

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, April 28, 2022 – 8:30 a.m. – 10:00 a.m.
Hybrid Meeting In person (at Greater Louisville Inc., 614 West
Main Street, Louisville) and via Zoom**

Members Present: Michael Gritton, Jeff O'Brien, Andy Bianco, Harold Reynolds, Jenny Lampton, John Archer, Rocki Rockingham, Ty Richardson, Willie Byrd, Patricia Williams, Mike Hesketh, Rick Purdy, Dr. Marty Pollio, Dr. Ty Handy, Kim Blanding, Tony Georges, Sarah Davasher-Wisdom, Jonathan Westbrook, Jennifer Carman, Stacey Wade, Cornelius Cotton, Lisa Thompson (proxy for Sadiqa Reynolds), Caitlin Blair, David Bizianes

Welcome and Greetings - *Chairman Georges*

Chairman Georges welcomed everyone to the Board Meeting and thanked them for attending.

Vote Needed: Review and Approve Minutes from April 2022 Meeting - *Tony Georges*

There is a quorum and a motion to accept the January Meeting minutes was made by Jonathan Westbrook and seconded by Rocki Rockingham. The motion passed unanimously.

Vote Needed: Nominees to the KentuckianaWorks Foundation Board – *Tony Georges, Michael Gritton*

Michael introduced Alicia Pardo who is the new Executive Assistant at KentuckianaWorks, and thanked her and Latricia for the hybrid meeting set-up. He let new Board members know that he will be sending out a doodle poll to offer a new Board Member Orientation for anyone who hasn't received one already.

He went on with defining the KentuckianaWorks Foundation Board, and that it is a separate legal structure at the moment. He asked three of the Board members to be appointed on the Foundation Board, and then they will conduct a last Foundations Board meeting sometime between now and the end of June which will dissolve the KentuckianaWorks Foundation Board. This will result in paying for one audit instead of two after this fiscal year. Patricia Williams, Harold Reynolds, and Jeff O'Brien have volunteered to be appointed to the KentuckianaWorks Foundations' Board. A motion to nominate these three to the KentuckianaWorks Foundation Board was made by Ty Handy and seconded by Jonathan Westbrook. The motion passed unanimously.

Review and Approve Consent Agenda Items from POC Meeting - *Cindy Read*

Cindy started with the new Committee Membership update. Valorie Hughes informed us that she needed to step off the POC due to a new assignment at GE Appliances. The new POC representative from GE Appliances is Tamara Cook, External Workforce Development Trainer, Supply Chain Talent Development. Tamara will serve as a proxy for the GE Appliances board member, Rocki Rockingham. Tamara was able to join the meeting although she abstained from voting for her first meeting.

Cindy stated that KentuckianaWorks is in the season of contract renewals, and so there was a quorum at the POC committee last Friday, April 22nd. The committee recommended board approval for the following items:

- 1) Selection of vendor for SummerWorks payroll services:

- Management Registry Inc. (MRI) was chosen in a competitive procurement through Louisville Metro Government and evaluated by a committee consisting of KentuckianaWorks staff and Board members.
 - Other bids were received by Crown Services Inc. and Trimen Solutions. Bidders were evaluated on price, payroll formats, direct deposit and pay card capabilities, experience acting as the Employer of Record, remote services and willingness to serve as Employer of Record for youth. MRI was the previous vendor for this service.
- 2) Contract renewal for Goodwill Industries of Kentucky to operate the SNAP Employment & Training program for an amount not to exceed \$164,000 from July 1, 2022 – June 30, 2023.
 - 3) Contract renewal for Goodwill Industries of Kentucky to operate the Temporary Assistance for Needy Families—Power of Work Program for an amount not to exceed \$1,042,000 from July 1, 2022 – June 30, 2023.
 - 4) Contract renewal for Equus Workforce Solutions to operate Adult Career Services at an amount not to exceed \$1.8 million from July 1, 2022 – June 30, 2023.
 - 5) Contract renewal for Equus Workforce Solutions to operate One Stop Operator function at an amount not to exceed \$225,000 from July 1, 2022 – June 30, 2023.
 - 6) Contract renewal for the Louisville Urban League to operate KentuckianaBuilds for an amount not to exceed \$400,000 from July 1, 2022 – June 30, 2023.
 - 7) Contract renewal for WorkBay to provide ongoing support and development for KentuckianaEARNs.com, the digital platform for SummerWorks and other regional youth employment efforts at \$150,000 for the time period December 15, 2021 – December 14, 2022.

Chairman Georges opened the floor for comments and questions. Lisa Thompson made a comment about abstaining from item 6. A motion to accept the consent agenda items 1, 2, 3, 4, 5, & 7 was made by Ty Handy and seconded by Rocki Rockingham. The motion passed unanimously.

A motion to accept the consent agenda item number 6 was made by Dr. Marty Pollio and seconded by Ty Handy. The motion passed, with Lisa Thompson abstaining.

Update and Discussion: Possible Changes to our Manufacturing-Focused Career Center, and a Possible Shift To Focus more Resources on Serving Immigrants and Refugees –
Cindy Read

Cindy started with the Kentucky Manufacturing Career Center (KMCC) History. The first grant received from the Louisville Redevelopment Board in 2012 was to develop a career center focused on one sector in manufacturing. The KMCC opened in May 2013, with the following goals:

- Offer a one-stop resource for manufacturers and job seekers in manufacturing
- Promote manufacturing as a sector
- Connect manufacturing employers to solve workforce challenges in recruitment, retention and development of a manufacturing pipeline
- Provide entry level training leading to career pathways in manufacturing

From 2013 to 2022, these goals resulted in the following:

- 1,872 people placed into employment
- 3,639 manufacturing credentials awarded
- 346 MSSC “Certified Production Technician” credentials earned
- System Change Award (National Fund for Workforce Solutions)
- Breakthrough Guru Award (Louisville Metro Government)

Cindy mentioned that employer engagement remains strong. Over 159 manufacturing companies are engaged in monthly meetings, Job Fairs, outreach to schools, and signature projects include Manufacturing Day celebrations, Apprenticeship and Retention Workshops. Cindy stated that they did a focus group of about 6 to 7 employers on April 4, 2022, and those employers did confirm that manufacturing entry level training was not critical. She opened the floor for comments and questions.

Chairman Georges asked if there is a better way to use the resources that have been funding the KMCC to serve a different customer base? He opened the floor for comments. Dr. Ty Handy commented that as a partner, how can they collaborate using the Advanced Manufacturing and Information Technology (AMIT) center to deliver to a smaller group of people the instruction that still may be needed? Andy Bianco asked who were the employers in the focus group. Cindy answered with Paradise Tomato Kitchen, Allied Aluminum, Zeochem LLC, and Clayton & Lambert Mfg. Co., and others that weren't mentioned. He also asked if the program has kept up with the technology that is going into manufacturing. Cindy stated it never went into that because it is only a basic entry-level training class that focuses on quality and safety, and processes in manufacturing that was online-based. Dr. Ty Handy commented that he suspects if we could collaborate in the AMIT building, there could be greater exposure.

Willie Byrd asked in the chat if there is an advisory group. Cindy explained that there are a group of 200+ employers on the list, and about 50 to 60 a month attend a meeting. Jonathan Westbrook stated that he served on the committee recently that did the recertifications of the Career Centers, including the KMCC, and they saw the low level of activity. However, he had seen a tremendous and greater opportunity to meet the need even if the need has changed than to say that there is no need. From what he has seen in the data presented, it does not convince him that there is not a need and that we should move away from it. Examples include almost zero intentional effort in marketing to attract attention to the center. He stated that KentuckianaWorks needs to modernize and innovate on that. Chairman Georges thought that was a great point. He also stated that if the demand is still there, can the AMIT building down the street and what Ford is doing at Elizabethtown Community and Technical College meet that need better than KentuckianaWorks' facility. If so, can the marketing be pushed that way which will free up some funding to be of better use elsewhere.

Ty Richardson asked if the focus group indicated what they do need in terms of training. Cindy answered they are more interested in on-site training. Dr. Ty Handy stated JCTC can pay 75% of the cost of on-site training for companies, and the company only pays 25%. If KentuckianaWorks collaborates with these programs, it creates a greater linkage to the employers and their needs.

Michael Gritton explained that in the big picture, the discussion is about whether KentuckianaWorks should be seeking approval for continued funding from the Louisville Redevelopment Authority, but to potentially repurpose the \$300,000. The location of the manufacturing career center is a big area where refugees resettle. We're interested in asking for the same funding level, but potentially repurposing the funding to serve immigrants and refugees better – rather than focusing on manufacturing. And we didn't want to move in that direction without making sure we had brought it up with you, the Board, first. KentuckianaWorks wanted to ask for the funding to be still be used but repurposed on a population to help refugees with the Board's approval first. Chairman Georges appreciated all the comments and will look forward to a more in-depth conversation. Dr. Ty Handy asked is there a timeline crunch on this discussion and transition. Cindy replied that their lease expires July 1st, and so they would like to have this resolved by then.

Update and Discussion: Progress, Challenges and Opportunities at JCPS and How they Affect our Goals on Racial Equity and Alignment – Dr. Marty Pollio

Dr. Marty Pollio started by thanking the Board. He stated that they will be launching the Explorer Pathways next year which will dip into the middle schools. Kids are coming into high school with interests, and these pathways will help lead them in that direction of interest. The pandemic has created a setback in kids' engagement, but it has also had some advantages. One of these is the tax increase which will be a game-changer in terms of funding our "Future State". This will help upgrade machines for training in Academies. The biggest change to JCPS in 50 years will be the student assignment plan. He started his presentation with the average daily attendance from 2018-2019 versus 2021-2022. Some of the affects are pandemic-related, but most of the damage is because of the student assignment plan that needs to change. He explained what Chronic Absenteeism is in JCPS. According to the JCPS Pupil personnel Manual, any student who has missed 10% of the school year is considered to be chronically absent. In a typical school year, these students will miss at least 17.5 days of school. Among all JCPS students, 29.8% are chronically absent. He showed an important slide that showed among high school students inside the choice zone (mainly West Louisville), 58% of JCPS students are chronically absent. If the achievement gap is not eliminated, this will flow into students not being post-secondary ready or having the certifications that they need to successfully transition into the workforce. He stated that getting them into a classroom seat is a very important part of this work that is not focused on enough across the country. Because of the student assignment plan, it makes this much more challenging. There is a twenty-minute video about this on the JCPS website. He talked about how the student assignment plan is harming the work of KentuckianaWorks in the Academies of Louisville. When it comes to the school choice guiding principles: Equity, Access, Ease of Understanding, Diversity, and Choice, JCPS' current Student Assignment plan does not follow these, especially for the Black children in the Academies of Louisville. Black and Brown students are more likely to attend a school further from home due to the current school assignment plan.

Dr. Pollio asked the community to foster a transparent, and trustworthy system of resourced magnets serving diverse student populations. This will provide Black and Brown students with a choice to attend thriving, diverse schools close to home with strong programs, and improve experience for all students and families leading with equity in mind and building stronger trust. He showed a map of the choice zone schools, and stated that because the assignment plans for elementary, middle, and high schools were designed separately, this created disaster. He gave valid examples of why this does not work for families. He talked about the clustered stops between the middle and high schools. He then showed the proposed new cluster map, which showed elementary, middle, and high schools are in alignment with exception to a few clusters. He showed the current feeder patterns, and then he showed the proposed feeder patterns. He concluded by saying that they are setting aside \$12 million a year to resource the 13 Choice Zone schools from small class size to one to one technology and paying teachers and principals more. The best Academies of Louisville support and programming MUST be to the Academy of Shawnee. Shawnee is the Choice Zone School that will attract the highest needs for children. He opened the floor for questions and comments. Dr. Handy observed that an efficient distribution system would impact transportation costs, and give the District the chance to take that money saved and apply it toward the neediest places. Dr. Pollio stated that there are currently 775 bus routes, but last year there were 900 routes which was extremely inefficient.

Sarah Davasher-Wisdom stated that the reservations to this plan have gotten publicized, and they seem to be just as impassioned as the comments Dr. Pollio has delivered in favor of the new plan. What kind of reaction are you seeing from your interactions with the public? Dr.

Pollio answered that he is pleased with the reaction so far. JCPS has hosted seven community forums thus far. One was held the previous night, and 14 people attended. There are not a lot of people right now that are upset enough to come out to a public event, but there are a lot of reservations specifically in the black community with the lack of trust because much was promised and it was underdelivered. Pollio stated that the School Board will need to put in policy what they want to deliver, so that those commitments would be harder to change in the future.

Michael Gritton asked for clarification on what help the School Board needs from the KentuckianaWorks Board, if any. Pollio stated that they need people like the KentuckianaWorks Board to help with public support. Chairman Tony Georges clarified to the new Board Members that the region's employers that we represent are the "consumers" of what the school system produces and the more alignment between employers and what the school system produces with the Academies of Louisville is a long-term good business decision. Dr. Ty Handy floated the idea of offering a motion that would put the Board on record as supporting the new proposed Student Assignment Plan, but he made clear that he would only make such a motion if he was clear that it would pass and represent the sense of the Board. Rick Purdy stated that he feels there is not enough information yet for the Board to take a position on the matter, especially since today's presentation was our first chance to learn about the topic. Harold Reynolds stated that he supports the implementation, but is it within the scope of the Board to get behind it? Michael Gritton answered that it is up to the Workforce Board to decide if it is, but he believes that it is historically because they have been so involved with the Academies of Louisville in particular. Rocki Rockingham commented about the NAACP supporting the original Student Assignment Plan back in 1983 when it was created. She questioned whether NAACP and other agencies are in support of these changes. Dr. Pollio said that they are still working on it, but there is tentative support. He is meeting with them in a few weeks to discuss concerns. Rocki Rockingham stated that she believes that is a critical piece before the Board commits. Lisa Thompson agreed and stated that the conversations are continuing and there is opportunity to listen to resolutions of those conversations prior to taking a stand. Michael Gritton stated that we can circle back to this conversation next Board meeting with some possible updates from Dr. Pollio of the progress for the support. Jeff O'Brien agreed that this will be a big part of the Agenda for the next meeting. He also stated that they can't put it on the backs of the school district alone to address the patterns of redlining that have persisted for 80 years, and they can't keep putting it on the backs of the school district to try to solve our community's diversity problems. That is something the community has to resolve. He stated there should be dialogue about this, and that the Board should really consider taking up the motion suggested by Dr. Handy. Dr. Pollio stated that May 27 will be the time they will go in front of their School Board, and that he will be happy to come back at the next KentuckianaWorks Board meeting to provide a further update

Executive Director's Report - Michael Gritton

The Mayor's Budget Address was that afternoon. KentuckianaWorks is waiting on a couple things that were asked to be included in the budget. The Metro Council is in charge of the American Rescue Plan fund and most if not all of the funds will not be allocated until later or closer to the end of the year. Good news is that filed something yesterday that would put \$2.5 million dollars into a program that is being funded by KentuckianaWorks for individuals who just got out of prison to help them get back into the workforce. Everything else is still pending.

Chairman Georges then adjourned the meeting. The next meeting is scheduled for Thursday, May 19, 2022.

Staff:

Latricia Swope
Michael Gritton
Barbara Ferrell
Stacy Roderick
Patrick Garvey
Katie Elliot
Aleece Smith
Angella Wilson
Cindy Read
Darrius Brooks
Brian Luerman
Bailey Preston
Jaime Disney
Mary Rosenthal
Regina Phillips
Sarah Ehresman
Lada Garsparac
Alicia Pardo
Lori Hiser
Mike Karman
Chris Locke

Contractos/Guests

Sara Dodeci
Bria Henson
Regan Wann
Summer Morgan
Christine Tarquinio