



# KWIB Opportunity Youth and Young Adults Sub-committee Meeting Minutes

**Friday, February 11, 2022 10:30am – 12:00pm EST**

**Hybrid Options (Zoom or 500 Mero Street Frankfort Kentucky 40601)**

[https://us02web.zoom.us/rec/share/N1T3PMGUC5mO\\_S2vYrgr8yNrQDOPVDJnIS34dM7](https://us02web.zoom.us/rec/share/N1T3PMGUC5mO_S2vYrgr8yNrQDOPVDJnIS34dM7LCLCBW9EIWnBrbowunOM4fP4.g3uyDEldAstf6dCK)

[LCLCBW9EIWnBrbowunOM4fP4.g3uyDEldAstf6dCK](https://us02web.zoom.us/rec/share/N1T3PMGUC5mO_S2vYrgr8yNrQDOPVDJnIS34dM7LCLCBW9EIWnBrbowunOM4fP4.g3uyDEldAstf6dCK)

Password: i\$E^+0m^

**Sub-committee Members Present:**

Johnny Pittman - <b>CHAIR</b>	x	Jonathan Kohn	
Lyndsey Brown – <b>Co-Chair</b>		Tiffanie Reeves	x
Amy Luttrell		Dena Burton	
David Horseman	x	Gayle Hilleke	
Shauna King-Simms		Christy Rogers	
Cora McNabb	x	Wes Kawata	x
Madison Webb		Matt Fisher	x
Anna Larson		Charles Worth McLeod	
Kristin Harrod		Mary Taylor	x
Heidi Miller		Monica Duvall	
Scott Secamiglio	x	Jodi Rafferty	
Tanelle Smith		Denise Dials	
Mary Ann Jennings		Harper Smith	
Jeff Dye		Andrew Chrzanowski	
Carrie Banahan	x	Mackenzie Durbin	
Renee Fister, Ph.D		Eric Lutz	
Merrick Coleman		Matt Fisher	x
Michelle DeJohn (PROXY Alisher Burikhanov)	x	Kristin Porter	x
Brenda Hagan		Jarrod Taylor	x
Kayla Delong	x	Greg Long	

**Others present:** Shellie Snowball-Baker, Jacob McAndrews, Debbie Dennison, Stefanie Ebbens-Kingsley, Dallas Kratzer, Duane Hammons, Amy Neal, Daniel Daughtery, Casey Jones, Hilary Witt-KDLA, Casey Preston for Deputy Commissioner George Scott, Commissioner Kish Price, Lyndsey Trent, Madisen Sandford, Rick Smith, Tara Johnson-Noem, and Tonia Slone.

**Call to Order at 10:31 a.m. ET.**

Johnny Pittman, Chair, welcomed everyone and a reminder of the purpose of the Opportunity Youth Young Adult sub-committee, which is to support through a youth-based focus Kentucky's workforce participation by creating opportunities incentivizing workforce participation in removing employment barriers. This comes directly from our strategic plan and it's something that we try to focus on as we move forward, whether it's lifting up best practices, learning about best practices, or asking about best practices that are shared with this committee.

Johnny then introduced new members to the committee, including Kayla Delong, who has been with the Kentucky Career Center for about three years now after starting out as an intern in the Program and i've worked my way up, so I was actually in the intern and then they hired me honest I use case manager and now i'm our outreach coordinator so

i'll work in the 17 counties do a lot of social media make connections and just try to spread the word about our Program.

Johnny introduced Commissioner Kish Price as she is going to be the first speaker, giving an update on the Everybody Counts Program.

### **Everybody Counts Program Overview**

Commissioner Kish Price introduced herself and recalled her last visit with this group, a while back and actually was on with Dr Julie, with the ignite Institute, so she just wanted to start by saying just how impactful she was and praying for her and her family and huge loss to all of us. She wanted to honor her spirit and the nature of the work that she did and advocacy legacy that she left. The [Everybody Counts Program](#) is the governor's initiative that he launched last year with business partners and scholarship partners to ensure that every graduating JCPS senior had an opportunity to connect with a pathway whether that's college, career, or both.

We talk a lot about connecting graduating seniors and when we talk about opportunity youth. We want to make sure that they're mentioned in this effort, because that's the whole point of it that's a way to connect folks to opportunities, so what we've been doing to date is really trying to get the word out to students in schools and out of school connecting through Community partners. There have been virtual tours to really introduce students to what those positions look like because we've asked each of the business partners to share which positions, they're able to provide to students with no experience and provide on the job training and also to limit and eliminate hiring barriers. Without naming the specific companies, everybody has their own hiring practice and policies what's beautiful about this collective is that they are making the strides to get to where they feel like they need to be to be more supportive and commitment to open their doors inviting all students into their facilities to be able to see the positions in real time.

Of course, COVID kind of shut that plan down again, and so we went with virtual tours and we partnered with the Kentucky Chamber of Commerce foundation by offering three different sessions with students during school. The teachers were able to self-select which session work best for them whether they were on block schedules or seven period days, and if it was a block schedule, they got to see all for employers, at the same time. We asked the employers to really be deliberate about showcasing the opportunities, not just the entry level positions, but what does, what do the advanced career pathways look like. They have gotten really great feedback from those sessions from teachers talking about their students, but we really love to get the feedback directly from students and early on the Governor had an opportunity to sit down with students to just talk about what they think about this program, what could we do to make sure we're connecting with students, and what do they like or don't like about it. Students are just honest.

To hear more from Commissioner Kish, please watch the recording and visit the [Everybody Counts website](#).

### **Oxmoor Auto and JCPS**

Johnny explained that his company, Oxmoor Auto has been working with JCPS with their Road to Success Program. His company got lazy with new hires and thought just participating in job fairs was enough to have people come to them for a job. They needed to figure out a way to make changes in 2016, with the new demand for technicians at 17,200 with the supply only at 5800 completing application. Anyone could see that they were way past this critical point we're losing more people than we're gaining, not only that we're not engaging people very well, so what we decided to do was to begin this intentional relationship type workforce program. Johnny said that six years ago when the program started as they moved back into the schools, they needed to show consistency. The deal is, though, is if you're not consistent with your relationships and you're not consistently adding value then it doesn't work, so we kept these

things up decided that we would go fully focused into this relationship-based workforce development. At first, we were using words and intending to do things specific to apprenticeship.

We decided to go into the middle schools and high schools to begin building relationships, where we can directly affect next year and the next year. We needed to figure out how to cultivate our workforce and build our culture because workforce culture is what keeps the people there and even what brings the people in and the way that we do, that is, we must focus on our relationships, all the way through. Our relationships, need to be not only with our employees, but our relationships had to be within our Community partners. So I met with the principals and superintendents of Jefferson County Public Schools and Spencer County, Shelby County, and Oldham County schools. We offered opportunities for students to come to work at Oxmoor Auto, with students to come take tours of our of our facility. We took our TEAM members, whether they were tech, sales, or human resources, they came into the schools to spend time and build relationships with the students. We had to realize a way to get the students hired. Labor laws pushed us back from moving too quickly, which we didn't want to make any program decisions too fast.

We have worked with Jefferson County and there are approximately 300 students in their auto Program. With those 300 students, the 17 to 18 year old population is probably right in about I would say 10% to 20% of that which would give us roughly 30 to 60 students and from those 30 to 60 students, we convinced our insurance carrier, as well as ourselves because we have to believe in it, if we get the best 17 to 18 year olds, that it is just as good as getting the middle ground 25 to 30 year olds. Because of this, we are now going to offer a program that starts in the summers with the junior to senior class meaning of the 17 year olds, we have selected a cohort of about 12 of those students and they have started this semester with a tour of our facilities and met with the general managers and directors of those facilities. The next step is to continue to compete for six spots to spend approximately 30 hours a week over the summer with us for three months. At the end of those three months, which serves as somewhat of a pre-apprenticeship after that we will sit down with them and their instructors or counselors, as well as their leaders at the job sites to make a decision, the most exciting piece of all of this is that the six students that are chosen will have the opportunity to work for Oxmoore 30 hours a week next school year while completing their graduation requirements and be able to walk with their class.

This is all possible from information that we learned from MTI and the ability for good students to be able to do good work, and these students are going to be going to work and they're excited about it. This asset pipeline look like the images in the presentation slides, which are available in the post-meeting packet, were the first few Members and these students proved to us that they are more than capable. Johnny named a couple of students in the slides, Abraham and Isabel working on the cars. The promising thing is they have led the way for other students, but also for other family members that we now have involved, which is what this outreach and workforce development tool is all about.

Johnny then asked Mary Taylor to talk about the Track Program, which is what helped Oxmoore get to this point. Mary worked with the Department of Education Office of Career Technical Education and manage our state's tech ready apprentices for careers in Kentucky youth apprenticeship Program. We truly have a track model in every career pathway that we offer, which proves how far we've come in 10 years from nothing to serving every sector in the state and any employer that wants to participate, we can serve them with a model and they just need to registered apprenticeship program. So the pandemic we run an upward trajectory to hit, but I will say that it's coming back in full force employers need employees skilled people and they have over 72,000 students this current school year that are currently.

Concentrating and all of our career pathways so that means they've had a couple of courses in any of our sectors and we only have about 4000 that are working. So we definitely are truly the untapped continuous sustainable pipeline

and we need you all to help spread the word to employers and feel free to give them [Mary Taylor's email \(mary.taylor@education.ky.gov\)](mailto:mary.taylor@education.ky.gov) to contact for more information.

Wes Kawata asked Mary, do you have any data on the retention rate for your program? Keeping employees is part of the goal too.

Mary stated according to KYSTATS we track our track students, and so three years after graduation we've gotten some data that 100% are still employed and they're making about \$41,000, which is impressive retention and data.

### **Discussion and Next Steps**

Johnny thanked everyone for being available for this meeting today and to please reach out if someone wants more information about any program discussed today. Thank you to all those who spoke today, especially Commissioner Price and Mary Taylor for your passion and desire, especially for the state of Kentucky for the young people, as you know opportunity youth is what we call a group but it's just us that's it, and we are helping people connect.

Thanks for all your hard work and watch for more information about our next meeting. Have a great weekend!

**Adjourn at 12:00 p.m. ET**

DRAFT



# KWIB Opportunity Youth and Young Adults Sub-committee Meeting Agenda

## AGENDA

April 29, 2022, at 10:30 am EST

### Hybrid Options

Zoom - <https://us02web.zoom.us/j/81689992563?pwd=NHRwVW1jT3ZKL2F0MTk4SjU4WHhsZz09>

Passcode: 622666

\*If you would like to attend the meeting in-person at 500 Mero Street Frankfort KY 40601, please email [Sara Jaggers](mailto:Sara.Jaggers@kentucky.gov).

---

- Call Meeting to Order / Welcome / Introduce New Members/ Last Minutes

*Johnny Pittman, Chair, Oxmoor Auto*

- Presentations / Best Practices

- Everybody Counts Initiative

*Kish Cumi Price, Ph.D.  
Commissioner, Department of Workforce Investment  
and Special Advisor to the Governor*

- Oxmoor Auto and JCPS

*Johnny Pittman, Chair, Oxmoor Auto*

- Discussion and Next Steps

*Johnny Pittman, Chair, Oxmoor Auto*

- Adjourn