



Membership and Board Operating Committee | Agenda

August 23, 2022 | 2:00-3:30pm

Via Zoom | Meeting ID: **977 0090 7017** | Password: 158371

1. **Call to Order** – *John Baines, Committee Chair* 2:00pm
2. **Welcome** – *John Baines*
3. **Roll Call of Members** (if necessary) – *Simon Boxall, Compliance & Policy Analyst, Staff, NKWIB*
4. **Self-identification of members**- at this time, any member of the board having a potential conflict of interest regarding any issue on today's agenda should self-identify – *John Baines*
5. **Approve Minutes** from previous meeting – *John Baines* 2:05pm *action requested*
6. **New Member Nomination** – 2:10pm *action requested*
 - a. Matthew Turner, Superintendent of Boone County Schools
 - b. Natasha Bowsher, Vice President of Abrapower Inc
7. **Review of Meeting Attendance Grid** – 2:20pm
8. **Review of Membership Analysis Grid** – 2:30pm
9. **DEI Joint Discussion** – 2:40pm
10. **New Business** – 3:20pm
11. **Adjourn** – *John Baines* 3:30pm

Next meeting: October 25, 2022, at 2PM
NKADD, 22 Spiral Drive, Florence
Or via Zoom

Vision Statement

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

Mission Statement

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote: engaged employers, skilled jobseekers and collective impact.



Diversity, Equity, Inclusion Statement

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients. We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

NKWIB Strategic Plan Elements

1. Employer Services

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.

2. Jobseeker Services

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.

3. Board Governance

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.
- Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.

4. Data-Driven Decision Making

Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

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Membership and Board Operating Committee | Minutes

June 28, 2022 | 2:00-3:30pm

Via Zoom | Meeting ID: **977 0090 7017** | Password: 158371

Attendance

Members Present	Members Absent
John Baines	N/A
Nick Birkenhauer	
Dana Dobbs	Staff Present
Kimberly Rossetti	Simon Boxall

John Baines called the meeting to order at 2:06 pm.

Self-Identification

No members self-identified as having a conflict of interest on today's agenda.

Approval of Minutes

Nick Birkenhauer motioned that the minutes from the previous meeting be approved, and Kimberly Rossetti seconded. All voted in favor and the motion carried.

Board Changes

Nomination

- Bill Hogan, Director of Innovation at Boone County Schools
 - Kimberly Rossetti moves to recommend Bill Hogan as a member of the NKWIB. Seconded by Nick Birkenhauer. All voted in favor, motion carried.

Membership Grid Analysis

Compliance

- Due to the recategorization of one of the board members from the business category to the Government and Economic Development Category, the business composition of the WIB is no longer in compliance.

Recruitment/Board Member Pipeline

- The committee discussed where their recruitment efforts need to be focused. Several committee members would be reaching out to potential board members in the coming months.
- Aligning with the DEI committee, there will be greater awareness for diversity during recruitment.
- A noted lack was representation from the Healthcare & Construction/Trades industries along with a need for businesses members from Gallatin, Pendleton, and Carroll counties.

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Meeting Attendance Grid

Attendance Expectations

- Due to lack of attendance, there have been issues meeting quorum at some of the committee and board meetings.
- The committee recommended that staff include attendance expectations during new board member orientation.
- The minimum expectations discussed by the committee was 75% of board and committee meetings.
- If the timing of a meeting is an issue, then another representative from the member's organization can be substituted in.
- Staff preparing a dashboard to track members' attendance through the next FY. The committee requested to analyze attendance at the 6-month and 12-month benchmarks.

New Business

- DEI Survey
 - 23 of the 32 board members have filled out the DEI survey and it was recommended to bring the results to the committee to ensure alignment with the DEI committee.

The meeting was adjourned at 3:20pm.

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LWDB: Northern Kentucky

MEMBERSHIP NOMINATION FORM LOCAL WORKFORCE DEVELOPMENT BOARD

NEW NOMINATION ☒
or
TERM RENEWAL ☐
or
REPLACEMENT ☐

By: Name: Judge Gary W. Moore
Agency: Boone County Judge/Executive Office
Position: Judge/Executive
Address: 2950 Washington Street, Burlington, KY
Phone: 859-334-2242

☐ Initial Term: _____ ☐ 2nd Term: _____ ☐ 3rd Term: _____
(Beginning & Ending Dates Required for All Terms When Applicable)

* If a **New Nominee** to represent (check one): ☐ Business ☐ Education ☐ Organized Labor
☐ CBO ☐ Economic Development ☐ One-Stop Partner

Workforce Sector (if representing Business): _____

*If a **Replacement** - Name of Former Member: _____

- Group Represented: _____

*If a **Term Renewal** - CLEO signature is required with all term renewals as well as new nominees & replacements.

Representing: (Check all that apply)

☐ Labor/Representative of Labor ☐ Employee Representative (Labor) ☐ Adult Education ☐ Vocational Rehabilitation
☒ Community Based Organization ☒ Youth Serving Organization ☐ Higher Education ☒ Local Education Agencies
☐ Joint Labor-Management Apprenticeship Program ☐ Other (Specify): _____

Category member represents:

☐ Business ☒ Workforce ☒ Education and Training
☐ Government and Economic Development ☐ Other (Specify): _____

*Entity represented is primary employer of nominee.

Nominee is an individual with opportunity and decision making authority for the organization.

Name of Nominee: ☒ Mr. or ☐ Ms. Matthew L. Turner Title: Superintendent
Business Address: Street: 8330 U.S. Hwy 42
City: Florence State: KY Zip: 41042 County: Boone
Employer: Boone County Schools Business Phone: 859-282-2375
Home Phone: 859-322-6470 Email Address: matthew.turner@boone.kyschools.us
Explain Basic Responsibilities: _____

Organization Affiliations (Civic & Professional): Ky Assn School Supts, Ky Assn School Administrators, American Assn School Admin, Florence Rotary Club, Boone Co. Business Assn.

Qualifying Experience: education, workforce development, career & technical pathways
Background information that reflects experience in human resource activities or Workforce Development related programs

For use by Chief Local Elected Official-This box must be completed entirely to meet WIOA requirements.

Appointed By:

Cleo Signature: _____

Printed Name: _____

☐ Judge Executive or ☐ Mayor

Date: _____

County: _____

LWDB: _____

MEMBERSHIP NOMINATION FORM

LOCAL WORKFORCE DEVELOPMENT BOARD – 19-007 ATTACHMENT III

NEW NOMINATION	<input checked="checked" type="checkbox"/>
or	
TERM RENEWAL	<input type="checkbox"/>
or	
REPLACEMENT	<input type="checkbox"/>

By:	Name: _____
	Agency: _____
	Position: _____
	Address: _____
	Phone: _____

<input type="checkbox"/> Initial Term: _____	<input type="checkbox"/> 2 nd Term: _____	<input type="checkbox"/> 3 rd Term: _____
<small>(Beginning & Ending Dates Required for All Terms When Applicable)</small>		

* If a New Nominee to represent (check one):			
<input checked="checked" type="checkbox"/> Business	<input type="checkbox"/> Education	<input type="checkbox"/> Organized Labor	
<input type="checkbox"/> CBO	<input type="checkbox"/> Economic Development	<input type="checkbox"/> One-Stop Partner	
Workforce Sector (if representing Business): <u>Manufacturing</u>			
*If a Replacement – Name of Former Member: _____			
- Group Represented: _____			
*If a Term Renewal - CLEO signature is required with all term renewals as well as new nominees & replacements.			

Representing: (Check all that apply)			
<input type="checkbox"/> Labor/Representative of Labor	<input type="checkbox"/> Employee Representative (Labor)	<input type="checkbox"/> Adult Education	<input type="checkbox"/> Vocational Rehabilitation
<input type="checkbox"/> Community Based Organization	<input type="checkbox"/> Youth Serving Organization	<input type="checkbox"/> Higher Education	<input type="checkbox"/> Local Education Agencies
<input type="checkbox"/> Joint Labor-Management Apprenticeship Program		<input type="checkbox"/> Other (Specify): _____	
Category member represents:			
<input type="checkbox"/> Business	<input type="checkbox"/> Workforce	<input type="checkbox"/> Education and Training	
<input type="checkbox"/> Government and Economic Development		<input type="checkbox"/> Other (Specify): _____	
*Entity represented is primary employer of nominee.			
Nominee is an individual with optimum policy and decision making authority for the organization.			

Name of Nominee: <input type="checkbox"/> Mr. or <input type="checkbox"/> Ms. <u>Natasha Bowsher</u>		Title: <u>Vice President</u>
Business Address: Street: <u>7451 Empire Drive</u>		
City: <u>Florence</u>	State: <u>KY</u>	Zip: <u>41041</u> County: <u>Boone</u>
Employer: <u>Abrapower Inc</u>		Business Phone: _____
Home Phone: <u>8596206719</u>		Email Address: <u>Natasha@abrapowerusa.com</u>
Explain Basic Responsibilities: <u>Finance/Operations/HR</u>		

Organization Affiliations (Civic & Professional): _____		

Qualifying Experience: <u>Run a manufacturing facility with 30 full time employees</u>		
<i>Background information that reflects experience in human resource activities or Workforce Development related programs</i>		

For use by Chief Local Elected Official: This box must be completed entirely to meet WIOA requirements.			
Appointed By:			
Cleo Signature: _____		Date: _____	
Printed Name: _____	, <input type="checkbox"/> Judge Executive or <input type="checkbox"/> Mayor	County: _____	
Cleo Signature: _____		Date: _____	
Printed Name: _____	, <input type="checkbox"/> Judge Executive or <input type="checkbox"/> Mayor	County: _____	

NKWIB		FISCAL YEAR 2023 - MEETING DATES																	
MEETING ATTENDANCE - FY 2023		7/12/2022			9/6/2022			11/8/2022			1/10/2023			3/14/2023			5/9/2023		
Member	Type	Status	RSVP	Attenden	Status	RSVP	Attender	Status	RSVP	Attenden	Status	RSVP	Attenden	Status	RSVP	Attenden	Status	RSVP	Attendance
BAINES, John - MBO Chair	B	A	Y	Z	A			A			A			A			A		
BERLING, Dr. Vicki		A	N		A			A			A			A			A		
BIRKENHAUER, Nick	B	A	Y	Z	A			A			A			A			A		
BOWMAN-THOMAS, Catrena - DEI Chair		A	N		A			A			A			A			A		
BOZEMAN, Brian - Business Services Chair	B	A	Y	P	A			A			A			A			A		
BUERKLEY, Joe		A	Y	Z	A			A			A			A			A		
BROOKS, Cara	B	A	Y	P	A			A			A			A			A		
CESTARIC, Michelle - WIB Chair/ EXEC Chair	B	A	N		A			A			A			A			A		
COOPER, Brent	B	A	N		A			A			A			A			A		
DOBBS, Dana	B	A	N		A			A			A			A			A		
DOUTHAT, Gina	B	A		P	A			A			A			A			A		
DUNLAP, Sherra	B	A	N		A			A			A			A			A		
FIGUEROA, Dr. Fernando		A	N		A			A			A			A			A		
FLANNERY, Mike	B	A		Z	A			A			A			A			A		
HARRAH, Janet		A	Y	Z	A			A			A			A			A		
HENSON, Ryan		A	N		A			A			A			A			A		
KIRKPATRICK, Colleen	B	A	Y		A			A			A			A			A		
MCKAY, Dean - Vice Chair & Program Youth Chair	B	A	Y	P	A			A			A			A			A		
MORGAN, Summer		A	Y	Z	A			A			A			A			A		
POE, Dr. Randy		A	Y		A			A			A			A			A		
RAMIREZ, Deborah	B	A	Y	Z	A			A			A			A			A		
ROSSETTI, Kimberly		A	Y	P	A			A			A			A			A		
SCHNELL, Connie		A	Y	P	A			A			A			A			A		
SCHROEDER, Dave - WIB Treasurer		A	Y	P	A			A			A			A			A		
STARKEY-TAYLOR, Shannon		A		P	A			A			A			A			A		
STOUGH, Gina	B	A	Y	P	A			A			A			A			A		
TIEMEIER, Jarrod		A	Y	Z	A			A			A			A			A		
TYSON, Michelle	B	A	Y	Z	A			A			A			A			A		
WEBB-EDGINGTON, Alecia		A	Y		A			A			A			A			A		
WEIER, William	B	A	Y	Z	A			A			A			A			A		
WILLOBY, Kristie Henry	B	A			A			A			A			A			A		
31																			
Business Quorum / Attendance		9	10	11	9	0	0	9	0	0	9	0	0	9	0	0	9	0	0
Overall Quorum / Attendance		16	19	19	16	0	0	16	0	0	16	0	0	16	0	0	16	0	0

TYPE - BUSINESS MEMBER B
 STATUS ACTIVE A
 STATUS INACTIVE I
 RSVP - WILL ATTEND MEETING Y
 RSVP - CANNOT ATTEND MEETING N
 ATTENDANCE IN PERSON P
 ATTENDANCE VIA ZOOM Z

DEI		FISCAL YEAR 2023 - MEETING DATES																	
MEETING ATTENDANCE - FY 2023		7/26/2022			9/27/2022			11/22/2022			1/24/2023			3/28/2023			5/23/2023		
Member		Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance
1	BAINES, John	A	Y	Z	A			A			A			A			A		
2	BOWMAN-THOMAS, Catrena - DEI Chair	A	Y	P	A			A			A			A			A		
3	DOUTHAT, Gina	A	Y	Z	A			A			A			A			A		
4	DUBOIS, Ashleigh	A	Y	Z	A			A			A			A			A		
5	HENSON, Ryan	A	Y	Z	A			A			A			A			A		
6	MORGAN, Summer	A	Y		A			A			A			A			A		
ATTENDANCE/COUNT			4	4		0	0		0	0		0	0		0	0		0	0
QUORUM		3	6	5	3	0	0	3	0	0	3	0	0	3	0	0	3	0	0

STATUS ACTIVE

STATUS INACTIVE

RSVP - WILL ATTEND MEETING

RSVP - CANNOT ATTEND MEETING

ATTENDANCE IN PERSON

A

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Y

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P

PROGRAM/YOUTH COMMITTEE MEETING ATTENDANCE - FY 2023				FISCAL YEAR 2023 - MEETING DATES																	
				8/9/2022			10/11/2022			12/6/2022			2/11/2023			4/11/2023			6/13/2023		
Member	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance			
1 BRADEN, John	A	Y		A			A			A			A			A					
2 BUERKLEY, Joe	A	N		A			A			A			A			A					
3 DUNLAP, Sherra	A	Y	Z	A			A			A			A			A					
4 HENSON, Ryan	A	Y		A			A			A			A			A					
5 KIRKPATRICK, Colleen	A	Y	Z	A			A			A			A			A					
6 MCKAY, Dean - PY Chair	A	Y	P	A			A			A			A			A					
7 POE, Dr. Randy	A	Y	Z	A			A			A			A			A					
8 SCHROEDER, Dave	A	Y	P	A			A			A			A			A					
9 STARKEY-TAYLOR, Shannon	A		Z	A			A			A			A			A					
10 TIEMEIER, Jarrod	A		Z	A			A			A			A			A					
11 WEBB-EDGINGTON, Alecia	A	N		A			A			A			A			A					
12 WILLOBY, Kristie Henry	A			A			A			A			A			A					
ATTENDANCE/COUNT					0	0		0	0		0	0		0	0		0	0			
QUORUM	6	7	7	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0			

STATUS ACTIVE A
 STATUS INACTIVE I
 RSVP - WILL ATTEND MEETING Y
 RSVP - CANNOT ATTEND MEETING N
 ATTENDANCE IN PERSON P
 ATTENDANCE VIA ZOOM Z

P

BUSINESS SERVICES COMMITTEE MEETING ATTENDANCE - FY 2023				FISCAL YEAR 2023 - MEETING DATES														
Member	8/17/2022			10/19/2022			12/7/2022			2/15/2023			4/19/2023			6/21/2023		
	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance
1 BERLING, Dr. Vicki	A	Y		A			A			A			A			A		
2 BOZEMAN, Brian - Business Services Char	A	Y		A			A			A			A			A		
3 BROOKS, Cara	A	Y		A			A			A			A			A		
4 COOPER, Brent	A			A			A			A			A			A		
5 DOUTHAT, Gina	A	Y		A			A			A			A			A		
6 FIGUEROA, Dr. Fernando	A	N		A			A			A			A			A		
7 FLANNERY, Mike	A			A			A			A			A			A		
8 HARRAH, Janet	A	Y		A			A			A			A			A		
9 MULBERRY, Angela	A			A			A			A			A			A		
10 RAMIREZ, Deborah	A	Y		A			A			A			A			A		
11 SCHNELL, Connie	A	Y		A			A			A			A			A		
12 STOUGH, Gina	A	Y		A			A			A			A			A		
13 TYSON, Michelle	A			A			A			A			A			A		
14 WEIER, William	A	Y		A			A			A			A			A		
ATTENDANCE/COUNT		8	0		0	0		0	0		0	0		0	0		0	0
QUORUM	7	9	0	7	0	0	7	0	0	7	0	0	7	0	0	7	0	0

STATUS ACTIVE A
 STATUS INACTIVE I
 RSVP - WILL ATTEND MEETING Y
 RSVP - CANNOT ATTEND MEETING N
 ATTENDANCE IN PERSON P
 ATTENDANCE VIA ZOOM Z

MEMBERSHIP & BOARD OPERATING COMMITTEE				FISCAL YEAR 2023 - MEETING DATES																	
MEETING ATTENDANCE - FY 2023				8/23/2022			10/25/2022			12/13/2022			2/21/2023			4/25/2023			6/27/2023		
Member	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance			
1 BAINES, John - MBO Chairperson	A	Y		A			A			A			A			A					
2 BIRKENHAUER, Nick	A	Y		A			A			A			A			A					
3 DOBBS, Dana	A			A			A			A			A			A					
4 Rossetti, Kimberly	A	Y		A			A			A			A			A					
ATTENDANCE/COUNT		3	0		0	0		0	0		0	0		0	0		0	0			
QUORUM	2	3	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0			

STATUS ACTIVE A
 STATUS INACTIVE I
 RSVP - WILL ATTEND MEETING Y
 RSVP - CANNOT ATTEND MEETING N
 ATTENDANCE IN PERSON P
 ATTENDANCE VIA ZOOM Z

EXECUTIVE COMMITTEE MEETING ATTENDANCE - FY 2023				FISCAL YEAR 2023 - MEETING DATES																	
				8/25/2022			10/29/2022			12/15/2022			2/23/2023			4/27/2023			6/22/2023		
Member	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance	Status	RSVP	Attendance			
1 BAINES, John	A	Y		A			A			A			A			A					
2 BOWMAN-THOMAS, Catrena	A			A			A			A			A			A					
3 BOZEMAN, Brian	A	Y		A			A			A			A			A					
4 CESTARIC, Michelle - WIB Chair/ EXEC Chair	A			A			A			A			A			A					
5 MCKAY, Dean	A	Y		A			A			A			A			A					
6 SCHROEDER, Dave	A	Y		A			A			A			A			A					
7 STARKEY-TAYLOR, Shannon	I			I			I			I			I			I					
ATTENDANCE/COUNT		4	0		0	0		0	0		0	0		0	0		0	0			
QUORUM	3	4	0	3	0	0	3	0	0	3	0	0	3	0	0	3	0	0			

STATUS ACTIVE A
 STATUS INACTIVE I
 RSVP - WILL ATTEND MEETING Y
 RSVP - CANNOT ATTEND MEETING N
 ATTENDANCE IN PERSON P
 ATTENDANCE VIA ZOOM Z

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	replacements for expiring members	NAME	Title	ORGANIZATION	WIOA Req Categ	Boone	Campb	Carro	Galla	Grant	Kenton	Owen	Pendle	Adv Mfg.	Health Care	Transp/ Logisitics	IT/Bus Oper/Fin	Constructio n/ Trades		Other	Start of 1st Term	Start of 2nd Term	Start of 3rd Term	Start of 4th Term (if reappointed)	Current Term Expires	Exec	P/Y	MBO	BSC	DEI	Currently Serving in Term #	
1		Buerkley, Joe	Superintendent	Pendleton Co. Schools	Educ.								1							1	1/11/2022				1/10/2024		1				1	
2		Figueroa, Fernando	President/CEO	Gateway Community & Tech College	Higher Ed	1					1									2	7/1/2018	7/1/2020	7/1/2022		6/30/2024				1		3	
3		Harrah, Janet	Senior Director	NKU	Higher Ed		1													3	7/1/2016	7/1/2018	7/1/2020	7/1/2022	6/30/2024				1		4	
4		Morgan, Summer	Director	Education & Workforce Development Cab.	Educ.	1	1	1	1	1	1	1	1							4	7/1/2022				6/30/2024					1	1	
4																																
1		Douthat, Gina	Deputy General Manager	TANK	Emply Serv						1									1	7/14/2020	7/14/2022			7/13/2024				1		2	
2		Henson, Ryan	Branch Manager	OVR	Voc Rehab	1	1	1	1	1	1	1	1							2	5/11/2021				5/10/2023		1			1	1	
3		Rossetti, Kimberly	VP Economic Development	Tri-ED	Econ Dev	1	1				1									3	10/2/2019	10/2/2021			10/1/2023			1			2	
4		Schnell, Connie	Regional Program Manager	OCD	Emply Serv	1	1	1	1	1	1	1	1							4	7/8/2019	7/8/2021			7/7/2023				1		2	
1		Berling, Vicki	Vice President	Enzweiler Institute	Labor Partnership						1									1	7/14/2020	7/14/2022			7/13/2024				1		2	
2		Bowman-Thomas, Catrena	Executive Director	NKCAC	CBO/Yth Org	1	1	1	1	1	1	1	1							2	7/1/2018	7/1/2020	7/1/2022		6/30/2024	1				1	3	
3		Poe, Randy	Executive Director	N. Ky. Ed Council	Youth Org	1														3	7/1/2019	7/1/2021			6/30/2023			1			2	
4		Schroeder, Dave	Executive Director	Kenton Co. Public Library	CBO/Yth Org						1									4	7/1/2018	7/1/2020	7/1/2022		6/30/2024	1	1				3	
5		Starkey-Taylor, Shannon	CEO	Learning Grove / Navigo	Youth Org						1									5	9/25/2019	9/25/2021			9/24/2023			1			2	
6		Tiemeier, Jarrod	Business Agent	Ironworkers Local 44	Labor	1														6	7/14/2020	7/14/2022			7/13/2024			1			2	
7		Webb-Edgington, Alecia	President	Life Learning Center	CBO/Yth Org						1									7	7/1/2018	7/1/2020	7/1/2022		6/30/2024			1			3	
	22.58%																															
1		Baines, John	Partner	Insight Partners, LLC	Business	1											1			1	7/1/2016	7/1/2019	7/1/2021		6/30/2023	1		1			3	
2		Birkenhauer, Nick	Attorney	DBL Law	Business						1						1			2	7/1/2019	7/1/2021			6/30/2023			1			2	
3		Bozeman, Brian	Vice President	Skanska	Business		1											1		3	7/14/2020	7/14/2022			7/13/2024	1			1		2	
4		Brooks, Cara	Community Relations Manager	Duke Energy	Business	1	1			1	1									4	7/13/2021				7/12/2023				1		1	
5		Cestaric, Michelle	Business Manager	Staffmark	Business	1											1			5	5/11/2021				5/10/2023	1					4	
6		Cooper, Brent	President/CEO	NKY Chamber of Commerce	Business						1						1			6	7/1/2018	7/1/2020	7/1/2022		6/30/2024				1		3	
7		Dobbs, Dana	HR Lead, V.P.	Citi	Business	1											1			7	7/1/2016	7/1/2018	7/1/2020	7/1/2022	6/30/2024			1			4	
8		Dunlap, Sherra	HR Manager	Owen Elec	Business							1								8	7/1/2019	7/1/2021			6/30/2023			1			2	
9		Flannery, Mike	Regional Director, NA Hub Operati	Amazon Air	Business	1														9	7/13/2021				7/12/2023				1		1	
10		Kirkpatrick, Colleen	Vice President, HR	Ethos Laboratories	Business		1								1					10	7/13/2021				7/12/2023			1			1	
11		McKay, Dean	Organizational Dev. Director	Skilcraft	Business	1								1						11	11/12/2019	11/12/2021			11/11/2023	1	1				2	
12		Ramirez, Deborah	Director of Human Resources	Mubea NA	Business	1								1						12	3/8/2022				3/7/2024				1		1	
13		Stough, Gina	VP, HR	CVG Airport/Kenton Co. Airport Board	Business	1										1				13	3/9/2021				3/8/2023				1		1	
14		Tyson, Michelle	Sr. Financial Analyst	Cummins, Inc.	Business	1										1				14	7/1/2015	7/1/2018	7/1/2020	7/1/2022	6/30/2024				1		4	
15		Weier, William	Human Resource Director	MAZAK	Business	1								1						15	3/8/2022				3/7/2024				1		1	
16		Willoby, Kristie Henry	Branch Manager/VP	Heritage Bank	Business					1							1			16	7/1/2015	7/1/2018	7/1/2020	7/1/2022	6/30/2024			1			4	
31	51.61%																			27						6	9	4	12	3		
						18	9	4	5	6	14	5	4	3	1	3	6	1			2											

EDUCATION AND TRAINING - entitites adminstering education and trainig (including ABE, Higher Education)

GOVERNMENT AND ECONOMIC DEVELOPMENT (including representative of State employment service & vocational rehab)

WORKFORCE REPRESENTATIVES (Labor, Community Based Organizations and Youth Serving Organizations)

Note: Must be 20% of membership - SEE COMMENT BELOW

Note - Category for N Ky Education Council was Education under WIA. Under WIOA, the org does not seem to fit the definition of Education. It does fit under the WIOA definition of Yth-serving organization.

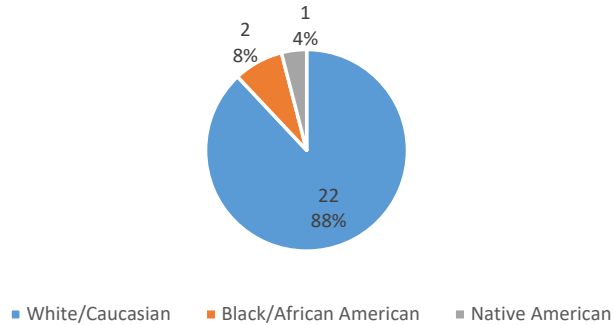
BUSINESS REPRESENTATIVES

Note: Must be minimum 51% of membership

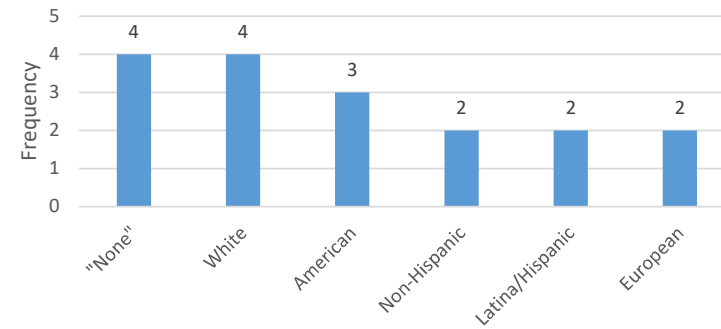
Small businesses include Mubea (250) and Skilcraft

NKWIB DEI Survey Results

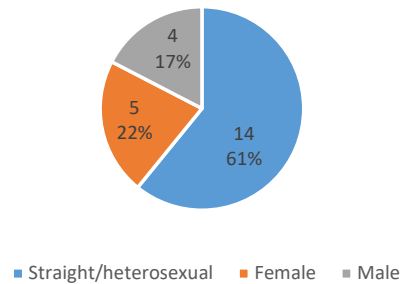
Race(s)



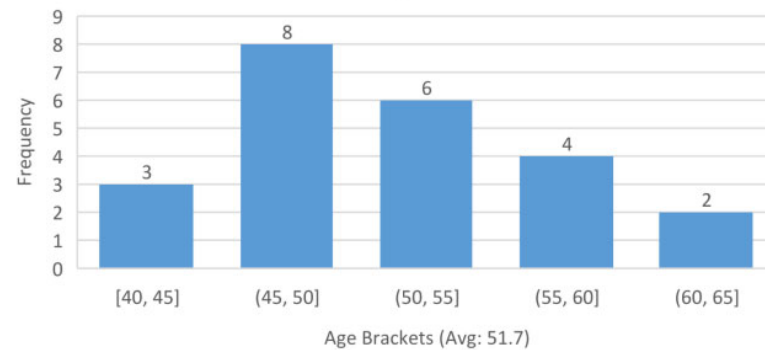
Ethnicity



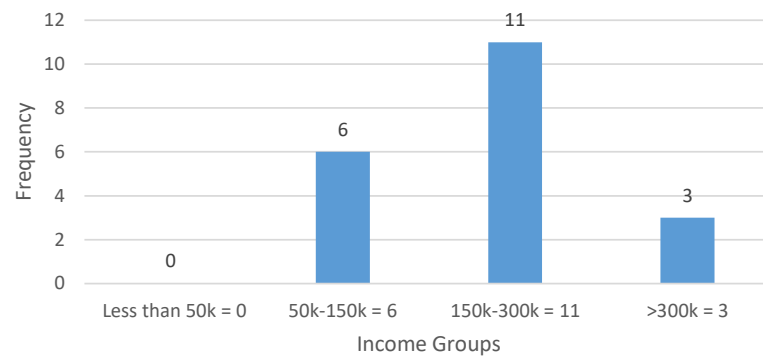
"What is your sexual orientation or identity?"



Age



Income



Disclaimer: Participants were given the opportunity to give more than one answer per question so the total number of results does not reflect actual number of participants.
All of the questions were optional so some questions were not answered by some participants.