

Zoom Meeting Session
1:30 – 3:30 pm

LOG IN INFO:

<https://us06web.zoom.us/j/86180444849?pwd=cDkyRnhmQnYvblBncjNudFM0NFZQU09>

Password: GBb7b5

Telephone: 8888227517 (US Toll Free) / Conference code: 671120

1:30 CALL MEETING TO ORDER

Welcome / Housekeeping.....*Kevin Smith, Chair, KWIB*

Beam Suntory

Roll Call.....*Debbie Dennison, KWIB Executive Secretary*

1:45 Cabinet Initiatives

Cabinet for Health and Family Services..... *Eric Friedlander, Cabinet Secretary*

Education and Labor Cabinet *Jamie Link, Cabinet Secretary*

Cabinet for Economic Development.....*Kristina Slattery, Deputy Commissioner of Business Development*

2:00 AFFORDABLE HOUSING STRATEGIES AND INVESTMENTS IN THE COMMONWEALTH

Comments by the KWIB Chair..... **Kevin Smith**, Beam Suntory

Goodwill’s new Housing Initiative.....**Introduction by Amy Luttrell**, CEO

Goodwill Industries of Kentucky, Inc

Rena Sharpe, Chief Operating Officer

Goodwill Industries of Kentucky, Inc.

2:30 KWIB Business and Committee Reports

Collaborative Updates & State Plan Submission.....**Stefanie Ebbens Kingsley**, Executive Director

KWIB

2:40 Consent Agenda

- Minutes of November 10, 2021, meeting
- One-Stop Certifications
- Perkins Leadership funds
- WIOA State Plan Modification

2:50 Data / Metrics update**Scott Secamiglio**

Visual Analytics and Strategy Director, KY STATS

3:00 Work Ready Communities.....**Lori Ulrich, Committee Chair**

Fleming-Mason Energy

Workforce Participation and Sustainability.....**Amy Luttrell, Committee Chair**

Goodwill Industries of Kentucky, Inc.

Education Attainment and Employer Engagement **Beth Davisson, Committee Chair**

Kentucky Chamber

Resource Alignment and Funding.....**Kim Menke, Vice-Chair KWIB, Committee Chair**
Toyota Manufacturing

3:15 **New Business**..... **Kevin Smith, Chair**

3:20 **Everybody Counts**.....**Dr. Kish Kumi Price, Commissioner**
Department of Workforce Investment

Closing Comments..... **Kevin Smith, Chair**

3:30 **ADJOURNMENT**



Quarterly Board Meeting
DRAFT MINUTES
November 10, 2021

Join from PC, Mac, Linux, iOS or Android:

<https://us02web.zoom.us/j/89475365963?pwd=YTFpNVdVVk9iMIZJeVhBVG1VcTJTUT09>

Password: jar8Wa

1:31 PM CALL TO ORDER

Kim Menke, Vice-Chair of the Board, called the meeting to order and welcomed the board, staff and guests. He went over “housekeeping” items for conducting the board business.

Debbie Dennison, KWIB staff, called roll; those present (or having proxy) are marked “x” below:

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kevin Smith (PROXY Lisa Banner)	x	Kim Humphrey	x
Amy Luttrell	x	Lt. Governor Jacqueline Coleman	
Heidi Margulis	x	Lynn Parrish	
Kim Menke	x	Mary Pat Regan (PROXY Comm Marty Hammons)	x
Lori Ulrich	x	Mayor Robert Blythe	x
Scott Pierce	x	Michael Buckentin (PROXY Chad Hardison)	x
Beth Davison (PROXY LaKisha Miller)	x	Representative Bobby McCool	
Jimmy Staton	x	Keith Sparks	
Cora McNabb	x	Ryan Holmes	x
Dianne Owen	x	Sadiqa Reynolds (PROXY) – Lisa Thompson	x
Dr. Aaron Thompson (PROXY) – Rick Smith		Secretary Jamie Link	x
Dr. Jason Glass (PROXY) – David Horseman	x	Secretary Larry Hayes (PROXY Kristina Slattery)	x
Governor Andy Beshear (PROXY J. Michael Brown)	x	Secretary J. Michael Brown	x
Pres Dr. Paul Czarapata	x	Senator Jimmy Higdon	x
Dr. Jacqueline Korengel	x	Sharon Price	
Jonathan Webb (PROXY Amy Samples)	x	Suhas Kulkarni	x
Judge Exec. Micheal Hale		Bo Matthews (PROXY Justin Browning)	x
Todd Dunn		Tony Georges	x
Terry Sexton	X	Dr. Julie Whitis	x
Karen Trial	x		

QUORUM REACHED – 17 members of 30 voting members attending were B&I / WF representatives (satisfying ROP)

Cabinet and administration Updates: Dr. John Gregory, Amy Neal, Secretary Friedlander, Secretary Link and Deputy Commissioner Slattery addressed the board with cabinet initiatives and successes. State partners want to better align themselves with local workforce partners to remove barriers and increase pathways. Goodwill looks forward to partnering with Adult Ed & Dr. Gregory to address the huge problem of so many Kentuckians lacking their HS diploma or GED. Secretary Link shared the <https://kynect.ky.gov> site being reactivated for healthcare.

Kim Menke, Vice-Chair of KWIB reshuffled the agenda for time efficiency and let into business and committee reports. He asked the board to discuss or approve the minutes from the August 19, 2021 meeting, provided in the pre-read information. *Scott Pierce* motioned to approve; *Heidi Margulis* provided a second motion to approve.

Scott Secamiglio, Director of Visual and Analytics for KY Stats provided links and updated data information for the following sites: https://kystats.ky.gov/Reports/Tableau/2021_KSUF; https://kystats.ky.gov/Reports/Tableau/KCPR_2021; https://kystats.ky.gov/Reports/Tableau/2021_ECP; and talked briefly about the updated family resource simulator <https://kystats.ky.gov/Reports/FRS>

Committee work

Work Ready Communities Committee - Lori Ulrich, Chair, shared counties recommended for certification: Boyle, Fleming, McCracken, Spencer, Woodford and those recommended for WRIP Recertification: Grayson; she also identified counties that are approved for extensions as follows: 3-Year Extension: Jessamine; 1-Year Extension: Ballard, Bath, Carlisle, Fulton, Johnson, Magoffin, Marshall Finally, she shared the updated website with the board <https://workready.ky.gov/Pages/index.aspx>.

Kim Menke lifted to the board that the recommendation from the committee signifies the first motion to approve; Dr. Paul Czarapata provided second motion to approve. **The motion passed with no dissenting votes.**

Workforce Participation and Sustainability Committee – Amy Luttrell, Chair, provided an update to the work of the committee. There are three (3) primary categories of focus as follows: removing barriers including housing and childcare; providing effective and best practices utilizing existing state partners services and local workforce development resources and finally, to identify and remove disincentives to work.

Education attainment and Employer Engagement Committee – LaKisha Miller, co-Chair of this committee asked Stefanie Ebbens Kingsley to walk through suggested recommendations by the Perkins Leadership team and the Executive committee relating to the Perkins Leadership fund application and allocation process. Discussion was held by board members and *motion to adopt* the recommendation changes was made by the committee; *seconded by Lori Ulrich*. **Motion carried** with no dissenting votes.

CTE Subcommittee--Associate Commissioner, **David Horseman**, walked through the industry **certification flowchart** and answered some questions around the ease of adding certification pathways. Career and Technical Education (CTE) Certification Programs Certification webform is available on the main page of the KWIB's website at <https://secure.kentucky.gov/formservices/KWIB/CTECertification>. The updates to the process and request to proceed with this path in 2022 was raised by the committee and seconded by Dr. Paul Czarapata. **Motion carried** with no dissenting votes.

Kim Menke, Vice-Chair asked to move to the presentation by **the Louisville Urban League**, led by *Lyndon Pryor*, where several of their members walked through the presentation talking about their work in justice, education, health, housing and information about their programs and who they serve. A detailed review of the presentation can be found in post meeting packet materials.

The decision to move the Goodwill presentation to another time was made because of time remaining.

Kim Menke brought up new business as including *diversity and inclusion* in all working committees within the KWIB moving forward. He asked for those interested in serving to build out this conversation to reach out to *Stefanie Ebbens Kingsley* or other KWIB staff for follow up.

Kim lifted that the **Collaborative** has set a hybrid meeting for **November 30th** and to watch for more information in the coming days for that meeting. The information is in the post meeting packet notes and includes discussion around the following work:

KWIB Subcommittees

- 1) Resource Alignment
- 2) MOU
- 3) Metrics

Project Assignment

- 1) Strategic Goals 2022 WIOA State Plan
- 2) State Partner MOU
- 3) 2022 Funding Report (2019, 2020, 2021)

Committees will be additionally staffed by the individuals identified by the named members of the Collaborative. KWIB staff made this request to each of the Secretaries, to consider which of their staff might be best utilized in these three working groups.

Closing comments

Kim concluded the business of the day. **Lori Ulrich** motioned to adjourn; **Amy Luttrell** seconded the motion. **Motion carried.**

3:41 PM ADJOURNMENT

KWIB Quarterly Board Meeting Pre-read links

March 17, 2022

Data / Metrics update - KY STATs info:

Updated KFSR: <https://kystats.ky.gov/Latest/KFSR>

Updated WRC (Not yet but will be ready by the 17th): <https://kystats.ky.gov/Latest/WRC>

Updated KWD (Not yet but will be ready by the 17th): <https://kystats.ky.gov/Latest/kwd>

2022 State Plan Modification DRAFT – [LINK](#) to KWIB site

Public comment requested by March 10, 2022

Submittal deadline moved up to March 15, 2022

- Programmatic language throughout the Modification has been updated via input from the respective partner agencies, including Adult Ed and OVR, but the overall vision and goals identified in the 2020 Plan remain the same.

Career and Technical Education (CTE) Certification process

Process and form information can be found on the [KWIB site](#) using the left hand navigation to click to the form to apply.



One-stop Certifications

The Workforce Innovation and Opportunity Act (WIOA) requires, that as a condition of being eligible to receive infrastructure funding, a local one-stop center (Kentucky Career Center or KCC) must be certified at least once every three years. To obtain certification, local workforce boards are charged with the responsibility of evaluating local one-stop centers using the objective criteria and standards established by the State Workforce Board.

First, the One-Stop Operator completes the application and obtains an ADA compliance letter. A review team is then assembled by the local WIB to survey the center and review the application, after which they make a recommendation regarding certification to the local WIB. Once approved by the local WIB, the KWIB issues a Certificate of Recognition.

Recommendation

The following Kentucky Career Centers have been reviewed and recertified by their respective local Workforce Investment Boards. KWIB staff have received and reviewed all necessary documentation required for certification.

LWDA	Center Location	Center Type	Date Certified
Cumberlands	Somerset	Comprehensive	10/19/21
TENCO	Maysville	Affiliate	12/15/21
TENCO	Morehead	Comprehensive	8/18/21

2022 KCC One Stop Certification renewal timeline

LWDAs WITH OVERDUE CENTERS/ACCESS POINTS: Bluegrass, Green River, KentuckianaWorks, West KY

For March 17th KWIB Quarterly

Comprehensive

- Somerset (Cumberlands)
 - (Reviewed and approved, ready for KWIB)
- Morehead (TENCO)
 - (Reviewed and approved, ready for KWIB)

Affiliate

- Maysville (TENCO) (Reviewed and approved, ready for KWIB)

For May 19th KWIB Quarterly

Comprehensive

- Paducah (West KY) 4/22/2018
- Hopkinsville (West KY) 11/17/2018
- Elizabethtown (Lincoln Trail) 3/19/22
- Owensboro (Green River) 2/6/22
- Hazard (EKCEP) 3/14/22
- Louisville 6th and Cedar (KentuckianaWorks)
 - (Reviewed and approved, waiting on ADA certification).

Affiliate

- NIA Center (KentuckianaWorks) N/A
- Danville (Bluegrass) 4/19/2019
- Pikeville-College Street (EKCEP) 3/14/2022
- Lebanon (Lincoln Trail) 3/19/2022
- Bardstown (Lincoln Trail) 3/19/2022
- Mt. Sterling (TENCO) N/A
- Madisonville (West KY) 2018?
- Central City (West KY) 2018?

Access Points

- All Bluegrass APs
- All Green River APs 2/6/2022

- All KentuckianaWorks APs
- All West KY APs

For August 18th KWIB Quarterly

Comprehensive

- Georgetown (Bluegrass) 5/14/2022
- Prestonsburg (EKECP) 6/13/2022
- Bowling Green (South Central) 7/31/2022
- Leitchfield (Lincoln Trail) 6/18/2022

Affiliate

- Columbia (Cumberlands) 8/27/2022
- Pineville (EKCEP) 6/13/2022
- Manchester (EKCEP) 6/13/2022
- Harlan (EKCEP) 6/13/2022
- McKee (EKCEP) 6/13/2022
- Whitesburg (EKCEP) 6/13/2022
- Glasgow (South Central) 7/31/2022

Access Points

- All EKCEP APs 6/13/2022

For November 10th KWIB Quarterly

Comprehensive

- Covington (NKY) 9/25/2022

Affiliate

- Albany (Cumberlands) 10/4/2022
- Mt. Vernon (Cumberlands) 11/7/2022
- Russell Springs (Cumberlands) 11/7/2022
- Campbellsville (Cumberlands) 8/27/2022
- Monticello (Cumberlands) 10/4/2022
- Florence (NKY) 9/25/2022

Access Points

- All Cumberlands APs 11/7/2022



2022 Perkins Application Review

Recommendation

The Perkins Review Committee recommends that the KWIB fund the following 5 Professional Development Grant requests and the additional 14 Perkins Leadership Grant requests. All requests have been deemed allowable expenses under the law.

School	Program	Funding Amount
UK	Professional Development	\$3,000
WKU	Professional Development	\$9,000
Murray State	Professional Development	\$9,000
EKU	Professional Development	\$4,500
OCTE	Professional Development	\$128,000
OCTE	Technical Assistance	\$22,000
OCTE	Career Programs & Pathways	\$465,000
OCTE	OSHA	\$40,500
OCTE	Non-Traditional Camps	\$60,000
KCTCS	Career and Technical Teaching, Learning, and Industry Alignment	\$429,850
Adult Ed.	Advancing Workplace Essential Digital Skills	\$111,500
Corrections		\$72,000
DJJ		\$15,060
KSB		\$ 6,350
KSD		\$30,000
EKU	Agricultural Program	\$33,641
NTI		\$434,500
U of L	Computer Science: Immersive Virtual Reality	\$73,203
U of L	Bluegrass Educational Excellence Promotion (BEEP)	\$52,895



Quarterly Board Meeting
DRAFT MINUTES
March 17, 2022;
1:30-pm – 3:30pm

Join from PC, Mac, Linux, iOS or Android:

<https://us06web.zoom.us/j/86180444849?pwd=cDkyRnhmQnYvblBncjNudFM0NFZQU09>

Password: GBb7b5

1:31 PM CALL TO ORDER

Kevin Smith, KWIB Chair, called the meeting to order and welcomed the board, staff and guests. He went over “housekeeping” items for conducting the board business.

Kevin asked KWIB Board members to identify their presence by putting their name in the chat:

KWIB (Kentucky Workforce Innovation Board) MEMBERS PRESENT:

Kevin Smith (PROXY Lisa Banner)	x	Kim Humphrey	x
Amy Luttrell	x	Lt. Governor Jacqueline Coleman	
Heidi Margulis	x	Lynn Parrish	x
Kim Menke	x	Mary Pat Regan (PROXY Comm Marty Hammons)	
Lori Ulrich	x	Mayor Robert Blythe	x
Scott Pierce	x	Michael Buckentin (PROXY Chad Hardison)	x
Beth Davisson	x	Representative Bobby McCool	
Jimmy Staton		Keith Sparks	
Cora McNabb	x	Ryan Holmes (PROXY Thomas Benford)	x
Dianne Owen		Sadiqa Reynolds (PROXY) – Lisa Thompson	x
Dr. Aaron Thompson (PROXY) – Rick Smith	x	Secretary Jamie Link	x
Dr. Jason Glass (PROXY) – David Horseman	x	Secretary Larry Hayes (PROXY Kristina Slattery)	
Governor Andy Beshear (PROXY J. Michael Brown)	x	Secretary J. Michael Brown	x
Pres Dr. Paul Czarapata	x	Senator Jimmy Higdon	
Dr. John Gregory	x	Sharon Price (PROXY James Cole)	x
Jonathan Webb (PROXY Amy Samples)	x	Suhas Kulkarni	x
Judge Exec. Micheal Hale		Bo Matthews (PROXY Justin Browning)	x
Todd Dunn		Tony Georges	
Terry Sexton	X	Dr. Julie Whitis	
Karen Trial			

QUORUM REACHED – 14 members of 26 voting members attending were B&I / WF representatives (satisfying ROP)

Cabinet and administration Updates:

Secretary Link addressed the board with cabinet initiatives and successes. 2022 legislation is currently in session. Secretary Link and several other state staff have been visiting local workforce development area locations and Kentucky Career Center and will continue to through the year. Other plans are to visit technical schools and apprenticeship programs. It is the Governor's priority that the unification of the Education and Workforce Development and Labor Cabinets streamline the workforce process through the reorganization process. The Unemployment Insurance backlog is ongoing, but hopes are they will be caught up by year end. The cabinet is in late stages of the RFP process for a new system.

Stefanie Ebbens Kingsley, Executive Director of the KWIB, shared updates provided by Kristina Slattery of the Cabinet for Economic Development as follows: YTD, Team Kentucky has announced over \$800 mil in new investment and over 2,000 new jobs; Next Kentucky Economic Development Finance Authority meeting on 3/31 for expansions and new locations; Next Bluegrass State Skills Corporation meeting on 5/4 to award new training grant and tax credit projects

Presentation – Affordable Housing Strategies and Investments in the Commonwealth

Kevin Smith introduced the next topic being an extremely important barrier, which is affordable housing and representatives from Goodwill Industries is going to share their initiatives for housing.

Amy Luttrell, CEO of Goodwill Industries, briefly explained the reason that Goodwill is shifting towards affordable housing. The title of their plan is **Pathways Out of Poverty**. This is a shift in thinking not just about how to get individuals into stable jobs, but to change services and to form strong relationships. For example, those who have experienced the justice system or recovery, they need help overcoming barriers and to have people that believe in them. Goodwill assists 103 out of the 120 counties in Kentucky.

Rena Sharpe, Chief Operating Officer for Goodwill Industries of Kentucky, Inc. presented that they have served 7,595 individuals at intake, but that number would be a little over 10,000 if soft touches were included in the figure. They have opened Career Opportunities Center in Louisville and plan on other locations across the state, which see about 75-100 daily. Self-sufficiency pathways takes an individual from phase 1 to phase 4, which includes a career coach for life. She then explained their Self Sufficiency Matrix, which helps measure their overall work and to direct funding to the right areas. The number 1 barrier based on this matrix is housing, if people aren't stable then they can't maintain a good job. Rena went on to explain Goodwill's vision, phases, and challenges of their housing program. For more information, please review the meeting materials available on KWIB's website. Goodwill will invest \$16,000,000 in Kentucky communities in 2022.

KWIB Business:

Stefanie Ebbens Kingsley updated the board on the work of the collaborative in state plan modification working groups, as well as preparing to gather and review the funding sources (federal and state) in the coming weeks. The state plan modification included Youth waiver language and the incorporation of several recommendations received by local workforce development area partners, and others around the effects of COVID to our workforce in Kentucky.

Kevin Smith, Chair, shared that there will now be a consent agenda to approve any items that can be grouped together in order to save time during the committee meetings. If there are any items that a Board member doesn't think shouldn't be included in the consent agenda, they have the ability to speak up and that item will be pulled out to be discussed immediately following the consent vote. No objections were mentioned during this quorum.

- Minutes of November 10, 2021, Meeting – the previous minutes were included in the pre-read materials for the meeting.
- One-Stop Certifications – Jacob McAndrews, of the KWIB, explained there were three counties (Somerset, Morehead, and Maysville) that were ready for approval and about a dozen that are in the pipeline for the next Board meeting to be reviewed. Information was provided in the pre-read materials.
- Perkins Leadership Funds – Beth Davison, Chair of the sub-committee, explained what the Perkins Review Committee recommends to the KWIB, which included funding of 5 Professional Development Grant requests and an additional 14 Perkins Leadership Grant requests. All requests have been deemed allowable expenses under the law and were listed within the pre-read materials.
- WIOA State Plan Modification – Stefanie Ebbens Kingsley, KWIB’s Executive Director, explained the process the review and submittal process of the state plan. She also stated that it was submitted for review and will come back to the KWIB Board for final approval later this year.

Heidi Marquis *motioned to approve the consent agenda*; **Paul Czarapata** seconded the motion. **Motion carried.**

Data/Metrics Update

Scott Secamiglio, Director of Visual and Analytics for KY STATS, updated the group on new reports that have been added to KYSTATS website.

- [Workforce Dashboard](#)
- [Work Ready Communities Dashboard](#)
- [Workforce Overview Report for Kentucky Regions \(WORKR\)](#)
- [Dual Credit Feedback Report](#)

We are recovering faster than in 2008 after the recession.

Committee work

Work Ready Communities Committee - Lori Ulrich, Chair, shared that the next window closes March 25, 2022. The applications will be reviewed by the committee, and recommendations made at the next KWIB board meeting.

Workforce Participation and Sustainability Committee – **Amy Luttrell**, Chair, provided an update to the work of the committee around the Benefit Cliff video that was produced. The link to that video is <https://youtu.be/8aPX9KljiA>

Education attainment and Employer Engagement Committee – **Beth Davisson**, Chair lifted up the CTE certification form that is available for employers to submit through their local workforce development areas for review <https://secure.kentucky.gov/formservices/KWIB/CTECertification>. She also lifted up the work being pursued by Sector Strategies sub-committee in conjunction with the Opportunity Youth sub-committee to create a *work-based learning toolkit* for employers to become engaged in the various on-ramp options for jobseekers to enter industry.

Resource Alignment and Funding Committee – **Kim Menke**, Chair and Co-chair of the KWIB emphasized the work of his committee in collaboration with the Education and Workforce Development Collaborative that had been meeting since November 2021. They are pulling together a form to distribute to state, local, and private and non-profit entities to understand the funding scope around workforce in Kentucky.

There was no new business. **Kevin Smith** introduced **Dr. Kish Kumi Price**, Commissioner, Department of Workforce Investment. Dr. Price discussed the Governor’s initiative *Everybody Counts* pilot in Jefferson County Public Schools. Students can do a virtual tour to see how careers, and career growth in supporting businesses will look. More information can be found <https://governor.ky.gov/Everybody-Counts>.

Closing comments

Kevin asked for any final comments. **Scott Pierce** *motioned to adjourn*; **Beth Davisson** *seconded* the motion. **Motion carried.**

3:07 PM **ADJOURNMENT**

DRAFT



Goodwill

Industries of Kentucky



Goodwill Opportunity Campus - opening Summer 2023!!

18 LOUISVILLE GOODWILL INDUSTRIES. 214

OUR *Mission* STATEMENT

Goodwill Industries of Kentucky helps people with disabilities or other disadvantages achieve and maintain employment to gain a better quality of life. We give people a hand up—not a handout—so they can experience the dignity and independence that comes from earning a paycheck and achieving self-sufficiency.

LOUISVILLE GOODWILL
INDUSTRIES
CHAPEL

LOUISVILLE GOODWILL
INDUSTRIES
OFFICE

55-205

55-203

55-204



Who do we serve?

Dashboard

Goodwill Industries of Kentucky

Clients Served Last Year, 2021

As of Mar 17, 2022 9:05 AM-Viewing as GWIK IT Admin

Branch/Division

All

Clients Served, 2021

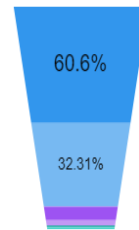
7,595

[View Report \(Participants from Last Year-Age/Region\)](#)

By Race

Clients Served 2021

Sum of Power of 1: 7.5k



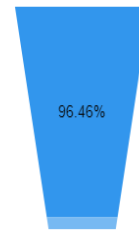
- Race (Select all that apply)
- Caucasian or White
 - Black or African American
 - Other race or origin
 - Asian/Native Hawaiian/Other Pacific Islander
 - Black or African American; Caucasian or White
 - American Indian / Alaska Native

[View Report \(Participants from Last Year-Race\)](#)

By Hispanic Origin

Clients Served 2021

Sum of Power of 1: 7.6k



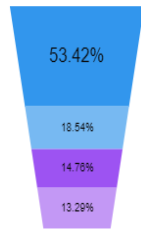
- Hispanic Origin
- No
 - Yes

[View Report \(Participants from Last Year-Race/Age/On\)](#)

By Region

Clients Served 2021

Sum of Power of 1: 7.6k



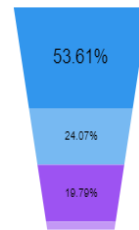
- Branch/Division
- Louisville
 - Lexington
 - Somerset
 - Bowling Green

[View Report \(Participants from PY by Region\)](#)

Age Groups

Clients Served 2021

Sum of Power of 1: 7.6k



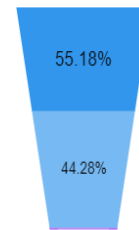
- Age Group
- 25-45
 - 46-65
 - 16-24
 - 65+

[View Report \(Participants from Last Year-Age Group\)](#)

By Gender

Clients Served 2021

Sum of Power of 1: 7.6k



- Person Account: Gender
- Female
 - Male
 - Transgender
 - Other

[View Report \(Participants from Last Year-Gender\)](#)



GOODWILL INDUSTRIES OF KENTUCKY

Our mission hasn't changed but the execution has. The big shift from employment being job 1 to barrier removal



GOODWILL INDUSTRIES OF KENTUCKY

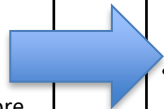
SELF-SUFFICIENCY PATHWAY



Phase 1 Barrier removal (IDP)

Housing, Transportation, Legal, Food, safety, treatment, Childcare, Healthcare, Dental Health, Mental Health, Disability needs, Bank acct.

- Intake-Self Sufficiency Matrix
- Set goals based on score & priority
- Soft Skills
- **Initial work placement at Goodwill (preferably) or another intermediary employer (when ready).**



Phase 2 Career Path Planning (IDP) (Continued improvement on Phase 1 items)

- Career exploration, Family /social relations, GED, etc.
- Choose pathway based on testing and interest
- Job Shadowing



Phase 3 Work & Learn (Continued improvement on Phase 1 items)

- Training/credentialing/ program 1-2 days per week (stipend by Goodwill Works)
- Working at Goodwill or another sponsor employer 3-4 days per



Phase 4 Permanent Placement (Continued improvement on Phase 1 items)



Note: All Goodwill employees and clients have a dedicated career coach to work with them on their self-sufficiency status including Career Planning



GOODWILL INDUSTRIES OF KENTUCKY

SELF-SUFFICIENCY MATRIX



Participant Name _____ DOB ____/____/____ Assessment Date ____/____/____ (circle one) Initial Interim Exit

Domain	1 Crisis	2 Vulnerable	3 Subsidized/Safe	4 Unsubsidized/ Building Capacity	5 Empowered	Score
Housing	Homeless, unsafe, wrap around housing, or possible eviction	In decent temporary or wrap around housing; and/or current rent/housing payment is unaffordable	Housing is safe but subsidized	Housing is safe and unsubsidized	Homeownership	
Financial	No income	Not earning enough income and/or spending too much money	Can pay for food, housing, transportation and childcare with financial help; spending aligns with income and assistance (subsidized).	Pays for food, housing, transportation and childcare and manages expenses without financial help but not currently contributing to savings/retirement	Earning enough money to pay for basic expenses (food, housing, childcare, transportation) and contributing to savings/retirement account on an ongoing basis	
Food	No sustainable access to food	Relies solely on food stamps and/or other public assistance to obtain food	Able to get and prepare food, with a mix of income and public assistance	Always able to get enough food to feed self and/or family based solely on income	Able to buy food as desired.	
Dependent Care	Needs dependent care but is not available and/or dependent is not eligible	Cannot rely on and/or afford dependent care	Help with dependent care expenses is available but limited	Reliable, affordable dependent care is available, does not need financial assistance	Able to choose and afford dependent care No dependent care necessary	
Education	Limited academic skills, no high school diploma/GED	Enrolled in academic and/or GED program	Has high school diploma/GED	Enrolled in Earn & Learn, credentialing or post-secondary education/training to improve job status and/or career opportunities	Has completed education/training needed to improve job status or career opportunities	
Health care Coverage	No medical coverage and has immediate need	No medical coverage and has no immediate need or difficulty getting medical help when needed.	Enrolled in Medicaid or Medicare.	Enrolled in private insurance but medical needs may strain budget	Has insurance that is affordable, adequate and able to meet medical needs with no strain to budget	
Transportation	No access to transportation.	Transportation is limited and or unreliable. Bus stop is not close to work/home.	Transportation is made available through 3rd party sources	Transportation is available and reliable	Automobile ownership	
Mental Health and Safety	Considered danger to self or others, severe impaired functioning	Impaired functioning and temporary threat to safety in current	Moderately impaired functioning and adequate temporary safety with a	Minor impaired functioning and adequate safe and stable	No or few mental health symptoms and living well day to day; home is safe	

SELF SUFFICIENCY ASSESSMENT

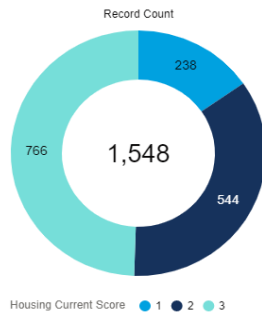
Dashboard
Housing - Self Sufficiency Assessment
 Statewide and Louisville
 As of Nov 10, 2021 11:59 AM Viewing as GWIK IT Admin

Self Sufficiency Assessments
 Statewide

3,406

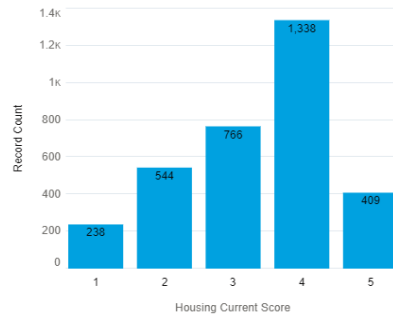
[View Report \(All GW Participants with SSM Assess\)](#)

Housing Low-SSM
 Statewide



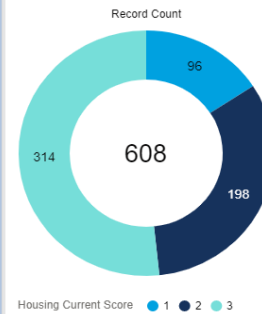
Housing Current Score ● 1 ● 2 ● 3
[View Report \(Housing Low-SSM\)](#)

Total Housing Domain SSM
 Statewide



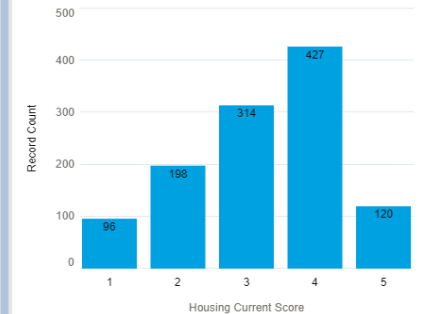
[View Report \(Total Housing Domain SSM\)](#)

Louisville Housing Low-SSM
 Louisville Only



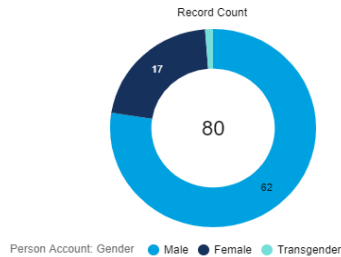
Housing Current Score ● 1 ● 2 ● 3
[View Report \(Louisville Housing Low-SSM\)](#)

Louisville-Total Housing SSM
 Louisville Only



[View Report \(Louisville-Total Housing SSM\)](#)

Housing Program Demographics



Person Account: Gender ● Male ● Female ● Transgender
[View Report \(Housing Program Demographics\)](#)

Housing Program Demographics

Person Account: Gender	Race (Select all that apply)	Record Count
Male	American Indian / Alaska Native	1
	Black or African American	28
	Caucasian or White	31
	Other race or origin	2
	Subtotal	62
Female	Black or African American	6
	Caucasian or White	11
	Subtotal	17

[View Report \(Housing Program Demographics\)](#)



GOODWILL INDUSTRIES OF KENTUCKY

CAREER OPPORTUNITY CENTERS

A Collaboration with community partners to help Kentuckians overcome barriers, gain and maintain employment in order to become self-sufficient. Individuals seeking support can now come to the Center to meet with Goodwill career coaches or community partners for various support services



- *Financial and budgeting support*
- *Applied digital skills*
- *Computer Basics*
- *Goodwill Cars to Work, Another Way, Last Mile to Work*
- *Behavioral, mental and spiritual health support*
- *Housing assistance*
- *Addiction treatment*
- *Legal and expungement services*
- *Forklift certification*
- *OSHA card*
- ***Goodwill Works Programing SOFT SKILLS – GOODSTART – RISE***
- *GED Classes*
- *ID's, Birth Certificates, Medicaid & Snap Benefits*

LOUISVILLE EAST OPPORTUNITY CENTER

OPENED JANUARY 2021 – 1000+ MEMBERSHIPS



LOUISVILLE EAST OPPORTUNITY CENTER



In a typical day, we serve 75-100 individuals in the center

OPPORTUNITY CENTER ROLL-OUT PLAN 2022

Location	Status
Louisville-East Broadway Louisville-Preston HWY South Louisville-West Broadway	Center Open Opening summer 2022 Opening summer 2023
Lexington	Center Open
Somerset	Center Open (Building new center opening Dec. 2022)
Elizabethtown	Center Open
Pikeville	Center Open (have not launched full model)
Morehead	Site Leased Opening in May 2022
Bowling Green	Center open (looking for new location to expand to full model)
Paducah	Site located /in process
??? One TBD location	



GOODWILL INDUSTRIES OF KENTUCKY

CAREER COACH SERVICES

Self-Sufficiency Matrix Individual Development Plan

- Goodwill provides a career coach for all employees & clients of Goodwill Works
- The career coach assesses the employee's needs according to a Self-Sufficiency Matrix designed around Maslow's Hierarchy of Needs
- (If the employee is referred from a Goodwill Program, he/she will already have the matrix active in Good Data)
- Following the needs assessment, **an action plan is implemented** with the employee/client
- When the employee/client is stable on needs, the career coach works with the employee on an Individual Development Plan to work toward a career path for better wages and a more stable future . Time is allowed on the clock for this planning if an employee at Goodwill.



GOODWILL INDUSTRIES OF KENTUCKY

STEP 1 – SOFT SKILLS TRAINING

Individuals who seek employment assistance from Goodwill **must** attend Goodwill’s Soft Skills Academy. In the Soft Skills Academy, our employees learn critical skills to help them succeed in the workplace. Soft skills are conducted either in person or virtually at various locations in the Goodwill service area. The following skills are taught:



GOODWILL INDUSTRIES OF KENTUCKY

STEP 2 -GOODSTART

GoodStart is a **one-week** program designed to assess our clients with a hands-on approach directly from our Training Facilitation Team. This program and runs Monday through Friday from 9am to 1pm. (May vary from center to center)

GoodStart Overview:



Goodwill Program Services and Opportunity Center

Resource Linkage & Career Coaching

TABE Locator for Reading & Math

Interest Inventories (My Next Move)

NorthStar Digital Literacy Assessments

Typing Test

Indeed Training & Job Search Workshop

Interview Skills & Mock Workshop

Resume Development Workshop

GoodStart presents us the opportunity to appropriately place our clients on the right path! At Goodwill we want to set our people up for success and ensure they have the right tools and resources needed to take that next step.



GOODWILL INDUSTRIES OF KENTUCKY

STEP 3-RISE

RISE is a 10-day training program that helps clients overcome barriers to entering the workforce by providing coursework focused on helping individuals learn the skills they need to be successful, not only in employment but in their day to day lives.

Upon acceptance into RISE, clients select one of the following pathways:



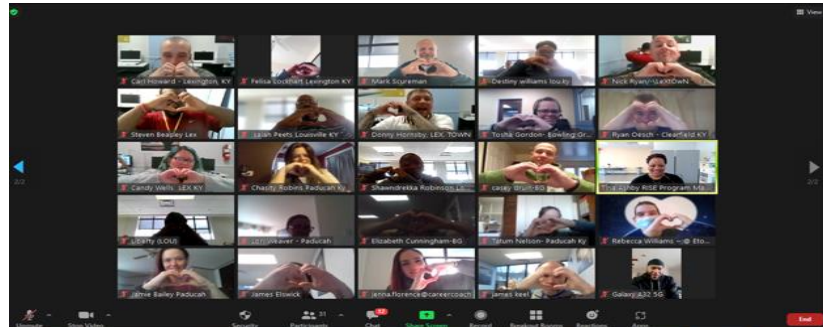
Career



Further Education



Credential



RISE sessions are Monday-Friday from 9:30am-1:30pm for two weeks. Graduates receive \$300 stipend and additional assistance on barriers if they are working toward goals.

TRANSPORTATION PROGRAMS

- **Cars to Work** connects Kentuckians with affordable transportation so they can maintain employment, grow in their careers, and ultimately move out of poverty and achieve self-sufficiency.
- Employees must meet the eligibility requirements
- Goodwill provides the required \$1,000 down payment to employees and \$500 to external clients who qualify for CTW & refunds the interest when the loan is paid in full
- **Last Mile To Work** provides employees a bicycle free of charge to give them a more feasible means of transportation to employment
- **The Van to Work Program** is designed to offer existing and newly hired employees the opportunity to utilize Goodwill provided transportation to select stores that have been identified as having staffing challenges due to public transportation limitations.



150 CARS PLACED IN 2021
GOAL FOR 2022- 500

NOTE: ALSO OPEN TO NON-EMPLOYEES

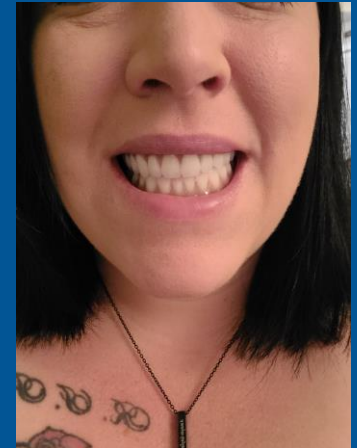


GOODWILL INDUSTRIES OF KENTUCKY

GOOD SMILES

- This program is designed to help employees with dental problems get the assistance they need to fix those problems
- It is available for any employees making a wage below \$40,000
- This program allows up to \$5,000 of dental work per year to be performed on an individual, paid for by Goodwill
- This program is in addition to premium dental insurance offered to all employees in the company

Sam was a program referral to our retail store and is now a Facilitator in Career Services! What a winning smile!



"It is the difference between wanting to smile and being able to!"

-Sam

In 2021 over 400 smiles were restored!

TUITION REIMBURSEMENT

- Goodwill encourages employees to improve their skills and knowledge through education
- Employees can request tuition assistance for courses that would enhance their ability to perform their current job, prepare them for future responsibilities or assignments, further the mission of Goodwill or advance their career outside of Goodwill employment.
- Goodwill will reimburse employee (student) costs for tuition and books up to \$5,000 per calendar year



GOODWILL INDUSTRIES OF KENTUCKY

EXPUNGEMENT PROGRAM

- Expungement is the process by which a record of criminal conviction is erased, destroyed or sealed from a state or federal record. An expungement order directs the court to treat the criminal conviction as if it had never occurred, essentially removing it from a defendant's criminal record.
- Currently the cost to remove a felony in the state of Kentucky is \$300 and a misdemeanor is \$100.
- Goodwill is focused on providing legal and financial assistance to our employees and participants because of the barriers an individual's background can have on securing stable employment, housing and other basic needs.



Why get your record EXPUNGED?

- ✓ Clear background checks
- ✓ Better employment
- ✓ Higher Education
- ✓ Better Housing options
- ✓ Ease of Mind



GOODWILL INDUSTRIES OF KENTUCKY



NOTE: ALSO OPEN TO NON-EMPLOYEES

WORK AND LEARN

- The purpose of Work and Learn is to support clients in their efforts to improve their job status and/or advance their career by focusing on education and training. This can be within or outside of Goodwill.
- The qualifying employee will be allotted 10 hours of study and/or class time to work toward a credential or certification that will improve their job status or increase wages
- The hours spent on class/study time will be paid for by Goodwill so that the employee can maintain the full-time wages necessary to avoid budget disruptions.



GOODWILL INDUSTRIES OF KENTUCKY

GOODWILL'S RAMP PROGRAM

PROGRAM OBJECTIVE

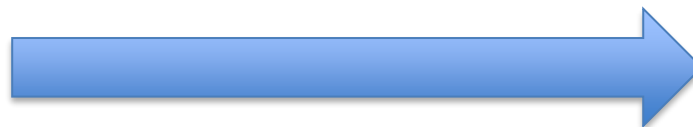
The objective is to help an individual go from an entry-level, low-wage position to a higher-skill, higher-wage career so they can earn a livable wage. Our participating employers understand the importance of a skilled workforce and they are willing to give our employees a chance because they will have our programming and supportive services as well as a reference from their Manager and Career Coach. This partnership is aimed at showing our community that directly investing in our workforce provides value.

There are often barriers outside of our employees' control that keep them from working successfully. Unexpected expenses & past experiences hold them back in areas like housing, transportation, childcare, expungement and more can often mean the difference between making it to work one day or not. Goodwill helps eliminate the roadblocks that hold an individual back from achieving a career and ultimately become self-sufficient!

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\$11-\$13



A job, a better job, a Career



\$18-\$28

HOUSING PROGRAM

Housing # 1 barrier based on matrix

- **Phase 2** consists of Goodwill subsidized short-term (less than three months) housing typically in group settings. Level 2 is intended for individuals who are homeless. (Up to \$1500 per person)
- **Phase 3** will consist of units subsidized by Goodwill with rent **paid in full up to six (6) months.** Employees/clients may be allowed to stay longer than six months depending on their circumstances and the ability to obtain independent housing.
- Employees must meet the program requirements to access and remain in the housing program



In 2021, 60% of graduates from level 3 went into independent/ unsubsidized housing.

NOTE: ALSO OPEN TO NON-EMPLOYEES



GOODWILL INDUSTRIES OF KENTUCKY

Challenges in Phase 2 :

- **Capacity** due to Limited number of approved partners
- Communication between the housing partner & Goodwill Coach
- Client having to travel to Personal & Professional Development classes at Goodwill
- Expensive: Very little funding exists for step down models to cover the housing costs.



Oxford House



GOODWILL INDUSTRIES OF KENTUCKY

Challenges in Phase 3 :

- Limited number of Landlords willing to allow our clients to live there without being on the lease.
- Very Expensive: No funding exists for this model. Average cost per client is \$5000 (6 months rent & utilities)*Does not include furniture



GOODWILL INDUSTRIES OF KENTUCKY

What is the gap of unmet needs?

Goodwill's vision.

Workforce/ Safe Housing-Phase2

Partners co-located On-site

- No cost to client
- Monitored housing units
- Dormitory style housing units
- Financial literacy/ One-on-one financial coaching
- Behavioral health partner on-site
- Twice weekly group meetings
- Employment and Career Pathways
- *Curfew*
- *Random drug testing*
- Wrap around services to reduce barriers
- Nars Level 2 Accredited



Note: If client is not willing to follow protocols for Personal & Professional Development there would be a progressive plan that may include a transfer to a partner providing Housing First or Treatment if the client is willing .



GOODWILL INDUSTRIES OF KENTUCKY

Goodwill Industries of KY's investment in Kentucky Communities pledged for 2022 = \$16 Million

- Over 100 Career Services staff, i.e., coaches, program managers, facilitators, etc.
- New Opportunity Centers
- Expanding young adult programming state-wide
- Expungements (Goal 1500)
- Cars to Work (Goal 500)
- Housing
- Work & Learn Programming
- Van to Work Expansion



GOODWILL INDUSTRIES OF KENTUCKY



SUCCESS STORY –LOUISVILLE, KENTUCKY

On September 17th, 2021, Mike sent the RISE Program Manager, Tina Ashby the following email: *“You know I got in touch with Goodwill while I was in prison. I knew what Dennis and Tom told me sounded good, but I can't say that I ever believed it would lead me to where I am today. Thankfully they got me in front of you and your leadership. I want you to know that I have taken advantage of a lot of the programs offered by Goodwill as well as the resources provided by some of the partners of the KY Rise Program. After I completed Rise, I took a job in **production as a Grader at the Goodwill Hurstbourne** store while I tried to resolve the pending **legal issues** I had, just like my **career coach** Collin suggested. I'm a participant in Goodwill's **Housing Program** and I currently live in a nice two bedroom apt that is fully furnished apt with all brand-new furniture. I have gotten in touch with the medical staff at Shawnee Christian Health. They are treating both my **mind and body**, lol. I see them as my primary care physician, and I've also been doing weekly sessions with Sheila Cundiff to help me deal with my **mental wellbeing**. Her and I came up with a plan. I worked it one small goal at a time. Which in time lead to my completing my **continuing education** requirements for my **electrical license**. Once I'd saved a little bit of money and could afford the reinstatement, I was able to renew my certification again through the state and I am once again a **state licensed Master Electrician**. My career coach at the Goodwill I was working at helped me a **few hours a week to apply for jobs while I was on the clock, lol**. Eventually I got a job as a Project Manager for **Synergy Electric. It pays \$28 an hour**. I work M-F, 10 hours a day which equals a salary of **\$80k per year and I have a company truck**. It also comes with vacation time, 5 paid sick days and 401k. After almost a month I can say that I love my job, the people I work for and that work for me. I have 7 months left in the Goodwill Housing Program. **I was able to resolve my pending legal issues with probation. All my bills are paid, I have an awesome Jeep. I'm dating and I joined a bowling league on Thursday nights**. I'm also proud to say that I am doing well enough now that I can afford to split my **kid's college education** evenly with their mother. **It's not easy to let go of \$500 every other week for them, but at the same time nothing makes me feel more like a man than being there and taking care of my kids.**” Mike*



GOODWILL INDUSTRIES OF KENTUCKY