



KWIB and Collaborative Joint Committee Meeting of

Workforce Participation and Sustainability

AGENDA

July 8, 2021

8:30 am – 10:00am EST

Zoom Link - <https://us02web.zoom.us/j/85345851002?pwd=Y0JFeTM5YmtyTjlpMWlTT0dndk1XUT09>
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➤ **Call Meeting to Order / Welcome**

Amy Luttrell, Co-Chair
Goodwill Industries of Kentucky, Inc.

➤ **Local Successes with Statewide Potential**

- **Presentation:** Cumberlands/South Central Diversion Program

Jon Sowards, President / CEO – South Central Workforce Development Board

Kevin Shearer, County Attorney, Russell County

Myra Wilson, Director of Workforce Development, Cumberlands Workforce Development Area

- **Teleworks Update**

➤ **Putting Kentuckians First**

Jeremy Jackson, Deloitte Inc.

➤ **Discussion of Other Priorities**

Amy Luttrell

➤ **Family Resource Simulator (FRS)**

Amy Luttrell

- Communication
- Policy analysis

➤ **Opportunity Youth Sub-Committee**

Johnny Pittman, Chair

➤ **Adjournment**

Amy Luttrell



**KWIB and Collaborative
Workforce Participation and Sustainability
Committee Meeting
DRAFT MINUTES
July 8, 2021; 8:30am – 10am**

Meeting via zoom

<https://us02web.zoom.us/j/85345851002?pwd=Y0JFeTM5YmtyTjlpMWITT0dndk1XUT09>

Password: pHR4F7

MEMBERS PRESENT:

Amy Luttrell - CHAIR (KWIB)	X	Dr. Paul Czarapata	X
Jon Davidson - CHAIR (Collaborative)	X	Dr. Bob Jackson	X
Edgardo Mansilla		Dr. Jason Glass / David Horseman (proxy)	
Judge Exec. Micheal Hale	X	Kristin Porter	
Lynn Parrish	X	Laurie Mays	X
Heidi Margulis	X	Sonia Osman	
Buddy Hoskinson	X	Todd Dunn	
Ryan Holmes	X	Michael Buckentin	
Trace Chesser	X	Dr. Jacquelyn Korengel	X
Jessica Cunningham		Cora McNabb	
Zach Morgan	X	Scott Secamiglio	X
Karen Trial	X	Suhas Kulkarni	
Julie Whitis	X	Shauna King-Simms	X
Jeremy Faulkner	X	Johnny Collett	X
Alecia Webb-Edgington	X	Johnny Pittman	X

OTHERS PRESENT:

Myra Wilson – Cumberland ADD	x	Jon Sowards – South Central Workforce	x
Aaron Poynter – Re-entry Coordinator	x	Kevin Shearer, Russell County Attorney	x
Sara Jagers	x	Debbie Dennison	x
Jeremy Jackson	x	Abby Luke	x

8:31AM CALL MEETING TO ORDER / WELCOME

Amy Luttrell, co-chair, called the meeting to order, welcomed new and existing members and briefly walked through the agenda.

Increasing workforce - Local Successes with Statewide potential

Ms. Luttrell introduced Kevin Shearer, Jon Sowards, Myra Wilson and Aaron Poynter to the committee to talk through the regional Cumberland / South Central Diversion program and successes.

Kevin Shearer, Russell County Attorney, shared that in his role he is set up to prosecute offenders, but collaborating with the local WIB has proven successful in diverting many from jail/prison and in reducing recidivism.

Jon Sowards, South Central Workforce talked through the following PowerPoint information; the operating space is as follows:

Department of Corrections

- Felony convictions that result in confinement / incarceration
- Resources and training available for re-entry through the DOC

County Attorneys handle a variety of cases on a daily basis:

- All criminal charges, from misdemeanor through felony (until a preliminary hearing takes place)
- All misdemeanor court cases and early phases of felony cases
 - *Examples: Traffic violations, DUI, Disorderly conduct, etc.*
- Additional programming:
 - Child Support / Arrears
 - Cold checks
 - Estate and Probate
 - Mental Health and Guardianship

There are many low-level offenders who can be successfully diverted into more productive paths and away from jail and prison, by offering resources to address the barriers that keep them from a more productive life.

In the Cumberland and some other county courthouse locations, there is a **kiosk to sign up these at-need/at-risk folks** and align them with opportunities; Aaron Poynter is **paid through a grant as a re-entry coordinator for the Cumberland and South Central regions**. They currently monitor these folks through this coordinator and the Business Services Team within the KCC / ADD.

Opportunity(ies) - Little to no money/resources are currently available to **County Attorneys** to assist persons caught in a cycle of dysfunction; other **counties may mimic** some of the pathways that are working; **grants** to hire more **re-entry coordinators**; **kiosks** within all county courthouses and **detention facilities with tracking mechanisms**.

Resources lifted in chat and by members include:

- Judge Micheal Hale, Barren County
- Alecia Webb-Edgington - www.lifelearningcenter.us – “after care” services to the Kenton County Detention Center – awebbedgington@lifelearningcenter.us
- Jason Dunn – DCBS / CHFS – Shauna King-Simms suggested he might be a great resource for the committee
- Family Scholar House – <https://familyscholarhouse.org/> - suggested by Shauna King-Simms that supports folks pursuing education / training
- HDI – Johnny Collett lifted participation in Kentucky’s Employment First policy - executive order is here: <https://www.employmentfirstky.org/wp-content/uploads/2020/07/2020.06.29-Employment-First-EO-Final.pdf> and The Employment First website is here: <https://www.employmentfirstky.org/>

- Jon Davidson, KHC lifted Recovery KY Centers info – <https://public.tableau.com/app/profile/kentucky.housingcorporation/viz/RecoveryKentuckyLocations/RKYbyCongressionalDistrict>

View complete powerpoint on line at <https://kwib.ky.gov/About/Pages/Schedule-of-Meetings.aspx> under “workforce participation and sustainability” July 8, 2021 meeting.

Putting Kentuckians First Initiative

Ms. Luttrell introduced Jeremy Jackson with Deloitte and asked him to walk through the initiative and upcoming pilot program.

Mr. Jackson provided an overview of what Deloitte’s role in the KWIB is and how they continue to drive work behind the strategic plan, helping to create goals and gain consensus on desired outcomes.

In this initiative they are focusing initially on one population (justice-served), understanding the process, identifying barriers and engaging stakeholders. They are currently compiling feedback, developing a journey, tailored to a specific region and expounding on already successful practices by region. The final piece will be to coordinate with the selected region (for pilot purposes), finalize goals and objectives, prepare and go-live.

This process can then be used in other KWIB initiatives to identify opportunities, remove barriers and create success pathways for future areas of focus such as a different population.

View complete powerpoint online at <https://kwib.ky.gov/About/Pages/Schedule-of-Meetings.aspx> under “workforce participation and sustainability” July 8, 2021 meeting.

Other committee updates:

- Teleworks – EWDC is looking for additional use for this program outside the EKCEP region.
- Family Resource Simulator (FRS) communication and policy is being reviewed and followed up on through sub-committee work.
- Opportunity Youth sub-committee – Johnny Pittman, Chair, shared exciting new collaborations being held at the local WIB level and through partners like Americorp. Additional metrics and details are being finalized by KY Stats and KCTCS partners around the Opportunity Youth population and what the current programs and funding behind those programs entails.

10:00AM ADJOURNMENT – Amy Luttrell adjourned the meeting.

JULY 2021

Putting Kentuckians First

Progress to-date

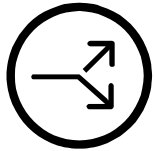


Implementation of the KWIB Strategic Plan

Together, the Commonwealth and Deloitte have worked to design and develop nationally recognized programs that have positively impacted the lives of Kentuckians. The insights gained through our work combined with the depth and breadth of our experience, our talents, and our capabilities uniquely position us to bring your mission to life.



KWIB contracted with Deloitte to help implement its new strategy. Key tasks include:



Drive, Align and Operationalize

Drive the alignment of all KWIB partners around **BEST PRACTICES** to develop a common strategic direction and operationalize strategic goals as measurable and achievable work plan objectives with milestones.



Persistently Manage and Communicate

Create systems and tools to facilitate **COLLABORATION** and persistently manage the work plan, make data-informed decisions and regularly communicate with KWIB Executive Leadership, the Collaborative and Workforce team.



Create, Realize and Measure

Create an anchor portfolio based on **DATA AND METRICS** that features one or more large-scale efforts for each of the four strategic goals and measure the results of these efforts to achieve key workforce improvement outcomes and support continuous quality improvement.



Improve, Innovate and Execute

Improve upon existing efforts and continue to build a portfolio, by continuously engaging in **COMMUNICATIONS AND OUTREACH** using regularly collected data and stakeholder input to innovate, adapt to changing workforce needs and execute new workforce solutions.

Putting Kentuckians First: Bringing the KWIB Strategic Plan to Life



GOALS



Focus on the Citizen

Conduct interviews with key stakeholders and partners to define the needs of one target population and the types of supports and assistance that they need over time to increase their chances of obtaining and maintaining meaningful work.



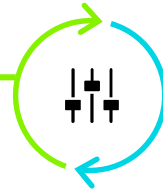
The Road Currently Traveled...

Document the current citizen experience to understand how it compares to the needs assessment and to illuminate opportunities to improve and refine the journey to obtaining and maintaining meaningful work.



Use Your Natural Gifts

Understand where we can leverage the significant investments and assets the Commonwealth has made to increase workforce participation rates and determine if/how those investments can contribute to the citizen's success.



DESIRED OUTCOMES



Play to Win the Game (Not the Season)

Design and initiate 1-2 pilots where we can stress test the journey to validate its design and understand if/how it enhances a citizen's experiences and improves his/her outcomes in the short- and mid-term.



Check the Score

Recognizing this is a marathon and not a sprint, evaluate both quantitative data and qualitative feedback from citizens and key partners to collectively understand if we are generating improved outcomes.



Prepare for the Next Game

Reflect on what we learned to begin making decisions on whether to rerun or refine the pilot, scale to other communities, and/or expand to other citizen segments.










Putting Kentuckians First Progress



Engage

Design

Implement

Objective	Understand process, identify barriers, engage stakeholders	Compile feedback, develop journey, tailor to selected region	Coordinate with selected region, finalize preparations for go-live
	<p style="text-align: center;">APRIL - MAY</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  Interviewed Stakeholders </div> <div style="text-align: center;">  Documented Processes </div> <div style="text-align: center;">  Facilitated Sessions </div> </div>	<p style="text-align: center;">JUNE - JULY</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  Compiled Feedback </div> <div style="text-align: center;">  Developed Journeys </div> <div style="text-align: center;">  Tailored to Region </div> </div>	<p style="text-align: center;">AUGUST AND BEYOND</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  Finalize Metrics </div> <div style="text-align: center;">  Finalize Engagement Plans </div> <div style="text-align: center;">  Prepare for Go-Live </div> </div>
Activities	<ul style="list-style-type: none"> Engaged and prepared members of the KWIB and other key stakeholders through discussions and interviews to begin exploring how their collective efforts and contributions can elevate the chances of occupational success for key citizen segments. Building on research, existing data, and feedback, participants worked through two facilitated sessions to reimagine and agree to the optimal citizen journey. 	<ul style="list-style-type: none"> Compiled feedback and outputs from stakeholder interviews and two facilitated sessions to develop the ideal citizen journey. Met with stakeholders to validate the developed ideal citizen journey and receive additional recommendations. Identified candidate regions for pilot implementation based on level of existing programming and relationships with local stakeholders. Tailor the ideal citizen journey to the selected region for pilot implementation. 	<ul style="list-style-type: none"> Obtain consensus on implementation strategy, including scope of initial and subsequent phases as well as roles and responsibilities. Finalize preferred metrics and measures of pilot success with key stakeholders. Finalize pilot stakeholder and communications strategies. Finalize pilot design and prepare for go-live in selected region.

Putting Kentuckians First Key Deliverables



1 Pilot Program

The pilot program is designed to stress test solutions to the current journey and understand if/how it enhances a citizen's experiences and improves re-entry outcomes in the short- and mid-term.

Desired Outcomes:

- Clearly defined processes and enhanced integration and coordination among existing and new service partners
- Quantitative data and qualitative feedback to be evaluated to collectively understand the pilot's impact
- Set of lessons-learned that can be used when scaling the pilot to other communities and citizen segments

2 *Potential: Mobile Application*

The mobile application is designed to support citizens during re-entry as a "one-stop-shop" for valuable resources. It allows for tracking of re-entry activities as they are completed to guide the citizen through key tasks.

Desired Outcomes:

- Near real-time response capabilities designed to promote timely interventions
- More efficient use of case worker resources
- Quantitative data on re-entry progress at the aggregate level
- Scalability to other citizen segments in need of support entering the workforce



Reentry Presentation to KWIB

INDIVIDUAL
PATH TO
REENTRY &
EMPLOYMENT
SUCCESS



**WHAT PEOPLE THINK
IT LOOKS LIKE**



**WHAT IT REALLY
LOOKS LIKE**

Operating Space

Department of Corrections

- **Felony convictions that result in confinement / incarceration**
- **Resources and training available for re-entry through the DOC**



County Courthouse

County Attorneys handle a variety of cases on a daily basis:

- **All criminal charges, from misdemeanor through felony (until a preliminary hearing takes place)**
- **All misdemeanor court cases and early phases of felony cases**
 - *Examples: Traffic violations, DUI, Disorderly conduct, etc.*
- **Additional programming:**
 - **Child Support / Arrears**
 - **Cold checks**
 - **Estate and Probate**
 - **Mental Health and Guardianship**

- **County-level charges**
- **High traffic volume**
- **Some criminal behavior, much not**
- **Many caught in cycle of dysfunction**
- **Little to no money/resources currently available to County Attorneys to address persons caught in a cycle of dysfunction**

We bring work opportunities, relationships with community partners and accountability to the table.

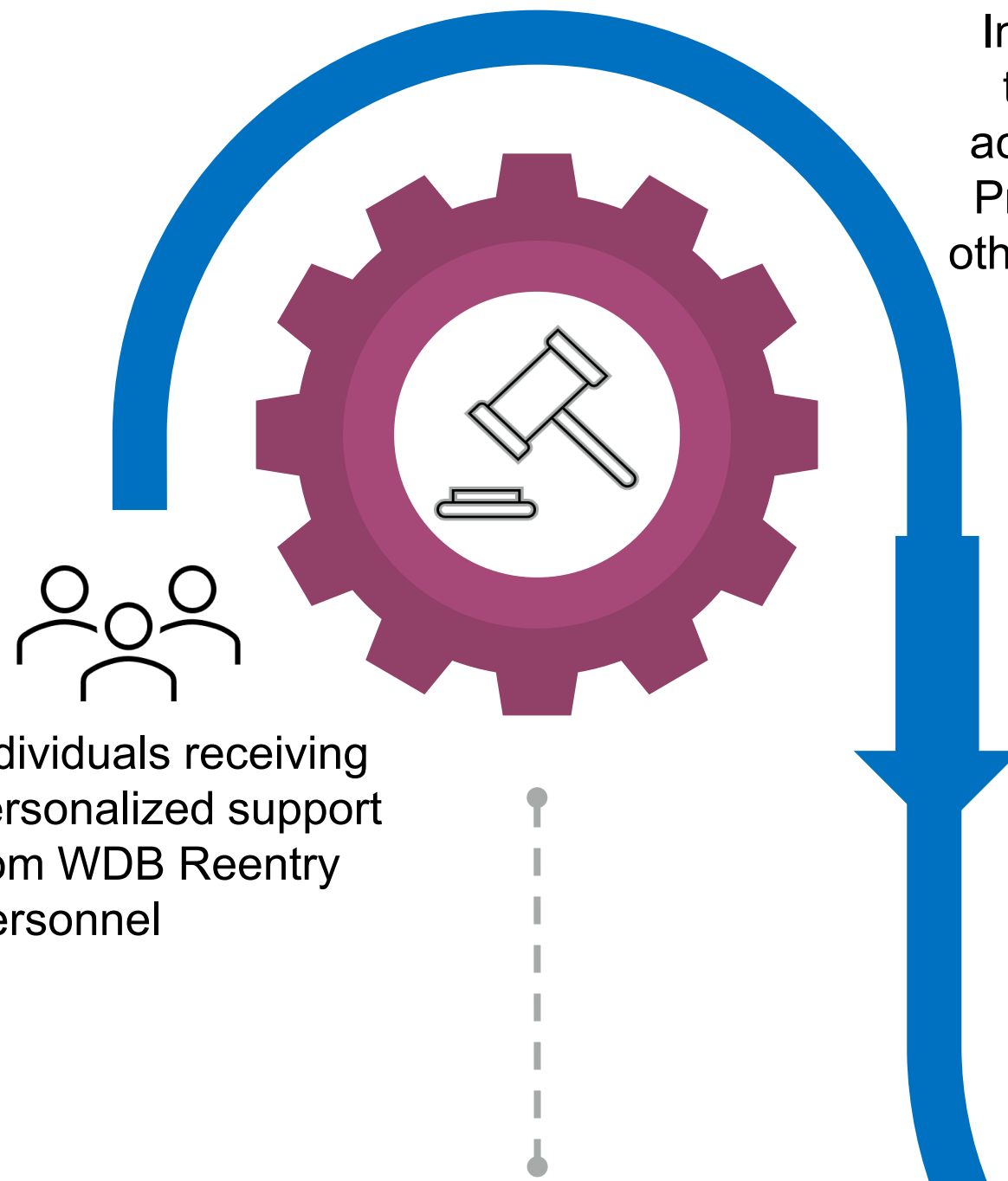
TRIAGED WORKFORCE REENTRY ASSISTANCE

Recovery/Rehab Centers

Individuals currently going through treatment and recovery can gain access to Workforce Board Reentry Program staff for job readiness and other employment-related assistance.

WIOA & Employment Services

Identified job-seekers and clients are pre-screened directly or through available tools (mobile kiosks) for eligibility and referred to appropriate direct service providers in the region. Likewise, program staff expand regional employers' awareness and utilization of available WIOA employer-focused programming.



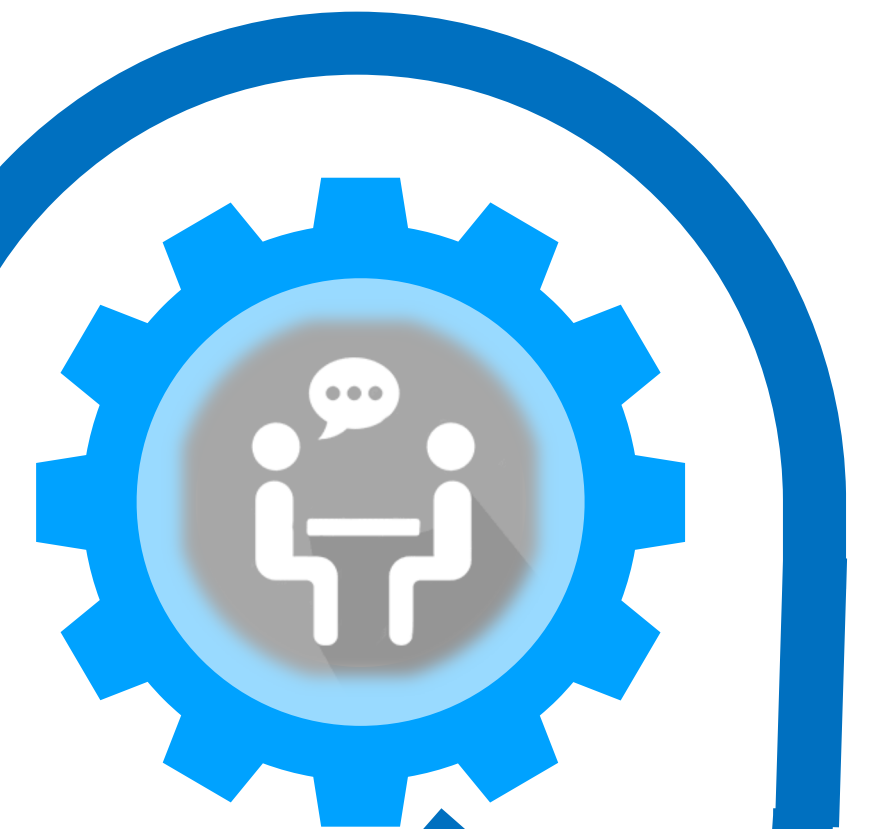
County Judicial System

County Attorneys, County Judges, Detention Centers, Probation & Parole, Family & Drug Court
These individuals and entities identify and refer individuals to Workforce Board Reentry Program staff for employment services and/or community services.



Community Organizations

Workforce Board Reentry Program staff connect individuals to existing community service orgs and providers such as housing, transportation, childcare, faith-based, and non-profit entities.



Employers

Workforce Board Reentry Program staff, in collaboration with other Workforce Board staff develop and strengthen network of reentry/2nd chance-friendly employers to provide qualified candidates and provide support to hired individuals.

Intake, Relationships & Community Partners

WORK

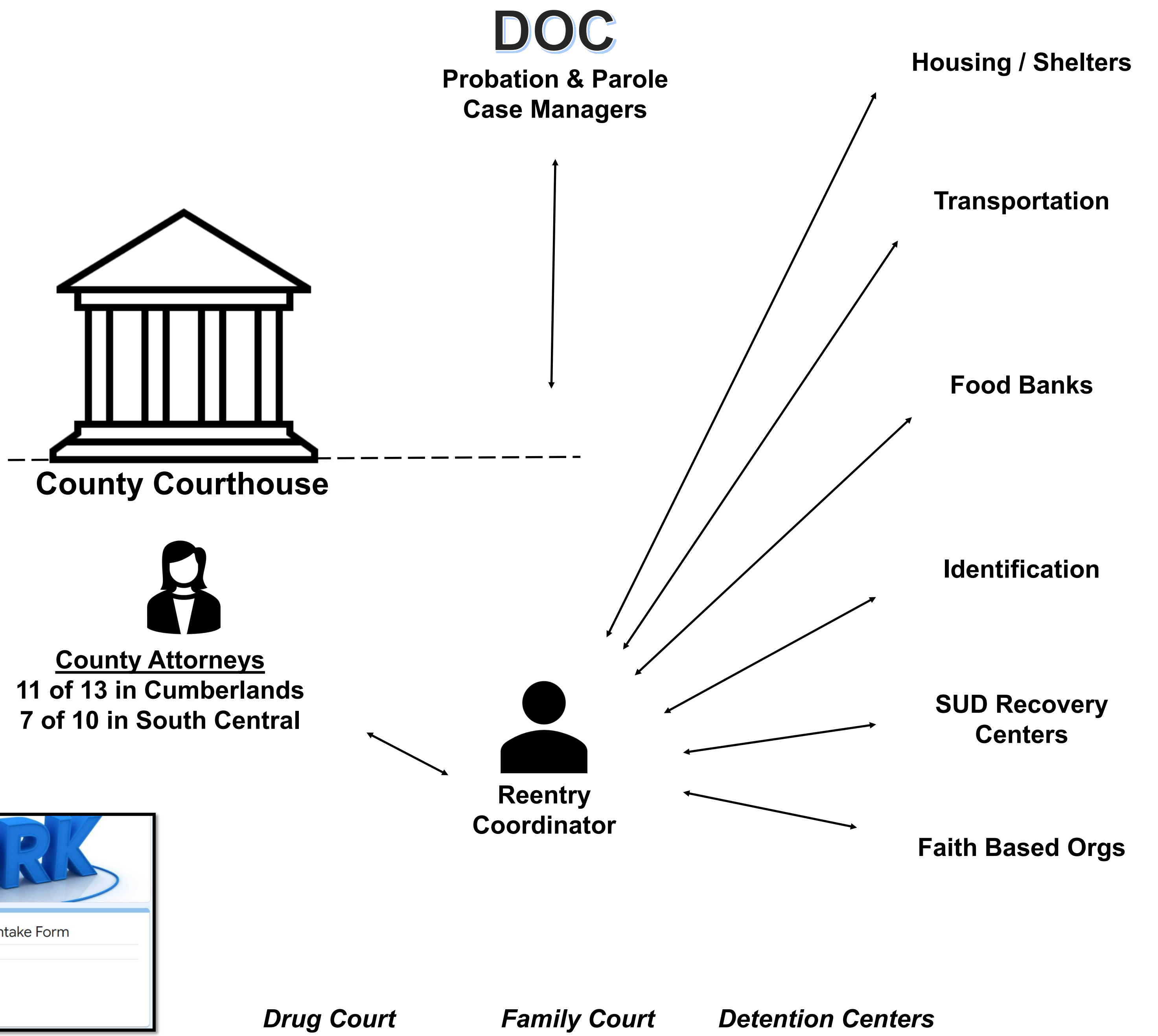
Re-entry / Transformational Intake Form

Form description

Email *

Valid email

This form is collecting emails. [Change settings](#)



Outcomes
since
August 2020

Total Intakes:
248

Facilitated MARC
– Houchens
Industries talent
pipeline

Working with 8
other SUD
recovery centers

Intakes with
Positive
Outcomes
(needs met):
190

Partnered with 1
county jail to
create at Welding
Program

ID Card pipeline
built in 2 counties

Total
Employment
Outcomes:
145

Outcomes and Impact

(Oct 1, 2020 – July 1, 2021)



Individuals Engaged: 534



Referrals to/from Partners: 200+



Positive Employment Outcomes: 145



Employers Engaged: 70+



Individuals Employed in lieu of Jail (Low): 24
Economic Impact: \$56K



Individuals Employed in lieu of Jail (Likely): 75
Economic Impact: \$220K