

**Cumberlands Workforce Development Board  
Meeting Minutes  
August 20, 2019**

The Cumberlands Workforce Development Board met on August 20, 2019 at the Lake Cumberland Area Development office in Russell Springs. 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, thus constituting a quorum of the board. Sixteen (16) members present were Business and Workforce representatives which meets the requirement of 51% of members present be a combination of Business and Workforce representatives. Board staff included: Myra Wilson & Beverly Grimes. Lake Cumberland Area Development District Staff included; Darryl McGaha, Nick Hazel, Marsha Wells, Tony Meeks, Brentley Bault, Chris Ford, Anna Ford, Shirlene Taylor, Lisa Gosser, Karen Miller, Michelle Whitis, Jenny Hughes, Amy Leach, Jennifer Burton, Cassie Bertram, Larry Hatfield, Martina Hadley, Kristine McCollum, Fara Popplewell & Kim Gibson.

Ms. Myra Wilson introduced Commissioner Lana Gordon. She has been in this role since May 16, 2019. She was the former Kansas Department of Labor Secretary. Commissioner Gordon spoke briefly to the board. She is trying to get around the State and meet as many people as possible. They are working hard to improve the customer service across the State. She is here to answer any questions or concerns that anyone has. One of the challenges has been the KEE Suites System. They are working hard to improve this.

Mr. Sam Brown introduced our new Board Members; Greg Hansford-Casey Co./Business, Steve Baker-Laurel Co./Business, Jeff Vanhook-Rockcastle Co./Business, Roxana Robinson-Government/Vocational Rehabilitation and Connie Schnell-Government/Career Development Office.

Ms. Myra Wilson introduced Dr. Robert Boone. He serves as President/CEO of the South Central Workforce Development Board. They are grateful for the partnership with the Cumberlands Workforce Development Board. Workforce development is all about collaboration and we are stronger together than we are apart. The Board will be reviewing the Regional Plan that the Cumberlands and South Central have been working on together.

All members were e-mailed copies of the minutes from the June 18, 2019 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.

Mr. Larry Hatfield introduced our first success story, Anastasia Parmley. She was adopted from the Ukraine as a small child. When she came to see Mr. Hatfield, she had

dropped out of school. She went to Adult Education to get help with her GED. She has been a work in progress. She went to work through the Paid Work Experience at Wendy's but she slipped again, but they gave her another chance. She has her life together and wants to go to college. She completed her Paid Work Experience and is still working at Wendy's full-time and has been promoted to Training Officer. Mr. Darrell Smith owner of Wendy's has been involved in the Paid Work Experience program for the past three (3) years. This program gives him the incentive to take a chance on someone that he would probably not hire otherwise. Their education level is a little low, or maybe they have taken a misstep in their life.

Our next success story was Stephanie Miller from Russell Springs, KY. She is thirty-one (31) years old. Due to life's uncertain events she had an addiction that got her into trouble and she ended up in court. With the help of Kevin Shearer and his team and Myra Wilson she was able to establish a plan to help her find a job that would accommodate her schedule and work around her Intensive Out-Patient (IOP), as well as her meetings and still stayed focused on her recovery at the same time. She was very grateful for the job, because it's very hard to start over at the age of 31.

Ms. Myra Wilson introduced Fara Popplewell. She has done a fantastic job this summer. She worked through the Paid Work Experience program and when her time expired, she was hired part-time year around while she is in college. The Community Networking, Community Impact Report and the business report that includes if a business will hire people with felony's or misdemeanors, these were completed by Fara.

Ms. Myra Wilson shared the Update for the Civilian Conservation Corps due to the absence of Larry King. Mr. King would like to thank all of you that contacted your representatives in opposition of closing our Forest Service Civilian Conservation Corps. Your efforts made the difference. All of our Centers with the exception of one have and will remain open for business. Unfortunately, one Center located in the West was already being contracted out before the most recent action was attempted.

Currently, our biggest struggle is to fill our Center with students. Pine Knot CCC has less than 60 students on board. At one time, Pine Knot CCC had over 200 students on Center and another 2- co-enrolled through the BRITE Youth Opportunity Grant in Albany. We need to get our Center filled back up with students. Any help that can be given in directing new students to the program, would be appreciated.

The Department of Labor has announced that new guidelines will be issued shortly making changes in both how the program is measured and on student input. The Local Workforce Boards will play a greater role in student input in the future. This change will make our Center more relevant to the area they are located in. For most of the programs existence, the majority of the students at the Centers came from other areas in the state or even other states. This means that closer coordination will be needed not only to recruit students but also to place them in jobs in our area. He sees this as a positive

change and one that I have worked on for years. Students in our area will have better access to both training, education, and job placement.

Mr. Sam Brown made the following new committee appointments: Disability Committee-Tracy Wariner, Rosetta Berry, James Grimes, Dennis Price and Melinda Jenkins; Executive Committee-Jeff Vanhook; Strategic Planning-Greg Hansford and Steve Baker and the One-Stop Committee-Roxana Robinson & Connie Schnell. Motion was made by Mike Buckles to ratify the committees as presented, seconded by Brett Traver. Motion carried.

Ms. Myra Wilson presented a Memorandum of Understanding between the Cumberland Workforce Development Board and the Russell County Detention Center for approval. This MOU will allow us to go into the jail and provide career services for inmates as they are ninety (90) days of release, hopefully connecting them with a business so they will have a job when they are released. This needs to be approved by the board so it can be presented to the Russell County Fiscal Court at their next meeting. Mr. Darryl McGaha, Ms. Myra Wilson and some folks from the Southcentral Workforce Board will be attending the Fiscal Court meeting. Motion was made by Steve Sanders to approve the MOU as presented seconded by Justine Landrum. Motion carried.

Ms. Tracy Wariner, Job Entry and Retention Support Specialist gave an update from her program. For the Strategic Initiative for Transformational Employment (SITE) program they just completed their statewide training last week. They have their Job Entry and Retention Support Specialist placed all over the State. Their next step is to start getting employers on board to start employing these individuals who have a history of Opioid Use Disorder/Substance Use Disorder OUD/SUD. They are trying to get the employers to sign letter of interest saying they that they are interested in talking to them. They already have a list of employers that will hire individuals that have a misdemeanor and felony, but we are ready to take the next step. The next step being that they are willing to work with them and put an employer tool kit in place and hire these individuals or work with individuals they already have in their workforce that suffer from this disease. It's very important that they realize that these individuals have a disease. OUD/SUD is similar to diabetes, it's something they cannot stop without help. There will be a Coach at their place of employment to help the Human Resource (HR) work with them so they can maintain employment if they do have a relapse they can take time off. They can come back to that place of employment if they still need them. Employers are having employees that have been with them twenty (20) years have a relapse and they can't afford to lose them. They are working on a plan for that individual to go to recovery and then come back to work.

They have met with Toyotetsu America, Inc. (TTAI) in Somerset. They are the first employer to get on board. They met with Senture in London along with the Addiction Recovery Center. They are going to start referring people out of their recovery and into different level jobs depending on if they have a misdemeanor or felony.

Mr. Darryl McGaha gave the Board an update regarding a grant. There was a Notice of Funding Available (NOFA) came down from Appalachian Regional Commission (ARC) and the Department of Labor (DOL) a few months ago. The Lake Cumberland Area Development submitted an application, its opioid based, but we can work with people that has others problems besides OUD. They are supposed to here who was awarded this sometime in October. The grant would be for three (3) years in the amount of \$2.2 million dollars.

Ms. Myra Wilson gave an update of the Local Strategic Plan.

- Google Calendar Creation- This highlights what our business service team is doing in your area. KSD needs the most current information so they can keep our web-site updated with current events. This is sent out to the County Judge Executives and Workforce Development Board Members.
- Community Impact Report- This goes out to tell the leaders in the community what is going on here. This gives you the month at a glance. They have covered the fourteen (14) career centers so people would know where to go for services. It includes how much social media is impacting our area. They talked about the success stories and educated people on what is being done over in Warren County and what is coming to our area.
- Linking Employment Activities to Pre-Release (LEAP) Model- is the name of the program in Warren County. In Russell County it will be called Centering On Needs Now Expecting Confident Tomorrows (CONNECT). The premise of this is where we develop the MOU. They have visited the Warren County Jail. The intent is to get our jailers, county officials, county attorney and our judges on board with us impacting people that are incarcerated and are ninety (90) days from release. Those people will start working on a checklist to make sure they have everything they need to get a job when they are released. They have completed an entire resource list for this area. We want to start small and make sure we do it right in each area. Mr. Darryl McGaha spoke about his visit to the Warren County Jail. It was very appealing, it was something he hadn't need seen before. We have got to give people a second chance. We have to work with them to make them successful at their second chance but also the employers have to work with us in order for us to place them in jobs. The support system they obtain before they leave the jail is the key to it all.
- Hiring Criteria for thirteen (13) Counties- Fara Popplewell and Loren Gaskin worked on compiling a list of employers that will hire people with misdemeanors and felony's. This is a living document and can be updated as needed.
- Community Networking Report- We held a meeting here and there were approximately thirty-five (35) people in attendance. In that meeting was community leaders from different organizations. They talked about what resources they have to offer. Our goal is to help remove the barriers that the inmates have before they are released. Ms. Myra Wilson has been attending court on Mondays. One of the success stories from this is, they had a young

man that owed a \$65.00 fine; so they meet as a team to decide how they are going to help him. The first barrier is that he doesn't have a birth certificate. Ms. Wilson met him and his girlfriend at McDonald's in Columbia and got the form filled out for his birth certificate. Ms. Wilson talked to the Regional Manager at McDonald's and told him the situation. His girlfriend was interviewed and got a job on the spot. Mr. McGaha took the young man's birth certificate form and obtained it while he was in Frankfort the next day. The young man is now employed at Eli Café. Ms. Wilson will be attending Family Court every other Thursday.

Dr. Robert Boone spoke to the board about the Regional Plan. The Southcentral Region and the Cumberlandds have formed a very valuable partnership together. We are stronger together than we are apart. There is a lot to learn in workforce development. The Cumberlandds does a very good job at diversifying funds, which in the long run you can help more people and a more diverse group of people, this is an area that Southcentral can grow in. He wants to work in his area on relying less on WIOA funds and on other funds. Together both areas have developed a few items that they can really make progress on. This is a plan that Dr. Boone feels very strongly about. It's not going to be a plan that just sits on the shelf.

Ms. Myra Wilson presented the Regional Plan for approval. Goal #1- Improve Work-based Learning Infrastructure. Goal #2- Support Work Ready Community Initiatives. Goal #3- Increase Regional Workforce Participation. Goal #4- Explore Cost and Resource Sharing Opportunities. Motion was made by Daryl Hammond to approve the Regional Innovation Plan for the South Central & Cumberlandds Workforce Development Board as presented, seconded by Justine Landrum. Motion carried.

Ms. Vickie Wells gave an update from Budget and Finance Committee. The Budget and Finance Committee met on August 7, 2019. They reviewed the PY'18 Budget. This shows that we did go over budget by 1.67%. They worked on the PY'19 Budget. Some of the new categories you will see in the Py'19 Budget are; One-Stop Operator, which is divided between Youth, Adult and DW. Admin-Direct Service Provider, which is divided between Youth, Adult, DW and Trade. Our new budget for PY'19 is \$4,076,907.98. The State of Kentucky has been awarded \$6,000,000.00 of Adult and Dislocated Worker money, which will be divided between the 10 workforce areas. There is a formula that is used in the distribution of funds .This is not incorporated into this budget; we will have to amend the budget when the funds are received. Mr. McGaha told the board that the youth budget is down some from last year. One thing that concerns him is the Out-of-School Paid Work Experience last year we spent around \$600,000.00. This year we have budgeted \$400,000.00 but a request has been made to Deputy Secretary Benton for additional youth funds. Motion was made by Steve Sanders to approve the PY'19 Budget in the amount of \$4,076,907.98 as presented, seconded by Brett Traver. Motion carried.

Ms. Katie Ramser with Goodwill Industries of Kentucky presented the Board with some information of the Cars to Work Program. They help Kentuckians obtain affordable transportation to maintain employment and establish a positive credit history. The criteria is as follows; they have to be a resident of Goodwill Industries of Kentucky service area, have a valid Kentucky driver's license and Social Security card, the person has to be employed at least three months with pay stubs to prove this and still be working at least thirty hours per week, actively receiving case management, confirmation of residence of at least ninety days at current address, at least three months of on-time rent/mortgage and utility payments, confirmation of savings of \$500, completion of financial literacy workshop, enrollment with Goodwill Career Coach and ability to afford monthly vehicle payment, state-required liability vehicle insurance, general maintenance and repair, fuel, taxes and registration for the vehicle. If they make all their payments on time, they will get their interest back. They are currently partnering with Oxmoor Auto Group for all of their vehicles. There is currently a waiting list for cars.

The Board was e-mailed the Department Updates for their information.

Mr. Sam Brown presented a plaque to Mr. Daryl Hammond for his two years of service as Chairman of the Cumberland Workforce Development Board.

Ms. Karen Miller informed the Board that next Tuesday the review team will be coming to do the re-certification process for our Columbia and Campbellsville Career Centers.

Motion was made by Scott Pierce to adjourn, seconded by Brett Traver. Motion carried.



Sam Brown, Chairman



Virginia Dial, Secretary/Treasurer