

## Meeting Agenda

January 10, 2023 | 8:30-10:00am

NKADD | 22 Spiral Drive | Florence || **Zoom** | Meeting ID: 988 2414 5838

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1. **Call to Order and Welcome** – *Michelle Cestaric, Board Chair* 8:30am
2. **Roll Call of Members** (if necessary) – *Correy Eimer, NKWIB Director*
3. **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 – *Michelle Cestaric*
4. **Approval of Minutes** – November 8<sup>th</sup> meeting – *Michelle Cestaric* *action requested* 8:35am
5. **KPI Overview** – *David Klokner, NKWIB Data Specialist* 8:40am
6. **Fiscal KPI** – *Liberty Kordish, NKWIB Fiscal Specialist* 8:55am
7. **Mission Moment** – *Douglas Beard, WIOA Direct Services Lead* 9:00am
8. **Committee Status Reports**
  - a. Program/Youth Committee – *Dean McKay will report* 9:10am
    - I. Approval of transfer of funds for VR equipment *action requested*
  - b. Business Services Committee – *Brian Bozeman will report* 9:15am
  - c. Membership & Board Operating – *John Baines will report* 9:20am
    - I. New Board Member Nomination
      - a. Kate Doolittle, PNC Bank Financial Services, Inc.
    - II. Member Spotlight – Gina Douthat
  - d. Diversity Equity Inclusion Committee – *Catrena Bowman will report* 9:30am
  - e. Executive Committee – *Michelle Cestaric will report* 9:35am
    - I. Approval of Electronic Signature Policy *action requested*
    - II. Approval of Transitional Jobs Policy *action requested*
9. **Career Center Operator report** – *Lauren Allhands* 9:45am
10. **WIOA Direct Services report** – *Douglas Beard* 9:50am
11. **NKWIB Director's report** – *Correy Eimer* 9:55am
12. **Adjourn** – *Michelle Cestaric* 10:00am

**Next meeting: March 14, 2023 at 8:30AM | NKADD, 22 Spiral Drive, Florence**

### 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.

#### **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.

**FY23 MINUTES**  
**MEETING | Tuesday, November 8, 2022 | 8:30 am**  
**NKADD and Via Zoom**

MEMBERS PRESENT		GUESTS
John Baines		Judge Steve Pendery, Campbell County Fiscal Court
Dr. Vicki Berling		Kim Serra, Campbell County Fiscal Court
Nick Birkenhauer		Judge Kris Knockelmann, Kenton County Fiscal Court
Catrena Bowman	<b>MEMBERS ABSENT</b>	Ashleigh DuBois, NKY Chamber of Commerce
Joe Buerkley	Natasha Bowsher	Melissa Hall Sommer, Brighton Center
Michelle Cestaric	Brian Bozeman	Natalie Ruppert, Kenton County Public Library
Brent Cooper	Cara Brooks	Douglas Beard, Brighton Center
Dana Dobbs	Dr. Fernando Figueroa	Kimberly Spreader, Brighton Center
Gina Douthat	Mike Flannery	Lauren Allhands, Brighton Center
Sherra Dunlap	Ryan Henson	Mindy Puckett, Brighton Center
Dean McKay	Colleen Kirkpatrick	Ellen Bates, Brighton Center
Dr. Randy Poe	Janet Harrah	<b>STAFF</b>
Kimberly Rossetti	Dave Schroeder	Correy Eimer
Connie Schnell	Shannon Starkey-Taylor	Katie Jo Kirkpatrick
Gina Stough	Alecia Webb-Edgington	Liberty Kordish
Jared Tiemeier	William Weier	David Klokner
Matthew Turner		Tonia Slone
Michelle Tyson		Simon Boxall
Kristie Henry Willoby		Melinda Ford

**CALL TO ORDER**

Chairperson Michelle Cestaric called the meeting to order at 8:33 am with Business and Overall Attendance Quorums achieved.

**SELF-IDENTIFICATION OF MEMBERS**

No members self-identified as having a potential conflict of interest with agenda.

**MINUTES APPROVAL**

Connie Schnell made a motion to approve the September 13, 2022 meeting minutes. Vicki Berling seconded the motion. All voted aye. The motion carried.

**MISSION MOMENT –Douglas Beard, WIOA Direct Services Lead, Brighton Center**

- This meeting’s Mission Moment is about Kayvon Barret. Kayvon is currently working on obtaining his CDL at Gateway. By assisting Kayvon obtain hi his student ID, has overcome a transportation issue since the student ID also works as a bus pass with TANK.
- This was highlighted because it is a prime example of partner collaboration towards overcoming barriers.

## **ACCOUNTABILITY/TRANSPARENCY**

### **Program/Youth Committee**

*Dean McKay – Follow-up on last month’s committee meeting:*

- The RFP sub-committee separated the One-Stop Operator and Direct Services RFP into two different RFPs. The Direct Services Provider RFP is ready for approval.
  - Tonia Slone and Executive Committee members presented the new RFP and the differences this RFP has compared to previous RFPs.
  - John Baines motioned the RFP for approval, Connie Schnell Seconded the motion, All voted in favor. The motion passed.

### **Business Services Committee**

*Brian Bozeman – Follow-up on last month’s committee meeting:*

- No update provided.

### **Membership & Board Operating Committee**

*John Baines – Follow-up on last month’s committee meeting:*

- Board Nomination
  - Lisa Blank, St. Elizabeth Healthcare, has been nominated to the board.
    - As MBO Chair, John Baines brought the nomination of Lisa Blank to the board for approval. All voted aye. Lisa’s nomination was approved.
  - Heather McClanahan, Fives Machining Systems Inc., has been nominated to the board.
    - As MBO Chair, John Baines brought the nomination of Heather McClanahan to the board for approval. All voted aye. Heather’s nomination was approved.
- John Baines brought to the boards attention that the composition of the NKWIB is within in compliance but cannot nominate any more business sector members until more members join that are apart of the “Workforce Representation” sector. (See Bylaws for definition: <https://nkcareercenter.org/wp-content/uploads/2022/08/2021.03.09-NKWIB-By-laws-signed.pdf>)
- Member Spotlight – Connie Schnell
  - Gina Gouthat has been nominated for the next member spotlight

### **Diversity, Equity, & Inclusion Committee**

*Catrena Bowman – Follow-up on the last committee meeting:*

- Ashleigh DuBois, NKY Chamber of Commerce, presented the first in a series of DEI training sessions
  - If you were not able to attend for this session the link is provided here: <https://youtu.be/XfTMjJ6zeXQ>

### **Executive Committee**

*Michelle Cestartic – Follow-up on the last committee meeting:*

- Michelle Cestartic discussed the recent feedback from a state monitoring report that had several findings that required a corrective action plan from the subcontractor, the Brighton Center.
- Noting that the findings were due in part due to the monitored time span taking place during covid, the Brighton Center provided a Corrective Action Plan to address these findings.

## **PROGRAMMING**

### **Career Center Operator Report**

*Melissa Hall Sommer, Brighton Center Vice President, and Lauren Allhands, One-Stop Operator, reported:*

- Melissa Hall Sommer introduced Lauren Allhands as the new One-Stop Operator and discussed the restructuring of the organization as Melissa will become the supervisor for the Direct Services and Ellen Bates will become the new supervisor for the One-Stop Operator.

**WIOA Direct Services Report**

*Douglas Beard, WIOA Direct Services Lead, reported:*

**Talent Development Services**

*Significant outreach to:*

- Welcome House of NKY
- City Heights
- Youth Build

**Business Services**

- Kim Spreader has found a new position so her position will be open in the future and a search for candidates will start soon to find her replacement.

**Director's Report**

- A Director's report was not presented due to time constraints.

**NEW BUSINESS**

- No new business.

**ADJOURNMENT** – Michelle Cestaric adjourned the meeting at 10:02am.

**Youth Response Team Priorities**

*Numbers within () indicate number of votes*

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
<p>Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they feel welcomed and are engaged so that needs can be identified and a connection can be made. (3)</p>	<p>Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a warm hand-off when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)</p>			
<p>Identify a coordinating group to sustain efforts long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)</p>	<p>Remove barriers for Opportunity Youth in securing ID – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID's for voting purposes. (5)</p>			
<p>Secure space that would serve as a permanent connection center for youth (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and services to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)</p>		<p>Identify a secure way for Opportunity Youth to access and store their <b>legal documents</b> (such as a database, data vault, safety deposit box). (3)</p>		

**No Cost or Low Cost Strategies, or Align Existing Funding**

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	<p>To <b>better engage Opportunity Youth</b>, leverage any community space (satellites) that shows potential to reach this population on designated dates and times. Best approach here is to look across all eight counties for a location that would serve folks within each county. (1)</p>			
<p>Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they <b>feel welcomed and are engaged</b> so that needs can be identified and a connection can be made. (3)</p>	<p>Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a <b>warm hand-off</b> when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)</p>	<p><b>Start credit off on the right foot</b> by teaching Financial Education/Wellness at all High Schools. Include a credit report as soon as possible. (1)</p>	<p>Align efforts along the career pathway and pipeline for youth from secondary to education to the world of work; make sure all those serving Opportunity Youth are engaged and informed of resource available...all resulting in better connections to jobs at all levels with a decent wage. (2)</p>	
	<p>Utilize the services of United Way 211 and Homeward Bound to assist with <b>connecting Opportunity Youth</b> to programs and services in the Northern Kentucky area. Share a comprehensive asset map. (1)</p>			

**Funding Would Be Needed to Pilot and/or Implement**

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
Secure space that would serve as a permanent <b>connection center for youth</b> (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and service to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)				
Pursue the development of an App to engage Opportunity Youth and <b>provide access to information and resources</b> that will meet the unique needs of this population. (1)				
	Expand <b>prevention programs</b> such as mentoring or evidence-based best practice programs. (1)			
Identify a coordinating group to <b>sustain efforts</b> long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)	Expand <b>mental health and substance abuse services</b> (as well as access to these services) for this population. (1)			
		Increase support for <b>transportation</b> to work sites (bus passes).	Provide <b>more options for youth to get started in education and employment</b> through increased access to career coaching, career exploration, dual enrollment programs across high schools, and paid work experience. (2)	Educate landlords on positive youth engagement and partner with them to <b>coordinate the availability of rental housing for Opportunity Youth</b> .  Create or increase access to additional <b>transitional and permanent housing</b> for Opportunity Youth. (1)



**Public Policy Issues to Advance**

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
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Seek to **align and increase local funding** in support of Opportunity Youth – articulate the cost of not serving Opportunity Youth and add up the savings when youth are served comprehensively. This savings could be realigned to other programs (this happened in the justice system). Develop a case for support. (2)

		Work to identify ways to make it possible for youth to <b>clear any charges made in their name</b> on their credit reports that were not of their doing. This can occur, but most youth don't know what the process is or how to get started. Also, ask Duke Energy and other utilities to require an ID with a birth date before putting a utility in someone's name. (1)	<b>Increase flexibility from state regarding teacher credentials/certification requirements.</b> Allow people who have the proper certifications/experience for their industry to teach High School and post-secondary classes so broaden the pipeline to demand jobs. Other partners are working on this issue, such as the Council for Post-Secondary Education. (1)	Increase the “per diem” to <b>cover the housing and support services</b> for youth in the extended commitment. Pay for “room and board” for youth attending post-secondary and living on campus during school breaks or full calendar year.  Include Opportunity Youth as a <b>special need population</b> with HUD for the purpose of Section 8 Project Based Supportive Housing. (1)
		Identify a secure way for Opportunity Youth to access and store their <b>legal documents</b> (such as a database, data vault, safety deposit box). (3)		Change licensing regulations to allow youth with extended commitment the <b>ability to live with another youth</b> (such as in a 2-bedroom apartment).
				Provide State-wide <b>resources to support housing options</b> for Opportunity Youth (given that Transitional Living Program (TLP) federal funding is not consistent and extremely competitive).

**Public Policy Issues to Advance**

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	<p>Remove barriers for Opportunity Youth in <b>securing ID</b> – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID’s for voting purposes. (5)</p>		<p>Give broader latitude in State Policy to allow for <b>aligning Career Pathways</b> at local High Schools with local needs. Currently College and Career Readiness is tied to school accountability yet schools only get credit for work done in “Approved Career Pathways”. Schools can apply for a pathway, but only get approval about ½ the time. This creates a barrier for schools trying to provide needed options. The State Department of Education is working on a new accountability system to be rolled out in September. This may be addressed at that time. Other partners such as the Northern Kentucky Education Council may be interested in this issue. (2)</p>	<p>Provide support for individuals who do not have the information or financial means to go through the <b>expungement process</b>. With particular focus on records that are causing challenges with securing housing and job opportunities. Adopt Kentucky Youth Advocates policy: Expand the list of offenses that youth can expunge and make the process automatic. Increase advocacy with employers so youth are given a second chance for employment, similar to Nehemiah Manufacturing in Cincinnati. Ohio also has a “Certification of Qualified Employment” process removing some barriers to employment. Partners include Children’s Law Center and Legal Aid.</p>
				<p>Work with KCTCS (Gateway Community and Technical College) to look at the provision of <b>student housing</b> through partnership.</p>

## **RFP Timeline**

December – State staff approval

January 11, 2023 – RFP release date (local, state, and national)

January 24, 2023 – Bidders' Conference

February 8, 2023 – Proposal's due by 4:30 p.m. EST

February 13 - 17, 2023 - Staff compliance review

March 20, 2023 – Proposals and results of staff compliance review will be provided to the NKWIB Program & Youth Committee for their information prior to the funding meeting.

April 11, 2023 – NKWIB approval of contract award/funding recommendation

TBA – Chief Local Elected Official (CLEO) approval of contract

July 1, 2023 Contract implementation date

<b>Policy No.</b>	NKY-2023-x	<b>Policy Name</b>	Electronic Signatures
<b>Effective Date</b>	01/10/2023	<b>Approved By</b>	NKWIB
<b>Revised</b>			
<b>Subject</b>	Acceptance of Electronic Signatures		
<b>Purpose</b>	To allow and acceptance of documents that have been signed electronically		

**Electronic Signatures**

The NKWIB may accept signatures via electronic methods such as, but not limited to, Adobe Acrobat Sign or DocuSign. It is also encouraged to use a method that does include verification and document tracking.

Acceptance of electronic signatures is in accordance with the Global National Commerce Act (ESIGN) of 2000 and the Uniform Electronic Transaction Act (UETA) of 1999. ESIGN and UETA establish the legal equivalence of electronic signatures to manually signed signatures. The Kentucky Revised Statute §369.107 also affirms the legal recognition of electronic signatures and contracts.

<b>Policy No.</b>	AD-2023-X	<b>Policy Name</b>	Transitional Jobs
<b>Effective Date</b>		<b>Approved By</b>	NKWIB
<b>Revised</b>			
<b>Subject</b>	Transitional Jobs		
<b>Purpose</b>	To create NKWIB Policy for Transitional Jobs		

Transitional jobs are a type of work-experience which are considered an individualized career service. Jobs can be in the public, private or nonprofit sectors. Transitional jobs provide an individual with work experience that takes place within the context of an employee-employer relationship, in which the program provider generally acts as the employer, and with an opportunity to develop important workplace skills. The WIOA Final Rule governs the requirements for transitional jobs at 20 CFR 680.190 and .195. The local WIB may use up to 10 percent of their combined total of adult and dislocated worker funds to provide transitional jobs to individuals.

- Time limited – up to 8 weeks
- Paid Work Experience – At same level of others with same position
- Subsidized up to 100% - overtime not included
- Individuals with barriers to employment
  - ✓ Chronically unemployed – have not held a job in the past year, or
  - ✓ Inconsistent work history – have not held a job for over 6 consecutive months in the previous 2 years
- Must be combined with career and supportive services
- The participating business must design a training program that begins to;
  - ✓ establish a work history,
  - ✓ demonstrate success upon completion, and
  - ✓ assist in developing the skills needed for entry and retention into unsubsidized employment, preferably at the place of training.

## MEMBERSHIP NOMINATION FORM LOCAL WORKFORCE DEVELOPMENT BOARD

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

By:	Name: <u>Brent Cooper</u>
	Agency: <u>NKY Chamber</u>
	Position: <u>President &amp; CEO</u>
	Address: <u>300 Buttermilk Pike, Suite 330, Ft Thomas, KY 41017</u>
	Phone: <u>859.578.6380</u>

<input checked="" type="checkbox"/> Initial Term: <u>Jan 10, 2023</u>	<input type="checkbox"/> 2 <sup>nd</sup> Term: _____	<input type="checkbox"/> 3 <sup>rd</sup> Term: _____
<small>(Beginning &amp; Ending Dates Required for All Terms When Applicable)</small>		

* If a <b>New Nominee</b> to represent (check one):	<input 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>Banking</u>		
*If a <b>Replacement</b> – Name of Former Member:	_____		
- Group Represented:	_____		
*If a <b>Term Renewal</b> - 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 checked="" 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): _____	
<small>*Entity represented is primary employer of nominee. Nominee is an individual with optimum policy and decision making authority for the organization.</small>			

Name of Nominee: <input type="checkbox"/> Mr. or <input checked="" type="checkbox"/> Ms. <u>Kate Doolittle</u>	Title: <u>VP, Business Banking Center Manager- Covington</u>		
Business Address: Street: <u>404 Madison Ave.</u>			
City: <u>Covington</u>	State: <u>KY</u>	Zip: <u>41011</u>	County: <u>Kenton</u>
Employer: <u>PNC Bank Financial Services Inc.</u>	Business Phone: <u>859-491-7300</u>		
Cell Phone: <u>513-630-2529</u>	Email Address: <u>Katharine.doolittle@pnc.com</u>		
Explain Basic Responsibilities: <u>Leads, coaches and executes on existing business development and community outreach programs/events.</u>			
Organization Affiliations (Civic & Professional): <u>NKY Chamber of Commerce DEI Committee, PNC Women in Business certified Advocate, VP Business Banking Microspace Manager</u>			
Qualifying Experience: <u>10+ years in financial services industry assisting businesses and employees develop</u> <small>Background information that reflects experience in human resource activities or Workforce Development related programs</small>			

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

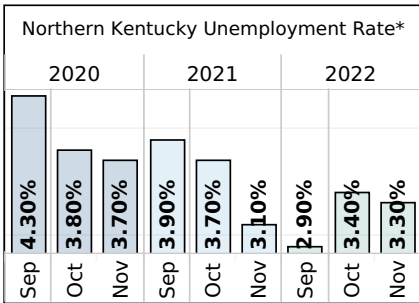


# Key Performance Indicators

Effectiveness in Serving Employers

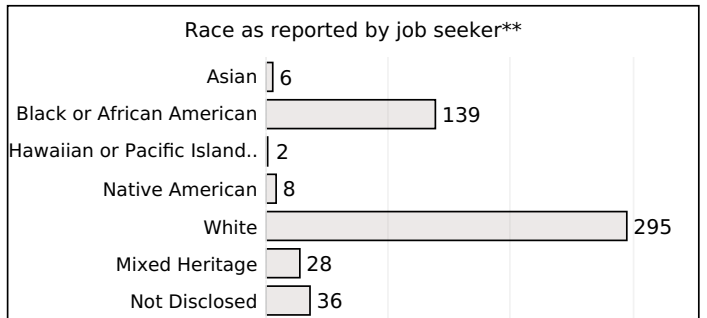
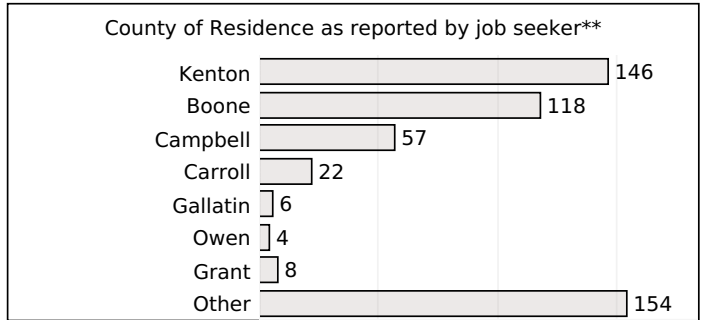
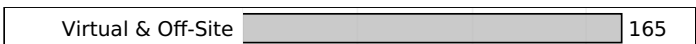
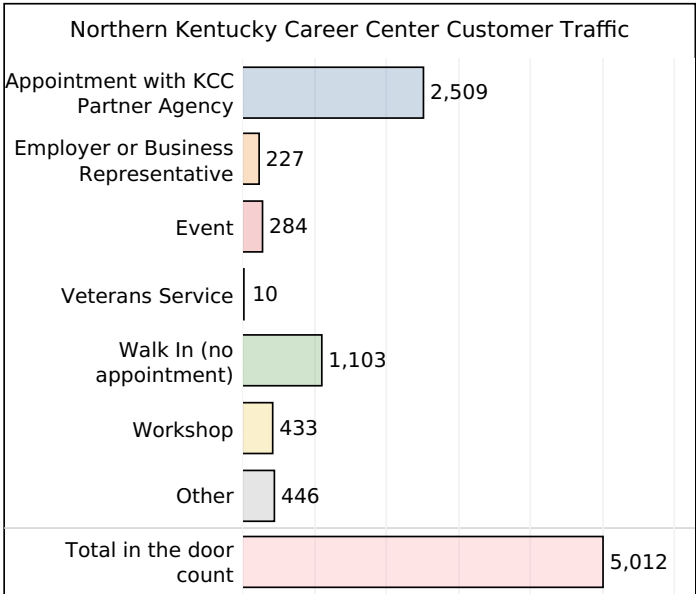
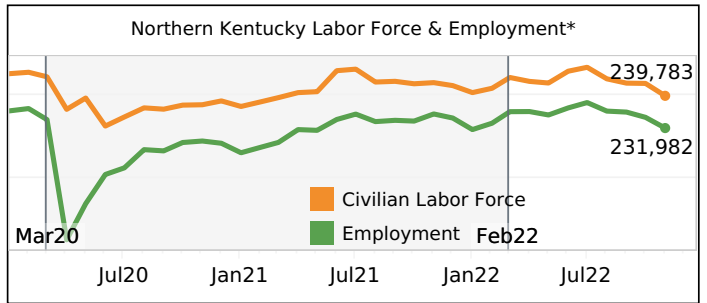
December, 2022 (FY23)  
July 1, 2021 - December 31, 2022

## Local Workforce Development Area Labor and Unemployment Statistics

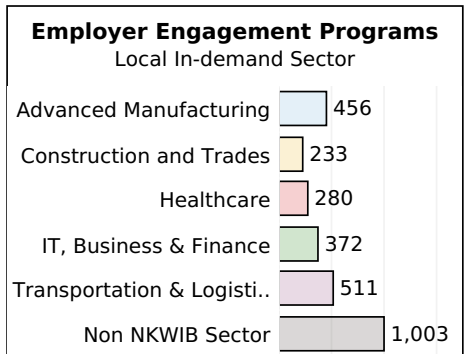
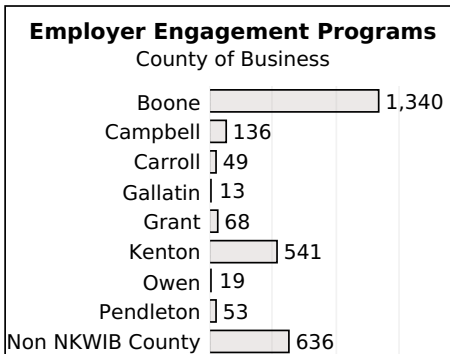
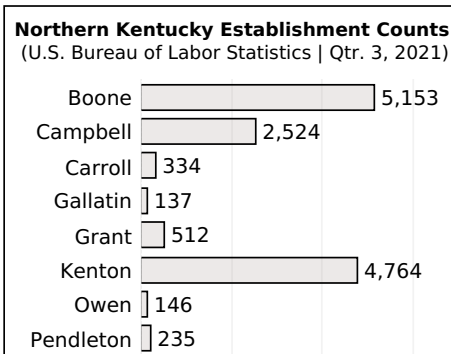


Current Labor Force Participation Rate\*

Kentucky	57.4%
United States	62.1%
Northern Kentucky	66.5%



## Employer Engagement (Programs and Activities / Effectiveness in Serving Employers)



Unique Employers  
**826**

Market Penetration Rate  
**5.98%**

Repeat Customer Rate  
(2nd Qtr. FY23 | Oct - Dec 2022)  
**38.23%**

Reported Job Placements  
**422**

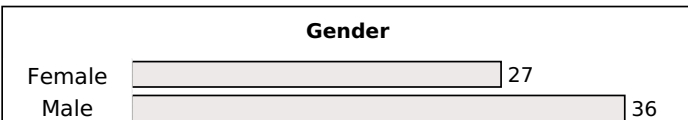
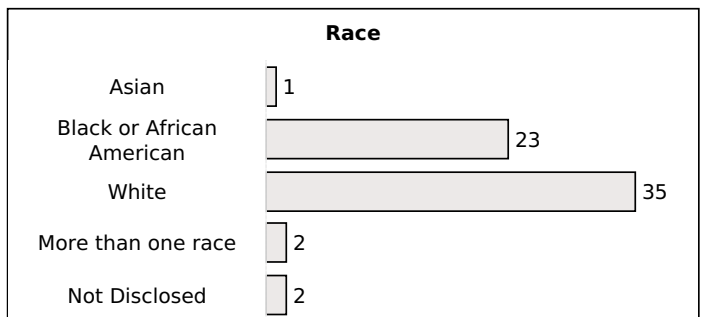
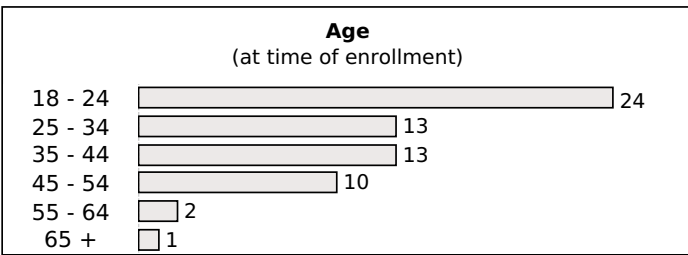
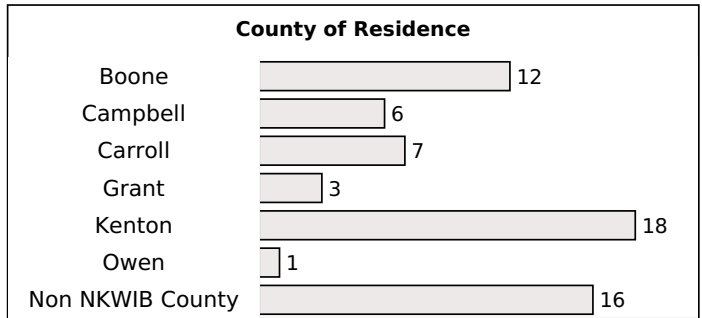
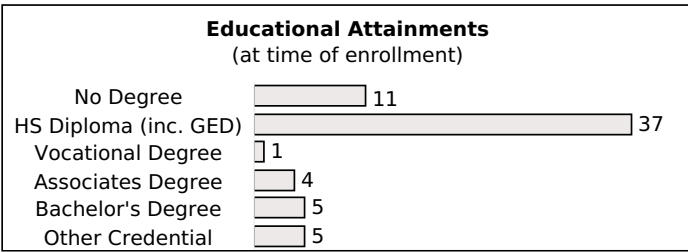
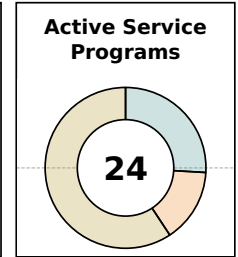
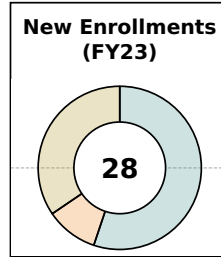
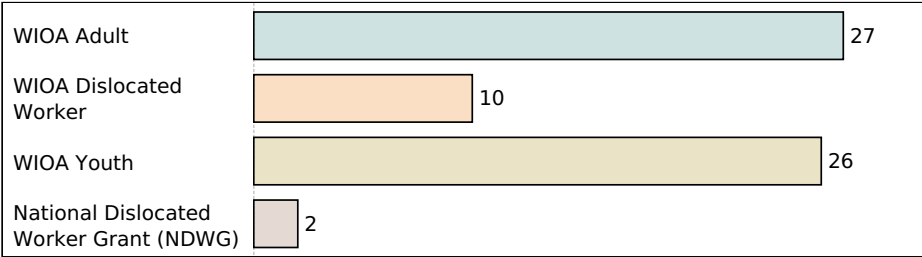
\*not seasonally adjusted

\*\*self-reported during customer satisfaction survey

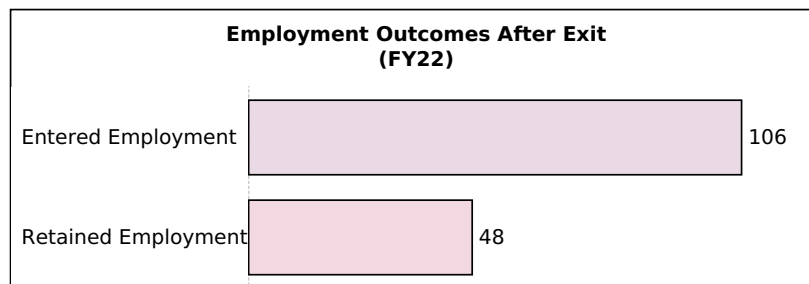
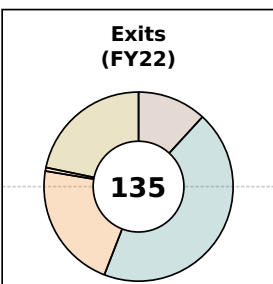
Updated January 6, 2023

Sources: BLS, KY Stats, KIBES, KCC Staff Reports and Job Seeker Survey Data

## Active Workforce Cases



## Exited Workforce Cases: Outcomes & Attainments



**Median Wages (FY23)**  
(Reported 2nd Qtr after exit)

Hourly	\$23.25
Yearly	\$64,000.00

**Credentials Attained**

	FY 2022	FY 2023
Secondary School Diplo..	1	0
Associates Degree	3	0
Bachelor's Degree	1	0
Occupational Certificatio..	24	17
Other	4	5

**Measurable Skills Gain (MSG)**

	FY 2022	FY 2023
Assessment Tool Test	2	0
Better Progress Report	6	1
Diploma	3	0
Educational Achievement	20	14
Skills Progression	92	25
Training Milestone	5	1