

Cumberlands Workforce Development Board
Meeting Minutes
08/20/2024

The Cumberlands Workforce Development Board (CWDB) met in person and via Zoom on August 20th, 2024 at the Lake Cumberland Area Development office in Russell Springs. Chairman Sam Brown called the meeting to order and opened with prayer.

Ms. Jana Shell called the roll. There were twenty four (24) of the twenty-nine (29) member's present in-person or via zoom, thus constituting a quorum of the Board. There were 19 members in-person and 5 via zoom were Business and Workforce representatives which met the requirement of 51% of members present being a combination of Business and Workforce representatives.

Copies of the June 18th, 2024 Meeting Minutes the June 18th, 2024 were sent to all members. Questions/corrections were asked for; there being none, a motion was made by Chairman Vanhook to approve the minutes as presented. Brett Traver made the motion to accept the minutes and Tina Cook seconded the motion. Motion carried.

Chairman Vanhook introduced Stacy Beeler, the appointment and ratification of Member Cumberland's Workforce Board for Casey County. Sam Brown made the motion to accept the new member and Second Wendell Emerson seconded the motion. Motion carried.

Chairman Vanhook introduced Jeremy Lewis (Job Entry and Retention Support Specialist for the SITE Program), as well as Katrina Croom (Kentucky Farmworkers Program) for the appointment and ratification of members of the One-Stop committee. Eric Sproles made the motion to accept the new member and Larry King seconded the motion. Motion carried.

Ms. Vickie Wells, Treasurer gave the budget report for 7/1/2024 thru 8/9/2024 stating our total budget for the year is \$2,131,706.21. As of the same date, we have expended \$19,745.97 which is 0.93% of the budget. Ms. Wells noted that page 2 was the broken-out expenditures by grant area and that we are on target. Motion made by Scott Pierce seconded by Sam Brown to accept the 2024 budget. Motion carried.

Ms. Myra Wilson, Director CWDB, brought forward the Kinetic Strategic Design contract extension. Bill Cox and Kirby Stevens from KSD and they have been with the Cumberlands Workforce Development for 7 years and they are looking to extending that into another year. The budget is still at \$1,162.50 monthly for maintenance, \$900 for social media, and \$2062.50 for the total for a month. This will start September 1st, 2024 through August 31st, 2025. Brett Traver made the motion to accept the budget with the addendum for KSD. Motion made by Scott Pierce and seconded by Larry King. Motion carried.

Ms. Myra Wilson, Director CWDB, introduced Ms. Alesa Johnson, Vice President of Workforce Solutions Somerset Community College and Sean Conner, President and CEO, from Conner Logistics.

Ms. Alesa Johnson, Vice President of Workforce Solutions Somerset Community College, Conner Logistics started their operations in Somerset in 2021. They're a great family, owned business. They came to fill some niches that the Cumberland area doesn't have, and they have already successfully helped companies save a lot of money in that arena.

Ms. Myra Wilson, Director CWDB, introduced Mr. Jamie Link, Secretary of Education and Labor Cabinet.

Mr. Jamie Link, Secretary of Education and Labor Cabinet. The local and regional workforce boards are the front line. The work that you do with the local partners from economic development to chambers of commerce, the employer community. Frankfort's job is to support the local workforce boards, and to help the citizens of the Commonwealth. There is an opportunity now, with some 55,000 jobs to fill in the Commonwealth. There are also more companies watching to see how those jobs are filled and how those employees are trained. Those things are going to help shape their decisions on if they want to come to Kentucky or not. That is where the Workforce Development comes in. Quote from Secretary Nash, Economic development is the engine, but workforce development is the fuel. If we can get people into a good careers maybe we can keep them on a good path and not into the hands of the criminal justice system. So two words come to mind when it comes to workforce development. The first is communication, and I've just talked to Representative Branscum and Representative Pollock about our communication with the General Assembly and their communication with the Cabinet. We have to talk to one another because we need to know what we are facing, what challenges we have, what opportunities we have and how we can address those. And we also have to communicate amongst ourselves in the workforce space and in the economic development space. Economic development has project managers, and they work with companies that are looking to build or expand in Kentucky. And those project managers work directly with that company to address their needs. The same thing should be on the workforce side also. We should have project managers that work with those same companies to address their workforce needs. So we're going to link up the Economic Development Project manager and the Workforce Development Project manager. So they're on the same team helping to address those company's needs. We have to work with every Cabinet and State government to address what opportunities we might have to help people. We work with the Cabinet for health and family services. For those people that enroll in Medicaid services seeking Medicaid benefits. There needs to be some form of communication to these people to figure out what type of career opportunities they are looking for. Workforce has to go to the people rather than sitting back and waiting for them to come to the centers. About two years ago, Frankfort merged the State Labor Cabinet and the State Education and workforce Development Cabinet into one Cabinet. Now our Cabinet addresses everything from early childhood, education, head, start and preschool all the way

through the safety net programs of unemployment insurance workers, compensation, workplace, safety, wage and hour protection. In the middle of all that our main focus is workforce development. The focus is going to be how are we going to address the workforce demands that Kentucky has. January of 2023 the Cabinet reached out to Ashley Watts, who's the President and CEO of the Kentucky Chamber of Commerce. The Chamber has several workforce initiatives such as KCTCS and post-secondary education and many others. In the past, it was clear that as a whole we are not maximizing all our resources. About 19 months ago, the Cabinet and Chambers started to meet every month to make sure we communicate the needs to be able to maximize those resources. The Cabinet has an organization called the Kentucky Center for Statistics. It is one of the finest, longitudinal data systems. The Cabinet has also expanded with the Kentucky Hospital Association and the Kentucky Association of Manufacturers. This will give the Cabinet the employer perspective on the workforce needs and how we can address that. Obviously manufacturing is one of the leading industries in Kentucky. The health care industry demands right now are high, and the Cabinet is trying to do everything we can to address that high demand. Working with hospital systems, working with associations on how we can best address that demand. Addressing what the workforce needs starts with the youth and young adults. We have to get young people thinking about their future career also Kentucky needs to start teaching soft skills and life skills. Examples: timeliness, work ethic and many more that employers are needing and looking for in future employees. There can be workshops that can help build those skills and help the youth of Kentucky grow into the adults Kentucky's Careers need. Another thing that needs to be addressed is military transitioning out of the military and back into the workforce. Not just the service member. It's their family, it's their spouse and their children. We have to take all of that into account when we're looking at veteran employment. There are military families that will sit down and research the cost of living and where they want to end up and raise a family. Those are the type of people we want to draw to Kentucky. So we're working with the State tourism cabinet. General Assembly appropriated funding to the tourism Cabinet to promote Kentucky tourism. There has been talk about adding to the tourism message for Kentucky about the workforce. Example: Come to Kentucky not only to visit, but to stay. Because we have great job opportunities. We have great natural resources, have great school systems, the cost of living. Secondly, we have the reentry programs for employments. Aaron Poynter is an expert on reentry employment and the work he's doing in our office of adult education. The ability to spread that model that was created here across the State with the local jails and with state institutions is going to pay huge dividends. For those who are eligible and are willing to obtain the skills and show the initiative to get into employment and change their lives. Our reentry and employment branch in the office of Adult education is working with the Department of Corrections and with other agencies, both state and local. To address that need, so that when those inmates are identified to be leaving incarceration. If we get with them before they leave that institution and start working on skills, training and on other needs that they might have, so that when they leave incarceration. We want to work with the employer community for those employers who are willing to participate and work with us on those folks that are coming out of prison. There are some programs, Jobs on Day

one and Putting Kentuckians First, as soon as they leave that institution we want them to go to work and have a job and kind of change that course of their life. These will also help with the recovery community. Staying engaged with them and support them, whether it be 6 months, a year, 18 months, whatever the case may be, to, to make sure we're doing all we can to keep them on that right path, and then eventually it'll take hold and they'll continue on that path. There are a lot of the trade unions, a lot of the trade apprenticeship programs that are expressing great interest in helping us with these to go into the institutions and start apprenticeship training for people before they leave the institution, and once they leave the institution, they can go into full blown apprenticeship programs that will help them earn while they learn. Those programs help by having them do some classroom time and time on the job and while they are on the job they are getting paid. One of the great things about this program is that while they are in it for that job they don't incur debt. College debt is one of the reasons that you hear why young adults don't pursue careers that need those college degrees. These programs help with that. There are other programs to help with things like childcare, transportation, the benefit cliff, and several other barriers that might prevent people from getting into the workforce. The Cabinet is working starting to look into working with University of Kentucky and Dr. Lee Todd, President of University of Kentucky, on an entrepreneurship for people to start their own businesses. During 2020, there was a surge demand for the unemployment insurance and it over loaded the 30 year old computer system. This means now we have a new system that is being developed that probably take a couple years to complete. These are some of the resources that have been pulled over because you need their knowledge. Going into the development of the new system. So not only do they have to do their day job of working unemployment insurance claims, they have to do their extra jobs of working with the software company to develop the new unemployment insurance system. The Cabinet is also working with implementing artificial intelligence that it's used for good purposes, we are being careful about how this is going to be used and what it going to be used for. We need to work with the youth and young adults in Kentucky. We also need to draw people in from outside of Kentucky also, there is federal budget for outreach that the Cabinet it working to get some clarifications on what it can be used for at this time. There is also been an influx of immigrant and refugee population. In Kentucky, there are various pockets across the Commonwealth with certain nationalities or cultures that have moved to those areas. So the increased need for language services in workforce. There also needs to be some type of training programs for those that have advanced degrees from their country of origin. But they come here, and they can't get a job they can't communicate well, or we don't recognize their certifications in the United States.

Judge Executive Luke King, Cumberland County, introduced the local Cumberland County High School civics club and a county government internship program participants. Each of these program participants for six months had to show up just as any other Cumberland County team member and employee would. They've all had to go through a performance evaluation, the exact same rubric that all of our Cumberland County team members go through something that our Cumberland County team members don't often go through. But these young leaders have gone through is what we call a pathway. Every single one of these students have sat down, they

thought about what's most importantly, I asked them big picture questions. What amount of money would you have to make to know that you truly make it one day? What job, what title, what position, what rank would you one day achieve and say, this is it, I'm at the top. They work on how they want to see themselves one day in the community. They've got that pathway they now see this is doable. These students meet twice a month at the local courthouse and they elected some of their peers to be student Judge-Executive and magistrates. They debate ordinances, sign resolutions and proclamations just like the Fiscal Court. They go to the Fiscal Court meets and other meeting that deal with community business. These students get to learn skills and tasks that they can use to help better themselves and the community. The goal of this program is to have a civic club in every school within our region within the next two years.

Ms. Karen Miller, One-Stop Operator, went over the Kentucky Career Center's report and how many people come in and out of the center. Out of the 10 career centers in the Cumberland Area there is a little over 38,000 individuals that use the services offered for the time frame of July 1, 2023 to June 30, 2024.

Mr. Aaron Poynter, Director Reentry and Employment Services Branch Kentucky Office of Adult Education with Education and Labor Cabinet, We started in Russell County, Kentucky. In a court one day a week, in a jail with 82-87 beds. We've actually also incorporated Senate Bill 90 into our operations. And so we're bringing all of the reentry and employment services that you would think about under that one umbrella, and it's proving to be very, very effective because we're sharing information with our own branch or within our own cabinet, digging down and making things more effective. All the activities that we are doing supports, Jobs on Day One, the partnerships and the expansion that that's we are doing the amazing things that we're doing. We just posted a job for Western Kentucky. We just hired a navigator position for Lincoln Trail. We have substantial demand for Eastern Kentucky and Bluegrass. We went from 12 counties to 58 counties across the Commonwealth every single week we are getting expansion requests. We just filled a request to go to the Federal, the Bureau of Prisons that are in Eastern Kentucky, 2 separate ones. There are 2,100 individuals were served and impacted. This program is growing and going to meetings such as the Fiscal Court, Chamber of Commerce's and recruiting employers to hire individuals that we are serving and helping. Around 70-80% consistently, individuals are getting employed and staying employed. The program is working to partner with Somerset Community College to help with training programs to get some individuals certification in many workforce areas.

Ms. Lisa Gosser, Russell County Schools allowed us to take two buses of four groups of the schools staff and showed them local business that students might want to get a career with after graduation. WIOA staff attended as well and assisted as tour guides.

Ms. Marsha Wells, regarding WIOA updates-All performance measures are under negotiation and are not due until September..

Mr. Waylon Wright, LCADD Executive Director, LCADD is working to get funding for the VR headsets in each county to be used in the class rooms for schools and at the career centers. In July 2023, LCADD received an award on it opioid abatement funding from the State Commission. LCADD is working with other organizations to get funding to help with different programs that are in the works.

The adjournment motion was made by Scott Pierce.

Jeff Vanhook, Chairman

Vickie Wells, Secretary/Treasurer