

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, November 15, 2018
8:30 A.M.
Greater Louisville, Inc.**

Members Present: Tony Georges – *Chair*, Jackie Beard, Willie Byrd, Tony Carriss, Rebel Chreste, Roger Cude, Dr. Ty Handy, Tami Hatfield, Ryan Henson, Tom Quick, Sadiqua Reynolds, John Snider, Mary Ellen Wiederwohl

Welcome and Greeting – Tony Georges

Mr. Georges welcomed everyone at 8:30 a.m.

Recognition of Special Guests – Tony Georges, Michael Gritton

Mr. Georges recognized Commissioner Ray Leathers. As this was his final meeting as a member of the Board, Tony Carriss was recognized and commended for his contributions on behalf of Shelby County. Mr. Carriss introduced Michael Hesketh, president of Superb IPC, whom he hopes will be appointed to the Board as his replacement.

Review and Approve Minutes – Tony Georges

Motion was made by Dr. Handy to approve the minutes of September 27, 2018 as presented and seconded by Mr. Carriss. Motion carried.

Report and Vote Needed: Audit Report for KentuckianaWorks for Fiscal Year 2018 – Michael Gritton and Jennifer French, Strothman & Company

Mr. Gritton introduced Jennifer French, principal at Strothman & Company, who reviewed the KentuckianaWorks 2018 Audit Report. She stated the audit went well and she highlighted that their review produced a “clean opinion.” There were no questions on the audit. Motion to accept the audit results was made by Tony Georges and seconded by Mr. Snider. Motion carried. Mr. Gritton recognized the work of the Finance Team led by Jennifer Novak, CFO, and Lori Hiser, Deputy CFO, for their work and their clean audit record of 16 straight years.

Workforce Innovation and Opportunity Act (WIOA) Budget Update and Vote Needed: Allocation of Resources for FY19 – Cindy Read

Ms. Read reported that the final budget allocation for WIOA funding was received, resulting in an anticipated increase of \$200,000 that could be allocated for either Individual Training Accounts (ITAs) or On the Job Training (OJT). Some background and three training allocation options were then presented. Background: the Board approved a budget on June 28, 2018 that did not provide for any funding in the adult system for ITAs funded by the WIOA. Board policy restricts ITAs to train eligible participants in high demand occupations. If not used for ITAs, this would be the second year KentuckianaWorks did not fund new ITAs due to: 1) a decline in the overall WIOA allocation for Adult & Dislocated workers of approximately \$450,000 between 2016 and 2018; 2) the WIOA requirement to add a new role in the system of a One Stop Operator, which resulted in a new contract and an additional yearly expenditure of approximately \$200,000; and 3) direction from the Board through strategic planning in 2017 and 2018 to increase the ResCare Adult Career Services contract in order to improve career services at the centers and through mobile services in the regional counties. The three training allocation options presented were: Option 1 – provide \$200,000 in ITAs for scholarships in high demand healthcare fields which would provide approximately 50 scholarships at \$4,000 per customer; Option 2 – provide \$200,000 in “On the Job Training” funding to the Code Louisville project which would benefit approximately 25 jobseekers at \$8,000 per participant; Option 3 – provide \$100,000 in healthcare ITAs and \$100,000 in Code Louisville On the Job Training, which would provide approximately 25 scholarships and benefit approximately 15 jobseekers.

The Board then held a lengthy discussion on the merits of funding scholarships in healthcare as opposed to other high demand areas, as well as the benefits of investment in On the Job Training. The Board asked if there is data on the needs and/or outcomes of ITAs in general and in healthcare as well as for OJT through the Code Louisville project. Mr. Gritton noted that the staff collects data on both sets of outcomes, but did not have the specifics available for today’s meeting. He noted that health care ITAs have routinely produced job placement rates above 80% with average wages above \$30,000 a year. He also noted that the OJTs in Code Louisville have helped to

improve the job placement numbers for that program, and that the average wages for Code Louisville graduates are now more than \$40,000 a year. Mr. Georges then called for motions on any of the allocation options.

Motion was made by Sadiqa Reynolds to accept Option 3 and seconded by Tom Quick. A vote was held and the motion did not carry.

Motion was made by Dr. Handy to accept Option 2 to provide \$200,000 in On the Job Training funding to the Code Louisville project and seconded by Tami Hatfield. Motion carried.

Code Louisville Presentation and Vote Needed: Recommendation for How to Continue the Effort in FY20 and Beyond – Rider Rodriguez, Mary Ellen Wiederwohl, Dr. Ty Handy

Mr. Rodriguez reported that Code Louisville has almost 1,000 unique graduates and nearly 300 IT professionals placed in new jobs, jobs that they would not be doing if it weren't for Code Louisville. The grant for Code Louisville was originally through September 2018 but has been extended through September 2019. There are currently 1,200 on the waiting list for Code Louisville. While the Code Louisville model is inexpensive on a per person basis and students don't pay to participate, Code Louisville operates on approximately \$600,000 per year, exclusive of the grant mandated program evaluation, which covers the staff to operate the program, the Treehouse curriculum program, rent, and other miscellaneous costs. Knowing that the end of the grant is coming, various funding avenues have been explored with two proposed avenues emerging. Option 1 is to fund Code Louisville exclusively through WIOA, which allows operations to continue as is for individuals who qualify for WIOA training services, however, many participants currently benefitting from Code Louisville may not be eligible for WIOA services due to their current earning levels and/or their educational attainment. Option 2 is to partner with JCTC to offer Code Louisville as a delivery option. This would have Code Louisville operating under the oversight of JCTC faculty to ensure course delivery meets accreditation standards. All Code Louisville students would need to be JCTC students, little else would change for Code Louisville participants as the program would still leverage professionals to help coach students. This option would allow Code Louisville to be paid for through any funding source that can pay for any other JCTC course. We anticipate approximately 1/3 of students paying for Code Louisville with WIOA funds, 1/3 through various forms of federal and state financial aid, and a final 1/3 through funds requested through Metro Louisville government. Option 2 calls for the Board to allocate \$200,000 in WIOA training funds in FY 20.

Ms. Wiederwohl reiterated the Mayor and his team are focused on tech skills going forward as a tech savvy workforce is necessary for the 21st century, and the importance of this Board focusing on and discussing at every meeting how we scale our pipeline of technology talent for the future. The City will consider funding during the next budget cycle.

Dr. Handy added that partnership between JCTC and Code Louisville will be a good thing for students, Code Louisville, and JCTC. Students will gain another IT degree option, JCTC will provide accreditation, and Code Louisville will provide faculty support, instructional base depth, and wrap around services.

Mr. Gritton indicated other funding avenues, including national Foundations tied to education and high tech, will be pursued prior to the City's budget consideration.

With the City, JCTC, and KentuckianaWorks all recommending Option 2, Mr. Georges called for a motion.

Motion was made by Steve Cunanan to accept Option 2 allocating \$200,000 in WIOA training funds in FYE '20 and seconded by Ms. Hatfield. Motion carried.

Vote Needed: Proposed Bi-State Plan for Advancing the Regional Workforce – Michael Gritton

Mr. Gritton referred Board members to the Bi-State Plan that KentuckianaWorks produced with the Southern Indiana Board and asked for approval of this as a regional plan between the two Workforce Development Boards that will then be taken to the two Governors to sign off on. It will then be presented to the Department of Labor to recognize us as a bi-state planning region, one of the first in the country.

Motion was made by Ms. Hatfield to approve and seconded by Tom Quick. Motion carried.

Video: Highlighting Good Work in the Regional Counties by the ResCare Mobile Services Team – Michael Gritton

Due to some sound issues, the video was unable to be shared at the meeting. Mr. Gritton promised to send everyone a link to the video following the meeting.

Update on Kentucky Career Centers and Major Difficulties with Rollout of New Data System and Policy Directives – Cindy Read

Ms. Read presented a report highlighting some of the issues that we are still concerned about after the first month's implementation of KEE Suite. The issues fall into four categories: lack of alignment with our Workforce Board's approach and programs; CHFS/DCBS mandates that negatively impact workforce implementation; performance; and WIOA Youth. We are continuing to address these issues with the state but wanted the Board to be aware of these concerns and the fact that for the first time in 16 years we do not have current program performance data to report to the Board. Data is available through September 30 when we turned off the other system. One major thing in the youth program is that the system does not allow us to do some things that we are required by law to do. We will continue to update the Board on these issues. She recognized Keni Brown, our one stop operator, Ryan Troutman, who oversees the ResCare contract, and Rebel Chreste, who is the regional manager for OET, who are working every day through these issues in our busiest center in the state. She also recognized Commissioner Leathers and Secretary Derrick Ramsey for coming to the centers to see what's happening and the customer service issues we are currently experiencing. Commission Leathers added that the commitment is to continuously improve this system through the value stream team to remediate the issues, with the goal being to have someone who comes into the career center being entered in the system and conducting a job search within 30 minutes.

Meeting adjourned. The next meeting is scheduled for January 24, 2019.

Staff:

Michael Gritton
Cindy Read
Rider Rodriguez
Phil Miller
Jennifer Novak
Latricia Swope
Elizabeth Davis
Lori Hiser
Patrick Garvey
LaShala Goodwin
Brian Luerman
Joi McAtee
Angella Wilson
Jennifer Ratoff
Chris Locke
Regina Philliips
Aleece Smith
Jaime Disney
Mary Rosenthal

Observers:

Ryan Troutman
Keni Brown
Rebel Chreste
Bridgett Wolf
Joyce Griffith

Guests:

Commissioner Ray Leathers
Michael Heskeith
Jennifer French