

**Cumberlands Workforce Development Board
Meeting Minutes
October 20, 2020**

The Cumberlands Workforce Development Board met via zoom (video conferencing) on October 20th, 2020 at the Lake Cumberland Area Development office in Russell Springs, due to Covid-19. Chairman Sam Brown called the meeting to order.

Ms. Beverly Grimes called the roll. There were twenty-one (21) of the twenty-seven (27) members present via zoom, thus constituting a quorum of the board. Seventeen (17) members present were Business and Workforce representatives which meets the requirement of 51% of members present be a combination of Business and Workforce representatives.

Mr. Sam Brown made the following nominations to the Executive Committee; Ms. Angela Cowan & Mr. Brad Hall & the following nominations to the Strategic Planning Committee Mr. Jeff Vanhook & Ms. Rhonda Thomas. Motion was made by Mike Buckles to ratify the committees as presented, seconded by Scott Pierce. Motion carried.

All members were e-mailed copies of the minutes from the August 20th, 2020 meeting. Questions/corrections were asked for; there being none, motion was made by Scott Pierce to approve the minutes as presented, seconded by Steve Sanders. Motion carried.

Ms. Marlene Taylor gave an update on the (Lake Cumberland Opioid Response in Rural Communities) A-ROC Project. Their journey started in 2019 at the Lake Cumberland Community Action Agency where Alisha Polston is the Executive Director. She saw a funding opportunity issued by the United States Department of Health and Human Services, so they wrote for that funding which was for \$200,000 for a planning grant. The overall goal of the planning grant is to reduce morbidity & mortality associated with opioid overdoses in our ten County Lake Cumberland area. In May of 2019, they received the grant. The grant started the path of forming a planning consortium which is comprised of four core board members; Lake Cumberland Community Action Agency, Adanta, Lake Cumberland Area Development District and Lake Cumberland District Health Department. In that consortium there is a very diverse group of individuals throughout the ten county area. We have community partners from various sectors; education, the faith based community, early childhood education and their primary care provider is Dr. Richard Miles. During the planning grant, they completed a very comprehensive needs assessment that identified gaps in prevention, treatment and recovery around the issue of opioids. They connected various focus groups with various populations in the ten county area. They did over a thousand surveys that were completed by people in the Lake Cumberland region. Our goal for this was to capture the perception of the community related to opioid and substance use disorder. Education was the primary factor for dealing with opioid use disorder. By doing the survey's and focus groups they gained a lot of information and have a very comprehensive community needs assessment. The assessment guided their frame work which was their Strategic Plan, Workforce Plan and their Sustainability Plan. These separate plans allowed them to focus on the needs

of the community which are prevention, treatment and recovery. When they completed the framework to the planning grant process, they applied for the Health Resources & Services Administration (HRSA) Implementation Grant in July 2019, which they were awarded \$1,000,000 for a three year period which allows them to continue with their work on prevention, treatment and recovery. They compiled a very detailed work plan. They had a work plan meeting with their four core members last week, it was very productive. They are going to focus on prevention, educating our community about the risk associated with opioid use disorders, head start population (there were 46 families that were identified as having substance use in their families). They will provide training to the Head Start staff and families. They have a Lock Your Meds campaign. Some of their Recovery activities; include enhancing discharge coordination for people leaving in-patient treatment facilities or criminal justice system by collaborating with ADD workforce development program. They are establishing a sober living facility in Adair County for women. Dr. Anna Burton from Columbia blessed LCCAA with the donation of a building for a sober living facility, the facility will house 6/12 women. A van has also been donated by a local businessman to be stationed at the facility.

Mr. Aaron Poynter gave an update on Re-Entry & Transformational programs. He provided an update for August and September. Referrals are increasing on a month by month basis. Intakes from 8/1/20/-9/30/20 were seventy-one, 86.1% completed with positive outcomes, 64% re-entered the workforce, 36% have been referred to other resources and 8.3% currently have applications submitted and 5.6% unwilling to participate. There are some partnerships and resources he wanted to highlight. Auto Addiction located in Pulaski County. They are training folks to be certified mechanics. He is speaking with County Attorney/Judges in Rockcastle, Cumberland and Clinton. Three major employers have reached out with assistance in creating employee pipelines, Taylor, Laurel, Whitey and Pulaski are in progress. He was a guest speaker at a luncheon on Saturday. He spoke to a panel of medical professionals, counseling service and additional resources in the region. He has been working with United Way of Southern Kentucky. Assisted Auto Addiction in becoming a registered ETPL Provider with Marsha Wells & Jennifer Burton. He has attended the A-ROC, ACLU of Kentucky, KY Chamber of Commerce, SPEDA, Casey County Extension Office & Fletcher Group, etc.

Ms. Myra Wilson added a couple of items. We were cited for a couple of things. Our jail is one of the facilities that work to get ID's for the inmates. Pam Bentley from the Department of Corrections, she is the Regional Manager, wants Floyd County to listen to how this has been incorporated in this region. They want to pilot this over in Floyd County.

Ms. Lyndsey Brown gave an update on the National Dislocated Worker Grant. Ms. Brown covers South Central and the Cumberlands. She has been focusing on the Coding Academy for both regions. The Cumberlands and South Central are partnering with BC Skills they are out of Barren County. It's a coding academy web-development program. The target is mostly dislocated workers to help them find a different industry skill set. If they were in a retail or hospitality and were affected by the pandemic we are trying to get them in an industry or an opportunity completely different than what they were in. In order to gain the pipeline which is the recruitment effort there are different ways that

she has used to do this. A big thanks to Marsha Wells for her help in getting these people WIOA Eligible. They have sourced nineteen individuals that are ready to start this program that starts in January. We gained that pipeline through community partnership, Ms. Brown contacting Chamber of Commerce, other areas that are able to reach out to the community. Local Radio Stations, social media, flyer, "Shout Out" to Duo Broadband who was able to run the ad on their TV ads. There is a four step process, so the initial phase is to gain the individuals interest. Step one: is a Written Interview, Step Two: Aptitude Testing & Step Three: In Person Interview. It's a fifteen week course, it can be virtual or in-class, it's a skills set. They are going to be learning coding, web-development and HTML. We have some businesses that are paying for their employee to upgrade their skills.

Ms. Rebecca Wilson gave an update on the Expungement Program. Goodwill has taken a strong interest in the expungement process. Kentucky, as a State, is leader in the Nation on the expungement process. In Kentucky, an individual is eligible for one expungement per lifetime of a felony charge, most of those will be Class D Felonies. The board was given an Expungement Guidebook that explains the process. An individual has to be off paper for five years, with no current charges, they have to pay restitution, to be eligible for expungement. Goodwill will be able to assist those individuals if they attend their Virtual Expungement Clinic. In those virtual sessions they will talk about the expungement process and all the details that are involved. Each legal aid in Kentucky is represented in those calls and they tell how to make those referrals. If the individuals complete the virtual sessions Goodwill will be able to pay the \$250.00 expungement fee to get that filed into court. There is a process that you have to get a certified copy of your record from the Kentucky State Police and those charges are \$40. When they get this back it's very important to get this filed in court because they only have 30 days. They do need to know that the expungement needs to occur in the county that the charge occurred in.

Ms. Connie Schell gave an update on the Career Development Office (CDO). There are still a lot of unsettled claims. The CDO staff, UI staff are working overtime to try and get these claims settled. The Lost Wages Assistance (LWA) is funding the additional \$400. They have to self-certify for that, it has to be COVID related. If they answered no to being COVID related that will prompt a letter from Frankfort to the individual letting them know that they are ineligible, they can appeal. Mr. Scott Pierce complimented UI for all the work that they have done over the last few months. Under the CARES Act if you applied for unemployment insurance you had to actively be seeking employment. If you were referred to a job and refused the job, you would be disqualified from the reimbursement for a certain amount of time. Did the CARES Act exclude that? Yes, nothing has been lifted as of this time. In the normal world, if they refused a job it would stop the individual's UI, but not at the present time. There is a lot of conversation going on about this at the State level. People were making more drawing UI than they were working, so this put employers in a hard place. It seems that it would be better if individuals have to do job search before they can continue to draw unemployment. Mr. Steve Sanders has a few employees that were laid-off and never got their UI. Ms. Schnell is going to try and help them get what is due.

Our success story is Shawntaya Craft. She moved to Laurel County to finish college, which she did. She has a teaching degree, but was having trouble finding a job. WIOA Staff was able to make her WIOA eligible and placed her in paid work experience at the Laurel County Board of Education. She was able to make her self-known and prove herself and was fortunate enough to get a full-time job with the Laurel County School System. She is working as a third grade teacher. She thanked Tammy Walker, Career Manager for all that she had done for her. Mr. Doug Bennett, Superintendent for the Laurel County School System thanked Tammy Walker for her work in the WIOA Program.

Ms. Vickie Wells gave an update for the Budget and Finance Committee. The Budget for WIOA Programs for PY'19 is \$3,904,887.50. The expenditures from 7/1/20 to 10/02/2020 is \$724,159.51 leaving 18.54% expended. Mr. Darryl McGaha brought to the board's attention that there had been a category added, Payroll Protection Program (PPP) they have applied and received some funds, as we start moving forward we will use some of these funds to pay for WIOA Career Managers. This has to be spent within the next 24 weeks. The numbers are not reflected on this budget because they had not pulled down the funds yet. They also added under the COVID-19 Dislocated Worker Neg. Motion was made by Wendell Emerson to approve the amended budget as presented, seconded by Steve Sanders. Motion carried.

Ms. Myra Wilson presented the board with a Memorandum of Understanding (MOU) for an Access Point between the Cumberland Workforce Board and the Russell County, County Attorney. This Access Point will not be State recognized but anytime we go into an agreement with someone it's good to have some kind of language so we can terminate the contract if either one of the partners are not satisfied. This is for our County Attorney's office, there will be a KISOK placed inside as a trial effort. If this is successful they will be put in other County Attorney's office. They will have to register on the KISOK instead of getting a business card. The data will go to Aaron Poynter and a couple other people. If this is successful they will move it into other locations. Motion was made by Steve Sanders to approve the MOU as presented, seconded by Wendell Emerson. Motion carried.

Ms. Myra Wilson talked about the ITA Funding Approval. This is related to the project that Ms. Lyndsey Brown is working on with the BC Skills Coding Academy. The request is to increase the ITA amount from \$3,750 to \$5,000 per participant. The goal is to have 20 participants in the class. These people will be screened by Justin Browning and Ms. Brown to make sure they are the best candidates for the class. The class would cost approximately \$95,000. Motion was made by Wendell Emerson to increase the ITA amount to \$5,000 for the BC Skills Coding Academy, seconded by Vickie Wells. Motion carried.

Ms. Myra Wilson gave a Director's Report. Recently there has been a change in the KWIB. Scott Pierce is a member of the KWIB, we appreciate all he does for us. The Board was sent a copy of the Kentucky Occupational Outlook. Staff just took out the portion that was for the Cumberland. They did a comparison from 2018 to 2028. The 4 Sectors that are the biggest impacted are hospitality, healthcare, personal care and transportation. It stays consistent as we move through the presentation. Until we get to

the Work Experience required, we go to 80% of no work experience required. The last slide shows that High School Diploma or equivalent is 36% education required.

Ms. Myra Wilson had received a letter from Mr. Larry Roberts. The Office of Unemployment Insurance, the Career Development Office and the programs it administers were reorganized to the Labor Cabinet effective August 2020 by Governor Beshear's Executive Order No. 2020-686. Staff was told to make the Board aware your IFA Budgets are temporarily approved and upon completion, you will be asked to modify your current MOU and IFA FY 2021 Budgets, to the extent necessary, to reflect the new Plan and resubmit both documents for the Cabinet's formal approval and signature as required by the U.S. Department of Labor.

Mr. Darryl McGaha relayed some information about opening some of the Career Centers. Secretary Roberts is making plans to reopen the hub offices. The hub office in our area is the Somerset office. Friday, Secretary Roberts called Mr. McGaha and had a good conversation. The meeting that was scheduled for Monday was canceled. Secretary Roberts wanted to get some more information. The work with the facilities has been done, which goes to Real Properties. The Secretary will go to Real Properties and get the information he needs. We are working on a reopening plan. We have got to figure out where we are going to re-open at. There are two different locations that they are looking at.

Secretary Roberts spoke about putting Job Search back into effect in Kentucky.

The December Meeting has been changed to December 8, 2020

Motion was made by Scott Pierce to adjourn, seconded by Wendell Emerson. Motion carried.

DocuSigned by:

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Sam Brown, Chairman

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Virginia Dial, Secretary/Treasurer