



## Program/Youth Committee

June 13, 2023 | 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** – April 11, 2023 (**Action required**) (8:35-8:40)
4. **PROGRAMMING**
  - Dean McKay (8:40 – 8:45)
  - KPI – Melinda Ford (8:45 – 8:55)
5. **PARTNERSHIP**
  - GROW NKY – Update – (9:00 - 9:10) – Correy Eimer
6. **ACCOUNTABILITY/TRANSPARENCY**
  - Fiscal KPI – Liberty Kordish (9:10 – 9:20) (**Action required**)
7. **OTHER**
  - Brighton Center (9:20 – 9:30)

### Adjourn

**Reminder – the next Program/Youth meeting is Tuesday, August 8, 2023 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.

#### 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.

- 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.

**FY2023 MINUTES**  
**PROGRAM/YOUTH COMMITTEE | Zoom Meeting**  
**Tuesday, April 11, 2023 | 8:30 AM**

MEMBERS PRESENT	GUESTS
Lisa Blank	Lauren Allhands, Brighton Center
Joe Buerkley	Douglas Beard, Brighton Center
Sherra Dunlap	Robert Boone, Career Team
Ryan Henson	Sherra Dunlap, Owen Electric
Colleen Kirkpatrick	Melissa Sommer, Brighton Center
Dean McKay	Mindy Puckett, Brighton Center
Dr. Randy Poe	Jessica Warner, Brighton Center
Dave Schroeder	
Shannon Starkey-Taylor	<b>STAFF PRESENT</b>
Jarrod Tiemeier	Correy Eimer
Matthew Turner	Melinda Ford
Alecia Webb-Edgington	Katie Jo Kirkpatrick
Kristie Henry Willoby	Liberty Kordish
	Todd Kyper
<b>MEMBERS ABSENT</b>	Melissa Patchell
Natasha Bowsher	Amy Scalf
	Tonia Slone

**CALL TO ORDER**

The meeting was called to order at 8:31 AM by Dean McKay, committee chair, with a quorum.

**SELF-IDENTIFICATION OF MEMBERS**

The following members identified as having a conflict of interest with the agenda items.

Dave Schroeder regarding Brighton Center

Shannon Starkey-Taylor regarding Brighton Center

**APPROVAL OF ONE STOP OPERATOR**

Brighton Center was the only applicant for One Stop Operator. Committee Members scored the proposal privately, but were invited to ask questions. Some of the scoring categories included the organization's strategic plan; diversity, equity, and inclusion; past experience; organizational chart, training and recruitment strategies; first impression; outreach and social media; record of grants management and ability to work with federal funding.

Ellen Bates – We work really hard as an organization to think about job quality not only for someone who is in business services, but as an employer ourselves. We have an internal hiring team made up of our human resources and department directors, and they meet twice a month to talk about our hiring strategy. We leverage private and public dollars and are working to open up opportunities for people who don't fall under WIOA.

Lauren Allhands – We have \$10,000 directed directly to outreach. We're really grateful for that and feel that will be supporting our outreach efforts, printing, and publications. We do a lot of outreach on social media and have seen a great return on investment.

Dean McKay instructed Committee members to finish scoring, and Katie Jo would total the scores.

**APPROVAL OF DIRECT SERVICES PROVIDER**

The two applicants for Direct Services Provider were Career Team, LLC, and Brighton Center. Randy Poe suggested looking at both proposals side-by-side for scoring, and Dean McKay agreed.

Narrative A – Career Planning and Talent Development

Career Team – Foot traffic is down across the country, so we are getting out into the communities. Access points are throughout the community. We are also available on smart phone or computer. We run the entire Washington DC Summer youth program, hosting 15,000 young people every summer, and it's been in existence now for about 10 years. So we have a long track record of proving that technology and access points are an effective way to prepare for work and to find employment. We combine remote with in-person work. We have a staffing plan, so we have staff who are physically on site, career advising in locations, and we combine that with technology to reach more individuals because we know that career center traffic across the country is lower than previous years and we know that there are transportation barriers to get to a Kentucky Career Center. There are childcare barriers, there are even time of day barriers because many of our American job centers are open 8-4:30, 9 to 5, so what we want to bring to the table is 24/7/365 access that can be gained remotely. Technology also helps us scale our staffing so we can reach more people with the staff that we have, which is key because we have limited funding, limited staffing capacity. We are able to leverage the technology to really get people prepared for the world of work. We are proposing a hybrid approach, which is what we do all across the country, with in-person staff and technology. We like to think of ourselves, not as a vendor of services, but a strategic partner working alongside the board.

Brighton Center – With the changing face of workforce investment, we need to continue to innovate and work differently. We have been in this place for a long while and we've been a strategic partner with this Workforce Board for a very long while. We are from this region. Brighton Center is this region. We will do like we've done for years, meeting people where they're at. We bring a whole array of services to meet each customer where they're at. They all need something unique. With this proposal, we're looking at how we are using technology, really bringing skill-building technology, like the oculus investment. We are getting those opportunities in the hands of youth to build skills. Looking at the pipeline of youth, being able to have badges they can earn so they can come in and out of the process, and getting exactly what they need. Not too much that it delays them getting engaged, but not leaving them with not enough, which leaves them feeling like they're floundering. From an adult perspective, our partnership with Kenton County Library and ability to look at how those incumbent workers, those dislocated workers are being served. The concept of being on-site and having access points within employers. We're looking at employers as access points and making sure that we're coming to the employers and bringing our job seekers to employers. I think that the wraparound services that Brighton Center brings to the table, we have 48 programs. We served over 20,000 individuals last year. Everything from basic needs to early education. But we also see what the partners in our region are doing. We are building on those pillars and making sure we are advancing our region as a whole. The Workforce Investment Board leading this region in workforce is important and we want to be part of that as a strategic partner as well.

Serving and recruiting clients in the southern counties

Career Team – The technology is one component of what we do, but it's no replacement for boots on the ground, shaking hands, seeing people. That's really what we do in every area. Relationship building is even more important in rural regions. I live in Maysville, moved around a bit, and moved back there. We serve a lot of rural regions. We serve a large area in east Texas that's rural. We're very cognizant of the need to hire people locally. We build relationships in the area with nonprofits, Rotary Clubs, so we really want to be in the community, not separate from the community. We really try to be engaged and are engaged in the community to build those relationships. It's really all about our staff being in the community through business services, we will have a community relations manager whose assigned role is to be in the community building those relationships. Technology is a component of what we do. We are meeting career-seekers where they are, and we can't do that without community building. We can't do that without that relationship building. We get out there among the career seekers and the employer communities.

Brighton Center – I also grew up in a rural area and I think of there are opportunities and we will get hire people from those communities that understand those communities uniquely and being in the community and understanding what that means. Each of our counties are unique. Being able to work with folks in those areas, from the schools, to getting the voice of the folks, we really believe that centering the voice of our customers is most important. It's important to make sure that we're understanding the needs of those rural communities, and that we're building from the inside out, and I think it's important for that deep understanding, and relationships are everything. It brings the ability to know and trust you. Brighton Center has a deep history of helping Appalachian counties. It is imperative that we serve the rural counties, they cannot be left behind, and how we do that is essential.

We know Brighton Center is already up and running. How long will it take [Career Team] to be up and running?

We've been in operation as a company for 25 years. We have a real strong track record, of coming in and getting started quickly. We have 300 staff across the country and all of those contribute to starting the contract. It takes two weeks to get up and running and then you add to that as you go. We are in the process of developing a summer youth program for TENCO the rural region in northeastern Kentucky, and that process runs from May to August. We do not have a signed contract yet, but we are going ahead and recruiting our staff member for that role, recruiting youth. Same with Elizabethtown. Started full operations July 1. There's always a ramp-up schedule built in. We are very accustomed to

ramping up very quickly. We have 18 contracts that we currently run right now, they've all had similar ramp up periods, and we've sustained all of those.

Another question for Brighton Center, in regards to technology, I know you've made more investments over the past couple of years. Can you speak to that technology piece and how you might be able to use that again to increase the numbers served in the rural areas? That's the bottom line here, right? We want to see that number increase.

You saw the demonstration here for transfer VR (Virtual reality) which allows for individuals to go through a virtual reality career exploration of 23 occupations. We have received some other funding to add to that. They use that in schools and jails. What I want us to think about is how does technology increase enrollment numbers? The technology by itself won't do that. But sometimes technology can be the carrot. We're really excited about how the Transfer VR being the carrot to capture kids' attention. It's nice to go to the youth fair and be the most exciting place in the room. This helps capture attention so we can promote the program, but ultimately the numbers increase because we're building relationships and we're executing case management. Do we use the technology with case management? Absolutely. We can look at different demographics, what do all of the successful participants have in common? Using technology to look at those details and say, this is the spirit of WIOA, this shows the values and culture of Brighton Center. Data and demographics and technology can help us find that and we can target based on that.

The touchpoint that happens with WIOA Youth. We're talking about how are you getting to that younger generation. And you think it's the app. The app is the entry to it. The app is not the engagement that gets them over the threshold with that employer. We have to combine many things and then help bring them across the threshold with that employer to get that quality engagement and quality placement.

Providing training in high demand sectors emerging careers is a priority of the WIB, describe how direct workforce services staff will identify and recruit the best candidates for training including those who are advancing in career pathways, include the media and other specific message vehicles you will use.

Collen Kirkpatrick – I'd really love if both of them could really speak to this, even with more detail than what's in their RFP in terms of career pathways and how they're going to identify the best individuals to help minorities in rural areas be able to have success in this area.

Brighton Center – As workforce professionals, we sometimes look at those career pathways that we put up on the board, we stand back and we look at them and they look so beautifully laid out, but we know navigating those career pathways is a whole other thing and on-ramping to those pathways. How are we going to on-ramp folks into those pathways that are the best candidates, and really it's about being able to work with the partnerships that we have. I believe our ability to outreach and go to folks. I talked about some of our partners but in the youth space, understanding the role that Navigo plays. They're used to getting folks on the pathways, supporting in-school and out-of-school youth, but also make sure we're getting the voice of our job seekers to see how WIOA shows up for them. I think that we really have to step up and take the next step, to think about how are we engaging and getting diversity and getting equity to show up in a really present way. And if we're not seeing it, and we're seeing disparities, how are we addressing those. I think that taking that next level with data, we're uniquely positioned to be able to look at data. We are certainly participating in our statewide data system, we have a Sales Force system we call Brighton Force, where we're able to look at some of those data point to see if we're seeing any disparities, as far as folks being able to ramp on to career pathways, getting into training programs. And how are we dealing with incumbent workers. That they end up getting stuck. They're able to skill up and be able to go deep in those areas. It's a broad subject we could certainly talk for a long period of time about. What I want to know is what's the meat of what we're going to do? It's really about if we are making sure we are making connections, that we're working with the ecosystem that's here in Northern Kentucky, and not duplicating anything that already exists and fully engaging in those processes. I think it has to start with the experience of our job seekers and really really listening to employers. I don't want to speak for all employers, but it's frustrating, folks are trying to fill jobs. They're getting contacted from lots of different organizations and point people knocking on their door. How are we making sure we really have a cohesive message and working with those to make sure we understand what we need to do this job and what we're hearing from a lot of employers is that we will train people if you give them to us. It's understanding now what that career pathway looks like and prioritizing the areas that we know that are most in demand. I think that it takes everything that it takes someone to get on a career pathway and across the career pathway, and what training benchmarks happen along the way. We have to give people fast certification. We have to offer an array, there's a place for those longer term educational endeavors and we want to support those. There's also a place for stackable credentials to get folks into the workforce faster and advance and take full advantage of the pathway that they've chosen.

Career Team – Any conversation about career pathways starts with understanding what a pathway is. I've been in a lot of strategic planning meetings before where career pathways are confused with industry sectors. Where you have business, IT, transportation and logistics, advanced manufacturing. To me that's the end goal within the sector strategy. Career pathways are really how you get from point A to point B, B to C, C to D, and from a strategic standpoint, career pathways are broken down into stackable credentials that are mentioned with many on-ramps and off-ramps, so we know

that can, in healthcare, for example, CAN leads to LPN, LPN leads to RN. There are many many other examples in industry sectors where you can build your own career pathways. In reaching minority young adults, dislocated workers, in particular. Workforce development at its core is a partnership. It's a partnership activity. It's a leveraged resource activity. Engaging with partners on recruiting is key in any workforce development endeavor. If we can engage partners on recruiting pipelines of talent, and as a service provider, we're engaged with the board on that road map of what the pathway looks like. One thing we have done in Bowling Green is break down, this industry sector is made up of career pathways, and this is point a, point b, point c, this is how you get there, so we are only funding those credentials. I would be remiss to mention that not everything is about a credential. A lot can be accomplished through paid work experience. In fact I would argue that paid work experiences are the best way to train individuals. My doctoral research is based on what is possible for first generation career seekers. And first generation career seekers identify as minorities, identify as first generation college students, identify as did not have access to the cultural capital that they needed to effectively navigate the world of work. So one of the best ways to transmit cultural capital is through work experiences, where the work experience is contextualized in daily activity alongside curriculum. And that's at the very core of what a career pathway is: Curriculum with wraparound services for contextualization. As far as ROI goes, you will find a lot more return on investment with paid work experiences than you often do with credentials. I think combining credentials with paid work is a wonderful combination for a lot of people in a career pathway. In reaching minority adults and dislocated workers, we have to really first understand peoples' experiences as it relates to the world of work. Not everybody had a college internship, not everybody had parents who were encouraging them to find meaningful work that was gainful employment with established pathways. When we need to step in, we've got to really understand what our career seekers are going through when they are navigating the workforce for the first time. I hear a lot of conversations around essential skills and soft skills and I think there's a lot of deficiency with soft skills and essential skills, because we as a public workforce system don't really understand the lens through which those career seekers are seeing the world. They are shut out many times in the pipeline of employment and upward mobility because they have not been able to effectively navigate the world of work. That's what the mission of the public workforce system is, to transmit the cultural capital that they need in order to navigate the nuances of work that they did not have the privilege of getting as a young adult or even as an adult. That's where we see a lot of the essential skills and soft skills barriers in addition to the other barriers that people have. I think first and foremost, it's understanding what a career pathway is and knowing it's more than credentials, and understanding the experience of our career seekers and what they're going through. Many people experience the world of work in very different ways.

Collen Kirkpatrick – could I ask the same question whether they have percentages of success?

Career Team – Thank you for that question. Having not practiced in Northern Kentucky, we don't have numbers on success there. We have about 18 contracts. We operate in rural and very diverse areas. In Washington DC summer youth program, 85 percent of 15,000 we serve on average every year identify as a minority. We also serve in Detroit, Orange County, Houston Texas area, so our team is very accustomed to trying to understand the lens by which people who view the world of work. If you pull up our website, you will see that our leadership is very diverse. Over 50 percent of leadership is female, Over 50 percent of our leadership across the company identify as minority. There's a lot of diversity across our company, so it's part of our culture, and who we strive to be as a company, our core values.

Dean McKay – Colleen was your question around the one year success rate after having them in the program, the minority hires?

Colleen Kirkpatrick – That was the second part of the question, what is your outreach to reach them in the rural areas and the success rate after having them in the program.

In all the counties, for Brighton Center, we actually surpass the representation of minorities in those that we serve percentage wise. It's one of the gauges that we use: Are we serving a proportionate amount of folks as they represent in each county and we have always surpassed that.

Dean – Describe how direct workforce service staff will interact with high demand sector employers to develop work-based learning opportunities throughout the WIB service area, specifically on job training and incumbent workers.

Question number 8 is around case management and describing case management training including new hire onboarding, how an organization will work with the WIB leadership, staff, and compliance officer to ensure quality case management. Any questions from our panel regarding case management?

Michelle Cestaric - I wanted to ask Career Team, Brighton Center really broke down how they by activity by bucket and by position. Career Team was a little more broad in their response. Can you share a little bit more about how that case management is structured within your organization? I do think you're doing it with less manpower and just wanted to get a sense of that.

Career Team – Thank you for the question. We have one director of the contracts, who really is kind of a roll up the sleeve type of position where they're helping with the career advisors. So we're really leveraging the director and the

outreach fte's that we have to really assist with recruitment, retention efforts and employment. We have dedicated three FTE's for career advisors. This is really based on, we have similar contracts that we run across the country. We can adjust the staffing model if we see fit. We have enough flexibility that we can fit any staffing model to staff up or change positions or reclassify. But we do have one director position, one outreach position, three career advisors, and two business services individuals that serve both career seekers and employers, but they're more employer focused. That's our staffing plan based on similar sized contracts that we've run for 25 years.

Michelle Cestaric – When you say similar sized, do you mean in dollars or do you mean in geography?

Career Team – Both. In most contracts we serve, there might be one exception in Delaware, but most contracts we serve are a multi-county area, usually 8-12 counties. In Cookeville, Tennessee, there's 12 counties, in E-town it's 8, South Central is 10, Tenco is only 4 for summer youth, so we're used to multi-county areas and rural areas mostly Appalachian or regional commission of designated counties. So yes, based on budget and geography.

Brighton Center, you're welcome to respond but you were detailed, so I'm comfortable with that, unless you wanted to add anything to that.

Only because case management. Brighton Center certainly has done national work around case management, both from the family center coaching perspective, we were coauthors of the Family Center Coaching Toolkit, which is a national toolkit that touches the prosperity agenda, so our approach to training folks around case management really is understanding when folks need case management, when they need coaching, and when they need emergency assistance, and meeting that customer where they're at on the continuum. How that integrates with workforce, of course has a whole other lens to it because we want to make sure that we are integrating all the elements and those unique to youth, right, and those unique to adults and dislocated workers. It's taking all those skills and working across and making sure that we have staff that are trained, nimble, and understand, and getting the voice of those we serve. I keep saying that but it's important to understand and center the voices of those we serve.

Michelle Cestaric – Can you break down that step as well?

Brighton Center – We have broken down our roles, certainly we need folks that work with youth, we know youth as an important component, as each of the components are. If you look at the organizational chart, Douglas is our director, of course, we have a coordinator of business services and workplace learning. The reason we wanted to have workplace learning integrated in there, it's a change for us, but we believe that workplace learning is part of that pathway, as part of gaining those skills. We have a child development coordinator, we have business services. When you look at the fte's around that, we have three fte's in the business services. We have three fte's under talent development, and then three full-time fte's under youth as well. In addition to that, on our organizational chart, we have partnerships outlined that we are subcontracted with, the Kenton County Library and Navigo to make sure that we are bringing to the table as much as we can from partnerships. This is the first time we have done subcontracting with two separate partners. I think in the future we are going to have to look at doing more of that and making sure that we're understanding what's happening with our region and we do not sole-source everything.

Brighton Center – I said I would follow up, you know, phone a friend, and 26 percent of those that we served is bipoc.

Michele Cestaric left the meeting. Thank you both for the effort that was put into your presentations. I think highly of both of your organizations and I look forward to seeing how the scores come out for everybody.

Dean McKay – Question 10 is about how the bidding organization will leverage connections and community resources and local organizations to serve jobseekers and employers comprehensively. Talk about the subcontracting in here, as well as any MOUs or MOAs, that they should have. I think this is the culmination of several of the things that have come up in our questions, but are there more questions on this for any of you?

Dean McKay - Description of any non-WIOA funded staff who would be leveraged to provide support for workforce development. Question 12 asked about the bidding organization's work toward DEI, administrative policies, training, or so forth, that were added into their documents. Does anybody have any questions regarding those? 13, organizational strategy to meet or exceed the WIB's performance measures for adults and dislocated workers, in-school or out-of-school youth, and effectiveness in serving employers. How will they manage measurements, achievements and documentation for performance standards. Any additional questions?

Tonia Slone - You can also ask about clarification for the staff review. If you have any questions when you look on there.

Kristie Henry Willoby – Career Team, are you not set up on the Secretary of State website.

Career Team -We are, it's under Career Team LLC, We did provide that documentation in an email last week. We operate in Kentucky in two other locations, Lincoln Trail and Tenco, active and in good standing.

Tonia Slone – You can send your scoresheets to Melinda.

*Fiscal KPI – Liberty Kordish, Senior Financial Specialist*

- Liberty Kordish reviewed the expenditures in the FY22 budget.
  - First is the Snapshot, which looks like the KPI. This budget is for the FY24 period. This is our first draft of the budget, I say draft because none of our projections are actual numbers yet. So I'm projecting the amount of carryover that we're going to have from FY23, and for the allocations, normally at this point in time, we have planning figures from the state, however this year, we do not have those numbers. So it makes me, I was going to say a little bit nervous, but it makes me a lot nervous. For the purpose of having the budget approved, I used the allocation numbers from FY23 as a guide. It will be similar, hopefully to what we received in FY23. The next section, which we do have a greater level of detail to view in just a moment, but I just want to give the highlights real quick. We have the WIB staff budget and operator budget, and that's to be determined, but the amounts are the same as in the RFP. Below we have the jobs EQ, a new line item that you're seeing now, is the career center space cost. We carved that out of the subcontractors budget. WIB staff will be processing and managing the leases for the career centers. We have work experience, incumbent worker, the ITAs, all of those are the same line items that you've seen before but the budget amounts are smaller because our budget will be smaller in FY24. Well, I'm projecting that, I don't know for sure. Our remaining balance is \$10,000, 99 percent obligated, which is not ideal, but that could change as allocations come in and we know more about our projected carryover. On the next page, we go into a little greater detail. You can see how it's broken into dislocated worker and adult. I wanted to point out the set aside, so you can see what we have for incumbent worker, \$20k there, \$20k for ITAs, and \$1,500 for supportive services. For the adult side, \$20k for ITAs and \$1,500 for supportive services. That's all we're projecting to be able to do at this point in time. As our funding comes in, and our carryover is known, we could have more dollars available and can discuss the best way to obligate those funds, should we have additional funding that we're able to utilize. On the third page is the youth breakout. You can kind of see what level of detail there. We have \$40k for their equivalent to ITA. For work experience, we obligate a minimum of 20 percent of the allocation, so if we get more than the 420, that number will increase by default by law because we have to obligate a minimum of 20 percent for that line item. We're not projecting much carryover, which is great news. In past years, we've had trouble expending the work experience dollars. Supportive services, we really felt that it was important to increase this line item from last year.
  - Shannon Starkey-Taylor moved to approve the budget, seconded by Dave Schroeder. Motion carried.
  - Correy Eimer – I'd like to underscore a couple of things Liberty presented. Normally we would have planning figures by now. The idea is for us not to have such a high percentage of our funds obligated, but we have decreased funds from the federal government. Because we have a higher amount of obligated funds, we'll focus on diversifying revenue sources so we aren't so heavily dependent on WIOA dollars.
  -
- Dean McKay announced that the score for One Stop Operator, Brighton Center – 1928  
Lisa Blank moved to approve the One Stop Operator Contract, seconded by Sherra Dunlap. Dave Schroeder and Shannon Starkey-Taylor abstained. Motion carried.
- Dean McKay announced the scores for Direct Services Provider were Brighton Center 1379.75, Career Team 1332.  
Kristie Henry-Willoby moved to approve the Direct Services Provider contract for Brighton Center, seconded by Sherra Dunlap. Dave Schroeder and Shannon Starkey-Taylor abstained. Motion Carried.
- Dean McKay thanked everyone in the room and throughout the WIB who have been working on this project, who put a lot of passion and love into it to make it the best WIB we can be and serve our community. Dave Schroeder added a thank you to the chair for the enormous amount of work required. Correy Eimer seconded that.

**MEETING ADJOURNMENT**

Dave Schroeder moved to adjourn the meeting at 10:23 AM, seconded by Lisa Blank. The meeting was then adjourned by Dean McKay, committee chair.



## Key Performance

### Indicators

WIOA Direct Services

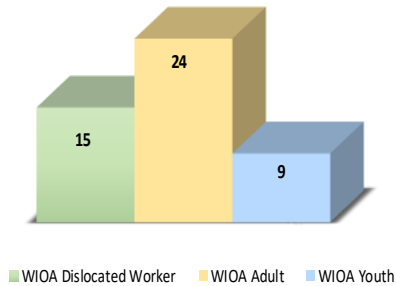
June 2023 (FY23)

July 1, 2022 - May 31, 2023

## WIOA Enrollments

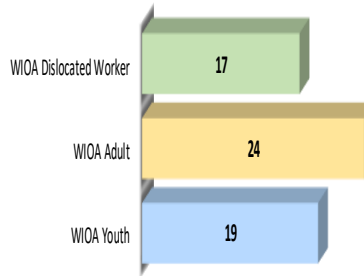
48 New Enrollments FY23

July 1, 2022 - March 31, 2023

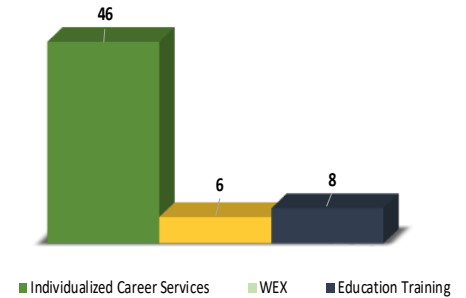


60 Total Active Enrollments

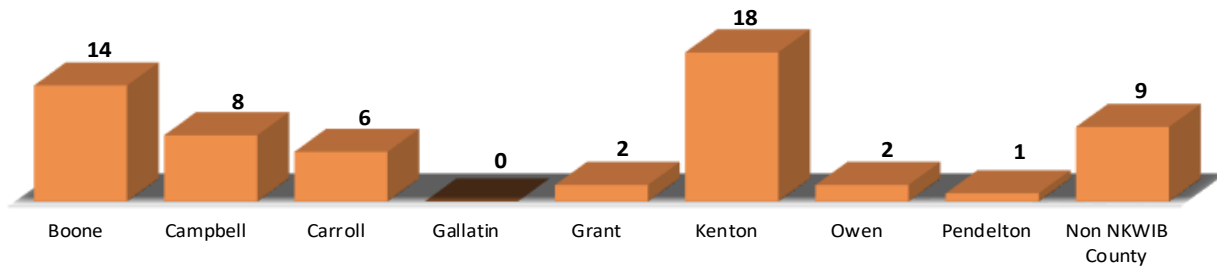
Active = New + Carry Over



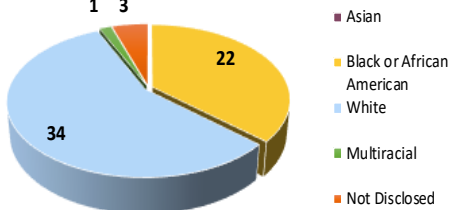
Total Active Enrollment Break Down



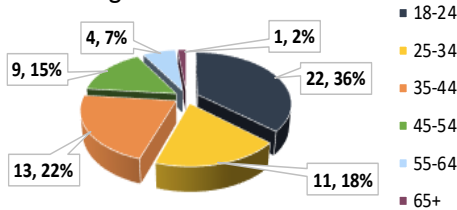
## County of Residence



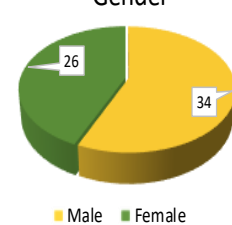
Race



Age at Time of Enrollment

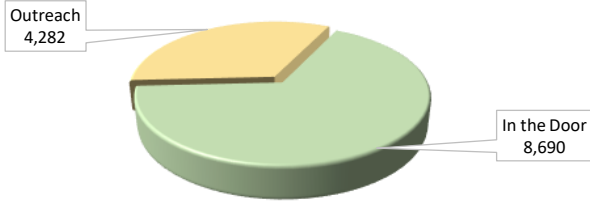


Gender

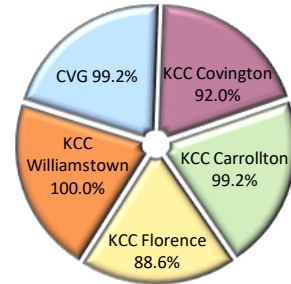


Performance PY22/FY23	State Negotiated Rate	Q1	Q2	Q3	Q4
<b>Adult</b>					
Empl Rate Q2	77%	100%	77.10%	87.50%	
Empl Rate Q4	74%	100%	75%	87.50%	
Median Earnings Q2 a/exit	\$7,800	\$7,230	\$7,458	\$7,790	
Credential Attainment	74%	100%	71.40%	66.70%	
MSG (Currently Active)	70%	73.30%	54.50%	27.30%	
<b>Dislocated Worker</b>					
Empl Rate Q2	85%	100%	76.50%	83.30%	
Empl Rate Q4	76%	100%	100%	100%	
Median Earnings Q2 a/exit	\$11,000	\$5,750	\$10,769	\$6,960	
Credential Attainment	72%	100%	75%	50%	
MSG (Currently Active)	85%	71.40%	X	22.20%	
<b>Youth</b>					
Empl Rate Q2	67%	100%	77.30%	75%	
Empl Rate Q4	70%	50%	66.70%	100%	
Median Earnings Q2 a/exit	\$3,900	\$5,732	\$6,979	\$7,969	
Credential Attainment	60%	X	X	100%	
MSG (Currently Active)	65%	63.60%	12.50%	14.30%	

Customers Served Onsite & Offsite 12,972



Customer Satisfaction Rate 97.3%



Labor Force Participation Rate

United States	62%
Kentucky	58%
NKY	67%

Unique Employers

Individual Establishments Served  
 7/1/2022 - 3/31/2023 (updated quarterly)  
 1,115

Market Penetration Rate

7/1/2022 - 3/31/2022 (updated quarterly)  
 7.37%

**Coming Soon**

Repeat Customer

Employers Served by Location (county of business)

Employer Services by Sector

Benchmarks...

DRAFT

FY23 as of April, 2023 (83% of Fiscal Year)	WIOA Formula Funds Totals	Statewide Reserve (Special Projects) Total	National Dislocated Worker Grant (NDWG)	Grand Total	YTD Expended	% Expended
<b>Actual Carryover From FY 2022</b>						
Grant 27122 (Dislocated Worker Program)	\$ 393,365.21			\$ 393,365.21		
Grant 27222 (Dislocated Worker Program)	\$ 72,115.30			\$ 72,115.30		
Grant 27022 (Adult Program)	\$ 37,730.54			\$ 37,730.54		
Grant 27322 (Adult Program)	\$ 165,395.20			\$ 165,395.20		
Grant 27422 (Youth Program)	\$ 207,908.47			\$ 207,908.47		
Grant 27421 (Youth Program)	\$ 41,568.20			\$ 41,568.20		
272DW21 (Dislocated Worker Program)	\$ 763.53			\$ 763.53		
271DW21 (Dislocated Worker Program)	\$ 4,901.31			\$ 4,901.31		
273AD20 (Adult Program)				\$ -		
258CV20 NDWG			\$ 7,060.94	\$ 7,060.94		
	\$ -			\$ -		
	\$ -			\$ -		
<b>Actual Carryover</b>	<b>\$ 923,747.76</b>	<b>\$ -</b>	<b>\$ 7,060.94</b>	<b>\$ 930,808.70</b>		
<b>Actual Allocation</b>						
Adult	\$ 425,050.57			\$ 425,050.57		
Dislocated Worker	\$ 846,529.02			\$ 846,529.02		
Youth	\$ 420,271.70			\$ 420,271.70		
*Rapid Response Funding (Requested from State as Pass Thru)	\$ 128,000.00			\$ 128,000.00		
SWR -Work for Success	\$ -	\$ 289,457.40		\$ 289,457.40		
<b>Actual Allocation</b>	<b>\$ 1,819,851.29</b>	<b>\$ 289,457.40</b>	<b>\$ -</b>	<b>\$ 2,109,308.69</b>		
<b>Total Available</b>	<b>\$ 2,743,599.05</b>	<b>\$ 289,457.40</b>	<b>\$ 7,060.94</b>	<b>\$ 3,040,117.39</b>		
<b>Obligations</b>						
*NKKWB Subgrant Recipient/Fiscal Agent	\$ 805,527.01	\$ 137,457.40	\$ 1,513.45	\$ 944,497.86	\$ 550,621.93	58%
*OS Operator Contracted Provider (Brighton Center)	\$ 208,453.00			\$ 208,453.00	\$ 138,873.86	67%
*OS Direct Workforce Services Contracted Provider (Brighton Center)	\$ 1,056,194.00		\$ 5,547.49	\$ 1,061,741.49	\$ 847,049.26	80%
<b>Set-aside Obligations</b>						
JOBS EQ Data Base Agreement	\$ 4,400.00			\$ 4,400.00	\$ 3,694.90	84%
Outreach	\$ 15,000.00			\$ 15,000.00	\$ 344.51	2%
GROW	\$ 27,880.00			\$ 27,880.00	\$ 27,880.00	100%
<b>Training</b>						
Youth Work Experience	\$ 167,311.75			\$ 167,311.75	\$ 130,589.08	78%
Work For Success Work Experience		\$ 150,000.00		\$ 150,000.00	\$ -	0%
Incumbent Worker	\$ 70,000.00			\$ 70,000.00	\$ 750.00	1%
Transitional Jobs	\$ 35,000.00			\$ 35,000.00	\$ -	0%
Youth Education/Career Funds	\$ 50,000.00			\$ 50,000.00	\$ 9,500.00	19%
*Individual Training Accounts (ITA's)	\$ 135,000.00			\$ 135,000.00	\$ 101,944.04	76%
Supportive Services	\$ 10,000.00	\$ 2,000.00		\$ 12,000.00	\$ 2,130.44	18%
<b>Total Obligations</b>	<b>\$ 2,584,765.76</b>	<b>\$ 289,457.40</b>	<b>\$ 7,060.94</b>	<b>\$ 2,881,284.10</b>	<b>\$ 1,813,378.02</b>	<b>63%</b>
<b>Remaining Balance</b>	<b>\$ 158,833.29</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 158,833.29</b>		

FY23 as of April, 2023 (83% of Fiscal Year)	WIOA Formula Funds Totals	Statewide Reserve (Special Projects) Total	National Dislocated Worker Grant (NDWG)	Grand Total	YTD Expended	% Expended
<b>Actual Carryover From FY 2022</b>						
Grant 27122 (Dislocated Worker Program)	\$ 393,365.21			\$ 393,365.21		
Grant 27222 (Dislocated Worker Program)	\$ 72,115.30			\$ 72,115.30		
Grant 27022 (Adult Program)	\$ 37,730.54			\$ 37,730.54		
Grant 27322 (Adult Program)	\$ 165,395.20			\$ 165,395.20		
Grant 27422 (Youth Program)	\$ 207,908.47			\$ 207,908.47		
Grant 27421 (Youth Program)	\$ 41,568.20			\$ 41,568.20		
272DW21 (Dislocated Worker Program)	\$ 763.53			\$ 763.53		
271DW21 (Dislocated Worker Program)	\$ 4,901.31			\$ 4,901.31		
273AD20 (Adult Program)				\$ -		
258CV20 NDWG			\$ 7,060.94	\$ 7,060.94		
	\$ -			\$ -		
	\$ -			\$ -		
<b>Actual Carryover</b>	<b>\$ 923,747.76</b>	<b>\$ -</b>	<b>\$ 7,060.94</b>	<b>\$ 930,808.70</b>		
<b>Actual Allocation</b>						
Adult	\$ 425,050.57			\$ 425,050.57		
Dislocated Worker	\$ 846,529.02			\$ 846,529.02		
Youth	\$ 420,271.70			\$ 420,271.70		
*Rapid Response Funding (Requested from State as Pass Thru)	\$ 128,000.00			\$ 128,000.00		
SWR -Work for Success	\$ -	\$ 289,457.40		\$ 289,457.40		
<b>Actual Allocation</b>	<b>\$ 1,819,851.29</b>	<b>\$ 289,457.40</b>	<b>\$ -</b>	<b>\$ 2,109,308.69</b>		
<b>Total Available</b>	<b>\$ 2,743,599.05</b>	<b>\$ 289,457.40</b>	<b>\$ 7,060.94</b>	<b>\$ 3,040,117.39</b>		
<b>Obligations</b>						
*NKKWB Subgrant Recipient/Fiscal Agent	\$ 805,527.01	\$ 137,457.40	\$ 1,513.45	\$ 944,497.86	\$ 550,621.93	58%
*OS Operator Contracted Provider (Brighton Center)	\$ 208,453.00			\$ 208,453.00	\$ 138,873.86	67%
*OS Direct Workforce Services Contracted Provider (Brighton Center)	\$ 1,056,194.00		\$ 5,547.49	\$ 1,061,741.49	\$ 847,049.26	80%
<b>Set-aside Obligations</b>						
JOBS EQ Data Base Agreement	\$ 4,400.00			\$ 4,400.00	\$ 3,694.90	84%
Outreach	\$ 15,000.00			\$ 15,000.00	\$ 344.51	2%
GROW	\$ 37,576.00			\$ 37,576.00	\$ 27,880.00	74%
<b>Training</b>						
Youth Work Experience	\$ 167,311.75			\$ 167,311.75	\$ 130,589.08	78%
Work For Success Work Experience		\$ 150,000.00		\$ 150,000.00	\$ -	0%
Incumbent Worker	\$ 70,000.00			\$ 70,000.00	\$ 750.00	1%
Transitional Jobs	\$ 35,000.00			\$ 35,000.00	\$ -	0%
Youth Education/Career Funds	\$ 50,000.00			\$ 50,000.00	\$ 9,500.00	19%
*Individual Training Accounts (ITA's)	\$ 175,000.00			\$ 175,000.00	\$ 101,944.04	58%
Supportive Services	\$ 10,000.00	\$ 2,000.00		\$ 12,000.00	\$ 2,130.44	18%
<b>Total Obligations</b>	<b>\$ 2,634,461.76</b>	<b>\$ 289,457.40</b>	<b>\$ 7,060.94</b>	<b>\$ 2,930,980.10</b>	<b>\$ 1,813,378.02</b>	<b>62%</b>
<b>Remaining Balance</b>	<b>\$ 109,137.29</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 109,137.29</b>		

118,833.29

\*NOTE Increase to GROW line item amount

Original Amount \$ 27,880.00

Additional Amount \$ 9,696.00

New GROW Amount \$ 37,576.00

\* Reduces Unobligated Amount

Original Amount \$118,833.29

Reduced Amount \$ 9,696.00

New Unobligated Amount \$109,137.29