

Cumberlands Workforce Development Board
Meeting Minutes
December 8, 2020

The Cumberlands Workforce Development Board met via zoom (video conferencing) on December 8, 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 nineteen (19) of the twenty-seven (27) members present via zoom, thus constituting a quorum of the board. Fourteen (14) members present were Business and Workforce representatives which meets the requirement of 51% of members present be a combination of Business and Workforce representatives.

All members were e-mailed copies of the minutes from the October 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 Wendell Emerson. Motion carried.

Ms. Lyndsey Brown gave an update on the National Dislocated Worker Grant. The BC Skills is a five step process that the candidates have been going through. Basically it would not pass anyone due to Aptitude Testing, Interview or words per minute. They currently have 20 participants that was their goal. The class begins on January 18, it's a fifteen week course. On the handout it shows where the participants come from, big shout out to Kinetic Strategic Design (Kirby and Bill). They created a video and it had over 6,000 views. They also created a flyer that went out to the community as well as the partners. There are 19 that are WIOA Eligible. Ms. Brown gave a shout out to Ms. Marsha Wells & her team. One was a referral from OVR. Ms. Brown wants to make sure that the participants have jobs when they complete the program.

Ms. Lyndsey Brown gave an introduction to Justin Browning. He is the CEO/Project Manager of this Web Development Computer Coding Academy. He has been great to work with and she is really excited for these participants to start this academy in January. Mr. Browning gave a background on BC Skills. He was hesitate to begin a partnership externally. They had opportunities the past 3 years to expand their scope of the academy across the nation. When he was presented this opportunity through the Workforce Boards it began with South Central Workforce Board and then he was contacted by Ms. Myra Wilson and Mr. Darryl McGaha. The folks at the Cumberlands have worked hard to get this program off the ground. The program is going into its fourth year. He said that his father always told him to be part of the solution. The trends in the workforce look different today than they did four years ago. We are seeing with globalization, industrialization with the decrease of agriculture opportunities in Barren. He says Barren County because that is where he was born and raised. They were looking at what the workforce would like in the future. They have lost a ton of good jobs. Those working middle class blue collar jobs that were pushing our economy and the economy was really doing well but the

industrialization had an impact on that look. They looked at data from the Pierson Group and the McKinley Group about what the future workforce is going to look like. If we are going to impact a rural culture we are going to have to train people in the next generation skills. Not skills that are relevant for today, but skills that are relevant for 2030. Because sustainability is the key for all the rural communities across the USA. They are working with a large number of high ranking groups to see what skills are needed for the upcoming workforce. They trained thirty-five people in Barren County, eighteen were high-school seniors that were from a low economic status, and seventeen were adults. They have done this for the past three years. He is employed by the school system but is subcontracting out to the Cumberlands and South Central, and other school systems. When the Governor heard about what they were trying to do. He pulled them into the computer science initiative which impacted not just high school students but impacted adult workforce training. This training is made up of 75% female and 25% male. They have been gearing toward hospitality which has lost their jobs due to the pandemic. Most of these people have been working at restaurants, they been employed by grocery stores and their hours have been cut. This is a huge plus for Mr. Browning, closing those gaps is one big reason he does what he does. It's not just a graphical gap, there is a graphical gap that exist as it relates to urban areas vs. and rural areas, but it's also closing that gender gap. Mr. Scott Pierce is very interested in the female populat. When you look at the workforce everyone needs employees but the females want to work and need to work, but the childcare issue is so important. We have to do something as a State to combat this problem.

Mr. Aaron Poynter gave an update on Re-Entry & Transformational programs. He provided an update for October and November. He had a slide that showed the Intakes by Month. He had a slight dip in October. These numbers represent the individuals that he is working with that requires multiple follow-ups, services and more time invested to get them ready for a success story. The next slide was a breakdown of in-takes. The Employment Outcomes could be updated since this slide was prepared, he has spent extra time working with this participants, so there is more participants that have received employment. We have a new partnership with Dr. John Garner's office. He has three medical practices, (Russell, Barren and Taylor Co.) in this region. We partner with them in their Behavioral Health Clinics. We take referrals of clinics that are seeing Dr. Garner that need additional resources; housing, employment, food, etc. Mr. Poynter took this job in March 2020. He talked about the big picture. Its shows how things are progressing. 90% has been positive outcomes & 65% gained employment. It's a total of 237 Intakes. This does not include the referrals from Dr. Garner. He gave some updates; there has been a Kiosk placed in the Russell Attorney Office - streamlining access to jobseekers, assisted with ARC Inspire Initiative Grant with local business out of Somerset, there has been more employers reach out to us. The work that they are doing is being noticed and they are wanting to jump on board and be active with us. Creation of forms streamlining individuals to assistance - 65 individuals via Dr. Garners MAT Program. He gave a "Shout Out" to Chris and Anna Ford for all the work they did on getting the Kiosk installed.

Some positive outcomes; Auto Addiction, they do complete restoration & the partnership with the USDA and the delivery of commodities, these are hard times for people. In moving forward he wants to secure a partnership with County Attorney offices, secure community partners & employers we are using the Kiosk to streamline and reach as many people as possible. With this comes unique programming tailoring to the needs of the businesses and the people.

Ms. Myra Wilson introduced Mr. Matt Bacon he was selected earlier this year to work as at the South Central Workforce Board as a Post-Secondary Programming Director. We were able to expand that partnership, he has a dual role just as Aaron and Lyndsey has in October of this year. He graduated from Southern Illinois University Carbondale with a degree in Marketing in 2007 and 2011 with a Master of Science in Education Degree in Workforce Education & Development. He was in the Air Force for six years, thanks for your service. He brings about thirteen years of administrative experience with post-secondary institutions all across the nation. In the registrar office, he oversaw campus, pace printing, scheduling and software implementations. He managed the staff/actives of thirty-five off campus & Military locations. That was to mirror what was going on at the main campus from recruiting through graduation. His current role is Director of Post- Secondary Programming. His target population is students at the post-secondary levels and his job is to retain those students-college graduates within the region via job opportunities. He will be working on key departments at the University, Colleges and Employers to connect students to co-op education opportunities, Job Shadowing, Internship as well as placing these graduates upon graduation. This will be to help produce a fully prepared workforce to meet the needs of the business and industry in the region and show the boards are intentional in the partnerships, with the communities that surround us. To be actively engaged in elevating the economy's in those communities to secure the talent pipeline that will fuel the future of the workforce in the Cumberland & South Central Kentucky. He will share information through collaboration, internships, and other partnerships. The key audiences are colleges, High School Counselors, Employers, students & Community Organizations. They are using KY Stats to get some of their data. Ms. Janet Slayden with Kentucky Skills U informed Mr. Bacon that they oversee Adult Education and folks getting their GED Credential. They work on and off with the Counsel on Post-Secondary Education so this may be a help as they are gathering their data.

Ms. Marsha Wells introduced the Success Story, Andrew Morrow from Pulaski County. He was unemployed and he worked with Charlotte Smith the Career Manager in Pulaski. He was interested in doing paint less dent repair training. She sent him to a place in Shelbyville called Certified Dent Repair. Mr. Aaron Poynter works with a very wide population. He gave a "Shout Out" to Marsha Wells and her team. You will see from the video. He interacted with Mr. Morrow and the organization that he is working with. Mr. Morrow gave his story. He lives in Somerset and after high school he joined the Army. After the Army one of his friends told him about Dent Repair. He was put in contact with Mr. Poynter. He was told what he needed to do to get where he wanted to be. Charlotte was a big help through the process. When he went and

completed his school in Shelbyville he came home on Monday and started going to all the repair shops in Somerset, they gave him some work but he decided he wanted to start his own business. He started a business called Patriot Dent Repair. He was very grateful for all the staff that helped him through his journey.

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 11/20/20 is \$1,265,718.45 leaving 32.41% expended. The funds have been moved to the Payroll Protection Program (PPP) totaling \$203,380.89. Motion was made by Wendell Emerson to approve the budget as presented, seconded by Mike Buckles. Motion carried.

Ms. Marsha Wells presented a WIOA Request for Additional Monies for Ryan Connor. He is requesting one semester. He is working on his Bachelor's Degree in Chemical Engineering at the University of Kentucky. He has been full-time all the semester's and has had a 3.0 to 3.5 grade point average for all his semesters. He has paid out of pocket for a Winter Term. He just needs this one extra semester to obtain his Bachelor's Degree. Motion was made by Scott Pierce to fund \$1,750.00 to complete training for Ryan Connor, seconded by Brad Hall. Motion Carried.

Ms. Marsha Wells introduced a new Policy for Registered Apprenticeship Individual Training Account, "The Workforce Innovation and Opportunity Act (WIOA) includes Registered Apprenticeship as a viable workforce development model and allows the workforce system to support Registered Apprenticeship programs through funding. The Cumberland Workforce Development Board will allow use of an Individual Training Account (ITA) for Registered Apprenticeship training in the amount of \$1,750.00 per year up to 4 years. Motion was made by Brad Hall to approve the policy as presented, seconded by Scott Pierce. Motion carried.

Mr. Darryl McGaha updated the Board on the Somerset One-Stop. He had received an e-mail from Vickie Wise, Deputy Secretary of the Kentucky Labor Cabinet. He read part of the e-mail, "The Secretary has approved work to repair your HVAC system at your building in Somerset. This work will begin as soon as possible. The repair will occur in two phases. The first repair is estimated to take between 1-2 months. The second repair should immediately follow and is estimated to take a year to complete. As you know, these repairs are necessary to the overall on-going maintenance of the building." After receiving that e-mail Mr. McGaha responded with his own e-mail. "I will say it is very disappointing since we have worked for years to secure a better and much needed location to better serve our customers and allow us to work as a true comprehensive center." She responded, "I would say this is not a final determination on the status of your location. To our understanding, without an operating HVAC system, the building is nearly worthless. If we have any hope

of ever using the building as a comprehensive center or otherwise, or if the building is marketed for sale, the HVAC system must be repaired. The state will not be able to lease the building or sell it in its current condition. We are therefore faced without a choice but to repair the facility. As a result, this is the action we must first take and decisions about the alternate location can be decided in the future. Wayne has relayed the information about the alternate location and we will keep it on file.” Where we stand now, is they are going to repair the HVAC which will cost approximately \$100,000.

Ms. Myra Wilson informed the Board that they received an e-mail from Commissioner Hammond that instructed us that we would have to put out an RFP for Fiscal Agent for the Workforce Development Board (WDB). Motion was made by Wendell Emerson to allow staff to issue an RFP for the Fiscal Agent, seconded by Daryl Hammond. Motion carried.

We received our re-certification approval from the Department of Workforce Investment on December 7th. WIOA requires the Governor to review and certify each local boards every two years.

We submitted three Statewide Reserve Request, we want know the determination until the end of December. One was for \$200,000 in additional funding for out-of-school youth for work experience. We submitted a joint request with South Central for funding for mobile Kiosk. They are going to use these mobile units in high traffic areas to reach job seekers that previously may not have contacted us. We plan to tap into a workforce that we have not previously before. The State asked that they think out of the box for and this is what they decided to do. The third request was for additional equipment.

Ms. Myra Wilson, Ms. Marsha Wells and Ms. Lyndsey Brown met with the Lake Cumberland Health Department. The purpose of them meeting was to ask them how we could be a partner and help with the humanitarian portion of the dollars that we have through National Dislocated Worker Grant. After the meeting they received communication that they would like to have some people through us at least one person in the following counties; Adair, Casey, Green, McCreary, Pulaski, Russell and Taylor counties. The career managers are looking for those.

Staff has a meeting this week with several libraries within our area. To start working on using those to tie job seekers into our pipeline so we can use other avenues to connect to those people that don't have Internet access or need to update their resumes.

Bus to Business- Ms. Wilson and the Business Service Team have been working together. They are trying to get more businesses on the Bus to Business Program. We have seven businesses that are participating; Luttrell Staffing, Wildcat Harley-Davidson, Flowers Bakery of London, Dr. Schneider, Murakami, Campbellsville/Taylor County Chamber of Commerce and University of the Cumberlands. We have eleven area schools participating in the Bus to

Business program; Adair Co. H.S., Clinton County ATC, Southern Kentucky Early College and Career Academy, Green Co. H.S. and ATC, South Laurel Middle School, Pulaski County High School, Lake Cumberland ATC, Russell Co. H.S., Taylor County High School, Campbellsville High School, Wayne County Middle School and H.S.

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

Sam Brown, Chairman

Virginia Dial, Secretary/Treasurer