

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD
Thursday, May 23, 2019
8:30 A.M.
Greater Louisville Inc.**

Members Present: Tony Georges- *Chair*, John Archer, Derek Bland, Willie Byrd, Jackie Beard, Rebel Chreste, Steve Cunanan, Tami Hatfield, Michael Hesketh, Vincent James, Jenny Lampton, Kent Oyler, Harold Reynolds, John Snider

Recognition of Special Guest- *Tony Georges, Michael Gritton*

Mr. Gritton introduced new Board member John Archer of Best Buy Geek Squad

Mr. Gritton introduced new Board member Jenny Lampton, OVR Regional Manager

Mr. Gritton introduced Melinda Breslin who will be taking over for Ryan Troutman of ResCare Workforce Services

Review of Financial Picture for KentuckianaWorks – Michael Gritton

Mr. Gritton gave the financial summary for KentuckianaWorks. Federal Funding continues to shrink. More demand plus less funding equals less job training. There is no separate federal or state funding stream that flows to Workforce Boards to provide the region's job seekers, employers, and students better labor market intelligence, or to organize employer groups by sector so that job training and preparation efforts can be aligned with those sector needs. The overall amount of training will still be approximately \$1.4 million counting WIOA dollars and grant funds. Chasing grants to fund core operations or to test innovations leads to sustainability issues when the grants run out. Alternatively, we have had great success with the leadership of Mayor Greg Fischer and the Louisville Metro Council stepping in to sustain some of our efforts with local government dollars. But given the on-going budget challenges faced by the city this is not likely to be a fruitful source of support in the future.

The Board can:

1. Take an active role in advocating for increased federal funding: or
2. Take an active role in advocating for new state funding: or
3. Keep doing what we're going – use what we get from the federal and local governments, apply for grants and other funding sources to test, innovate and experiment, and acknowledge that there are some workforce problems we will not be able to solve with this approach; or
4. Some combination of 1, 2 and 3.

Kent Oyler asked how much money does this Board have discretion over. Could we carve out \$2 million to use as the Board saw fit. Michael Gritton answered the short answer is no. There are certain ways we can decide how the money is spent such as deciding to have only 1 adult Career Center instead of 4. Cindy Read reminded the group that a few months ago we found an additional \$200,000 for training and we brought options to the Board for those funds. The choices were to fund more healthcare Individual Training Accounts (ITA's); fund Technology on the job training scholarships or a combination of both. The Board chose to go 100% with the Technology training. The discretion that we do have is very limited. After some additional commentary Steve Cunanan asked Michael Gritton how confident he was in the WIOA funding amount. Mr. Gritton answered that he is pretty confident. That figure might change a bit but not likely by hundreds of thousands of dollars. Chairman Tony Georges asked if there were any

additional questions or concerns or for a motion on the budget approval. John Snider motioned to approve the budget. Kent Oyler seconded the motion. Motion carried.

Review and Approve Minutes –Tony Georges

Mr. Georges asked for a motion to approve or deny the April 18, 2019 minutes. With there being no comments or questions Kent Oyler made a recommendation to approve the minutes. John Snider seconded the motion. Motion carried.

Vote Needed: Review and Approve Consent Agenda Items – Cindy Read

The following items were reviewed at the May 17, 2019 meeting of the Program Oversight Committee. There was a quorum and the committee recommended Board approval for all the items listed.

- Recommendation to award Strothman & Company the contract to provide single audit services for KentuckianaWorks and KentuckianaWorks Foundation
- Recommendation to Modify YouthBuild Louisville Contract for SummerWorks to increase funding to add Job Coaches based on final number of participants

Contract Renewals

- Goodwill Industries of Kentucky Contract for Supplemental Nutrition Assistance Employment & Training Program (SNAP E&T) for \$166,836
- Goodwill Industries of Kentucky Contract for Temporary Assistance for Needy Families (TANF)—Power of Work Program for \$1,030,000
- Jefferson County Public Schools Adult & Continuing Education Contract for the Temporary Assistance for Needy Families-Power of Work Program (Education Services) for \$10,000
- Goodwill Industries of Kentucky Contract to Operate Kentucky Youth Career Center Contract (Regional) for \$380,000
- Jefferson County Public Schools Adult & Continuing Education Contracts to Operate the Kentucky Youth Career Center (Louisville) for \$350,000 and \$210,000
- Jefferson County Public Schools Adult & Continuing Education Contracts to Operate the Reimage Program for \$75,000
- Jefferson County Public Schools Adult & Continuing Education Contract for Reimage Federal Reentry Grant (Compass Rose) for \$70,000
- Louisville Urban League Contract to Operate Kentuckiana Builds Program for \$360,000

Kent Oyler asked if there are performance outcomes on these programs. Cindy Read answered affirmatively and directed the Board's attention to the KentuckianaWorks Program Highlights and Areas of Concern document in the packet. In addition, more detailed program reports are given to the Program Oversight Committee (POC) at every meeting. That information can be made available even if there is no POC meeting. John Snider noted that in the program highlights KEE Suite has been listed as a concern in every program since its introduction. Do we know if the state is doing anything to fix these issues? Cindy Read answered yes, the state is trying. We have issue trackers we send to the state and many—but not all— of the issues have been addressed. However, there is testing required on the state fixes, which demands a great deal of our staff time and there is work that still needs to be done on KEE Suite. With there being no more questions Steve Cunanan moved to approve the consent agenda items. John Archer seconded the motion. Motion carried.

Vote Needed: Staff Recommendation on the One Stop Operator Role in the KentuckianaWorks Region
– *Cindy Read*

Ms. Read presented a memo reviewing the history of the One Stop Operator (OSO) Role at KentuckianaWorks including a matrix of OSO duties which had been shared at the Feb. 28, 2019 board meeting. Based on two years of implementation of the OSO role, KentuckianaWorks has recommended reducing the scope and budget for the OSO contract. The most significant change is to eliminate the OSO's role in gathering and analyzing performance data as staff feel that should remain a Board staff responsibility rather than a contractor's. Additionally, the memo clarifies that the OSO does not have a role in providing direct services to customers or running the centers, but rather is charged with system design. The OSO is also responsible for working with internal and external partners in the career centers and providing professional development for staff and partners. The revised role matrix was shared with partners on Feb. 20, 2019, the Program Oversight Committee on Feb. 22, 2019 and the full board on Feb. 28, 2019. At the Feb. 28 board meeting, member Rebel Chreste requested further review of the role at the next POC meeting, which did not occur. Hence it was brought back to the full board for further review. Rebel suggested that if significant changes are going to be made to a contract that has such a big impact on the Comprehensive Career Center service model where all the partners are located, there should have initially been more discussion.

John Snider asked if we are voting to change what the RFP selection committee recommended. Cindy Read said this does not change the recommendation for the contract, but that will be voted on separately. Steve Cunanan asked who provides daily oversight of the One Stop Operator. Ms. Read answered that she and Angella Wilson of KentuckianaWorks are responsible for overseeing that the goals of the One Stop Operator are met. Jackie Beard asked if we find that this new role does not work, do we have the ability to make changes again. Cindy Read answered that we write contracts for one year terms with renewable options up to five years. If contract performance outcomes aren't met we are able to make changes. Chairman Tony Georges asked if Rebel's concerns that there had not been enough discussion about the changes have been met. With there being no further concerns, Derek Bland moved to accept the recommendation. Steve Cunanan seconded the motion. Motion carried.

Vote Needed: Staff Recommendation to Award New One Stop Operator Contract to ResCare Workforce Services after Procurement and Review Team Consideration of 3 Proposals –*Cindy Read*

The Program Oversight Committee has asked the Board to review the role of the One Stop Operator and vote on the selection of a One Stop Operator for the KentuckianaWorks region. Three organizations bid on the contract: Eckerd Connects, ResCare Workforce Services, and Thomas P. Miller & Associates. After a selection committee of the Board scored proposals and interviewed the applicants, they recommended ResCare Workforce Services for a contract not to exceed \$127,000 per year. John Snider made a note that in the future he recommends the committee not score the proposals until after the oral interview process. However, he confirmed that he is in agreement with the selection committee's choice. Harold Reynolds asked if the only firewall between the One Stop Operator role in ResCare Workforce Services and the Career Center contract for ResCare was that they report to a different person. Ms. Read answered the contract states these roles are separate, the One Stop Operator has to be fair and accountable to all the partners. There are other metrics written in the contract and those expectations are monitored by KentuckianaWorks. John Snider moved to accept the recommendation with the understanding that there will be additional firewalls added between these 2 contracts if the same organization should happen to win both contracts again in the future. Willie Byrd seconded the motion. Motion carried.

Presentation and Discussion: Funding for Workforce Development in the Commonwealth of Kentucky
– *Dr. Kathleen Bolter*

Dr. Bolter gave a brief presentation on ‘The State of Workforce Spending in Kentucky’ accompanied by a few PowerPoint slides. The key takeaways are the total workforce spending in Kentucky equals \$1.04 billion. The state spending portion is \$681.7 million and \$359.6 million is the federal spending portion. If you exclude the entire Kentucky Community College system funding the state spending is only \$186.3 million. Federal workforce spending in Kentucky decreased by 30% between 2013 and 2017. The workforce system in Kentucky involves 6 different state agencies and numerous state and federal funding streams. No state funding is provided for local Workforce Development Boards.

The state has prioritized funding for programs that focus on helping workers obtain middle-skill jobs through the KCTCS system. This has primarily been in high-demand fields such as health care, transportation/logistics, advanced manufacturing, business services/IT and construction. While this policy benefits many workers, many disadvantaged adults cannot participate in these training options because they lack a high-school degree or credential and the literacy, numeracy, and writing skills to enroll in community college. The requirements of the Work Ready Scholarship provide an example for how many Kentuckians will be unable to access training opportunities. Workforce development for disadvantaged workers, primarily funded through Federal funds, has seen its funding decline the most in recent years.

Meeting adjourned. The next meeting is scheduled for August 22, 2019.

Staff:

Michael Gritton
Angella Wilson
Sarah Ehresman
Huston Monarch
Lori Hiser
Rider Rodriguez
Chris Locke
Latricia Swope
Patrick Garvey
Jennifer Novak
Brian Luerman
Joi McAtee
Aleece Smith
Cindy Read
Kathleen Bolter
Jaime Disney
LaShala Goodwin

Observers:

Ryan Troutman
Joyce Griffith
Kim Boyd-Lane
Regan Wann
Deana Karem
Marsha Berry

Guest(s):