



Program/Youth Committee

August 9, 2022 | 8:30 am - 10:00 am

NKADD | 22 Spiral Drive | Florence

<https://zoom.us/j/95098411240>

AGENDA

1. **Call to Order and Introductions (8:30)**
2. **Self-Identification of Members** - Any member of the committee having a potential conflict of interest regarding any issue on today's agenda should self-identify.
3. **Approval of Minutes** – June 14, 2022 (**Action required**) (8:35-8:40)
4. **PROGRAMMING**
 - Dean McKay (8:40 – 8:45)
 - RFP Process - Tonia Slone (8:45 – 8:50) (**Action required**)
 - Key Changes
 - Brighton Center Update – Douglas Beard (8:50 – 9:00)
 - Supportive Services Budget Policy (9:00 – 9:05) (**Action required**)
5. **PARTNERSHIP**
 - Youth Response Team Update – Core Group Tonia Slone (9:05 – 9:10)
 - YRT Pilot
 - Code Kentucky Program Update – Monica Remmy (9:10 – 9:15)
 - GROW NKY – Update – (9:15 9:25) – Nancy Costello (9:15 – 9:25)
6. **ACCOUNTABILITY/TRANSPARENCY**
 - State Generated Performance– Tara Johnson-Noem (9:25 – 9:35)
 - Fiscal KPI – Liberty Kordish (9:35 – 9:40)
7. **OTHER**
 - Director's Update – Tara Johnson-Noem (9:40 – 9:55)
 - New Business - (9:55 – 10:00)

Adjourn

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.

Reminder – the next Program/Youth meeting is Tuesday, October 11, 2022 at 8:30 am.

NKWIB 2021 – 2025 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.

Diversity, Equity and 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.

FY2022 MINUTES
PROGRAM/YOUTH COMMITTEE | Zoom Meeting
Tuesday, June 14, 2022 | 8:30 AM

MEMBERS PRESENT	GUESTS
Ryan Henson	Douglas Beard, Brighton Center
Colleen Kirkpatrick	
Dean McKay	
Dr. Francis O'Hara	
Dr. Randy Poe	
Dave Schroeder	STAFF PRESENT
Jarrold Tiemeier	Tara Johnson-Noem
MEMBERS ABSENT	Tonia Slone
Joe Buerkley	Katie Jo Kirkpatrick
Sherra Dunlap	Simon Boxall
Shannon Starkey-Taylor	David Klokner
Summer Morgan	
Alecia Webb-Edgington	
Kristie Henry Willoby	

CALL TO ORDER

The meeting was called to order at 8:30 AM by Dean McKay, committee chair, with a quorum.

SELF-IDENTIFICATION OF MEMBERS

No members identified a conflict of interest.

APPROVAL OF MINUTES

Dave Schroeder motioned to approve the minutes for the committee meeting held on April 12, 2022. Ryan Henson seconded. The motion carried.

PROGRAMMING

Chair Announcement

- In compliance with self-identification requirements, the RFP working group has been reorganized to avoid conflicts of interest.
- The current chair, Shannon Starkey-Taylor, would step aside to avoid conflict of interest.

RFP (Request for Proposals) Process

- The RFP process has not been overhauled in around 20 years.
- The working group has approached this task in a gradual manner. There is a rough draft, but it is not yet ready to be presented to this committee.
- The current draft focuses on accountability and the addition of a formalized firewall between the one-stop operator and the direct services provider.

Brighton Center Update

- Douglas Beard updated the PY committee on the latest KCC (Kentucky Career Center) direct services activities.
 - Talent Development Services
 - Expansion of services to enroll people into WIOA services while also referring clients to other non-WIOA services to create an all-encompassing approach.
 - The ongoing situation at City Heights has been met by focusing on employment services for this population as they prepare to find new living accommodations.

- There was a successful career fair at the Pendleton County Public Library.
 - Discussions have been held to improve collaboration with the Brighton Recovery Center to provide services to clients in their second phase of recovery.
- Young Adult Talent Development Services
 - Outreach Opportunities
 - Dayton High School Job & Career Fair in May
 - Youth Leadership Development Graduation Party in early June
 - Career Exploration Camp at Enzweiler in early June as well.
 - New Internship Opportunities
 - IT with St. Elizabeth & Ethos Labs
 - Partnerships Strengthened with these organizations in the last couple of months
 - River Cities School District Network
 - Jefferson Community and Technical College
 - Carrollton City Council
 - NorthKey Community Care
 - Learning Grove
- Dean McKay raised a question of how the committee relays these successes to the Local Executive Officials (LEOs)/the Judge Executives.
 - Currently, the NKWIB Director, Tara Johnson-Noem, meets with LEOs twice a year and the next LEO meeting is scheduled for June 20.

Supportive Services Policy

- With the increase in need for supportive services and the expansion of On-the-Job Training, a policy is requested by the staff to approve supportive services to be extended to Adult/Dislocated Workers.
- Dave Schroeder motioned for the adoption of the new Northern Kentucky Adult/Dislocated Worker Supportive Services Policy, Ryan Henson seconded the motion and all voted aye. Motion carried.

PARTNERSHIP

MIT/Youth Response Team Update – Tara Johnson-Noem

- An update on the project two graduate students from the Massachusetts Institute of Technology have been researching.
- They recommended removing or revising 10 of the original strategic goals.
- Next steps will be determined with a meeting with Vicki Berling, the Youth Response Team Chair.

Code Kentucky & Commonwealth Coders Program Update

- There is a critical need for ties between these training programs and the needs of employers.
- A lack of connection with the employers has led to difficulties finding employment for the first cohort of trainees with Commonwealth Coders.
- Special thanks to Monica Remmy (Code KY) for working closely with the first cohort (Commonwealth) to find employment.

Grow NKY – Update

- Current objectives
 - Working on current projects but attempting to prevent a silo effect plus foster more collaboration between pillars
 - Fundraising
 - Recent success by obtaining a grant from the Duke Energy Foundation for \$35,000
 - The steering committee is completing a GROW NKY Assessment RFP that will be posted in the coming weeks.

ACCOUNTABILITY/TRANSPARENCY

State Generated Performance

- David Klokner, Data Specialist, worked through the data provided by the state to present it in a manageable format.
- Due to the recovery from COVID the trends tend to be low in terms of the number of exits with measurable skill gains.

Fiscal KPI

- Liberty Kordish presented the FY2022 April Fiscal KPI, which is 83% of the fiscal year.

Annual Subcontractor Monitoring

- In preparation of state monitoring, the staff completed the compilation of contract compliance and monitoring information.

OTHER

Director's Update – Tara Johnson-Noem

- The DEI committee has launched a second survey to the board to find a benchmark to help formulate next steps. The committee is looking for 100% board participation to take an accurate snapshot of the board diversity.
- KCC review committees for Covington and Florence will be recommending the recertification of these locations to the Business Committee.
- The Grant County KCC will relocate to a more accessible location.
- Tara Johnson-Noem will no longer be the Director of the NKWIB as of August 1 due to her promotion to Executive Director of the Northern Kentucky Area Development District. She laid out the timeline for the search to find her replacement.

MEETING ADJOURNMENT

The meeting was then adjourned at 9:59 AM by Dean McKay, committee chair.

Adult/Dislocated Worker Supportive Services Policy

20 CFR 680.900 describes supportive services for adults and dislocated workers as defined in WIOA sec. 3(59) and secs. 134(d)(2) and (3) as services that are necessary to enable an individual to participate in activities authorized under WIOA sec. 134 (c)(2) and (3). . These services include but are not limited to, the following:

- (a)** Linkages to community services.
- (b)** Assistance with transportation.
- (c)** Assistance with childcare and dependent care.
- (d)** Assistance with housing.
- (e)** Needs-related payments, as described at [§§ 680.930](#), 680.940, 680.950, 680.960, and 680.970.
- (f)** Assistance with educational testing.
- (g)** Reasonable accommodations for individuals with disabilities.
- (h)** Legal aid services.
- (i)** Referrals to health care.
- (j)** Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear.
- (k)** Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes.
- (l)** Payments and fees for employment and training-related applications, [tests](#), and certifications.

WIOA will be the last funding used after collaboration with available partner resources and appropriate Career Center referral processes. All requested supportive services must be documented as necessary in the data base of record.

The NKWIB reserves the right to limit the type, amount, and funding of supportive services available locally based on the availability of funding.

The NKWIB has requested that the PY Committee set a budget limit per person and review a budget modification that allows for a separate line item within out current budget.

FY 2022 as of June 2022 (100% of Fiscal Year)	WIOA Formula Funds Totals	Statewide Reserve (Special Projects) Total	National Dislocated Worker Grant (NDWG)	Trade Total	Grand Total	YTD Expended	% Expended
Actual Carryover From FY 2021							
Grant 27121 (Dislocated Worker Program)	\$ 323,700.07				\$ 323,700.07		
Grant 27221 (Dislocated Worker Program)	\$ 77,724.77				\$ 77,724.77		
Grant 27021 (Adult Program)	\$ 8,143.82				\$ 8,143.82		
Grant 27321 (Adult Program)	\$ 208,631.52				\$ 208,631.52		
Grant 205BE19 (Trade Training Program)	\$ -			\$ 12,263.13	\$ 12,263.13		
Grant 27420 (Youth Program)	\$ 88,306.49			\$ -	\$ 88,306.49		
Grant 27421 (Youth Program)	\$ 238,036.03				\$ 238,036.03		
271DW20 (Dislocated Worker Program)	\$ 13,991.39			\$ -	\$ 13,991.39		
273AD20 (Adult Program)	\$ 3,096.12	\$ 1,010.01	\$ 385,256.71	\$ -	\$ 389,362.84		
Actual Carryover	\$ 961,630.21	\$ 1,010.01	\$ 385,256.71	\$ 12,263.13	\$ 1,360,160.06		
Actual Allocation							
Adult	\$ 502,314.98				\$ 502,314.98		
Dislocated Worker	\$ 921,867.28				\$ 921,867.28		
Youth	\$ 495,935.89				\$ 495,935.89		
*Rapid Response Funding (Requested from State as Pass Thru)	\$ 129,177.83				\$ 129,177.83		
Trade Training Funds	\$ -				\$ -		
Actual Allocation	\$ 2,049,295.98	\$ -	\$ -	\$ -	\$ 2,049,295.98		
Total Available	\$ 3,010,926.19	\$ 1,010.01	\$ 385,256.71	\$ 12,263.13	\$ 3,409,456.04		
Obligations							
*NKWIB Subgrant Recipient/Fiscal Agent	\$ 721,532.17	\$ 1,010.01	\$ 55,750.53		\$ 778,292.71	\$ 673,022.59	86%
*OS Operator Contracted Provider (Brighton Center)	\$ 237,000.00				\$ 237,000.00	\$ 230,854.47	97%
*OS Direct Workforce Services Contracted Provider (Brighton Center)	\$ 1,185,371.70		\$ 33,000.00		\$ 1,218,371.70	\$ 964,752.86	79%
NDWG- Contracted Providers	\$ -		\$ 292,006.17	\$ -	\$ 292,006.17	\$ 164,812.69	56%
Set-aside Obligations							
JOBS EQ Data Base Agreement	\$ 4,300.00				\$ 4,300.00	\$ 4,313.90	100%
Outreach	\$ 15,000.00				\$ 15,000.00	\$ 588.00	4%
GROW	\$ 27,880.00				\$ 27,880.00	\$ 12,120.00	43%
Training							
Youth Work Experience	\$ 282,980.98				\$ 282,980.98	\$ 191,318.14	68%
Incumbent Worker	\$ 70,000.00				\$ 70,000.00	\$ -	0%
OJT	\$ 20,000.00				\$ 20,000.00	\$ -	0%
Youth Education/Career Funds	\$ 50,000.00				\$ 50,000.00	\$ 15,553.91	31%
*Individual Training Accounts (ITA's)	\$ 175,000.00		\$ 4,500.00	\$ 3,065.68	\$ 182,565.68	\$ 108,640.65	60%
Total Obligations	\$ 2,789,064.85	\$ 1,010.01	\$ 385,256.70	\$ 3,065.68	\$ 3,178,397.24	\$ 2,365,977.21	74%
Remaining Balance	\$ 221,861.34	\$ -	\$ 0.01	\$ -	\$ 221,861.35		

Northern Kentucky June Advertised Job Postings



**Northern Kentucky
Unique Employers Served**

874

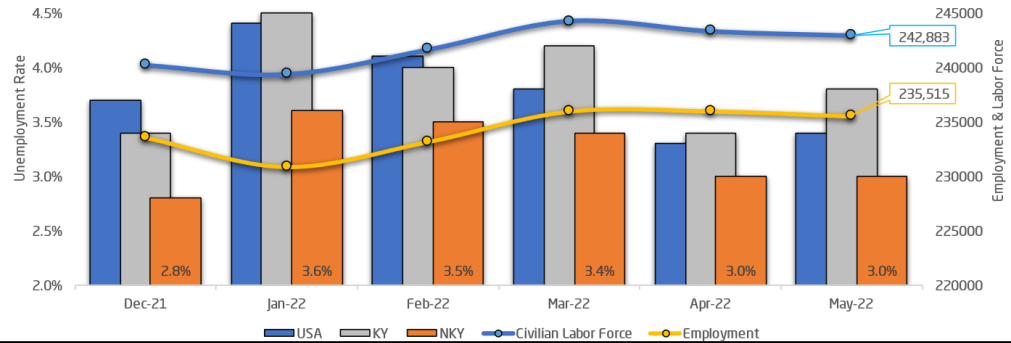
Northern Kentucky Labor Market Information



Labor Force

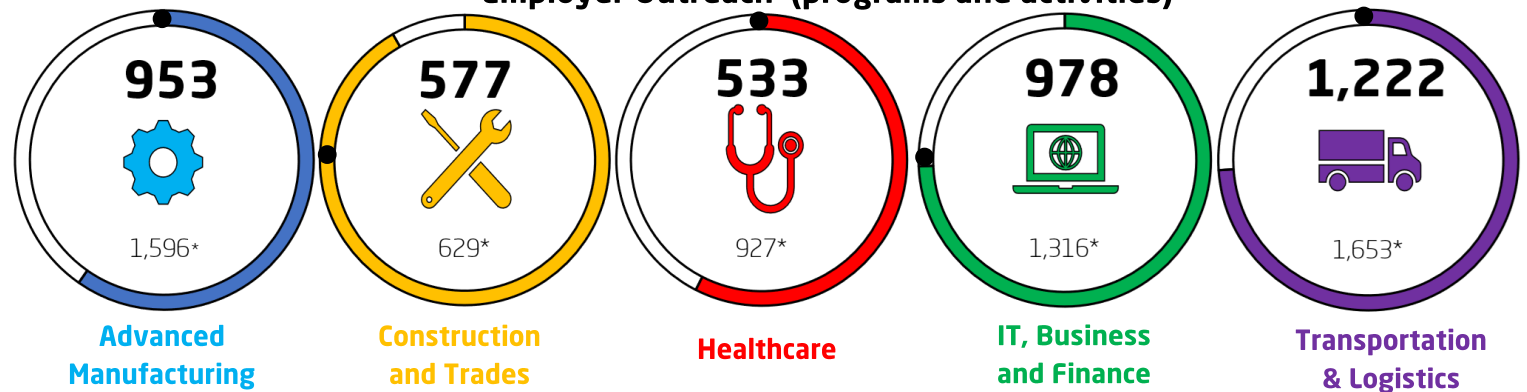
Participation Rate

NKY 67.4%
KY 57.9%
US 62.3%



Civilian Labor Force is the sum of the civilian, non-institutionalized population ages 16+ (source: American Community Survey S2301 EMPLOYMENT STATUS) Point in Time: May 2022

Employer Outreach (programs and activities)



Employer Hiring Events & Job Fairs: 577 / 518*

Employer Tours (onsite and virtual): 22 / 7*

Participating Employers: 211 / 214*

Rapid Response Assistance: 1 / 8*

Basic Career Services (in person, on site services available to all customers) : 12,782 9,069*

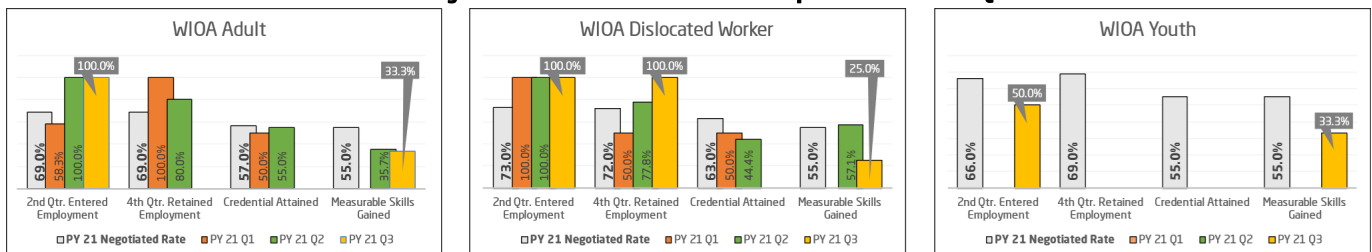
WIOA Individualized Career Services (eligibility / enrollment required) : 161 308*

WIOA Career Training Services (eligibility / enrollment required) : 67 75*

WIOA Youth Paid Work Experience / Internships : 15 17*

Advanced Manufacturing Healthcare IT, Business and Finance General

Preliminary Outcomes of WIOA Participants - FY22 - Qtr. 3



Applicant Interviews

Job Placements

Customer Satisfaction

3,207



2,146*

985



901*

Job Seeker

96%



Employer

93%