

MINUTES
SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD
BARREN COUNTY INNOVATION ZONE
GLASGOW, KENTUCKY
August 1, 2019

Time & Place of Meeting

The South Central Workforce Development Board meeting was held at 8:30 a.m. at the Barren County Innovation Zone, 475 Trojan Trail, Glasgow Kentucky.

Members Present

Dr. Benny Lile; Roxanna Robinson; Robin Amonett; John Conrad; Craig Browning; Anna Larson; Bob Biltz; Dr. James McCaslin; Eileen Coleman; Treva Shirley; Melissa Mudd; Patrick Ross; Randall Curry; Ron Sowell; T.J. Shockley-Hunt; Joey Traugher; Stan Hill; and Chris Boggs.

Visitors Present

Regina Jackson; Dr. Robert Boone; DaRhonda Hawthorne; Leslie Witty; Bobbi Steelman; Meredith Hester; Khalid Qazi; Bill Waltrip; Judge Michael Hale; Elizabeth Hack; Lana Gordon; Sharyl Markham; Paul Gronowski; Lakeesha Tisdale; Ricky Wooten; Jackie Brown; Brian Becker; Myra Wilson; Darryl McGaha; and Dr. Kim Myers.

Ron Sowell recognized a quorum, called the meeting to order, and welcomed everyone. Special welcome and introductions were given to Barren County Judge Michael Hale; Commissioner for Workforce Investment Lana Gordon; Workforce Director for the Lake Cumberland Development Board Myra Wilson; and the Lake Cumberland Area Executive Director Darryl MaGaha.

Approval of Minutes for June 6, 2019

Motion by: A motion was made by Pat Ross, seconded by Dr. Benny Lile, to approve the June 6, 2019 meeting minutes as presented. **Motion carried.**

President/CEO Report

Robert Boone announced that over the last several months he has been working to engage the Board in the strategic work of our region. This approach has been successful with the amount of talent we have from our employers, stakeholders, community leaders and our partner agencies engaged in the workforce system. Will go into greater detail and look at the four strategic goals later in the meeting.

Board Chair Report

Ron Sowell welcomed new board member Melissa Mudd. Melissa is from Butler County and will replace Teresa Montgomery. She is the Business Development Manager for Hamilton-Ryker. Ron Sowell advised that the Executive Committee would be meeting on September 5, 2019 to evaluate Robert Boone for his yearly review. The meeting will be held at the South Central Workforce Development Board Offices at 2355 Nashville Road, Suite C101 at 8:30am.

Kentucky Career Center Certification

Robert Boone advised that in late April he convened an independent review team to evaluate the activities and service delivery of our Career Centers in Glasgow and Bowling Green. No concerns were expressed by the review team for the Glasgow Center. Two concerns were noted for the Kentucky Career Center in Bowling Green. First centered on the need for reasonable accommodations for individuals with disabilities in accessing the computer lab located in the basement. Also noted was the lack of co-located involvement from the Office of Vocation Rehabilitation and the Office of Adult Education-Skills U. Robert stated that all issues would be resolved by our partners taking the necessary steps to co-locate at the new proposed Kentucky Career Center on Nashville Road. Dr. Boone asked that Chairman Sowell draft a letter certifying the Career Centers in Glasgow and Bowling Green and including in the body of the letter the need for the co-location to give our customers the best delivery and service options available.

Motion by: A motion was made by Dr. James McCaslin, seconded by Chris Boggs, for Chairman Sowell to draft a letter certifying the Career Centers in Glasgow and Bowling Green and to include verbiage on the need for co-location as presented. **Motion carried.**

Regional Innovation Plan Review

Robert Boone shared that the South Central Workforce Development Board (SCWDB) has been partnering with the Lake Cumberland Workforce Development Area (CDWA) to become regional partners, referred to as the South Region. The goal is to accomplish a large interregional approach to Workforce Development and in scale it will be a 23-county area. This plan has four goals; goal #1 to improve work-based learning infrastructure; goal #2 advance work ready community certification; goal #3 increase regional workforce participation; and goal #4 explore cost-sharing opportunities. The Executive Committee will review and approve on September 5, then approved by the Lake Cumberland region and then submitted to the Kentucky Department of Workforce Investment.

Survey of Incentives Proposal

Robert Boone discussed the need for the workforce board to be more engaged in proactively recruiting talent for our region. The use of data to build a comprehensive listing of companies offering sign-on bonuses and other incentives could assist with recruitment efforts. Such a listing could enable the workforce board to more effectively deliver a message to recent graduates, transitioning military service members/families and other talent pools both inside and outside our region. Dr. Boone asked the group for their input on the value of conducting a study to list sign-on bonuses and other incentives in order to attract talent. The following questions were asked from the workforce board:

- Would the incentive data be from all industry sectors? Dr. Boone responded that the decision to target sectors would ultimately be the decision for the workforce board. His recommendation is that the study would focus on our board's five targeted sectors.
- Would information be made public by company? There was discussion among the board members about the competitive edge of sign-on bonuses and other incentives being at risk if such information was made public. Dr. Boone stated that the data could be de-identified for public use, and that additional consideration would need to be provided in order to not compromise the competitive advantage of employers in our region.

Dr. Boone will review this feedback and bring back information for the board to review.

Committee Appointments

Ron Sowell recommended that the Board appoint Eileen Coleman to the Governance Committee for a term beginning on July 1, 2019 through June 30, 2020.

Motion by: A motion was made by Dr. James McCaslin, seconded by Mayor Curry, to appoint Eileen Coleman to the Governance Committee for a term beginning on July 1, 2019 through June 30, 2020. **Motion carried.**

Strategic Goals

- Strategic Goal 1. Actively engage employers and stakeholders to drive innovative workforce solutions across the region.

- 4th Quarter Program Results. Bobbi Steelman reported that 81 credentials in progress or obtained during 4th quarter (April, May, June).
 - Work Experience Program Review. Bobbi Steelman advised that in 2018 little to no focus was given to the work experience (WEX program). Year to date, 56 participants have gained work experience with less than a 2% drop out rate, with 40 businesses benefitting.
 - Business Solutions Team County Chapter Creation. Dr. Boone explained the purpose of the Business Solutions Team (BST) is to serve as the single point of contact for employers to better access services offered by the public workforce system and help solve workforce development needs as experienced by our employer customers. In spring 2019, the SCWDB took steps to revitalize the BST by pursuing a county chapter concept. On June 20, the Barren County Business Solutions Team Chapter convened its first meeting. The concept is designed to take a localized approach for employers to better access public workforce systems services.
 - Construction Sector Collaboration. Dr. Boone reported that on July 16th the SCWDB convened a meeting with several regional construction companies and SKYCTC Workforce Solutions to explore how we can better bridge career exploration activities at high schools and employment. The focus was on a “camp-like” program to bridge the divide between career exploration programming and actual training and employment. Will work with SKYCTC to draft a proposal to the Construction Sector Advisory Group detailing a program concept and curriculum.
- Strategic Goal 2. Align and integrate education to provide career pathways for P-12 youth, post-secondary students and adult job seekers.
 - Career10 event Results. Dr. Boone and T.J. Shockley-Hunt updated that 8-youth connected with a business mentor for a one-day shadowing. Youth participated from Barren, Metcalfe, and Warren and covered manufacturing, transportation, construction, and business/IT sectors. Next year, the career10 team will work to incorporate the career10 event approach into the WEX program; a more “in person” approach will be utilized with the youth prior to their day of shadowing; and a better industry plan for sectors with job shadowing requirements.

- School Superintendent Collaboration. Dr. Boone reported that the SCWDB hosted a series of School Superintendent Luncheons with the focus on more fully aligning the public workforce system with P-12 education. The outcomes from the meetings will include: to have quarterly collaborative sessions with high school career coaches; to engage with parents and teachers regarding workforce board services; and to partner with schools on highlighting success stories on social media.
- Strategic Goal 3. Increase regional workforce participation by creating opportunities, incenting workforce participation, and removing barriers to employment.
 - Introduction of Meredith Hester, Job Entry and Retention Support Specialist. Dr. Boone introduced Meredith to the group. Meredith explained that she works in our region to assist individuals that have barriers related to substance abuse disorder and opioid addiction to gain employment. Meredith will also work directly with 2nd chance employers that may hire clients.
 - Building a Military Talent Pipeline. Dr. Boone advised that Jon Sowards has been working since fall 2018 to build relationships with Fort Campbell, USO, and Campbell Strong staff. In spring 2019 a grant was obtained to develop a Military Family Landing Page. The landing page goes live fall 2019 the Landing Page comes online, and several events are scheduled.
 - Preview Military Family Landing Page. Dr. Boone discussed that this is a proactive way to reach transitioning military service members and families and connect them with resources to assist with job placement, in addition to providing details about lifestyle in our region. Target date for launch is August 9th.
 - VETTE Vision. Dr. Boone advised VETTE Vision will consist of two events. The first event, VETTE Vision takes place at the Fort Campbell USO Center of August 9th.
 - Regional Tour for Fort Campbell Staff. Dr. Boone continued that the second VETTE Vision event is planned for August 23rd. This event will bring key staff to our region so staff case managers can promote and articulate our regional employment opportunities and quality of life.
 - Expanding our Reach. Bobbi Steelman reported that we now have 21 access points across our 10-county region. Access points allows

better service to our customers that may not have the ability or time to travel to a career center.

- Preview 2nd Annual Workforce Summit. Dr. Kim Myers reported that the 2nd Annual Workforce Summit will be held at the National Corvette Museum on October 24th from 8:00am – 2:00pm. Free event. Focus will be Work-Based Learning.
- Strategic Goal 4. Maintain viability of the SCWDB’s financial growth, quality delivery system and return on investment (ROI) for job seekers and employers.
 - Introduction of Bill Waltrip, One-Stop Operator (OSO). Bobbi Steelman introduced Bill Waltrip as the new One-Stop Operator. Bill will be located at the SCWDB office at 2355 Nashville Rd., Suite C101 in Bowling Green.
 - Update on Co-Location of Services. Robert updated that phase 1 is complete as that housed the SCWDB staff. Phase 2 will be about 20,000-25,000 sq. ft. for a comprehensive one-stop center. The goal is to have 7-10 partners under one roof. Deputy Secretary Benton announced that the co-location in Bowling Green is the Cabinet for Education and Workforce’s top facility priority.
 - Partnership Behind the Scenes. Dr. Boone advised that the partner team convenes monthly. The team consists of leadership from each partner organization, the One-Stop Operator (OSO), and workforce board staff. The Partner Team works directly with the OSO to foster system-wide integrations with a focus on providing a seamless experience for the customer.

Board Oversight

- Financial Report. Khalid Qazi, with National Able, presented the financial report dated June 30, 2019. All funds were fully utilized. Khalid is preparing for the board audit in September.

Motion by: A motion was made by Craig Browning, seconded by T.J. Shockley-Hunt, to approve the financial report as presented. **Motion carried.**

- **WIOA Title I Report**

Bobbi Steelman, with Career Team, advised that they have 182 active participants. This is for WIOA Youth, Adult, and Dislocated Worker programs. For the 4th quarter Career Team had 37 hiring events, 572

job seekers, and 102 known job placements from the hiring events. Career Team is working to assist individuals not known to have been placed in employment.

- **WIOA Title II Report**

Brian Becker advised that they have been given a 5-7% goal increase GED goal for this year. Yearly goal is 25,000.

- **WIOA Title III Report**

Stan Hill, with the Office of Career Development, advised that we need to work collectively to be successful.

- **WIOA Title IV Report**

Roxana Robinson, with OVR, advised that January 2019 to date, OVR had 2418 total cases, 355 applicants, 357 accepted with 160 positive employment outcomes. The average hourly wage is \$12.34 with 32 average hours worked.

The October meeting will take place on October 3, 2019 at the Green River College and Career Academy in Munfordville.

With no other business to discuss, the meeting was adjourned.

Approved: _____

Ronald H. Lowell

Date: _____

10/03/2019

