

**KENTUCKIANAWORKS BOARD MEETING  
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD  
Thursday, February 24, 2022 – 8:30 a.m. – 10:00 a.m.  
Virtual Meeting via Zoom**

**Members Present:** Mayor Greg Fischer, Chris Schremser, 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, Sadiqa Reynolds, Eric Friggle, Sarah Davasher-Wisdom (proxy Christine Tarquinio), Jonathan Westbrook, Jennifer Carman, Jeff O'Brien (proxy Benjamin Moore-Loufield), Stacey Wade

**Welcome and Greetings - *Chairman Georges***

Chairman Georges welcomed everyone to the Board Meeting and thanked them for attending. Chairman Georges then introduced and welcomed the Mayor and gave him the floor.

**Discussion and Dialogue with Mayor Greg Fischer:** *Tony Georges, Mayor Greg Fischer*  
Mayor started by thanking all the members of the board, new members of the board, and a special thanks to Tony Georges. He reviewed the history and the accomplishments in the city. The Workforce Investment Board is amongst the top in the country taking workforce opportunities way beyond what the Federal government requires. Federal government funded summer youth jobs and then cut the funding in 2010. When the Mayor took office in 2011, he made the decision to keep that program going because he believes it is very important and a life-changing experience for people. He thanked deceased David Jones Senior and Betty Jones for being the first to help fund the SummerWorks program. In the first summer, over 200 youth participated in the SummerWorks program, and to fast-forward 11 years later, KentuckianaWorks has influenced over 40,000 youth with their summer jobs.

About 8 years ago, the KentuckianaWorks team created the Reimage program, which provides justice-involved youth with a mentor to help them get a high school diploma and employment. This had a high success rate on the national level and it continues to thrive.

KentuckianaWorks started to acknowledge the need to significantly expand the Tech talent in Louisville. It is absolutely critical to continue to accelerate and outpace competitive cities in terms of producing people who are tech-savvy and have the ability to operate in the New World. Code Louisville was a free software training program, and is amongst the best in the nation recognized by the White House. Recently, this program helped place its 700<sup>th</sup> participant in a life-changing, career-changing job with their employer partners.

This Board has also played a crucial role assisting JCPS with the creation of the Academies of Louisville effort. There are now over 100 employer partners at JCPS that are aligned with the city's key economic development clusters.

All these accomplishments will accelerate in the future and create all kinds of opportunities for KentuckianaWorks to be that workforce innovator that is needed in the community. This year, one of the keys is the investment of the American Rescue Plan funding. This is a once in a multi-generation opportunity to see programs come to life today that were only dreamed of over the years but never had the resources. As a Board, the Mayor wants to continue to work on Racial Equity when it comes to Workforce development and opportunities. In national statistics, 24% of Louisville residents are African Americans but only about 2.6% of Louisville businesses are owned by African Americans. The Mayor wants the Board to embrace the fact that they are

a city and national-shaping Board. He concludes with thanking the Board for all they have done. Chairman Georges thanked the Mayor and opens the conversation for questions.

**Open Conversation with the Mayor:** Mayor Fischer expressed concern about bringing back people into the workforce in terms of people working at home and coming back to work because of the pandemic. Downtown is the biggest industrial park, and the Mayor opened the floor to hear some ideas for the future to see how that would look for the workforce. John Archer asked about the possible upgrade to city-wide internet access to get Louisville to the forefront of high speed, and he asked about getting transportation out of the city to get workers where the work is. Mayor Fischer answered that AT&T just announced their 5G network. With the bipartisan infrastructure law, there are specifics for broadband investments, and so any areas of weakness, we can address specifically. With transportation, the Mayor responded with continuing micro-mobility solutions, and TARC is in that space. There is funding from the ARP. However, that goes into new buses and cleaner buses as opposed to more services.

Chairman Georges asks about the announcement of the new program that is awarding folks \$500 a month, and asked the Mayor to shed some light on that. Mayor responds that this is a program known as a Guaranteed-Income Program. They will be running a pilot with 150 people to see if it has an impact on their ability to get employed and better jobs. The first program was in California with Mayor Michael Tubbs implementing the program. It resulted with the guaranteed \$500 a month allowing the participants to go after a degree, and it stabilized and improved their lives moving forward instead of struggling every day. There will be about 20 cities doing different pilots in focusing on different sectors. Louisville is focused on 18 to 24-year-olds in those three neighborhoods. All the research will come together to show innovation. Cindy Read followed up with a question about the program and if it has a work requirement. Mayor said that there is no work requirement. It will be part of the experiment to see if it does show innovation in employment. The only requirement from the participant is to record on a monthly basis how they are spending the money.

Chris Schremser asked that with the global changes, what is the Mayor's opinion on what the Board needs to do to make Kentucky especially Louisville a more attractive place for some of those missed opportunities to land in our state. The Mayor suggested looking into the EV grid from technology to manufacturing with the electric battery plants located about an hour outside of the metro region. In January, there were two major announcements regarding EV. The location of those EV plants along with the presence of the two Ford plants in Louisville gives the Board big opportunities in the future. His goal is to "5x where we were 3-5 years ago." The Board needs to emphasize our strength which is tech. Compensation is also an issue, and the Board needs to keep an eye on that from a data stand point. "We want to be known as the City of Choice." KentuckianaWorks plays a huge role in this. Chairman Georges thanked the Mayor for his time and the Mayor exited.

**Review and Approve Minutes from January 2022 Meeting - Tony Georges**

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

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

Cindy stated that there were 3 items that were reviewed thoroughly by the POC:

- 1) Recommendation to Approve Certification for the KMCC as an Affiliate Career Center

According to state and local guidelines, The Kentucky Manufacturing Career Center (KMCC) has undergone the certification process to become an affiliate career center site. A Review Team was put together by the One Stop Operator to conduct the certification process and an ADA review was conducted by the Commonwealth of Kentucky. The Review Team has recommended granting certification for three years through the program year 2025.

2) Recommendation to issue Request for Proposals (RFP) for SummerWorks payroll services  
Under federal and local procurement guidelines, KentuckianaWorks competitively procures all contracts every five years. The contract for SummerWorks payroll services and the employer of record for sponsored youth and young adults (ages 16-21) in Jefferson County, Kentucky is currently held by Management Registry Inc. and is in its fifth and final year. The contract will end on March 14, 2022. To comply with the procurement requirement and to make sure a contractor is in place for the start of SummerWorks 2022 season, KentuckianaWorks recently placed the contract up for bid by coordinating the RFP process with Louisville Metro Purchasing and will identify a small committee made up of KentuckianaWorks staff and a Board Volunteer to review, score, and make a recommendation for a future contractor.

3) Recommendation to Approve Non-Competitive Contract for Security at the Spot  
Due to KentuckianaWorks' previous security contractor's inability to find a security guard for the Spot: Young Adult Opportunity Campus, KentuckianaWorks engaged Goodwill's Security Contractor, Off Duty Police Services. Because this contract will exceed \$30,000, AND because KentuckianaWorks' initial research did not find any companies who could provide the services needed, KentuckianaWorks is seeking approval to contract with Off Duty Police Services without a competitive procurement in an amount not to exceed \$88,000 for the period of Sept. 1, 2021 – June 30, 2022.

Chairman Georges asked Mike Hesketh if he agrees with what was represented, and he agreed. A motion to accept the three consent agendas was made by John Archer and seconded by Andy Bianco. The motion passed unanimously.

**Vote Needed: Staff Recommendation to Make Clear that our Definition of “Leading Career Pathway Efforts” Includes Connecting Graduating High School Seniors to Jobs if they are not Enrolling in College – Michael Gritton**

Michael Gritton began with the background of the Workforce Innovation and Opportunity Act. The Workforce Innovation and Opportunity Act (“WIOA”) provides mixed guidance to Workforce Development Boards like KentuckianaWorks when it comes to the Board’s responsibility to high school seniors. The law defines an “Adult” as an individual 18 years of age or older.

The law defines “Career Pathway” to include:

(C) counseling to support an individual in achieving the individual’s education and career goals;  
(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the education and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.

Under Functions of the Local Board, the law includes: (5) Career Pathways Development. The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by

aligning the employment, training, education and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.

The Board's Local Plan shall include: (10) a description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services.

At the same time, the law also includes references that make it sound like the Career Center staff need to determine WIOA eligibility (an onerous process) before they can provide services to Adults. This mixed message, contained within the law's complicated structure, has tended to discourage Board's from deploying their Adult Career Center staff to provide job preparation and job matching services to graduating seniors.

School districts across the region routinely ask KentuckianaWorks to provide services to help graduating seniors – especially the ones that are NOT enrolling in college, and especially those who don't have a good plan for how to find employment after graduation. The vast majority of these high school seniors are overcoming barriers. Data shows that recent graduating classes from Jefferson County Public Schools (JCPS) and other regional school districts have seen less than half of their graduating seniors enrolled in college the semester after that graduation.

At the moment, KentuckianaWorks has a large contractor staff (Equus Workforce Services) eager to find job seekers who want to find work, a long list of employers eager to find and hire those job seekers – and thousands of seniors about to graduate from high school who could use assistance to create a resume, get ready for a job interview, interview and gain employment. It seems obvious that KentuckianaWorks should utilize those resource to help more seniors find employment – rather than waiting for them to graduate, flounder, and then try to find small programs designed to help young adults when they don't connect with school or work after graduation.

**Staff Recommendation:** KentuckianaWorks recommended that the Board adopt a definition of our efforts to lead career pathways in our region to explicitly include the delivery of services to graduating seniors who do not intend to enroll in college immediately after they graduate. KentuckianaWorks also recommended that the Board submit a change to its Local Plan at the next available date that reflects this determination. This will allow KentuckianaWorks to immediately deploy some of the Kentucky Career Center staff, who work for Equus Workforce Services, in targeted ways to partner with high schools across the region. KentuckianaWorks can develop pilot efforts for the Class of 2022, then gather the data on what works and what doesn't, and refine the approach to reach a larger scale with the Class of 2023 and beyond. KentuckianaWorks will simultaneously notify the Education and Workforce Cabinet of intent to make this change to the Local Plan and Career Center efforts. If not allowed by the law or its regulations, KentuckianaWorks would of course back away from those efforts.

Michael opened the floor for questions. Eric Friggle asked how many people will this be affecting if KentuckianaWorks changes the rationale to include high school seniors as to compared to what's an adult now? Michael Gritton responds that the Class of 2022 has about 6000 seniors with confirmation from Kim Morales that JCPS has 6,679 Seniors in the Class of 2022, and if you include the other high schools in the 6 counties 8,000 to 10,000 seniors. Data shows about half of the students don't move forward to college. Rocki Rockingham agreed with the proposed new approach and stated that this will work as a nice bridge. Willie Byrd asked what are the initial thoughts on how KentuckianaWorks will put it in to practice. Michael Gritton

stated that they can start by doing virtual and in-person hiring events (depending on what the pandemic allows). Regina Phillips mentioned that JCPS hosted a couple of hiring events last year that were outdoors on the football fields near graduation ceremonies. The Equus team may also experiment with workshops to work with students in the classroom with interview prep and resume prep. Andy Bianco stated that Ford Motor Company is currently engaged in a study looking at the flow between the Career and Technical Education programs across Kentucky and the community college programs. They have found some gaps in that flow, and so they have asked the State of Kentucky to bring the study back in four weeks. At that point, they will have information from the student's point of view, which may be relevant to this discussion as well.

A motion to accept the staff recommendation to define "career pathways" to include serving seniors in high school was made by Harold Reynolds and seconded by Chris Schremser. The motion passed unanimously.

**Discussion: Alignment Update and What Can We Do to Help More Graduating Seniors Connect to Jobs if they are not Enrolling College – Dr. Marty Polio, Michael Gritton**

Dr. Marty Polio stated that the school has these systems and pathways in place that when it gets rough, like the pandemic, they get through it. Now that the schools are at a point where students have stayed in school most of this year, there has been a shortage of employees and teachers due to COVID. Even though it has been difficult, the systems and pathways have stayed in place. Dr. Marty Polio says their goal is to have the last three months of the school year be as normal as possible and focus on the seniors to get them ready for their next step in Transition-Ready. A new part of this component is known as the Explore Program which allow middle school students to explore a variety of opportunities before they go to high school. This helps them to find what they are passionate about. Student assignment negatively impacts the academies work. There is a lack of feeder patterns in the student assignment plans. Elementary, Middle, and High School were never designed together. The team is working on aligning with one proposal that has elementary, middle, and high that are all aligned. Student will still have choice outside of that, but the clarity for parents will be enormous and a game-changer.

Kim Morales presented data, starting off with the 15 Academies of Louisville Schools and the difference in enrollment between 2019 to 2020 and 2021 to 2022. Overall there was a 12% increase in enrollment in the high school zone. One of the biggest concerns is the attendance in the schools. Overall, the average daily attendance for all Academies of Louisville is about 84%. They have just started the End of Program Assessment Season, and so the students will test over the next 6 to 8 weeks. She said they expect the numbers to continue to climb. The expected goal for District Postsecondary Readiness is 75%. The current number is at 39%. She opened the floor for questions. She then turned it over to Dr. Joseph Ellison III to talk about high school missions.

Dr. Joseph Ellison III agreed that the data is not where it needs to be, but with these career pathways, they are pressing forward. He stated that the mission is not only just to give them a diploma, but to give the students those options to build a life that is positive for them and positively impactful for our society. He thanked the Board for their partnership and let them know it is appreciated.

In closing Chairman Georges stated that the next Board meeting is intended to be in-person. He thanks the Board for their time and their hard work.

Chairman Georges then adjourned the meeting. The next meeting is scheduled for Thursday, April 28, 2022.

**Staff:**

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

**Contractors/Guests**

Sara Dodeci  
Bria Henson  
Regan Wann  
Kristin Wingfield  
Kim Morales  
Dr. Joseph Ellison III  
Dr. Marty Polio