



FY20 MINUTES

BUSINESS SERVICES COMMITTEE

NKADD, 22 Spiral Drive, Florence, KY 41042

August 21, 2019

2:00 PM

MEMBERS PRESENT

Andrew Aiello
Carissa Schutzman
Dr. Fernando Figueroa
Janet Harrah
Dave Fleischer
Jeff Greelish, Chair

STAFF PRESENT

Barbara Stewart
Jason Ashbrook
David Klokner
Katie Jo Kirkpatrick

GUESTS PRESENT

Talia Frye, Brighton Center
Correy Eimer, Brighton Center
Ellen Bates, Brighton Center
Martha Setters, Kenton County School District
Amy Razor, NKCES
Bill Bradford, Fort Thomas Schools

MEMBERS EXCUSED

Brent Cooper
Robert Stafford
Rhonda Whitaker
Jamie Parsons
Michelle Tyson

ZOOM Conferencing

None

MEMBERS ABSENT

None

- 1. Call to Order-** Chairperson Jeff Greelish called meeting to order at 2:05 pm.
- 2. Introductions and Self-Identifications** (no self-identifications were expressed)
- 3. Approval of Minutes**
Andrew Aiello motioned to approve the minutes from **June 19, 2019**. Janet Harrah seconded the motion.
Motion carried.

August 21, 2019

4. Updates from KCC's Lead Business Services Provider (Talia Frye, Brighton Center)

- Kentucky Essential Skills Certification- facilitated by the Direct Services Provider, Northern KY led the state with over 135 certifications awarded through the Kentucky Career Center (KCC) in NKY!
- IRS- with approximately 800 affected workers prior to the anticipated closure on September 30, 2019, over 260 confirmed job placements have taken place and over 400 have taken a company buyout and/or retirement package. The remaining workers are receiving career services through the KCC and are in the pipeline for job training services to expand their marketability to potential employers.
- Critical Identification / Documents for job seekers- Brighton Center has obtained additional, private funding to help support the costs for obtaining necessary ID and other related documentation for individuals 16-24 years of age to help fund Driver's License, Birth Certificate, Background Checks, Expungement activities, and much more.
- Duke Energy Partnership- through support from Duke, providing an Industry "Boot Camp" targeting individuals who are single moms/ heads of households in City Heights.
- Skilled Trades Tuesdays- offering these industry sector events at the KCC in Covington through the end of September. Approximately 13 employers have participated so far along with 27 job seekers. Talia elaborated on the diverse industry sector interests and backgrounds of the attendees.
- Youth Summer Cohort / WIOA Youth and Gateway Partnership- The five-member cohort is largely made-up of parenting youth who have recently graduated from high school. The students are working on attaining Logistics Certificates while interning at Castellini. Dave F inquired about drug testing of these participants. Talia explained the inclusive approach between the Youth Talent Development Specialists and the Youth Participants. There is a significant amount of time being dedicated to building and maintaining relationships with the youth and working one-on-one to identify any barriers/ challenges that could impact job attainment or retention. Additionally, WIOA resources are not currently available to fund drug-screening services. Another important note is the participating employer (Castellani) is not requiring these individuals to be drug tested during the project. Additional discussion followed regarding the reality of drug screening/hiring requirements of many employers as well as innovative hiring and retention practices of other employers, such as Dorman, who are more inclined to take a more inclusive approach, hire an individual, and support the employee in their journey from addiction to recovery.

August 21, 2019

5. **Employer Partner Round Table Update-** Correy Eimer provided a brief update on this project. The featured partners include: Gateway, Navigo, NKY Chamber, KY Economic Development, Tri-Ed, KY Chamber's Workforce Center, and Life Learning Center. Strategic Workforce Action Teams (SWAT) are deployed to local employers to offer a triage level of workforce support to companies as well as assist with other hiring, retention, and expansion services. A digital employer resource guide is in development as a resource tool for employers. Content is being gathered and a technology platform, as well as host, for the guide is also in the works.

6. **Northern KY Cooperative for Educational Services (NKCES)-** Amy Razor, Martha Setters, and Bill Bradford presented on the NKY Essential Skills Certificate / Curriculum. The team shared updates on this new curriculum and how it aligns with the NKY WIB's in-demand certifications data. The committee reviewed this information and discussed the benefit of this certificate and its potential benefits to the region. Dave Fleischer made the motion to accept and endorse this Certificate. Dr. Figueroa seconded the motion. The committee approved/ motion carried. *Note:* During the NKWIB meeting on July 9th, the Board authorized this Committee to take action during today's meeting on whether to approve/endorse this project.

Additional comments- Dr. Figueroa encouraged taking a strategic approach with this effort to identify how it feeds in/ up to the other regional education and workforce efforts (e.g. GROW NKY Pillars), etc. Janet Harrah also suggested revising the name of the certificate to be more distinctive from the Kentucky Essential Skills Certificate and/or include a reference to the specific KRS (e.g. "pursuant to KRS...") on the NKY version.

7. **Key Performance Indicators and Data Updates**

David Klokner and Jason Ashbrook presented the final (year-end) KPI Report for FY19. Employer Contacts, Programs and Activities metrics exceeded last year's activities in all sectors, except for Healthcare, which had slightly decreased. Unique employers working with the KCC had increased by 30%. The Labor participation rate in NKY continues to trend higher than both the State and the US rates. However, Rapid Response (workforce reduction activities) were the highest since 2010.

David Klokner presented additional drafts of a new format for the KPI's. The Members discussed the changes and made some additional suggestions- utilizing a funnel approach; having the top "bucket" of the funnel showing the *Needs* (job openings, Labor Market Data, etc.), followed by the *Action* (services, outputs, activities, responses to the needs) and *Results* (outcomes, performance, etc.). David and Jason will make the additional, suggested changes and bring revisions to the October 16th meeting, with this topic being a primary agenda item during that meeting.

ADJOURNMENT – Jeff Greelish adjourned the meeting at 3:35 pm.

jg/ja