been clarified yet. Are they going to be in the career centers? Are they funded separately? What role does the state imagine them playing? 2) In the next couple of months, staff will want the Board's guidance – with the dollars available to train people, what kind of training do you imagine the career centers providing as opposed to what the employers will provide? How does the Board imagine staff doing call center training? Hotel or hospitality training? Manufacturing or healthcare training? What part of this training will be done by vendors such as the community college, the Louisville Urban League and others? How much of it will employers step in and do?

Sadiqa Reynolds commented that as we implement we should be careful to make sure we're using culturally competent organizations. It's tough when it is your people who people are talking about. We want to be and are part of the solution. We're doing this work with our hands tied behind our backs and believe there are really good intentions but it would be helpful if the Governor would convene CEOs at least in Louisville to engage them in providing at least part of the training needed. The Urban League would like the chance to provide more training options than just construction – which is what we're providing today, with a grant from KentuckianaWorks and another from the national Urban League. But if we're going to have someone go through a 7-week training like we do through Kentuckiana Builds, we need more employers waiting at the end of that training who are ready and willing to interview and hire our graduates. We're making progress on this, but it's still not where we'd like.

Kristi responded that she has a request in to do exactly what was just mentioned to have a convening of CEOs and business partners across the state to highlight the importance and critical nature of getting them involved and invested in this process.

Sadiqa Reynolds talked about framing something “better” and how the Urban League can help people get jobs that will literally allow them to have \$20 extra per month after they pay their bills. This is not necessarily “better” if they are going to lose other benefits in the process and wind up worse off economically. She would like the Board to think about what better is and how it should be defined as we approach this work.

Dr. Ty Handy mentioned he was struggling with two things: 1) the conflicting idea that we want to pull people out of poverty with training options that only take a few weeks, when the data shows it typically takes more than a year to do so; and 2) this thing has to dovetail with Federal Financial Aid and the Work Ready Scholarship and it doesn't. Unless we are sending enough people to start a class we have our hands full in doing this. The Work Ready Scholarship is a last dollar in award based on Federal Financial Aid applications. That doesn't happen in a week so when they show up October 1<sup>st</sup>, January will be the first time they're going to have their FAFSA processed, financial aid awarded and find out where they're going to be. Customers are going to get frustrated if they show up in October and there's nothing in place for them, they need to start the process at least two months in advance. That's how the federal process works and we need to think about the rough start ahead of us. It's not well coordinated.

Michael Gritton stated it's more likely to take 6-12 months to get someone the kind of job that pays \$12.50-\$13 per hour. It costs more money to train them for 6 months or a year than it does for 4 weeks, which goes back to the conversation of job training money, how much there is, what funding stream it's from, and how it can be utilized. Michael will talk soon with Dr. Handy and Joyce Griffith of JCPS Adult Education about programs blending GED instruction and technical skills training.

Kristi Putnam stated they are actively seeking creative community-based solutions. They are also having conversations with ride-share companies. They plan to have another conversation with Lyft. Lyft and Uber have entered the medical transportation field. They are convinced it's a natural progression for them to step into the human services and workforce development arena. She would like to have a phone call with Board members and a Lyft representative to discuss transportation needs.

Michael Gritton referenced Commissioner Ray Leathers' comments made at the last Board meeting in Shelby County about the importance of employers speaking up on these issues. John Snider has led employer conversations in Bullitt County around the transportation issue. Others sitting around the table that will want to participate in the conversation with Kristi and Lyft. Michael talked about conversations with Dr. Pollio's leadership team (Kristin Wingfeld and Christy Rogers) regarding the Academies of Louisville, where more schools are having problems offering bus transportation for senior students who have been offered co-op positions with a companies. There are different levels of complexity to discuss with transportation being mentioned often.

Dr. Ty Handy stated TARC stepped up and worked with them to provide transportation for Jefferson students last year. Their retention rate of students from the five Zones of Hope, the most impoverished neighborhoods in the city, was dismal in the past. This fall to spring, with TARC passes being provided to all students, the retention rate for students from the five Zones of Hope was higher than the overall retention rate of their students at large.

Tony Georges stated the Board will have to look at this differently going forward. He shared information about the daily bus service provided by UPS for students. There's money in the community being spent by employers on these problems already. The Board will have to look at this based on the needs of the individuals and their goals that will all be different. There will have to be individual paths. Resources are here we just have to figure it out.

Sadiqa Reynolds stated the Ticket to Ride is a real answer for many of them. In particular when employers can hire groups of people, and if the League can get a group of people on the same shift, they can transport them much easier. The Board should explore the Ticket to Ride but the issue is being the employer of record. It's a good and economical model that has to have a cluster of employees on the same shift to work.

Dr. Handy state there's a compounding problem on the back end of this which is an employer's unwillingness or inability to hire someone with a criminal record. There will probably be a higher proportion of students through this pipeline who have some past challenging history. Their dreams may be shattered if we don't figure this out.

Kristi Putnam stated they will do more work on the front end with employer partners to get that understanding there may be some different backgrounds they may not have accepted in the past, are there changes they are willing to make and are we able to bring forward expungement clinics to address this on the front end. Dr. Handy suggested there shouldn't be any state policies that charge \$500 for this when they don't have the money to pay for it.

Sadiqa Reynolds suggested there be a push for automatic expungements on any dismissed case.

**Vote Required: Staff Recommendation to Approve Request for Proposals (RFP) for Medicaid Services – *Cindy Read***

Ms. Read explained that there's normally a signed contract when staff asks to issue a request for proposal with the assurance there's enough money in the bank. Staff is not there yet but close. Staff is working through an MOU with the state. Staff believes they will get to a point soon where Michael Gritton will recommend it be signed. Staff believes it will be around \$3 million for the 9 months beginning October 1st. It will be for case and program management. Staff is envisioning a second RFP that will be drafted to provide employability skills and other workshops to Kentucky Career Center customers, using a blend of Medicaid, SNAP and WIOA dollars to pay for it. Staff seeks approval to issue two Requests for Proposals for this work in an amount not quite determined. Staff will come back to the Board in May with the amount. We hope to hire a contractor in August with a month of training in September. The RFP needs to be issued in mid-May.

Comments

Mary Ellen Wiederwohl stated for the record that when the RFP is issued it will say "an award will be contingent upon funding before issuing an award," correct? Ms. Read replied that yes, all RFPs are issued contingent on funding availability and state so.

Motion was made by Tom Quick to approve the request to issue two RFPs with an amount not quite determined. Motion seconded by Roger Cude. Motion carried.

After the motion, Tom Quick made a suggestion depending on the timing on who is selected and through the leadership of the state that a connection be made with northern Kentucky, and the provider sitting with the KentuckianaWorks team talking through how it's going so far, what are they seeing, and what are the early warning signs? This can be a learning experience for KentuckianaWorks.

John Snider asked if KentuckianaWorks will use the same model as northern Kentucky. Michael stated KentuckianaWorks expectations are to go live with all seven counties at the same time, rather than piecemeal as they are doing in Northern Kentucky.

Tony Georges stated he is not the most educated person about what Medicaid is. He asked Kristi if she could connect the Board with somebody offline to get more information about the program. He extended the offer to anybody who wants to gain more knowledge and a view of the customer base. Let him know if you're interested. Ms. Putnam pledged to try to make such an event happen.

**Update and Discussion on Alignment Efforts – Tony Georges and Marty Pollio**

Tony Georges talked about the community meeting he attended last week where Dr. Pollio and his leadership team rolled out their “Backpack of Skills” initiative. The unanimous support for their initiative expressed at that meeting certainly show that JCPS is in alignment with the business community on what is needed in their graduates in future years.

Dr. Pollio gave an update of good news that their team has galvanized together and are enthusiastic with a sense of unity. They are hopeful they will survive the difficult times. Their momentum is substantial in the progress they have made in 10 months and more so the work that has taken place in the last two weeks. Their central office was completely restructured after two decades. They passed one of the most important policies on racial equity in the district's history.

They have two big initiatives: 1) Academies of Louisville making significant progress with every “resides” high school starting next year in the Academies with the exception of two. Every kid will have a pathway with an engagement level. This will be a diploma plus certification/college credit of hours for each student. He believes it will be a national model, and 2) they are increasing the importance of this work in their reorganization to transition readiness to align with what KentuckianaWorks is doing. A lot of businesses have signed on as partners with the Academies.

Roger Cude asked if the Academy school has to have business partners before they are designated as an Academy school. Dr. Pollio replied that no, if a school signs on they get additional things such as pathways, equipment, academy coaches, additional counselors and so forth. By doing this they are signing on to the model by reaching all students, and then KentuckianaWorks and GLI are working with JCPS to help that school find business partners to align with them.

Dr. Pollio talked about their instructional focus and their community conversation about JCPS's problem with their lack of focus. They are in partnership with Dr. Carmen Coleman, (Chief Academic Officer) in developing a transition readiness plan that fits with the Academies of Louisville at the high school level making sure every student is ready for college and a career after graduation. Their comprehensive program focuses on all students being transition ready at every major point of their education career. The four points to readiness are: 1) kindergarten, 2) middle school, 3) high school, and 4) college. Their new task, goal and focus is to ensure every JCPS student is on track for their next transition point. Transition ready is the backpack of skills analogy with two parts: 1) intense focus on literacy and numeracy, and 2) success skills that include creativity, innovation, persistence, and culturally competent citizen.

Dr. Pollio talked about their central office reorganization by eliminating 26 jobs that didn't align with the schools focus. Every student no matter what school they attend, or class they're in, or

teacher they have, or program they are in, are guaranteed the same quality experiences. Their purpose is to ensure the backpacks are full for all students, not just for some.

### Comments

Michael Gritton described the role of the Board as the “convening authority” under the Ford Next Generation Learning model, work we are doing in partnership with GLI. Rider Rodriguez is the lead on the project with the support of 47 companies and 60 partnerships.

Dr. Pollio also mentioned they are about to enter into serious discussions about Shawnee High School. It will be the Academies of Louisville on steroids. A significant amount of money will be invested in Shawnee High School to make it a top-notch career and technical education center that will have also have adult education options for the community.

### **SummerWorks Update and Discussion: Vote required on Staff Recommendation to Modify Contract with YouthBuild to Increase Funding for SummerWorks 2018 – Chris Locke**

SummerWorks Program Director Chris Locke provided an update on the program being in full swing. The 2018 program year opened in October 2017. With YouthBuild recruitment efforts, they have 2,500 youth registered in the program. He provided statistics for the program and talked about youth barriers. He made note of the funding cut by Metro Council for 2018. Fundraising efforts went well with \$540,000 raised for 2018. They continue to receive strong support from local foundations. GLI brought someone on board to help with SummerWorks employer engagement. Chris and Michael met with multiple members of the Louisville Metro Council about SummerWorks to raise awareness about the program. The Council gave tips on how they should approach discussions about the program. It was suggested they bring youth to the meetings to speak about their experience with the program.

Michael Gritton talked briefly about the success of job placements at Kentucky Kingdom which is the highest placement there. Humana is now a gold standard partner with the program. Humana hosted a hiring event with talented people interviewing for jobs that was awesome recently.

Chris talked about SummerWorks’ new features such as an active Facebook page, SummerWorks website connecting youth to private opportunities and the success of a hiring expo. Two additional things going on is the SummerWorks Advisory Board of employers, funders, partners, and our intentional efforts to link SummerWorks explicitly to the Academies of Louisville work. Staff seeks approval for the recommendation of a contract modification for YouthBuild for \$77,616 for a new contract total not to exceed amount of \$278,776.

Motion was made by Dr. Ty Handy to approve the recommended YouthBuild contract modification of \$77,616 for a total amount not to exceed \$278,776. Motion seconded by David Bizianes. Motion carried.

### **Vote Required for Staff Recommendation to Approve \$15,000 for FY19 budget to continue KentuckianaWorks sponsorship of workforce intermediary work at the Shelby County Associated Industries – Michael Gritton**

Michael Gritton recommended for a third year to put \$15,000 in the Shelby County staff position of Shelley Goodwin.

Motion was made by Willie Byrd to approve the recommendation of \$15,000 for the staff position in Shelby County. Motion seconded by Dr. Marty Pollio. Motion carried.

**Executive Director’s Report – Michael Gritton**

KentuckianaWorks is very close to figuring out how to move the Kentucky Career Center located at 6<sup>th</sup> and Cedar to the building where KentuckianaWorks’ administrative office is located in the Chestnut Centre building which is on the bus line. Multiple floors in the building are empty and he believes they can build them out. He’s in conversation with Kristi Putnam about using Medicaid dollars for the build out and redesign. Regina Phillips is leading the project. Parking issues are still being worked out. Hope to have something more formal to present to the Board including a signed lease, with state partners on notice and the move is in progress.

One other items. We had raised concerns earlier that there were problems with the state system that was created for someone with unemployment insurance to call-in or utilize the online system. The state has pointed out through real data that the wait time for people is now at a very modest and reasonable level.

Michael reviewed the Program Highlights information sheet that has a lot of details of the work being done with real numbers by our great contractors and partners.

Meeting adjourned.

**Staff:**

Michael Gritton  
Almeta Abernathy  
Eric Burnette  
Elizabeth Davis  
Jaime Disney  
Gloria Fuqua  
LaShala Goodwin  
Chris Locke  
Brian Luerman  
Phil Miller  
Rob Moore  
Jennifer Novak  
Regina Phillips  
Rider Rodriguez  
Cindy Read  
Mary Rosenthal  
Aleece Smith

**Guests:**

Douglas Beard  
Kristi Putnam

**Observers:**

Marsha Berry  
Joyce Griffith  
DeVone Holt  
Natasha Murray  
Ryan Troutman