



**Quarterly Board Meeting
Draft Minutes
May 18, 2023; 1:30 pm – 3:30 pm**

IN-PERSON OPTION – 1449 Elizaville Road, Flemingsburg (Fleming-Mason Energy Cooperative)
OR VIRTUALLY FROM

https://kwib.ky.gov/PublishingImages/KWIB_QBM_051823/KWIB_QBM_051823.mp4

1:33 pm Call to order

Kim Menke, Chair called the meeting to order and advise of meeting housekeeping notes. He asked **Alisher Burikhanov, Executive Director** of the Kentucky Workforce Innovation Board (KWIB), to call roll.

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kim Menke	B&I	X	Kim Humphrey	B&I	X
Amy Luttrell	WF	X	Johnny Collett	B&I	X
Heidi Margulis	B&I		Kevin Butt	B&I	
Kevin Smith (Proxy Lisa Banner)	B&I	X	Mayor Robert Blythe	Local	
Lori Ulrich	B&I	X	Michael Buckentin (PROXY David Fusting)	B&I	
Scott Pierce	WF	X	Representative Bobby McCool	Legislative	
Beth Davisson (Proxy LaKisha Miller)	B&I	X	Keith Sparks	B&I	
Jimmy Staton	B&I		Ryan Holmes	B&I	X
Cora McNabb	CORE	X	Kevin Nolan	B&I	
Dianne Owen	WF		Secretary Jamie Link	partner	
Dr. Aaron Thompson (Proxy Rick Smith)	partner	X	Secretary Jeff Noel (Proxy Kristina Slattery) Sarah Butler	partner	
Dr. Jason Glass (Proxy Beth Hargis)	partner	X	Secretary John Hicks	CORE	
Governor Andy Beshear	CORE		Senator Jimmy Higdon	Legislative	
Dr. Larry Ferguson, KCTCS	partner		Sharon Price (Proxy John Catron)	WF	X
Dr. John Gregory	CORE	X	Suhas Kulkarni	B&I	X
Jonathan Webb (PROXY Emily Wilson)	B&I	X	Bo Matthews (Proxy Justin Browning)	partner	
Judge Exec. Owen McNeill	Local	X	Tony Georges	B&I	
Todd Dunn (Stephanie Collins)	WF	X	Karen Trial	B&I	
Terry Sexton	WF	X	Beth Brinly	CORE	X

Others in attendance: Denise Dials, Jeremy Faulkner, Karla Tipton, Becky Miller, Brent Sturgill, Sherry Johnson, Michelle DeJohn, Susie Edwards, Tracy Lundergan, Marsha Wells, Lisa Gosser, Sheila Clark, Dr. Kris Williams, Corry Eimer, Jon Sowards, LaKisha Miller, Tom Sholar, Michelle Drake, Cassie, Maysville Chamber (Kaci Compton), Mike Riley, Myra Wilson, Robin Hebert, Sam, Sarah Ortkiese, Jennifer

Hampton, Kayla Judo, Justin Suttles, Tonia Prewitt, Jason Slone, Alisher Burikhanov, Elishah Taylor, Debbie Dennison

Consent Agenda Items

Kim Menke pointed to the consent items provided in the pre-read documents and pointed out that two of the four need to be removed. The minutes from March 16, 2023, meeting will be voted on. The Career and Technical Education Certification Application Approval will be removed. The approval of Policy updates will be removed because it gives the overview of the policy and does not have the full policy listed. We will provide that information for feedback.

There was a recertification of the KentuckianaWorks Nia Center. We have the certificate and letter for Michael Gritton.

Kim Menke then asked for a motion to approve the two items on the consent agenda. Deputy Secretary Beth Brinly provided a motion to approve the minutes. Lori Ulrich seconded the motion to approve the consent agenda items. *The motion was approved unanimously.*

TENCO Welcome /Business Engagement Presentation

Denise Dials, Executive Director of the TENCO Workforce Development Board welcomed everyone to the TENCO area. Denise went over where TENCO is located on the Kentucky Map. TENCO is made up of ten counties: Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, and Rowan. TENCO is part of the East Region with EKCEP. She went over the demographics and funding. TENCO receives about \$4,661,019 in funding each year. They have three career centers: Ashland, Maysville, and Morehead. TENCO has five sectors that align well with the sectors of the Kentucky Workforce Innovation Board. Their sectors include Healthcare, Skilled Trades, Manufacturing/Distribution, Transportation, and Support Programs. Denise went over some of TENCO's demographics like, how they have a high poverty rate, their unemployment rate is high even though it has dropped, they have lower wages, and their labor force participation is 49.7%. She went over how they use this information to help develop their strategic plan. Denise went over the Youth Programming that TENCO currently has going on. TENCO has the following Youth Programs: Hired a Youth Coordinator, Business Services in the Schools, Work Ethic Sense Program Available, Summer Youth Employment Program/Work-Based Learning, Youth Focused Job Fairs and Hiring Events, Teacher Academy/Educators Guide to Industry, Scholarships and Supportive Services, and Supporting NE KY AHEC's (Area Health Education Center) "Workforce Pathways for Youth". In the future, TENCO would like to add the following programs for youth: Implement Virtual Mentoring Program, Implement K-12 Occupational Awareness Program. Leadership Camp, and Specialized Projects Such as "Culture Day", "Dirty Jobs", Entrepreneurial Workshops, and Working in Nontraditional Jobs.

Jeremy Faulkner, Director of Business Services of TENCO Workforce Development Board welcomed everyone to TENCO and thanked everyone for coming. He thanked the Business Service Team and Executive Team Members for their work and partnership. Jeremy went over TENCO's Outreach and Business Services. He started by going over TENCO's [website](#), [Facebook](#) page, and [Instagram](#) page. Jeremy discussed how their social media has been growing since before Covid and how the customers like the information they are putting out there. The events they push on social media are job fairs, when a company is hiring, and job postings. Jeremy transitioned into talking about Business Services. He referenced the presentation he did for KWIB [Partner Spotlight](#) on March 1, 2023, on Best Practices in Employer Engagement. Jeremy went over the approach they take when it comes to Business

Services/Business Engagement. TENCO prioritizes relationships, investing long-term, hiring private industry talent, and partnerships over money. Kim Menke thanked Jeremy for sharing TENCO's best practices.

Strategic Plan Discussion

Kim Menke, Chair gave the floor to **Alisher Burikhanov, Executive Director** to start the discussion about Goal #1 of the [Strategic Plan](#) - Employer and Business Engagement. Alisher thanked Kim Menke, Chair and thanked everyone for coming out and being a part of this meeting. He also thanked the host, Lori, and Fleming-Mason Energy Cooperative Inc. Alisher went over how the Strategic Plan is not the KWIB's Strategic Plan, but the workforce strategic plan for the state that has been approved by the Governor. He went over that there are committees for each goal of the strategic plan. Each committee has gone through the objectives of each goal to make sure they are still accurate, relevant, and still playing a role.

He asked the group to discuss and share some thoughts on what they think the workforce system is doing for employers. Alisher's first question was "How is the public workforce system perceived by employers?" Stephanie Collins works with Ford and discusses how she goes out into the schools and colleges to recruit. She pointed out that most students think that when Ford has an open position they need car salesmen. Students are not aware that there are other jobs. They are trying to come up with ways to change that mindset of students and engage them in Ford. Stephanie also stated that when she was younger Ford had a program called "Best in Class" where they would bring students in to show them what they do. She stated that it might be time for Ford and other jobs to do that again. Others in the room agreed that this would be a great idea for certain jobs. Amy Luttrell asked the question about using the Kentucky Career Centers (KCC). Kim Humphrey stated that she is glad Amy asked that question because KCCs and Local Workforce Boards are getting better about reaching out to their communities and getting information out there. Lisa Banner pointed out that students are not going to know these pathways unless someone goes into the high schools to tell them about these pathways. She also pointed out that students of color have less information about their pathways and do not find out information unless a parent or guardian passes down that information. She addressed that it is important for employers to be in school and do career fairs. Dr. Rick Smith touched on the fact that the perception and reality of working in certain industries is not portrayed well for some industries and that creates a challenge for them. Amy Luttrell brought up the Educator's Guide to Industry and asked if these were being used statewide and what kind of impact they are having. Kim Menke took the floor and stated that business has a long way to go. In the last ten years, the story of business has not been told well and they have been making an effort to get information out to folks about opportunities. He stated that he is glad that the KCCs have moved to an all of the above approach. He also discussed how important it is to have those opportunities in schools to take students to different businesses. He brought up the Chamber's Bus to Business Program. Stephanie Collins touched on the same subject and discussed how Ford is trying to showcase their factories and what they look inside to the kids. LaKisha Miller asked Alisher to restate the question and expressed that before the system can be valued by employers that there has to be some level of proactiveness on our part like a united front stated by Jeremy. She stated that because we have so many systems and programs it could be hard for an employer to see that we are one unified system. If we can show we have a united front like TENCO we can succeed. Judge Owen McNeil said that it is important to take a system that works and implement it around the state. It is also important to be able to have a working system that not only we understand but we can explain clearly to employers and students, so they get the information needed to succeed.

Alisher then added to Judge McNeil's and Lakisha's point and asked the second question "How might we add value to employers through the public workforce system?" How can we add value to make sure

people see it as a valuable asset? Emily Wilson explained that it is knowing where to go, where all the folks are for help, and understanding it. She gave an example of working with displaced workers and people having trouble entering the workforce. Employers need to know where to go to get help and ask questions when these issues arise so they can help their employees. Lisa Banner agreed and explained that it is important to know what is out there, so you do not try to create something that already exists. Kim Humphrey also explained that it is great that information is out there, but people need to be able to explain the information that people need. Scott Pierce opened the floor about training and asked Lori to explain who trains her people at Fleming-Mason Energy Cooperative Inc. Lori Ulrich, chair explained that her people either come from a private contractor or lineman school. Scott then went into organized labor and used himself as an example with past jobs in heavy machine work. He discussed hands-on training and how kids today do not understand heavy machine training. Lori added that in the past at a prior job, individuals would be considered subject matter experts. Each individual had something they focused on and that was their big thing. She stated that the KCCs should be the first-place people go to when they need information about jobs, programs, and more. The people and the resources are there, but how do we get that information out there to employers and career seekers? Scott Pierce asked Denise if the Job Training Partnership Act (JTPA) were better than what they have today. Denise stated that the JTPA was less restrictive and allowed more opportunities. From business services, the Workforce Innovation Opportunity Act (WIOA) is better. JTPA focuses more on the training side, and you need both business and training. Scott then discussed that you need to use what you have available. Judge McNeil stated that the workforce has to fit all systems. Kim Menke agreed with Judge McNeil. He gave an example of how technology changes at such a fast rate that once you get there you are done. How do we build into that and make sure we are current and look out five-plus years to project where we need to be? Scott Pierce added that they need to go to Boston and get hands-on experience with Heavy Equipment. Dr. Gregory responded due to Scott Pierce pointing at him about adult education and training. He pointed out that there is a literary piece dealing with heavy equipment and that is where adult education can help. He reminded everyone that adult education is workforce preparation, training, transition to college, getting a job, getting a better job, and finishing the secondary process which is getting a GED in Kentucky. He discussed funding and wanting to establish a line item to support the training piece. Dr. Gregory stated he is trying to figure out how to spend funds on training, not just the GED. Terry Sexton gave an example of education with his parents to show how the importance of education has changed throughout the years.

From this conversation, Jon Sowards, Executive Director of South Central put in the chat. "In South Central, there are four things we are offering employers: 1. hiring events (of all shapes and sizes). 2. Data & labor market presentations, particularly around the topic of workforce participation and where to find your local talent pockets. 3. Act as a convening agency for regional challenges. Examples include developing a heavy equipment pathway program, tackling childcare challenges, workforce participation, and talent preparation. And 4. help employers access and accommodate underserved populations."

Alisher summarized the discussion: we have a fragmented workforce, some things work well, and some do not, we have a lot of good things, but not one great thing, we need a new approach, and the Kentucky Career Centers and Local Workforce Boards need to be the think tanks for workforce development. As WIOA dollars are decreasing, that cannot be the only focus for funding. He spoke on how the Nia Center in KentuckianaWorks shows that they have a unified system that works to help drive the workforce in KentuckianaWorks. He then passed the floor back to Kim Menke. He recapped and asked the question of how we bring all of these resources together. Terry Sexton asked how well connected the Kentucky Career Centers with schools are. Kim Menke and Scott Pierce stated that it depends on the area, but they are in schools. Kim then moved the discussion to introduce the next topic

on the agenda and passed the floor to Deputy Secretary Beth Brinly where she discussed the past Collaborative meeting.

Education & Workforce Board Collaborative Update

Beth Brinly, Deputy Secretary of the Education and Labor Cabinet (ELC) was glad to attend virtually with Debbie Dennison as they are at the DOL Vision 2030 Meeting. She stated that the discussion that was just had about the workforce is a challenge accepted. She thanked everyone for their honesty and questions. She discussed two key areas that the Collaborative has been focusing on 1. Jobs on Day One. They have been discussing what work the partners have already been doing with justice-involved individuals, they have been discussing strategies that have been working, barriers that exist, and looking at what matrix is making a difference. She then went over the three main points of the framework: pre-release - employment services, release - employment, and post-release - support services for retention. From this effort, they applied for a Grant - Pathways for Home. This grant will allow them to advance the framework throughout the state. She hopes that they will hear something about this grant before this group meets again. She thanked everyone who participated in that process. The Deputy Secretary also shared that they supported a Putting Kentuckians First initiative that was focused on jails. Aaron Poynter is now with the Office of Adult Education and is the Director of Reentry Services. She moved to update the group about the last [Quarterly Meeting](#), April 20th, where the focus was Work Based Learning Ecosystem. They talked about how they need to think about Work Based Learning from Preschool to Career and making sure the Business Community is in the center and that it works for them. How do we make a structure that Businesses and Industries want to partner with us? If Business and Industry are not at the table then we have nothing to offer the young people and adults that want to upskill and reskill. The Office of Career and Technical Education agreed to be the point of the initial work, and they are bringing together the Local Workforce Board and other Partners. They are making sure we are consistent with our message to Business and Industry. This is about the collective impact on the workforce system. The Deputy Secretary shared some key points she and Debbie heard at the DOL Vision 2030 Meeting. There are four pillars the Department of Labor is focusing on Equity in Service and Outcomes, Building New Industry Partnerships, Taking the Time to Be Reactive/Proactive as it Comes to the Future of Work Planning, and Building a Better Care Economy. These are things we are moving on as well. She also recognized Sherry Johnson from Lincoln Trail Area Development District and Kris Williams from Kentucky Community and Technical College System as they celebrate retirement at the end of this month. Deputy Secretary then passed the floor back to the chair.

Kim Menke opened the floor for questions for Deputy Secretary Beth Brinly. He touched on the conference that Deputy Secretary and Debbie are attending and how they live stream it. Kim stated how this conference reinforces the conversations they are having today. These conversations on partnerships, inclusiveness, and the possibility of what can happen when they have one voice and one vision with the strategic plan.

New Business

Kim Menke moved on to New Business on the agenda and passed the floor to Alisher Burikhanov to discuss Job Quality Academy. Alisher announced that the Kentucky Workforce Innovation Board was selected to go to the Job Quality Academy by the Department of Labor and Jobs for the Future. This team is made up of business, labor, and the workforce system, and picks an industry to focus on how to build quality jobs. No one wants to work a bad job. The Department of Labor put out eight principles that make a good job.

DOL's Good Jobs Initiative outlines 8 Principles of a Good Job:

1. Equitable recruitment and hiring
2. Benefits
3. Diversity, equity, inclusion, and accessibility (DEIA) as a key employer priority
4. Empowerment and Representation
5. Job security and working conditions
6. Organizational culture
7. Pay
8. Skills and career advancement

Alisher went over Kentucky's team members for Job Quality Academy.

Team Kentucky

LEAD: Alisher Burikhanov/ Executive Director, Kentucky Workforce Innovation Board

TEAM MEMBER 1: Aleece Smith/ KentuckianaWorks

TEAM MEMBER 2: Chad Mills/ Kentucky State Building and Construction Trades Council

TEAM MEMBER 3: Vijay Kamineni/ Metals Innovation Initiative

TEAM MEMBER 4: Amy Walker/ Blue Oval SK

Kim Menke then discussed the Board Chairs Roundtable Jamboard that is listed in the pre-read packet. This meeting is where all the chairs of the local workforce boards came together to discuss successes, challenges, opportunities, and assistance or support requested on workforce development initiatives in each area. This was a great opportunity for them to get together and help each other through different experiences. They plan on meeting again virtually and at the end of the year plan on bringing the executive committees together at one of the quarterly meetings to mix, mingle and have conversations. One of the reasons they are doing this is because they need successions. There are a lot of retirements, and they need to know where to bring the next expertise.

Kim Menke asked Lori Ulrich to give an update on the Work Ready Communities Revamp. She and Alisher met with the Kentucky Association of Economic Development (KAED). Where she is a member of that organization with a few others. They met with them to see what their lends is with the Work Ready Communities and to make sure it is viable and something worth wind for our communities. They also met with the South Economic Development Council (SEDC). The feedback they heard regional approach, the program needs to listen to employer needs, engaging with colleges and high schools. This information is also listed in the pre-read packet. Lori and Alisher will be continuing this conversation with the committee to do regional discussions. They will come back later in the year with an update. She passed the floor back to the chair.

Kim Menke passed the floor to Alisher to discuss the state plan. Alisher added a point that he has heard from the Economic Development Groups. Communities not only need to be ready to recruit businesses, but they need to be ready to attract talent. If you do not have the people then you cannot attract the businesses.

Alisher discussed how it is a state planning writing year for each state in the United States. At the next quarterly meeting, KYSTATS will provide data on what is going on in the economy, which is part of the state plan. Also, the Kentucky Workforce Innovation Board will be visiting all 10 local areas to conduct in-person conversations on strategies and operations. He then went over the current dates that have

been scheduled and asked everyone to come and participate in their area. Alisher went over the four WIOA Titles that will be present during these discussions.

The four WIOA Titles are:

- Title I: Adult, Dislocated Worker, and Youth (administration by local areas)
- Title II: Adult Education
- Title III: Wagner-Peyser (administered by Career Development Office)
- Title: Vocational Rehabilitation

Current dates include:

August 22, 9:30 am EST – NKADD; 1324 Madison Avenue, Covington, KY

September 12, 10:30 am EST – TENCO; 1225 US Hwy 60, Morehead, KY

September 27, 11 am EST/ 10 am CST – GRADD; 300 GRADD Way, Owensboro, KY

September 20, 2 pm EST/ 1 pm CST – Cumberland WDA; 2384 Lakeway Drive, Russell Springs, KY

September 26, 12:30 pm EST – EKCEP; 412 Roy Campbell Drive, Hazard, KY

Alisher Burikhanov then moved to the next point of the agenda, Board Membership. There will be a handful of individuals whose term will expire at the end of the year. He would like to encourage others to apply or the group to encourage others to apply. The governor has the last call, but the board of commissions suggests applicants to the governor. He reminded everyone that we need engagement and if the group thinks someone needs to be on the board and is not to encourage them to apply.

Kim Menke stated that there are groups within the local workforce boards that provide suggestions to the governor so there will be proper representation. Alisher explained how important it is to have people from a local standpoint. Kim Menke discussed how they have taken these seats into consideration and thanked people for their engagement. He pointed out that the [KWIB By-Laws](#) are listed in the pre-read. He also opened the floor on the virtual side to questions and comments. There were none. He thanked everyone for coming to the meeting in person and online. Kim also thanked Lori Ulrich and Fleming-Mason Energy Cooperative for hosting. Alisher Burikhanov reminded the group that the next Quarterly Meeting is in August at Lincoln Trail at Elizabethtown Community and Technical College (ECTC) with the last Quarterly Meeting being in Frankfort. Kim Menke recognized that when they move the meetings around it challenges people's capability to attend in person. He thanked people for attending virtually. He stated that if there are no more comments or questions he will close the meeting.

3:22 PM ADJOURNMENT

Kim asked to move to adjourn. Scott Pierce moved the motion and Judge Executive Owen McNeil seconded the motion to adjourn.