

Cumberlands Workforce Development Board  
Meeting Minutes  
August 16, 2022

The Cumberlands Workforce Development Board (CWDB) met via zoom (video conferencing) on August 16, 2022 at the Lake Cumberland Area Development office in Russell Springs, due to gas prices. Chairman Mr. Sam Brown called the meeting to order.

Mr. Brown introduced the new members; Mr. Gary Maupin with Manchester Tank and Equipment Co. representing Taylor County, Ms. Amanda Roy with Stephens Pipe and Steel representing Russell County and Mr. Eric Sproles with Aisin Automotive Casting representing Laurel County.

Ms. Beverly Grimes called the roll. There were twenty-five (25) of the twenty-nine (29) members present via zoom, thus constituting a quorum of the board. Eighteen (18) members present via zoom were Business and Workforce representatives which meets the requirement of 51% of members present must be a combination of Business and Workforce representatives.

All members were e-mailed copies of the minutes from the June 21st meeting. Questions/corrections were asked for; there being none, motion was made by Mr. Scott Pierce to approve the minutes as presented, seconded by Mr. Jay Shofner. Motion carried.

Mr. Sam Brown made appointments to the following committee's; Mr. Gary Maupin and Mr. Eric Sproles--Executive Committee. Motion was made by Mr. Wendell Emerson to ratify the appointments to the Executive Committee as presented, seconded by Ms. Alesa Johnson. Motion carried.

Mr. Tony Meeks, Director of Finance for the Lake Cumberland Area Development District (LCADD) gave an update for the Budget and Finance Committee. The Budget for WIOA Programs for PY'21 is \$3,862,589.29. The expenditures from 7/1/21 to 7/22/22 was \$3,925,843.85 which is 101.64% spent. Mr. Meeks informed the Board that the over expenditure of 1.64% was spent in the Out-of-School Youth (OSY) Paid Work Experience (PWE) Program and was taken from the FY'23 Grants. The Budget for WIOA Programs for PY'22 is \$2,707,470.09. The expenditures from 7/1/22 to 7/22/22 was \$7,281.63, which is 0.27% of the budget spent. The Board was given a breakdown of WIOA Expenditures by Grant Number for each budget. Motion was made by Mr. Wendell Emerson to approve the budgets as presented, seconded by Mr. Jay Shofner. Motion carried.

Ms. Myra Wilson, Workforce Director presented Amendment #4 for Kinetic Strategic Design (KSD). This is to continue Website Maintenance beginning September 1, 2022 thru August 31, 2023, in the amount of \$1,162.50 monthly and \$900.00 monthly for Social Media Postings and Interactions. This is a total of \$2,062.50 monthly, which is a reduction from the previous years. Ms. Wilson had spoken to Mr. Kirby Stephens and explained that our funding had decreased. We appreciate Mr. Stephens working with us

and the quality of work he performs. Motion was made by Mr. Nick Shearer to approve Amendment #4 for KSD in the amount of \$2,062.50 per month, seconded by Mr. Scott Pierce. Motion carried.

Ms. Marsha Wells, WIOA Program Director gave an update on the WIOA Program.

- The Executive Committee met on July 25<sup>th</sup> and they approved the Cumberland Workforce Development Area PY 22/23 Performance Goals for Adults, Dislocated Workers and Youth. Those rates are the same for the State and Local Levels. They also approved a \$300 increase on the Individual Training Account (ITA) for Commercial Driver's License (CDL), which will now be \$3,800 and Lineman training programs, which will now be \$4,000. The participants will still be responsible for the remaining cost of the training.
- They are six weeks into the new Program Year. They are not currently enrolling any new Youth due to lack of funds, but they served 264 in PWE alone. They still have follow-up on those 264 for a year in addition to the Youth participants that were rolled over from the previous year. They have 16 new Adults and 52 carryovers in ITA's. They have 5 new Dislocated Workers, but for the last couple of years if a participant was eligible as a Dislocated Worker they were served under the National Dislocated Worker Grant (NDWG), 255 were served.
- Ms. Wells presented a proposed change to #28 in the Adult/Dislocated Worker On-the-Job Training (OJT) Policy. It currently reads as follows, "The employer certified that all training wages, associated with this agreement meet or exceed an hourly wage of \$9.50, which meets self-sufficient wage limits set by the CWDB". She is asking that the hourly wage be increased to \$12.00 so they can be more competitive. Ms. Lisa Gosser, Business Services Coordinator explained that an employer would have to be paying a \$12.00 per hour starting wage to be eligible for an OJT Contract. Motion was made by Mr. Scott Pierce to approve the starting wage of \$12.00 per hour for the Adult/Dislocated Worker OJT Policy, seconded by Mr. Shawn Cruse. Questions/comments were asked, Mr. Scott Pierce commented that a lot of the participants trained in the Linemen program go out of State to work. They go to where the pay is double to what it is here. Bowling Green received a \$375,000.00 grant to train Heavy Equipment Operators. Mr. Pierce represents a Union of Heavy Equipment Operators and they have tried to help these folks for the past 2 years but they didn't want their help. The college has a Training Simulator and they are going to train their own people. Ms. Alesa Johnson, Vice-President Workforce Solutions commented that most of the students that go through Somerset Community College (SCC) Lineman program are hired by contractors located in Kentucky, but they work in Kentucky and out of Kentucky as well. They keep in contact with all the students that complete the program and let them know of job opportunities. Motion carried.
- Ms. Wells asked if they could increase the ITA for short term training (defined as programs that can be completed in one year or less) with exemption of CDL and Lineman to \$3,500.00. This would be a change of \$2,500.00 to \$3,500.00. Motion was made by Mr. Wendell Emerson to increase the ITA Short Term Training amount to \$3,500.00 with the exemption of CDL and Lineman, retroactive back to August 15, 2022, seconded by Mr. Jay Shofner. Motion carried.

- Ms. Wells informed the Board that Ms. Gosser has been working with an employer, South Central Electrical Apprenticeship Program based out of Casey County Area Technology Center. They are asking for approval for a 1 year program in the amount of \$1,800.00 per participant for South Central Electrical Apprenticeship Program. Motion was made by Mr. Wendell Emerson to approve the increase as presented, seconded by Mr. Jeff Sams. Motion carried.

Mr. Bill Sandell, Workforce Development Consultant, Office of Employer and Apprenticeship Services with the Education and Labor Cabinet gave a presentation on Registered Apprenticeships. He talked about the partnership they have with the Manhattan Strategy Group. The Federal Department of Labor (DOL) offered several grants to intermediaries to provide incentives and support for apprenticeships across the country. One of the larger ones they are doing right now, is Supply Chain Automation. A Registered Apprenticeship Program (RAP) is a structured training program that an employer can do. They can bring in someone that has no experience in this particular job and train them over a course of several years to be a proficient journeyman in that job. They get excellent training, classroom instruction and a National Recognized Credential from the DOL, which is recognized like a college degree in these industries. They are trying to promote this to employers across the Commonwealth. It's a great opportunity for employers to get people and to provide incentives to those people beyond just pay. The data shows that it's a great program. The return on investment for employers is a \$1.50. The retention rate after one year is 87% in Kentucky and 95% nationwide.

The new thing that they are reporting on is the Supply Chain Automation Workforce through their partnership with the consulting firm Manhattan Strategy Group which received the grant from the DOL. They are wanting to promote apprenticeships in the supply chain industries; logistics, material handlers, industrial mechanics, etc. It's a broad definition of what would encompass the supply chain sector, right now there is a big supply chain crunch. They are hoping that the apprenticeships will help with this in the future. There is a growing need for skilled workers in Supply Chain Automation, since February 2020 there have been 72,000 new jobs created and they are expecting an additional 770,000 new jobs to be created through 2025. Supply Chain Automation Occupations are; Automation Technician, Transportation, Storage, Distribution Specialist/Manager, Supply Chain Specialist/Manager, Logistician, Logistics Analyst, Industrial Machinery Mechanic and Mechatronics Technician.

The Hub is a partnership between key organizations that work closely together to develop and sustain RAPs in supply chain automation. It helps employers, education institutions, and career seekers in many ways, all at no cost. Partners receive technical assistance support, national visibility, and access to resources and incentive funds.

There is an Incentive Fund for a Sponsor/Employer of a Registered Apprenticeship. They have to enroll at least 2 apprentices to be eligible for the program. Through the grant they can receive a financial incentive up to \$1,000 per apprentice. Each sponsor/employer can receive \$2,000-\$40,000 depending on total number of apprentices enrolled and it can be used for tuition, classroom education, online training, costs related to mentorship, training equipment, curriculum and much more, but not wages.

Applications for this year are due September 30, 2022. The first company to sign-up for this was Murakami Manufacturing in Taylor County. If you have questions you can send them to [bill.sandell@ky.gov](mailto:bill.sandell@ky.gov). Ms. Gosser informed the Board that she was working with 2 new Registered Apprenticeships in our area. One of them is very unique, South Central Apprenticeship Program from Casey County, which includes 7 different employers. The other one is with the City of Jamestown Water Department. Mr. Brown asked if a truck company would be eligible for an apprenticeship and the answer was yes.

Mr. Aaron Poynter, Director of Re-Entry Programming gave an update on the Re-Entry Division. They were able to host their first Roundtable Event for Employers. This was targeted at Putting Kentuckians First. They had 25 attendees at the event, including CEO for the Russell County Hospital and Superintendent for Russell County Schools. This was focused on Russell County because that is where Putting Kentuckians First was launched. Ms. Gosser and Mr. Sandell both presented at the meeting. There was a lot of good information shared and good feedback. The goal was to promote and share the local, regional and state resources with the employers. They will be launching Putting Kentuckians First in Laurel in the near future.

Mr. Poynter was invited to go share the Workforce Recruitment/Resources with Leadership Kentucky Bright Program in Cumberland County. He will also be presenting at the Fall SETA Conference in Louisville, "No Wrong Door-How Workforce Boards can Lead Efforts to Employ Justice Involved Individuals".

Ms. Karen Miller, One-Stop Operator updated the Board on the workforce numbers in all of the offices for the month of July. They are seeing an increase in their virtual numbers. They have been trying to promote this for the past couple of months to people that has transportation issues. Virtually there were 1,487 contacts made from the Somerset Career Center. This large number is due to having 2 Career Development Office (CDO) staff that calls every individual in our 13 county area that is drawing unemployment. They talk to them on a regular basis, refer them out to jobs, encourage them to come in and do job search and let them know about services offered by our other partners. They served a total of 3,355 in July (In-Person, Phone & Virtual).

Ms. Miller informed the Board that the hold-up for the Re-Certifications of the Career Centers was the ADA Reviews, a new lady has been appointed to do this. On August 29<sup>th</sup> she will be doing the ADA Reviews in Adair, Clinton, Taylor and Wayne counties. As soon as the ADA Reviews have been completed Ms. Miller will get the review teams together and get these 4 Career Centers re-certified.

They had their Job Readiness Fair at the Somerset Career Center and they had 2 people show-up. They had radio advertising, newspaper ads, and Judge Executive, Mayors, Chamber and partners were promoting it. Mr. Gary Maupin commented that he thought the Job Readiness Fair was a very good idea. People are ready to get a job, but are not ready to do what it takes to do the job and to keep the job. Job Readiness is a critical step in getting people on the job and retaining them. At his business, it's just a revolving door of people that don't want to work. They just don't understand the responsibility of holding down a job.

Ms. B.J. Wilkerson, Strategic Initiative for Transformational Employment (SITE) Representative from Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP), gave a presentation to the Board. She has 300 active clients, within a 13 county region. They have 25 participants that are in training. Housing is their biggest issue at the present time.

Ms. Amy Dennis, Rapid Response Coordinator gave an update on the closure of Cowboy Charcoal. On July 7<sup>th</sup> Mr. Sandell contacted, Ms. Dennis, Ms. Wilson and Mr. Waylon Wright, Lake Cumberland Area Development District Executive Director for a conference call regarding the closure of Cowboy Charcoal in Monticello, Kentucky. This closure affects approximately 30 employees. Ms. Dennis contacted the company and our partners; WIOA, CDO, Adult Education, Vet Rep., and Vocational Rehabilitation was unable to attend but they sent information to distribute. They scheduled a Rapid Response, which was held on July 13<sup>th</sup>. There were employees and Human Resource Personnel in attendance. The Rapid Response Team went over all the services that they have to offer the employees with this transition. Several of the 30 employees will be offered a transfer to either the Albany or Somerset location. They had originally planned to close on July 29<sup>th</sup>, but they have kept a few employees on to finish up some things. On August 3<sup>rd</sup> Ms. Dennis and some CDO staff took laptops to the company to help 10 employees with their ID.me and to file for unemployment, but only 8 showed up. They have offered to take the laptops down there again, when the final employees are let go, unless they are going to one of the other locations. They have had 1 employee ask about training through the Dislocated Worker Program. He has been referred to Mr. Larry Hatfield, WIOA Career Manager. They will continue to offer any services they can to help these people.

Ms. Lisa Gosser, WIOA Business Service Coordinator gave the WIOA Business Services Update. They have had lots of job postings, recruitment, Labor Market Information (LMI) that has been provided to employers. They invited employers to the Roundtable discussion. They were in contact with 44 employers, some of them numerous times. In the London area they have put some new participants into existing On-the-Job Training (OJT) contracts. She has spent a lot of time working on the apprenticeship contract that she spoke about earlier. They just completed an Incumbent Worker Contract with Tarter Farm and Ranch. They have attended all the Chamber and Tourism meetings. Ms. Gosser was unable to attend the Campbellsville/Taylor County Chamber of Commerce meeting where Congressman Hal Rogers was the guest speaker, because she is the Vice-Chairman of the Russell County Tourism Board and had to fill in for Chairman, but Mr. Jeric DeVore, Executive Deputy Director for the Lake Cumberland Area Development District, Ms. Wilson and Mr. Poynter attend to represent our area. We have a contract with Teleworks. Ms. Michelle Whitis, WIOA Business Service Liaison serves Pulaski and surrounding counties. She had 96 referrals to send to Teleworks this month, which is a total of 147.

Ms. Myra Wilson gave an update on the Strategic Plan. She informed the Board that the Board training that Ms. Stephanie Ebbens Kingsley did was recorded so if you

were unable to attend contact Ms. Beverly Grimes and she will send it to you. There will be more trainings in the future.

- Goal #1- Active participation with employers and stakeholders to increase workforce opportunities across the region, and increase new entrance into the workforce.
  - They have had orientation for Commonwealth Coders for the past couple of days. The next class will begin August 17<sup>th</sup>. They are working with the WIOA team to make sure the participants are eligible for the program. They have put 106 people through this program at the present time. There are 80 people that are currently working or continuing their education.
  - Ms. Johnson has a new employee, Mr. Kyle Wilson who is working with Mr. Poynter, Ms. Wilkerson, Ms. Becky Wilson and some other people to start a certificate program at SCC for people in recovery and re-entry.
  - Ms. Wilson and Mr. Poynter have both met with Jailer McCollum. They are trying to figure out the funding for the welding class at Pulaski County Detention Center. Ms. Wells is working to see if WIOA funds can be used for this project.
  
- Goal #2- Align and integrate educate P-12, adult education and post-secondary education to provide career progression to prepare them for work in the future.
  - Ms. Wilson has been talking to Ms. Sarah Roy, Principal at the Lake Cumberland Regional College and Workforce Center (LCRCWC) about developing a consortium with some of our local businesses to have ideas on things that we can do with our students and things we can do in the community to enhance the number of people that are using the LCRCWC. Maybe get some additional training for the jail, even though the first answer was no. Mr. Poynter has a good relationship with the Department of Corrections so we may go back and ask for that again.
  - Mr. Poynter has started working with Court Appointed Special Advocates (CASA), which is for youth that are justice involved.
  - They are doing Youth Spotlights in the Youth Committee Meetings. Ms. Wilson will provide a roll-up of these at the end of the year.
  - Mr. Poynter is working with the Department of Corrections. We could get some educational incentives for the people that are justice involved.
  
- Goal #3- Increase regional workforce participation by creating opportunities, incenting workforce participation, and removing barriers to employment.
  - Mr. Poynter and Ms. Gosser both spoke about the Roundtable discussion with employers. There were some employers that did not know about the Re-Entry Division, so they are trying to spread the word to the employers that were unable to attend. More

employers are finding out about SITE and how they help people remove barriers to employment.

- Goal #4- Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky.
  - They have received notification regarding the grant awards and unfortunately we were not selected for the Good Jobs Challenge or the Workforce Opportunity for Rural Communities (WORC) Grant. They are exploring other funding opportunities that have due date of October for pre-application.

Mr. Scott Pierce who is on the Executive Committee of the Kentucky Workforce Innovation Board (KWIB) commented that the State is working on a New Strategic Plan to identify the high need sector strategies, then we will have to work to align our plan with the State Plan. This could be a very complicated process.

Ms. Myra Wilson gave the Director's Update.

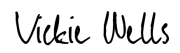
- We are monitoring the number of in-person, phone and virtual customers served at the Career Centers. June was our biggest month everywhere, due to the PWE Program. We need to continue to focus on outreach that does not require in-person contact. The Career Managers need to make sure they document how they are seeing participants.
- They are still trying to get a CDO staff in the Campbellsville Career Center.
- They had a call with Secretary Link and there is no money in the Statewide Reserve Funds, so they did not submit the Request for the OWL Technology. When she gets notice that funds are available she will submit the request.
- Secretary Link said they will continue with a month to month contract with Career Edge, while the procurement process is occurring.
- The Education and Labor Cabinet merger (Senate Bill 180) is official. Secretary Link has requested local meetings be held with our stakeholders. They have not received any more information about that at this time.
- We had an Executive Committee Meeting on July 25<sup>th</sup>. Ms. Wells shared the results of that earlier in her report.
- Mr. Wright, members of the Direct Service Provider Team and Ms. Wilson will be going to Frankfort on October 26<sup>th</sup>. The KWIB has requested that each Workforce Board present their Funding Report which will cover funds expended in Fiscal Year 2019, 2020, 2021 for all workforce development program dollars, training and education dollars and education partner workforce development initiatives, included targeted scholarship dollars.

- Secretary Link wants to meet with the Workforce Directors at SETA to discuss best practices by area.

Motion was made by Mr. Scott Pierce to move the December Board Meeting to December 13<sup>th</sup>, seconded by Mr. Wendell Emerson. Motion carried.

Motion was made by Mr. Nick Shearer to adjourn.

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Sam Brown, Chairman

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Vickie Wells, Secretary/Treasurer