

**KENTUCKIANAWORKS BOARD MEETING MINUTES
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
THURSDAY, JANUARY 26, 2017
8:30 A.M.
The Seelbach Hilton Hotel**

Members Present:

Mark Ballard, David Bizianes, Tony Bohn, Willie Byrd, Dana Crittendon, Steve Cunanan, Danny DeSpain, Tony Georges, Jennifer Hancock, Dr. Ty Handy, Dr. Donna Hargens, Rev. Vincent James Sr., Tom Quick, Vidya Ravichandran, Danette Rhoads, Mary Ellen Wiederwohl

Greetings and Welcome – Tom Quick

Mr. Quick welcomed everyone at 8:37 a.m.

Review and Approve Minutes – Tom Quick

Motion was made by Mark Ballard to approve the minutes of November 17, 2016 and seconded by Danette Rhoads. Motion carried.

Review and Approve Consent Agenda Items – Cindy Read

Ms. Read brought two items to the Board. The first item was not an action item as it was a discussion on WIOA policies, regulations and rules being updated and reviewed at the federal, state and local levels for which staff sought the guidance of the Committee as to when policies should be brought to the POC and Board for review and/or approval. In discussion and by consensus, the Committee agreed on the criteria (listed in the Summary of Consent Agenda Items) and what would constitute good reason to submit a policy for POC and Board review. The Committee expects KentuckianaWorks leadership to be sensitive to other reasons or singular situations that might require Board review. They requested staff develop an executive report format that highlights changes and summarizes the significance of the changes.

The second item is Supportive Services for KentuckianaBuilds that would include needs-related payments. The POC approved a staff recommendation for a Supportive Services policy specific to KentuckianaBuilds Urban Skilled Trades program operated by the Louisville Urban League. The POC agreed that allowing “Needs-Related Payments” of \$100 per week per participant would help recruitment and retention in the program.

Discussion

There was discussion on KentuckianaBuilds’ problem with recruiting and getting people to commit to 7-weeks of training. Individuals can’t afford to quit work to participate in a lengthy training program. It was suggested conversations should start now on solving this problem. Staff should explore employer paid training.

Motion was made by Willie Byrd to approve the Consent Agenda Items as presented and seconded by Rev. Vincent James Sr. Motion Carried.

Recommendation for Manufacturing Training Contractor – Cindy Read

Ms. Read reminded the Board they had approved staff’s ability to put out an RFP for short-term manufacturing training in the region. KentuckianaWorks worked with JCTC on this through a grant and did not go through the typical procurement process. The training program may now be using other funds besides the original grant, so staff sent out an RFP in December 2016 and received one bid response in mid-January 2017 from Preeminent Training Specialists. Scoring was not needed with only one bidder. Kent Suiters was asked to review the proposal and reported back his satisfaction with the proposal. Staff also reviewed the proposal and found it satisfactory.

KentuckianaWorks seeks approval to enter into contract negotiations with Preeminent Training Specialists, for a budget not to exceed \$55,000 for manufacturing training services from February 13, 2017 – June 30, 2017, with an option to renew for up to three one-year terms based upon performance, funding availability and local needs.

Motion was made by Tony Bohn to accept the recommendation and seconded by Steve Cunanan. Motion carried.

Review Priorities from 2016 Board Retreat: Any Changes Needed for 2017? – Tom Quick

Mr. Quick spoke about the Office of the Chair committee and their take on the value of the Board Retreat held last year. The committee discussed the idea of having another retreat to review progress, set priorities, determine if change is needed, and prepare for the change to a new Board Chair coming up in August. He asked for the Board's perspective on the committee's discussion and on last year's Board Retreat.

Mr. Gritton referenced page two of the overview from the January 2016 board retreat addressing the misalignment between our local education pipeline and workforce demands. He talked about JCPS' work in trying to align with JCTC and moving things along. KentuckianaWorks had been operating on the top two priorities around misalignment and collaborating with school districts. He wanted to reaffirm with the Board if they think this is still work staff should work on.

Discussion

Board members expressed a strong consensus that another board retreat would be timely and appreciated. They noted that many things about the economy, state government, federal government and president have changed since last year. Another retreat would ensure the Board and staff are focused on the top priorities identified. The Board Chair will work with Mr. Gritton and staff on a half day agenda plan to have enough dialogue and discussion on specific topics for an exchange of different perspectives. This year he would like to spend time on identifying potential things to consider raising money for that we don't have funding to do currently. Staff will give the Board a list of potential dates to consider and report back once a date is firmly set.

Update on Alignment Work with JCPS – Superintendent Donna Hargens, Kristin Wingfeld

Superintendent Hargens introduced Glenn Baete, Area Superintendent of District One consisting of 28 schools. She spoke briefly about the Talent Development Academies and highlighted that JCPS recently hosted a legislative breakfast at Doss High School which is leading the way on the Talent Development Academy implementation. They are currently in the budget process and want to make sure the Talent Development Academies gain approval from the JCPS Board in the budget process.

Kristin Wingfeld spoke about the internal functions of JCPS. She talked about the schools wanting to shift to the new model. Christy Rogers and her team are spending time with other schools evaluating their proposals, gauging their commitment to the program and enrolling students. The implementation will be a three year process. Consultants from Nashville have helped with guidance on the implementation. On March 13th, a day when kids are not in school, JCPS will be hosting a breakfast and a panel of principals and administrative staff who are moving forward with the initiative to connect and share information. KentuckianaWorks Board was invited to join the event. JCPS had a great meeting with Paul Diaz and Shadea Mitchell on the Mayor's SummerWorks program and hope to have ongoing conversations to strengthen the relationship in getting more kids involved from the Talent Development Academies straight to SummerWorks in future years.

Discussion

Board members noted that schools need to be aligned with the workforce needs and data, and we have to build in the ability to make future changes internally when changes are done on the outside and not just stay with the same academies. Those involved in the process 8 years ago realize now that they did not create a structure to keep paying attention and did not create a structure to have labor market intelligence to continue to funnel back to the school district for evaluation on the right programs. KentuckianaWorks labor market team is working closely with JCPS this time around, and the Guiding Team is intent on developing a governance structure that will provide regular, yearly feedback to JCPS to ensure the academies stay aligned with the regional economy.

There was discussion on manufacturing career pathways on what might be offered to kids in manufacturing pathways in high school that aligns with this type of momentum. Business leaders are working on developing career pathway work on IT and working with GLI to identify business leaders to join discussions on business finance and services. The industry specific list is currently being built. GE has given money to the JCPS Foundation to fund a full-time role for 12 months working with Kristin Wingfeld and Christy Rogers to further the launch efforts.

Executive Director's Report – Michael Gritton

Mr. Gritton spoke about the following:

- State Staff Reductions – 226 people were funded out of the Wagner-Peyser Act that funds people working in career centers to help people find work. The state was expecting to spend \$13 million dollars in 2017, but will only be receiving \$8 million, so obviously, serious changes had to be made to bring spending in alignment with federal funding levels. They are repurposing and moving 95 people out of 226 people to other positions by closing many career centers. KentuckianaWorks started working on this a year ago in discussions with Office of Employment and Training Commissioner Beth Kuhn. We closed the Shelby County Career Center in December 2016, with plans to close Bullitt County Career Center in February 2017 (please note that the Kentucky Youth Career Centers in both of these counties remain open and fully funded). ResCare is providing good mobile service work in Bullitt and Shelby counties. It may come up in the Strategic Plan, how many career centers do we want? How do we track and measure their success?
- Federal Threats – President Trump nominated as Secretary of the Office of Management and Budget a former Congressman from South Carolina who was a member of the Tea Party coalition in the House which voted to shut down the federal government due to budget concerns last year. The Deputy he selected was formerly at the Heritage Foundation and was the lead author of the report in the packet which lists a number of ways to reduce the size of government. One of the items in the report slated to be eliminated is the Workforce Innovation Opportunity Act which is the primary funding stream for KentuckianaWorks. If WIOA is eliminated, all staff, board members and career center staff would be lost. The Heritage book is now being considered by Trump's team to help prepare their first budget.

The Board could be helpful and influential by expressing your support for WIOA and the work of workforce development boards like KentuckianaWorks across the country to:

- New Chairman of the Subcommittee on Higher Education and Workforce is Congressman Brett Guthrie of Kentucky. His district includes Bullitt County. We will try to get him to come to a Board meeting or organize a special meeting for the Board to interact with him. If anyone knows him well, please extend an invitation to him and let Mr. Gritton know. This is the time to speak up to our members of Congress about the importance of this work.

As an option, Dr. Handy spoke about a conversation he's had with Secretary Heiner about space options for workforce career centers at JCTC. JCTC is not in position to give space away but would like to help. Ms. Wiederwohl stated Secretary Heiner has felt the career center activities should be separated from unemployment and put with community colleges. There will be one unemployment office remaining at 6th and Cedar Street. Secretary Heiner is trying to move unemployment insurance to be solved over the phone and online and individuals can go to career centers for jobs.

- Budget Cuts – Congress sets the overall amount in the appropriation bill. The formula goes out to all 50 states to be sent to workforce areas. Last year, Louisville's share was cut by \$800,000. If we face another cut of that magnitude, the Board will face some hard decisions about which activities it values most in a world of shrinking resources and on-going workforce demands.
- Future Decisions the Board Will Face –Mr. Gritton spoke about the Courier Journal article about moving Adult Education functions to JCTC or some other place. This move will cause a lot of pain, but

understand why the district is thinking about this. Another ramification for the Board is JCPS is a contractor for KentuckianaWorks for two important programs, the Kentucky Youth Career Center and the Right Turn/Reimage Programs serving court involved youth. At a staff level, if this function moves to another place, we would have to decide and ask for advice from the POC and the Board on whether we would just transfer contracts or put this work out for bid. Our lean would be to put the work out for bid and encourage competition.

- Mayor's Annual Report – KentuckianaWorks good work is mentioned throughout the Annual Report, which is included in the Board packets.

Presentation and Discussion: Economy and Labor Market Year in Review – *Eric Burnette*

Mr. Burnette spoke about what was learned in 2016 (and where we go from here). He reviewed the presentation with a focus on unemployment, equity gaps and disparity between Whites and African-Americans. Due to time constraints, Eric was unable to complete the review of the presentation. He may be asked to present the report findings at the next meeting.

Adjourned

Staff

Michael Gritton
Keni Brown
Eric Burnette
Rebekah DeVore
Almeta Huddleston
Brian Luerman
Phil Miller
Huston Monarch
Jennifer Novak
Cindy Read
Rider Rodriguez
Tom Skalko

Observers

Glenn Baete
Marsha Berry
Gloria Fuqua
Amy Luttrell
Ryan Troutman
Jennifer Welch

Guests

Kristin Wingfeld